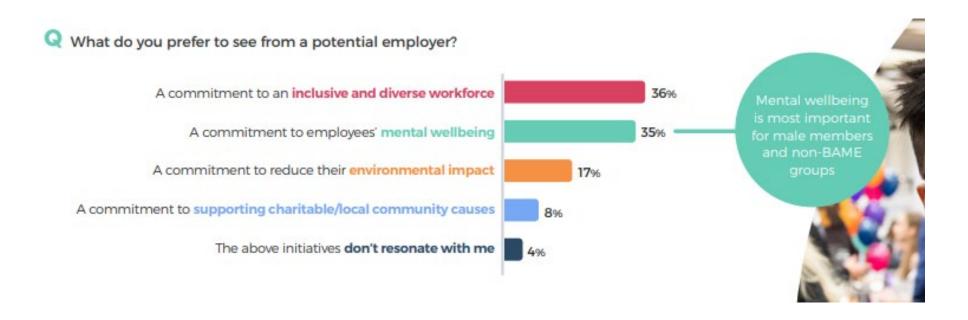


CLYDE&CO

Creating a diverse workforce from the ground up

Students want to see more diversity



Source: Bright Network





Businesses need more diversity

Ethnic diversity – market picture

UK undergraduate law students:

41% are from minority ethnic groups

Solicitors with current practicing certificates:

14% from minority ethnic groups (based on the proportion of admissions where ethnicity is known)

Partners in UK law firms: c10% partners of BAME origin (8% for firms of 50+ partners)

BAME trainee hiring and promotion

- Magic circle and larger City firms c.28% in 2019/20.
- Industry average < 20%.
- National firms BAME trainee numbers have fallen from 15% to 10% in the five years to 2019/20.

% from state school UK population Trainees at national firms Trainees at leading firms 0 20 40 60 80 100

Source: Law Society





The state of the Nation

Early Years

Black ethnic groups statistically more likely to be born into income poverty – Black African (45%), Black Caribbean (30%) than White British (20%)

Clear pathway from childhood poverty to reduced educational outcomes and employment opportunities with future earnings reduced on average by 28%*

Black ethnic groups are statistically most likely to be in severe income poverty with a household income of less than £400 per week*

Poverty and social deprivation in childhood is a circular problem strongly linked to educational and employment underachievement

0.7% black students were studying at UK private schools in 2019 census

Education

34% black students achieved a pass in Maths and English GCSE in 2018 vs 43% White British students

5% black students achieved at least 3 A grades in 2019 vs 13% overall average

Black population studying at UK universities is 7.4% but less than 4% are studying at Russell Group Universities

Black students receive 5 fewer offers for every 100 applications made than White British students - even when educational attainment is controlled

Only 56% black students achieve a 2:1 compared to 81% white students with the same A level grades

Only 7% of UK universities are actively looking to address the attainment gap between black and white students

The Job Market

Black graduates are almost twice as likely to be unemployed than white graduates 6 months post University

Black students submit 60% more job applications than white students before receiving a positive response from employers

Yet Black students are more likely to take part in sports and societies, volunteer and have jobs than white students.

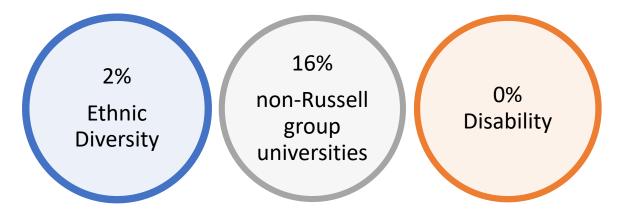
Black students more likely to undertake paid employment during University due to less family wealth, this has a clear link to disrupting grades

Black students are significantly less prepared for the job market due to lack of material wealth, parent advice, society and cultural capital





2017 Recruitment Recap



Corporate employer brand

Traditional campus approach

Limited partnerships

Emphasis on previous experience





What did we do differently?

Early Careers website / brand

More diverse representation

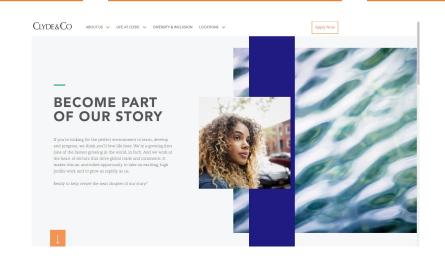
Targeted events



Contextualised data

Began measuring success









What did we do differently?



Pipeline generating

Social mobility focused

YOUR INTRODUCTION INTO LAW

This is an opportunity to spend a week in one of our worldrenowned departments and to shadow one of our experienced lawyers, as well as receiving nine months of ongoing mentoring throughout the academic year. You'll be able to get experience one of our complex legal transactions, develop an understanding of our core industry sectors and learn how we help our clients to achieve their commercial objectives.



Added value

Award winning





Fast Forward to 2021

26%

Ethnic Diversity



35%

non-Russell group universities



8% Disability

Target Jobs - Best Virtual Assessment Experience

2021 ISE - Outstanding Employer and Supplier Recruitment Partnership – Clyde & Co and Bright Network

ISE Awards - Commitment to Improving Diversity through Student Resourcing

2020 ISE Awards - Best Work Experience, Internship or Placement Programme

People in Law Awards - Best Apprenticeship Initiative

2019 Aspiring Solicitors - All Star Improvement in Diversity and Inclusion





What's next?

