

fieldfisher

Diversity Statistics 2025



Introduction

Our ambition is for inclusion to be in our DNA and underpin our values, that are at the heart of building a sustainable and resilient business for our people, our clients and our communities.

We take a localised approach, ensuring we are all contributing to our common goals and the overall ambition for Inclusion at the firm.

Our strategy encourages us to embed inclusion into our everyday work and interactions with each other. Inclusion is about embracing each other's differences, whether this is diversity of thought or differences regarding our respective backgrounds or identities.

This report details a snapshot of our population across our offices in England and Wales as of June 2025.

Notes

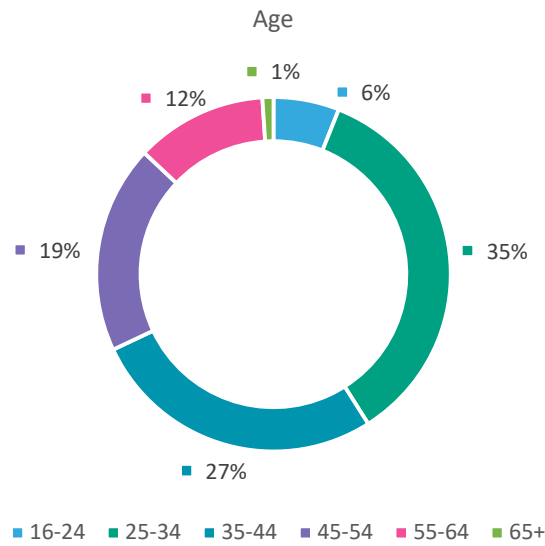
Partner	Include all participating UK Partners
Associates	Include all participating Solicitors, Associates, Senior Associates, Directors
Other lawyer	Include all participating Paralegals, Consultants, Secondees, Other Fee Earning Lawyers
Trainee	Include all participating Trainee solicitors and solicitor apprentices.
Business Services	Include all participating Business Services
Firm	Include all participating Partners and staff in England and Wales

Contents

Introduction	2
Age	4
Sex	5
Gender Identity	6
Disability.....	7
Ethnicity	9
Religion.....	10
Sexual Orientation	11
Social Mobility.....	12
Carers	15
Our Inclusion Networks.....	17



Age

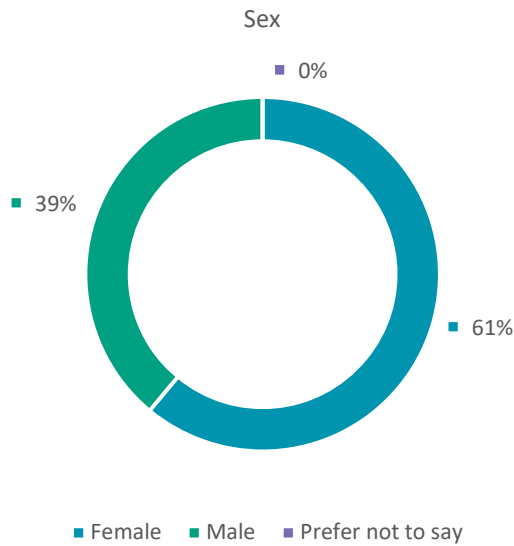


Response rate 97%

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partner	0%	0%	29%	39%	28%	3%	1%
Associate	0%	56%	34%	9%	1%	0%	0%
Other lawyer	14%	28%	24%	18%	11%	4%	1%
Trainee	43%	54%	3%	0%	0%	0%	0%
Business Services	8%	28%	23%	23%	18%	0%	0%



Sex



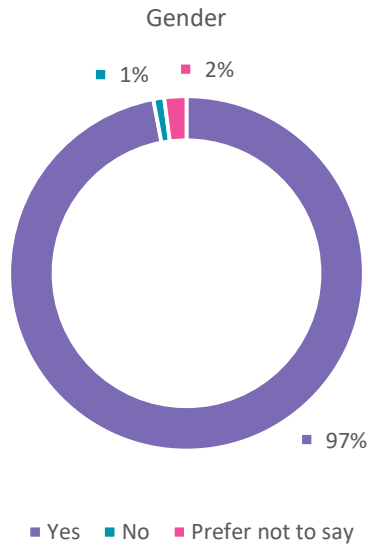
Response rate 100%

	Female	Male	Prefer not to say
Partner	35%	65%	0%
Associate	67%	33%	0%
Other lawyer	57%	40%	3%
Trainee	71%	29%	0%
Business Services	69%	31%	0%



Gender Identity

Is your gender identity the same as your sex registered at birth?



