

COVINGTON

Diversity Statistics - London Office

June 2021

Contents

- Solicitors Regulation Authority 2
- Protected Characteristics under the Equality Act 2010..... 4
 - Age 4
 - Sex 5
 - Gender Reassignment..... 5
 - Disability..... 6
 - Ethnicity 7
 - Religion or Belief 8
 - Sexual Orientation 8
- Socio-Economic Background and Caring Responsibilities 9
 - Secondary Education..... 9
 - Tertiary Education 10
 - Household Occupation..... 11
 - Caring Responsibilities 12

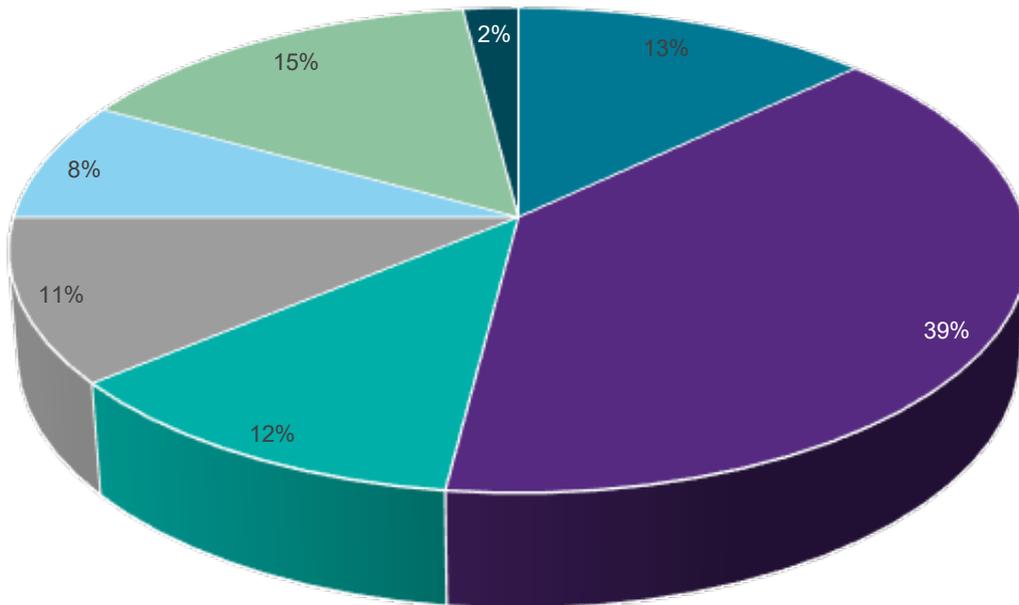
Solicitors Regulation Authority

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 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.

