Covington & Burling LLP

Diversity Statistics - London Office

February 2016

COVINGTON

BEIJING BRUSSELS DUBAI JOHANNESBURG LONDON LOS ANGELES NEW YORK
SAN FRANCISCO SEOUL SHANGHAI SILICON VALLEY WASHINGTON

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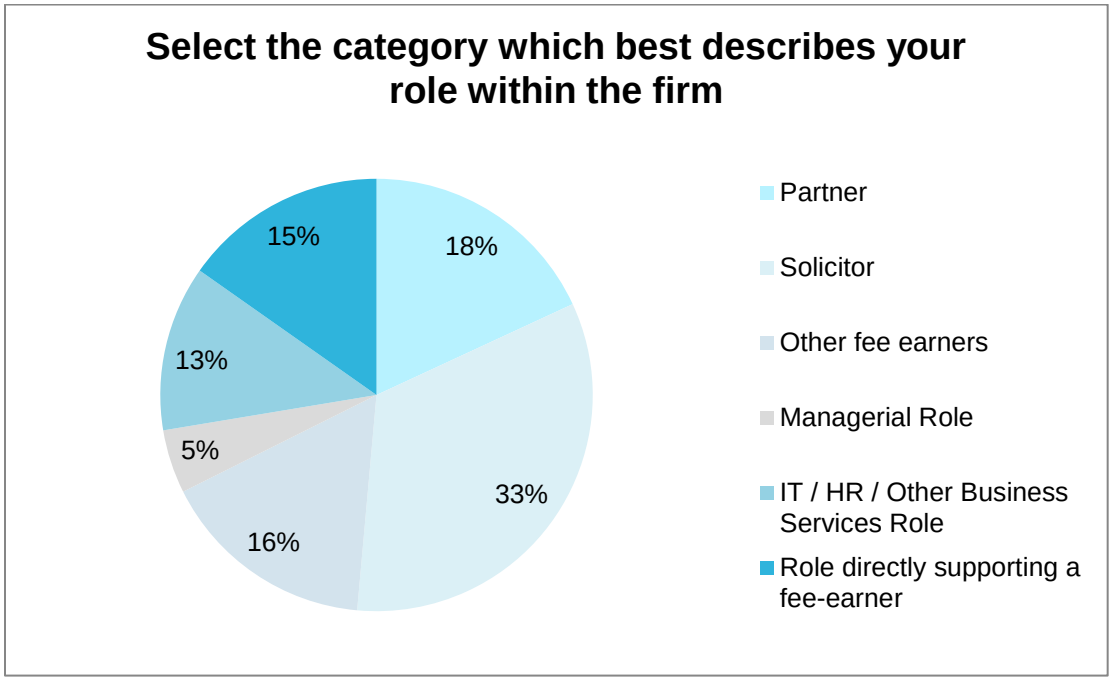
Solicitors Regulation Authority

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

At Covington, we recognize the differences among us as an asset and a source of strength. We believe that excellence in the practice of law knows no racial, ethnic, gender, religious, sexual orientation, or other boundaries. Covington lawyers and support staff bring a wide variety of backgrounds, perspectives, and life experiences to our practice. By recruiting, retaining, developing, and promoting a diverse group of lawyers and support staff, 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 our lawyers and support staff in the London office of Covington & Burling LLP, reflecting a 79% response rate. The survey was carried out in February 2016.



"Partners" includes those partners qualified in an international jurisdiction.

