

Diversity report Totum 2020

Totum's latest diversity statistics show our sustained commitment to building recruitment practices that promote diversity and inclusion. They also show that we have strong foundations in place to deliver future improvements in key areas.

This report details diversity data, based on information given by candidates who signed up with Totum from January to December 2019, on areas including ethnicity, age, gender, sexual orientation and disability.



Gender equality

Overall, we have been able to maintain the positive trend shown in our statistics in 2017 and 2018. We continue to enjoy a particularly even balance of male to female candidates, if not slightly weighted towards women.

Over the whole year, we had:



This represents fewer female candidates compared to last year (65% of candidates were female in 2019), but figures were skewed somewhat by a campaign in the first quarter of 2018, which resulted in a particularly high spike of female candidates signing up during that time. This year's figures are much more in keeping with our longer-term trends.

We are delighted that we are maintaining such an even gender balance and at all levels of seniority.

Age groups

In keeping with our diversity statistics from 2017 and 2018, our 2019 candidates covered all age ranges.



But in 2019, we registered more candidates aged between 16 and 24, up to 18% from 8% in 2018.

It is good to know that we are successfully attracting younger candidates to the many opportunities to establish their careers in the professional services sector. Opportunities are growing at more junior levels, with solid career development frameworks for advancement to more senior roles in business services functions.

Other age groups split as follows:

29%

candidates aged 24-34

28%

candidates aged 35-44

18%

candidates aged 45-54,

4%

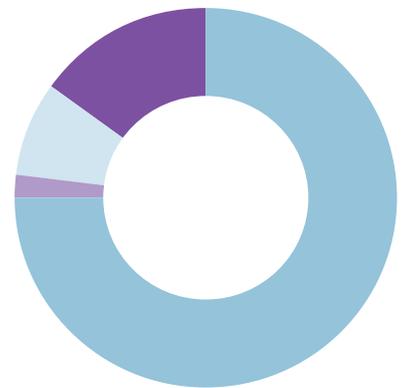
candidates aged 55 to 64

*(3% preferred not to say)

We are delighted to be able to support candidates throughout their working lives, as career expectations and personal pressures / lifestyle needs change.

Ethnic Background

- White
- Asian / Asian British
- Black / Black British
- Mixed / Multiple ethnic groups



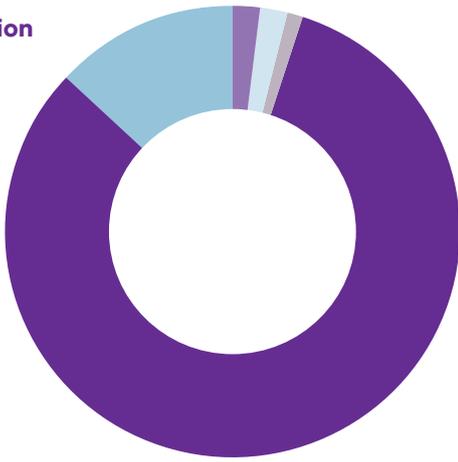
Ethnicity

In 2019, 28% of our candidates registered as Asian/Asian British, Black/Black British, or mixed/multiple ethnic groups, a slight increase on figures for 2017 and 2018. It is good to see that we have been able to sustain and improve our results here, which also compare favourably to UK-wide statistics on the Black, Asian and Minority Ethnic population.

Given that London has a minority ethnic population of 40%, however (according to the 2011 census), we will continue to work hard here, in partnership with our law firm partners, to demonstrate that the legal profession fully supports the development of talent from minority communities.

Sexual orientation

- Heterosexual / Straight
- Prefer not to say
- Bisexual
- Gay man
- Gay woman



Sexual orientation

The past year saw a slight drop in the number of candidates that identify as lesbian, gay or bisexual (LGB)

4% in 2019, compared to 6% in 2017 and 2018.

This still compares favourably with national statistics that show that **2% of the UK population identify as LGB, rising to 2.7 in London and 4% among younger people, aged 16-24.**

We also noticed that more people this year preferred not to answer this question (a rise to 13% in 2019 from 7% in 2018), but we will continue to monitor these figures to ensure that we continue to communicate the great strides law firms have made in becoming inclusive workplaces for LGBT communities (see charity Stonewall's top-100 LGBT-inclusive employers list for 2019, topped by Pinsent Masons and listing no fewer than 16 law firms overall).

Disability

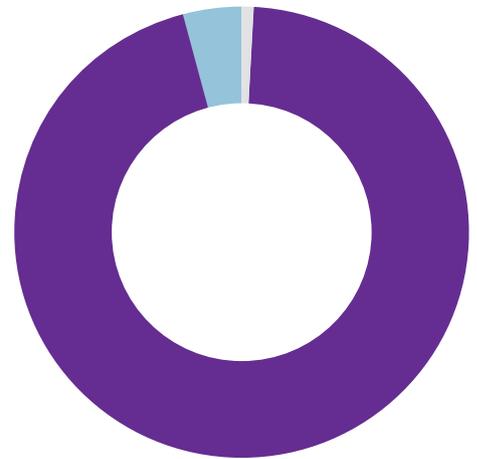
One area where we know we still need to improve is in our number of disabled candidates. Our statistics for 2019 show that just 1% of our candidates registered during this period identified as disabled.



Given that an estimated 19% of the working-age UK population are disabled (according to Government data), we will endeavour to improve this result and support more disabled candidates to register and find great jobs with us.

Disability

- No
- Yes
- Prefer not to say



Diverse future

We are very pleased to see that we have maintained our diversity scores overall – an equal number of men and women continue to make use of our recruitment services and it is good to see that nearly a third of those now come from the minority ethnic population. These are statistics we want to maintain and build upon.

Across other areas, we will continue to work extremely hard – and in partnership with our law firm clients – to support as diverse a range of talent as possible into the legal profession.