

withersworldwide

The law firm for success

# UK diversity statistics 2024

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# UK diversity statistics 2024

We are committed to monitoring our diversity at Withers, acting on areas that need improvement and being transparent about diversity at all levels within the business.

Over the last year, we have continued with our commitment to create a bias free working environment and to maintaining an inclusive culture with equal opportunities for everyone.

We are conscious that there is always room for improvement in our diversity and we deploy training and confidential support services across all of our offices worldwide, and roll out a wide range of initiatives to educate and raise awareness around important observances to support the needs of our people from all backgrounds and minority groups.

Overleaf we set out a breakdown of our UK diversity statistics as at March 2024 covering: gender, ethnic group, sexual orientation, disability, age and religion.

Please get in touch if you have any questions about this data.



**Margaret Robertson**  
CEO



**Anne Mahoney**  
Chief People Officer

Have amended text to reflect 2024 as I assume this is based on current stats?

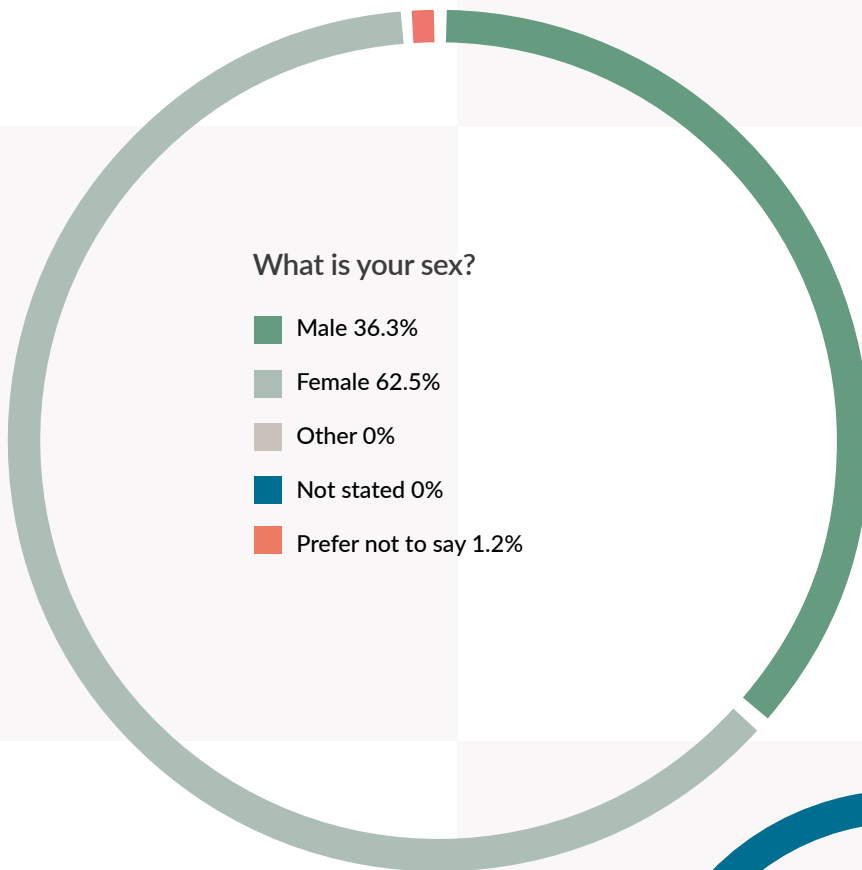


# Contents

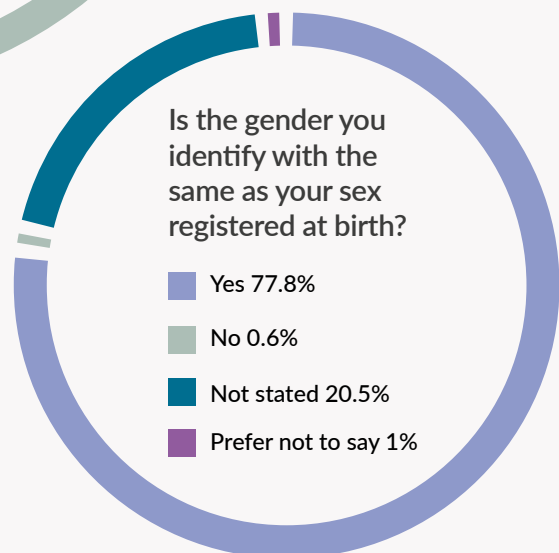
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- 04 Gender
- 05 Ethnic group
- 06 Sexual orientation
- 07 Disability
- 08 Age
- 09 Religion
- 10 Education
- 12 Caring responsibilities

