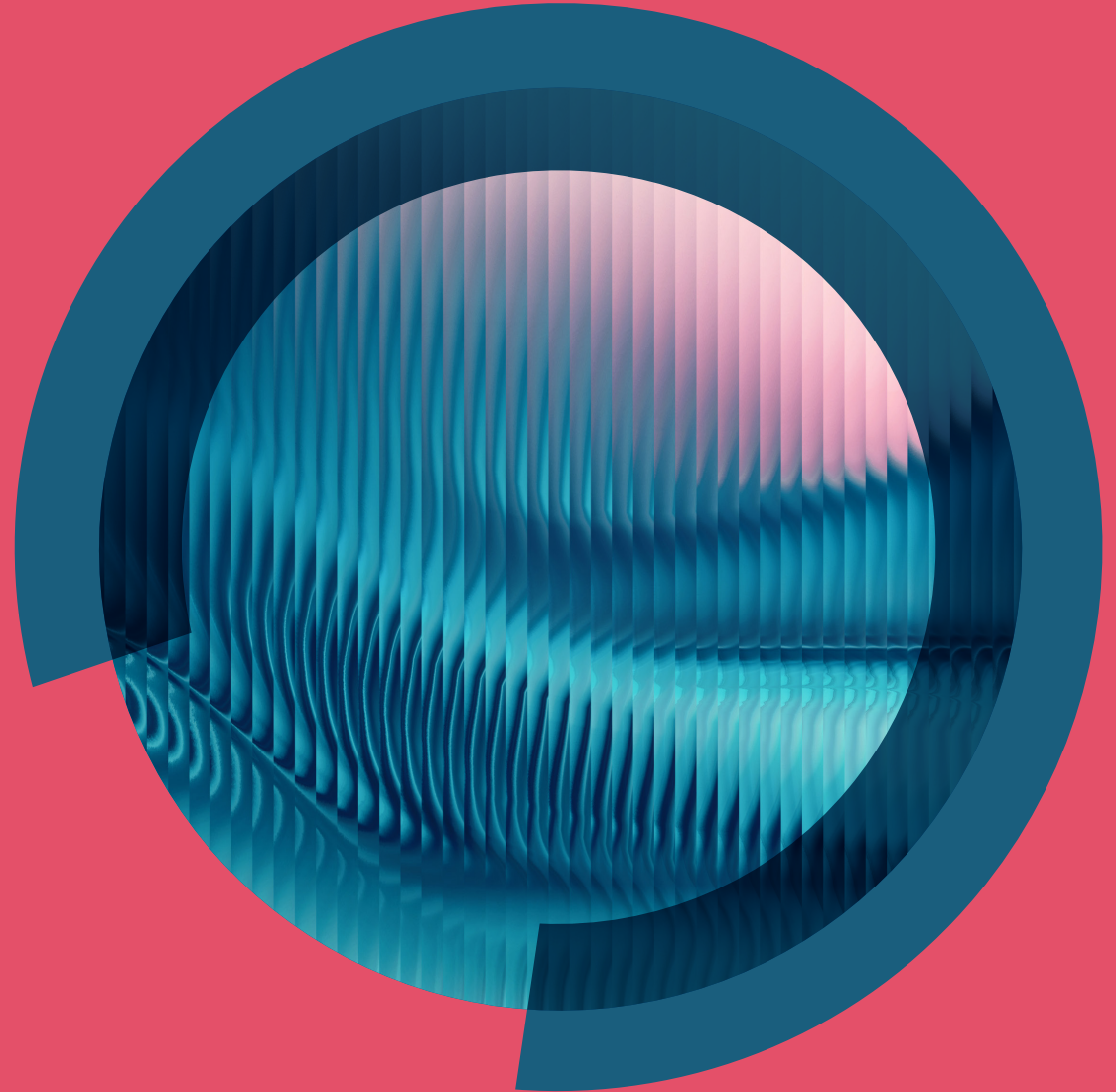




DAC BEACHCROFT

EQUITY, DIVERSITY AND INCLUSION

2024 REVIEW



ABOUT THIS REPORT

This report summarises our equity, diversity and inclusion (EDI) activity and impact during 2024, reflecting progress made during the fourth year of our FY21-FY25 EDI Strategy. It outlines key initiatives, examines our workforce composition across the UK and Ireland and highlights actions taken to create an inclusive environment where diverse talent thrives.

