



BLM Diversity Statistics 2019

October 2019

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1. SRA data collection exercise

All law firms are required by the Solicitors Regulation Authority (SRA) to collect, monitor, report and publish diversity data.

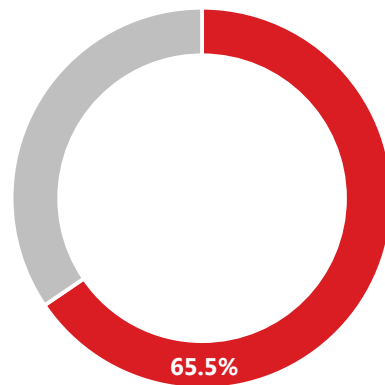
The SRA uses this data to report to the Legal Services Board on the diversity profile of the legal profession. They also use the data to inform policies and view the effectiveness of the work they undertake to promote diversity.

[Click here to view more information about law firm diversity on the SRA website \(external link\)](#)

The latest BLM diversity data collection exercise took place between May 2019 and June 2019.

All employees of BLM’s SRA regulated business were given the opportunity to complete an online survey. There was no obligation placed on any employee to take part in the survey, and all contributors were invited to share as much information as they were comfortable with. Skipping questions and choosing “prefer not to say” were options on every question.

The information in this report is a summary of the responses from the 65.5% of the eligible employees of BLM’s regulated business in England and Wales that completed the online survey. The percentages contained within this report therefore relate to this cohort of 878 participants and not the 1343 eligible employees.



| | |
|---|-------|
| Eligible Employees (England and Wales) | 1343 |
| Participants | 878 |
| % Participation | 65.5% |

Throughout this report we will refer to Partners, Solicitors, Other Legal Staff, Non-Legal Staff and Unknown.

Partners: Solicitor partners (including both salaried (employee) partners and members of the LLP)

Solicitors: All other practising solicitors including assistant solicitors, associates or consultants.

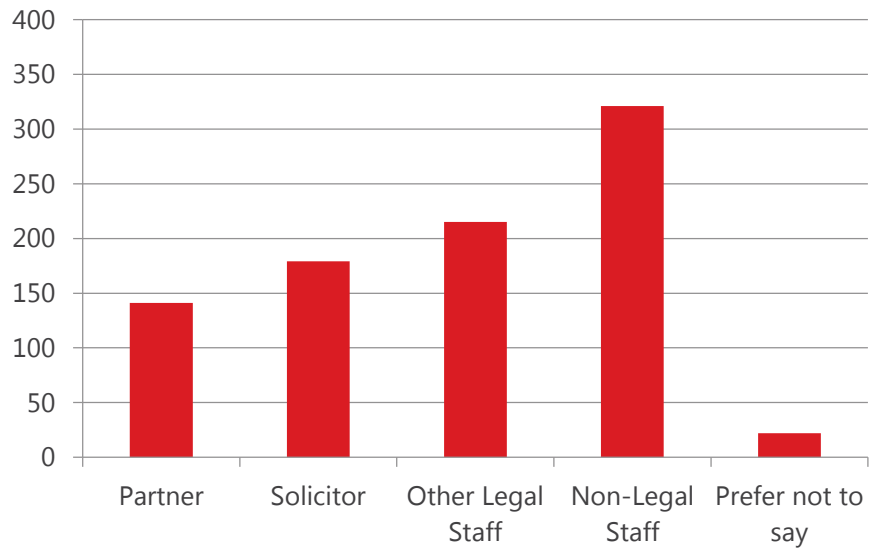
Other Legal Staff: Includes staff that undertake legal work but are not qualified solicitors; such as trainee solicitors, paralegals and other qualified lawyers such as barristers, members of CILEX, cost lawyers.

Non-Legal Staff: Includes staff such as administrators, IT, HR, corporate services and other roles that directly or indirectly support the legal staff but do not undertake legal work.

Unknown: Includes those respondents who chose “prefer not to say” or left the answer blank.

