



SRA diversity data report 2023

August 2023



GOWLING WLG

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Introduction

The diversity and inclusion (D&I) of our workplace is hugely important to our firm and is reflected in one of our global core values 'we all bring something different'.

Diversity is a word that means different things to different people. And that's the point. Different people.

At Gowling WLG we celebrate the diversity of our people - different backgrounds; different cultures; different experiences; different interests; different ages; different needs. We want to create a workplace where our people can be themselves, celebrating the fact that we're all individuals. We are committed to attracting and retaining talented people from a diverse range of backgrounds.

Our strategy

Inclusion for All is our five year strategy that aims to ensure that all of our people feel included and that they belong at Gowling WLG but, importantly, recognising that everyone has a part to play in making the firm truly diverse and inclusive. We want to be recognised by our clients, peers, people, future employees, communities and market to be a truly diverse and inclusive organisation.


Our Inclusion for All strategy ensures that every team at Gowling WLG is enforcing positive change and contributing to our diversity and inclusion goals by delivering and implementing annual action plans.

Reporting our diversity data

As part of our commitments to the Solicitors Regulatory Authority we have to collect, report and publish data about the diversity make-up of our workforce every two years.

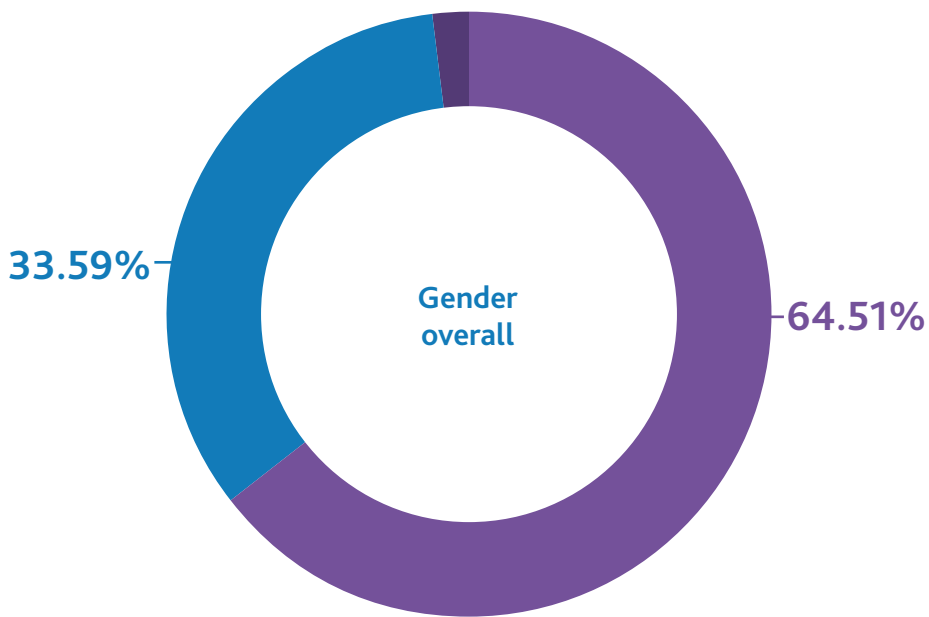
Our most recent survey was carried out in July 2023 and issued to 1,240 people, 896 people responded to the survey giving us a completion rate of 72%, an increase from 70% in 2021.

This report sets out the results for key aspects of the survey, but it should be noted that this is not a full picture of the diversity of the firm as 27% of our people didn't respond to the survey. In addition to this bi-annual exercise we also report firm wide on our diversity and this reporting is based on information we hold in our HR systems which has a higher completion rate.



Where we have more complete data in our HR system we have included the data as at 1 August 2023 for information.

