



ALLEN & OVERY

London diversity statistics

2020

London diversity statistics

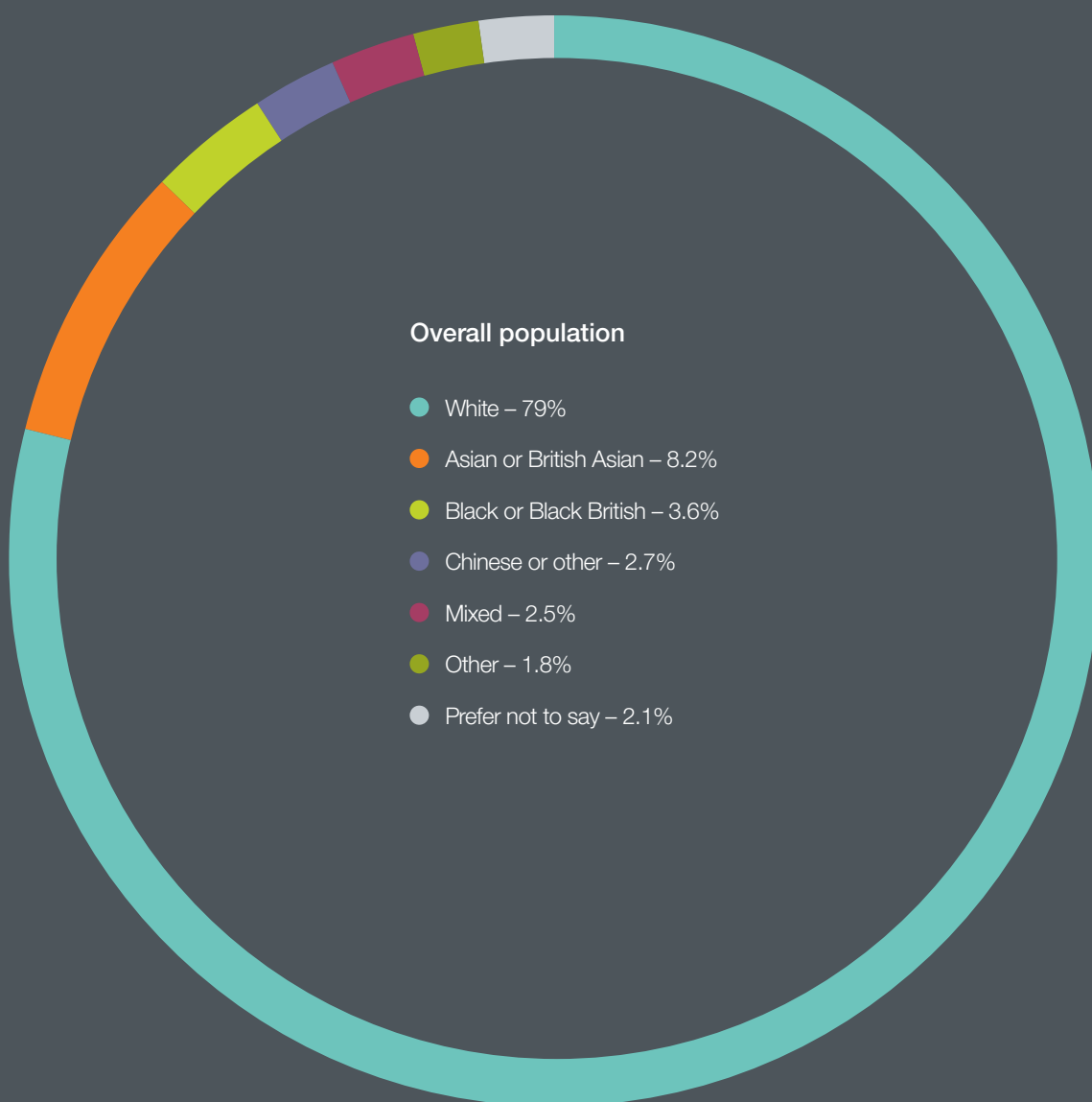
This report details a snapshot of the diversity of our London population at 1 May 2020 from our London office.

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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 | Support includes all professional support staff and non-lawyers.

