

Bird & Bird

UK Diversity Data Report

2023



Foreword

Our diversity statistics as of July 2023, are outlined in this document and provided in accordance with the SRA reporting requirements.

Over the last two years, we have worked to integrate D&I into all parts of the business, built a global D&I framework and strategy, supported a growing number of employee networks, expanded the team dedicated to D&I and extended our external partnerships and commitments.

Creating and maintaining an inclusive environment doesn't happen by chance, it needs consistent effort. In addition, building a truly diverse workforce requires long term, targeted plans, to reduce opportunities for bias and ensure people from all backgrounds can thrive.

We know we have more to do and realise that data is a key part of being able to review where we are and to track our progress towards where we want to be. We will be investing in better analysis tools in order to provide us with a greater level of detail of current progress and the ability to make more specific future plans. Building on the great level of energy and enthusiasm for improving diversity and inclusion at the firm remains a key focus for us.

Notes

In line with the SRA requirements, we report on our diversity data every two years. In June 2023, we asked everyone to provide or update their diversity data as part of our campaign, in accordance with the questions and response options prescribed by the SRA questionnaire. Gathering as much accurate data is key to ensure we are able to understand the makeup of our workforce and to measure and track the progress of our D&I activities.

Figures are based on an overall completion rate of 88%.



Zoe Feller

Partner
Chair of D&I Committee
London Management Team



Elizabeth Lang

Partner
Chair of D&I Committee



Jess Kaye

Head of Diversity, Inclusion & CR



Andrea Pankhurst

Head of HR

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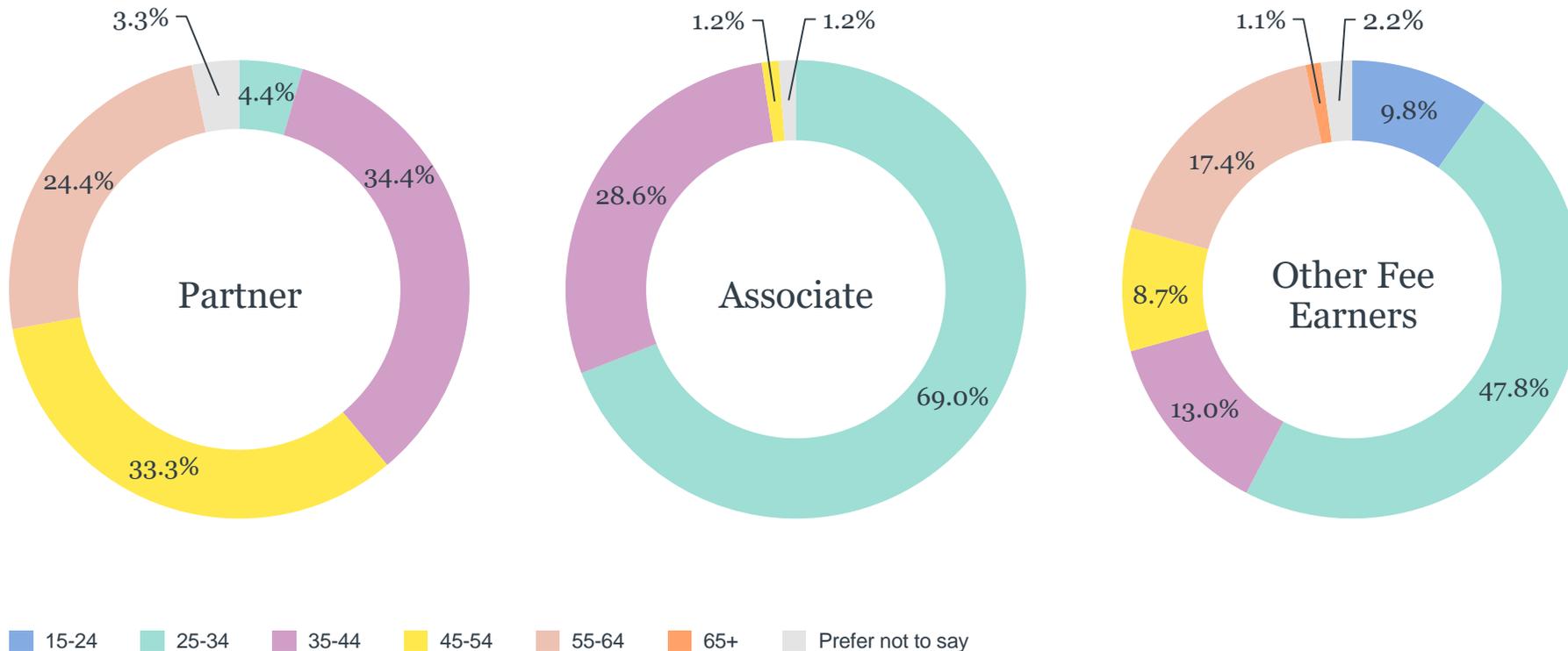




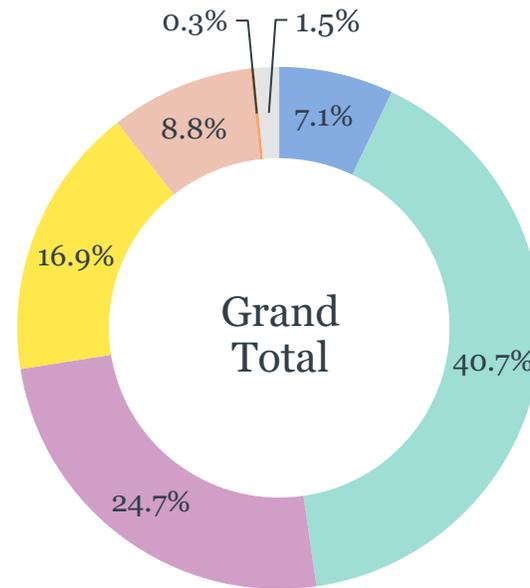
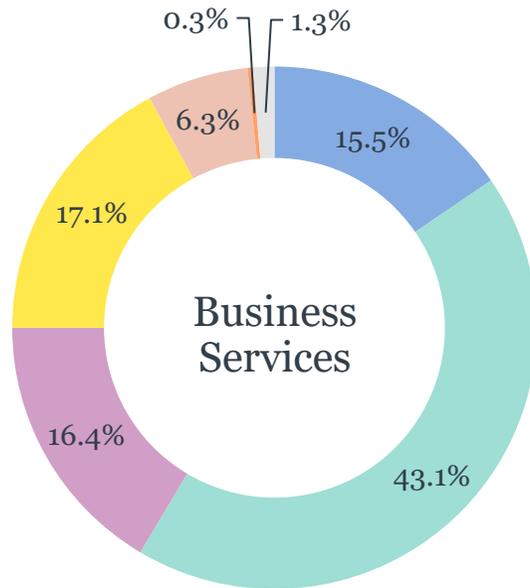
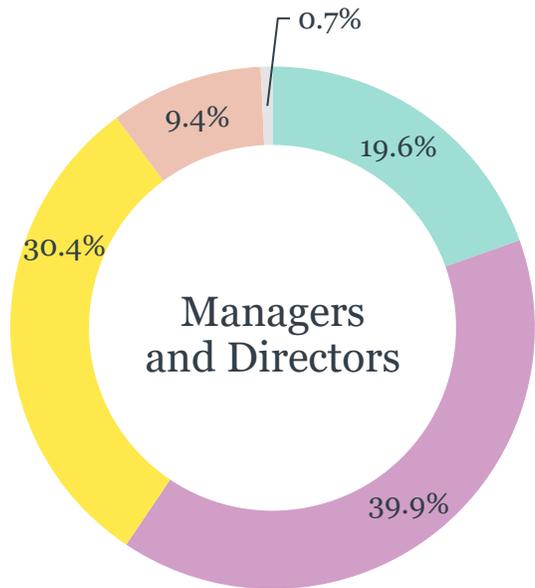
Age



Which age category are you in?



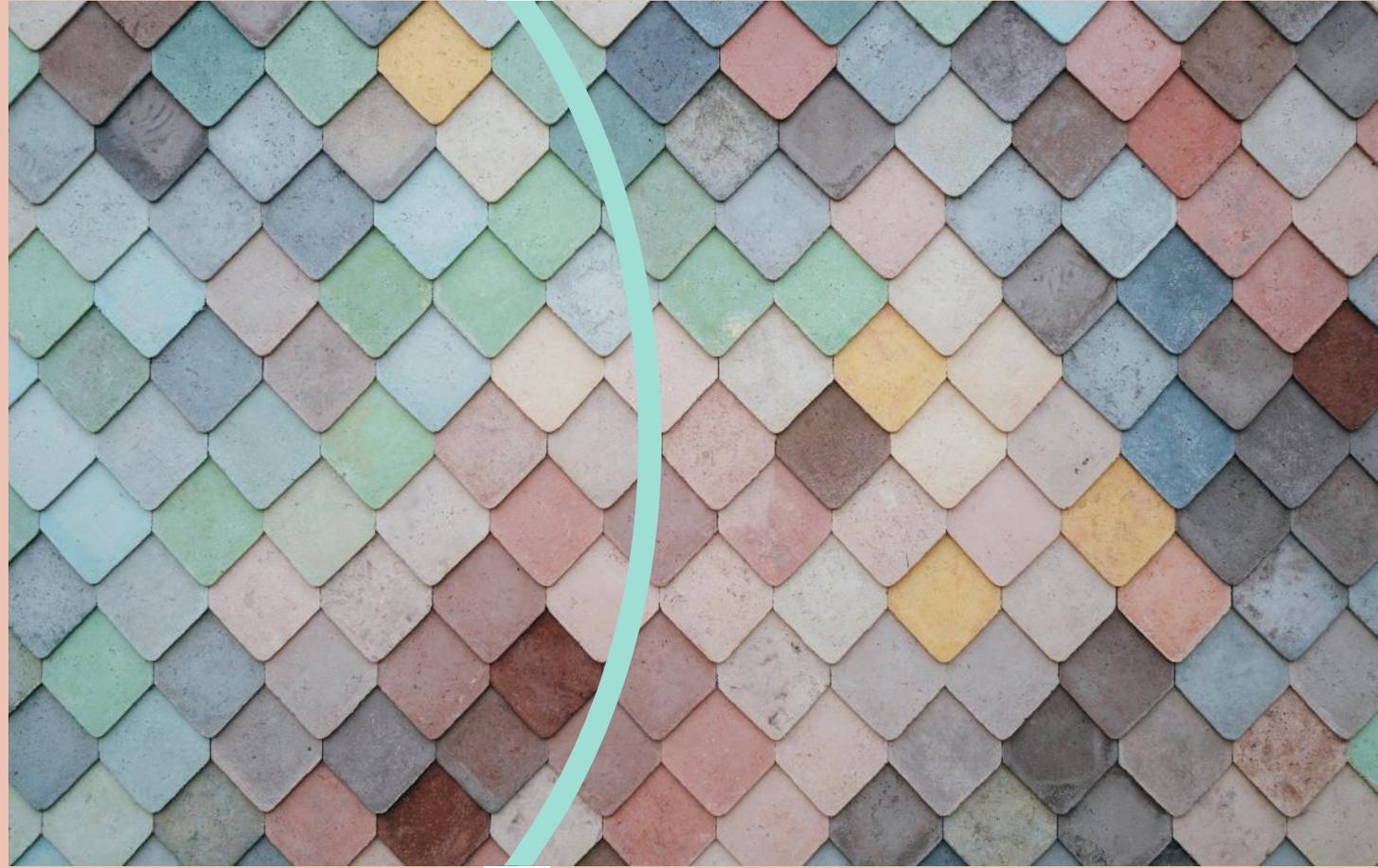
Which age category are you in?



