



Diversity Statistics

May 2023

Over 50% of Partners are between the ages of 35-44

Over 24% of staff are from a BAME background



Contents

Firm Overview.....	3
Statistics.....	3
By Role Category.....	4
Partners.....	4
Solicitors.....	6
Paralegals.....	8
Trainees.....	10
Secretaries.....	12
Business Support.....	14
Benchmarking.....	16

Firm Overview

Statistics

Gender	
Male	30.5%
Female	69.5%

Ethnic Group	
Asian/Asian British - Bangladeshi	1.6%
Asian/Asian British - Chinese	0.6%
Asian/Asian British - Indian	7.0%
Asian/Asian British - Other	2.2%
Asian/Asian British - Pakistani	3.1%
Black/Black British	0.6%
Black/Black British - African	2.8%
Black/Black British - Caribbean	2.5%
Mixed - Other	0.3%
Mixed - White & Asian	0.6%
Mixed - White & Black Caribbean	0.6%
Mixed - White & Black African	0.3%
Mixed - White & Chinese	0.3%
Any other Mixed/Multiple ethnic background	0.6%
Other Ethnic Group – Arab	0.6%
Other Ethnic Group - Not listed	0.9%
White - British	60.0%
White - Irish	0.9%
White - Other	6.9%
Prefer not to say	7.6%

Disability under Equality Act 2010	
Yes	3.1%
No	96.9%

Un-Paid Caring Responsibility	
Yes	4.7%
No	89.9%
Prefer not to say	5.4%

Age	
16-24	14.2%
25-34	43.7%
35-44	23.3%
45-54	11%
55-64	7.5%
65+	0.3%

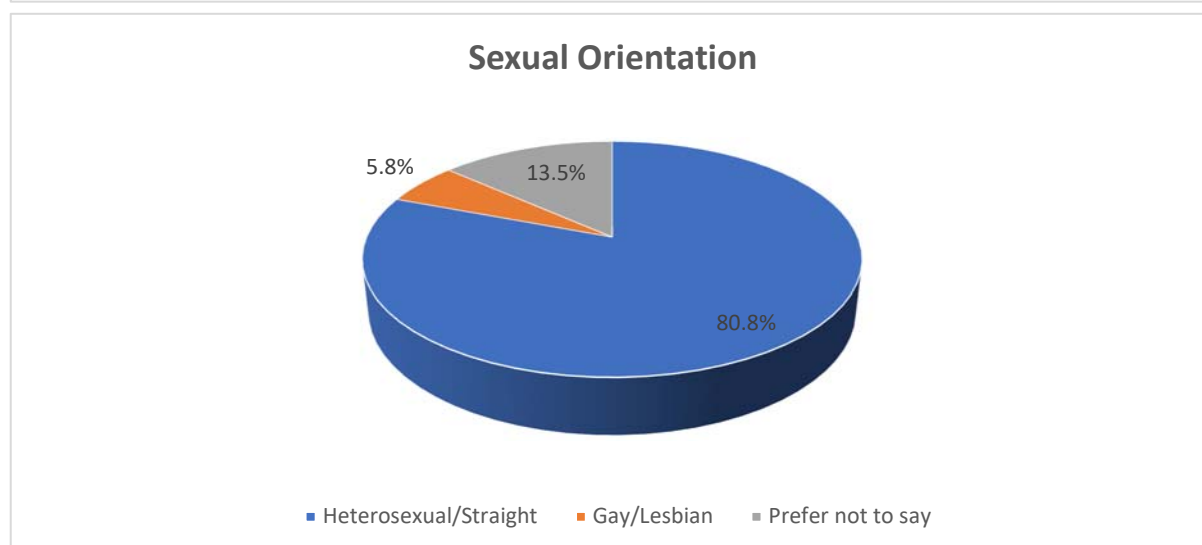
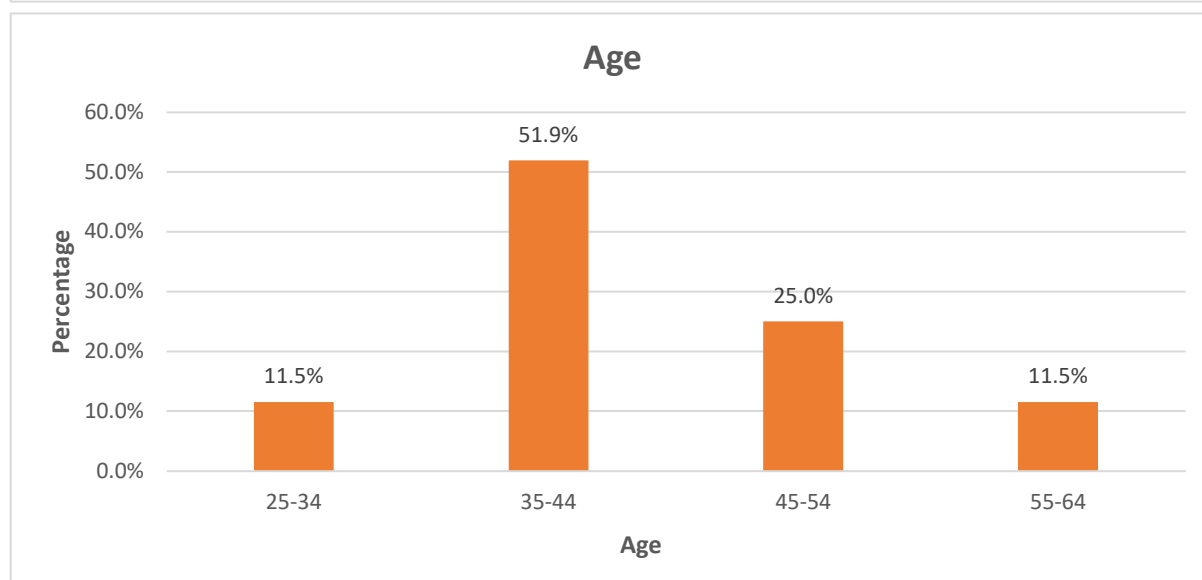
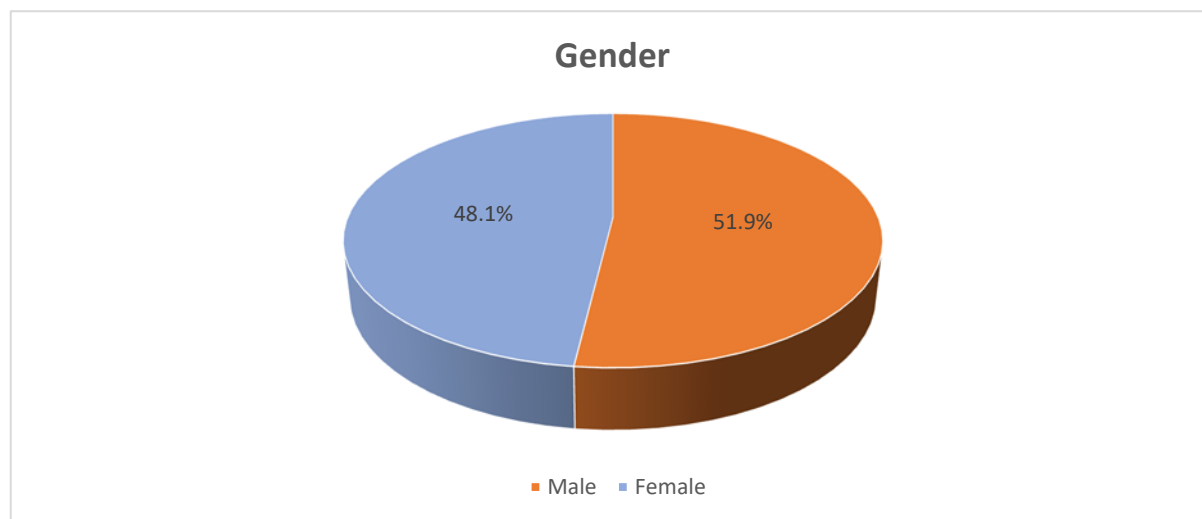
Sexual Orientation	
Bisexual	2.2%
Heterosexual/Straight	84.3%
Gay/Lesbian	1.9%
Prefer not to say	11.6%

