



PENNINGTONS  
MANCHES  
COOPER



# 2023 UK DIVERSITY STATISTICS

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# INTRODUCTION

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Diversity, equity and inclusion is central to life at Penningtons Manches Cooper. Our vision is to be and to be seen as the most human law firm. We aim to create a culture that enables everyone to reach their career potential, being their true selves. We are wholly committed to fostering an environment where our people are valued, motivated and feel empowered to make the most of their working lives.

We are keen to advance change in the legal sector and better ensure we are fully representative across all demographics; our inclusion strategy is focused on diversifying the firm and is driven by our leadership team, which is underpinned by our inclusion committees. The committees represent age, disability, neurodiversity and mental health, gender, LGBTQIA+, socioeconomic, and race and faith, with their work centred on creating safe spaces for colleagues, as well as an environment for education and awareness.

Every inclusion programme and initiative is designed to help us improve the make-up of our workforce so that we deliver the best solutions for our clients, together with supporting our colleagues. To benchmark our progress, we partner with leading organisations and charities including Stonewall, The Business Disability Forum, RARE, The Black Solicitors Network, WorkLife Central and The Women in Law Pledge, to name a few. Recently, we were pleased to receive a Bronze Award from Stonewall's 2023 Workplace Equality Index and we were finalists in the inaugural 'Inclusion & Diversity Champion' category at the 2023 INSPIRE Business Awards.

We have seen improvements in progression and attrition rates of underrepresented groups over the last three years and we will continue to strive to increase our diversity disclosure rates. To support this, we are continuing our focus on promoting and celebrating our people's backgrounds and experiences. Our inclusion ambition is for everyone at PMC to feel encouraged to bring their entire selves to work, not just their work self.



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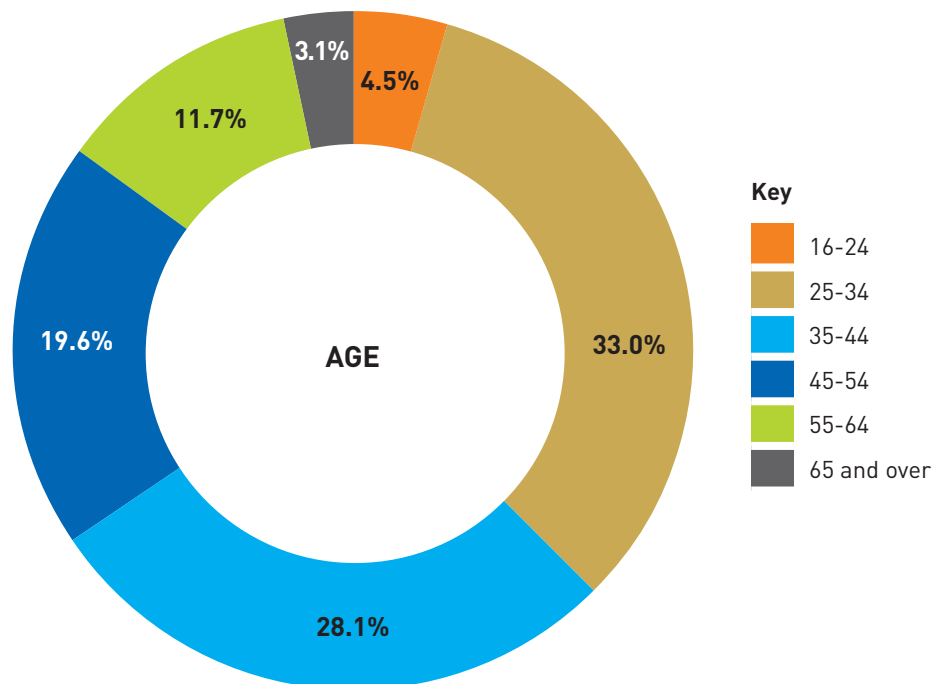
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## NOTES

1. This report details a snapshot of the diversity of PMC UK population as at July 2023.
2. Parental occupation question - categories based on Social Mobility Commission Guidance.
3. Declaration rates for Trans status are too small to share.
4. Percentages may not add up to 100 due to rounding.

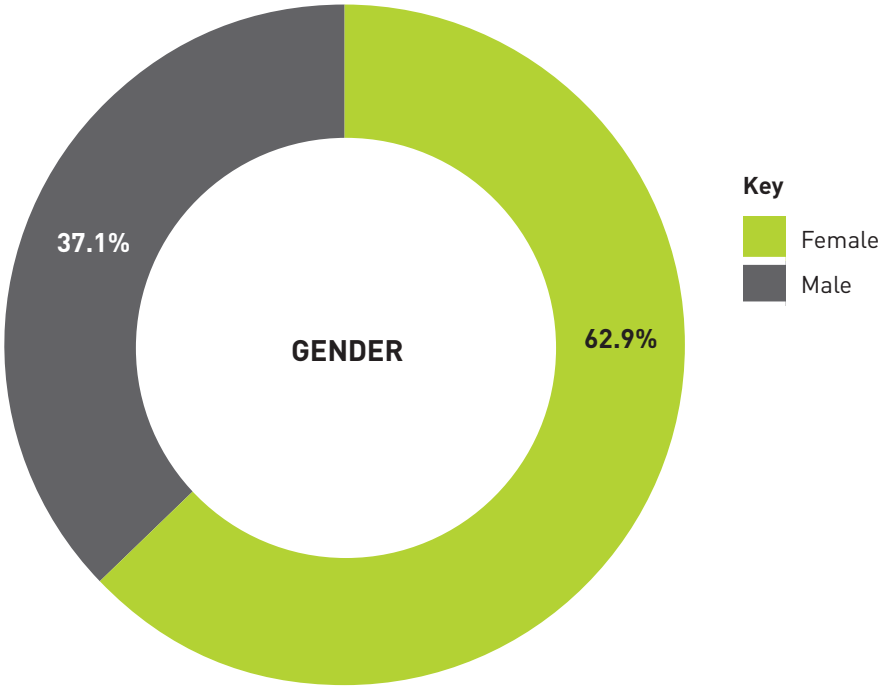
# AGE

	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 and over
<b>Grand Total</b>	<b>4.5%</b>	<b>33.0%</b>	<b>28.1%</b>	<b>19.6%</b>	<b>11.7%</b>	<b>3.1%</b>
<b>Partner</b>	0.0%	0.7%	28.0%	40.4%	30.9%	0.0%
<b>All Other Lawyers</b>	0.4%	45.5%	32.5%	10.4%	5.2%	6.1%
<b>Trainee</b>	8.8%	88.2%	0.0%	2.9%	0.0%	0.0%
<b>Other Fee Earners</b>	16.8%	38.6%	22.8%	11.9%	5.9%	4.0%
<b>Central Teams</b>	5.4%	27.1%	31.3%	23.5%	10.8%	1.8%



