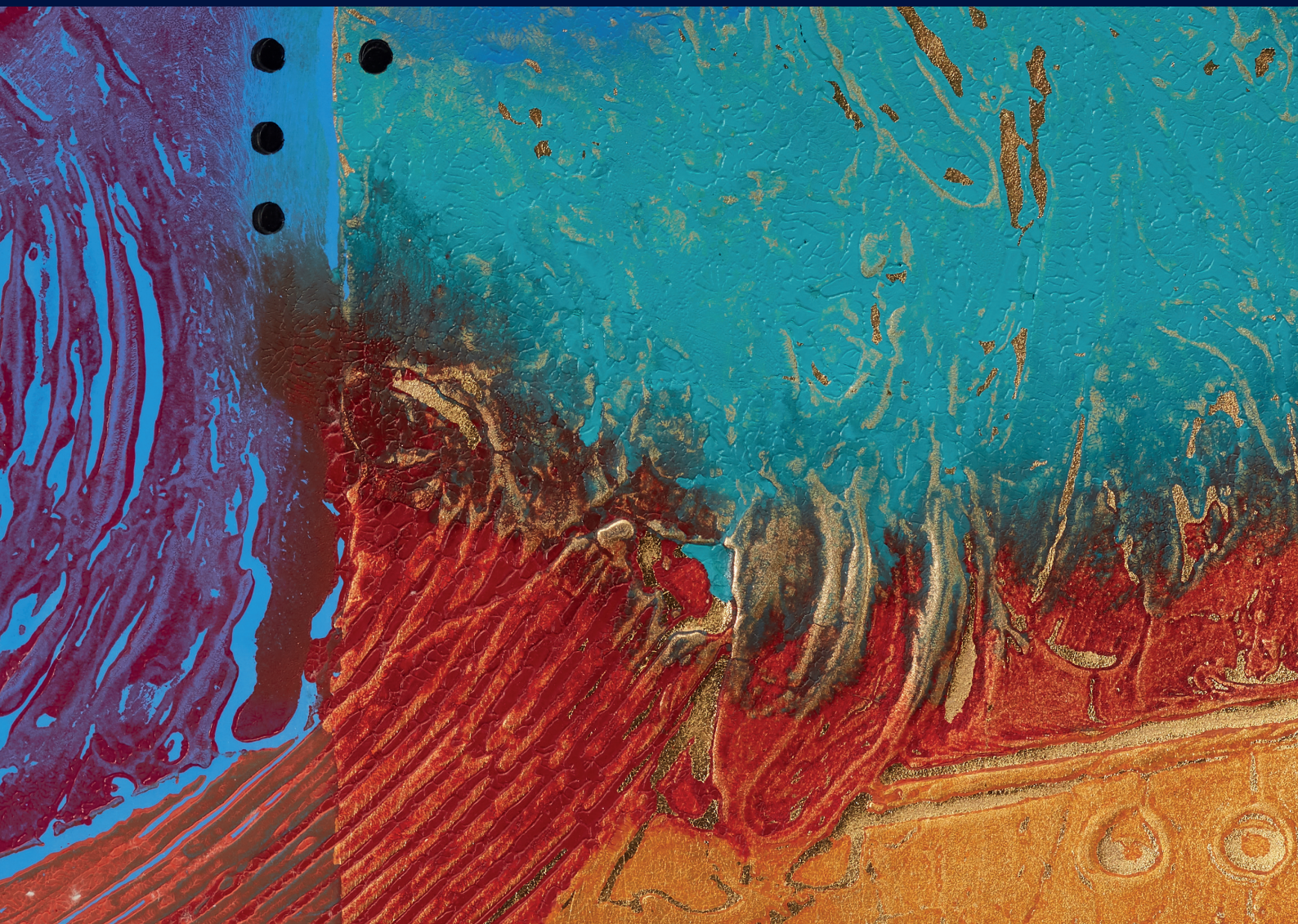


# Diversity Profile



# Diversity at Farrer & Co

---

65% of the firm completed the SRA diversity data survey. It is a snapshot of the diverse make-up of our firm and supports the SRA and the firm to continue to work to support diversity within the legal profession. We value difference and are working to increase diversity and continue to foster an inclusive workplace.

