

Diversity Statistics 2023

The data illustrated is for Kennedys England offices only and is correct as of 20th June 2023.

The Firm received a 64.59% response rate to the diversity questionnaire. The response rate is displayed as 100% for the purpose of the charts. The percentages displayed on the tables is representative of 100% per group.

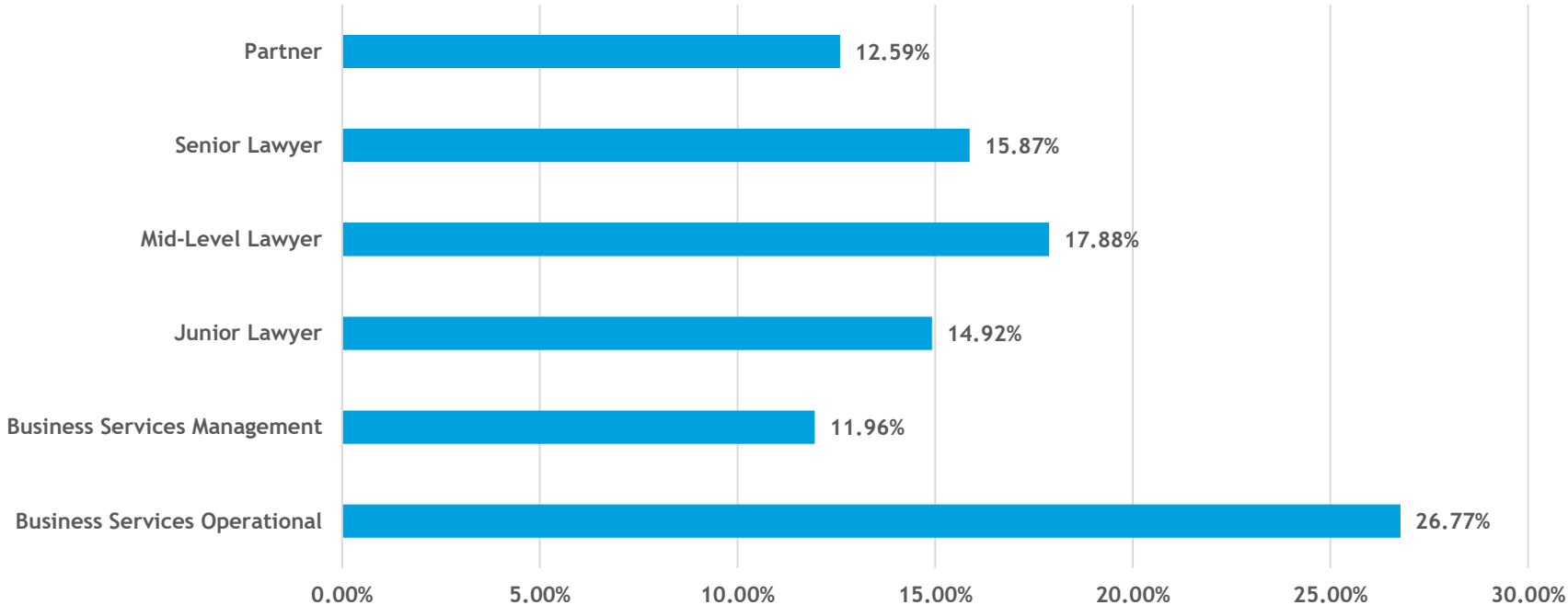
Headcount %

Fee earner categories

Partner - includes full equity, fixed share and salaried Partners
Senior Lawyer - includes Legal Directors and Senior Associates
Mid-Level Lawyer - includes Associates
Junior Lawyer - includes Trainee Solicitors, Apprentices, Paralegals and Litigation Assistants

