

SRA Diversity Survey

Data collected July 2021



Please click here to start and use the menus on the left and under the graphs to navigate through the document.



Foreword

It's been a whirlwind couple of years since we last published the data from our SRA survey. In that time we've had a global pandemic, a real reckoning with racism, an intensification of the fight for trans rights and a spotlight on male violence against women. In the midst of this, as a firm that is acutely aware of its reliance on people, we've reassessed our progress and doubled down on our intention to build a business that reflects the diversity of our communities and is a place where everyone can be themselves and have their contribution valued.

Our 2021 diversity statistics according to the SRA survey are outlined in this document. They are based on a response rate of 64.5% and were collated following an anonymised survey run in July 2021. Our regular HR data gives a more accurate reflection of representation across our business, but overall we are clear that we need to challenge ourselves to continue to build a more diverse, but perhaps more importantly, more inclusive firm.

Over the last year we have continued to develop and execute on our D&I strategy including building out the infrastructure through our networks, investing in better analysis tools and building our team focussing on D&I and ESG more generally. We know we are only part way along the journey, but we are confident in the momentum we are building and the Executive Board and I have committed to be accountable for the delivery of our plan.



Ray Berg
Managing Partner



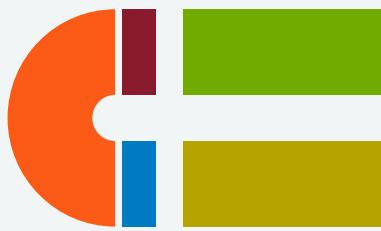
Diversity and Inclusion at Osborne Clarke

Diversity and inclusion is a key strategic priority for the firm. Sustaining an inclusive culture and increasing diversity within our firm are central to making Osborne Clarke a great place to work, a great firm for our clients to work with and a firm that is fit for the future.

We are committed to creating an environment where anybody can succeed regardless of their background. Actions we have taken to reach this ambition include:

- Launching our **Diversity Champions Forum**, a new governance board of senior stakeholders that will oversee the delivery of the firm’s diversity and inclusion strategy and commitments;
- Establishing **employee networks** across our diversity strands: Gender, Race, LGBTQ+, Social Diversity and Mind & Body, with our OC Age employee network being launched in early 2022;
- Conducting an independent **review of our recruitment practices** with a view to increasing overall representation of target groups across the firm;
- Rolling out and expanding **reverse mentoring and other awareness and education programmes** to increase cultural understanding across the firm;
- Improving our **diversity data** to enable greater scrutiny of progress. We will be monitoring and tracking the outcomes for all our people at each stage of the employee lifecycle.



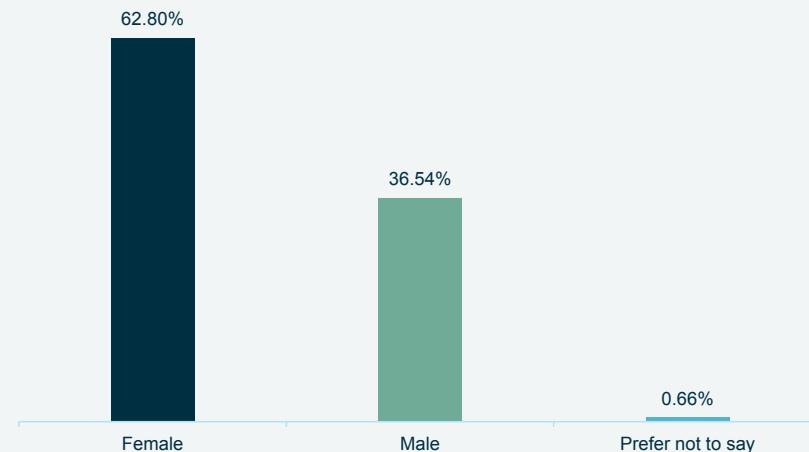


Gender diversity

Recent highlights

- Established a Gender Taskforce to target the pay gap and develop our Gender Action Plan;
- Published our **Gender Pay Gap report** and conducted an in depth analysis and modelling to understand its drivers;
- Invited 21 women to undertake our Female Senior Associate Development Programme;
- Conducted a targeted review into gender diversity in specific areas of the business;
- Embedded our coaching offer for anyone taking a period of extended leave;
- Continued to educate and engage our people on gender issues, using a more intersectional lens. This has included events and discussions around female progression, having difficult conversations around gender, women's safety and ending violence against women.

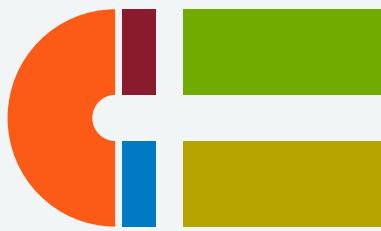
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UK Firm



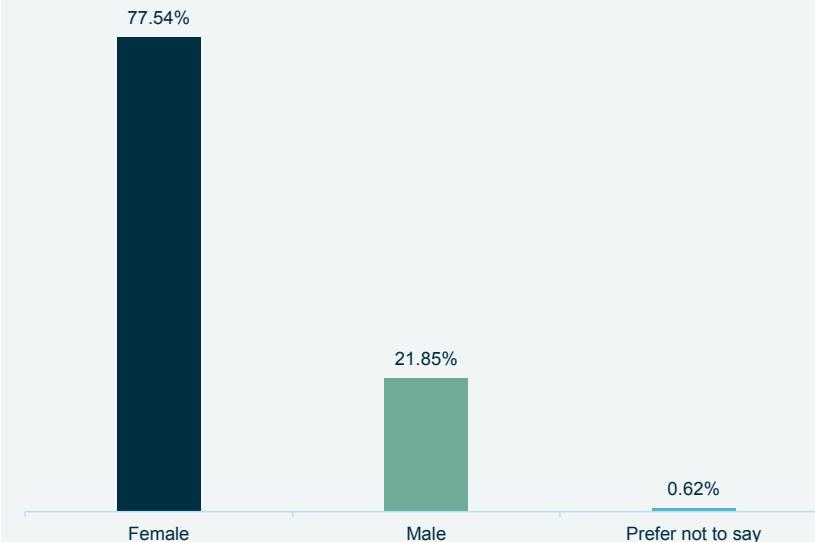


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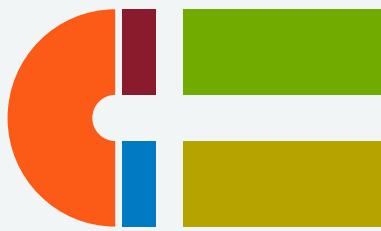
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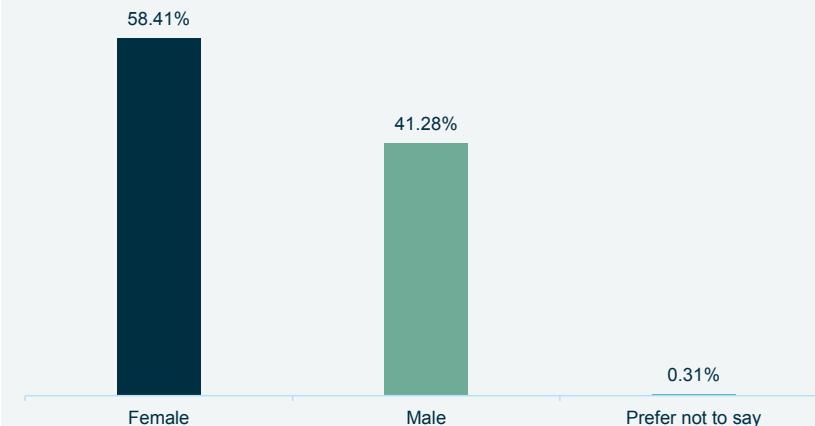


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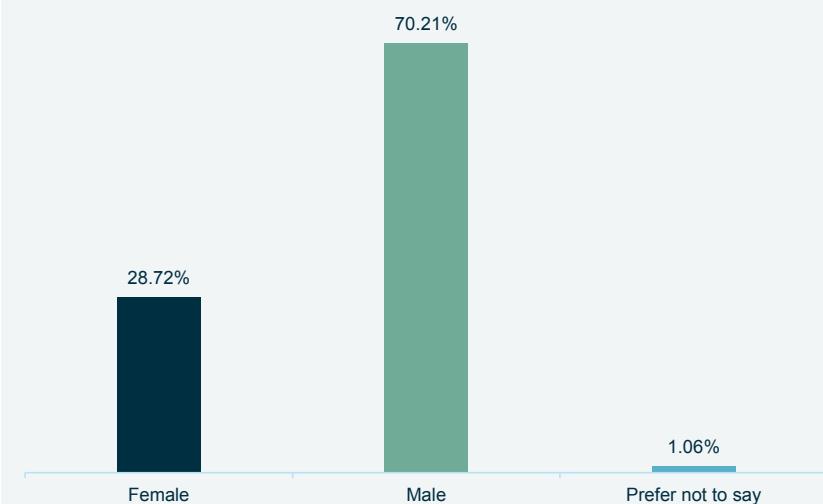


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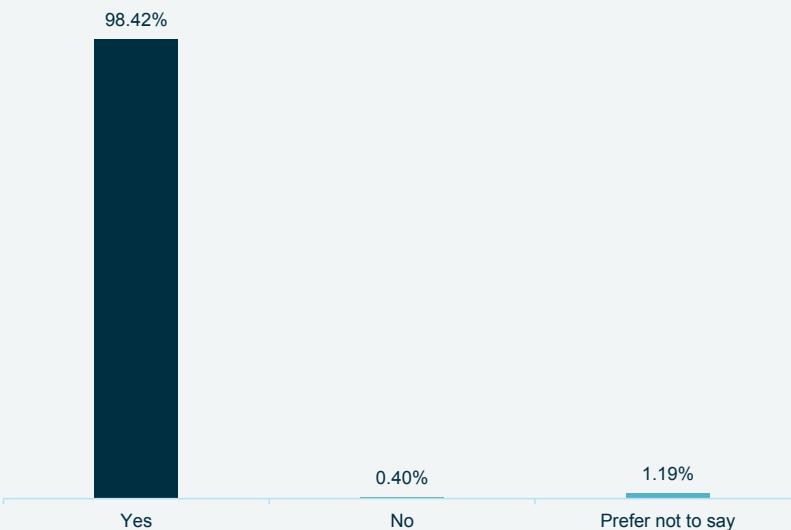


LGBTQ+

Recent highlights

- Submitted to the Stonewall Workplace Equality Index assessment for the second year;
- Signed the #TransRightsAreHumanRights campaign letter alongside 135 other major UK companies in support of the trans community;
- Regularly reviewing our policies and practices through the LGBTQ+ inclusion lens and developing new policies such as our first trans inclusion policy;
- Continued to educate and engage colleagues and clients to understand the spectrum of experiences of LGBTQ+ people. This has included events featuring Lady Phyll, co-founder of UK Black Pride, Dr Jamie Lawson of Bristol University, comedy events, daily actions and book clubs, amongst other things;
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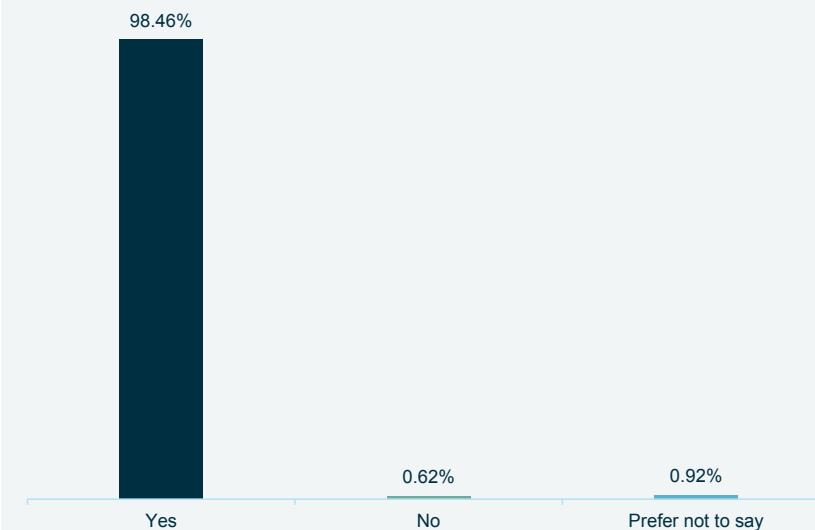


