

BLM Diversity Statistics 2021

October 2021

Contents

- 1. SRA data collection exercise**
- 2. Summary of data**
 - a. Response rates**
 - b. Age**
 - c. Gender**
 - d. Disability under Equality Act 2010**
 - e. Ethnicity**
 - f. Education**
 - g. Primary carers**

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 June 2021 and July 2021

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 **50.3%** 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 553 participants.



Eligible Employees (England and Wales)	1100
Participants	553
% Participation	50.3%

- **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 lawyer
- **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

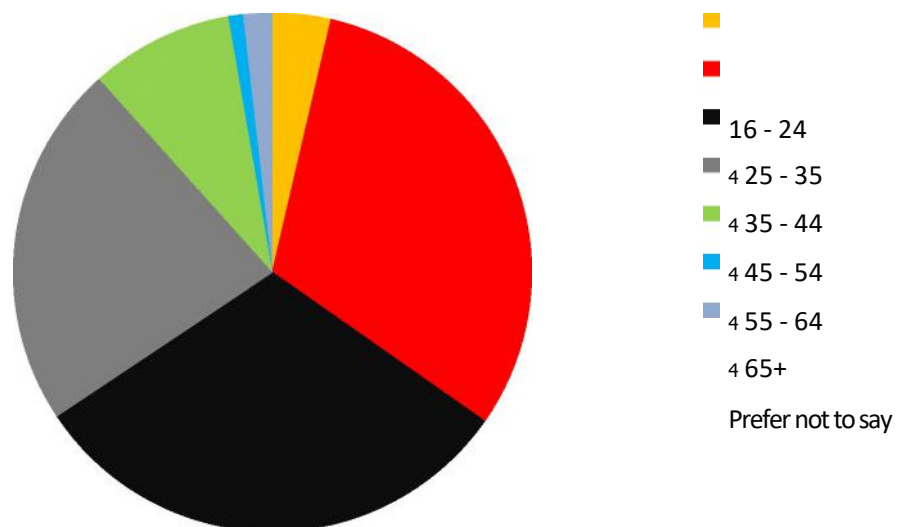
a) Response rates



<i>Partners</i>	<i>Solicitors</i>	<i>Other Legal Staff</i>	<i>Non-Legal Staff</i>	<i>Prefer not to say</i>
92	118	125	203	13
17 %	20%	24%	36%	3%

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

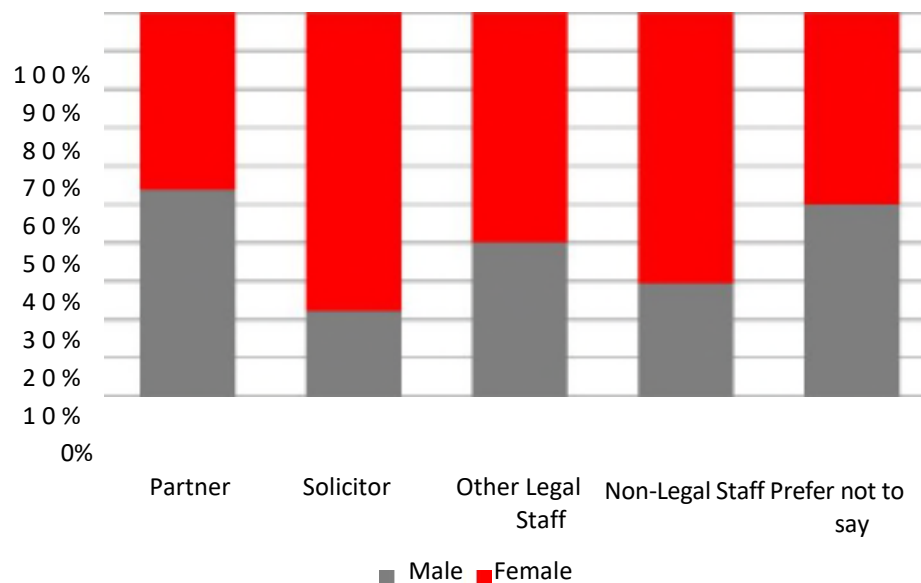
b) Age



	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
All	20	171	170	125	49	5	10
	3%	31%	31%	23%	9%	1%	2%
Partners	-	3	32	38	17	-	1
Solicitors	1	52	44	16	4	-	1
Other Legal Staff	5	71	33	12	9	-	1
Non-Legal Staff	12	94	60	57	16	3	3
Unknown	2	1	1	2	3	1	4

