

Burges Salmon

Diversity and Inclusion Data Report 2021-22



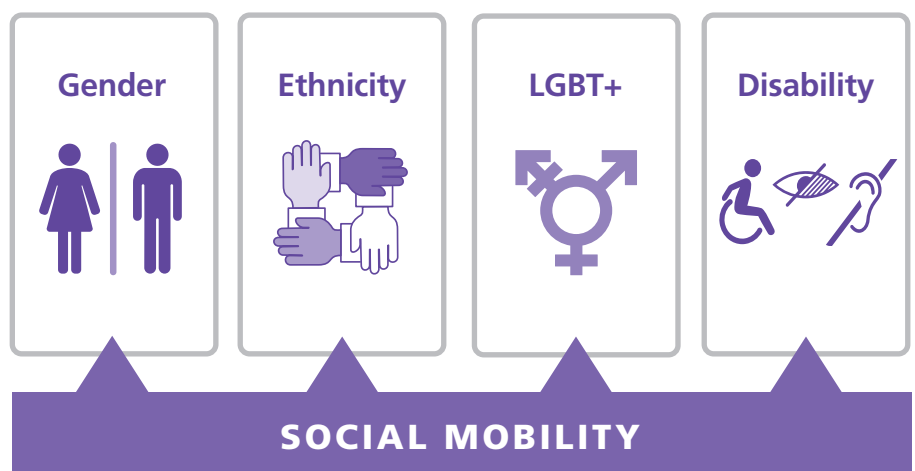
Fostering diversity and an authentically inclusive culture is fundamental to our purpose as a firm. We have a comprehensive Diversity and Inclusion Plan 2021-26 which sets out our ambition, objectives and how we will measure our progress. To inform our approach we collect diversity data from our people to understand our population, where our work is having impact and where we still need to improve.



Key D&I areas

In 2021, we implemented a new data collection process where our diversity data is collected via our HR system. We have 75% engagement from our people and therefore consider our data to be a robust representation of our workforce.

Our key D&I focus areas are gender, disability, ethnicity and LGBT+ all of which have action plans and people-led networks to ensure engagement, identify objectives and support delivery. We have a dedicated D&I team within the business to bring about the change needed internally as well as collaborating with clients, community groups and other key stakeholders to drive best practice. Social mobility is a key theme that runs through each area of focus, in particular the work we can do in widening access to our career opportunities.



Our targets and measures

To continue to make meaningful progress in broadening representation we have set a number of targets to 2026. These have been agreed at the highest level of our business and, as importantly, our people-led groups were consulted to ensure they are appropriate and stretching.

To measure our performance against these targets we will utilise our annual D&I data reporting, our biennial people sentiment survey and key performance indicators published through the diversity and inclusion section of our annual responsible business report.

At least 50% of new partner promotions will be female over the five year period to 2026, with at least 33% female partners by 2026



At least 90% of our people will consider we have an open and inclusive culture, as measured through our People survey to 2026



At least 90% of our people will consider they can be themselves at work, as measured through our People survey to 2026



90%

By 2026 to significantly improve BAME representation at all levels of our firm, to reflect the working populations of the cities in which we are based



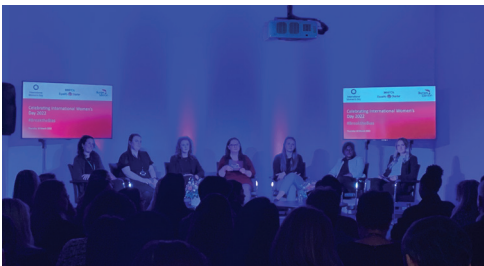
Our diversity and inclusion journey highlights



Bristol Pride



Bcultured launch event Chair and panellists



International Women's Day 2022 event

INVESTORS IN PEOPLE®
We invest in people Platinum



Stepping Up Excellence Award

2016

Bristol PRIDE partnership developed

2017

Supported setup of Stepping Up, the award winning diversity leadership programme in Bristol

Gender Pay Gap Report first produced

B Proud launched – LGBT+ network

2018

Ethnicity Pay Gap Report first produced

2019

BCultured launched – ethnic diversity network

BEnabled launched – disability and long term health condition network

2020

Race Fairness Commitment signed

Gender Taskforce set up and firm wide gender balance research conducted

BBalanced launched – gender balance network

Gender Action Plan developed

2021

The Power of Inclusion video campaign released [\(video\)](#)

Times Top 50 Employers for Women status awarded [\(video\)](#)

Investors In People Platinum awarded

Disability Confident Employer accreditation reached

Ethnic diversity reverse mentoring launched

Supported setup and delivery of Bristol Future Talent Partnership to improve employment opportunities for ethnic minority young people regionally [\(video\)](#)

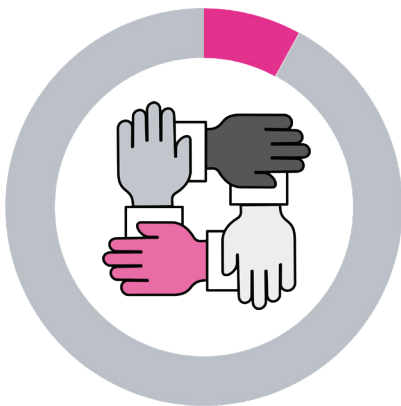
Stepping Up Excellence Award received for contribution to D&I

Finalist for D&I Initiative at both British Legal Awards and The Lawyer Awards

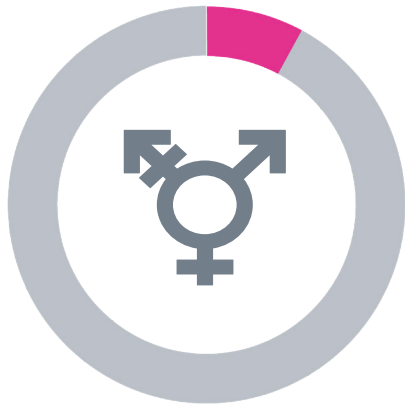
Diversity data – our people at a glance



66%
are female, 22% at
partnership level



8%
are Black, Asian or
minority ethnic (BAME)



6%
are LGBT+



4%
have a disability



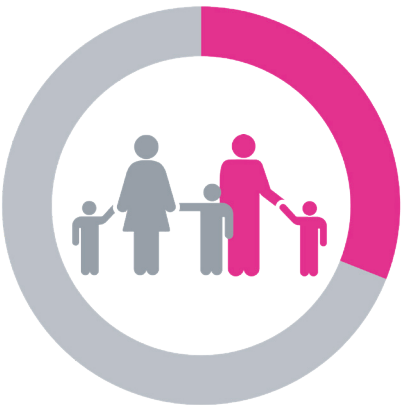
7%
have a long term
health condition



65%
are aged between
25 and 44



68%
went to a state school



31%
have primary carer
responsibilities



5%
are carers

DATA

Gender

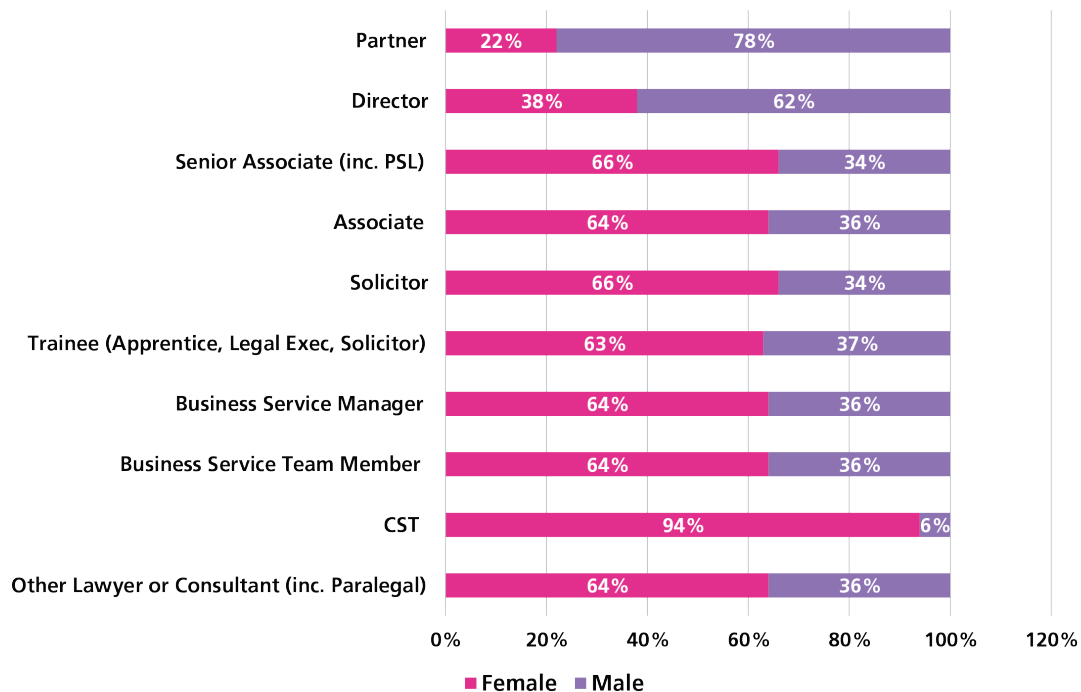
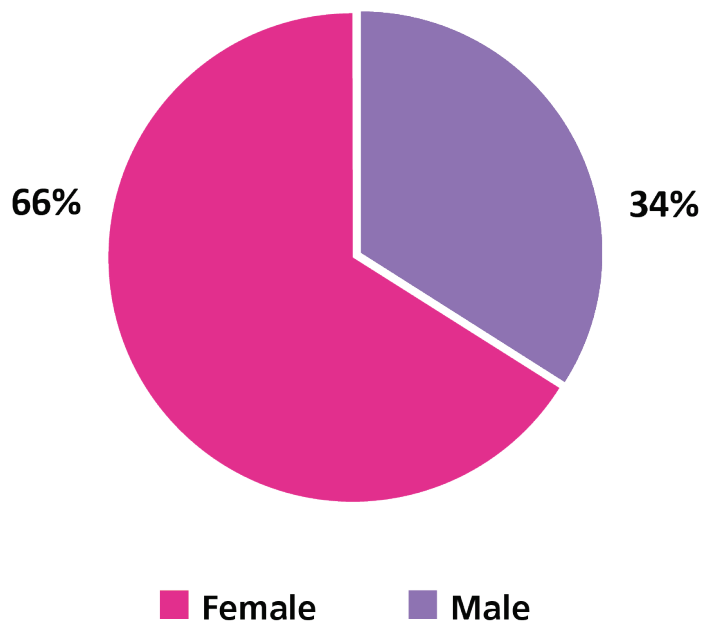
66% of our people are female and **22%** of our partnership are female.

