



UK Diversity Statistics – 2023



Freshfields Bruckhaus Deringer

UK SUMMARY

AGE – Which age category are you in?

	16–24	25–34	35–44	45–54	55–64	65+
Partner	0%	1%	35%	48%	14%	2%
Associate	2%	75%	20%	2%	1%	0%
Legal Trainee	43%	57%	1%	0%	0%	0%
Other Legal	29%	36%	20%	8%	5%	2%
Business Services	4%	33%	31%	21%	9%	1%
Grand Total	10%	46%	24%	14%	6%	1%

DISABILITY OR LONG TERM HEALTH CONDITIONS –

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Yes	No	Prefer Not to Disclose
Partner	<1%	98%	2%
Associate	5%	93%	2%
Legal Trainee	15%	70%	15%
Other Legal	15%	80%	5%
Business Services	10%	85%	5%
Grand Total	8%	88%	4%

PRIMARY CARER – Are you a primary carer for a child or children under 18?

	Yes	No	Prefer Not to Disclose
Partner	38%	58%	3%
Associate	11%	87%	2%
Legal Trainee	0%	98%	2%
Other Legal	21%	76%	3%
Business Services	26%	71%	2%
Grand Total	20%	78%	2%

Data reflects our population on 1 Jan 2023 and all figures are based on those who responded to our survey.

Counsel is captured within our associate population.

Gender is referenced in binary terms of men and women throughout this report, we have colleagues in the UK who identify as non-binary but this population is not currently large enough to be shown in the gender percentages above.

Rounding of numbers may mean some totals do not add up to 100%

GENDER

	Women	Men
Partner	31%	69%
Associate	55%	45%
Legal Trainee	55%	45%
Other Legal	48%	52%
Business Services	65%	35%
Grand Total	57%	43%

DISABLED CARER – Do you look after or care for someone with long term physical or mental ill health caused by a disability or age (not in a paid capacity)?

	Yes	No	Prefer Not to Disclose
Partner	14%	81%	4%
Associate	4%	94%	2%
Legal Trainee	2%	95%	3%
Other Legal	12%	82%	6%
Business Services	10%	85%	5%
Grand Total	8%	88%	4%

UK SUMMARY

ETHNICITY – What is your ethnic group?

	White	Asian	Black	Minority Ethnic	Prefer Not to Disclose
Partner	89%	5%	2%	2%	2%
Associate	72%	16%	7%	4%	2%
Legal Trainee	56%	30%	8%	4%	3%
Other Legal	60%	23%	10%	3%	4%
Business Services	79%	11%	5%	2%	3%
Grand Total	74%	15%	6%	3%	3%

RELIGION – What is your religion or belief?

	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	Prefer Not To Disclose
Partner	23%	16%	0%	45%	1%	2%	0%	1%	2%	10%
Associate	24%	25%	0%	29%	3%	3%	2%	1%	3%	11%
Legal Trainee	21%	26%	0%	18%	5%	1%	6%	2%	6%	17%
Other Legal	11%	16%	2%	33%	2%	2%	13%	0%	5%	16%
Business Services	13%	21%	1%	40%	1%	1%	5%	1%	7%	12%
Grand Total	18%	22%	1%	35%	2%	2%	4%	1%	5%	12%

LGB+ – What is your sexual orientation?

	LGB+	Heterosexual/ Straight	Prefer Not To Disclose
Partner	4%	94%	2%
Associate	8%	86%	6%
Legal Trainee	17%	73%	10%
Other Legal	6%	85%	9%
Business Services	6%	87%	7%
Grand Total	7%	86%	7%

Data reflects our population on 1 Jan 2023 and all figures are based on those who responded to the survey.
 Counsel is captured within our associate population.
 Rounding of numbers may mean some totals do not add up to 100%

UK SUMMARY

SCHOOL – What type of school did you mainly attend between the ages of 11 and 16?