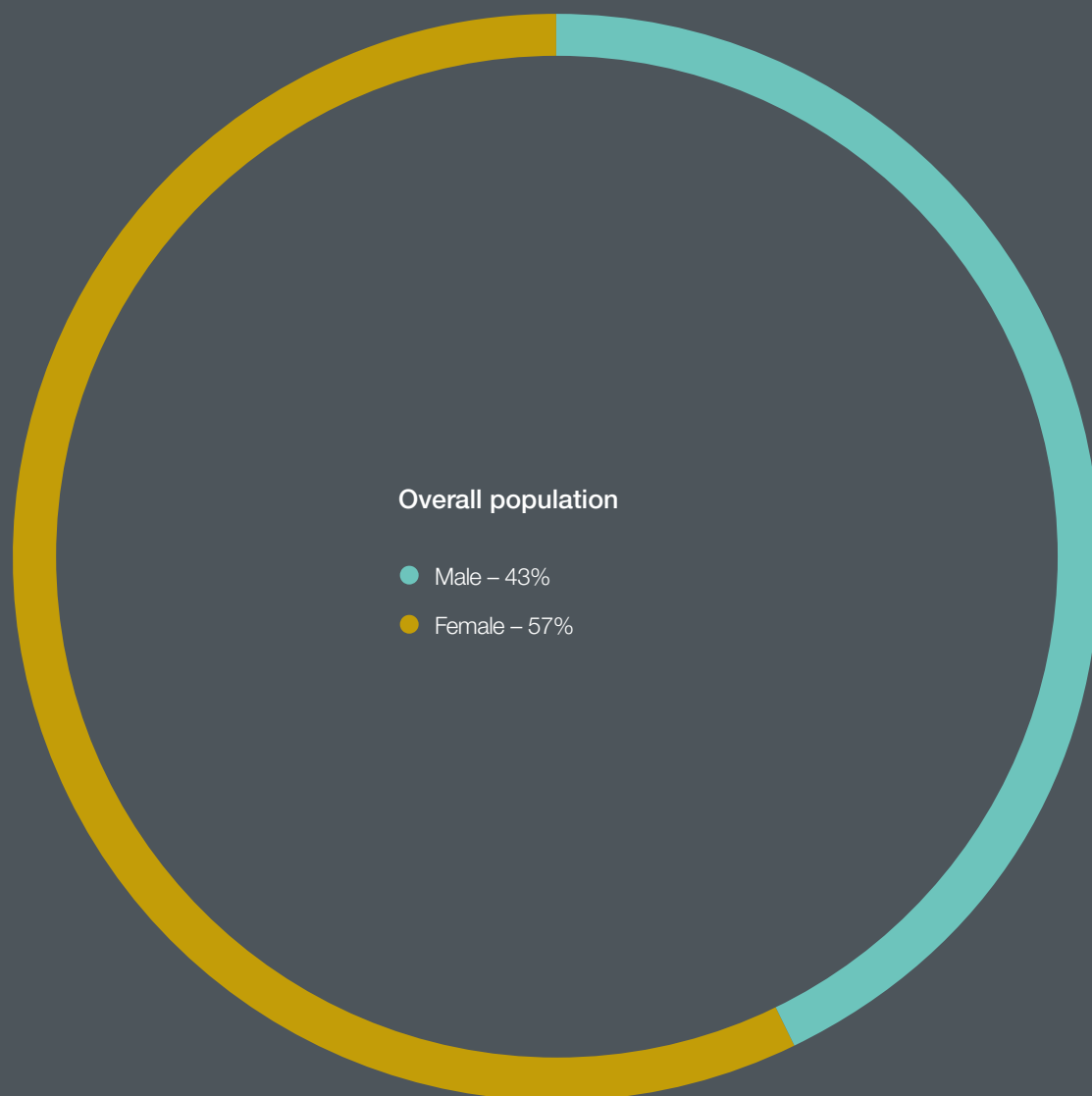
Race and Ethnicity



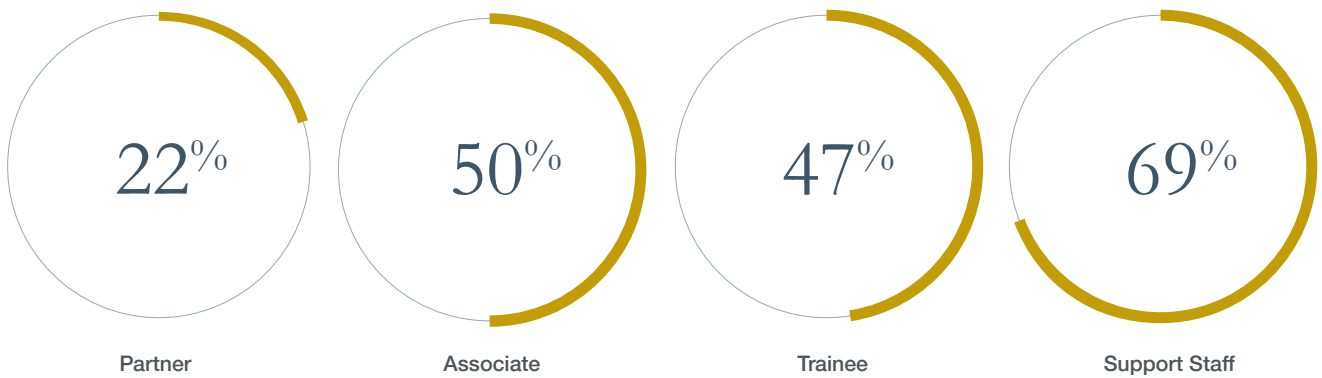
Details by role category:

	White	Ethnic Minority	Ethnic Minority Breakdown					Prefer not to say
			Asian or British Asian	Black or Black British	Chinese or other	Mixed	Other	
Partner	87.7%	9.1%	5.9%	0.0%	0.5%	0.5%	2.1%	3.2%
Associate	74.7%	22.2%	10.2%	2.7%	4.4%	3.6%	1.3%	2.5%
Trainee	68.8%	31.1%	10.7%	2.5%	9.6%	5.1%	3.1%	0.6%
Support Staff	81.8%	16.4%	6.8%	5.0%	1.0%	1.8%	1.7%	1.8%

Gender



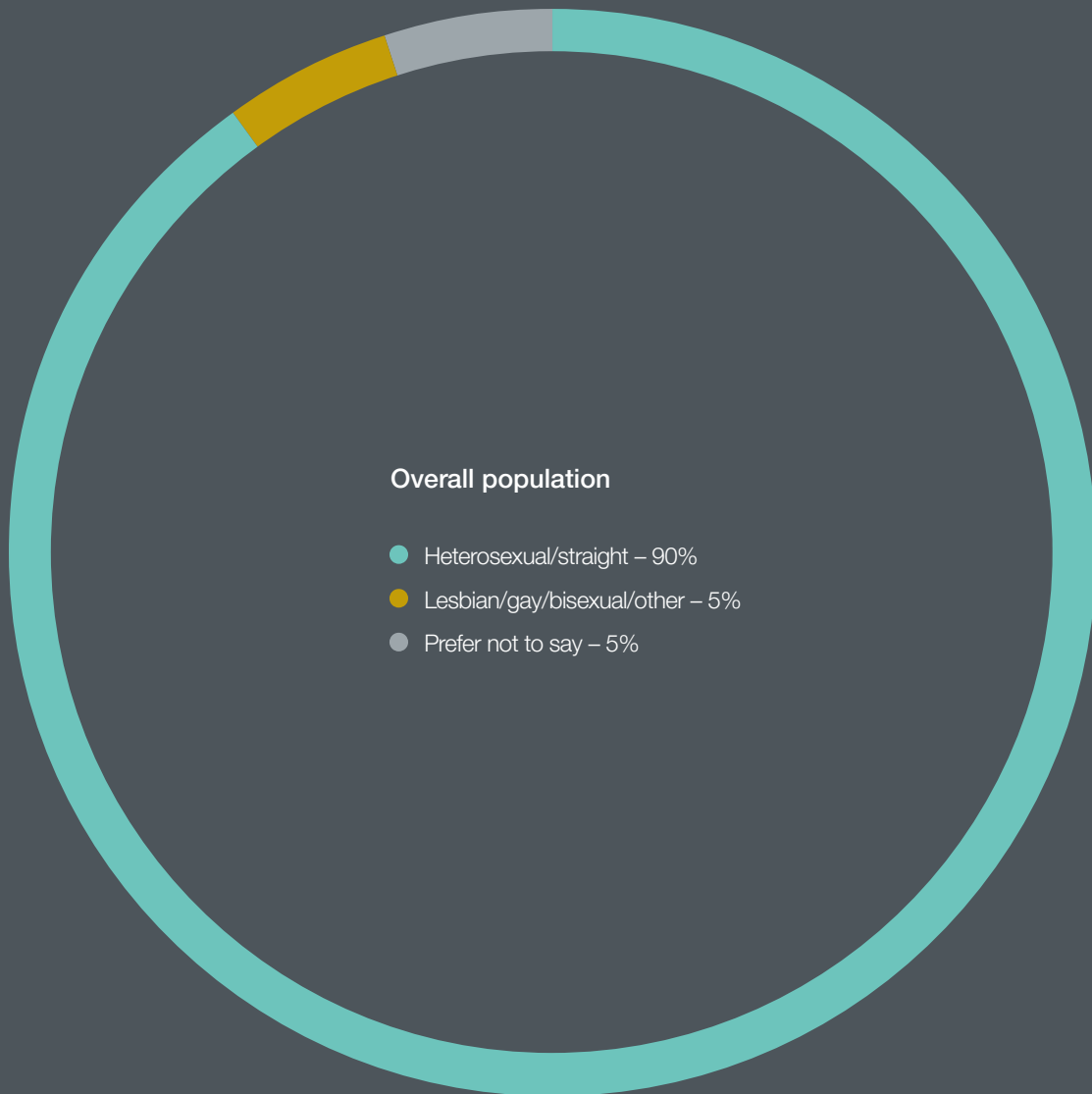
Female



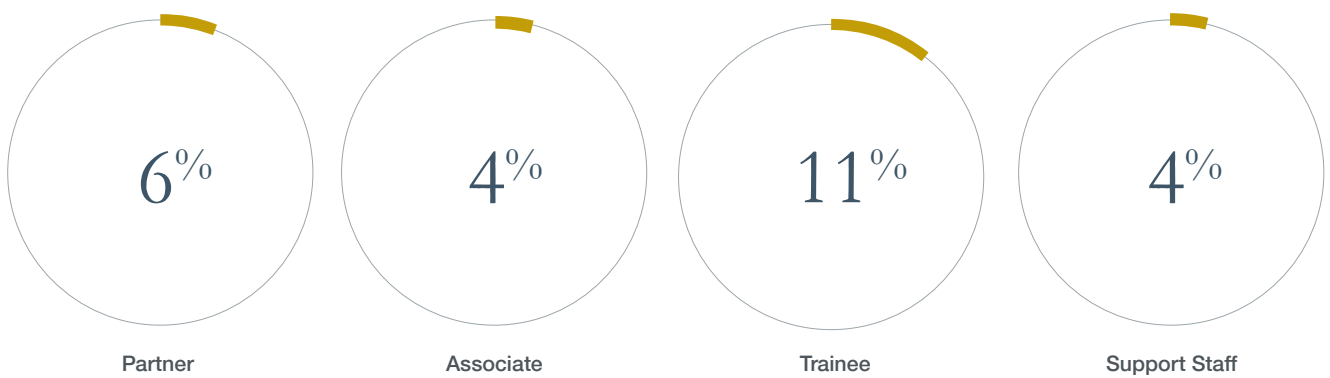
Details by role category:

	Partner	Associate	Trainee	Support Staff
Female	22%	50%	47%	69%
Male	78%	50%	53%	31%

