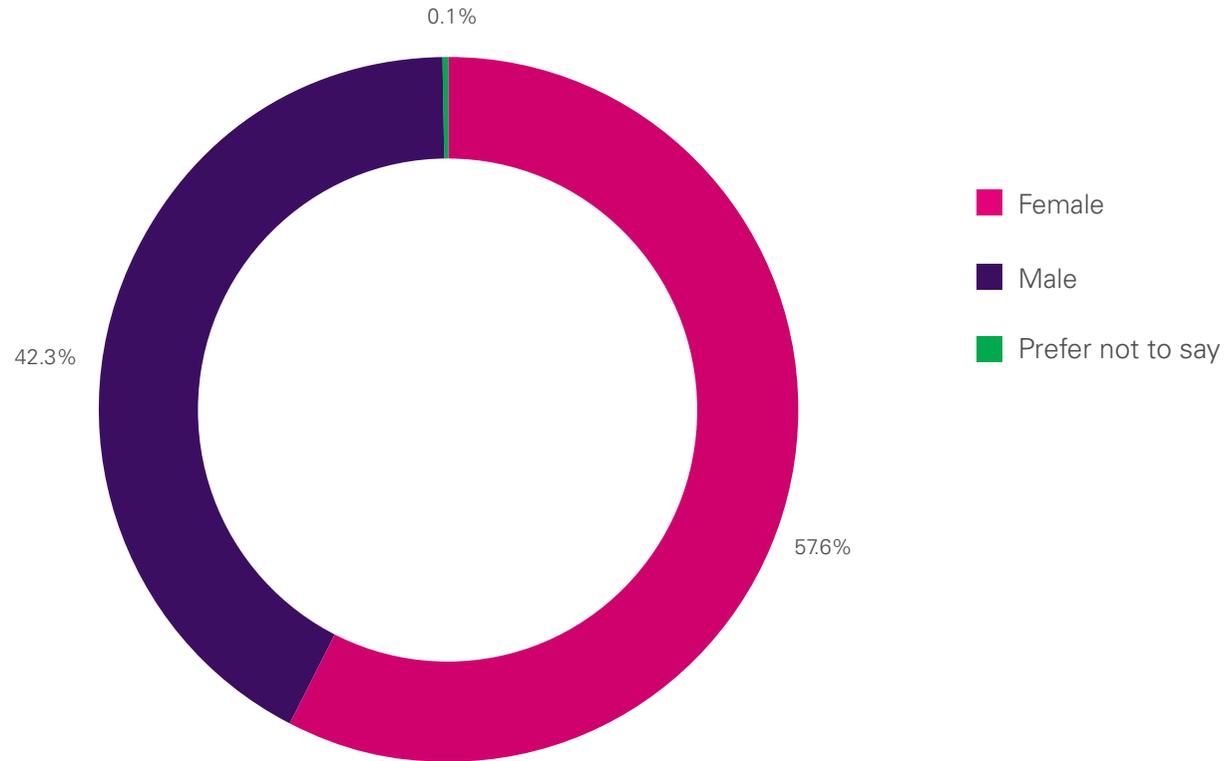


July 2019

Diversity Statistics

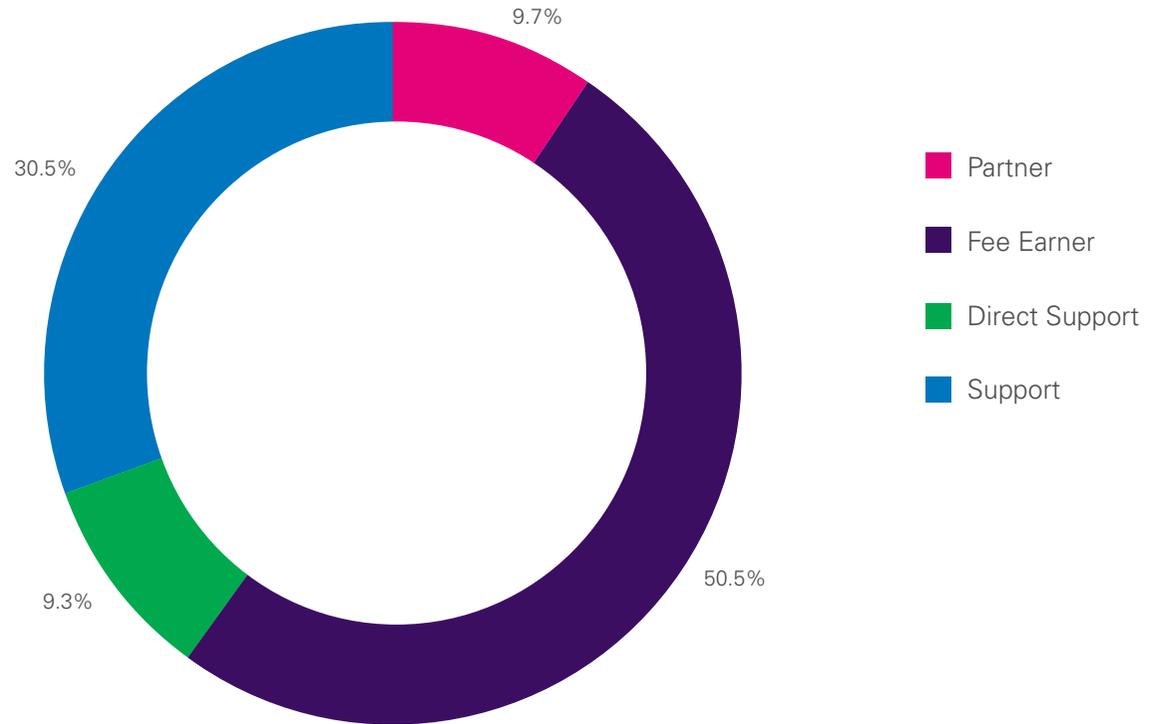
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Gender breakdown by role - Global

