

LONDON OFFICE DIVERSITY STATISTICS 2023

We are pleased to publish Watson Farley & Williams London Office Diversity Statistics 2023.

In a rapidly changing world, attracting, retaining, and developing the very best talent is a priority for international law firms such as ours. As such, Diversity & Inclusion continues to be a business imperative.

At Watson Farley & Williams our focus is to ensure the long-term sustainability of the firm through promoting the values of teamwork, inclusivity, collaboration, and transparency. We want to create clear career paths and opportunities for all by ensuring our people have the chance to develop, express their views and ideas, see their careers fulfilled within the firm and ultimately support our next generation of leaders.

We truly value our diverse workforce. Encouraging diversity of thought and drawing on different perspectives means that we can provide innovative solutions to our clients' most complex matters.

Our data shows that we continue to develop a diverse pipeline of talent and we are pleased with the progress we have made since our last report in 2021. 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](#).




GEORGE PALEOKRASSAS
SENIOR PARTNER




LINDSEY KEEBLE
MANAGING PARTNER

REPORTING CATEGORIES

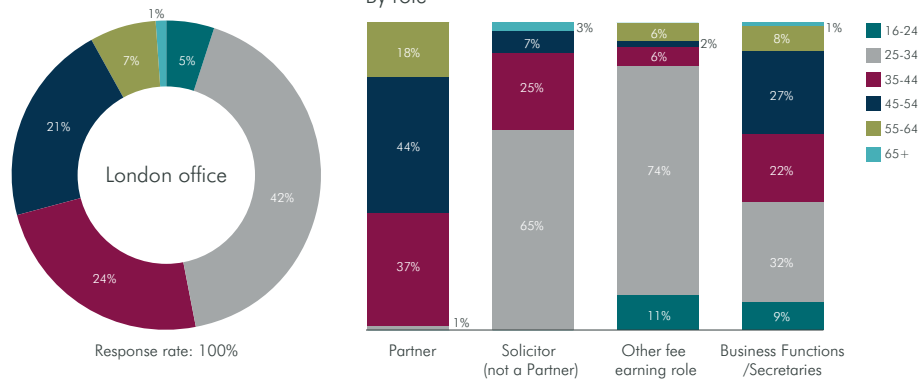
- **Partner:** All participating Equity Partners and Variable Share Partners.
- **Solicitor (not a Partner):** All participating Senior Associates, Associates, Of Counsel and Consultants.
- **Other Legal:** All participating Trainees, Professional Support Lawyers and Paralegals.
- **Business Functions:**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

NOTES

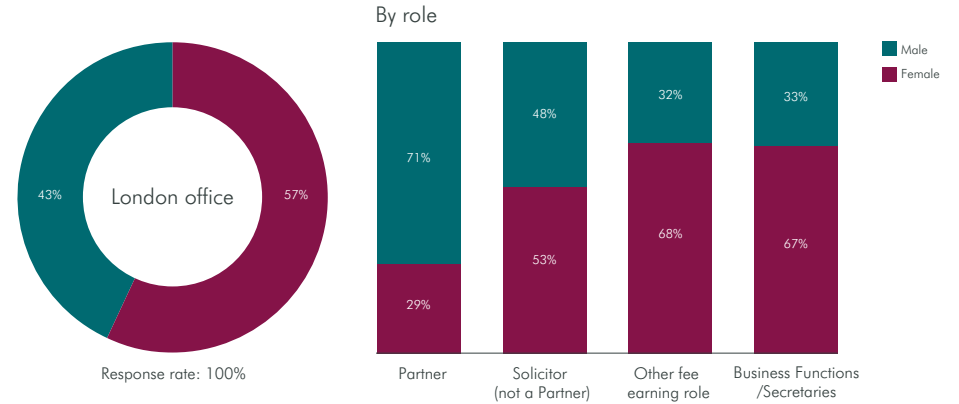
- The statistics provided within this report reflect data provided by Watson Farley & Williams Partners and employees in our London office as at 1 May 2023. Response rates for individual categories are included beneath each chart.
- In some cases, charts may not add up to 100% due to rounding.
- Where response rates are low, office-wide data has been shared to ensure individual's personal and sensitive information remains confidential.

