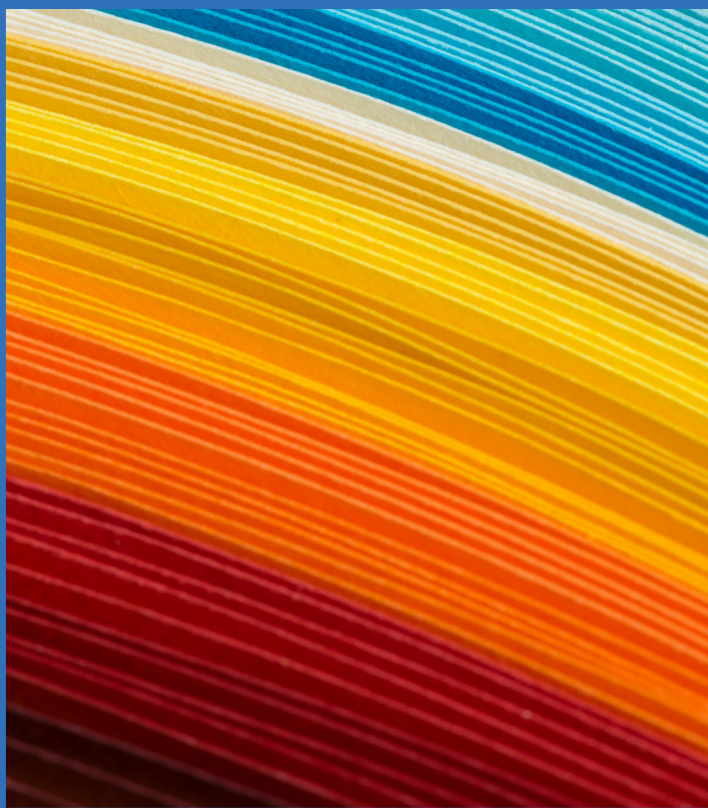


June 2022

Our Diversity and Inclusion journey



The Birketts LLP Diversity and Inclusion Journey

At Birketts, we've always thought of ourselves as a progressive and fair firm, but as we grow we've been increasingly thinking about how to make sure we're creating and supporting a diverse and inclusive environment for all our colleagues.

We strongly believe it's the right thing to do. As a large employer and a responsible business we recognise we have the power to be a catalyst of change for the greater good and improve the communities in which we operate. We also know that our differences make us a better law firm. Our diversity enables us to attract the best talent, drive innovation, and deliver a positive experience to everyone who comes into contact with us.

We have made enormous strides over the last 10 years but recognise there is always more to do and that sometimes it takes time to achieve lasting change. However, we are committed to build an inclusive culture that respects, supports, and celebrates the diverse voices of our colleagues.



To help focus and measure our efforts in Diversity and Inclusion, we have prioritised five key work streams and identified associated practical actions and initiatives which we believe will make a real difference. ”



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Our five key work streams

Our areas of focus and goals within them are:

Gender Diversity

We are committed to creating an environment in which talented women are able to progress and where all colleagues feel supported in developing their careers while balancing their responsibilities outside of work.

Inclusiveness

We want to create an inclusive and informed culture where everyone - regardless of background, identity and circumstance - feels empowered to bring their full, authentic selves to work.

Social Mobility

As one of the largest law firms in the region, we believe we can play a positive role in widening access to the profession and increasing social mobility through our recruitment and business practices and external community activities.

Race and Ethnicity

We want our firm to reflect the races, ethnicities, cultures and nationalities that exist in the communities in which we operate and support the journey towards greater racial and ethnic inclusivity in the legal sector.

Mental health and wellbeing

It is recognised that working in a law firm can be a pressurized and demanding environment and we have an important role in overcoming the stigma of mental health and promoting positive mental and physical wellbeing

Notable and new initiatives

We strive to identify those initiatives and actions that have meaningful impact for all colleagues and / or improve the communities in which we operate. Some notable programmes and initiatives are listed below.

