

SRA Diversity Survey

Data collected July 2023



Foreword

Every two years we collect and publish data about the composition of our firm as part of our SRA obligations. As a firm, we remain committed to creating an inclusive environment where everyone feels welcome and can thrive. Diversity and Inclusion (D&I) is a key element of our people philosophy and a strategic priority that is embedded in the firm's business strategy.

Our 2023 diversity statistics as reported to the SRA survey are outlined in this document. They are a snapshot of the firm's diversity in July 2023, based on a response rate of 91.9%. This year, we updated our internal HR data collection tool to bring it into line with the questions provided by the SRA, and ran a campaign to drive completion. Through these targeted efforts, 27% more of our people provided their data compared to the SRA survey two years ago.

As a firm, we acknowledge the importance of data driven action plans. We have invested in data collection and analysis tools to measure diversity across each of our six diversity strands and across the employee lifecycle. Attrition rates, engagement survey scores and listening exercises, split by characteristic, help us measure inclusion.

We are fully committed to building DEI into every part of our business. While we know we are only part way along the journey, we are confident in the momentum we are building, and the Executive Board and I have committed to be accountable for the delivery of our plan.



Conrad Davies
Managing Partner



Diversity and Inclusion at Osborne Clarke

Our vision

Our people. Are people.

We're all different. But we all want to be treated fairly and equitably. We want to be ourselves at work, feel that we are included, and that we belong. We want our careers to be about our talent and contribution, appreciating who we are and where we've come from.

As part of our standout culture, we aim to shatter stereotypes, smash glass ceilings and break down any false barriers that stop people being their authentic selves or reaching their full potential.

Because we know that when you succeed, we all succeed.

Since our last SRA report two years ago, we have:

- Launched evidence-led **Gender** and **Race** Action Plans;
- Continued to implement the recommendations from an independent review of our recruitment practices with an inclusion lens;
- Expanded our solicitor apprenticeship programme to our London and Reading office and welcomed 18 solicitor apprentices across 2022/2023;
- Grew our reverse mentoring programme and rolled out an Inclusion Allies programme to increase cultural understanding across the firm;
- Implemented targeted D&I programmes in all of our practice groups, led by Practice Group Heads and senior champions;
- Created a D&I forum for our Business services functions, chaired by our Chief Finance Officer;
- Rolled out the second series of our career development programme, OC Careers, with a minoritised ethnic and gender cohort benefiting from mentoring and soft skills coaching;
- Signed the Age-friendly Employer Pledge;
- Ranked 19th in the Social Mobility Employer Index 2023;
- Jumped 159 places in Stonewall Workplace Equality Index, ranking 16th in legal sector;
- We were recognised for our strong commitment to promoting inclusion and diversity at the Business Leader South West Awards 2022 when we received the Inclusion and Diversity award, and were highly commended in the 'Diversity and Inclusion' category at the 2022 Modern Law Awards.



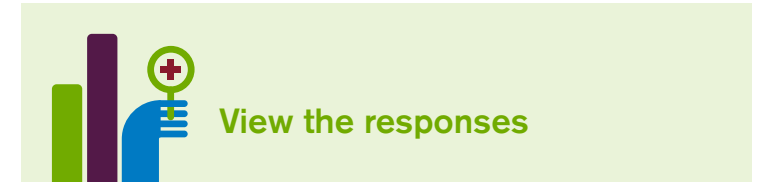
Gender

In June 2022, we launched our **Gender Action Plan, 'OC 50:50'**, to address barriers and challenges to driving greater female representation and progression in senior roles. We committed to:

- Embedding an inclusive recruitment process which delivers gender balanced results at all levels of seniority;
- Providing opportunities for progression and promotion which are fair and transparent and reflect the pool of talent available; and
- Continuing to challenge ourselves to create an environment which meets the needs of a modern workforce.

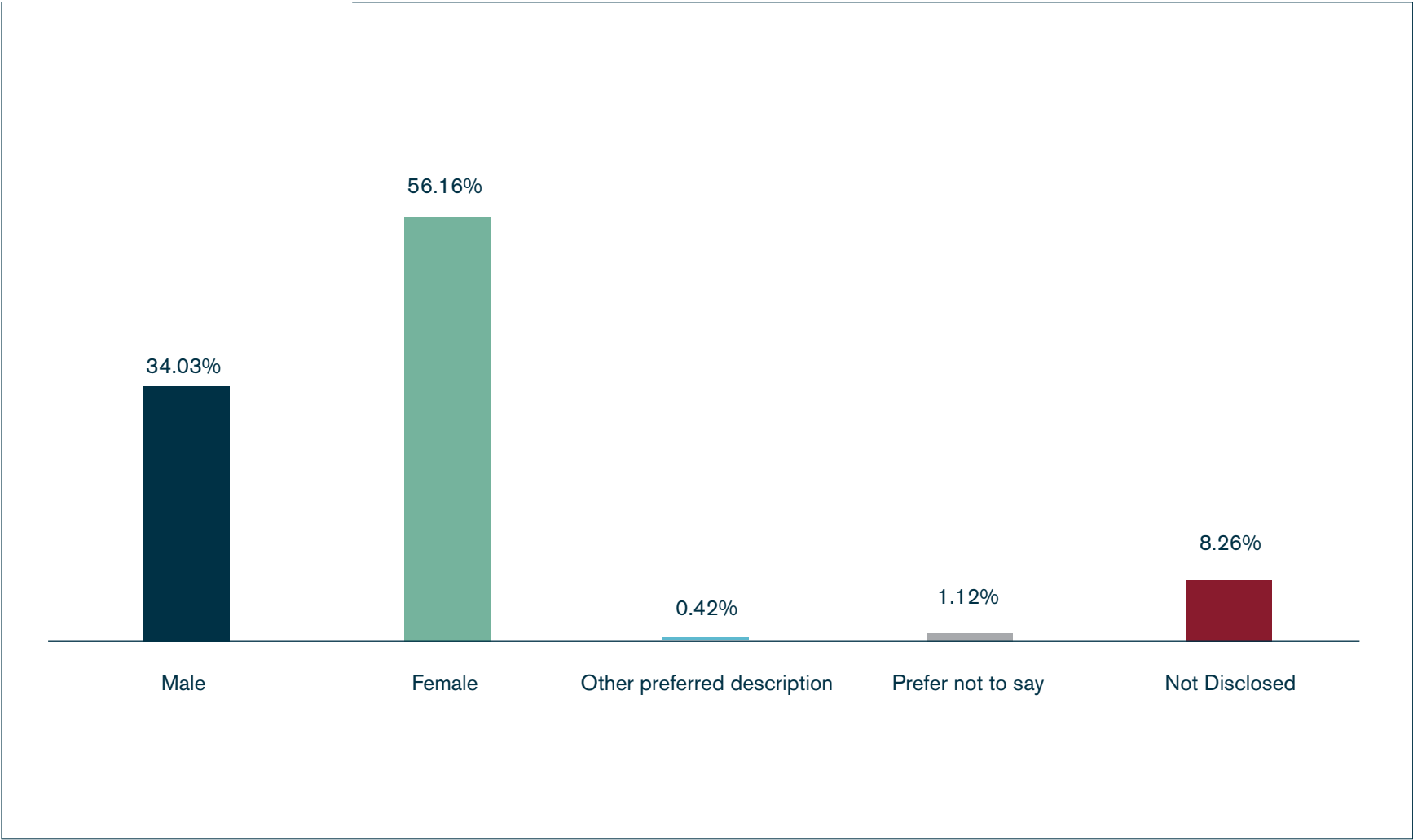
Recent highlights

- Developed local action plans with practice group leaders to meet their 2025 diversity targets and reviewed succession plans through a gender diversity lens;
- Launched a new portal to increase transparency around career paths for junior colleagues;
- Launched a Women's International Partnership network;
- Introduced new flexible benefits supporting reproductive sexual health, fertility, and menopause, and launched a new pregnancy loss policy;
- Addressed the topic of men's mental health through events and other resources;
- Hosted networking events for the Junior Women in Law network in Bristol and London.



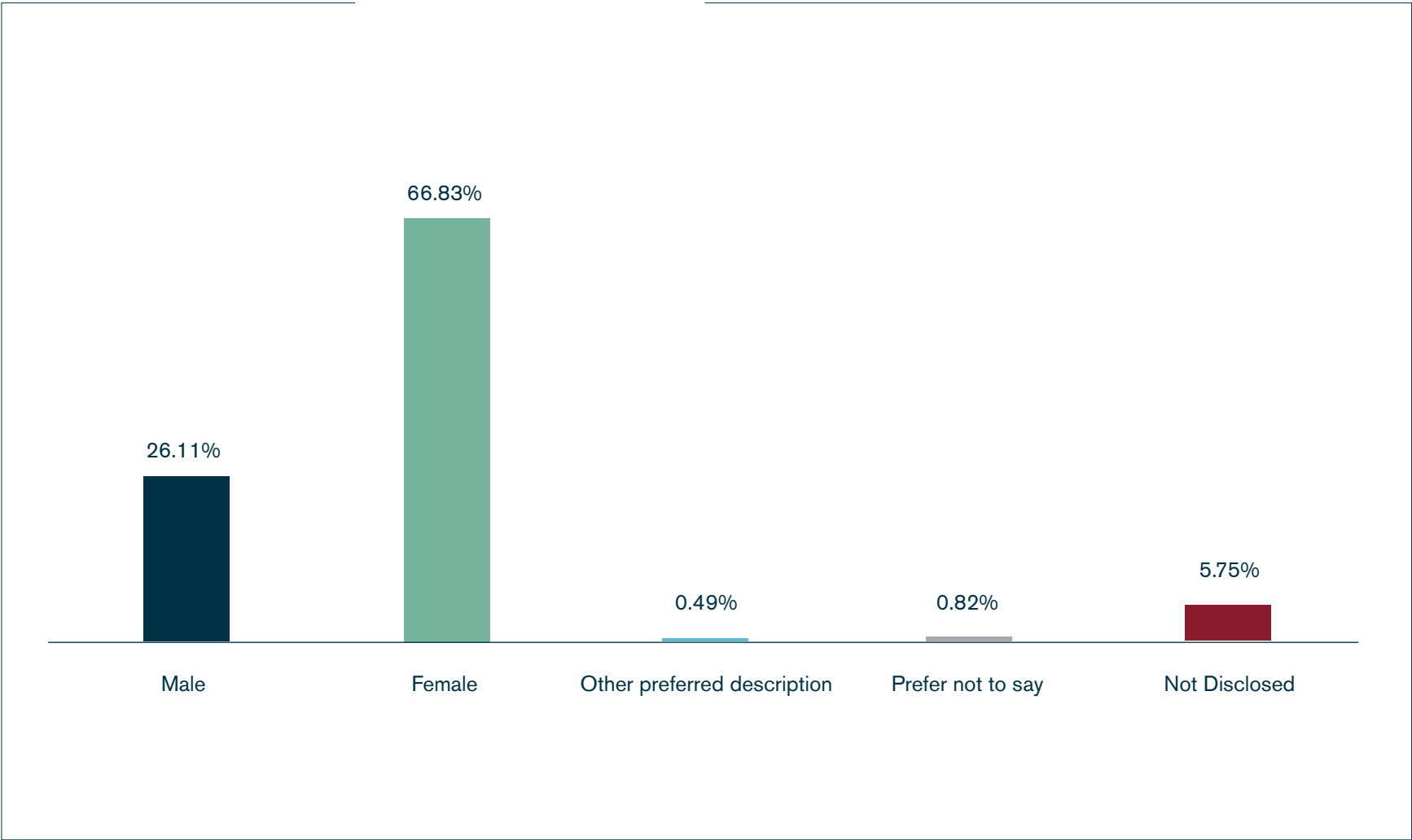
Gender

What is your sex?
(gender identity)



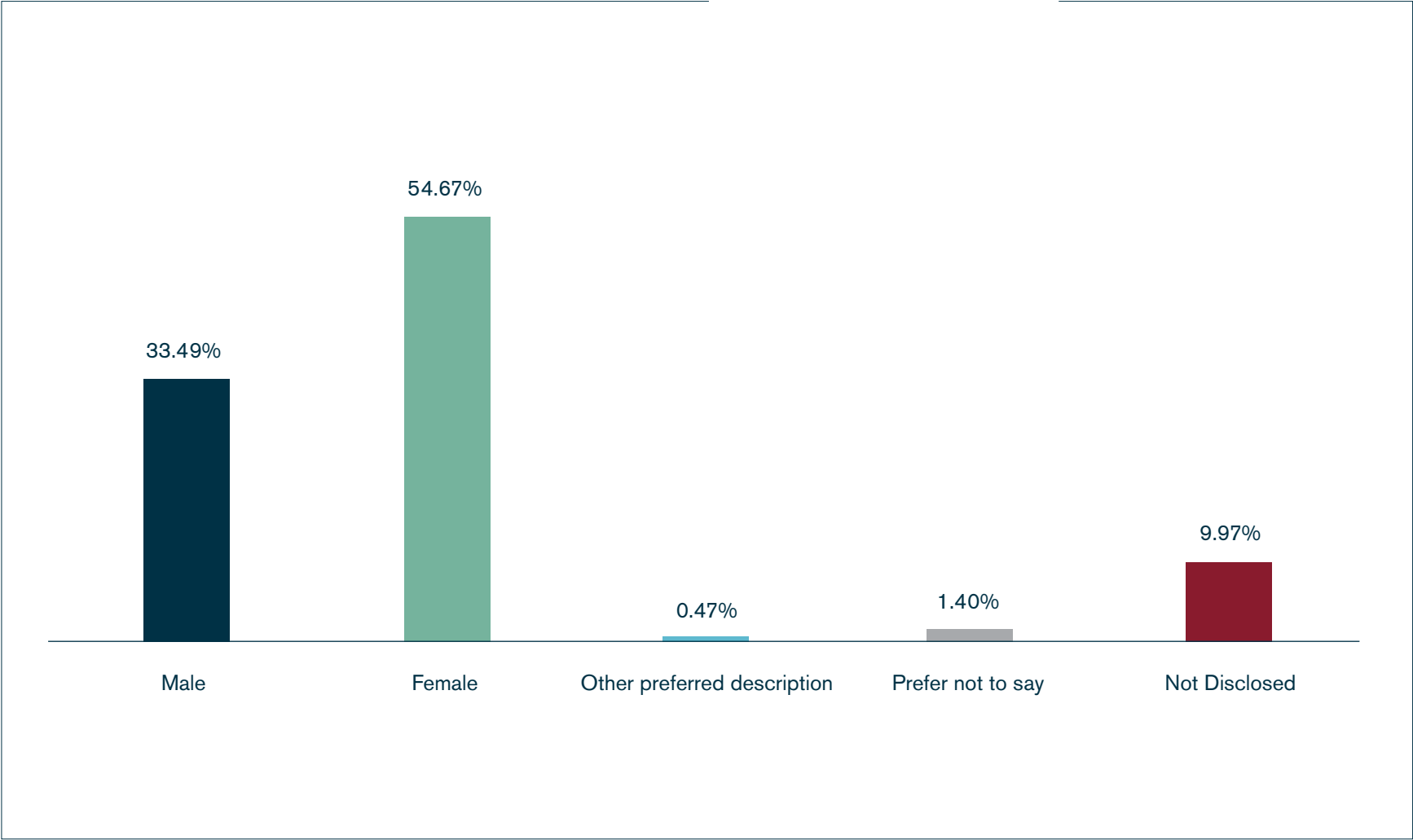
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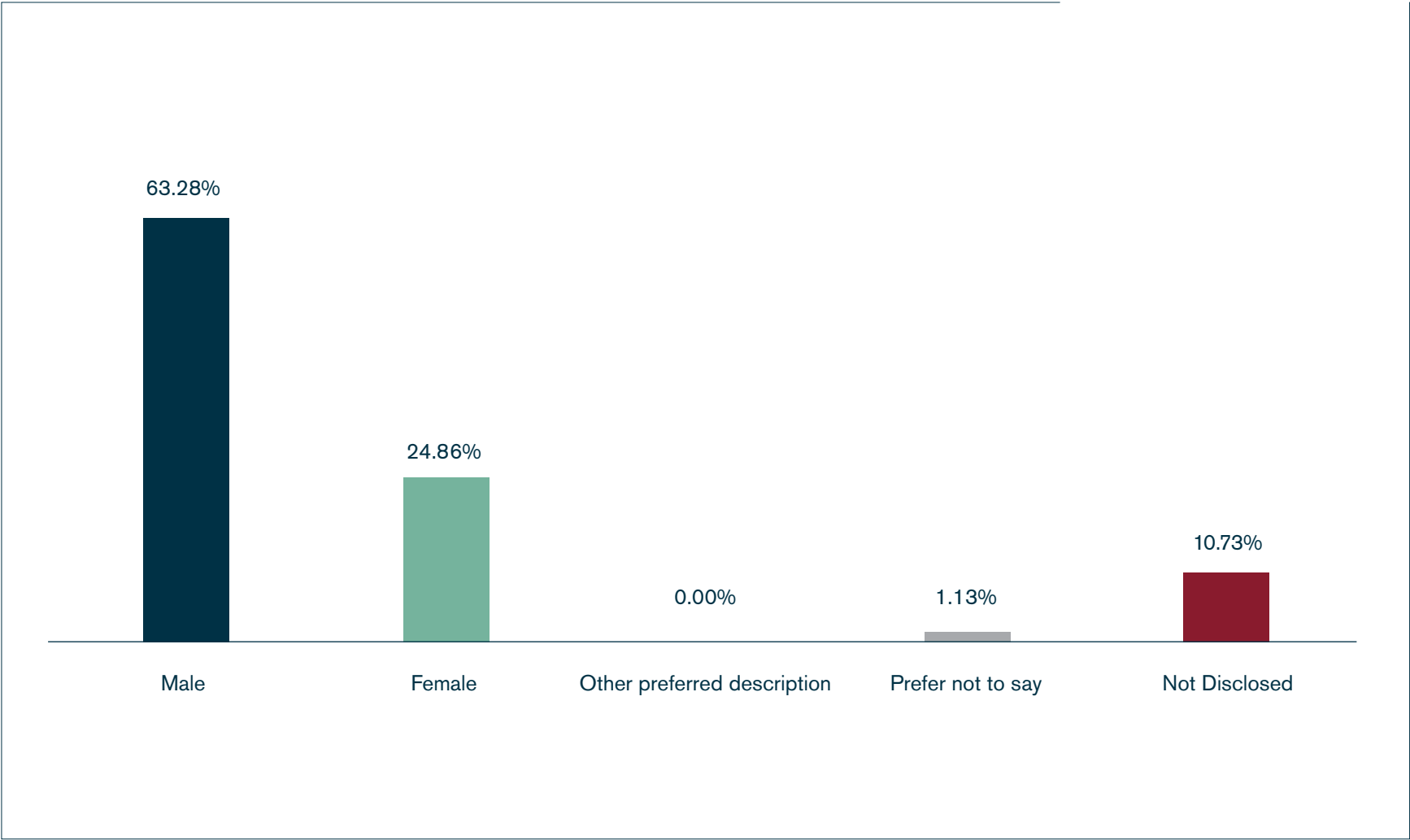
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Gender

What is your sex?
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Ethnicity

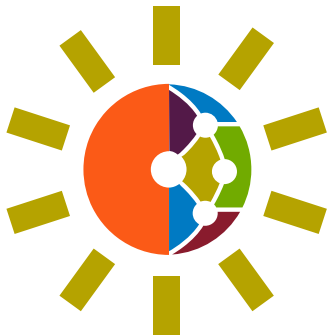
In March 2023, we published our **Race Action Plan**.

We want to:

- Increase minoritised ethnic representation in the junior lawyer talent pipeline and double the number of minoritised ethnic partners;
- Increase retention and inclusion of minoritised ethnic colleagues through investment in cultural intelligence and allyship programmes;
- Improve progression prospects of minoritised ethnic colleagues through increased investment in mentoring, sponsorship and other programmes that support development.

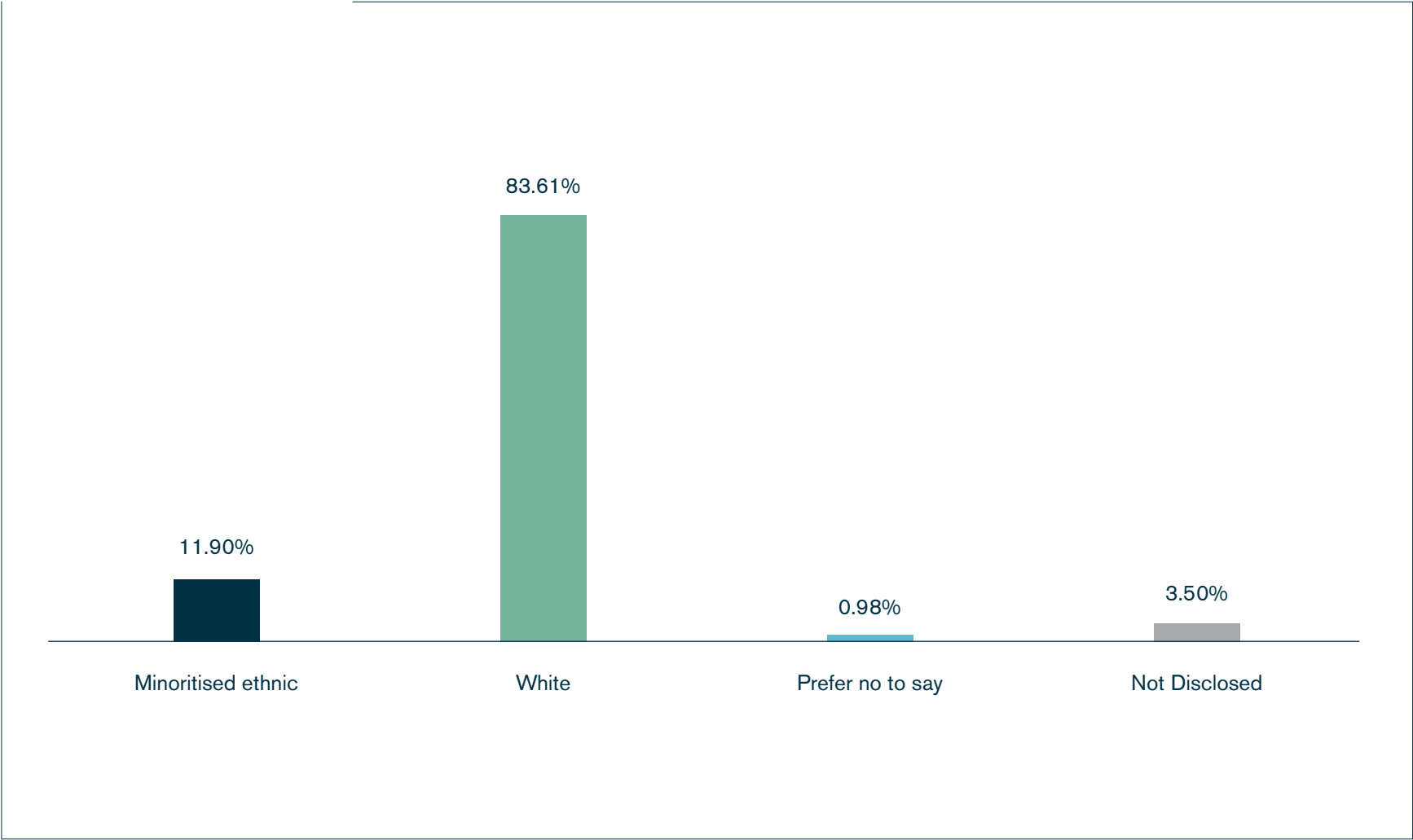
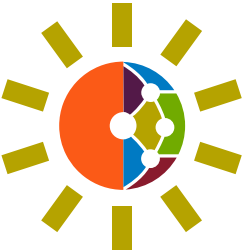
Recent highlights

- Hosted 23 interns through the 10,000 Black Interns initiative, resulting in four training contract offers;
- Launched a long-term scholarship programme for students from black and minoritised ethnic backgrounds, including mentoring, work placements, and financial support;
- Kick-started a full review of our junior lawyer recruitment process in order to grow the proportion of minoritised ethnic groups and other backgrounds currently underrepresented in the profession;
- Engaged our people in a conversation around race through events, discussions and racial equality resources. We have worked with, barrister and author Hashi Mohamed, former president of the Law Society | Stephanie Boyce and historian David Olusoga;
- Participated in the art education project 'The World Reimagined', and reflected with our clients on how to make racial justice a reality in events with David Lammy MP and Patrick Vernon OBE;
- Committed to the expanded Race at Work Charter.



