



# **Diversity Population Statistics: London, US, Johannesburg, EMEA & AP**

1 July 2023

# London

Data as of 1 August 2023

		Equity Partners	Non-Equity Partners	Associates	Counsels	Other Timekeepers	Total TKs	Business Professionals	Grand Total
Ethnicity	Asian/Asian British	2.9%	9.3%	11.8%	0.0%	8.9%	9.5%	7.5%	8.6%
	Black/African/Caribbean/Black British	0.0%	0.0%	1.2%	0.0%	7.1%	2.1%	4.3%	3.0%
	Mixed/multiple ethnic groups	4.3%	1.9%	4.7%	4.0%	2.7%	4.0%	3.4%	3.7%
	Other ethnic group	0.0%	3.7%	1.6%	0.0%	0.9%	1.4%	1.1%	1.3%
	Total Ethnically Diverse	7.2%	14.8%	19.3%	4.0%	19.6%	16.8%	16.4%	16.7%
	White	81.2%	74.1%	61.8%	64.0%	51.8%	63.4%	61.9%	62.7%
	Unknown / Prefer not to say	11.6%	11.1%	18.9%	32.0%	28.6%	19.8%	21.7%	20.6%
Gender	Female	29.4%	38.9%	58.4%	33.3%	69.1%	54.2%	70.3%	61.1%
	Male	70.6%	61.1%	41.6%	66.7%	30.9%	45.8%	29.7%	38.9%
Sexual Orientation	LGBTQ+	8.7%	1.9%	3.7%	8.0%	6.3%	4.8%	4.6%	4.7%
Disability	Disable	4.3%	1.9%	2.8%	0.0%	4.5%	3.1%	0.5%	2.0%

# London

Data as of 1 August 2023

		Equity Partners	Non-Equity Partners	Associates	Counsels	Other Timekeepers	Total TKs	Business Professionals	Grand Total
Religion	Christianity	59.4%	37.0%	38.2%	40.0%	22.3%	37.6%	41.6%	39.3%
	Other	7.2%	13.0%	11.5%	8.0%	6.3%	10.0%	10.5%	10.2%
	No Religion	15.9%	25.9%	31.4%	24.0%	41.1%	30.6%	32.6%	31.5%
	Unknown	17.4%	24.1%	18.9%	28.0%	30.4%	21.8%	15.3%	19.0%
Age Group	18-24	0.0%	0.0%	0.3%	0.0%	10.7%	2.2%	5.7%	3.7%
	25-34	0.0%	0.0%	72.0%	4.0%	69.6%	53.4%	19.4%	38.8%
	35-44	21.7%	68.5%	25.2%	44.0%	7.1%	26.1%	25.8%	26.0%
	45-54	56.5%	25.9%	1.6%	20.0%	5.4%	11.9%	30.8%	20.0%
	55-64	21.7%	5.6%	0.6%	20.0%	5.4%	5.3%	13.5%	8.8%
	65+	0.0%	0.0%	0.3%	12.0%	1.8%	1.0%	4.8%	2.6%
School Type	Independent/fee paying school	26.1%	24.1%	23.0%	8.0%	16.1%	21.5%	12.1%	17.5%
	UK State	29.0%	29.6%	34.8%	48.0%	38.4%	34.9%	52.1%	42.3%
	Attended outside UK	18.8%	22.2%	23.9%	8.0%	23.2%	22.3%	10.5%	17.3%
	Did not attend University	0.0%	1.9%	0.3%	0.0%	0.9%	0.5%	24.4%	10.8%



# London

Data as of 1 August 2023

		Equity Partners	Non-Equity Partners	Associates	Counsels	Other Timekeepers	Total TKs	Business Professionals	Grand Total
State School Type	Selective on academic, faith o	5.8%	5.6%	2.5%	8.0%	0.9%	3.1%	1.4%	2.4%
	Non-selective	4.3%	7.4%	3.4%	8.0%	2.7%	4.0%	6.8%	5.2%
Household Earner Occupation	Working Class	7.2%	1.9%	10.6%	8.0%	10.7%	9.3%	17.1%	12.6%
	Intermediate	7.2%	7.4%	3.4%	4.0%	3.6%	4.3%	7.1%	5.5%
	Professional	21.7%	24.1%	25.8%	16.0%	26.8%	24.9%	19.9%	22.7%
Uni 1st Gen?	Yes	43.5%	22.2%	23.9%	24.0%	26.8%	26.6%	25.6%	26.2%
	No	36.2%	51.9%	57.1%	36.0%	50.9%	52.1%	25.3%	40.6%
	Did not attend University	0.0%	1.9%	0.3%	0.0%	0.9%	0.5%	24.4%	10.8%
Primary Career	Yes	24.6%	33.3%	10.2%	8.0%	4.5%	12.9%	26.9%	18.9%

