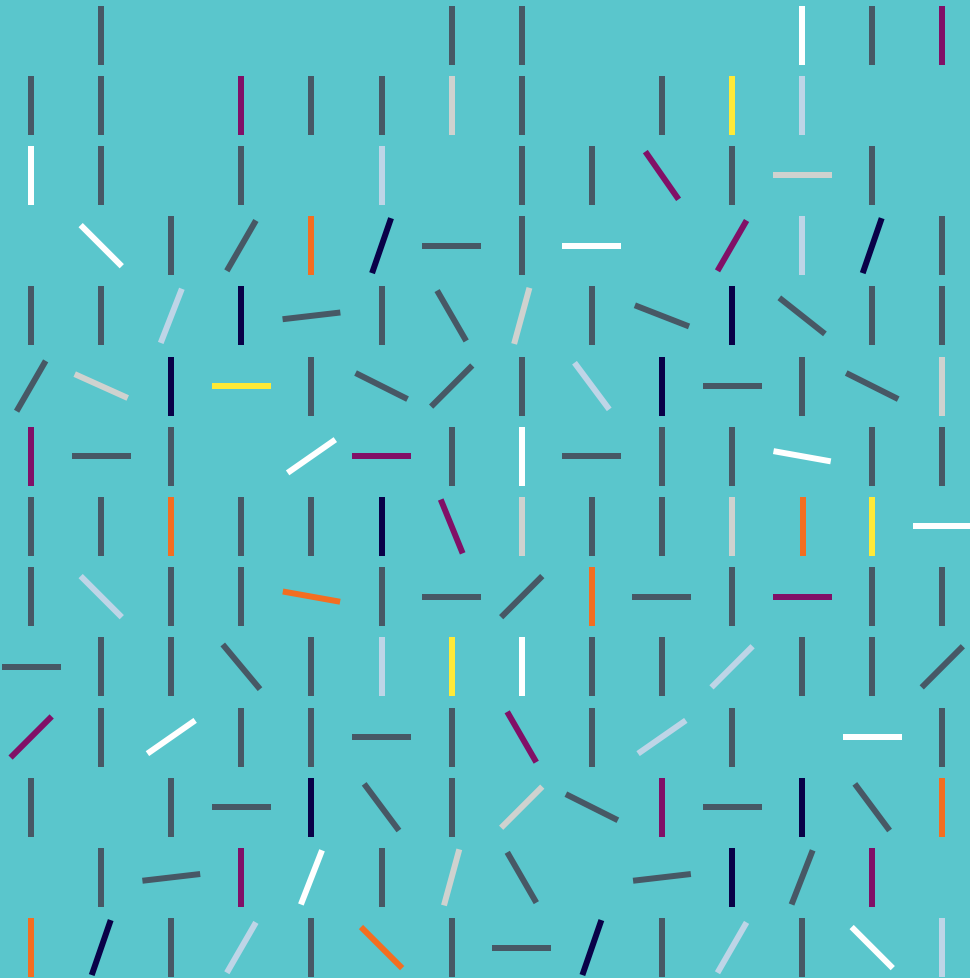


# Diversity Monitoring Report – 2021



# Contents

## **03** Our inclusion commitment

### **04** UK firm

06 Gender

07 Cultural diversity

09 Sexual orientation and gender identity

10 Disability

11 Age


12 Social mobility

16 Caring responsibilities

### **20** UK Board

### **22** Notes





**We are committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow.**

Each year we publish our UK diversity monitoring statistics so we can track the progress of our inclusion activities and satisfy the Biennial reporting requirements of the Solicitors Regulatory Authority.

You can find out more about our approach [here](#).



**Dan Harris** |  
Head of Responsible Business



**Siân Skelton** |  
Diversity and Inclusion Partner,  
UK Executive Board

# Notes

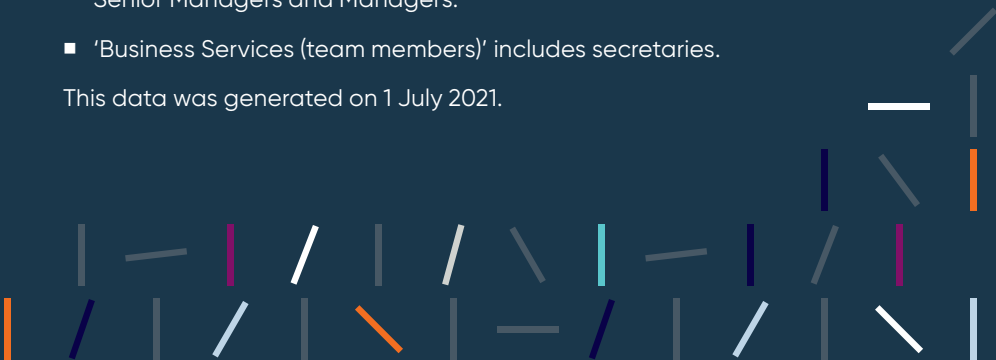
**We ask all of our people to provide their diversity data to so we can track the progress of our inclusion activities. However, each question is voluntary, meaning participation and disclosure rates vary throughout this report.**

All figures presented as percentages and rounded to the nearest whole positive number.

