

UK DIVERSITY STATISTICS

2023

Our Core Values

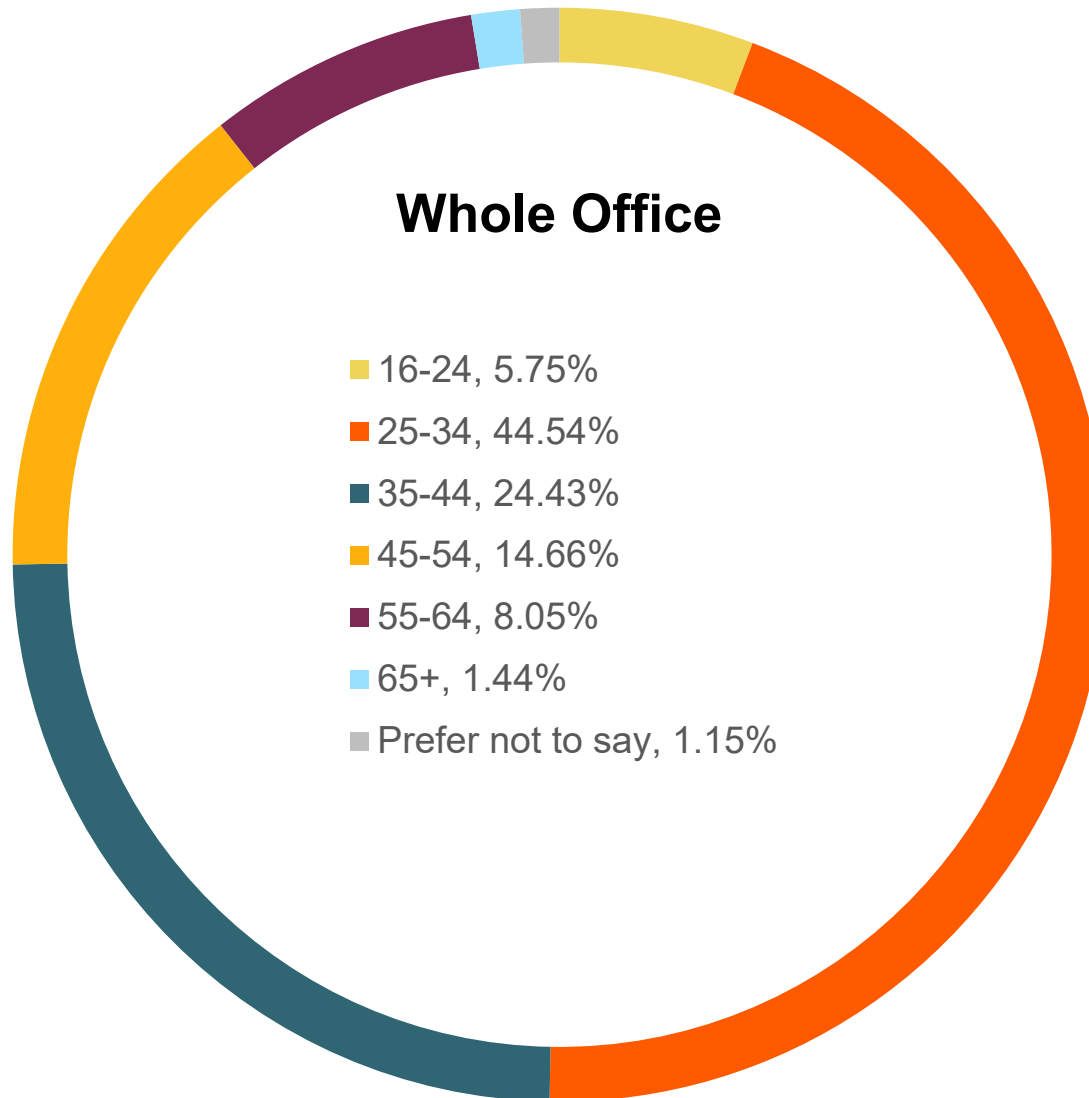
One of the qualities separating Weil from our peers is our culture. Diversity, equity and inclusion have been core values since our founding. For decades, Weil has been an outspoken leader in empowering and engendering an inclusive culture. As we forge ahead, Weil remains committed to being a market leader in attracting and promoting diverse talent at all levels as a moral, business, and talent imperative for all Weil lawyers and business service professionals.

For more information about our Diversity, Equity & Inclusion strategy please visit weil.com.

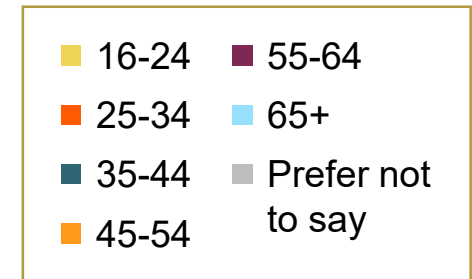
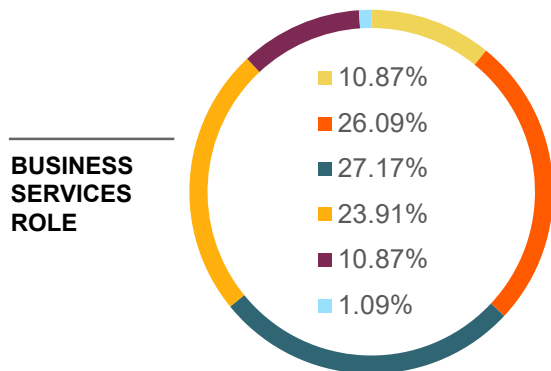
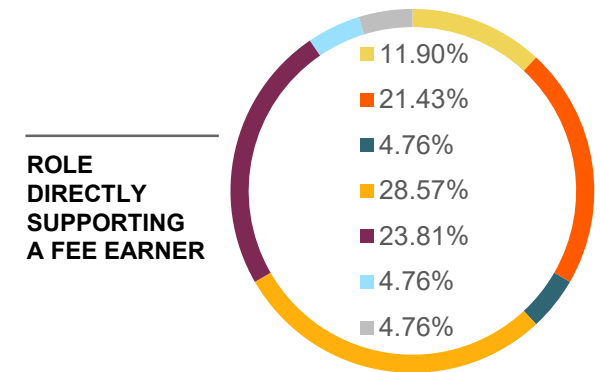
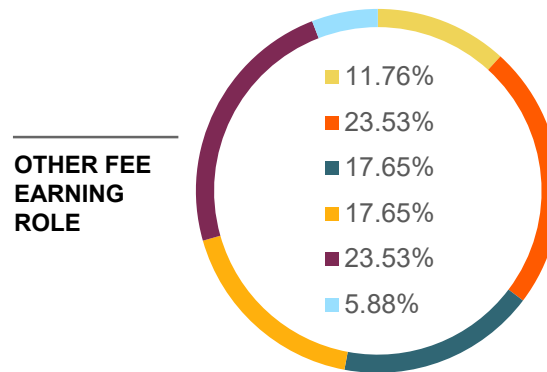
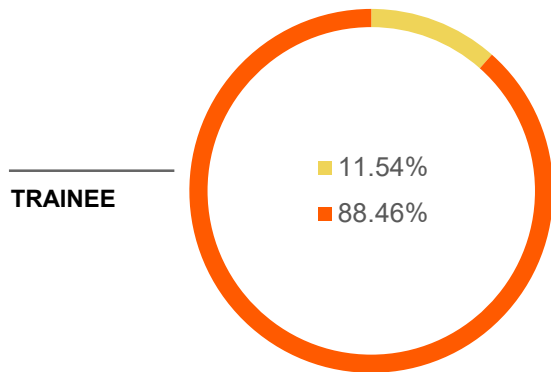
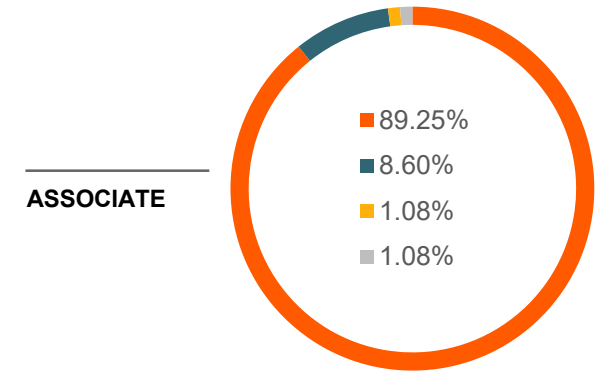
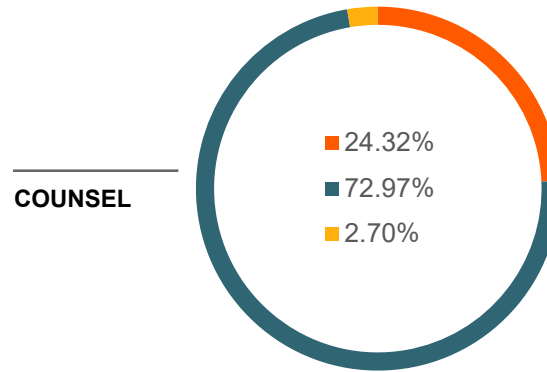
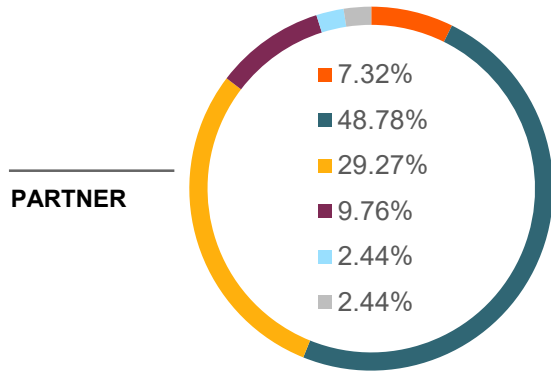
Notes

- Data reflects our population as at 30 June 2023
- All figures are based on those who have voluntarily provided diversity data
- 'Prefer not to say' refers to people who have selected this as an option
- Some totals may not equal 100% due to rounding
- Role categories are reported as follows:
 - Partner
 - Counsel
 - Associate
 - Trainee
 - Other fee earning role (e.g. Consultants, Professional Support Lawyers, Paralegals, Chartered Legal Executives (Fellows)/ CILEx Practitioners)
 - Role directly supporting a fee earner (Legal Secretaries and Trainee Legal Secretaries)
 - Business services role