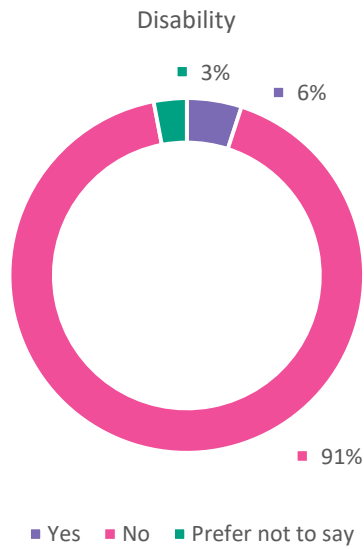
Response rate 58%

	Yes	No	Prefer not to say
Partner	97%	0%	3%
Associate	97%	0%	3%
Other lawyer	98%	0%	2%
Trainee	100%	0%	0%
Business Services	97%	1%	2%



Disability

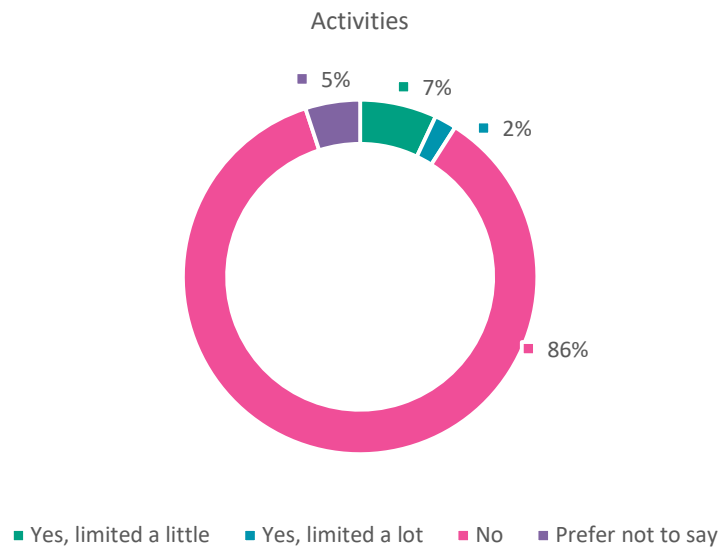
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



Response rate 90%

	Yes	No	Prefer not to say
Partner	5%	93%	2%
Associate	6%	91%	3%
Other lawyer	4%	90%	6%
Trainee	6%	92%	2%
Business Services	6%	91%	3%

Are your day-to-day activities limited by your disability or condition?

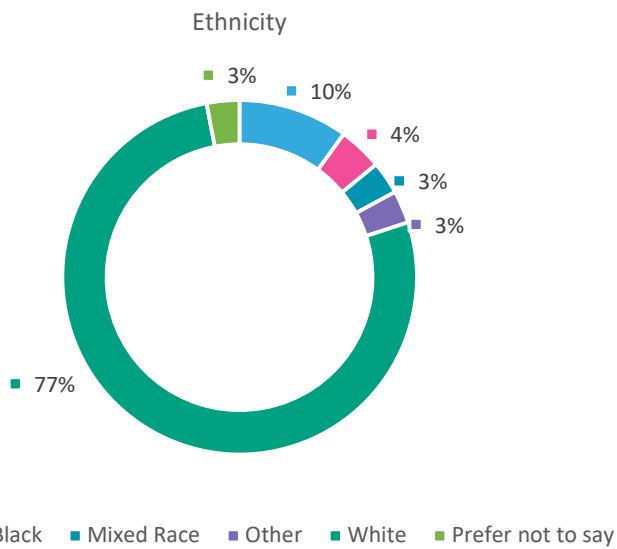


Response rate 46%

	Yes, limited a little	Yes, limited a lot	No	Prefer not to say
Partner	4%	1%	91%	4%
Associate	9%	1%	84%	4%
Other lawyer	12%	0%	78%	10%
Trainee	4%	4%	88%	4%
Business Services	8%	3%	85%	4%



