



BDB PITMANS

WORKFORCE DIVERSITY DATA REPORT 2023

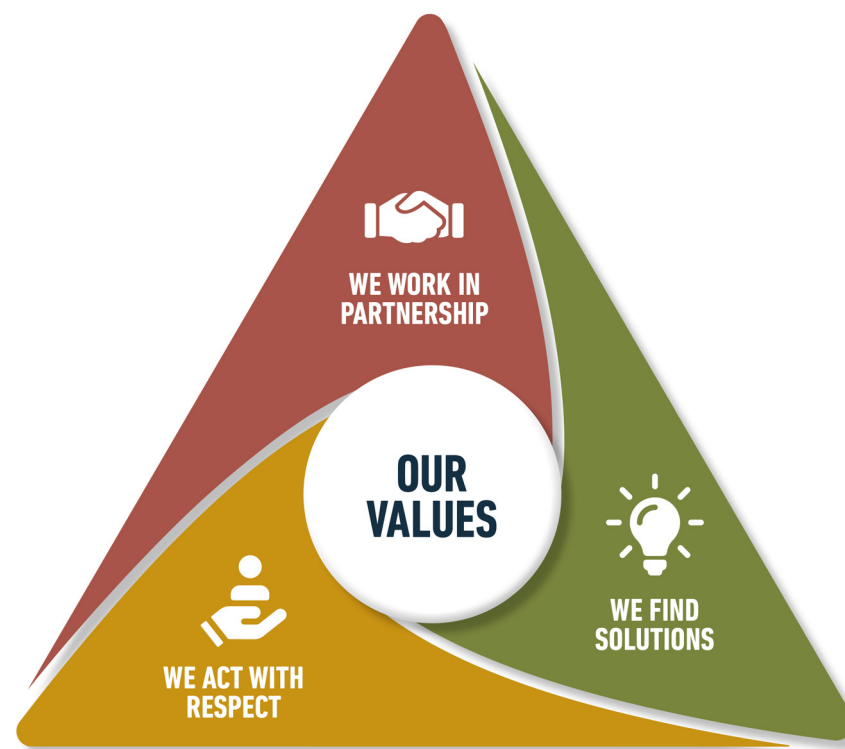


FOREWORD

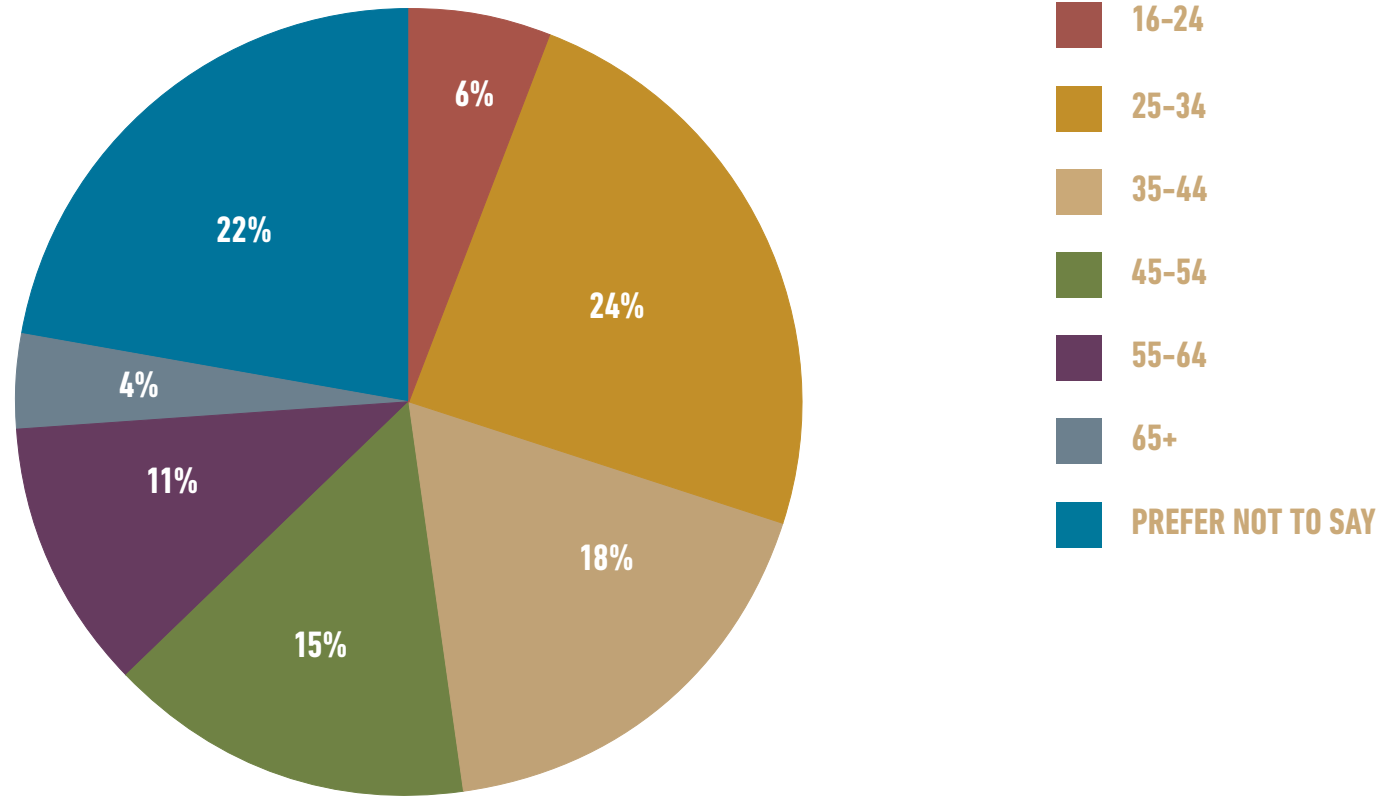
At BDB Pitmans, equity, diversity, and inclusion (ED&I) sit at the heart of who we are as a firm. It affects all areas of law firm life, and strongly informs our approach to working with clients, partners, and the communities we serve.

Our firm's values – we work in partnership, we find solutions, we act with respect – are also deeply embedded in ED&I principles.

