



Devonshires

Diversity Statistics November 2021

60% Female Solicitors

Over 78% of staff attended a
UK State School

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Firm Overview

Statistics

Gender	
Male	33%
Female	55%
Prefer not to say	11%
Other	1%

Age	
16-24	16%
25-34	42%
35-44	23%
45-54	12%
55-64	7%

Ethnic Group	
Asian/Asian British - Bangladeshi	1.5%
Asian/Asian British - Chinese	0.4%
Asian/Asian British - Indian	4.1%
Asian/Asian British - Other	2.6%
Asian/Asian British - Pakistani	1.5%
Black/Black British - Other	0.8%
Black/Black British - African	2.3%
Black/Black British - Caribbean	1.9%
Mixed - Other	0.8%
Mixed - White & Asian	1.1%
Mixed - White & Black Caribbean	1.1%
Mixed - White & Black African	0.4%
Mixed - White & Chinese	0.4%
Other Ethnic Group – Arab	1.1%
Other Ethnic Group - Not listed	1.1%
White - British	62.0%
White - Irish	1.1%
White - Other	7.9%
Prefer not to say	7.9%

Un-Paid Caring Responsibility	
Yes	3%
No	94%
Prefer not to say	2%

Religion/Belief	
Any other religion	0.8%
Buddhist	0.4%
Christian	31.6%
Hindu	2.6%
Jewish	0.8%
Muslim	6.4%
Sikh	1.5%
No religion/belief	41.4%
Prefer not to say	14.7%

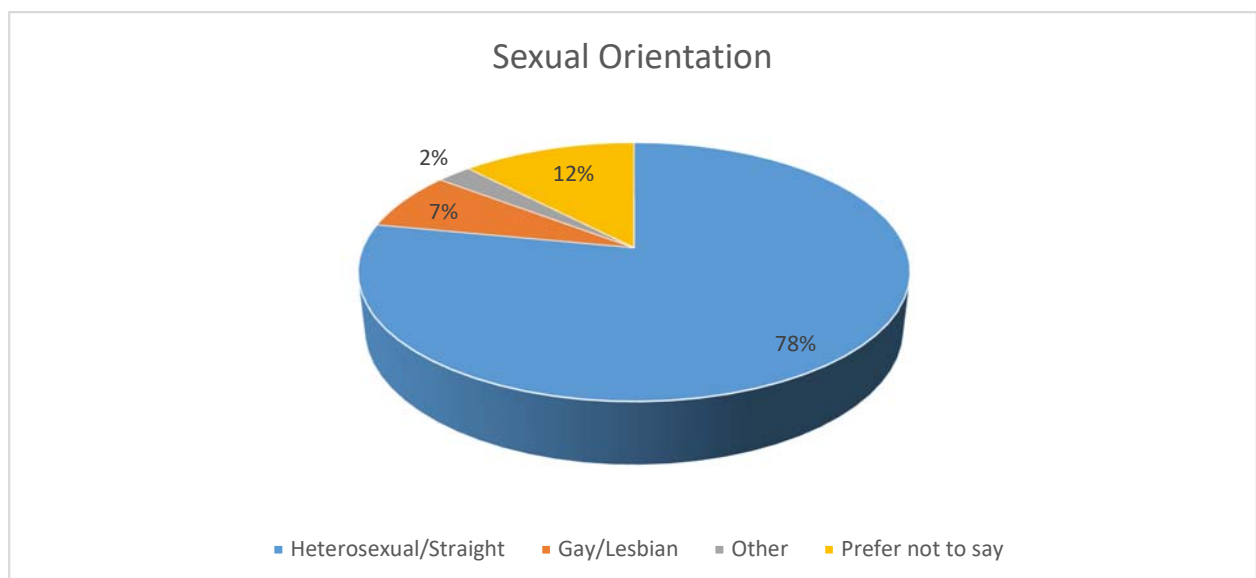
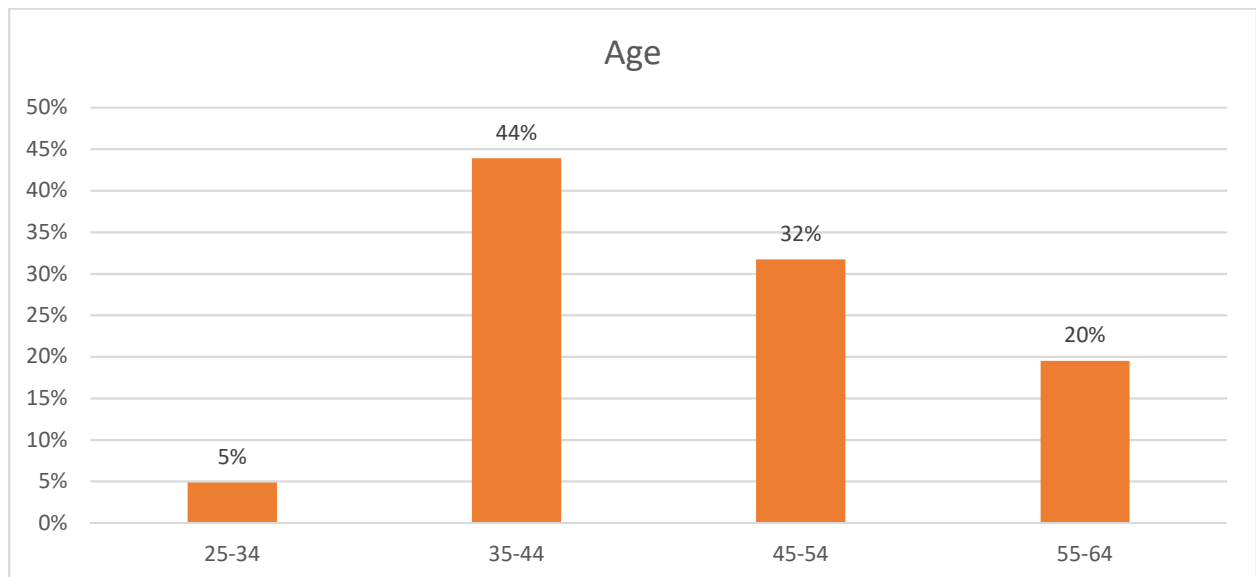
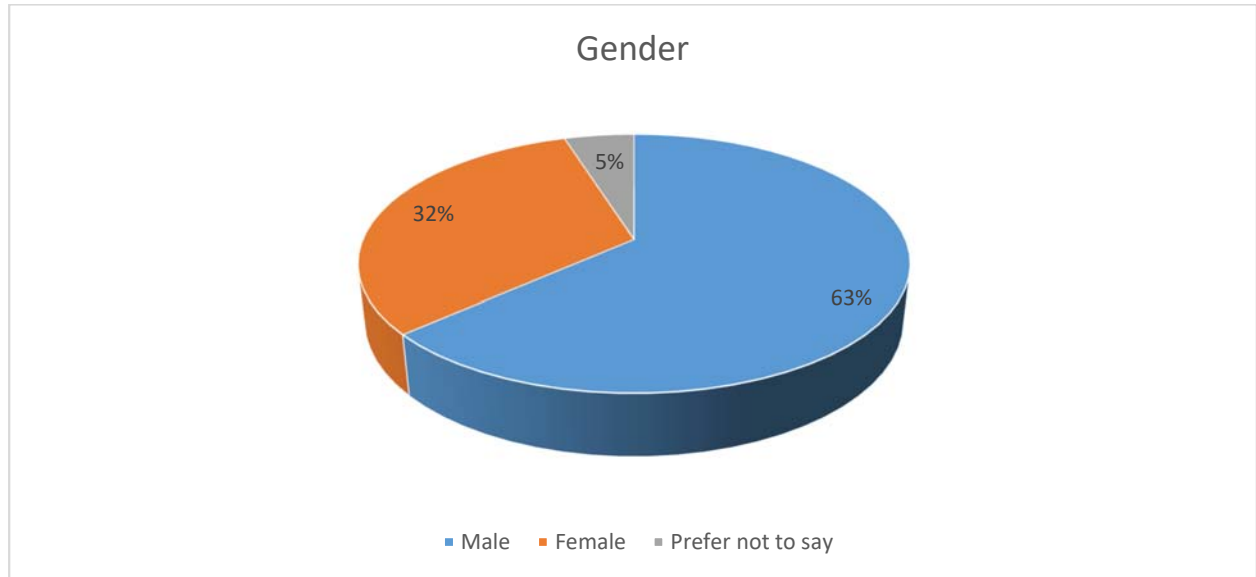
Disability under Equality Act 2010	
Yes	2%
No	98%

