

Our Diversity Journey

July 2023

Contents

Firm-wide Gender Statistics	3
Partnership Gender Split (since 2011).....	4
Ethnicity.....	6
Sexual Orientation.....	9
Gender Identity.....	10
Disability	11
Disability Level	12
Type of school attended between 11-16 years.....	13
University education in immediate family.....	15
Parental Occupation	16
Primary care giver for a child under 18.....	18
Caring responsibilities for family or friends – level of care	19

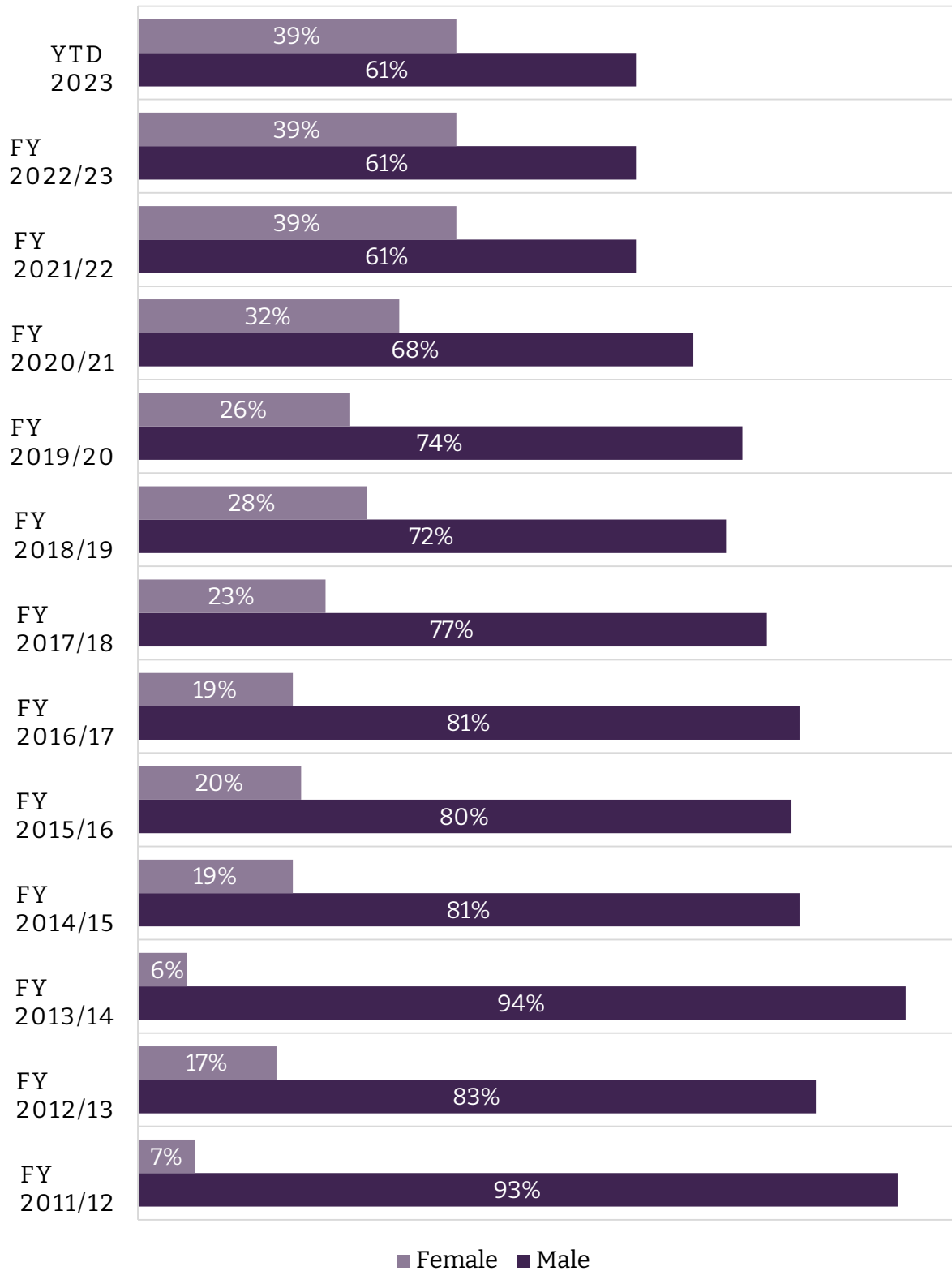
Firm-wide Gender Statistics

	Female	Male
Partner	41%	59%
Legal Director	59%	41%
Senior Associate	65%	35%
Associate	71%	29%
Solicitor	68%	32%
Other Fee Earners	82%	18%
Business Services	68%	32%
Secretarial	93%	8%
Trainees	72%	28%
Grand Total	71%	29%

Notes

- 1) Data current as at 5 July 2023
- 2) Figures based on total headcount
- 3) "Other" includes Other fee-earners and Professional Support Lawyers

Partnership Gender Split (since 2011)



Faith or belief

	Buddhist	Christian	Hindu	Jewish	Muslim
Partner	0.00%	69.37%	0.00%	1.80%	0.00%
Legal Director	0.00%	50.98%	1.96%	0.00%	0.00%
Senior Associate	0.00%	40.82%	2.04%	0.00%	0.00%
Associate	0.00%	31.78%	1.87%	3.74%	3.74%
Solicitor	0.91%	33.64%	0.91%	0.00%	2.73%
Other Fee Earners	0.00%	39.06%	0.00%	0.00%	2.34%
Business Services	0.00%	33.70%	0.00%	0.00%	0.54%
Secretarial	0.50%	38.50%	0.00%	0.00%	0.00%
Trainees	0.00%	13.89%	0.00%	0.00%	2.78%
