

# ALLEN & OVERY

## London Diversity Statistics

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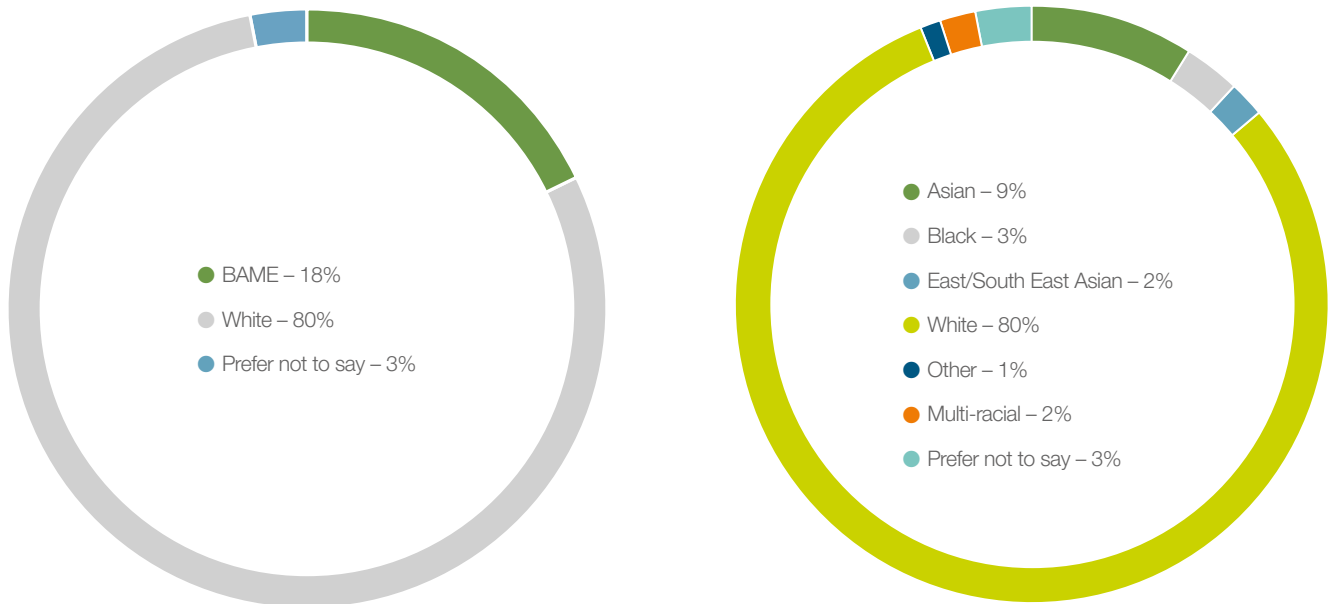
2019





## ETHNICITY

Overall population



Details by role category:

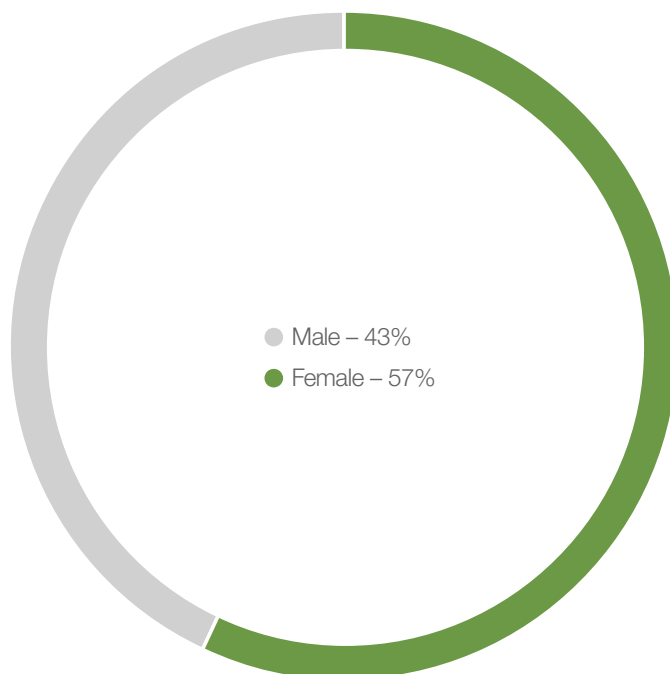
	Partner	Associate	Trainee	Support Staff
BAME	10%	22%	32%	15%
White	87%	75%	67%	83%
Prefer not to say	4%	3%	1%	2%

