

Workforce diversity in the UK

Partners Lawyers Business services All firm

Gender identity

Since 2019, we have seen an increase in the number of Female Partners and a modest decrease in the number of Female Lawyers in the firm. In early 2021, as part of the launch of our International D&I strategy, we set goals to increase this number significantly – to 30% by 2025 and 40% by 2030 – to better reflect the overarching gender balance of our lawyer population. Over the next five to ten years, we are committed to ensuring the broader lawyer population remains balanced to ensure a robust pipeline into leadership positions.

2019		2022*
Female		
19.9%	3.1 ▶	23.0%
53.5%	1.9 ▶	55.4%
65.7%	2.4 ▶	63.3%
57.1%	1.2 ▶	55.9%
Male		
80.1%	3.1 ▶	77.0%
46.5%	1.9 ▶	44.6%
34.3%	2.4 ▶	36.7%
42.9%	1.2 ▶	44.1%

Ethnicity and race

While we have seen improvements in the number of ethnic minorities represented in our Partnership, the proportions of ethnically diverse colleagues across the rest of the business remains the same over the past two years. Our soon to be launched UK Ethnicity goals will set us on a journey to improving ethnic diversity across the business, and will have a specific focus on Black representation in areas where there is significant under-representation.

2019		2022
Asian		
4.1%	0.5 ▶	3.6%
8.4%	0.4 ▶	8.8%
6.5%	0.8 ▶	5.7%
6.8%	0.1 ▶	6.7%
Black		
0.8%	0.4 ▶	1.2%
2.1%	0.2 ▶	2.3%
2.8%	0.9 ▶	1.9%
2.4%	0.5 ▶	1.9%
White		
87.6%	5.9 ▶	81.7%
80.1%	3.8 ▶	76.3%
83.0%	1.7 ▶	81.3%
82.7%	3.2 ▶	79.5%
Another ethnic group		
1.7%	2.3 ▶	4.0%
1.6%	3.2 ▶	4.8%
1.3%	2.6 ▶	3.9%
1.5%	2.7 ▶	4.2%
Prefer not to say		
5.8%	3.8 ▶	2.0%
7.7%	6.3 ▶	1.4%
6.4%	4.4 ▶	2.0%
6.7%	4.9 ▶	1.8%
Undeclared		
0.0%	7.5 ▶	7.5%
0.0%	6.5 ▶	6.5%
0.0%	5.0 ▶	5.2%
0.0%	5.9 ▶	5.9%
Disclosure Rate		
0.0%	92.5 ▶	92.46%
0.0%	93.5 ▶	93.5%
0.0%	94.8 ▶	94.78%
0.0%	94.1 ▶	94.1%

Measuring socio-economic diversity

Proportionally, we know we have high representation in our lawyer populations of people who attended independent schools. But we also have a significant proportion of Partners and Lawyers who were the first in their family to go to university. We need to increase our disclosure rate of personal information to better understand representation across our firm. Additionally, we are making efforts to widen the talent pool of socio-economically diverse candidates at entry level, graduates and school leavers, and improve the way in which we collect socio-economic background information by introducing questions in-line with industry best practice, all of which is underpinned by the advocacy work of Sandra Wallace and Vincent Keaveny. We are committed to improving social mobility within our firm and wider society.

School type attended from ages 11 to 16

2019		2022
UK selective state school		
44.8%	44.8 ▶	0.0%
48.4%	47.3 ▶	1.1%
63.1%	61.5 ▶	1.6%
56.8%	55.6 ▶	1.2%
UK non-selective state school		
0.0%	39.3 ▶	39.3%
0.0%	42.6 ▶	42.6%
0.0%	64.1 ▶	64.1%
0.0%	55.6 ▶	53.3%
UK independent or fee-paying school		
20.3%	0.7 ▶	21.0%
22.2%	4.1 ▶	18.1%
8.1%	1.8 ▶	6.3%
13.5%	1.1 ▶	12.4%
Attended school outside the UK		
5.0%	0.2 ▶	5.2%
7.2%	0.2 ▶	7.0%
6.9%	2.4 ▶	9.3%
6.8%	1.2 ▶	8.0%
Prefer not to say		
29.9%	27.5 ▶	2.4%
22.1%	20.4 ▶	1.7%
21.9%	19.9 ▶	2.0%
22.9%	21.0 ▶	1.9%
Undeclared		
0.0%	32.1 ▶	32.14%
0.0%	29.4 ▶	29.4%
0.0%	16.7 ▶	16.67%
0.0%	23.2 ▶	23.17%
Disclosure Rate		
0.0%	67.9 ▶	67.86%
0.0%	70.6 ▶	70.6%
0.0%	83.3 ▶	83.33%
0.0%	76.8 ▶	76.83%

