

DEI @ ORRICK

**UK DIVERSITY STATISTICS
2023**

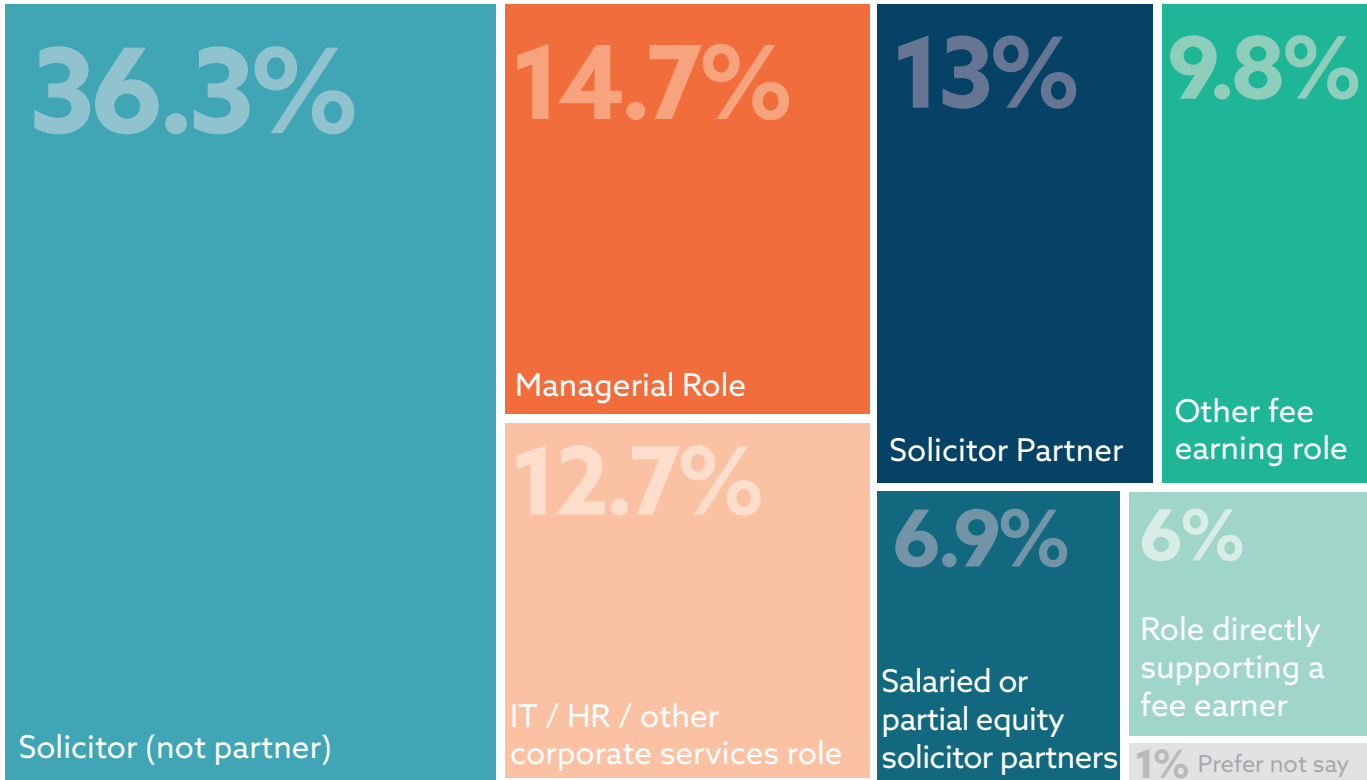
Introduction

In line with regulatory requirements from the Solicitors Regulation Authority (SRA), Orrick is pleased to publish its 2023 London office diversity data underscoring our commitment to cultivating an inclusive and equitable workplace environment. The voluntary survey was distributed to all London employees and partners in July 2023 and covers age, disability, health, gender identity, race, religion or belief, sexual orientation, education and primary carer responsibilities.