Our female population has increased by **6%** since 2019.

The Power of Inclusion



WATCH VIDEO



DATA

Ethnicity

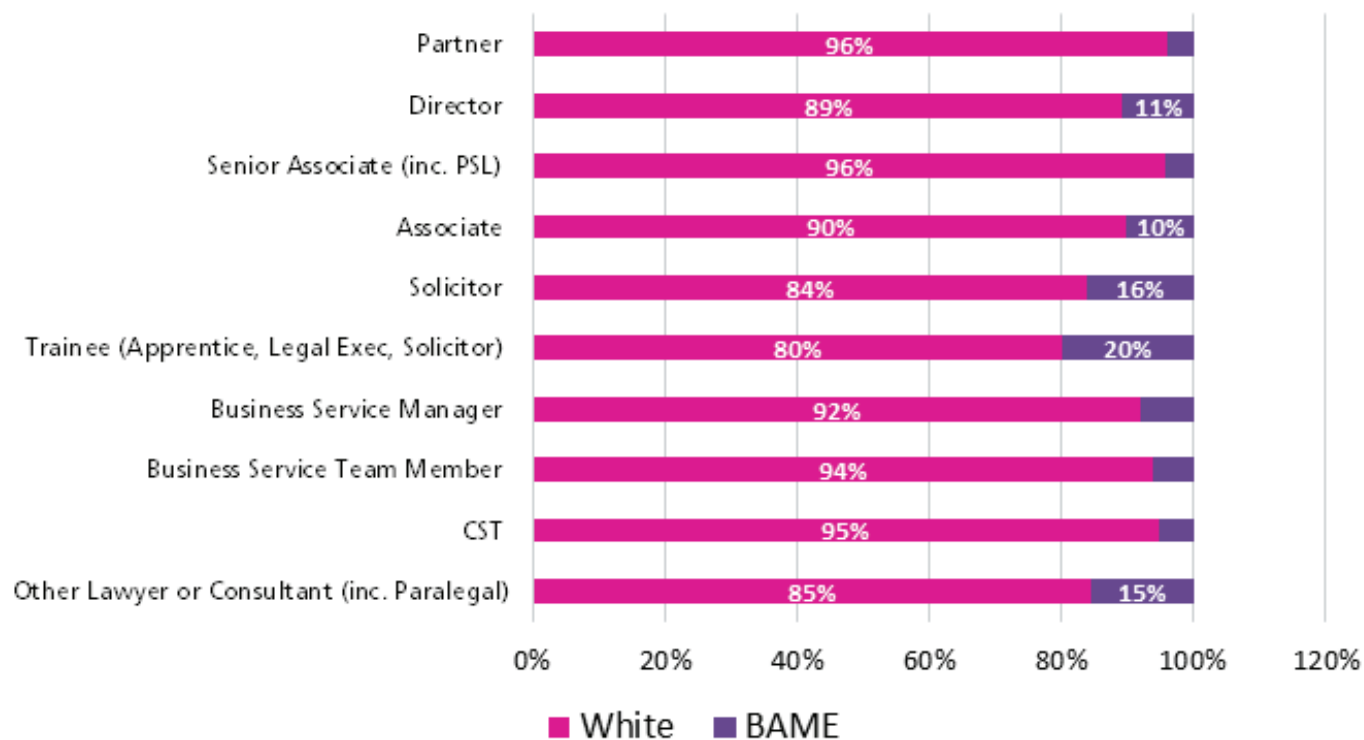
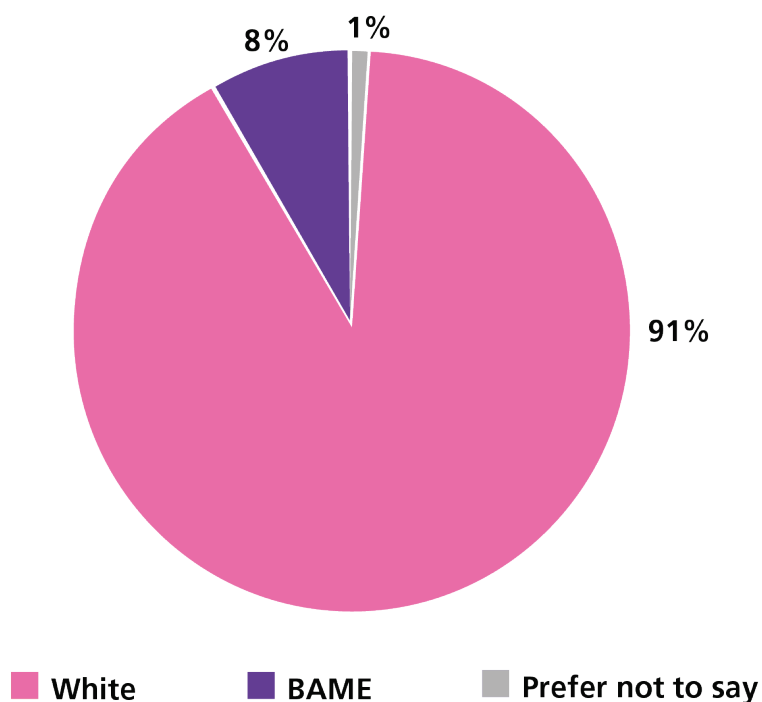
8% of our population identify as Black, Asian or minority ethnic (BAME) and **20%** of our apprentices and trainees are BAME.

Our BAME population has increased by **3%** since 2019.

