
Diversity at a glance 2026

An overview of the current composition of our firm and our diversity ambitions for 2030.

Overview

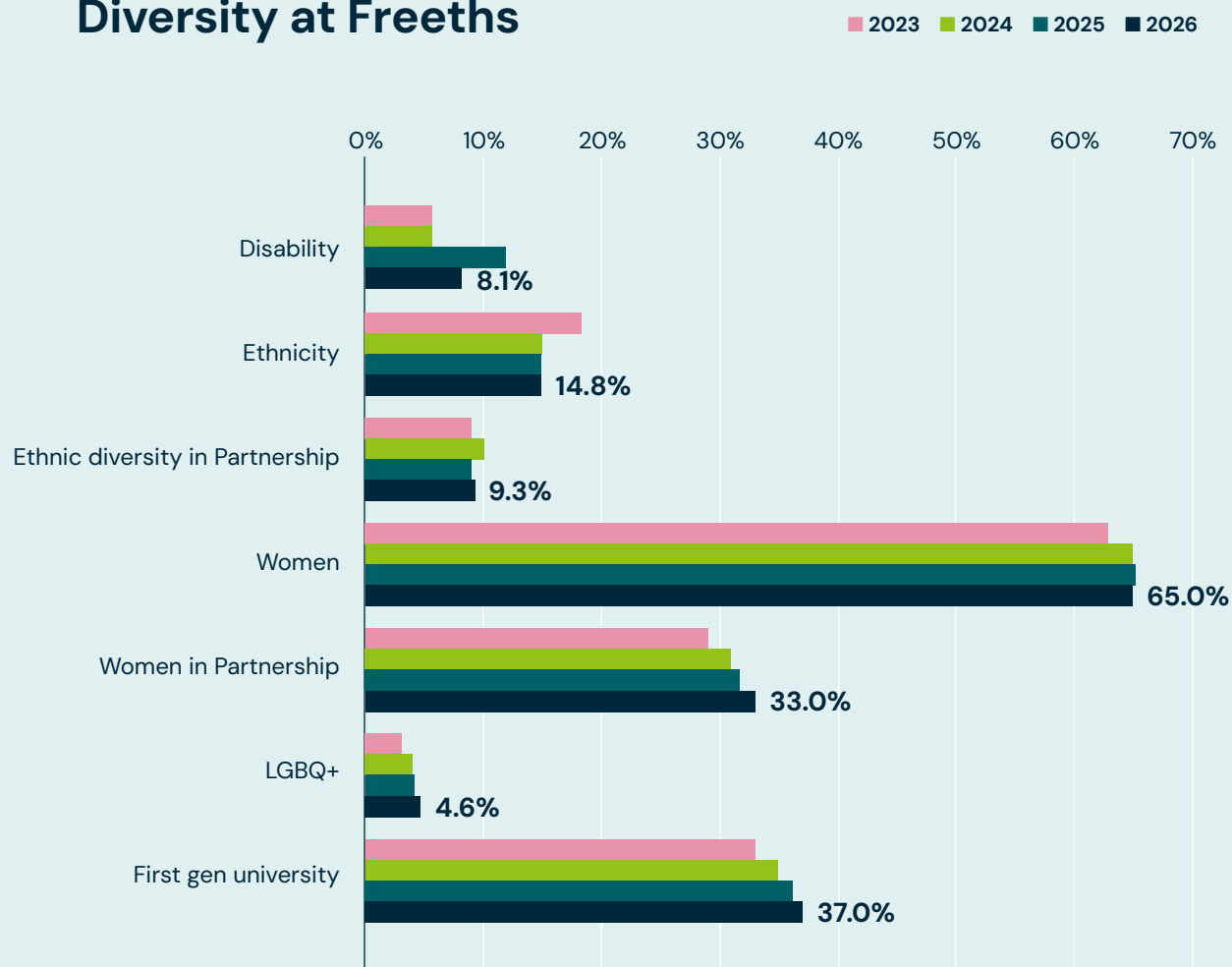
FREETHS

We are proud of the diversity of our firm and the value it brings to the people around us and to the business. In last year's Investors in People survey, 93.4% of Freeths respondents agreed that the firm values and respects individual differences with 93.6% agreeing that we're committed to diversity.

Over the past few years, there has been an upward trend in diversity across most characteristics.

We are committed to taking data-led action. For example, with support from our REACH and Rise colleague networks, we are developing a Race Equity Action Plan to transform how we recruit, retain and value colleagues from Black, Asian and mixed heritage backgrounds.

