Linklaters

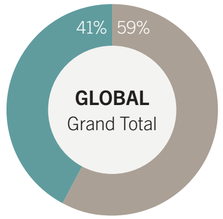
Diversity statistics: 2026

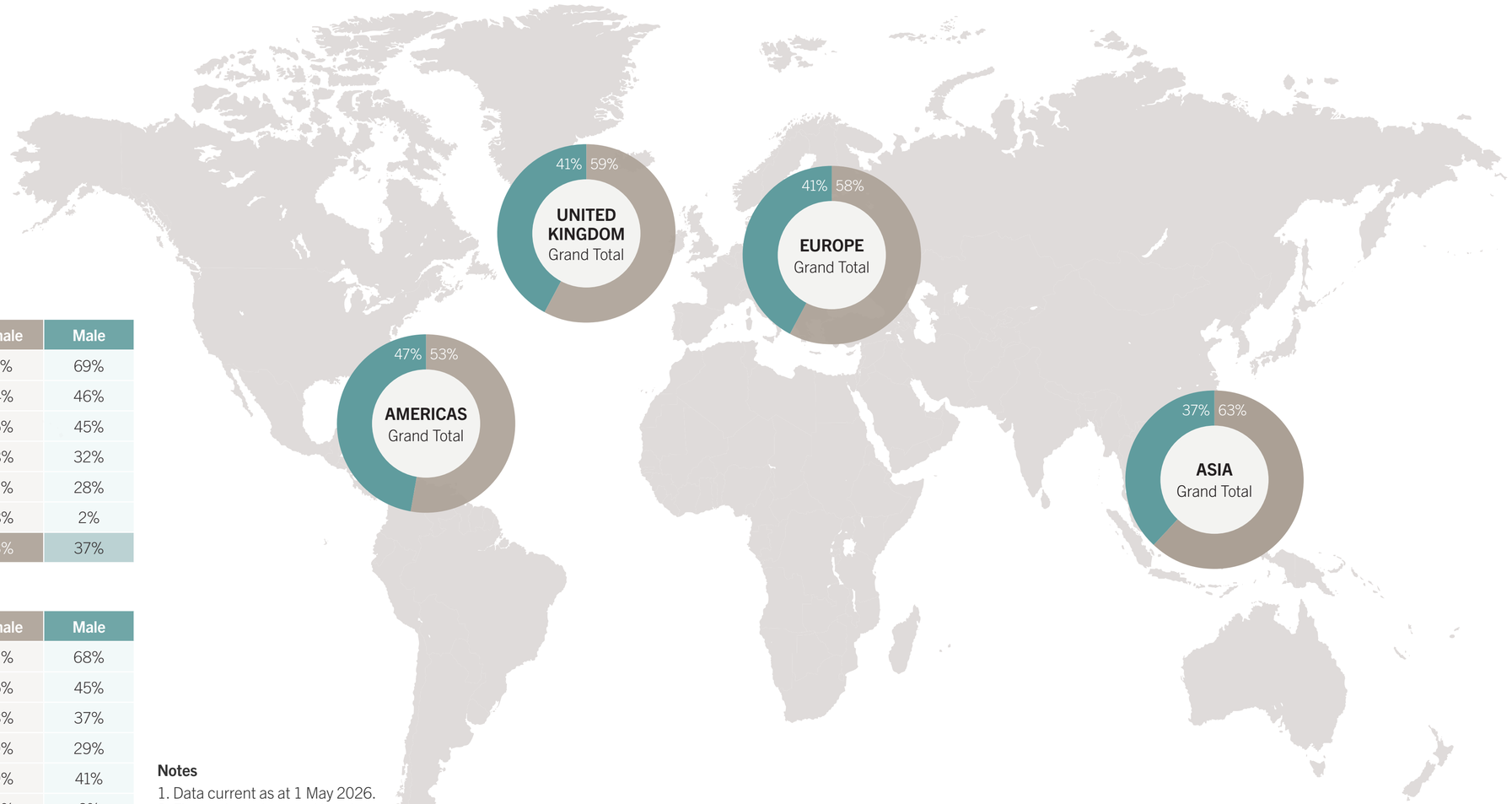


Global diversity statistics 2026 – Gender

Global

	Female	Male
Partner	30%	70%
Associate	51%	49%
Junior Associate	62%	38%
Other	59%	41%
Business Teams	65%	35%
Secretary	97%	3%
Grand Total	59%	41%





Americas

	Female	Male
Partner	26%	74%
Associate	52%	48%
Junior Associate	50%	50%
Other	50%	50%
Business Teams	66%	34%
Secretary	90%	10%
Grand Total	53%	47%

Asia

	Female	Male
Partner	31%	69%
Associate	54%	46%
Junior Associate	55%	45%
Other	68%	32%
Business Teams	72%	28%
Secretary	98%	2%
Grand Total	63%	37%

Europe

	Female	Male
Partner	27%	73%
Associate	46%	54%
Junior Associate	63%	37%
Other	54%	46%
Business Teams	68%	32%
Secretary	95%	5%
Grand Total	58%	41%

United Kingdom

	Female	Male
Partner	32%	68%
Associate	55%	45%
Junior Associate	63%	37%
Other	70%	29%
Business Teams	59%	41%
Secretary	98%	2%
Grand Total	59%	41%

