

Diversity Data 2020

At Bristows we are committed to championing diversity, equality and inclusion. As a firm and as individuals we do all we can to treat people fairly and with mutual respect, whether as colleagues, clients or suppliers. This commitment enriches our work and our working lives, and we believe it has played a key part in our success over the years.

In June 2020, we asked everyone to participate in our Diversity Survey on a voluntary basis. Data was collected anonymously and used to analyse and monitor our progress in promoting equal opportunities at Bristows. We received an 82% response rate and the results are broken down below.

AGE

16-24 – 3.4%
 25-34 – 44.8%
 35-44 – 22.8%
 45-54 – 18.1%
 55-64 – 7.3%
 65+ – 1.7%
 Prefer not to say – 1.7%

SEXUAL ORIENTATION

Bisexual – 0.8%
 Gay / Lesbian – 3.8%
 Heterosexual / Straight – 92.2%
 Prefer not to say – 2.5%
 Prefer to self-describe – 0.4%

ETHNICITY

White – 82.3%
 Asian/Asian British – 5.1%
 Black/African/Caribbean/Black British – 3.4%
 Mixed/Multiple Ethnic Groups – 6%
 Other Ethnic Group – 1.2%
 Prefer not to say – 1.7%

GENDER

What best describes your gender?

Female – 56%
 Male – 43.1%
 Prefer not to say – 0.4%
 Prefer to self-describe – 0.4%

Gender Identity: Do you identify as trans*?

Yes – 0%
 No – 99.1%
 Prefer not to say – 0.8%

Trans* is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the gender they were assigned at birth.

White includes white British/English/Welsh/Northern Irish/Scottish/Irish, Gypsy or Irish Traveller or any other white background.

Asian/Asian British includes Bangladeshi, Pakistani, Indian, Chinese and any other Asian background.

Black/Black British includes African, Caribbean or any other Black background.

Mixed/multiple ethnic groups includes White and Asian, White and Black African, White and Black Caribbean, White and Chinese, or any other Mixed/Multiple Ethnic.

Other ethnic group includes Arab or any other ethnic group.

RELIGION

No religion or belief / Atheist – 41.6%
 Agnostic – 9%
 Christian – 38.7%
 Hindu – 2.1%
 Jewish – 1.2%
 Muslim – 1.2%
 Sikh – 0.4%
 Other – 0.8%
 Prefer not to say – 4.7%

CARING RESPONSIBILITIES

For a child/children under 18:

Yes – 22.8%
 No – 76.7%
 Prefer not to say – 0.4%

For someone with long-term physical or mental ill health caused by disability or age:

Yes – 4.3%
 No – 93.5%
 Prefer not to say – 2.1%

DECLARED DISABILITY

According to the definition in the Equality Act 2010

Yes – 0.8%
 No – 98.2%
 Prefer not to say – 0.8%

EDUCATION

UK independent/fee-paying school – 31%
 UK state school – 52.1%
 Attended school outside the UK – 14.6%
 Other – 0.4%
 Prefer not to say – 1.7%