# Chambers Student Guide 2014

# **Diversity Analysis**

As part of research for the *Chambers Student Guide 2014* we asked firms to provide us with diversity statistics covering ethnicity and gender among both their associate<sup>1</sup> and partner ranks.

105 firms provided us with data on gender diversity, while 90 provided us with information on how many of their lawyers come from an ethnic minority background. (Note that not all firms who gave us data did so for both their partner and associate groups.)

# Gender diversity

In the gender diversity table we have listed firms in two columns. One lists them by the percentage of associates who are women, from highest to lowest, while the other does the same for partners.

On average, at the firms we surveyed, 56.5% of associates and 23.3% of partners are women. These figures can be considered as benchmarks. (They do NOT mean that 56% of *all* associates and 23% of all partners at our surveyed firms are women – the average is not weighted to reflect firm size.)

Regional firms rule, dominating the top 20. The only London firms near the top are private client outfits and US firms with small partnerships.

Looking at the magic circle firms, on average 49.1% of associates and 19.1% of partners are women. All the magic circle firms score below average for associate gender diversity. Linklaters does best when it comes to the representation of women in its partnership – nearly a quarter of partners are female.

The average number of female associates at US firms is even lower than in the magic circle -48.7%. Ten of the bottom 15 firms in the associate gender diversity table are American.

Firms in the world's global elite feature almost exclusively in the bottom two-thirds of the table.

Over two-thirds of firms we surveyed had more female than male associates. But male partners outnumber female partners at all but two of the 104 firms which provided us with statistics.

<sup>1</sup> We use the term 'associate' to refer to any qualified solicitor employed by a firm who is not a partner

TABLE 1: REPRESENTATION OF WOMEN					
Percentage UK associates who are female		Percentage UK partners who are female			
B P Collins	80.00%	Leigh Day	65.00%		
Ashfords	79.00%	Fisher Meredith	54.00%		
Lester Aldridge	79.00%	Kingsley Napley	45.00%		
Fisher Meredith	76.00%	Peters & Peters	45.00%		
Kingsley Napley	76.00%	Boodle Hatfield	38.00%		
Irwin Mitchell	74.80%	Slater & Gordon	37.50%		
Stevens & Bolton	74.00%	Wilsons	37.00%		
Capsticks	73.80%	Bingham McCutchen	36.00%		
Cripps Harries Hall	73.00%	Veale Wasbrough Vizards	36.00%		
Wilsons	73.00%	Osborne Clarke	35.90%		
Slater & Gordon	71.95%	Orrick, Herrington & Sutcliffe	35.00%		
Boodle Hatfield	70.00%	Stevens & Bolton	35.00%		
Maclay Murray & Spens	70.00%	Withers	35.00%		
Farrer	69.00%	Lewis Silkin	34.00%		
Charles Russell	68.00%	Irwin Mitchell	33.70%		
Wedlake Bell	68.00%	Bristows	33.00%		
Veale Wasbrough Vizards	67.00%	Trethowans	33.00%		
Kennedys	66.00%	Morgan Cole	32.00%		
Mills & Reeve	66.00%	Shoosmiths	32.00%		
Shoosmiths	66.00%	B P Collins	31.00%		
Freeth Cartwright	65.00%	Wedlake Bell	31.00%		
Penningtons	65.00%	Lester Aldridge	30.00%		
Reed Smith	64.90%	Bates Wells & Braithwaite	29.00%		
Wragge & Co	64.50%	Memery Crystal	29.00%		
Forbes Solicitors	64.00%	Higgs & Sons	28.60%		
Muckle	64.00%	Ashfords Farrer	28.00%		
Olswang	64.00%		28.00%		
Bristows	63.00%	Kirkland & Ellis International	28.00%		
Browne Jacobson	62.50%	Kennedys	27.00%		
Withers	62.00%	Michelmores	27.00%		
Mishcon de Reya	61.90%	Penningtons	27.00%		
Bircham Dyson Bell	61.00%	Squire Sanders	27.00%		
Eversheds	61.00%	Capsticks	26.70%		
Thomas Cooper	61.00%	Muckle	26.00%		
Lawrence Graham	60.00%	CMS Cameron McKenna	25.17%		
Peters & Peters	60.00%	Charles Russell	25.00%		
Speechly Bircham	60.00%	Freeth Cartwright	25.00%		
Pinsent Masons	59.70%	Nabarro	25.00%		
Orrick, Herrington & Sutcliffe	59.00%	Cripps Harries Hall	24.00%		
Squire Sanders	59.00%	Dentons	24.00%		
Higgs & Sons	58.60%	Linklaters	24.00%		
Norton Rose Fulbright	58.00%	Mayer Brown	24.00%		
Trethowans	58.00%	Sheridans	24.00%		
CMS Cameron McKenna	57.39%	SJ Berwin	24.00%		
DWF	57.00%	Watson, Farley & Williams	24.00%		
Harbottle & Lewis	57.00%	Harbottle & Lewis	23.00%		
Lewis Silkin	57.00%	Baker & McKenzie	22.00%		
McDermott Will & Emery	57.00%	DWF	22.00%		
Memery Crystal	57.00%	Hogan Lovells	22.00%		
Ince & Co	56.60%	Olswang	22.00%		

