

SLAUGHTER AND MAY /

# UK DIVERSITY STATISTICS

2023

# Diversity - UK Statistics 2023

## INTRODUCTION

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We know that different backgrounds and viewpoints help us make better decisions as a firm and give better advice to our clients. We also recognise that inclusivity enables our people to bring their best selves to work, so they will ultimately feel happier and more valued, and be able to thrive at work. We focus on increasing equity and fairness for women and under-represented groups, including social mobility, within the firm and across our spheres of influence. Everyone's contribution is valued and we believe strongly in the importance of personal respect. We also believe that people should enjoy their work. We embrace and encourage individuality through cultivating an inclusive culture, and we hold every one of our people accountable for delivering on this commitment.

## NOTES

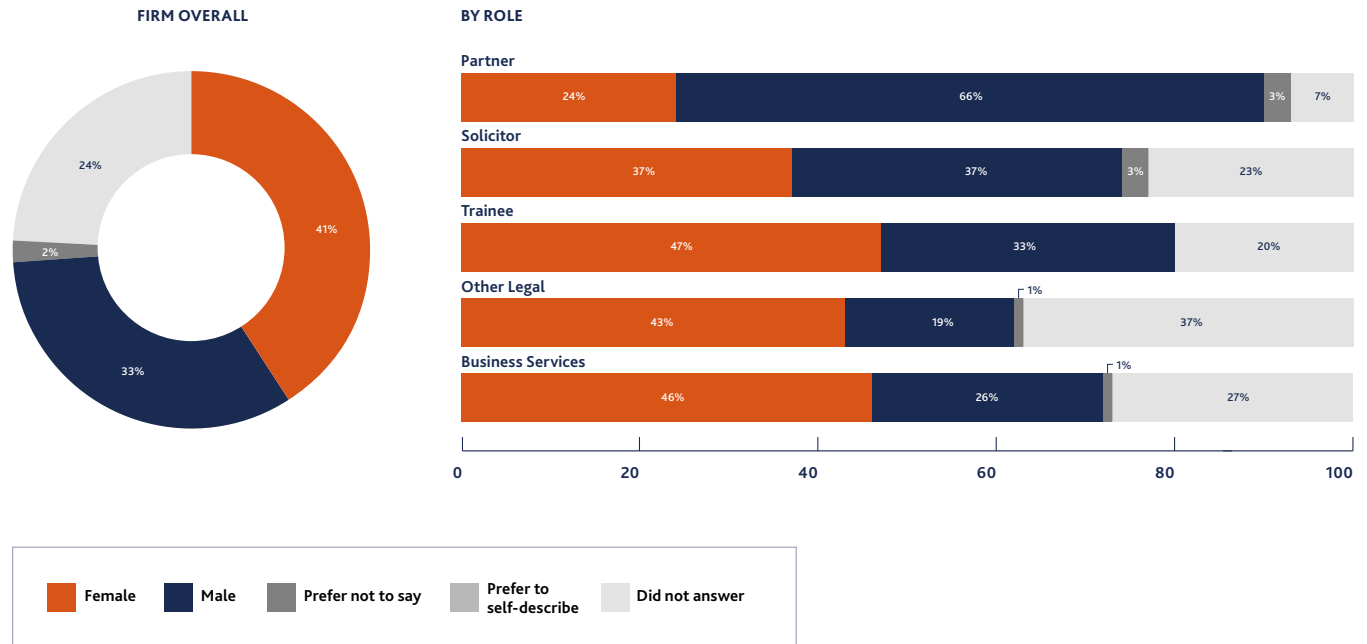
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This data includes Contracted staff working at the Firm for three months or longer. Reporting categories are as follows:

'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
'Non Legal'	includes all participating Business Services and Secretarial staff

