

Diversity statistics 2021

The data represents a snapshot of all partners and staff as at 6 May 2021 and relates to data captured prior to that date and stored in their HR records. The data are shown as a percentage of those who responded to each question; the average response rate across all areas was 98%. As such the data shown do not reflect the exact demographics of partners and staff at Russell-Cooke. All figures are rounded to the nearest percentage point.

Gender	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Female	39%	73%	73%	78%	68%
Male	55%	26%	20%	19%	28%
Other preferred description					
Prefer not to say	6%	1%	7%	3%	4%

School Mobility – type of school attended from 11 - 18

	Partners	Solicitors	Other fee earners	Business support	All partners and staff
UK State School	50%	55%	55%	62%	64%
UK Independent/fee paying school	29%	28%	20%	7%	20%
Attended school outside the UK	6%	7%	5%	15%	10%
Prefer not to say	15%	10%	20%		6%

Social Mobility – highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18

	Partners	Solicitors	Other fee earners	Business support	All partners and staff
At least one has a degree level qualification	26%	32%	40%	14%	25%
Qualifications below degree level	18%	15%	20%	15%	16%
No formal qualifications	9%	5%	5%	8%	6%
Don't know		5%	3%	14%	3%
Prefer not to say	47%	43%	32%	49%	50%

Age	Partners	Solicitors	Other fee earners	Business support	All partners and staff
16 – 24		5%	33%	10%	
25 – 34	5%	71%	28%	25%	37%
35 – 44	39%	15%	5%	24%	21%
45 – 54	34%	6%	23%	25%	20%
55 - 64	15%	2%	5%	10%	8%
65+					
Prefer not to say	7%	1%	6%	6%	14%

Ethnicity	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Asian / Asian British	3%	7%	3%	4%	4%
Black – African/Caribbean/Other black	2%	1%		6%	3%
Mixed / Multiple ethnic groups	2%	4%	5%	6%	5%
Other ethnic group		2%			
White	82%	80%	73%	54%	73%
Prefer not to say	11%	6%	19%	30%	15%

All Partners and staff

Disability (as defined by the Equality Act)	
Yes	2%
No	85%
Prefer not to say	13%

Sexual Orientation	
Bisexual	1%
Gay/Lesbian	1%
Heterosexual/straight	88%
Prefer not to say	3%

Transgender (gender identity different from your registered sex at birth)	
Yes	
No	93%
Prefer not to say	7%

Primary carer for a child under 18	
Yes	22%
No	67%
Prefer not to say	11%

Religion	
No religion or belief / Atheist	39%
Buddhist	
Christian	41%
Hindu	3%
Jewish	1%
Muslim	2%
Sikh	
Any other religion or belief	1%
Prefer not to say	13%

Time spent caring for others with long term physical or mental disability or problems related to age	
No	82%
Yes, 1 – 19 hours a week	5%
Yes, 20 - 49 hours a week	1%
Yes, 50 or more hours a week	
Prefer not to say	12%