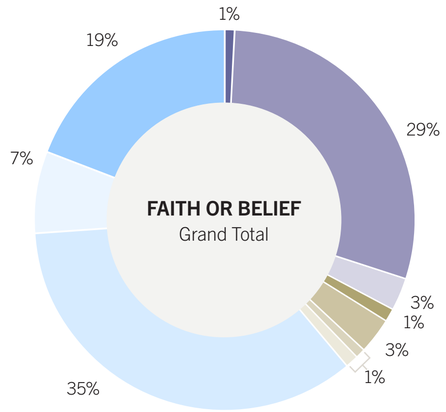
Notes

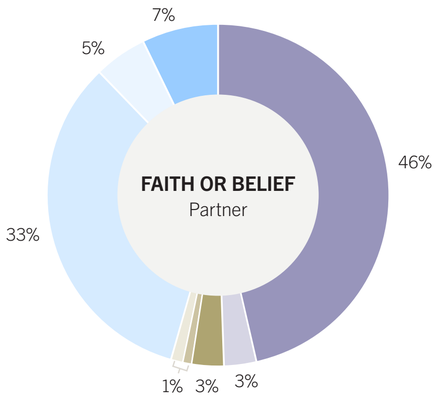
1. Data current as at 1 May 2026.
2. Figures based on total headcount.
3. Percentages may not add up to 100 due to rounding.
4. “Other” includes Other fee earners and Knowledge Lawyers.

UK 2026 diversity statistics

Faith or belief

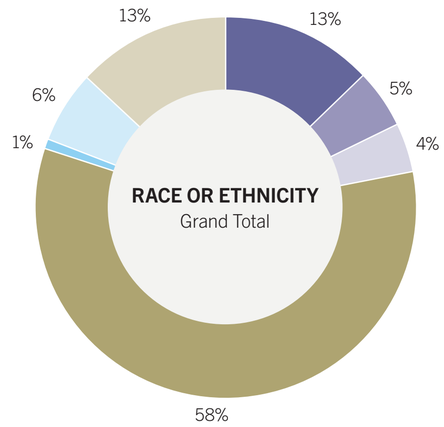
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	No religion	Do not wish to disclose	No answer
Partner	0%	46%	3%	3%	1%	0%	1%	33%	5%	7%
Associate	1%	23%	4%	2%	2%	1%	1%	32%	8%	26%
Junior Associate	1%	18%	6%	1%	12%	1%	2%	28%	11%	20%
Other	3%	35%	1%	2%	7%	0%	1%	34%	5%	14%
Business Teams	1%	29%	3%	1%	2%	1%	1%	37%	6%	18%
Secretary	0%	45%	0%	1%	1%	1%	0%	40%	3%	10%
Grand Total	1%	29%	3%	1%	3%	1%	1%	35%	7%	19%

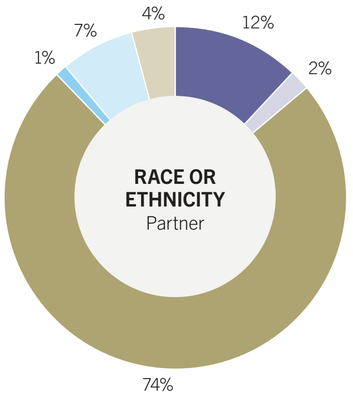




Race or ethnicity

	Asian	Black	Mixed	White	Other	Do not wish to disclose	No answer
Partner	12%	0%	2%	74%	1%	7%	4%
Associate	19%	4%	5%	47%	2%	6%	17%
Junior Associate	22%	9%	7%	36%	4%	1%	20%
Other	13%	4%	3%	65%	0%	7%	8%
Business Teams	9%	6%	3%	63%	1%	5%	12%
Secretary	2%	3%	3%	78%	1%	5%	9%
Grand Total	13%	5%	4%	58%	1%	6%	13%

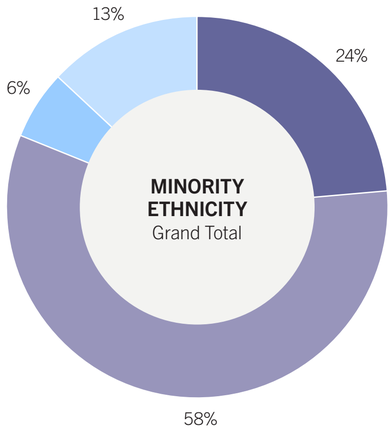


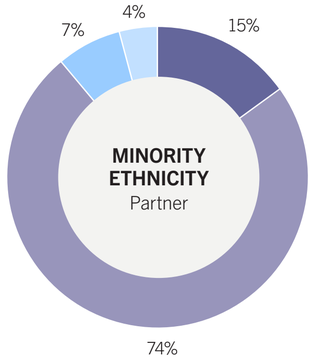


UK 2026 diversity statistics

Minority ethnicity

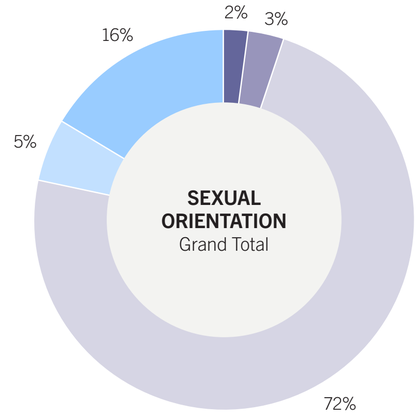
	Minority Ethnicity	Majority Ethnicity	Do not wish to disclose	No answer
Partner	15%	74%	7%	4%
Associate	30%	47%	6%	17%
Junior Associate	43%	36%	1%	20%
Other	20%	65%	7%	8%
Business Teams	20%	63%	5%	12%
Secretary	8%	78%	5%	9%
Grand Total	24%	58%	6%	13%

