



UK Diversity Statistics 2025

Responsible business | *Empowering sustainable growth*

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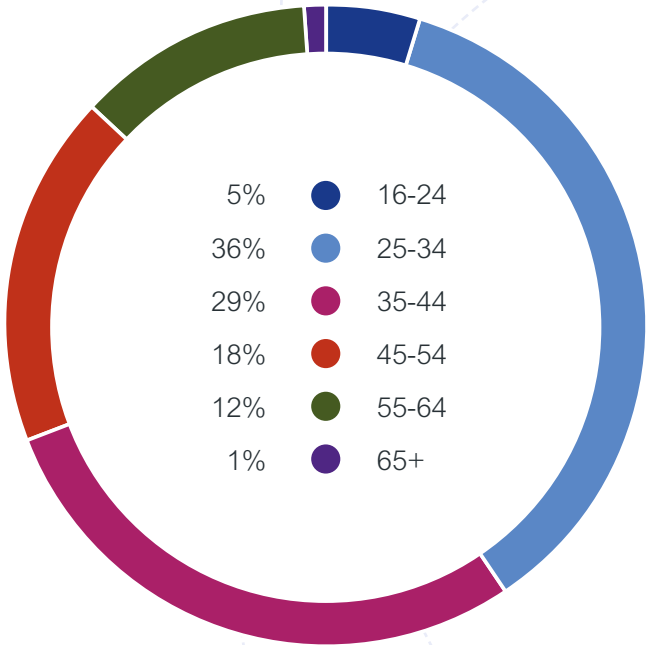


Diversity data only includes data from individuals who have shared their diversity data. It does not include blank responses. 'Prefer not to say' denotes individuals who have selected this as an option.

Values in this report may not always equal 100% due to figures being rounded to their nearest whole number. All data was accurate at the time of recording - 1 June 2025. Figures may vary from our main Responsible Business Report due to the data capture dates being offset.

Age and gender

Overall population

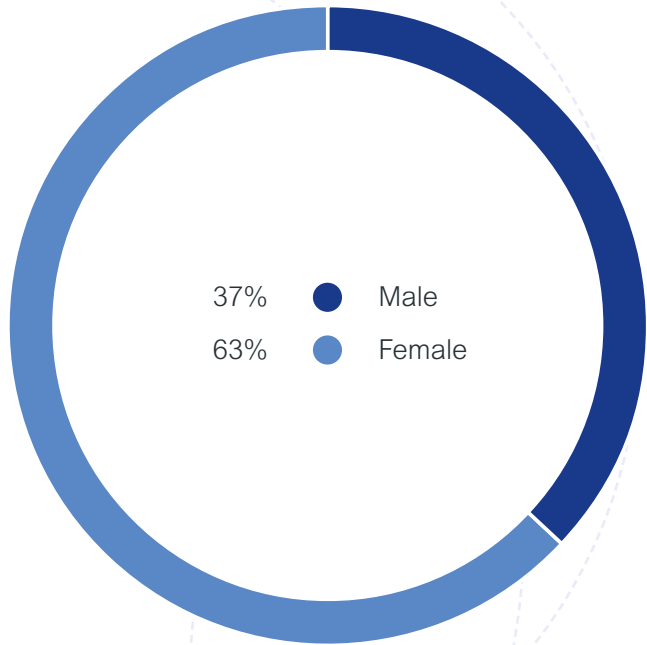


Details by role:

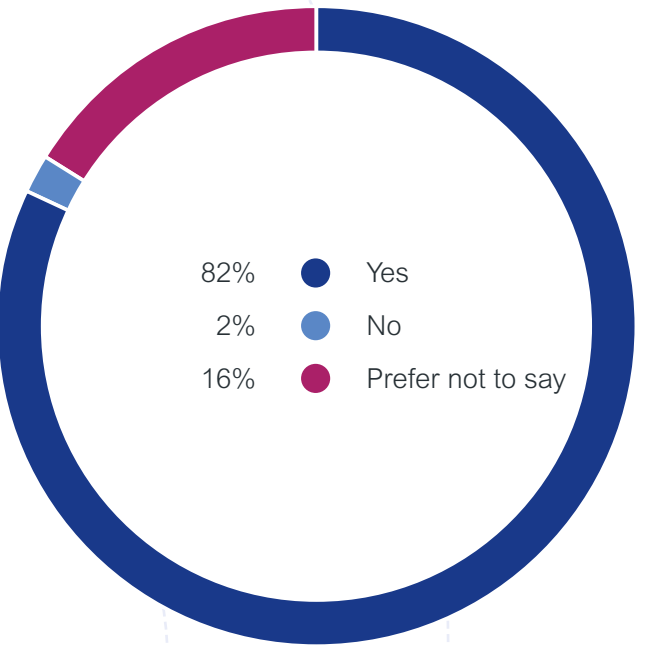
All figures are in %

	16-24	25-34	35-44	45-54	55-64	65+
Partners	0	1	38	40	20	1
Fee Earners	4	55	29	8	4	0
Business Services	7	27	25	21	18	1
Total %	5	36	29	18	12	1

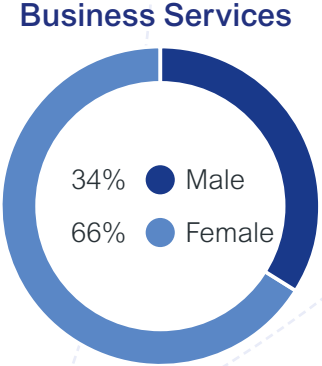
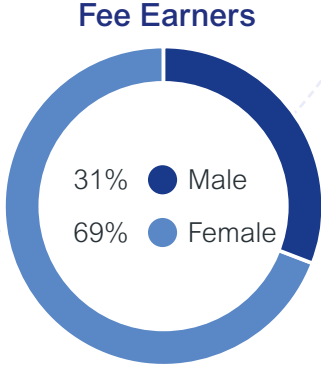
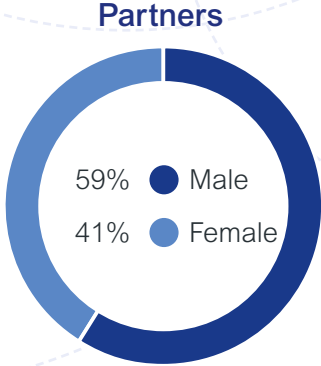
Overall population



Gender identity the same as registered sex at birth



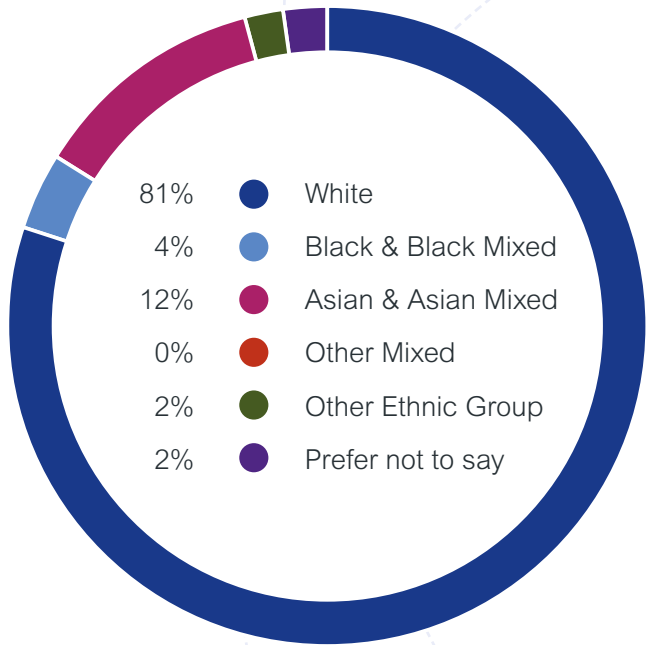
Details by role:



For the purposes of this report, Gender is referenced in binary terms of Male and Female but as a firm, we recognise employees whose gender is not the same as the sex they were assigned at birth.

