

C L I F F O R D
C H A N C E

UK DIVERSITY STATISTICS 2023

At Clifford Chance we see inclusion to be both a core value and key to our business success. We believe that the best teams are diverse and inclusive, and that people flourish in an environment where they are supported in expanding their careers and developing their resilience. Our diversity is a key strength to how we work and succeed. This is the foundation of our Inclusion strategy: **Change the Rules, Change the Culture, Change the Lived Experience.**

Building an inclusive culture requires us to campaign to create and sustain it. Inclusion is more than a set of rules it is a major social change in how we approach our lives and work. Clifford Chance aim to provide campaigns that inspire, empower, and activate our people to be campaigners for these values.

For more information about our strategy please visit the [Clifford Chance Inclusion website](#). You can read about our Inclusion progress highlights for FY22/23 in our [Responsible Business Report 2023](#).

TARGETS

We are committed to increasing diversity within the firm and report annually on the inclusion and diversity commitments we have made. In July 2020, we set global and regional inclusion targets for gender, ethnicity, and LGBT+, sharpening our focus and accountability to deliver our global inclusion strategy.

- UK Gender Target: increase the proportion of female partners by 25% by 2025 (achieving 30% female partners) and by 60% by 2030 (achieving 41% female partners)
- UK LGBT+ Target: 5% of partners by 2025
- UK Minority Ethnicity Target: 15% of new partners by 2025 and 30% senior associates and business professionals (manager and above) by 2025

REPORTING AND PROGRESS

We believe in transparent approach and diligently report on our progress as part of our commitment to improving diversity within the firm.

This 2023 UK Diversity Statistics Report is part of our annual reporting to represent the diversity of our UK population across the London and Newcastle offices and show progress towards our targets.

We are making progress in the right direction, but to achieve our goals, we will need to accelerate the rate of change. Our progress towards our targets in the UK is as follows:

- **UK Gender Target:** 28.8% female partners in 2023, up 0.3% from 28.55% in 2022. An increase in the rate of women promotions to partner is required to meet our goals.
- **UK LGBT+ Target:** The UK has fallen back on its LGBT+ target. 3.8% partners identified as LGBT+ in the UK, falling slightly from 5.1%
- **UK Minority Ethnicity Target:** For the third year in a row, the firm remains on track to meet our target for partners from an ethnic minority population in the UK.

50% of new partners in the UK are from an ethnic minority background. 27.4% of Senior Associates and 20.8% of Business Professionals are from an ethnic minority background, an increase towards our goal of 30% for both populations.

The rest of this report will feature a more detailed information about the diversity of the UK population, including figures for which we do not have currently have targets or measure progress across a range of areas including Disability, Age, Social Mobility, Religion. We recognise the value of future talent and having a diverse pipeline which is why this report also includes diversity statistics for our Future Trainees.

UK DIVERSITY SUMMARY

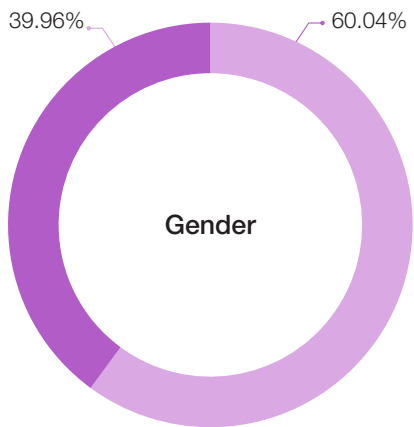
Headcount as of 31st May 2023

Employee Data only includes data from individuals who have voluntarily shared their Diversity data.

'Prefer not to say/Not Declaring' - This 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.

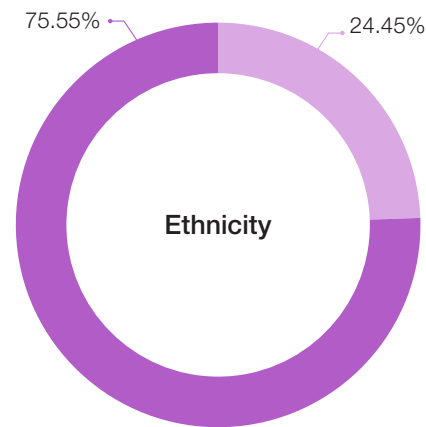
This data does not include Contingent Workers and people on Work Experience.

