



# Why diversity matters at Osborne Clarke

## Welcome to our diversity statistics page.

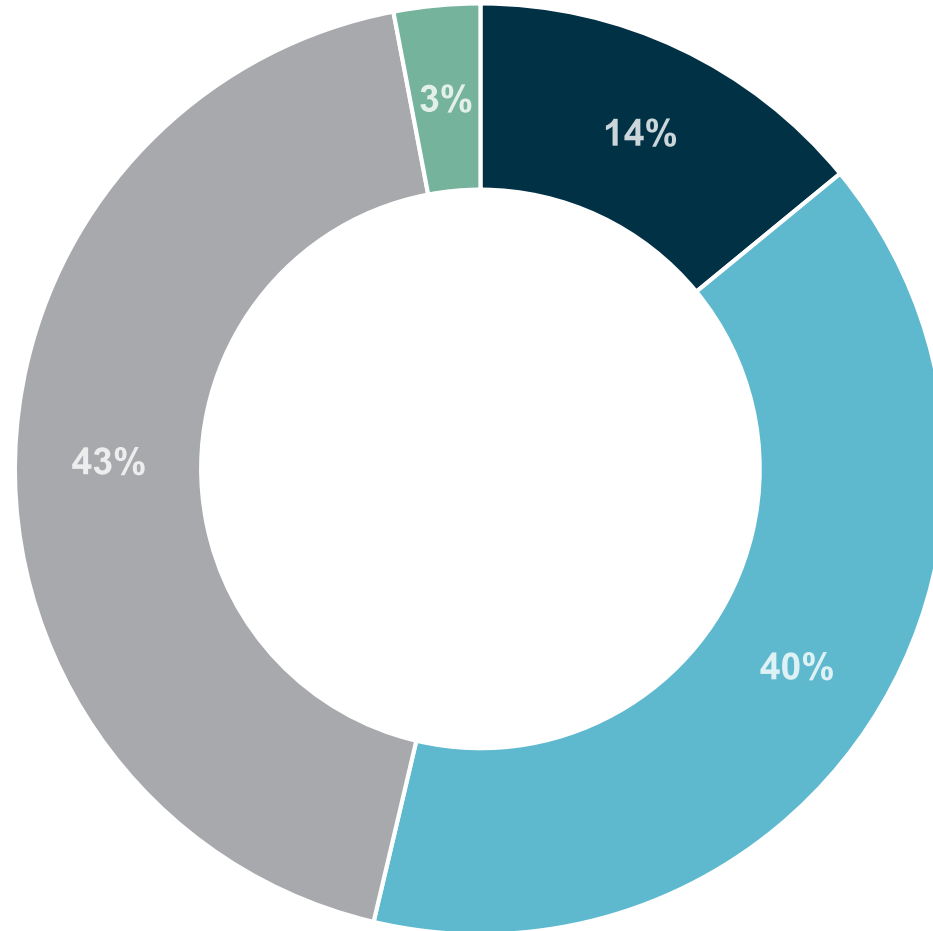
We all know the benefits of creating a diverse and inclusive business. It isn't just the right thing to do but it is good business practice. It enhances decision making through better collective intelligence, it strengthens relationships within and outside of the organisation and it attracts the diverse skill businesses need for future success.

Our efforts over the past few years mean that diversity is now at the heart of our approach but we know that we still have much to achieve in order to fully reap the benefits for our business and our people. Our 2019 diversity statistics, which can be read below, were collated following an anonymised survey and show our successes to date but, more importantly, lay bare the areas in which we need to do more.

**Ray Berg, UK Managing Partner.**

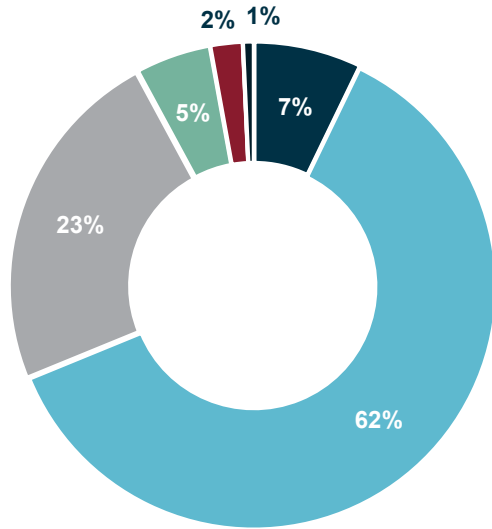


# Select the category which best describes your role in the firm

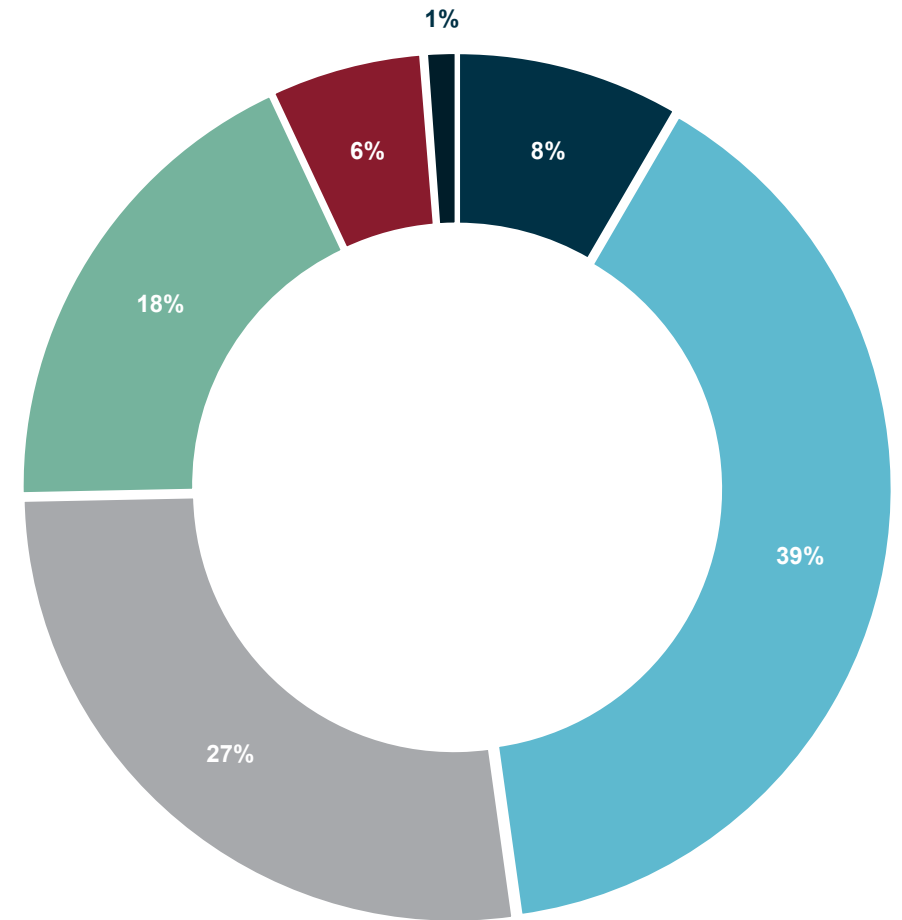


# Age

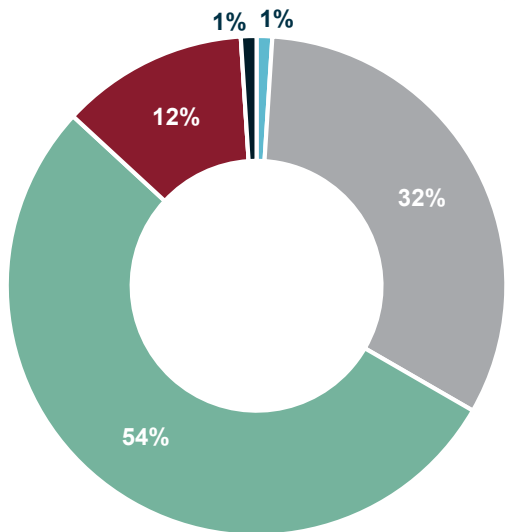
Legal (non-partner)



