

# London 2023 diversity statistics



We all thrive when what makes us different is embraced. At A&O, we know we can't be advanced as a firm by all being the same, which is why Diversity, Equity and Inclusion is one of our strategic priorities. It is central to the kind of firm we want to be.

We're committed to supporting a culture that drives Diversity, Equity and Inclusion. Every day, we're working hard to create an environment where everyone feels that they can bring their authentic selves to work. To be comfortable and confident to be who they are in the workplace. To feel like they belong.

To be All In.

# London diversity statistics

This report details a snapshot of the diversity of our London population at 1 May 2023.

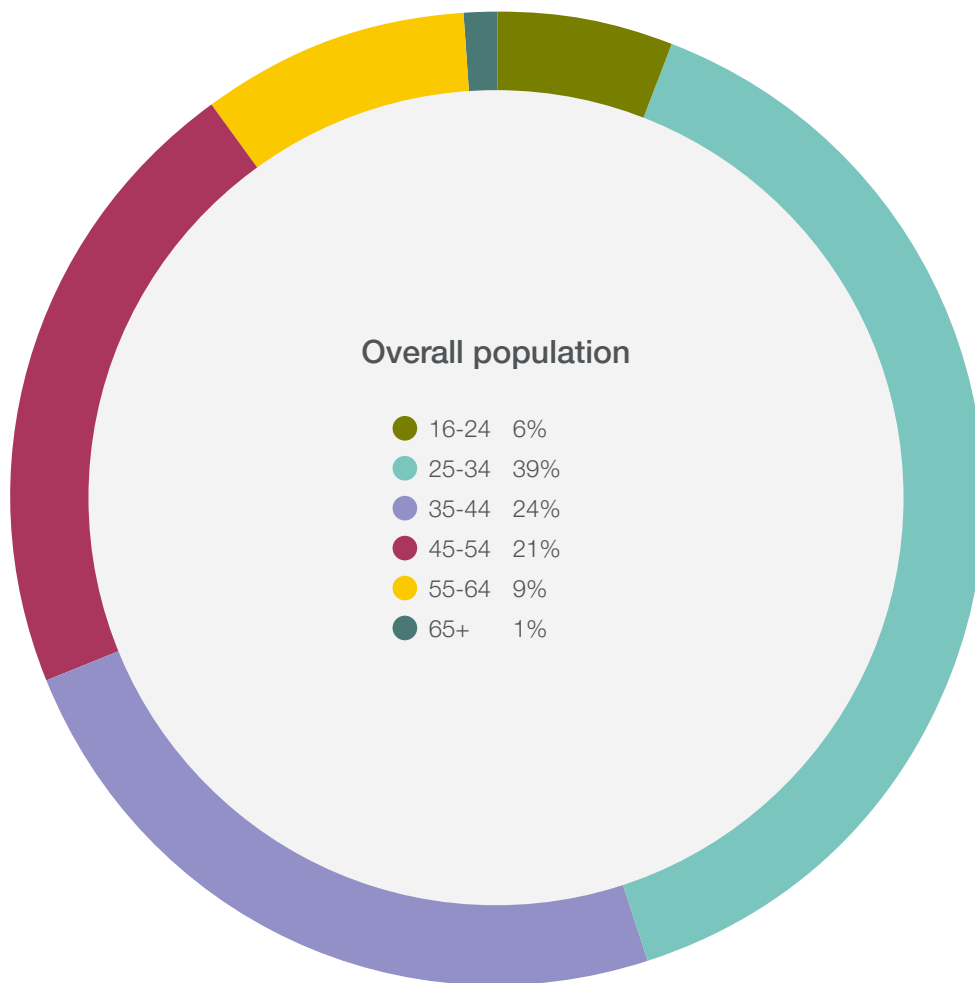
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Totals may not equal 100% because of rounding. The data in this booklet includes information that has been provided to us by individuals. Business team includes all professional support staff and non-lawyers.