In this report we group our people by job role:

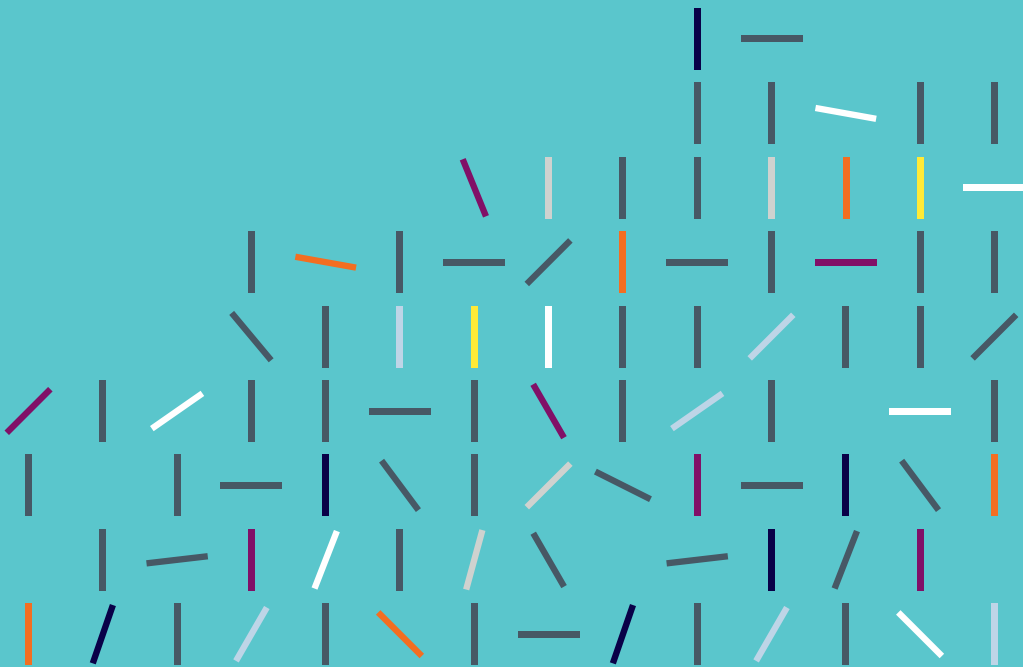
- 'Associates and Senior Counsel' includes Associates and Senior Associates.
- 'Other Lawyers' includes PSLs, Consultants, Paralegals and Trade Mark Attorneys.
- 'Business Services (management)' includes Directors, Heads of, Senior Managers and Managers.
- 'Business Services (team members)' includes secretaries.

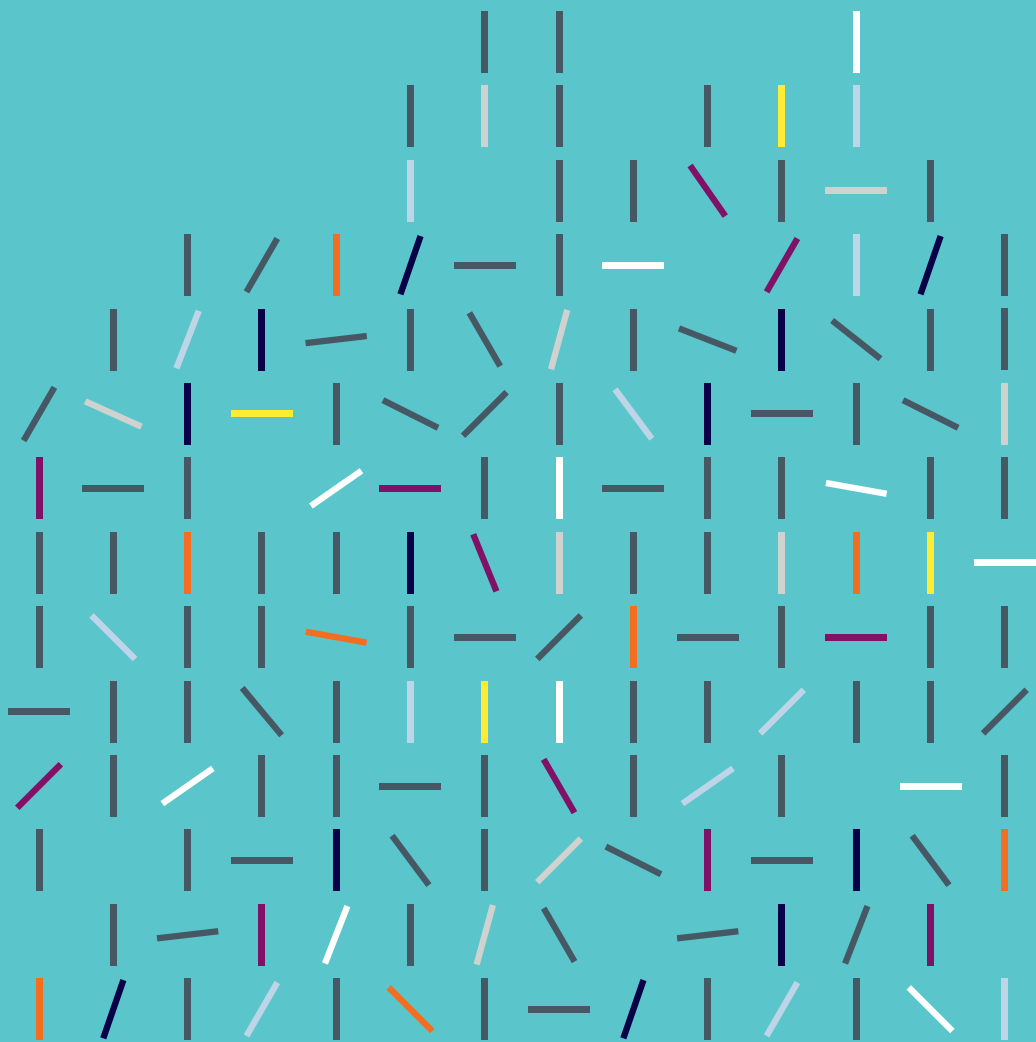
This data was generated on 1 July 2021.



