



Our commitment

Diversity

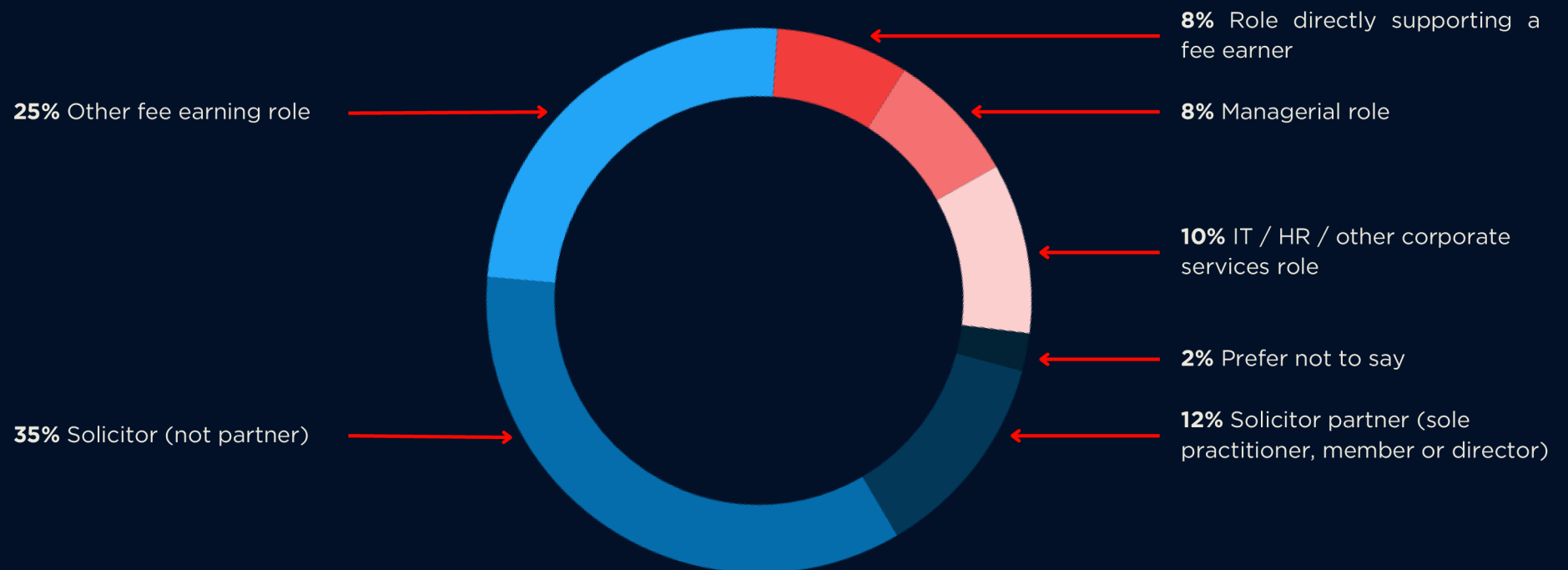
UK Firm Statistics 2025

OUR COMMITMENT

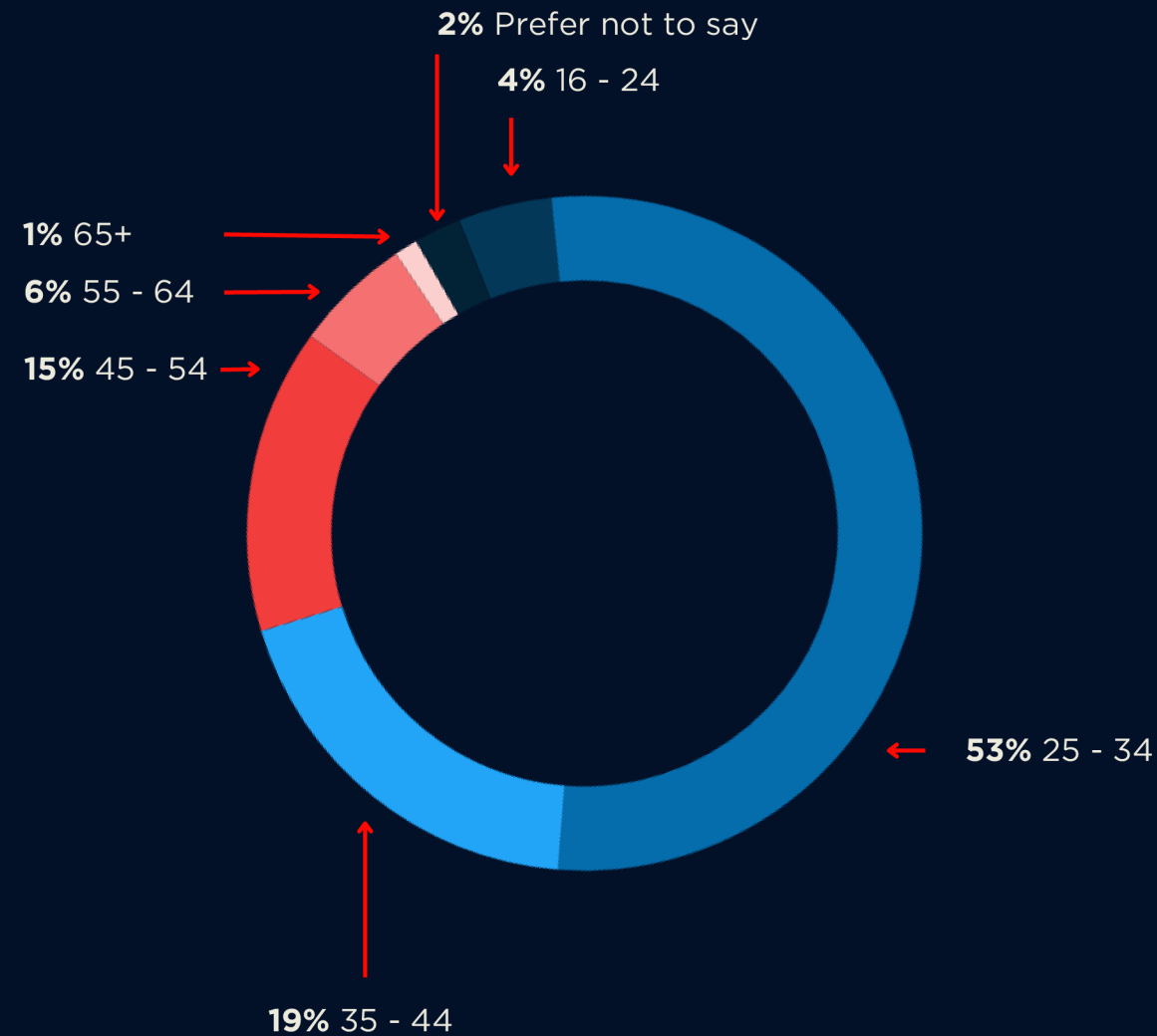
We collect, report and publish workforce diversity data on a biennial basis to satisfy our formal obligation to the SRA and to align with the Law Society's Diversity & Inclusion Framework. This is in addition to our ongoing tracking of recruitment, training and promotion equality data.

We take our diversity responsibilities seriously and aim, through our Diversity, Equality & Inclusion Committee and a range of positive initiatives, to ensure that our working environment is fair to all and that we provide equal opportunities for progression and development to everyone, irrespective of sex, race, sexual orientation, age or any other factor. These statistics represent data declared by those who participated in our June 2025 Diversity survey: 89 individuals in total. Of those who answered the survey, 100% responded to all questions below. In accordance with the SRA guidance, the data includes full- and part-time employees (including those on maternity and sick leave willing to respond), and temporary staff working with us for three months or more. Those engaged in work outsourced by the firm, as well as barristers or experts engaged on individual matters, are excluded.

Breakdown of respondents' roles

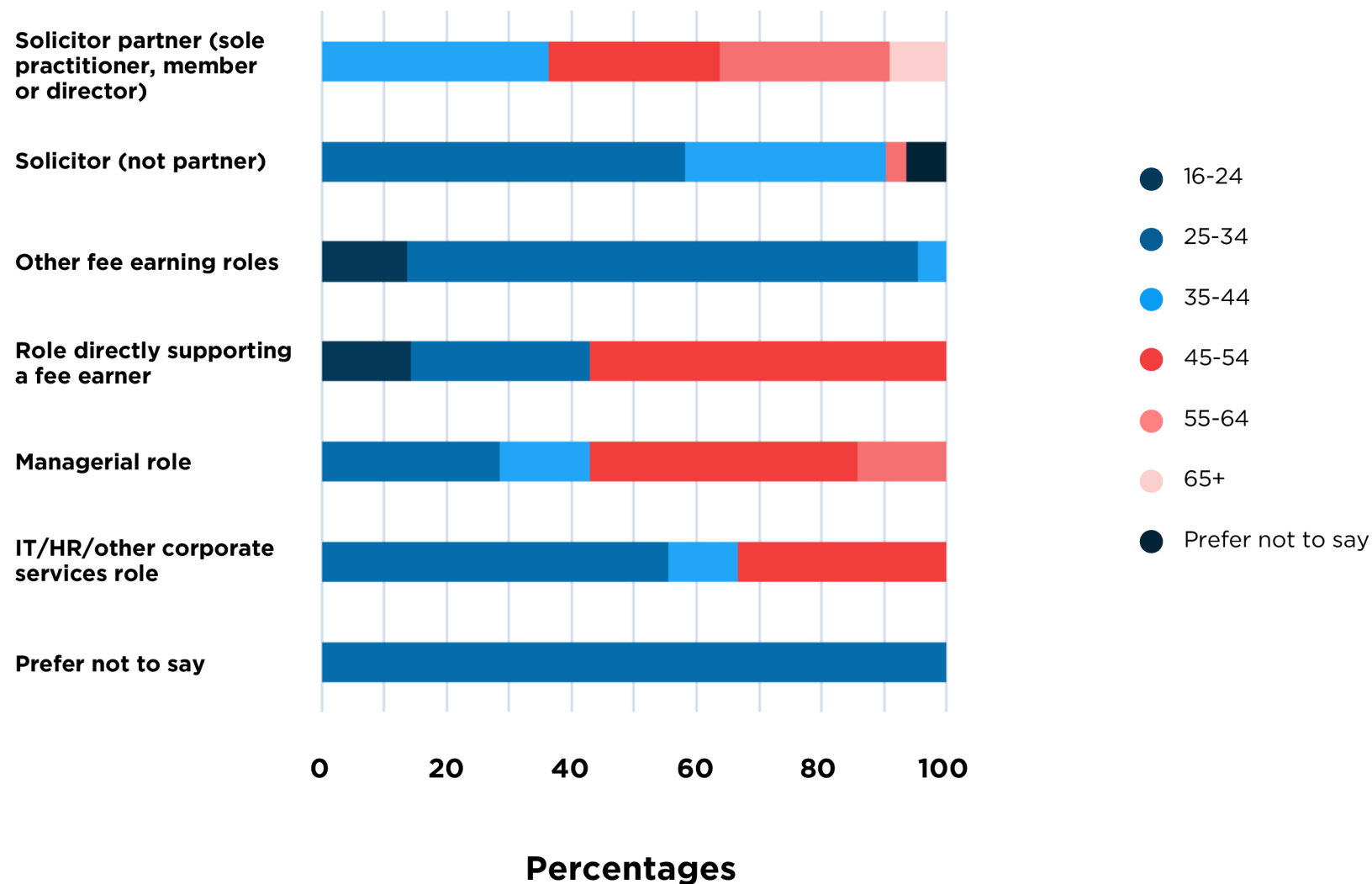


Which age category are you in?