Cornerstone

In an effort to raise aspirations and employability Birketts, in partnership with The Careers & Enterprise Company, is a 'Cornerstone Employer', working with other local employers to develop employability and skills in state schools and colleges, and act as an ambassador for social mobility.

THRIVE

The THRIVE health and wellbeing programme started in October 2020 providing colleagues access to a series of interactive activities, events and resources on the four key pillars to overall positive health and wellbeing; mental health, diet and nutrition, physical health and sleep.

Legal apprenticeships

We have introduced degree level legal apprenticeships to provide an alternative route into the law for those who want a career in the legal sector, but who can't or are not comfortable going down the traditional route of attending university.

Inclusion Monitoring

Diversity and inclusion is a topic inexorably linked with workplace culture and engagement. In addition to measuring our diversity statistics as part of our annual engagement survey colleagues are specifically asked rate team leadership effectiveness in creating an inclusive environment.

Gender Diversity the pathway to Partnership

Following a successful and well received pilot we have formally launched an interactive workshop for female associates to identify, discuss and navigate the practical and psychological obstacles to career progression.

Projects for Financial year 2020 - 2021

Family Leave Toolkit

To ensure that all colleagues, no matter their family circumstances, have the same opportunities to reach their full career potential we will be introducing a toolkit designed to provide support in advance of, and on return from, maternity, adoption or shared parental leave. The toolkit will be introduced alongside a number of recent enhancements to the firm's family friendly policies which are now available to all colleagues.

Levelling up

Birketts has committed to Levelling up to create a bespoke action plan to support the Levelling Up Goals agenda to boost opportunity and social mobility in the East of England and within the wider profession.

Pre-partnership workshops

We will be rolling out pre-partnership Workshops for anyone who wishes to attend to provide greater transparency on the partner promotion process, the expectations on partners and relevant practical considerations.

Diversity Statistics 2021

We are proud of our commitment to diversity and inclusion but without data we won't be able to measure how successful our efforts are.

Inclusion index

Using a scale from 1 to 10, where 1 means "Strongly Disagree" and 10 means "Strongly Agree" please indicate how much you agree or disagree with the following statement



My line manager creates an inclusive working environment for the entire team. ”