Sexual orientation



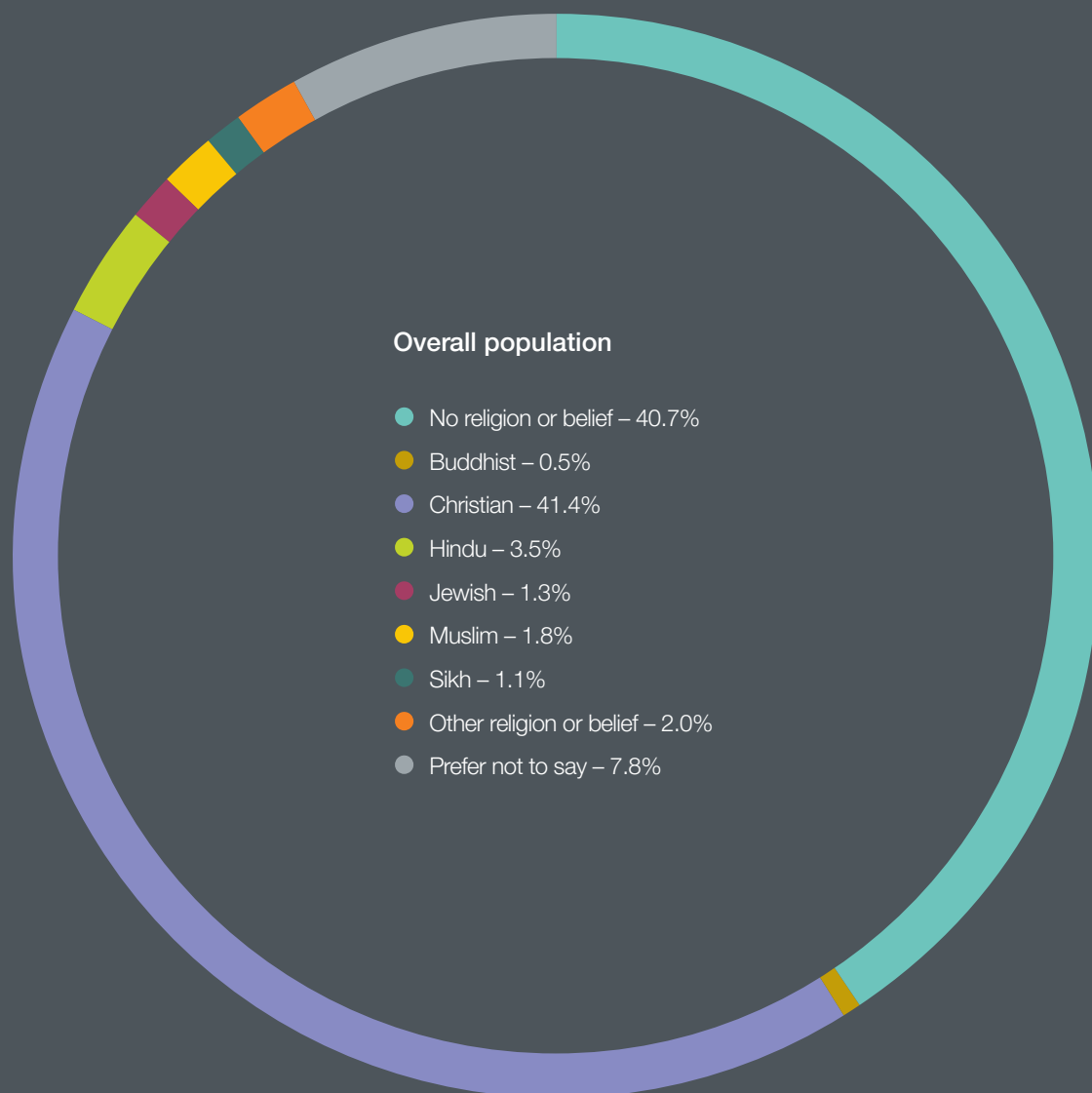
Lesbian/gay/bi/other



Details by role category:

	Partner	Associate	Trainee	Support Staff
Heterosexual/straight	89%	89%	81%	93%
Lesbian/gay/bisexual/other	6%	4%	11%	4%
Prefer not to say	5%	7%	8%	3%