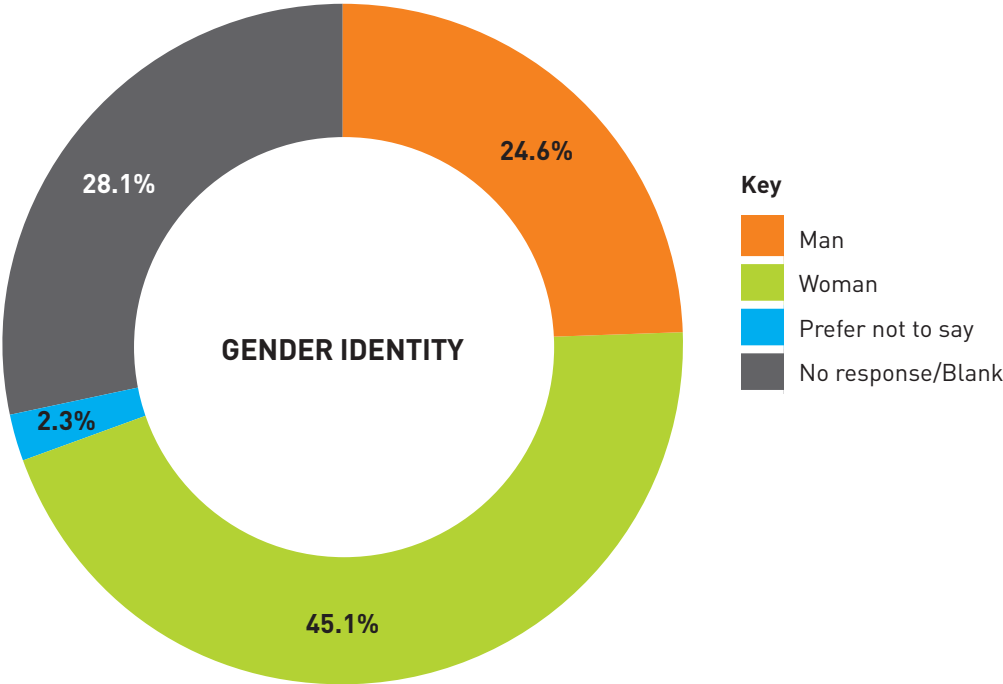
# GENDER

	Female	Male
<b>Grand Total</b>	<b>62.9%</b>	<b>37.1%</b>
Partner	39.7%	60.3%
All Other Lawyers	68.8%	31.2%
Trainee	64.7%	35.3%
Other Fee Earners	81.2%	18.8%
Central Teams	62.0%	38.0%



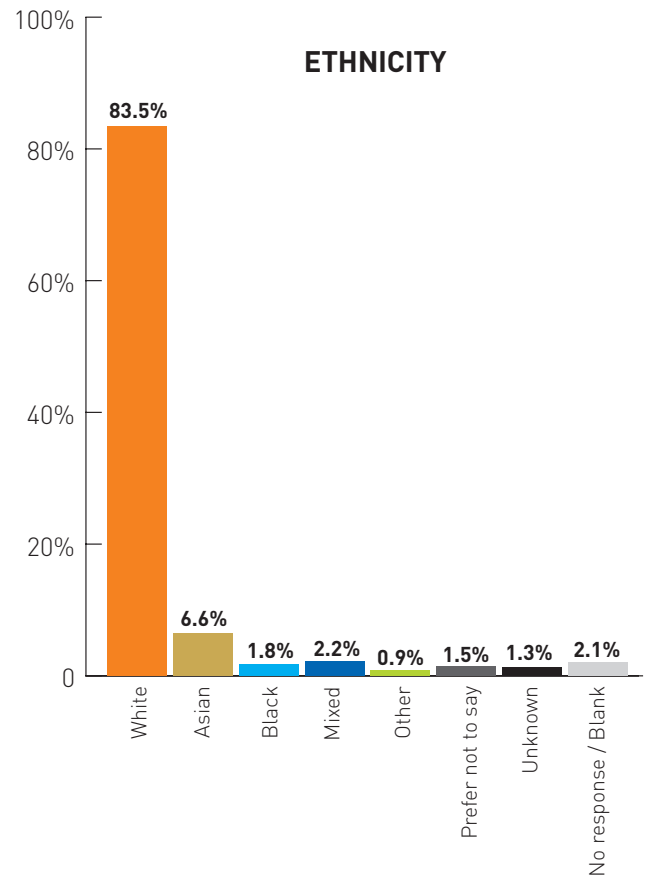
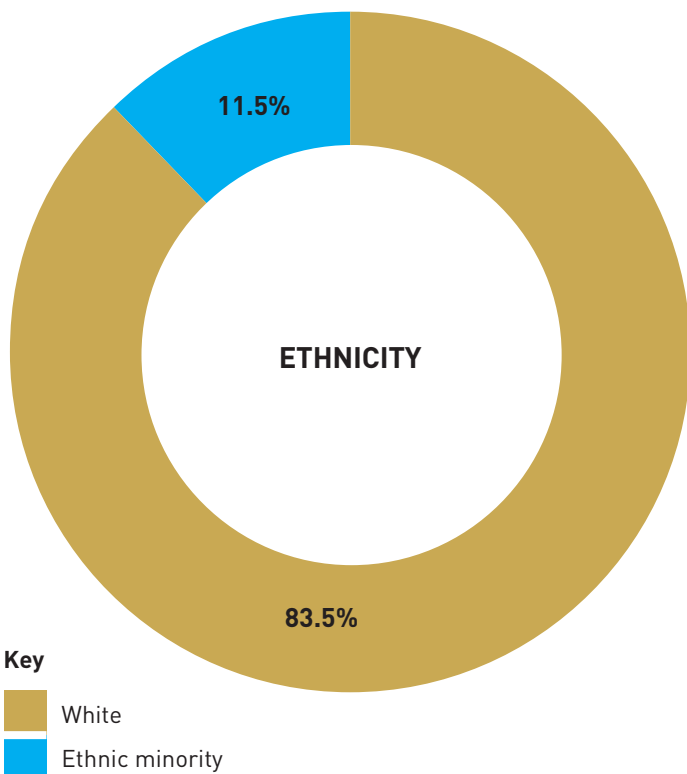
# GENDER IDENTITY