Grand Total	0.20%	39.80%	0.59%	0.59%	1.17%
	No Religion	Sikh	Other	Prefer not to disclose	Not Answered
Partner	14.41%	0.00%	2.70%	8.11%	3.60%
Legal Director	27.45%	1.96%	0.00%	17.65%	0.00%
Senior Associate	43.88%	0.00%	0.00%	10.20%	3.06%
Associate	51.40%	0.00%	0.00%	6.54%	0.93%
Solicitor	51.82%	1.82%	2.73%	3.64%	1.82%
Other Fee Earners	50.78%	0.00%	1.56%	5.47%	0.78%
Business Services	49.46%	0.54%	2.72%	7.07%	5.98%
Secretarial	50.00%	0.00%	0.50%	9.00%	1.50%
Trainees	80.56%	0.00%	0.00%	2.78%	0.00%
Grand Total	45.85%	0.39%	1.37%	7.61%	2.44%

Ethnicity

	African	Any other Asian background	Any other Black Background	Any other ethnic group	Any other Mixed / Multiple ethnic background
Partner	0.00%	0.00%	0.00%	0.00%	0.00%
Legal Director	0.00%	0.00%	0.00%	0.00%	0.00%
Senior Associate	0.00%	0.00%	0.00%	0.00%	0.00%
Associate	0.93%	2.80%	0.00%	0.00%	0.00%
Solicitor	2.73%	0.91%	0.00%	1.82%	0.91%
Other Fee Earners	1.56%	0.78%	0.00%	0.00%	1.56%
Business Services	2.72%	1.63%	0.54%	0.54%	0.54%
Secretarial	0.50%	0.50%	0.00%	0.00%	1.50%
Trainees	2.78%	2.78%	0.00%	0.00%	0.00%
Grand Total	1.27%	0.98%	0.10%	0.29%	0.68%
	Any other White background	Arab	Bangladeshi	British/ English/ Welsh/ Northern Irish/ Scottish	Caribbean
Partner	9.01%	0.00%	0.00%	81.08%	0.00%
Legal Director	3.92%	0.00%	0.00%	80.39%	0.00%
Senior Associate	1.02%	0.00%	0.00%	87.76%	0.00%
Associate	2.80%	0.00%	1.87%	78.50%	0.93%

