

SLAUGHTER AND MAY /

DIVERSITY

UK Statistics

2022



Diversity - UK Statistics 2022

INTRODUCTION

Diversity and inclusion is an integral part of how we do things as a firm. We believe that an inclusive workplace drives collaboration and enhances business performance. It is about creating an environment where everyone can feel valued, included and able to be themselves.

These statistics reflect the data declared by 87.05% of UK staff and partners as at 29th November 2022. Response rates for individual questions are provided alongside the graphs.

To find out more about how we progress this agenda, our [Responsible Business](#) page provides more detailed information.

NOTES

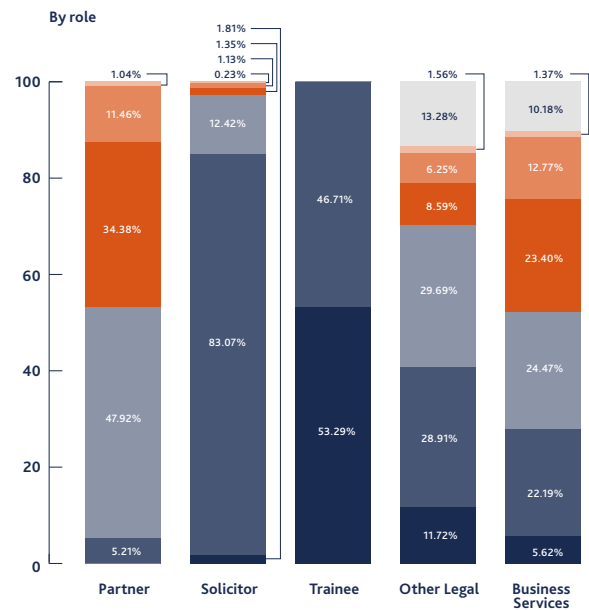
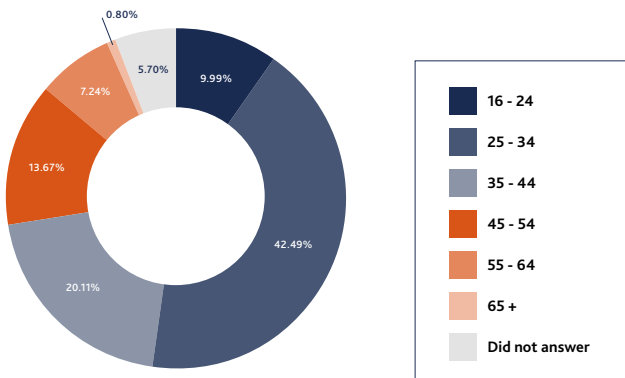
Reporting categories are as follows:

- **'Firm'** includes all participating UK staff and Partners
- **'Partner'** includes all participating equity Partners
- **'Solicitor'** includes all participating Associates
- **'Trainees'** includes all participating Trainees Solicitors
- **'Other Legal'** includes all participating Support Lawyers and Paralegals, Visiting Lawyers, contract lawyers, consultants
- **'Business Services'** includes all participating Business Services and Secretarial staff.

For questions where the total number of responses were low, firm-wide data is provided to ensure individuals' privacy is protected.