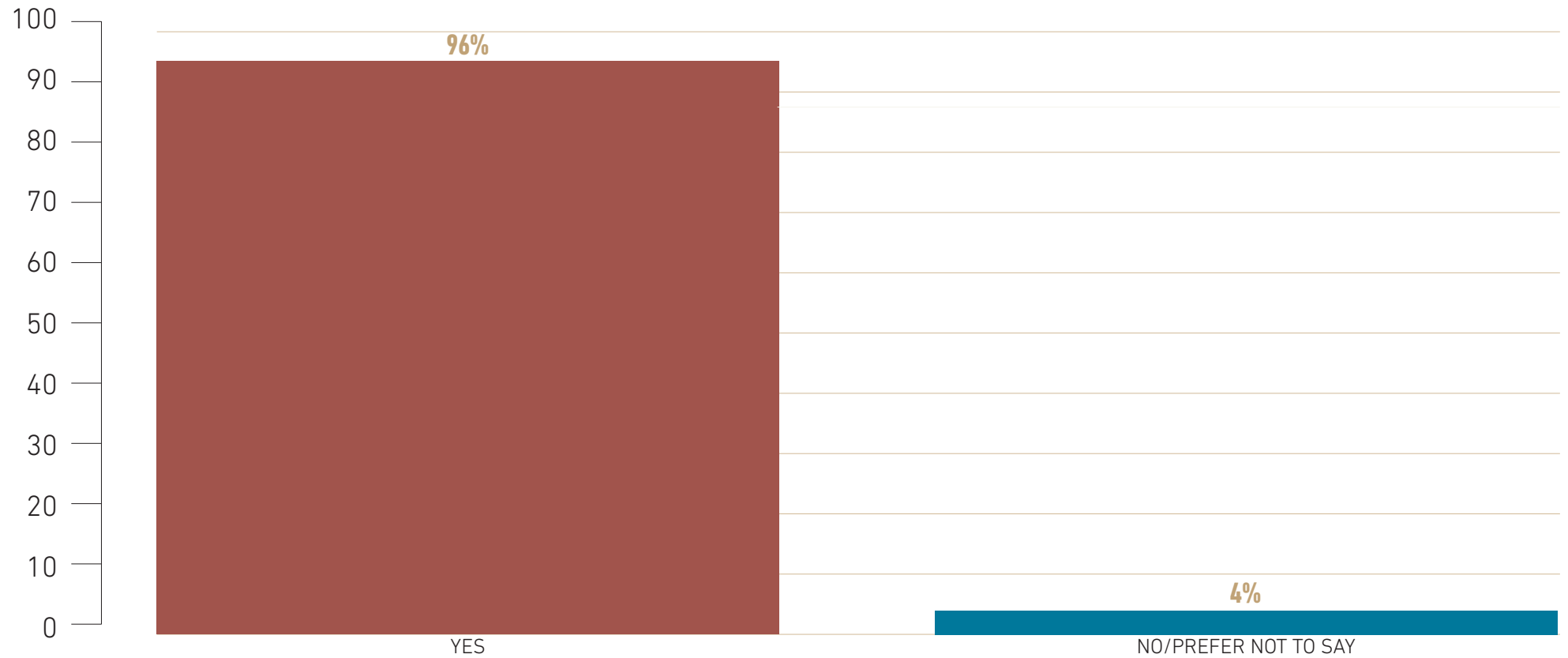
We are committed to furthering equality within the firm and utilising our workforce data to achieve this. We continue to analyse and report on all protected characteristics (Equality Act, 2010) and beyond, and will be carrying out a number of initiatives to support improvements across all areas.



