



June 2025

SRA Diversity Statistics

London

COVINGTON

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LOS ANGELES NEW YORK PALO ALTO SAN FRANCISCO SEOUL SHANGHAI WASHINGTON

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Solicitors Regulation Authority

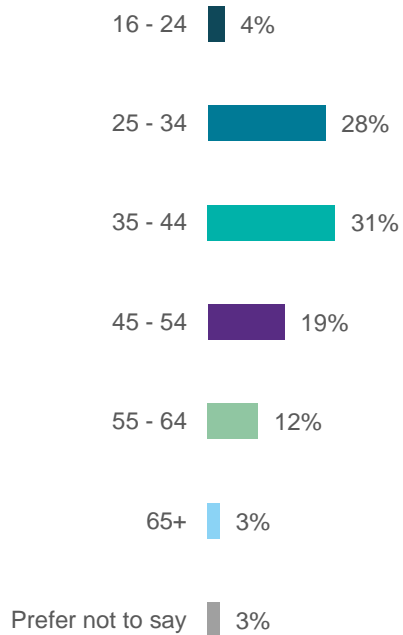
Firms regulated by the Solicitors Regulation Authority are required to collect, report and publish data about the diversity make-up of their workforce.

At Covington, we recognize the differences among us as an asset and a source of strength. Covington lawyers bring a wide variety of backgrounds, perspectives, and life experiences to our practice, and this contributes to the firm's ability to provide excellence in the practice of law. By recruiting, retaining, developing, and promoting a widely diverse group of lawyers, we advance the interests of our clients, our practice, and our entire profession.

This document reports on the aggregated data of the responses received from lawyers and business services staff in the London office of Covington & Burling LLP, reflecting a 74% response rate. The questionnaire was carried out in June 2025.

Age

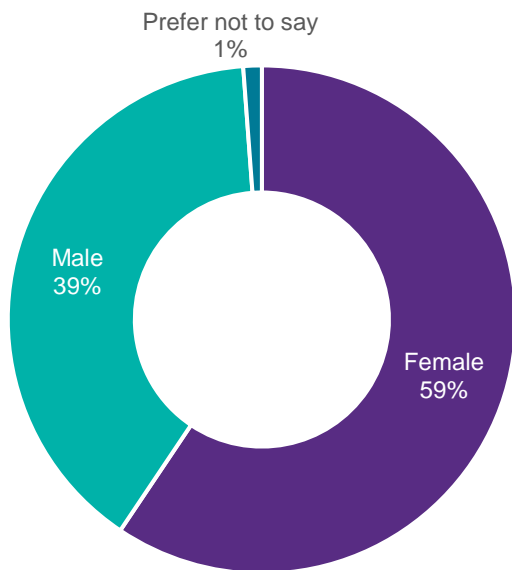
London Office Total



By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
16-24	--	--	37%	--	--	--
25-34	--	40%	42%	--	12%	48%
35-44	31%	46%	5%	7%	41%	26%
45-54	54%	6%	16%	7%	29%	17%
55-64	15%	5%	--	73%	18%	0%
65+	--	2%	--	13%	--	9%
Prefer Not to Say	--	2%	--	--	--	--

