

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

UK DIVERSITY STATISTICS 2024

For more information about our diversity strategy, please visit the [Clifford Chance Inclusion website](#). You can read about our progress highlights for FY23/24 in our [Responsible Business Report 2024](#).

TARGETS

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 a transparent approach and report on our progress as part of our commitment to improving diversity within the firm.

Our progress towards our targets in the UK is as follows:

- **UK Gender Target:** 30.1% female partners in 2024, up 1.3% from 28.8% in 2023. The UK region has surpassed its 2025 target a year ahead of schedule.
- **UK LGBT+ Target:** The UK has fallen back on its LGBT+ target. 3.6% partners identified as LGBT+ in the UK, falling slightly from 3.82%.

- **UK Minority Ethnicity Target:** The UK has exceeded its new partners target for 2025 with 16.7% coming from minority ethnic backgrounds in 2024. UK senior associates and business professionals' figures have both increased (1.1% and 1%, respectively).

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

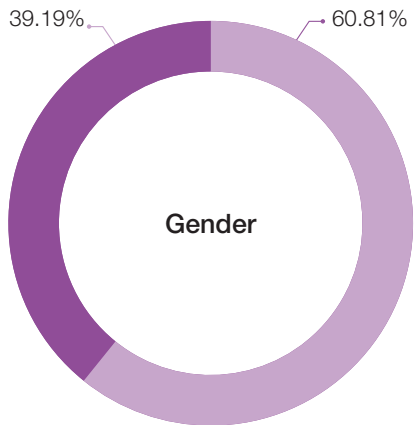
Headcount as of 30th April 2024

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.

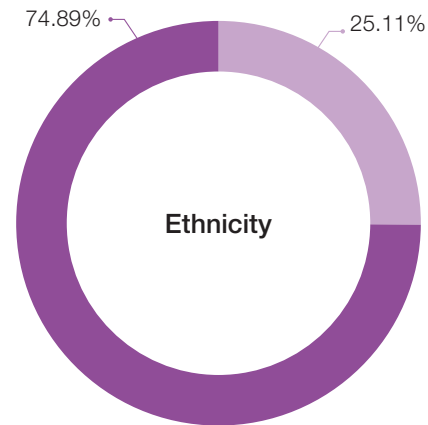
This data does not include Contingent Workers and people on Work Experience.

GENDER



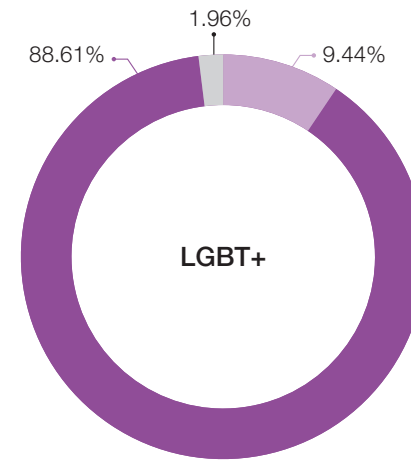
- Female %
- Male %

ETHNICITY



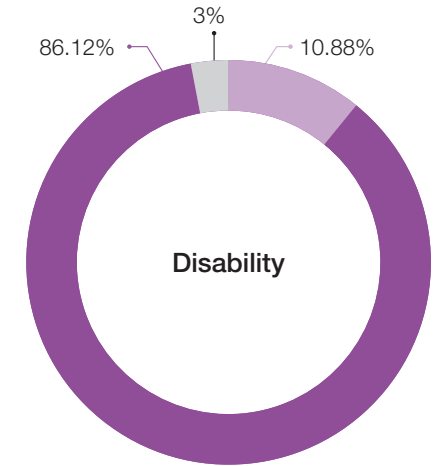
- Ethnic Minority
- White

LGBT+



- LGBT+
- Non LGBT+
- Prefer Not to Say/Don't Know

DISABILITY



- Yes
- No
- Prefer not to say

EMPLOYEE DATA

Headcount as of 30th April 2024

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.