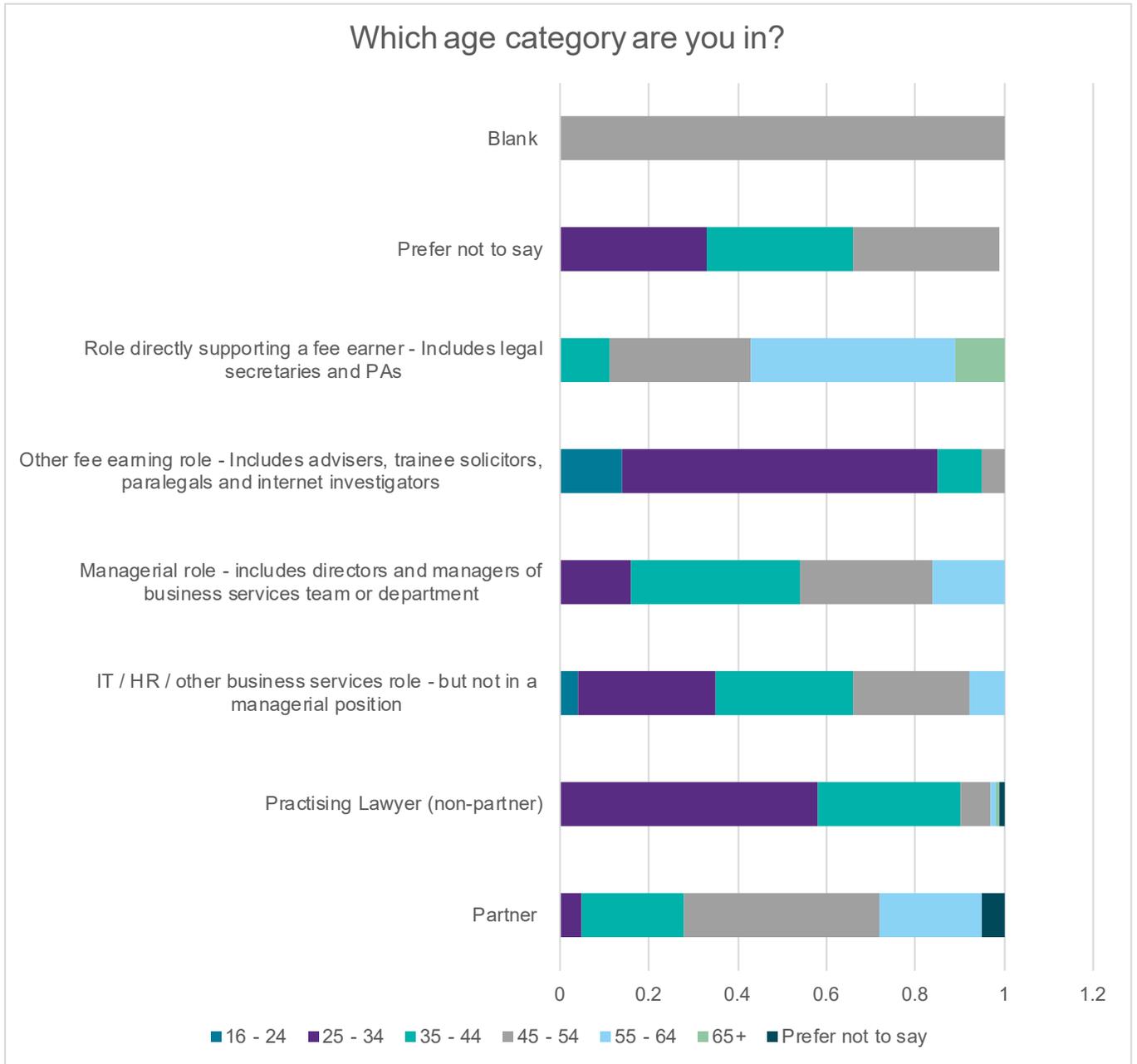
What is your role within the firm?



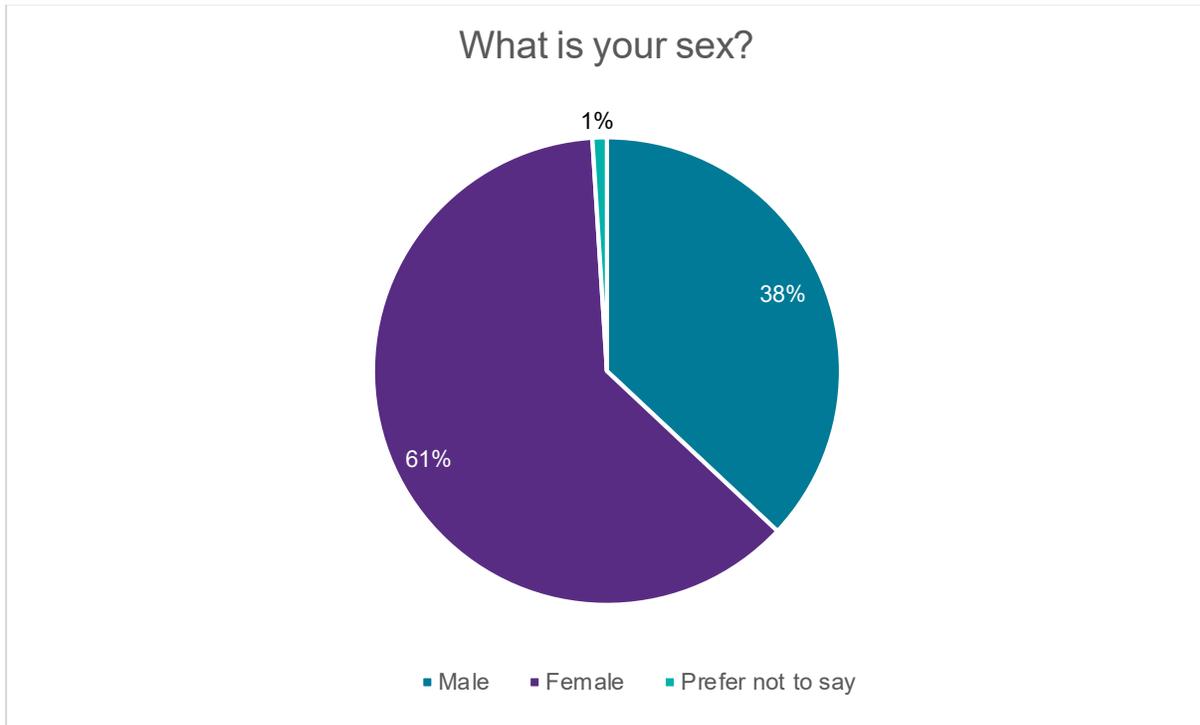
- Partner
- Lawyer (non-partner)
- Other fee earning role - Includes advisers, trainee solicitors, paralegals and internet investigators
- Role directly supporting a fee earner
- Managerial role - Includes directors and managers of business services team or department
- IT / HR / other business services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

