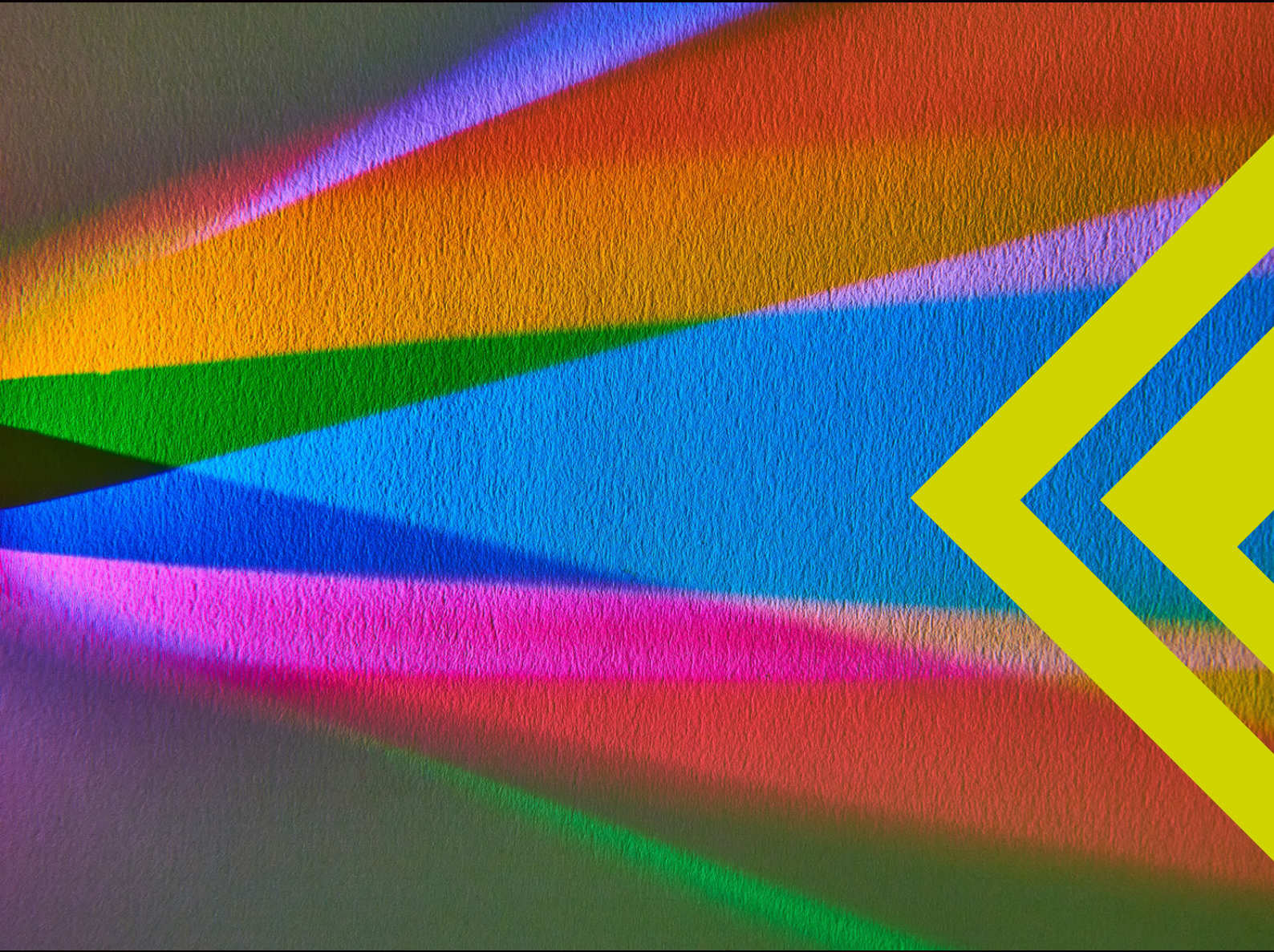




PENNINGTONS
MANCHES
COOPER



2024 UK PMC DIVERSITY STATISTICS

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INTRODUCTION

Diversity, equity and inclusion is central to life at Penningtons Manches Cooper. Our vision is to be the most human law firm. We aim to create a culture that enables everyone to reach their career potential, being their true selves. We are wholly committed to fostering an environment where our people are valued, motivated, and feel empowered to make the most of their working lives.

We appreciate our firm is not yet fully representative of every demographic in the legal sector. Our inclusion strategy is focused on diversifying the firm. It is driven by our leadership team and underpinned by our inclusion committees representing age, disability, neurodiversity and mental health, gender, LGBTQIA+, socioeconomic and race and faith. The committees work to create safe spaces for colleagues, raise awareness, and educate.

Each of our inclusion programmes and initiatives are designed to improve the make-up of our workforce so that we deliver the best solutions for our clients, together with supporting our colleagues. To benchmark our progress, we partner with leading organisations including The Business Disability Forum, RARE, The Black Solicitors Network, WorkLife Central and The Women in Law Pledge, to name a few.

Recently, we were proud to achieve a Gold Award from Stonewall’s 2024 Workplace Equality Index, also ranking at 36 in the Top 100 Employers list. We were also pleased to make the final shortlist for ‘Diversity, Equity and Inclusion Programme of the Year’ in the 2024 Women and Diversity in Law Awards, as well as for the ‘Outstanding in DE&I’ category in the 2024 Women, Influence & Power in Law Awards.

We have seen improvements in progression and attrition rates of underrepresented groups over the last three years and we are striving to increase our diversity disclosure rates. To support this, we are continuing to share and celebrate the backgrounds and experiences of our people. Our inclusion ambition is for everyone at PMC to feel encouraged to bring their entire selves to work, not just their work self.



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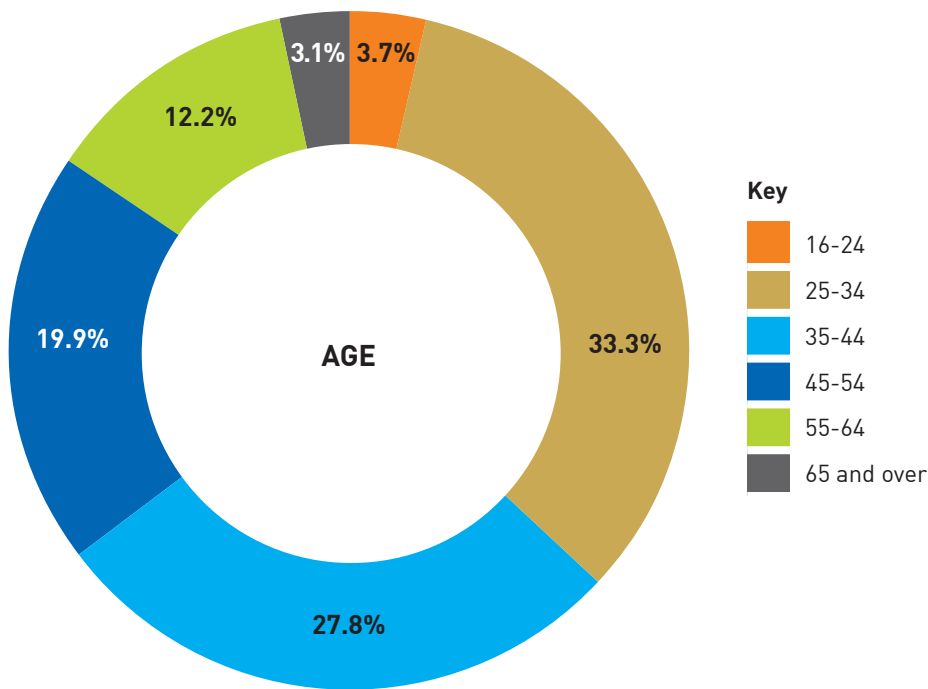
NOTES

- 1. This report details a snapshot of the diversity of PMC UK population as at 01 April 2024.
- 2. Parental occupation question - categories based on Social Mobility Commission Guidance.
- 3. Declaration rates for Trans status are too small to share.
- 4. Percentages may not add up to 100 due to rounding.

