

Milbank

UK Diversity Statistics

2023

Milbank London Office



ABOUT MILBANK

Milbank's ethos since its founding in 1866 has been to deliver exceptional results for its clients. That ethos is what has guided how we work and define ourselves, and it informs our growth and evolution.

As a Firm, we are committed to evolving with our lawyers and business services professionals to create an environment where people of all backgrounds, experiences, perspectives, and identities are understood, respected, and appreciated. The Firm continues to build a workplace that is engaged and collaborative, enabling us to provide excellent, differentiated legal services to our clients.

ABOUT THIS REPORT

Every two years, it is a regulatory requirement of all law firms in England and Wales to collect anonymous diversity data on their people and submit it to the Solicitors Regulation Authority (SRA). The following report details responses given voluntarily by colleagues in our London office which were submitted to the SRA as part of its 2023 disclosure process.

We have combined some populations in order to ensure that the statistics we report are meaningful and so that no data risks identifying individuals. We will report responses to each question using the following categories:

All Respondents

All Partners

**All other fee-earners
(i.e. Special Counsel, Associates,
Trainee Solicitors, Paralegals
and other fee earning roles)**

**Business Services Professionals
(IT/HR/other corporate services roles,
managerial roles, roles directly
supporting a fee earner)**

All statistics provided in this report are based on responses submitted to the SRA diversity survey in 2023. Participation in the survey was voluntary and based on individuals self-identifying their role and personal information. As such, the information in this report does not necessarily reflect the actual make up of our London office population.

Notes on our Data:

- Rounding error may mean some totals may not equal 100%.
- This report was prepared on responses from 60% of our people in London.
- Higher, intermediate and lower socioeconomic background groups are based on the classifications taken from the [Social Mobility in the Workplace Toolkit](#) (Sutton Trust, 2020)

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2023 SRA DIVERSITY DATA QUESTIONS

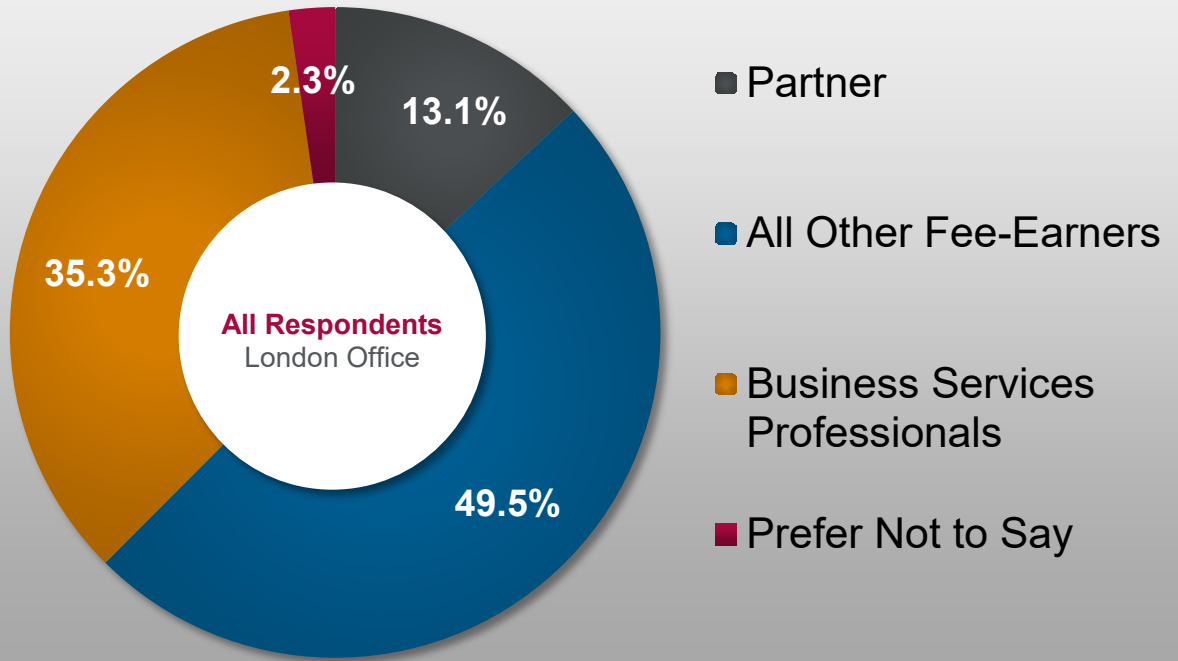
1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).
2. Which age category are you in?
3. What is your sex?
4. Is the gender you identify with the same as your sex registered at birth?
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?*
6. 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?
7. What is your ethnic group?
8. What is your religion or belief?
9. What is your sexual orientation?
10. Which type of school did you attend for the most time between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.
11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?
12. What was the occupation of your main household earner when you were about 14?
13. Are you a primary carer for a child or children under 18?
14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