By analysing diversity data and reflecting on achievements, we ensure our people strategies remain informed and effective, enabling our business to attract, support and retain talent that reflects our local communities. This report reaffirms our commitment to embedding inclusion into every aspect of our business, delivering measurable progress towards our goals and working towards an organisation that is representative of the communities in which we live and work.

Who provided data for the report?

1983

colleagues provided data for the report

2865

colleagues working in the UK and Ireland

69.21%

of UK and Ireland colleagues at DAC Beachcroft input their diversity data

A Message from the Managing Partner

At DAC Beachcroft, our purpose is simple yet powerful: to help our colleagues and clients succeed, creating sustainable value. Listening is a cornerstone on which success builds, and our regular colleague surveys continue to provide us with valuable insights into the progress we are making and highlight where we need to do further work. By gathering feedback and acting on it, we are building an inclusive workplace where everyone feels empowered to thrive.

We are proud to have achieved two key objectives of our EDI strategy in 2024. 44% of our senior leadership team is female, exceeding our 40% target and, in line with our aim, the percentage of people who feel able to share that they are disabled has more than doubled, exceeding 5% for the first time this year.

Our flexible working approach has removed barriers for many and listening is at the heart of how we engage with colleagues. We strive to stay open to new ideas, embrace change, and do things differently where needed. By encouraging diverse viewpoints and creating an environment where everyone can flourish, we ensure that we continue to innovate and deliver fresh solutions for our clients and communities.

We are proud to be building a culture of inclusion, and we will continue to work towards a future where diverse talent is not only supported but celebrated. I want to thank colleagues for their continued commitment to this shared goal.

David Pollitt, Managing Partner

A Message from the Senior Partner

Diverse teams bring fresh perspectives, spark innovation and enable us to develop solutions that better meet the needs of our clients and communities. By shaping an environment where everyone has a voice and can contribute fully, we are building the best possible teams to deliver exceptional results.

With five generations represented across our business, each with differing expectations and ways of working, we are committed to creating a culture that meets these varied needs and enables everyone to thrive. EDI is central to this effort, ensuring that our workplace is a place where people feel valued, supported and empowered to succeed.

We see EDI as something to be embedded into the culture of DAC Beachcroft. It is about building teams that reflect the world around us and ensuring that every colleague, regardless of background, can succeed. This report demonstrates the significant progress we have made and reinforces our commitment to creating an inclusive workplace where everyone can bring their whole selves to work. Together, we are shaping a brighter, more inclusive future for our colleagues, clients and communities.

Virginia Clegg, Senior Partner



OUR COMMITMENT TO EQUITY, DIVERSITY AND INCLUSION - WHAT WE STAND FOR

We recognise that some groups in society are under-represented in businesses like ours, either entirely or at senior levels. We acknowledge that inequality of opportunity arises in complex ways. Some individuals have a head start, while others require additional support to reach the same starting point. To accelerate equality of opportunity, we are committed to:

- Driving inclusion across the board, beyond the protected characteristics.
- Holding ourselves accountable and measuring the business outcomes of our strategy.
- Avoiding quotas, tokenism, and lowering standards to meet self-imposed targets.
- Continuing to educate ourselves about bias and preference.
- Seeking out different perspectives and ways of thinking, emphasising “cognitive diversity.”
- Making decisions based solely on merit.
- Striving to understand and challenge anomalies and remove unnecessary barriers.



