



Diversity Data

DWF Group PLC
July 2023

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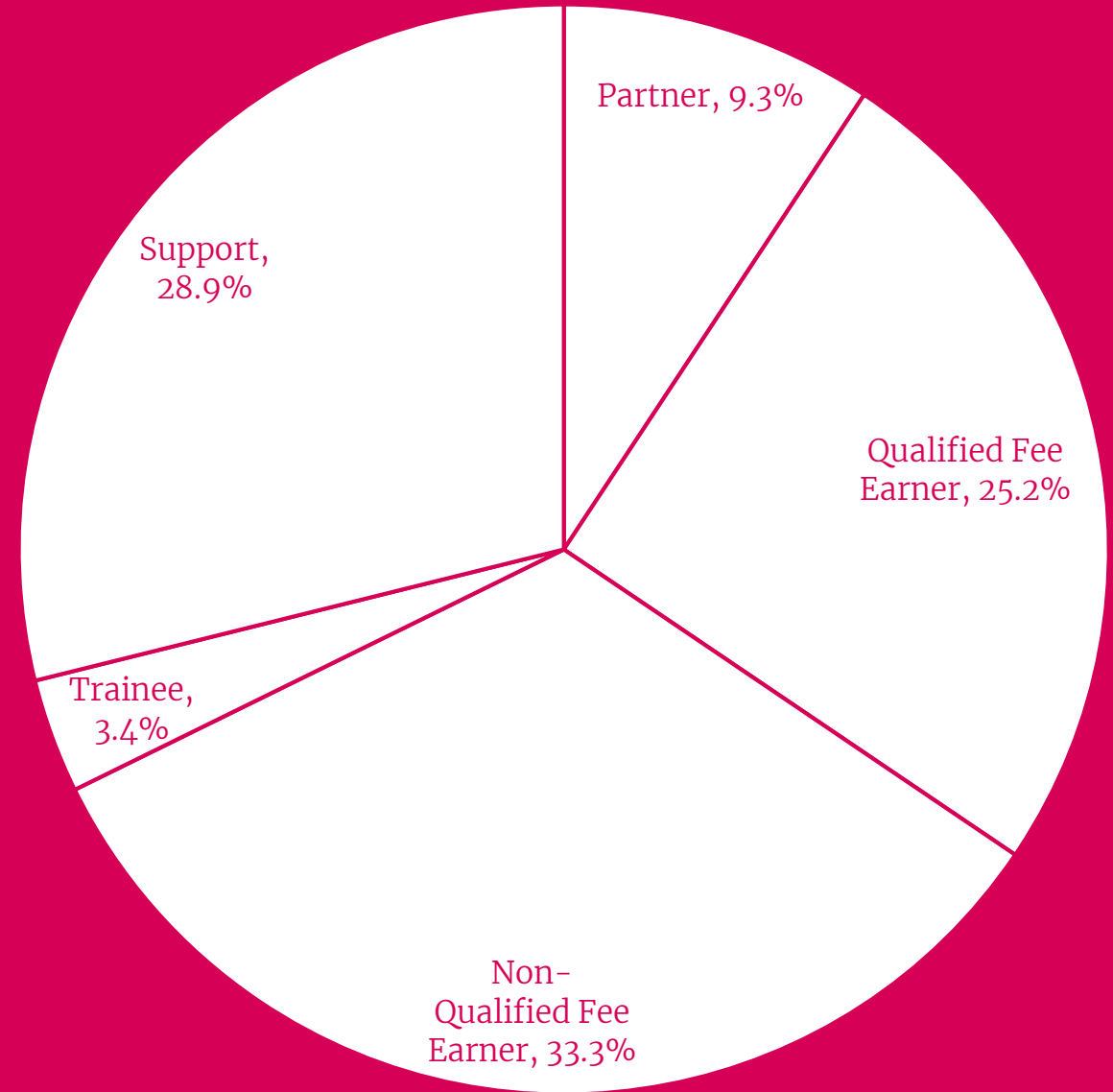


Global Diversity Data Fields

Figures shown are from July 2023 and are based on data collected in DWF HR system

