



London Office Diversity Statistics

Cooley's commitment to attracting, mentoring and retaining an exceptional team of lawyers from as many backgrounds as possible is embedded in our culture. We are dedicated to maintaining a truly diverse workplace that values and celebrates differences – from the way we relate to and support each other to the way we work together as one firm to meet the needs of our clients.

Learn more about our efforts at cooley.com/diversity.

Age							
	16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65+	Prefer not to say
Partner	0.00%	0.00%	34.62%	50.00%	15.38%	0.00%	0.00%
Solicitor	0.00%	64.91%	26.32%	7.02%	1.75%	0.00%	0.00%
Other legal staff	0.00%	73.33%	13.33%	6.67%	0.00%	0.00%	6.67%
Non-legal staff	5.05%	34.34%	14.14%	23.23%	18.18%	2.02%	3.03%
Prefer not to say	0.00%	20.00%	60.00%	0.00%	0.00%	0.00%	20.00%
Firm total	2.48%	41.09%	21.29%	20.30%	11.39%	0.99%	2.48%

Gender			
	Female	Male	Prefer not to say
Partner	46.15%	53.85%	0.00%
Solicitor	57.89%	42.11%	0.00%
Other legal staff	66.67%	33.33%	0.00%
Non-legal staff	65.66%	32.32%	2.02%
Prefer not to say	60.00%	20.00%	0.00%
Firm total	60.89%	37.62%	1.49%

Disability			
	Disabled	Not disabled	Prefer not to say
Partner	7.69%	92.31%	0.00%
Solicitor	7.02%	91.23%	1.75%
Other legal staff	20.00%	80.00%	0.00%
Non-legal staff	3.03%	91.92%	5.05%
Prefer not to say	0.00%	80.00%	20.00%
Firm total	5.94%	90.59%	3.47%

Ethnic origin						
	Asian or Asian British	Black or Black British	Mixed/ multiple ethnic	White	Other ethnic group	Prefer not to say
Partner	0.00%	0.00%	0.00%	96.15%	3.85%	0.00%
Solicitor	10.53%	3.51%	7.02%	78.95%	0.00%	0.00%
Other legal staff	33.33%	0.00%	6.67%	60.00%	0.00%	0.00%
Non-legal staff	11.11%	10.10%	3.03%	71.72%	0.00%	2.02%
Prefer not to say	40.00%	0.00%	0.00%	40.00%	0.00%	20.00%
Firm total	11.88%	5.94%	3.96%	76.24%	0.50%	1.49%

Religion									
	No religion or belief/ atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partner	34.62%	0.00%	34.62%	0.00%	19.23%	0.00%	0.00%	0.00%	11.54%
Solicitor	50.88%	1.75%	35.09%	1.75%	0.00%	1.75%	1.75%	3.51%	3.51%
Other legal staff	33.33%	0.00%	26.67%	6.67%	0.00%	26.67%	6.67%	0.00%	0.00%
Non-legal staff	43.43%	0.00%	37.37%	1.01%	3.03%	8.08%	2.02%	0.00%	5.05%
Prefer not to say	60.00%	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	0.00%	20.00%
Firm total	44.06%	0.50%	34.65%	1.98%	3.96%	6.44%	1.98%	0.99%	5.45%

Sexual orientation				
	Bisexual	Gay/lesbian	Heterosexual/straight	Prefer not to say
Partner	0.00%	3.85%	88.46%	7.69%
Solicitor	3.51%	3.51%	92.98%	0.00%
Other legal staff	0.00%	0.00%	80.00%	20.00%
Non-legal staff	0.00%	1.01%	94.95%	4.04%
Prefer not to say	0.00%	0.00%	60.00%	40.00%
Firm total	0.99%	1.98%	91.58%	5.45%

Socioeconomic background – Type of secondary school attended							
	UK state-run or state-funded school – selective on academic, faith or other grounds	UK state-run or state-funded school – non-selective	UK independent or fee-paying school – bursary	UK independent or fee-paying school – no bursary	Attended school outside the UK	Don't know	Prefer not to say
Partner	19.23%	26.92%	0.00%	50.00%	3.85%	0.00%	0.00%
Solicitor	19.30%	15.79%	1.75%	29.82%	33.33%	0.00%	0.00%
Other legal staff	20.00%	33.33%	6.67%	6.67%	33.33%	0.00%	0.00%
Non-legal staff	28.28%	53.54%	0.00%	9.09%	6.06%	0.00%	3.03%
Prefer not to say	0.00%	60.00%	0.00%	0.00%	0.00%	20.00%	20.00%
Firm total	23.27%	38.12%	0.99%	19.80%	15.35%	0.50%	1.98%

Primary carer of child/children under 18			
	Yes	No	Prefer not to say
Partner	50.00%	50.00%	0.00%
Solicitor	22.81%	77.19%	0.00%
Other legal staff	13.33%	86.67%	0.00%
Non-legal staff	26.26%	70.71%	3.03%
Prefer not to say	0.00%	80.00%	20.00%
Firm total	26.73%	71.29%	1.98%

Caring long term

	Not a long-term carer	Yes, 1 – 19 hours a week	Yes, 20 – 49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partner	92.31%	7.69%	0.00%	0.00%	0.00%
Solicitor	91.23%	7.02%	0.00%	0.00%	1.75%
Other legal staff	86.67%	6.67%	0.00%	6.67%	0.00%
Non-legal staff	87.88%	7.07%	1.01%	0.00%	4.04%
Prefer not to say	60.00%	20.00%	0.00%	0.00%	20.00%
Firm total	88.61%	7.43%	0.50%	0.50%	2.97%

Notes:

1. Current data as of 14 July 2023, based on a disclosure rate of 82.78%.
2. Data has been rounded to the nearest per cent, and overall totals have been rounded to 100%.
3. The 'solicitor' category includes counsel. The 'other legal staff' category includes trainees, paralegals and professional support lawyers (PSLs). The 'non-legal staff' category includes business services and secretaries.