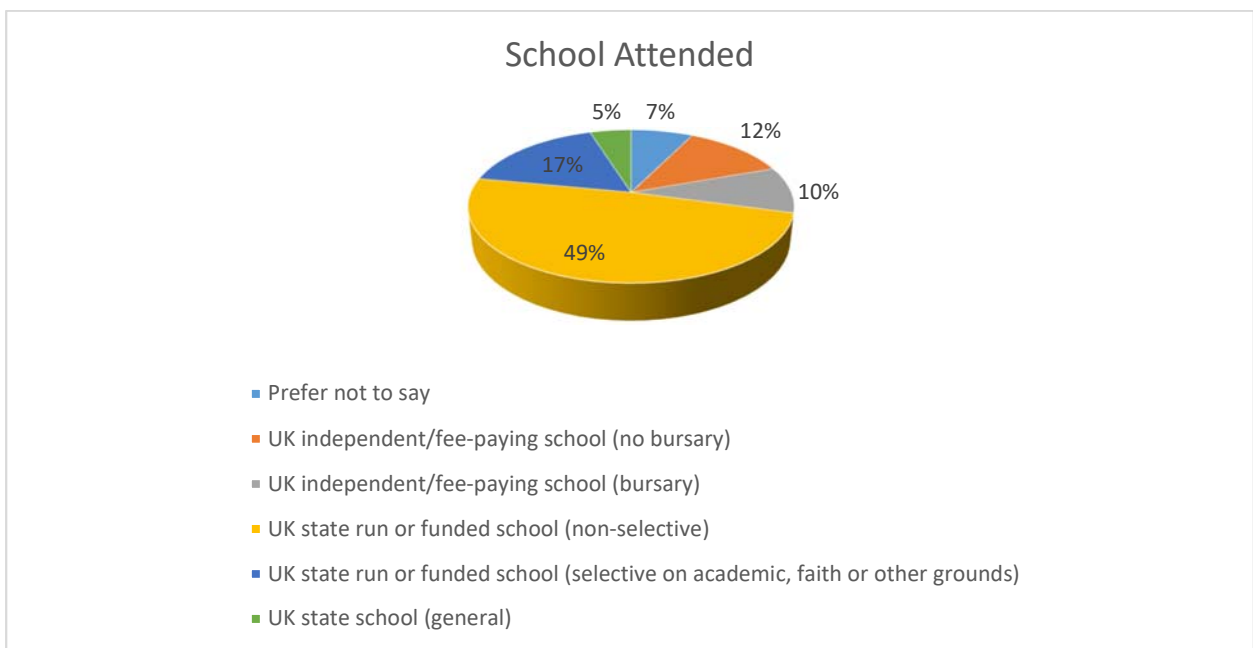
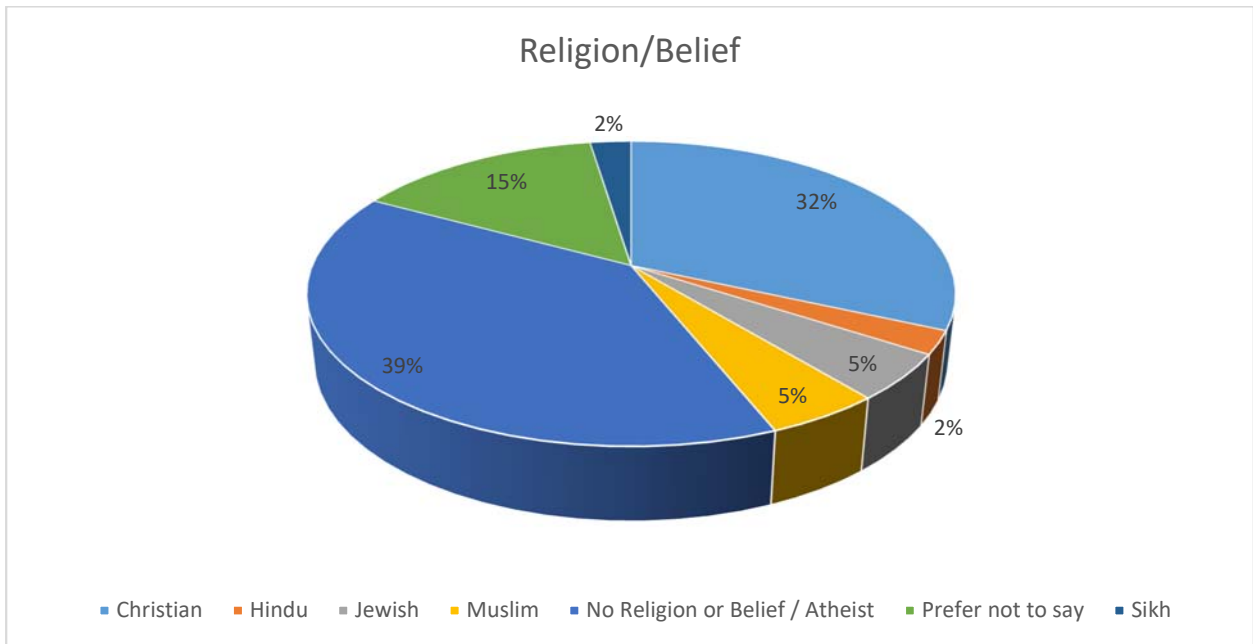
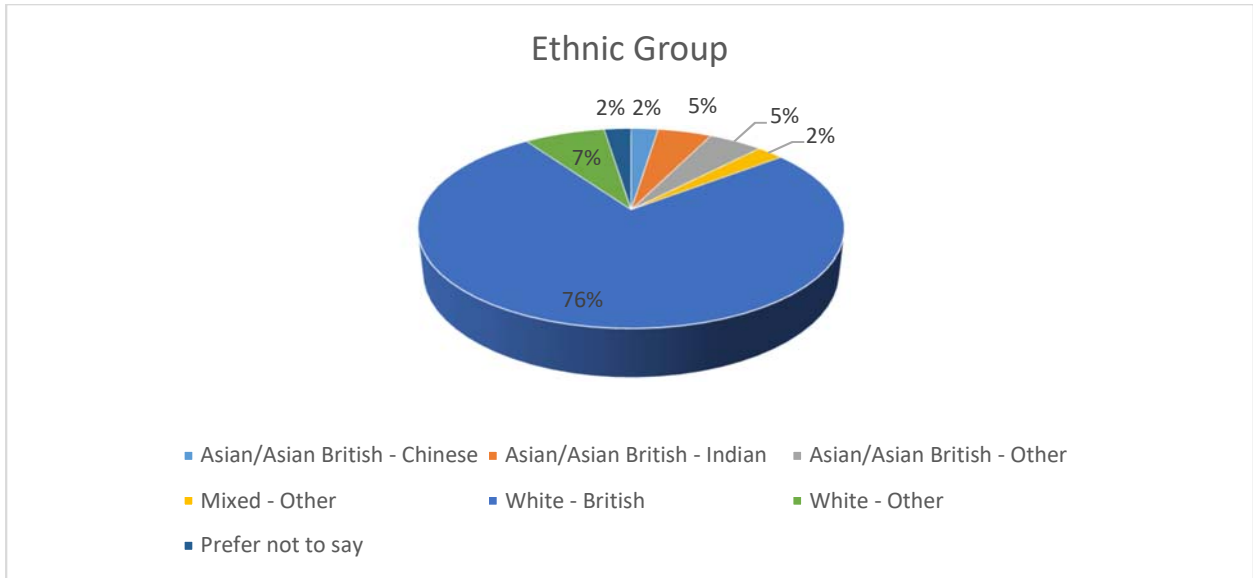
School Attended	
Attended school outside the UK	5%
Don't know/Other	2%
Prefer not to say	2%
UK independent/fee-paying school (no bursary)	10%
UK independent/fee-paying school (bursary)	4%
UK state run or funded school (non-selective)	45%
UK state run or funded school (selective)	17%
UK state school (general)	16%

Sexual Orientation	
Bisexual	0.4%
Heterosexual/Straight	80.8%
Gay/Lesbian	3.0%
Other	0.8%
Prefer not to say	15.0%