AGE

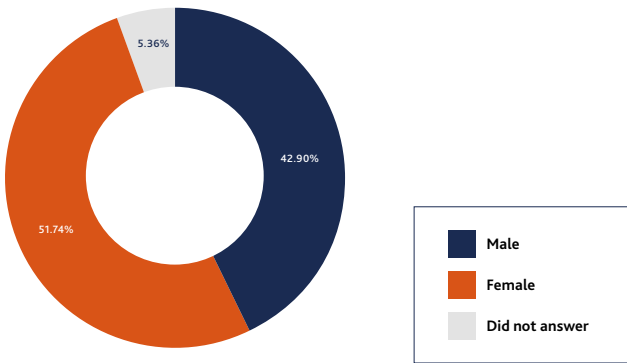
Response rate: 94.3%
Firm overall



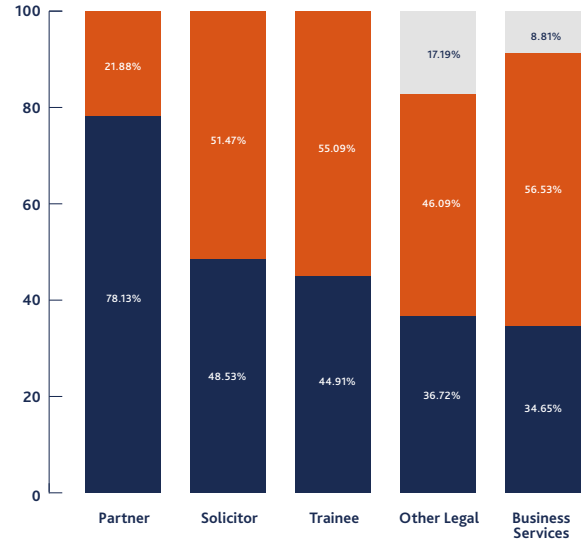
GENDER IDENTITY

Response rate: 94.6%

Firm overall



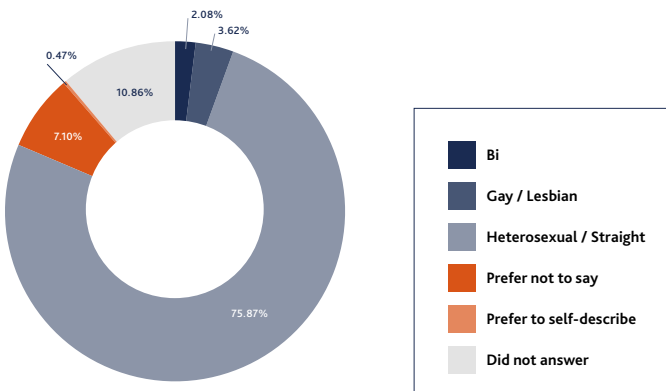
By role



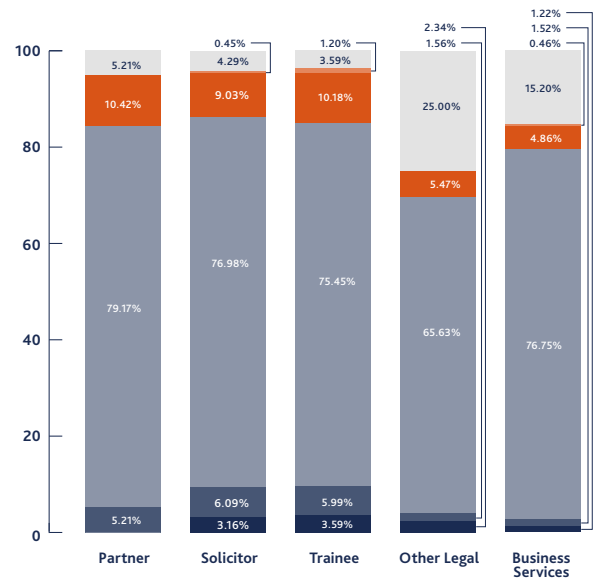
SEXUAL ORIENTATION

Response rate: 89.1%

Firm overall



By role

