

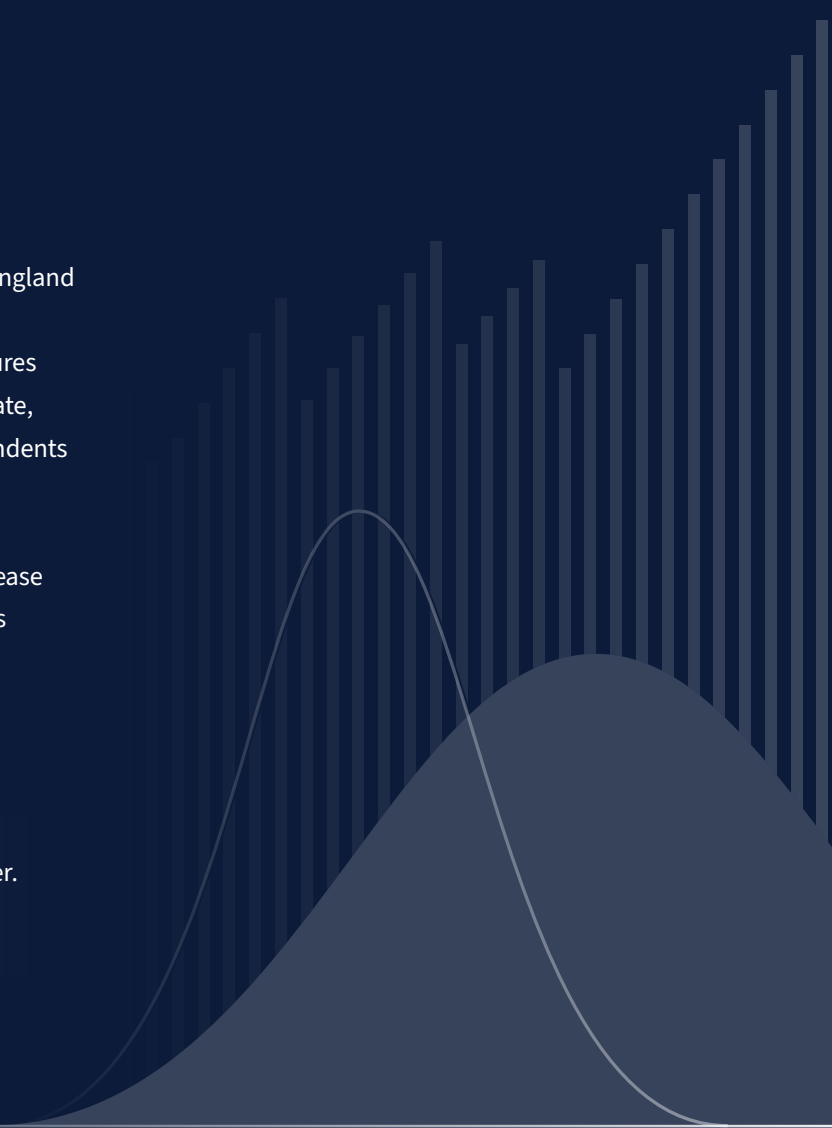
SRA Diversity Data 2025

The following relates to diversity data submitted to the Solicitors Regulation Authority (SRA), as reported on 4 July 2025.

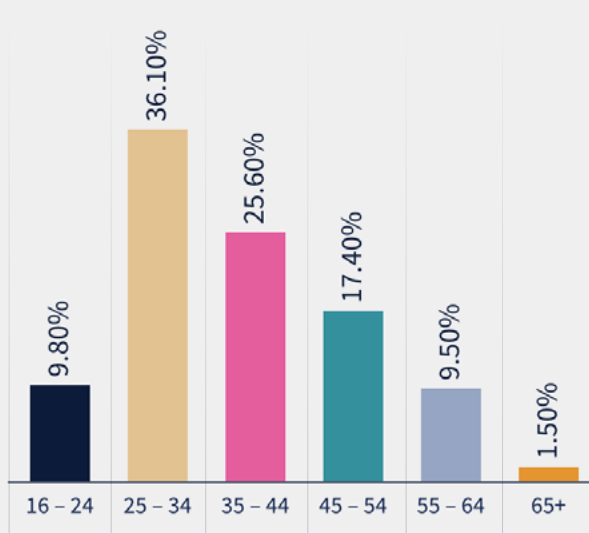
The data relate to all those working in our law firm in England and Wales, at the time of reporting. The questions and categories used are those required by the SRA. The figures below are based on an approximate 70% declaration rate, with some questions having a higher number of respondents than others*.