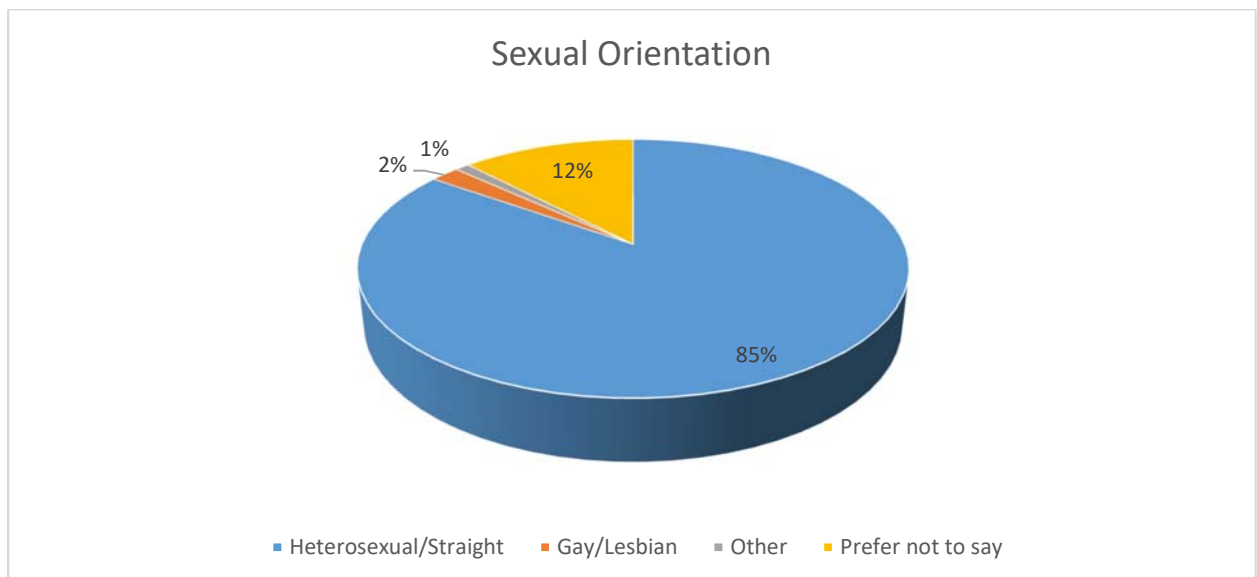
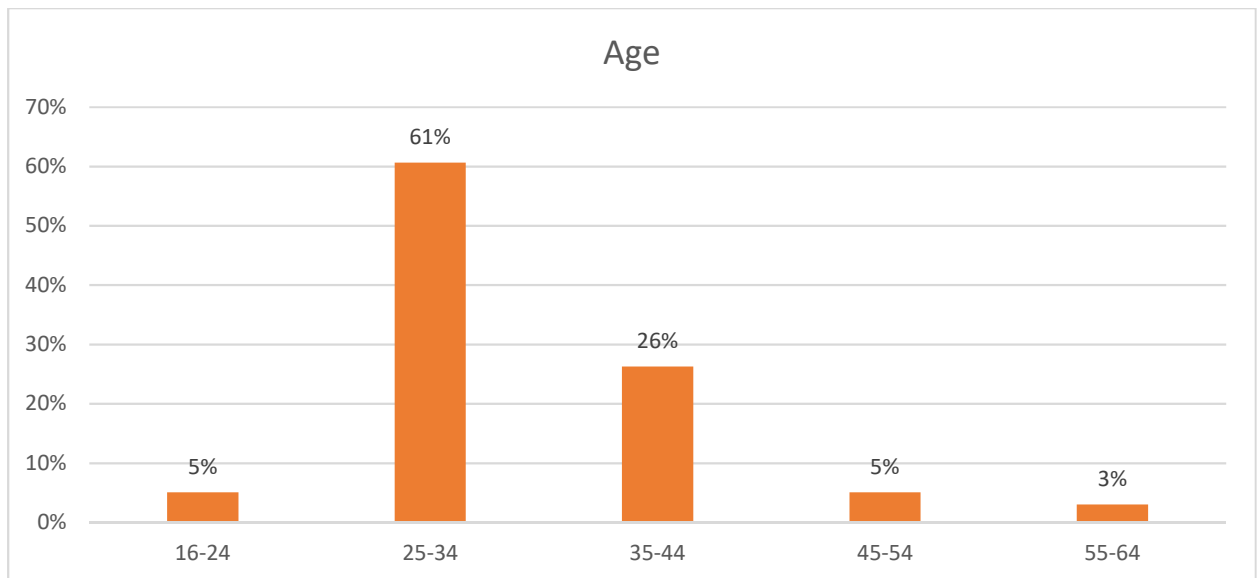
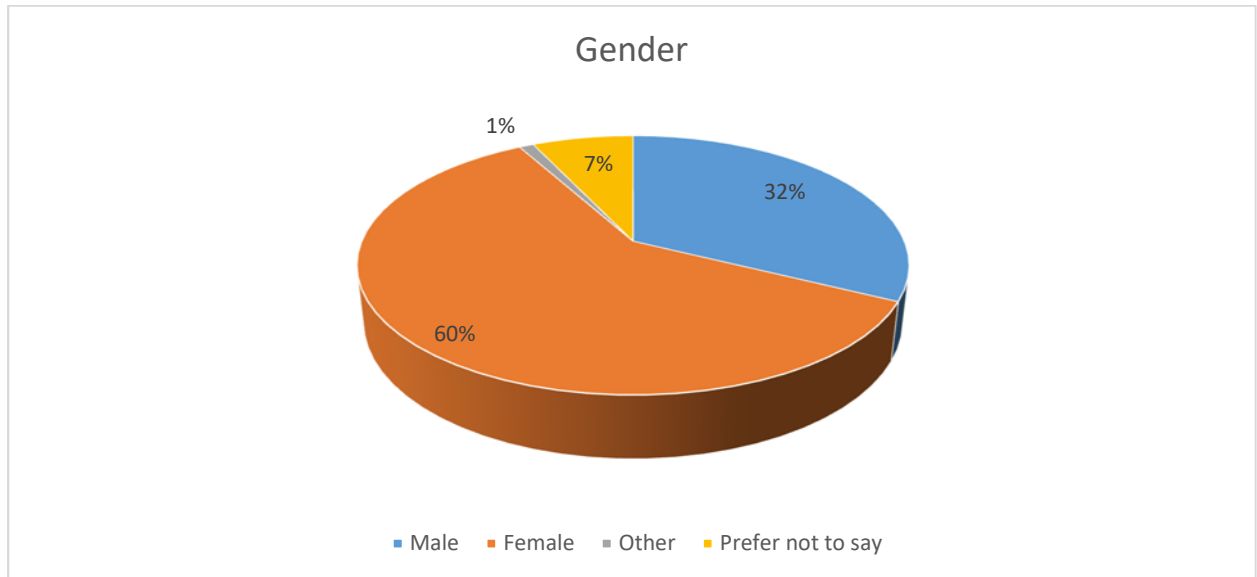
By Role Category

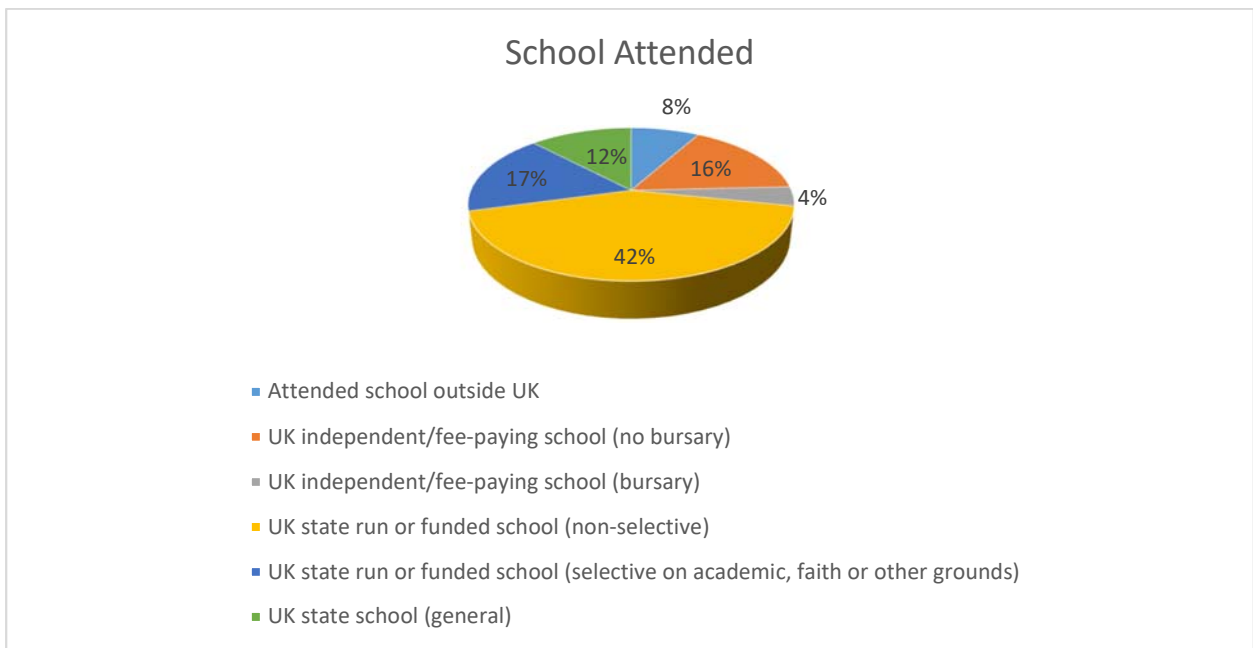
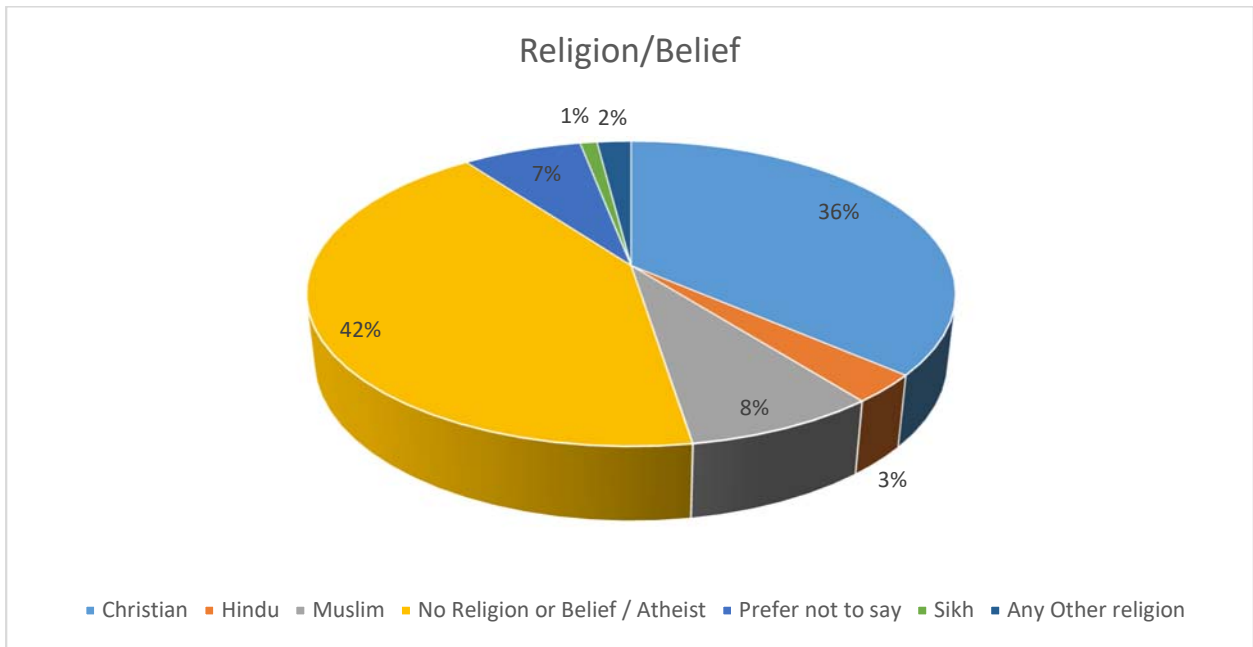
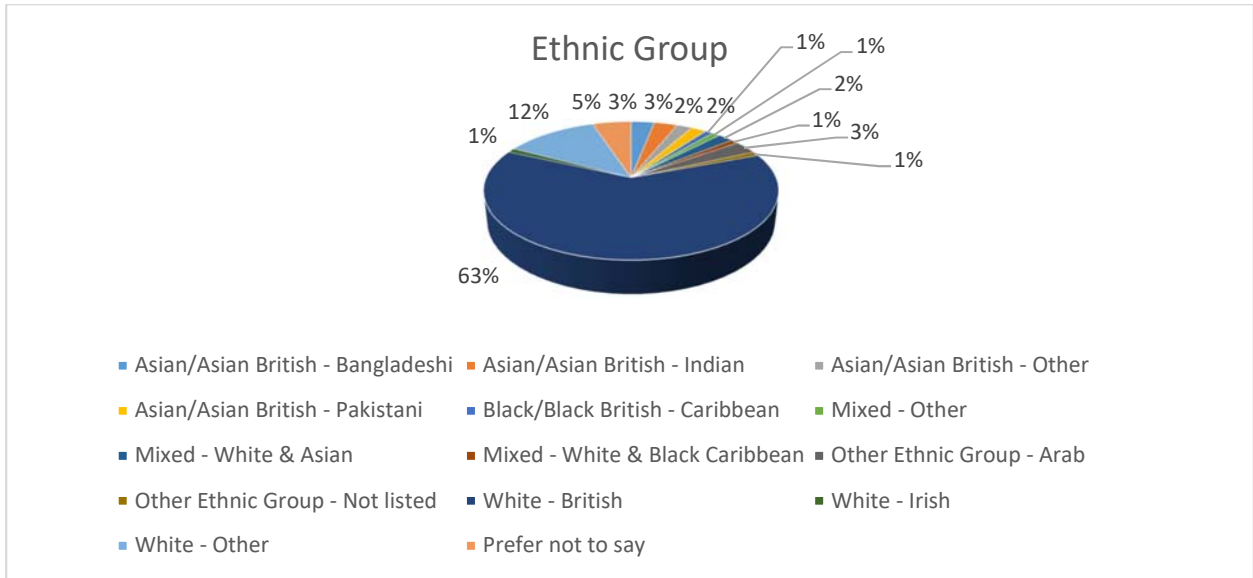
Partners