7.6

2020

7.7

2021

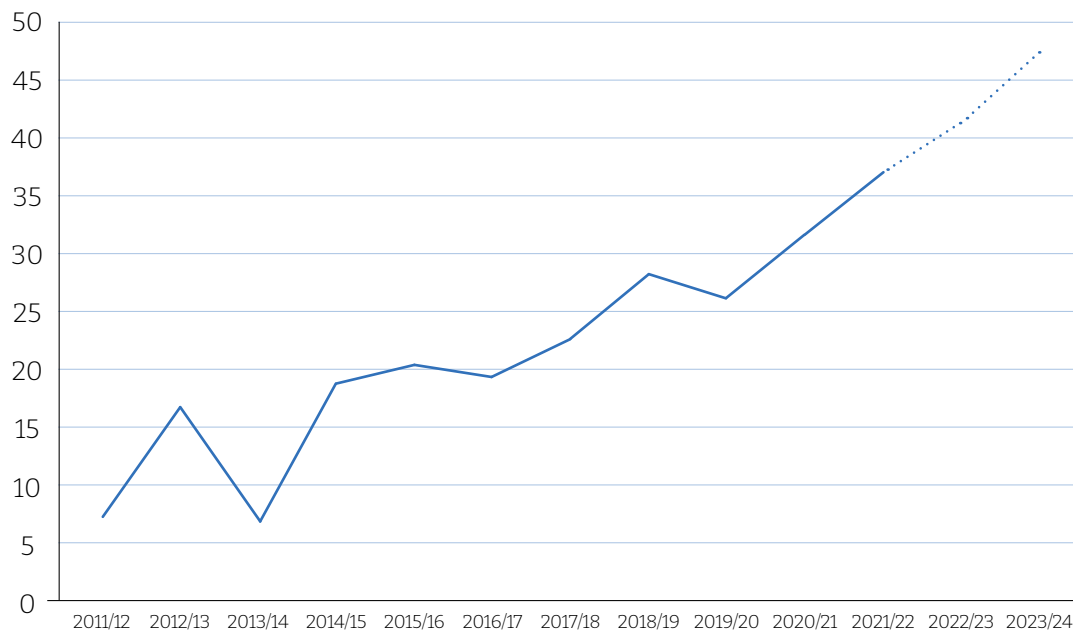
Firm-wide gender statistics

	Female	Male
Partner	37%	63%
Legal Director	55%	45%
Senior Associate	70%	30%
Associate	73%	27%
Solicitor	69%	31%
Other fee earners	80%	20%
Business services	70%	30%
Secretarial	96%	4%
Trainees	61%	39%
Grand Total	71%	29%

Notes

1. Data current as at 5 July 2021.
2. Figures based on total headcount.
3. "Other" includes other fee-earners and Professional Support Lawyers.

Percentage of female partners



Faith or belief

	Buddhist	Christian	Hindu	Jewish	Muslim
Partner	0%	64%	0%	2%	0%
Legal Director	0%	52%	0%	0%	0%
Senior Associate	0%	48%	0%	0%	0%
Associate	0%	32%	2%	1%	1%
Solicitor	0%	36%	2%	1%	4%
Other fee earners	0%	38%	0%	0%	2%
Business services	1%	35%	0%	0%	1%
Secretarial	1%	41%	0%	0%	0%
Trainees	0%	19%	0%	0%	0%
Grand Total	0%	41%	1%	1%	1%

	No religion	Sikh	Other	Prefer not to disclose	Not answered
Partner	14%	0%	3%	2%	8%
Legal Director	24%	0%	0%	0%	7%
Senior Associate	30%	0%	0%	0%	11%
Associate	46%	0%	0%	1%	11%
Solicitor	40%	1%	1%	1%	8%
Other fee earners	48%	0%	1%	0%	4%
Business services	46%	0%	3%	0%	10%
Secretarial	42%	0%	1%	0%	6%
Trainees	71%	0%	6%	0%	0%
Grand Total	40%	0%	2%	1%	8%

Ethnicity

	African	Any other Asian background	Any other Black background	Any other ethnic group	Any other mixed / multiple ethnic background	Any other White background	Arab
Partner	0%	0%	0%	0%	0%	11%	0%
Legal Director	0%	0%	0%	0%	0%	3%	0%
Senior Associate	0%	0%	0%	0%	0%	2%	0%
Associate	1%	0%	0%	0%	0%	2%	0%
Solicitor	3%	1%	0%	0%	1%	3%	0%
Other fee earners	0%	1%	0%	0%	0%	3%	0%
Business services	1%	1%	1%	1%	0%	7%	0%
Secretarial	1%	0%	0%	1%	1%	6%	0%
Trainees	0%	0%	0%	0%	3%	6%	0%
Grand Total	1%	1%	1%	0%	1%	5%	0%

	Bangladeshi	British/ English/ Welsh/ Northern Irish/ Scottish	Caribbean	Chinese	Gypsy or Irish traveller	Indian	Irish
Partner	0%	74%	0%	2%	0%	1%	0%
Legal Director	0%	72%	0%	3%	0%	0%	0%
Senior Associate	0%	83%	0%	0%	0%	0%	0%
Associate	0%	76%	0%	1%	0%	2%	0%
Solicitor	1%	69%	0%	2%	0%	2%	2%
Other fee earners	1%	82%	1%	0%	0%	0%	0%
Business services	1%	2%	1%	2%	0%	0%	0%
Secretarial	0%	80%	0%	1%	0%	0%	0%
Trainees	3%	84%	0%	0%	0%	3%	0%
Grand Total	1%	76%	0%	1%	0%	1%	0%