For further details about this reporting requirement, please see [SRA | How diverse is the legal profession? | Solicitors Regulation Authority](#).

* Other includes: Barrister, Chartered Legal Executive (Fellow)/CILEx Practitioner, Licensed Conveyancer, Costs Lawyer. These have been grouped together, due to the low number of colleagues fitting within these options.

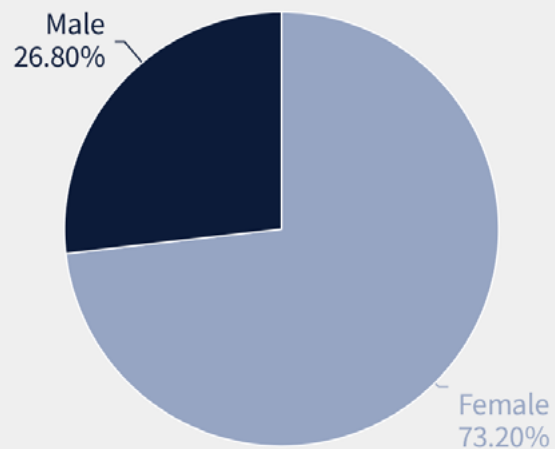


Age | Q1 Which age category are you in?



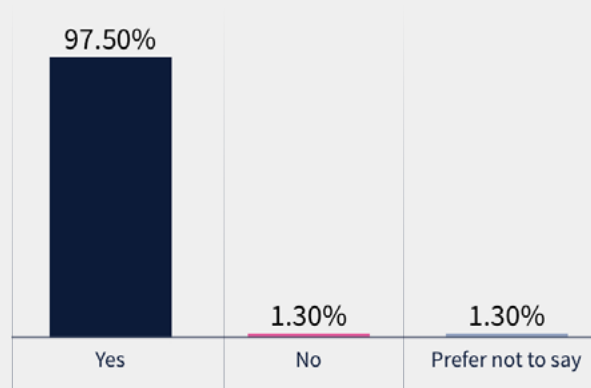
Age Band	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
16 – 24	0%	0.20%	27.0%	12.2%	0.30%	9.80%	0.00%	9.80%
25 – 34	0%	51.40%	41.4%	33.5%	17.60%	35.10%	36.20%	36.10%
35 – 44	30.90%	33.90%	14.3%	20.0%	36.80%	26.60%	38.80%	25.60%
45 – 54	42.60%	11.00%	9.2%	18.9%	30.60%	17.00%	19.00%	17.40%
55 – 64	25.00%	2.90%	6.8%	13.1%	13.00%	9.80%	5.20%	9.50%
65+	1.50%	0.80%	1.3%	2.3%	1.60%	1.90%	0.90%	1.50%

Sex | Q2 What is your sex?



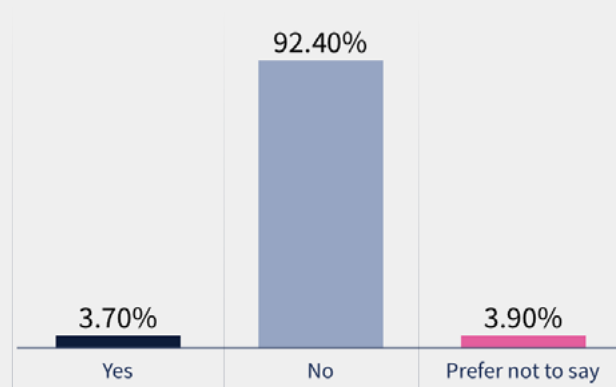
Sex	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Female	58.40%	80.30%	80.80%	78.00%	57.70%	59.10%	81.00%	73.20%
Male	41.60%	19.70%	19.20%	22.00%	42.30%	40.90%	19.00%	26.80%

Gender identity | Q3 Is the gender you identify with the same as your registered sex at birth?