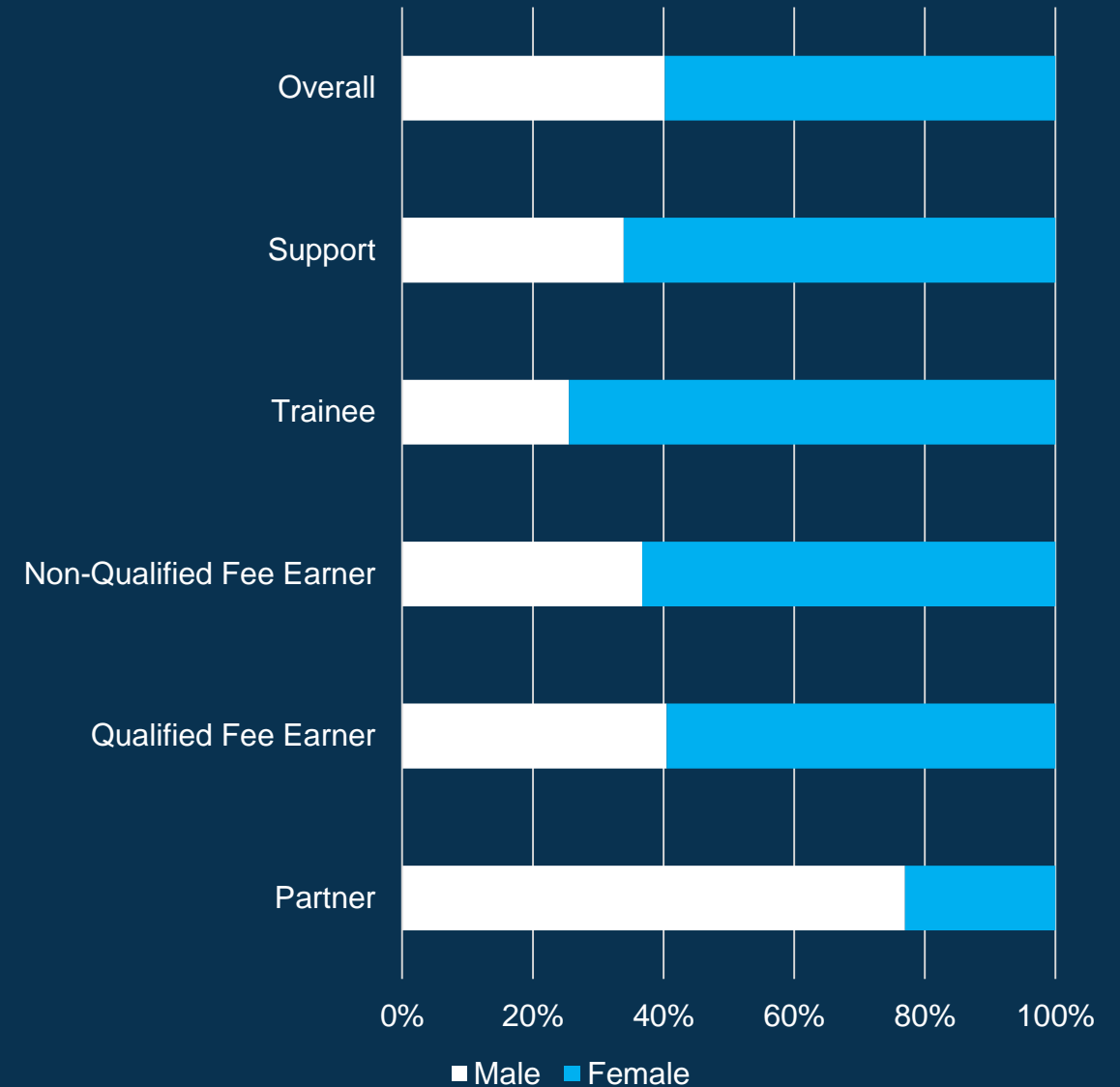
Role - Global

Partner	9.3%
Qualified Fee Earner	25.2%
Non-Qualified Fee Earner	33.3%
Trainee	3.4%
Support	28.9%



Gender - Global

	Male	Female
Partner	77.0%	23.0%
Qualified Fee Earner	40.5%	59.5%
Non-Qualified Fee Earner	36.7%	63.3%
Trainee	25.5%	74.5%
Support	33.9%	66.1%
Overall	40.2%	59.8%