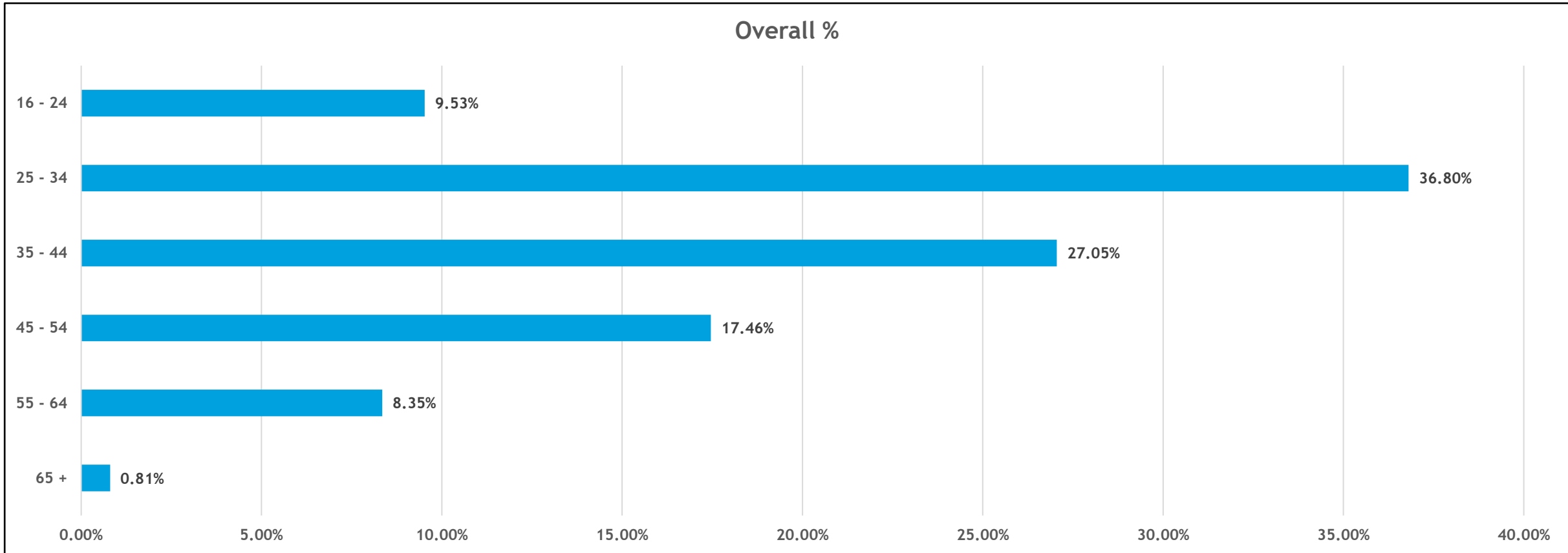
Business services categories

Business Services Management- includes Directors, Heads Of, Senior Managers and Managers (including Secretarial Managers)
Business Services Operational - includes all other Business Services status



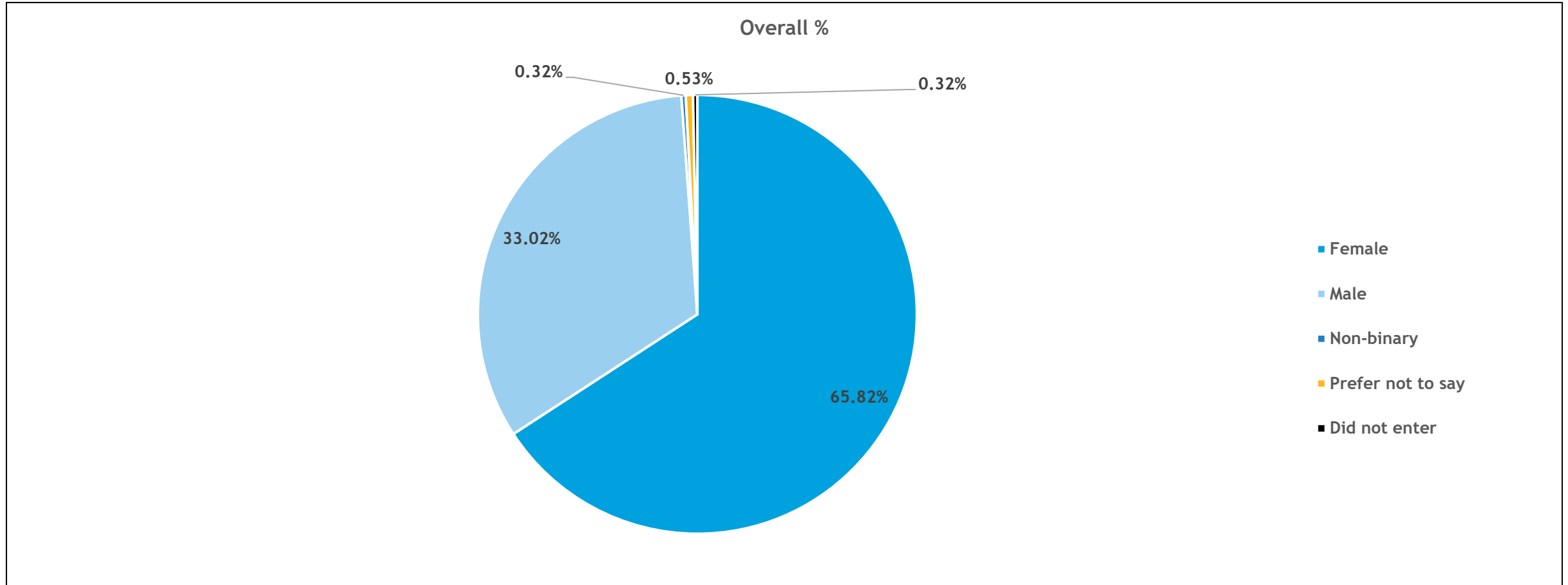
Age Distribution

Group	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 +
Partner		2.89%	31.39%	44.56%	17.99%	3.18%
Senior Lawyer		21.81%	53.32%	14.69%	9.04%	1.14%
Mid-Level Lawyer		53.63%	29.39%	11.16%	5.37%	0.45%
Junior Lawyer	32.21%	52.49%	8.62%	4.82%	1.87%	
Business Services Management		18.43%	34.64%	36.31%	9.13%	1.49%
Business Services Operational	11.98%	37.86%	20.21%	17.32%	12.06%	0.56%