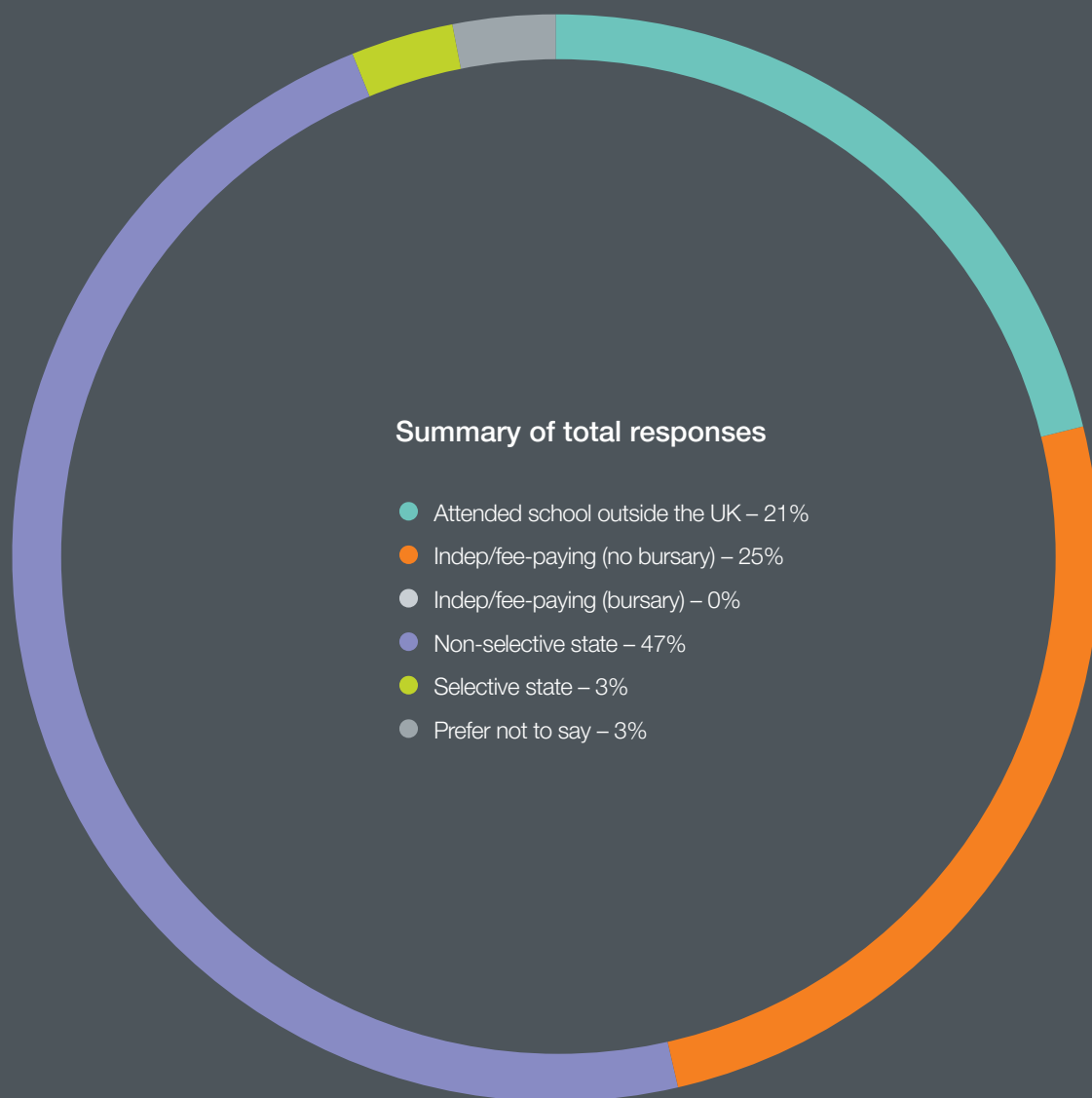
Religion



Details by role category:

	Partner	Associate	Trainee	Support Staff
No religion or belief	31.9%	45.1%	52.6%	36.3%
Buddhist	1.4%	0.2%	1.8%	0.3%
Christian	55.1%	34.7%	29.8%	46.7%
Hindu	1.4%	4.6%	3.5%	2.9%
Jewish	4.3%	1.4%	0.9%	1%
Muslim	1.4%	1.4%	3.5%	1.8%
Sikh	–	1.2%	0.9%	1.1%
Other religion or belief	–	1.6%	–	2.9%
Prefer not to say	4.3%	9.7%	7%	6.9%