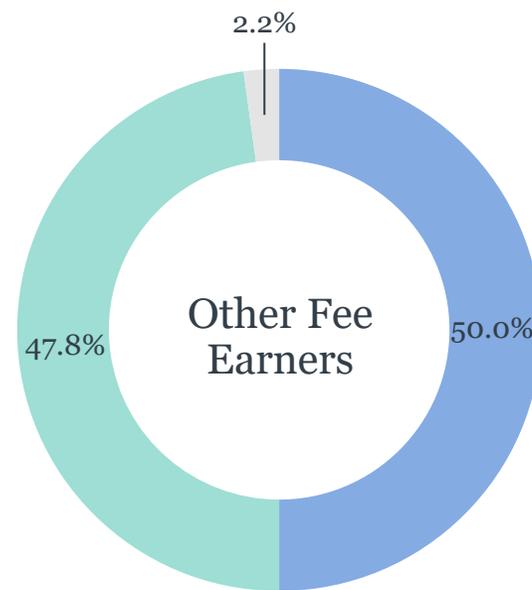
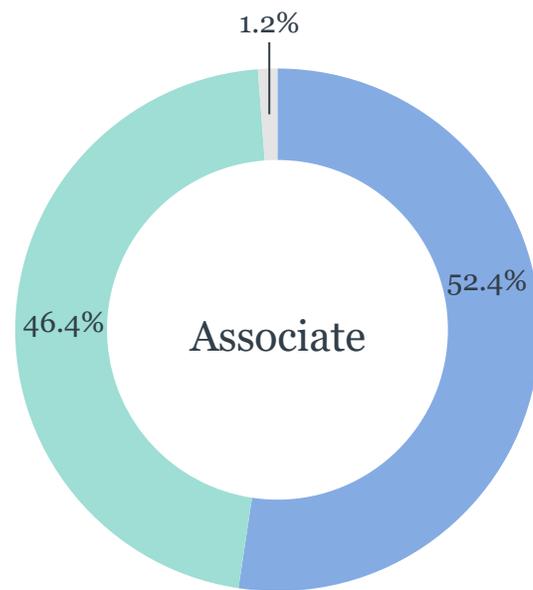
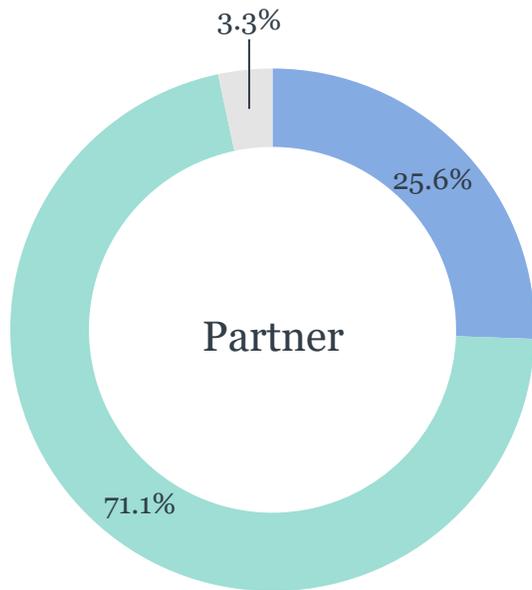
15-24 25-34 35-44 45-54 55-64 65+ Prefer not to say



Gender Diversity

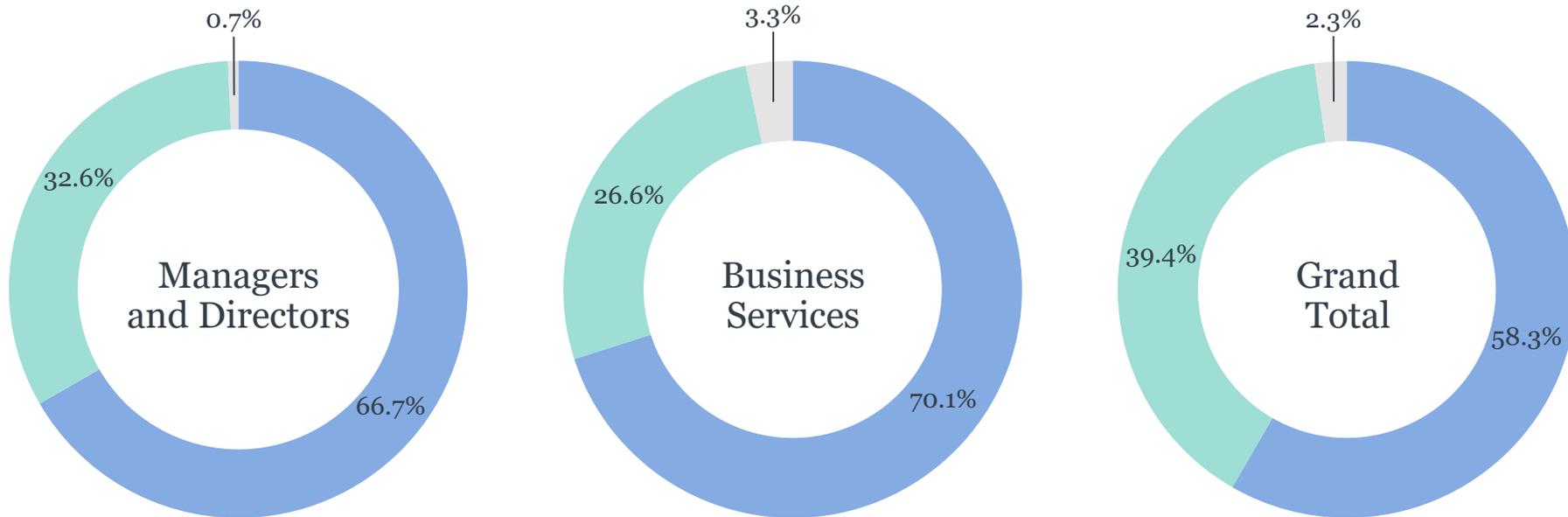


What is your sex?



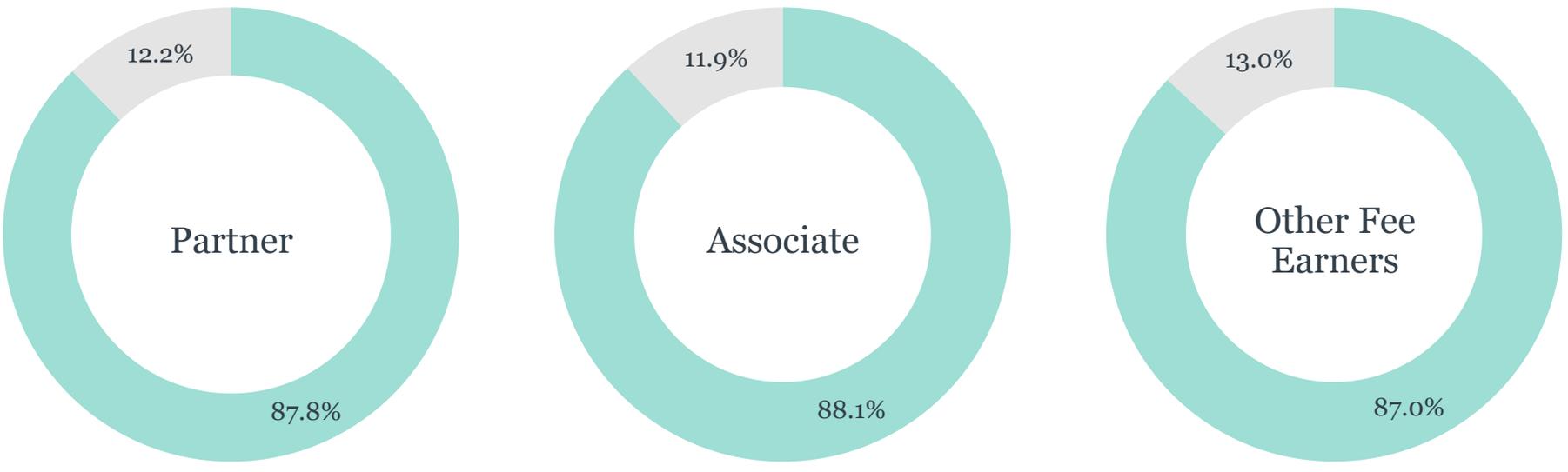
Female Male Prefer not to say

What is your sex?



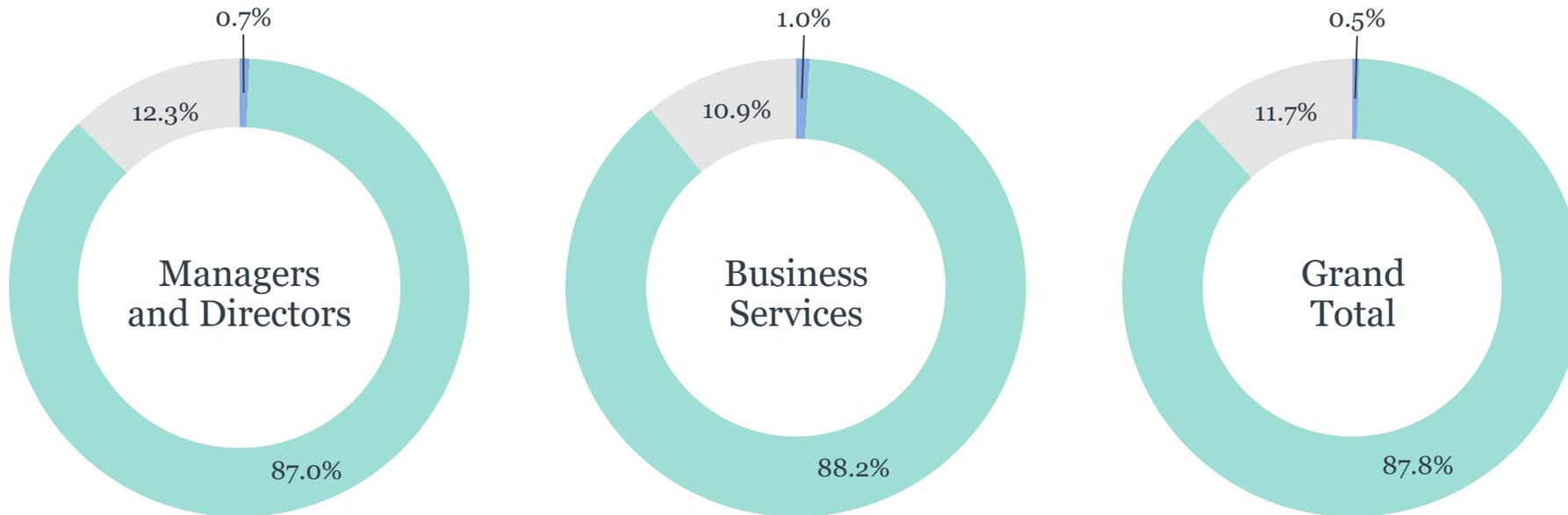
Female Male Prefer not to say

Is the gender you identify with the same as your registered sex at birth?



■ No ■ Yes ■ Prefer not to say

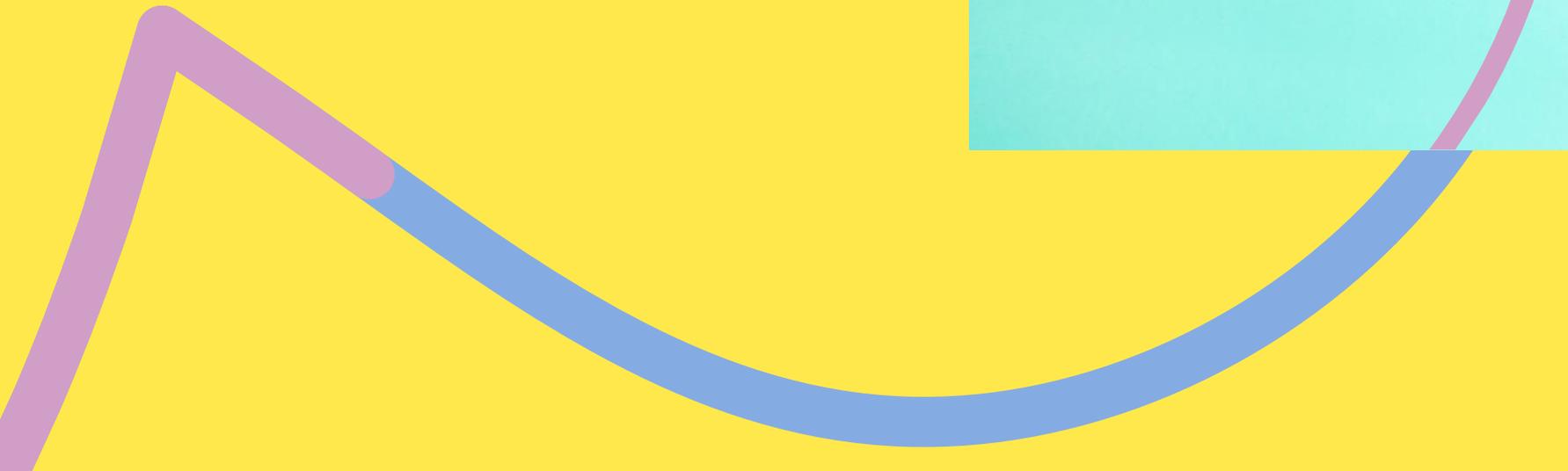
Is the gender you identify with the same as your registered sex at birth?