## SEX

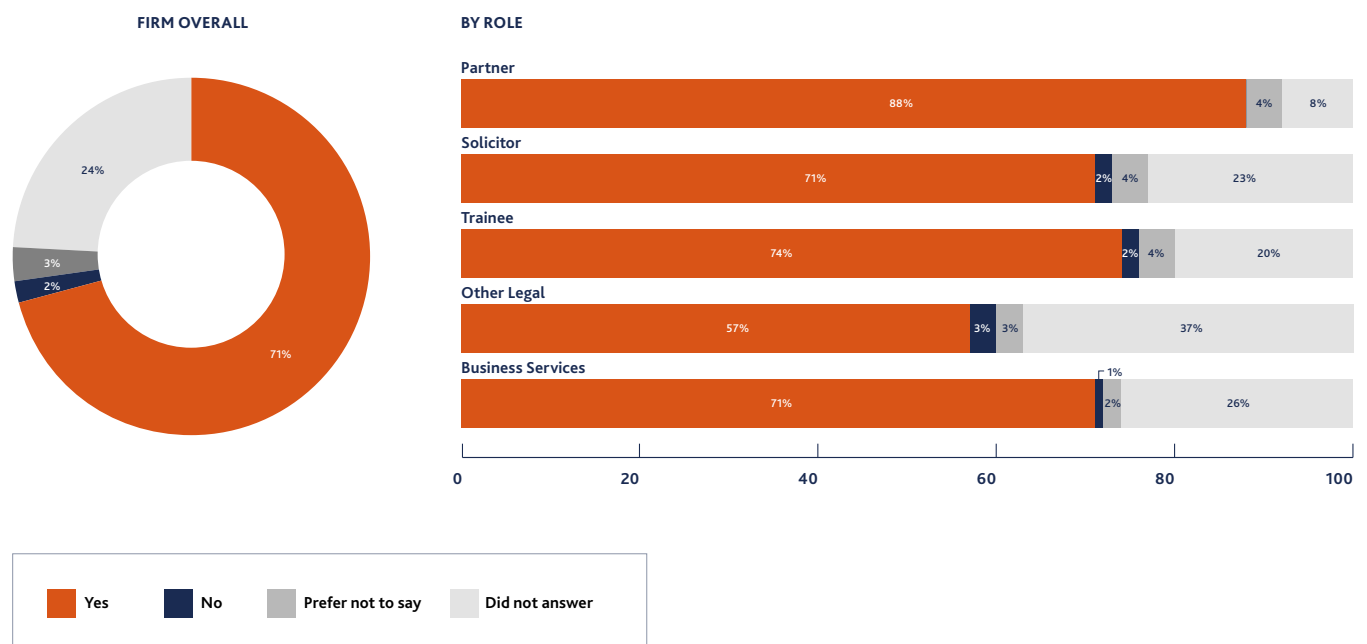
Response rate: 76%



## GENDER IDENTITY

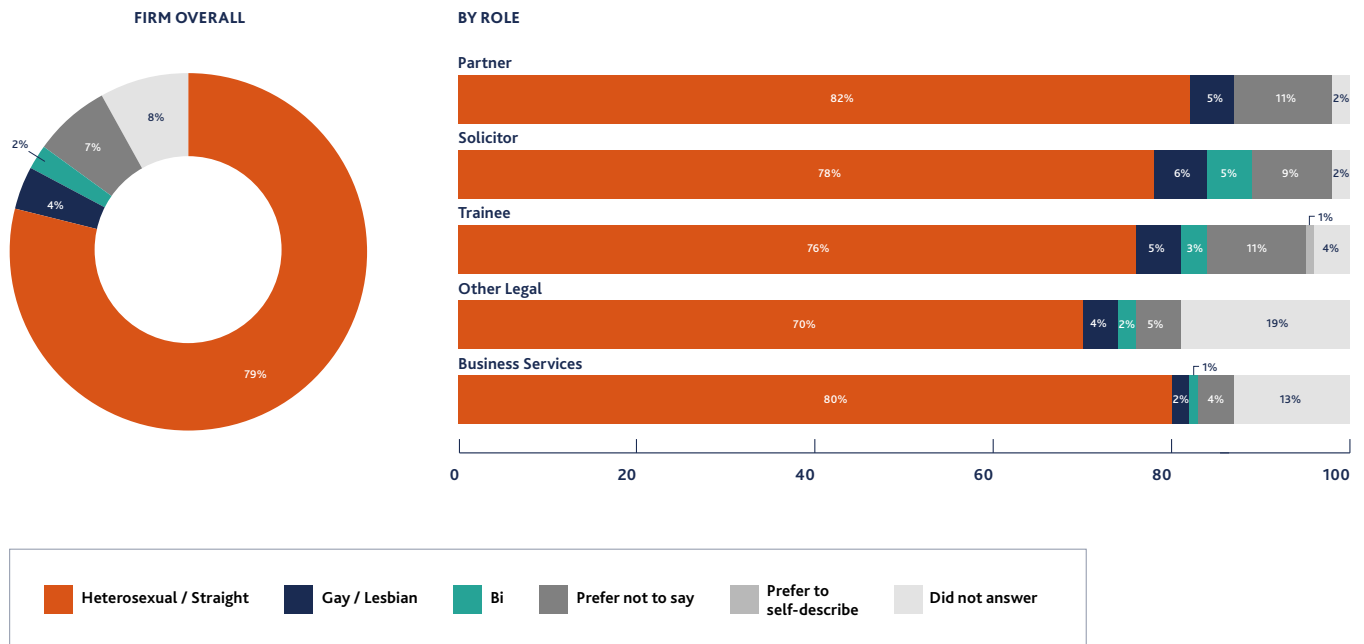
Response rate: 76%

Is the gender you identify with the same as your sex registered at birth?



