

Diversity and Inclusion at Our Firm

As a regulated law firm, we are required by the Solicitors Regulation Authority (SRA) to collect, report, and publish workforce diversity data every two years as part of our obligations under the SRA’s Code of Conduct for Firms. We do this not only to meet regulatory standards but also because we understand the significant benefits of transparency and inclusion for our colleagues, clients, and the wider legal sector.

Reporting and openly sharing diversity data helps us:

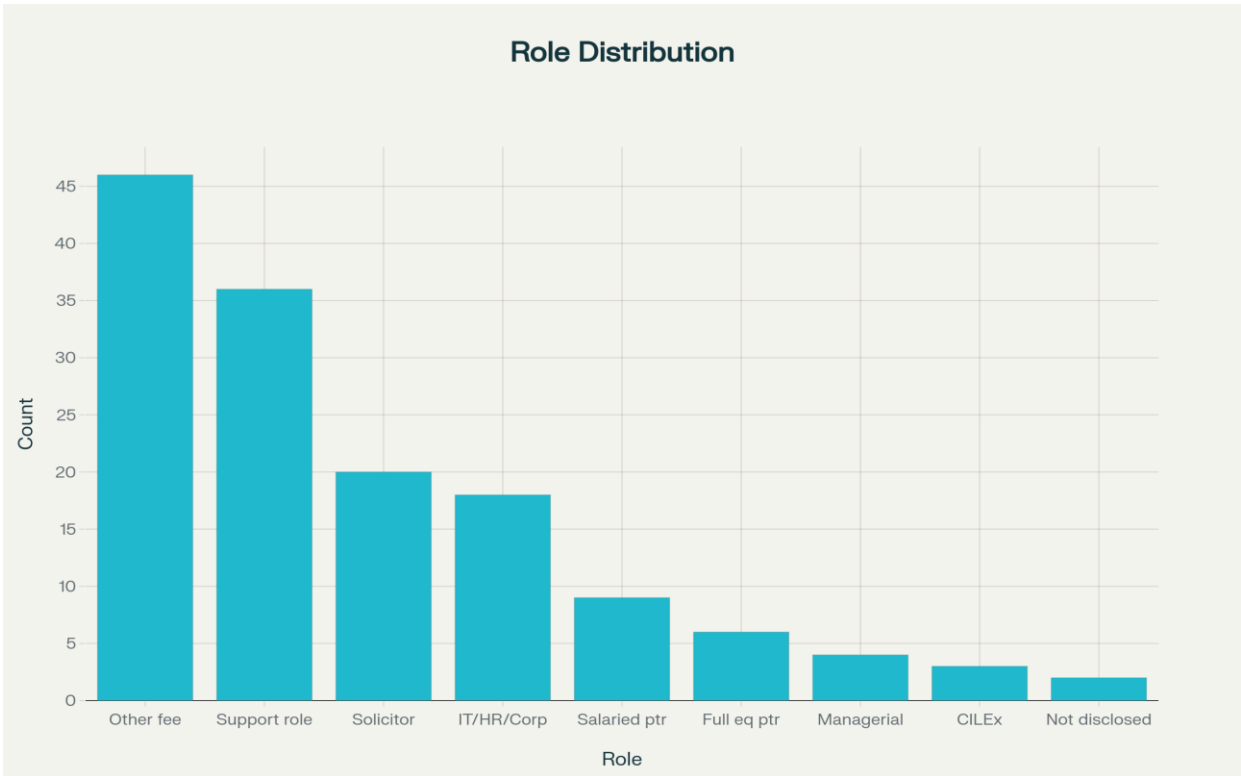
- Recognise and promote equality, diversity, and inclusion in our workplace.
- Create a positive environment by valuing differences and addressing barriers.
- Identify key areas for further progress and make evidence-based improvements to recruitment and development practices.
- Compare our firm’s profile with sector-wide benchmarks and support broader progress for the legal profession.

All diversity information is presented in a way that ensures individual confidentiality.

