Linklaters

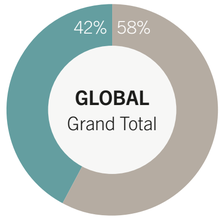
Diversity Statistics: 2023



Global Diversity Statistics 2023 – Gender

Global

	Female	Male
Partner	25%	75%
Associate	50%	50%
Junior Associate	59%	41%
Other	57%	43%
Business Teams	65%	35%
Secretary	97%	3%
Grand Total	58%	42%



Asia

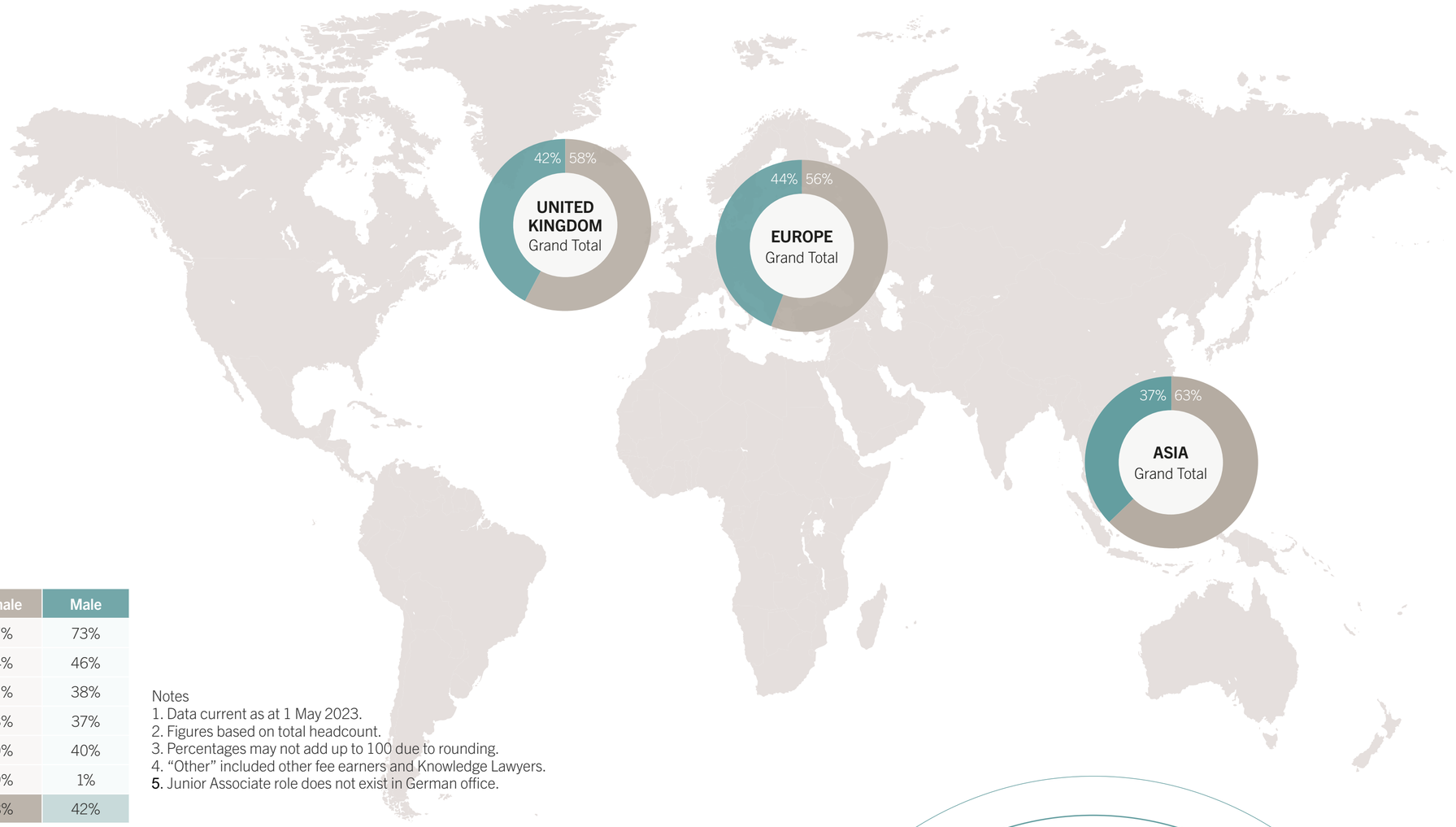
	Female	Male
Partner	33%	67%
Associate	54%	46%
Junior Associate	62%	38%
Other	61%	39%
Business Teams	72%	28%
Secretary	99%	1%
Grand Total	63%	37%

Europe

	Female	Male
Partner	21%	79%
Associate	44%	56%
Junior Associate	55%	45%
Other	54%	46%
Business Teams	68%	32%
Secretary	95%	5%
Grand Total	56%	44%

United Kingdom

	Female	Male
Partner	27%	73%
Associate	54%	46%
Junior Associate	62%	38%
Other	63%	37%
Business Teams	60%	40%
Secretary	99%	1%
Grand Total	58%	42%