Gender	Partner	Fee Earner	Direct Support	Support	Overall
Female	21.5%	58.2%	93.5%	57.2%	57.6%
Male	78.5%	41.8%	6.5%	42.6%	42.3%
Prefer not to say	0%	0%	0%	0.2%	0.1%

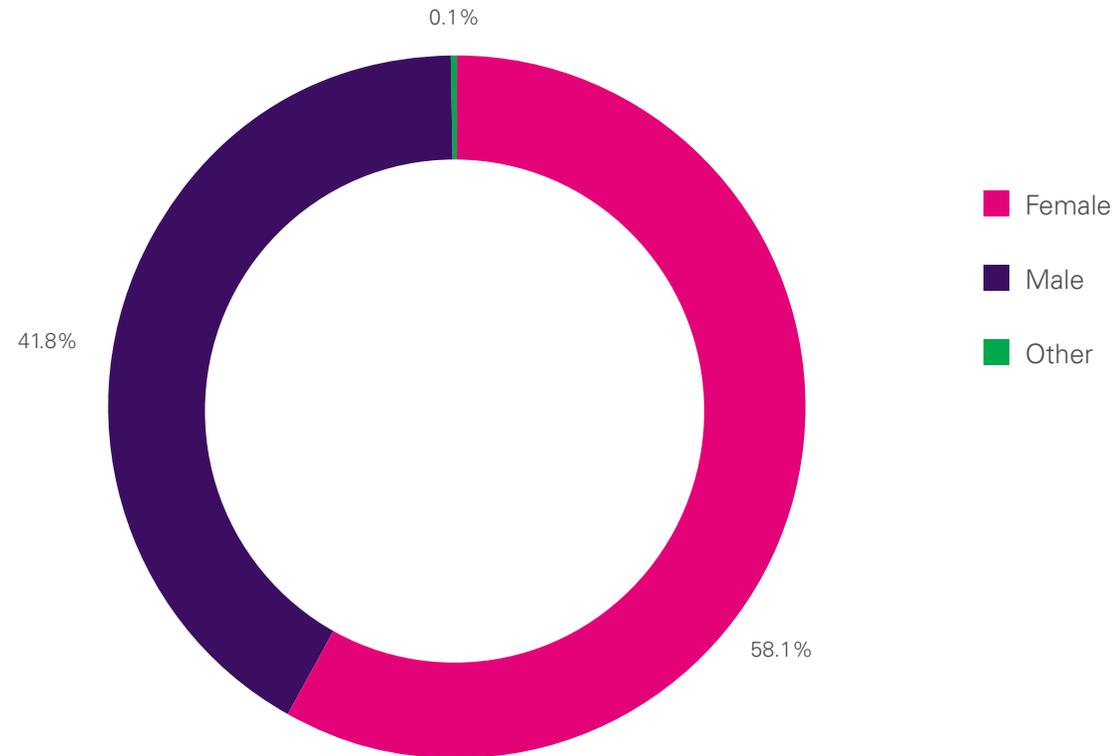
- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



Breakdown by role - Global

Partner	Fee Earner	Direct Support	Support
9.7%	50.5%	9.3%	30.5%

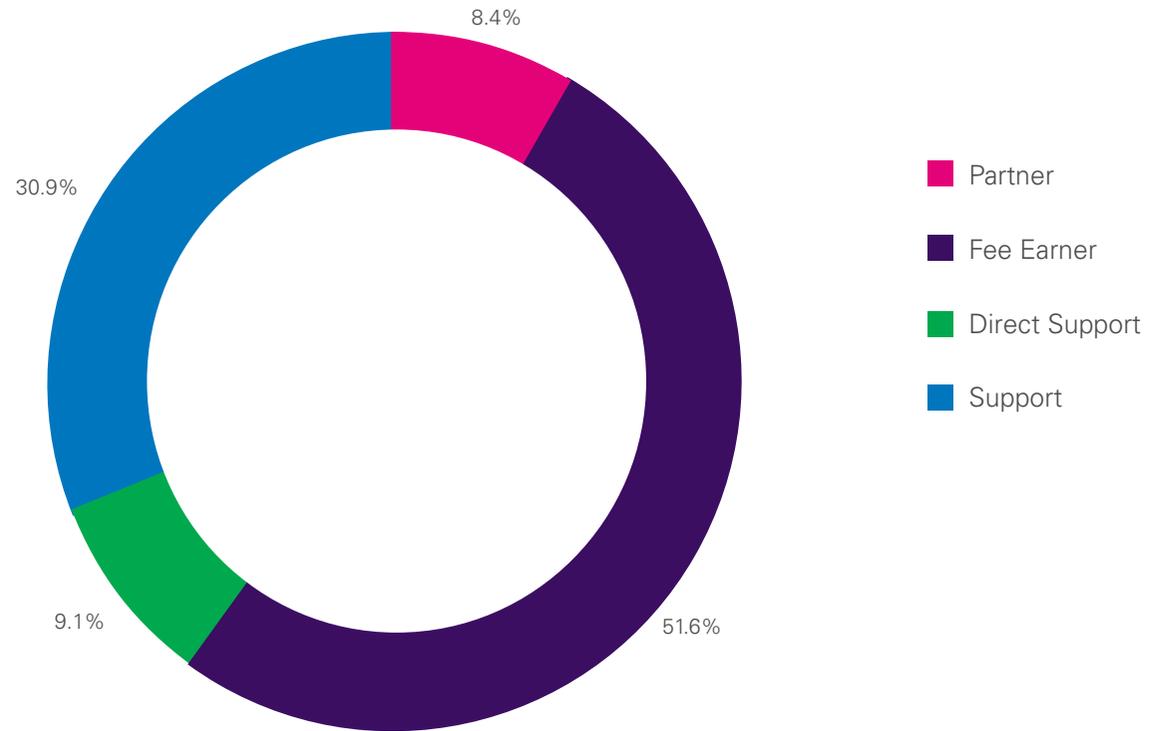
- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