Diversity at Freeths



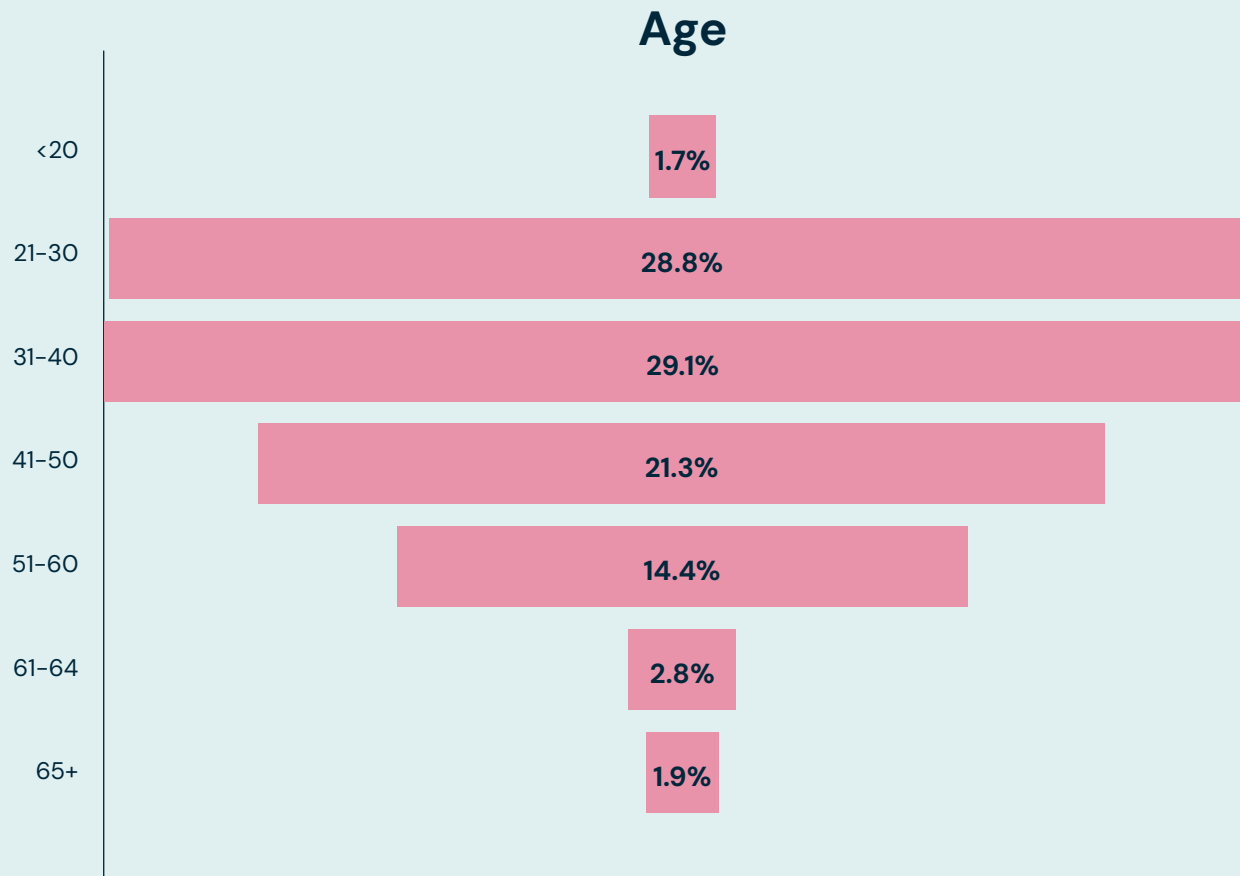
*the T in LGBTQ+ is not included here as this is data on sexual orientation alone, not gender identity.

"ethnicity" and "ethnic diversity" refers to people who have shared that are Black or Black British, Asian or Asian British, or of mixed heritage.

Diversity at Freeths

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Being a multigenerational firm gives us the means to drive the business forward with experience and innovation. Our Future Talent team brings in the brightest young minds to learn from tenured lawyers and contribute new ideas.

