



Diversity Report

- November 2023

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Table of Contents

3	Highlights
4	Firm overview
5	Role
5	<i>Partners</i>
7	<i>Solicitors</i>
9	<i>Trainees</i>
11	<i>Paralegals</i>
13	<i>Secretaries</i>
15	<i>Business Support</i>
17	Benchmarking

*The data in this report is accurate as at 17th November 2023 and representative of those that responded to the survey
SRA Diversity Data obtained from <https://www.sra.org.uk/solicitors/resources/diversity-toolkit/law-firm-diversity-tool/>
City of London, Greater London and UK data obtained from 2021 Census.*

Highlights

Over 60% of Partners are under the age of 45

Over 60% of our Solicitors are Female

Over 20% of staff are from a BAME background

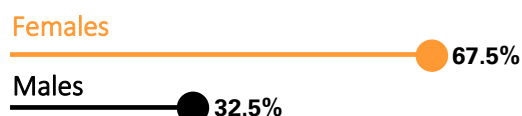
The % of Female Partners has increased since 2022 and is now nearly equal to the % of Male Partners

Over 40% of staff are between the ages of 25 and 34

75% of staff attended state school

Firm overview

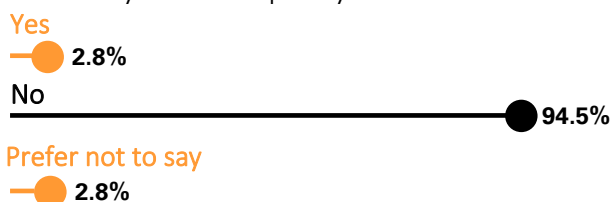
Gender



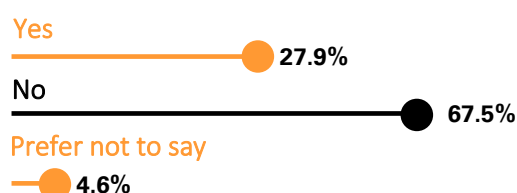
Ethnic Group

White: British/English/Welsh/Northern Irish/Scottish	58.6%
Prefer Not to Say	8.9%
White - Other	6.4%
Asian/Asian British: Indian	6.4%
Asian/Asian British: Pakistani	3.1%
Black/Black British: African	2.5%
Asian/Asian British - Other	2.1%
Black/Black British: Caribbean	2.1%
Asian/Asian British: Bangladeshi	1.8%
White: Irish	1.2%
Any other Mixed/Multiple ethnic background	1.2%
Any other ethnic group	0.9%
Other Ethnic Group - Not listed	0.9%
Other ethnic group: Arab	0.6%
Black British	0.6%
Mixed - White & Black Caribbean	0.6%
Any other Black background	0.3%
Mixed/multiple ethnic groups: White and Chinese	0.3%
Asian/Asian British - Chinese	0.3%
Mixed - White & Asian	0.3%
Mixed - Other	0.3%
Mixed - White & Black African	0.3%

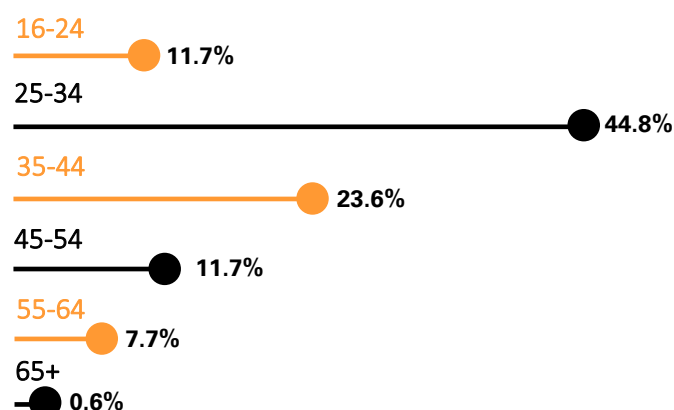
Disability under Equality Act 2010



Un-Paid Caring Responsibility



Age



Sexual Orientation



Religion/belief

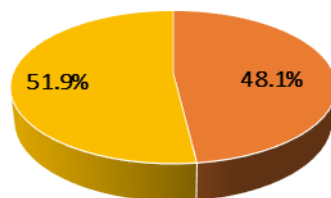
Buddhist	0.3%
Jewish	0.6%
Any other religion or belief	0.9%
Hindu	2.8%
Sikh	2.8%
Muslim	7.1%
Prefer Not to Say	13.8%
Christian	32.2%
No religion or belief/Atheist	39.6%

School Attended

Attended school outside the UK	6.1%
Prefer not to say	4.6%
UK independent/fee-paying school (bursary)	3.4%
UK independent/fee-paying school (no bursary)	9.8%
UK state run or funded school (non-selective)	48.5%
UK state run or funded school (selective on academic, faith or other grounds)	17.2%
UK state school	9.5%
Don't know/Other	0.9%