This data does not include Contingent Workers and people on Work Experience.

GENDER¹

UK Lawyers ²	Female	Male
Partner	30.10%	69.90%
Senior Associate	52.20%	47.80%
Associate	58.68%	41.32%
Trainee	60.85%	39.15%
Grand Total	51.70%	48.30%

UK Business Professionals ³	Female	Male
Dir/Exec Director	51.72%	48.28%
Manager/Exec Manager	61.68%	38.32%
Assist/Coord	85.00%	15.00%
Paralegal	60.76%	39.24%
PSL	80.77%	19.23%
Other	61.54%	38.46%
Grand Total	70.00%	30.00%

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. 2.17% Lawyers and 1.52% 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. Counsel data has been merged with Senior Associate.

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.

ETHNICITY⁴

UK Lawyers	Minority	White
Partner	13.07%	86.93%
Senior Associate	28.46%	71.54%
Associate	36.12%	63.88%
Trainee	47.52%	52.48%
Grand Total	30.81%	69.19%

UK Business Professionals	Minority	White
Dir/Exec Director	13.46%	86.54%
Manager/Exec Manager	22.85%	77.15%
Assist/Coord	17.53%	82.47%
Paralegal	9.09%	90.91%
PSL	18.75%	81.25%
Other	58.33%	41.67%
Grand Total	19.71%	80.29%

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	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/Not Declaring
Partner	4.49%	2.81%	1.69%	3.37%	85.96%	0.56%	1.12%
Senior Associate	12.36%	4.00%	5.45%	4.73%	69.45%	1.09%	2.91%
Associate	9.93%	7.72%	8.09%	6.62%	62.87%	2.57%	2.21%
Trainee	16.08%	12.59%	8.39%	6.99%	51.75%	2.80%	1.40%
Grand Total	10.60%	6.34%	5.99%	5.41%	67.86%	1.73%	2.07%

UK Business Professionals	Asian	Black	Chinese	Mixed	White	Other	Prefer not to say/Not Declaring
Dir/Exec Director	7.41%	1.85%	0.00%	3.70%	83.33%	0.00%	3.70%
Manager/Exec Manager	12.38%	5.71%	1.19%	2.38%	75.24%	0.48%	2.62%
Assist/Coord	4.19%	8.71%	0.65%	2.58%	81.94%	1.29%	0.65%
Paralegal	7.46%	0.00%	1.49%	0.00%	91.04%	0.00%	0.00%
PSL	8.33%	0.00%	4.17%	2.08%	81.25%	4.17%	0.00%
Other	41.67%	0.00%	0.00%	16.67%	41.67%	0.00%	0.00%
Grand Total	9.11%	5.71%	1.10%	2.52%	79.03%	0.88%	1.65%

LGBT+

UK Lawyers	LGBT+	Non LGBT+	Prefer Not to Say/ Don't Know LGBT+
Partner	3.47%	93.75%	2.78%
Senior Associate	9.36%	88.09%	2.55%
Associate	13.38%	85.56%	1.06%
Trainee	23.03%	75.66%	1.32%
Grand Total	12.27%	85.89%	1.84%

UK Business Professionals	LGBT+	Non LGBT+	Prefer Not to Say/ Don't Know LGBT+
Dir/Exec Director	12.24%	83.67%	4.08%
Manager/Exec Manager	6.94%	90.19%	2.87%
Assist/Coord	3.47%	95.14%	1.39%
Paralegal	13.24%	86.76%	0.00%
PSL	7.89%	92.11%	0.00%
Other	22.22%	77.78%	0.00%
Grand Total	6.78%	91.15%	2.07%

DISABILITY

UK Lawyers	Yes	No	Prefer Not to Say
Partner	4.03%	93.55%	2.42%
Senior Associate	8.42%	87.37%	4.21%
Associate	12.35%	86.06%	1.59%
Trainee	27.74%	67.15%	5.11%
Grand Total	12.82%	84.05%	3.13%

