

Shearman & Sterling LLP Diversity Statistics – UK  
November 2011

Gender

	Male	Female
Total (1)	44%	56%
Partners	80%	20%
Associates	52%	48%
Other legal (2)	62%	38%
Administrative / Secretarial	16%	84%

Age

	16 – 24	25 – 34	35 - 44	45 - 54	55 - 64	Prefer not to say
Total (3)	7%	42%	36%	10%	4%	1%
Partners	0%	0%	42%	29%	29%	0%
Associates	2%	69%	29%	0%	0%	0%
Other legal (2)	35%	39%	17%	9%	0%	0%
Administrative / Secretarial	4%	32%	46%	15%	3%	0%

Religion

	Buddhist	Christian	Hindu	Jewish	Muslim	No religion	Sikh	Other	Prefer not to say
Total (3)	0%	49%	0%	3%	2%	33%	1%	2%	10%
Partners	0%	71%	0%	0%	0%	29%	0%	0%	0%
Associates	0%	46%	0%	5%	5%	36%	2%	2%	4%
Other legal (2)	0%	35%	0%	0%	0%	43%	0%	9%	13%
Administrative / Secretarial	0%	52%	0%	3%	1%	29%	0%	1%	14%

## Ethnicity

	White	Mixed / multiple ethnic	Asian / Asian British	Black / Black British	Other	Prefer not to say
<b>Total (3)</b>	<b>81%</b>	<b>3%</b>	<b>8%</b>	<b>4%</b>	<b>1%</b>	<b>3%</b>
Partners	93%	0%	7%	0%	0%	0%
Associates	79%	2%	13%	4%	2%	0%
Other legal (2)	82%	0%	9%	9%	0%	0%
Administrative / Secretarial	82%	6%	4%	3%	1%	4%

## Sexual orientation

	Bisexual	Gay	Lesbian	Heterosexual	Prefer not to say
<b>Total (3)</b>	<b>1%</b>	<b>2%</b>	<b>0%</b>	<b>92%</b>	<b>5%</b>
Partners	0%	0%	0%	100%	0%
Associates	2%	5%	0%	93%	0%
Other legal (2)	0%	0%	0%	96%	4%
Administrative / Secretarial	0%	0%	0%	93%	7%

## Disability (4)

	Yes	No	Prefer not to say
<b>Total (3)</b>	<b>2%</b>	<b>97%</b>	<b>1%</b>
Partners	7%	93%	0%
Associates	4%	96%	0%
Other legal (2)	0%	100%	0%
Administrative / Secretarial	1%	99%	0%

## Flexible Working <sup>(5)</sup>

	Yes	No
<b>Total (1)</b>	<b>16%</b>	<b>84%</b>
Partners	0%	100%
Associates	5%	95%
Other legal (2)	13%	87%
Administrative / Secretarial	32%	68%

## Social mobility

### a) 1<sup>st</sup> generation to attend university

	Yes	No	Did not attend	Prefer not to say
<b>Total (3)</b>	<b>23%</b>	<b>46%</b>	<b>24%</b>	<b>7%</b>
Partners	50%	50%	0%	0%
Associates	29%	67%	0%	4%
Other legal (2)	35%	61%	0%	4%
Administrative / Secretarial	11%	24%	55%	10%

### b) Type of school attended

	UK Independent	UK State	School outside UK	Prefer not to say
<b>Total (3)</b>	<b>23%</b>	<b>48%</b>	<b>25%</b>	<b>4%</b>
Partners	14%	36%	50%	0%
Associates	40%	22%	34%	4%
Other legal (2)	26%	43%	22%	9%
Administrative / Secretarial	11%	72%	15%	2%

(1) Includes everyone in the London office

(2) Other legal includes trainees, paralegals, consultants, counsel

(3) Includes everyone who responded to the Equal Opportunities and Diversity Questionnaire. Total responses 73%

(4) Equal Opportunities and Diversity Questionnaire asked people to disclose whether they had a disability according to the definition set out in the Equality Act 2010.

(5) Includes everyone in the London office. Statistics include part-time workers and workers who have adjusted hours to work flexibly. Statistics do not include those people who work flexibly within their full-time contracts.