The Power of Inclusion



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rare



DATA

LGBT+

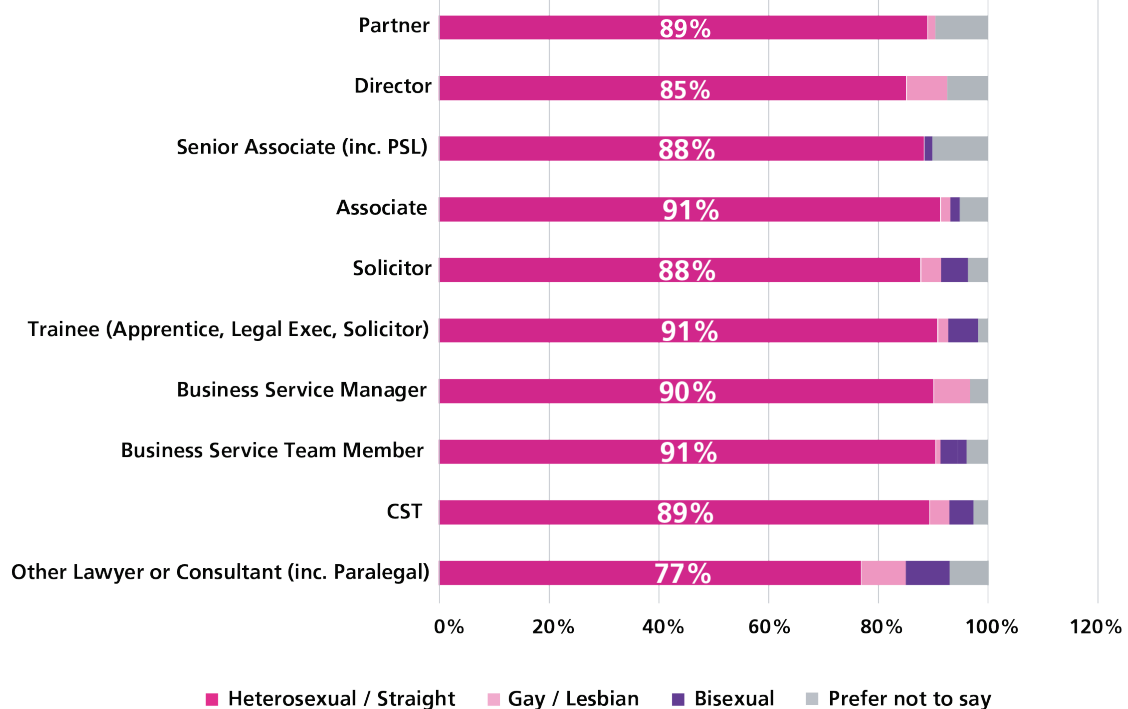
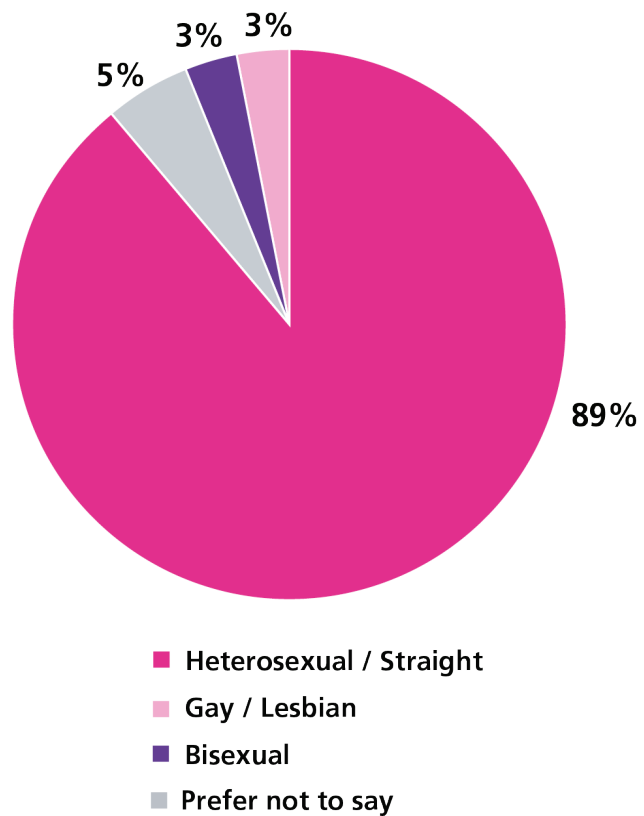
6% of our people identify as LGBT+ with consistent representation throughout the role levels.

This is a **1%** increase since 2019.

The Power of Inclusion



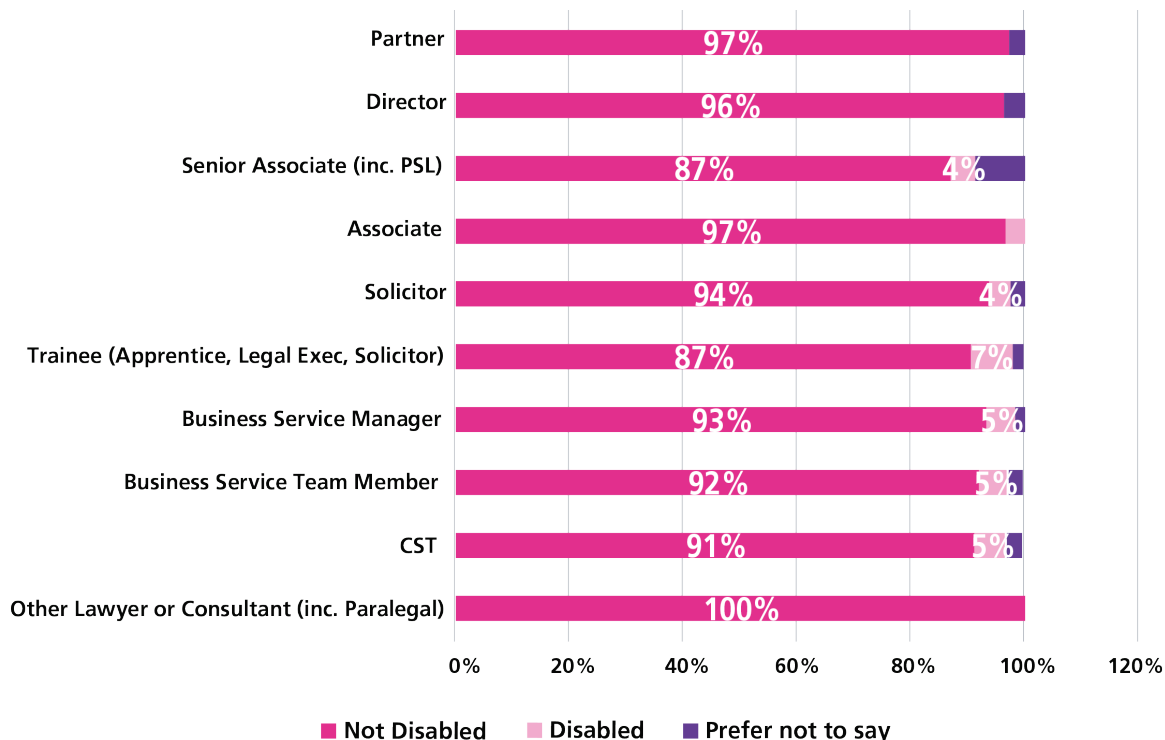
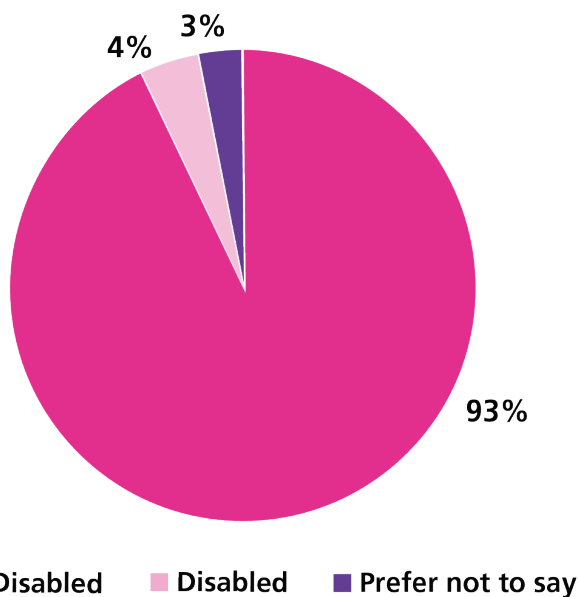
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DATA