Percentage UK partners who are formale     Baker & McKenzie   56.00%     Mayer Brown   56.00%     Paul Hastings   56.00%     Valler Brown   56.00%     Valler Brown   56.00%     Valker Morris   56.00%     Naharo   55.60%     Nath Tesehills   55.20%     Percentage UK partners   21.00%     Addleshaw Goddard   55.00%     Collyer Bristow   55.00%     T   55.00%     Nishcon de Reya   20.25%     TLT   55.00%     Simmons & Simmons   54.20%     Jones Day   20.00%     KaL Gates   54.20%     Jones Day   20.00%     Bates Wells & Braithwaite   54.00%     Lawrence Graham   20.00%     Soldey Austin   53.00%     Vinckworth Sherwood   20.00%     Gordons   52.00%     Vinckworth Sherwood   51.00%     Colifford Chance   51.00%     Colifford Chance   51.00%     Colifford Chance </th <th>TABLE 1: REP</th> <th>RESENTATI</th> <th>ON OF WOMEN (continued)</th> <th></th>	TABLE 1: REP	RESENTATI	ON OF WOMEN (continued)	
Baker & McKenzie   56.00%   Speechly Bircham   22.00%     Mayer Brown   56.00%   Stephenson Harwood   21.70%     Pull Hastings   56.00%   Addleshaw Goddard   21.00%     Nabarro   55.60%   Noton Rose Fulbright   21.00%     Addleshaw Goddard   55.00%   RPC   21.00%     Addleshaw Goddard   55.00%   Bird & Bird   20.00%     Collyer Bristow   55.00%   Bird & Bird   20.00%     Yinson & Elkins   55.00%   Gordons   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     K&L Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   McDermott Will & Emery   20.00%     Sidley Austin   53.00%   Weil, Gotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Cilford Chance   51.00%   Cilford Chance   19.80%     Cilford Chance   51.00%   Cilford Chance   19.00%     Kadden, Arps   50.00%   Maca	Percentage UK associates who are		Percentage UK partners who are	
Mayer Brown   \$6.00%   Stephenson Harwood   21.70%     Paul Hastings   \$6.00%   Addeshaw Goddard   21.10%     Walker Morris   \$56.00%   Addleshaw Goddard   21.00%     Nabarro   \$55.00%   Norton Rose Fulbright   21.00%     Addleshaw Goddard   \$55.00%   DLA Piper   20.40%     Collyer Bristow   \$55.00%   DLA Piper   20.40%     Vinson & Elkins   \$55.00%   Bird & Bird   20.00%     Simmons & Simmons   \$4.50%   Gordons   20.00%     Sates Wells & Braithwaite   \$4.00%   Lawrence Graham   20.00%     Sidley Austin   \$3.00%   Weil, Gotshal & Marges   20.00%     Gordons   \$2.00%   Weil, Gotshal & Marges   20.00%     Clifford Chance   \$1.00%   Wrage & Co   19.80%     Clifford Chance   \$1.00%   Wrage & Co   19.00%     Vinckworth Sherwood   \$1.00%   Wrage & Co   19.00%     Kitchaters   \$1.00%   Wrage & Co   19.00%     Kitchaters   \$1.00%   Su				
Paul Hastings   \$6.00%   Pinsent Masons   21.10%     Walker Morris   \$6.00%   Addleshaw Goddard   21.00%     Nabarro   \$5.50%   Norton Rose Fulbright   21.00%     Mabarro   \$5.50%   Norton Rose Fulbright   21.00%     Addleshaw Goddard   \$5.00%   DLA Piper   20.40%     Collyer Bristow   \$5.00%   Mishcon de Reya   20.25%     TLT   \$5.00%   Bird & Bird   20.00%     Simmons & Simmons   \$4.50%   Gordons   20.00%     Sidex Mells & Braithwaite   \$4.00%   Lawrence Graham   20.00%     DLA Piper   \$4.00%   McDermott Will & Emery   20.00%     Sidey Austin   \$3.00%   Walker Morris   20.00%     Gordons   \$2.00%   Colifford Chance   19.80%     Clifford Chance   \$1.00%   Colifford Chance   19.80%     Clifford Chance   \$1.00%   Colifford & Burling   19.00%     Michelmores   \$0.00%   Kadden, Arps   \$0.00%   Naclay Murray & Spens   19.00%     S			· · ·	
Walker Morris   56.00%   Addleshaw Goddard   21.00%     Nabarro   55.60%   Norton Rose Fulbright   21.00%     Addleshaw Goddard   55.00%   Bird   21.00%     Addleshaw Goddard   55.00%   Bird   20.40%     Collyer Bristow   55.00%   Bird & Bird   20.00%     Vinson & Elkins   55.00%   Forbes Solicitors   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Bidey Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Cilford Chance   51.00%   Colfred Chance   19.80%     Cilford Chance   51.00%   Colver Bristow   19.00%     Minchemores   50.00%   Maclay Murray & Spens   19.00%     Kadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Covington & Burling   49.00%   <			· ·	
Nabarro   55.60%   Norton Rose Fulbright   21.00%     Herbert Smith Freehills   55.00%   DLA Piper   21.00%     Addleshaw Goddard   55.00%   DLA Piper   20.40%     Collyer Bristow   55.00%   Bird & Bird   20.00%     Vinson & Elkins   55.00%   Forbes Solicitors   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     DLA Piper   54.00%   Lawrence Graham   20.00%     Gordons   53.68%   SCH Martineau   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Cilford Chance   51.00%   Callyer Bristow   19.00%     Cilford Chance   51.00%   Collyer Bristow   19.00%     Minckworth Sherwood   50.00%   Hardia Maray Muray & Spens   19.00%     Kadden, Arps   50.00%   Keversheds   19.00%     Kadden, Arps   50.00%   Kaday Muray & Spens   19.00%     Kadaden, Arps   50.00%	Ū			
