



ashfords

Diversity
Statistics
2023

Ashfords LLP
ashfords.co.uk

Gender

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Male	29%	56%	11%	19%
Female	64%	34%	84%	72%
Prefer not to say	6%	10%	6%	9%

Gender identity different from that assigned

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Yes	2%	1%	3%	4%
No	92%	90%	91%	87%
Prefer not to say	6%	9%	6%	9%

Sexual orientation

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Hetrosexual	90%	85%	86%	81%
Bisexual	1%	0%	5%	3%
Prefer not to say	10%	15%	9%	13%
Gay man	0%	0%	0%	2%
Gay woman	0%	0%	0%	1%
Other	0%	0%	0%	1%

Age category

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
16-24	7%	0%	40%	22%
25-34	60%	4%	30%	25%
35-44	18%	32%	17%	19%
45-54	6%	35%	5%	16%
55-64	2%	19%	2%	9%
65+	0%	0%	0%	1%
Prefer not to say	6%	10%	6%	8%

Ethnic origin

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
White - British/English/Welsh/Northern Irish/Scottish	87%	82%	86%	82%
White - Irish	0%	1%	0%	0%
White - other white background	2%	5%	2%	3%
Mixed/multiple ethnic groups - White and Asian	1%	0%	1%	1%
Any other mixed/multiple ethnic background	1%	0%	0%	0%
Prefer not to say	7%	11%	5%	10%
Mixed/multiple ethnic groups - White & Caribbean	0%	0%	0%	1%
Mixed/multiple ethnic groups - White & Black African	1%	0%	0%	0%
Asian/Asian British - Chinese	0%	0%	1%	0%
Asian/Asian British - Any other Asian Background	0%	0%	1%	2%
Black/African/Caribbean/Black British - Caribbean	0%	0%	0%	2%
Asian/Asian British - Pakistani	1%	0%	1%	1%
Black/African/Caribbean/Black British - African	0%	0%	1%	0%
Any other Black/African/Caribbean/Black British background	0%	0%	1%	0%
Asian/Asian British - Indian	0%	0%	2%	0%

Religion

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Christian	31%	59%	27%	36%
No religion or belief / atheist	55%	22%	57%	51%
Muslim	1%	0%	1%	1%
Buddhist	0%	0%	0%	0%
Jewish	0%	1%	0%	0%
Hindu	0%	0%	2%	0%
Prefer not to say	14%	16%	9%	12%
Other religion	0%	1%	3%	0%

Child primary carer

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Yes	20%	51%	20%	27%
No	67%	39%	64%	57%
Prefer not to say	13%	10%	16%	15%

Adult carer

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
No	82%	80%	79%	78%
Yes (1 - 19 hours a week)	5%	5%	2%	2%
Yes (20 - 49 hours a week)	1%	4%	0%	2%
Yes (50+ hours)	0%	0%	0%	2%
Prefer not to say	12%	11%	19%	16%

Disability

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Yes	5%	3%	8%	5%
No	83%	87%	87%	87%
Prefer not to say	12%	10%	5%	8%

Activities limited?

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
No	91%	93%	92%	91%
Limited a little	3%	4%	4%	5%
Yes - limited a lot	1%	0%	1%	0%
Prefer not to say	5%	3%	4%	4%

School type

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
School outside UK	2%	0%	5%	2%
UK state school	71%	62%	79%	85%
UK independent/ fee paying school	20%	28%	15%	6%
Prefer not to say	9%	10%	6%	9%

First generation at university

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Yes	54%	49%	35%	27%
No	43%	48%	32%	24%
Did not attend university	0%	1%	29%	45%
Prefer not to say	2%	1%	4%	3%

Parent qualification

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Don't know / N/A	4%	3%	7%	20%
At least one has a degree level qualification	39%	28%	27%	14%
No formal qualification	10%	15%	9%	5%
Other	2%	1%	1%	1%
Prefer not to say	15%	28%	15%	22%
Qualifications below degree level	30%	25%	40%	38%
Not applicable	1%	0%	1%	1%

Parent occupation

	Lawyers			Business Support
	Lawyer	Partner	Other FE	
Clerical and intermediate occupations	5%	3%	1%	4%
Middle or junior managers	5%	8%	7%	5%
Modern professional occupations	17%	15%	13%	15%
Other	1%	6%	6%	2%
Routine manual and service occupations	6%	1%	7%	7%
Semi-routine manual and service occupations	4%	1%	5%	4%
Senior managers and administrators	17%	13%	16%	15%
Technical and craft occupations	11%	10%	10%	16%
Traditional professional occupations	15%	14%	9%	6%
Prefer not to say	16%	29%	15%	22%
Long Term Unemployed	3%	0%	3%	0%
Retired	0%	0%	1%	0%
Don't know / N/A	1%	0%	5%	3%
Not applicable	0%	0%	1%	0%