AGE

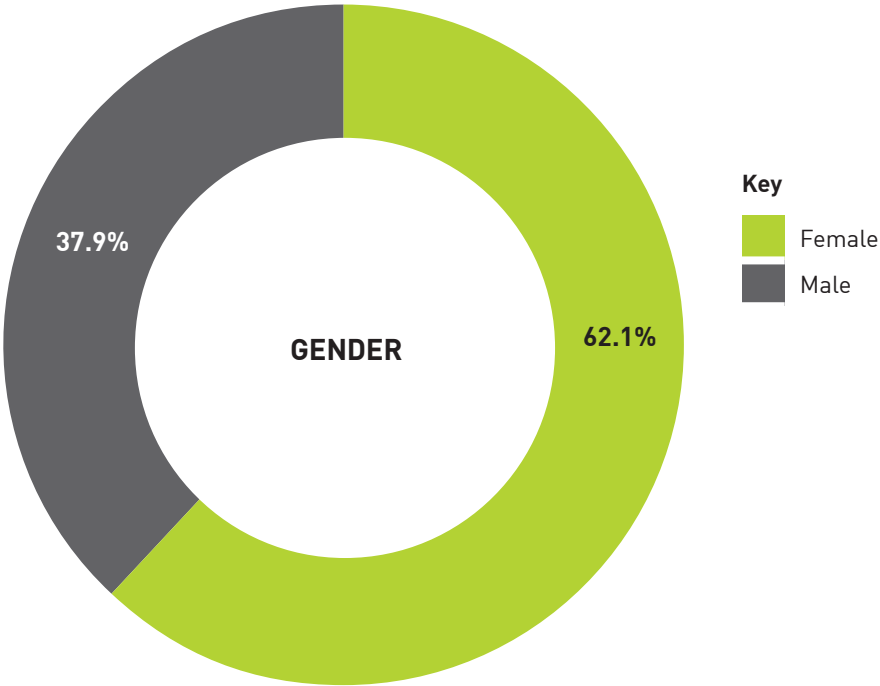
	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 and over
Grand Total	3.7%	33.3%	27.8%	19.9%	12.2%	3.1%
Partner	0.0%	1.4%	26.4%	40.0%	32.1%	0.0%
All Other Lawyers	0.0%	44.6%	33.7%	11.6%	3.6%	6.4%
Trainee	9.7%	87.1%	3.2%	0.0%	0.0%	0.0%
Other Fee Earners	19.5%	39.0%	18.3%	11.0%	8.5%	3.7%
Central Teams	3.6%	30.4%	29.2%	23.2%	12.5%	1.2%

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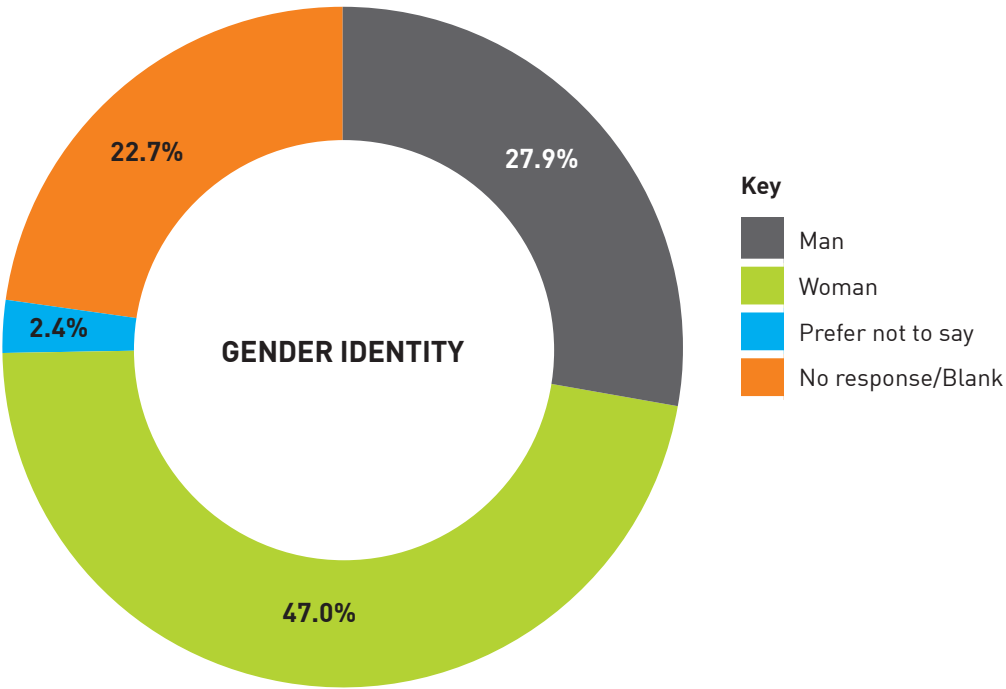
GENDER

	Female	Male
Grand Total	62.1%	37.9%
Partner	40.7%	59.3%
All Other Lawyers	67.5%	32.5%
Trainee	67.7%	32.3%
Other Fee Earners	81.7%	18.3%
Central Teams	61.3%	38.7%



