

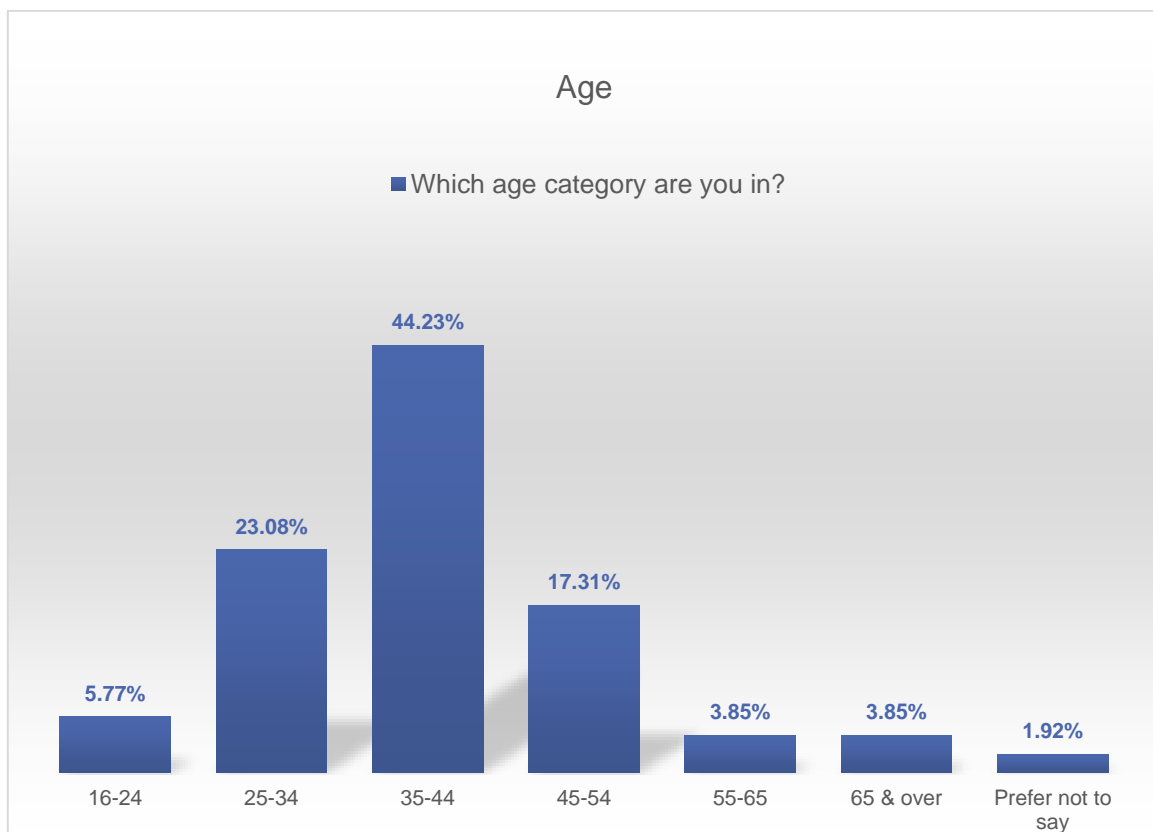
DIVERSITY DATA EXERCISE - 2017

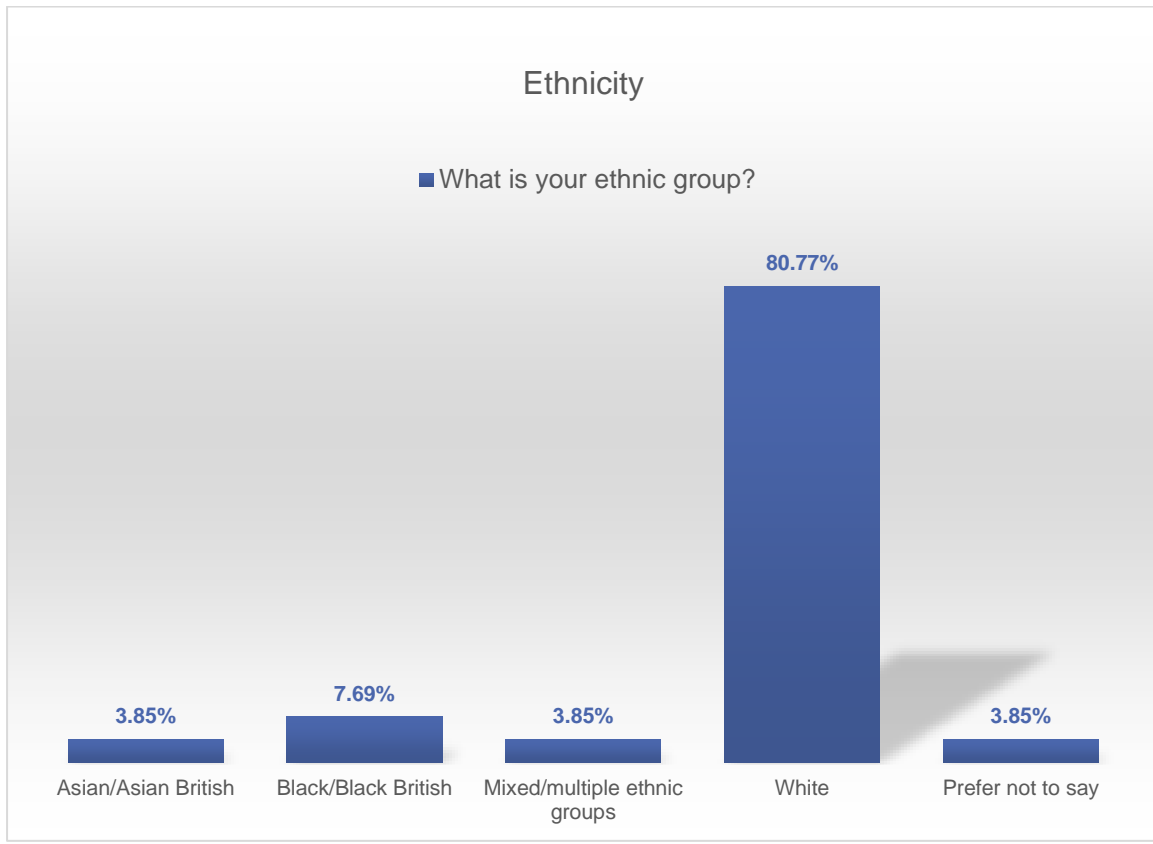
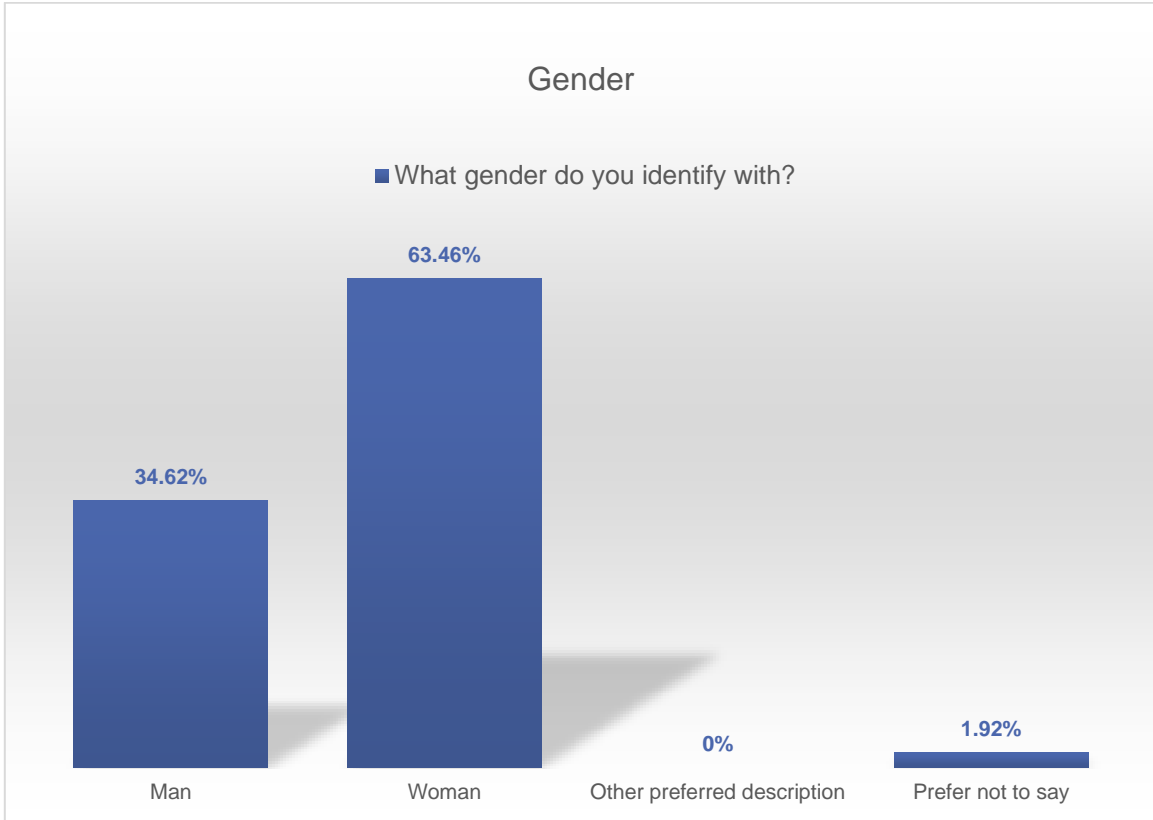
Along with all other firms regulated by the Solicitors Regulation Authority ("SRA"), BCL is required to collect, report and publish workforce diversity data on a biennial basis. BCL carried out this exercise between July and August 2017 and reported the data to the SRA on 8 August 2017.

