

Diversity statistics 2020

Global diversity statistics 2020 – gender

Gender – global

	Female	Male	Grand total
Partner	25%	75%	100%
Associate	56%	44%	100%
Trainee	65%	35%	100%
Other fee earner	67%	33%	100%
Business services	62%	38%	100%
Secretary/PA	99%	1%	100%
Grand total	58%	42%	100%

Gender – UK

	Female	Male	Grand total
Partner	25%	75%	100%
Associate	53%	47%	100%
Trainee	57.5%	42.5%	100%
Other fee earner	65%	35%	100%
Business services	59%	41%	100%
Secretary/PA	100%	0%	100%
Grand total	55%	45%	100%

UK diversity statistics 2020

Disability

	Yes	No	Prefer not so say	No answer	Grand total
Partner	4%	63%	0%	32%	100%
Associate	5%	63%	0%	32%	100%
Trainee	5%	73%	5%	18%	100%
Other fee earner	6%	56%	0%	38%	100%
Business services	7%	65%	6%	23%	100%
Secretary/PA	5%	82%	2%	12%	100%
Grand total	5%	66%	2%	27%	100%

Disability level

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited	Prefer not to say	Not applicable	No answer	Grand total
Partner	0%	3%	37%	0%	28%	32%	100%
Associate	0%	4%	29%	0%	35%	32%	100%
Trainee	3%	3%	18%	5%	55%	18%	100%
Other fee earner	0%	6%	18%	3%	35%	38%	100%
Business services	0%	3%	39%	3%	31%	23%	100%
Secretary/PA	2%	2%	43%	0%	42%	12%	100%
Grand total	0%	3%	33%	1%	35%	27%	100%

Ethnicity

	Asian	Black	Mixed	White	Other	Prefer not to say	No answer	Grand total
Partner	1%	0%	1%	72%	0%	1%	26%	100%
Associate	7%	2%	4%	58%	2%	1%	27%	100%
Trainee	15%	0%	5%	68%	3%	3%	8%	100%
Other fee earner	3%	0%	3%	56%	3%	0%	35%	100%
Business services	12%	7%	3%	63%	1%	2%	12%	100%
Secretary/PA	6%	3%	3%	77%	0%	0%	11%	100%
Grand total	8%	3%	3%	64%	1%	1%	20%	100%

Gender

	Female	Male	Grand total
Partner	25%	75%	100%
Associate	53%	47%	100%
Trainee	57.5%	42.5%	100%
Other fee earner	65%	35%	100%
Business services	59%	41%	100%
Secretary/PA	100%	0%	100%
Grand total	55%	45%	100%

Gender identity – identify as trans

	Yes	No	Prefer not so say	No answer	Grand total
Partner	1%	71%	1%	27%	100%
Associate	1%	70%	2%	28%	100%
Trainee	0%	90%	3%	8%	100%
Other fee earner	0%	65%	0%	35%	100%
Business services	1%	85%	2%	12%	100%
Secretary/PA	2%	85%	2%	12%	100%
Grand total	1%	77%	1%	21%	100%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	No religion or belief/atheist	Prefer not to say	No answer	Grand total
Partner	0%	32%	1%	4%	0%	0%	0%	27%	9%	26%	100%
Associate	0%	26%	1%	2%	1%	1%	1%	34%	6%	28%	100%
Trainee	0%	30%	8%	5%	0%	3%	3%	38%	8%	8%	100%
Other fee earner	0%	26%	0%	3%	0%	0%	0%	35%	0%	35%	100%
Business services	0%	31%	4%	2%	4%	2%	5%	32%	8%	12%	100%
Secretary/PA	0%	28%	2%	0%	0%	0%	3%	51%	6%	11%	100%
Grand total	0%	29%	2%	2%	2%	1%	2%	34%	7%	21%	100%

Sexual orientation

	Bi	Gay/lesbian	Heterosexual/straight	Prefer not to say	No answer	Grand total
Partner	1%	4%	62%	7%	26%	100%
Associate	2%	2%	64%	5%	28%	100%
Trainee	3%	3%	83%	5%	8%	100%
Other fee earner	0%	6%	56%	3%	35%	100%
Business services	1%	3%	79%	5%	13%	100%
Secretary/PA	0%	2%	86%	0%	12%	100%
Grand total	1%	3%	70%	5%	21%	100%

