



HERBERT
SMITH
FREEHILLS
DIVERSITY
& INCLUSION

Diversity Data - Report

2023 (London)



Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partners	0%	1%	40%	42%	18%	0%	0%
Lawyers	1%	70%	22%	5%	1%	0%	0%
Legal Support	27%	31%	15%	15%	10%	2%	0%
Business Services	6%	26%	29%	24%	14%	1%	0%

Gender Identity

	Female	Male	Prefer to self-describe	Prefer not to say
Partners	26%	74%	0%	0%
Lawyers	55%	45%	0%	0%
Legal support	79%	21%	0%	0%
Business services	60%	40%	0%	0%

Trans

	Yes	No	Prefer not to say	Invalid/no response
Partners	0%	36%	0%	64%
Lawyers	0%	55%	1%	44%
Legal Support	0%	62%	2%	36%
Business Services	0%	69%	1%	29%

Disability

	Yes	No	Prefer not to say	Invalid/no response
Partners	4%	31%	1%	65%
Lawyers	5%	49%	2%	44%
Legal Support	3%	57%	4%	36%
Business Services	8%	61%	2%	29%

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%	1%	34%	0%	65%
Lawyers	0%	4%	49%	2%	45%
Legal Support	0%	2%	59%	3%	36%
Business Services	0%	3%	64%	3%	30%



Ethnicity

	Asian	Black	Mixed/Multiple Ethnic Groups	Other ethnic group	White	Prefer not to say	Invalid/no response
Partners	8%	0%	0%	1%	71%	2%	18%
Lawyers	13%	1%	2%	2%	60%	1%	21%
Legal Support	8%	6%	4%	1%	62%	2%	17%
Business Services	12%	8%	3%	2%	59%	1%	15%

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	10%	0%	19%	2%	3%	1%	0%	1%	1%	63%
Lawyers	30%	1%	12%	2%	2%	1%	1%	1%	3%	47%
Legal Support	28%	0%	22%	2%	1%	3%	1%	1%	5%	38%
Business Services	24%	0%	25%	3%	1%	3%	1%	2%	4%	37%

Sexual Orientation

	Bisexual	Gay/Lesbian	Heterosexual / straight	Other preferred description	Prefer not to say	Invalid/no response
Partners	2%	1%	32%	0%	0%	66%
Lawyers	1%	5%	46%	1%	4%	44%
Legal Support	1%	1%	43%	0%	2%	53%
Business Services	2%	2%	64%	3%	1%	29%



School type from 11-16

	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	13%	4%	5%	8%	4%	1%	0%	64%
Lawyers	14%	8%	6%	7%	19%	1%	1%	46%
Legal Support	30%	6%	4%	7%	13%	0%	3%	36%
Business Services	34%	12%	1%	6%	13%	0%	1%	32%

First generation to attend university

	No	Yes	Don't know/Not sure	Prefer not to say	Invalid/no response
Partners	22%	12%	0%	0%	66%
Lawyers	40%	12%	0%	1%	47%
Legal Support	28%	25%	5%	4%	38%
Business Services	25%	33%	7%	3%	32%

Primary carer for a child under 18

	Yes	No	Prefer not to say	Invalid/no response
Partners	13%	23%	0%	64%
Lawyers	8%	48%	1%	44%
Legal Support	12%	51%	1%	36%
Business Services	18%	51%	1%	30%



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	32%	2%	1%	1%	0%	65%
Lawyers	52%	2%	0%	0%	1%	44%
Legal Support	58%	2%	0%	1%	3%	36%
Business Services	63%	3%	0%	1%	3%	30%

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	17%	11%	1%	1%	1%	0%	0%	4%	0%	65%
Lawyers	27%	14%	1%	2%	2%	0%	1%	4%	1%	48%
Legal Support	22%	13%	4%	5%	6%	0%	2%	9%	4%	37%
Business Services	21%	18%	3%	7%	8%	0%	1%	9%	2%	31%