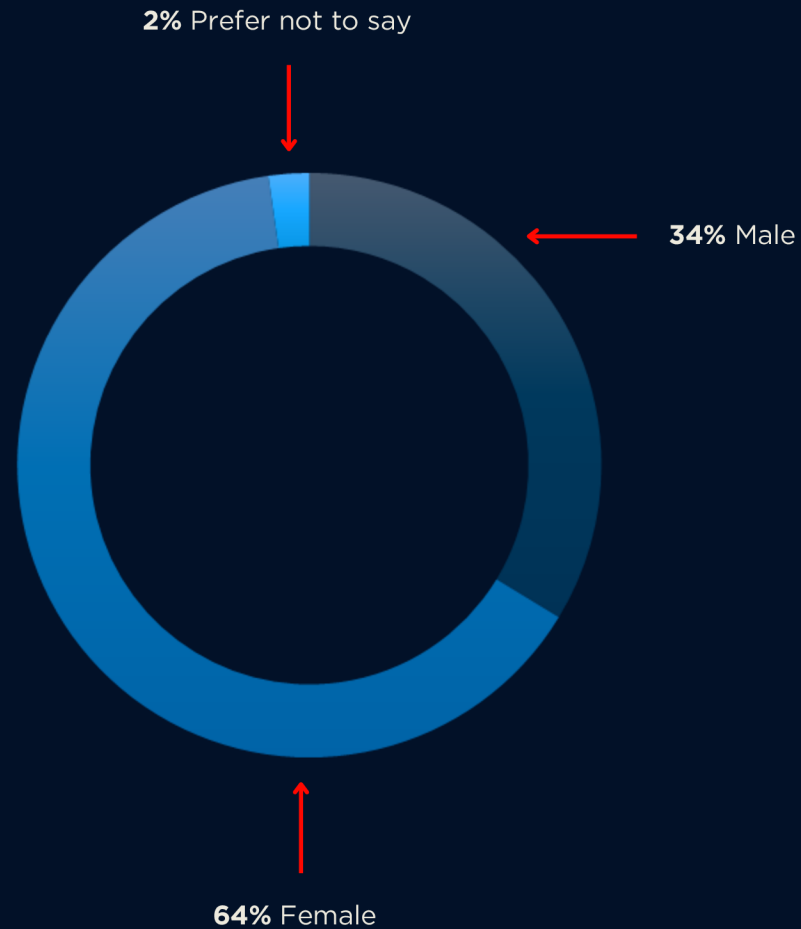


Age breakdown by role

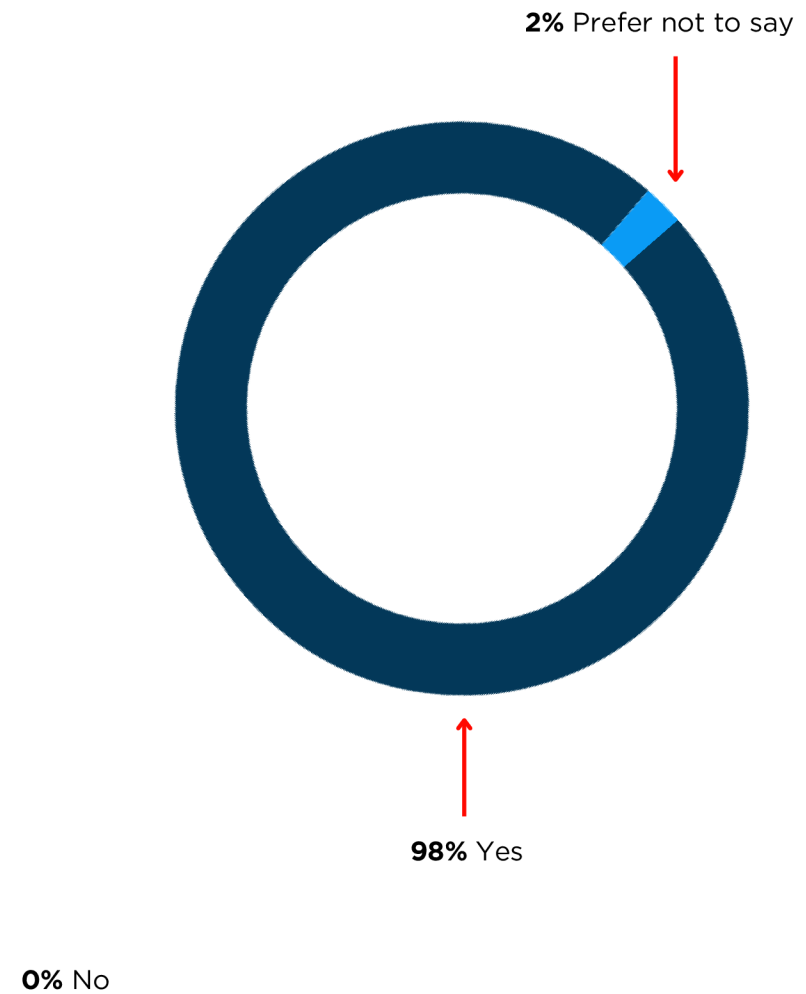
Which age category are you in?



What is your sex?

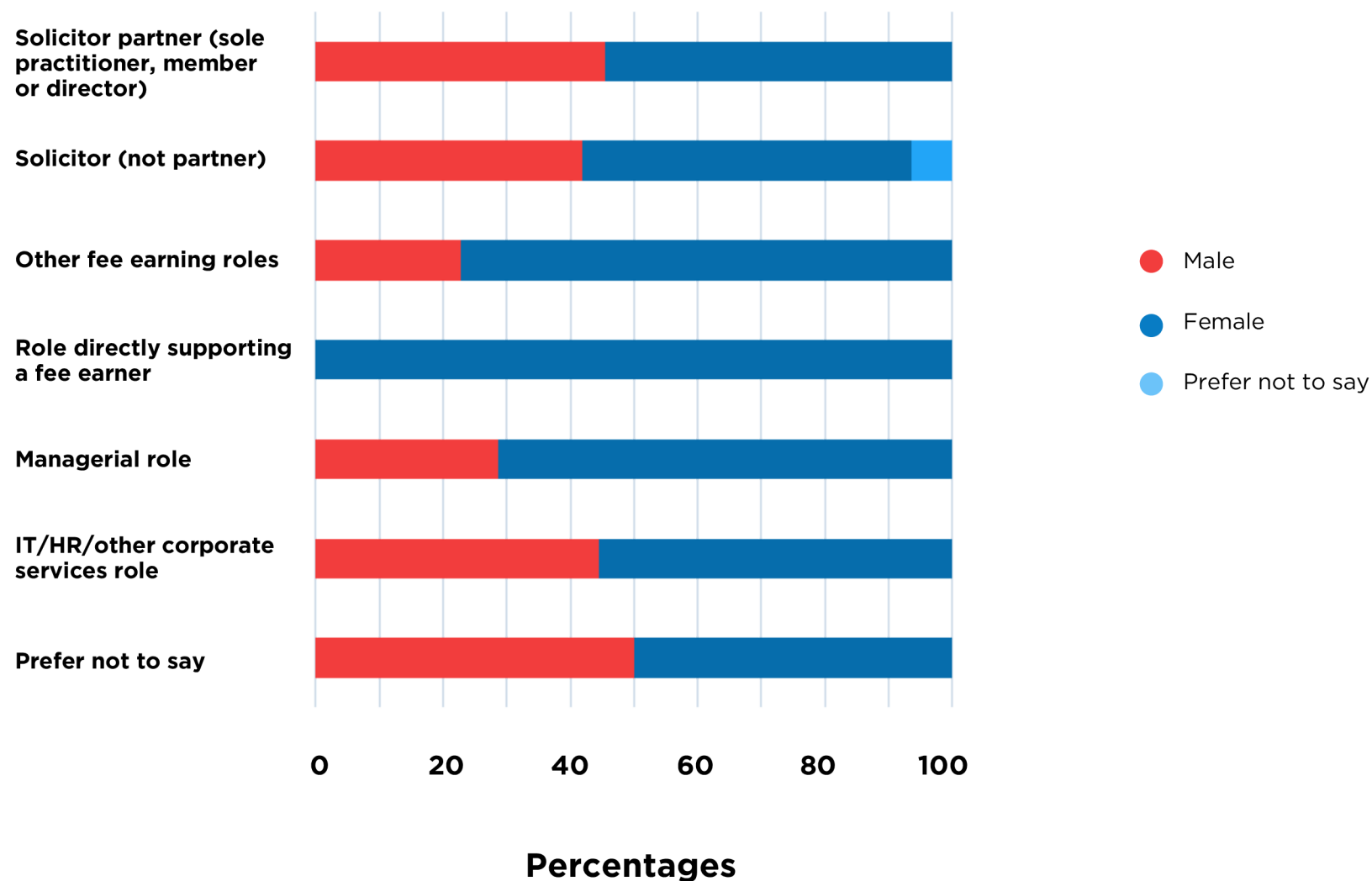


Is your gender identity the same as your sex registered at birth?

