Linklaters

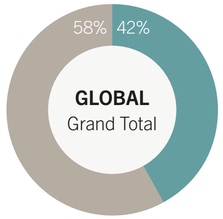
Diversity statistics: 2025

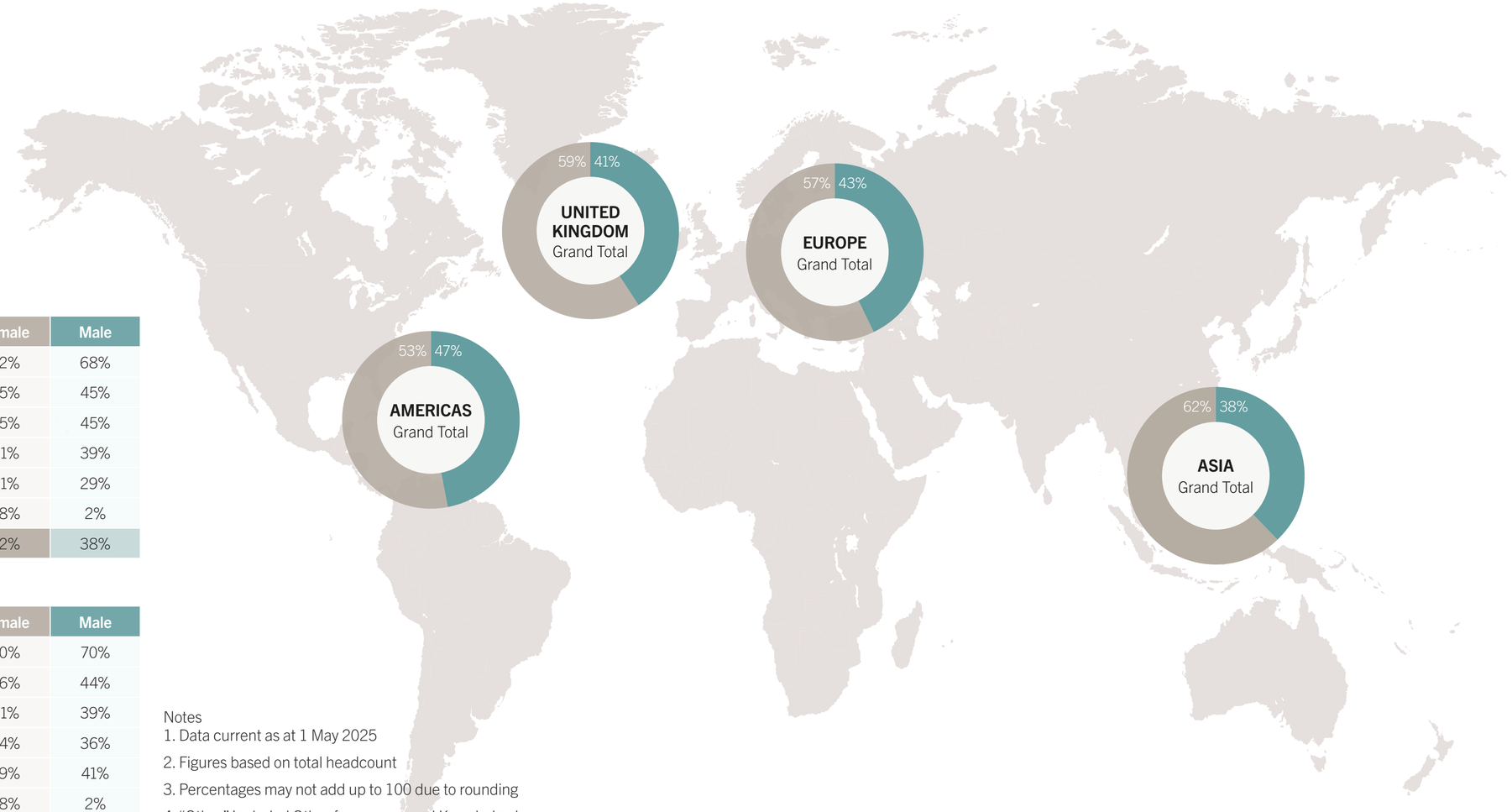


Global diversity statistics 2025 – Gender

Global

	Female	Male
Partner	28%	72%
Associate	51%	49%
Junior Associate	60%	40%
Other	57%	42%
Business Teams	64%	36%
Secretary	96%	4%
Grand Total	58%	42%





Americas

	Female	Male
Partner	20%	80%
Associate	54%	46%
Other	75%	25%
Business Teams	63%	37%
Secretary	90%	10%
Grand Total	53%	47%

Asia

	Female	Male
Partner	32%	68%
Associate	55%	45%
Junior Associate	55%	45%
Other	61%	39%
Business Teams	71%	29%
Secretary	98%	2%
Grand Total	62%	38%

Europe

	Female	Male
Partner	27%	73%
Associate	44%	56%
Junior Associate	61%	39%
Other	54%	46%
Business Teams	66%	33%
Secretary	94%	6%
Grand Total	57%	43%