2. Summary of data

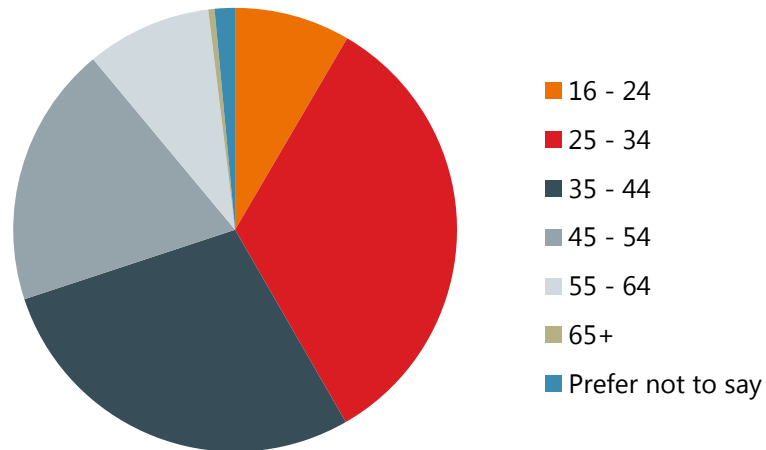
a) Response rates



| <i>Partners</i> | <i>Solicitors</i> | <i>Other Legal Staff</i> | <i>Non-Legal Staff</i> | <i>Prefer not to say</i> |
|-----------------|-------------------|--------------------------|------------------------|--------------------------|
| 141 | 179 | 215 | 321 | 22 |
| 17 % | 20% | 24% | 36% | 3% |

*Percentages shown relate to the 65.5% of employees (England & Wales only) that participated.

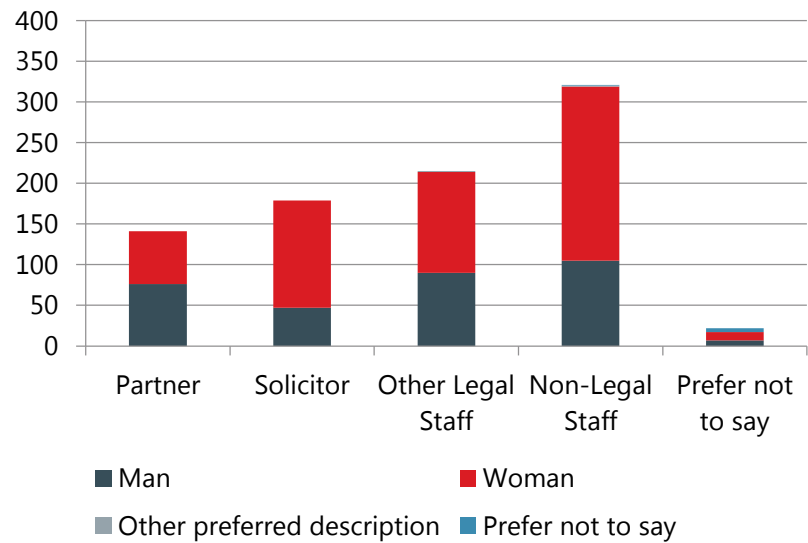
b) Age



| | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | 65+ | Prefer not to say |
|--------------------------|--------------|--------------|--------------|--------------|--------------|------------|--------------------------|
| All | 74 | 292 | 248 | 167 | 80 | 4 | 13 |
| | 8% | 33% | 28% | 19% | 9% | 1% | 2% |
| Partners | - | 5 | 54 | 61 | 20 | - | 1 |
| Solicitors | - | 90 | 69 | 16 | 4 | - | |
| Other Legal Staff | 40 | 116 | 38 | 17 | 4 | - | 0 |
| Non-Legal Staff | 29 | 77 | 86 | 71 | 49 | 3 | 6 |
| Unknown | 5 | 4 | 1 | 2 | 3 | 1 | 6 |

*Percentages shown relate to the 65.5% of employees (England & Wales only) that participated.