Solicitor	5.45%	0.91%	0.00%	72.73%	0.00%
Other Fee Earners	3.91%	0.00%	1.56%	85.16%	0.78%
Business Services	5.43%	0.00%	0.00%	78.26%	0.54%
Secretarial	5.50%	0.00%	0.00%	86.00%	1.00%
Trainees	0.00%	0.00%	0.00%	86.11%	0.00%
Grand Total	4.68%	0.10%	0.39%	81.66%	0.49%
	Chinese	Gypsy or Irish Traveller	Indian	Irish	Pakistani
Partner	0.90%	0.00%	0.90%	0.00%	0.00%
Legal Director	1.96%	0.00%	3.92%	0.00%	0.00%
Senior Associate	0.00%	0.00%	2.04%	0.00%	0.00%
Associate	0.93%	0.00%	0.93%	0.93%	0.93%
Solicitor	3.64%	0.00%	4.55%	0.00%	0.91%
Other Fee Earners	0.00%	0.00%	0.78%	0.00%	0.00%
Business Services	0.00%	0.00%	0.54%	0.00%	0.54%
Secretarial	1.50%	0.00%	0.00%	0.50%	0.00%
Trainees	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	0.98%	0.00%	1.27%	0.20%	0.29%

	Prefer not to say	Roma	White and Asian	White and Black African	White and Black Caribbean	Not Answered
Partner	2.70%	0.00%	0.90%	0.90%	0.00%	3.60%
Legal Director	9.80%	0.00%	0.00%	0.00%	0.00%	0.00%

Senior Associate	4.08%	0.00%	0.00%	0.00%	2.04%	3.06%
Associate	2.80%	0.00%	4.67%	0.00%	0.00%	0.93%
Solicitor	0.91%	0.00%	1.82%	0.00%	0.91%	1.82%
Other Fee Earners	2.34%	0.00%	0.00%	0.78%	0.00%	0.78%
Business Services	1.63%	0.00%	0.54%	0.00%	0.54%	5.98%
Secretarial	1.50%	0.00%	0.00%	0.00%	0.00%	1.50%
Trainees	2.78%	0.00%	5.56%	0.00%	0.00%	0.00%
Grand Total	2.54%	0.00%	1.07%	0.20%	0.39%	2.44%

Sexual Orientation

	Bi	Gay/ Lesbian	Heterosexual	Other preferred description	Prefer not to say	Not Answered
Partner	0.90%	1.80%	88.29%	0.00%	5.41%	3.60%
Legal Director	0.00%	0.00%	90.20%	0.00%	9.80%	0.00%
Senior Associate	0.00%	0.00%	87.76%	0.00%	9.18%	3.06%
Associate	0.93%	4.67%	87.85%	0.00%	5.61%	0.93%
Solicitor	1.82%	0.91%	91.82%	0.00%	3.64%	1.82%
Other Fee Earners	3.13%	3.13%	88.28%	0.00%	4.69%	0.78%
Business Services	2.72%	2.17%	84.24%	1.09%	3.80%	5.98%
Secretarial	2.50%	1.50%	86.50%	0.00%	8.00%	1.50%
Trainees	8.33%	0.00%	86.11%	0.00%	5.56%	0.00%
Grand Total	2.05%	1.85%	87.51%	0.20%	5.95%	2.44%

Gender Identity

	Female	Male	Other preferred description	Prefer not to say	Not Answered
Partner	38.74%	54.95%	0.00%	2.70%	3.60%
Legal Director	58.82%	39.22%	0.00%	1.96%	0.00%
Senior Associate	63.27%	30.61%	0.00%	3.06%	3.06%
Associate	70.09%	27.10%	0.00%	1.87%	0.93%
Solicitor	67.27%	30.91%	0.00%	0.00%	1.82%
Other Fee Earners	80.47%	17.97%	0.00%	0.78%	0.78%
Business Services	63.04%	29.35%	0.54%	1.09%	5.98%
Secretarial	90.00%	7.50%	0.00%	1.00%	1.50%
Trainees	72.22%	27.78%	0.00%	0.00%	0.00%
Grand Total	69.17%	26.93%	0.10%	1.37%	2.44%