Gender

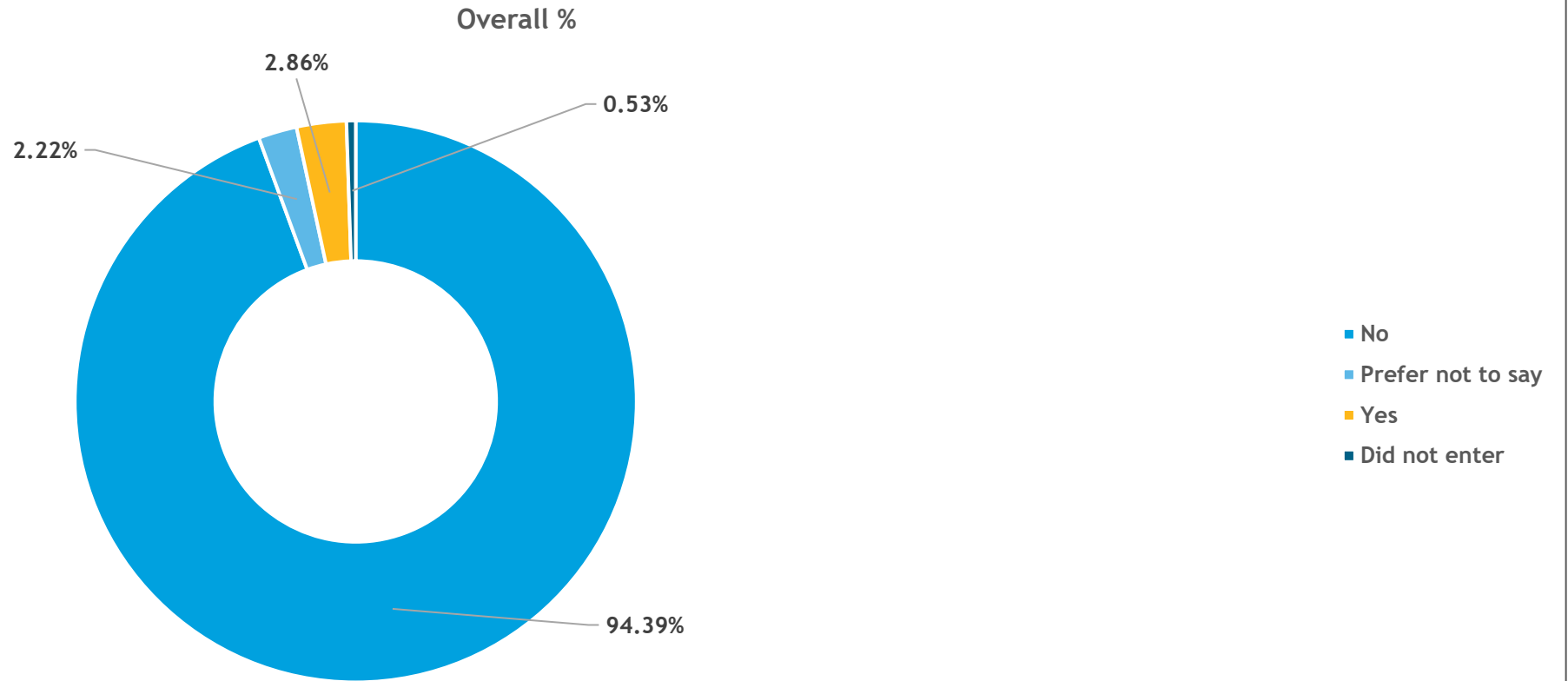
Group	Female	Male	Non-binary	Prefer not to say
Partner	34.45%	65.55%		
Senior Lawyer	58.00%	41.33%		0.67%
Mid-Level Lawyer	76.05%	23.95%		
Junior Lawyer	77.30%	21.99%	0.71%	
Business Services Management	64.60%	34.51%		0.88%
Business Services Operational	73.41%	24.60%	0.79%	1.19%



Disability

Disability according to the Equality Act

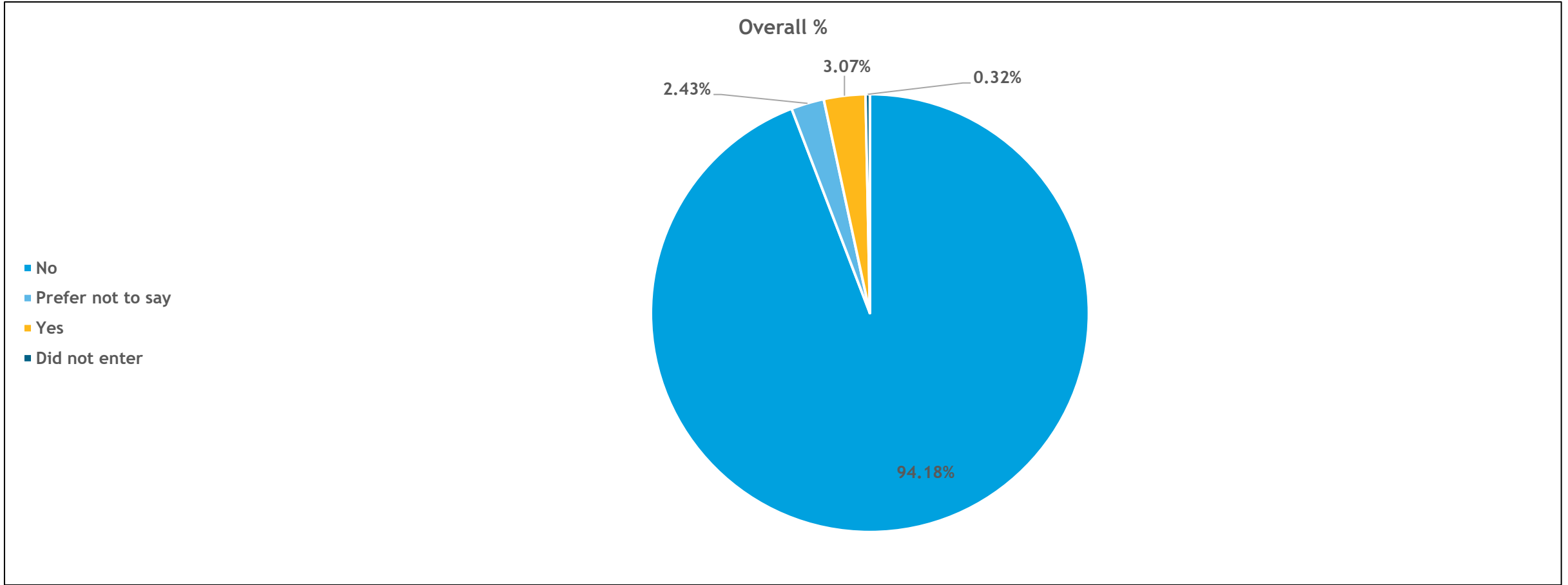
Group	No	Prefer not to say	Yes
Partner	95.80%	2.52%	1.68%
Senior Lawyer	98.00%	1.33%	0.67%
Mid-Level Lawyer	93.37%	3.01%	3.61%
Junior Lawyer	92.14%	2.14%	5.71%
Business Services Management	97.35%	1.77%	0.88%
Business Services Operational	94.05%	2.38%	3.57%



