

UK diversity statistics 2025

December 2025



Our statistics

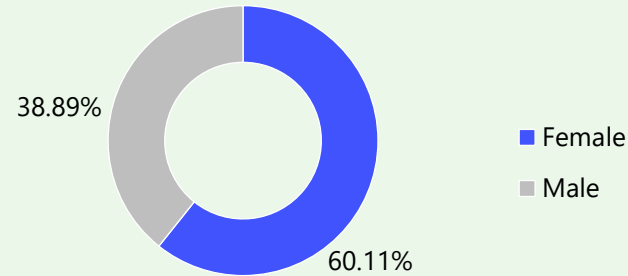
This report provides diversity data for our UK offices – London and Newcastle combined. We recognise the value of future talent and having a diverse pipeline and this report also includes diversity statistics for our future trainees.

You can read more about our People and Inclusion reporting in our [Responsible Business Report 2025](#).

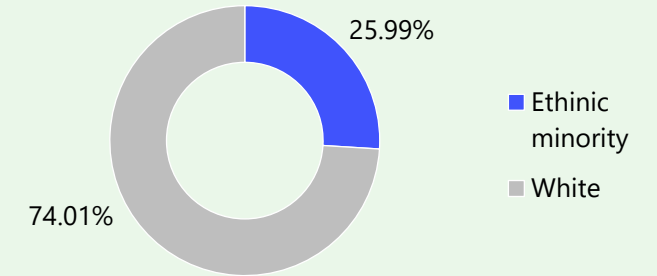
Employee data

- Data based on headcount as of 30 April 2025
- Percentages are based on rounded figures and may not total exactly 100%.
- Employee data only includes data from individuals who have voluntarily shared their diversity data.
- 'Prefer not to say/Not declaring' refers to people who have selected this as an option. There is a proportion of employees who have not shared any diversity data at all.
- Employee data does not include Contingent Workers and people on Work Experience.

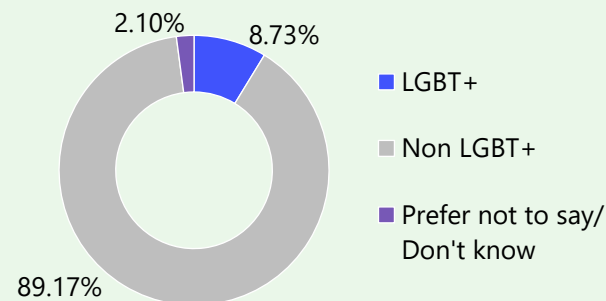
Gender



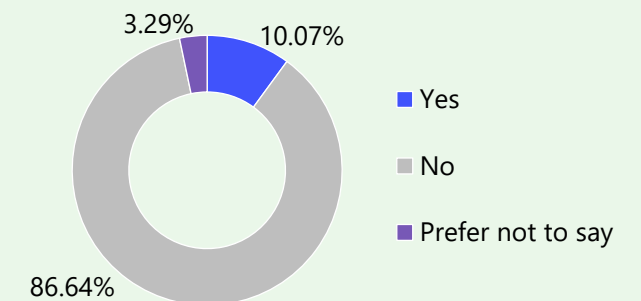
Ethnicity



LGBT+



Disability



Gender¹

UK Lawyers ²	Female	Male
Partner	30.61%	69.39%
Senior Associate	52.56%	47.44%
Associate/Assistant	56.34%	43.66%
Trainee Lawyer	63.64%	36.36%
Total	51.64%	48.36%

UK Business Professionals ³	Female	Male
Director/Exec. Director	50.00%	50.00%
Associate Director/Exec. Manager	58.20%	41.80%
Senior Manager/Manager	63.37%	36.63%
Coordinator/Assistant	84.27%	15.73%
Paralegal	60.00%	40.00%
Professional Support Lawyer	79.17%	20.83%
Other	56.25%	43.75%
Total	68.74%	31.26%

¹For the purposes of this report, gender is referenced in binary terms of male and female. Clifford Chance recognises employees whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. 2.83% Lawyers and 2.13% Business Professionals consider their gender identity to be different to their registered sex at birth.

²'Lawyers' includes Partners, Senior Associates/Counsel, Associate and Trainees. Counsel data has been merged with Senior Associate.

³'Business Professionals' includes a range of roles and seniorities across all of our business service functions including Practice Assistants, Legal Support, Operations, Finance, HR and IT.