Gender breakdown by role - UK only

Gender	Partner	Fee Earner	Direct Support	Support	Overall
Female	21.5%	58.8%	94%	56.3%	58.1%
Male	78.5%	41.2%	6%	43.5%	41.8%
Prefer not to say	0%	0%	0%	0.2%	0.1%

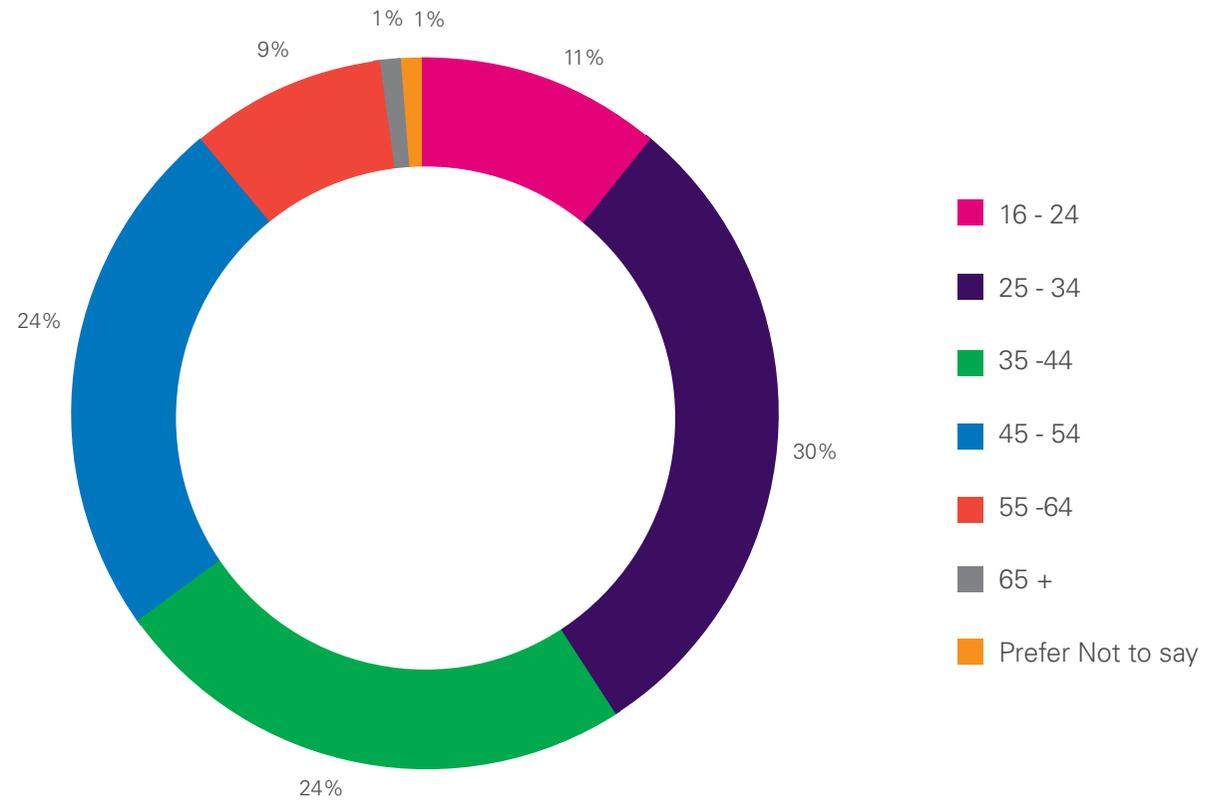
- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



Breakdown by role - UK only

Partner	Fee Earner	Direct Support	Support
8.4%	51.6%	9.1%	30.9%

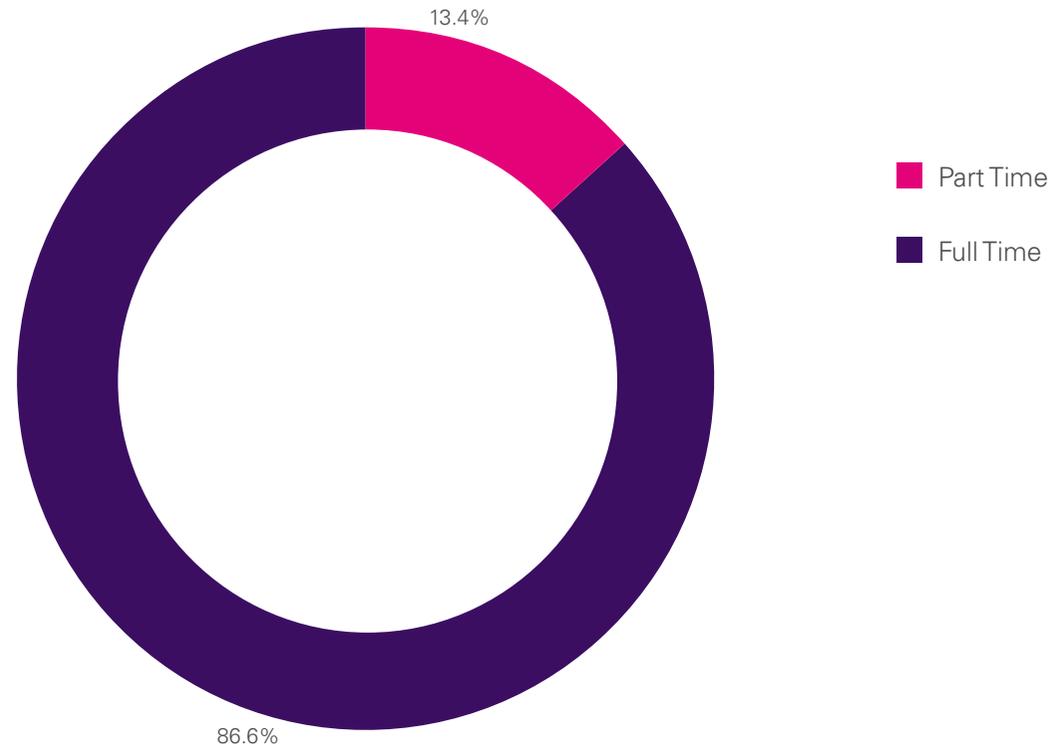
- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