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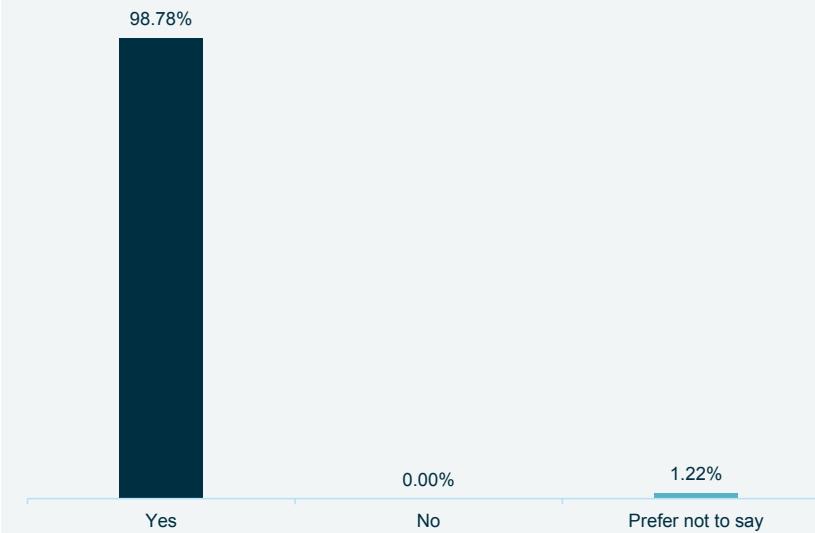


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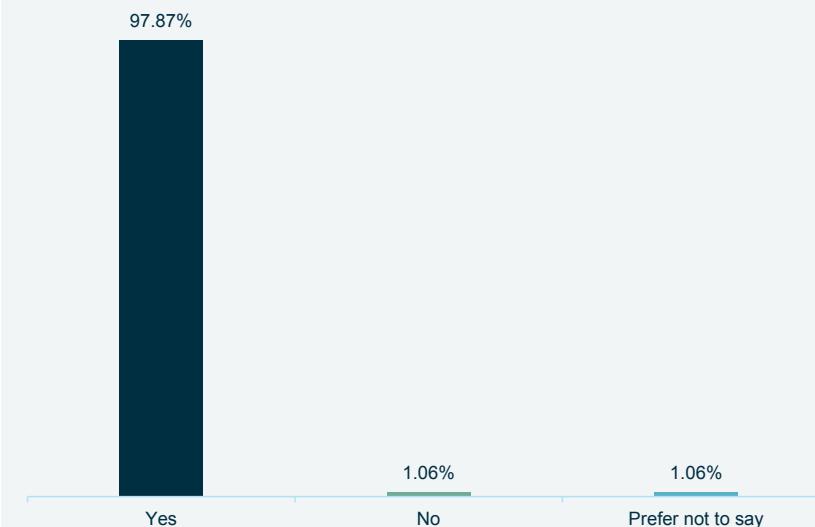


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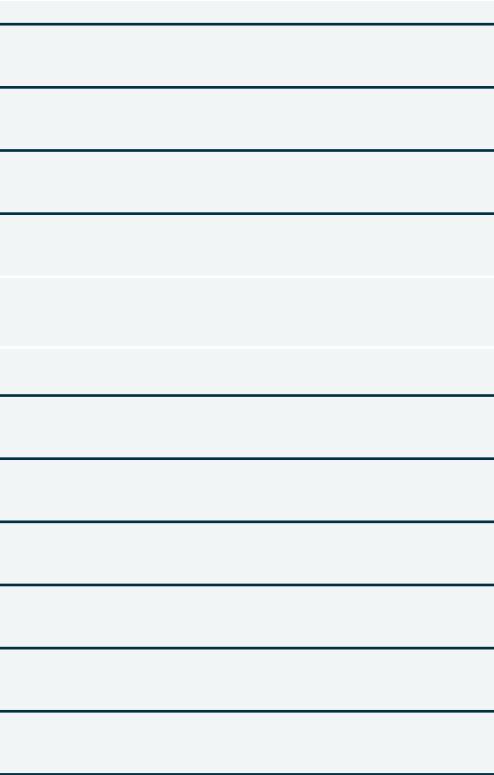
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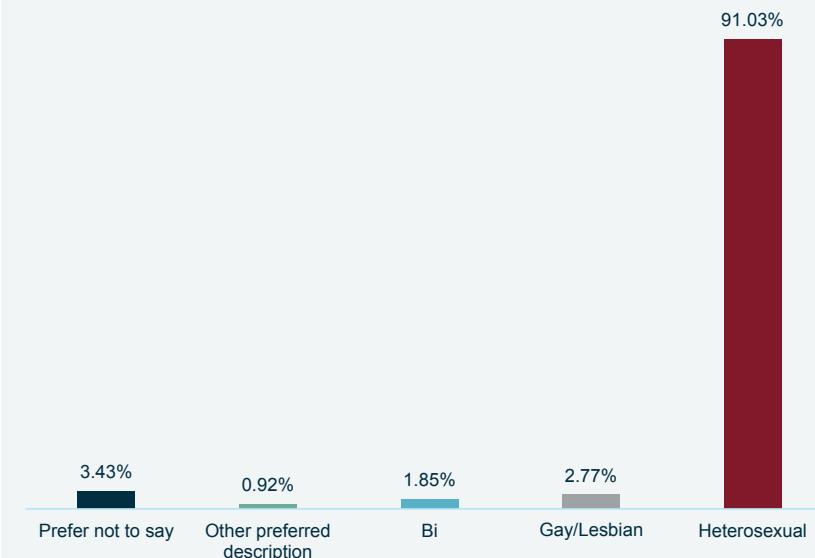


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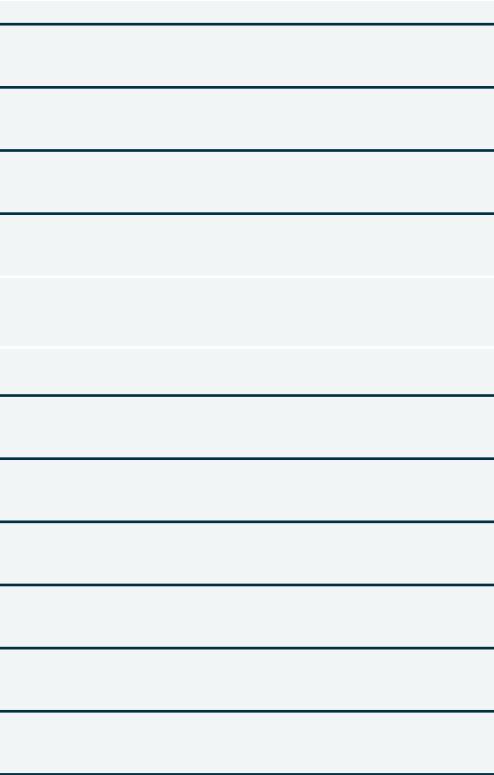
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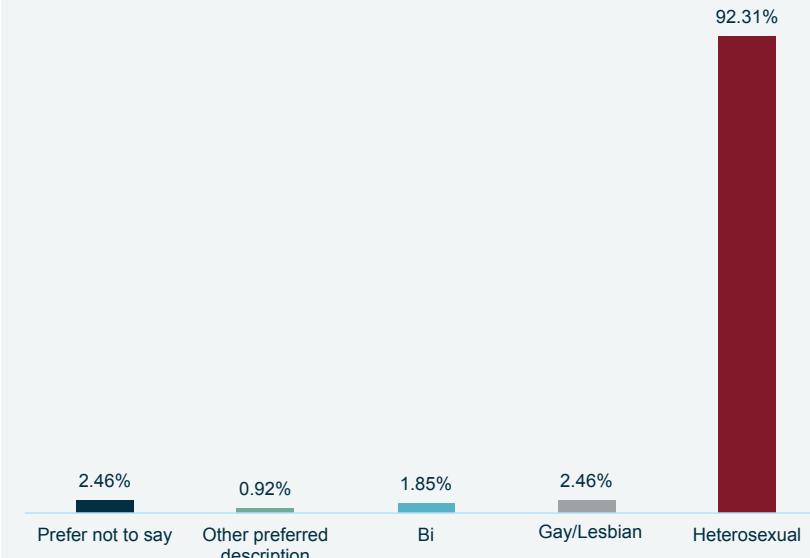
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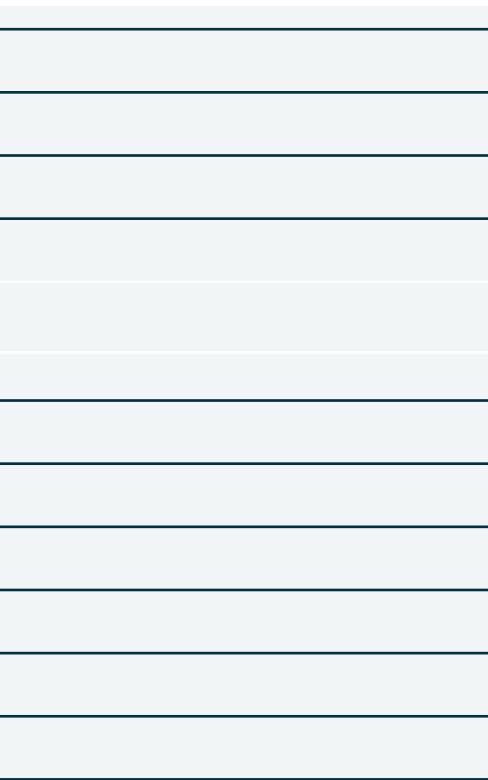
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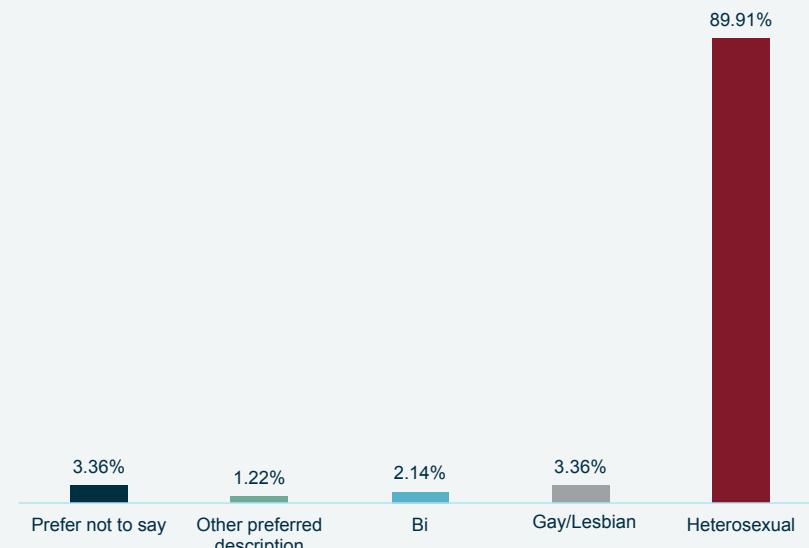


