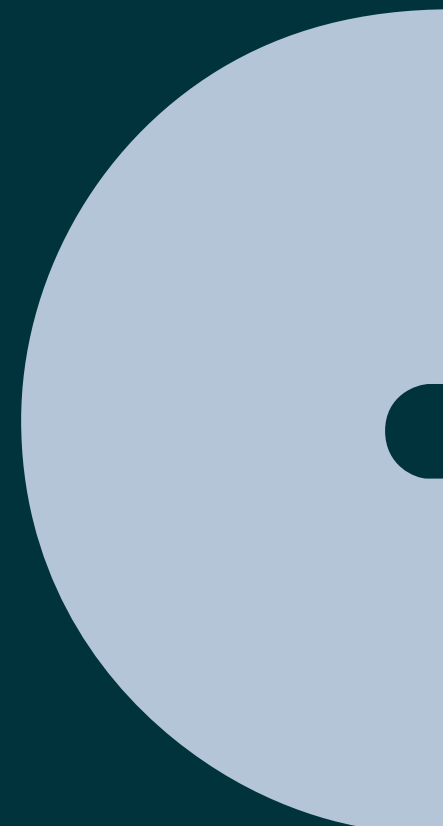
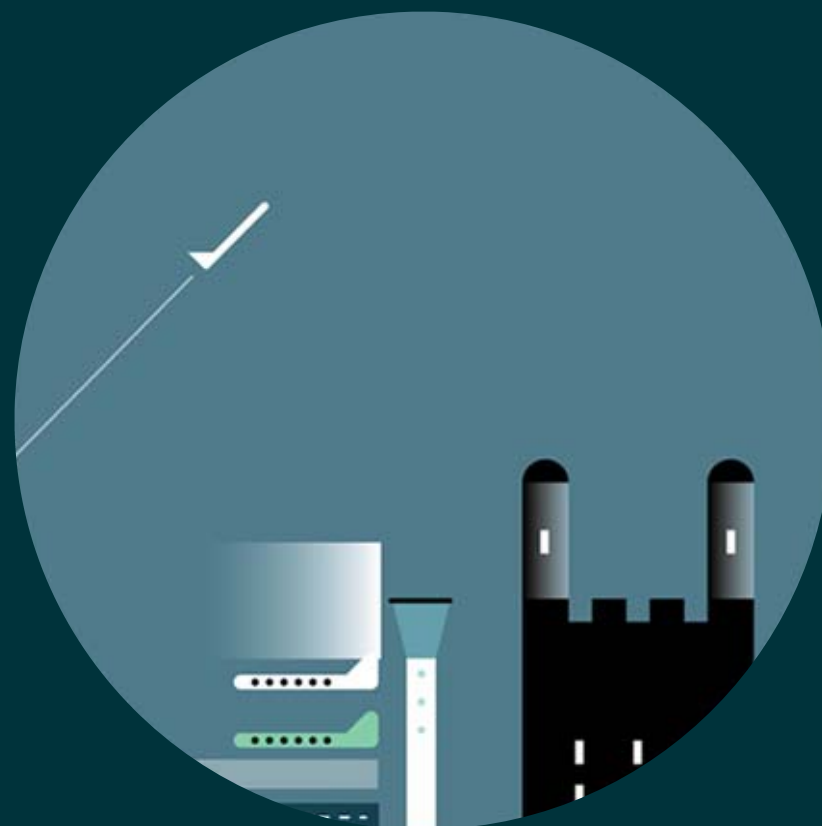


# UK Diversity Data 2016



# Why diversity matters at Osborne Clarke

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**Welcome to our diversity statistics page.**

The figures below show how we're performing against various measures but, ultimately, diversity isn't just a box-ticking exercise. Like many businesses, we know that we can do better at diversity from a statistical perspective, but our long-term and on-going aim is to sustain a culture that allows diversity amongst our people to flourish. We've made that the cornerstone of our approach because we know that diversity makes us stronger as a business and more attractive as an employer.

**Ray Berg, UK Managing Partner.**



# Age

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
16-24	0%	7%	9%	7%
25-34	4%	64%	24%	38%
35-44	42%	21%	35%	29%
45-54	46%	5%	26%	20%
55-64	8%	3%	6%	6%
65+	0%	0%	0%	0%
Not disclosed	0%	0%	0%	0%

# Gender

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
<b>Female</b>	21%	57%	77%	63%
<b>Male</b>	79%	43%	23%	37%
<b>Not disclosed</b>	0%	0%	0%	0%

# Disability

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
<b>Declared disability</b>	0%	2%	2%	3%
<b>Not disclosed</b>	1%	3%	4%	2%

# Ethnicity

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
<b>Declared non-minority ethnic background*</b>	85%	81%	77%	80%
<b>Declared minority ethnic background</b>	12%	18%	19%	18%
<b>Not disclosed</b>	3%	1%	3%	2%

\*Categorised as White: British (English/Welsh/Northern Irish/Scottish)

# Socio-Economic Background - University

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
<b>First generation of family to attend university</b>	56%	35%	26%	33%
<b>Attended university but not first generation</b>	40%	59%	26%	41%
<b>Did not attend university</b>	0%	4%	45%	22%
<b>Prefer not to say</b>	4%	2%	4%	3%

# Socio-Economic Background - Schooling

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
UK state school	40%	61%	82%	68%
UK independent / fee paying school	49%	31%	9%	23%
School outside UK	4%	6%	6%	6%
Prefer not to say	7%	2%	3%	3%



# Religion or Belief

	Legal	Business Services & Legal Support	Total
<b>No religion or belief</b>	42%	48%	45%
<b>Buddhist</b>	1%	1%	1%
<b>Christian</b>	47%	34%	41%
<b>Hindu</b>	1%	1%	1%
<b>Jewish</b>	1%	0%	1%
<b>Muslim</b>	1%	2%	1%
<b>Sikh</b>	1%	1%	1%
<b>Any other religion</b>	2%	2%	2%
<b>Not disclosed</b>	5%	11%	7%

# Sexual Orientation

	Legal	Business Services & Legal Support	Total
Declared LGBT	3%	4%	4%
Not disclosed	3%	5%	4%