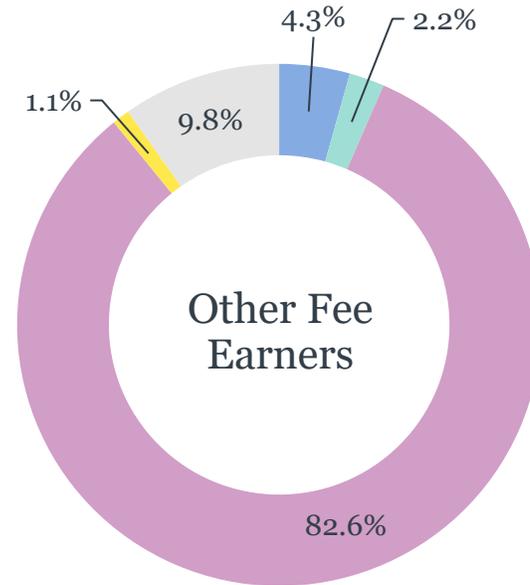
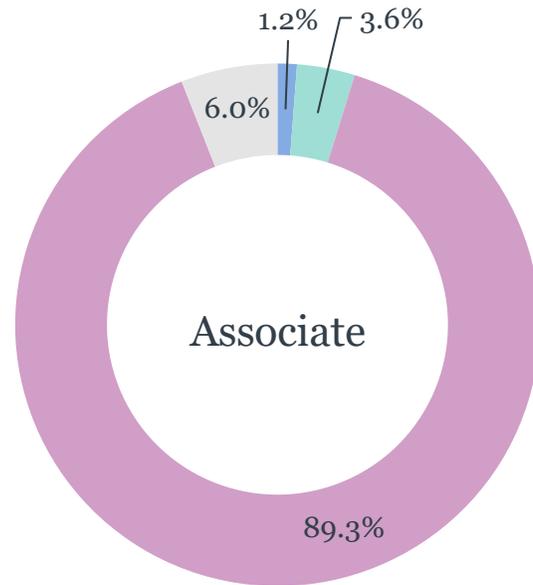
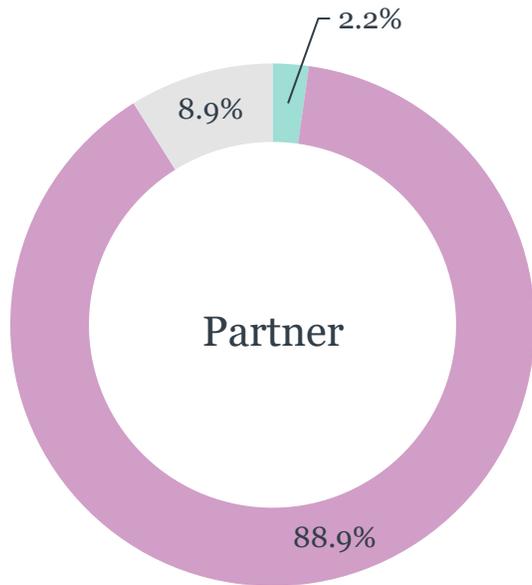
■ No ■ Yes ■ Prefer not to say



LGBTQ+

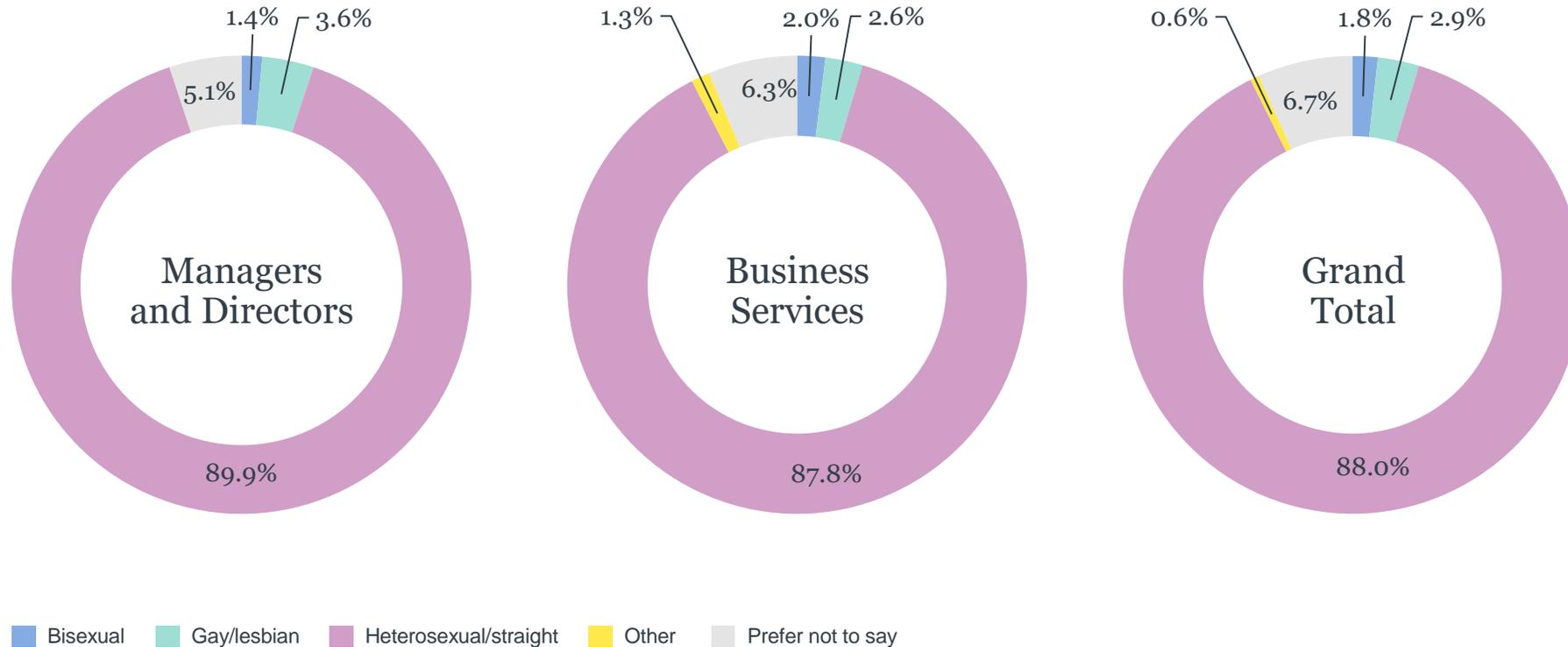


What is your sexual orientation?



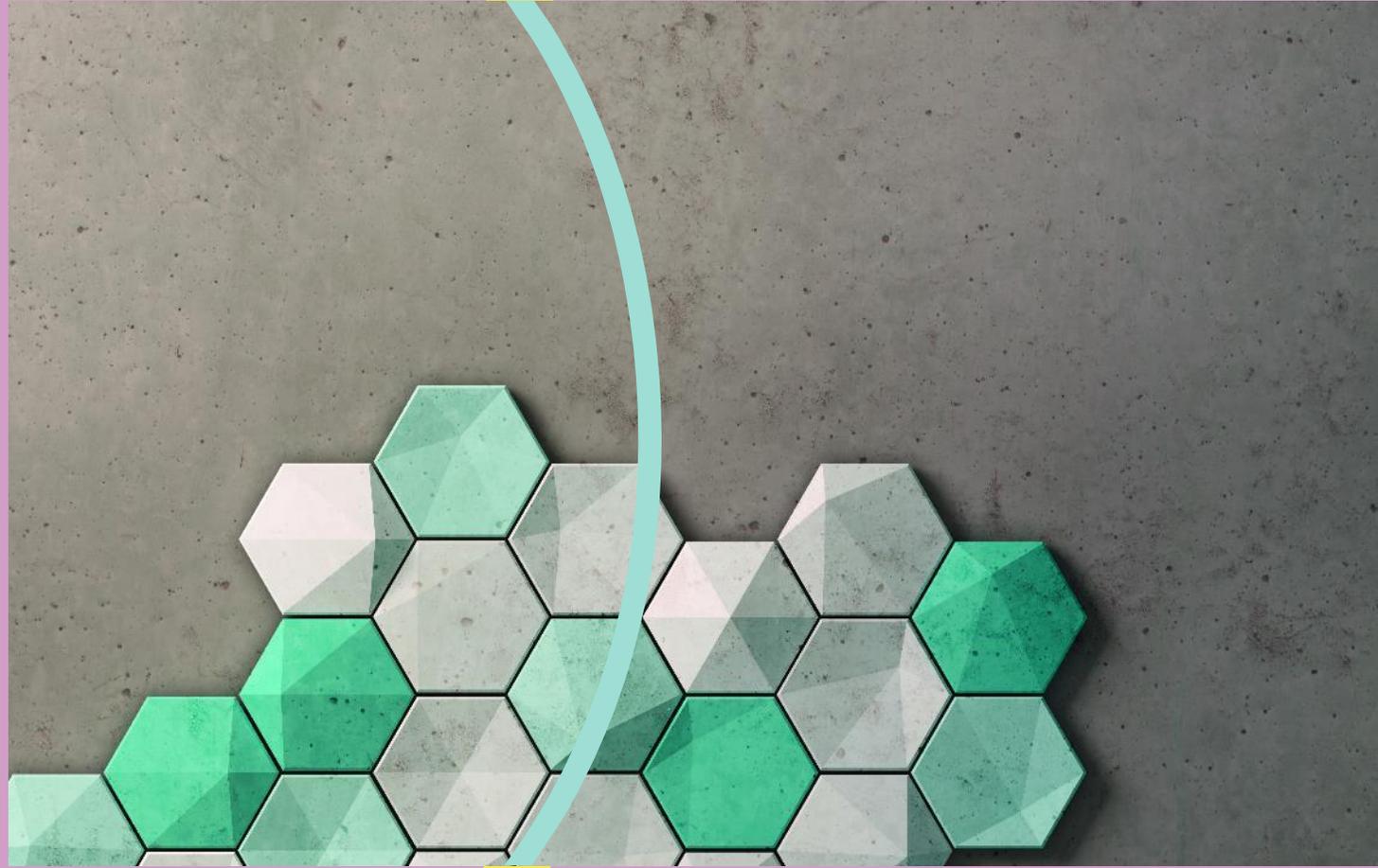
■ Bisexual ■ Gay/lesbian ■ Heterosexual/straight ■ Other ■ Prefer not to say

What is your sexual orientation?

