Social mobility

Below we set out the socio-economic background of our workforce, as of March 2022.

		Postcode at age 14 was in social mobility cold spot[1]	Household eligible for income support	Attended university and was first generation in family to attend university	Eligible for free school meals	Attended non-selective state school for secondary education (not private or grammar)	Attended selective state school for secondary education(grammar)	Attended private/public school for secondary education	Working class background[2]	Social housing[3]
LAWYERS	**Paralegal / Legal Assistants**	0.0%	30.0%	28.6%	18.2%	61.5%	19.2%	15.4%	23.8%	9.5%
	Trainee	0.0%	0.0%	37.5%	0.0%	55.6%	22.2%	22.2%	0.0%	0.0%
	Associate	5.6%	12.3%	44.1%	7.0%	46.7%	18.3%	33.3%	17.3%	3.8%
	Senior Associate	18.2%	5.0%	42.9%	4.5%	50.0%	12.5%	33.3%	35.3%	0.0%
	Managing Associate	6.7%	0.0%	41.2%	0.0%	47.4%	10.5%	42.1%	5.9%	5.9%
	Partner	9.1%	5.2%	51.7%	8.5%	39.3%	19.7%	39.3%	21.8%	3.5%
NON LAWYERS	**Secretaries**	4.0%	14.3%	18.2%	19.5%	78.6%	11.9%	7.1%	37.9%	20.6%
	Junior Business Serv	4.8%	17.9%	37.9%	15.0%	58.7%	13.0%	28.3%	20.0%	8.3%
	Senior Business Serv	19.0%	17.5%	41.9%	7.9%	61.9%	14.3%	16.7%	33.3%	8.6%
WHOLE FIRM		**8.9%**	**8.9%**	**41.4%**	**9.6%**	**53.8 %**	**16.5%**	**27.6%**	**21.4%**	**7.0%**

Note: this data covers those that have voluntarily provided this information, or who have actively stated that they prefer not to provide this information. This covers around 70% of the firm.

[1] Using Social Mobility Commission cold spot classifications
[2] According to the Social Mobility Commission definition, based on the parental occupation of the primary earner in the household during secondary education.
[3] Primary residence during secondary education was rented social housing, either via a local authority or housing association (not privately rented)