Ethnicity

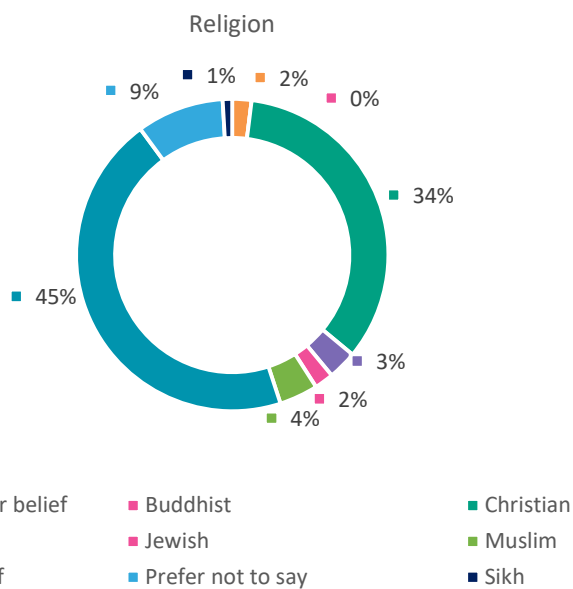


Response rate 94%

Website Grade	White	Asian	Black	Mixed Race	Other	Prefer not to say
Partner	85%	6%	1%	3%	1%	4%
Associate	78%	12%	2%	3%	3%	3%
Other lawyer	68%	15%	4%	4%	2%	7%
Trainee	62%	17%	0%	14%	5%	3%
Business Services	77%	9%	8%	2%	2%	2%



Religion

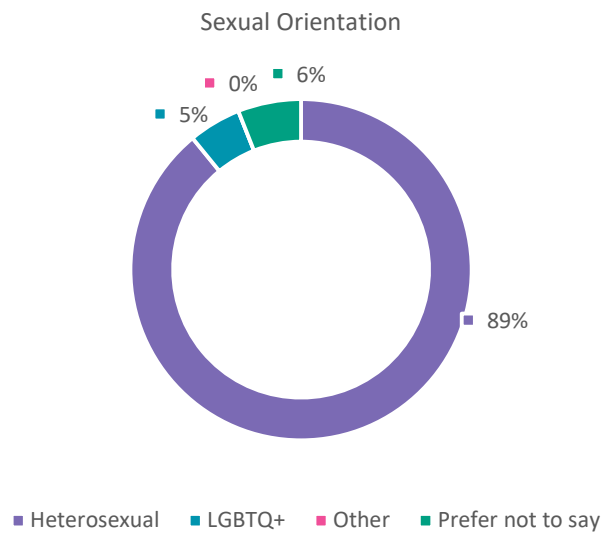


Response rate 90%

	Any other religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	No Religion or Belief	Prefer not to say
Partner	2%	0%	42%	1%	2%	2%	0%	41%	10%
Associate	1%	0%	29%	2%	2%	5%	3%	45%	13%
Other lawyer	2%	0%	35%	3%	1%	3%	5%	46%	4%
Trainee	2%	2%	25%	5%	3%	9%	2%	49%	5%
Business Services	1%	1%	36%	3%	1%	4%	1%	46%	7%



Sexual Orientation



Response rate 89%

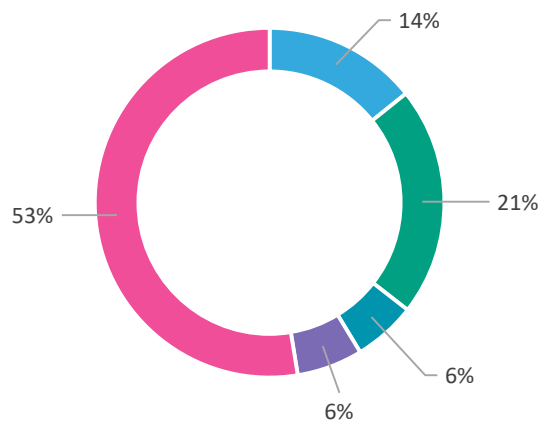
	Heterosexual	LGBTQ+	Other	Prefer not to say
Partner	90%	4%	0%	6%
Associate	85%	6%	0%	9%
Other lawyer	89%	5%	0%	5%
Trainee	91%	5%	0%	5%
Business Services	92%	5%	0%	3%



Social Mobility

What was the occupation of your main household earner when you were aged 14?

