

News

BCLP TOP RANKED LAW FIRM FOR SOCIAL MOBILITY IN THE UK

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International Law Firm BCLP is ranked fourth in the UK for improving social mobility in the workplace according to the Social Mobility Employer Index 2020, the leading authority on employer best practice. In addition, BCLP is proud to once again be recognized as the top performing law firm in the index, demonstrating the firm's ongoing commitment to social mobility, particularly in the wake of the COVID-19 pandemic.

Now in its fourth year, the Employer Index is the definitive benchmark of organizations committed to improving social mobility in the workplace. BCLP has been featured in the top 10 list for four consecutive years.

This year saw 119 employers take part from 17 sectors, collectively employing almost 1 million people in the UK. Employers have a huge part to play in the levelling up agenda, and the index demonstrates what is possible if organizations commit to supporting young people from a full range of backgrounds. The index was created by the Social Mobility Foundation in 2017 and assesses employers across seven key areas. These include their work with young people, routes into the organization, how they attract talent, recruitment and selection, data collection, progression, experienced hires and advocacy. It highlights the employers doing the most to change how they find, recruit and develop talented employees from different social class backgrounds.

BCLP has a dedicated Social Inclusion & Ethnicity Group, led by Partners Tim Smith and Sunita Chawla, which focuses its social mobility efforts across a range of areas including research, outreach to schools, work experience and opportunities for school leavers. This year also has seen BCLP making concerted efforts to broaden its outreach and appeal to students from non-Russell group university backgrounds, taking part in ground-breaking research and analysis into the experiences of mid-level and senior lawyers from lower socio-economic backgrounds, signing up as a founding member of the Aspiring Solicitors Foundation (a charity seeking to remove financial barriers for young people entering the legal profession), and launching BCLP Potential, a new digital careers inspiration hub aimed at students in the UK between 15 and 19 years old with an interest in law.

BCLP Social Inclusivity & Ethnicity Group Co-Chair Smith said: "This year more than ever, it is vital that organizations remain true to their commitments to improving social mobility in the workplace and ensuring access to opportunity for everyone regardless of social background and socio-economic factors. Whilst the medium- and long-term impacts of the pandemic are yet to be seen there is already concerning evidence which points to an increase in class inequality, a negative impact on youth employment, and a widening career aspiration gap in the minds of young people. BCLP has a track record of leading from the front and taking a strong, visible and authentic stance on broadening access to the legal profession, particularly to those from socially challenging or lower socio-economic backgrounds. We are committed to recruiting, retaining and nurturing a diverse group of people, creating an environment where they are able to thrive and fulfil their potential regardless of background or diversity characteristic. Our ranking this year is a pleasing recognition of the hard work and commitment of so many individuals across Bryan Cave Leighton Paisner to improving social mobility both within and outside of the legal profession."

Sarah Atkinson, chief executive of the Social Mobility Foundation, said: "I am delighted that Bryan Cave Leighton Paisner committed to entering the index this year despite the challenges they have faced in the wake of the pandemic. Now more than ever, we need to see business play their part in the levelling up agenda."

The Rt. Hon. Alan Milburn, chair of the Social Mobility Foundation, added: "As the COVID-19 crisis continues and the UK descends into a sharp recession, more will need to be done to avoid a job catastrophe, for young people particularly. Already 60 percent of the jobs that have been lost since the pandemic began have been among 18-24 year olds. I urge those sectors of our economy that are not represented in this year's index to participate in 2021 and commit to joining the ranks of those employers who are already making such a difference to young people's life chances."

MEET THE TEAM



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