GENDER



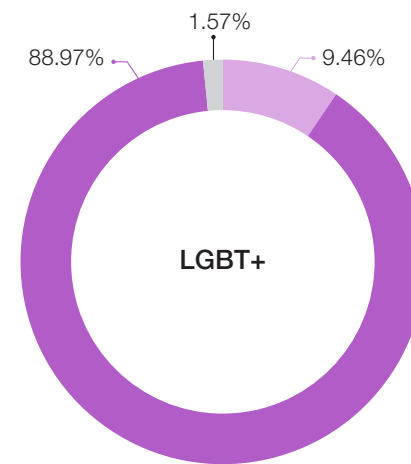
- Female %
- Male %

ETHNICITY



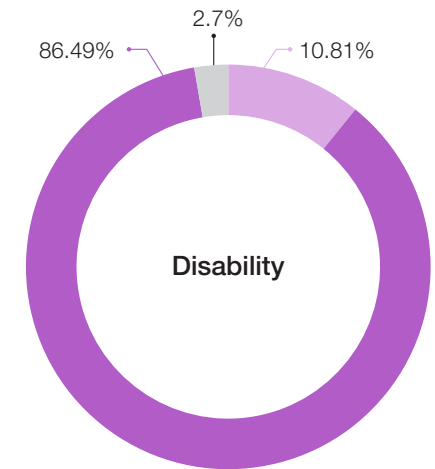
- Ethnic Minority
- White

LGBT+



- LGBT+
- Non LGBT+
- Prefer Not to Say/Don't Know

DISABILITY



- Yes
- No
- Prefer not to say

EMPLOYEE DATA

Headcount as of 31st May 2023

Employee Data only includes data from individuals who have voluntarily shared their Diversity data.

'Prefer not to say/Not Declaring' - This 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.

This data does not include Contingent Workers and people on Work Experience.

GENDER¹

UK Lawyers ²	Female	Male
Partner	28.88%	71.12%
Senior Associate	51.25%	48.75%
Associate	58.14%	41.86%
Trainee	58.59%	41.41%
Grand Total	50.91%	49.09%

UK Business Professionals ³	Female	Male
Dir/Exec Director	49.09%	50.91%
Manager/Exec Manager	60.55%	39.45%
Assist/Coord	83.07%	16.93%
Paralegal	56.67%	43.33%
PSL	83.02%	16.98%
Other	75.00%	25.00%
Grand Total	69.01%	30.99%

¹ For the purposes of this report, Gender is referenced in binary terms of Male and Female. In accordance with our Trans Policy, 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% Lawyers and 1.9% 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. There are 6 Counsel and this number is too small to report separately so they have been group along with Senior Associates.

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.

ETHNICITY⁴

UK Lawyers	Minority	White
Partner	12.21%	87.79%
Senior Associate	27.42%	72.58%
Associate	35.06%	64.94%
Trainee	43.21%	56.79%
Grand Total	29.78%	70.22%

UK Business Professionals	Minority	White
Dir/Exec Director	11.76%	88.24%
Manager/Exec Manager	22.14%	77.86%
Assist/Coord	18.48%	81.52%
Paralegal	8.57%	91.43%
PSL	19.61%	80.39%
Other	63.64%	36.36%
Grand Total	19.55%	80.45%

⁴ Ethnic minority means: Black or Black British, Asian or British Asian, Chinese, Other ethnic group, Mixed (definitions influenced by UK-specific legislative diversity definitions).

ETHNICITY

UK Lawyers	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/Not Declaring
Partner	4.62%	2.31%	1.16%	3.47%	87.28%	0.58%	0.58%
Senior Associate	10.59%	4.31%	5.88%	4.71%	70.59%	1.18%	2.75%
Associate	12.19%	6.09%	7.17%	6.45%	63.08%	2.15%	2.87%
Trainee	10.71%	13.10%	4.76%	6.55%	54.76%	5.95%	4.17%
Grand Total	9.94%	6.17%	5.14%	5.37%	68.46%	2.29%	2.63%

