

Hogan  
Lovells

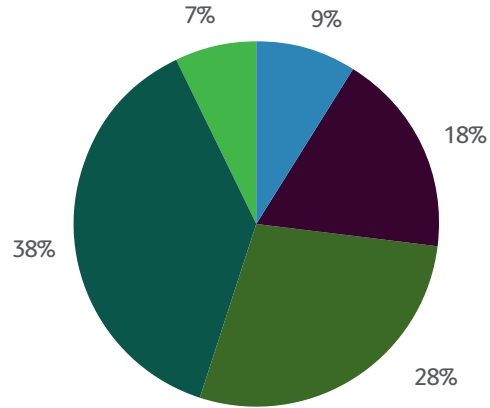
# UK Diversity Data

1 November 2019

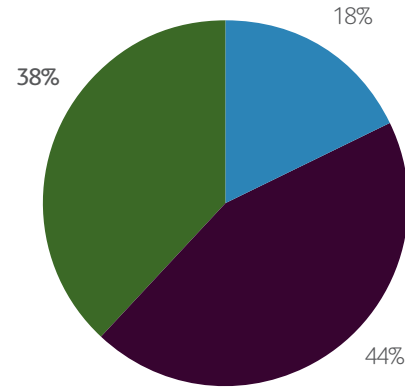


# Age

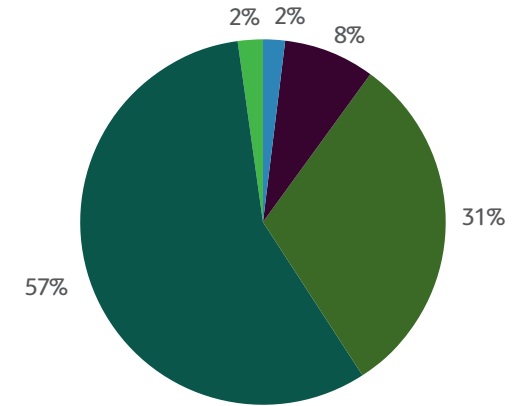
All



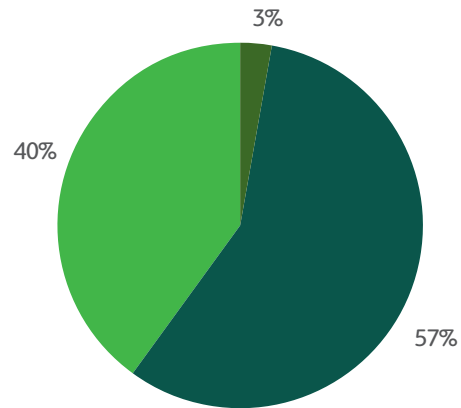
Partner



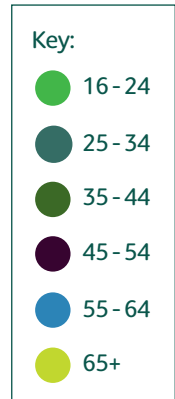
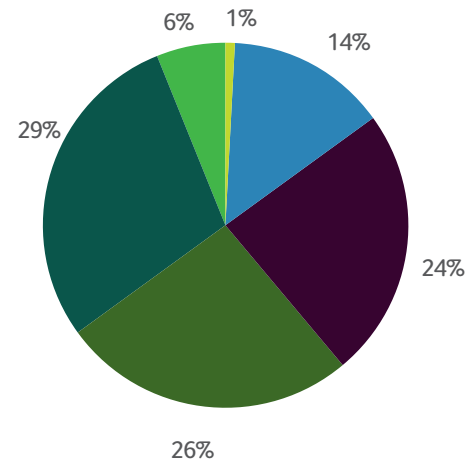
Lawyer (excl partners)



Trainees



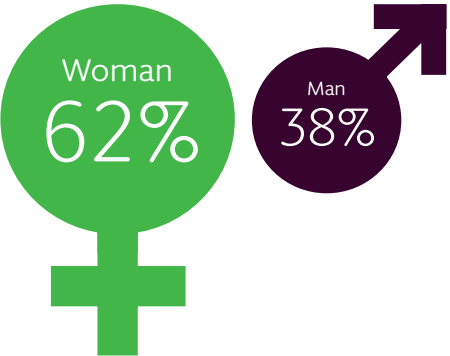
Business Services (incl PAs)