Disability

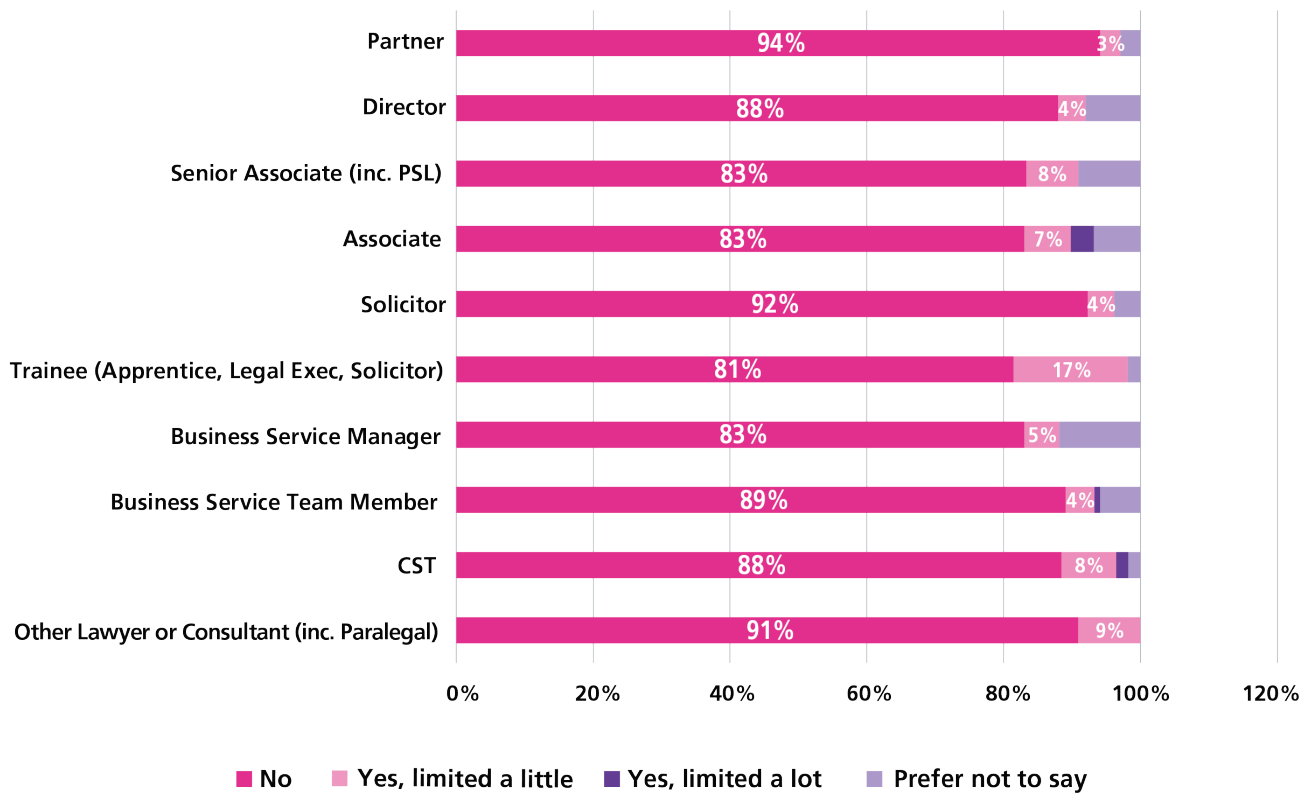
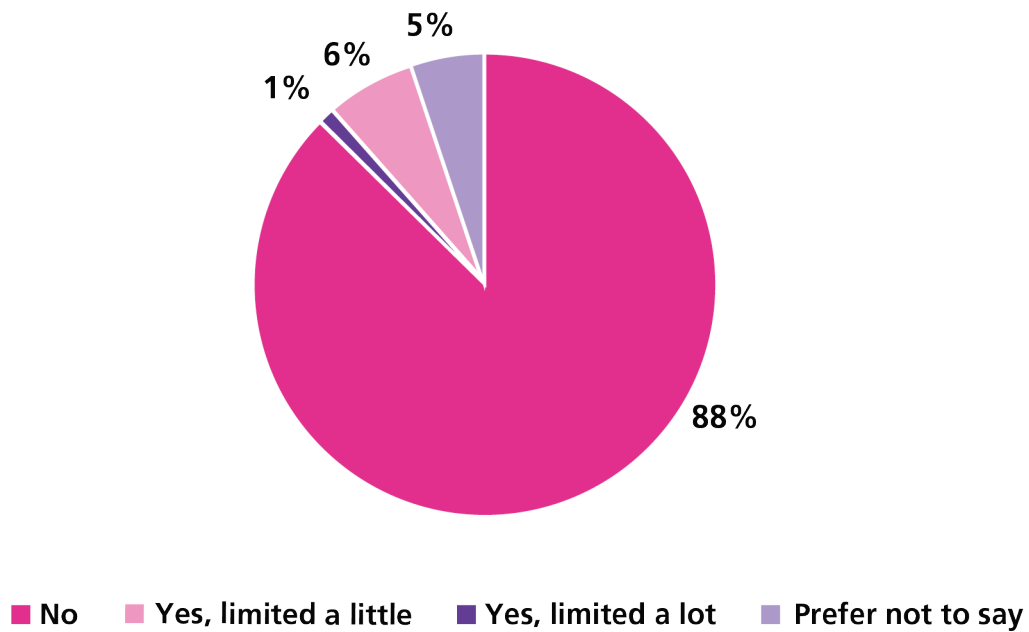
4% of our people identify as disabled.



DATA

Long term health conditions

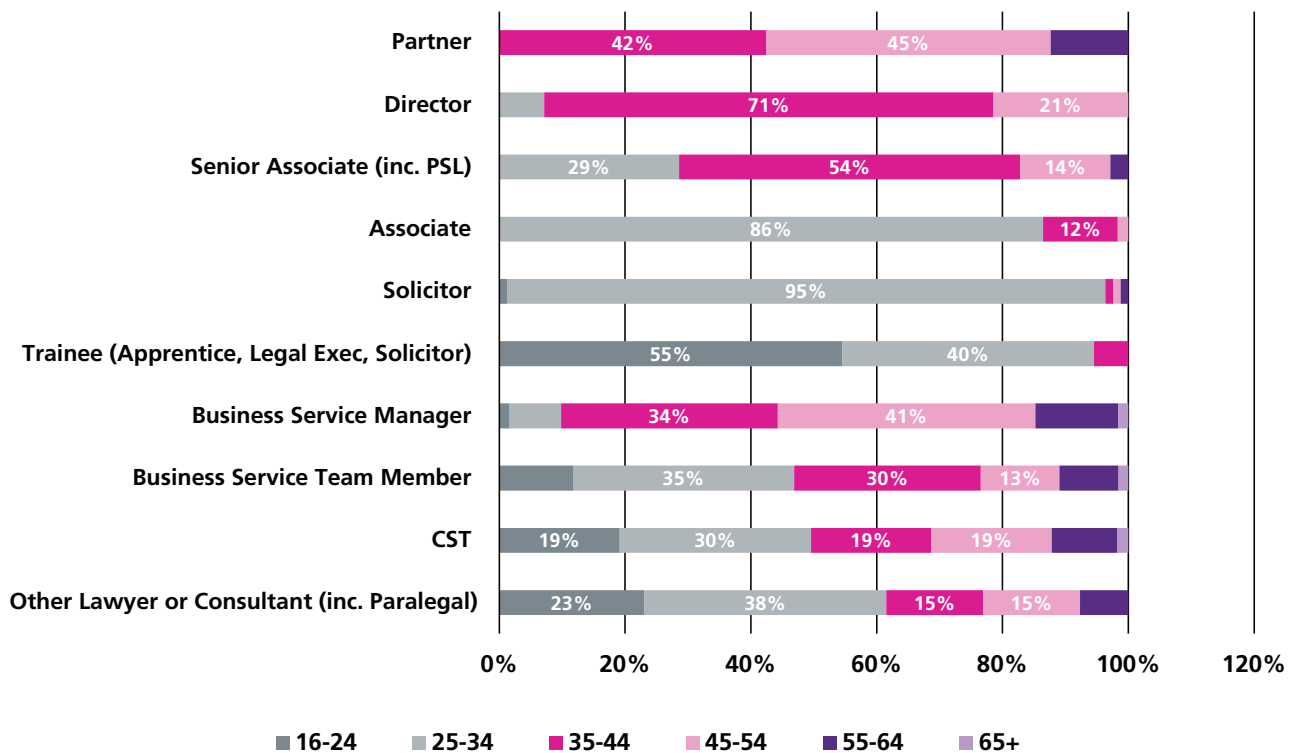
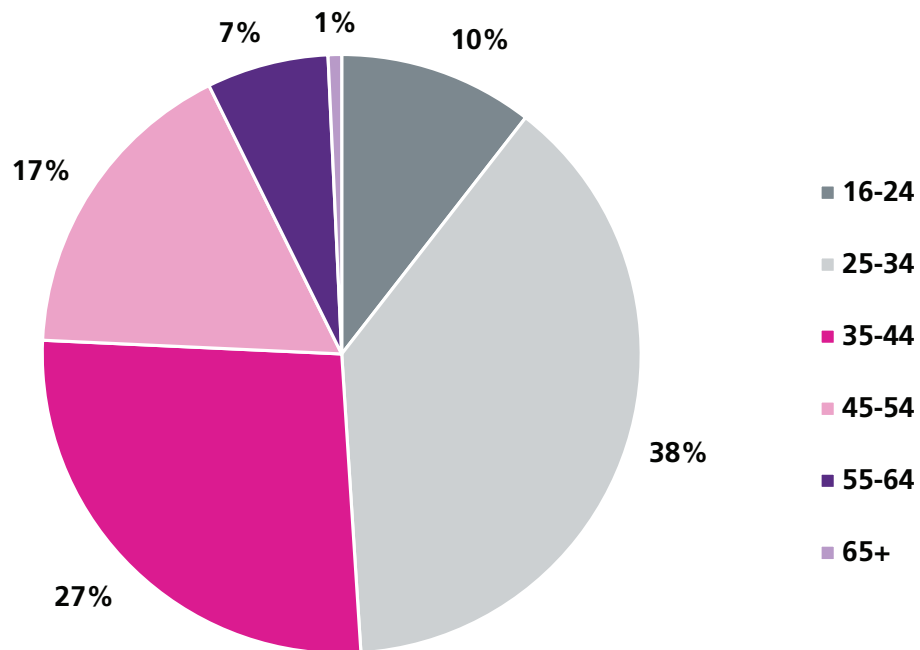
7% of our people have at least one long term health condition limiting day-to-day activity.



