

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



UK DIVERSITY STATISTICS 2022

At Clifford Chance, we believe that the best teams are diverse and inclusive, and that people flourish in an environment where they are supported in expanding their careers and developing their resilience. This is the foundation of our Inclusion strategy: **Change the Rules, Change the Culture, Change the Lived Experience.**

Building an inclusive culture requires us to campaign to create and sustain it. Inclusion is more than a set of rules it is a major social change in how we approach our lives and work. Clifford Chance aim to provide campaigns that inspire, empower, and activate our people to be campaigners for these values.

For more information about our strategy please visit the [Clifford Chance Inclusion website](#)

TARGETS

We are committed to increasing diversity within the firm and report annually on the inclusion and diversity commitments we have made.

In July 2020, we set global and regional inclusion targets for gender, ethnicity, and LGBT+, sharpening our focus and accountability to deliver our global inclusion strategy.

- UK Gender Target: increase the proportion of female partners by 25% by 2025 (achieving 30% female partners) and by 60% by 2030 (achieving 41% female partners).
- UK LGBT+ Target: 5% of partners by 2025
- UK Minority Ethnicity Target: 15% of new partners by 2025 and 30% senior associates and business professionals (manager and above) by 2025

REPORTING AND PROGRESS

We believe in transparent approach and diligently report on our progress as part of our commitment to improving diversity within the firm.

This 2022 UK Diversity Statistics Report is an update of our 2021 UK Diversity Statistics Report. It seeks to represent the diversity of our UK population across the London and Newcastle offices, and show progress towards our targets.

- **UK Gender Target:** We have seen significant growth, setting us on track to achieving our UK target. We are currently at 28.5% female partners in 2022 which is an increase of 4.2% from 24.3% in 2021.
- **UK LGBT+ Target:** We have exceeded our initial target set for 2025. We are currently at 5.4% partners identified as LGBT+ which is an increase of 2.1% from 3.3% in 2021.
- **UK Minority Ethnicity Target:** We achieved positive progress on our ethnicity partner targets this year, with 25% of new partners in the UK from an ethnic minority background. If this rate of increase is maintained, we will exceed our 2025 target. We have also seen increases towards our target for Senior Associates and Business Professionals in the UK and we will continue to implement initiatives based on our new research to progress the rate of change.

More information on our progress towards our Global Inclusion Targets is available in [Inclusion Reporting: FY2021/22](#).

The 2022 UK Diversity Statistics Report also includes figures for which we do not have currently have targets or measure progress across a range of areas including Disability, Age, Social Mobility, Religion.

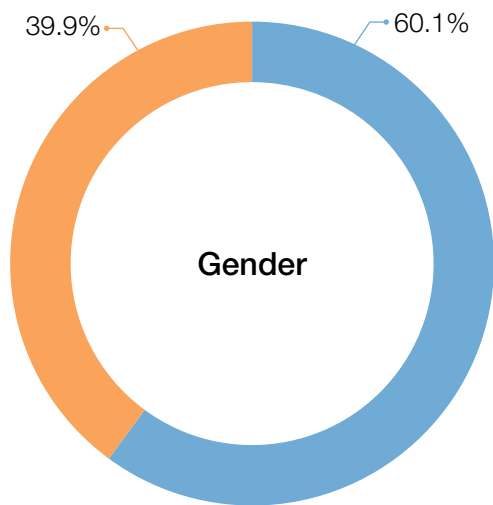
We recognise the value of future talent and having a diverse pipeline which is why this report also includes diversity statistics for our Future Trainees.

UK DIVERSITY SUMMARY

Headcount as of 31st May 2022

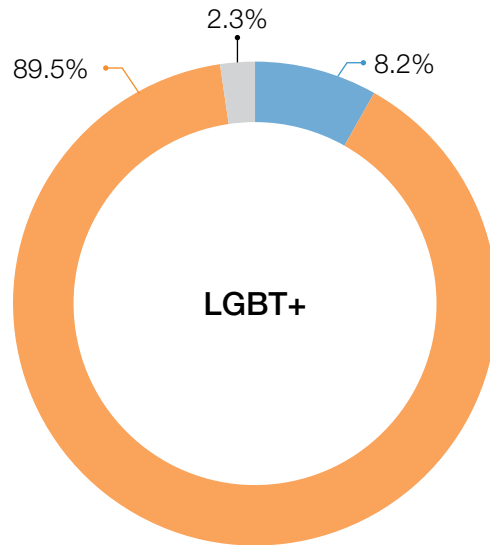
Employee Data only includes data from individuals who have voluntarily shared their Diversity data.
 'Prefer not to say/Not Declaring' - This refers to people who have selected this as an option.
 There is a proportion of employees who have not shared any diversity data at all.

GENDER



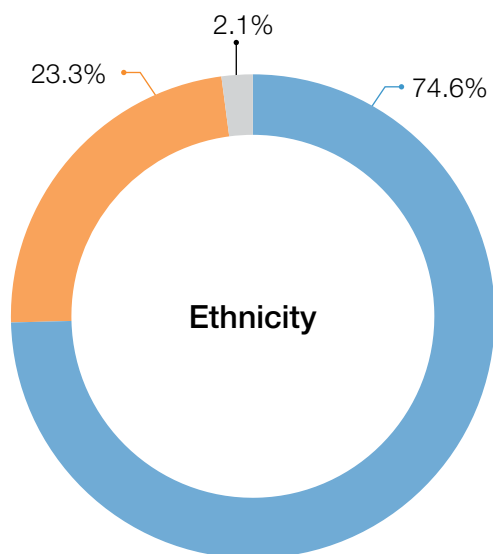
- Female %
- Male %

SEXUAL ORIENTATION



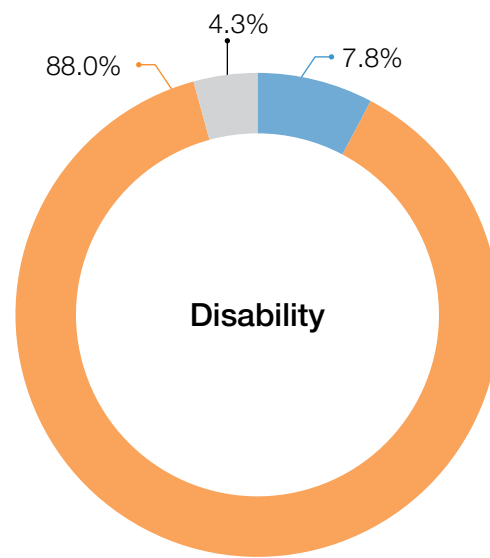
- LGBT+
- Non LGBT+
- Prefer not to say

ETHNICITY



- White
- Ethnic Minority
- Prefer not to say

DISABILITY



- Yes
- No
- Prefer not to say

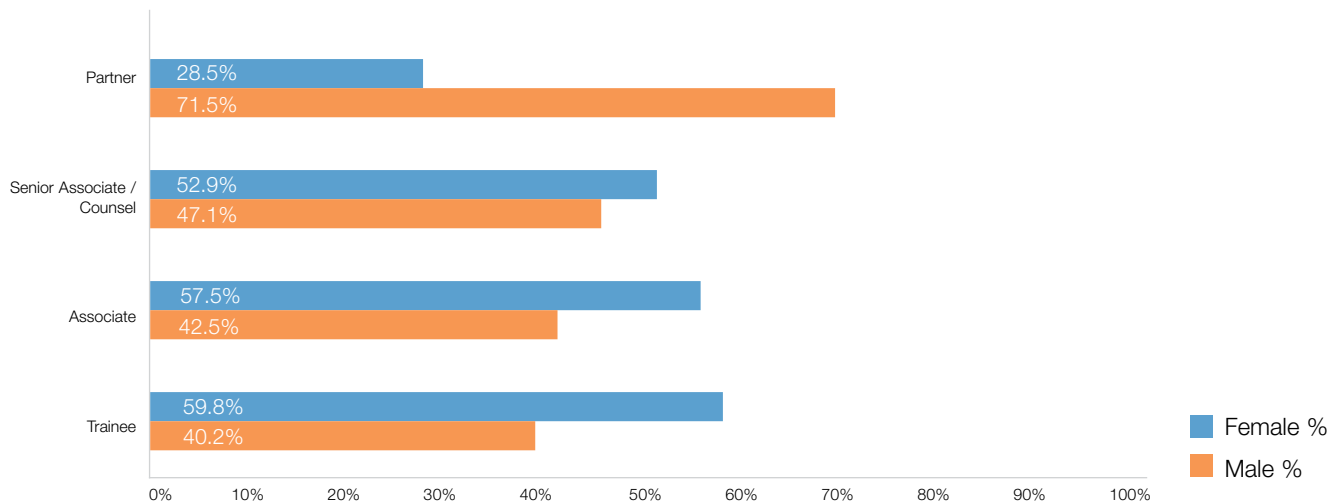
EMPLOYEE DATA

Headcount as of 31st May 2022

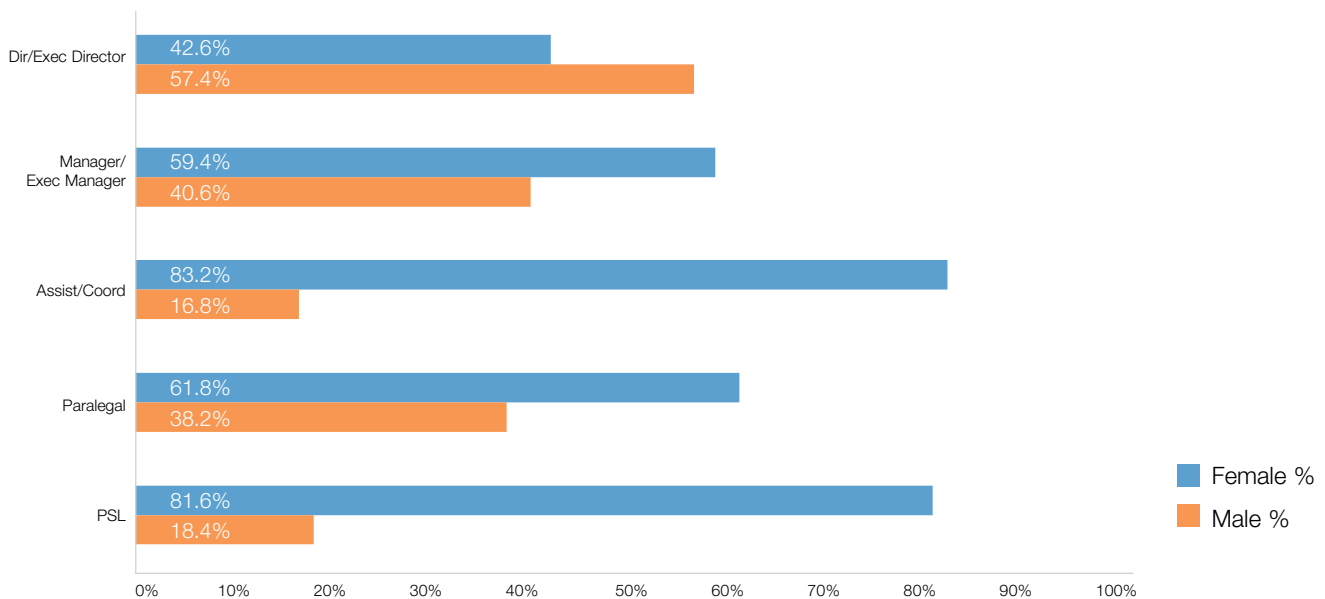
Employee Data only includes data from individuals who have voluntarily shared their Diversity data. 'Prefer not to say/Not Declaring' - This refers to people who have selected this as an option. There is a proportion of employees who have not shared any diversity data at all.