United Kingdom

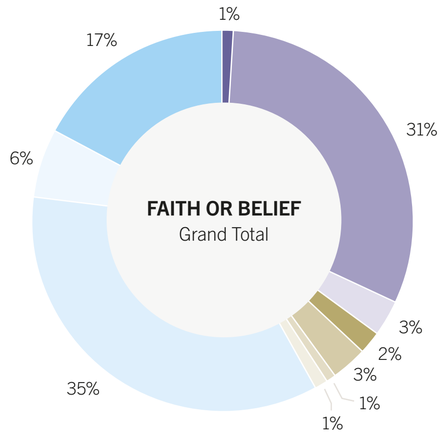
	Female	Male
Partner	30%	70%
Associate	56%	44%
Junior Associate	61%	39%
Other	64%	36%
Business Teams	59%	41%
Secretary	98%	2%
Grand Total	59%	41%

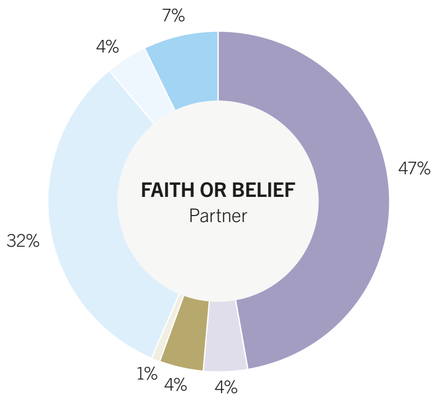
Notes
1. Data current as at 1 May 2025
2. Figures based on total headcount
3. Percentages may not add up to 100 due to rounding
4. “Other” included Other fee earners and Knowledge Lawyers
5. Junior Associate role does not exist in Americas

UK 2025 diversity statistics

Faith or belief

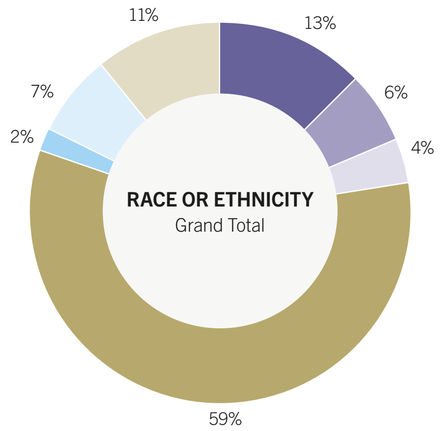
	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	No religion	Do not wish to disclose	No answer
Partner	0%	47%	4%	4%	0%	0%	1%	32%	4%	7%
Associate	1%	24%	4%	2%	2%	1%	1%	33%	8%	24%
Junior Associate	1%	21%	6%	2%	11%	1%	2%	34%	9%	13%
Other	2%	34%	2%	2%	5%	0%	2%	27%	6%	20%
Business Teams	1%	32%	3%	1%	3%	1%	2%	39%	5%	14%
Secretary	0%	46%	0%	1%	1%	1%	0%	36%	4%	11%
Grand Total	1%	31%	3%	2%	3%	1%	1%	35%	6%	17%

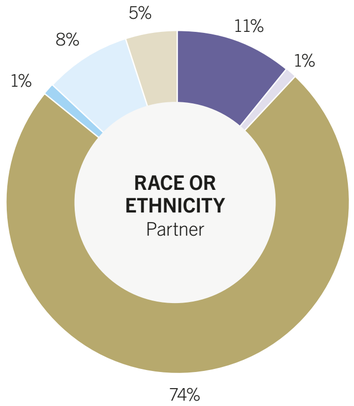




Race or ethnicity

	Asian	Black	Mixed	White	Other	Do not wish to disclose	No answer
Partner	11%	0%	1%	74%	1%	8%	5%
Associate	18%	5%	5%	46%	2%	8%	15%
Junior Associate	22%	13%	7%	43%	5%	1%	9%
Other	13%	5%	3%	61%	2%	6%	11%
Business Teams	8%	7%	3%	66%	1%	6%	8%
Secretary	2%	3%	3%	75%	1%	6%	9%
Grand Total	13%	6%	4%	59%	2%	7%	11%

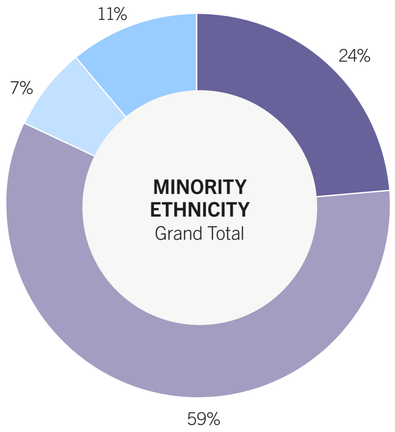


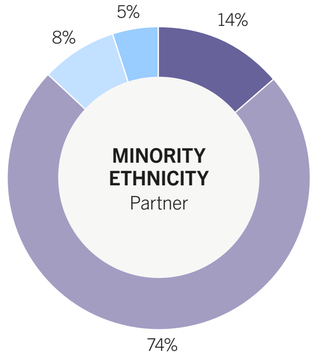


UK 2025 diversity statistics

Minority ethnicity

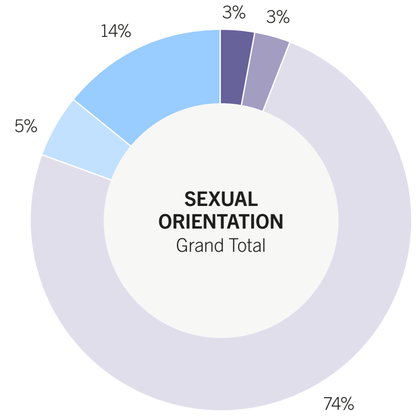
	Minority Ethnicity	Majority Ethnicity	Do not wish to disclose	No answer
Partner	14%	74%	8%	5%
Associate	30%	46%	8%	15%
Junior Associate	47%	43%	1%	9%
Other	22%	61%	6%	11%
Business Teams	20%	66%	6%	8%
Secretary	9%	75%	6%	9%
Grand Total	24%	59%	7%	11%