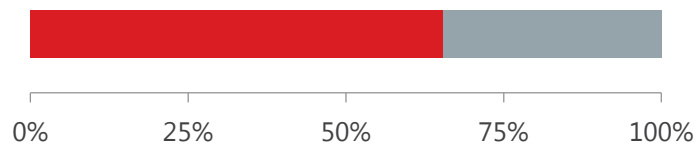
c) Gender



| | <i>Man</i> | <i>Woman</i> | <i>Other preferred description</i> | <i>Prefer not to say</i> |
|--------------------------|------------|--------------|------------------------------------|--------------------------|
| All | 325 | 545 | 2 | 6 |
| | 37% | 62% | 0.3% | 0.7% |
| Partner | 76 | 65 | 0 | 0 |
| Solicitor | 47 | 132 | 0 | 0 |
| Other Legal Staff | 90 | 124 | 1 | 0 |
| Non-Legal Staff | 105 | 214 | 1 | 1 |
| Prefer not to say | 7 | 10 | 0 | 5 |

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Individuals who consider their gender identity to be different from that associated with the sex registered at their birth.

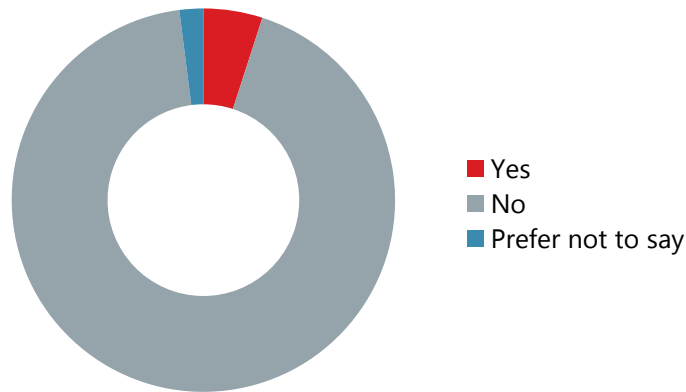


| <i>Yes</i> | <i>No</i> | <i>Prefer not to say</i> |
|------------|------------|--------------------------|
| 23 | 849 | 6 |
| 2.6% | 96.7% | 0.7% |

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d) Disability under Equality Act 2010

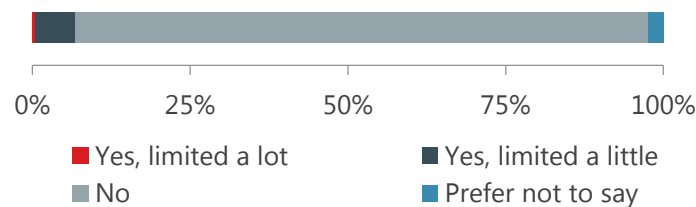
Individuals that have a disability according to the Equality Act



| | Yes | No | Prefer not to say |
|--------------------------|------------|------------|--------------------------|
| All | 49 | 815 | 14 |
| | 5% | 93% | 2% |
| Partners | 6 | 133 | 2 |
| Solicitors | 2 | 175 | 2 |
| Other Legal Staff | 16 | 195 | 4 |
| Non-Legal Staff | 23 | 295 | 3 |
| Unknown | 2 | 17 | 3 |

*Percentages shown relate to the 65.5% of employees (England & Wales only) that participated.