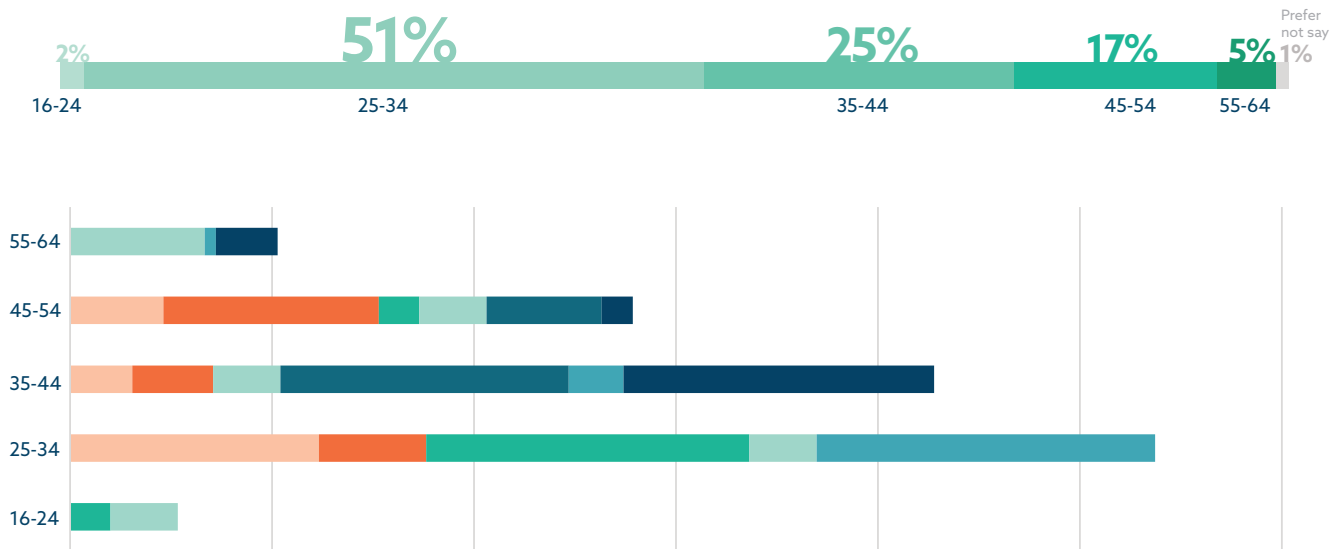
Key

- Solicitor Partner
- Salaried or partial equity Solicitor Partner
- Solicitor (not Partner)
- Other fee earning role
- Role directly supporting a fee earner
- Managerial role
- IT / HR / other corporate services role