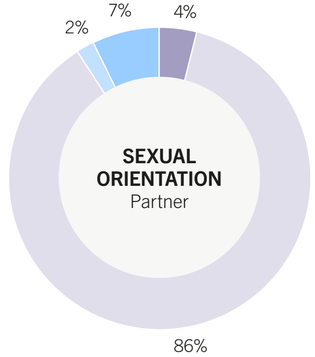




Sexual orientation

	Bi and/or Pan	Gay/lesbian	Heterosexual/ straight	Queer	I use another term	Do not wish to disclose	No answer
Partner	0%	4%	86%	0%	0%	2%	7%
Associate	3%	4%	66%	1%	0%	7%	20%
Junior Associate	6%	7%	60%	1%	0%	11%	15%
Other	4%	3%	73%	0%	0%	4%	17%
Business Teams	3%	2%	79%	0%	0%	4%	11%
Secretary	0%	1%	87%	0%	1%	2%	10%
Grand Total	3%	3%	74%	0%	0%	5%	14%

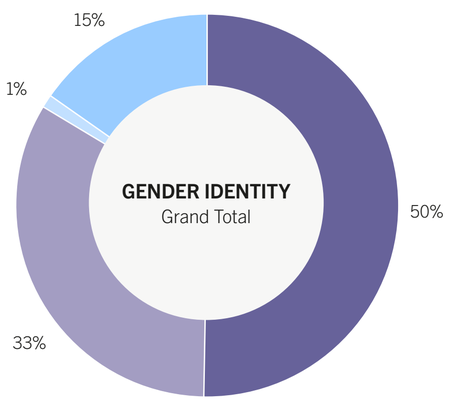


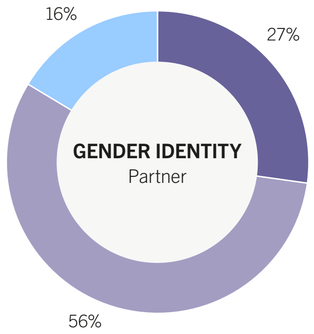


UK 2025 diversity statistics

Gender identity

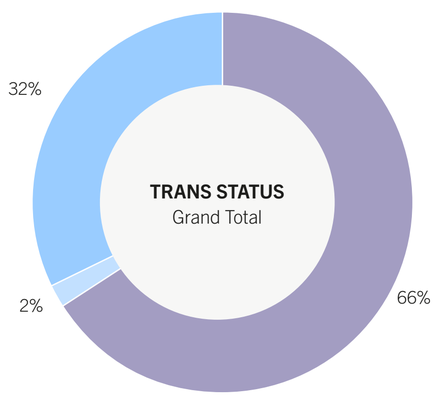
	Female	Male	Non-binary	I use another term	Do not wish to disclose	No answer
Partner	27%	56%	0%	0%	0%	16%
Associate	44%	33%	0%	0%	2%	20%
Junior Associate	55%	33%	0%	0%	2%	11%
Other	52%	26%	0%	1%	2%	20%
Business Teams	54%	34%	0%	0%	1%	11%
Secretary	82%	2%	0%	0%	1%	15%
Grand Total	50%	33%	0%	0%	1%	15%

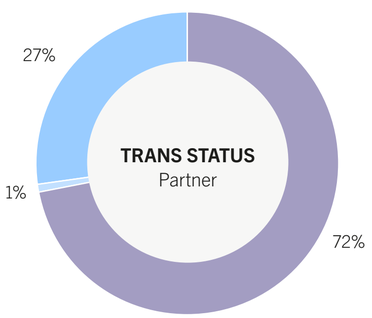




Trans status

	Yes	No	Do not wish to disclose	No answer
Partner	0%	72%	1%	27%
Associate	0%	62%	2%	36%
Junior Associate	1%	81%	2%	16%
Other	0%	64%	2%	34%
Business Teams	0%	66%	1%	32%
Secretary	0%	67%	1%	33%
Grand Total	0%	66%	2%	32%