	Man	Non-binary	Woman	I use another term	Prefer not to say	No response/ Blank
<b>Grand Total</b>	<b>24.6%</b>	<b>0.0%</b>	<b>45.1%</b>	<b>0.0%</b>	<b>2.3%</b>	<b>28.1%</b>
Partner	44.9%	0.0%	25.7%	0.0%	3.7%	25.7%
All Other Lawyers	18.2%	0.0%	48.1%	0.0%	1.3%	32.5%
Trainee	20.6%	0.0%	47.1%	0.0%	0.0%	32.4%
Other Fee Earners	12.9%	0.0%	57.4%	0.0%	1.0%	28.7%
Central Teams	24.7%	0.0%	48.8%	0.0%	3.6%	22.9%



# ETHNICITY

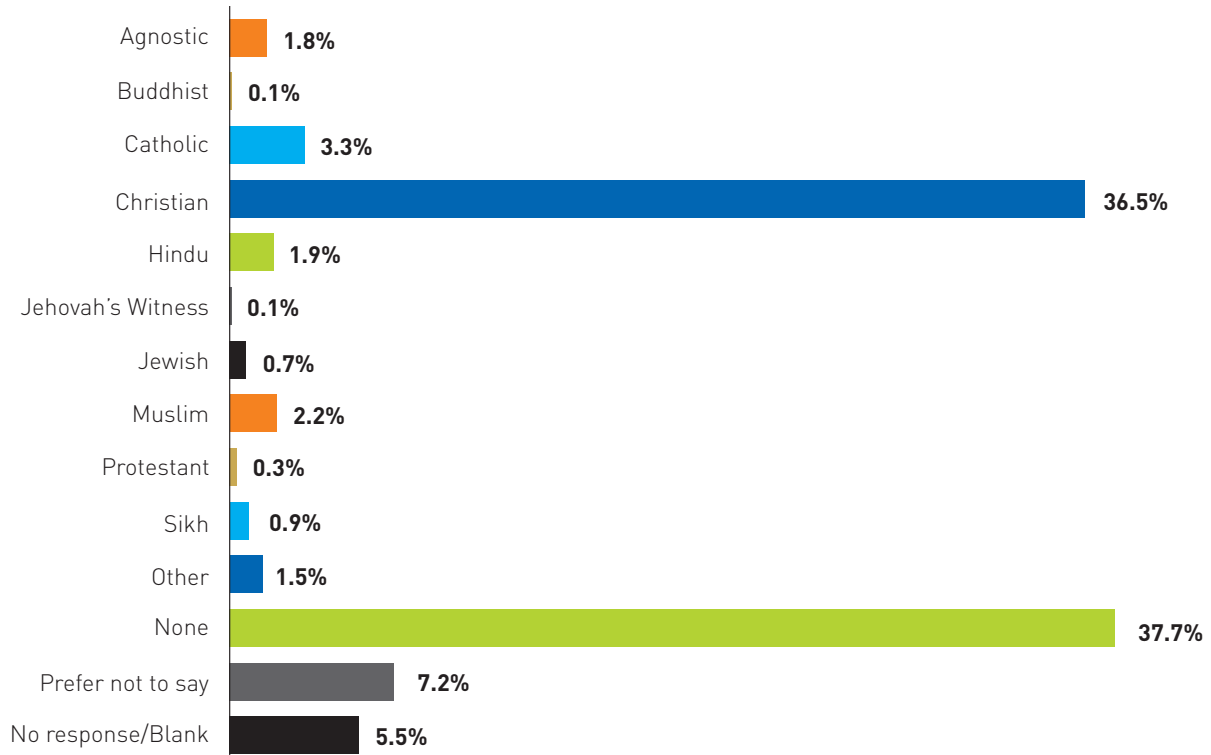
	White	Asian	Black	Mixed	Other	Prefer not to say	Unknown	No response/ Blank
<b>Grand Total</b>	<b>83.5%</b>	<b>6.6%</b>	<b>1.8%</b>	<b>2.2%</b>	<b>0.9%</b>	<b>1.5%</b>	<b>1.3%</b>	<b>2.1%</b>
Partner	82.4%	5.9%	0.0%	0.0%	2.9%	0.7%	5.9%	2.2%
All Other Lawyers	84.0%	8.2%	1.7%	2.6%	0.4%	1.7%	0.4%	0.9%
Trainee	70.6%	11.8%	0.0%	0.0%	0.0%	2.9%	0.0%	14.7%
Other Fee Earners	80.2%	7.9%	3.0%	4.0%	1.0%	2.0%	0.0%	2.0%
Central Teams	88.6%	3.0%	3.0%	3.0%	0.0%	1.2%	0.0%	1.2%