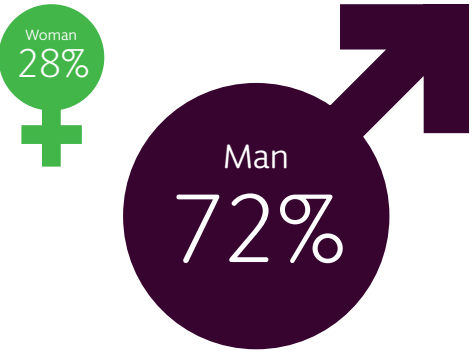
\*Including legal and consulting staff & paralegals.

# Gender

## All



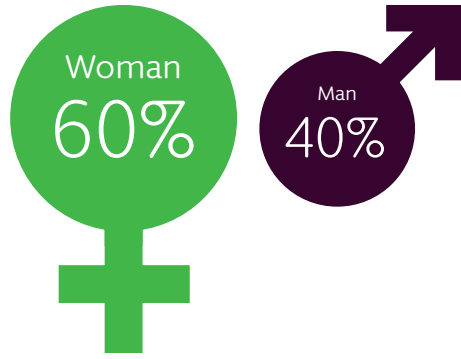
## Partner



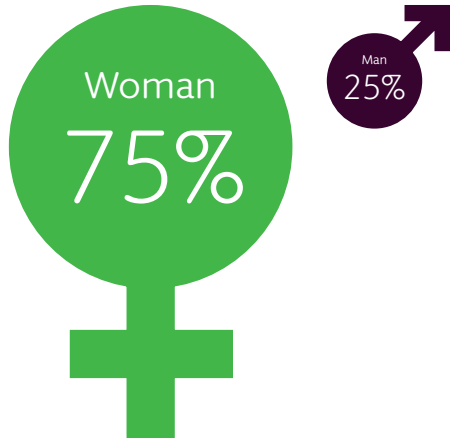
## Lawyer (excl partners)



## Trainees

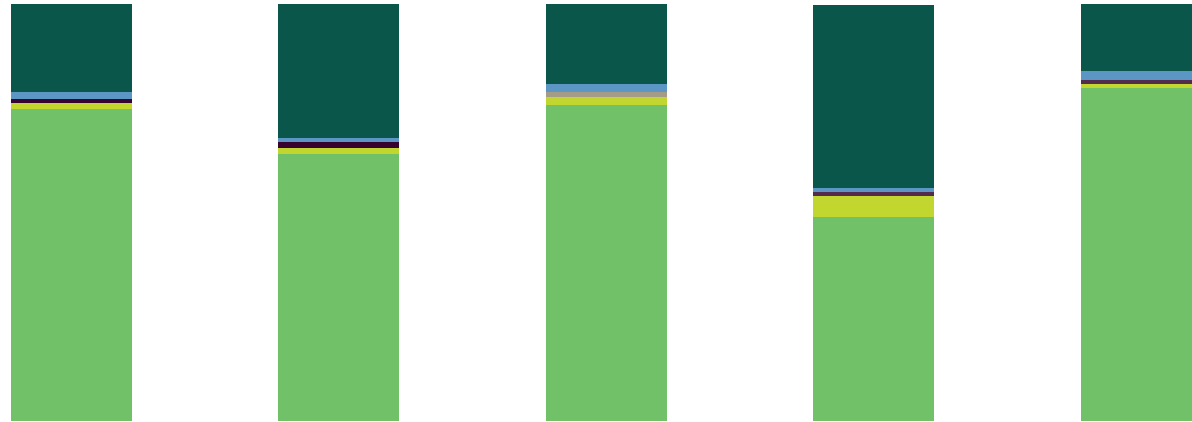


## Business Services (incl PAs)



Options to this question are man, woman, other, prefer not to say. No responses other than man or woman were selected.