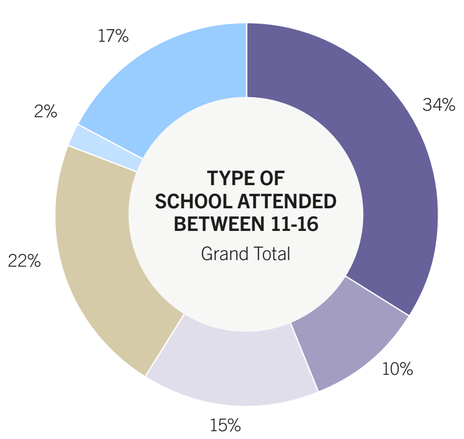


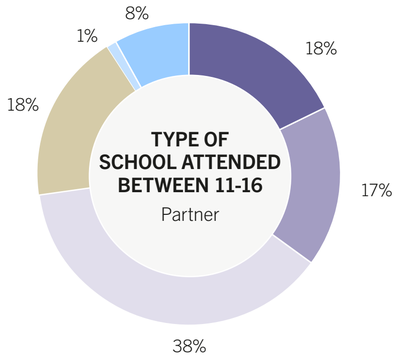


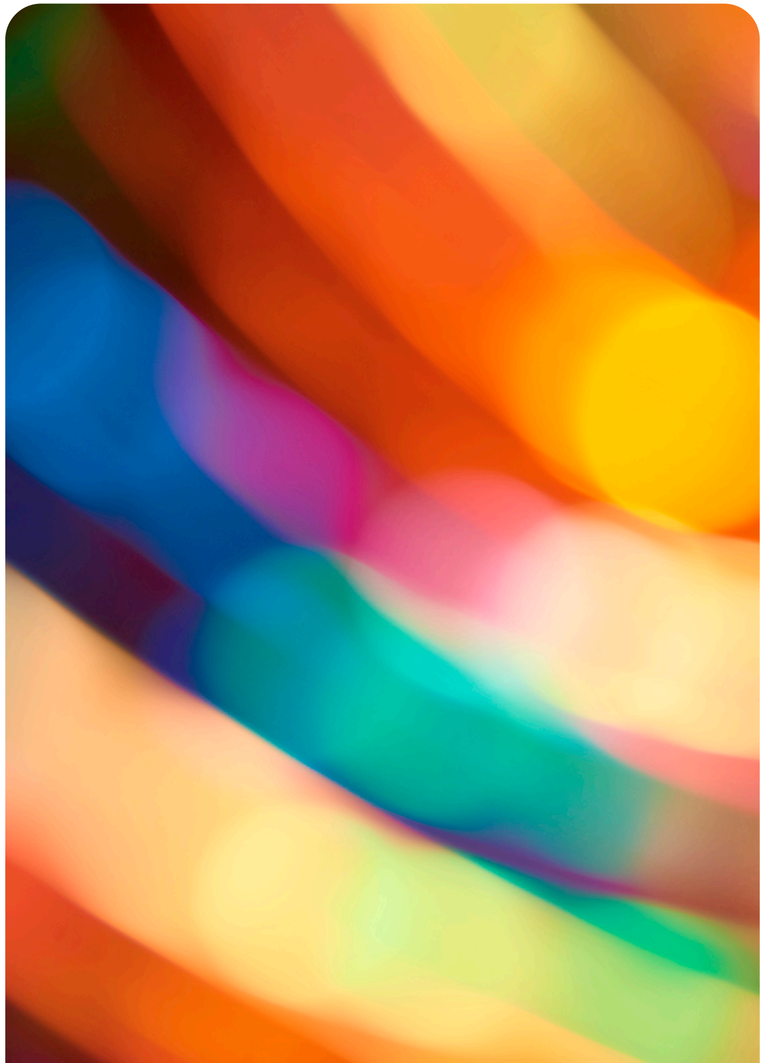
UK 2025 diversity statistics

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 e.g. 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%	38%	0%	18%	1%	8%
Associate	18%	8%	20%	0%	34%	2%	17%
Junior Associate	30%	13%	10%	1%	30%	2%	15%
Other	30%	14%	19%	1%	15%	2%	19%
Business Teams	47%	8%	9%	0%	15%	2%	19%
Secretary	65%	10%	2%	0%	4%	2%	16%
Grand Total	34%	10%	15%	0%	22%	2%	17%



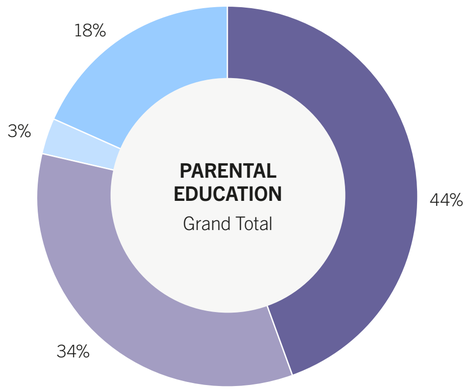


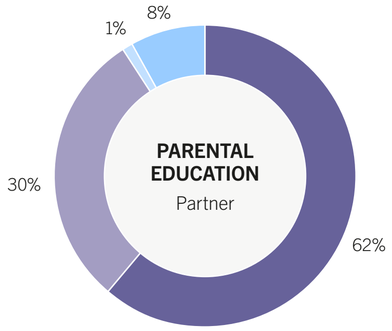


UK 2025 diversity statistics

Social mobility – Parental education

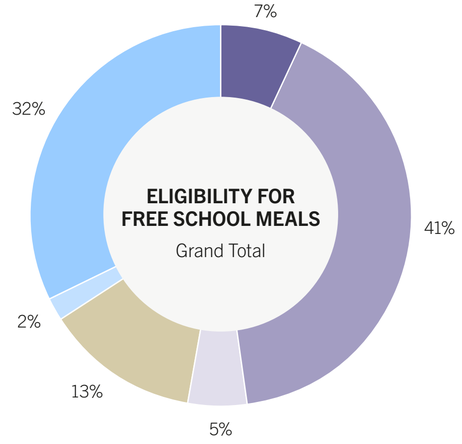
	Yes, one or both of my parents attended university	No, neither of my parents attended university	I don't know	Do not wish to disclose	No answer
Partner	62%	30%	0%	1%	8%
Associate	59%	20%	0%	3%	17%
Junior Associate	59%	21%	1%	3%	15%
Other	42%	34%	2%	3%	19%
Business Teams	30%	45%	1%	3%	21%
Secretary	10%	63%	1%	4%	23%
Grand Total	44%	34%	0%	3%	18%

