



Demographics: annual report

January to December 2021

This report covers gender identity, ethnic origin, social mobility, sexual orientation, disability, caring responsibilities, and faith, which align with our Inclusion & Diversity Work Streams. The figures are accurate as of 31 December 2021.

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**
- **Senior Business Services** – includes Heads of, Senior Managers and Managers
- **Other Business Services** – includes Executives, Administrators (including Secretaries) and Apprentices

Gender identity

	Female	Male	Non-binary	Prefer not to say
Partner	25.5%	73.4%	0.0%	1.1%
Senior Lawyer	56.3%	43.0%	0.0%	0.8%
Junior Lawyer	63.9%	35.4%	0.0%	0.6%
Other legal	63.5%	35.0%	0.7%	0.7%
Business Services Director	55.6%	44.4%	0.0%	0.0%
Senior Business Services	61.0%	37.1%	0.0%	1.9%
Other Business Services	73.7%	25.8%	0.0%	0.5%
Grand total	60.2%	38.8%	0.1%	0.8%

Disability

	No	Yes	Prefer not to say	Data not provided
Partner	66.0%	6.4%	10.6%	17.0%
Senior Lawyer	66.4%	5.5%	11.7%	16.4%
Junior Lawyer	82.3%	5.1%	1.9%	10.8%
Other legal	70.8%	8.8%	2.9%	17.5%
Business Services Director	55.6%	11.1%	22.2%	11.1%
Senior Business Services	74.3%	6.7%	12.4%	6.7%
Other Business Services	68.2%	11.6%	4.0%	16.2%
Grand total	71.4%	7.7%	6.6%	14.2%

Ethnic origin

	Asian Bangladeshi	Asian British	Asian Chinese	Asian Indian	Asian other	Asian Pakistani	Black African	Black Caribbean	White & Asian	White & Black African	White & Black Caribbean
Partner	0.0%	0.0%	0.0%	2.1%	1.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Lawyer	0.0%	0.0%	0.8%	2.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Junior Lawyer	1.3%	0.0%	0.6%	5.1%	0.6%	0.0%	0.6%	0.0%	0.6%	0.0%	1.9%
Other legal	0.7%	0.7%	0.7%	4.4%	0.7%	2.9%	3.6%	0.7%	0.7%	0.7%	0.0%
Business Services Director	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Senior Business Services	1.9%	2.9%	1.9%	1.9%	1.0%	1.0%	1.0%	0.0%	1.0%	0.0%	0.0%
Other Business Services	1.0%	2.0%	1.0%	4.5%	0.0%	0.0%	1.5%	3.0%	1.5%	0.0%	1.0%
Grand total	0.8%	1.0%	0.8%	3.6%	0.5%	0.6%	1.2%	0.8%	0.7%	0.1%	0.6%

	White British	White English	White Irish	Any other African/Caribbean/Black	Any other mixed/multiple background	Any other white background	Other ethnic group – Arab	Other ethnic group – Other	Prefer not to say	Data not provided
Partner	69.1%	0.0%	3.2%	0.0%	0.0%	5.3%	0.0%	0.0%	2.1%	17.0%
Senior Lawyer	75.0%	0.8%	1.6%	0.0%	2.3%	6.3%	0.0%	0.0%	3.1%	7.8%
Junior Lawyer	66.5%	0.6%	1.3%	0.0%	1.9%	12.0%	0.0%	0.0%	0.6%	6.3%
Other legal	65.7%	0.0%	0.0%	0.0%	0.7%	9.5%	0.7%	0.0%	1.5%	5.8%
Business Services Director	88.9%	0.0%	0.0%	0.0%	0.0%	11.1%	0.0%	0.0%	0.0%	0.0%
Senior Business Services	65.7%	1.9%	1.9%	0.0%	1.9%	4.8%	1.0%	1.9%	1.0%	7.6%
Other Business Services	63.6%	1.5%	3.0%	1.5%	0.5%	5.1%	0.0%	0.5%	1.0%	7.6%
Grand total	67.4%	0.8%	1.8%	0.4%	1.2%	7.4%	0.2%	0.4%	1.4%	8.1%