TARGET BUSINESS OUTCOMES OF EDI STRATEGY

Access to wider talent pool

- Reach experienced lawyers considering a return to the law through our returners programme, "Reconnect"
- Encourage more applications from disabled candidates
- Continue outreach work to candidates through Aspiring Solicitors, Social Mobility Foundation and Black Solicitors Network
- Proactively "talk flexible working" with candidates

Broader client engagement

- Connect with clients/contacts through colleague networks
- Identify potential for collaboration; co-hosting events; sharing good practice
- Enable all colleagues to talk to clients about our approach to EDI


Enhanced employer brand

- Support brand by gaining external recognition:
 - Retain Working Families Top 10
 - Gain Disability Confident Leader status
 - Achieve Stonewall Top 100 Employer
- Improve awareness of and access to information about rights, benefits and support available
- Promote "A Life That Works"



**Conscious
inclusion**

- Raise awareness of microaggressions, bias and preference
- Raise awareness of behaviour/language that excludes and disengages
- Encourage and empower colleagues to have open and honest conversations
- Help colleagues to understand how to be a supportive ally and upstander



**Enhanced
colleague
wellbeing**

- Provide more channels for colleagues to share experiences and learn from others
- Enable colleagues to be their true selves at work
- Develop leaders who respect, recognise and support colleagues as individuals



**Increased
innovation
and creativity**

- Encourage challenge and inclusive thinking
- Help enable people managers to create safe space for idea generation
- Embed coaching-style conversations to encourage creative thinking

Disability & Neurodiversity

In 2024, we enhanced our commitment to disability and neurodiversity inclusion. Building on the success of the volunteer Accessibility Champions network, which now includes 28 members, many with personal or lived experience of disability, these champions offer additional support and communication for colleagues alongside their line managers or the HR team.

Our 'Lifting the Lid' events, run in partnership with our internal networks, help to develop understanding of colleagues' diverse experiences and challenges.

Aligned with the goal of achieving Disability Confident Leader status by 2028, we started making changes to our recruitment processes to meet the required standards.

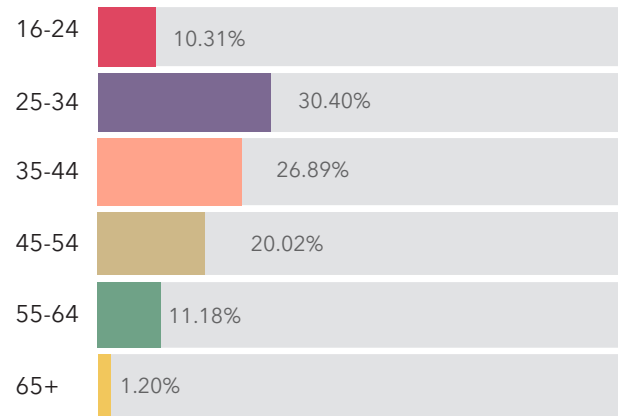
Looking ahead, we are collaborating with the charity Project Search to offer a placement for an intern with a learning disability or neurodiversity. This initiative includes training teams to support and work with neurodivergent interns, creating an inclusive, welcoming environment and providing learning opportunities for colleagues.

We are a member of Purple Space and work with the Business Disability Forum to raise awareness and provide support for colleagues with disabilities. These partnerships help create a culture where colleagues feel empowered to share their disabilities or neurodivergence, contribute valuable insights and seek the support they need.

The percentage of colleagues reporting a disability has risen notably, now reaching 5.51% of those who have shared their diversity data. This means we have exceeded our 5% by 2025 target ahead of schedule, marking significant progress in our commitment to inclusion and representation. You can see our stats on the next page.

Responses by category

Age



Health and disabilities

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	2021	2023	2024
No	94.31%	92.77%	92.33%
Not Known	3.60%	2.50%	2.16%
Yes	2.09%	4.73%	5.51%

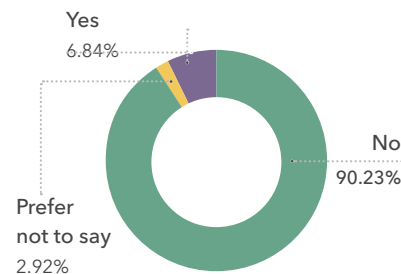
Are your daily activities limited by a long-term (12 months or more) health problem or disability?