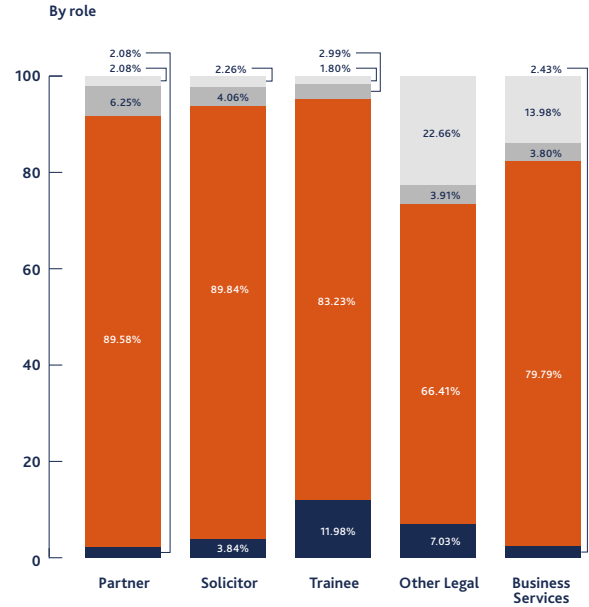
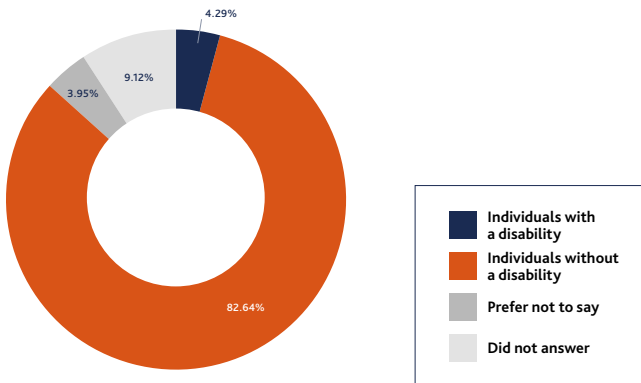


DISABILITY

Individuals who consider themselves to have a disability according to the definition in the Equality Act.

Response rate: 90.9%

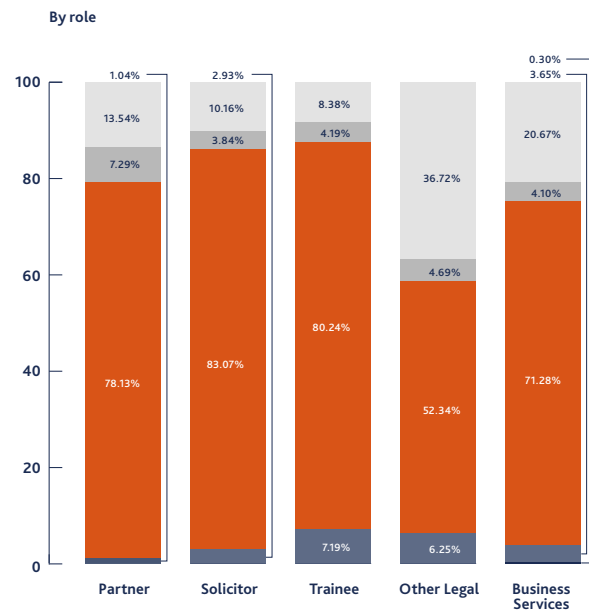
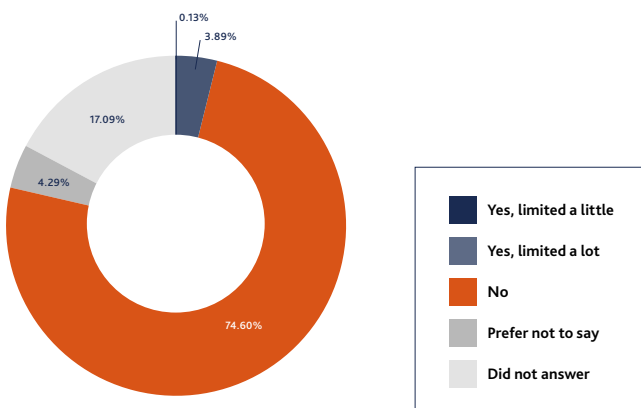
Firm overall



Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.