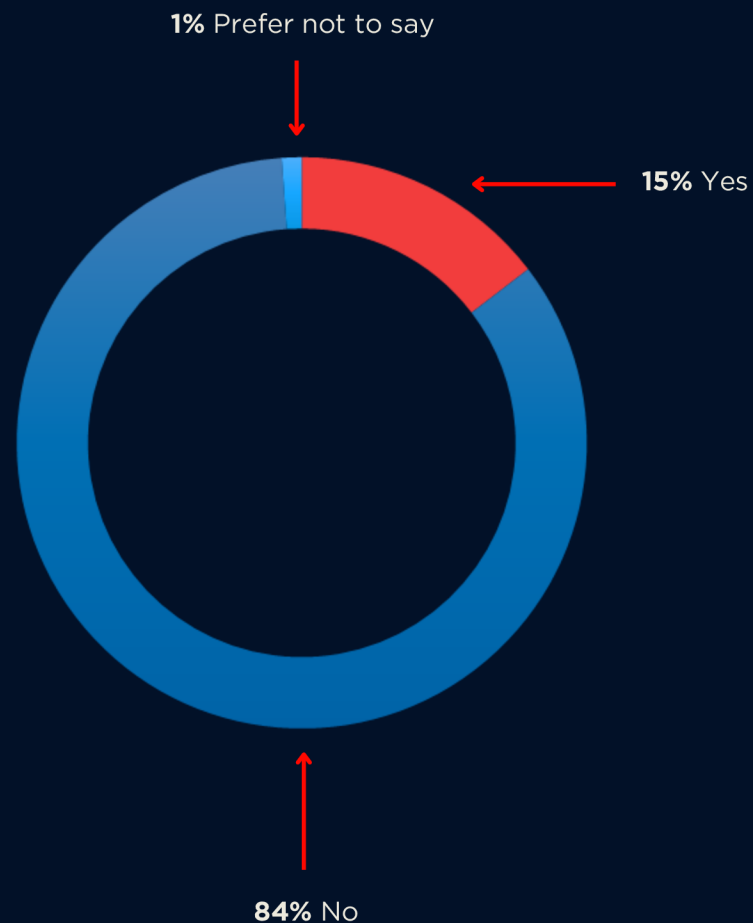


Sex breakdown by role

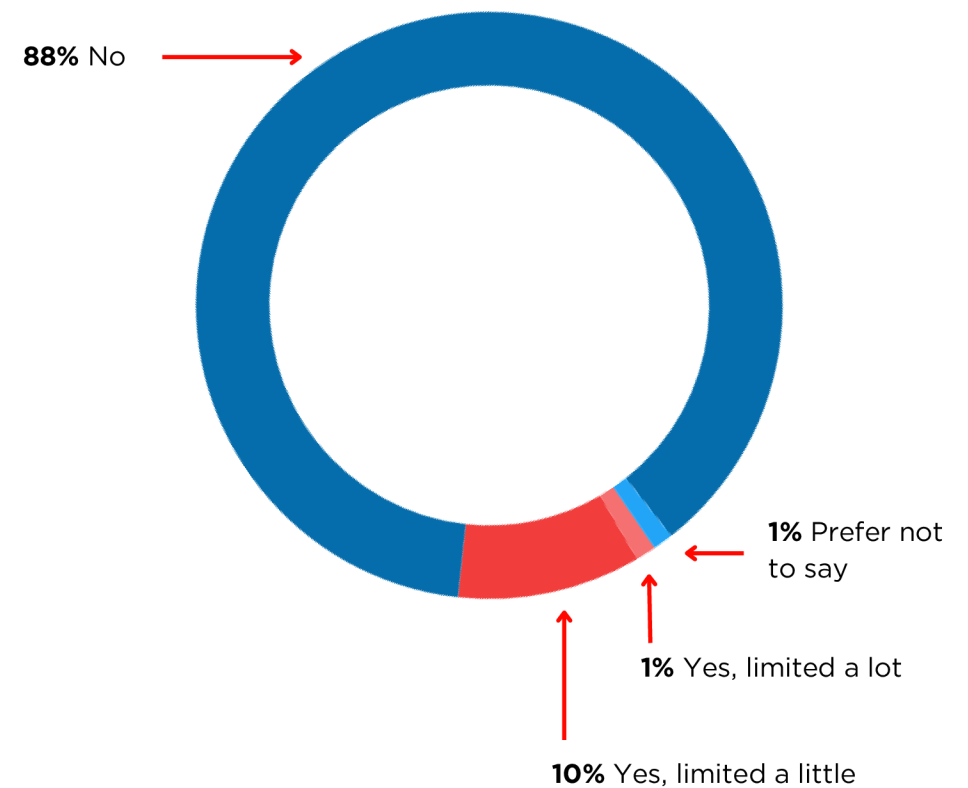
What is your sex?



Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

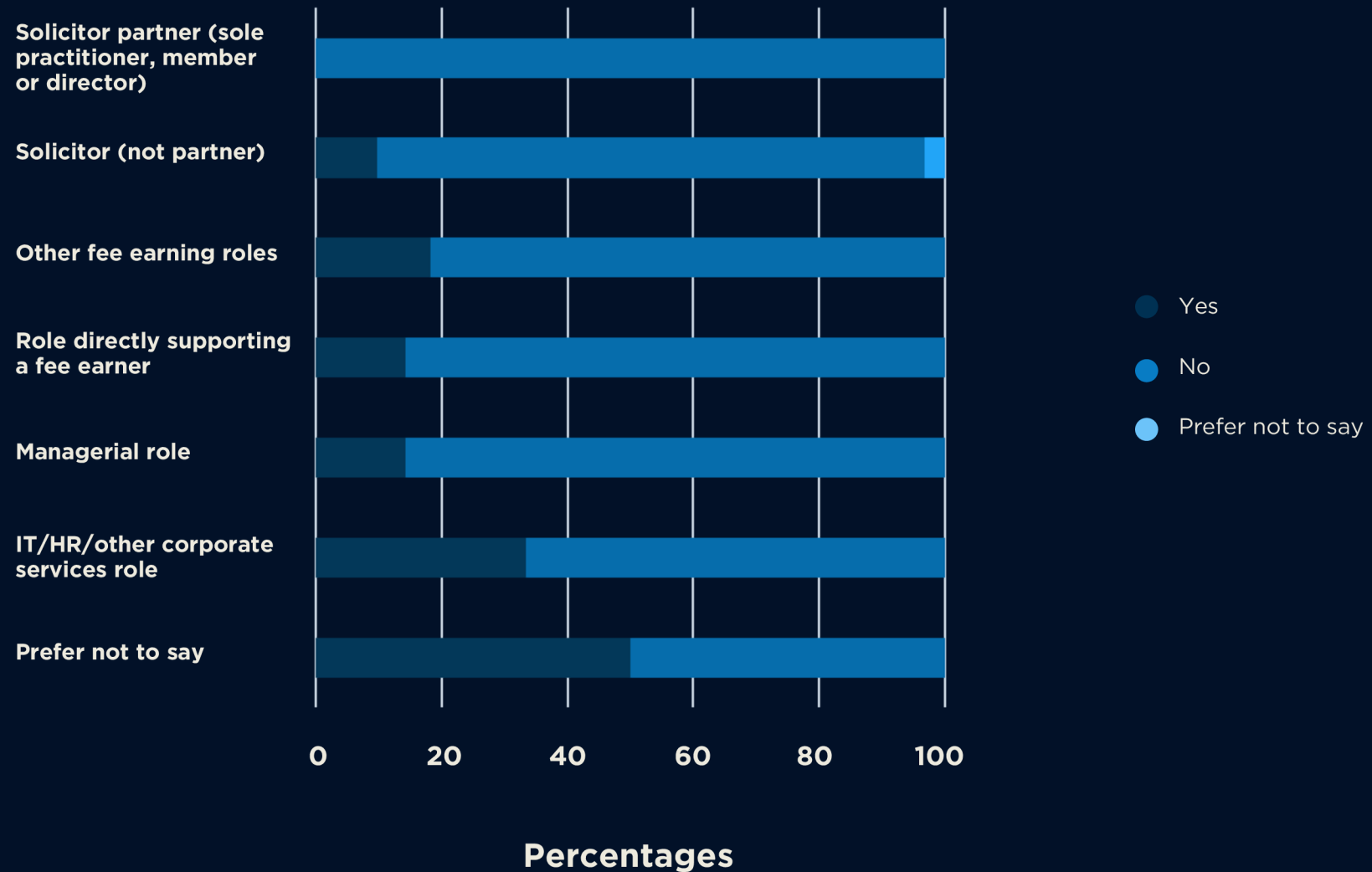


Are your day-to-day activities limited by your disability or condition?



