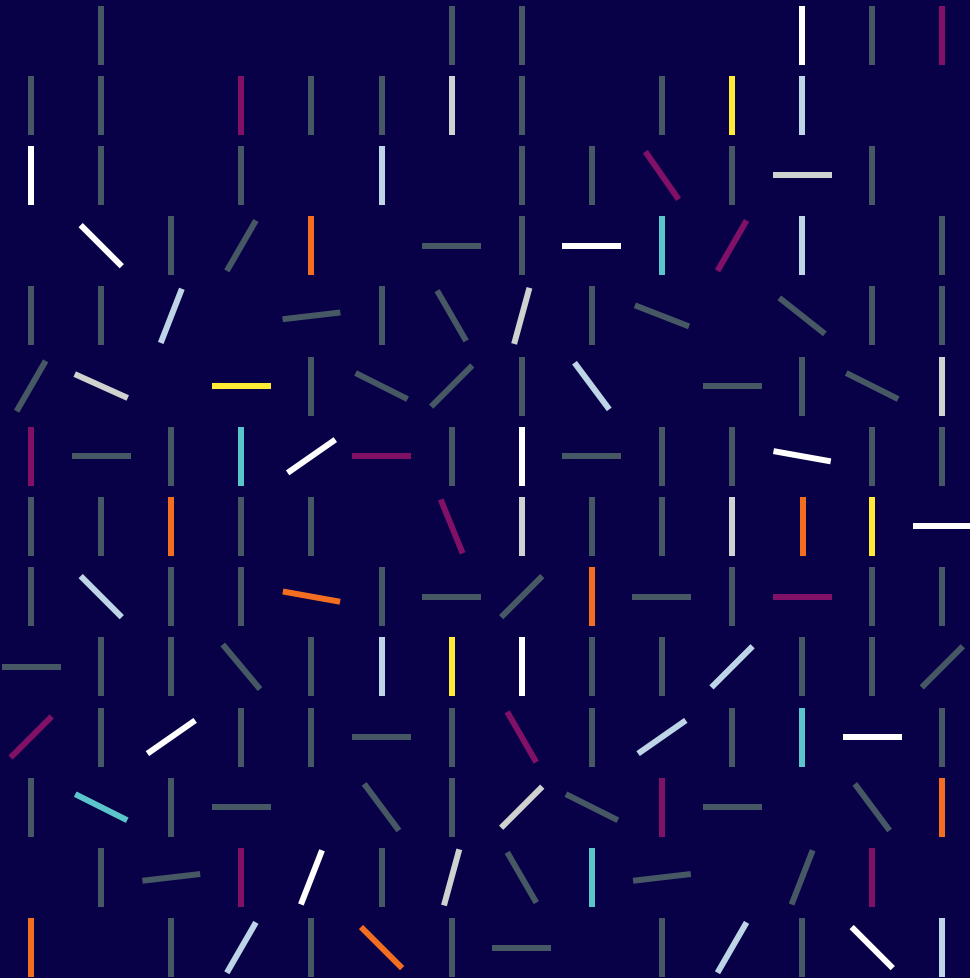


# Diversity Monitoring Report – 2023



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# Our inclusion commitment

**We're committed to delivering an inclusive culture and a progressive environment where we empower all our people to lead, learn and grow. By bringing new experiences and viewpoints into the firm we're able to gain new perspectives, enhance teamworking and create extraordinary results for our business.**

Our inclusion programme has five priority areas, each with partner champions and network groups to drive engagement. Across these areas we focus on:

**Gender balance:** achieving greater representation of women in the partnership and better gender balance in leadership roles.

**Race and ethnicity:** increasing the representation of colleagues from ethnic minority communities at the firm, celebrating the diversity of cultures and religions.

**LGBTQ+:** providing an accepting work environment where people of all sexual orientations and gender identities can be authentic.

**Social mobility:** creating opportunities for people from a wider range of socio-economic backgrounds to access and flourish in the legal sector.

## **Wellbeing and disability:**

promoting good mental and physical wellbeing, raising awareness of visible and invisible disabilities, and creating an accessible, safe and healthy workplace.

Each year we publish our UK diversity monitoring statistics so we can track the progress of our inclusion activities and satisfy the biennial reporting requirements of the Solicitors Regulatory Authority.

You can find out more about our approach [here](#).



**Wendy Tomlinson**  
Talent Director



**Siân Skelton**  
Inclusion Partner  
UK Executive Board

# Notes

**We encourage all of our people to provide their diversity data so we can understand the diversity around our business and track the progress of our inclusion activities.**

All figures presented as percentages and rounded to the nearest whole positive number.

