



London Office Diversity Statistics

Cooley's commitment to attracting, mentoring and retaining an exceptional team of lawyers from as many backgrounds as possible is embedded in our culture. We are dedicated to maintaining a truly diverse workplace that values and celebrates differences – from the way we relate to and support each other to the way we work together as one firm to meet the needs of our clients.

Learn more about our efforts at cooley.com/diversity

AGE							
	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partner			20.00%	60.00%	20.00%		
Solicitor		76.09%	17.39%	4.35%			2.17%
Other legal staff	10.53%	57.89%	15.79%		5.26%		10.53%
Non-legal staff	5.97%	23.88%	26.87%	29.85%	13.43%		
Firm total	3.82%	39.49%	21.66%	23.57%	9.55%		1.91%

GENDER			
	Female	Male	Prefer not to say
Partner	28.00%	72.00%	
Solicitor	45.65%	52.17%	2.17%
Other legal staff	58.33%	25.00%	16.67%
Non-legal staff	79.10%	20.90%	
Firm total	59.24%	38.85%	1.91%

DISABILITY			
	Disabled	Not disabled	Prefer not to say
Partner		100.00%	
Solicitor	4.35%	93.48%	2.17%
Other legal staff	8.33%	58.33%	33.33%
Non-legal staff	4.48%	95.52%	
Firm total	3.82%	92.99%	3.18%

ETHNIC ORIGIN

	Asian or Asian British	Black or Black British	Mixed/multiple ethnic	White	Other ethnic group	Prefer not to say
Partner			4.00%	96.00%		
Solicitor		4.35%	4.35%	89.13%		2.17%
Other legal staff	5.26%	15.79%	10.53%	57.89%		10.53%
Non-legal staff	5.97%	7.46%	4.48%	80.60%		1.49%
Firm total	3.18%	6.37%	5.10%	82.80%		2.55%

RELIGION

	No religion or belief /atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partner	32.00%		44.00%		24.00%				
Solicitor	58.70%		36.96%						4.35%
Other legal staff	26.32%	5.26%	42.11%		5.26%	5.26%			15.79%
Non-legal staff	37.31%	1.49%	49.25%	1.49%	2.99%	1.49%			5.97%
Firm total	41.40%	1.27%	43.95%	0.64%	5.73%	1.27%			5.73%

SEXUAL ORIENTATION

	Bisexual	Gay/lesbian	Heterosexual/straight	Other	Prefer not to say
Partner		4.00%	96.00%		
Solicitor		8.70%	89.13%		2.17%
Other legal staff		10.53%	89.47%		
Non-legal staff	1.49%		97.01%	1.49%	
Firm total	0.64%	3.18%	93.63%	0.64%	1.91%

SOCIOECONOMIC BACKGROUND – Type of secondary school attended

	UK state-run or state-funded school – selective on academic, faith or other grounds	UK state-run or state-funded school – non-selective	UK independent or fee-paying school – bursary	UK independent or fee-paying school – no bursary	Attended school outside the UK	Don't know	Prefer not to say
Partner	24.00%	28.00%	12.00%	20.00%	16.00%		
Solicitor	23.91%	21.74%	13.04%	23.91%	15.22%		2.17%
Other legal staff	15.79%	15.79%	5.26%	31.58%	21.05%		10.53%
Non-legal staff	19.40%	61.19%	2.99%	8.96%	4.48%	1.49%	1.49%
Firm total	21.02%	38.85%	7.64%	17.83%	11.46%	0.64%	2.55%

CARING PRIMARY/JOINT

	Yes	No	Prefer not to say
Partner	40.00%	60.00%	
Solicitor	8.70%	89.13%	2.17%
Other legal staff	10.53%	84.21%	5.26%
Non-legal staff	29.85%	70.15%	
Firm total	22.93%	75.80%	1.27%

CARING LONG TERM

	Not long-term carer	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partner	96.00%	4.00%			
Solicitor	95.65%			2.17%	2.17%
Other legal staff	89.47%				10.53%
Non-legal staff	83.58%	13.43%		2.99%	
Firm total	89.81%	6.37%		1.91%	1.91%

Notes:

1. Current data as at June 2019, based on a disclosure rate of 82%
2. Data has been rounded to the nearest per cent and overall totals have been rounded to 100 per cent.
3. "Solicitor" category includes counsel. "Other legal staff" category includes trainees, paralegals and PSLs. "Non-legal staff" category includes business services and secretaries.