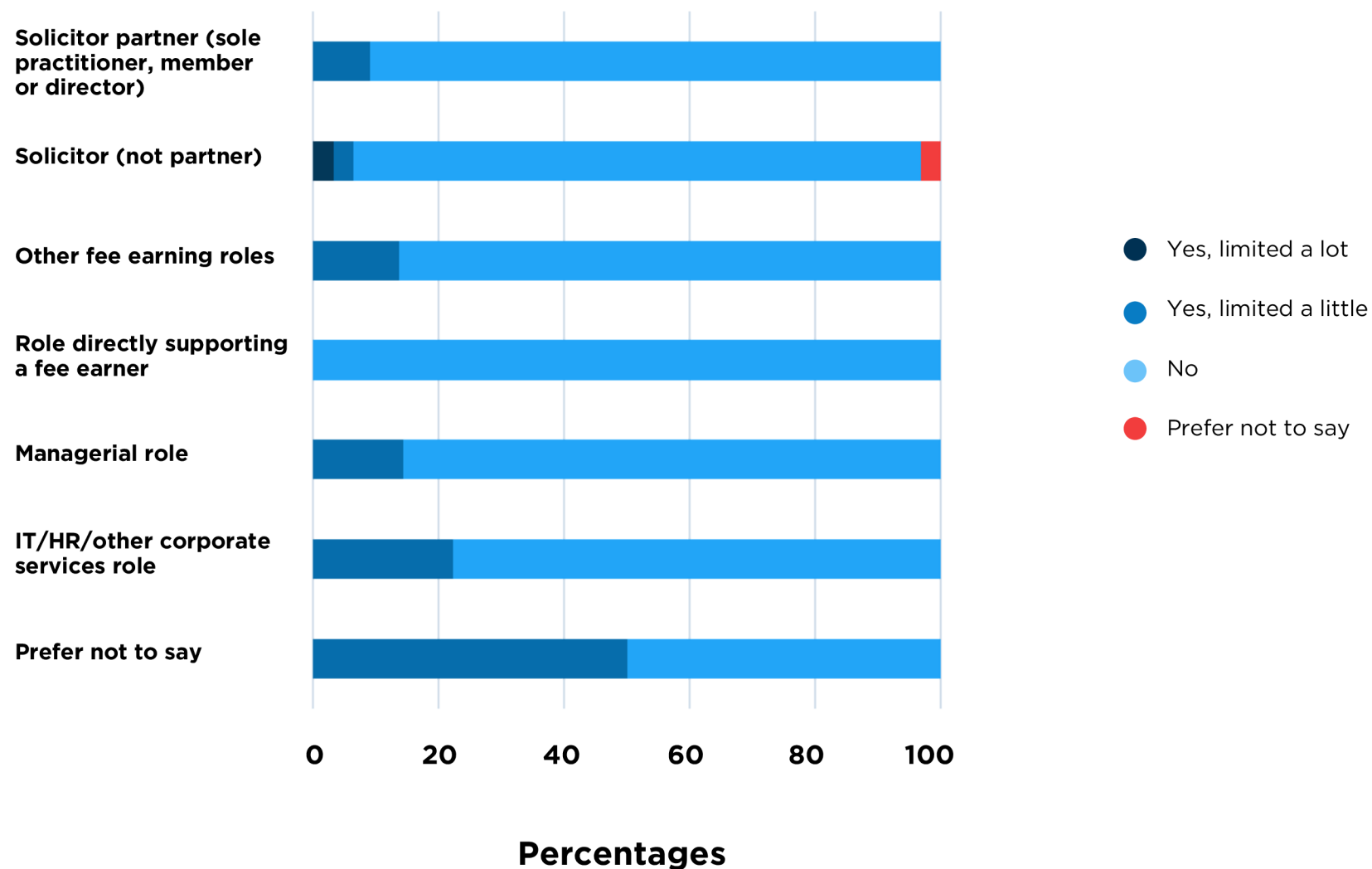
Disability breakdown by role

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

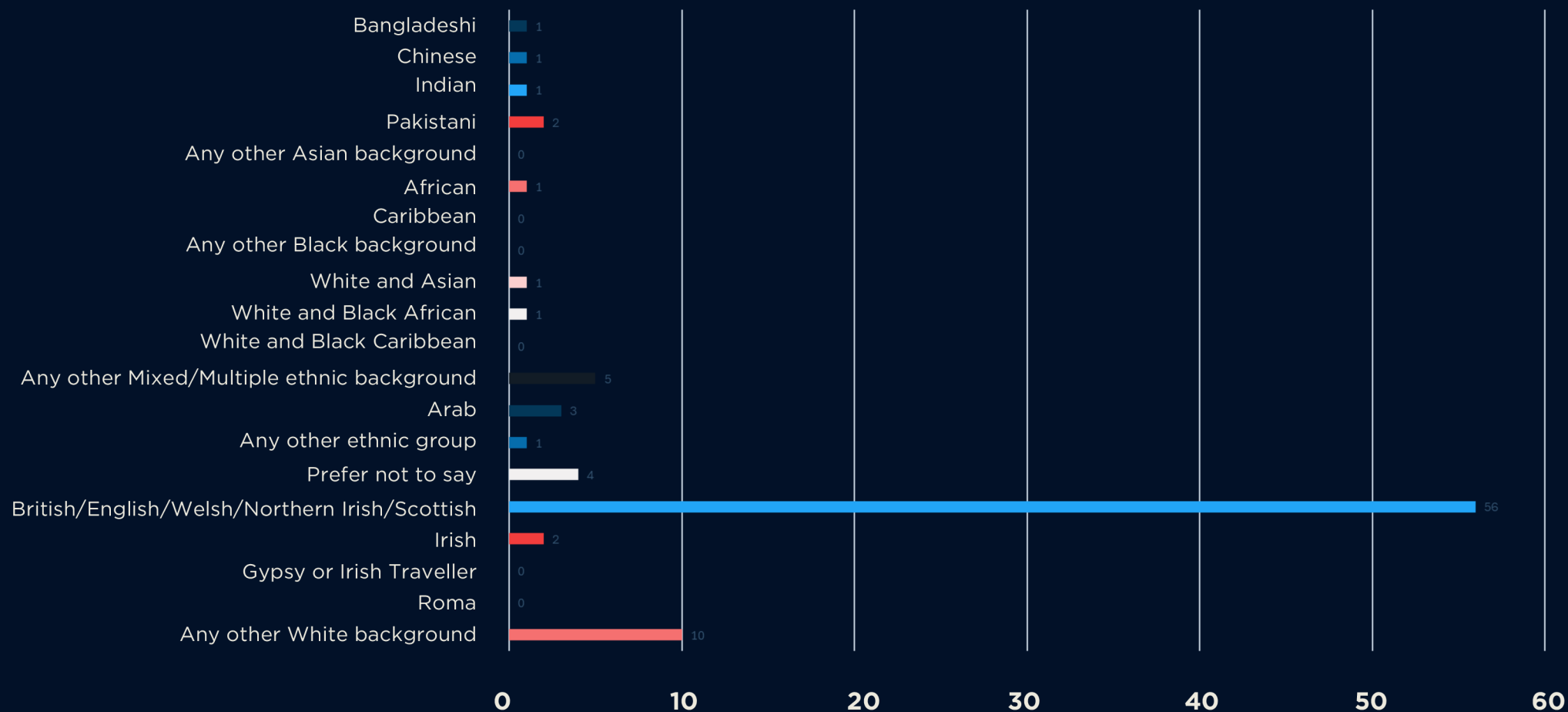


Disability breakdown by role

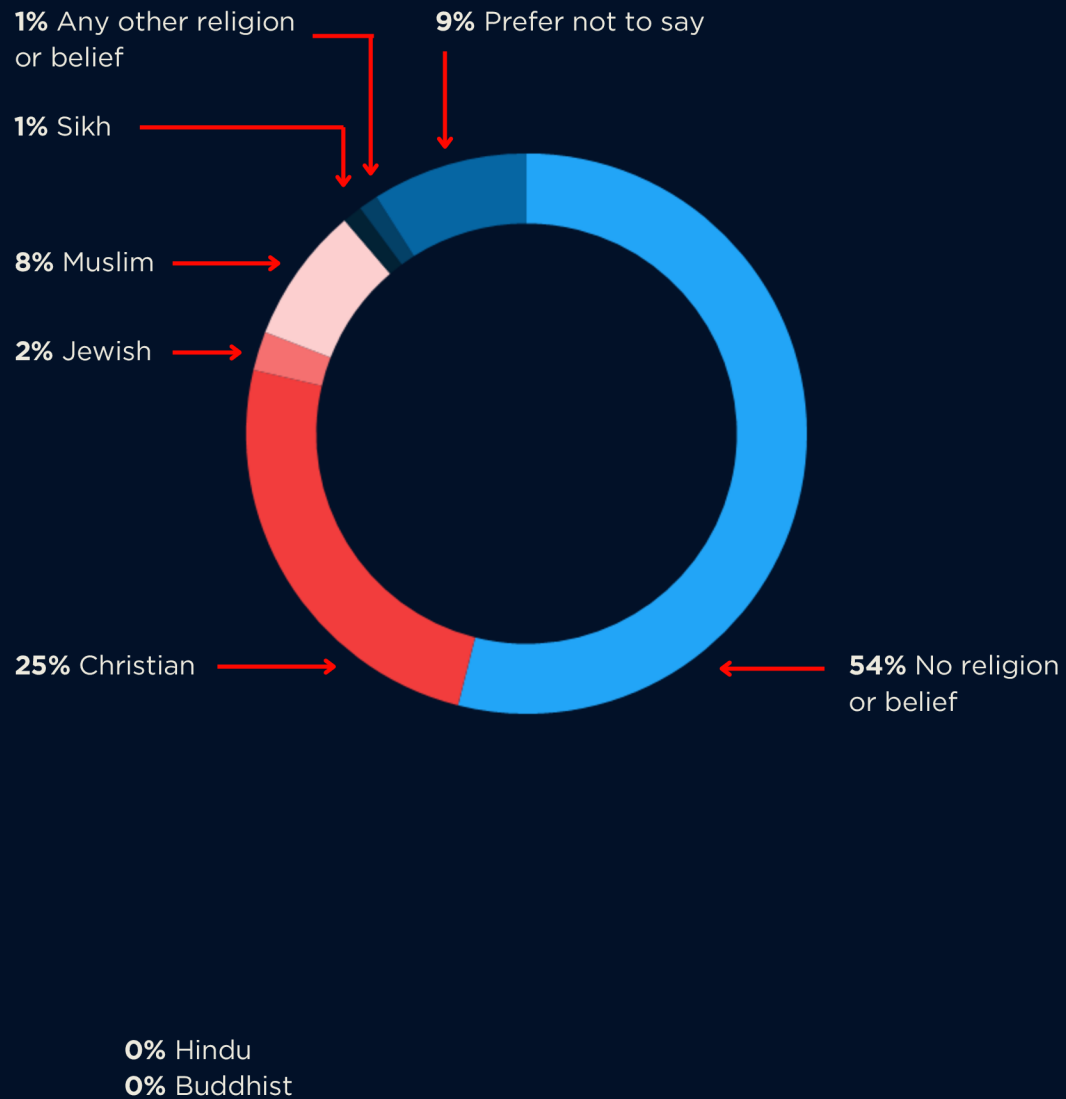
Are your day-to-day activities limited by your disability or condition?



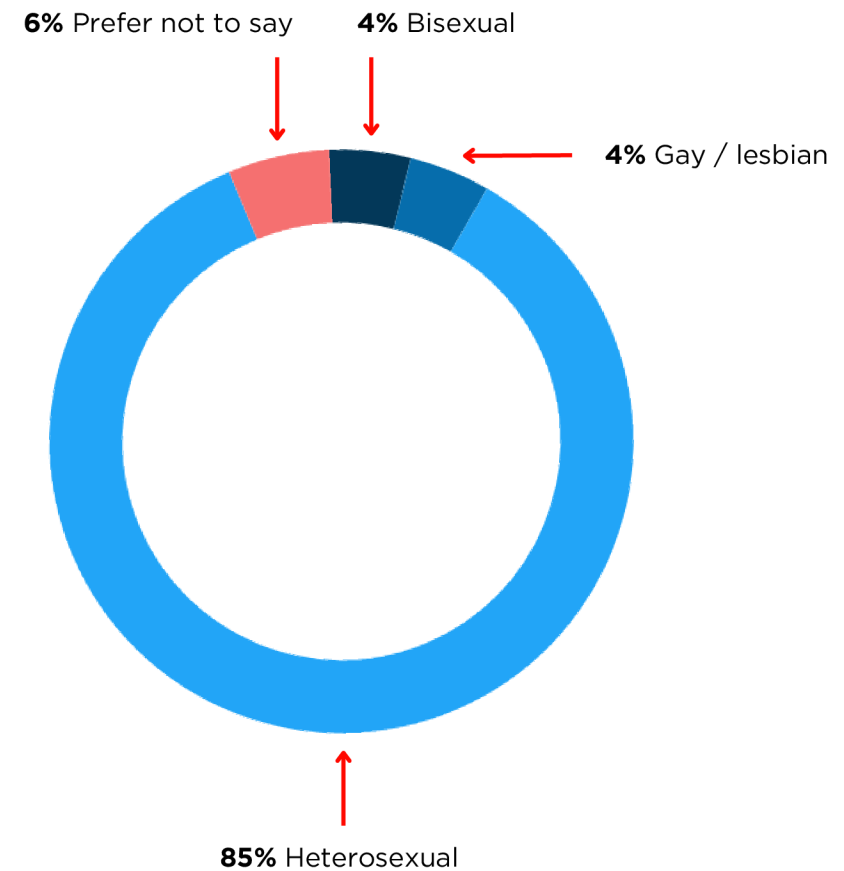
What is your ethnicity?