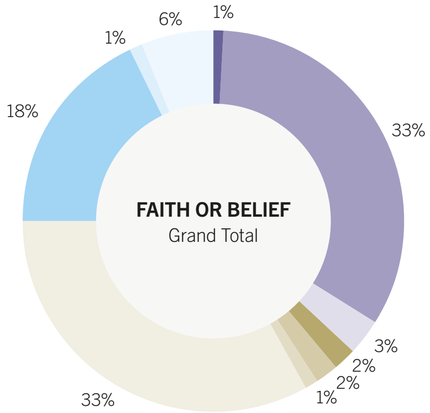


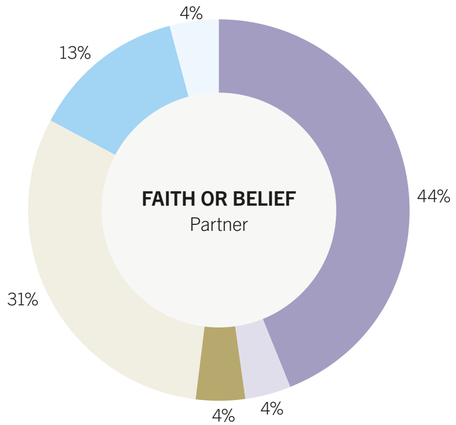
Notes
1. Data current as at 1 May 2023.
2. Figures based on total headcount.
3. Percentages may not add up to 100 due to rounding.
4. “Other” included other fee earners and Knowledge Lawyers.
5. Junior Associate role does not exist in German office.

UK 2023 Diversity Statistics

Faith or belief

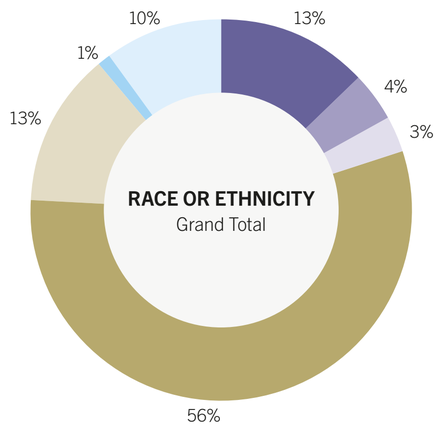
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	No religion	Other	Do not wish to disclose	No answer
Partner	0%	44%	4%	4%	0%	0%	31%	0%	4%	13%
Associate	1%	27%	4%	2%	2%	1%	32%	1%	8%	23%
Junior Associate	2%	16%	4%	1%	5%	2%	26%	0%	7%	38%
Other	2%	39%	2%	2%	2%	0%	29%	2%	5%	19%
Business Teams	1%	36%	3%	1%	2%	2%	39%	2%	5%	11%
Secretary	0%	53%	0%	1%	1%	1%	32%	1%	5%	7%
Grand Total	1%	33%	3%	2%	2%	1%	33%	1%	6%	18%

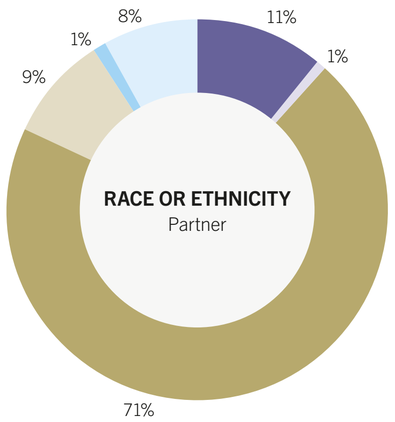




Race or ethnicity

	Asian	Black	Mixed	White	Other	Do not wish to disclose	No answer
Partner	11%	0%	1%	71%	1%	8%	9%
Associate	16%	3%	4%	45%	2%	11%	18%
Junior Associate	25%	10%	6%	32%	4%	7%	16%
Other	8%	2%	2%	64%	1%	11%	11%
Business Teams	9%	6%	3%	65%	1%	9%	8%
Secretary	3%	3%	3%	76%	0%	10%	6%
Grand Total	13%	4%	3%	56%	1%	10%	13%