# USA

Data as of 1 July 2023

		Equity Partners	Non-Equity Partners	Associates	Counsels	Other Timekeepers	Total TKs	Business Professionals	Grand Total
Ethnicity	Alaska Native/ American Indian	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%
	Asian	5.0%	13.0%	17.0%	7.0%	7.0%	12.0%	12.0%	12.0%
	Black or African American	2.0%	2.0%	8.0%	0.0%	7.0%	5.0%	10.0%	8.0%
	Hispanic or Latino	3.0%	5.0%	11.0%	2.0%	20.0%	8.0%	12.0%	10.0%
	MENA	0.0%	1.0%	2.0%	0.0%	0.0%	1.0%	0.0%	1.0%
	Multiracial	1.0%	1.0%	2.0%	2.0%	3.0%	2.0%	3.0%	2.0%
	Native Hawaiian/ Other Pacific Islander	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	1.0%	0.0%
	Total Ethnically Diverse	11.0%	22.0%	41.0%	11.0%	37.0%	28.0%	38.0%	33.0%
	White	83.0%	70.0%	45.0%	77.0%	49.0%	61.0%	45.0%	53.0%
	Unknown/Prefer not to answer	6.0%	7.0%	14.0%	11.0%	14.0%	11.0%	17.0%	14.0%
Gender	Female	31.0%	40.0%	59.0%	28.0%	59.0%	47.0%	66.0%	66.0%
	Male	69.0%	60.0%	41.0%	72.0%	41.0%	53.0%	34.0%	34.0%
Sexual Orientation	LGBTQ+	3.0%	1.0%	7.0%	0.0%	1.0%	4.0%	5.0%	5.0%
Disability	Disable	1.0%	1.0%	2.0%	2.0%	0.0%	1.0%	2.0%	2.0%
Veterans	Veteran	3.0%	1.0%	1.0%	2.0%	1.0%	2.0%	2.0%	2.0%

# Johannesburg

Data as of 1 August 2023

		Equity Partners	Non-Equity Partners	Associates	Counsels	Other Timekeepers	Total TKs	Business Professionals	Grand Total
Ethnicity	African	0.0%	0.0%	28.6%	0.0%	47.6%	29.0%	48.5%	35.8%
	Indian	33.3%	44.4%	14.3%	0.0%	14.3%	19.4%	18.2%	18.9%
	Coloured	0.0%	0.0%	7.1%	0.0%	14.3%	8.1%	12.1%	9.5%
	Total Ethnically Diverse	33.3%	44.4%	50.0%	0.0%	76.2%	56.5%	78.8%	64.2%
	White	66.7%	55.6%	42.9%	100.0%	23.8%	40.3%	15.2%	31.6%
	Unknown / Prefer not to say	0.0%	11.1%	10.7%	0.0%	0.0%	6.5%	6.1%	6.3%
Gender	Female	66.7%	44.4%	60.7%	100.0%	57.1%	58.1%	78.8%	65.3%
	Male	33.3%	55.6%	39.3%	0.0%	42.9%	41.9%	21.2%	34.7%



# EMEA Gender

Data as of 1 August 2023

Job Category	Female	Male	Non-Binary
Partners	26.9%	73.1%	0.0%
Associates	56.5%	43.5%	0.0%
Other Fee Earners	51.9%	48.1%	0.0%
Trainees	65.1%	34.9%	0.0%
Business Services	62.0%	38.0%	0.0%
Secretarial Services	93.0%	7.0%	0.0%
Grand Total	58.3%	41.7%	0.0%

# Asia Pacific Gender

Data as of 1 July 2023

Job Category	Female	Male	Non-Binary
Partners	36.0%	64.0%	0.0%
Associates	55.0%	45.0%	0.0%
Other Fee Earners	63.0%	37.0%	0.0%
Trainees	66.0%	34.0%	0.0%
Business Services	67.0%	33.0%	0.0%
Secretarial Services	97.0%	3.0%	0.0%
Grand Total	65.0%	35.0%	0.0%





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