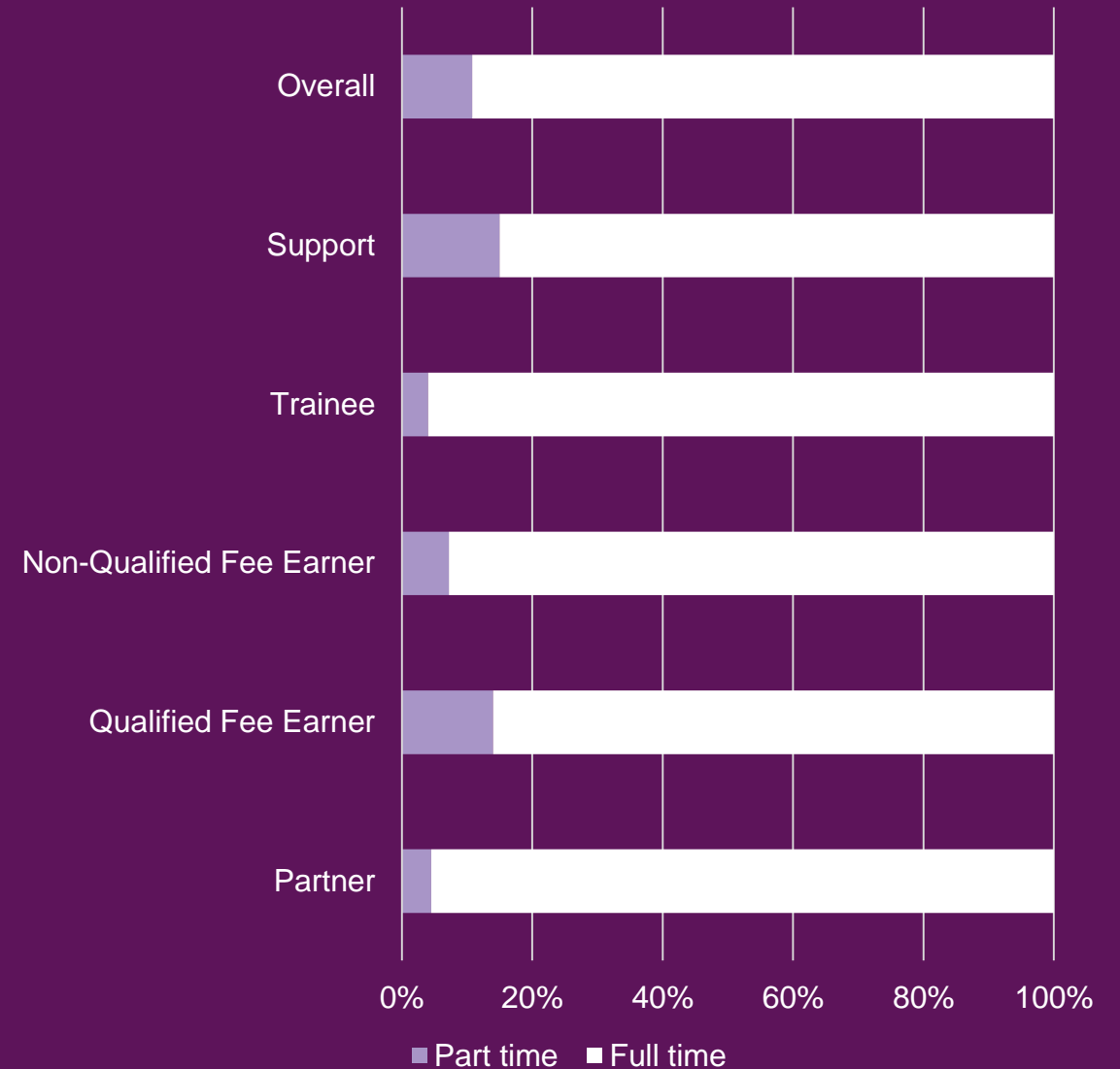


Age - Global

Age	Partner	Qualified Fee Earner	Non-Qualified Fee Earner	Trainee	Support	Overall
16 - 24	0.0%	0.1%	18.9%	15.0%	7.4%	8.4%
25 - 34	0.0%	37.6%	40.4%	81.0%	29.9%	34.2%
35 - 44	22.9%	38.6%	20.5%	4.0%	27.4%	27.2%
45 - 54	48.6%	15.9%	13.6%	0.0%	22.9%	19.7%
55 - 64	25.7%	7.0%	5.4%	0.0%	10.3%	9.0%
65+	2.8%	0.8%	0.7%	0.0%	1.9%	1.3%
Not Declared	0.0%	0.0%	0.5%	0.0%	0.2%	0.2%