Protected Characteristics under the Equality Act 2010

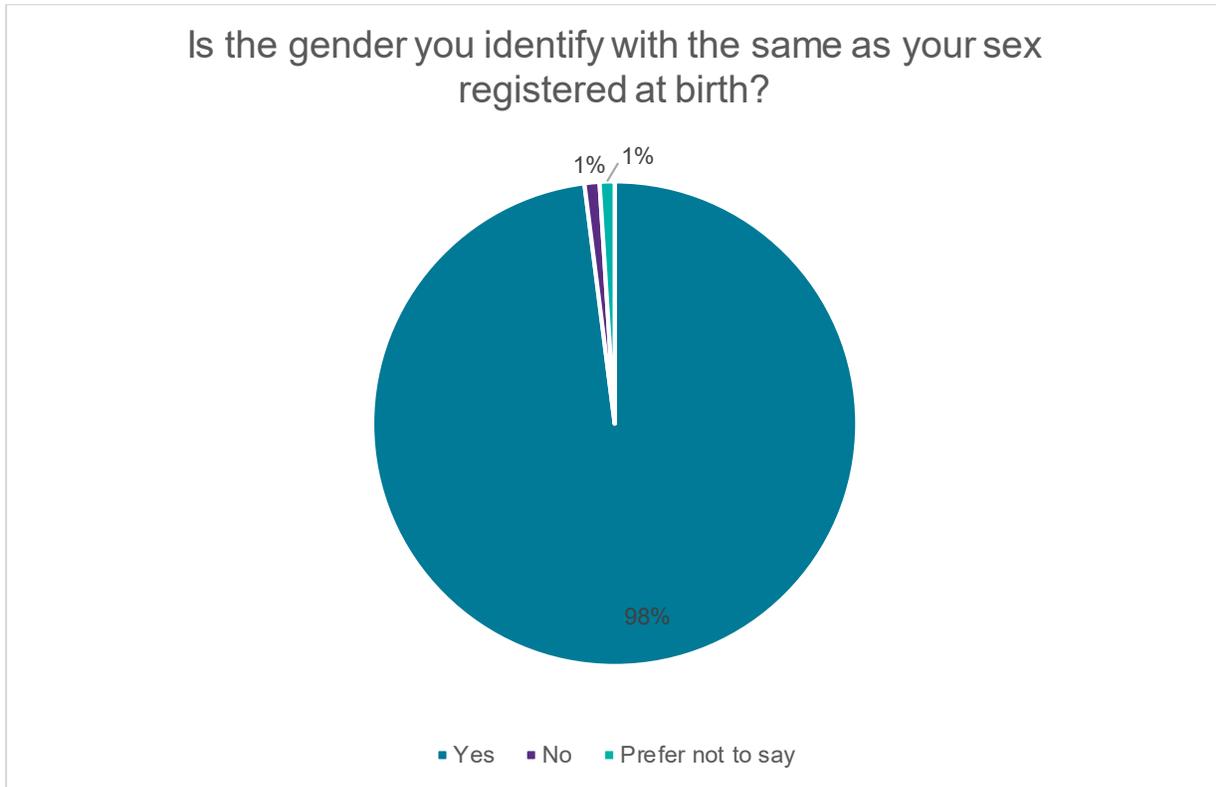
Age



Sex



Gender Reassignment



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.