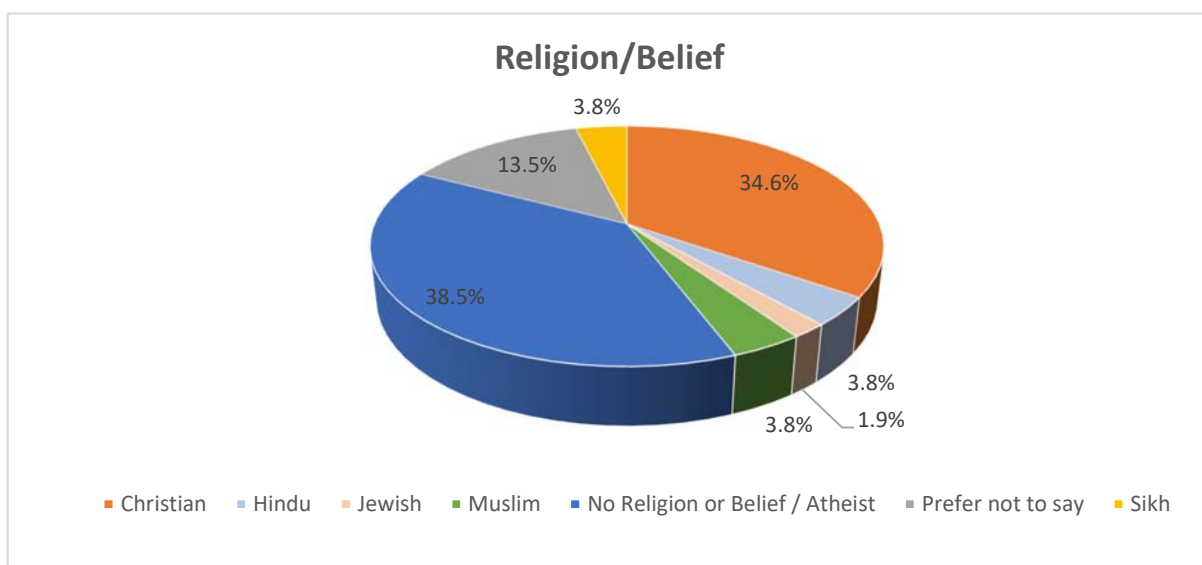
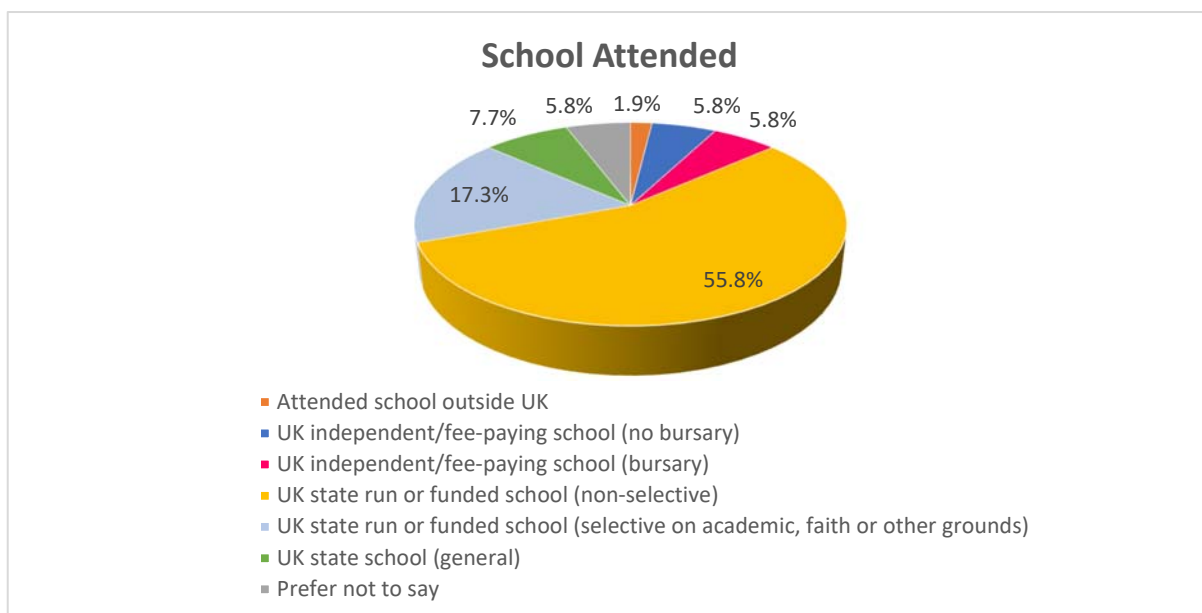
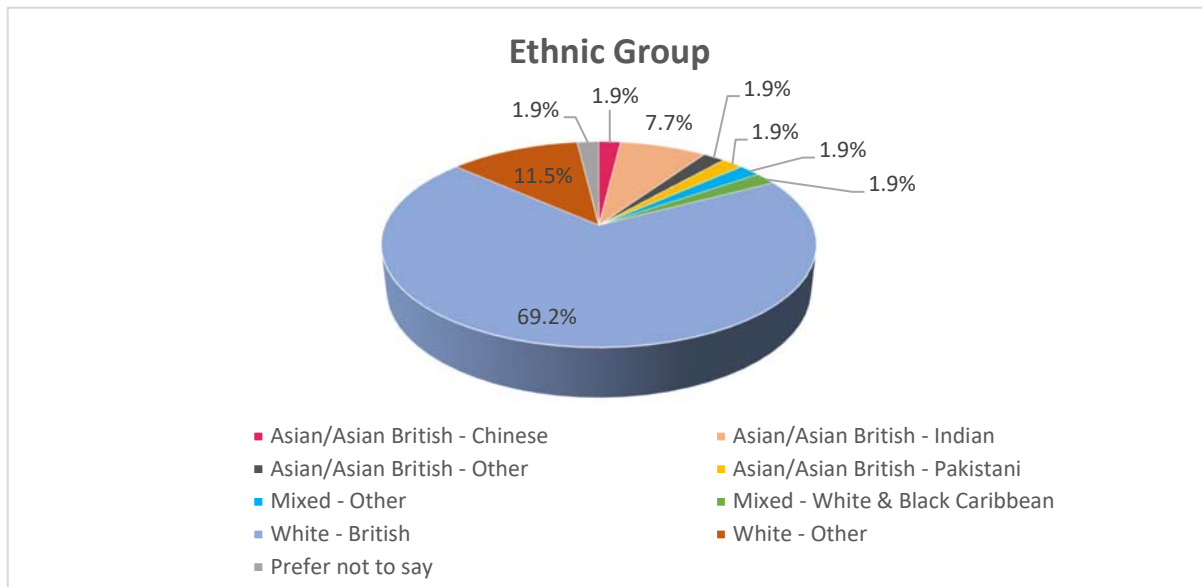
Religion/Belief	
Any other religion	0.9%
Buddhist	0.6%
Christian	32.7%
Hindu	2.5%
Jewish	0.6%
Muslim	6.9%
Sikh	2.8%
No religion/belief	40.0%
Prefer not to say	13.0%

School Attended	
Attended school outside the UK	6.3%
Don't know/Other	1.3%
Prefer not to say	1.9%
UK independent/fee-paying school (no bursary)	9.4%
UK independent/fee-paying school (bursary)	3.1%
UK state run or funded school (non-selective)	47.8%
UK state run or funded school (selective)	18.6%
UK state school (general)	11.6%

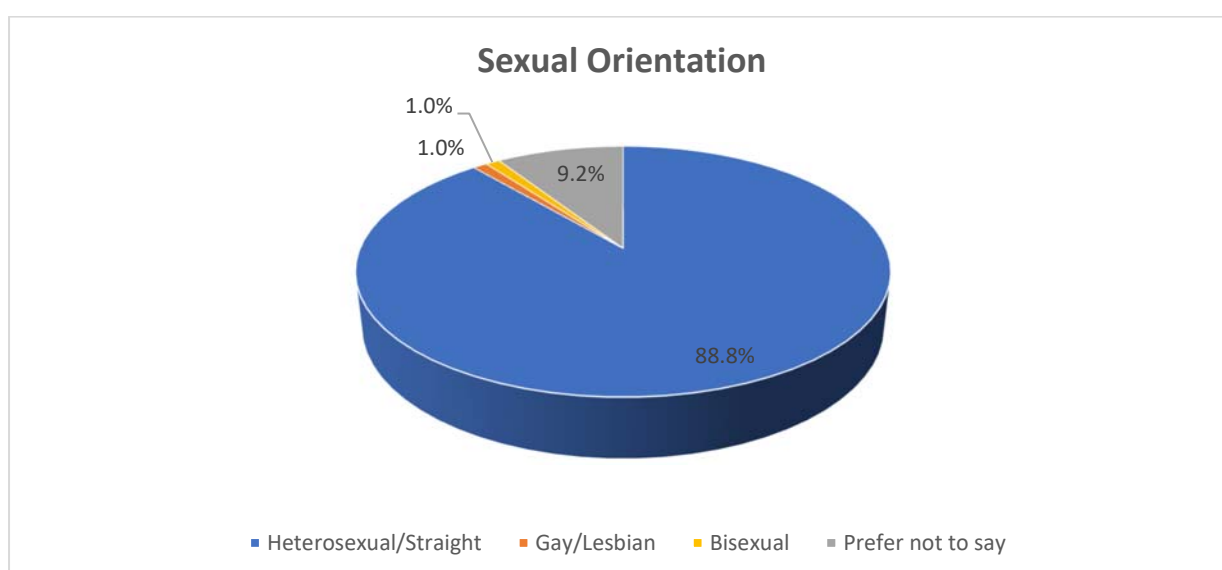
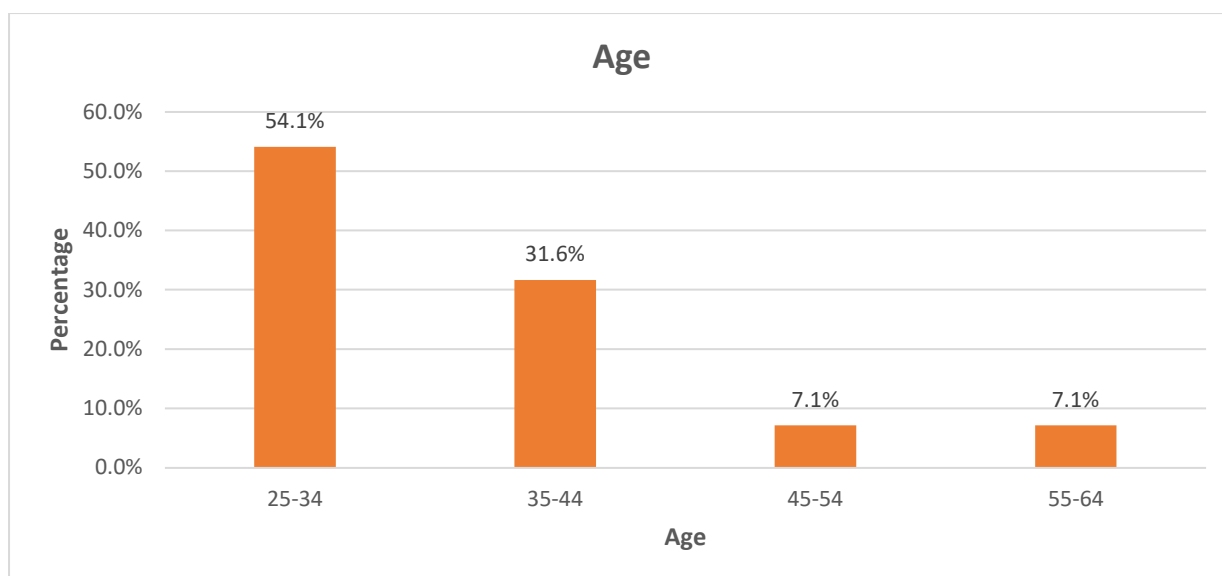
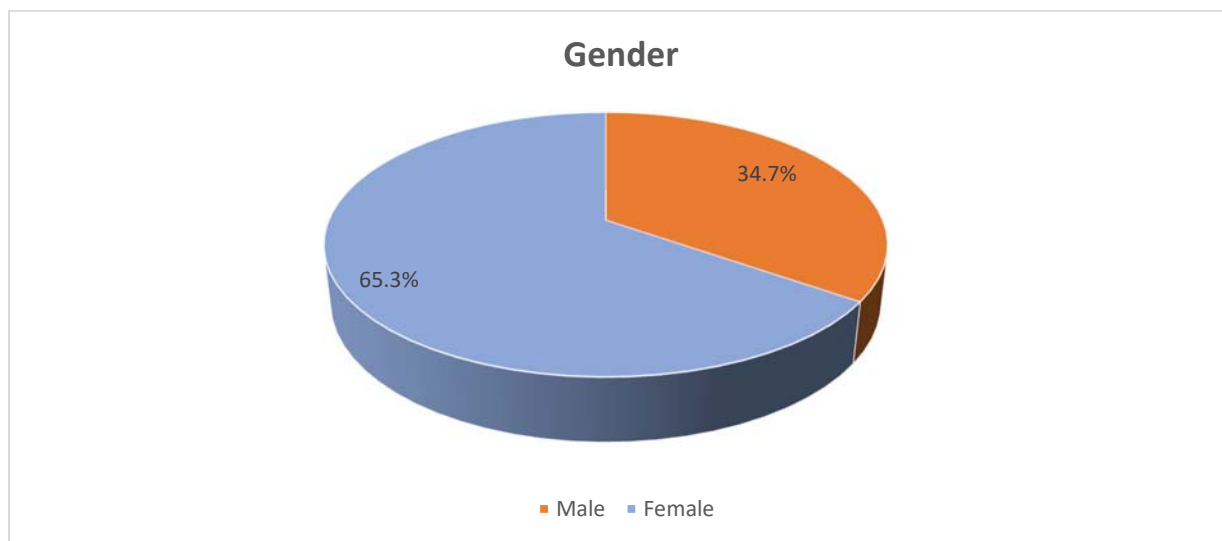
By Role Category