Gender



Gender by role type



Internal data as at 1 August 2023

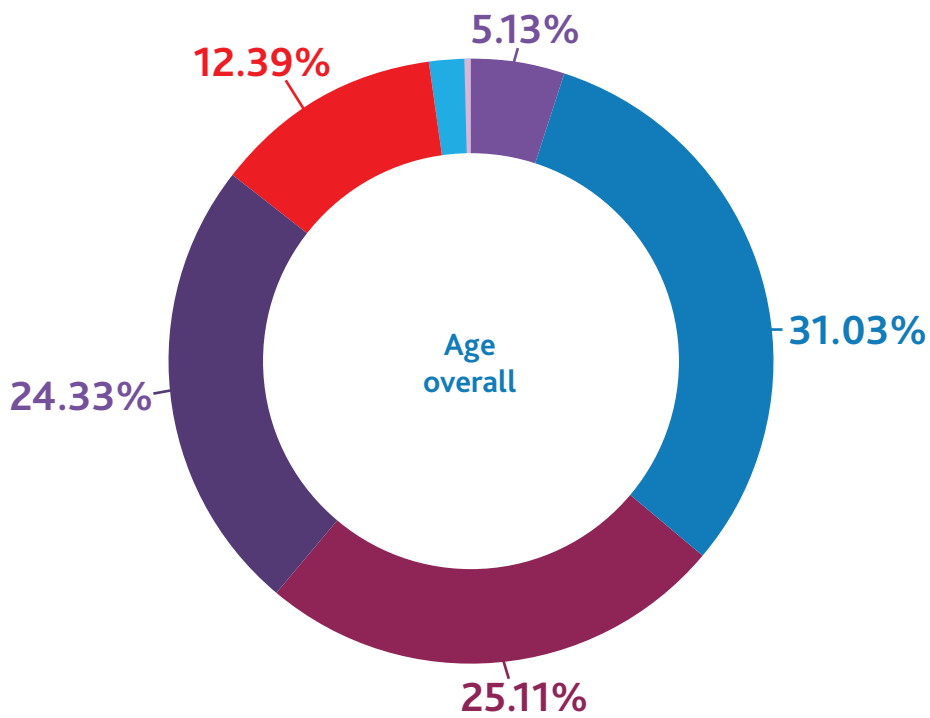
- 59.13% Business Services
- 69.48% Legal
- 31.39% Female Partners

Key: ● Female ● Male ● Non-binary ● Prefer not to say

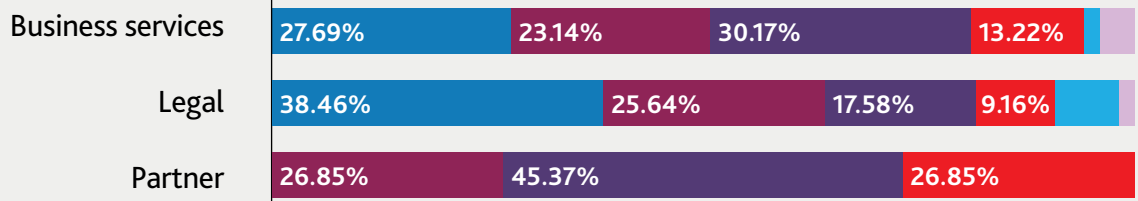
For further information about
our D&I work visit
gowlingwlg.com