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 (Sch/ship)	UK independent/fee-paying (No Bur/ry)	Attended school outside the UK	Other	Do not know	Prefer not to say	No answer	Grand total
Partner	13%	22%	5%	8%	18%	4%	3%	0%	2%	26%	100%
Associate	12%	18%	2%	7%	18%	13%	0%	0%	1%	27%	100%
Trainee	15%	25%	5%	13%	18%	13%	0%	0%	5%	8%	100%
Other fee earner	12%	35%	3%	0%	3%	12%	0%	0%	0%	35%	100%
Business services	22%	38%	2%	1%	6%	14%	0%	2%	3%	13%	100%
Secretary/PA	43%	35%	0%	0%	2%	2%	0%	5%	0%	14%	100%
Grand total	18%	27%	3%	5%	12%	11%	1%	1%	2%	21%	100%

Social mobility – free school meals

	Yes	No	Do not know	Not applicable	Prefer not to say	No answer	Grand total
Partner	7%	53%	3%	5%	1%	32%	100%
Associate	2%	49%	4%	13%	1%	31%	100%
Trainee	3%	75%	5%	8%	3%	8%	100%
Other fee earner	0%	53%	3%	9%	0%	35%	100%
Business services	8%	51%	7%	13%	2%	19%	100%
Secretary/PA	6%	68%	5%	3%	3%	15%	100%
Grand total	5%	54%	5%	10%	2%	25%	100%

Social mobility – parental qualifications

	Degree level qualification or above	Qualifications below degree level	Other	No formal qualifications	Do not know	Prefer not to say	No answer	Grand total
Partner	63%	7%	0%	3%	0%	1%	26%	100%
Associate	65%	5%	0%	2%	0%	1%	28%	100%
Trainee	83%	8%	0%	0%	0%	3%	8%	100%
Other fee earner	50%	15%	0%	0%	0%	0%	35%	100%
Business services	48%	28%	0%	3%	4%	4%	13%	100%
Secretary/PA	3%	58%	3%	6%	14%	3%	12%	100%
Grand total	55%	17%	0%	3%	2%	2%	21%	100%

Parental occupation

	Technical/ craft	Modern professional	Traditional professional	Senior managers /administrators	Clerical /intermediate	Middle/ junior managers	Semi- routine manual/ service	Routine manual/ service	Inactive (excluding retired)	Retired	Long-term unemployed	Short-term unemployed	Do not know	Prefer not to say	Not applicable	Other	No answer	Grand total
Partner	7%	14%	11%	10%	3%	9%	0%	3%	0%	2%	1%	0%	0%	2%	0%	6%	33%	100%
Associate	5%	22%	17%	7%	2%	3%	2%	3%	0%	2%	1%	0%	0%	1%	1%	3%	31%	100%
Trainee	3%	35%	18%	10%	0%	8%	3%	3%	0%	0%	0%	0%	3%	5%	0%	8%	8%	100%
Other fee earner	9%	12%	12%	12%	3%	6%	0%	6%	0%	0%	0%	0%	0%	0%	0%	6%	35%	100%
Business services	8%	14%	10%	11%	7%	6%	3%	6%	0%	0%	1%	1%	2%	5%	3%	5%	18%	100%
Secretary/ PA	6%	9%	6%	9%	2%	6%	0%	6%	0%	0%	0%	0%	11%	3%	3%	22%	17%	100%
Grand total	6%	18%	13%	9%	4%	5%	2%	4%	0%	1%	1%	0%	2%	3%	1%	6%	25%	100%

Primary carer for child under 18

	Yes	No	Prefer not to say	No answer	Grand total
Partner	28%	42%	3%	26%	100%
Associate	17%	54%	2%	27%	100%
Trainee	0%	90%	3%	8%	100%
Other fee earner	18%	47%	0%	35%	100%
Business services	25%	61%	1%	13%	100%
Secretary/PA	14%	75%	0%	11%	100%
Grand total	20%	58%	2%	21%	100%

Carer for person with long-condition or disability

	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say	No answer	Grand total
Partner	2%	0%	1%	70%	2%	26%	100%
Associate	1%	0%	0%	71%	1%	27%	100%
Trainee	0%	0%	0%	90%	3%	8%	100%
Other fee earner	3%	0%	0%	62%	0%	35%	100%
Business services	8%	1%	1%	75%	3%	13%	100%
Secretary/PA	6%	2%	2%	78%	2%	11%	100%
Grand total	4%	0%	1%	73%	2%	21%	100%

Notes on this data

- Data current as at December 2020.
- Partners includes local partners.
- Associates includes associates, fee earning consultants and of counsels.
- Other fee earner includes paralegals and professional support lawyers.
- Business services excludes secretaries and PAs.

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