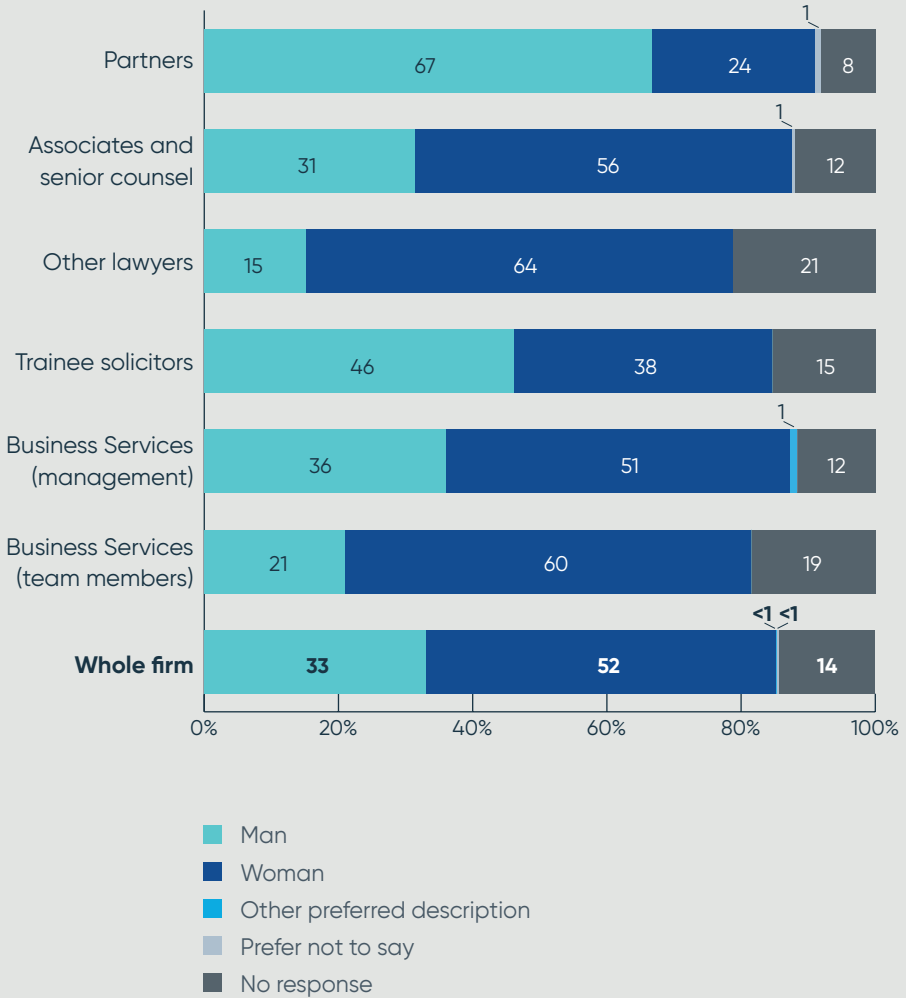


# UK firm





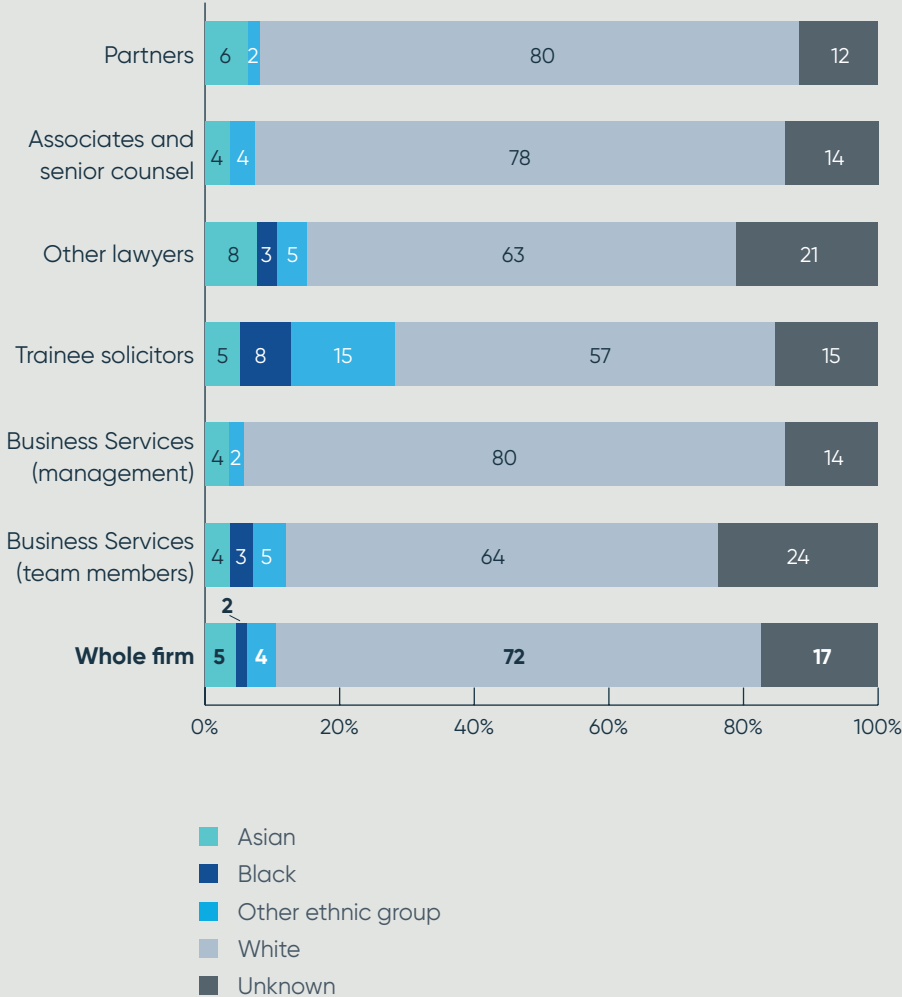
# Gender





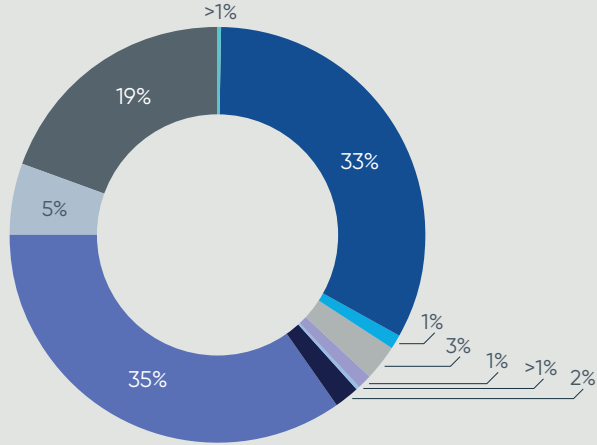
# Cultural diversity

## Ethnicity



# Cultural diversity

What is your religion or belief?

