

withersworldwide
The law firm for success

UK diversity statistics 2023



UK diversity statistics 2023

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.



Margaret Robertson
CEO



Anne Mahoney
Chief People Officer

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 2023 covering: gender, ethnic group, sexual orientation, disability, age and religion.

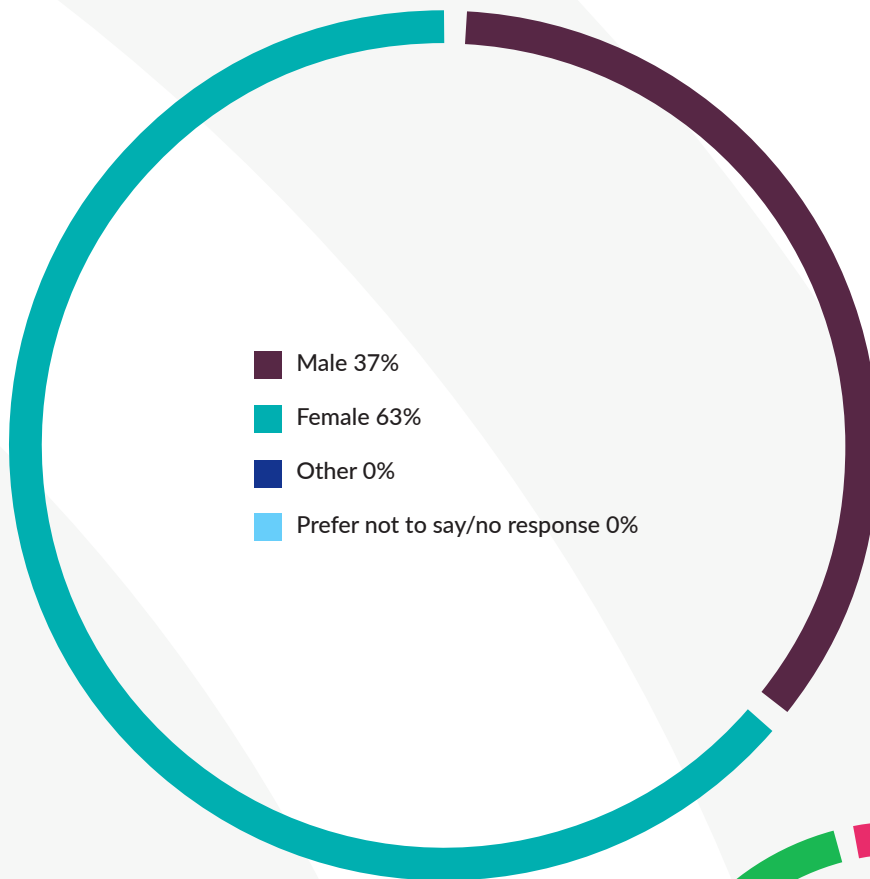
Please get in touch if you have any questions about this data.



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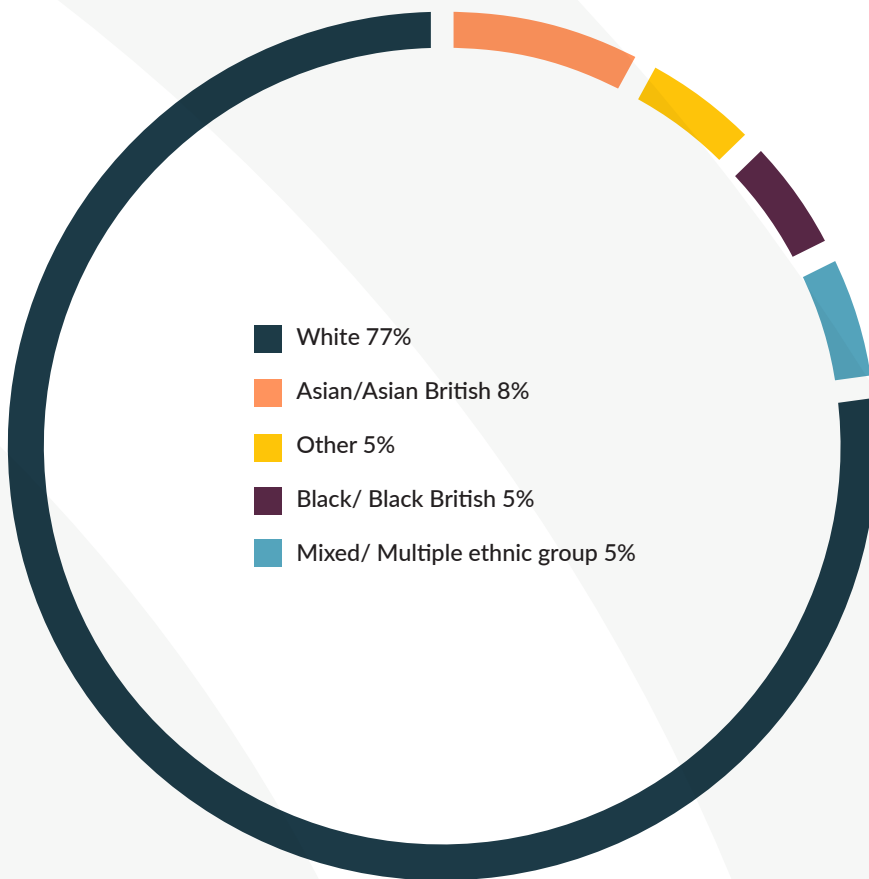
Gender