## Notes

1. Data reflects demographic information as at June 2019.
2. Data is based on information provided by individuals in response to the SRA diversity questionnaire. Categories reflect data from approximately 65% of the firm, and as such the figures do not reflect the exact demographics.
3. All figures have been rounded to the nearest percent and therefore some categories will not total 100%.

	Partners (%)	Fee Earners (%)	Other Fee Earners (%)	Business Services and Secretarial (%)
<b>Age</b>				
16 - 24	0%	1%	8%	8%
25 - 34	0%	55%	72%	31%
35 - 44	60%	28%	3%	25%
45 - 54	24%	10%	6%	23%
55 - 64	16%	4%	11%	11%
65+	0%	1%	0%	1%
Prefer not to say	0%	1%	0%	2%
<b>Gender Identity</b>				
Man	60%	33%	33%	18%
Woman	40%	67%	67%	81%
Prefer not to say	0%	0%	0%	1%
<b>Transgender</b>				
Yes	2%	2%	0%	1%
No	96%	98%	100%	98%
Prefer not to say	2%	0%	0%	1%
<b>Disability</b>				
Yes	7%	4%	6%	3%
No	91%	95%	92%	94%
Prefer not to say	2%	1%	3%	2%
<b>Day-to-day activities limited due to health problem or disability lasting at least 12 months</b>				
Yes, limited a lot	0%	0%	0%	1%
Yes, limited a little	9%	4%	6%	6%
No	89%	94%	92%	91%
Prefer not to say	2%	2%	3%	2%
<b>Ethnicity</b>				
Bangladeshi	0%	0%	3%	1%
Chinese	0%	0%	3%	1%
Indian	2%	6%	8%	2%
Pakistani	0%	0%	0%	2%
Any other Asian background	0%	0%	3%	1%
African	0%	1%	0%	2%
Caribbean	0%	0%	3%	0%
White and Asian	2%	1%	3%	1%
White and Black Caribbean	2%	0%	0%	2%
Any other Mixed / multiple ethnic background	2%	0%	0%	2%
British / English / Welsh / Northern Irish / Scottish	82%	75%	64%	75%
Irish	4%	2%	3%	2%
Any other White background	4%	12%	11%	8%
Any other ethnic group	0%	0%	0%	2%
Prefer not to say	0%	2%	0%	2%

	Partners (%)	Fee Earners (%)	Other Fee Earners (%)	Business Services and Secretarial (%)
<b>Religion or belief</b>				
No religion or belief / Atheist	27%	43%	44%	41%
Christian	58%	35%	36%	47%
Hindu	0%	5%	0%	2%
Jewish	2%	4%	3%	0%
Muslim	0%	0%	8%	2%
Sikh	4%	0%	6%	0%
Any other religion or belief	0%	5%	0%	2%
Prefer not to say	9%	8%	3%	5%
<b>Sexual orientation</b>				
Bi	2%	2%	0%	2%
Gay/Lesbian	7%	6%	6%	1%
Heterosexual/straight	89%	87%	89%	96%
Prefer not to say	2%	5%	6%	2%
<b>School type from 11 to 16</b>				
UK State-run or state-funded school - selective on academic, faith or other grounds	7%	18%	0%	29%
UK State-run or state-funded school - non-selective	27%	19%	28%	43%
UK Independent or fee-paying school - bursary	18%	8%	14%	2%
UK Independent or fee-paying school - no bursary	44%	41%	47%	7%
Attended school outside the UK	2%	11%	11%	15%
Other	0%	0%	0%	1%
Don't know	0%	0%	0%	1%
Prefer not to say	2%	2%	0%	2%
<b>Highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18</b>				
At least one has a degree level qualification	47%	77%	56%	35%
Qualifications below degree level	44%	16%	25%	37%
No formal qualifications	7%	2%	17%	14%
Don't know	0%	1%	3%	11%
Prefer not to say	2%	4%	0%	3%
<b>Primary carer for a child under 18</b>				
Yes	51%	33%	6%	28%
No	49%	67%	94%	70%
Prefer not to say	0%	0%	0%	2%
<b>Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age</b>				
No	91%	89%	94%	89%
Yes, 1 - 19 hours a week	9%	10%	3%	8%
Yes, 20 - 49 hours a week	0%	0%	0%	0%
Yes, 50 or more hours a week	0%	1%	0%	2%
Prefer not to say	0%	0%	3%	2%