First generation to go to university

2019		2022
Yes		
41.9%	5.4 ▶	36.5%
35.1%	3.9 ▶	31.2%
24.0%	1.0 ▶	25.0%
29.2%	0.6 ▶	28.6%
No		
28.6%	1.2 ▶	29.8%
42.7%	6.1 ▶	36.6%
23.9%	0.9 ▶	23.0%
29.8%	0.9 ▶	28.9%
Did not attend university		
0.4%	0.0 ▶	0.4%
0.7%	0.1 ▶	0.7%
29.8%	1.0 ▶	32.7%
18.2%	0.5 ▶	17.0%
Prefer not to say		
29.0%	27.8 ▶	1.2%
21.6%	20.5 ▶	2.3%
22.3%	2.8 ▶	2.6%
22.9%	1.7 ▶	2.3%
Undeclared		
0.0%	32.1 ▶	32.14%
0.0%	29.3 ▶	29.3%
0.0%	16.7 ▶	16.75%
0.0%	23.2 ▶	23.17%
Disclosure Rate		
0.0%	66.7 ▶	66.67%
0.0%	68.5 ▶	68.5%
0.0%	80.6 ▶	80.64%
0.0%	74.5 ▶	74.50%

Age

The vast majority of our lawyers are aged between 25-44, while the majority of our Partnership is aged between 35-54, statistics which have changed marginally since 2019. Our Business Services population is more age diverse, with even representation across the 25-54 age group. This pattern is mirrored when looking at the firm as a whole.

2019		2022
16-24		
0.0%	0.0 ▶	0.0%
0.0%	9.8 ▶	9.8%
3.8%	0.9 ▶	4.7%
2.3%	3.8 ▶	6.1%
25-34		
0.0%	0.0 ▶	0.4%
48.8%	8.2 ▶	57.0%
34.3%	9.0 ▶	25.3%
34.5%	0.1 ▶	34.6%
35-44		
25.3%	10.4 ▶	35.7%
35.3%	13.0 ▶	22.3%
24.6%	4.5 ▶	29.1%
27.7%	0.4 ▶	27.3%
45-54		
52.3%	5.9 ▶	46.4%
9.6%	3.5 ▶	6.1%
25.4%	4.8 ▶	30.2%
24.0%	1.2 ▶	22.8%
55-64		
21.6%	4.1 ▶	17.5%
4.6%	1.0 ▶	3.6%
9.8%	0.4 ▶	9.4%
9.7%	1.6 ▶	8.1%
65+		
0.8%	0.8 ▶	0.0%
1.8%	0.7 ▶	1.1%
2.0%	0.7 ▶	1.3%
1.8%	0.7 ▶	1.1%



