

The logo for Hogan Lovells, consisting of the company name in a serif font inside a solid green square.

Hogan  
Lovells

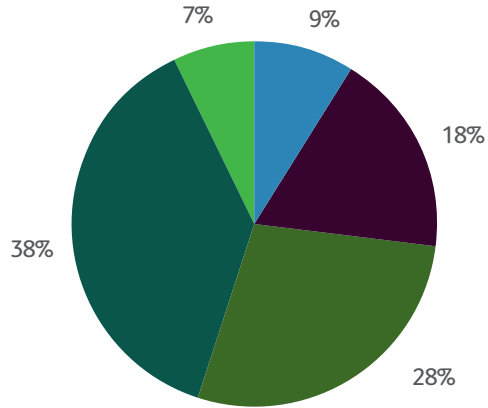
# UK Diversity Data

1 November 2019

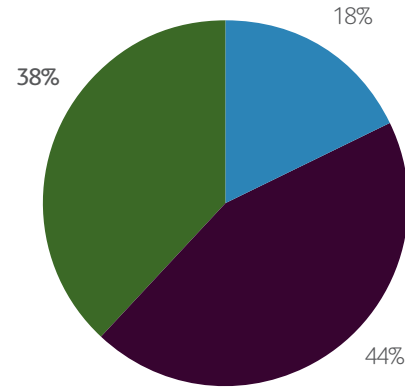


# Age

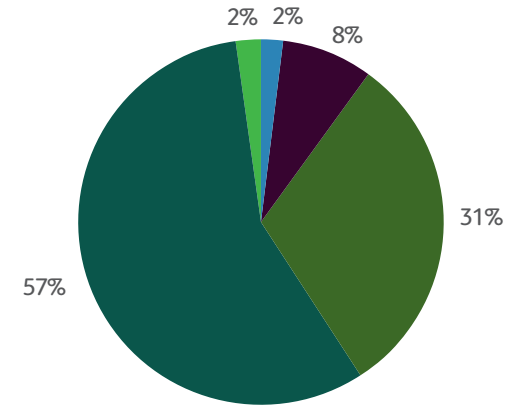
All



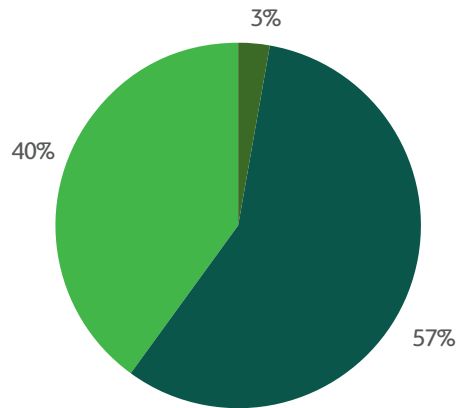
Partner



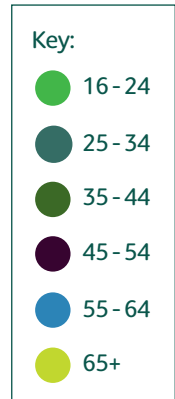
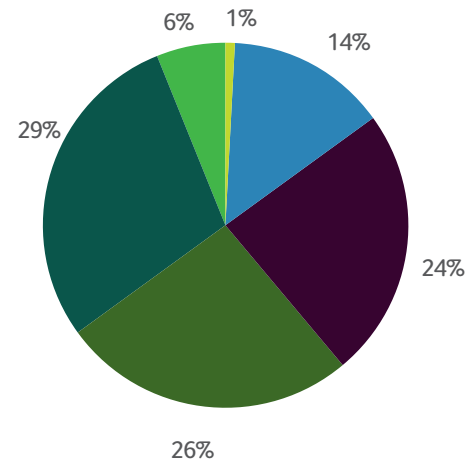
Lawyer (excl partners)



