

Diversity data at Macfarlanes

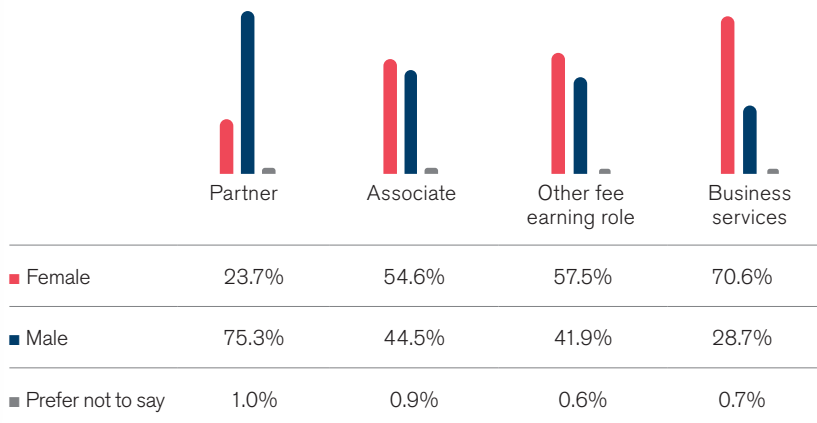
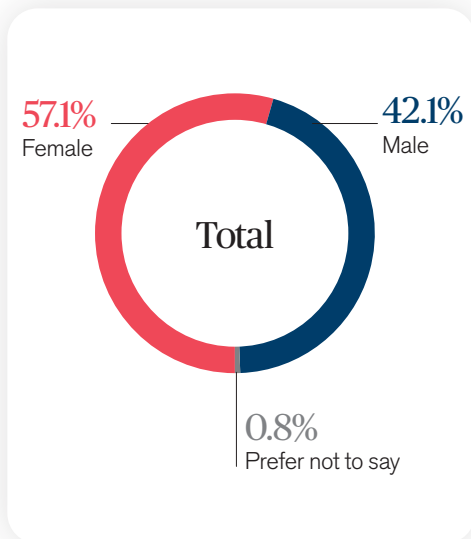
August 2023

We strive to foster an inclusive culture throughout the firm, from entry level to partnership.

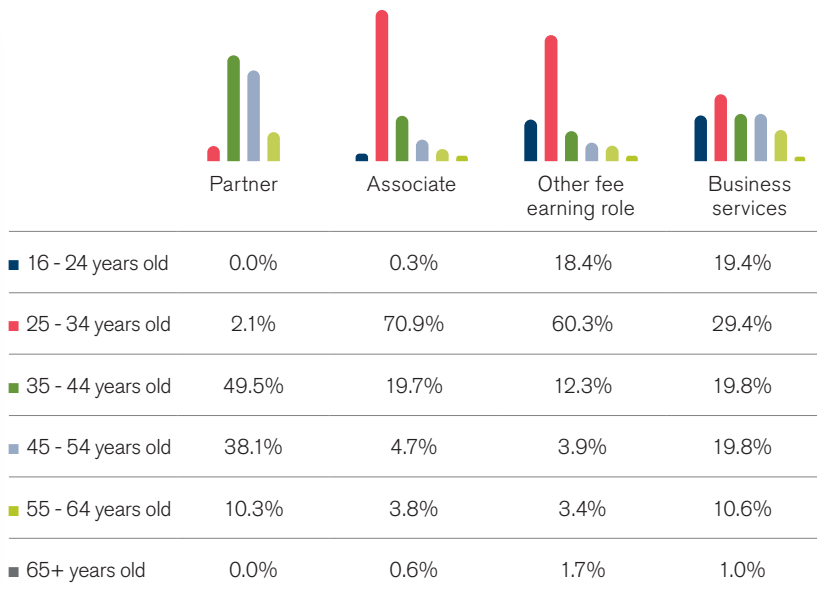
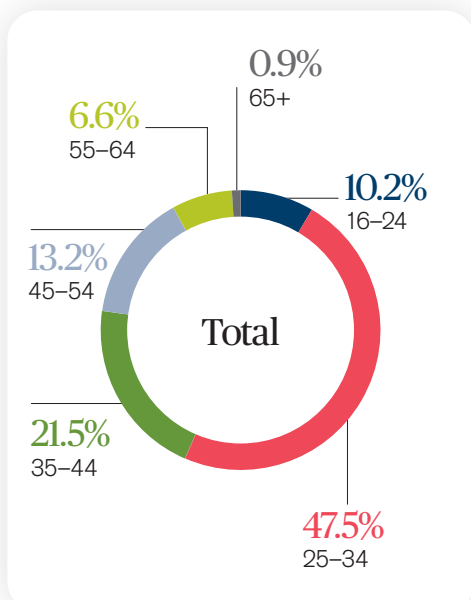
For us, the focus is on recruitment, retention and promotion to ensure that our staff have the opportunity to develop and advance their careers. An inclusive forward-thinking culture also enables us to provide innovative solutions to our clients.

