As part of our obligations as a firm regulated by the Solicitors Regulation Authority, this data has been collected from all partners and employees across DLA Piper offices in England.

Lawyer category includes all associates, counsel and trainees and excludes partners.
GENDER

PARTNERS

Prefer not to say: 0%
Other preferred description: 0%
Female: 20%
Male: 80%

LAWYERS

Prefer not to say: 1%
Other preferred description: 0%
Female: 56%
Male: 43%

BUSINESS SERVICES

Prefer not to say: 0%
Other preferred description: 0%
Female: 70%
Male: 30%
Trans is an umbrella term for those who consider their own gender identity to be different from that associated with their sex as registered at birth.

This category was added for 2017 and so disclosure rates are lower.
DISABILITY (ACCORDING TO EQUALITY ACT)

PARTNERS

- Prefer not to say: 2%
- Yes: 1%
- No: 97%

LAWYERS

- Prefer not to say: 2%
- Yes: 2%
- No: 96%

BUSINESS SERVICES

- Prefer not to say: 1%
- Yes: 2%
- No: 97%
DAY-TO-DAY LIMITATION TO ACTIVITIES BECAUSE OF HEALTH PROBLEM OR DISABILITY LASTING 12 MONTHS

**PARTNERS**

- Prefer not to say: 2%
- Yes, limited a lot: 1%
- Yes, limited a little: 2%
- No: 95%

**LAWYERS**

- Prefer not to say: 2%
- Yes, limited a lot: 0%
- Yes, limited a little: 3%
- No: 95%

**BUSINESS SERVICES**

- Prefer not to say: 1%
- Yes, limited a lot: 0%
- Yes, limited a little: 3%
- No: 96%
ETHNICITY

PARTNERS

- Prefer not to say: 2%
- Other ethnic group: 3%
- White: 91%
- Asian/Asian British: 1%
- Black/Black British: 1%
- Mixed/multiple ethnic groups: 91%

LAWYERS

- Prefer not to say: 2%
- Other ethnic group: 2%
- White: 86%
- Asian/Asian British: 9%
- Black/Black British: 1%
- Mixed/multiple ethnic groups: 3%

BUSINESS SERVICES

- Prefer not to say: 2%
- Other ethnic group: 2%
- White: 89%
- Asian/Asian British: 3%
- Black/Black British: 1%
- Mixed/multiple ethnic groups: 3%

<table>
<thead>
<tr>
<th>Asian/Asian British</th>
<th>Mixed/multiple ethnic groups</th>
<th>Black/Black British</th>
<th>White</th>
<th>Other ethnic group</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bangladeshi</td>
<td>White and Asian</td>
<td>African</td>
<td>British/English/Welsh/Northern Irish/Scottish Irish</td>
<td>Arab</td>
</tr>
<tr>
<td>Chinese</td>
<td>White and Black African</td>
<td>Caribbean</td>
<td>Gypsy or Irish Traveller</td>
<td>Any other ethnic group</td>
</tr>
<tr>
<td>Indian</td>
<td>White and Black Caribbean</td>
<td>Any other Black background</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pakistani</td>
<td>White and Chinese</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Any other Asian background</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>Mixed/multiple ethnic background</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
**RELIGION OR BELIEF**

**PARTNERS**
- Any other religion or belief: 0%
- Prefer not to say: 6%
- Jewish: 1%
- Hindu: 0%
- No religion or belief / Atheist: 28%
- Sikh: 1%
- Muslim: 2%
- Buddhist: 0%
- Christian: 62%

**LAWYERS**
- Any other religion or belief: 1%
- Prefer not to say: 7%
- Jewish: 0%
- Hindu: 1%
- No religion or belief / Atheist: 37%
- Sikh: 1%
- Muslim: 2%
- Buddhist: 1%
- Christian: 50%

**BUSINESS SERVICES**
- Any other religion or belief: 2%
- Prefer not to say: 5%
- Jewish: 1%
- Hindu: 1%
- No religion or belief / Atheist: 39%
- Sikh: 1%
- Muslim: 1%
- Buddhist: 0%
- Christian: 50%
SEXUAL ORIENTATION

PARTNERS

- Prefer not to say: 4%
- Other: 0%
- Gay man: 2%
- Gay woman / lesbian: 0%
- Bisexual: 0%
- Heterosexual / straight: 94%

LAWYERS

- Prefer not to say: 4%
- Other: 0%
- Bisexual: 1%
- Gay man: 2%
- Gay woman / lesbian: 0%
- Heterosexual / straight: 93%

BUSINESS SERVICES

- Prefer not to say: 4%
- Other: 0%
- Bisexual: 1%
- Gay man: 2%
- Gay woman / lesbian: 1%
- Heterosexual / straight: 92%
SOCIAL MOBILITY – TYPE OF SCHOOL ATTENDED

PARTNERS
 Prefer not to say: 2%
 Attended school outside the UK: 6%
 UK Independent/ Fee-paying School: 34%
 UK State School: 58%

LAWYERS
 Prefer not to say: 2%
 Attended school outside the UK: 7%
 UK Independent/ Fee-paying School: 25%
 UK State School: 66%

BUSINESS SERVICES
 Prefer not to say: 1%
 Attended school outside the UK: 6%
 UK Independent/ Fee-paying School: 8%
 UK State School: 85%
SOCIAL MOBILITY – FIRST GENERATION TO ATTEND UNIVERSITY

**PARTNERS**
- Prefer not to say: 1%
- Did not attend University: 1%
- No: 43%
- Yes: 55%

**LAWYERS**
- Prefer not to say: 2%
- Did not attend University: 1%
- No: 53%
- Yes: 44%

**BUSINESS SERVICES**
- Prefer not to say: 2%
- Did not attend University: 48%
- No: 21%
- Yes: 29%
CARING RESPONSIBILITIES – PRIMARY CARER FOR A CHILD

PARTNERS
- Prefer not to say: 2%
- No: 58%
- Yes: 40%

LAWYERS
- Prefer not to say: 2%
- No: 76%
- Yes: 22%

BUSINESS SERVICES
- Prefer not to say: 1%
- No: 66%
- Yes: 33%
CARING RESPONSIBILITIES – SUPPORT OF OTHERS

**PARTNERS**
- Prefer not to say: 3%
- Yes, 50 or more hours a week: 1%
- Yes, 1 – 19 hours a week: 18%
- Yes, 20 – 49 hours a week: 0%
- No: 78%

**LAWYERS**
- Prefer not to say: 3%
- Yes, 50 or more hours a week: 0%
- Yes, 1 – 19 hours a week: 8%
- Yes, 20 – 49 hours a week: 0%
- No: 89%

**BUSINESS SERVICES**
- Prefer not to say: 2%
- Yes, 50 or more hours a week: 1%
- Yes, 1 – 19 hours a week: 14%
- Yes, 20 – 49 hours a week: 1%
- No: 82%