GENDER¹

UK Lawyers²



UK Business Professionals³



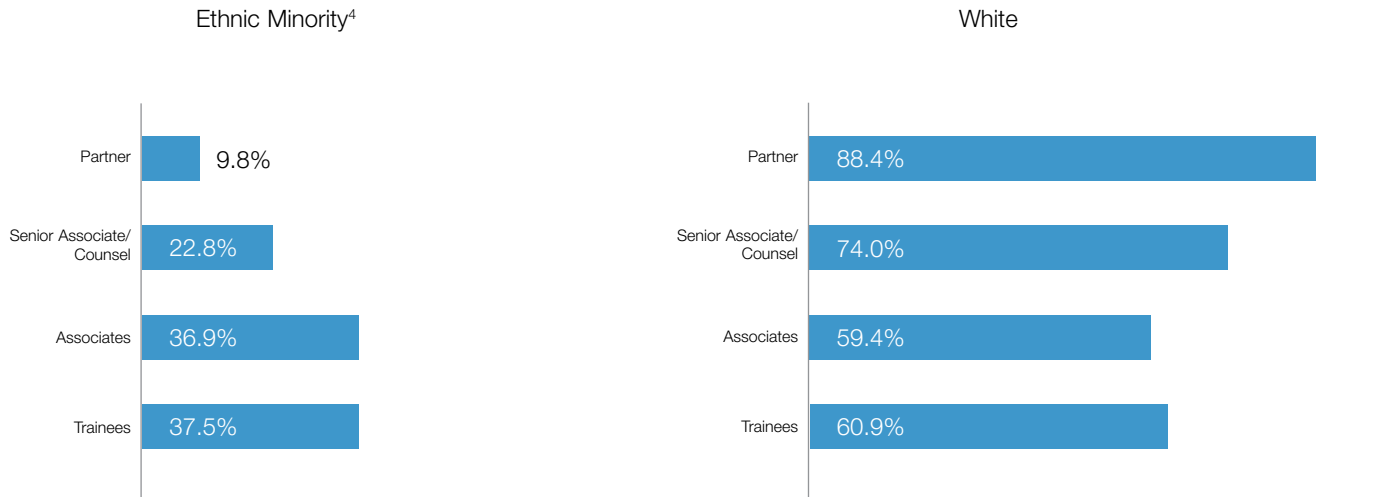
1. For the purposes of this report, Gender is referenced in binary terms of Male and Female. In accordance with our Trans Policy, Clifford Chance recognises employees whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. 2.2% Lawyers and 1.4% Business Professionals consider their gender identity to be different to their registered sex at birth.

2. 'Lawyers' includes Partners, Senior Associates/Counsel, Associate and Trainees. There are 4 Counsel and this number is too small to report separately so they have been group along with Senior Associates.

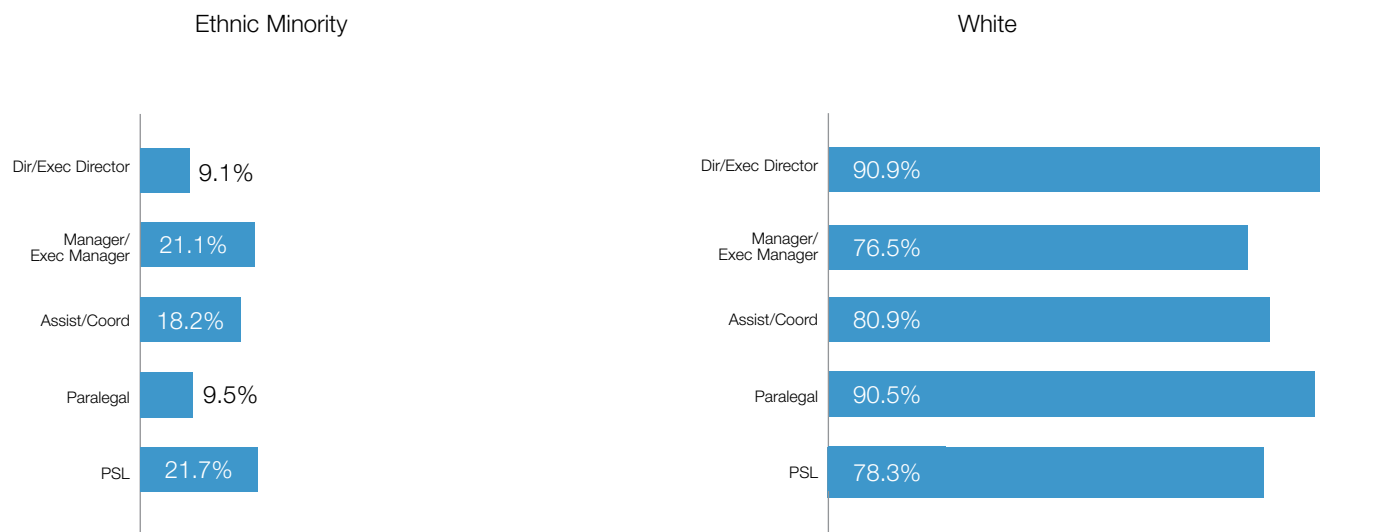
3. 'Business Professionals' includes a range of roles and seniorities across all of our business service functions including Practice Assistants, Legal Support, Operations, Finance, HR and IT.

