

Diversity Monitoring 2021

At Bristows we are committed to championing diversity, equity and inclusion. As a firm 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.

We asked everyone to participate in our diversity monitoring survey and the results are broken down below. These statistics are representative of all Bristows staff, as of July 2021. Percentages have been rounded to the nearest whole number, unless smaller than 1.

AGE

16-24 – 4%	55-64 – 5%
25-34 – 32%	65+ – 1%
35-44 – 21%	Prefer not to say – 21%
45-54 – 16%	

ETHNICITY

Asian/Asian British – 4%
Black/African/Caribbean/Black British – 2%
Mixed/Multiple ethnic groups – 5%
White – 66%
Other ethnic group – 1%
Prefer not to say – 22%

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

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

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

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

Other ethnic group includes Arab and any other ethnic group.

EDUCATION & SOCIAL MOBILITY

Type of school mainly attended between 11 and 16:

UK independent – 20%
UK independent (bursary) – 3%
UK state school (selective) – 12%
UK state school (non-selective) – 30%
Attended school outside the UK – 11%
Don't know/not sure – <1%
Prefer not to say – 23%

Parents attended university:

Yes, one or both attended university – 39%
No, they did not attend university – 37%
Don't know/not sure – 2%
Prefer not to say – 23%

DECLARED DISABILITY

According to the definition in the Equality Act 2010

Yes – 2%
No – 77%
Prefer not to say – 21%

GENDER

What best describes your gender?

Female – 45%
Male – 33%
Prefer to self-describe – <1%
Prefer not to say – 21%

Gender Identity: Do you consider your gender identity to be the same as that associate with your sex as registered at birth?

Yes – 78%
No – <1%
Prefer not to say – 22%

SEXUAL ORIENTATION

Bisexual – 1%
Gay / Lesbian – 2%
Heterosexual / Straight – 72%
Prefer to self-describe – <1%
Prefer not to say – 24%

RELIGION

Christian – 27%
Hindu – 1%
Jewish – 2%
Muslim – 2%
Sikh – 1%
Any other religion or belief – 2%
No religion or belief – 40%
Prefer not to say – 26%

CARING RESPONSIBILITIES

For a child/children under 18:

Yes – 25%
No – 54%
Prefer not to say – 22%

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

Yes – 6%
No – 73%
Prefer not to say – 21%