

Bevan Brittan 

Employee Diversity Data

2023



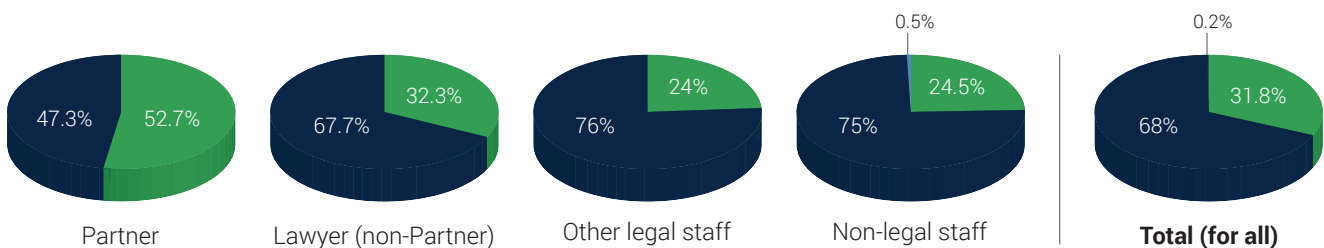
Employee Diversity Data 2023

The following statistics on Age, Gender and Flexible Working have been provided by the Human Resources department and represent 100% of our employees as at **1 June 2023**.

Age

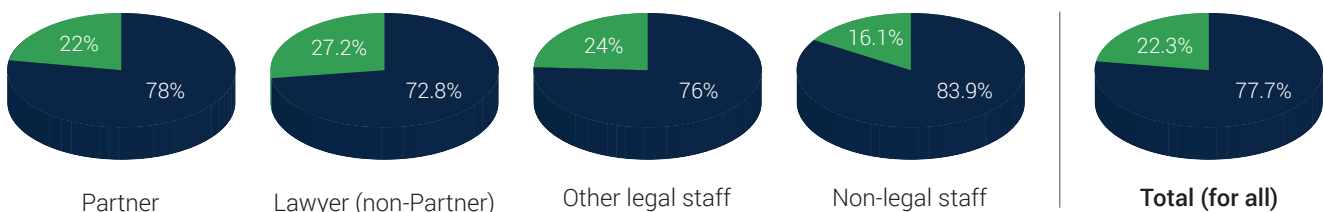
Age	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
16-24	0%	0.5%	24.0%	16.2%	8.7%
25-34	0%	38.8%	52.0%	30.2%	31.5%
35-44	29.7%	39.6%	14.7%	15.1%	26.6%
45-54	49.5%	14.7%	4.0%	23.4%	21.7%
55-64	20.8%	5.5%	4.0%	13.0%	10.3%
65+	0%	0.9%	1.3%	2.1%	1.2%