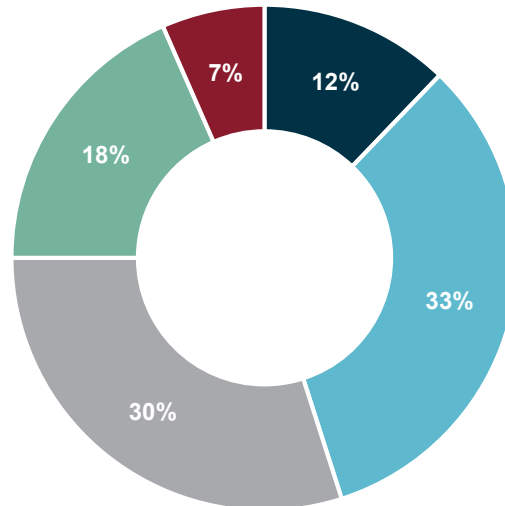
Firm wide total



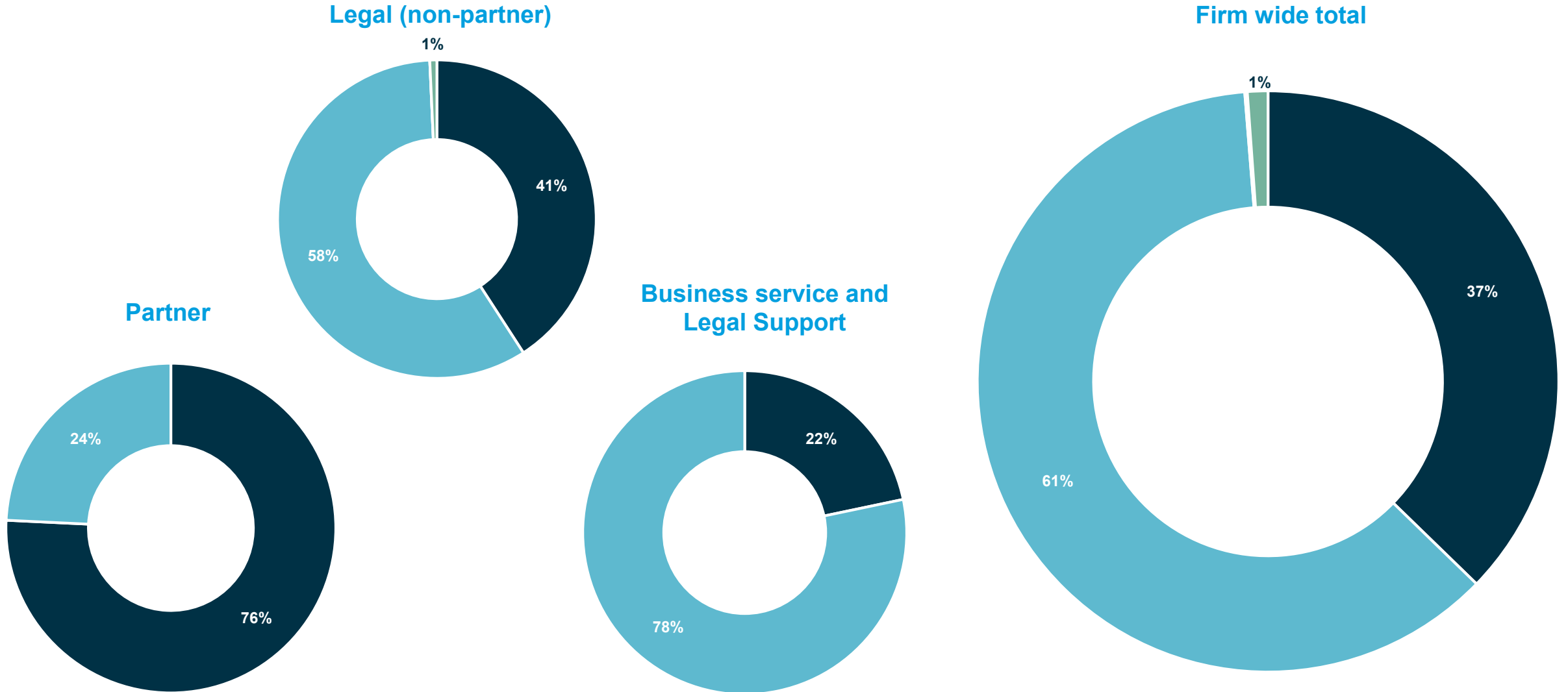
Partner



Business service & Legal Support

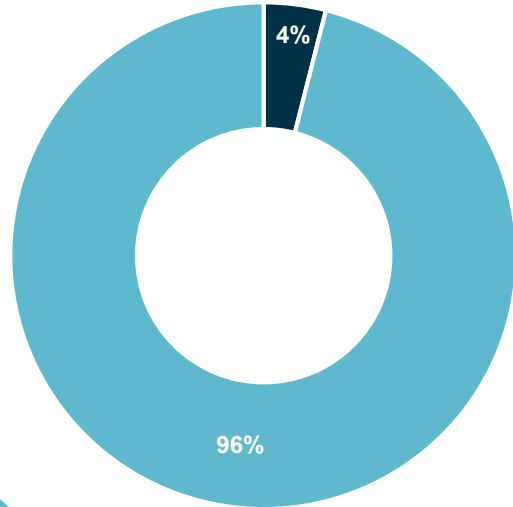


# Gender identity

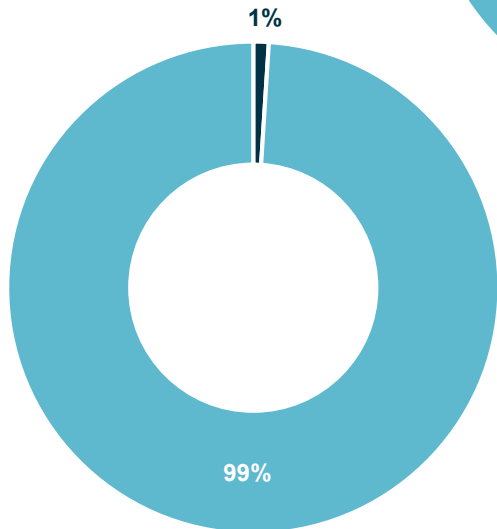


# Transgender (gender identity different from your registered sex at birth)

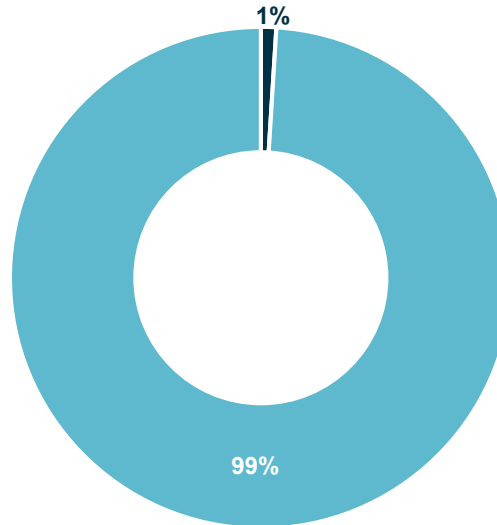
Legal (non-partner)