Response rate: 82.9%

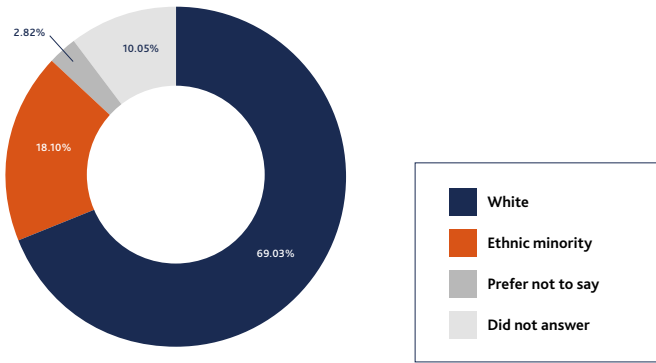
Firm overall



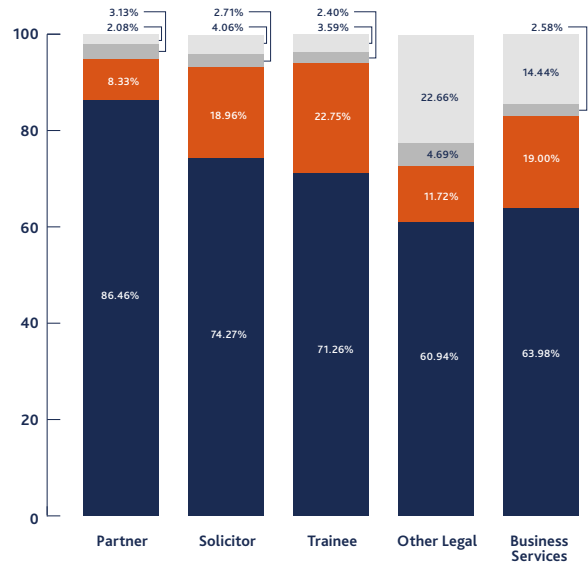
ETHNICITY

Response rate: 89.9%

Firm overall



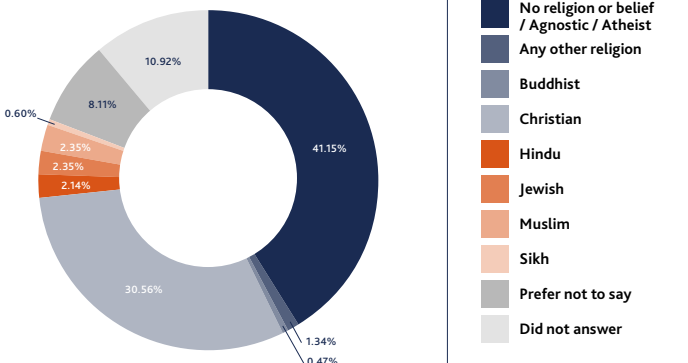
By role



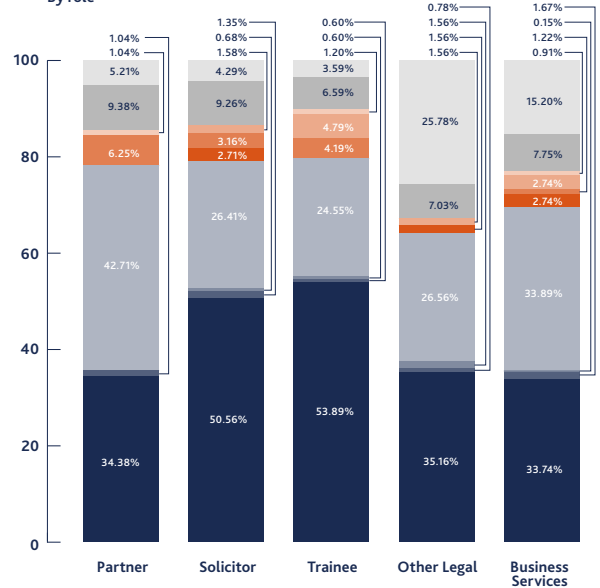
RELIGION OR BELIEF

Response rate: 89.9%

Firm overall



By role