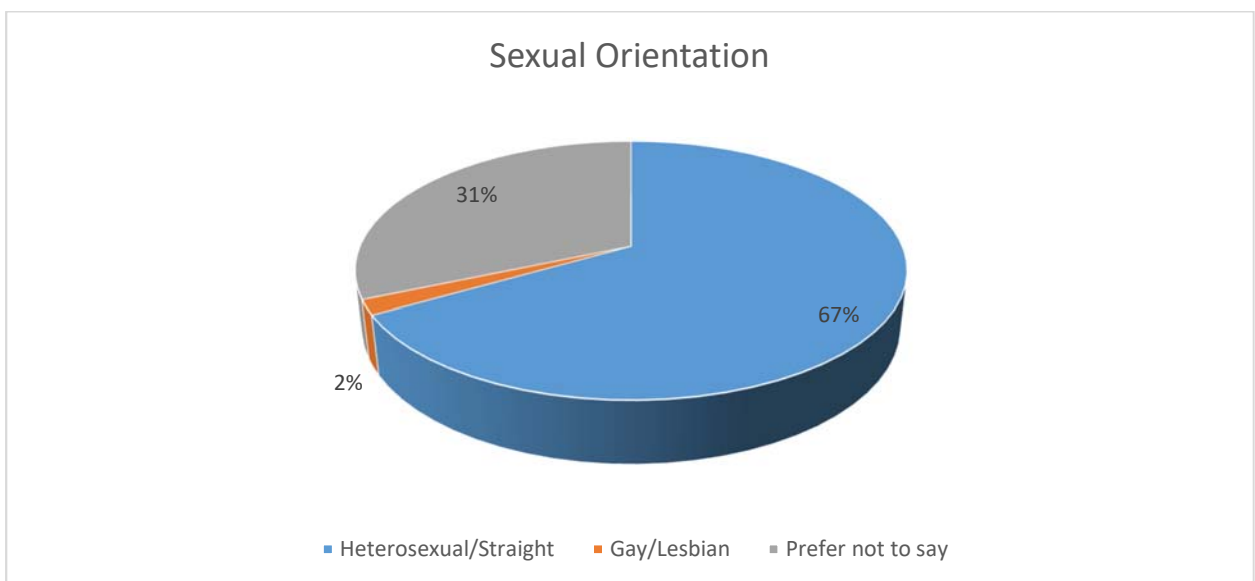
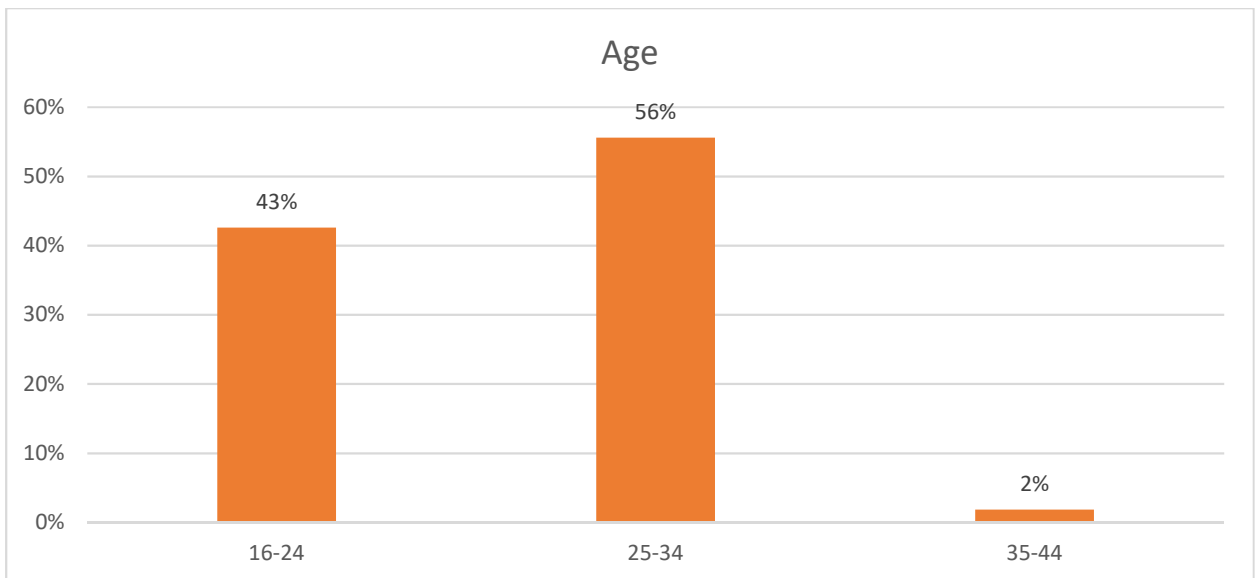
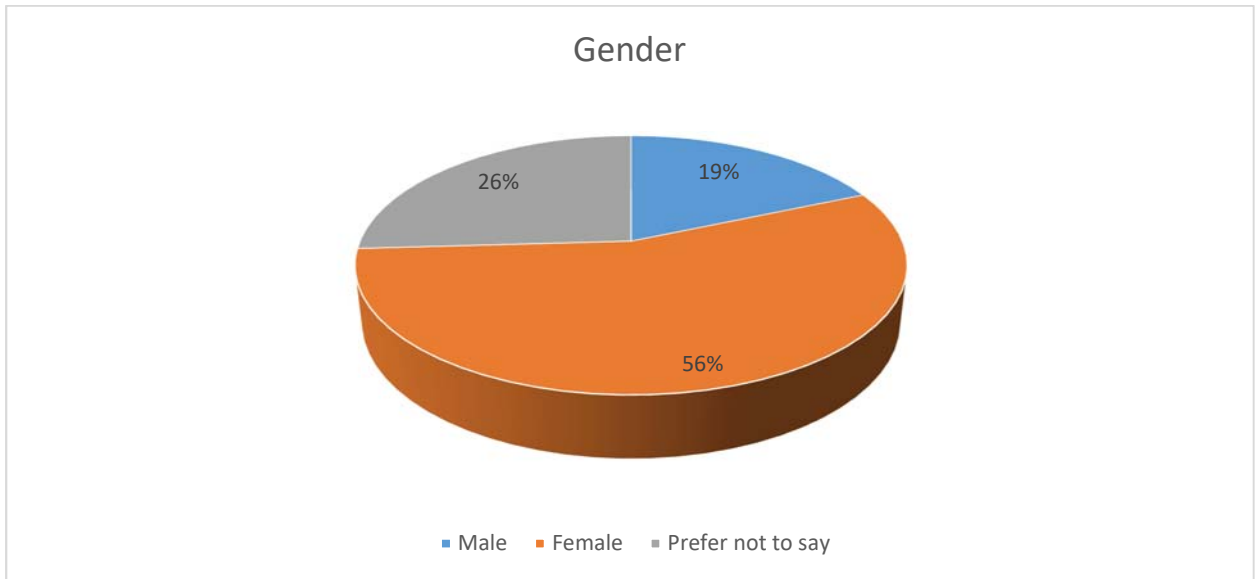