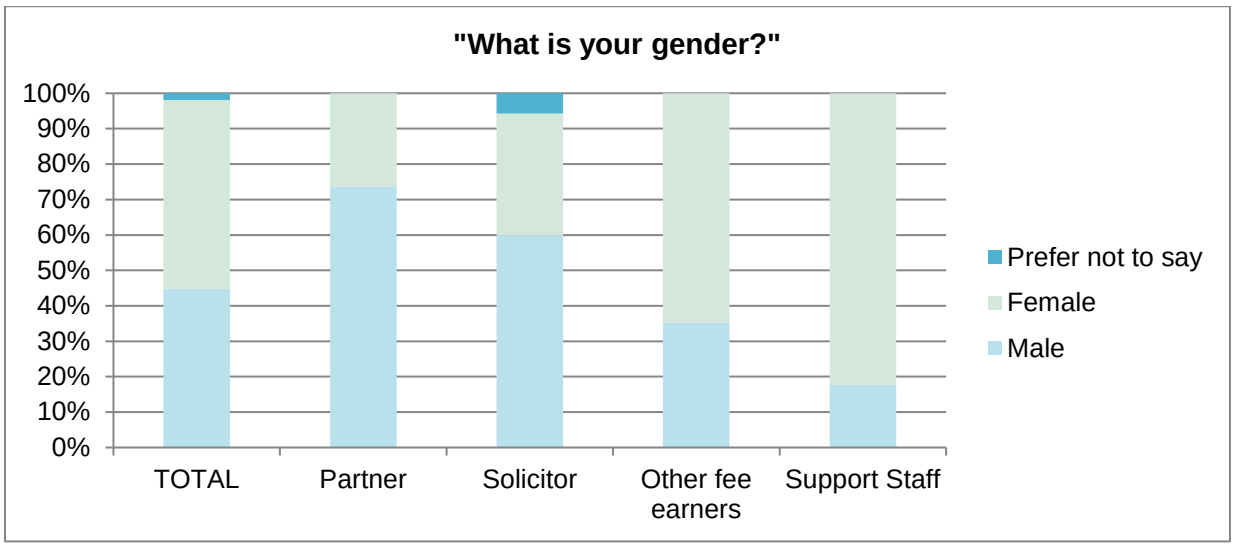
"Solicitor" includes all other qualified lawyers e.g. Counsel and Associates.

"Other fee earners" includes trainees, paralegals and legal executives.

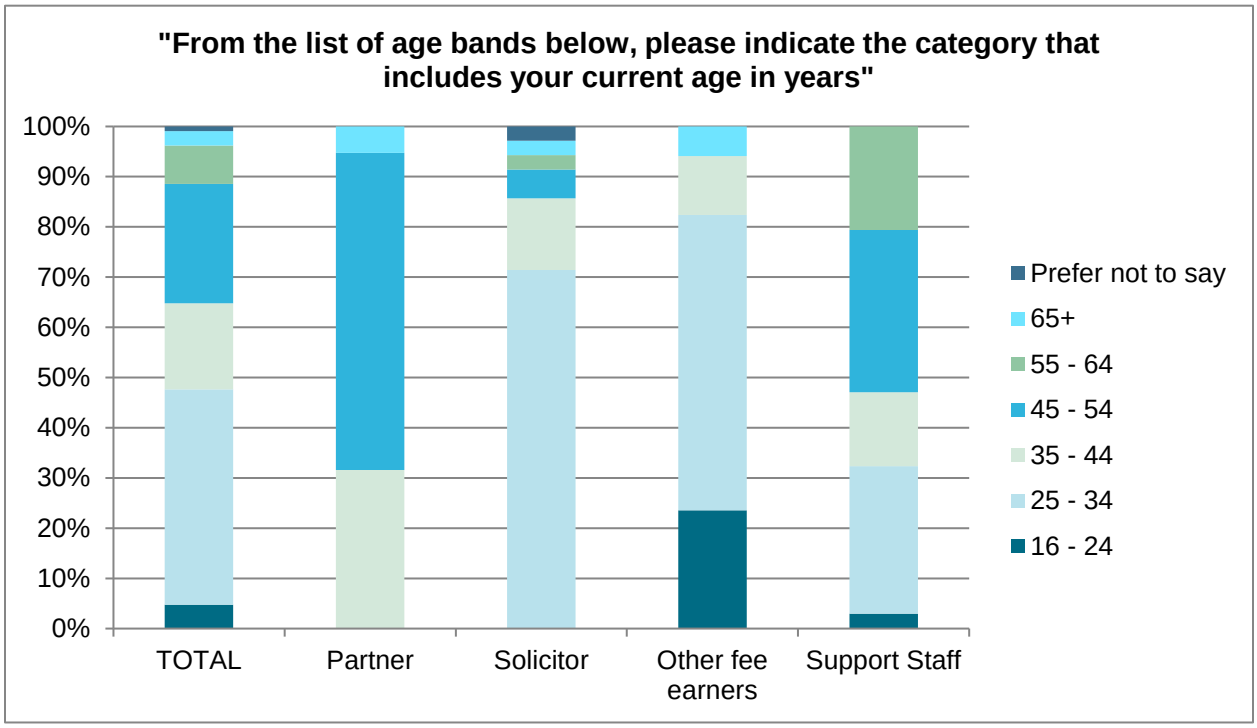
Please note that for the following statistics, direct support for a fee earner, Managerial and HR/IT/Business services staff will be included under “Support Staff”.

