

Diversity statistics 2023

Summary of the July 2023 SRA survey

London office

White & Case is committed to embracing and celebrating diversity, fostering an inclusive environment where every individual can bring their authentic selves to work and thrive.

We believe that a diverse and inclusive workforce is essential to our success as a global law firm, and we are dedicated to creating a workplace where all employees feel respected, supported, and valued for their unique contributions.

This report is published in compliance with the requirement of the Solicitors Regulation Authority (SRA) to gather, report, and make public data about the diversity of our workforce in the UK every two years.

The report offers a snapshot of the diversity within our London office, based on a one-off survey conducted in July 2023 in accordance with SRA requirements.

The data presented in the report is based exclusively on responses to that survey collected from **38% of the individuals** working in our London office who chose to respond and self-identify.

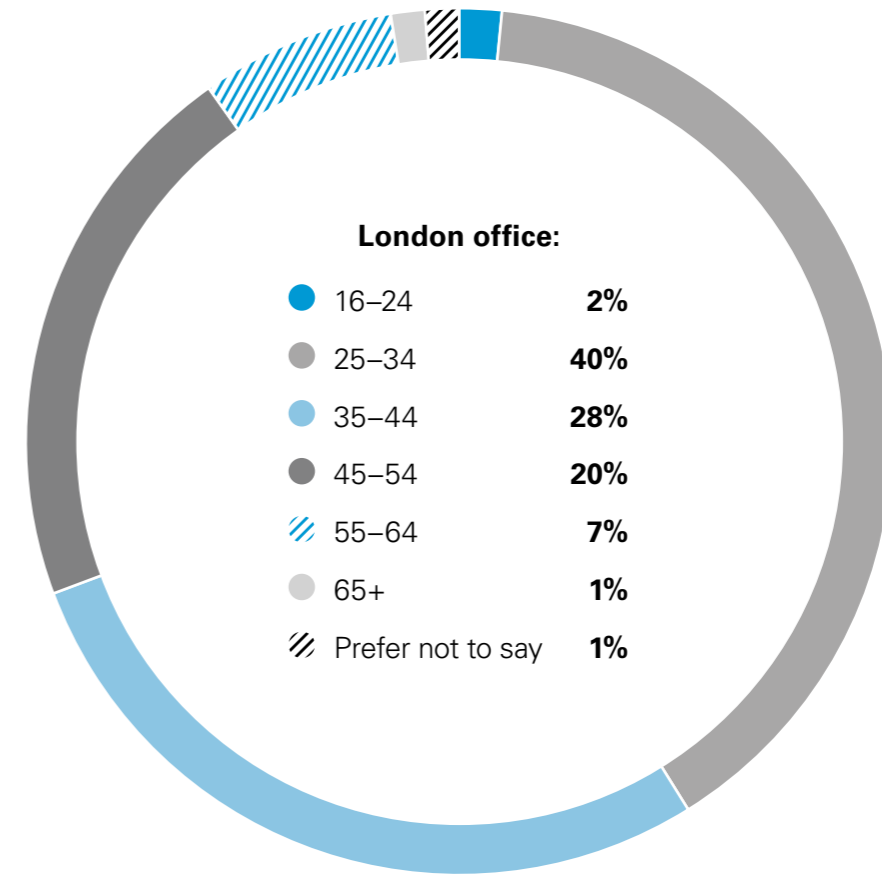
Collecting data on our workforce is essential to our efforts to advance diversity, equity, and inclusion within our firm. In addition to the SRA survey, White & Case implemented a customized data collection initiative in 2020, which continues to today, aimed at helping us identify areas for improving our diversity and inclusion efforts, such as recruitment, retention and promotion.

What's in this report



Please note that percentages presented in this document have been rounded for ease of understanding. As a result, the sum of rounded percentages may not always equal 100%. Any discrepancies are attributed to rounding and should not affect the overall interpretation of the data.