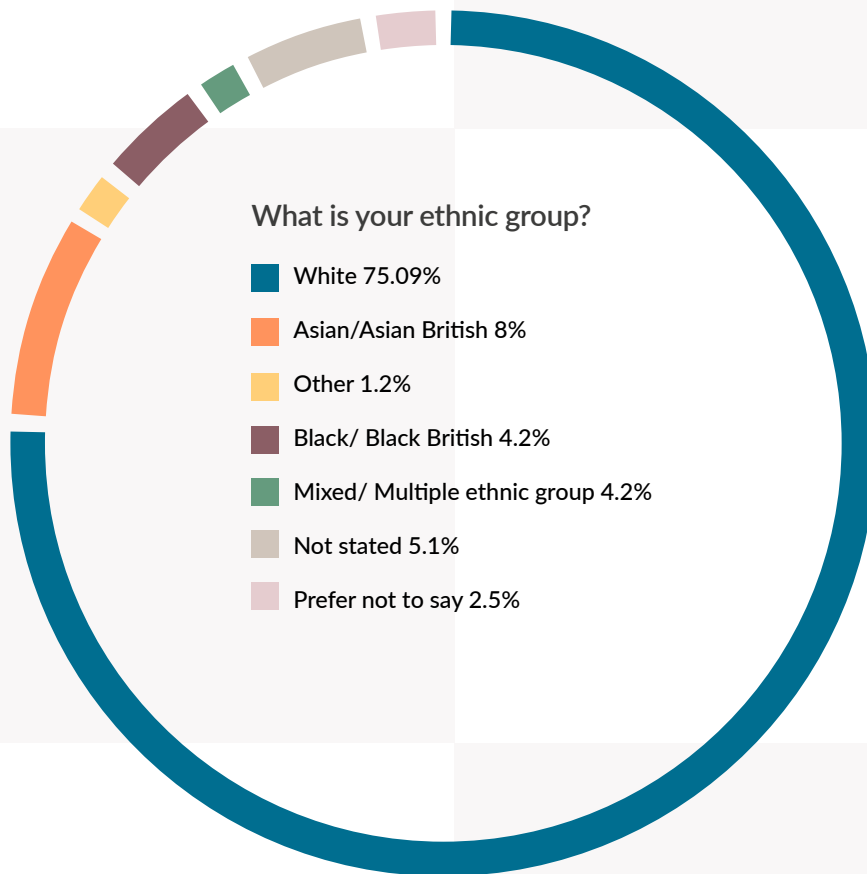
# Gender



4



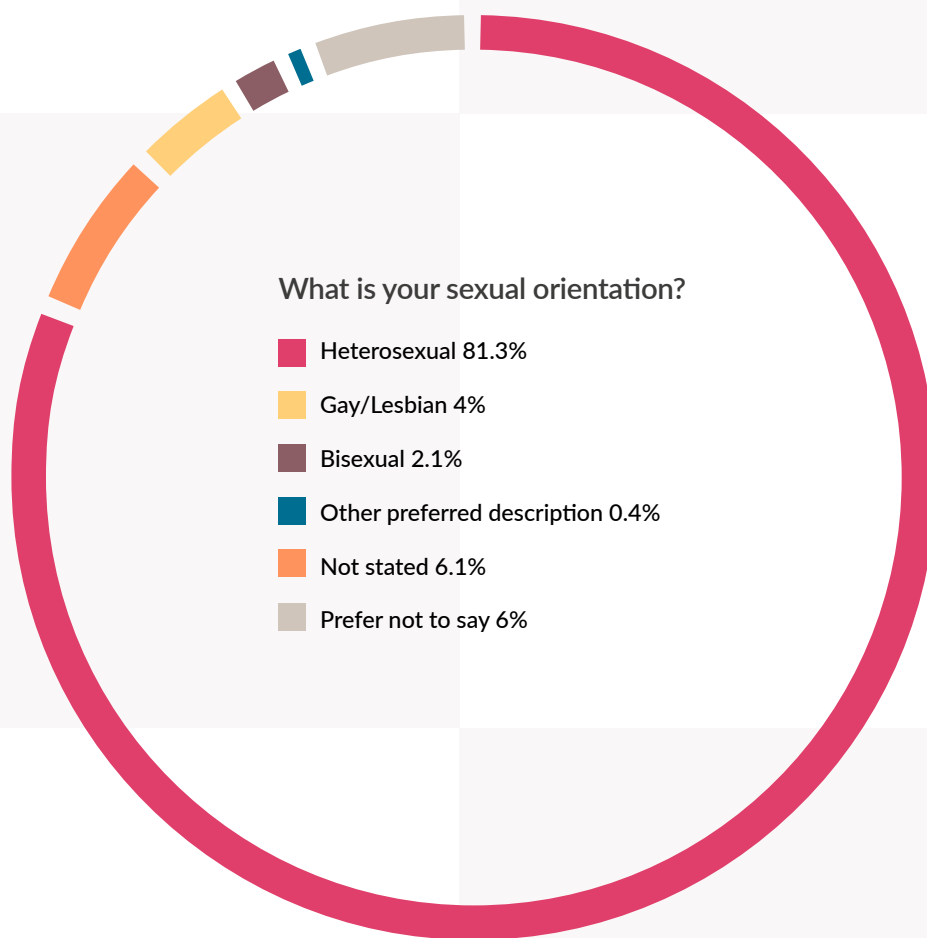
# Ethnic group



British/English/Welsh/N Irish/Scottish	63.1%	Bangladeshi	0.9%	Arab	0.4%	African	2.7%	White and Asian	1.6%
Irish	0.9%	Chinese	1.9%	Any other ethnic group	0.7%	Caribbean	1.2%	White and Black African	0.1%
Gypsy/Irish traveller	0.0%	Indian	2.7%			Any other Black background	0.3%	White and Black Caribbean	1.0%