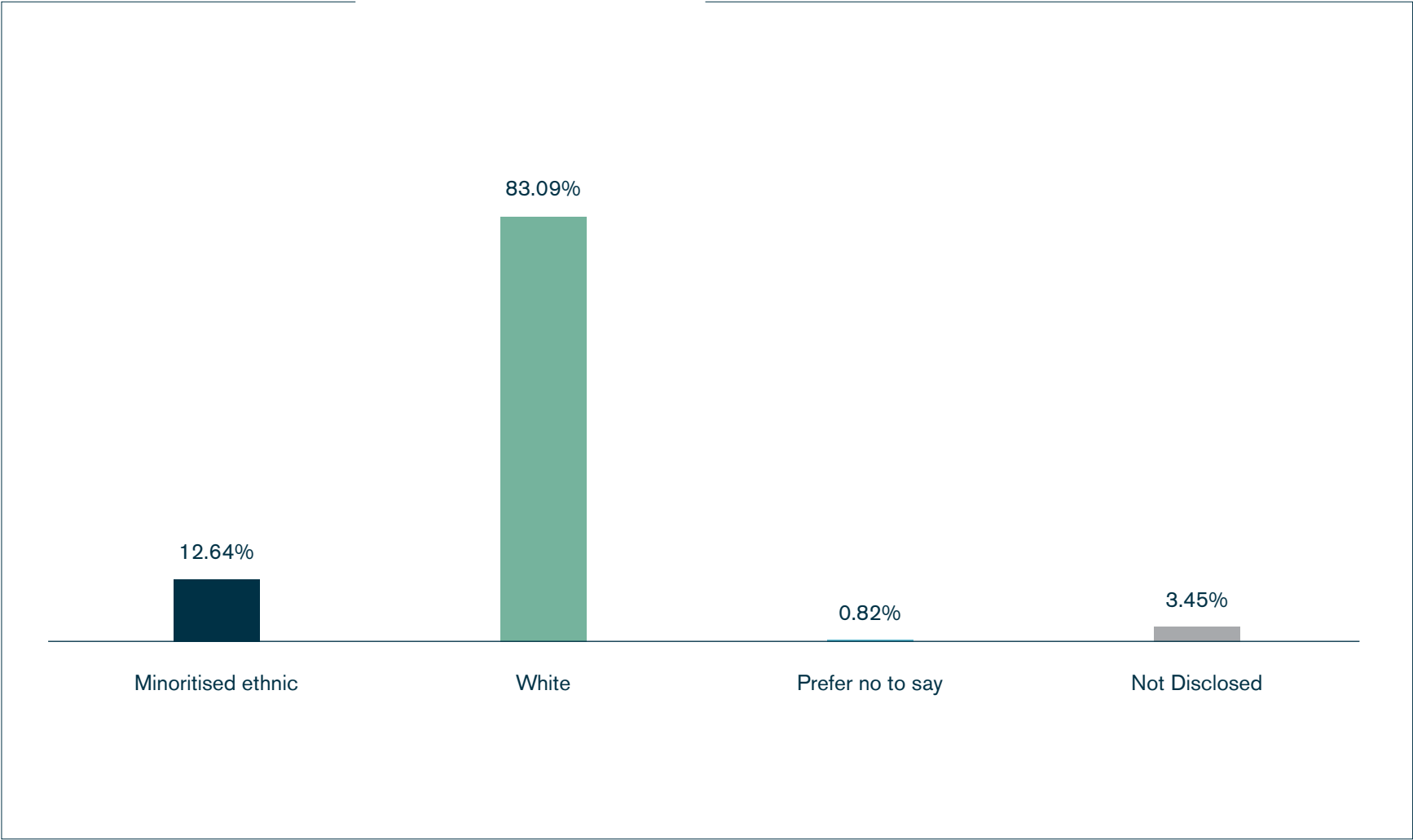
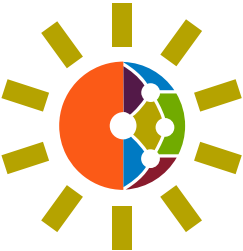
Ethnicity

What is your ethnic group?



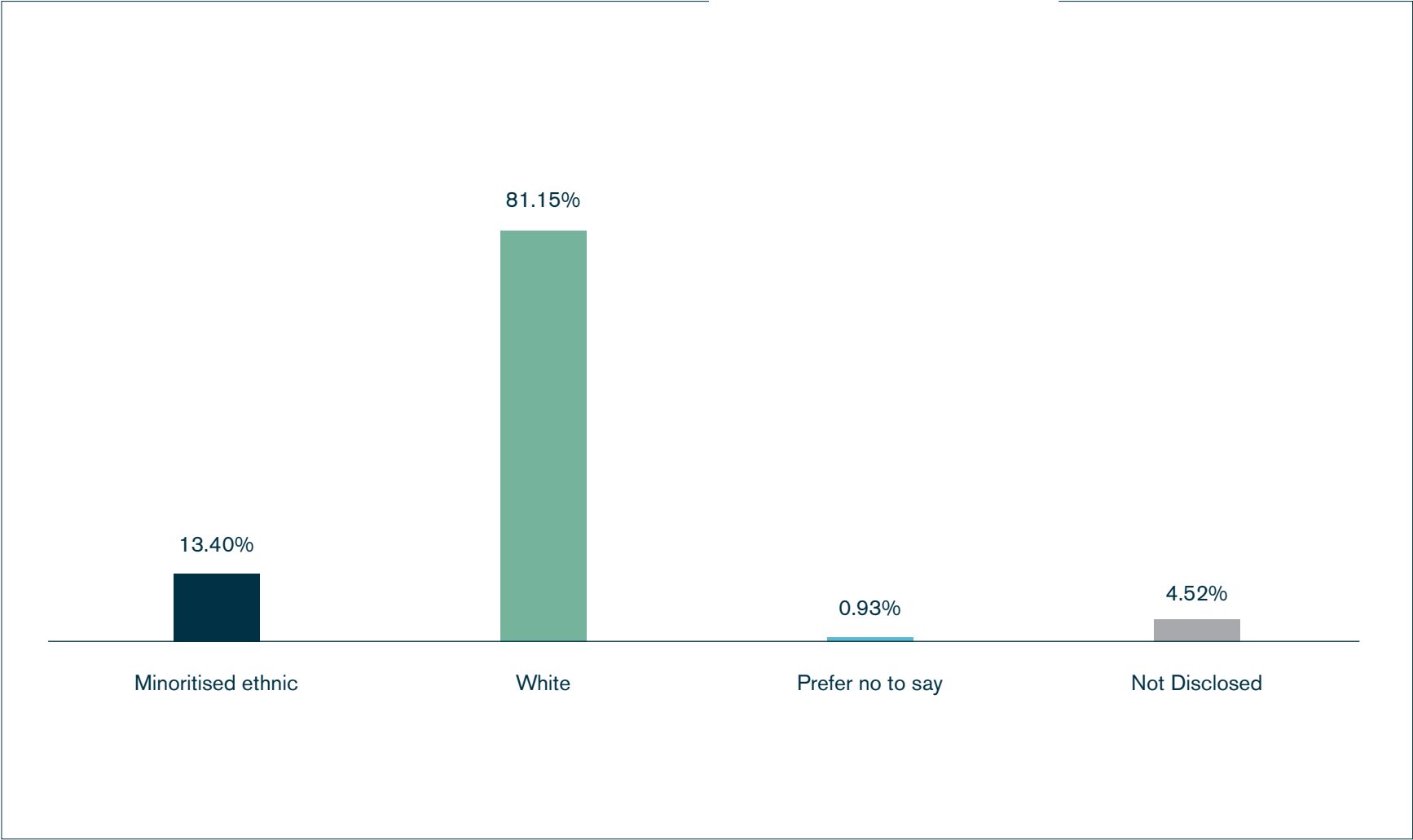
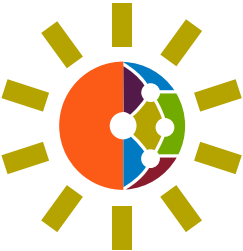
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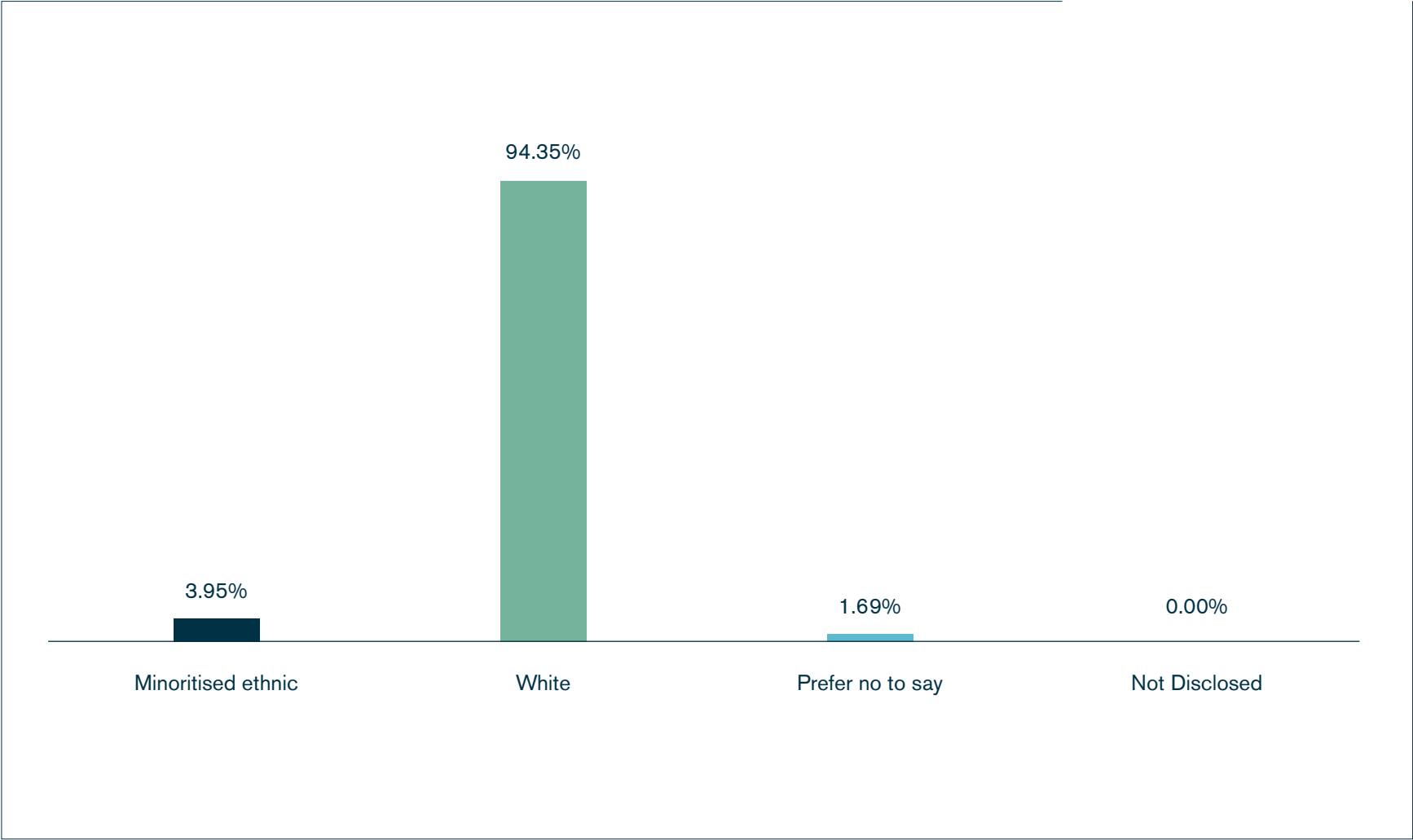
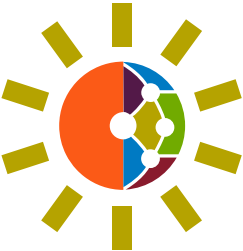
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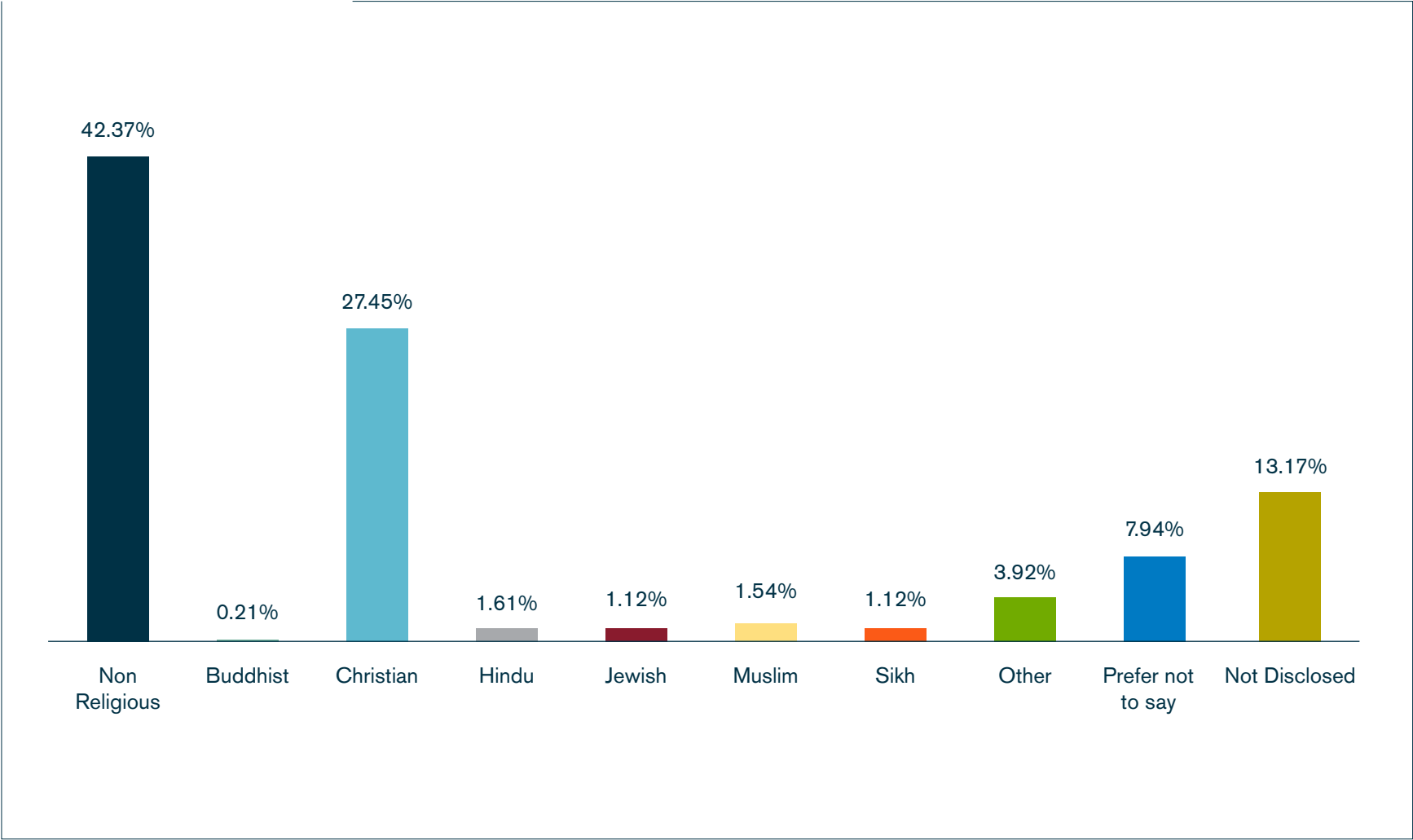
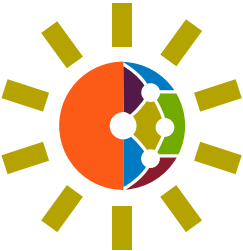
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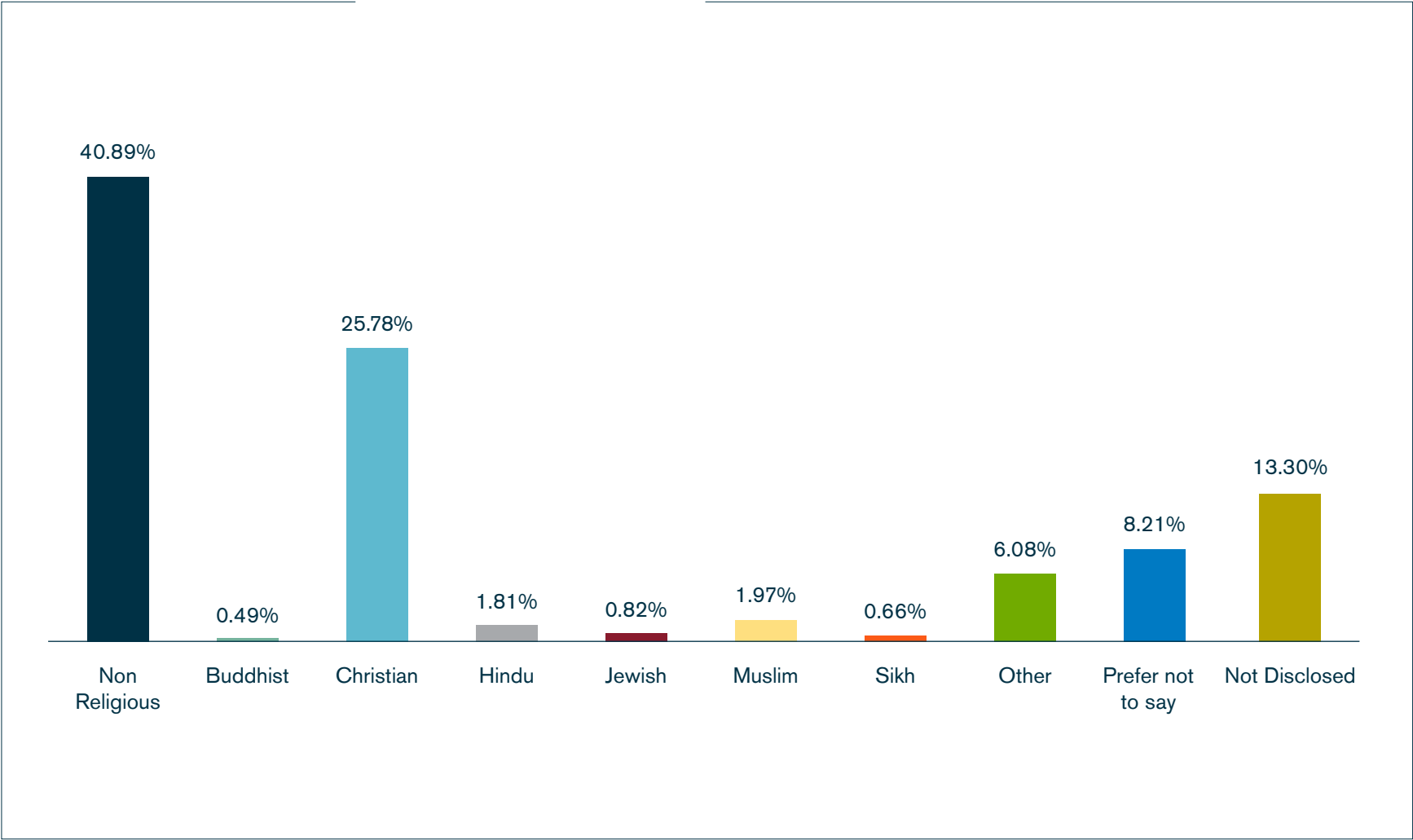
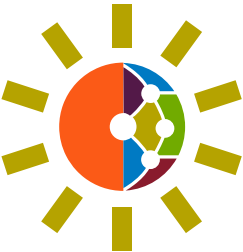
Ethnicity

What is your religion or belief?



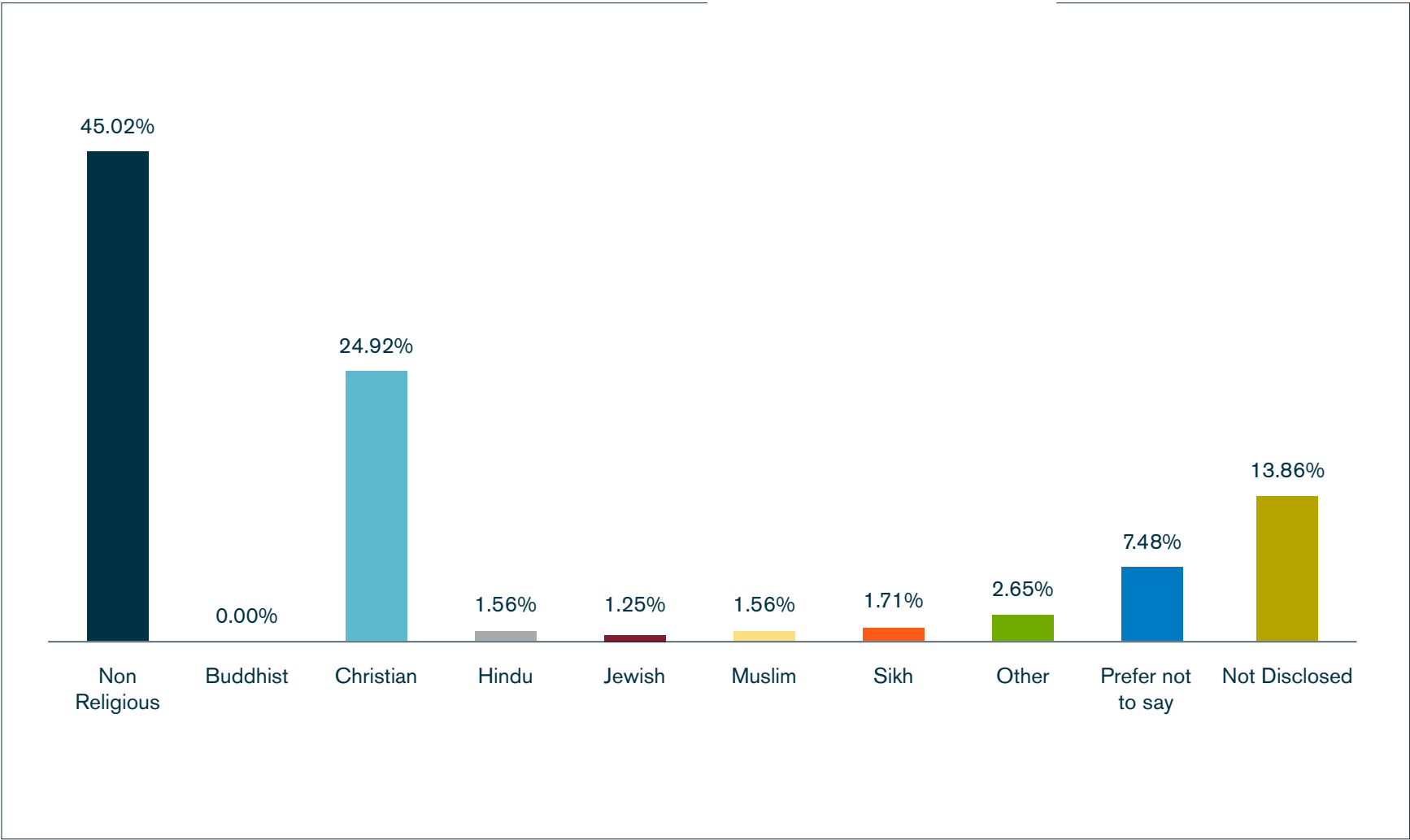
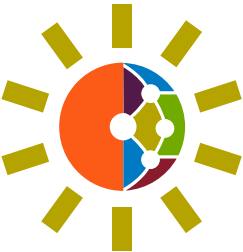
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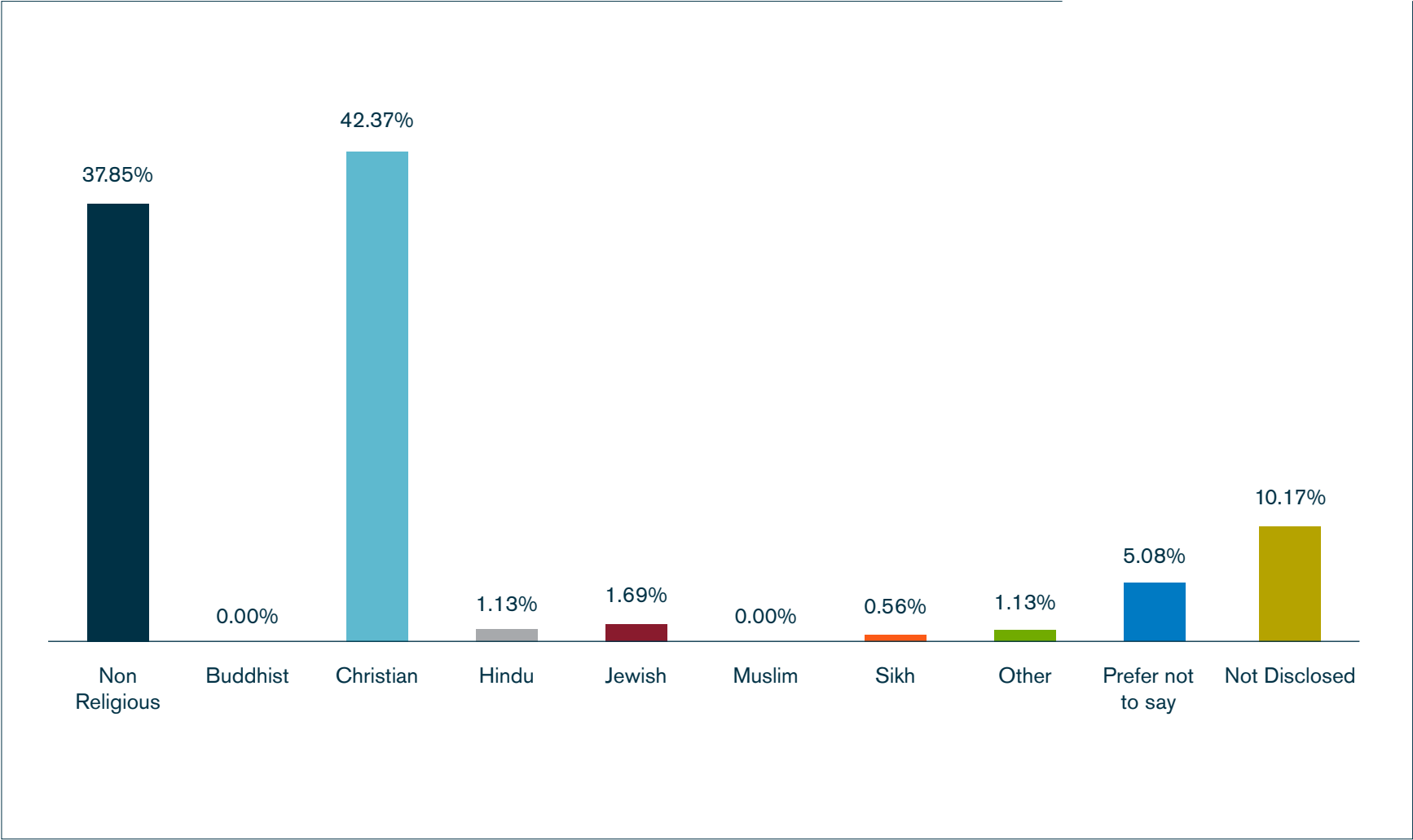
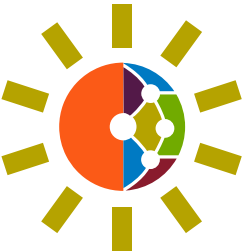
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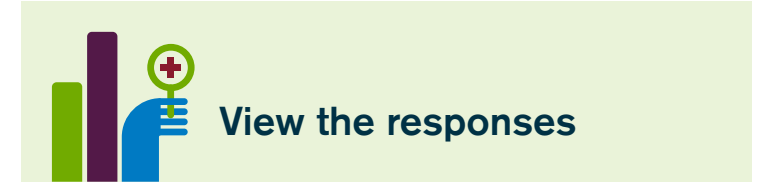
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LGBTQ+

