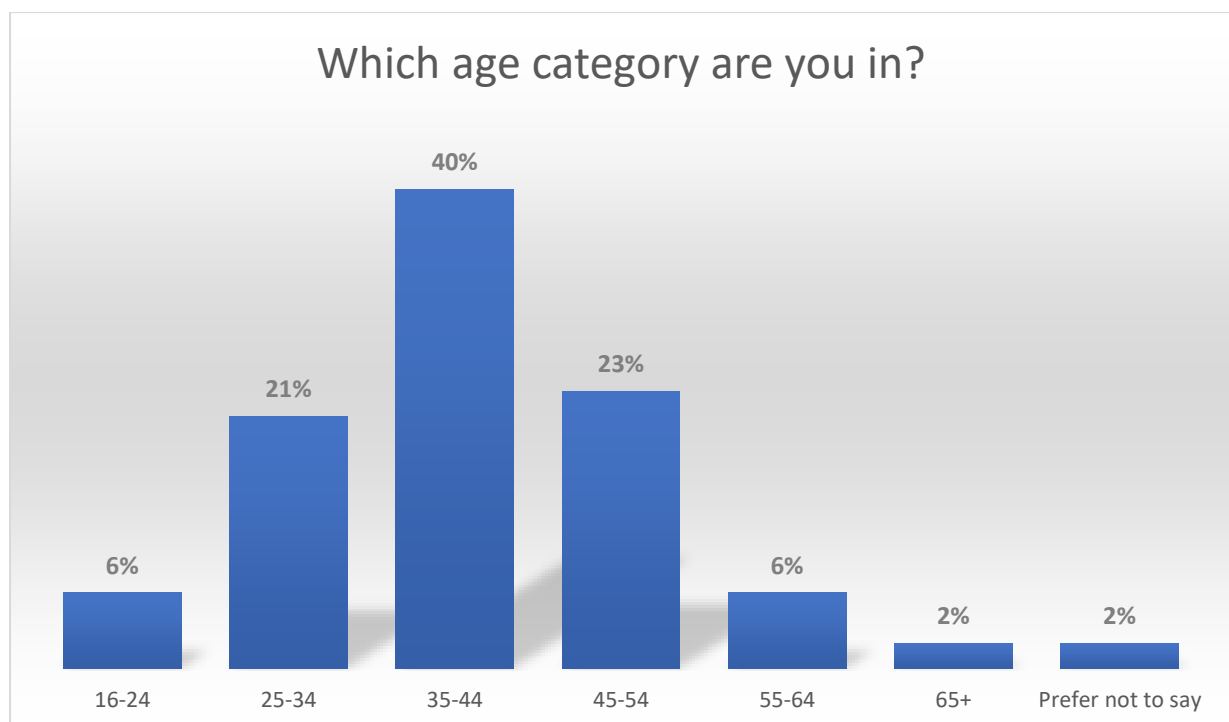


BCL Solicitors LLP – Workforce Diversity Data 2019

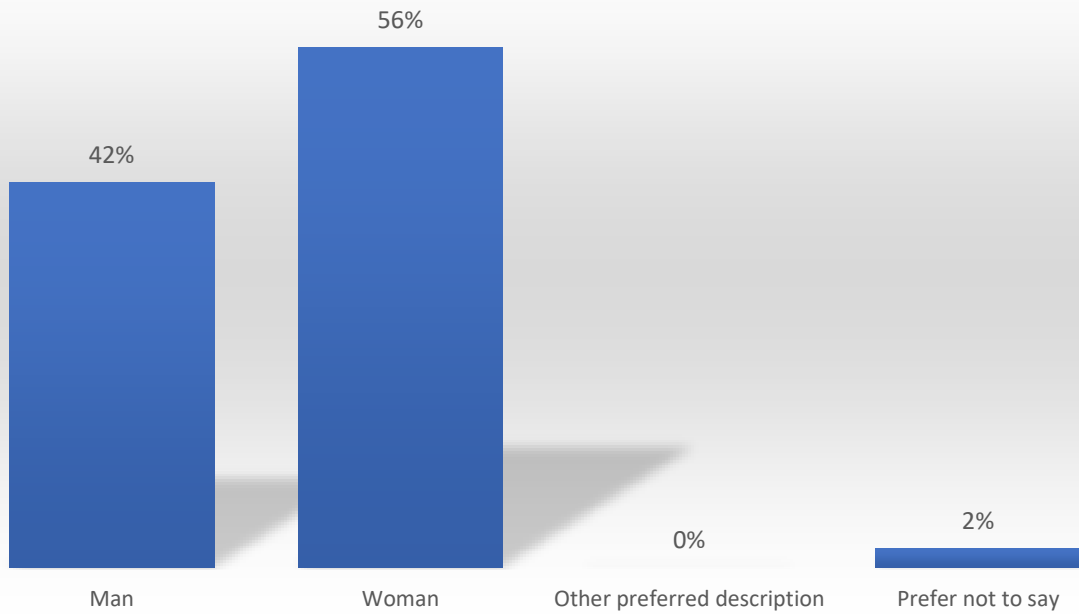
Along with all other firms regulated by the Solicitors Regulation Authority ("SRA"), BCL is required to collect, report and publish workforce diversity data on a biennial basis. BCL carried out this exercise during May 2019 and reported the data to the SRA on 4 June 2019.

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.

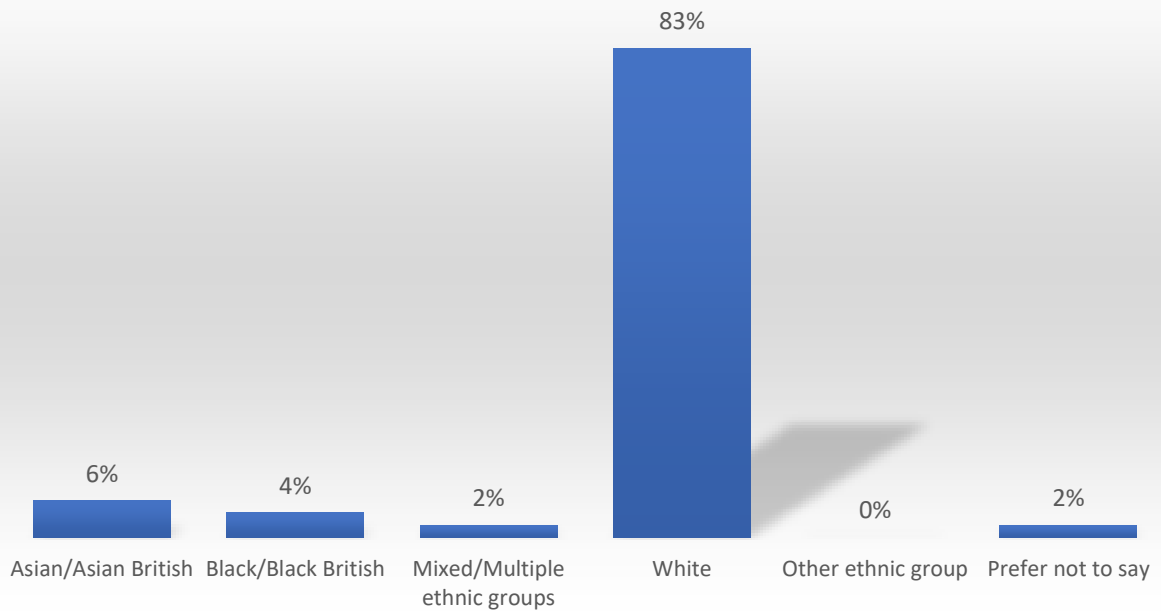
In line with the SRA's publication requirements, we outline below the summary of BCL's workforce diversity data. In order to ensure that the data is not published in a way which allows any individual to be identified, the data is published without being broken down into role categories. Additionally, 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. 68.5% of BCL's workforce completed the diversity questionnaire so the figures below are percentages of that 68.5% rather than of the entire workforce.



