



Devonshires

Diversity Statistics
November 2022

65% Female Solicitors

Over 20% of staff are from a
BAME background

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Firm Overview

Statistics

Gender	
Male	32%
Female	68%

Ethnic Group	
Asian/Asian British - Bangladeshi	1.3%
Asian/Asian British - Chinese	0.3%
Asian/Asian British - Indian	6.2%
Asian/Asian British - Other	2.3%
Asian/Asian British - Pakistani	2%
Black/Black British - Other	0.7%
Black/Black British - African	1.6%
Black/Black British - Caribbean	2%
Mixed - Other	0.3%
Mixed - White & Asian	1%
Mixed - White & Black Caribbean	0.7%
Mixed - White & Black African	0.3%
Mixed - White & Chinese	0.3%
Any other Mixed/Multiple ethnic background	0.3%
Other Ethnic Group – Arab	1%
Other Ethnic Group - Not listed	1%
White - British	59.4%
White - Irish	1%
White - Other	5.9%
Prefer not to say	12.4%

Disability under Equality Act 2010	
Yes	3.3%
No	94.4%
Prefer not to say	2.3%

Sexual Orientation	
Bisexual	1.3%
Heterosexual/Straight	79.4%
Gay/Lesbian	2.3%
Other	0.3%
Prefer not to say	16.7%

Age	
16-24	15.4%
25-34	43.2%
35-44	21.2%
45-54	12.4%
55-64	7.5%
65+	0.3%

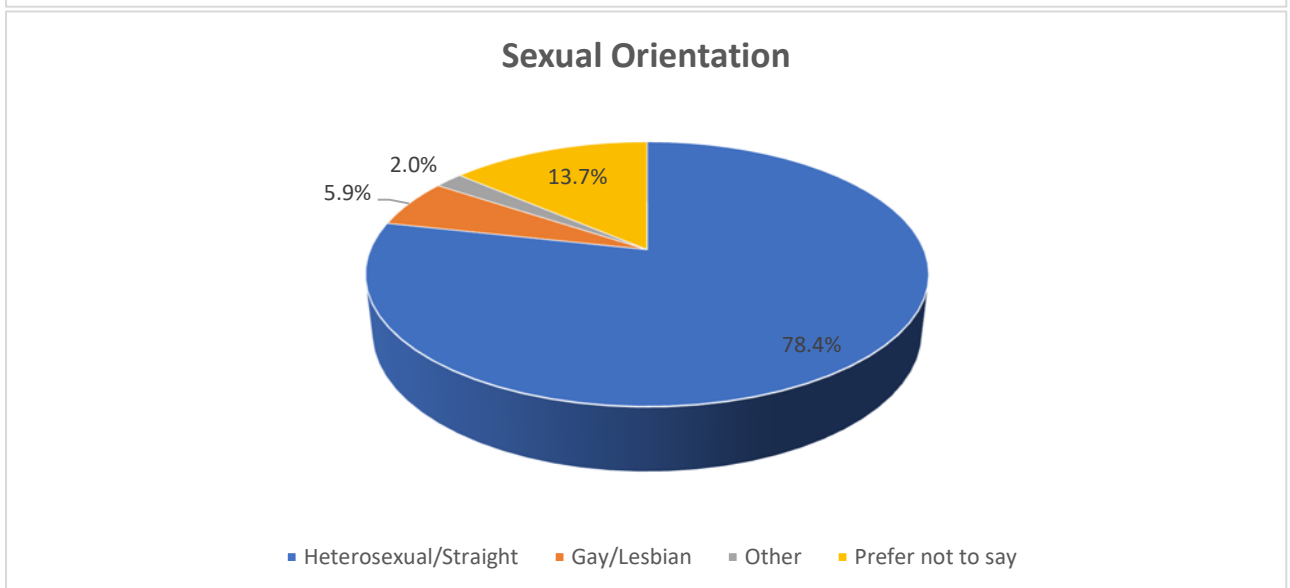
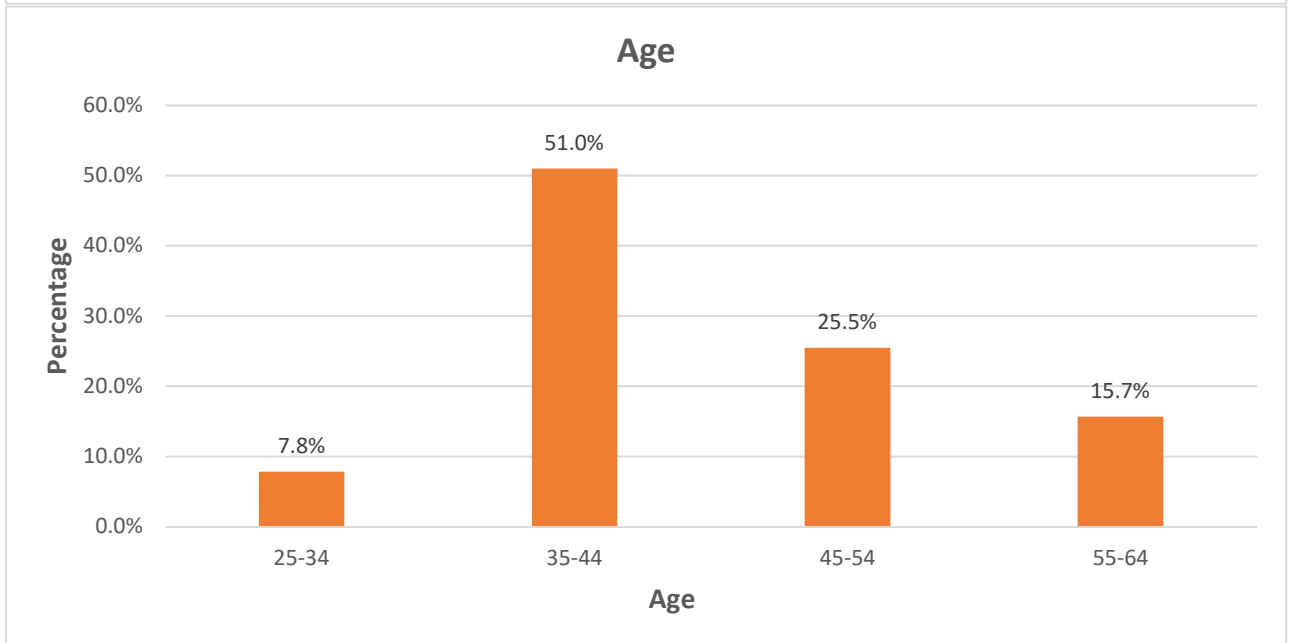
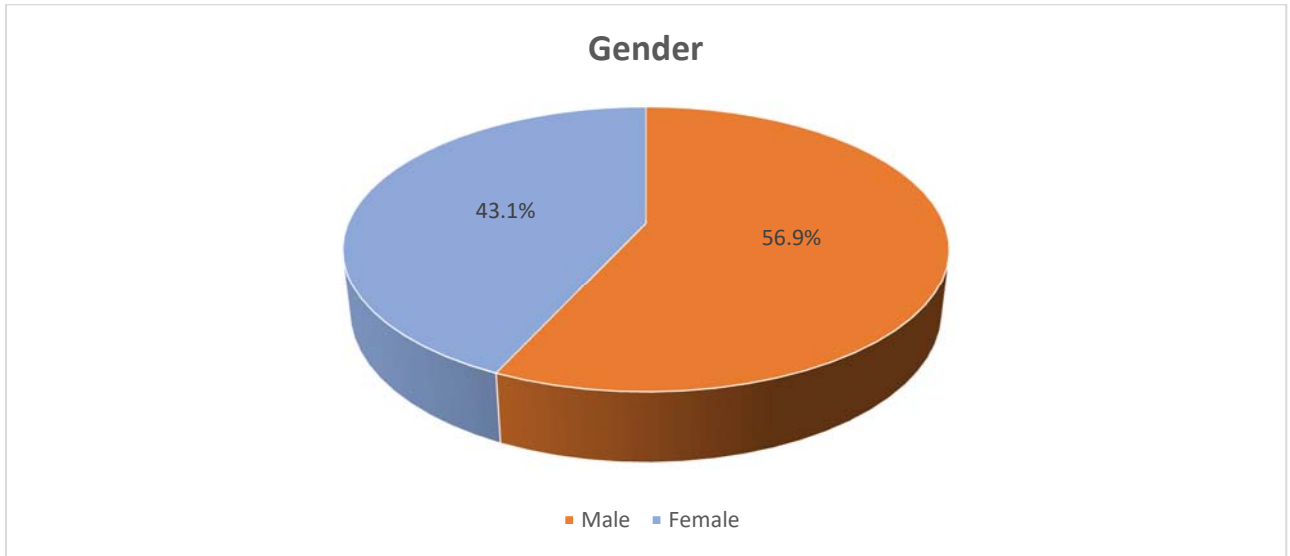
Un-Paid Caring Responsibility	
Yes	4.2%
No	92.5%
Prefer not to say	3.3%

