

# UK Diversity and Inclusion

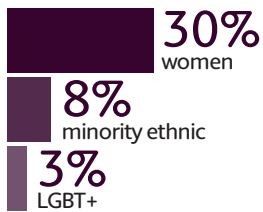
We are a high performing global team with people from diverse backgrounds, perspectives and life experiences. We know that the breadth of perspective and difference of viewpoints produced by diverse teams can help generate our best thinking, both for our clients and our own business.

We are committed to recruiting, retaining and advancing a diverse workforce where people can be themselves and feel empowered to succeed. Attracting and harnessing the full talent of all our people means getting diversity and inclusion right. This takes time, but our determination and progress cannot be doubted. We are supported in our approach through our networks, diversity champions, global and regional diversity committees, and client engagement.

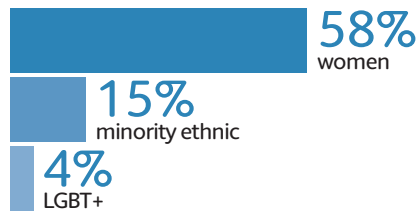
This information sheet shows some of our key metrics and the ways in which we are working to achieve our goals.

## In numbers

### UK partnership diversity



### UK lawyer diversity (associates, senior associate and counsel)



We rely on our people to provide their diversity data. In the UK, 93% of our people have shared their ethnicity information with us and 77% of our people have shared their sexual orientation with us.

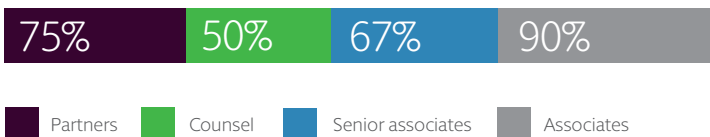
## Pay Gap Reporting

In April 2021 we published [gender pay gap](#) data, going above and beyond the statutory requirements to report our pay gap for partners, lawyers and Business Services. We also voluntarily reported our ethnicity and sexual orientation pay gap data for UK employees and partners.

## Recruiting and promoting our people

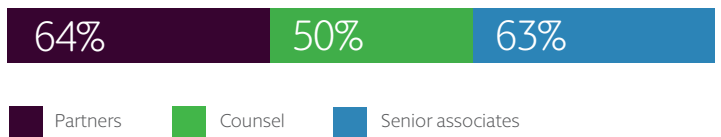
Of the partners, counsel, senior associates and associates **recruited** in the last two years, the following percentages were diverse\*:

### Hires 2019/2020 % of Diverse



Of the partners, counsel and senior associates **promoted** in the last two years, the following percentages were diverse\*:

### Promotions 2019/2020 % of Diverse



\*Diverse lawyers includes women, minority ethnic, and LGBT+ lawyers

In our **2019/2020 graduate trainee recruitment round**, **31%** of our hires were from **Black, Asian and Minority Ethnic (BAME)** backgrounds and **29%** from **lower socioeconomic backgrounds**.

**27%** Women partners worldwide

## Embedding an inclusive culture

Creating and maintaining a culture where our people can be themselves and feel supported to succeed is key to ensuring we progress and retain talent within the business.

Workplace wellbeing is a priority and we are proud to be a member of the **City Mental Health Alliance** which aims to create a culture of good mental health for City workers and complements our existing wellbeing programme. Our Global Managing Partner for Diversity & Inclusion and Responsible Business, Susan Bright, sits on the Board.

We also have trained **Mental Health First Aiders** and participate in the Lord Mayor's **This is me** campaign, to tackle the stigma around mental health in the workplace.

## Creating communities

### Ensuring Dignity and Respect in the workplace

Respect at Work is our proactive approach to ensure that we protect our people and our culture. Our Respect Advocates are volunteers across our business at all levels who champion respectful behaviour; equipped with the skills and knowledge required to manage difficult situations. We are committed to nurturing a culture where people are no longer bystanders to inappropriate behaviour, but instead feel empowered to raise any concerns, confident that they will be dealt with appropriately.

### Intersectionality

We recognise the intersectionality of our people and that no-one is 'just one thing'. Our employee networks are broad ranging and collaborative, driving activity to ensure our culture of inclusion is shared throughout the firm addressing gender equality, working families, generations, race, ethnicity, LGBT+, faith and belief.

### Supporting retention and progression

We actively seek to identify and nurture our pipeline of diverse talent, focusing on ensuring our policies, processes and programmes enable us to develop and advance our people. Our global coaching strategy and Combining Potential mentoring programme support our people from under-represented backgrounds.

### External Partnerships

We work with Business in the Community on key programmes relating to gender and ethnicity. Our long standing relationships with PRIME and Rare Recruitment are invaluable in our determination to support social mobility in the legal profession. Our Partnership with the Reignite Academy offers us access to untapped talent through its award winning returnship programme for lawyers who have had a career break.

## Connecting with clients

**We are committed to fielding diverse and inclusive client teams, and we also partner with our clients on their own D&I programmes and initiatives.**

Our clients recognise our expertise and we regularly provide training and support on diversity and inclusion topics such as inclusive behaviours and anti-bullying and harassment.

We were a founding signatory to the Mindful Business Charter, created to 'remove unnecessary sources of stress and promote better mental health and wellbeing in the workplace'. Since 2018, we have been working with our people and our clients to embed the principles and to nurture more effective relationships within internal teams and with our clients.



## Recognition and reward

**Our work and our people are viewed by many as at the cutting edge in the profession. There is always more to do and no room for complacency, but these accolades show we are on the right path in the UK:**

- Ranked in the Top 100 Stonewall Workplace Equality Index for 10 consecutive years, 17th in 2020, the joint highest ranking in this period.
- Recognised among The Times Top 50 Employers for Women for the last nine consecutive years.
- Ranked in the Top 50 Social Mobility Index in 2018 and Top 75 in 2019 and 2020.
- Achieved Bronze certification in the National Inclusion Standard (NIS) in 2020. This step-by-step evidence based accreditation tool is the benchmark for workplace inclusion, covering all protected characteristics and wider inclusion and diversity issues. We are the first law firm to achieve this standard.

## Continuing the conversation

We are committed to an open and constructive conversation with our people and with our clients. We would be delighted to continue this dialogue and would welcome the opportunity to introduce you to the diverse talent we have at Hogan Lovells.

### Contact us:

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