Trainees



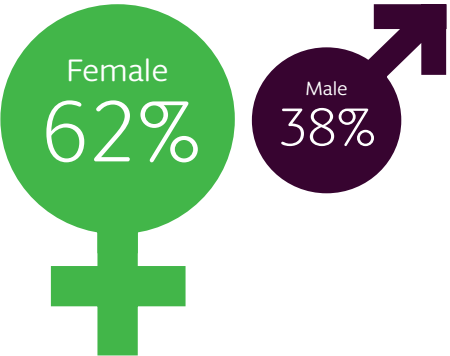
Business Services\*



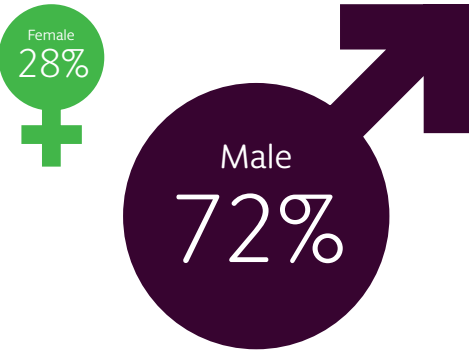
\* Including PAs.

# Gender

## All



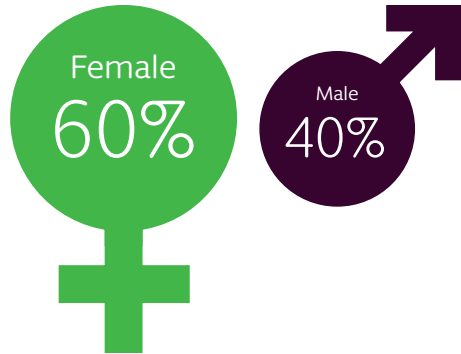
## Partner



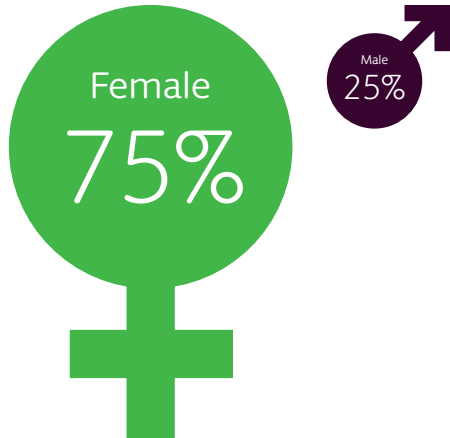
## Lawyer (excl partners)



## Trainees



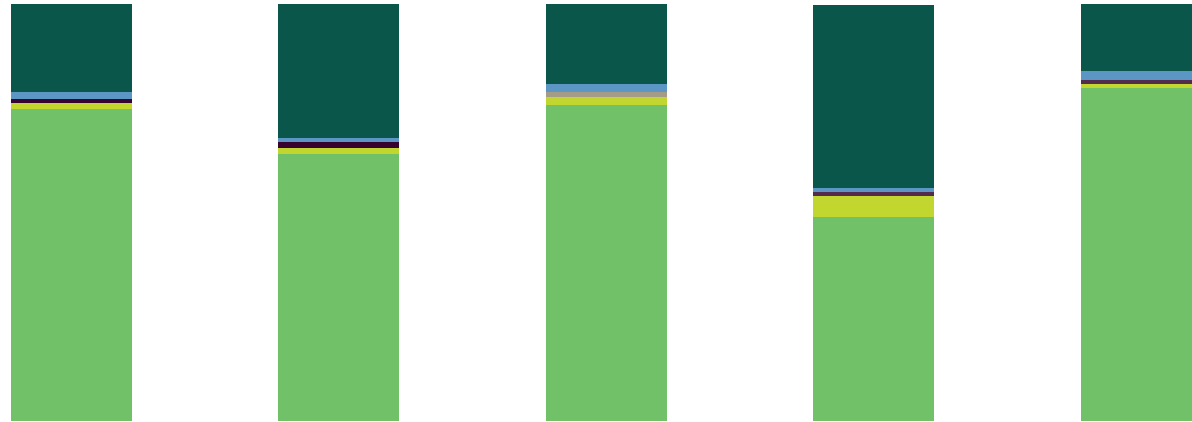
## Business Services\*



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

\* Including PAs.