No	89.17%
Yes, limited a little	7.05%
Yes, limited a lot	1.01%
Prefer not to say	2.77%

Caring responsibilities

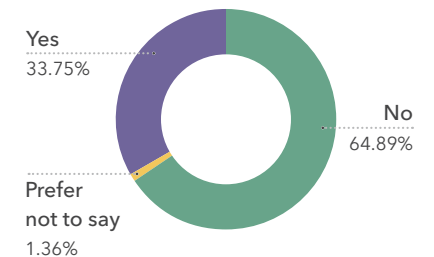
Do you look after/care for someone with long term physical or mental ill health caused by disability or age?

No	90.23%
Yes, 1-19 hours a week	4.63%
Yes, 20-49 hours a week	0.70%
Yes, 50 or more hours a week	1.51%
Prefer not to say	2.92%



Are you a primary carer for a child or children under 18?

No	64.89%
Yes	33.75%
Prefer not to say	1.36%

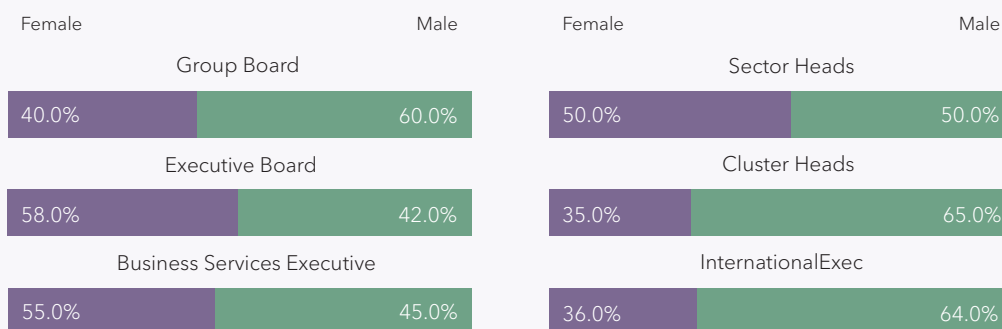


Gender Equity

Women in Senior Leadership

We are delighted to have met and exceeded our gender targets of 40% women in senior leadership in the first half of 2024. Across the senior leadership team, 44% of roles are held by women. The gender balance of the senior leadership groups appears below:

Composition of Senior Leadership Groups



Women in Leadership Programme

The Women in Leadership Programme (WLP) is a key element of our strategy to support and empower women. Endorsed by the Executive and guided by the Gender Equity Network (GEN), the programme is designed to support women better throughout DACB by addressing workplace challenges and developing critical business leadership skills.

The WLP connects to our Leadership Development Framework, ensuring consistency of approach. It offers a matrixed structure tailored to individual career development needs, including:

- modules on topics such as leadership, leading from strengths and empowering women to lead
- opportunities for one-to-one coaching or mentoring, group reflection sessions and mentoring others
- resources such as “Learning from Leaders” podcasts, webinars and networking events

By providing these personalised opportunities, the WLP continues to drive gender equality across DACB, preparing participants for wider leadership roles and inspiring the next generation of leaders.

Reconnect - A Life That Works for Returners

Our award-winning Reconnect programme supports individuals returning to the profession following extended career breaks. It provides coaching, flexible working options and tailored professional development. Plans are underway to expand this programme further in 2025.

Working Families - Top Ten Employer

This year we were recognised as a Top 10 Employer for Working Families by the charity Working Families for the first time, having been placed in the Top 30 in previous years. We have continued to support parents and carers in numerous ways including a refresh of the Back-to-Work Mentoring programme to support colleagues after a period of family leave.



Gender Equity Network (GEN)

Our Gender Equity Network (GEN) continues to empower and support women through mentorship, networking opportunities and career resources. GEN also promotes intersectionality and best practices, driving meaningful change towards gender equity goals.