Age



Age

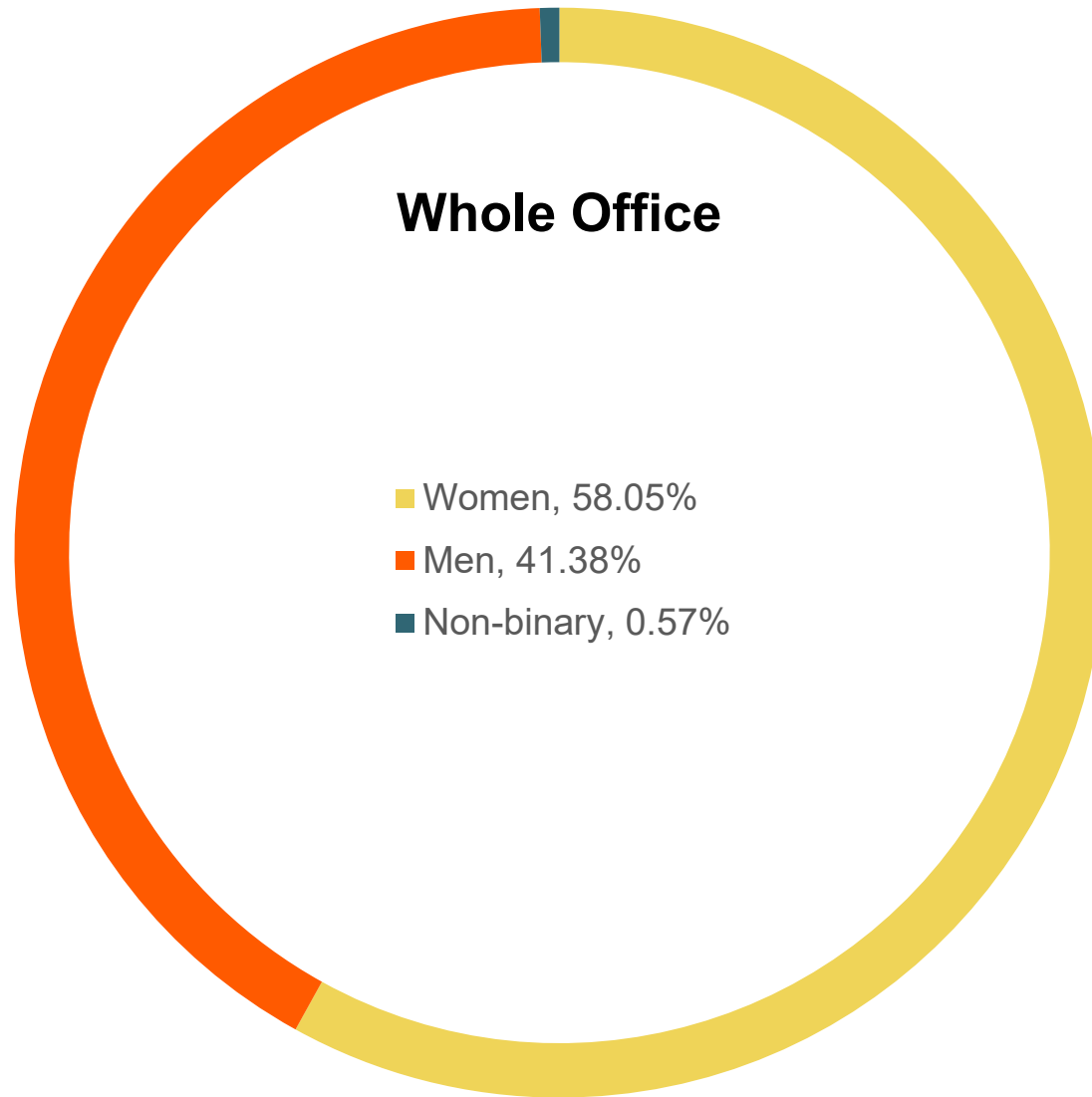


Age

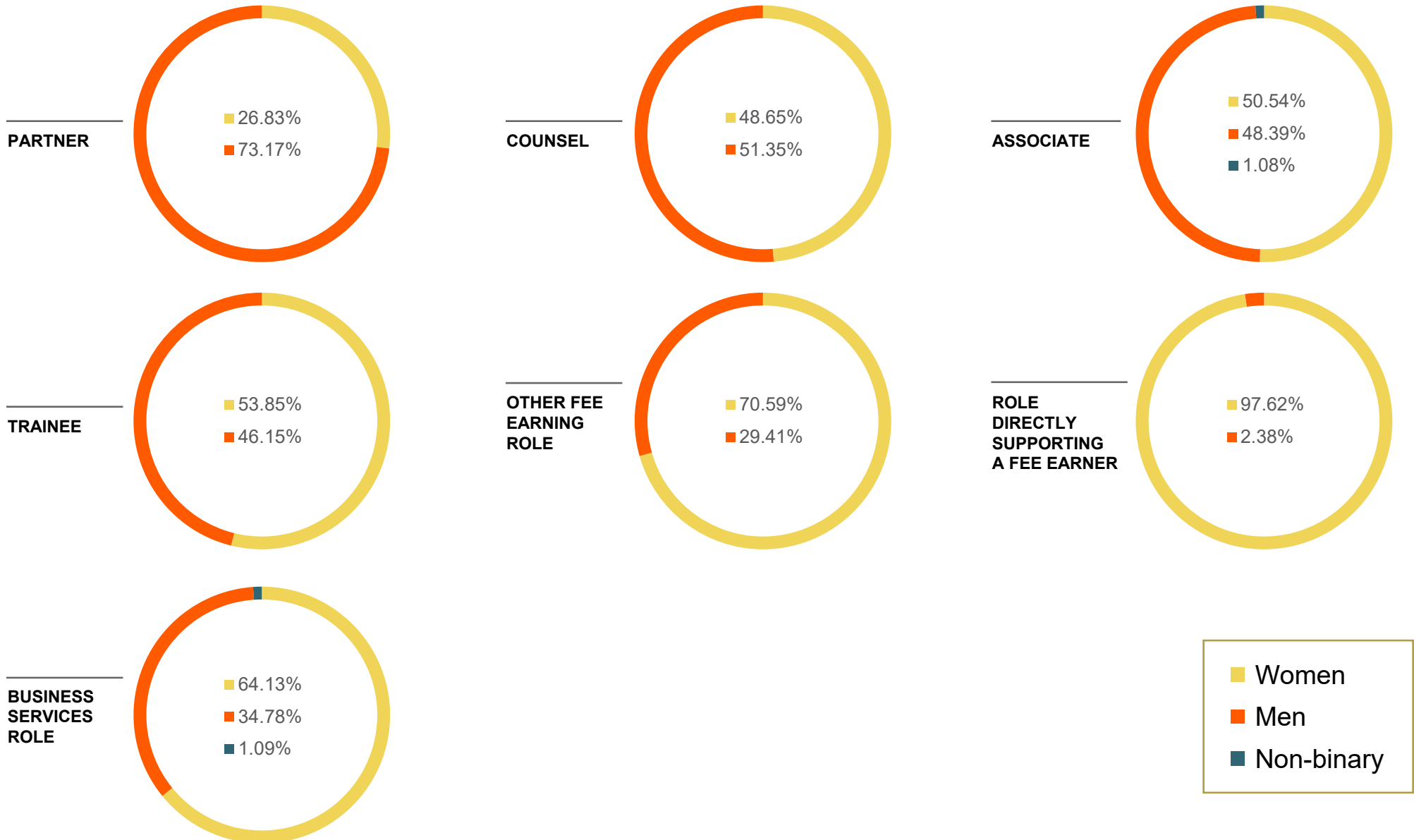
	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partner	0.00%	7.32%	48.78%	29.27%	9.76%	2.44%	2.44%
Counsel	0.00%	24.32%	72.97%	2.70%	0.00%	0.00%	0.00%
Associate	0.00%	89.25%	8.60%	1.08%	0.00%	0.00%	1.08%
Trainee	11.54%	88.46%	0.00%	0.00%	0.00%	0.00%	0.00%
Other fee earning role	11.76%	23.53%	17.65%	17.65%	23.53%	5.88%	0.00%
Role directly supporting a fee earner	11.90%	21.43%	4.76%	28.57%	23.81%	4.76%	4.76%
Business services role	10.87%	26.09%	27.17%	23.91%	10.87%	1.09%	0.00%
Whole office	5.75%	44.54%	24.43%	14.66%	8.05%	1.44%	1.15%

These figures are calculated from data provided by 89.92% of our people in London.


Gender



Gender



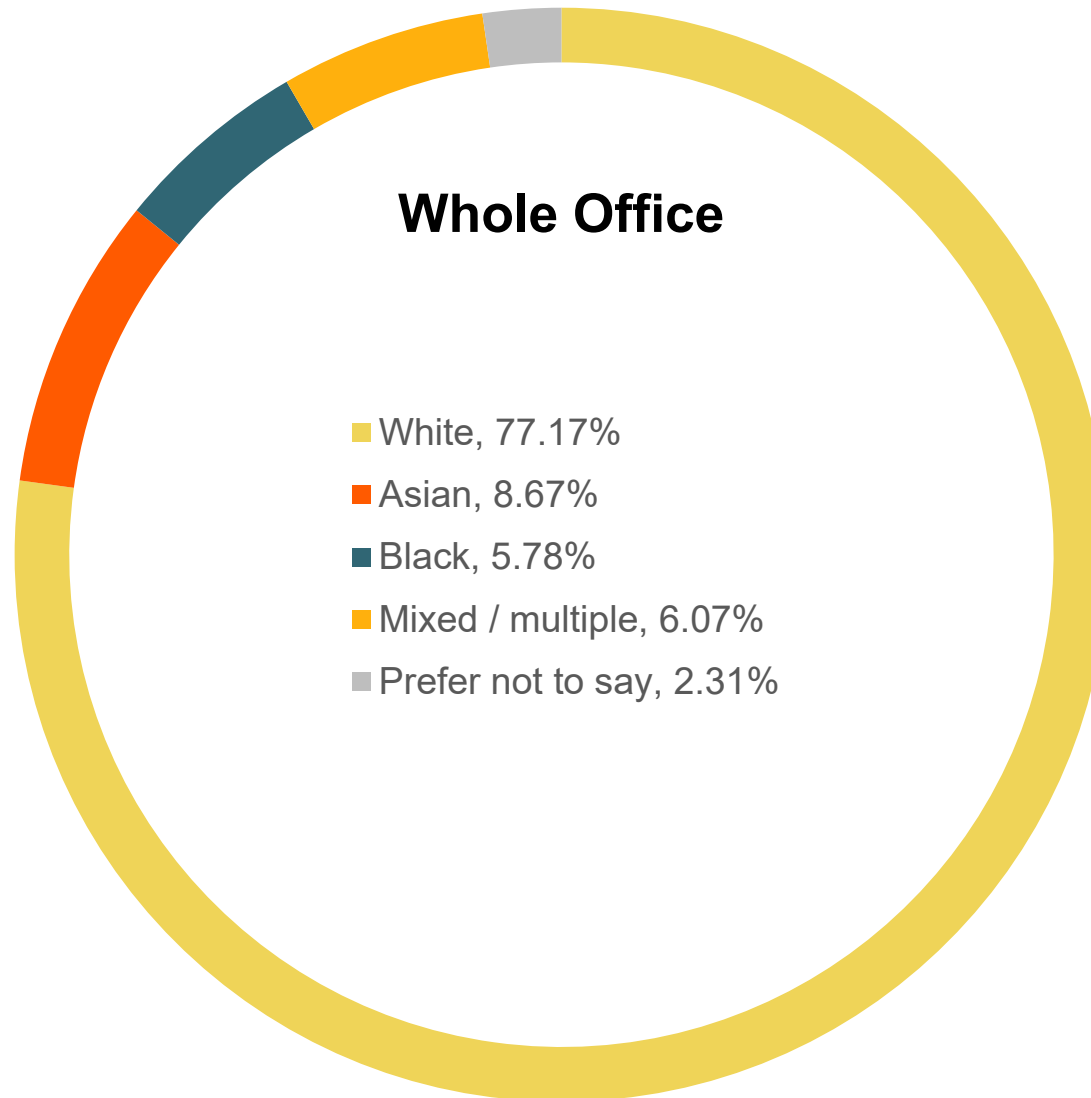
Gender



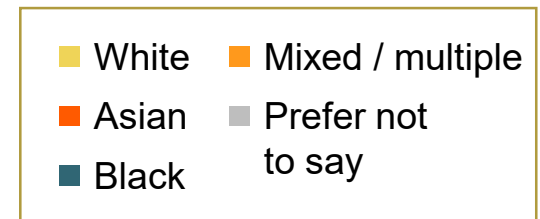
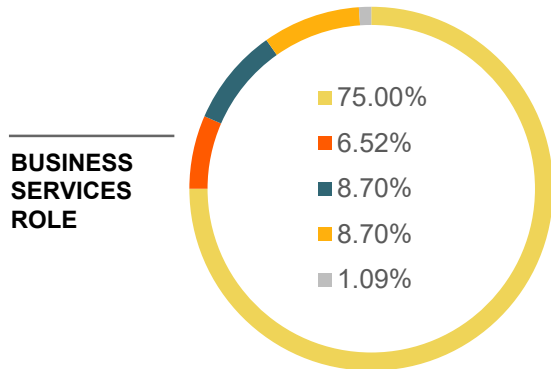
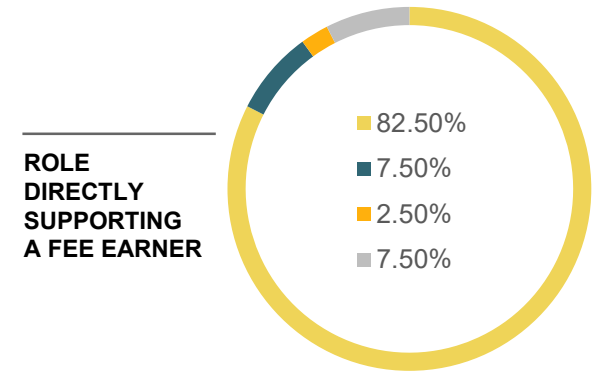
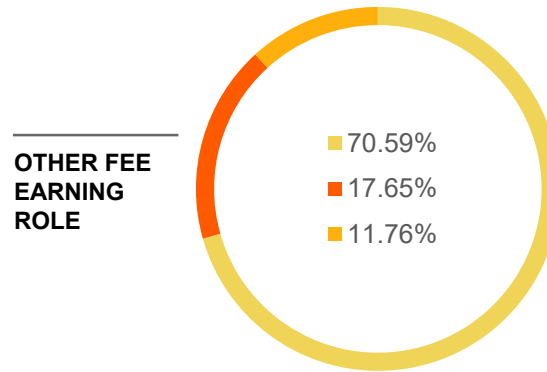
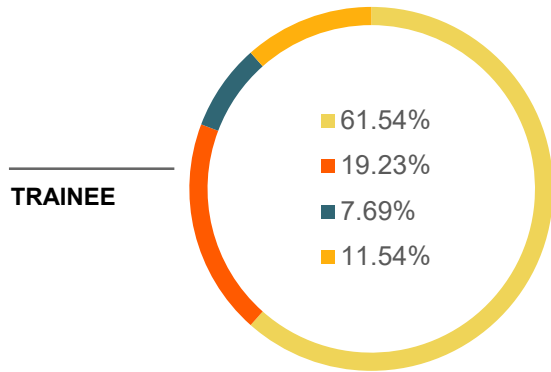
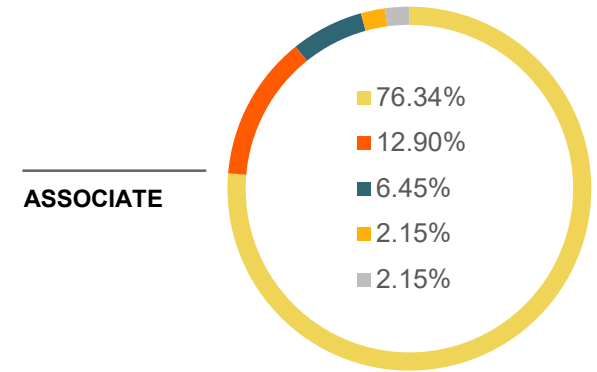
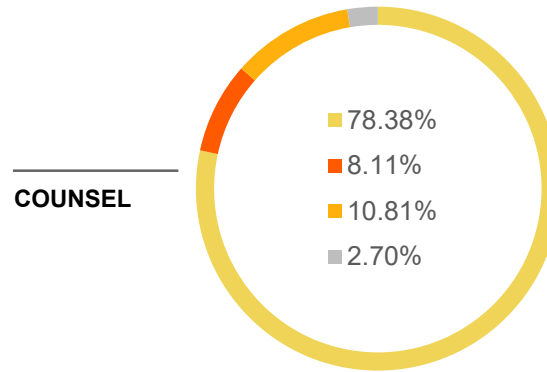
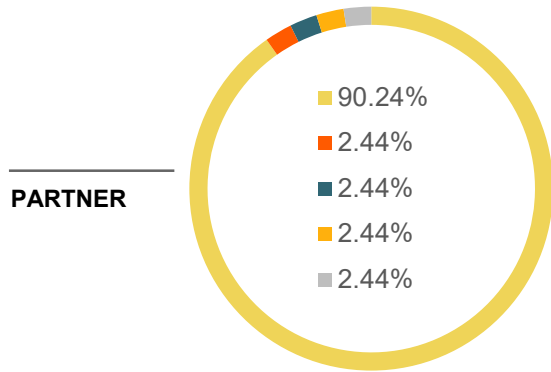
	Women	Men	Non-binary	Prefer not to say
Partner	26.83%	73.17%	0.00%	0.00%
Counsel	48.65%	51.35%	0.00%	0.00%
Associate	50.54%	48.39%	1.08%	0.00%
Trainee	53.85%	46.15%	0.00%	0.00%
Other fee earning role	70.59%	29.41%	0.00%	0.00%
Role directly supporting a fee earner	97.62%	2.38%	0.00%	0.00%
Business services role	64.13%	34.78%	1.09%	0.00%
Whole office	58.05%	41.38%	0.57%	0.00%

These figures are calculated from data provided by 89.92% of our people in London.