Herbert Smith Freehills   55.20%   RPC   21.00%     Addleshaw Goddard   55.00%   DLA Piper   20.40%     Collyer Bristow   55.00%   Bird & Bird   20.00%     TLT   55.00%   Bird & Bird   20.00%     Simmons & Elkins   55.00%   Gordons   20.00%     Simmons & Statow   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Sidley Austin   53.08%   SGH Martineau   20.00%     Sidley Austin   53.00%   Weil, Gotshal & Manges   20.00%     Clyde & Co   51.00%   Clifford Chance   19.80%     Clyde & Co   51.00%   Collyer Bristow   19.00%     Minckworth Sherwood   51.00%   Collyer Bristow   19.00%     Kadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Slaughter & May   49.00%   Freeshfields   17.0%     Slaughter & May   49.00%   Fre				
Addleshaw Goddard   55.00%   DLA Piper   20.40%     Collyer Bristow   55.00%   Bird & Bird   20.25%     TLT   55.00%   Bird & Bird   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     K&L Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Pates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Gordons   53.68%   SGH Martineau   20.00%     Gordons   53.00%   Welker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Cilford Chance   51.00%   Collyer Bristow   19.00%     Kinckworth Sherwood   51.00%   Collyer Bristow   19.00%     Kadden, Arps   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Shardst   49.00%   Mills & Reeve   19.00%     RPC   49.00%   Silla & Rovery   16.00% <td></td> <td></td> <td> ·</td> <td></td>			·	
Collyer Bristow   55.00%   Mishcon de Reya   20.25%     TLT   55.00%   Bird & Bird   20.00%     Simmons & Elkins   55.00%   Forbes Solicitors   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Sidley Austin   53.00%   Well, Cotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Cilford Chance   51.00%   Winckworth Sherwood   90.00%     Winckworth Sherwood   51.00%   Collyer Bristow   19.00%     Kirkalden, Arps   50.00%   Maclay Murray & Spens   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Slaughter & May   49.00%   Simmons & Simmons   17.10%     RPC   49.00%   Silaughter & May   19.00%     Stephenson Hawood				
TLT   55.00%   Bird & Bird   20.00%     Vinson & Elkins   55.00%   Forbes Solicitors   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     KaL Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     DLA Piper   54.00%   McDermott Will & Emery   20.00%     Sidley Austin   53.68%   SCH Martineau   20.00%     Gordons   52.00%   Well, Gotshal & Manges   20.00%     Colfford Chance   51.60%   Cilfford Chance   19.80%     Clyde & Co   51.00%   Collyer Bristow   19.00%     Vinckworth Sherwood   51.00%   Collyer Bristow   19.00%     Michelmores   50.00%   Maclay Murray & Spens   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Congton & Burling   49.00%   Slaughter & May   19.00%     Congton & Burling   49.00%   Slaughter & May   19.00%     Congton & Burling   49.00% <td></td> <td></td> <td>•</td> <td></td>			•	
Vinson & Elkins   55.00%   Forbes Solicitors   20.00%     Simmons & Simmons   54.50%   Gordons   20.00%     K&L Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   McDermott Will & Emery   20.00%     DLA Piper   54.00%   McDermott Will & Emery   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.00%   Collyer Bristow   19.00%     Linklaters   51.00%   Collyer Bristow   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   49.00%   Staughter & May   19.00%     Ashurst   49.00%   Staughter & May   19.00%     Slaughter & May   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Sheridans   48.00%   Paul Hastings<	-		-	
Simmons & Simmons   54.50%   Gordons   20.00%     K&L Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     Hogan Lovells   53.68%   SGH Martineau   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.05%     Linklaters   51.00%   Colyer Bristow   19.00%     Winckworth Sherwood   51.00%   Colyer Bristow   19.00%     Kichelmores   50.00%   Maclay Murray & Spens   19.00%     Kadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Slaughter & May   49.00%   Freshfields   17.00%     Slaughter & May   49.00%   Freshfields   17.00%     Sheridans   48.00%   Pau		55.00%	Bird & Bird	20.00%
K&L Gates   54.20%   Jones Day   20.00%     Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     DLA Piper   54.00%   McDermott Will & Emery   20.00%     Sidley Austin   53.68%   SCH Martineau   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clifford Chance   51.00%   Colver Bristow   19.00%     Winckworth Sherwood   51.00%   Colver Bristow   19.00%     Kiadden, Arps   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Ince & Co   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%		55.00%	Forbes Solicitors	20.00%
Bates Wells & Braithwaite   54.00%   Lawrence Graham   20.00%     DLA Piper   54.00%   McDermott Will & Emery   20.00%     Hogan Lovells   53.68%   SGH Martineau   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.00%   Cilfford Chance   19.80%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Collyer Bristow   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Kaburst   49.00%   Slaughter & May   19.00%     Coington & Burling   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Ciyde & Co   16.00%     Stephenson Harwood   48.00% </td <td>Simmons &amp; Simmons</td> <td>54.50%</td> <td>Gordons</td> <td>20.00%</td>	Simmons & Simmons	54.50%	Gordons	20.00%