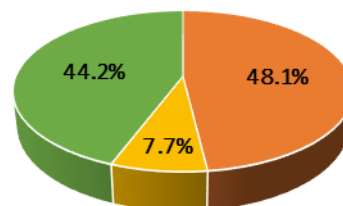
Role | Partners

Gender



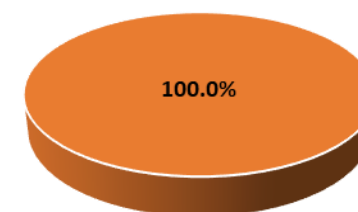
Female Male

Primary Carer



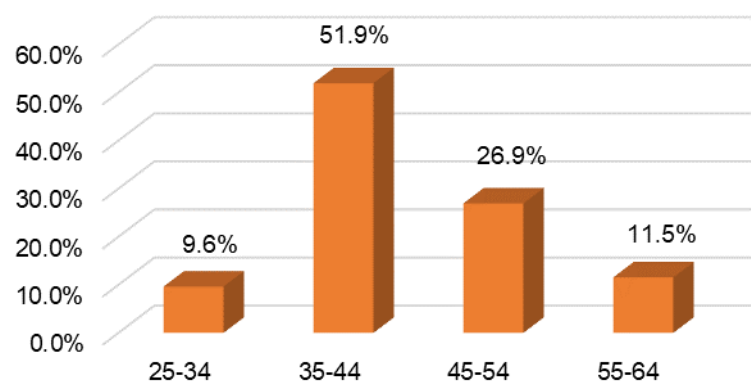
No Prefer not to say Yes

Disability

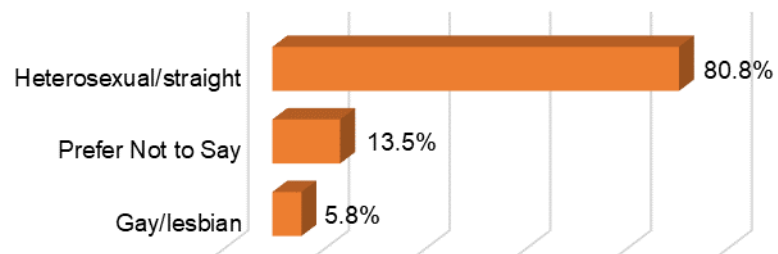


No

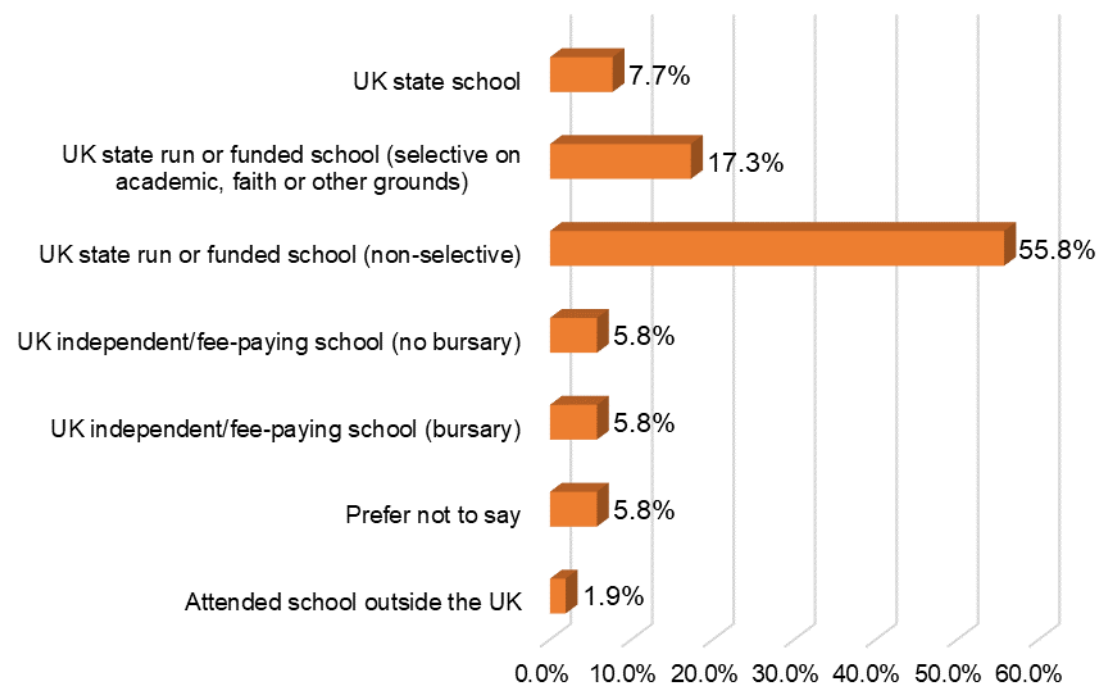
Age



Sexual Orientation

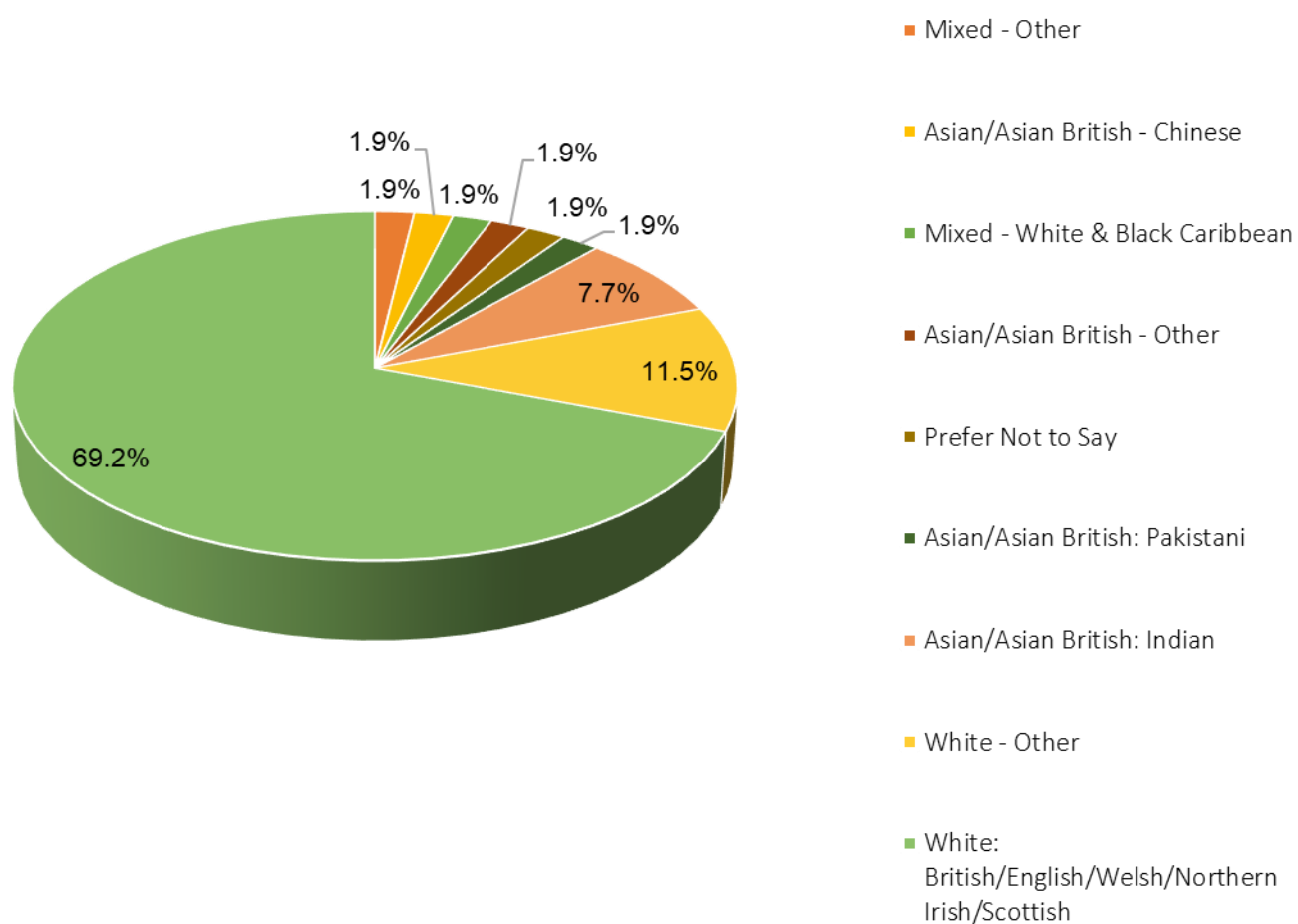


