


# Diversity Report: Winter 2023

Based on our **1084** people which submitted information


Creating a workplace where everyone can succeed, regardless of their background, race, colour, ethnic or national origin, sex, sexual orientation, marital status, pregnancy, disability, religion or belief, age, social background or part-time status underpins our D&I strategy.

Our aim is to attract, develop and retain the brightest lawyers and support teams who also represent the diverse communities we serve. We're proud of our progress and of the commitment of our colleagues, but we know we have more work to do.


Our statistics highlight areas where we are under-represented, and our D&I Team in partnership with our internal employee networks (Black Lawyers, Disability, SHINE (LGBTQ+), Gender Balance, Parents and Carers, Social Mobility and Menopause Community) are working hard to change this. We know this will take time. But we have the drive needed to make Freeths and the legal profession more accessible and to make D&I a truly integral part of how we all work every single day.

 <b>Ethnicity</b>			
Asian or Asian British: Bangladeshi	7	Mixed Heritage: White and Black Caribbean	11
Asian or Asian British: Chinese	3	Prefer not to say	28
Asian or Asian British: Indian	51	White: British/Northern Irish/Welsh/Scottish/English	839
Asian or Asian British: Other Asian background	8	White: Irish	21
Black or Black British: Pakistani	21	White: Other White Background	32
Black or Black British: African	10	Blank	10
Black or Black British: Caribbean	5		
Black or Black British: Other Black Background	2		
Mixed Heritage: Other Mixed background	14		
Mixed Heritage: White and Asian	12		

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 <b>Religion/Faith</b>	
Buddhism	2
Christianity	425
Hinduism	24
Jewish	4
Muslim	44
None	449
Not Specified	19
Other	16
Prefer not to say	67
Sikhism	16
Blank	18

 <b>Disability</b>	
No	58
Yes	48
Prefer not to say	10
Blank	968

 <b>Gender Identity</b>	
Female	581
Male	299
I use another term	1
Prefer not to say	44
Blank	159

 <b>Sexual Orientation</b>	
Hetrosexual	962
Gay / Lesbian	16
Bisexual	19
Prefer not to say	66
Blank	21

**Key Contact for Diversity,  
Equality and Inclusion**

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## Awards and accreditations