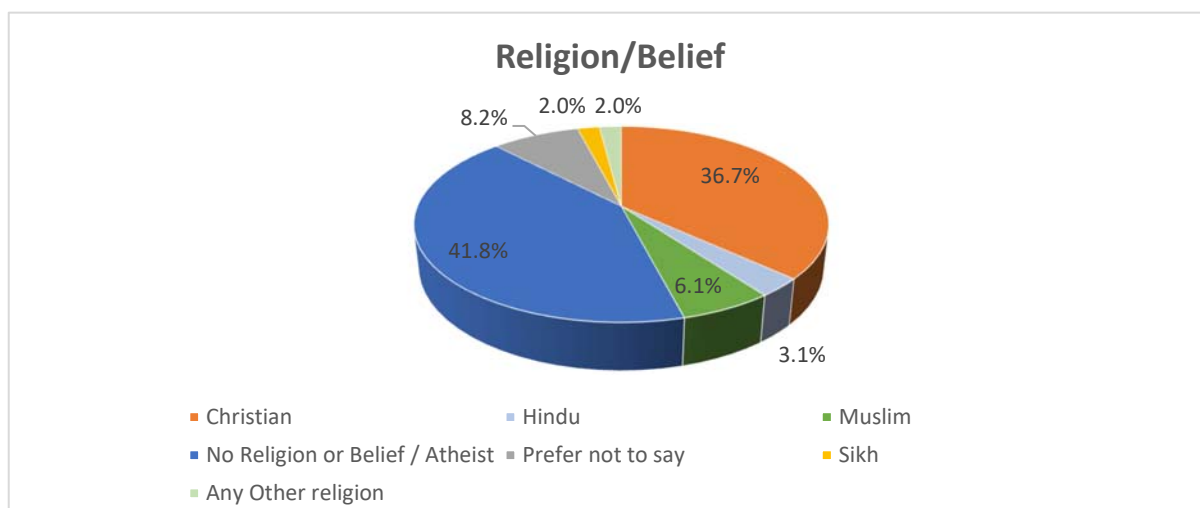
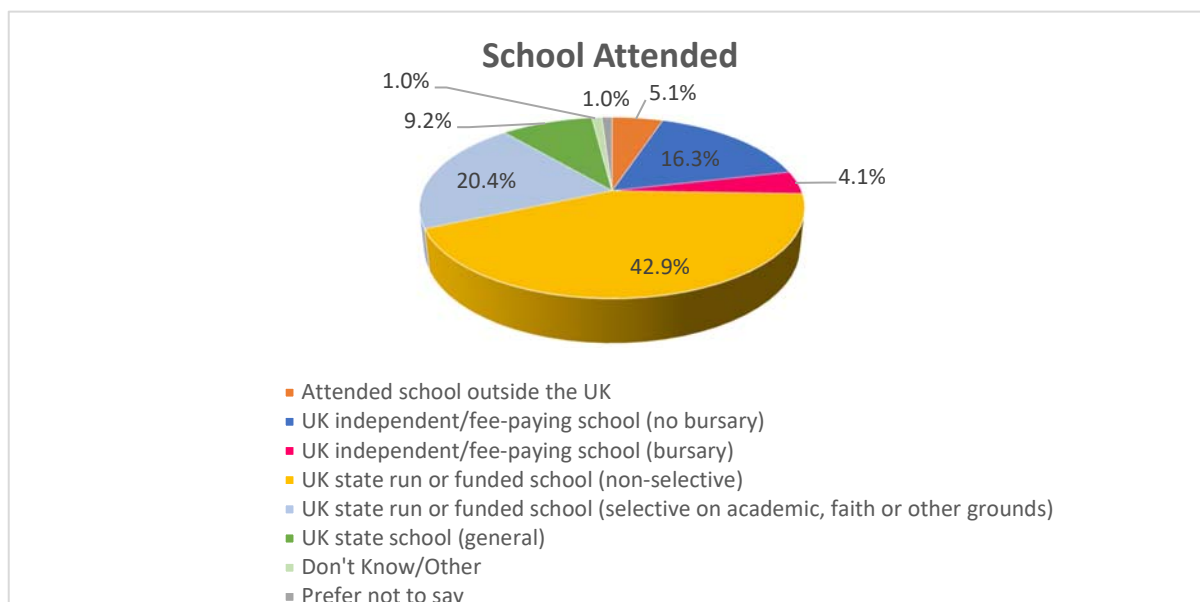
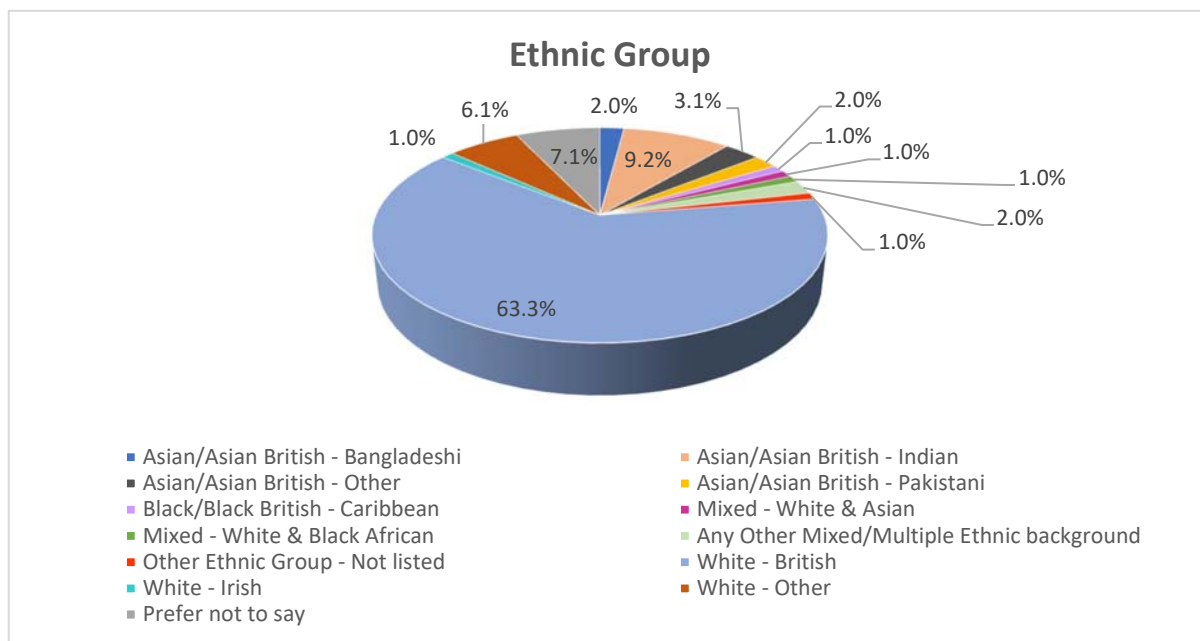
Partners