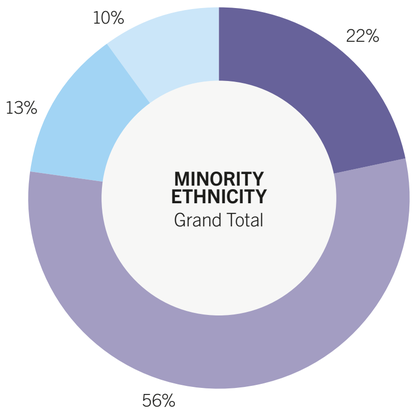


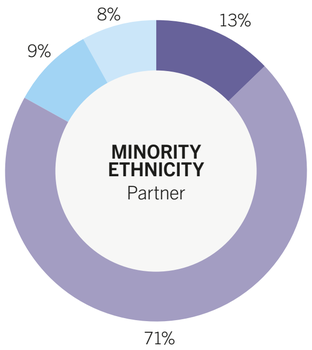


UK 2023 Diversity Statistics

Minority ethnicity

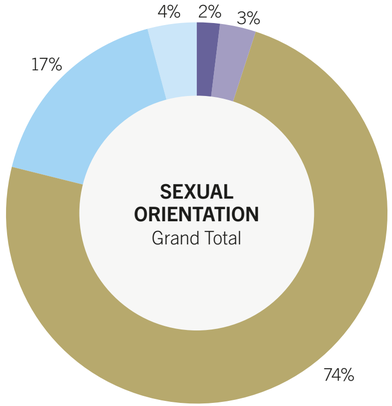
	Minority Ethnicity	Majority Ethnicity	Do not wish to disclose	No answer
Partner	13%	71%	8%	9%
Associate	26%	45%	11%	18%
Junior Associate	46%	32%	7%	16%
Other	13%	64%	11%	11%
Business Teams	18%	65%	9%	8%
Secretary	9%	76%	10%	6%
Grand Total	22%	56%	10%	13%

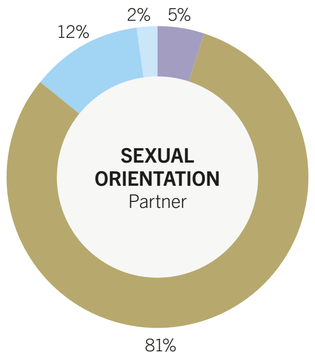




Sexual orientation

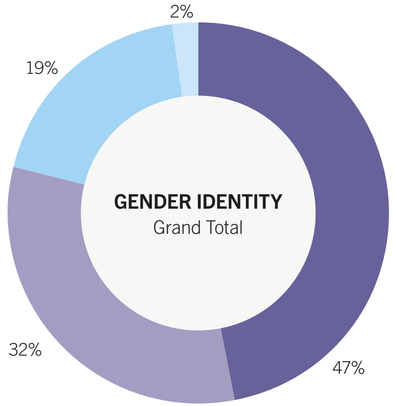
	Bi/and or pan	Gay/ lesbian	Heterosexual/ straight	Other	Do not wish to disclose	No answer
Partner	0%	5%	81%	0%	2%	12%
Associate	1%	3%	70%	1%	5%	20%
Junior Associate	6%	2%	52%	0%	7%	33%
Other	2%	4%	70%	0%	5%	20%
Business Teams	2%	2%	81%	0%	4%	11%
Secretary	0%	1%	90%	1%	3%	6%
Grand Total	2%	3%	74%	0%	4%	17%

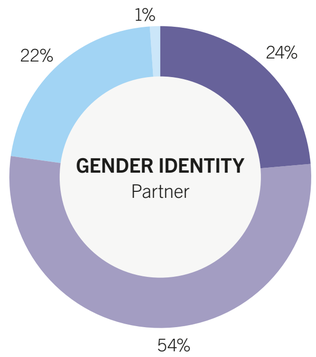




Gender identity

	Female	Male	Non-binary	Queer	Other	Do not wish to disclose	No answer
Partner	24%	54%	0%	0%	0%	1%	22%
Associate	41%	34%	0%	0%	0%	2%	23%
Junior Associate	46%	25%	0%	0%	0%	1%	28%
Other	48%	25%	0%	0%	0%	3%	24%
Business Teams	53%	33%	0%	0%	0%	2%	12%
Secretary	83%	1%	0%	0%	0%	2%	14%
Grand Total	47%	32%	0%	0%	0%	2%	19%

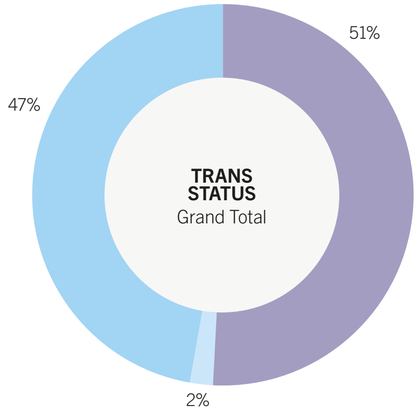


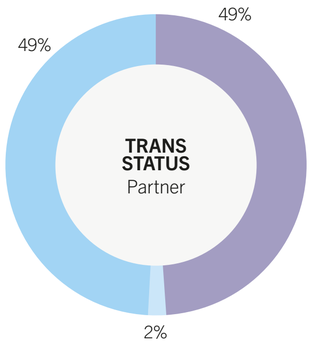


UK 2023 Diversity Statistics

Trans Status

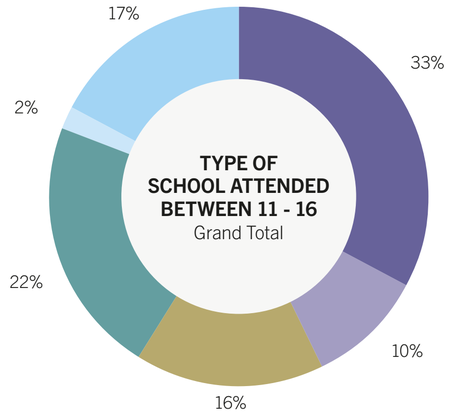
	Yes	No	Do not wish to disclose	No answer
Partner	0%	49%	2%	49%
Associate	0%	47%	3%	51%
Junior Associate	0%	42%	1%	58%
Other	0%	44%	3%	53%
Business Teams	0%	56%	2%	42%
Secretary	0%	60%	1%	38%
Grand Total	0%	51%	2%	47%