Roma	0.0%	Pakistani	0.7%					Any other mixed/multiple ethnic background	1.3%
Any other White background	10.9%	Any other Asian background	1.5%						

# Sexual orientation

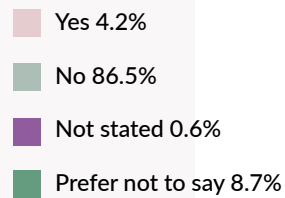
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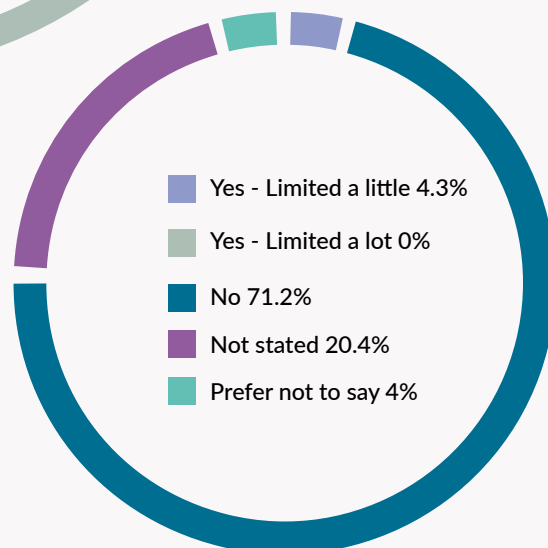
# Disability

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Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

