UK Diversity Statistics – 2024

Freshfields Bruckhaus Deringer

UK summary

Age
Which age category are you in?

	16–24	25–34	35–44	45–54	55–64	65+
Partner	0%	1%	36%	51%	12%	0%
Associate	1%	78%	18%	2%	1%	0%
Legal Trainee	39%	59%	2%	0%	0%	0%
Other Legal	7%	44%	16%	13%	12%	7%
Business Services	3%	32%	32%	22%	10%	1%
Grand Total	**6%**	**48%**	**24%**	**15%**	**6%**	**1%**

Gender

	Women	Men
Partner	33%	67%
Associate	54%	46%
Legal Trainee	62%	38%
Other Legal	61%	39%
Business Services	62%	38%
Grand Total	**58%**	**42%**

Disability or long-term health conditions
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Yes	No	Prefer not to disclose
Partner	1%	98%	2%
Associate	8%	89%	3%
Legal Trainee	11%	79%	11%
Other Legal	11%	81%	8%
Business Services	10%	87%	4%
Grand Total	**8%**	**88%**	**4%**

Disabled carer
Do you look after or care for someone with long term physical or mental ill health caused by a disability or age (not in a paid capacity)?

	Yes	No	Prefer not to disclose
Partner	11%	87%	2%
Associate	4%	94%	2%
Legal Trainee	1%	94%	5%
Other Legal	13%	78%	9%
Business Services	9%	86%	5%
Grand Total	**7%**	**89%**	**4%**

Primary carer
Are you a primary carer for a child or children under 18?

	Yes	No	Prefer not to disclose
Partner	44%	54%	2%
Associate	9%	89%	2%
Legal Trainee	0%	96%	4%
Other Legal	21%	75%	4%
Business Services	27%	70%	3%
Grand Total	**19%**	**78%**	**3%**

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Ethnicity
What is your ethnic group?

	White	Asian	Black	Minority Ethnic	Prefer not to disclose
Partner	90%	6%	1%	2%	2%
Associate	70%	19%	6%	3%	2%
Legal Trainee	54%	32%	7%	7%	1%
Other Legal	61%	23%	8%	5%	3%
Business Services	76%	12%	7%	2%	3%
Grand Total	**73%**	**16%**	**6%**	**3%**	**2%**

Religion
What is your religion or belief?

	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	Prefer not to disclose
Partner	25%	18%	0%	40%	1%	3%	0%	1%	3%	10%
Associate	23%	23%	0%	29%	3%	3%	2%	1%	2%	14%
Legal Trainee	19%	24%	1%	17%	8%	2%	10%	1%	0%	18%
Other Legal	11%	17%	1%	31%	3%	3%	14%	1%	1%	18%
Business Services	15%	20%	1%	38%	2%	1%	5%	2%	6%	11%
Grand Total	**18%**	**21%**	**0%**	**33%**	**3%**	**2%**	**5%**	**1%**	**4%**	**13%**

LGB+
What is your sexual orientation?

	LGB+	Heterosexual/Straight	Prefer not to disclose
Partner	6%	91%	2%
Associate	10%	83%	7%
Legal Trainee	17%	69%	14%
Other Legal	3%	87%	10%
Business Services	9%	85%	7%
Grand Total	**9%**	**84%**	**7%**

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School
What type of school did you mainly attend between the ages of 11 and 16?

	Attended school outside the UK	UK Independent (Fee)	Independent/fee-paying (received a bursary covering 90% or more of tuition)	UK state (non-selective)	UK state (selective)	UK State or Grammar (Non-Fee)	Prefer not to disclose
Partner	18%	40%	1%	19%	19%	2%	2%
Associate	34%	28%	1%	20%	12%	2%	4%
Legal Trainee	32%	21%	3%	24%	12%	1%	8%
Other Legal	20%	19%	1%	43%	11%	5%	2%
Business Services	12%	7%	1%	53%	16%	5%	6%
Grand Total	**22%**	**19%**	**1%**	**36%**	**14%**	**4%**	**5%**

University
Did you attend University?

	First generation to attend	Not first generation to attend	Did not attend	Prefer not to disclose
Partner	35%	64%	0%	1%
Associate	22%	74%	0%	4%
Legal Trainee	29%	66%	0%	6%
Other Legal	40%	54%	2%	4%
Business Services	34%	27%	33%	6%
Grand Total	**30%**	**51%**	**14%**	**5%**

Parent/Guardian qualifications
What is the highest level of qualifications achieved by either of your parent(s) or guardians(s) by the time you were 18?

	At least one has degree	Don't know	No formal qualifications	Qualifications below degree	Not applicable	Other	Prefer not to disclose
Partner	62%	0%	13%	24%	0%	0%	1%
Associate	72%	1%	7%	16%	0%	0%	4%
Legal Trainee	65%	2%	10%	15%	0%	1%	8%
Other Legal	51%	2%	17%	24%	0%	2%	4%
Business Services	27%	6%	17%	34%	2%	3%	11%
Grand Total	**50%**	**3%**	**13%**	**25%**	**1%**	**2%**	**7%**

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Socio-economic background
(Group based on the job of the main/highest income earner in your household at age 14)

	Professional background	Intermediate background	Lower socio-economic background
Partner	81%	4%	15%
Associate	85%	3%	12%
Legal Trainee	83%	2%	15%
Other Legal	74%	1%	24%
Business Services	61%	7%	32%
Grand Total	**74%**	**5%**	**21%**

Data is gathered by employees choosing to answer the question 'Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?' Some general examples of the occupations that fall into each category are:

• professional background: teacher, solicitor, accountant;

• intermediate background: secretary, clerical worker, nursery nurse; and

• lower socio-economic background: plumber, gardener, postal worker.

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

	Yes	No	Not applicable	Prefer not to disclose	I don't know
Partner	4%	80%	11%	0%	4%
Associate	5%	62%	23%	3%	7%
Legal Trainee	13%	49%	23%	8%	7%
Other Legal	14%	55%	21%	5%	6%
Business Services	18%	59%	7%	6%	10%
Grand Total	**12%**	**60%**	**15%**	**5%**	**8%**

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