In this report we group our people by job role:

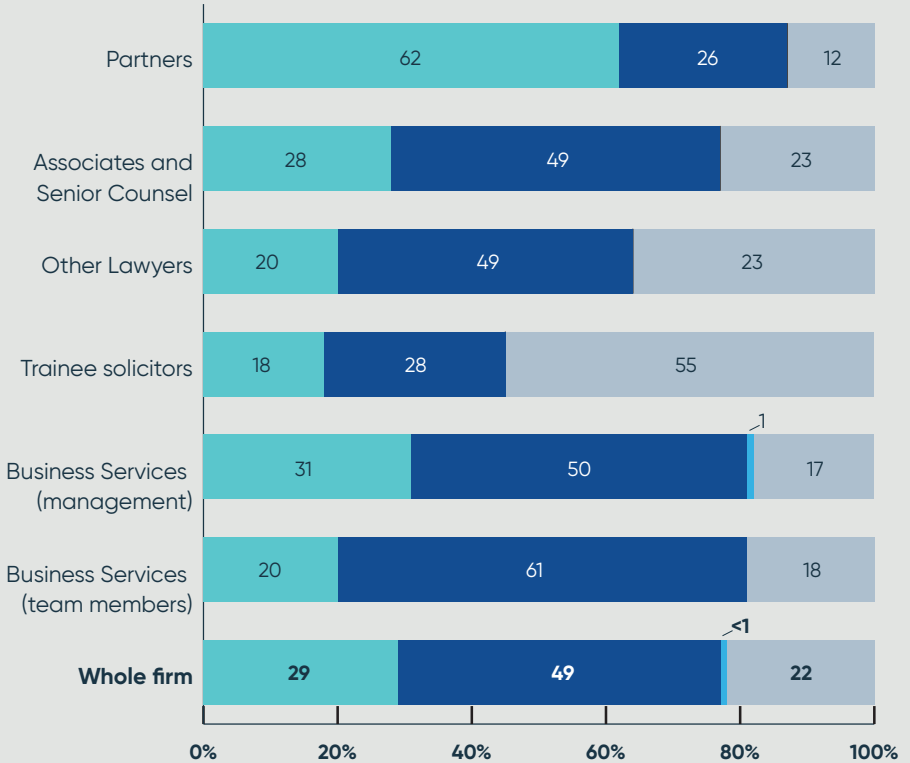
- 'Associates and Senior Counsel' includes Associates and Senior Associates.
- 'Other Lawyers' includes Knowledge Lawyers, Consultants, Paralegals and Trade Mark Attorneys.
- 'Business Services (management)' includes Directors, Heads of, Senior Managers and Managers.
- 'Business Services (team members)' includes secretaries.

The data was generated 18 July 2023 and the data was as at 1 July 2023.