Ethnicity and religion

Overall population

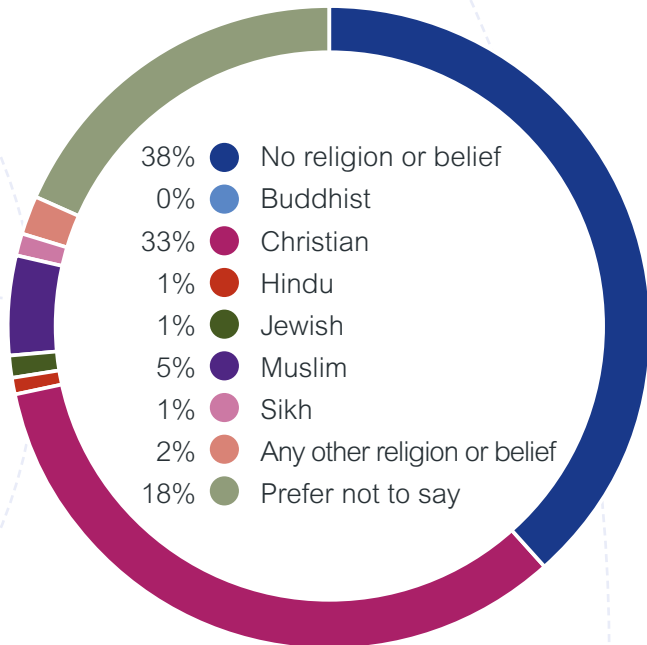


Details by role:

All figures are in %

	White	Black & Black Mixed	Asian & Asian Mixed	Other Mixed	Other Ethnic Group	Prefer not to say
Partners	84	2	9	0	3	3
Fee Earners	78	2	16	0	2	1
Business Services	82	6	10	0	1	2
Total %	81	4	12	0	2	2

Overall population



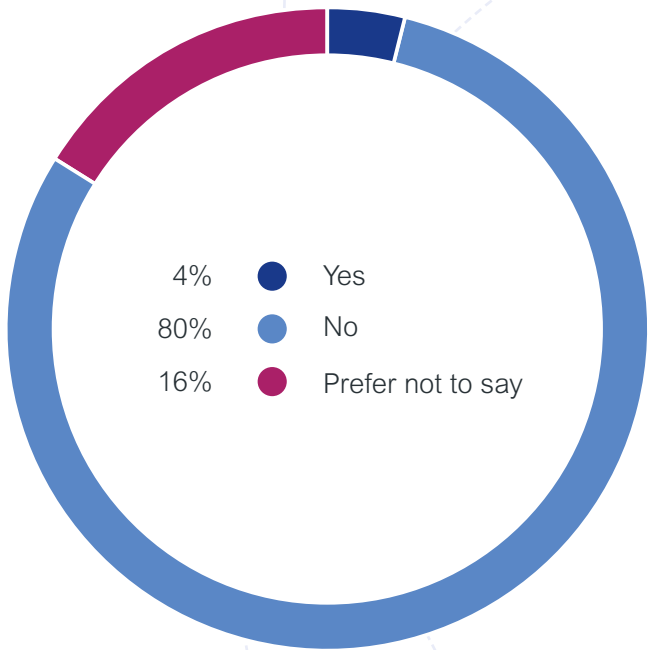
Details by role:

All figures are in %

	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say
Partners	29	0	47	1	2	3	2	2	15
Fee Earners	40	0	29	2	0	5	1	1	21
Business Services	39	0	34	1	1	5	1	3	16
Total %	38	0	33	1	1	5	1	2	18

