



HERBERT  
SMITH  
FREEHILLS

DIVERSITY  
& INCLUSION

# Diversity Data - Report

2021 (London)



### Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partners	0%	1%	38%	43%	18%	0%	0%
Lawyers	6%	67%	20%	4%	1%	0%	0%
Legal Support	16%	19%	22%	25%	16%	2%	0%
Business Services	6%	22%	34%	26%	11%	1%	0%

### Gender Identity

	Female	Male	Prefer to self-describe	Prefer not to say
Partners	25%	75%	0%	0%
Lawyers	54%	45%	0%	0%
Legal support	94%	6%	0%	1%
Business services	58%	41%	0%	1%

### Trans

	Yes	No	Prefer not to say	Invalid/no response
Partners	0%	29%	0%	71%
Lawyers	0%	37%	0%	62%
Legal Support	0%	33%	0%	66%
Business Services	0%	57%	1%	42%

Disability

	Yes	No	Prefer not to say	Invalid/no response
Partners	4%	24%	0%	73%
Lawyers	4%	31%	1%	63%
Legal Support	2%	30%	1%	67%
Business Services	7%	49%	2%	42%

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	Invalid/no response
Partners	0%	2%	26%	0%	72%
Lawyers	0%	3%	31%	1%	64%
Legal Support	0%	1%	31%	1%	67%
Business Services	0%	3%	52%	2%	43%



### Ethnicity

	Asian	Black	Mixed/Multiple Ethnic Groups	Other ethnic group	White	Prefer not to say	Invalid/no response
Partners	4%	0%	0%	0%	79%	2%	15%
Lawyers	13%	1%	4%	1%	52%	1%	28%
Legal Support	4%	4%	0%	0%	61%	0%	30%
Business Services	10%	8%	3%	1%	59%	1%	19%

### Religious Belief

	No religion or belief / Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say	Invalid/no response
Partners	4%	0%	18%	1%	3%	0%	0%	2%	1%	72%
Lawyers	13%	0%	9%	2%	2%	1%	1%	7%	2%	63%
Legal Support	11%	0%	17%	0%	0%	0%	1%	2%	2%	66%
Business Services	19%	0%	23%	2%	1%	2%	1%	6%	3%	42%

### Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual / straight	Prefer to self-describe	Prefer not to say	Invalid/no response
Partners	1%	0%	25%	0%	0%	73%
Lawyers	2%	3%	30%	0%	2%	63%
Legal Support	0%	0%	34%	0%	0%	66%
Business Services	1%	2%	53%	0%	3%	42%



### 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	Don't know/Not sure	Prefer not to say	Invalid/no response
Partners	9%	3%	5%	7%	3%	1%	0%	72%
Lawyers	10%	5%	4%	7%	10%	1%	0%	63%
Legal Support	21%	4%	2%	1%	3%	0%	2%	67%
Business Services	29%	10%	1%	4%	10%	3%	1%	43%

### First generation to attend university

	No	Yes	Don't know/Not sure	Prefer not to say	Invalid/no response
Partners	16%	11%	0%	0%	73%
Lawyers	27%	9%	0%	1%	63%
Legal Support	6%	19%	6%	2%	68%
Business Services	20%	29%	6%	2%	43%

### Primary carer for a child under 18

	Yes	No	Prefer not to say	Invalid/no response
Partners	13%	16%	0%	71%
Lawyers	6%	31%	0%	63%
Legal Support	15%	17%	0%	67%
Business Services	20%	36%	1%	43%



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	Invalid/no response
Partners	27%	1%	0%	1%	0%	72%
Lawyers	33%	2%	0%	0%	1%	64%
Legal Support	29%	2%	0%	1%	1%	67%
Business Services	50%	3%	0%	2%	2%	43%

Work of the main / highest income earner in your household when you were aged about 14

	Modern professional and traditional professional occupations	Senior, middle or junior managers or administrators	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine manual and service occupations	Small business owners who employed less than 25 people	Long term unemployed	Other (e.g. retired, this question does not apply to me, I don't know)	Prefer not to say	Invalid / no response to this question
Partners	11%	11%	0%	1%	1%	0%	0%	3%	0%	73%
Lawyers	18%	11%	0%	1%	2%	0%	0%	3%	1%	64%
Legal Support	8%	4%	3%	4%	5%	0%	0%	7%	2%	68%
Business Services	17%	16%	2%	5%	6%	0%	1%	7%	3%	43%