Parental Occupation

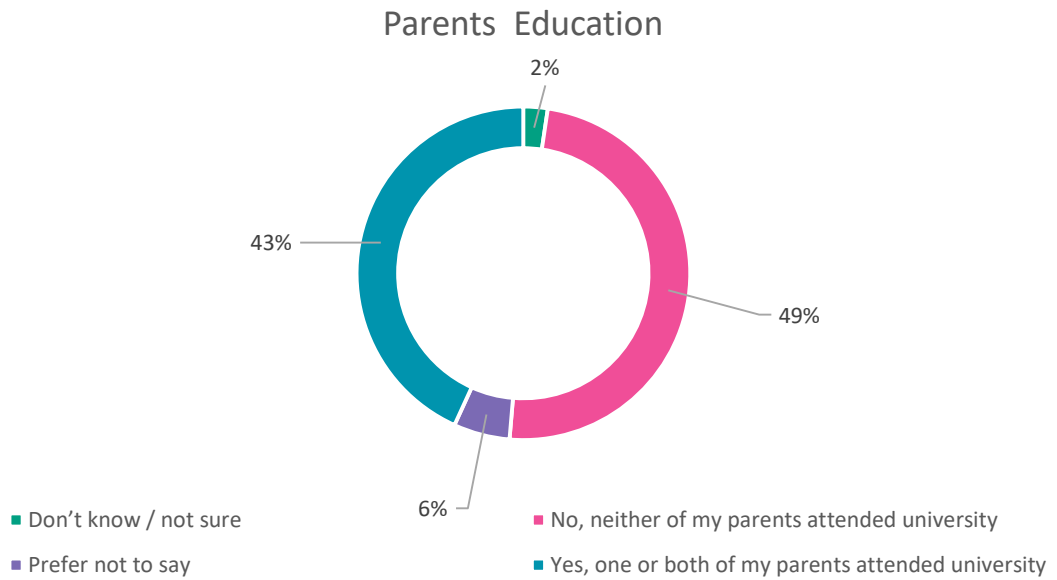


■ Intermediate Backgrounds ■ Lower socio-economic backgrounds ■ Other ■ Prefer not to say ■ Professional Backgrounds

Response Rate 58%

	Professional Backgrounds - modern professional & traditional occupations; senior or junior managers or administrators	Intermediate Backgrounds - clerical and intermediate occupations; small business owners	Lower socio-economic backgrounds - technical and craft occupations; routine, semi-routine manual and service occupations; long-term unemployed	Other	Prefer not to say
Partner	62%	8%	18%	4%	8%
Associate	53%	17%	18%	6%	5%
Other lawyer	51%	12%	22%	8%	6%
Trainee	53%	19%	17%	6%	6%
Business Services	46%	15%	27%	6%	6%

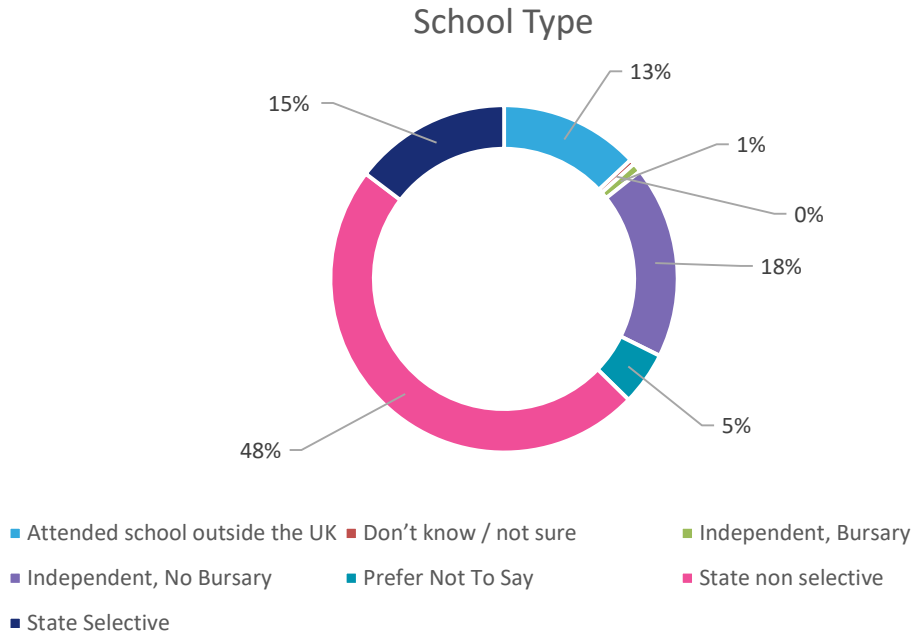
Did either of your parents attend university and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?



Response rate 58%

	Yes, one or both of my parents attended university	No, neither of my parents attended university	Don't know / not sure	Prefer not to say
Partner	51%	39%	2%	8%
Associate	52%	41%	1%	5%
Other lawyer	45%	49%	0%	6%
Trainee	57%	41%	0%	3%
Business Services	27%	64%	4%	5%

Which type of school did you attend for the most time between the ages of 11 and 16?