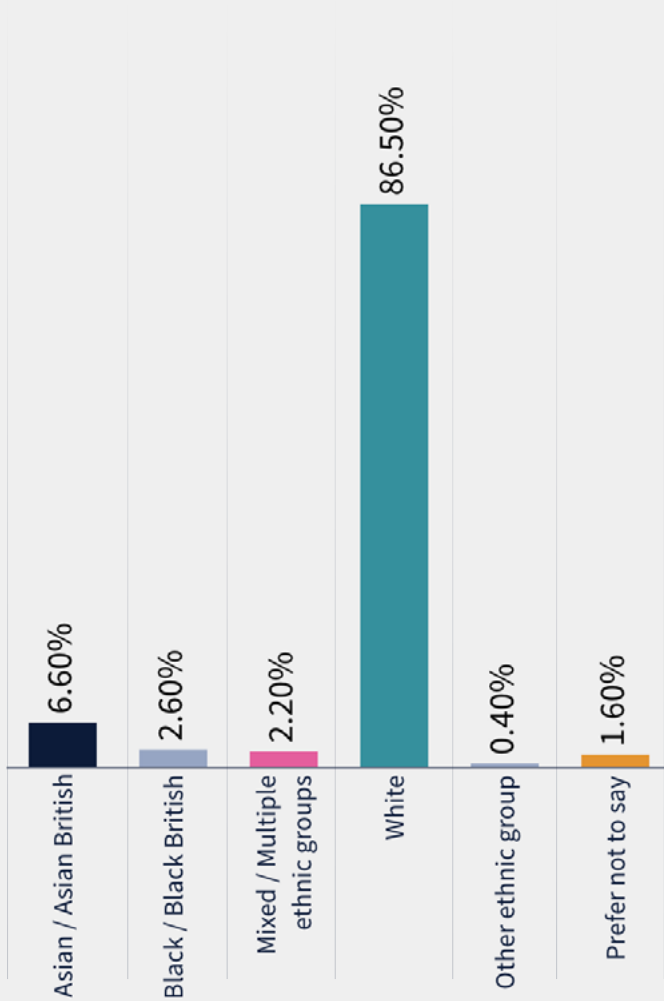
Gender identity	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Yes	99.30%	98.20%	97.70%	96.30%	96.50%	97.50%	97.40%	97.50%
No	0.70%	1.10%	1.20%	2.10%	1.30%	1.10%	0.00%	1.30%
Prefer not to say	0.00%	0.70%	1.20%	1.60%	2.20%	1.40%	2.60%	1.30%

Disability | Q4 Do you consider yourself to have a disability according to the definition of the Equality Act 2010?



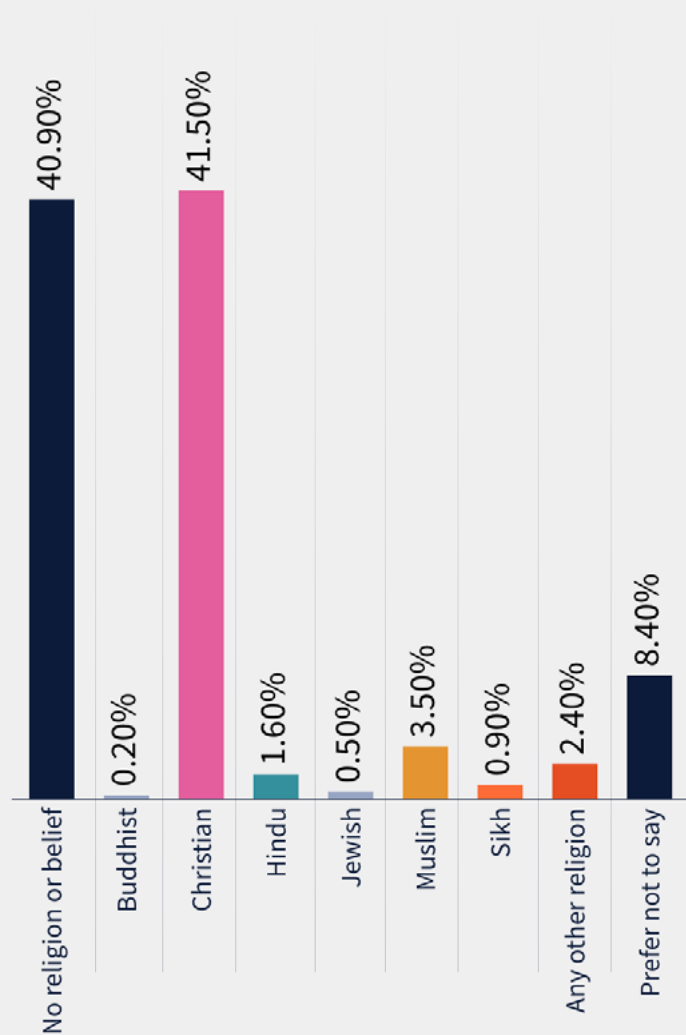
Disability	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Yes	1.20%	4.60%	3.00%	5.30%	2.90%	3.40%	3.50%	3.70%
No	97.60%	90.50%	92.10%	91.70%	92.90%	92.40%	94.10%	92.40%
Prefer not to say	1.20%	4.80%	4.90%	3.00%	4.20%	4.10%	2.40%	3.90%