UK Business Professionals	Yes	No	Prefer Not to Say
Dir/Exec Director	5.26%	94.74%	0.00%
Manager/Exec Manager	9.83%	86.80%	3.37%
Assist/Coord	5.46%	92.02%	2.52%
Paralegal	20.34%	77.97%	1.69%
PSL	8.33%	86.11%	5.56%
Other	20.00%	80.00%	0.00%
Grand Total	9.02%	88.11%	2.87%

SOCIAL MOBILITY

School Attended⁵

UK Lawyers	UK independent/ fee-paying school (bursary)	UK independent/ fee-paying school (no bursary)	UK state run or funded school (selective on academic, faith or other grounds)	UK state run or funded school (non-selective)	Attended school outside the UK	Other	Don't know	Prefer not to say
Partner	12.50%	32.50%	19.17%	17.50%	15.00%	0.00%	0.00%	3.33%
Senior Associate	6.18%	26.40%	20.22%	16.29%	26.97%	1.12%	0.00%	2.81%
Associate	6.45%	23.39%	12.90%	24.60%	27.82%	0.40%	0.40%	4.03%
Trainee	6.72%	14.93%	16.42%	32.09%	27.61%	0.75%	0.75%	0.75%
Grand Total	7.50%	24.12%	16.62%	22.65%	25.29%	0.59%	0.29%	2.94%

UK Business Professionals	UK independent/ fee-paying school (bursary)	UK independent/ fee-paying school (no bursary)	UK state run or funded school (selective on academic, faith or other grounds)	UK state run or funded school (non-selective)	Attended school outside the UK	Other	Don't know	Prefer not to say
Dir/Exec Director	5.41%	18.92%	16.22%	37.84%	21.62%	0.00%	0.00%	0.00%
Manager/Exec Manager	1.16%	8.41%	22.90%	49.28%	14.20%	0.29%	0.00%	3.77%
Assist/Coord	0.00%	0.88%	22.47%	66.96%	4.41%	0.44%	0.44%	4.41%
Paralegal	0.00%	3.64%	32.73%	56.36%	7.27%	0.00%	0.00%	0.00%
PSL	5.71%	25.71%	20.00%	37.14%	11.43%	0.00%	0.00%	0.00%
Other	0.00%	20.00%	0.00%	40.00%	40.00%	0.00%	0.00%	0.00%
Grand Total	1.14%	7.10%	22.87%	54.26%	10.94%	0.28%	0.14%	3.27%

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

SOCIAL MOBILITY

Parent/Guardian Qualifications

UK Lawyers	At least one has a degree level qualification	Qualifications below degree level	Other	No formal qualifications	Don't know	Prefer not to say	Not applicable
Partner	54.17%	30.00%	0.00%	10.00%	1.67%	3.33%	0.83%
Senior Associate	66.29%	19.66%	0.56%	8.99%	0.56%	3.37%	0.56%
Associate	67.34%	16.13%	0.40%	10.89%	1.21%	4.03%	0.00%
Trainee	59.70%	26.87%	0.75%	8.21%	0.75%	3.73%	0.00%
Grand Total	63.24%	21.62%	0.44%	9.71%	1.03%	3.68%	0.29%

UK Business Professionals	At least one has a degree level qualification	Qualifications below degree level	Other	No formal qualifications	Don't know	Prefer not to say	Not applicable
Dir/Exec Director	40.54%	43.24%	0.00%	10.81%	2.70%	2.70%	0.00%
Manager/Exec Manager	31.01%	42.03%	1.16%	17.10%	3.48%	5.22%	0.00%
Assist/Coord	10.13%	45.81%	0.88%	17.62%	16.74%	7.93%	0.88%
Paralegal	34.55%	49.09%	0.00%	14.55%	1.82%	0.00%	0.00%
PSL	48.57%	37.14%	5.71%	8.57%	0.00%	0.00%	0.00%
Other	40.00%	60.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Grand Total	25.99%	43.75%	1.14%	16.19%	7.39%	5.26%	0.28%