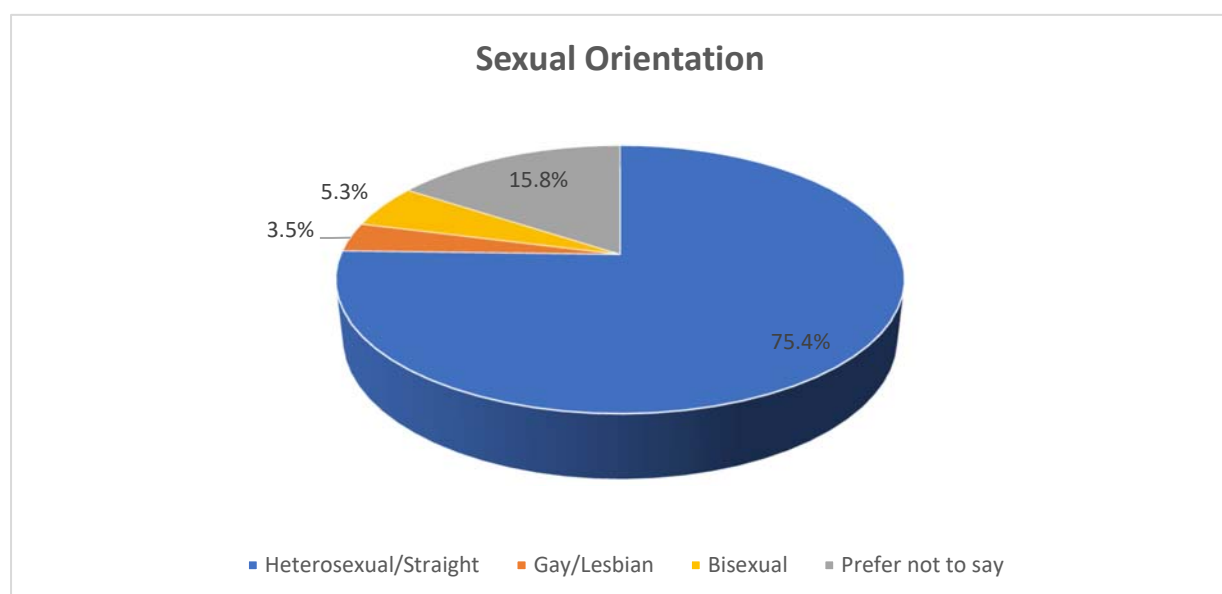
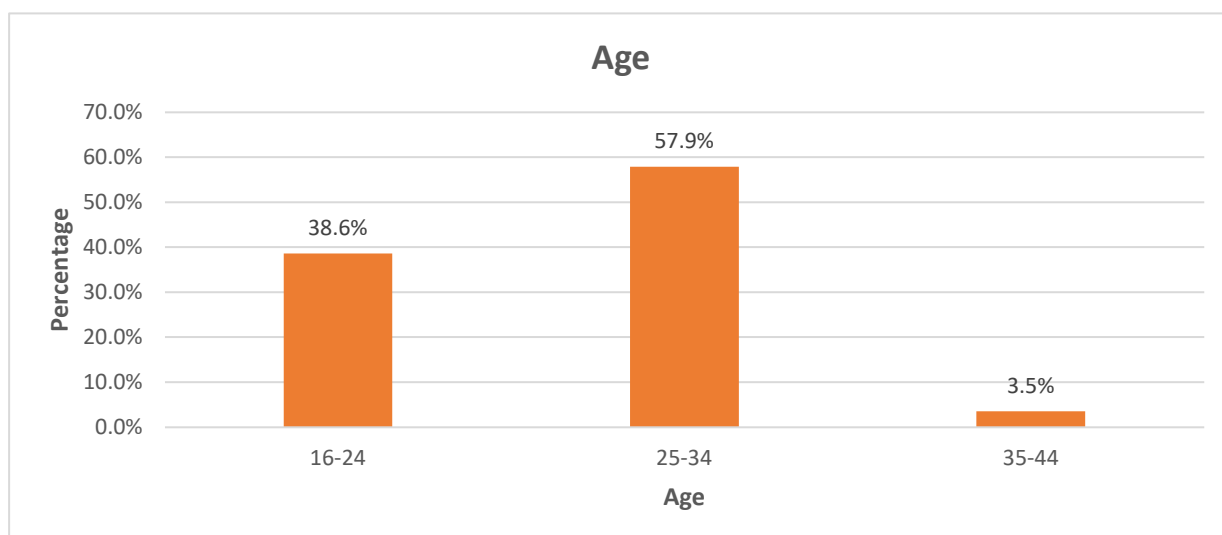
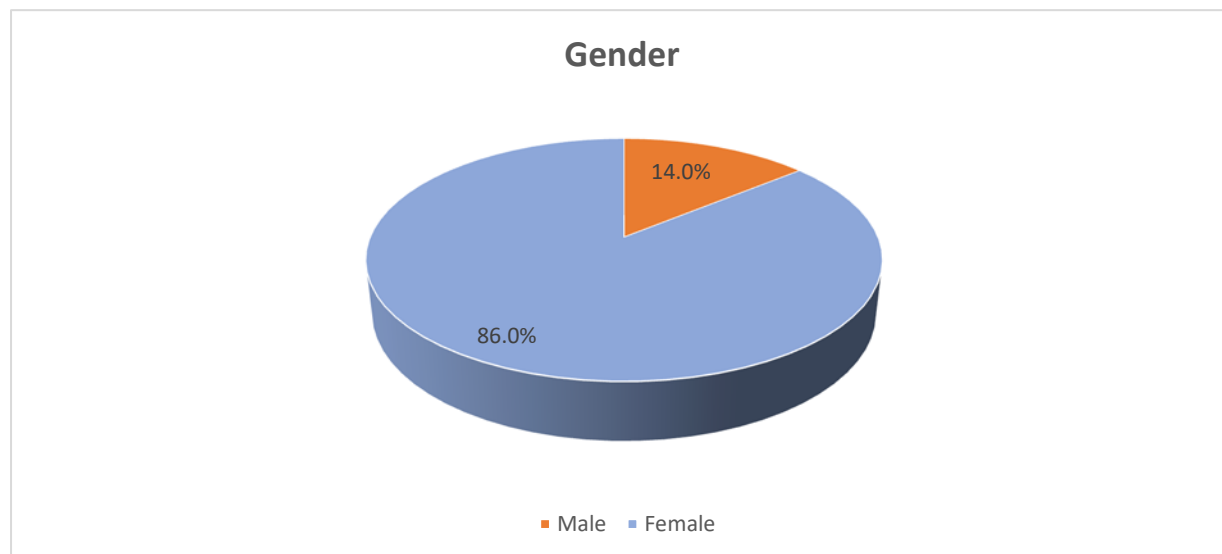


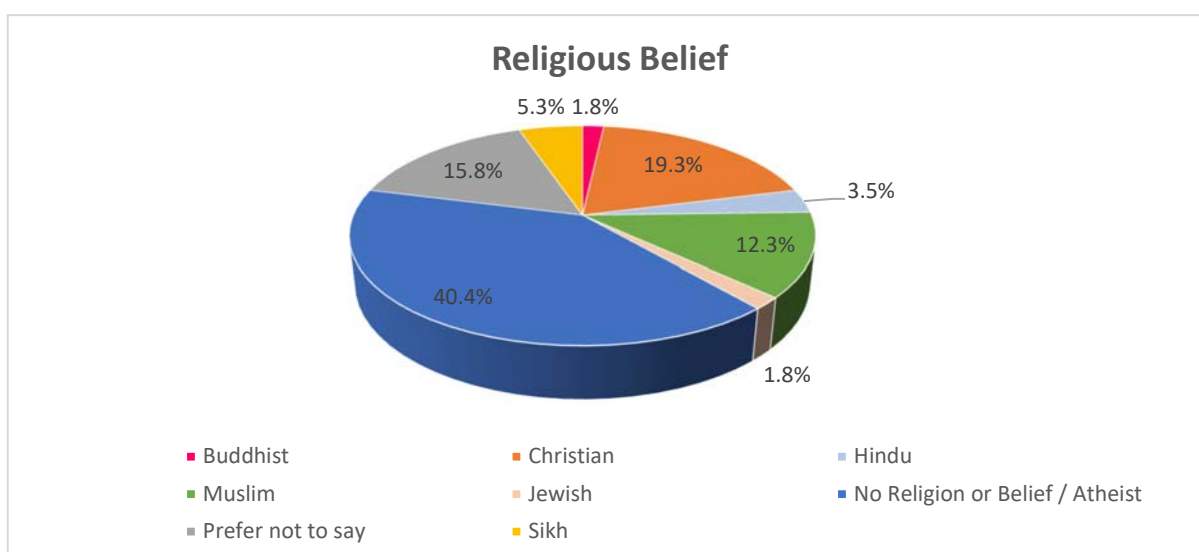
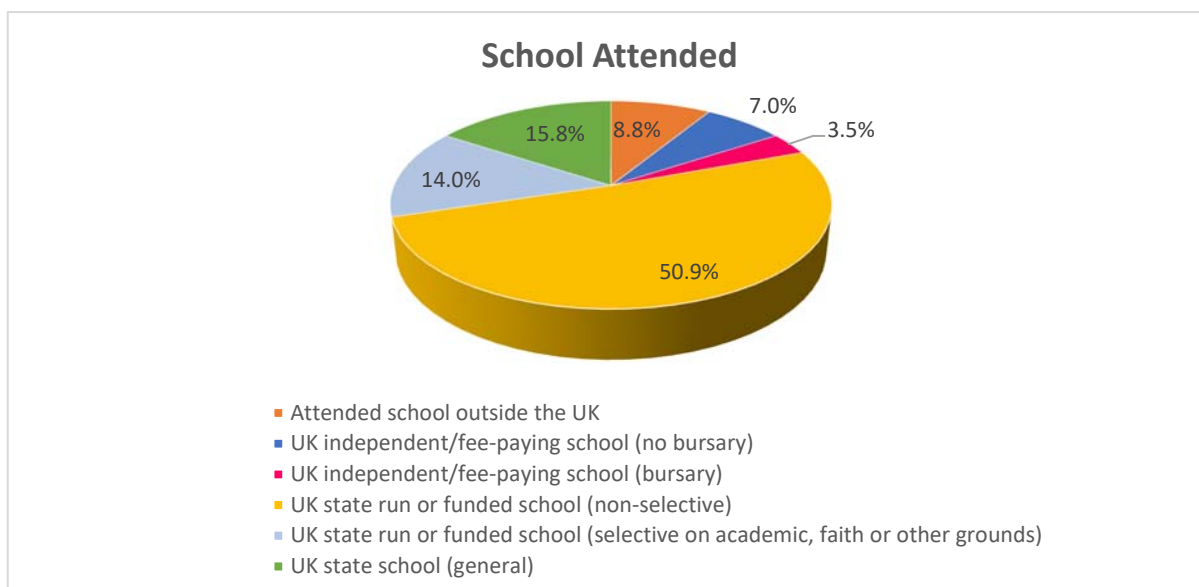
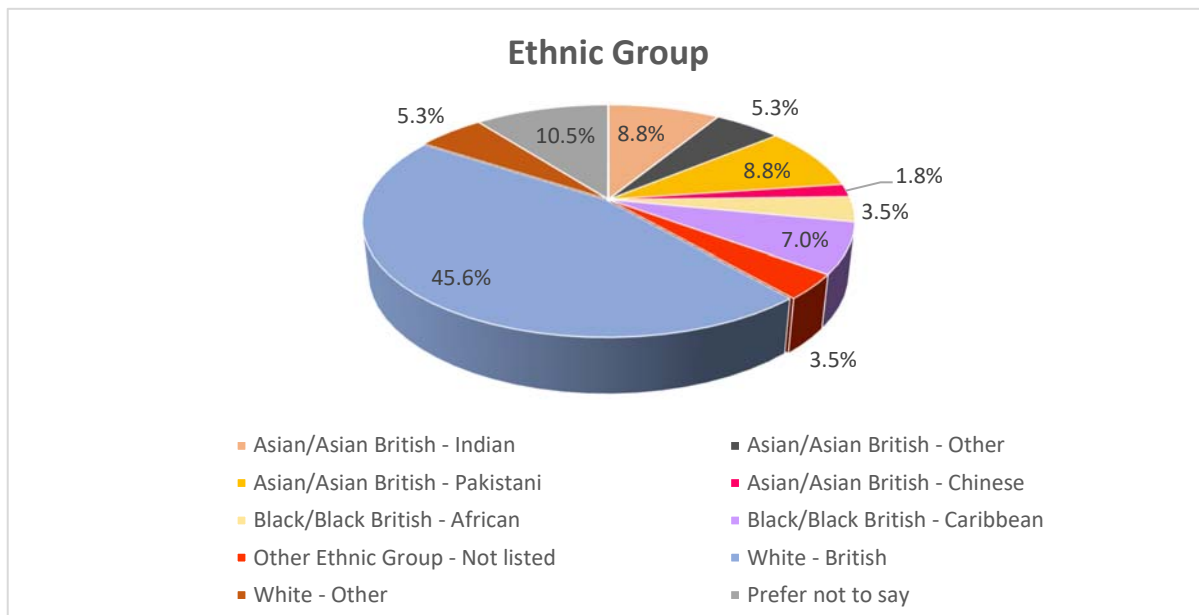
Solicitors



