



ashfords

Diversity  
Statistics  
2022

Ashfords LLP  
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## Gender

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Male	28.4%	67.8%	17.7%	23.7%	30.4%
Female	70.4%	28.8%	80.7%	74.60%	67.7%
Prefer not to say	1.6%	3.4%	1.6%	1.80%	1.9%

## Gender identity different from that assigned

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Yes	1.6%	1.7%	1.6%	7.8%	1.7%
No	96.8%	94.9%	96.8%	95.9%	96.1%
Prefer not to say	1.6%	3.4%	1.6%	2.4%	2.2%

## Sexual orientation

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Hetrosexual	91.2%	91.5%	90.3%	90.5%	90.8%
Bisexual	0.8%	0.0%	1.6%	2.4%	1.5%
Prefer not to say	8.0%	6.8%	4.8%	5.3%	6.3%
Gay man	0.0%	1.7%	3.2%	0.6%	1%
Gay woman	0.0%	0.0%	0.0%	0.6%	0.2%
Other	0.0%	0.0%	0.0%	0.6%	0.2%

## Age category

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
16-24	0.8%	0.0%	32.3%	23.7%	14.7%
25-34	52.8%	1.7%	54.9%	40.0%	37.4%
35-44	29.6%	30.5%	6.5%	15.4%	20.5%
45-54	8.8%	44.0%	1.6%	15.9%	15.7%
55-64	5.6%	22.0%	3.2%	10.7%	9.6%
65+	0.0%	0.0%	0.0%	0.6%	0.2%
Prefer not to say	2.4%	1.7%	1.6%	1.8%	1.9%

## Ethnic origin

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
White - British/English/Welsh/Northern Irish/Scottish	91.2%	90.0%	87.0%	87.6%	88.9%
White - Irish	0.0%	1.7%	0.0%	0.0%	0.2%
White - other white background	2.4%	5.0%	3.2%	3.6%	3.4%
Mixed/multiple ethnic groups - White and Asian	0.8%	0.0%	0.0%	2.4%	1.2%
Any other mixed/multiple ethnic background	2.4%	0.0%	0.0%	0.0%	0.7%
Prefer not to say	2.4%	3.4%	3.2%	3.6%	3.1%
Mixed/multiple ethnic groups - White & Black African	0.0%	0.0%	1.6%	0.0%	0.2%
Mixed/multiple ethnic groups - White & Black African	0.0%	0.0%	0.0%	0.0%	0.0%
Asian/Asian British - Chinese	0.0%	0.0%	1.6%	0.0%	0.2%
Asian/Asian British - Any other Asian Background	0.0%	0.0%	1.6%	1.2%	0.7%
Black/African/Caribbean/Black British - Caribbean	0.0%	0.0%	0.0%	1.2%	0.6%
Asian/Asian British - Pakistani	0.0%	0.0%	0.0%	0.0%	0.0%
Black/African/Caribbean/Black British - African	0.8%	0.0%	0.0%	0.6%	0.6%
Any other Black/African/Caribbean/Black British background	0.0%	0.0%	1.6%	0.0%	0.2%

## Religion

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Christian	46.0%	66.0%	25.9%	40.8%	43.6%
No religion or belief / atheist	44.8%	20.3%	66.1%	53.3%	48%
Muslim	0.0%	0.0%	0.0%	0.6%	0.2%
Buddhist	0.0%	0.0%	0.0%	0.0%	0.0%
Jewish	0.0%	1.7%	0.0%	0.0%	0.2%
Prefer not to say	9.6%	10.2%	6.5%	5.3%	7.5%
Other religion	0.0%	1.7%	1.6%	0.0%	0.5%

## Child primary carer

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Yes	39.0%	57.6%	6.5%	26.6%	31.8%
No	58.4%	40.7%	92.0%	70.4%	65.8%
Prefer not to say	2.4%	1.7%	1.6%	3.0%	2.4%

## Adult carer

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
No	89.6%	84.8%	91.9%	88.2%	88.7%
Yes (1 - 19 hours a week)	6.4%	8.5%	4.9%	3.6%	5.3%
Yes (20 - 49 hours a week)	1.6%	5.1%	1.6%	1.8%	2.2%
Yes (50+ hours)	0.0%	0.0%	0.0%	2.4%	1%
Prefer not to say	2.4%	1.7%	1.6%	4.1%	2.9%

## Disability

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Yes	6.4%	0.0%	1.6%	4.1%	3.9%
No	89.6%	94.5%	93.6%	92.9%	92.2%
Prefer not to say	4.0%	5.1%	4.8%	3.0%	3.9%

## Activities limited?

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
No	91.2%	93.2%	93.6%	91.7%	92.1%
Limited a little	4.0%	1.7%	1.6%	2.4%	2.7%
Yes - limited a lot	80.0%	0.0%	0.0%	1.2%	0.7%
Prefer not to say	4.0%	5.1%	4.8%	4.7%	4.5%

## School type

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
School outside UK	4.0%	1.7%	8.0%	2.4%	3.6%
UK state school	71.2%	61.0%	74.2%	91.1%	78.3%
UK independent/ fee paying school	20.8%	33.9%	12.9%	4.1%	14.7%
Prefer not to say	4.0%	3.4%	4.8%	2.4%	3.4%

## First generation at university

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Yes	55.0%	44.1%	50.0%	27.8%	41.6%
No	37.6%	50.9%	29.0%	21.3%	31.6%
Did not attend university	4.8%	3.4%	16.1%	45.6%	22.9%
Prefer not to say	2.4%	1.7%	4.8%	5.3%	3.9%

## Parent qualification

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Don't know / N/A	17.6%	20.3%	21.0%	34.3%	25.3%
At least one has a degree level qualification	33.6%	30.5%	25.8%	14.0%	24.1%
No formal qualification	10.4%	17.0%	6.5%	8.3%	9.9%
Other	2.4%	5.1%	1.6%	0.0%	1.7%
Prefer not to say	4.8%	5.1%	3.2%	5.3%	4.8%
Qualifications below degree level	31.2%	22.0%	41.9%	37.9%	34.2%

## Parent occupation

	Lawyers			Business Support	Total
	Lawyer	Partner	Other FE		
Clerical and intermediate occupations	5.6%	1.7%	0.0%	3.6%	3.4%
Middle or junior managers	5.6%	6.8%	9.7%	4.7%	6.0%
Modern professional occupations	15.0%	15.3%	14.5%	16.0%	15.4%
Other	4.8%	5.1%	0.0%	2.4%	3.1%
Routine manual and service occupations	7.2%	1.7%	4.8%	7.7%	6.3%
Semi-routine manual and service occupations	4.8%	1.7%	3.2%	4.7%	4.1%
Senior managers and administrators	12.0%	17.0%	22.6%	14.2%	15.2%
Technical and craft occupations	11.2%	8.5%	12.9%	17.2%	13.5%
Traditional professional occupations	14.4%	18.6%	8.1%	5.9%	10.6%
Prefer not to say	4.0%	5.1%	4.8%	4.7%	4.6%
Long Term Unemployed	1.6%	0.0%	1.6%	1.8%	1.5%
Retired	0.0%	0.0%	0.0%	0.6%	0.2%
Don't know / N/A	13.6%	18.6%	17.7%	16.6%	16.1%