AGE

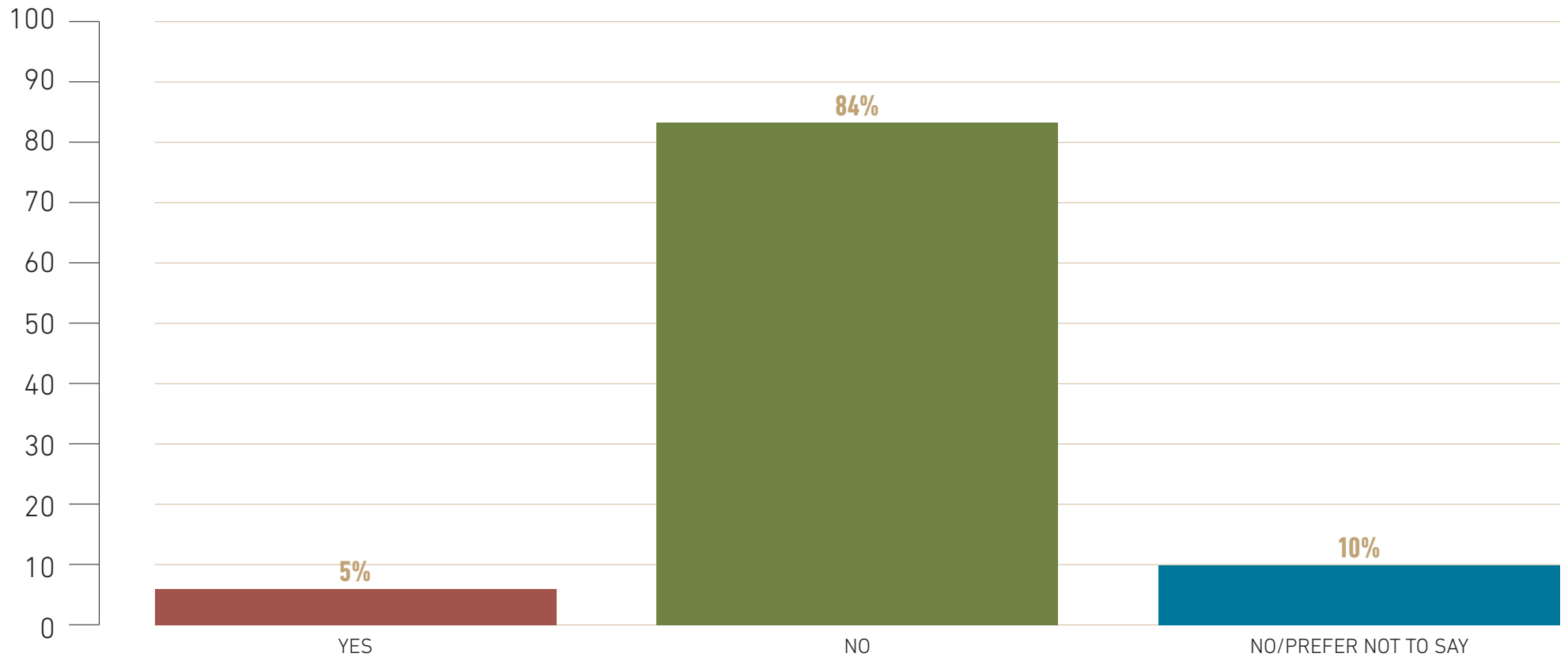


GENDER IDENTITY SAME AS BIRTH



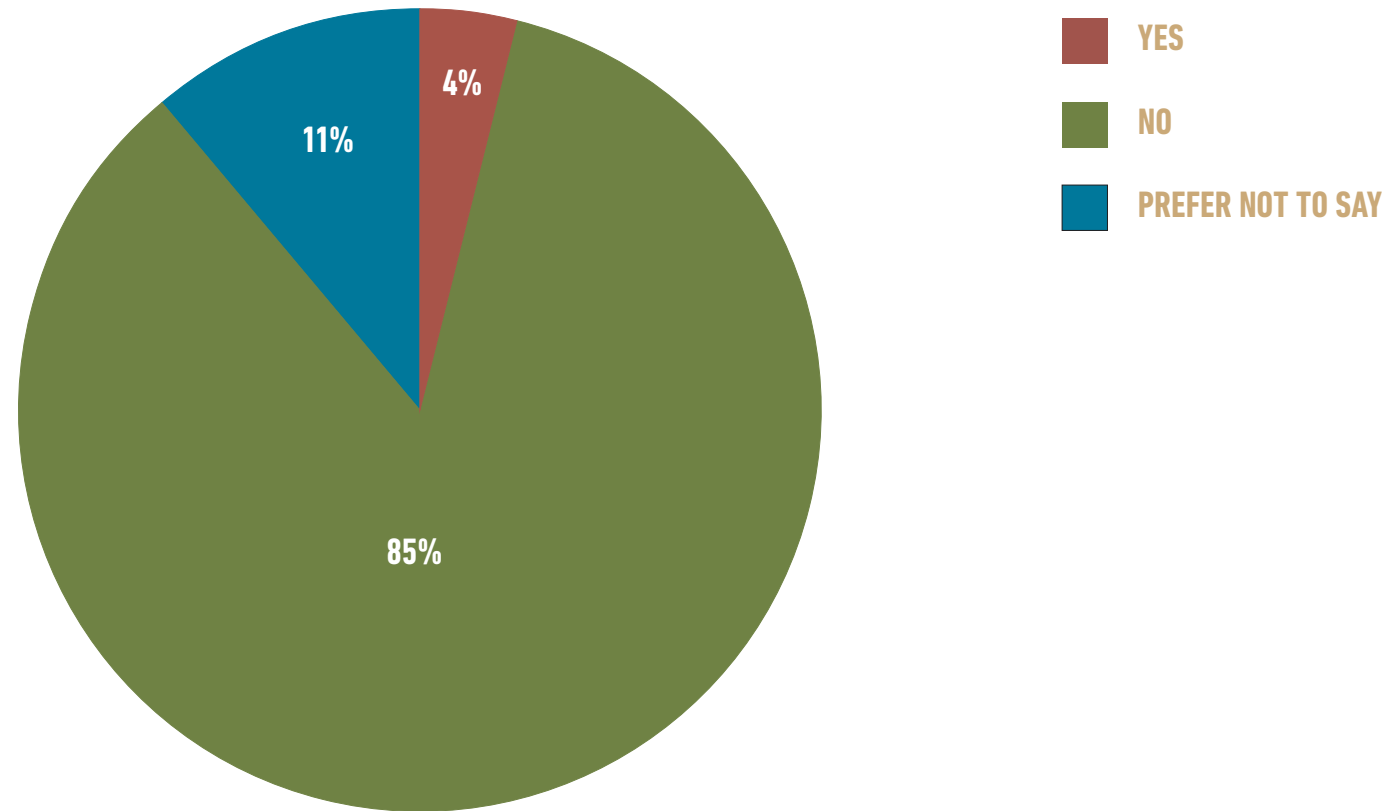
*Response categories 'No/Prefer not to say' have been grouped to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

DISABILITY



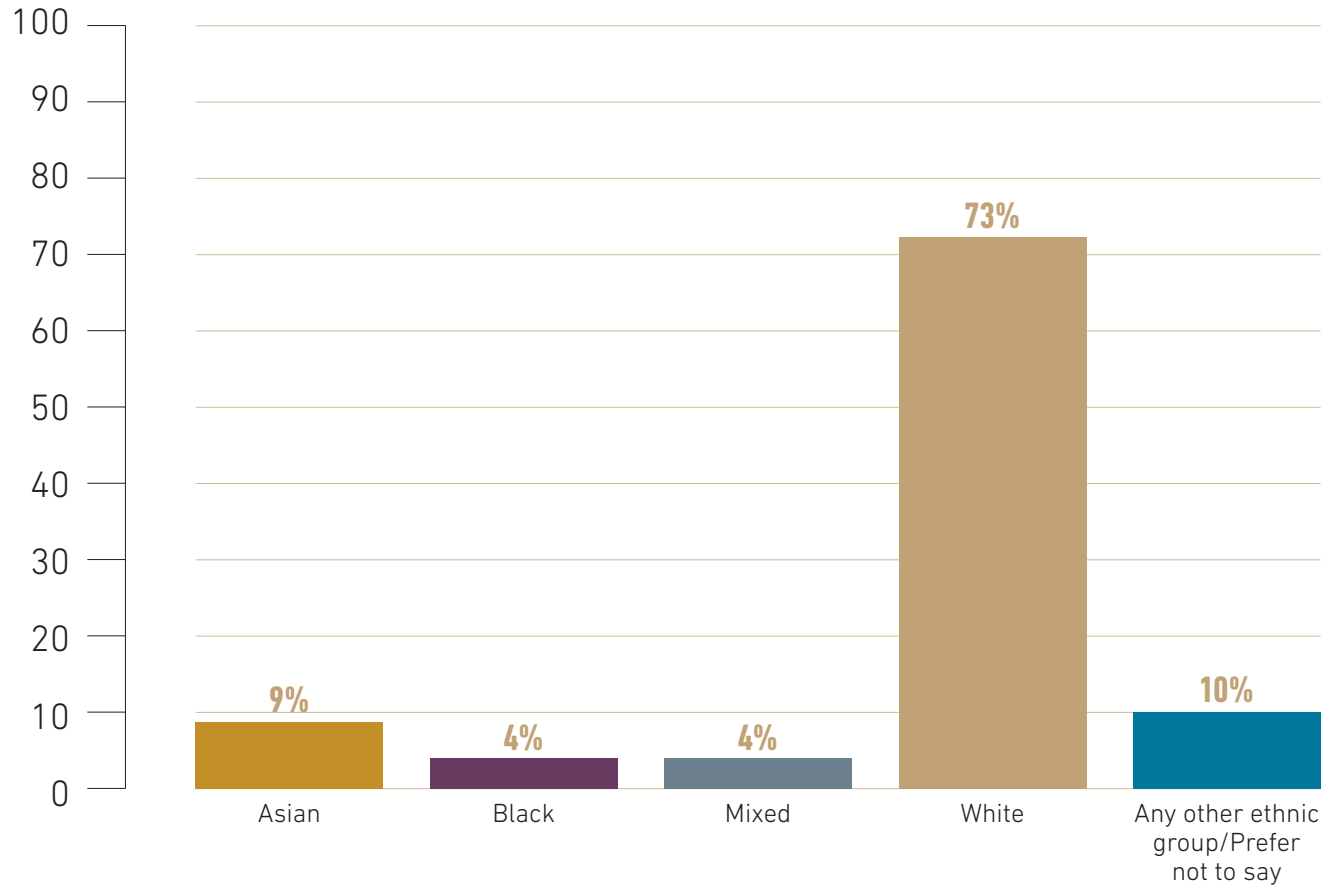
*Response categories 'No/Prefer not to say' have been grouped to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