Age Breakdown

16 - 24	25-34	35-44	45-54	55-64	65+	Prefer not to say
11%	30%	24%	24%	9%	1%	1%

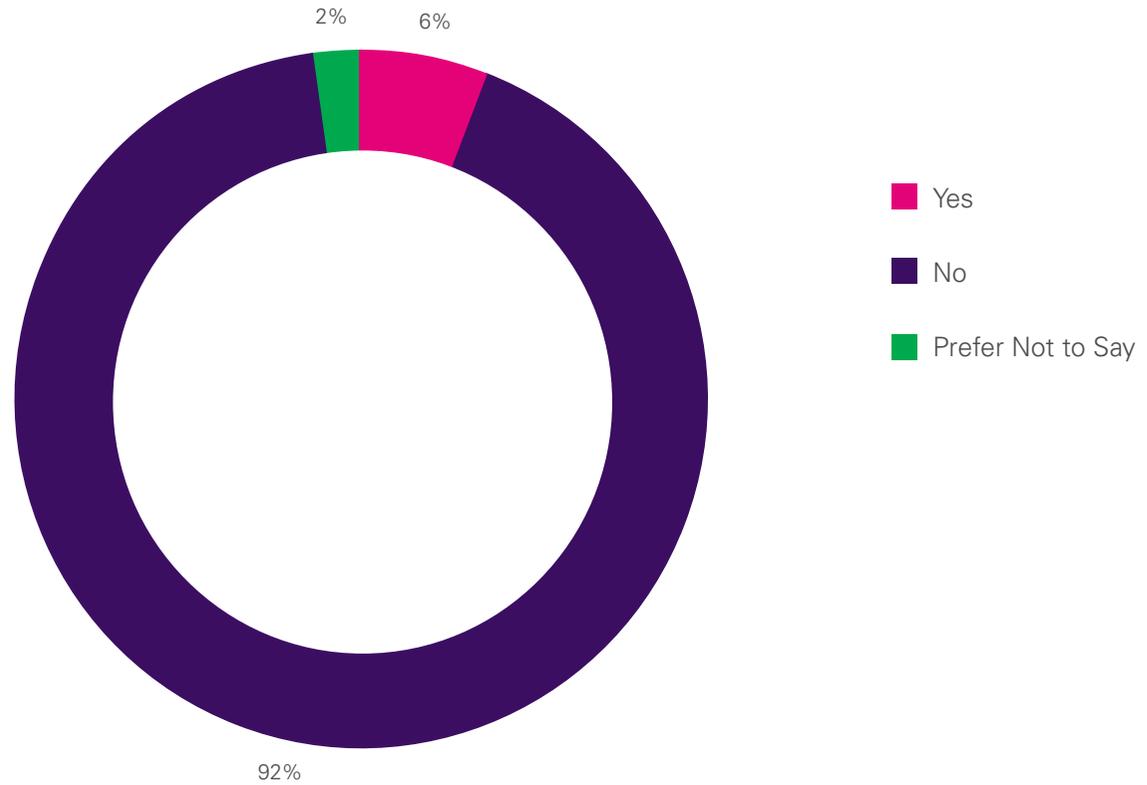
- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



