

Bpl Solicitors Limited

Equality and Diversity Data 2015

The Law Society [Diversity and Inclusion Charter](#) is the flagship diversity initiative of the legal profession. Bpl is regulated by the SRA, and as such we are required to annually collect, report and publish data on the diversity of our workforce. The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish. The data has been collected and reported in such a way as to ensure that bpl complies with data protection legislation.

Please note that approx. 90% of staff completed the questionnaire

Role categories

1. Select the category which best describes your role in the firm

Role category	Notes	
Solicitor (sole practitioner, partner, member or director)	Authorised by the Solicitors Regulation Authority (SRA) - including sole practitioners, partners, members or directors	2
Solicitor	Authorised by the Solicitors Regulation Authority (SRA) - all other solicitors including assistant solicitors, associates or consultants.	7
Other fee earning role	Not an authorised person eg trainee solicitors, legal executives who are not chartered or a fellow and paralegals but excluding managerial roles.	14
Role directly supporting a fee earner	Not an authorised person (eg legal secretaries, administrators, legal assistants, or non fee earning paralegals)	39
Managerial role	Not an authorised person (eg non lawyer managers, directors, practice managers)	6
IT/ HR/ other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles	22
Barrister	Authorised by the Bar Standards Board	0
Chartered Legal Executive (Fellow of CILEx)	Authorised by ILEX Professional Standards	1
Licensed Conveyancer	Authorised by the Council for Licensed Conveyancers	0
Patent or Trade Mark Attorney	Authorised by the Intellectual Property Regulation Board	0
Costs Lawyer	Authorised by the Costs Lawyer Standards Board	0
Notary	Authorised by the Master of the Faculties	0
Prefer not to say		2

Ownership and supervisory responsibilities in the firm

2. How would you describe your role in the firm?

Sole practitioner, partner, member or director of the firm	2
Associate or Assistant	32
Other employee or staff member	59
Prefer not to say	0

3. Do you have a share in the ownership of your organisation (eg equity partner, shareholder)?

Yes	2
No	90
Prefer not to say	1

4. Do you have responsibility for supervising or managing the work of lawyers or other employees?

Yes	25
No	67
Prefer not to say	1

Diversity questions (protected characteristics under the Equality Act 2012)

5. From the list of age bands below, please indicate the category that includes your current age in years:

16 - 24	36
25 - 34	28
35 - 44	14
45 - 54	13
55 - 64	2
65+	0
Prefer not to say	0

6. What is your gender?

Female	66
Male	27
Prefer not to say	0

7. **The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.**

- (a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	4
No	89
Prefer not to say	0

- (b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot	2
Yes, limited a little	2
No	88
Prefer not to say	1

8. **What is your ethnic group?**

Asian / Asian British	
Bangladeshi	

Chinese	
Indian	
Pakistani	
Any other Asian background	

Black / Black British	
African	
Caribbean	
Any other Black background	

Mixed / multiple ethnic groups	
White and Asian	
White and Black African	1
White and Black Caribbean	1
White and Chinese	
Any other Mixed / multiple ethnic background	

White	
British / English / Welsh / Northern Irish / Scottish	89
Irish	
Gypsy or Irish Traveller	
Any other White background	1

Other ethnic group	
Arab	
Any other ethnic group	

Prefer not to say	
Prefer not to say	1

9. What is your religion or belief?

The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish.

10. What is your sexual orientation?

The diversity categories of sexual orientation and religion or belief are exempt from this requirement to publish.

Socio-economic background (education) and caring responsibilities

11. Did you mainly attend a state or fee paying school between the ages 11 – 18?

UK State School	73
UK Independent/Fee-paying School	13
Attended school outside the UK	4
Prefer not to say	1

If you changed your type of school during your education, or were educated partly in the UK and partly outside, please select the category that applies to your main place of education in the last two years of your education.

12. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Yes	26
No	15
Did not attend University	50
Prefer not to say	2

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

Yes	15
No	78
Prefer not to say	0

14. Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health / disability
- Problems related to old age?

No	81
Yes, 1 - 19 hours a week	8
Yes, 20 - 49 hours a week	2
Yes, 50 or more hours a week	0
Prefer not to say	2