DATA

Age

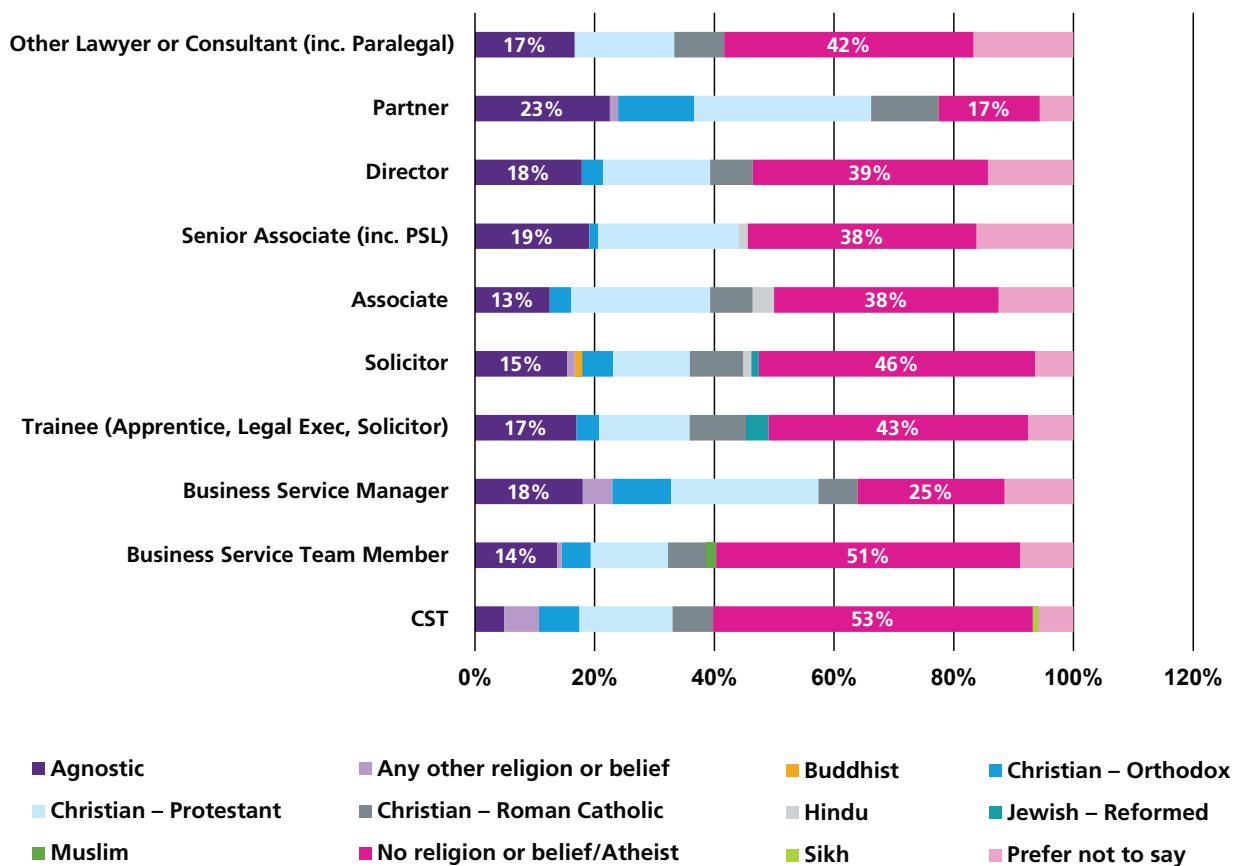
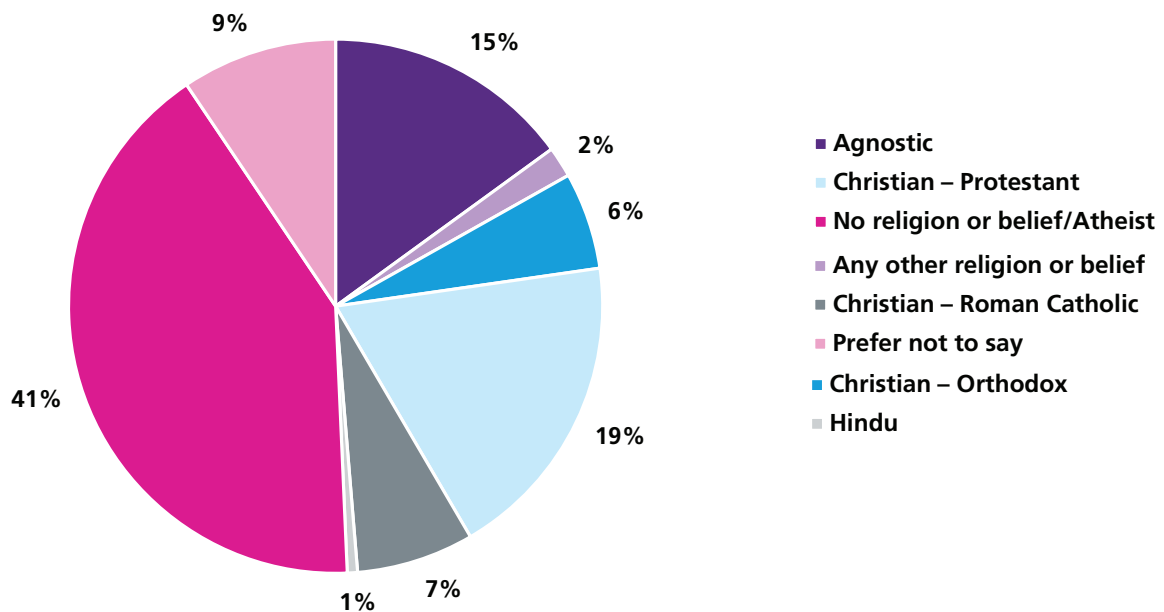
65% of our people are aged between 25 and 44.



DATA

Religion and belief

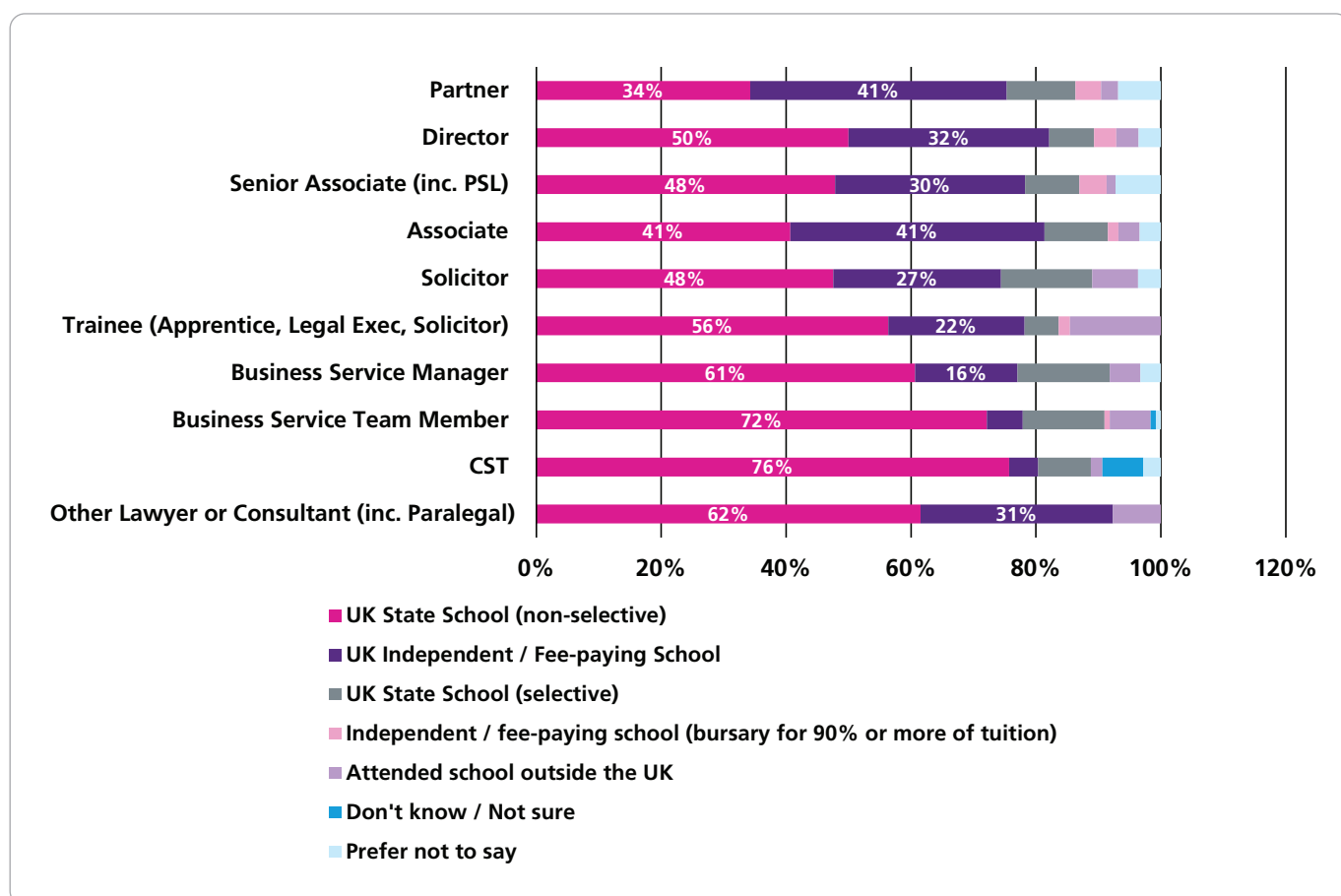
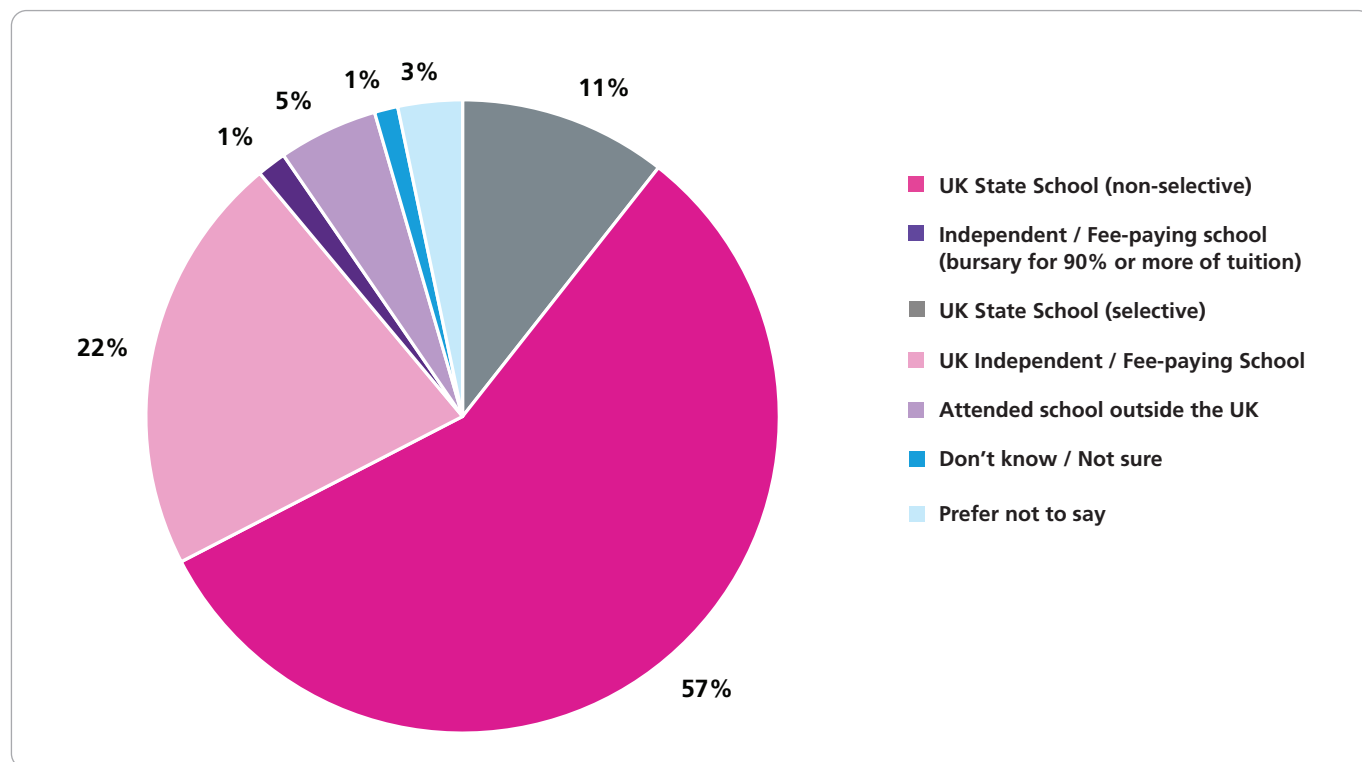
41% of our people identify as having no religion or belief.