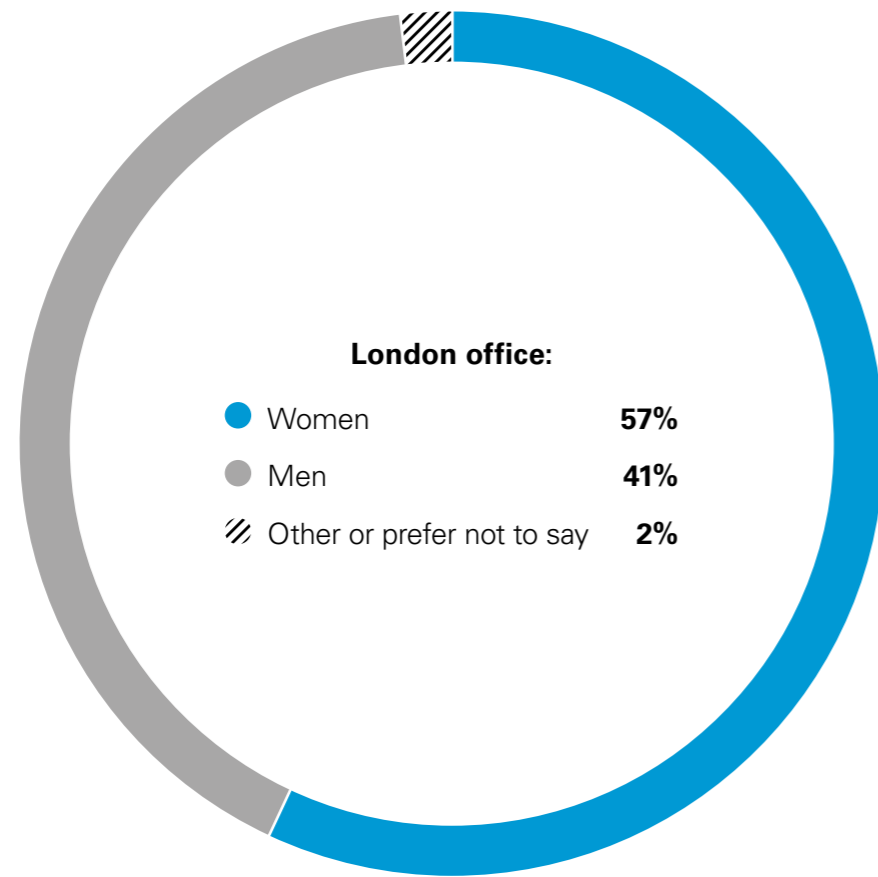
Age



Details by role:

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partner	-	4%	54%	32%	8%	2%	-
Other fee earners	4%	73%	16%	4%	2%	1%	1%
Business services	1%	27%	29%	29%	11%	1%	2%