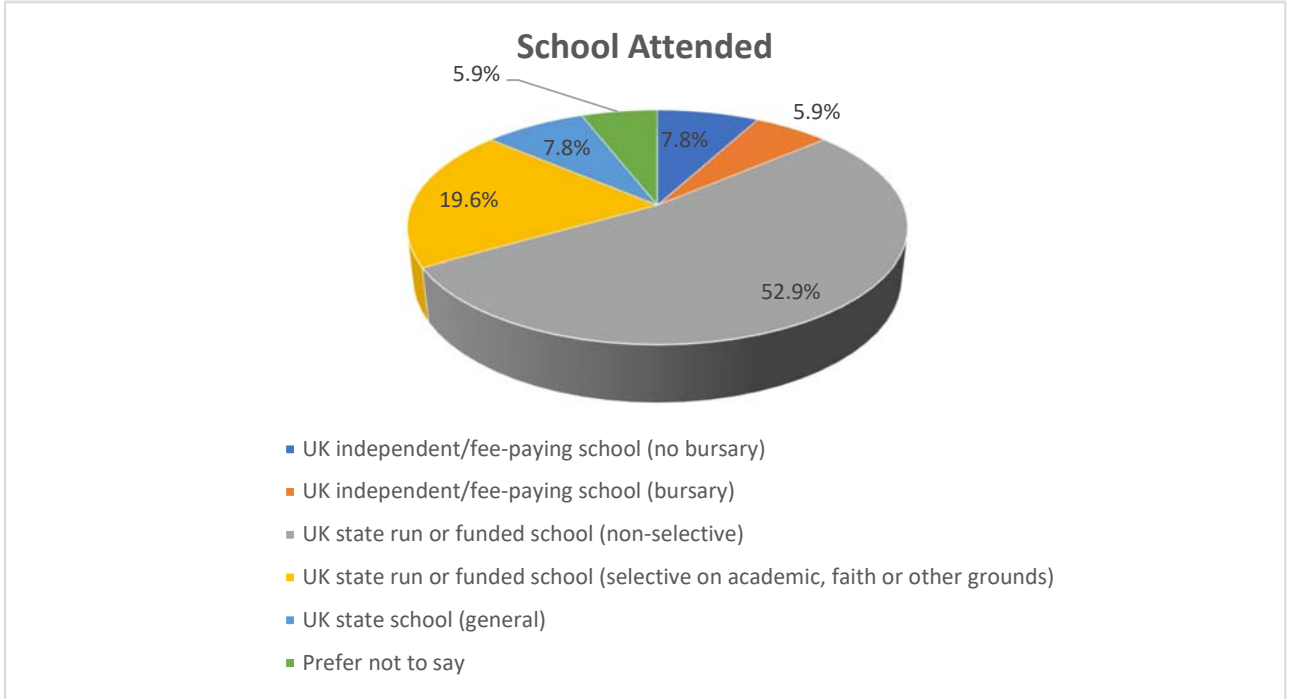
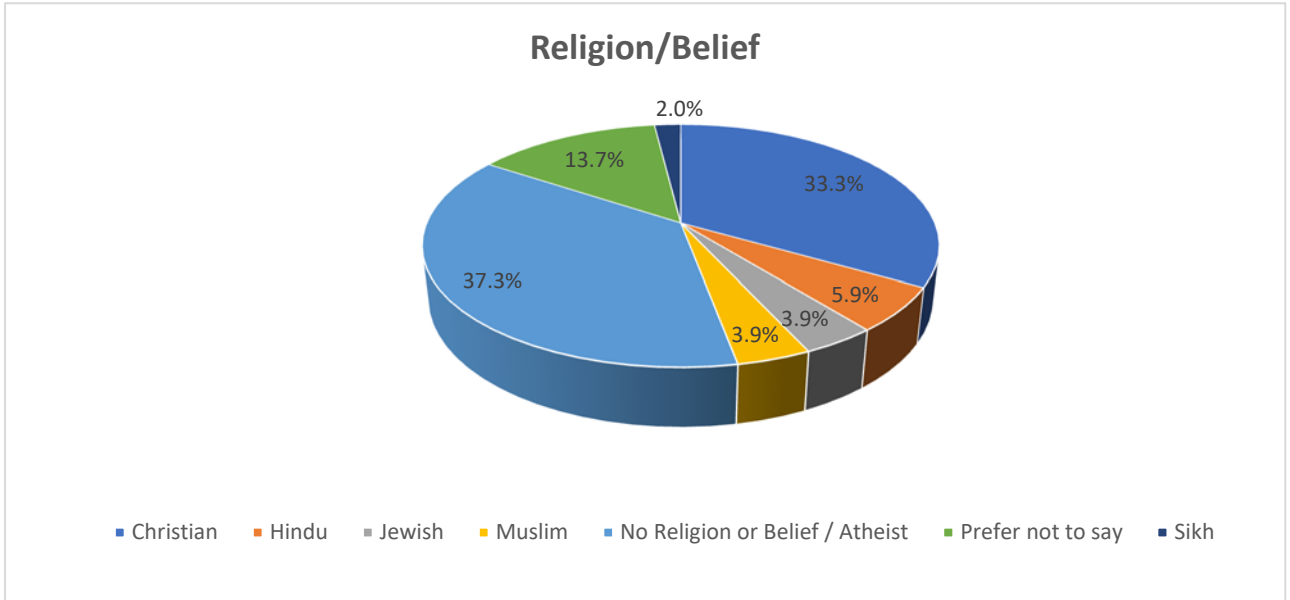
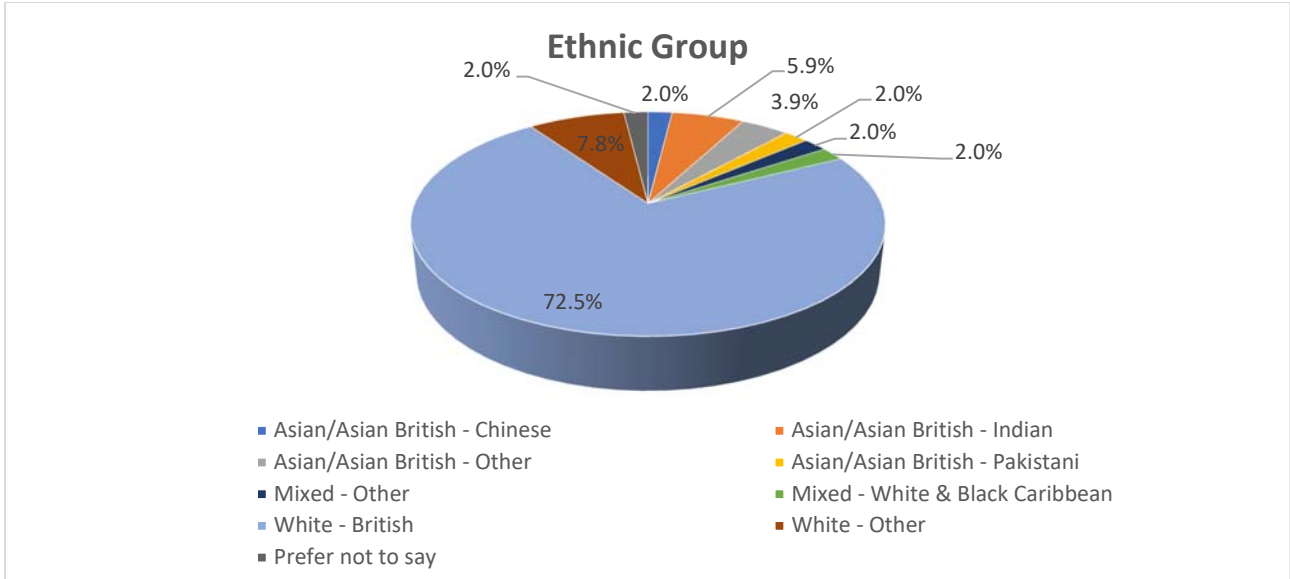
Religion/Belief	
Any other religion	0.6%
Buddhist	0.3%
Christian	30.1%
Hindu	2.9%
Jewish	1%
Muslim	5.6%
Sikh	2.6%
No religion/belief	38.9%
Prefer not to say	18%

School Attended	
Attended school outside the UK	4.6%
Don't know/Other	1%
Prefer not to say	3.9%
UK independent/fee-paying school (no bursary)	9.1%
UK independent/fee-paying school (bursary)	3.3%
UK state run or funded school (non-selective)	45.4%
UK state run or funded school (selective)	17.3%
UK state school (general)	15.4%

