



London Office Diversity Statistics

Cooley's commitment to attracting, mentoring and retaining an exceptional team of attorneys from as many backgrounds as possible is embedded in our culture. We are dedicated to maintaining a truly diverse workplace that values and celebrates differences – from the way we relate to and support each other, to the way we work together as one firm to meet the needs of our clients.

Learn more about our efforts at cooley.com/diversity

AGE							
	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partner			26.09%	47.83%	21.74%		4.35%
Solicitor	1.89%	69.81%	20.75%	3.77%	1.89%	1.89%	
Other legal staff	9.09%	45.45%	27.27%	9.09%	9.09%		
Non-legal staff	4.05%	29.73%	20.27%	28.38%	17.57%		
Firm total	3.07%	40.49%	21.47%	21.47%	12.27%	0.61%	0.61%

GENDER			
	Female	Male	Prefer not to say
Partner	26.09%	73.91%	
Solicitor	52.83%	47.17%	
Other legal staff	45.45%	54.55%	
Non-legal staff	74.32%	25.68%	
Firm total	58.90%	41.10%	

DISABILITY			
	Disabled	Not disabled	Prefer not to say
Partner	4.35%	95.65%	
Solicitor		94.34%	5.66%
Other legal staff		90.91%	9.09%
Non-legal staff	6.76%	89.19%	4.05%
Firm total	3.68%	92.02%	4.29%

ETHNIC ORIGIN

	Asian or Asian British	Black or Black British	Mixed/multiple ethnic	White	Other ethnic group	Prefer not to say
Partner			4.35%	82.61%	8.7%	4.35%
Solicitor	3.77%	5.66%	9.43%	77.36%		3.77%
Other legal staff	9.09%	9.09%		81.82%		
Non-legal staff	12.16%	8.11%	2.70%	74.32%		2.70%
Firm total	7.36%	6.74%	4.91%	76.69%	1.23%	3.07%

RELIGION

	No religion or belief /atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partner	74.78%		30.43%		26.09%			4.35%	4.35%
Solicitor	50.94%		41.51%						7.55%
Other legal staff	63.63%		27.27%			9.09%			
Non-legal staff	32.43%		41.89%	4.05%	2.70%	8.11%	1.35%		9.46%
Firm total	40.49%		39.88%	1.84%	4.91%	4.29%	0.61%	0.61%	7.36%

SEXUAL ORIENTATION

	Bisexual	Gay/lesbian	Heterosexual/straight	Other	Prefer not to say
Partner		4.35%	91.30%		4.35%
Solicitor	1.89%	7.55%	86.79%		3.77%
Other legal staff	9.09%		90.91%		
Non-legal staff	1.35%		95.95%		2.70%
Firm total	1.84%	3.07%	92.02%		3.07%

SOCIOECONOMIC BACKGROUND – Type of secondary school attended

	UK state-run or state-funded school – selective on academic, faith or other grounds	UK state-run or state-funded school – non-selective	UK independent or fee-paying school – bursary	UK independent or fee-paying school – no bursary	Attended school outside the UK	Don't know	Prefer not to say
Partner	39.13%	34.78%		26.09%			
Solicitor	13.21%	20.75%	3.77%	35.85%	22.64%		3.77%
Other legal staff	27.27%	27.27%	9.09%	18.18%	18.18%		
Non-legal staff	22.97%	63.51%		9.46%	2.70%		1.35%
Firm total	22.70%	42.33%	1.84%	20.86%	10.43%		1.84%

CARING PRIMARY/JOINT

	Yes	No	Prefer not to say
Partner	34.78%	65.22%	
Solicitor	16.98%	79.25%	3.77%
Other legal staff	9.09%	90.91%	
Non-legal staff	27.03%	71.62%	1.35%
Firm total	23.31%	74.85%	1.84%

CARING LONG TERM

	Not long-term carer	Yes, 1-19 hours a week	Yes, 20-49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partner	91.30%	8.70%			
Solicitor	90.57%	5.66%			3.77%
Other legal staff	100%				
Non-legal staff	87.84%	4.05%	1.35%	1.35%	5.41%
Firm total	90.18%	4.91%	0.61%	0.61%	3.68%

Notes:

1. Current data as at July 2021, based on a disclosure rate of 77.3%
2. Data has been rounded to the nearest per cent and overall totals have been rounded to 100 per cent.
3. "Solicitor" category includes Counsel. "Other Legal Staff" category includes Trainees, Paralegals, and PSLs. "Non-Legal Staff" category includes Business Services and Secretaries.