



DAC BEACHCROFT

DIVERSITY REPORT

2019



“Diversity & Inclusion are one of the five cornerstones of our People Strategy because we know that different ways of thinking and experience are essential to sustain our business, in terms of the people we attract to work with us, the insight and challenge that colleagues with differing perspectives bring to client work and because diversity of thought enables better risk management and decision making in our business.

We are working hard to deliver against our D&I commitments. We have made some good progress to ensure that our talent pipeline is increasingly diverse and to nurture an inclusive culture in which talented people can contribute and succeed, without barriers. By listening carefully to our colleagues, with the help of our networks - Access, Spectrum and Women +, combined with external insight, we gain a deeper understanding of unintended barriers, so that we can tackle them and accelerate our progress.”

Virginia Clegg, Senior Partner

About the report

This report, based on diversity data collected in June 2019 from colleagues in the UK & Ireland, supports and forms part of our wider, published D&I commitments.

We are committed to having more balanced leadership and to ensuring that our teams, at all levels, reflect the diverse make-up of the people in our business, our clients and our communities. In support of this, we are committed to reducing the potential for unconscious bias, to identifying and addressing imbalances in the composition of our teams and to increasing understanding and inclusion by learning from and listening to our colleagues.

Who provided data for the report?

1742

colleagues provided data for the report

70.90%

of UK and Ireland colleagues at DAC Beachcroft completed the survey

2457

colleagues working in the UK and Ireland

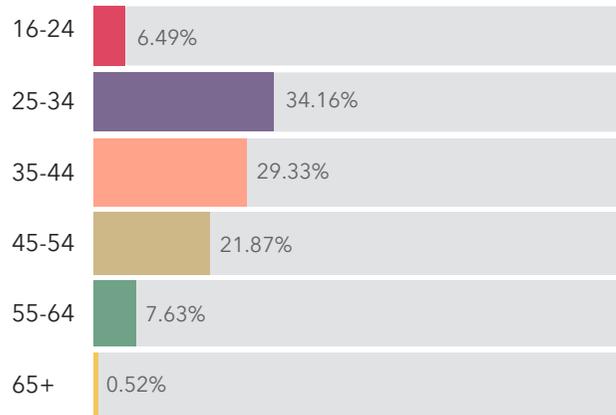
“Collecting, analysing and publishing diversity data on a continuous basis, is a vital part of our D&I commitments and is essential as we review and refresh our D&I strategy, to inform our plans for the next five years. This data suggests, for example, that a greater proportion of colleagues now have primary child caring responsibilities. We will continue to identify ways to offer support so that colleagues - men and women - can better combine their work and home lives because we know how important that is to people.”

We strive to be a place where talented people want to work and can thrive, irrespective of different perspectives, experiences and personal challenges. Sharing different experiences and insight is critical to our firm’s success.”

David Pollitt, Managing Partner

RESPONSES BY CATEGORY

Age



Sexual orientation

Bisexual	1.21%
Gay / lesbian	2.47%
Heterosexual / straight	93.80%
Other	0.17%
Prefer not to say	2.35%

Gender identity

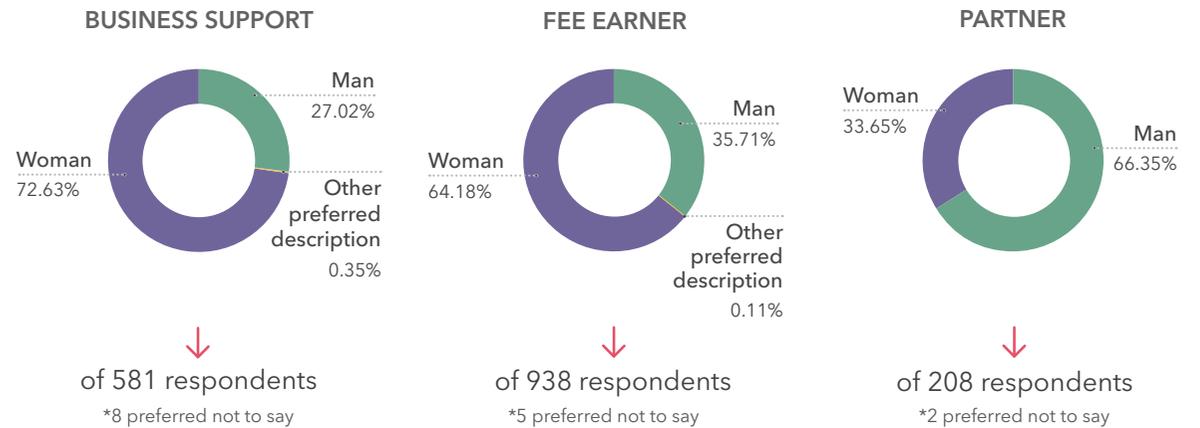
Respondents who consider their own identity to be different from their registered sex at birth:

No	97.07%
Yes	1.55%
Prefer not to say	1.38%

Gender respondents identify with:

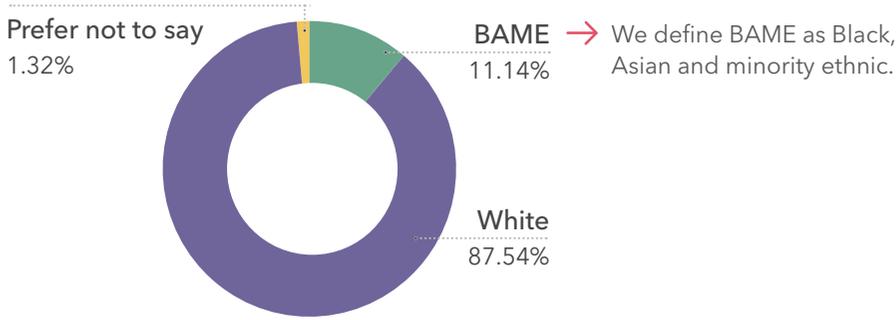
Man	36.17%
Other preferred description	0.17%
Woman	62.80%
Prefer not to say	0.86%

Gender identification by job role:



Race / Ethnicity

Ethnicity group	All respondents	Business support	Fee earner	Partner
Asian / Asian British	6.67%	4.24%	8.70%	4.29%
Black / Black British	2.01%	2.55%	1.80%	1.43%
Mixed / multiple ethnic groups	2.12%	1.53%	2.86%	0.48%
Other ethnic group	0.34%	0.34%	0.42%	0.00%
White	87.54%	90.15%	85.05%	91.42%
Prefer not to say	1.32%	1.19%	1.17%	2.38%



Health and disabilities

Respondents who consider themselves to have a disability according to the definition in the Equality Act 2010:

No	94.14%
Yes	3.85%
Prefer not to say	2.01%

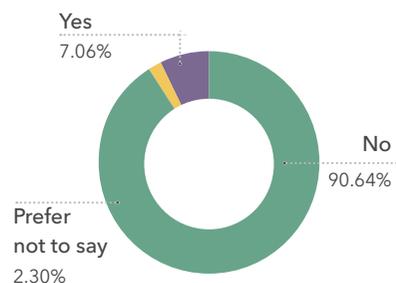
Respondents whose day-to-day activities are limited due to a health problem or disability:

No	90.70%
Yes, limited a little	6.14%
Yes, limited a lot	0.52%
Prefer not to say	2.64%

Caring responsibilities

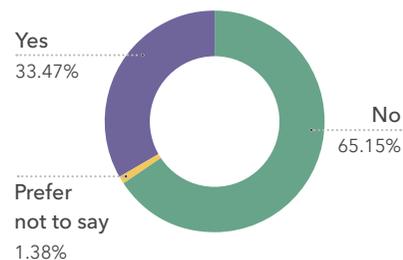
Primary carers for someone with long term physical or mental ill health caused by disability or age:

No	90.64%
Yes, 1-19 hours a week	5.34%
Yes, 20-49 hours a week	0.80%
Yes, 50 or more hours a week	0.92%
Prefer not to say	2.30%



Primary carers for a child under the age of 18:

No	65.15%
Yes	33.47%
Prefer not to say	1.38%



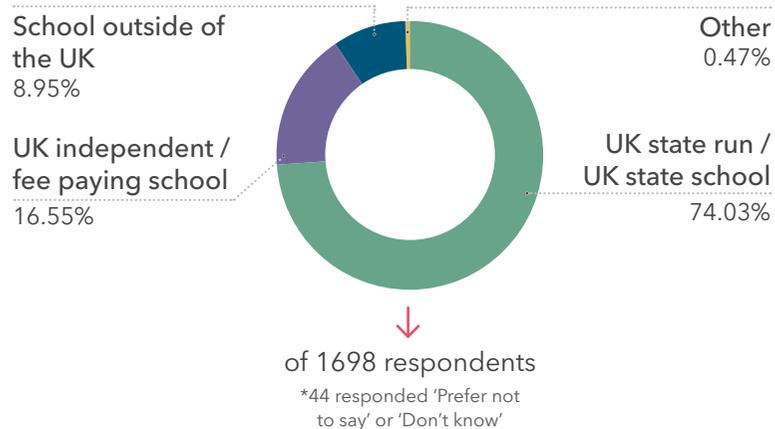
Religion / belief

Religion / belief	% of respondents
Buddhist	0.40%
Christian	41.04%
Hindu	1.21%
Jewish	0.75%
Muslim	2.53%
Sikh	1.84%
Any other religion or belief	2.58%
No religion or belief / athiest	44.60%
Prefer not to say	5.05%