Ethnicity



Ethnicity



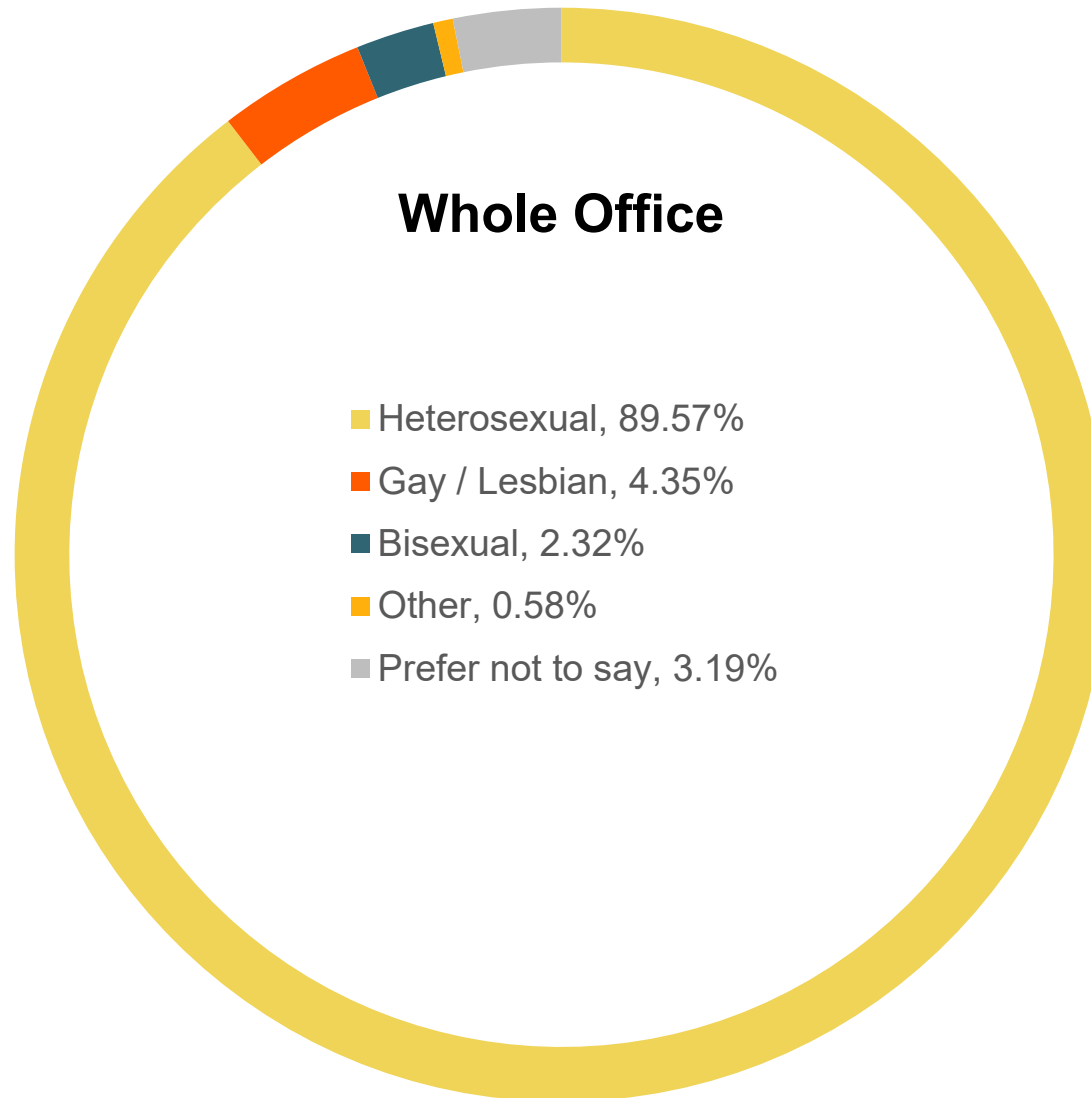
Ethnicity



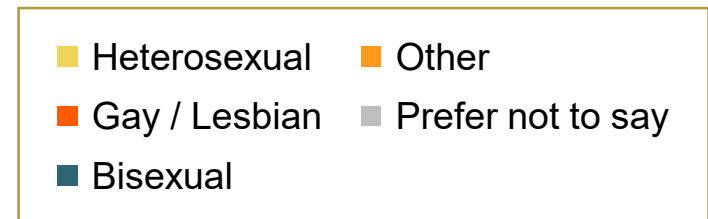
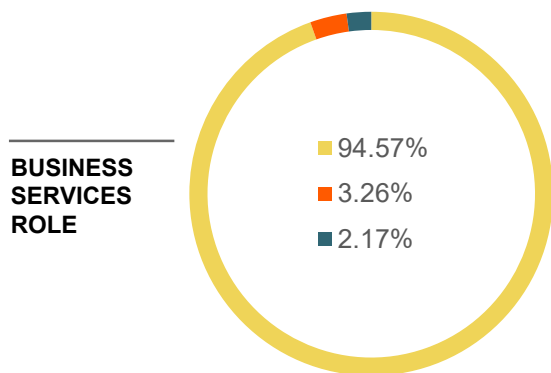
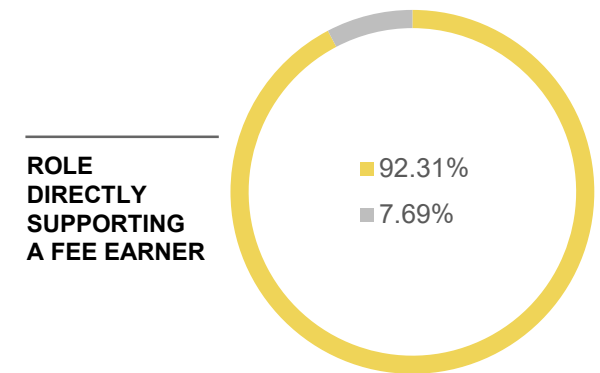
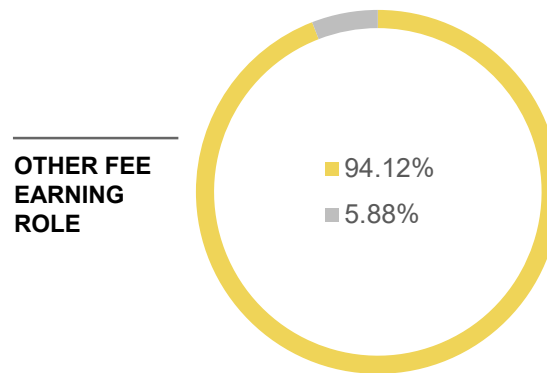
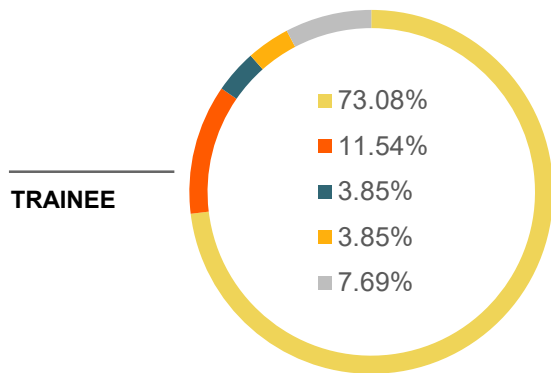
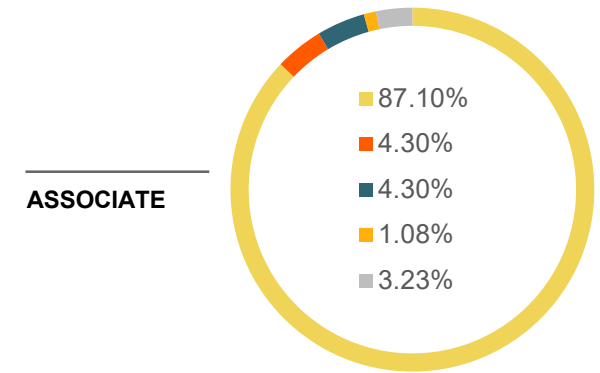
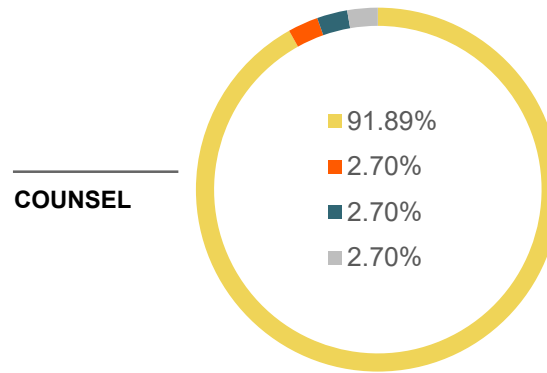
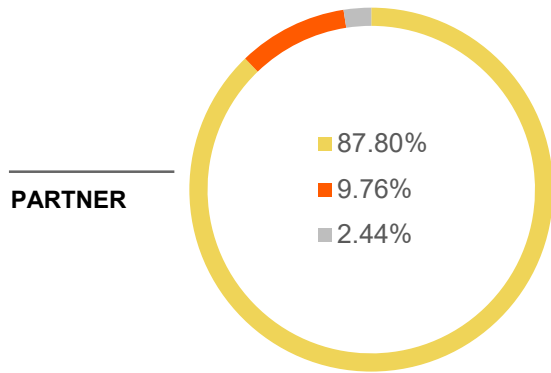
	White	Asian / Asian British	Black / Black British	Mixed / multiple ethnic group	Other ethnic group	Prefer not to say
Partner	90.24%	2.44%	2.44%	2.44%	0.00%	2.44%
Counsel	78.38%	8.11%	0.00%	10.81%	0.00%	2.70%
Associate	76.34%	12.90%	6.45%	2.15%	0.00%	2.15%
Trainee	61.54%	19.23%	7.69%	11.54%	0.00%	0.00%
Other fee earning role	70.59%	17.65%	0.00%	11.76%	0.00%	0.00%
Role directly supporting a fee earner	82.50%	0.00%	7.50%	2.50%	0.00%	7.50%
Business services role	75.00%	6.52%	8.70%	8.70%	0.00%	1.09%
Whole office	77.17%	8.67%	5.78%	6.07%	0.00%	2.31%

These figures are calculated from data provided by 89.41% of our people in London.


Sexual Orientation



Sexual Orientation



Sexual Orientation

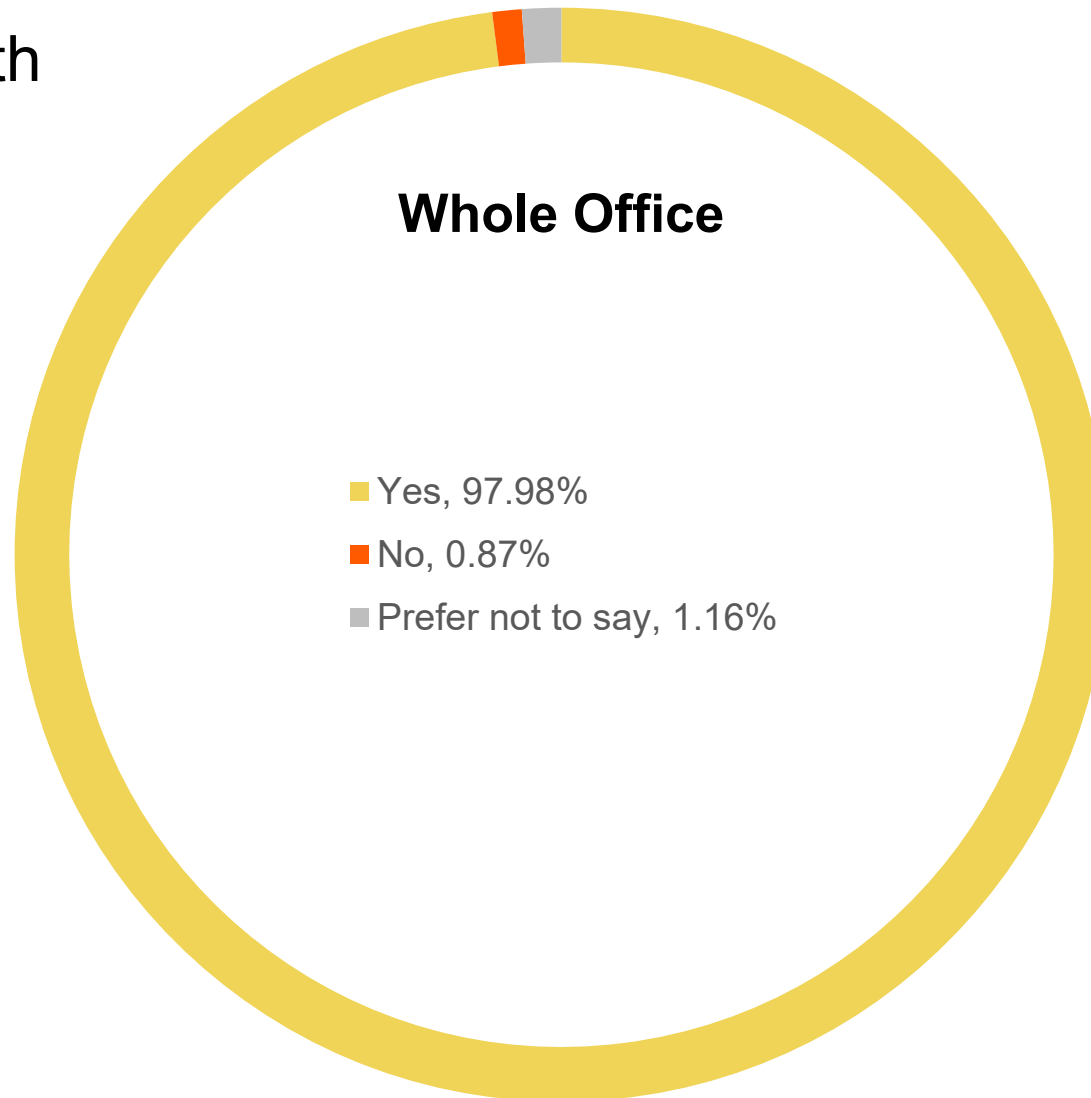


	Heterosexual	Gay / Lesbian	Bisexual	Other	Prefer not to say
Partner	87.80%	9.76%	0.00%	0.00%	2.44%
Counsel	91.89%	2.70%	2.70%	0.00%	2.70%
Associate	87.10%	4.30%	4.30%	1.08%	3.23%
Trainee	73.08%	11.54%	3.85%	3.85%	7.69%
Other fee earning role	94.12%	0.00%	0.00%	0.00%	5.88%
Role directly supporting a fee earner	92.31%	0.00%	0.00%	0.00%	7.69%
Business services role	94.57%	3.26%	2.17%	0.00%	0.00%
Whole office	89.57%	4.35%	2.32%	0.58%	3.19%