In 2021 we published a five year Partnership Targets Action Plan. You can read a [summary of this Action Plan](#) and also the [year one update for 2022](#) and the [year two update for 2023](#). These reports outline our actions so far and track our progress.

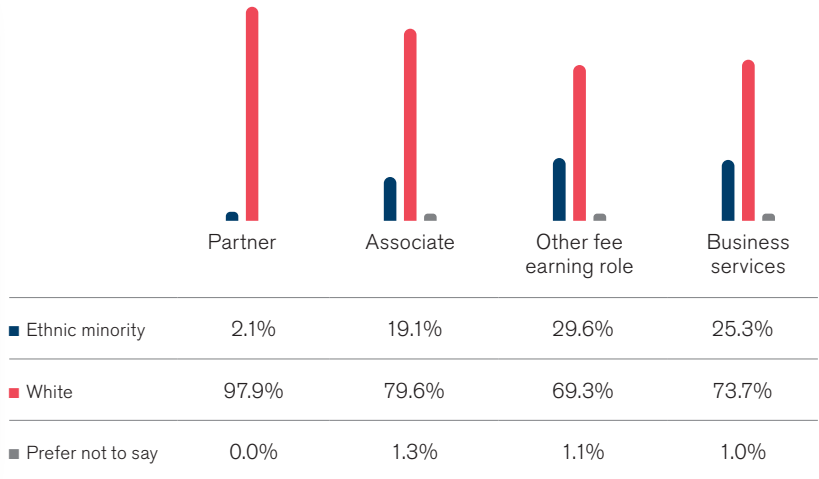
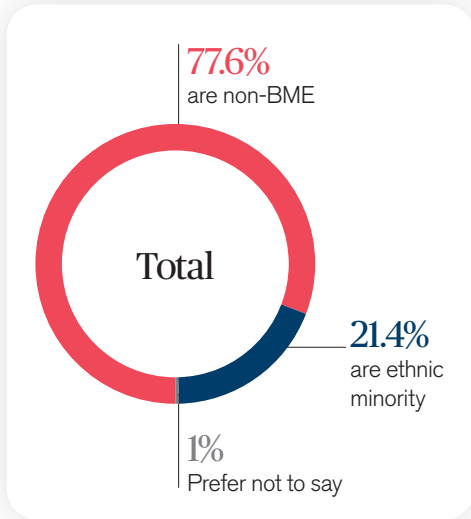
Gender