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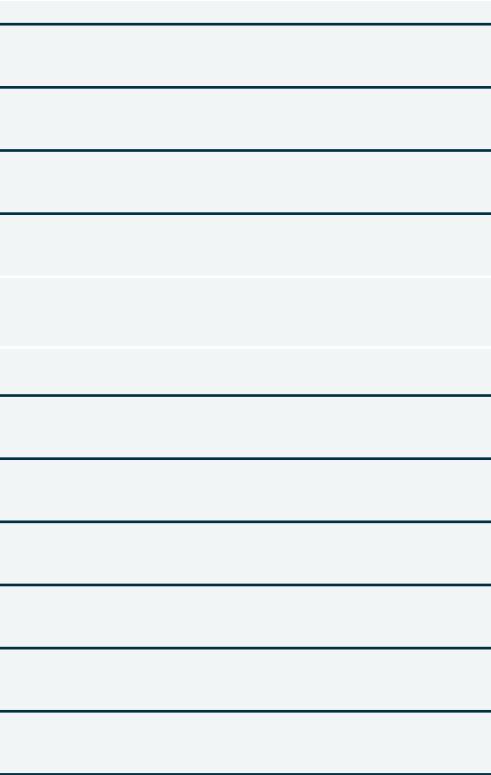
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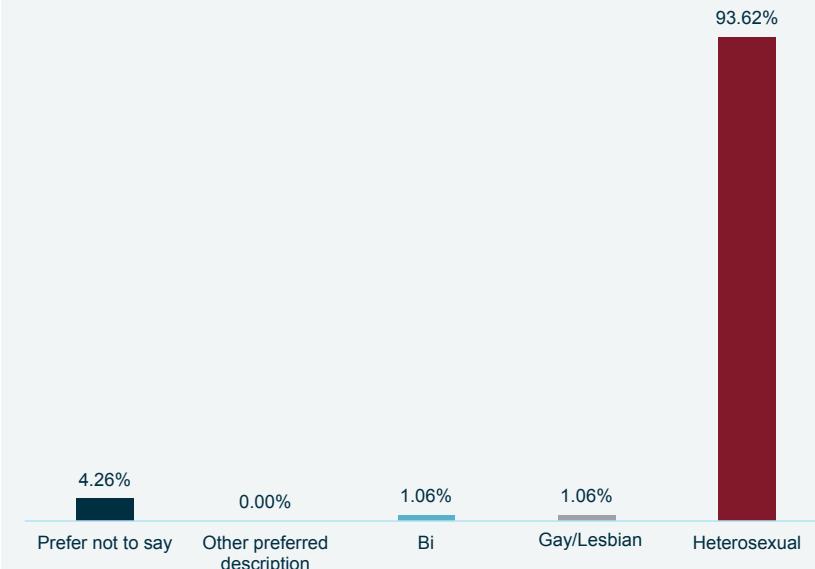


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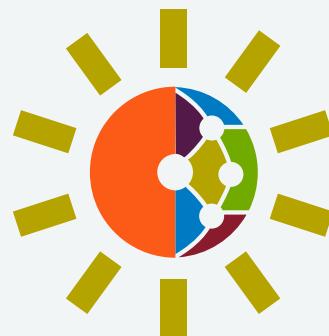
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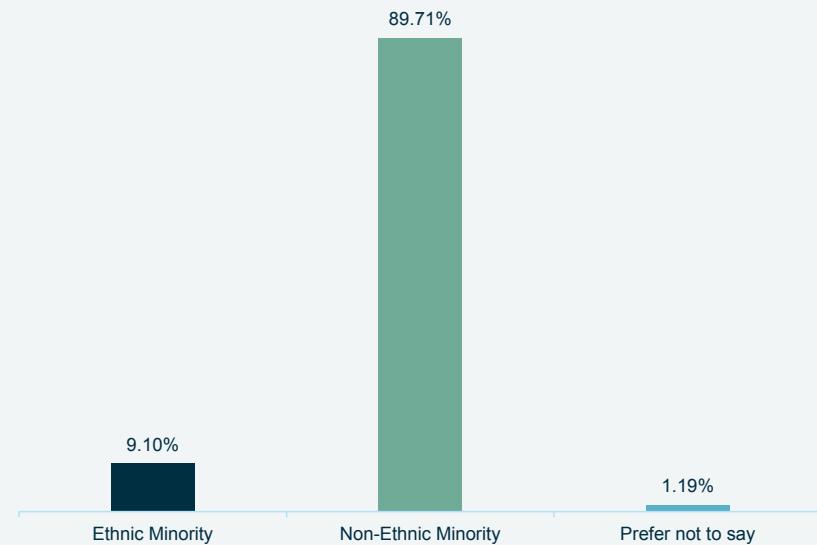
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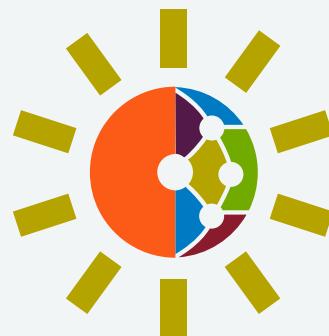
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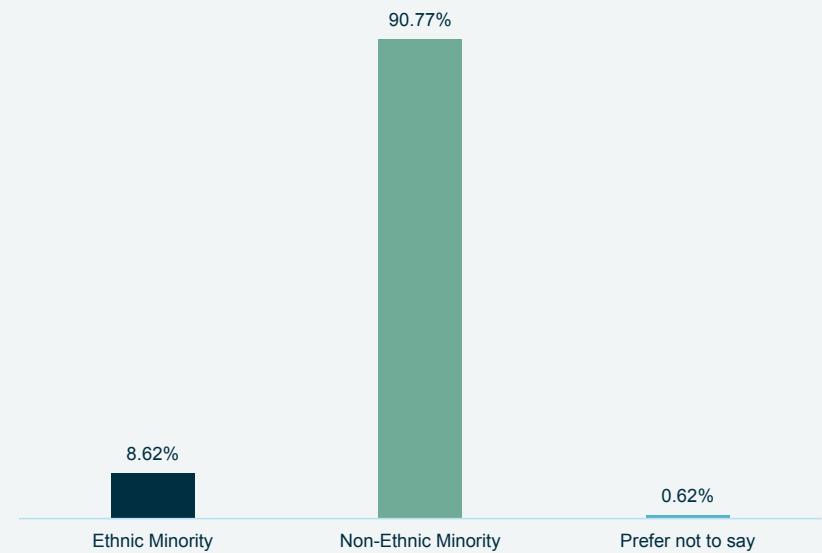
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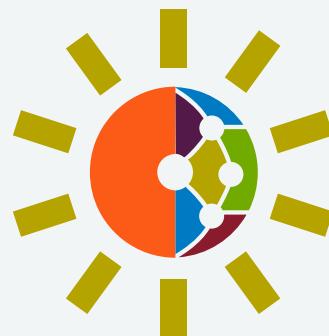
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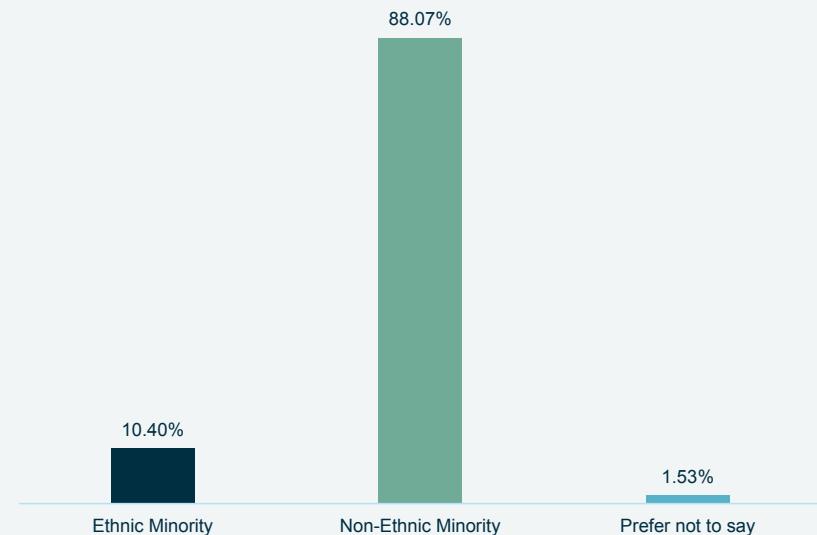
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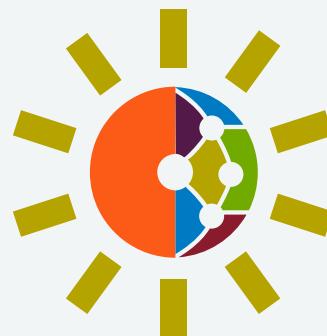
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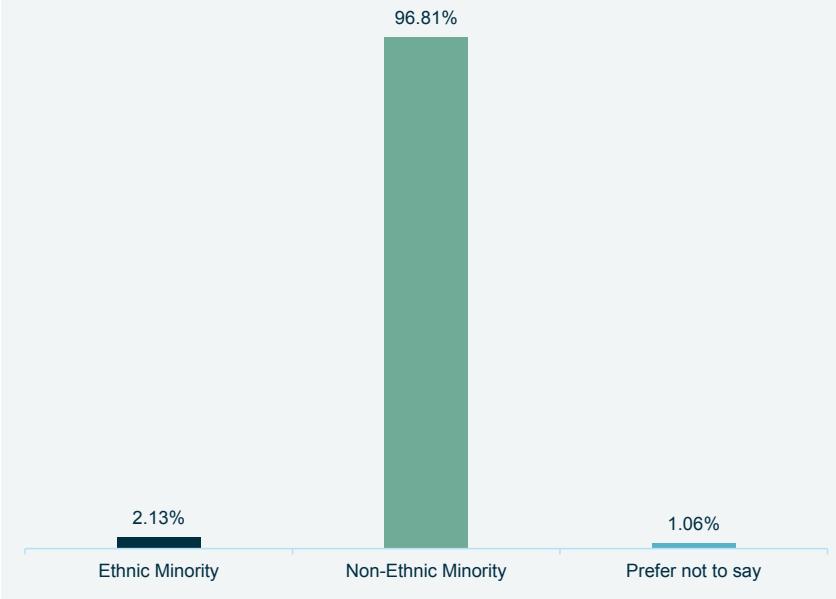
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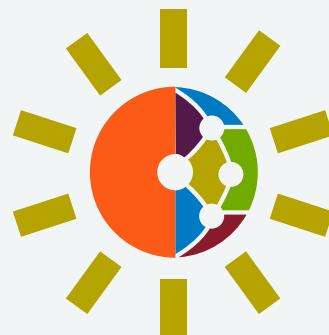
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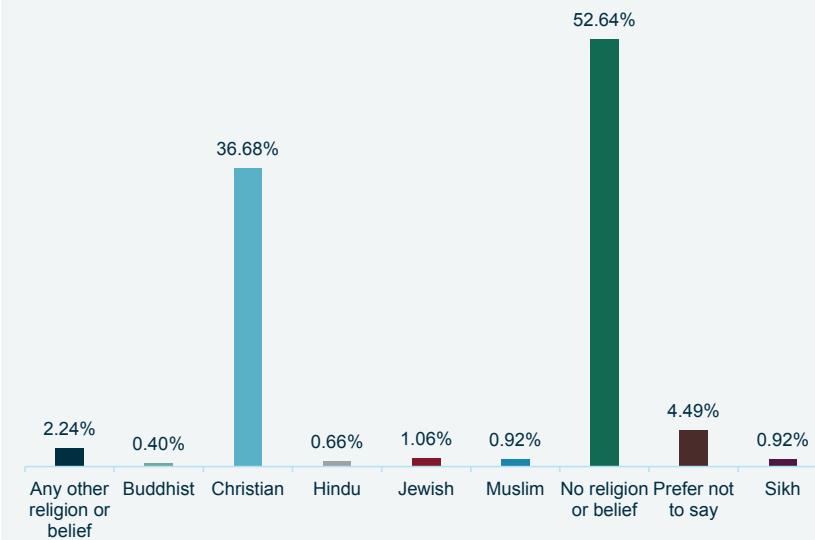
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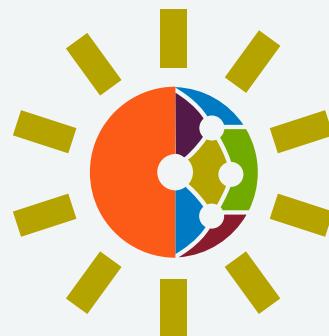
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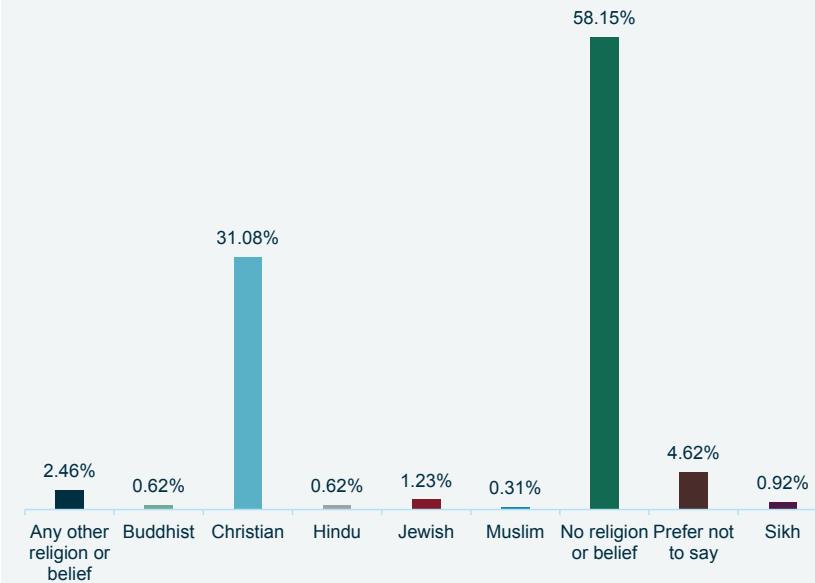
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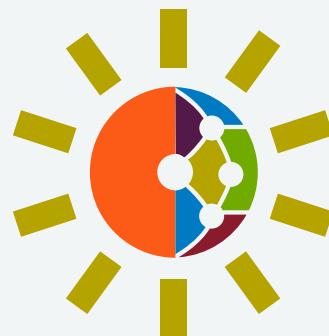
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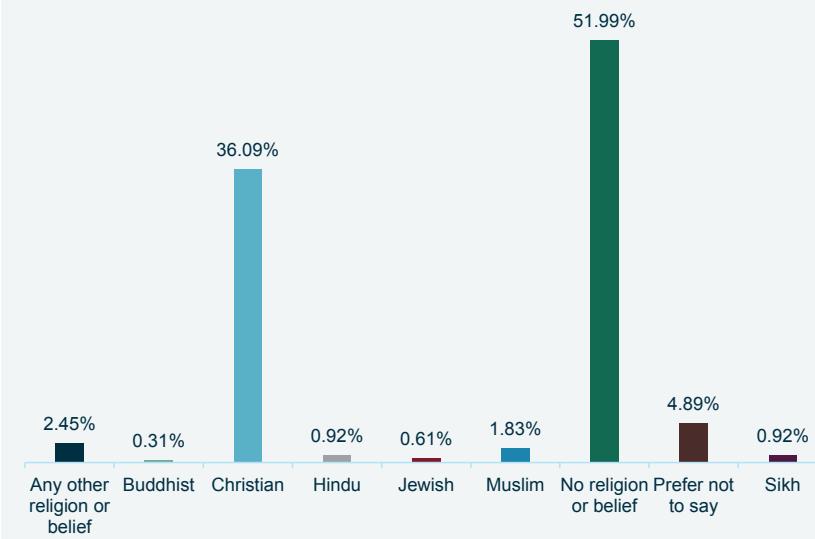
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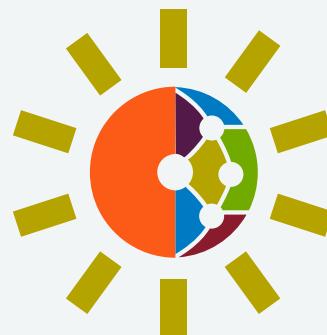
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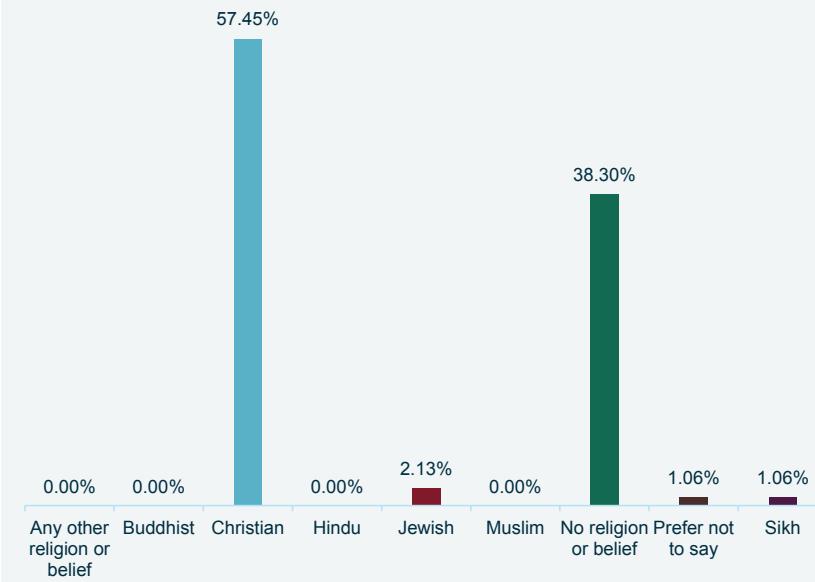
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- Providing training to recruiting partners for our graduate programme in an effort to reduce the risk of bias in our process;
- Continued to be transparent about our ethnicity pay gap, publishing our fourth **Gender and Ethnicity pay gap report**;
- Put in place a reverse mentoring programme to build understanding and empathy among partners and senior business leaders of issues affecting Black, Asian and Minority Ethnic colleagues;
- Broadened support and outreach to communities through our annual mentoring programme, the **10000 Black Interns initiative** and the **Stepping up programme**, receiving the Stepping Up Diversity Champion Excellence Award 2021 as a result of our unstinting support for the programme;
- Signatories to the **Race at Work Charter** and **Race Fairness Commitment**;
- Regularly engaged our people in a conversation around race through events, discussions and anti-racism and racial equality resources.