Disability (continued)

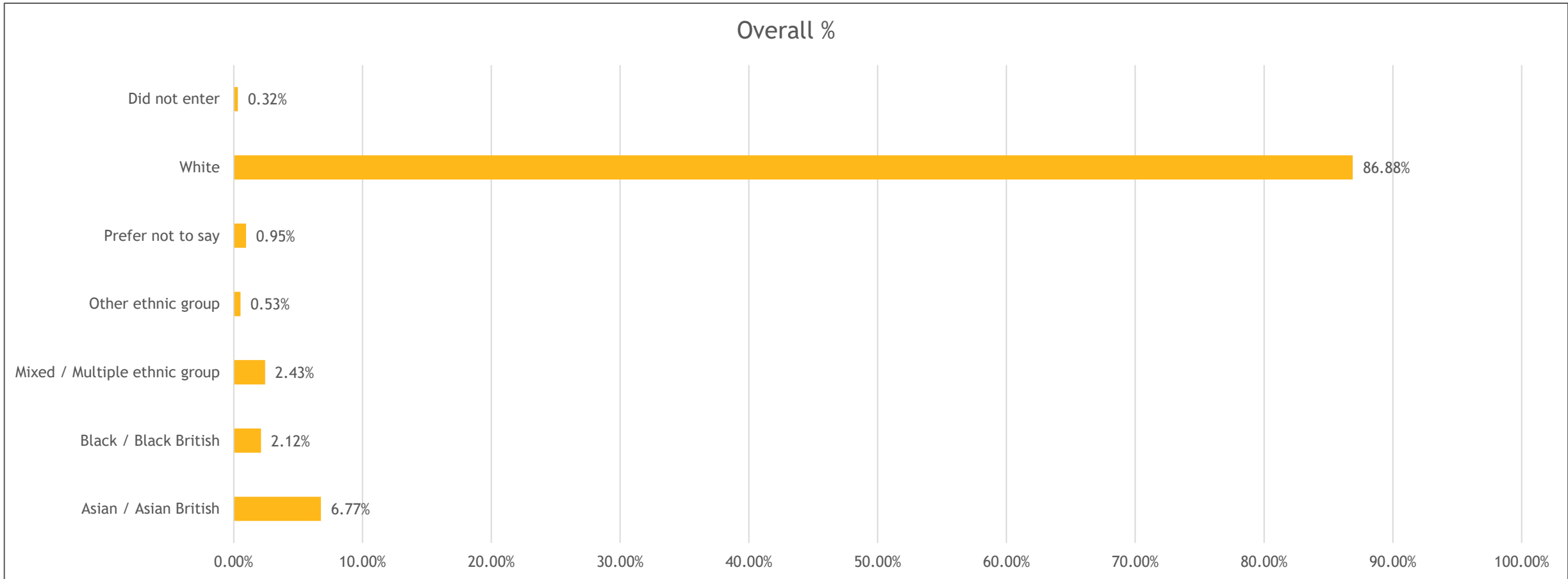
Day to day activities limited due to health/disability

Group	No	Prefer not to say	Yes
Partner	94.96%	2.52%	2.52%
Senior Lawyer	96.67%	1.33%	2.00%
Mid-Level Lawyer	91.62%	3.59%	4.79%
Junior Lawyer	92.91%	2.13%	4.96%
Business Services Management	96.46%	2.65%	0.88%
Business Services Operational	94.84%	2.38%	2.78%