School status

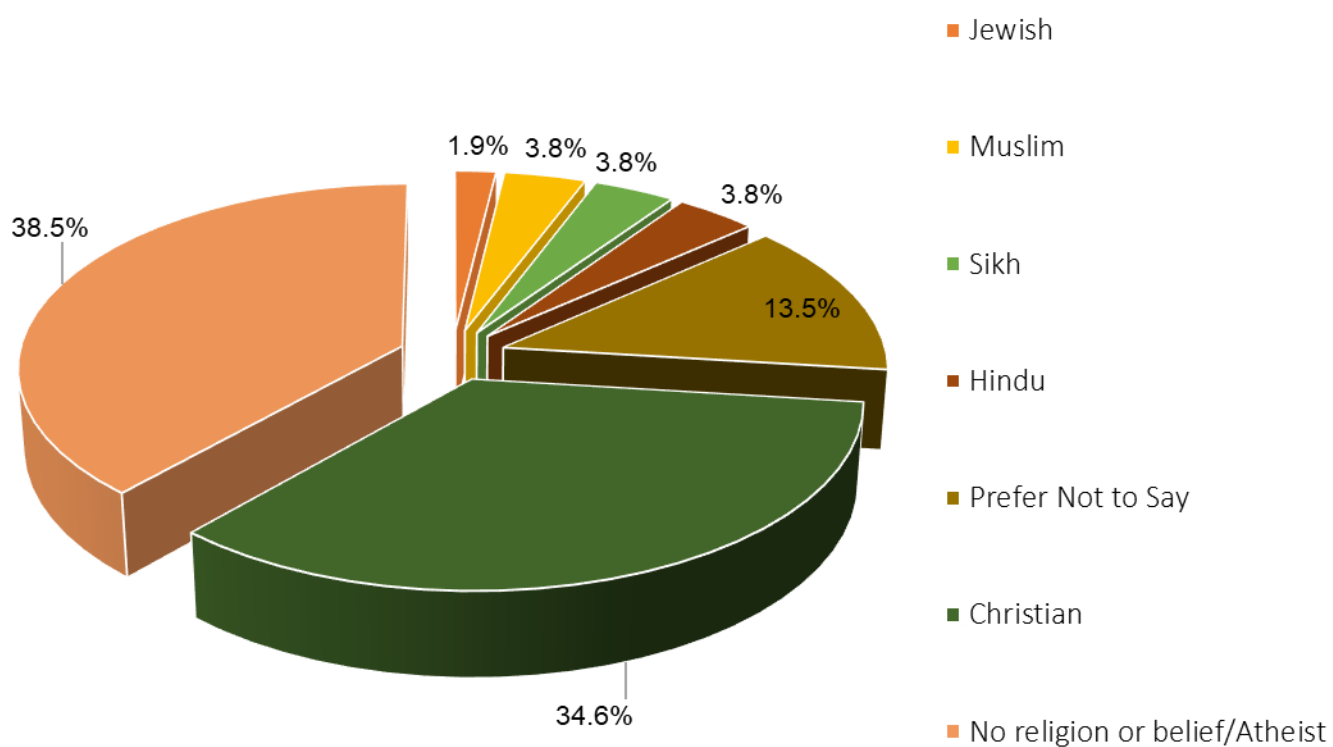


Role | Partners

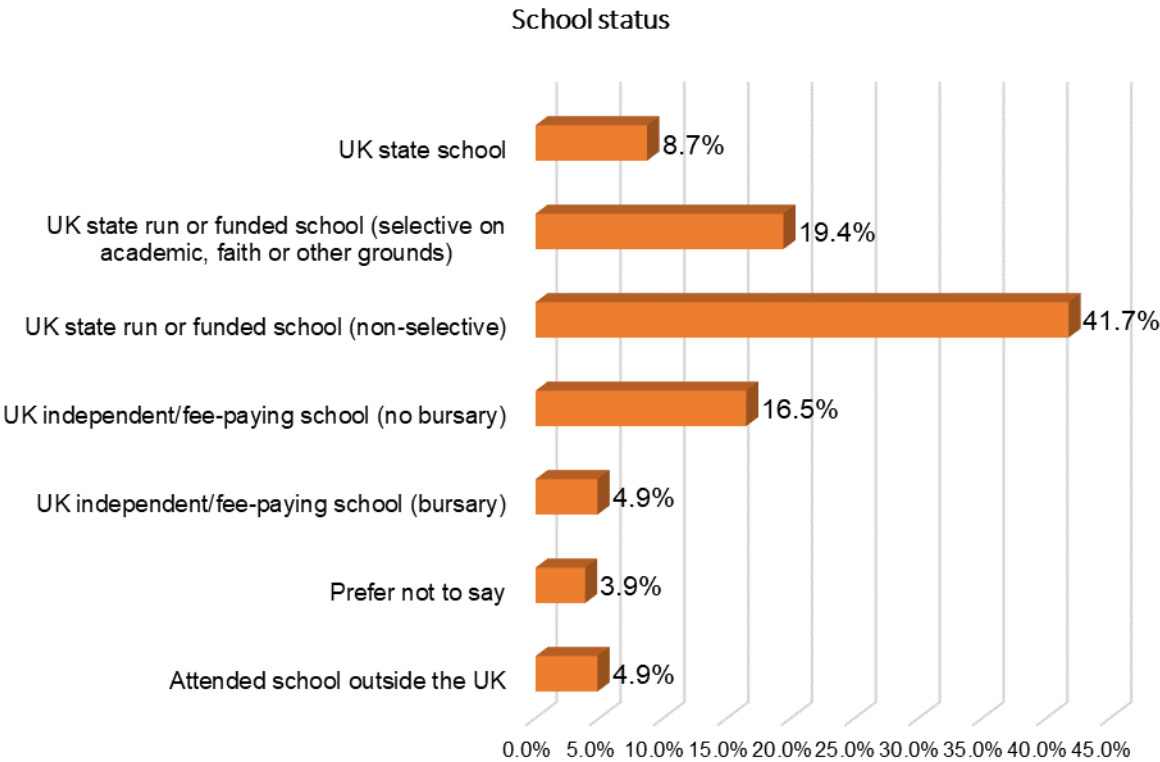
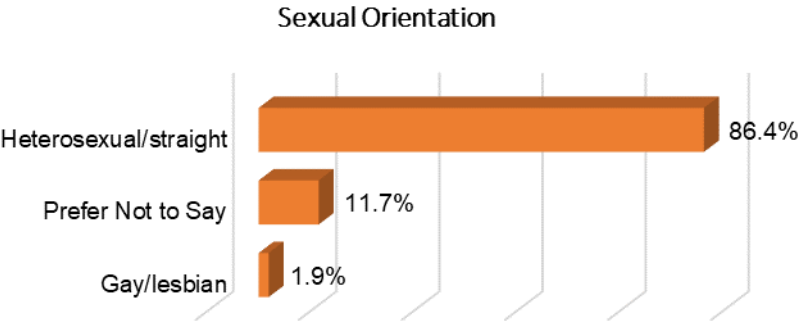
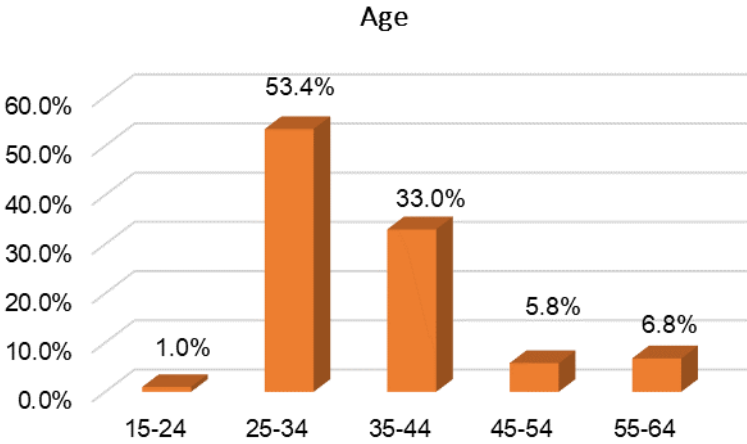
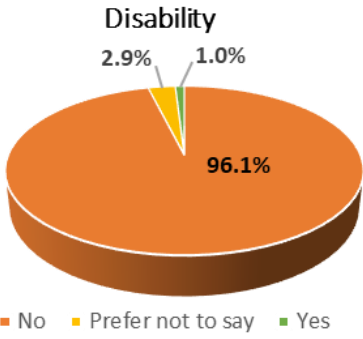
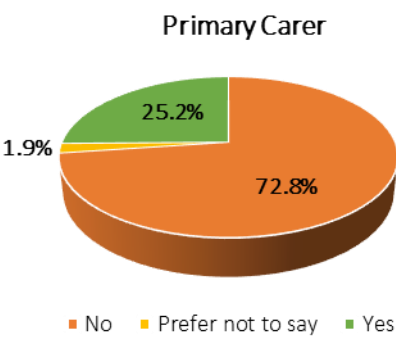
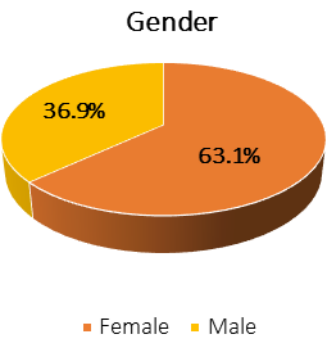
Ethnicity