Age



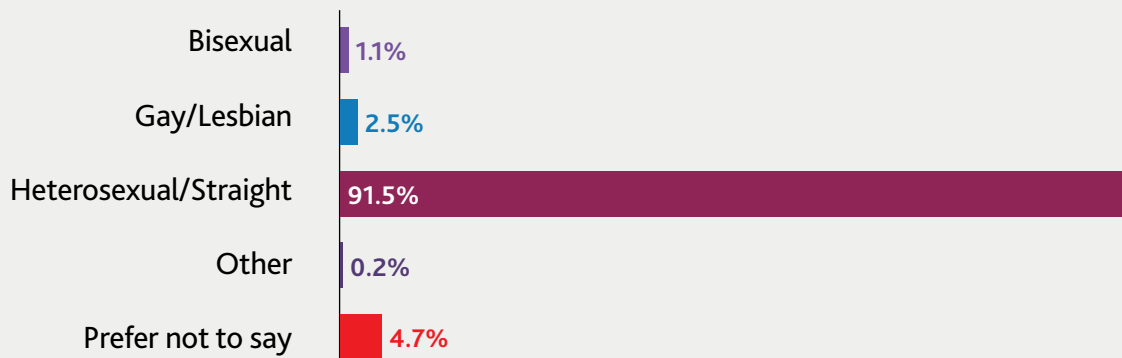
Age by role type



Key: 16-24 25-34 35-44 45-54 55-64 65+ Prefer not to say

Sexual orientation

Sexual orientation overall



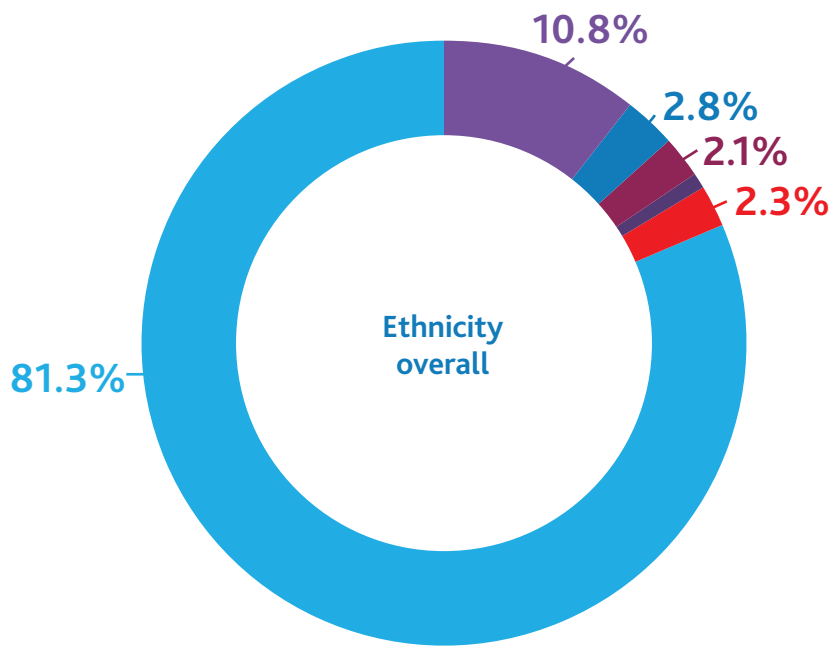
Sexual orientation by role type



Sexual orientation	Business services	Legal	Partner	Total
Bisexual	0.4%	1.6%		1.1%
Gay/Lesbian	3.3%	2.2%	1.9%	2.5%
Heterosexual/Straight	93.4%	90.3%	93.5%	91.5%
Other	0.4%		0.9%	0.2%
Prefer not to say	2.5%	5.9%	3.7%	4.7%

Key: ● Bisexual ● Gay/Lesbian ● Heterosexual/Straight ● Other ● Prefer not to say

Ethnicity



Ethnicity by role type



Key: ● Asian/Asian British ● Black/Black British ● Mixed/Multiple ethnicities ● Other ethnic group ● Prefer not to say ● White

Ethnicity category	Business services	Legal	Partner	Total
Asian/Asian British	14.5%	9.9%	7.4%	10.8%
Black/Black British	4.5%	2.6%		2.8%
Mixed/Multiple ethnicities	0.8%	2.9%	0.9%	2.1%
Other ethnic group		1.1%		0.7%
Prefer not to say	1.7%	2.2%	4.6%	2.3%
White	78.5%	81.3%	87%	81.3%

Internal data as at 1 August 2023

Ethnicity overall

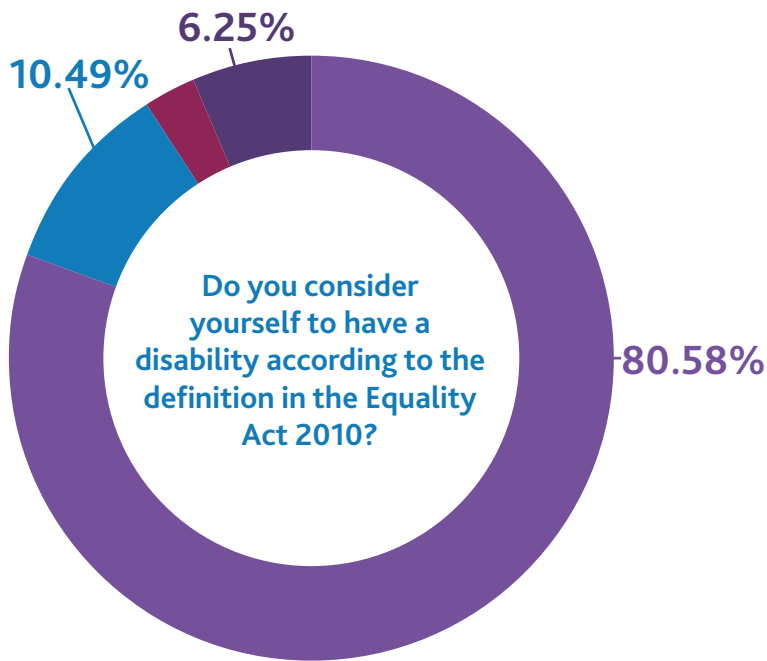
- 13.3% Asian
- 3.72% Black
- 2.37% Mixed
- 0.87% Other
- 2.37% Prefer not to say
- 74.62% White