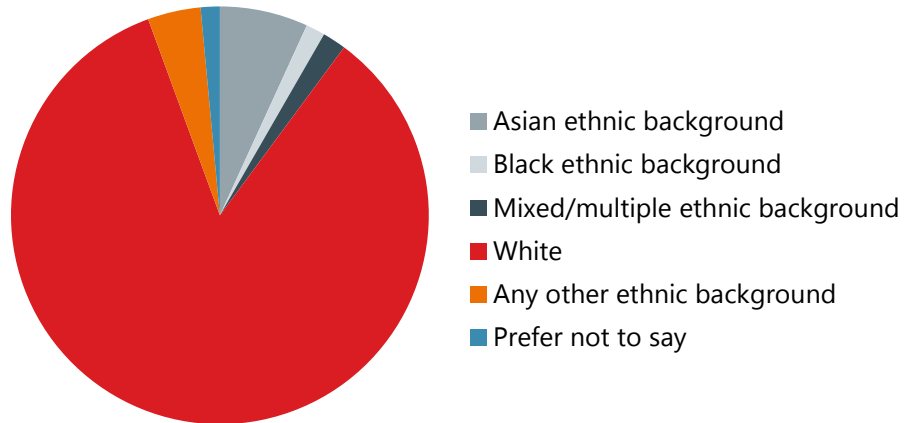
Individuals whose day to day activities are limited because of health problems or disability which has lasted, or is expected to last, at least 12 months.



| Yes, limited a lot | Yes, limited a little | No | Prefer not to say |
|---------------------------|------------------------------|------------|--------------------------|
| 5 | 54 | 798 | 21 |
| 1% | 6% | 91% | 2% |

*Percentages shown relate to the 65.5% of employees (England & Wales only) that participated.