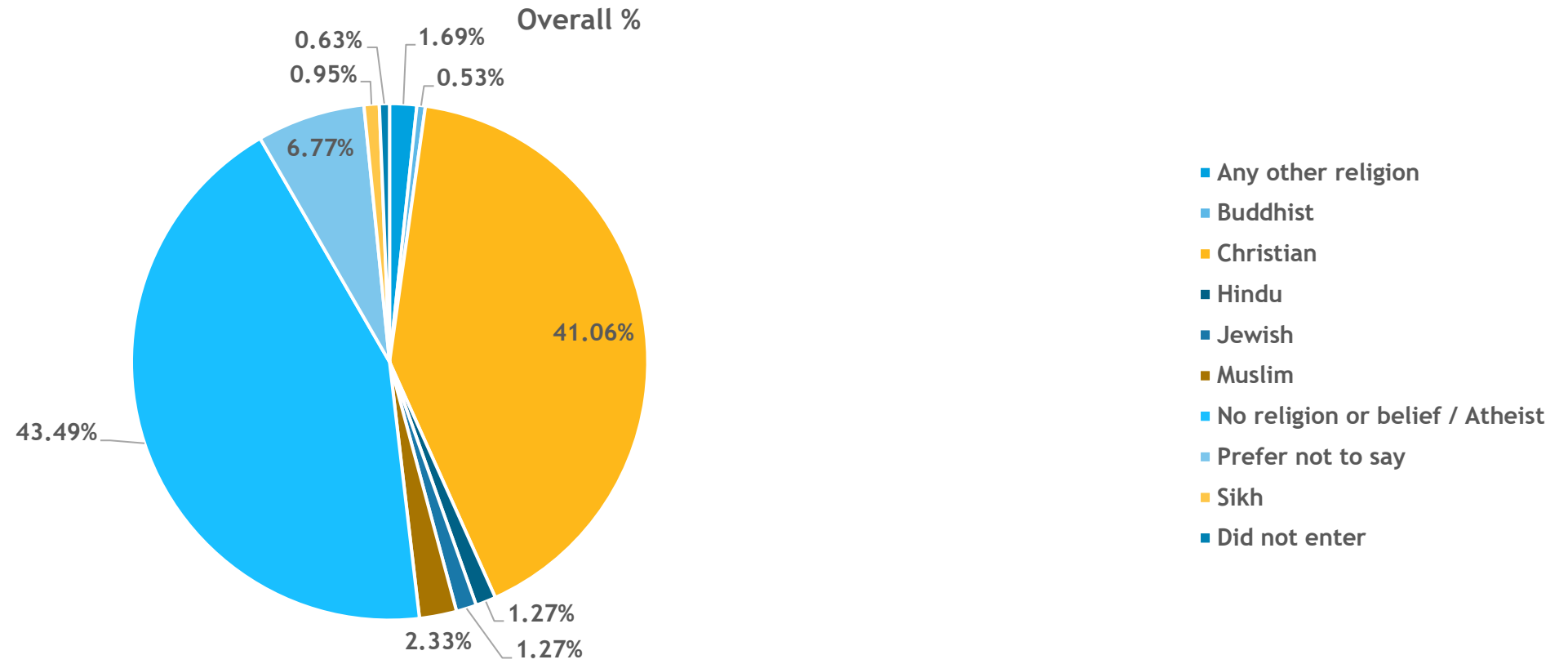
Ethnicity

Group	Asian / Asian British	Black / Black British	Mixed / Multiple ethnic group	Other ethnic group	Prefer not to say	White
Partner	5.04%		0.84%		0.84%	93.28%
Senior Lawyer	3.33%	0.67%	3.33%		1.33%	91.33%
Mid-Level Lawyer	7.78%	0.60%	4.19%	1.20%		86.23%
Junior Lawyer	9.22%	2.84%	2.13%	0.71%		85.11%
Business Services Management	8.85%	1.77%	0.88%		0.88%	87.61%
Business Services Operational	6.75%	4.76%	2.38%	0.79%	1.98%	83.33%



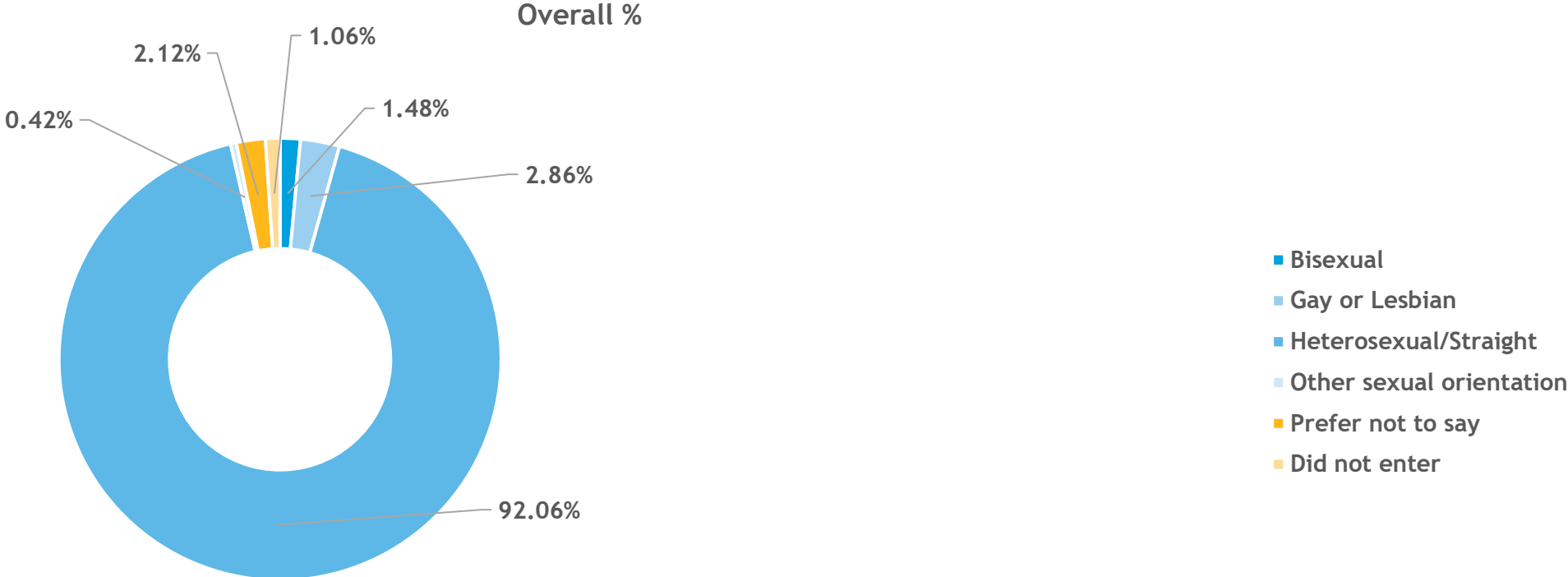
Religion or Belief

Group	Any other religion	Buddhist	Christian	Hindu	Jewish	Muslim	No religion or belief / Atheist	Prefer not to say	Sikh
Partner			52.94%	0.84%	5.04%		33.61%	5.88%	1.68%
Senior Lawyer	1.33%	0.67%	46.67%	0.67%	0.67%	0.67%	42.00%	6.67%	0.67%
Mid-Level Lawyer		0.60%	43.37%	3.01%		3.61%	41.57%	7.23%	0.60%
Junior Lawyer	1.42%	0.71%	31.21%		1.42%	2.84%	56.03%	4.26%	2.13%
Business Services Management	1.77%	0.88%	38.05%	2.65%	0.88%	1.77%	43.36%	8.85%	1.77%
Business Services Operational	4.00%	0.40%	38.40%	0.80%	0.80%	3.60%	44.40%	7.60%	