Sex

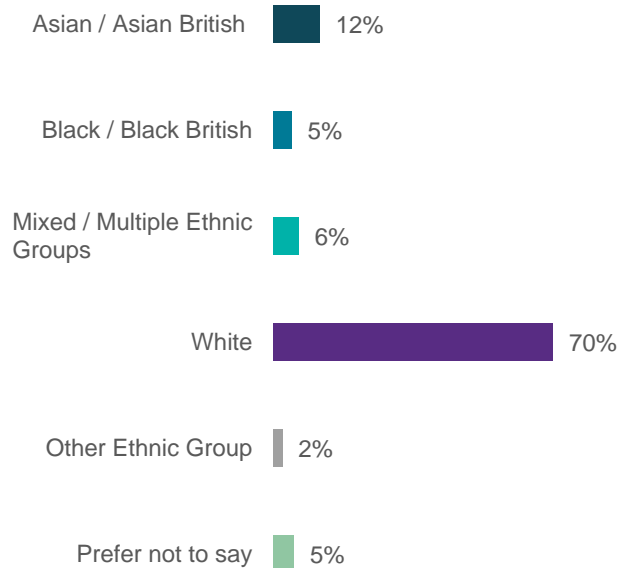
London Office Total



By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Female	44%	49%	68%	100%	59%	83%
Male	56%	51%	32%	--	41%	17%
Prefer not to say	--	--	--	--	--	--

Ethnic Group

London Office Total



By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Asian / Asian British	4%	9%	5%	13%	18%	22%
Black / Black British	12%	5%	5%	7%	--	--
Mixed / Multiple Ethnic Group	8%	5%	11%	7%	6%	9%
White	69%	77%	74%	73%	71%	57%
Other Ethnic Group	--	3%	5%	--	--	4%
Prefer not to say	8%	2%	--	--	6%	9%

Disability

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

London Office Total

Yes 6%

No 90%

Prefer not to say 4%

By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes	--	6%	11%	13%	6%	9%
No	100%	91%	89%	87%	88%	83%
Prefer not to say	--	3%	--	--	6%	9%

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

London Office Total

Yes, limited a little 7%

Yes, limited a lot 1%

No 89%

Prefer not to say 3%

By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, limited a little	8%	5%	16%	--	12%	9%
Yes, limited a lot	--	2%	--	--	--	--
No	92%	91%	84%	100%	88%	83%
Prefer not to say	--	3%	--	--	--	9%

Religion or Belief

London Office Total

Buddhist | 1%

Christian 36%

Hindu 3%

Jewish 2%

Muslim 3%

Any other religion or belief 2%

No religion or belief 48%

Prefer not to say 4%

By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Buddhist	--	--	5%	--	--	--
Christian	42%	35%	32%	53%	24%	43%
Hindu	4%	2%	5%	7%	--	9%
Jewish	--	6%	--	--	--	--
Muslim	--	--	5%	--	18%	9%
Any other religion or belief	4%	3%	--	--	--	--
No religion or belief	35%	52%	53%	40%	59%	39%
Prefer not to say	15%	2%	--	--	--	--

Sexual Orientation

London Office Total

Bisexual | 2%

Gay / Lesbian | 3%

Heterosexual | 89%

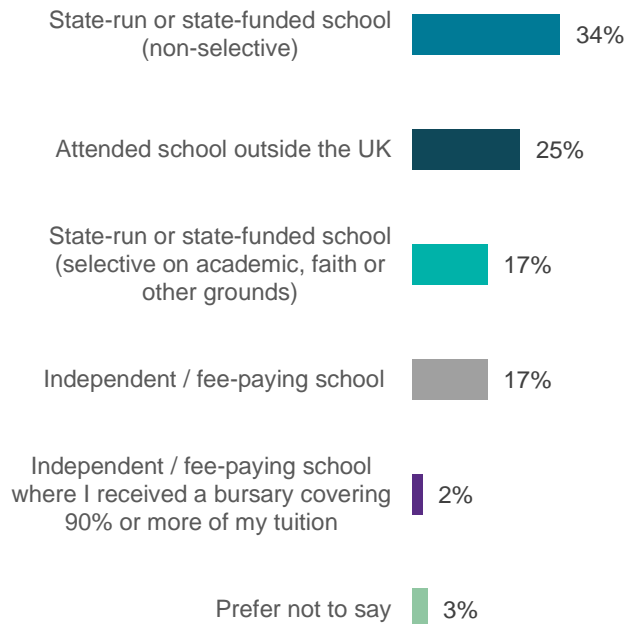
Other preferred description | 1%

Prefer not to say | 5%

By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Bisexual	--	2%	5%	7%	--	--
Gay / Lesbian	--	2%	5%	--	12%	4%
Heterosexual	92%	89%	89%	93%	88%	87%
Other preferred description	--	3%	--	--	--	--
Prefer not to say	8%	5%	--	--	--	9%