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	34.0%	0.0%	1.1%	0.0%	1.1%	63.8%	0.0%
Senior Lawyer	25.0%	0.0%	0.0%	0.0%	0.8%	74.2%	0.0%
Junior Lawyer	8.2%	0.0%	0.0%	0.0%	0.0%	91.8%	0.0%
Other legal	8.0%	0.0%	0.0%	1.5%	0.0%	89.8%	0.7%
Business Services Director	44.4%	11.1%	0.0%	0.0%	0.0%	44.4%	0.0%
Senior Business Services	24.8%	2.9%	2.9%	1.0%	0.0%	66.7%	1.9%
Other Business Services	19.7%	0.5%	0.5%	1.0%	0.0%	78.3%	0.0%
Grand total	18.9%	0.6%	0.6%	0.6%	0.2%	78.6%	0.36%

Social mobility (School attended)

	Home Schooled	International School (outside of UK)	UK Comprehensive	UK Independent (fee paying)	UK State Grammar	Prefer not to say	Data not provided
Partner	0.0%	3.2%	21.3%	21.3%	11.7%	8.5%	34.0%
Senior Lawyer	0.0%	4.7%	24.2%	20.3%	5.5%	4.7%	40.6%
Junior Lawyer	0.0%	1.9%	16.5%	9.5%	6.3%	0.6%	65.2%
Other legal	0.7%	4.4%	16.8%	7.3%	5.8%	0.0%	65.0%
Business Services Director	0.0%	0.0%	22.2%	11.1%	0.0%	11.1%	55.6%
Senior Business Services	0.0%	5.7%	29.5%	8.6%	7.6%	4.8%	43.8%
Other Business Services	0.0%	3.5%	29.8%	3.0%	3.5%	7.1%	53.0%
Grand total	0.1%	0.1%	0.6%	0.6%	0.2%	52.1%	52.1%

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

	No	Yes	Data not provided
Partner	53.2%	33.0%	13.8%
Senior Lawyer	58.6%	35.2%	6.3%
Junior Lawyer	53.8%	41.1%	5.1%
Other legal	59.9%	36.5%	3.6%
Business Services Director	66.7%	33.3%	0.0%
Senior Business Services	50.5%	37.1%	12.4%
Other Business Services	69.7%	13.1%	17.2%
Grand total	59.0%	31.2%	9.8%

Sexual orientation

	Bisexual	Gay man	Gay woman/lesbian	Hetrosexual/Straight	Other	Prefer not to say	Data not provided
Partner	0.0%	1.1%	0.0%	74.5%	0.0%	8.5%	16.0%
Senior Lawyer	1.6%	0.8%	0.0%	85.9%	0.0%	3.9%	7.8%
Junior Lawyer	0.0%	1.9%	0.6%	91.1%	0.6%	1.3%	4.4%
Other legal	8.8%	1.5%	0.0%	84.7%	0.0%	2.9%	2.2%
Business Services Director	0.0%	0.0%	0.0%	77.8%	0.0%	22.2%	0.0%
Senior Business Services	0.0%	2.9%	0.0%	87.6%	0.0%	2.9%	6.7%
Other Business Services	2.0%	0.5%	0.0%	90.4%	0.0%	0.0%	7.1%
Grand total	2.2%	1.3%	0.1%	86.6%	0.1%	2.9%	6.8%

Faith/belief

	Buddhist	Catholic	Christian	Hindu	Jewish	Muslim	No religion	Sikh	Other	Prefer not to say	Data not provided
Partner	0.0%	2.1%	30.9%	0.0%	4.3%	1.1%	7.4%	1.1%	1.1%	9.6%	42.6%
Senior Lawyer	0.0%	0.8%	32.8%	2.3%	1.6%	0.0%	12.5%	0.0%	0.0%	6.3%	43.8%
Junior Lawyer	0.6%	0.0%	29.1%	1.3%	2.5%	3.8%	28.5%	1.9%	1.3%	5.1%	25.9%
Other legal	0.7%	0.7%	21.2%	2.2%	0.0%	4.4%	39.4%	2.9%	0.7%	5.8%	21.9%
Business Services Director	0.0%	0.0%	44.4%	0.0%	0.0%	0.0%	22.2%	0.0%	0.0%	11.1%	22.2%
Senior Business Services	0.0%	1.0%	28.6%	1.9%	4.8%	3.8%	17.1%	2.9%	1.0%	5.7%	33.3%
Other Business Services	0.5%	1.0%	37.9%	2.0%	1.0%	2.0%	17.2%	2.5%	1.5%	4.5%	29.8%
Grand total	0.4%	0.8%	30.8%	1.7%	2.1%	2.5%	21.2%	1.9%	1.0%	5.9%	31.7%