Ethnicity¹

UK Lawyers	Minority	White
Partner	12.64%	87.36%
Senior Associate	30.14%	69.86%
Associate/Assistant	37.36%	62.64%
Trainee Lawyer	53.77%	46.23%
Total	31.86%	68.14%

UK Business Professionals	Minority	White
Director/Exec. Director	14.29%	85.71%
Associate Director/Exec. Manager	19.70%	80.30%
Senior Manager/Manager	28.83%	71.17%
Coordinator/Assistant	17.49%	82.51%
Paralegal	7.35%	92.65%
Professional Support Lawyer	22.73%	77.27%
Other	46.67%	53.33%
Total	20.58%	79.42%

¹ Ethnic minority means: Black or Black British, Asian or British Asian, Chinese, Other ethnic group, Mixed (definitions influenced by UK-specific legislative diversity definitions).
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Ethnicity

(continued)

UK Lawyers	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/ Not declaring
Partner	4.49%	2.25%	1.69%	3.37%	85.39%	0.56%	2.25%
Senior Associate	11.00%	4.81%	6.19%	5.50%	67.70%	1.72%	3.09%
Associate/Assistant	12.19%	8.24%	5.38%	7.17%	61.65%	3.23%	2.15%
Trainee Lawyer	14.68%	15.60%	10.09%	9.17%	44.95%	2.75%	2.75%
Total	10.50%	6.77%	5.48%	6.07%	66.51%	2.10%	2.57%

UK Business Professionals	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/ Not declaring
Director/Exec. Director	7.84%	1.96%	0.00%	3.92%	82.35%	0.00%	3.92%
Associate Director/ Exec. Manager	10.43%	3.32%	1.90%	2.37%	77.25%	0.95%	3.79%
Senior Manager/Manager	15.49%	7.96%	0.88%	3.54%	69.91%	0.44%	1.77%
Coordinator/Assistant	4.26%	8.20%	0.66%	3.61%	81.97%	0.66%	0.66%
Paralegal	7.35%	0.00%	0.00%	0.00%	92.65%	0.00%	0.00%
Professional Support Lawyer	11.36%	0.00%	6.82%	2.27%	77.27%	2.27%	0.00%
Other	33.33%	0.00%	0.00%	13.33%	53.33%	0.00%	0.00%
Total	9.67%	5.54%	1.20%	3.15%	78.04%	0.65%	1.74%

LGBT+

UK Lawyers	LGBT+	Non-LGBT+	Prefer not to say/Don't know
Partner	2.63%	94.08%	3.29%
Senior Associate	6.99%	90.44%	2.57%
Associate/Assistant	15.77%	82.89%	1.34%
Trainee Lawyer	19.85%	78.63%	1.53%
Total	11.25%	86.64%	2.11%

UK Business Professionals	LGBT+	Non-LGBT+	Prefer not to say/Don't know
Director/Exec. Director	8.70%	86.96%	4.35%
Associate Director/Exec. Manager	6.07%	91.59%	2.34%
Senior Manager/Manager	7.26%	90.17%	2.56%
Coordinator/Assistant	2.06%	96.22%	1.72%
Paralegal	17.81%	82.19%	0.00%
Professional Support Lawyer	7.89%	89.47%	2.63%
Other	13.33%	86.67%	0.00%
Total	6.37%	91.55%	2.09%

Disability

UK Lawyers	Yes	No	Prefer not to say
Partner	4.58%	93.13%	2.29%
Senior Associate	6.61%	89.43%	3.96%
Associate/Assistant	16.04%	80.22%	3.73%
Trainee Lawyer	21.05%	74.56%	4.39%
Total	11.89%	84.46%	3.65%

UK Business Professionals	Yes	No	Prefer not to say
Director/Exec. Director	8.82%	91.18%	0.00%
Associate Director/Exec. Manager	6.04%	91.21%	2.75%
Senior Manager/Manager	10.05%	85.65%	4.31%
Coordinator/Assistant	5.28%	91.87%	2.85%
Paralegal	19.40%	79.10%	1.49%
Professional Support Lawyer	9.09%	87.88%	3.03%
Other	12.50%	87.50%	0.00%
Total	8.34%	88.70%	2.95%