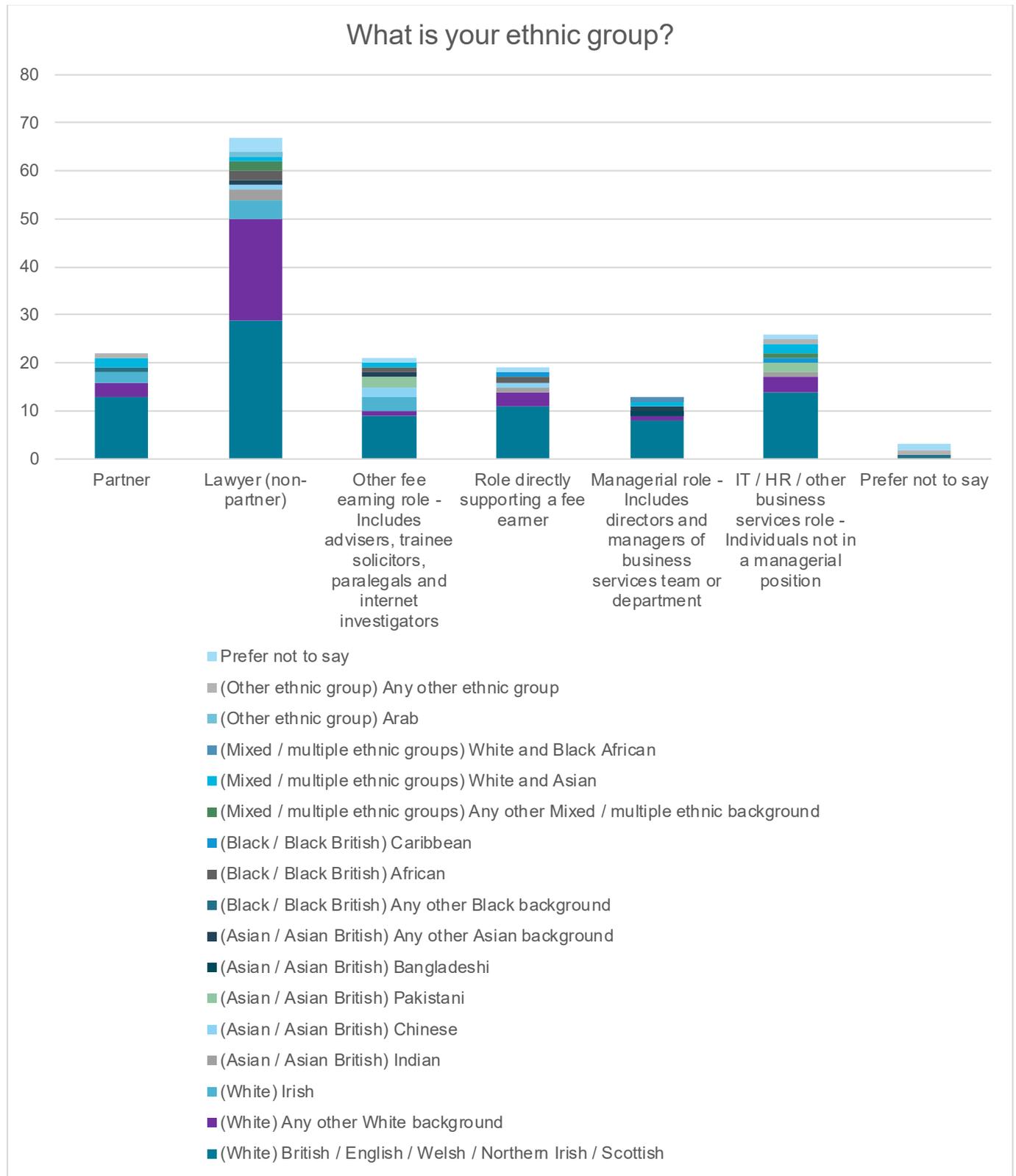
- Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	5%
No	91%
Prefer not to say	4%