*The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

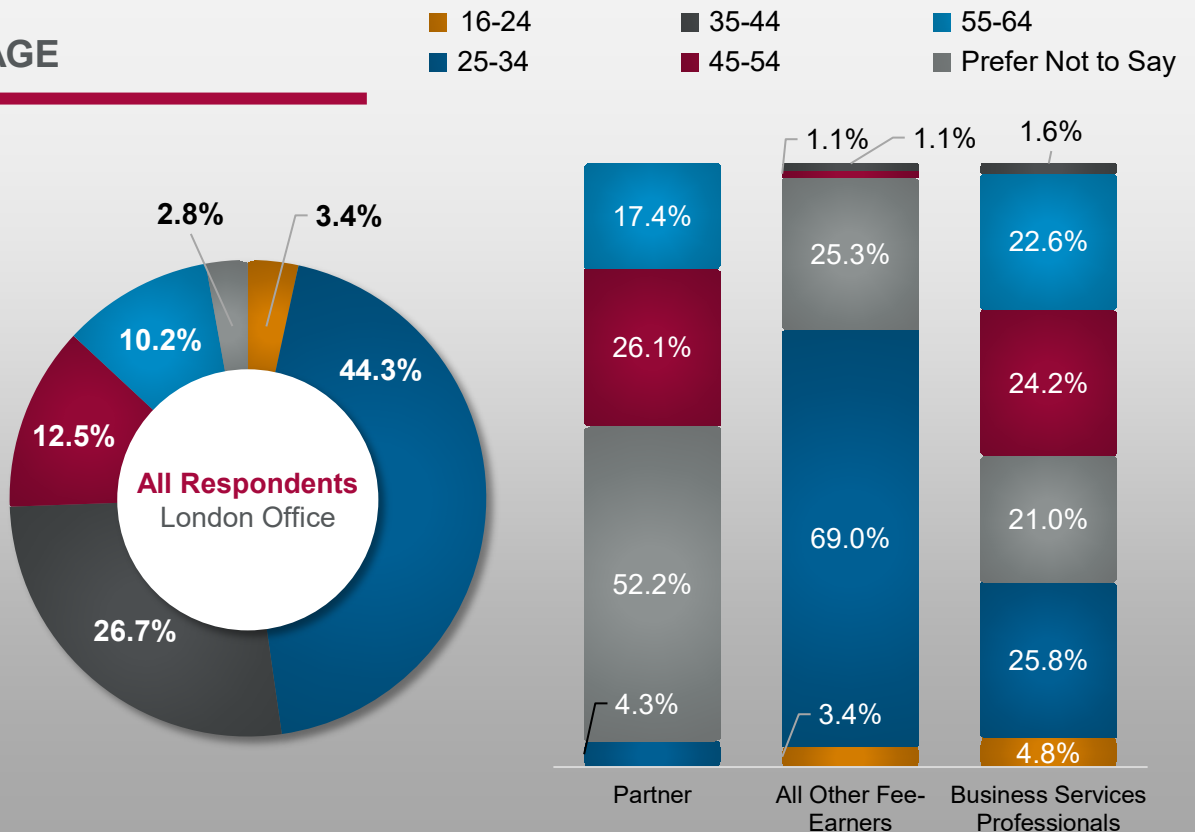
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ROLE