# WELL BEING

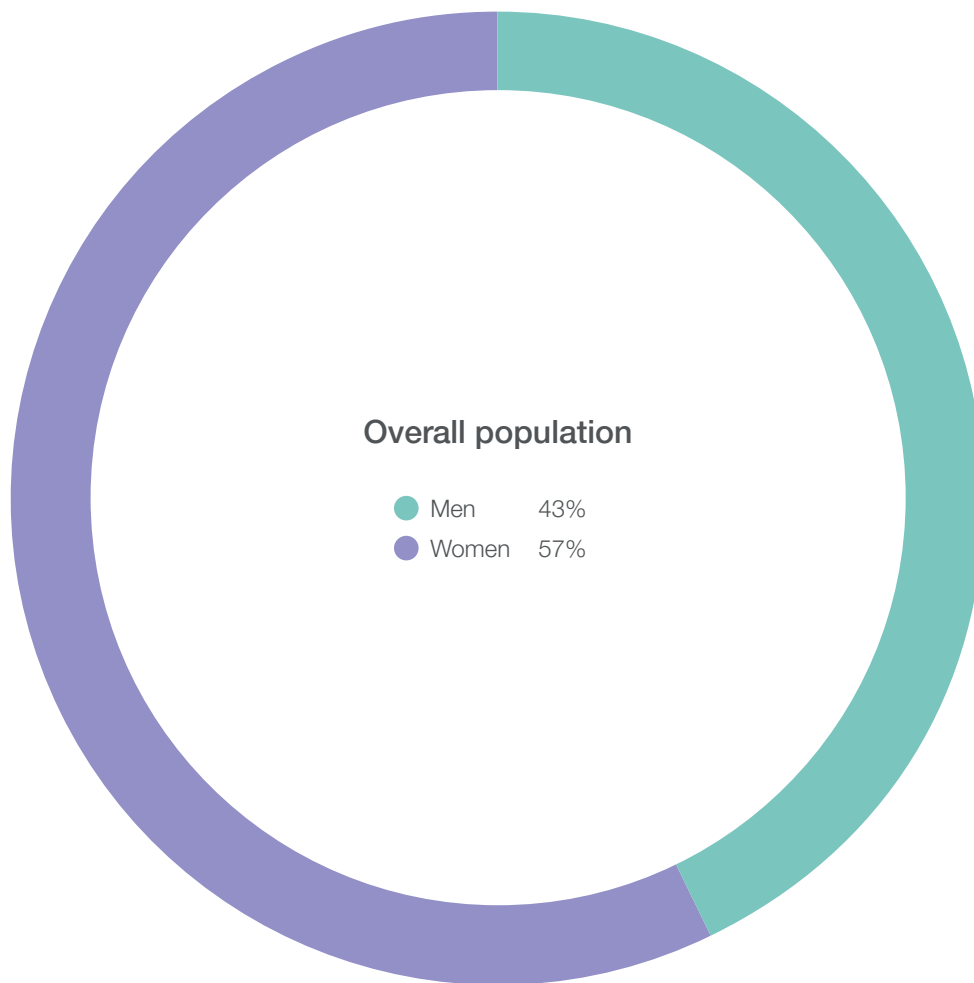
# Age



Details by role category:

Percentage	16-24	25-34	35-44	45-54	55-64	65+
Partner	–	2%	42%	44%	13%	1%
Associate	1%	79%	17%	2%	–	1%
Trainee	52%	48%	–	–	–	–
Business team	2%	20%	28%	32%	16%	2%

# Gender



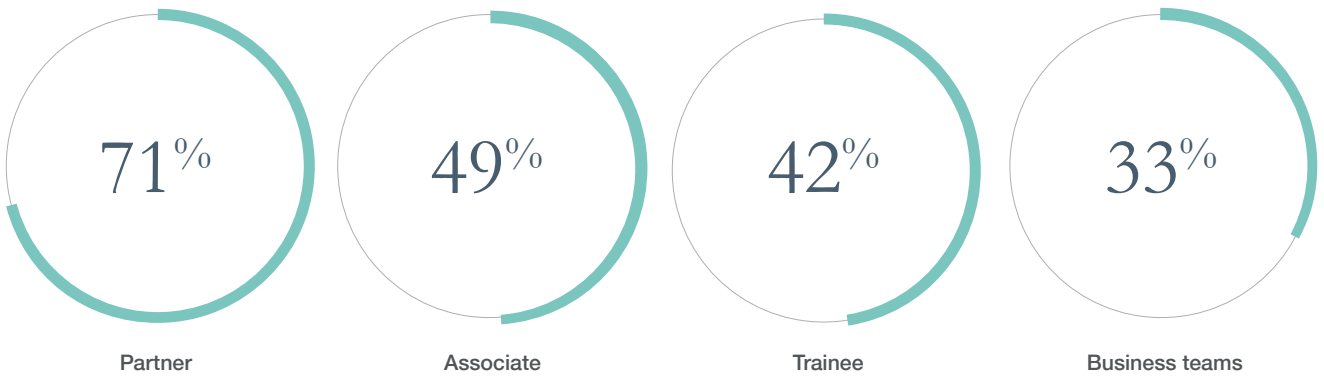
Details by role category:

Percentage	Partner	Associate	Trainee	Business team
Men	71%	49%	42%	33%
Women	29%	51%	58%	67%