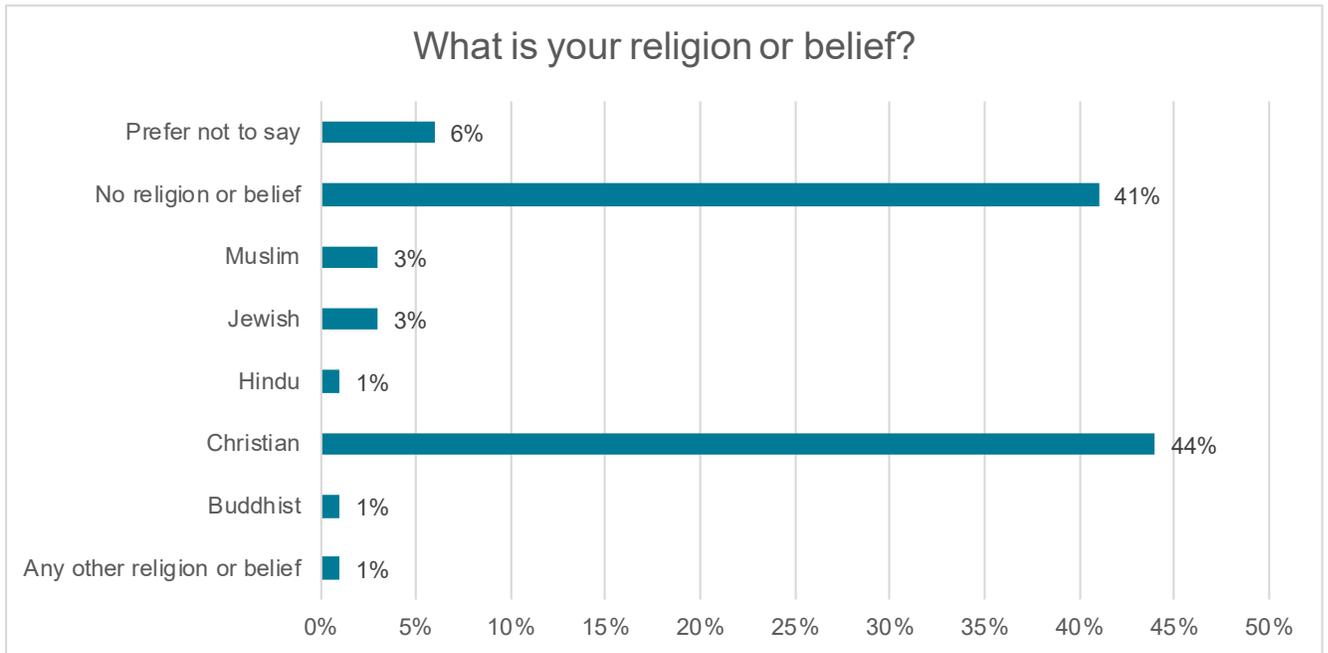
- Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes - limited a lot	1%
Yes - limited a little	6%
No	90%
Prefer not to say	3%