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Ethnic group



British/English/Welsh/N Irish/Scottish	64%
Irish	1%
Gypsy/Irish traveller	0%
Roma	0%
Any other White background	12%

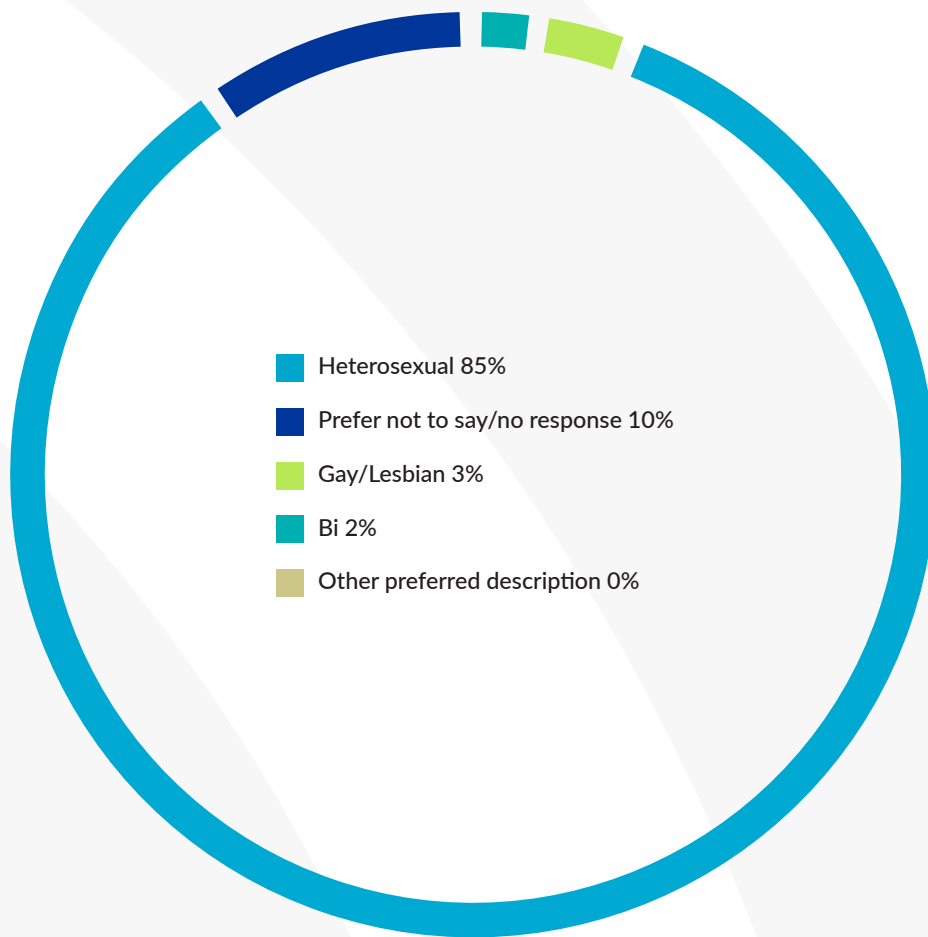
Bangladeshi	1%
Chinese	2%
Indian	3%
Pakistani	1%
Any other Asian background	1%