LONDON OFFICE DIVERSITY STATISTICS 2023

AGE

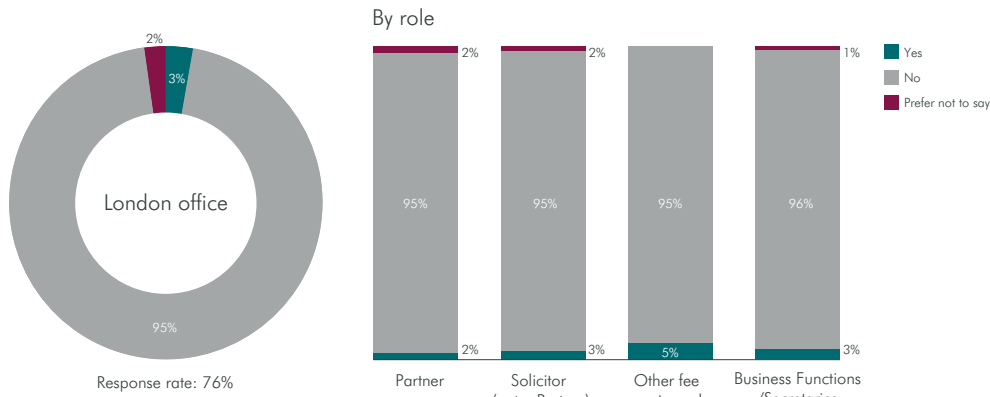


GENDER



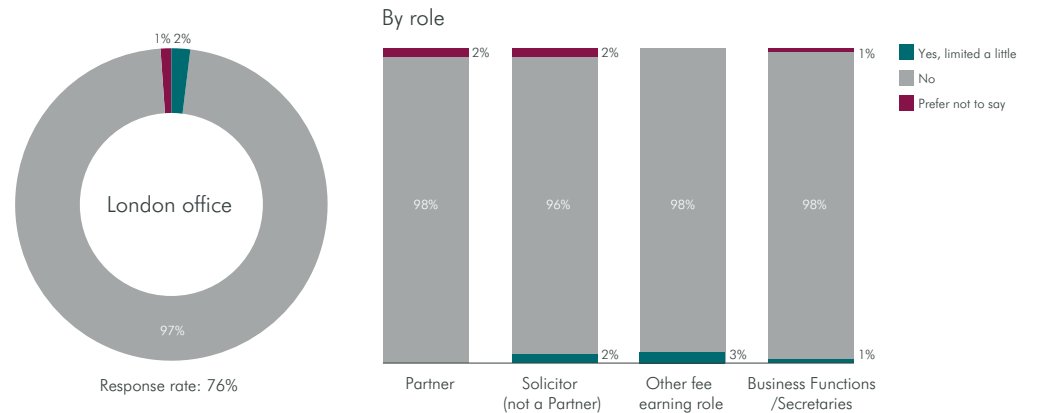
DISABILITY

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



DISABILITY

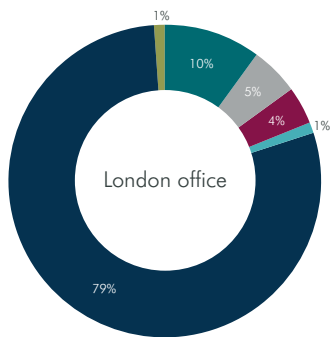
Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months



*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

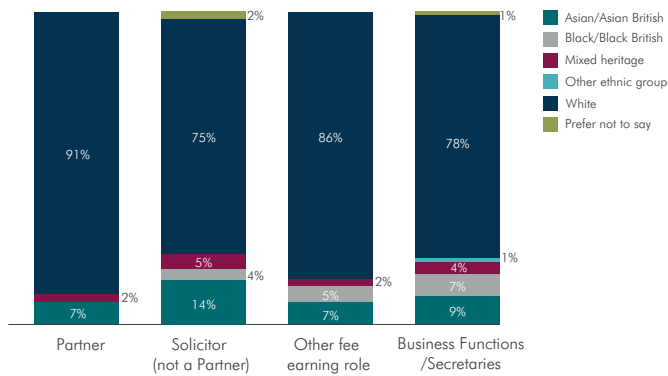
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ETHNICITY