# Sexual orientation

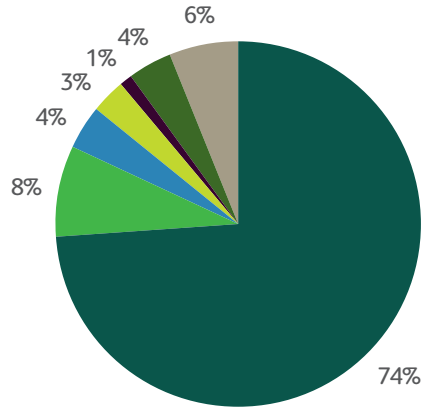


	<u>All</u>	<u>Partner</u>	<u>Lawyer (excl partners)</u>	<u>Trainees</u>	<u>Business Services (incl PAs)</u>
Unknown	21%	32%	19%	44%	16%
Prefer not to say	1.5%	1%	2%	1%	2%
Other	0%	0%	0%	0%	0%
Bisexual	0%	0%	1%	0%	0%
Lesbian/gay woman	1%	1.4%	0%	1%	1%
Gay man	1.5%	1.4%	2%	5%	1%
Heterosexual / straight	75%	64.2%	76%	49%	80%

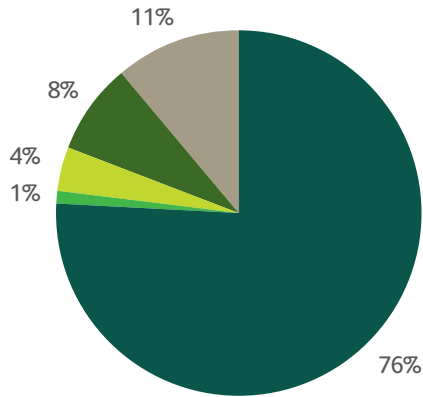
Data is based on a disclosure rate of 79%.

# Ethnicity

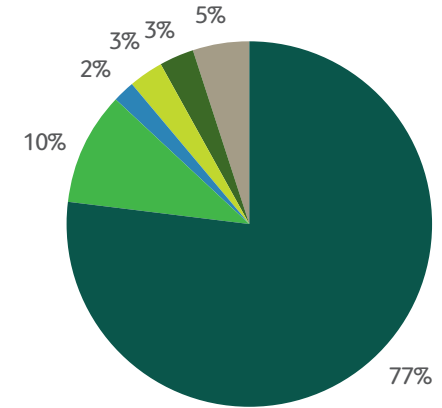
All



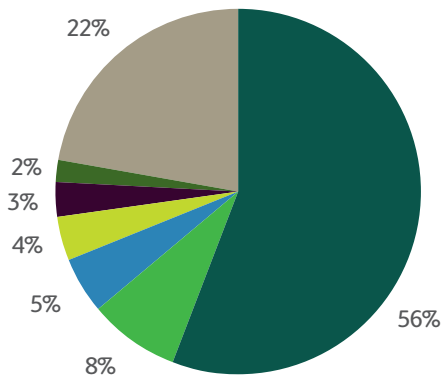
Partner



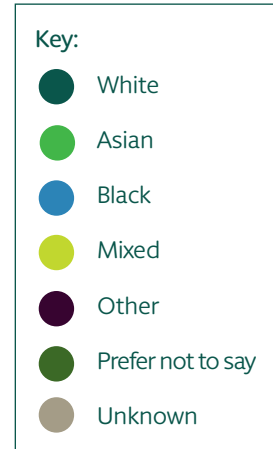
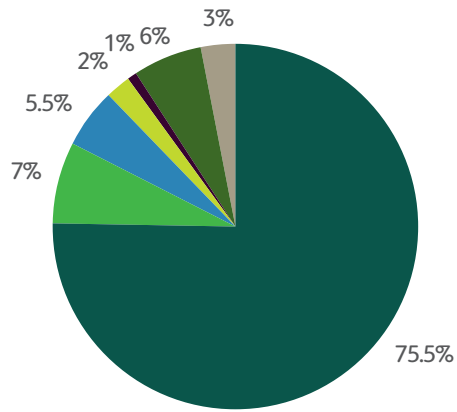
Lawyer (excl partners)