DAY TO DAY ACTIVITIES LIMITED IN THE LAST 12 MONTHS



*Response categories 'Yes, Limited a lot, and Yes, limited a little' have been grouped into 'Yes' to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

ETHNICITY



Response categories have been grouped to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

ASIAN – Bangladeshi, Chinese, Indian, Pakistani and any other Asian background

BLACK – African, Caribbean and any other Black background

MIXED - White and Black African, White and Black Caribbean, White and Chinese and any other mixed/Multiple Ethnic Background.

WHITE - British/English/Welsh/Northern Irish/Scottish, Irish, Gypsy or Irish Traveller, Roma, and any other White background

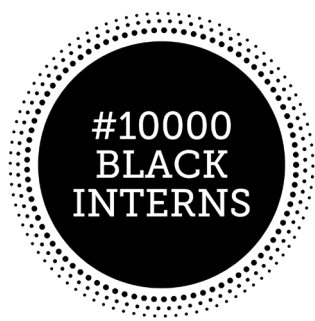
ANY OTHER ETHNIC GROUP/PREFER NOT TO SAY - Arab, any other ethnic group and prefer not to say

CASE STUDY: 10,000 INTERNS PROGRAMME

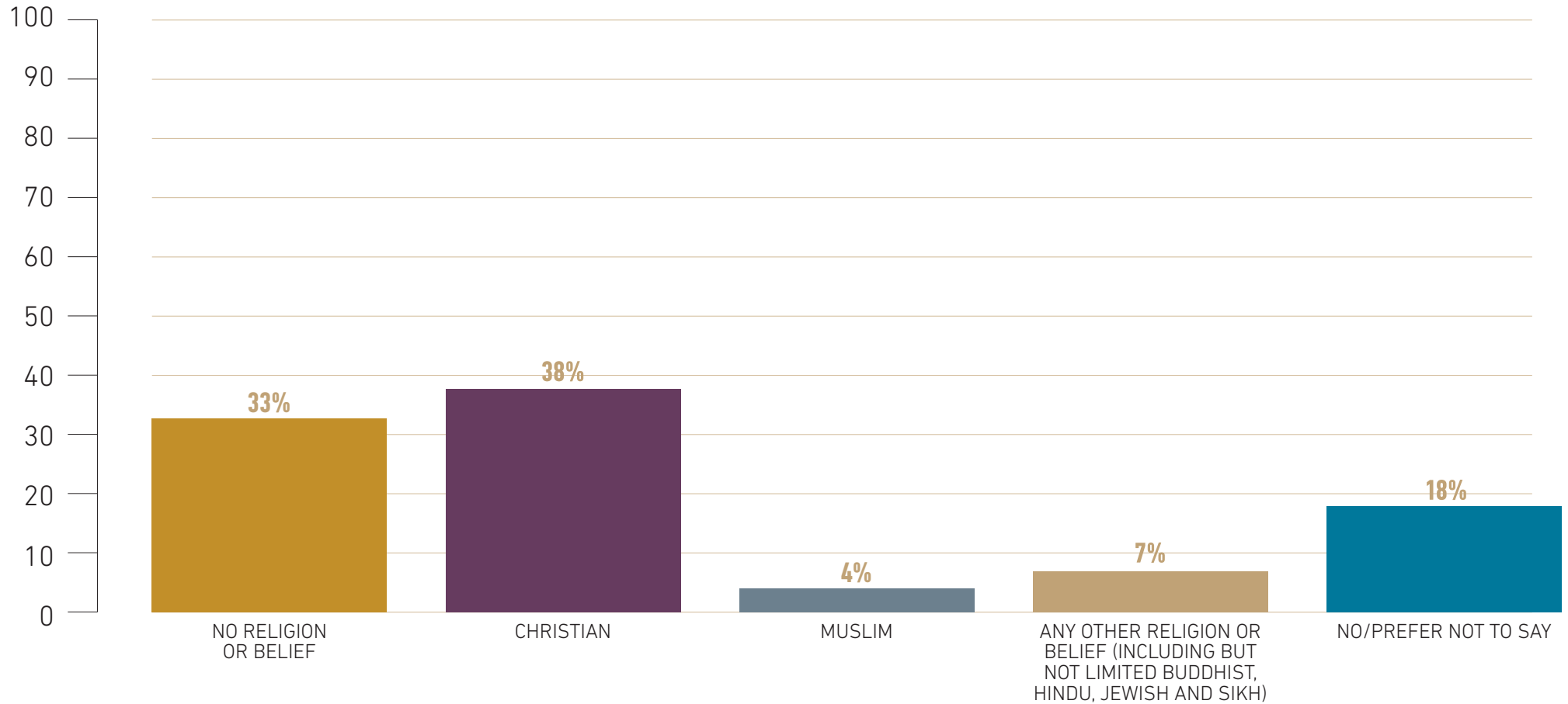
We have taken part in the 10,000 interns programme for 2 years running. From July-August 2023 we hosted 6 students from the Black Interns and Able Interns programme in our London office, where they had the opportunity to gain experience in our Project Management, Human Resources and Legal departments.