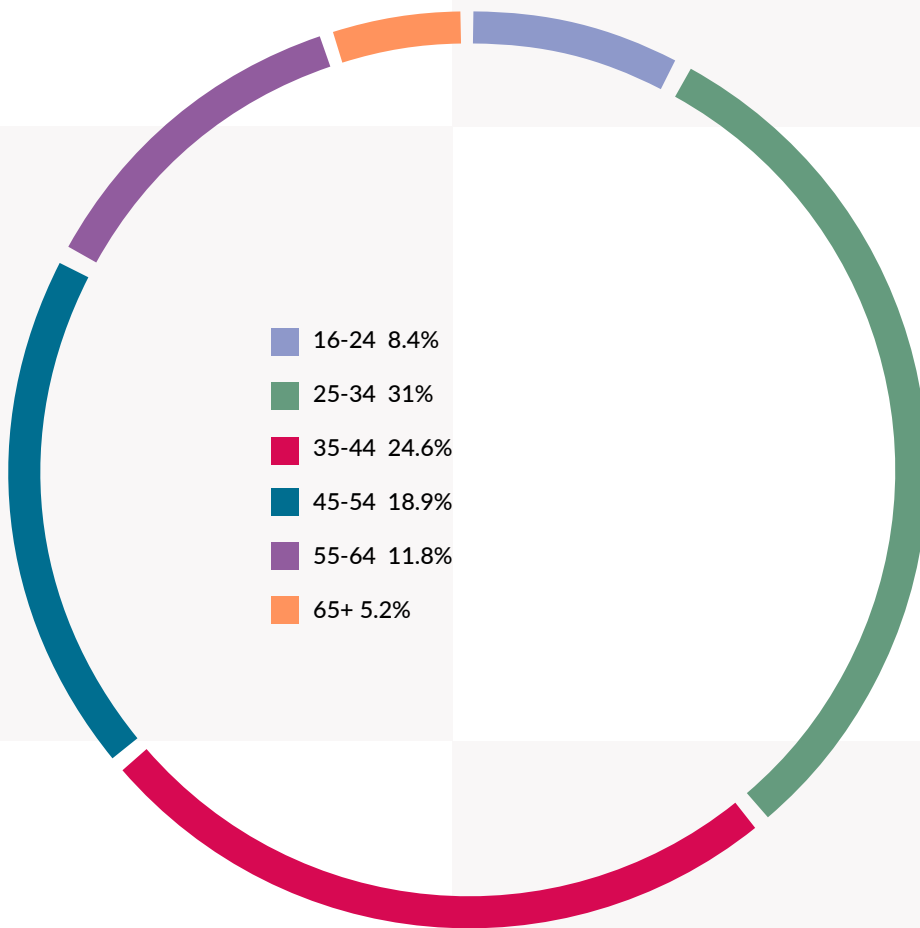


Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



# Age

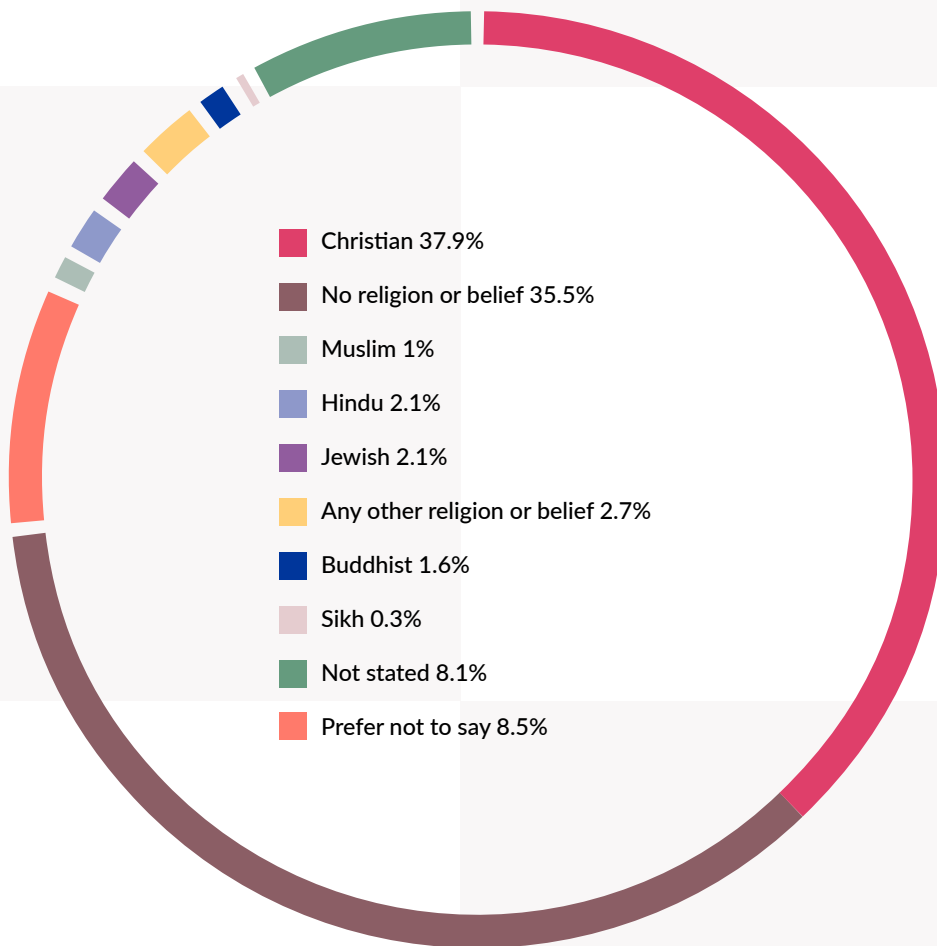
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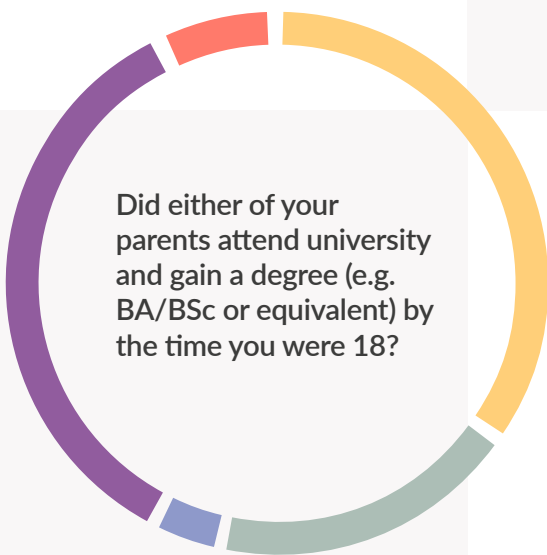