Sexual Orientation

Group	Bisexual	Gay or Lesbian	Heterosexual/Straight	Other sexual orientation	Prefer not to say
Partner		3.42%	94.87%		1.71%
Senior Lawyer	0.68%	2.04%	94.56%		2.72%
Mid-Level Lawyer	1.80%	2.40%	93.41%		2.40%
Junior Lawyer	2.14%	0.71%	94.29%	0.71%	2.14%
Business Services Management		7.14%	91.07%		1.79%
Business Services Operational	2.78%	2.78%	91.27%	1.19%	1.98%

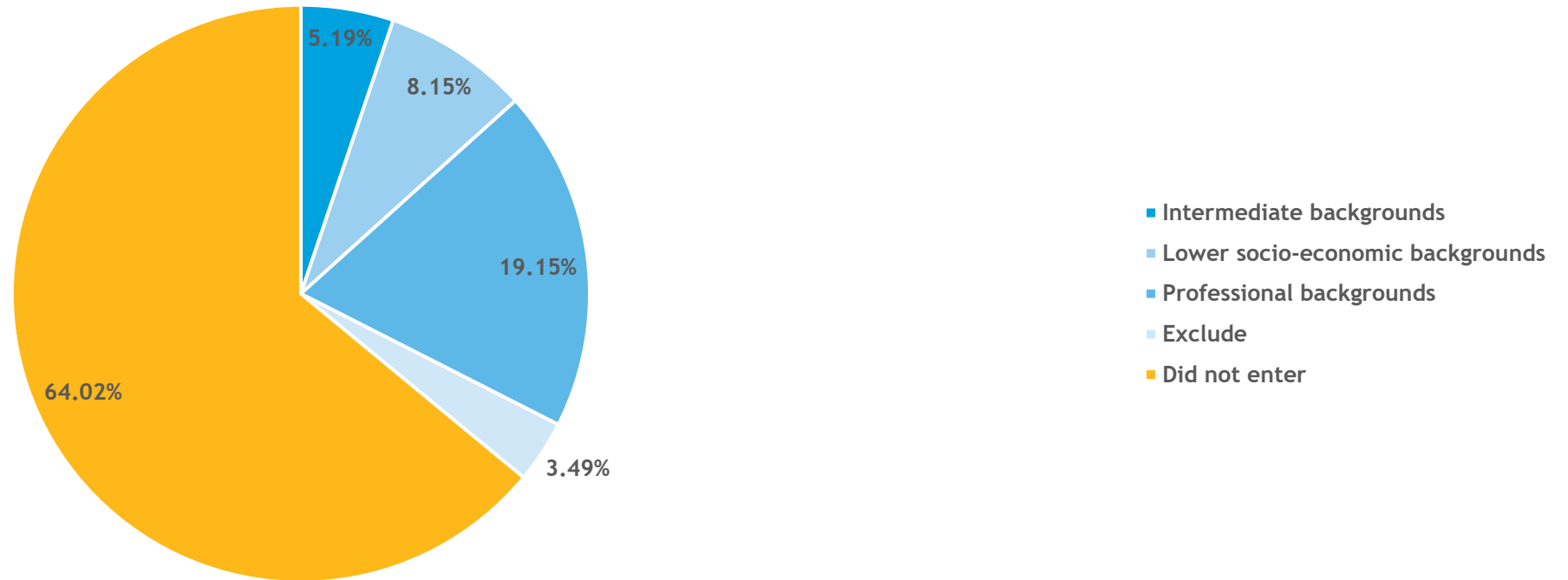


Socio-economic background

Main household earner occupation

	Exclude	Intermediate backgrounds	Lower socio-economic backgrounds	Professional backgrounds
Partner	3.57%	21.43%	17.86%	57.14%
Senior Lawyer	6.38%	10.64%	14.89%	68.09%
Mid-Level Lawyer	2.38%	9.52%	23.81%	64.29%
Junior Lawyer	7.41%	16.05%	20.99%	55.56%
Business Services Management	7.41%	18.52%	24.07%	50.00%
Business Services Operational	20.45%	12.50%	28.41%	38.64%