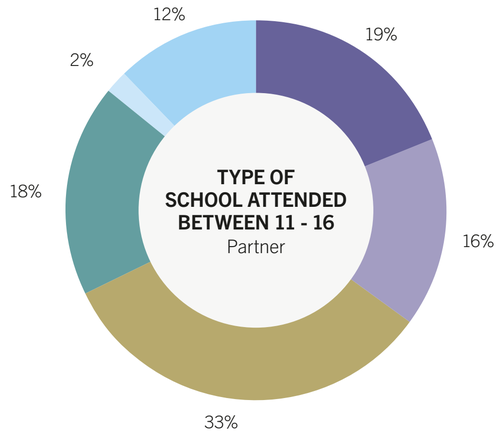




Social mobility – Type of school attended between 11-16

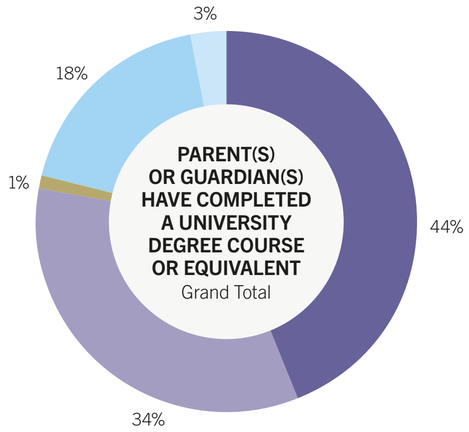
	A state-run or state-funded comprehensive	A state-run or state-funded school selective on the basis of academics eg Grammar	Independent/fee-paying school	Independent/fee-paying school, where I received a bursary covering 90% or more of my tuition	Attended a school outside of the UK	I don't know	Do not wish to disclose	No answer
Partner	19%	16%	33%	0%	18%	0%	2%	12%
Associate	17%	8%	23%	0%	33%	0%	2%	18%
Junior Associate	20%	6%	11%	0%	32%	0%	2%	29%
Other	30%	14%	19%	0%	18%	0%	3%	16%
Business Teams	50%	10%	9%	1%	15%	0%	2%	14%
Secretary	67%	12%	3%	0%	4%	1%	3%	11%
Grand Total	33%	10%	16%	0%	22%	0%	2%	17%

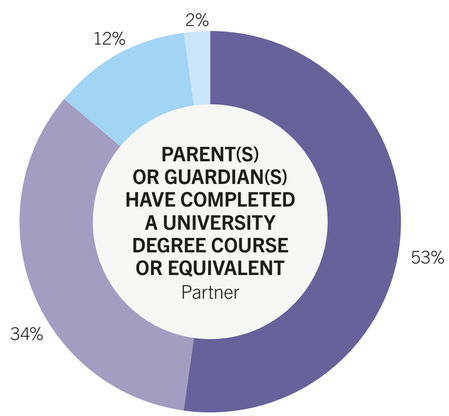




Social mobility – Parent(s) or guardian(s) have completed a university degree course or equivalent

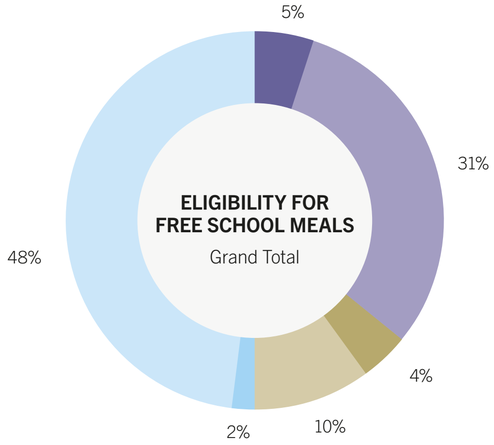
	Yes, one or both of my parents attended university	No, neither of my parents attended university	I don't know	Do not wish to disclose	No answer
Partner	53%	34%	0%	2%	12%
Associate	59%	20%	0%	3%	18%
Junior Associate	49%	20%	0%	2%	29%
Other	44%	34%	1%	5%	16%
Business Teams	32%	48%	1%	3%	16%
Secretary	12%	60%	1%	6%	21%
Grand Total	44%	34%	1%	3%	18%