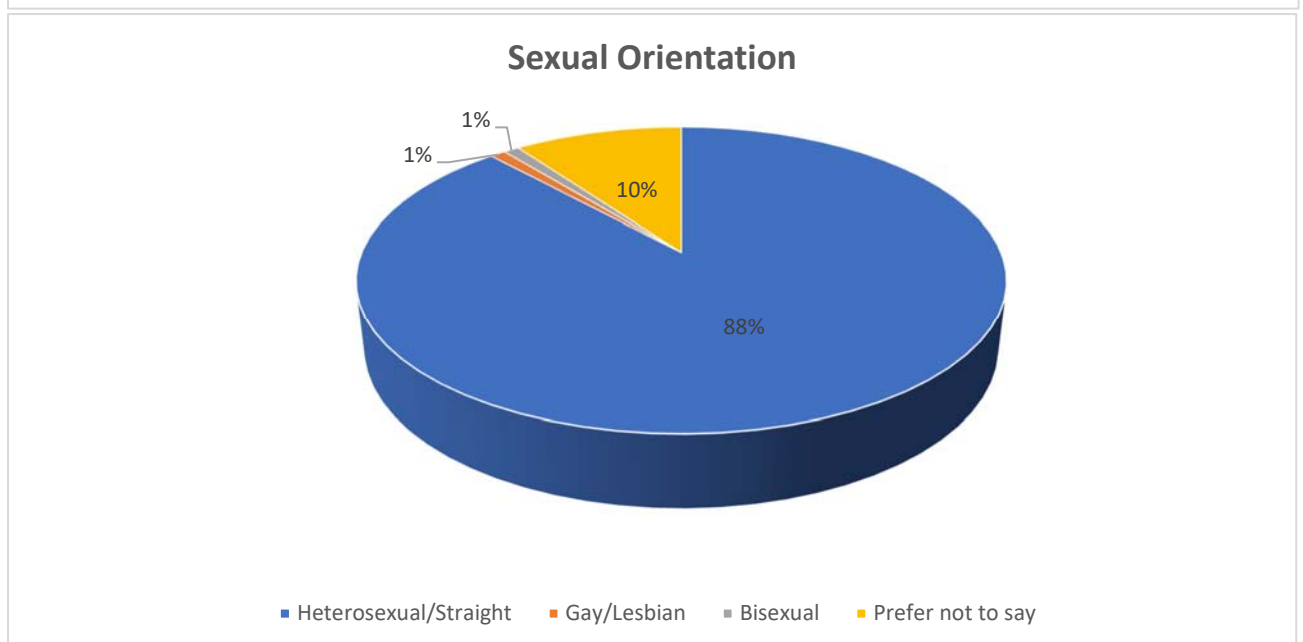
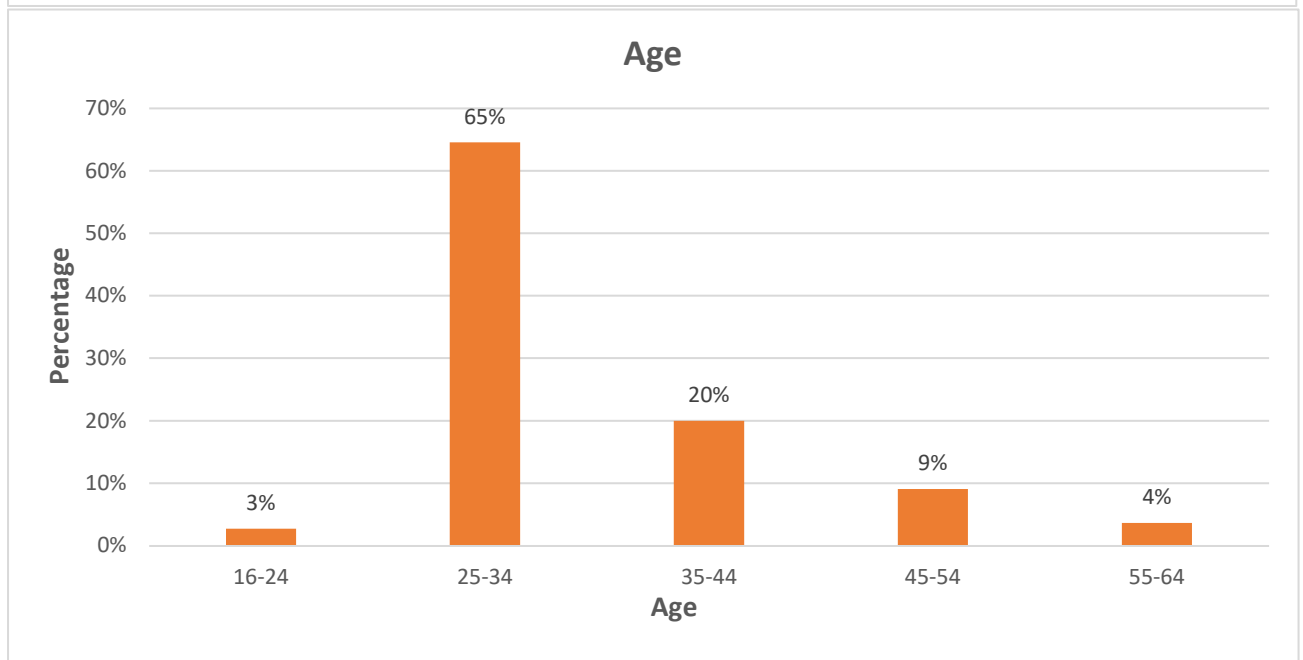
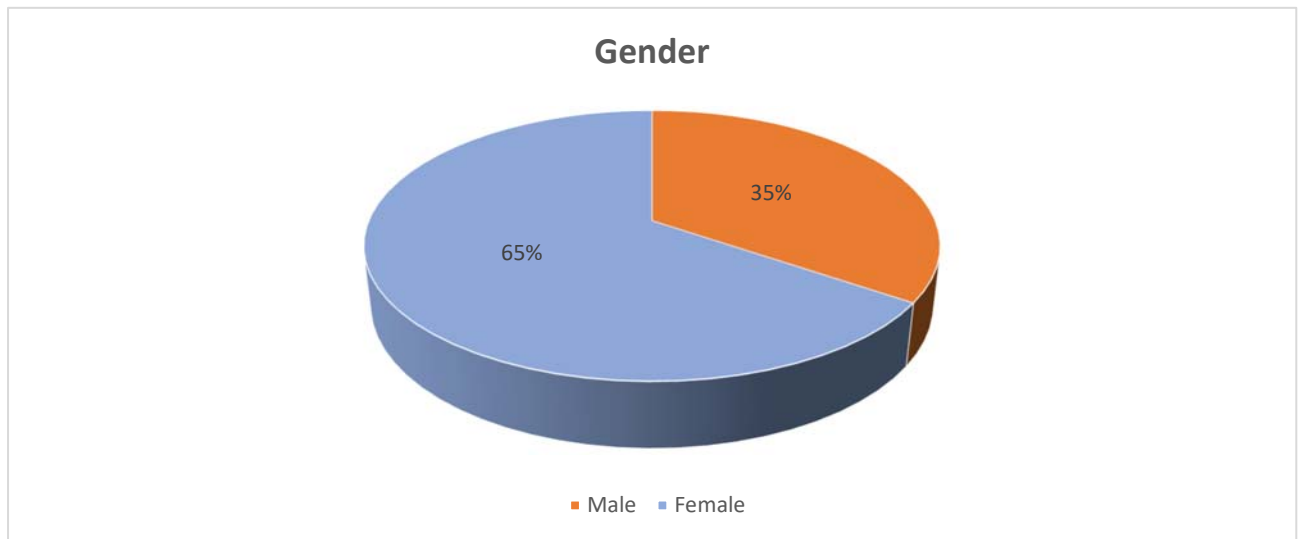
By Role Category

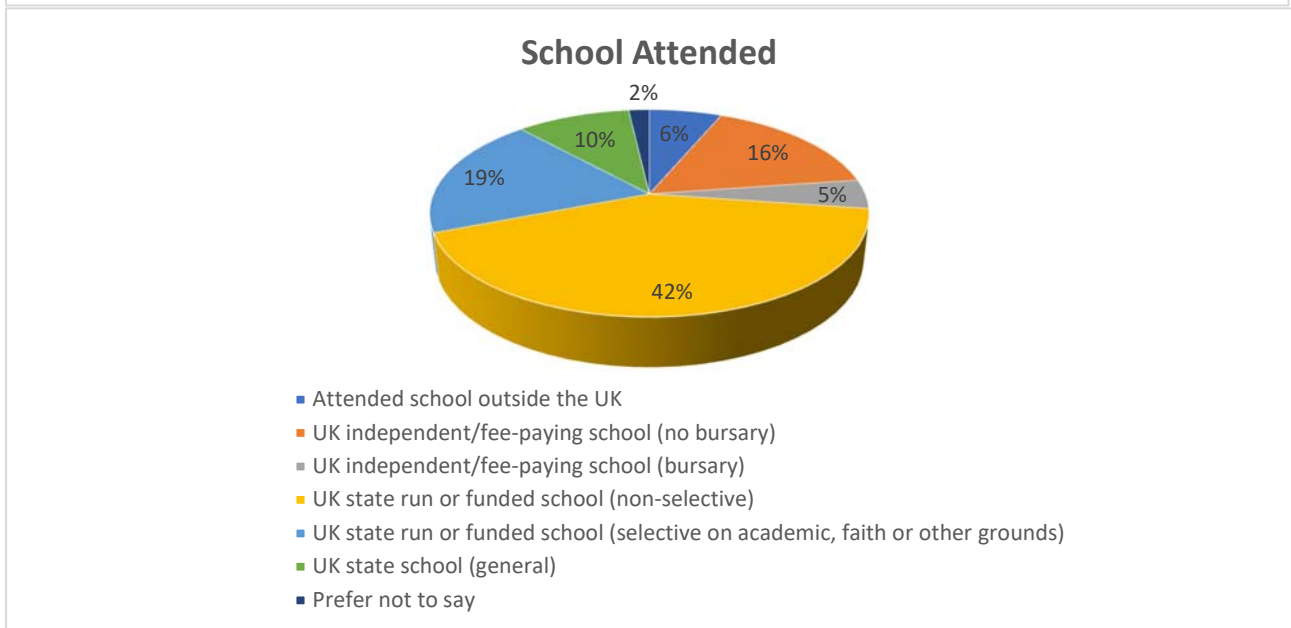
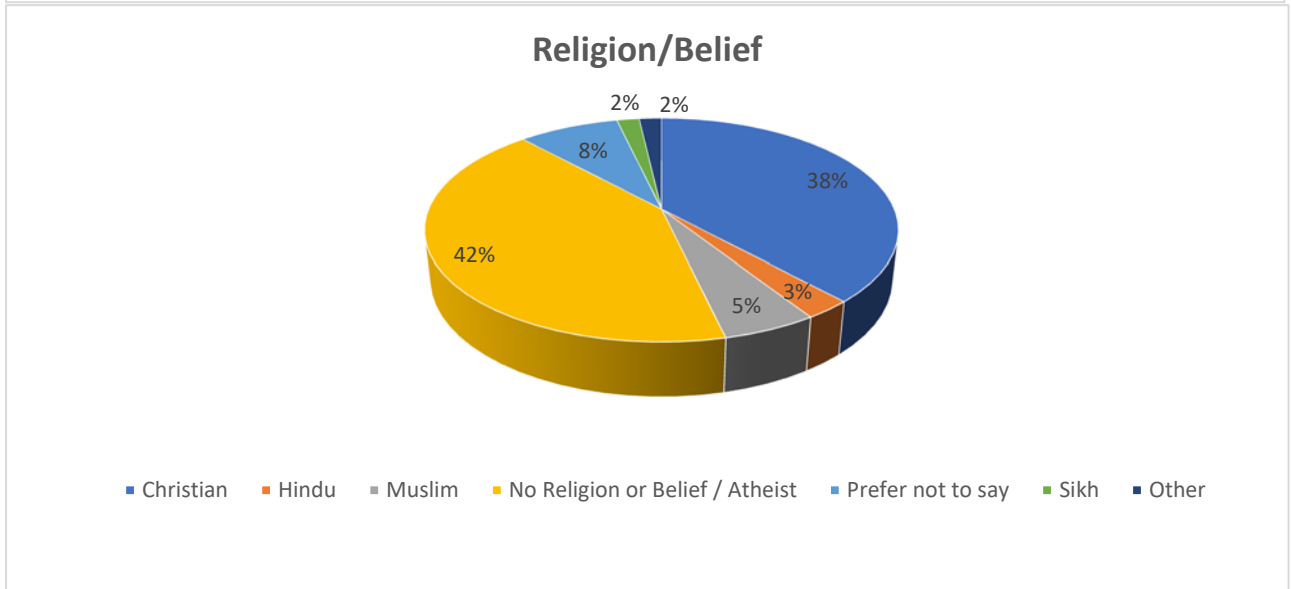
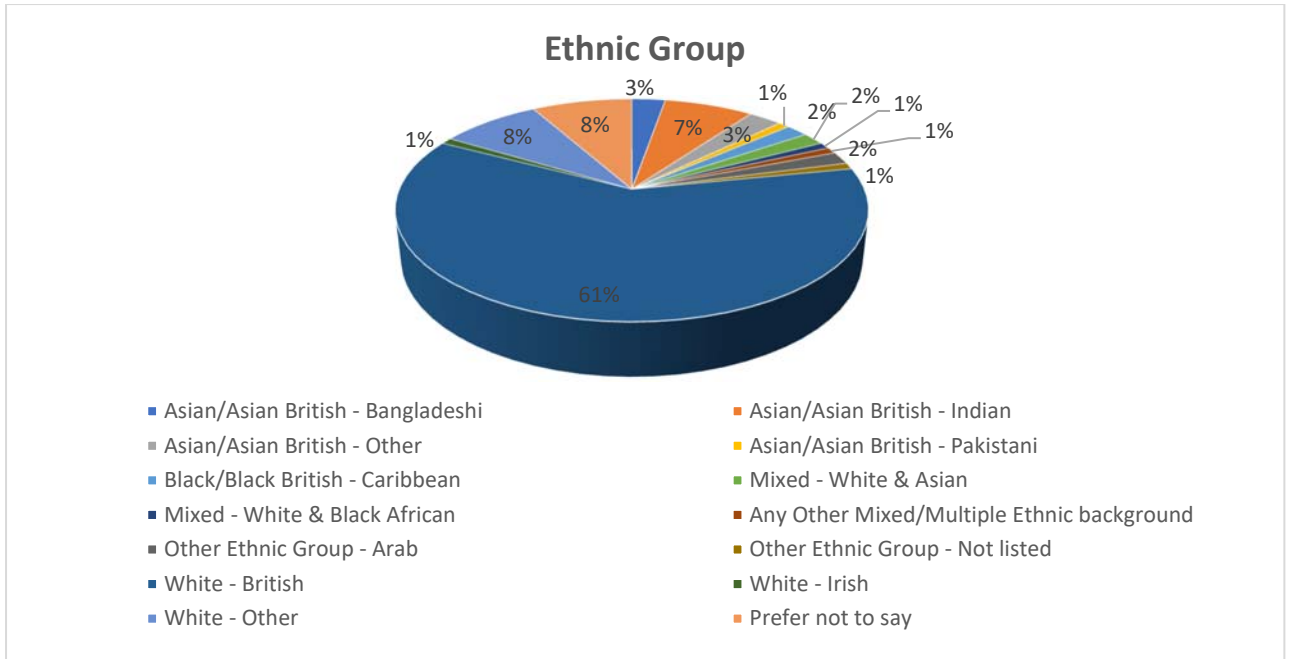
Partners



