



Demographics: annual report

January to December 2024

This report covers disability, ethnic origin, faith/belief, gender identity, primary caring responsibilities, sexual orientation and social mobility, which align with our Diversity, Equity, Inclusion and Belonging internal communities. The figures are accurate as of 31 December 2024.

Fee earner categories	Business services categories
<ul style="list-style-type: none"> Partner – includes full equity, fixed share and salaried Partners Senior Lawyer – includes Legal Directors, Senior Associates and Of Counsel Junior Lawyer – includes Associate Levels 1 and 2 Other Legal – includes Trainee Solicitors, Paralegals and those in Claims Handling 	<ul style="list-style-type: none"> Business Services Director – includes Associate Directors Senior Business Services – includes Heads of, Senior Managers and Managers Other Business Services – includes Executives, Administrators (including Secretaries) and Apprentices

Disability

	No	Yes	Prefer not to say	Data not provided
Partner	57.2%	3.6%	10.9%	28.3%
Business Services Director	75.0%	0.0%	16.7%	8.3%
Junior Lawyer	70.4%	5.8%	5.8%	18.0%
Other Business Services	68.7%	9.4%	3.6%	18.2%
Other Legal	74.1%	9.9%	3.1%	13.0%
Senior Business Services	72.1%	10.2%	6.8%	10.9%
Senior Lawyer	69.8%	5.9%	10.7%	13.6%
Grand total	69.1%	7.6%	6.4%	16.9%

Ethnic origin

	Any other African/Caribbean/black	Any other mixed/multiple background	Any other white background	Asian Bangladeshi	Asian British	Asian Chinese	Asian Indian	Asian Malay	Asian other	Asian Pakistani	Black African
Partner	0.0%	0.7%	5.8%	0.0%	0.7%	5.8%	2.9%	0.0%	2.2%	0.0%	0.0%
Business Services Director	0.0%	8.3%	16.7%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Junior Lawyer	0.5%	2.4%	14.6%	0.5%	0.5%	10.2%	3.9%	0.0%	1.0%	1.0%	1.9%
Other Business Services	1.3%	0.7%	6.8%	1.0%	1.3%	10.7%	4.2%	0.7%	0.0%	0.7%	1.6%
Other Legal	1.9%	1.9%	8.6%	0.0%	1.9%	5.6%	2.5%	0.0%	1.9%	0.6%	1.9%
Senior Business Services	1.4%	0.7%	5.4%	0.0%	1.4%	5.4%	3.4%	0.0%	1.4%	0.0%	1.4%
Senior Lawyer	0.0%	0.6%	8.9%	0.6%	0.6%	8.9%	1.8%	0.0%	1.2%	0.0%	0.0%
Grand total	0.9%	1.2%	8.6%	0.4%	1.1%	8.2%	3.2%	0.2%	1.1%	0.4%	1.2%

Ethnic origin (continued)

	Black Caribbean	Other ethnic group – Arab	Other ethnic group – Other	White and Asian	White and black African	White and black Caribbean	White British	White English	White Irish	Prefer not to say	Data not provided
Partner	0.0%	0.0%	0.7%	0.0%	0.0%	0.0%	60.1%	0.0%	2.2%	2.2%	15.2%
Business Services Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.7%	0.0%	0.0%	0.0%	8.3%
Junior Lawyer	0.5%	0.0%	0.5%	1.5%	0.0%	0.5%	48.1%	1.0%	1.0%	1.0%	7.8%
Other Business Services	2.9%	0.0%	0.0%	1.0%	0.0%	0.7%	54.4%	1.0%	1.3%	1.0%	8.1%
Other Legal	0.6%	1.2%	0.6%	2.5%	0.6%	0.0%	59.9%	0.0%	0.6%	1.2%	6.2%
Senior Business Services	0.0%	0.7%	1.4%	2.0%	0.0%	0.0%	62.6%	1.4%	1.4%	1.4%	8.2%
Senior Lawyer	0.0%	0.0%	0.0%	0.6%	0.0%	0.6%	65.7%	2.4%	1.2%	1.2%	5.9%
Grand total	1.0%	0.3%	0.4%	1.2%	0.1%	0.4%	57.6%	1.0%	1.2%	1.2%	8.3%

Faith/belief

	Buddhist	Catholic	Christian	Hindu	Jewish	Muslim	Sikh	No religion	Other religion or belief	Prefer not to say	Data not provided
Partner	0.0%	2.9%	29.7%	2.2%	3.6%	0.0%	0.7%	8.7%	1.4%	5.8%	23.9%
Business Services Director	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	25.0%	0.0%	8.3%	8.3%
Junior Lawyer	0.0%	0.5%	24.3%	1.0%	1.0%	2.4%	1.5%	43.7%	0.5%	7.8%	12.6%
Other Business Services	2.6%	1.6%	27.7%	2.3%	0.3%	2.9%	2.0%	32.9%	1.3%	4.9%	12.1%
Other Legal	0.6%	1.2%	17.9%	2.5%	0.0%	3.1%	1.9%	48.1%	1.9%	5.6%	9.3%
Senior Business Services	0.0%	1.4%	29.9%	3.4%	4.1%	1.4%	1.4%	25.9%	2.0%	4.8%	10.2%
Senior Lawyer	0.6%	1.2%	29.6%	1.8%	1.2%	0.6%	0.0%	26.6%	1.2%	3.0%	14.2%
Grand total	0.9%	1.4%	26.6%	2.1%	1.4%	1.9%	1.3%	32.2%	1.3%	5.3%	13.2%