Part Time / Full Time

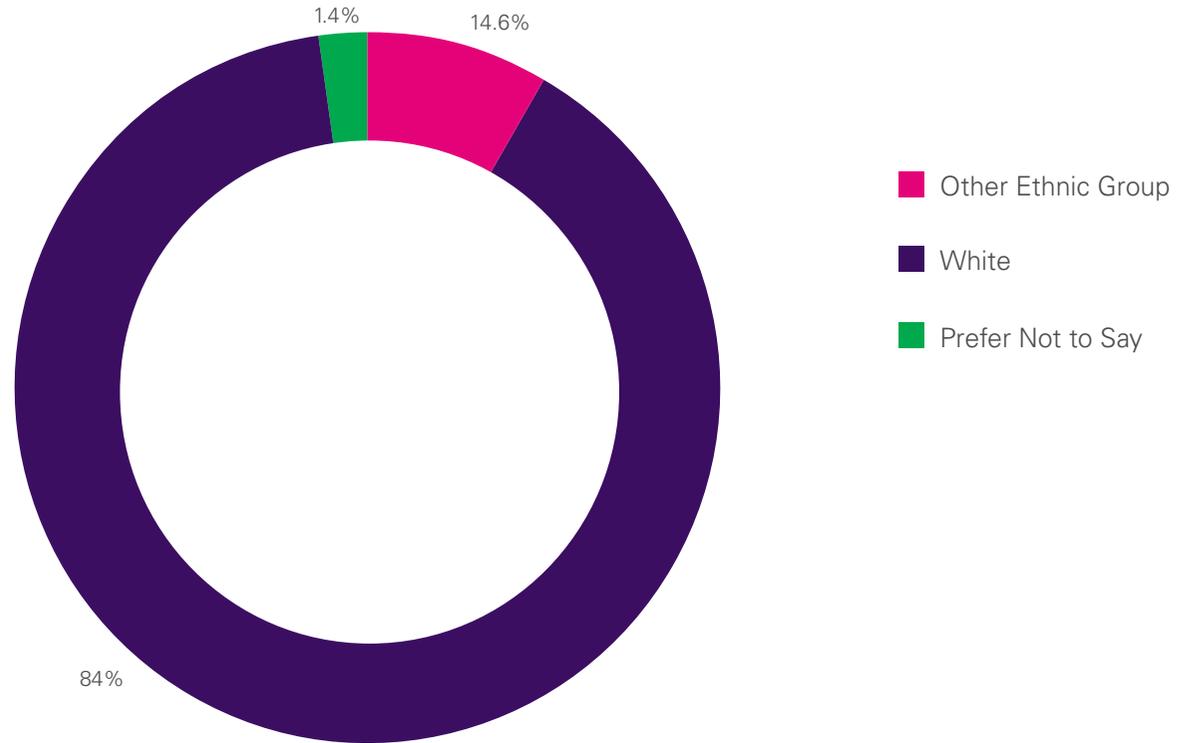
	Partner	Fee Earner	Direct Support	Support	Overall
Part Time	4.1%	50.1%	18.1%	27.8%	13.4%
Full Time	10.6%	50.6%	8.0%	30.9%	86.6%

- 100% of our people are represented in the gender categories
- Additional categories of data are extracted from responses from the questionnaire sent to our people to comply with SRA requirements



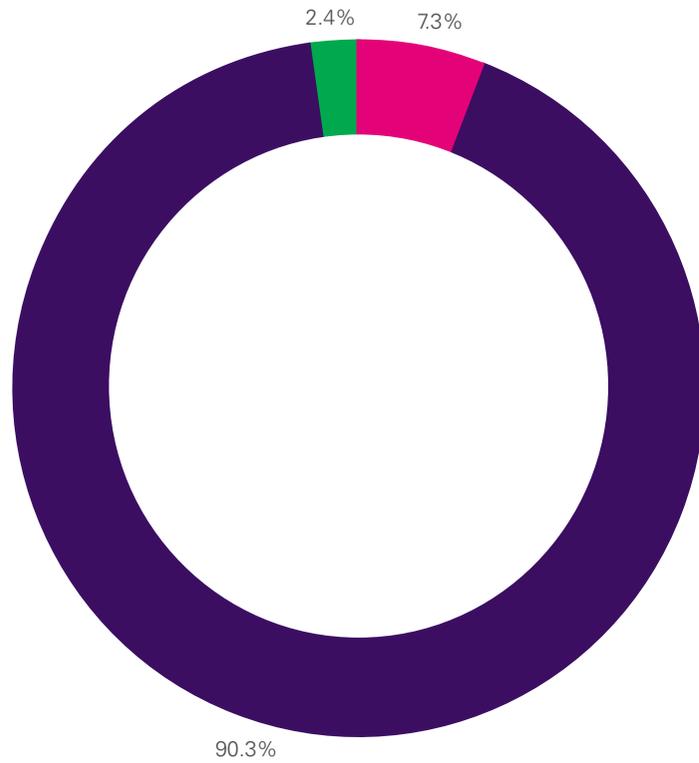
Disability

	Yes	No	Prefer Not to Say
	6%	92%	2%



Ethnicity

Asian/Asian British - Bangladeshi	Asian/Asian British - Chinese	Asian/Asian British - Indian	Asian/Asian British - Pakistani	Asian/Asian British - Any other Asian background	Black/Black British - African	Black/Black British - Caribbean	Black/Black British - Any other Black background	Mixed/multiple ethnic groups - White and Asian	
0.5%	1%	4.3%	1.5%	0.3%	1.7%	1.3%	0.1%	0.9%	
Mixed/multiple ethnic groups - White and Black African	Mixed/multiple ethnic groups - White and Black Caribbean	Mixed/multiple ethnic groups - White and Chinese	Mixed/multiple ethnic groups - Any other Mixed/multiple ethnic	White - British/English/Welsh/Northern Irish/Scottish	White - Irish	White - Any other White background	Other ethnic group - Arab	Any other ethnic group	Prefer not to say
0.3%	0.9%	0.1%	0.4%	78.7%	1.7%	3.6%	0.4%	1.2%	1.4%