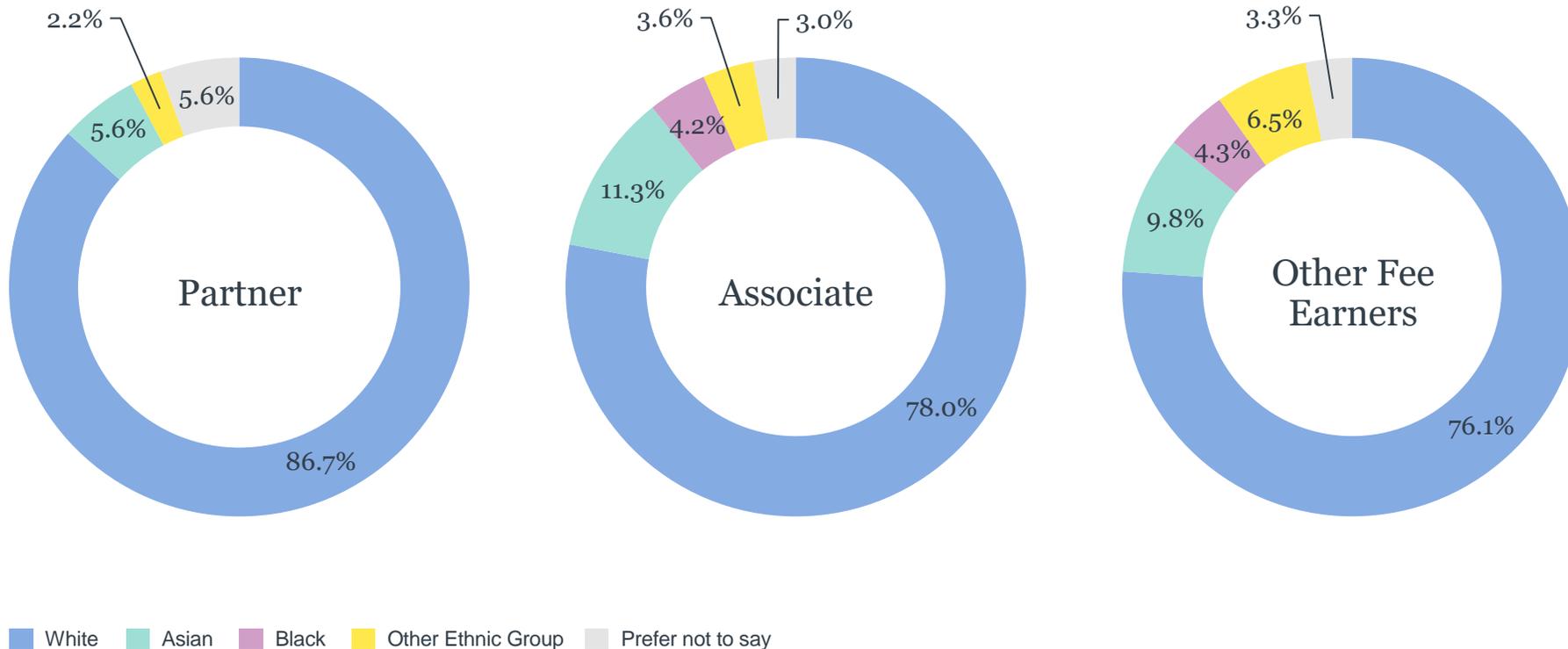




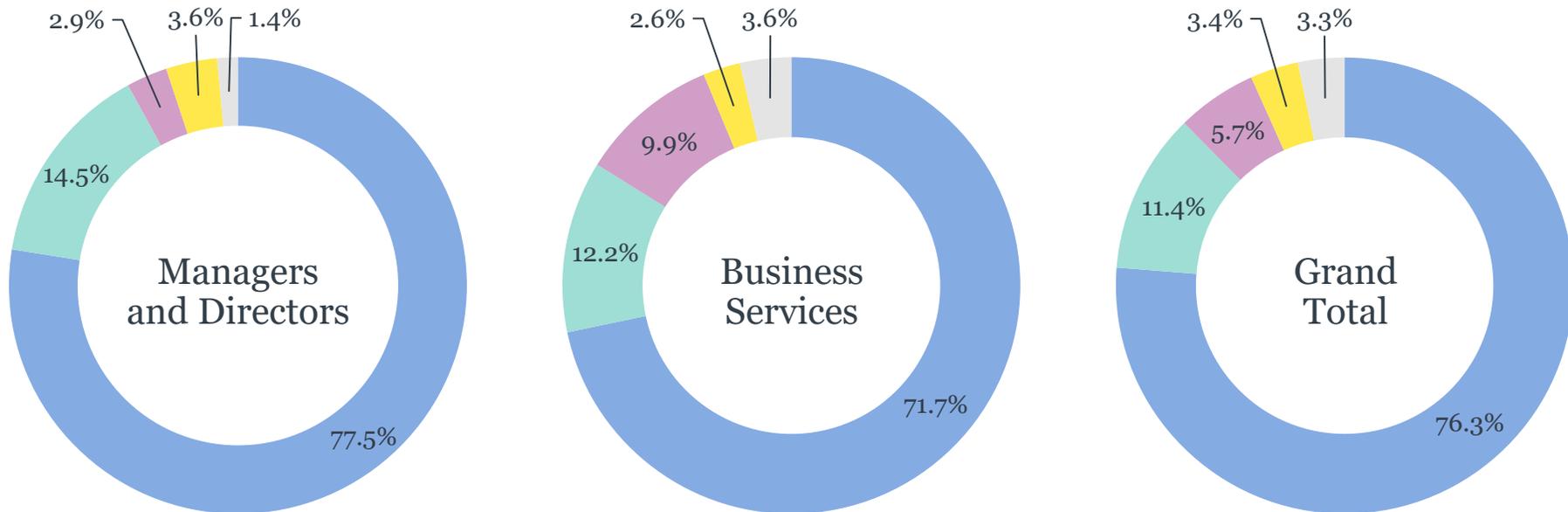
Ethnicity



What is your Ethnic Group?



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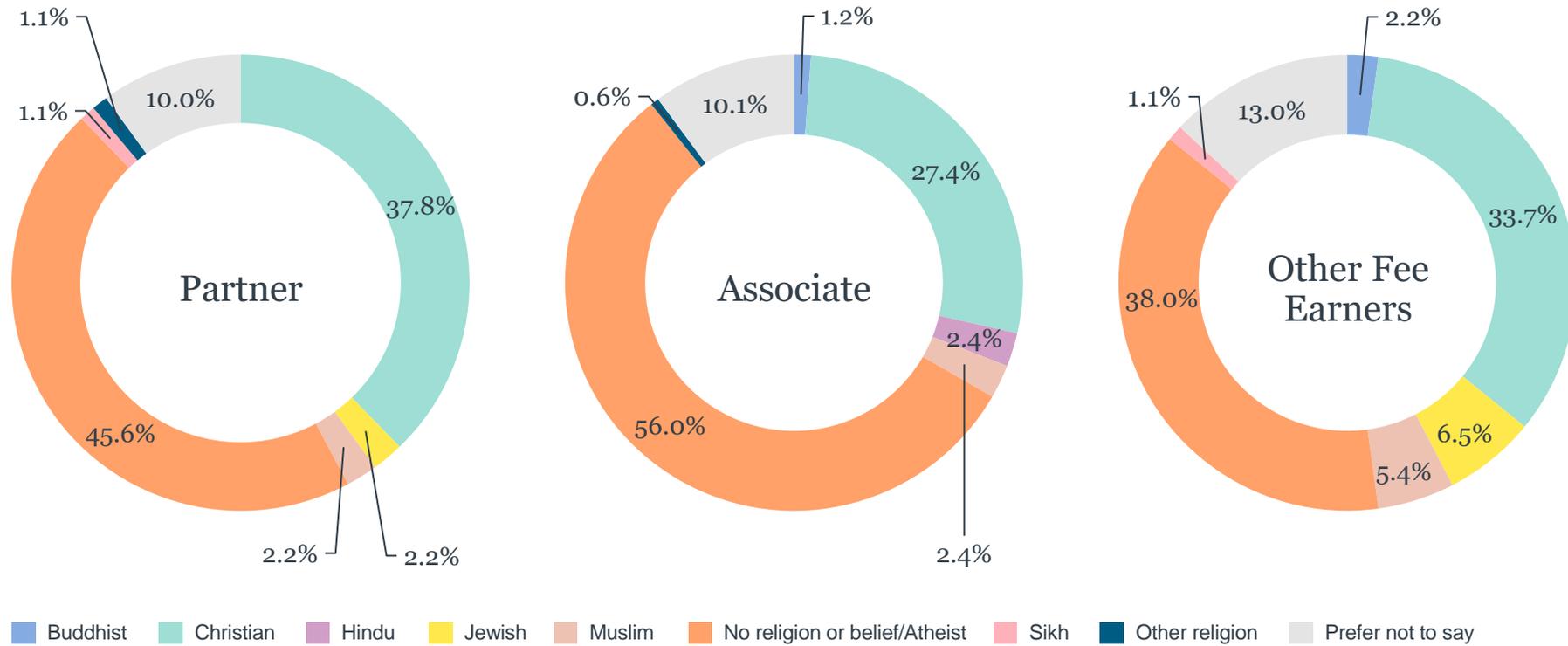
■ White ■ Asian ■ Black ■ Other Ethnic Group ■ Prefer not to say



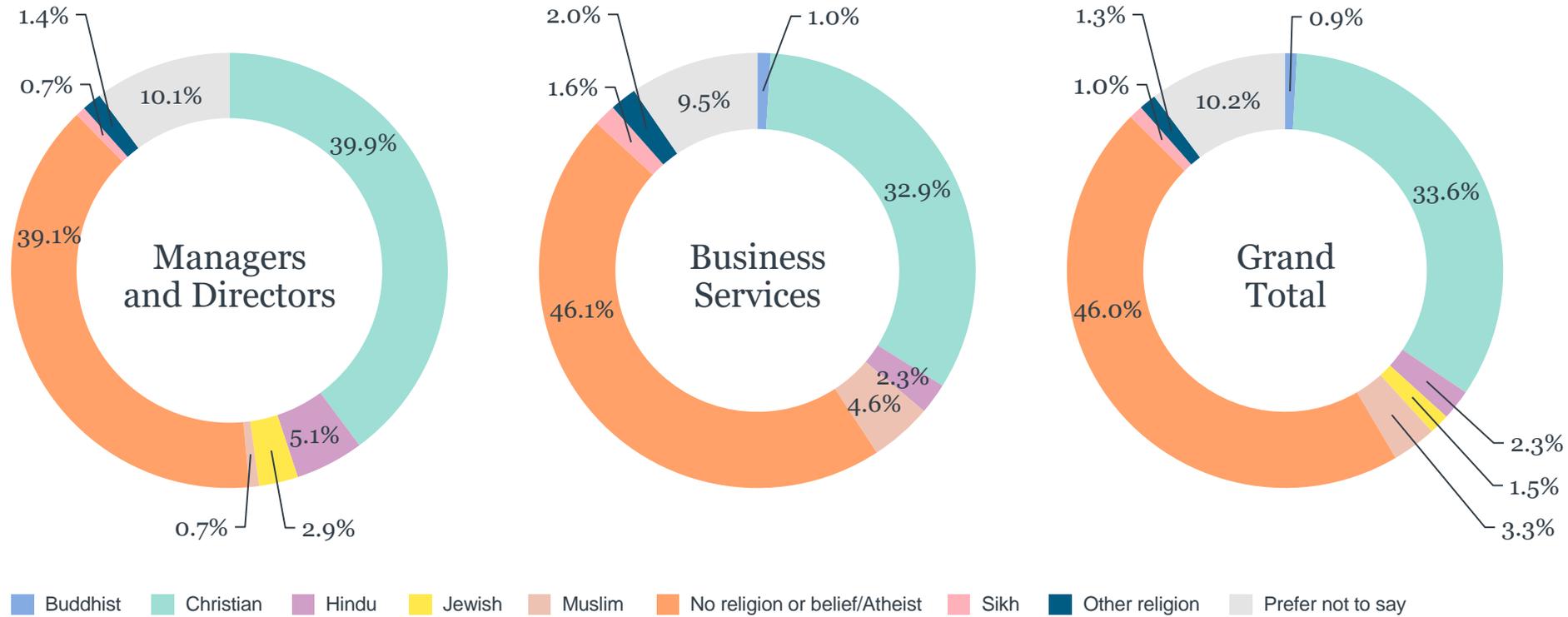
Cultural Diversity



What is your religion or belief?