Watch some of our colleagues from our Race, Ethnicity and Cultural Heritage network and our Head of Inclusion reflect on the progress we've made over the last year.

What is your religion or belief?



For detailed data and firm breakdown please select from the menu below

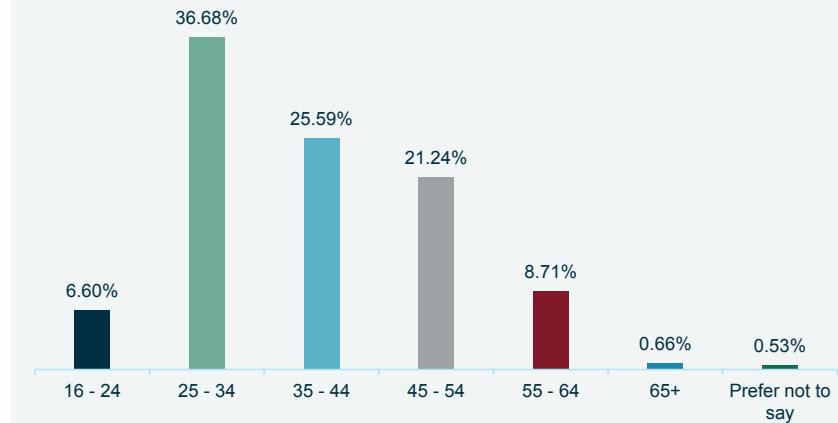


Age

Recent highlights

- Age inclusivity is now one of our key areas of focus. We want to make sure we are prepared for the challenges and opportunities that come with a widening of what is considered 'working age';
- We are preparing to launch our Age diversity network in early 2022, focusing on supporting our people through all stages of their working life.

Which age category are you in?



For detailed data and firm breakdown please select from the menu below

UK Firm



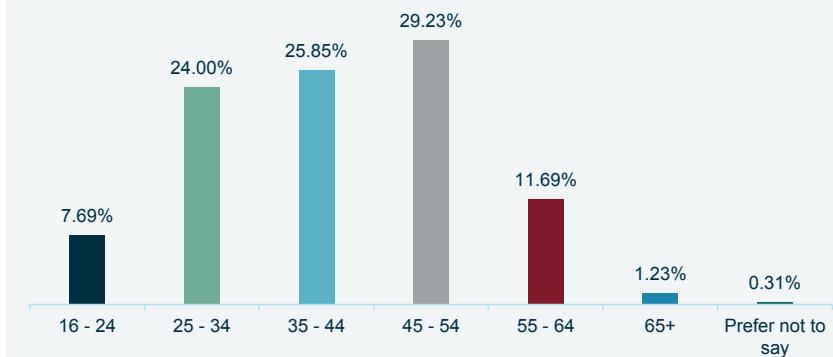


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Business Services & Legal Support