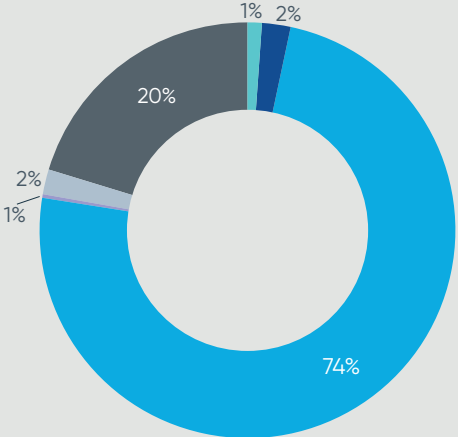


- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- No religion or belief/Atheist
- Prefer not to say
- No response

# Sexual orientation and gender identity

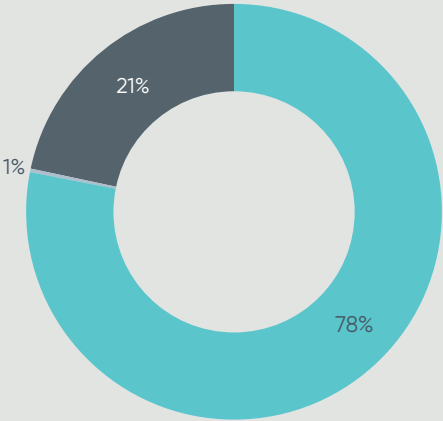
What is your sexual orientation?

- Bi
- Gay/Lesbian
- Heterosexual
- Other
- Prefer not to say
- No response



Do you identify as trans?

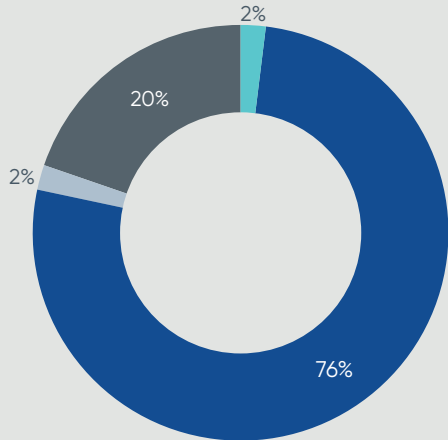
- No
- Prefer not to say
- No response



# Disability

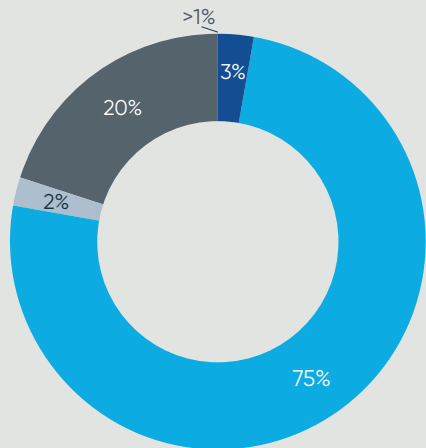
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

- Yes
- No
- Prefer not to say
- No response

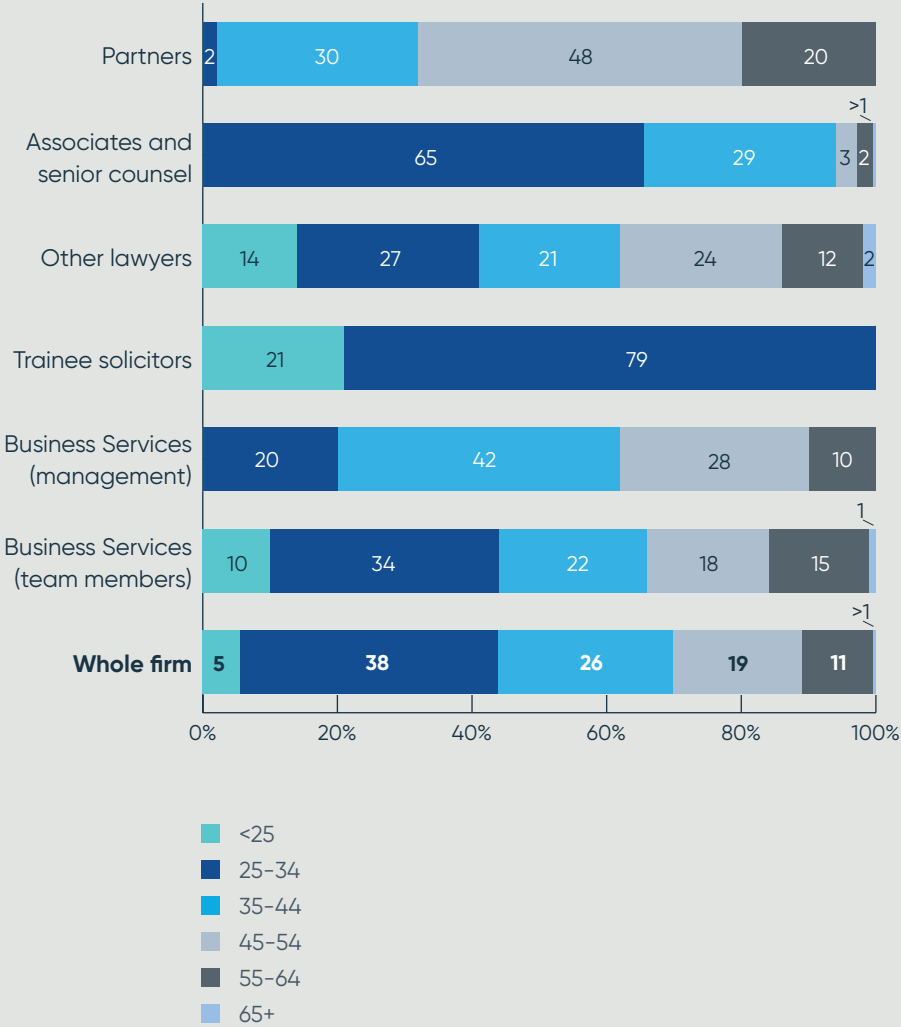


Are your day-to-day activities limited because of a health problem which has lasted or is expected to last at least 12 months?

- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say
- No response

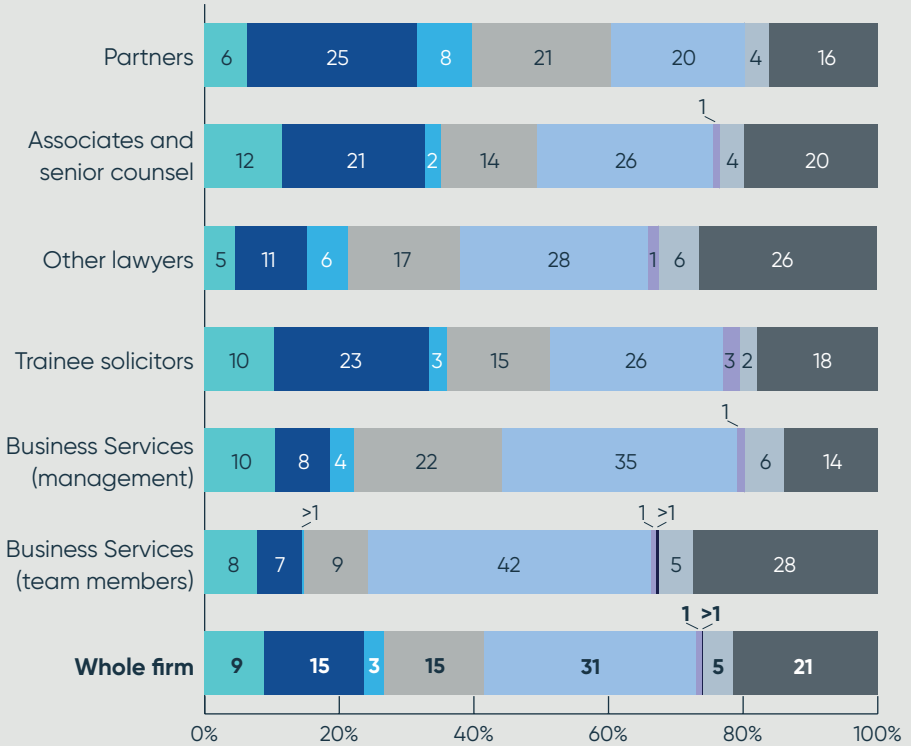


# Age



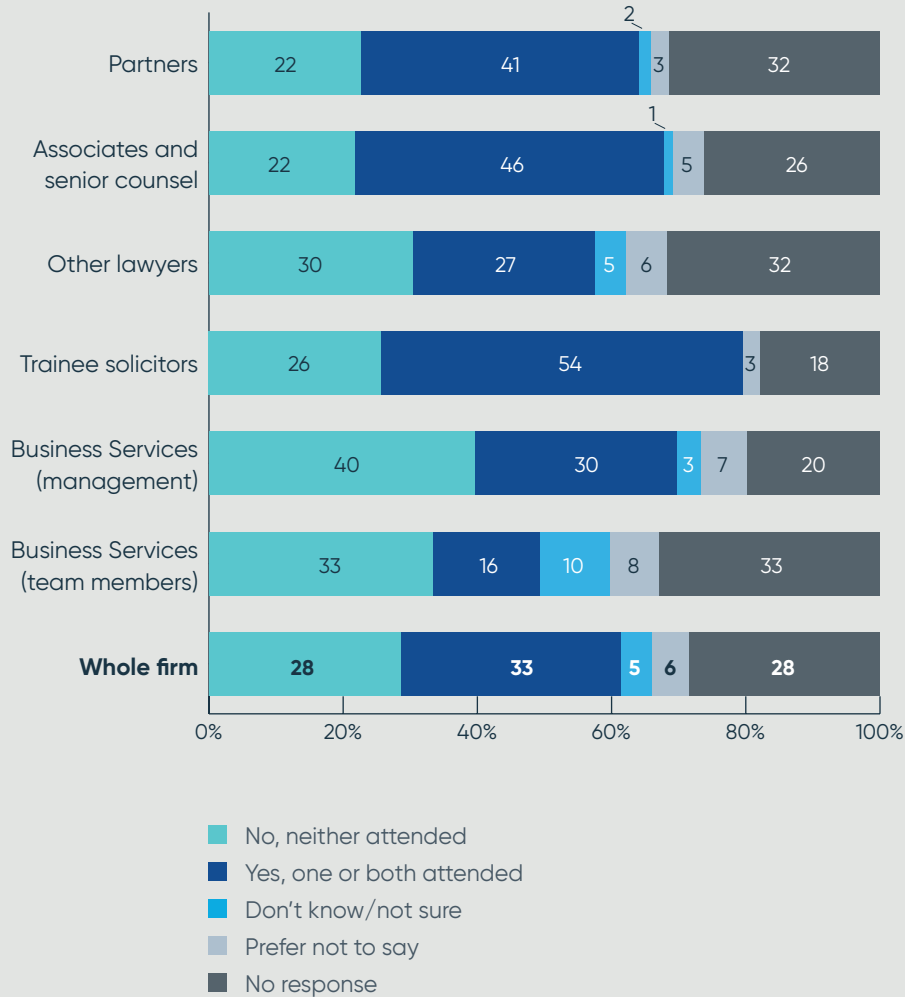
# Social mobility

What type of school did you attend between 11-16?