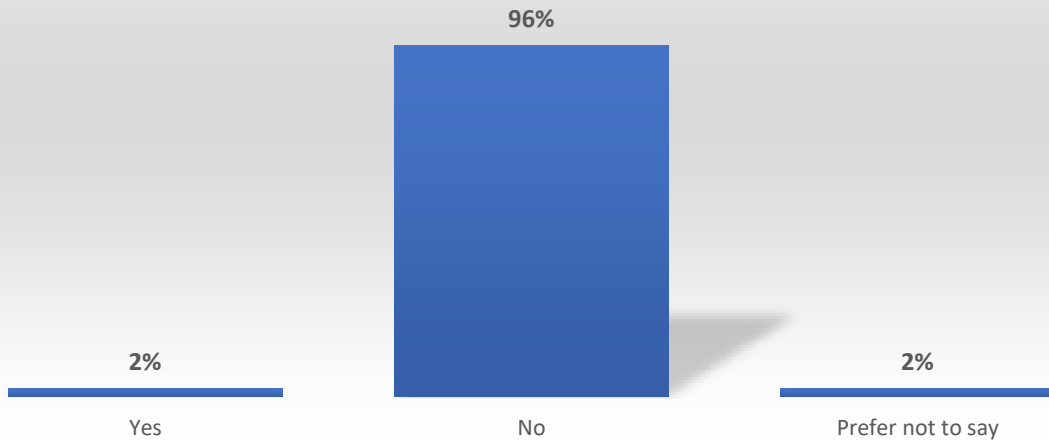
Which gender do you identify with?



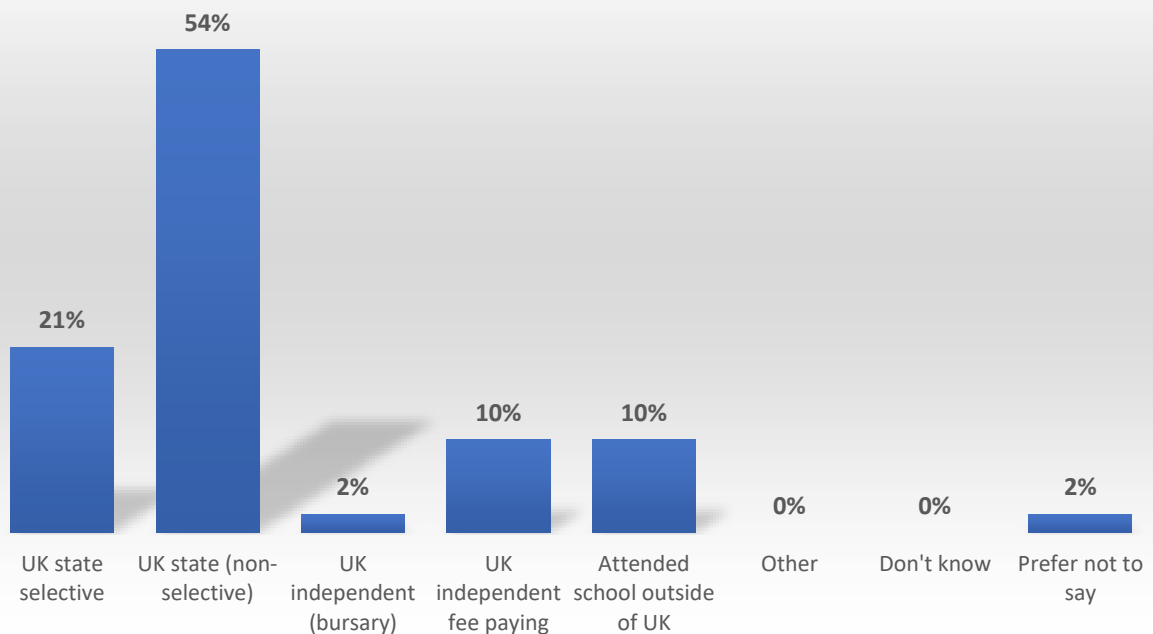
What is your ethnic group?