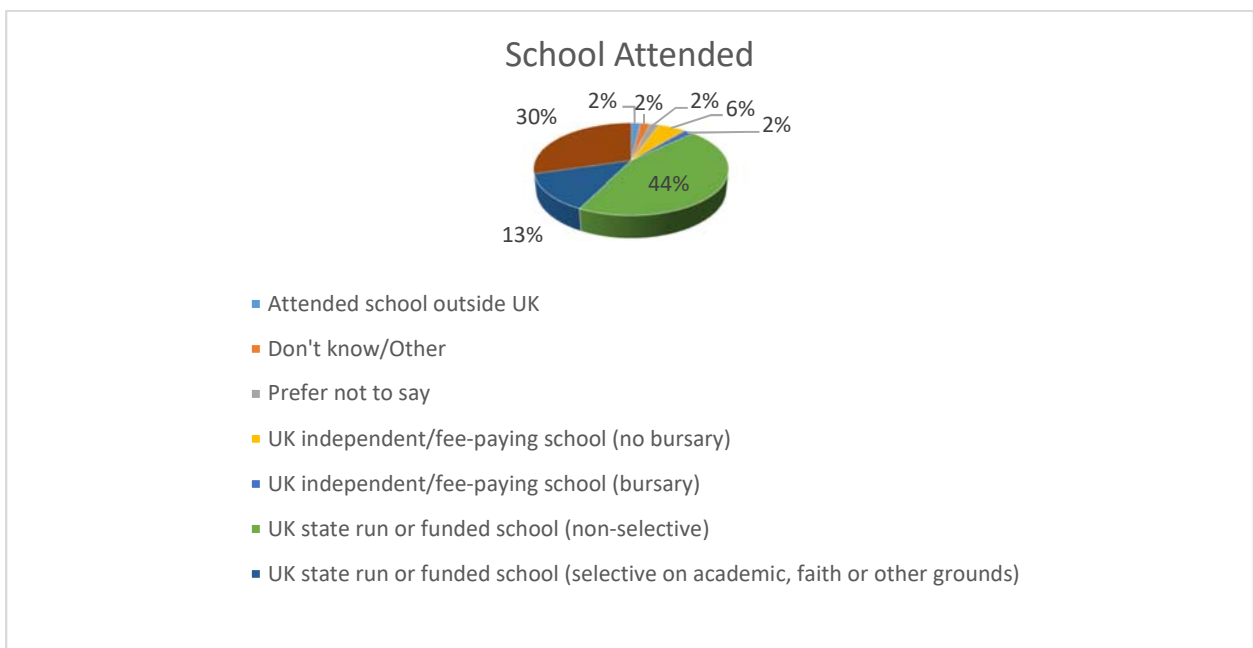
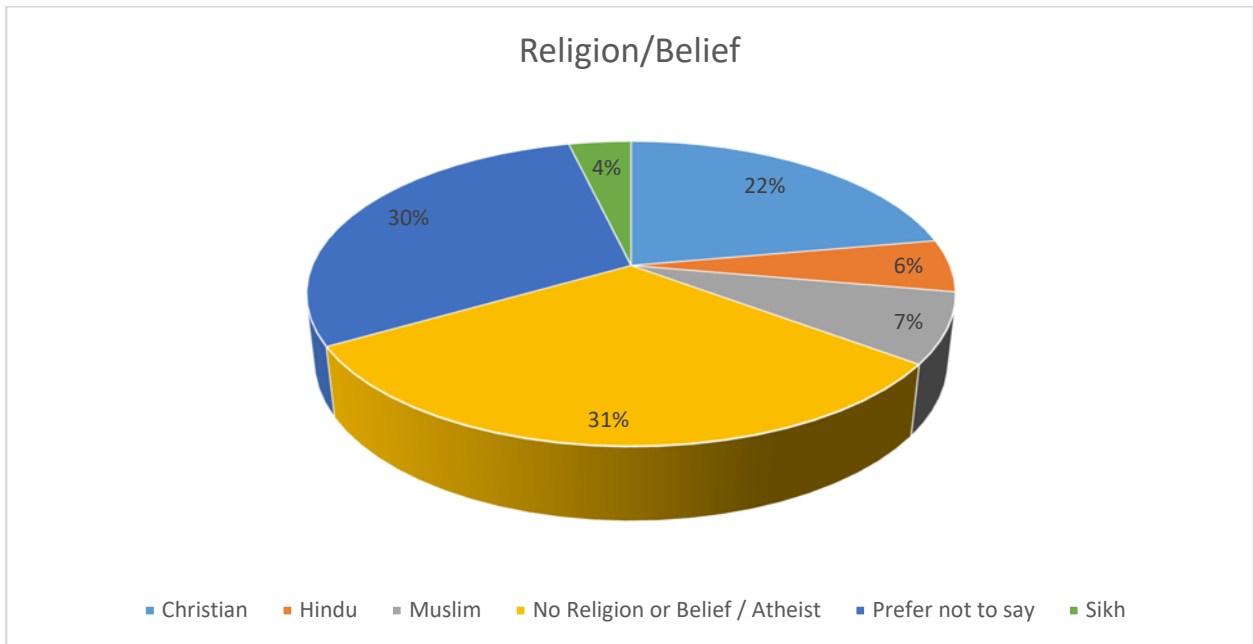
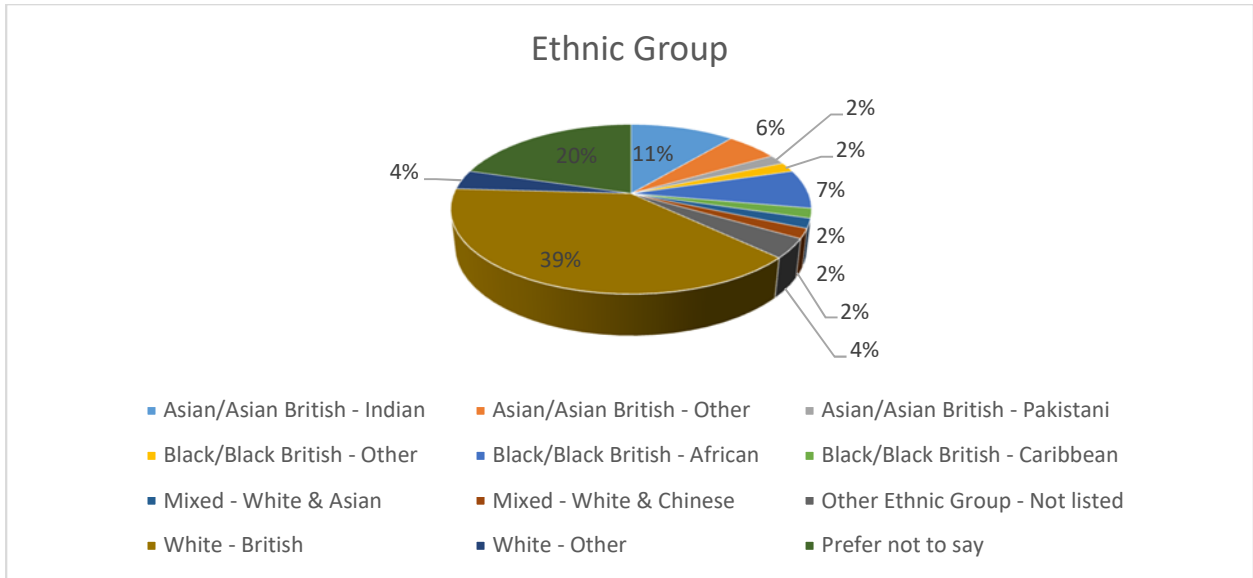
Solicitors