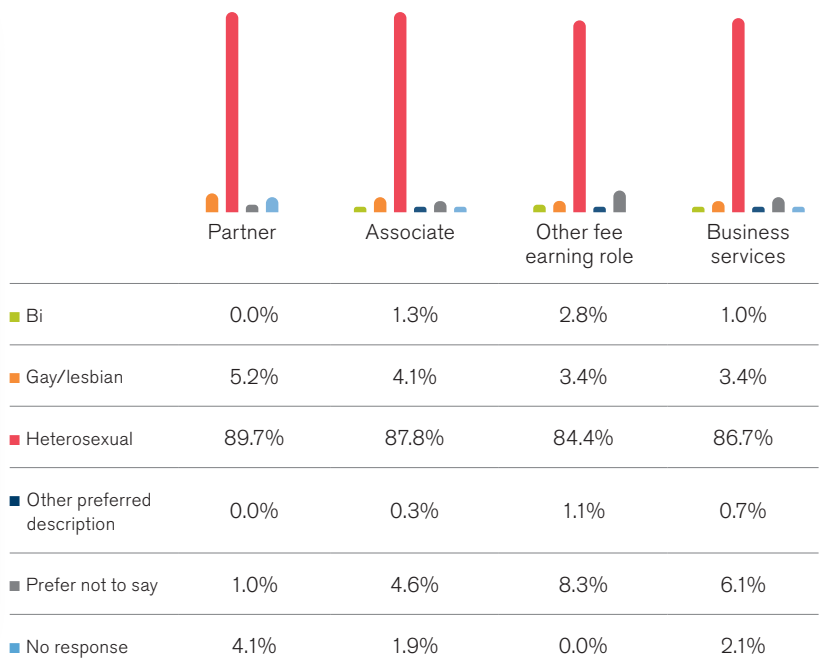
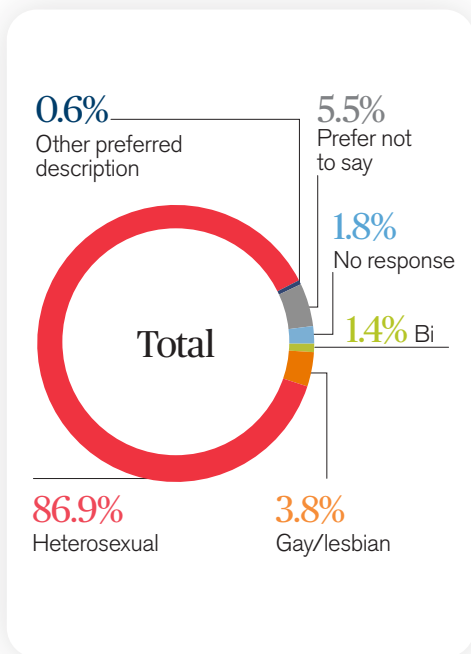
Age