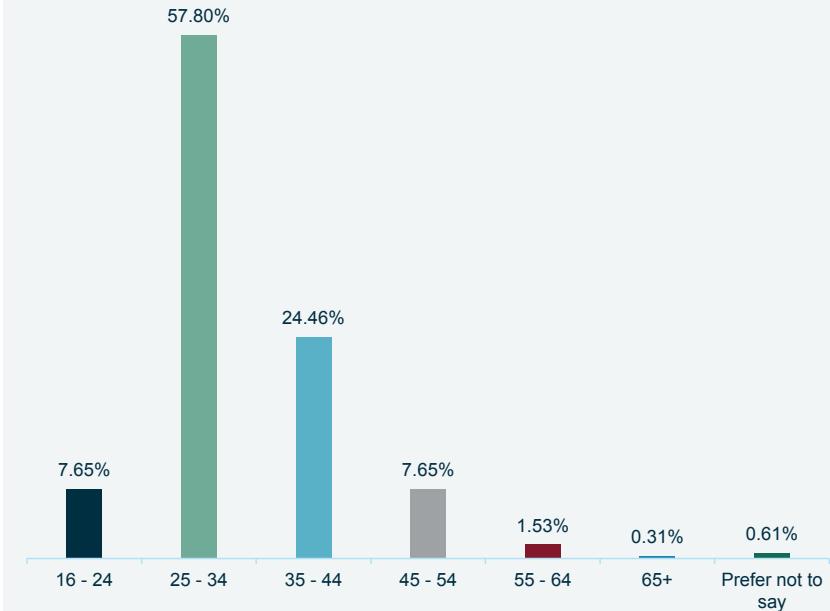


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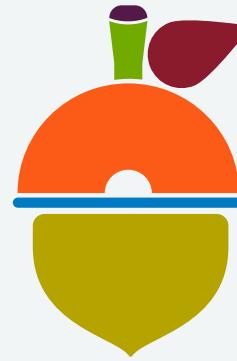
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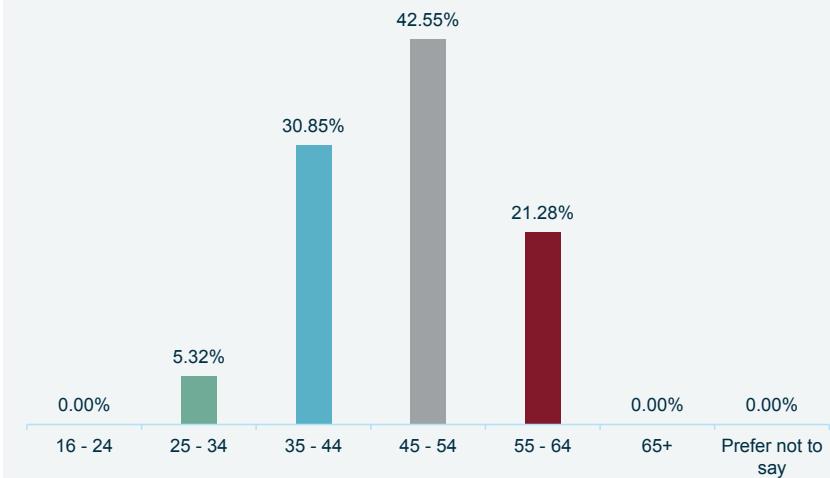


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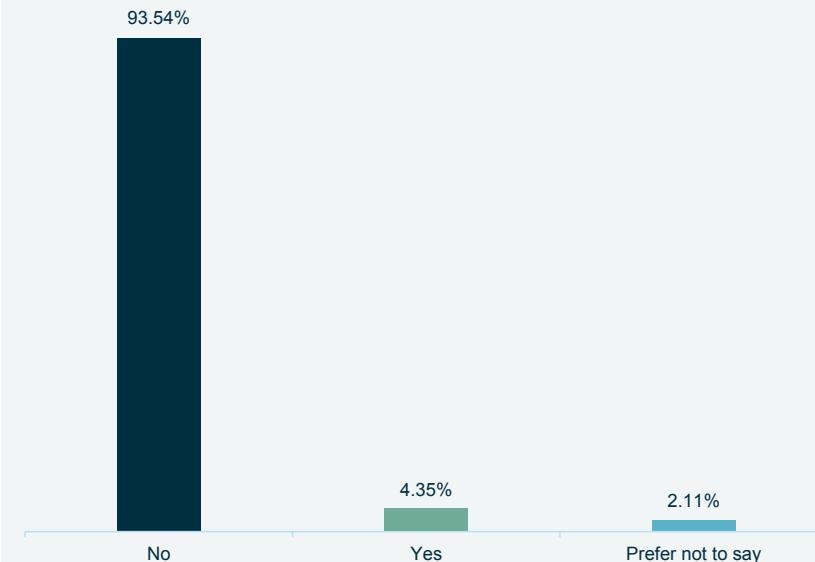


Disability

Recent highlights

- In 2021, we increased resourcing around mental and physical wellbeing. We are currently working on developing a new wellbeing strategy based on the newly published ISO 45003;
- Launched our Mind & Body network with subcommittees focusing on physical disability and neurodiversity;
- We have trained over 100 mental health champions and mental health first aiders who support the mental wellbeing of colleagues;
- We are signatories to the **Mindful Business Charter** and have been rolling out the charter to all areas of our business. This includes providing resources and toolkits, and sharing best practice.

Do you consider yourself to have a disability?*



For detailed data and firm breakdown please select from the menu below

UK Firm



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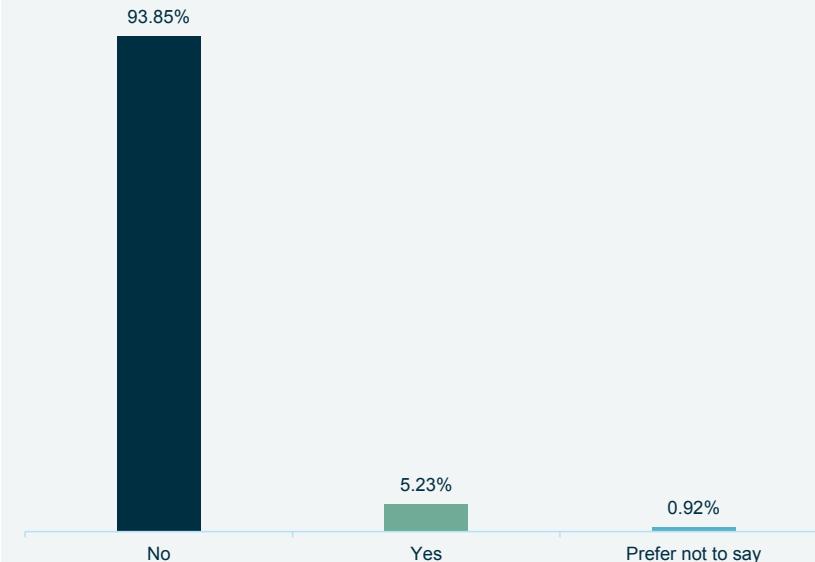


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Business Services & Legal Support



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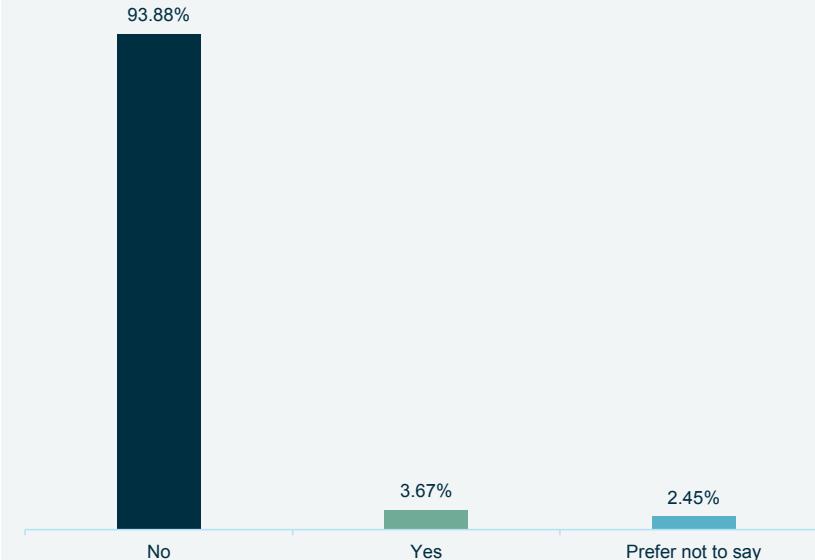


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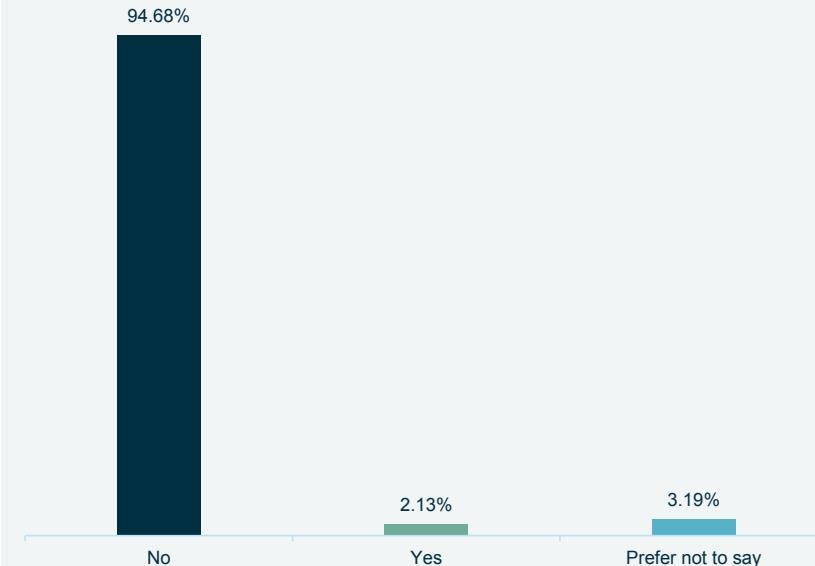


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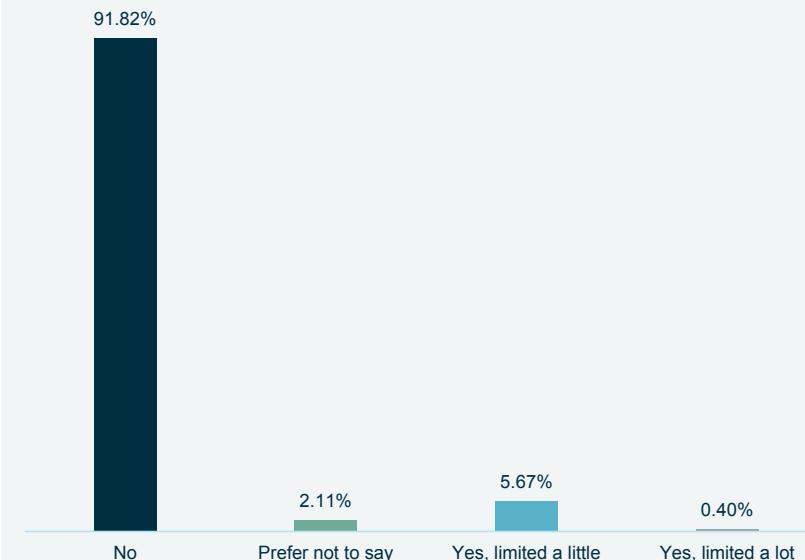


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Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



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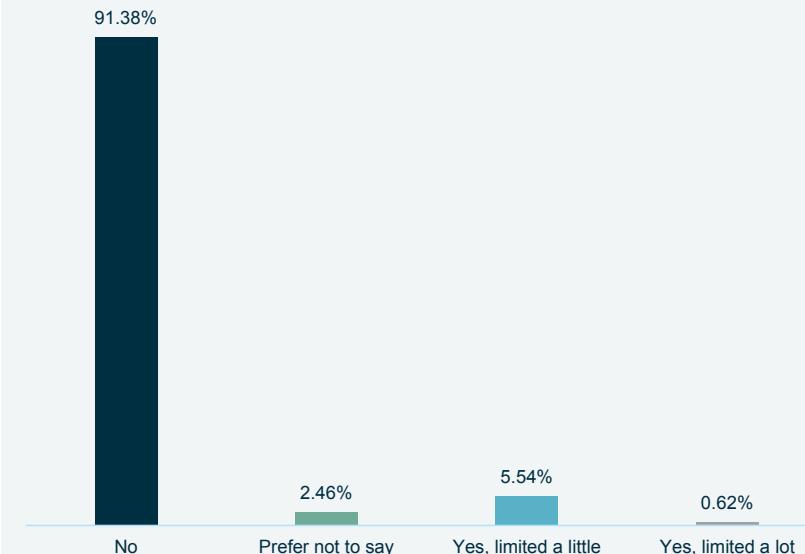