DATA

Social mobility: *Type of Secondary School*

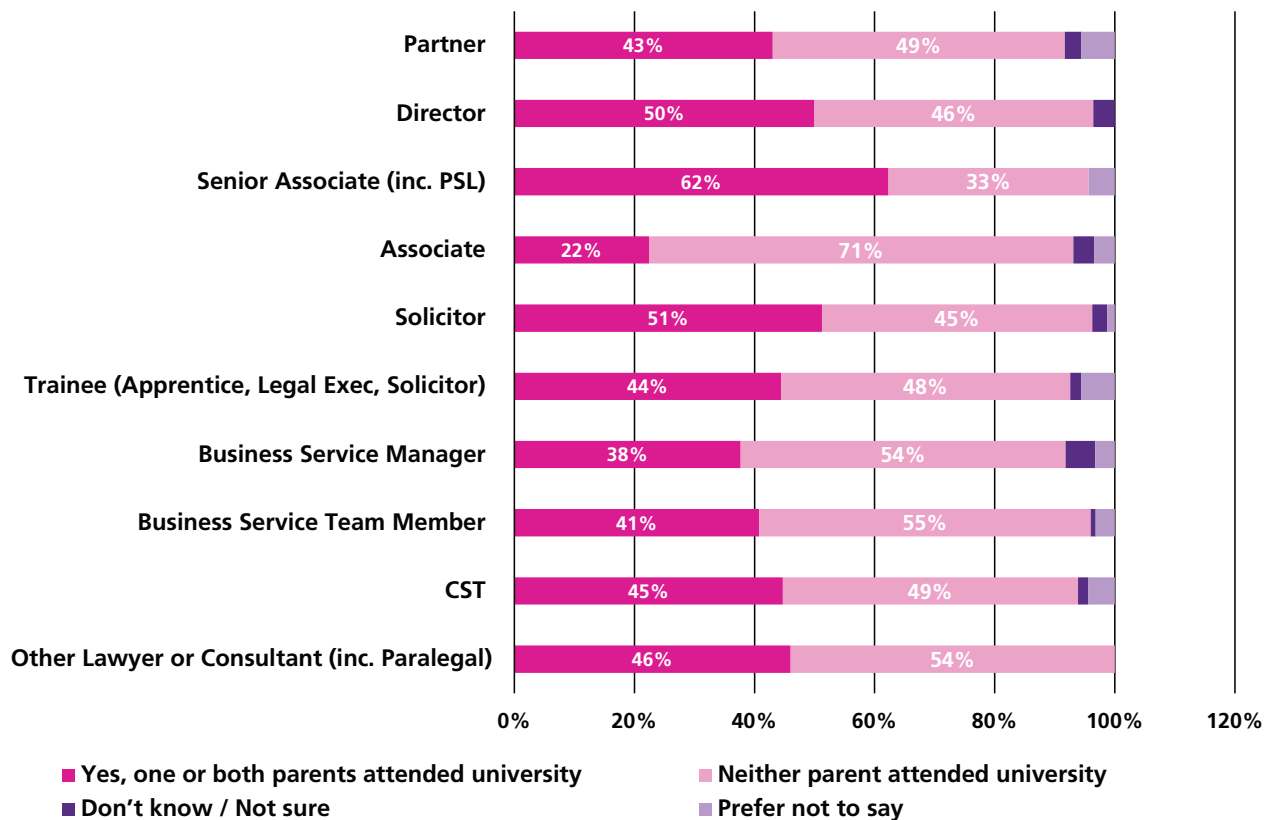
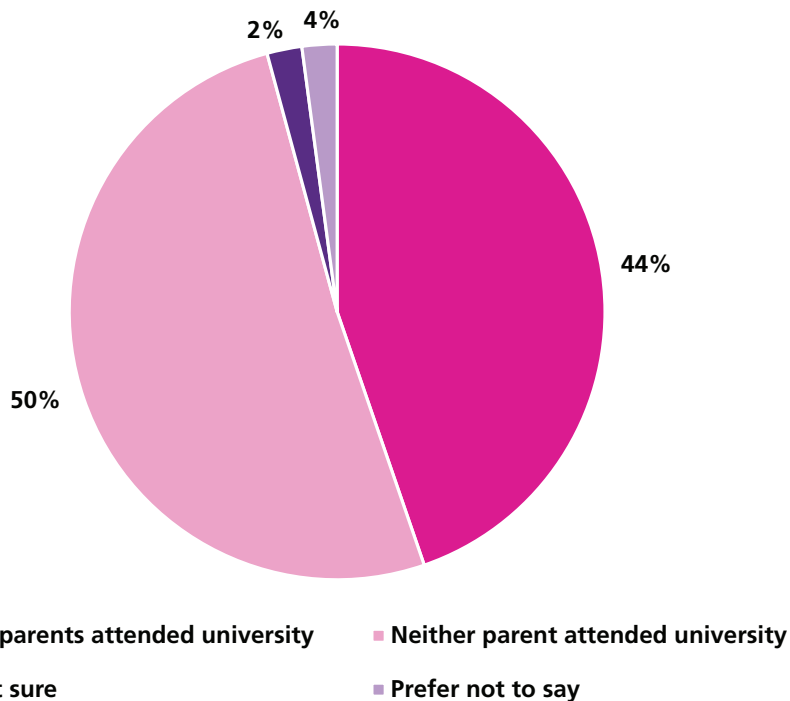
57% of our people attended a non-selective state secondary school.