Protected Characteristics under the Equality Act 2012

Gender



Age



Disability

The Equality Act 2012 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

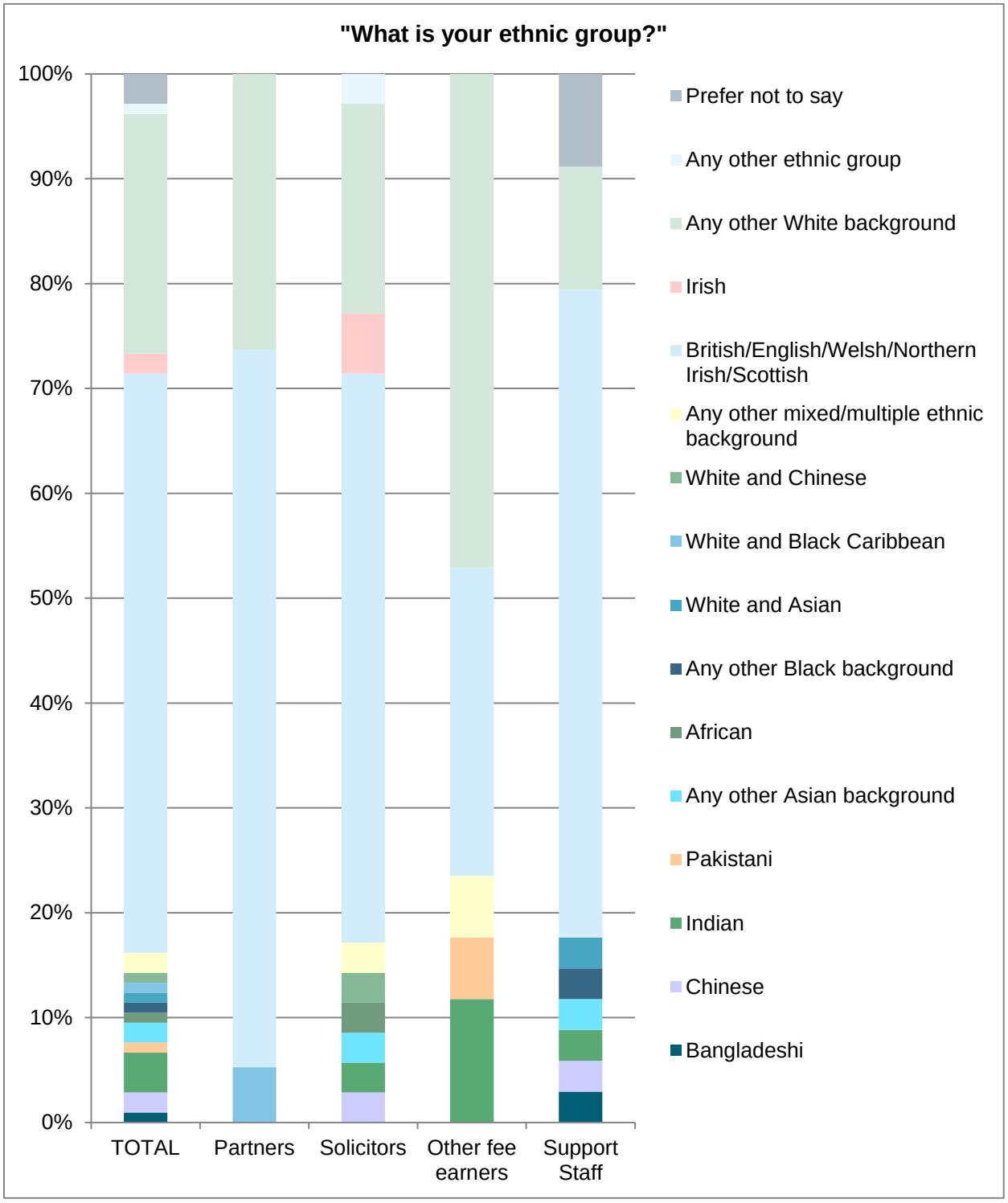
- Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	0.0%
No	99.0%
Prefer not to say	1.0%

