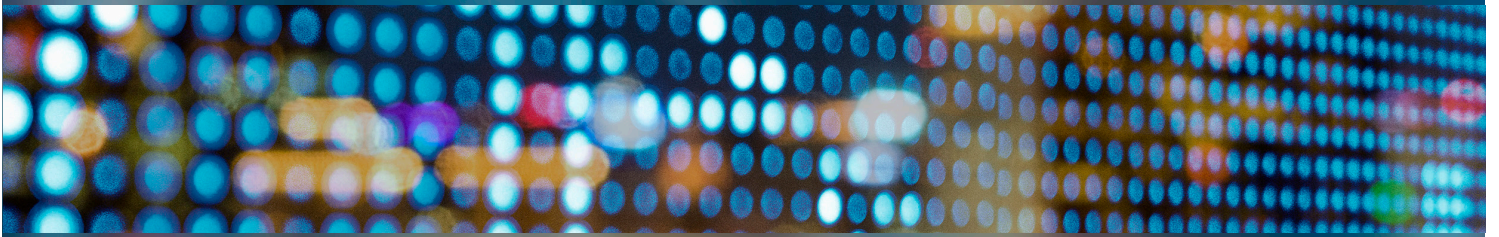


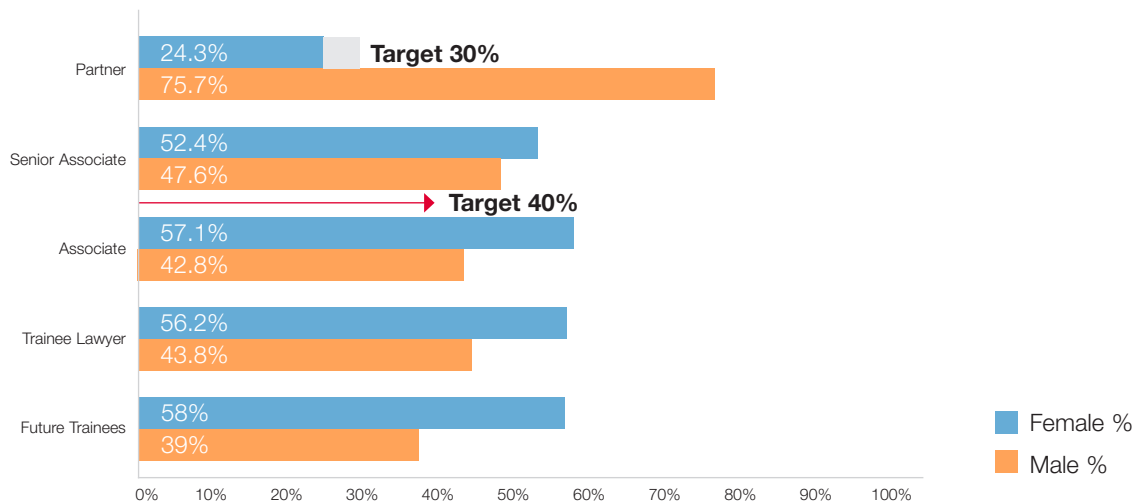
C L I F F O R D
C H A N C E



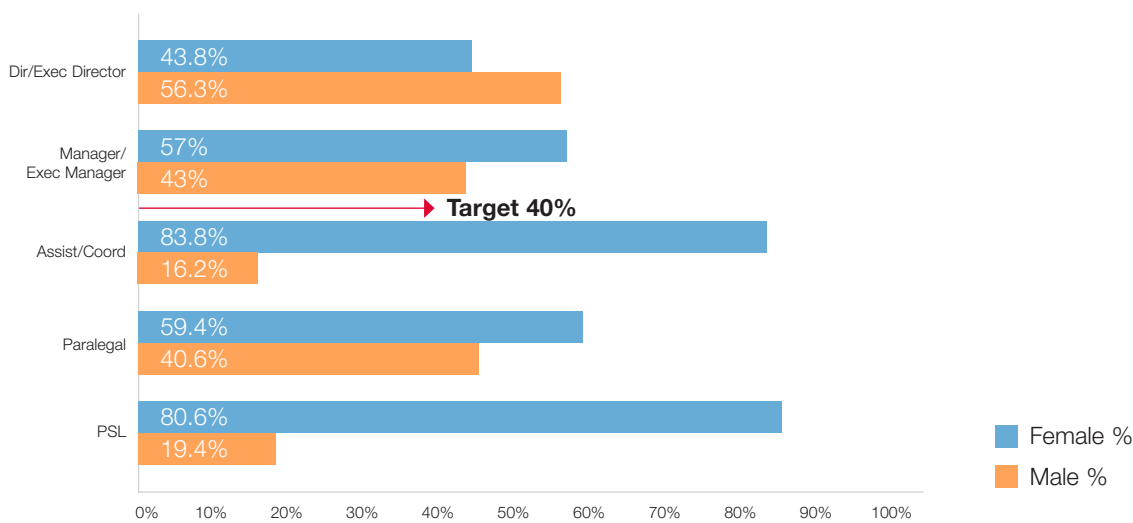
UK DIVERSITY STATISTICS 2021

Gender

UK Lawyers*



UK Business Professionals*



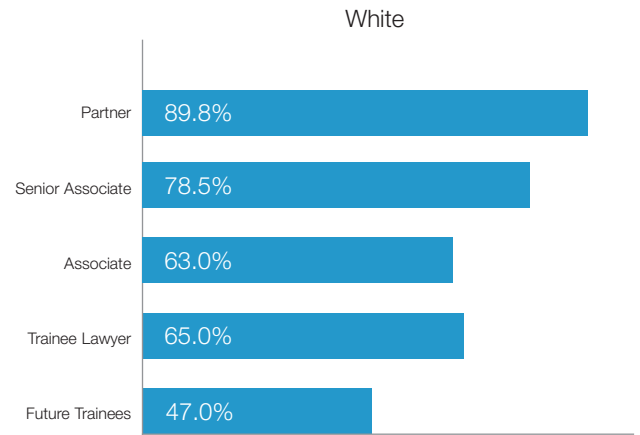
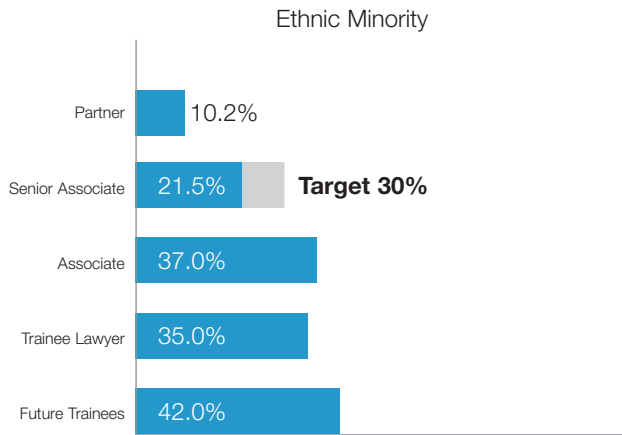
Data as of May 2021

- The figures are based on headcount numbers: 2021 figures show combined On and Off headcount data. Excluded are Outsourced, Freelancers, Agency Temps, Work Experience, Consultants, Retired Partner Consultants
- 'Lawyers' includes Counsel, Associate/Assistant and all equivalents (covering Lawyer levels 1 – 4) and Trainees and equivalents. Excludes partners.
- 'Business Professionals' includes a range of roles and seniorities across all of our business service functions including Practice Assistants, Legal Support, Operations, Finance, HR and IT.