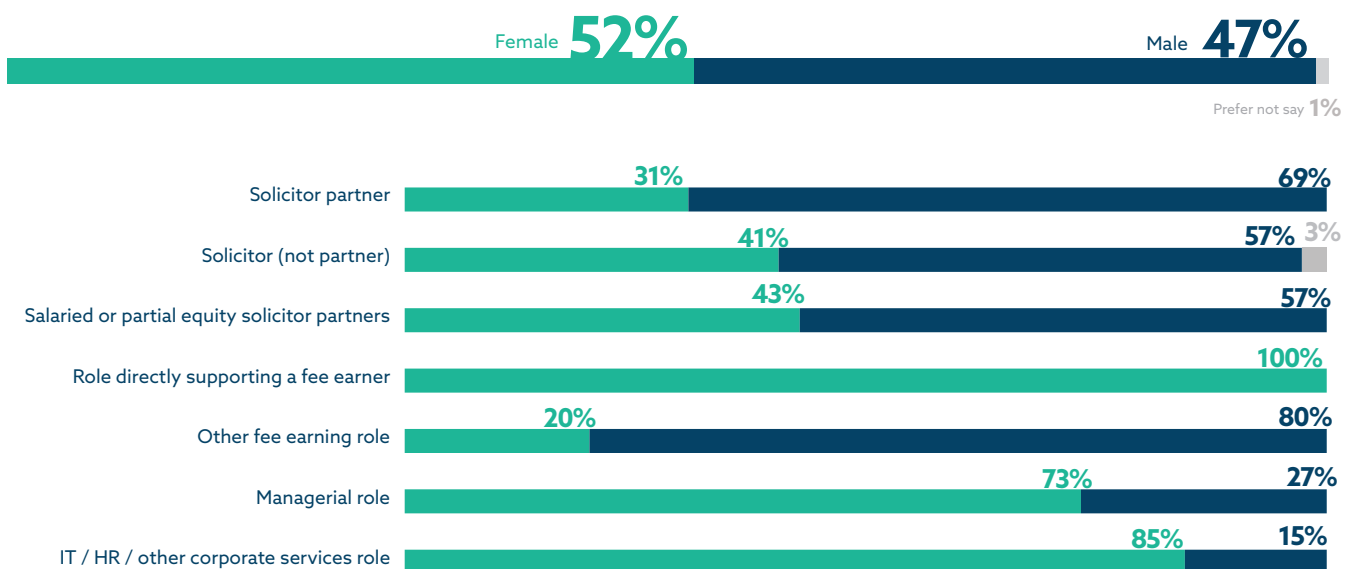
Respondents



Age



Gender



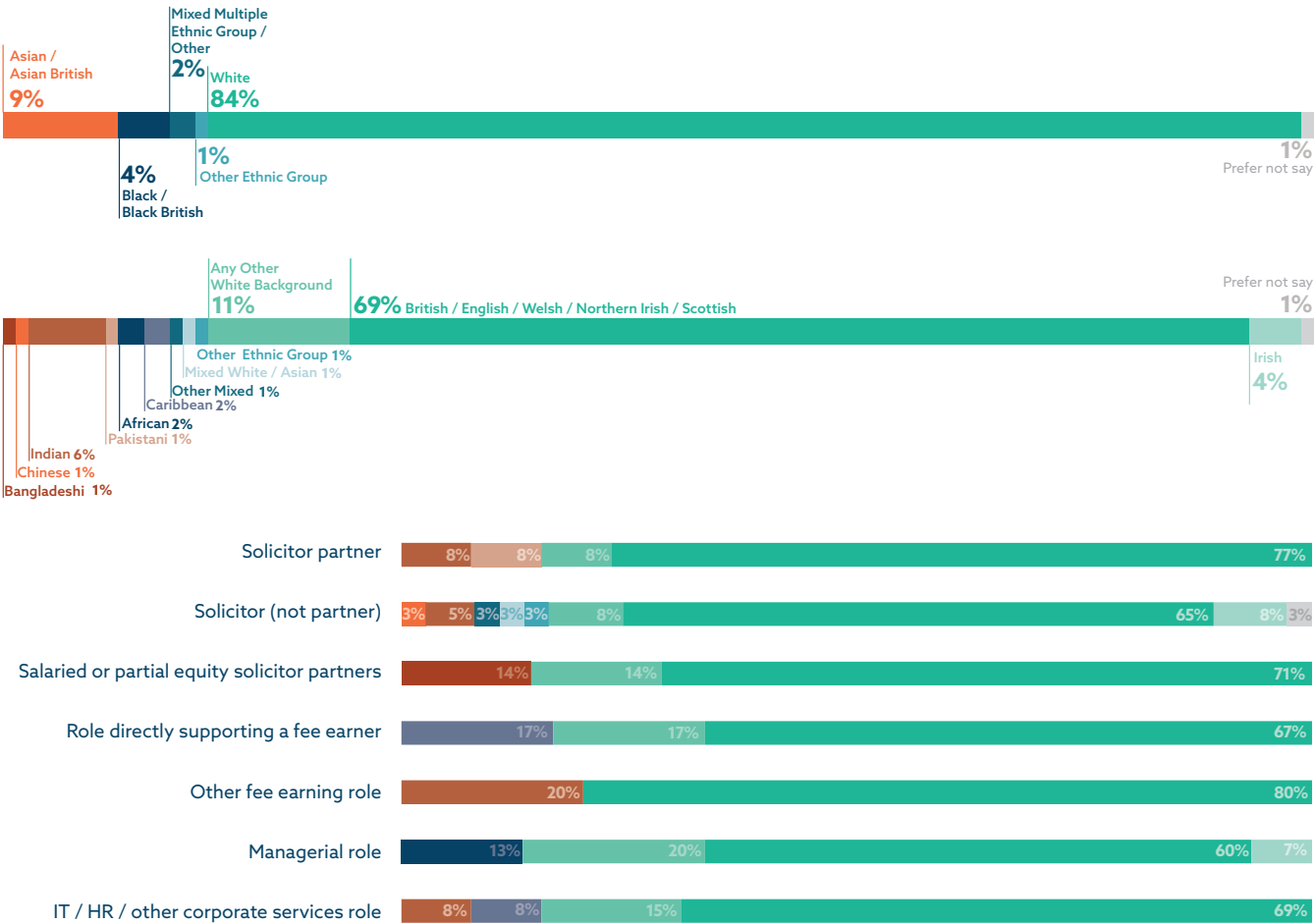
Gender Identity



Disability



