DIVERSITY STATISTICS – UK OFFICE 2020

GENDER

Job Family			Male	Female
Lawyers	Partners		74.5%	25.5%
	Sr Associate		51.1%	48.9%
	Associates		43.1%	56.9%
	Trainee Lawyer		43.9%	56.1%
Lawyers Total			**51.9%**	**48.1%**
Business Professionals Total			**31.6%**	**68.4%**
Grand Total			**41.1%**	**58.9%**

ETHNICITY

Job Family		Non-Ethnic Minority	Ethnic Minority	Prefer not to say	Asian	Black	Chinese	Mixed	Other
Lawyers	Partners	91.9%	7.6%	0.6%	4.1%	1.2%	0.0%	0.0%	2.3%
	Sr Associate	75.9%	20.1%	4.0%	13.1%	2.9%	0.4%	2.6%	1.1%
	Associates	59.0%	36.9%	4.0%	21.3%	8.0%	0.0%	5.6%	2.0%
	Trainee Lawyer	64.3%	34.3%	1.4%	17.5%	9.1%	0.7%	6.3%	0.7%
Lawyers Total		**72.2%**	**24.9%**	**2.9%**	**14.4%**	**5.1%**	**0.2%**	**3.6%**	**1.6%**
Business Professionals Total		**80.7%**	**17.8%**	**1.6%**	**8.5%**	**5.6%**	**0.3%**	**2.7%**	**0.6%**
Grand Total		**76.7%**	**21.1%**	**2.2%**	**11.3%**	**5.4%**	**0.3%**	**3.1%**	**1.1%**

SEXUAL ORIENTATION*

Job Family			LGB	Heterosexual / Straight	Prefer not to say
Lawyers	Partners		3.3%	96.7%	0.0%
	Sr Associate		6.9%	92.1%	0.9%
	Associates		6.4%	91.9%	1.7%
	Trainee Lawyer		9.3%	76.3%	14.4%
Lawyers Total			**6.5%**	**90.2%**	**3.3%**
Business Professionals Total			**4.8%**	**94.4%**	**0.7%**
Grand Total			**5.6%**	**92.5%**	**1.9%**

DISABILITY OR LONG TERM HEALTH CONDITION

Job Family			Yes	No	Prefer not to say
Lawyers	Partners		1.1%	98.9%	0.0%
	Sr Associate		1.2%	98.8%	0.0%
	Associates		1.8%	98.2%	0.0%
	Trainee Lawyer		1.8%	98.2%	0.0%
Lawyers Total			**1.4%**	**98.6%**	**0.0%**
Business Professionals Total			**1.8%**	**98.0%**	**0.2%**
Grand Total			**1.6%**	**98.3%**	**0.1%**

Headcount as of: 31/05/2020
Diversity as of: 16/9/2020
Location: UK
Unknown data: Excluded
Excluded: Outsourced, Freelancers, Agency Temps, Work Experience, Consultants, Retired Partner Consultants
*Building on data following a change to HR systems

DIVERSITY STATISTICS – UK OFFICE 2020

PART TIME

Job Family			Part Time	Full Time
Lawyers	Partners		5.4%	94.6%
	Sr Associate		6.3%	93.7%
	Associates		0.0%	100.0%
	Trainee Lawyer		0.0%	100.0%
Lawyers Total			**3.2%**	**96.8%**
Business Professionals Total			**19.1%**	**80.9%**
Grand Total			**11.7%**	**88.3%**

AGE

Job Family		18-24	25-34	35-44	45-54	55-64	65+
Lawyers		8.57%	56.76%	20.02%	10.01%	4.54%	0.10%
	Partners	0.00%	0.54%	34.78%	45.11%	19.57%	0.00%
	Sr Associate	0.00%	57.06%	36.34%	4.20%	2.10%	0.30%
	Associates	2.85%	94.66%	2.49%	0.00%	0.00%	0.00%
	Trainee Lawyer	43.86%	54.39%	1.17%	0.00%	0.58%	0.00%
Business Professionals		**9.41%**	**22.04%**	**39.47%**	**36.84%**	**13.16%**	**0.00%**
Grand Total		**9.02%**	**38.18%**	**24.65%**	**17.36%**	**10.17%**	**0.62%**

RELIGION

Job Family		Buddhist	Christian	Church of England	Roman Catholic	Greek Orthodox	Hindu	Jehovah's Witness
Lawyers		**0.83%**	**31.44%**	**3.19%**	**2.08%**	**0.28%**	**2.22%**	**0.00%**
	Partners	0.00%	45.97%	5.65%	2.42%	0.81%	0.81%	0.00%
	Sr Associate	0.85%	31.06%	3.83%	2.13%	0.00%	2.55%	0.00%
	Associates	1.65%	31.28%	2.06%	1.65%	0.41%	2.88%	0.00%
	Trainee Lawyer	0.00%	17.50%	1.67%	2.50%	0.00%	1.67%	0.00%
Business Professionals		**0.61%**	**30.37%**	**8.41%**	**7.80%**	**0.37%**	**2.44%**	**0.12%**
Grand Total		**0.71%**	**30.87%**	**5.97%**	**5.12%**	**0.32%**	**2.33%**	**0.06%**

RELIGION (CONT.)