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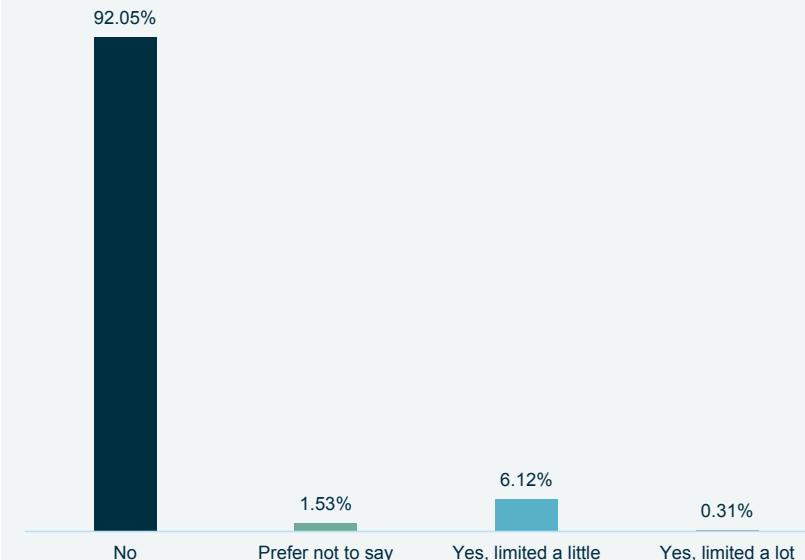


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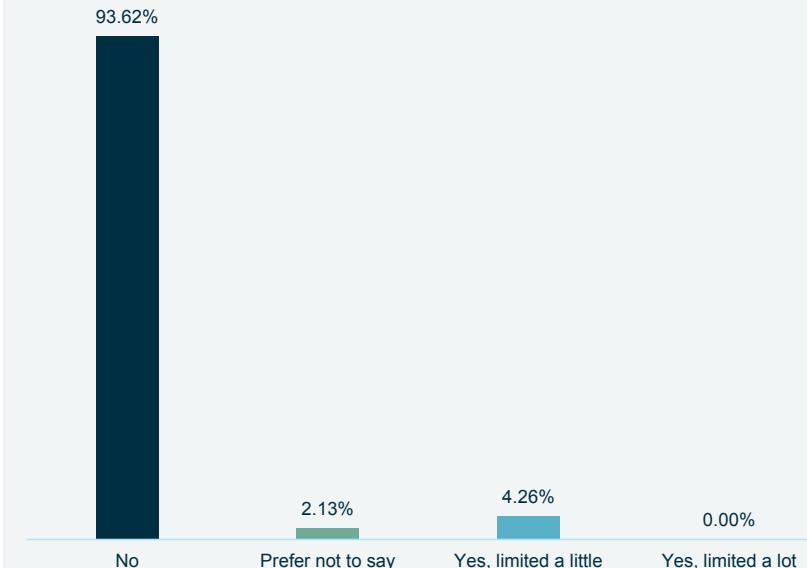
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Partner



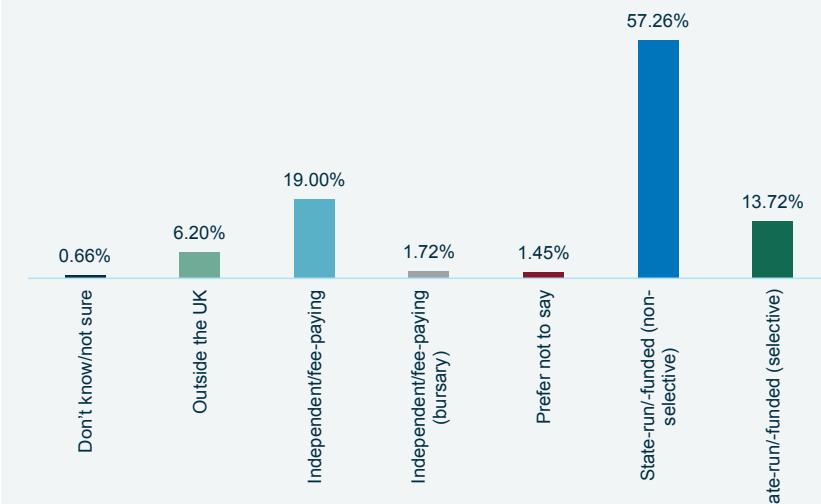


Social diversity

Recent highlights

- Ranked 48th in the top 75 organisations leading the way on social mobility across the UK in the Social Mobility Employer Index, an increase of 33 ranks on our previous year's submission;
- Utilising the RARE contextual recruitment system to level the playing field;
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Which type of school did you attend for the most time between the ages 11 and 16?



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UK Firm



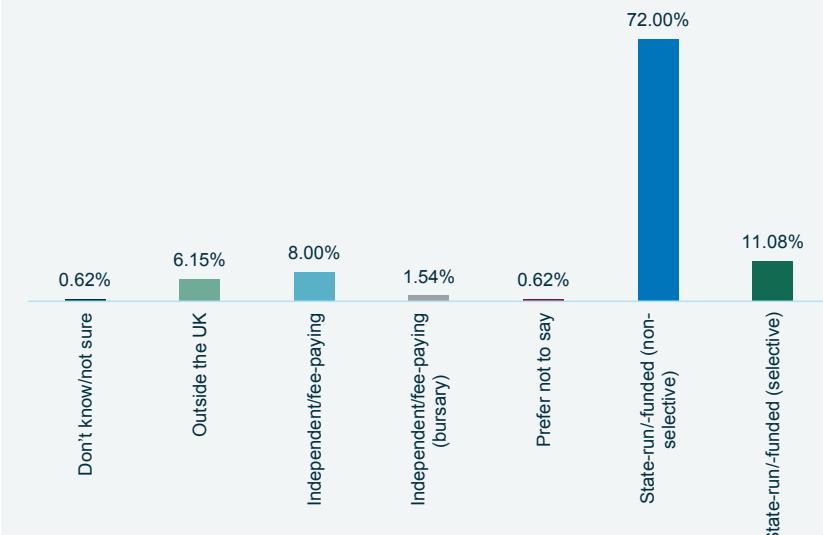


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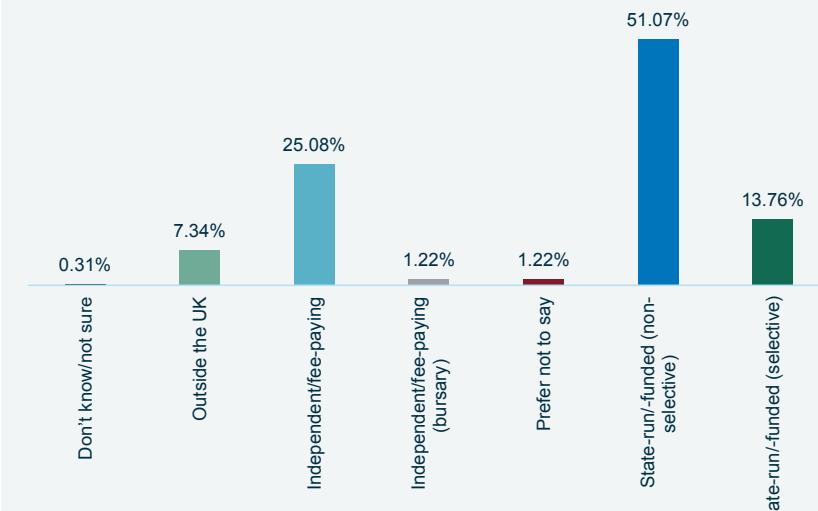


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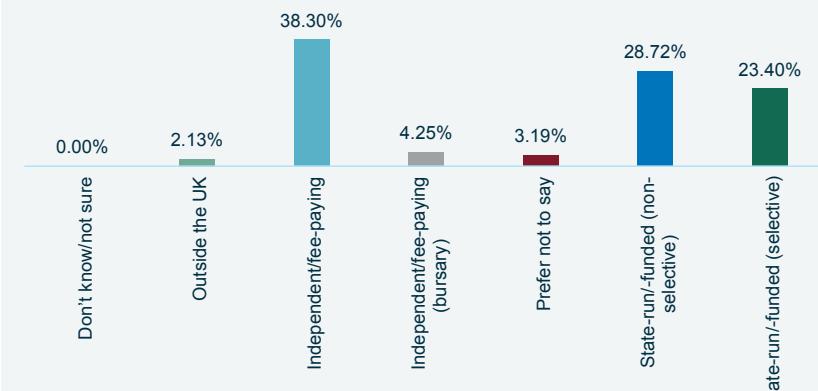


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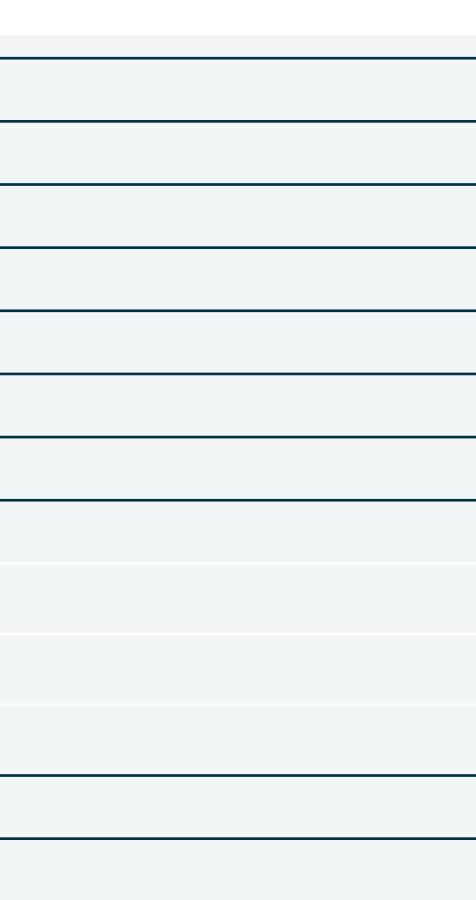
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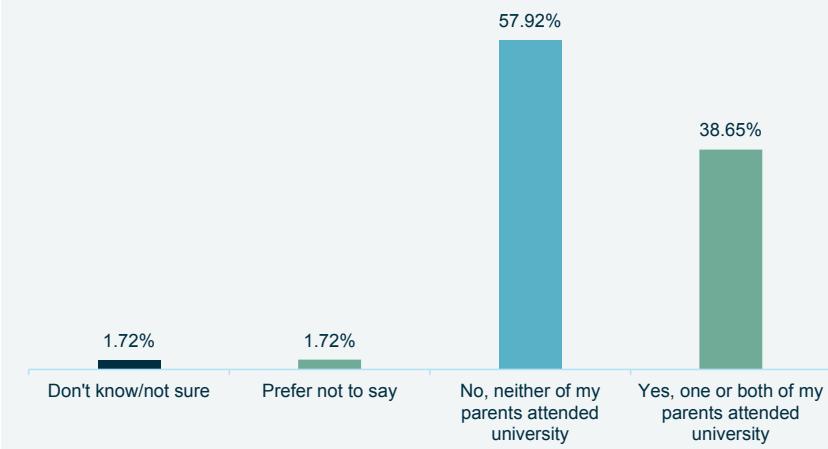


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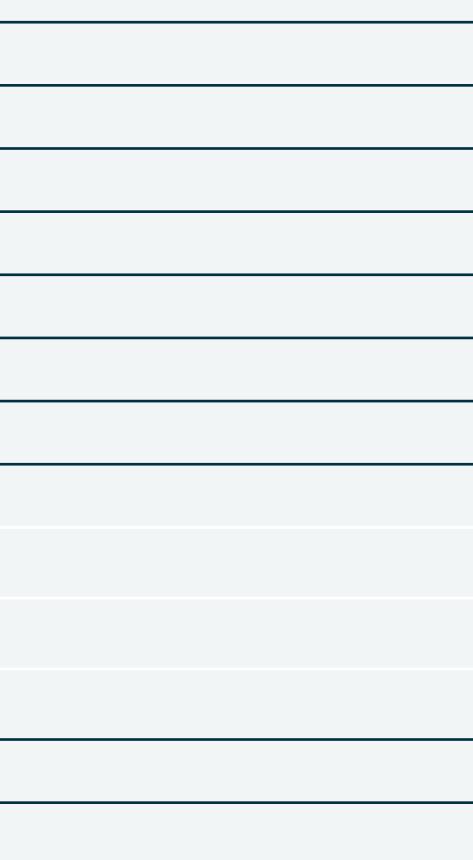
Did either of your parents attend university by the time you were 18?



