

LONDON OFFICE DIVERSITY STATISTICS 2021

We are pleased to publish Watson Farley & Williams London Office Diversity Statistics 2021.

As an international law firm with a global client base, diversity and inclusion is a key component of how we operate as a firm. We believe that exceptional client service can only be delivered by exceptional people. For this reason, we aim to attract, retain and develop the best talent from a wide range of backgrounds and encourage our teams to harness diversity of thought, providing our clients with innovative solutions to complex transactional and contentious matters.

Our data shows that we continue to develop a diverse pipeline of talent and we are pleased with the progress we have made. However, like many firms, we recognise that there is more to do to ensure we retain and develop our diverse talent into more senior roles, including through to the Partnership.

Through our Global Diversity & Inclusion Strategy, we are taking action to further our inclusive working environment and ensure everyone at our firm can reach their full potential. More information on the steps we are taking can be found on our [website](#).



CHRIS LOWE
MANAGING PARTNER



LOTHAR WEGENER
MANAGING PARTNER

REPORTING CATEGORIES

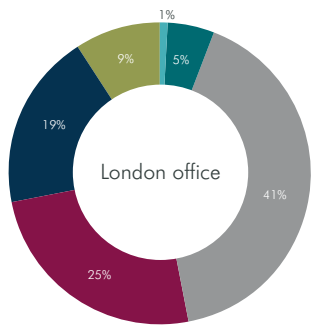
- **Partner:** All participating Equity Partners and Variable Share Partners.
- **Solicitor (not a Partner):** All participating Senior Associates, Associates, Of Counsel and Consultants.
- **Other fee earning role:** All participating Trainees, Professional Support Lawyers and Paralegals.
- **Business Functions:** All participating Business Functions employees and secretaries.

NOTES

- The statistics provided within this report reflect data provided by Watson Farley & Williams Partners and employees as at 01 July 2021. Response rates for individual categories are included beneath each chart.
- In some cases, charts may not add up to 100% due to rounding.
- Where response rates are low, office-wide data has been shared to ensure individual's personal and sensitive information remains confidential.