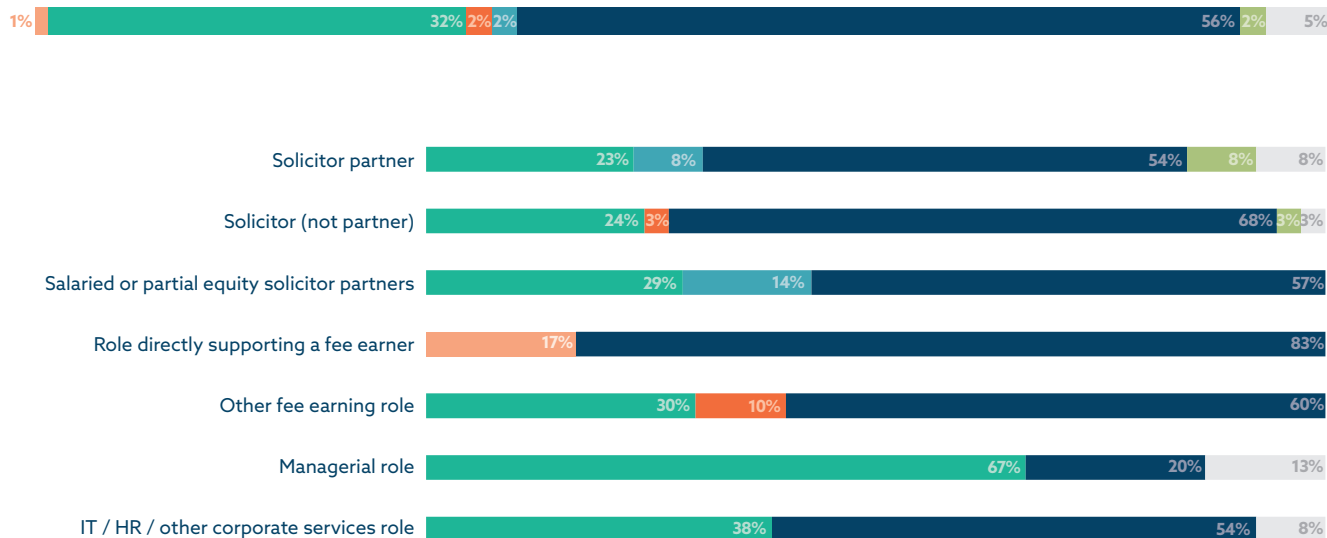
Ethnicity



Key



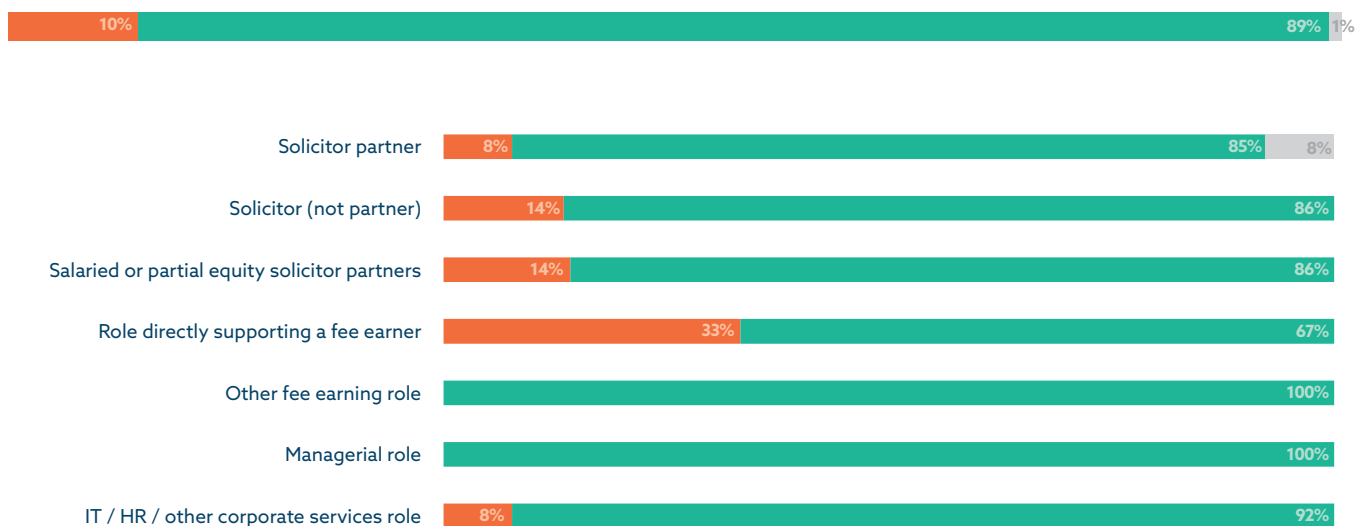
Religion



Key



Sexual Orientation

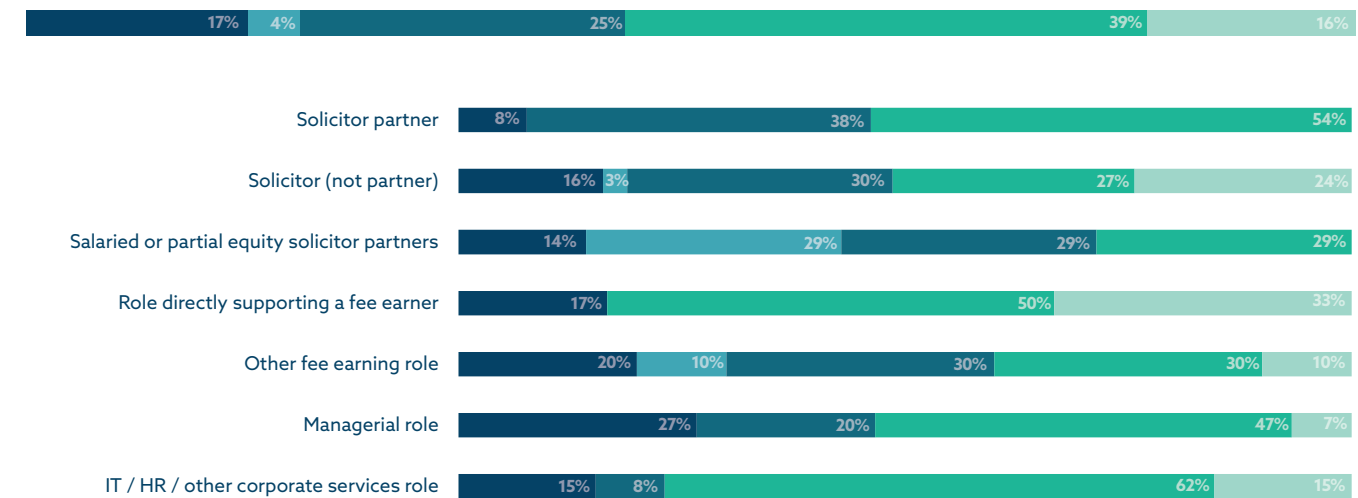