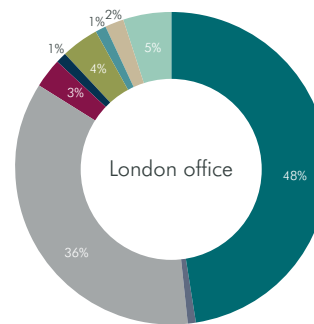


Response rate: 89%

By role

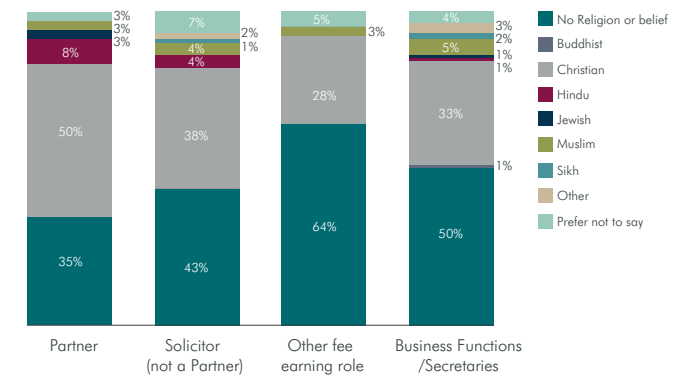


RELIGION OR BELIEF

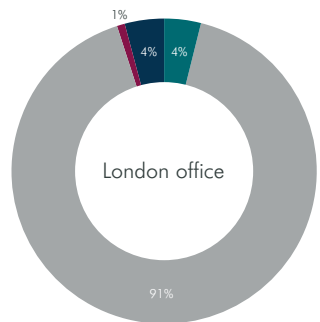


Response rate: 74%

By role

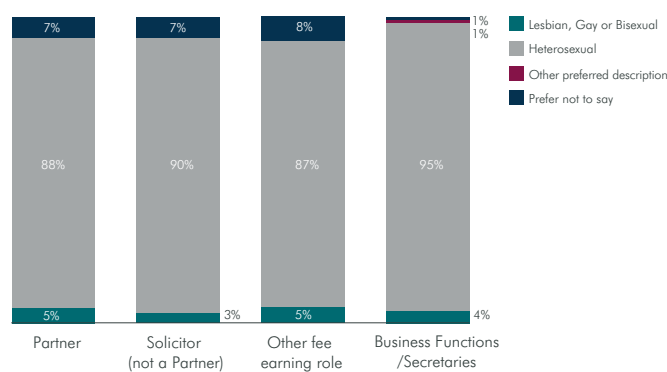


SEXUAL ORIENTATION



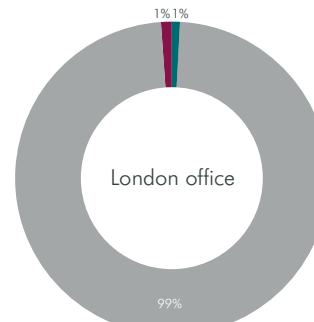
Response rate: 75%

By role



TRANS IDENTITY

Individuals who identify as trans



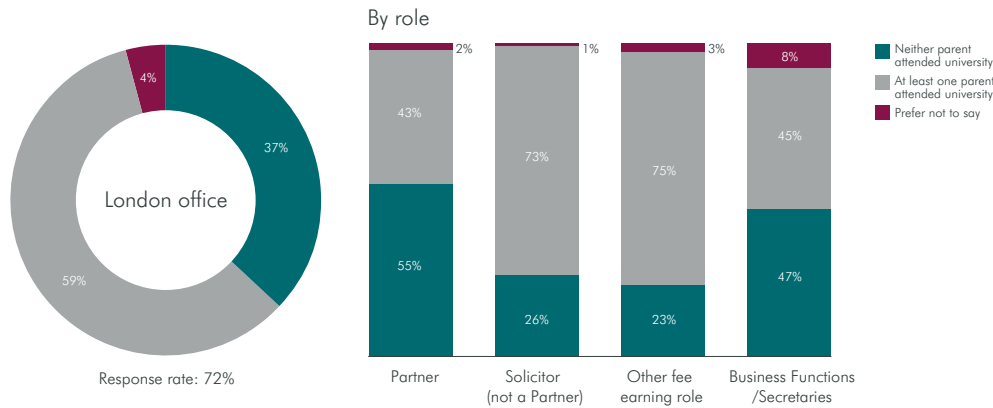
Response rate: 58%

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

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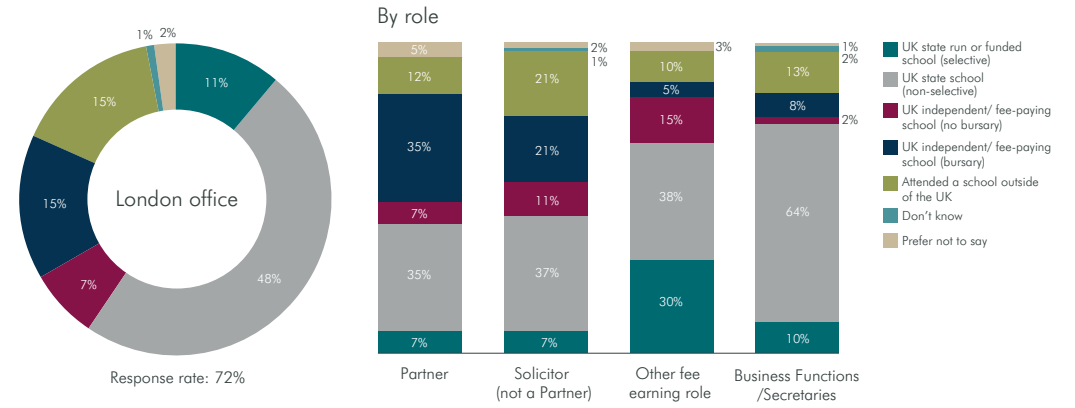
SOCIO-ECONOMIC BACKGROUND

Individuals whose parents attended university