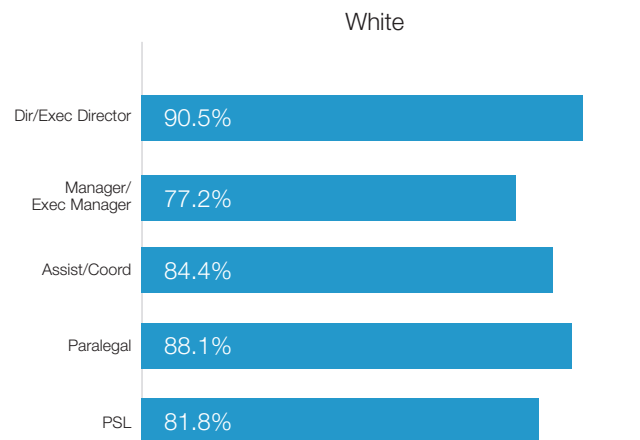
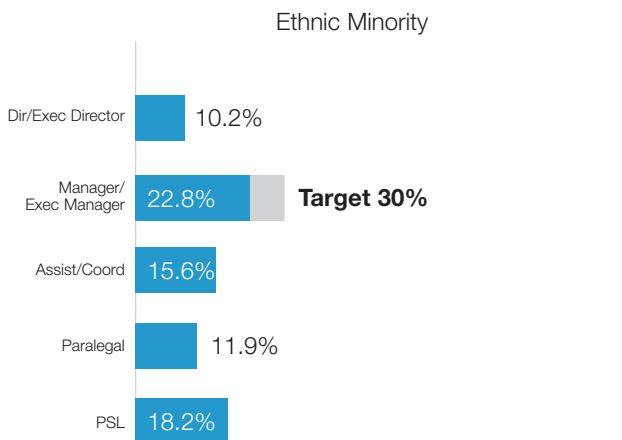
*Gender is referenced in binary terms of men and women on this page but 1.5% Lawyers, 1.2% Business Professionals and 2% of Future Trainees consider their gender identity to be different to their registered sex at birth.

Ethnicity

UK Lawyers



UK Business Professionals



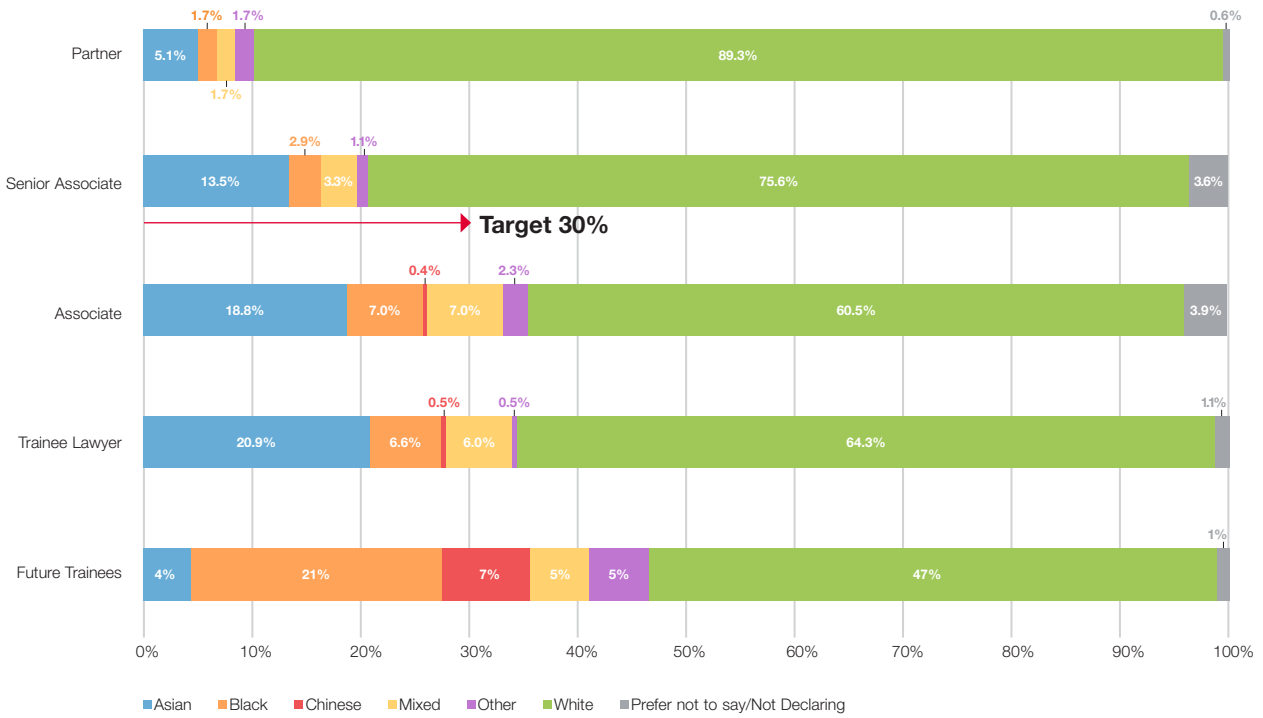
Data as of May 2021

- Ethnic minority means: Black or Black British, Asian or British Asian, Chinese, Other ethnic group, Mixed (definitions influenced by UK-specific legislative diversity definitions).
- 'Lawyers' includes Counsel, Associate/Assistant and all equivalents (covering Lawyer levels 1 – 4) and Trainees and equivalents. Excludes partners.
- 'Business Professionals' includes a range of roles and seniorities across all of our business service functions including Secretaries, Legal Support, Operations, Finance, HR and IT.
- Our UK offices are: London and Newcastle.

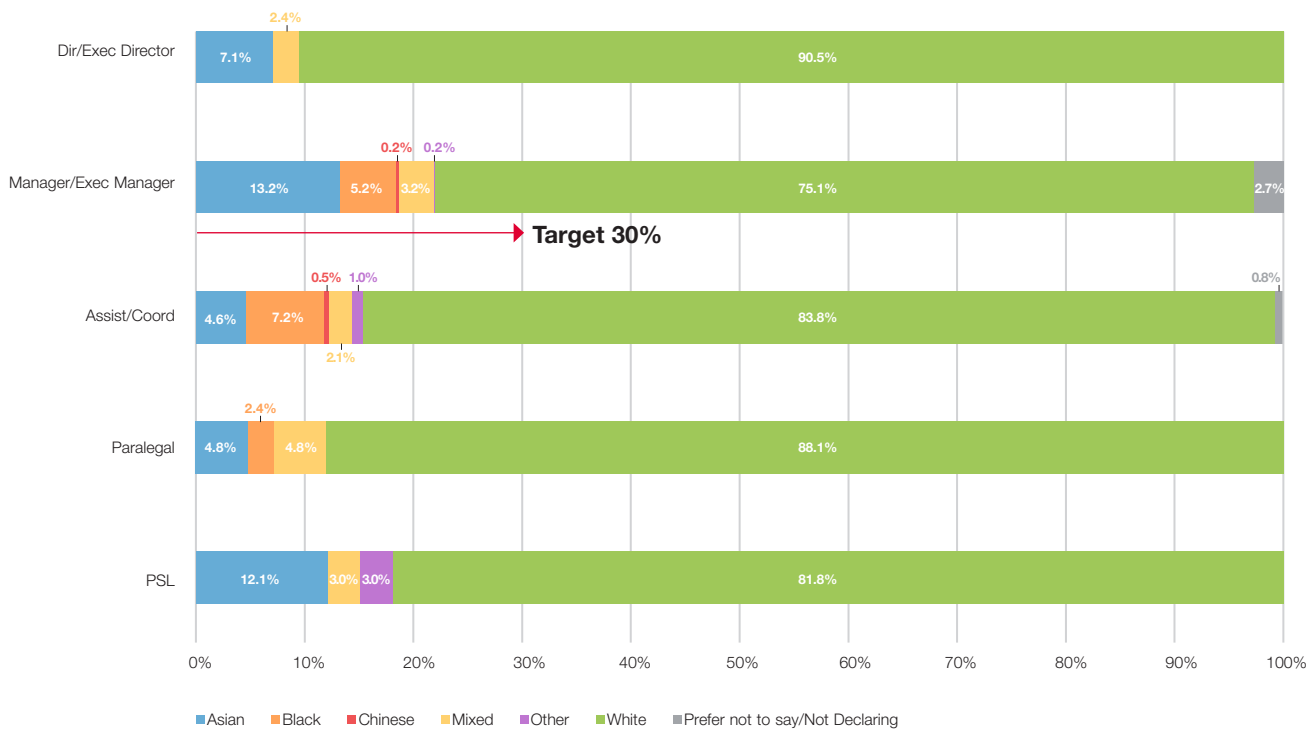
*We have introduced a target - 15% of new Partners will be from an ethnic minority background by 2025