DLA Piper   54.00%   McDermott Will & Emery   20.00%     Hogan Lovells   53.68%   SGH Martineau   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Collyer Bristow   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Origton & Burling   49.00%   Reed Smith   18.60%     Portons   49.00%   Reed Smith   18.60%     RPC   49.00%   Simmons & Simmons   17.10%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Stephenson Harwood   48.70%   Taylor Wessing <td< td=""><td>K&amp;L Gates</td><td>54.20%</td><td>Jones Day</td><td>20.00%</td></td<>	K&L Gates	54.20%	Jones Day	20.00%
Hogan Lovells   53.68%   SGH Martineau   20.00%     Sidley Austin   53.00%   Walker Morris   20.00%     Taylor Wessing   53.00%   Weil, Gotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Collyer Bristow   19.00%     Linklaters   51.00%   Collyer Bristow   19.00%     Bird & Bird   50.00%   Eversheds   19.00%     Kadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Coington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   TuT   15.00%     Kirkland & Elils International   46.00%   Travers	Bates Wells & Braithwaite	54.00%	Lawrence Graham	20.00%
Sidley Austin   53.00%   Walker Morris   20.00%     Taylor Wessing   53.00%   Weil, Gotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Colyer Bristow   19.00%     Winckworth Sherwood   51.00%   Colyer Bristow   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Freshfields   17.00%     Slaughter & May   49.00%   Freshfields   17.00%     Vatson, Farley & Williams   49.00%   Allen & Overy   16.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   K&L Gates	DLA Piper	54.00%	McDermott Will & Emery	20.00%
Taylor Wessing   53.00%   Weil, Gotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Covington & Burling   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     PC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Sheridans   48.00%   Paul Hastings   15.00%     SJ Berwin   47.00%   Taylor Wessing   <	Hogan Lovells	53.68%	SGH Martineau	20.00%
Taylor Wessing   53.00%   Weil, Gotshal & Manges   20.00%     Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Covington & Burling   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     PC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Sheridans   48.00%   Paul Hastings   15.00%     SJ Berwin   47.00%   Taylor Wessing   <	Sidley Austin	53.00%	Walker Morris	20.00%
Gordons   52.00%   Winckworth Sherwood   20.00%     Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Collyer Bristow   19.00%     Linklaters   51.00%   Collyer Bristow   19.00%     Bird & Bird   50.00%   Eversheds   19.00%     Kinckworth Sherwood   51.00%   Eversheds   19.00%     Skadden, Arps   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Kacfarlanes   48.30%   Latham & Watkins   15.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Sherdans   47.00%   Taylor Wessing		53.00%	Weil, Gotshal & Manges	20.00%
Clifford Chance   51.60%   Clifford Chance   19.80%     Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Covington & Burling   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Covington & Burling   49.00%   Mills & Reeve   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     Slaughter & May   49.00%   Freshfields   17.00%     Vatson, Farley & Williams   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   Taylor Wessing   15.00%     Kirkland & Ellis Intermational		52.00%	<b>v</b>	
Clyde & Co   51.00%   Wragge & Co   19.05%     Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Covington & Burling   19.00%     Bird & Bird   50.00%   Eversheds   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Maclay Murray & Spens   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Freshfields   17.00%     Slaughter & May   49.00%   Freshfields   17.00%     Vatson, Farley & Williams   49.00%   Freshfields   17.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Jones Day   45.00%   K& Gates   14.40%     Kirkland & Ellis International   46.00%   Tavers Smith   14.06%     Jones Day   45.00%   Shearman				
Linklaters   51.00%   Collyer Bristow   19.00%     Winckworth Sherwood   51.00%   Eversheds   19.00%     Bird & Bird   50.00%   Eversheds   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Ashurst   49.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Malay Murray & Spens   19.00%     Covington & Burling   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     Horbert & May   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Vatson, Farley & Williams   49.00%   Freshfields   17.00%     Allen & Overy   47.00%   Paul Hastings   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   Kalcates   14.40%     Kirkland & Ellis International   46.00%   Travers Smith<				