Ethnicity by role type

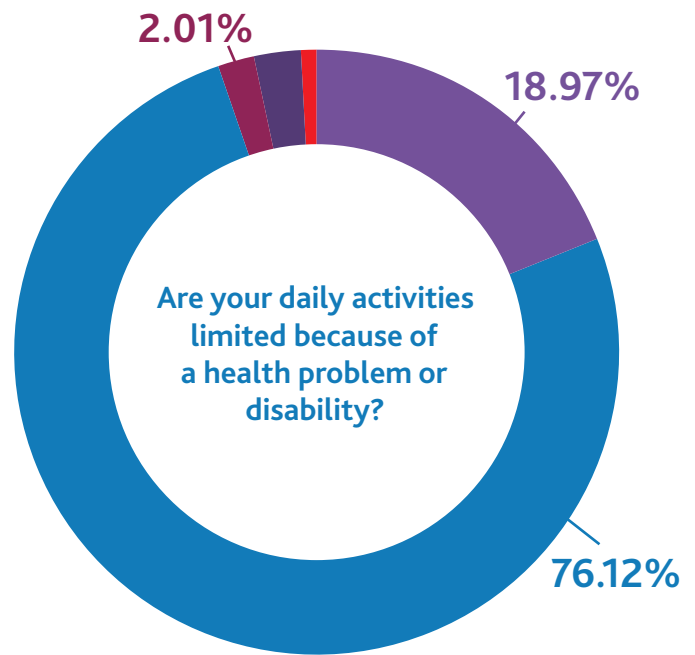
- 11.68% Partner ethnic minority
- 24.93% Business Services
- 26.07% Legal



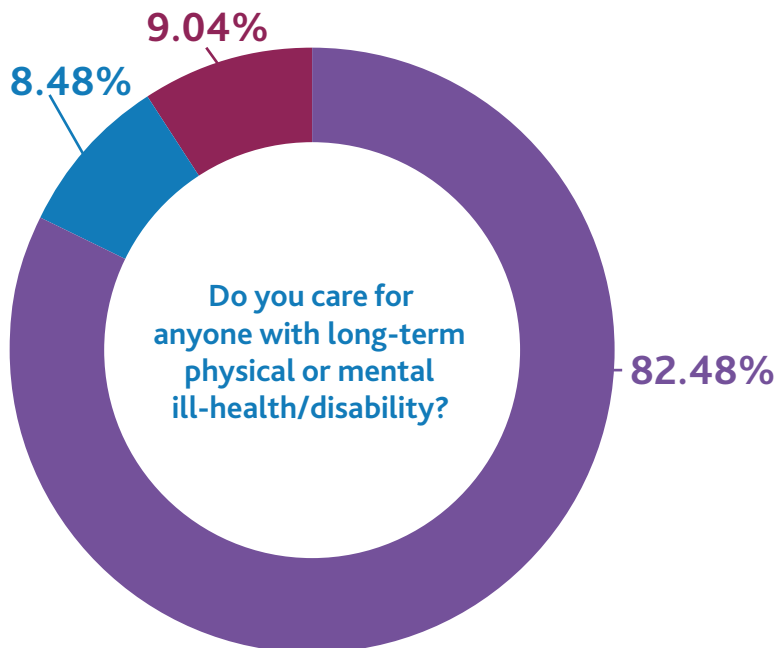
Disability



Key: ● No ● No response ● Prefer not to say ● Yes



Key: ● No ● No response ● Prefer not to say ● Yes, limited a little ● Yes, limited a lot