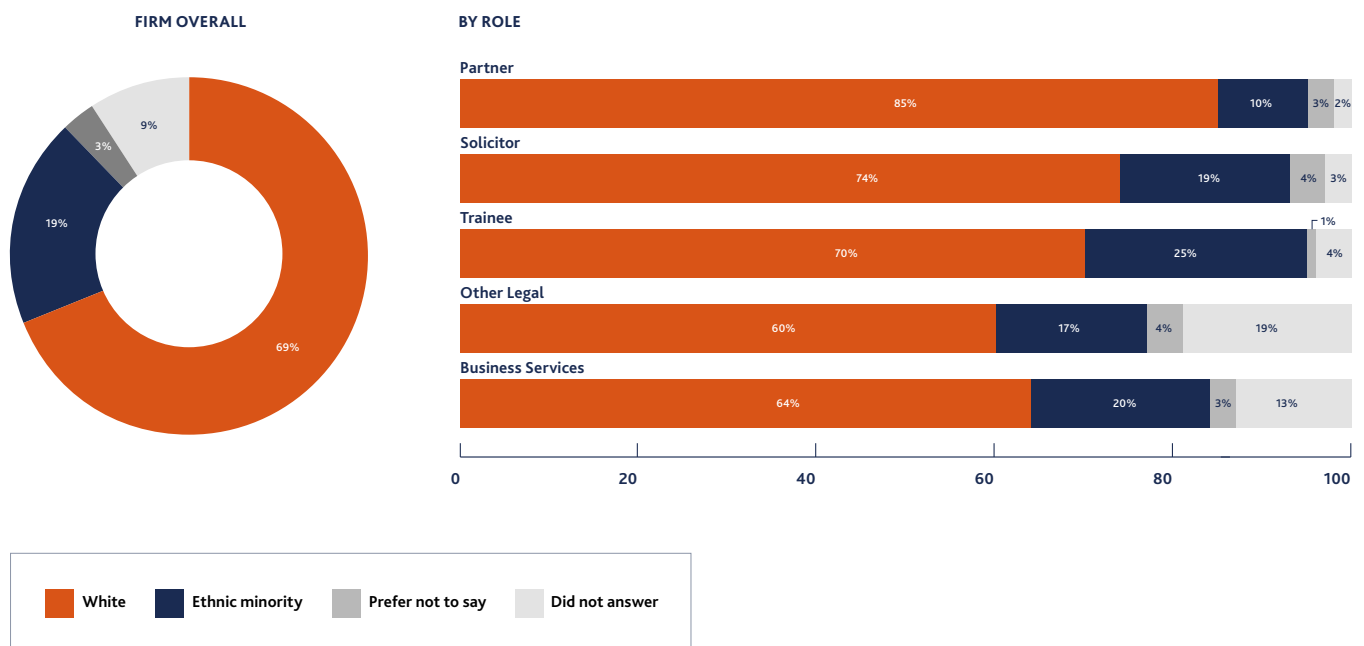
## SEXUAL ORIENTATION

Response rate: 92%



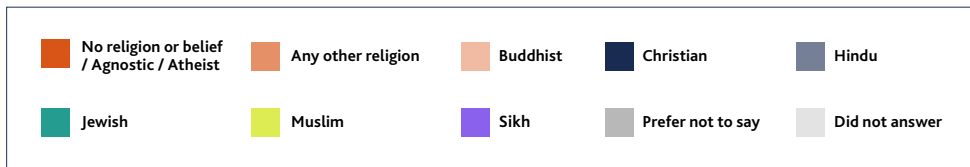
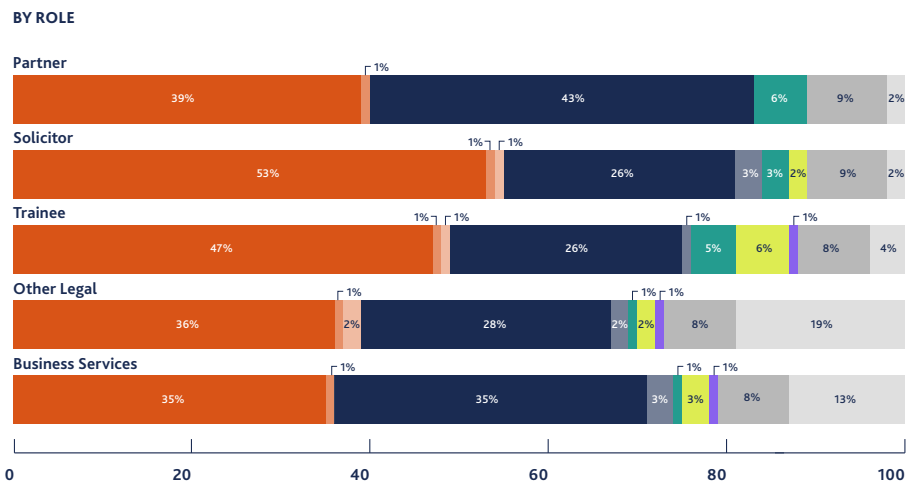
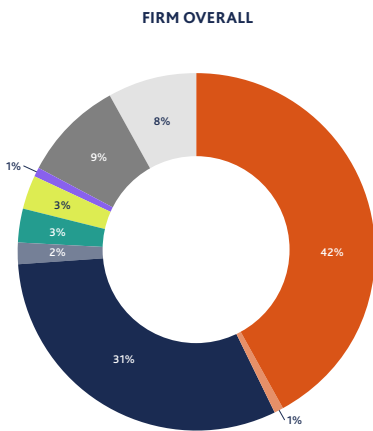
## ETHNICITY