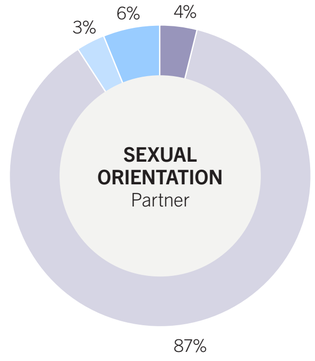




Sexual orientation

	Bi and/or Pan	Gay/ lesbian	Heterosexual/ straight	Queer	I use another term	Do not wish to disclose	No answer
Partner	0%	4%	87%	0%	0%	3%	6%
Associate	3%	4%	64%	1%	0%	7%	21%
Junior Associate	7%	4%	56%	2%	0%	11%	20%
Other	3%	3%	79%	0%	1%	3%	12%
Business Teams	3%	3%	76%	0%	0%	4%	14%
Secretary	0%	1%	88%	0%	1%	2%	9%
Grand Total	2%	3%	72%	0%	0%	5%	16%

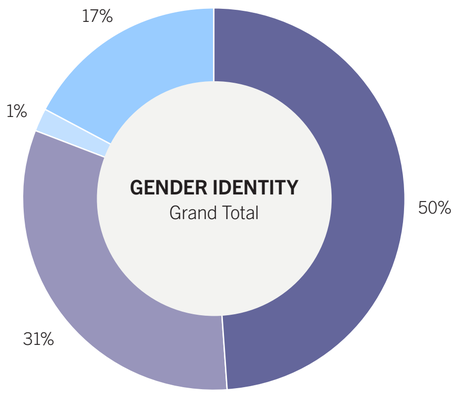


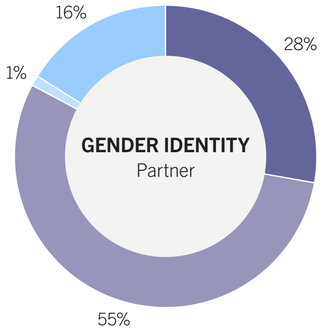


UK 2026 diversity statistics

Gender identity

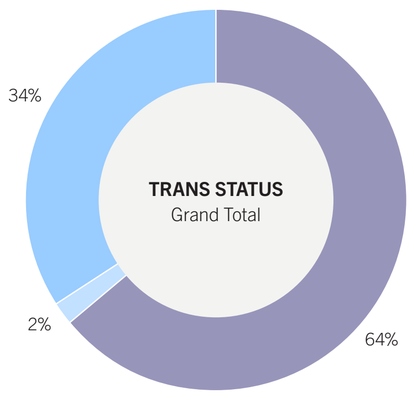
	Female	Male	Non-binary	I use another term	Do not wish to disclose	No answer
Partner	28%	55%	0%	0%	1%	16%
Associate	44%	33%	0%	0%	2%	21%
Junior Associate	51%	27%	0%	0%	2%	20%
Other	64%	20%	0%	1%	0%	15%
Business Teams	52%	32%	0%	0%	1%	14%
Secretary	84%	2%	0%	0%	1%	14%
Grand Total	50%	31%	0%	0%	1%	17%

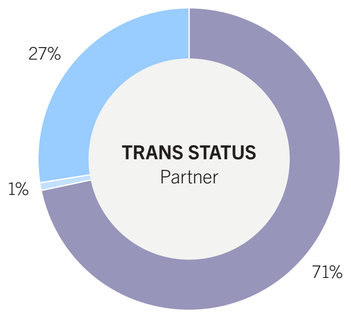




Trans Status – Do you consider yourself to be trans?

	Yes	No	Do not wish to disclose	No answer
Partner	0%	71%	1%	27%
Associate	0%	61%	2%	36%
Junior Associate	1%	68%	1%	31%
Other	0%	62%	1%	37%
Business Teams	0%	65%	1%	33%
Secretary	0%	64%	1%	35%
Grand Total	0%	64%	2%	34%