What is your religion or belief?



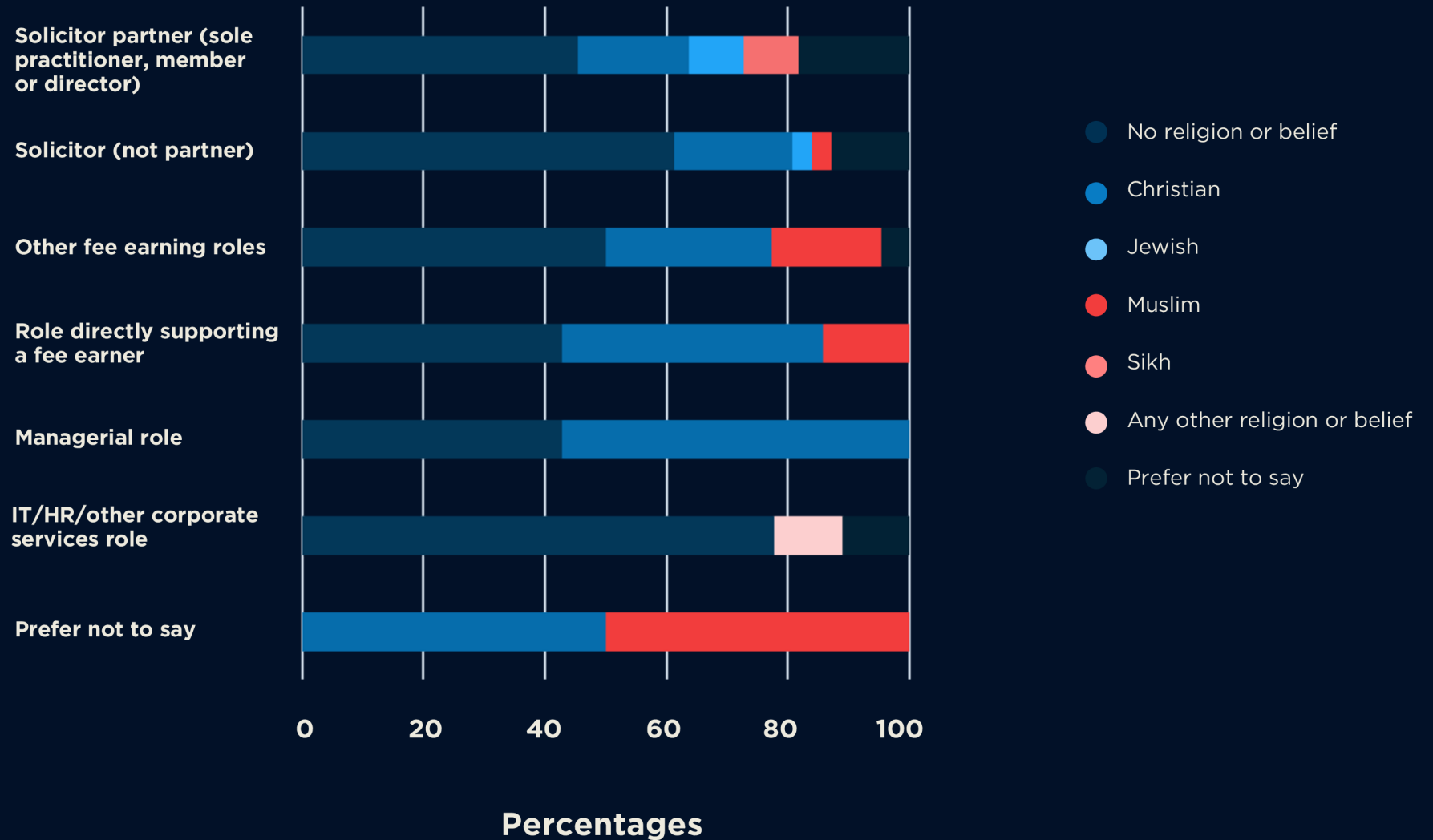
What is your sexual orientation?



0% Other preferred description

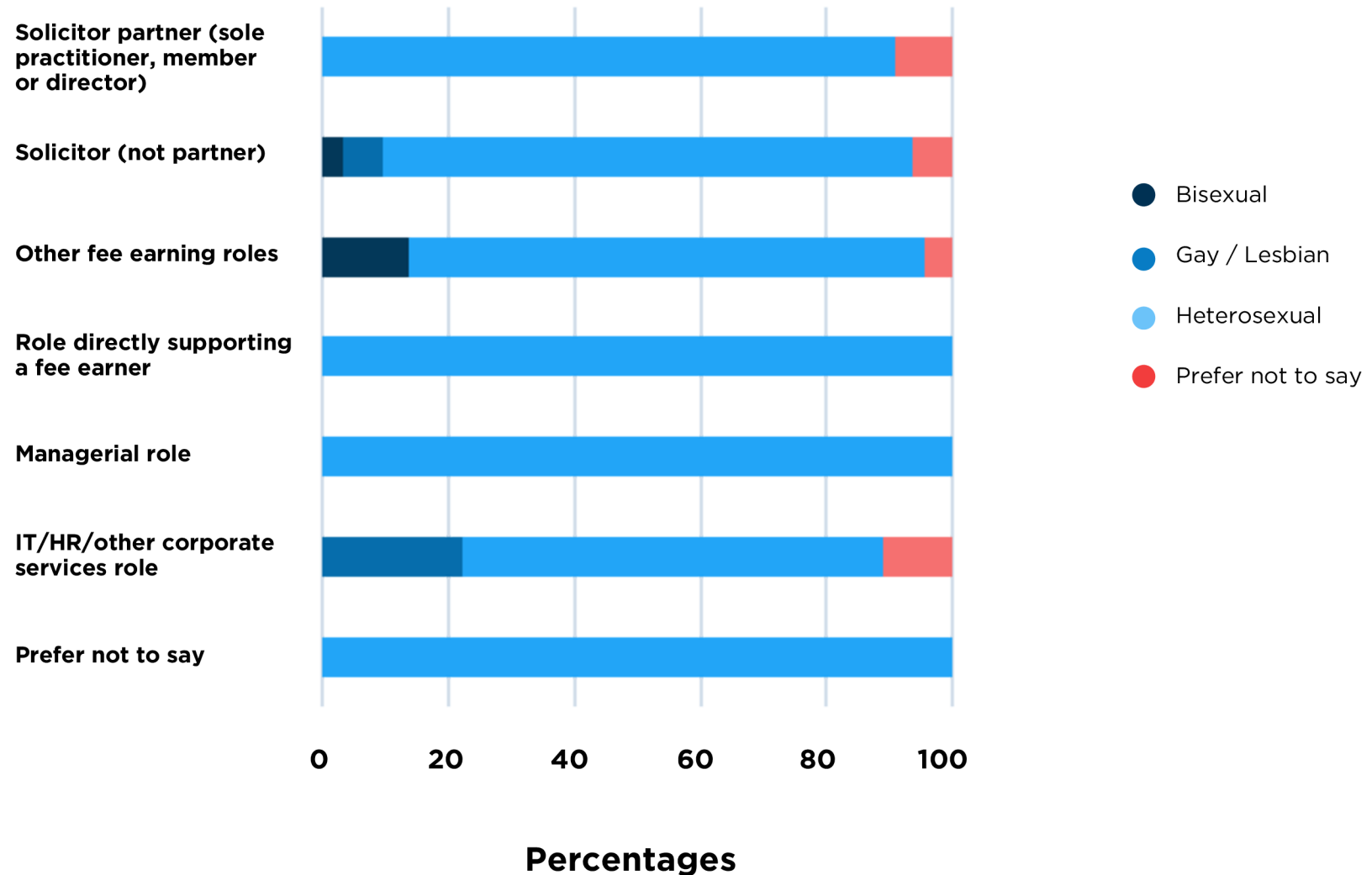
Religion or belief breakdown by role

What is your religion or belief?