Disability

	No	Prefer not to say	Yes	Not Answered
Partner	89.19%	4.50%	2.70%	3.60%
Legal Director	94.12%	3.92%	1.96%	0.00%
Senior Associate	89.80%	5.10%	2.04%	3.06%
Associate	89.72%	2.80%	6.54%	0.93%
Solicitor	90.00%	0.00%	8.18%	1.82%
Other Fee Earners	90.63%	2.34%	6.25%	0.78%
Business Services	86.41%	1.63%	5.98%	5.98%
Secretarial	91.00%	1.50%	6.00%	1.50%
Trainees	88.89%	0.00%	11.11%	0.00%
Grand Total	89.66%	2.34%	5.56%	2.44%

Disability Level

	No	Prefer not to say	Yes, limited a little	Yes, limited a lot	Not Answered
Partner	89.19%	2.70%	4.50%	0.00%	3.60%
Legal Director	94.12%	1.96%	3.92%	0.00%	0.00%
Senior Associate	85.71%	5.10%	5.10%	1.02%	3.06%
Associate	90.65%	4.67%	2.80%	0.93%	0.93%
Solicitor	90.00%	0.91%	6.36%	0.91%	1.82%
Other Fee Earners	91.41%	1.56%	5.47%	0.78%	0.78%
Business Services	86.41%	2.72%	3.80%	1.09%	5.98%
Secretarial	93.00%	1.50%	3.50%	0.50%	1.50%
Trainees	97.22%	0.00%	2.78%	0.00%	0.00%
Grand Total	90.15%	2.44%	4.29%	0.68%	2.44%

Type of school attended between 11-16 years

	Attended school outside the UK	Don't know / not sure	Independent/ fee-paying school	Independent/ fee-paying school (bursary-funded)
Partner	5.41%	0.00%	27.93%	0.90%
Legal Director	1.96%	0.00%	23.53%	0.00%
Senior Associate	1.02%	0.00%	11.22%	1.02%
Associate	4.67%	0.00%	12.15%	3.74%
Solicitor	8.18%	0.00%	14.55%	1.82%
Other Fee Earners	3.13%	0.00%	5.47%	0.78%
Business Services	4.89%	1.63%	10.33%	2.17%
Secretarial	6.00%	1.50%	6.00%	1.00%
Trainees	0.00%	0.00%	13.89%	5.56%
Grand Total	4.59%	0.59%	12.29%	1.66%
	Prefer not to say	State-run or state-funded school (non-selective)	State-run or state-funded school (selective)	Not Answered
Partner	5.41%	41.44%	12.61%	6.31%
Legal Director	5.88%	50.98%	17.65%	0.00%
Senior Associate	5.10%	66.33%	12.24%	3.06%
Associate	3.74%	62.62%	12.15%	0.93%
Solicitor	0.91%	59.09%	13.64%	1.82%
Other Fee Earners	5.47%	72.66%	11.72%	0.78%

Business Services	1.63%	61.96%	11.41%	5.98%
Secretarial	6.50%	61.00%	16.50%	1.50%
Trainees	2.78%	63.89%	13.89%	0.00%
Grand Total	4.20%	60.59%	13.37%	2.73%

University education in immediate family

	Don't know / not sure	No, neither of my parents attended university	Prefer not to say	Yes, one or both of my parents attended university	Not Answered
Partner	0.00%	52.25%	6.31%	35.14%	6.31%
Legal Director	0.00%	52.94%	9.80%	35.29%	1.96%
Senior Associate	0.00%	48.98%	6.12%	40.82%	4.08%
Associate	1.87%	56.07%	4.67%	36.45%	0.93%
Solicitor	0.00%	58.18%	0.91%	39.09%	1.82%
Other Fee Earners	3.13%	66.41%	4.69%	25.78%	0.00%
Business Services	3.26%	71.20%	4.35%	15.22%	5.98%
Secretarial	3.00%	70.00%	6.50%	18.50%	2.00%
Trainees	0.00%	36.11%	2.78%	61.11%	0.00%
Grand Total	1.76%	61.07%	5.07%	29.17%	2.93%