During the 6-week internship, the interns developed new skills, researched and presented a project on the future of Artificial Intelligence in the legal sector, and attended webinars and events as part of the Collab Network of law firms in the City.

Taking part in this initiative is part of a wider strategy to diversify our talent pipeline and to encourage non-traditional routes into law.

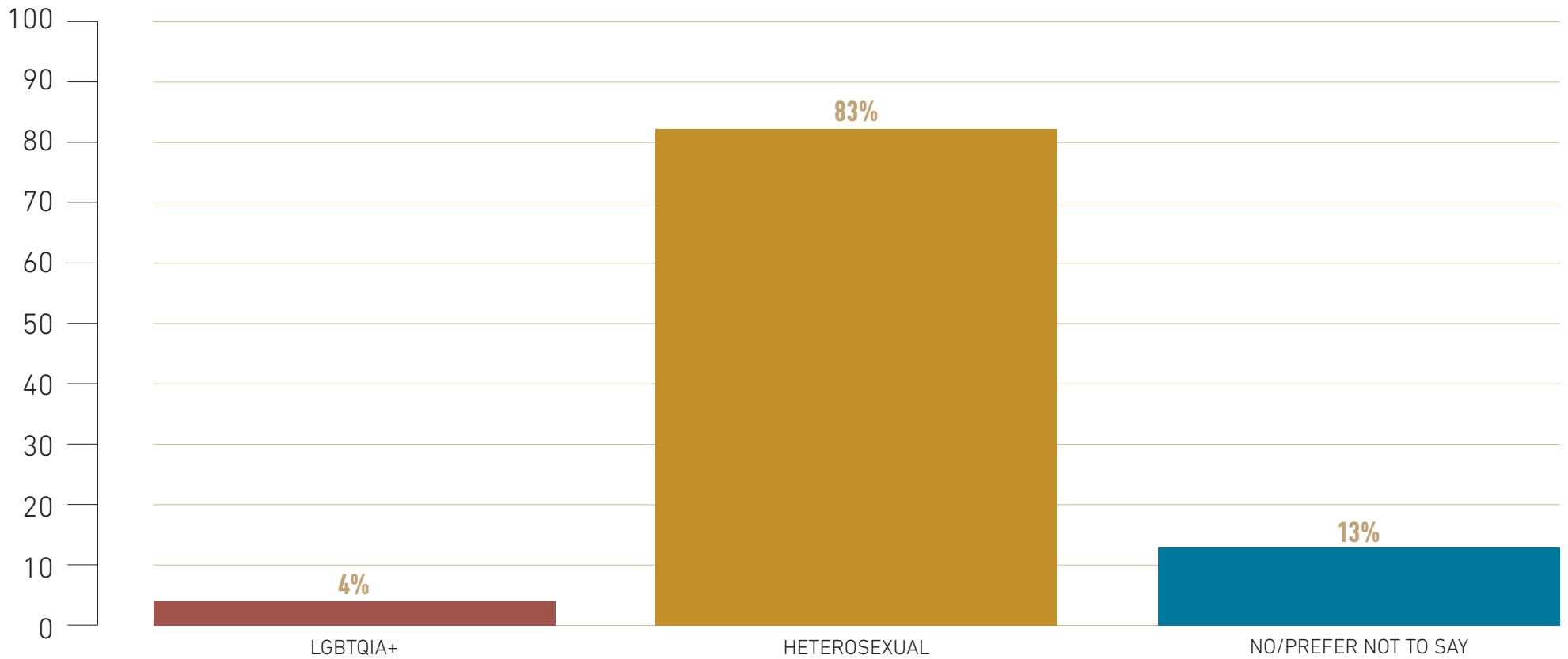


RELIGION/BELIEF