Ethnicity

UK Lawyers

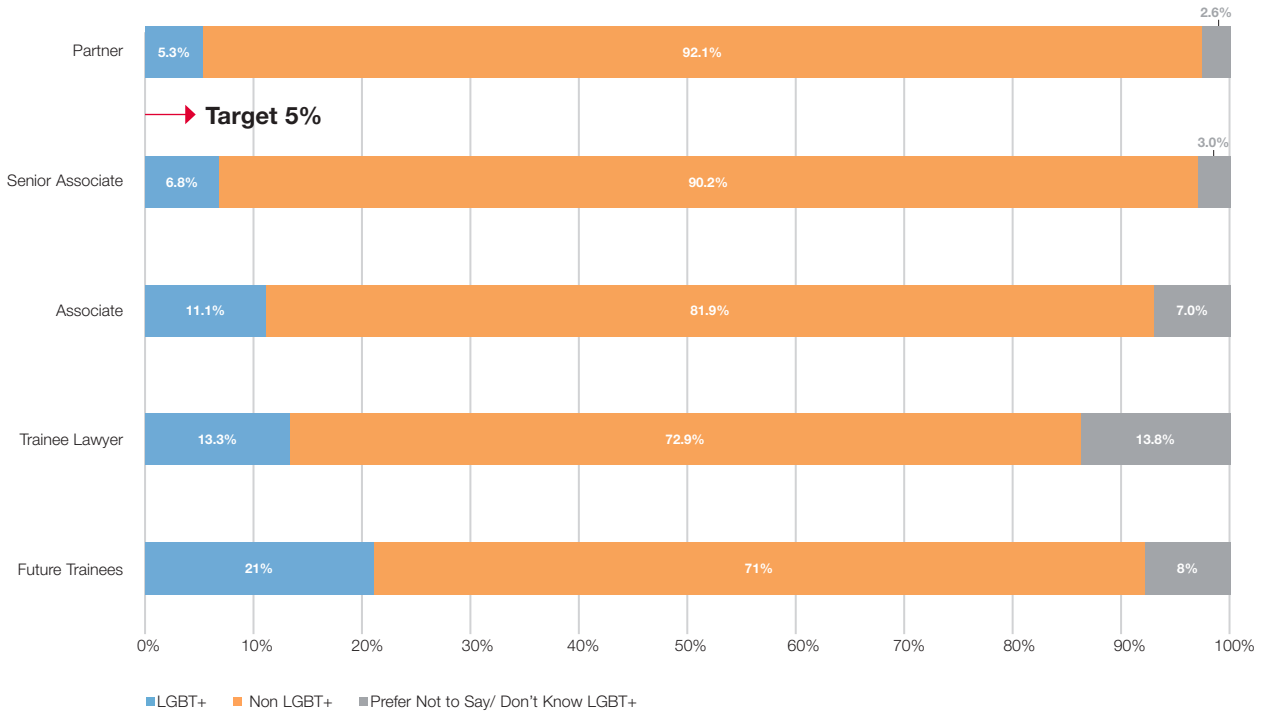


UK Business Professionals

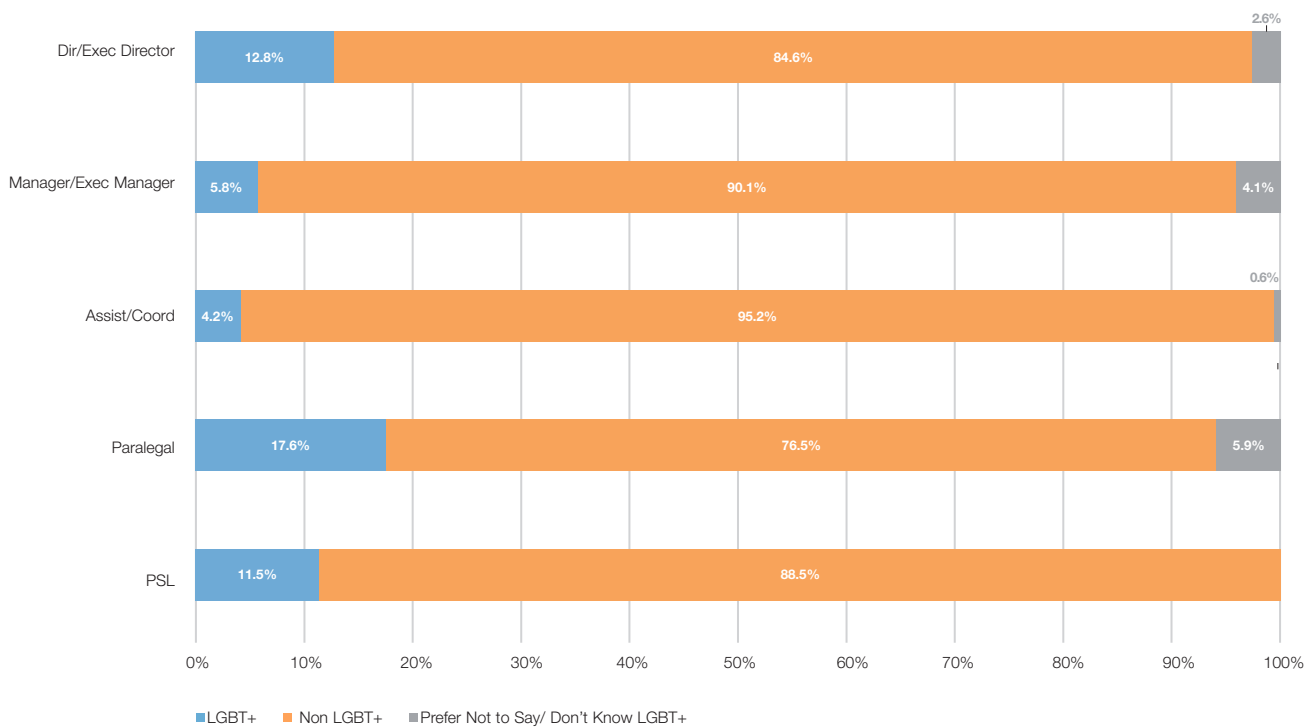


LGBT+

UK Lawyers

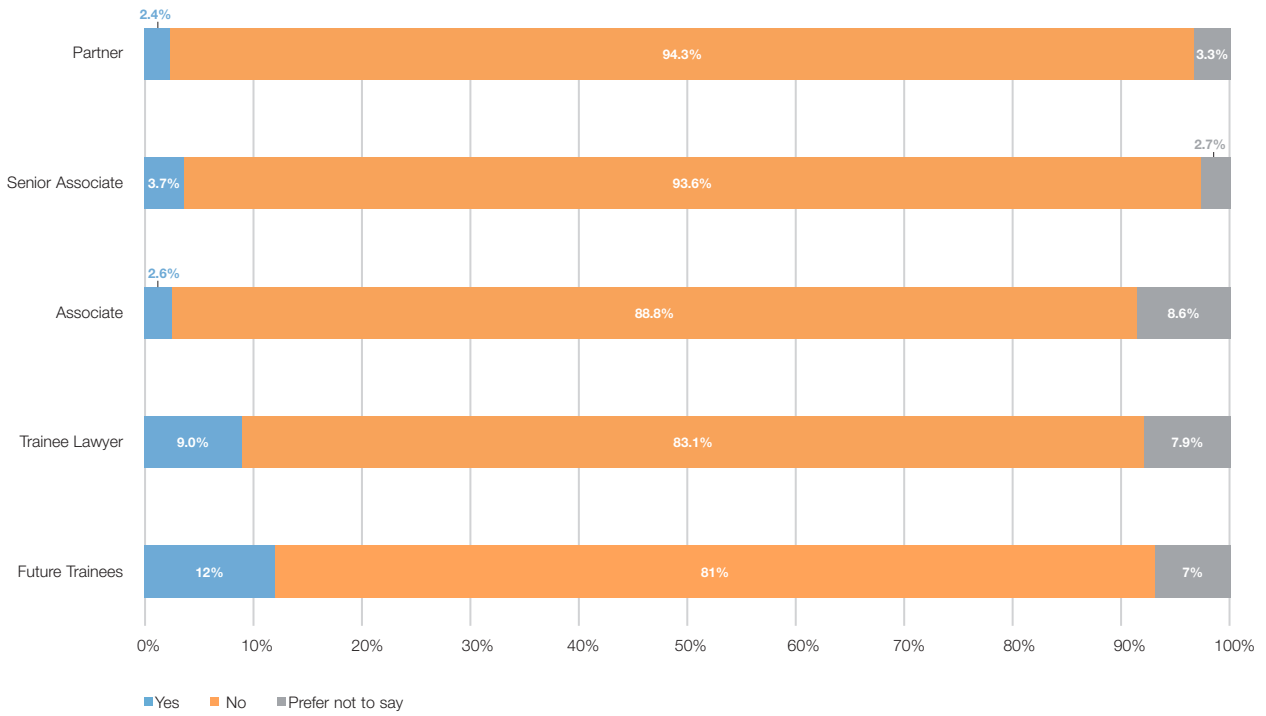


