

Chambers Student Guide 2014

Diversity Analysis

As part of research for the *Chambers Student Guide 2014* we asked firms to provide us with diversity statistics covering ethnicity and gender among both their associate¹ and partner ranks.

105 firms provided us with data on gender diversity, while 90 provided us with information on how many of their lawyers come from an ethnic minority background. (Note that not all firms who gave us data did so for both their partner and associate groups.)

Gender diversity

In the gender diversity table we have listed firms in two columns. One lists them by the percentage of associates who are women, from highest to lowest, while the other does the same for partners.

On average, at the firms we surveyed, 56.5% of associates and 23.3% of partners are women. These figures can be considered as benchmarks. (They do NOT mean that 56% of *all* associates and 23% of all partners at our surveyed firms are women – the average is not weighted to reflect firm size.)

Regional firms rule, dominating the top 20. The only London firms near the top are private client outfits and US firms with small partnerships.

Looking at the magic circle firms, on average 49.1% of associates and 19.1% of partners are women. All the magic circle firms score below average for associate gender diversity. Linklaters does best when it comes to the representation of women in its partnership – nearly a quarter of partners are female.

The average number of female associates at US firms is even lower than in the magic circle – 48.7%. Ten of the bottom 15 firms in the associate gender diversity table are American.

Firms in the world's global elite feature almost exclusively in the bottom two-thirds of the table.

Over two-thirds of firms we surveyed had more female than male associates. But male partners outnumber female partners at all but two of the 104 firms which provided us with statistics.

¹ We use the term 'associate' to refer to any qualified solicitor employed by a firm who is not a partner

TABLE 1: REPRESENTATION OF WOMEN			
Percentage UK associates who are female		Percentage UK partners who are female	
B P Collins	80.00%	Leigh Day	65.00%
Ashfords	79.00%	Fisher Meredith	54.00%
Lester Aldridge	79.00%	Kingsley Napley	45.00%
Fisher Meredith	76.00%	Peters & Peters	45.00%
Kingsley Napley	76.00%	Boodle Hatfield	38.00%
Irwin Mitchell	74.80%	Slater & Gordon	37.50%
Stevens & Bolton	74.00%	Wilsons	37.00%
Capsticks	73.80%	Bingham McCutchen	36.00%
Cripps Harries Hall	73.00%	Veale Wasbrough Vizards	36.00%
Wilsons	73.00%	Osborne Clarke	35.90%
Slater & Gordon	71.95%	Orrick, Herrington & Sutcliffe	35.00%
Boodle Hatfield	70.00%	Stevens & Bolton	35.00%
Maclay Murray & Spens	70.00%	Withers	35.00%
Farrer	69.00%	Lewis Silkin	34.00%
Charles Russell	68.00%	Irwin Mitchell	33.70%
Wedlake Bell	68.00%	Bristows	33.00%
Veale Wasbrough Vizards	67.00%	Trethowans	33.00%
Kennedys	66.00%	Morgan Cole	32.00%
Mills & Reeve	66.00%	Shoosmiths	32.00%
Shoosmiths	66.00%	B P Collins	31.00%
Freeth Cartwright	65.00%	Wedlake Bell	31.00%
Penningtons	65.00%	Lester Aldridge	30.00%
Reed Smith	64.90%	Bates Wells & Braithwaite	29.00%
Wragge & Co	64.50%	Memery Crystal	29.00%
Forbes Solicitors	64.00%	Higgs & Sons	28.60%
Muckle	64.00%	Ashfords	28.00%
Olswang	64.00%	Farrer	28.00%
Bristows	63.00%	Kirkland & Ellis International	28.00%
Browne Jacobson	62.50%	Kennedys	27.00%
Withers	62.00%	Michelmores	27.00%
Mishcon de Reya	61.90%	Penningtons	27.00%
Bircham Dyson Bell	61.00%	Squire Sanders	27.00%
Eversheds	61.00%	Capsticks	26.70%
Thomas Cooper	61.00%	Muckle	26.00%
Lawrence Graham	60.00%	CMS Cameron McKenna	25.17%
Peters & Peters	60.00%	Charles Russell	25.00%
Speechly Bircham	60.00%	Freeth Cartwright	25.00%
Pinsent Masons	59.70%	Nabarro	25.00%
Orrick, Herrington & Sutcliffe	59.00%	Cripps Harries Hall	24.00%
Squire Sanders	59.00%	Dentons	24.00%
Higgs & Sons	58.60%	Linklaters	24.00%
Norton Rose Fulbright	58.00%	Mayer Brown	24.00%
Trethowans	58.00%	Sheridans	24.00%
CMS Cameron McKenna	57.39%	SJ Berwin	24.00%
DWF	57.00%	Watson, Farley & Williams	24.00%
Harbottle & Lewis	57.00%	Harbottle & Lewis	23.00%
Lewis Silkin	57.00%	Baker & McKenzie	22.00%
McDermott Will & Emery	57.00%	DWF	22.00%
Memery Crystal	57.00%	Hogan Lovells	22.00%
Ince & Co	56.60%	Olswang	22.00%