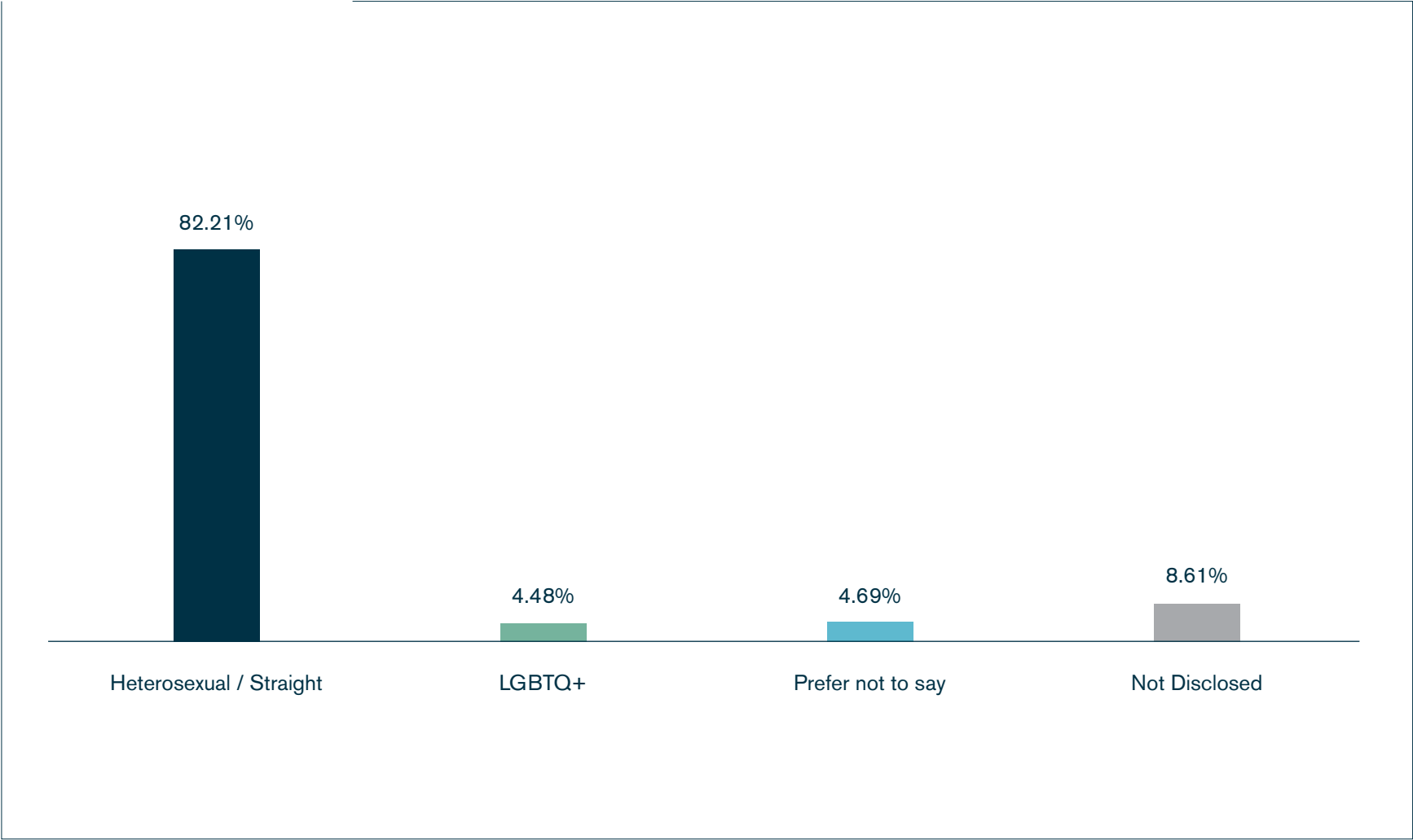
Recent highlights

- OC jumped 159 places in the 2021 Stonewall Workplace Equality Index compared to our last ranking, now ranks 16th in legal sector and received the Silver Award for commitment to LGBTQ+ inclusion at work;
- Introduced our first Transitioning at Work policy;
- Raised awareness of the importance of pronouns, distributing pronoun badges to colleagues and running a campaign to encourage the use of pronouns in emails and on MS Teams;
- Relaunched our Pride network with a new committee and achieved a 15% increase in network members;
- Our OC Pride network and allies marched in the 2022 London Pride and 2023 Bristol Pride to demonstrate our support in celebrating, championing and progressing LGBTQ+ human rights;
- Hosted a series of community socials, inviting the LGBTQ+ community from our Clients, to create a greater community for LGBTQ+ people within Legal and Professional services sectors;
- Continued to educate and engage colleagues and clients to understand the spectrum of experiences of LGBTQ+ people through events, fact sheets and blog posts. For example, our Pride network hosted a panel discussion on gender identity in collaboration with Vodafone and London Friend;
- Our Pride network was shortlisted for the TLC Lions Human Awards “Network of the Year”, and Legal500 ESG Awards “LGBTQ+ Initiative of the Year”.



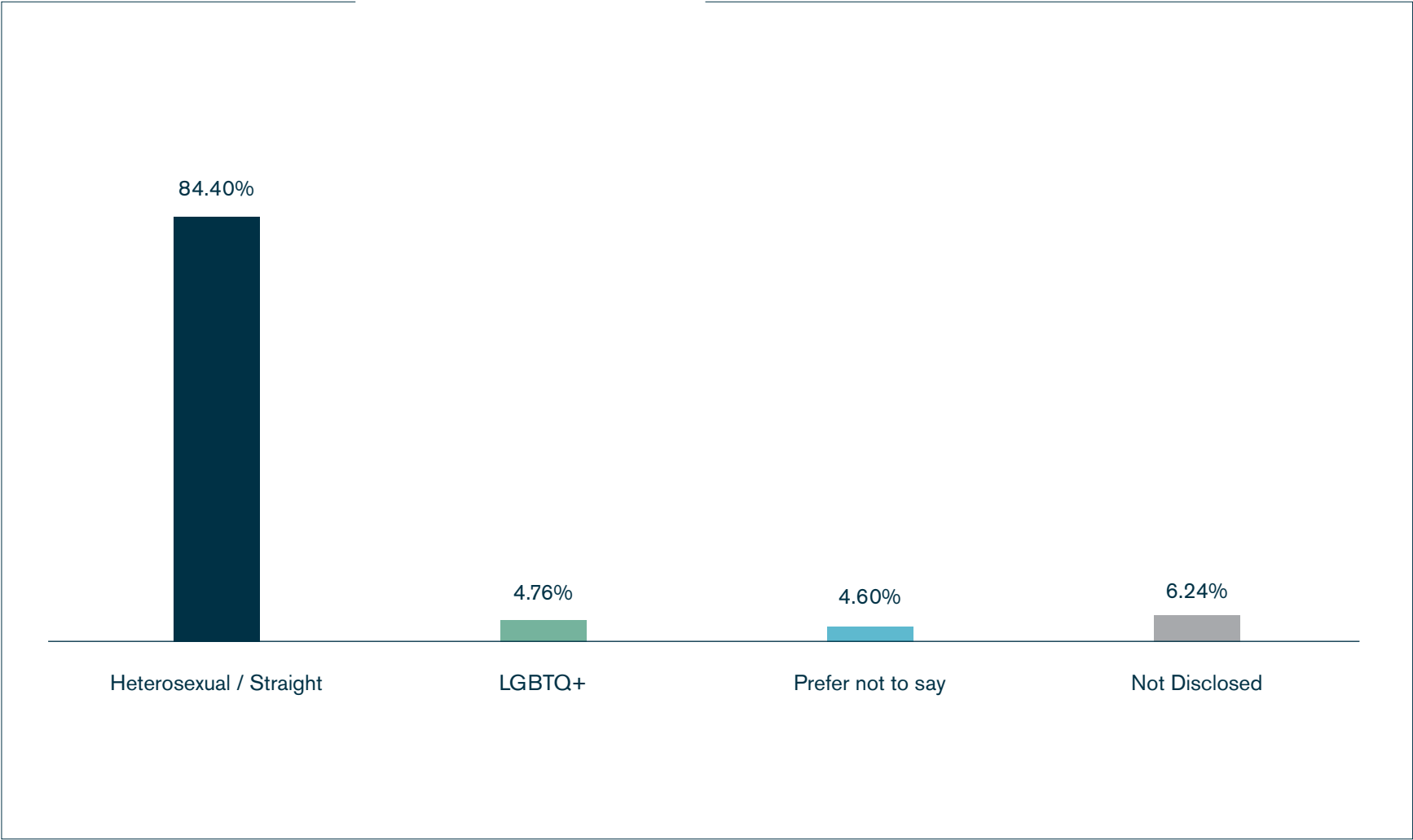
LGBTQ+

What is your sexual orientation?



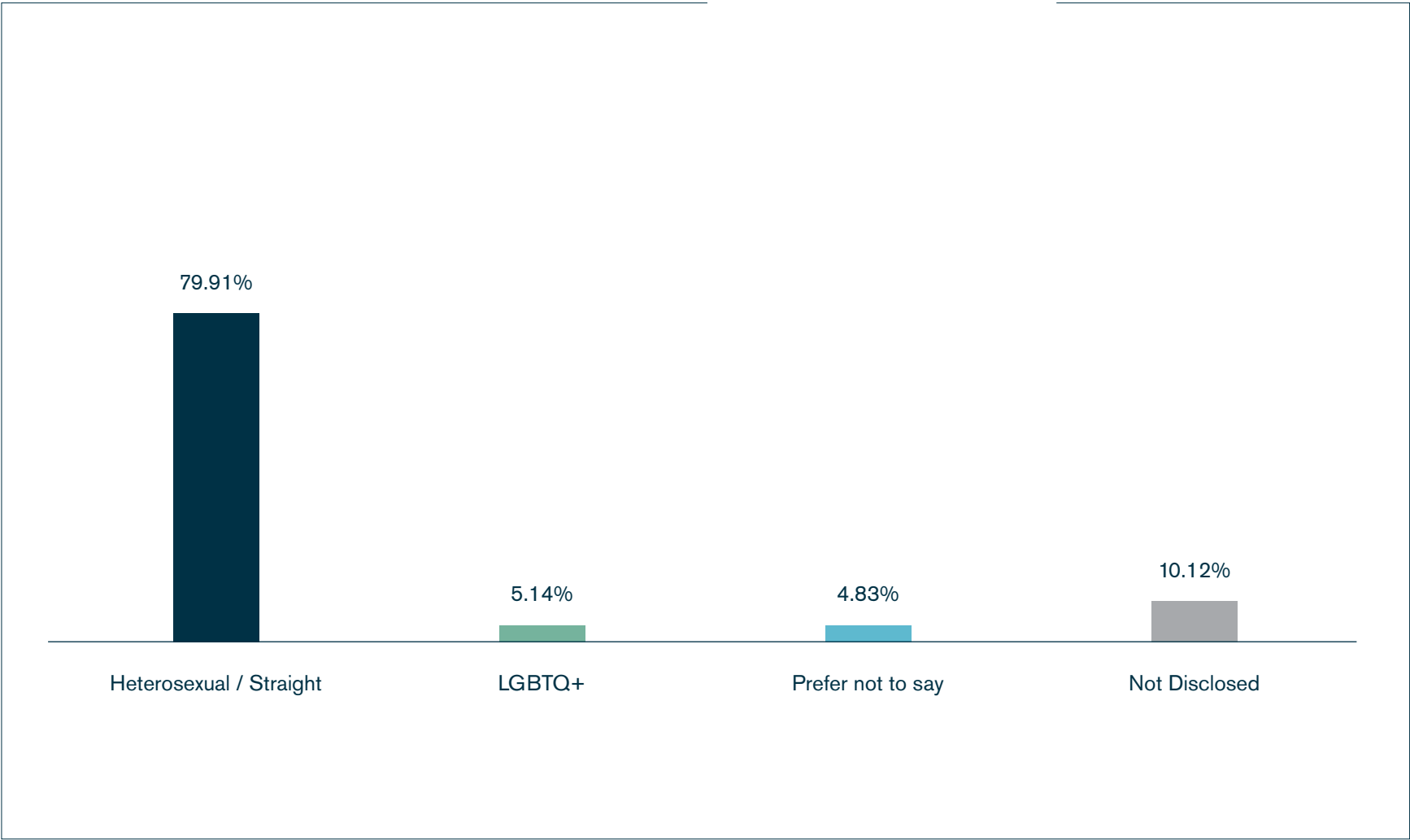
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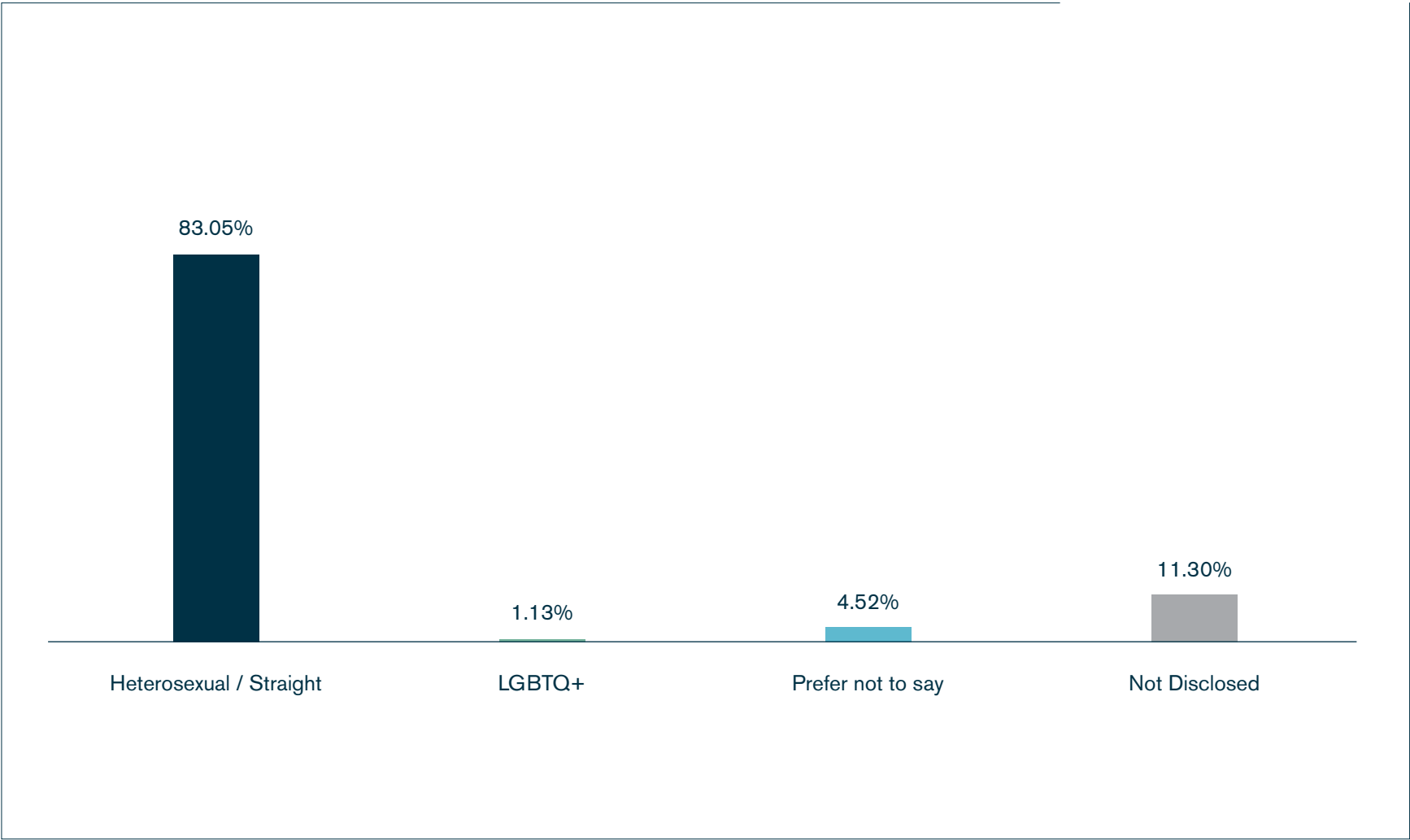
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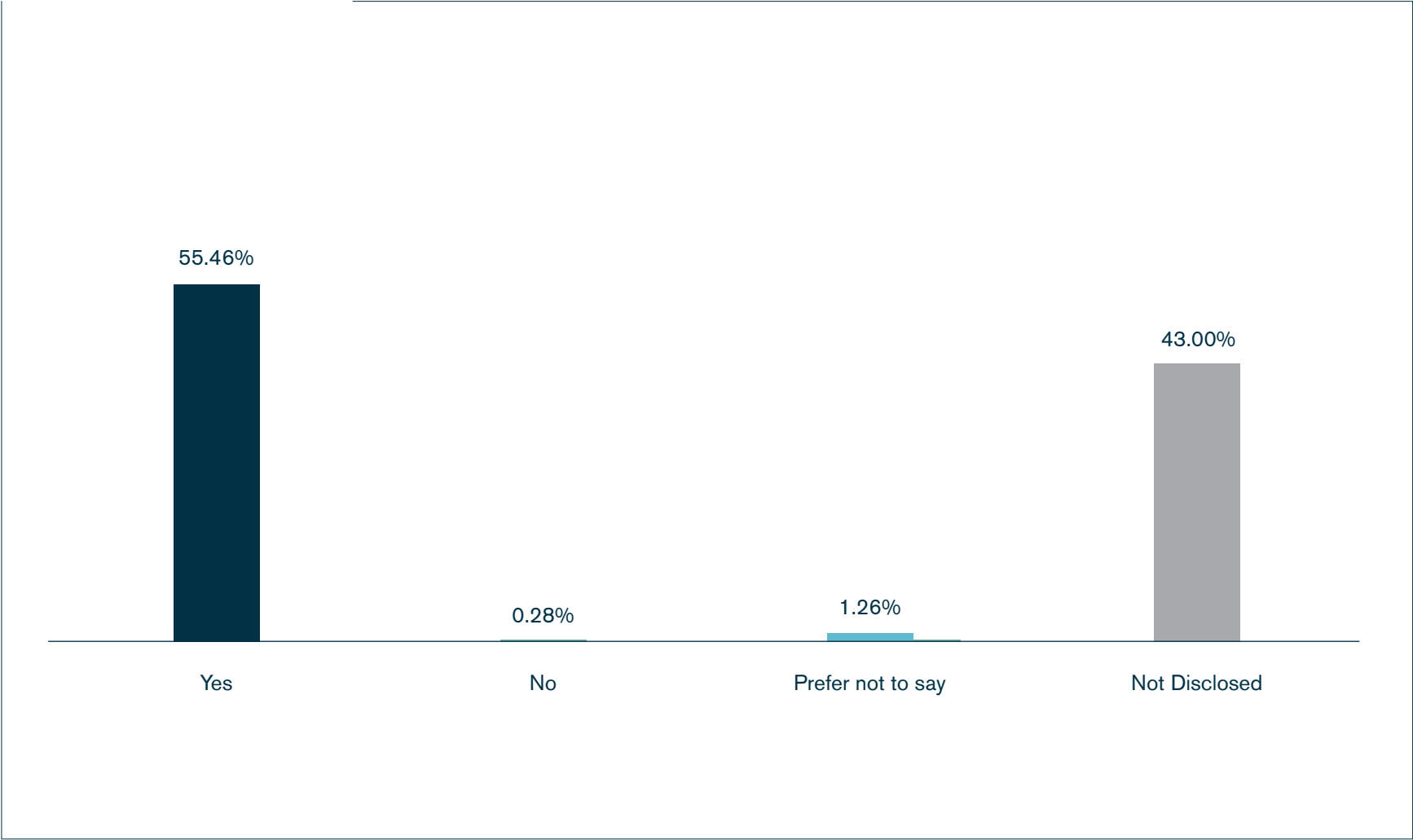
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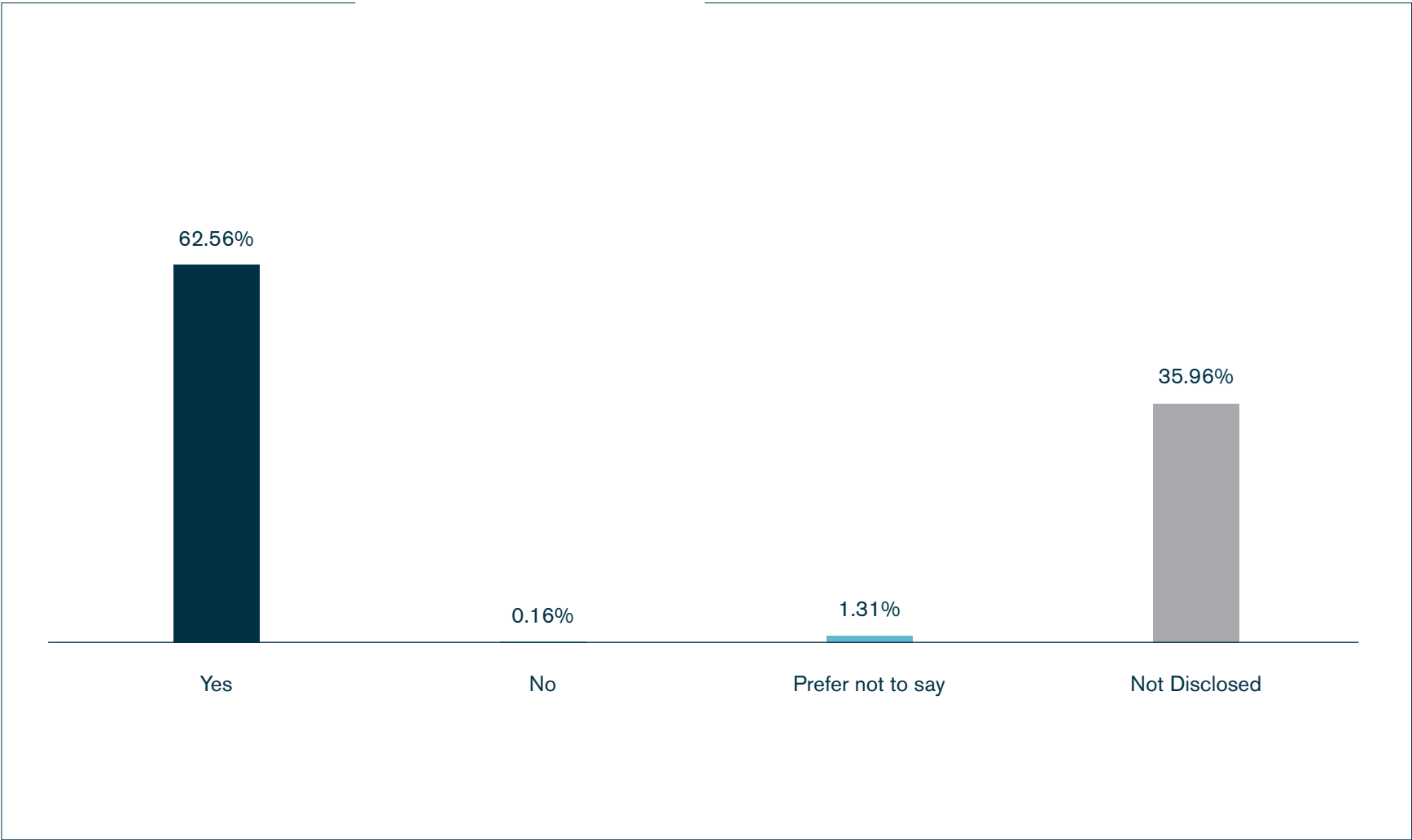
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Is the gender you identify with the same as your sex registered at birth?