# Sexual orientation



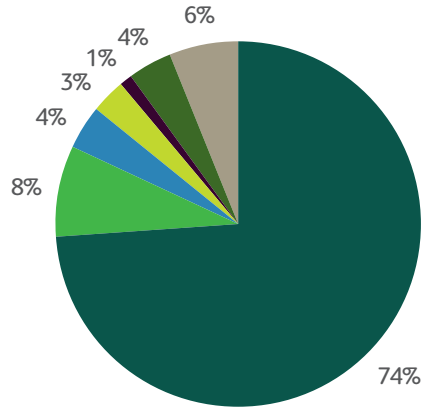
	<u>All</u>	<u>Partner</u>	<u>Lawyer (excl partners)</u>	<u>Trainees</u>	<u>Business Services*</u>
Unknown	21%	32%	19%	44%	16%
Prefer not to say	1.5%	1%	2%	1%	2%
Other	0%	0%	0%	0%	0%
Bisexual	0%	0%	1%	0%	0%
Lesbian/gay woman	1%	1.4%	0%	1%	1%
Gay man	1.5%	1.4%	2%	5%	1%
Heterosexual / straight	75%	64.2%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

Data is based on a disclosure rate of 79%.

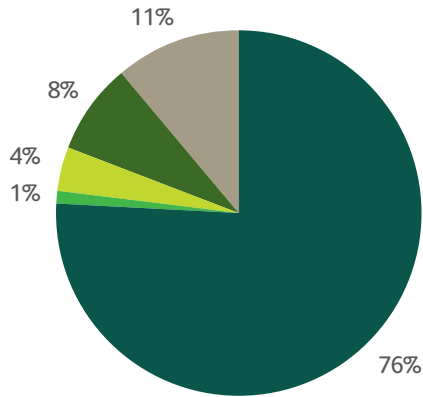
\* Including PAs.

# Ethnicity

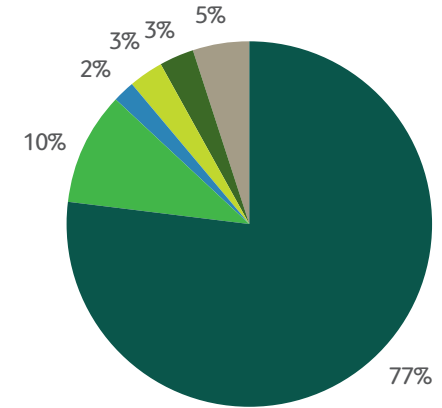
All



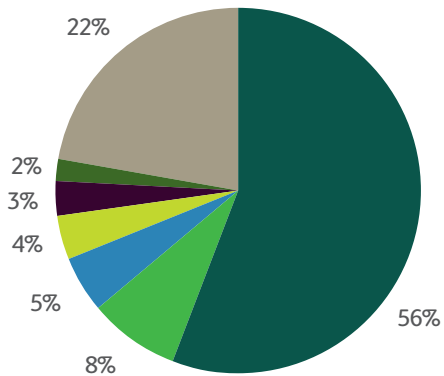
Partner



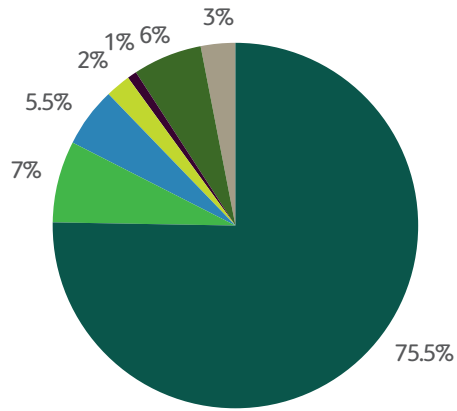
Lawyer (excl partners)