# UK firm

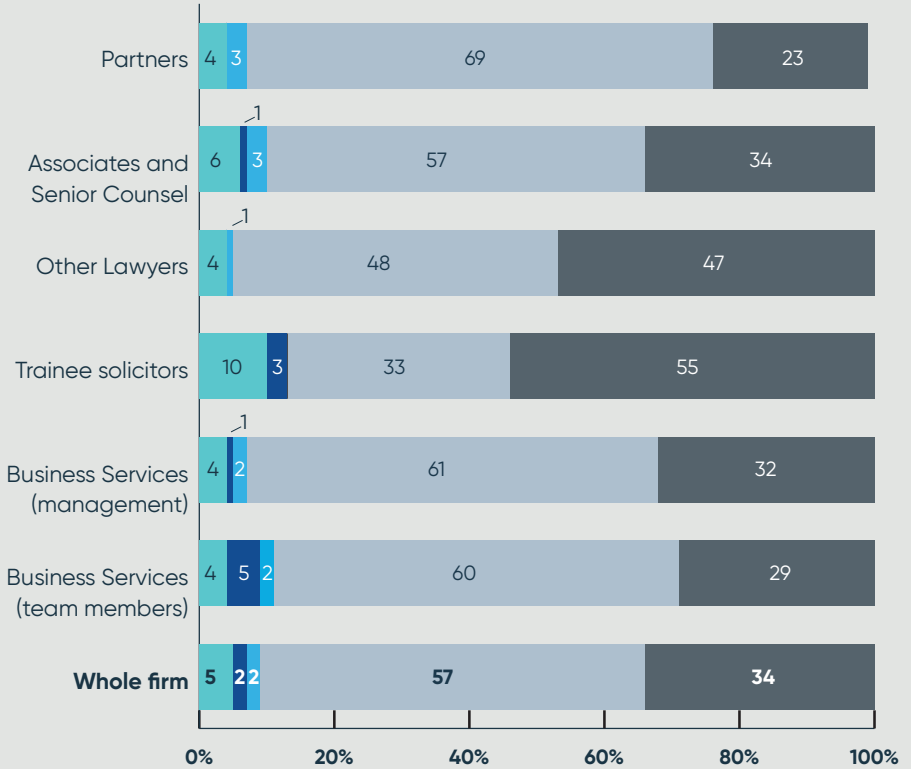


# Gender



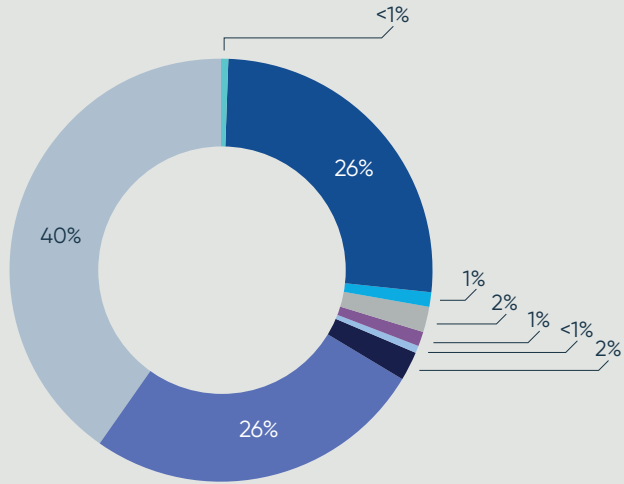
- Man
- Woman
- Other preferred description
- Prefer not to say

# Ethnicity



- Asian
- Black
- Other minority ethnic
- White
- Prefer not to say

# Religion and belief



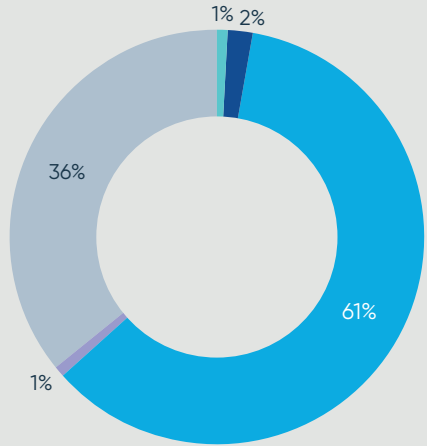
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- No religion or belief/Atheist
- Prefer not to say



# LGBTQ+

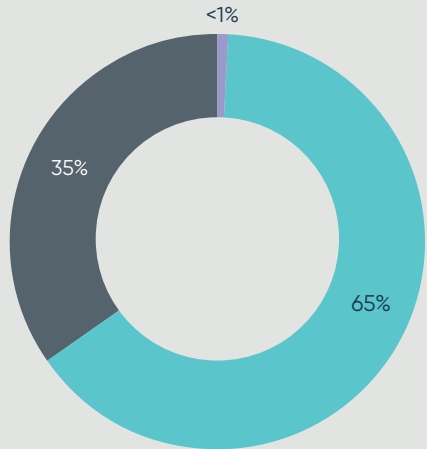
What is your sexual orientation?

- Bisexual
- Gay/Lesbian
- Heterosexual/Straight
- Other preferred description
- Prefer not to say



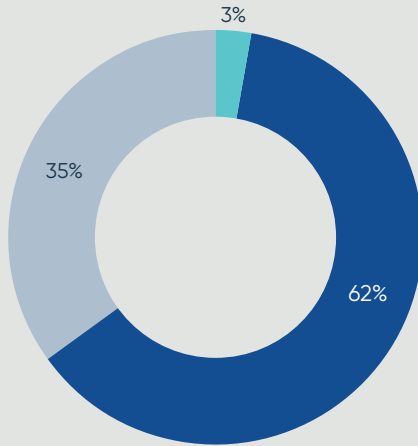
Do you identify as trans?