UK Business Professionals	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/Not Declaring
Dir/Exec Director	7.69%	0.00%	0.00%	3.85%	86.54%	0.00%	1.92%
Manager/Exec Manager	12.11%	5.81%	0.97%	2.42%	75.79%	0.24%	2.66%
Assist/Coord	4.66%	9.33%	0.29%	2.62%	81.05%	1.46%	0.58%
Paralegal	5.71%	0.00%	1.43%	1.43%	91.43%	0.00%	0.00%
PSL	9.80%	0.00%	3.92%	1.96%	80.39%	3.92%	0.00%
Other	45.45%	0.00%	0.00%	18.18%	36.36%	0.00%	0.00%
Grand Total	8.94%	5.96%	0.85%	2.66%	79.26%	0.85%	1.49%

LGBT+

UK Lawyers	LGBT+	Non LGBT+	Prefer Not to Say/ Don't Know LGBT+
Partner	3.76%	93.98%	2.26%
Senior Associate	8.82%	90.20%	0.98%
Associate	13.60%	85.29%	1.10%
Trainee	20.23%	78.61%	1.16%
Grand Total	12.15%	86.57%	1.28%

UK Business Professionals	LGBT+	Non LGBT+	Prefer Not to Say/ Don't Know LGBT+
Dir/Exec Director	12.77%	85.11%	2.13%
Manager/Exec Manager	6.42%	91.11%	2.47%
Assist/Coord	4.65%	94.35%	1.00%
Paralegal	14.47%	84.21%	1.32%
PSL	7.50%	90.00%	2.50%
Other	25.00%	75.00%	0.00%
Grand Total	7.07%	91.11%	1.82%

DISABILITY

UK Lawyers	Yes	No	Prefer Not to Say
Partner	5.22%	93.04%	1.74%
Senior Associate	8.28%	88.76%	2.96%
Associate	9.83%	88.03%	2.14%
Trainee	28.30%	68.55%	3.14%
Grand Total	13.00%	84.49%	2.51%

UK Business Professionals	Yes	No	Prefer Not to Say
Dir/Exec Director	5.26%	94.74%	0.00%
Manager/Exec Manager	8.85%	87.91%	3.24%
Assist/Coord	6.53%	90.61%	2.86%
Paralegal	17.14%	81.43%	1.43%
PSL	8.82%	85.29%	5.88%
Other	33.33%	66.67%	0.00%
Grand Total	8.78%	88.34%	2.88%

SOCIAL MOBILITY

School Attended⁵

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	12.04%	32.41%	19.44%	17.59%	15.74%	0.00%	0.00%	2.78%
Senior Associate	7.64%	27.39%	18.47%	18.47%	26.11%	1.27%	0.00%	0.64%
Associate	6.09%	24.35%	16.52%	21.74%	26.09%	0.43%	0.43%	4.35%
Trainee	5.84%	16.88%	17.53%	36.36%	20.78%	0.00%	0.65%	1.95%
Grand Total	7.40%	24.65%	17.72%	23.73%	23.11%	0.46%	0.31%	2.62%

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
Dir/Exec Director	5.41%	18.92%	18.92%	35.14%	21.62%	0.00%	0.00%	0.00%
Manager/Exec Manager	1.54%	10.15%	23.08%	47.69%	13.23%	0.31%	0.00%	4.00%
Assist/Coord	0.00%	0.87%	20.78%	66.23%	6.06%	0.87%	0.43%	4.76%
Paralegal	0.00%	6.06%	33.33%	51.52%	9.09%	0.00%	0.00%	0.00%
PSL	3.03%	27.27%	18.18%	36.36%	12.12%	0.00%	0.00%	3.03%
Other	0.00%	0.00%	0.00%	66.67%	33.33%	0.00%	0.00%	0.00%
Grand Total	1.15%	7.91%	22.73%	53.09%	10.94%	0.43%	0.14%	3.60%

⁵ State school refers to "Combined State (selective) and State (non-selective) schools

SOCIAL MOBILITY

Parent/Guardian Qualifications

UK Lawyers	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
Partner	56.48%	29.63%	0.00%	9.26%	0.93%	2.78%	0.93%
Senior Associate	65.61%	25.48%	0.64%	5.73%	0.64%	1.27%	0.64%
Associate	65.22%	13.04%	0.43%	15.65%	1.30%	4.35%	0.00%
Trainee	64.94%	19.48%	0.00%	10.39%	1.30%	3.90%	0.00%
Grand Total	63.79%	20.34%	0.31%	10.94%	1.08%	3.24%	0.31%