Part time / Full time - Global

	Part time	Full time
Partner	4.5%	95.5%
Qualified Fee Earner	14.0%	86.0%
Non-Qualified Fee Earner	7.2%	92.8%
Trainee	4.0%	96.0%
Support	15.0%	85.0%
Overall	10.8%	89.2%



UK Diversity Data Fields

Figures shown are from July 2023 and are based on data collected in DWF HR system

Disability – UK only

	Yes	No	Prefer not to day	Not declared
Partner	2.8%	69.5%	0.8%	26.9%
Qualified Fee Earner	4.0%	72.7%	0.9%	22.4%
Non-Qualified Fee Earner	5.1%	68.2%	1.5%	25.3%
Trainee	9.0%	60.0%	2.0%	29.0%
Support	4.2%	73.5%	0.9%	21.5%
Overall	4.5%	70.9%	1.1%	23.6%

Ethnicity – UK only

	Partner	Qualified Fee Earner	Non-Qualified Fee Earner	Trainee	Support	Overall
Asian / Asian British	2.8%	9.0%	9.6%	10.0%	7.5%	8.2%
Black / Black British	0.4%	1.7%	1.9%	3.0%	3.4%	2.2%
Mixed / Multiple ethnic groups	1.2%	2.1%	2.8%	6.0%	2.8%	2.6%
White*	73.1%	69.4%	67.4%	65.0%	70.6%	69.4%
Other ethnic group	0.4%	1.0%	1.2%	4.0%	0.8%	1.1%
Prefer not to say	1.2%	1.6%	1.0%	2.0%	1.9%	1.5%
Not Declared	20.9%	15.2%	16.1%	10.0%	13.1%	15.1%

*Including white ethnic minority groups.

Religion – UK only

	Partner	Qualified Fee Earner	Non-Qualified Fee Earner	Trainee	Support	Overall
No religion or belief	23.7%	35.0%	37.2%	36.0%	38.5%	35.8%
Buddhist	0.0%	0.3%	0.2%	0.0%	0.1%	0.2%
Christian	43.4%	36.2%	32.6%	39.0%	33.7%	35.1%
Hindu	1.2%	1.8%	0.8%	3.0%	1.2%	1.3%
Jewish	1.6%	0.5%	0.2%	0.0%	0.2%	0.4%
Muslim	0.8%	3.5%	6.2%	8.0%	4.3%	4.5%
Sikh	0.4%	2.0%	1.1%	1.0%	0.4%	1.1%
Other	0.8%	0.9%	1.3%	0.0%	2.2%	1.4%
Prefer not to say	4.0%	4.0%	3.9%	3.0%	5.3%	4.4%
Not Declared	24.1%	15.9%	16.5%	10.0%	13.9%	15.9%

Sexual Orientation – UK only

	Partner	Qualified Fee Earner	Non-Qualified Fee Earner	Trainee	Support	Overall
Gay / lesbian	3.6%	2.0%	2.8%	1.0%	3.7%	2.8%
Heterosexual / Straight	69.5%	78.0%	74.8%	82.0%	75.3%	75.6%
Bi	0.0%	1.0%	1.7%	3.0%	2.1%	1.5%
Other / Prefer to self describe	0.4%	0.3%	0.0%	0.0%	0.2%	0.2%
Prefer not to say	3.2%	3.1%	4.0%	2.0%	4.6%	3.8%
Not Declared	23.3%	15.6%	16.7%	12.0%	14.0%	16.0%

Gender Identity – UK only

	Partner	Qualified Fee Earner	Non-Qualified Fee Earner	Trainee	Support	Overall
Same as gender at birth	71.9%	79.1%	77.7%	83.0%	79.3%	78.3%
Different to gender at birth	0.4%	1.6%	3.2%	3.0%	2.3%	2.2%
Prefer not to say	1.6%	1.4%	1.3%	1.0%	1.9%	1.5%
Not Declared	26.1%	18.0%	17.8%	13.0%	16.5%	18.0%