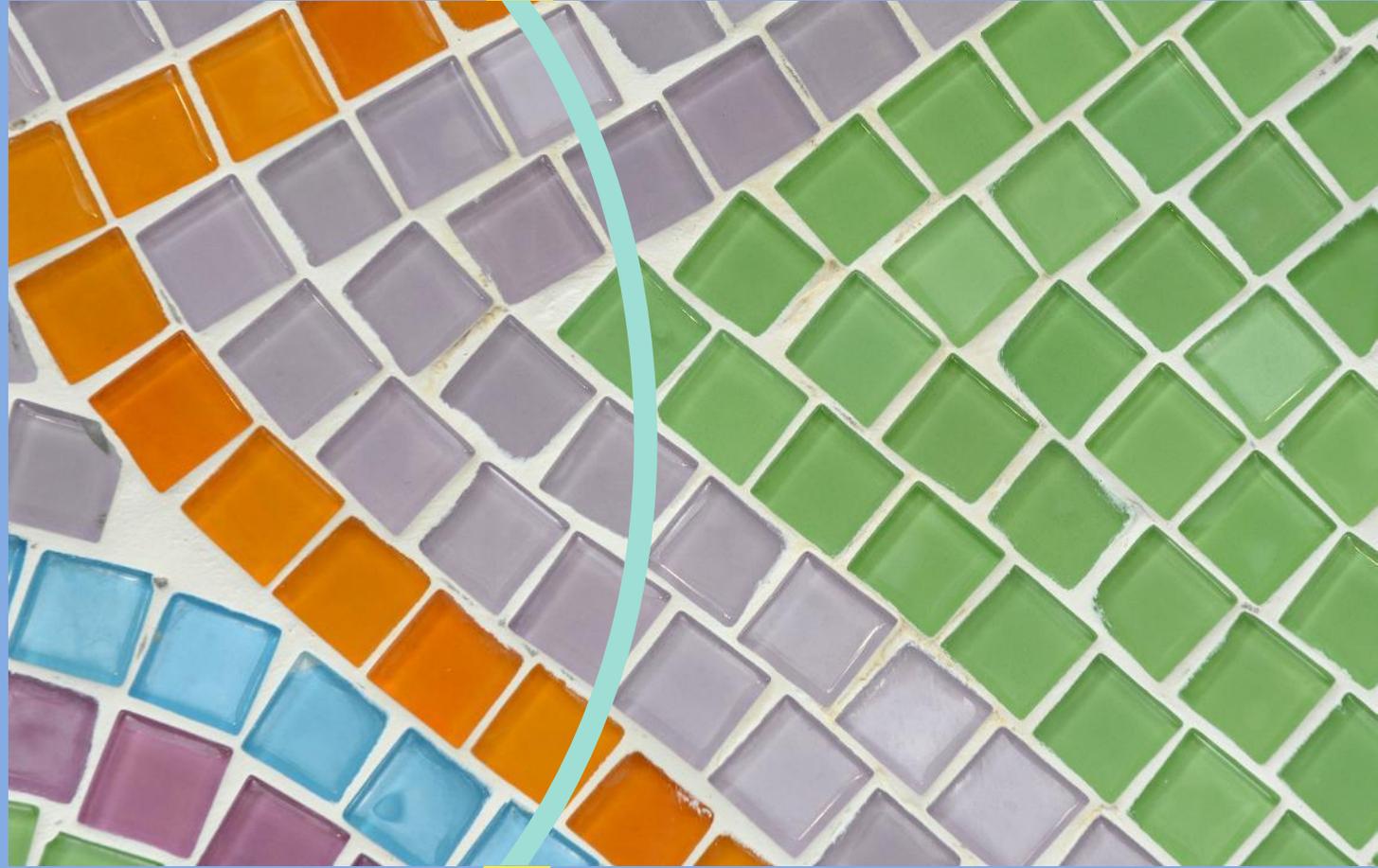


What is your religion or belief?