- Unsure
- No
- Prefer not to say



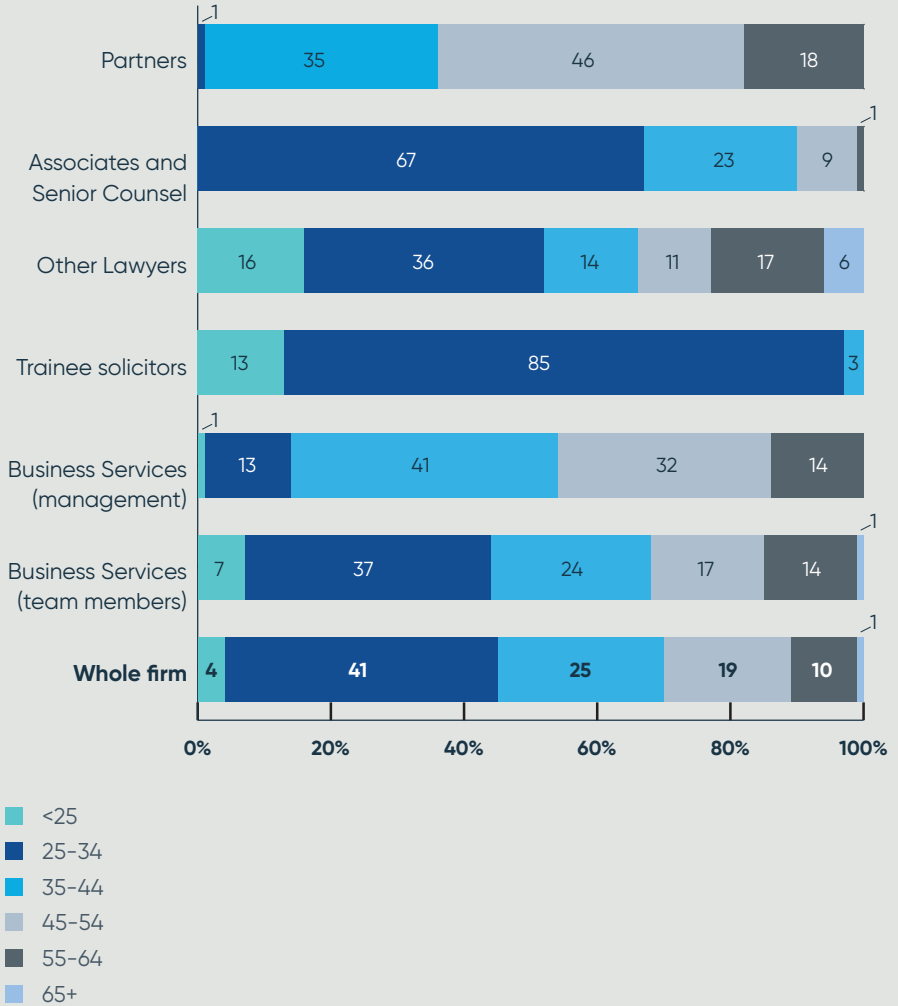
# Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