Response rate: 91%



## RELIGION OR BELIEF

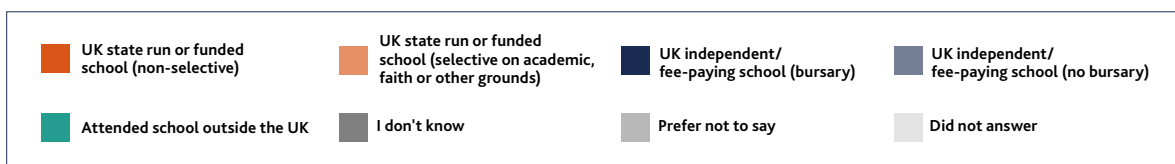
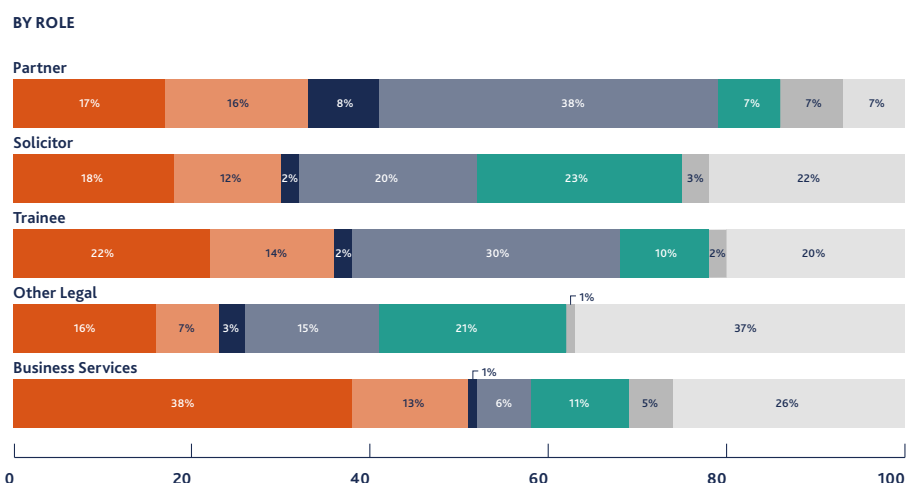
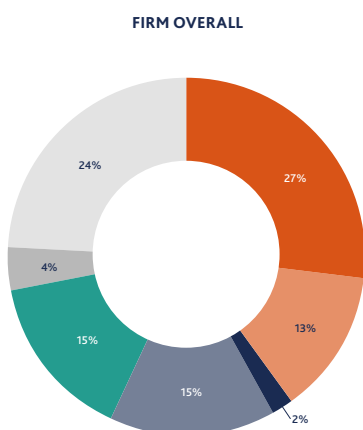
Response rate: 92%