Arab	1%
Any other ethnic group	1%
Prefer not to say/no response	3%

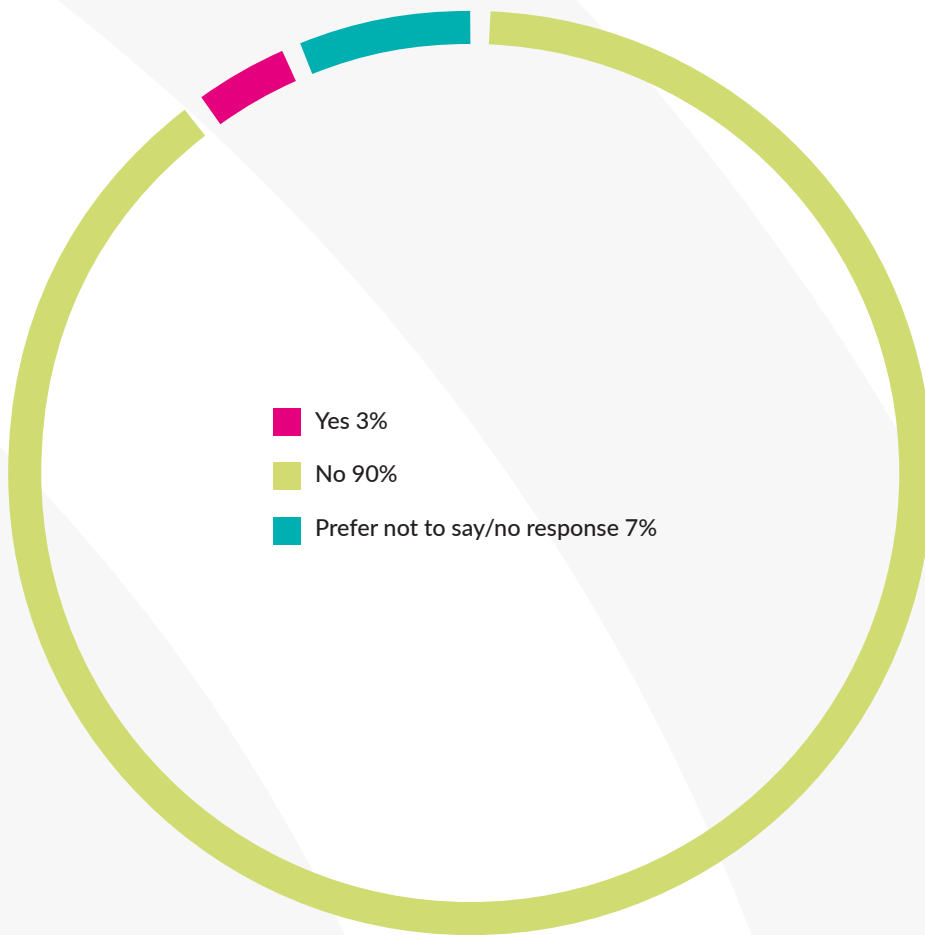
African Caribbean	2%
Any other Black background	1%

White and Asian	2%
White and Black African	0%
White and Black Caribbean	1%
Any other mixed/multiple ethnic background	2%