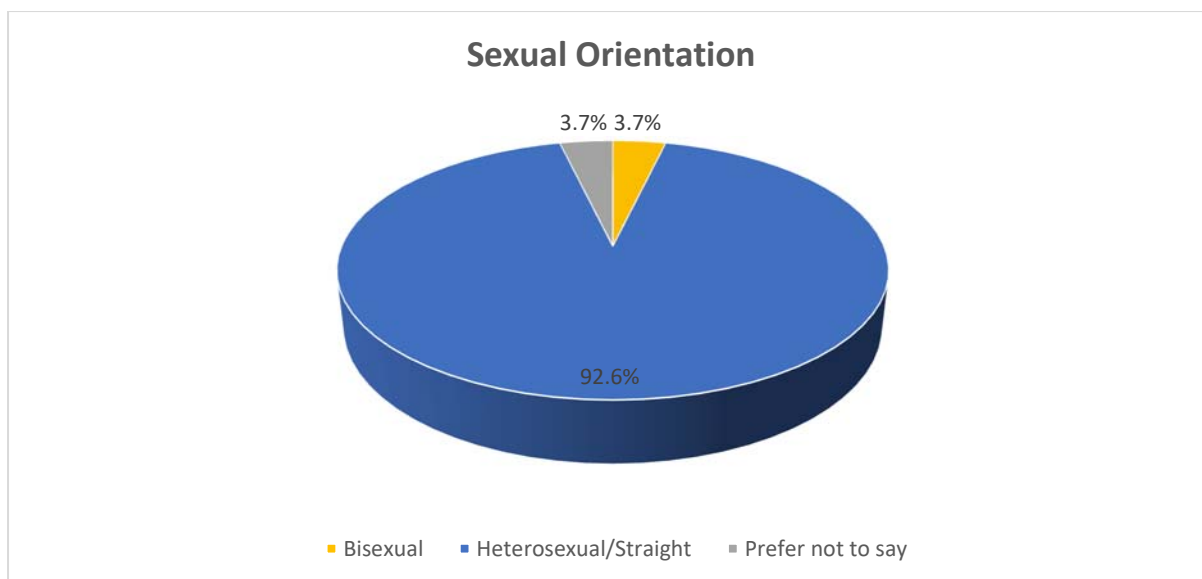
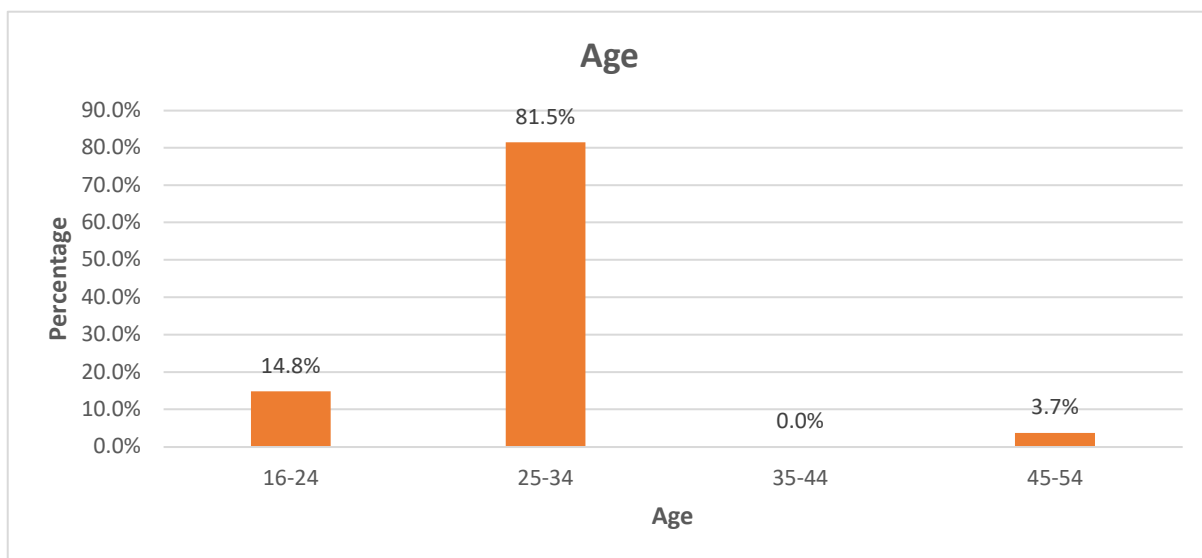
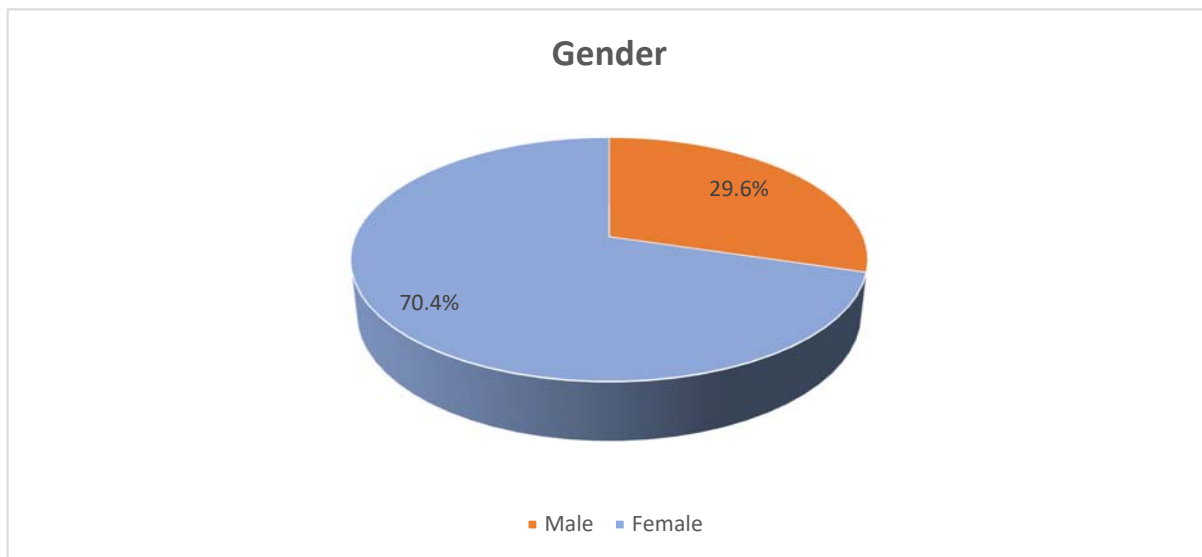


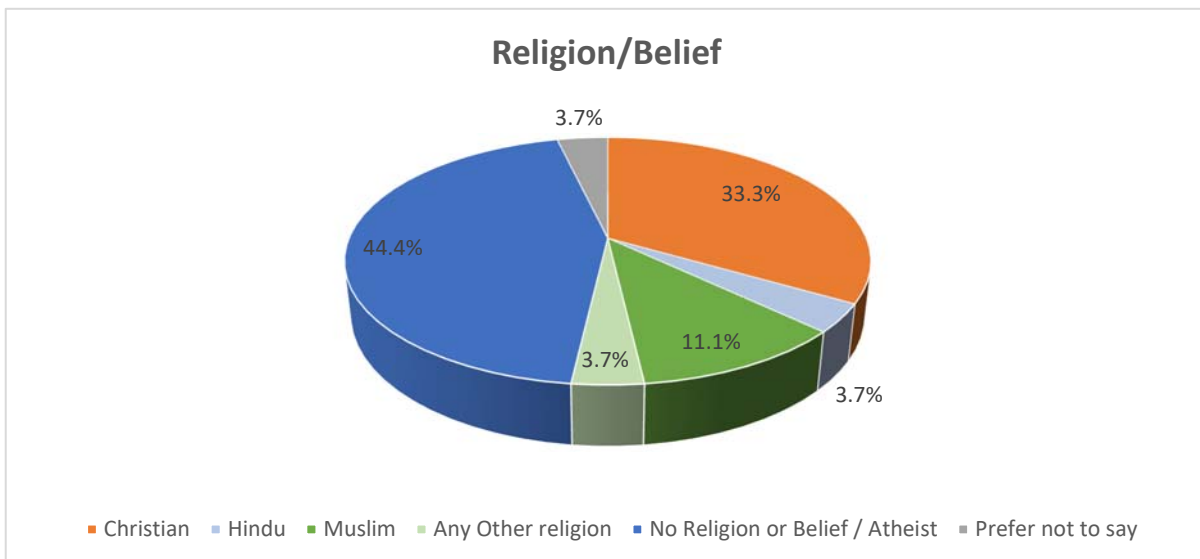
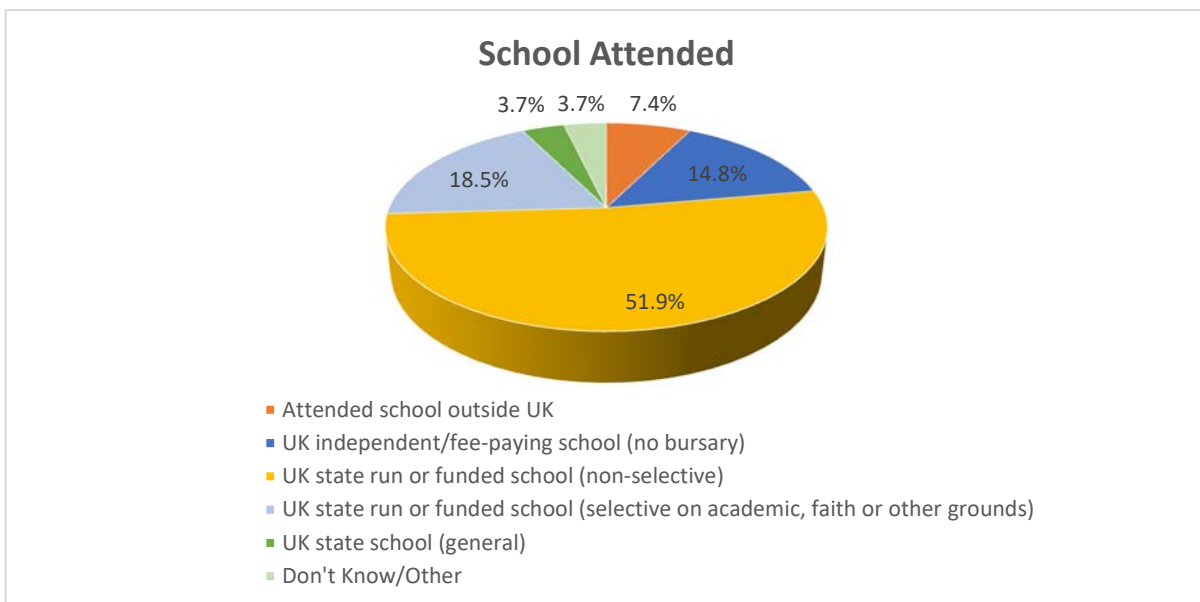
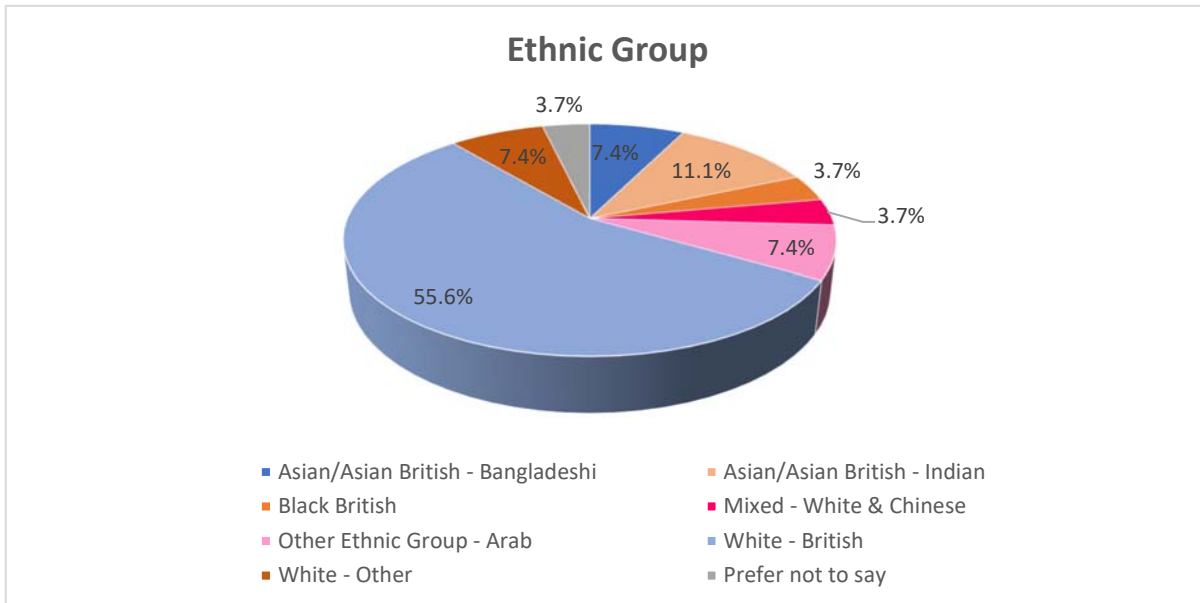
Paralegals