Key Diversity Findings – 2025

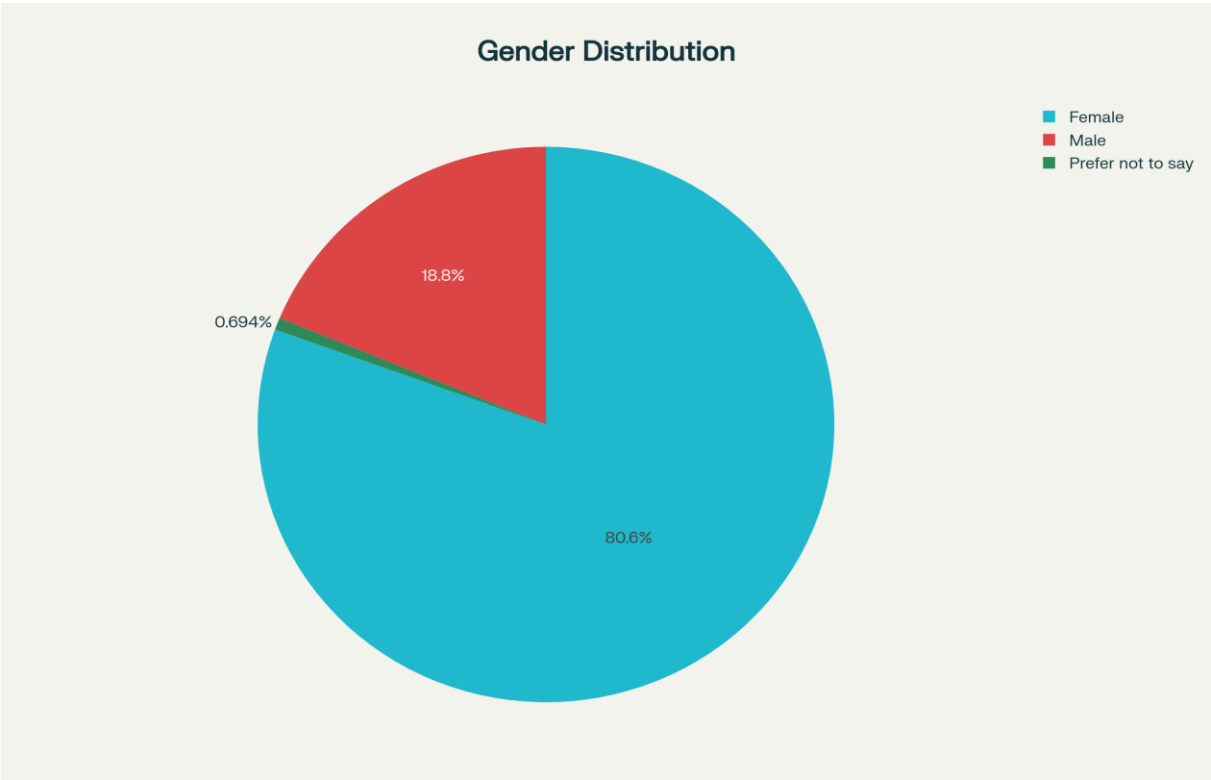
Workforce by Role

Our staff span a wide variety of roles, with the largest groups working in fee-earning and support positions.