ETHNICITY

UK Lawyers



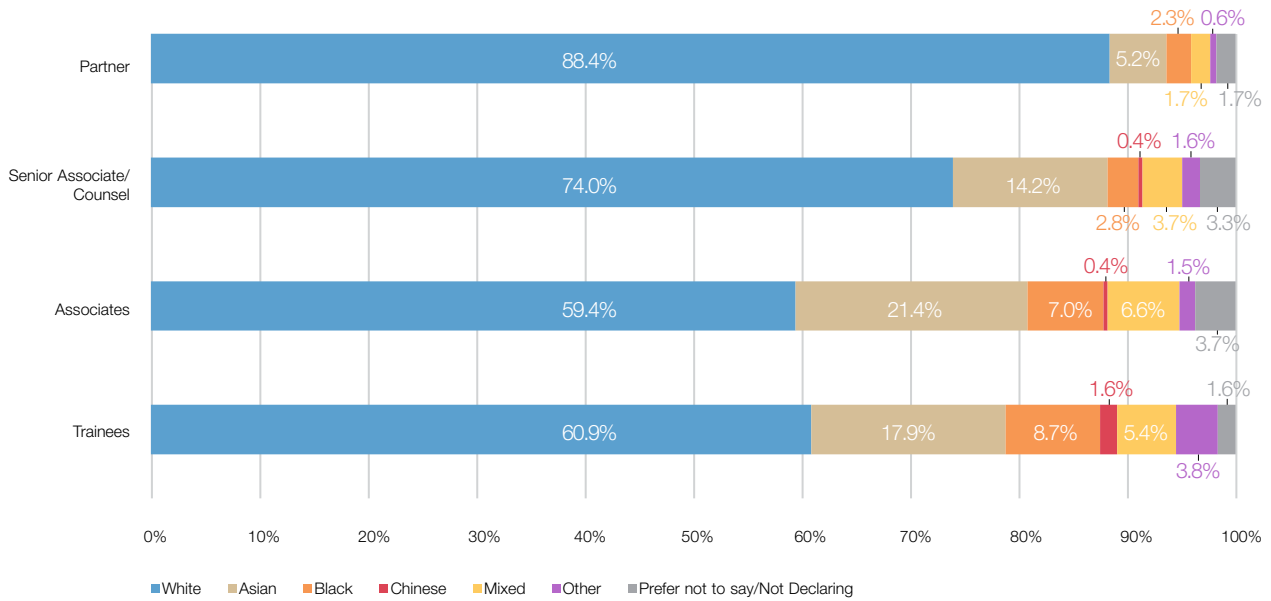
UK Business Professionals



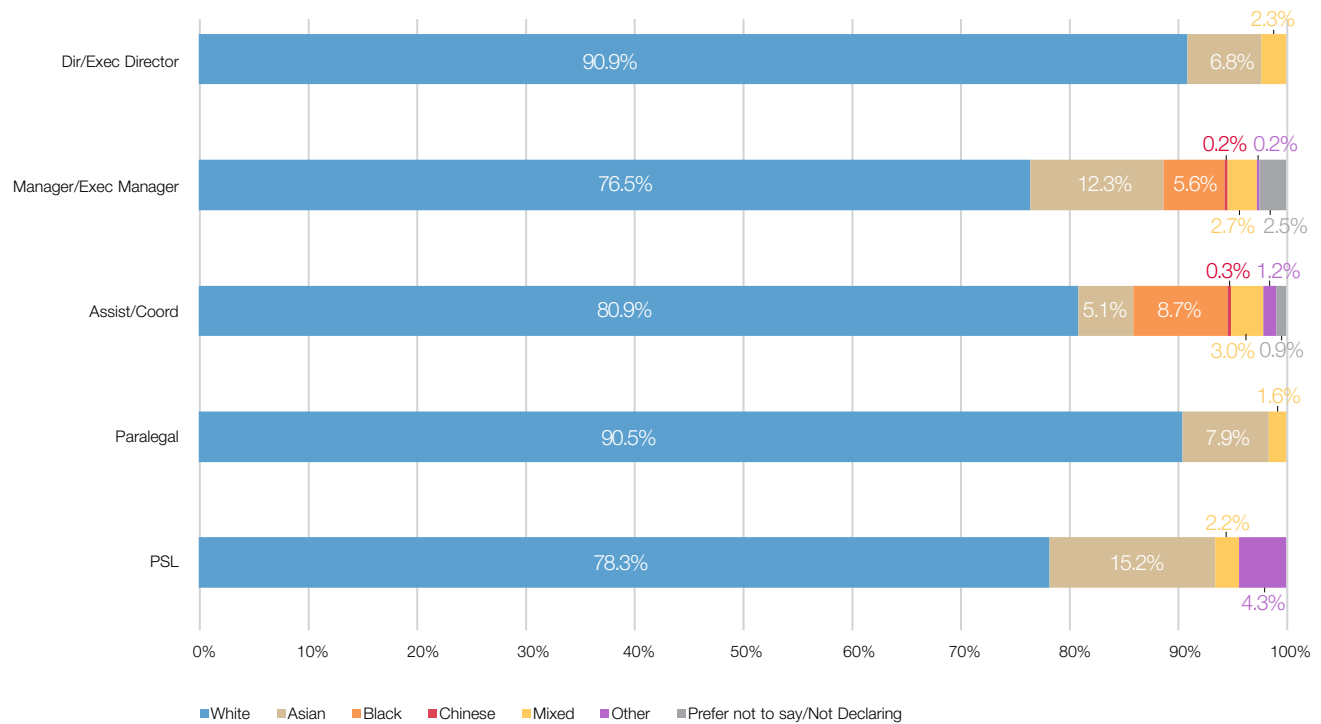
4. Ethnic minority means: Black or Black British, Asian or British Asian, Chinese, Other ethnic group, Mixed (definitions influenced by UK-specific legislative diversity definitions).