Social mobility

School attended¹

UK Lawyers	UK independent/ fee-paying school (bursary)	UK independent/ fee-paying school (no bursary)	UK state-run or funded school (selective on academic, faith or other grounds)	UK state-run or funded school (non- selective)	Attended school outside the UK	Other	Don't know	Prefer not to say
Partner	12.50%	31.25%	17.97%	19.53%	15.63%	0.00%	0.00%	3.13%
Senior Associate	6.16%	23.22%	16.11%	15.64%	34.12%	1.42%	0.47%	2.84%
Associate/Assistant	6.82%	21.21%	17.80%	25.38%	25.38%	0.38%	0.38%	2.65%
Trainee Lawyer	8.65%	16.35%	16.35%	23.08%	31.73%	1.92%	0.00%	1.92%
Total	7.92%	22.91%	17.11%	21.07%	27.16%	0.85%	0.28%	2.69%

UK Business Professionals	UK independent/ fee-paying school (bursary)	UK independent/ fee-paying school (no bursary)	UK state-run or funded school (selective on academic, faith or other grounds)	UK state-run or funded school (non- selective)	Attended school outside the UK	Other	Don't know	Prefer not to say
Director/Exec. Director	6.25%	21.88%	12.50%	40.63%	18.75%	0.00%	0.00%	0.00%
Associate Director/Exec. Manager	2.86%	10.29%	21.14%	43.43%	19.43%	0.57%	0.00%	2.29%
Senior Manager/Manager	0.99%	8.37%	23.65%	51.72%	11.82%	0.00%	0.00%	3.45%
Coordinator/Assistant	0.85%	0.85%	21.70%	65.96%	4.26%	0.43%	0.85%	5.11%
Paralegal	1.52%	1.52%	34.85%	57.58%	4.55%	0.00%	0.00%	0.00%
Professional Support Lawyer	6.06%	24.24%	21.21%	39.39%	9.09%	0.00%	0.00%	0.00%
Other	0.00%	25.00%	12.50%	37.50%	25.00%	0.00%	0.00%	0.00%
Total	1.86%	7.31%	22.74%	53.59%	10.90%	0.27%	0.27%	3.06%

¹ State school refers to "Combined State (selective)" and "State (non-selective)" schools
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Social mobility

Parent/Guardian qualifications

UK Lawyers	At least one has a degree-level	Qualifications below degree level	Other	No formal qualifications	Don't know	Prefer not to say	Not applicable
Partner	54.69%	28.13%	0.00%	10.94%	1.56%	3.91%	0.78%
Senior Associate	64.93%	20.85%	0.00%	9.00%	0.47%	4.27%	0.47%
Associate/Assistant	68.18%	15.15%	0.00%	10.61%	1.89%	4.17%	0.00%
Trainee Lawyer	67.31%	21.15%	2.88%	6.73%	0.00%	1.92%	0.00%
Total	64.64%	20.08%	0.42%	9.62%	1.13%	3.82%	0.28%

UK Business Professionals	At least one has a degree-level qualification	Qualifications below degree level	Other	No formal qualifications	Don't know	Prefer not to say	Not applicable
Director/Exec. Director	43.75%	43.75%	0.00%	6.25%	3.13%	3.13%	0.00%
Associate Director/Exec. Manager	38.29%	38.86%	1.14%	15.43%	2.29%	3.43%	0.57%
Senior Manager/Manager	28.57%	43.35%	0.49%	18.72%	3.94%	4.93%	0.00%
Coordinator/Assistant	8.51%	47.66%	0.85%	16.60%	15.74%	9.79%	0.85%
Paralegal	39.39%	46.97%	0.00%	10.61%	3.03%	0.00%	0.00%
Professional Support Lawyer	51.52%	36.36%	6.06%	6.06%	0.00%	0.00%	0.00%
Other	25.00%	50.00%	0.00%	12.50%	0.00%	12.50%	0.00%
Total	27.13%	43.75%	0.93%	15.43%	6.91%	5.45%	0.40%

Social mobility

Group based on work type of the main/highest income earner in household

See following page for definitions applied for SEB (socioeconomic background)

UK Lawyers	Professional SEB	Intermediate SEB	Working class SEB	Exclude
Partner	43.88%	7.14%	7.65%	41.33%
Senior Associate	37.47%	5.39%	5.12%	52.02%
Associate/Assistant	45.07%	7.89%	10.42%	36.62%
Trainee Lawyer	35.80%	7.39%	9.66%	47.16%
Total	40.80%	6.83%	8.01%	44.35%