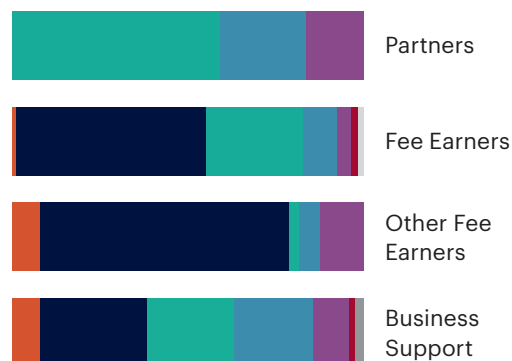
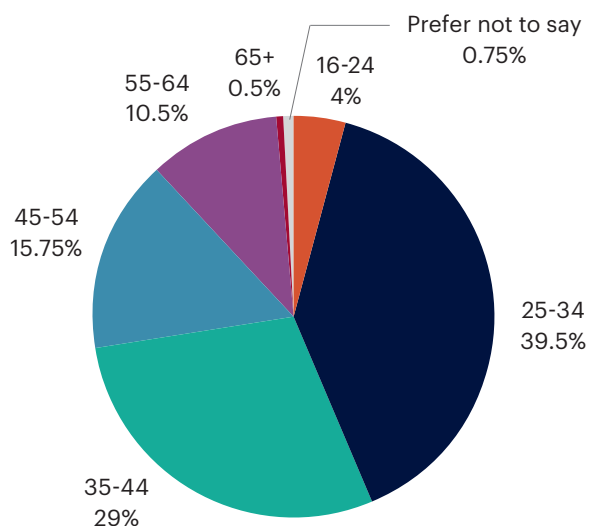
## Summary table for ethnicity

Ethnicity				
	Partners	Fee Earners	Other Fee Earners	Business Services and Secretaries
Asian/Asian British	2%	6%	17%	7%
Black/Black British	0%	1%	3%	5%
Mixed/Multiple Ethnic Group	6%	1%	3%	5%
White	90%	89%	78%	85%
Any other ethnic group	0%	0%	0%	2%
Prefer not to say	0%	2%	0%	2%

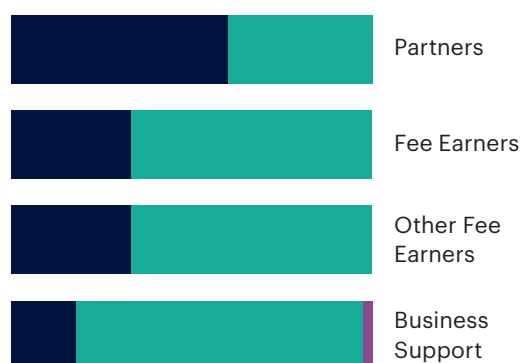
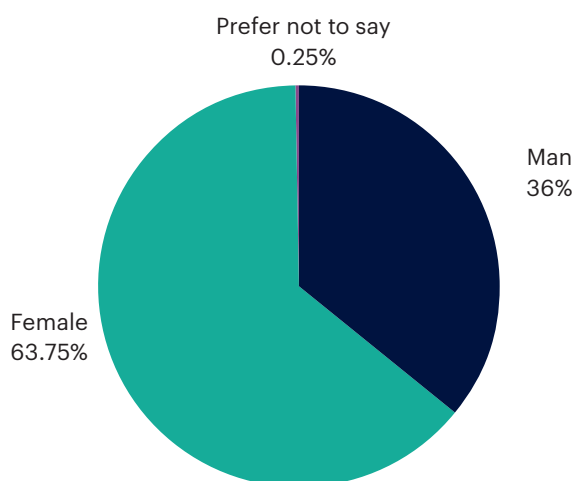
The following pages are to be used as a visual representation of the information stated above.

Please note that the pie charts consist of the firm as a whole, with the bar charts then highlighting the individual categories of Partners, Fee Earners, Other Fee Earners, and Business Services.