Winckworth Sherwood   51.00%   Covington & Burling   19.00%     Bird & Bird   50.00%   Eversheds   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Slaughter & May   19.00%     Kaged Smith   18.60%   Herbert Smith Freehills   17.60%     Slaughter & May   49.00%   Freshfields   17.10%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     SJ Berwin   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   K&L Gates   14.40%     Jones Day   45.00%   Shearman & Sterling   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Got Anstey   43.00%   Foot Anstey				
Bird & Bird   50.00%   Eversheds   19.00%     Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Mills & Reeve   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Kircharlanes   48.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Sheridans   48.00%   Paul Hastings   15.00%     Sheridans   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   K&L Gates   14.40%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jatham & Watkins   45.00%   Shearman & Sterling   14.00%     Shingham McCutchen   43.00%   Foot Anstey			· ·	
Michelmores   50.00%   Ince & Co   19.00%     Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Slaughter & May   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Slaughter & May   19.00%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     Slaughter & May   49.00%   Freshfields   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     SJ Berwin   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   K&L Gates   14.40%     Kirkland & Ellis International   46.00%   Travers Smith				
Skadden, Arps   50.00%   Maclay Murray & Spens   19.00%     Ashurst   49.00%   Mills & Reeve   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     Slaughter & May   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Simmons & Simmons   17.00%     Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Allen & Overy   47.00%   TuT   15.00%     Si Berwin   47.00%   TuT   15.00%     Kirkland & Ellis International   46.00%   Nactarlanes   14.40%     Jones Day   45.00%   Ashurst   14.00%     Latham & Watkins   45.00%   Shearman & Sterling   14.00%     Foot Anstey   13.00%   Foot Anstey<		-		
Ashurst   49.00%   Mills & Reeve   19.00%     Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     RPC   49.00%   Simmons & Simmons   17.00%     Slaughter & May   49.00%   Freshfields   17.00%     Slaughter & May   49.00%   Freshfields   17.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Stephenson Harwood   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   TLT   15.00%     SJ Berwin   47.00%   Taylor Wessing   14.40%    Vhite & Case   14.00%   K&L Gates   14.00%     Kirkland & Ellis International   46.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Foot Anstey   43.00%   Holman Fenwick Willan				
Covington & Burling   49.00%   Slaughter & May   19.00%     Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Reed Smith   18.60%     RPC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Watson, Farley & Williams   49.00%   Freshfields   17.00%     Macfarlanes   48.30%   Clyde & Co   16.00%     Allen & Overy   47.00%   Freshfields   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   K&L Gates   14.40%     White & Case   47.00%   K&L Gates   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell	· · · · · · · · · · · · · · · · · · ·		<u> </u>	
Dentons   49.00%   Reed Smith   18.60%     Holman Fenwick Willan   49.00%   Herbert Smith Freehills   17.60%     RPC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   K&L Gates   14.40%     White & Case   47.00%   K&L Gates   14.40%     Jones Day   45.00%   Shearman & Sterling   14.00%     Latham & Watkins   45.00%   Shearman & Sterling   14.00%     Foot Anstey   43.00%   Foot Anstey   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Shearman & Sterling   39.00%   Dech		-		
Holman Fenwick Willan   49.00%   Herbert Smith Freehills   17.60%     RPC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   TLT   15.00%     Vhite & Case   47.00%   K&L Gates   14.40%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Edwards Wildman   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Freaser Smith   42.30%   Sidley Austin   12.00%     Shearman & Sterling   39.00%		-		
RPC   49.00%   Simmons & Simmons   17.10%     Slaughter & May   49.00%   Freshfields   17.00%     Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     SJ Berwin   47.00%   TLT   15.00%     Kirkland & Ellis International   46.00%   Travers Smith   14.40%     Vhite & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Sidley Austin   12.00%   Biroham Dyson Bell   12.00%     Shearman & Sterling   39.00%<				
Slaughter & May   49.00%   Freshfields   17.00%     Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Sidley Austin   12.00%   Sidley Austin   12.00%     Shearman & Sterling   39.00%				