ETHNICITY

UK Lawyers

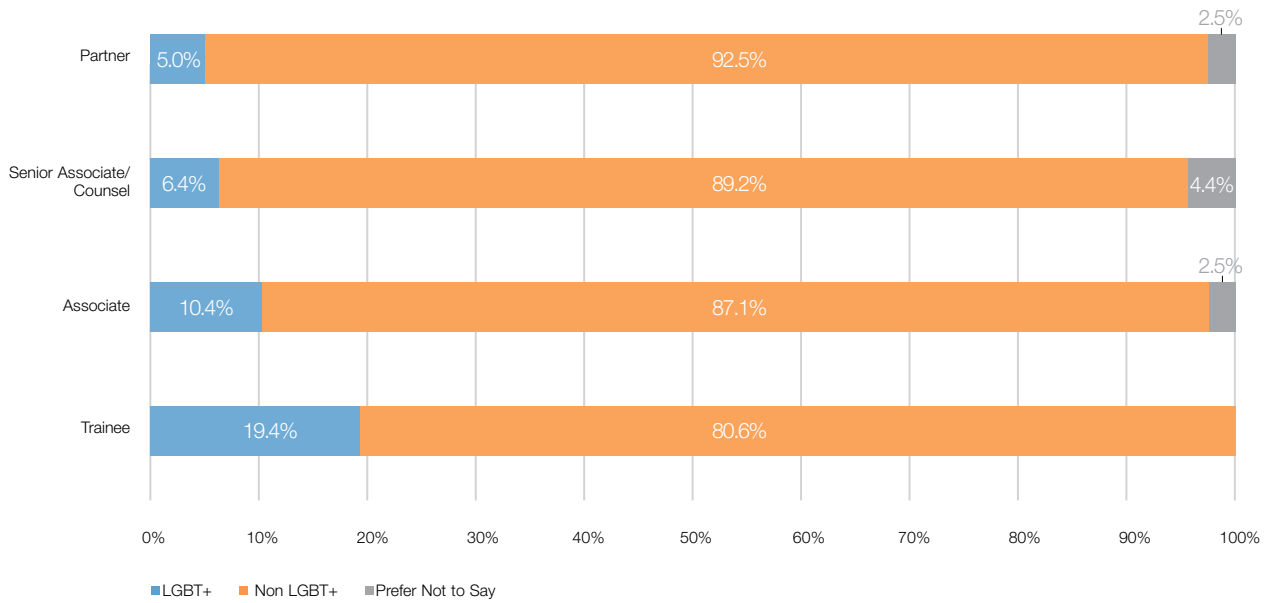


UK Business Professionals

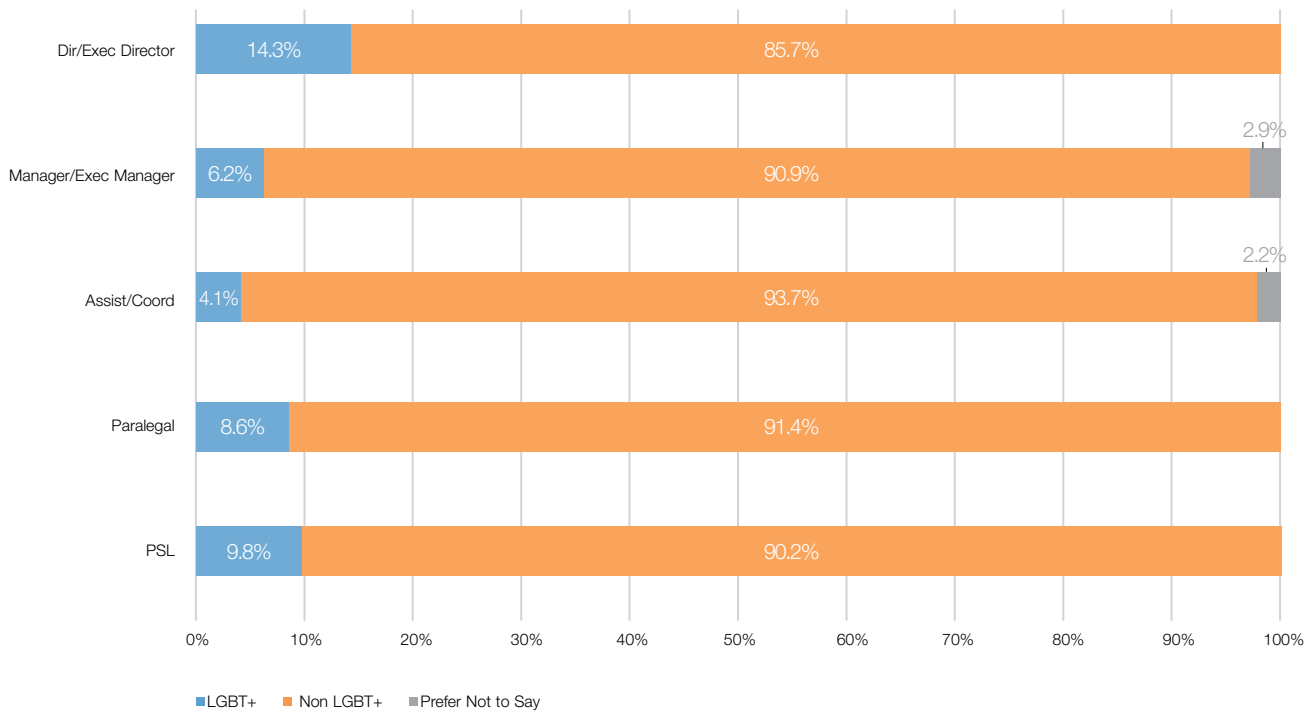


SEXUAL ORIENTATION

UK Lawyers

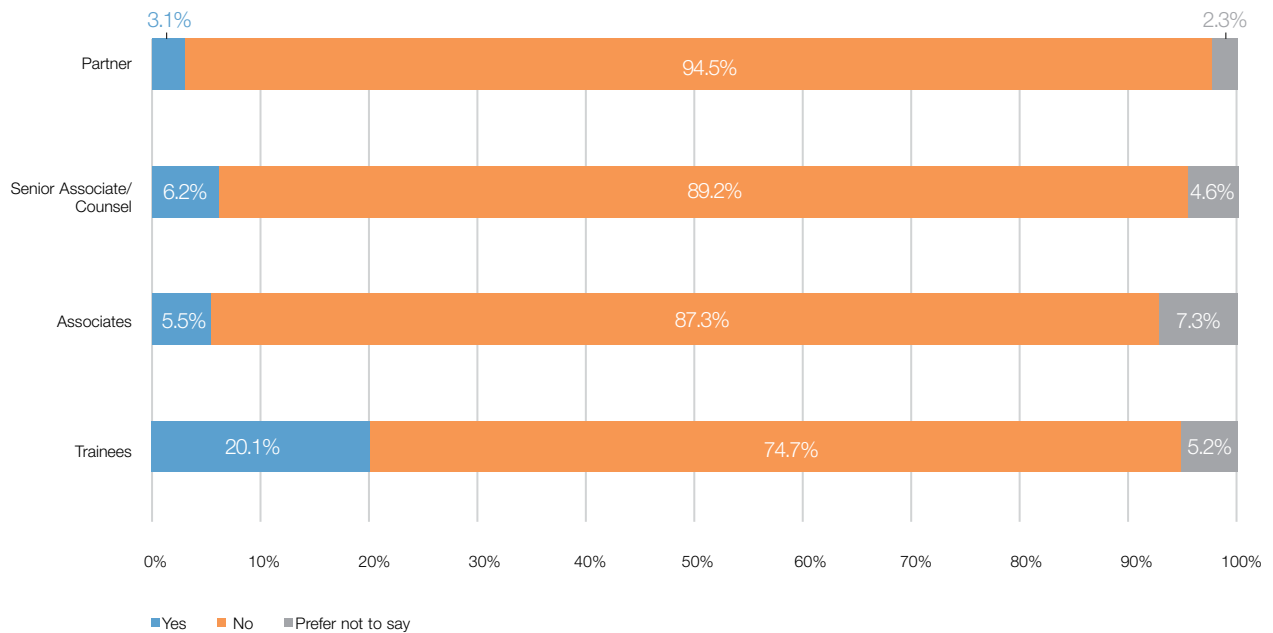


UK Business Professionals

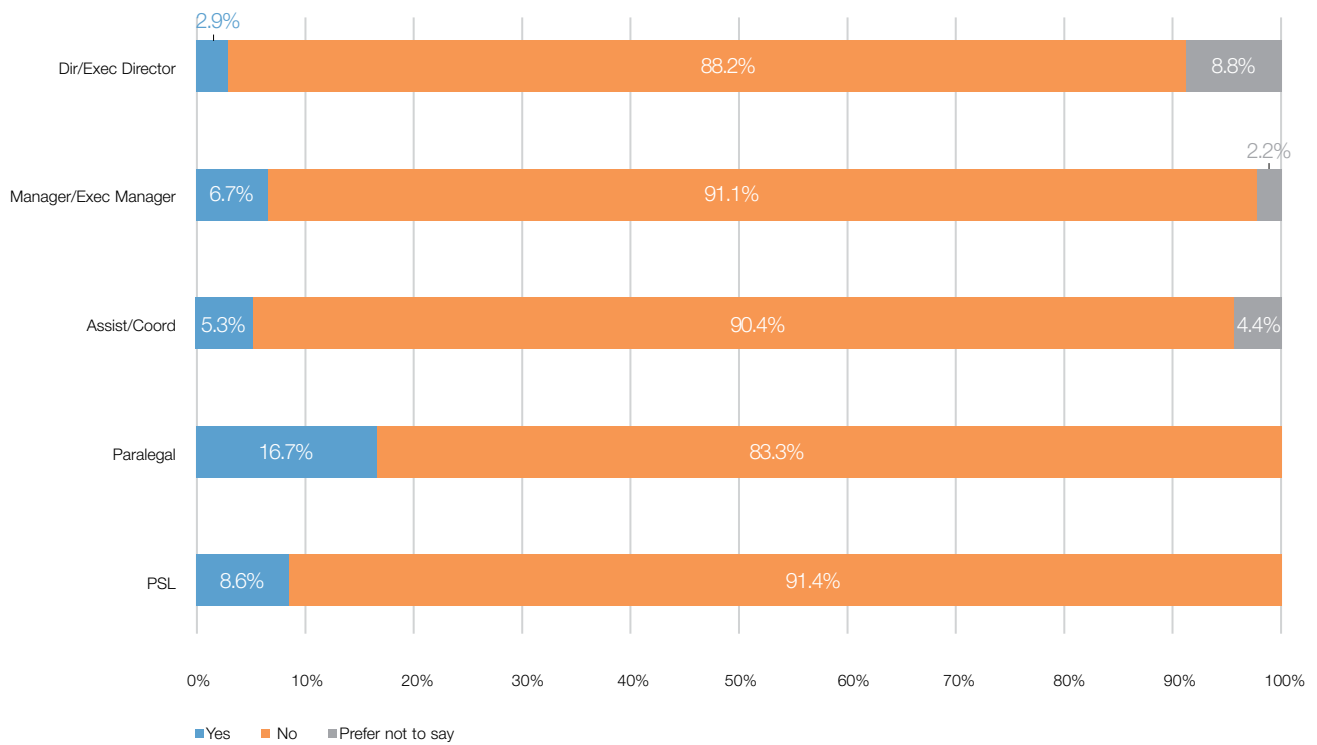


DISABILITY

UK Lawyers

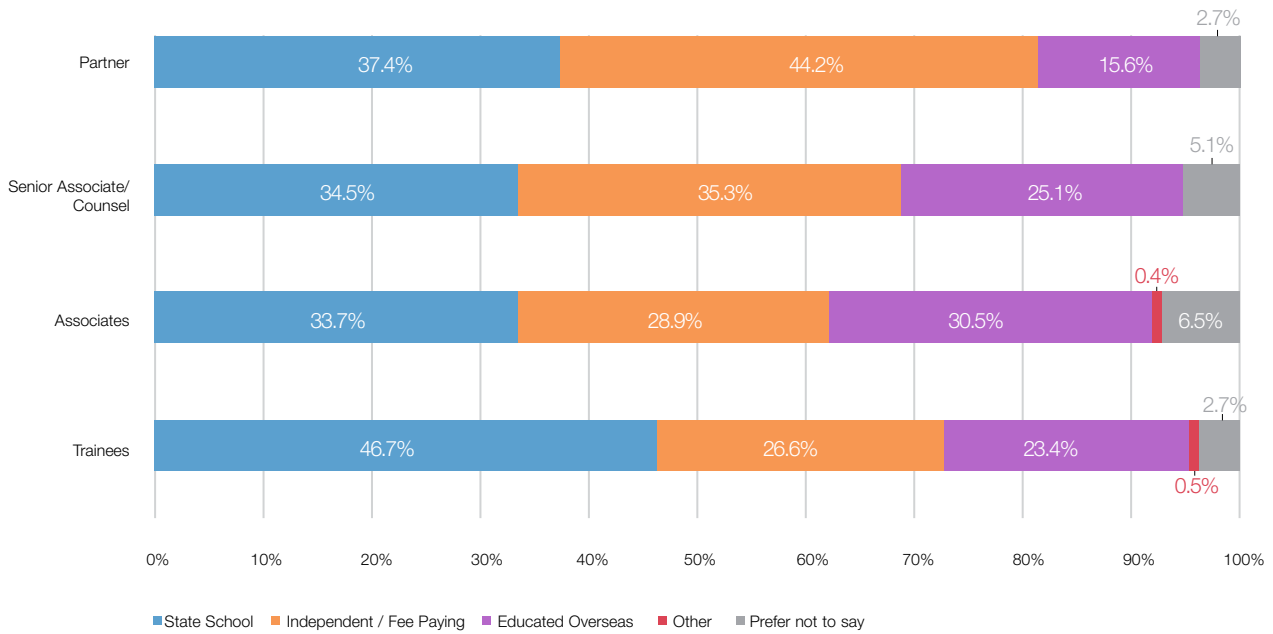


UK Business Professionals

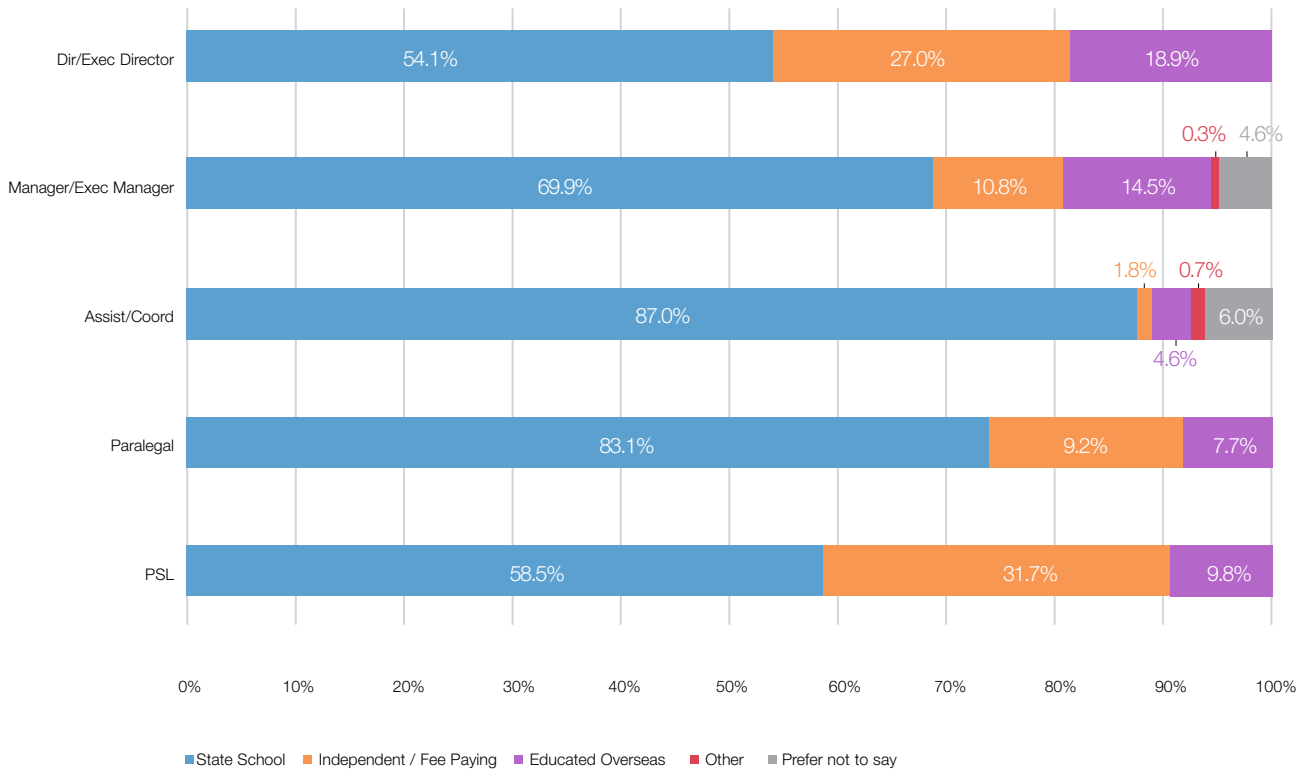


SOCIAL MOBILITY: School Attended⁵

UK Lawyers



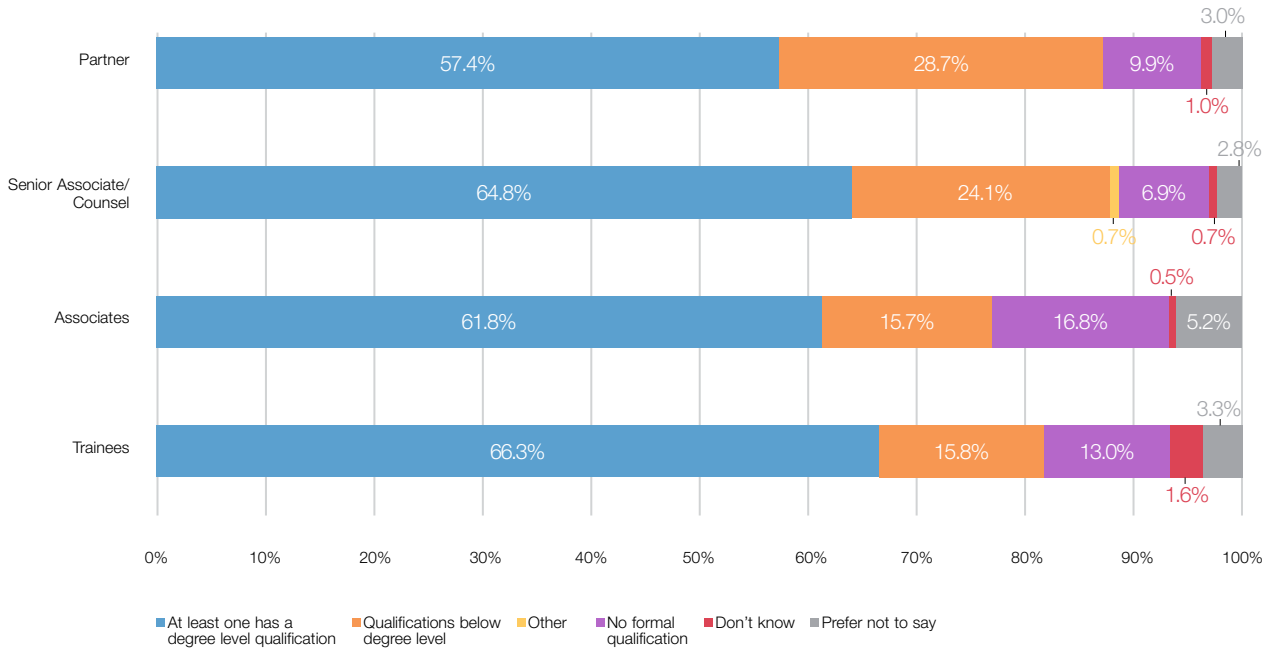
UK Business Professionals



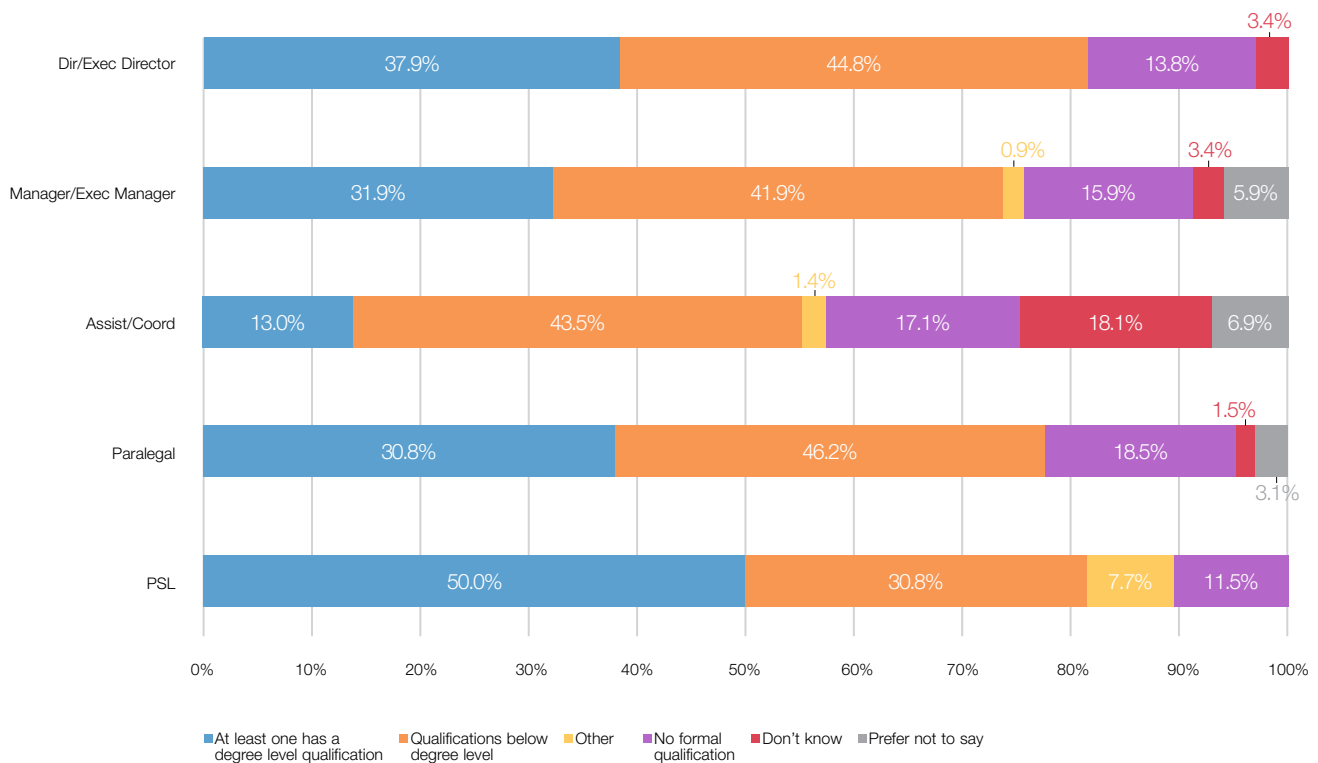
