



HILL DICKINSON

Equality, Diversity and Inclusion Report 2023/24



Gender



Multicultural



LGBTQ+



Social Mobility



Accessibility, health
and wellbeing



Family and life stages

About us

We believe the diversity of our people should reflect the diversity of the world and the communities we live in. It makes for better business and a better, fairer world.

It matters because it's the right way to be and the right thing to do. It also takes real and ongoing commitment to make it happen. As a firm, we split our ED&I activity into six broad pillars of activity. It ensures we focus our efforts evenly and can measure our progress in each, including in areas where we need and want to do more.

Our diversity framework is designed to help us achieve that. It guides every aspect of our work, addressing and breaking down traditional barriers to recruitment, progression and retention so that everyone at Hill Dickinson benefits from the same opportunities.

Our ED&I targets

- Increase the percentage of women in leadership roles to 40% by 2028
- Increase the percentage of people from ethnic minority groups we employ at Hill Dickinson to 20% by 2028
- Recruit a minimum of four apprentices a year via our schools' outreach programme
- Recruit at least 10% of our annual graduate intake via our ED&I partnerships and grassroots programmes

Our data

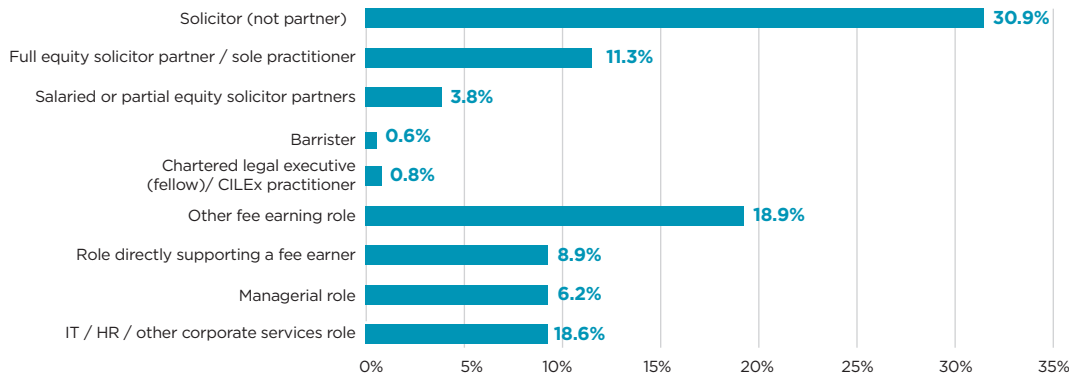
- The data in this report is taken from our most recent firmwide employee survey, which took place in June 2023.
- The survey achieved a response rate of 91% and reflects good overall progress in terms of how well we engage with our people against the firm's ED&I targets.

Highlights

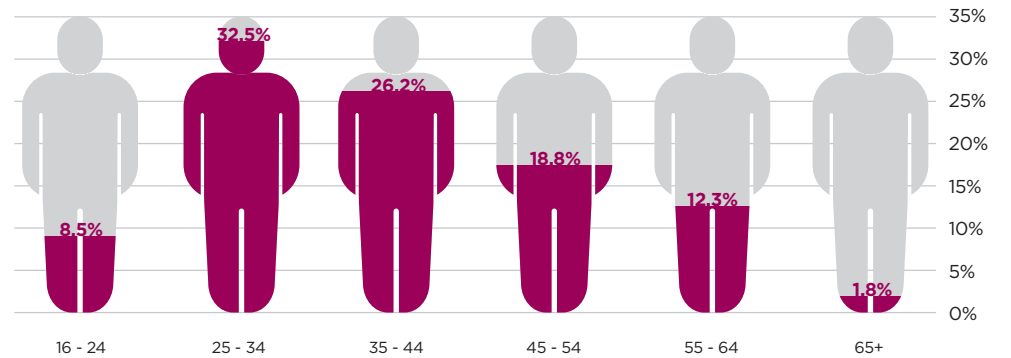
- We increased the percentage of women in senior leadership roles at Hill Dickinson to 33%, against a target of 40% by 2028.
- The number of female legal directors at Hill Dickinson increased by 8% in the period since August 2022.
- We achieved national recognition in 2023 as a Working Families Top 30 Employer.
- We offered our first training contract to an intern recruited via our membership of the 10,000 Black Interns Programme.
- We partnered with diversity platform Aspiring Solicitors to help us achieve our aspirational targets via its Grassroots Programme.
- We increased the percentage of ethnic minority people employed at Hill Dickinson to 11.6% (against a target of 20% by 2028), a 4% increase in two years.
- We marched with and in support of colleagues and the wider LGBTQ+ community at Manchester Pride and Liverpool Pride.
- We created our own schools' outreach programme locally to support social mobility and access to a career in law, recruiting four apprentices via the programme since September 2022.
- We set up a dedicated networking group and access to educational resources internally to support our employees who are neurodiverse.
- We continued to support the mental health and wellbeing of our employees via the Mindful Business Charter, including providing access to trained mental health first aiders.
- We rolled out regular firmwide Lunch & Learn sessions on various ED&I-related topics to help promote openness and ally-ship and to encourage dialogue between colleagues.