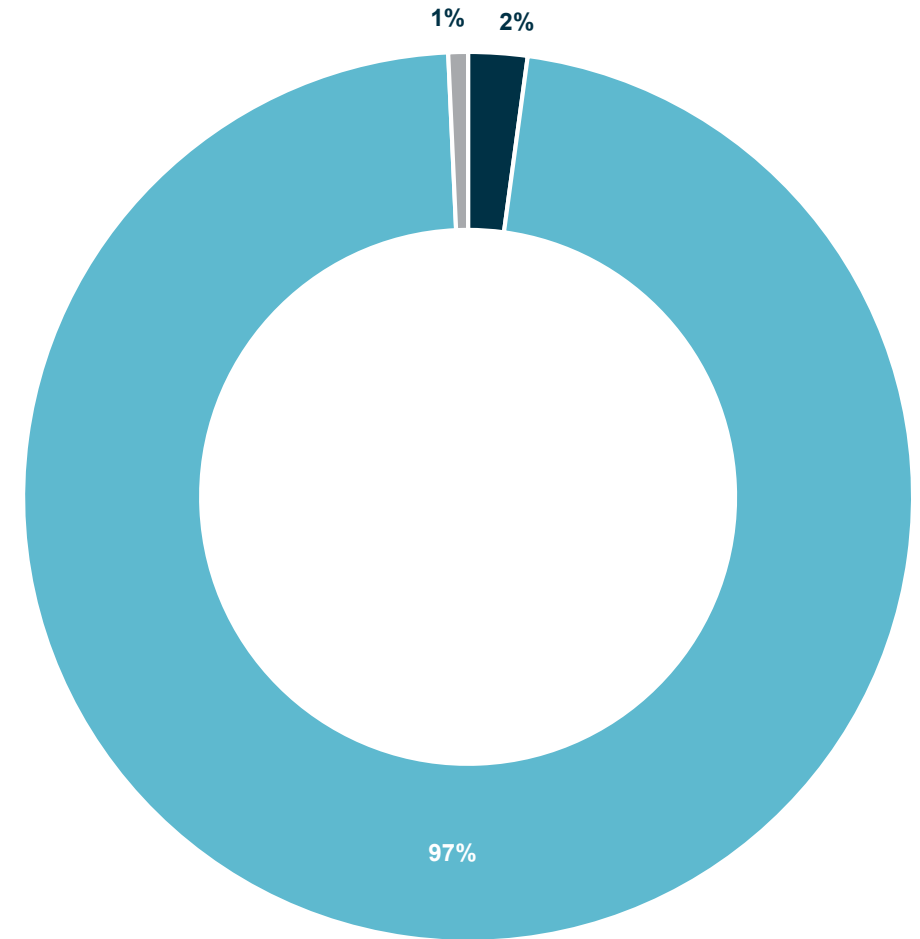
Partner



Business service & Legal Support

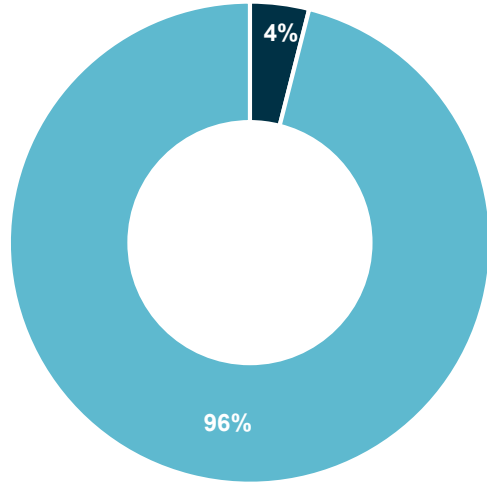


Firm wide total

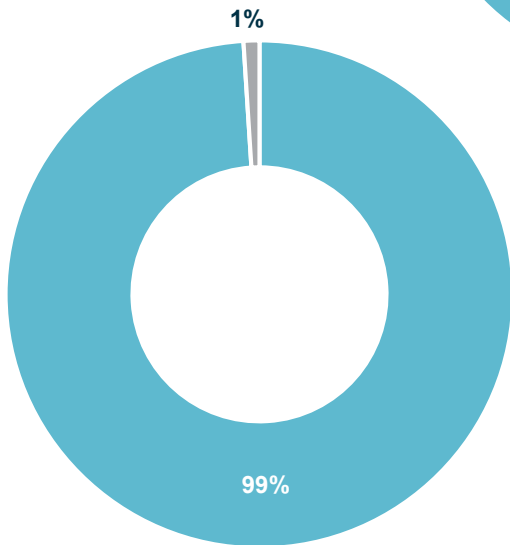


# Registered disabled

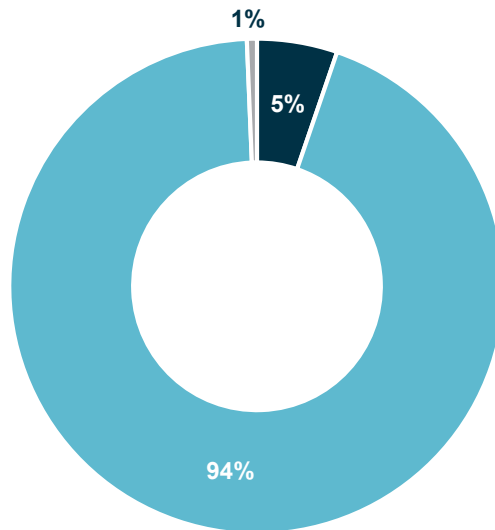
Legal (non-partner)



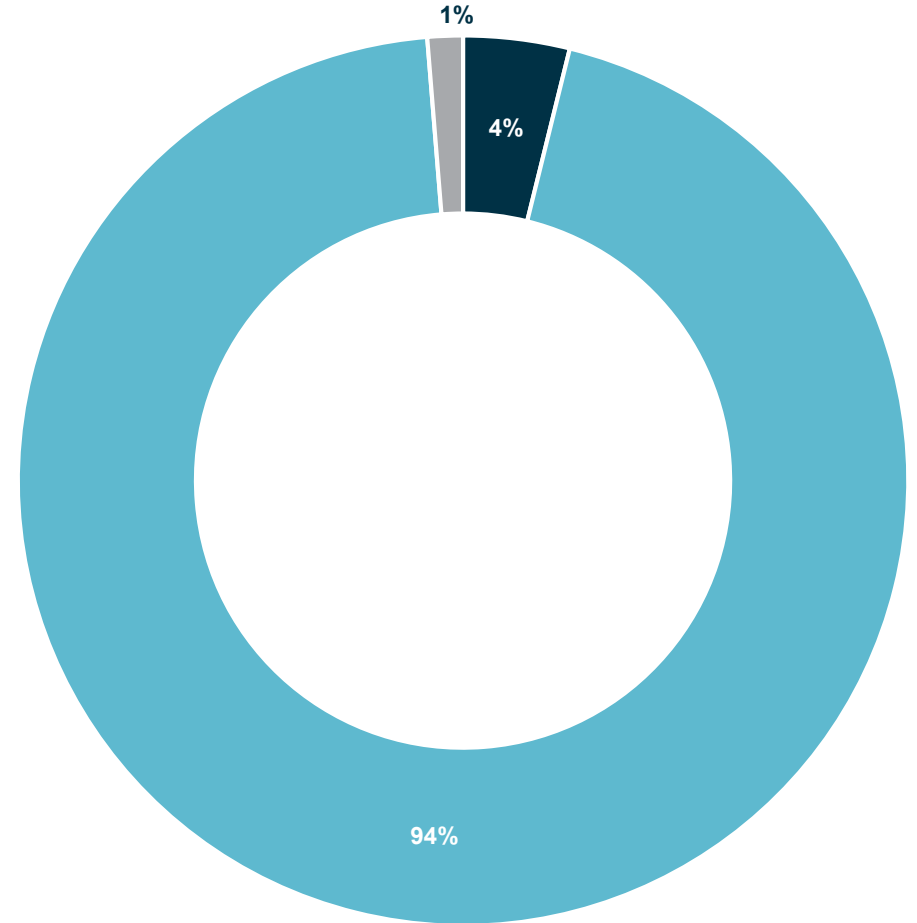
Partner



Business service & Legal Support

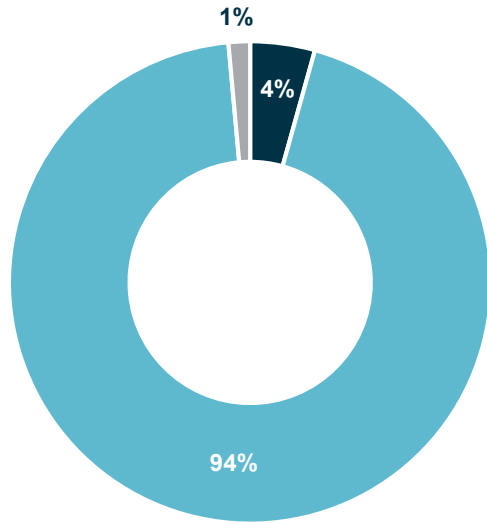


Firm wide total

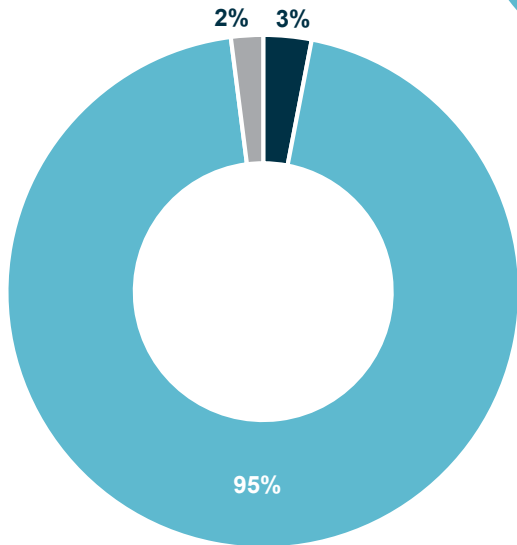


# Disability (Day-to-day activities limited due to health problem or disability lasting at least 12 months)

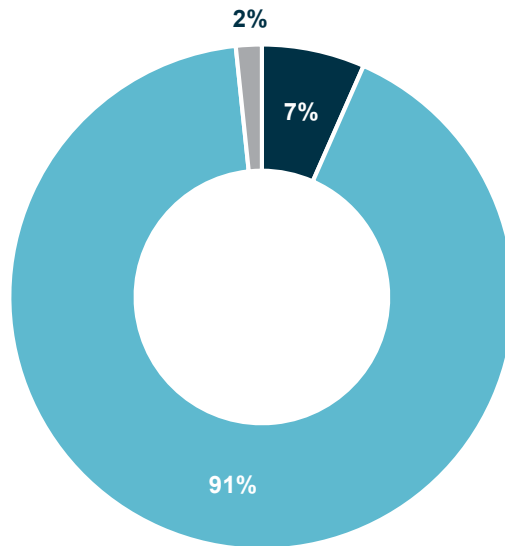
Legal (non-partner)



