

## Diversity Monitoring 2023

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.

### Notes:

1. Figures are based on total headcount as at 12 July 2023.
2. Percentages have been rounded to the nearest whole number, unless smaller than 1.

### Age:

- **16-24** – 4%
- **25-34** – 37%
- **35-44** – 23%
- **45-54** – 17%
- **55-64** – 8%
- **65+** – 1%
- **Prefer not to say** – 4%
- **No answer** – 6%

### Ethnicity:

- **Asian/Asian British** – 9%
- **Black/African/Caribbean/Black British** – 3%
- **Mixed/Multiple ethnic groups** – 5%
- **White** – 73%
- **Other ethnic group** – <1%
- **Prefer not to say** – 4%
- **No answer** – <6%
- 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.

### Caring responsibilities:

For a child/children under 18:

- **Yes** – 31%
- **No** – 60%
- **Prefer not to say** – 3%
- **No answer** – 6%

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

- **Yes** – 8%
- **No** – 84%
- **Prefer not to say** – 3%
- **No answer** – 5%

**Declared disability:**

According to the definition in the Equality Act 2010

- **Yes** – 4%
- **No** – 88%
- **Prefer not to say** – 3%
- **No answer** – 5%

**Gender:**

- **Female** – 54%
- **Male** – 38%
- **Prefer to self-describe** – <1%
- **Prefer not to say** – 3%
- **No answer** – 5%

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

- **Yes** – 91%
- **No** – 0%
- **Prefer not to say** – 4%
- **No answer** – 5%

**Sexual Orientation:**

- **Bisexual** – 1%
- **Gay / Lesbian** – 3%
- **Heterosexual / Straight** – 85%
- **Prefer to self-describe** – 0%
- **Prefer not to say** – 6%
- **No answer** – 5%

**Religion:**

- **Christian** – 32%
- **Hindu** – 3%
- **Jewish** – 2%
- **Muslim** – 2%
- **Sikh** – <1%
- **Any other religion or belief** – <1%
- **No religion or belief** – 50%
- **Prefer not to say** – 6%
- **No answer** – <4%

**Education & Social Mobility:**

Type of school mainly attended between 11 and 16:

- **UK independent** – 21%
- **UK independent (bursary)** – 3%
- **UK state school (selective)** – 15%
- **UK state school (non-selective)** – 37%
- **Attended school outside the UK** – 15%
- **Don't know/not sure** – <1%
- **Prefer not to say** – 4%
- **No answer** – <5%

Parents attended university:

- **Yes, one or both attended university** – 46%
- **No, they did not attend university** – 44%
- **Don't know/not sure** – 1%
- **Prefer not to say** – 3%
- **No answer** – 6%