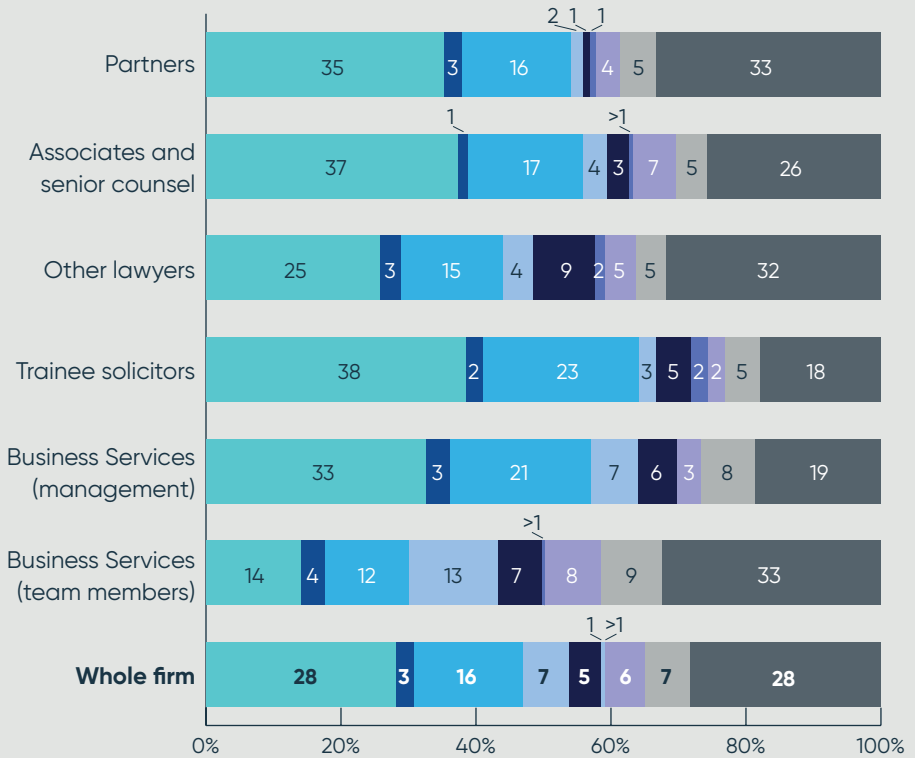
- Attended school outside the UK
- UK independent (no bursary)
- UK independent/fee paying (bursary)
- UK state run (selective; grammar and faith)
- UK state school (non-selective)
- Other
- Don't know
- Prefer not to say
- No response

### Did your parents attend university?



# Social mobility

About the age of 14, which best describes the work the main or highest income earner in your household did in their main job?