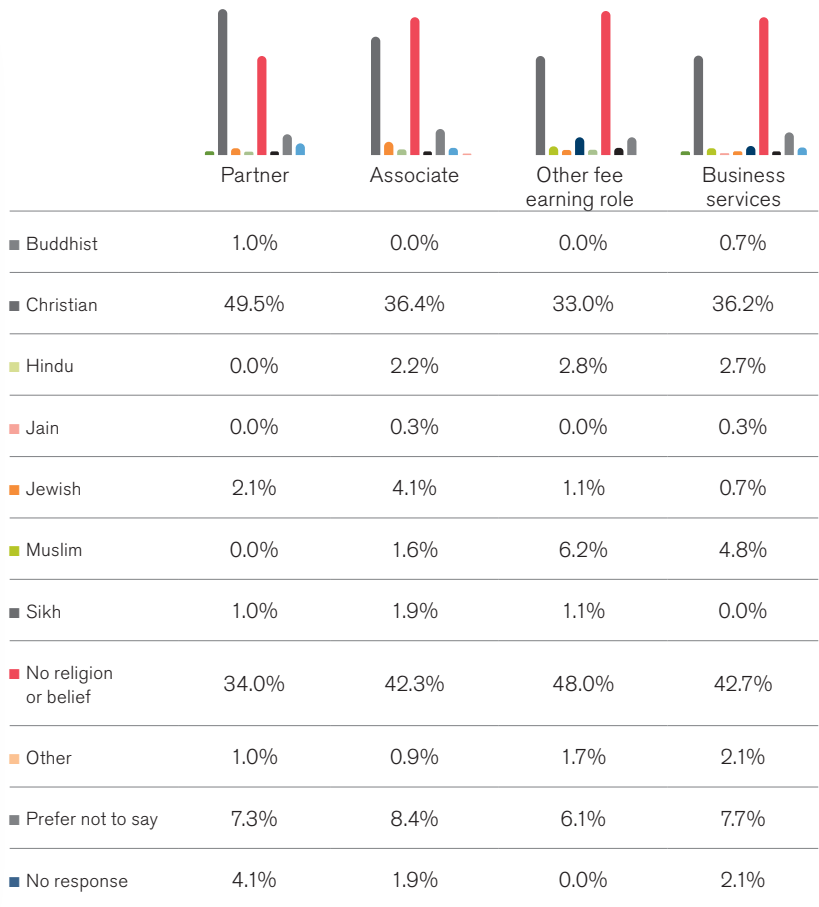
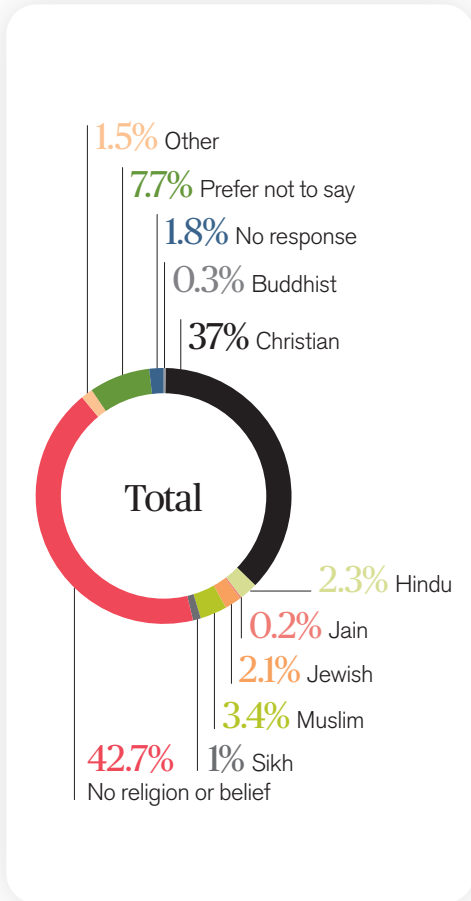
Ethnicity



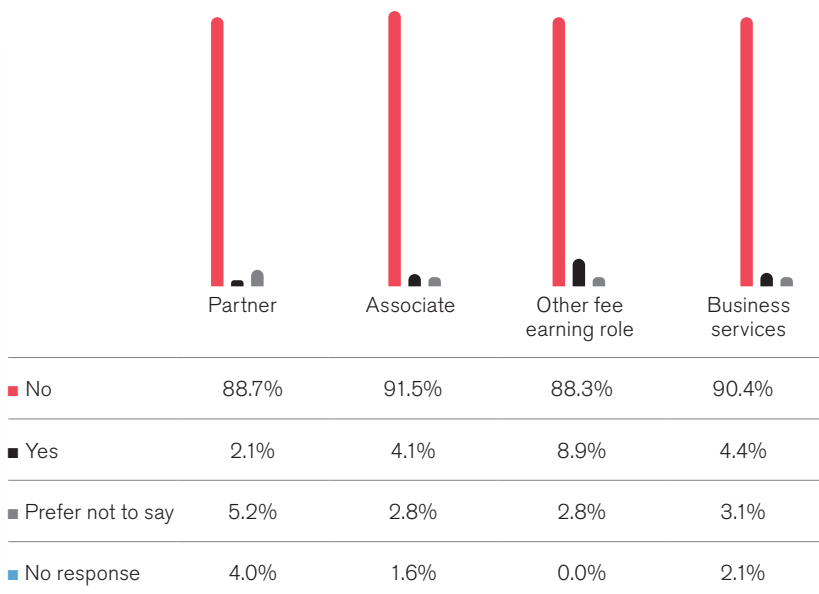
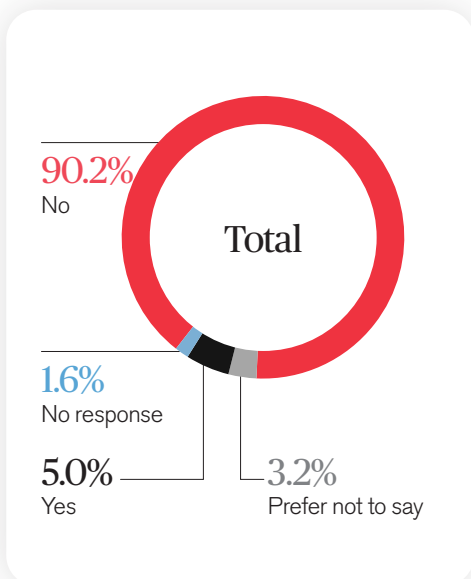
Sexual orientation



