

Firm Diversity Data 2025

| 1. Role categories | | |
|--|--|-------|
| Select one category which best describes your role in the firm. (Reference to solicitors includes registered foreign lawyers) | | |
| Full-equity solicitor partner /sole practitioner | Include here partners, members, directors and sole practitioners who are solicitors. Those holding these roles who are not solicitors should be recorded in the 'Managerial role' category below. | 10% |
| Salaried or partial-equity solicitor partners | Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. | 3.3% |
| Solicitor (not partner) | All other practising solicitors including assistant solicitors, associates, or consultants. | 6.65% |
| Other fee earning role | Includes fee earners such as trainee solicitors, CILEX members who are not Chartered Legal Executives (Fellows) or CILEX Practitioners, and paralegals ie those who are not 'authorised persons'. | 16.7% |
| Role directly supporting a fee earner | Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. | 36.7% |
| Managerial role | Includes non-lawyer managers, directors or members and others such as practice managers, finance, or account managers etc. | 3.3% |
| IT/HR/other corporate services role | Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles. | 0% |
| Barrister | Individuals authorised by the Bar Standards Board. | 0% |
| Chartered Legal Executive (Fellow)/ CILEX Practitioner | Individuals authorised by CILEx Regulation. | 0% |
| Licensed Conveyancer | Individuals authorised by the Council for Licensed Conveyancers. | 0% |
| Patent or Trade Mark Attorney | Individuals authorised by the Intellectual Property Regulation Board. | 0% |
| Costs Lawyer | Individuals authorised by the Costs Lawyer Standards Board. | 0% |
| Notary | Individuals authorised by the Master of the Faculties. | 0% |
| Prefer not to say | | 6.65% |

| | | |
|--------------------------------------|--|-------|
| Invalid/no response to this question | | 16.7% |
|--------------------------------------|--|-------|

| 2. Which age category are you in? | | |
|--------------------------------------|--|-------|
| 16 – 24 | | 10% |
| 25 – 34 | | 16.7% |
| 35 – 44 | | 6.65% |
| 45 – 54 | | 13.3% |
| 55 – 64 | | 16.7% |
| 65+ | | 13.3% |
| Prefer not to say | | 6.65% |
| Invalid/no response to this question | | 16.7% |

| 3. What is your sex? | | |
|--------------------------------------|--|-------|
| Male | | 16.7% |
| Female | | 60% |
| Prefer not to say | | 6.6% |
| Invalid/no response to this question | | 16.7% |

| 4. Is your gender identity the same as your sex registered at birth? | | |
|--|--|-------|
| Yes | | 76.7% |
| No | | 0% |
| Prefer not to say | | 6.6% |
| Invalid/no response to this question | | 16.7% |

| 5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? | | |
|--|--|-------|
| The Equality Act 2010 defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition. | | |
| Yes | | 3.3% |
| No | | 73.3% |

| | |
|--------------------------------------|-------|
| Prefer not to say | 6.7% |
| Invalid/no response to this question | 16.7% |

| 6. Are your day-to-day activities limited by your disability or condition? | |
|--|-------|
| Yes, limited a lot | 0% |
| Yes, limited a little | 3.3% |
| No | 60% |
| Prefer not to say | 13.3% |
| Invalid/no response to this question | 23.4% |

| 7. What is your ethnicity? | |
|--|------|
| Asian / Asian British | |
| Bangladeshi | 0% |
| Chinese | 0% |
| Indian | 6.7% |
| Pakistani | 3.3% |
| Any other Asian background | 3.3% |
| Black / Black British | |
| African | 0% |
| Caribbean | 0% |
| Any other Black background | 0% |
| Mixed / Multiple ethnic group | |
| White and Asian | 0% |
| White and Black African | 0% |
| White and Black Caribbean | 0% |
| Any other Mixed / Multiple ethnic background | 0% |

| White | |
|---|-------|
| British / English / Welsh / Northern Irish / Scottish | 60% |
| Irish | 0% |
| Gypsy or Irish Traveller | 0% |
| Roma | 0% |
| Any other White background | 0% |
| Other ethnic group | |
| Arab | 0% |
| Any other ethnic group | 0% |
| Prefer not to say | |
| Prefer not to say | 10% |
| Invalid/no response to this question | 16.7% |

| 8. What is your religion or belief? | |
|--|-------|
| No religion or belief | 16.7% |
| Buddhist | 0% |
| Christian | 40% |
| Hindu | 0% |
| Jewish | 0% |
| Muslim | 3.3% |
| Sikh | 3.3% |
| Any other religion or belief | 3.3% |
| Prefer not to say | 16.7% |
| Invalid/no response to this question | 16.7% |

| 9. What is your sexual orientation? | |
|--|-------|
| Bi | 0% |
| Gay / Lesbian | 0% |
| Heterosexual | 73.3% |
| Other preferred description | 0% |
| Prefer not to say | 10% |

| | |
|--------------------------------------|-------|
| Invalid/no response to this question | 16.7% |
|--------------------------------------|-------|

| 10. What was the occupation of your main household earner when you were aged about 14? | |
|--|-------|
| Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer. | 13.3% |
| Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager. | 20% |
| Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse. | 6.6% |
| Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver. | 0% |
| Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, laborer, waiter/waitress, bar staff. | 16.7% |
| Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner. | 0% |
| Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) | 0% |
| Other such as: retired, this question does not apply to me, I don't know | 6.7% |
| Prefer not to say | 20% |
| Invalid/no response to this question | 16.7% |

| 11. Which type of school did you attend for the most time between the ages of 11 and 16? | |
|---|-------|
| If you changed schools, please base your answer on the last two years of your education | |
| If you changed schools, please base your answer on the last two years of your education. | |
| State-run or state-funded school (selective on academic, faith or other grounds) | 6.6% |
| State-run or state-funded school (non-selective) | 43.3% |

| | |
|---|-------|
| Independent / fee-paying school where I received a bursary covering 90% or more of my tuition | 3.3% |
| Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition | 13.4% |
| Attended school outside the UK | 3.3% |
| Don't know / not sure / other | 0% |
| Prefer not to say | 13.4% |
| Invalid/no response to this question | 16.7% |

| 12. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18? | |
|--|-------|
| Yes, one or both of my parents attended university | 13.3% |
| No, neither of my parents attended university | 60% |
| Don't know / not sure | 0% |
| Prefer not to say | 10% |
| Invalid/no response to this question | 16.7% |

| 13. Are you a primary carer for a child or children under 18? | |
|--|-------|
| Yes | 13.4% |
| No | 63.3% |
| Prefer not to say | 6.6% |
| Invalid/no response to this question | 16.7% |

| 14. Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)? | |
|--|-------|
| No | 63.3% |
| Yes, 1 – 19 hours a week | 0% |
| Yes, 20 – 49 hours a week | 3.3% |
| Yes, 50 or more hours a week | 3.3% |
| Prefer not to say | 13.4% |
| Invalid/no response to this question | 16.7% |