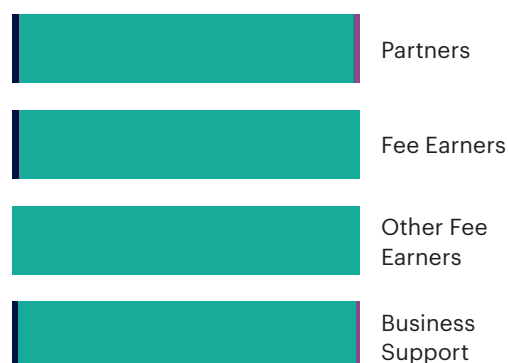
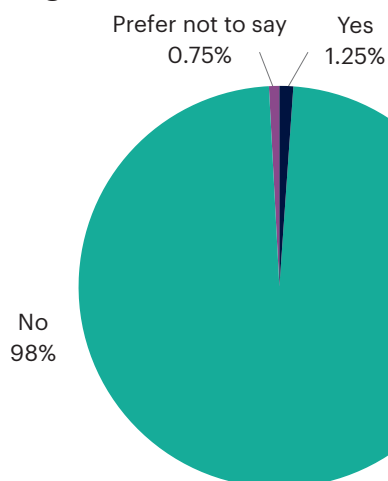
## Age



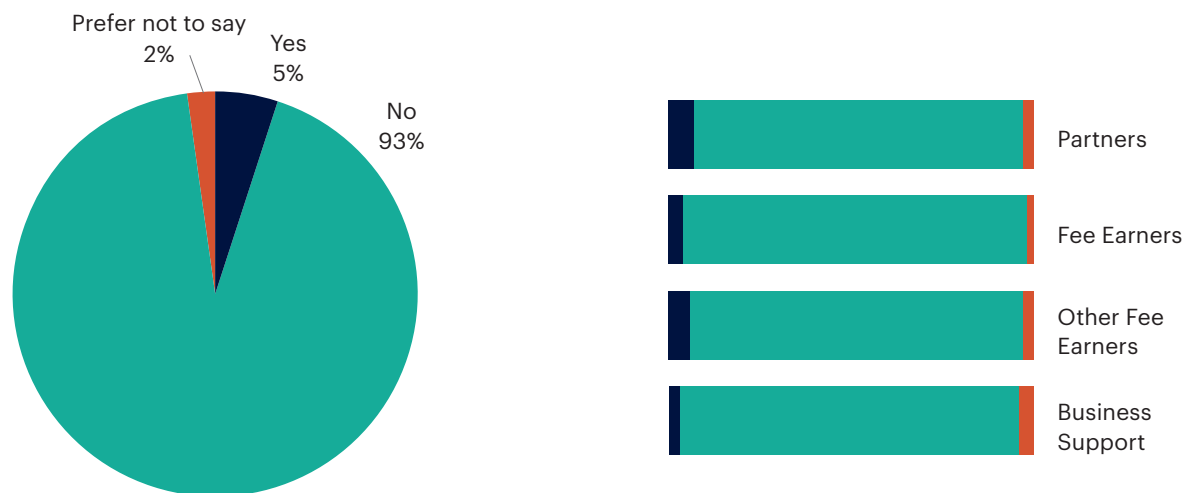
## Gender identity



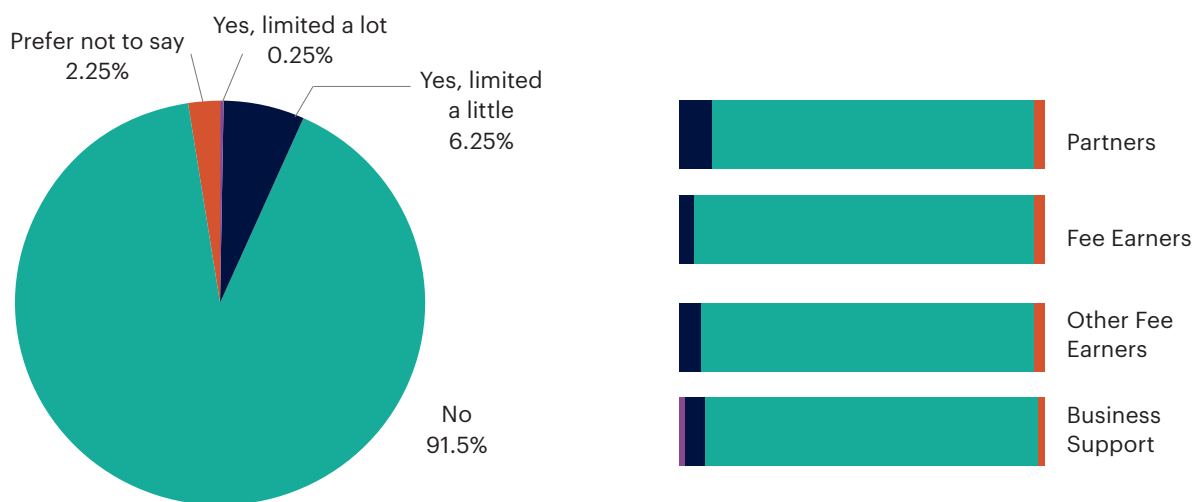