BCL is required to give each individual within the workforce an opportunity to complete the diversity questionnaire but there is no obligation upon any individual to provide their diversity data. Individuals may either choose not to complete the questionnaire or select the option "prefer not to say" for one or more of the questions.

In line with the SRA's publication requirements, we outline below the summary of BCL's workforce diversity data. In order to ensure that the data is not published in a way which allows any individual to be identified, the data is published without being broken down into role categories. Additionally, although the diversity questionnaire included questions relating to religion or belief, sexual orientation or transgender, the SRA gives firms the option on whether or not to publish data regarding these questions and BCL has taken the decision not to publish due to the sensitive nature of such data.

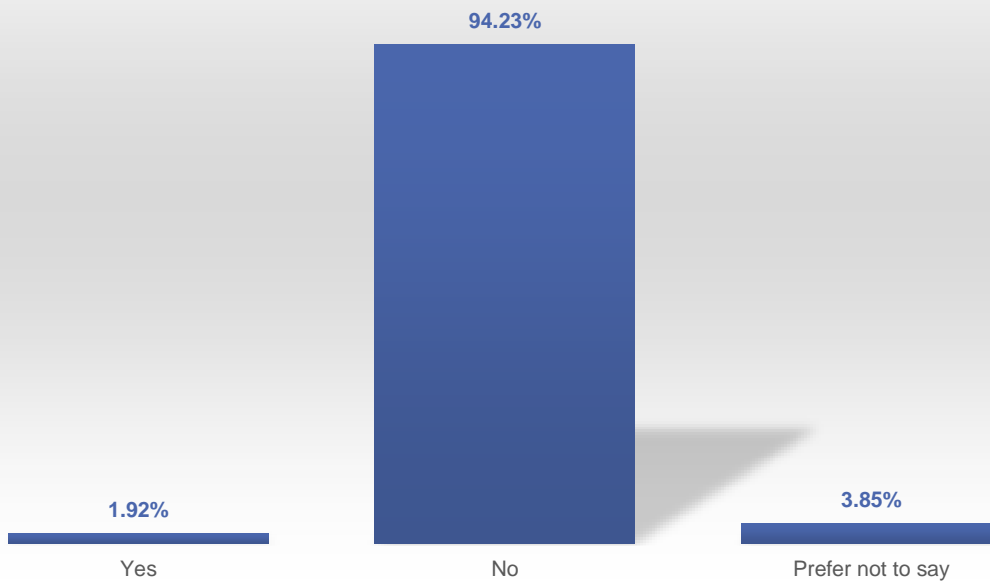
83.9% of BCL's workforce completed the diversity questionnaire so the figures below are percentages of that 83.9% rather than of the entire workforce.