Watson, Farley & Williams   49.00%   Allen & Overy   16.00%     Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   Kacfarlanes   14.40%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Shearman & Sterling   14.00%     Edwards Wildman   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   White & Case   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Shearman & Sterling   39.00%   Dechert   10.40%     Shearman & Sterling   39.00%   Dechert   10.00%     Cleary Gottlieb   36.50%   Vinson				
Stephenson Harwood   48.70%   Clyde & Co   16.00%     Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.06%     Jones Day   45.00%   Ashurst   14.00%     Edwards Wildman   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Foot Anstey   43.00%   White & Case   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Shearman & Sterling   39.00%   Dechert   10.00%     Cheary Gottlieb   36.50%   Vinson & Elkins   9.00%     Gelary Gottlieb   36.50%   Vinson & Elkins				
Macfarlanes   48.30%   Latham & Watkins   15.00%     Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Ashurst   14.00%     Latham & Watkins   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Foot Anstey   43.00%   Bircham Dyson Bell   12.00%     Curtis, Mallet-Prevost   42.31%   Sidley Austin   12.00%     Shearman & Sterling   39.00%   Dechert   10.40%     Shearman & Sterling   39.00%   Dechert   10.00%     Cleary Gottlieb   36.50%   Vinson & Elkins<			-	
Sheridans   48.00%   Paul Hastings   15.00%     Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.06%     Jones Day   45.00%   Ashurst   14.00%     Latham & Watkins   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Shearman & Sterling   39.00%   Dechert   10.40%     Shearman & Sterling   39.00%   Dechert   10.00%     Cleary Gottlieb   36.50%   Vinson & Elkins   9.00%     Getwards Wildman   7.00%   Edwards Wildman   7.00%     SGH Martineau   22.00%   Thomas Coop	•		-	
Allen & Overy   47.00%   Taylor Wessing   15.00%     Freshfields   47.00%   TLT   15.00%     SJ Berwin   47.00%   Macfarlanes   14.40%     White & Case   47.00%   K&L Gates   14.30%     Kirkland & Ellis International   46.00%   Travers Smith   14.00%     Jones Day   45.00%   Ashurst   14.00%     Latham & Watkins   45.00%   Shearman & Sterling   14.00%     Bingham McCutchen   43.00%   Foot Anstey   13.00%     Edwards Wildman   43.00%   Holman Fenwick Willan   13.00%     Foot Anstey   43.00%   White & Case   13.00%     Curtis, Mallet-Prevost   42.90%   Bircham Dyson Bell   12.00%     Sidley Austin   12.00%   Sidley Austin   12.00%     Shearman & Sterling   39.00%   Dechert   10.00%     Cleary Gottlieb   36.50%   Vinson & Elkins   9.00%     Morgan Cole   35.00%   Edwards Wildman   7.00%     SGH Martineau   22.00%   Thomas Cooper<				
Freshfields47.00%TLT15.00%SJ Berwin47.00%Macfarlanes14.40%White & Case47.00%K&L Gates14.30%Kirkland & Ellis International46.00%Travers Smith14.06%Jones Day45.00%Ashurst14.00%Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%			—	
SJ Berwin47.00%Macfarlanes14.40%White & Case47.00%K&L Gates14.30%Kirkland & Ellis International46.00%Travers Smith14.06%Jones Day45.00%Ashurst14.00%Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%Bircham Dyson Bell12.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Korgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%			, ,	
White & Case47.00%K&L Gates14.30%Kirkland & Ellis International46.00%Travers Smith14.06%Jones Day45.00%Ashurst14.00%Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Kirkland & Ellis International46.00%Travers Smith14.06%Jones Day45.00%Ashurst14.00%Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Jones Day45.00%Ashurst14.00%Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Latham & Watkins45.00%Shearman & Sterling14.00%Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Bingham McCutchen43.00%Foot Anstey13.00%Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%		45.00%		14.00%
Edwards Wildman43.00%Holman Fenwick Willan13.00%Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Latham & Watkins	45.00%	Shearman & Sterling	14.00%
Foot Anstey43.00%White & Case13.00%Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Bingham McCutchen	43.00%		13.00%
Curtis, Mallet-Prevost42.90%Bircham Dyson Bell12.00%Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Edwards Wildman	43.00%	Holman Fenwick Willan	13.00%
Travers Smith42.31%Sidley Austin12.00%Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Foot Anstey	43.00%	White & Case	13.00%
Dechert42.00%Browne Jacobson10.40%Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Curtis, Mallet-Prevost	42.90%	Bircham Dyson Bell	12.00%
Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Travers Smith	42.31%	Sidley Austin	12.00%
Shearman & Sterling39.00%Dechert10.00%Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%	Dechert	42.00%	Browne Jacobson	10.40%
Cleary Gottlieb36.50%Vinson & Elkins9.00%Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Morgan Cole35.00%Edwards Wildman7.00%SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
SGH Martineau22.00%Thomas Cooper6.00%Weil, Gotshal & Manges22.00%Cleary Gottlieb4.80%				
Weil, Gotshal & Manges 22.00% Cleary Gottlieb 4.80%				
			•	
	,		Curtis, Mallet-Prevost	0.00%