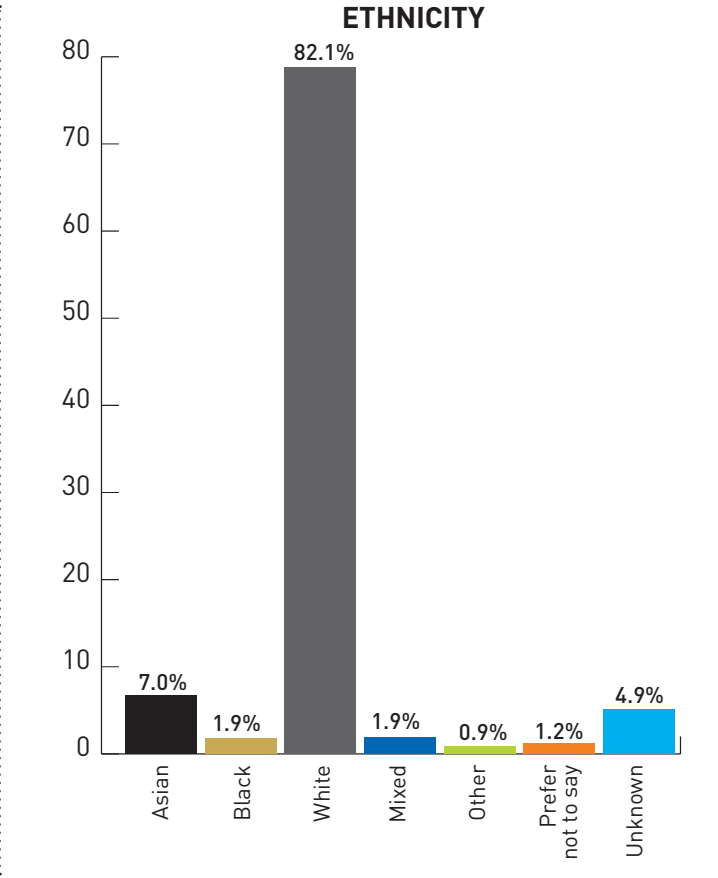
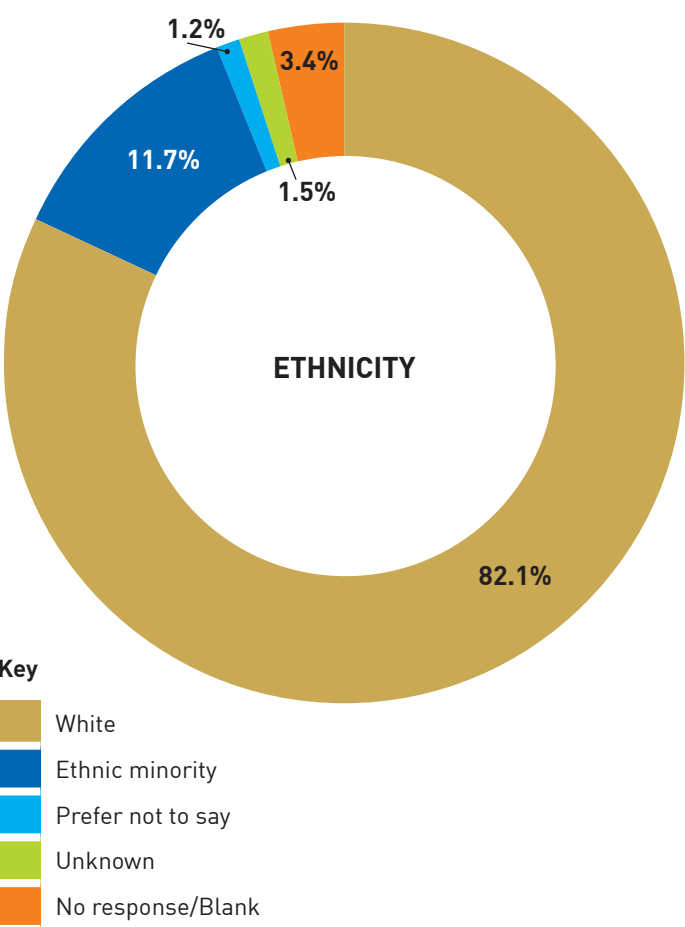
GENDER IDENTITY

	Man	Non-binary	Woman	I use another term	Prefer not to say	No response/ Blank
Grand Total	27.9%	0.0%	47.0%	0.0%	2.4%	22.7%
Partner	47.9%	0.0%	26.4%	0.0%	2.9%	22.9%
All Other Lawyers	21.7%	0.0%	49.8%	0.0%	2.8%	25.7%
Trainee	22.6%	0.0%	45.2%	0.0%	0.0%	32.3%
Other Fee Earners	14.6%	0.0%	65.9%	0.0%	0.0%	19.5%
Central Teams	28.0%	0.0%	51.2%	0.0%	3.0%	17.9%



ETHNICITY

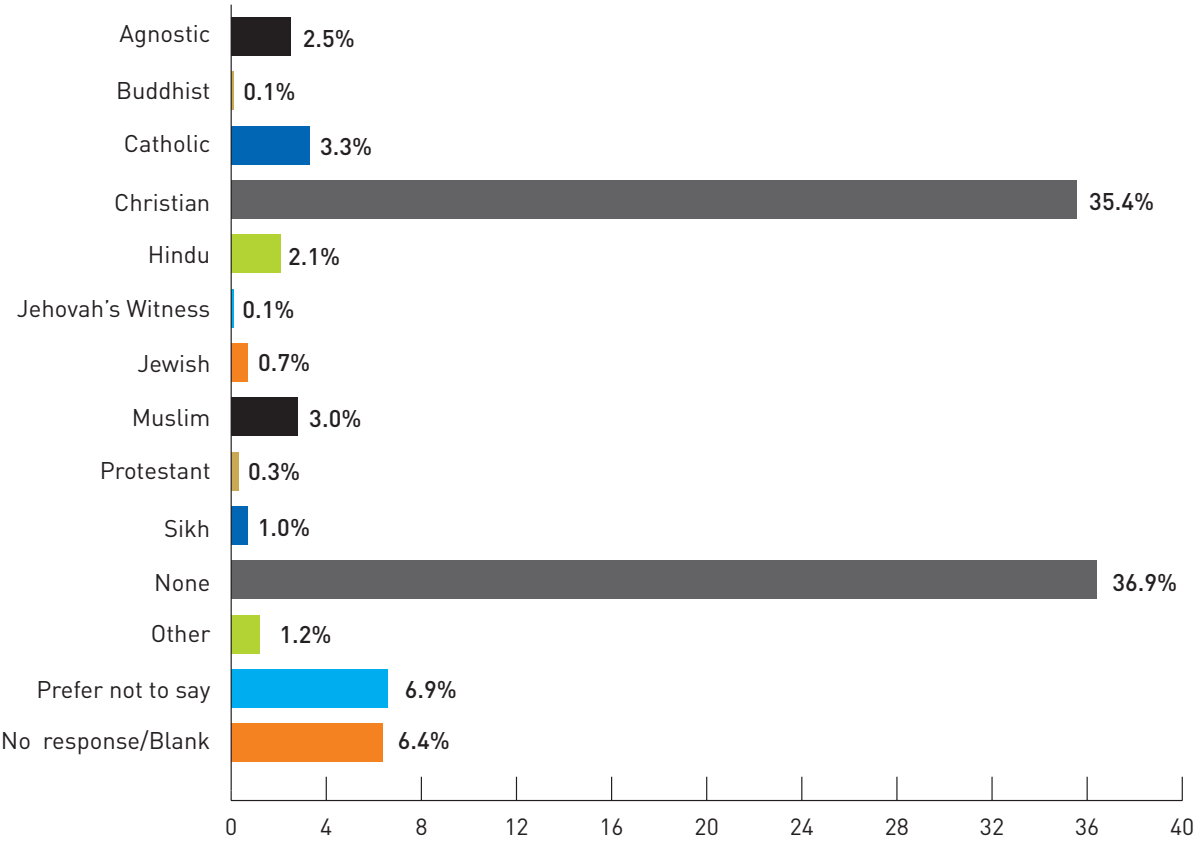
	Asian	Black	White	Mixed	Other	Prefer not to say	Unknown	No response/Blank
Grand Total	7.0%	1.9%	82.1%	1.9%	0.9%	1.2%	1.5%	3.4%
Partner	5.0%	0.0%	84.3%	0.0%	2.9%	0.7%	3.6%	3.6%
All Other Lawyers	8.0%	0.8%	82.7%	2.4%	0.8%	1.6%	1.2%	2.4%
Trainee	6.5%	3.2%	61.3%	3.2%	0.0%	0.0%	0.0%	25.8%
Other Fee Earners	14.6%	4.9%	76.8%	1.2%	0.0%	1.2%	0.0%	1.2%
Central Teams	3.6%	3.6%	85.7%	3.0%	0.0%	1.2%	1.2%	1.8%