Disability*

Overall population



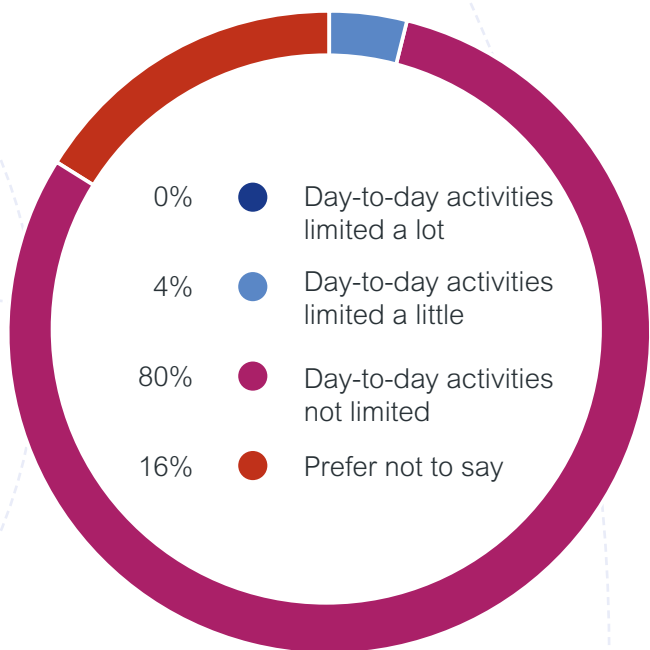
Details by role:

All figures are in %

	Yes	No	Prefer not to say
Partners	2	83	15
Fee Earners	5	76	19
Business Services	4	83	13
Total %	4	80	16

*According to the definition in the Equality Act 2010

Overall population – disability level



Details by role:

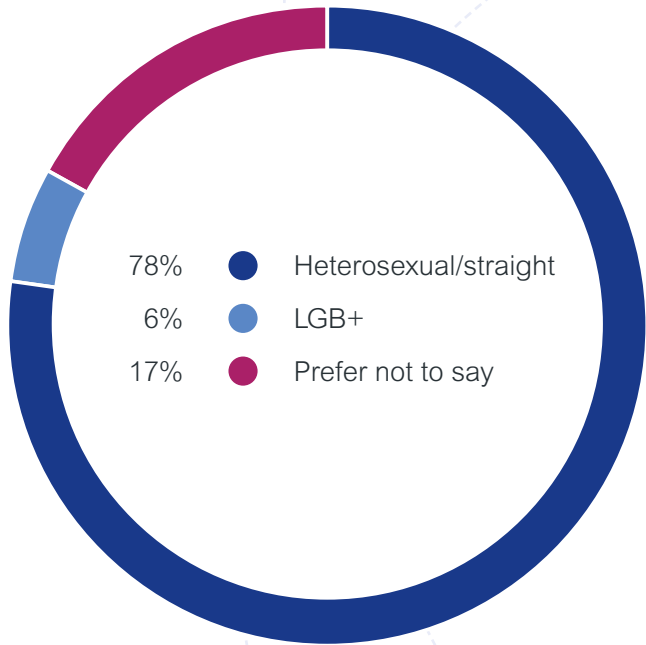
All figures are in %

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited	Prefer not to say
Partners	0	2	84	14
Fee Earners	1	6	75	19
Business Services	1	3	84	13
Total %	0	4	80	16

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

Sexual orientation

Overall population



Details by role:

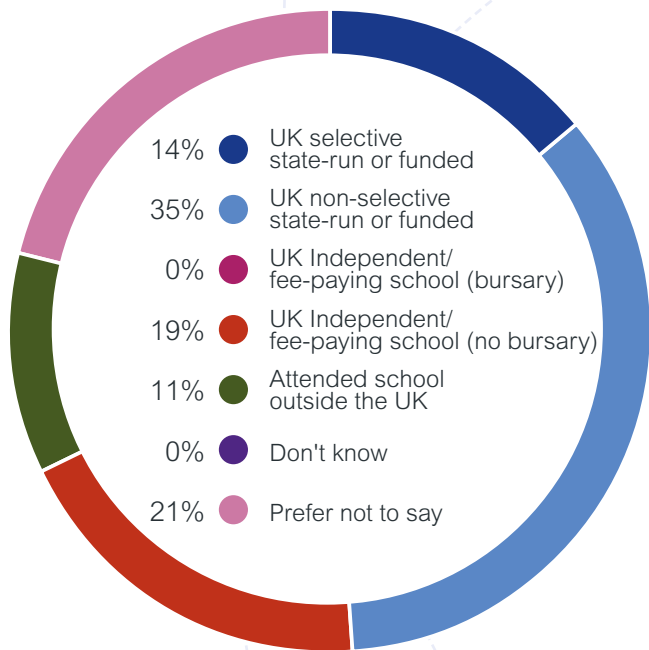
All figures are in %

	Heterosexual/straight	LGB+	Prefer not to say
Partners	81	5	14
Fee Earners	74	5	21
Business Services	80	6	14
Total %	78	6	17