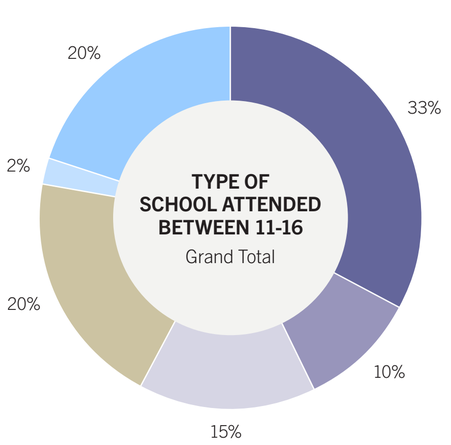


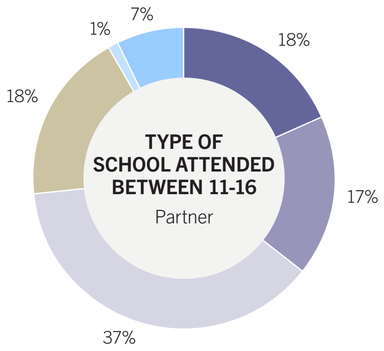


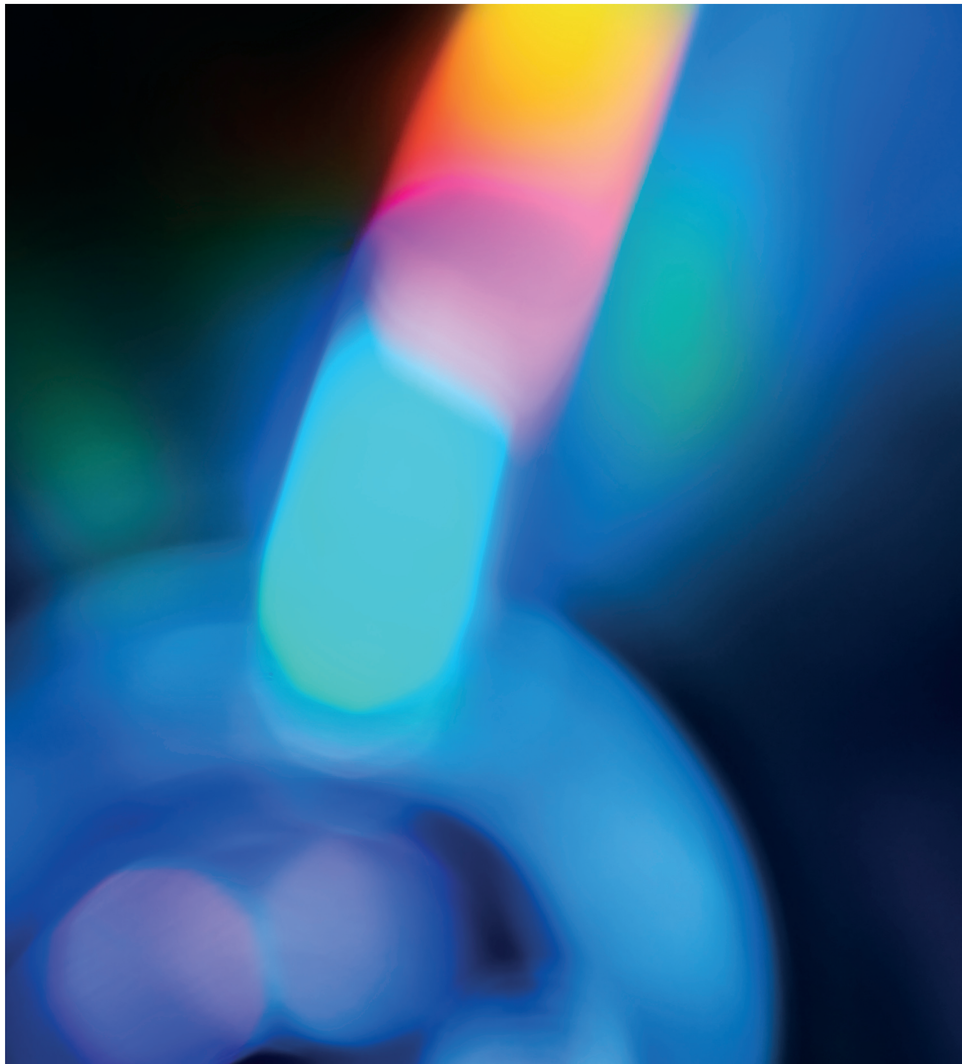
UK 2026 diversity statistics

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	Do not wish to disclose	No answer
Partner	18%	17%	37%	0%	18%	1%	7%
Associate	18%	9%	19%	0%	32%	1%	21%
Junior Associate	22%	12%	11%	1%	27%	2%	25%
Other	30%	18%	18%	1%	15%	0%	19%
Business Teams	46%	8%	8%	0%	13%	2%	23%
Secretary	65%	9%	2%	0%	3%	2%	19%
Grand Total	33%	10%	15%	0%	20%	2%	20%