Gender Equity Network (GEN) is co-chaired by:



Charlotte Halford, Partner



Kate Loxton, Senior Associate



Rebecca Richter,
Head of Business Development

Back to Work Podcasts

A series of podcasts will be launched in 2025 to support colleagues returning from parental or other extended leave, and providing valuable insight and advice for people managers. The podcasts will feature conversations between colleagues who have navigated similar transitions, encouraging peer learning and mutual support. This initiative reflects a commitment to creating a supportive environment and encouraging knowledge-sharing across the firm.

Back to Work Mentoring

To provide extra support for colleagues returning from maternity or shared parental leave, a mentoring system is in place to match them with mentors who have had similar experiences. This is another example of DACB encouraging learning from colleagues and creating a supportive environment for those with family and caring responsibilities.

Racial Inclusion

Access Network

Our racial inclusion network, Access, continues to provide support and consultation for firm initiatives. Alongside creating a supportive environment for members, the network also runs a host of awareness-raising and culturally inclusive events.



Access is co-chaired by:



Ann Isaacs, Partner



Seema Kalidas, Partner

Race Action Plans

We remain committed to enhancing racial diversity and inclusion. In 2024, we took the first step in developing tailored Race Action Plans to better reflect the demographic make-up of the regions where our offices are located. These plans, informed by consultation with ethnic minority colleagues and supported by the Access network, are designed to attract, retain and progress colleagues

from underrepresented ethnic groups. Through these efforts, we aim to create more of a workplace where colleagues feel a sense of belonging, can be their authentic selves and are treated with fairness and equity.

As part of our plans, we partnered with Mahogany Inclusion Partners to host confidential discussions with ethnic minority colleagues. Insights from these sessions informed actions such as the Learning from Leaders webinar, where senior leaders shared their experiences and answered questions. By showcasing these role models, the aim is to inspire future leaders from under-represented groups.



Race / Ethnicity

Ethnicity	All respondents	Business support	Lawyer	Partner
African	1.32%	0.90%	1.80%	0.00%
Any other Asian background	0.76%	0.45%	0.96%	0.60%
Any other Black background	0.17%	0.23%	0.18%	0.00%
Any other ethnic group	0.80%	0.79%	0.90%	0.30%
Any other Mixed/Multiple background	0.97%	1.02%	1.02%	0.60%
Any other White background	8.22%	11.17%	6.72%	7.85%
Arab	0.17%	0.11%	0.24%	0.00%
Bangladeshi	0.83%	0.68%	1.08%	0.00%
British/English/Welsh/Northern Irish/Scottish	65.87%	65.91%	63.87%	75.83%
Caribbean	1.04%	1.81%	0.72%	0.60%
Chinese	1.14%	0.90%	1.50%	0.00%
Indian	3.82%	3.61%	4.50%	0.91%
Irish	4.13%	2.71%	4.56%	5.74%
Pakistani	2.77%	1.92%	3.72%	0.30%
Prefer not to say	5.86%	5.76%	5.88%	6.04%
Roma	0.07%	0.00%	0.00%	0.60%
White and Asian	1.04%	1.13%	1.14%	0.30%
White and Black African	0.45%	0.11%	0.72%	0.00%
White and Black Caribbean	0.52%	0.79%	0.48%	0.00%
White and Chinese	0.03%	0.00%	0.00%	0.30%

Ethnicity group	All respondents			Business support			Lawyer			Partner		
	2021	2023	2024	2021	2023	2024	2021	2023	2024	2021	2023	2024
Asian / Asian British	6.82%	8.72%	8.35%	3.36%	6.71%	8.35%	9.85%	11.25%	10.50%	6.82%	1.60%	1.81%
Black / Black British	2.17%	2.36%	2.53%	2.55%	3.18%	2.53%	2.20%	2.19%	2.70%	2.17%	0.96%	0.60%
Mixed / multiple ethnic groups	2.17%	2.76%	3.02%	2.09%	2.59%	3.02%	2.41%	3.15%	3.36%	2.17%	1.28%	1.21%
Other ethnic group	0.97%	1.10%	2.08%	0.81%	0.82%	2.08%	1.28%	1.48%	2.46%	0.97%	0.00%	0.91%
White	82.17%	80.46%	78.16%	86.67%	82.24%	78.16%	77.39%	76.98%	75.10%	82.17%	92.95%	89.43%
Not Stated / Prefer not to say	5.70%	4.60%	5.86%	4.52%	4.47%	5.86%	6.87%	4.95%	5.88%	5.70%	3.21%	6.04%