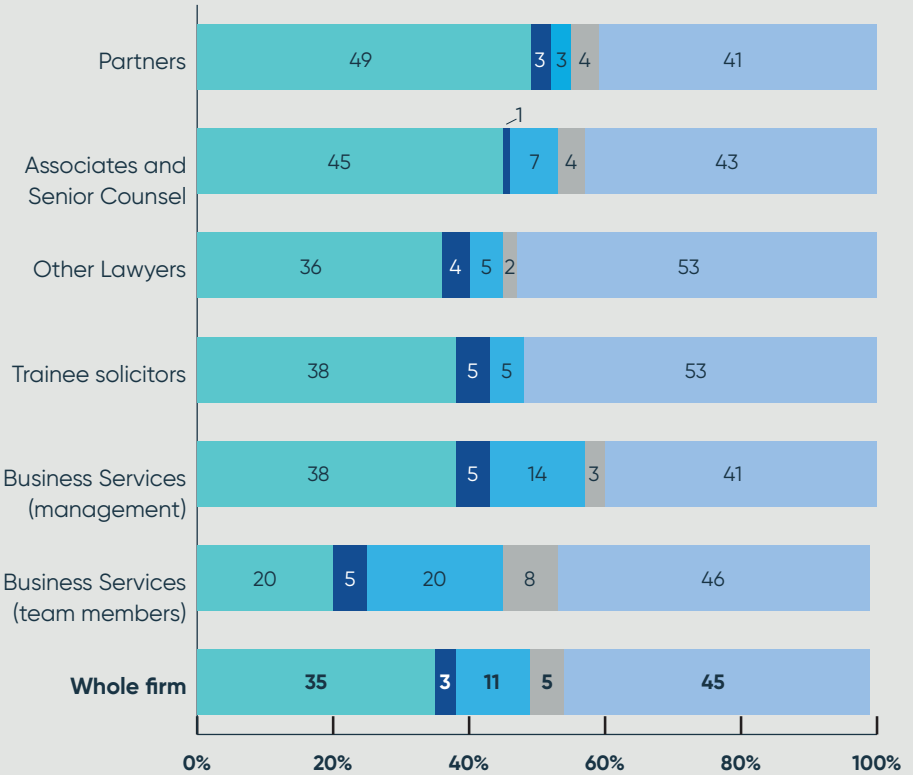
- Yes
- No
- Prefer not to say

# Age



# Social mobility

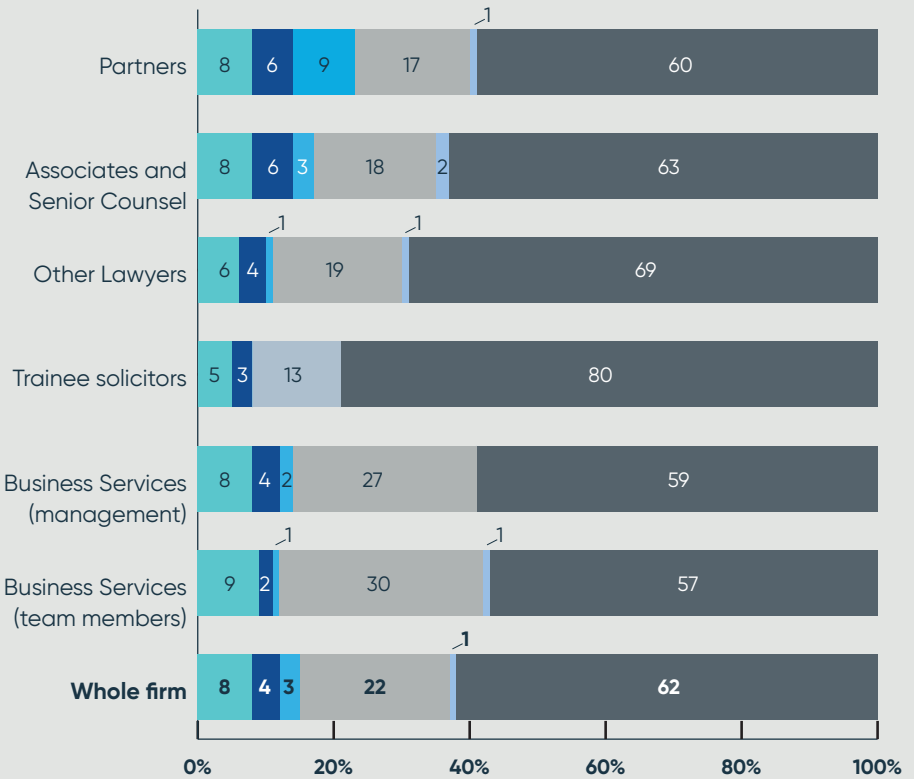
About the age of 14, which best describes the work the main or highest income earner in your household did in their main job?



- Professional backgrounds
- Intermediate backgrounds
- Lower socio-economic backgrounds
- Other
- Prefer not to say