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
Dir/Exec Director	40.54%	40.54%	0.00%	13.51%	2.70%	2.70%	0.00%
Manager/Exec Manager	32.31%	41.54%	0.92%	16.31%	3.38%	5.54%	0.00%
Assist/Coord	12.12%	42.42%	1.30%	18.18%	16.88%	8.23%	0.87%
Paralegal	36.36%	45.45%	0.00%	16.67%	1.52%	0.00%	0.00%
PSL	48.48%	33.33%	6.06%	9.09%	0.00%	3.03%	0.00%
Other	66.67%	33.33%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	27.34%	41.73%	1.15%	16.40%	7.48%	5.61%	0.29%

SOCIAL MOBILITY**Group based on Work type of the main/highest income earner in household**

UK Lawyers	Professional SEB	Intermediate SEB	Working Class SEB	Not Applicable
Partner	39.04%	5.35%	6.42%	49.20%
Senior Associate	34.38%	4.06%	3.44%	58.13%
Associate	40.70%	4.94%	10.47%	43.90%
Trainee	45.45%	8.59%	11.62%	34.34%
Grand Total	39.37%	5.43%	7.82%	47.38%

UK Business Professionals	Professional SEB	Intermediate SEB	Working Class SEB	Not Applicable
Dir/Exec Director	38.18%	10.91%	14.55%	36.36%
Manager/Exec Manager	29.11%	12.66%	17.30%	40.93%
Assist/Coord	16.67%	7.81%	22.14%	53.39%
Paralegal	32.22%	12.22%	20.00%	35.56%
PSL	37.74%	3.77%	5.66%	52.83%
Other	8.33%	8.33%	0.00%	83.33%
Grand Total	25.56%	10.30%	18.35%	45.79%

DEFINITION OF SEB = SOCIAL ECONOMIC BACKGROUND

Social mobility is an intersection of diversity that threads between all the other diversity strands and we want to make social inclusion an everyday conversation at Clifford Chance. Exploring data relating to social economic background gives us the insights we need to inform and shape our social inclusion strategy.

DETAIL EXPLANATION:

Professional SEB

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 SEB

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 SEB

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 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%	53.13%	2.08%	7.29%	1.04%	0.00%	1.04%	30.21%	5.21%
Senior Associate	0.72%	32.37%	1.44%	5.76%	4.32%	1.44%	0.00%	45.32%	8.63%
Associate	0.42%	29.24%	3.81%	2.97%	7.20%	0.42%	2.12%	41.53%	12.29%
Trainee	1.21%	28.48%	2.42%	5.45%	10.91%	1.21%	0.00%	39.39%	10.91%
Grand Total	0.63%	33.33%	2.67%	4.87%	6.60%	0.79%	0.94%	40.09%	10.06%

UK Business Professionals	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any Other Religion	No Religion	Prefer not to say
Dir/Exec Director	2.22%	46.67%	2.22%	4.44%	0.00%	0.00%	0.00%	37.78%	6.67%
Manager/Exec Manager	0.62%	42.46%	4.31%	0.92%	3.69%	2.46%	0.62%	40.31%	4.62%
Assist/Coord	0.00%	50.87%	0.43%	1.30%	3.04%	1.74%	1.30%	36.96%	4.35%
Paralegal	0.00%	22.58%	3.23%	0.00%	3.23%	1.61%	3.23%	59.68%	6.45%
PSL	0.00%	38.10%	9.52%	0.00%	4.76%	0.00%	0.00%	42.86%	4.76%
Other	0.00%	37.50%	12.50%	0.00%	0.00%	12.50%	12.50%	25.00%	0.00%
Grand Total	0.43%	43.56%	3.04%	1.16%	3.18%	2.03%	1.16%	40.67%	4.78%

AGE BAND

UK Lawyers	16-24	25-34	35-44	45-54	55-64	65+
Partner	0.00%	1.60%	43.32%	35.83%	17.11%	2.14%
Senior Associate	0.00%	47.81%	43.75%	6.56%	1.88%	0.00%
Associate	2.33%	94.19%	3.20%	0.29%	0.00%	0.00%
Trainee	55.56%	43.94%	0.51%	0.00%	0.00%	0.00%
Grand Total	11.25%	54.05%	22.21%	8.48%	3.62%	0.38%