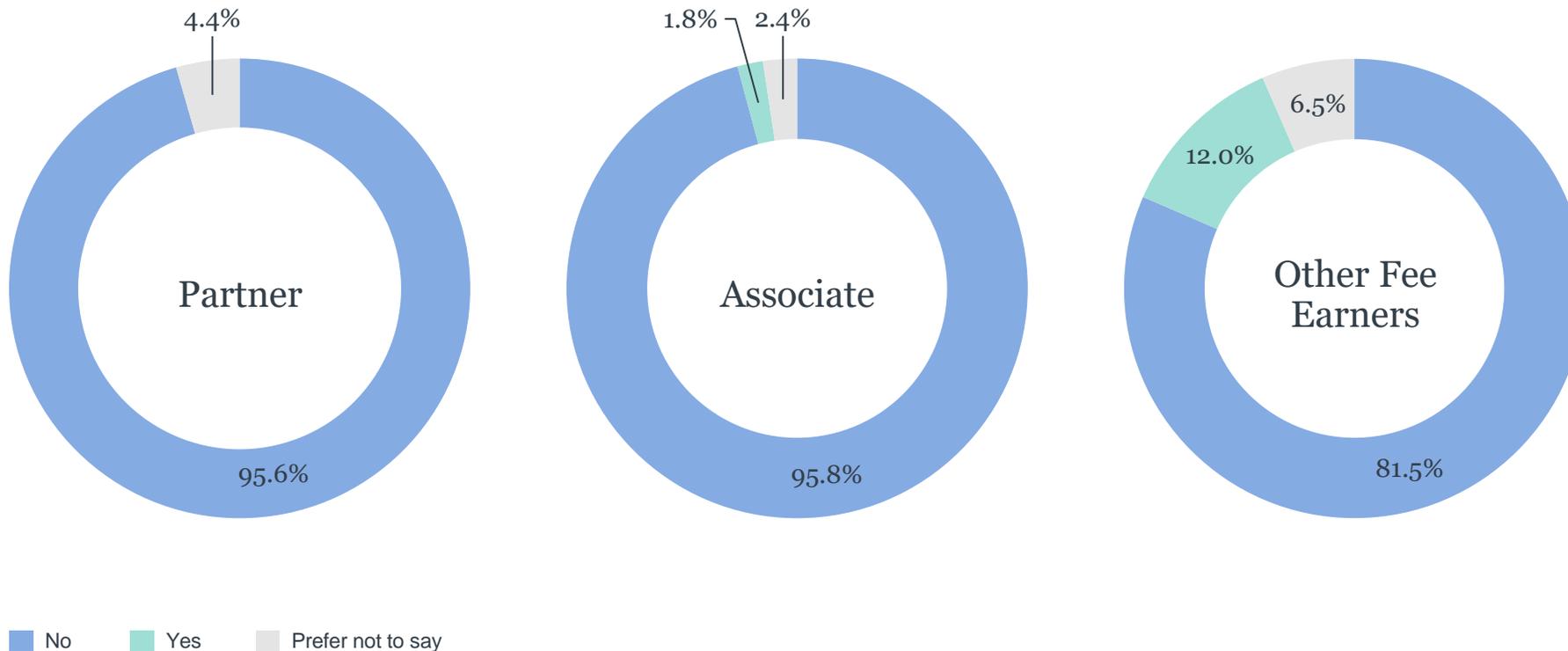




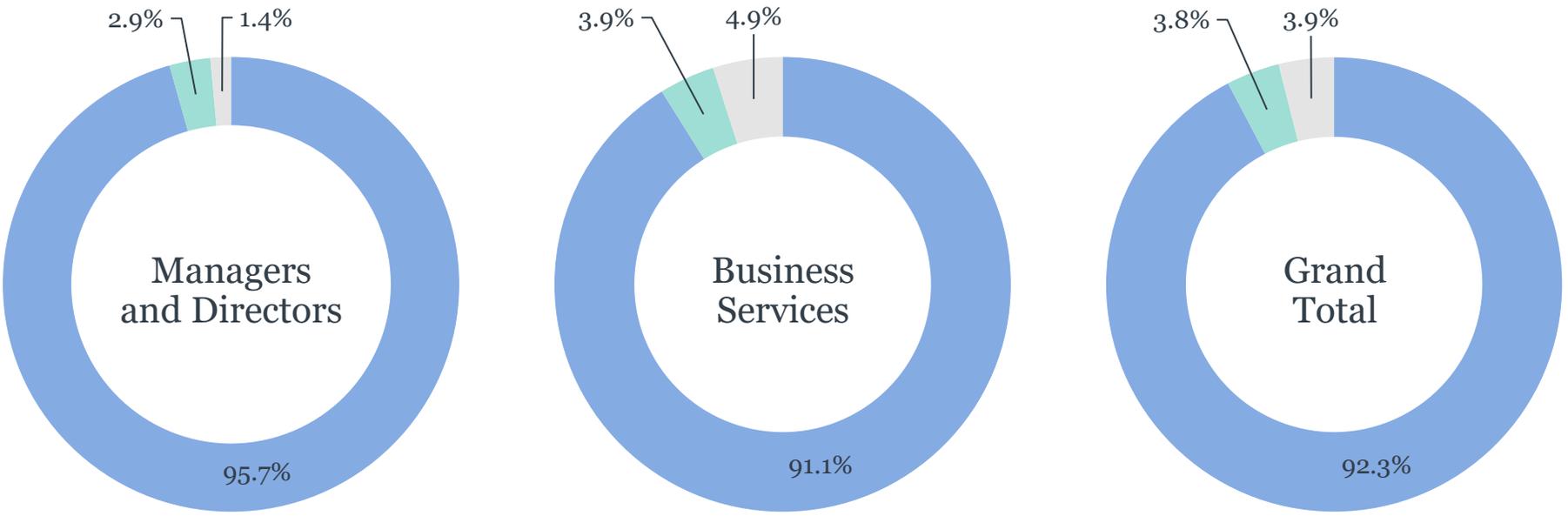
Disability



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

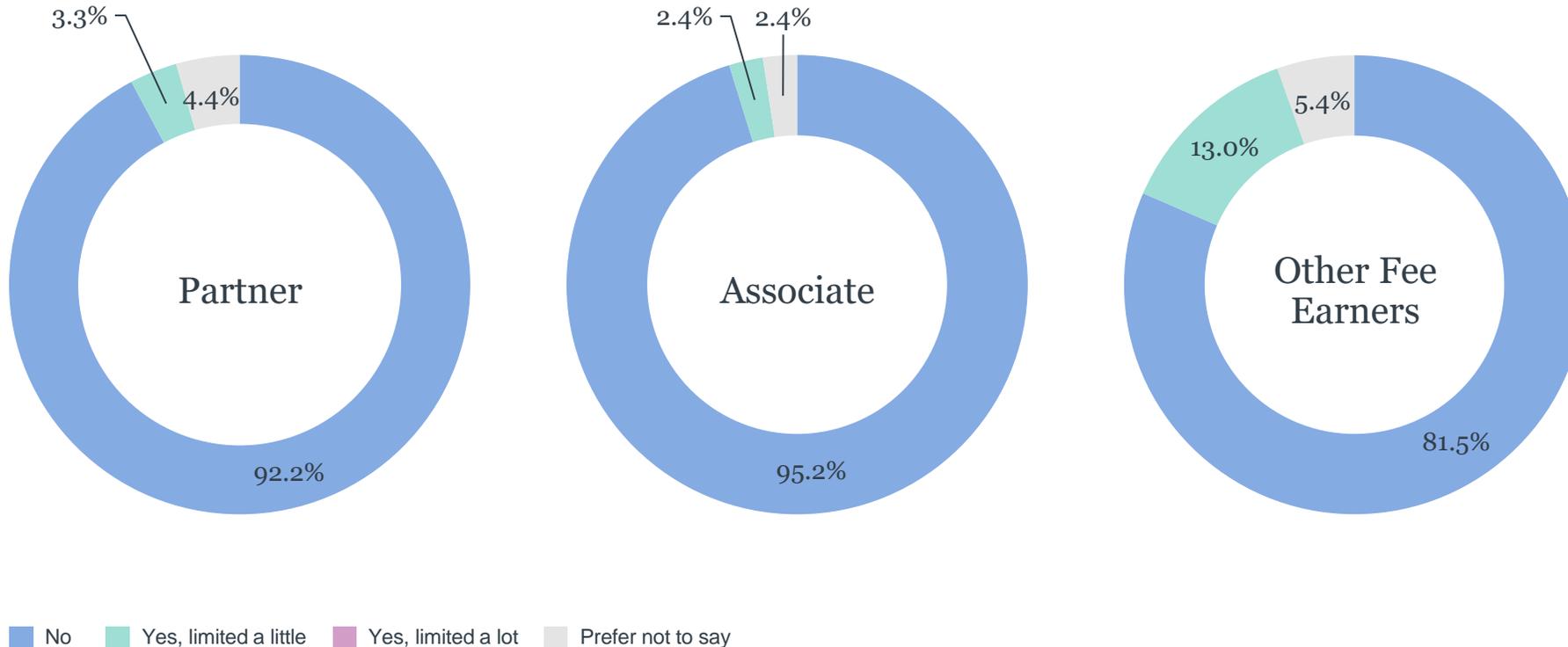


Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

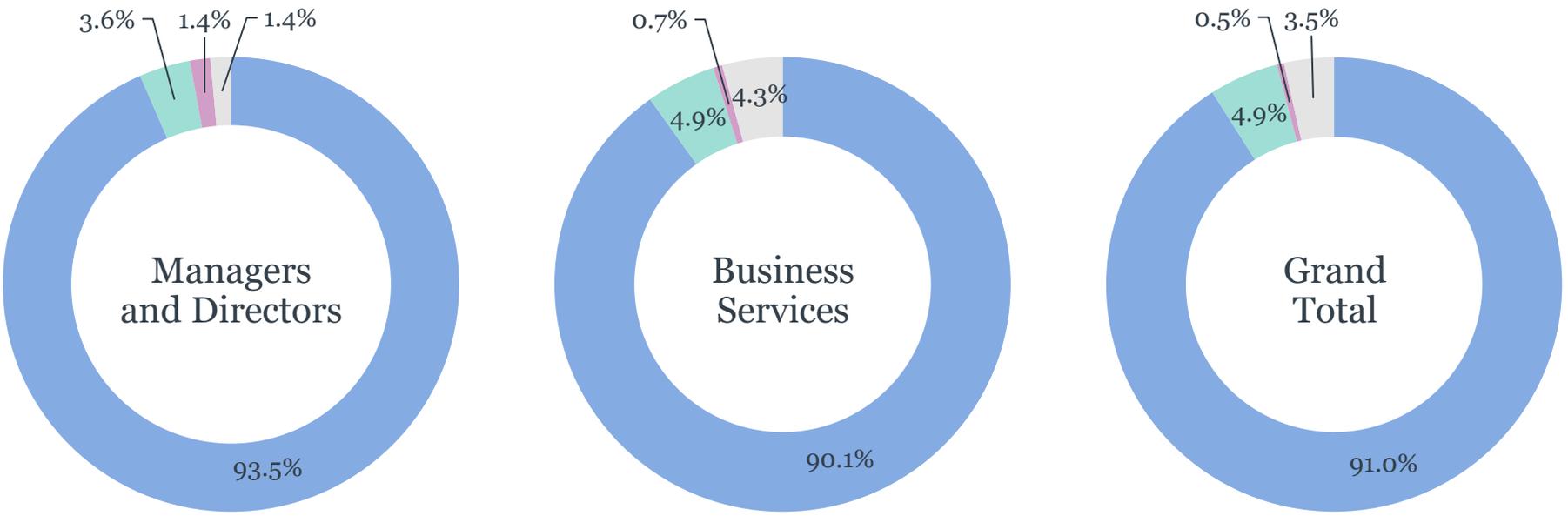


■ No ■ Yes ■ Prefer not to say

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?



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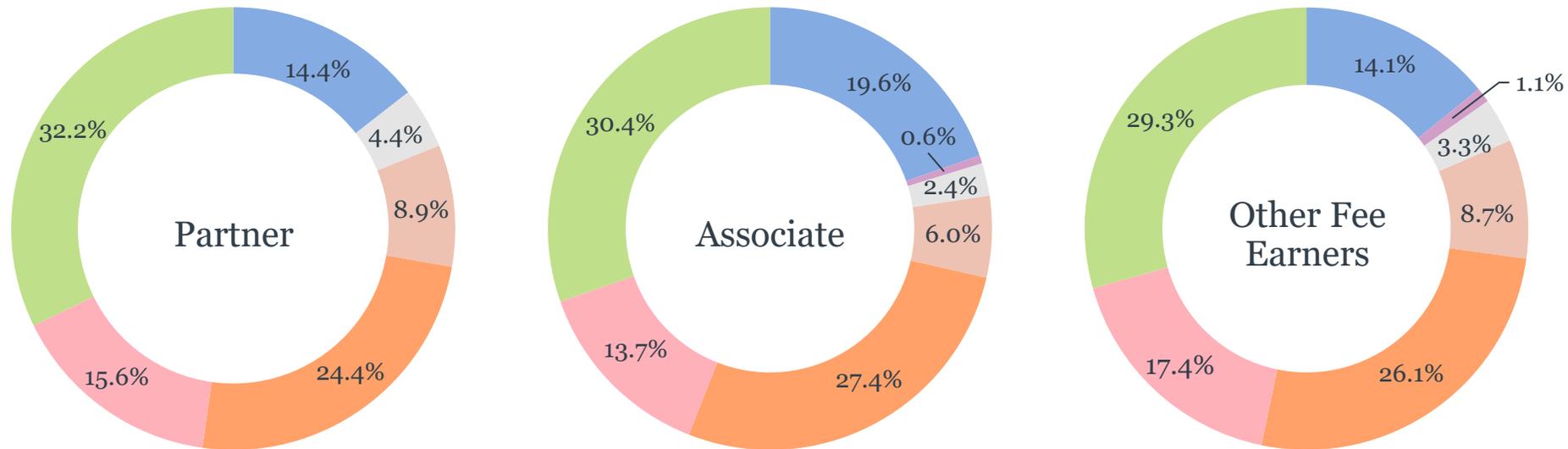
■ No ■ Yes, limited a little ■ Yes, limited a lot ■ Prefer not to say



Social Mobility

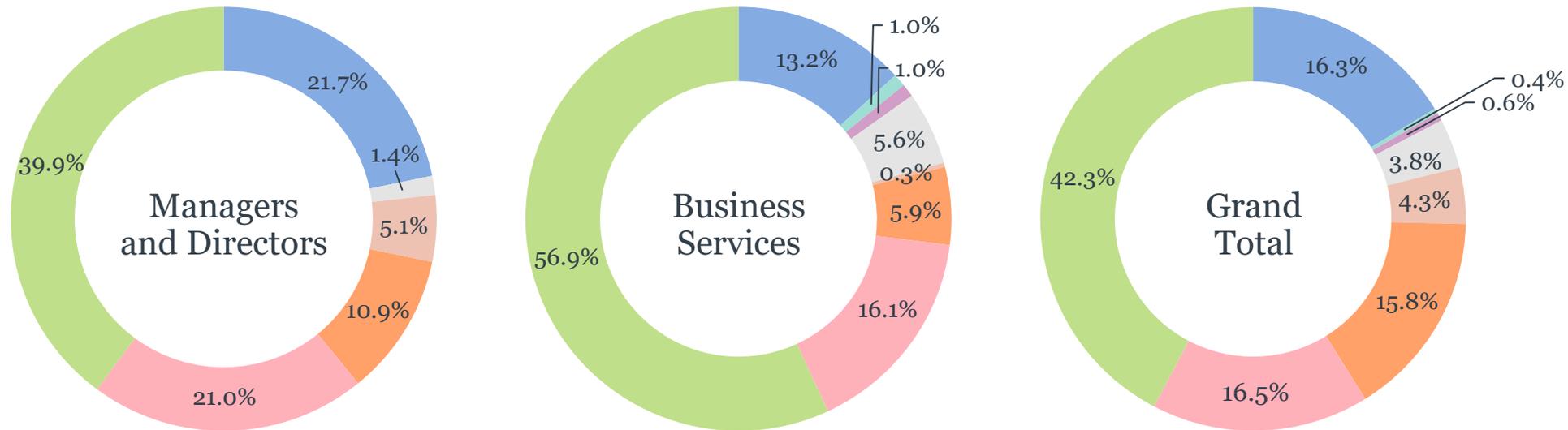


What type of school did you mainly attend between the ages 11-16?



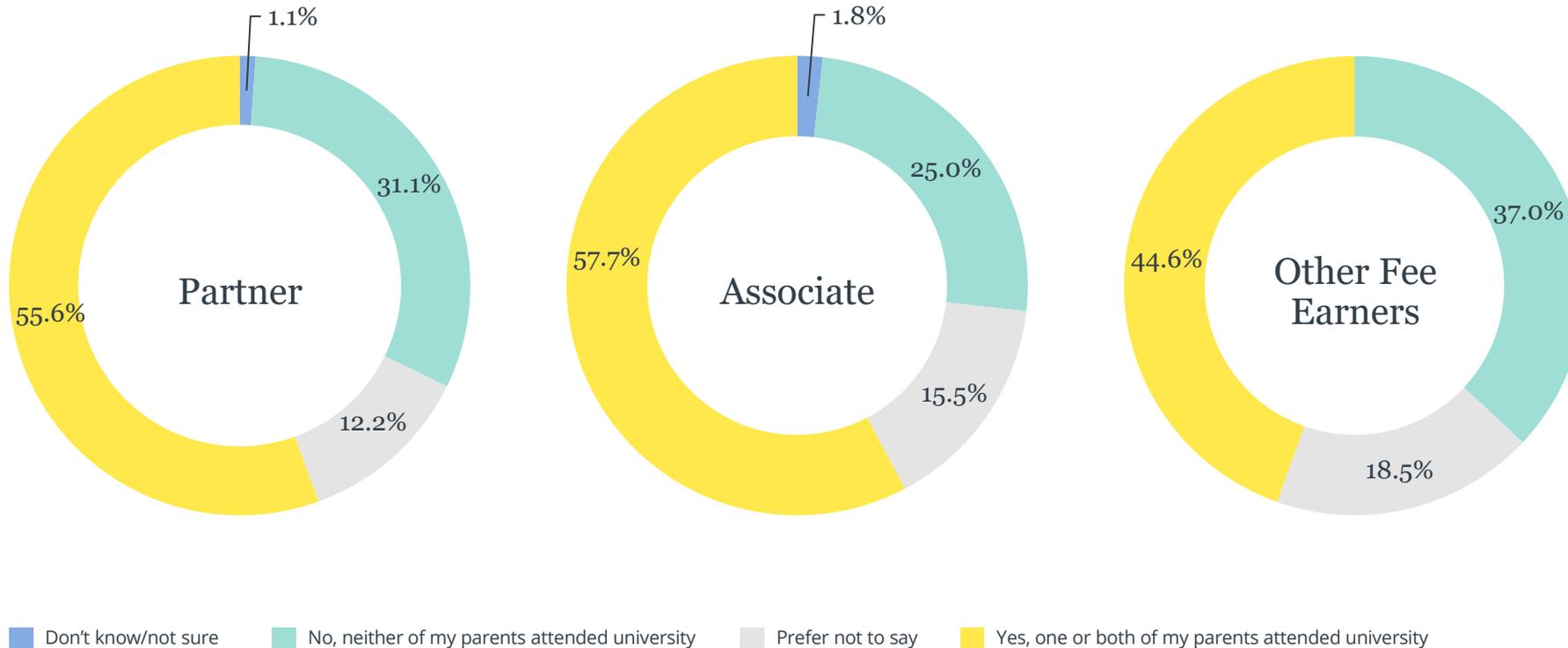
- Attended school outside the UK
 ■ Don't know
 ■ Other
 ■ Prefer not to say
 ■ UK independent/fee-paying school (bursary)
- UK independent/fee-paying school (no bursary)
 ■ UK state run or funded school (selective)
 ■ UK state school (non-selective)