# Social mobility

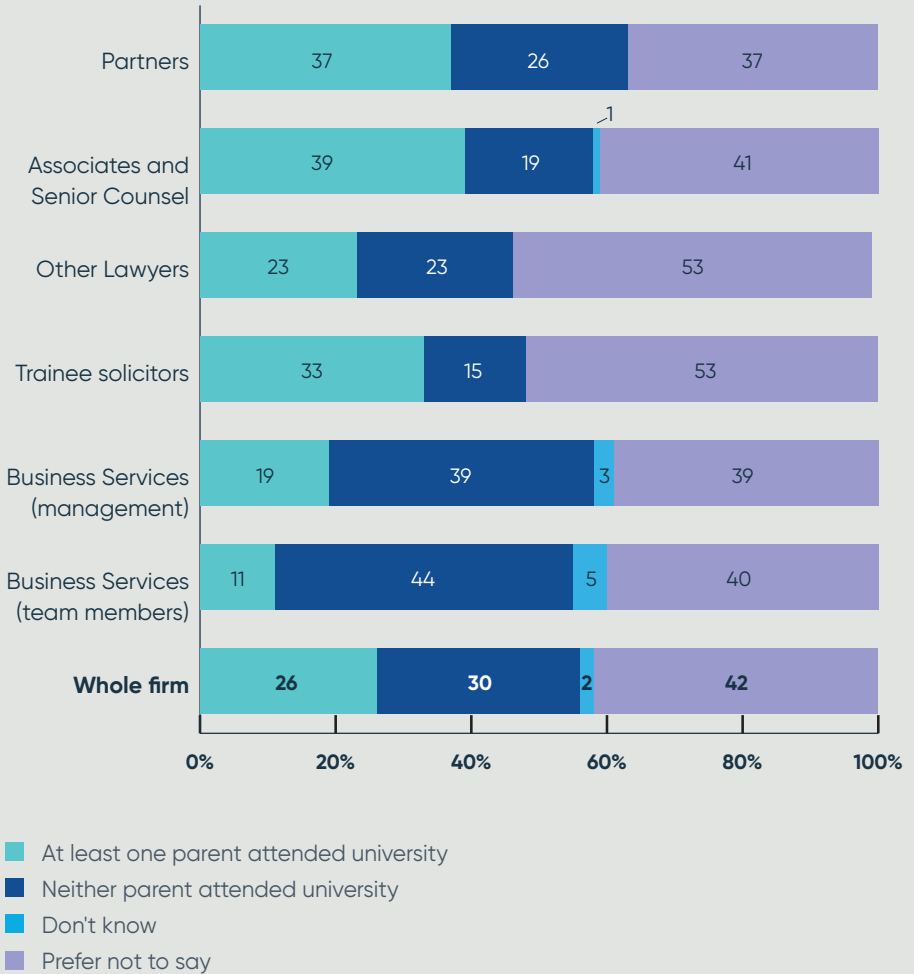
What type of school did you attend between 11-16?



- Attended school outside the UK
- UK independent school
- UK independent school (with bursary)
- UK state school
- Other
- Prefer not to say

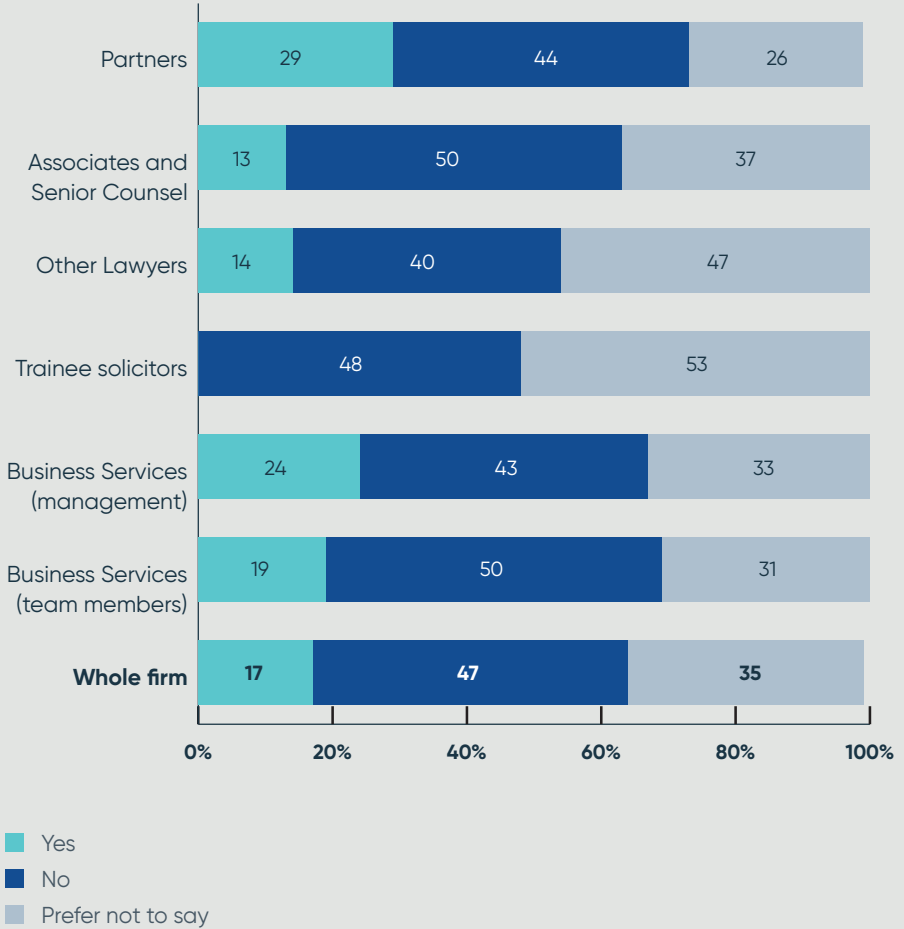
# Social mobility

Did either of your parents attend university by the time you were 18?