# Religion

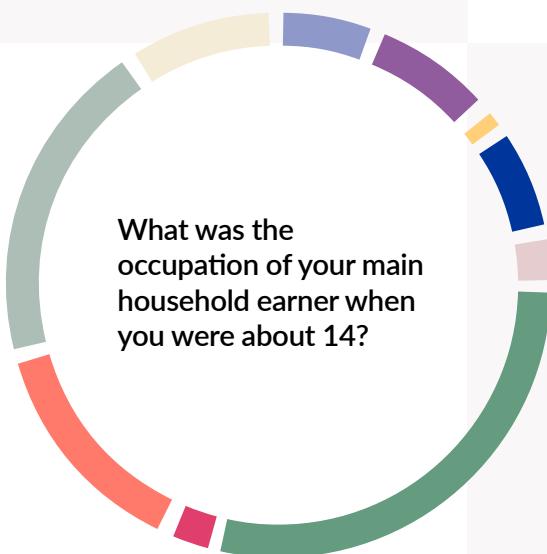
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# Education

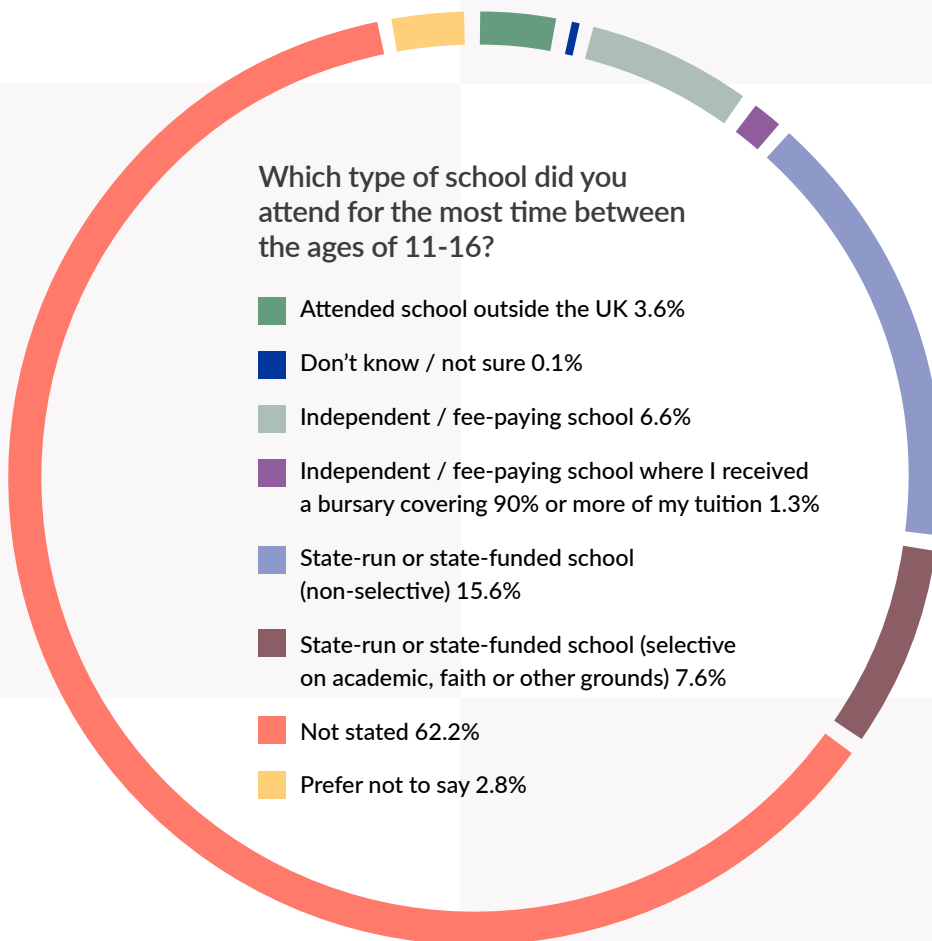


- Yes, one or both of my parents attended university 34.8%
- No, neither of my parents attended university 18.6%
- Don't know / not sure 4.2%
- Not stated 35.4%
- Prefer not to say 7.0%

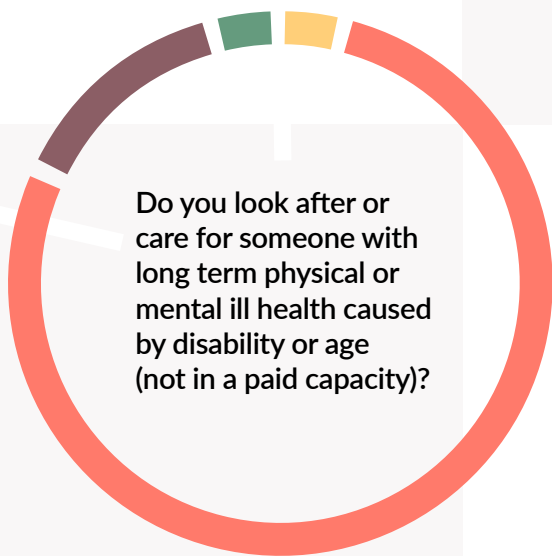


- Technical and craft occupations 6.4%
- Routine, semi-routine, manual, and service occupations 8.2%
- Long term unemployed 0.7%