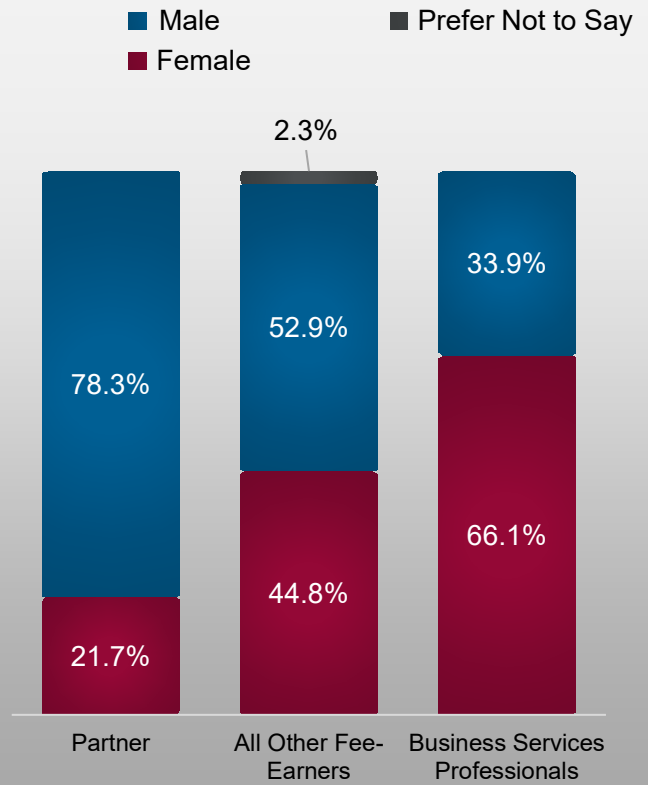
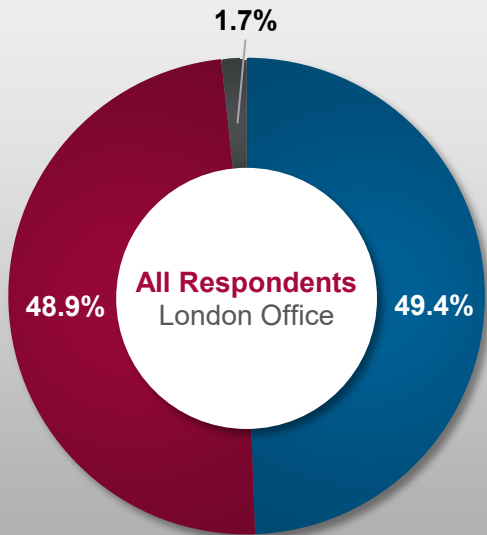
AGE



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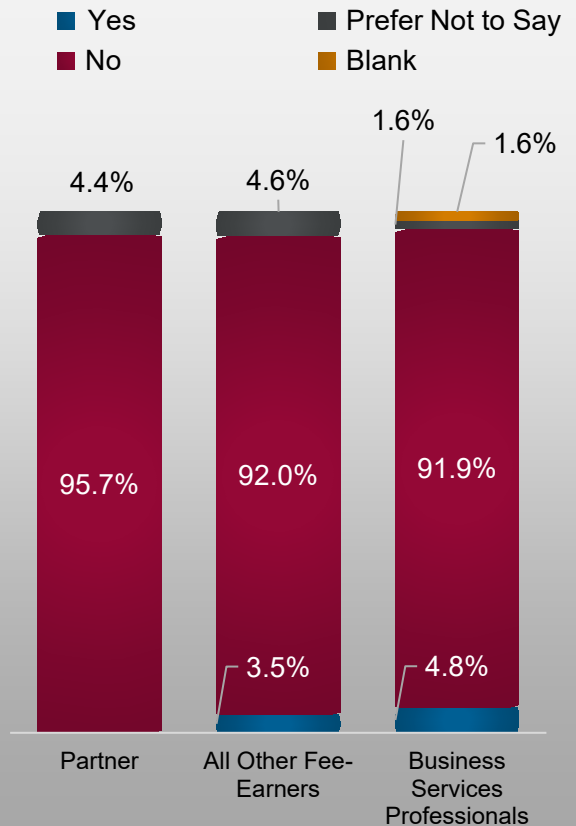
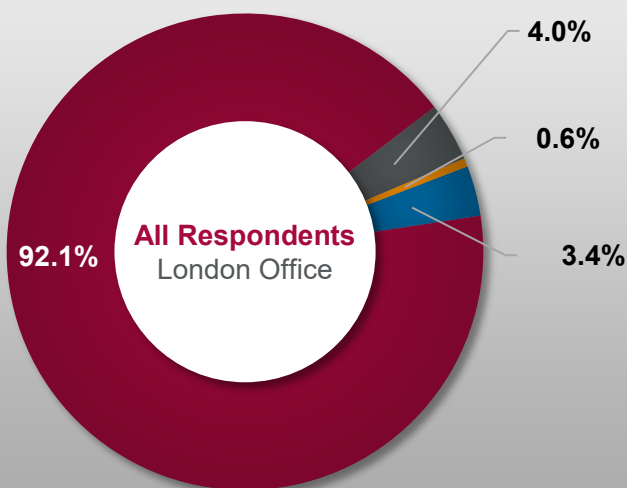
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SEX* AND GENDER IDENTITY



