



# DIVERSITY & INCLUSION ●



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## DIVERSITY INCLUSION & BELONGING DATA SET

Diversity, Inclusion and Belonging (DIB) is about our culture - what it feels like to work within Morton Fraser and how we help people to be at their best more of the time.

Publishing the current make up of our workforce allows us to understand the nature of diversity within the Firm and holds us accountable for the progress we are making. It forms the basis upon which we will take action to make further improvements so that our people feel they belong to an organisation that helps them be the best version of themselves, delivering outstanding solutions to our clients.



In June 2021, data was gathered and published from within our HR system, often from historical records or, more recently, when people joined the Firm.

This process highlighted the areas in which our data was incomplete and the need for a fuller picture of the diversity make up of our people.

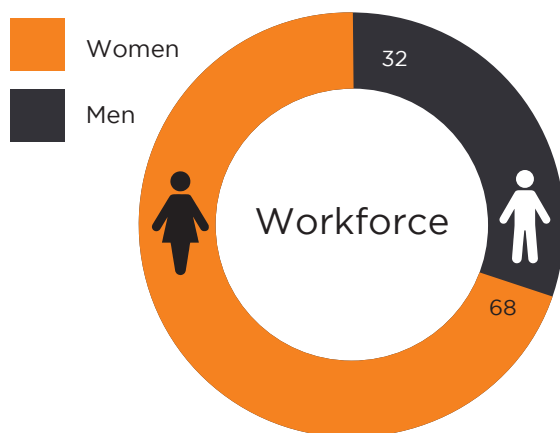
It was determined that a wider data set would be collected, and people were asked to update their data through the HR System (Cascade). This data has now been collected, correct as at 11 January 2022, and is outlined in the pages below. The previous figures collected in June 2021 are included in brackets to highlight any changes.

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## Gender

Women make up **68%** of the workforce at Morton Fraser.



## Legal Roles



**61%**  
[June 21: 63%]

In legal roles (excluding legal support roles) women make up **61%** of the workforce and **32%** of Partners.

## Partners



**32%**  
[June 21: 36%]

## Managing Board



**60%**  
[June 21: 55%]

At Leadership level the Managing Board has **60%** female representation.

There are differences at Divisional level as follows:

## Real Estate & Infrastructure

Workforce



Legal Roles



Partners



**In Real Estate and Infrastructure,** women make up **63%** of the workforce, occupying **56%** of legal roles and **15%** at Partner level.

## Banking & Corporate

Workforce



Legal Roles



Partners



**In Banking & Corporate,** women make up **44%** of the workforce, occupying **38%** of legal roles and **10%** at Partner level. This represents just one role and is the Divisional Manager role.

In **Litigation**, women make up **65%** of the workforce, occupying **64%** of legal roles and **36%** at Partner level.

## Litigation

Workforce



65%

[June 21: 63%]

Legal Roles



64%

[June 21: 60%]

Partners



36%

[June 21: 63%]



In **Private Client**, women make up **93%** of the workforce, occupying **96%** of legal roles and **86%** at Partner level.



## Private Client

Workforce

93%

[June 21: 92%]



Legal Roles

96%

[June 21: 93%]



Partners

86%

[June 21: 100%]



## Executive Services

Workforce

 **72%**  
[June 21: 75%]

Executive Director

 **50%**  
[June 21: 50%]

In **Executive Services**, women make up **72%** of the workforce, occupying **50%** Executive Director roles.





## Age

Average Age

**40** [June 21: 40 years and 6 months]

The average age across the Firm is **40 years** and **7 months**.

Partners

**27%** [June 21: 23%]

**27%** of Partners are older than age 55 (this is more than double the figure for the workforce across the Firm at large which is 11%) and this presents an opportunity for the Firm to consider around talent planning and transitioning.

Lawyers

**47%** [June 21: 48%]

Just under half (**47%**) of lawyers (excluding partners and trainees) are aged **between 25 and 34**.



## Ethnicity

12%

[June 21: 24%]

**12%** of people have not described their ethnicity so the undernoted data needs to be read with some caution. The undernoted figures only reflect those who have provided a response to this question.

### White

95%

[June 21: 93.6%]

**95%** of people across the Firm described their ethnicity as white. This figure remains relatively consistent when compared to the legal population (partners, lawyers and trainees) of which 94% are white. An additional 31 people have not described their ethnicity.

96%

Almost a third of Partners (32%) have not described their ethnicity. Of those who have responded, **96%** described their ethnicity as white. [We did not collect a figure in June 21 as the response rate was too low].



## Religion, Faith or Belief

60% | 34%

Less than half of people provided details on their Religion, Faith or Belief. Of those that responded, **60%** had no religion or belief or were atheist and **34%** were Christian. [We did not collect a figure in June 21 as the response rate was too low].

## Disability

7%  
[June 21: 2.4%]

Less than half of people responded to this question. Of those that responded, **7%** described themselves as having a disability.



## Social Mobility

74% | 16% 40%

**44%** described the type of school they attended between the ages of 11 and 18. Of those that responded, **74%** attended a non-selective state school, **16%** attended an independent fee-paying school and a further **4%** attended an independent fee-paying school with a scholarship. These figures remain largely consistent with those across the Partner population.

**63%** of Partners responded. Of those responses, **77%** attended a non-selective state school and **23%** attended an independent fee-paying school.

[We do not have a figure for June 21 as we previously did not collect data in this area].

**42%** of people responded to whether they were the first generation in their family to attend university. Of those that responded, **40%** said that they were the first generation to attend. [We do not have a figure for June 21 as we previously did not collect data in this area].





## Sexual Orientation

# 90%

Less than half of people described their sexual orientation. Of those that did respond, **90%** described themselves as Heterosexual. [We do not have a figure for June 21 as we previously did not collect data in this area].



## Primary Carer Status

# 31%

Less than half of people described their primary carer status. Of those that did respond, **31%** said that they were a primary carer for a child under the age of 18. [We do not have a figure for June 21 as we previously did not collect data in this area].

## Trans Status

We have yet to gather data on Trans Status.

## Summary

The above data provides us with a fuller picture than previously held of the diversity make up on our people and will be used to plan further activity as part of our Diversity Inclusion & Belonging Strategy.

The updated data set will be discussed with Employee Resource Groups and their Allies in order to start discussions on the implications and priorities for action.

We envisage that a key priority will be reflecting upon our approach to talent attraction and to consider the impact of our recruitment and shortlisting processes on diverse candidates. This is crucial so we understand how we can further widen the talent pool for the Firm. In addition, we will look to widen the conversation on Diversity, Inclusion & Belonging, beginning with a firm-wide programme on unconscious bias, in order to challenge the ways in which we make decisions and inform our approach to leading and managing people.

Finally, we will continue to work to improve response rates in order to provide a more complete data set by asking employees to check their data on Cascade and update where this is incomplete.

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