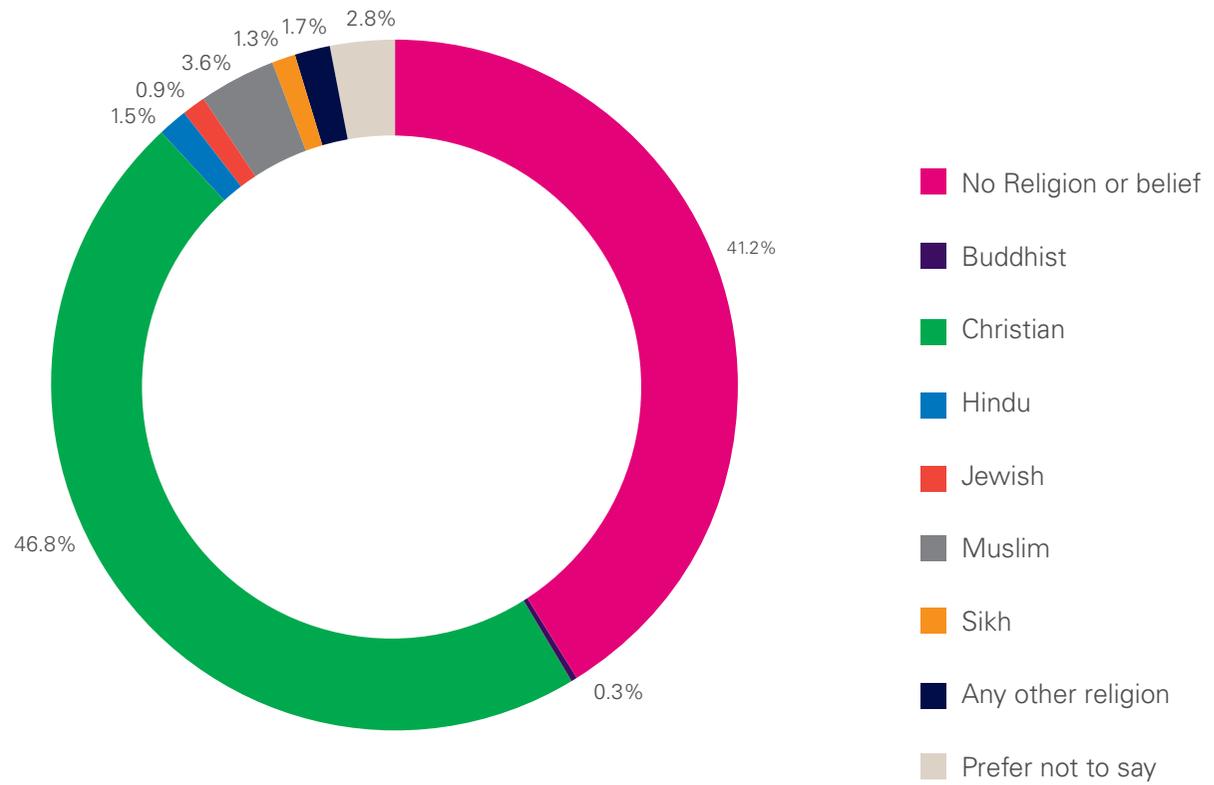


- LGBT
- Hetrosexual
- Prefer not to say

Bisexual	2.4%
Gay/lesbian	4.6%
Heterosexual/straight	90.3%
Other	0.3%
Prefer not to say	2.4%