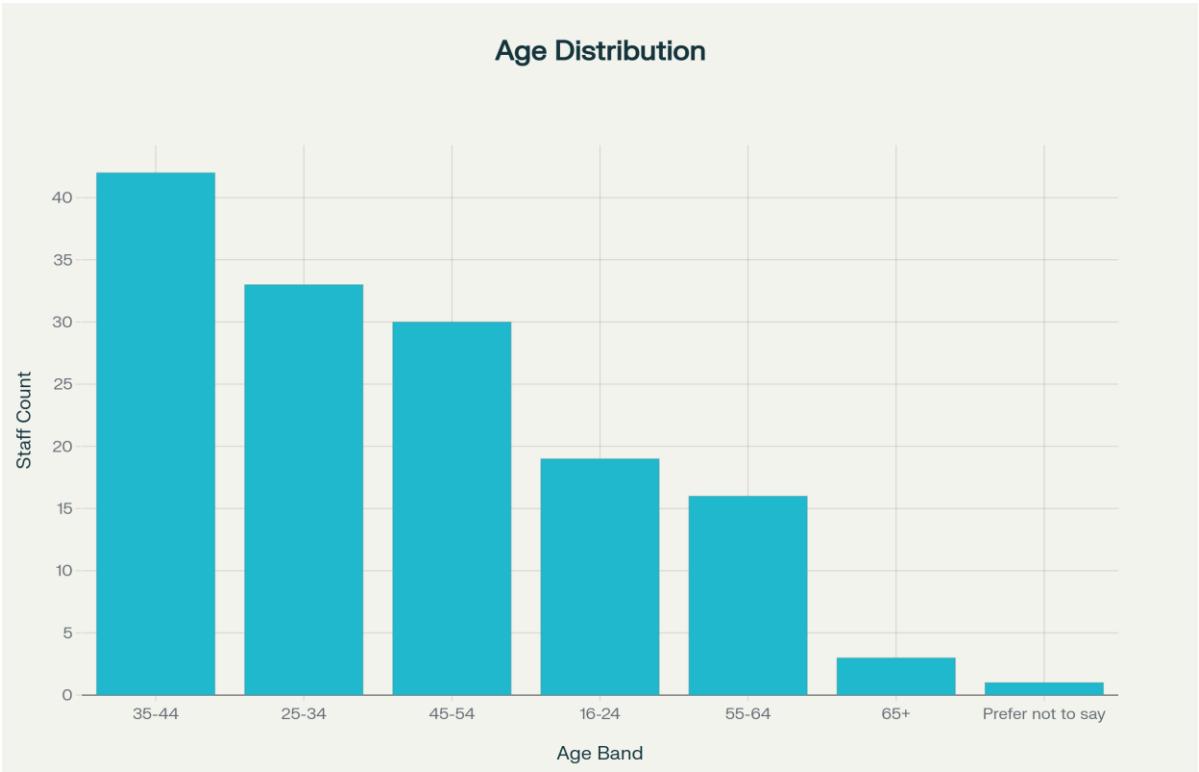
Gender Profile

The firm remains majority female, with male and undisclosed gender colleagues represented.



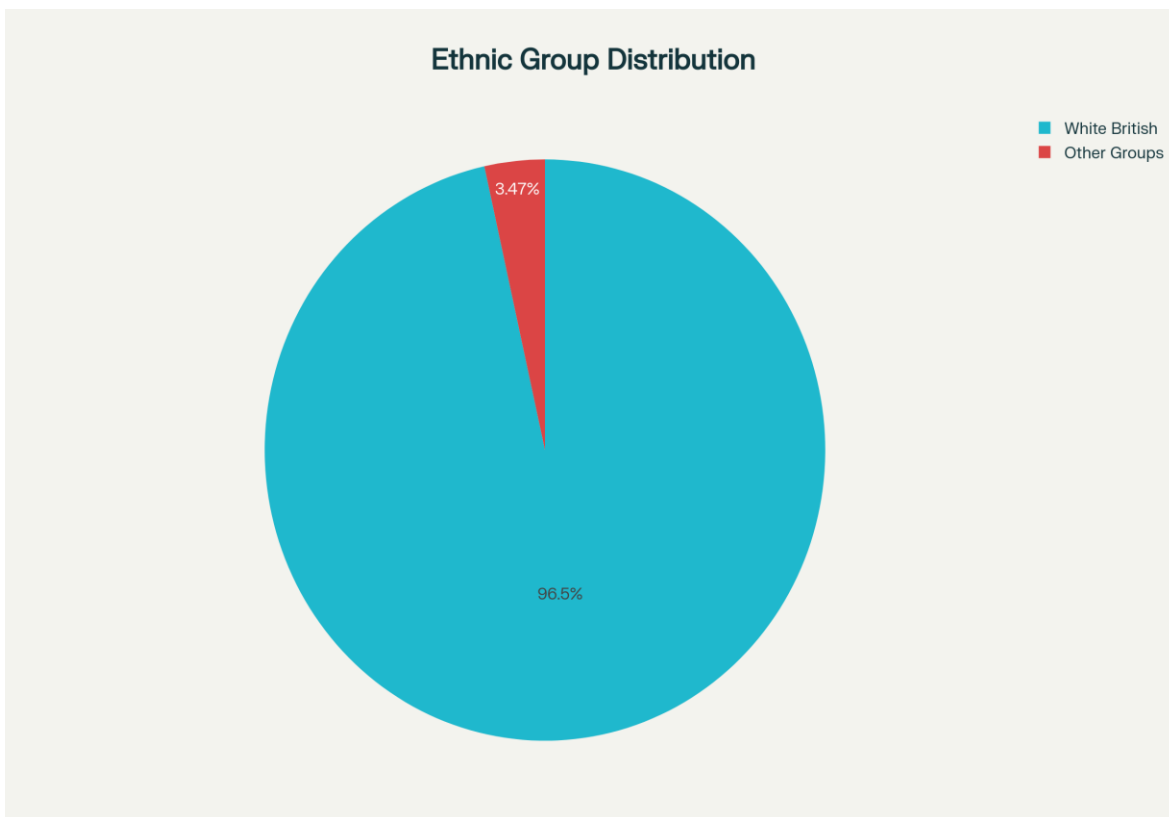
Age Profile

Staff representation is strongest in the 35–44 age band, followed by 25–34 and 45–54.



Ethnicity

Most staff identify as White British/English/Welsh/Northern Irish/Scottish, with representation from Black, Asian, and other ethnic backgrounds. This demonstrates our efforts towards inclusivity.



Disability Declaration

The majority of staff do not report a disability under the Equality Act 2010; a small number do, and some preferred not to disclose.