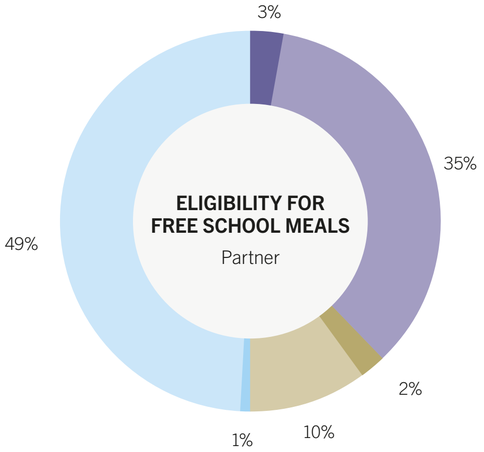




Social mobility – Eligibility for free school meals

	Yes	No	I dont know	Not applicable	Do not wish to disclose	No answer
Partner	3%	35%	2%	10%	1%	49%
Associate	3%	27%	3%	15%	2%	51%
Junior Associate	5%	19%	3%	13%	1%	58%
Other	2%	30%	2%	9%	5%	52%
Business Teams	7%	38%	5%	6%	2%	42%
Secretary	10%	38%	3%	6%	4%	39%
Grand Total	5%	31%	4%	10%	2%	48%



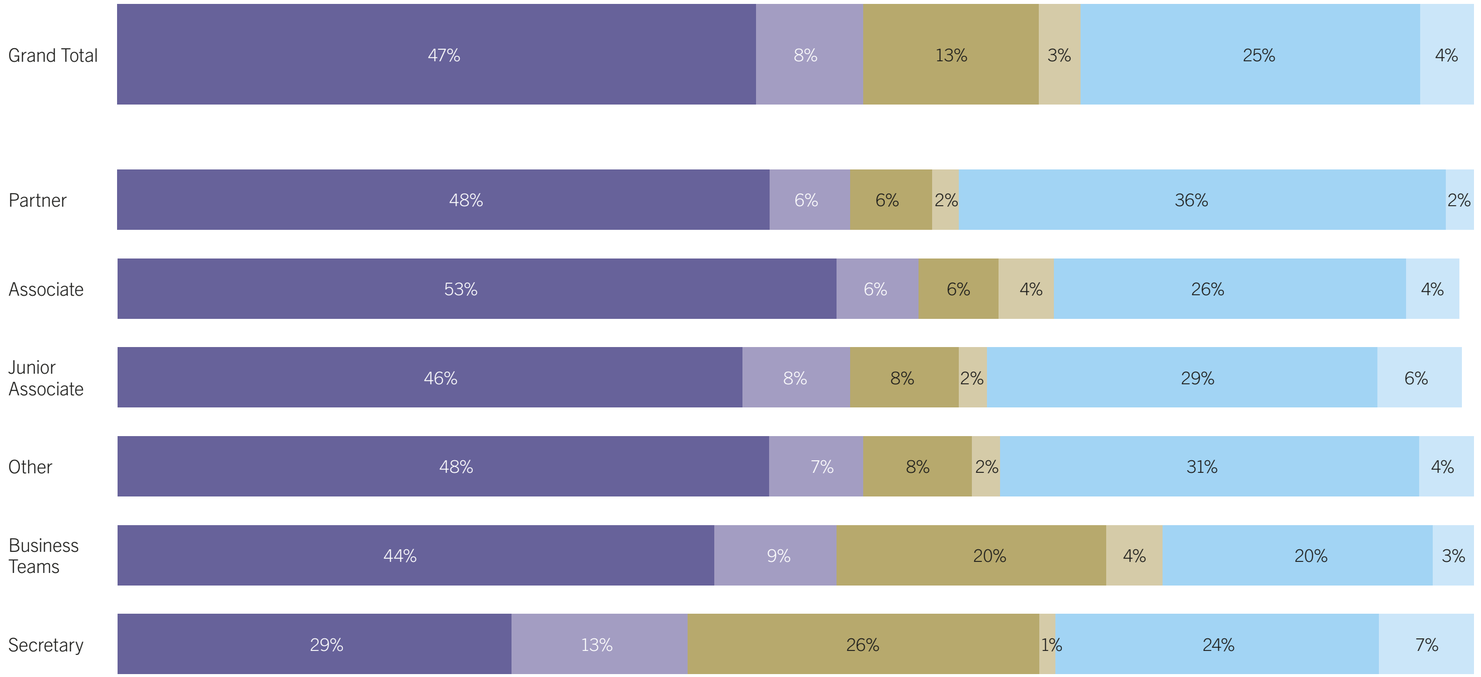


UK 2023 Diversity Statistics

Social mobility – Socio-economic background (based on parental occupation)

	Professional	Intermediate	Lower Socio-Economic Background	N/A	Do not wish to disclose	No answer
Partner	48%	6%	6%	2%	2%	36%
Associate	53%	6%	6%	4%	4%	26%
Junior Associate	46%	8%	8%	2%	6%	29%
Other	48%	7%	8%	2%	4%	31%
Business Teams	44%	9%	20%	4%	3%	20%
Secretary	29%	13%	26%	1%	7%	24%
Grand Total	47%	8%	13%	3%	4%	25%