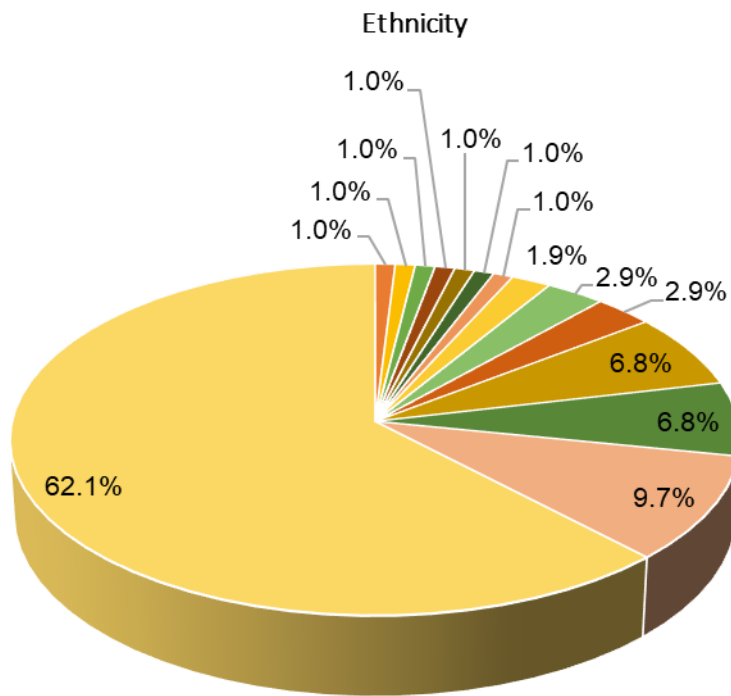
Religion



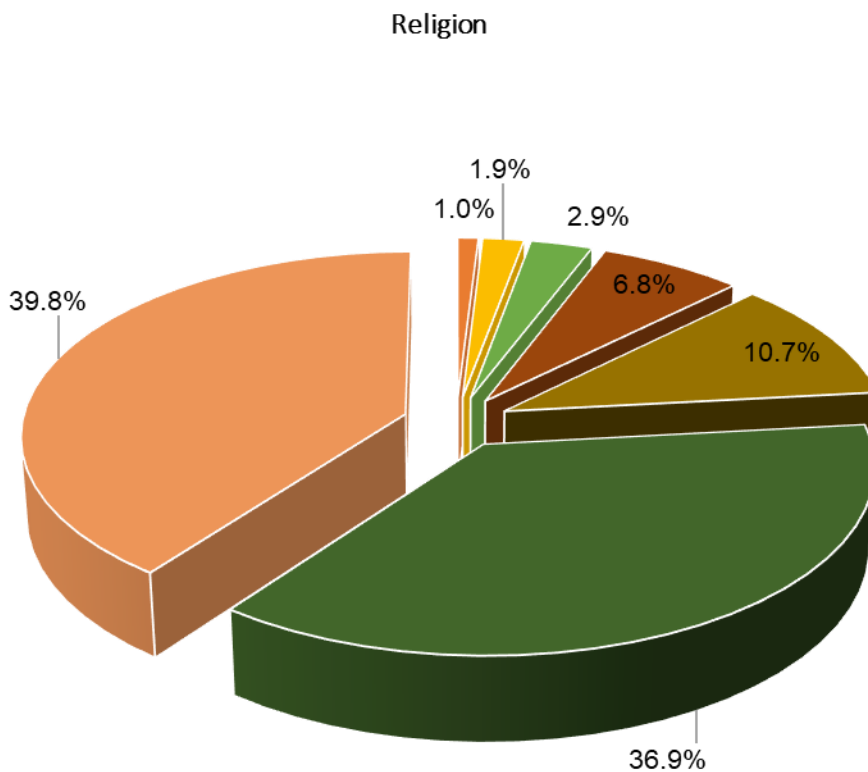
Role | Solicitors



Role | Solicitors

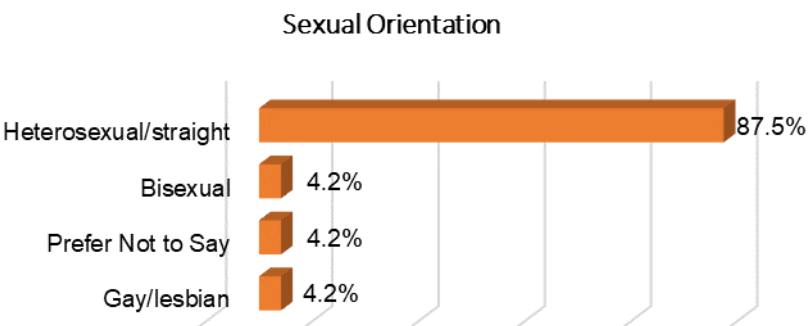
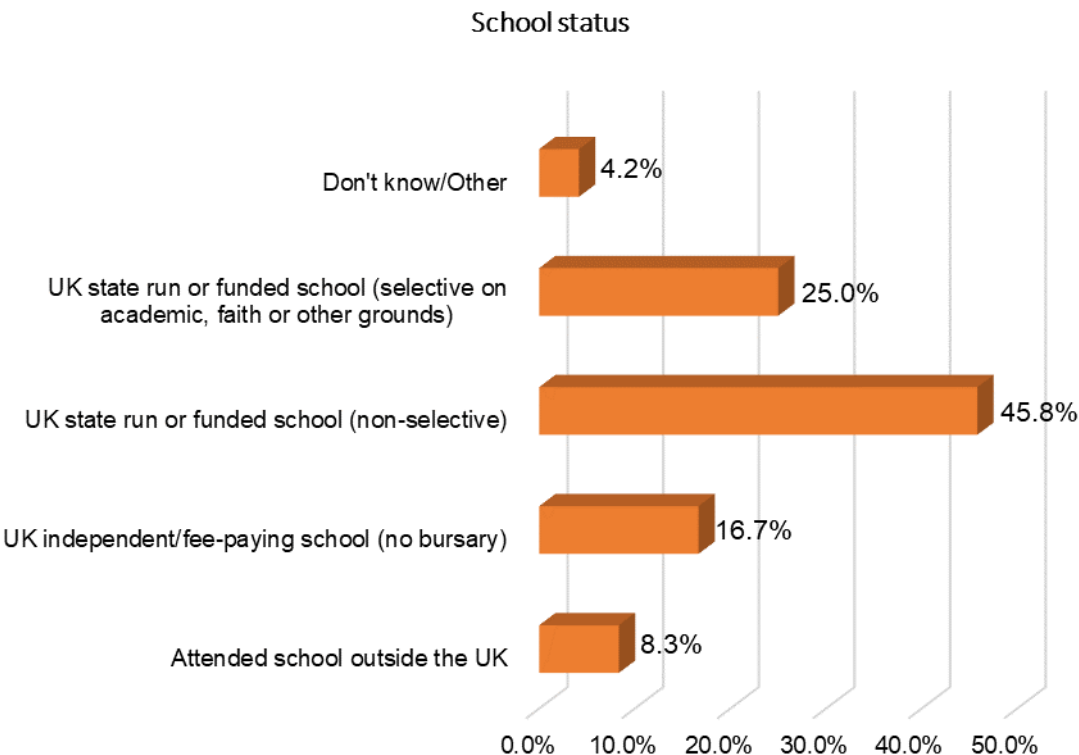
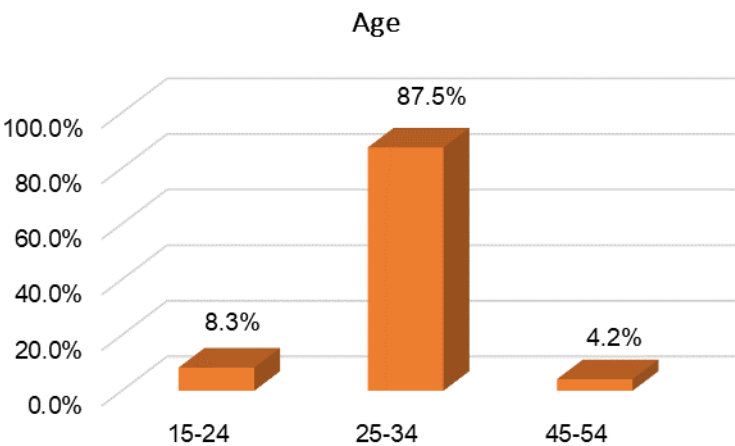
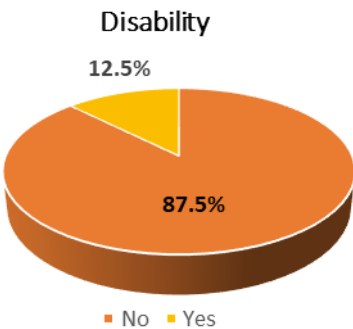
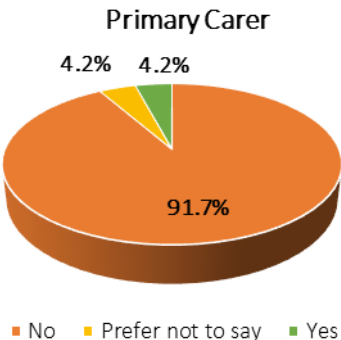
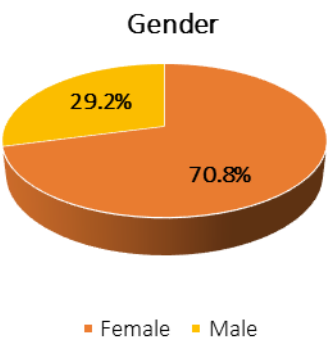


- Mixed - White & Asian
- Mixed - White & Black African
- Black/Black British: Caribbean
- White: Irish
- Asian/Asian British: Pakistani
- Other ethnic group: Arab
- Other Ethnic Group - Not listed
- Any other Mixed/Multiple ethnic background
- Asian/Asian British - Other
- Asian/Asian British: Bangladeshi
- White - Other
- Asian/Asian British: Indian
- Prefer Not to Say
- White: British/English/Welsh/Northern Irish/Scottish



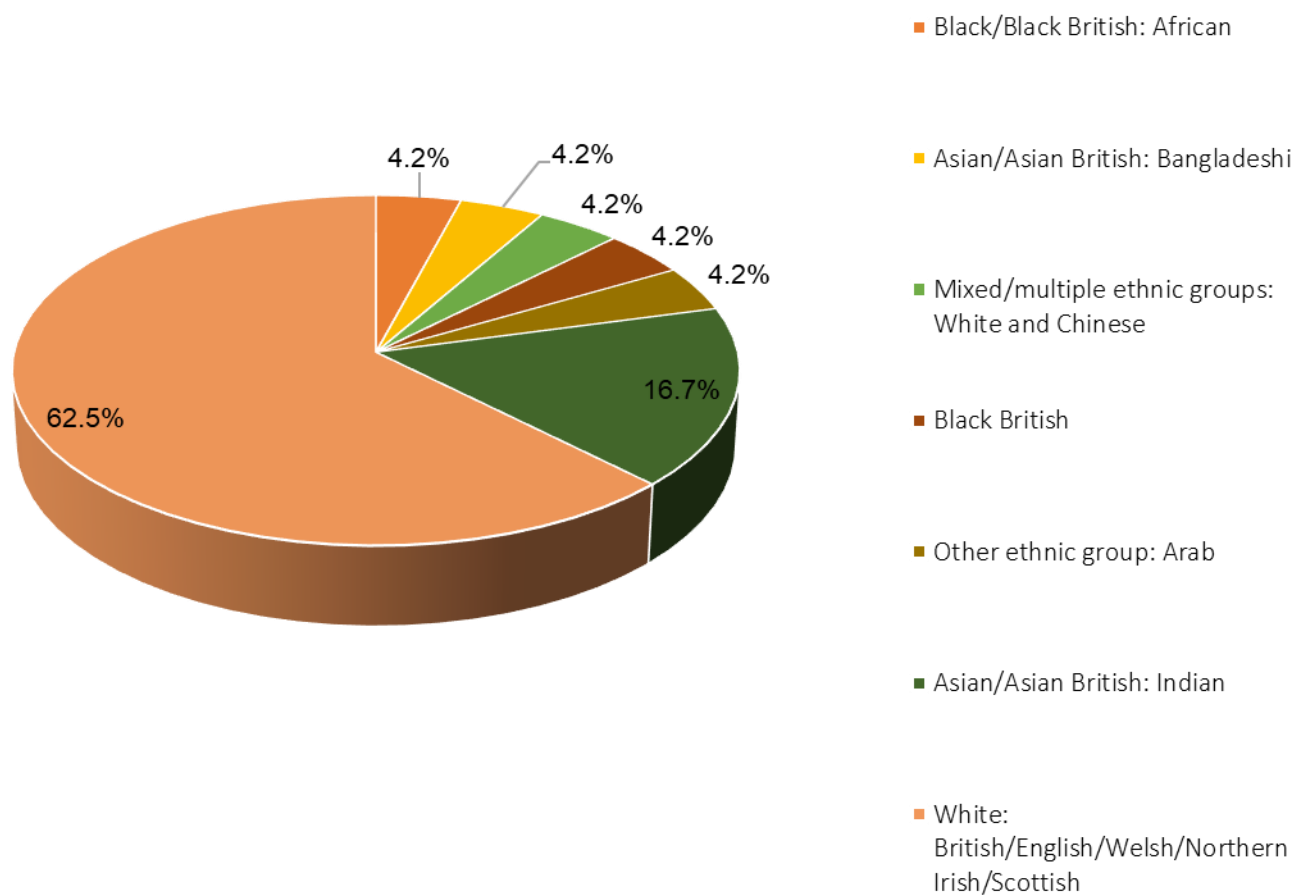
- Any other religion or belief
- Sikh
- Hindu
- Muslim
- Prefer Not to Say
- Christian
- No religion or belief/Atheist