* In the UK, sex is registered at birth and defined using the categories Male and Female. In terms of gender identity, 96.6% of respondents to separate survey question indicated that the gender they identify with is the same as their sex registered at birth.

DISABILITY

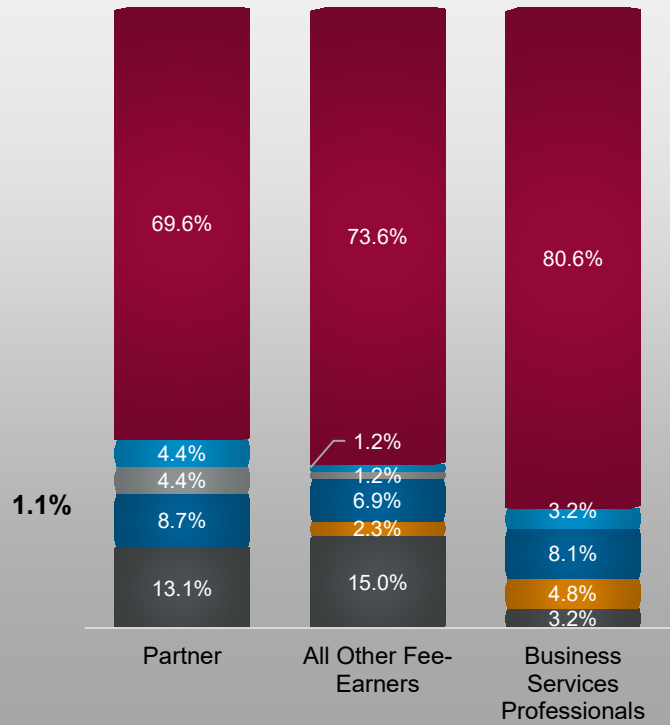
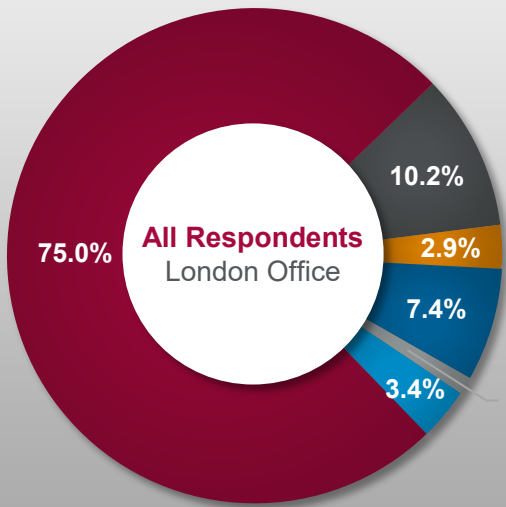