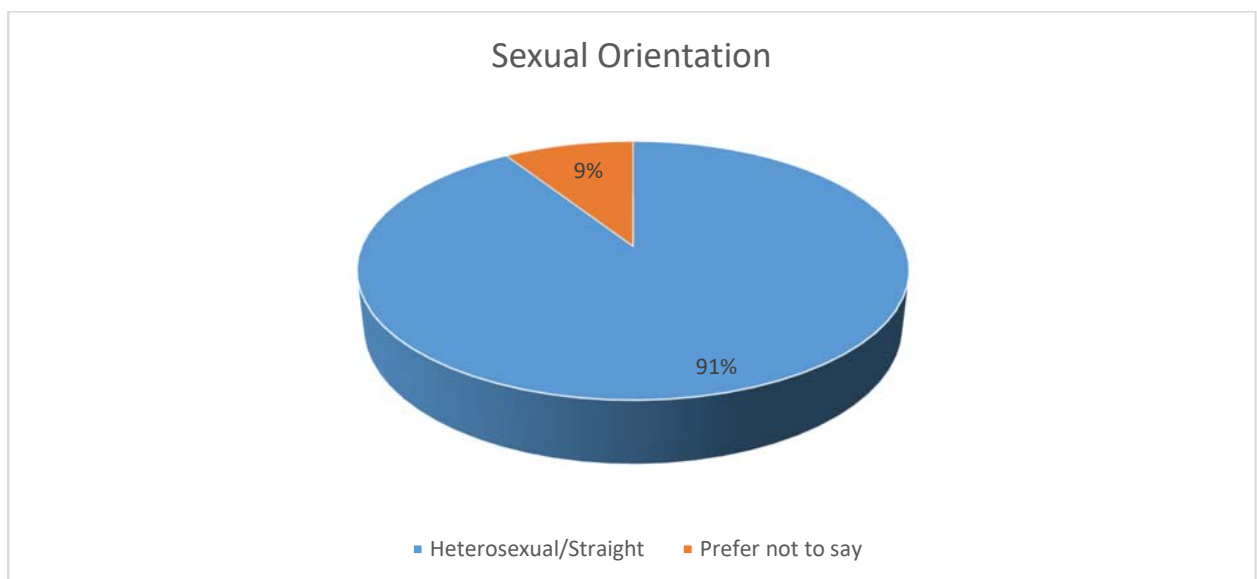
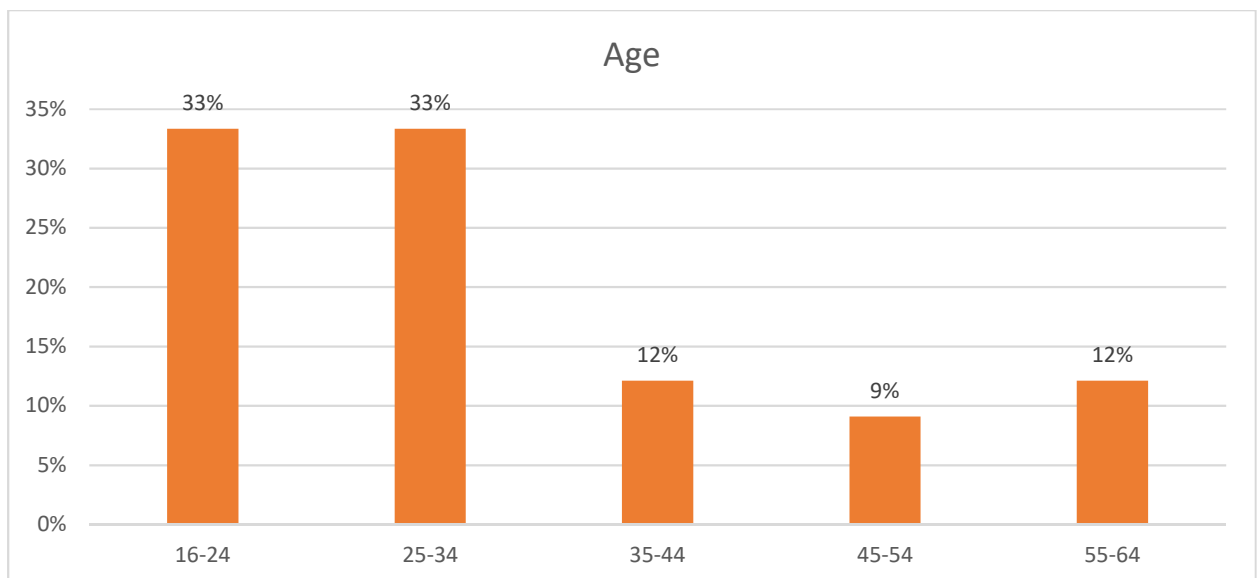
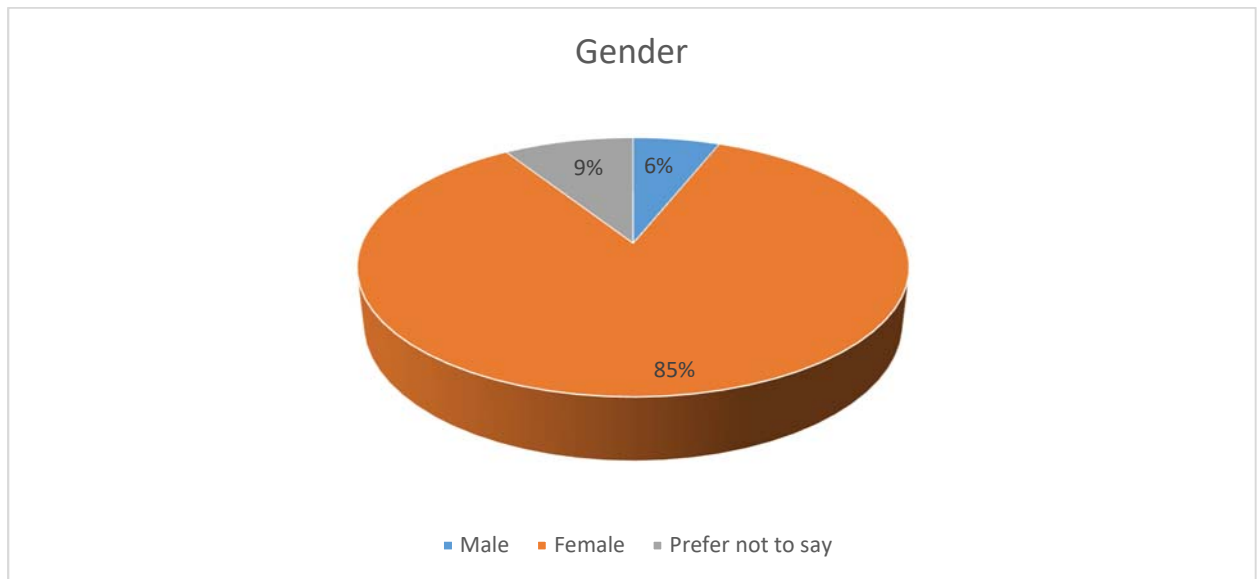


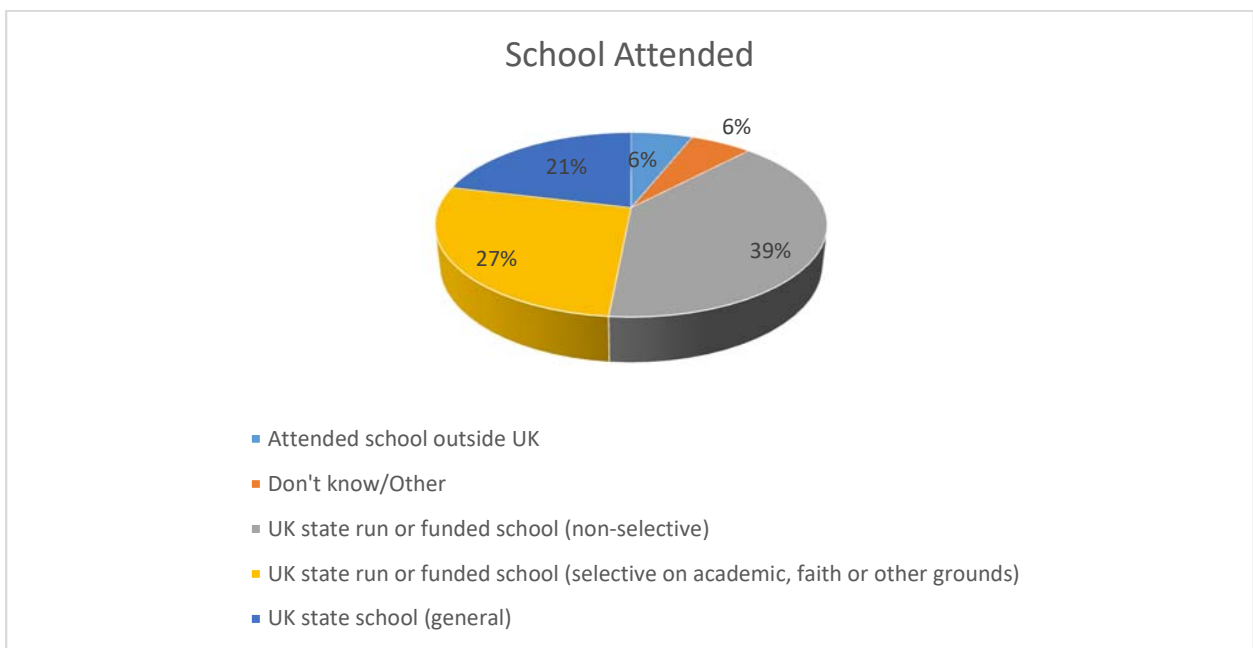
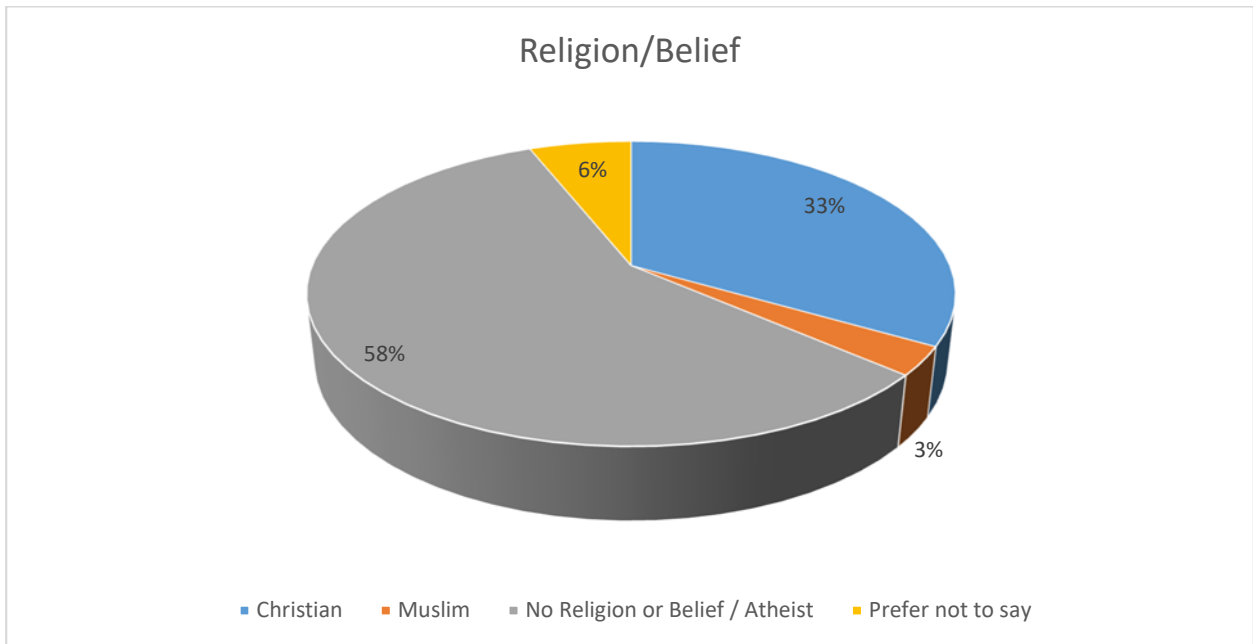
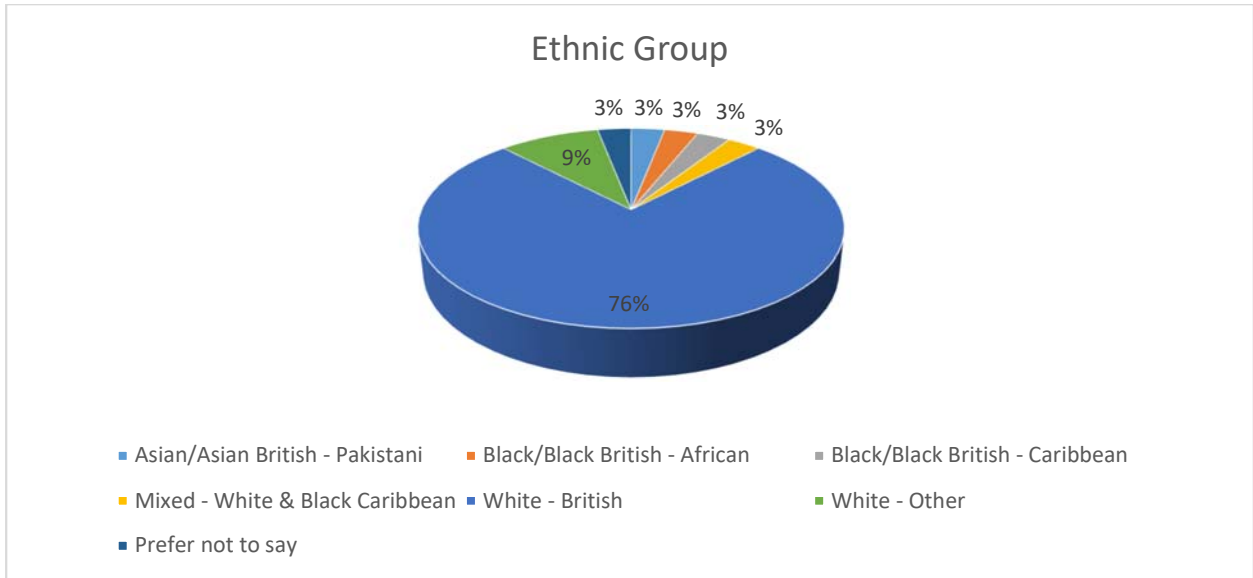
Paralegals



