

Equality & Diversity 2023

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 July 2023. At that time we had 169 staff members and 83.43% responded. A summary of the firm's results are outlined below.

Age Category

16-24	13.24%
25-34	23.53%
35-44	25.00%
45-54	19.12%
55-64	14.71%
65+	0.00%
Prefer not to say	4.40%

Gender

Male	13.24%
Female	84.56%
Other preferred description	0.00%
Prefer not to say	2.20%

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

Yes	2.21%
No	94.85%
Prefer not to say	2.94%

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	0.00%
Yes, limited a little	5.88%
No	91.18%
Prefer not to say	2.94%

What is your ethnic group?

Asian/white	0.74%
Black/white African	1.46%
Any other ethnic group	0.74%
Any other ethnic mixed	0.74%
British	89.70%
Any other white	3.68%
Pakistani	0.74%
PNTS	2.20%

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)	13.23%
UK state school (non selective)	76.47%
UK independent/fee paying school (bursary)	3.68%
UK Independent/fee paying school (no bursary)	0.00%

Attended school outside the UK	1.47%
Don't know	1.47%
Prefer not to say	3.68%
Did either parent attend university by the time you were 18?	
Yes	13.24%
No	78.68%
Not sure	4.41%
Prefer not to say	3.67%
Are you a primary carer for a child or children under 18?	
Yes	27.20%
No	72.00%
Prefer not to say	0.80%
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	91.91%
Yes, 1-19 hours a week	5.15%
Yes, 20-49 hours a week	0.00%
Yes, 50 or more hours a week	0.00%
Prefer not to say	2.94%