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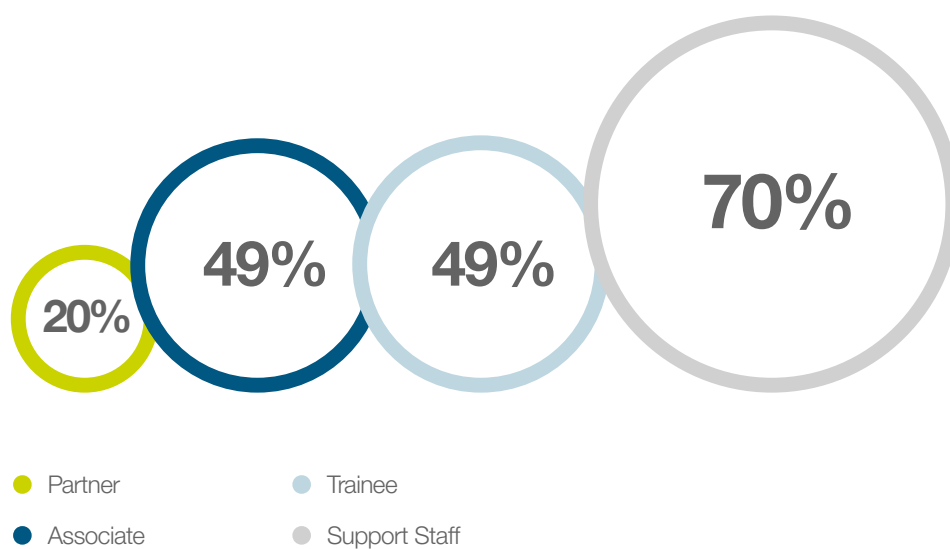
## GENDER