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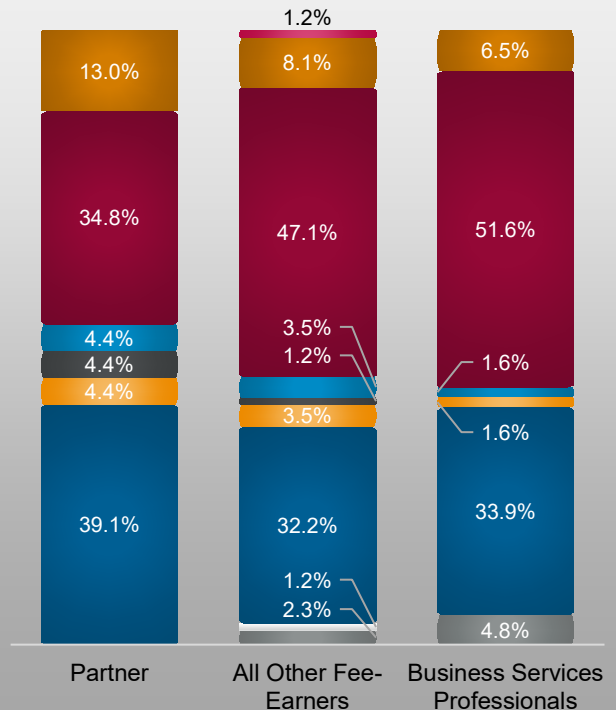
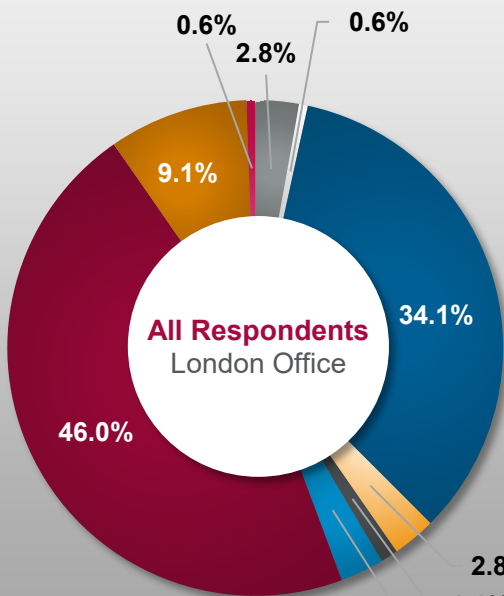
ETHNIC ORIGIN

- Asian
- Mixed
- Prefer not to say
- Black
- Other
- White



RELIGION

- Other religion or belief
- Hindu
- No religion or belief
- Buddhist
- Jewish
- Prefer not to say
- Christian
- Muslim
- Sikh