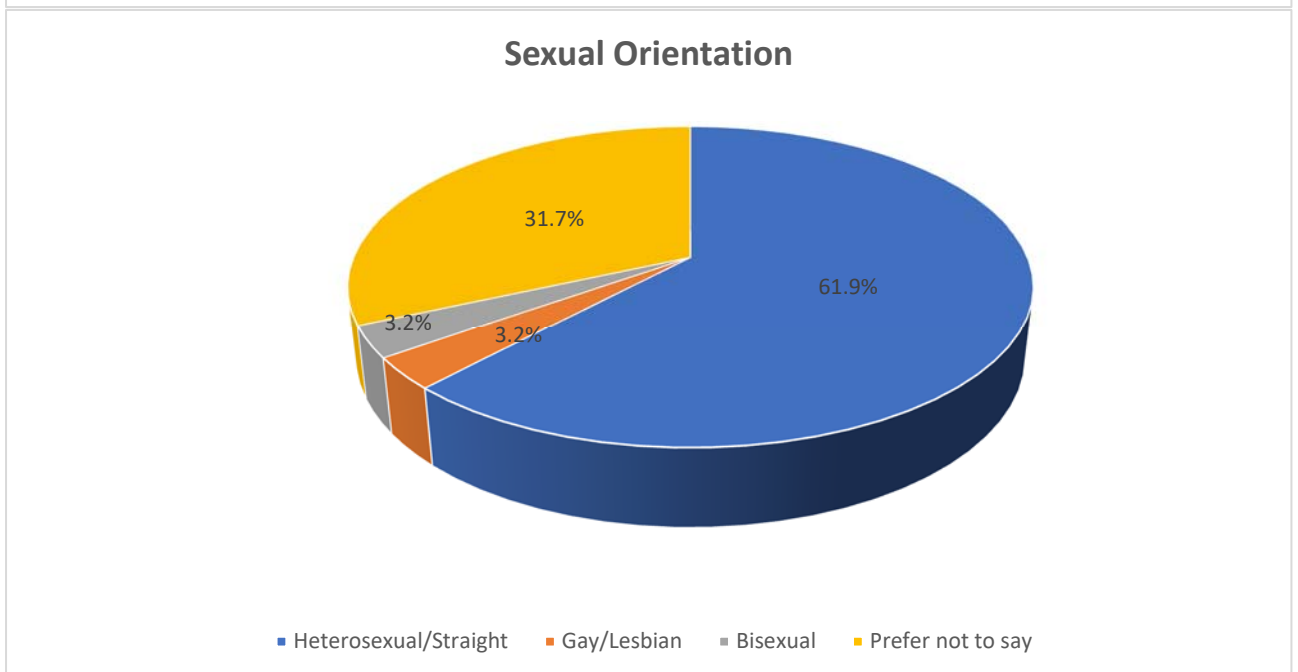
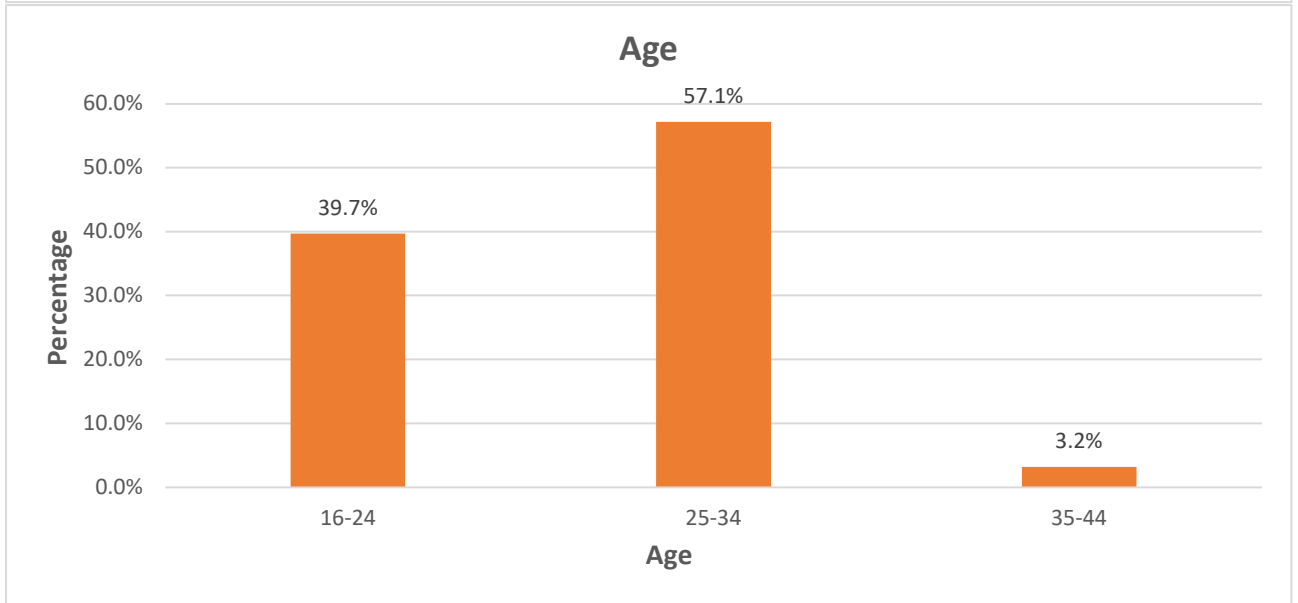
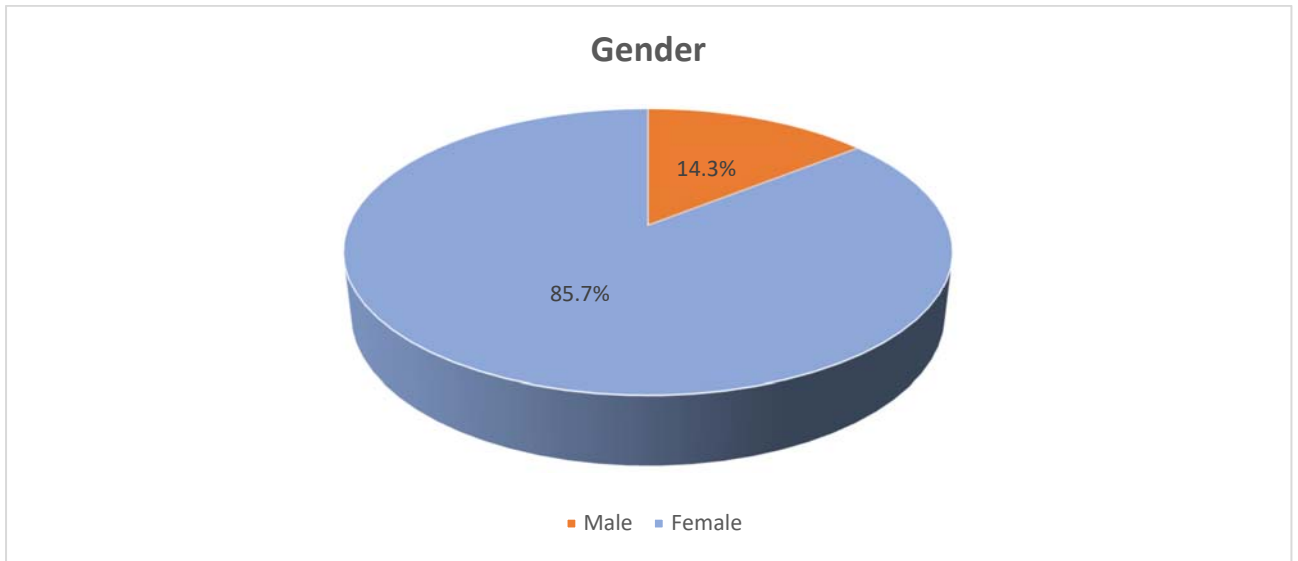