TABLE 1: REPRESENTATION OF WOMEN (continued)			
Percentage UK associates who are female		Percentage UK partners who are female	
Baker & McKenzie	56.00%	Speechly Bircham	22.00%
Mayer Brown	56.00%	Stephenson Harwood	21.70%
Paul Hastings	56.00%	Pinsent Masons	21.10%
Walker Morris	56.00%	Addleshaw Goddard	21.00%
Nabarro	55.60%	Norton Rose Fulbright	21.00%
Herbert Smith Freehills	55.20%	RPC	21.00%
Addleshaw Goddard	55.00%	DLA Piper	20.40%
Collyer Bristow	55.00%	Mishcon de Reya	20.25%
TLT	55.00%	Bird & Bird	20.00%
Vinson & Elkins	55.00%	Forbes Solicitors	20.00%
Simmons & Simmons	54.50%	Gordons	20.00%
K&L Gates	54.20%	Jones Day	20.00%
Bates Wells & Braithwaite	54.00%	Lawrence Graham	20.00%
DLA Piper	54.00%	McDermott Will & Emery	20.00%
Hogan Lovells	53.68%	SGH Martineau	20.00%
Sidley Austin	53.00%	Walker Morris	20.00%
Taylor Wessing	53.00%	Weil, Gotshal & Manges	20.00%
Gordons	52.00%	Winckworth Sherwood	20.00%
Clifford Chance	51.60%	Clifford Chance	19.80%
Clyde & Co	51.00%	Wragge & Co	19.05%
Linklaters	51.00%	Collyer Bristow	19.00%
Winckworth Sherwood	51.00%	Covington & Burling	19.00%
Bird & Bird	50.00%	Eversheds	19.00%
Michelmores	50.00%	Ince & Co	19.00%
Skadden, Arps	50.00%	Maclay Murray & Spens	19.00%
Ashurst	49.00%	Mills & Reeve	19.00%
Covington & Burling	49.00%	Slaughter & May	19.00%
Dentons	49.00%	Reed Smith	18.60%
Holman Fenwick Willan	49.00%	Herbert Smith Freehills	17.60%
RPC	49.00%	Simmons & Simmons	17.10%
Slaughter & May	49.00%	Freshfields	17.00%
Watson, Farley & Williams	49.00%	Allen & Overy	16.00%
Stephenson Harwood	48.70%	Clyde & Co	16.00%
Macfarlanes	48.30%	Latham & Watkins	15.00%
Sheridans	48.00%	Paul Hastings	15.00%
Allen & Overy	47.00%	Taylor Wessing	15.00%
Freshfields	47.00%	TLT	15.00%
SJ Berwin	47.00%	Macfarlanes	14.40%
White & Case	47.00%	K&L Gates	14.30%
Kirkland & Ellis International	46.00%	Travers Smith	14.06%
Jones Day	45.00%	Ashurst	14.00%
Latham & Watkins	45.00%	Shearman & Sterling	14.00%
Bingham McCutchen	43.00%	Foot Anstey	13.00%
Edwards Wildman	43.00%	Holman Fenwick Willan	13.00%
Foot Anstey	43.00%	White & Case	13.00%
Curtis, Mallet-Prevost	42.90%	Bircham Dyson Bell	12.00%
Travers Smith	42.31%	Sidley Austin	12.00%
Dechert	42.00%	Browne Jacobson	10.40%
Shearman & Sterling	39.00%	Dechert	10.00%
Cleary Gottlieb	36.50%	Vinson & Elkins	9.00%
Morgan Cole	35.00%	Edwards Wildman	7.00%
SGH Martineau	22.00%	Thomas Cooper	6.00%
Weil, Gotshal & Manges	22.00%	Cleary Gottlieb	4.80%
		Curtis, Mallet-Prevost	0.00%

Ethnic diversity

The two columns of the ethnic diversity table list firms in the same way as the table on gender diversity. On the left law firms with the highest percentage of ethnic minority partners come at the top; on the right firms are listed by partner diversity.