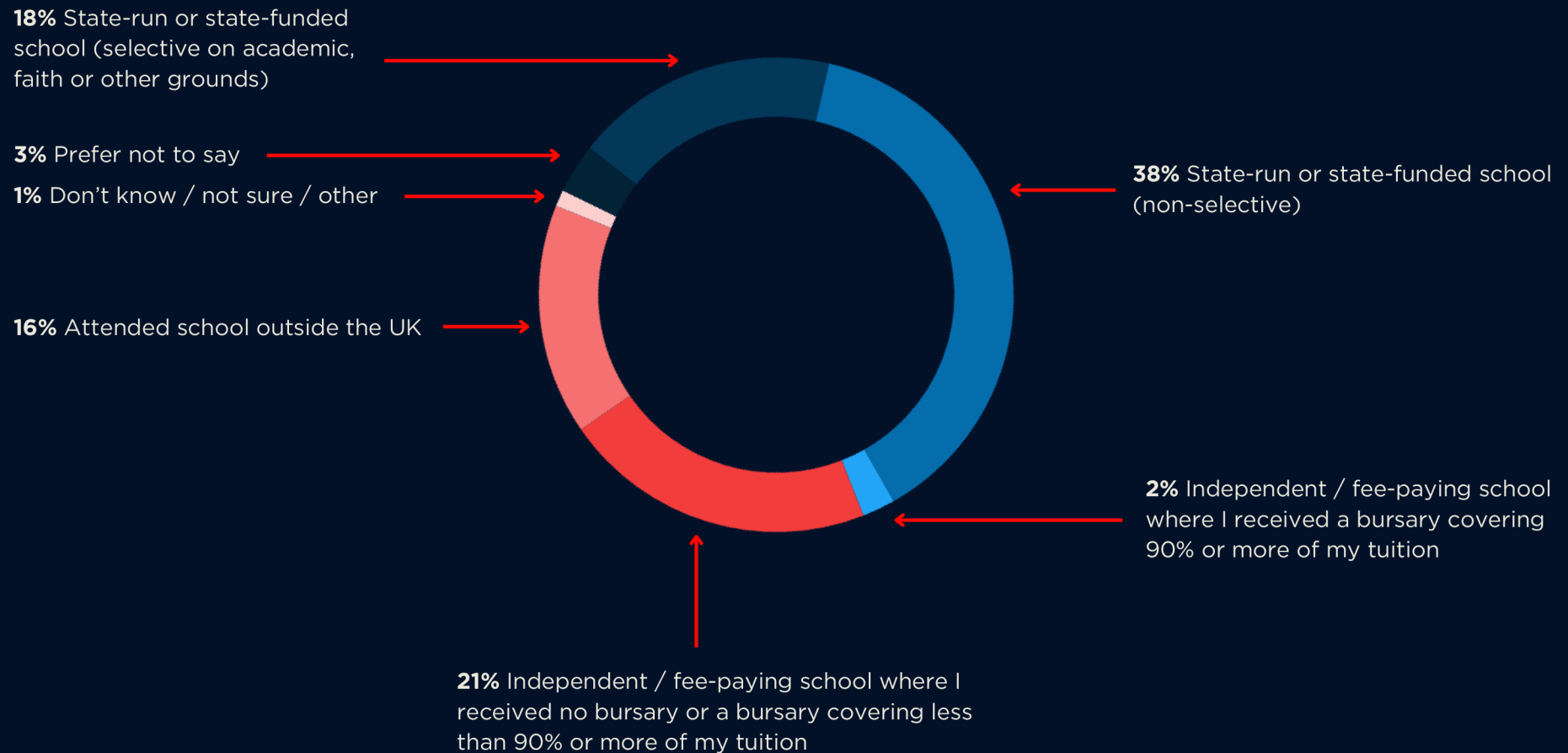


Sexual orientation breakdown by role

What is your sexual orientation?

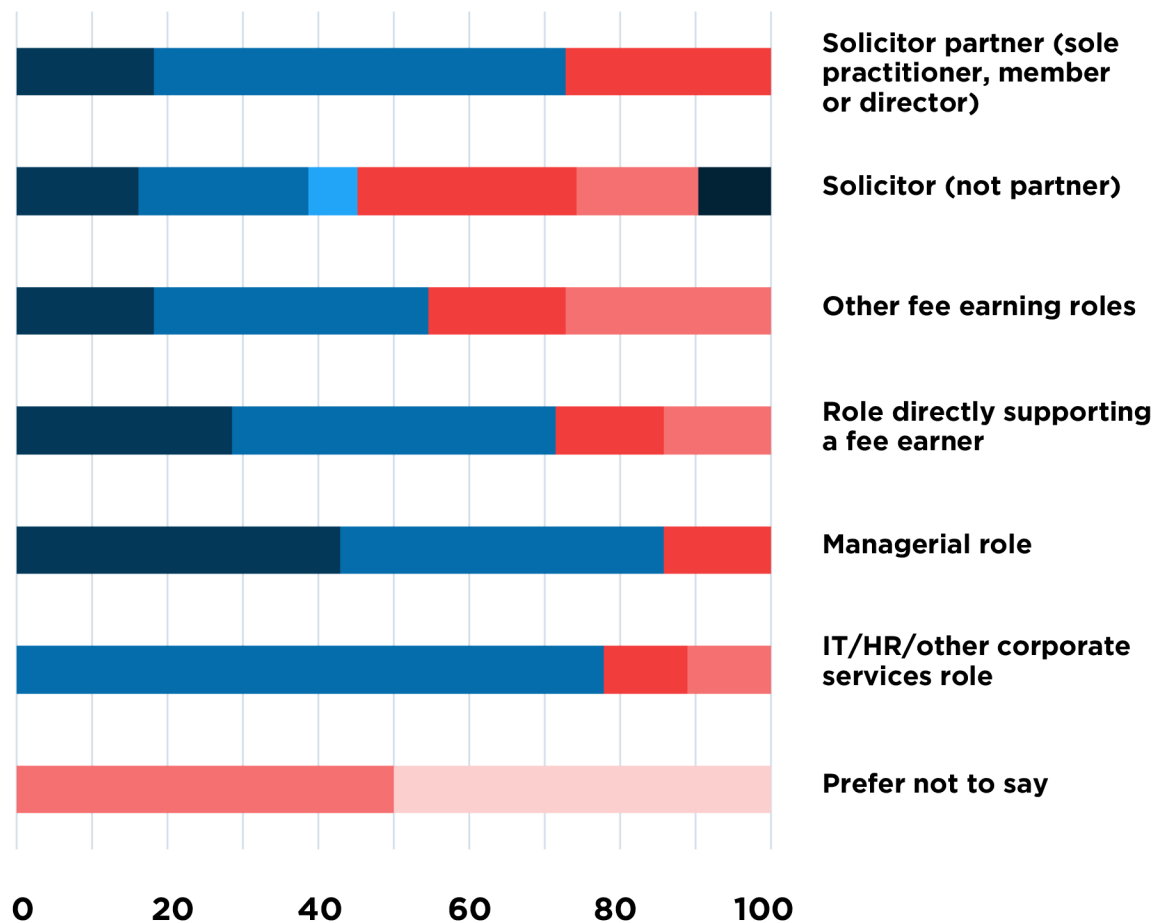


Which type of school did you attend for the most time between the ages of 11 and 16?



Education breakdown by role

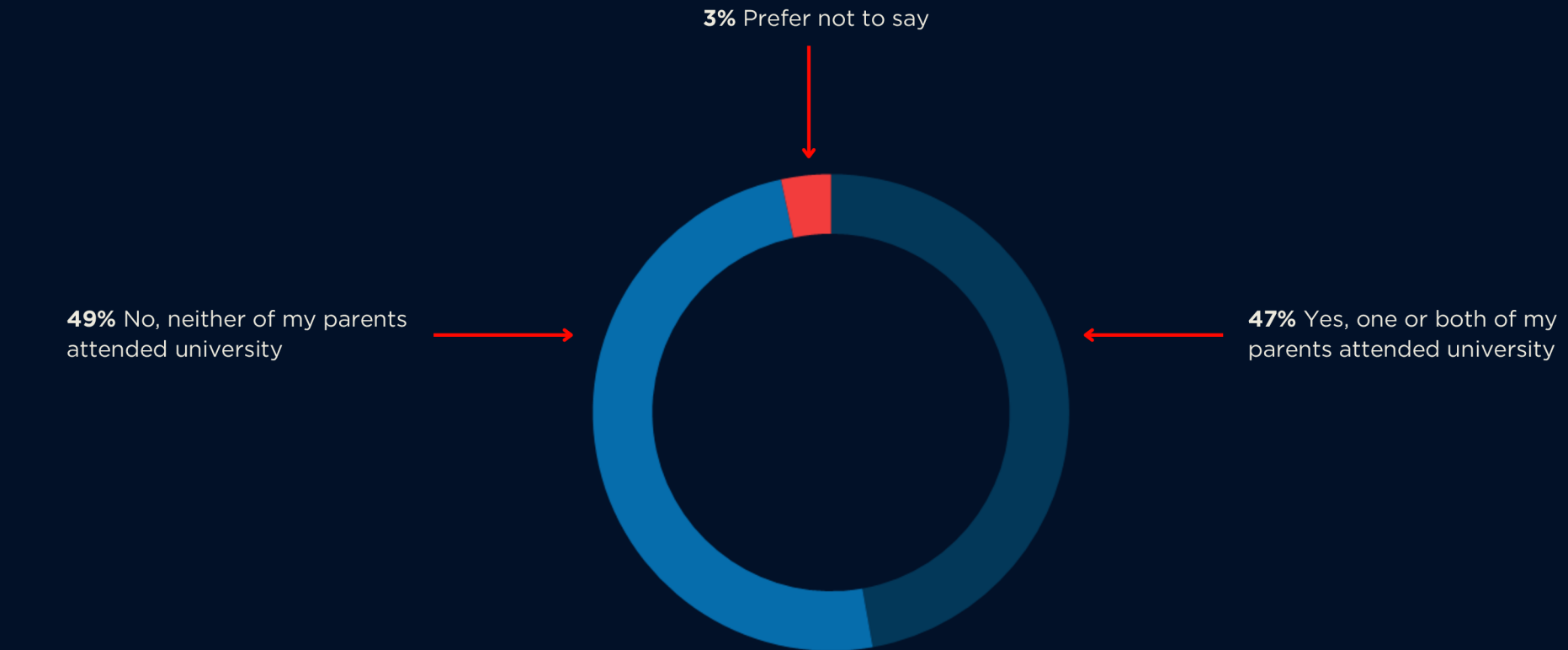
Which type of school did you attend for the most time between the ages of 11 and 16?



Percentages

- State-run or state-funded school (selective on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition
- Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition
- Attended school outside the UK
- Don't know / not sure / other
- Prefer not to say