Job Family		Jewish	Muslim	Sikh	Other	No Religion	Prefer not to say
Lawyers		**3.88%**	**3.60%**	**0.42%**	**1.25%**	**39.20%**	**11.63%**
	Partners	8.87%	0.00%	0.00%	1.61%	27.42%	6.45%
	Sr Associate	2.98%	2.13%	0.85%	0.43%	41.28%	11.91%
	Associates	2.88%	5.35%	0.41%	1.65%	38.27%	11.52%
	Trainee Lawyer	2.50%	6.67%	0.00%	1.67%	49.17%	16.67%
Business Professionals		**1.10%**	**2.56%**	**1.46%**	**1.34%**	**36.95%**	**6.46%**
Grand Total		**2.40%**	**3.05%**	**0.97%**	**1.30%**	**38.00%**	**8.88%**

DIVERSITY STATISTICS –
UK OFFICE 2020

SCHOOL

Job Family		State School	Independent / Fee Paying	Educated Overseas	Prefer not to say
Lawyers		**37.2%**	**35.1%**	**23.8%**	**4.0%**
	Partners	40.2%	44.9%	14.2%	0.8%
	Sr Associate	38.3%	33.8%	25.0%	2.9%
	Associates	36.6%	30.5%	26.3%	6.6%
	Trainee Lawyer	32.0%	37.1%	26.8%	4.1%
Business Professionals		**73.4%**	**10.3%**	**11.1%**	**5.2%**
Grand Total		**56.9%**	**21.6%**	**16.9%**	**4.6%**

SOCIAL BACKGROUND:
What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

Job Family		At least one has a degree level qualification	No formal qualifications	Qualifications below degree level	Not applicable	Other	Prefer not to say	Don't know
Lawyers		**63.8%**	**9.9%**	**22.7%**	**0.0%**	**0.7%**	**2.8%**	**0.0%**
	Partners	55.6%	8.3%	36.1%	0.0%	0.0%	0.0%	0.0%
	Sr Associate	60.6%	5.1%	32.3%	0.0%	1.0%	1.0%	0.0%
	Associates	70.9%	12.7%	12.7%	0.0%	1.3%	2.5%	0.0%
	Trainee Lawyer	64.7%	14.7%	13.2%	0.0%	0.0%	7.4%	0.0%
Business Professionals		**24.3%**	**17.0%**	**42.3%**	**0.5%**	**1.0%**	**5.3%**	**9.6%**
Grand Total		**37.2%**	**14.7%**	**35.9%**	**0.3%**	**0.9%**	**4.5%**	**6.5%**

SOCIAL BACKGROUND:
Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?

Job Family		Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	Inactive (excluding those that are retired)	Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
Lawyers		**4.3%**	**0.0%**	**2.1%**	**5.3%**
	Partners	5.6%	0.0%	0.0%	13.9%
	Sr Associate	3.0%	0.0%	1.0%	4.0%
	Associates	3.8%	0.0%	3.8%	5.1%
	Trainee Lawyer	5.9%	0.0%	2.9%	2.9%
Business Professionals		**7.0%**	**0.2%**	**0.7%**	**8.2%**
Grand Total		**6.1%**	**0.1%**	**1.2%**	**7.3%**

DIVERSITY STATISTICS –
UK OFFICE 2020

Job Family		Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	Not applicable	Other	Prefer not to say	Retired
Lawyers		**16.7%**	**0.7%**	**7.4%**	**3.9%**	**1.8%**
	Partners	13.9%	2.8%	11.1%	0.0%	2.8%
	Sr Associate	19.2%	0.0%	10.1%	2.0%	3.0%
	Associates	17.7%	0.0%	5.1%	3.8%	0.0%
	Trainee Lawyer	13.2%	1.5%	4.4%	8.8%	1.5%
Business Professionals		**13.7%**	**0.3%**	**5.7%**	**5.7%**	**0.2%**
Grand Total		**14.7%**	**0.5%**	**6.2%**	**5.1%**	**0.7%**