Religion / belief

Religion / belief	% of respondents
Buddhist	0.55%
Other Christian religion/belief	22.18%
Protestant	7.36%
Roman Catholic	10.22%
Hindu	1.10%
Jewish	0.55%
Muslim	2.75%
Sikh	1.30%
Any other religion or belief	1.85%
No religion or belief/Atheist	46.77%
Prefer not to say	5.36%



LGBTQ+ and Spectrum

Spectrum plays a pivotal role in promoting equity for LGBTQ+ colleagues. Key focuses of Spectrum include:

- providing safe spaces for LGBTQ+ colleagues and allies
- raising awareness of LGBTQ+ contributions within the workplace and society
- offering professional networking opportunities to support professional growth and development
- advocating for equal LGBTQ+ rights and inclusion

In 2024, Spectrum co-chair Amanda Hilton, as part of a commitment to playing a part in wider societal influencing, actively engaged with the wider LGBTQ+ community, including chairing LinkUpNorth and acting as a trustee of Liverpool Pride.

Plans for 2025 include extending Spectrum's international reach, launching podcasts and newsletters, strengthening ties with LGBTQ+ charities and professional networks and hosting a flagship colleague and client event in London. Spectrum will also deliver bespoke strategies to support sub-groups within the LGBTQ+ community.



Spectrum is co-chaired by:



Mathew McGee, Partner



Amanda Hilton,
Chartered Legal Executive

Gender identity

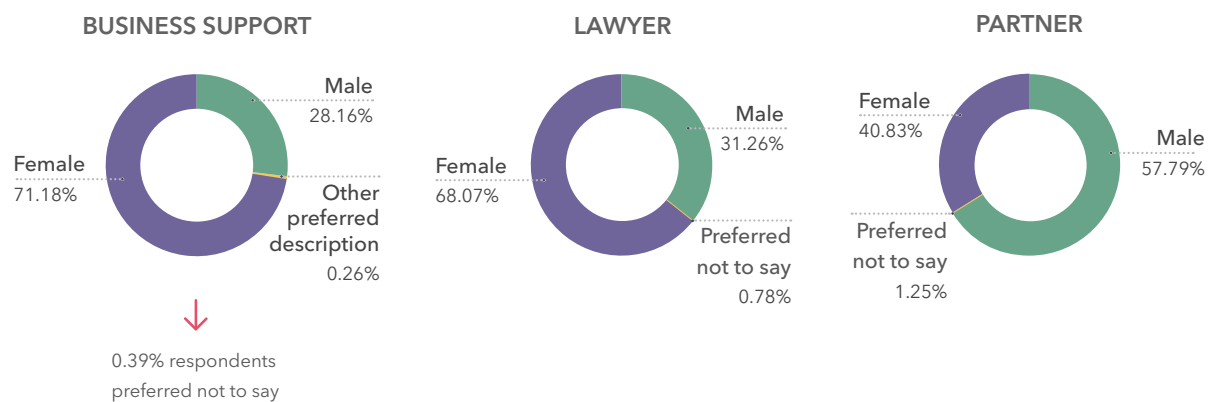
Is your gender identity the same as your registered sex at birth?

	2021	2023	2024
Yes	97.15%	97.03%	96.98%
No	1.67%	1.29%	1.66%
Prefer not to say	1.18%	1.68%	1.36%

What is your sex?

