

LEWIS SILKIN DIVERSITY STATISTICS 2009

The data below shows the results of an annual diversity survey undertaken by the firm in April 2009.

The data concerning gender, ethnic origin and flexible working has been derived from the firm's HR database. The data regarding disability has been based on the voluntary results of a survey conducted in April 2009 to which 86.5% of our workforce responded.

Table 1

This table represents a breakdown by percentage of the firm's total workforce. For example, the data shows that female Partners account for 6.1% of the total population, and secretaries who were from a non-minority ethnic background accounted for a total of 15.6% of the firm's population.

Grade	Male	Female	Declared non-minority	Declared minority ethnic	Declared disability	Works flexible hours
Partner	12%	6.1%	17%	1.2%	0%	1.09%
Associate or Barrister	15.3%	16%	26.1%	5.1%	0.45%	2.1%
Trainee/Paralegal	2.5%	4.3%	6.1%	0.7%	0%	0%
PDL	0.73%	2.1%	2.9%	0%	0%	2.55%
Secretarial	0%	18.5%	15.6%	2.9%	1.35%	3.6%
Business Services	9.5%	13%	17.8%	4.3%	0%	2.9%
Total	40%	60%	85.5%	14.2%	1.8%	12.2%

Table 2

This table represents data recorded as a percentage for each grade. For example, we can see that 66% of all Partners are male, and that 13% of all Business services work flexible hours.

Grade	Male	Female	Declared non-minority ethnic	Declared minority ethnic	Declared disability	Works flexible hours
Partner	66%	34%	94%	6%	0%	6%
Associate or Barrister	49%	51%	83%	17%	1.56%	7%
Trainee/Paralegal	37%	63%	89%	11%	0%	0%
PDL	25%	75%	100%	0%	0%	88%
Secretarial	0%	100%	84%	16%	6.2%	20%
Business Services	40%	60%	80%	20%	0%	13%

*Lewis Silkin LLP is a commercial law firm based in Central London with an additional office in Oxford.
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