## Transgender



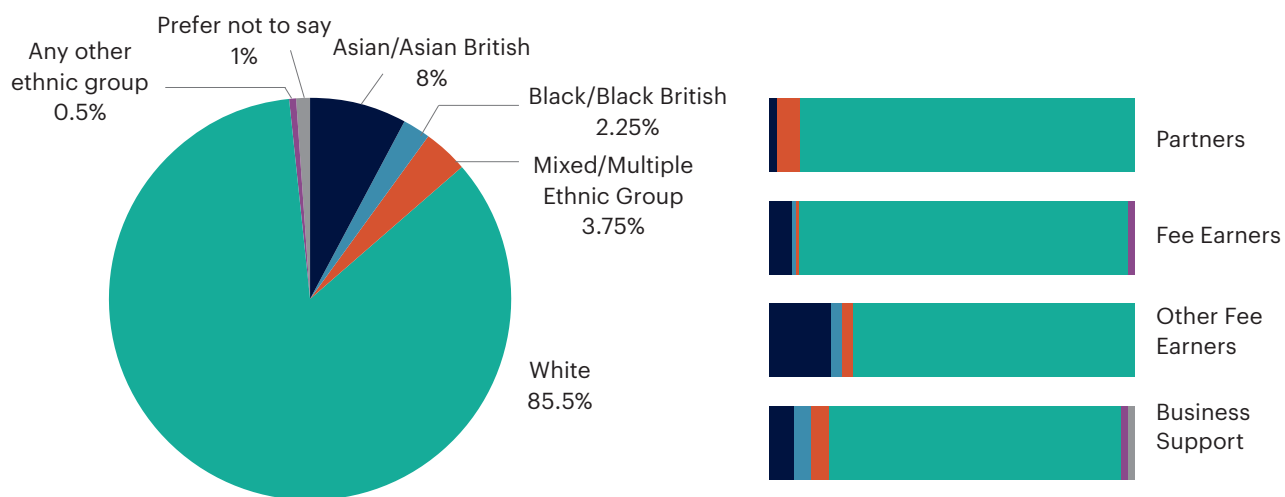
Disability



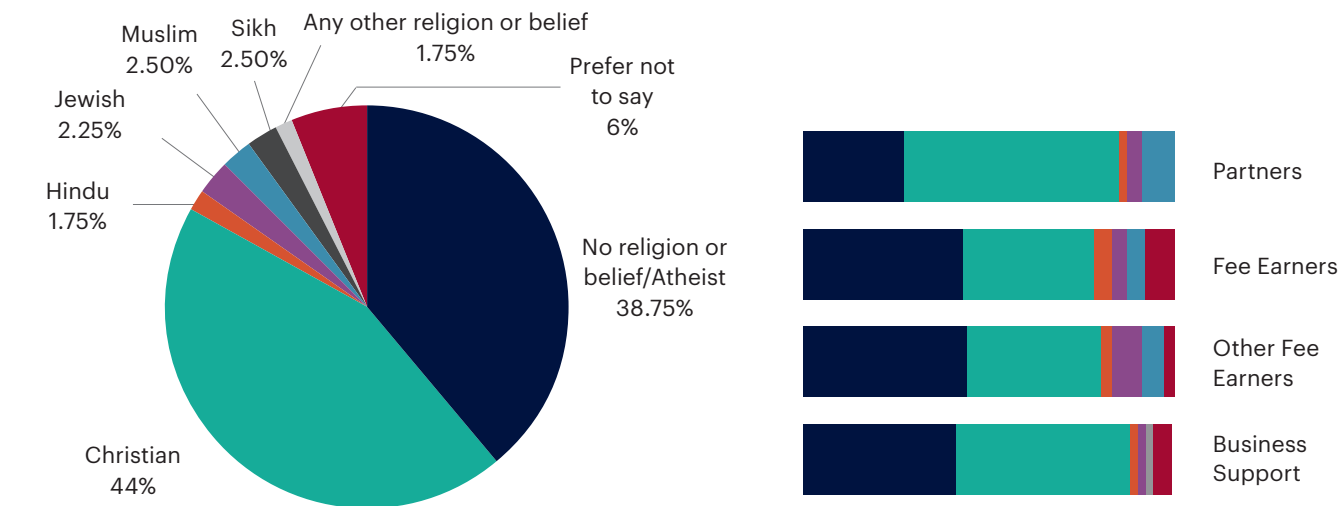
Day-to-day activities limited due to health problem or disability lasting at least 12 months