Job Family		Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	Short term un-employed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)
Lawyers		**2.8%**	**2.1%**	**19.5%**	**0.4%**
	Partners	2.8%	0.0%	13.9%	0.0%
	Sr Associate	3.0%	4.0%	24.2%	0.0%
	Associates	2.5%	1.3%	17.7%	1.3%
	Trainee Lawyer	2.9%	1.5%	17.6%	0.0%
Business Professionals		**7.9%**	**6.7%**	**12.2%**	**0.2%**
Grand Total		**6.2%**	**5.2%**	**14.5%**	**0.2%**

Job Family		Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	Don't know
Lawyers		**4.6%**	**27.7%**	**0.7%**
	Partners	2.8%	30.6%	0.0%
	Sr Associate	2.0%	24.2%	0.0%
	Associates	5.1%	31.6%	1.3%
	Trainee Lawyer	8.8%	26.5%	1.5%
Business Professionals		**15.9%**	**12.2%**	**3.4%**
Grand Total		**12.2%**	**17.2%**	**2.5%**

DIVERSITY STATISTICS – UK OFFICE 2020

CARING RESPONSIBILITIES:
Are you a primary carer for a child or children under 18?

Job Family		Yes	No	Prefer not to say
Lawyers		**19.9%**	**78.7%**	**1.4%**
	Partners	41.7%	55.6%	2.8%
	Sr Associate	33.3%	66.7%	0.0%
	Associates	8.9%	89.9%	1.3%
	Trainee Lawyer	1.5%	95.6%	2.9%
Business Professionals		**35.1%**	**63.4%**	**1.5%**
Grand Total		**30.1%**	**68.4%**	**1.5%**

CARING RESPONSIBILITIES:
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)?

Job Family		Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say
Lawyers		**2.1%**	**0.0%**	**0.4%**	**94.3%**	**3.2%**
	Partners	11.1%	0.0%	0.0%	83.3%	5.6%
	Sr Associate	0.0%	0.0%	0.0%	98.0%	2.0%
	Associates	1.3%	0.0%	1.3%	96.2%	1.3%
	Trainee Lawyer	1.5%	0.0%	0.0%	92.6%	5.9%
Business Professionals		**6.3%**	**0.2%**	**1.5%**	**87.8%**	**4.1%**
Grand Total		**5.0%**	**0.1%**	**1.2%**	**90.0%**	**3.8%**

ARMED FORCES:
Have you served in the past or are you currently serving as a in the UK Armed Forces as a regular, reserve or Cadet Force adult volunteer?

Job Family		Yes I am currently serving	Yes I have served in the past but am no longer serving	No	Prefer not to say
Lawyers		**0.0%**	**1.1%**	**98.2%**	**0.7%**
	Partners	0.0%	2.8%	97.2%	0.0%
	Sr Associate	0.0%	1.0%	99.0%	0.0%
	Associates	0.0%	1.3%	97.5%	1.3%
	Trainee Lawyer	0.0%	0.0%	98.5%	1.5%
Business Professionals		**0.2%**	**1.0%**	**97.4%**	**1.4%**
Grand Total		**0.1%**	**1.0%**	**97.7%**	**1.2%**

ARMED FORCES:
Has a close member of your family served or is currently serving in the UK Armed Forces as a regular, reserve or Cadet Force adult volunteer?

Job Family		Yes	No	Prefer not to say
Lawyers		**7.4%**	**91.8%**	**0.7%**
	Partners	11.1%	88.9%	0.0%
	Sr Associate	9.1%	90.9%	0.0%
	Associates	5.1%	93.7%	1.3%
	Trainee Lawyer	5.9%	92.6%	1.5%
Business Professionals		**11.8%**	**86.3%**	**1.9%**
Grand Total		**10.4%**	**88.1%**	**1.5%**

UK GRADUATE RECRUITMENT 2020

GENDER

Male	Female	Prefer not to say
34%	63%	3%

ETHNICITY

White	BAME	Prefer not to say	Asian	Black	Chinese	Mixed	Other
63%	29%	9%	9%	6%	9%	0%	6%

SEXUAL ORIENTATION

Heterosexual	LGB	Prefer not to say
69%	17%	14%

DISABILITY OR LONG TERM HEALTH CONDITION

Yes	No	Prefer not to say
14%	80%	6%

AGE RANGE

16-25	26-35	36-45	Prefer not to say
89%	3%	0%	9%

RELIGION AND BELIEF

Buddhism	Christian - other	Hindu	Islam	Judaism	None	Prefer not to say	Protestant	Roman Catholic
0%	11%	0%	6%	3%	34%	26%	9%	11%

SCHOOL ATTENDED

Non-selective state	Selective state	Private	Overseas	Prefer not to say	Other
26%	20%	26%	20%	9%	6%

UNIVERSITY: FIRST GENERATION TO ATTEND UNIVERSITY

Yes	No	Prefer not to say
34%	54%	11%