5. State school refers to "Combined State (selective) and State (non-selective) schools"

SOCIAL MOBILITY: Parent/Guardian Qualifications

UK Lawyers

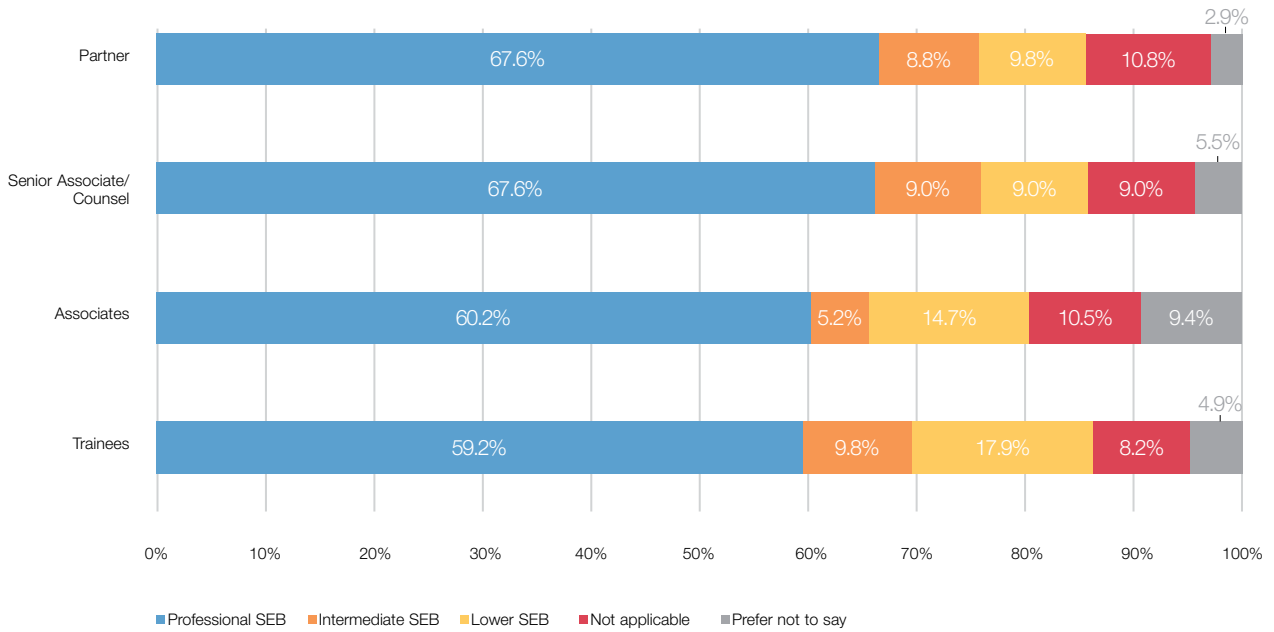


UK Business Professionals

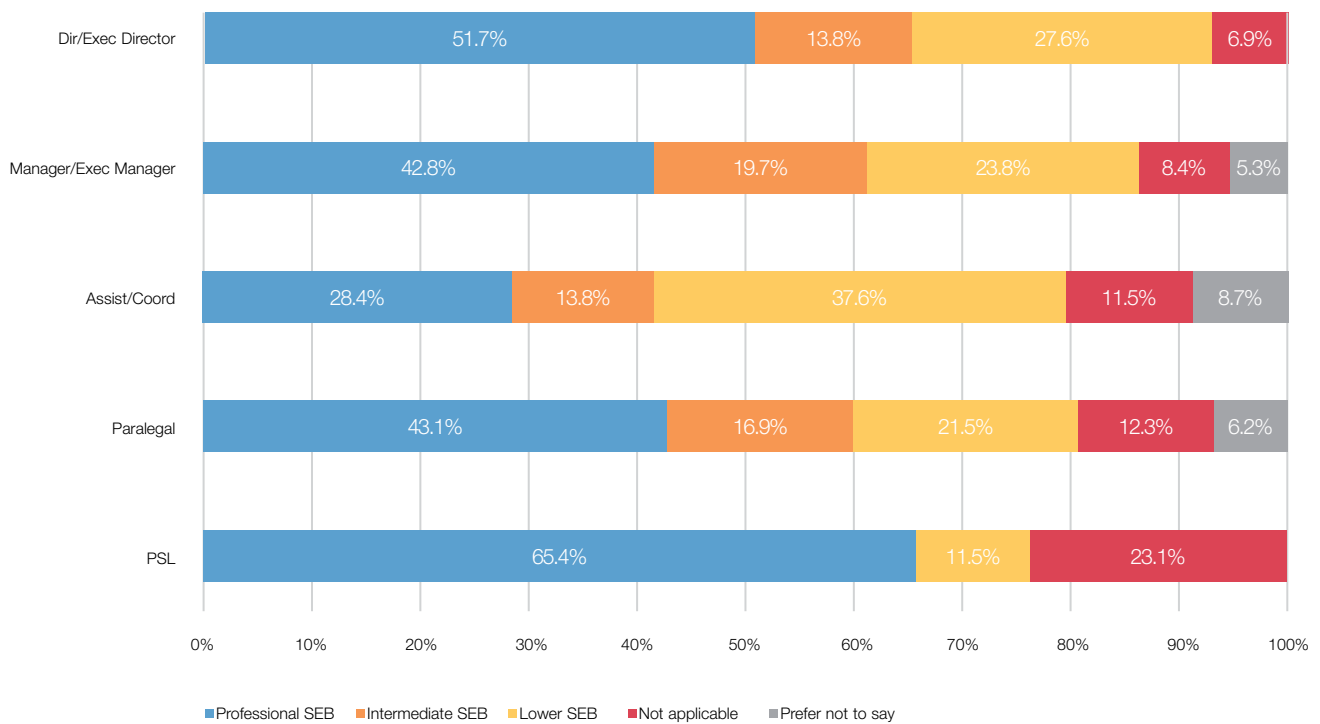


SOCIAL MOBILITY: Group based on Work type of the main/highest income earner in household

UK Lawyers



UK Business Professionals



DEFINITION OF SEB = SOCIAL ECONOMIC BACKGROUND

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.
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.