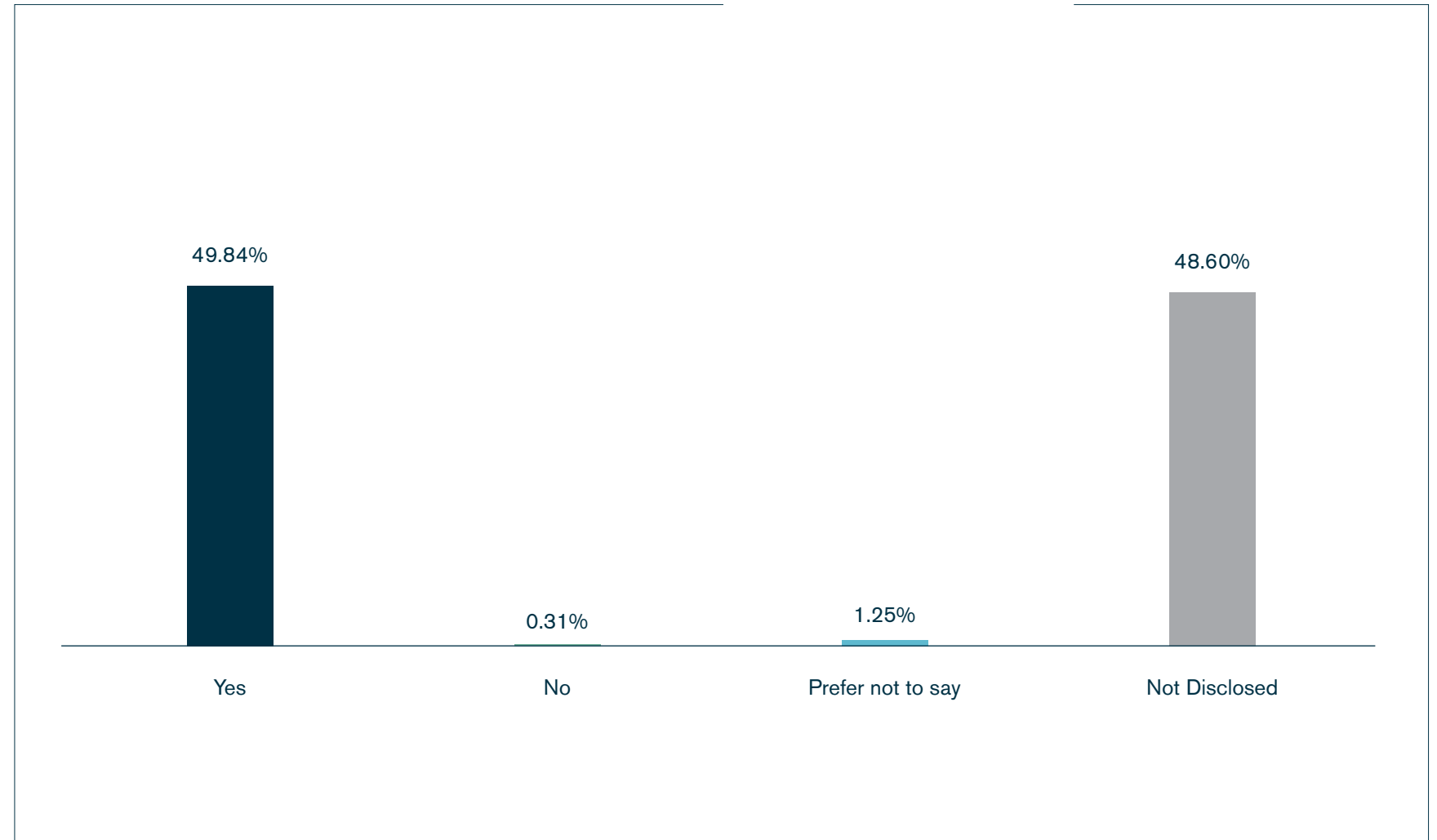
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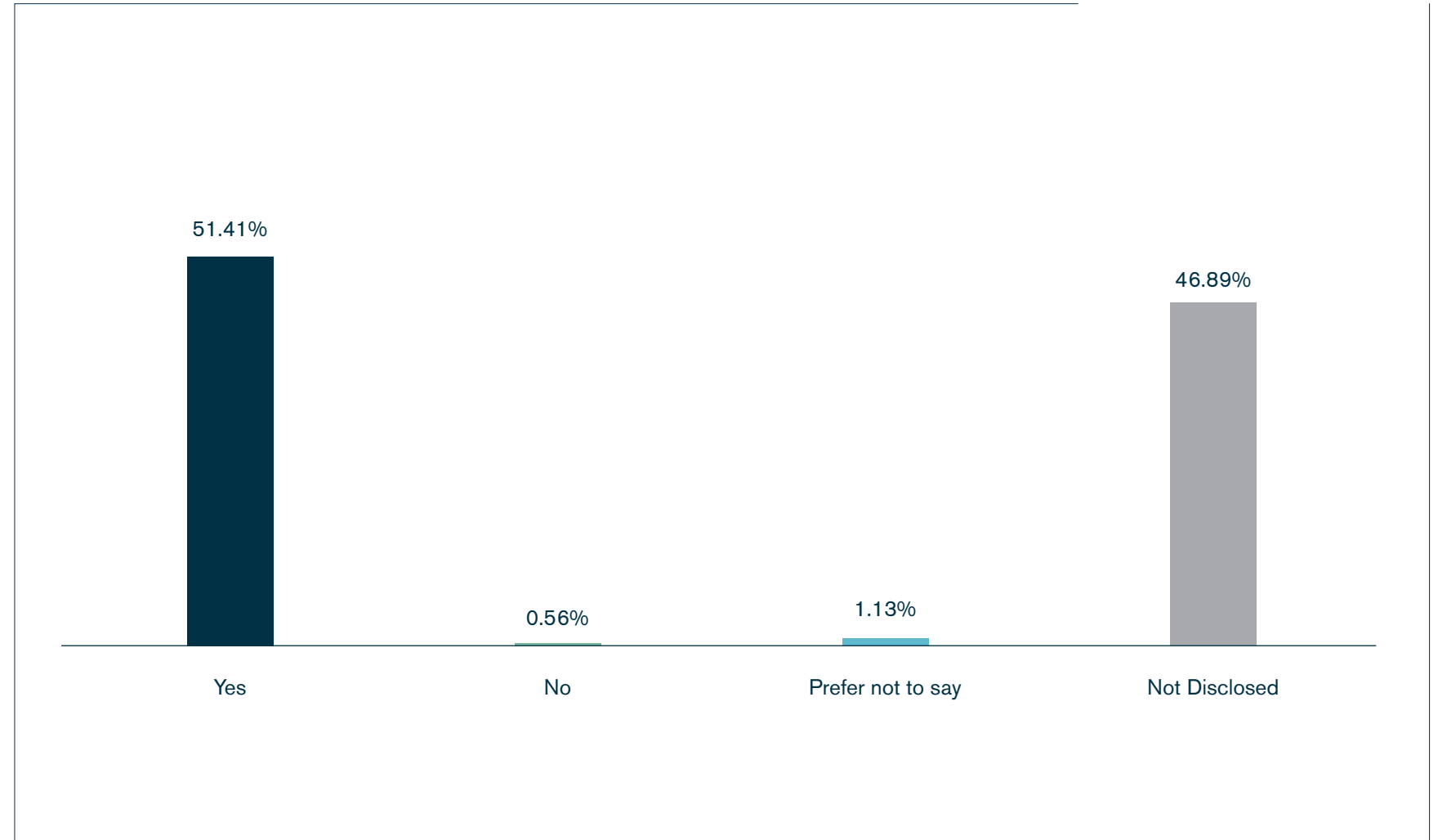
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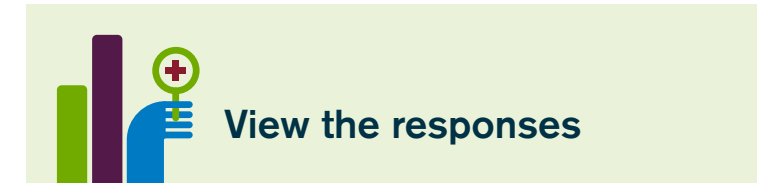
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Disability

Recent highlights

- Became a Disability Confident Committed organisation;
- Launched our new holistic Wellbeing strategy focussing on four distinct pillars related to the work related causes of poor wellbeing, including mental health and physical wellbeing; and recruited a dedicated wellbeing lead to support delivery of the strategy;
- Put in place a new Workplace adjustments policy and process to provide colleagues the support they need to perform at their best;
- Introduced part-time training contracts as part of Project Rise, initiated by the Law Society's Lawyers with Disabilities Division;
- Enrolled in the 10000AbleInterns initiative, with a view to welcoming our first interns to the programme in 2024;
- Launched a neurodiversity network for our neurodivergent employees, parents of neurodivergent children and anyone else wanting to learn more about neurodiversity;
- Offered training for line managers and teams with neurodivergent team members;
- Trained over 150 mental health champions and mental health first aiders who support the wellbeing of our colleagues;
- Introduced a free, on demand counselling service for all our employees.

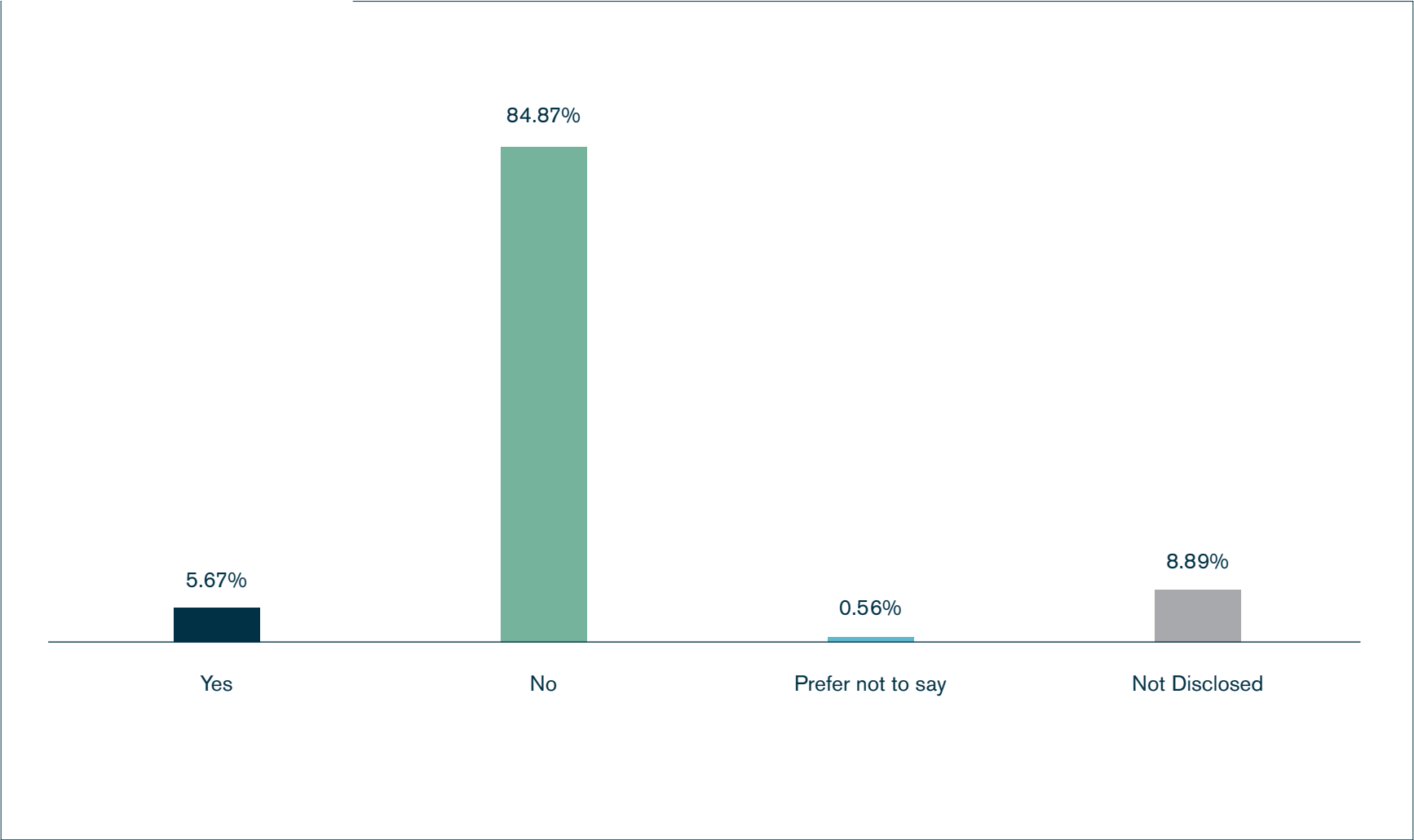


* According to the definition in the Equality Act 2010

Disability

Do you consider yourself to have a disability?*

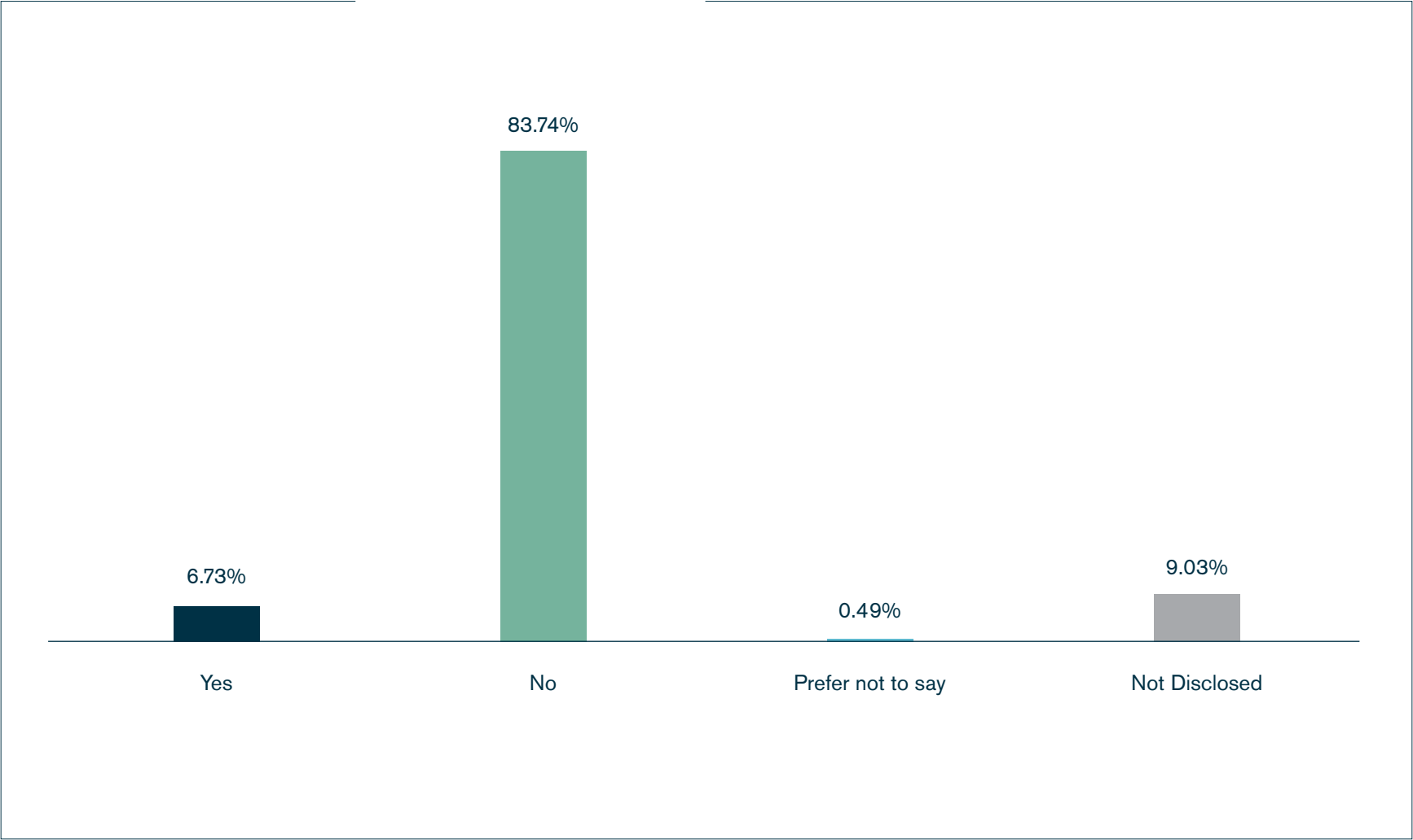
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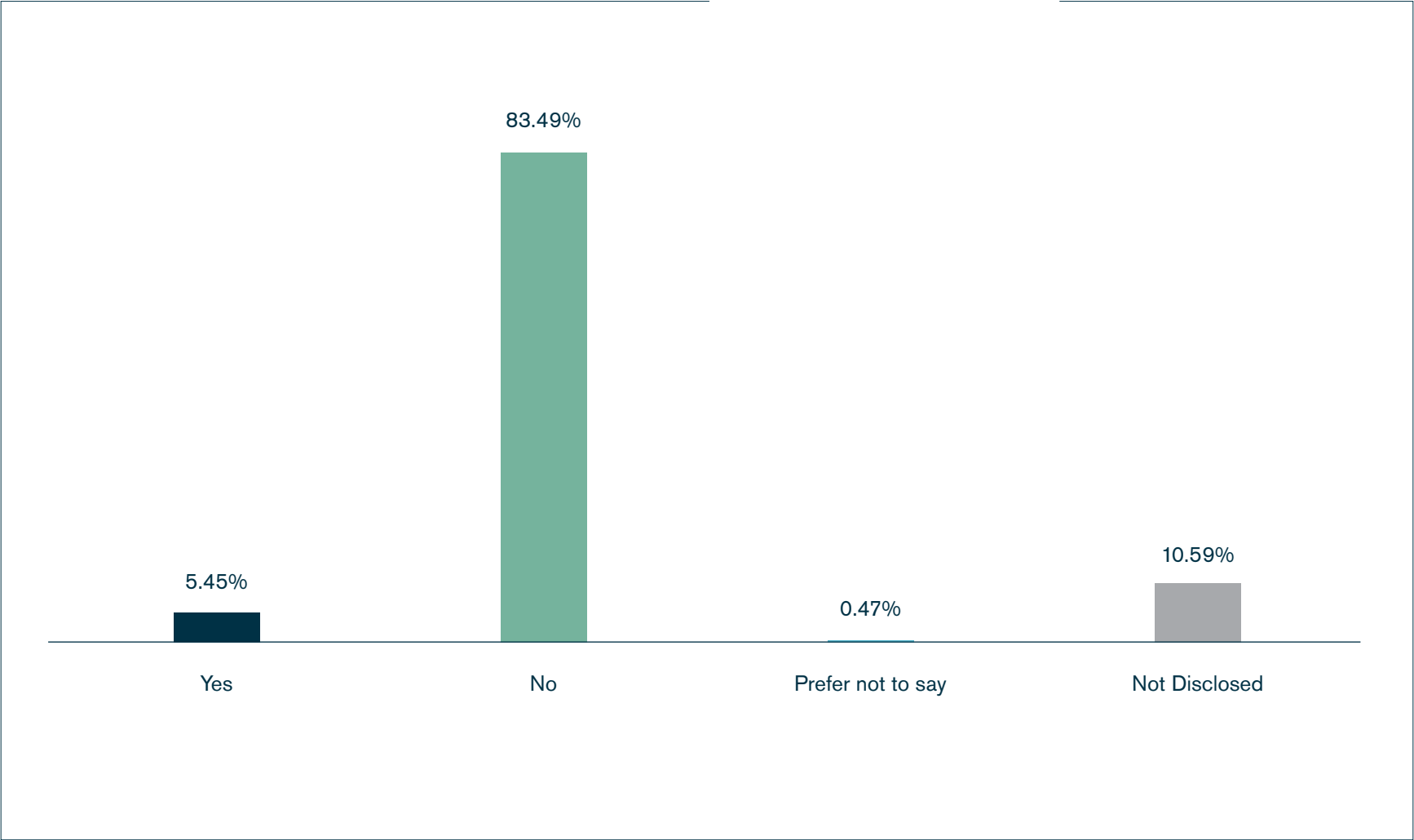
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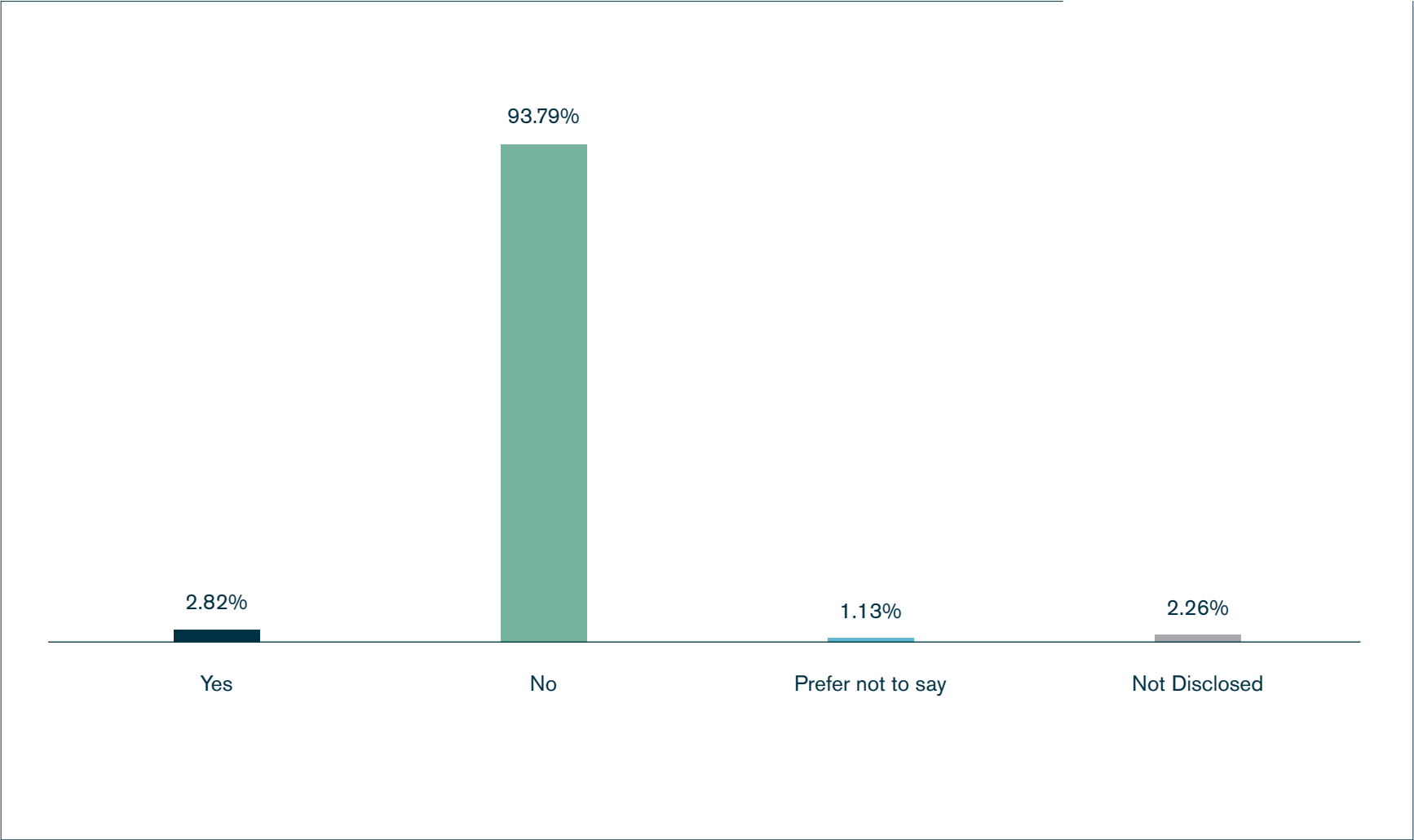
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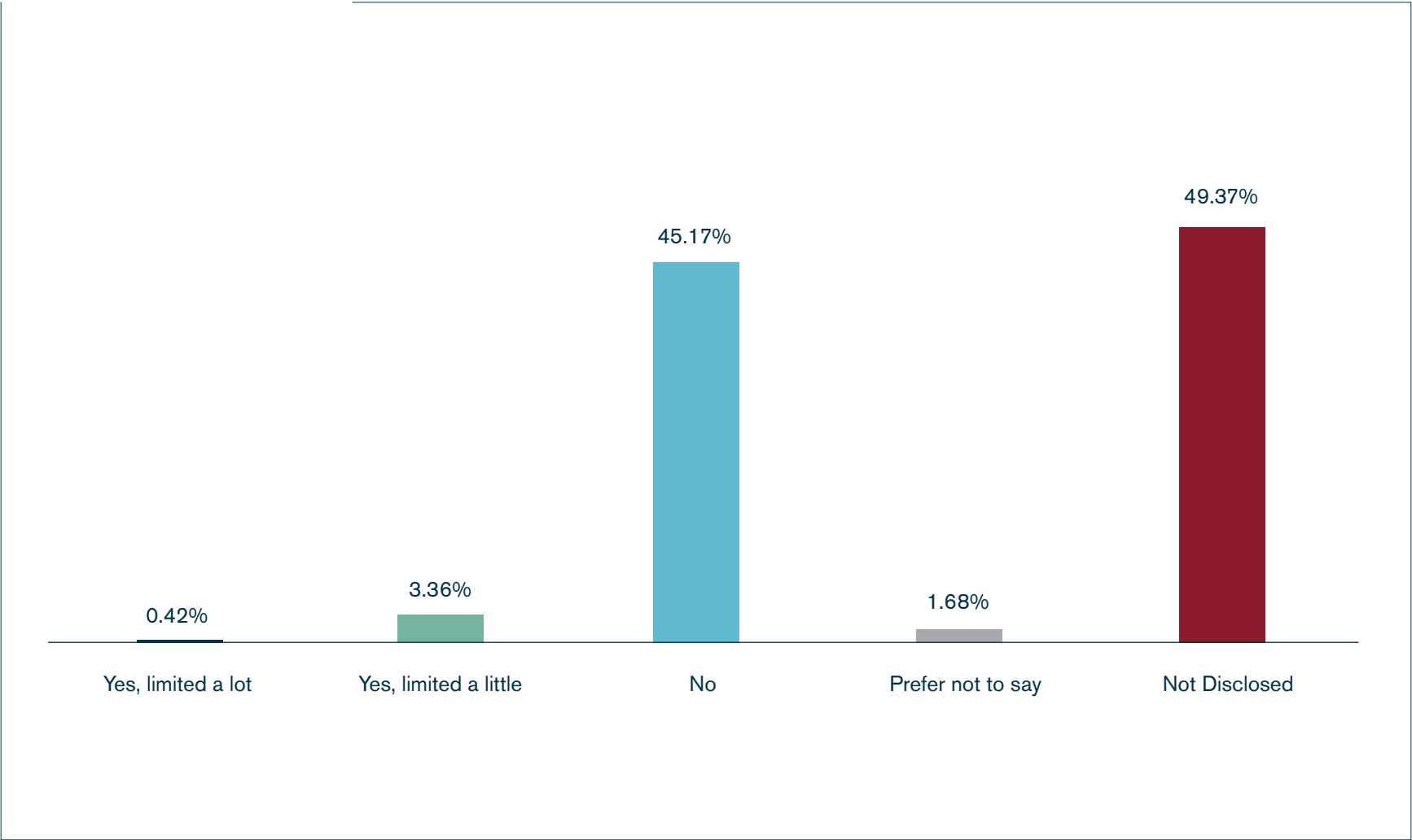
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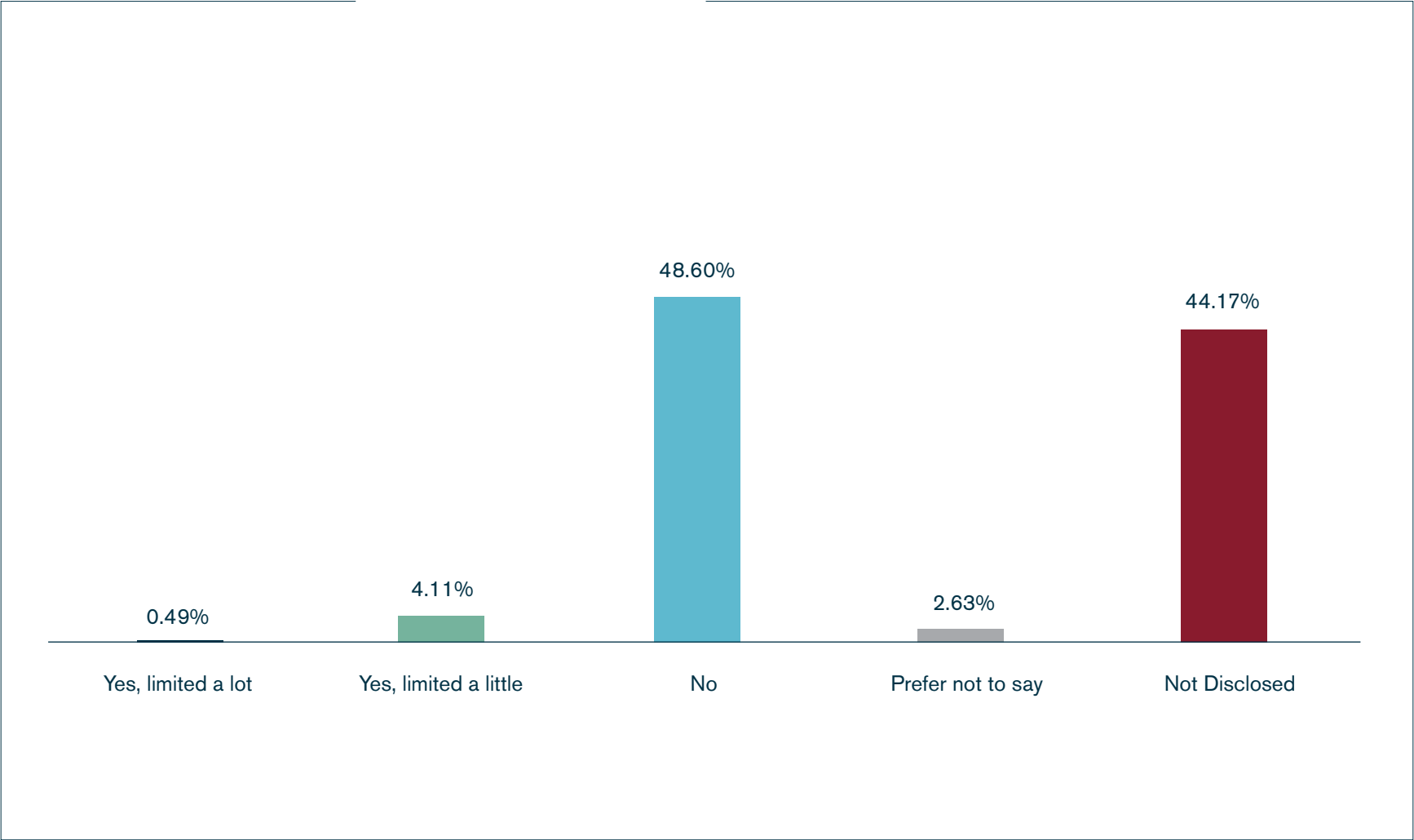
Disability

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?



