

Equality & Diversity 2019

Bridge McFarland LLP is committed to promoting equality of opportunity for all staff and job applicants. We aim to create a working environment in which all individuals are able to make best use of their skills, free from discrimination or harassment, and in which all decisions are based on merit.

We are required, under the Solicitors Regulation Authority (SRA) guidelines, to ask our staff to complete an anonymous diversity survey. We conducted our annual survey in April 2019. At that time we had 187 staff members and 72.72% responded. A summary of the firm's results are outlined below.

Which age category are you in?

16-24	19.12%
25-34	25.00%
35-44	19.12%
45-54	21.32%
55-64	11.76%
65+	2.94%
Prefer not to say	0.74%

Which gender do you identify with?

Man	13.97%
Woman	84.56%
Other preferred description	0.74%
Prefer not to say	0.74%

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

Yes	2.96%
No	94.81%
Prefer not to say	2.22%

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	0.74%
Yes, limited a little	2.94%
No	94.12%
Prefer not to say	2.21%

What is your ethnic group?

Bangladeshi	0.74%
Indian	1.47%
British/English/Welsh/Northern Irish	94.85%
Any other White Background	1.47%
Prefer not to say	1.47%

What type of school did you mainly attend between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

UK state run or funded school (selective on academic, faith or other grounds)	22.22%
UK state school (non selective)	67.41%
UK independent/fee paying school (bursary)	1.48%
UK Independent/fee paying school (no bursary)	3.70%
Attended school outside the UK	0.74%
Don't know	2.96%
Prefer not to say	1.48%

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?	
At least one has a degree level qualification	22.22%
Qualifications below degree level	37.04%
No formal qualifications	16.30%
Don't know	16.30%
Not applicable	2.22%
Other	0.74%
Prefer not to say	5.19%
Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	13.24%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	2.94%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	11.03%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	22.06%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	10.29%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	14.71%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	2.21%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	6.62%
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0.74%
Other	8.09%
Don't know	4.41%
Prefer not to say	5.88%
Are you a primary carer for a child or children under 18?	
Yes	22.22%
No	77.04%
Prefer not to say	0.74%
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)?	
No	86.76%
Yes, 1-19 hours a week	7.35%
Yes, 20-49 hours a week	1.47%
Yes, 50 or more hours a week	0.74%
Prefer not to say	3.68%