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

UK Lawyers	Professional SEB	Intermediate SEB	Working Class SEB	Exclude
Partner	41.33%	5.10%	7.14%	46.43%
Senior Associate	34.60%	4.69%	4.99%	55.72%
Associate	45.51%	5.99%	10.78%	37.72%
Trainee	42.33%	7.41%	10.58%	39.68%
Grand Total	40.66%	5.66%	8.21%	45.47%

UK Business Professionals	Professional SEB	Intermediate SEB	Working Class SEB	Exclude
Dir/Exec Director	34.48%	12.07%	12.07%	41.38%
Manager/Exec Manager	30.74%	13.52%	17.62%	38.11%
Assist/Coord	17.22%	8.61%	22.78%	51.39%
Paralegal	32.91%	11.39%	18.99%	36.71%
PSL	38.46%	5.77%	5.77%	50.00%
Other	23.08%	7.69%	0.00%	69.23%
Grand Total	26.76%	11.14%	18.38%	43.71%

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	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any Other Religion	No Religion	Prefer not to say
Partner	0.00%	52.94%	1.96%	6.86%	0.98%	0.00%	0.98%	31.37%	4.90%
Senior Associate	0.62%	31.48%	3.09%	4.94%	6.17%	1.23%	0.00%	43.83%	8.64%
Associate	0.40%	30.00%	3.60%	4.80%	6.00%	0.80%	1.20%	41.20%	12.00%
Trainee	3.70%	36.30%	3.70%	1.48%	8.89%	1.48%	2.96%	34.07%	7.41%
Grand Total	1.08%	35.29%	3.24%	4.47%	5.86%	0.92%	1.23%	38.83%	9.09%

UK Business Professionals	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any Other Religion	No Religion	Prefer not to say
Dir/Exec Director	2.13%	44.68%	2.13%	4.26%	0.00%	0.00%	0.00%	38.30%	8.51%
Manager/Exec Manager	0.60%	42.69%	5.07%	0.90%	3.58%	2.09%	0.60%	40.30%	4.18%
Assist/Coord	0.00%	52.56%	0.47%	1.40%	3.26%	1.40%	1.40%	34.88%	4.65%
Paralegal	0.00%	28.33%	1.67%	0.00%	3.33%	0.00%	3.33%	60.00%	3.33%
PSL	0.00%	42.86%	4.76%	0.00%	4.76%	0.00%	0.00%	47.62%	0.00%
Other	0.00%	25.00%	12.50%	0.00%	0.00%	12.50%	12.50%	37.50%	0.00%
Grand Total	0.44%	44.46%	3.21%	1.17%	3.21%	1.60%	1.17%	40.38%	4.37%

AGE BAND

UK Lawyers	16-24	25-34	35-44	45-54	55-64	65+
Partner	0.00%	2.04%	42.35%	35.20%	19.39%	1.02%
Senior Associate	0.00%	48.09%	42.52%	5.87%	2.05%	1.47%
Associate	2.10%	94.31%	3.29%	0.30%	0.00%	0.00%
Trainee	57.67%	42.33%	0.00%	0.00%	0.00%	0.00%
Grand Total	10.94%	53.11%	22.55%	8.49%	4.25%	0.66%

UK Business Professionals	16-24	25-34	35-44	45-54	55-64	65+
Dir/Exec Director	0.00%	0.00%	32.76%	43.10%	22.41%	1.72%
Manager/Exec Manager	0.00%	23.57%	33.61%	28.07%	13.52%	1.23%
Assist/Coord	12.50%	28.06%	16.39%	20.56%	20.83%	1.67%
Paralegal	49.37%	43.04%	5.06%	1.27%	1.27%	0.00%
PSL	0.00%	3.85%	32.69%	40.38%	23.08%	0.00%
Other	0.00%	0.00%	46.15%	38.46%	15.38%	0.00%
Grand Total	8.00%	24.00%	25.62%	25.05%	16.10%	1.24%