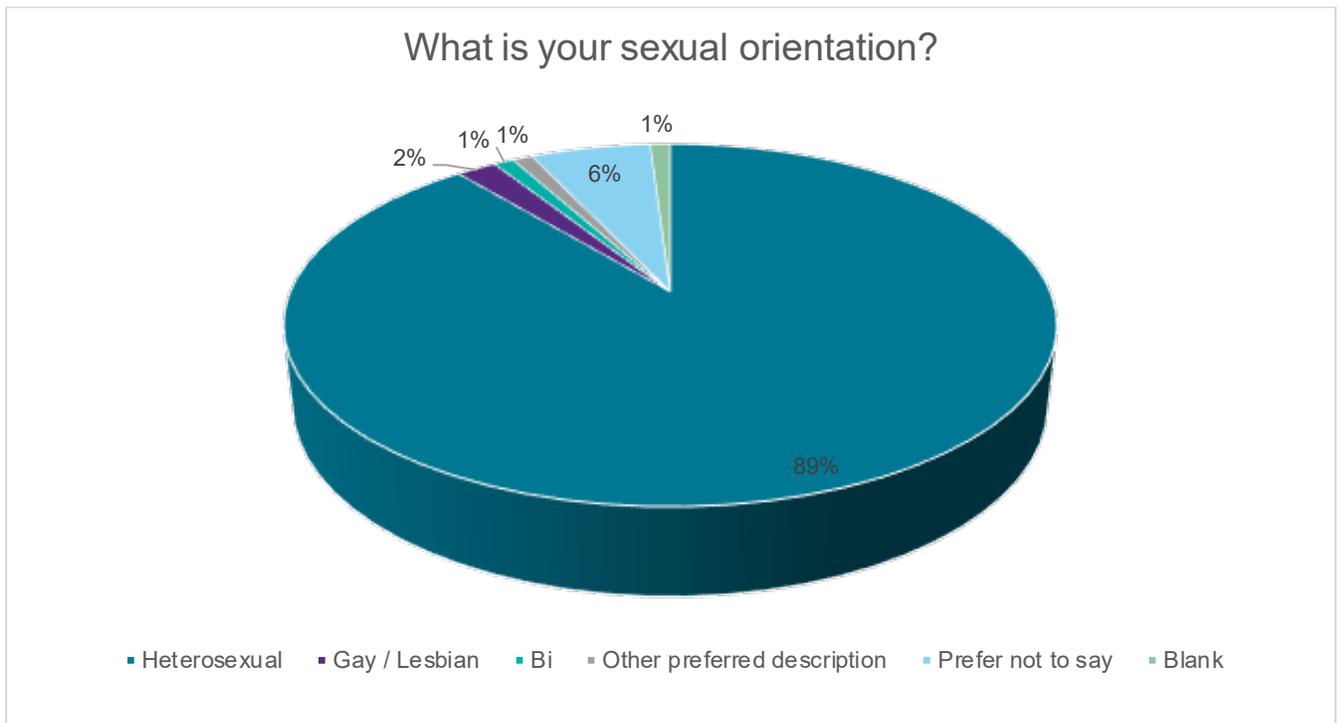
Ethnicity



Religion or Belief

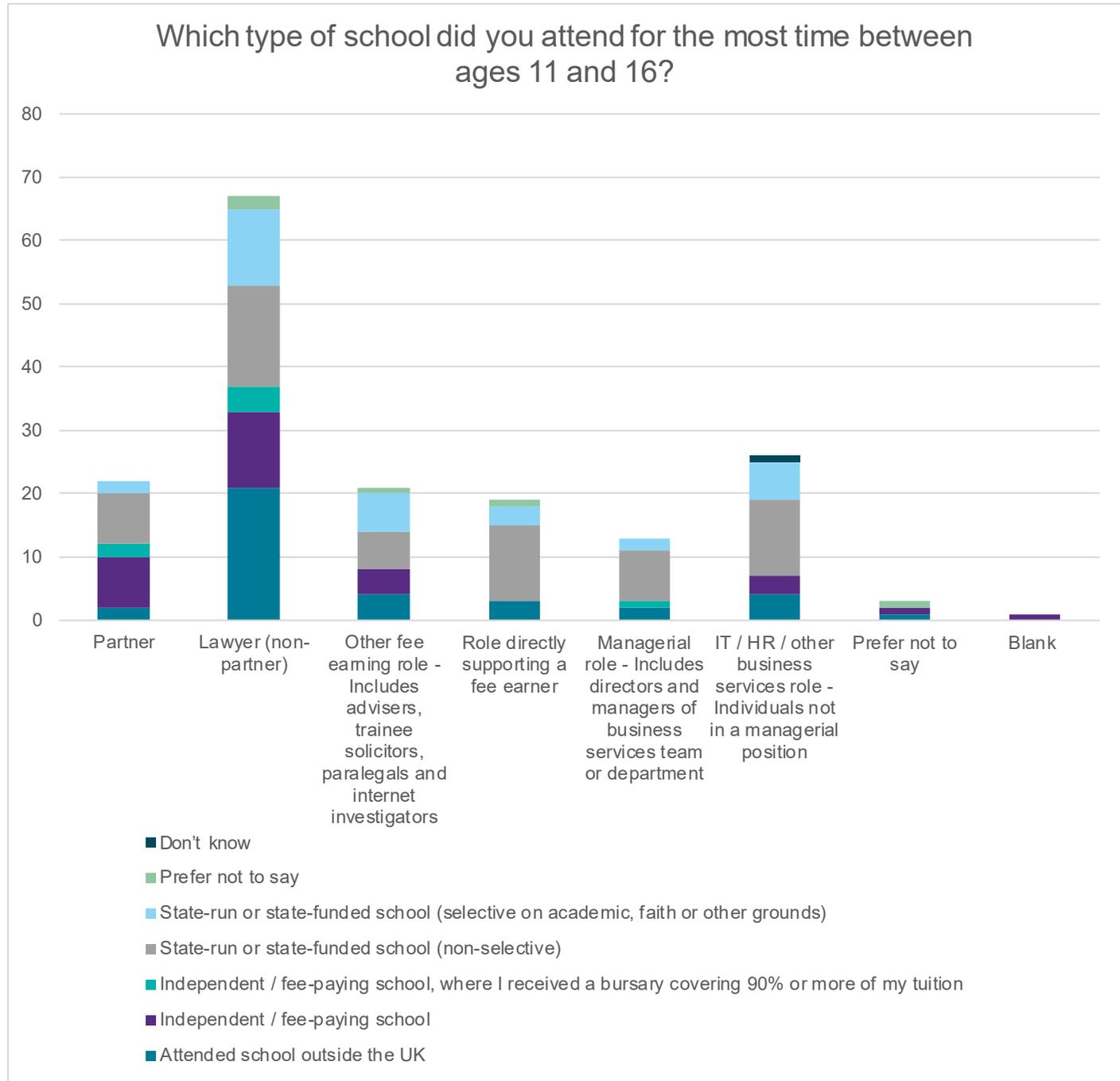