UK Business Professionals	Professional SEB	Intermediate SEB	Working class SEB	Exclude
Director/Exec. Director	32.14%	10.71%	8.93%	48.21%
Associate Director/Exec. Manager	37.70%	11.48%	14.75%	36.07%
Senior Manager/Manager	27.47%	15.75%	20.88%	35.90%
Coordinator/Assistant	17.98%	8.43%	24.72%	48.88%
Paralegal	29.41%	11.76%	27.06%	31.76%
Professional Support Lawyer	39.58%	6.25%	6.25%	47.92%
Other	18.75%	6.25%	6.25%	68.75%
Total	27.46%	11.22%	19.76%	41.56%

Definition of socioeconomic background

Exploring data relating to socioeconomic background gives us the insights we need to inform and shape our social mobility roadmap. The following explanations cover what is captured in the work type-based categories used on the previous page.

Professional socioeconomic background

1. Modern professional occupations such as teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer.
2. Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as finance manager, chief.
3. Traditional professional occupations such as accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer, executive.

Intermediate socioeconomic background

1. Clerical and intermediate occupations such as secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse.
2. Middle or junior managers such as office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican.

Lower socioeconomic background

1. Technical and craft occupations such as motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver.
2. Semi-routine manual and service occupations such as postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant.
3. Routine manual and service occupations such as HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff.
4. Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
5. Short-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less).

Not applicable

This relates to a small number of individuals and roles which fall outside of the current framework.

- The following responses are included as 'Not Applicable':
 - Don't know
 - Inactive (excluding those that are retired)
 - Other
 - Retired

Religion

UK Lawyers	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Prefer not to say
Partner	0.00%	51.28%	1.71%	5.98%	0.85%	0.00%	0.85%	33.33%	5.98%
Senior Associate	0.51%	30.26%	3.08%	4.10%	4.62%	1.54%	0.00%	42.05%	13.85%
Associate/Assistant	1.12%	28.84%	4.12%	4.87%	7.12%	1.50%	0.37%	39.70%	12.36%
Trainee Lawyer	6.80%	33.01%	2.91%	0.97%	5.83%	0.97%	2.91%	38.83%	7.77%
Total	1.61%	33.72%	3.23%	4.25%	5.13%	1.17%	0.73%	39.15%	11.00%

UK Business Professionals	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	No religion	Prefer not to say
Director/Exec. Director	2.27%	45.45%	2.27%	2.27%	0.00%	2.27%	0.00%	36.36%	9.09%
Associate Director/Exec. Manager	1.12%	45.51%	5.62%	0.00%	1.69%	1.12%	0.00%	38.76%	6.18%
Senior Manager/Manager	0.52%	38.74%	4.71%	1.05%	5.76%	4.19%	1.57%	39.79%	3.66%
Coordinator/Assistant	0.00%	50.21%	0.43%	1.29%	3.86%	0.86%	0.43%	36.91%	6.01%
Paralegal	0.00%	27.42%	0.00%	0.00%	4.84%	1.61%	3.23%	59.68%	3.23%
Professional Support Lawyer	0.00%	46.43%	3.57%	0.00%	3.57%	0.00%	0.00%	46.43%	0.00%
Other	0.00%	46.15%	7.69%	0.00%	0.00%	7.69%	7.69%	23.08%	7.69%
Total	0.53%	43.79%	3.07%	0.80%	3.60%	2.00%	0.93%	40.05%	5.21%

Age band

UK Lawyers	16-24	25-34	35-44	45-54	55-64	65+
Partner	0.00%	1.53%	36.22%	40.31%	20.41%	1.53%
Senior Associate	0.00%	48.25%	42.59%	6.20%	1.62%	1.35%
Associate/Assistant	2.82%	93.24%	2.82%	0.28%	0.56%	0.28%
Trainee Lawyer	39.77%	59.09%	1.14%	0.00%	0.00%	0.00%
Total	7.29%	56.19%	21.95%	9.38%	4.37%	0.82%

UK Business Professionals	16-24	25-34	35-44	45-54	55-64	65+
Director/Exec. Director	0.00%	0.00%	25.00%	50.00%	21.43%	3.57%
Associate Director/Exec. Manager	0.00%	11.89%	39.34%	36.07%	11.07%	1.64%
Senior Manager/Manager	1.47%	31.87%	28.57%	23.08%	13.19%	1.83%
Coordinator/Assistant	12.36%	25.56%	16.57%	21.07%	20.51%	3.93%
Paralegal	40.00%	41.18%	9.41%	5.88%	2.35%	1.18%
Professional Support Lawyer	0.00%	2.08%	37.50%	39.58%	20.83%	0.00%
Other	0.00%	0.00%	37.50%	25.00%	37.50%	0.00%
Total	7.61%	22.54%	25.88%	26.16%	15.40%	2.41%