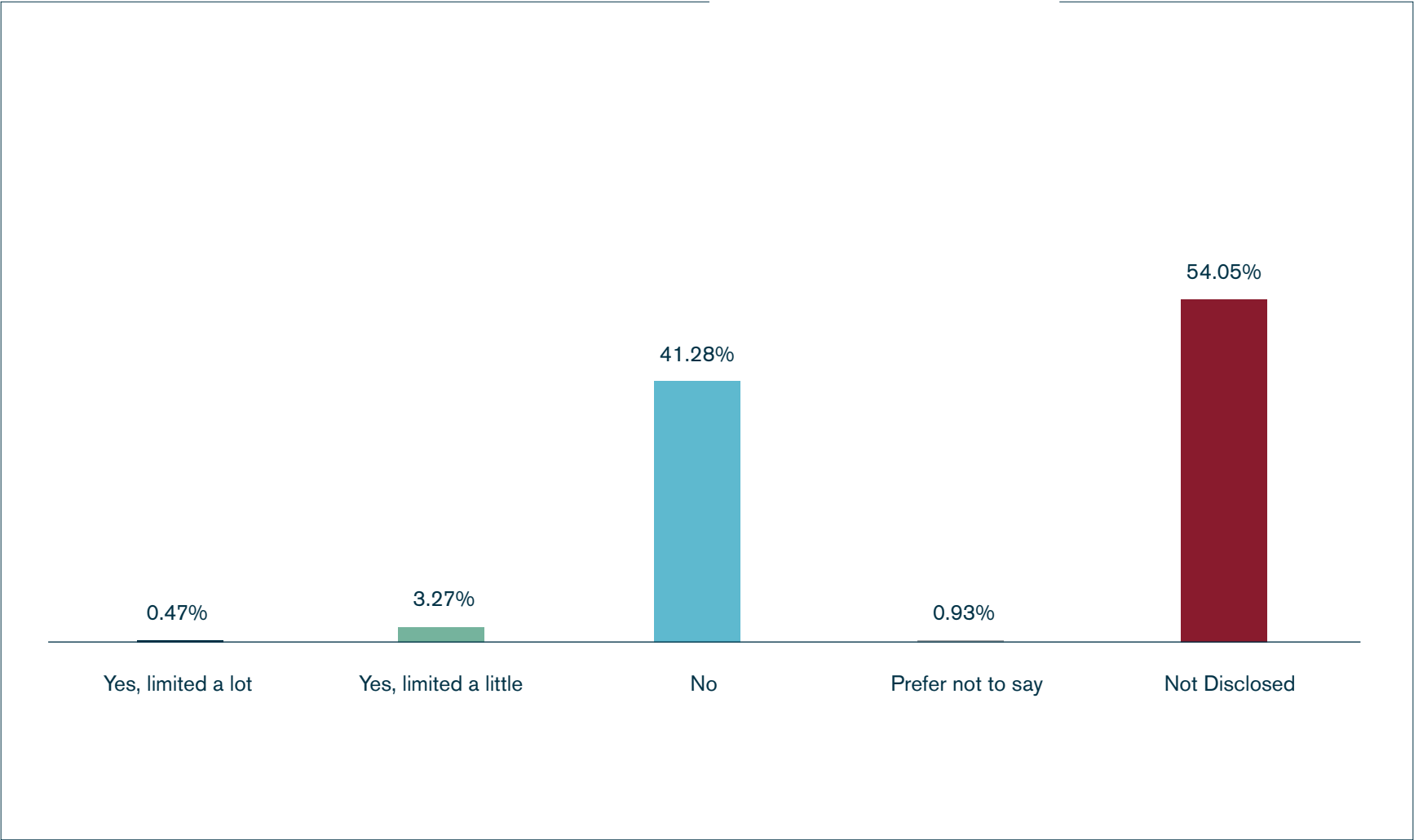
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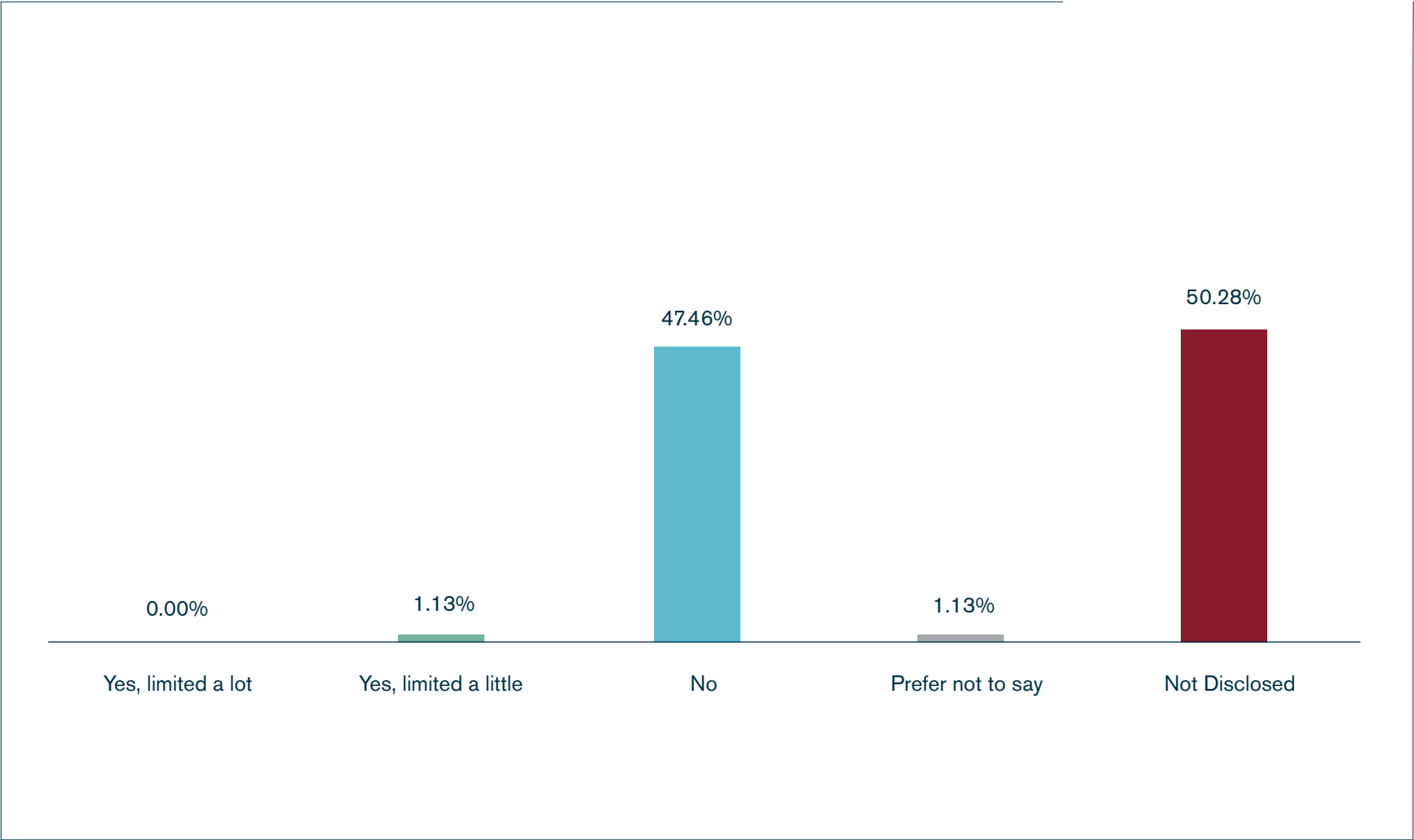
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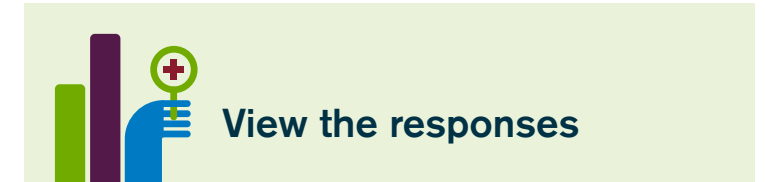
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Social diversity

Recent highlights

- Ranked 19th in the top 75 organisations leading the way on social mobility across the UK in the 2023 Social Mobility Employer Index;
- Founded the #CityCentury campaign alongside six other Law firms, a collaboration of over 50 Law firms aiming to significantly increase the number of solicitor apprentices entering the City of London;
- Launched a £500k long-term funding programme with UK Youth for young people at risk of digital exclusion, supporting 20 youth clubs across Bristol, London, Reading and in key digital coldspots;
- Hosted over 20 work experience students from **The Bridge** schools, helping to facilitate access to the legal sector for young people from diverse backgrounds;
- Partnered with the 93% Club, including supporting individual universities and their Social Mobility Factory event with over 400 students in attendance.

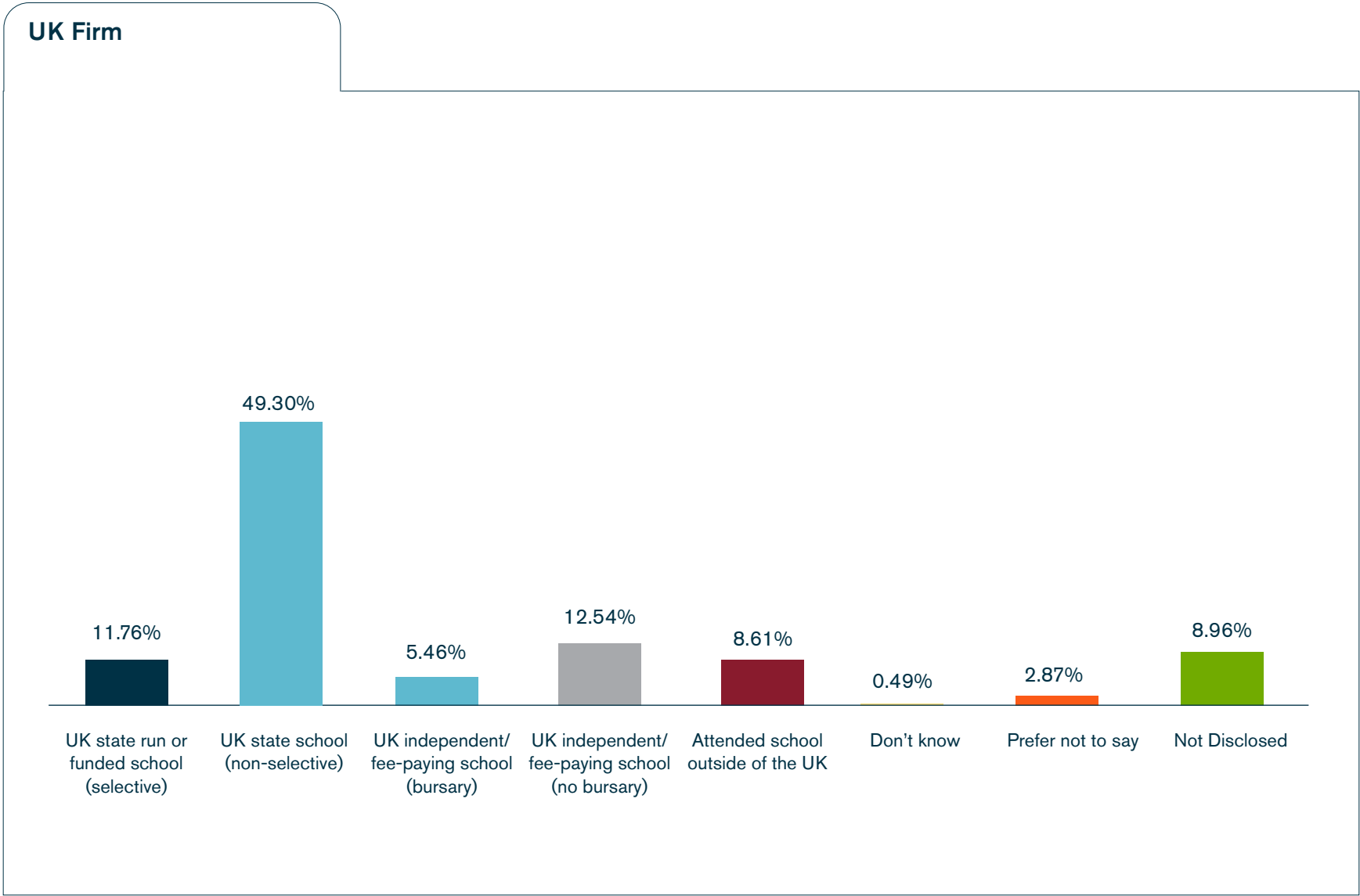


* If you changed schools, please base your answer on the last two years of your education

Social diversity

Which type of school did you attend for the most time between the ages 11 and 16?*

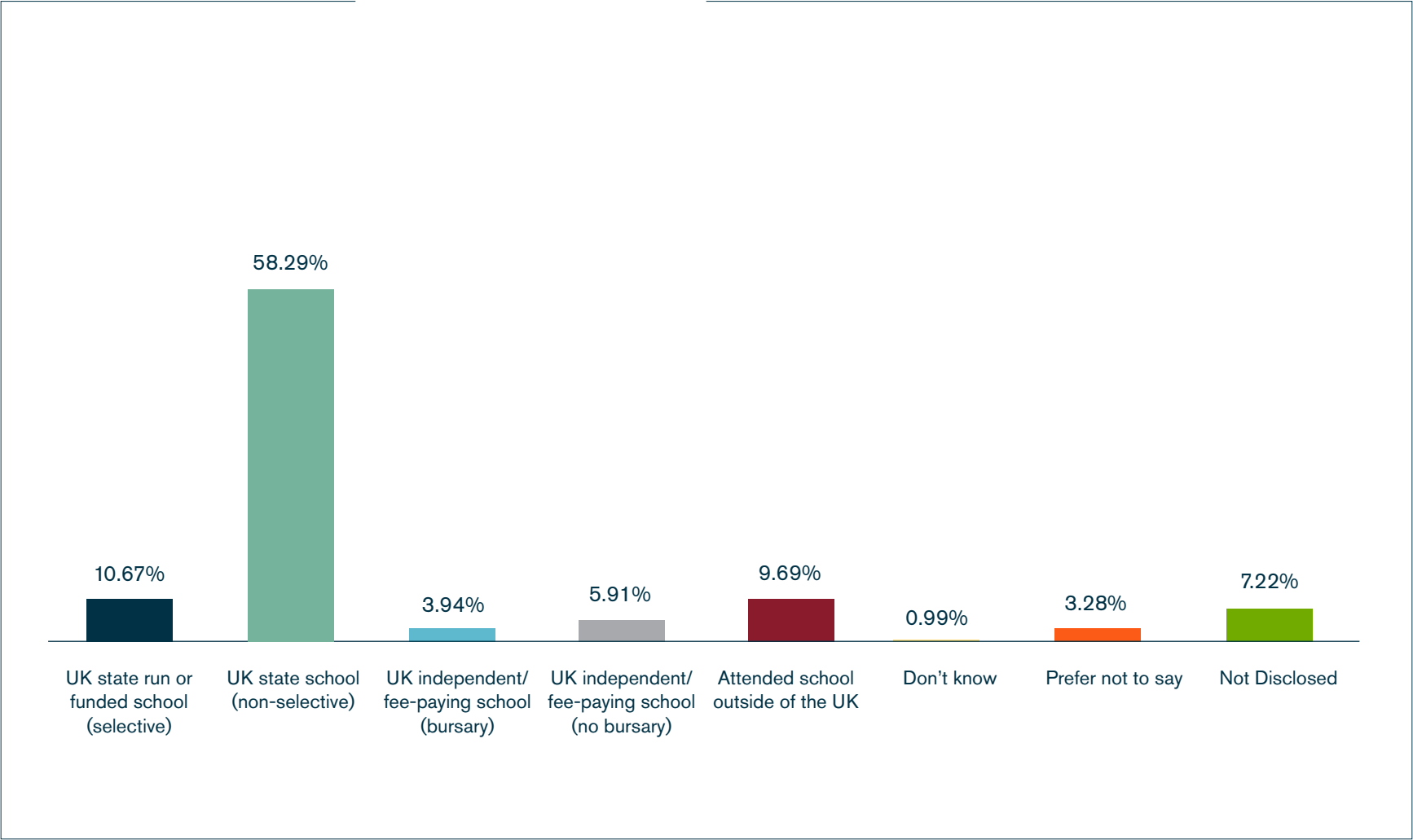
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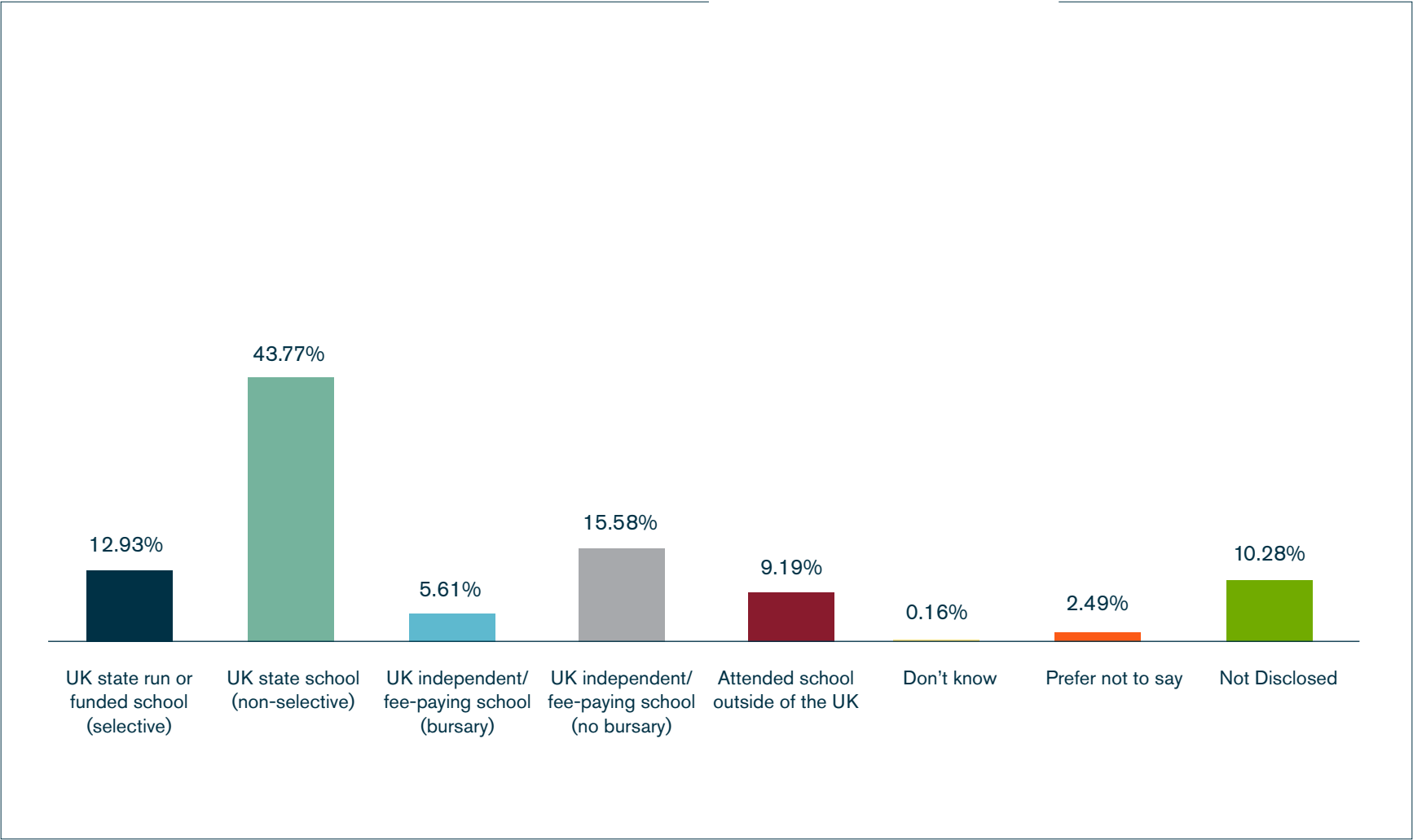
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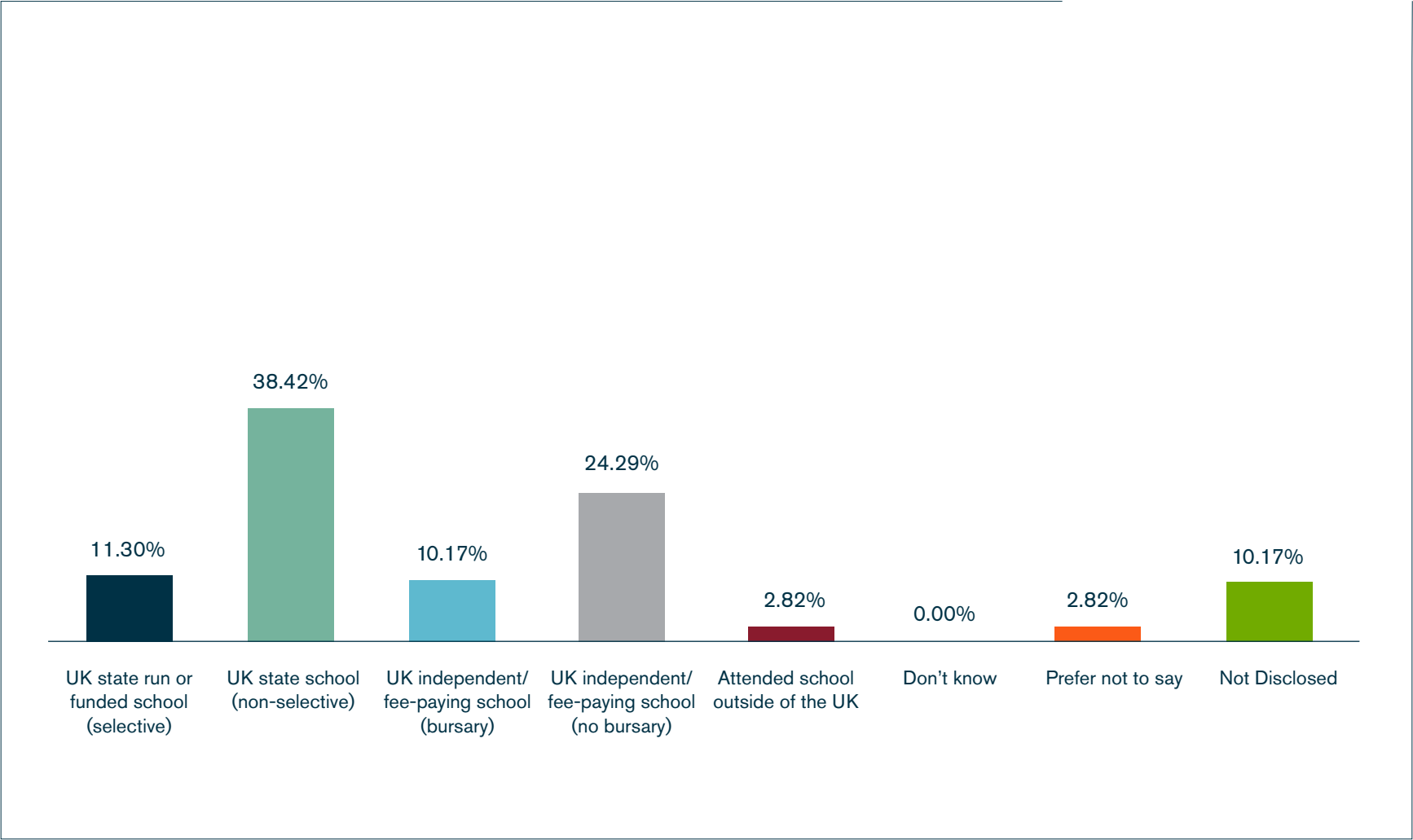
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Social diversity

