

Diversity statistics 2024

The data represents a snapshot of all partners and staff as at 22 October 2024 and relates to data captured prior to that date and stored in their HR records. The data is shown as a percentage of those who responded to each question: the average response rate across all areas was 97%. As such the data shown does not reflect the exact demographics of partners and staff at Russell-Cooke. All figures are rounded to the nearest percentage point.

Gender	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Female	46%	66%	56%	73%	64%
Male	51%	28%	31%	22%	30%
Other preferred description					
Prefer not to say	3%	6%	13%	5%	6%

Social mobility – type of school attended from 11 - 18

	Partners	Solicitors	Other fee earners	Business support	All partners and staff
UK State School	51%	60%	44%	60%	56%
UK Independent/fee paying school	32%	17%	34%	10%	20%
Attended school outside the UK	6%	12%	5%	15%	11%
Prefer not to say	11%	11%	17%	15%	13%

Age	Partners	Solicitors	Other fee earners	Business support	All partners and staff
16 – 24		8%	32%	13%	12%
25 – 34	6%	66%	21%	20%	34%
35 – 44	46%	14%	6%	23%	21%
45 – 54	40%	5%	8%	20%	16%
55 - 64	3%	1%	14%	15%	8%
65+			6%	1%	1%
Prefer not to say	5%	5%	1%	7%	7%

Ethnicity	Partners	Solicitors	Other fee earners	Business support	All partners and staff
Asian / Asian British	3%	13%	7%	7%	8%
Black – African/Caribbean/Other black		3%	4%	9%	5%
Mixed / Multiple ethnic groups	2%	5%		4%	4%
Other ethnic group		3%		1%	1%
White	88%	68%	73%	67%	72%
Prefer not to say	8%	8%	15%	12%	10%

All Partners and staff

Disability (as defined by the Equality Act)	
Yes	5%
No	85%
Prefer not to say	10%

Sexual Orientation	
Bisexual	3%
Gay/Lesbian	2%
Other preferred description	1%
Heterosexual/straight	81%
Prefer not to say	13%

Transgender (gender identity different from your registered sex at birth)	
Yes	1%
No	92%
Prefer not to say	7%

Primary carer for a child under 18	
Yes	21%
No	69%
Prefer not to say	10%

Religion	
No religion or belief / Atheist	37%
Buddhist	1%
Christian	39%
Hindu	3%
Jewish	2%
Muslim	2%
Sikh	1%
Any other religion or belief	1%
Prefer not to say	14%