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).

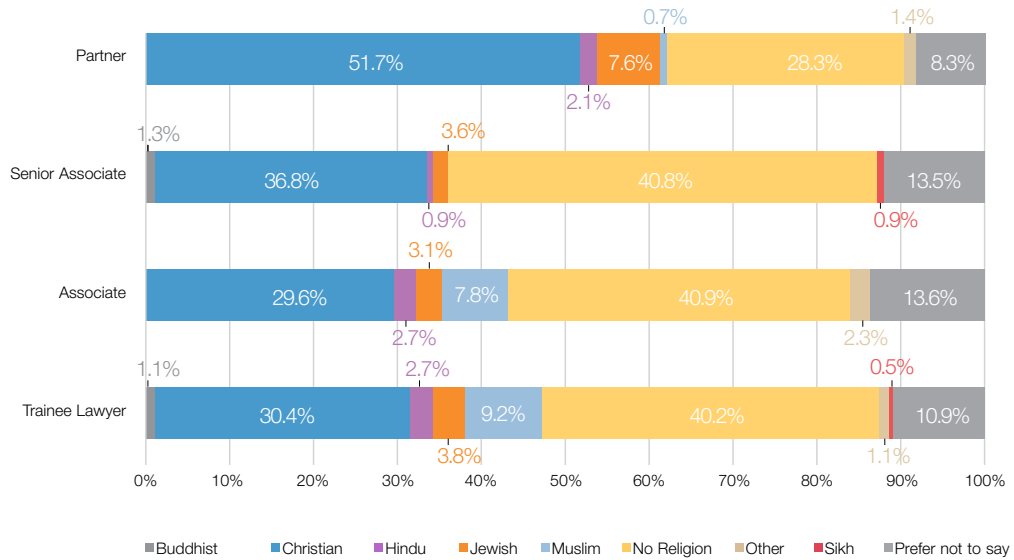
Not Applicable relates to a small number of individuals and roles which fall outside of the current framework.

The following responses are included as 'Not Applicable':

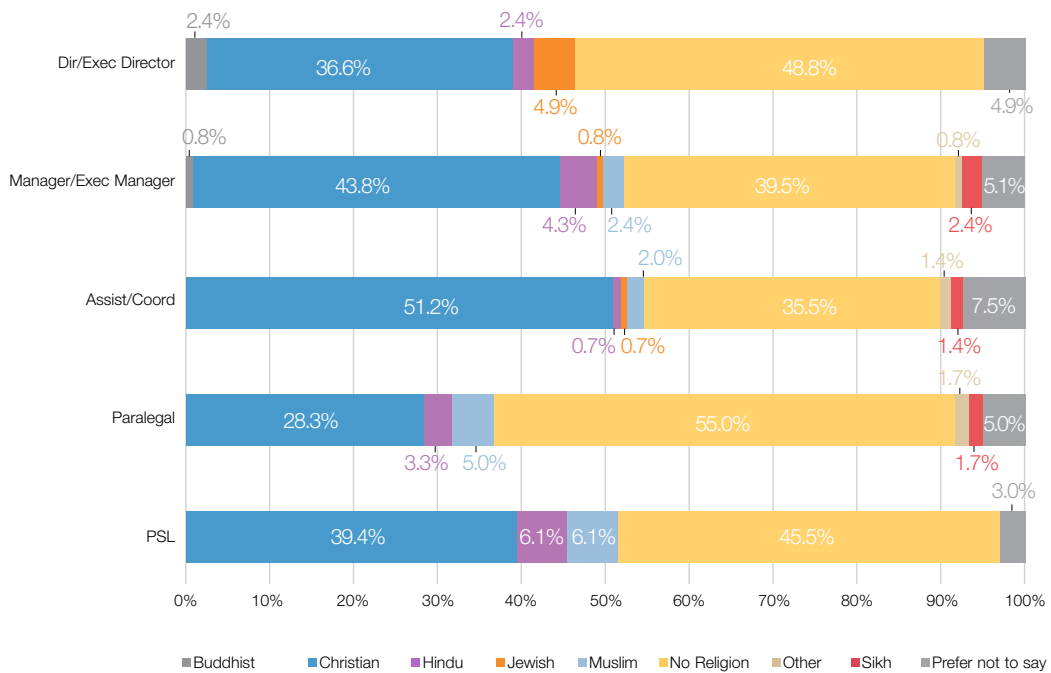
- Don't know
- Inactive (excluding those that are retired)
- Other
- Retired

RELIGION

UK Lawyers

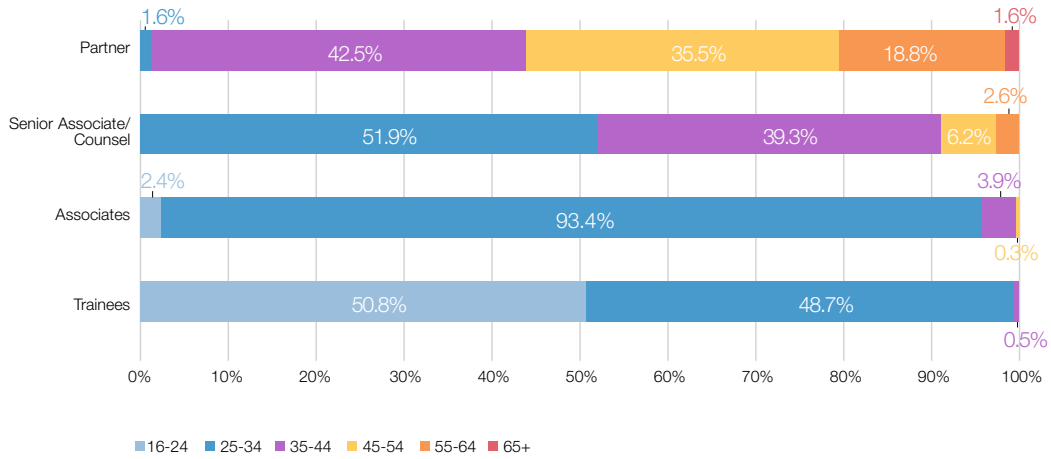


UK Business Professionals

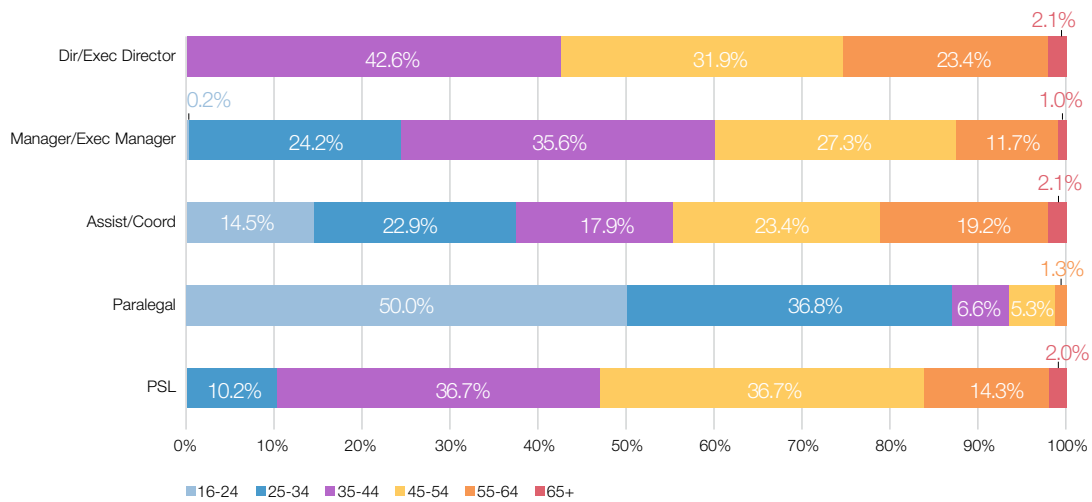


AGE BAND

UK Lawyers

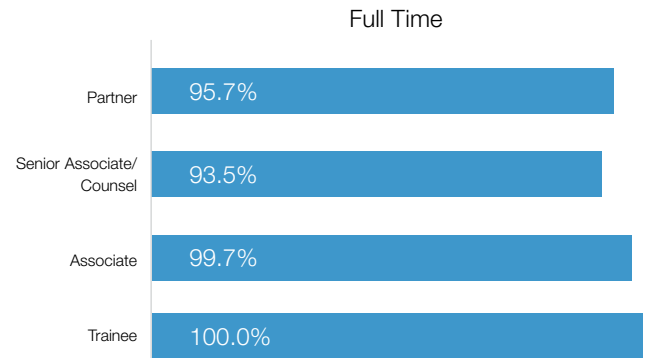
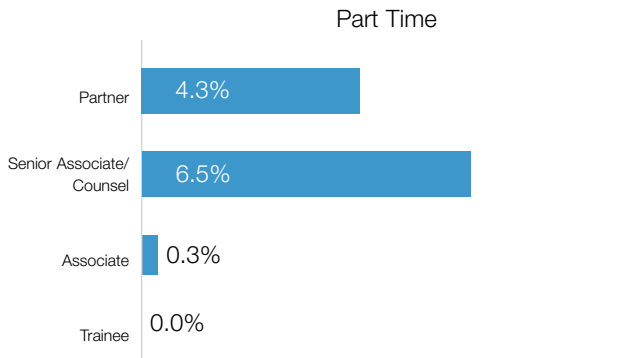