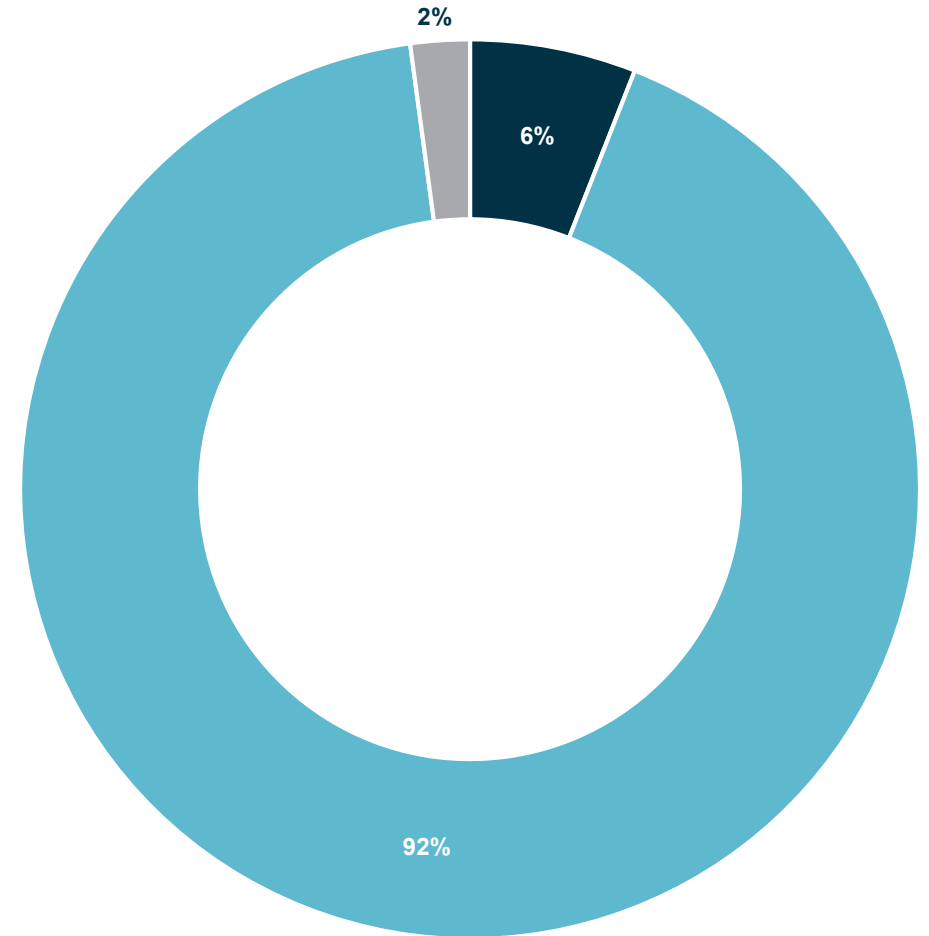
Partner



Business service & Legal Support



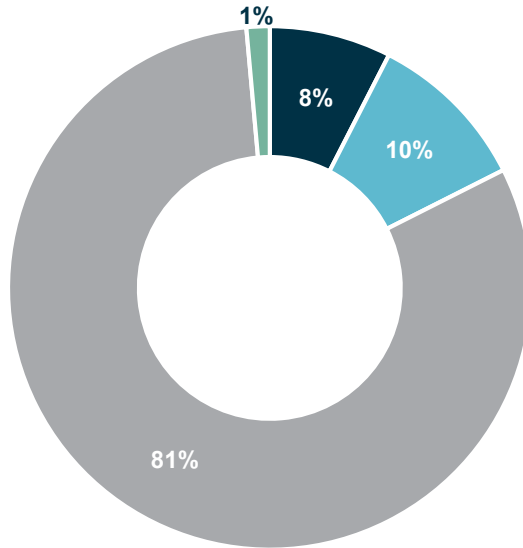
Firm wide total



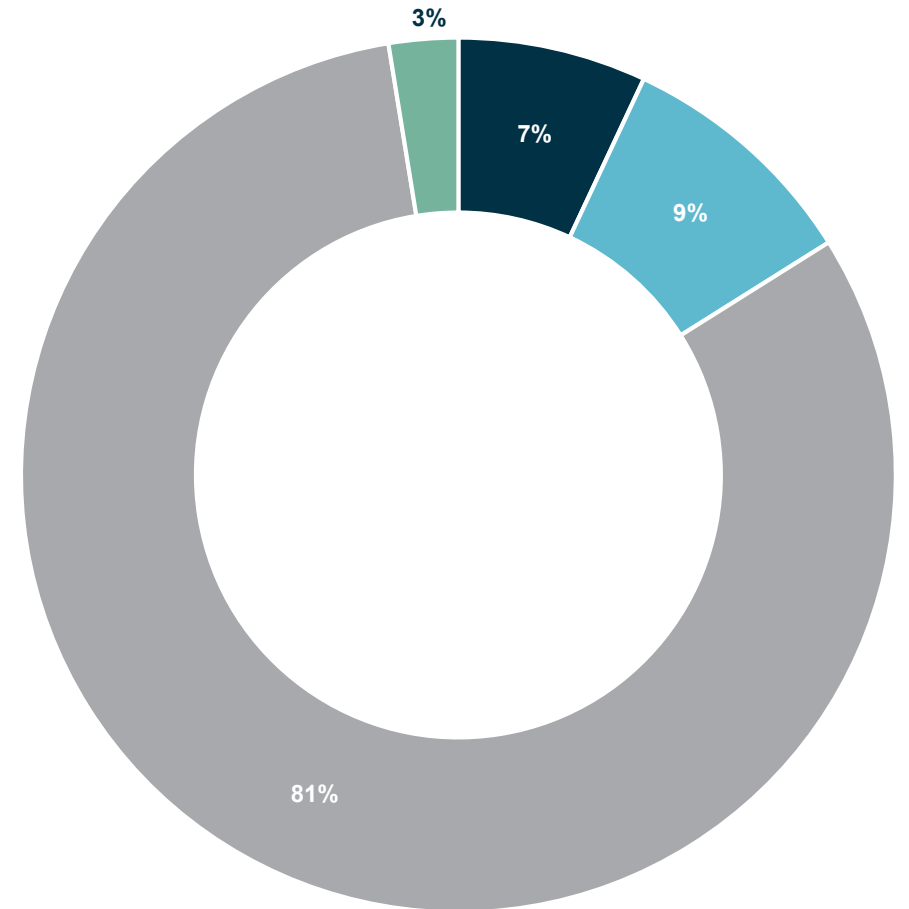


# Ethnicity

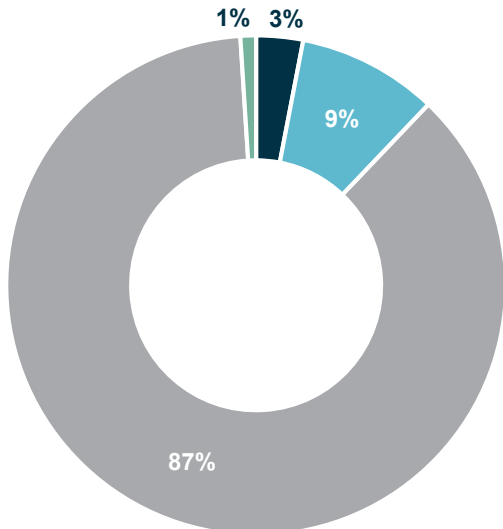
Legal (non-partner)