Human rights firm Leigh Day is the top performer for ethnic diversity at partner level (31%). 17% of firms have no ethnic minority partners.

Consumer law firm Slater & Gordon and Nottingham's Brown Jacobson score best for ethnic diversity at associate level (31%).

Mishcon de Reya is the best performer in the top 100 in terms of the representation of ethnic minority partners.

On average at firms which provided data 5.6% of partners and 12% of associates come from ethnic minorities.

US firms score above the mean for ethnicity at partner level – the average among them is 7.9%. The top ten includes four US firms: Vinson & Elkins (18%), Mayer Brown (17%), McDermott (15%) and Cleary (14.3%).

At 5.36%, the top 20 UK law firms reflect the national average for partner ethnicity.

The magic circle

Of the magic circle firms, Allen & Overy (9%), Linklaters (8%) and Slaughter and May (7%) are above average for ethnicity at partner level; Clifford Chance reflects the national average; Freshfields is the only one below (3%).

Four of the five magic circle firms feature in the top 25 for associate diversity. On average, over a fifth of their associates come from ethnic minorities. This can probably be put down these firm's consistent hiring of candidates who come from overseas or have an international background.

Comparison to ethnic diversity in the general population

According to Law Society statistics 39.3% of students taking the LPC in 2011/12 come from ethnic minority backgrounds. Not a single firm we surveyed comes close to matching this figure in its associate or partner ranks.

According to the Law Society, in 2011/12 23% of new trainees came from an ethnic minority background.

Note that ethnic minorities make up 13% of the total UK population according to the 2011 census.

TABLE 2: REPRESENTATION OF ETHNIC MINORITIES			
Percentage UK associates from ethnic minorities		Percentage UK partners from ethnic minorities	
Slater & Gordon	31.25%	Leigh Day	31.00%
Browne Jacobson	31.20%	Mishcon de Reya	20.25%
Sheridans	29.00%	Vinson & Elkins	18.00%
Linklaters	28.00%	Mayer Brown	17.00%
Paul Hastings	28.00%	Sheridans	17.00%
Allen & Overy	25.00%	McDermott Will & Emery	15.00%
Cleary Gottlieb	25.00%	Cleary Gottlieb	14.30%
Sidley Austin	25.00%	Peters & Peters	14.30%
Shearman & Sterling	24.00%	Clyde & Co	14.00%
White & Case	22.00%	Shoosmiths	12.00%
Capsticks	21.00%	Wedlake Bell	12.00%
Latham & Watkins	21.00%	White & Case	12.00%
Lawrence Graham	21.00%	CMS Cameron McKenna	11.89%
Mayer Brown	21.00%	Lawrence Graham	11.10%
Wedlake Bell	21.00%	Lewis Silkin	10.00%
CMS Cameron McKenna	20.00%	Sidley Austin	10.00%
Slaughter & May	20.00%	Allen & Overy	9.00%
Bingham McCutchen	19.00%	Bingham McCutchen	9.00%
Edwards Wildman	19.00%	Norton Rose Fulbright	9.00%
Mishcon de Reya	19.00%	Penningtons	9.00%
Charles Russell	18.00%	SGH Martineau	9.00%
Freeth Cartwright	18.00%	Taylor Wessing	9.00%
Freshfields	15.00%	Linklaters	8.00%
Lewis Silkin	15.00%	Walker Morris	8.00%
Orrick, Herrington & Sutcliffe	15.00%	Ince & Co	7.50%
Curtis, Mallet-Prevost	14.30%	Latham & Watkins	7.00%
Memery Crystal	14.00%	Slaughter & May	7.00%
Reed Smith	14.00%	Simmons & Simmons	5.70%
Speechly Bircham	13.85%	Clifford Chance	5.60%
Irwin Mitchell	13.30%	Baker & McKenzie	5.00%
Clifford Chance	13.20%	Cripps Harries Hall	5.00%
Baker & McKenzie	13.00%	Michelmores	5.00%
Kingsley Napley	13.00%	Orrick, Herrington & Sutcliffe	5.00%
McDermott Will & Emery	13.00%	Paul Hastings	5.00%
Norton Rose Fulbright	13.00%	SJ Berwin	5.00%
Walker Morris	13.00%	Squire Sanders	5.00%
Simmons & Simmons	12.90%	Herbert Smith Freehills	4.60%
Clyde & Co	12.30%	Slater & Gordon	4.16%
Herbert Smith Freehills	11.90%	Speechly Bircham	4.05%
Dentons	11.00%	Dentons	4.00%
Shoosmiths	10.10%	DWF	4.00%
Olswang	10.00%	Edwards Wildman	4.00%
Squire Sanders	10.00%	Freeth Cartwright	4.00%
K&L Gates	9.70%	Irwin Mitchell	4.00%
Nabarro	9.40%	Olswang	4.00%
Bircham Dyson Bell	9.00%	RPC	4.00%
SJ Berwin	9.00%	Weil, Gotshal & Manges	4.00%