RELIGION / BELIEF

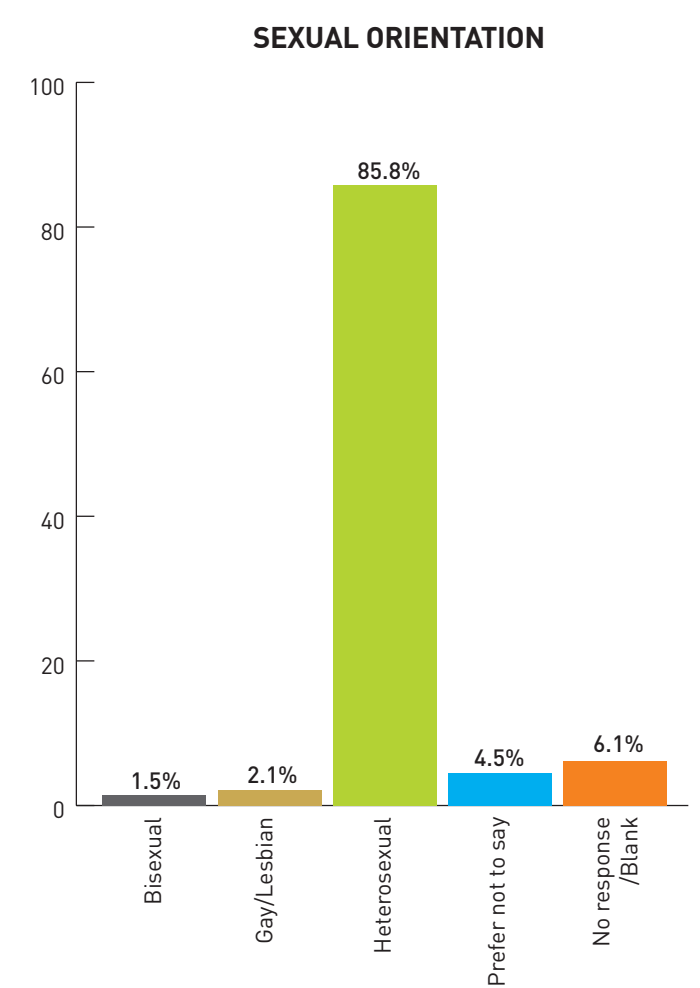
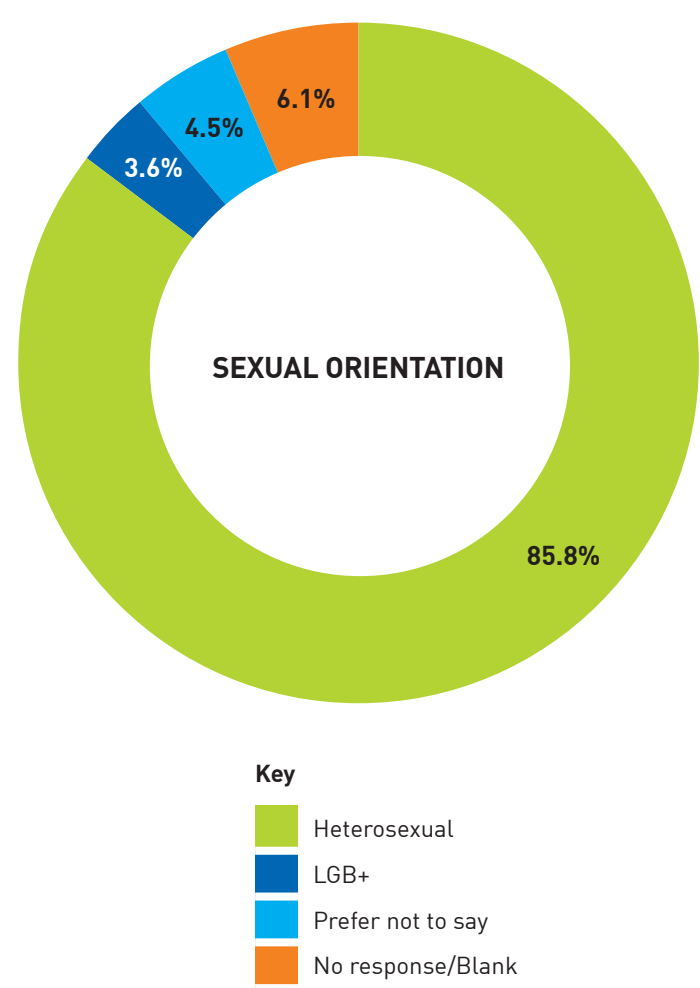
	Agnostic	Buddhist	Catholic	Christian	Hindu	Jehovah's Witness	Jewish	Muslim	Protestant	Sikh	None	Other	Prefer Not To Say	No response/Blank
Grand Total	2.5%	0.1%	3.3%	35.4%	2.1%	0.1%	0.7%	3.0%	0.3%	1.0%	36.9%	1.2%	6.9%	6.4%
Partner	2.9%	0.0%	8.6%	37.1%	0.7%	0.0%	3.6%	0.7%	1.4%	1.4%	24.3%	0.7%	11.4%	7.1%
All Other Lawyers	2.8%	0.0%	0.8%	39.4%	2.8%	0.0%	0.0%	3.6%	0.0%	0.4%	37.3%	1.2%	5.6%	6.0%
Trainee	3.2%	0.0%	3.2%	9.7%	0.0%	0.0%	0.0%	3.2%	0.0%	3.2%	38.7%	0.0%	3.2%	35.5%
Other Fee Earners	2.4%	0.0%	0.0%	29.3%	4.9%	0.0%	0.0%	8.5%	0.0%	1.2%	46.3%	0.0%	6.1%	1.2%
Central Teams	1.8%	0.6%	4.2%	35.7%	1.2%	0.6%	0.0%	1.2%	0.0%	1.2%	41.7%	2.4%	6.0%	3.6%