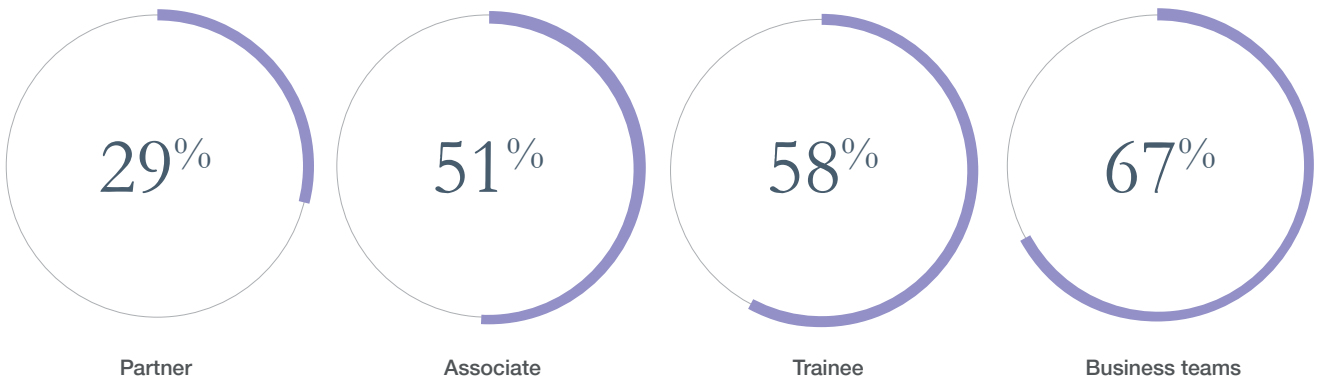
## Men

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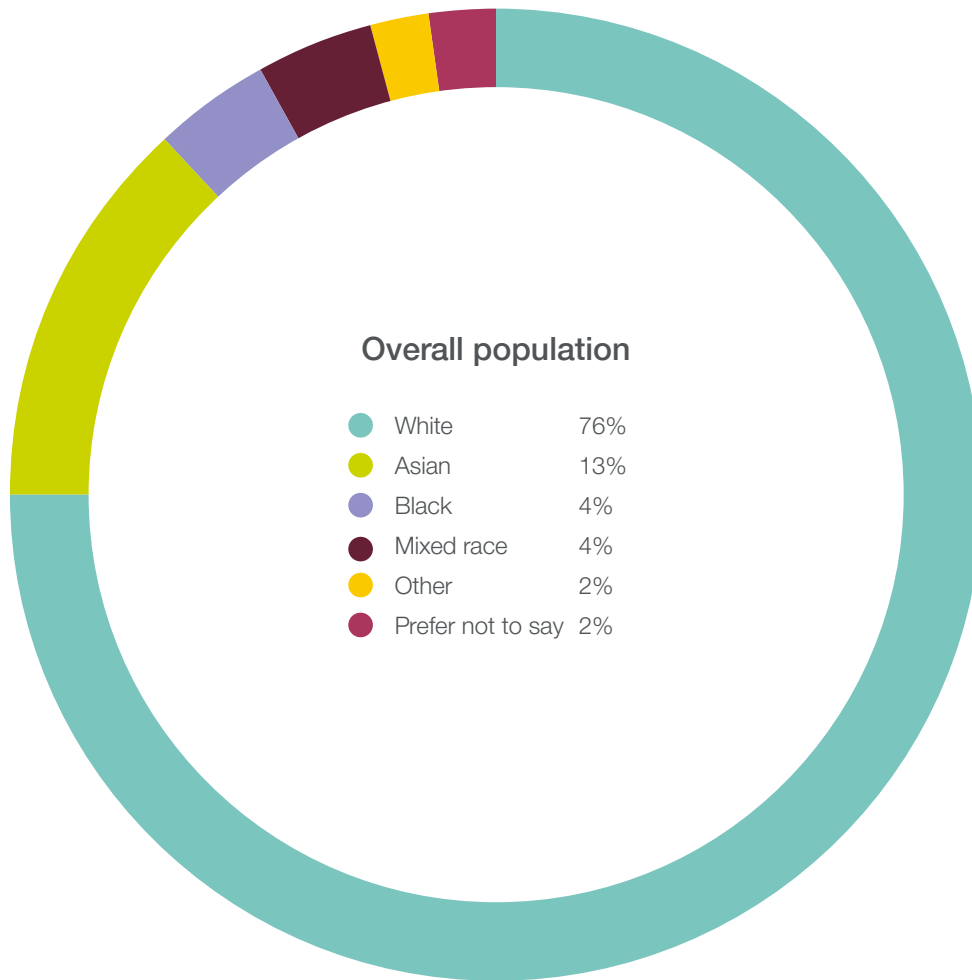