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

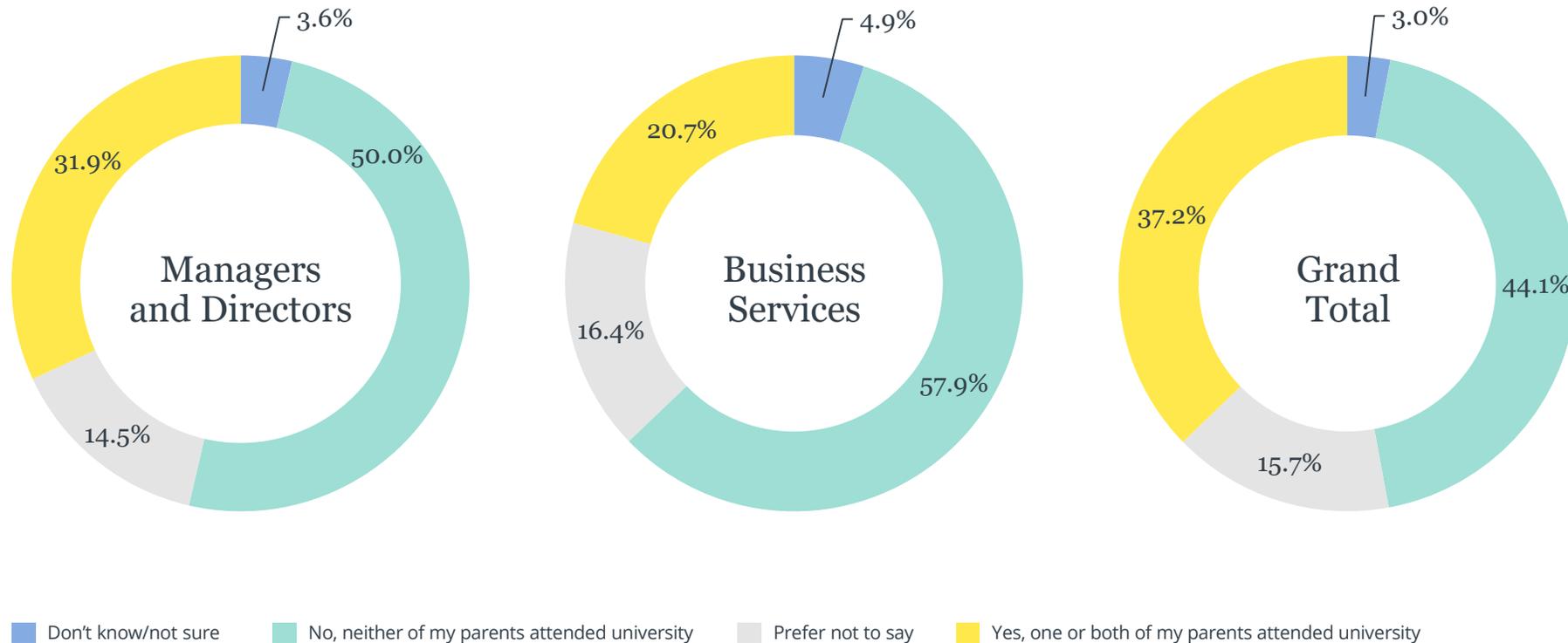


- Attended school outside the UK
 ■ Don't know
 ■ Other
 ■ Prefer not to say
 ■ UK independent/fee-paying school (bursary)
- UK independent/fee-paying school (no bursary)
 ■ UK state run or funded school (selective)
 ■ UK state school (non-selective)

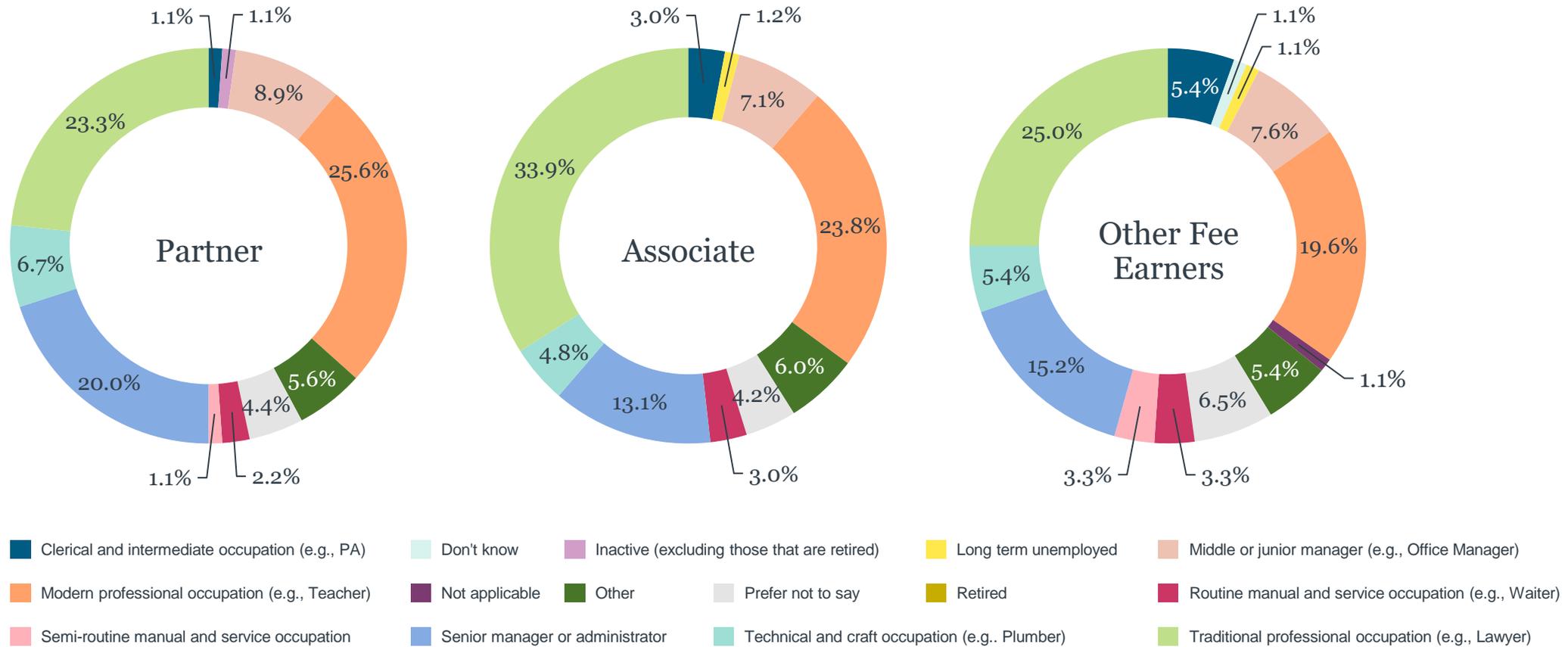
Did either of your parents/guardians attend university and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?



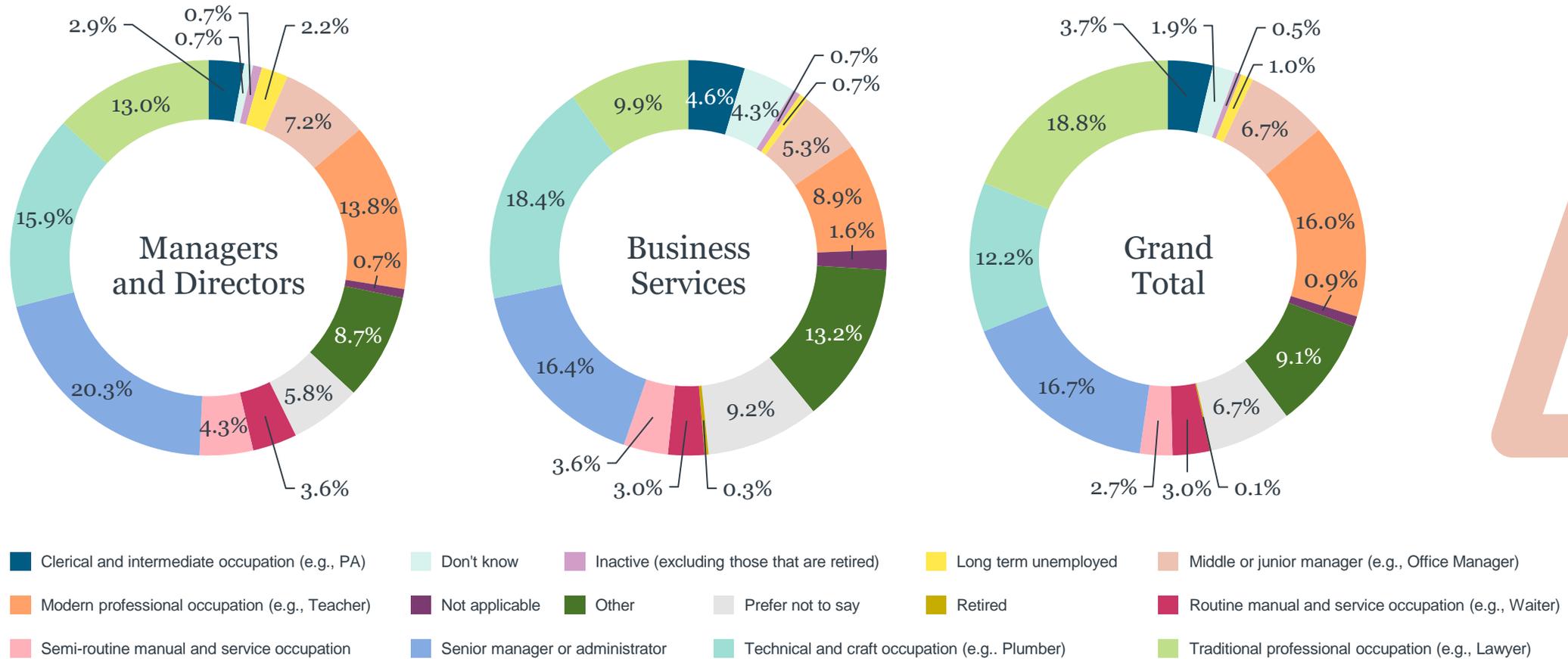
Did either of your parents/guardians attend university and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?



When you were 14, which best describes the sort of work the main/highest income earner in your household did in their main job?



