

**Baker  
McKenzie.**

**London snapshot I&D data  
January 2022**



# Ethnicity London

Data as of 1 January 2022

Job Category	Asian/Asian British	Black/African /Caribbean/ Black British	Mixed/multiple ethnic groups	Other ethnic Group	Total BAME	White	Prefer not to say	Unknown
Partners	3%	1%	2%	1%	7%	83%	2%	9%
Associates	11%	1%	6%	1%	20%	69%	2%	9%
Other Fee Earners	10%	0%	3%	1%	14%	62%	6%	18%
Trainees	16%	3%	0%	1%	20%	62%	3%	14%
Business Services	9%	5%	3%	1%	18%	69%	1%	11%
Secretarial Services	2%	5%	3%	2%	12%	86%	1%	2%
<b>Grand Total</b>	<b>9%</b>	<b>3%</b>	<b>4%</b>	<b>1%</b>	<b>16%</b>	<b>72%</b>	<b>2%</b>	<b>10%</b>

# Sexual Orientation London

Data as of 1 January 2022

Job Category	LGBT	Heterosexual/Straight	Prefer not to say	Unknown
Partners	6%	77%	6%	12%
Associates	4%	82%	4%	10%
Other Fee Earners	6%	69%	6%	20%
Trainees	4%	68%	14%	13%
Business Services	4%	80%	3%	13%
Secretarial Services	2%	91%	4%	2%
Grand Total	4%	80%	5%	11%

# Gender London

Data as of 1 January 2022

Job Category	Female	Male	Non-Binary
Partners	29%	71%	0%
Associates	56%	44%	0%
Other Fee Earners	63%	37%	0%
Trainees	71%	29%	0%
Business Services	61%	39%	0%
Secretarial Services	93%	7%	0%
<b>Grand Total</b>	<b>60%</b>	<b>40%</b>	<b>0%</b>

# Religion London

Data as of 1 January 2022

Job Category	Buddhism	Christianity	Hinduism	Islam	Judaism	Sikhism	Other	No Religion	Prefer not to say	Unknown
Partners	0%	51%	0%	1%	3%	1%	2%	20%	8%	14%
Associates	1%	41%	2%	1%	3%	1%	1%	31%	7%	11%
Other Fee Earners	0%	31%	0%	1%	0%	1%	0%	37%	10%	20%
Trainees	0%	16%	3%	4%	3%	0%	0%	43%	13%	17%
Business Services	0%	41%	1%	2%	1%	1%	1%	28%	5%	18%
Secretarial Services	0%	50%	0%	2%	2%	0%	2%	35%	7%	2%
Grand Total	0%	41%	1%	2%	2%	1%	1%	31%	7%	13%

# Disability London

Data as of 1 January 2022

Job Category	Yes	No	Prefer not to say	Unknown
Partners	2%	77%	2%	19%
Associates	2%	84%	1%	13%
Other Fee Earners	1%	73%	0%	25%
Trainees	3%	80%	4%	13%
Business Services	0%	82%	2%	16%
Secretarial Services	0%	92%	1%	7%
<b>Grand Total</b>	<b>1%</b>	<b>83%</b>	<b>2%</b>	<b>15%</b>

# Working Patterns London

Data as of 1 January 2022

Job Category	Full-Time	Part-Time
Partners	92%	8%
Associates	91%	9%
Other Fee Earners	55%	45%
Trainees	100%	0%
Business Services	89%	11%
Secretarial Services	74%	26%
Grand Total	87%	13%

# Age London

Data as of 1 January 2022

Job Category	18-24	25-34	35-44	45-54	55-64	65+	Incorrect/ Missing DOB
Partners	0%	1%	46%	42%	11%	0%	0%
Associates	1%	76%	21%	1%	1%	1%	0%
Other Fee Earners	1%	20%	35%	21%	20%	3%	0%
Trainees	36%	64%	0%	0%	0%	0%	0%
Business Services	1%	24%	26%	35%	10%	3%	0%
Secretarial Services	13%	20%	21%	26%	18%	2%	0%
<b>Grand Total</b>	<b>5%</b>	<b>40%</b>	<b>25%</b>	<b>20%</b>	<b>8%</b>	<b>2%</b>	<b>0%</b>



# School London

Data as of 1 January 2022

Job Category	Attended outside UK	Other	Prefer not to say	UK independent/fee-paying	UK state	Unknown
Partners	17%	2%	2%	29%	28%	20%
Associates	20%	1%	2%	30%	33%	14%
Other Fee Earners	23%	0%	0%	18%	32%	27%
Trainees	13%	3%	4%	29%	35%	16%
Business Services	14%	1%	3%	15%	47%	20%
Secretarial Services	4%	1%	6%	3%	79%	7%
Grand Total	16%	1%	3%	22%	42%	17%

# 1st Gen University London

Data as of 1 January 2022

Job Category	Yes	No	Did not attend University	Prefer not to say	Unknown
Partners	30%	46%	1%	2%	20%
Associates	20%	63%	0%	2%	14%
Other Fee Earners	30%	38%	4%	0%	28%
Trainees	20%	55%	0%	9%	16%
Business Services	30%	33%	14%	3%	20%
Secretarial Services	5%	18%	64%	5%	7%
<b>Grand Total</b>	<b>23%</b>	<b>45%</b>	<b>12%</b>	<b>3%</b>	<b>17%</b>

# State School Type London

Data as of 1 January 2022

Job Category	UK Selective	UK Non-Selective	Unknown
Partners	8%	12%	80%
Associates	6%	9%	85%
Other Fee Earners	3%	8%	89%
Trainees	1%	1%	97%
Business Services	5%	13%	82%
Secretarial Services	9%	15%	76%
Grand Total	6%	11%	83%

# Primary Carer London

Data as of 1 January 2022

Job Category	Yes	No	Prefer not to say	Unknown
Partners	20%	45%	6%	30%
Associates	6%	77%	1%	17%
Other Fee Earners	21%	48%	0%	31%
Trainees	0%	83%	1%	16%
Business Services	24%	51%	2%	22%
Secretarial Services	23%	68%	1%	8%
<b>Grand Total</b>	<b>16%</b>	<b>63%</b>	<b>2%</b>	<b>20%</b>

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