UK Business Professionals

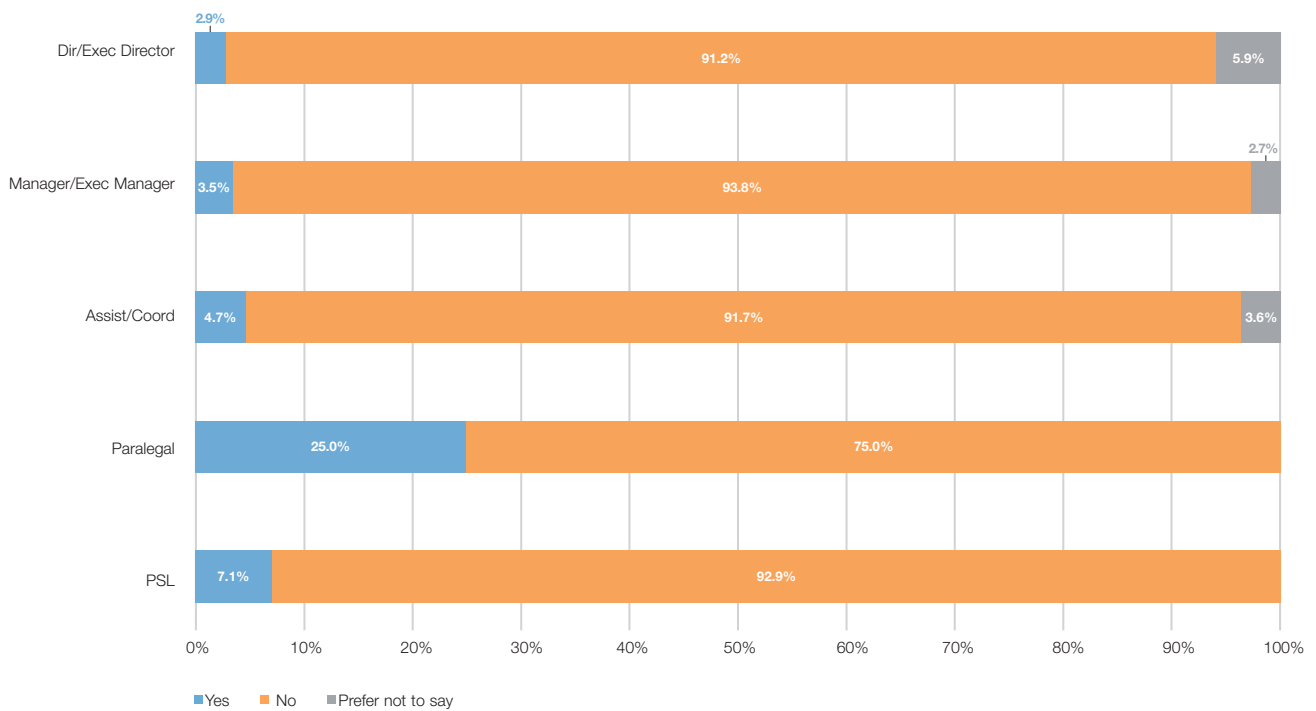


Disability

UK Lawyers

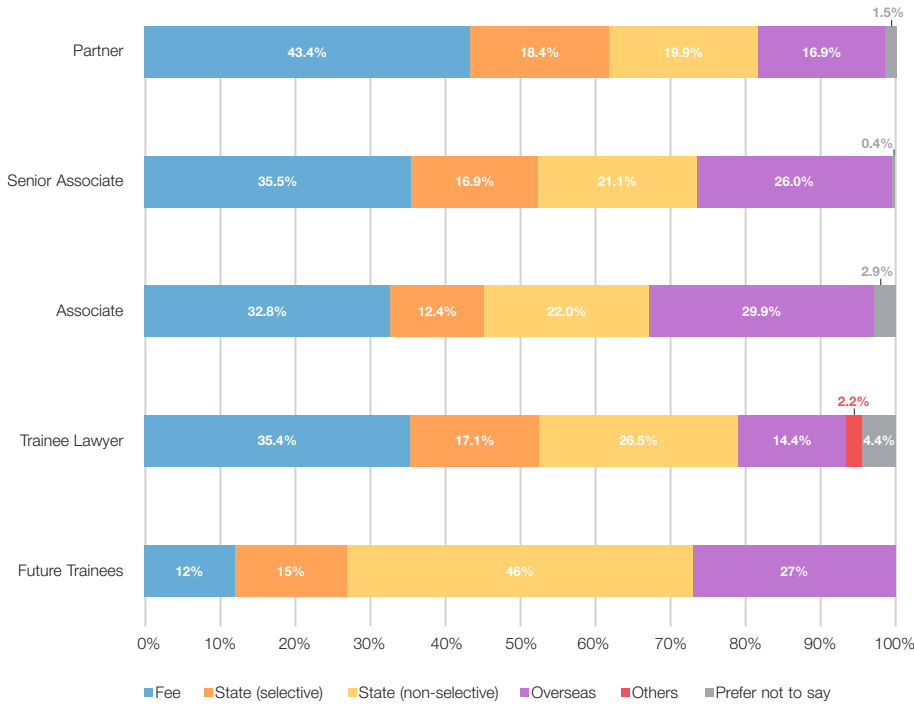


UK Business Professionals

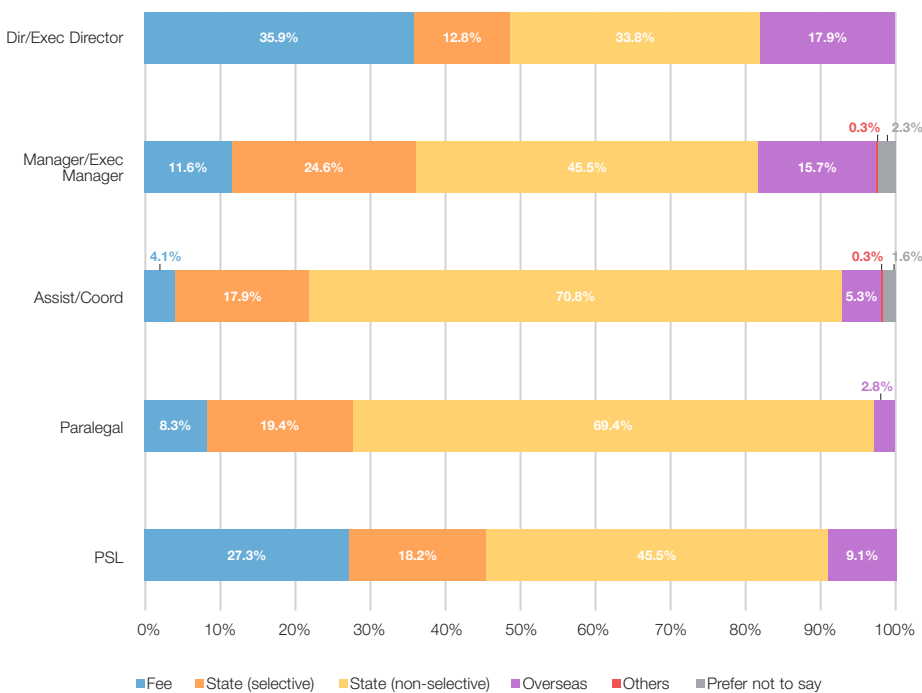