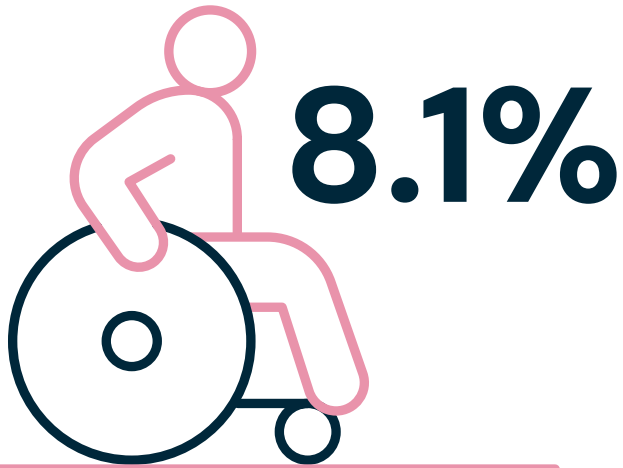


Diversity at Freeths

FREETHS

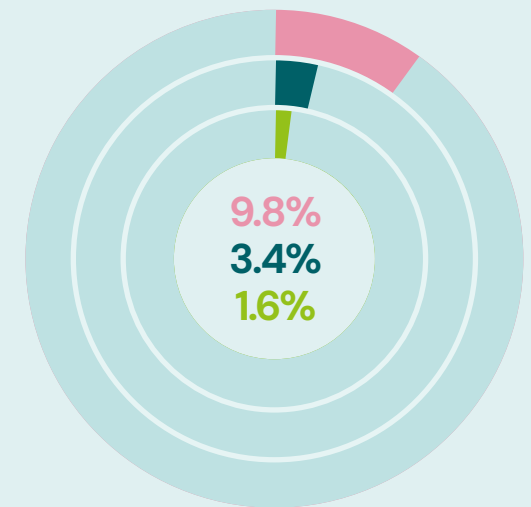
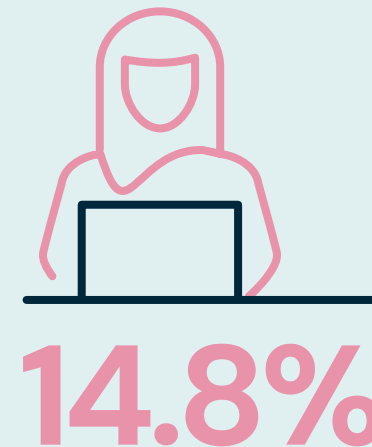
Disability

Our in-house Disability Officer is now trained as a Neurodiversity Workplace Needs Assessor. This means that it's much quicker to identify and meet colleagues' needs. We continue to offer Tailored Adjustments Plans to all who need it, including those with disabling symptoms of menopause and menstrual health.



Ethnicity

We are investing resources in the shaping and delivery of a Race Equity Action Plan to accelerate change in this area. Based on data insights, bold conversations and cultural honesty, we are excited to engage senior leaders in our next steps. Our REACH and Rise networks are essential partners in this work, and they recently won a national award for creating safe listening spaces following a period of widespread, racialised societal unrest. We are also delighted to be sponsoring two colleagues to attend this year's Global Counsel Forum – Europe's largest conference for Black & under-represented lawyers.



■ Asian or Asian British
■ Mixed heritage
■ Black or Black British

Diversity at Freeths

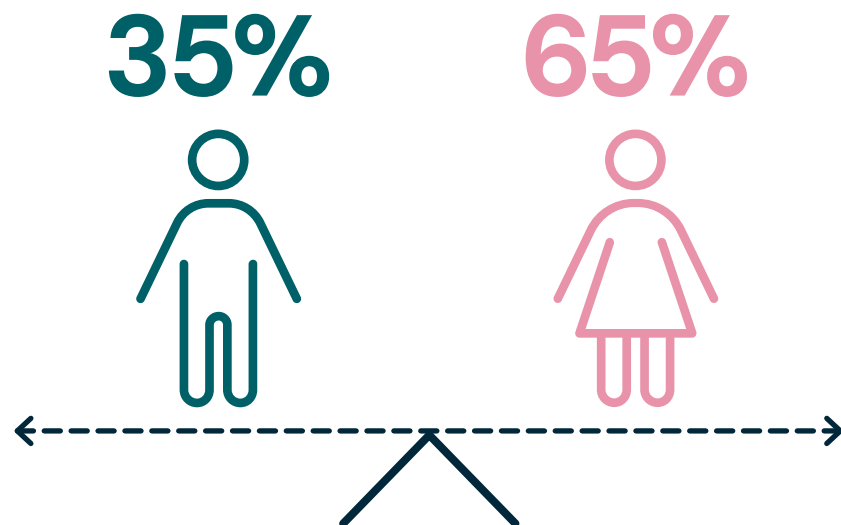
FREETHS

Gender

Career and earning potential for women at Freeths continue to improve, supported by targeted actions from our Leading Without Limits consultation, which are now being put into practice.

Alongside this, male senior leaders have led firm-wide conversations on men's wellbeing, with key insights shaping our new Wellbeing Strategy.

While non-binary colleague numbers are too low to report, we recognise that gender identity extends beyond binary categories and ensure this is reflected our policies and practices.



LGBTQ+

This year we achieved Champion status in the Stonewall Proud Employers accreditation, with support from our LGBTQ+ network, 'Shine'. They have also supported our policy reviews to make sure our family-friendly provisions are LGBTQ+ inclusive.

The Shine network runs a lively book club for any interested colleagues, engaging with different LGBTQ+ experiences through fiction and memoirs.



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Diversity at Freeths

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Religion

Religious inclusion in the workplace directly impacts almost half our colleagues, with 46% telling us they have a faith. We were privileged to hear from an expert in this field, Suraiya Rasheed, who showed us the importance of including religion in EDI conversations and gave us practical ideas to shape our culture.



First gen university

A large proportion of our colleagues – including 49% of our partners – were the first generation in their family to go to university.

On other socioeconomic measures, just 11% told us they went to a fee-paying school, with 57% saying they attended state school. Others chose not to share this information. 17% told us they grew up in families with working class occupations (NS-SEC 5–8). 35% have not shared this information.

Our Freeths Social Mobility Network is committed to breaking the mould of who is expected to join and succeed in the legal sector. They organised one of our most successful national webinars this year, with keynote speaker Toni Kent sharing her story and expertise.