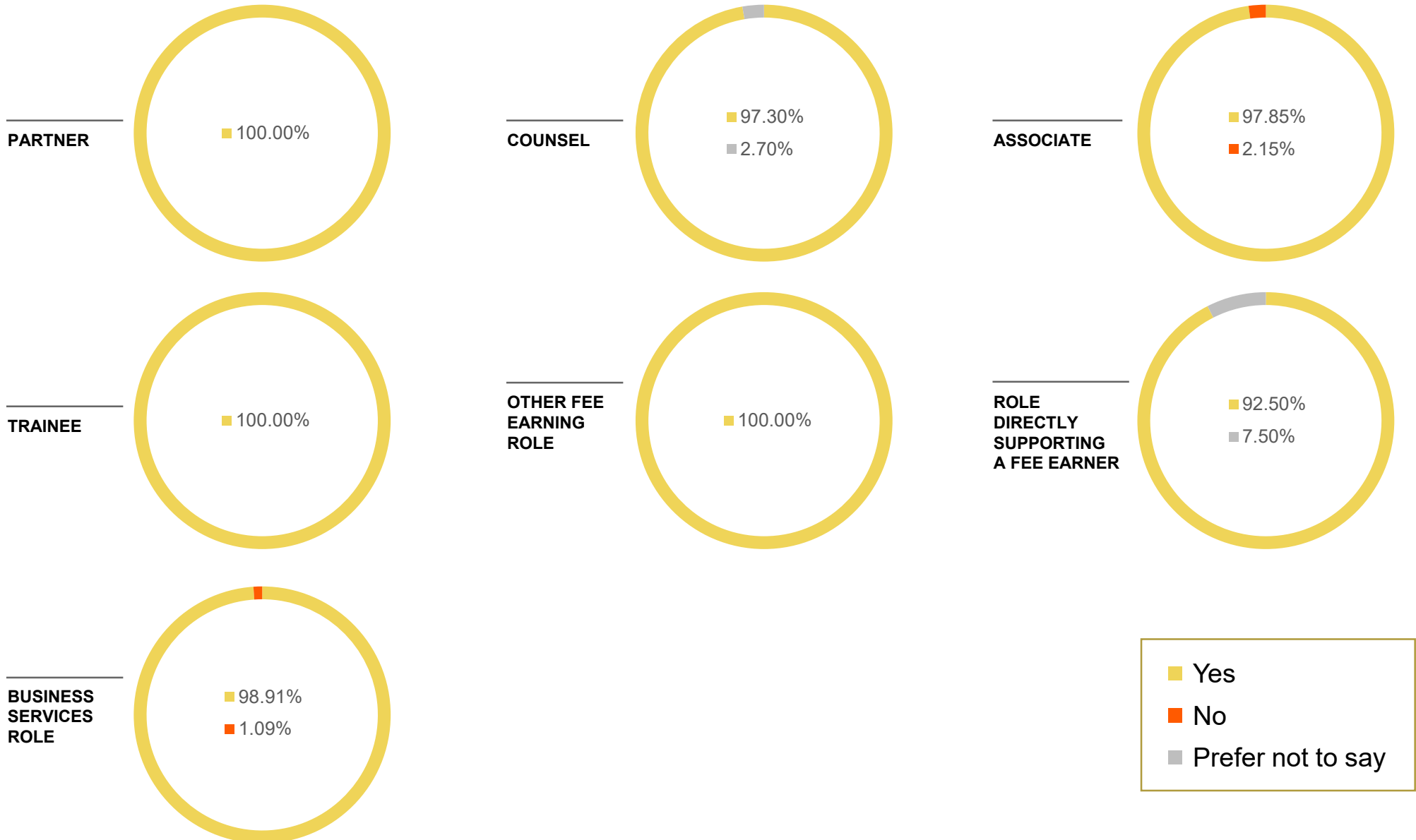
These figures are calculated from data provided by 89.15% of our people in London.

Gender Identity


Same as sex
registered at birth



Gender Identity



Gender Identity

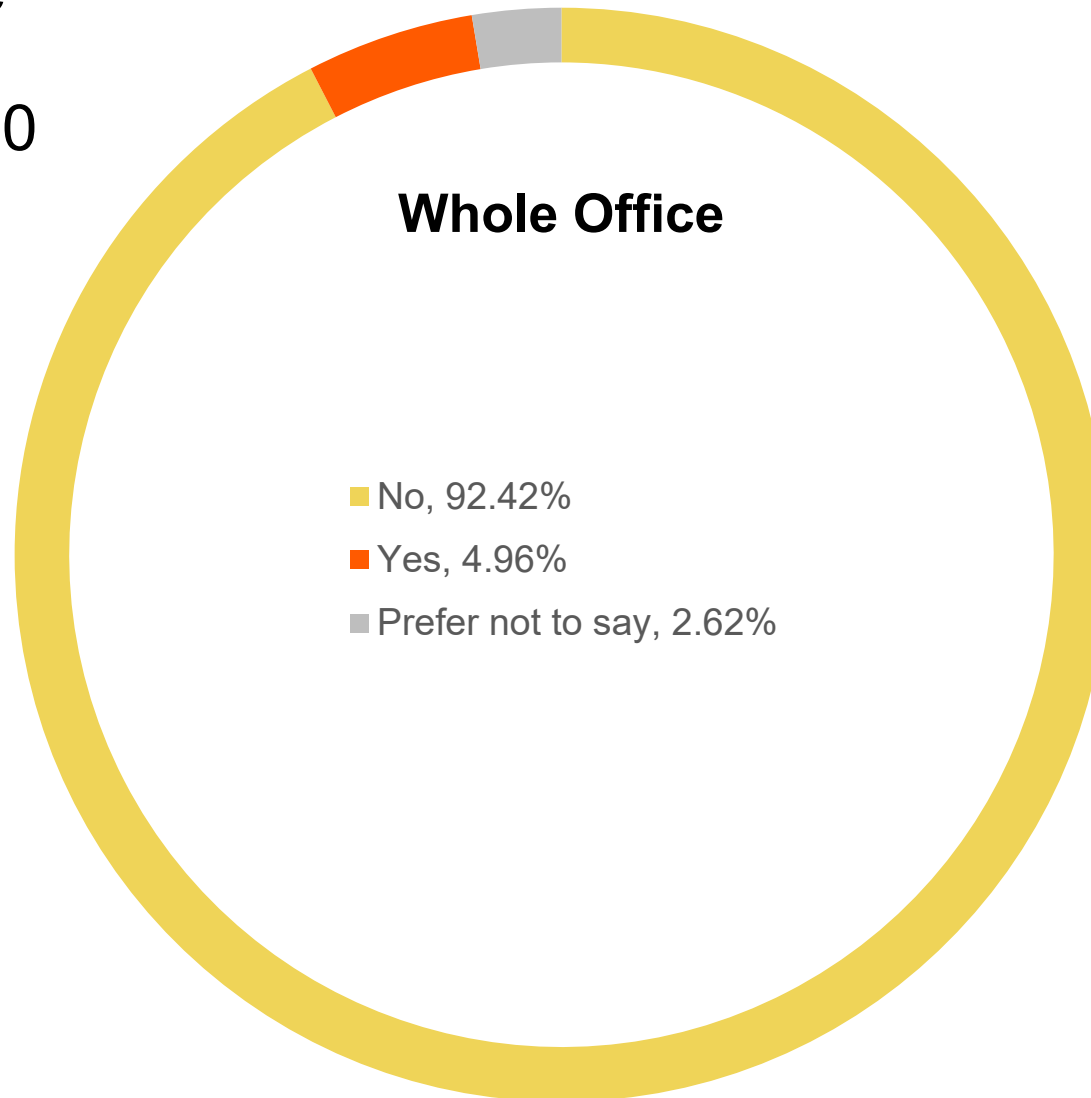


	Yes	No	Prefer Not to Say
Partner	100.00%	0.00%	0.00%
Counsel	97.30%	0.00%	2.70%
Associate	97.85%	2.15%	0.00%
Trainee	100.00%	0.00%	0.00%
Other fee earning role	100.00%	0.00%	0.00%
Role directly supporting a fee earner	92.50%	0.00%	7.50%
Business services role	98.91%	1.09%	0.00%
Whole office	97.98%	0.87%	1.16%

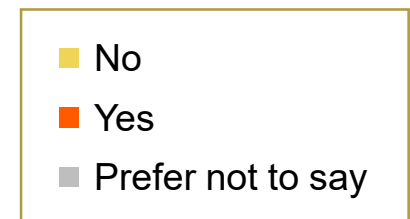
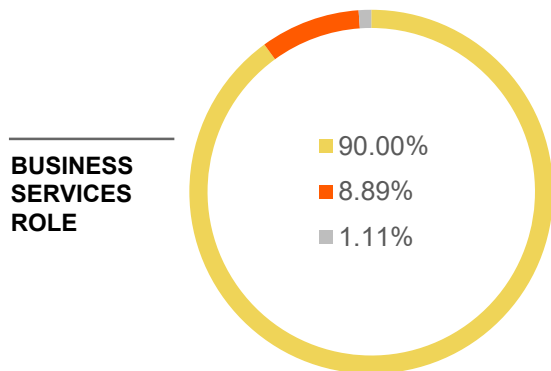
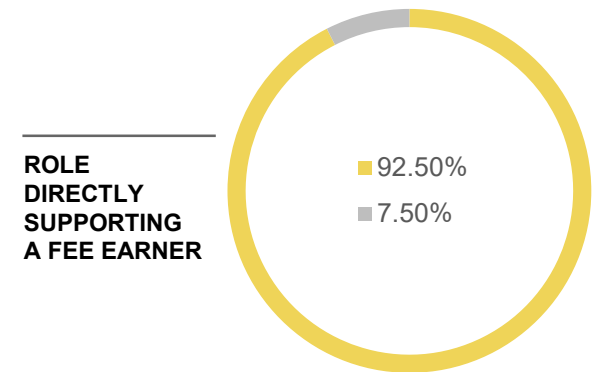
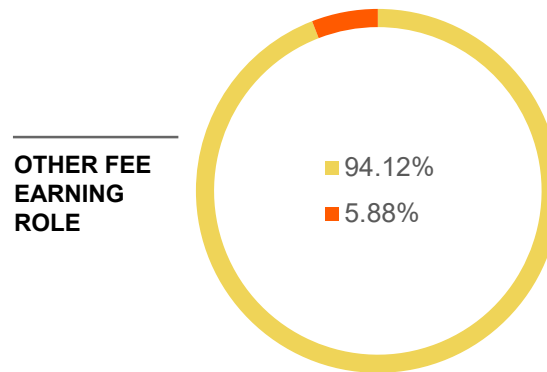
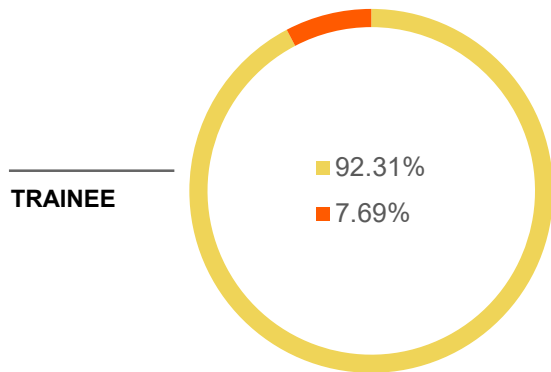
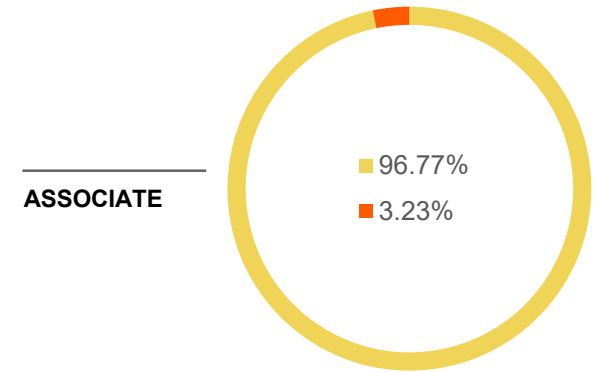
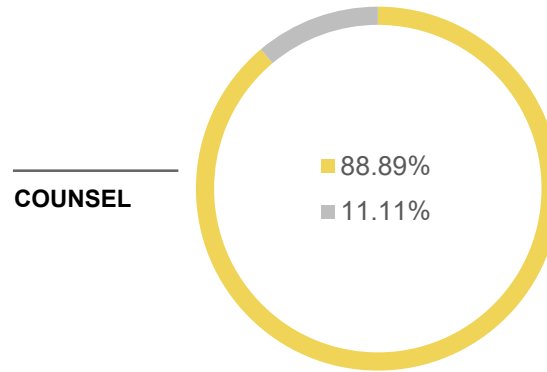
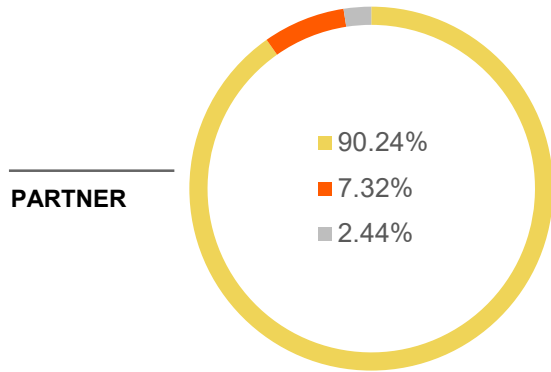
These figures are calculated from data provided by 89.41% of our people in London.