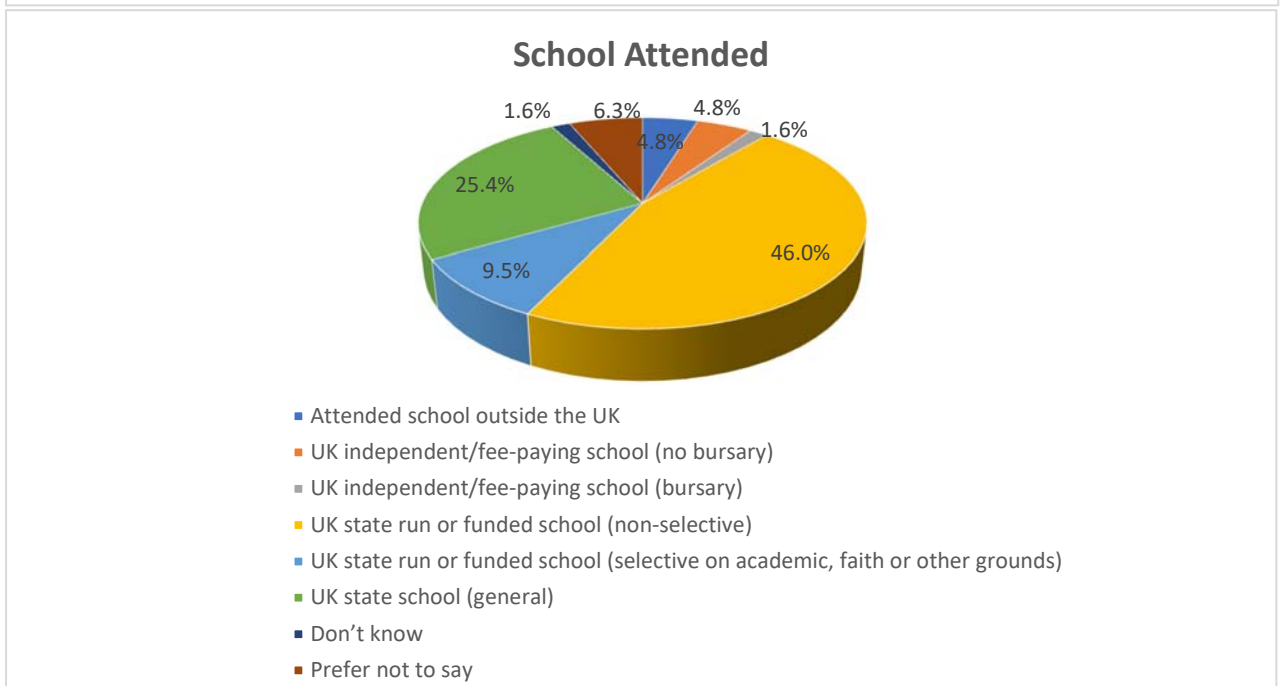
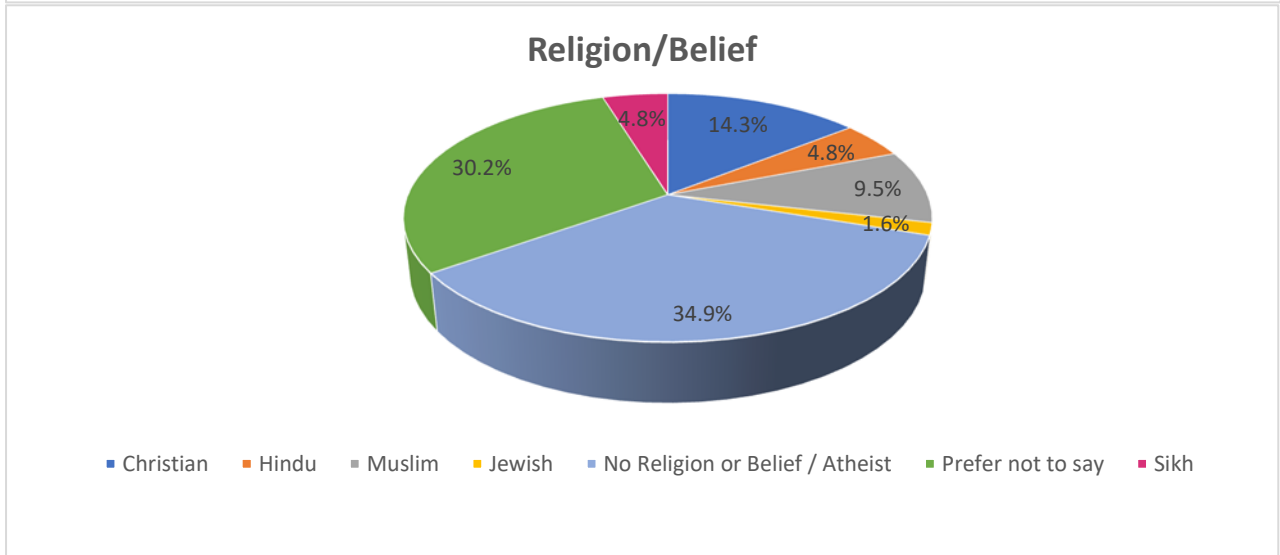
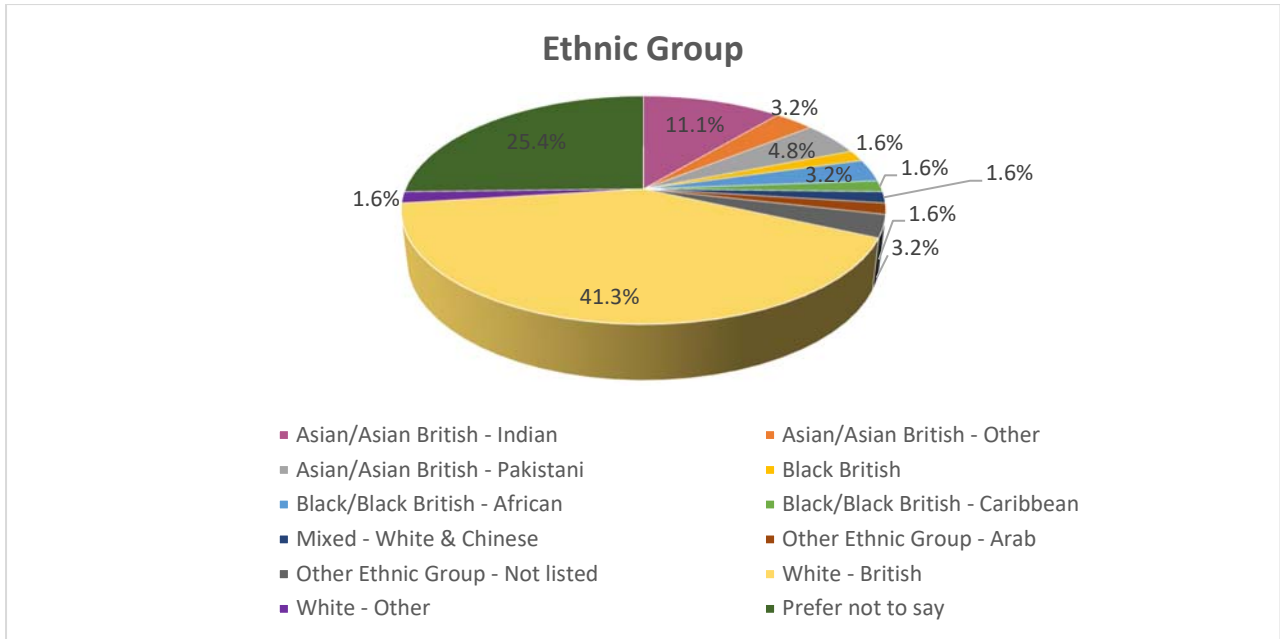
Solicitors