The following graphs outline our progress to date against our targets, using data gathered in the two-year period from August 2021 to August 20233.

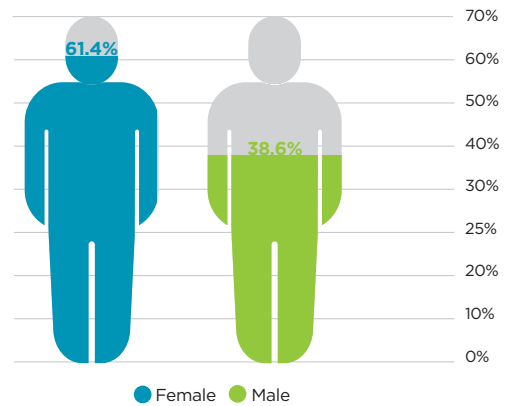
1. Role Categories - UK



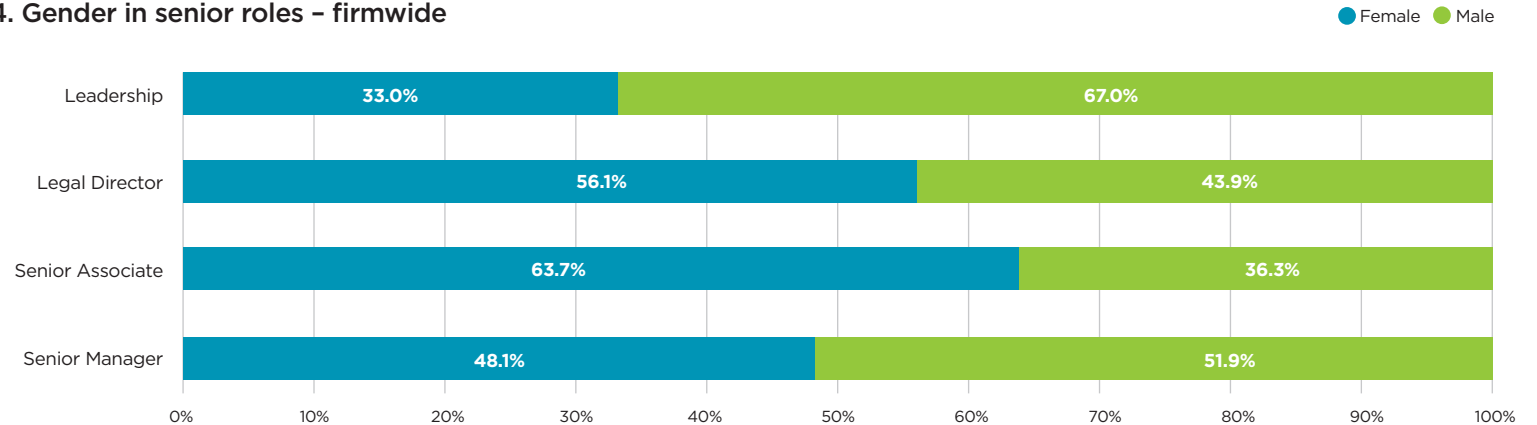
2. Age - UK