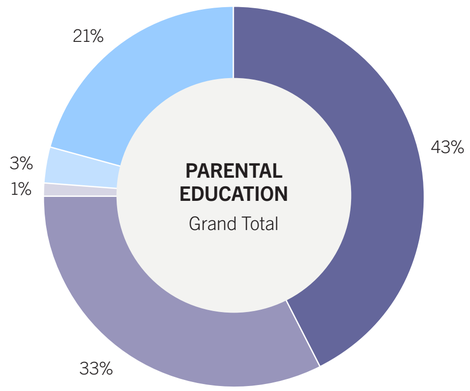


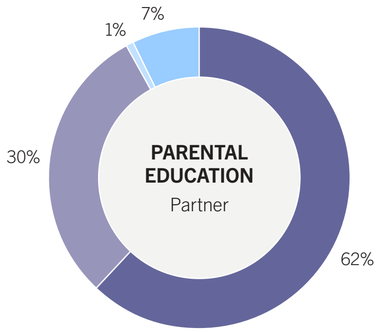


UK 2026 diversity statistics

Social mobility – Parental education

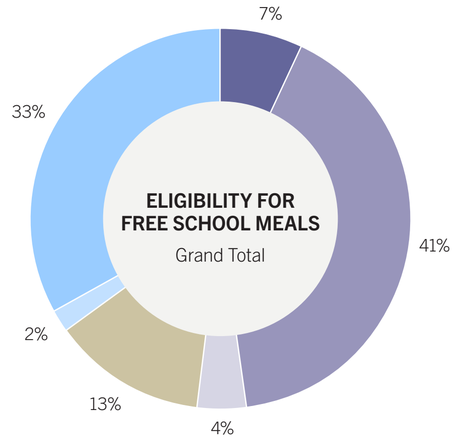
	Yes, one or both of my parents attended university	No, neither of my parents attended university	I don't know	Do not wish to disclose	No answer
Partner	62%	30%	0%	1%	7%
Associate	57%	19%	0%	3%	21%
Junior Associate	53%	17%	1%	4%	25%
Other	41%	38%	0%	2%	19%
Business Teams	30%	42%	1%	3%	24%
Secretary	9%	62%	1%	3%	26%
Grand Total	43%	33%	1%	3%	21%

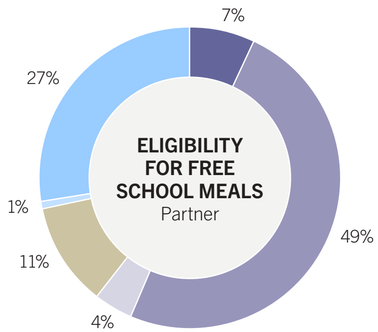




Social mobility – Eligibility for free school meals

	Yes	No	I don't know	Not applicable (finished school before 1980 or went to school overseas)	Do not wish to disclose	No answer
Partner	7%	49%	4%	11%	1%	27%
Associate	3%	35%	4%	19%	2%	36%
Junior Associate	8%	42%	3%	19%	2%	25%
Other	8%	43%	2%	10%	1%	36%
Business Teams	9%	43%	6%	8%	2%	33%
Secretary	9%	45%	3%	4%	3%	34%
Grand Total	7%	41%	4%	13%	2%	33%

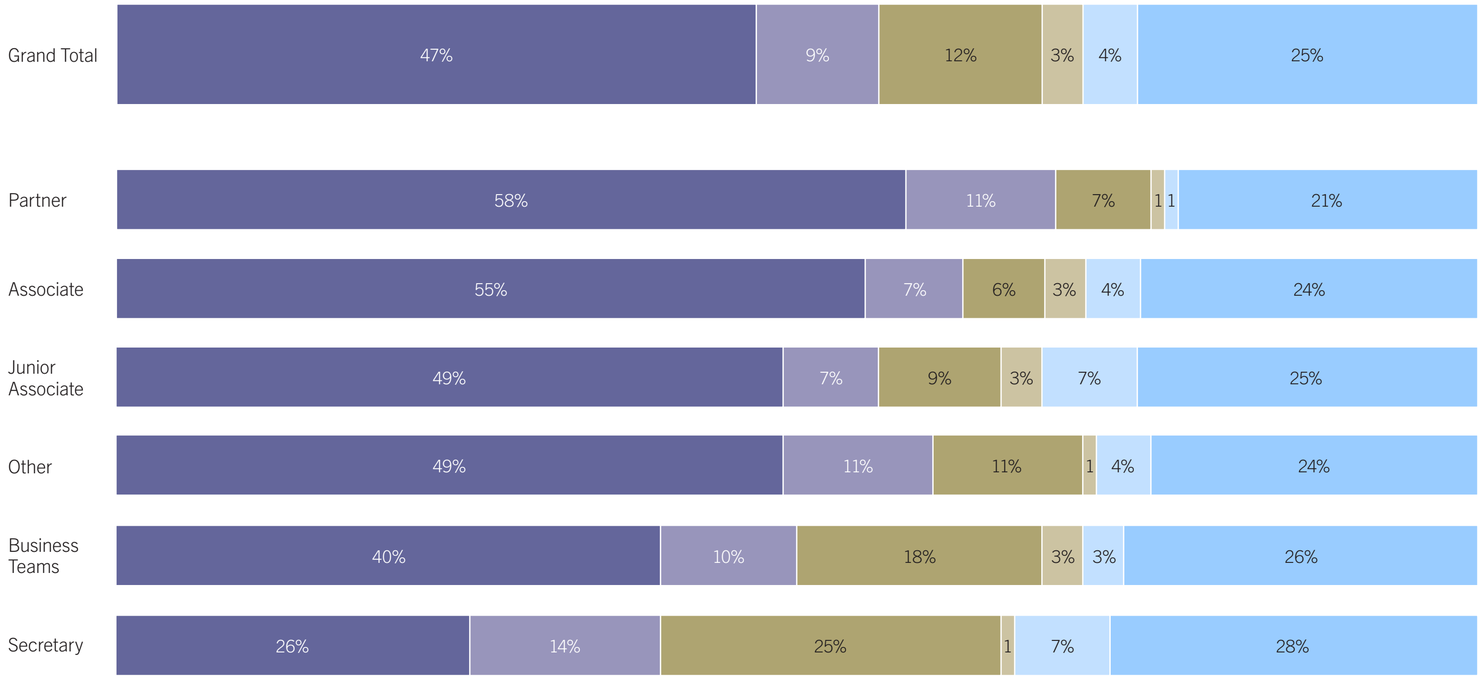




UK 2026 diversity statistics

Social Mobility – Occupation of main / highest income earner in your household

	Professional	Intermediate	Lower Socio-Economic Background	Exclude	Do not wish to disclose	No answer
Partner	58%	11%	7%	1%	1%	21%
Associate	55%	7%	6%	3%	4%	24%
Junior Associate	49%	7%	9%	3%	7%	25%
Other	49%	11%	11%	1%	4%	24%
Business Teams	40%	10%	18%	3%	3%	26%
Secretary	26%	14%	25%	1%	7%	28%
Grand Total	47%	9%	12%	3%	4%	25%