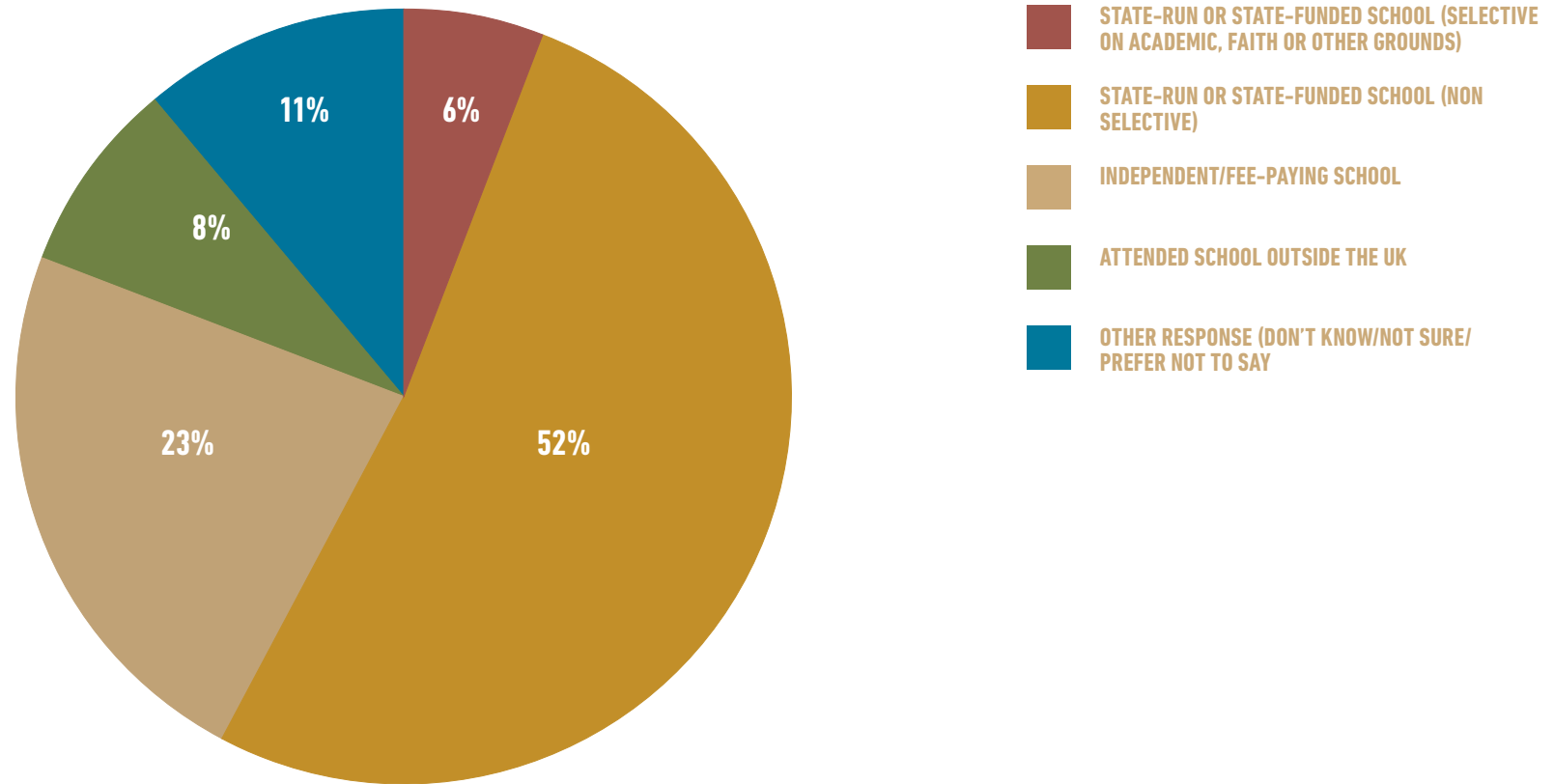
*Response categories for 'Any other religion or belief' and 'No/Prefer not to say', have been grouped to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

SEXUAL ORIENTATION



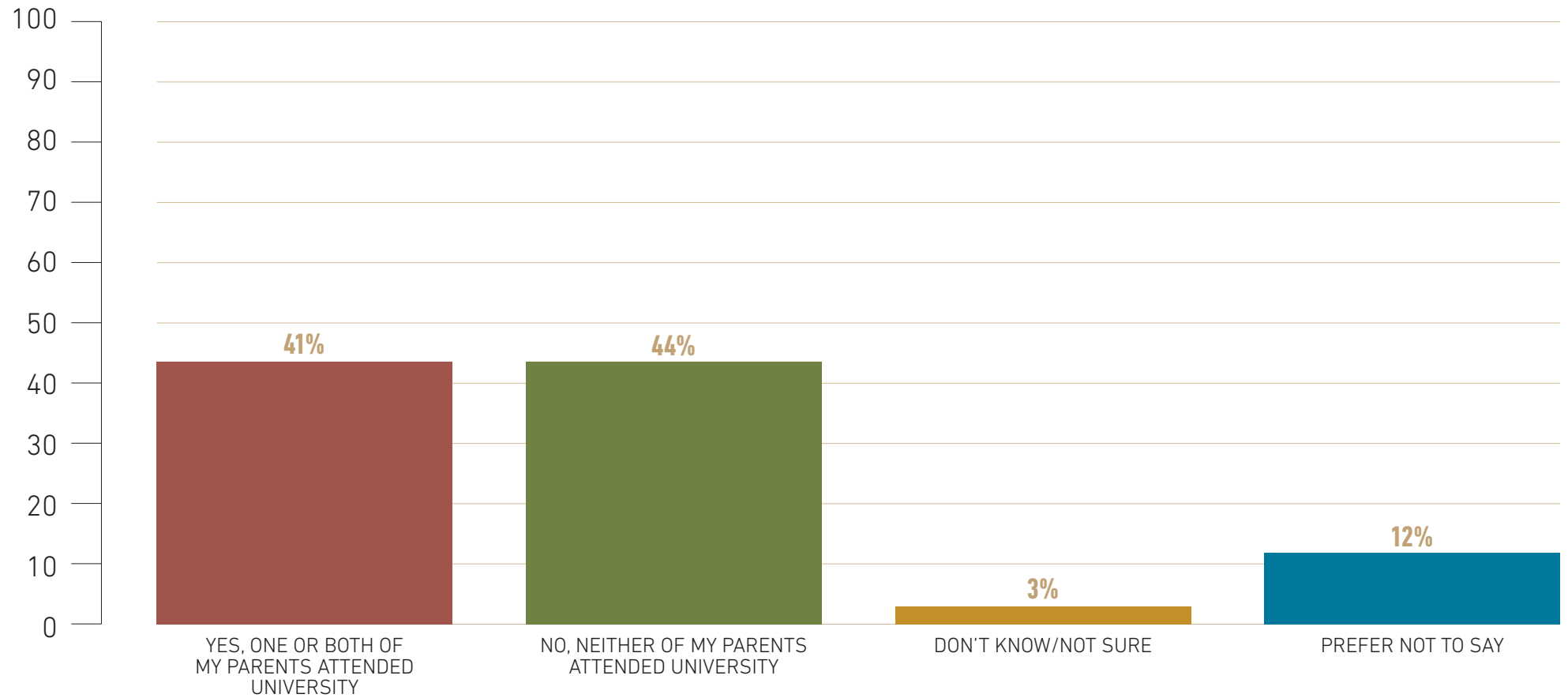
*Response categories for 'Bisexual, Gay/Lesbian and Other Preferred Description' have been grouped to 'LGBTQIA+' and 'No/Prefer not to say', to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