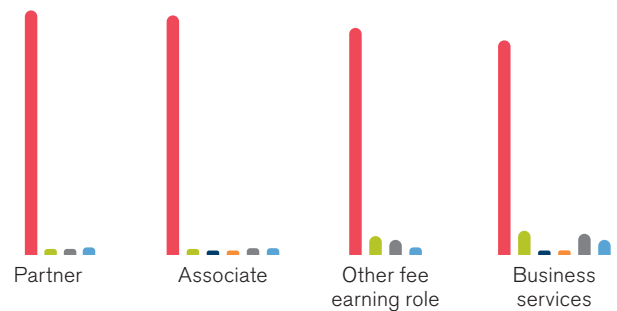
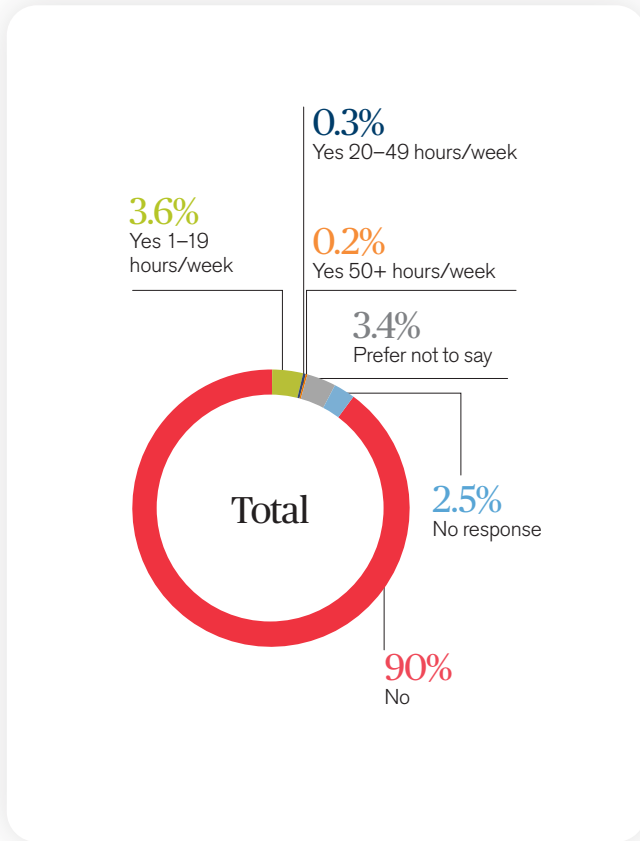
Religious belief