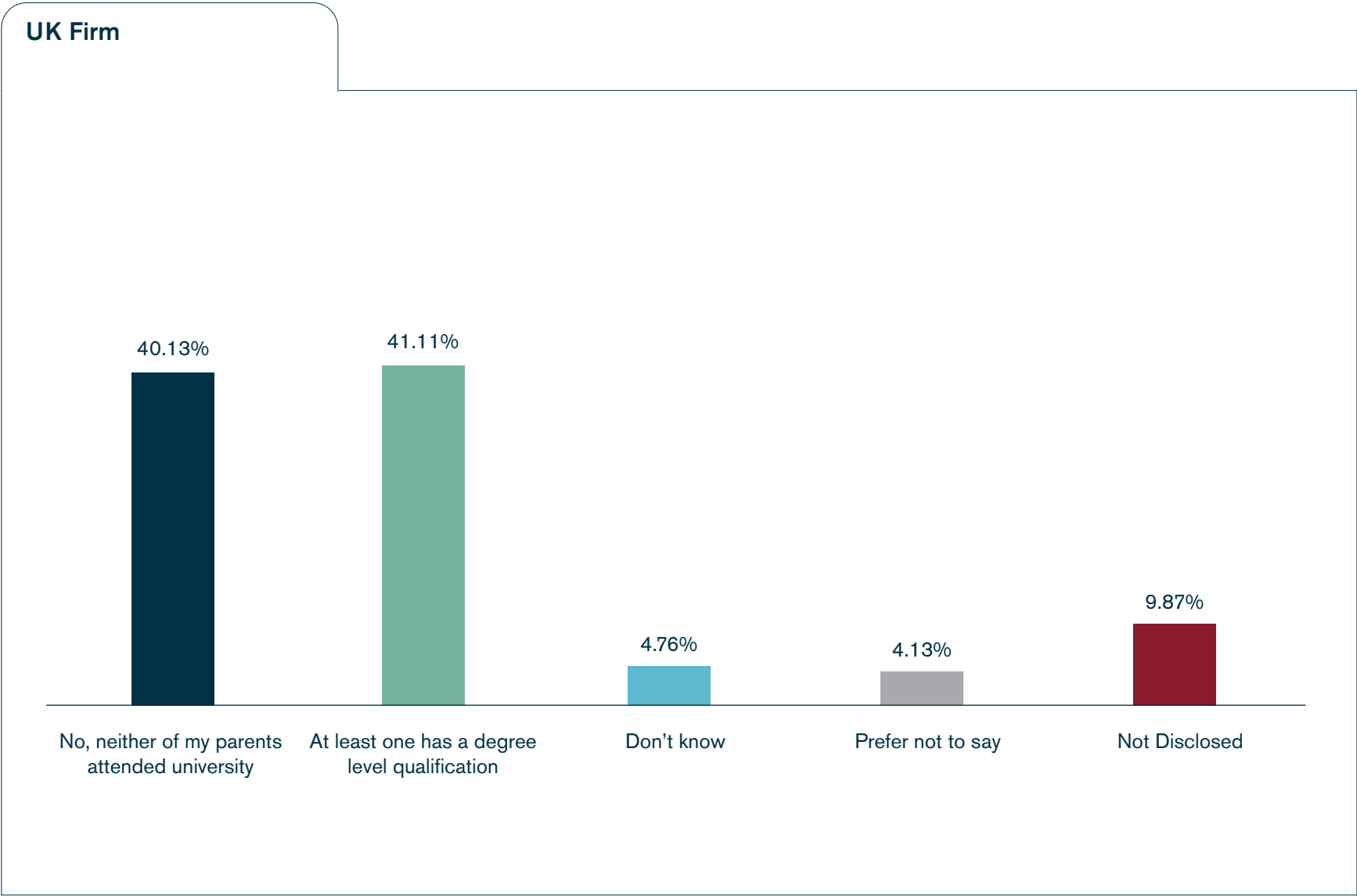
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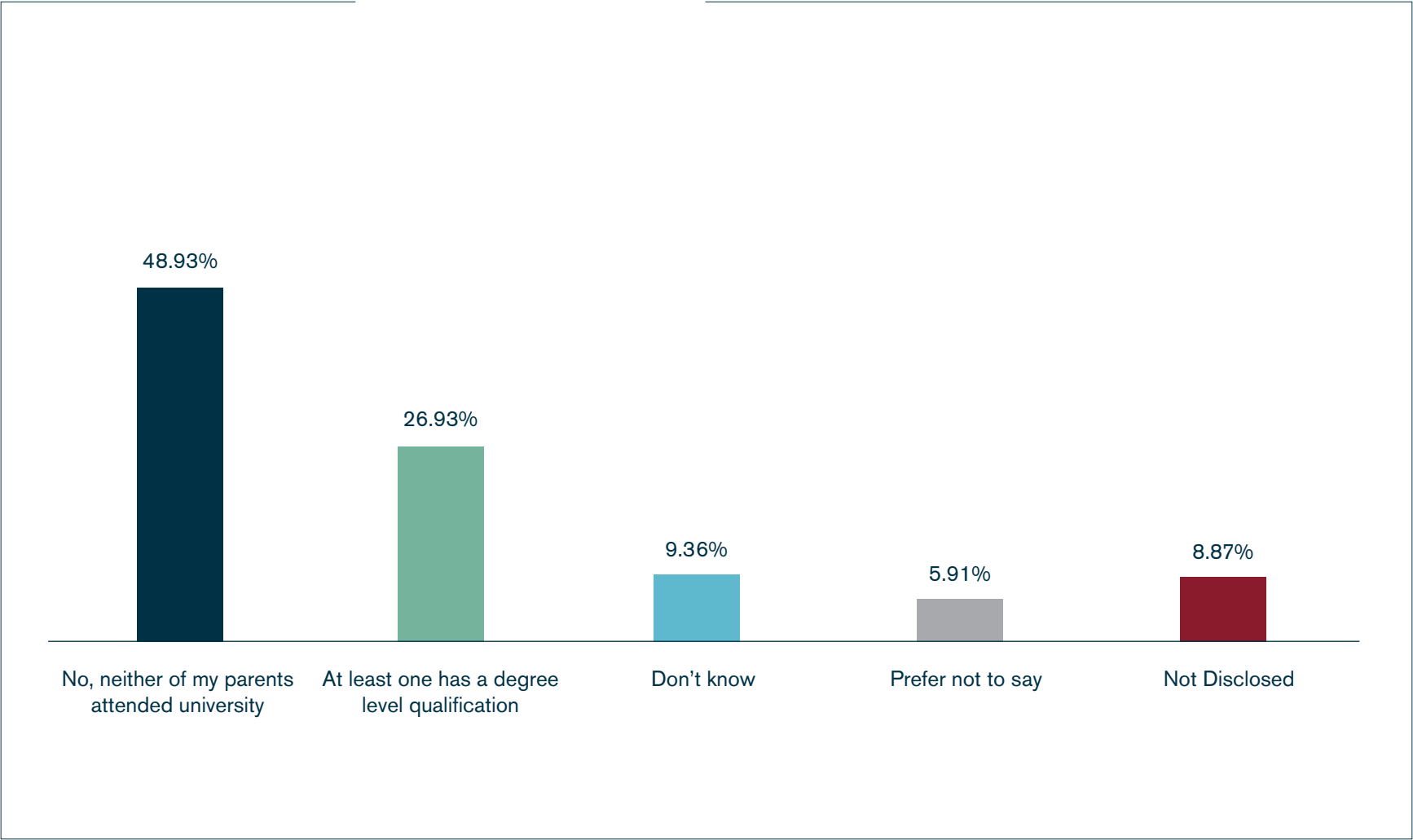
Social diversity

Did either of your parents attend university by the time you were 18?



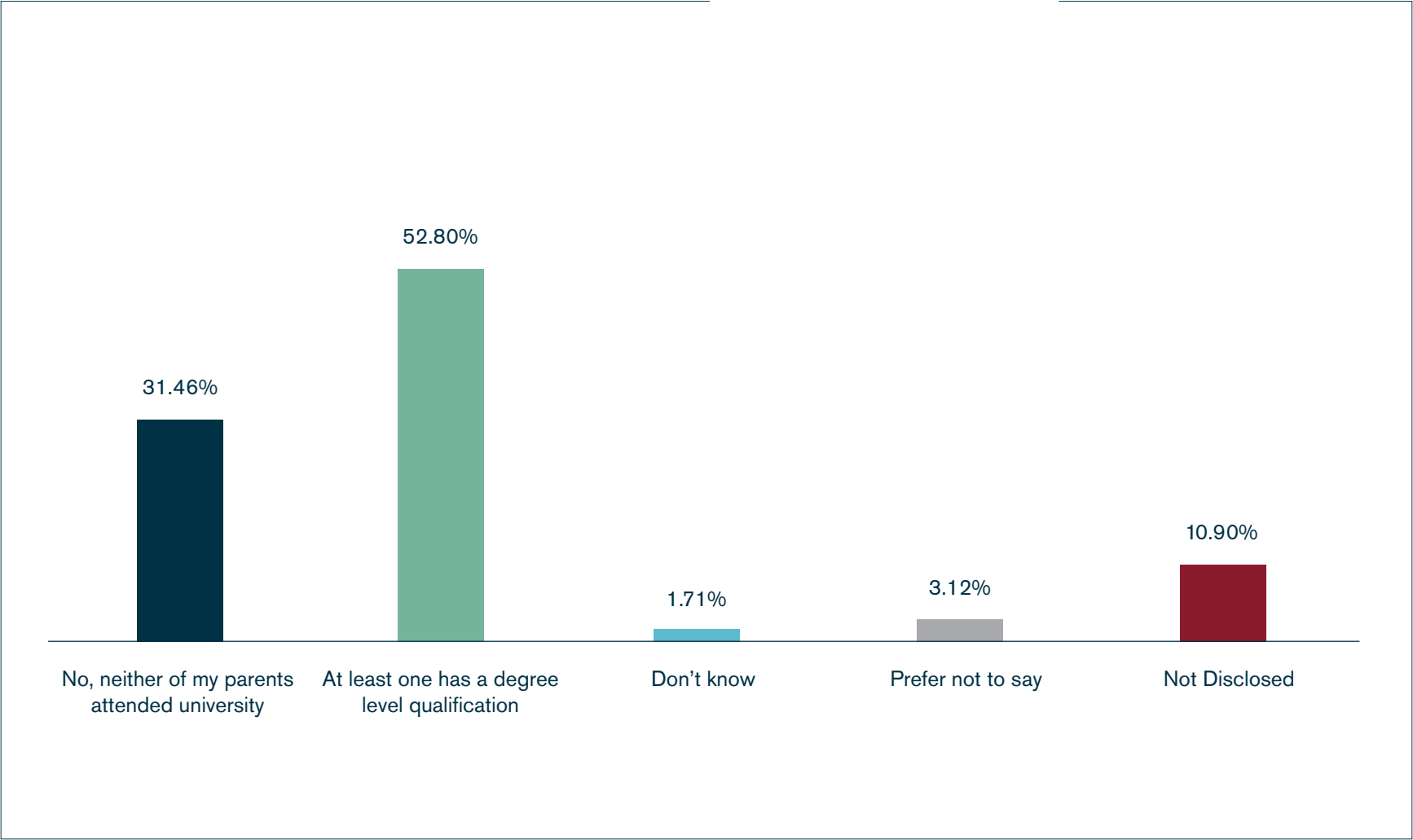
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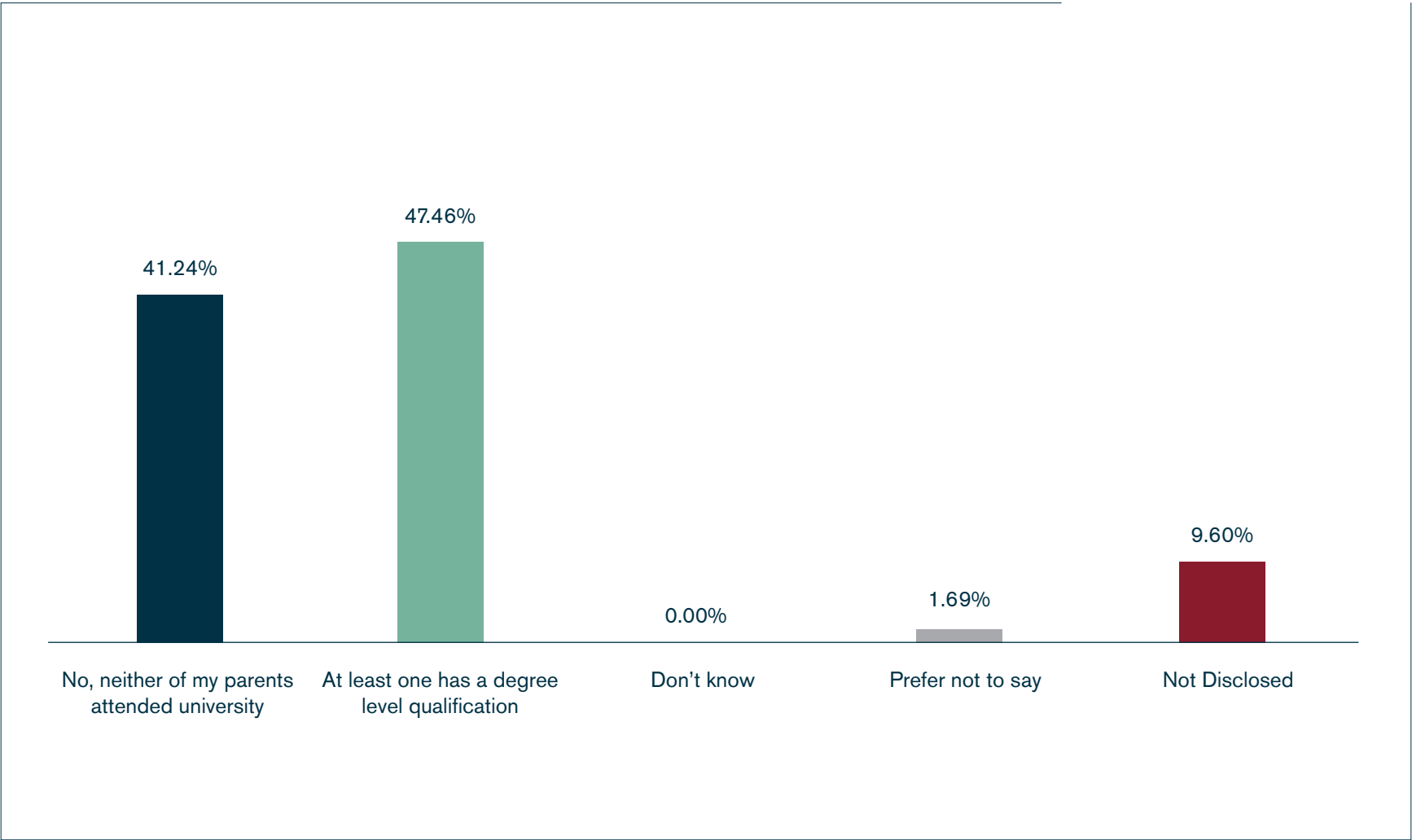
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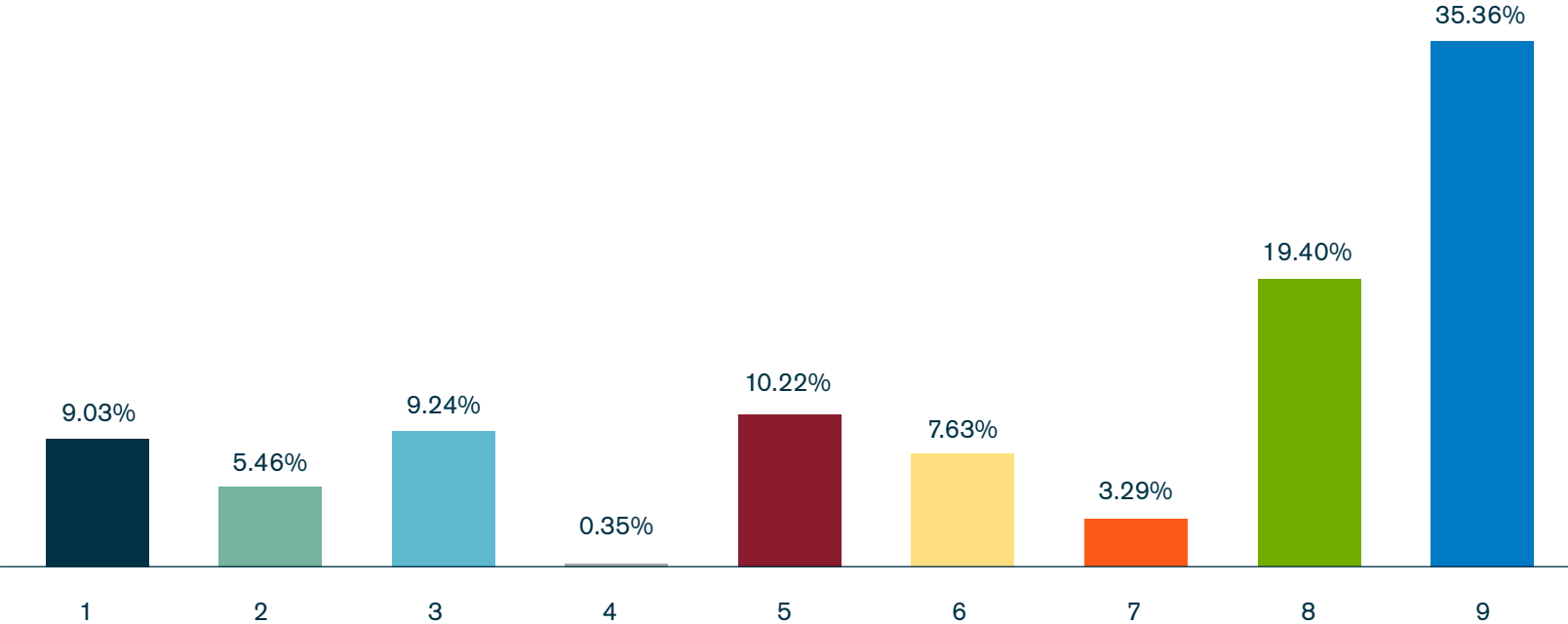
Social diversity

Key

- 1. Modern professional and traditional professional occupations
- 2. Senior, middle, or junior managers or administrators
- 3. Clerical and intermediate occupations
- 4. Technical and craft occupations
- 5. Routine, semi-routine, manual, and service occupations
- 6. Long term unemployed
- 7. Other, such as: retired/this question does not apply to me/I don't know
- 8. Prefer not to say
- 9. Not Disclosed



