

## **INCLUSION AND DIVERSITY ENABLES THE FIRM TO SUCCEED**

At BCLP we define an inclusive culture as the action of including all and fostering an environment of belonging, and we define diversity as the presence of many different people, perspectives and views existing together.

Our I&D efforts are centred on our inclusive culture where we all feel valued and respected. This diversity of ideas, perspectives and people is essential to drive our success, innovation, and competitive edge. Colleagues work in ways that empower and support each other to deliver their best for our clients and each other.

### **OUR APPROACH**

1. Cultivate a high-performing talent pipeline through our inclusive recruitment, development and promotion programs.
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.

### **GLOBAL I&D CLIENT 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 inclusion 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.

### **REPORTS & STATISTICS**

2024 Inclusion, Diversity & Welbeing Report

Championing Inclusion, Diversity & Wellbeing across our Firm

From new initiatives to personal stories, the report reflects how we're creating a culture rooted in respect, opportunity and belonging.

2024 UK Pay Gap report

BCLP's seventh year of reporting

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.

Diversity statistics

Find our Diversity statistics and figures for the UK office

## MEET THE TEAM



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