

Diversity statistics 2023

The data represents a snapshot of all partners and staff as at 9 May 2023 and relates to data captured prior to that date and stored in their HR records. The data is shown as a percentage of those who responded to each question: the average response rate across all areas was 97%. As such the data shown does not reflect the exact demographics of partners and staff at Russell-Cooke. All figures are rounded to the nearest percentage point.

Gender	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Female	43%	69%	70%	76%	67%
Male	54%	26%	27%	18%	28%
Other preferred description					
Prefer not to say	3%	5%	2%	6%	5%

Social mobility – type of school attended from 11 - 18

	Partners	Solicitors	Other fee earners	Business support	All partners and staff
UK State School	49%	55%	54%	64%	57%
UK Independent/fee paying school	30%	23%	23%	5%	18%
Attended school outside the UK	8%		8%	14%	4%
Prefer not to say	5%	5%		5%	4%

Age	Partners	Solicitors	Other fee earners	Business support	All partners and staff
16 – 24		8%	36%	11%	11%
25 – 34	5%	63%	32%	18%	33%
35 – 44	40%	16%	7%	23%	22%
45 – 54	41%	5%	16%	24%	20%
55 - 64	10%	3%	5%	13%	8%
65+		1%		1%	1%
Prefer not to say	5%	4%	1%	9%	5%

Ethnicity	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Asian / Asian British	3%	9%	5%	5%	6%
Black – African/Caribbean/Other black		2%	1%	8%	4%
Mixed / Multiple ethnic groups	1%	1%	1%	4%	3%
Other ethnic group	5%	17%	14%	13%	13%
White	81%	64%	41%	56%	64%
Prefer not to say	10%	8%	9%	14%	10%

All Partners and staff

Disability (as defined by the Equality Act)	
Yes	4%
No	85%
Prefer not to say	11%

Sexual Orientation	
Bisexual	3%
Gay/Lesbian	2%
Heterosexual/straight	83%
Prefer not to say	11%

Transgender (gender identity different from your registered sex at birth)	
Yes	1%
No	92%
Prefer not to say	7%

Primary carer for a child under 18	
Yes	23%
No	67%
Prefer not to say	10%

Religion	
No religion or belief / Atheist	38%
Buddhist	1%
Christian	38%
Hindu	3%
Jewish	1%
Muslim	2%
Sikh	1%
Any other religion or belief	1%
Prefer not to say	14%