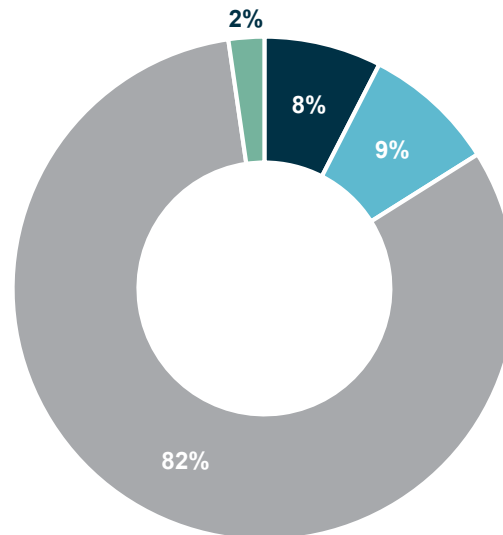
Firm wide total



Partner

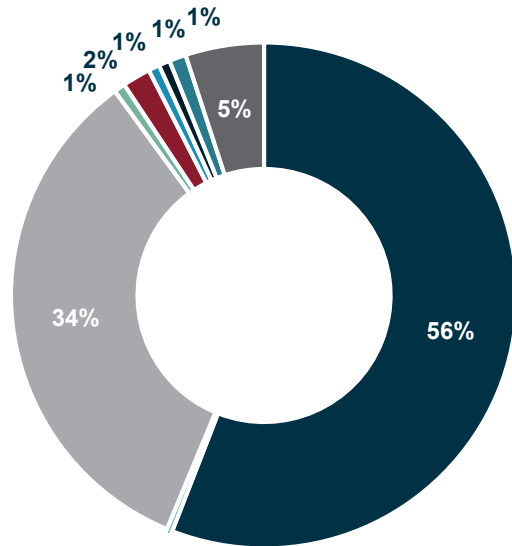


Business service & Legal Support

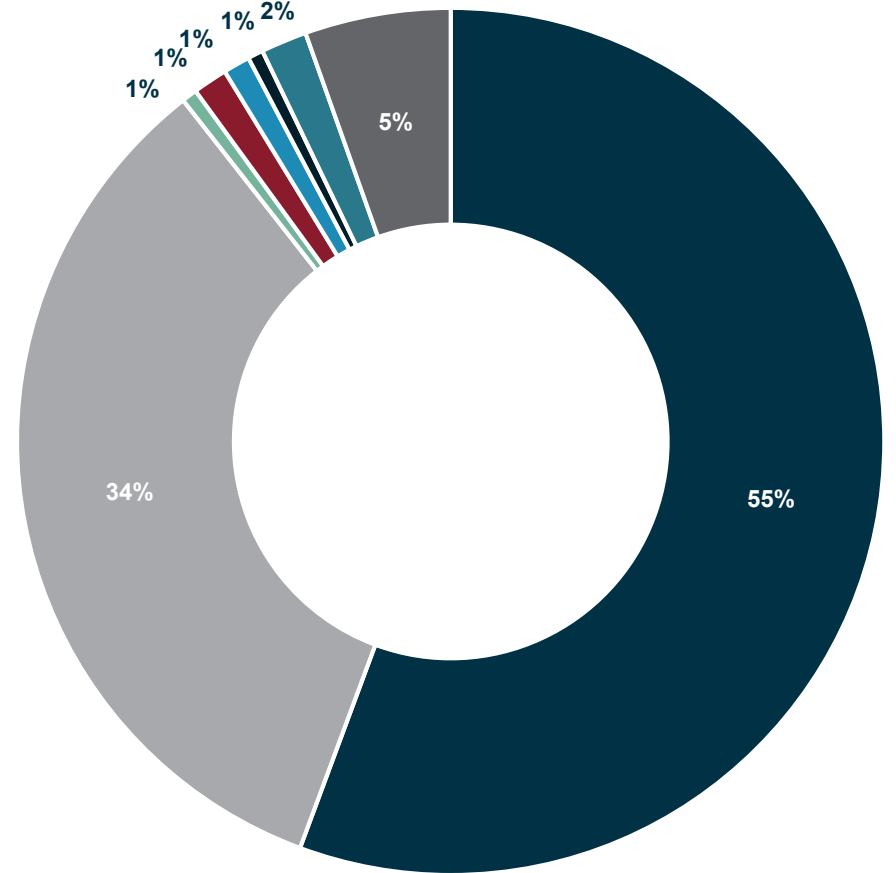


# Religion or belief

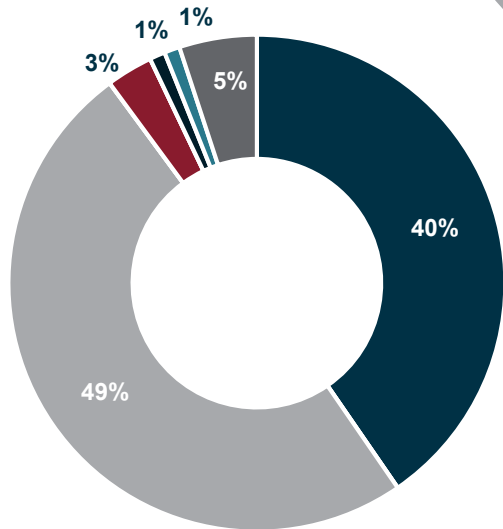
Legal (non partner)



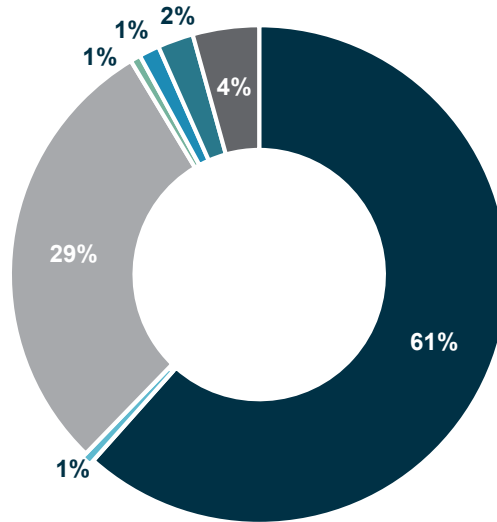
Total firm wide



Partner

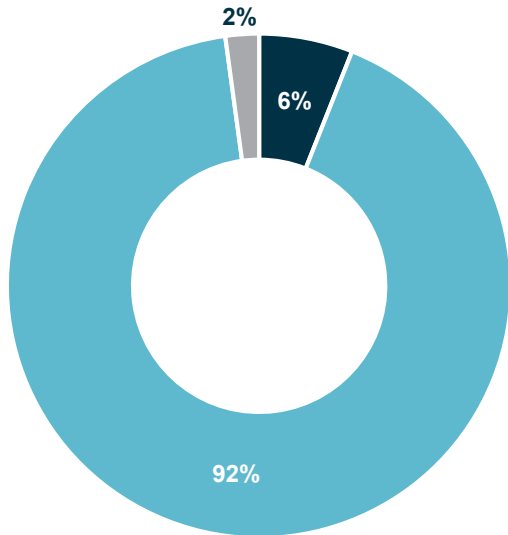


Business service and Legal Support

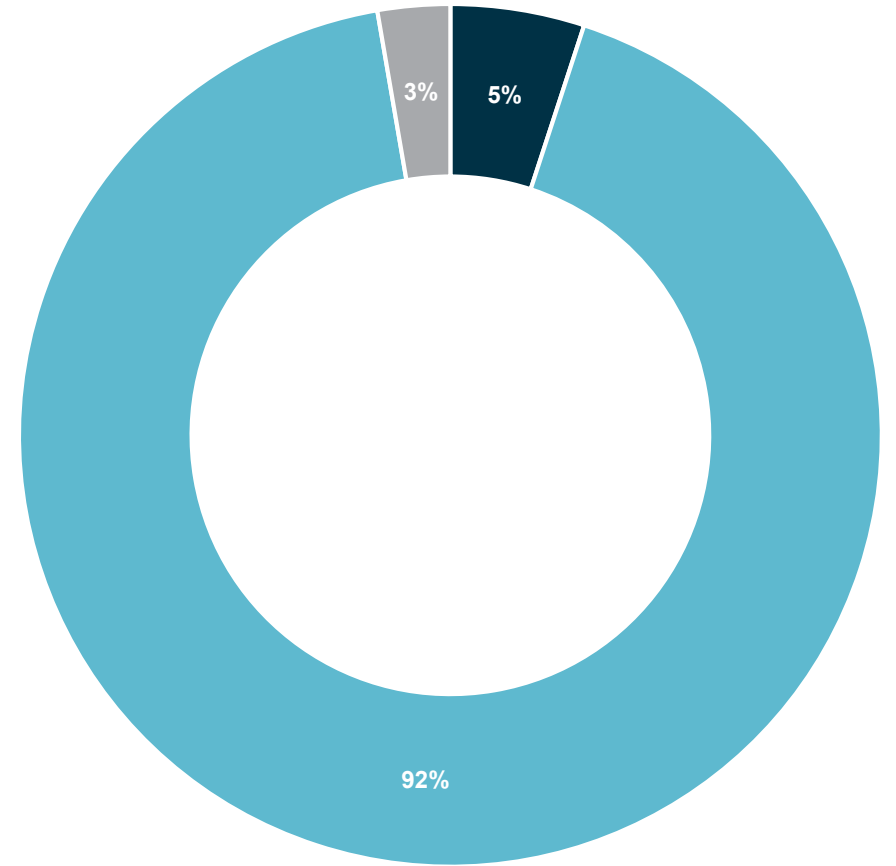


# Sexual orientation

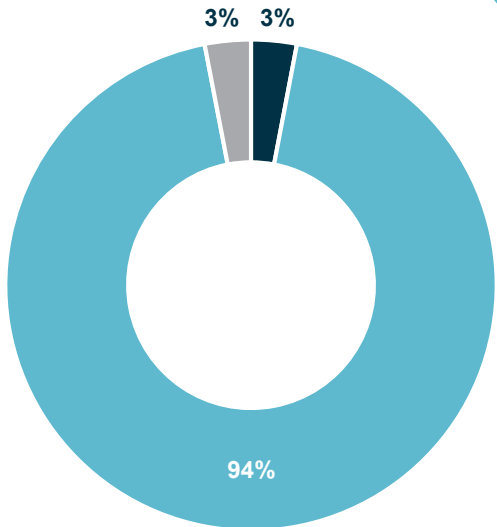
Legal (non-partner)