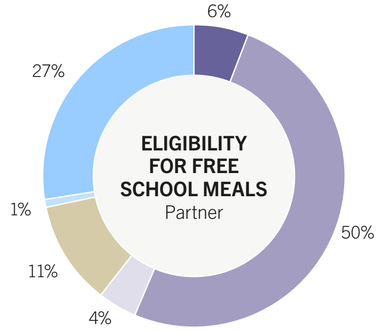




Social mobility – Eligibility for free school meals

	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	6%	50%	4%	11%	1%	27%
Associate	4%	35%	4%	19%	2%	36%
Junior Associate	10%	47%	5%	21%	2%	16%
Other	5%	43%	4%	13%	2%	33%
Business Teams	9%	44%	6%	8%	2%	32%
Secretary	11%	45%	4%	5%	3%	32%
Grand Total	7%	41%	5%	13%	2%	32%

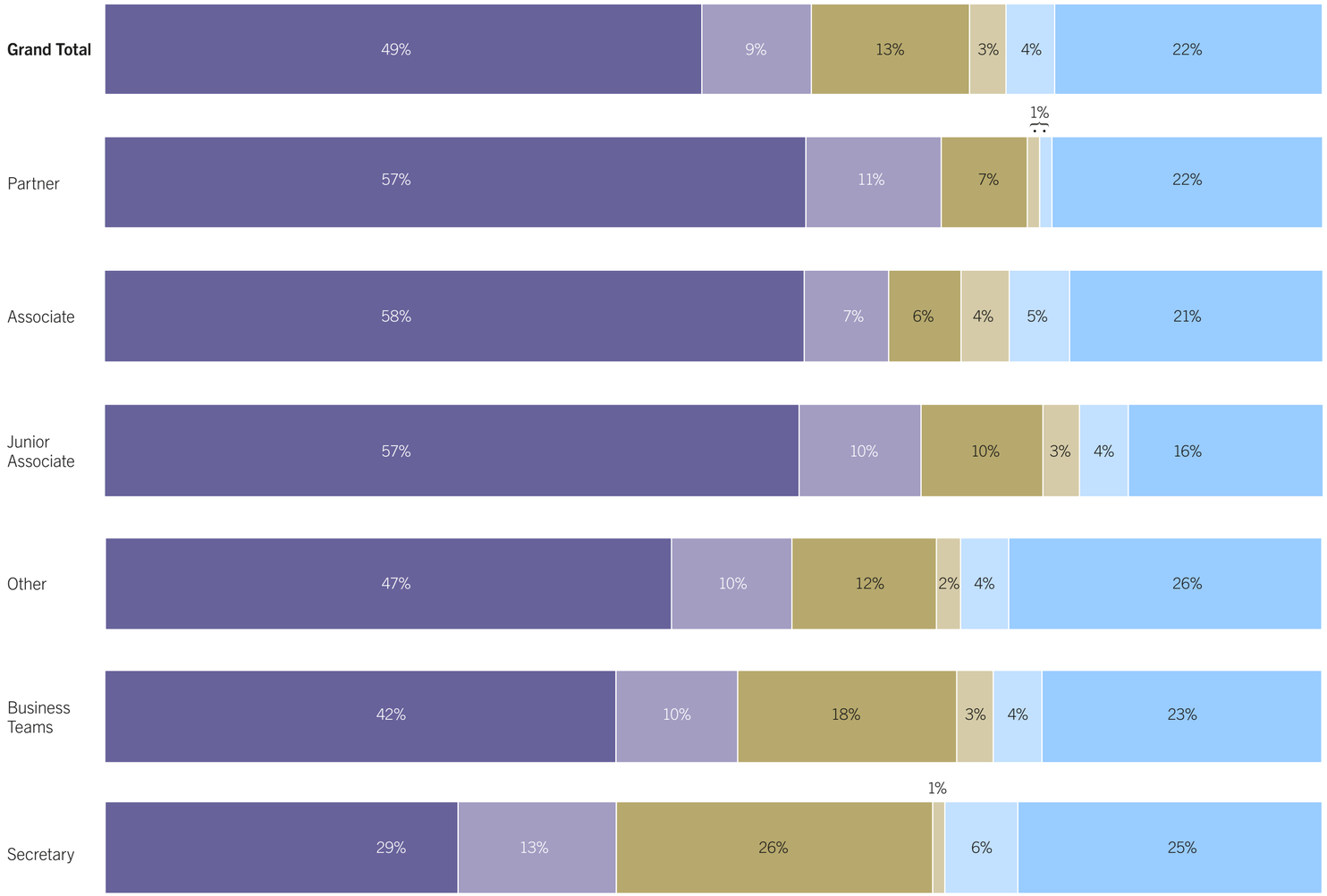




UK 2025 diversity statistics

Social mobility – Parental occupation

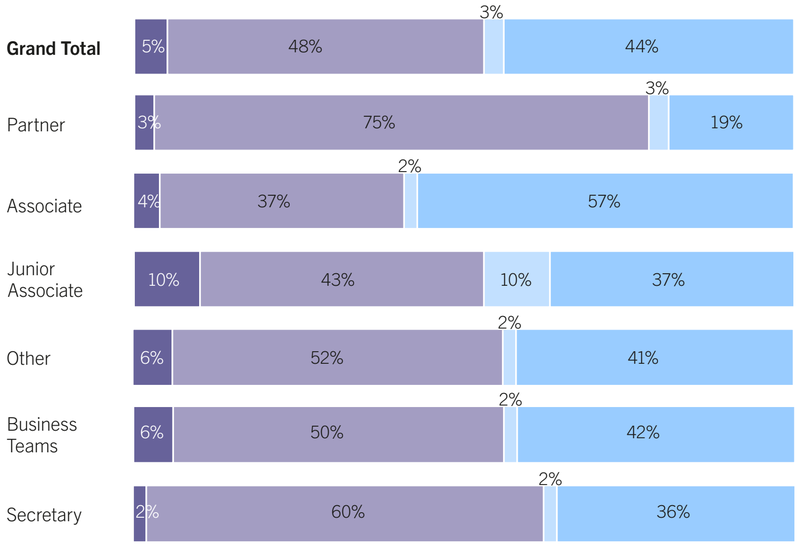