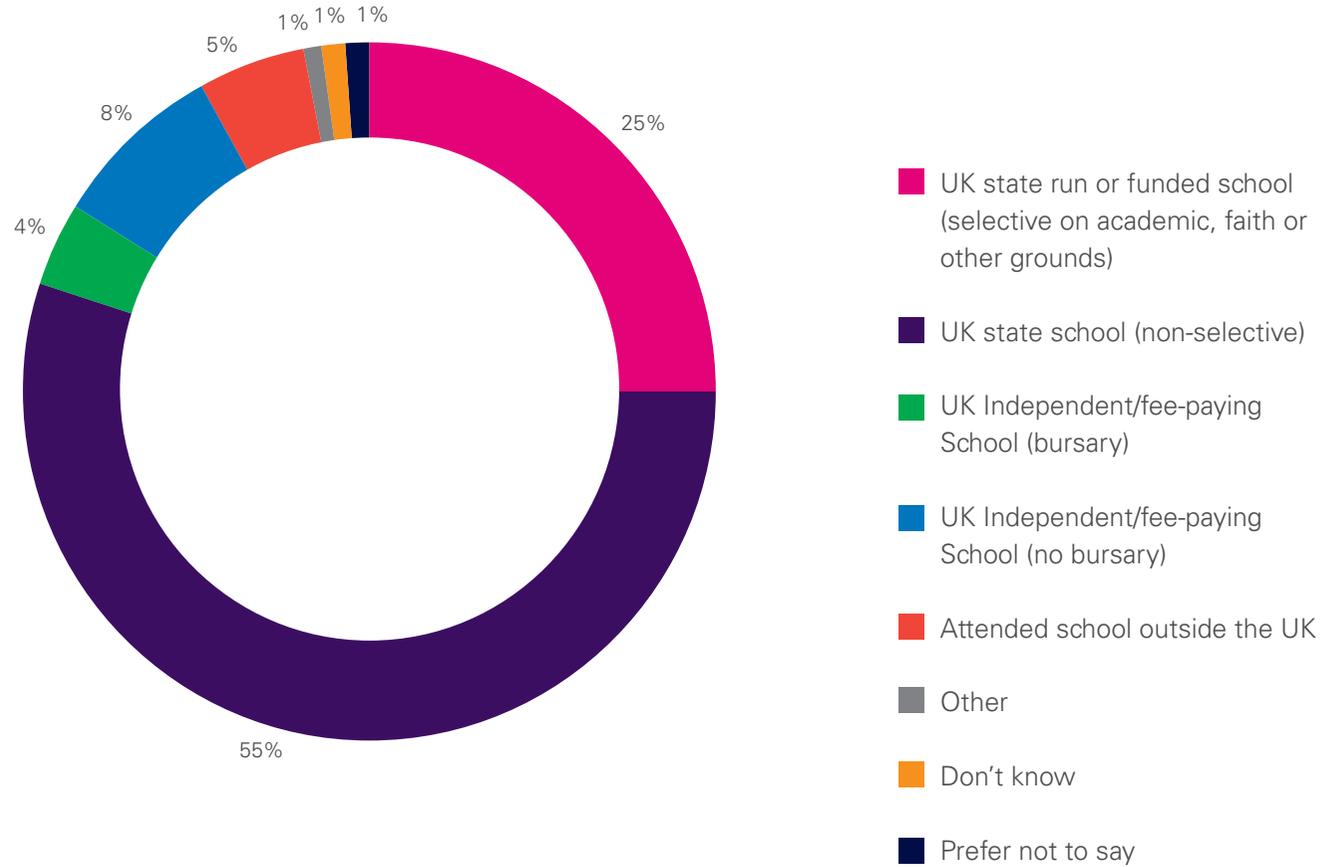
Sexual Orientation

LGBT	Heterosexual/Straight	Prefer not to say
7.3%	90.3%	2.4%



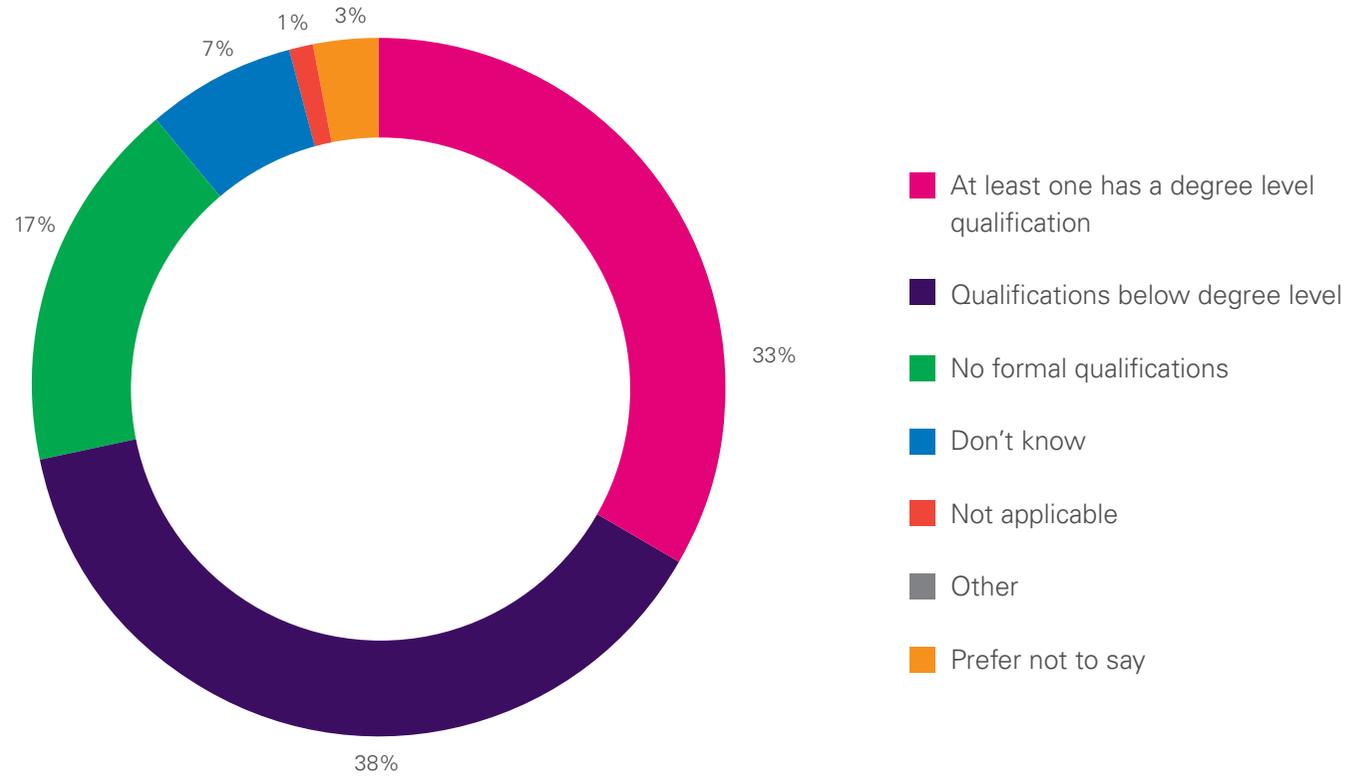
Religion

No religion or belief/Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion	Prefer not to say
41.2%	0.3%	46.8%	1.5%	0.9%	3.6%	1.3%	1.7%	2.8%



