



Demographics: annual report

January to December 2023

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 2023.

Fee earner categories

- **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

Business services categories

- **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	59.0%	5.2%	11.2%	24.6%
Business Services Director	75.0%	0.0%	16.7%	8.3%
Junior Lawyer	67.6%	6.4%	2.3%	23.7%
Other Business Services	66.2%	10.1%	3.2%	20.5%
Other Legal	75.3%	6.6%	3.0%	15.1%
Senior Business Services	74.6%	8.0%	7.2%	10.1%
Senior Lawyer	66.0%	5.9%	12.4%	15.7%
Grand total	68.1%	7.3%	5.8%	18.8%

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%	6.0%	0.0%	0.7%	5.2%	3.0%	0.0%	3.0%	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	0.9%	1.4%	13.7%	0.5%	0.5%	7.8%	3.7%	0.0%	0.9%	0.9%	1.8%
Other Business Services	1.3%	1.0%	6.8%	1.6%	1.3%	9.7%	3.9%	0.3%	0.0%	1.0%	1.3%
Other Legal	3.0%	2.4%	9.6%	0.0%	1.8%	5.4%	3.6%	0.0%	1.8%	1.2%	1.8%
Senior Business Services	1.4%	0.7%	6.5%	0.0%	1.4%	5.8%	4.3%	0.0%	1.4%	0.7%	0.7%
Senior Lawyer	0.0%	1.3%	9.8%	0.7%	0.7%	7.2%	2.0%	0.0%	1.3%	0.0%	0.0%
Grand total	1.2%	1.3%	8.9%	0.6%	1.1%	7.3%	3.5%	0.1%	1.2%	0.7%	1.1%

Ethnic origin (continued)

	Black Carriibbean	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%	0.0%	0.0%	0.0%	0.0%	64.2%	0.0%	2.2%	2.2%	12.7%
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	0.9%	0.0%	0.5%	0.9%	0.0%	0.9%	52.1%	0.9%	0.9%	0.9%	10.0%
Other Business Services	2.3%	0.3%	0.0%	1.3%	0.0%	0.6%	54.2%	1.3%	1.3%	1.0%	9.4%
Other Legal	0.6%	1.8%	0.6%	2.4%	0.6%	0.0%	53.6%	0.0%	0.6%	1.2%	7.8%
Senior Business Services	0.0%	0.7%	1.4%	1.4%	0.0%	0.0%	60.9%	1.4%	1.4%	1.4%	8.0%
Senior Lawyer	0.0%	0.0%	0.0%	0.7%	0.0%	0.0%	65.4%	1.3%	1.3%	2.0%	6.5%
Grand total	0.9%	0.4%	0.4%	1.2%	0.1%	0.4%	57.3%	0.9%	1.2%	1.3%	9.1%

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%	3.0%	31.3%	2.2%	3.7%	0.7%	0.7%	9.0%	1.5%	6.7%	41.0%
Business Services Director	0.0%	0.0%	33.3%	0.0%	0.0%	0.0%	0.0%	33.3%	0.0%	8.3%	25.0%
Junior Lawyer	0.0%	0.0%	25.1%	1.4%	0.9%	2.7%	1.4%	36.5%	0.5%	6.4%	25.1%
Other Business Services	2.9%	1.9%	29.2%	2.6%	0.6%	3.6%	1.6%	27.6%	1.0%	3.9%	25.0%
Other Legal	0.6%	1.2%	23.5%	3.0%	0.6%	3.6%	1.8%	44.0%	0.6%	3.6%	17.5%
Senior Business Services	0.0%	1.4%	29.0%	3.6%	5.1%	2.2%	2.2%	24.6%	0.7%	5.1%	26.1%
Senior Lawyer	0.7%	0.7%	29.4%	2.0%	1.3%	1.3%	0.0%	23.5%	0.7%	3.9%	36.6%
Grand total	1.0%	1.3%	27.9%	2.4%	1.7%	2.6%	1.3%	28.7%	0.8%	4.9%	27.5%

Gender identity

	Female	Male	Non-Binary	Prefer not to say
Partner	29.9%	69.4%	0.0%	0.7%
Business Services Director	75.0%	25.0%	0.0%	0.0%
Junior Lawyer	60.7%	37.0%	0.0%	2.3%
Other Business Services	70.5%	28.9%	0.3%	0.3%
Other Legal	60.8%	37.3%	0.6%	1.2%
Senior Business Services	63.8%	35.5%	0.0%	0.7%
Senior Lawyer	60.8%	37.3%	0.0%	2.0%
Grand total	60.3%	38.4%	0.2%	1.2%