	Professional	Intermediate	Lower Socio-Economic Background	Exclude	Do not wish to disclose	No answer
Partner	57%	11%	7%	1%	1%	22%
Associate	58%	7%	6%	4%	5%	21%
Junior Associate	57%	10%	10%	3%	4%	16%
Other	47%	10%	12%	2%	4%	26%
Business Teams	42%	10%	18%	3%	4%	23%
Secretary	29%	13%	26%	1%	6%	25%
Grand Total	49%	9%	13%	3%	4%	22%



UK 2025 diversity statistics

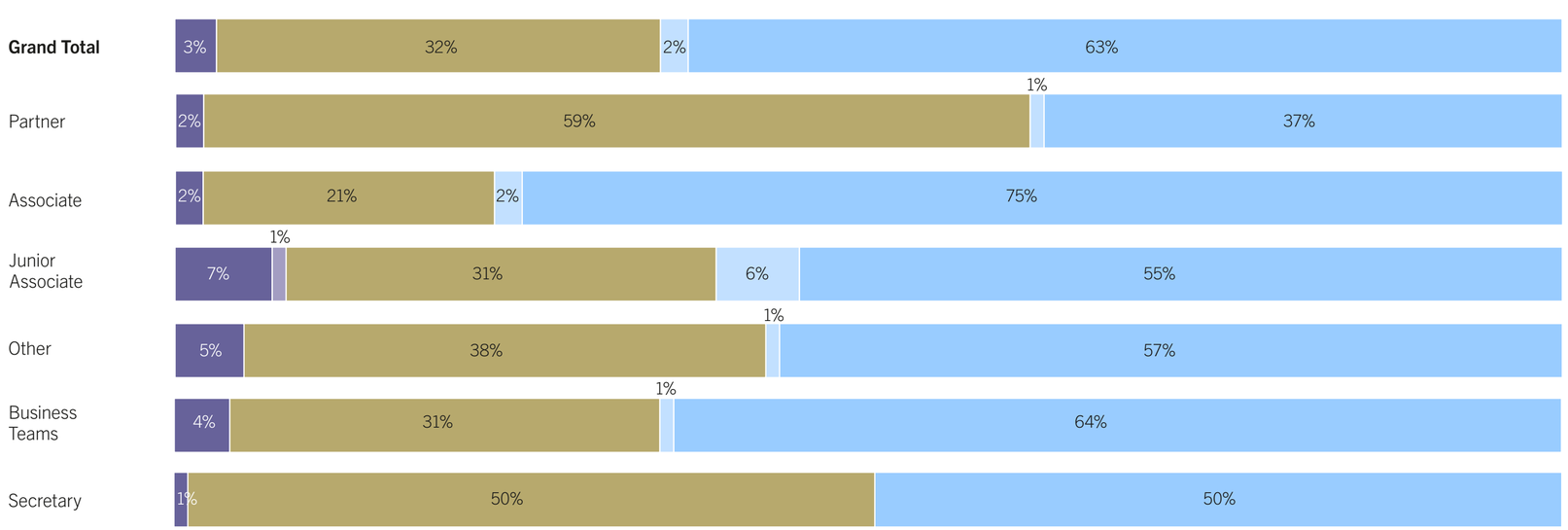
Disability status

	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%	37%	2%	57%
Junior Associate	10%	43%	10%	37%
Other	6%	52%	2%	41%
Business Teams	6%	50%	2%	42%
Secretary	2%	60%	2%	36%
Grand Total	5%	48%	3%	44%