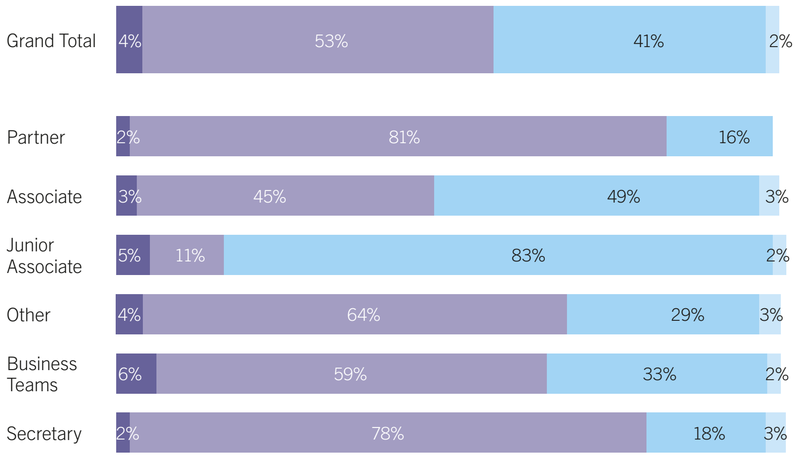
Notes
1. Data current as of 1 May 2023.
2. "Other" included other fee earners and Knowledge Lawyers.
3. Percentages may not add up to 100 due to rounding.
4. Categories for determining socio-economic background based on parental occupation question based on Social mobility Commission Guidance – November 2020.



UK 2023 Diversity Statistics

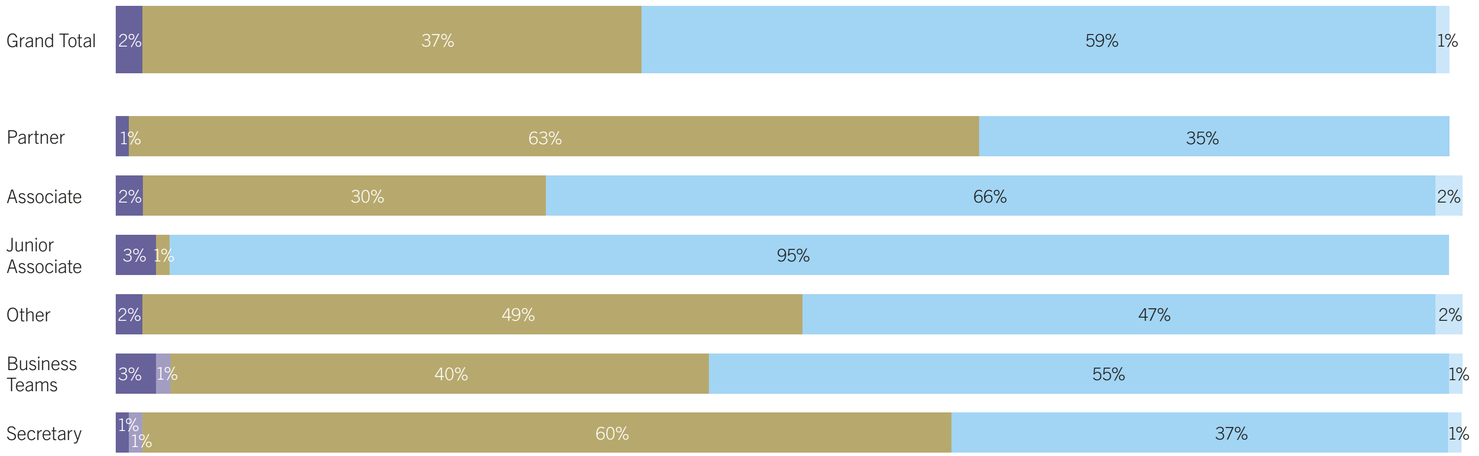
Disability

	Yes, I have a disability	No, I don't have a disability	Do not wish to disclose	No answer
Partner	2%	81%	0%	16%
Associate	3%	45%	3%	49%
Junior Associate	5%	11%	2%	83%
Other	4%	64%	3%	29%
Business Teams	6%	59%	2%	33%
Secretary	2%	78%	3%	18%
Grand Total	4%	53%	2%	41%



Disability level

	Day-to-day activities limited a little by a disability or health condition	Day-to-day activities limited a lot by a disability or health condition	Day-to-day activities not limited by a disability or health condition	Do not wish to disclose	No answer
Partner	1%	0%	63%	0%	35%
Associate	2%	0%	30%	2%	66%
Junior Associate	3%	0%	1%	0%	95%
Other	2%	0%	49%	2%	47%
Business Teams	3%	1%	40%	1%	55%
Secretary	1%	1%	60%	1%	37%
Grand Total	2%	0%	37%	1%	59%