Disability

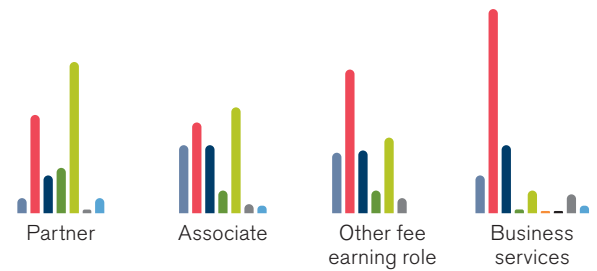
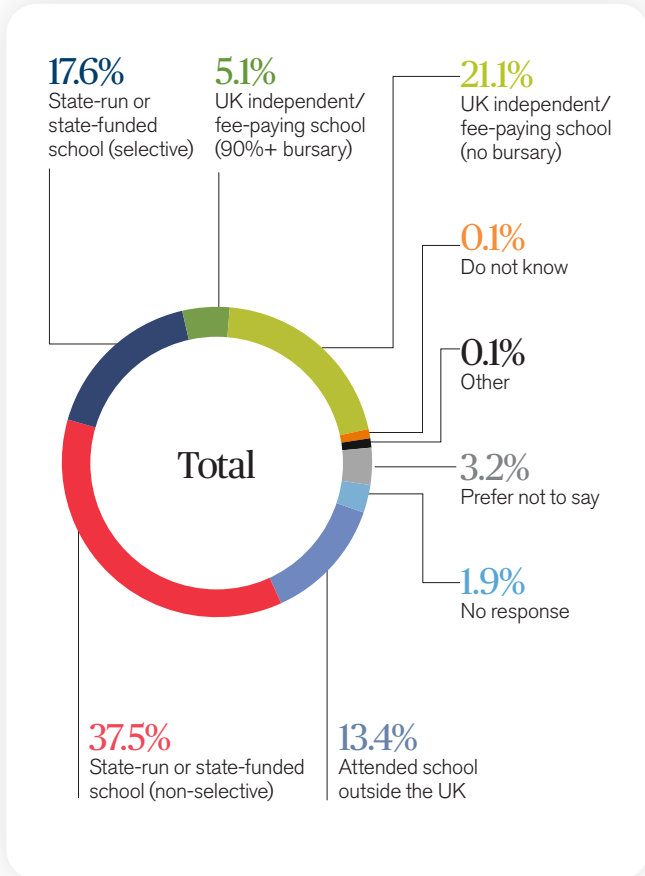


Care for someone with long term disability



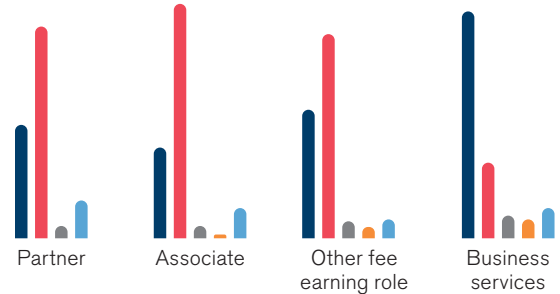
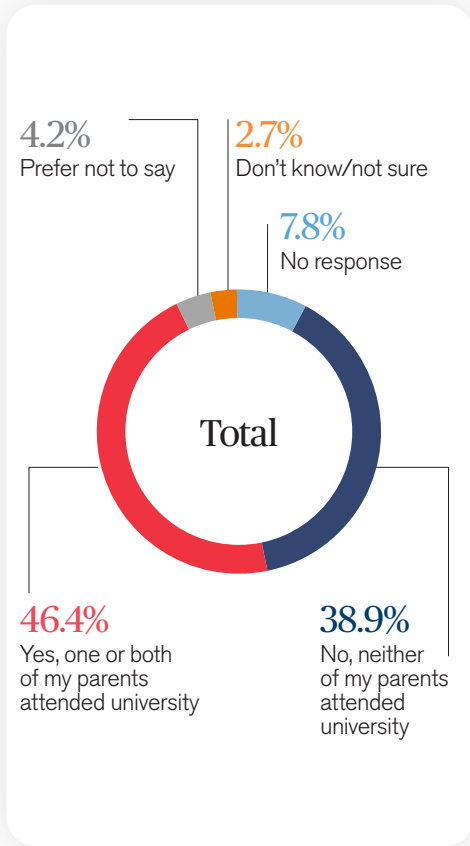
	Partner	Associate	Other fee earning role	Business services
No	90.7%	93.1%	89.9%	86.4%
Yes 1-19 hours /week	2.1%	1.9%	5.0%	5.1%
Yes 20-49 hours/week	0.0%	0.3%	0.0%	0.7%
Yes 50+ hours/week	0.0%	0.3%	0.0%	0.3%
Prefer not to say	3.1%	2.2%	4.5%	4.1%
No response	4.1%	2.2%	0.6%	3.4%