England Diversity Data Fields

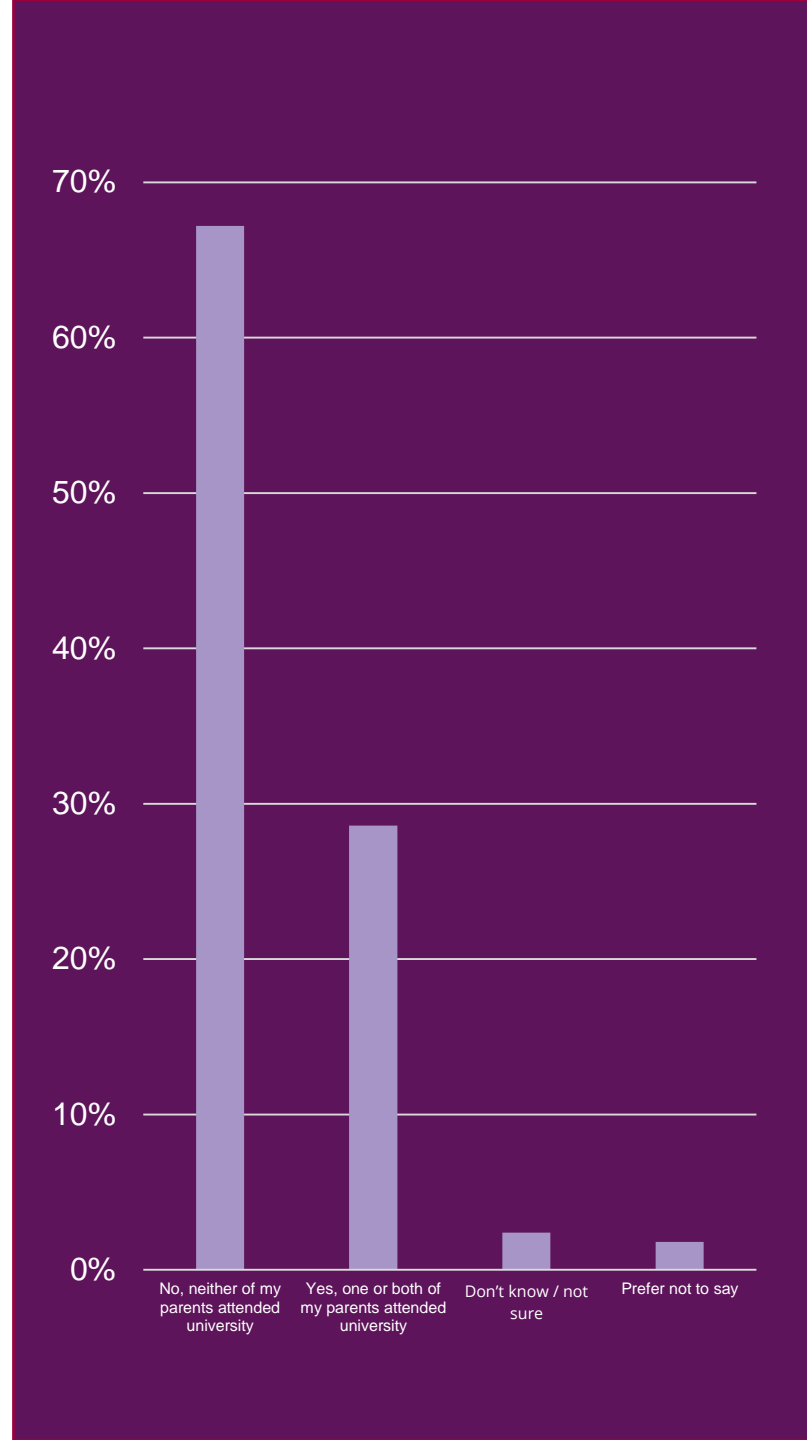
Figures shown are from July 2023 and are based on responses to the 2023 SRA Diversity Survey

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

State-run or state-funded school (selective on academic, faith or other grounds)	23.3%
State-run or state-funded school (non-selective)	56.1%
Independent fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition	11.6%
Independent fee-paying school where I received a bursary covering 90% or more of my tuition	1.7%
Attended school outside the UK	5.4%
Don't know / not sure	0.6%
Prefer not to say	1.3%

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

No, neither of my parents attended university	67.2%
Yes, one or both of my parents attended university	28.6%
Don't know / not sure	2.4%
Prefer not to say	1.8%