3. Gender - UK

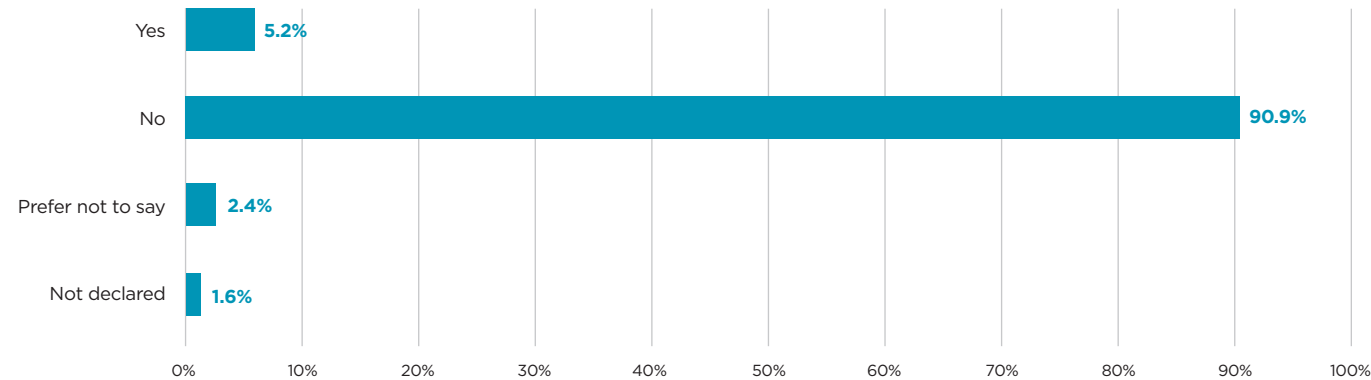


4. Gender in senior roles - firmwide

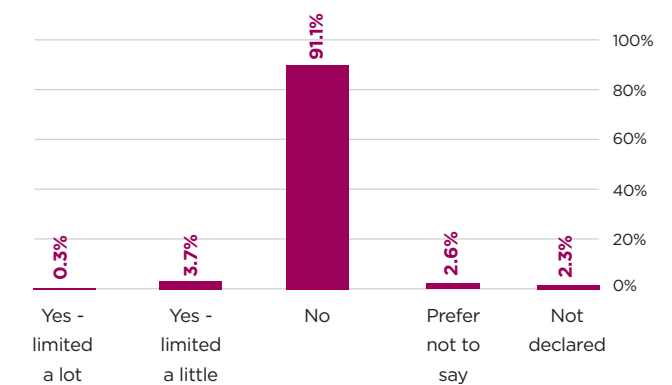


5. Disability - UK

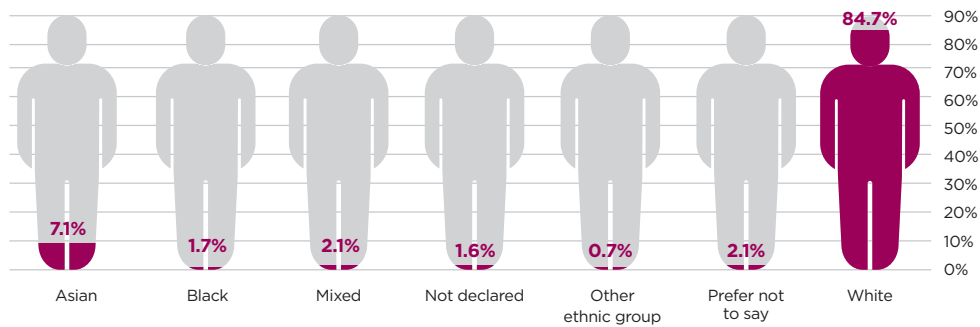
Day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months - UK