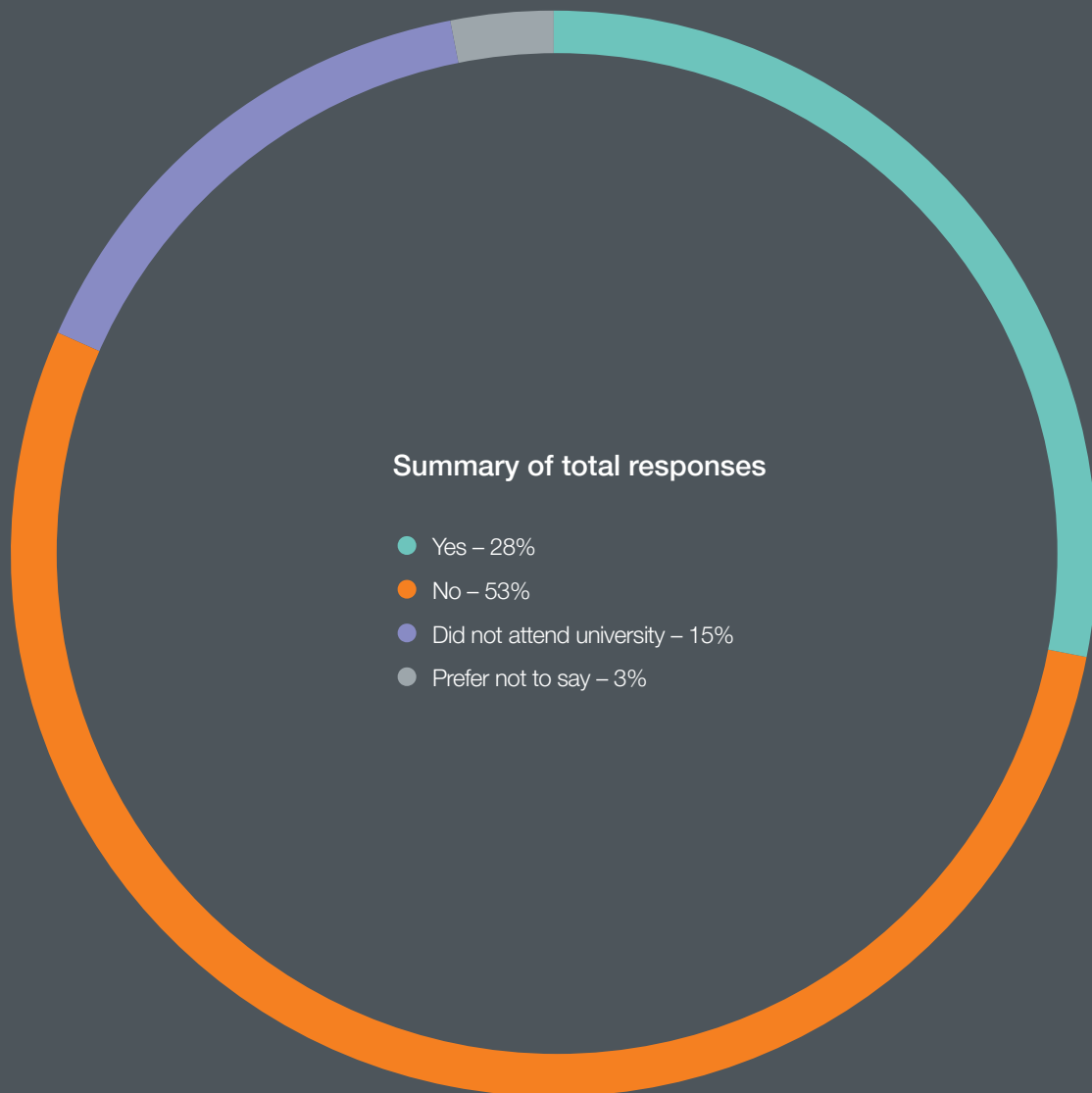
State/fee paying school



Details by role category:

	Partner	Associate	Trainee	Support Staff
Attended school outside the UK	19%	28%	21%	15%
Indep/fee-paying (bursary)	3%	–	–	–
Indep/fee-paying (no bursary)	44%	35%	28%	15%
Non-selective state	29%	32%	41%	62%
Selective state	–	2%	4%	4%
Prefer not to say	4%	3%	5%	3%