Key



Social Mobility

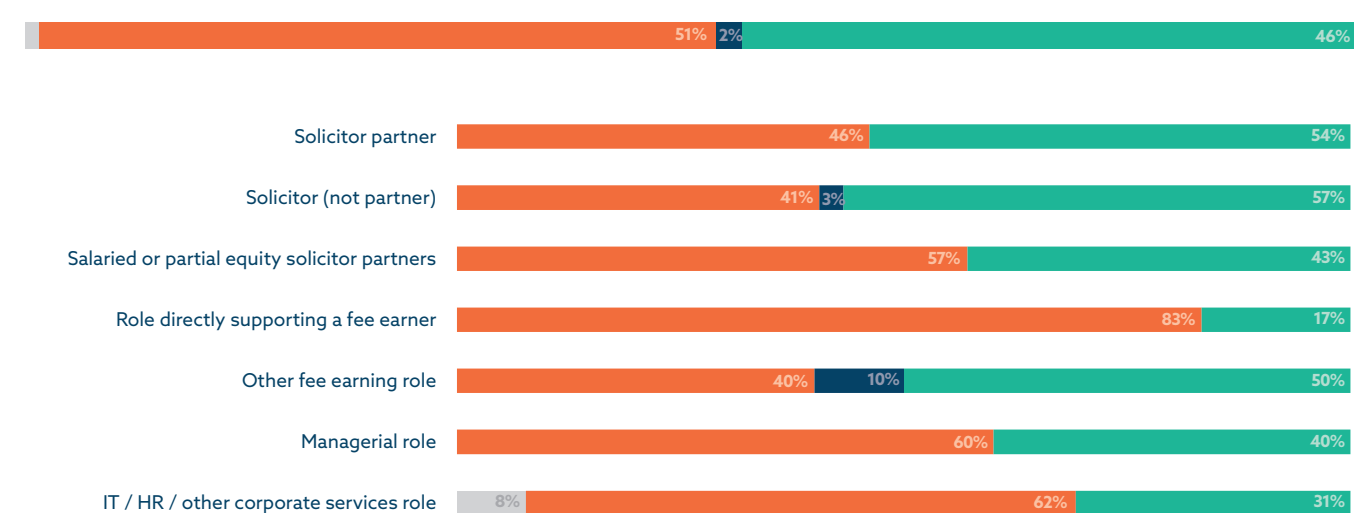
School: Which type of school did you attend for the most time between the ages of 11 and 16?