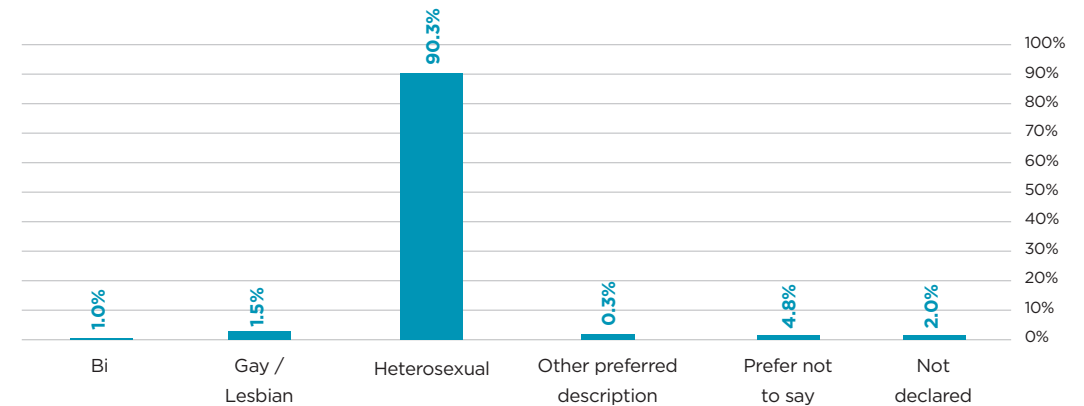
6. Degree of disability



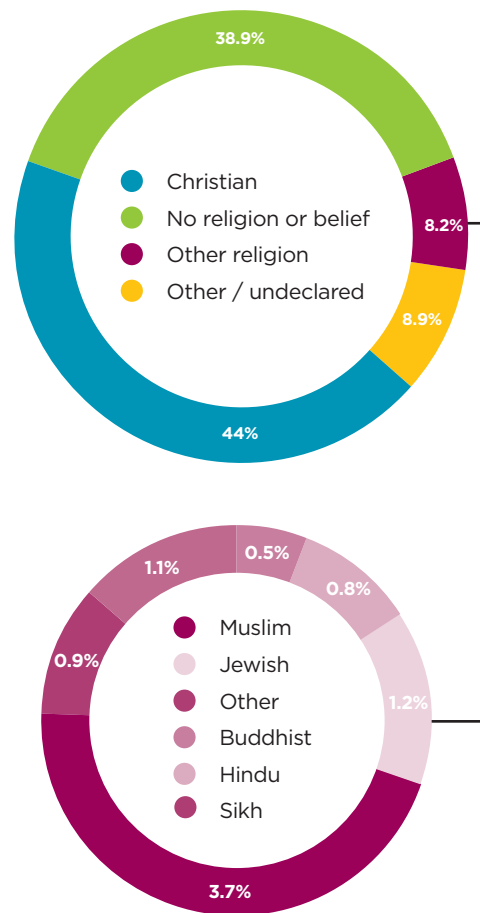
7. Ethnicity - UK



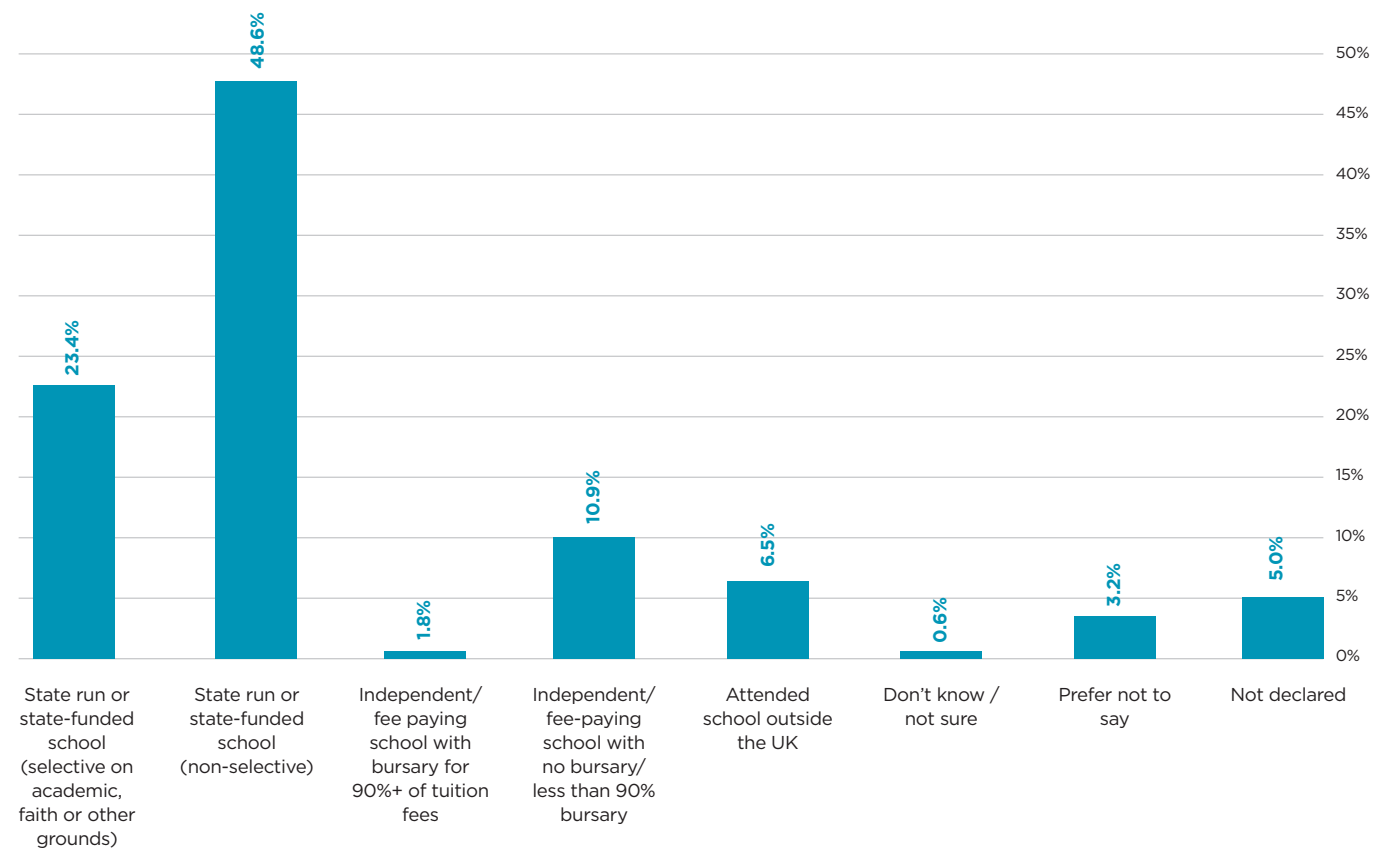
8. Sexual Orientation - UK