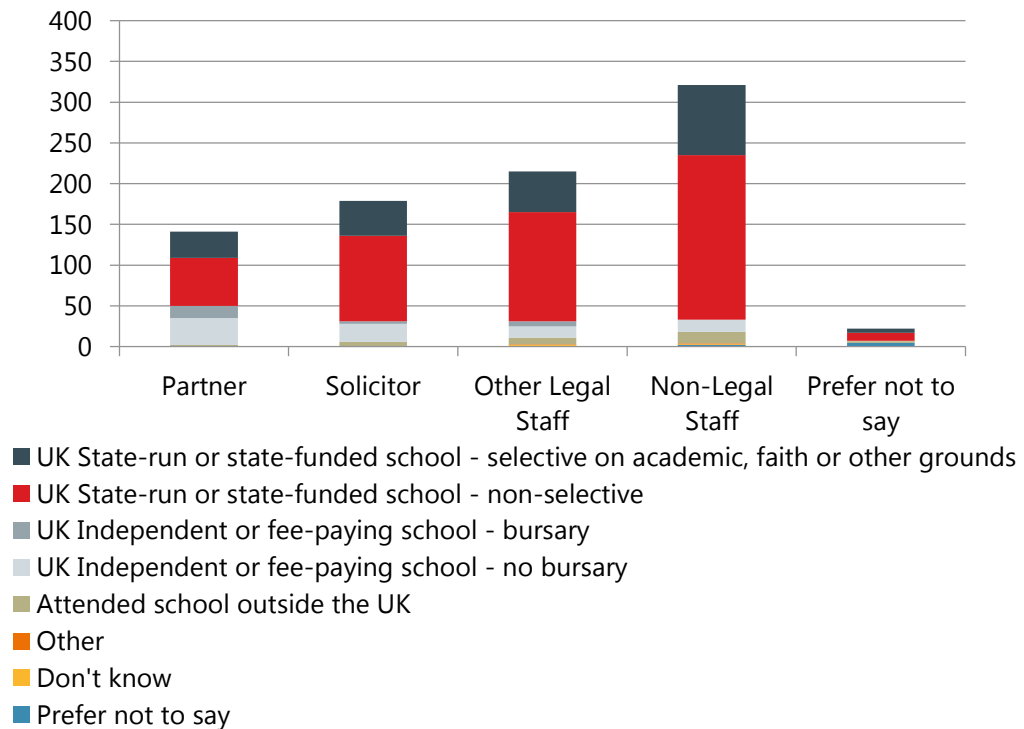
e) Ethnicity



| | <i>Asian Ethnic Background</i> | <i>Black Ethnic Background</i> | <i>Mixed/multiple ethnic groups</i> | <i>Other ethnic group</i> | <i>White</i> | <i>Prefer not to say</i> |
|--------------------------|--------------------------------|--------------------------------|-------------------------------------|---------------------------|--------------|--------------------------|
| All | 60 | 13 | 16 | 36 | 740 | 13 |
| | 7% | 1% | 2% | 4% | 85% | 1% |
| <i>Partners</i> | 2 | - | 1 | 7 | 131 | 0 |
| <i>Solicitors</i> | 21 | 1 | 5 | 7 | 142 | 3 |
| <i>Other Legal Staff</i> | 21 | 7 | 5 | 7 | 174 | 1 |
| <i>Non-Legal Staff</i> | 16 | 5 | 4 | 14 | 279 | 3 |
| <i>Unknown</i> | - | - | 1 | 1 | 14 | 6 |

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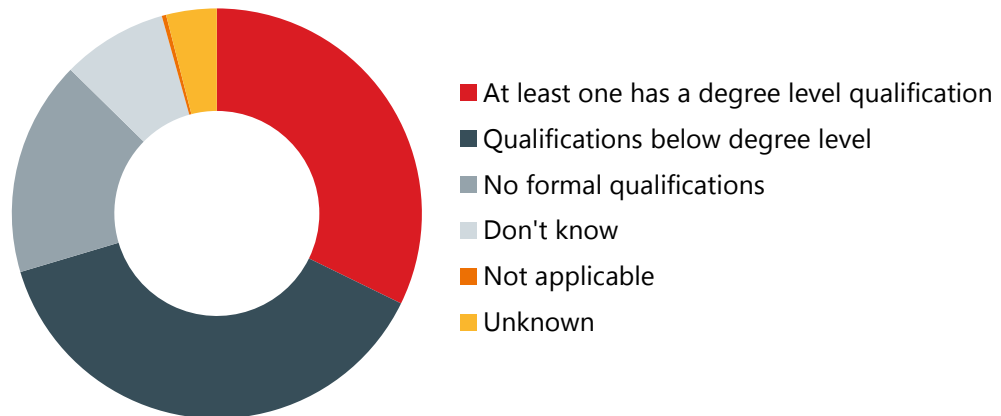
f) Education



| | <i>UK State-run or state-funded school - selective on academic, faith or other grounds</i> | <i>UK State-run or state-funded school - non-selective</i> | <i>UK Independent or fee-paying school - bursary</i> | <i>UK Independent or fee-paying school - no bursary</i> | <i>Attended school outside the UK</i> | <i>Other</i> | <i>Don't know</i> | <i>Prefer not to say</i> |
|--------------------------|--|--|--|---|---------------------------------------|--------------|-------------------|--------------------------|
| All | 216 | 510 | 24 | 84 | 31 | 2 | 3 | 8 |
| | 24.6% | 58.1% | 2.7% | 9.6% | 3.5% | 0.2% | 0.3% | 1.0% |
| Partner | 32 | 59 | 15 | 33 | 2 | 0 | 0 | 0 |
| Solicitor | 43 | 105 | 3 | 22 | 6 | 0 | 0 | 0 |
| Other Legal Staff | 50 | 134 | 6 | 14 | 8 | 1 | 1 | 1 |
| Non-Legal Staff | 86 | 202 | 0 | 15 | 14 | 1 | 1 | 2 |
| Prefer not to say | 5 | 10 | 0 | 0 | 1 | 0 | 1 | 5 |