Trainees



Business Services\*

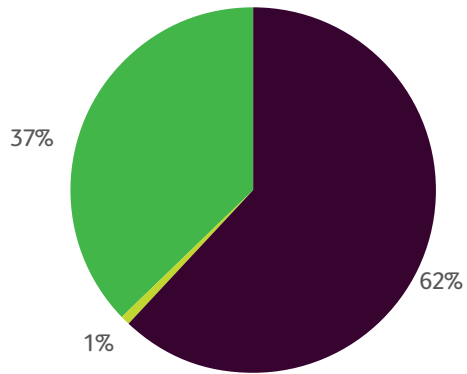


Data is based on a disclosure rate of 94%.

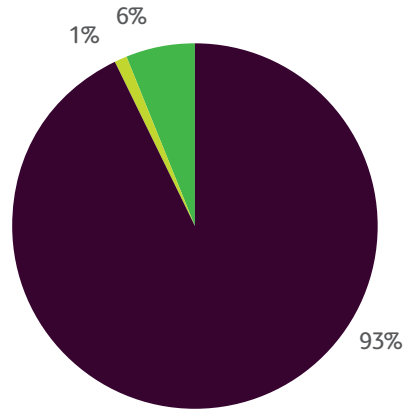
\* Including PAs.

# Disability

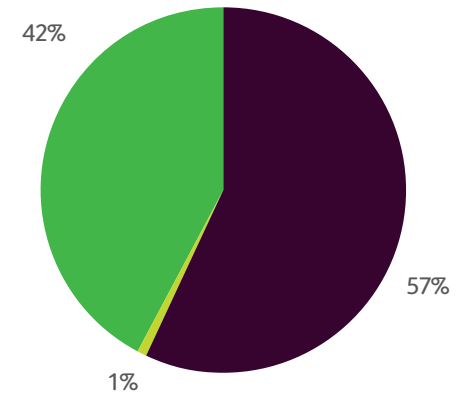
All



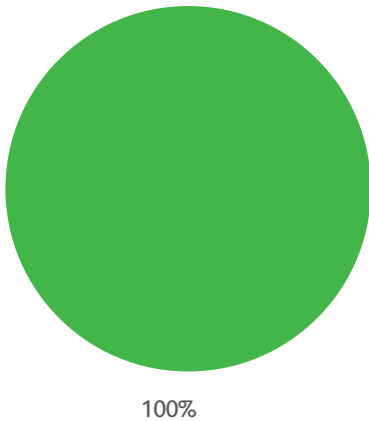
Partner



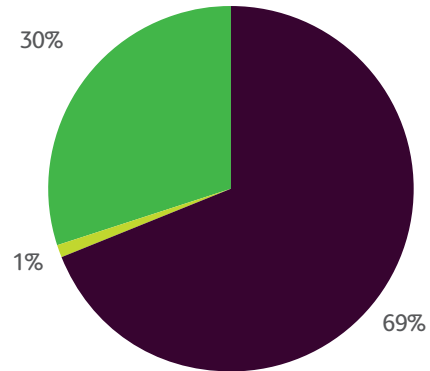
Lawyer (excl partners)