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	32.8%	0.0%	0.7%	0.0%	0.7%	2.2%	63.4%
Business Services Director	58.3%	0.0%	0.0%	0.0%	0.0%	0.0%	41.7%
Junior Lawyer	6.4%	0.0%	0.0%	0.5%	0.5%	0.9%	91.8%
Other Business Services	18.5%	0.3%	0.6%	1.0%	0.3%	0.6%	78.6%
Other Legal	10.2%	0.0%	0.0%	1.8%	0.6%	0.0%	87.3%
Senior Business Services	28.3%	2.2%	2.2%	1.4%	0.0%	1.4%	64.5%
Senior Lawyer	22.2%	0.0%	0.0%	0.0%	1.3%	2.0%	74.5%
Grand total	18.8%	0.4%	0.5%	0.8%	0.5%	1.1%	78.0%

Sexual orientation

	Bisexual	Gay Man	Gay woman / lesbian	Heterosexual / straight	Other	Prefer not to say	Data not provided
Partner	0.7%	0.7%	0.0%	72.4%	0.0%	6.0%	20.1%
Business Services Director	0.0%	0.0%	0.0%	83.3%	0.0%	8.3%	8.3%
Junior Lawyer	1.8%	0.9%	0.0%	79.0%	0.9%	3.7%	13.7%
Other Business Services	2.3%	0.3%	0.6%	81.2%	0.0%	3.2%	12.3%
Other Legal	6.0%	1.2%	0.0%	81.3%	0.0%	3.6%	7.8%
Senior Business Services	1.4%	4.3%	0.0%	84.8%	0.0%	2.2%	7.2%
Senior Lawyer	0.0%	2.0%	0.7%	81.7%	0.0%	2.6%	13.1%
Grand total	2.1%	1.3%	0.3%	80.3%	0.2%	3.5%	12.3%

Social mobility (school attended)

(Social Mobility demographics reflect our UK population only)

	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%	2.6%	21.9%	18.4%	9.6%	0.9%	7.9%	38.6%
Business Services Director	0.0%	0.0%	27.3%	36.4%	0.0%	0.0%	9.1%	27.3%
Junior Lawyer	0.0%	3.0%	10.0%	7.0%	2.5%	0.5%	0.0%	77.0%
Other Business Services	0.0%	2.9%	18.5%	1.5%	2.5%	0.7%	5.1%	68.7%
Other Legal	0.6%	0.6%	8.2%	1.9%	1.9%	0.0%	0.0%	86.8%
Senior Business Services	0.0%	2.3%	16.3%	5.4%	4.7%	2.3%	3.9%	65.1%
Senior Lawyer	0.0%	2.2%	19.3%	17.0%	7.4%	1.5%	3.0%	49.6%
Grand total	0.1%	2.3%	15.5%	7.4%	4.1%	0.9%	3.2%	66.4%

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

(Social Mobility demographics reflect our UK population only)

	No	Yes	Data not provided
Partner	54.4%	35.1%	10.5%
Business Services Director	63.6%	27.3%	9.1%
Junior Lawyer	51.0%	34.0%	15.0%
Other Business Services	54.9%	19.3%	25.8%
Other Legal	52.2%	32.1%	15.7%
Senior Business Services	45.0%	34.9%	20.2%
Senior Lawyer	54.8%	34.8%	10.4%
Grand total	52.5%	30.0%	17.5%

Social mobility (parental occupation at 14)

(Social Mobility demographics reflect our UK population only)

	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	Other	Prefer not to say	Data not provided
Partner	0.0%	10.5%	0.0%	2.6%	0.0%	0.0%	5.3%	1.8%	79.8%
Business Services Director	0.0%	45.5%	9.1%	9.1%	0.0%	0.0%	9.1%	0.0%	27.3%
Junior Lawyer	1.0%	8.0%	2.0%	1.0%	1.0%	0.0%	1.5%	0.5%	85.0%
Other Business Services	0.7%	5.8%	2.9%	2.2%	1.8%	0.7%	3.3%	2.9%	79.6%
Other Legal	0.6%	3.8%	1.3%	0.6%	1.3%	1.3%	1.9%	1.3%	88.1%
Senior Business Services	0.0%	12.4%	2.3%	3.9%	1.6%	1.6%	4.7%	3.1%	70.5%
Senior Lawyer	0.7%	18.5%	2.2%	0.7%	1.5%	0.7%	3.0%	0.7%	71.9%
Grand total	0.6%	9.4%	2.1%	1.9%	1.3%	0.7%	3.1%	1.8%	79.3%