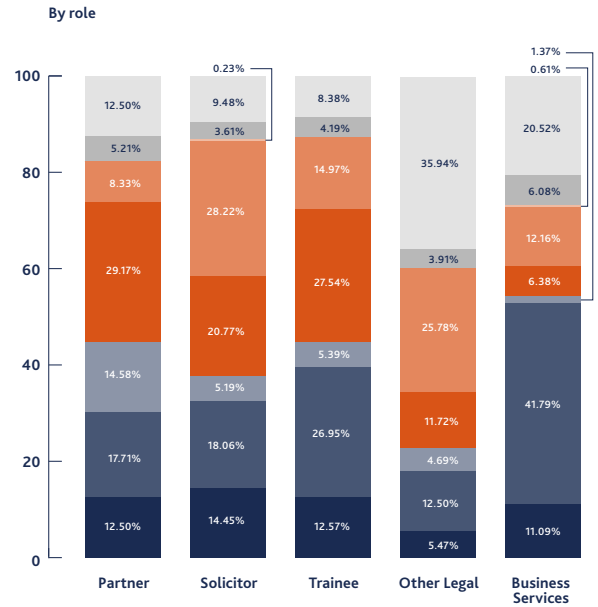
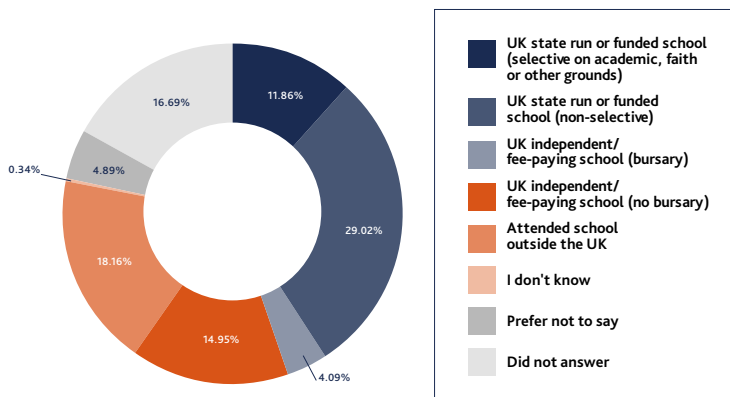


SOCIO-ECONOMIC BACKGROUND

Type of school attended between the ages of 11 - 18.

Response rate: 83.3%

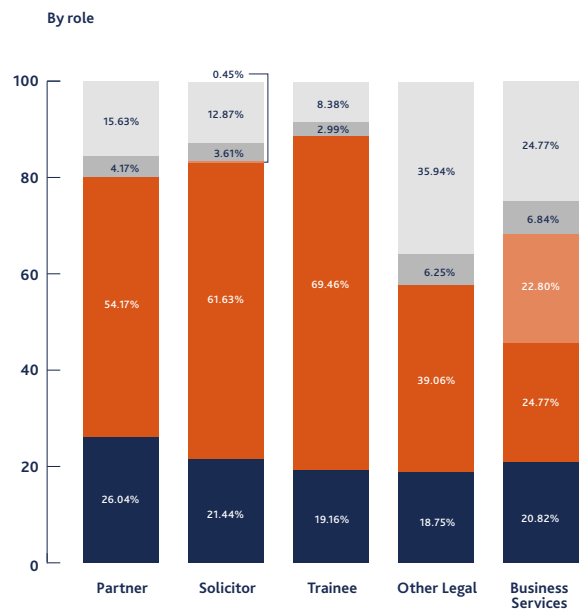
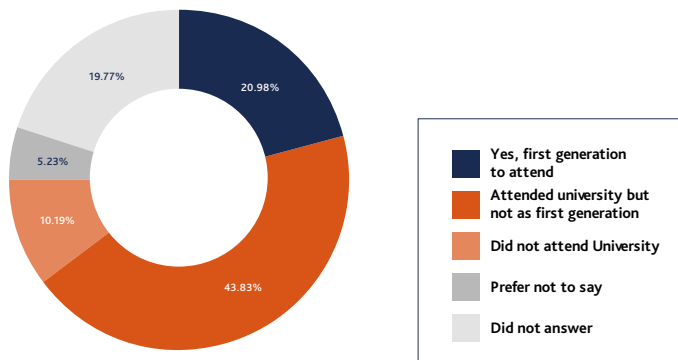
Firm overall



Individuals from the first generation of their family to attend university.