## Women

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# Ethnicity





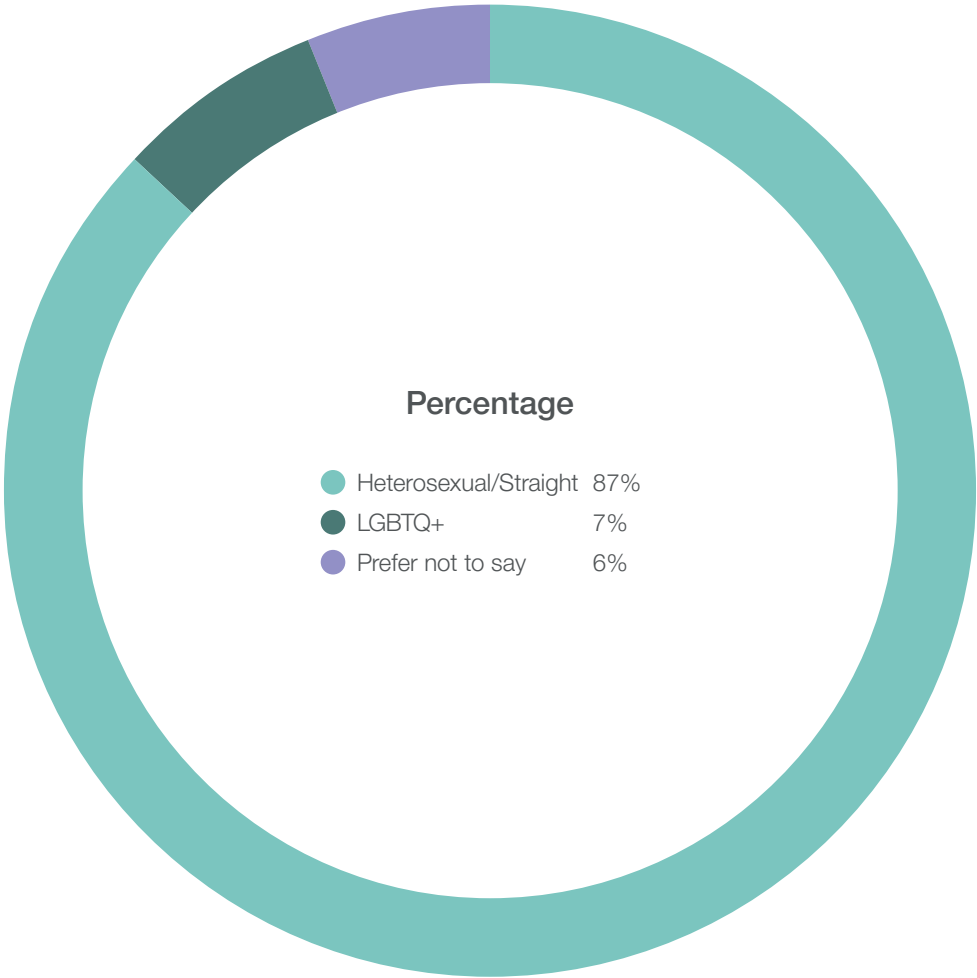


Details by role category:

Percentage	White	Ethnic Minority				Prefer not to say
		Black	Asian	Mixed race	Other	
Partner	86%	2%	5%	3%	3%	3%
Associate	69%	3%	20%	4%	2%	1%
Trainee	50%	6%	31%	9%	3%	1%
Business team	81%	5%	8%	3%	1%	2%

These figures are based on the 90% of our people in London who have recorded this information.