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UK Firm



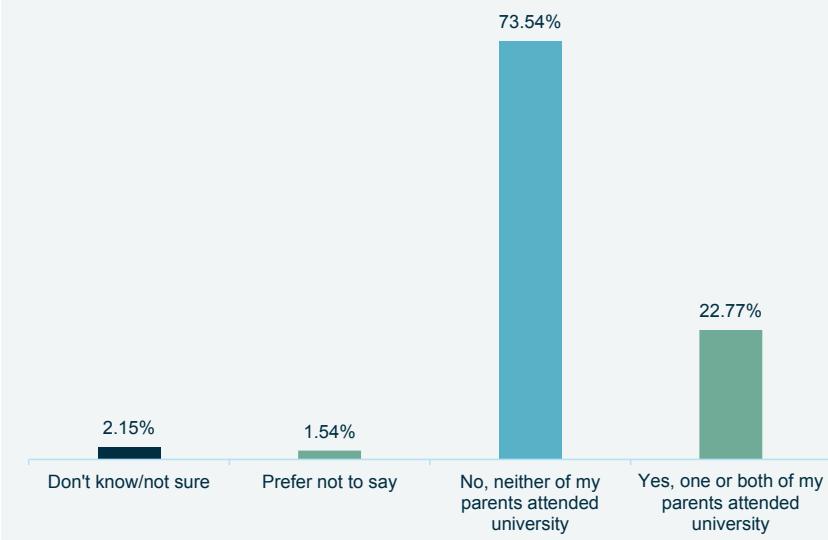


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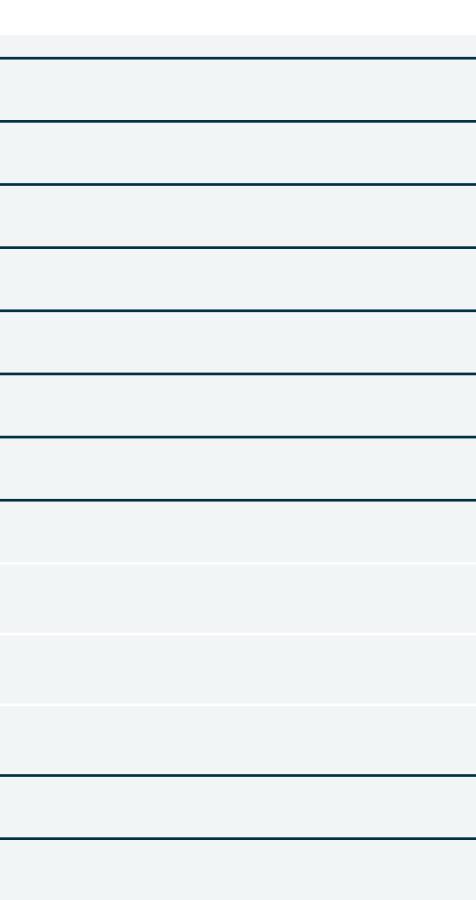
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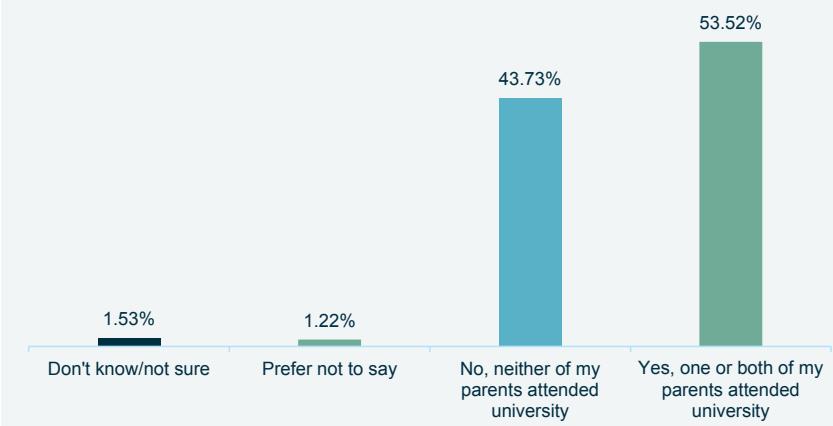


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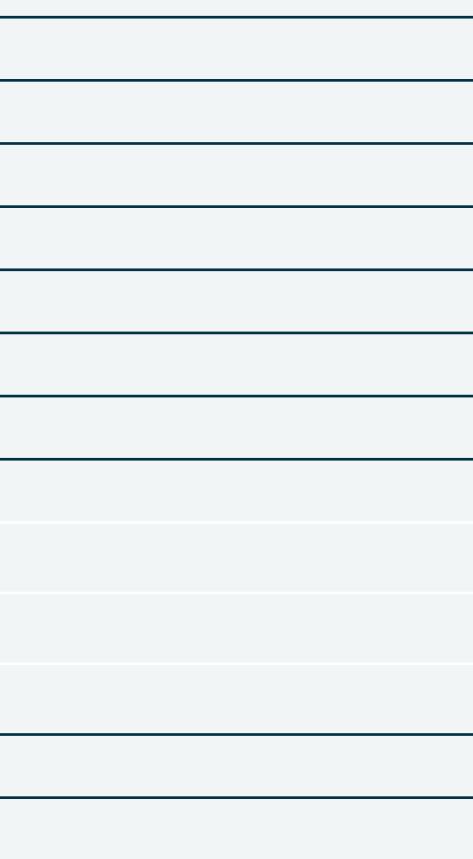
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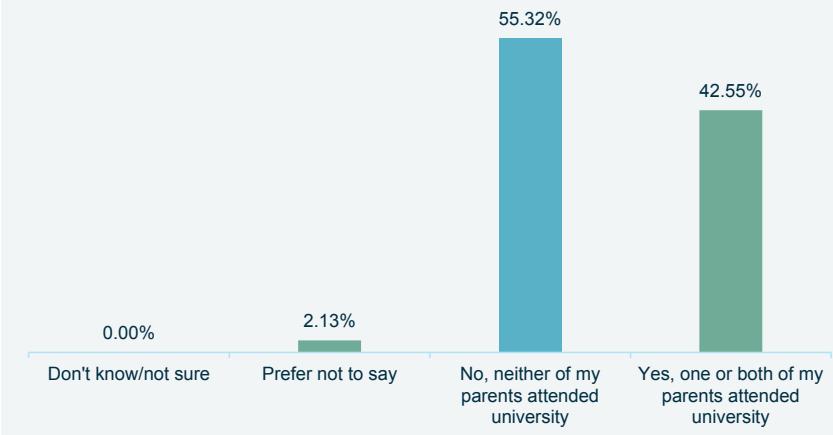


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9. Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

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



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UK Firm





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Business Services & Legal Support





Social diversity

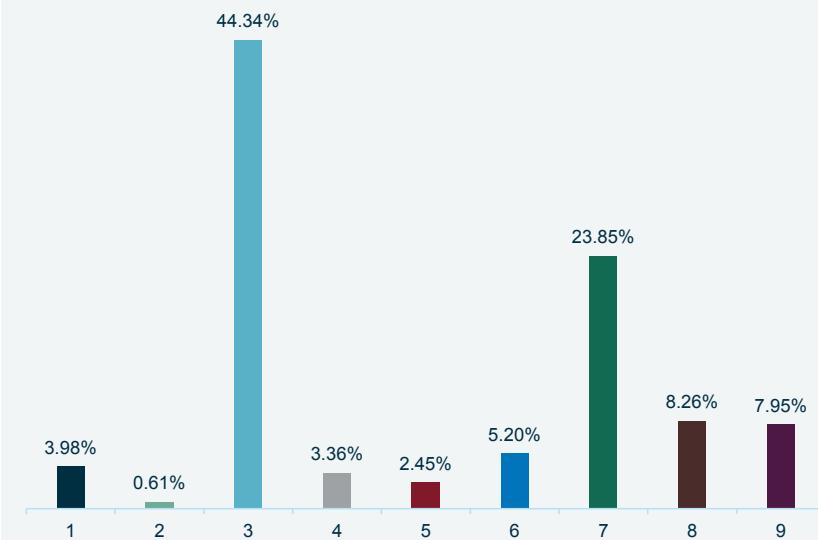
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Legal (non-Partner)





Social diversity

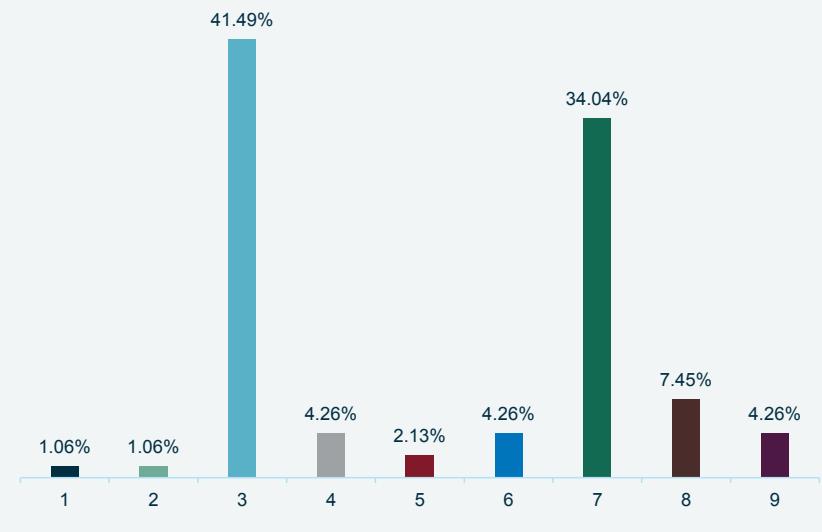
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Partner

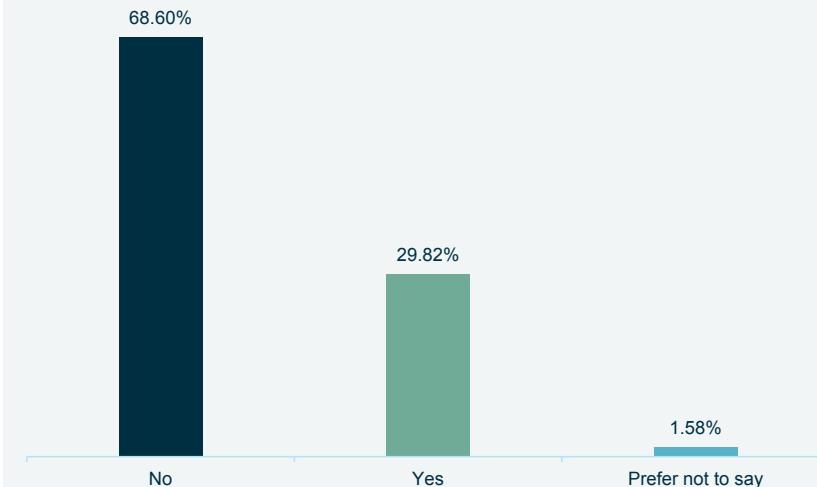


Caring responsibilities

Recent highlights

- Created a Family & Carers Group to provide extra support to our people and raise awareness of issues that affect this group;
- Review of our policies to better support people with caring responsibilities to thrive and progress at the firm, including flexible and hybrid working;
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Are you a primary carer for a child or children under 18?



