



HERBERT
SMITH
FREEHILLS

DIVERSITY
& INCLUSION

Diversity Data - Report

2019 (London)

Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partners	0.0%	0.0%	41.3%	37.6%	14.7%	0.0%	6.4%
Lawyers	10.2%	69.3%	16.2%	2.2%	0.7%	0.2%	1.4%
Legal Support	16.6%	30.7%	18.6%	1.7%	9.0%	1.0%	1.0%
Business Services	9.2%	25.9%	33.9%	2.1%	8.4%	0.0%	2.2%

Gender Identity

	Female	Male	Prefer to self-describe	Prefer not to say
Partners	22.0%	78.0%	0.0%	0.0%
Lawyers	52.9%	47.1%	0.0%	0.0%
Legal support	84.7%	15.4%	0.0%	0.0%
Business services	56.9%	41.5%	0.4%	1.2%

Trans

	Yes	No	Prefer not to say
Partners	2.8%	97.3%	0.0%
Lawyers	0.2%	99.7%	0.2%
Legal Support	0.0%	99.5%	0.5%
Business Services	0.8%	98.6%	0.6%

Disability

	Yes	No	Prefer not to say
Partners	12.0%	83.3%	4.6%
Lawyers	14.1%	82.7%	3.3%
Legal Support	9.6%	89.5%	1.0%
Business Services	16.5%	80.7%	2.9%

Day to day activities are limited because of health problem or disability lasting 12 months

	Yes, limited a lot	Yes, limited a little	No	Prefer not to say
Partners	0.0%	4.6%	89.8%	5.6%
Lawyers	0.7%	7.8%	89.3%	2.2%
Legal Support	1.0%	4.0%	94.5%	0.5%
Business Services	0.2%	8.8%	89.3%	1.6%



Ethnicity

	Asian Background	Black Background	Mixed/Multiple Ethnic Groups	Other ethnic group	White
Partners	2.7%	0.0%	0.9%	1.8%	93.8%
Lawyers	11.1%	1.7%	3.7%	2.0%	81.5%
Legal Support	5.5%	2.5%	2.0%	0.5%	89.5%
Business Services	10.9%	6.4%	2.4%	2.3%	77.9%

Religious Belief

	No religion or belief / Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partners	17.0%	0.0%	51.0%	1.0%	6.0%	1.0%	0.0%	18.0%	6.0%
Lawyers	23.0%	0.0%	40.0%	4.0%	3.0%	1.0%	1.0%	26.0%	3.0%
Legal Support	35.0%	1.0%	46.0%	2.0%	2.0%	2.0%	2.0%	10.0%	2.0%
Business Services	28.0%	1.0%	42.0%	3.0%	2.0%	2.0%	1.0%	16.0%	4.0%

Sexual Orientation

	Bisexual	Gay man	Gay woman / lesbian	Heterosexual / straight	Prefer to self-describe	Prefer not to say
Partners	2.0%	1.0%	0.0%	88.0%	1.0%	8.0%
Lawyers	4.0%	3.0%	0.0%	88.0%	1.0%	4.0%
Legal Support	1.0%	0.0%	1.0%	97.0%	0.0%	2.0%
Business Services	2.0%	2.0%	0.0%	92.0%	1.0%	3.0%

School type from 11-18

	UK state school - non academically selective (comprehensive)	UK state school - academically selective (grammar)	UK independent / fee paying school with scholarship	UK independent / fee paying school	Educated abroad	Prefer not to say
Partners	32.0%	14.0%	18.0%	22.0%	12.0%	2.0%
Lawyers	21.0%	26.0%	12.0%	15.0%	24.0%	2.0%
Legal Support	66.0%	14.0%	4.0%	7.0%	8.0%	2.0%
Business Services	53.0%	15.0%	3.0%	8.0%	18.0%	3.0%

First generation to attend university

	No	Yes	Did not attend University	Prefer not to say
Partners	58.0%	40.0%	0.0%	2.0%
Lawyers	69.0%	29.0%	1.0%	1.0%
Legal Support	26.0%	21.0%	52.0%	2.0%
Business Services	33.0%	29.0%	36.0%	2.0%

Primary carer for a child under 18

	Yes	No	Prefer not to say
Partners	67.0%	32.0%	1.0%
Lawyers	19.0%	80.0%	1.0%
Legal Support	31.0%	68.0%	1.0%
Business Services	36.0%	63.0%	1.0%



Time spent providing unpaid care for those with long term physical or mental ill-health caused by disability or age

	No	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partners	82.0%	15.0%	1.0%	0.0%	2.0%
Lawyers	88.0%	10.0%	1.0%	0.0%	2.0%
Legal Support	82.0%	12.0%	1.0%	2.0%	3.0%
Business Services	84.0%	13.0%	0.0%	1.0%	2.0%