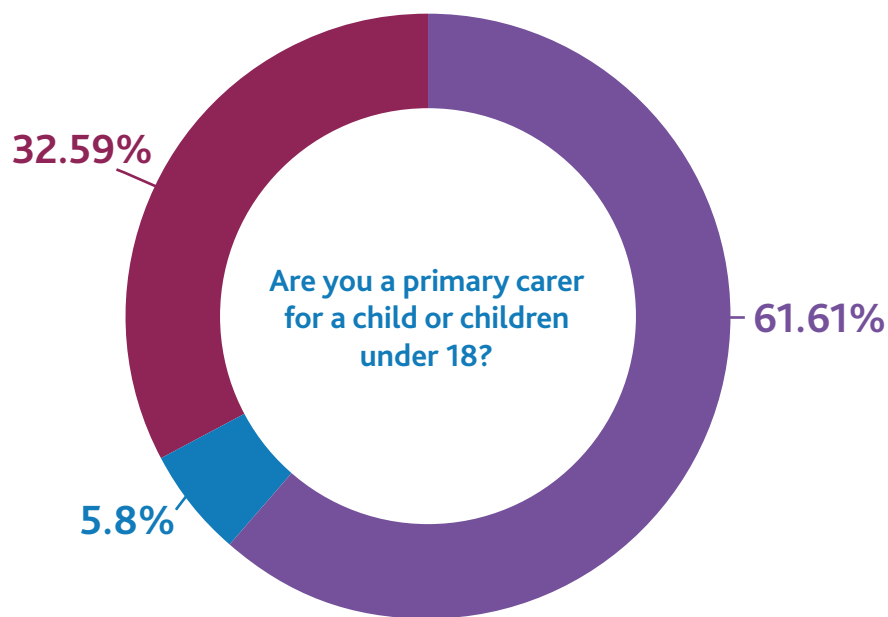


Key: ● No ● Prefer not to say ● Yes, 1-19 hours per week

Internal data as at 1 August 2023

- Disability overall - 5.69%
- Business Services - 4.64%
- Legal - 6.44%
- Partner - 5.11%

