

Diversity at a glance - 2025

Our diversity

We are delighted that representation and disclosure have increased in most areas under our 2023–5 D&I strategy.

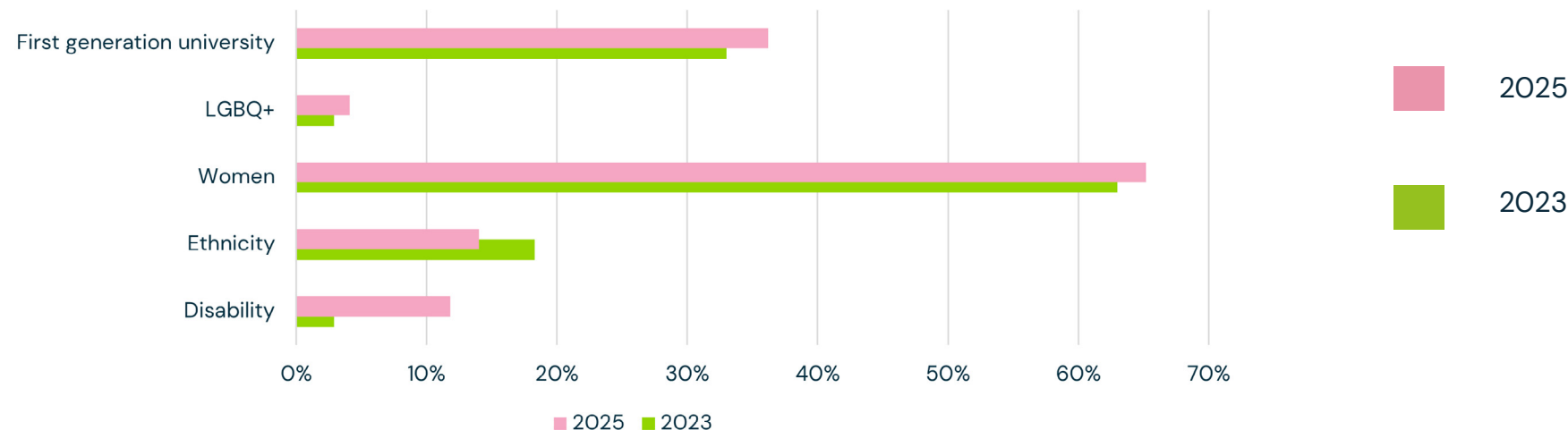
We are digging into our data and listening to our Rise and REACH networks to understand the slight changes in ethnic diversity in the firm, and how we can influence this picture.

Belonging at Freeths

We work hard to build authentic relationships with our colleagues, clients and communities, and act on what they tell us makes a difference to their daily experiences with the firm.

84% of our colleagues told us they feel respected and valued by their colleagues. Part of that sense of belonging is down to our staff networks, which grew by an average of 43% last year, creating spaces to connect, celebrate, support and have a strategic voice.

