

2025 DIVERSITY REPORT

The Firm commits itself to promoting equal opportunities both in its employment of staff and in its dealings with clients and all other persons with whom it comes into contact. All employees must adhere to the guidelines laid down in our Quality Standards policy “QS 2.1 Diversity, Equity & Inclusion”.

The Firm is committed to promoting equal opportunities in employment and creating a workplace culture in which diversity and inclusion is valued and everyone is treated with dignity and respect. As part of the Firm’s zero tolerance approach to discrimination in any form employees and any job applicants will receive equal treatment regardless of age, disability, gender reassignment, marital or civil partner status, pregnancy or maternity, race, colour, nationality, ethnic or national origin, religion or belief, sex or sexual orientation (**Protected Characteristics**). The Firm is committed to providing equitable treatment to all those it deals with as a Firm.

Specifically, the Firm shall not discriminate in relation to recruitment, selection, training, treatment, payment or promotion of employees and partners, the acceptance of instructions from and treatment of clients, instruction to Counsel and other experts and entering into arrangements with outsourced providers.

The Firm’s commitment to diversity, equity and inclusion is based on the fact that equality of opportunity is a matter of professionalism and good management practice.

The results of the 2025 Diversity Survey are set out below. 169 Partners/Staff Members were eligible to take part in the survey and 166 completed the survey.

The roles identified by those completing the survey comprised of:

- Solicitor (Partner – Equity & Fixed Share)
- Solicitor (Not Partner)
- Other Fee Earning Role
- Role directly supporting a Fee Earner
- Managerial role
- IT/HR/Other corporate services role
- Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer
- Prefer not to say

Category of Role within the Firm

Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
17	21	25	65	13	12	7	6

Age

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
16-24			5	16				1
25-34	1	10	10	17	2	2	1	
35-44	3	4	3	6	1	2	4	
45-54	8	3	4	7	5	3	2	
55-64	4	3	2	15	5	4		1
65+	1	1	1	3		1		
Prefer not to say/Invalid response				1				4

Gender

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner &	Prefer not to say
--	--	-------------------------	------------------------	----------------------------------	-----------------	--------------------------------	---	-------------------

							Licensed Conveyancers	
Woman	10	14	21	59	7	11	7	2
Man	7	7	4	5	5	1		
Other preferred description								
Prefer not to say/invalid response				1	1			4

Disability (according to Equality Act 2010)

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
Yes	3	3	2	7	1			
No	14	18	22	57	12	12	7	2
Prefer not to say/invalid response			1	1				4

Day to day limitation to activities because of health problem or disability lasting (or expected to last) at least 12 months

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
Yes – limited a lot					1			

Yes – limited a little	2	2	2	5				
No	15	17	21	57	11	12	7	2
Prefer not to say/invalid response		2	2	3	1			4

Ethnicity

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancer	Prefer not to say
Asian/Asian British	1		1	5				
Black/Black British				1				
Mixed/Multiple Ethnic Group		1	2	1				
White	16	19	22	56	13	12	7	2
Other Ethnic Group				1				
Prefer not to say/invalid response		1		1				4

Type of school mainly attended between the ages of 11 and 16

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancer	Prefer not to say
UK State run or funded School (selective on	2	1	2	9		1		

academic, faith or other grounds)								
UK State run or funded School (non selective)	13	14	22	46	10	11	6	2
UK Independent/ Fee paying school (bursary)		1						
UK Independent/ Fee paying school (non bursary)	2	4	1	5	1		1	
Attended school outside the UK		1		3				
Other								
Don't know				1	2			
Prefer not to say/invalid response				1				4

Did parents attend university?

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
No, neither parent attended university	14	14	14	46	12	10	6	1
Yes, one or both parents attended university	3	7	10	15				1
Don't know/not sure				3	1	2	1	
Prefer not to say/invalid response			1	1				4

Occupation of main household earner when staff member was about 14

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Solicitor)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancer	Prefer not to say
Modern Professional and traditional Occupations	6	4	9	17	3	2	1	
Senior, middle or junior Managers and Administrators	3	5	7	10	3	1	1	1
Clerical and intermediate occupations	1	2	2	4	1		1	
Technical and craft occupations	3	2	1	16	3	5	2	1
Routine, semi routine manual and service occupations	1	2	5	7	2	1	1	
Small Business Owner	2	5		2	1		1	
Long term unemployed	1		1	2				
Other such as retired				1		2		
Prefer not to say/invalid response		1		6		1		4

Primary Carer for a Child/Children under 18

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
Yes	5	9	4	14	3	2	6	
No	12	12	21	48	10	10	1	1
Prefer not to say/invalid response				3				5

Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

	Solicitor (Partner Equity & Fixed Share)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner & Licensed Conveyancers	Prefer not to say
No	16	20	24	57	13	10	5	1
Yes – 1-19 hrs a week	1	1	1	3		2	1	
Yes – 20-49 hrs a week				1				
Yes – 50 or more hours a week							1	
Prefer not to say/invalid response				4				5