UK Business Professionals	16-24	25-34	35-44	45-54	55-64	65+
Dir/Exec Director	0.00%	0.00%	40.00%	34.55%	23.64%	1.82%
Manager/Exec Manager	0.21%	22.36%	35.23%	28.27%	12.45%	1.48%
Assist/Coord	13.54%	25.78%	16.41%	22.40%	20.05%	1.82%
Paralegal	50.00%	37.78%	6.67%	4.44%	1.11%	0.00%
PSL	0.00%	7.55%	37.74%	37.74%	15.09%	1.89%
Other	0.00%	25.00%	41.67%	16.67%	16.67%	0.00%
Grand Total	9.18%	23.03%	26.50%	24.81%	14.98%	1.50%

PART TIME

UK Lawyers	Full time	Part time
Partner	95.72%	4.28%
Senior Associate	93.75%	6.25%
Associate	100.00%	0.00%
Trainee	100.00%	0.00%
Grand Total	97.33%	2.67%

UK Business Professionals	Full time	Part time
Dir/Exec Director	92.73%	7.27%
Manager/Exec Manager	87.13%	12.87%
Assist/Coord	73.18%	26.82%
Paralegal	90.00%	10.00%
PSL	49.06%	50.94%
Other	66.67%	33.33%
Grand Total	80.52%	19.48%

CARE RESPONSIBILITIES

Primary carer for a child or children under 18

UK Lawyers	Yes	No	Prefer not to say
Partner	49.07%	48.15%	2.78%
Senior Associate	26.92%	73.08%	0.00%
Associate	2.17%	96.96%	0.87%
Trainee	1.30%	96.75%	1.95%
Grand Total	15.74%	83.02%	1.23%

UK Business Professionals	Yes	No	Prefer not to say
Dir/Exec Director	56.76%	43.24%	0.00%
Manager/Exec Manager	38.27%	58.95%	2.78%
Assist/Coord	34.63%	64.07%	1.30%
Paralegal	9.09%	89.39%	1.52%
PSL	57.58%	39.39%	3.03%
Other	100.00%	0.00%	0.00%
Grand Total	36.36%	61.62%	2.02%

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	5.56%	0.00%	0.00%	91.67%	2.78%
Senior Associate	2.56%	0.00%	0.64%	94.87%	1.92%
Associate	0.43%	0.43%	0.00%	97.39%	1.74%
Trainee	3.25%	0.00%	0.00%	94.16%	2.60%
Grand Total	2.47%	0.15%	0.15%	95.06%	2.16%

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
Dir/Exec Director	0.00%	0.00%	0.00%	100.00%	0.00%
Manager/Exec Manager	6.17%	0.31%	1.23%	87.65%	4.63%
Assist/Coord	8.23%	0.87%	1.30%	85.71%	3.90%
Paralegal	3.03%	0.00%	0.00%	93.94%	3.03%
PSL	0.00%	0.00%	9.09%	87.88%	3.03%
Other	50.00%	0.00%	0.00%	50.00%	0.00%
Grand Total	6.06%	0.43%	1.44%	88.17%	3.90%

FUTURE TRAINEE DATA

HEADCOUNT AS OF SEPTEMBER 2023

This data does include unknown responses (unanswered questions). They are categorised as 'Information unavailable'

GENDER

Male	Female	Other
38%	60%	2%

AGE

16-25	26-35	Information unavailable
81%	4%	15%

DISABILITY

Yes	No	Prefer not to say
10%	84%	6%

RELIGION

Buddhism	Christian - Other	Hindu	Islam	Judaism	None	Prefer not to say	Protestant	Roman Catholic	Sikhism	Information unavailable
0%	10%	2%	8%	2%	37%	7%	9%	10%	0%	15%

LGBT+			
Non LGBT+	LGBT+	Prefer not to say	Information unavailable
64%	24%	7%	5%

ETHNICITY						
White	Asian	Black	Chinese	Mixed	Other	Prefer not to say
48%	18%	16%	7%	8%	2%	1%

SCHOOL ATTENDED				
Non-selective state	Selective state	Private	Overseas	Prefer not to say
34%	20%	23%	21%	2%

FIRST GENERATION TO ATTEND UNIVERSITY		
Yes	No	Prefer not to say
35%	61%	4%

PARENTAL OCCUPATION⁶				
Professional SEB	Intermediate SEB	Lower SEB	Unknown	Prefer not to say
53%	14%	19%	5%	9%

⁶ Please refer to page 12 for detailed categorisation of Social Economic Background (SEB)

C L I F F O R D
C H A N C E

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