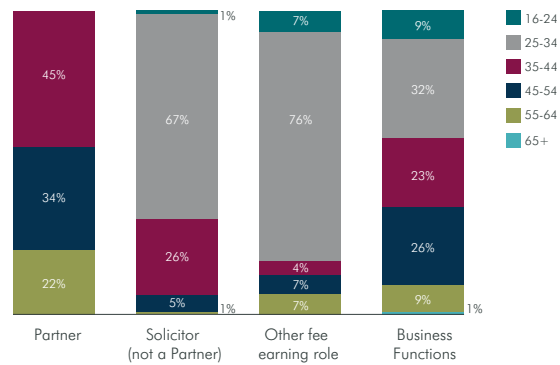
LONDON OFFICE DIVERSITY STATISTICS 2021

AGE



Response rate: 100%

By role

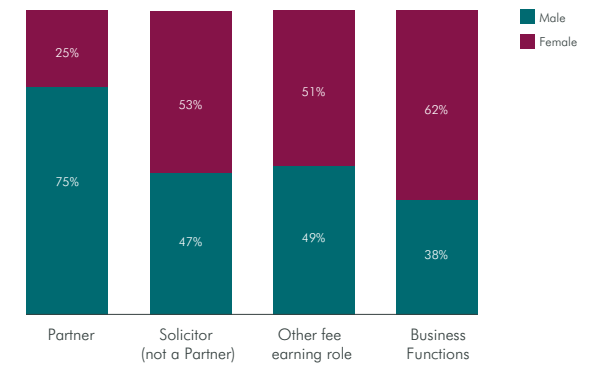


GENDER

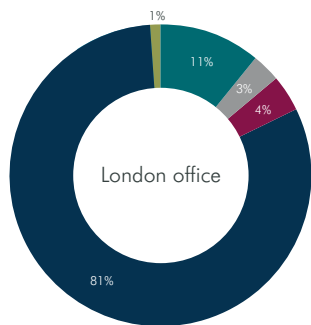


Response rate: 100%

By role

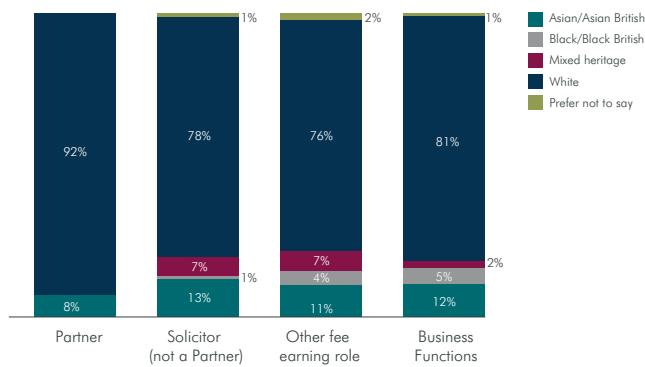


ETHNICITY

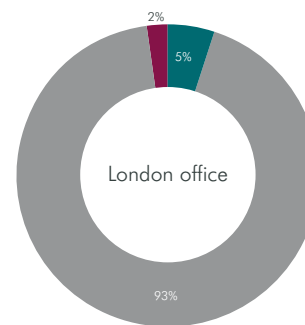


Response rate: 94%

By role

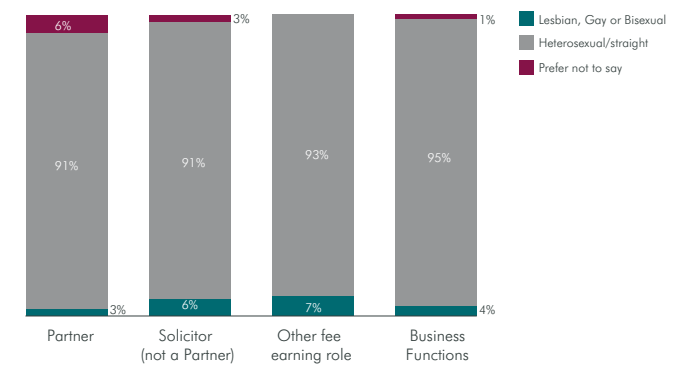


SEXUAL ORIENTATION



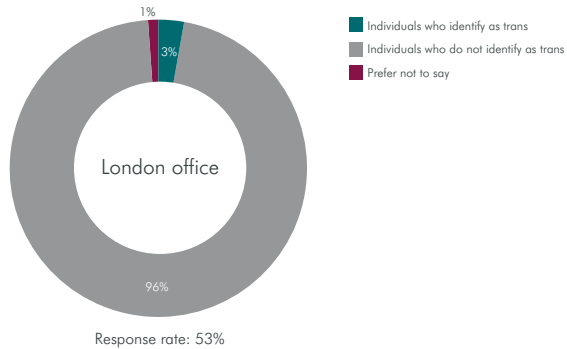
Response rate: 79%

By role



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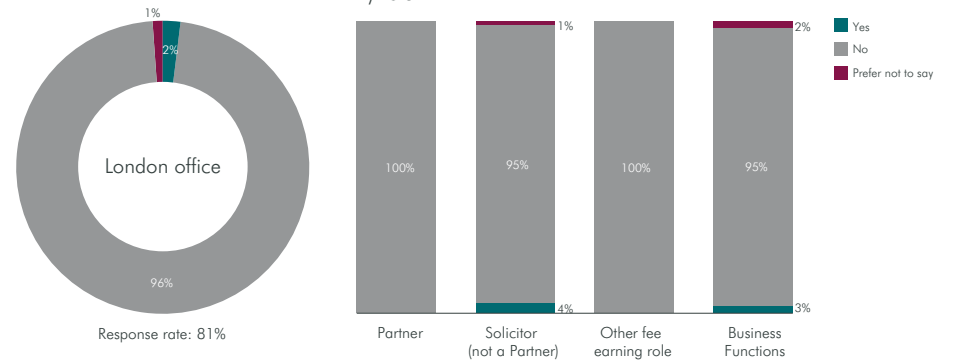
TRANS IDENTITY*



*Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe themselves using one or more of a wide variety of terms, including (but not limited to) transgender, non-binary, or gender queer

DISABILITY

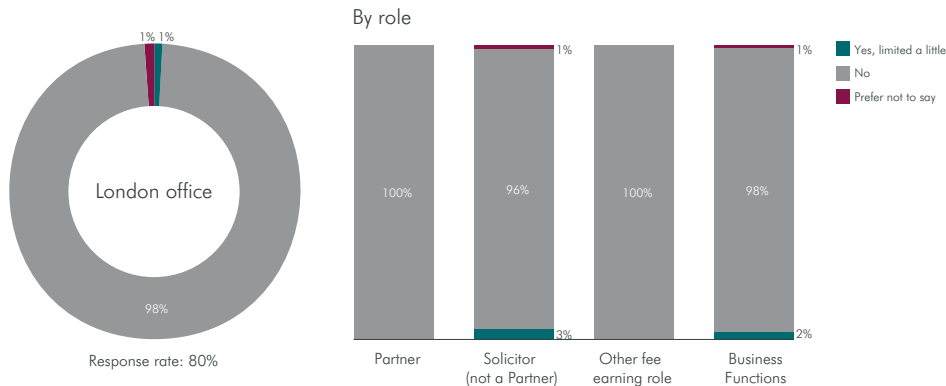
Individuals who consider themselves as having a disability according to the definition in the Equality Act 2010*