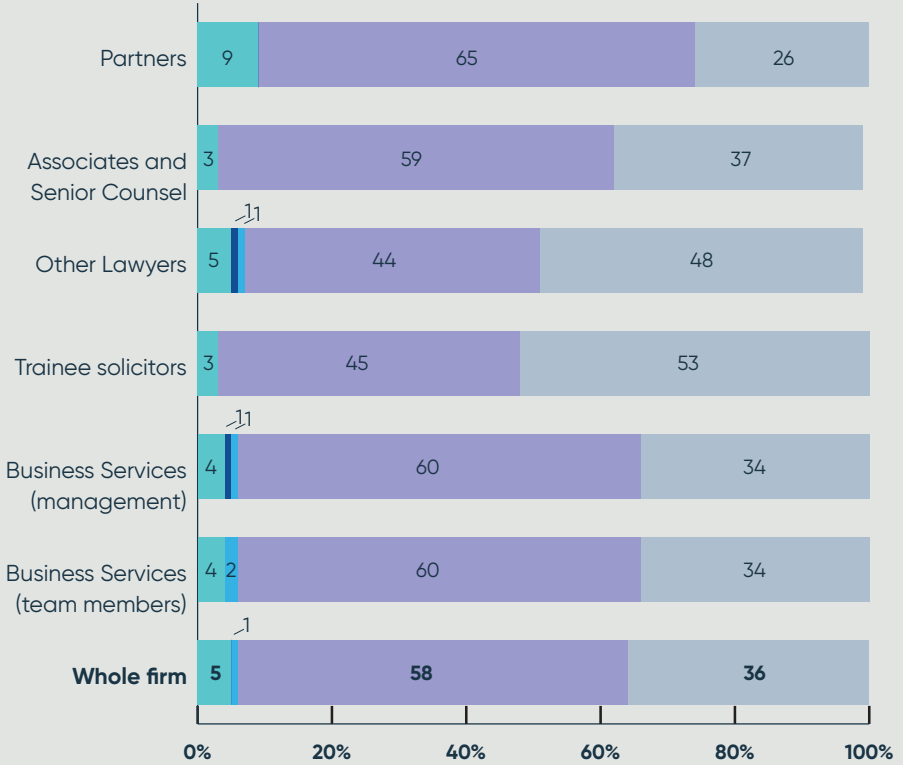
# Caring responsibilities

Are you a primary carer for a child or children under 18?



# Caring responsibilities

Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?



- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- No
- Prefer not to say



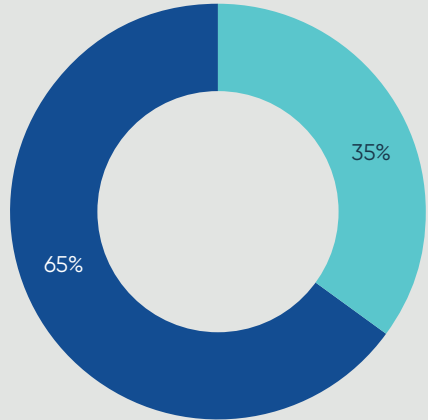
# UK Board

Our UK Board is made up of three parts:  
UK Executive Board, Operations Board  
and The Supervisory Council