# RELIGION / BELIEF

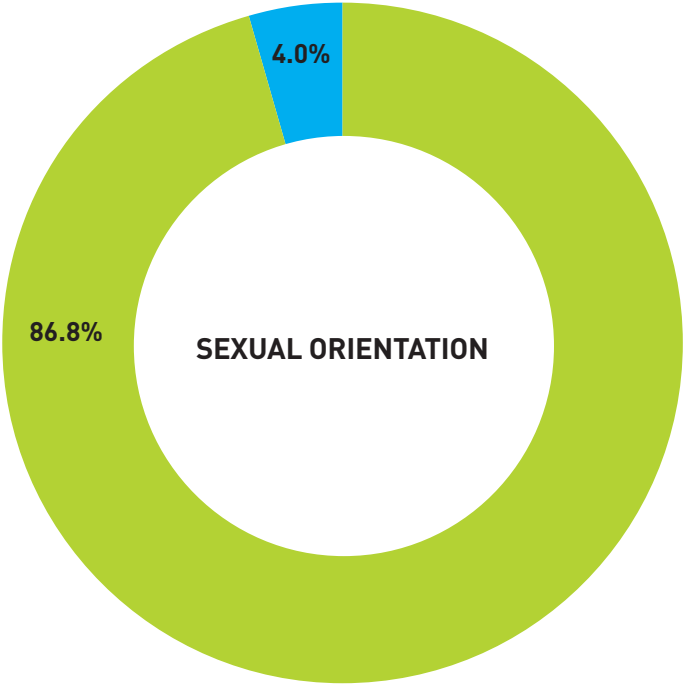
	Agnostic	Buddhist	Catholic	Christian	Hindu	Jehovah's Witness	Jewish	Muslim	Protestant	Sikh	Other	None	Prefer not to say	No response/Blank
<b>Grand Total</b>	1.8%	0.1%	3.3%	36.5%	1.9%	0.1%	0.7%	2.2%	0.3%	0.9%	1.5%	37.7%	7.2%	5.5%
<b>Partner</b>	1.5%	0.0%	8.1%	36.0%	0.7%	0.0%	3.7%	0.7%	1.5%	1.5%	1.5%	24.3%	11.8%	8.8%
<b>All Other Lawyers</b>	2.2%	0.0%	1.7%	39.4%	2.6%	0.0%	0.0%	3.9%	0.0%	0.0%	2.2%	36.4%	5.6%	6.1%
<b>Trainee</b>	2.9%	0.0%	0.0%	23.5%	0.0%	0.0%	0.0%	2.9%	0.0%	5.9%	0.0%	50.0%	2.9%	11.8%
<b>Other Fee Earners</b>	1.0%	0.0%	1.0%	32.7%	4.0%	0.0%	0.0%	3.0%	0.0%	1.0%	0.0%	45.5%	8.9%	3.0%
<b>Central Teams</b>	1.8%	0.6%	3.6%	38.0%	1.2%	0.6%	0.0%	0.6%	0.0%	0.6%	1.8%	43.4%	5.4%	2.4%

## RELIGION / BELIEF

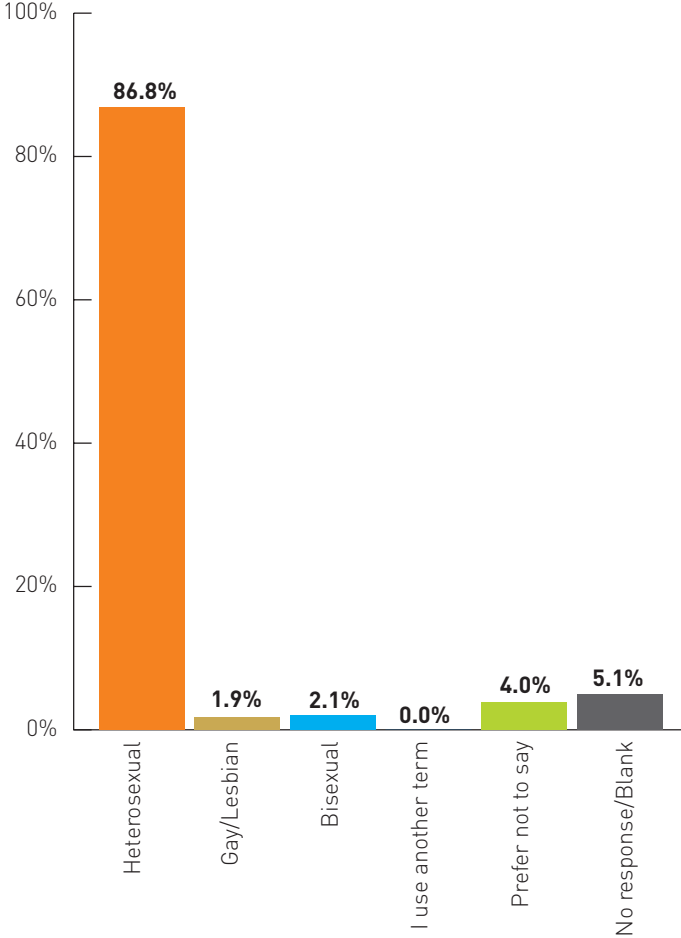


# SEXUAL ORIENTATION

	Heterosexual	Gay/Lesbian	Bisexual	I use another term	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>86.8%</b>	<b>1.9%</b>	<b>2.1%</b>	<b>0.0%</b>	<b>4.0%</b>	<b>5.1%</b>
Partner	81.6%	2.2%	0.7%	0.0%	6.6%	8.8%
All Other Lawyers	87.0%	2.6%	1.7%	0.0%	3.5%	5.2%
Trainee	82.4%	2.9%	2.9%	0.0%	0.0%	11.8%
Other Fee Earners	86.1%	1.0%	5.0%	0.0%	5.0%	3.0%
Central Teams	92.2%	1.2%	1.8%	0.0%	3.0%	1.8%