Response rate: 80.2%

Firm overall

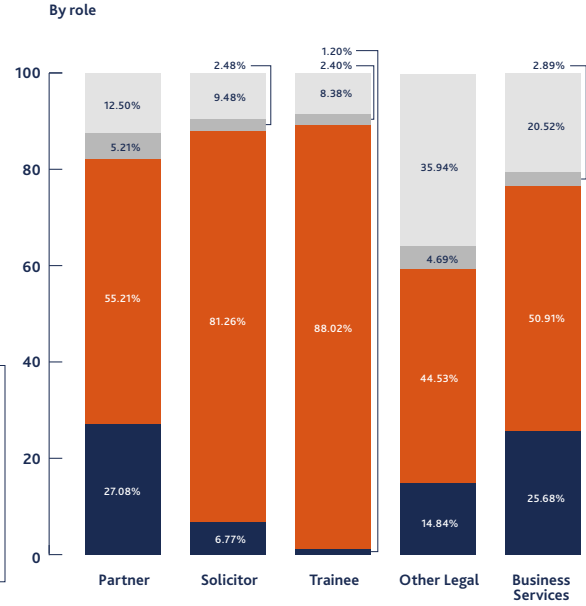
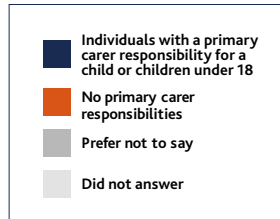
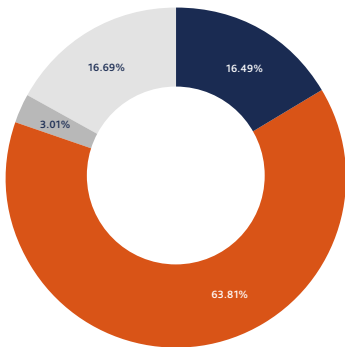


CARING RESPONSIBILITIES

Individuals with a primary carer responsibility.

Response rate: 83.3%

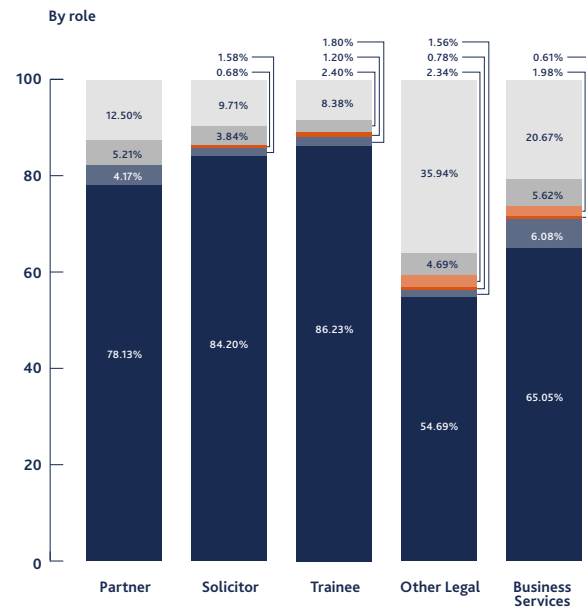
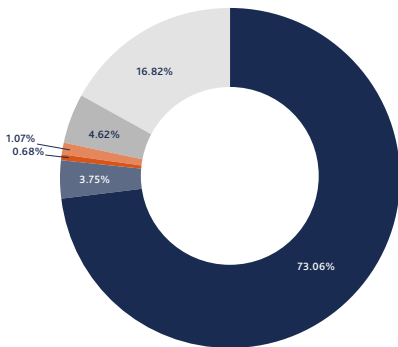
Firm overall



Individuals who give any help or support to family members, friends, neighbours or others because of either long term physical or mental ill-health/disability or problems.

Response rate: 83.2%

Firm overall



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