Role | Trainees

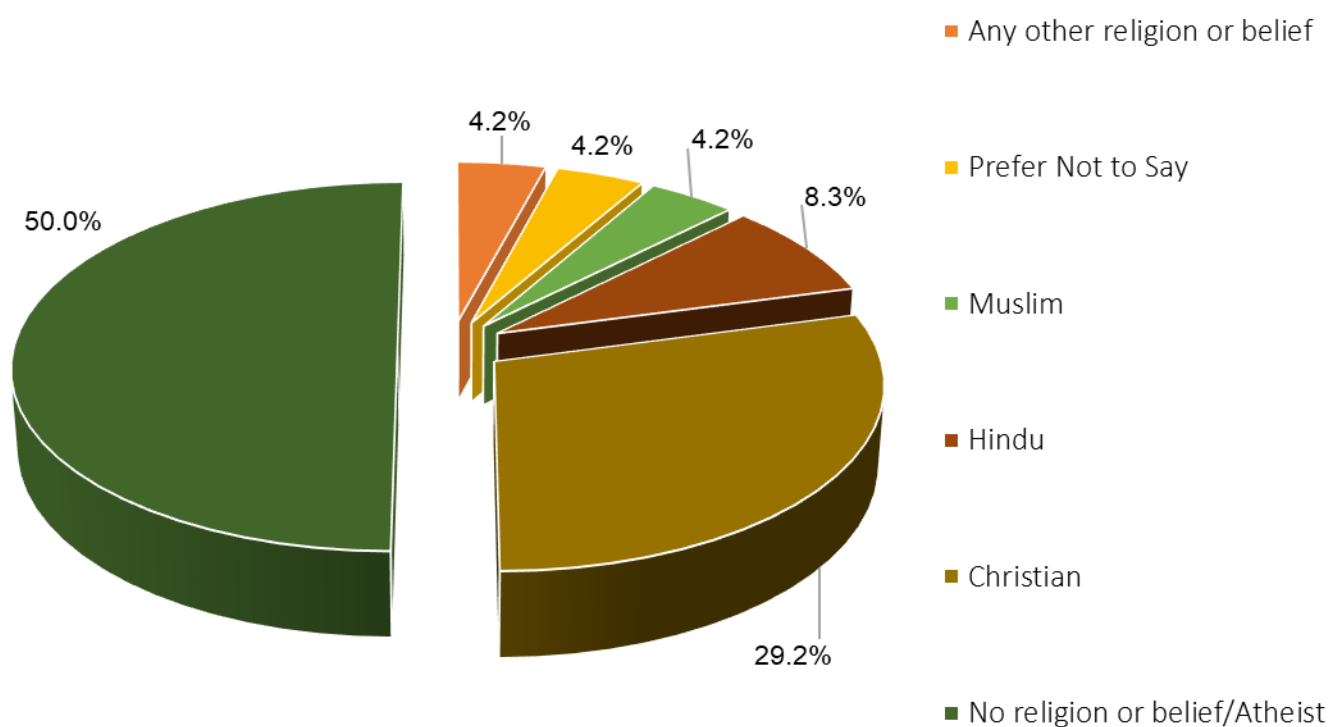


Role | Trainees

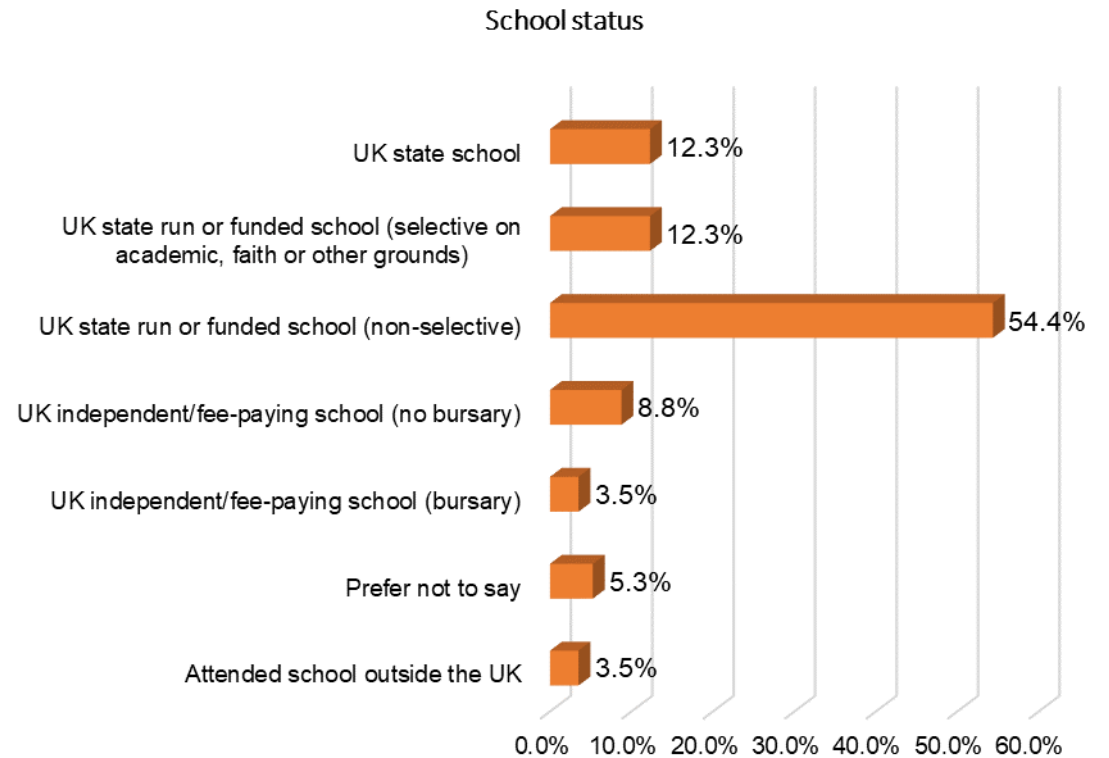
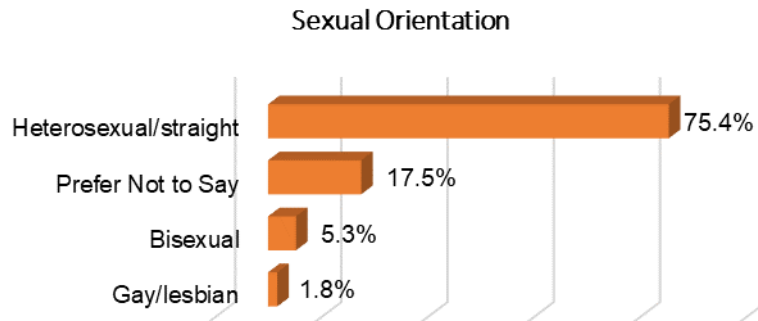
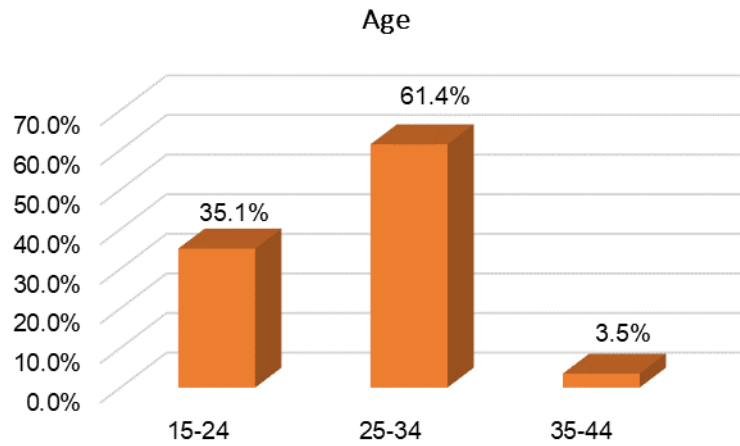
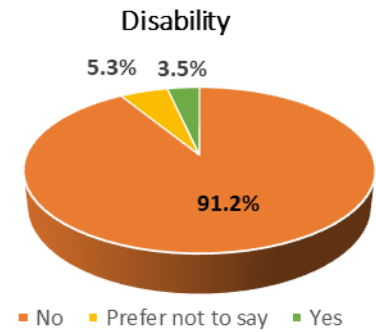
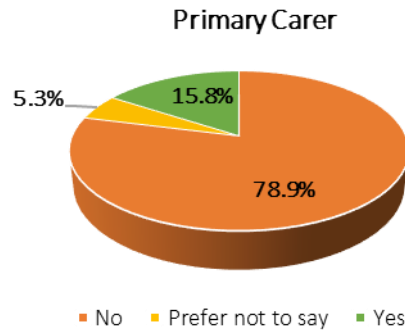
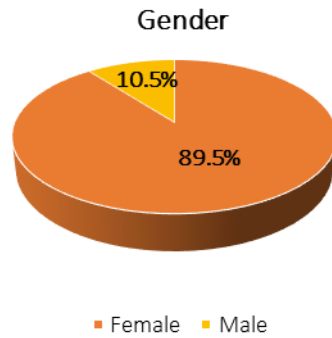
Ethnicity