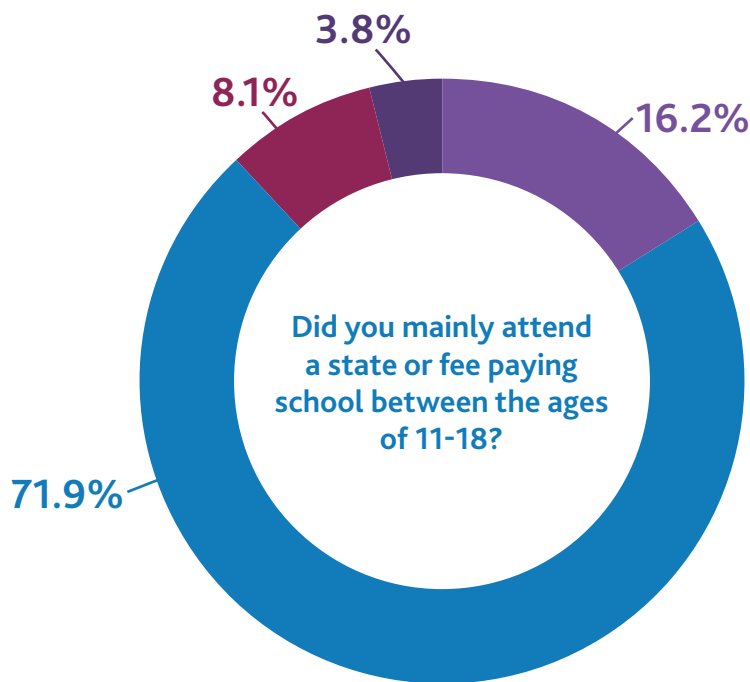
Caring responsibilities



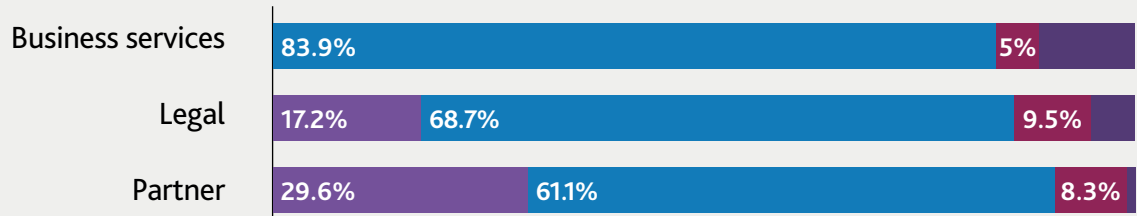
Primary carer by role type



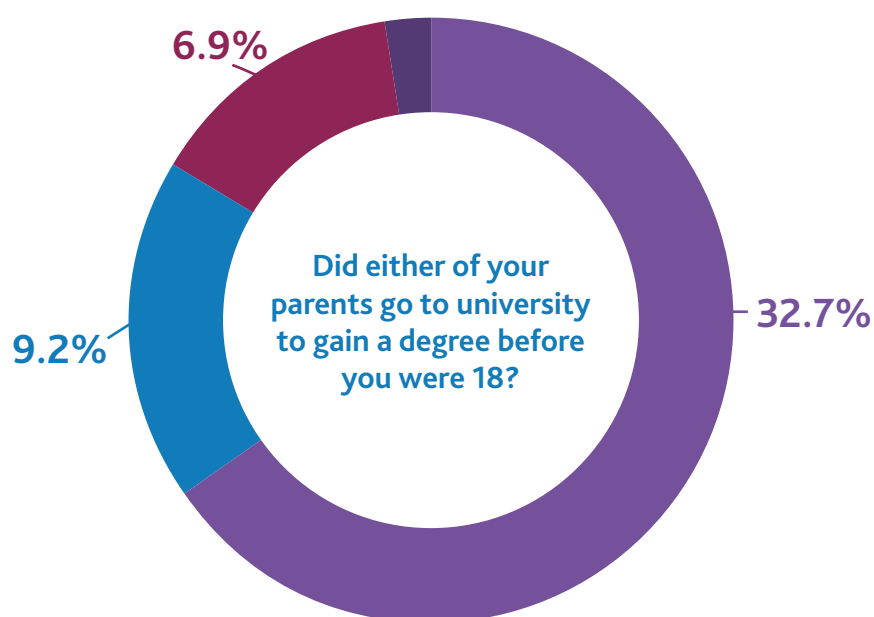
Social mobility



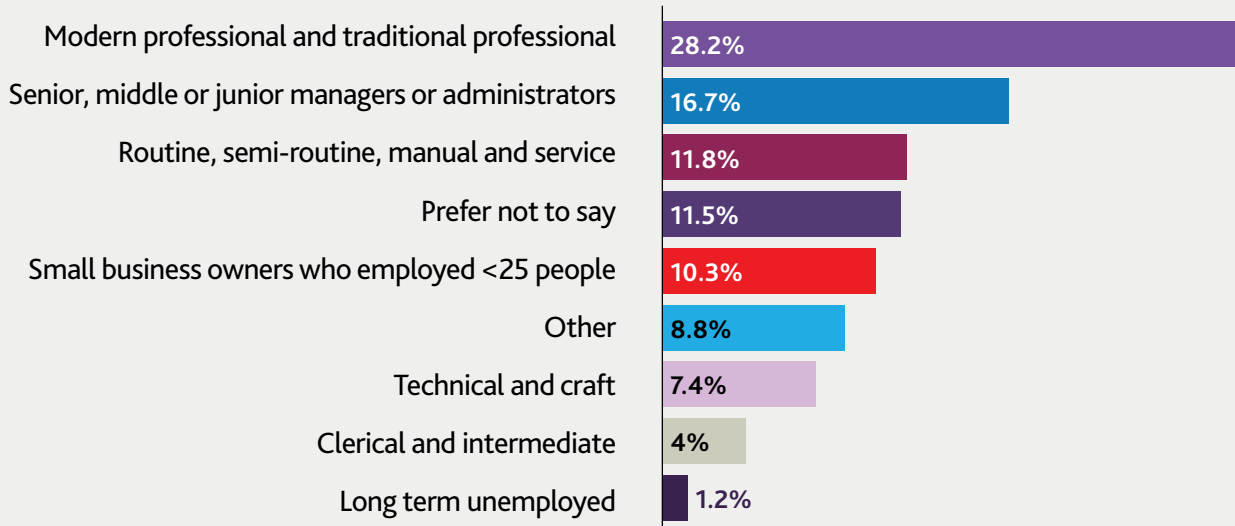
School type by role type



Key: ● UK independent or fee paying school ● State school ● Prefer not to say ● Attended school outside the UK



What was the main occupation of your main household earner when you were about 14?



Key: ● Yes, one or both my parents attended university ● Prefer not to say ● No, neither of my parents attended university ● Don't know/not sure



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