One voice made of many

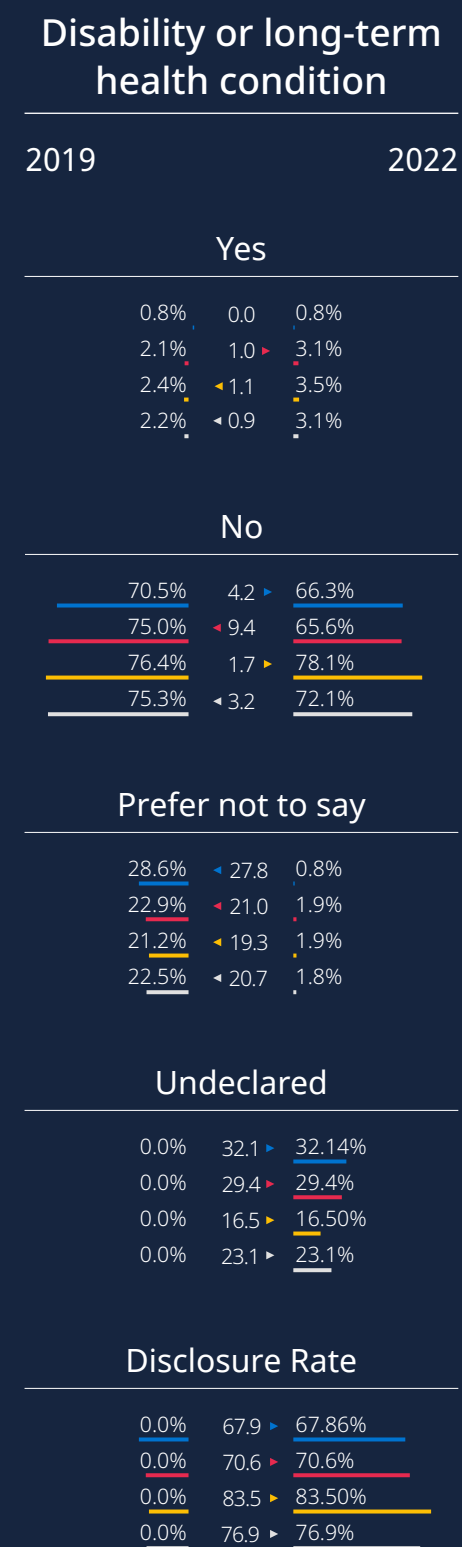
*data is as of June 2022

Workforce diversity in the UK (cont.)

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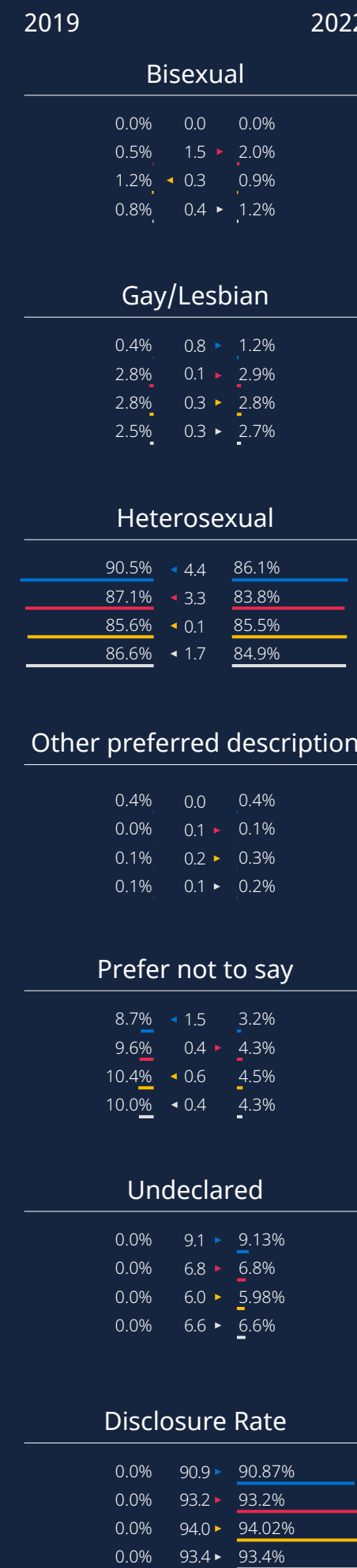
Measuring disability or long-term health conditions

Over the past two years, we have seen a slight decrease in the numbers of people across our firm stating that they have a disability or long-term health condition, while a small proportion of our people are limited by their disability. Across both questions, a significant number of people prefer not to disclose their personal information. In response, we created Enabled, an employee network who's first task was to undertake a disability audit across the business with Executive Sponsorship from Partnership and supported by HR. The network, now fully established with a committee of people with visible and invisible disabilities, including mental health or long-term health conditions working with leadership, HR, D&I and Property teams to focus efforts on their Action Plan from the audit, support our people and prospective talent, address any barriers for our people, key stakeholders and clients.