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Overall population

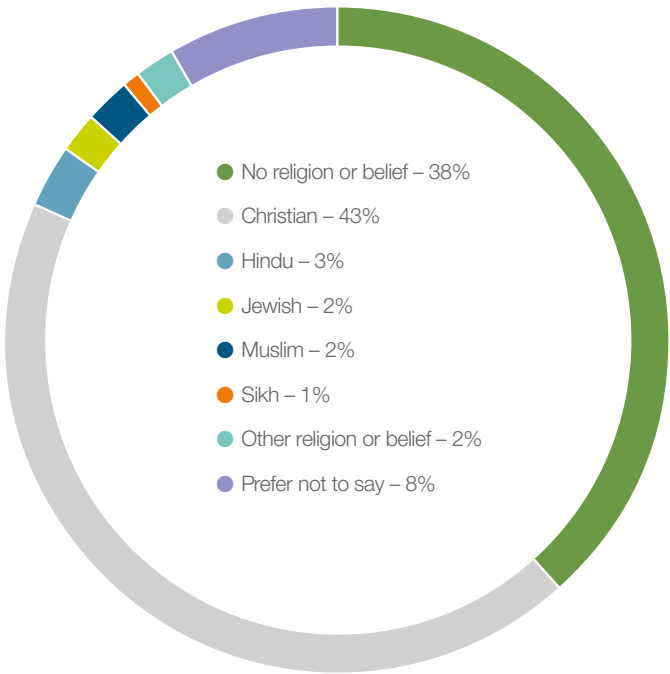


Female



RELIGION

Overall population

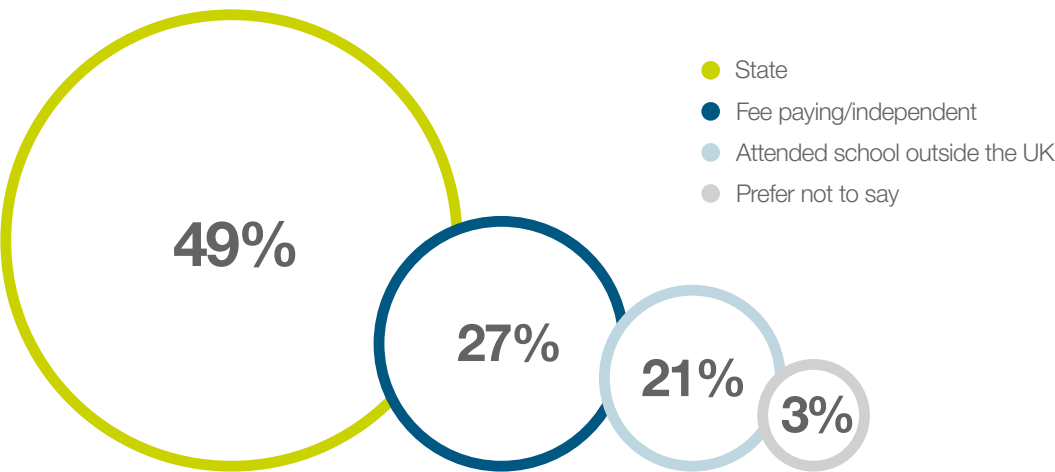


Details by role category:

	Partner	Associate	Trainee	Support Staff
No religion or belief	32%	39%	50%	36%
Buddhist	2%	0%	0%	0%
Christian	55%	38%	34%	47%
Hindu	2%	5%	4%	3%
Jewish	2%	2%	1%	2%
Muslim	3%	1%	3%	2%
Sikh	0%	1%	1%	1%
Other religion or belief	0%	2%	0%	3%
Prefer not to say	5%	11%	7%	7%

EDUCATIONAL BACKGROUND: TYPE OF SCHOOL ATTENDED BETWEEN THE AGES OF 11-18

Summary of total responses:

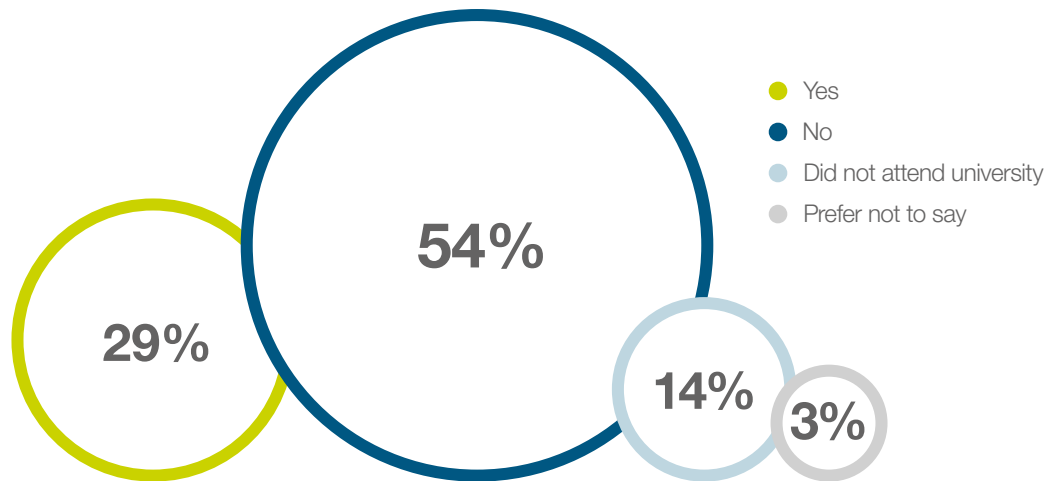


Details by role category:

	Partner	Associate	Trainee	Support Staff
State	30%	32%	49%	64%
Fee paying/independent	46%	35%	30%	19%
Attended school outside the UK	19%	29%	18%	15%
Prefer not to say	4%	3%	3%	2%

## EDUCATIONAL BACKGROUND: FIRST GENERATION OF FAMILY TO ATTEND UNIVERSITY

Summary of total responses:

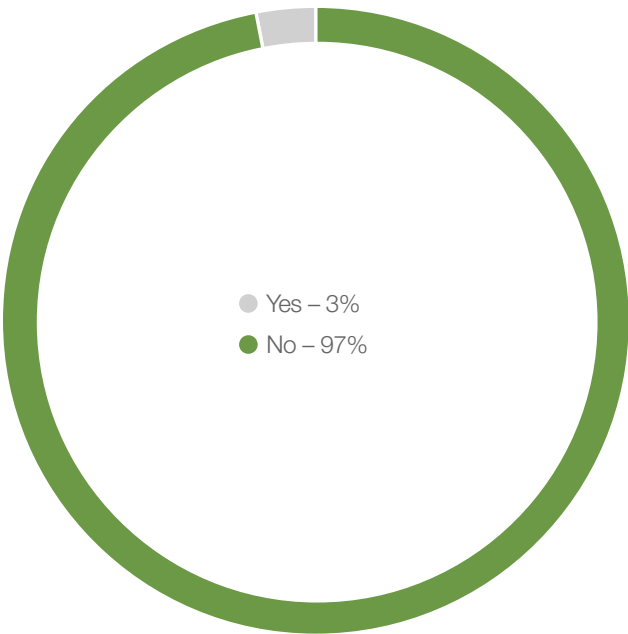


Details by role category:

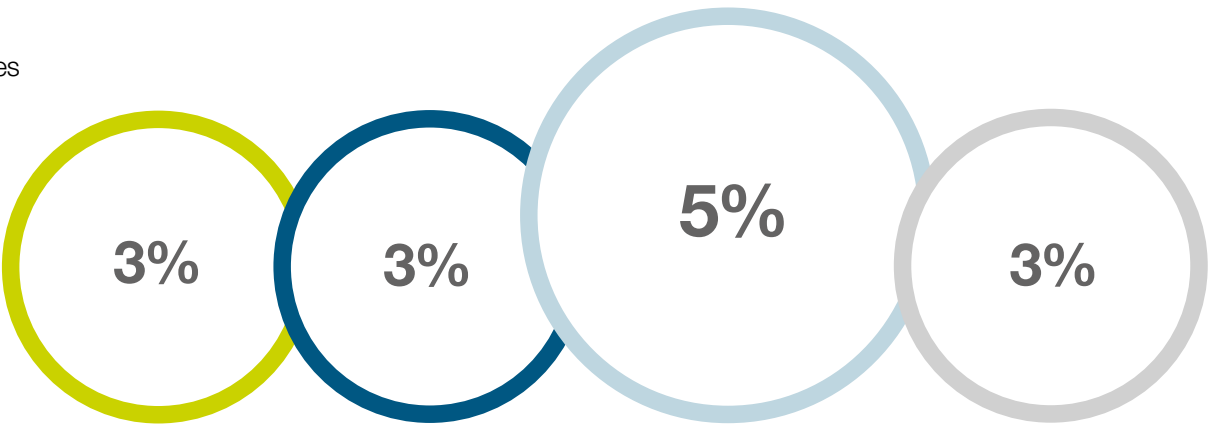
	Yes	No	Prefer not to say	Did not attend university
Partner	33%	64%	3%	0%
Associate	27%	70%	3%	0%
Trainee	24%	74%	2%	0%
Support Staff	30%	36%	3%	31%