TYPE OF SCHOOL

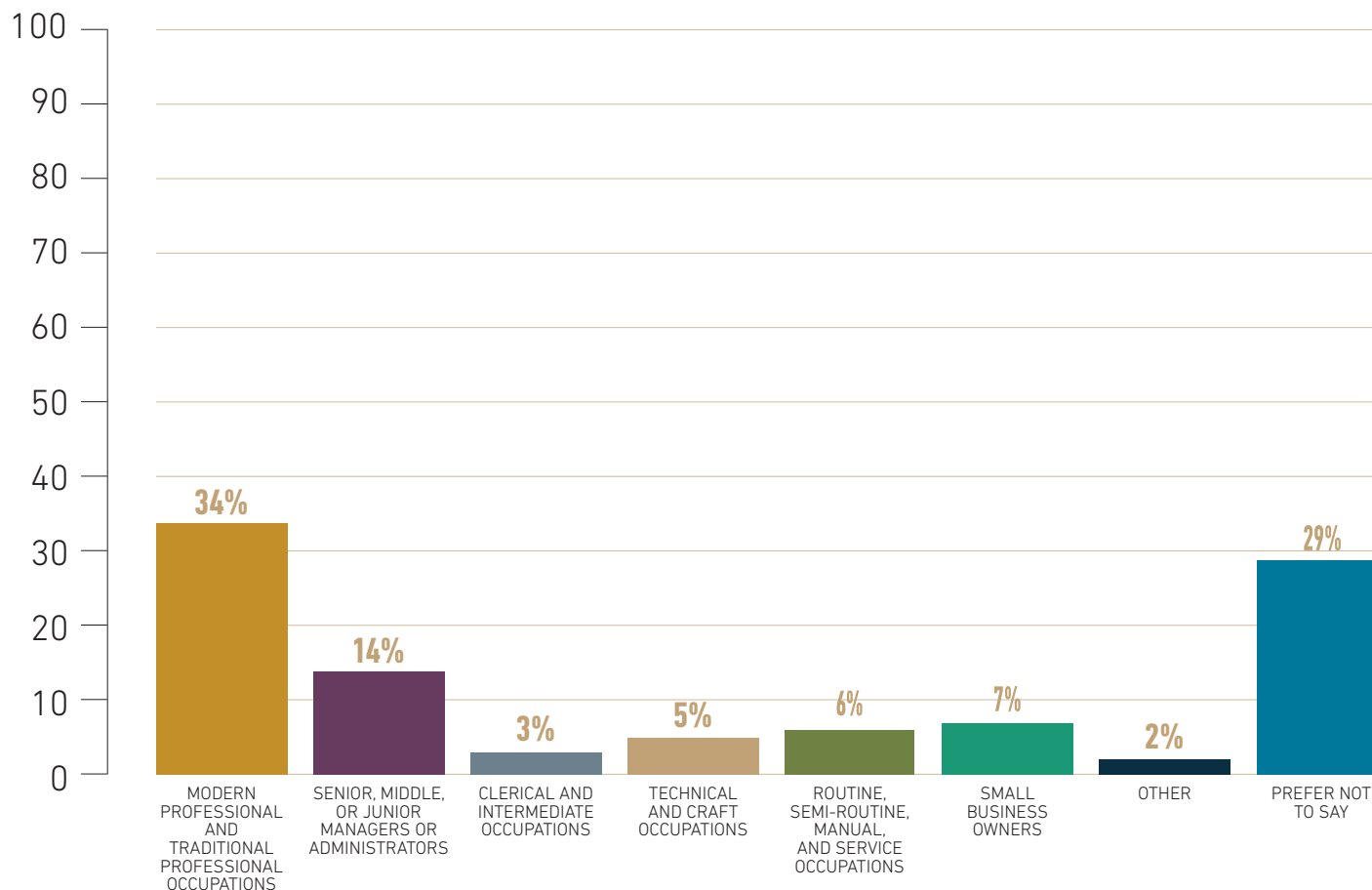


*Response categories for 'Independent/fee paying school' have been grouped to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.

PARENTS UNIVERSITY ATTENDANCE



JOB OF THE MAIN BREADWINNER HOUSEHOLD AGED 14



Modern professional and traditional professional occupations such as:

teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

Senior, middle, or junior managers or administrators such as:

finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

Clerical and intermediate occupations such as:

secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

Technical and craft occupations such as:

motor mechanic, plumber, printer, electrician, gardener, train driver.

Routine, semi-routine, manual, and service occupations such as:

postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/ waitress, bar staff.

Small business owners who employed less than 25 people such as:

corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.

Other, such as:

retired / this question does not apply to me / I don't know / Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).

CASE STUDY: SOCIAL MOBILITY WORK EXPERIENCE

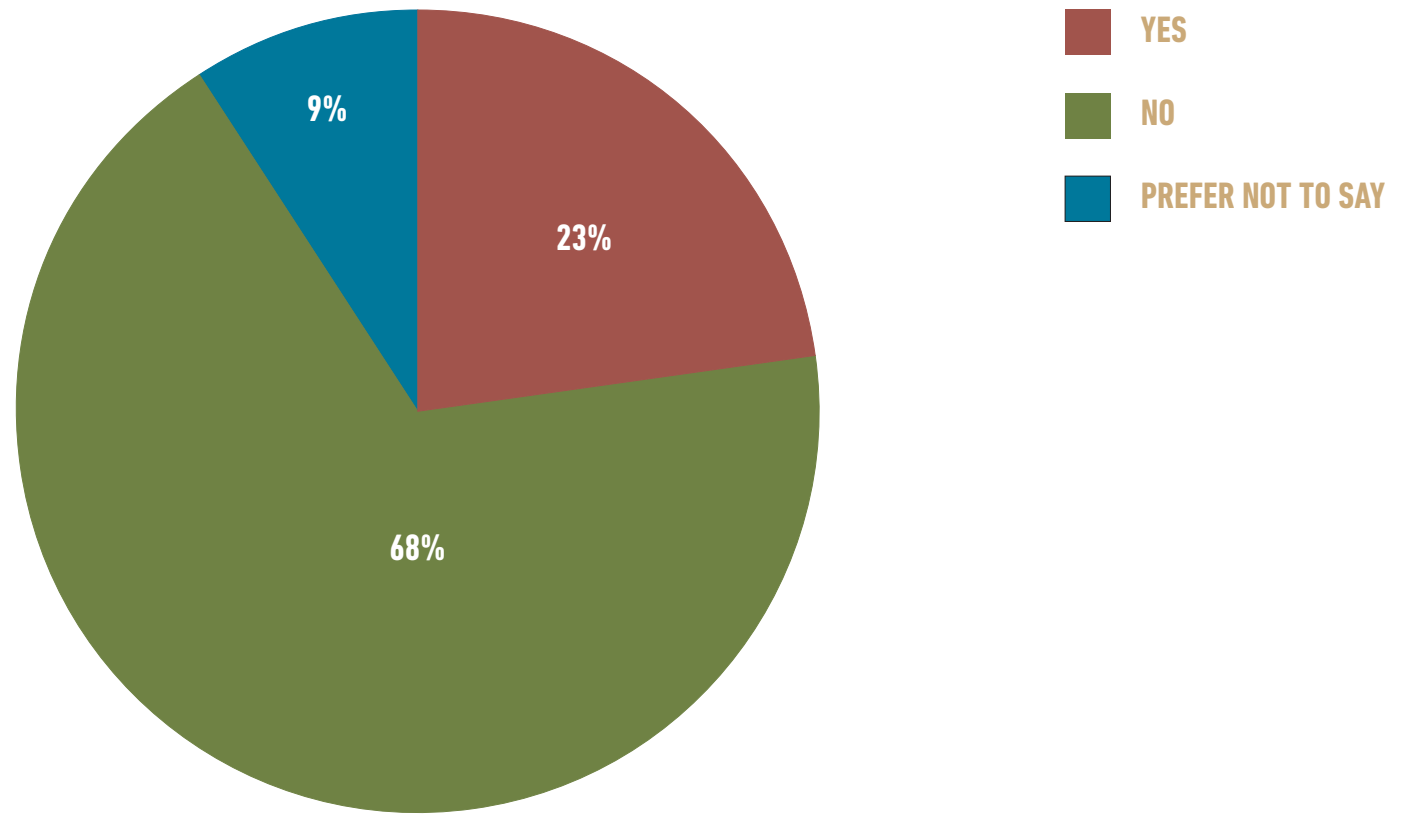
As part of our commitment to Social Mobility and increasing access to the legal profession, we hosted our first Work Experience Week in July 2023 supporting socially mobile students aged 16-18.