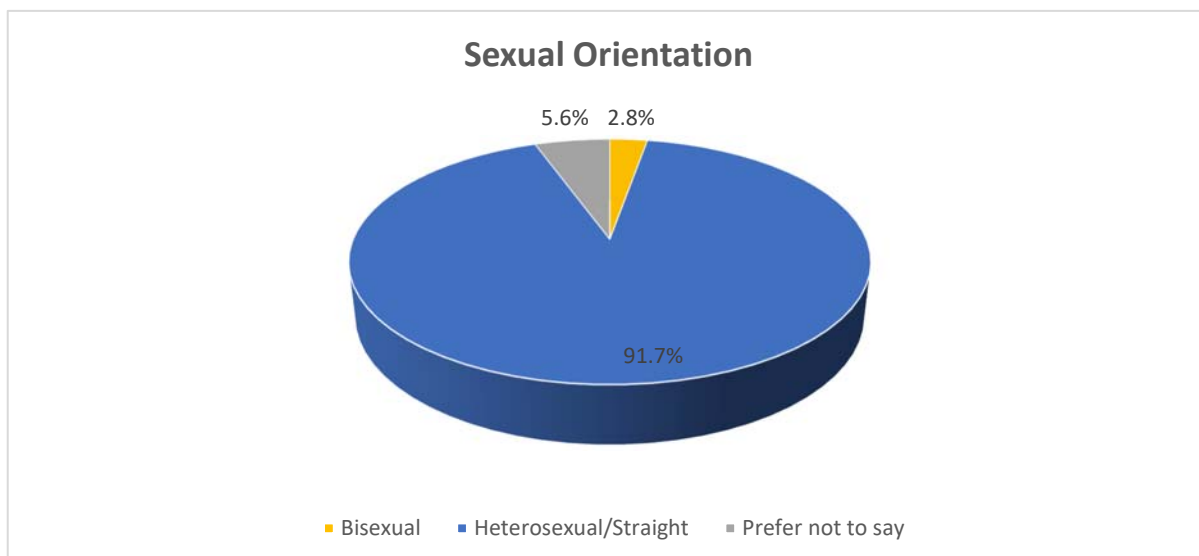
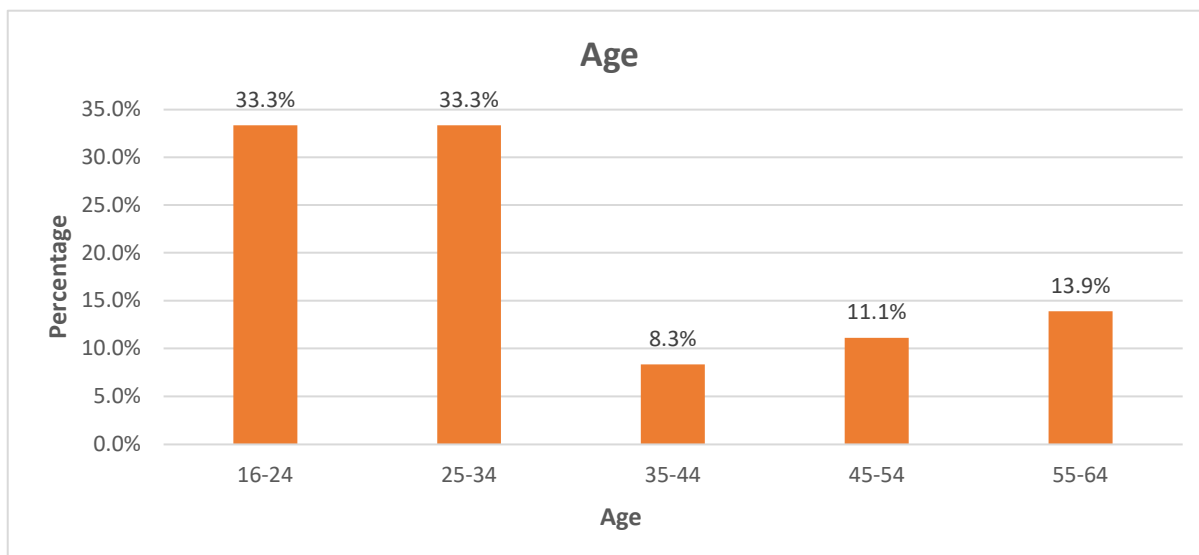
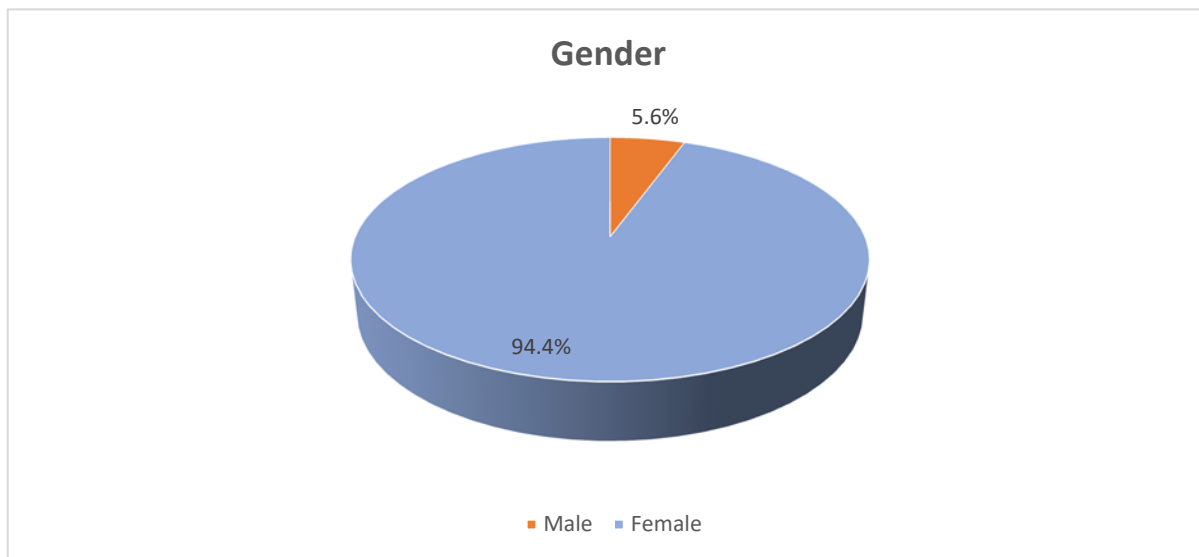