Disability level

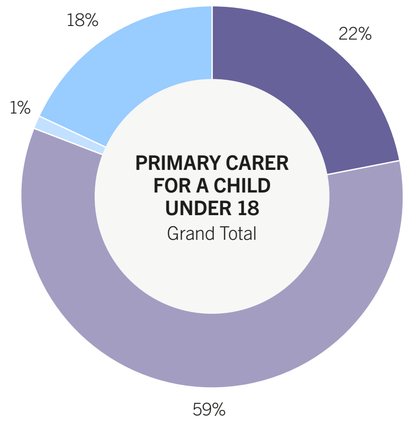
	Day-to-day activities limited a little by a disability or health condition	Day-to-day activities limited a lot by a disability or health condition	Day-to-day activities not limited by a disability or health condition	Do not wish to disclose	No answer
Partner	2%	0%	59%	1%	37%
Associate	2%	0%	21%	2%	75%
Junior Associate	7%	1%	31%	6%	55%
Other	5%	0%	38%	1%	57%
Business Teams	4%	0%	31%	1%	64%
Secretary	1%	0%	50%	0%	50%
Grand Total	3%	0%	32%	2%	63%

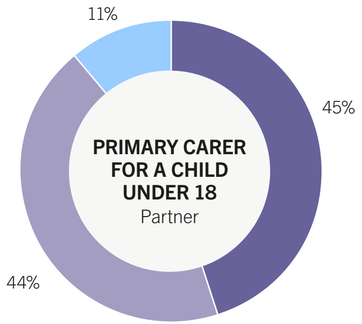


UK 2025 diversity statistics

Primary carer for a child under 18

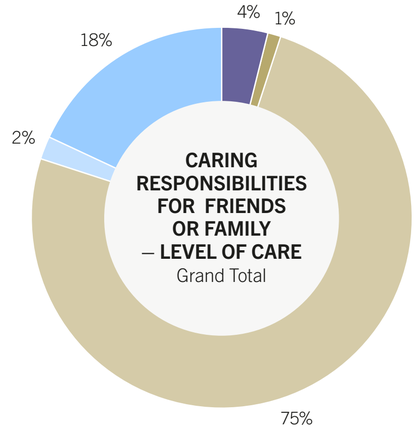
	Yes	No	Do not wish to disclose	No answer
Partner	45%	44%	0%	11%
Associate	9%	71%	2%	18%
Junior Associate	2%	82%	0%	15%
Other	34%	45%	2%	19%
Business Teams	28%	51%	1%	20%
Secretary	31%	49%	2%	18%
Grand Total	22%	59%	1%	18%

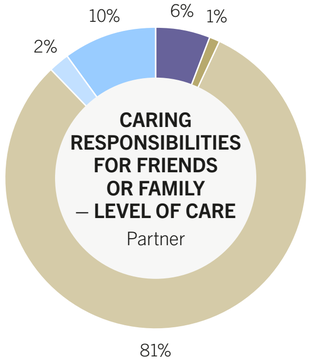




Caring responsibilities for friends or family – level of care

	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	6%	0%	1%	81%	2%	10%
Associate	2%	0%	0%	77%	3%	18%
Junior Associate	2%	0%	0%	80%	2%	15%
Other	6%	0%	1%	71%	2%	20%
Business Teams	2%	1%	0%	74%	3%	20%
Secretary	4%	2%	3%	70%	2%	19%
Grand Total	4%	0%	1%	75%	2%	18%





Notes

1. Data current as of 1 May 2025
2. "Other" includes 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 trainee recruitment 2023/2024

Disability

Successful training contract applicants	#	% of total population
No I don't have a disability	63	82%
Yes I have a disability	4	13%
Do not wish to disclose	10	5%
Grand Total	77	100%

Ethnicity

Successful training contract applicants	#	% of total population
White	31	40%
Asian	18	23%
Black	11	14%
Mixed	9	12%
Other ethnic group	6	8%
Do not wish to disclose	2	3%
Grand Total	77	100%

Ethnicity *(excluding African, Australasian and Indian Clerks)*

Successful training contract applicants	#	% of total population
White	28	42%
Asian	12	18%
Black	11	17%
Mixed	8	12%
Other ethnic group	6	9%
Do not wish to disclose	1	2%
Grand Total	66	100%

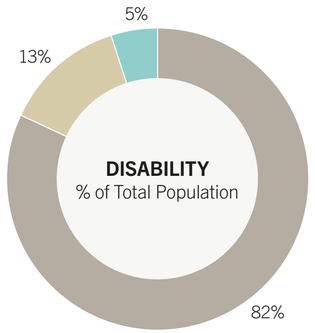
Faith or belief

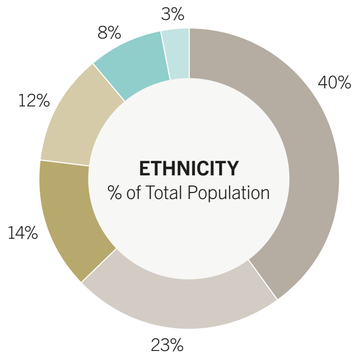
Successful training contract applicants	#	% of total population
No religion	31	40%
Christian (including Catholic, Protestant, and all other Christian denominations)	14	18%
Hindu	9	12%
Jewish	5	6%
Muslim	8	10%
Sikh	1	1%
Other	1	1%
Do not wish to disclose	8	10%
Grand Total	77	100%