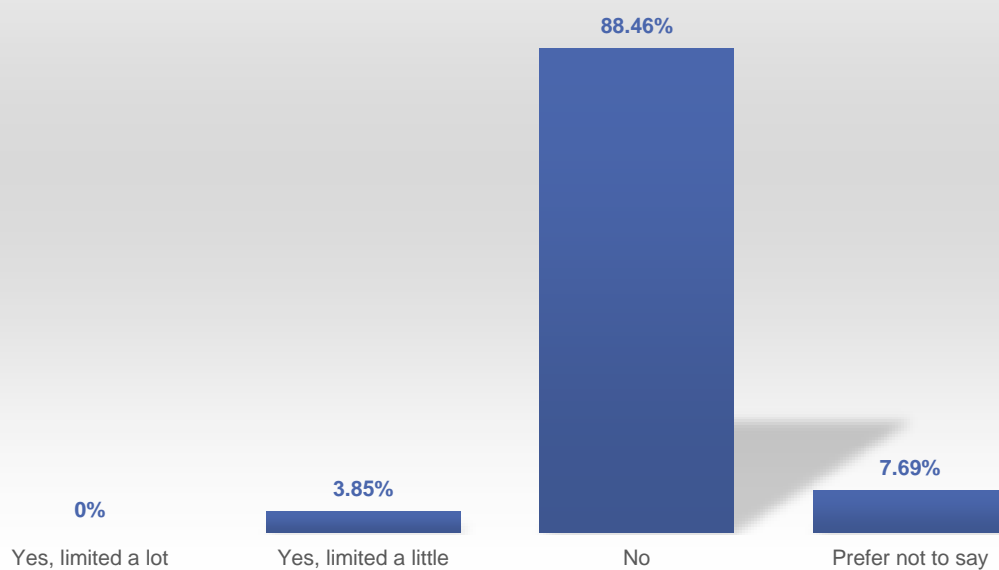
Disability

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



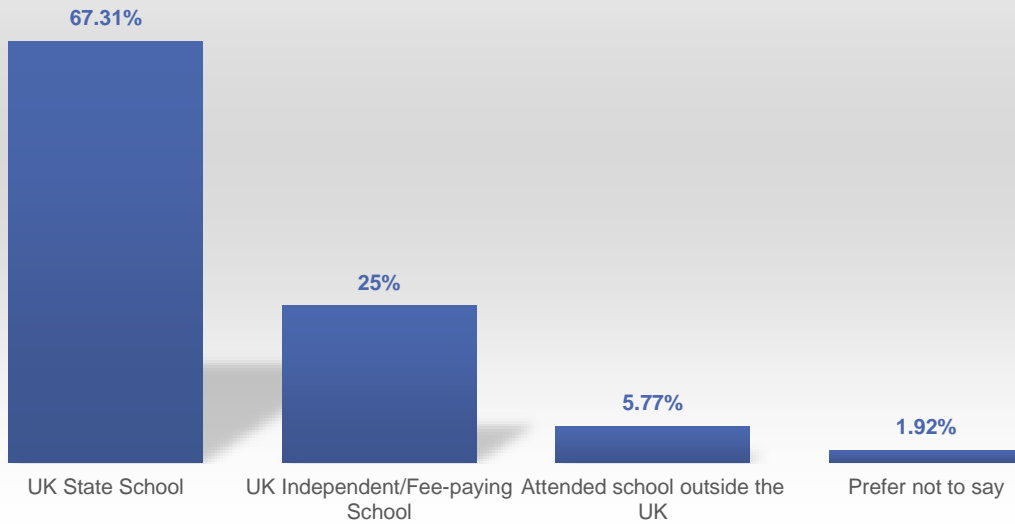
Limitations

■ 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?