Sexual orientation

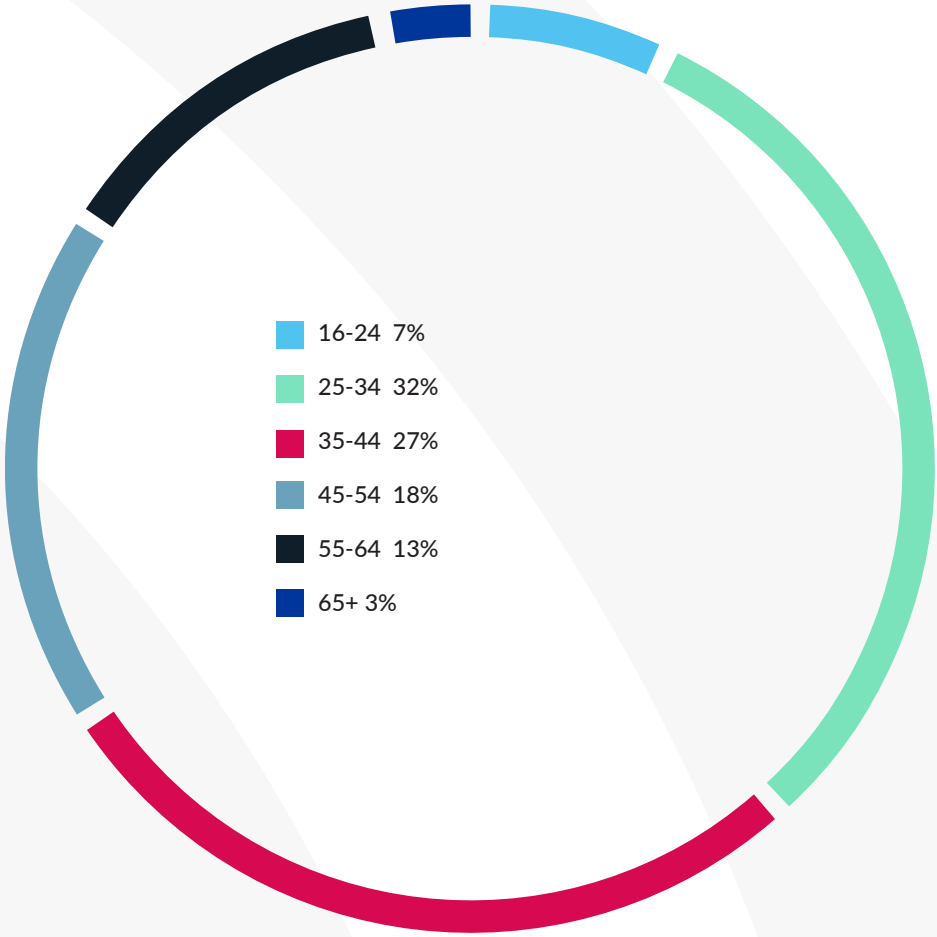


Disability



Age

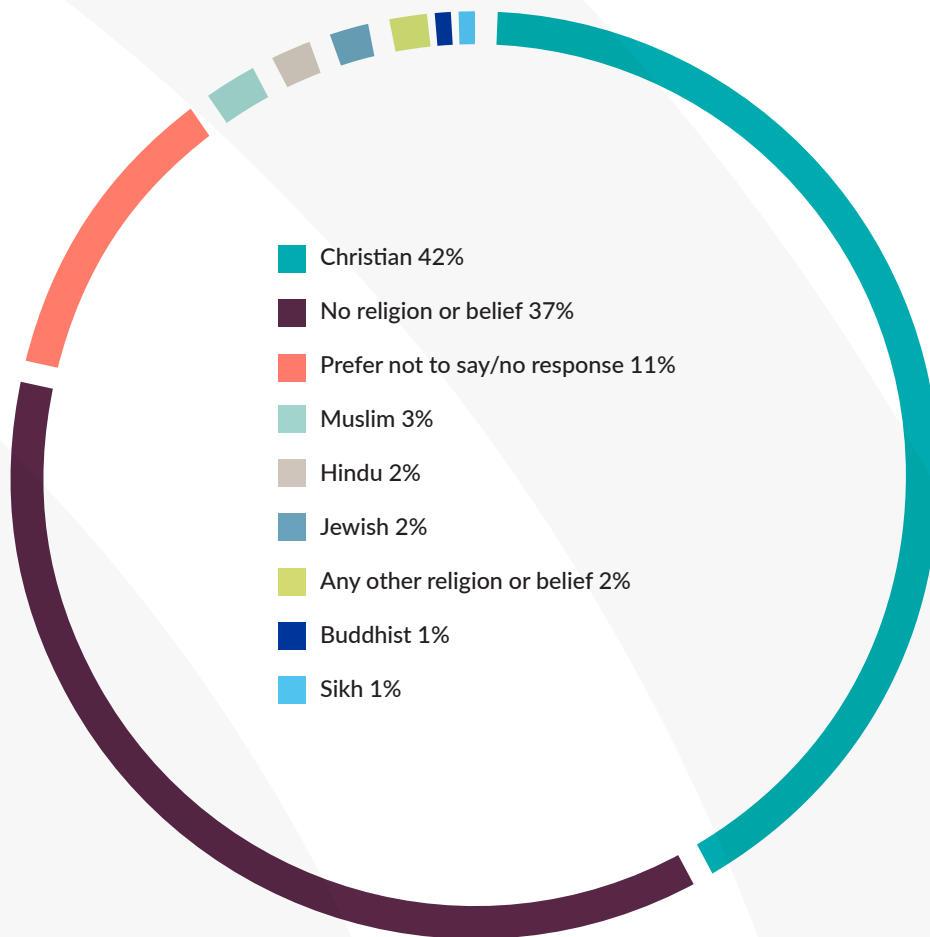
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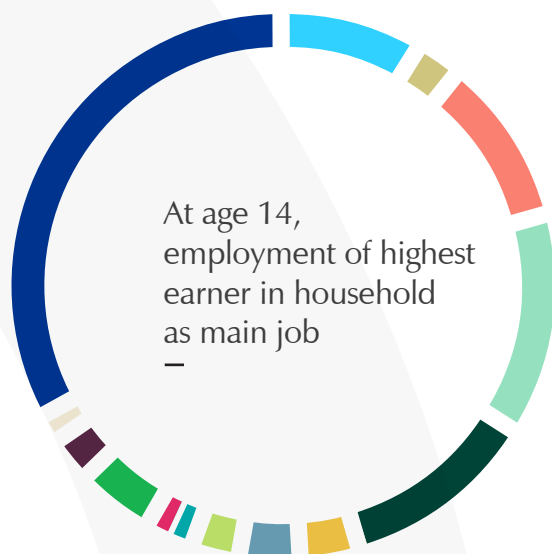
Religion