Notes

1. Responses to the question have been grouped into broad categories based on the National Statistics Socioeconomic Classification (NS-SEC).
2. Some general examples of occupations that fall into each category are:
   > Professional background: chief executive, solicitor, accountant, teacher.
   > Intermediate background: small business owner, secretary, clerical worker, nursery nurse.
   > Lower socioeconomic background: plumber, gardener, postal worker, security guard.

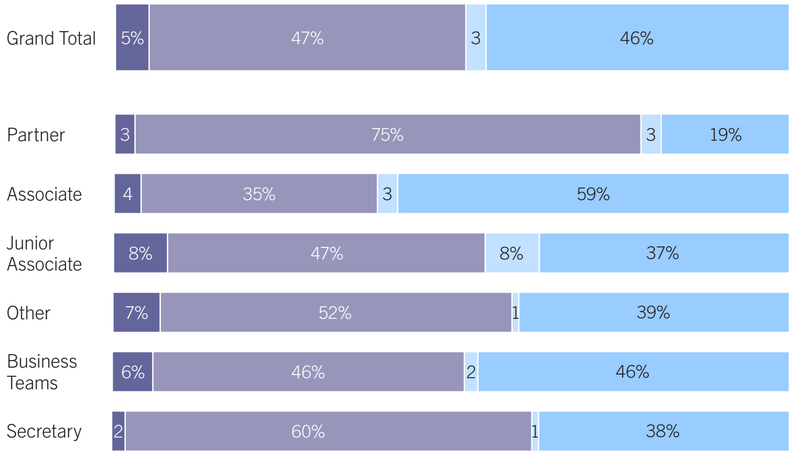
UK 2026 diversity statistics

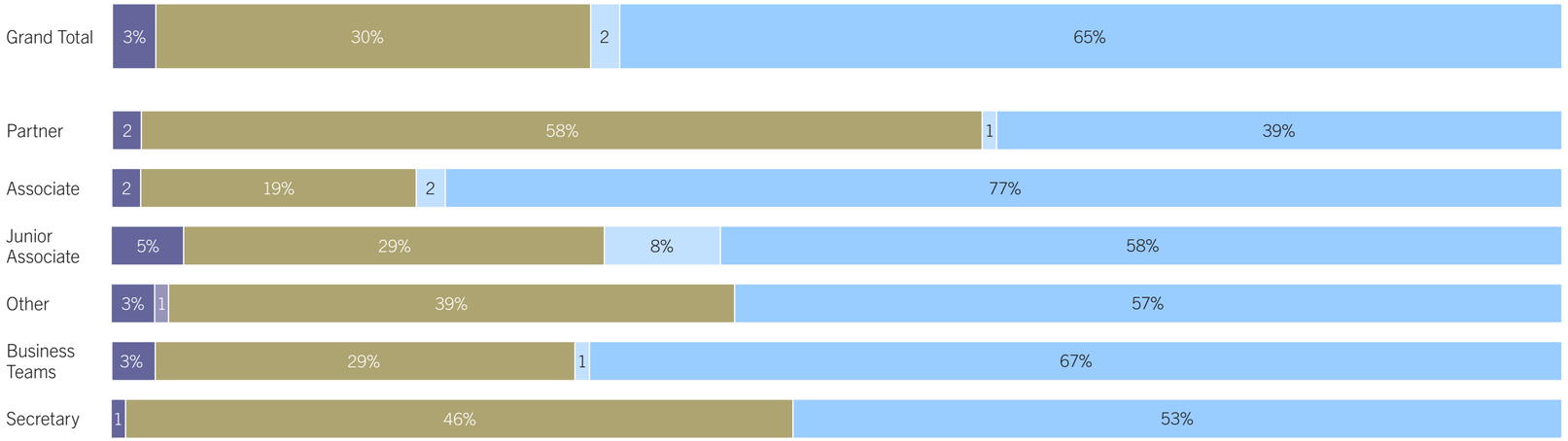
Disability status

	Yes I have a disability	No I don't have a disability	Do not wish to disclose	No answer
Partner	3%	75%	3%	19%
Associate	4%	35%	3%	59%
Junior Associate	8%	47%	8%	37%
Other	7%	52%	1%	39%
Business Teams	6%	46%	2%	46%
Secretary	2%	60%	1%	38%
Grand Total	5%	47%	3%	46%

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	2%	0%	58%	1%	39%
Associate	2%	0%	19%	2%	77%
Junior Associate	5%	0%	29%	8%	58%
Other	3%	1%	39%	0%	57%
Business Teams	3%	0%	29%	1%	67%
Secretary	1%	0%	46%	0%	53%
Grand Total	3%	0%	30%	2%	65%