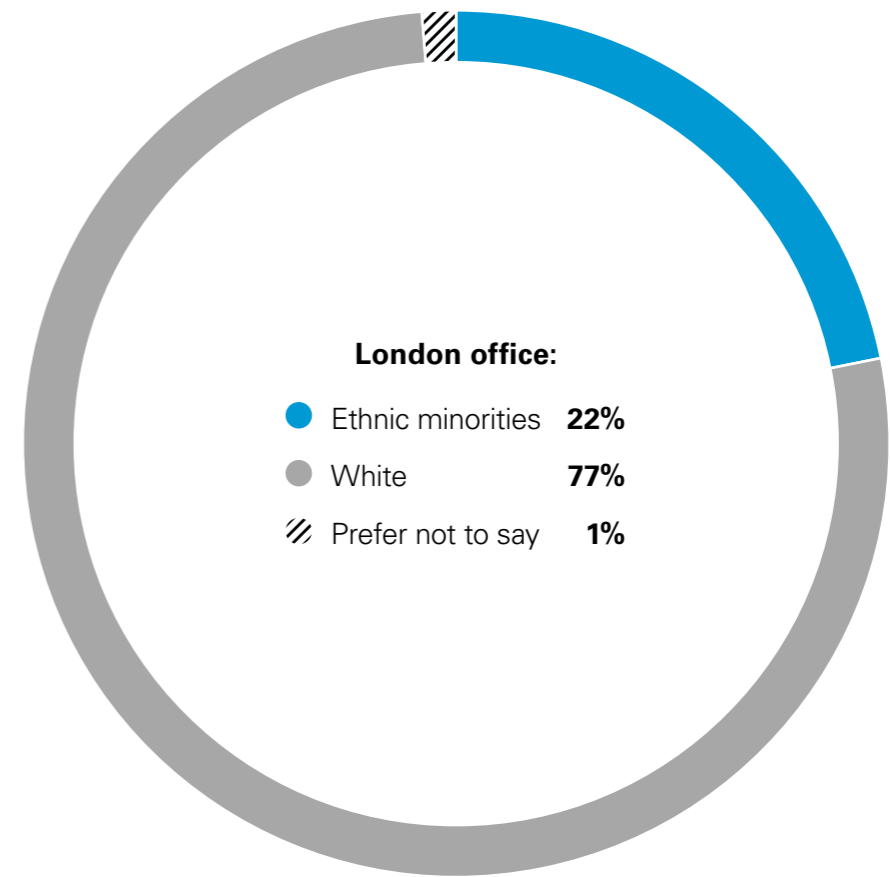
Gender



Details by role:

	Women	Men	Other or prefer not to say
Partner	34%	66%	-
Other fee earners	51%	47%	2%
Business services	69%	29%	3%

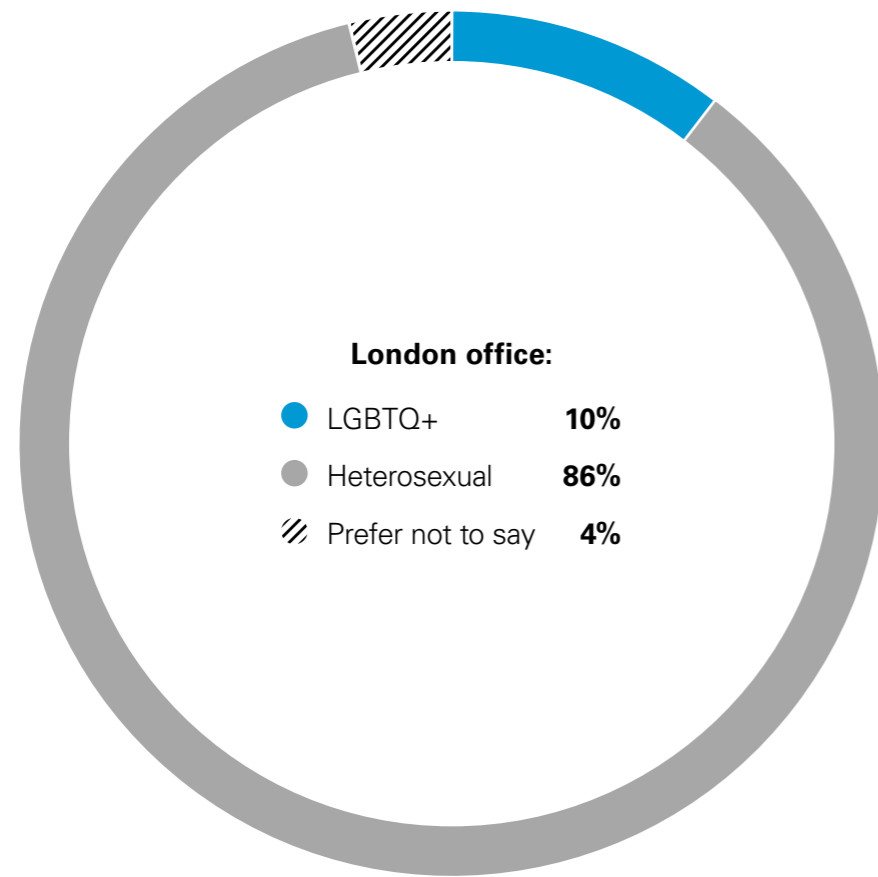
Ethnicity



Details by role:

	Ethnic minorities	White	Prefer not to say
Partner	6%	94%	-
Other fee earners	31%	68%	1%
Business services	20%	78%	2%