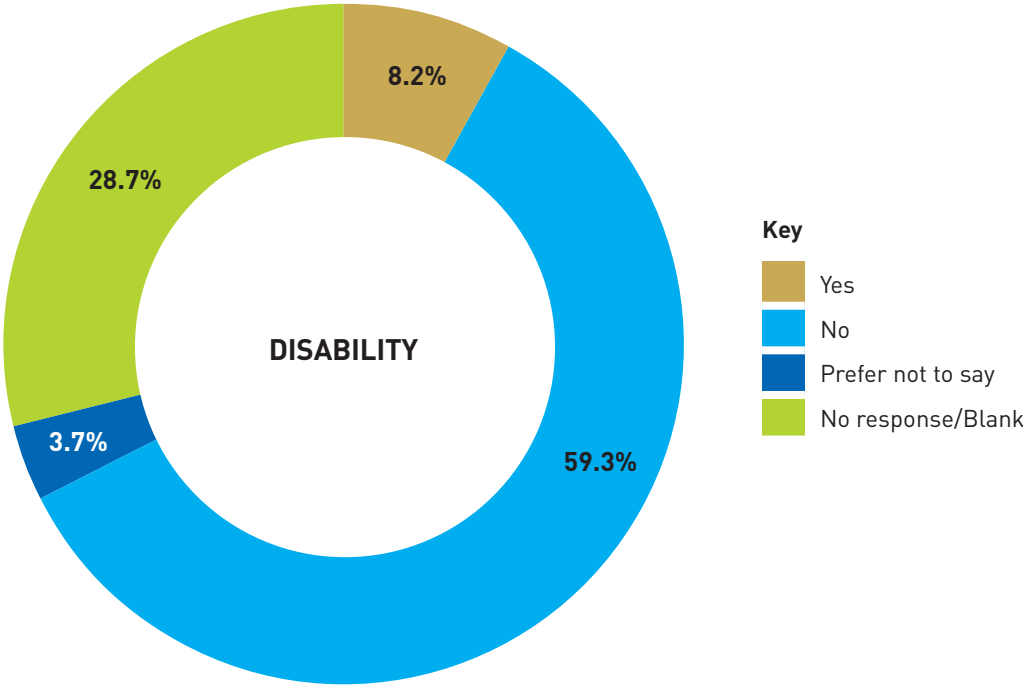
SEXUAL ORIENTATION





# DISABILITY

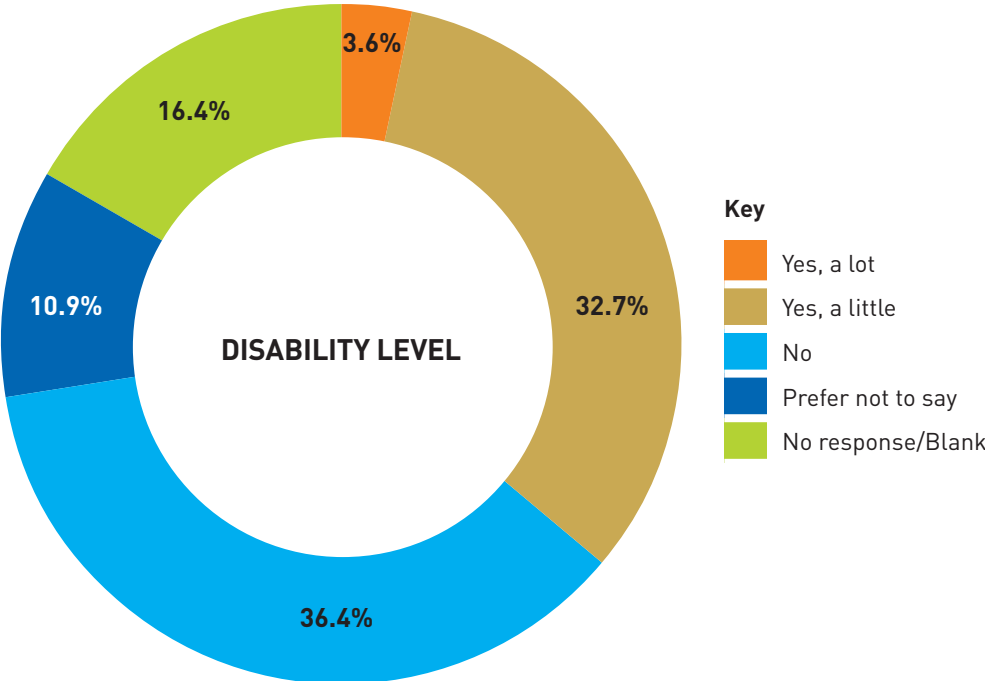
	Yes	No	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>8.2%</b>	<b>59.3%</b>	<b>3.7%</b>	<b>28.7%</b>
Partner	6.6%	60.3%	5.1%	27.9%
All Other Lawyers	10.4%	54.1%	2.2%	33.3%
Trainee	8.8%	70.6%	2.9%	17.6%
Other Fee Earners	6.9%	61.4%	5.0%	26.7%
Central Teams	7.2%	62.0%	4.2%	26.5%



# DISABILITY LEVEL

Does this condition, illness, impairment, or disability have a substantial and long-term negative effect on your ability to carry out normal daily activities or the work you can do?

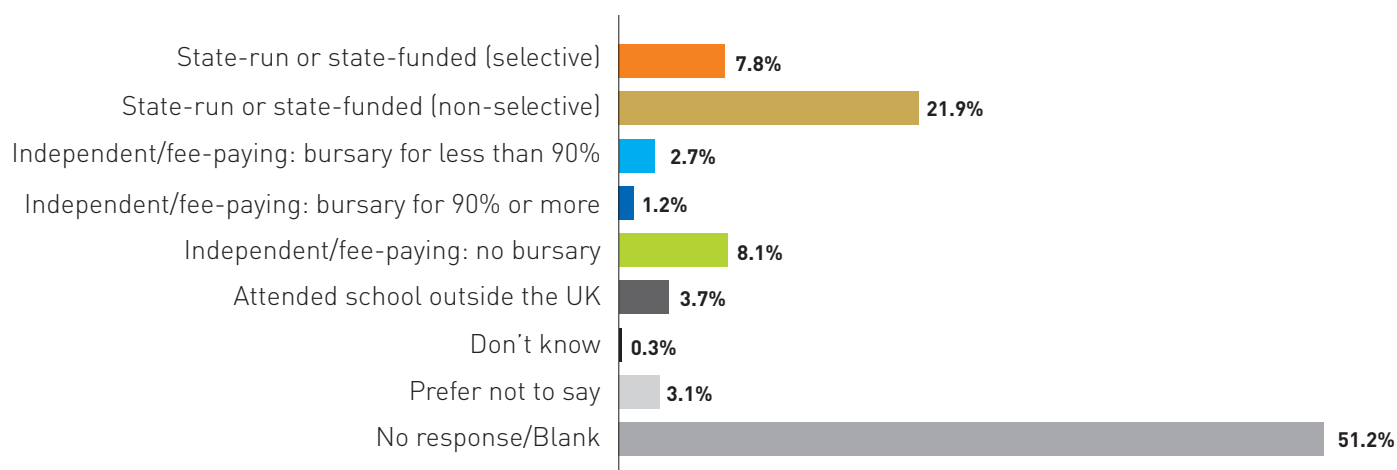
	Yes, a lot	Yes, a little	No	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>3.6%</b>	<b>32.7%</b>	<b>36.4%</b>	<b>10.9%</b>	<b>16.4%</b>
<b>Partner</b>	0.0%	44.4%	22.2%	0.0%	33.3%
<b>All Other Lawyers</b>	4.2%	29.2%	37.5%	16.7%	12.5%
<b>Trainee</b>	0.0%	66.7%	0.0%	0.0%	33.3%
<b>Other Fee Earners</b>	14.3%	28.6%	42.9%	14.3%	0.0%
<b>Central Teams</b>	0.0%	25.0%	50.0%	8.3%	16.7%