School Type

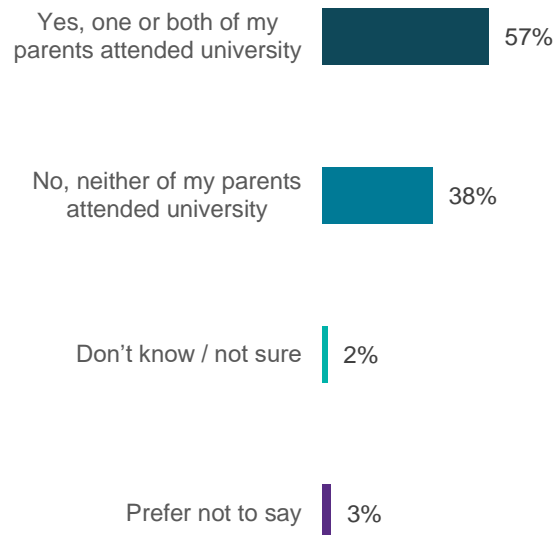
London Office Total



By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
State-run or state-funded school (non-selective)	35%	18%	37%	67%	65%	26%
Attended school outside the UK	23%	34%	21%	7%	12%	35%
State-run or state-funded school (selective on academic, faith or other grounds)	12%	18%	21%	20%	12%	26%
Independent / fee-paying school	19%	28%	21%	--	6%	9%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	8%	0%	--	--	6%	--
Prefer not to say	4%	2%	--	7%	--	4%

Parental Education

London Office Total

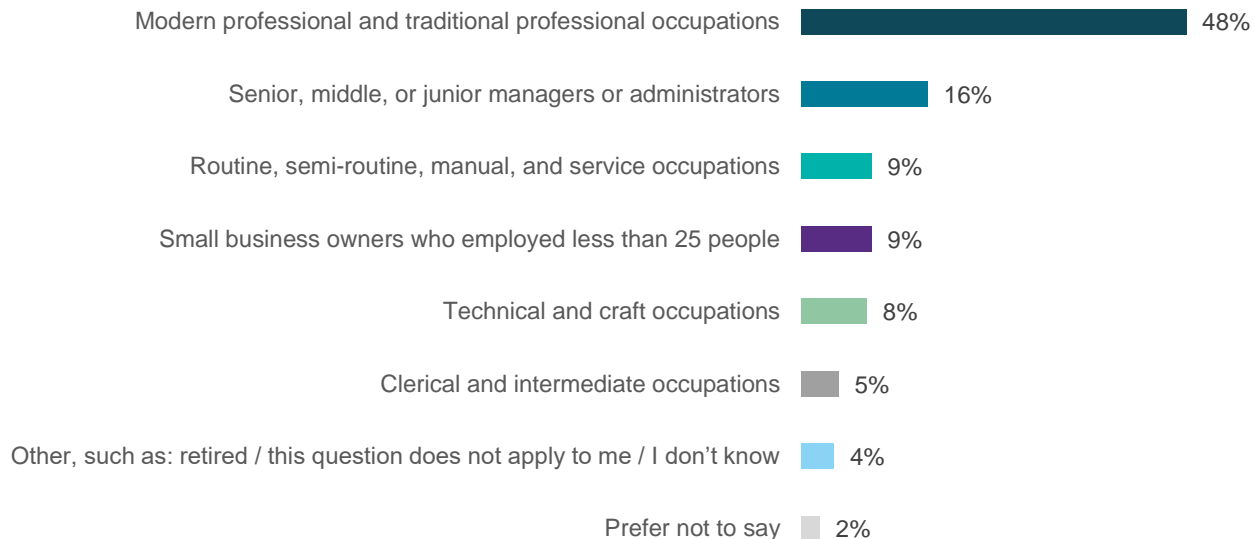


By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, one or both of my parents attended university	54%	77%	79%	--	47%	39%
No, neither of my parents attended university	42%	23%	21%	93%	47%	48%
Don't know / not sure	--	--	--	--	6%	9%
Prefer not to say	4%	--	--	7%	--	4%