They undertook numerous workshops which included, learning how to network and build a professional LinkedIn profile, as well as speed networking with our legal and business services teams and finding out the diverse routes into the legal sector.

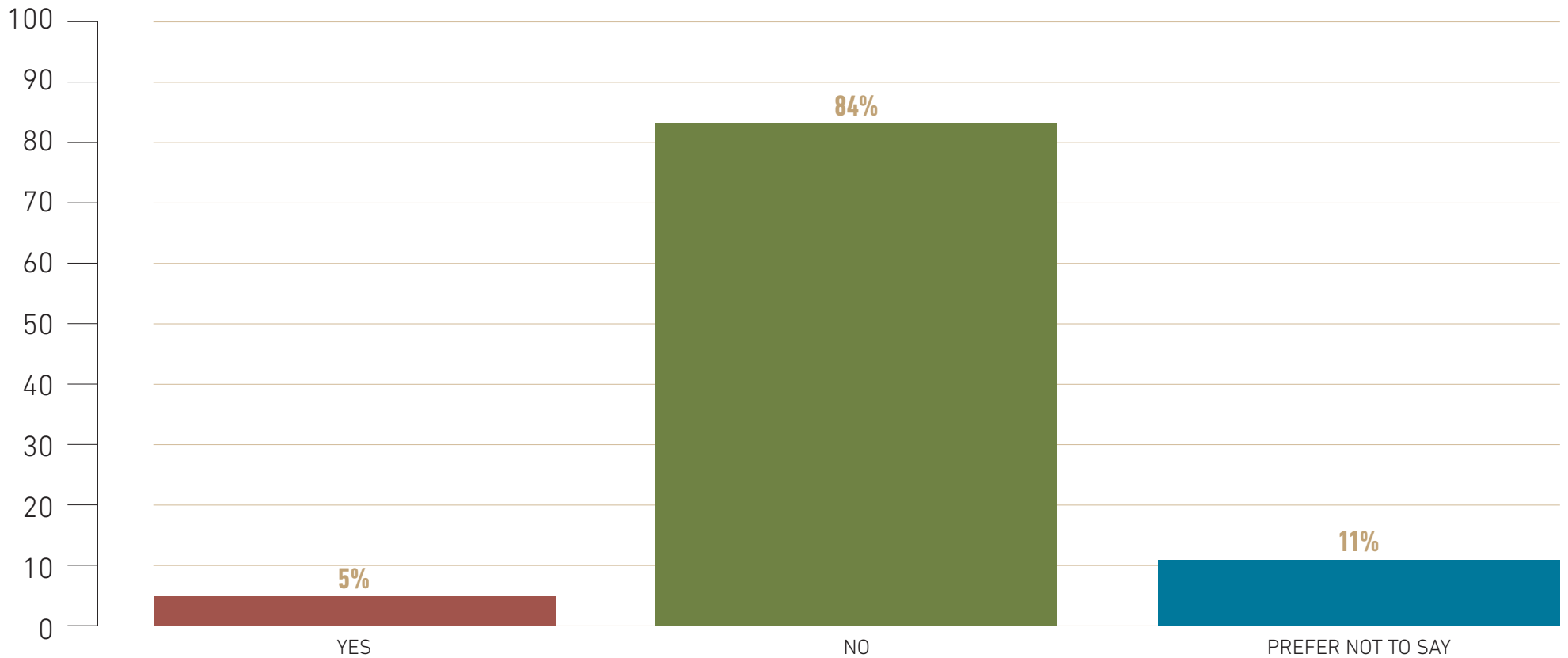
Our work experience programme is part of our wider strategy to create greater access to the legal profession and support the recruitment and progression of diverse talent.



PRIMARY CARER FOR A CHILD/CHILDREN UNDER 18



CARING RESPONSIBILITIES FOR SOMEONE WITH PHYSICAL OR MENTAL ILL HEALTH (UNPAID)



*Response categories 'Yes, 1 -19 hours a week, Yes, 20-49 hours a week and Yes, 50 or more hours a week' have been grouped into 'Yes' to ensure that the data published is within General Data Protection Regulation (2018) guidelines and to protect the privacy of the individuals who have responded.



BDB PITMANS

**FOR FURTHER INFORMATION ON OUR
ED&I INITIATIVES, YOU CAN EMAIL US AT
edi@bdbpitmans.com**