Disability


According to the definition in the Equality Act 2010



Disability



Disability

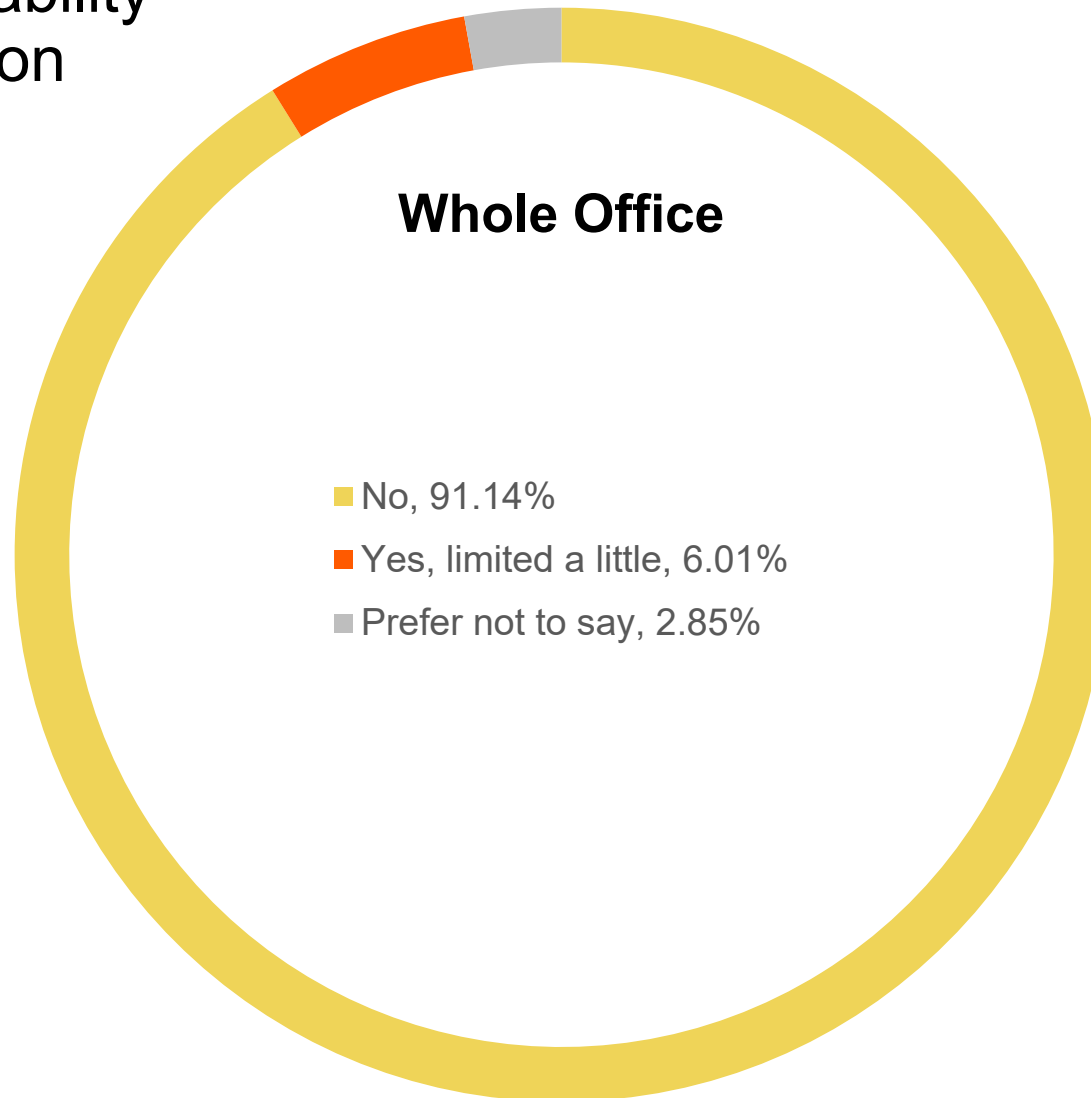


	No	Yes	Prefer Not to Say
Partner	90.24%	7.32%	2.44%
Counsel	88.89%	0.00%	11.11%
Associate	96.77%	3.23%	0.00%
Trainee	92.31%	7.69%	0.00%
Other fee earning role	94.12%	5.88%	0.00%
Role directly supporting a fee earner	92.50%	0.00%	7.50%
Business services role	90.00%	8.89%	1.11%
Whole office	92.42%	4.96%	2.62%

These figures are calculated from data provided by 88.63% of our people in London.

Day-to-Day Activities


Limited by a disability
or health condition



Day-to-Day Activities



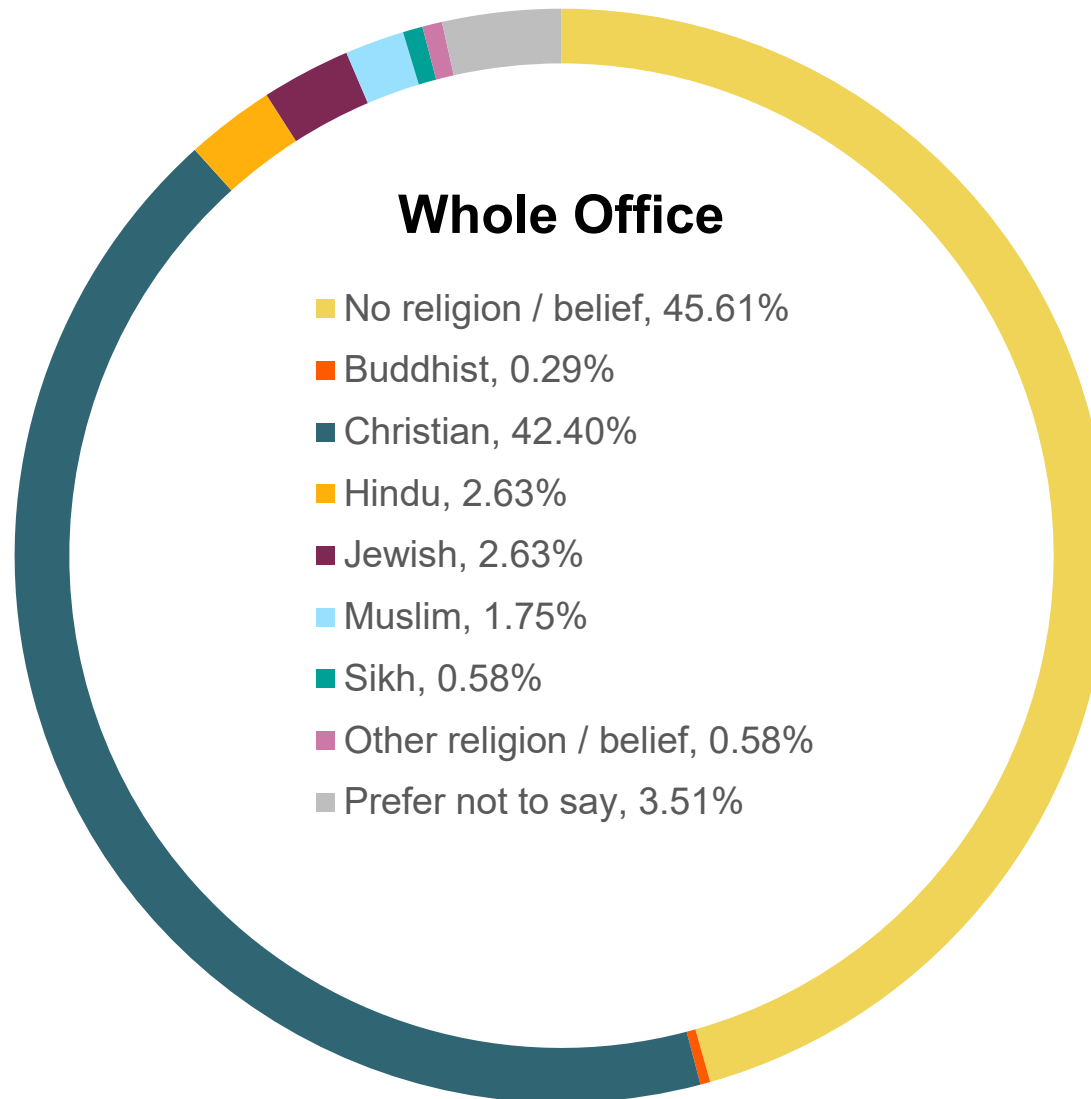
Day-to-Day Activities



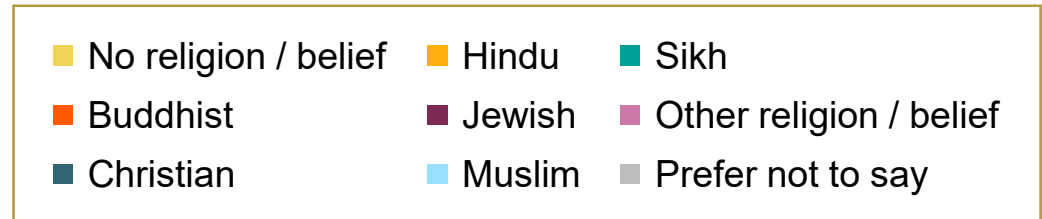
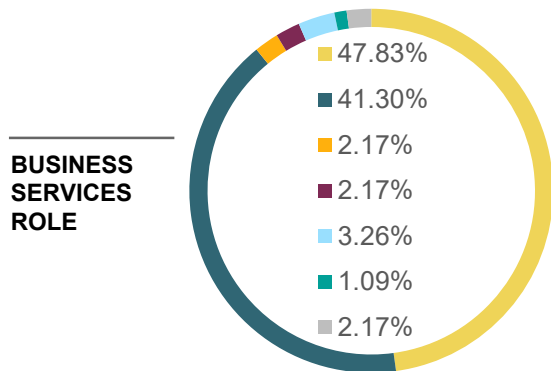
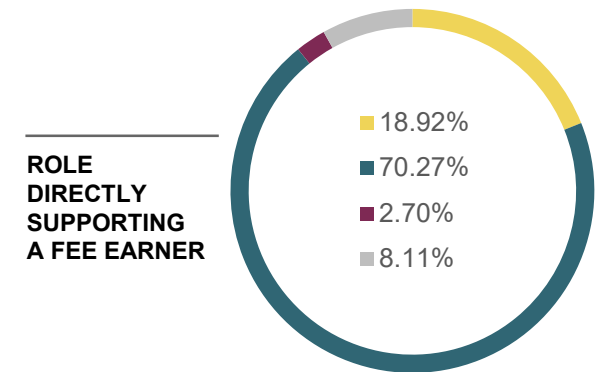
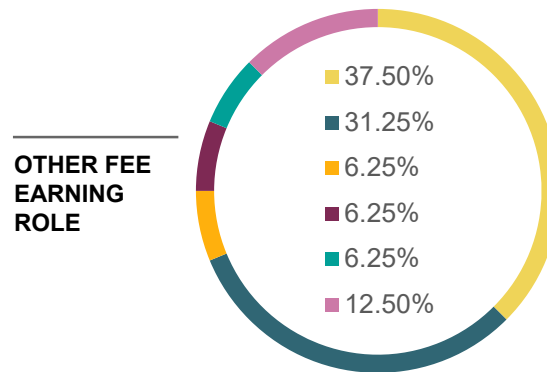
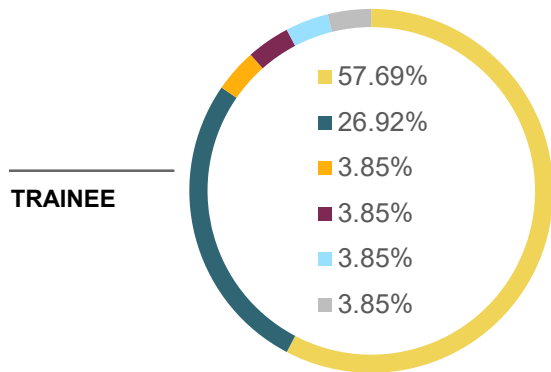
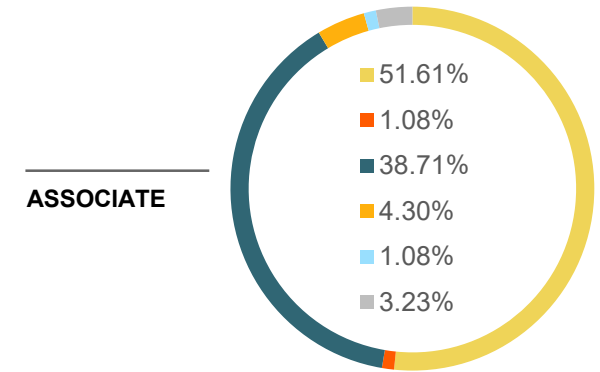
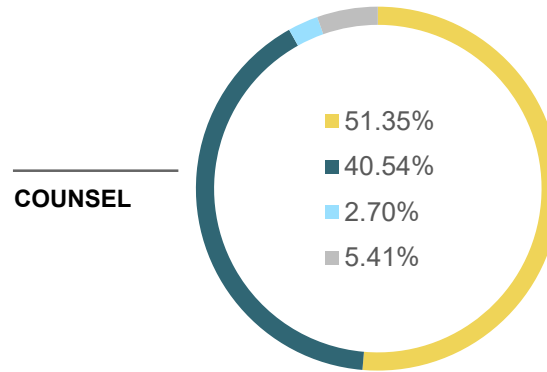
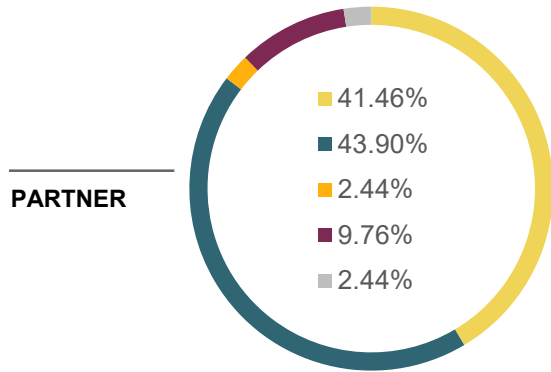
	No	Yes, limited a little	Yes, limited a lot	Prefer not to say
Partner	92.50%	5.00%	0.00%	2.50%
Counsel	90.00%	0.00%	0.00%	10.00%
Associate	96.43%	3.57%	0.00%	0.00%
Trainee	90.48%	9.52%	0.00%	0.00%
Other fee earning role	94.12%	5.88%	0.00%	0.00%
Role directly supporting a fee earner	81.08%	5.41%	0.00%	13.51%
Business services role	89.66%	10.34%	0.00%	0.00%
Whole office	91.14%	6.01%	0.00%	2.85%

These figures are calculated from data provided by 81.65% of our people in London.