RELIGION / BELIEF



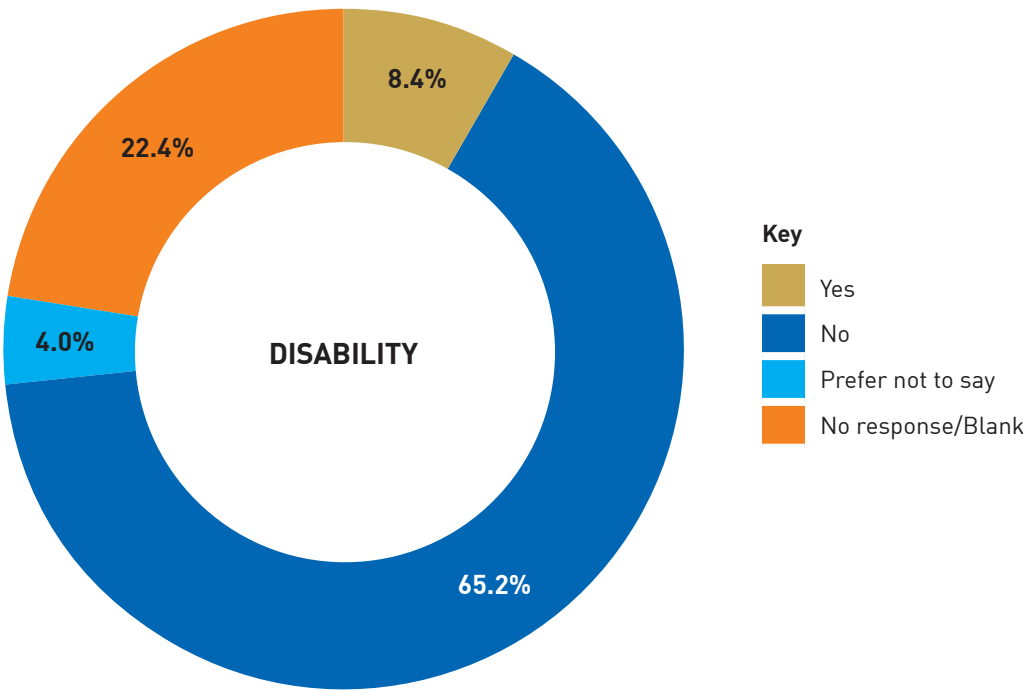
SEXUAL ORIENTATION

	Bisexual	Gay/Lesbian	Heterosexual	Prefer not to say	No response/Blank
Grand Total	1.5%	2.1%	85.8%	4.5%	6.1%
Partner	0.7%	2.1%	82.9%	6.4%	7.9%
All Other Lawyers	2.0%	2.8%	86.7%	3.6%	4.8%
Trainee	0.0%	3.2%	61.3%	3.2%	32.3%
Other Fee Earners	1.2%	1.2%	90.2%	6.1%	1.2%
Central Teams	1.8%	1.2%	89.3%	3.6%	4.2%



DISABILITY

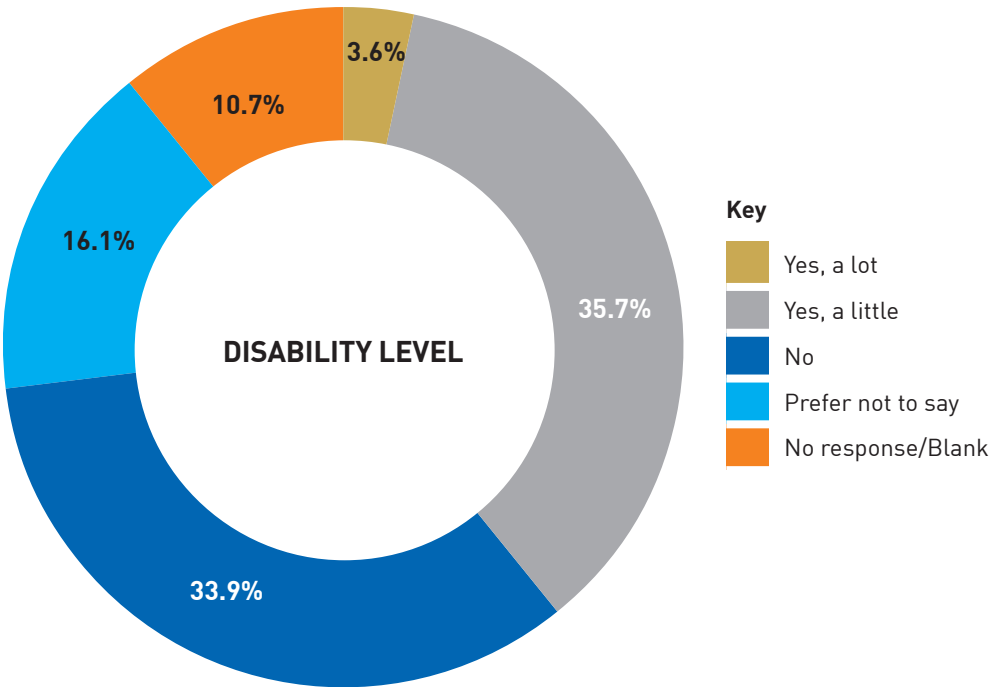
	Yes	No	Prefer not to say	No response/Blank
Grand Total	8.4%	65.2%	4.0%	22.4%
Partner	7.9%	62.9%	5.0%	24.3%
All Other Lawyers	9.6%	63.1%	2.0%	25.3%
Trainee	12.9%	77.4%	3.2%	6.5%
Other Fee Earners	6.1%	69.5%	6.1%	18.3%
Central Teams	7.1%	66.1%	5.4%	21.4%



DISABILITY LEVEL

Does this condition, illness, impairment, or disability have a substantial and long-term negative effect on your ability to carry out normal daily activities or the work you can do?

