

Contents

Global Diversity Statistics 2018 – Gender	2
London Diversity Statistics 2018 – UK	4

Global Diversity Statistics 2018 – Gender

Global

	Female	Male
Partners	20%	80%
Associates	47%	53%
Junior Associates	54%	46%
Other	61%	39%
Business Teams	65%	35%
Secretaries	99%	1%
Grand Total	58%	42%

Americas

	Female	Male
Partners	18%	82%
Associates	51%	49%
Junior Associates	100%	0%
Other	50%	50%
Business Teams	54%	46%
Secretaries	96%	4%

Asia

	Female	Male
Partners	29%	71%
Associates	53%	47%
Junior Associates	63%	37%
Other	73%	27%
Business Teams	67%	33%
Secretaries	99%	1%

Eastern Europe

	Female	Male
Partners	13%	87%
Associates	44%	56%
Junior Associates	61%	39%
Other	50%	50%
Business Teams	70%	30%
Secretaries	100%	0%

Germany

	Female	Male
Partners	10%	90%
Associates	35%	65%
Other	53%	47%
Business Teams	73%	27%
Secretaries	100%	0%

Global Diversity Statistics 2018 – Gender

UK

	Female	Male
Partners	24%	76%
Associates	51%	49%
Junior Associates	56%	44%
Other	52%	48%
Business Teams	59%	41%
Secretaries	100%	0%

Western Europe (excluding Germany and the UK)

	Female	Male
Partners	14%	86%
Associates	45%	55%
Junior Associates	47%	53%
Other	77%	23%
Business Teams	72%	28%
Secretaries	96%	4%

Notes:

1) Data current as at 1 December 2018

2) Figures based on total headcount

3) 'Other' includes Other Fee Earners and Professional Support Lawyers

London Diversity Statistics 2018 – UK

Faith / Belief

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Sikh	Other	Do not wish to disclose	Not Answered
Partners	0.0%	49.2%	3.1%	3.1%	0.0%	22.5%	0.0%	0.0%	4.7%	17.3%
Associates	1.0%	33.6%	3.0%	2.9%	1.6%	31.0%	0.3%	1.2%	5.6%	20.0%
Junior Associates	0.5%	19.4%	5.7%	1.4%	3.8%	34.1%	0.0%	0.9%	5.7%	28.4%
Other	0.0%	36.7%	0.0%	2.3%	0.0%	21.9%	1.6%	0.8%	4.7%	32.0%
Business Teams	0.3%	36.2%	2.1%	0.5%	1.2%	33.2%	0.9%	1.7%	4.8%	18.9%
Secretaries	0.0%	50.9%	0.0%	0.9%	0.9%	25.4%	0.9%	0.4%	4.4%	16.2%
Grand Total	0.4%	36.4%	2.5%	1.7%	1.4%	30.2%	0.6%	1.2%	5.1%	20.5%

Race / Ethnicity

	Chinese	Bangladeshi	Indian	Pakistani	Other Asian	African	Caribbean	Other Black
Partners	1.0%	0.0%	4.7%	0.0%	0.5%	0.0%	0.0%	0.5%
Associates	5.6%	0.1%	6.7%	0.5%	1.0%	1.4%	0.5%	0.1%
Junior Associates	10.0%	0.5%	6.2%	0.9%	1.9%	2.8%	0.9%	0.5%
Other	0.0%	0.0%	1.6%	0.0%	0.0%	0.0%	0.8%	0.0%
Business Teams	1.6%	0.3%	3.5%	0.0%	0.5%	1.6%	0.9%	0.1%
Secretaries	0.4%	0.4%	0.9%	0.0%	0.0%	0.0%	2.6%	0.9%
Grand Total	3.4%	0.2%	4.5%	0.3%	0.7%	1.3%	0.9%	0.3%

	Arab	White British	White Irish	Mixed White	Mixed Other	White Other	Any other ethnic group	Do not wish to disclose	Not Answered
Partners	0.0%	61.3%	1.6%	1.6%	1.0%	13.1%	1.0%	1.0%	12.6%
Associates	0.4%	39.3%	3.3%	2.2%	1.2%	14.5%	0.8%	0.8%	21.6%
Junior Associates	1.4%	27.0%	2.4%	3.3%	0.5%	10.9%	0.5%	2.4%	28.0%
Other	0.8%	52.3%	1.6%	1.6%	0.0%	10.9%	0.8%	1.6%	28.1%
Business Teams	0.0%	55.6%	2.4%	1.9%	0.7%	8.7%	1.1%	1.5%	19.6%
Secretaries	0.0%	66.7%	2.6%	1.8%	1.3%	3.9%	0.0%	0.9%	17.5%
Grand Total	0.3%	49.0%	2.6%	2.1%	0.9%	10.8%	0.8%	1.3%	20.7%