	Attended school outside the UK	UK Independent (Fee)	UK state (non-selective)	UK state (selective)	UK State or Grammar (Non-Fee)	Prefer Not to Disclose
Partner	16%	43%	20%	17%	2%	1%
Associate	33%	27%	20%	12%	3%	4%
Legal Trainee	24%	34%	23%	8%	0%	5%
Other Legal	23%	18%	37%	10%	10%	2%
Business Services	12%	7%	44%	14%	17%	6%
Grand Total	21%	20%	32%	13%	9%	4%

UNIVERSITY - Did you attend University?

	First generation to attend	Not first generation to attend	Did not attend	Prefer Not to Disclose
Partner	32%	67%	0%	1%
Associate	23%	73%	0%	4%
Legal Trainee	26%	72%	0%	2%
Other Legal	41%	53%	4%	2%
Business Services	29%	27%	37%	7%
Grand Total	28%	52%	15%	5%

PARENT/ GUARDIAN QUALIFICATIONS – What is the highest level of qualifications achieved by either of your parent(s) or guardians(s) by the time you were 18?

	At least one has degree	Don't know	No formal qualifications	Qualifications below degree	Not applicable	Other	Prefer Not to Disclose
Partner	60%	0%	11%	27%	0%	1%	0%
Associate	72%	1%	7%	16%	0%	0%	4%
Legal Trainee	73%	1%	6%	15%	0%	1%	5%
Other Legal	52%	4%	13%	27%	1%	1%	2%
Business Services	27%	7%	15%	33%	2%	4%	13%
Grand Total	52%	3%	10%	24%	1%	2%	7%

Data reflects our population on 1 Jan 2023 and all figures are based on those who responded to the survey.
 Counsel is captured within our associate population.
 Rounding of numbers may mean some totals do not add up to 100%

UK SUMMARY

SOCIO-ECONOMIC BACKGROUND (Group based on the job of the main/highest income earner in your household at age 14)

	Professional background	Intermediate background	Lower socio-economic background
Partner	83%	4%	13%
Associate	86%	2%	13%
Legal Trainee	81%	4%	15%
Other Legal	76%	5%	20%
Business Services	61%	6%	33%
Grand Total	75%	4%	21%

Data is gathered by employees choosing to answer the question 'Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?' Some general examples of the occupations that fall into each category are:

Professional background: Teacher, solicitor, accountant
Intermediate background: Secretary, clerical worker, nursery nurse
Lower socio-economic background: Plumber, gardener, postal worker

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

	Yes	No	Not applicable	I prefer not to say	I don't know
Partner	5%	78%	15%	0%	2%
Associate	6%	65%	21%	2%	4%
Legal Trainee	10%	69%	13%	1%	7%
Other Legal	6%	58%	24%	3%	9%
Business Services	16%	62%	9%	4%	10%
Grand Total	10%	65%	16%	3%	7%

Data reflects our population on 1 Jan 2023 and all figures are based on those who responded to the survey.
Counsel is captured within our associate population.
Rounding of numbers may mean some totals do not add up to 100%

This material is provided by the international law firm Freshfields Bruckhaus Deringer LLP (a limited liability partnership organised under the laws of England and Wales authorised and regulated by the Solicitors Regulation Authority (SRA no. 484861)) and associated entities and undertakings carrying on business under, or including, the name Freshfields Bruckhaus Deringer in a number of jurisdictions, together referred to in the material as 'Freshfields'. For further regulatory information please refer to www.freshfields.com/support/legal-notice.

Freshfields Bruckhaus Deringer has offices in Austria, Bahrain, Belgium, China, England, France, Germany, Hong Kong, Italy, Japan, the Netherlands, Singapore, Slovakia, Spain, the United Arab Emirates, the United States of America and Vietnam.

This material is for general information only and is not intended to provide legal advice.

© Freshfields Bruckhaus Deringer LLP 2023

DS102954