# SCHOOL TYPE (AGES 11-18)

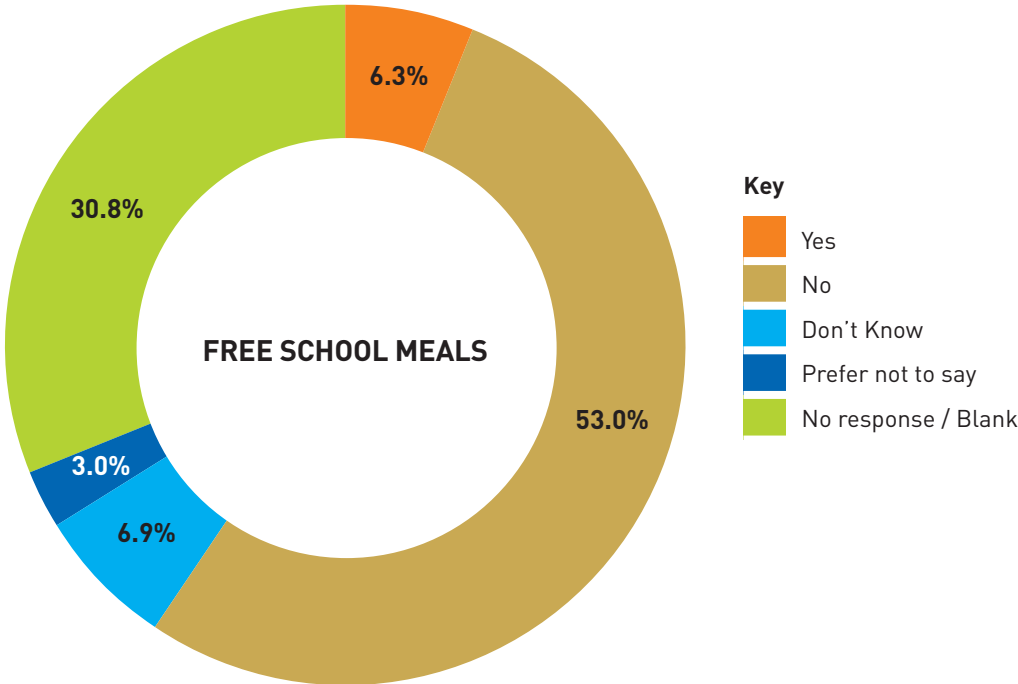
	State-run or state-funded (selective)	State-run or state-funded (non-selective)	Independent/fee-paying: bursary for less than 90%	Independent/fee-paying: bursary for 90% or more	Independent/fee-paying: no bursary	Attended school outside the UK	Don't know	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>7.8%</b>	<b>21.9%</b>	<b>2.7%</b>	<b>1.2%</b>	<b>8.1%</b>	<b>3.7%</b>	<b>0.3%</b>	<b>3.1%</b>	<b>51.2%</b>
<b>Partner</b>	6.6%	16.2%	4.4%	2.2%	12.5%	0.7%	0.7%	3.7%	52.9%
<b>All Other Lawyers</b>	6.1%	17.7%	3.5%	0.9%	10.0%	2.2%	0.4%	2.2%	57.1%
<b>Trainee</b>	5.9%	23.5%	0.0%	0.0%	17.6%	5.9%	0.0%	0.0%	47.1%
<b>Other Fee Earners</b>	7.9%	23.8%	3.0%	0.0%	1.0%	5.9%	0.0%	4.0%	54.5%
<b>Central Teams</b>	11.4%	30.7%	0.6%	1.8%	4.2%	6.6%	0.0%	4.2%	40.4%

## SOCIAL MOBILITY



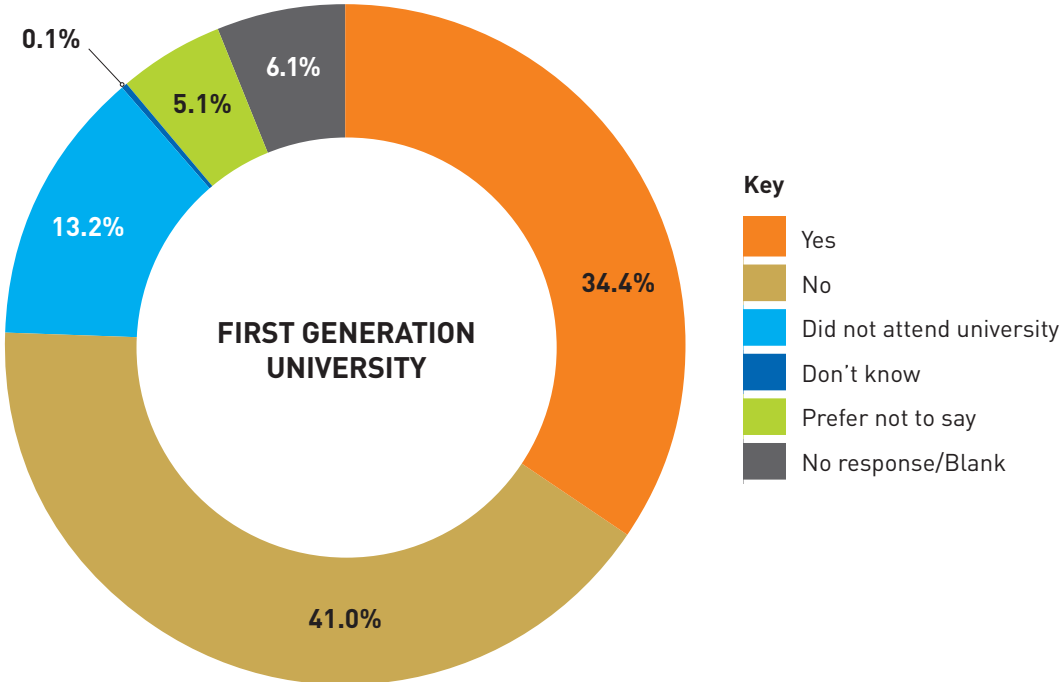
# FREE SCHOOL MEALS

	Yes	No	Don't know	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>6.3%</b>	<b>53.0%</b>	<b>6.9%</b>	<b>3.0%</b>	<b>30.8%</b>
Partner	2.2%	55.9%	6.6%	2.2%	33.1%
All Other Lawyers	4.3%	55.4%	6.1%	2.2%	32.0%
Trainee	5.9%	52.9%	2.9%	2.9%	35.3%
Other Fee Earners	8.9%	45.5%	7.9%	4.0%	33.7%
Central Teams	10.8%	51.8%	8.4%	4.2%	24.7%