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

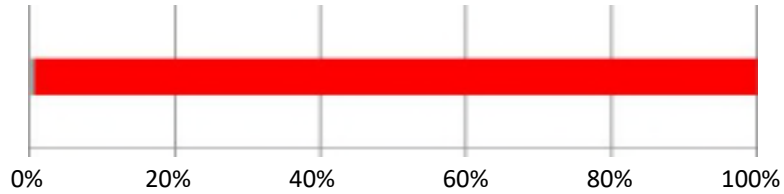
c) Gender



	Man	Woman	preferred description	to say
All	189	353	1	6
	37%	62%	0.3%	0.7%
Partner	49	42	0	0
Solicitor	26	91	0	0
Other Legal Staff	49	73	0	2
Non-Legal Staff	59	141	1	1
Prefer not to say	5	5	0	3

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

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

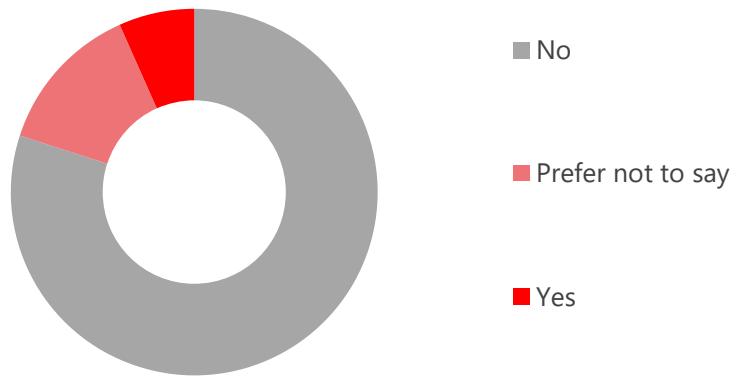


Yes	No	Prefer not to say
0	544	4
0.0%	99.3%	0.7%

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

d) Disability under Equality Act 2010

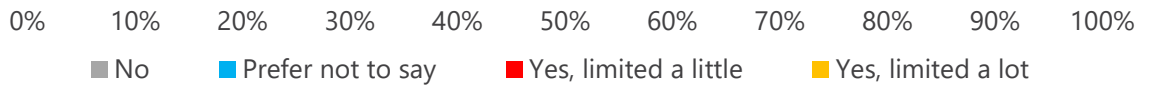
Individuals that have a disability according to the Equality Act



	Yes	No	Prefer not to say
All	33	508	11
	6%	92%	2%
Partners	4	87	0
Solicitors	3	113	2
Other Legal Staff	8	113	4
Non-Legal Staff	17	183	3
Unknown	1	12	2

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

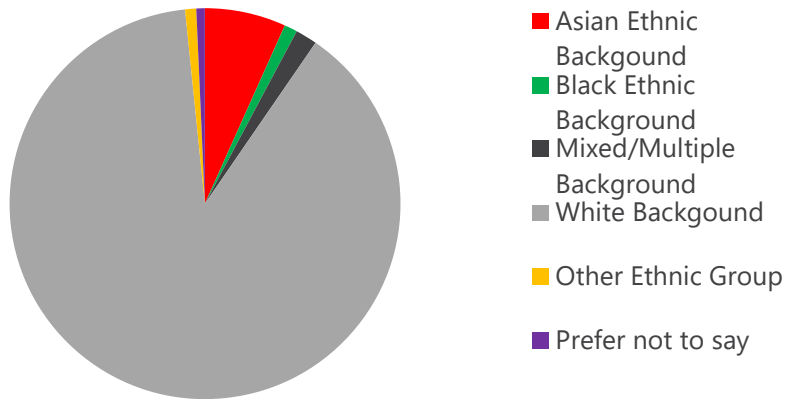
Individuals whose day to day activities are limited because of health problems or disability which has lasted, or is expected to last, at least 12 months.



Yes, Limited a lot	Yes, Limited a little	No	Prefer not to say
4	39	495	14
1%	6%	91%	2%

*Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

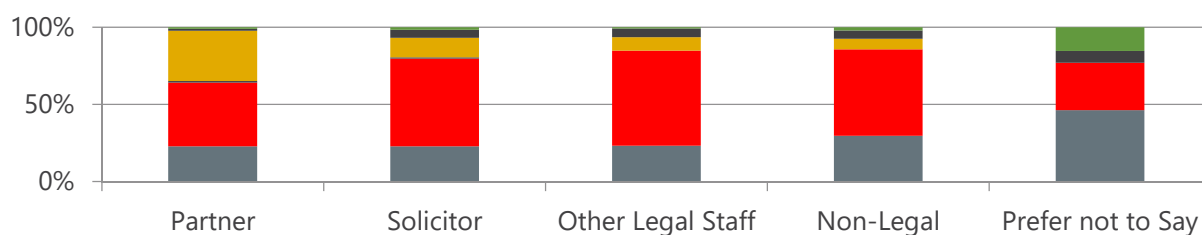
e) Ethnicity



	<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	37	6	10	5	491	4
	7%	1%	1%	1%	89%	1%
Partners	1	-	1	0	90	0
Solicitors	9	-	-	1	107	1
Other Legal Staff	17	1	3	3	101	1
Non-Legal Staff	11	5	6	1	180	0
Unknown	1	1	2	1	71	2

Percentages shown relate to the 50.3% of employees (England & Wales only) that participated.