	Pakistani	Prefer not to say	Roma	White and Asian	White and Black African	White and Black Caribbean	Not answered
Partner	0%	3%	0%	1%	0%	0%	8%
Legal Director	0%	14%	0%	0%	0%	0%	7%
Senior Associate	0%	5%	0%	0%	0%	0%	11%
Associate	1%	2%	0%	1%	0%	1%	11%
Solicitor	2%	2%	0%	1%	0%	1%	8%
Other fee earners	0%	6%	0%	0%	1%	2%	4%
Business services	1%	3%	0%	1%	0%	0%	10%
Secretarial	0%	4%	0%	1%	0%	0%	6%
Trainees	0%	0%	0%	0%	0%	0%	0%
Grand Total	1%	4%	0%	1%	0%	1%	8%

Sexual orientation

	Bi	Gay/lesbian	Heterosexual	Other preferred description	Prefer not to say	Not answered
Partner	1%	1%	84%	0%	7%	8%
Legal Director	0%	0%	86%	0%	7%	7%
Senior Associate	0%	0%	82%	0%	8%	11%
Associate	0%	0%	84%	0%	6%	11%
Solicitor	1%	4%	80%	2%	4%	8%
Other fee earners	3%	1%	86%	0%	7%	4%
Business services	1%	2%	82%	1%	5%	10%
Secretarial	2%	0%	83%	0%	9%	6%
Trainees	3%	0%	94%	0%	3%	0%
Grand Total	1%	1%	83%	0%	6%	8%

Gender Identity

	Female	Male	Other preferred description	Prefer not to say	Not answered
Partner	34%	55%	0%	3%	8%
Legal Director	55%	34%	0%	3%	7%
Senior Associate	64%	24%	0%	2%	11%
Associate	65%	22%	0%	2%	11%
Solicitor	61%	29%	0%	2%	8%
Other fee earners	75%	20%	0%	1%	4%
Business services	60%	28%	0%	1%	10%
Secretarial	88%	4%	0%	2%	6%
Trainees	61%	39%	0%	0%	0%
Grand Total	65%	26%	0%	2%	8%

Disability

	No	Prefer not to say	Yes	Not answered
Partner	86%	5%	1%	8%
Legal Director	83%	10%	0%	7%
Senior Associate	85%	3%	2%	11%
Associate	82%	5%	2%	11%
Solicitor	86%	3%	3%	8%
Other fee earners	85%	6%	6%	4%
Business services	82%	2%	6%	10%
Secretarial	91%	2%	1%	6%
Trainees	97%	0%	3%	0%
Grand Total	86%	4%	3%	8%

Disability Level

	No	Prefer not to say	Yes, limited a little	Yes, limited a lot	Not answered
Partner	85%	5%	2%	0%	8%
Legal Director	86%	3%	3%	0%	7%
Senior Associate	82%	3%	3%	2%	11%
Associate	81%	5%	4%	0%	11%
Solicitor	82%	3%	6%	1%	8%
Other fee earners	85%	6%	6%	0%	4%
Business services	82%	3%	5%	1%	10%
Secretarial	90%	1%	2%	1%	6%
Trainees	90%	3%	6%	0%	0%
Grand Total	84%	4%	4%	1%	8%

Type of school attended between 11-16 years

	Attended school outside the UK	Don't know/ not sure	Independent/ feepaying school	Independent/ feepaying school (bursary-funded)
Partner	8%	0%	27%	2%
Legal Director	3%	0%	24%	0%
Senior Associate	0%	0%	14%	3%
Associate	4%	0%	9%	4%
Solicitor	7%	0%	12%	4%
Other fee earners	4%	0%	7%	0%
Business services	5%	4%	7%	1%
Secretarial	6%	1%	4%	1%
Trainees	0%	0%	13%	3%
Grand Total	5%	1%	11%	2%