## SOCIO-ECONOMIC BACKGROUND

Response rate: 76%

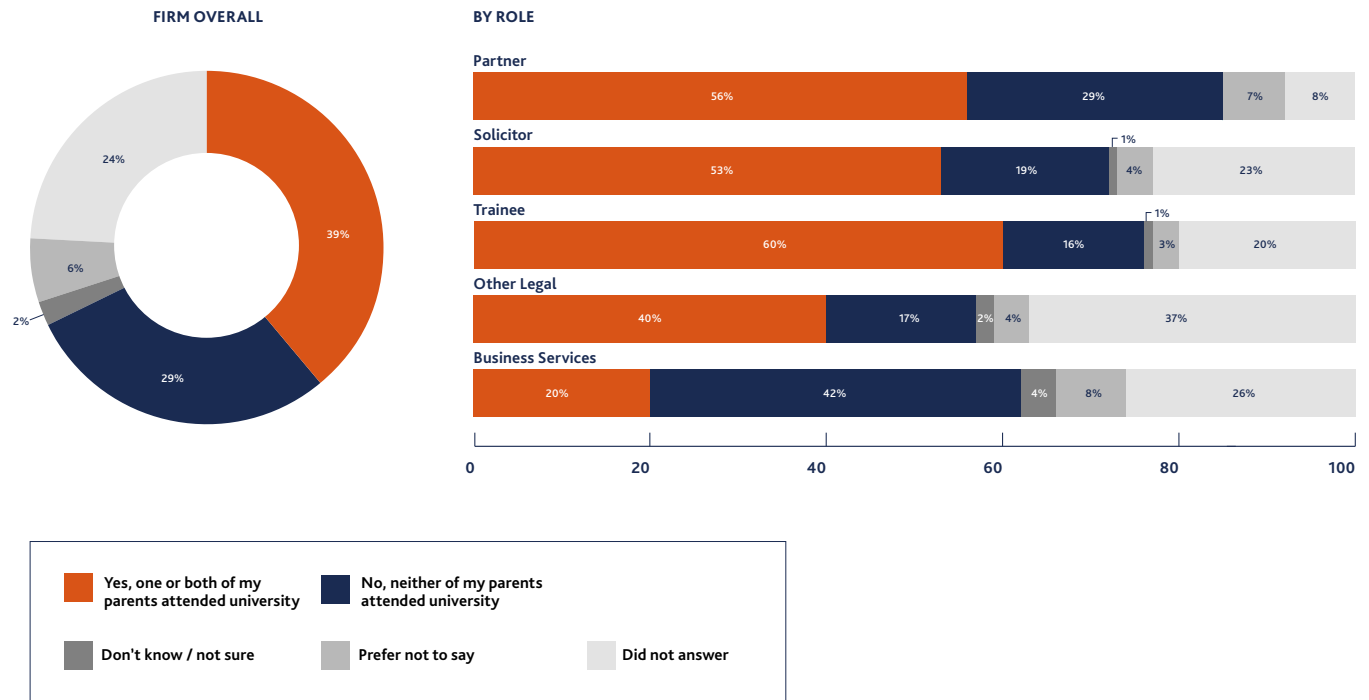
Type of school attended for the most time between the ages of 11 and 16



## SOCIO-ECONOMIC BACKGROUND

Response rate: 76%

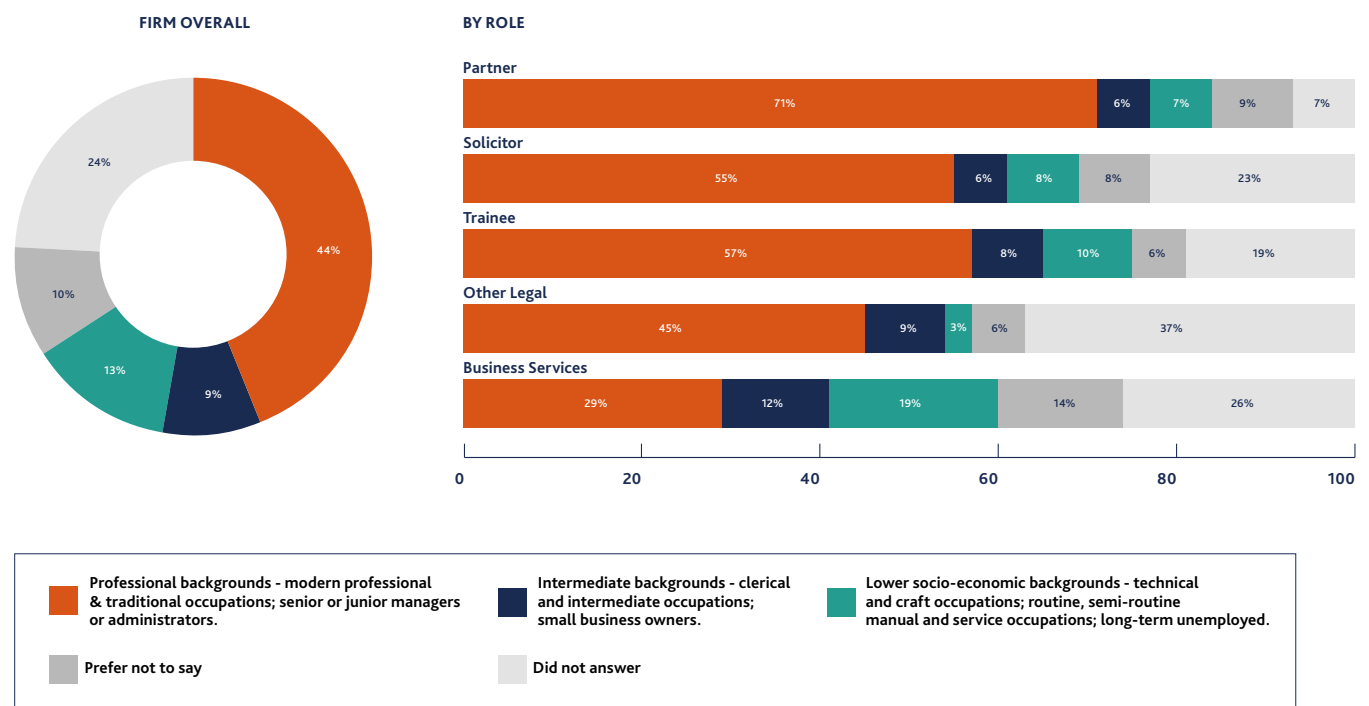
Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