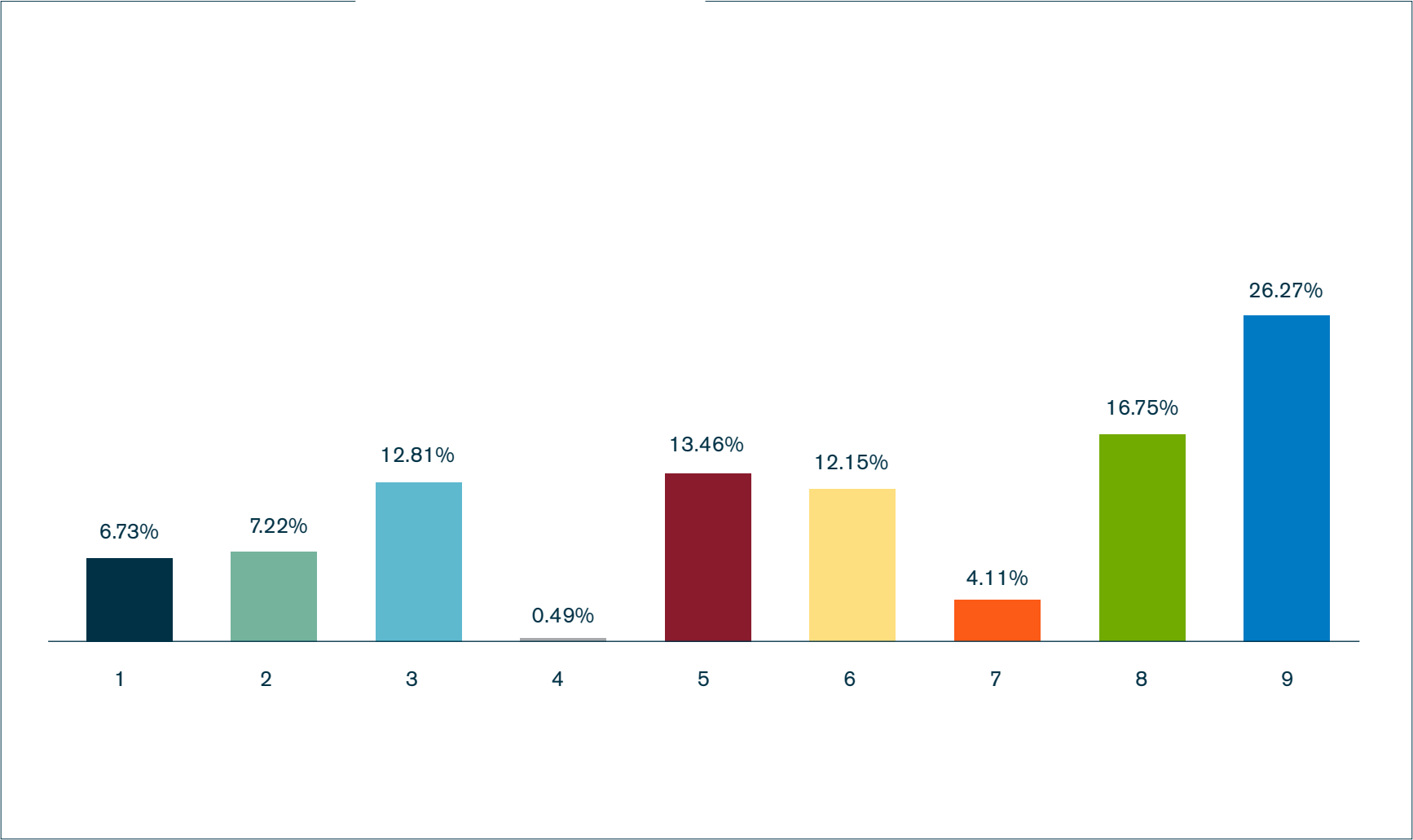
UK Firm



Social diversity

Key

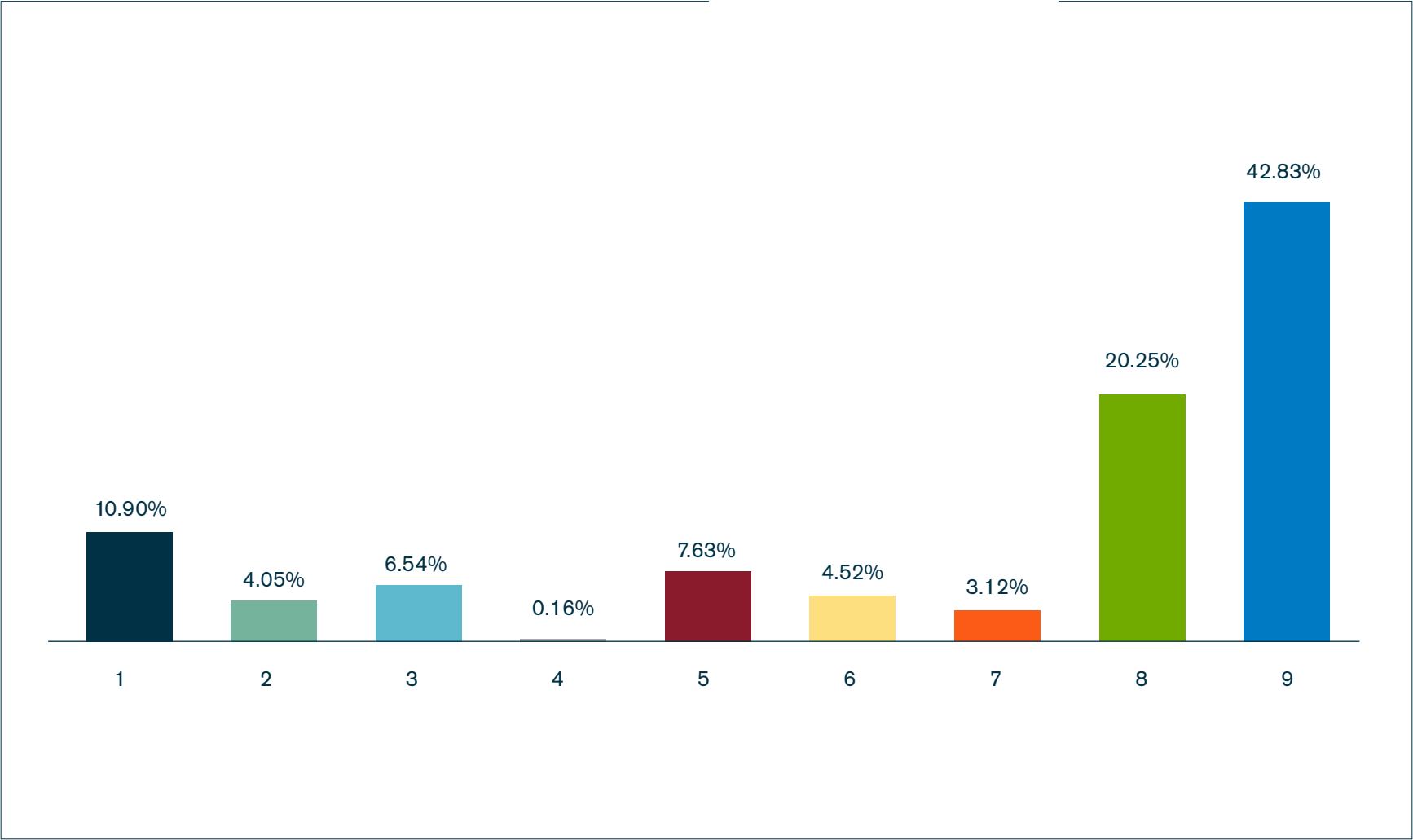
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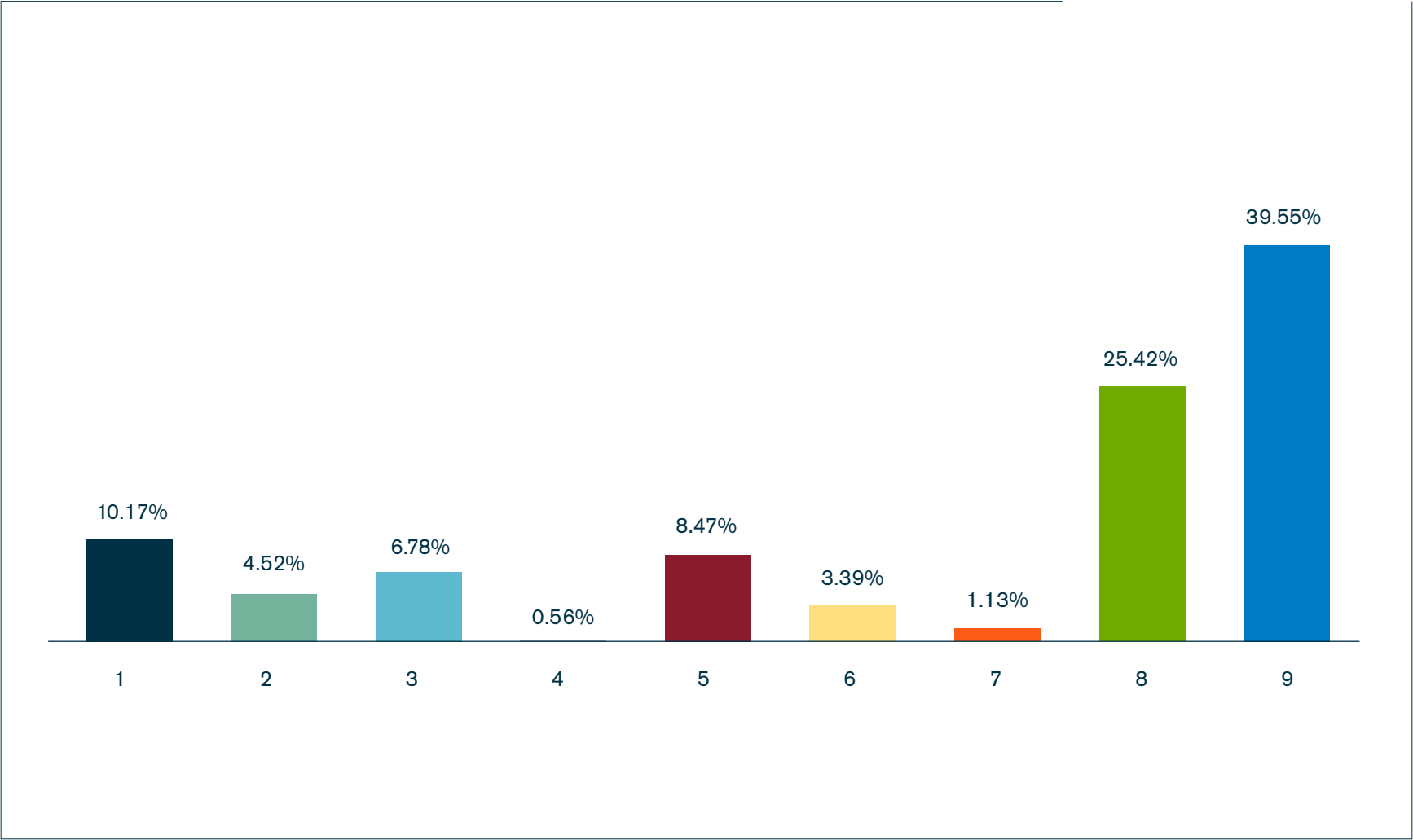
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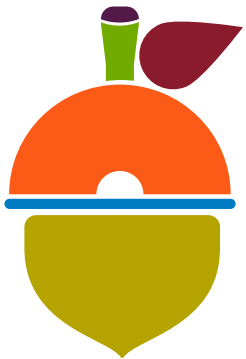
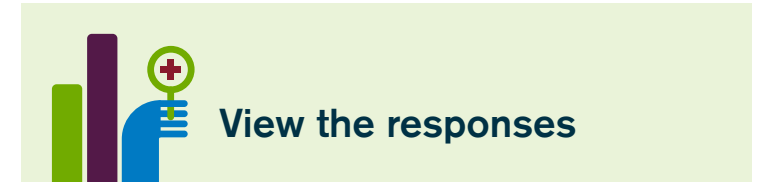
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Age

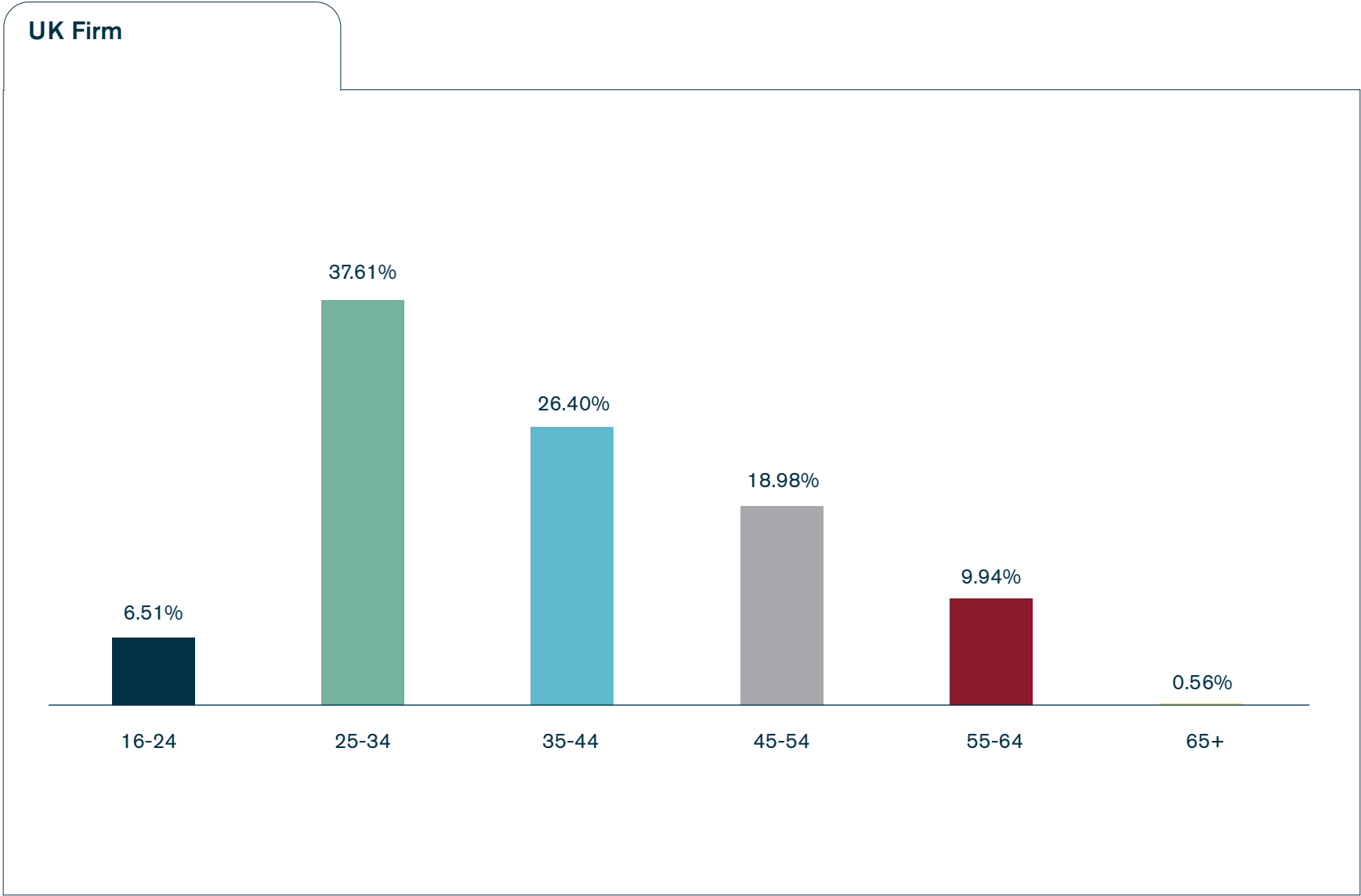
Recent highlights

- Launched an Age diversity network, focusing on supporting our people through all stages of their working life;
- First firm to make Age-friendly Employer Pledge with the Centre for Ageing Better;
- Began working with 55 Redefined to increase applications from older workers;
- Commissioned and published a **report on understanding an ageing workforce** to support businesses to build stronger cross-generational workforces for the future;
- Increased the upper age limit for our Income Protection Scheme to 70 years;
- Raised awareness for the Menopause and launched a menopause group that meets regularly for support and education.



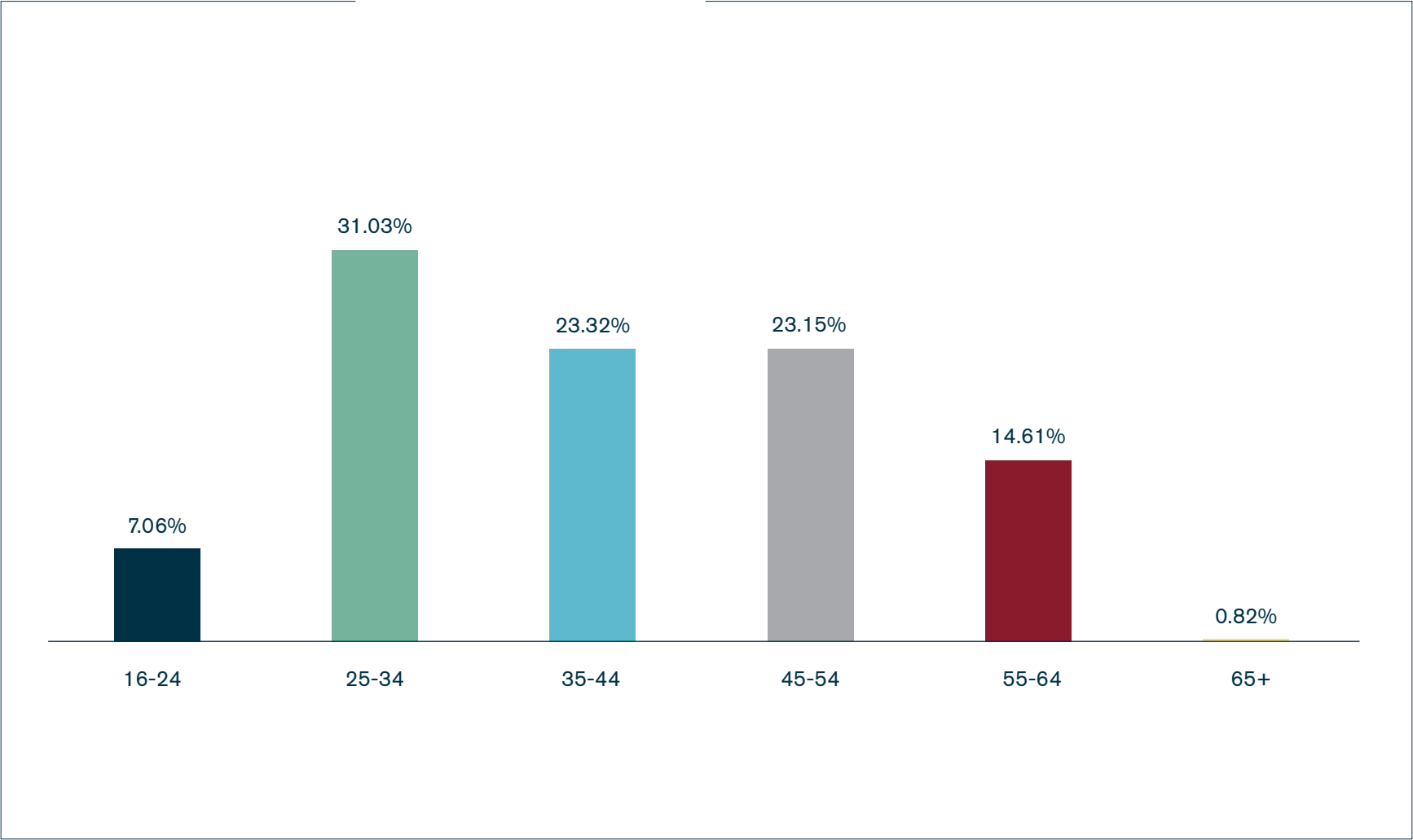
Age

Which age category are you in?



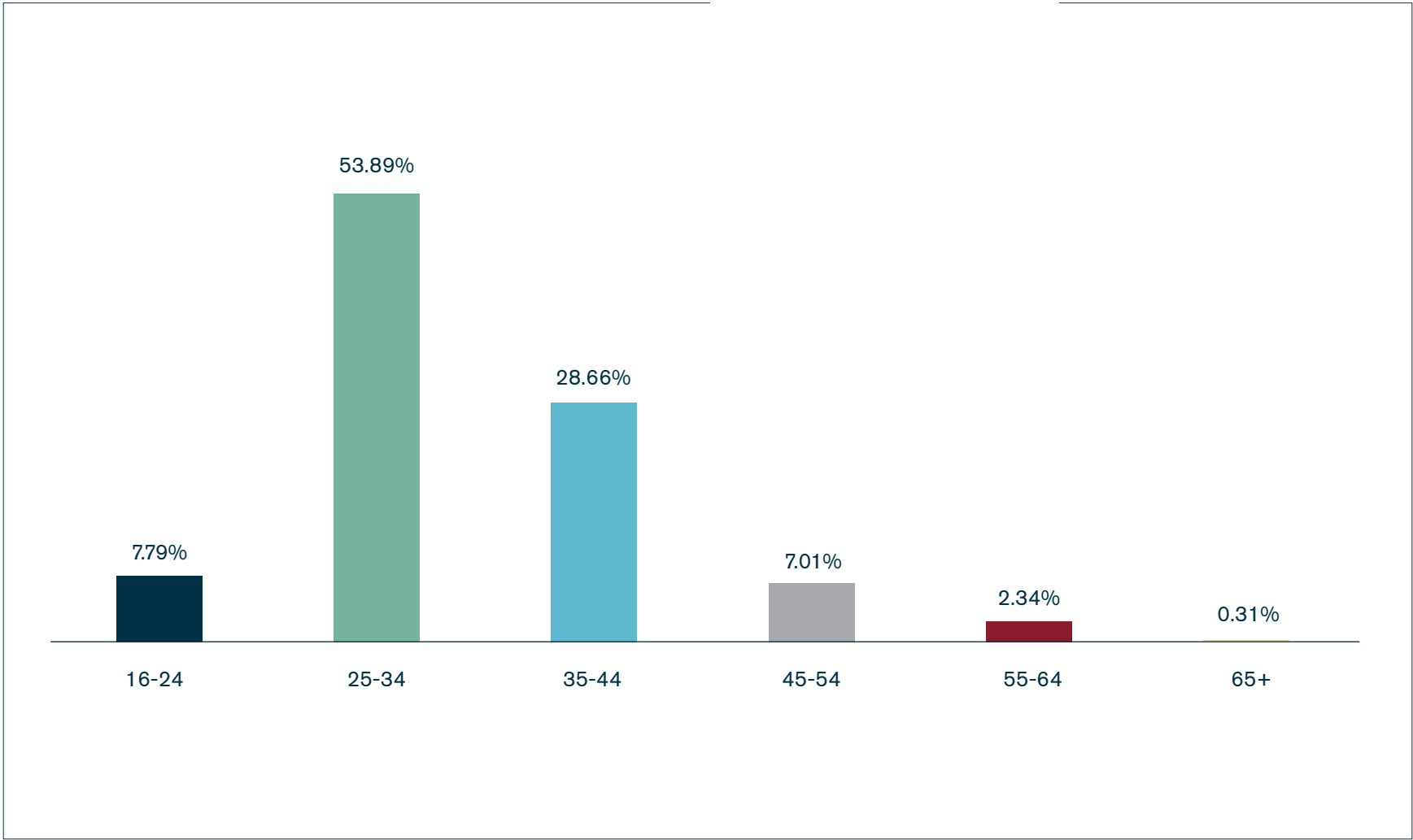
Age

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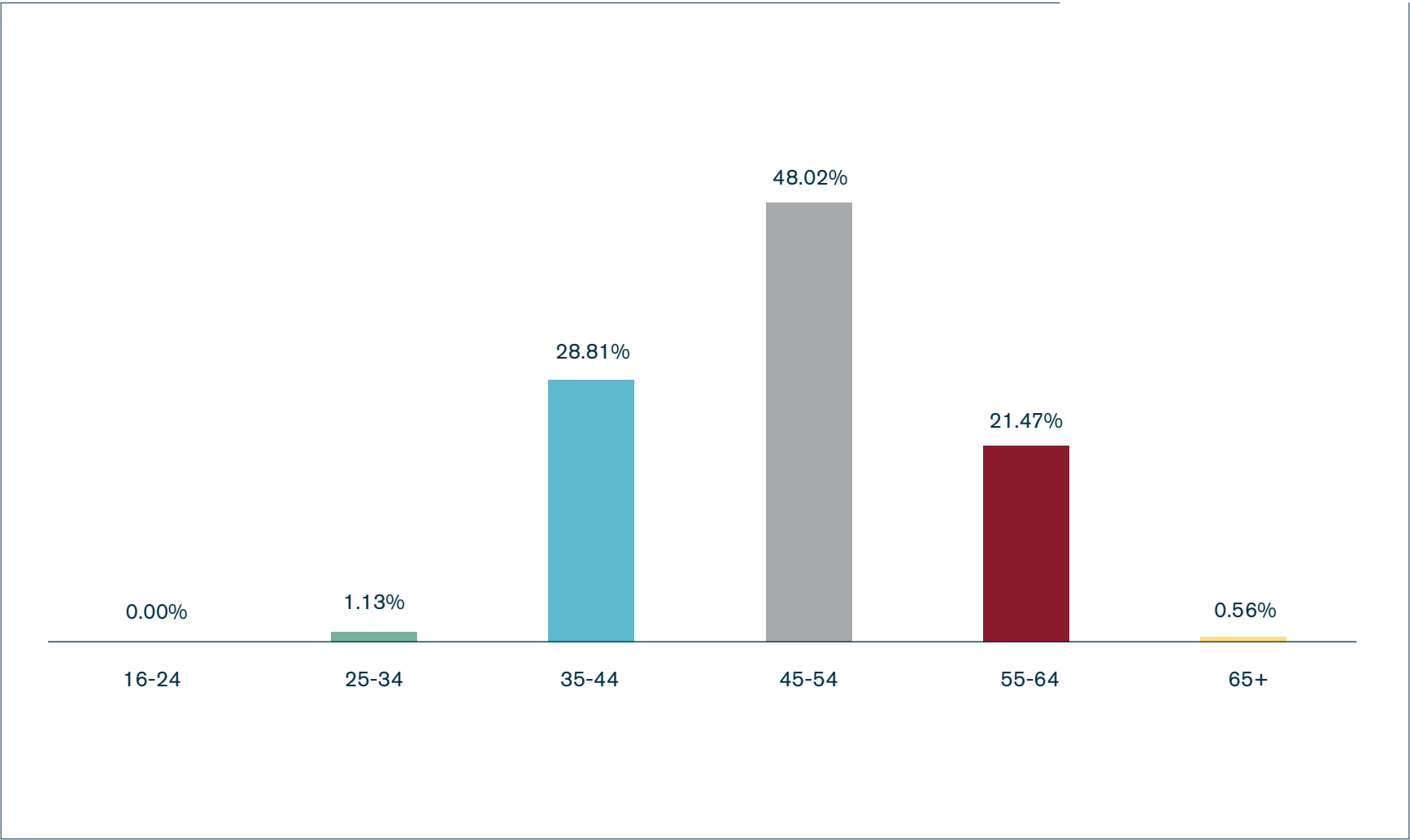
Age

Which age category are you in?



Age

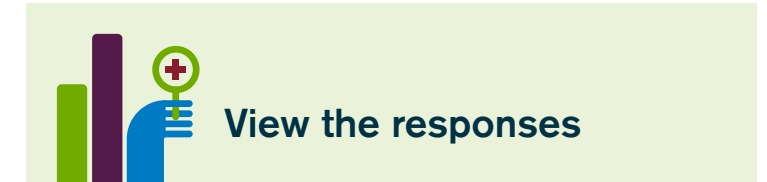
Which age category are you in?



Caring responsibilities

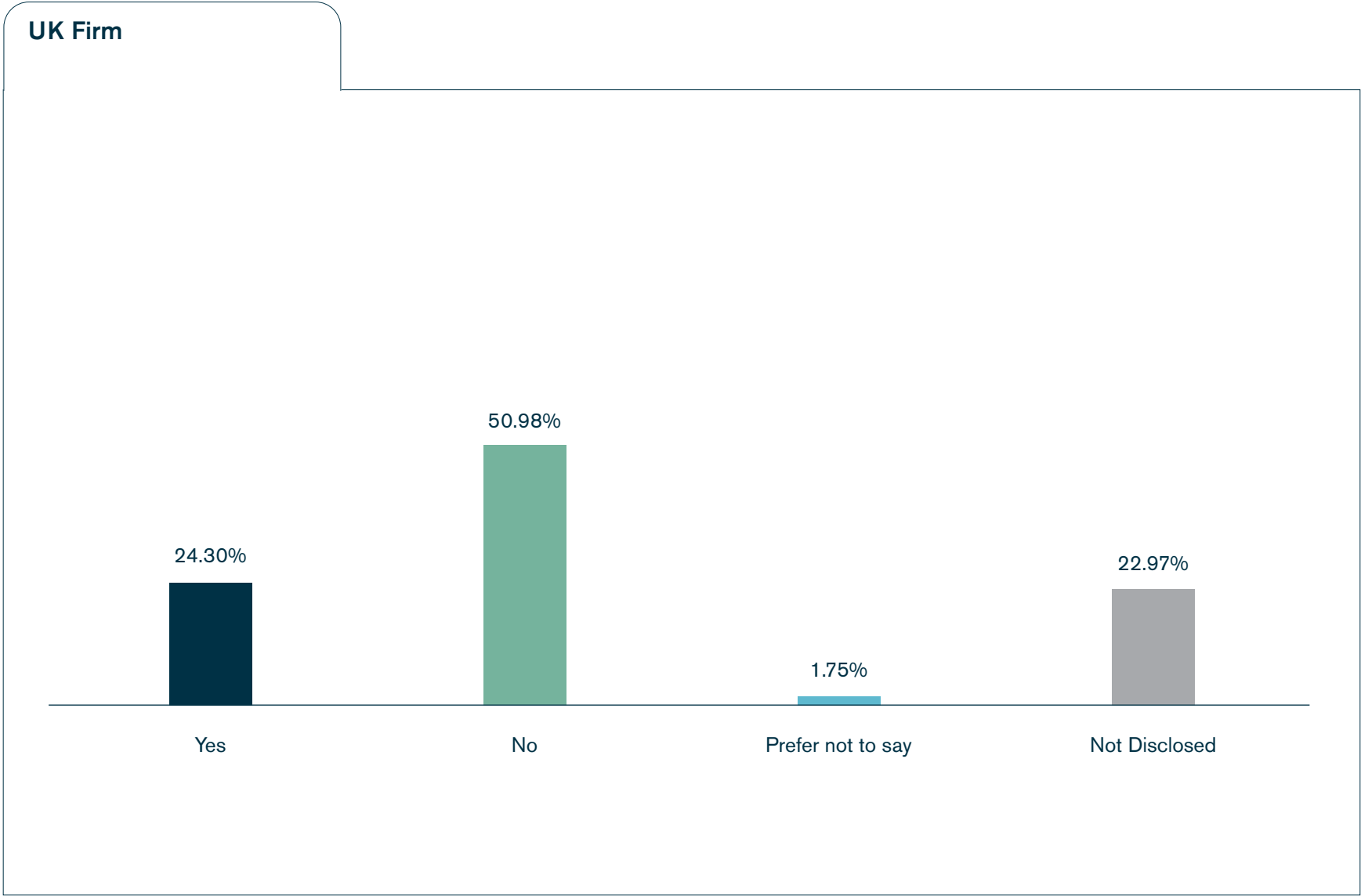
Recent highlights

- Our Family & Carers group continued to offer a community for parents and carers;
- Launched a Parents of neurodiverse children group, where parents of neurodiverse children can support each other and share their experiences;
- Joined Carers UK, offering free digital resources and support for our colleagues;
- Conducted listening exercises for people returning from long periods of absence discussing their experiences and taking their suggestions for improvements;
- Launched a mentoring programme for anyone returning from family leave, in addition colleagues have access to coaching before, during and after their leave;
- Invited colleagues and their children/dependants for family days, including a visit to the Bristol Zoo and an arts and craft session as part of our involvement in the World Reimagined;
- Celebrated Carers Week UK with a keynote speech facilitated by the Carers Support Centre in Bristol.