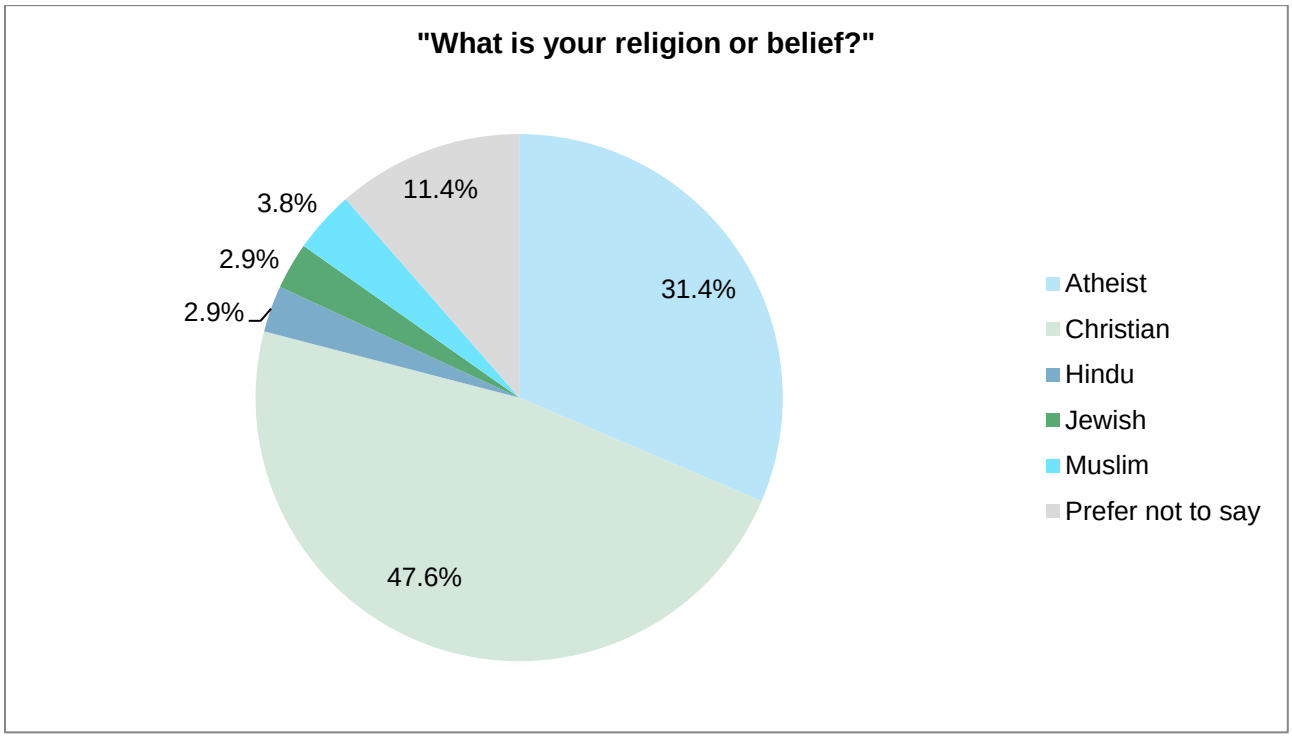
- Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes - limited a lot	0.0%
Yes - limited a little	1.0%
No	98.0%
Prefer not to say	1.0%