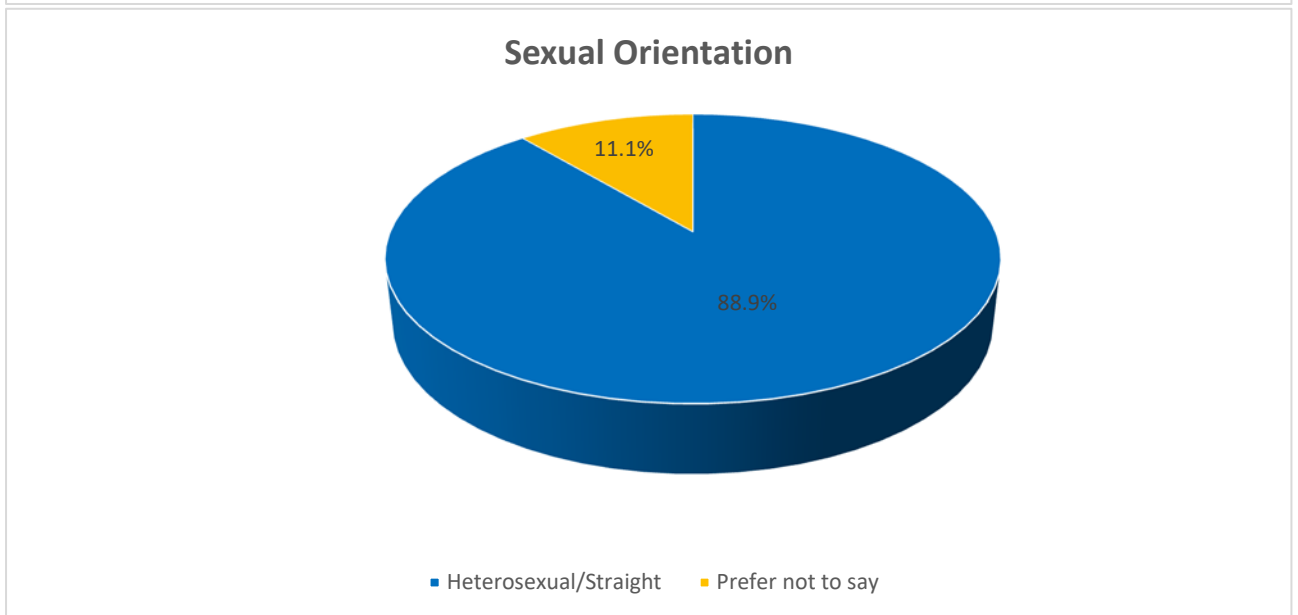
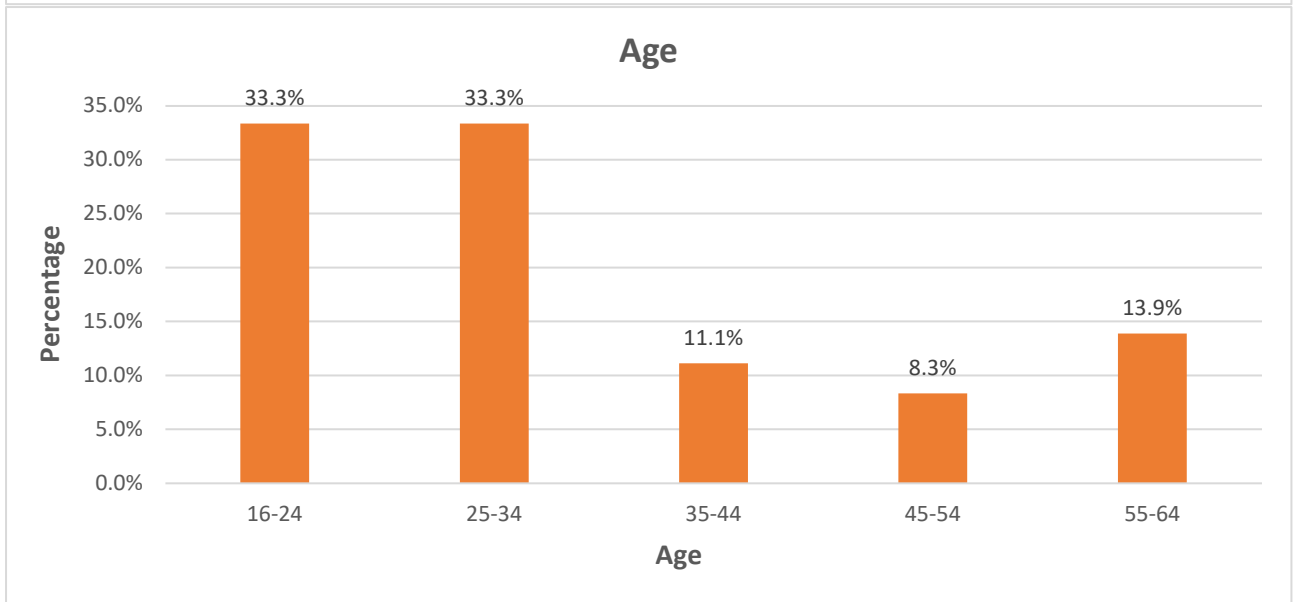
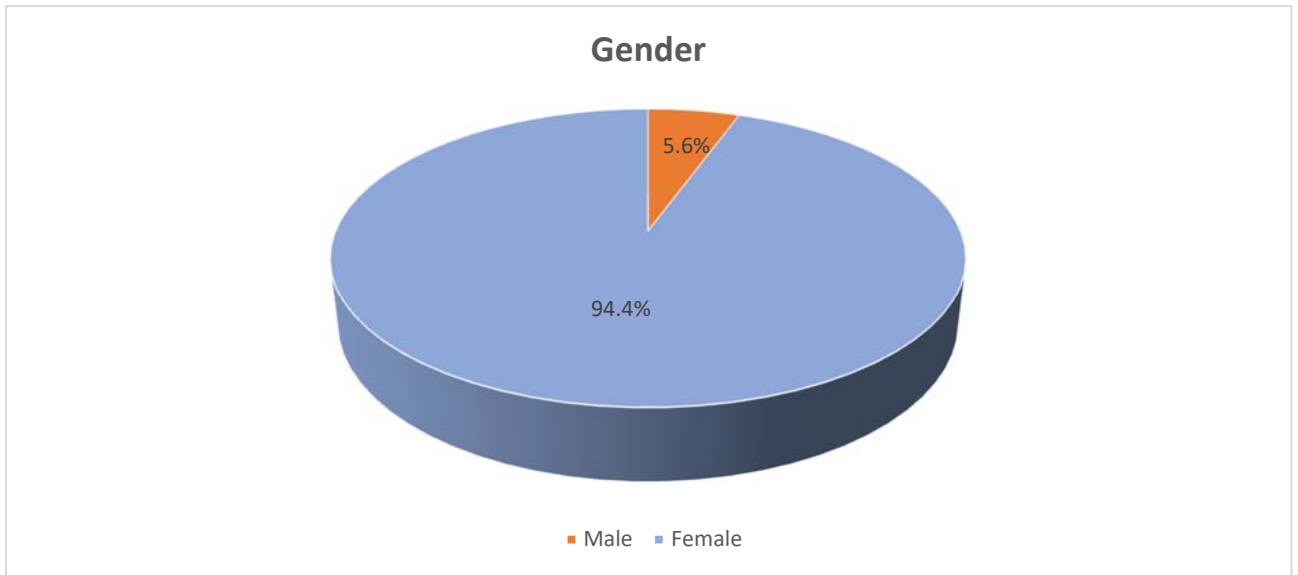


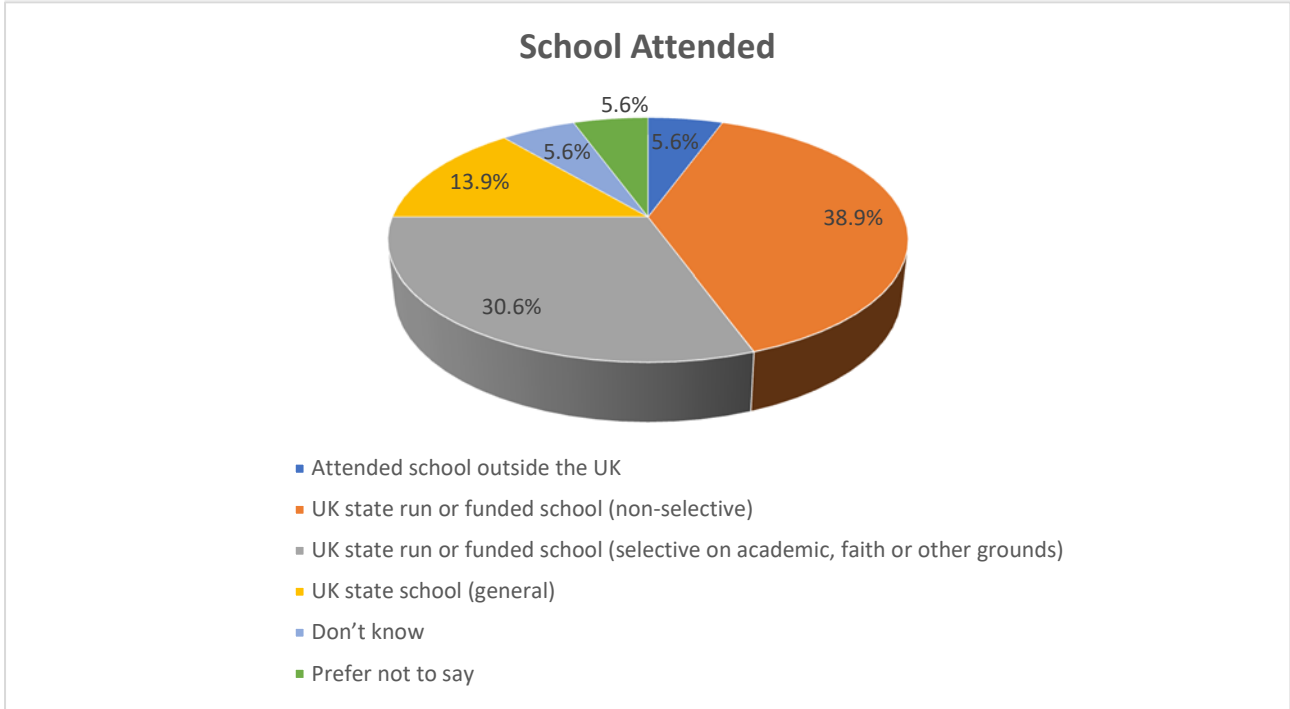
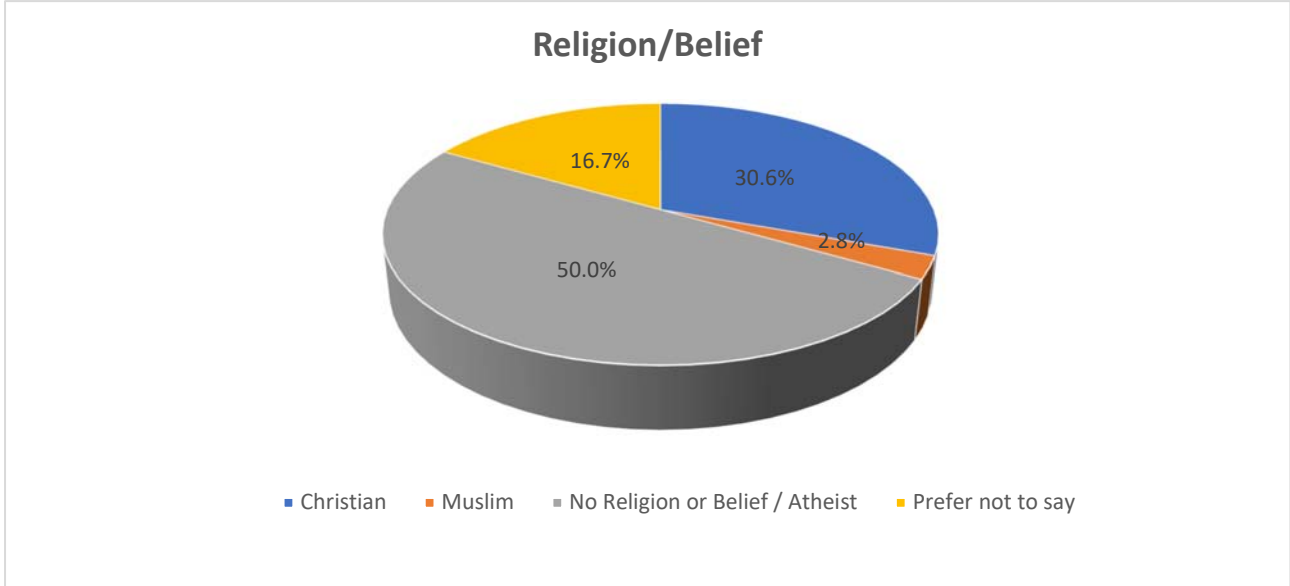
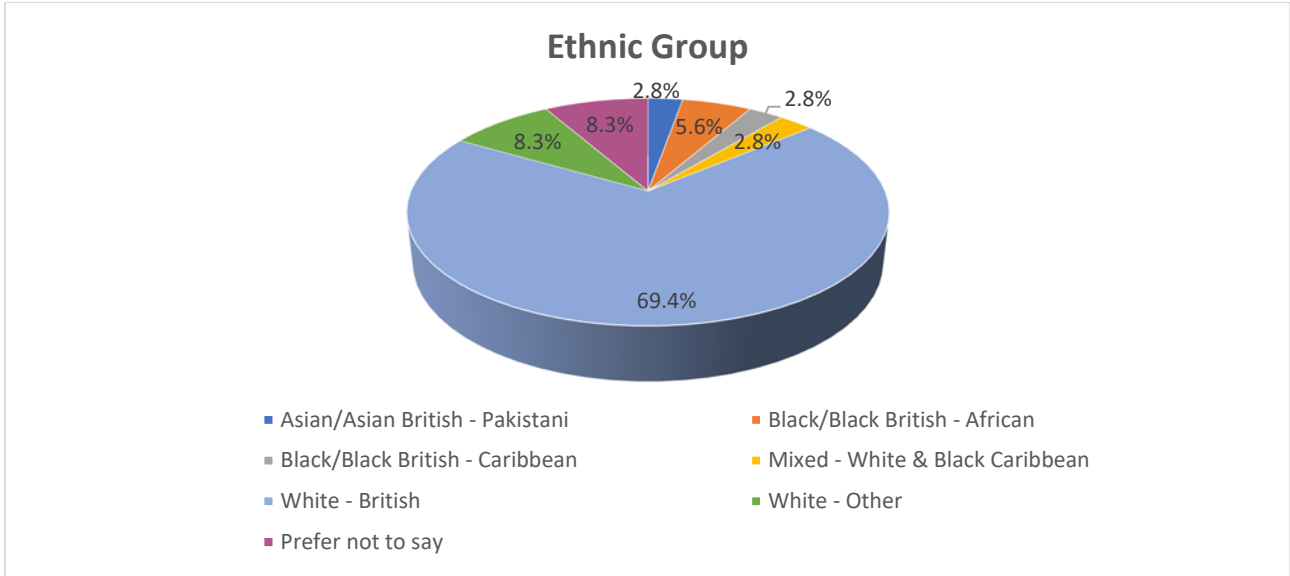
Paralegals