TABLE 2: REPRESENTATION OF ETHNIC MINORITIES (continued)			
Percentage UK associates from ethnic minorities		Percentage UK partners from ethnic minorities	
Weil, Gotshal & Manges	8.60%	DLA Piper	3.90%
Withers	8.50%	Osborne Clarke	3.80%
Holman Fenwick Willan	8.00%	Higgs & Sons	3.50%
Mills & Reeve	8.00%	Reed Smith	3.50%
SGH Martineau	8.00%	Hogan Lovells	3.29%
Taylor Wessing	8.00%	Addleshaw Goddard	3.00%
Ince & Co	7.70%	Boodle Hatfield	3.00%
DWF	7.60%	Eversheds	3.00%
Vinson & Elkins	7.50%	Farrer	3.00%
Hogan Lovells	7.36%	Forbes Solicitors	3.00%
Wragge & Co	7.23%	Freshfields	3.00%
Addleshaw Goddard	7.00%	Gordons	3.00%
Collyer Bristow	7.00%	Holman Fenwick Willan	3.00%
Eversheds	7.00%	Wragge & Co	2.85%
Stevens & Bolton	7.00%	Harbottle & Lewis	2.80%
DLA Piper	6.70%	Mills & Reeve	2.80%
Macfarlanes	6.60%	Nabarro	2.80%
Travers Smith	6.41%	Capsticks	2.40%
Higgs & Sons	6.40%	Morgan Cole	1.91%
Cripps Harries Hall	6.00%	Travers Smith	1.56%
Michelmores	6.00%	Macfarlanes	1.30%
Muckle	6.00%	Browne Jacobson	1.10%
Penningtons	6.00%	Ashfords	1.00%
RPC	6.00%	Charles Russell	1.00%
Morgan Cole	5.71%	Winckworth Sherwood	1.00%
Harbottle & Lewis	5.50%	B P Collins	0.00%
Boodle Hatfield	5.00%	Collyer Bristow	0.00%
Farrer	5.00%	Curtis, Mallet-Prevost	0.00%
Maclay Murray & Spens	5.00%	Fisher Meredith	0.00%
Peters & Peters	5.00%	Kingsley Napley	0.00%
Veale Wasbrough Vizards	5.00%	K&L Gates	0.00%
Bird & Bird	5.00%	Maclay Murray & Spens	0.00%
Ashfords	3.00%	Memery Crystal	0.00%
B P Collins	3.00%	Muckle	0.00%
Forbes Solicitors	3.00%	Stevens & Bolton	0.00%
Gordons	3.00%	Thomas Cooper	0.00%
Winckworth Sherwood	3.00%	Trethowans	0.00%
Wilsons	1.20%	Veale Wasbrough Vizards	0.00%
Thomas Cooper	0.00%	Wilsons	0.00%
Trethowans	0.00%	Withers	0.00%

About this survey

What is the *Chambers Student Guide*?

Every year the *Chambers Student Guide* writes in-depth True Picture features on over 100 leading law firms in the UK, based on anonymous interviews with their trainees. The features aim to give students interested in a career in law an insight into what it's genuinely like to work in the profession.

How were these statistics collected?

We asked each law firm to provide four pieces of data:

- percentage of UK female associates
- percentage of UK female partners
- percentage of UK ethnic minority associates
- percentage of UK ethnic minority partners

105 firms provided us with data on gender diversity, while 90 provided us with information on how many of their lawyers come from an ethnic minority background. (Note that not all firms who gave us data did so for both their partner and associate groups.)

We have not verified these statistics independently, so we do not take responsibility for any inaccuracies therein. It is possible that firms used differing definitions and methods to collect statistics.

The authors

The survey was conducted by the *Student Guide*'s dedicated research team as part of our research for the 2014 edition of the guide (see www.chamberstudent.co.uk).

The analysis was written by Antony Cooke (editor) and Sam Morris (deputy editor).