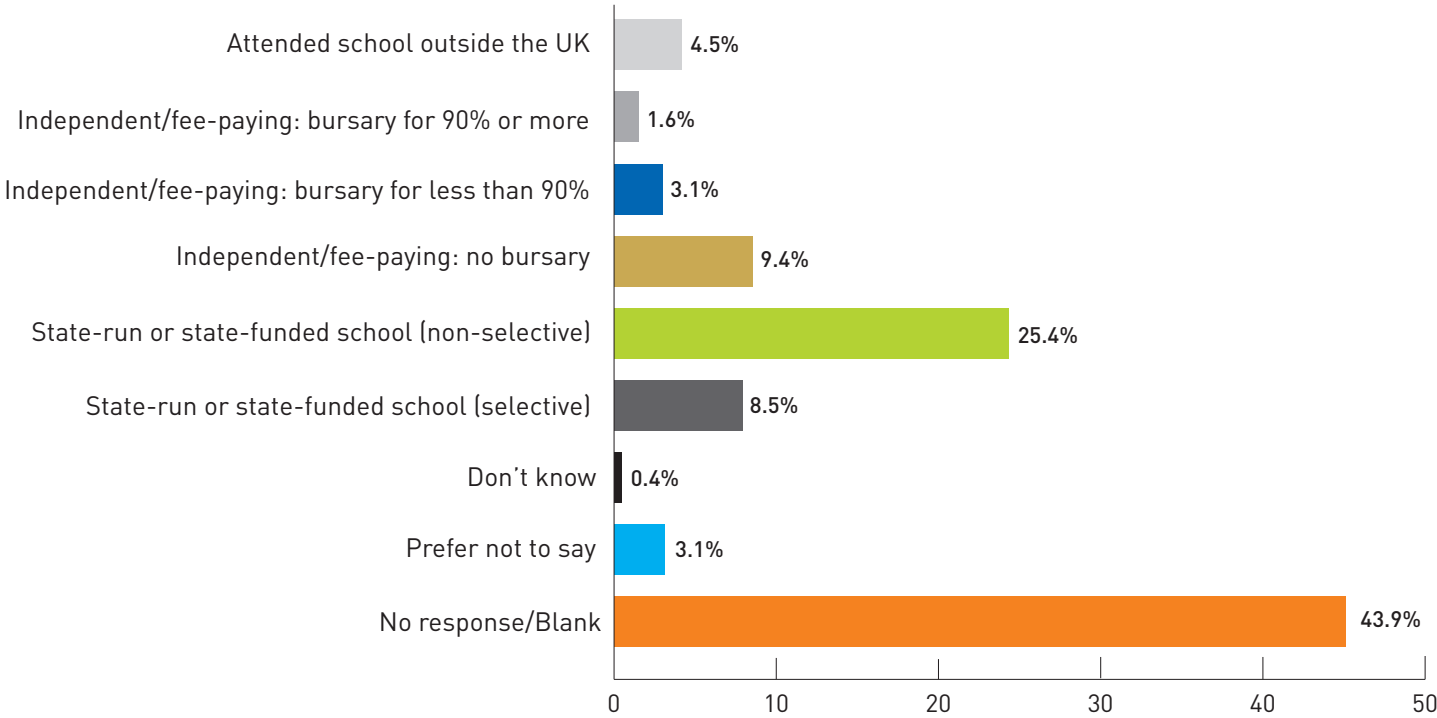
	Yes, a lot	Yes, a little	No	Prefer not to say	No response/Blank
Grand Total	3.6%	35.7%	33.9%	16.1%	10.7%
Partner	0.0%	45.5%	18.2%	9.1%	27.3%
All Other Lawyers	8.3%	20.8%	33.3%	25.0%	12.5%
Trainee	0.0%	75.0%	0.0%	25.0%	0.0%
Other Fee Earners	0.0%	40.0%	60.0%	0.0%	0.0%
Central Teams	0.0%	41.7%	50.0%	8.3%	0.0%



SCHOOL TYPE (AGES 11-18)

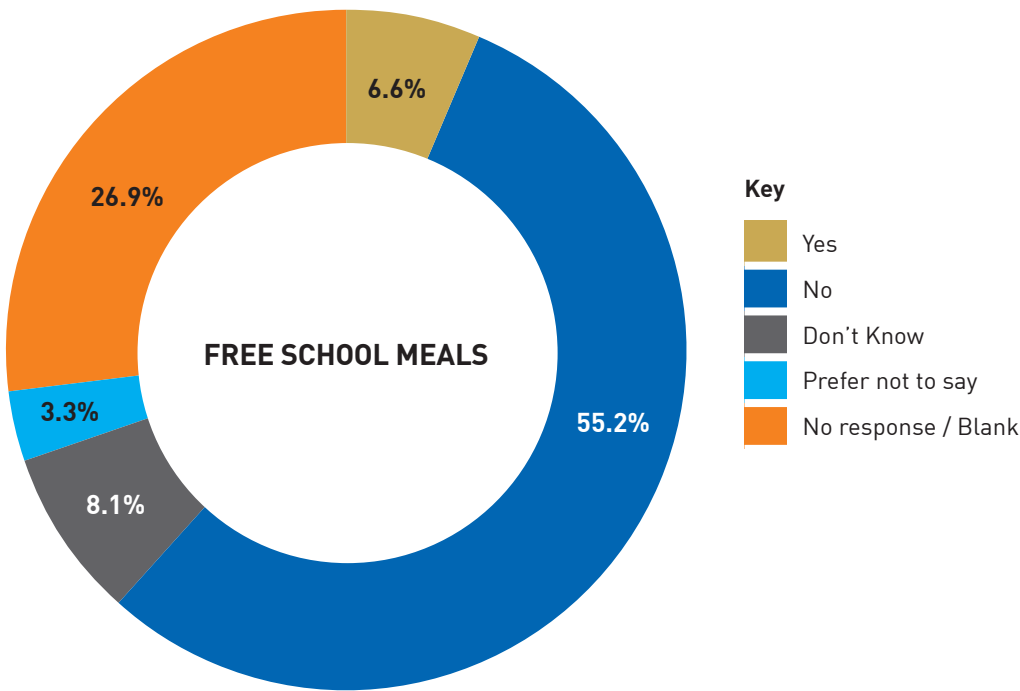
	Attended school outside the UK	Independent/fee-paying: bursary for 90% or more	Independent/fee-paying: bursary for less than 90%	Independent/fee-paying: no bursary	State-run or state-funded school (non-selective)	State-run or state-funded school (selective)	Don't know	Pre-fer Not To Say	No response/Blank
Grand Total	4.5%	1.6%	3.1%	9.4%	25.4%	8.5%	0.4%	3.1%	43.9%
Partner	1.4%	2.9%	5.7%	12.9%	16.4%	7.1%	0.7%	3.6%	49.3%
All Other Lawyers	2.4%	1.2%	4.0%	12.0%	24.1%	6.0%	0.4%	2.0%	47.8%
Trainee	6.5%	0.0%	0.0%	16.1%	32.3%	6.5%	0.0%	0.0%	38.7%
Other Fee Earners	9.8%	0.0%	1.2%	1.2%	29.3%	11.0%	0.0%	3.7%	43.9%
Central Teams	7.1%	2.4%	1.2%	5.4%	31.5%	12.5%	0.6%	4.8%	34.5%