School Attended

UK Lawyers

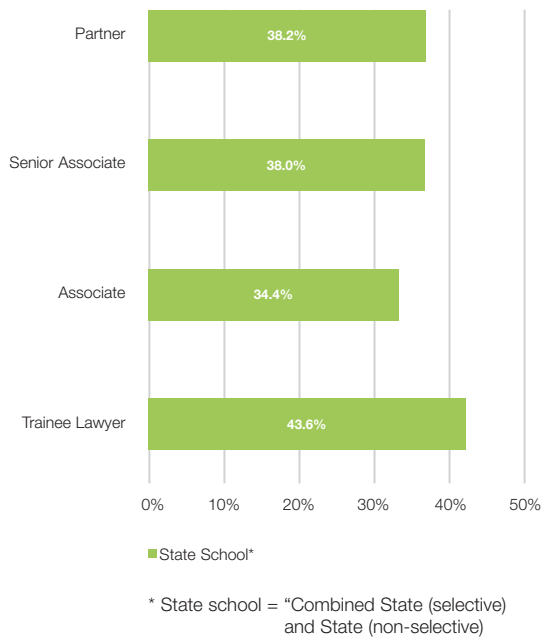


UK Business Professionals

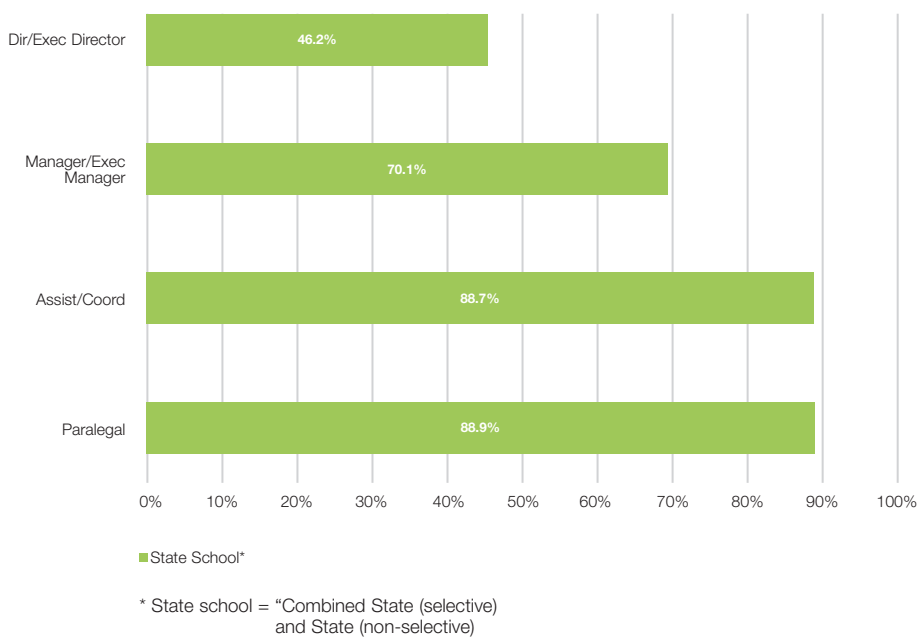


School Attended (Continued)