DATA

Social mobility: *First generation to go to university*

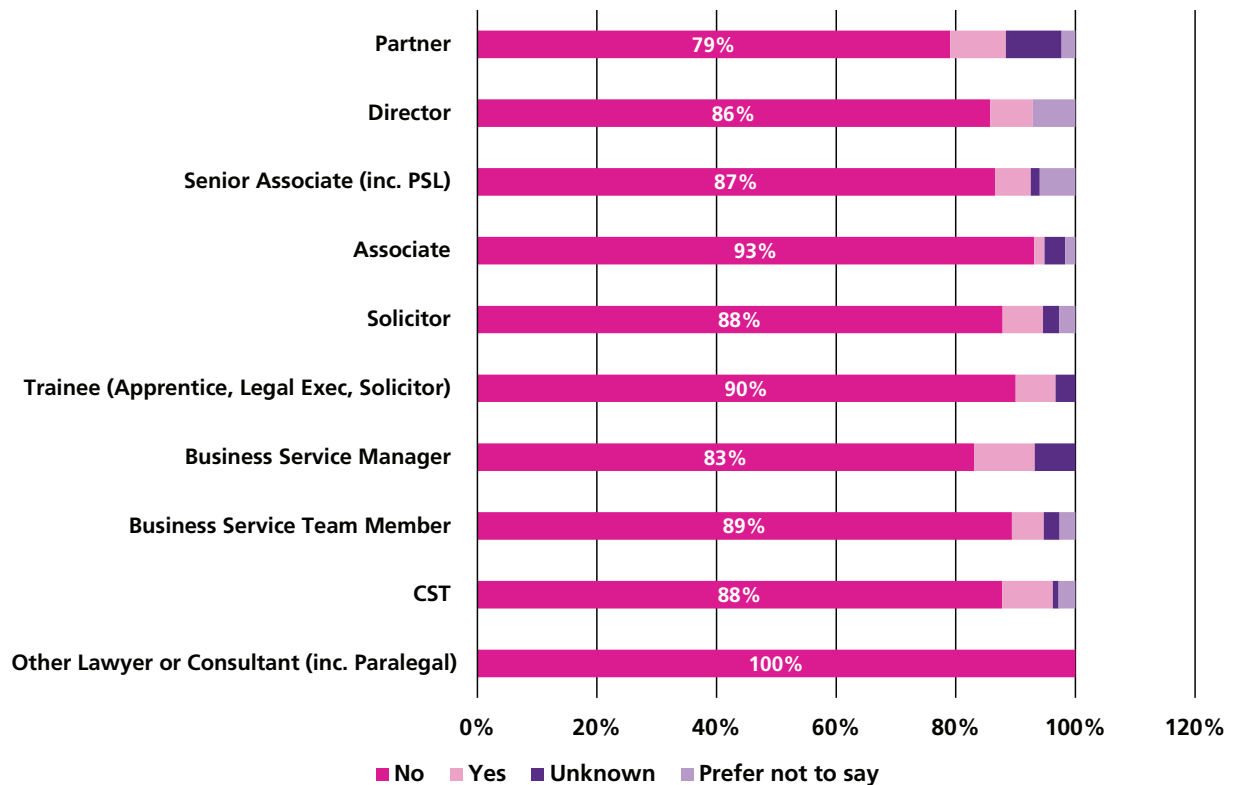
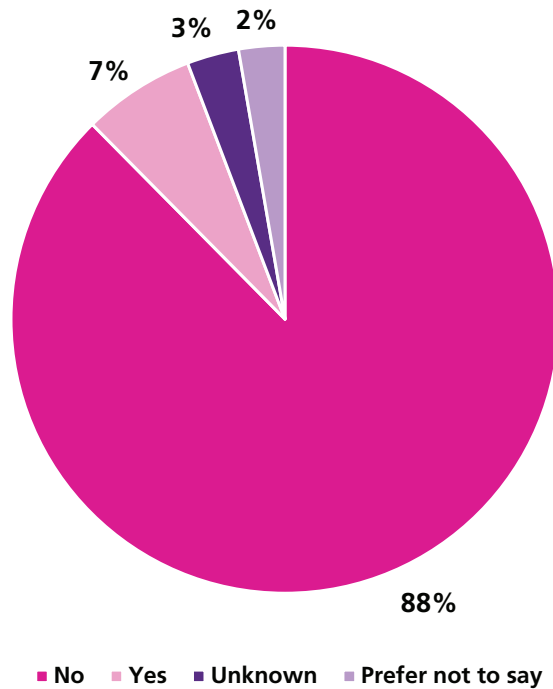
50% of our people stated that neither parent attended university.



DATA

Social mobility: *Free school meals*

7% of our people stated they accessed free school meals during their education.



DATA

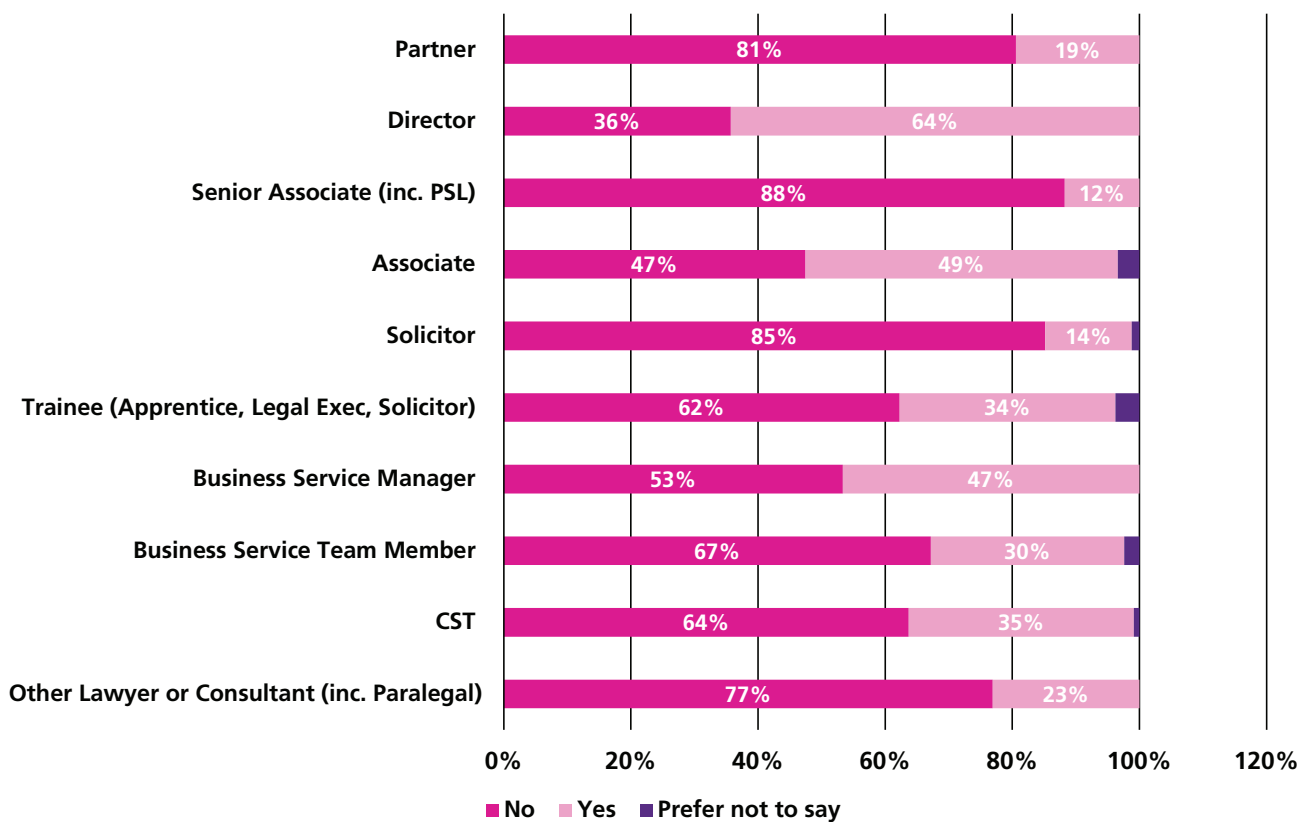
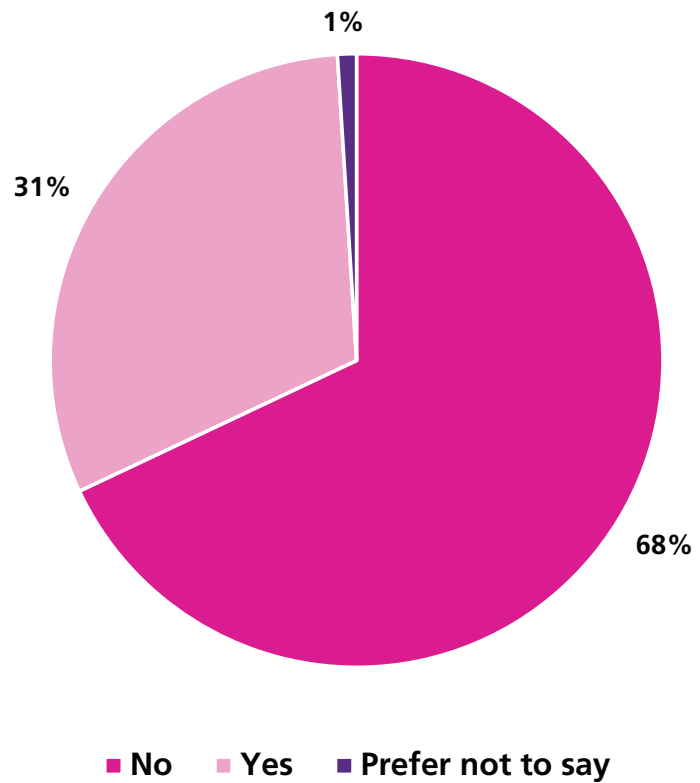
Primary carer responsibilities

31% of our people have caring responsibilities for a child under 18.