Gender



Key: ■ Male ■ Female ■ Other preferred description

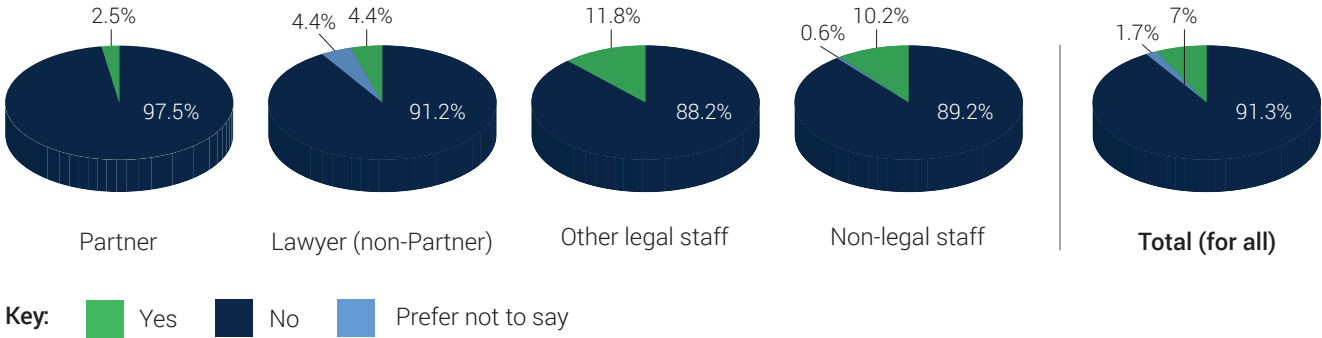
Flexible Working



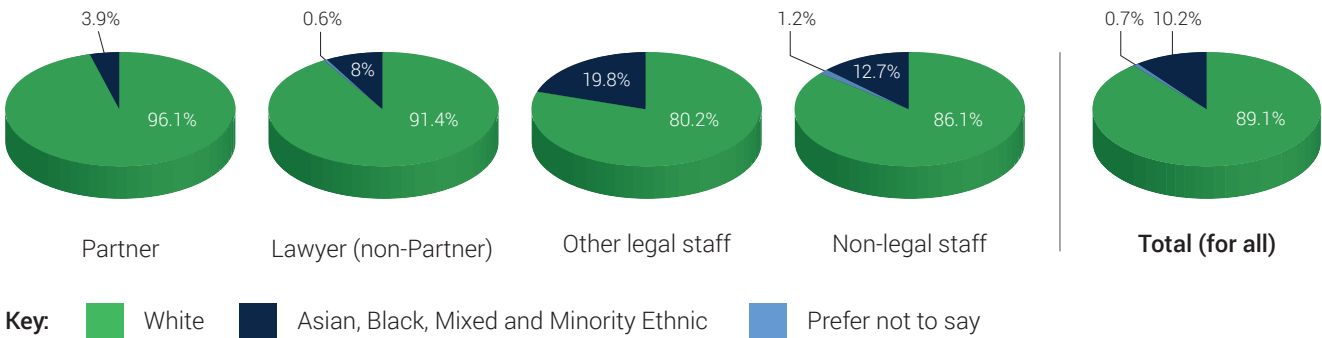
Key: ■ Yes ■ No

The following statistics on Disability, Ethnicity, Religion/Belief, Sexual Orientation, Education, Parents' Education and Caring Responsibilities have been taken from a voluntary employee diversity questionnaire which we asked all employees to complete during June 2023. We had a 78% response rate, and these figures are based on those responses:

Disability



Ethnicity



White:

- White British / English / Welsh / Northern Irish / Scottish
- White - Irish
- White - any other White background

Asian, Black, Mixed and Minority Ethnic:

- Asian / Asian British - Bangladeshi
- Asian / Asian British - Chinese
- Asian / Asian British - Indian
- Asian / Asian British - Pakistani
- Asian / Asian British - any other Asian background
- Black / Black British - African
- Black / Black British - Caribbean
- Black / Black British - any other Black background

- Mixed / Multiple ethnic group - White and Asian
- Mixed / Multiple ethnic group - White and Black African
- Mixed / Multiple ethnic group - White and Black Caribbean
- Mixed / Multiple ethnic group - any other Mixed / Multiple ethnic background
- Other ethnic group - Arab
- Other ethnic group - any other ethnic group

Religion/Belief

Religion or Belief	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Buddhist	0%	0.6%	0%	2.4%	1.1%
Christian	43.7%	36.0%	27.4%	36.8%	36.7%
Hindu	0%	0.6%	2.0%	1.2%	0.9%
Jewish	2.5%	1.2%	0%	0%	0.9%
Muslim	1.3%	1.2%	3.9%	0%	1.1%
No religion or belief	46.2%	53.5%	60.8%	53.0%	52.8%
Prefer not to say	3.7%	3.8%	0%	2.4%	2.8%
Sikh	1.3%	1.2%	0%	0.6%	0.9%
Any other religion or belief	1.3%	1.9%	5.9%	3.6%	2.8%

Sexual Orientation

Sexual Orientation	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Bi	1.3%	4.4%	5.9%	6.6%	4.8%
Gay / Lesbian	0%	0.6%	2.0%	2.4%	1.3%
Heterosexual	98.7%	91.3%	84.2%	86.2%	90.0%
Other preferred description	0%	0.6%	2.0%	1.2%	0.9%
Prefer not to say	0%	3.1%	5.9%	3.6%	3.0%