Social mobility – education

Overall population – school attended

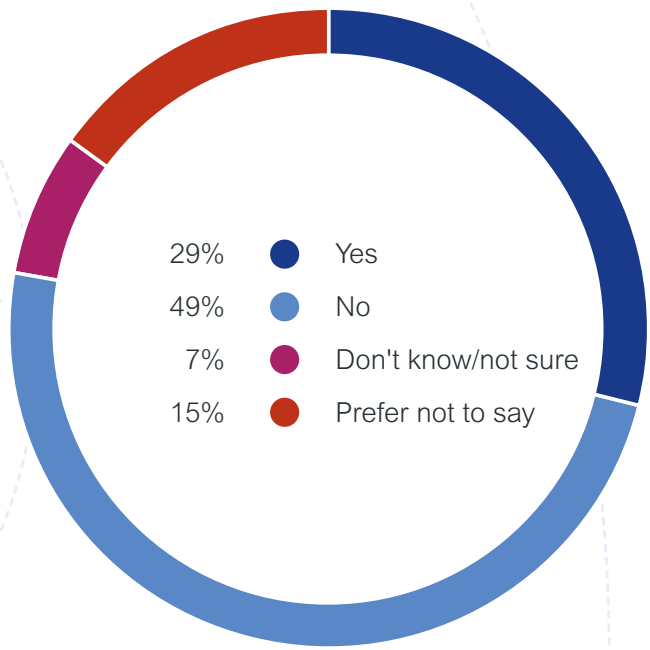


Details by role:

All figures are in %

	UK selective state-run or funded	UK non-selective state-run or funded	UK Independent/fee-paying school (bursary)	UK Independent/fee-paying school (no bursary)	Attended school outside the UK	Don't know	Prefer not to say
Partners	13	18	0	41	6	0	22
Fee Earners	14	33	0	20	11	0	22
Business Services	14	45	0	10	13	0	19
Total %	14	35	0	19	11	0	21

Overall population – parent qualification of degree level or above



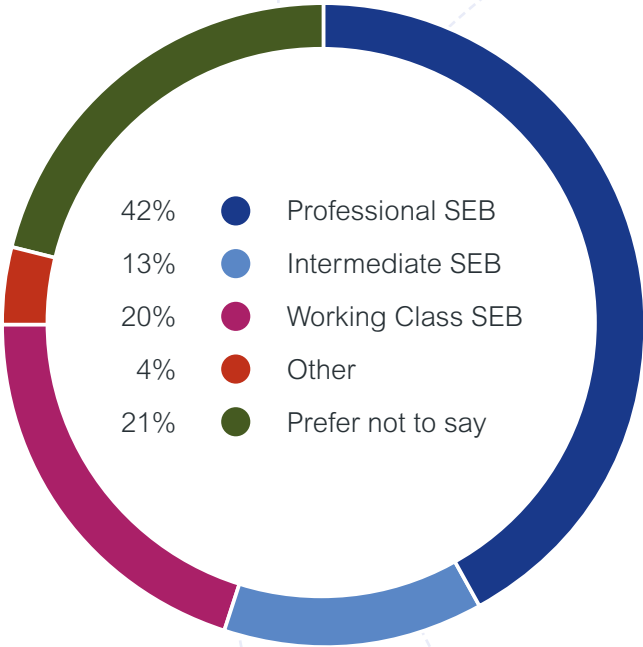
Details by role:

All figures are in %

	Yes	No	Don't know/not sure	Prefer not to say
Partners	40	37	8	14
Fee Earners	34	43	6	17
Business Services	19	62	7	13
Total %	29	49	7	15

Social mobility – parental occupation

Overall population



Details by role:

All figures are in %

	Professional SEB	Intermediate SEB	Working Class SEB	Other	Prefer not to say
Partners	51	16	11	4	18
Fee Earners	46	10	15	6	23
Business Services	34	15	29	2	19
Total %	42	13	20	4	21

Socio-economic background (SEB) based on work type of the main household earner, as per [UK Government classifications](#)

Examples of parental occupations which fall into these categories:

Professional SEB – Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer. Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager.