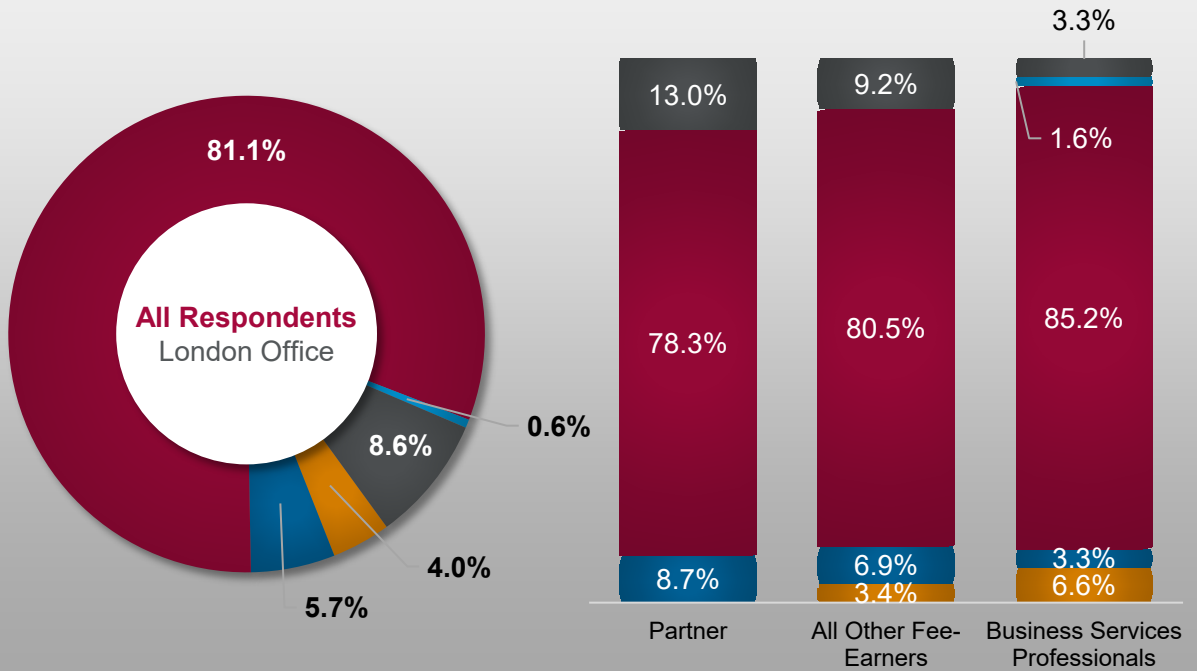


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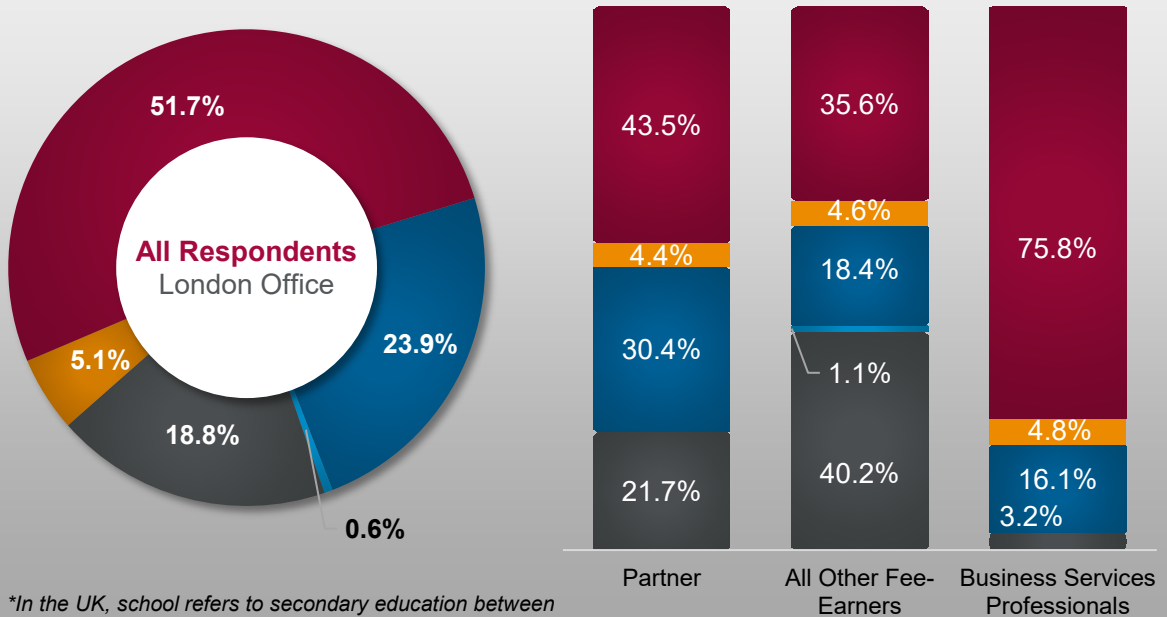
SEXUAL ORIENTATION