PART TIME

UK Lawyers	Full time	Part time
Partner	95.92%	4.08%
Senior Associate	94.13%	5.87%
Associate	100.00%	0.00%
Trainee	100.00%	0.00%
Grand Total	97.36%	2.64%

UK Business Professionals	Full time	Part time
Dir/Exec Director	91.38%	8.62%
Manager/Exec Manager	88.32%	11.68%
Assist/Coord	72.50%	27.50%
Paralegal	96.20%	3.80%
PSL	48.08%	51.92%
Other	69.23%	30.77%
Grand Total	81.43%	18.57%

CARE RESPONSIBILITIES

Primary carer for a child or children under 18

UK Lawyers	Yes	No	Prefer not to say
Partner	49.17%	48.33%	2.50%
Senior Associate	24.16%	74.16%	1.69%
Associate	0.81%	98.39%	0.81%
Trainee	0.75%	97.01%	2.24%
Grand Total	15.44%	82.94%	1.62%

UK Business Professionals	Yes	No	Prefer not to say
Dir/Exec Director	56.76%	43.24%	0.00%
Manager/Exec Manager	38.55%	58.84%	2.61%
Assist/Coord	33.92%	64.76%	1.32%
Paralegal	5.45%	92.73%	1.82%
PSL	60.00%	40.00%	0.00%
Other	40.00%	60.00%	0.00%
Grand Total	36.51%	61.65%	1.85%

CARE RESPONSIBILITIES

Caring for someone with long term physical or mental ill health

UK Lawyers	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say
Partner	5.00%	0.00%	0.00%	91.67%	3.33%
Senior Associate	2.81%	0.00%	0.00%	94.38%	2.81%
Associate	2.02%	0.40%	0.00%	95.97%	1.61%
Trainee	2.24%	0.00%	0.00%	91.79%	5.97%
Grand Total	2.79%	0.15%	0.00%	93.97%	3.09%

UK Business Professionals	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	No	Prefer not to say
Dir/Exec Director	0.00%	0.00%	0.00%	100.00%	0.00%
Manager/Exec Manager	7.25%	0.29%	1.45%	86.38%	4.64%
Assist/Coord	6.61%	0.88%	0.88%	88.55%	3.08%
Paralegal	3.64%	0.00%	0.00%	94.55%	1.82%
PSL	0.00%	0.00%	8.57%	91.43%	0.00%
Other	0.00%	0.00%	0.00%	100.00%	0.00%
Grand Total	5.97%	0.43%	1.42%	88.78%	3.41%

FUTURE TRAINEE DATA

HEADCOUNT AS OF APRIL 2024

This data does include unknown responses (unanswered questions). They are categorised as 'Information unavailable'

GENDER			
Male	Female	Other	Prefer not to say
38%	59%	1%	2%

AGE			
16-25	26-35	36-45	Prefer not to say
65%	3%	1%	31% - no data

DISABILITY		
Yes	No	Prefer not to say
13%	79%	8%

SCHOOL ATTENDED					
Non-selective state	Selective state	Private	Overseas	Prefer not to say	No data
33%	13%	22%	22%	2%	8%

FIRST GENERATION TO ATTEND UNIVERSITY		
Yes	No	Prefer not to say
29%	60%	11%

SEXUAL ORIENTATION			
Non LGBT+	LGBT+	Prefer not to say	
59%	25%	12%	4% no data

ETHNICITY						
White	Asian	Black	Chinese	Mixed	Other	Prefer not to say
46%	18%	11%	7%	12%	3%	3%

RELIGION											
Buddhism	Christian - Other	Hindu	Islam	Judaism	None	Prefer not to say	Protestant	Roman Catholic	Sikhism	Other	
1%	11%	4%	12%	2%	34%	13%	7%	10%	0%	3%	3% no data

PARENTAL OCCUPATION⁶					
Professional SEB	Intermediate SEB	Lower SEB	Unknown	Prefer not to say	
57%	8%	19%	4%	11%	1% no data

⁶ Please refer to page 12 for detailed categorisation of Social Economic Background (SEB)

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

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