

Diversity statistics 2023

Global diversity statistics 2023 – gender

Gender – global

	Female	Male
Partner	29%	71%
Associate	59%	41%
Trainee	60%	40%
Other fee earner	73%	27%
Business services	67%	33%
Secretary/PA	99%	1%
Grand total	60%	40%

Gender – UK

	Female	Male
Partner	26%	74%
Associate	56%	44%
Trainee	61%	39%
Other fee earner	74%	26%
Business services	64%	36%
Secretary/PA	100%	0%
Grand total	58%	42%

UK diversity statistics 2023

Disability

	Yes	No
Partner	6%	94%
Associate	8%	92%
Trainee	10%	90%
Other fee earner	21%	79%
Business services	8%	92%
Secretary/PA	3%	97%
Grand total	9%	91%

Disability level

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited	Not applicable
Partner	0%	5%	1%	94%
Associate	1%	6%	1%	93%
Trainee	0%	3%	3%	93%
Other fee earner	0%	12%	10%	79%
Business services	0%	4%	4%	92%
Secretary/PA	0%	3%	0%	97%
Grand total	0%	5%	3%	92%

Ethnicity

	Asian	Black	Mixed	White	Other
Partner	7%	1%	1%	89%	2%
Associate	12%	2%	5%	79%	2%
Trainee	3%	3%	6%	85%	3%
Other fee earner	30%	5%	5%	52%	9%
Business services	16%	8%	6%	69%	1%
Secretary/PA	8%	3%	3%	87%	0%
Grand total	13%	4%	5%	76%	2%

Gender identity – identify as trans

	Yes	No
Partner	2%	98%
Associate	0%	100%
Trainee	3%	97%
Other fee earner	0%	100%
Business services	1%	99%
Secretary/PA	3%	97%
Grand Total	1%	99%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	No religion or belief/atheist
Partner	1%	44%	1%	7%	1%	1%	1%	43%
Associate	0%	36%	3%	3%	1%	2%	1%	53%
Trainee	0%	29%	0%	10%	3%	0%	3%	55%
Other fee earner	0%	38%	2%	10%	12%	7%	2%	29%
Business services	1%	34%	5%	3%	7%	2%	3%	46%
Secretary/PA	0%	44%	0%	0%	0%	0%	3%	53%
Grand total	0%	37%	3%	4%	4%	2%	2%	47%

Sexual orientation

	Bi	Gay/lesbian	Heterosexual/straight	I use another term
Partner	1%	7%	92%	0%
Associate	3%	7%	90%	0%
Trainee	9%	6%	85%	0%
Other fee earner	5%	5%	88%	2%
Business services	2%	1%	97%	1%
Secretary/PA	0%	0%	100%	0%
Grand total	3%	4%	93%	0%

Social mobility – type of school attended aged 11-16

	UK selective state run or funded	UK non-selective state run or funded	UK independent/ fee-paying (bursary)	UK independent/ fee-paying (scholarship)	UK independent/ fee-paying (no bursary)	Attended school outside the UK	Other
Partner	14%	33%	5%	16%	19%	9%	3%
Associate	16%	28%	2%	8%	21%	23%	1%
Trainee	12%	30%	0%	6%	36%	15%	0%
Other fee earner	21%	35%	2%	2%	9%	28%	2%
Business services	21%	51%	2%	0%	5%	19%	1%
Secretary/PA	39%	56%	0%	0%	0%	3%	0%
Grand total	19%	39%	2%	6%	15%	18%	1%

Social mobility – free school meals

	Yes	No
Partner	12%	88%
Associate	3%	97%
Trainee	8%	92%
Other fee earner	20%	80%
Business services	14%	86%
Secretary/PA	4%	96%
Grand total	9%	91%

Social mobility – parental qualifications

	Degree level qualification or above	Qualifications below degree level	No formal qualifications	Other
Partner	85%	10%	4%	0%
Associate	90%	6%	4%	0%
Trainee	97%	3%	0%	0%
Other fee earner	65%	33%	2%	0%
Business services	66%	31%	3%	0%
Secretary/PA	10%	81%	6%	3%
Grand total	76%	21%	3%	0%

Social mobility – parental occupation

	Technical/ craft	Modern professional	Traditional professional	Senior managers/ administrators	Clerical/ intermediate	Middle/ junior managers	Semi-routine manual/ service	Routine manual/ service	Retired	Inactive (excluding retired)	Long-term unemployed	Short-term unemployed	Other
Partner	9%	27%	19%	12%	4%	12%	1%	6%	1%	0%	1%	0%	8%
Associate	6%	34%	22%	11%	3%	7%	2%	3%	2%	0%	1%	0%	8%
Trainee	0%	31%	31%	17%	3%	7%	3%	0%	0%	0%	0%	0%	7%
Other fee earner	5%	30%	19%	8%	8%	11%	0%	11%	0%	0%	0%	0%	8%
Business services	10%	23%	17%	12%	8%	8%	3%	9%	0%	1%	2%	1%	8%
Secretary/PA	20%	12%	4%	20%	8%	8%	0%	12%	0%	0%	0%	0%	16%
Grand total	8%	28%	19%	12%	5%	9%	2%	6%	1%	0%	1%	0%	9%

Primary carer for child under 18

	Yes	No
Partner	44%	56%
Associate	15%	85%
Trainee	0%	100%
Other fee earner	18%	82%
Business services	31%	69%
Secretary/PA	16%	84%
Grand total	24%	76%

Carer for person with long-term condition or disability

	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No
Partner	4%	0%	1%	95%
Associate	3%	0%	0%	97%
Trainee	3%	0%	0%	97%
Other fee earner	5%	0%	0%	95%
Business services	6%	1%	1%	92%
Secretary/PA	5%	5%	3%	87%
Grand total	5%	1%	1%	94%

Notes on this data

- Data current as at May 2023
- Associate includes associates, fee earning consultants and of counsels
- Other fee earner includes paralegals, professional support lawyers and apprentices
- Business services excludes secretaries and PAs
- Totals may not sum to 100% due to rounding
- This data is based on those who have disclosed their diversity data; those who have not disclosed their data are not included

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