- Bi
- Gay/Lesbian
- Heterosexual
- Other
- Prefer not to say



SOCIO-ECONOMICS: SCHOOL ATTENDED*

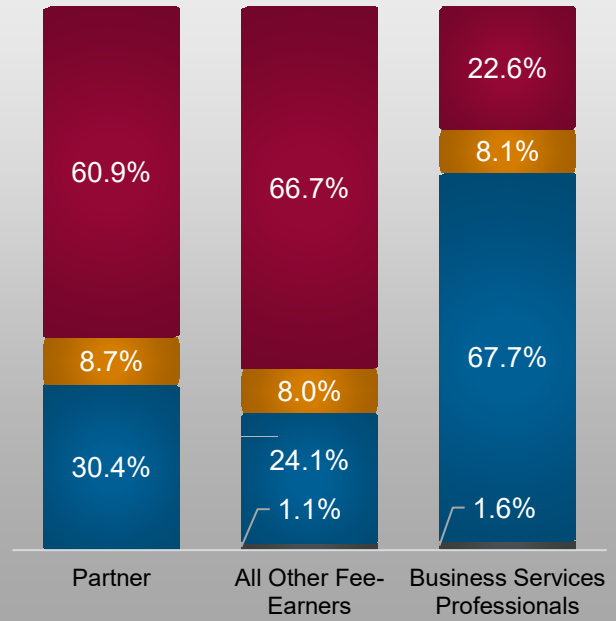
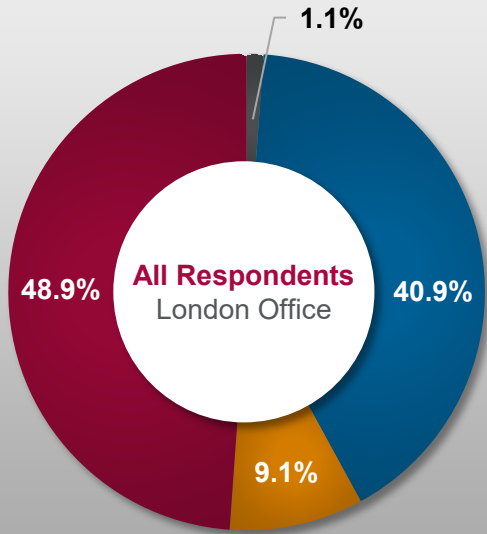
- State-run or State-funded
- Independent
- Attended school outside the UK
- Don't know / not sure
- Prefer not to say



*In the UK, school refers to secondary education between the ages of 11 and 16 or the last two years of education, if a respondent changed institution during the period.

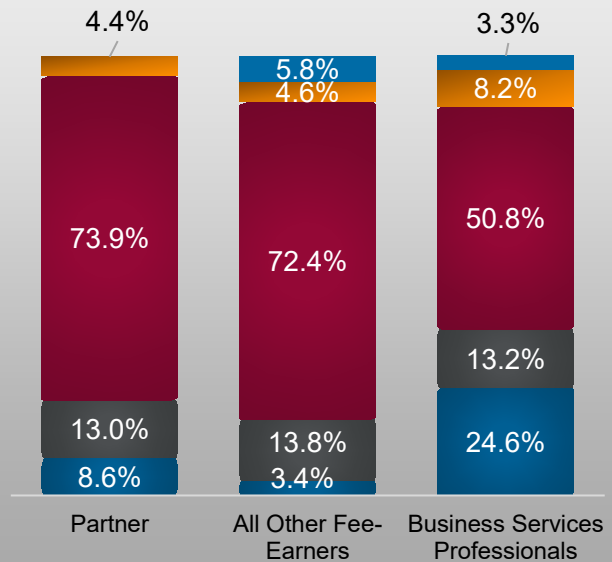
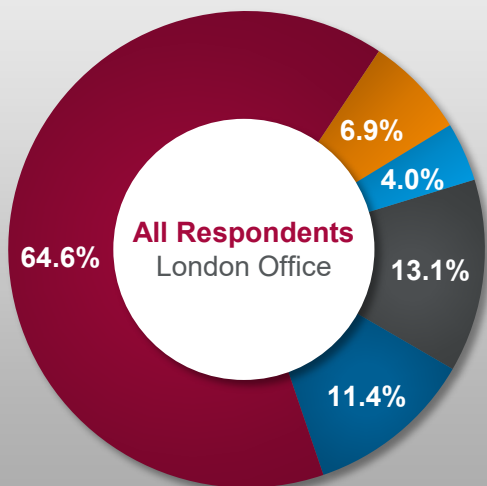
SOCIO-ECONOMICS: PARENTAL EDUCATION LEVEL

- Don't Know
- None
- Prefer Not to Say
- Yes



SOCIO-ECONOMICS: MAIN HOUSEHOLD EARNER OCCUPATION

- Lower socio-economic background
- Intermediate socio-economic background
- Higher (or professional) socio-economic background
- Prefer Not to Say
- Other



