

TOTUM

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**Diversity report**  
Totum 2021

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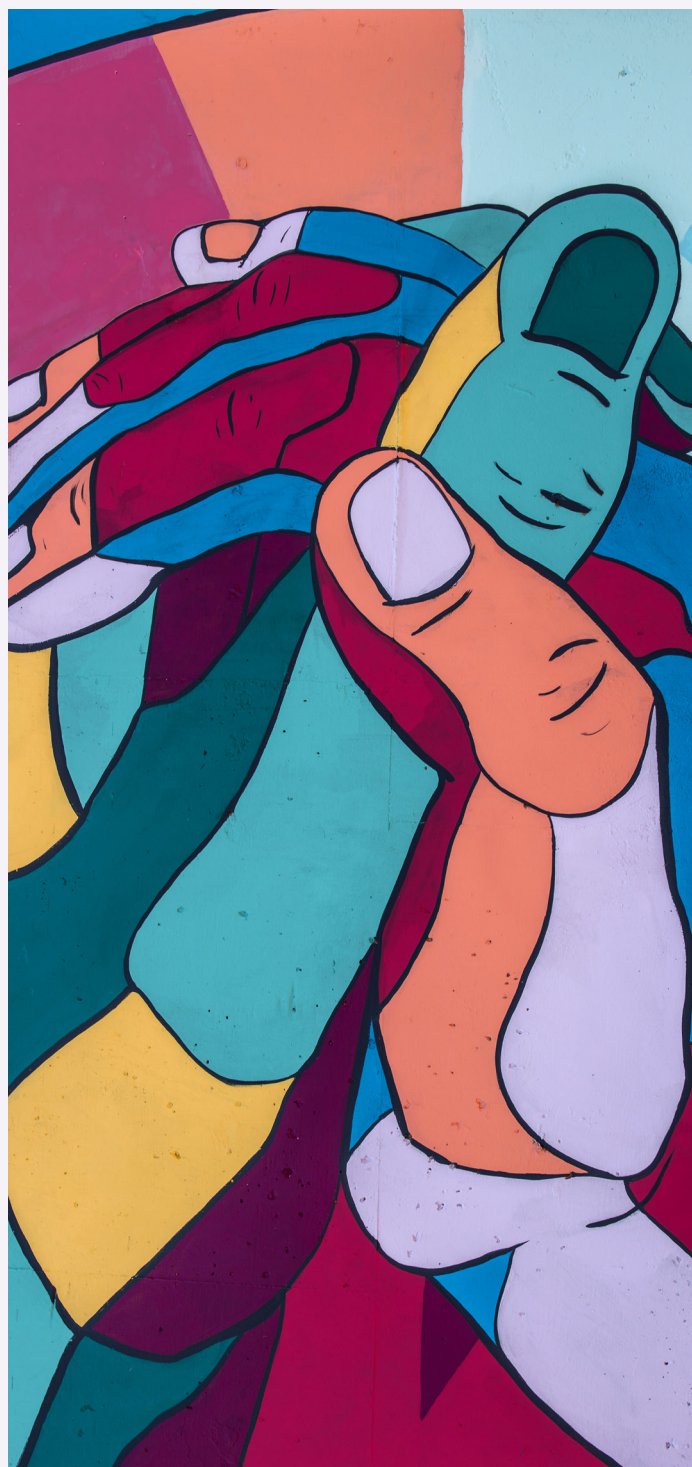




**The past year – at least from March 2020 – has been one of extraordinary business challenges as the world went into lockdown in the wake of Covid. In just one week, everyone shifted to working from home and this inevitably had an impact on typical business practices and processes.**

Despite that, Totum's latest diversity statistics show that we have still managed to maintain our strong commitment to recruitment practices that promote diversity and inclusion. In this year we hosted diversity webinars – including 'How to create the most diverse company in Britain' – and signed up to the Race Fairness Commitment, activities all representing our active determination to support diversity and inclusivity in the workplace.

This report details diversity data, based on information given by candidates who signed up with Totum from January to December 2020, on areas including ethnicity, age, gender, sexual orientation and disability.



## Gender equality

We are delighted that we have maintained an even balance of male to female candidates for the past four years. In 2020, we had 56% female candidates to 44% male, a figure that has remained sufficiently constant to suggest this is a long-term feature of business at Totum.

We are proud of our record in supporting both men and women into business services opportunities in the legal profession and we continue to prioritise shortlisting an even number of male and female candidates at all levels of seniority.

Over the whole year, we had:



## Age groups

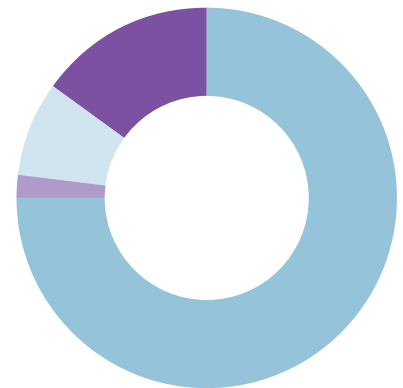
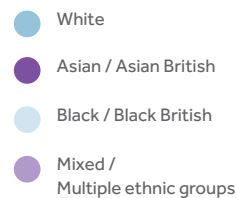
In keeping with our diversity statistics since 2017, our 2020 candidates covered all age ranges up to 65+.