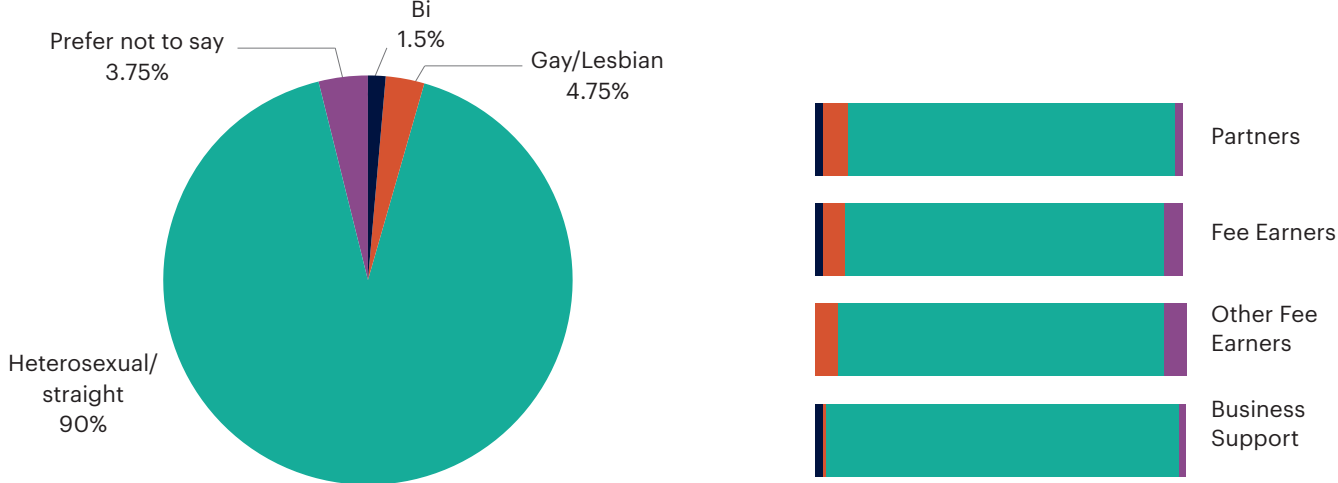
Ethnicity



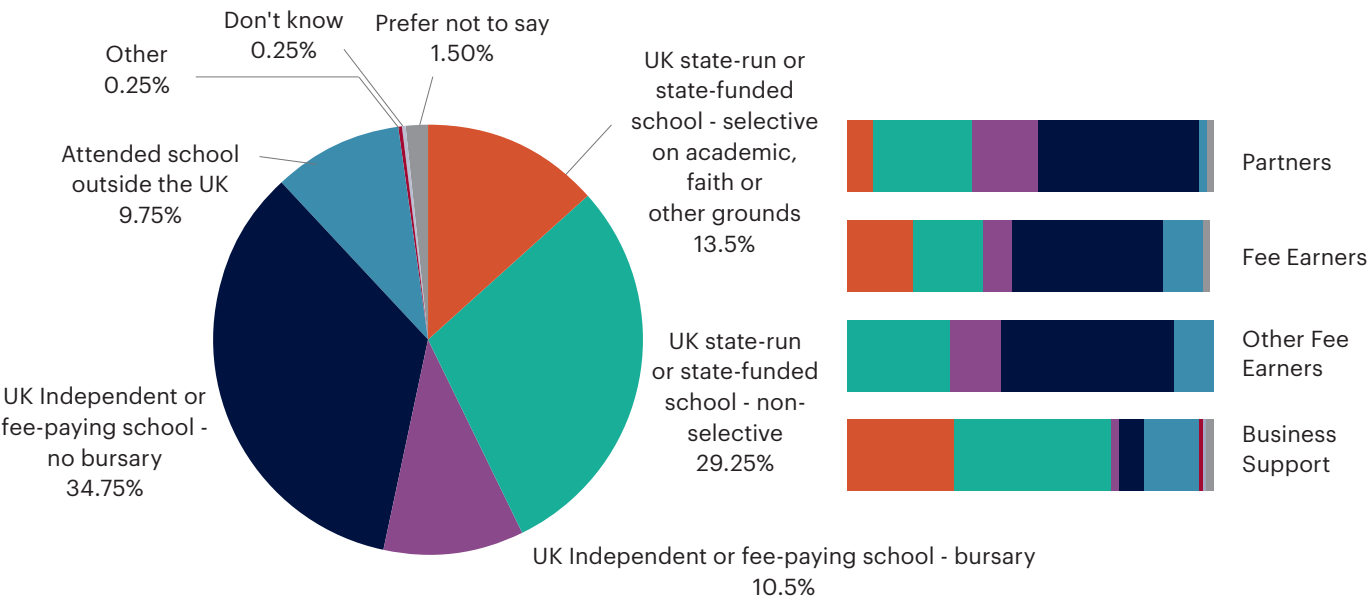
## Religion or belief



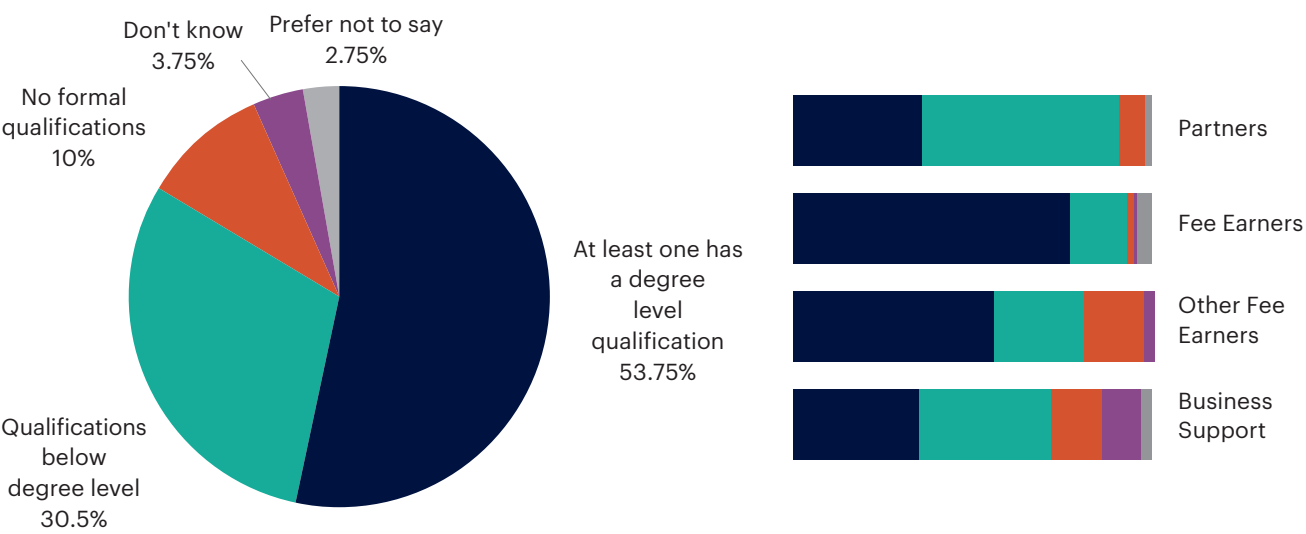
## Sexual orientation



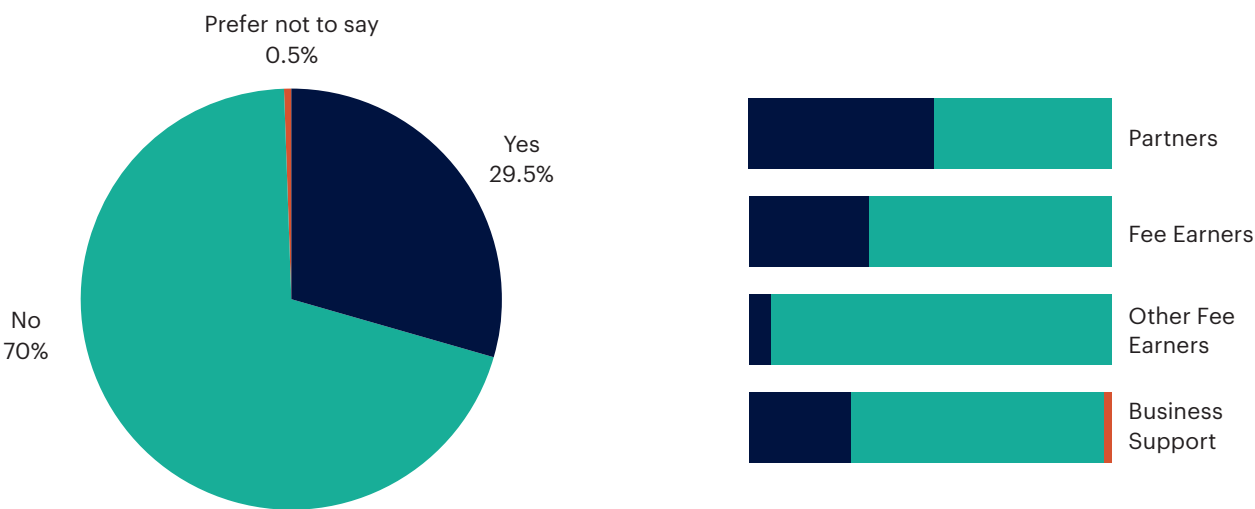