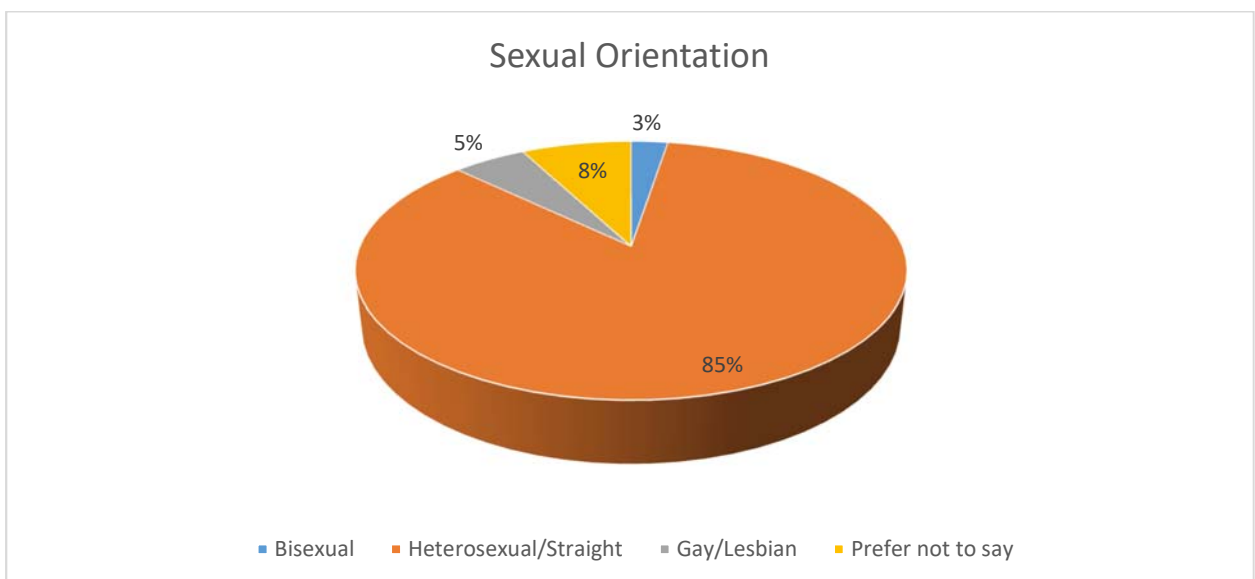
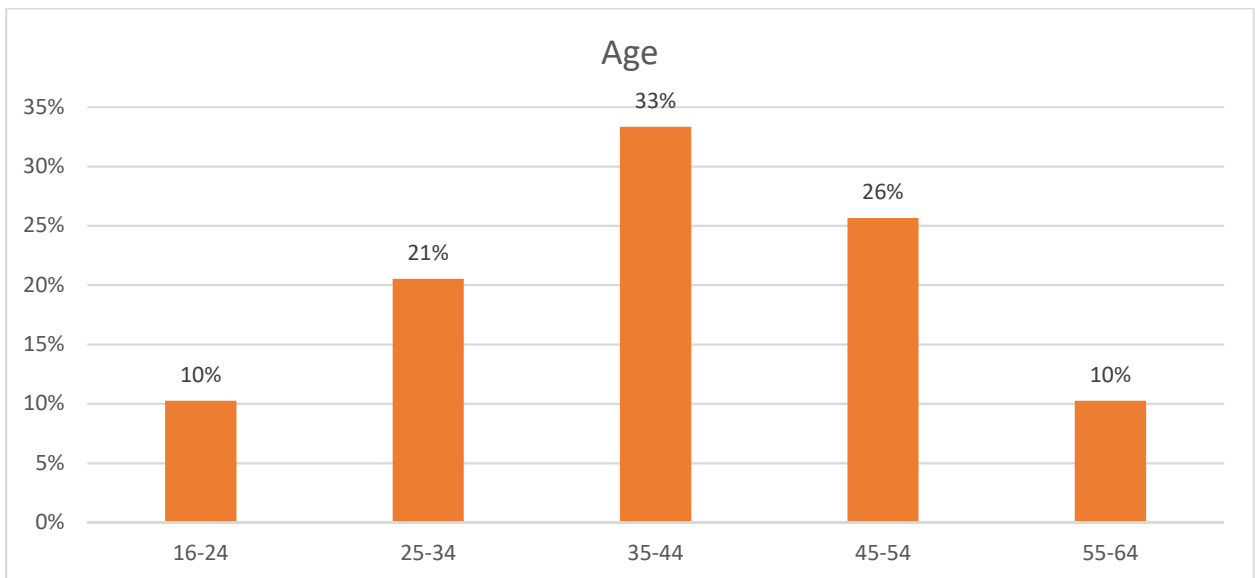
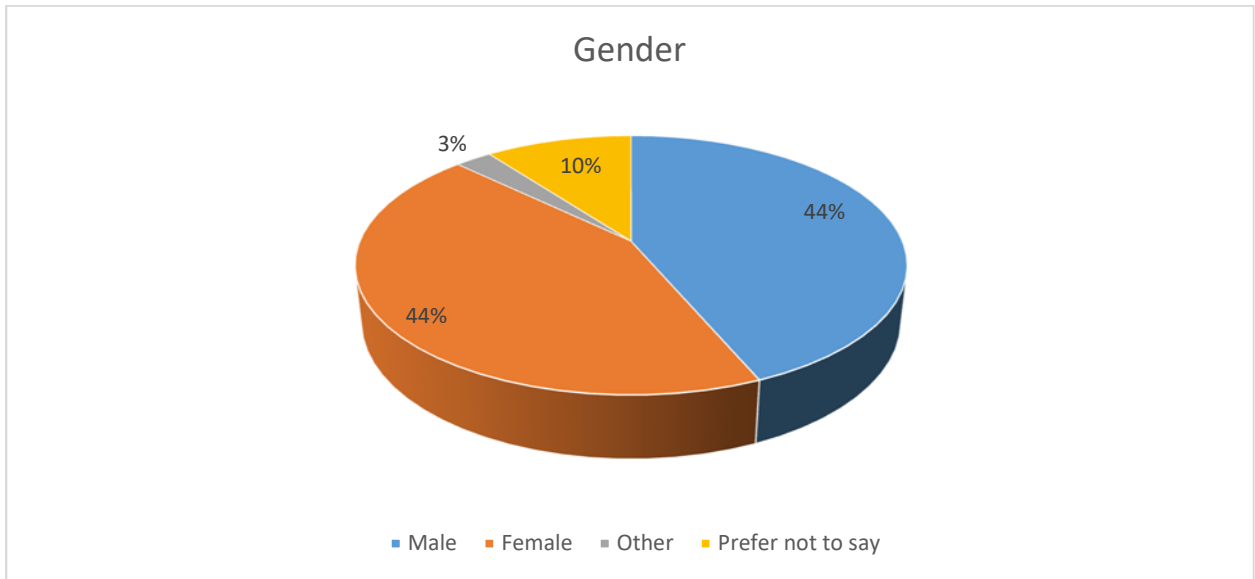