Religion

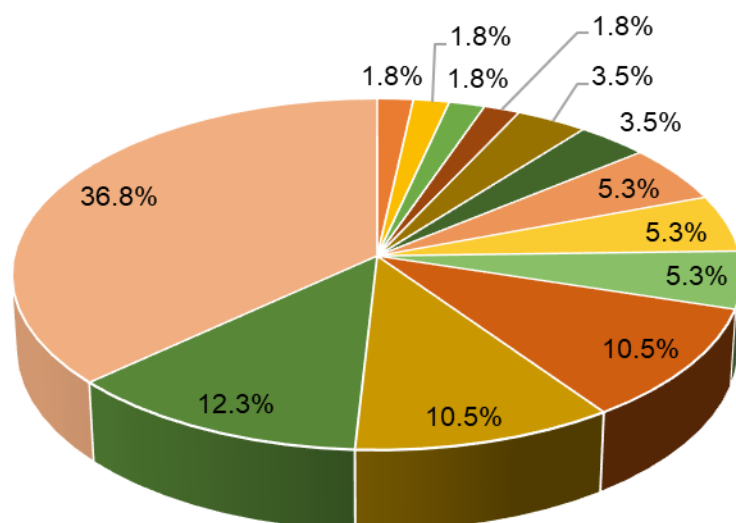


Role | Paralegals



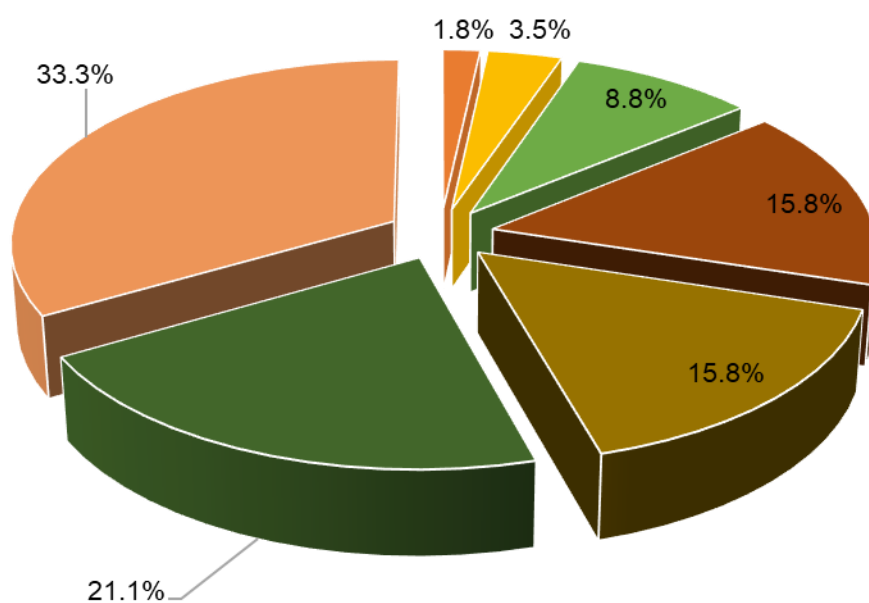
Role | Paralegals

Ethnicity



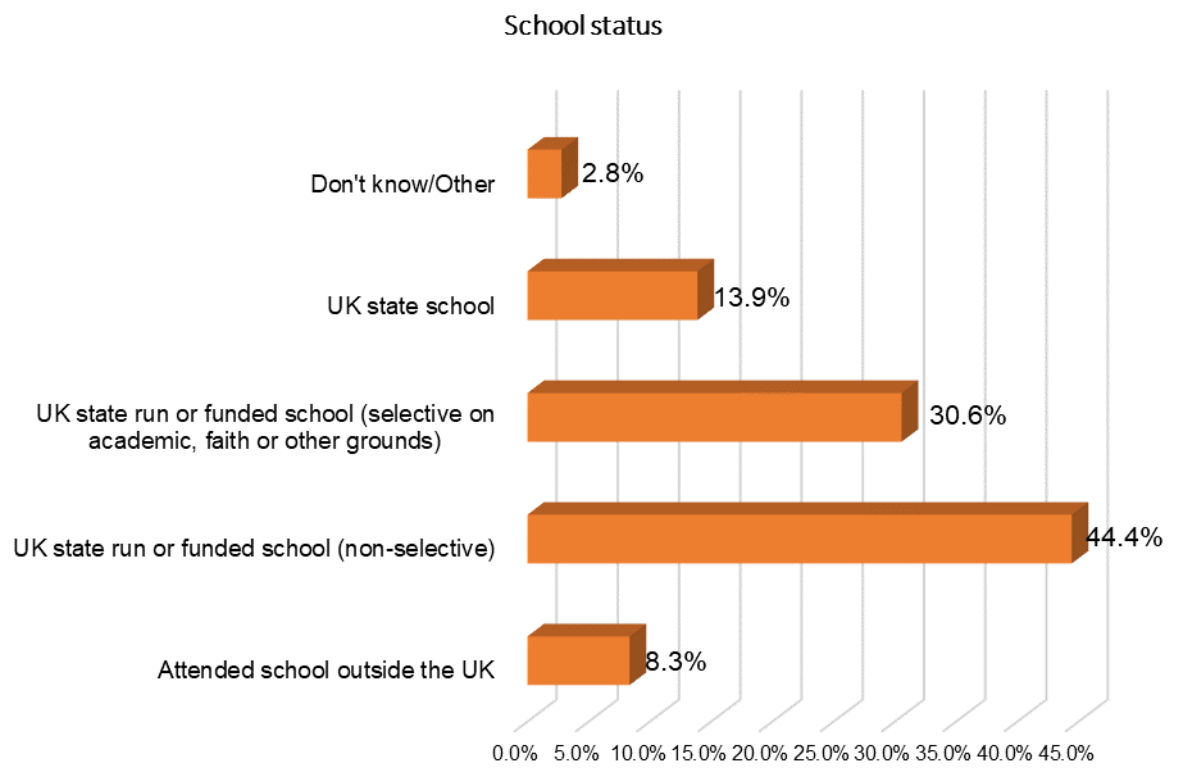
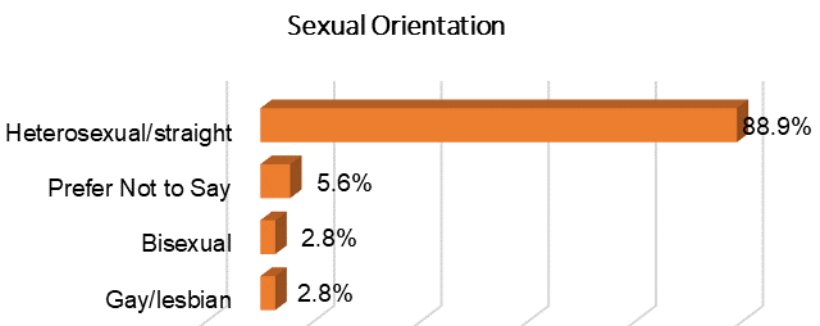
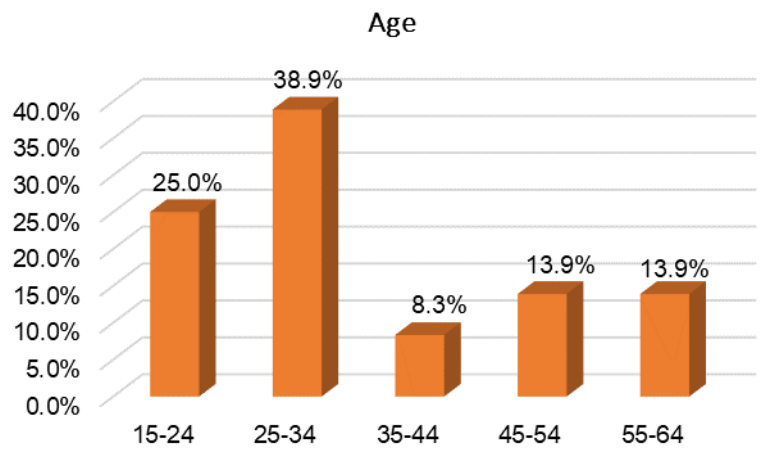
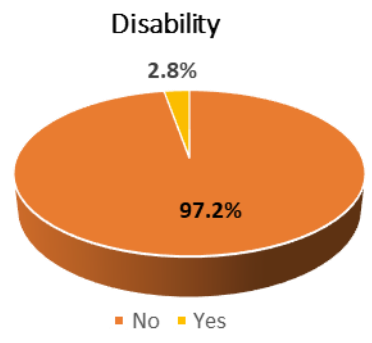
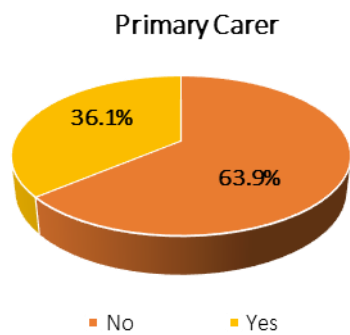
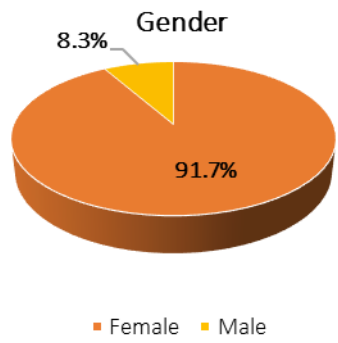
- Black/Black British: African
- Asian/Asian British: Bangladeshi
- White: Irish
- Any other Mixed/Multiple ethnic background
- Any other ethnic group
- Other Ethnic Group - Not listed
- Black/Black British: Caribbean
- White - Other
- Asian/Asian British - Other
- Asian/Asian British: Pakistani
- Asian/Asian British: Indian
- Prefer Not to Say
- White: British/English/Welsh/Northern Irish/Scottish

