Diversity Statistics - London Office

June 2021
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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 recognise 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 business services 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 business services 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 lawyers and business services staff in the London office of Covington & Burling LLP, reflecting an 82% response rate. The survey was carried out in June 2021.
What is your role within the firm?

- Partner
- Lawyer (non-partner)
- Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
- Role directly supporting a fee earner
- Managerial role - Includes directors and managers of business services team or department
- IT / HR / other business services role - Individuals not in a managerial position
- Prefer not to say
Protected Characteristics under the Equality Act 2010

Age

Which age category are you in?

- Blank
- Prefer not to say
- Role directly supporting a fee earner - Includes legal secretaries and PAs
- Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
- Managerial role - includes directors and managers of business services team or department
- IT / HR / other business services role - but not in a managerial position
- Practising Lawyer (non-partner)
- Partner

[Bar chart showing distribution by age category for each role]
**Sex**

What is your sex?

- Male: 61%
- Female: 38%
- Prefer not to say: 1%

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**Gender Reassignment**

Is the gender you identify with the same as your sex registered at birth?

- Yes: 98%
- No: 1%
- Prefer not to say: 1%
Disability

The Equality Act 2010 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?

<p>| | |</p>
<table>
<thead>
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<tbody>
<tr>
<td>Yes</td>
<td>5%</td>
</tr>
<tr>
<td>No</td>
<td>91%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>4%</td>
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</tbody>
</table>

- 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?

<p>| | |</p>
<table>
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<tbody>
<tr>
<td>Yes - limited a lot</td>
<td>1%</td>
</tr>
<tr>
<td>Yes - limited a little</td>
<td>6%</td>
</tr>
<tr>
<td>No</td>
<td>90%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3%</td>
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</tbody>
</table>
Ethnicity

What is your ethnic group?

- Prefer not to say
- (Other ethnic group) Any other ethnic group
- (Other ethnic group) Arab
- (Mixed / multiple ethnic groups) White and Black African
- (Mixed / multiple ethnic groups) White and Asian
- (Mixed / multiple ethnic groups) Any other Mixed / multiple ethnic background
- (Black / Black British) Caribbean
- (Black / Black British) African
- (Black / Black British) Any other Black background
- (Asian / Asian British) Any other Asian background
- (Asian / Asian British) Bangladeshi
- (Asian / Asian British) Pakistani
- (Asian / Asian British) Chinese
- (Asian / Asian British) Indian
- (White) Irish
- (White) Any other White background
- (White) British / English / Welsh / Northern Irish / Scottish
Religion or Belief

What is your religion or belief?

- Prefer not to say: 6%
- No religion or belief: 41%
- Muslim: 3%
- Jewish: 3%
- Hindu: 1%
- Christian: 44%
- Buddhist: 1%
- Any other religion or belief: 1%

Sexual Orientation

What is your sexual orientation?

- Heterosexual: 89%
- Gay / Lesbian: 1%
- Bi: 1%
- Other preferred description: 6%
- Prefer not to say: 1%
- Blank: 2%
Socio-Economic Background and Caring Responsibilities

Secondary Education

Which type of school did you attend for the most time between ages 11 and 16?

[Bar chart showing distribution of responses]

Legend:
- Don't know
- Prefer not to say
- State-run or state-funded school (selective on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition
- Independent / fee-paying school
- Attended school outside the UK
Tertiary Education

Did either of your parents attend university by the time you were 18?

- **Blank**
- **Prefer not to say**
- **IT / HR / other business services role - Individuals not in a managerial position**
- **Managerial role - Includes directors and managers of business services team or department**
- **Role directly supporting a fee earner**
- **Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators**
- **Lawyer (non-partner)**
- **Partner**

- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Prefer not to say
- Don’t know
What was the occupation of your main household earner when you were about 14?

- Blank
- Technical and craft occupations
- Small business owners who employed less than 25 people
- Senior, middle or junior managers or administrators
- Routine, semi-routine manual and service occupations
- Prefer not to say
- Other, such as: retired, this question does not apply to me, I don't know
- Modern professional and traditional professional occupations
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Clerical and intermediate occupations

Partner
Lawyer (non-partner)
Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
Role directly supporting a fee earner
Managerial role - Includes directors and managers of business services team or department
IT / HR / other business services role - Individuals not in a managerial position
Prefer not to say
Blank
Caring Responsibilities

Are you a primary carer for a child or children under 18 or do you share primary care with another?

- Partner
- Lawyer (non-partner)
- Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
- Role directly supporting a fee earner
- Managerial role - Includes directors and managers of business services team or department
- IT / HR / other business services role - Individuals not in a managerial position
- Prefer not to say
- Blank

- Yes
- No
- Prefer not to say
- Blank
Do you look after or give any help or support to a family member, friend, neighbour or other person with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

- Partner
- Lawyer (non-partner)
- Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
- Role directly supporting a fee earner
- Managerial role - Includes directors and managers of business services team or department
- IT / HR / other business services role - Individuals not in a managerial position
- Prefer not to say
- Blank

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