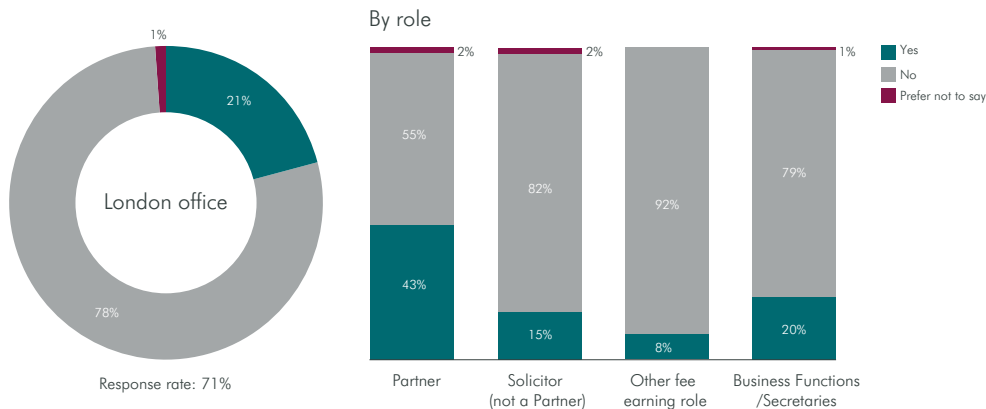
SOCIO-ECONOMIC BACKGROUND

Type of school attended between the ages of 11 and 16



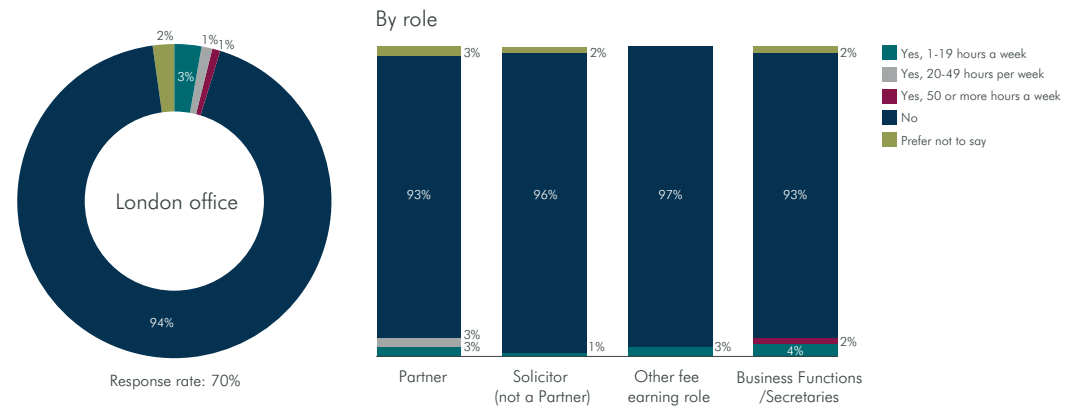
CARING RESPONSIBILITIES

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)



All references to 'Watson Farley & Williams', 'WFW' and 'the firm' in this report means Watson Farley & Williams LLP and/or its affiliated undertakings. Any reference to a 'partner' means a member of Watson Farley & Williams LLP, or a member or partner in an affiliated undertaking, or an employee or consultant with equivalent standing and qualification. © Watson Farley & Williams 2023