Parental Occupation

	Clerical and intermediate occupations	Long term unemployed	Modern / traditional professional occupation	Other, e.g.: retired, this question does not apply	Prefer not to say
Partner	1.80%	0.00%	42.34%	0.90%	6.31%
Legal Director	3.92%	0.00%	37.25%	1.96%	9.80%
Senior Associate	3.06%	0.00%	38.78%	3.06%	9.18%
Associate	4.67%	0.93%	39.25%	2.80%	7.48%
Solicitor	2.73%	2.73%	32.73%	4.55%	5.45%
Other Fee Earners	6.25%	2.34%	26.56%	3.13%	7.81%
Business Services	3.80%	2.17%	26.63%	3.80%	7.07%
Secretarial	5.50%	1.00%	30.00%	0.50%	11.00%
Trainees	2.78%	0.00%	36.11%	5.56%	2.78%
Grand Total	4.10%	1.27%	32.98%	2.63%	7.90%
	Routine, semi-routine manual & service occupation	Senior, middle, or junior managers or administrator	Small business owners who employed < 25 people	Technical and craft occupations	Not Answered
Partner	3.60%	27.93%	5.41%	5.41%	6.31%
Legal Director	9.80%	21.57%	9.80%	3.92%	1.96%
Senior Associate	6.12%	20.41%	6.12%	9.18%	4.08%
Associate	7.48%	20.56%	9.35%	6.54%	0.93%

Solicitor	10.00%	14.55%	15.45%	10.00%	1.82%
Other Fee Earners	14.84%	19.53%	10.16%	9.38%	0.00%
Business Services	7.61%	17.93%	5.43%	19.02%	6.52%
Secretarial	15.00%	15.00%	7.00%	13.00%	2.00%
Trainees	11.11%	19.44%	5.56%	16.67%	0.00%
Grand Total	9.85%	19.02%	8.10%	11.12%	3.02%

Primary care giver for a child under 18

	No	Prefer not to say	Yes	Not Answered
Partner	36.94%	2.70%	54.05%	6.31%
Legal Director	49.02%	1.96%	47.06%	1.96%
Senior Associate	34.69%	4.08%	57.14%	4.08%
Associate	56.07%	4.67%	38.32%	0.93%
Solicitor	90.91%	0.00%	7.27%	1.82%
Other Fee Earners	74.22%	1.56%	24.22%	0.00%
Business Services	64.67%	1.63%	27.72%	5.98%
Secretarial	68.50%	2.00%	27.50%	2.00%
Trainees	91.67%	0.00%	8.33%	0.00%
Grand Total	62.83%	2.15%	32.10%	2.93%

Caring responsibilities for family or friends – level of care

	No	Prefer not to say	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	Not Answered
Partner	84.68%	4.50%	3.60%	0.90%	0.00%	6.31%
Legal Director	84.31%	3.92%	7.84%	1.96%	0.00%	1.96%
Senior Associate	83.67%	7.14%	3.06%	0.00%	2.04%	4.08%
Associate	90.65%	4.67%	2.80%	0.00%	0.93%	0.93%
Solicitor	95.45%	1.82%	0.00%	0.00%	0.91%	1.82%
Other Fee Earners	92.97%	3.13%	2.34%	0.78%	0.78%	0.00%
Business Services	87.50%	2.17%	3.80%	0.00%	0.54%	5.98%
Secretarial	91.00%	2.50%	2.50%	0.50%	1.50%	2.00%
Trainees	97.22%	0.00%	2.78%	0.00%	0.00%	0.00%
Grand Total	89.56%	3.32%	2.93%	0.39%	0.88%	2.93%