SOCIAL MOBILITY



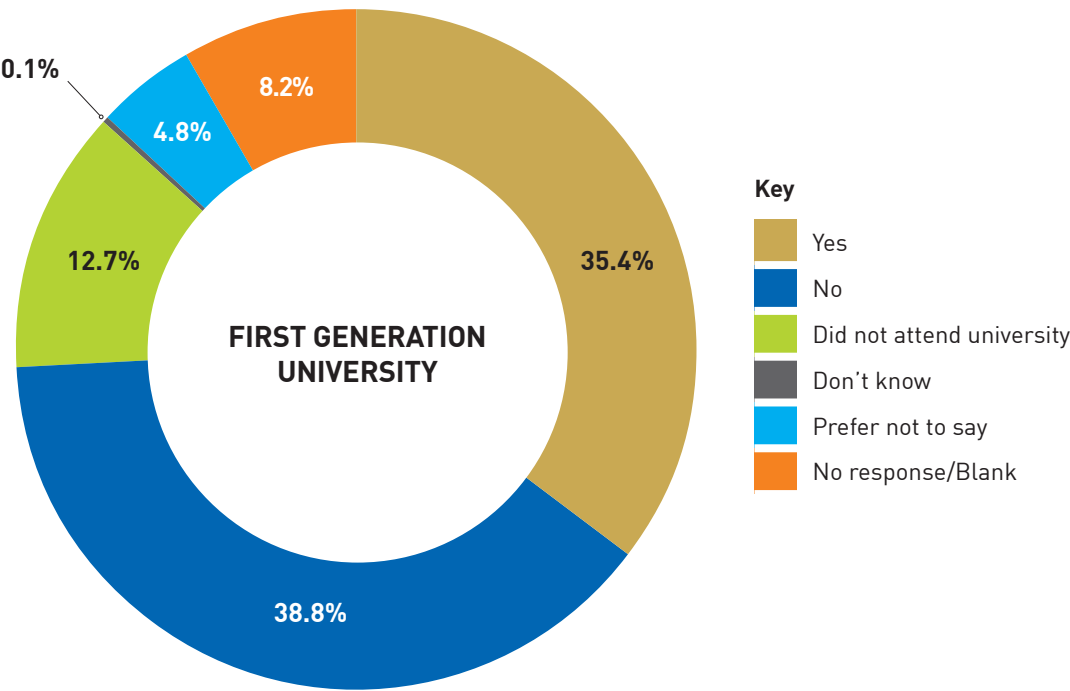
FREE SCHOOL MEALS

	Yes	No	Don't know	Prefer not to say	No response/Blank
Grand Total	6.6%	55.2%	8.1%	3.3%	26.9%
Partner	1.4%	58.6%	7.1%	2.1%	30.7%
All Other Lawyers	7.2%	55.4%	6.4%	2.4%	28.5%
Trainee	3.2%	67.7%	9.7%	0.0%	19.4%
Other Fee Earners	8.5%	51.2%	8.5%	3.7%	28.0%
Central Teams	9.5%	51.8%	10.7%	6.0%	22.0%



FIRST GENERATION UNIVERSITY

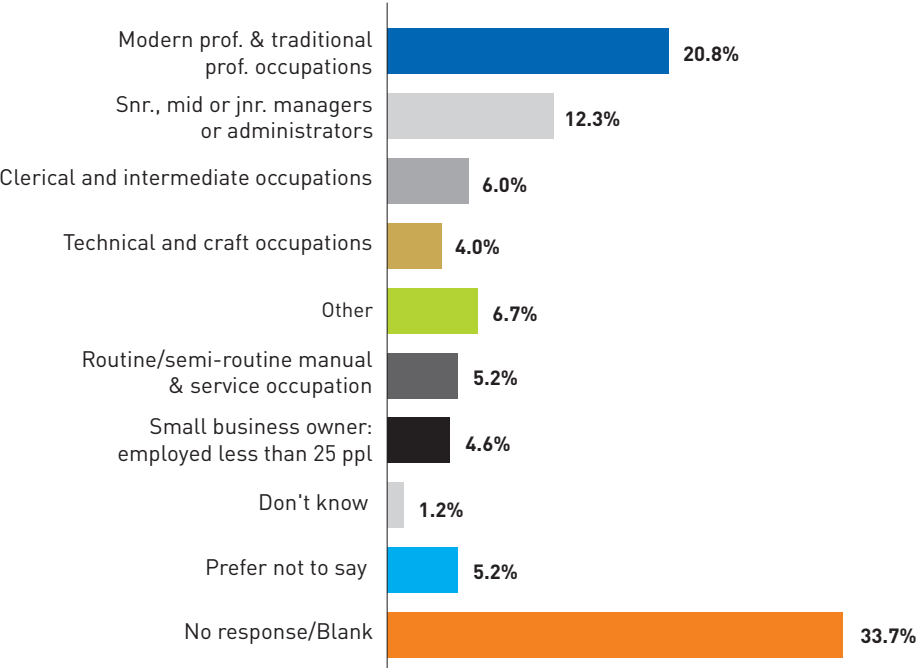
	Yes	No	Did not attend university	Don't know	Prefer not to say	No response/Blank
Grand Total	35.4%	38.8%	12.7%	0.1%	4.8%	8.2%
Partner	40.0%	42.1%	0.7%	0.0%	6.4%	10.7%
All Other Lawyers	37.8%	47.8%	3.6%	0.0%	2.4%	8.4%
Trainee	25.8%	54.8%	0.0%	0.0%	6.5%	12.9%
Other Fee Earners	36.6%	29.3%	18.3%	0.0%	8.5%	7.3%
Central Teams	29.2%	24.4%	35.7%	0.6%	4.8%	5.4%



PARENTAL OCCUPATION

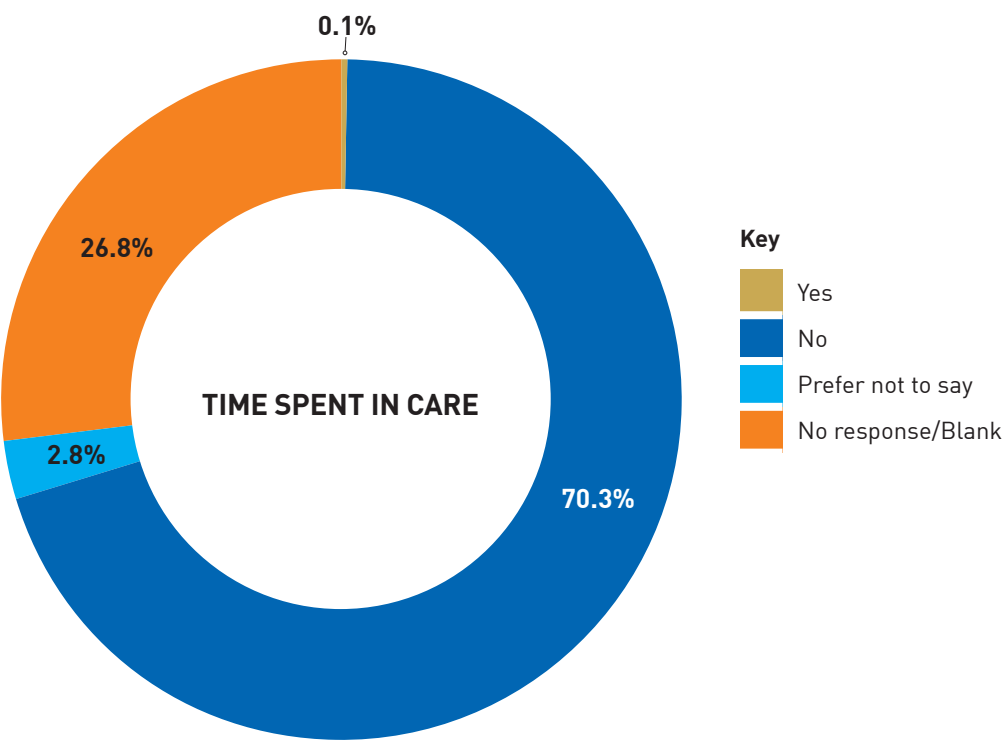
	Modern prof. & traditional prof. occupations	Snr., mid or jnr. managers or administrators	Clerical and intermediate occupations	Technical and craft occupations	Routine/semi-routine manual & service occupation	Small business owner: employed less than 25 ppl	Other	Don't know	Prefer Not To Say	Unknown
Grand Total	20.8%	12.3%	6.0%	4.0%	6.7%	5.2%	4.6%	1.2%	5.2%	33.7%
Partner	23.6%	7.9%	5.7%	3.6%	6.4%	5.0%	6.4%	0.7%	5.0%	35.7%
All Other Lawyers	22.6%	11.7%	4.0%	4.4%	5.6%	5.6%	3.2%	0.4%	3.2%	39.1%
Trainee	19.4%	19.4%	12.9%	3.2%	3.2%	12.9%	0.0%	3.2%	6.5%	19.4%
Other Fee Earners	16.0%	8.6%	7.4%	4.9%	9.9%	2.5%	7.4%	2.5%	7.4%	33.3%
Central Teams	18.6%	17.4%	7.2%	3.6%	7.8%	4.8%	4.8%	1.8%	7.2%	26.9%