Gender identity

	Female	Male	Non-Binary	Prefer not to say
Partner	30.4%	68.8%	0.0%	0.7%
Business Services Director	75.0%	25.0%	0.0%	0.0%
Junior Lawyer	60.2%	36.9%	0.5%	2.4%
Other Business Services	68.4%	30.9%	0.3%	0.3%
Other Legal	59.9%	37.7%	1.2%	1.2%
Senior Business Services	64.6%	34.7%	0.0%	0.7%
Senior Lawyer	63.3%	34.9%	0.0%	1.8%
Grand total	59.9%	38.6%	0.4%	1.1%

Primary Caring Responsibilities

	Children	Disabled adult/Long term health condition	Disabled child/Long term health condition	Elderly	Other	Prefer not to say	Data not provided
Partner	29.7%	0.0%	0.7%	0.0%	0.7%	2.2%	66.7%
Business Services Director	50.0%	0.0%	8.3%	0.0%	0.0%	0.0%	41.7%
Junior Lawyer	3.4%	0.0%	0.0%	0.5%	0.5%	2.9%	92.7%
Other Business Services	16.3%	0.3%	0.7%	1.0%	0.3%	1.0%	80.5%
Other Legal	9.3%	0.0%	0.6%	1.2%	0.0%	1.2%	87.7%
Senior Business Services	27.2%	2.0%	1.4%	1.4%	0.0%	1.4%	66.7%
Senior Lawyer	23.7%	0.0%	0.0%	0.0%	1.2%	2.4%	72.8%
Grand total	17.4%	0.4%	0.6%	0.7%	0.4%	1.8%	78.7%

Sexual orientation

	Bisexual	Data Not Provided	Gay Man	Gay Woman/ Lesbian	Heterosexual /Straight	Other	Prefer not to say	Data not provided
Partner	0.7%	18.1%	0.7%	0.0%	69.6%	0.0%	5.1%	5.8%
Business Services Director	0.0%	0.0%	0.0%	0.0%	83.3%	0.0%	8.3%	8.3%
Junior Lawyer	1.0%	11.7%	0.5%	0.0%	78.6%	1.0%	4.9%	2.4%
Other Business Services	2.6%	10.1%	1.6%	0.7%	80.1%	0.0%	3.6%	1.3%
Other Legal	6.2%	6.8%	1.2%	1.2%	78.4%	0.0%	6.2%	0.0%
Senior Business Services	2.0%	6.8%	3.4%	0.0%	83.7%	0.0%	2.7%	1.4%
Senior Lawyer	0.0%	12.4%	1.8%	1.2%	80.5%	0.0%	3.0%	1.2%
Grand total	2.1%	10.7%	1.5%	0.5%	78.9%	0.2%	4.2%	1.9%

Social Mobility

(Social Mobility demographics reflect our UK population only)

Social mobility (school attended)

	Home Schooled	International School (outside of UK)	UK Comprehensive	UK Independent (fee paying)	UK State Grammar	University	Prefer not to say	Data not provided
Partner	0.0%	2.5%	16.8%	17.6%	8.4%	0.8%	6.7%	47.1%
Business Services Director	0.0%	0.0%	27.3%	36.4%	0.0%	0.0%	9.1%	27.3%
Junior Lawyer	0.0%	1.6%	8.7%	4.9%	1.6%	0.5%	0.0%	82.6%
Other Business Services	0.0%	2.9%	16.1%	1.5%	2.2%	1.1%	4.4%	71.9%
Other Legal	0.6%	0.6%	7.7%	2.6%	1.3%	0.0%	0.0%	87.2%
Senior Business Services	0.0%	2.2%	14.0%	4.4%	3.7%	2.2%	4.4%	69.1%
Senior Lawyer	0.0%	2.7%	14.9%	12.2%	8.1%	1.4%	2.0%	58.8%
Grand total	0.1%	2.1%	13.2%	6.4%	3.7%	1.0%	2.9%	70.5%

Social mobility (first generation to attend university within immediate family)

	No	Yes	Data not provided
Partner	49.6%	33.6%	16.8%
Business Services Director	63.6%	27.3%	9.1%
Junior Lawyer	47.8%	31.5%	20.7%
Other Business Services	51.1%	23.0%	25.9%
Other Legal	48.7%	30.8%	20.5%
Senior Business Services	44.9%	36.0%	19.1%
Senior Lawyer	56.1%	34.5%	9.5%
Grand total	50.0%	30.4%	19.6%

Social mobility (parental occupation at 14)

	Clerical and intermediate	Modern professional and traditional	Routine semi-routine manual and service	Senior middle or junior managers or administrators	Small business owner	Technical and craft	Prefer not to say	Other	Data Not Provided
Partner	0.0%	9.2%	0.0%	1.7%	0.0%	0.8%	1.7%	4.2%	82.4%
Business Services Director	0.0%	45.5%	9.1%	9.1%	0.0%	0.0%	0.0%	9.1%	27.3%
Junior Lawyer	1.1%	6.0%	2.2%	1.1%	0.0%	0.0%	0.0%	1.6%	88.0%
Other Business Services	0.7%	5.1%	2.6%	1.5%	0.7%	0.4%	2.9%	2.9%	83.2%
Other Legal	0.0%	3.8%	1.3%	0.6%	1.3%	1.3%	1.9%	1.9%	87.8%
Senior Business Services	0.7%	12.5%	2.2%	4.4%	0.7%	1.5%	2.2%	4.4%	71.3%
Senior Lawyer	0.7%	16.2%	1.4%	0.7%	2.7%	0.0%	0.7%	2.7%	75.0%
Grand total	0.6%	8.6%	1.8%	1.7%	0.9%	0.6%	1.7%	2.9%	81.3%