Response rate 88%

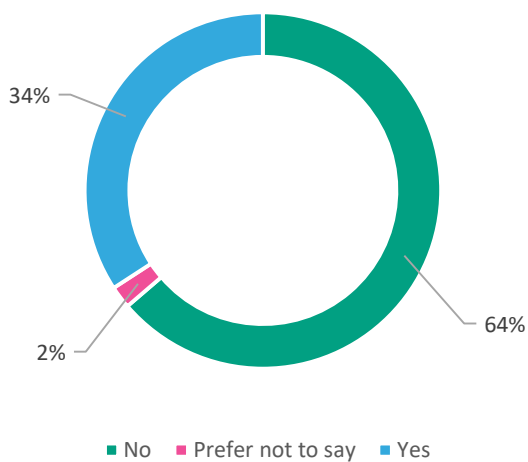
	Attended school outside the UK	Independent, Bursary	Independent, No Bursary	State non-selective	State Selective	Don't know / not sure	Prefer not to say
Partner	10%	1%	33%	29%	21%	0%	6%
Associate	17%	1%	21%	46%	10%	0%	5%
Other lawyer	15%	3%	7%	59%	12%	0%	4%
Trainee	14%	2%	31%	45%	5%	0%	5%
Business Services	9%	0%	7%	58%	19%	2%	5%



Carers

Are you a primary carer for a child or children under 18?

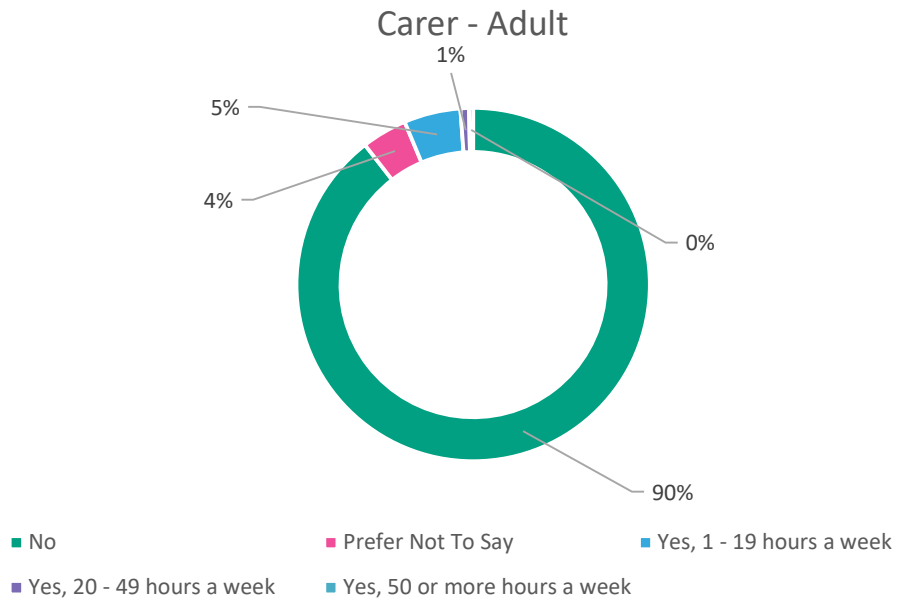
Primary Carer - Child



Response rate 55%

	Yes	No	Prefer not to say
Partner	45%	51%	3%
Associate	33%	65%	3%
Other lawyer	43%	55%	2%
Trainee	3%	97%	0%
Business Services	32%	67%	1%

Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



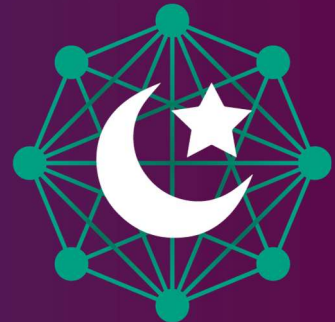
Response Rate 89%

	No	Yes, 1 – 19 hours a week	Yes, 20 – 49 hours a week	Yes, 50 or more hours a week	Prefer not to say
Partner	85%	9%	1%	0%	6%
Associate	94%	2%	1%	0%	3%
Other lawyer	87%	5%	1%	2%	4%
Trainee	92%	3%	0%	0%	5%
Business Services	87%	7%	1%	1%	4%



Our Inclusion Networks

Our employee networks play an integral role in our commitment to inclusion. Our people share a common passion to make a positive change. They provide support, raise awareness of a variety of topics, and drive initiatives that foster an inclusive environment. By connecting employees from different backgrounds and experiences, we build a community that embraces diversity and drives change.



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