

# Diversity Profile 2023



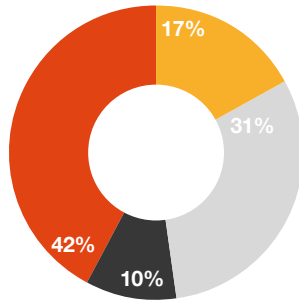
Mishcon de Reya

It's business. But it's personal.

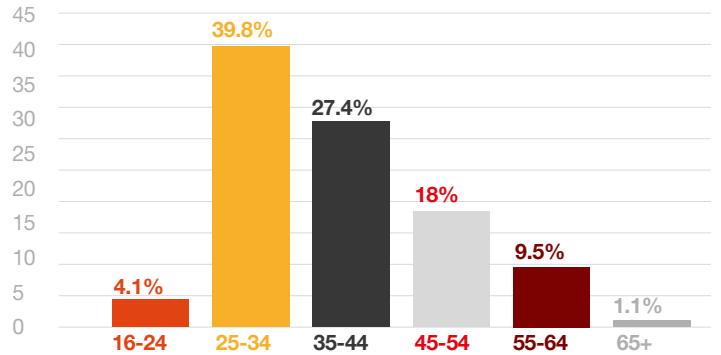
# Diversity Profile 2023

**Figure 1: Role**

Partner  
Solicitor  
Other fee earning role  
Support Staff (Operations)

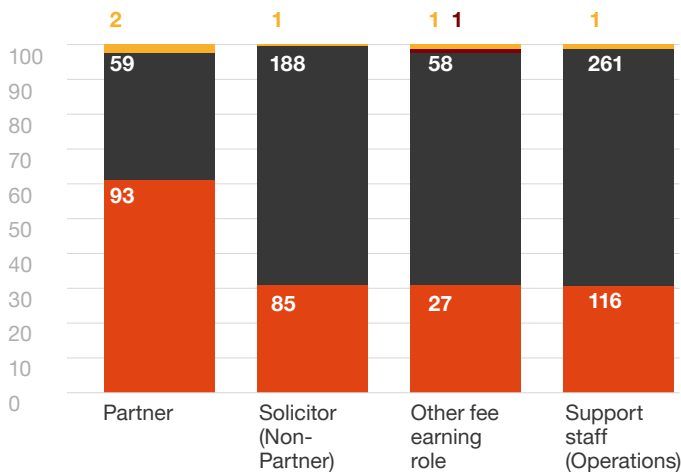


**Figure 2: Age**



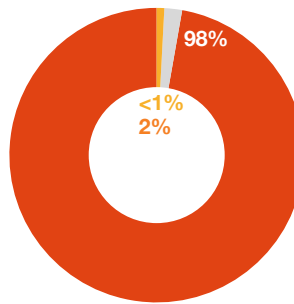
**Figure 3: Gender**

Male  
Female  
Other preferred description  
Prefer not to say



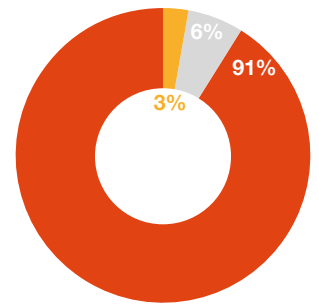
**Figure 4: Gender identity same as sex registered at birth**

No, gender identity not the same as sex at birth  
Yes, gender identity the same as sex at birth  
Prefer not to say



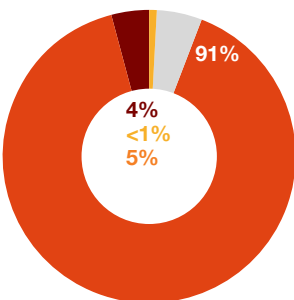
**Figure 5: Those with a disability according to the Equality Act 2010**

Yes  
No  
Prefer not to say



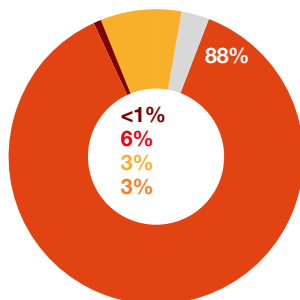
**Figure 6: Those who consider their day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months**

Yes, limited a lot  
Yes, limited a little  
No  
Prefer not to say



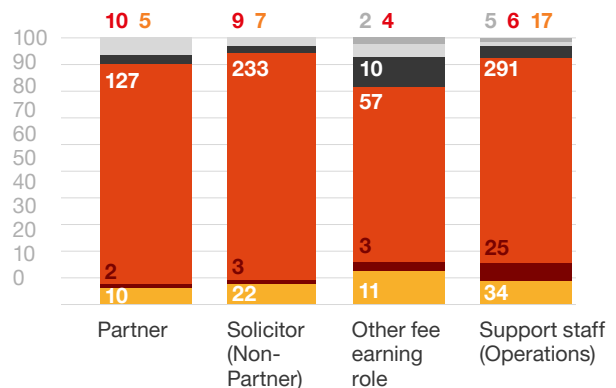
**Figure 7: Sexual Orientation**

Bi  
Gay/Lesbian  
Heterosexual  
Other preferred description  
Prefer not to say