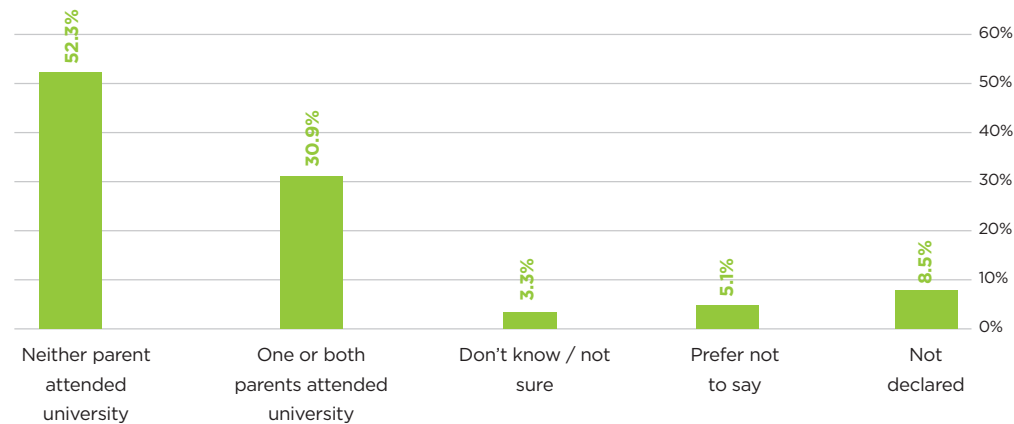
9. Religion or belief – UK



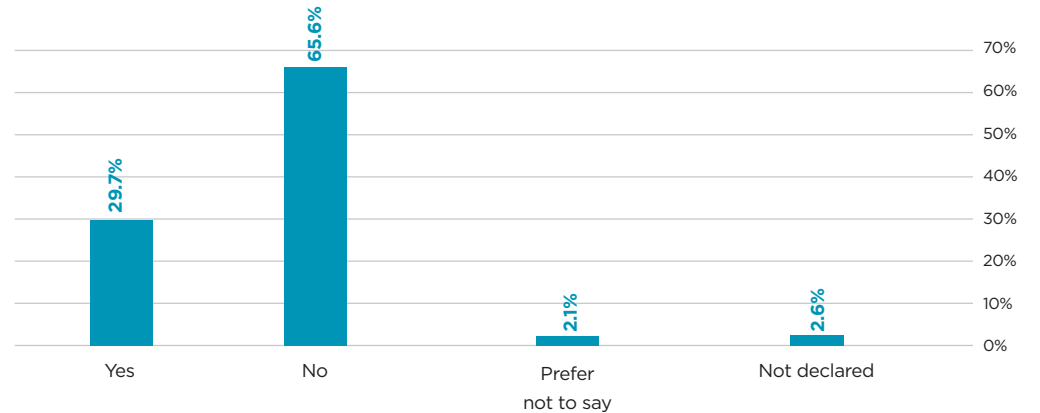
10. Type of school attended between the ages of 11 and 16 – UK