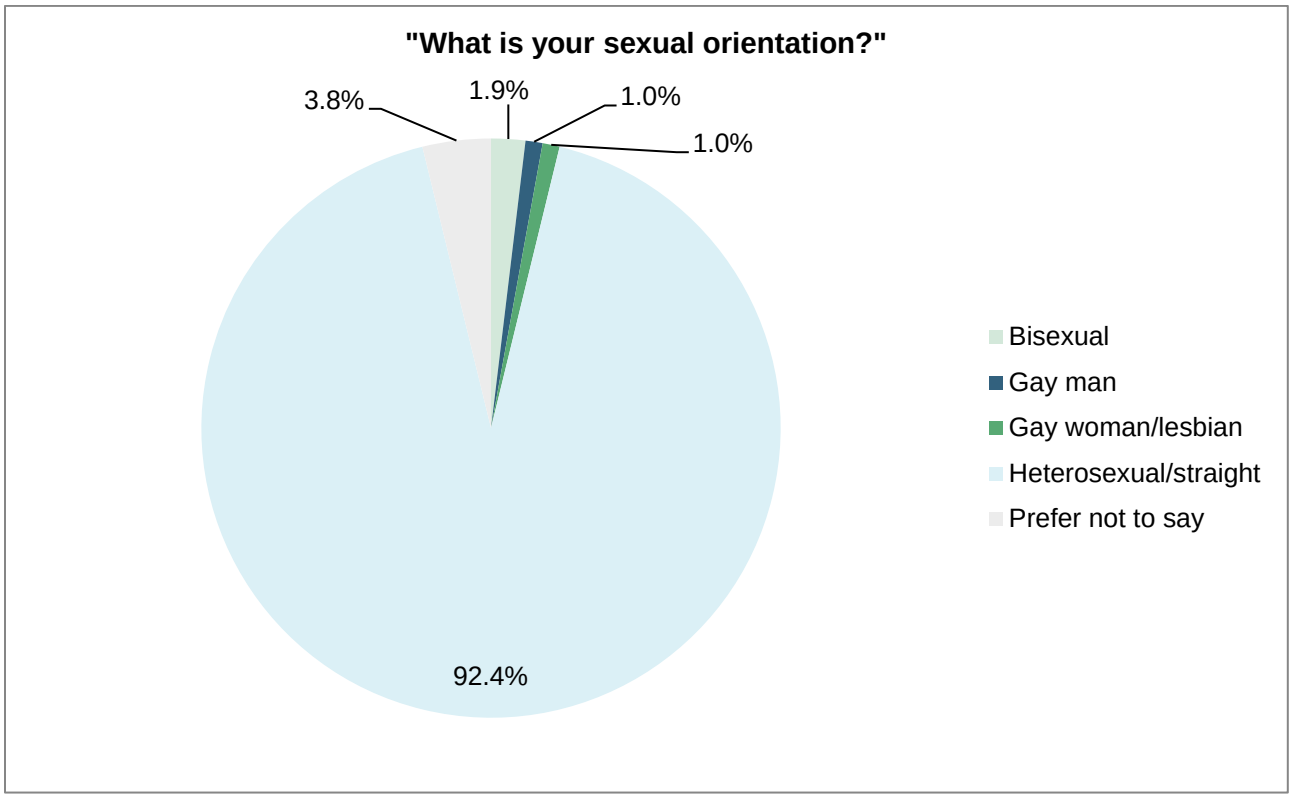
Ethnicity


"What is your ethnic group?"
100%
90%
80%
70%
60%
50%
40%
30%
20%
10%
0%
TOTAL
Partners
Solicitors
Other fee earners
Support Staff
Prefer not to say
Any other ethnic group
Any other White background
Irish
British/English/Welsh/Northern Irish/Scottish
Any other mixed/multiple ethnic background
White and Chinese
White and Black Caribbean
White and Asian
Any other Black background
African
Any other Asian background
Pakistani
Indian
Chinese
Bangladeshi