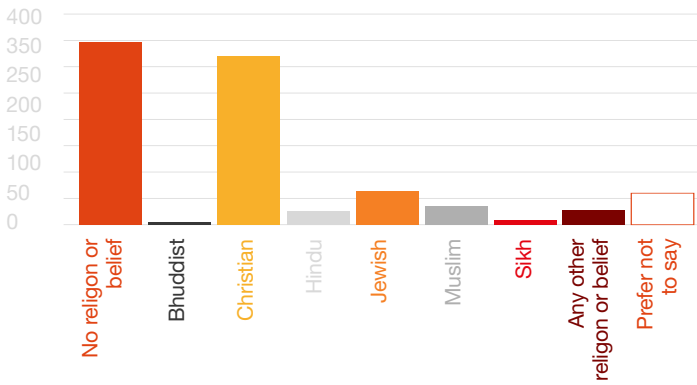


**Figure 8: Ethnicity**

Asian/Asian British  
Black/Black British  
White  
Mixed/multiple ethnic groups  
Other ethnic groups  
Prefer not to say

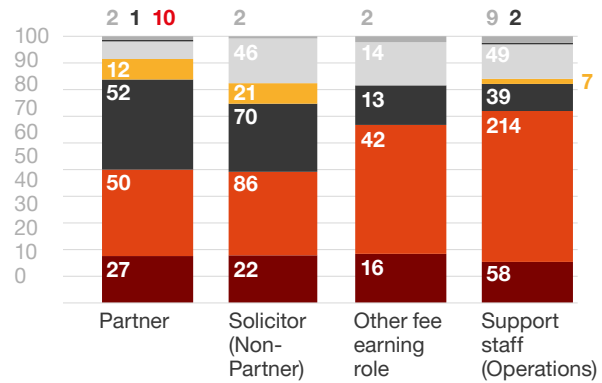


**Figure 9: Religion or belief**



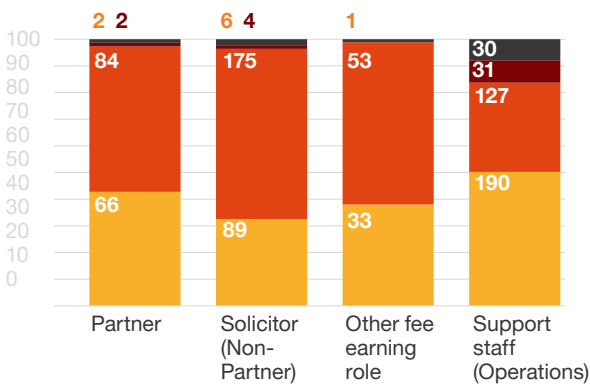
**Figure 10: School attended between age of 11 and 16**

Prefer not to say  
 Don't know / not sure  
 Attended school outside the UK  
 Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition  
 Independent / fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition  
 State-run or state-funded school - non-selective  
 State-run or state-funded school - selective on academic, faith or other grounds



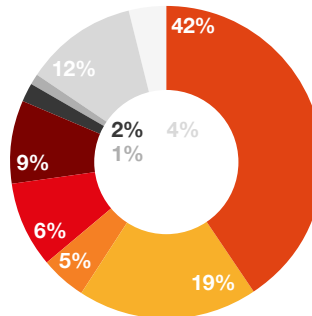
**Figure 11: Qualification of parents**

No, neither of my parents attended university  
 Yes, one or both of my parents attended university  
 Don't know / not sure  
 Prefer not to say



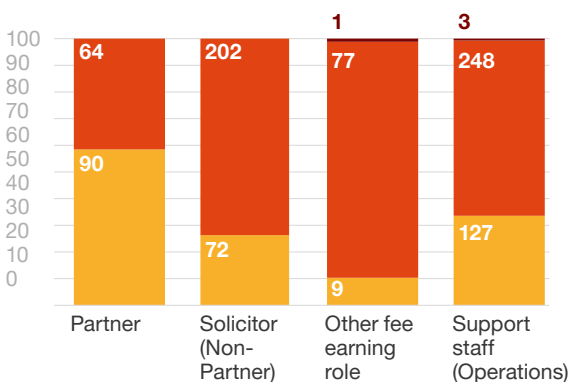
**Figure 12: Parental occupation**

Modern professional and traditional professional occupations  
 Senior, middle or junior managers or administrators  
 Clerical and intermediate occupations  
 Technical and craft occupations  
 Routine, semi-routine manual and service occupations  
 Small business owners who employed less than 25 people  
 Long term unemployed  
 Other  
 Prefer not to say



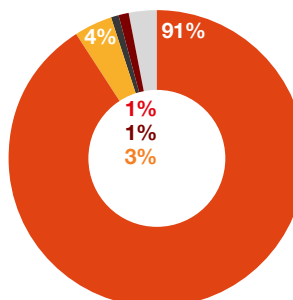
**Figure 13: Qualification of parents**

Yes  
 No  
 Prefer not to say



**Figure 14: Those who are a carer for someone with long term physical or mental ill health caused by disability or age (not in paid capacity)**

No  
 Yes, 1–19 hours a week  
 Yes, 20–49 hours a week  
 Yes, 50 or more hours a week  
 Prefer not to say



Data reflects demographic information for the UK as of July 2023. Categories reflect data from approximately 70% of our people. As a result, the figures do not reflect the demographics of all Mishcon staff. They also exclude temporary employees.

**Mishcon de Reya LLP**

Africa House  
70 Kingsway  
London WC2B 6AH

T +44 20 3321 7000  
F +44 20 7404 5982  
E [contactus@mishcon.com](mailto:contactus@mishcon.com)

[mishcon.com](http://mishcon.com)