Religion



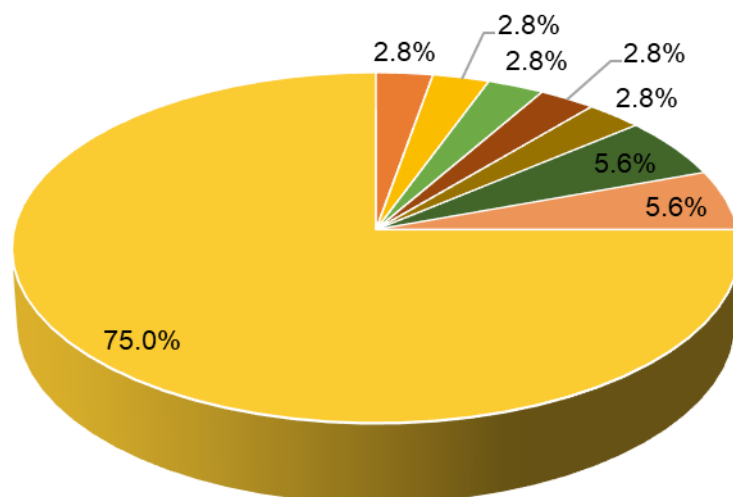
- Jewish
- Hindu
- Sikh
- Muslim
- Prefer Not to Say
- Christian
- No religion or belief/Atheist

Role | Secretaries



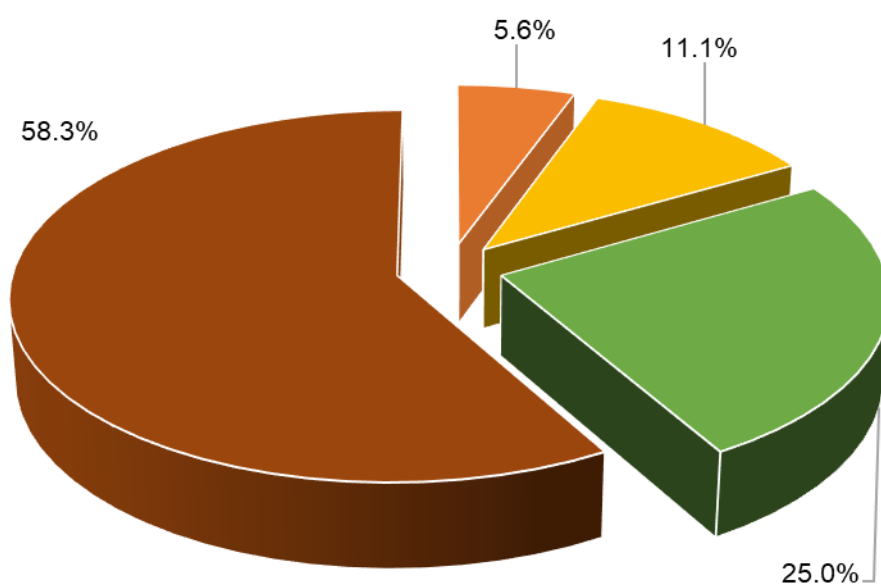
Role | Secretaries

Ethnicity



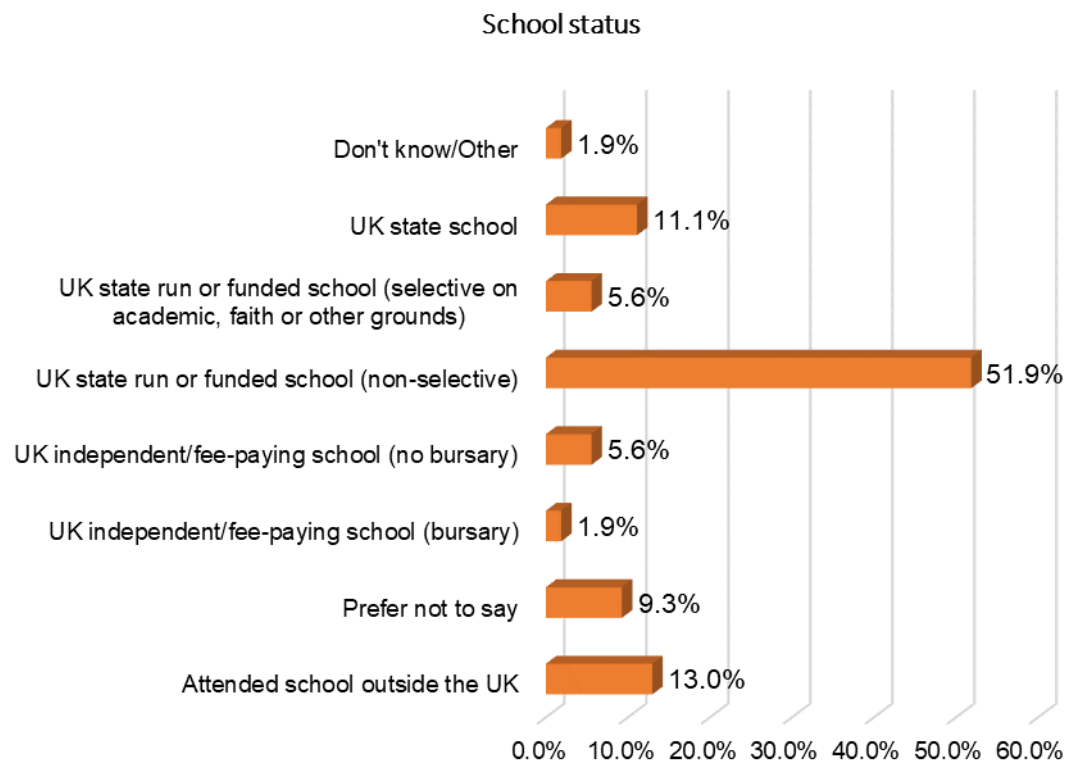
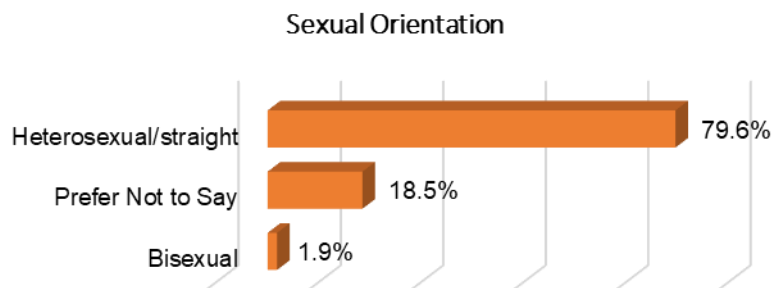
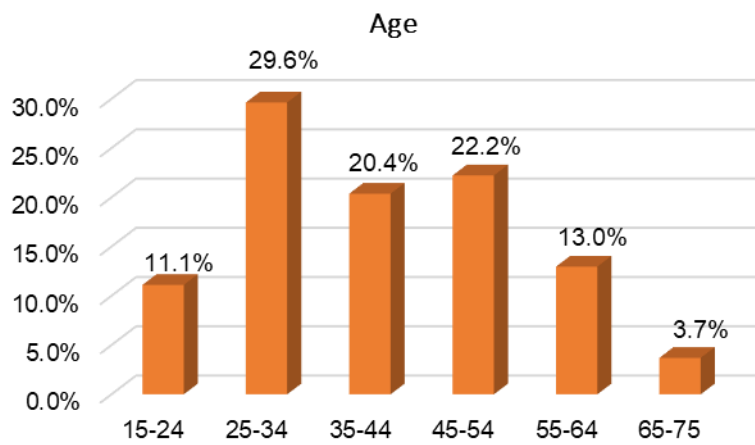
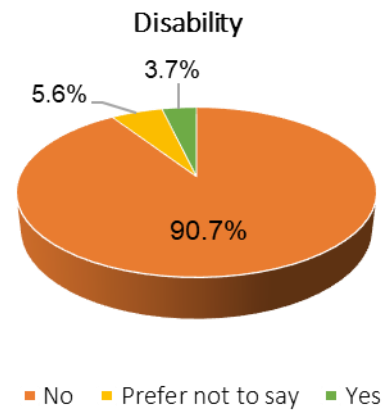
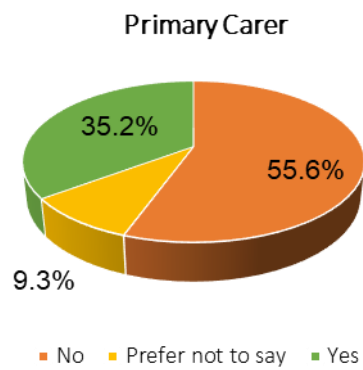
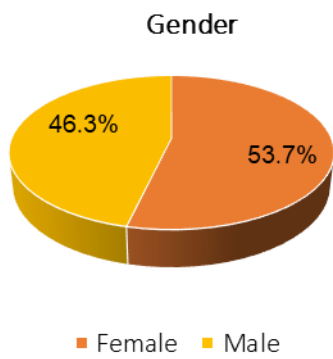
- Black/Black British: Caribbean
- Mixed - White & Black Caribbean
- Any other Mixed/Multiple ethnic background
- Prefer Not to Say
- Black/Black British: African
- Asian/Asian British: Pakistani
- White - Other
- White: British/English/Welsh/Northern Irish/Scottish