UK Lawyers

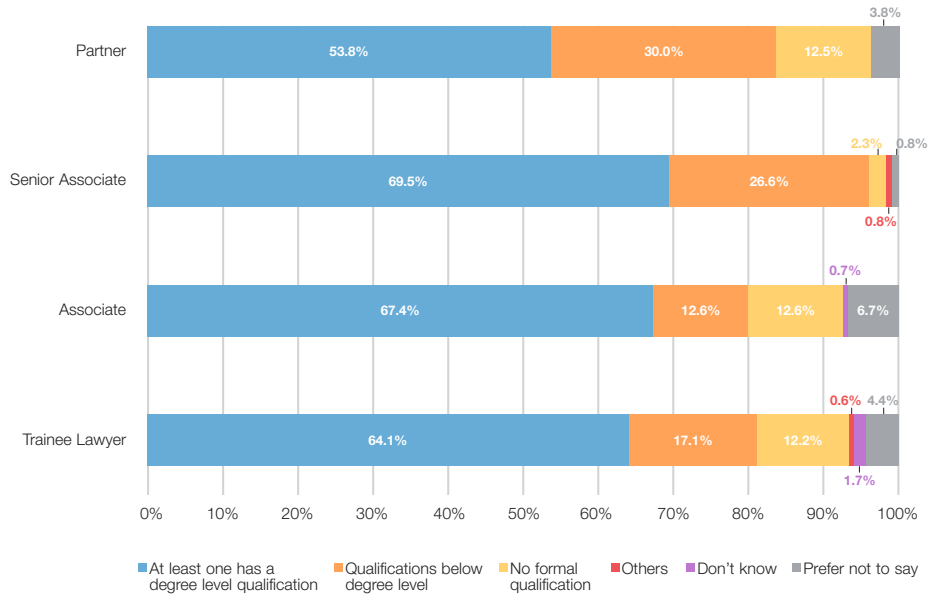


UK Business Professionals

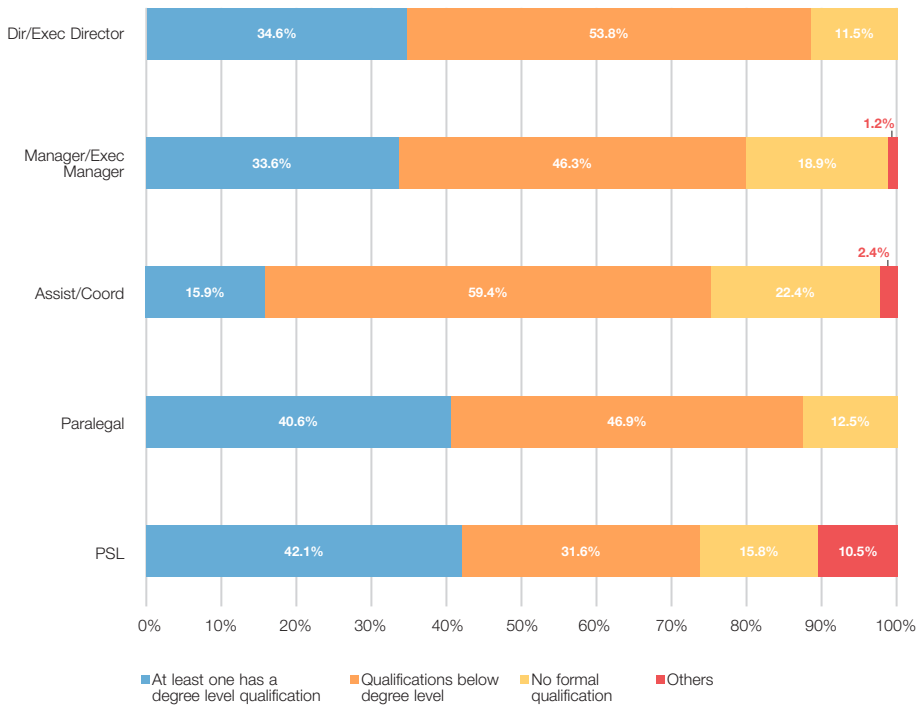


Parent/Guardian Qualifications

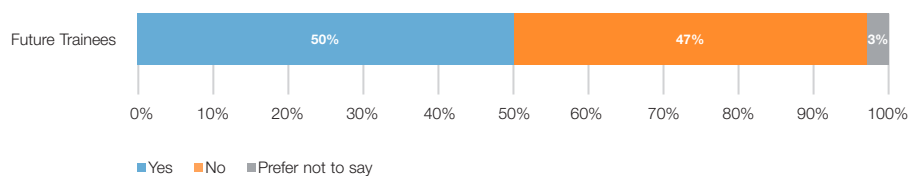
UK Lawyers



UK Business Professionals

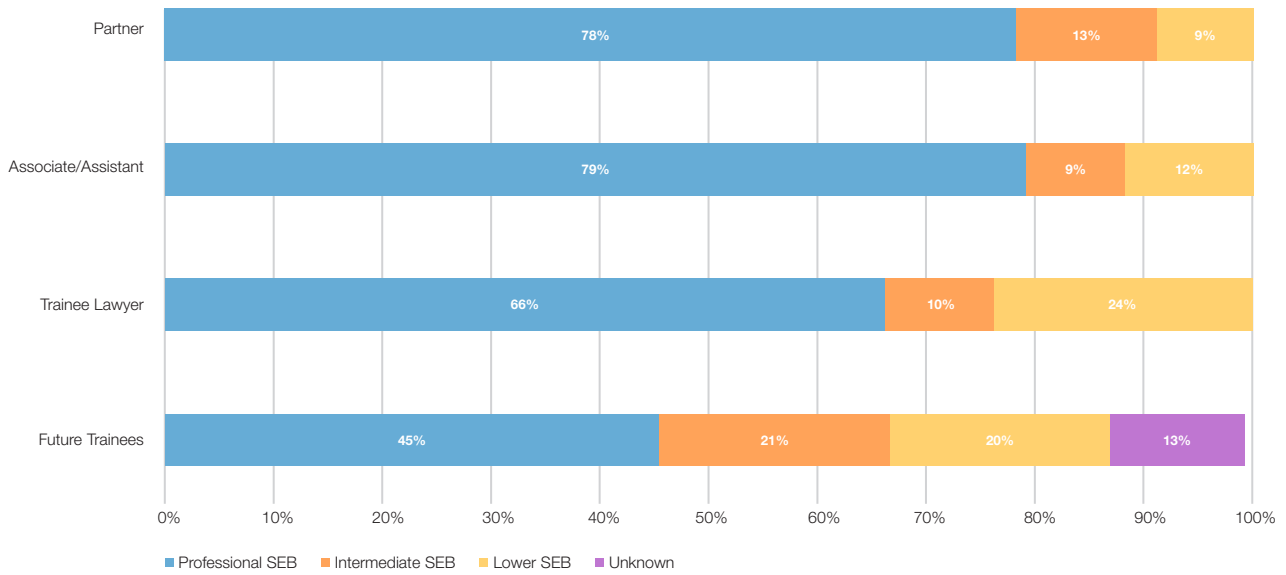


University - First generation



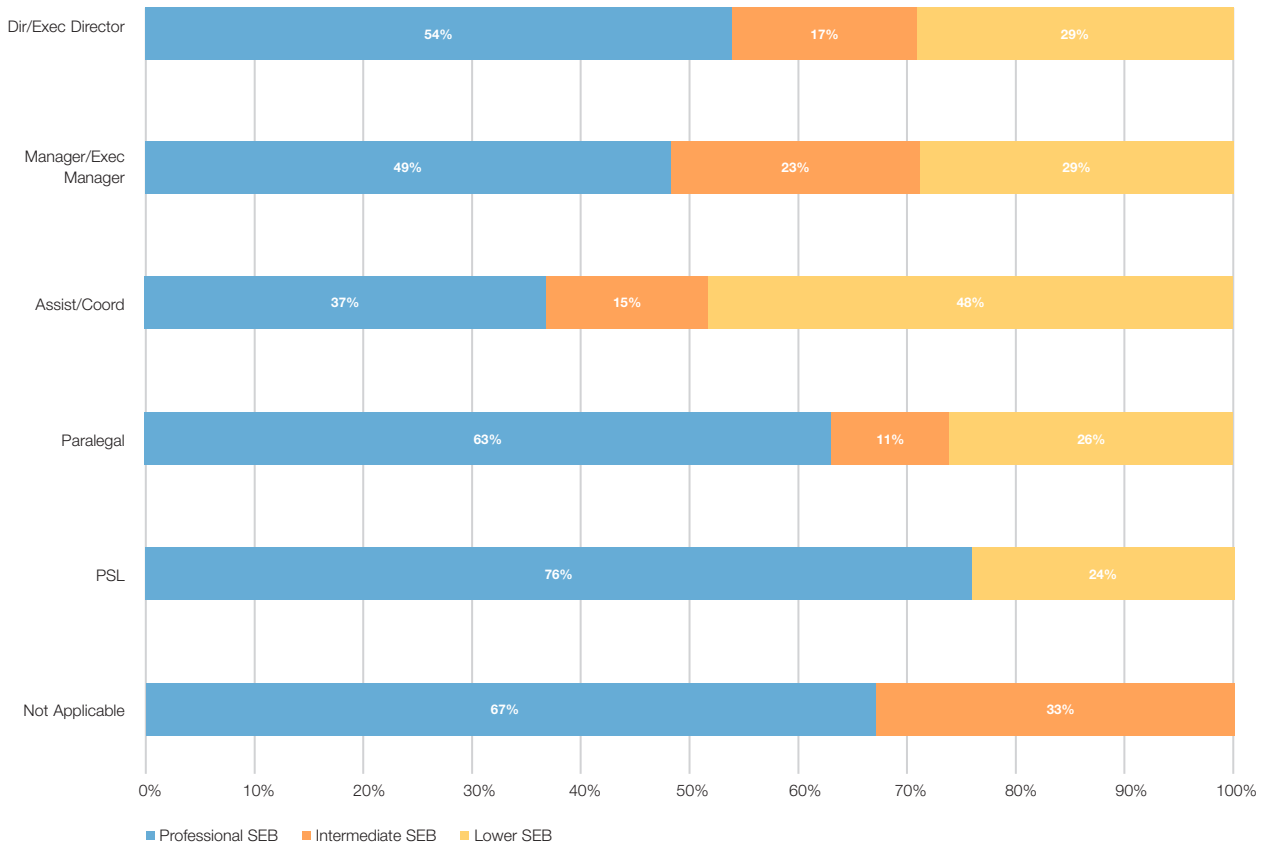
Work type of the main / highest income earner in household

UK Lawyers



Work type of the main / highest income earner in household

UK Business Professionals*



1. Definition of SEB – Social economic background
2. Social mobility is an intersection of diversity that threads between all the other diversity strands and we want to make social inclusion an everyday conversation at Clifford Chance. Exploring data relating to social economic background gives us the insights we need to inform and shape our social inclusion strategy.

Detail explanation:

