

# UK Diversity Statistics 2025

# UK Diversity Summary 2025

## UK summary

### Age

Which age category are you in?

	16-24	25-34	35-44	45-54	55-64	65+
Partner	0%	1%	34%	43%	20%	1%
Associate	1%	76%	20%	2%	0%	0%
Legal Trainee	34%	63%	2%	0%	0%	0%
Other Legal	6%	51%	16%	15%	6%	6%
Business Services	2%	30%	32%	23%	12%	1%
<b>Grand Total</b>	<b>5%</b>	<b>47%</b>	<b>25%</b>	<b>15%</b>	<b>7%</b>	<b>1%</b>

Completion rate: 100%

### Gender

	Women	Men
Partner	34%	66%
Associate	57%	43%
Legal Trainee	60%	40%
Other Legal	68%	32%
Business Services	63%	37%
<b>Grand Total</b>	<b>59%</b>	<b>41%</b>

Completion rate: 100%

### Disability or long-term health conditions

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

	Yes	No	Prefer not to disclose
Partner	3%	95%	2%
Associate	7%	88%	5%
Legal Trainee	15%	77%	9%
Other Legal	16%	72%	12%
Business Services	11%	85%	4%
<b>Grand Total</b>	<b>10%</b>	<b>86%</b>	<b>5%</b>

Completion rate: 66%

### Disabled Carer

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

	Yes	No	Prefer not to disclose
Partner	11%	86%	3%
Associate	3%	94%	3%
Legal Trainee	2%	94%	4%
Other Legal	12%	80%	8%
Business Services	8%	86%	5%
<b>Grand Total</b>	<b>6%</b>	<b>89%</b>	<b>4%</b>

Completion rate: 79%

Data reflects our population on 1 Aug 2025 and all figures are based on those who responded to our survey. Counsel is captured within our associate population. Gender is referenced in binary terms of men and women throughout this report; we have colleagues in the UK who identify as non-binary, more information can be found on page 7. Rounding of numbers may mean some totals do not add up to 100 per cent.

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### Primary Carer

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

	Yes	No	Prefer not to disclose
Partner	42%	55%	2%
Associate	8%	90%	2%
Legal Trainee	0%	97%	3%
Other Legal	18%	80%	2%
Business Services	28%	69%	4%
<b>Grand Total</b>	<b>19%</b>	<b>78%</b>	<b>3%</b>

Completion rate: 79%

### LGB+

What is your sexual orientation?

	LGB+	Heterosexual/Straight	Prefer not to disclose
Partner	6%	92%	3%
Associate	10%	82%	8%
Legal Trainee	20%	71%	9%
Other Legal	7%	84%	9%
Business Services	8%	85%	7%
<b>Grand Total</b>	<b>9%</b>	<b>84%</b>	<b>7%</b>

Completion rate: 86%

### Ethnicity

What is your ethnic group?

	White	Asian	Black	Mixed Ethnicity	Other	Prefer not to disclose
Partner	89%	5%	0%	3%	1%	2%
Associate	69%	16%	4%	6%	2%	2%
Legal Trainee	49%	30%	6%	8%	4%	4%
Other Legal	61%	21%	6%	7%	3%	3%
Business Services	76%	11%	6%	3%	1%	3%
<b>Grand Total</b>	<b>72%</b>	<b>14%</b>	<b>5%</b>	<b>5%</b>	<b>2%</b>	<b>3%</b>

Completion rate: 89%

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### Religion

What is your religion or belief?

	Agnostic	Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Other	Prefer not to disclose
Partner	24%	17%	0%	41%	1%	3%	0%	1%	3%	10%
Associate	25%	23%	0%	28%	2%	3%	2%	1%	1%	15%
Legal Trainee	19%	30%	1%	21%	8%	3%	7%	2%	1%	10%
Other Legal	10%	23%	1%	26%	3%	2%	14%	2%	2%	16%
Business Services	15%	21%	0%	36%	2%	1%	5%	1%	7%	12%
<b>Grand Total</b>	<b>19%</b>	<b>22%</b>	<b>0%</b>	<b>32%</b>	<b>3%</b>	<b>2%</b>	<b>4%</b>	<b>1%</b>	<b>4%</b>	<b>13%</b>

Completion rate: 84%

### School

What type of school did you mainly attend between the ages of 11 and 16?