Trainees



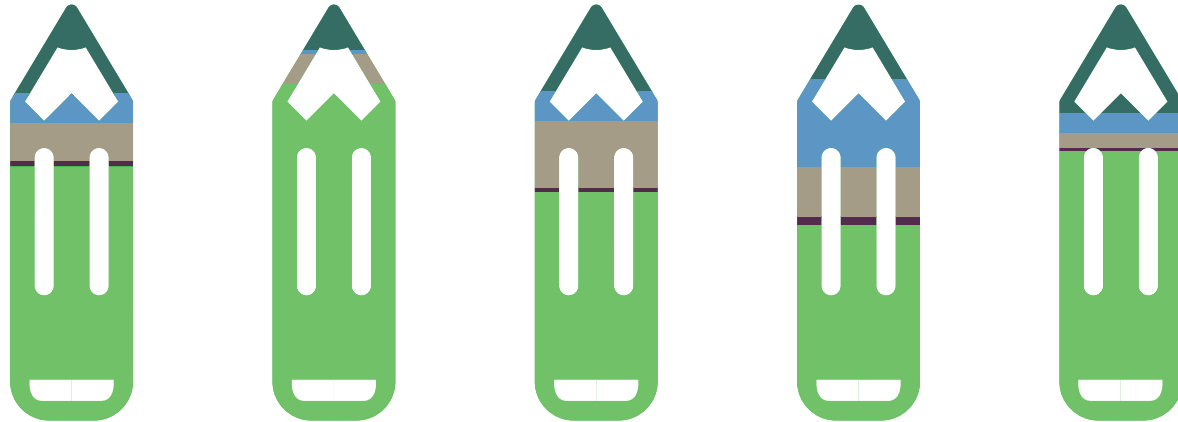
Business Services\*



Data is based on a disclosure rate of 38%.

\* Including PAs.

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

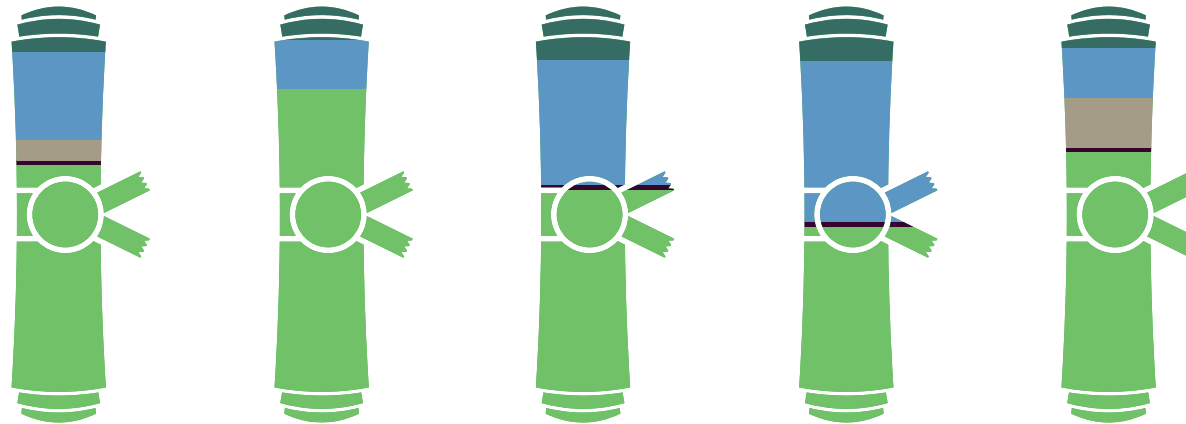


	<u>All</u>	<u>Partner</u>	<u>Lawyer (excl partners)</u>	<u>Trainees</u>	<u>Business Services*</u>
■ UK state school	22%	11%	21%	18%	26%
■ Attended school outside the UK	7%	1%	7%	21%	5%
■ UK independent / fee paying school	9%	7%	16%	12%	3.5%
■ Prefer not to say	1%	0%	1%	2%	0.5%
■ Unknown	61%	81%	55%	47%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

Data is based on a disclosure rate of 39%.

\* Including PAs.

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



**All**                      **Partner**                      **Lawyer (excl partners)**                      **Trainees**                      **Business Services\***

- Yes
- No
- Did not attend university
- Prefer not to say
- Unknown

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%

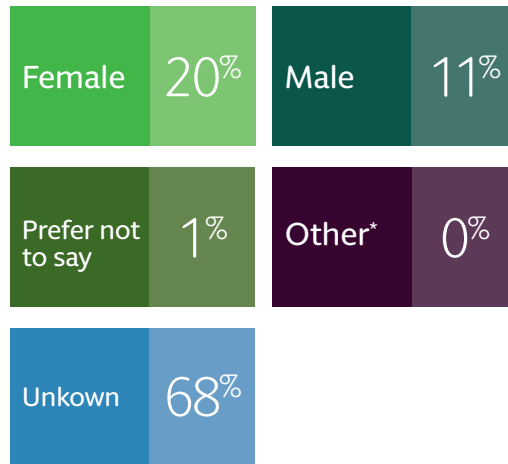
Data is based on a disclosure rate of 38%.