Changing diversity since 2023

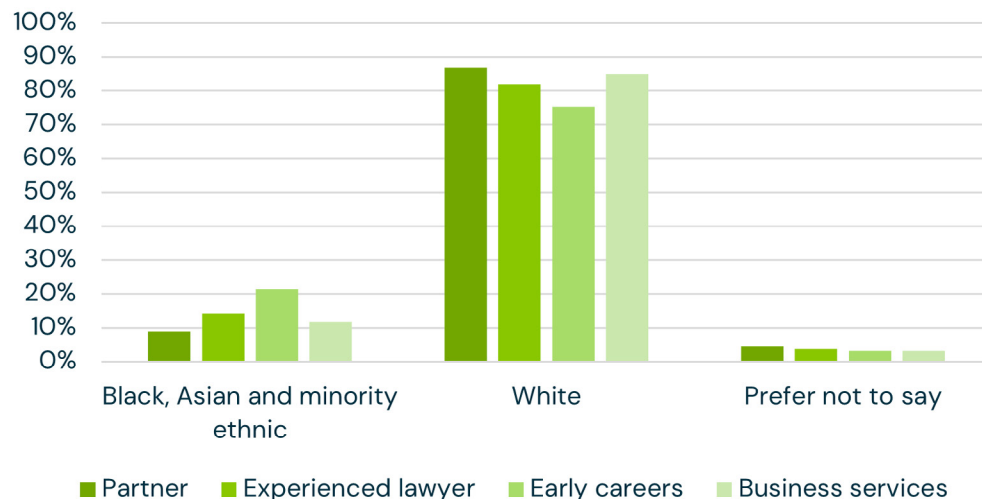


Diversity at a glance - 2025

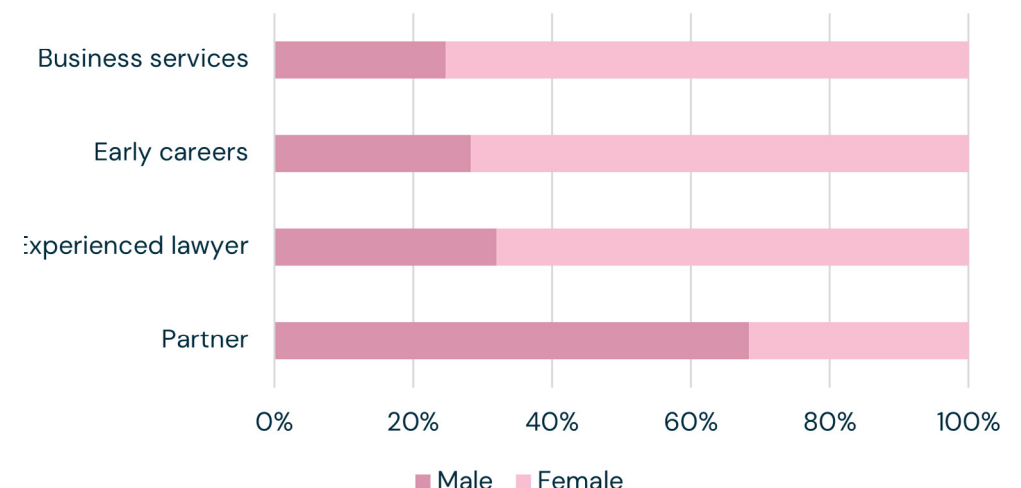
We are building a pipeline of ethnically diverse talent through from our Early Careers programme. We are also looking at colleague experience and retention to make sure we are benefiting from ethnic diversity in every part of the firm.

The proportion of women in our partnership is growing year-on-year thanks to our structured Promotion Pathway, supported by drop-in sessions and career coaching. We have exciting plans to attract more men to spark their career with us too, which we've started rolling out.

Ethnic diversity across job families



Gender split across job families



Diversity at a glance – 2025

Disability

11.8%

Our staff disability network has grown from 8 members to almost 60. Our Tailored Adjustment Plans make sure all our colleagues can be their best at work.

Ethnic minority

14%

(9% Asian or Asian British, 3.6% mixed heritage, 1.4% Black or Black British)

Our Rise network for Black colleagues and our REACH staff network help the firm to celebrate and understand different cultures, faiths, histories and backgrounds. Based on their feedback, Freeths recently introduced the Halo code which embraces natural and protective Black hairstyles in the workplace.

Women: Men

**65.2%
:34.8%**

We are delighted that our pay gap narrowed by a fifth this year. We have ongoing projects to attract more men to spark their law career with the firm and to support more women to progress into senior roles. Currently, 32% of our Partners are women.

Diversity at a glance - 2025

LGBQ+*

4.1%

All of our family-friendly policies are LGBTQ+ inclusive, and we were proud to achieve a silver rating in the Stonewall Workplace Equality Index.

*the T in LGBTQ+ is not included here as this is data on sexual orientation alone, not gender identity.

Age

20 and under – 1.5%

21-30 – 30.9%

31-40 – 27.4%

41-50 – 21.8%

51-60 – 13.6%

61-64 – 3.0%

65 and over – 1.9%

Alongside our brilliant, experienced lawyers and business support colleagues, young talent is key to our future success. Initiate is a group set up by Freeths to encourage early-career lawyers to network and build relationships through great events in a fun and casual setting.

Social mobility

36.2%

First generation university: 36.2%

We are deeply committed to social mobility and believe that talent and potential from any background can thrive in the right setting. 51% of our Partners were the first in their family to attend university.