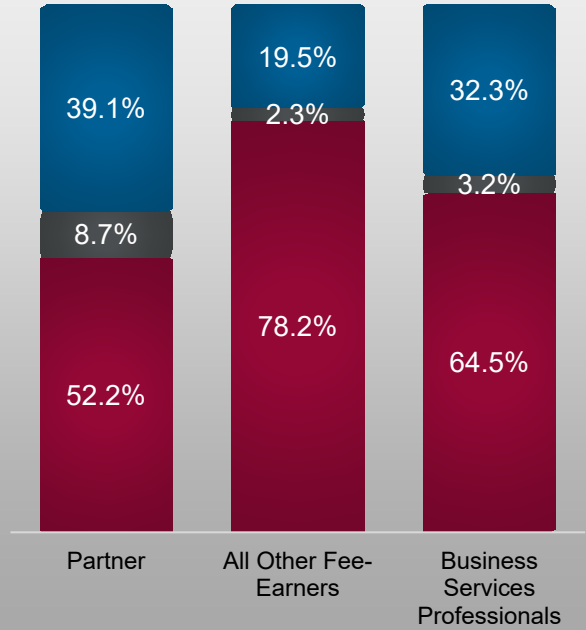
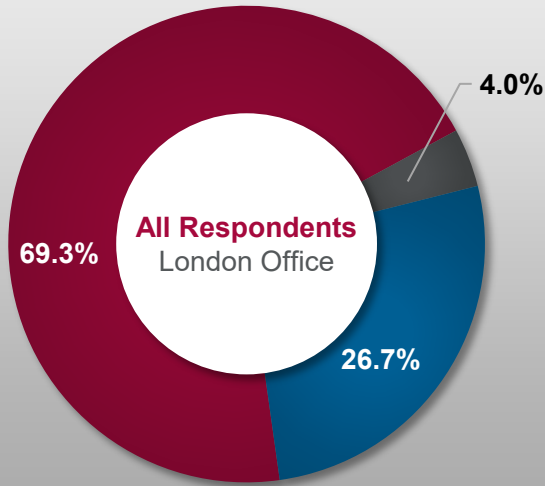
Classifications taken from Social Mobility in the Workplace Toolkit with adapted headings (Sutton Trust, 2020)

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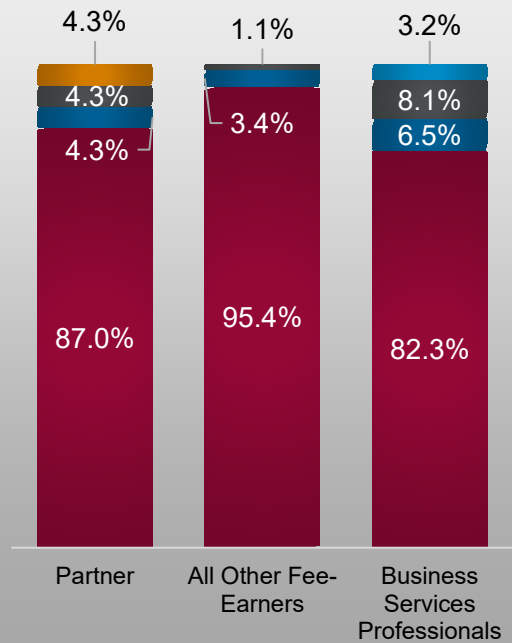
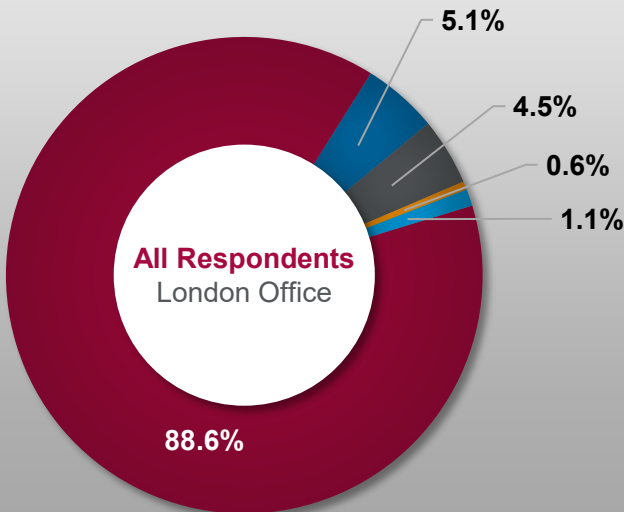
CAREGIVING RESPONSIBILITY: CHILDREN UNDER 18

- No
- Prefer Not to Say
- Yes



CAREGIVING RESPONSIBILITY: LONG-TERM DISABILITY (UNPAID)

- No
- Prefer Not to Say
- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week



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