Social mobility

Respondents who attended a fee paying or state school between the ages of 11-18:

School type	% of respondents
UK independent / fee-paying school (bursary)	4.94%
UK independent / fee-paying school (no bursary)	11.19%
UK state run or funded school (selective)	14.35%
UK state school (non-selective)	57.80%
Attended school outside the UK	8.73%
Other	0.46%
Don't know	0.52%
Prefer not to say	2.01%



Highest level of qualification achieved by either parent(s) or guardian(s) by the time respondents were 18:

Qualification	All respondents	Business support	Fee earner	Partner
At least one has a degree level qualification	37.26%	23.77%	44.64%	41.90%
Qualifications below degree level	34.03%	35.31%	32.98%	35.24%
No formal qualifications	15.21%	15.45%	14.53%	17.62%
Other	1.61%	1.53%	1.91%	0.48%
Don't know	7.29%	16.13%	2.97%	1.90%
Not applicable	0.98%	2.55%	0.21%	0.00%
Prefer not to say	3.62%	5.26%	2.76%	2.86%

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

No	97.02%
Yes	0.86%
Prefer not to say	2.12%

Main/highest income earner in household when respondents were aged 14:

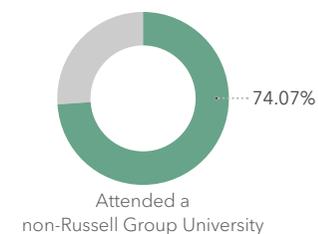
Occupation	All respondents
Clerical and intermediate occupations	5.91%
Inactive (excluding retirement)	0.17%
Long term unemployed	0.98%
Middle or junior managers	6.77%
Modern professional occupations	12.56%
Retired	0.98%
Routine manual and service occupations	10.45%
Semi-routine manual and service occupations	2.87%
Senior managers	14.01%
Short term unemployed	0.17%
Technical and craft occupations	10.16%
Traditional professional occupations	19.75%
Other	7.12%
Don't know	2.93%
Not applicable	0.69%
Prefer not to say	4.48%

Respondents who attended a Russell Group University:

Non-Russell Group University	42.10%
Russell Group University	29.70%
N/A / no university	28.20%

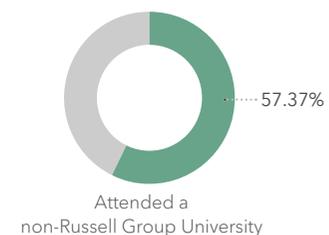
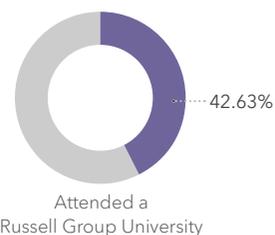
University attended by job role:

BUSINESS SUPPORT



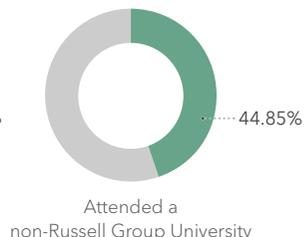
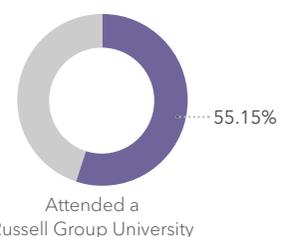
→ of 243 respondents

FEE EARNER



→ of 814 respondents

PARTNER



→ of 194 respondents

What we're doing in support of our D&I commitments

We have committed to having a more balanced leadership and to ensuring that our teams at all levels better reflect our clients and the communities in which we live and work. To achieve this we are:

- **Listening** to our colleagues to understand better any unintended barriers that exist, through our colleague networks, Access, Spectrum and Women + and special interest groups, such as the Working Dads round table discussions with our Managing Partner, David Pollitt.
- **Supporting** colleagues more effectively when returning from periods of family leave, to help sustain a balanced talent pipeline, through our Return to Work Programme, including mentoring by our Return to Work mentors and, to be launched by autumn 2019, improved line manager training.
- **Welcoming** into our business people choosing to return to the law after career breaks and offering support and encouragement.
- **Connecting** with other under represented groups more widely, to attract diverse talent to the business, in partnership with Aspiring Solicitors, the Black Solicitors Network and the Social Mobility Foundation.
- **Helping** colleagues to understand the potential impact of their unconscious biases, through specialist training.
- **Monitoring** the diversity of recipients of development opportunities, such as the Partner Track Programme and the DACB Leadership Development Programme at Oxford SAID business school.
- **Collecting** richer, real time diversity data through our own HR system.
- **Refreshing** our D&I plan, to include a focus on attracting and supporting people with disabilities.



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