Ethnicity | Q5 What is your ethnic group?



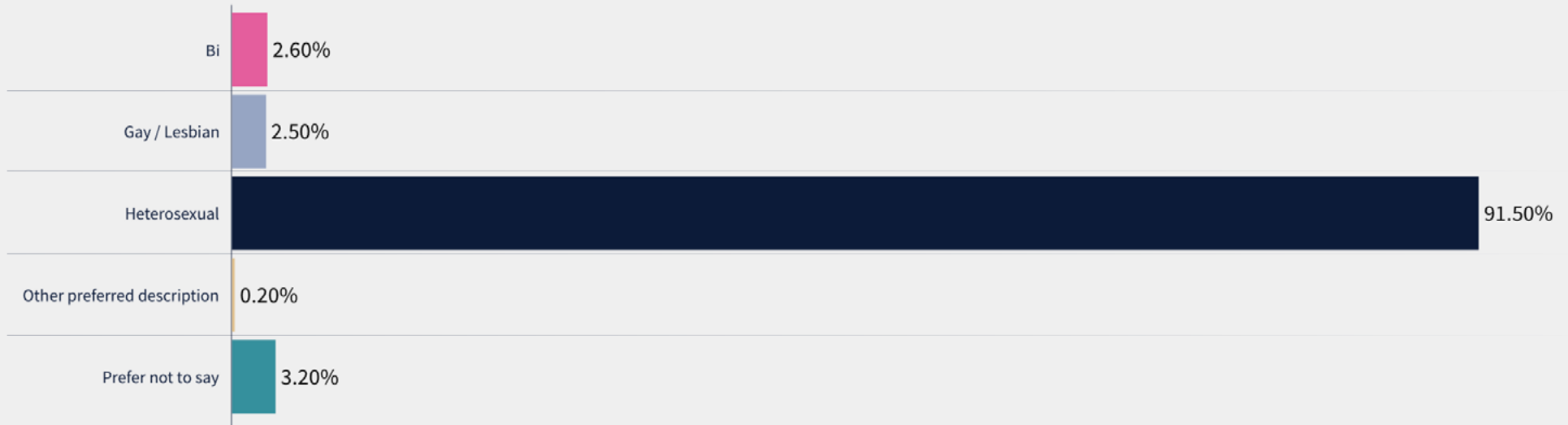
Ethnicity	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Asian / Asian British	10.10%	5.50%	6.80%	8.30%	5.00%	6.90%	1.20%	6.60%
Black / Black British	0.70%	1.00%	1.90%	5.30%	2.90%	3.40%	2.40%	2.60%
Mixed / Multiple ethnic groups	1.40%	3.40%	2.40%	1.80%	0.80%	2.80%	2.40%	2.20%
White	87.80%	88.50%	86.70%	82.50%	88.30%	84.80%	91.80%	86.50%
Other ethnic group	0.00%	0.60%	0.50%	0.80%	0.00%	0.00%	0.00%	0.40%
Prefer not to say	0.00%	1.00%	1.60%	1.50%	2.90%	2.10%	2.40%	1.60%

Religion and belief | Q6 What is your religion or belief?