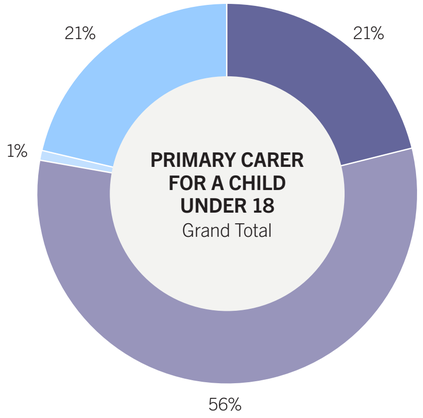


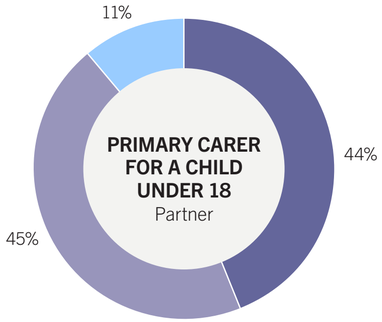


UK 2026 diversity statistics

Primary carer for a child under 18

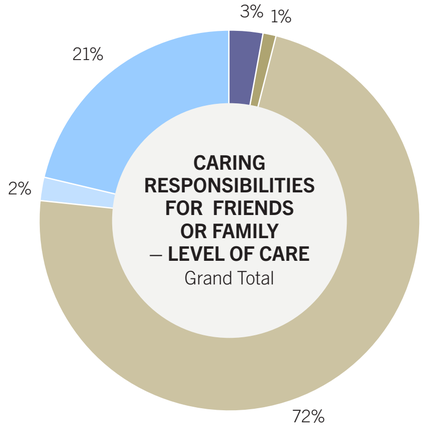
	Yes	No	Do not wish to disclose	No answer
Partner	44%	45%	0%	11%
Associate	8%	69%	2%	21%
Junior Associate	4%	70%	2%	25%
Other	40%	40%	1%	19%
Business Teams	27%	48%	1%	23%
Secretary	29%	49%	1%	21%
Grand Total	21%	56%	1%	21%

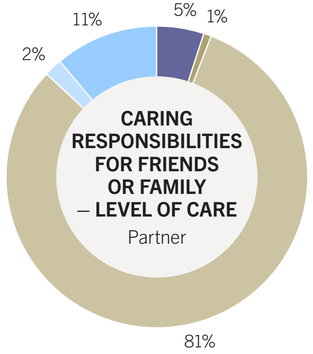




Caring responsibilities for friends or family – level of care

	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	No	Do not wish to disclose	No answer
Partner	5%	0%	1%	81%	2%	11%
Associate	2%	0%	0%	74%	3%	21%
Junior Associate	1%	1%	0%	72%	2%	25%
Other	3%	1%	0%	75%	2%	20%
Business Teams	5%	0%	1%	68%	2%	23%
Secretary	4%	1%	3%	68%	2%	21%
Grand Total	3%	0%	1%	72%	2%	21%





Notes

1. Data curremt as at 1 May 2026.
2. Figures based on total headcount.
3. Percentages may not add up to 100 due to rounding.
4. “Other” includes Other fee earners and Knowledge Lawyers.

UK trainee recruitment 2024/2025

Disability

Successful training contract applicants	#	% of total population
No I don't have a disability	67	85%
Do not wish to disclose	12	15%
Grand Total	79	100%

Ethnicity

Successful training contract applicants	#	% of total population
White	38	48%
Asian	21	27%
Black	5	6%
Mixed	11	14%
Other ethnic group	2	3%
Do not wish to disclose	2	3%
Grand Total	79	100%

Ethnicity
(excluding African, Australasian and Indian Clerks)

Successful training contract applicants	#	% of total population
White	34	49%
Asian	17	24%
Black	5	7%
Mixed	10	14%
Other ethnic group	2	3%
Do not wish to disclose	2	3%
Grand Total	70	100%

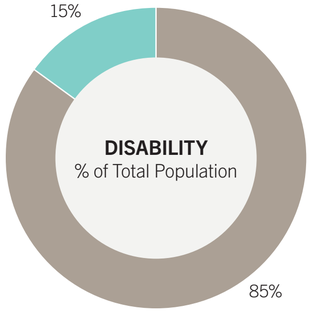
Faith or belief

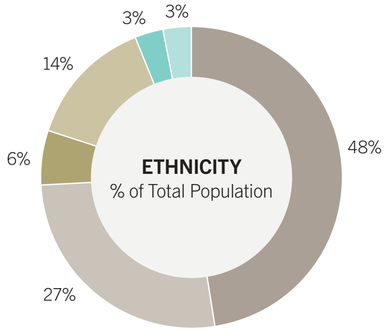
Successful training contract applicants	#	% of total population
Buddhist	2	3%
Christian (including Catholic, Protestant, and all other Christian denominations)	22	28%
Hindu	7	9%
Jewish	3	4%
Muslim	7	9%
Other	1	1%
No religion	26	33%
Do not wish to disclose	11	14%
Grand Total	79	100%