## SOCIO-ECONOMIC BACKGROUND

Response rate: 76%

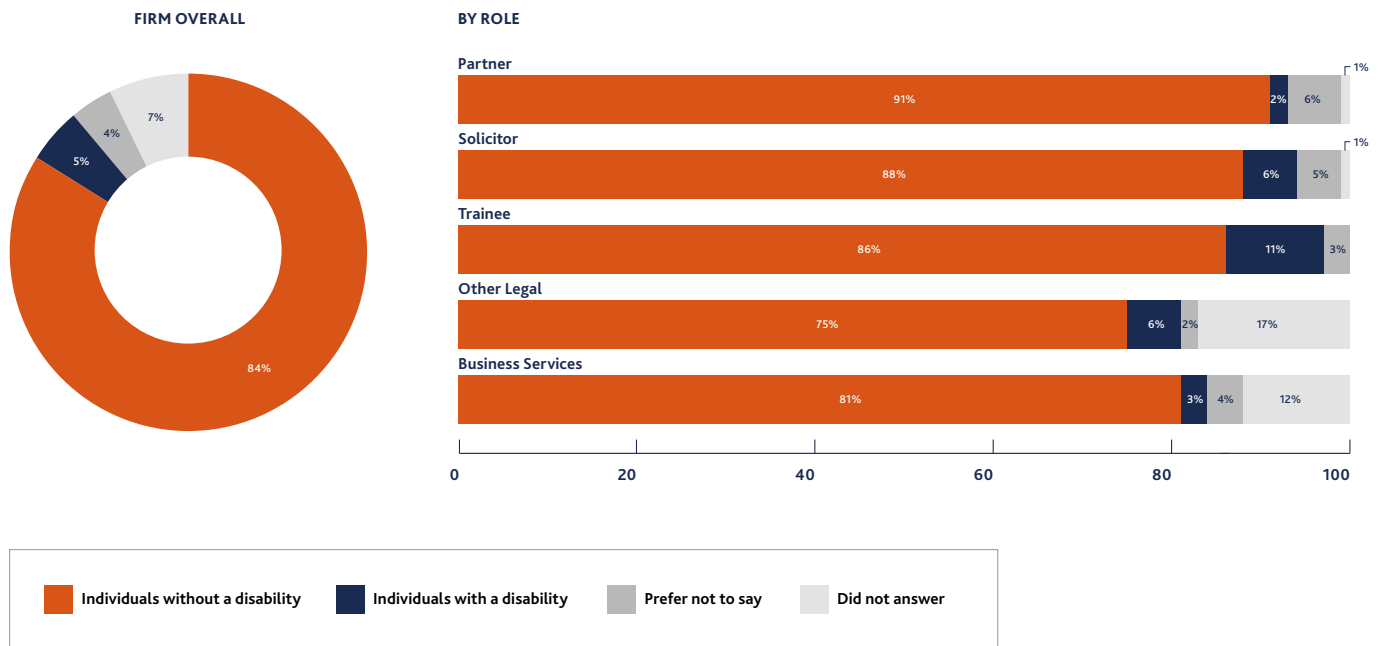
What was the occupation of your main household earner when you were about 14?



## DISABILITY

Response rate: 93%

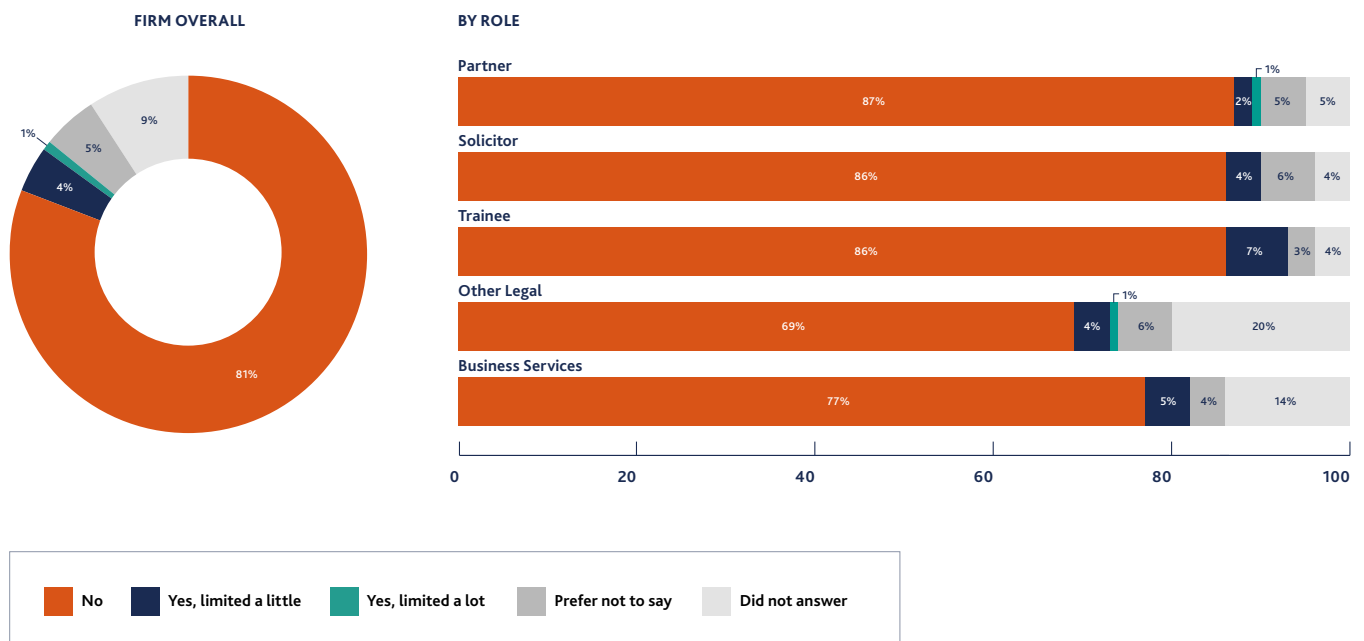
Individuals who consider themselves to have a disability according to the definition in the Equality Act.