The Power of Inclusion



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DATA

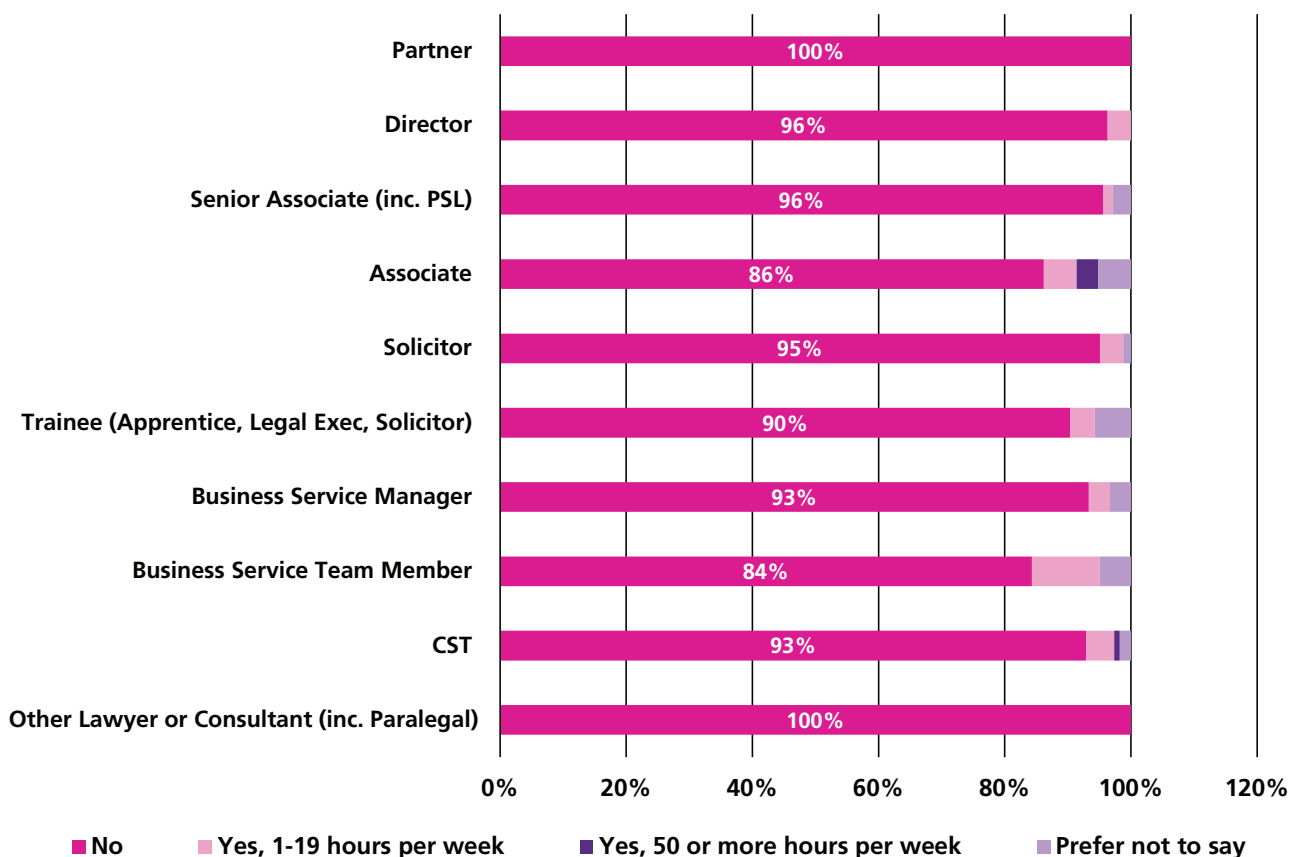
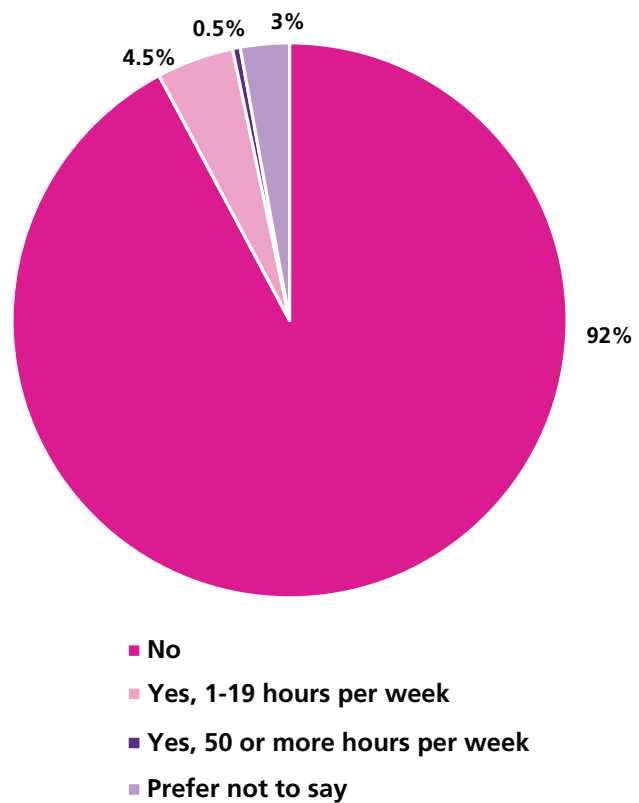
Caring responsibilities

5% of our people care for someone with long-term physical or mental ill health/ disability or conditions related to old age.

The Power of Inclusion



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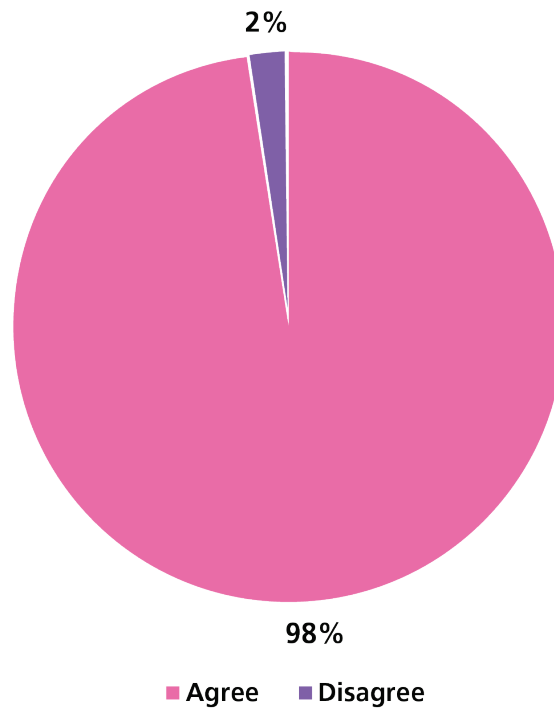


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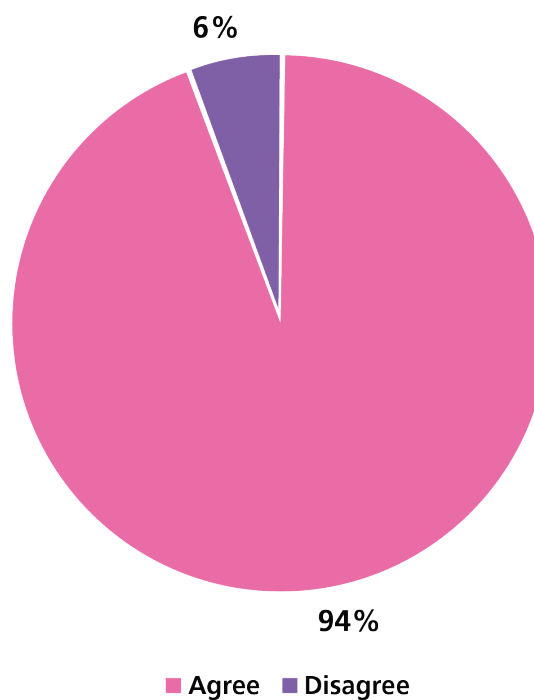
Inclusion

Through our bi-ennial People survey we know that **98%** of our people feel we have an open and inclusive culture and **94%** of our people consider they can be themselves at work.

Burges Salmon has an open and inclusive culture



Our people feel that they can be themselves at work



More information

To find out more about our diversity and inclusion approach please visit:



[Inclusive workplace web pages](#)



[Power of Inclusion video](#)



[Burges Salmon diversity blog](#)

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