# LGBTQ+



## LGBTQ+

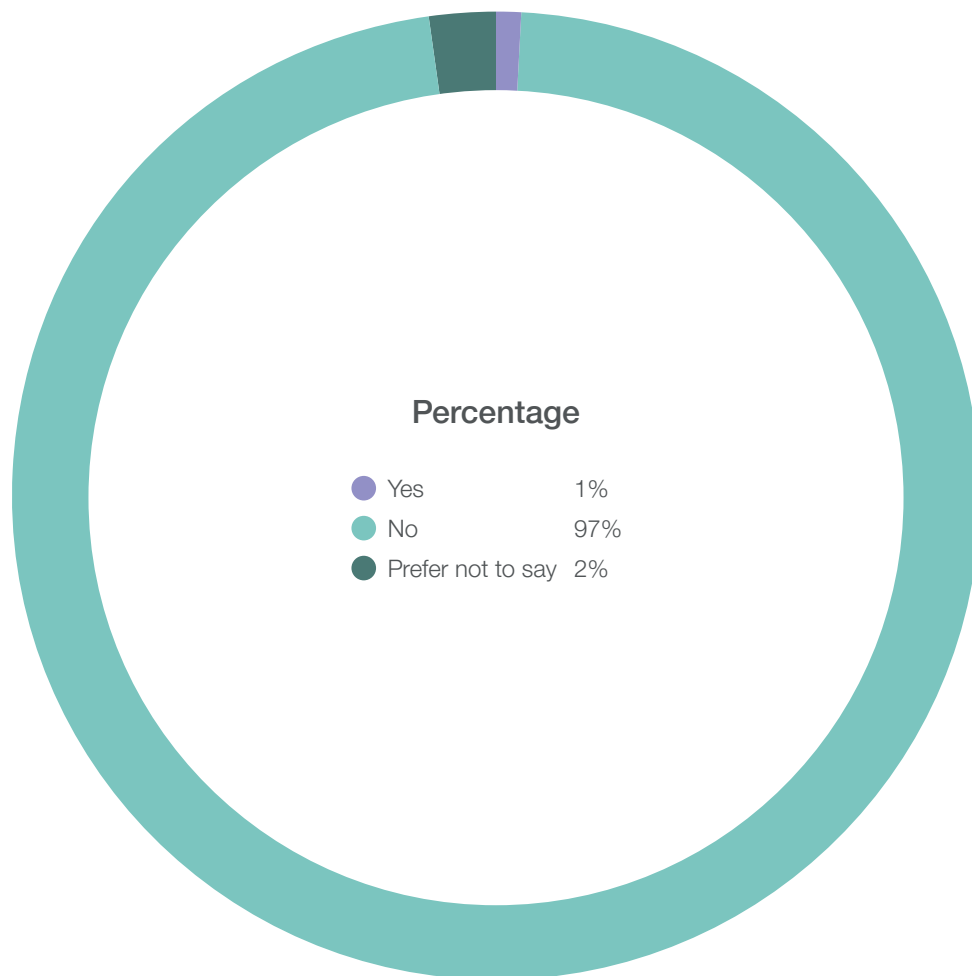


Details by role category:

Percentage	Partner	Associate	Trainee	Business team
Heterosexual/Straight	91%	83%	84%	90%
LGBTQ+	6%	8%	9%	5%
Prefer not to say	4%	8%	7%	5%

These figures are based on the 83% of our people in London who have recorded this information.

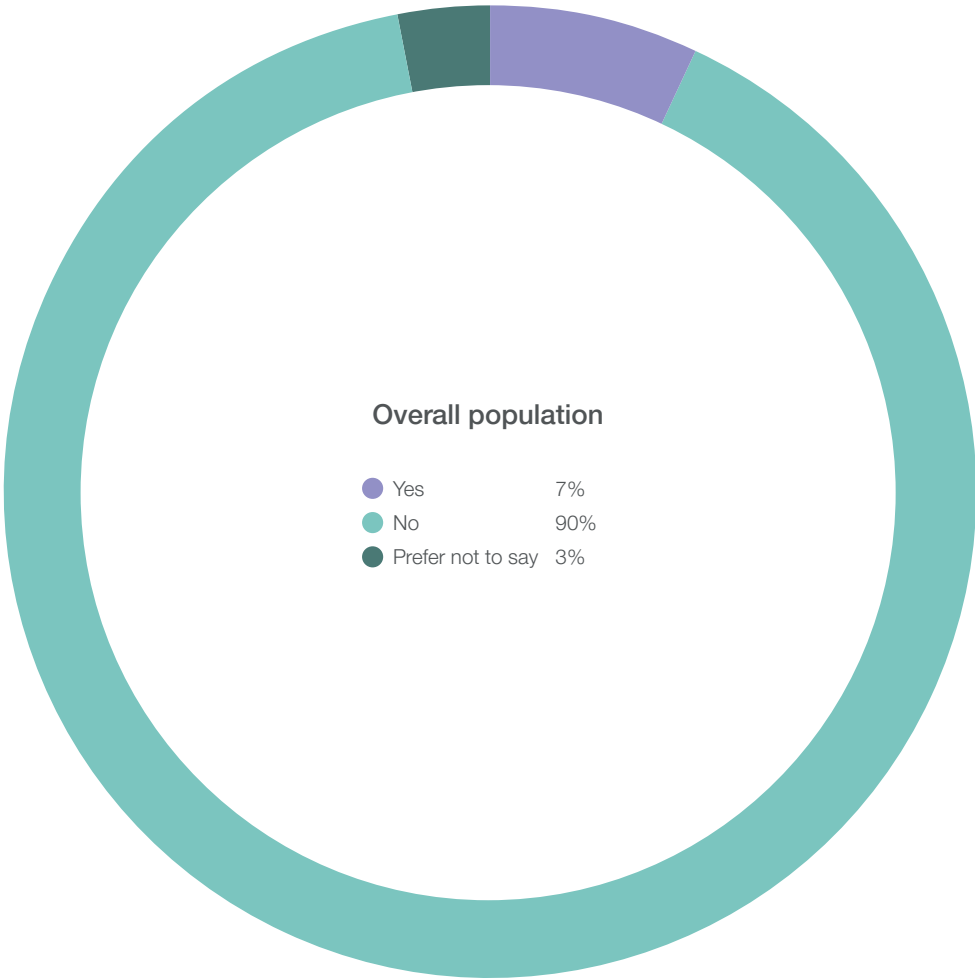
# Gender identity different from registered sex at birth