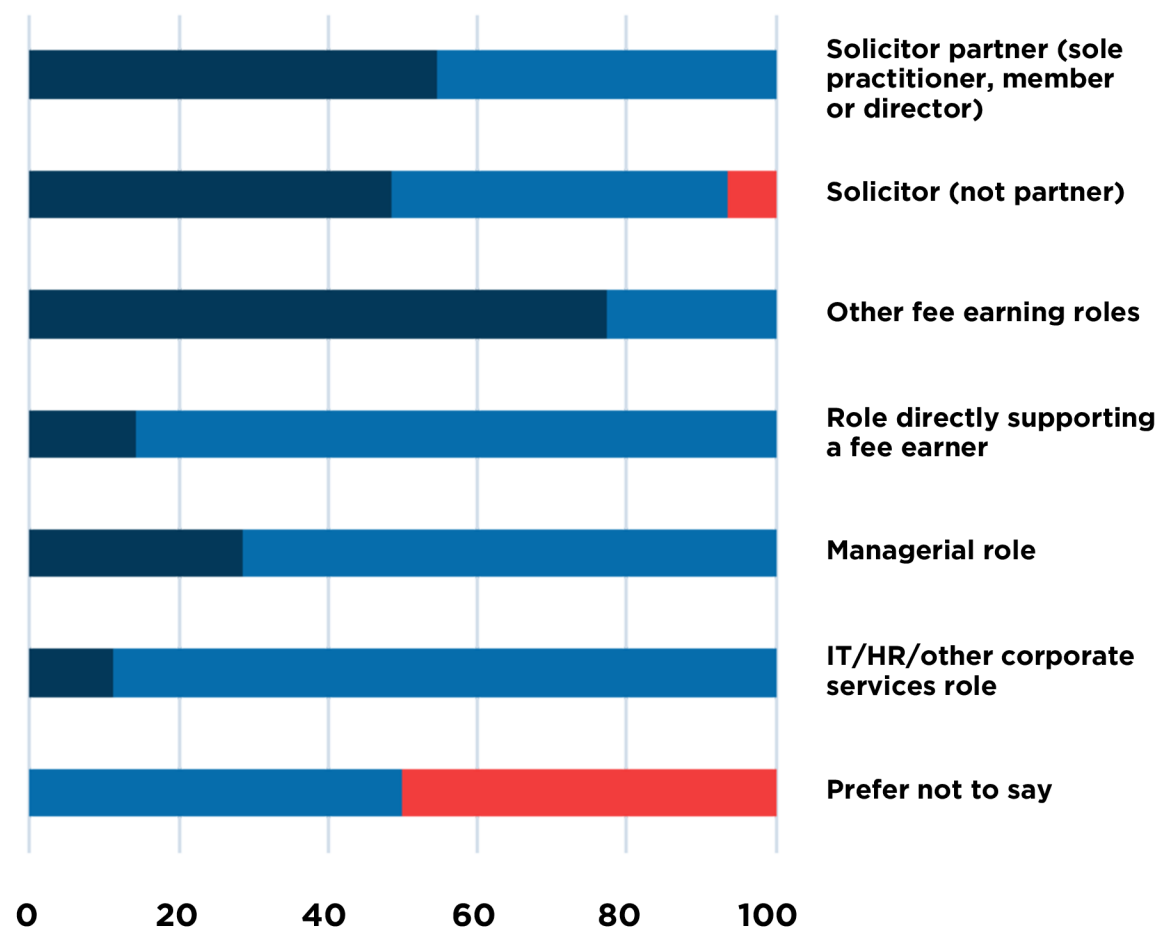
Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



0% Don't know / not sure

Education breakdown by role

Did either of your parents attend university and gain a degree (eg. BA/BSc or equivalent) by the time you were 18?



Percentages

- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Prefer not to say

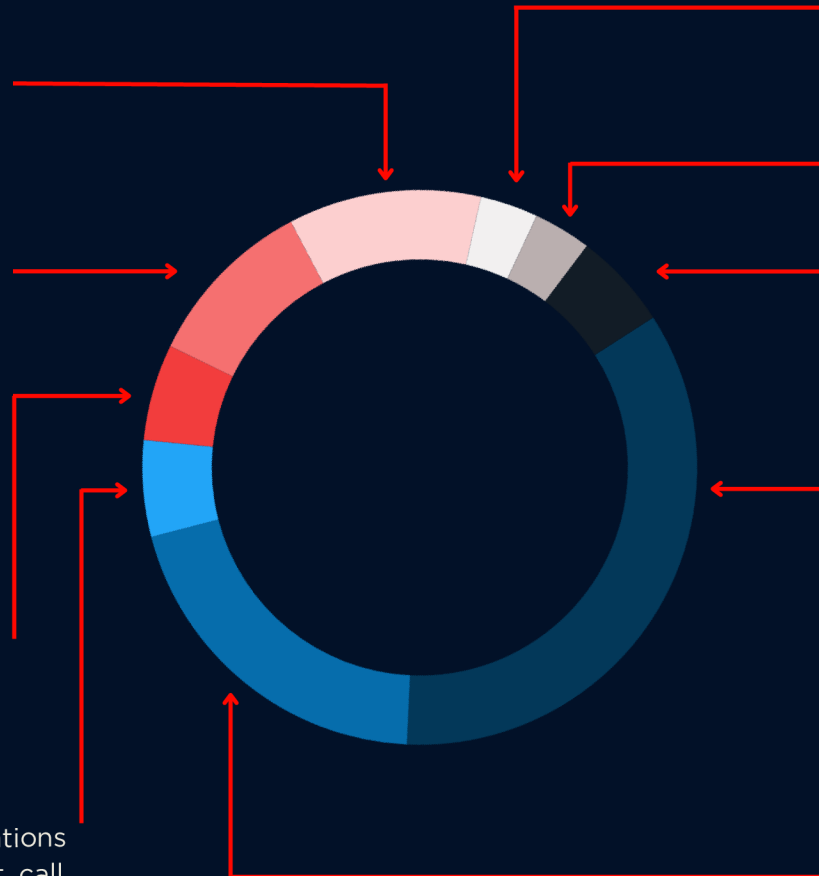
What was the occupation of your main household earner when you were aged about 14?

11% 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.

10% 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, labourer, waiter/waitress, bar staff

6% Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

6% Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse



3% Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

3% Other, such as: retired / this question does not apply to me / I don't know

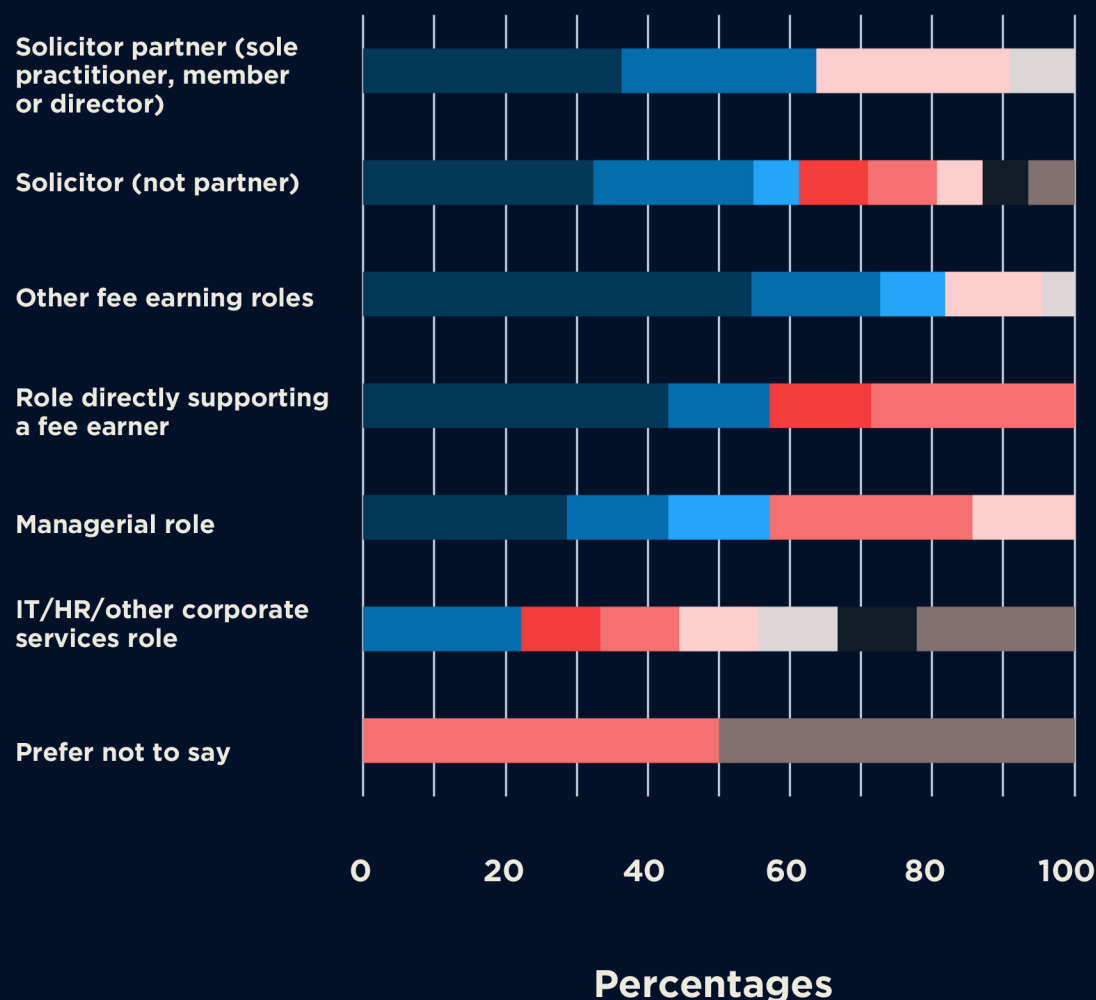
6% Prefer not to say

35% 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

20% 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

Social economic background breakdown by role

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

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

Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse

Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

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, labourer, waiter/waitress, bar staff

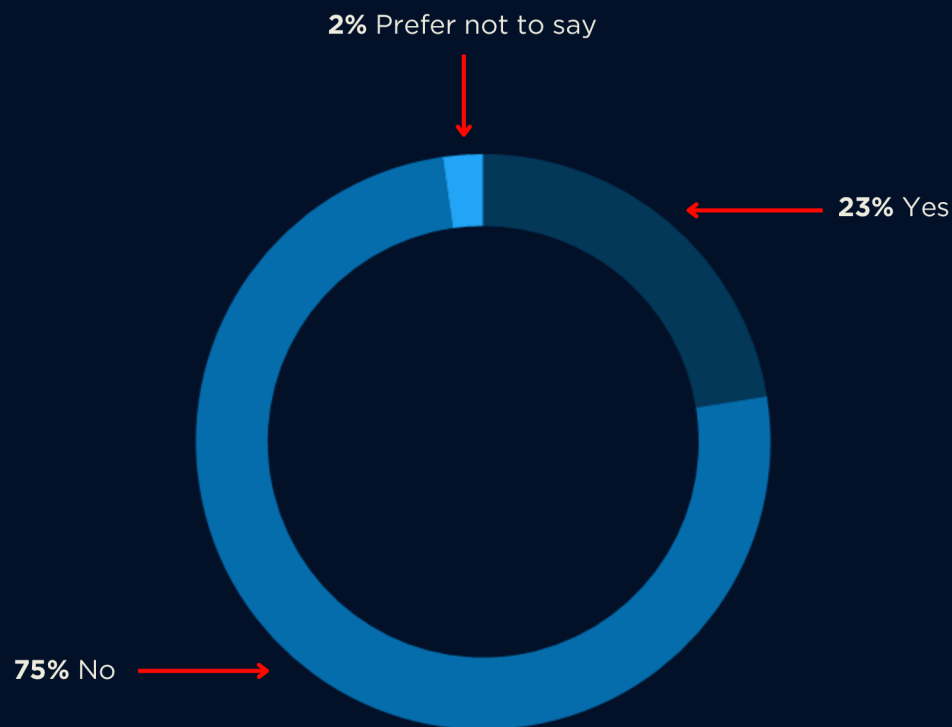
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner

Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

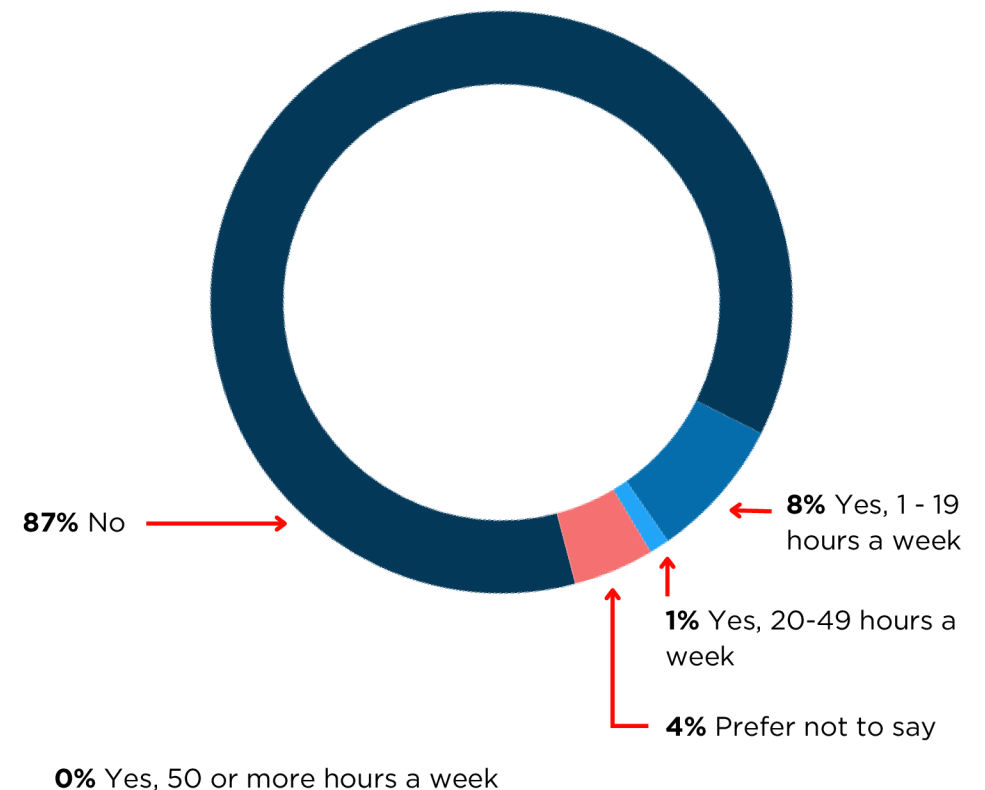
Other, such as: retired / this question does not apply to me / I don't know

Prefer not to say

Are you a primary carer for a child or children under 18?

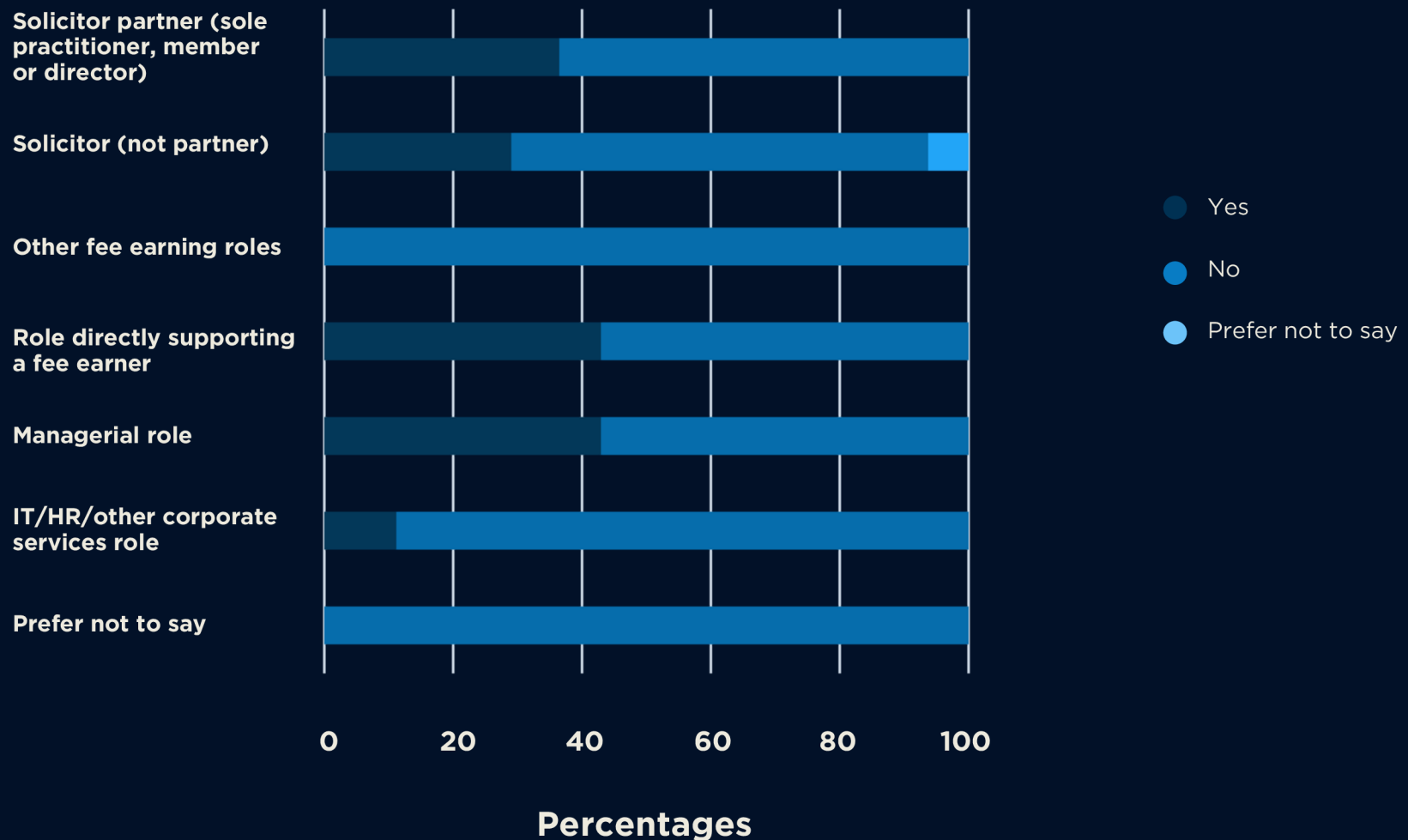


Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



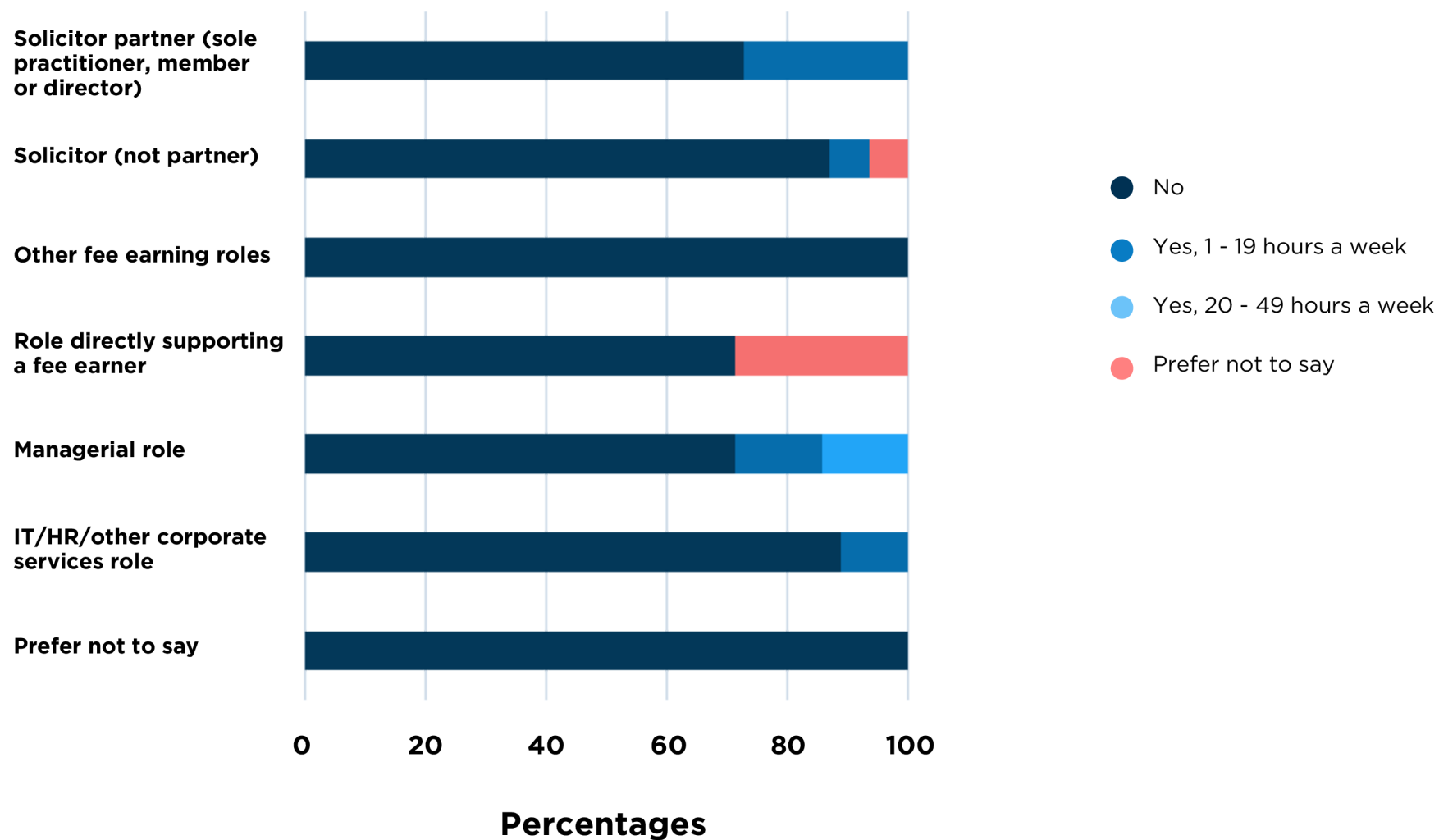
Caring responsibilities breakdown by role

Are you a primary carer for a child or children under 18?



Caring responsibilities breakdown by role

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)?



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