PARENTAL OCCUPATION



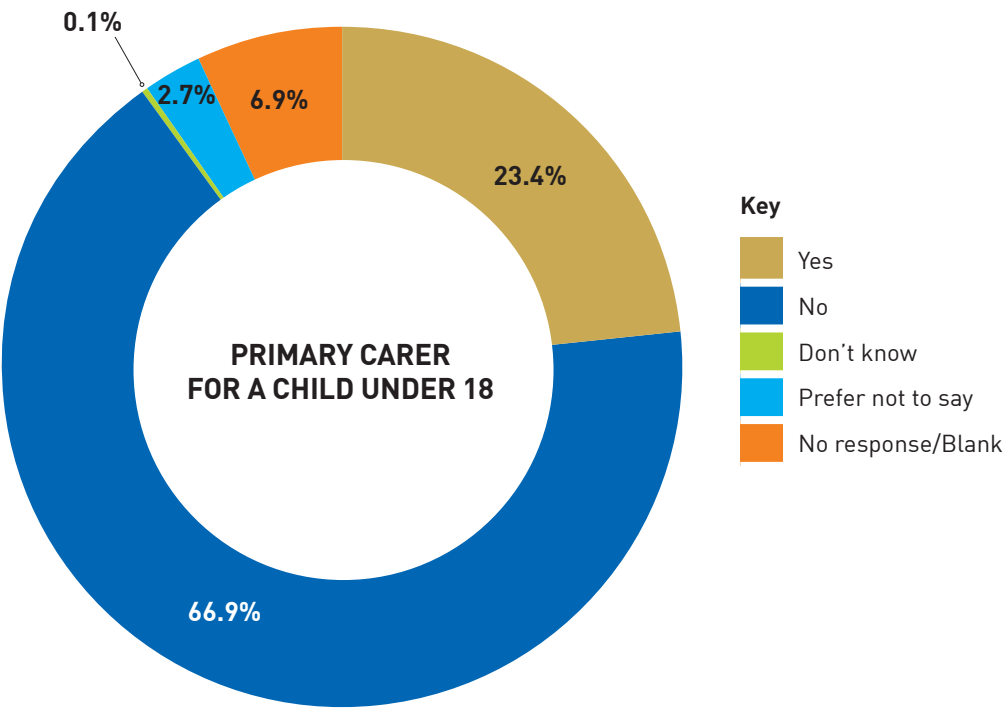
TIME SPENT IN CARE

	Yes	No	Prefer not to say	No response/Blank
Grand Total	0.1%	70.3%	2.8%	26.8%
Partner	0.0%	67.9%	2.1%	30.0%
All Other Lawyers	0.4%	69.5%	1.6%	28.5%
Trainee	0.0%	80.0%	0.0%	20.0%
Other Fee Earners	0.0%	68.3%	3.7%	28.0%
Central Teams	0.0%	72.6%	5.4%	22.0%



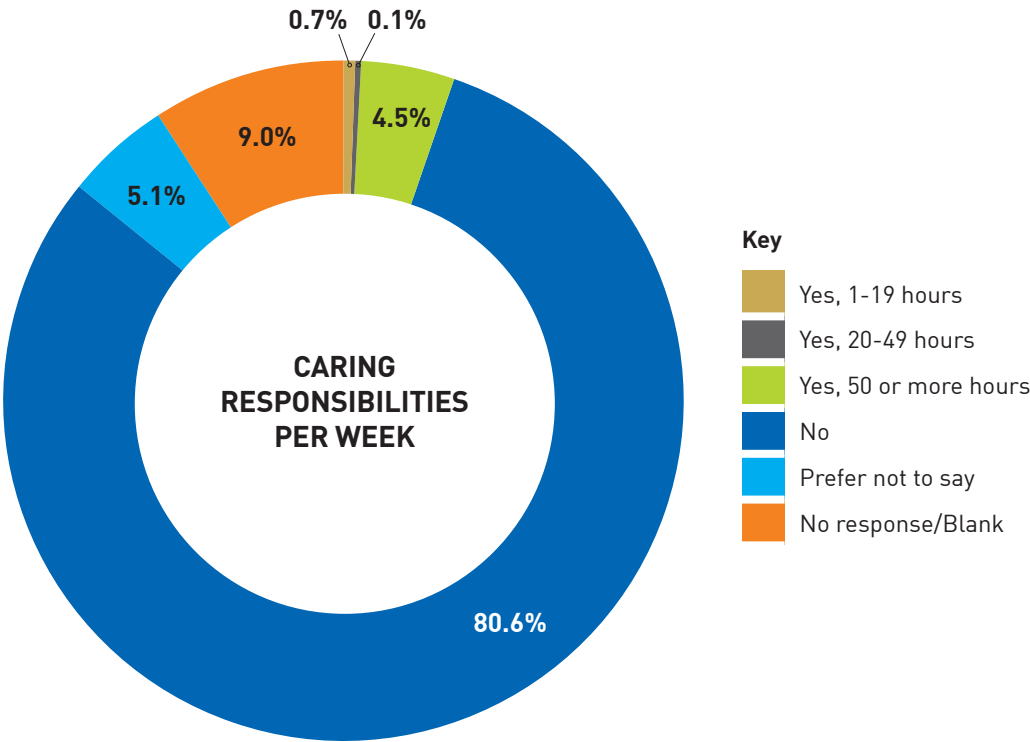
PRIMARY CARER FOR A CHILD UNDER 18

	Yes	No	Don't know	Prefer not to say	No response/Blank
Grand Total	23.4%	66.9%	0.1%	2.7%	6.9%
Partner	31.4%	55.7%	0.7%	2.9%	9.3%
All Other Lawyers	22.9%	68.7%	0.0%	2.0%	6.4%
Trainee	0.0%	87.1%	0.0%	0.0%	12.9%
Other Fee Earners	14.6%	76.8%	0.0%	3.7%	4.9%
Central Teams	26.2%	64.9%	0.0%	3.6%	5.4%



CARING RESPONSIBILITIES PER WEEK

	Yes, 1-19 hours	Yes, 20-49 hours	Yes, 50 or more hours	No	Prefer not to say	No response/ Blank
Grand Total	0.7%	0.1%	4.5%	80.6%	5.1%	9.0%
Partner	1.4%	0.0%	6.4%	70.0%	9.3%	12.9%
All Other Lawyers	0.8%	0.4%	3.6%	83.5%	3.2%	8.4%
Trainee	0.0%	0.0%	3.2%	80.6%	0.0%	16.1%
Other Fee Earners	0.0%	0.0%	3.7%	81.7%	7.3%	7.3%
Central Teams	0.6%	0.0%	4.8%	84.5%	4.2%	6.0%





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