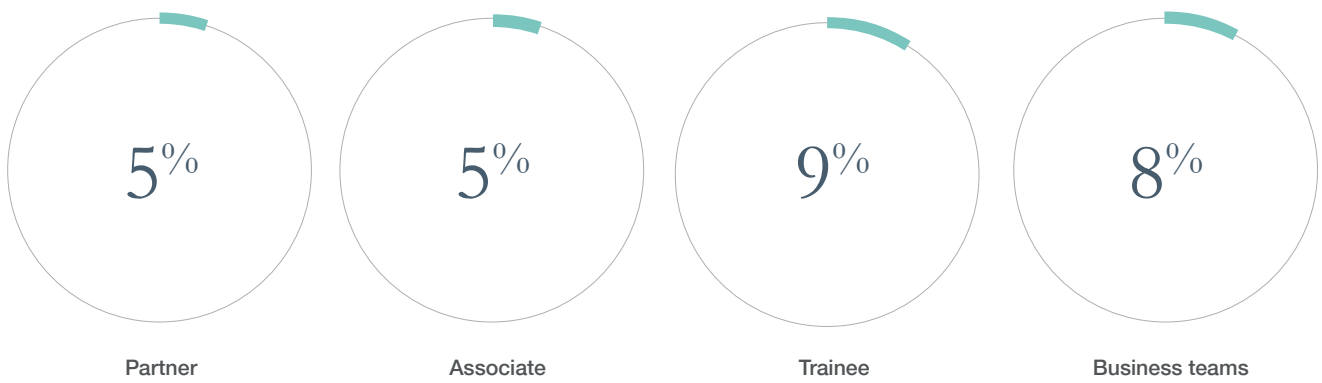
These figures are based on the 68% of our people in London who have recorded this information.

# 2024

# Disability



## Yes

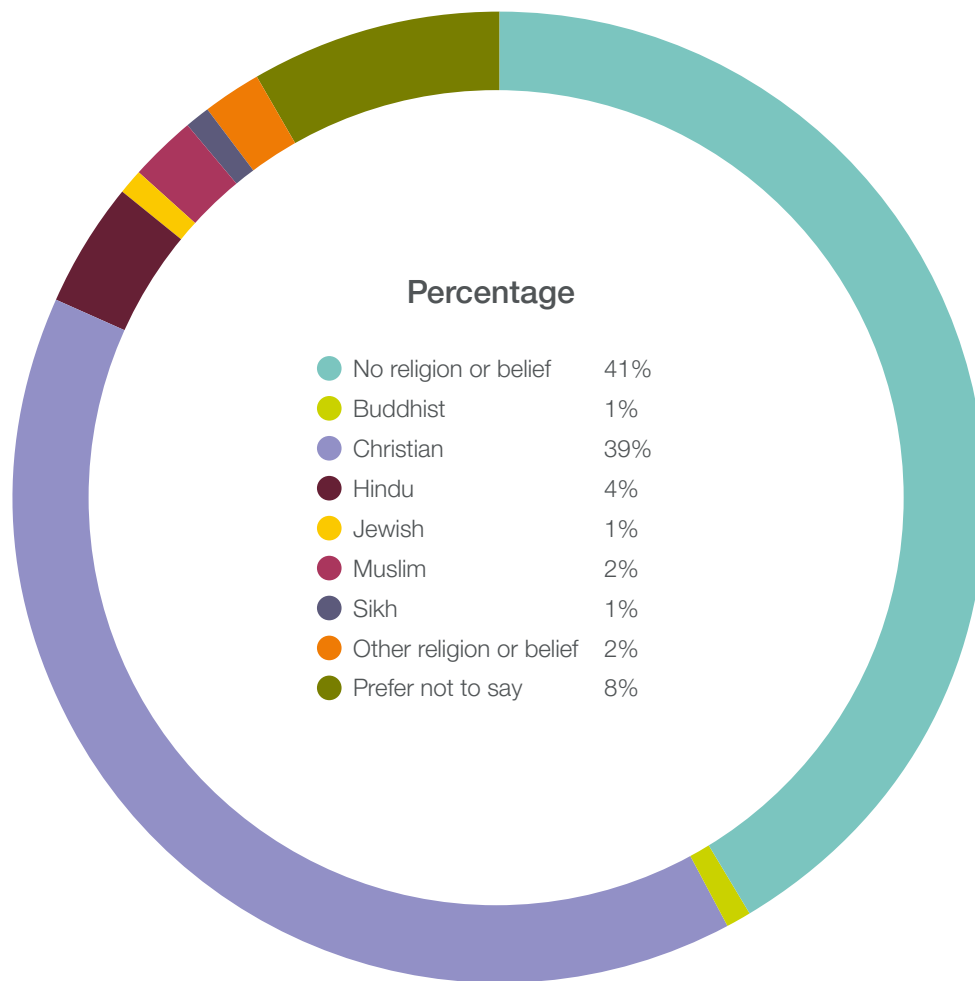


Details by role category:

Percentage	Partner	Associate	Trainee	Business team
Yes	5%	5%	9%	8%
No	92%	93%	87%	89%
Prefer not to say	2%	2%	4%	3%

These figures are based on the 82% of our people in London who have recorded this information.

