

INCLUSION AND DIVERSITY ENABLES THE FIRM TO SUCCEED

At BCLP, an inclusive culture where all of our people can thrive is essential to our success. Such a culture ensures that everyone feels valued and respected as an individual. By embracing the diversity of our people, we drive innovation, high performance, and a competitive edge. Colleagues work in ways that integrate life and work, empowering them to deliver their best for the Firm.

OUR ACTION PLAN AND ASPIRATIONAL GOALS

1. Cultivate a high-performing talent pipeline through our inclusive recruitment and promotion processes.
2. Create a culture of belonging, psychological safety, and well-being to drive retention.
3. Educate our leaders to manage, support, and get the best from all of our people.
4. Ensure inclusion and accountability are woven into how we operate.
5. Collaborate with clients and industry bodies to amplify our efforts.

PARTNER DIVERSITY ASPIRATIONAL GOALS 2022 – 2030

GLOBAL CLIENT I&D RELATIONSHIP PARTNER

Reflective of BCLP's commitment to I&D, in 2021 the firm appointed Daisy Reeves as its inaugural Global I&D Client Relationship Partner across its 31 international offices. This role is a first-of-its-kind in the legal industry – BCLP is the only firm that has a dedicated partner working pro-bono with clients to develop and collaborate around diversity efforts. Daisy is already well known in the I&D world, consistently ranked as one of the most influential LGBTQ* Executives in the world in the global 'OUTstanding' benchmark.

AWARDS AND ACCOLADES

- All Star Commitment to Diversity and Inclusion Award at the Aspiring Solicitors Awards 2022
- UK Social Mobility Awards 2022 Silver Award for Progression Programme of the Year category, and Highly Commended for Champion of the Year for Partner Tim Smith
- Ranked Top 15 in the Social Mobility Index for the last five years
- Mansfield Rule Certified Plus Firm and Founding Signatory
- Recognized as a London Healthy Workplace Foundation employer
- For the 15th consecutive year, BCLP earned a score of 100% on the Human Rights Campaign Foundation Corporate
- Equality Index for 2022, earning the firm “Best Place to Work for LGBTQ+ Equality” designation
- BCLP received the 2022 Law Firm Leadership award as one of five law firms recognized for advancing diversity and inclusion within the firm

REPORTS & STATISTICS

2023 Pay Gap Report

BCLP's sixth year of reporting has seen positive results, but there is more work to be done.

In line with 2017 UK regulations. BCLP has voluntarily included partnership figures and ethnicity, disability and sexual orientation pay in order to further increase transparency in our reporting.

The next level

Inclusion & Diversity and WellBeing annual report 2022

We continue to advance BCLP's goal to be the most admired law firm; having Inclusion, Diversity and WellBeing embedded across our firm is how we will reach that goal. Our affinity groups have provided the opportunity to connect people, leading to productive conversations cr...

Diversity statistics

Find our Diversity statistics and figures for the UK office

MEET THE TEAM



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