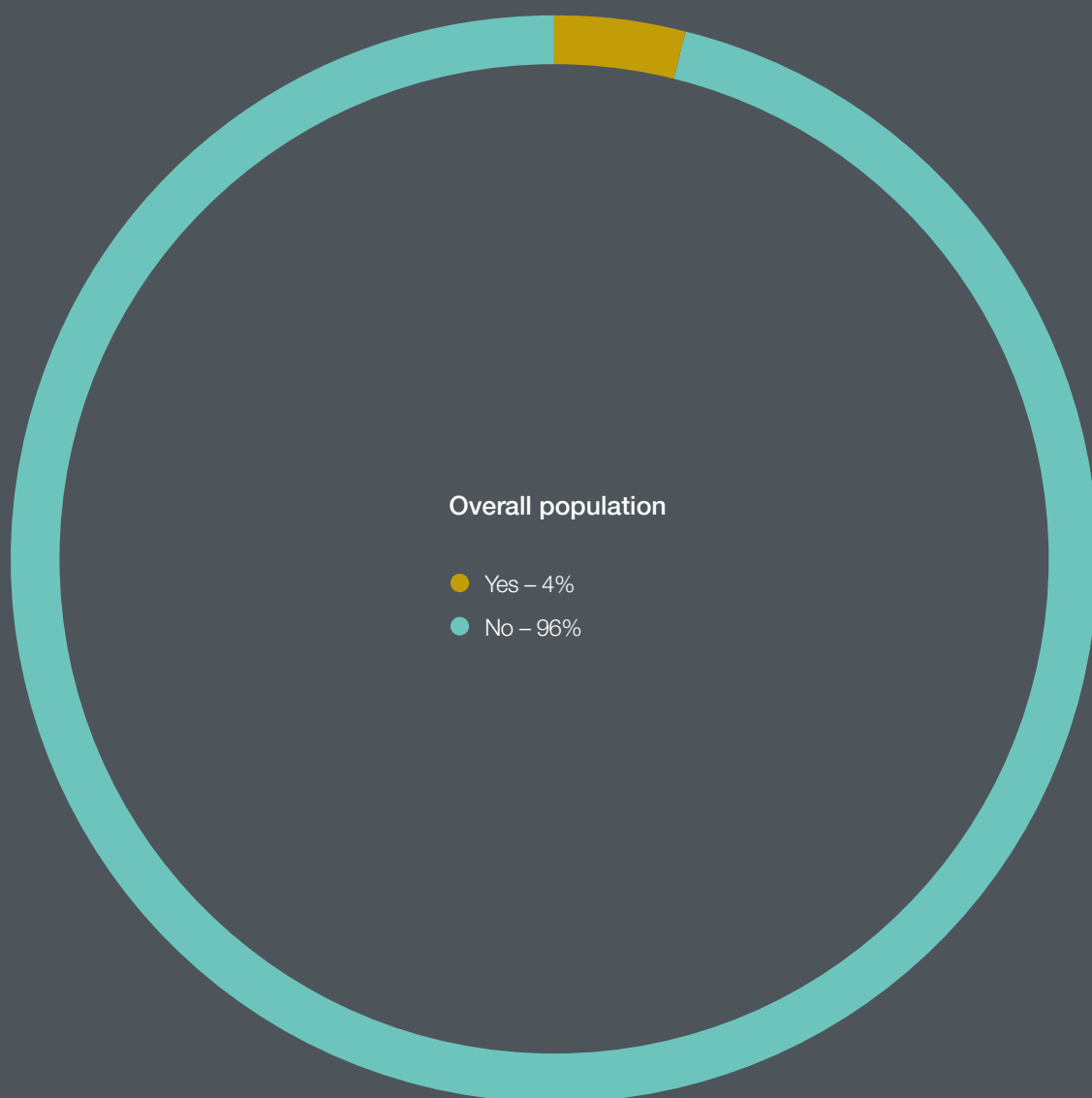
First generation university attendee



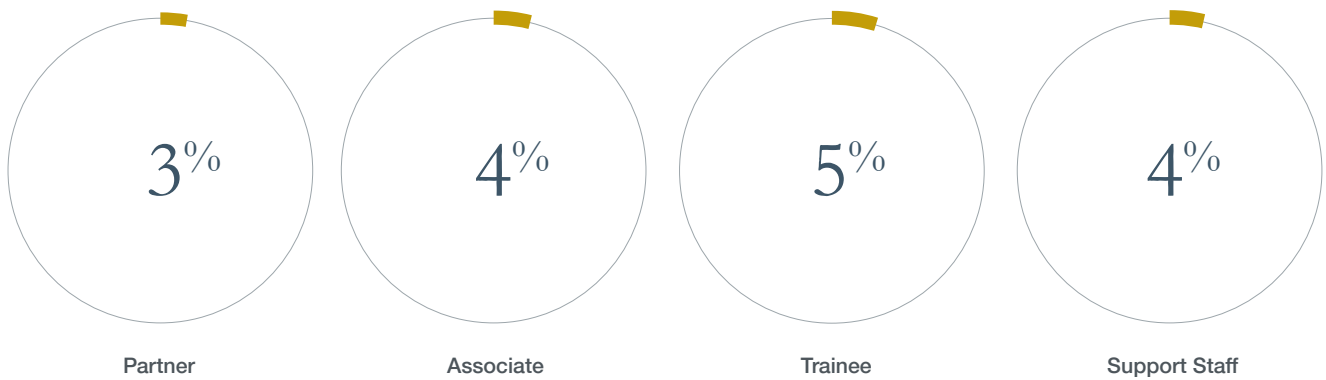
Details by role category:

	Partner	Associate	Trainee	Support Staff
Yes	32%	25%	29%	30%
No	65%	72%	66%	35%
Did not attend university	–	–	–	32%
Prefer not to say	3%	3%	5%	3%

Disability



Yes



Details by role category:

	Partner	Associate	Trainee	Support Staff
Yes	3%	4%	5%	4%
No	97%	96%	95%	96%

Age



Details by role category:

	Partner	Associate	Trainee	Support Staff
16-24	–	1%	44%	3%
25-34	1%	79%	56%	23%
35-44	38%	17%	1%	30%
45-54	49%	2%	–	29%
55-64	12%	1%	–	13%
65+	1%	1%	–	1%

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 LGBT+ matters.



Top Global Employer 2019

Stonewall



Top UK Employer 2020

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 at A&O

Race & Ethnicity at A&O was established to focus on the needs of, and issues affecting, black, Asian and other minority ethnic people at A&O in London.

The network has been set up: to support and mentor ethnic minority lawyers and other professionals; to raise awareness and increase understanding across the firm; and to encourage and facilitate initiatives for professional development to promote ethnic diversity within A&O.

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