Religion or Belief



Religion or Belief

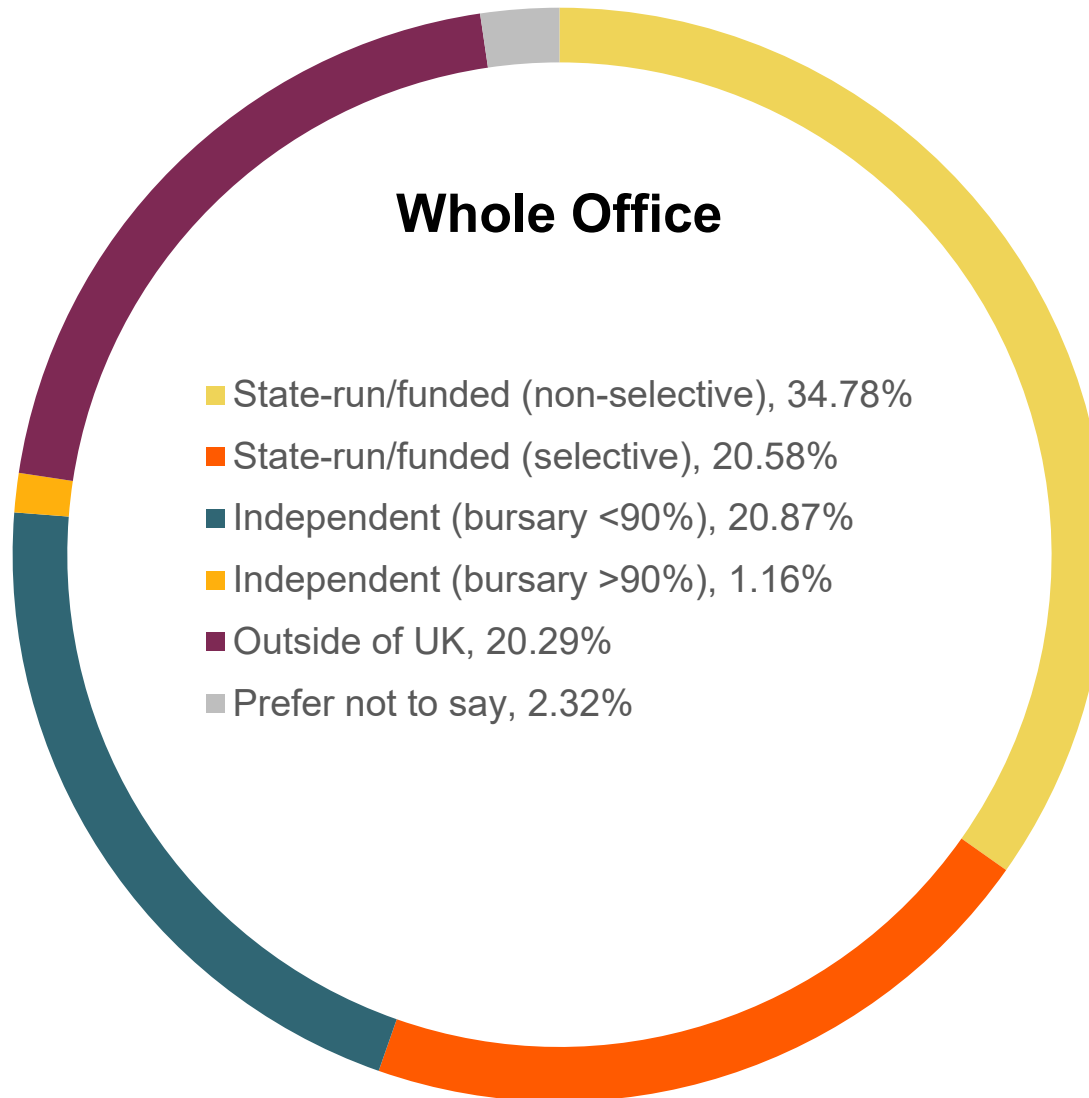


Religion or Belief

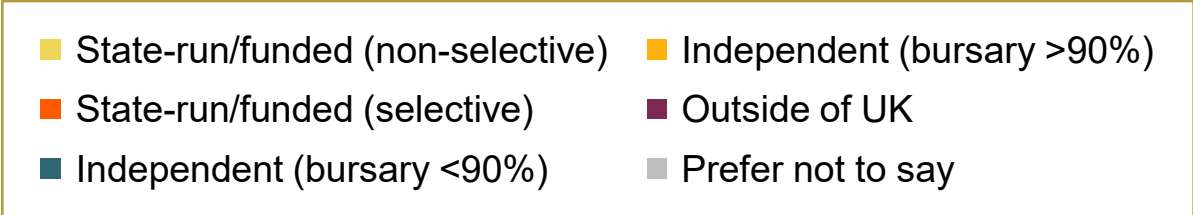
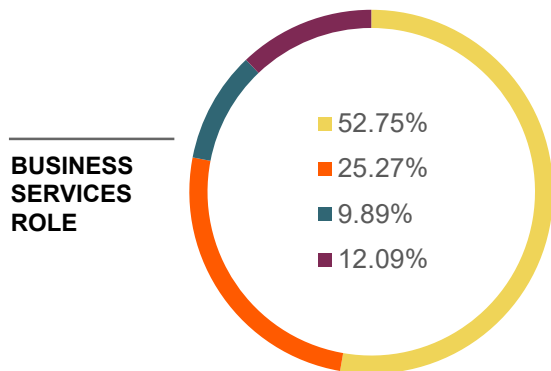
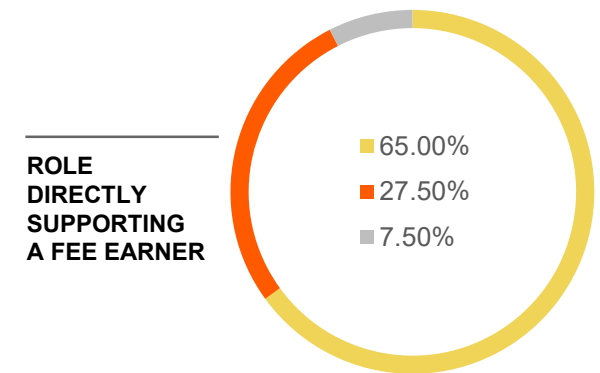
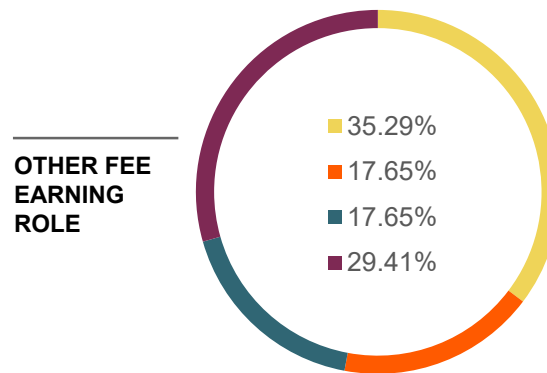
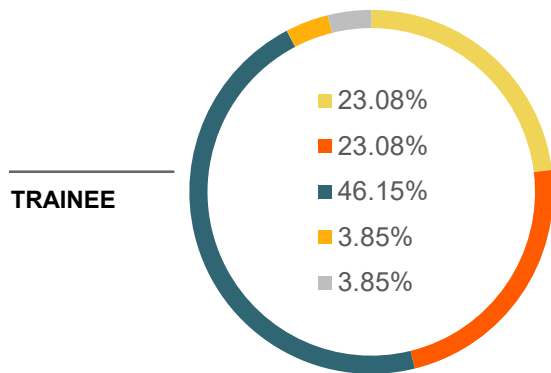
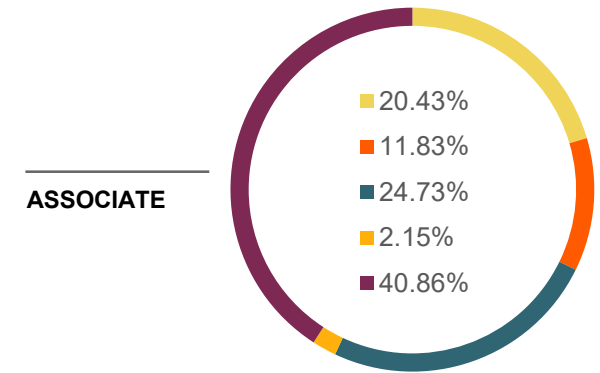
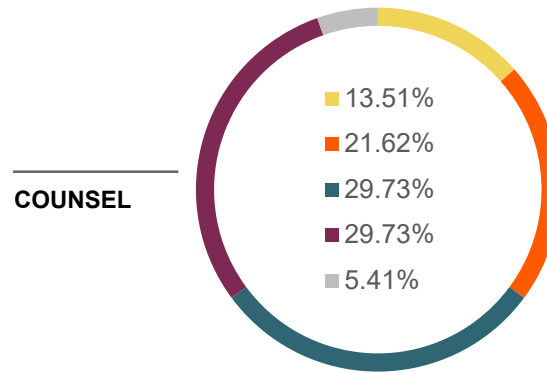
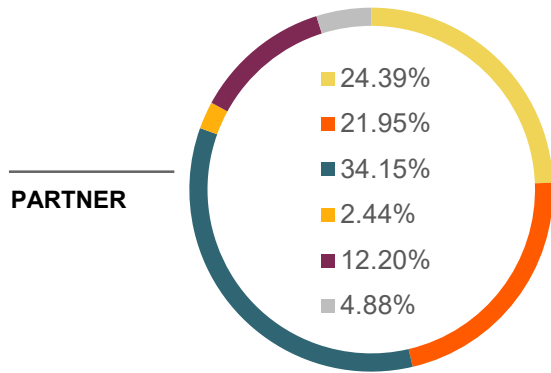
	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partner	41.46%	0.00%	43.90%	2.44%	9.76%	0.00%	0.00%	0.00%	2.44%
Counsel	51.35%	0.00%	40.54%	0.00%	0.00%	2.70%	0.00%	0.00%	5.41%
Associate	51.61%	1.08%	38.71%	4.30%	0.00%	1.08%	0.00%	0.00%	3.23%
Trainee	57.69%	0.00%	26.92%	3.85%	3.85%	3.85%	0.00%	0.00%	3.85%
Other fee earning role	37.50%	0.00%	31.25%	6.25%	6.25%	0.00%	6.25%	12.50%	0.00%
Role directly supporting a fee earner	18.92%	0.00%	70.27%	0.00%	2.70%	0.00%	0.00%	0.00%	8.11%
Business services role	47.83%	0.00%	41.30%	2.17%	2.17%	3.26%	1.09%	0.00%	2.17%
Whole office	45.61%	0.29%	42.40%	2.63%	2.63%	1.75%	0.58%	0.58%	3.51%

These figures are calculated from data provided by 88.37% of our people in London.

School Attended from age 11-16



School Attended



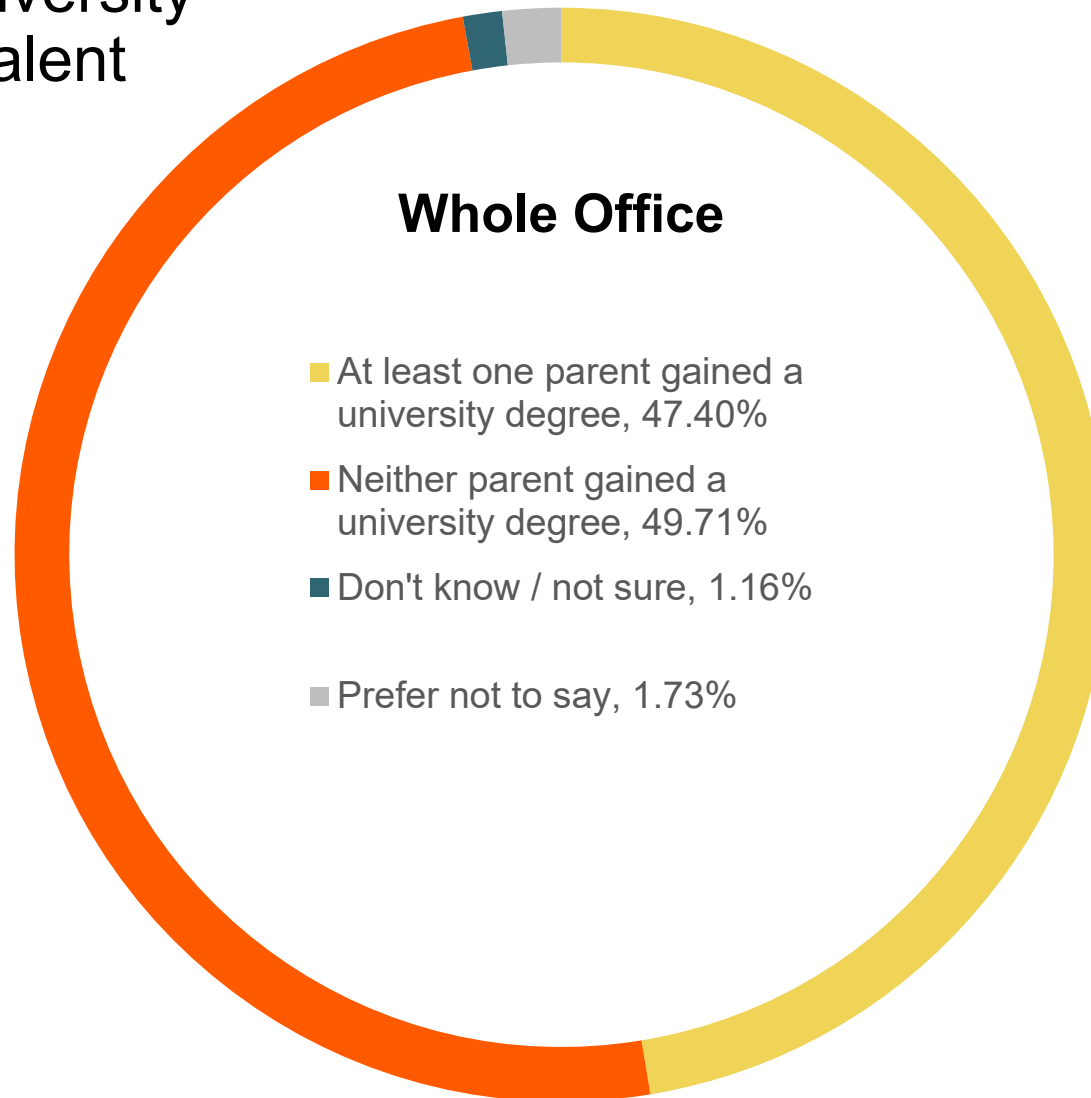
School Attended

	State-run or state-funded school (non-selective)	State-run or state-funded school (selective)	Independent / fee-paying school (no bursary or bursary covering <90% of my tuition)	Independent / fee-paying school (bursary covering >90% of my tuition)	Attended school outside the UK	Don't know / not sure	Prefer not to say
Partner	24.39%	21.95%	34.15%	2.44%	12.20%	0.00%	4.88%
Counsel	13.51%	21.62%	29.73%	0.00%	29.73%	0.00%	5.41%
Associate	20.43%	11.83%	24.73%	2.15%	40.86%	0.00%	0.00%
Trainee	23.08%	23.08%	46.15%	3.85%	0.00%	0.00%	3.85%
Other fee earning role	35.29%	17.65%	17.65%	0.00%	29.41%	0.00%	0.00%
Role directly supporting a fee earner	65.00%	27.50%	0.00%	0.00%	0.00%	0.00%	7.50%
Business services role	52.75%	25.27%	9.89%	0.00%	12.09%	0.00%	0.00%
Whole office	34.78%	20.58%	20.87%	1.16%	20.29%	0.00%	2.32%