Female	65.76%
Male	33.49%
Other preferred description	0.08%
Prefer not to say	0.62%

Gender identification by job role:



Sexual orientation

Which of the following best describes your sexual orientation?

Bisexual	2.10%
Gay or Lesbian	2.81%
Straight or Heterosexual	91.13%
Other sexual orientation	0.55%
Prefer not to say	3.41%



Social Mobility

As part of our strategic objective to reach a wider and more diverse talent pool, we expanded engagement with early talent through events and outreach initiatives. Highlights included participation in Aspiring Solicitors Virtual Diversity Law Fairs and collaborations with organisations such as Social Mobility Foundation.

The Springboard Scheme reserved 10% of trainee assessment centre places for candidates referred by EDI partnership organisations. In 2024, the actual representation from such organisations in our assessment centres was 35% and of the 17 offers for training contracts made in 2024, six came to us via Aspiring Solicitors (35%).

DACB also partnered with the 10,000 Black Interns Programme, providing a six-week summer internship to support the career development of under-represented future Black lawyers.

Learning from Colleagues

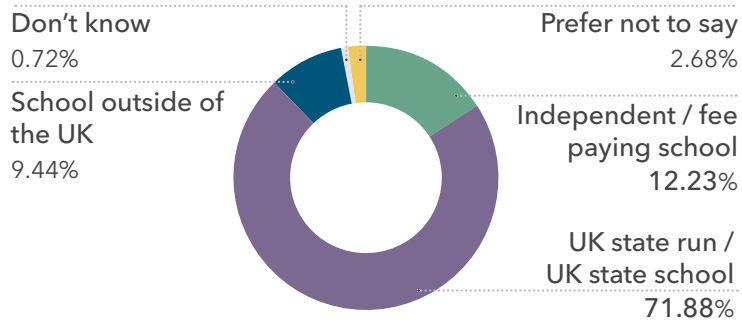
The Inclusion Matters workshop gained significant momentum in 2024, with additional sessions delivered across our locations. Using real-life scenarios filmed in our offices, these workshops explore the impact of language and behaviours on workplace culture, inclusion and belonging. Topics such as gender identity, sexual orientation, mental health and racial microaggressions are discussed openly to encourage greater understanding and empathy among colleagues.



Social mobility

Which type of school did you attend for the most time between the ages 11 and 16?

School type	% of respondents
Attended school outside the UK	9.44%
Independent fee paying school	12.23%
Independent fee paying school (>90% bursary covered)	3.04%
State-run or state-funded school (non-selective)	58.36%
State-run or state-funded school (selective on academic/faith/other grounds)	13.52%
Don't know	0.72%
Prefer not to say	2.68%



Did either of your parents attend university and gain a degree (BA/BSc or equivalent) by the time you were 18?

Qualification	All respondents	Business support	Lawyer	Partner
Yes - one or both of my parents attended university	35.29%	25.88%	40.74%	41.46%
No - neither of my parents attended university	58.06%	65.65%	53.87%	52.03%
Prefer not to say	4.38%	4.00%	4.21%	6.50%
Don't know/not sure	2.28%	4.47%	1.18%	0.00%

Respondents who have been in social care in the UK or elsewhere:

No	96.73%
Yes	1.11%
Prefer not to say	2.16%

Was your family eligible for free school meals or income support?

Both	4.18%
Don't know	11.52%
Free school meals	5.53%
Income support	1.76%
Neither	73.69%
Prefer not to say	3.32%

What was the occupation of your main household earner when you were about 14?

Occupation	All respondents
Clerical and intermediate occupations	4.85%
Long term unemployed	2.21%
Modern professional and traditional professional	34.05%
Routine/semi-routine manual and service occupations	11.66%
Senior/middle/junior managers or administrators	13.68%
Small business owners who employed less than 25 people	7.79%
Technical and craft occupations	8.28%
Other	10.67%
Prefer not to say	6.81%

Have you attended University (to study a BA or BSc course or higher)?