Trainees

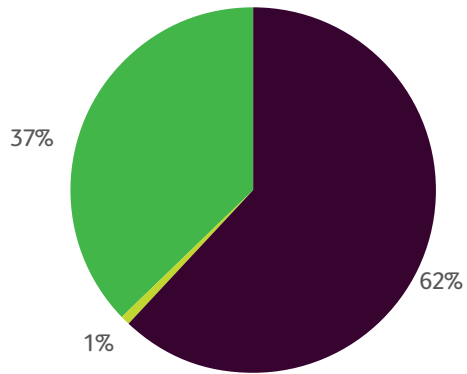


Business Services (incl PAs)

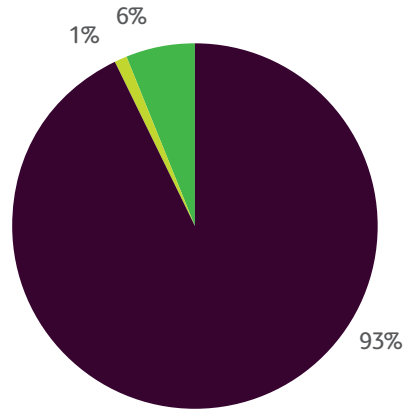


# Disability

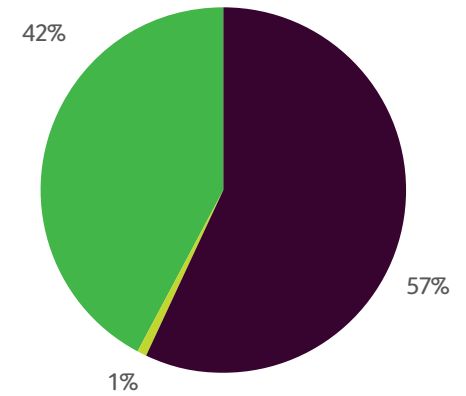
## All



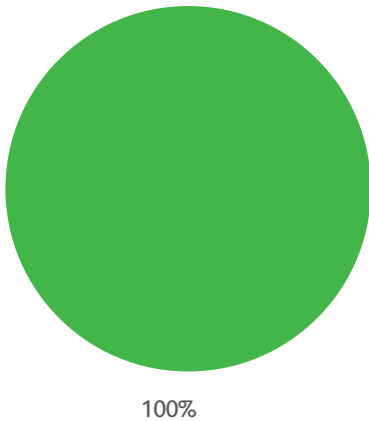
## Partner



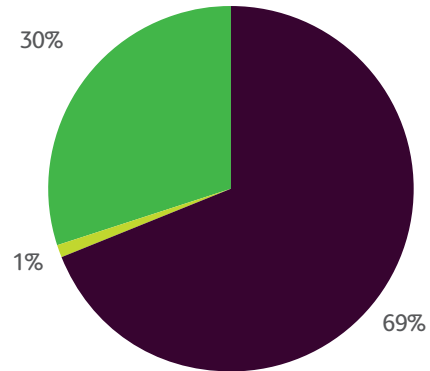
## Lawyer (excl partners)