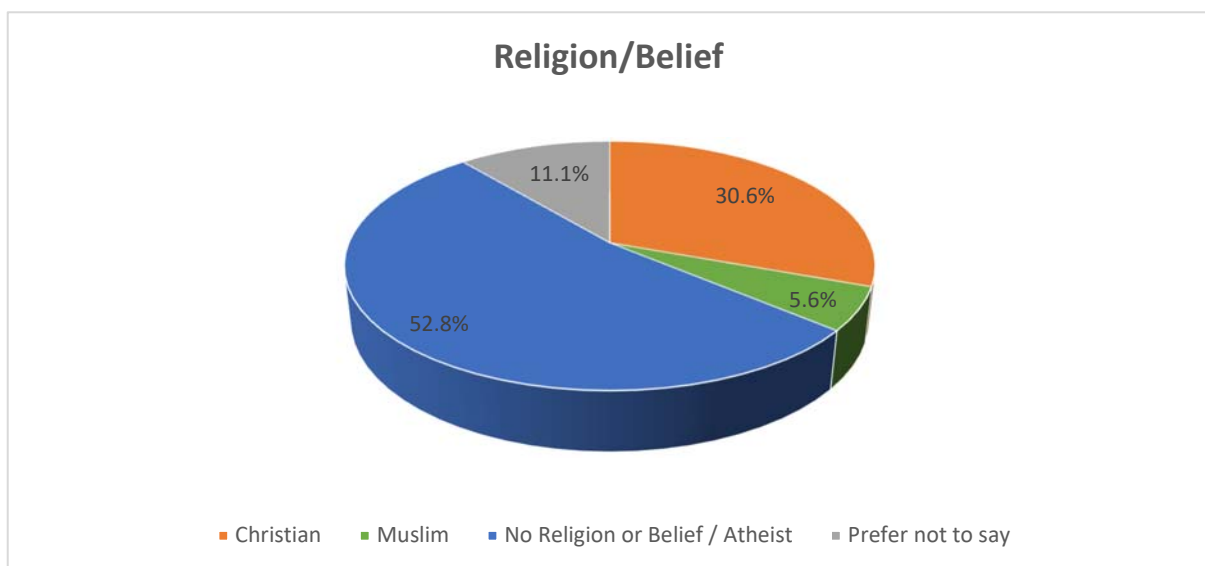
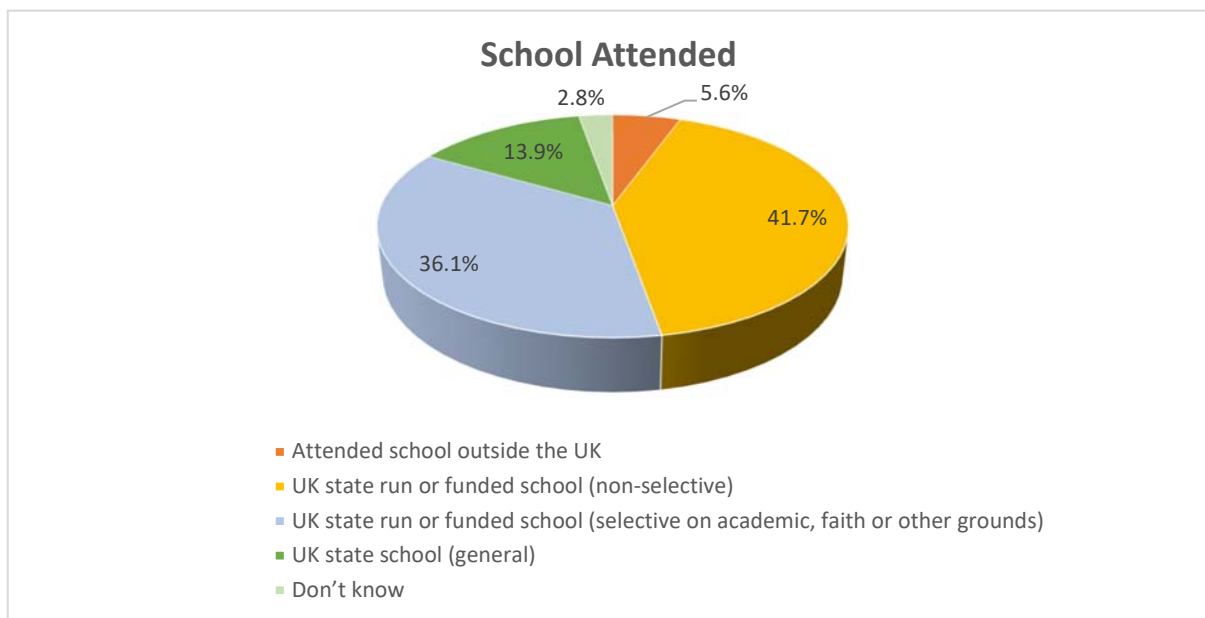
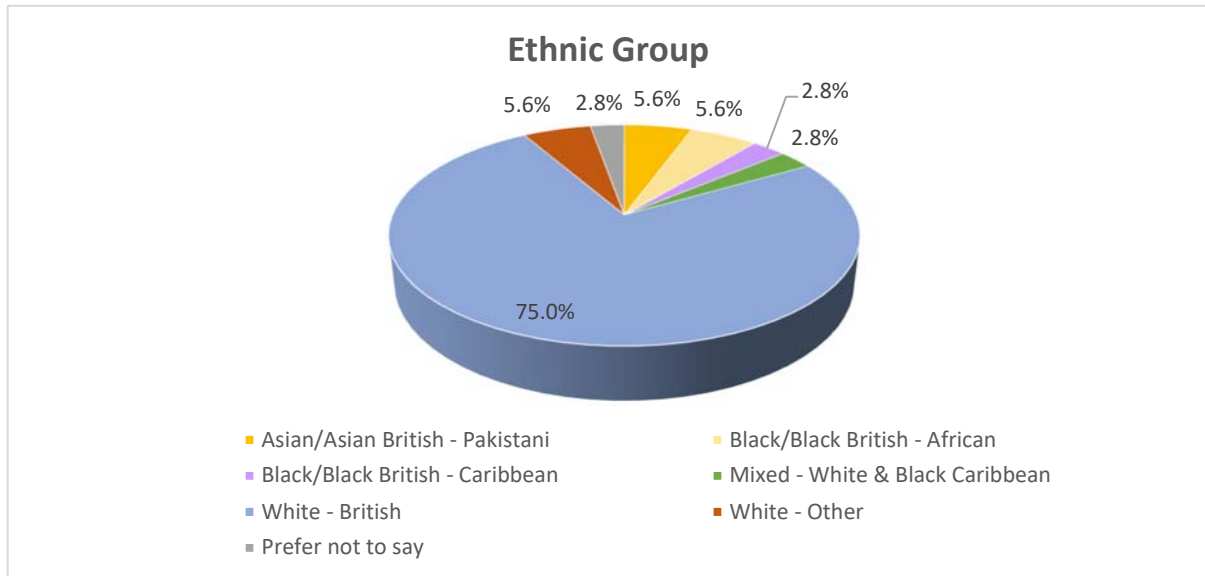
Trainees



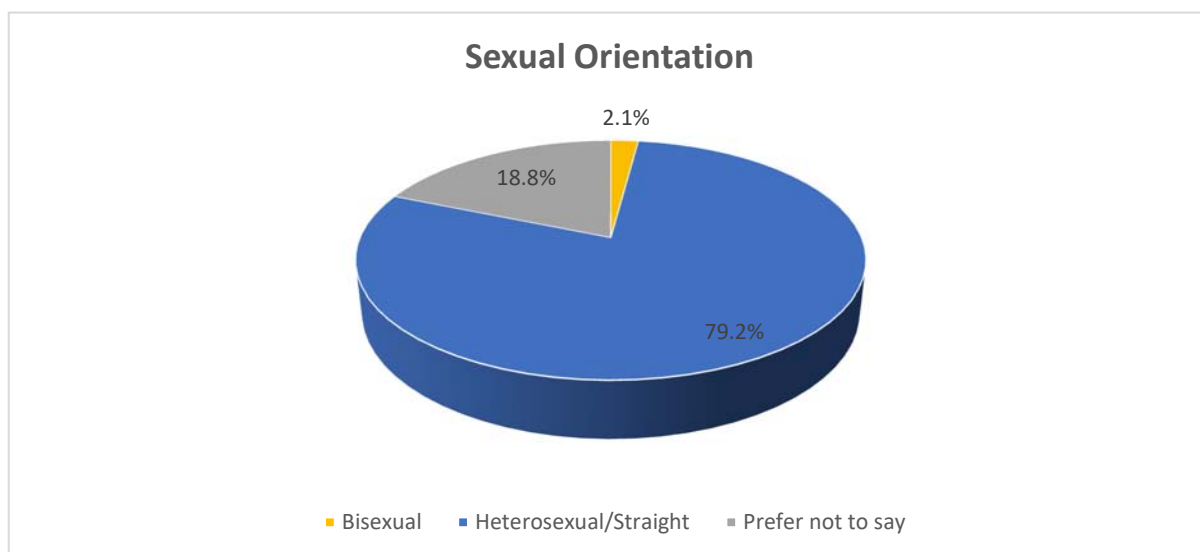
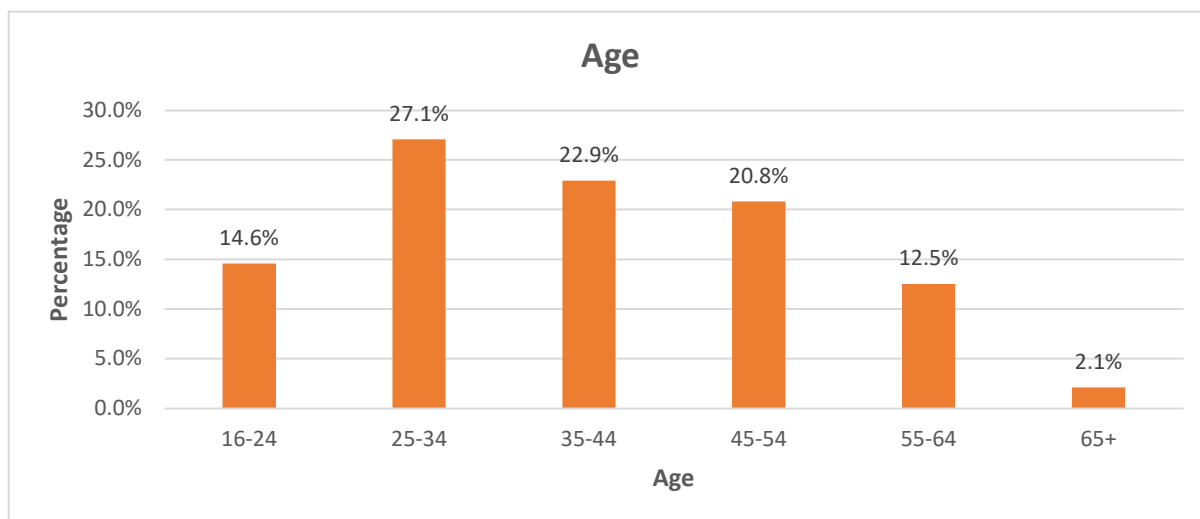
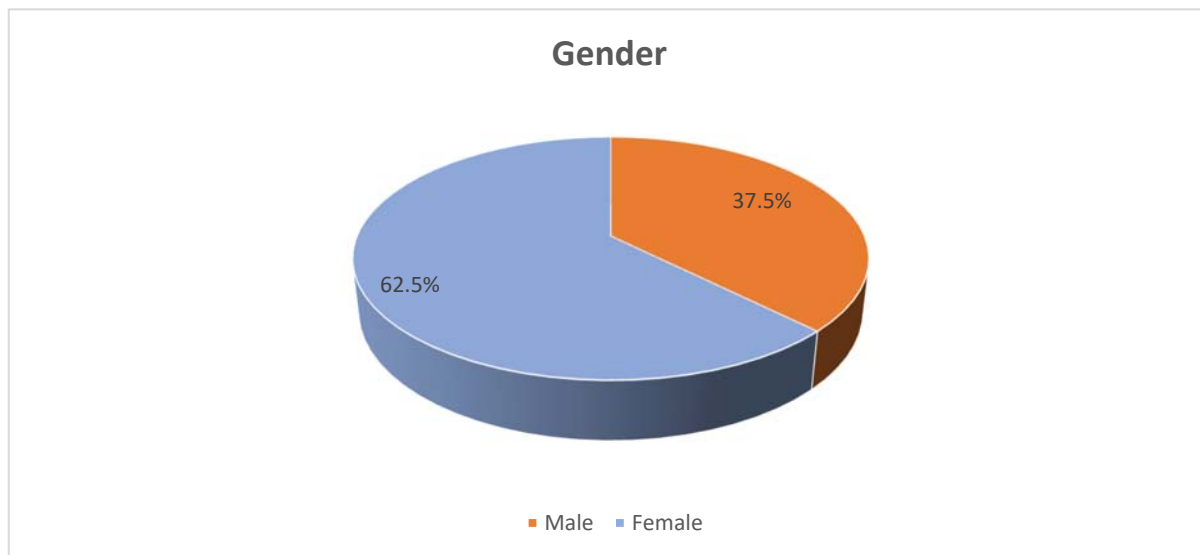