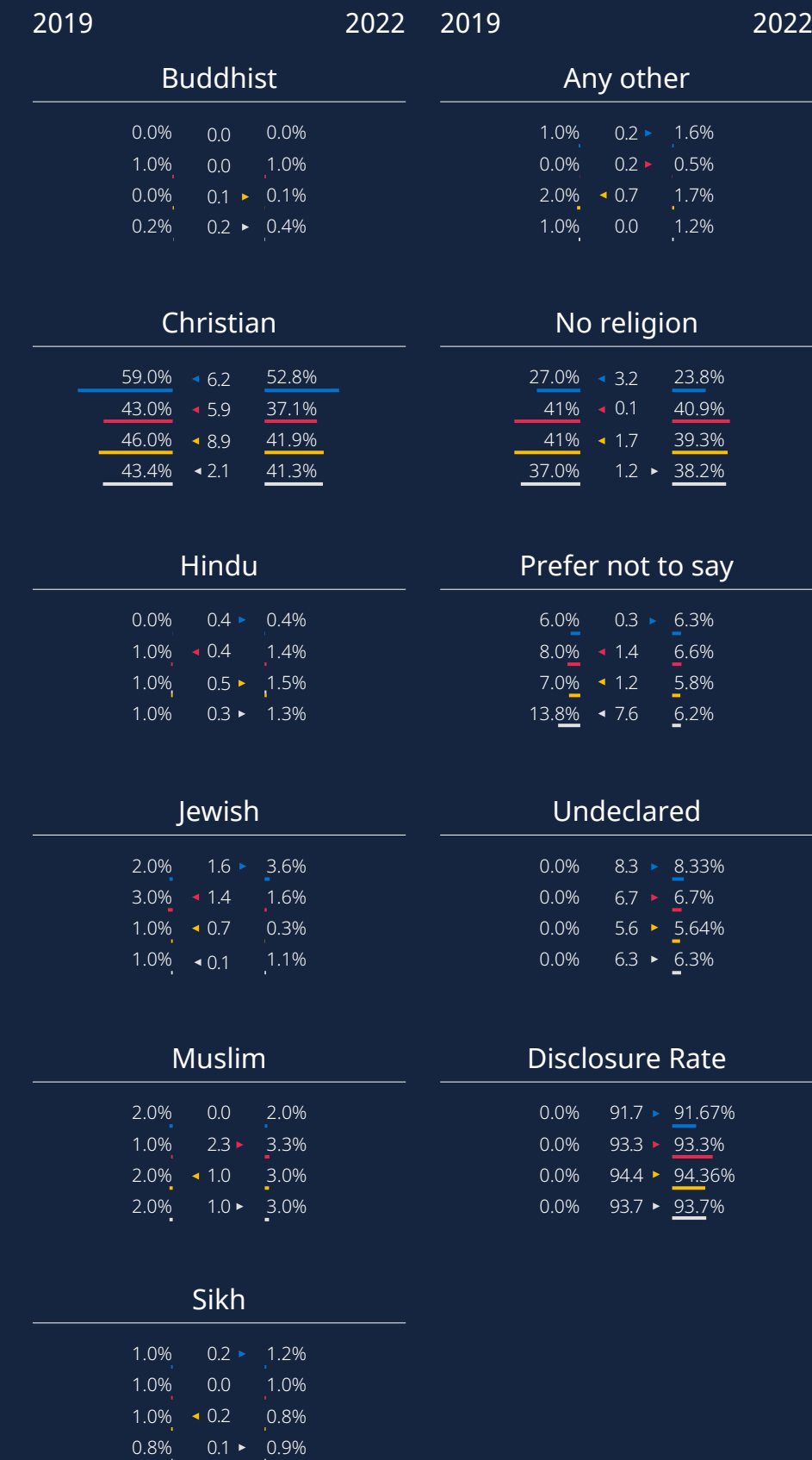


Sexual orientation

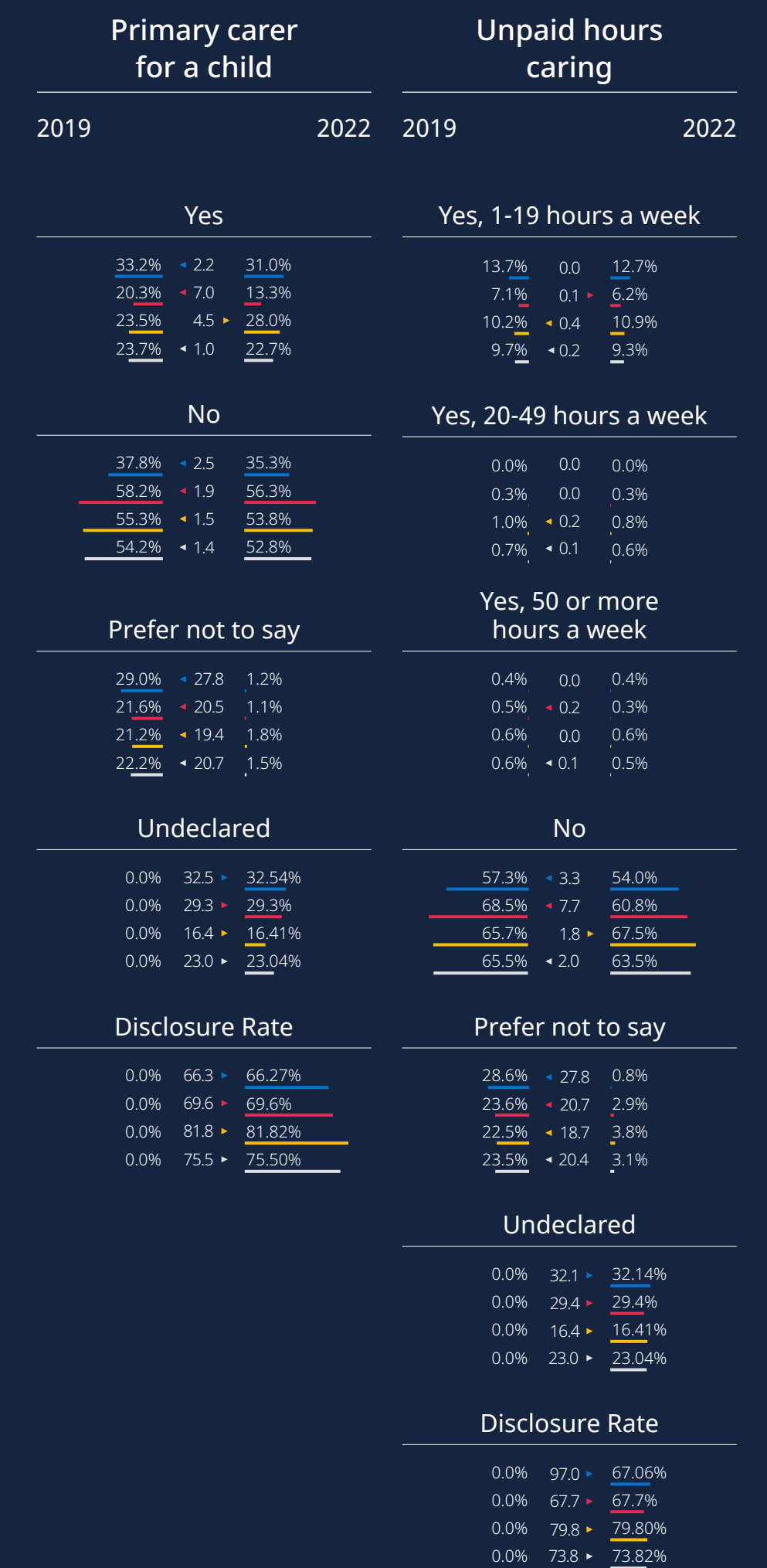
Representation of LGBTQ+ people in our business is close to reflecting the UK population, however, we know that our disclosure rates of personal information needs to improve for us to have a better understanding of LGBTQ+ representation. We will focus our efforts through Iris, our LGBTQ+ network and the strength of LGBTQ+ Allyship but know there is more we can do to increase awareness of LGBTQ+ equality and any barriers in the workplace.



Religion or belief



Measuring caring responsibilities



One voice made of many