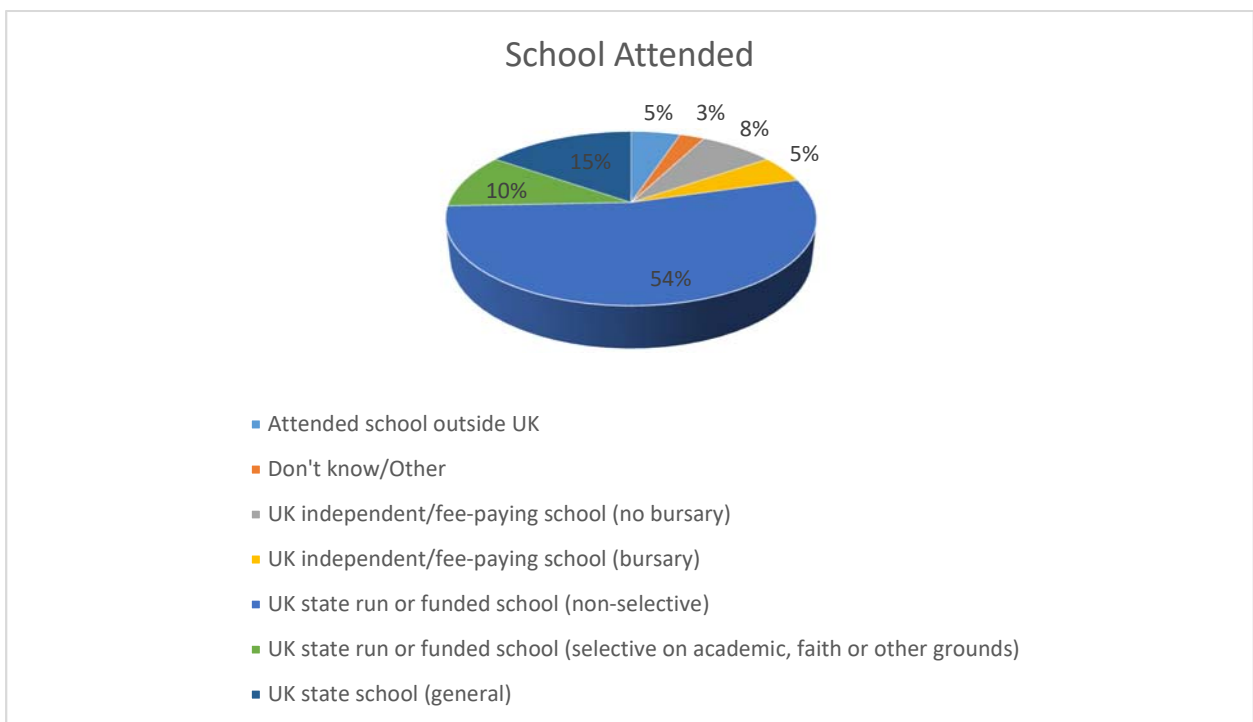
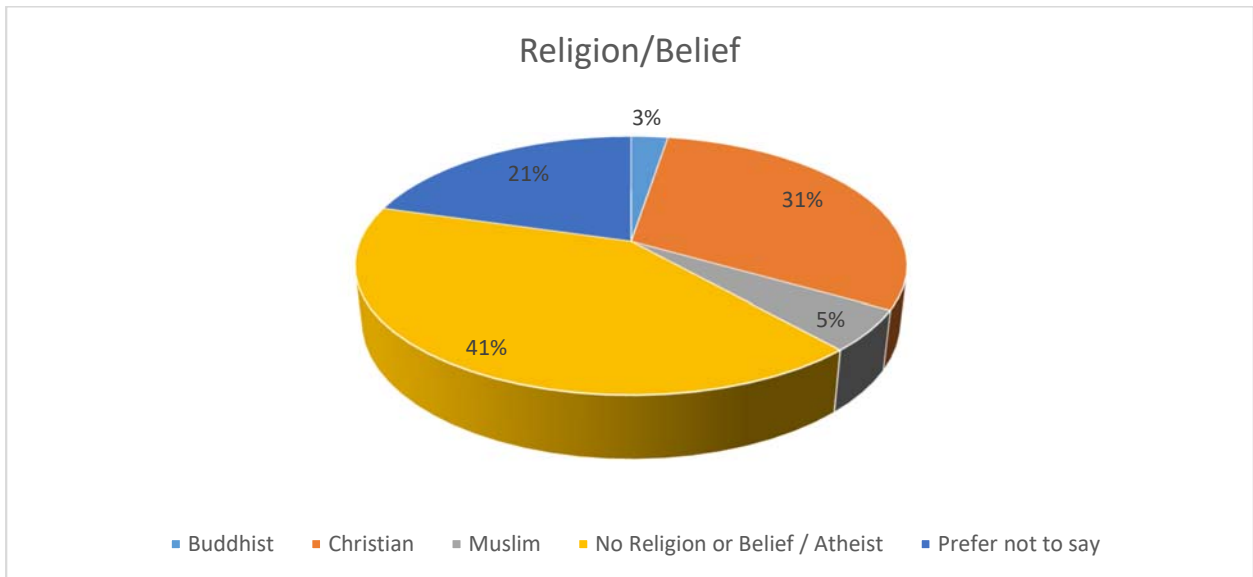
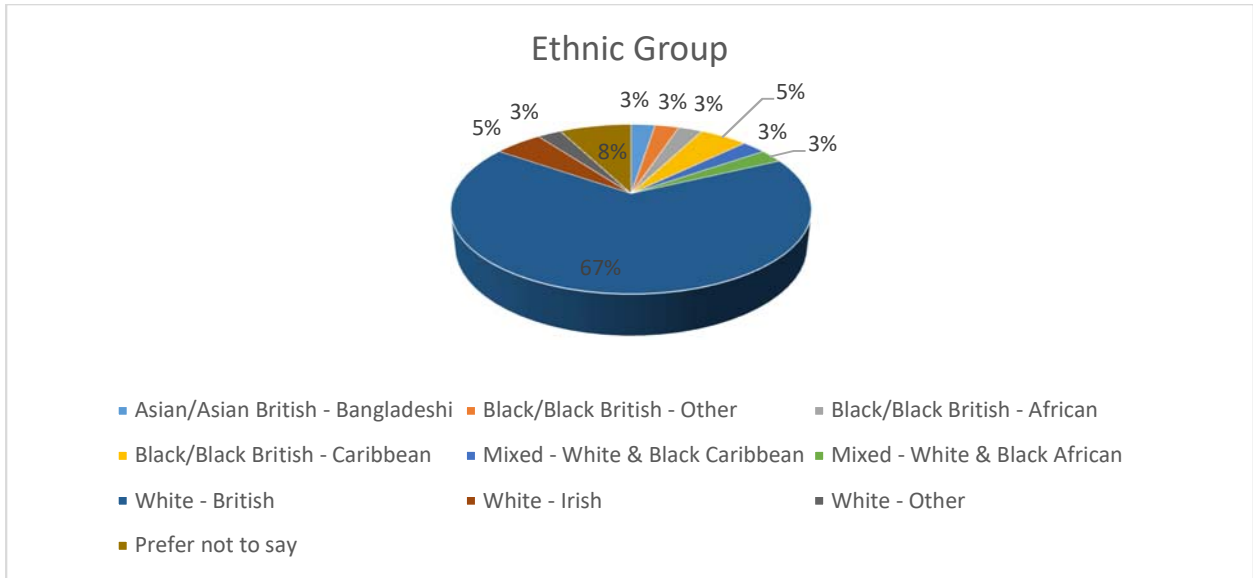
Secretaries





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 2019, as well as local and national data collected from the 2011 census.

**Note – as the SRA and Census data did not allow exemption to questions (save for the Census and 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	37%	36%	55.4%	49.7%	50.1%
Female	63%	64%	44.6%	50.3%	59.9%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	77%	81%	80%	60%	86%
Asian	11%	13%	13%	18%	7.5%
Black	5%	3%	3%	13%	3%
Mixed/Other	6%	3%	4%	5%	2.2%

Disability	Devonshires	SRA	City of London	Greater London	UK
Identifies as Disabled	2%	4%	11.5%	17%	16%

Religion/Belief	Devonshires	SRA	UK
Christian	31.6%	48%	59%
Muslim	6.4%	8%	5%
No religion	41.4%	35%	25%
Hindu	2.6%	2%	2%
Sikh	1.5%	2%	1%
Jewish	0.8%	2%	1%
Buddhist	0.4%	1%	<1%
Other religion	0.8%	3%	<1%
Prefer not to say	14.7%	-	5%

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.