Overall %

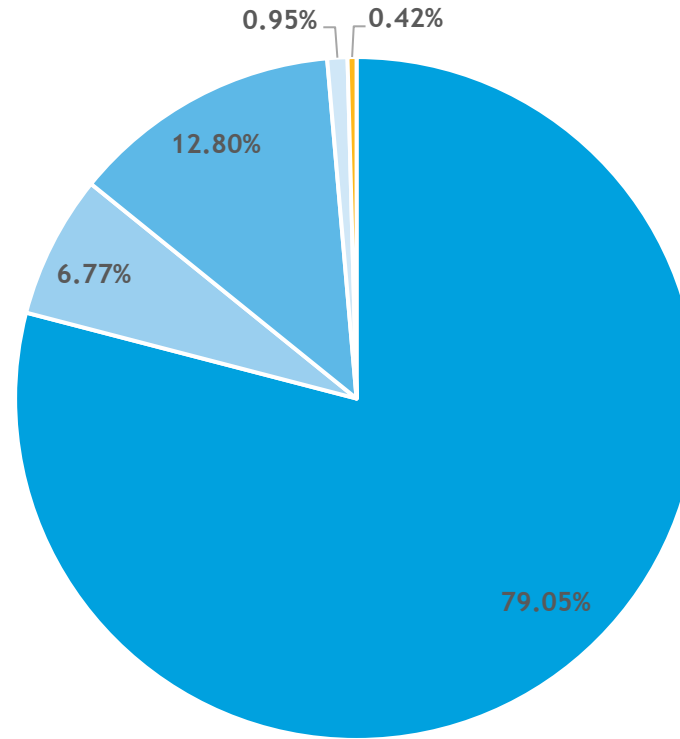


Socio-economic background

School type attended between ages of 11-16

	A state-run or state-funded school	Attended school outside the UK	Independent or fee-paying school	Prefer not to say
Partner	60.50%	5.04%	33.61%	0.84%
Senior Lawyer	79.33%	2.67%	17.33%	0.67%
Mid-Level Lawyer	71.08%	12.05%	16.27%	0.60%
Junior Lawyer	87.23%	5.67%	7.09%	
Business Services Management	86.73%	6.19%	7.08%	
Business Services Operational	86.11%	7.54%	3.97%	2.38%

Overall %



- A state-run or state-funded school
- Attended school outside the UK
- Independent or fee-paying school
- Prefer not to say
- Did not enter

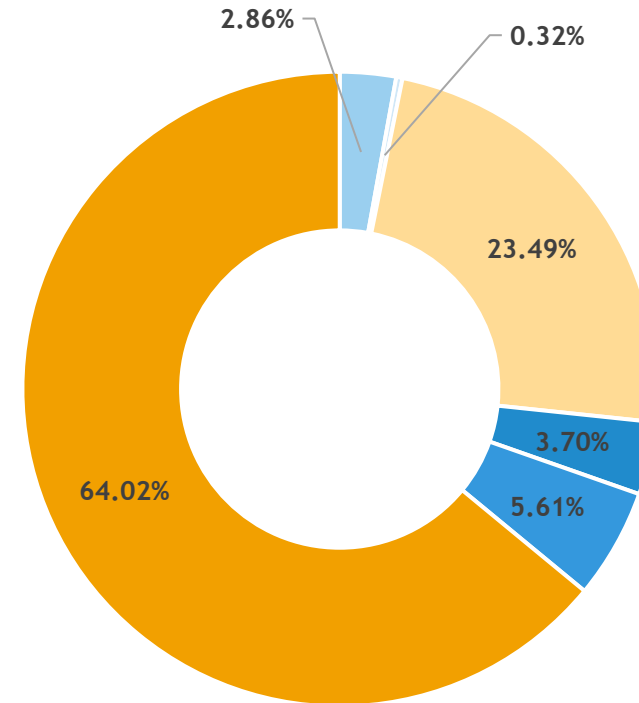
Socio-economic background (continued)

Free school meal eligibility

	I don't know	I prefer not to say	No	Not applicable (finished school before 1980 or went to school overseas)	Yes
Partner	3.57%	3.57%	82.14%	3.57%	7.14%
Senior Lawyer	6.38%		70.21%	6.38%	17.02%
Mid-Level Lawyer	4.76%		69.05%	16.67%	9.52%
Junior Lawyer	12.35%		67.90%	4.94%	14.81%
Business Services Management	7.41%		57.41%	14.81%	20.37%
Business Services Operational	7.95%	2.27%	57.95%	13.64%	18.18%

Overall %

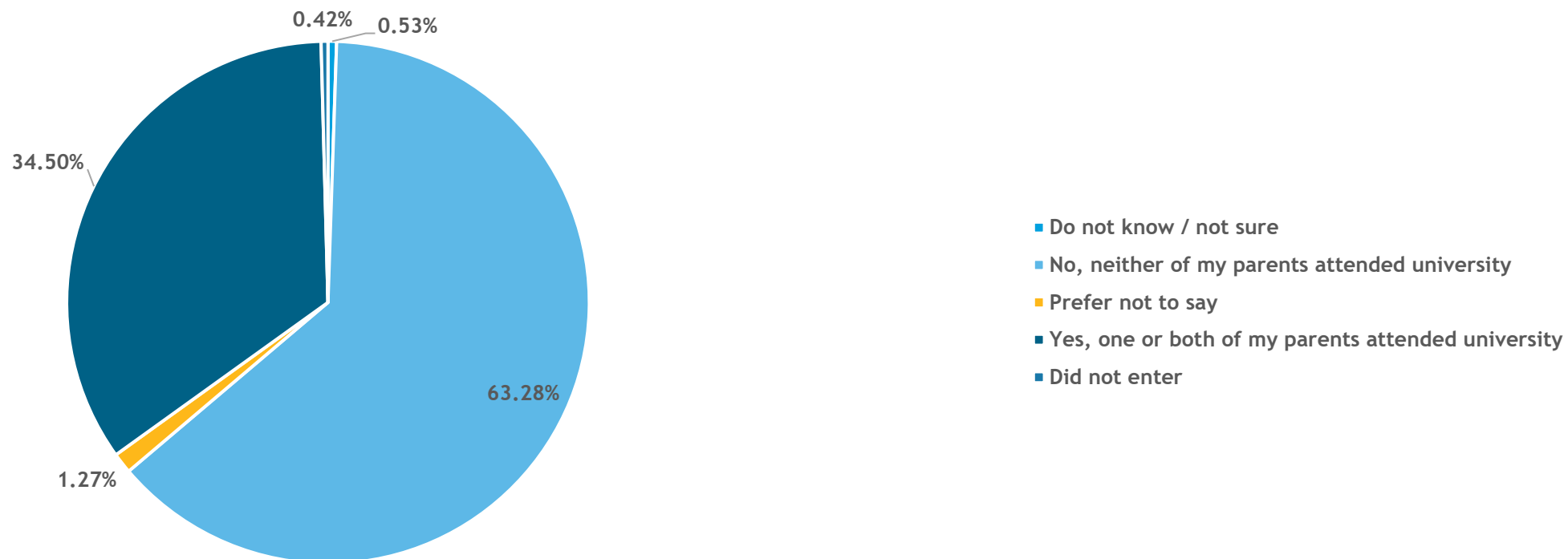
- I don't know
- I prefer not to say
- No
- Not applicable (finished school before 1980 or went to school overseas)
- Yes
- Did not enter