Part-time

UK Lawyers	Full-time	Part-time
Partner	95.92%	4.08%
Senior Associate	94.61%	5.39%
Associate/Assistant	99.15%	0.85%
Trainee Lawyer	100.00%	0.00%
Total	97.18%	2.82%

UK Business Professionals	Full-time	Part-time
Director/Exec. Director	91.07%	8.93%
Associate Director/Exec. Manager	88.52%	11.48%
Senior Manager/Manager	88.28%	11.72%
Coordinator/Assistant	74.72%	25.28%
Paralegal	95.29%	4.71%
Professional Support Lawyer	52.08%	47.92%
Other	62.50%	37.50%
Total	82.56%	17.44%

Care responsibilities

Primary carer for a child or children under 18

UK Lawyers	Yes	No	Prefer not to say
Partner	49.22%	47.66%	3.13%
Senior Associate	21.33%	76.78%	1.90%
Associate/Assistant	0.76%	98.11%	1.14%
Trainee Lawyer	1.92%	97.12%	0.96%
Total	15.84%	82.46%	1.70%

UK Business Professionals	Yes	No	Prefer not to say
Director/Exec. Director	56.25%	43.75%	0.00%
Associate Director/Exec. Manager	43.43%	53.71%	2.86%
Senior Manager/Manager	33.99%	63.55%	2.46%
Coordinator/Assistant	31.49%	66.38%	2.13%
Paralegal	13.64%	86.36%	0.00%
Professional Support Lawyer	57.58%	42.42%	0.00%
Other	25.00%	75.00%	0.00%
Total	35.51%	62.50%	1.99%

Care responsibilities

Caring for someone with long-term physical or mental ill health

UK Lawyers	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say
Partner	3.91%	0.78%	0.00%	91.41%	3.91%
Senior Associate	2.37%	0.00%	0.00%	95.26%	2.37%
Associate/Assistant	3.03%	0.38%	0.00%	93.94%	2.65%
Trainee Lawyer	2.88%	0.00%	0.96%	94.23%	1.92%
Total	2.97%	0.28%	0.14%	93.92%	2.69%

UK Business Professionals	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say
Director/Exec. Director	3.13%	0.00%	0.00%	96.88%	0.00%
Associate Director/Exec. Manager	8.00%	0.57%	0.57%	86.86%	4.00%
Senior Manager/Manager	4.93%	0.49%	1.48%	89.16%	3.94%
Coordinator/Assistant	9.36%	1.70%	0.85%	85.96%	2.13%
Paralegal	1.52%	0.00%	0.00%	98.48%	0.00%
Professional Support Lawyer	3.03%	0.00%	6.06%	90.91%	0.00%
Other	0.00%	0.00%	0.00%	100.00%	0.00%
Total	6.52%	0.80%	1.06%	88.96%	2.66%

Future trainee data

Headcount as of August 2025

This data does include unknown responses (unanswered questions) which are categorised as ‘No data’.

First generation to attend university			
Yes	No	Prefer not to say	No data
28%	56%	13%	3%

Sexual orientation			
Non-LGBTQ+	LGBTQ+	Prefer not to say	No data
57%	30%	10%	3%

Gender			
Male	Female	Other	Prefer not to say
36%	62%	1%	1%

Age			
16-25	26-35	36-45	No data
39%	1%	1%	59%

Disability		
Yes	No	Prefer not to say
12%	82%	6%

¹ Please refer to page 11 for detailed categorisation of Socioeconomic Background (SEB)

Ethnicity					
White	Asian	Black	Mixed	Other	Prefer not to say
53%	21%	10%	10%	3%	3%

Religion										
Buddhism	Christian	Hindu	Islam	Judaism	None	Prefer Not To say	Protestant	Roman Catholic	Other	No data
1%	19%	4%	12%	3%	31%	17%	3%	5%	4%	1%

School attended					
Non-selective state	Selective state	Private	Overseas	Prefer not to say	No data
32%	10%	24%	12%	1%	21%

Parental occupation ¹					
Professional SEB	Intermediate SEB	Lower SEB	Unknown	Prefer not to say	No data
56%	8%	18%	3%	3%	12%

Clifford Chance

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