Key

- Attended school outside the UK
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition
- Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition
- State-run or state-funded school (non-selective)
- State-run or state-funded school (selective on academic, faith or other grounds)

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

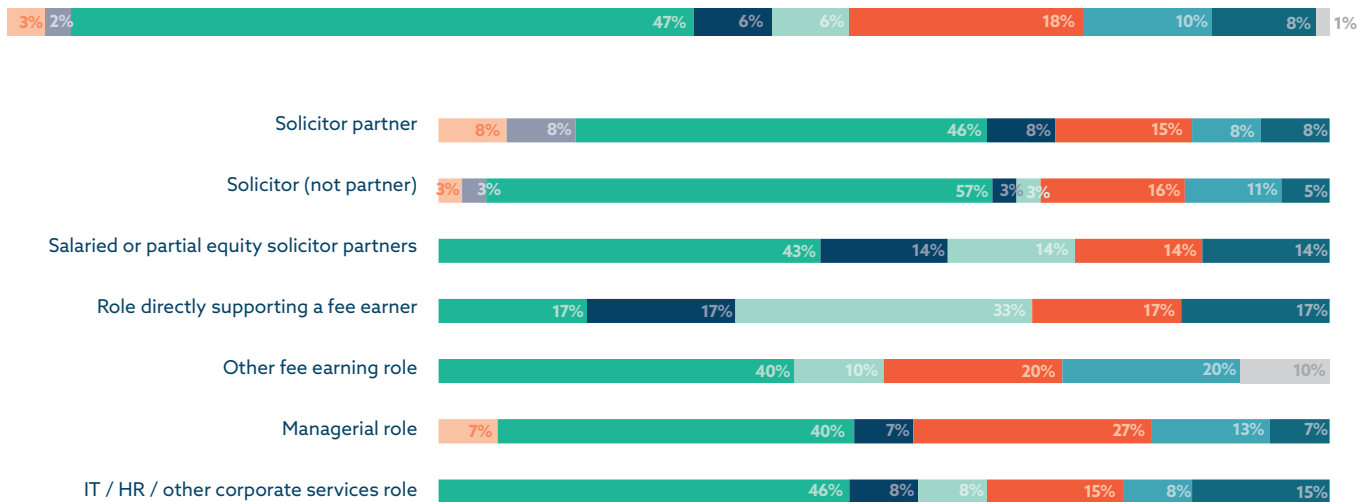


Key

- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Don't know / Not sure
- None of the above

Social Mobility (cont'd.)

What was the occupation of your main household earner when you were about 14?



Key

- Clerical and intermediate occupations
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Modern professional and traditional professional occupations
- Other, such as: retired / this question does not apply to me / I don't know
- Routine, semi-routine, manual, and service occupations
- Senior, middle, or junior managers or administrators
- Small business owners who employed less than 25 people
- Technical and craft occupations
- Prefer not say

Childcare

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



Key

☒ Yes ☐ No

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)?



Key

☒ Yes, 1 - 19 hours a week
☐ No
☐ Prefer not say



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Orrick, Herrington & Sutcliffe (UK) LLP | 107 Cheapside | London EC2V 6DN | United Kingdom | tel +44-20-7862-4600
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