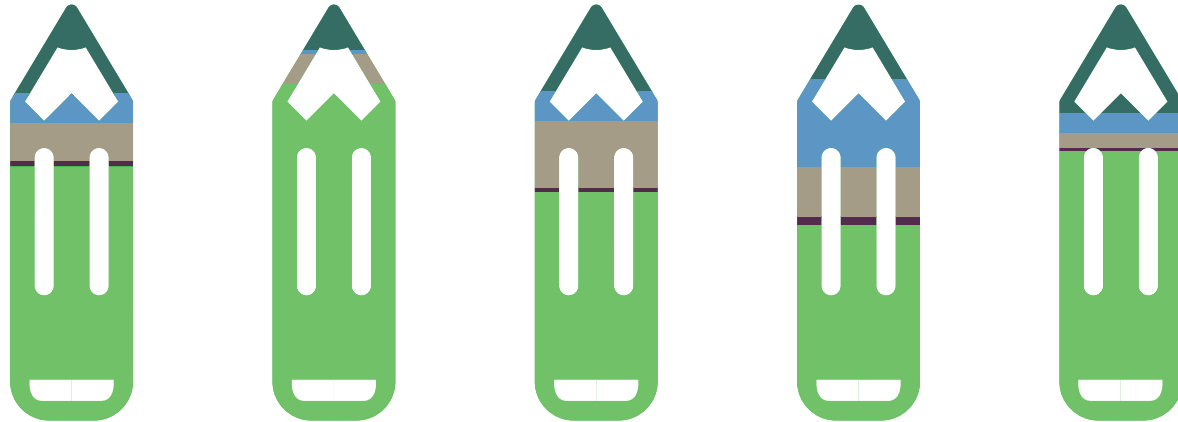
## Trainees



## Business Services (incl PAs)

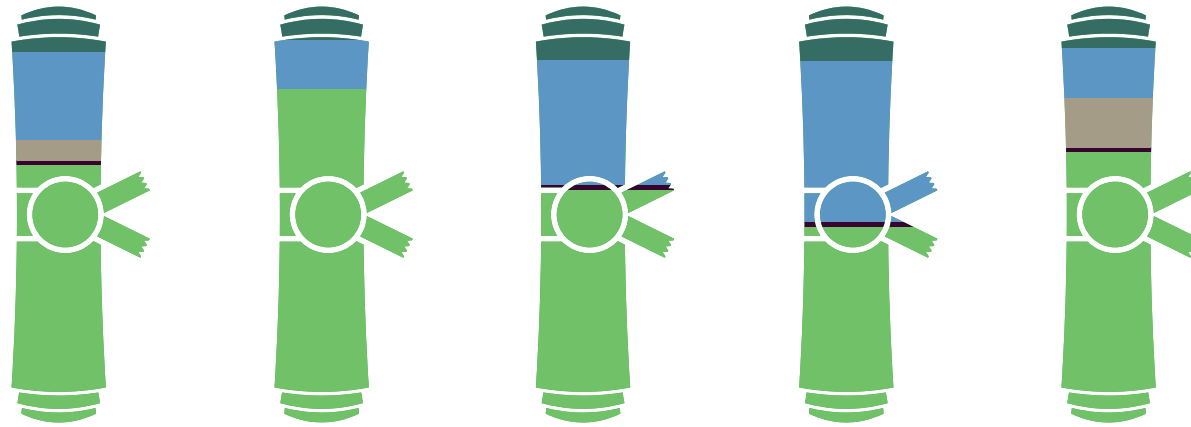


# Social mobility – type of school attended between the ages of 11 – 18



	<u>All</u>	<u>Partner</u>	<u>Lawyer (excl partners)</u>	<u>Trainees</u>	<u>Business Services (incl PAs)</u>
■ UK state school	22%	11%	21%	18%	26%
■ Attended school outside the UK	7%	1%	7%	21%	5%
■ UK independent / fee paying school	9%	7%	16%	12%	3.5%
■ Prefer not to say	1%	0%	1%	2%	0.5%
■ Unknown	61%	81%	55%	47%	65%

# Social mobility – first generation in family to go to university

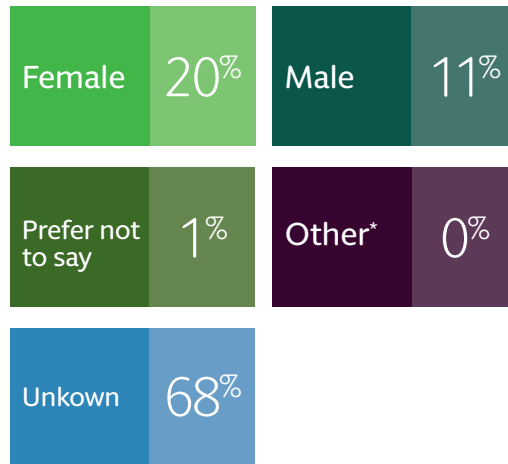


	<u>All</u>	<u>Partner</u>	<u>Lawyer (excl partners)</u>	<u>Trainees</u>	<u>Business Services (incl PAs)</u>
■ Yes	11%	8%	13%	13%	10%
■ No	21%	12%	30%	39%	12%
■ Did not attend university	5%	0%	0%	0%	12%
■ Prefer not to say	1%	0%	1%	1%	1%
■ Unknown	62%	80%	56%	47%	65%