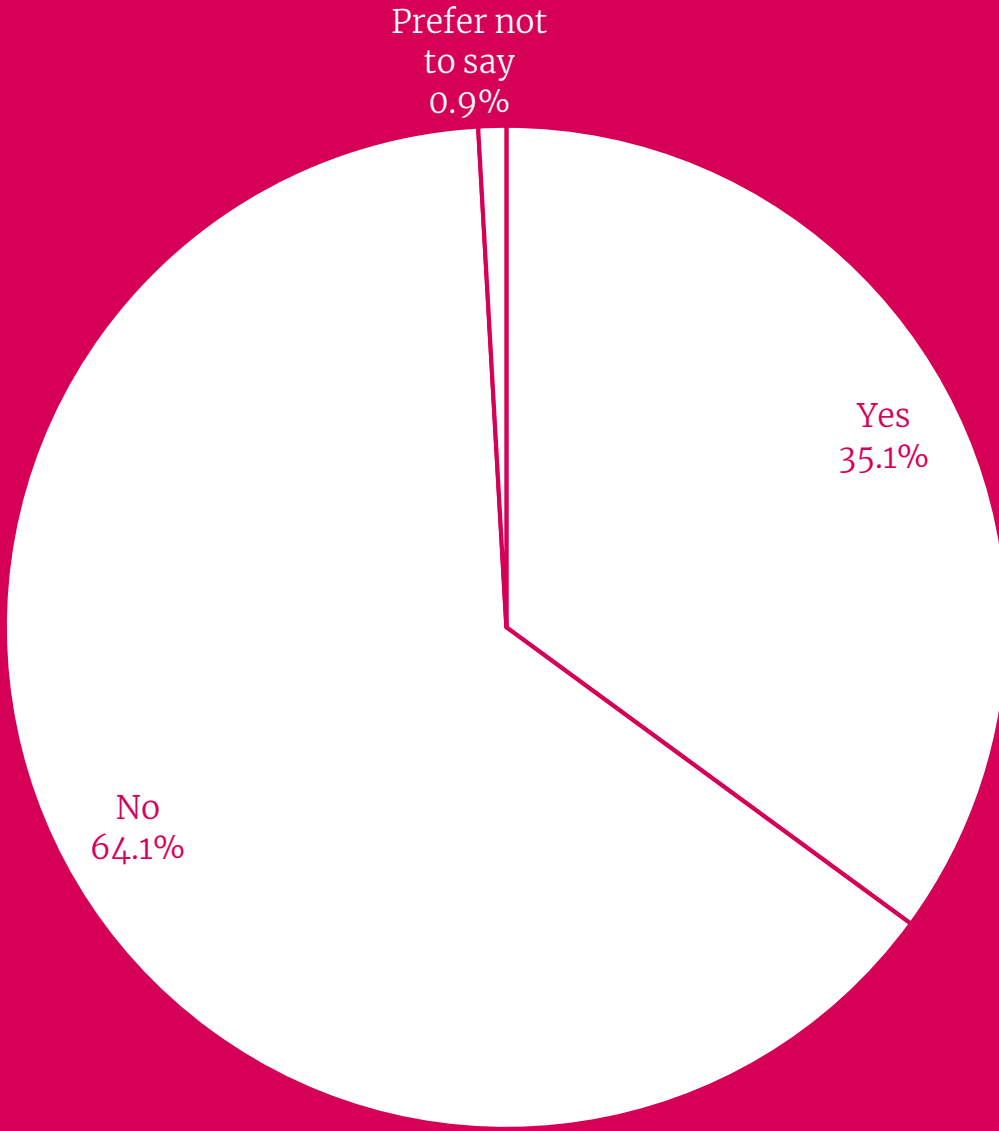


What was the occupation of your main household earner when you were about 14?

Modern professional occupations	27.9%
Senior, middle or junior managers or administrators	20.3%
Clerical and intermediate occupations	6.0%
Technical and craft occupations	15.2%
Routine, semi routine, manual and service occupations	13.5%
Small business owners who employed less than 25 people	9.2%
Long term unemployed	2.2%
Other	1.8%
Prefer not to say	3.9%

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

Yes	35.1%
No	64.1%
Prefer not to say	0.9%



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)?

No	87.1%
Yes, 1-19 hours a week	8.3%
Yes, 20-49 hours a week	1.3%
Yes, 50 or more a week	1.5%
Prefer not to say	1.7%



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