# Religion



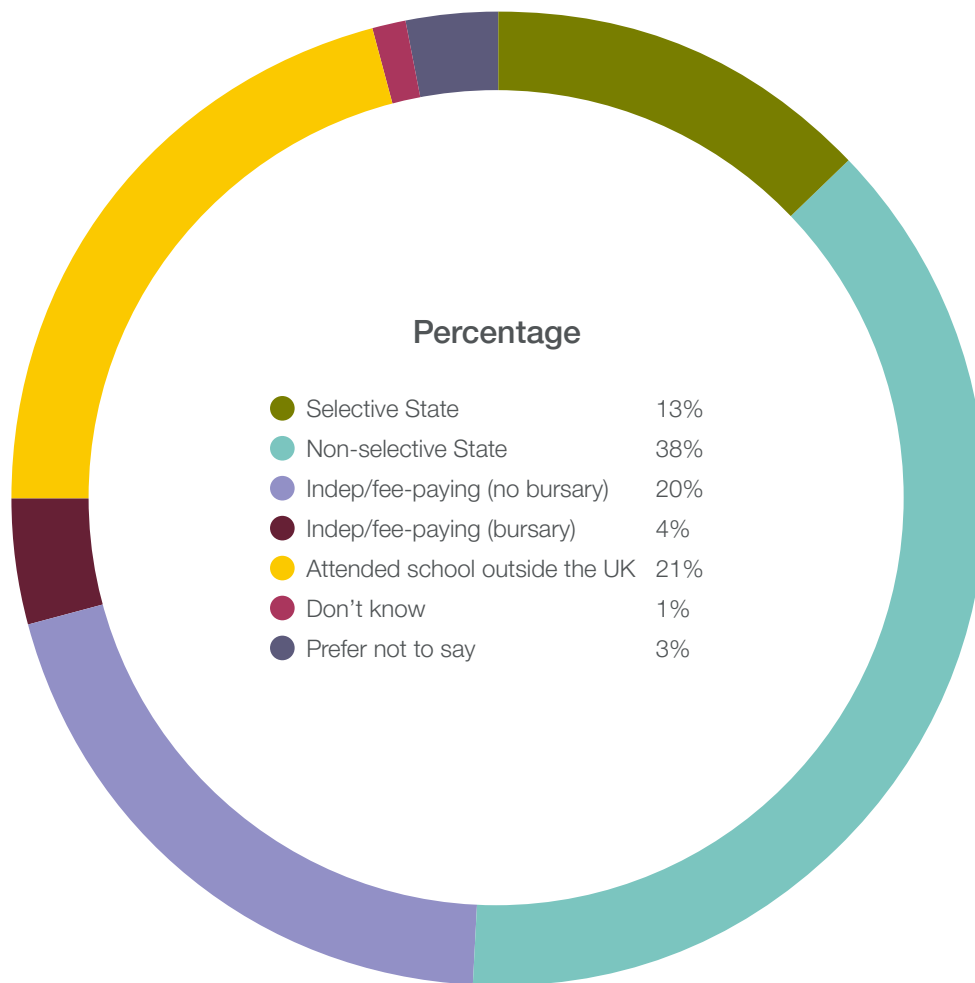


Details by role category:

Percentage	Partner	Associate	Trainee	Business team
No religion or belief	44%	43%	46%	38%
Buddhist	—	0%	2%	1%
Christian	44%	34%	24%	45%
Hindu	—	8%	4%	3%
Jewish	3%	1%	1%	1%
Muslim	2%	1%	5%	2%
Sikh	—	1%	4%	1%
Other religion or belief	3%	2%	2%	2%
Prefer not to say	4%	9%	11%	7%

These figures are based on the 79% of our people in London who have recorded this information.