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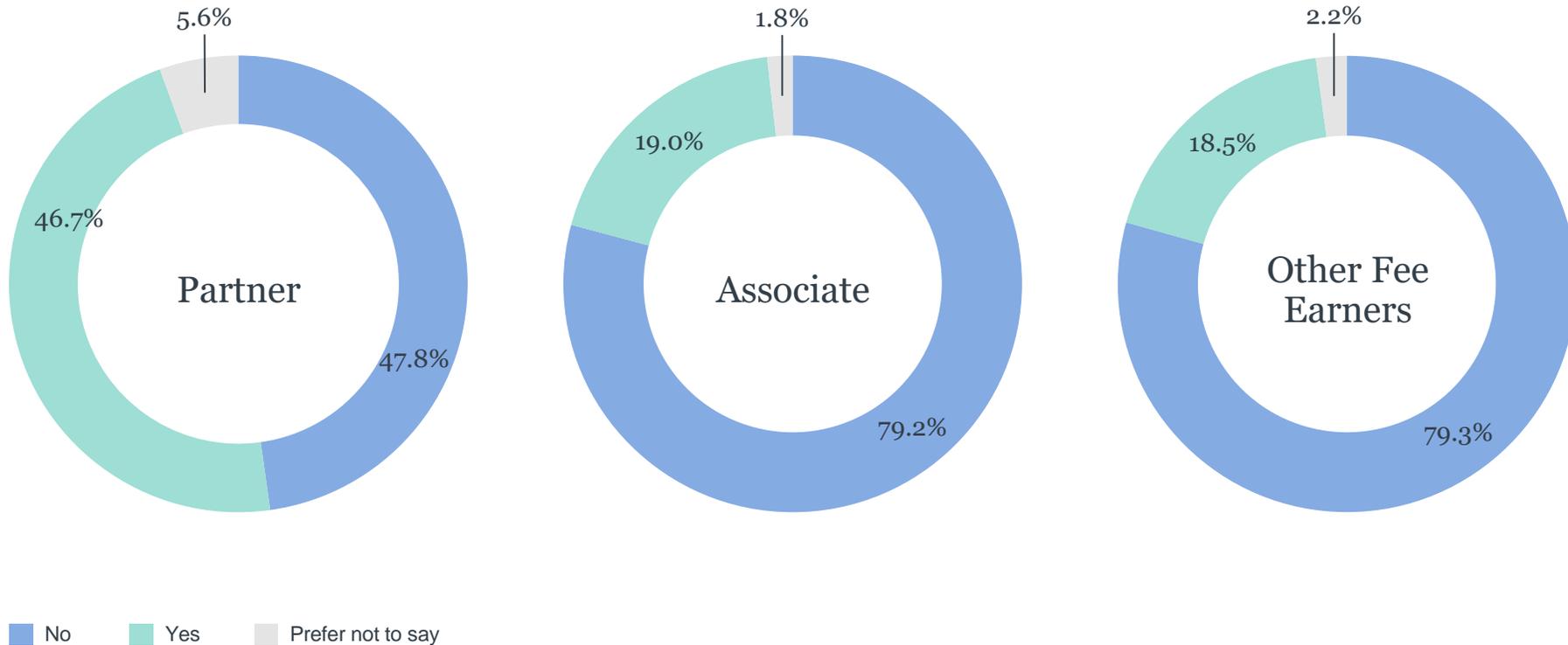




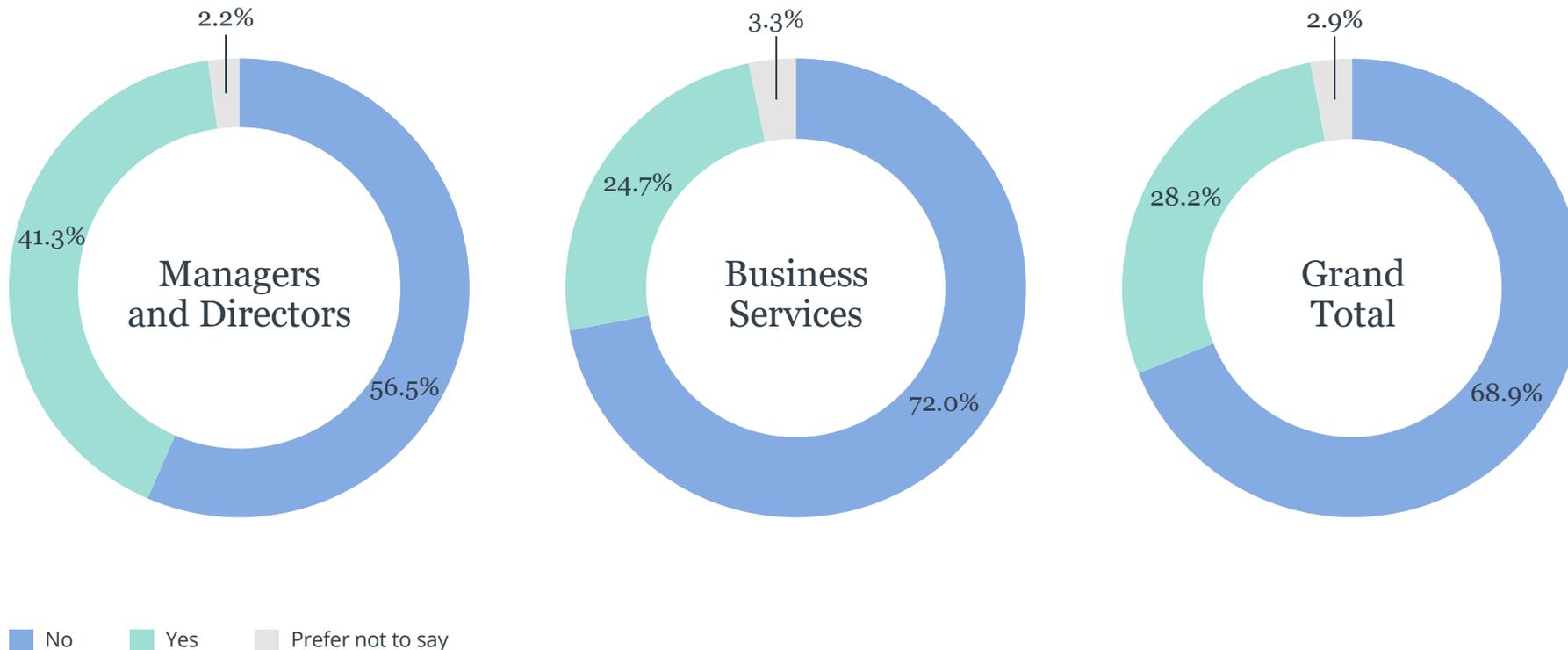
Caring Responsibilities



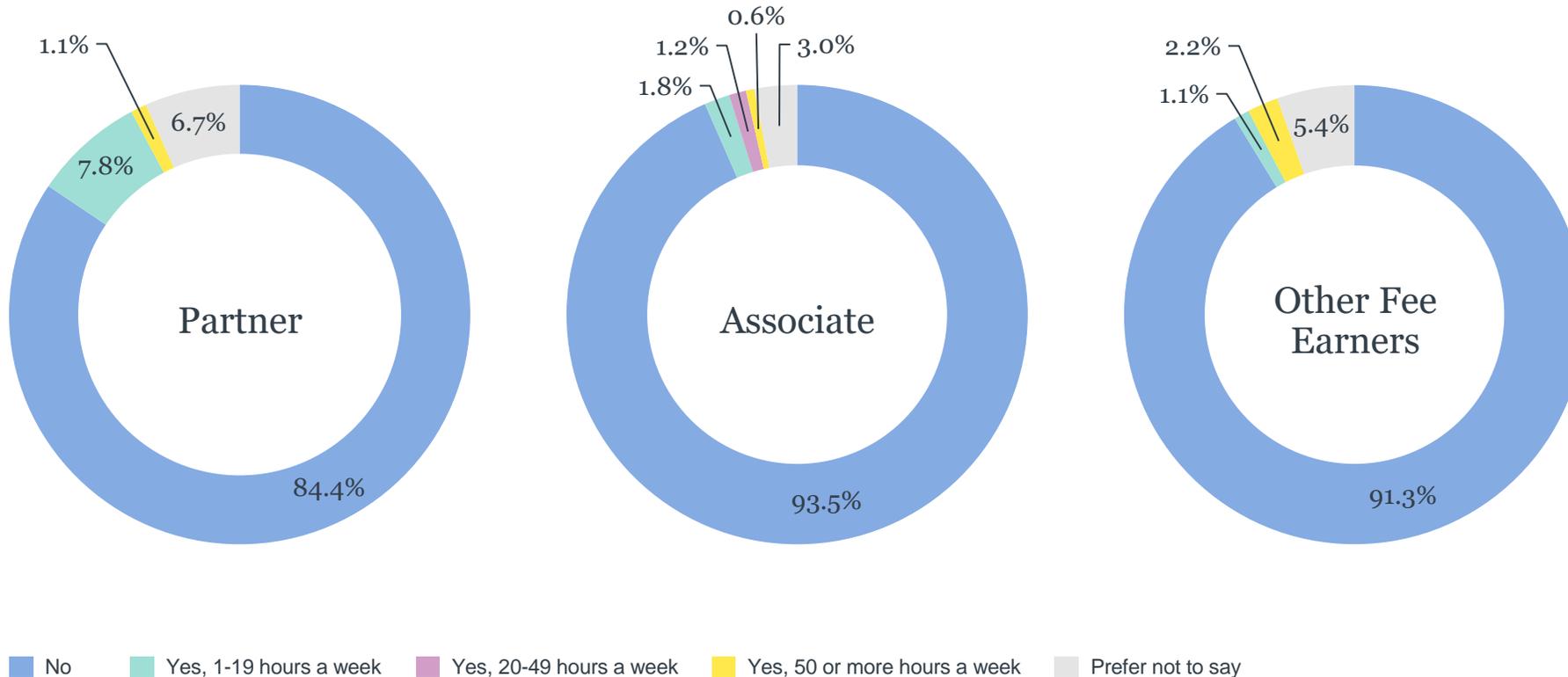
Are you a primary carer for a child or children under 18?



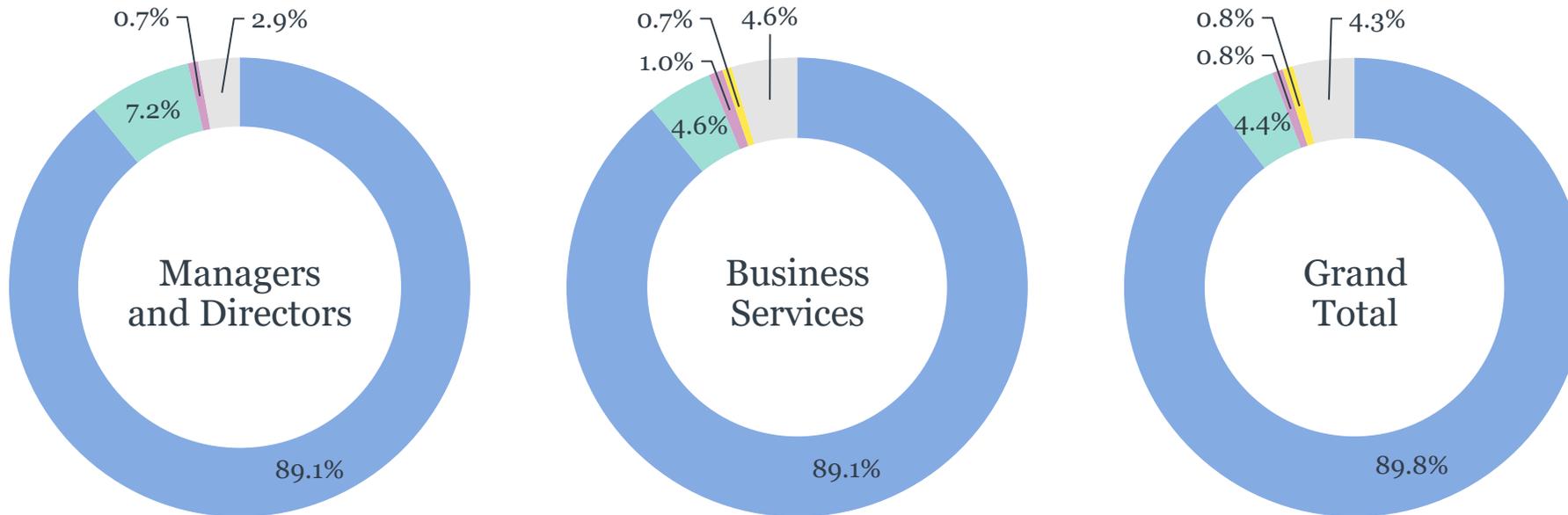
Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age?



■ No ■ Yes, 1-19 hours a week ■ Yes, 20-49 hours a week ■ Yes, 50 or more hours a week ■ Prefer not to say

One firm.
Your firm.



Thank you

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● *Hamburg* ● *Helsinki* ● *Hong Kong* ● *London* ● *Luxembourg* ● *Lyon* ● *Madrid* ● *Milan* ● *Munich* ● *Paris* ● *Prague* ● *Rome* ● *San Francisco* ● *Shanghai*
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