\* Including PAs.

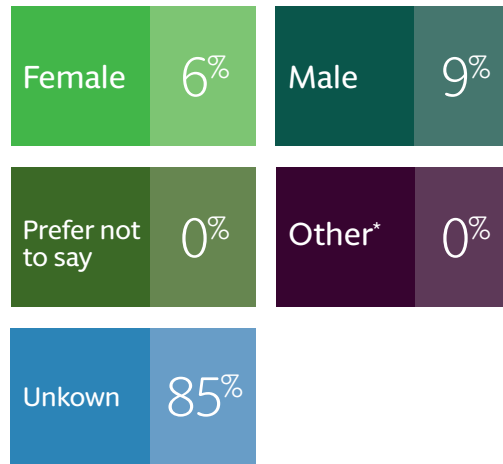


# Gender identity

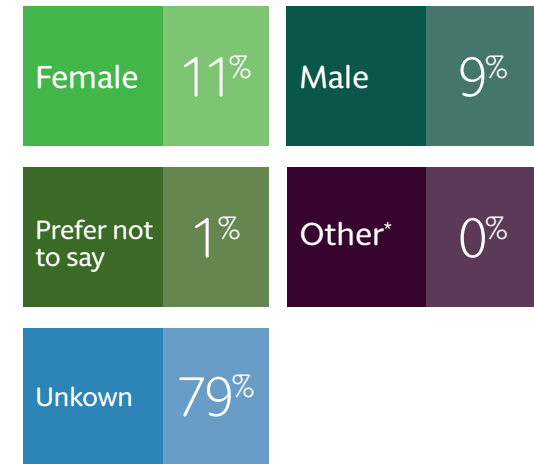
## All



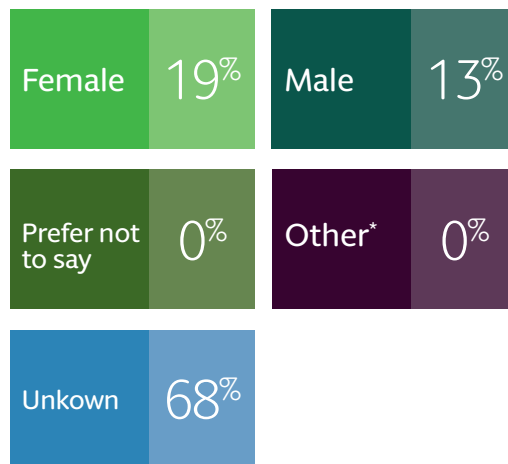
## Partner



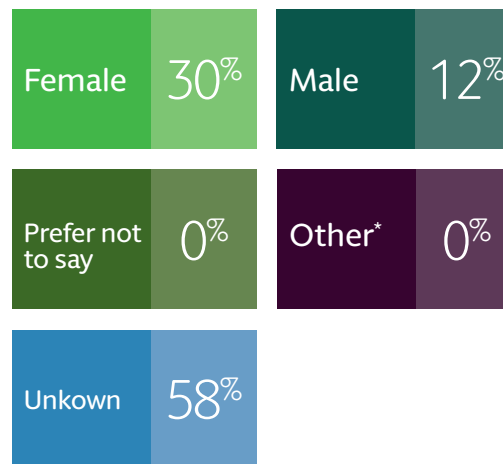
## Lawyer (excl partners)



## Trainees



## Business Services\*



Data is based on a disclosure rate of 32%.

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

\* Including PAs.

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
Louisville	Washington, D.C.
Luxembourg	Zagreb*
Madrid	
Mexico City	*Our associated offices
Miami	Legal Services Centre: Berlin

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