Professional SEB

1. Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer.
2. Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief 11.
3. Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer.executive.

Intermediate SEB

1. Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse.
2. Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican 2. Inactive (excluding those that are retired).

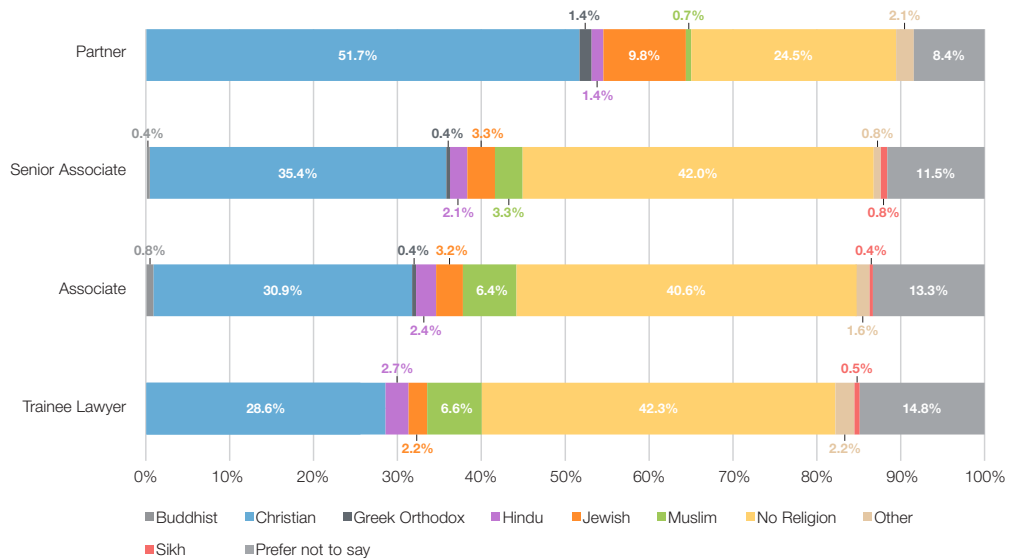
Lower SEB

1. Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver.
2. Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant.
3. Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff.
4. Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
5. Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less).

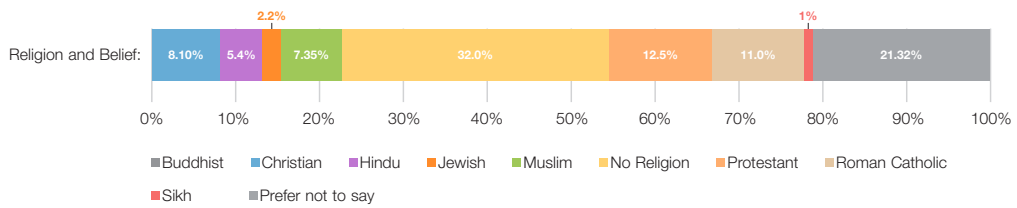
*Non Applicable relates to a small number of individuals and roles which fall outside of the current framework