## School type from 11 to 16



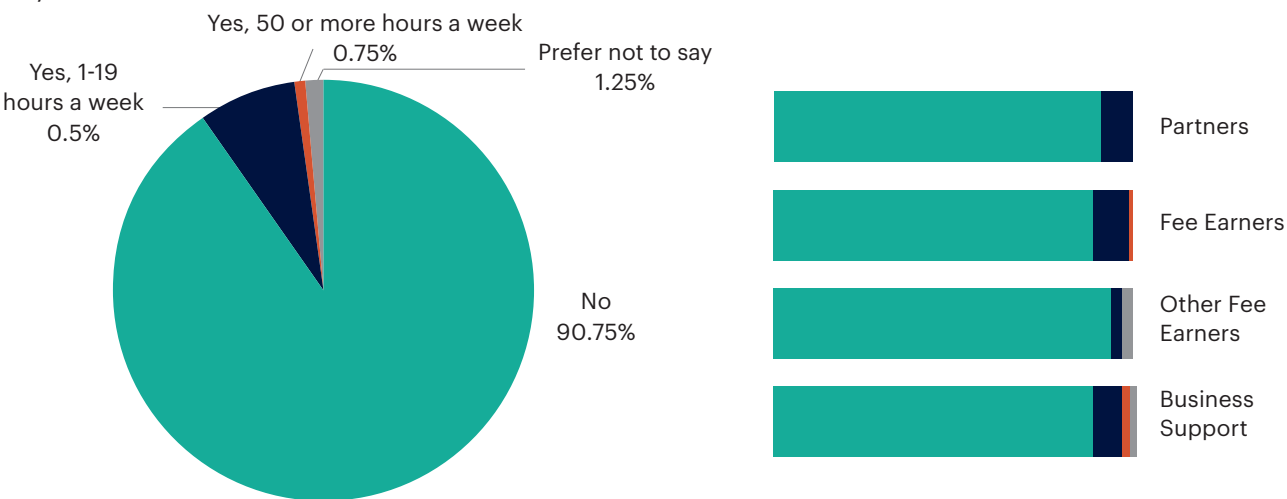
# Highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18



# Primary carer for a child under 18



# Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age



Farrer & Co LLP  
66 Lincoln's Inn Fields  
London WC2A 3LH  
  
+44(0)20 3375 7000  
enquiries@farrer.co.uk  
www.farrer.co.uk