Religion	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
No religion or belief	24.40%	43.10%	42.90%	36.80%	41.60%	47.80%	48.80%	40.90%
Buddhist	0.00%	0.00%	0.50%	0.00%	0.00%	0.30%	0.00%	0.20%
Christian	54.80%	42.50%	39.40%	40.90%	43.70%	34.40%	39.50%	41.50%
Hindu	4.20%	1.70%	1.40%	1.00%	0.80%	2.10%	0.00%	1.60%
Jewish	2.40%	1.10%	0.00%	0.30%	0.40%	0.00%	0.00%	0.50%
Muslim	3.00%	2.30%	4.90%	6.00%	1.70%	2.70%	1.20%	3.50%
Sikh	3.00%	1.10%	0.50%	1.00%	0.80%	0.00%	1.20%	0.90%
Any other religion or belief	1.20%	1.30%	1.90%	3.30%	2.50%	4.10%	2.30%	2.40%
Prefer not to say	7.10%	7.00%	8.40%	10.80%	8.40%	8.60%	7.00%	8.40%

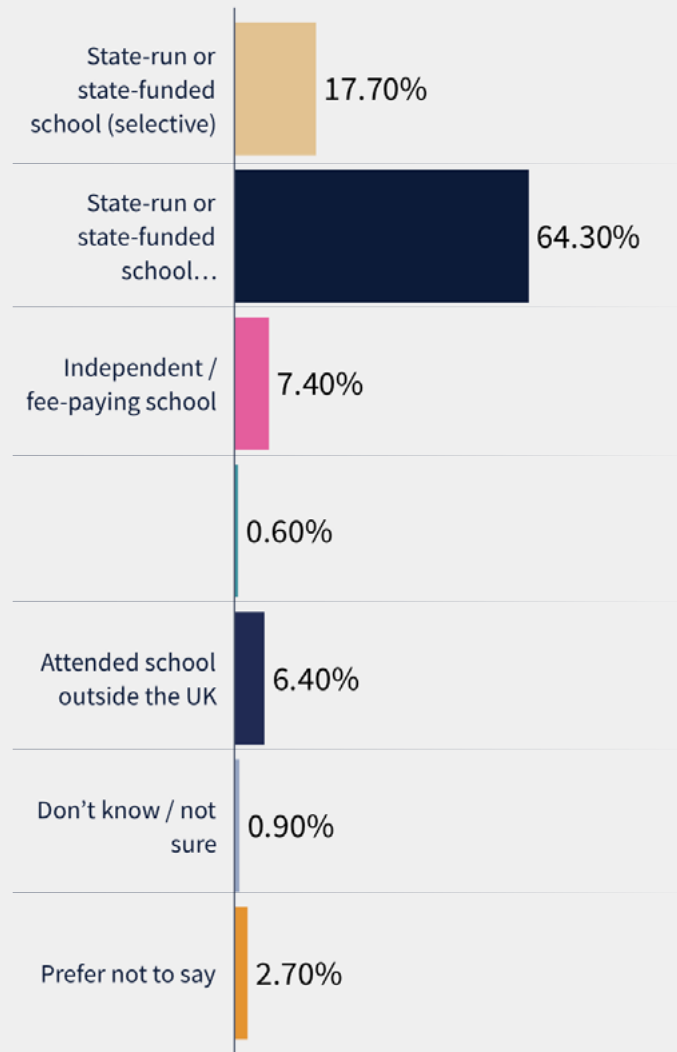
Sexual Orientation | Q7 What is your sexual orientation?