Sexual Orientation

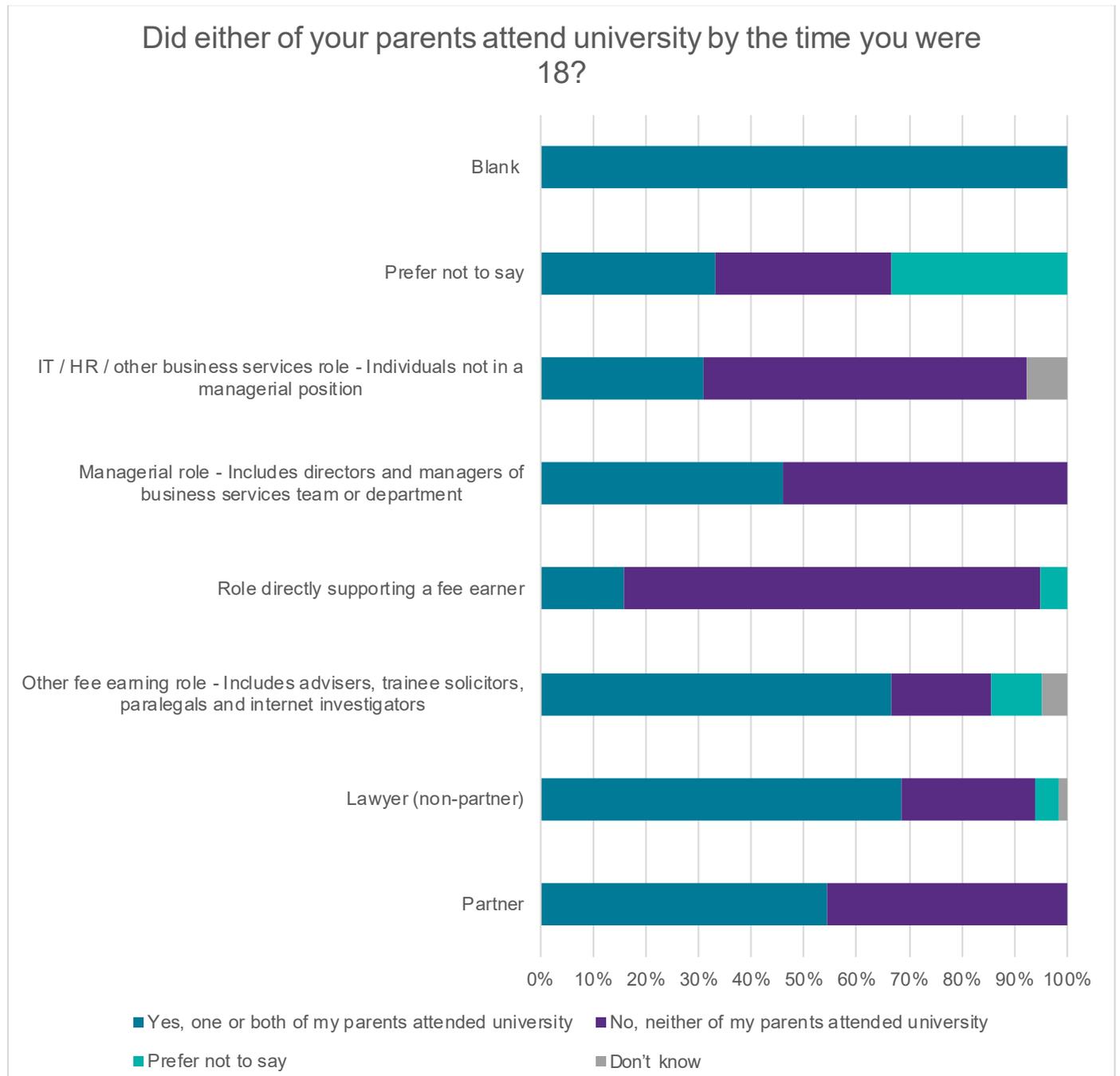


Socio-Economic Background and Caring Responsibilities