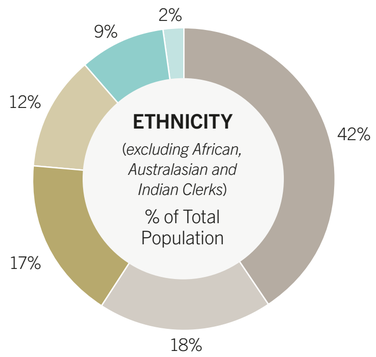
Gender

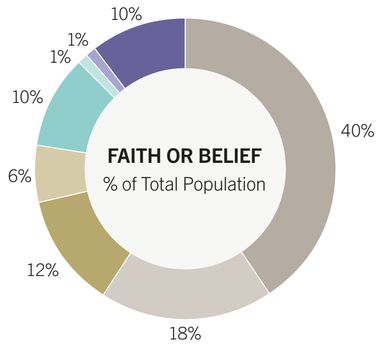
Successful training contract applicants	#	% of total population
Female	44	57%
Male	31	40%
Do not wish to disclose	2	3%
Grand Total	77	100%

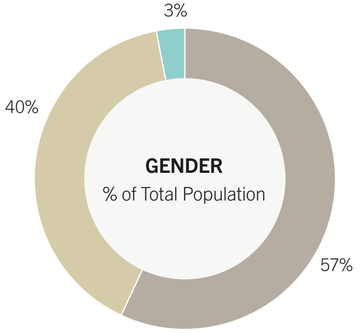
Notes
1. Data represents UK Trainee Recruitment activity for the 2023-24 recruitment year
2. Due to rounding, some totals may not correspond with the sum of the separate figures







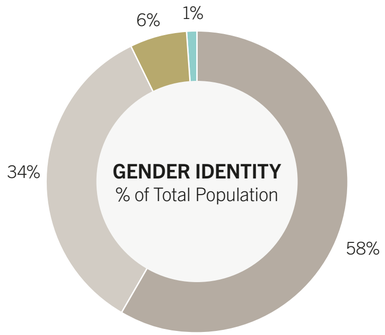




UK trainee recruitment 2023/2024

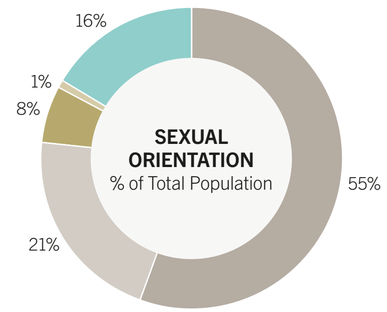
Gender identity

Successful training contract applicants	#	% of total population
Cis female	45	58%
Cis male	26	34%
Non-binary	1	6%
Do not wish to disclose	5	1%
Grand Total	77	100%



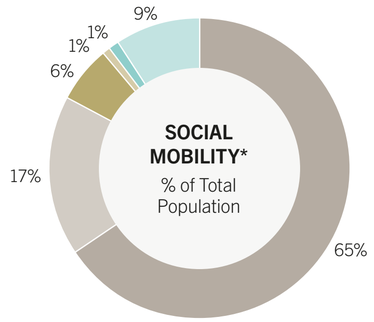
Sexual orientation

Successful training contract applicants	#	% of total population
Heterosexual/straight	42	55%
Bisexual	16	21%
Gay/lesbian	6	8%
Other	1	1%
Do not wish to disclose	12	16%
Grand Total	77	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)?

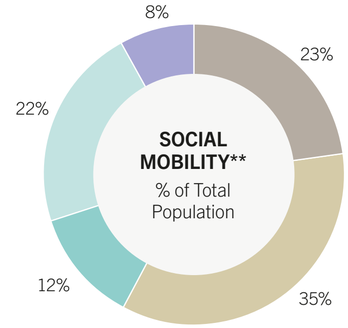
Successful training contract applicants	#	% of total population
At least one has a degree level qualification	50	65%
Qualifications below degree level	13	17%
No formal qualifications	5	6%
Other	1	1%
Don't know	1	1%
Do not wish to disclose	7	9%
Grand Total	77	100%



***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%
Attended a school outside of the UK	27	35%
A state-run or state-funded school selective on the basis of academics e.g. Grammar	9	12%
Fee-paying school	17	22%
Do not wish to disclose	6	8%
Grand Total	77	100%



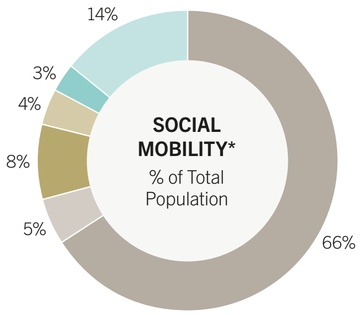
****SOCIAL MOBILITY** – Type of school attended between the ages of 11-18

UK trainee recruitment 2023/2024

Social mobility - Parental Occupation at the age of 14

Successful training contract applicants		
	#	% of total population
Professional	51	66%
Intermediate	4	5%
Lower Socio-Economic Background	6	8%
Other	3	4%
Don't know	2	3%
Do not wish to disclose	11	14%
Grand Total	77	100%

Notes
1. Data represents UK Trainee Recruitment activity for the 2023-24 recruitment year
2. Due to rounding, some totals may not correspond with the sum of the separate figures





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