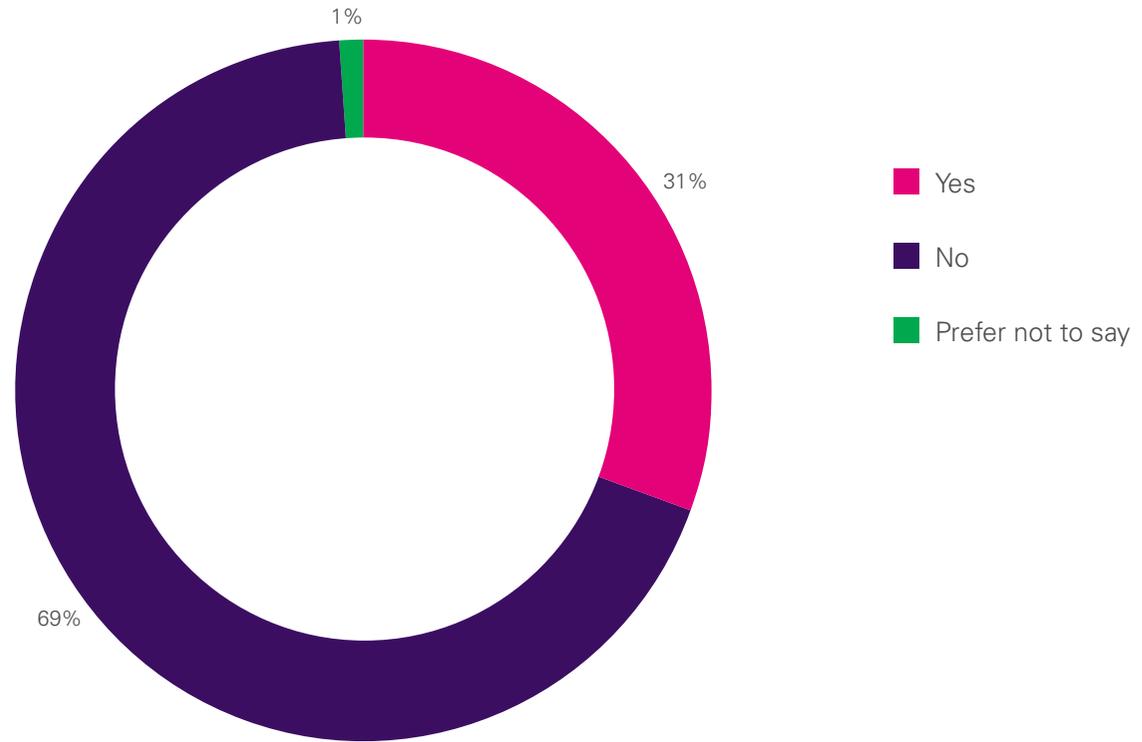
Social Mobility

UK state run or funded school (selective on academic, faith or other grounds)	UK state school (non-selective)	UK Independent/fee-paying School (bursary)	UK Independent/fee-paying School (no bursary)	Attended school outside the UK	Other	Don't know	Prefer not to say
25%	55%	4%	8%	5%	1%	1%	1%



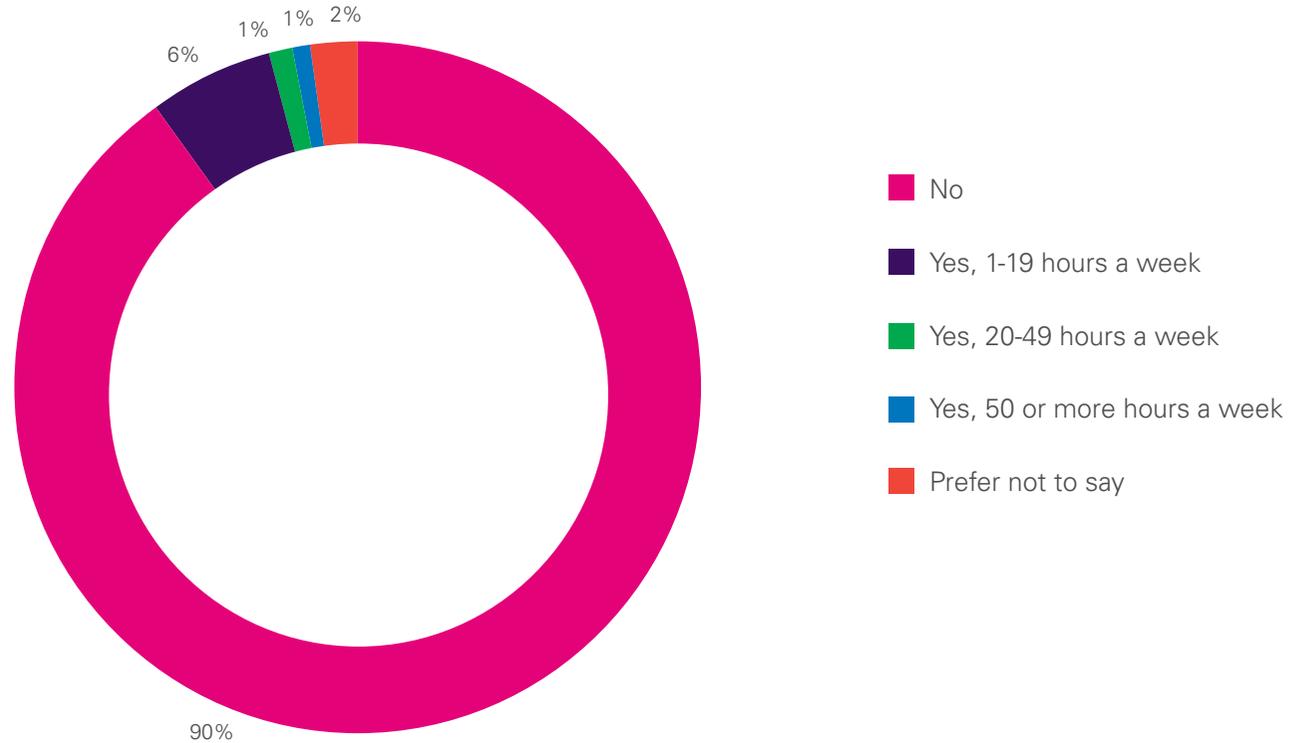
Social Mobility - Highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18

At least one has a degree level qualification	Qualifications below degree level	No formal qualifications	Don't know	Not applicable	Other	Prefer not to say
33%	38%	17%	7%	1%	0%	3%



Primary carer for children under 18

Yes	No	Prefer not to say
31%	69%	1%



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
90%	6%	1%	1%	2%



Location



27
locations

- Belfast
- Berlin
- Birmingham
- Brisbane
- Bristol
- Brussels
- Chicago
- Cologne
- Doha
- Dubai
- Dublin
- Edinburgh
- Glasgow
- Leeds
- Liverpool
- London
- Manchester
- Melbourne
- Milan
- Milton Keynes
- Munich
- Newcastle, NSW
- Newcastle UK
- Paris
- Singapore
- Sydney
- Toronto
- Warsaw

People



3,100

There are now over 3,100 people across the DWF Group.





July 2019

Diversity Statistics

www.dwf.law