Religion



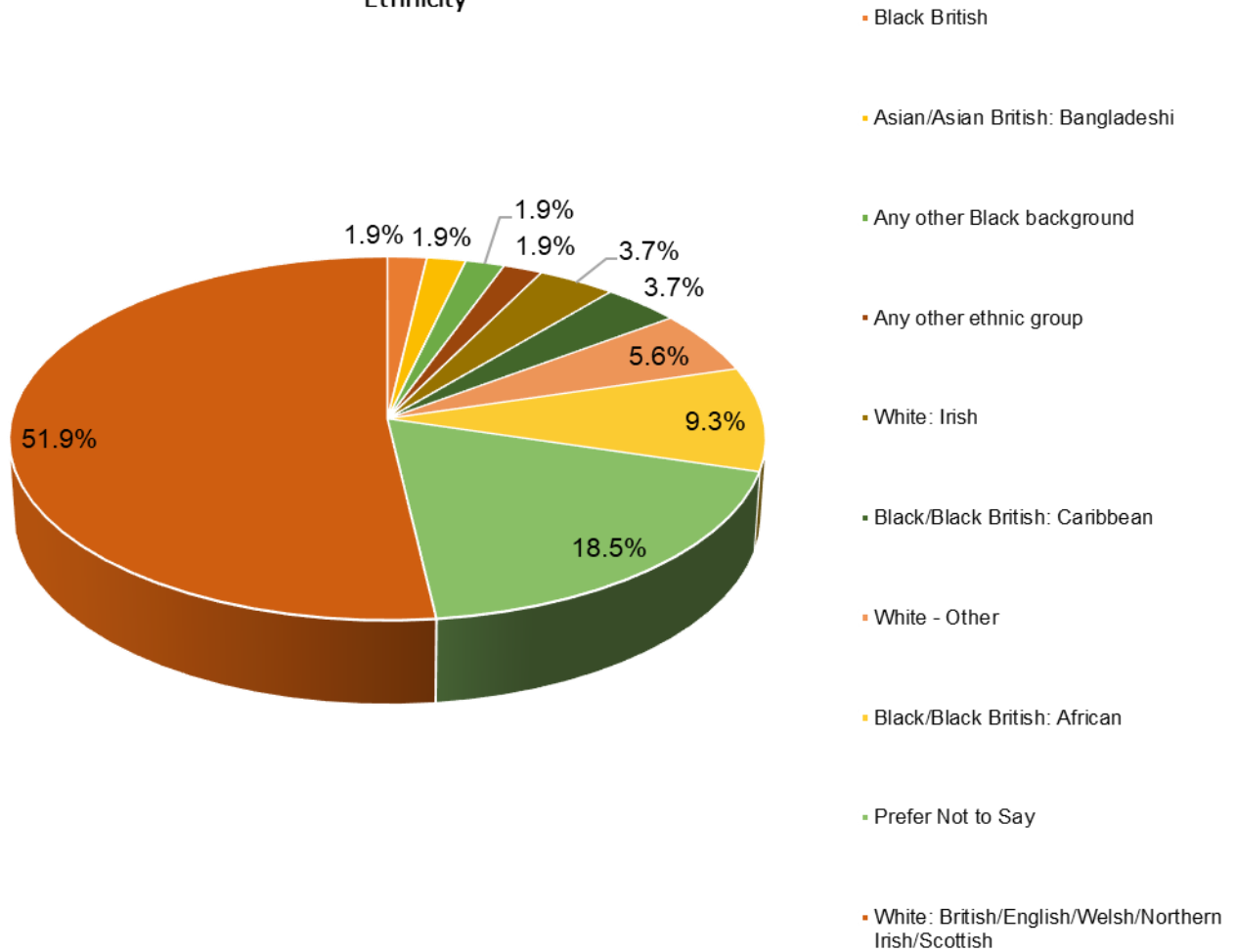
- Muslim
- Prefer Not to Say
- Christian
- No religion or belief/Atheist

Role | Business Support

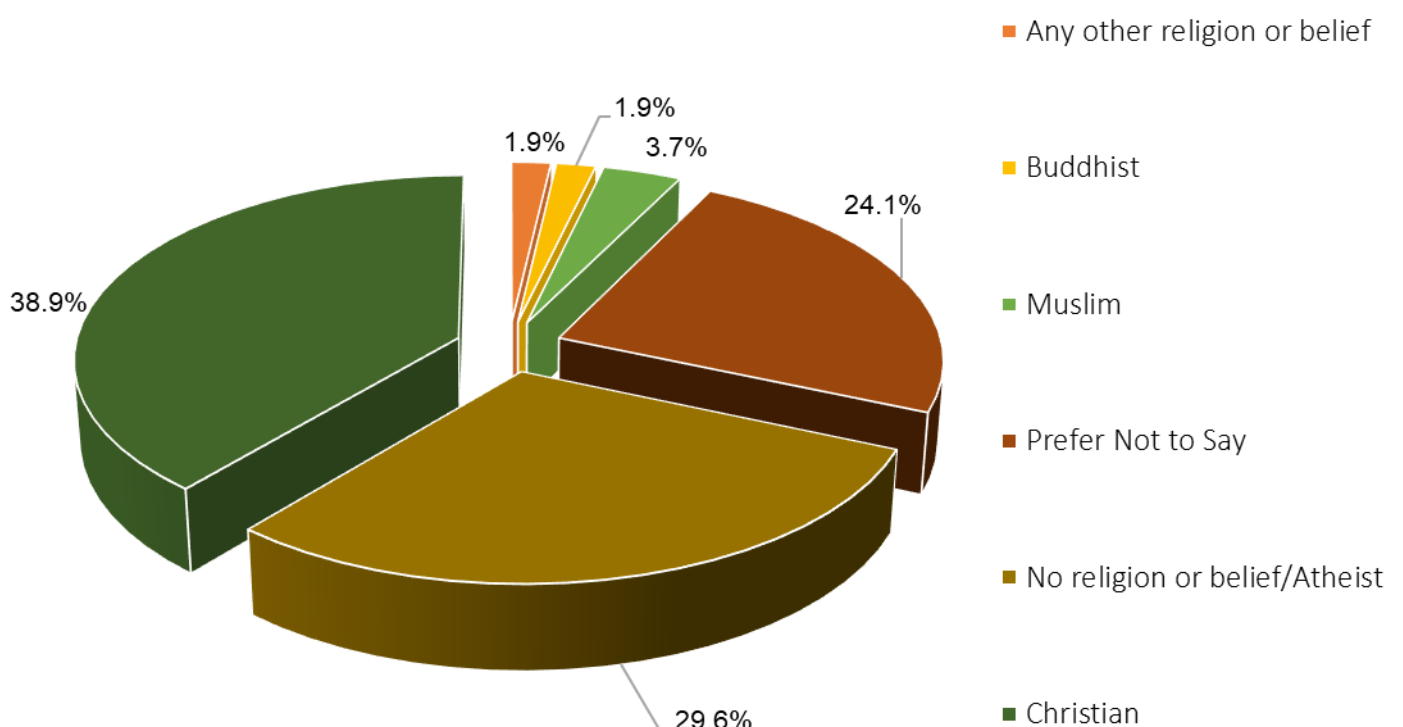


Role | Business Support

Ethnicity



Religion



Benchmarking

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

Gender	Devonshires	SRA	City of London	Greater London	UK
Male	32.5%	34%	55.8%	48.5%	49%
Female	67.5%	64%	44.2%	51.5%	51%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	66.3%	80%	69.4%	53.8%	81.7%
Asian	13.8%	10%	16.7%	20.7%	9.3%
Black	5.2%	3%	2.7%	13.5%	4%
Mixed/Multiple and Other Ethnic Groups	5.8%	3%	11.1%	12.1%	5%

Disability	Devonshires	SRA	City of London	Greater London	UK
Identifies as disabled	2.8%	5%	10.7%	13.3%	17.5%

Religion/Belief	Devonshires	SRA	UK
Christian	32.2%	41%	46.2%
Muslim	7.1%	5%	6.5%
No religion or belief	39.6%	37%	37.2%
Hindu	2.8%	2%	1.7%
Sikh	2.8%	1%	<1%
Jewish	0.6%	1%	<1%
Buddhist	0.3%	1%	<1%
Other religion or belief	0.9%	2%	<1%
Prefer not to say	13.8%	9%	6%

At Devonshires, we are committed to providing equal opportunities in employment and to providing a workplace that fosters the development of our people, is free from discrimination, harassment, and bullying, and where everyone is treated with dignity and respect.

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

