

The Law Society [Diversity and Inclusion Charter](#) is the flagship diversity initiative of the legal profession. bpl solicitors is regulated by the SRA, and as such we are required to collect, report and publish data on the diversity of our workforce. The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish. The data has been collected and reported in such a way as to ensure that bpl complies with data protection legislation.

Please note that approx. 72% of staff completed the questionnaire

1. Role categories - Select the category which best describes your role in the firm:

| Role category | Notes | |
|------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------|----|
| Solicitor (sole practitioner, partner, member or director) | Authorised by the Solicitors Regulation Authority (SRA) - including sole practitioners, partners, members or directors | 3 |
| Solicitor | Authorised by the Solicitors Regulation Authority (SRA) - all other solicitors including assistant solicitors, associates or consultants. | 2 |
| Other fee earning role | Not an authorised person eg trainee solicitors, legal executives who are not chartered or a fellow and paralegals but excluding managerial roles. | 11 |
| Role directly supporting a fee earner | Not an authorised person (eg legal secretaries, administrators, legal assistants, or non fee earning paralegals) | 39 |
| Managerial role | Not an authorised person (eg non lawyer managers, directors, practice managers) | 22 |
| IT/ HR/ other corporate services role | Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles | 10 |
| Barrister | Authorised by the Bar Standards Board | 0 |
| Chartered Legal Executive (Fellow of CILEx) | Authorised by ILEX Professional Standards | 3 |
| Licensed Conveyancer | Authorised by the Council for Licensed Conveyancers | 3 |
| Patent or Trade Mark Attorney | Authorised by the Intellectual Property Regulation Board | 0 |
| Costs Lawyer | Authorised by the Costs Lawyer Standards Board | 0 |
| Notary | Authorised by the Master of the Faculties | 0 |
| Prefer not to say | | 0 |

2. Diversity questions (protected characteristics under the Equality Act 2012)

a. From the list of age bands below, please indicate the category that includes your current age in years:

| | |
|-------------------|----|
| 16 - 24 | 11 |
| 25 - 34 | 12 |
| 35 - 44 | 15 |
| 45 - 54 | 13 |
| 55 - 64 | 3 |
| 65+ | 1 |
| Prefer not to say | 0 |

b. What is your gender?

| | |
|-------------------|----|
| Female | 42 |
| Male | 13 |
| Prefer not to say | 0 |

c. Are you Transgender (gender identity different from your registered sex at birth)

| | |
|-------------------|----|
| Yes | 1 |
| No | 54 |
| Prefer not to say | 0 |

3. The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

| | |
|-------------------|----|
| Yes | 2 |
| No | 52 |
| Prefer not to say | 2 |

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

| | |
|-----------------------|----|
| Yes, limited a lot | 2 |
| Yes, limited a little | 1 |
| No | 54 |
| Prefer not to say | 2 |

4. What is your ethnic group?

Asian / Asian British

| | |
|----------------------------|---|
| Bangladeshi | 0 |
| Chinese | 0 |
| Indian | 0 |
| Pakistani | 0 |
| Any other Asian background | 1 |

Black / Black British

| | |
|----------------------------|---|
| African | 0 |
| Caribbean | 0 |
| Any other Black background | 0 |

Mixed / multiple ethnic groups

| | |
|----------------------------------------------|---|
| White and Asian | 0 |
| White and Black African | 1 |
| White and Black Caribbean | 1 |
| White and Chinese | 0 |
| Any other Mixed / multiple ethnic background | 0 |

White

| | |
|-------------------------------------------------------|----|
| British / English / Welsh / Northern Irish / Scottish | 52 |
| Irish | 0 |
| Gypsy or Irish Traveller | 0 |
| Any other White background | 1 |

Other ethnic group

| | |
|------------------------|--|
| Arab | |
| Any other ethnic group | |

Prefer not to say

| | |
|-------------------|---|
| Prefer not to say | 1 |
|-------------------|---|

5. What is your religion or belief?

The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish.

6. What is your sexual orientation?

The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish.

7. Socio-economic background (education) and caring responsibilities

- a. Did you mainly attend a state or fee paying school between the ages 11 – 16?

| | |
|----------------------------------|----|
| UK State School | 45 |
| UK Independent/Fee-paying School | 5 |
| Attended school outside the UK | 2 |
| Prefer not to say | 1 |

- b. What is the highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18?

| | |
|-----------------------------------|----|
| At least one degree | 15 |
| Qualifications below degree level | 23 |
| No formal qualifications | 8 |
| Don't Know | 6 |

- c. Work of the main/ highest income earner in your household when you were aged about 14?

| | |
|---------------------------------------------|----|
| Modern professional occupations | 10 |
| Clerical and intermediate occupations | 3 |
| Senior managers and administrators | 10 |
| Technical and craft occupations | 10 |
| Semi-routine manual and service occupations | 3 |
| Routine manual and service occupations | 1 |
| Middle or junior managers | 4 |
| Traditional professional occupations | 7 |
| Short term unemployed | 0 |
| Long term unemployed | 0 |
| Inactive | 0 |
| Retired | 0 |
| Other | 3 |
| Don't Know | 1 |
| Prefer not to say | 0 |

- d. Are you a primary carer for a child or children under 18?

| | |
|-------------------|----|
| Yes | 19 |
| No | 34 |
| Prefer not to say | 2 |

- e. Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health / disability
- Problems related to old age?

| | |
|------------------------------|----|
| No | 43 |
| Yes, 1 - 19 hours a week | 1 |
| Yes, 20 - 49 hours a week | 0 |
| Yes, 50 or more hours a week | 0 |
| Prefer not to say | 0 |