Sexual Orientation	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Bi	0.00%	2.50%	3.00%	2.50%	3.40%	3.80%	0.00%	2.60%
Gay / Lesbian	2.40%	3.60%	2.40%	2.00%	3.40%	1.70%	1.20%	2.50%
Heterosexual	97.00%	91.80%	90.80%	91.00%	89.10%	90.00%	95.30%	91.50%
Other preferred description	0.00%	0.20%	0.00%	0.00%	0.40%	1.00%	0.00%	0.20%
Prefer not to say	0.60%	1.90%	3.80%	4.50%	3.80%	3.40%	3.50%	3.20%

Social mobility | Q8

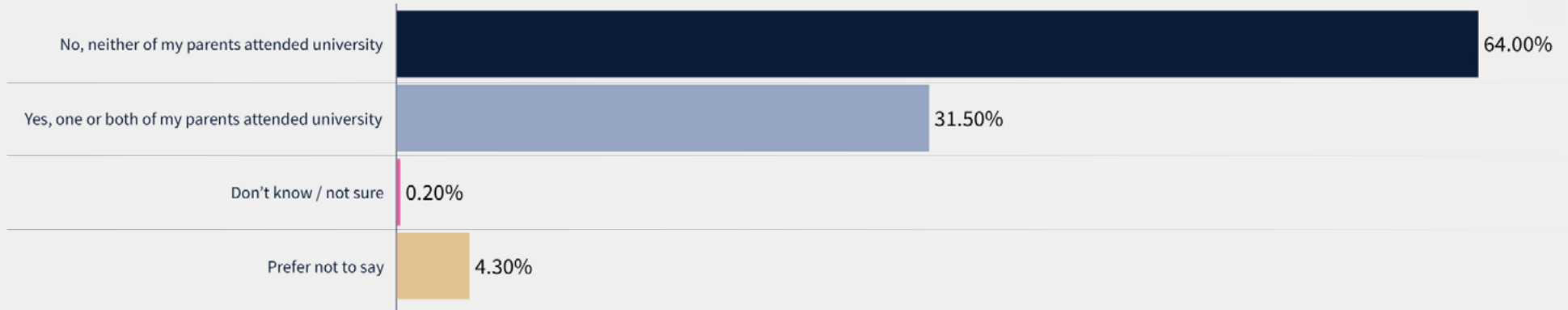
Which type of school did you attend for the most time between the ages between the ages 11 and 16?



School attended	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
State-run or state-funded school (selective)	16.70%	18.00%	19.80%	15.50%	21.20%	20.20%	17.90%	17.70%
State-run or state-funded school (non-selective)	59.60%	63.50%	66.30%	67.40%	69.20%	59.70%	67.90%	64.30%
Independent / fee-paying school	14.10%	11.50%	4.10%	1.90%	3.00%	6.90%	7.70%	7.40%
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	0.60%	0.50%	1.20%	0.00%	0.00%	0.80%	0.00%	0.60%
Attended school outside the UK	1.90%	3.00%	5.80%	11.30%	3.50%	7.30%	1.30%	6.40%
Don't know / not sure	3.20%	0.70%	0.60%	1.10%	0.50%	1.20%	0.00%	0.90%
Prefer not to say	3.80%	2.80%	2.30%	2.80%	3.00%	4.00%	5.10%	2.70%

Social mobility | Q9

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

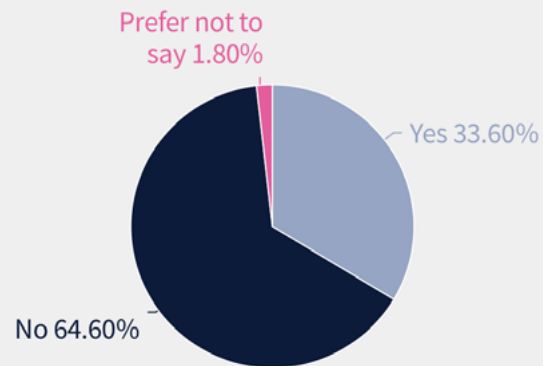


Parental Education	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
No, neither of my parents attended university	58.80%	53.00%	67.50%	73.90%	68.90%	66.40%	59.50%	64.00%
Yes, one or both of my parents attended university	35.80%	43.70%	28.20%	19.70%	26.90%	30.30%	36.50%	31.50%
Don't know / not sure	0.00%	0.00%	0.00%	0.30%	0.50%	0.00%	1.40%	0.20%
Prefer not to say	5.40%	3.30%	4.30%	6.40%	3.60%	3.40%	2.70%	4.30%

Social mobility | Q10 What was the occupation of your main household earner when you were about 14?