Religion or Belief

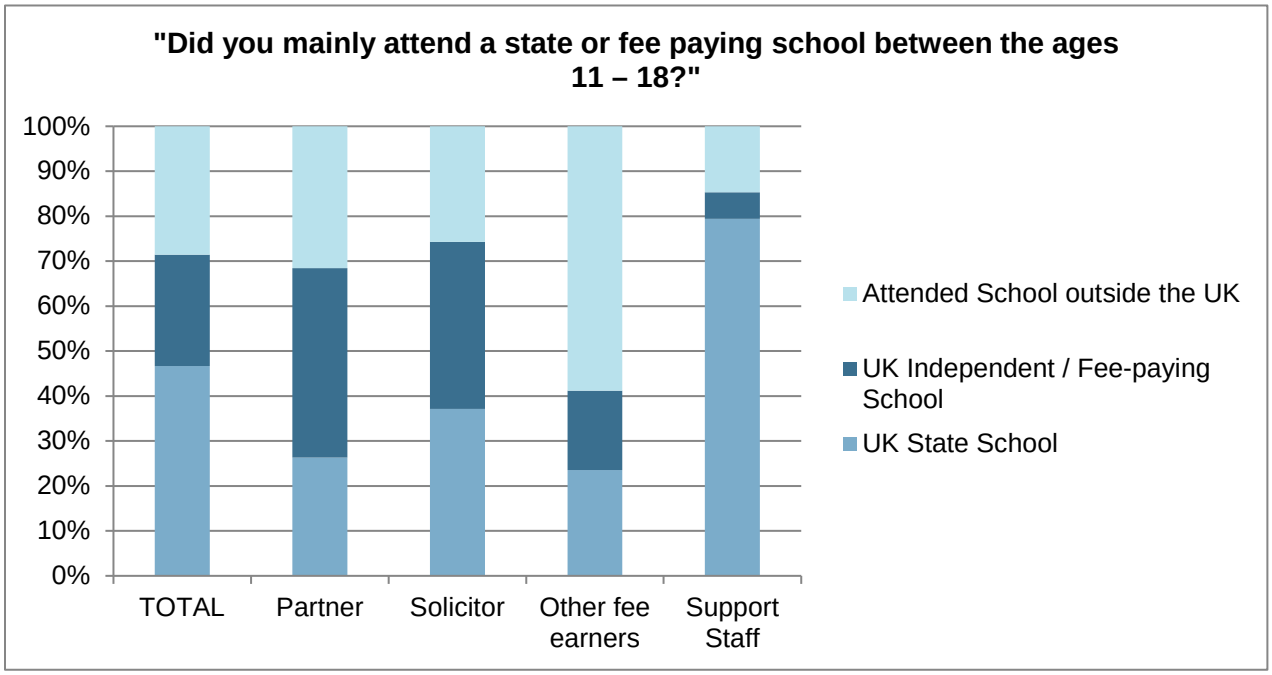


Sexual Orientation

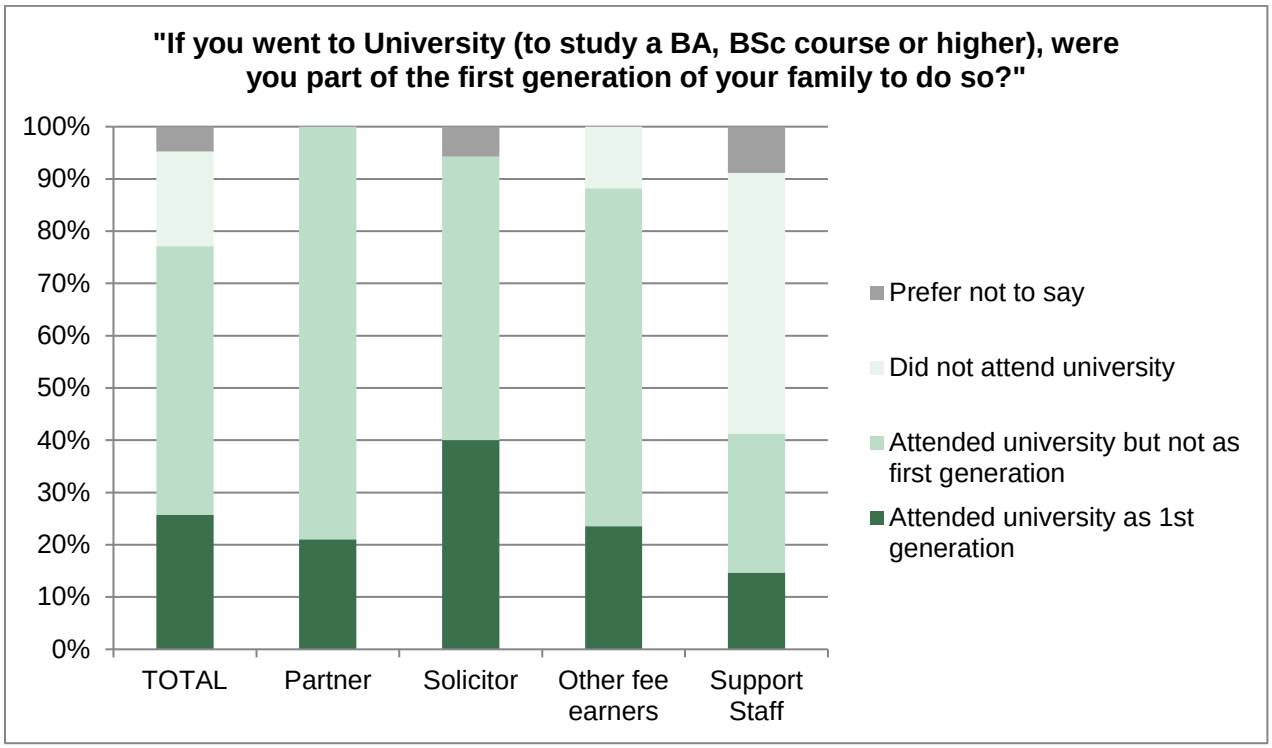