Religion

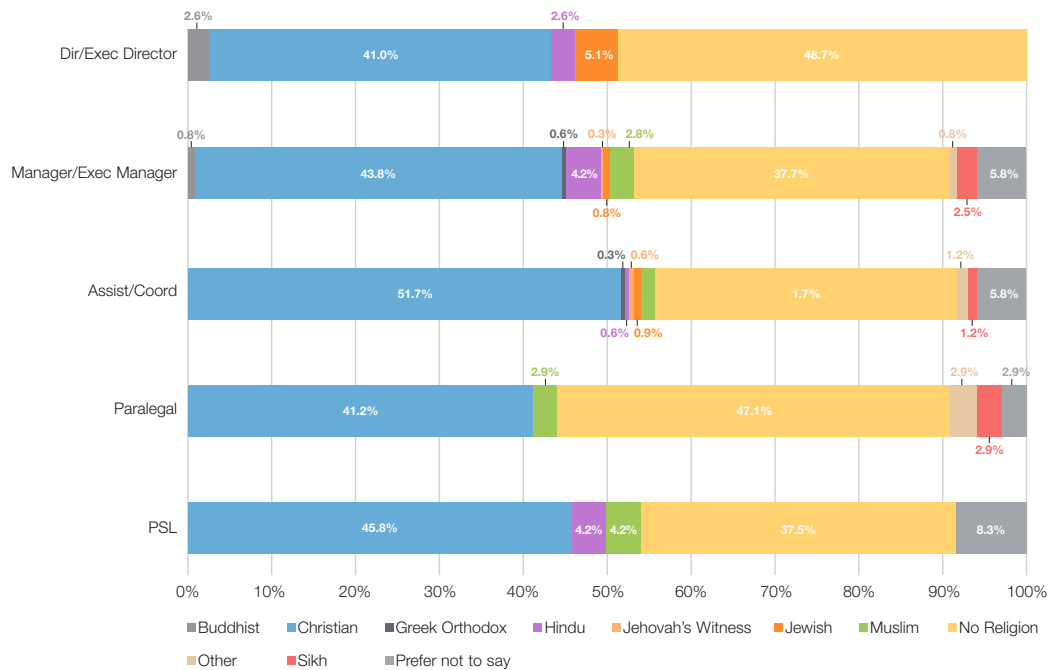
UK Lawyers



Future Trainees

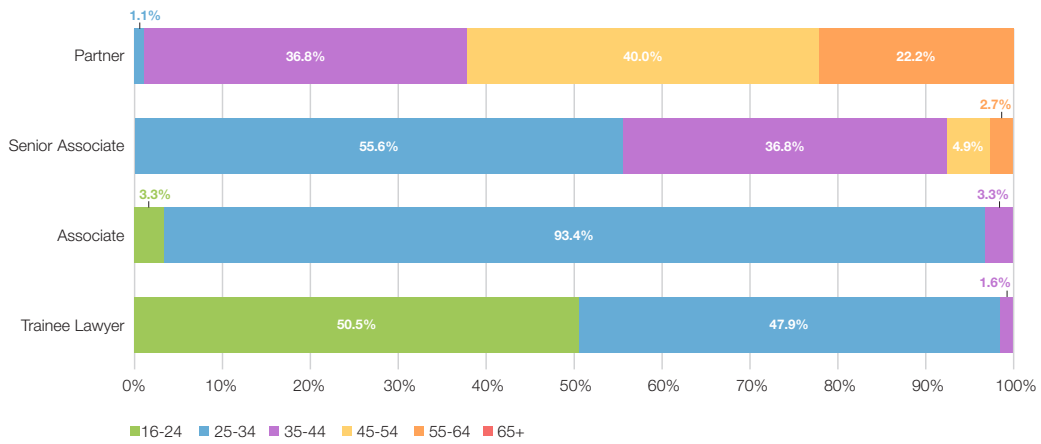


UK Business Professionals

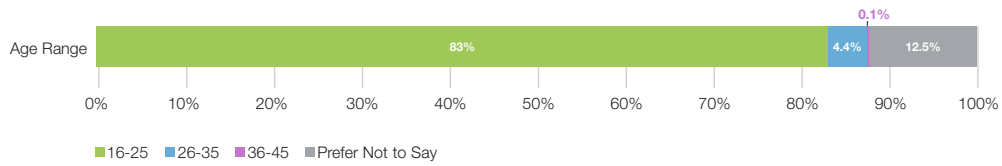


Age Band

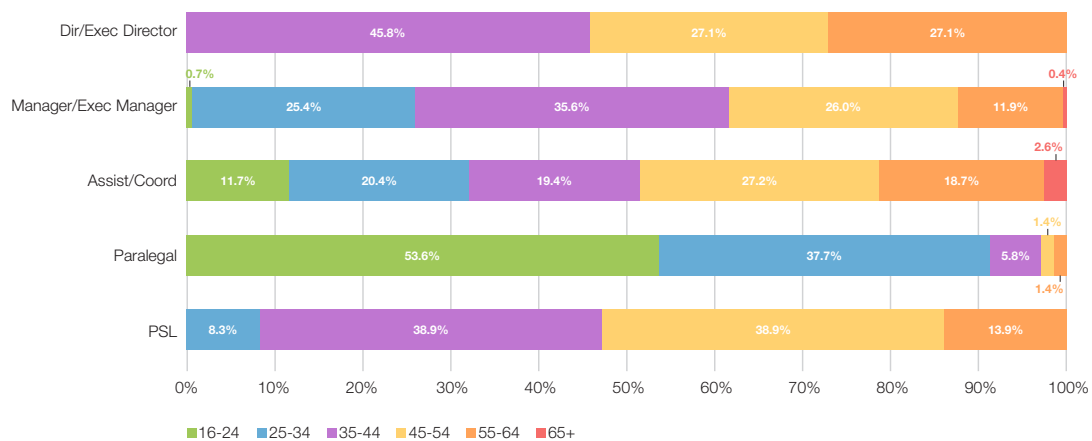
UK Lawyers



Future Trainees

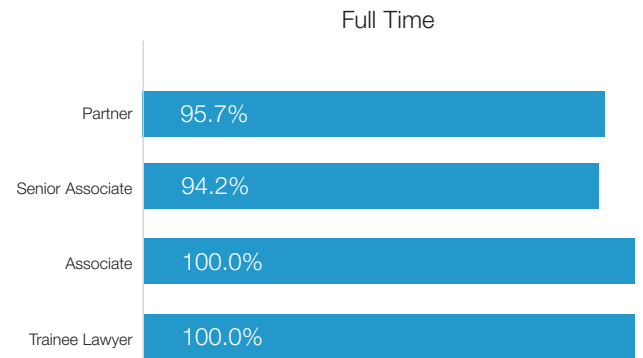
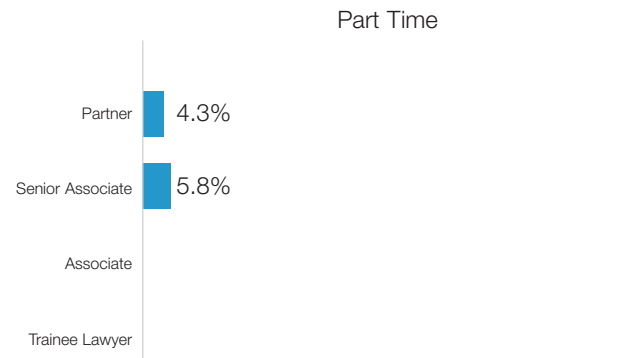


UK Business Professionals

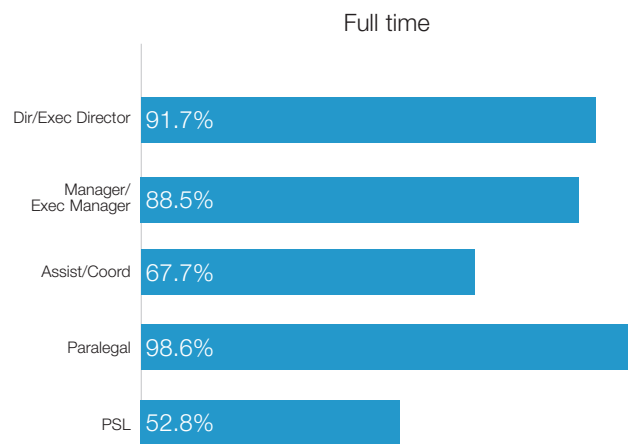
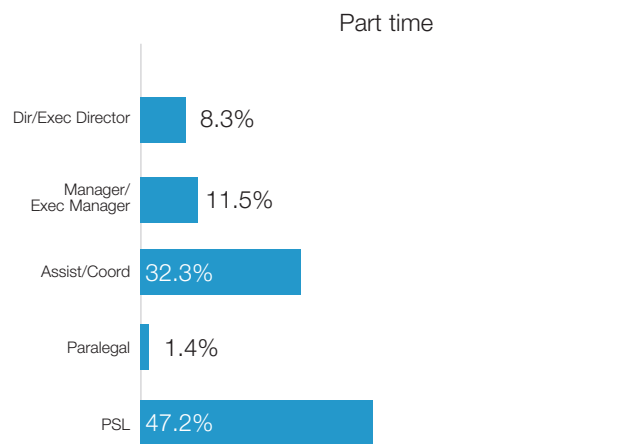


Part time

UK Lawyers



UK Business Professionals



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This publication does not necessarily deal with every important topic or cover every aspect of the topics with which it deals. It is not designed to provide legal or other advice.

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