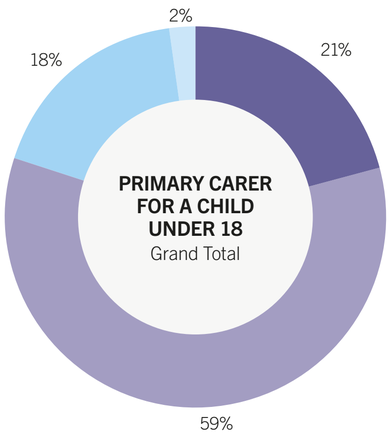
UK 2023 Diversity Statistics

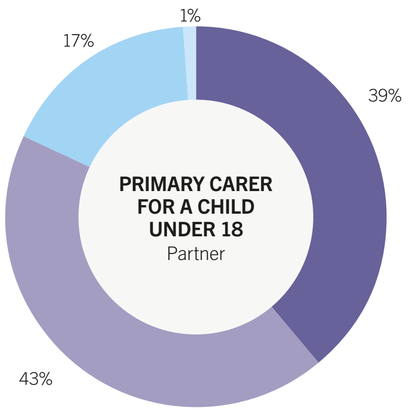
Primary carer for a child under 18

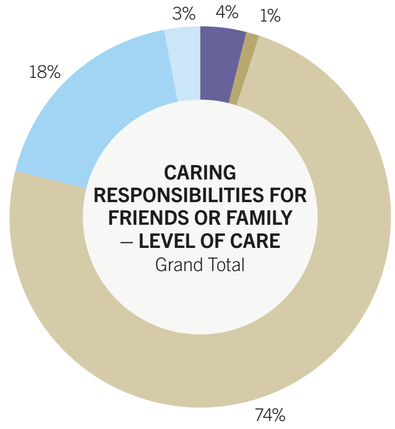
	Yes	No	Do not wish to disclose	No answer
Partner	39%	43%	1%	17%
Associate	10%	69%	2%	19%
Junior Associate	1%	69%	1%	29%
Other	30%	51%	3%	16%
Business Teams	30%	54%	1%	15%
Secretary	33%	51%	3%	13%
Grand Total	21%	59%	2%	18%

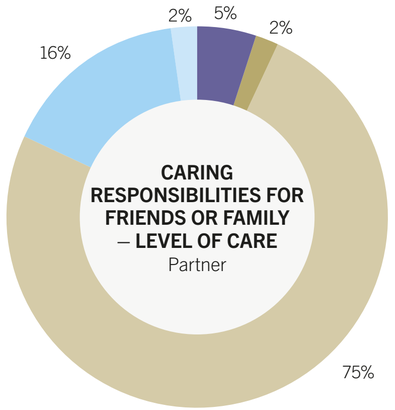
Caring responsibilities for friends or family – Level of care

	1-19 hours a week	20-49 hours a week	50 or more hours a week	No	Do not wish to disclose	No answer
Partner	5%	0%	2%	75%	2%	16%
Associate	2%	0%	0%	75%	3%	19%
Junior Associate	2%	0%	0%	66%	2%	29%
Other	3%	1%	0%	75%	5%	17%
Business Teams	6%	0%	1%	75%	2%	15%
Secretary	3%	3%	3%	74%	3%	13%
Grand Total	4%	0%	1%	74%	3%	18%









UK Trainee Recruitment 2022/2023

Disability

Successful training contract applicants	#	% of total population
No I don't have a disability	74	80%
Yes I have a disability	10	11%
Do not wish to disclose	9	10%
Grand Total	93	100%

Ethnicity

Successful training contract applicants	#	% of total population
White	39	37%
Asian	35	33%
Black	12	11%
Mixed	12	11%
Other ethnic group	3	3%
Do not wish to disclose	5	5%
Grand Total	106	100%

Ethnicity (excluding African, Australasian and Indian Clerks)

Successful training contract applicants	#	% of total population
White	34	37%
Asian	30	32%
Black	9	10%
Mixed	12	13%
Other ethnic group	3	3%
Do not wish to disclose	5	5%
Grand Total	93	100%

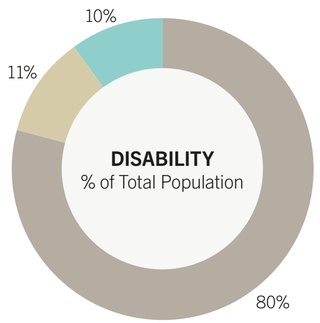
Faith or belief

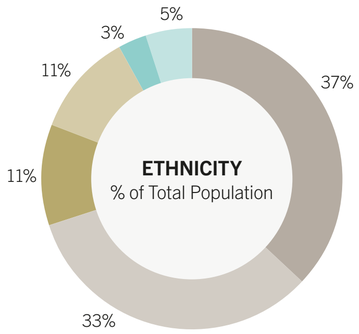
Successful training contract applicants	#	% of total population
No religion	29	31%
Christian (including Catholic, Protestant, and all other Christian denominations)	18	19%
Hindu	9	10%
Muslim	17	18%
Buddhist	2	2%
Sikh	1	1%
Jewish	1	1%
Other	1	1%
Do not wish to disclose	15	16%
Grand Total	93	100%