UK Business Professionals

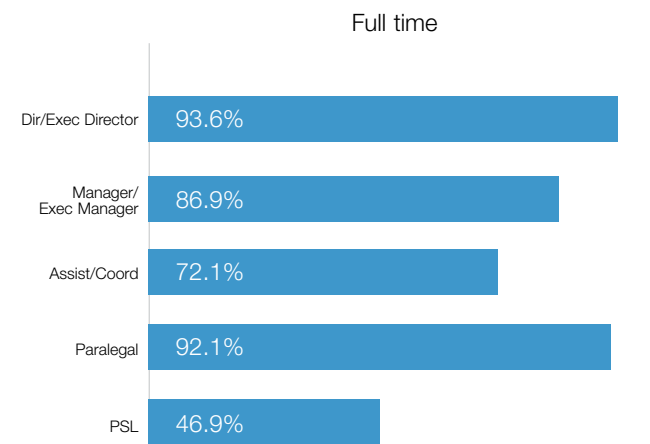
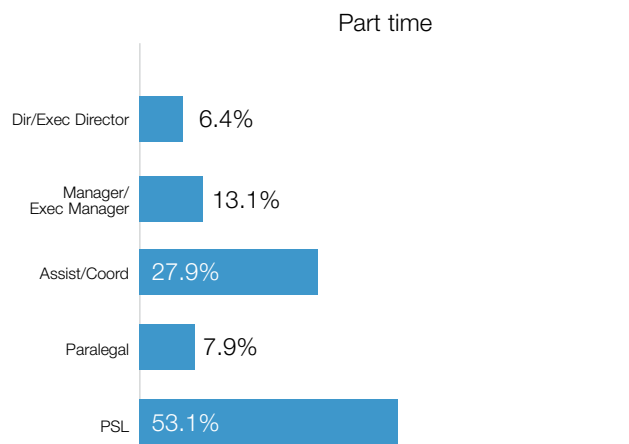


PART TIME

UK Lawyers



UK Business Professionals

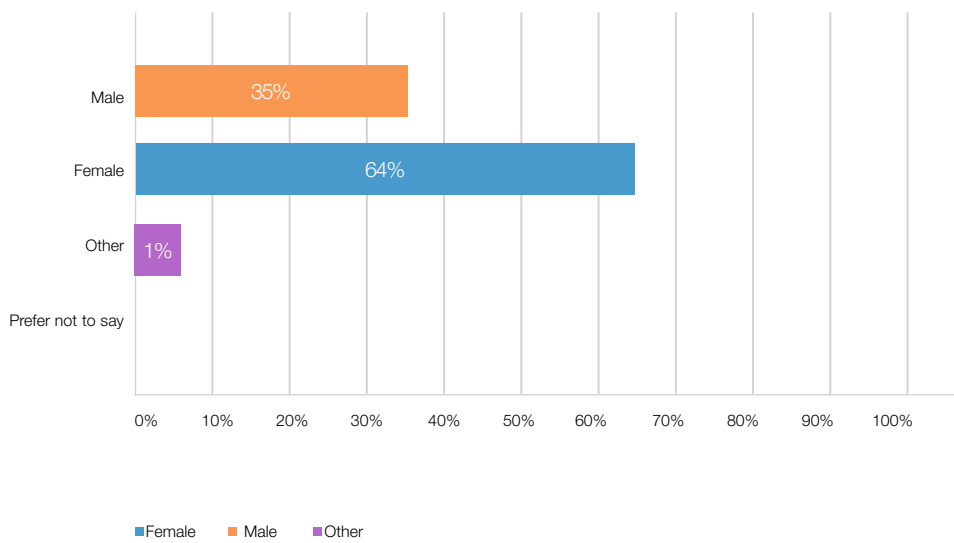


FUTURE TRAINEE DATA

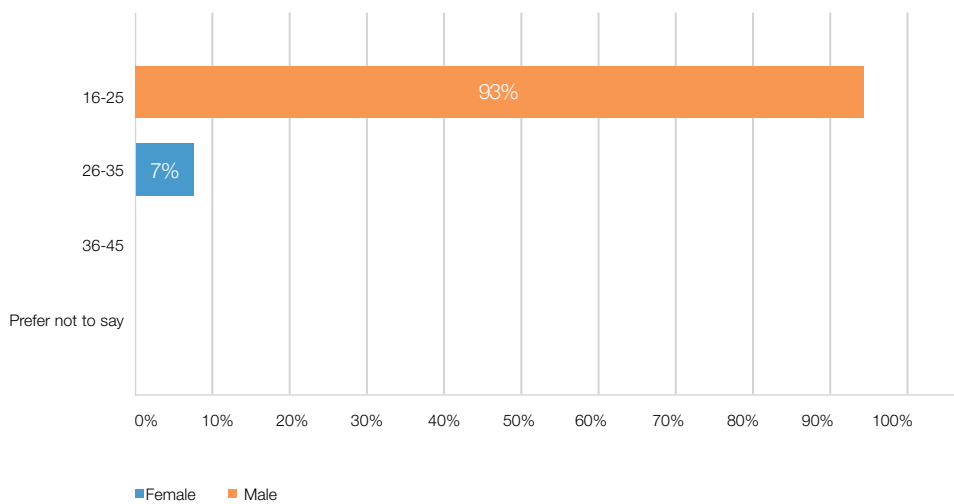
Headcount as of September 2022

This data does include unknown responses (unanswered questions). They are grouped with 'Prefer not to say'