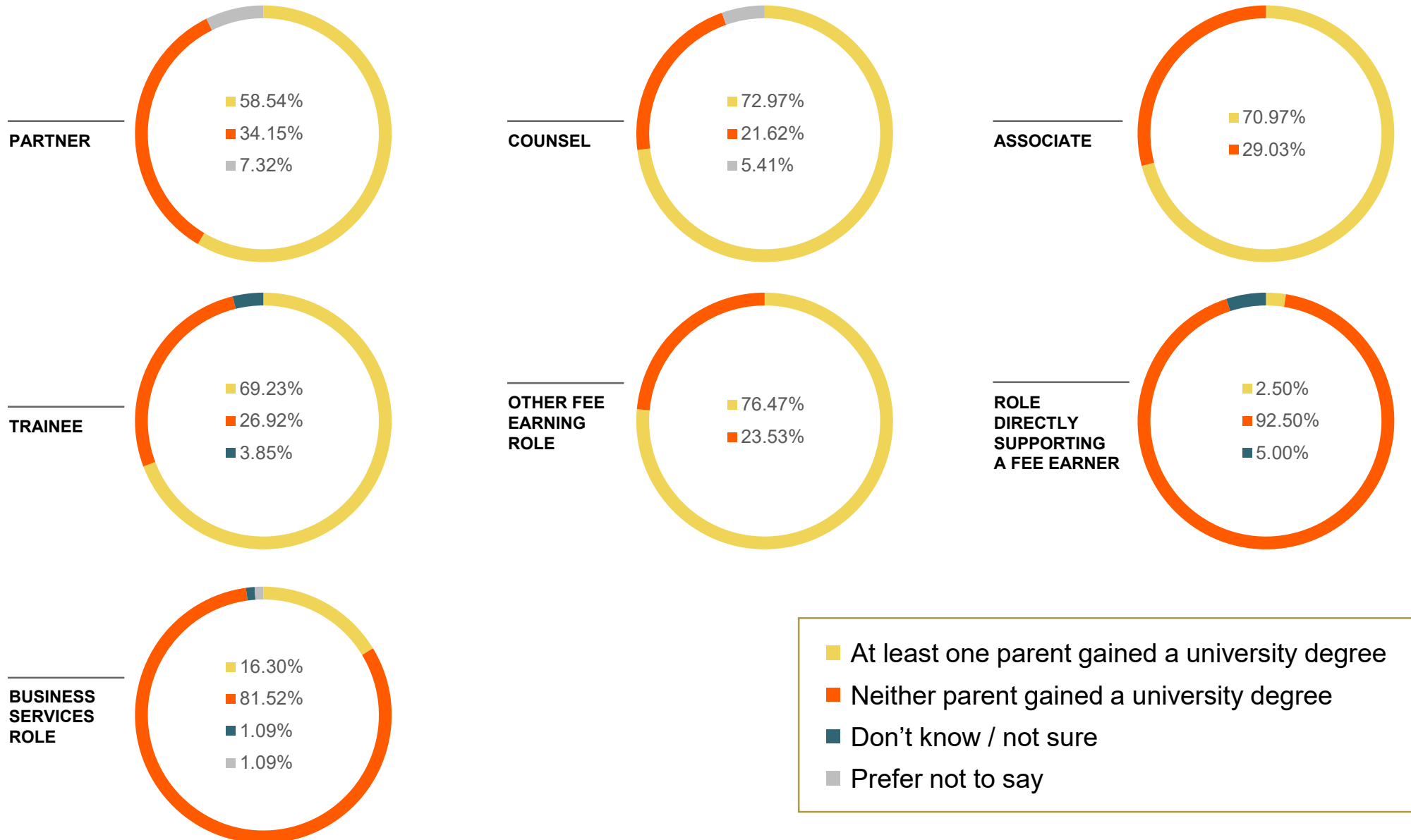
These figures are calculated from data provided by 89.15% of our people in London.

Parental Education

Completed a university degree or equivalent



Parental Education



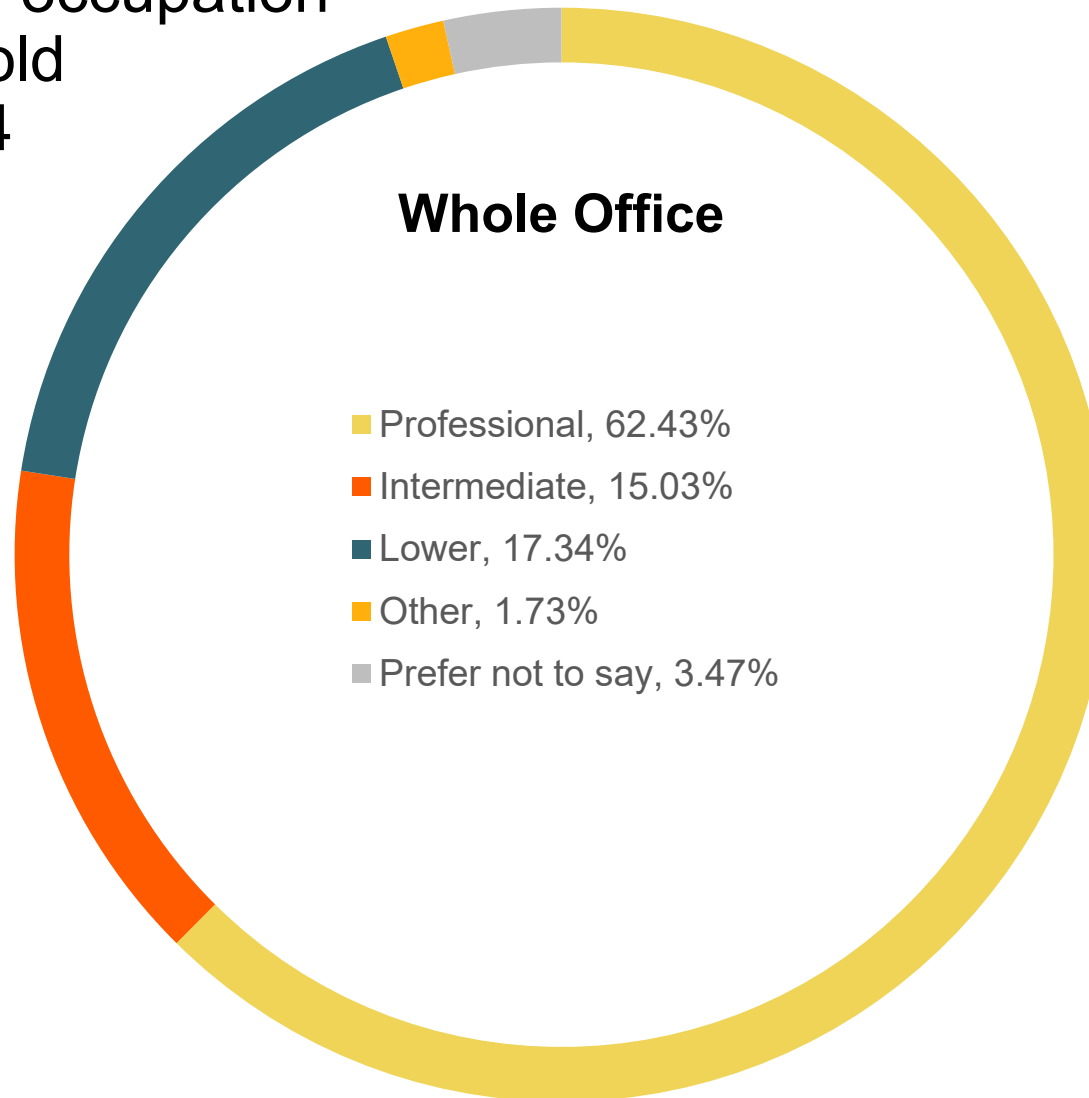
Parental Education

	At least one parent gained a university degree	Neither parent gained a university degree	Don't know / not sure	Prefer not to say
Partner	58.54%	34.15%	0.00%	7.32%
Counsel	72.97%	21.62%	0.00%	5.41%
Associate	70.97%	29.03%	0.00%	0.00%
Trainee	69.23%	26.92%	3.85%	0.00%
Other fee earning role	76.47%	23.53%	0.00%	0.00%
Role directly supporting a fee earner	2.50%	92.50%	5.00%	0.00%
Business services role	16.30%	81.52%	1.09%	1.09%
Whole office	47.40%	49.71%	1.16%	1.73%

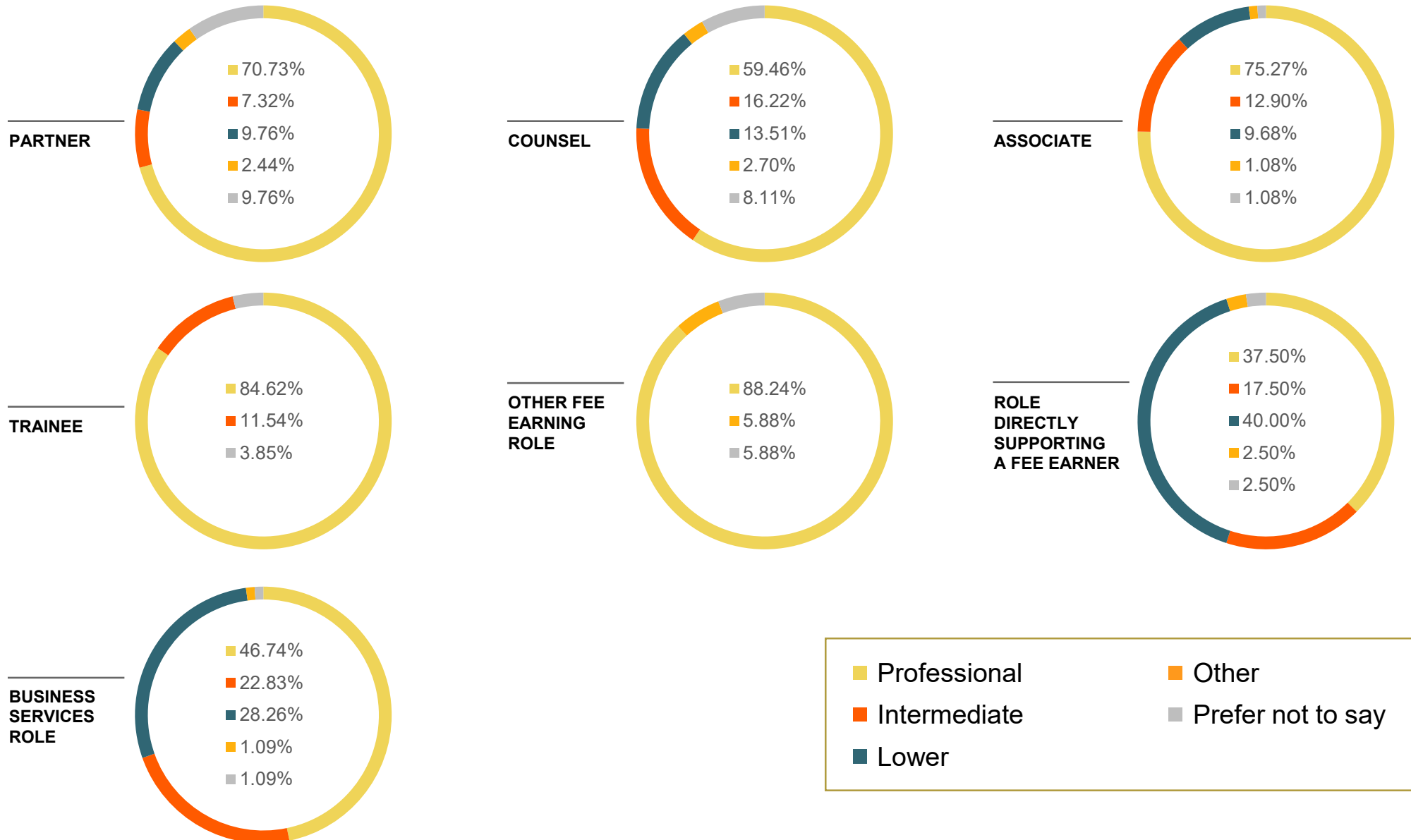
These figures are calculated from data provided by 89.41% of our people in London.

Socio-economic Background


Group based on occupation of main household earner at age 14



Socio-economic Background



Socio-economic Background



	Professional	Intermediate	Lower	Other	Prefer not to say
Partner	70.73%	7.32%	9.76%	2.44%	9.76%
Counsel	59.46%	16.22%	13.51%	2.70%	8.11%
Associate	75.27%	12.90%	9.68%	1.08%	1.08%
Trainee	84.62%	11.54%	0.00%	0.00%	3.85%
Other fee earning role	88.24%	0.00%	0.00%	5.88%	5.88%
Role directly supporting a fee earner	37.50%	17.50%	40.00%	2.50%	2.50%
Business services role	46.74%	22.83%	28.26%	1.09%	1.09%
Whole office	62.43%	15.03%	17.34%	1.73%	3.47%

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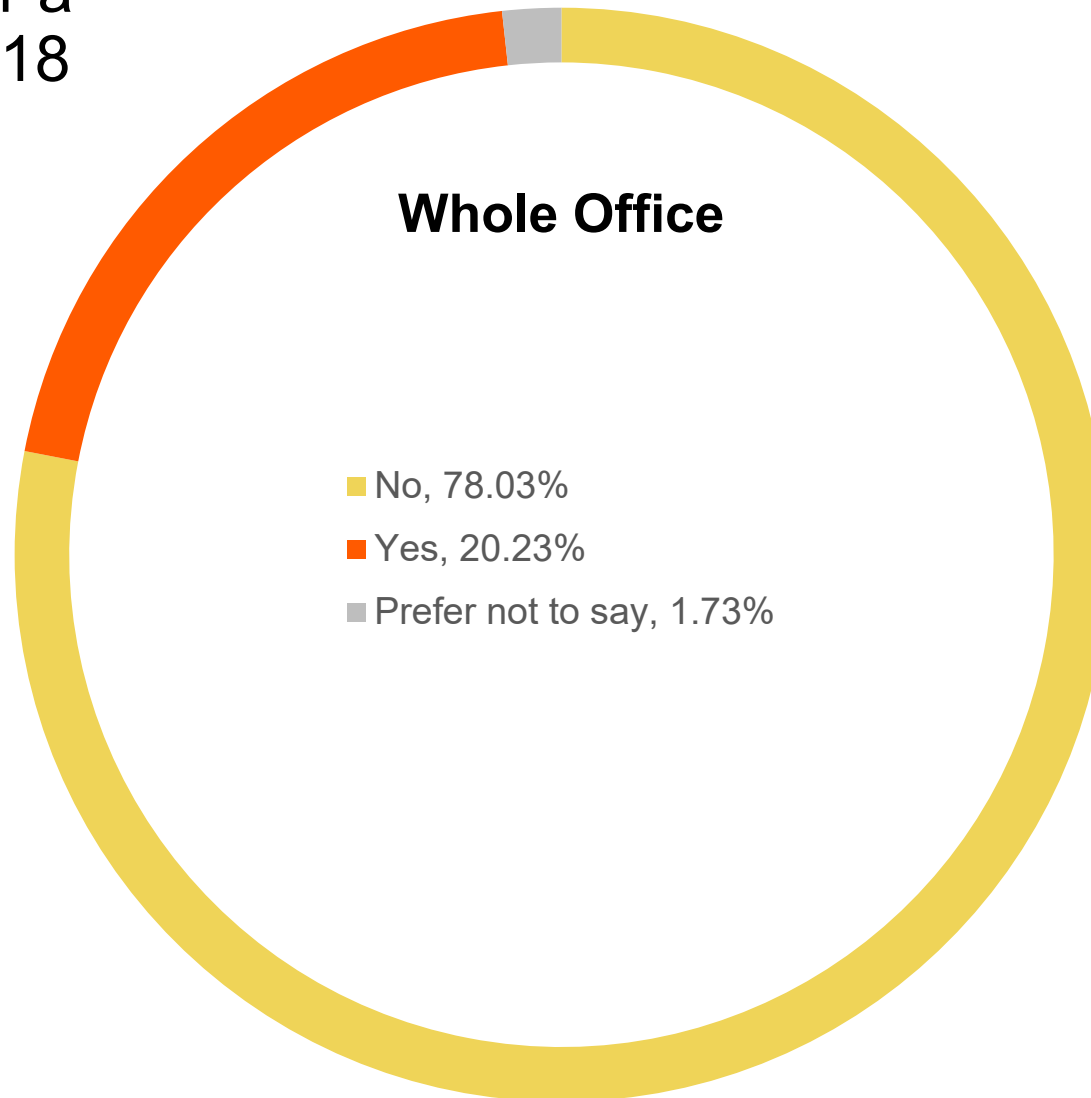
Socio-economic Background