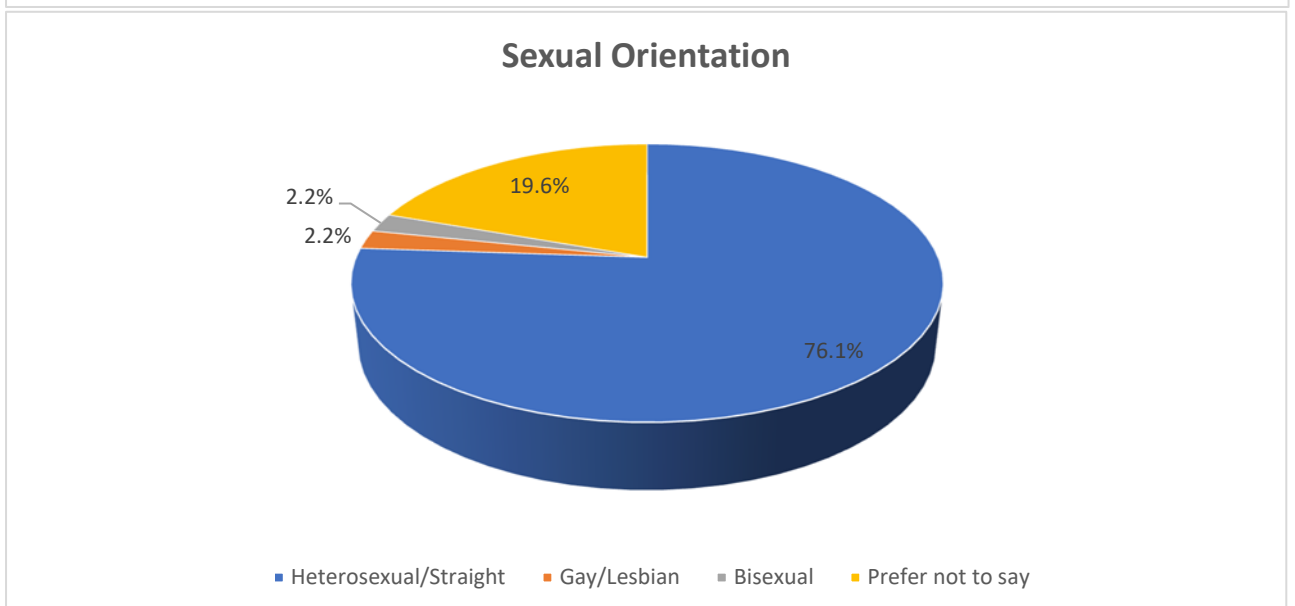
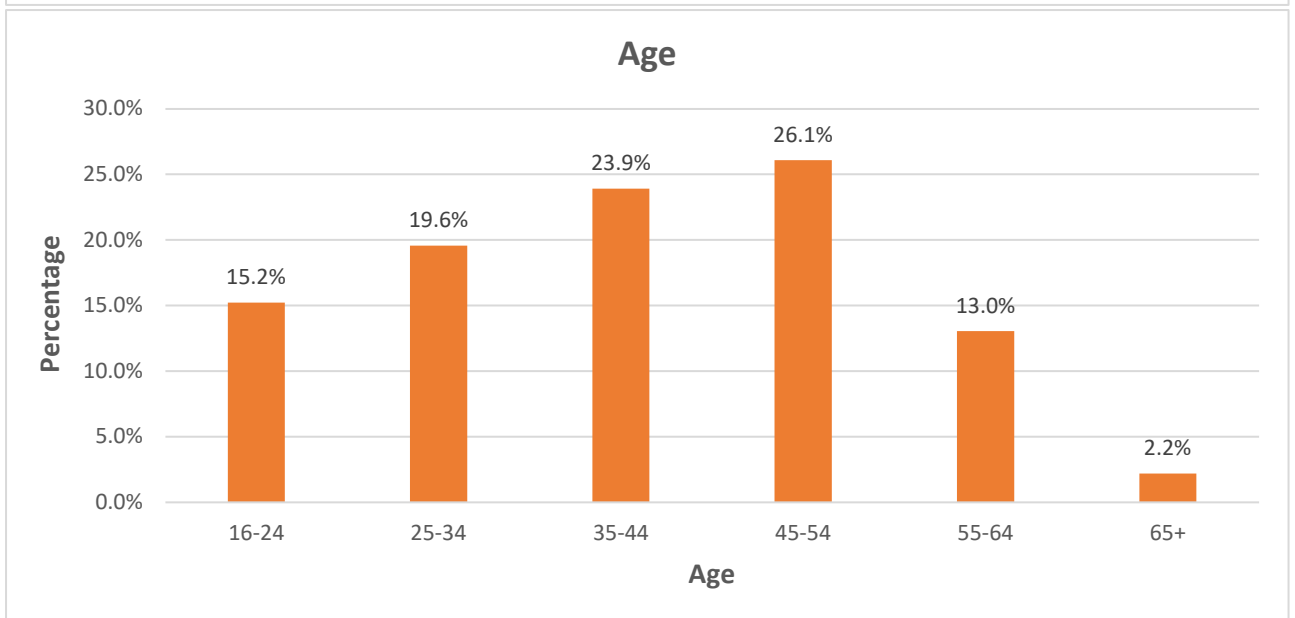
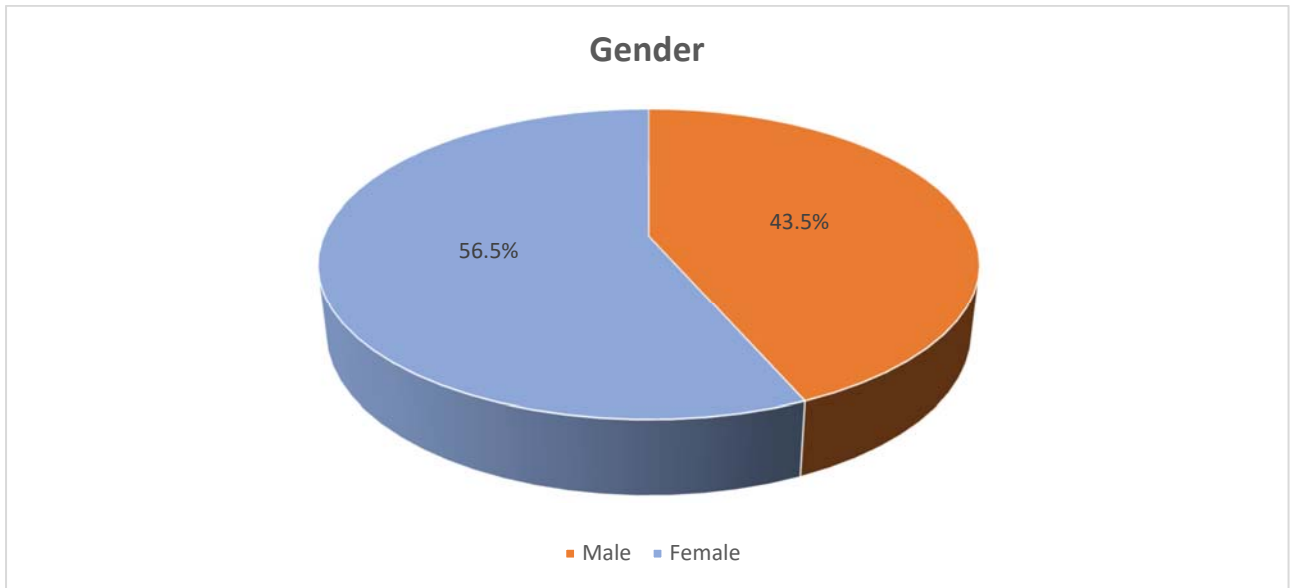