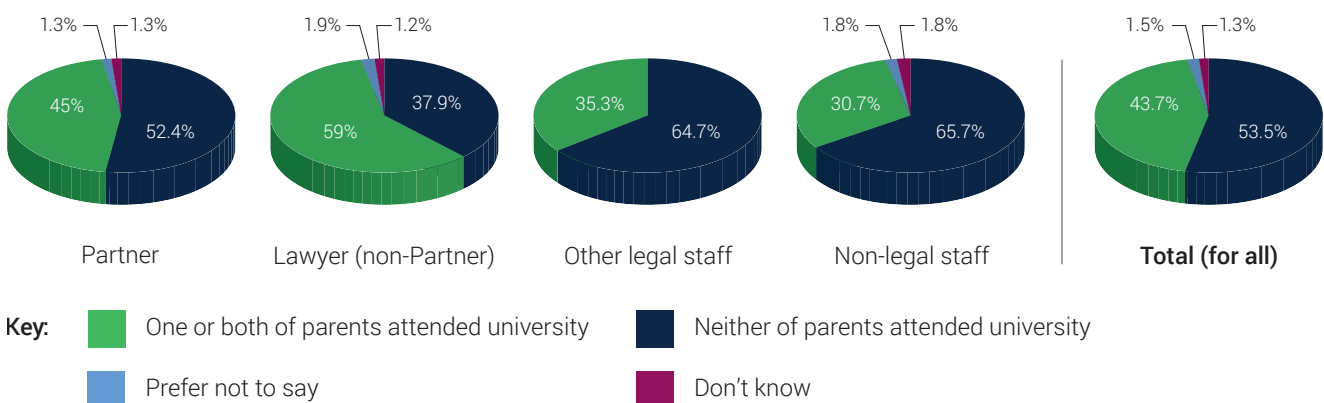
Education

Type of school attended from age 11-16 years

Education	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
Attended school outside the UK	1.3%	6.8%	5.9%	7.2%	5.9%
Don't know	0%	0%	2.0%	1.2%	0.7%
Prefer not to say	0%	1.9%	0%	2.4%	1.5%
Independent / fee-paying school (no bursary)	20.0%	14.9%	13.7%	6.0%	12.5%
Independent / fee-paying school (bursary)	0%	3.1%	0%	0.6%	1.3%
State-run or state-funded school (selective on academic, faith or other grounds)	22.5%	18.0%	21.6%	19.3%	19.6%
State-run or state-funded school (non-selective)	56.2%	55.3%	56.8%	63.3%	58.5%

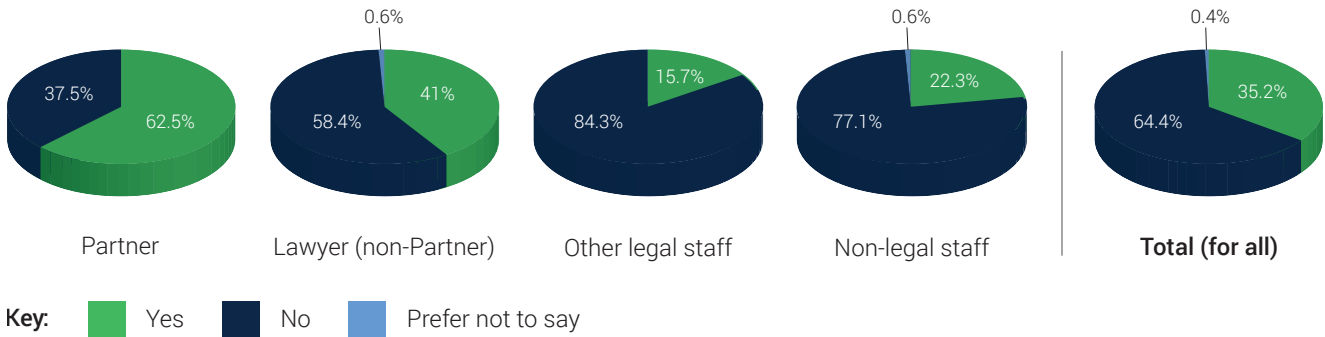
Parents' Education

Parents who had attended university and gained a degree by the time employee was 18



Caring Responsibilities

Responsibilities as a primary carer for a child or children under 18



Caring responsibilities for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

Carer	Partner	Lawyer (non-Partner)	Other legal staff	Non-legal staff	Total (for all)
No	85.0%	90.0%	94.1%	85.6%	88.0%
Prefer not to say	1.3%	1.9%	0%	2.4%	1.8%
Yes, 1 - 19 hours per week	11.2%	8.1%	5.9%	7.8%	8.3%
Yes, 20 - 49 hours per week	0%	0%	0%	0.6%	0.2%
Yes, 50 or more hours per week	2.5%	0%	0%	3.6%	1.7%

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