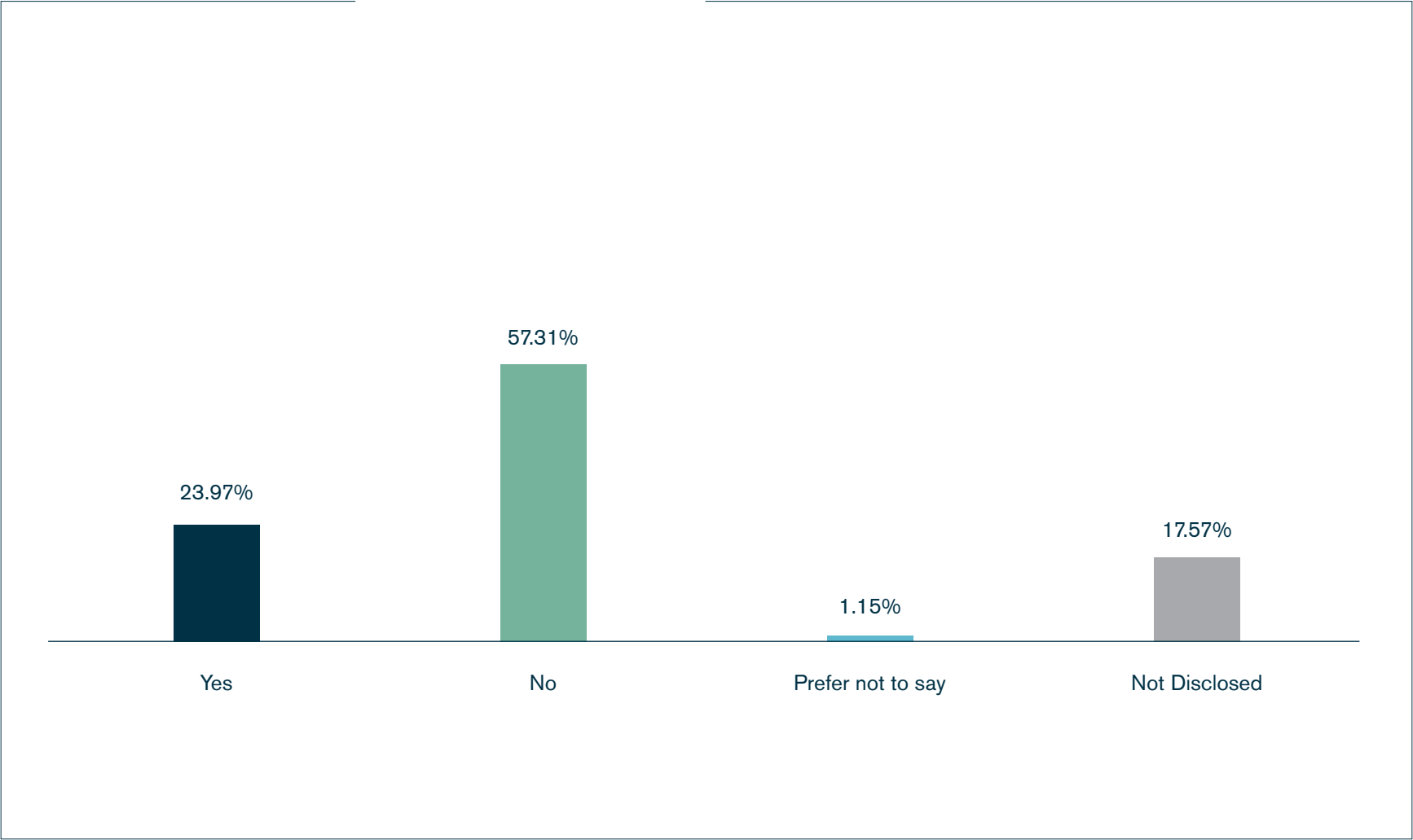
Caring responsibilities

Are you a primary carer for a child or children under 18?



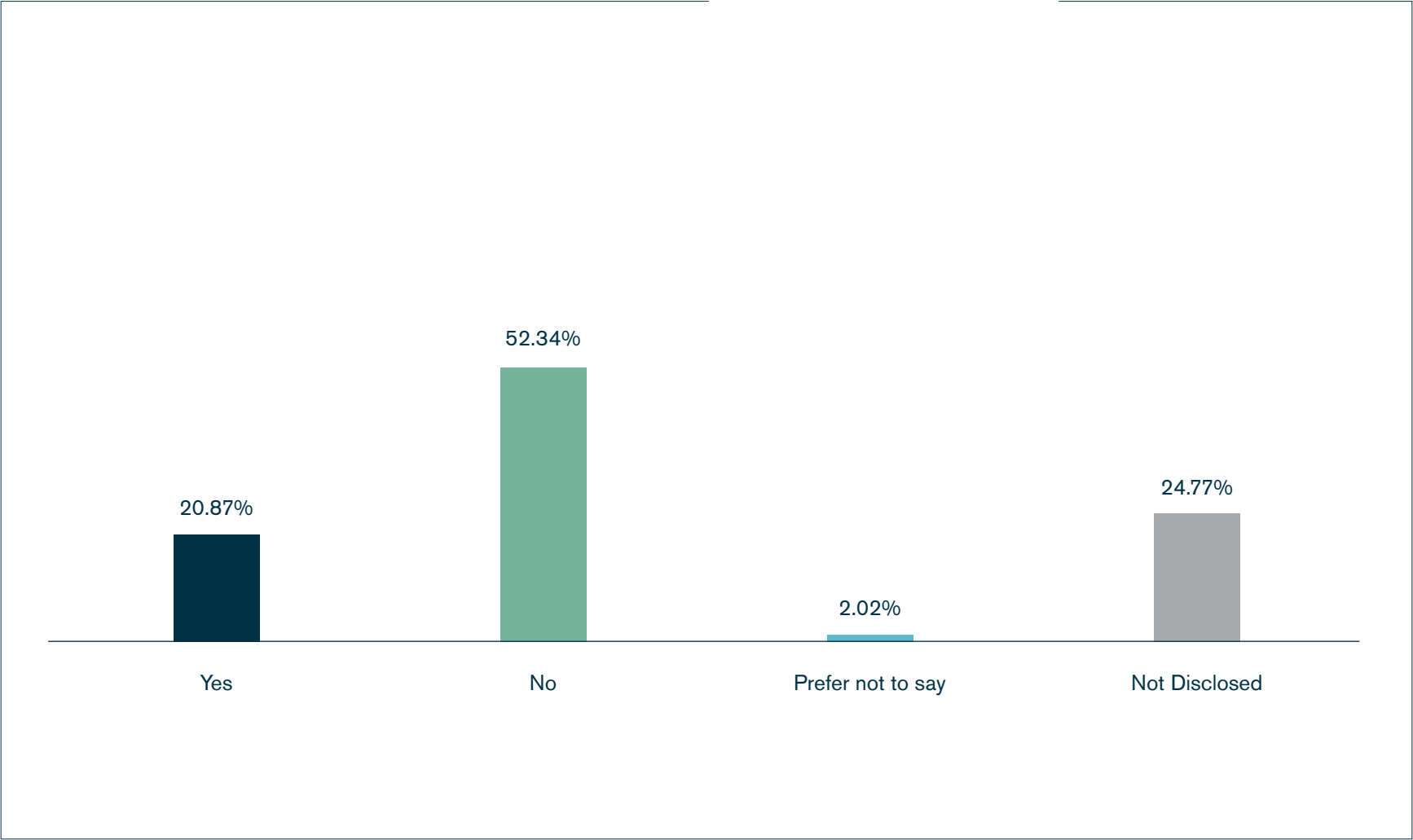
Caring responsibilities

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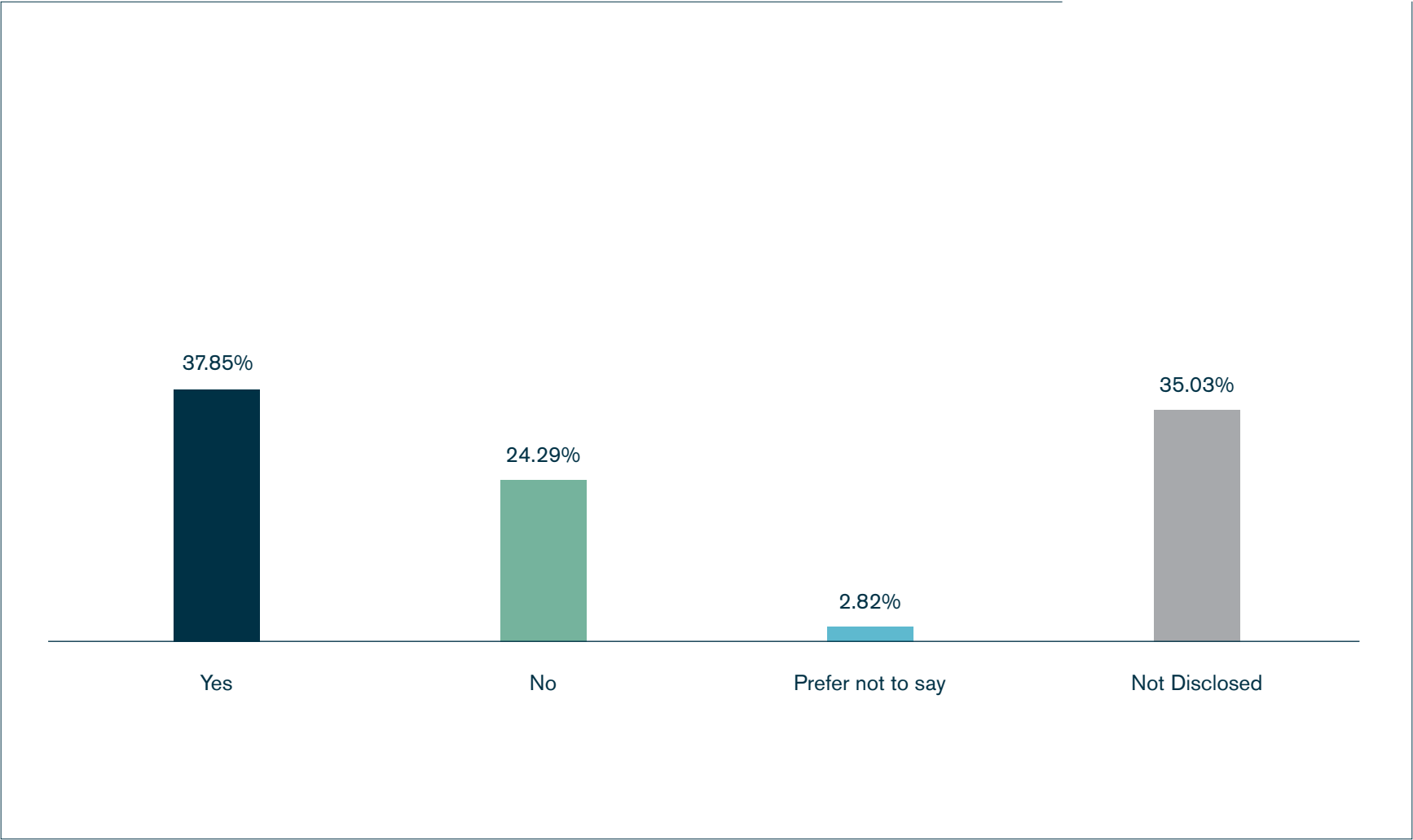
Caring responsibilities

Are you a primary carer for a child or children under 18?



Caring responsibilities

Are you a primary carer for a child or children under 18?

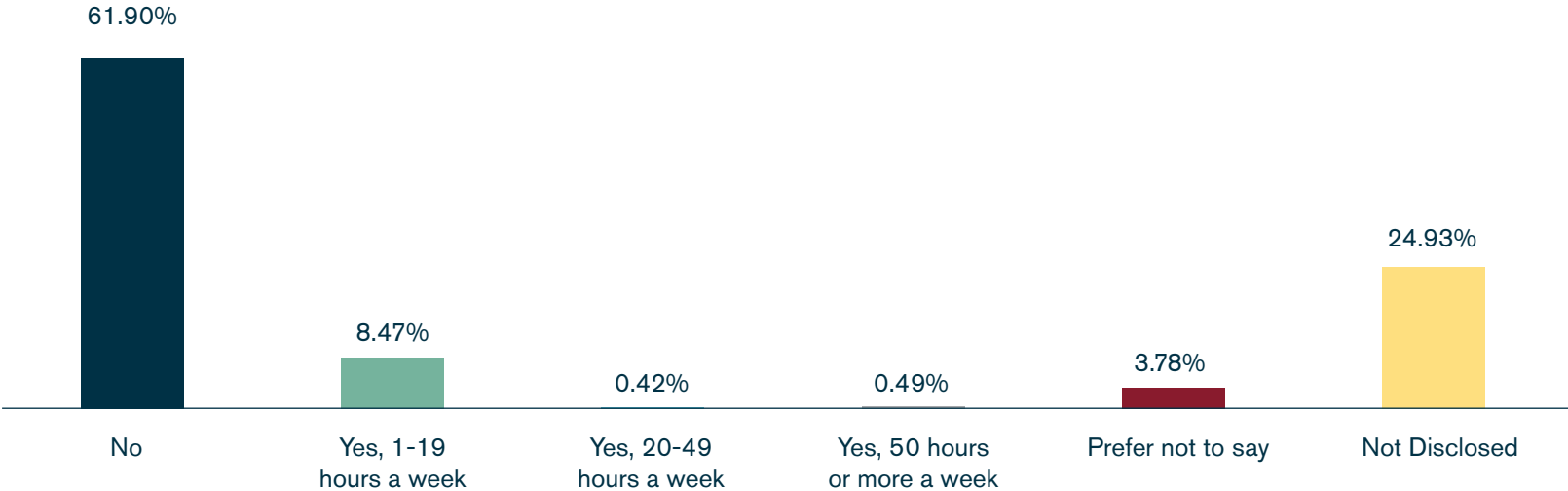


Caring responsibilities

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

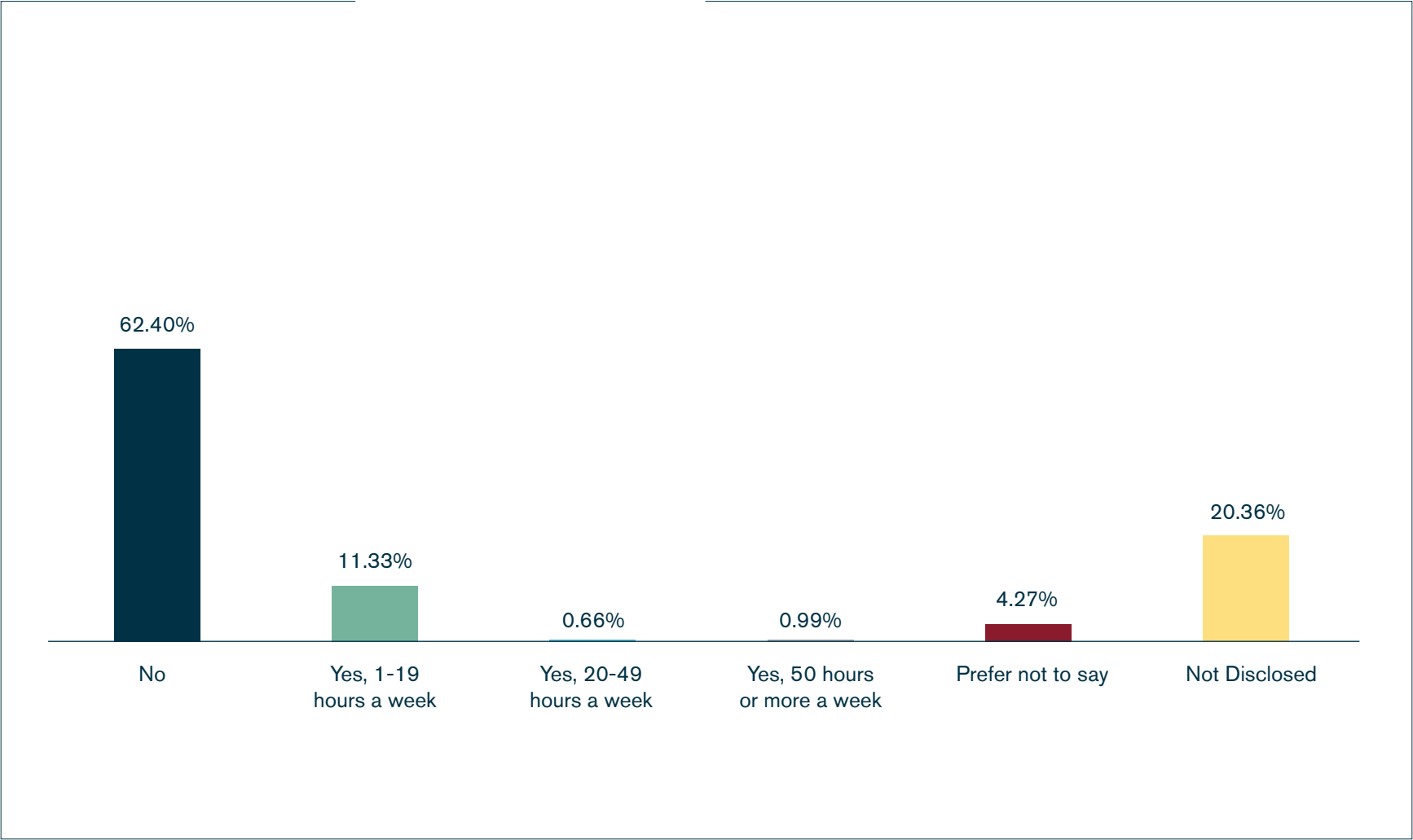


UK Firm



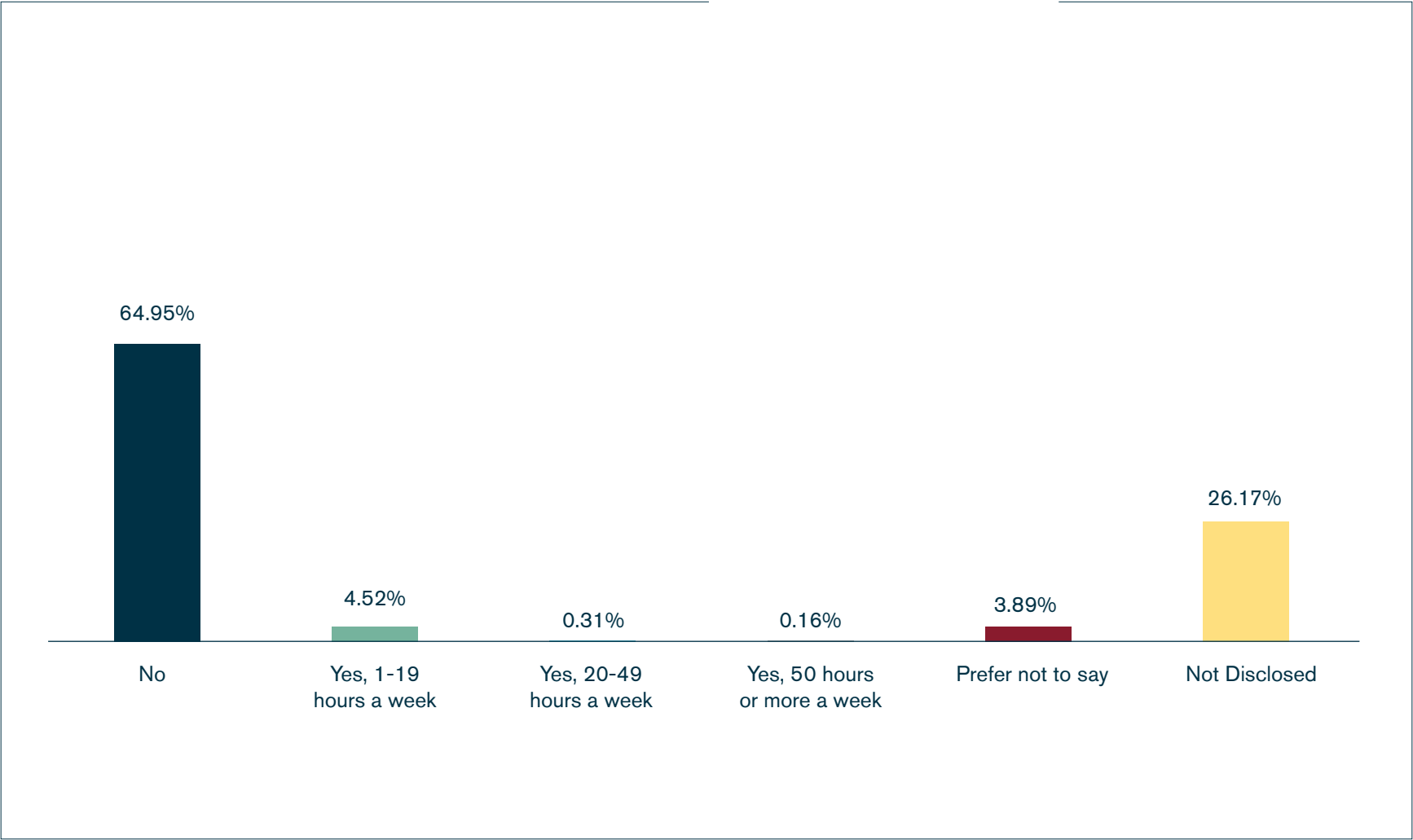
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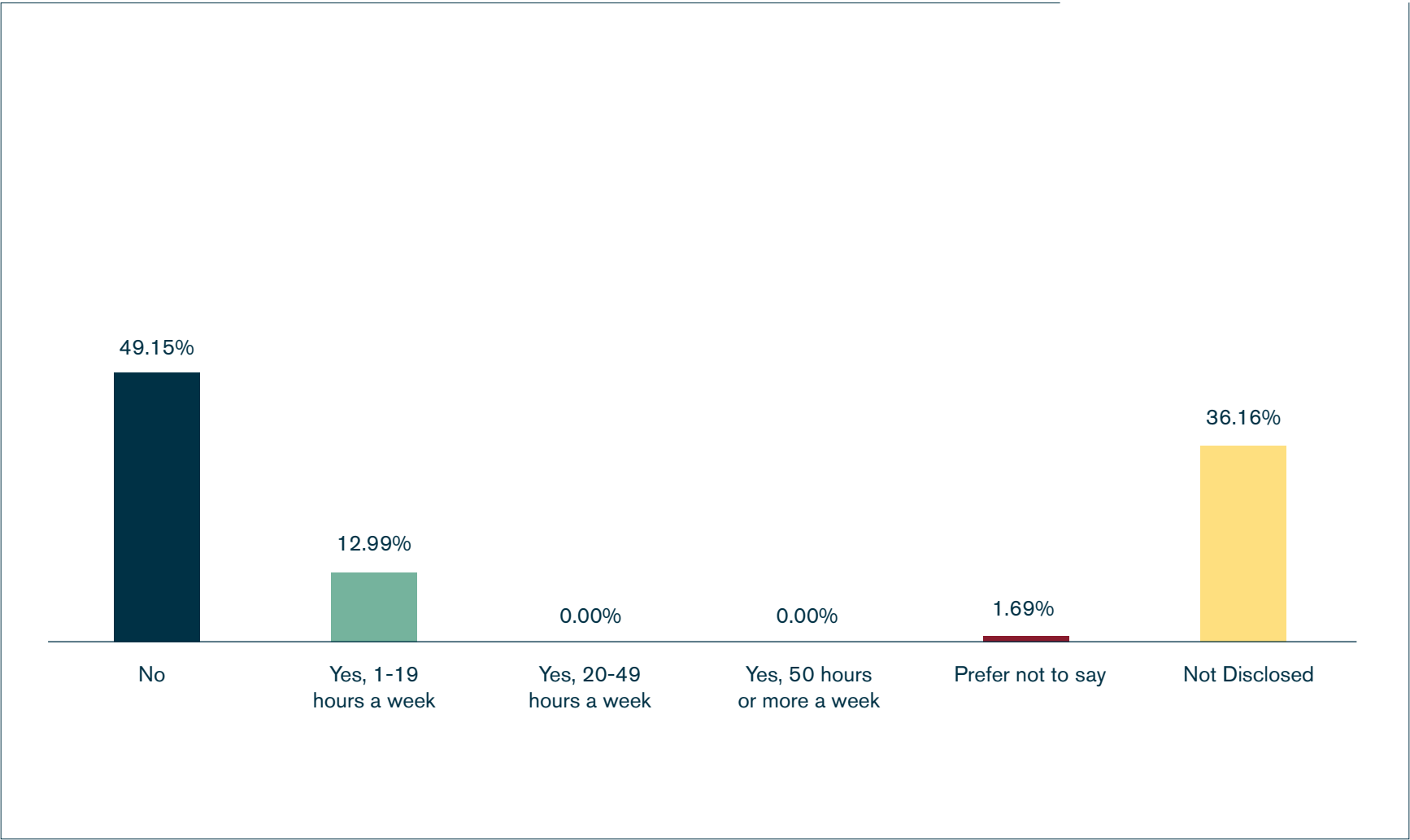
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Caring responsibilities

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



About the report

This report shares data from July 2023 collected for the Solicitors Regulation Authority (SRA). To promote diversity in the legal sector, the SRA requires all regulated law firms in England and Wales to collect, report and publish data about the diversity of their workforce.

As the data is collected every two years, it can only provide a snapshot of the diversity across the firm. To have access to real time diversity data across our UK offices, we launched our own HR data collection tool, Providing us with a broader set of diversity data and helping us identify diversity trends throughout the employee lifecycle.

Osborne Clarke is the business name for an international legal practice and its associated businesses. Full details here: osborneclarke.com/verein

These materials are written and provided for general information purposes only. They are not intended and should not be used as a substitute for taking legal advice. Specific legal advice should be taken before acting on any of the topics covered.

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