



BCLP DIVERSITY DATA.

UK OFFICES.

July 2025.

AGE CATEGORY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
18-24	0%	0%	38%	13%	0%	6%	6%
25-34	0%	54%	60%	12%	12%	36%	33%
35-44	32%	27%	1%	25%	36%	21%	24%
45-54	45%	15%	0%	24%	38%	22%	24%
55-64	19%	4%	0%	20%	14%	14%	11%
65+	4%	0%	1%	6%	0%	1%	2%

SEX	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Male	63%	37%	32%	1%	47%	36%	38%
Female	33%	63%	68%	99%	52%	64%	61%
Unknown	4%	0%	0%	0%	1%	0%	1%

GENDER THE SAME AS SEX REGISTERED AT BIRTH	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, gender identity the SAME as sex at birth	85%	86%	82%	88%	91%	92%	88%
No, gender identity NOT THE SAME as sex at birth	1%	2%	6%	3%	2%	3%	2%
Prefer not to say / Unknown	14%	13%	12%	9%	7%	5%	10%

SEXUAL ORIENTATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Bi	1%	2%	9%	3%	2%	2%	2%
Gay / Lesbian	2%	3%	2%	1%	5%	5%	4%
Heterosexual	86%	82%	77%	85%	83%	82%	83%
Prefer not to say / Unknown	11%	13%	12%	11%	10%	11%	11%

DISABILITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes	10%	12%	20%	16%	13%	17%	14%
No	73%	63%	52%	74%	62%	65%	65%
Prefer not to say / Unknown	17%	25%	28%	10%	25%	18%	21%

LIMITED DAY-TO-DAY ACTIVITIES DUE TO A HEALTH PROBLEM OR DISABILITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, limited a lot	0%	0%	0%	0%	0%	0%	0%
Yes, limited a little	2%	1%	0%	0%	2%	1%	1%
No	13%	15%	6%	0%	4%	10%	10%
Prefer not to say / Unknown	85%	84%	94%	100%	94%	89%	89%

ETHNICITY	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Asian / Asian British	8%	6%	23%	3%	7%	12%	9%
Black / Black British	2%	2%	9%	8%	2%	7%	4%
Mixed / Multiple ethnic groups	5%	5%	5%	3%	1%	5%	4%
White	71%	73%	51%	82%	83%	68%	72%
Other ethnic group	4%	4%	2%	0%	1%	3%	3%
Prefer not to say / Unknown	10%	10%	10%	4%	6%	5%	8%

RELIGION OR BELIEF	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
No religion of belief	31%	37%	26%	37%	41%	37%	35%
Buddhist	0%	0%	2%	1%	0%	1%	1%
Christian	37%	36%	35%	43%	42%	35%	37%
Hindu	3%	2%	2%	0%	2%	3%	2%
Jewish	10%	4%	1%	0%	2%	0%	3%
Muslim	2%	2%	13%	0%	2%	5%	4%
Sikh	<1%	0%	0%	3%	0%	1%	1%
Other religion or belief	2%	2%	4%	4%	1%	4%	2%
Prefer not to say / Unknown	15%	18%	16%	12%	11%	14%	15%

PRIMARY CARER FOR A CHILD / CHILDREN UNDER 18	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes	45%	27%	4%	43%	45%	26%	31%
No	44%	62%	88%	49%	49%	67%	60%
Prefer not to say / Unknown	11%	11%	9%	8%	7%	6%	9%

UNPAID CARING RESPONSIBILITIES	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Yes, 1 - 19 hours a week	6%	4%	3%	9%	4%	9%	6%
Yes, 20 - 49 hours a week	1%	0%	0%	1%	2%	2%	1%
Yes, 50 or more hours a week	0%	2%	0%	1%	2%	<1%	1%
No	80%	83%	88%	77%	84%	81%	82%
Prefer not to say / Unknown	13%	11%	9%	12%	8%	7%	10%

SCHOOL TYPE BETWEEN THE AGE 11-16	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
State-run or state-funded school - selective	13%	13%	13%	12%	12%	14%	13%
State-run or state-funded school - non-selective	34%	35%	44%	74%	56%	53%	46%
Independent / fee-paying school	26%	20%	7%	4%	7%	4%	4%
Independent / fee-paying school - bursary	8%	4%	4%	0%	3%	7%	13%
Attended school outside the UK	8%	16%	20%	0%	15%	13%	13%
Prefer not to say / Unknown	11%	12%	12%	10%	7%	9%	11%

PARENTAL EDUCATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
No, neither of my parents attended university	44%	38%	34%	42%	50%	44%	42%
Yes, one or both of my parents attended university	42%	47%	46%	5%	25%	27%	35%
Don't know / not sure	2%	2%	10%	40%	17%	18%	12%
Prefer not to say / Unknown	12%	13%	10%	13%	8%	11%	11%

PARENTAL OCCUPATION	PARTNERS	SOLICITORS	OTHER FEE-EARNING ROLE	ROLE DIRECTLY SUPPORTING FEE EARNER	MANAGERIAL ROLE	IT/ HR/ OTHER CORPORATE SERVICES ROLE	TOTAL POPULATION
Modern professional and traditional professional occupations	41%	40%	33%	18%	30%	27%	33%
Senior, middle or junior managers or administrators	20%	22%	18%	16%	34%	18%	21%
Clerical and intermediate occupations	2%	3%	7%	8%	<1%	8%	5%
Technical and craft occupations	3%	6%	6%	22%	13%	11%	9%
Routine, semi-routine manual and service occupations	4%	4%	9%	8%	5%	5%	5%
Small business owners	8%	5%	7%	5%	6%	6%	6%
Long term unemployed	2%	<1%	1%	1%	1%	1%	1%
Other	0%	2%	2%	4%	<1%	9%	3%
Prefer not to say / Unknown	20%	18%	17%	18%	10%	15%	17%



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