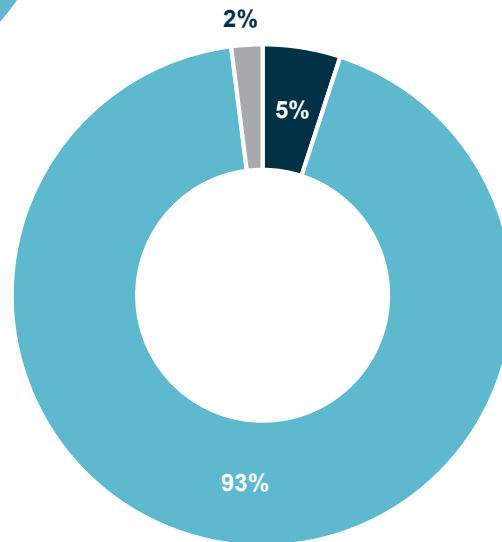
Firm wide total



Partner

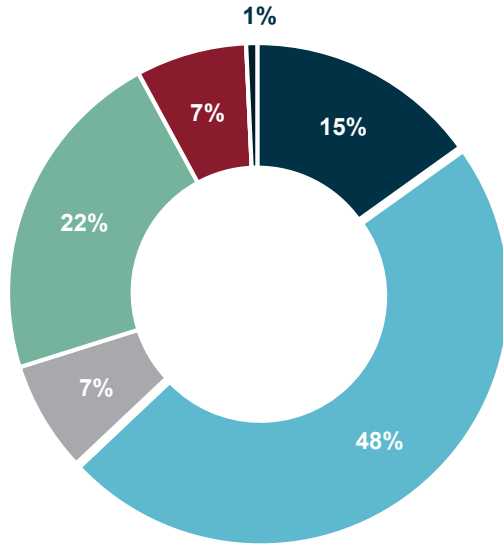


Business service & Legal Support

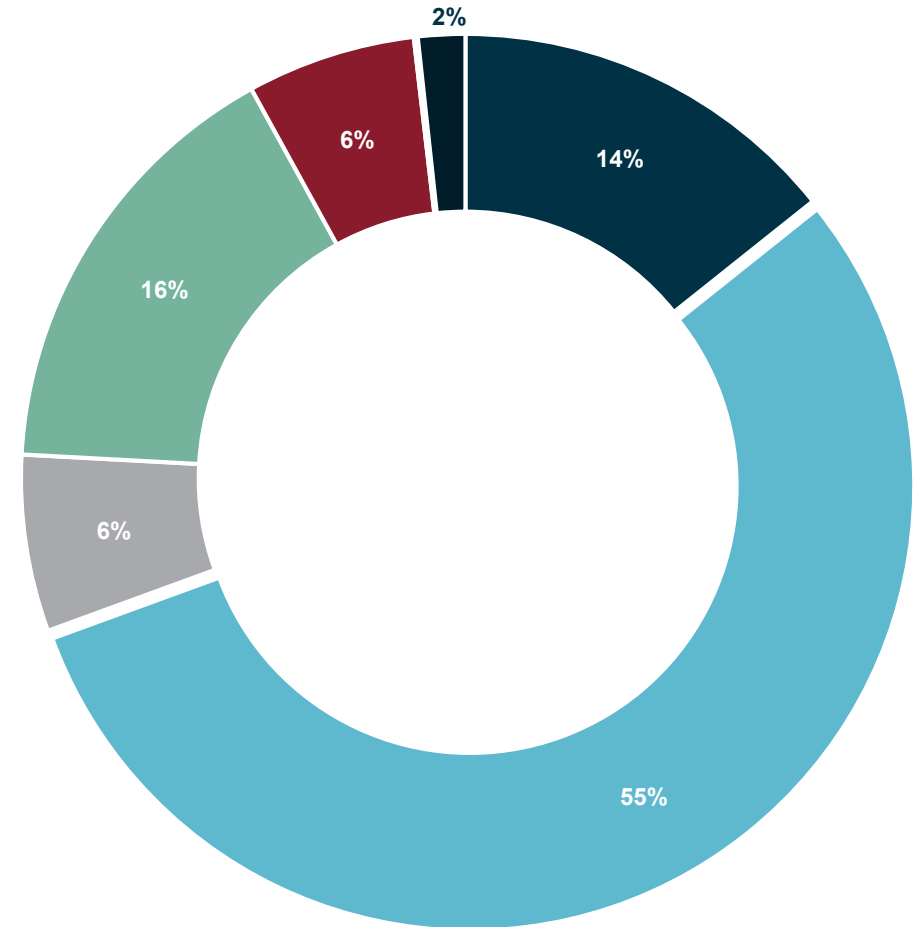


# School type from 11 to 16

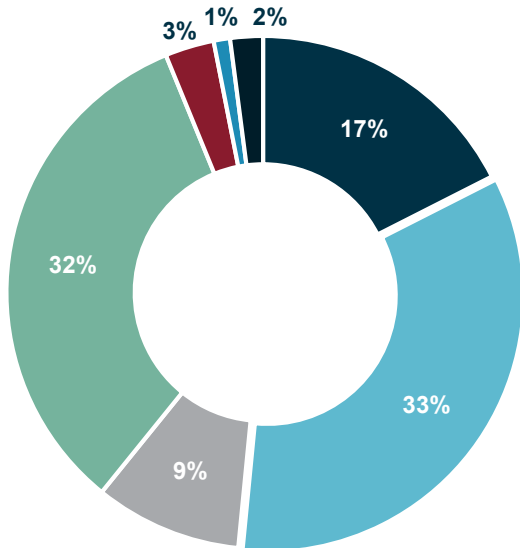
Legal (non-partner)



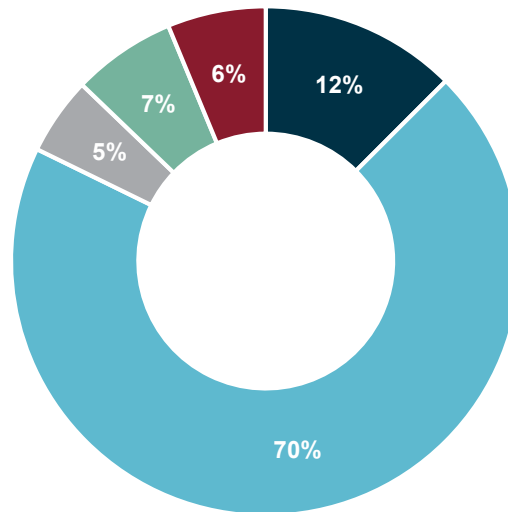
Firm wide total



Partner



Business service & Legal Support

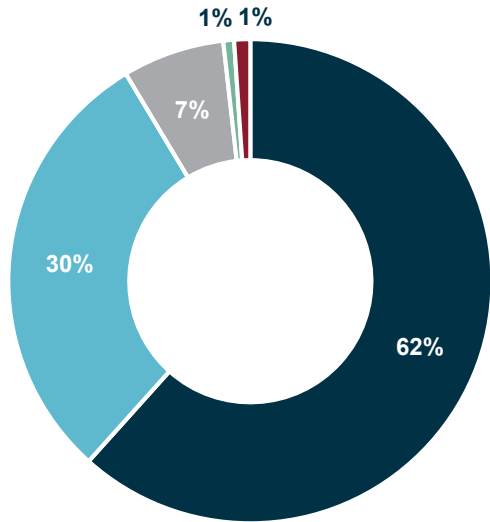


- UK State-run or state-funded school - selective on academic, faith or other grounds
- UK Independent or fee-paying school - bursary
- Attended school outside the UK
- Don't know