Occupation of Main Household Earner in Childhood

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

London Office Total



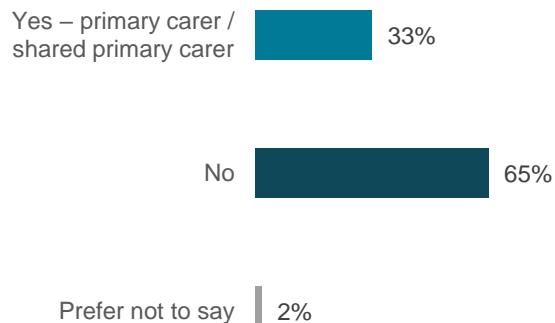
Occupation of Main Household Earner in Childhood (*continued*)

By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Modern professional and traditional professional occupations	54%	68%	37%	7%	41%	30%
Senior, middle, or junior manages or administrators	15%	12%	32%	7%	6%	30%
Routine, semi-routine, manual, and service occupations	4%	3%	11%	27%	24%	9%
Small business owners who employed less than 25 people	4%	6%	11%	7%	18%	9%
Technical and craft occupations	8%	3%	5%	40%	6%	9%
Clerical and intermediate occupations	8%	2%	--	7%	6%	9%
Other, such as: retired / this question does not apply to me / I don't know	4%	6%	5%	7%	--	--
Prefer not to say	4%	--	--	--	--	4%

Primary Caregiver – Children under 18

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

London Office Total

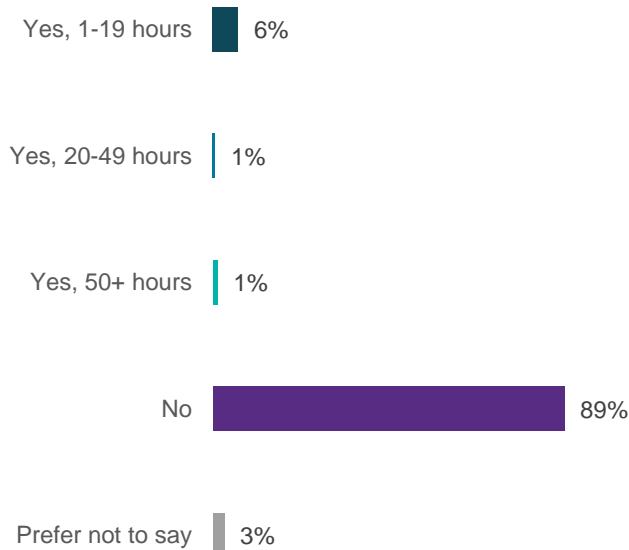


By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes – primary carer / shared primary carer	56%	26%	21%	20%	59%	26%
No	44%	72%	79%	80%	41%	74%
Prefer not to say	--	2%	--	--	--	--

Caregiver – Age or Illness

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)?

London Office Total In Hours a Week



By Role	Partner	Practising Lawyer (non-partner)	Other fee earning role	Role directly supporting a fee earner	Managerial Role	IT/HR/other business services role
Yes, 1 - 19 hours a week	12%	--	11%	20%	6%	9%
Yes, 20-49 hours a week	--	2%	--	--	--	--
Yes, 50 or more hours a week	--	--	5%	--	--	--
No	88%	97%	84%	73%	94%	91%
Prefer not to say	--	2%	--	7%	--	--

Diversity,
Equity, and
Inclusion

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