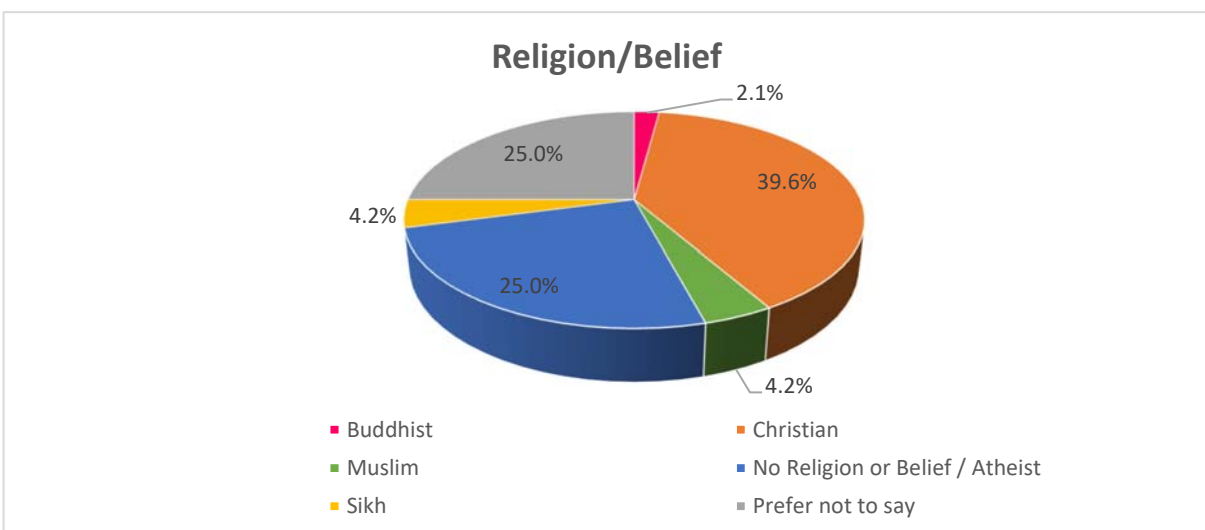
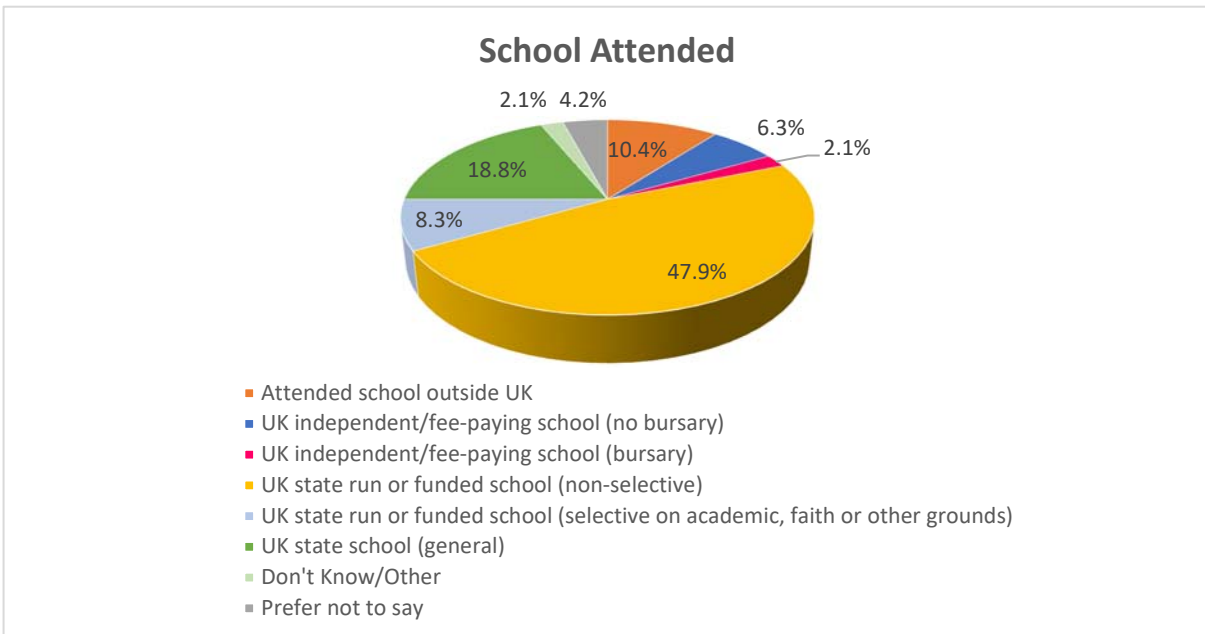
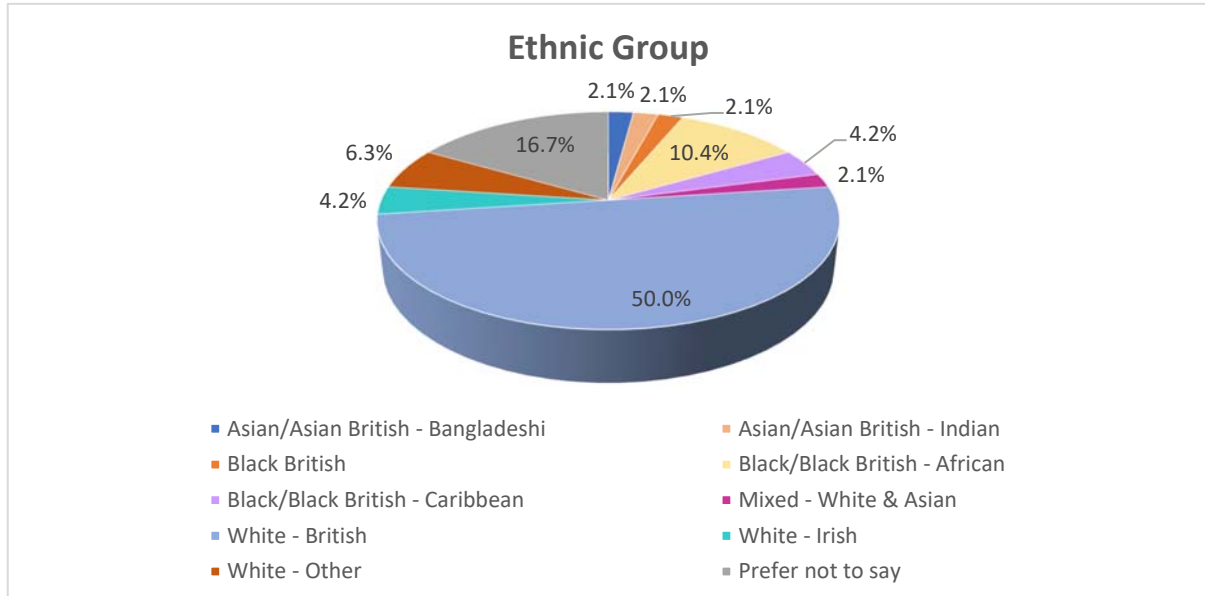
Secretaries





Business Support





Benchmarking

See below for a comparison of the firm's diversity statistics with those across the legal sector, using data compiled by the SRA in 2022, as well as local and national data collected from the 2021 census.

**Note – as the Census data did not allow exemption to questions (save for religion/belief question), those who did not answer the firm's diversity monitoring survey have not been included in the data below).*

Gender	Devonshires	SRA	City of London	Greater London	UK
Male	30.5%	34%	55.8%	48.5%	49%
Female	69.5%	64%	44.2%	51.5%	51%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	73.1%	79%	69.4%	53.8%	81.7%
Asian	15.6%	10%	16.7%	20.7%	9.3%
Black	6.5%	3%	2.7%	13.5%	4%
Mixed/Multiple and Other Ethnic Groups	4.8%	4%	11.1%	12.1%	5%

Disability**	Devonshires	SRA	City of London	Greater London	UK
Identifies as Disabled	3.1%	5%	10.7%	13.3%	17.5%

Religion/Belief	Devonshires	SRA	UK
Christian	32.7%	41%	46.2%
Muslim	6.9%	5%	6.5%
No religion	40.0%	37%	37.2%
Hindu	2.5%	2%	1.7%
Sikh	2.8%	1%	<1%
Jewish	0.6%	1%	<1%
Buddhist	0.6%	1%	<1%
Other religion	0.9%	2%	<1%
Prefer not to say	13.0%	9%	6%

Comment

We acknowledge the scope for improvement in certain areas. We are looking at various ways in which we can bridge these gaps and make our workforce more representative and diverse over time.