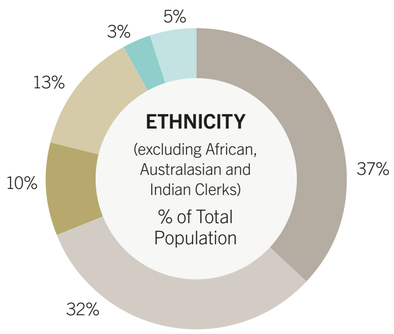
Gender

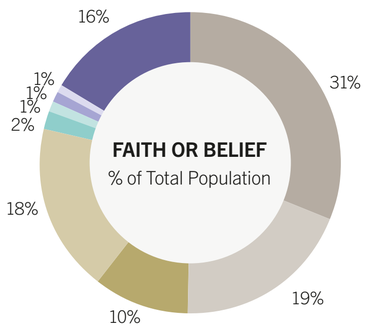
Successful training contract applicants	#	% of total population
Female	54	58%
Male	37	40%
Do not wish to disclose	2	2%
Grand Total	93	100%

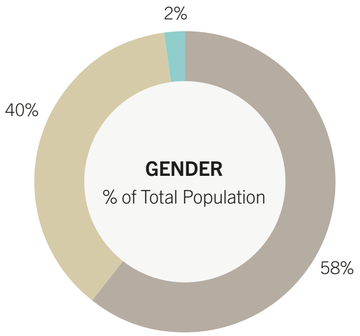
Notes
1. Data represents UK Trainee Recruitment activity for the 2022 – 23 recruitment year.
2. Due to rounding, some totals may not correspond with the sum of the separate figures.











UK Trainee Recruitment 2022/2023

Gender identity

Successful training contract applicants	#	% of total population
Cis female	53	57%
Cis male	36	39%
Do not wish to disclose	4	4%
Grand Total	93	100%

Sexual orientation

Successful training contract applicants	#	% of total population
Heterosexual/straight	60	65%
Bisexual	15	16%
Gay/lesbian	2	2%
Do not wish to disclose	16	17%
Grand Total	93	100%

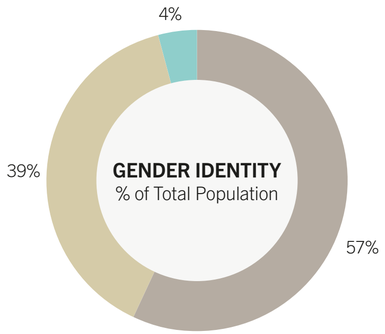
Social mobility – By the age of 18, what was the highest level of qualifications achieved by either of your parent(s) or guardian(s)?

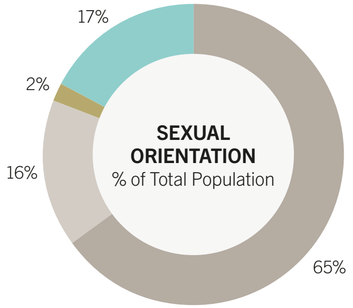
Successful training contract applicants	#	% of total population
At least one has a degree level qualification	55	59%
Qualifications below degree level	16	17%
No formal qualifications	11	12%
Don't know	2	2%
Do not wish to disclose	9	10%
Grand Total	93	100%

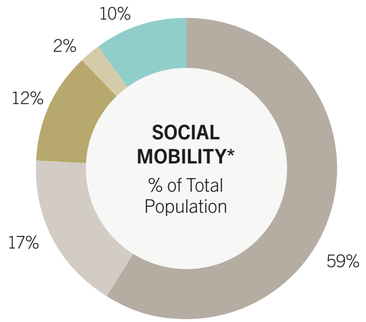
Social mobility – Type of school attended between the ages of 11-18

Successful training contract applicants	#	% of total population
A state-run or state-funded school not selective on the basis of academics e.g. Comprehensive	30	32%
Attended a school outside of the UK	25	27%
A state-run or state-funded school selective on the basis of academics e.g. Grammar	12	13%
Fee-paying school	23	25%
Do not wish to disclose	3	3%
Grand Total	93	100%

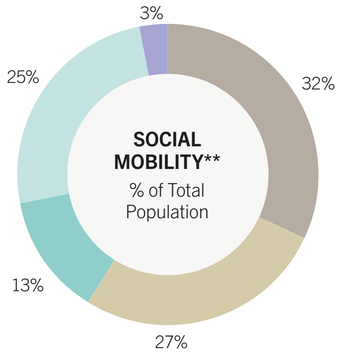
Notes
1. Data represents UK Trainee Recruitment activity for the 2022 – 23 recruitment year.
2. Due to rounding, some totals may not correspond with the sum of the separate figures.







***SOCIAL MOBILITY** – By the age of 18, what was the highest level of qualifications achieved by either of your parent(s) or guardian(s)?



****SOCIAL MOBILITY** – Type of school attended between the ages of 11-18

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