## Ethnic diversity

The two columns of the ethnic diversity table list firms in the same way as the table on gender diversity. On the left law firms with the highest percentage of ethnic minority partners come at the top; on the right firms are listed by partner diversity.

Human rights firm Leigh Day is the top performer for ethnic diversity at partner level (31%). 17% of firms have no ethnic minority partners.

Consumer law firm Slater & Gordon and Nottingham's Brown Jacobson score best for ethnic diversity at associate level (31%).

Mishcon de Reya is the best performer in the top 100 in terms of the representation of ethnic minority partners.

On average at firms which provided data 5.6% of partners and 12% of associates come from ethnic minorities.

US firms score above the mean for ethnicity at partner level – the average among them is 7.9%. The top ten includes four US firms: Vinson & Elkins (18%), Mayer Brown (17%), McDermott (15%) and Cleary (14.3%).

At 5.36%, the top 20 UK law firms reflect the national average for partner ethnicity.

#### The magic circle

Of the magic circle firms, Allen & Overy (9%), Linklaters (8%) and Slaughter and May (7%) are above average for ethnicity at partner level; Clifford Chance reflects the national average; Freshfields is the only one below (3%).

Four of the five magic circle firms feature in the top 25 for associate diversity. On average, over a fifth of their associates come from ethnic minorities. This can probably be put down these firm's consistent hiring of candidates who come from overseas or have an international background.

#### Comparison to ethnic diversity in the general population

According to Law Society statistics 39.3% of students taking the LPC in 2011/12 come from ethnic minority backgrounds. Not a single firm we surveyed comes close to matching this figure in its associate or partner ranks.

According to the Law Society, in 2011/12 23% of new trainees came from an ethnic minority background.

Note that ethnic minorities make up 13% of the total UK population according to the 2011 census.

TABLE 2: REPF	TABLE 2: REPRESENTATION OF ETHNIC MINORITIES					
Percentage UK associates from minorities	om ethnic	Percentage UK partners from ethnic minorities				
			0.4.000/			
Slater & Gordon	31.25%	Leigh Day	31.00%			
Browne Jacobson	31.20%	Mishcon de Reya	20.25%			
Sheridans	29.00%	Vinson & Elkins	18.00%			
Linklaters	28.00%	Mayer Brown	17.00%			
Paul Hastings	28.00%	Sheridans	17.00%			
Allen & Overy	25.00%	McDermott Will & Emery	15.00%			
Cleary Gottlieb	25.00%	Cleary Gottlieb	14.30%			
Sidley Austin	25.00%	Peters & Peters	14.30%			
Shearman & Sterling	24.00%	Clyde & Co	14.00%			
White & Case	22.00%	Shoosmiths	12.00%			
Capsticks	21.00%	Wedlake Bell	12.00%			
Latham & Watkins	21.00%	White & Case	12.00%			
Lawrence Graham	21.00%	CMS Cameron McKenna	11.89%			
Mayer Brown	21.00%	Lawrence Graham	11.10%			
Wedlake Bell	21.00%	Lewis Silkin	10.00%			
CMS Cameron McKenna	20.00%	Sidley Austin	10.00%			
Slaughter & May	20.00%	Allen & Overy	9.00%			
Bingham McCutchen	19.00%	Bingham McCutchen	9.00%			
Edwards Wildman	19.00%	Norton Rose Fulbright	9.00%			
Mishcon de Reya	19.00%	Penningtons	9.00%			
Charles Russell	18.00%	SGH Martineau	9.00%			
Freeth Cartwright	18.00%	Taylor Wessing	9.00%			
Freshfields	15.00%	Linklaters	8.00%			
Lewis Silkin	15.00%	Walker Morris	8.00%			
Orrick, Herrington & Sutcliffe	15.00%	Ince & Co	7.50%			
Curtis, Mallet-Prevost	14.30%	Latham & Watkins	7.00%			
Memery Crystal	14.00%	Slaughter & May	7.00%			
Reed Smith	14.00%	Simmons & Simmons	5.70%			
Speechly Bircham	13.85%	Clifford Chance	5.60%			
Irwin Mitchell	13.30%	Baker & McKenzie	5.00%			
Clifford Chance	13.20%	Cripps Harries Hall	5.00%			
Baker & McKenzie	13.00%	Michelmores	5.00%			
Kingsley Napley	13.00%	Orrick, Herrington & Sutcliffe	5.00%			
McDermott Will & Emery	13.00%	Paul Hastings	5.00%			
Norton Rose Fulbright	13.00%	SJ Berwin	5.00%			
Walker Morris	13.00%	Squire Sanders	5.00%			
Simmons & Simmons	12.90%	Herbert Smith Freehills	4.60%			
Clyde & Co	12.30%	Slater & Gordon	4.16%			
Herbert Smith Freehills	11.90%	Speechly Bircham	4.10%			
Dentons	11.00%	Dentons				
Shoosmiths	10.10%	DWF	4.00%			
			4.00%			
Olswang Squire Sandors	10.00%	Edwards Wildman	4.00%			
Squire Sanders	10.00%	Freeth Cartwright	4.00%			
K&L Gates	9.70%	Irwin Mitchell	4.00%			
Nabarro	9.40%	Olswang	4.00%			
Bircham Dyson Bell	9.00%	RPC	4.00%			
SJ Berwin	9.00%	Weil, Gotshal & Manges	4.00%			