Numbers were largely consistent with 2019, although we did notice a drop in the numbers of 16-24 year olds (from 18% to 10%) and a slight rise in numbers of candidates aged 25-34 (29% to 34%) and those aged 54-65 (4% to 10%). Overall, however, these changes represent a fairly typical level of fluctuation – figures in the younger group, for example, are much closer this year to the levels seen in 2017 and 2018.



It is good to know that we are successfully attracting candidates across age ranges to the many opportunities to establish and/or develop their careers in the professional services sector.

## Ethnic Background



## Ethnicity

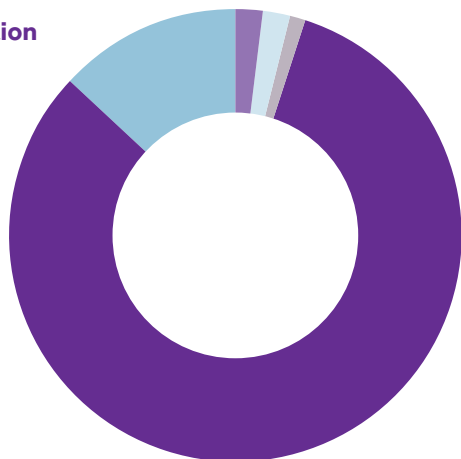
In 2020, 26% of our candidates registered as Asian/Asian British, Black/Black British, or mixed/multiple ethnic groups. This is a 2% drop on figures for 2019, although numbers of white candidates also dropped this year, and a higher percentage of respondents declined to answer this question (4% in 2020 compared to none in 2019). This may have skewed the results. However, these results compare favourably to UK-wide statistics on the Black, Asian and Minority Ethnic population.

We will continue to work hard here and were delighted in 2020 to sign up to the Race Fairness Commitment, launched in July 2020. Supported by a number of law firms, internal HR and recruitment teams, plus recruitment firms like Totum, it pledges members to engage in activities to ensure equal access to opportunities for all candidates.

We are also proud of our partnership with SEO-London, a charity giving young people from diverse ethnic and socioeconomic backgrounds access to elite employers and support for career success. We look forward to seeing the results of this work in our future diversity figures.

## 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) - from 4% in 2019, to 2% in 2020.

This reflects national statistics that show that 2% of the UK population identify as LGB, although is below the 2.7% in London and 4% among younger people, aged 16-24.

In 2021, we will focus on further ways to ensure that we communicate the great strides professional services firms have made in becoming inclusive workplaces for LGBT communities (see charity Stonewall's 'Top 100 Employers 2020' list, which recognises businesses that have succeeded in helping achieve acceptance without exception for all LGBT people, and in which law firms make up nearly a third of the top 20 in the 2020 list).

## Diverse future

We are very pleased to see that we have maintained our diversity scores overall – a good balance of men and women across all age ranges continue to make use of our recruitment services and we have maintained our levels of ethnically diverse candidates. But we want to build upon these results. Our Race Fairness Commitment pledge and work with SEO-London, for example, are a few of the ways in which we hope to make a difference in 2021 and beyond.

Across all 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.

## Disability

We still need to improve our number of disabled candidates. Our statistics for 2020 show that 2% of our candidates registered during this period identified as disabled, an increase of just 1% on 2019.



Given that an estimated 19% of the working-age UK population is 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.

## Partnering for diversity



Totum's ethos is one of partnership and collaboration. We work incredibly hard both internally and externally to build the understanding and behaviours that promote diversity and inclusivity.

By way of example, in 2020 Totum invited Academic, Broadcaster and Consultant Robert Beckford to provide our staff with diversity workshops. This was followed up by the webinar, "How to Create the Most Diverse Company in Britain", which we hosted for an external audience of over 80 contacts from professional services firms. Beckford again led the discussion, and he was joined by an expert panel of speakers from firms including Hogan Lovells, Aviva and Pinsent Masons. The feedback was excellent and we plan to hold further events on improving workplace diversity in the months ahead.

In gender equality too, we regularly hold knowledge-sharing events – for example, our 'Leaders of the future' event in 2019 that brought together a huge number of ideas and guidance for furthering equal opportunities and succeeding at a senior level in law. In 2021, our event 'Gender Equity in a Post-Covid workplace' continues this theme but broadens the discussion, particularly in the light of many women fearing their careers have stalled due to Covid.

In addition to this, we are frequently asked to speak at professional services firms to a diverse audience about Alternative Careers in Law and we are currently working on a project on attracting female candidates into technology, a function that has been very male dominated to date.