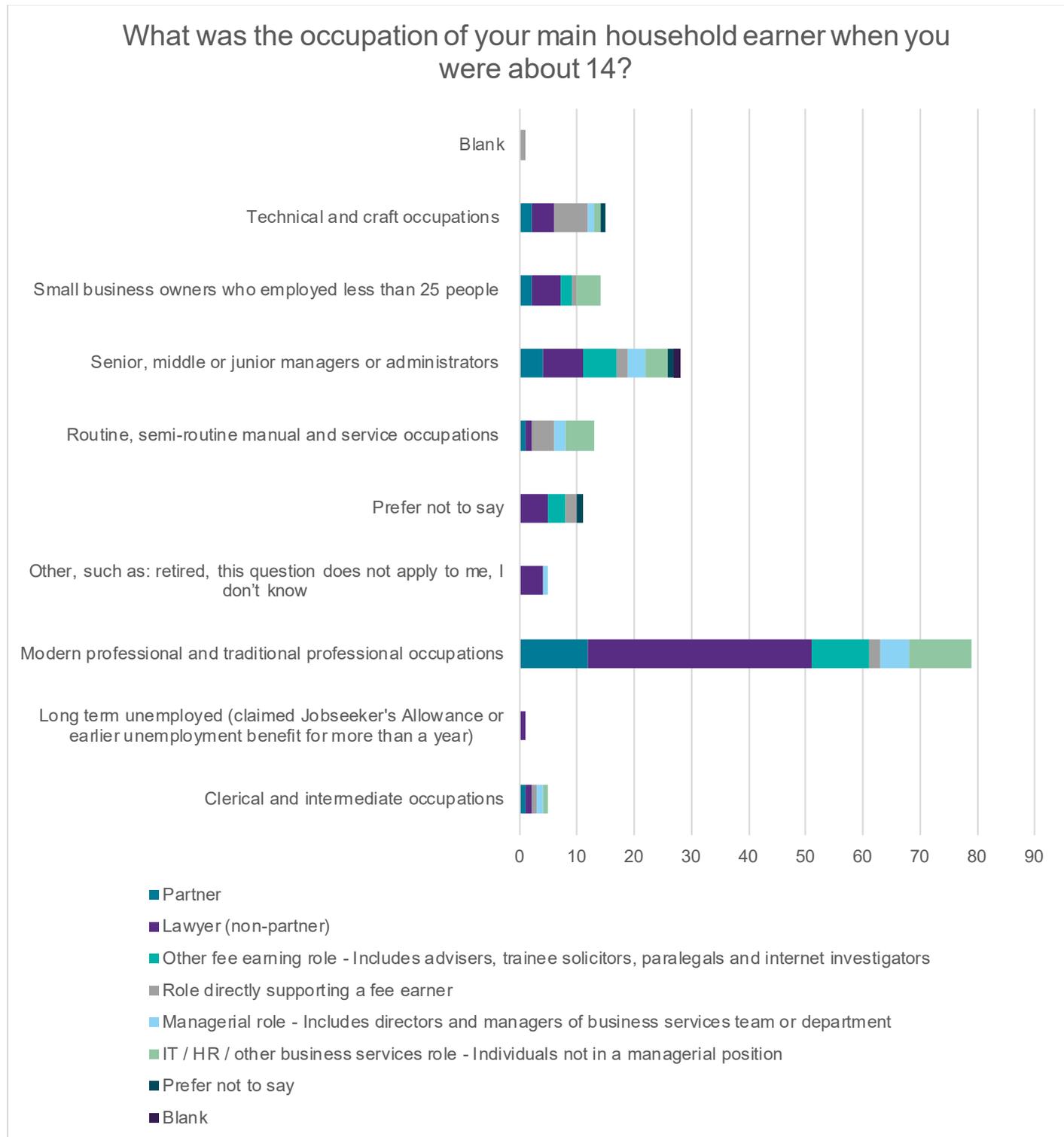
Secondary Education



Tertiary Education



Household Earner Occupation



Caring Responsibilities