DISABILITY

Overall population



Yes

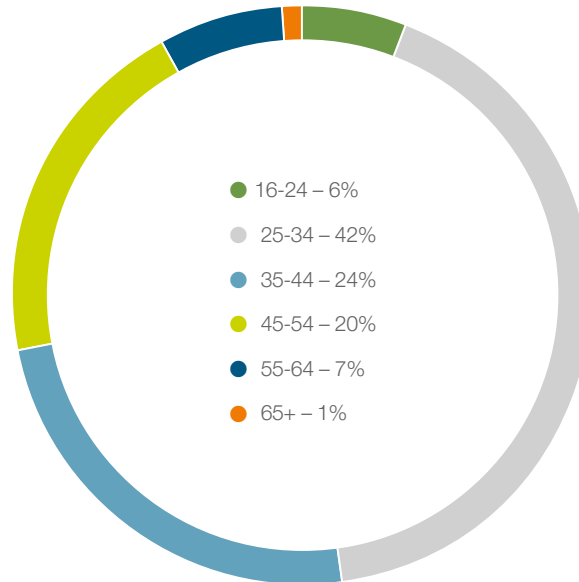


- Partner
- Associate
- Trainee
- Support Staff

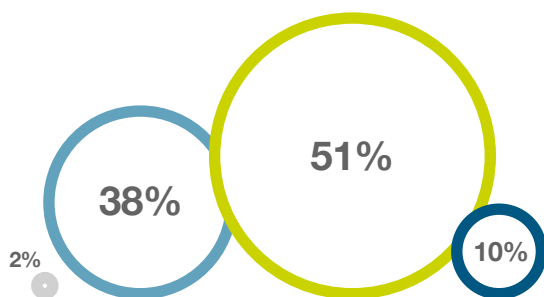


## AGE

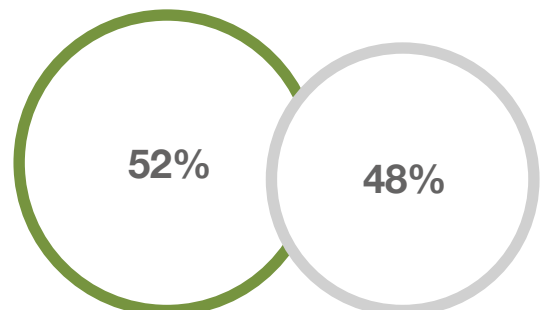
Overall population



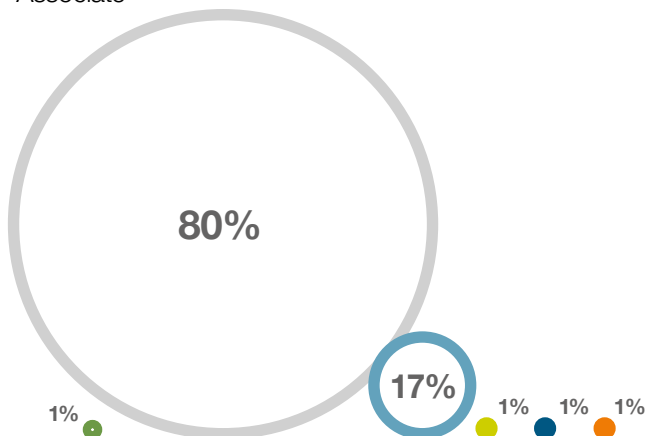
Partner



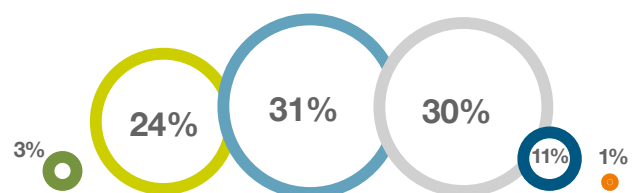
Trainee



Associate

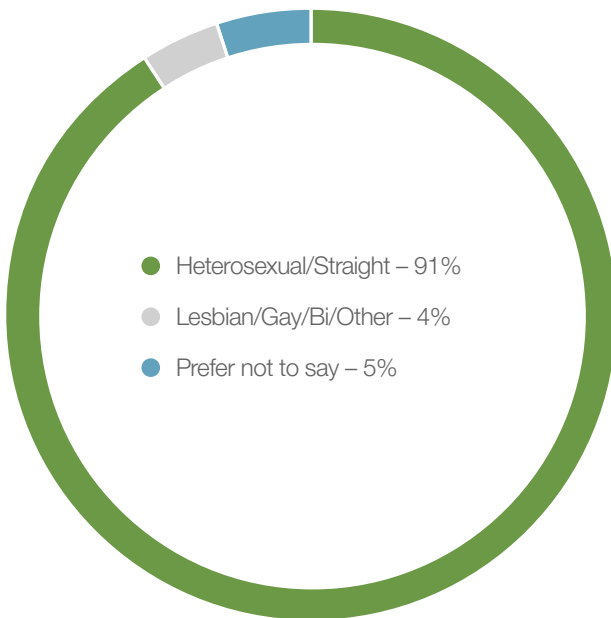


Support Staff

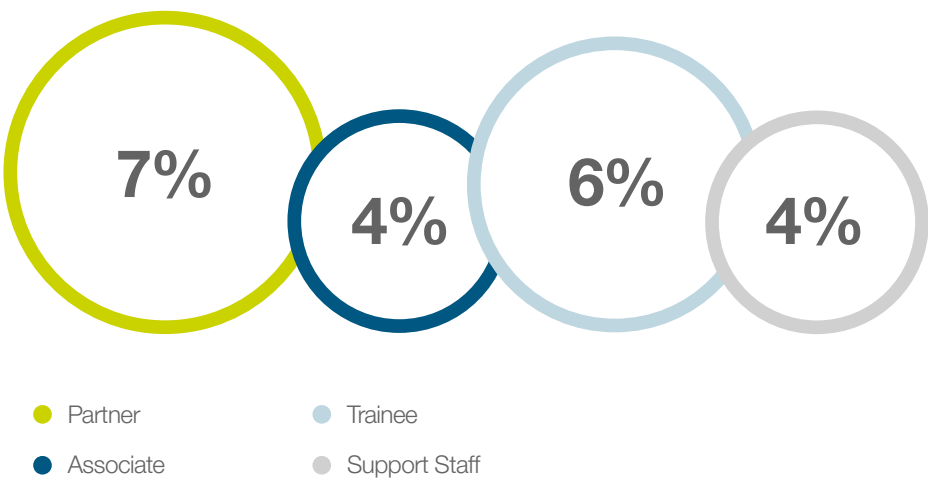


SEXUAL ORIENTATION

Overall population



Lesbian/Gay/Bi/Other





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 LGBT+ matters.



*Top Global Employer 2019*

Stonewall



*Top UK Employer 2019*

Stonewall



*Global Diversity Champion*

Stonewall



The A&O WiN group was formed as a platform to discuss (and help to address) issues affecting women at all stages of their career at A&O.

WiN is open to men and women 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 @ A&O*



The A&O BAME network, Race & Ethnicity @ A&O, was established to focus on the needs of, and issues affecting, Black, Asian, and minority ethnic people at A&O in London.

The network has been set up to support and mentor lawyers and other professionals; to raise awareness and increase understanding across the firm and generally encourage and help recruit and retain diverse talent.





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Bangkok	Dubai	Johannesburg	Perth	Warsaw
Barcelona	Düsseldorf	London	Prague	Washington, D.C.
Beijing	Frankfurt	Luxembourg	Rome	Yangon
Belfast	Hamburg	Madrid	São Paulo	
Bratislava	Hanoi	Milan	Seoul	
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