Socio-Economic Background and Caring Responsibilities

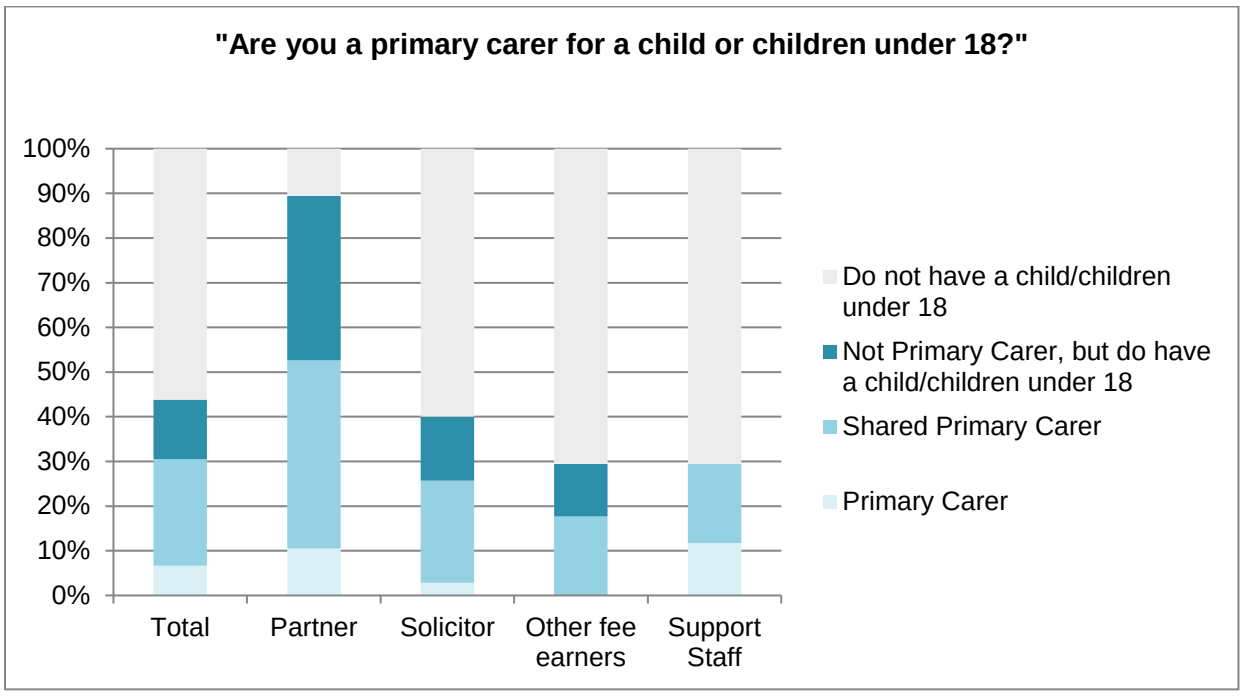
Secondary Education

