UK diversity statistics 2023
We are committed to monitoring our diversity at Withers, acting on areas that need improvement and being transparent about diversity at all levels within the business.

Over the last year, we have continued with our commitment to create a bias free working environment and to maintaining an inclusive culture with equal opportunities for everyone.

We are conscious that there is always room for improvement in our diversity and we deploy training and confidential support services across all of our offices worldwide, and roll out a wide range of initiatives to educate and raise awareness around important observances to support the needs of our people from all backgrounds and minority groups.

Overleaf we set out a breakdown of our UK diversity statistics as at March 2023 covering: gender, ethnic group, sexual orientation, disability, age and religion.

Please get in touch if you have any questions about this data.
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**Gender**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>37%</td>
</tr>
<tr>
<td>Female</td>
<td>63%</td>
</tr>
<tr>
<td>Other</td>
<td>0%</td>
</tr>
<tr>
<td>Prefer not to say/no response</td>
<td>0%</td>
</tr>
</tbody>
</table>

**Gender identity different from sex registered at birth**

<table>
<thead>
<tr>
<th>Category</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>1%</td>
</tr>
<tr>
<td>No</td>
<td>96%</td>
</tr>
<tr>
<td>Prefer not to say/no response</td>
<td>3%</td>
</tr>
</tbody>
</table>
Ethnic group

- **White**: 77%
- **Asian/Asian British**: 8%
- **Other**: 5%
- **Black/Black British**: 5%
- **Mixed/Multiple ethnic group**: 5%
- **Bangladeshi**: 1%
- **Chinese**: 2%
- **Indian**: 3%
- **Pakistani**: 1%
- **Any other Asian background**: 1%
- **Arab**: 1%
- **Any other ethnic group**: 1%
- **Prefer not to say/no response**: 3%
- **African**: 2%
- **Caribbean**: 2%
- **Any other Black background**: 1%
- **British/English/Welsh/N Irish/Scottish**: 64%
- **Irish**: 1%
- **Gypsy/Irish traveller**: 0%
- **Roma**: 0%
- **Any other White background**: 12%
- **Any other ethnic group**: 1%
- **White and Asian**: 2%
- **White and Black African**: 0%
- **White and Black Caribbean**: 1%
- **Any other mixed/multiple ethnic background**: 2%

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Sexual orientation

- Heterosexual 85%
- Prefer not to say/no response 10%
- Gay/Lesbian 3%
- Bi 2%
- Other preferred description 0%
Disability

- Yes 3%
- No 90%
- Prefer not to say/no response 7%
Age

- 16-24: 7%
- 25-34: 32%
- 35-44: 27%
- 45-54: 18%
- 55-64: 13%
- 65+: 3%
Religion

- Christian 42%
- No religion or belief 37%
- Prefer not to say/no response 11%
- Muslim 3%
- Hindu 2%
- Jewish 2%
- Any other religion or belief 2%
- Buddhist 1%
- Sikh 1%
**Education**

Highest level of qualifications achieved by parents or guardians

- At least one has a degree level qualification 37%
- Qualifications below degree level 22%
- No formal qualifications 8%
- Other 1%
- Don't know 7%
- Not applicable 1%
- Prefer not to say/no response 24%

At age 14, employment of highest earner in household as main job

- Technical and craft occupations 8%
- Semi-routine manual and service occupations 3%
- Modern professional occupations e.g. teacher 10%
- Traditional professional occupations e.g. lawyer 13%
- Senior managers and administrators 11%
- Middle or junior managers 4%
- Routine manual and service occupations 4%
- Clerical/intermediate occupations e.g. secretary 3%
- Inactive 1%
- Retired 0%
- Long term unemployed 1%
- Short term unemployed 0%
- Other 5%
- Don't Know 3%
- Not applicable 1%
- Prefer not to say/no response 33%
Education (continued)

School attended between the ages of 11 - 18:
- State School: 60%
- Independent/Private School: 26%
- Other: 3%
- Prefer not to say/no response: 11%

First generation of immediate family to attend university:
- Yes: 17%
- No: 36%
- Didn’t attend university: 12%
- Prefer not to say/no response: 35%
Caring responsibilities

Primary carer for a Relative other than a child
- Yes 3%
- No 76%
- Prefer not to say/no response 21%

Primary carer for a child/children under the age of 18
- Yes 17%
- No 67%
- Prefer not to say/no response 16%