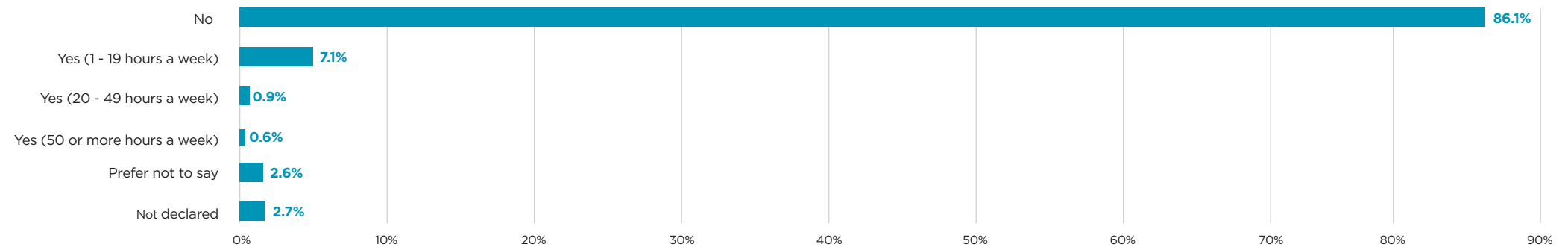
11. Either parent attended university by the time you were 18 – UK



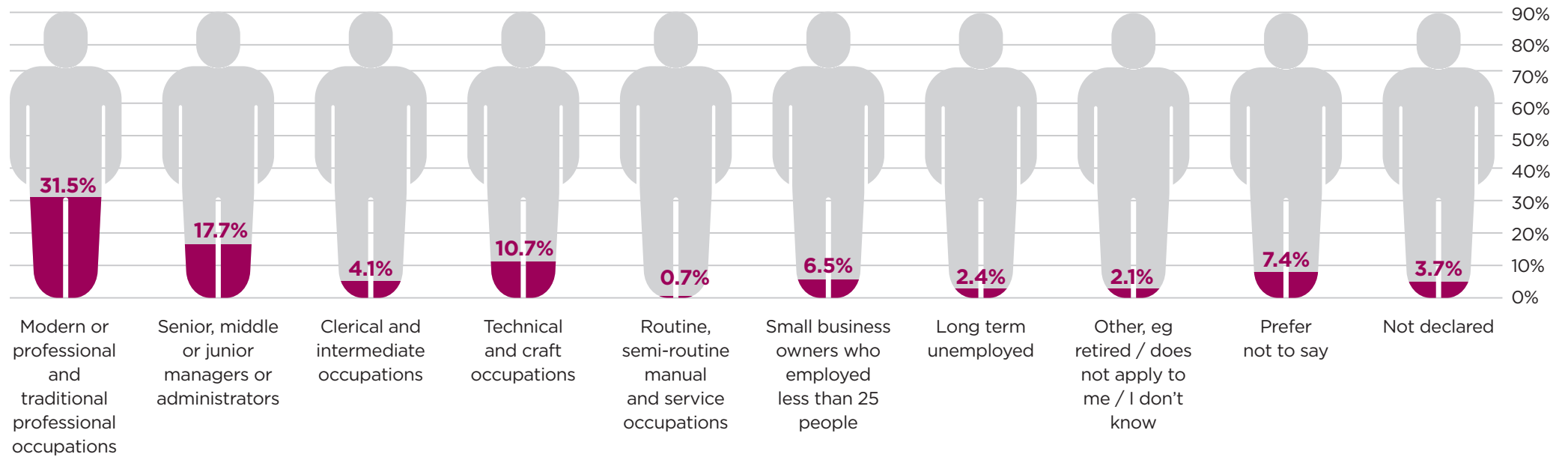
12. Primary carer for a child or children under 18 – UK



13. Look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity) – UK



14. Occupation of main household earner when you were about 14 - UK



About Hill Dickinson

Hill Dickinson LLP is a leading and award-winning international commercial law firm with more than 1000 people including over 200 partners and legal directors.

The firm delivers advice and strategic guidance spanning the full legal spectrum, from non-contentious advisory and transactional work, to all forms of commercial litigation. The firm acts as a trusted adviser to businesses, organisations and individuals within a wide range of specialist market sectors.

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