



# BLP UK Diversity Statistics

September 2016

## BLP Diversity Statistics – UK Offices Only

	Partners		Solicitors		Trainees		Other legal staff		Non-legal staff		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
Total UK Population	159		303		78		61		523		1,124	
<b>Gender</b>												
Male	118	74.21%	130	42.90%	38	48.72%	27	44.26%	133	25.43%	446	39.68%
Female	41	25.79%	173	57.10%	40	51.28%	34	55.74%	390	74.57%	678	60.32%
<b>Age</b>												
< 18	0	0.00%	0	0.00%	0	0.00%	0	0.00%	15	2.95%	15	1.35%
18 - 24	0	0.00%	29	9.57%	62	79.49%	29	47.54%	78	15.35%	198	17.85%
25 - 34	10	6.29%	214	70.63%	15	19.23%	19	31.15%	160	31.50%	418	37.69%
35 - 44	78	49.06%	47	15.51%	1	1.28%	5	8.20%	121	23.82%	252	22.72%
45 - 54	40	25.16%	11	3.63%	0	0.00%	4	6.56%	104	20.47%	159	14.34%
55 - 64	26	16.35%	2	0.66%	0	0.00%	3	4.92%	41	8.07%	72	6.49%
65 +	5	3.14%	0	0.00%	0	0.00%	1	1.64%	4	0.79%	10	0.90%
<b>Disability</b>												
Yes	2	1.26%	4	1.32%	0	0.00%	0	0.00%	10	1.91%	16	1.42%
No	139	87.42%	277	91.42%	72	92.31%	57	93.44%	488	93.31%	1,033	91.90%
Prefer not to say	8	5.03%	9	2.97%	0	0.00%	2	3.28%	13	2.49%	32	2.85%
Unknown	10	6.29%	13	4.29%	6	7.69%	2	3.28%	12	2.29%	43	3.83%

## BLP Diversity Statistics – UK Offices Only

	Partners		Solicitors		Trainees		Other legal staff		Non-legal staff		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Ethnicity</b>												
Bangladeshi	0	0.00%	0	0.00%	1	1.28%	0	0.00%	8	1.53%	9	0.80%
Chinese	0	0.00%	8	2.64%	4	5.13%	1	1.64%	3	0.57%	16	1.42%
Indian	6	3.77%	14	4.62%	2	2.56%	1	1.64%	18	3.44%	41	3.65%
Pakistani	2	1.26%	1	0.33%	0	0.00%	4	6.56%	2	0.38%	9	0.80%
Any Other Asian	1	0.63%	5	1.65%	1	1.28%	1	1.64%	3	0.57%	11	0.98%
Black African	1	0.63%	1	0.33%	2	2.56%	3	4.92%	9	1.72%	16	1.42%
Black Caribbean	0	0.00%	0	0.00%	0	0.00%	1	1.64%	8	1.53%	9	0.80%
Any Other Black	0	0.00%	1	0.33%	0	0.00%	0	0.00%	0	0.00%	1	0.09%
White/Asian	1	0.63%	5	1.65%	3	3.85%	0	0.00%	5	0.96%	14	1.25%
White/African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White/Caribbean	0	0.00%	2	0.66%	1	1.28%	0	0.00%	2	0.38%	5	0.44%
Any Other Mixed	2	1.26%	1	0.33%	0	0.00%	3	4.92%	1	0.19%	7	0.62%
White British	103	64.78%	183	60.40%	53	67.95%	31	50.82%	385	73.61%	755	67.17%
Irish	3	1.89%	9	2.97%	1	1.28%	0	0.00%	10	1.91%	23	2.05%
Gypsy/Traveller	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any Other White	12	7.55%	36	11.88%	2	2.56%	9	14.75%	28	5.35%	87	7.74%
Arab	0	0.00%	0	0.00%	3	3.85%	0	0.00%	0	0.00%	3	0.27%
Any Other	0	0.00%	3	0.99%	0	0.00%	0	0.00%	1	0.19%	4	0.36%
Prefer not to say	9	5.66%	6	1.98%	0	0.00%	2	3.28%	10	1.91%	27	2.40%
Unknown	19	11.95%	28	9.24%	5	6.41%	5	8.20%	30	5.74%	87	7.74%