# State/Fee Paying School

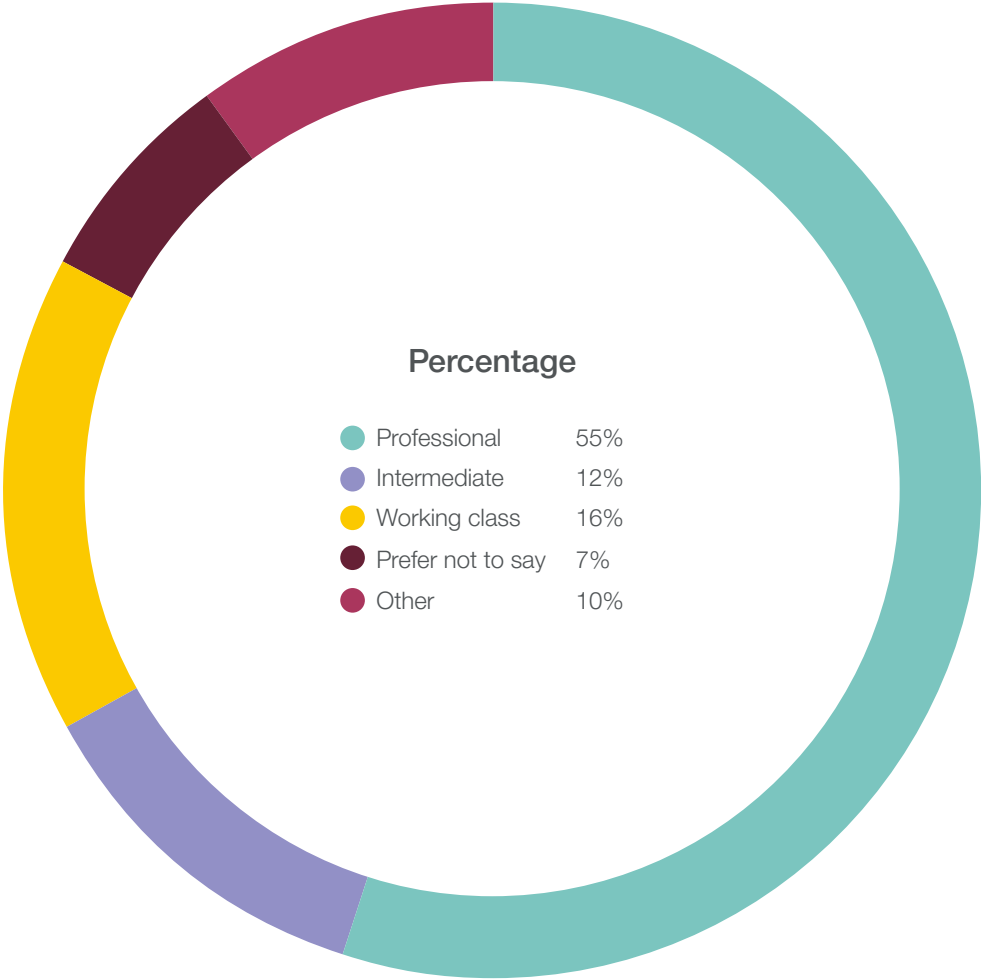


Details by role category:

Percentage	Partner	Associate	Trainee	Business team
Selective State	12%	9%	16%	15%
Non-selective State	26%	23%	25%	51%
Indep/fee-paying (no bursary)	36%	28%	34%	11%
Indep/fee-paying (bursary)	8%	5%	7%	3%
Attended school outside the UK	17%	32%	16%	16%
Don't know	–	–	–	1%
Prefer not to say	2%	3%	2%	4%

These figures are based on the 79% of our people in London who have recorded this information.

# Occupation of the main household earner at the age of 14





Details by role category:

Percentage	Partner	Associate	Trainee	Business team
Professional	58%	69%	69%	43%
Intermediate	15%	8%	6%	15%
Working class	13%	10%	8%	21%
Prefer not to say	6%	7%	9%	7%
Never worked or long-term unemployed	1%	0%	1%	0%
Other	8%	6%	7%	14%

These figures are based on the 63% of our people in London who have recorded this information.

Examples of parental occupations which fall into these categories according to the National Statistics Socio-Economic Classification:

Professional: Teacher, nurse, accountant, solicitor, scientist, police officer

Intermediate: Secretary, call centre agent, nursery nurse, restaurant manager

Working class: Electrician, farm worker, train driver, cleaner, security guard, plumber

# Our networks



A&Out is a network that has been established for A&O partners and staff (regardless of their sexual orientation or gender identity) who are committed to building a workplace culture of openness, respect and inclusion around LGBTQ+ matters. It has a separate allies group and LGBTQ+ women's group.



## Gender Equality Network

Our Gender Equality Network was formed as a platform to discuss issues affecting women at all stages of their career at A&O. GEN is open to everyone at A&O and gives us a forum to share ideas, experiences and perspectives from people at different levels and in different roles across the firm.



## Race & Ethnicity Network

The Race and Ethnicity network was established to focus on the needs of, and issues affecting, ethnic minority people at A&O in London. The group works to support and mentor ethnic minority lawyers and other professionals, to raise awareness and increase understanding of the issues affecting these communities and promote ethnic diversity across the firm. Within the main network there are three core affinity groups:



**South Asian Affinity Group**



**Society of East Asian Lawyers**



**Black Lawyers Affinity Group**



## **Access Ability Network**

AccessAbility is the A&O network which was created to support people with all disabilities – visible and non-visible, carers and allies. We have recently formed a Neurodiversity peer support group.



## **Social Mobility Network**

Our Social Mobility Network was launched in 2023 and is a network of people with an interest in exploring how our varied social and cultural backgrounds impact on who we are and how we interact with our colleagues and clients. It encompasses being socially ‘mobile’ in the widest possible sense without an entrenched definition which includes: moving regions, countries, or social or economic classes and navigating different social, economic and geographic landscapes at all stages of our careers.

We also have a families network and a number of faith groups.

## Global presence

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