Socio-economic background (continued)
Parents attending university

Group	Do not know / not sure	No, neither of my parents attended university	Prefer not to say	Yes, one or both of my parents attended university
Partner		49.58%	2.52%	47.90%
Senior Lawyer		52.67%		47.33%
Mid-Level Lawyer		54.22%	0.60%	45.18%
Junior Lawyer	1.42%	67.38%		31.21%
Business Services Management	0.88%	64.60%	0.88%	33.63%
Business Services Operational	0.79%	80.16%	2.78%	16.27%

Overall %



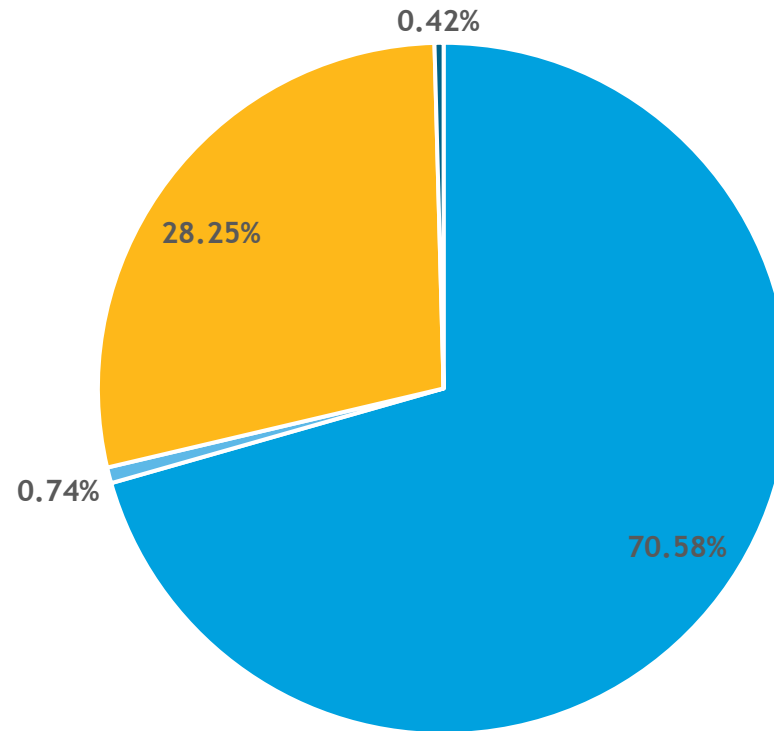
Caring Responsibilities

Primary carer for child/children under 18

Group	No	Prefer Not Say	Yes
Partner	48.74%	0.84%	50.42%
Senior Lawyer	62.00%	2.00%	36.00%
Mid-Level Lawyer	76.51%		22.89%
Junior Lawyer	91.49%		8.51%
Business Services Management	67.26%		32.74%
Business Services Operational	73.02%	0.79%	26.19%

Overall %

- No
- Prefer Not Say
- Yes
- Did not enter

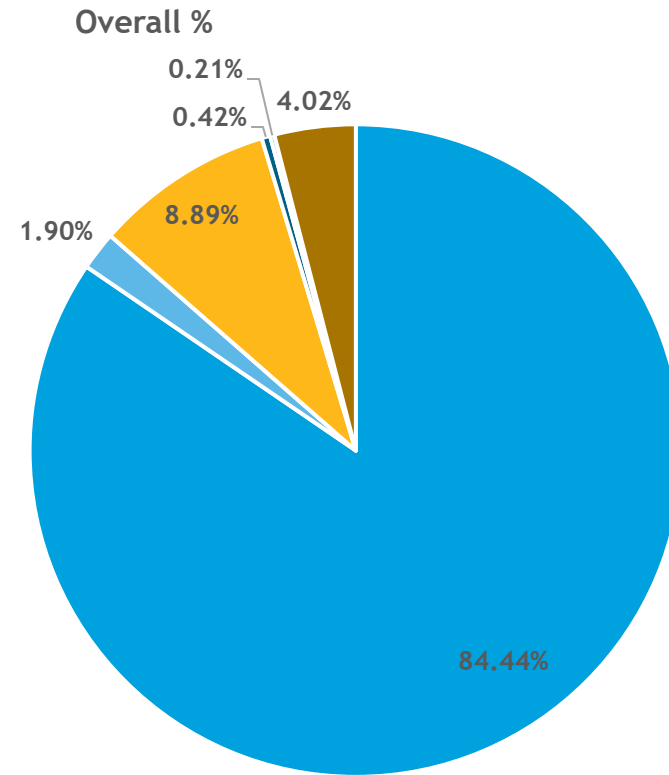


Caring Responsibilities

Support or help
family/friends/neighbour/other

	No	Prefer not to say	Yes 1 - 19 hours a week	Yes 20 - 49 hours a week	Yes 50 or more hours a week
Partner	86.96%	1.74%	11.30%		
Senior Lawyer	88.89%	4.17%	6.25%	0.69%	
Mid-Level Lawyer	87.58%	1.24%	9.94%		1.24%
Junior Lawyer	91.67%	2.27%	5.30%	0.76%	
Business Services Management	85.05%		14.02%	0.93%	
Business Services Operational	87.50%	2.02%	10.08%	0.40%	

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



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