Education

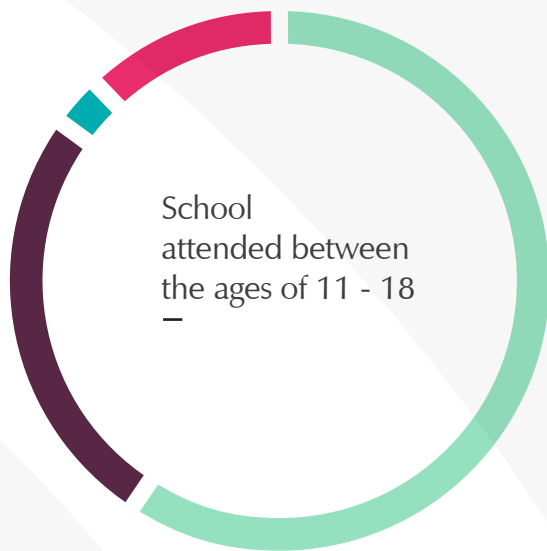


- At least one has a degree level qualification 37%
- Qualifications below degree level 22%
- No formal qualifications 8%
- Other 1%
- Don't know 7%
- Not applicable 1%
- Prefer not to say/no response 24%



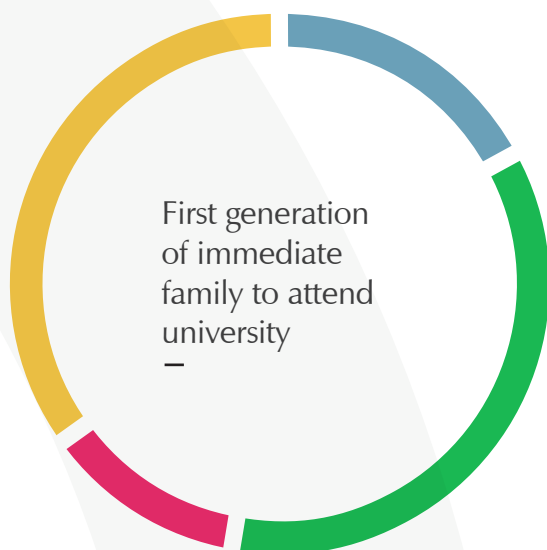
- Technical and craft occupations 8%
- Semi-routine manual and service occupations 3%
- Modern professional occupations e.g. teacher 10%
- Traditional professional occupations e.g. lawyer 13%
- Senior managers and administrators 11%
- Middle or junior managers 4%
- Routine manual and service occupations 4%
- Clerical/intermediate occupations e.g. secretary 3%
- Inactive 1%
- Retired 0%
- Long term unemployed 1%
- Short term unemployed 0%
- Other 5%
- Don't Know 3%
- Not applicable 1%
- Prefer not to say/no response 33%

Education (continued)



School
attended between
the ages of 11 - 18

- State School 60%
- Independent/Private School 26%
- Other 3%
- Prefer not to say/no response 11%



First generation
of immediate
family to attend
university

- Yes 17%
- No 36%
- Didn't attend university 12%
- Prefer not to say/no response 35%

Caring responsibilities