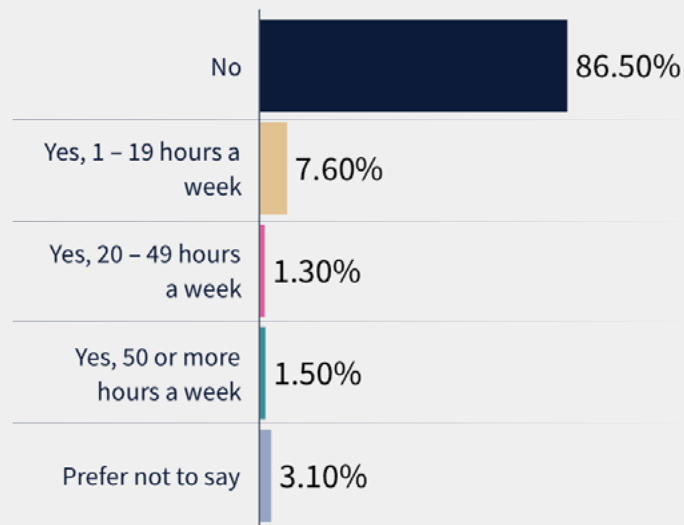
		Parental Occupation	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Modern professional and traditional professional occupations	29.10%	Modern professional and traditional professional occupations	26.00%	42.70%	25.00%	18.00%	29.30%	27.40%	28.20%	29.10%
Senior, middle or junior managers or administrators	17.50%	Senior, middle or junior managers or administrators	22.10%	17.80%	14.80%	16.30%	19.20%	14.50%	17.90%	17.50%
Clerical and intermediate occupations	5.30%	Clerical and intermediate occupations	5.80%	3.50%	6.10%	6.40%	6.10%	5.20%	7.70%	5.30%
Technical and craft occupations	15.60%	Technical and craft occupations	17.50%	10.40%	18.00%	19.30%	13.60%	18.50%	19.20%	15.60%
Routine, semi-routine manual and service occupations	13.10%	Routine, semi-routine manual and service occupations	11.00%	10.40%	14.50%	16.30%	16.20%	12.90%	10.30%	13.10%
Small business owners who employed less than 25 people	5.10%	Small business owners who employed less than 25 people	3.90%	4.40%	4.90%	4.40%	3.50%	6.00%	5.10%	5.10%
Long-term unemployed	1.50%	Long-term unemployed	1.90%	1.80%	2.30%	1.10%	0.50%	0.80%	0.00%	1.50%
Other	7.50%	Other	5.20%	5.10%	8.10%	9.90%	7.60%	7.70%	6.40%	7.50%
Prefer not to say	5.30%	Prefer not to say	6.50%	3.90%	6.10%	8.30%	4.00%	6.90%	5.10%	5.30%

Social mobility | Q11 Are you a primary carer for a child or children under 18?



Primary carer for child(ren)	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
Yes	40.90%	30.70%	23.00%	27.60%	37.90%	36.10%	44.90%	33.60%
No	56.50%	68.10%	75.30%	69.90%	60.60%	62.20%	52.60%	64.60%
Prefer not to say	2.60%	1.20%	1.70%	2.50%	1.50%	1.60%	2.60%	1.80%

Social mobility | Q12 Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



Unpaid carer	Partners	Solicitors	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/Other Corporate Services	Other*	Total
No	81.80%	90.80%	87.80%	82.30%	88.90%	85.90%	80.80%	86.50%
Yes, 1 – 19 hours a week	11.00%	6.20%	2.00%	8.60%	7.60%	7.60%	11.50%	7.60%
Yes, 20 – 49 hours a week	0.60%	0.50%	6.40%	1.40%	0.50%	0.80%	3.80%	1.30%
Yes, 50 or more hours a week	1.30%	0.50%	1.50%	3.00%	1.00%	1.60%	0.00%	1.50%
Prefer not to say	5.20%	2.10%	2.30%	4.70%	2.00%	4.00%	3.80%	3.10%