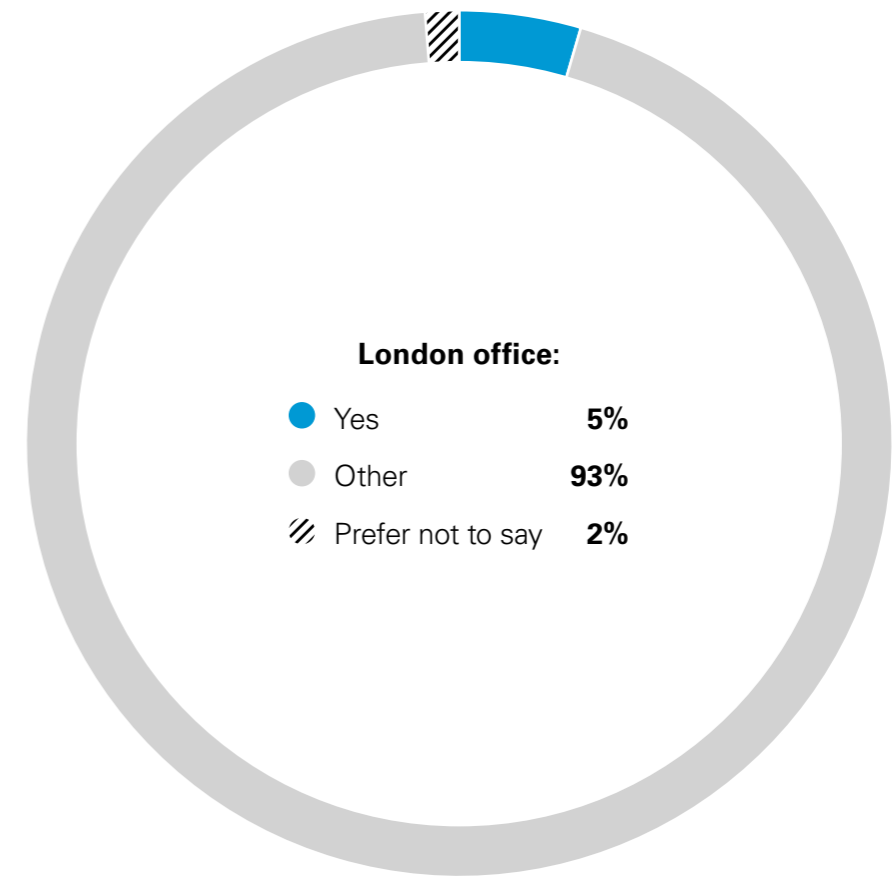
LGBTQ+



Details by role:

	LGBTQ+	Heterosexual	Prefer not to say
Partner	2%	96%	2%
Other fee earners	17%	81%	3%
Business services	8%	86%	5%