For detailed data and firm breakdown please select from the menu below

UK Firm

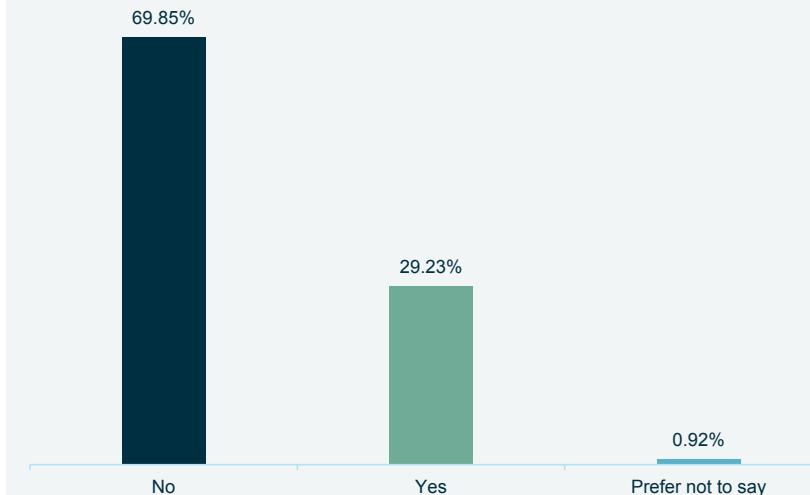


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Business Services & Legal Support

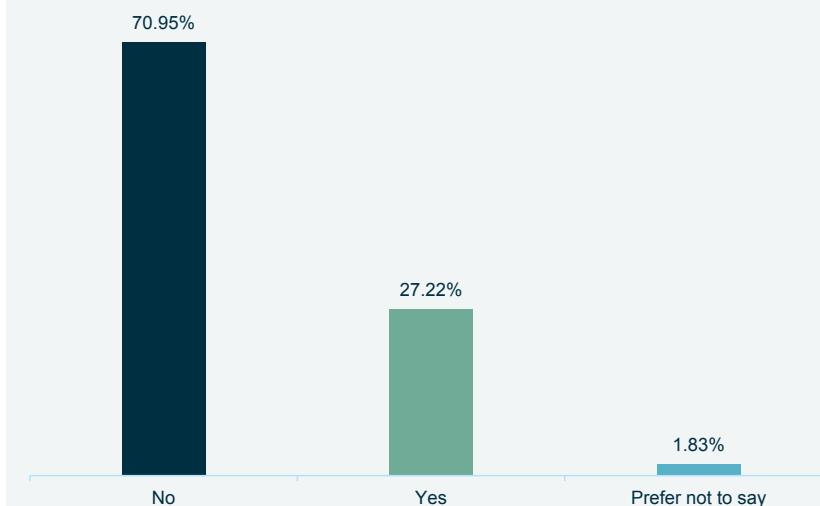


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Legal (non-Partner)

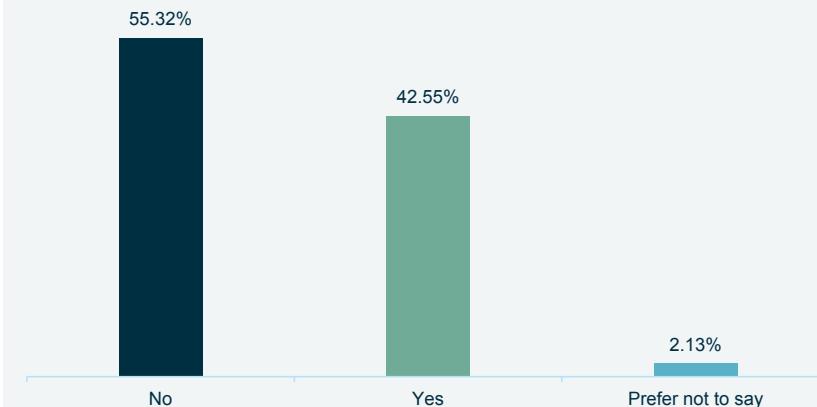


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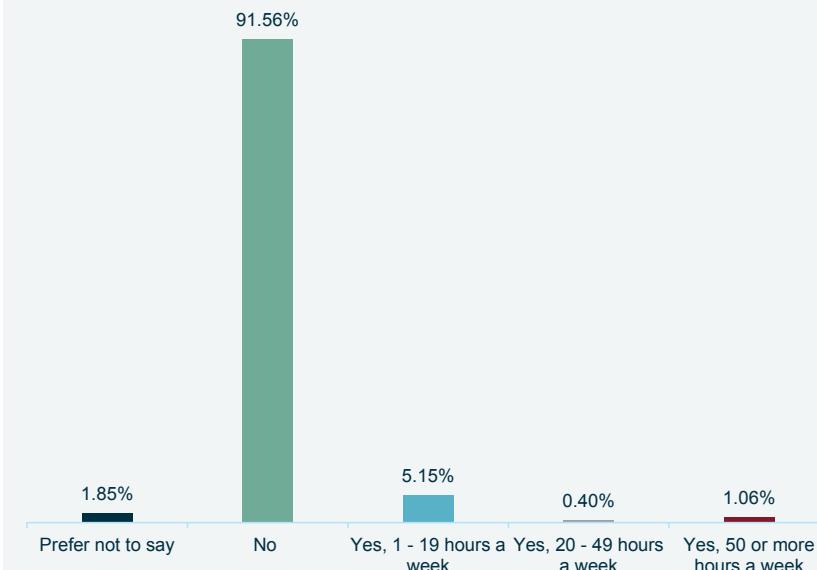
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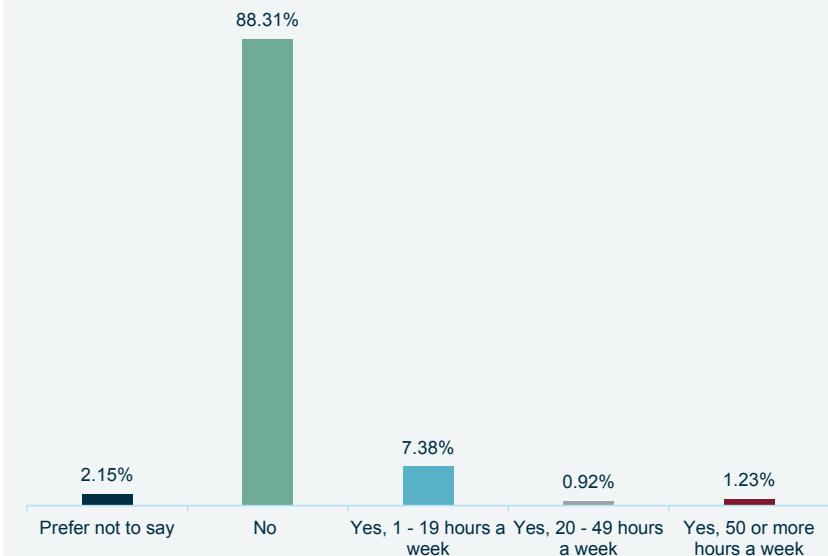


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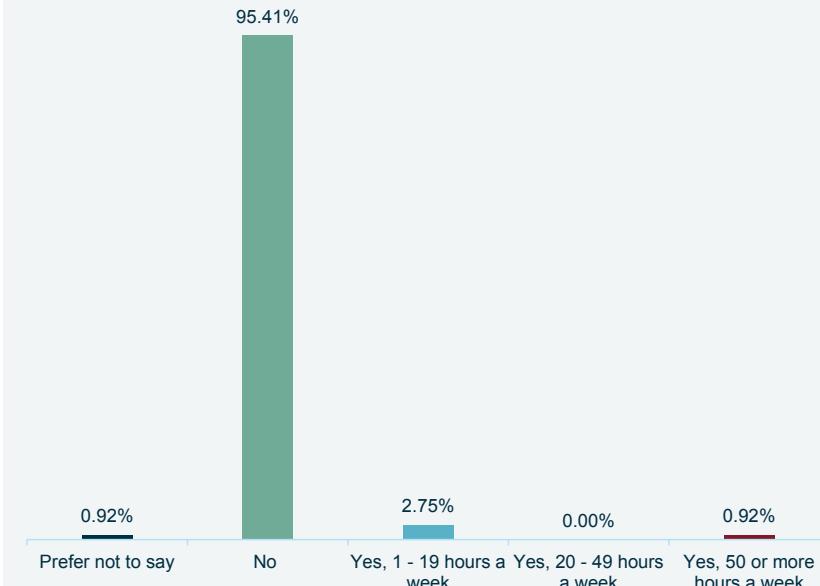


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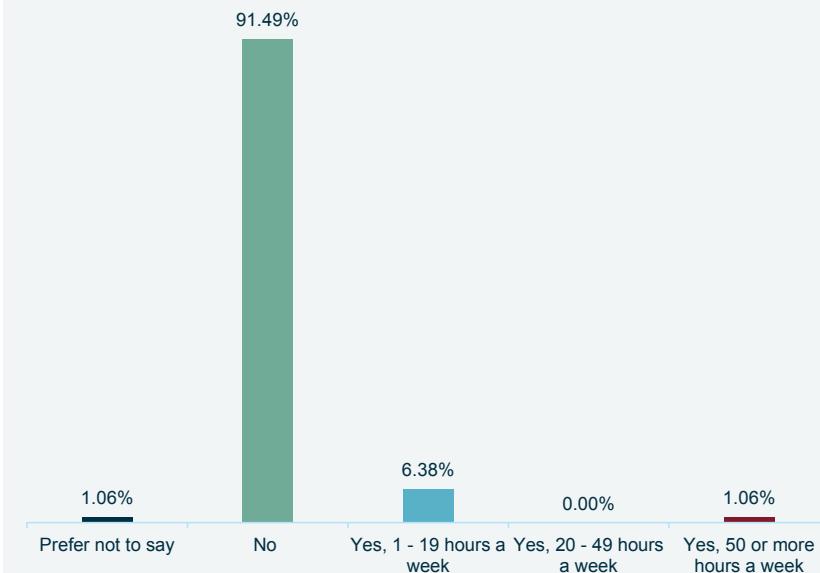


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About the report

This report shares data from July 2021 collected for the Solicitors Regulation Authority (SRA). To promote diversity in the legal sector, the SRA requires all regulated law firms in England and Wales to collect, report and publish data about the diversity of their work-force.

As the data is collected every two years, it can only provide a snapshot of the diversity across the firm and is influenced by the completion rate of the survey. To have access to real time diversity data across our UK offices, we launched our own data collection tool. Our 'Count Me In' campaign provides us with a broader set of diversity data and helps us identify diversity trends throughout the employee lifecycle.