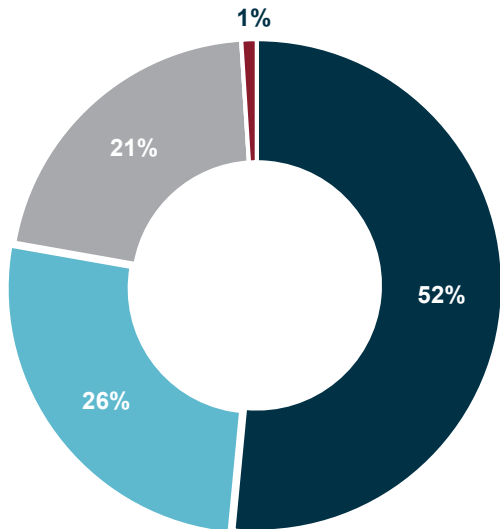
- UK State-run or state-funded school - non-selective
- UK Independent or fee-paying school - no bursary
- Other
- Not disclosed

# Highest level of qualifications achieved by either of your parent(s)/guardian(s)

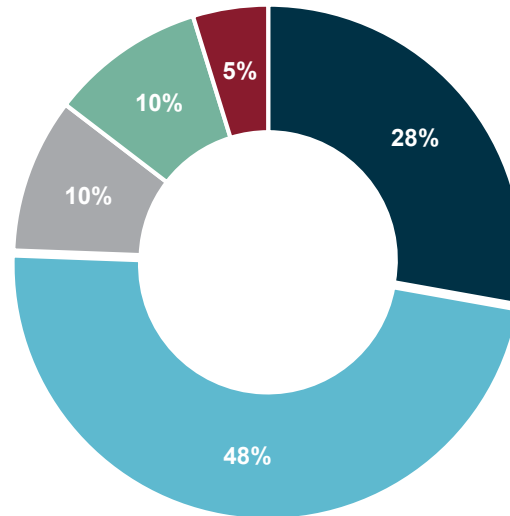
Legal (non-partner)



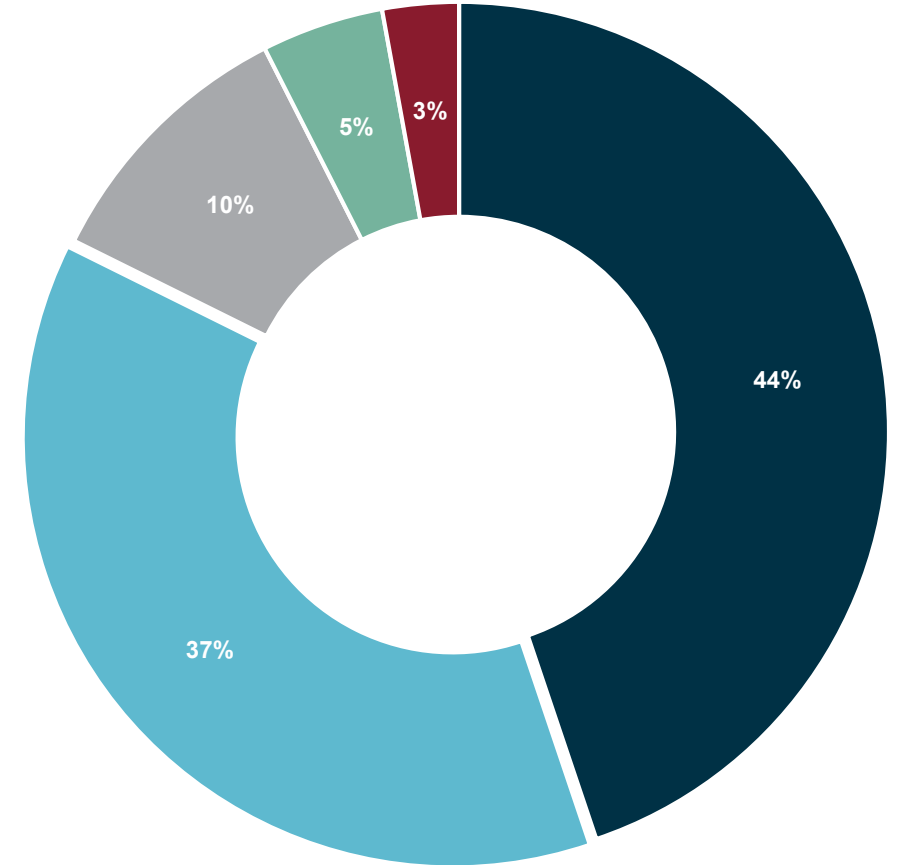
Partner



Business service & Legal Support



Firm wide total



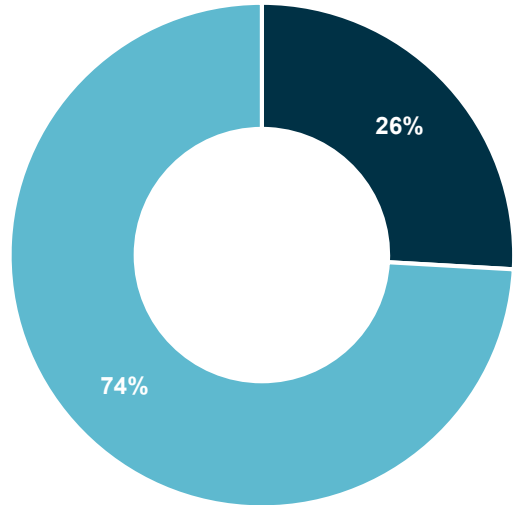
# Work of the main/highest income earner in your household when you were aged about 14

	Partners	Legal (non-partner)	Business Services & Legal Support	Total
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	27%	29%	11%	20%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	4%	4%	5%	5%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	21%	19%	17%	18%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	5%	5%	19%	11%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	3%	3%	7%	5%

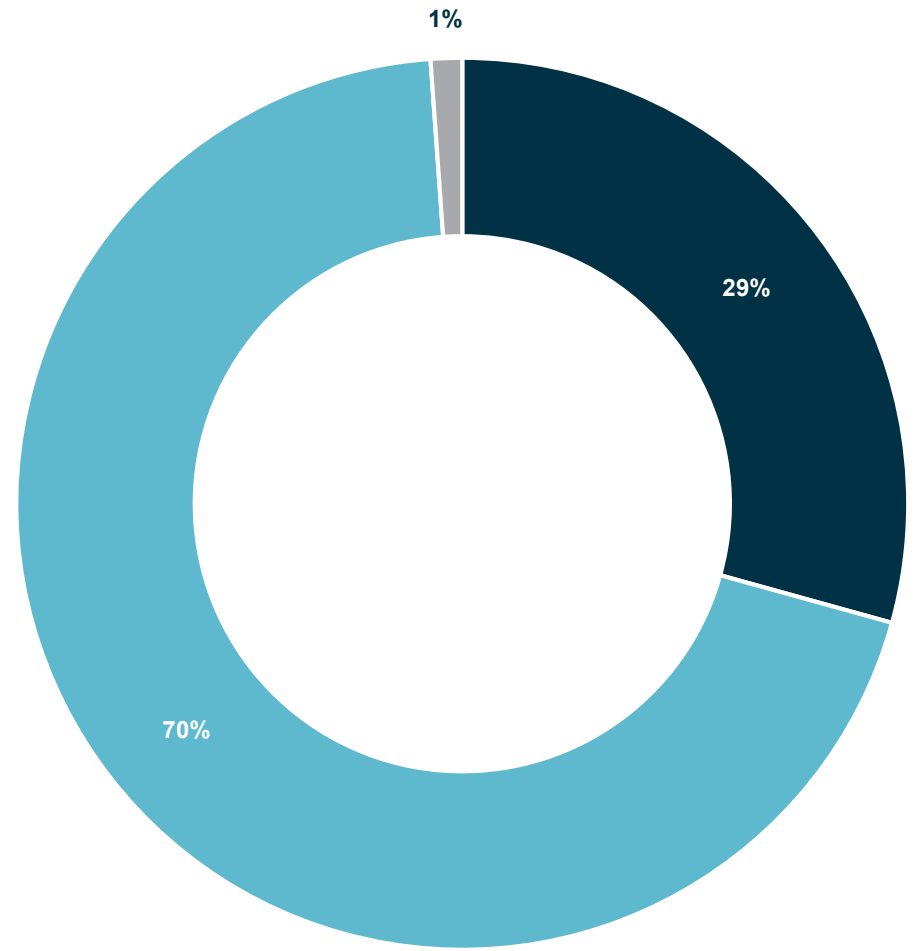
	Partners	Legal (non-partner)	Business Services & Legal Support	Total
<b>Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff</b>	6%	3%	8%	5%
<b>Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican</b>	4%	6%	8%	6%
<b>Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer</b>	20%	21%	13%	17%
<b>Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)</b>	0%	0%	0%	0%
<b>Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)</b>	1%	0%	1%	1%
<b>Inactive (excluding those that are retired)</b>	0%	1%	0%	0%
<b>Retired</b>	0%	0%	1%	0%
<b>Other</b>	6%	6%	5%	6%
<b>Don't know</b>	1%	1%	2%	2%
<b>Prefer not to say</b>	1%	2%	3%	3%