	Prefer not to say	State-run or state- funded school (non-selective)	State-run or statefunded school (selective)	Not answered
Partner	7%	38%	11%	8%
Legal Director	7%	45%	14%	7%
Senior Associate	6%	56%	11%	11%
Associate	5%	59%	9%	11%
Solicitor	4%	49%	16%	8%
Other fee earners	5%	71%	10%	4%
Business services	3%	58%	12%	10%
Secretarial	8%	58%	17%	6%
Trainees	0%	74%	10%	0%
Grand Total	5%	56%	13%	8%

University education in immediate family

	Don't know/ not sure	No, neither of my parents attended university	Prefer not to say	Yes, one or both of my parents attended university	Not answered
Partner	1%	52%	9%	30%	8%
Legal Director	3%	55%	7%	28%	7%
Senior Associate	0%	50%	6%	33%	11%
Associate	1%	47%	4%	38%	11%
Solicitor	0%	52%	3%	37%	8%
Other fee earners	5%	67%	6%	19%	4%
Business services	5%	68%	6%	12%	10%
Secretarial	4%	66%	9%	15%	6%
Trainees	0%	61%	0%	39%	0%
Grand Total	3%	59%	6%	25%	8%

Parental Occupation

	Clerical and intermediate occupations	Long term unemployed	Modern / traditional professional occupation	Other, e.g.: retired, this question does not apply	Prefer not to say
Partner	1%	0%	35%	1%	9%
Legal Director	3%	0%	48%	0%	10%
Senior Associate	5%	0%	42%	2%	11%
Associate	2%	0%	34%	2%	7%
Solicitor	4%	0%	32%	3%	7%
Other fee earners	8%	0%	22%	5%	13%
Business services	3%	3%	17%	5%	8%
Secretarial	5%	1%	29%	2%	11%
Trainees	3%	3%	45%	0%	0%
Grand Total	4%	1%	30%	3%	9%

	Routine, semi-routine manual and service occupation	Senior, middle or junior managers or administrators	Small business owners who employed < 25 people	Technical and craft occupations	Not answered
Partner	4%	32%	7%	4%	8%
Legal Director	3%	14%	10%	3%	7%
Senior Associate	8%	11%	5%	9%	11%
Associate	6%	22%	8%	7%	11%
Solicitor	8%	16%	16%	7%	8%
Other fee earners	12%	16%	12%	8%	4%
Business services	10%	19%	10%	16%	10%
Secretarial	13%	17%	3%	14%	6%
Trainees	6%	16%	16%	10%	0%
Grand Total	9%	19%	9%	10%	8%

Primary care giver for a child under 18

	No	Prefer not to say	Yes	Not answered
Partner	36%	4%	52%	8%
Legal Director	41%	3%	48%	7%
Senior Associate	24%	3%	62%	11%
Associate	54%	4%	32%	11%
Solicitor	74%	2%	16%	8%
Other fee earners	73%	4%	20%	4%
Business services	60%	3%	27%	10%
Secretarial	65%	3%	26%	6%
Trainees	94%	0%	6%	0%
Grand Total	86%	4%	3%	8%

Caring responsibilities for family or friends – level of care

	No	Prefer not to say	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	Not answered
Partner	83%	7%	3%	0%	0%	8%
Legal Director	76%	7%	7%	3%	0%	7%
Senior Associate	79%	6%	5%	0%	0%	11%
Associate	82%	2%	4%	0%	1%	11%
Solicitor	87%	4%	0%	0%	1%	8%
Other fee earners	88%	4%	2%	0%	3%	4%
Business services	82%	2%	5%	1%	1%	10%
Secretarial	86%	5%	3%	0%	0%	6%
Trainees	97%	3%	0%	0%	0%	0%
Grand Total	84%	4%	3%	0%	1%	8%

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Birketts LLP is a limited liability partnership authorised and regulated by the Solicitors Regulation Authority and registered in England & Wales with registered number OC317545.

A list of members may be inspected at any of our offices. The term 'Partner' is used to refer to a member of Birketts LLP.

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