# FIRST GENERATION UNIVERSITY

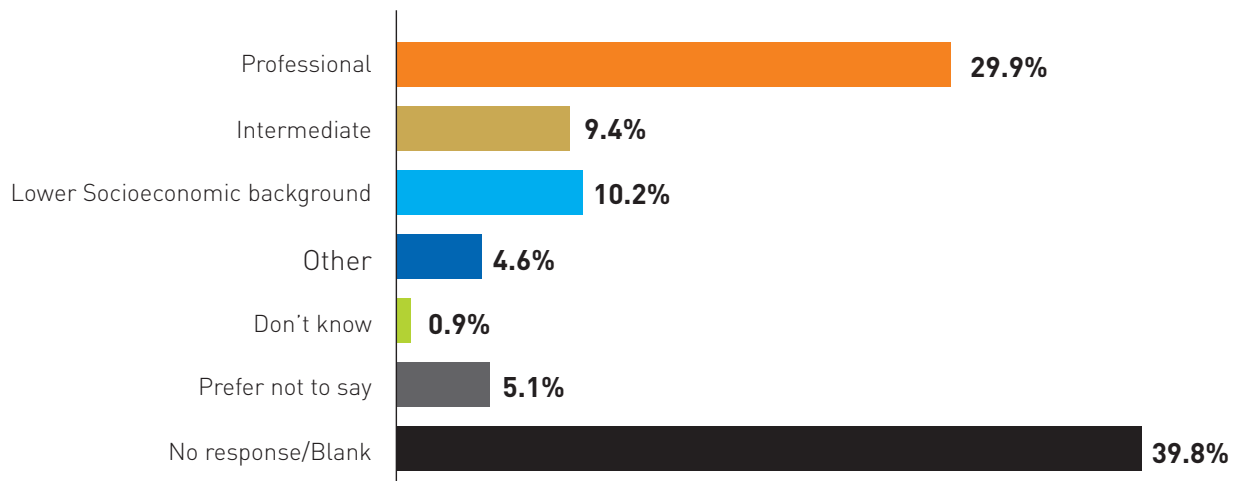
	Yes	No	Did not attend university	Don't know	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>34.4%</b>	<b>41.0%</b>	<b>13.2%</b>	<b>0.1%</b>	<b>5.1%</b>	<b>6.1%</b>
Partner	40.4%	41.2%	0.7%	0.0%	6.6%	11.0%
All Other Lawyers	36.8%	54.1%	0.9%	0.0%	2.6%	5.6%
Trainee	26.5%	64.7%	0.0%	0.0%	2.9%	5.9%
Other Fee Earners	32.7%	28.7%	22.8%	0.0%	9.9%	5.9%
Central Teams	28.9%	25.3%	37.3%	0.6%	4.8%	3.0%



# PARENTAL OCCUPATION

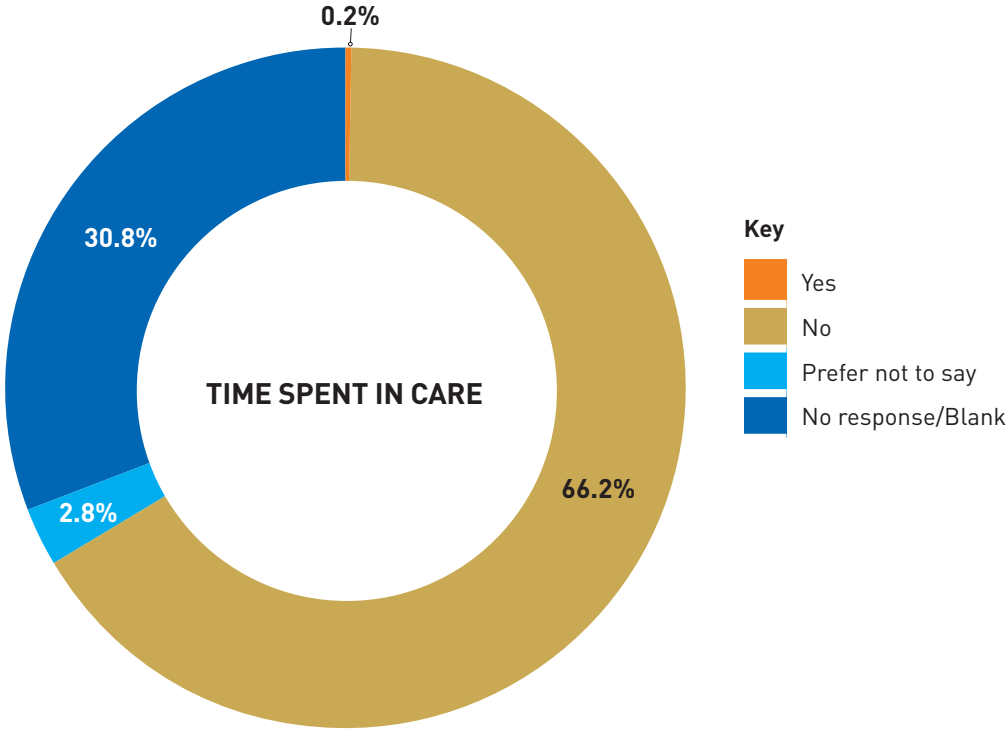
	Professional	Intermediate	Lower Socioeconomic background	Other	Don't know	Prefer not to say	No response/ Blank
<b>Grand Total</b>	<b>29.9%</b>	<b>9.4%</b>	<b>10.2%</b>	<b>4.6%</b>	<b>0.9%</b>	<b>5.1%</b>	<b>39.8%</b>
Partner	30.1%	9.6%	10.3%	5.9%	0.7%	5.1%	38.2%
All Other Lawyers	30.7%	7.8%	9.5%	3.5%	0.0%	3.5%	45.0%
Trainee	38.2%	11.8%	11.8%	0.0%	2.9%	0.0%	35.3%
Other Fee Earners	18.8%	9.9%	9.9%	5.9%	2.0%	7.9%	45.5%
Central Teams	33.7%	10.8%	10.8%	5.4%	1.2%	6.6%	31.3%