## DISABILITY

Response rate: 91%

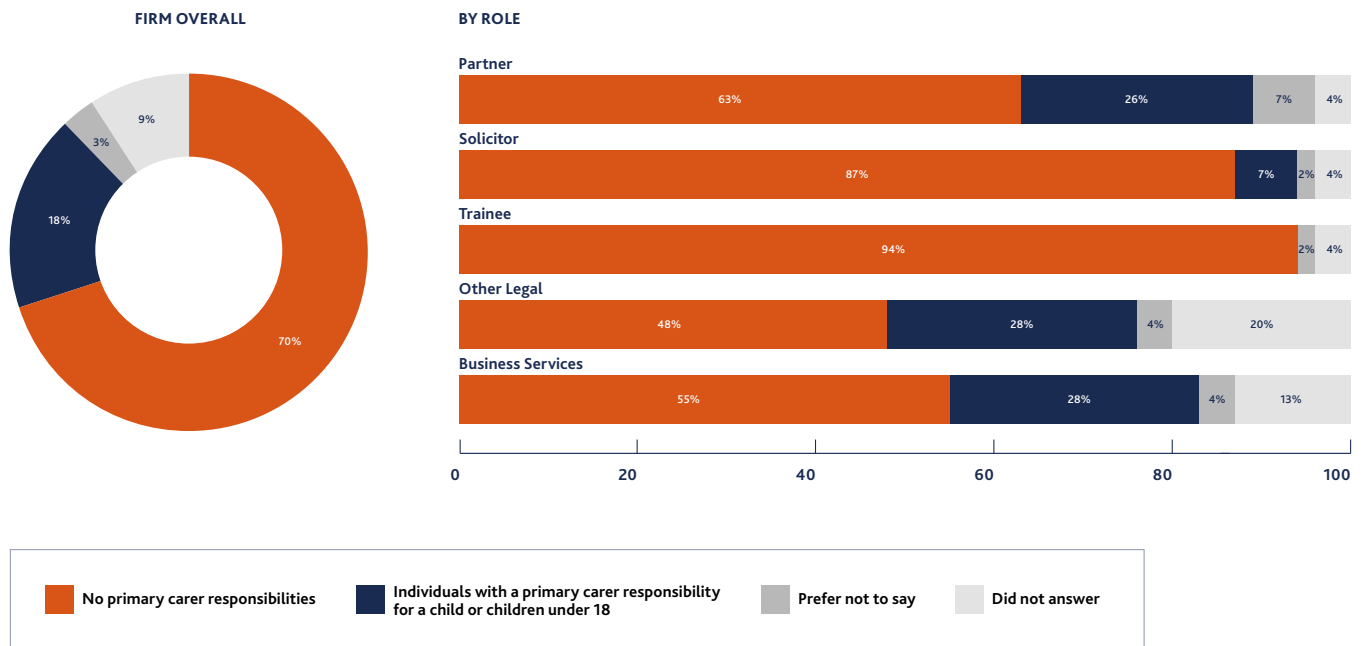
Individuals whose day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.