Categories for determining socio-economic background are based on Social Mobility Commission guidance:

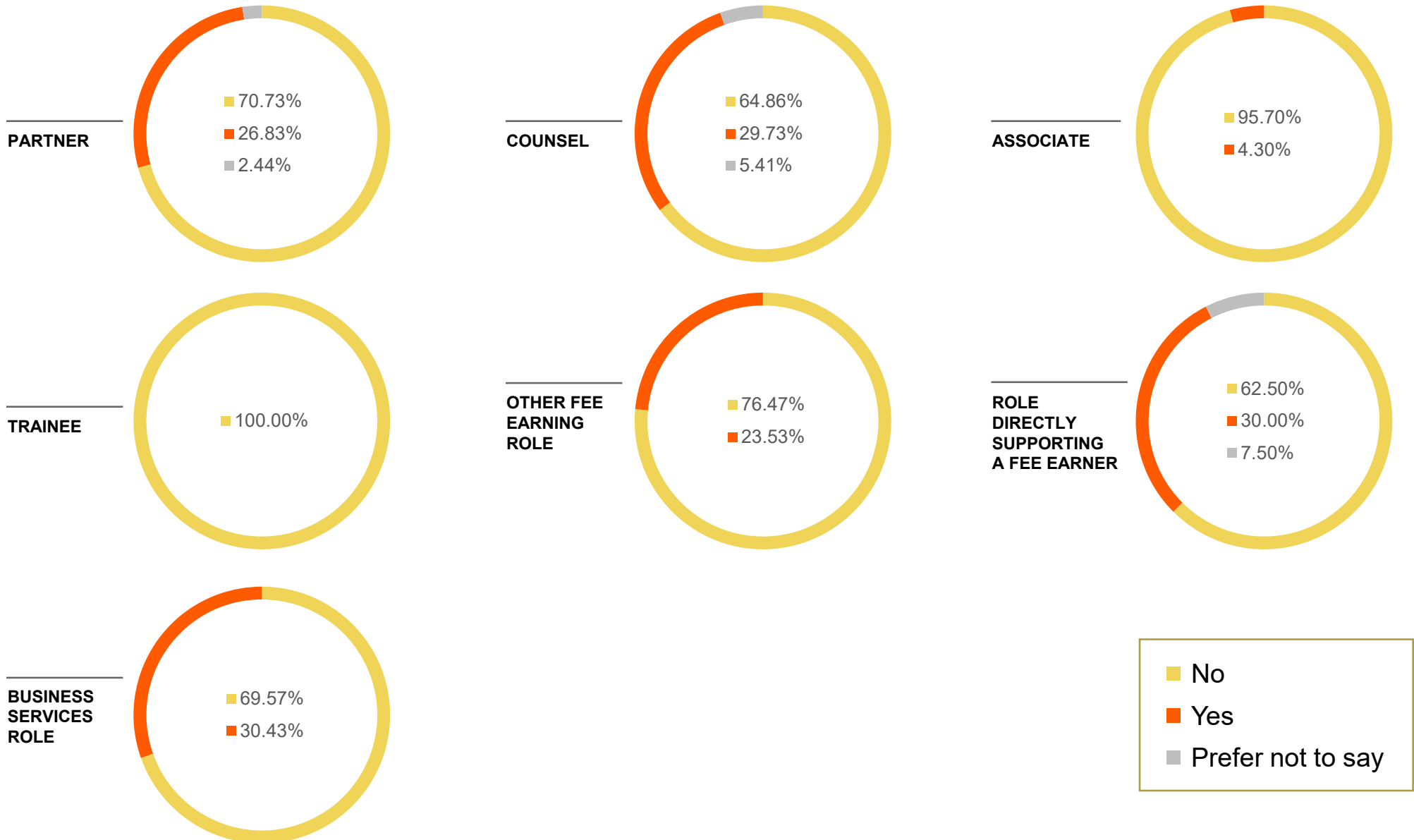
- **Professional socio-economic backgrounds:** modern professional & traditional occupations (e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer); senior or junior managers or administrators (e.g. finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager).
- **Intermediate socio-economic backgrounds:** clerical and intermediate occupations (e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse); small business owners who employed less than 25 people (e.g. corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner).
- **Lower socio-economic backgrounds:** technical and craft occupations (e.g. motor mechanic, plumber, printer, electrician, gardener, train driver); routine, semi-routine manual and service occupations (e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff); long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
- **Other:** e.g. retired, this question does not apply to me, I don't know.

Caring Responsibilities

Primary carer for a child under age 18



Caring Responsibilities



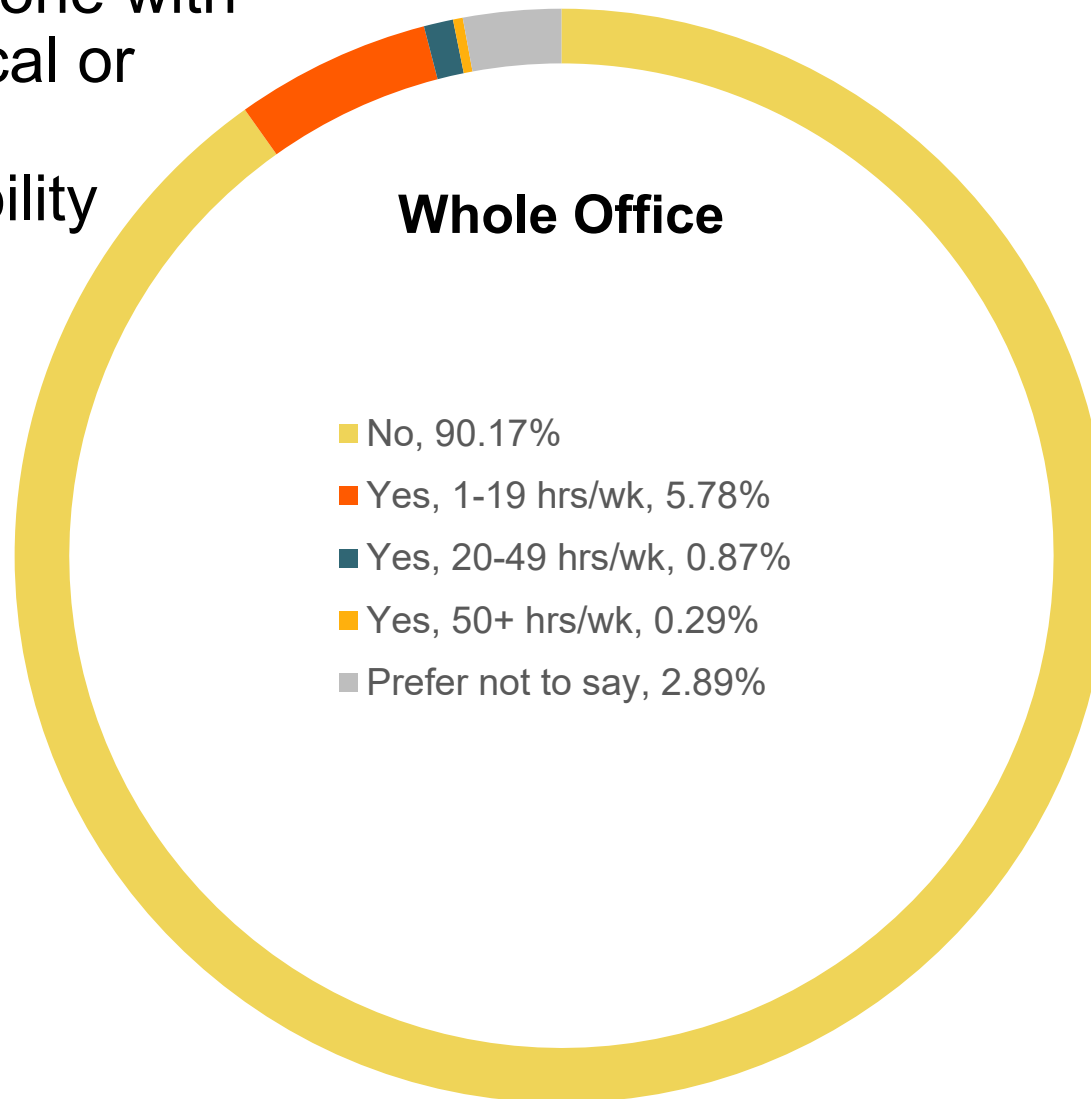
Caring Responsibilities

	No	Yes	Prefer not to say
Partner	70.73%	26.83%	2.44%
Counsel	64.86%	29.73%	5.41%
Associate	95.70%	4.30%	0.00%
Trainee	100.00%	0.00%	0.00%
Other fee earning role	76.47%	23.53%	0.00%
Role directly supporting a fee earner	62.50%	30.00%	7.50%
Business services role	69.57%	30.43%	0.00%
Whole office	78.03%	20.23%	1.73%

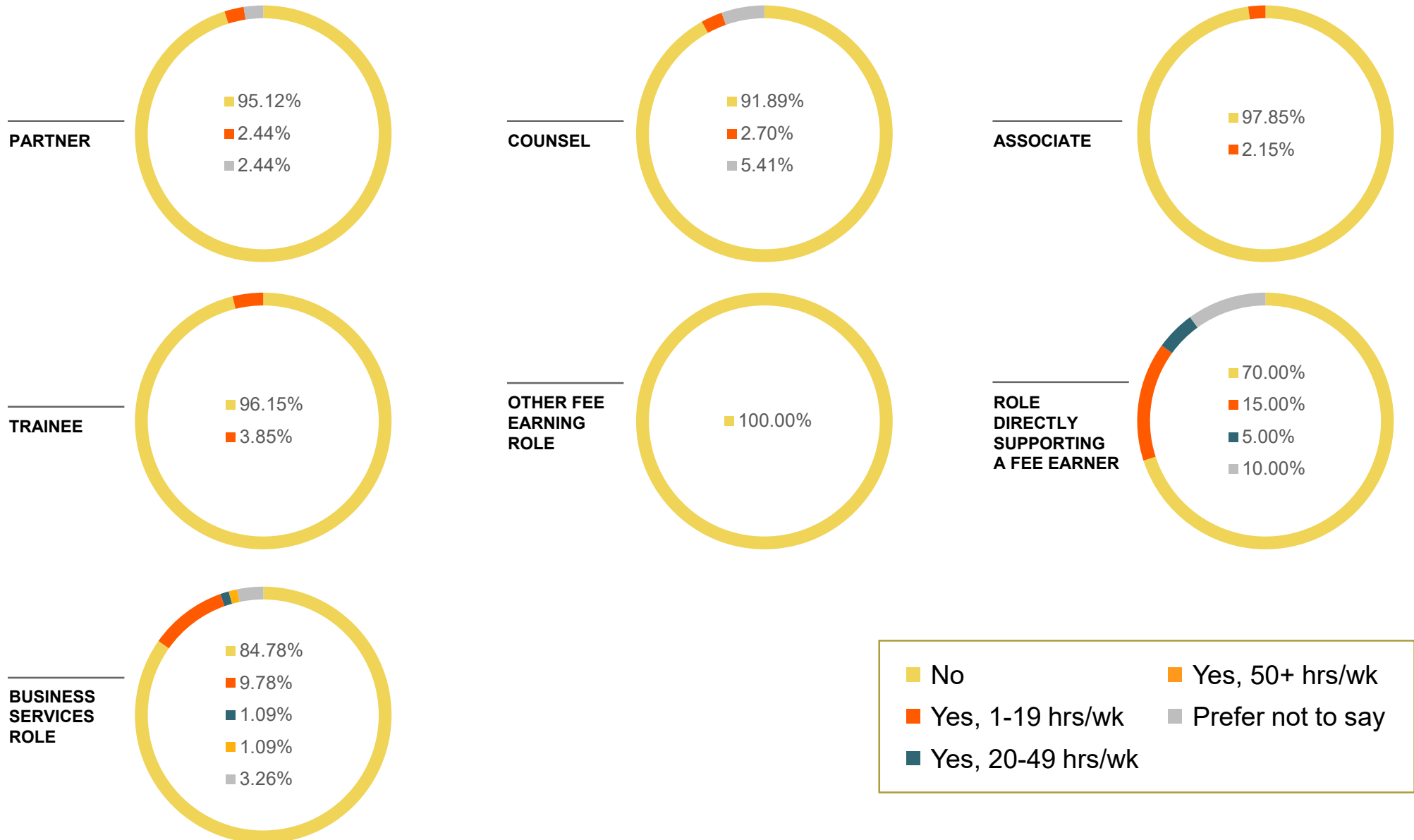
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Unpaid Care Hours


Caring for someone with long term physical or mental ill health caused by disability or age



Unpaid Care Hours



Unpaid Care Hours



	No	Yes, 1-19 hrs/wk	Yes, 20-49 hrs/wk	Yes, 50+ hrs/wk	Prefer not to say
Partner	95.12%	2.44%	0.00%	0.00%	2.44%
Counsel	91.89%	2.70%	0.00%	0.00%	5.41%
Associate	97.85%	2.15%	0.00%	0.00%	0.00%
Trainee	96.15%	3.85%	0.00%	0.00%	0.00%
Other fee earning role	100.00%	0.00%	0.00%	0.00%	0.00%
Role directly supporting a fee earner	70.00%	15.00%	5.00%	0.00%	10.00%
Business services role	84.78%	9.78%	1.09%	1.09%	3.26%
Whole office	90.17%	5.78%	0.87%	0.29%	2.89%

These figures are calculated from data provided by 89.41% of our people in London.