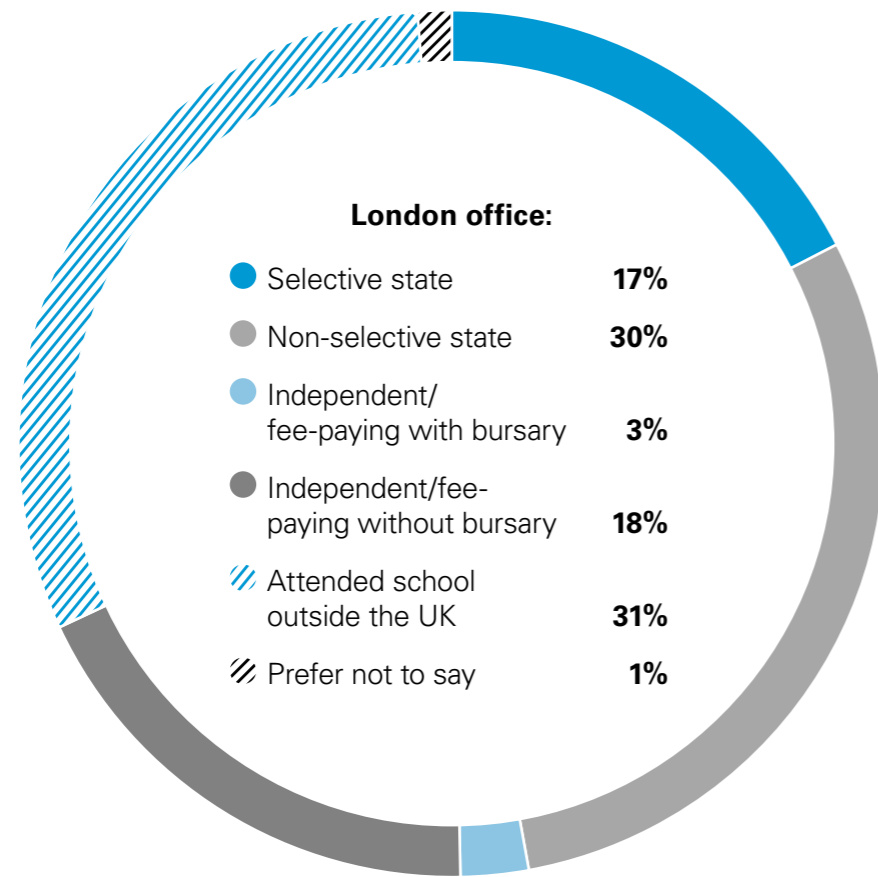
Disability



Details by role:

	Yes	No	Prefer not to say
Partner	2%	98%	-
Other fee earners	5%	92%	3%
Business services	5%	93%	2%

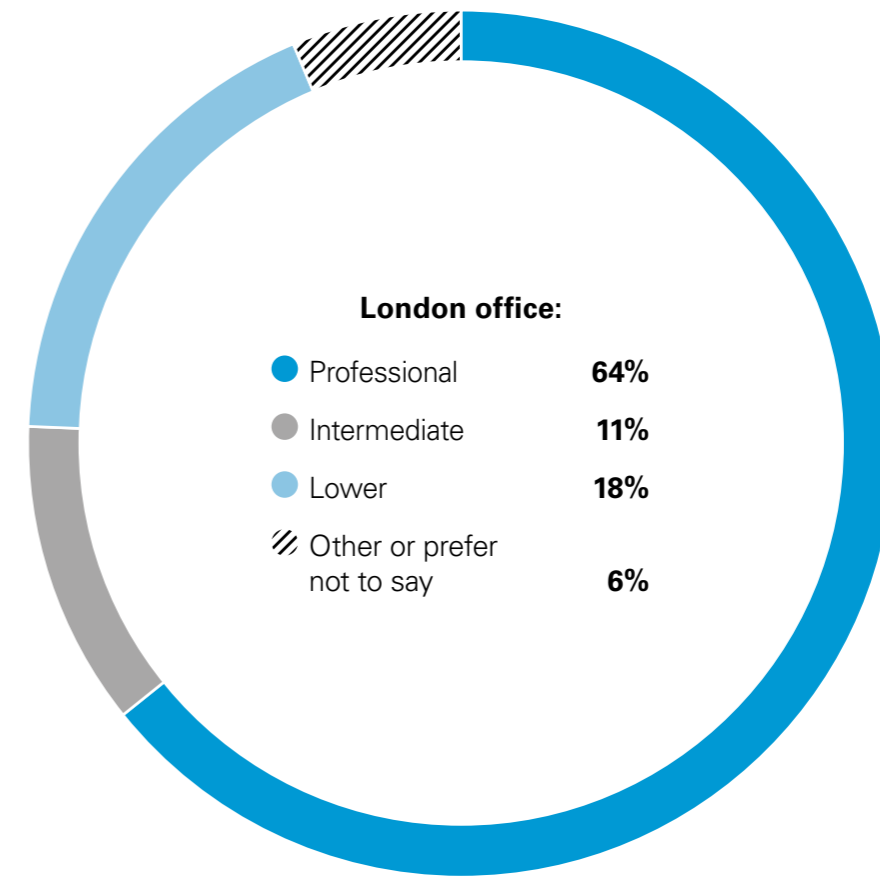
School attended between ages of 11 & 16



Details by role:

	Selective state	Non-selective state	Independent/fee-paying with bursary	Independent/fee-paying without bursary	Attended school outside the UK	Prefer not to say
Partner	12%	14%	4%	40%	30%	-
Other fee earners	21%	16%	5%	21%	35%	1%
Business services	16%	45%	-	9%	27%	2%

Socio-economic background



Details by role:

	Professional	Intermediate	Lower	Other or prefer not to say
Partner	82%	12%	4%	2%
Other fee earners	76%	6%	11%	7%
Business services	50%	15%	28%	7%