## PARENTAL OCCUPATION



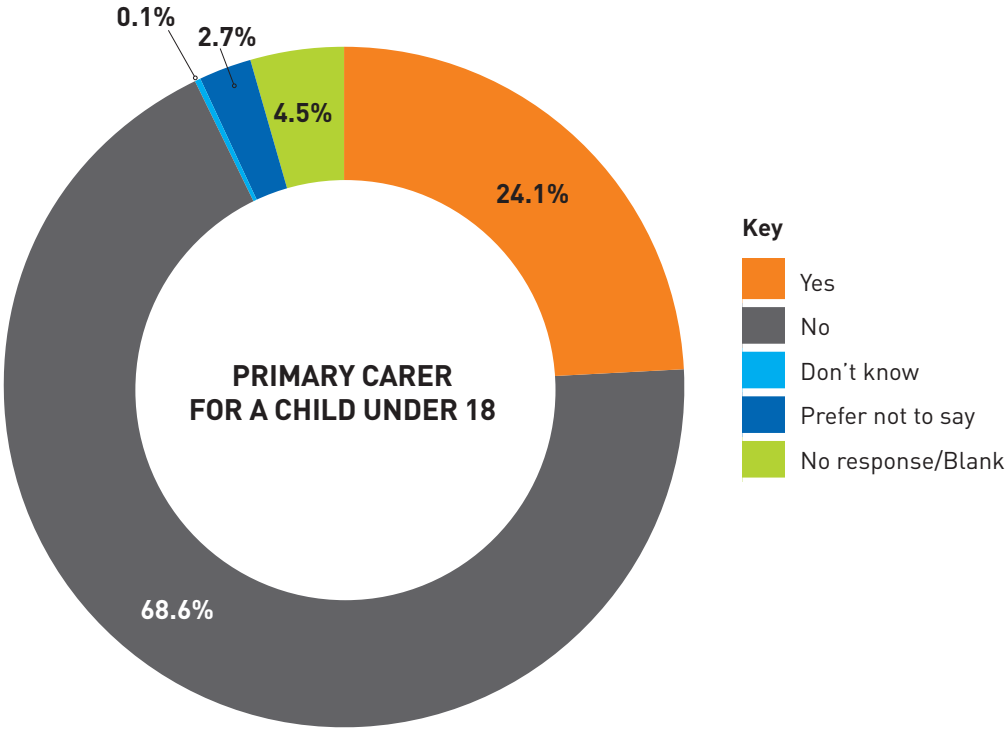
# TIME SPENT IN CARE

	Yes	No	Don't know	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>0.2%</b>	<b>66.2%</b>	<b>0.0%</b>	<b>2.8%</b>	<b>30.8%</b>
Partner	0.0%	13.3%	0.0%	0.4%	6.6%
All Other Lawyers	0.2%	22.6%	0.2%	0.6%	11.2%
Trainee	0.0%	3.3%	0.0%	0.0%	1.8%
Other Fee Earners	0.0%	9.4%	0.0%	0.6%	5.1%
Central Teams	0.0%	17.5%	0.0%	1.2%	6.1%



# PRIMARY CARER FOR A CHILD UNDER 18

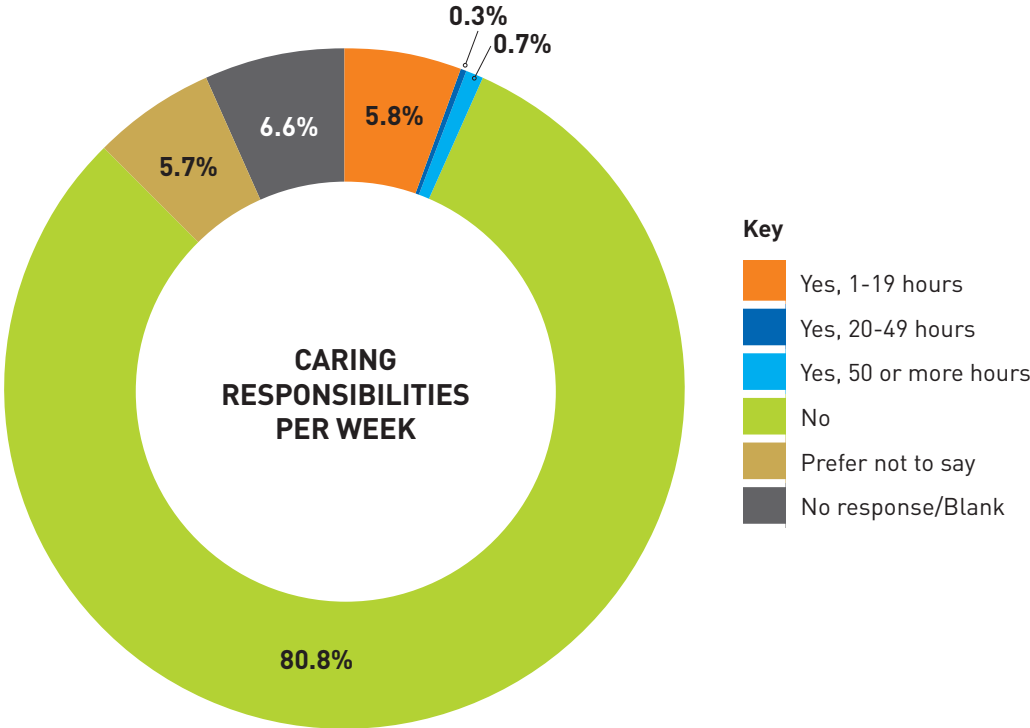
	Yes	No	Don't know	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>24.1%</b>	<b>68.6%</b>	<b>0.1%</b>	<b>2.7%</b>	<b>4.5%</b>
Partner	32.4%	54.4%	0.7%	2.9%	9.6%
All Other Lawyers	23.4%	71.0%	0.0%	2.2%	3.5%
Trainee	0.0%	97.1%	0.0%	0.0%	2.9%
Other Fee Earners	20.8%	72.3%	0.0%	4.0%	3.0%
Central Teams	25.3%	68.7%	0.0%	3.0%	3.0%





# CARING RESPONSIBILITIES PER WEEK

	Yes, 1-19 hours	Yes, 20-49 hours	Yes, 50 or more hours	No	Prefer not to say	No response/Blank
<b>Grand Total</b>	<b>5.8%</b>	<b>0.3%</b>	<b>0.7%</b>	<b>80.8%</b>	<b>5.7%</b>	<b>6.6%</b>
Partner	6.6%	0.7%	1.5%	68.4%	9.6%	13.2%
All Other Lawyers	6.1%	0.4%	0.9%	83.5%	3.5%	5.6%
Trainee	0.0%	0.0%	0.0%	94.1%	0.0%	5.9%
Other Fee Earners	7.9%	0.0%	0.0%	79.2%	8.9%	4.0%
Central Teams	4.8%	0.0%	0.6%	85.5%	4.8%	4.2%





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**READING**

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