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

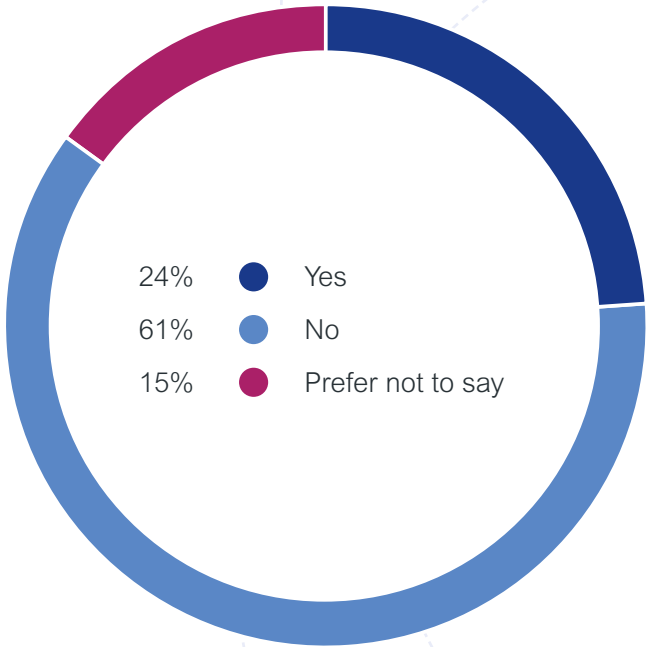
Working class SEB – Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver. Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant. Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).



Caring responsibilities

Primary carer for a child or children under 18

Overall population



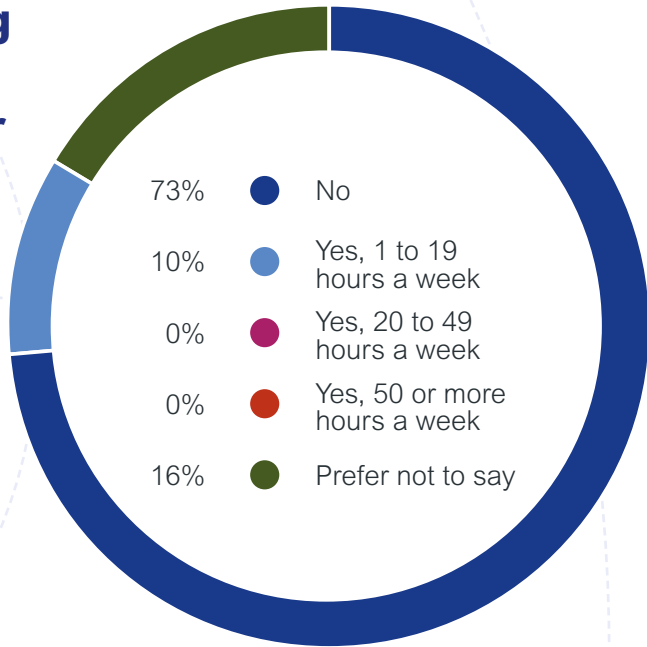
Details by role:

All figures are in %

	Yes	No	Prefer not to say
Partners	49	37	15
Fee Earners	17	65	17
Business Services	21	67	12
Total %	24	61	15

Caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

Overall population



Details by role:

All figures are in %

	No	Yes, 1 to 19 hours a week	Yes, 20 to 49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partners	66	16	0	2	16
Fee Earners	75	6	1	0	18
Business Services	74	11	0	0	14
Total %	73	10	0	0	16

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