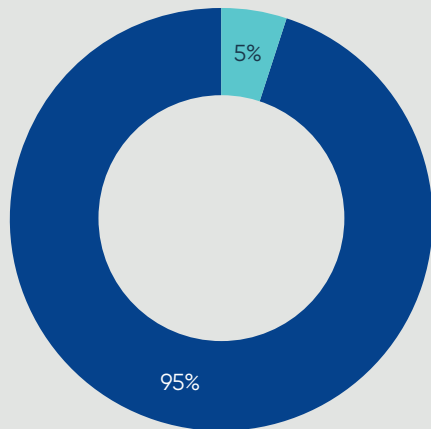
# Gender

- Woman
- Man



# Ethnicity

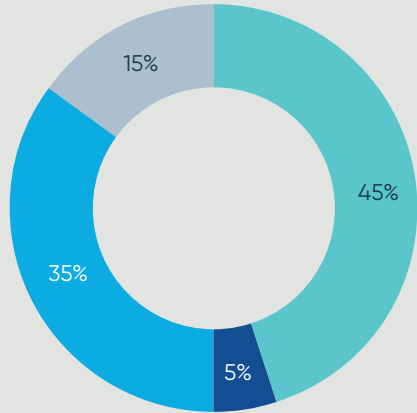
- Asian
- White



# Religion

## Religion or belief

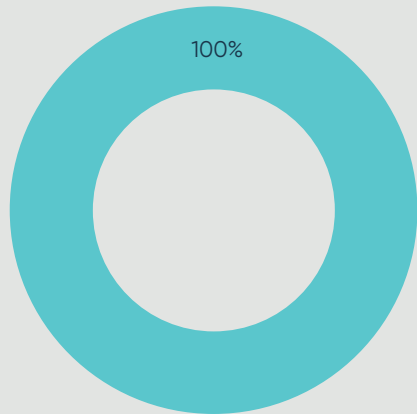
- Christian
- Hindu
- No religion or belief/Atheist
- Prefer not to say



# LGBTQ+

## Sexual orientation

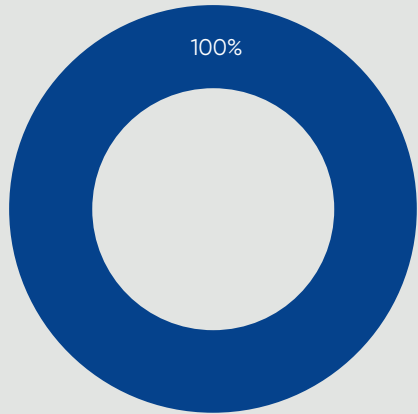
- Heterosexual/straight



## Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

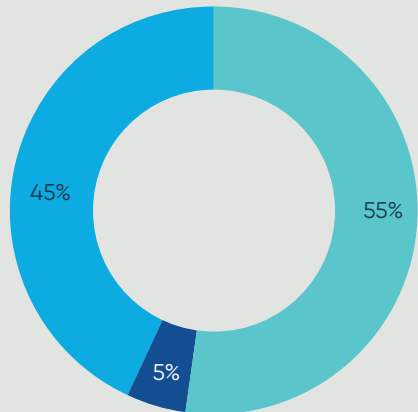
■ No



## Social mobility

About the age of 14, which best describes the work the main or highest income earner in your household did in their main job?

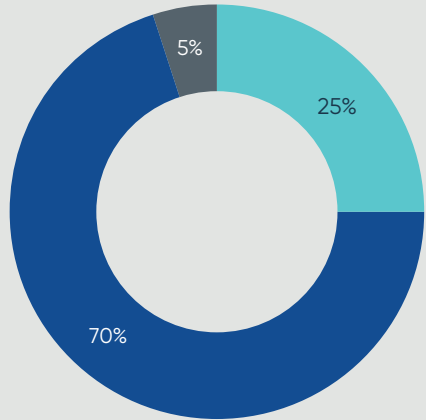
- Professional backgrounds
- Other
- Prefer not to say



# Caring responsibilities

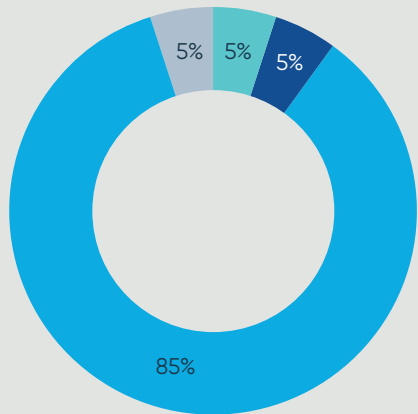
Are you a primary carer for a child or children under 18?

- Yes
- No
- Prefer not to say



Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?

- Yes 1-19 hours a week
- Yes 50+ hours a week
- No
- Prefer not to say



**2000+ people**  
**1100+ lawyers**  
**300+ partners**  
**29 offices**  
**17 jurisdictions**

<b>Austria</b>	Klagenfurt   Vienna
<b>Belgium</b>	Brussels
<b>China</b>	Beijing   Hong Kong   Shanghai
<b>Czech Republic</b>	Brno   Prague
<b>France</b>	Paris
<b>Germany</b>	Berlin   Düsseldorf   Frankfurt   Hamburg   Munich
<b>Hungary</b>	Budapest
<b>Netherlands</b>	Amsterdam   Eindhoven
<b>Poland</b>	Warsaw
<b>Republic of Ireland</b>	Dublin
<b>Slovakia</b>	Bratislava
<b>South Korea</b>	Seoul*
<b>UAE</b>	Dubai
<b>Ukraine</b>	Kyiv
<b>United Kingdom</b>	Cambridge   Liverpool   London   London TechFocus
<b>USA</b>	New York   Silicon Valley

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