Sexual orientation

	Bisexual	Gay man	Gay woman/ lesbian	Heterosexual/ straight	Other	Do not wish to disclose	Not Answered
Partners	0.0%	2.6%	0.5%	75.9%	0.0%	3.7%	17.3%
Associates	0.3%	3.4%	0.0%	72.7%	0.1%	3.4%	20.1%
Junior Associates	1.4%	1.9%	0.0%	63.0%	0.0%	4.3%	29.4%
Other	0.0%	3.1%	0.0%	60.9%	0.0%	3.9%	32.0%
Business Teams	0.7%	2.5%	1.1%	73.5%	0.3%	3.5%	18.5%
Secretaries	0.0%	0.4%	0.0%	81.6%	0.0%	2.6%	15.4%
Grand Total	0.4%	2.6%	0.4%	72.5%	0.1%	3.5%	20.4%

Gender identity

We have recently updated our Gender Identity question following external guidance and are awaiting refreshed data

Disability

	Yes I have a disability	No I don't have a disability	Do not wish to disclose	Not Answered
Partners	1.6%	87.4%	1.6%	9.4%
Associates	2.3%	76.1%	2.9%	18.8%
Junior Associates	2.4%	67.3%	1.4%	28.9%
Other	6.3%	60.9%	3.9%	28.9%
Business Teams	4.6%	76.1%	1.5%	17.8%
Secretaries	3.5%	79.8%	2.2%	14.5%
Grand Total	3.3%	75.8%	2.1%	18.8%

Disability Level

	Day-to-day activities limited a little by a disability or health condition	Day-to-day activities limited a lot by a disability or health condition	Day-to-day activities not limited by a disability or health condition	Do not wish to disclose	Not Answered
Partners	1.0%	0.5%	67.0%	1.0%	30.4%
Associates	2.2%	0.4%	67.5%	2.3%	27.6%
Junior Associates	0.9%	0.0%	66.8%	0.9%	31.3%
Other	6.3%	0.8%	53.1%	3.9%	35.9%
Business Teams	3.9%	0.5%	67.7%	1.5%	26.4%
Secretaries	3.5%	0.4%	69.7%	1.8%	24.6%
Grand Total	2.9%	0.4%	66.9%	1.8%	27.9%

Social mobility – type of school attended

	Fee-paying school	A state-run or state-funded school selective on the basis of academics e.g. Grammar	A state-run or state-funded school not selective on the basis of academics e.g. Comprehensive	Attended a school outside of the UK	Do not wish to disclose	Not Answered
Partners	34.0%	13.6%	18.8%	13.6%	2.1%	17.8%
Associates	25.5%	9.5%	15.5%	26.9%	2.4%	20.1%
Junior Associates	20.9%	7.6%	12.8%	28.4%	1.4%	28.9%
Other	15.6%	14.1%	21.1%	14.1%	3.1%	32.0%
Business Teams	9.1%	12.1%	42.9%	15.3%	1.6%	19.0%
Secretaries	3.1%	15.4%	61.0%	3.9%	1.3%	15.4%
Grand Total	17.5%	11.4%	29.6%	19.0%	2.0%	20.6%

Social mobility – first generation to attend university within immediate family

We have recently updated this question following external guidance and are awaiting refreshed data

Primary carer for a child under 18

	Yes	No	Do not wish to disclose	Not Answered
Partners	24.1%	47.6%	1.0%	27.2%
Associates	8.3%	63.7%	1.2%	26.8%
Junior Associates	1.4%	67.8%	0.0%	30.8%
Other	19.5%	41.4%	3.9%	35.2%
Business Teams	22.1%	52.5%	1.3%	24.0%
Secretaries	28.1%	47.4%	1.3%	23.2%
Grand Total	16.3%	56.1%	1.3%	26.4%

Caring responsibilities for friends or family – level of care

	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	No	Do not wish to disclose	Not Answered
Partners	8.9%	0.0%	1.6%	59.7%	2.1%	27.7%
Associates	2.4%	0.1%	0.0%	67.5%	2.0%	27.9%
Junior Associates	3.3%	0.0%	0.0%	64.9%	0.5%	31.3%
Other	5.5%	0.8%	0.0%	52.3%	5.5%	35.9%
Business Teams	7.5%	0.4%	0.3%	63.9%	1.7%	26.1%
Secretaries	13.6%	0.4%	0.4%	58.8%	3.5%	23.2%
Grand Total	6.1%	0.3%	0.3%	63.7%	2.1%	27.6%

Notes:

1) Data current as at 1 December 2018

2) 'Partners' include National Partners; 'Associates' include Counsel and Managing Associates; 'Junior Associates' includes Trainees; 'Other' includes Other Fee Earners and Professional Support Lawyers

3) Percentages may not add up to 100% due to rounding