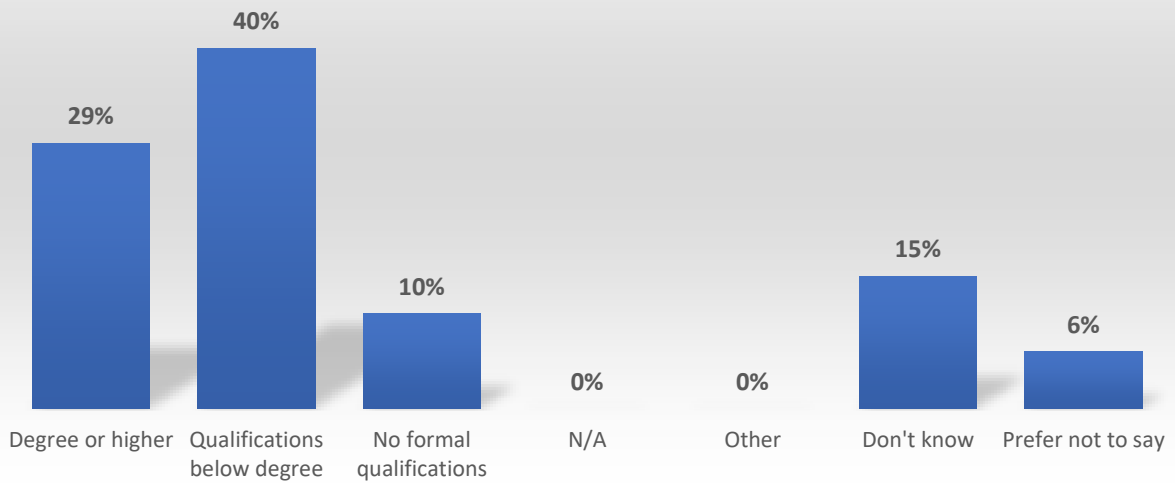
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



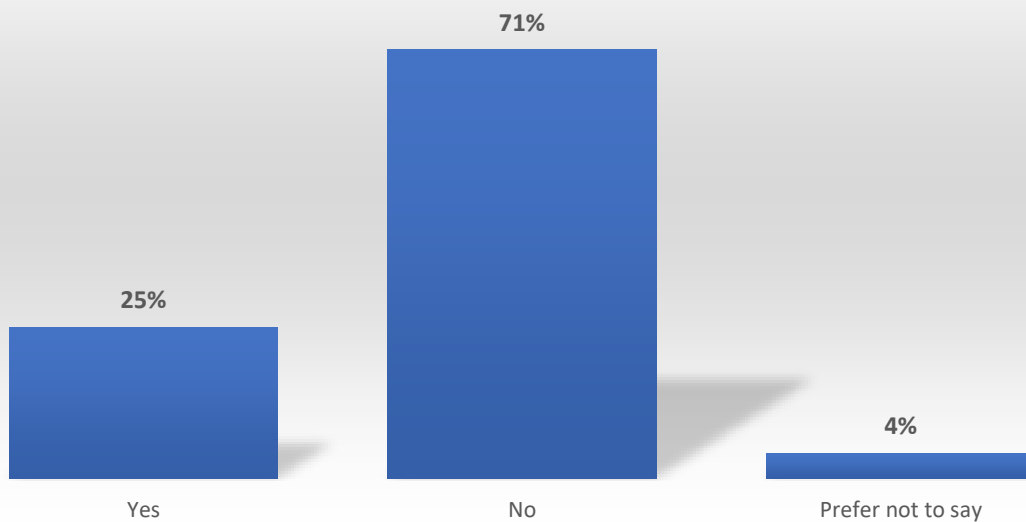
What type of school did you mainly attend between the ages 11 and 16?



What is the highest level qualification achieved by your parents/guardians by the time you were 18?



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



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)?