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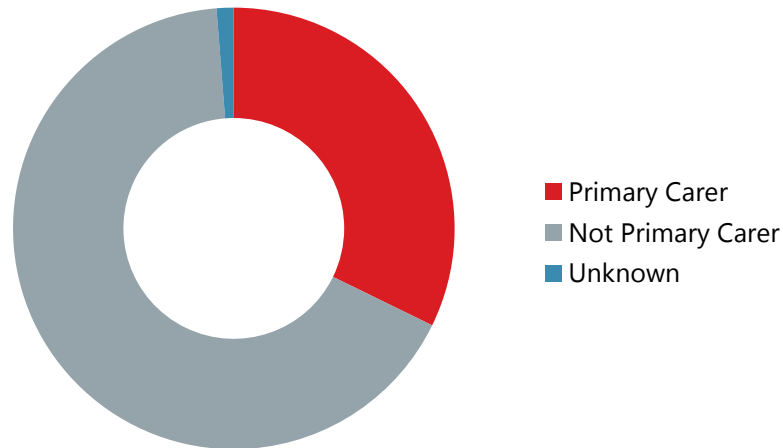
Highest level of qualifications achieved by parent(s)/guardian(s) by the time 18



| | <i>At least one has a degree level qualification</i> | <i>Qualifications below degree level</i> | <i>No formal qualifications</i> | <i>Don't know</i> | <i>Not applicable</i> | <i>Unknown</i> |
|--------------------------|--|--|---------------------------------|-------------------|-----------------------|----------------|
| All | 283 | 335 | 149 | 73 | 3 | 35 |
| | 32% | 38% | 17% | 8% | 1% | 4% |
| <i>Partner</i> | 55 | 49 | 32 | 4 | - | 1 |
| <i>Solicitor</i> | 75 | 62 | 36 | 4 | - | 2 |
| <i>Other Legal Staff</i> | 72 | 93 | 30 | 12 | 1 | 7 |
| <i>Non-Legal Staff</i> | 79 | 126 | 49 | 49 | 1 | 17 |
| <i>Unknown</i> | 2 | 5 | 2 | 4 | 1 | 8 |

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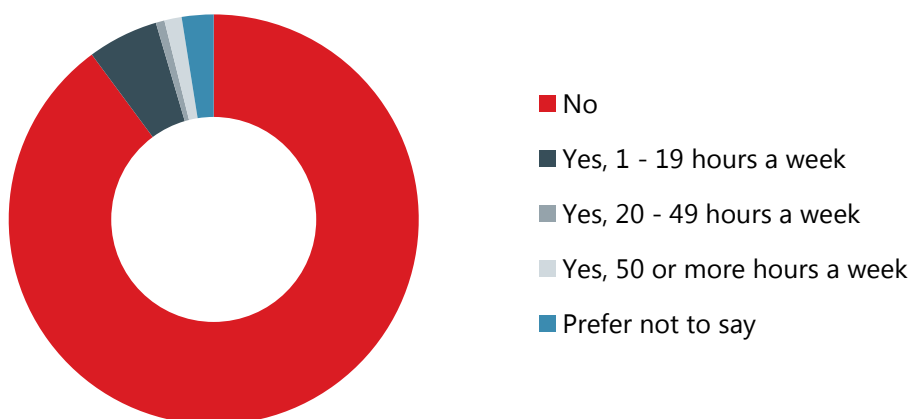
g) Primary carers



| | <i>Primary Carer</i> | <i>Not Primary Carer</i> | <i>Unknown</i> |
|--------------------------|----------------------|--------------------------|----------------|
| All | 283 | 584 | 11 |
| | 32% | 67% | 1% |
| <i>Partners</i> | 77 | 64 | - |
| <i>Solicitors</i> | 68 | 111 | - |
| <i>Other Legal Staff</i> | 38 | 174 | 3 |
| <i>Non-Legal Staff</i> | 100 | 217 | 4 |
| <i>Unknown</i> | - | 18 | 4 |

*Percentages shown relate to the 65.5% of employees (England & Wales only) that participated.

Individuals look after or give any help or support to family members, friends, neighbours or others because of long term physical or mental health, disability, or problems related to old age.



| <i>1-19 hours a week</i> | <i>20-49 hours a week</i> | <i>50+ hours a week</i> | <i>No</i> | <i>Prefer not to say</i> |
|--------------------------|---------------------------|-------------------------|------------|--------------------------|
| 49 | 6 | 12 | 789 | 22 |
| 5% | 1% | 2% | 90% | 2% |

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