London Diversity Statistics

2019
ETHNICITY

Overall population

Details by role category:

<table>
<thead>
<tr>
<th></th>
<th>Partner</th>
<th>Associate</th>
<th>Trainee</th>
<th>Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>BAME</td>
<td>10%</td>
<td>22%</td>
<td>32%</td>
<td>15%</td>
</tr>
<tr>
<td>White</td>
<td>87%</td>
<td>75%</td>
<td>67%</td>
<td>83%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4%</td>
<td>3%</td>
<td>1%</td>
<td>2%</td>
</tr>
</tbody>
</table>
GENDER

Overall population

- Male – 43%
- Female – 57%

Female

- Partner: 20%
- Associate: 49%
- Trainee: 49%
- Support Staff: 70%
Overall population

- No religion or belief – 38%
- Christian – 43%
- Hindu – 3%
- Jewish – 2%
- Muslim – 2%
- Sikh – 1%
- Other religion or belief – 2%
- Prefer not to say – 8%

Details by role category:

<table>
<thead>
<tr>
<th></th>
<th>Partner</th>
<th>Associate</th>
<th>Trainee</th>
<th>Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>No religion or belief</td>
<td>32%</td>
<td>39%</td>
<td>50%</td>
<td>36%</td>
</tr>
<tr>
<td>Buddhist</td>
<td>2%</td>
<td>0%</td>
<td>0%</td>
<td>0%</td>
</tr>
<tr>
<td>Christian</td>
<td>55%</td>
<td>38%</td>
<td>34%</td>
<td>47%</td>
</tr>
<tr>
<td>Hindu</td>
<td>2%</td>
<td>5%</td>
<td>4%</td>
<td>3%</td>
</tr>
<tr>
<td>Jewish</td>
<td>2%</td>
<td>2%</td>
<td>1%</td>
<td>2%</td>
</tr>
<tr>
<td>Muslim</td>
<td>3%</td>
<td>1%</td>
<td>3%</td>
<td>2%</td>
</tr>
<tr>
<td>Sikh</td>
<td>0%</td>
<td>1%</td>
<td>1%</td>
<td>1%</td>
</tr>
<tr>
<td>Other religion or belief</td>
<td>0%</td>
<td>2%</td>
<td>0%</td>
<td>3%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>5%</td>
<td>11%</td>
<td>7%</td>
<td>7%</td>
</tr>
</tbody>
</table>
EDUCATIONAL BACKGROUND: TYPE OF SCHOOL ATTENDED BETWEEN THE AGES OF 11-18

Summary of total responses:

- State: 49%
- Fee paying/independent: 27%
- Attended school outside the UK: 21%
- Prefer not to say: 3%

Details by role category:

<table>
<thead>
<tr>
<th>Category</th>
<th>Partner</th>
<th>Associate</th>
<th>Trainee</th>
<th>Support Staff</th>
</tr>
</thead>
<tbody>
<tr>
<td>State</td>
<td>30%</td>
<td>32%</td>
<td>49%</td>
<td>64%</td>
</tr>
<tr>
<td>Fee paying/independent</td>
<td>46%</td>
<td>35%</td>
<td>30%</td>
<td>19%</td>
</tr>
<tr>
<td>Attended school outside the UK</td>
<td>19%</td>
<td>29%</td>
<td>18%</td>
<td>15%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4%</td>
<td>3%</td>
<td>3%</td>
<td>2%</td>
</tr>
</tbody>
</table>
EDUCATIONAL BACKGROUND: FIRST GENERATION OF FAMILY TO ATTEND UNIVERSITY

Summary of total responses:

- Yes: 54%
- No: 29%
- Did not attend university: 14%
- Prefer not to say: 3%

Details by role category:

<table>
<thead>
<tr>
<th>Role</th>
<th>Yes</th>
<th>No</th>
<th>Prefer not to say</th>
<th>Did not attend university</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>33%</td>
<td>64%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Associate</td>
<td>27%</td>
<td>70%</td>
<td>3%</td>
<td>0%</td>
</tr>
<tr>
<td>Trainee</td>
<td>24%</td>
<td>74%</td>
<td>2%</td>
<td>0%</td>
</tr>
<tr>
<td>Support Staff</td>
<td>30%</td>
<td>36%</td>
<td>3%</td>
<td>31%</td>
</tr>
</tbody>
</table>
DISABILITY

Overall population

- Yes: 3%
- No: 97%

Yes

- Partner: 3%
- Associate: 3%
- Trainee: 5%
- Support Staff: 3%

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AGE

Overall population

- 16-24: 6%
- 25-34: 42%
- 35-44: 24%
- 45-54: 20%
- 55-64: 7%
- 65+: 1%

Partner

- 38%
- 51%
- 10%

Trainee

- 52%
- 48%

Associate

- 80%

Support Staff

- 24%
- 31%
- 30%
- 1%
SEXUAL ORIENTATION

Overall population

- Heterosexual/Straight – 91%
- Lesbian/Gay/Bi/Other – 4%
- Prefer not to say – 5%

Lesbian/Gay/Bi/Other

- Partner – 7%
- Associate – 4%
- Trainee – 6%
- Support Staff – 4%
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.
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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<table>
<thead>
<tr>
<th>City</th>
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<th>City</th>
<th>City</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abu Dhabi</td>
<td>Bucharest (associated office)</td>
<td>Hong Kong</td>
<td>Munich</td>
<td>Singapore</td>
<td></td>
</tr>
<tr>
<td>Amsterdam</td>
<td>Budapest</td>
<td>Istanbul</td>
<td>New York</td>
<td>Sydney</td>
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<tr>
<td>Antwerp</td>
<td>Casablanca</td>
<td>Jakarta (associated office)</td>
<td>Paris</td>
<td>Tokyo</td>
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<tr>
<td>Bangkok</td>
<td>Dubai</td>
<td>Johannesburg</td>
<td>Perth</td>
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<tr>
<td>Barcelona</td>
<td>Düsseldorf</td>
<td>London</td>
<td>Prague</td>
<td>Washington, D.C.</td>
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<tr>
<td>Beijing</td>
<td>Frankfurt</td>
<td>Luxembourg</td>
<td>Rome</td>
<td>Yangon</td>
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<tr>
<td>Belfast</td>
<td>Hamburg</td>
<td>Madrid</td>
<td>São Paulo</td>
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<tr>
<td>Bratislava</td>
<td>Hanoi</td>
<td>Milan</td>
<td>Seoul</td>
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<tr>
<td>Brussels</td>
<td>Ho Chi Minh City</td>
<td>Moscow</td>
<td>Shanghai</td>
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</tbody>
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