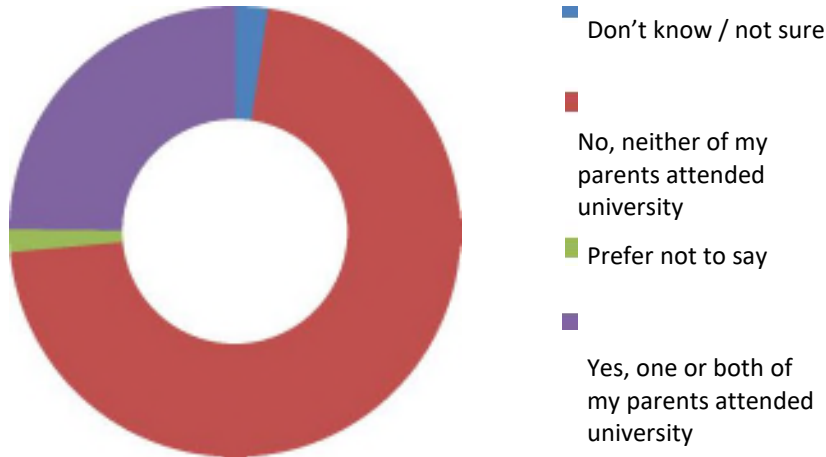
f) Education



- Other/Don't Know/Prefer not to say
- Attended school outside the UK
- UK Independent or fee-paying school - no bursary
- UK Independent or fee-paying school - bursary
- UK State-run or state-funded school - non-selective
- UK State-run or state-funded school - selective on academic, faith or other grounds

	<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	144	300	2	70	26	2	2	8
	26.1%	54.3%	0.3%	12.6%	4.7%	0.3%	0.3%	1.4%
Partner	21	38	1	30	1	0	0	1
Solicitor	27	67	1	15	6	0	0	2
Other Legal Staff	29	77	0	11	7	0	0	1
Non-Legal Staff	60	113	0	14	11		2	2
Prefer not to say	6	4	0	0	1	0	0	2

Did either of your parents attend University by the time you were 18 years old?



	<i>Yes, one or both of my parents attended university</i>	<i>No, neither of my parents attended</i>	<i>Prefer not to say</i>	<i>Don't know</i>
All	137	393	9	13
	25%	71%	2%	2%
Partner	31	60	0	0
Solicitor	45	71	2	0
Other Legal Staff	27	91	3	4
Non-Legal Staff	32	161	2	8
Unknown	2	10	2	1

***Percentages shown relate to the 50.3% of employees (England & Wales only) that participated**

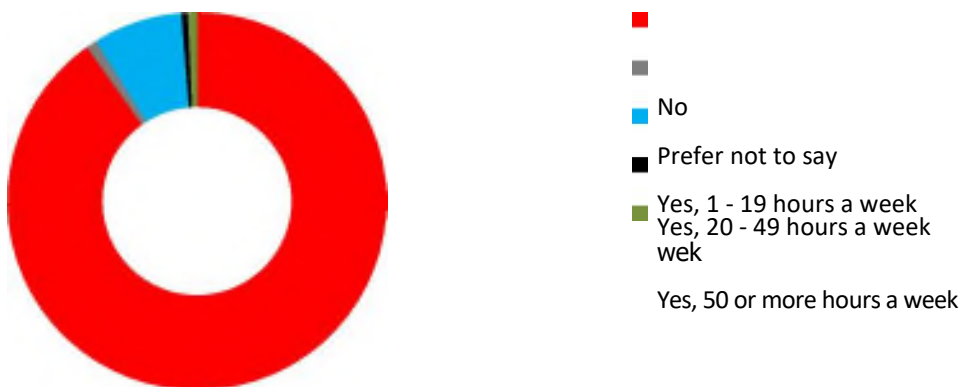
g) Primary carers



	<i>Primary Carer</i>	<i>Not Primary Carer</i>	<i>Unknown</i>
<i>All</i>	193	350	7
	35%	64%	1%
<i>Partners</i>	51	40	-
<i>Solicitors</i>	55	61	2
<i>Other Legal Staff</i>	18	105	1
<i>Non-Legal Staff</i>	68	132	2
<i>Unknown</i>	1	12	2

*Percentages shown relate to the 50.3% 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>
42	3	4	497	5
7%	1%	1%	90%	1%