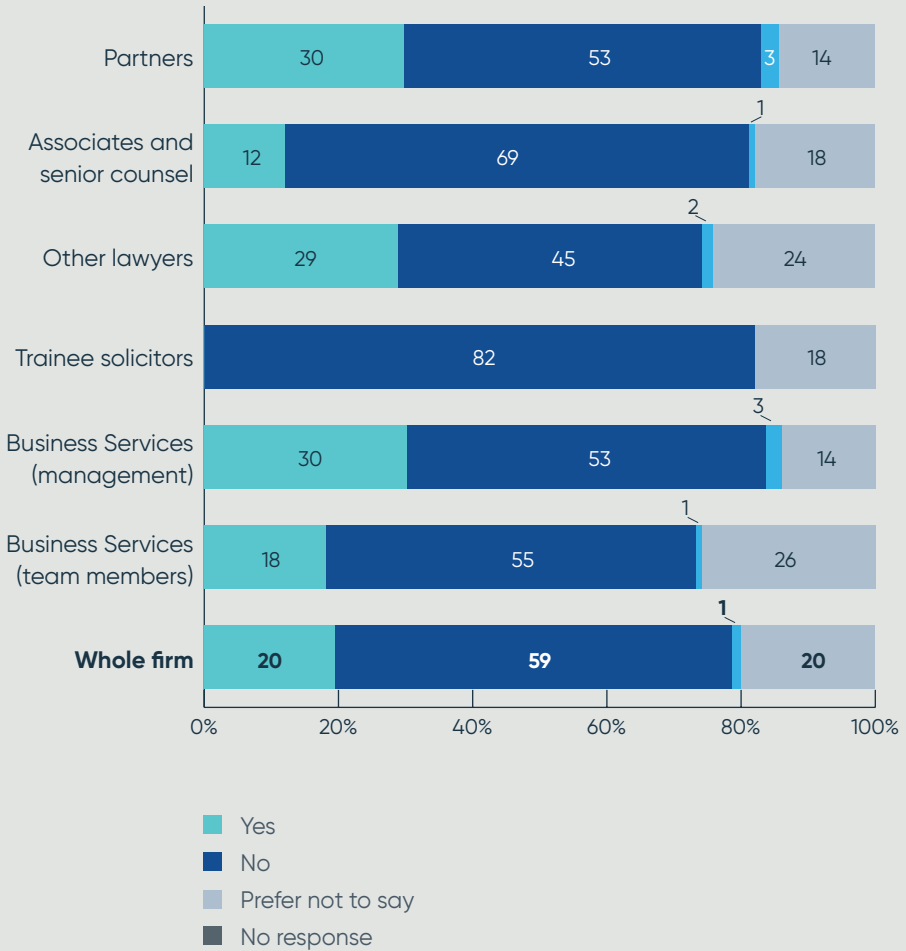




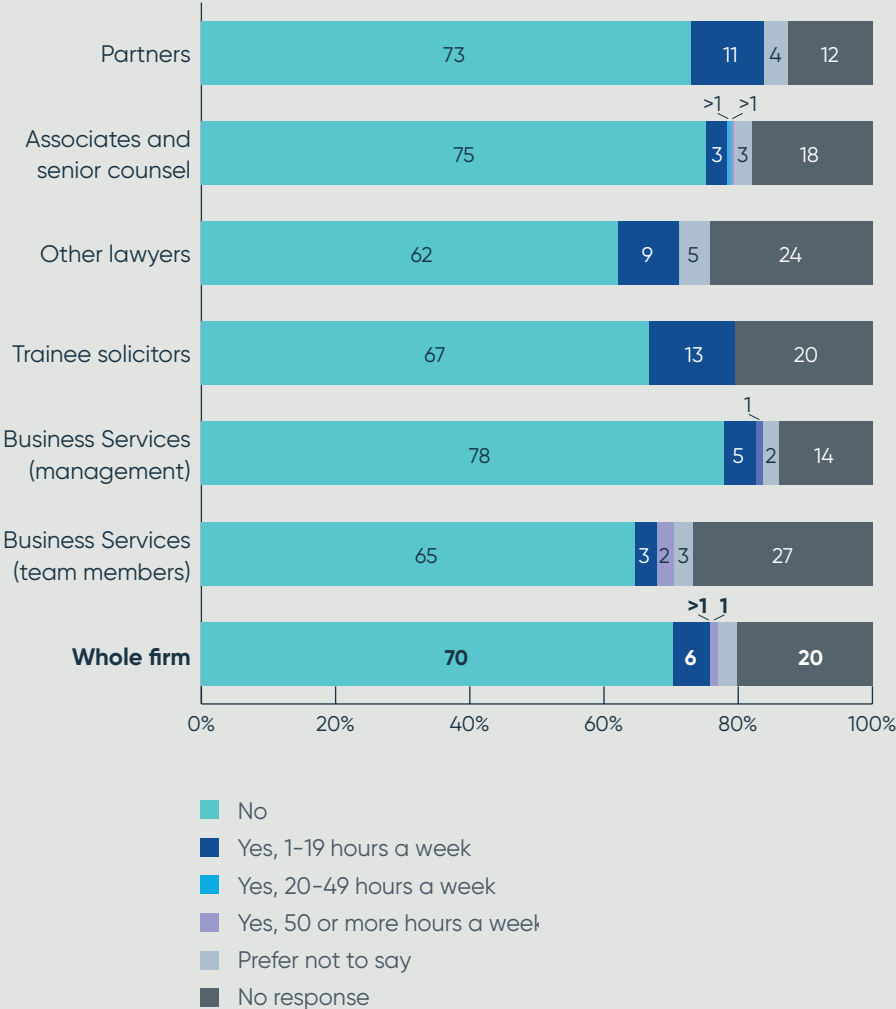
- Modern professional and traditional professional occupations
- Clerical and intermediate occupations
- Senior, middle or junior managers or administrators
- Technical and craft occupations
- Routine, semi-routine manual and service occupations
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Other, such as: retired, this question does not apply to me, I don't know
- Prefer not to say
- No response

# Caring responsibilities

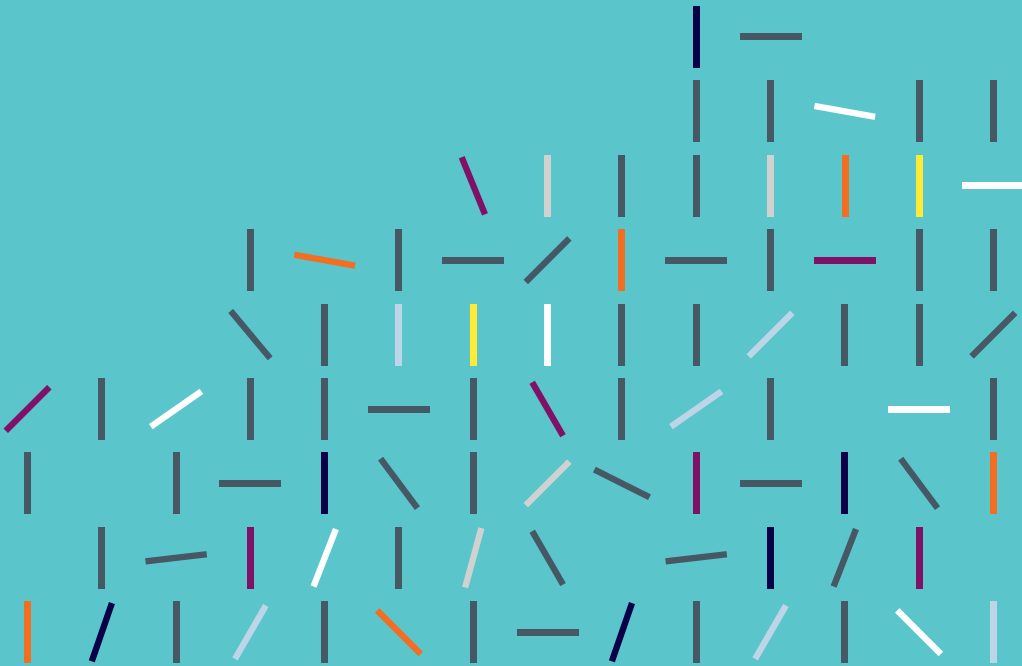
Are you a primary carer for a child or children under 18?