TABLE 2: REPRESENTATION OF ETHNIC MINORITIES (continued)						
Percentage UK associates from ethnic minorities		Percentage UK partners from minorities	ethnic			
Weil, Gotshal & Manges	8.60%	DLA Piper	3.90%			
Withers	8.50%	Osborne Clarke	3.80%			
Holman Fenwick Willan	8.00%	Higgs & Sons	3.50%			
Mills & Reeve	8.00%	Reed Smith	3.50%			
SGH Martineau	8.00%	Hogan Lovells	3.29%			
Taylor Wessing	8.00%	Addleshaw Goddard	3.00%			
Ince & Co	7.70%	Boodle Hatfield	3.00%			
DWF	7.60%	Eversheds	3.00%			
Vinson & Elkins	7.50%	Farrer	3.00%			
Hogan Lovells	7.36%	Forbes Solicitors	3.00%			
Wragge & Co	7.23%	Freshfields	3.00%			
Addleshaw Goddard	7.00%	Gordons	3.00%			
Collyer Bristow	7.00%	Holman Fenwick Willan	3.00%			
Eversheds	7.00%	Wragge & Co	2.85%			
Stevens & Bolton	7.00%	Harbottle & Lewis	2.80%			
DLA Piper	6.70%	Mills & Reeve	2.80%			
Macfarlanes	6.60%	Nabarro	2.80%			
Travers Smith	6.41%	Capsticks	2.40%			
Higgs & Sons	6.40%	Morgan Cole	1.91%			
Cripps Harries Hall	6.00%	Travers Smith	1.56%			
Michelmores	6.00%	Macfarlanes	1.30%			
Muckle	6.00%	Browne Jacobson	1.10%			
Penningtons	6.00%	Ashfords	1.00%			
RPC	6.00%	Charles Russell	1.00%			
Morgan Cole	5.71%	Winckworth Sherwood	1.00%			
Harbottle & Lewis	5.50%	B P Collins	0.00%			
Boodle Hatfield	5.00%	Collyer Bristow	0.00%			
Farrer	5.00%	Curtis, Mallet-Prevost	0.00%			
Maclay Murray & Spens	5.00%	Fisher Meredith	0.00%			
Peters & Peters	5.00%	Kingsley Napley	0.00%			
Veale Wasbrough Vizards	5.00%	K&L Gates	0.00%			
Bird & Bird	5.00%	Maclay Murray & Spens	0.00%			
Ashfords	3.00%	Memery Crystal	0.00%			
B P Collins	3.00%	Muckle	0.00%			
Forbes Solicitors	3.00%	Stevens & Bolton	0.00%			
Gordons	3.00%	Thomas Cooper	0.00%			
Winckworth Sherwood	3.00%	Trethowans	0.00%			
Wilsons	1.20%	Veale Wasbrough Vizards	0.00%			
Thomas Cooper	0.00%	Wilsons	0.00%			
Trethowans	0.00%	Withers	0.00%			

## About this survey

## What is the Chambers Student Guide?

Every year the *Chambers Student Guide* writes in-depth True Picture features on over 100 leading law firms in the UK, based anonymous interviews with their trainees. The features aim to give students interested in a career in law an insight into what it's genuinely like to work in the profession.

## How were these statistics collected?

We asked each law firm to provide four piece of data:

- percentage of UK female associates
- percentage of UK female partners
- percentage of UK ethnic minority associates
- percentage of UK ethnic minority partners

105 firms provided us with data on gender diversity, while 90 provided us with information on how many of their lawyers come from an ethnic minority background. (Note that not all firms who gave us data did so for both their partner and associate groups.)

We have not verified these statistics independently, so we do not take responsibility for any inaccuracies therein. It is possible that firms used differing definitions and methods to collect statistics.

## The authors

The survey was conducted by the *Student Guide*'s dedicated research team as part of our research for the 2014 edition of the guide (see <u>www.chambersstudent.co.uk</u>).

The analysis was written by Antony Cooke (editor) and Sam Morris (deputy editor).