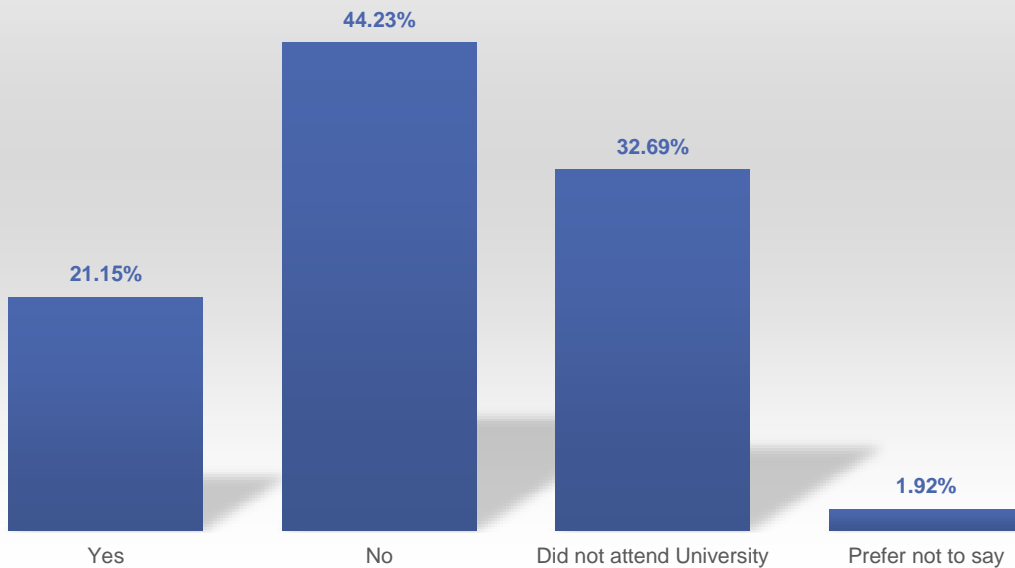
Secondary Education

■ Did you mainly attend a state or fee paying school between the ages of 11-18?



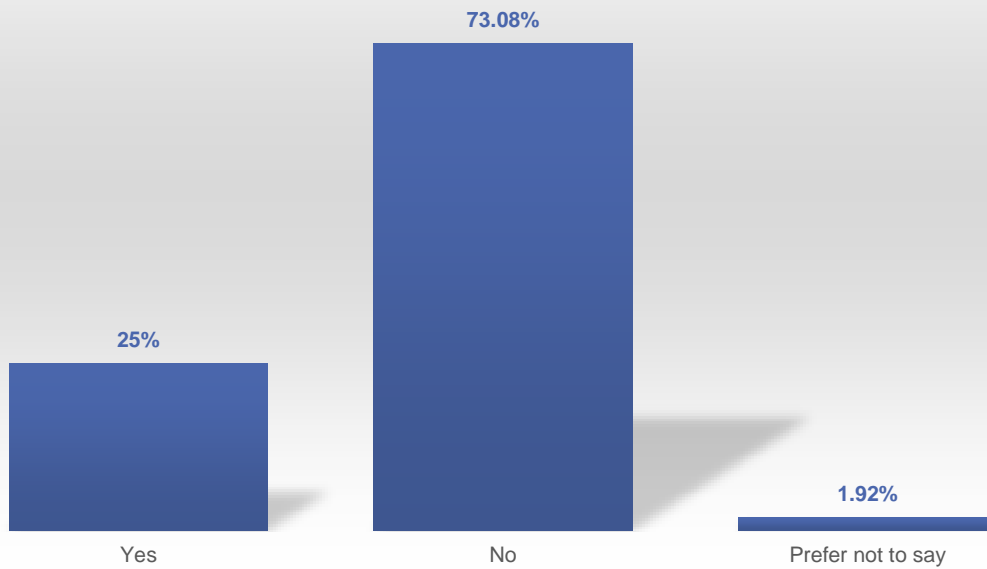
University Education

■ 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?



Caring Responsibilities - Children

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



Caring Responsibilities - Others

■ Do you look after, or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