	Attended school outside the UK	UK Independent (Fee)	Independent/fee-paying (received a bursary covering 90 per cent or more of tuition)	UK state (non-selective)	UK state (selective)	UK state or grammar (non-fee)	Prefer not to disclose
Partner	16%	40%	1%	21%	19%	1%	1%
Associate	33%	25%	1%	21%	12%	2%	5%
Legal Trainee	40%	22%	2%	23%	9%	0%	4%
Other Legal	24%	15%	1%	40%	13%	5%	1%
Business Services	12%	7%	1%	54%	17%	4%	5%
<b>Grand Total</b>	<b>23%</b>	<b>18%</b>	<b>1%</b>	<b>36%</b>	<b>14%</b>	<b>3%</b>	<b>4%</b>

Completion rate: 79%

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### University

Did you attend University?

	First generation to attend	Not first generation to attend	Did not attend	Prefer not to disclose
Partner	33%	66%	0%	1%
Associate	24%	72%	0%	3%
Legal Trainee	24%	69%	0%	7%
Other Legal	42%	52%	4%	2%
Business Services	34%	28%	33%	6%
<b>Grand Total</b>	<b>30%</b>	<b>52%</b>	<b>13%</b>	<b>5%</b>

Completion rate: 79%

### Parent Qualifications

What is the highest level of qualifications achieved by either of your parent(s) or guardians(s) by the time you were 18?

	At least one has degree	Don't know	No formal qualifications	Qualifications below degree	Not applicable	Other	Prefer not to disclose
Partner	65%	0%	12%	21%	0%	0%	1%
Associate	70%	1%	7%	17%	0%	0%	5%
Legal Trainee	67%	2%	10%	13%	0%	1%	8%
Other Legal	47%	4%	19%	24%	0%	1%	4%
Business Services	28%	7%	17%	33%	2%	3%	11%
<b>Grand Total</b>	<b>51%</b>	<b>3%</b>	<b>13%</b>	<b>24%</b>	<b>1%</b>	<b>1%</b>	<b>7%</b>

Completion rate: 72%

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### Socio-economic Background

(Group based on the job of the main/highest income earner in your household at age 14)

	Professional background	Intermediate background	Lower socio-economic background	Other	Prefer not to disclose
Partner	73%	3%	12%	12%	0%
Associate	71%	3%	11%	8%	7%
Legal Trainee	62%	3%	15%	6%	14%
Other Legal	63%	1%	24%	4%	8%
Business Services	47%	5%	26%	8%	11%
<b>Grand Total</b>	<b>60%</b>	<b>4%</b>	<b>18%</b>	<b>8%</b>	<b>9%</b>

Completion rate: 71%

Data is gathered by employees choosing to answer the question ‘Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?’ Some general examples of the occupations that fall into each category are:

- professional background: teacher, solicitor, accountant;
- intermediate background: secretary, clerical worker, nursery nurse; and
- lower socio-economic background: plumber, gardener, postal worker.

### Free School Meals

If you finished school after 1980, were you eligible for free school meals at any point during your school years?

	Yes	No	Not applicable (finished school before 1980 or went to school overseas)	Prefer not to disclose	I don't know
Partner	4%	80%	11%	0%	5%
Associate	6%	63%	21%	4%	6%
Legal Trainee	14%	42%	30%	6%	9%
Other Legal	14%	56%	18%	4%	9%
Business Services	17%	61%	7%	5%	10%
<b>Grand Total</b>	<b>12%</b>	<b>60%</b>	<b>16%</b>	<b>4%</b>	<b>8%</b>

Completion rate: 61%

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### Gender Identity

Female	Male	Non-binary/third gender	Prefer not to disclose
42.2%	30.2%	0.2%	1.9%

Completion rate: 76%

### Transgender Status

Yes, I identify as trans	No, I do not identify as trans	Prefer not to disclose
0.1%	66.2%	2%

Completion rate: 70%

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DSR0022496