

# Burges Salmon 2011 diversity statistics

## Gender

	Male actual headcount	Female actual headcount	Total
Partner	58 (82.9%)	12 (17.1%)	70
Senior Associate	45 (47.4%)	50 (52.6%)	95
Associate	26 (60.5%)	17 (39.5%)	43
Solicitor	48 (57.1%)	36 (42.9%)	84
Trainee	23 (54.8%)	19 (45.2%)	42
Other legal staff	6 (26.1%)	17 (73.9%)	23
Non-legal management	14 (33.3%)	28 (66.7%)	42
Secretaries	1 (0.9%)	116 (99.1%)	117
Other non-legal staff	31 (28.4%)	78 (71.6%)	109

Source - firm's HR database

## Ethnicity

	Declared non-minority ethnic	Declared minority ethnic	No response
Partner	69 (98.6%)	1 (1.4%)	0 (0.0%)
Senior Associate	76 (80.0%)	3 (3.2%)	16 (16.8%)
Associate	34 (79.1%)	0 (0.0%)	9 (20.9%)
Solicitor	76 (90.5%)	6 (7.1%)	2 (2.4%)
Trainee	39 (92.9%)	3 (7.1%)	0 (0.0%)
Other legal staff	21 (91.3%)	0 (0.0%)	2 (8.7%)
Non-legal management	36 (85.7%)	0 (0.0%)	6 (14.3%)
Secretaries	99 (84.6%)	3 (2.6%)	15 (12.8%)
Other non-legal staff	97 (89.0%)	4 (3.7%)	8 (7.3%)

Source - firm's HR database

## Disability

	Declared disability
Partner	2 (3.5%)
Senior Associate	0 (0.0%)
Associate	1 (3.4%)
Solicitor	0 (0.0%)
Trainee	0 (0.0%)
Other legal staff	1 (9.1%)
Non-legal management	2 (7.4%)
Secretaries	1 (1.0%)
Other non-legal staff	2 (2.3%)

Source - diversity survey respondents

## Flexible working

	Flexible working
Partner	6 (9%)
Senior Associate	29 (31%)
Associate	5 (12%)
Solicitor	5 (6%)
Trainee	0 (0%)
Other legal staff	5 (22%)
Non-legal management	7 (17%)
Secretaries	31 (26%)
Other non-legal staff	30 (28%)

Source - firm's HR database

## Sexual orientation

	Declared LGBT
Legal Staff	5 (2%)
Secretarial and Support Staff	4 (2%)

Source - diversity survey respondents

## Religion

Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other	None
2	242	0	1	2	1	5	201
0.4%	53%	0.0%	0.2%	0.4%	0.2%	1.1%	44%

Source - diversity survey respondents

## Age

	Partners	Fee Earners	Secretarial and Business Support
16 - 24	0%	5%	13%
25 - 35	6%	69%	36%
36 - 45	53%	20%	28%
46 - 55	37%	4%	16%
56 - 65	4%	2%	7%
66 +	0%	0%	0%

Source - firm's HR database