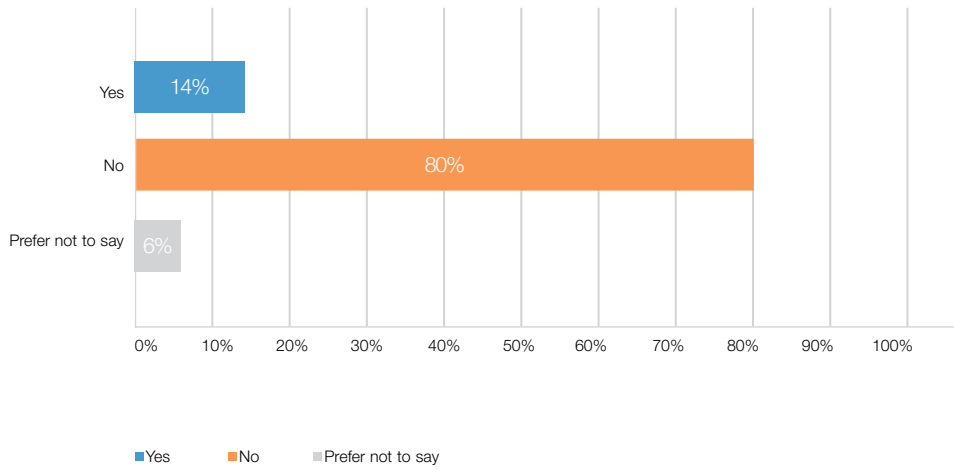
GENDER



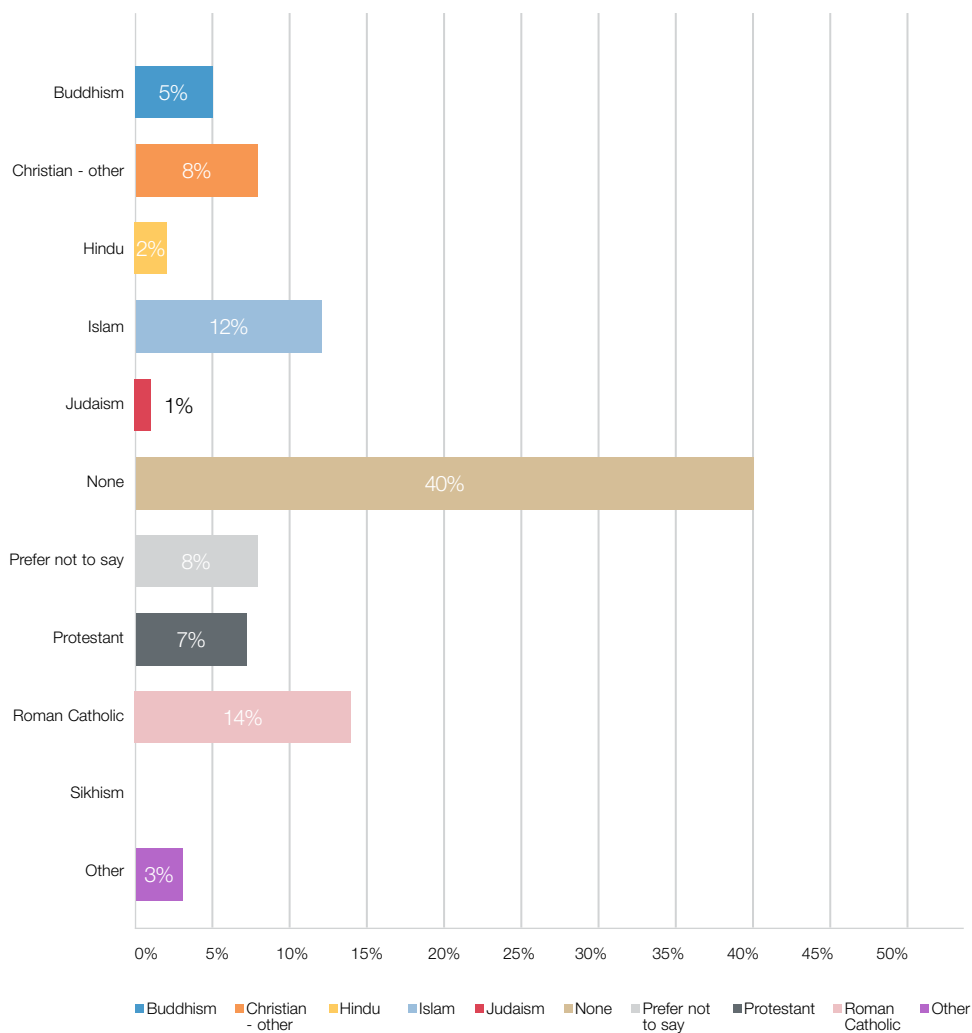
AGE



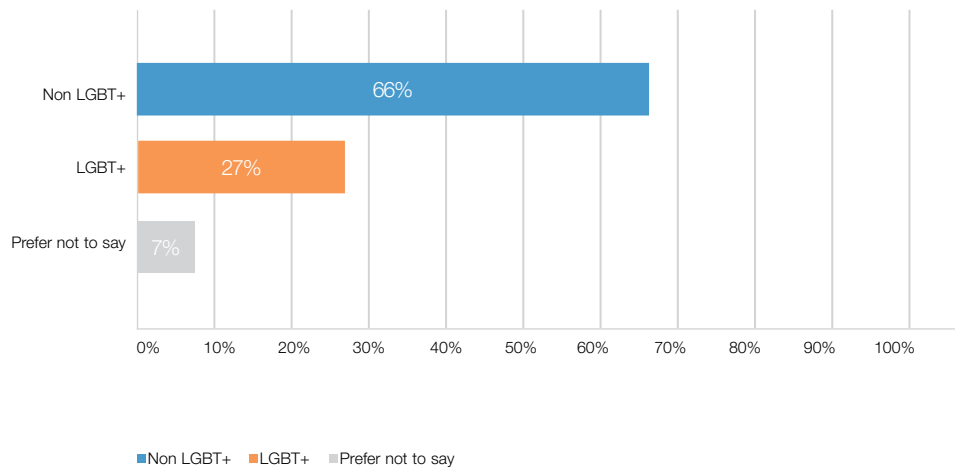
DISABILITY



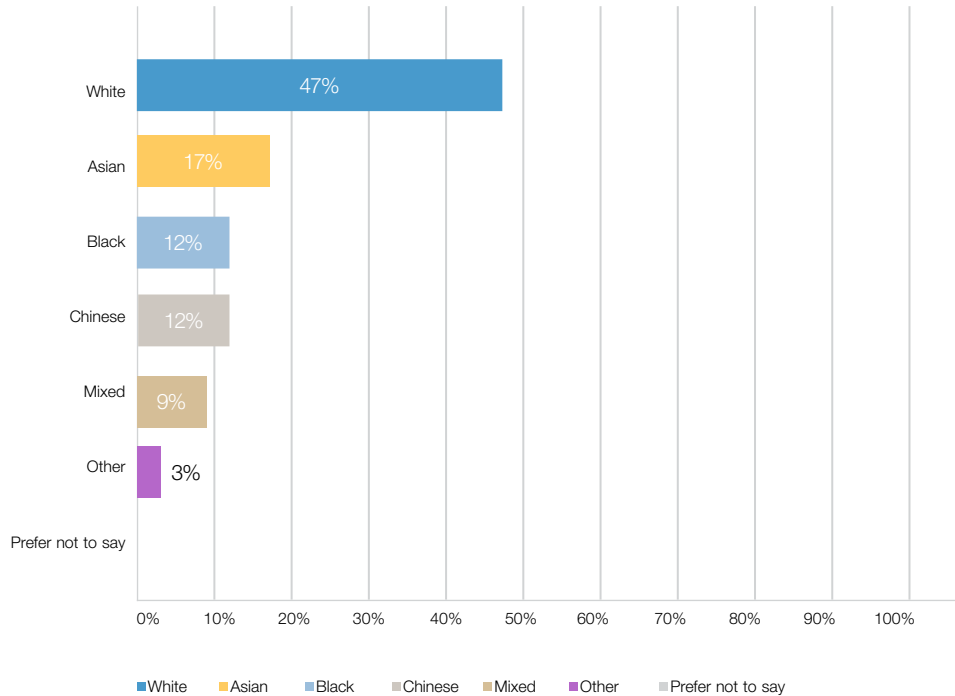
RELIGION



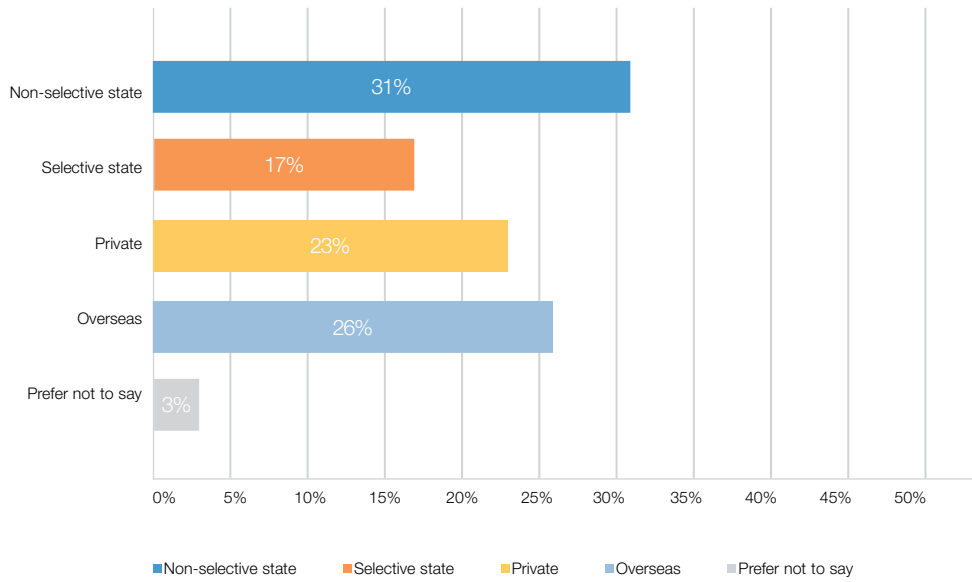
SEXUAL ORIENTATION



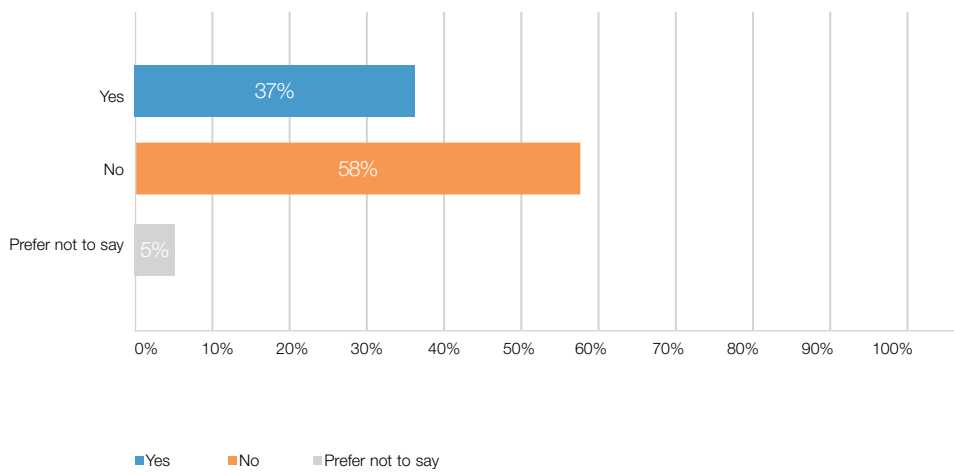
ETHNICITY



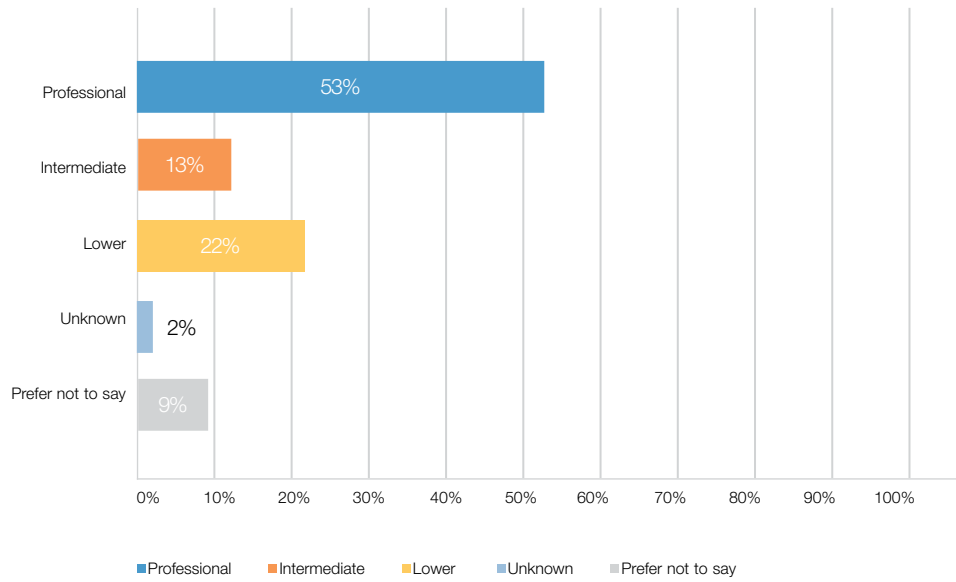
SCHOOL



FIRST GENERATION TO ATTEND UNIVERSITY



PARENTAL OCCUPATION



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

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.

www.cliffordchance.com

Clifford Chance, 10 Upper Bank Street, London, E14 5JJ

© Clifford Chance 2022

Clifford Chance LLP is a limited liability partnership registered in England and Wales under number OC323571

Registered office: 10 Upper Bank Street, London, E14 5JJ

We use the word 'partner' to refer to a member of Clifford Chance LLP, or an employee or consultant with equivalent standing and qualifications

If you do not wish to receive further information from Clifford Chance about events or legal developments which we believe may be of interest to you, please either send an email to nomorecontact@cliffordchance.com or by post at Clifford Chance LLP, 10 Upper Bank Street, Canary Wharf, London E14 5JJ

Abu Dhabi • Amsterdam • Barcelona • Beijing • Brussels
Bucharest • Casablanca • Delhi • Dubai • Düsseldorf •
Frankfurt • Hong Kong • Istanbul • London • Luxembourg •
Madrid • Milan • Munich • Newcastle • New York • Paris •
Perth • Prague • Rome • São Paulo • Shanghai • Singapore •
Sydney • Tokyo • Warsaw • Washington, D.C.

Clifford Chance has a co-operation agreement with Abuhimed Alsheikh Alhagbani Law Firm in Riyadh.

Clifford Chance has a best friends relationship with Redcliffe Partners in Ukraine.