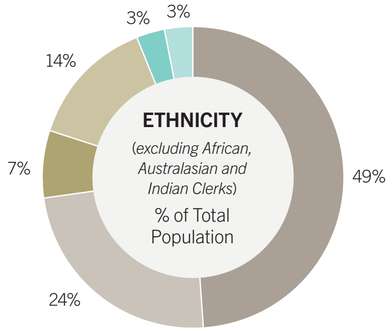
Gender

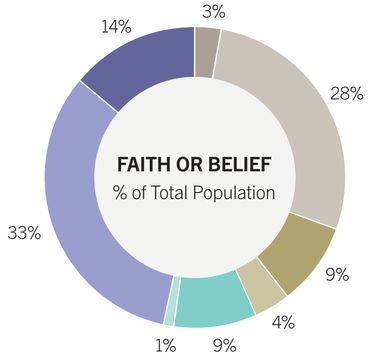
Successful training contract applicants	#	% of total population
Female	46	58%
Male	32	41%
Other	1	1%
Grand Total	79	100%

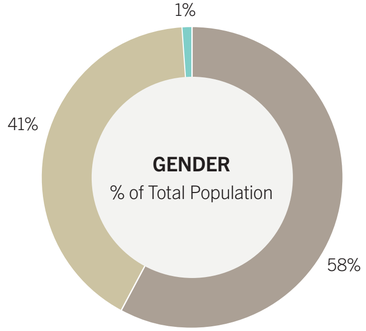
Notes
1. Data represents UK Trainee Recruitment activity for the 2024-25 recruitment year.
2. Due to rounding, some totals may not correspond with the sum of the separate figures.







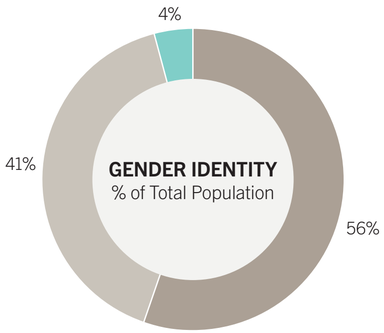




UK trainee recruitment 2024/2025

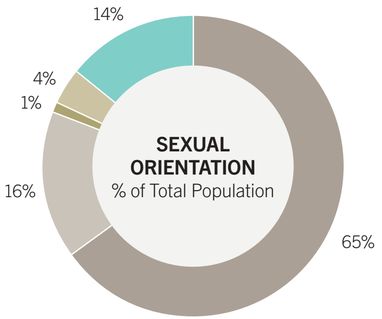
Gender identity

Successful training contract applicants	#	% of total population
Cis female	44	56%
Cis male	32	41%
Do not wish to disclose	3	4%
Grand Total	79	100%



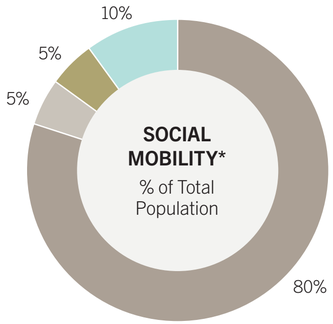
Sexual orientation

Successful training contract applicants	#	% of total population
Heterosexual/straight	51	65%
Bisexual	13	16%
Gay/lesbian	1	1%
Other	3	4%
Do not wish to disclose	11	14%
Grand Total	79	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)?

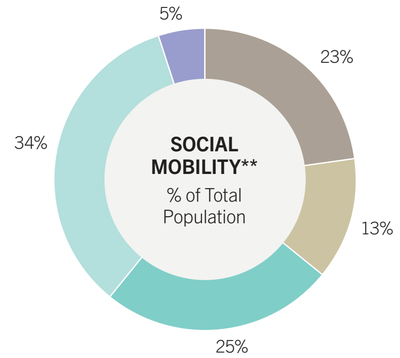
Successful training contract applicants	#	% of total population
At least one has a degree level qualification	63	80%
Qualifications below degree level	4	5%
No formal qualifications	4	5%
Do not wish to disclose	8	10%
Grand Total	79	100%



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

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	18	23%
A state-run or state-funded school selective on the basis of academics e.g. Grammar	10	13%
Fee-paying school	20	25%
Attended a school outside of the UK	27	34%
Do not wish to disclose	4	5%
Grand Total	79	100%

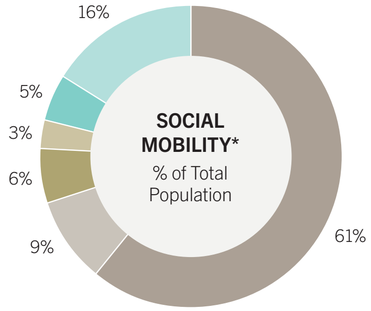


****SOCIAL MOBILITY** – Type of school attended between the ages of 11-18

UK trainee recruitment 2024/2025

Social mobility – Parental Occupation at the age of 14

Successful training contract applicants		
	#	% of total population
Professional	48	61%
Intermediate	7	9%
Lower Socio-Economic Background	5	6%
Other	2	3%
Do not wish to disclose	4	5%
No answer	13	16%
Grand Total	79	100%



Notes

1. Data represents UK Trainee Recruitment activity for the 2024-25 recruitment year.
2. Percentages may not add up to 100 due to rounding.
3. Parental Occupation.

Responses to the question have been grouped into broad categories based on the National Statistics Socioeconomic Classification (NS-SEC).

Some general examples of occupations that fall into each category are:

> Professional background: chief executive, solicitor, accountant, teacher.
> Intermediate background: small business owner, secretary, clerical worker, nursery nurse.
> Lower socioeconomic background: plumber, gardener, postal worker, security guard.



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