## CARING RESPONSIBILITIES

Response rate: 91%

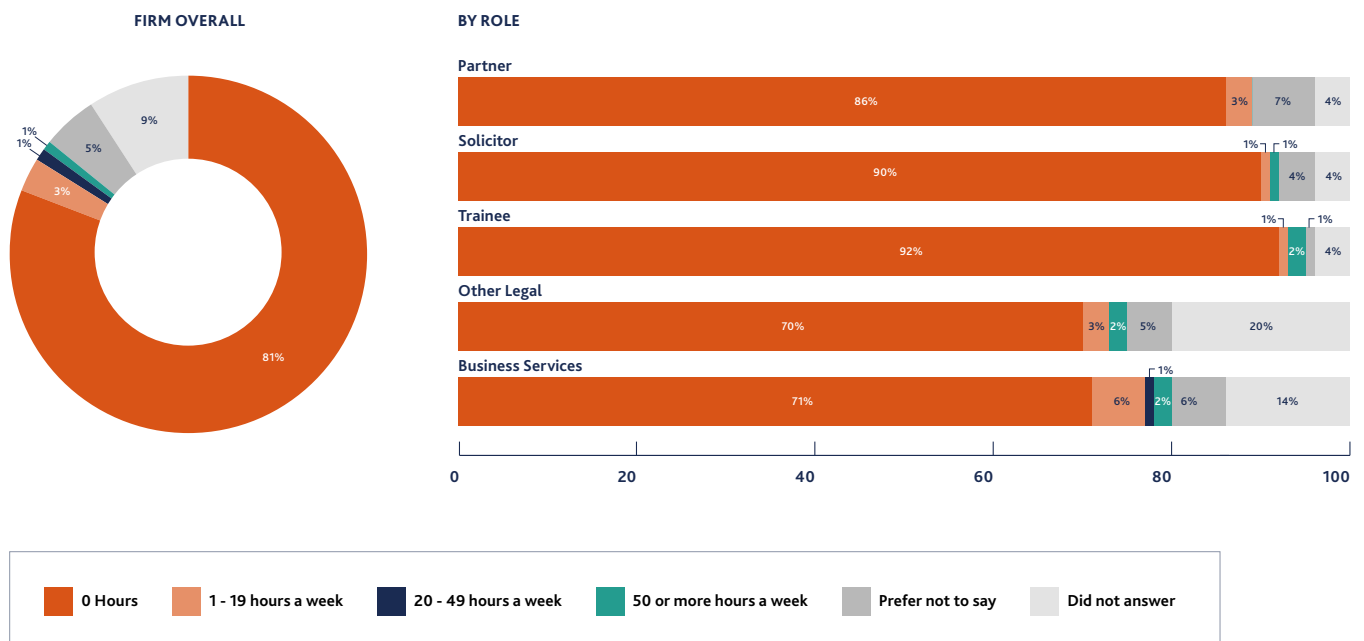
Individuals with a primary carer responsibility



## CARING RESPONSIBILITIES

Response rate: 91%

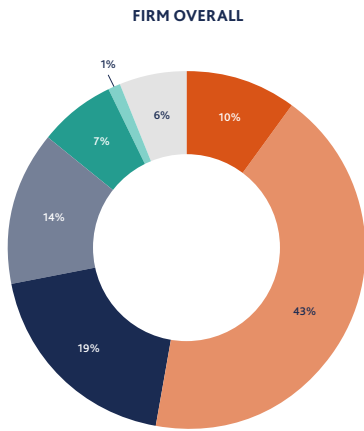
Individuals who give any help or support to family members, friends, neighbours or others because of either Long term physical or mental ill-health/disability or problems.



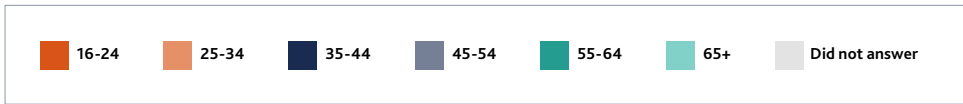
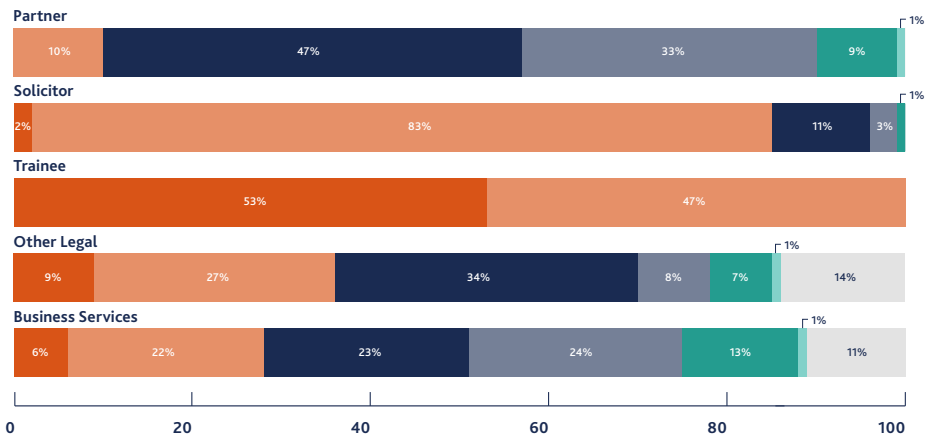


# AGE

Response rate: 94%



## BY ROLE



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2022

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