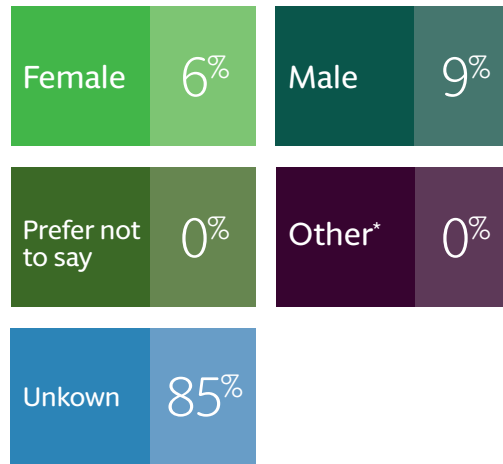


# Gender identity

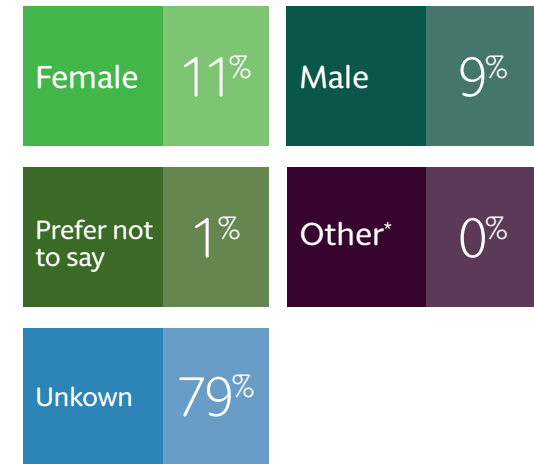
## All



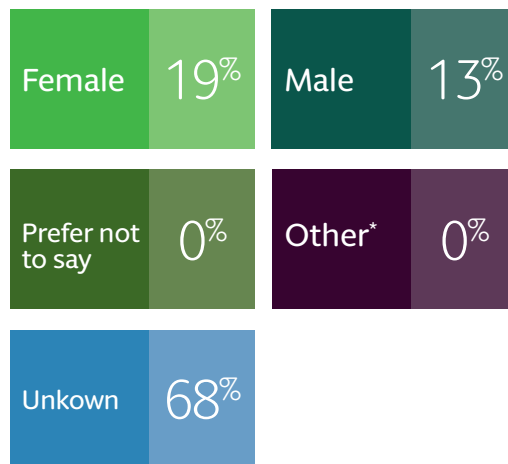
## Partner



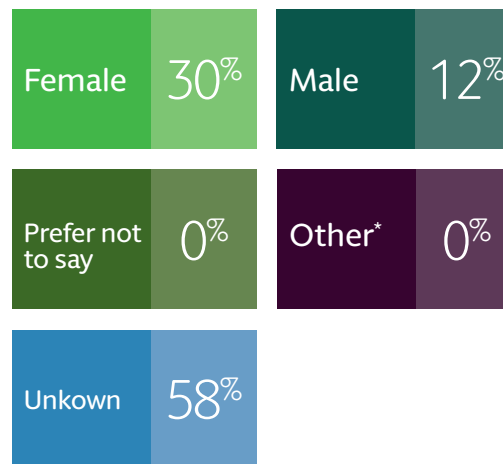
## Lawyer (excl partners)



## Trainees



## Business Services (incl PAs)



Data is based on a disclosure rate of 79%.

\*Including transgender, gender non-conforming / gender queer, non binary / third gender, non-gender / agender.

Alicante	Milan
Amsterdam	Minneapolis
Baltimore	Monterrey
Beijing	Moscow
Birmingham	Munich
Boston	New York
Brussels	Northern Virginia
Budapest*	Paris
Colorado Springs	Perth
Denver	Philadelphia
Dubai	Riyadh*
Dusseldorf	Rome
Frankfurt	San Francisco
Hamburg	Sao Paulo
Hanoi	Shanghai
Ho Chi Minh City	Shanghai FTZ*
Hong Kong	Silicon Valley
Houston	Singapore
Jakarta*	Sydney
Johannesburg	Tokyo
London	Ulaanbaatar*
Los Angeles	Warsaw
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