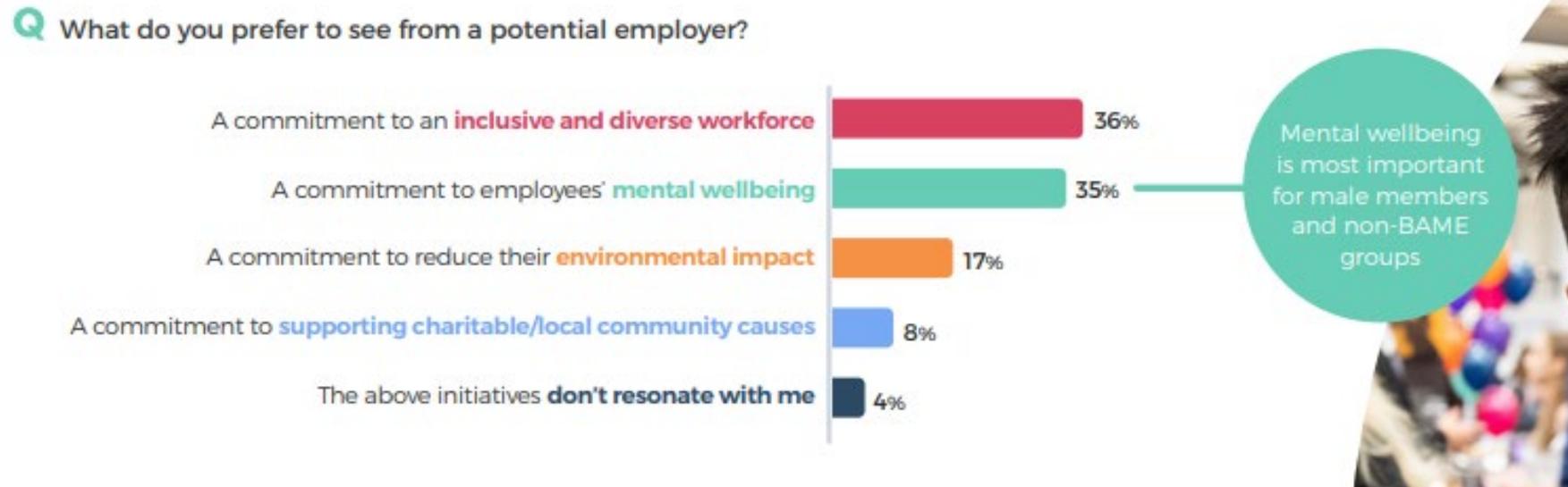




CLYDE&CO

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

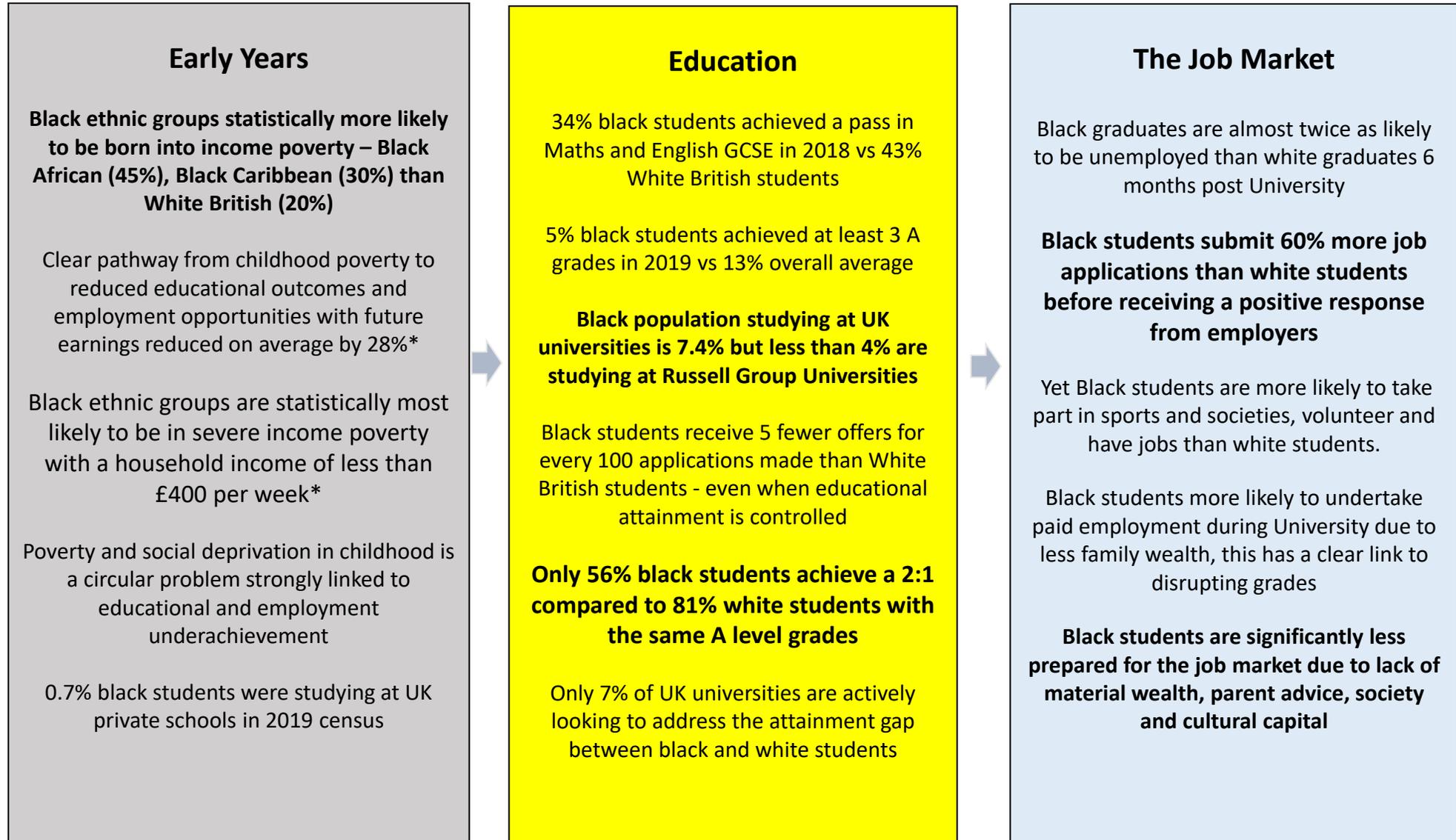
- Magic circle and larger City firms c.28% in 2019/20.
- Industry average < 20%.
- National firms BAME trainee numbers have fallen from 15% to 10% in the five years to 2019/20.