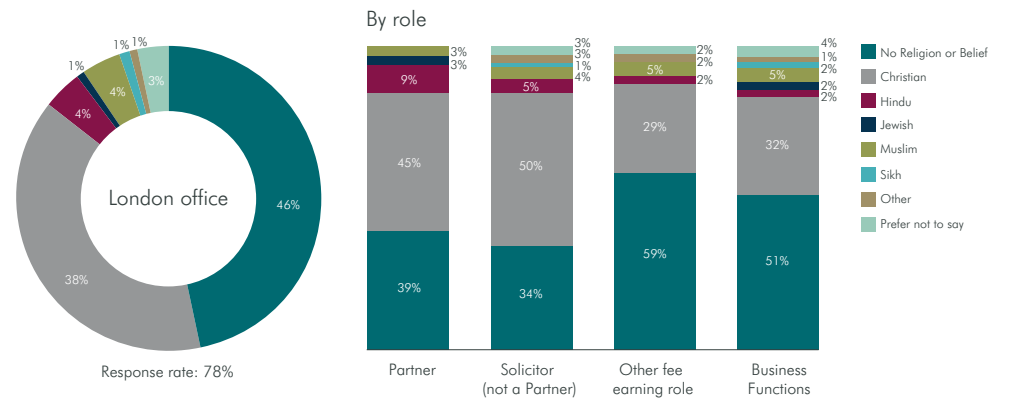
*The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities

DISABILITY

Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months



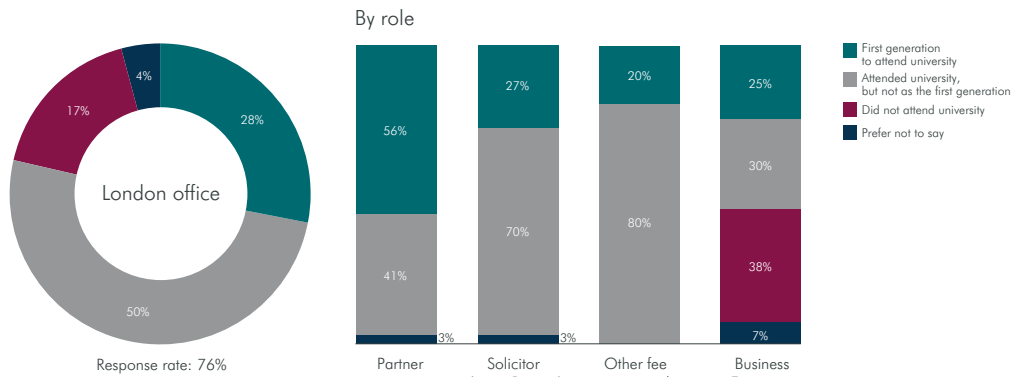
RELIGION OR BELIEF



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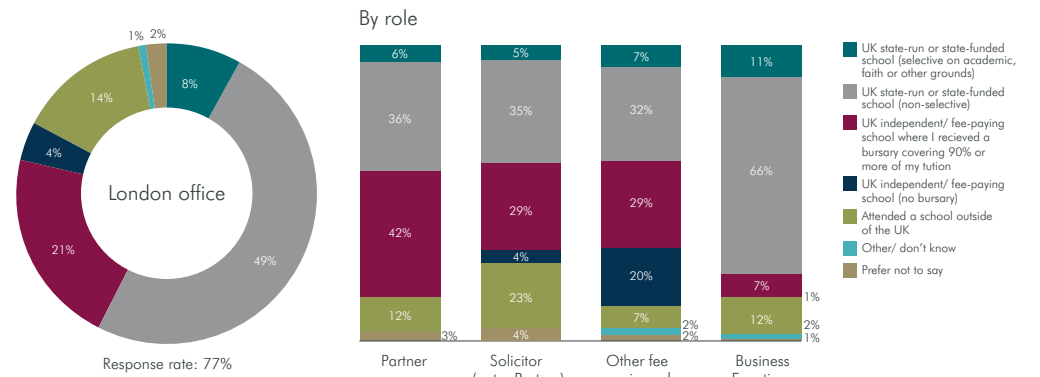
SOCIO-ECONOMIC BACKGROUND

Individuals from the first generation of their family to attend university



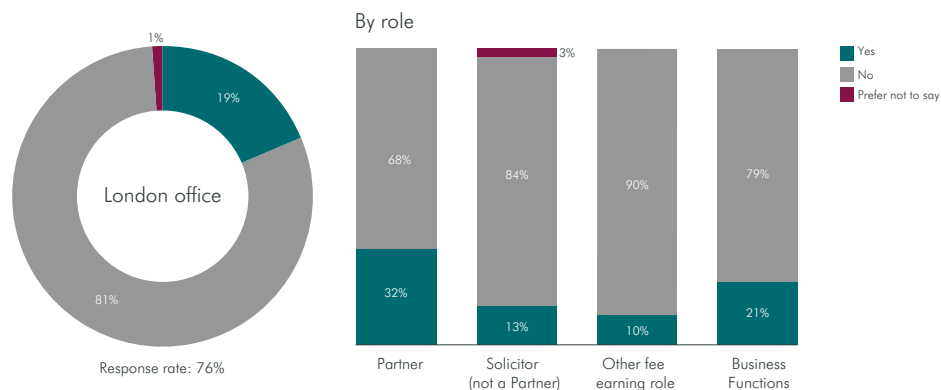
SOCIO-ECONOMIC BACKGROUND

Type of school attended between the ages of 11 and 16



CARING RESPONSIBILITIES

Individuals with primary caring responsibilities for a child or children under the age of 18



CARING RESPONSIBILITIES

Individuals who look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