## BLP Diversity Statistics – UK Offices Only

	Partners		Solicitors		Trainees		Other legal staff		Non-legal staff		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Religion or Belief</b>												
No religion or belief /Atheist	27	16.98%	86	28.38%	41	52.56%	19	31.15%	156	29.83%	329	29.27%
Buddhist	0	0.00%	3	0.99%	0	0.00%	0	0.00%	2	0.38%	5	0.44%
Christian	56	35.22%	119	39.27%	19	24.36%	21	34.43%	244	46.65%	459	40.84%
Hindu	3	1.89%	9	2.97%	2	2.56%	0	0.00%	6	1.15%	20	1.78%
Jewish	23	14.47%	26	8.58%	3	3.85%	5	8.20%	7	1.34%	64	5.69%
Muslim	1	0.63%	4	1.32%	3	3.85%	4	6.56%	10	1.91%	22	1.96%
Sikh	1	0.63%	2	0.66%	0	0.00%	0	0.00%	5	0.96%	8	0.71%
Any Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	5	0.96%	5	0.44%
Prefer not to say	12	7.55%	17	5.61%	5	6.41%	7	11.48%	38	7.27%	79	7.03%
Unknown	36	22.64%	37	12.21%	5	6.41%	5	8.20%	50	9.56%	133	11.83%
<b>Sexual Orientation</b>												
Bisexual	0	0.00%	1	0.33%	1	1.28%	0	0.00%	2	0.38%	4	0.36%
Gay Man	1	0.63%	4	1.32%	3	3.85%	1	1.64%	7	1.34%	16	1.42%
Lesbian/Gay Woman	1	0.63%	1	0.33%	0	0.00%	1	1.64%	3	0.57%	6	0.53%
Heterosexual	112	70.44%	252	83.17%	69	88.46%	50	81.97%	431	82.41%	914	81.32%
Prefer not to say	10	6.29%	9	2.97%	0	0.00%	3	4.92%	25	4.78%	47	4.18%
Unknown	35	22.01%	36	11.88%	5	6.41%	6	9.84%	55	10.52%	137	12.19%

## BLP Diversity Statistics – UK Offices Only

	Partners		Solicitors		Trainees		Other legal staff		Non-legal staff		Total	
	No.	%	No.	%	No.	%	No.	%	No.	%	No.	%
<b>Socio-economic background (education)</b>												
Attended UK State School	44	27.67%	114	37.62%	28	35.90%	28	45.90%	306	58.51%	520	46.26%
Attended a UK Independent/Fee-Paying School	44	27.67%	81	26.73%	23	29.49%	6	9.84%	52	9.94%	206	18.33%
Attended school outside of the UK	11	6.92%	35	11.55%	6	7.69%	8	13.11%	35	6.69%	95	8.45%
Prefer not to say	11	6.92%	14	4.62%	0	0.00%	2	3.28%	22	4.21%	49	4.36%
Unknown	49	30.82%	59	19.47%	21	26.92%	17	27.87%	108	20.65%	254	22.60%
<b>Individual is a first generation to attend university</b>												
Individual is a first generation to attend university	53	33.33%	76	25.08%	19	24.36%	12	19.67%	114	21.80%	274	24.38%
Attended university but not first generation	56	35.22%	165	54.46%	38	48.72%	28	45.90%	141	26.96%	428	38.08%
Did not attend university	1	0.63%	0	0.00%	0	0.00%	2	3.28%	149	28.49%	152	13.52%
Prefer not to say	0	0.00%	3	0.99%	0	0.00%	1	1.64%	4	0.76%	8	0.71%
Unknown	49	30.82%	59	19.47%	21	26.92%	18	29.51%	115	21.99%	262	23.31%
<b>Caring Responsibilities</b>												
Primary Carer	38	23.90%	38	12.54%	0	0.00%	6	9.84%	116	22.18%	198	17.62%
No primary carer responsibilities	59	37.11%	176	58.09%	57	73.08%	34	55.74%	261	49.90%	587	52.22%
Prefer not to say	11	6.92%	13	4.29%	0	0.00%	3	4.92%	18	3.44%	45	4.00%
Unknown	51	32.08%	76	25.08%	21	26.92%	18	29.51%	128	24.47%	294	26.16%

## BLP Diversity Statistics – UK Offices Only

<b>Provide help or support to family members, friends, neighbours because of long-term physical or mental health/disability or problems related to old age</b>												
Is not a carer	78	49.06%	203	67.00%	55	70.51%	33	54.10%	318	60.80%	687	61.12%
1-19 hours a week	15	9.43%	5	1.65%	1	1.28%	5	8.20%	43	8.22%	69	6.14%
20-49 hours per week	0	0.00%	0	0.00%	0	0.00%	1	1.64%	4	0.76%	5	0.44%
50 or more hours per week	1	0.63%	0	0.00%	0	0.00%	0	0.00%	4	0.76%	5	0.44%
Prefer not to say	14	8.81%	18	5.94%	1	1.28%	4	6.56%	26	4.97%	63	5.60%
Unknown	51	32.08%	77	25.41%	21	26.92%	18	29.51%	128	24.47%	295	26.25%

### NOTES

1. Data current as at 30 September 2016
2. Data provided for the UK BLP offices only