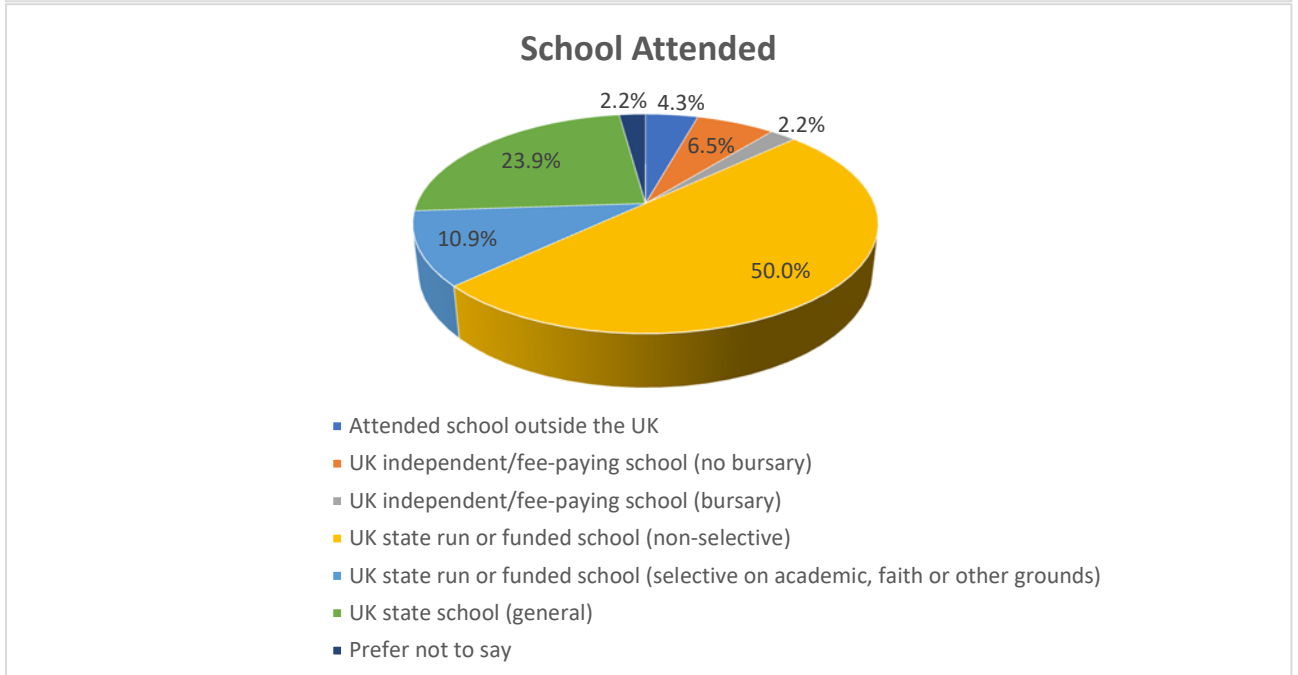
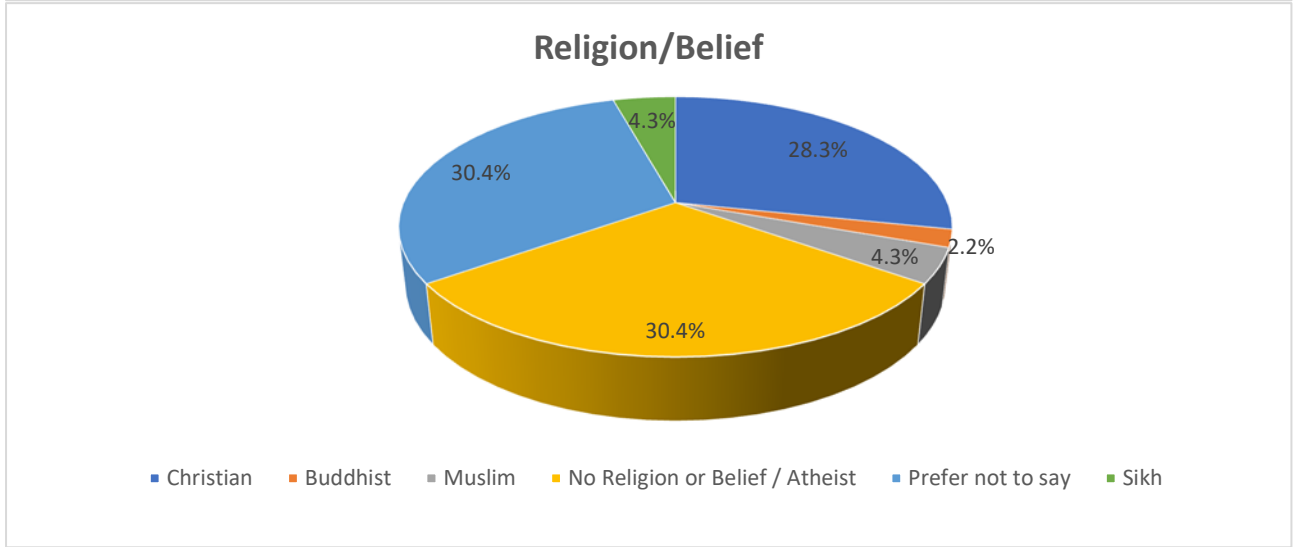
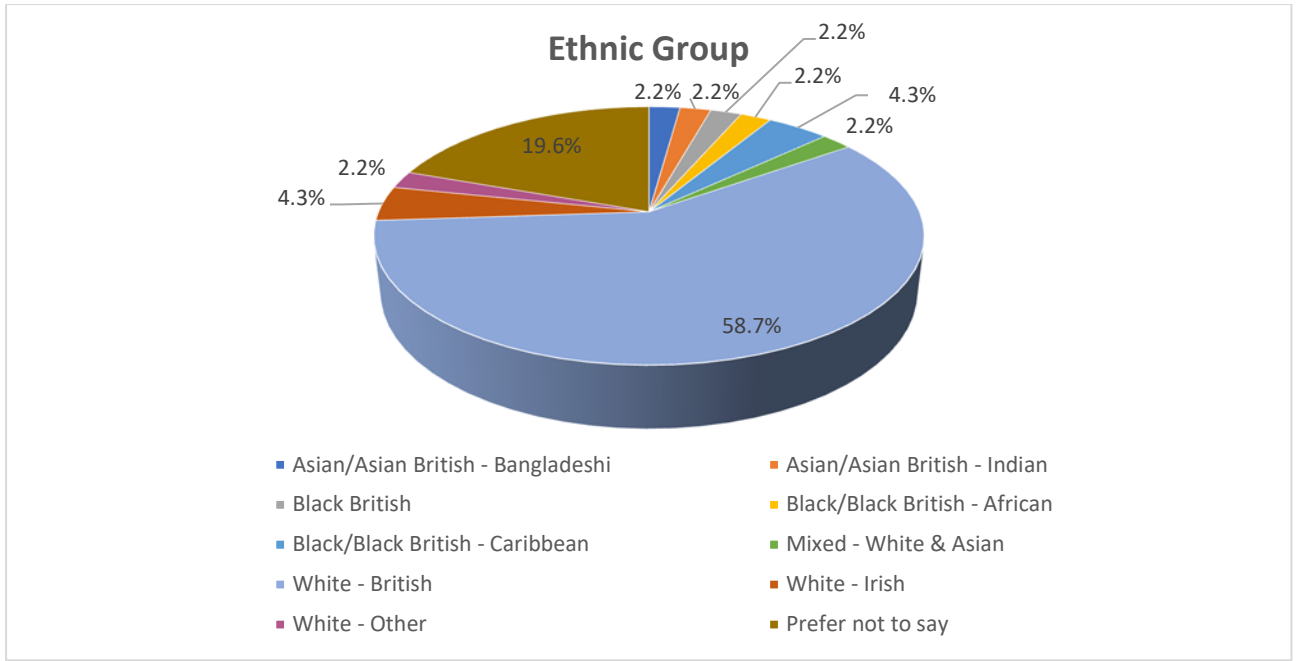
Secretaries





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 2021, as well as local and national data collected from the 2011 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).*

***As the census 2021 data for Disability is not yet available, the benchmarking stats for City of London, Greater London and the UK are based on the data from the 2011 census.*

Gender	Devonshires	SRA	City of London	Greater London	UK
Male	32%	34%	55.8%	48.5%	49%
Female	68%	64%	44.2%	51.5%	51%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	75.7%	80%	69.4%	53.8%	81.7%
Asian	13.8%	10%	16.7%	20.7%	9.3%
Black	4.9%	3%	2.7%	13.5%	4%
Mixed/Other	5.6%	4%	11.1%	12.1%	5%

Disability**	Devonshires	SRA	City of London	Greater London	UK
Identifies as Disabled	3.3%	5%	11.5%	17%	16%

Religion/Belief	Devonshires	SRA	UK
Christian	30.1%	41%	46.2%
Muslim	5.6%	5%	6.5%
No religion	38.9%	37%	37.2%
Hindu	2.9%	2%	1.7%
Sikh	2.6%	1%	<1%
Jewish	1%	1%	<1%
Buddhist	0.3%	1%	<1%
Other religion	0.7%	2%	<1%
Prefer not to say	18%	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.