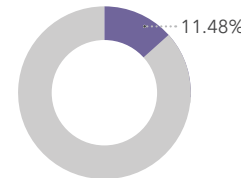
Qualification	All respondents	Business support	Lawyer	Partner
No	23.61%	48.40%	12.66%	2.24%
Yes	74.43%	48.69%	86.09%	95.52%
Prefer not to say	1.96%	2.91%	1.26%	2.24%

Respondents who attended a Russell Group University:

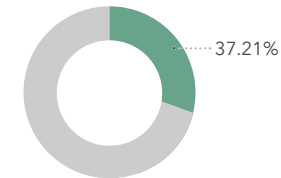
	2021	2023	2024
Other / non Russell Group	45.90%	46.06%	45.10%
Russell Group University	30.46%	29.72%	29.33%
No University	21.87%	22.36%	23.61%
Prefer not to say	1.77%	1.86%	1.96%

University attended by job role:

BUSINESS SUPPORT

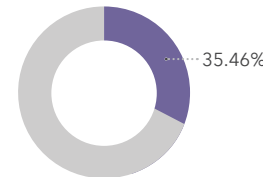


Attended a Russell Group University



Attended a non-Russell Group University

LAWYER

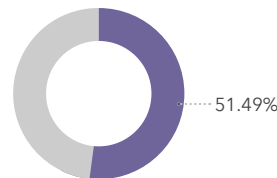


Attended a Russell Group University



Attended a non-Russell Group University

PARTNER



Attended a Russell Group University



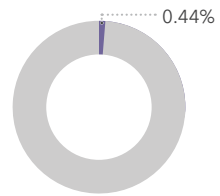
Attended a non-Russell Group University

Respondents who attended Oxbridge:

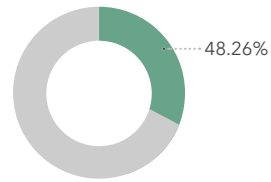
	All respondents	Business support	Lawyer	Partner
Other / non Oxbridge	71.47%	48.26%	82.80%	87.31%
Oxbridge	2.96%	0.44%	3.29%	8.21%
No university	23.61%	48.40%	12.66%	2.24%
Prefer not to say	1.96%	2.91%	1.26%	2.24%

University attended by job role:

BUSINESS SUPPORT

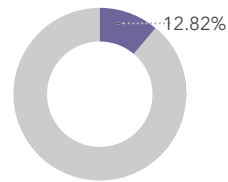


Attended Oxbridge

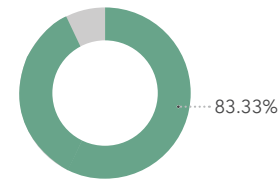


Attended a non-Oxbridge university

PARTNER

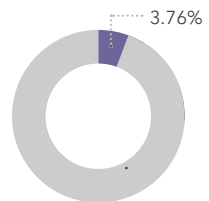


Attended Oxbridge

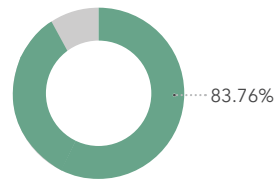


Attended a non-Oxbridge university

LAWYER



Attended Oxbridge



Attended a non-Oxbridge university

Looking Ahead

Working with our EDI Lead, Sula Akgun, we will update our EDI objectives and launch a revised EDI strategy in 2025.

Executive and Board Sponsors

Members of DACB's senior leadership team sponsor the following aspects of the EDI strategy:

David Pollitt, Managing Partner - Executive Sponsor for Inclusion and Innovation

Helen Faulkner, Head of Insurance - Executive Sponsor for Social Mobility

Craig Dickson, CEO, Claims Solutions Group & **Khurram Shamsee**, Head of our Business Advisory Group and **Udara Ranasinghe**, LLP Group Board member - Executive Sponsors for Racial Inclusion

Virginia Clegg, Senior Partner, Chair of LLP Group Board and **Cheryl Radford**, Practice Director - Executive Sponsors for Gender Equality

David Aird, IT Director - LGBTQ+ Executive Sponsor





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