- Other (Retired / this question does not apply to me / I don't know) 6.6%
- Clerical and intermediate occupations 3.4%
- Modern professional and traditional professional occupations 29.2%
- Small business owners who employed less than 25 people 2.8%
- Manager or administrators 13.5%
- Not stated 19.5%
- Prefer not to say 9.4%

# Education (continued)

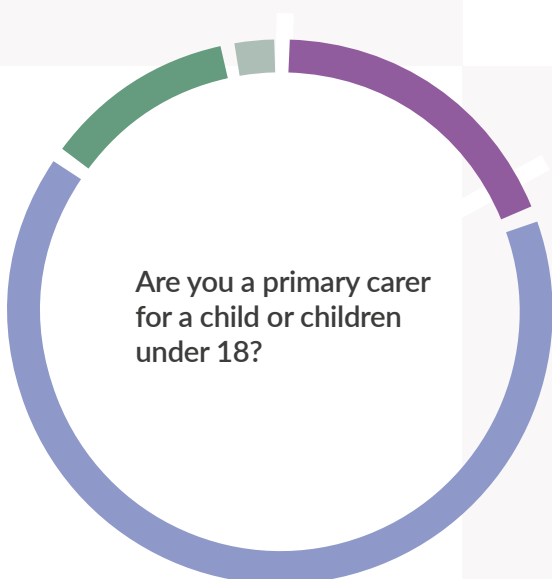


# Caring responsibilities



- Yes 4%
- No 78.1%
- Not stated 14.2%
- Prefer not to say 3.6%

12



- Yes 18.9%
- No 65.4%
- Not stated 12.4%
- Prefer not to say 3.3%