# Primary carer for a child under 18

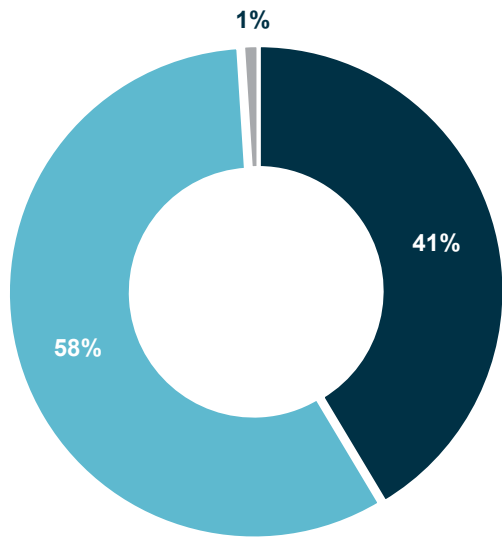
Legal (non-partner)



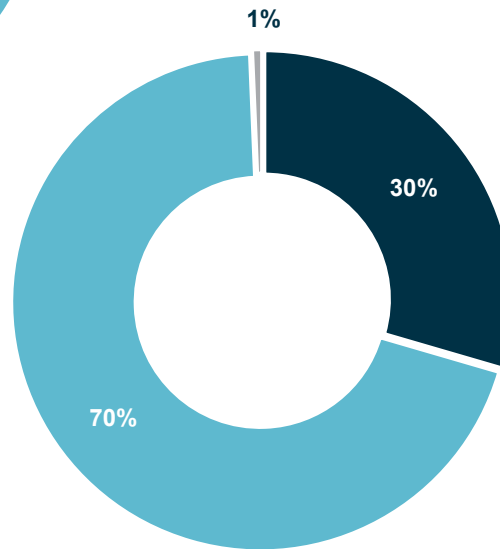
Firm wide total



Partner



Business service & Legal Support

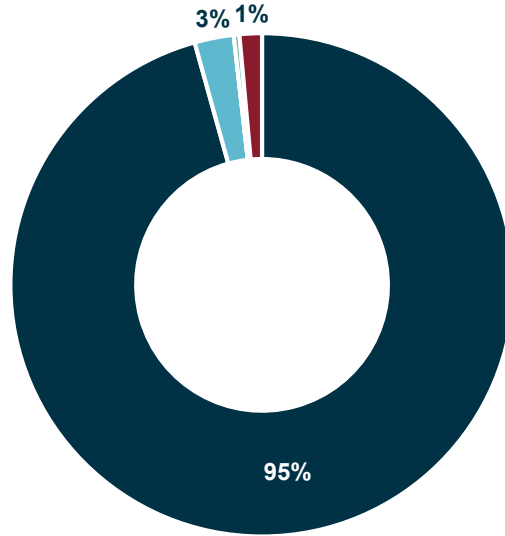


■ Yes    ■ No    ■ Prefer not to say

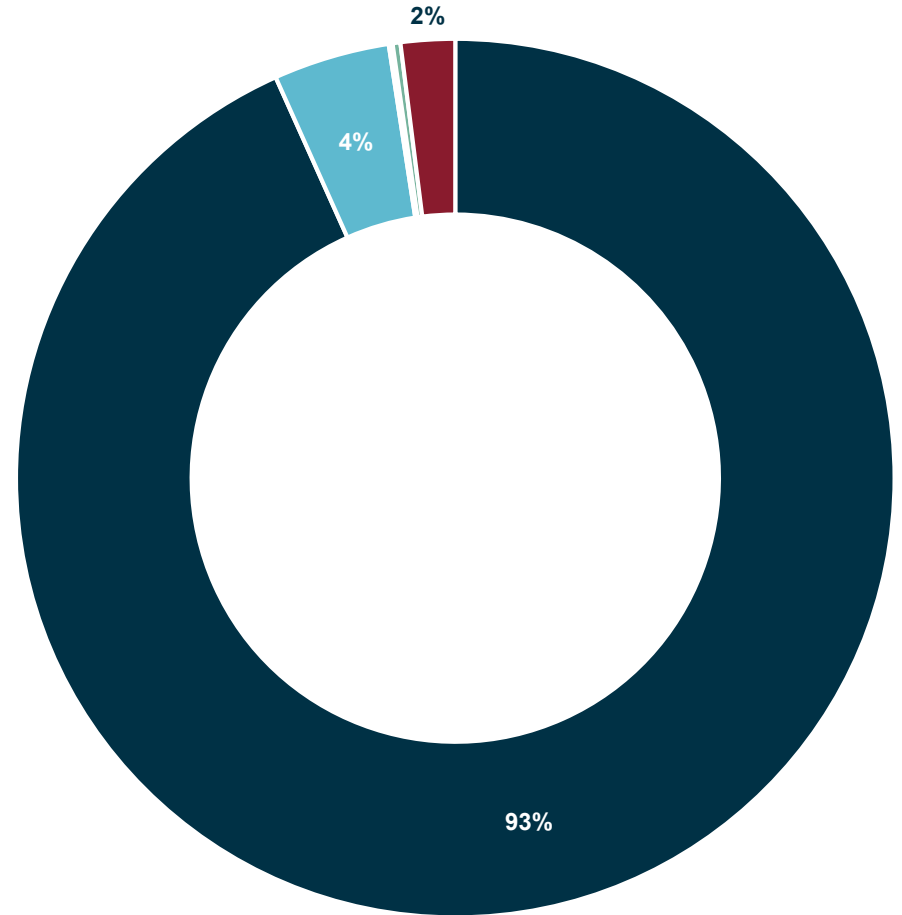


# Carers

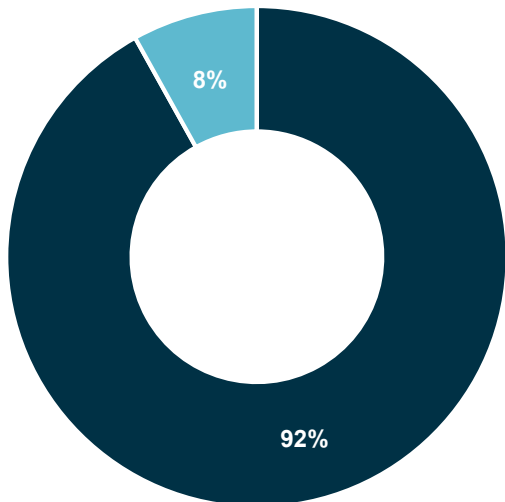
### Legal (non-partner)



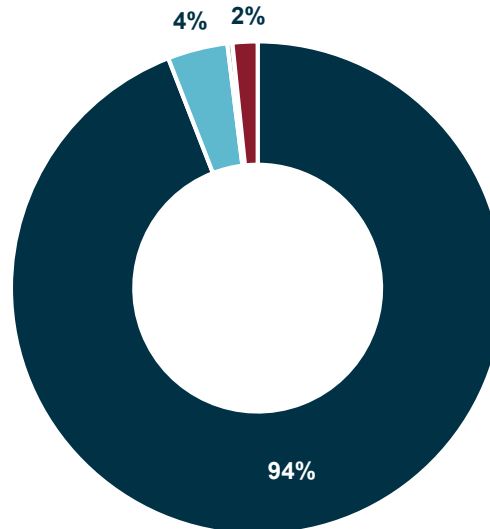
### Firm wide total



### Partner



### Business service & Legal Support



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Figures have been rounded up or down to the nearest whole number.

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

^Declared Minority Ethnic Background(BAME):  
Asian / Asian British: Any other Asian background  
Asian / Asian British: Bangladeshi  
Asian / Asian British: Chinese  
Asian / Asian British: Indian  
Asian / Asian British: Pakistani  
Black / Black British: African  
Black / Black British: Caribbean  
Mixed / multiple ethnic groups: Any other Mixed / multiple ethnic background  
Mixed / multiple ethnic groups: White and Asian  
Mixed / multiple ethnic groups: White and Black African  
Mixed / multiple ethnic groups: White and Black Caribbean  
Mixed / multiple ethnic groups: White and Chinese  
Other ethnic group: Any other ethnic group

^Declared Minority Ethnic Background(White Other):  
White: Any other White background  
White: Irish