School type



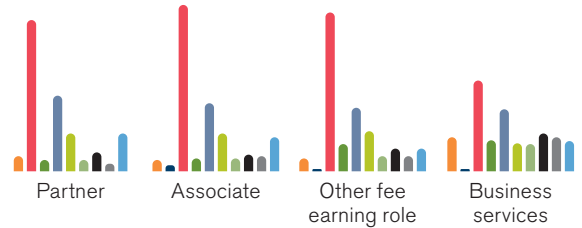
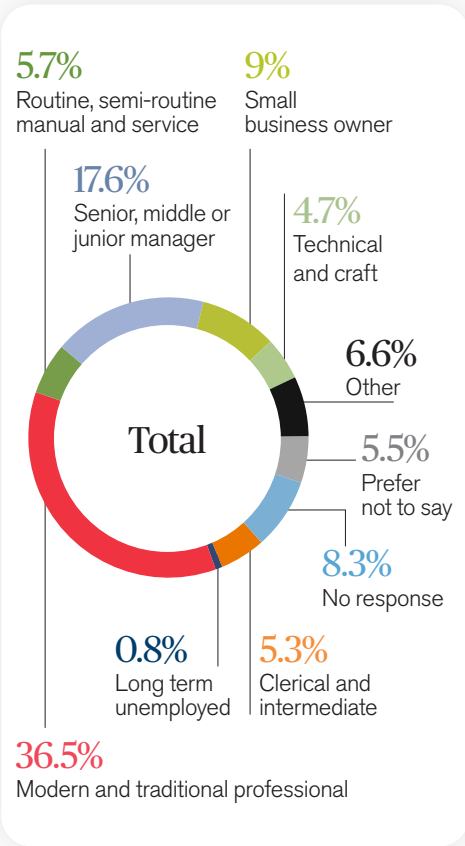
School type	Partner	Associate	Other fee earning role	Business services
Attended school outside the UK	4.1%	17.6%	16.2%	10.2%
State-run or state-funded school (non-selective)	24.7%	25.1%	37.4%	55.3%
State-run or state-funded school (selective)	10.3%	18.8%	16.8%	19.1%
UK independent/fee-paying school (90%+ bursary)	13.4%	6.0%	5.6%	1.0%
UK independent/fee-paying school (no bursary)	42.3%	28.2%	20.7%	6.5%
Do not know	0.0%	0.0%	0.0%	0.3%
Other	0.0%	0.0%	0.0%	0.3%
Prefer not to say	1.1%	2.1%	3.3%	5.3%
No response	4.1%	2.2%	0.0%	2%

Did either of your parents attend university by the time you were 18



	Partner	Associate	Other fee earning role	Business services
■ No, neither of my parents attended university	30.9%	24.8%	33.5%	60.1%
■ Yes, one or both of my parents attended university	55.7%	62.7%	54.2%	20.8%
■ Prefer not to say	3.1%	3.1%	4.5%	5.8%
■ Don't know/not sure	0.0%	0.9%	2.8%	5.5%
■ No response	10.3%	8.5%	5.0%	7.8%

Occupation of your main household earner when you were about 14



	Partner	Associate	Other fee earning role	Business services
■ Clerical and intermediate	4.1%	3.1%	3.4%	9.2%
■ Long term unemployed	0.0%	1.3%	0.6%	0.7%
■ Modern and traditional professional	41.2%	43.6%	42.5%	23.5%
■ Routine, semi-routine manual and service	3.1%	3.4%	7.3%	8.2%
■ Senior, middle or junior manager	21.6%	17.9%	16.8%	16.4%
■ Small business owner	9.3%	9.4%	10.6%	7.5%
■ Technical and craft	3.1%	3.4%	3.9%	7.2%
■ Other	5.2%	4.4%	5.6%	10.2%
■ Prefer not to say	2.1%	4.1%	3.7%	8.9%
■ No response	10.3%	9.4%	5.6%	8.2%

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