% from state school

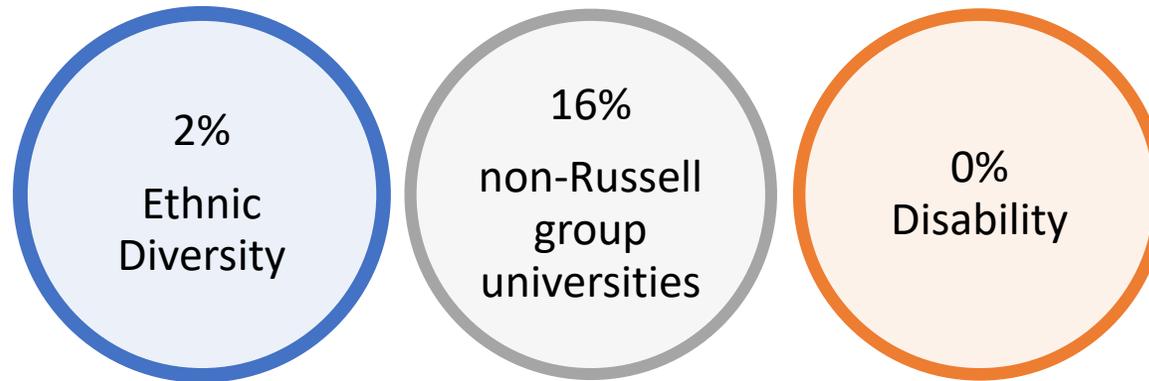


Source: Law Society

The state of the Nation



2017 Recruitment Recap



Corporate
employer
brand

Traditional
campus
approach

Limited
partnerships

Emphasis on
previous
experience

What did we do differently?

Early Careers
website /
brand

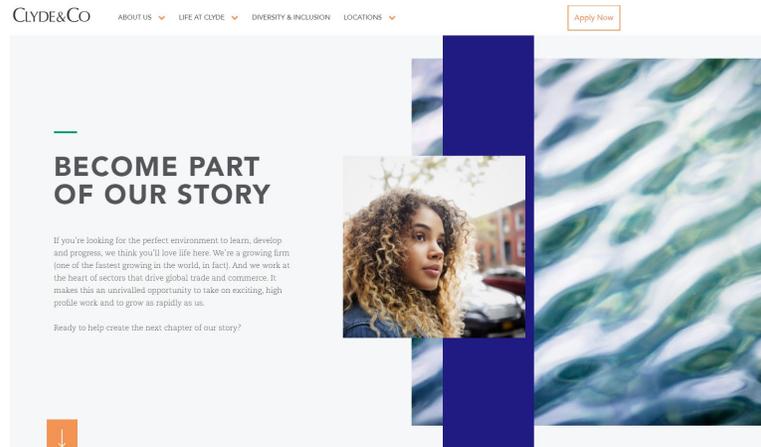
More diverse
representation

Targeted
events

Invested in
partnerships

Contextualised
data

Began
measuring
success



What did we do differently?

BRIGHT FUTURES PROGRAMME

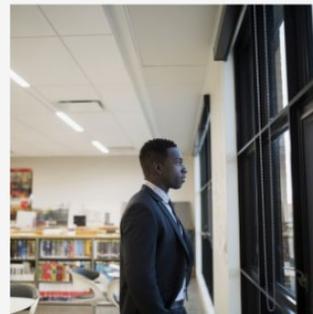
Our Bright Futures programme is a nine month programme which offers first-year law students and penultimate-year non-law students the opportunity to gain an insight into life at an international law firm. It is aimed at candidates who are from lower socioeconomic status groups looking for their first taste of life in a large commercial law firm.

[APPLY NOW →](#)



YOUR INTRODUCTION INTO LAW

This is an opportunity to spend a week in one of our world-renowned 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.



Pipeline
generating

Social mobility
focused

Added value

Award
winning

Fast Forward to 2021

26%
Ethnic Diversity



35%
non-Russell
group
universities



8% Disability

2021 Target Jobs - Best Virtual Assessment Experience
ISE - Outstanding Employer and Supplier Recruitment Partnership – Clyde & Co and Bright Network

2020 ISE Awards - Commitment to Improving Diversity through Student Resourcing
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?