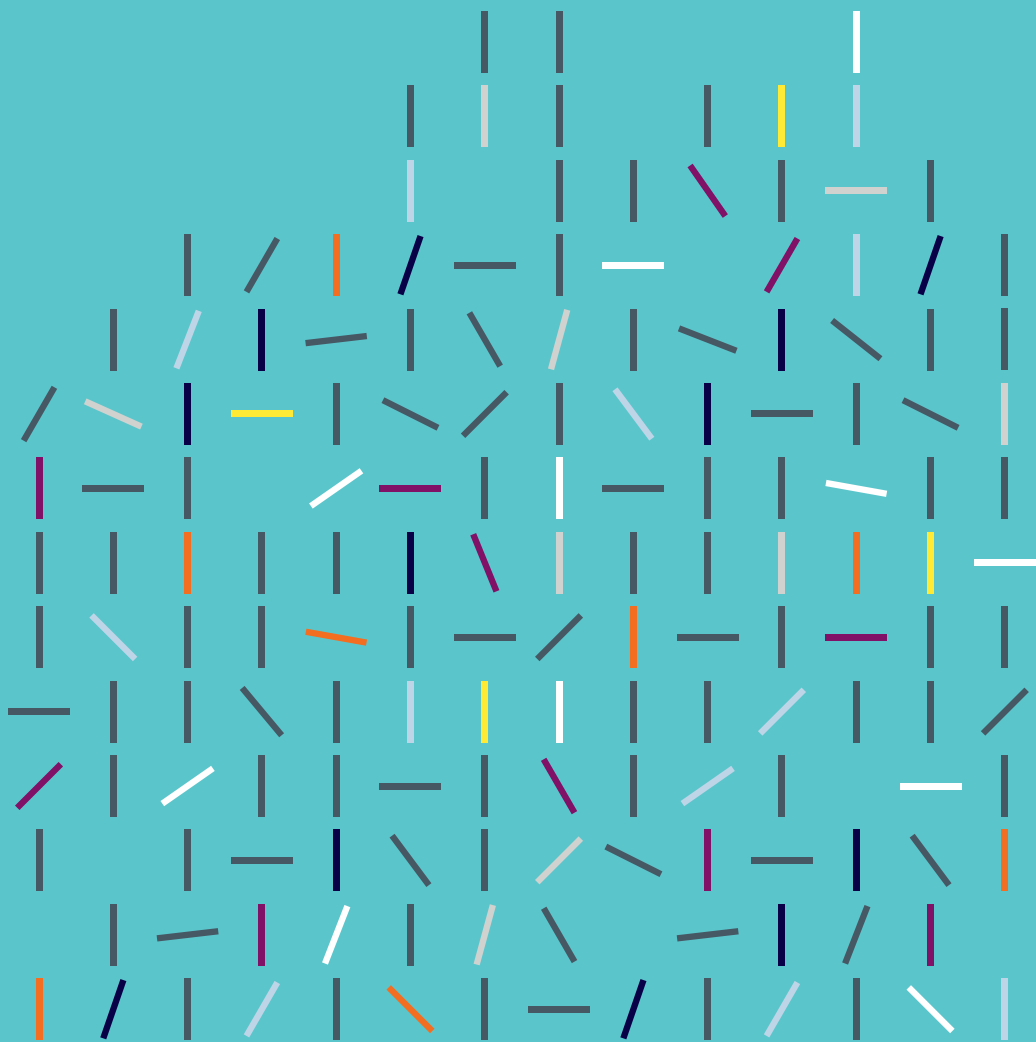


### Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?



# UK Board



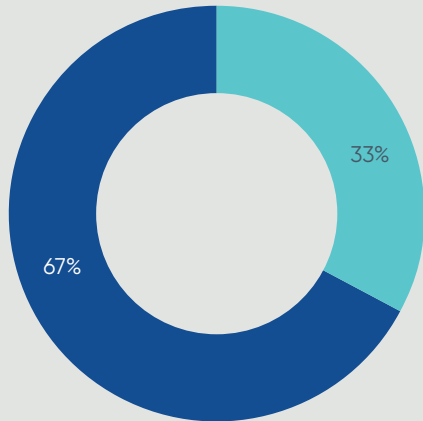


# UK Board composition

Our UK Board is made up of three parts: UK Executive Board, Operations Board and The Supervisory Council

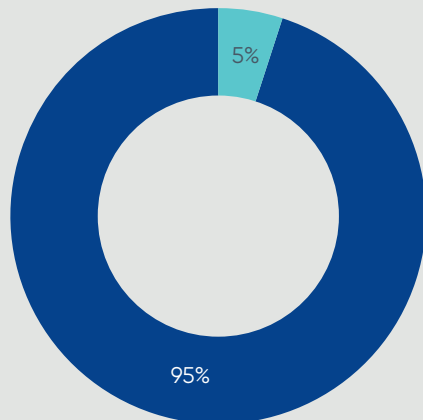
## Gender

- Female
- Male



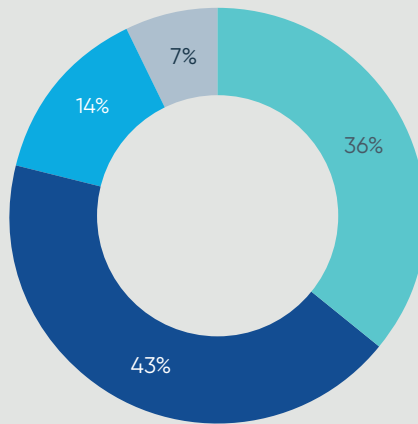
## Ethnicity

- Ethnic minority
- White



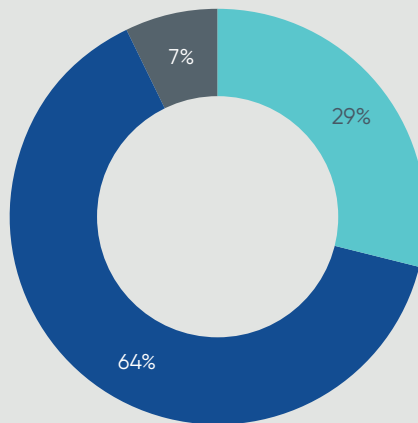
### What type of school did you attend between 11 and 16?

- UK Independent school
- UK State run/funded school (selective entry)
- UK State run school (non-selective)
- Attended school outside UK



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

- Yes
- No
- No response



**2000+ people**  
**1100+ lawyers**  
**300+ partners**  
**29 offices**  
**17 jurisdictions**

<b>Austria</b>	Klagenfurt   Vienna
<b>Belgium</b>	Brussels
<b>China</b>	Beijing   Hong Kong   Shanghai
<b>Czech Republic</b>	Brno   Prague
<b>France</b>	Paris
<b>Germany</b>	Berlin   Düsseldorf   Frankfurt   Hamburg   Munich
<b>Hungary</b>	Budapest
<b>Netherlands</b>	Amsterdam   Eindhoven
<b>Poland</b>	Warsaw
<b>Republic of Ireland</b>	Dublin
<b>Slovakia</b>	Bratislava
<b>South Korea</b>	Seoul*
<b>UAE</b>	Dubai
<b>Ukraine</b>	Kyiv
<b>United Kingdom</b>	Cambridge   Liverpool   London   London TechFocus
<b>USA</b>	New York   Silicon Valley

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