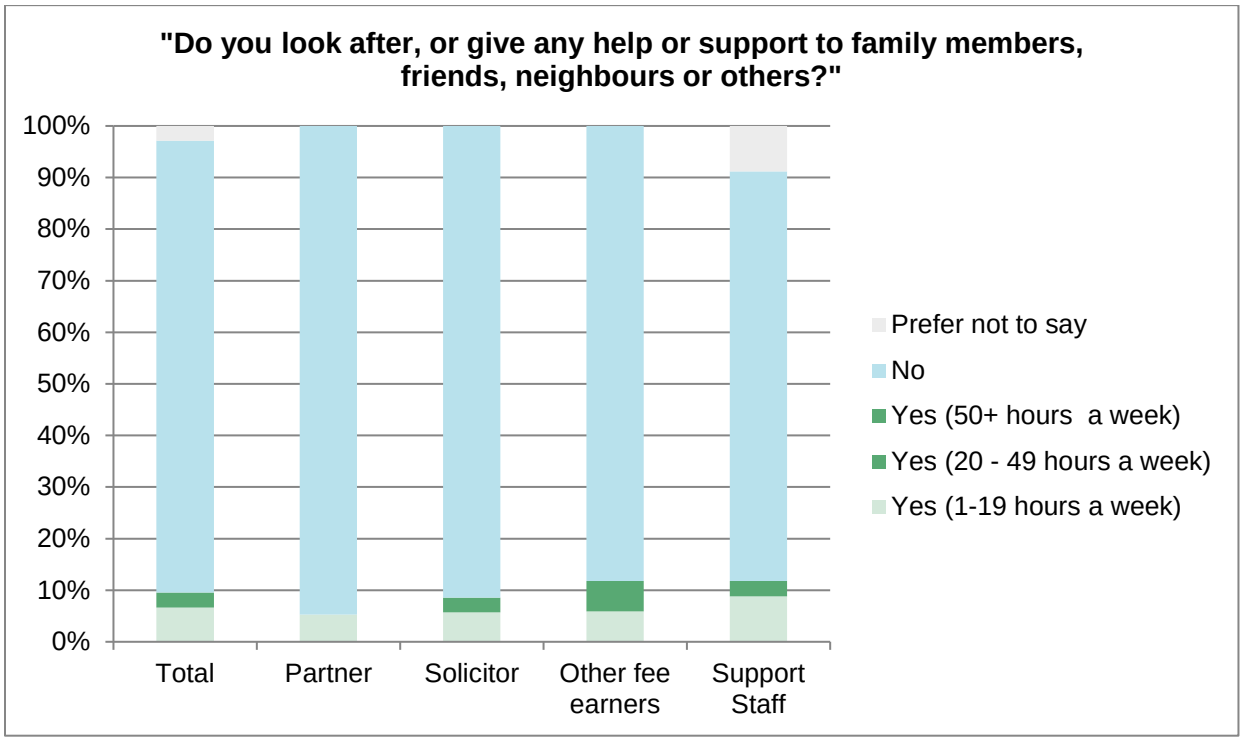


Tertiary Education



Caring Responsibilities





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