

**SHOOSMITHS**

# UK diversity statistics 2025

**FOR  
WHAT  
MATTERS**

## Definition of terms

Role category	Notes
<b>Solicitor partner</b> (sole practitioner, member or director)	Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below
<b>Solicitor</b> (not partners)	All other practising solicitors including assistant solicitors, associates or consultants
<b>Other fee earning role</b>	Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals, i.e. those who are not 'authorised persons'
<b>Role directly supporting a fee earner</b>	Includes legal secretaries, administrators, legal assistants, and non fee earning paralegals
<b>Managerial role</b>	Includes non lawyer partners, directors, or members and other such as practice managers, finance and account managers etc
<b>IT/HR/other corporate services role</b>	Includes non-managerial staff working in support services – including finance or accountancy roles
<b>Chartered Legal Executive (Fellow) /CILEx Practitioner</b>	People who are authorised by CILEx Regulation
<b>Licensed Conveyancer</b>	People who are authorised by the Council for Licensed Conveyancers
<b>Costs Lawyer</b>	People who are authorised by the Costs Lawyer Standards Board
<b>Prefer not to say</b>	

An 'authorised person' is a person who is authorised by one of the approved regulators to carry on the relevant activity (defined by the Legal Services Act 2007). Solicitors with a current practising certificate and Registered Foreign Lawyers are 'authorised' by us.

Barrister, Licensed Conveyancer, Patent or Trademark attorney and costs lawyer are omitted from the following reports as this population is not currently large enough to be shown.

Rounding of numbers may mean some totals do not add up to 100%.

## Age

	16-24	25-34	35-44	45-54	55-64	65+
<b>Solicitor partner</b>			26.67%	50.77%	21.54%	1.03%
<b>Solicitor</b> (not partners)	0.22%	49.89%	34.38%	10.56%	4.94%	
<b>Other fee earning role</b>	29.21%	51.55%	8.25%	5.50%	4.81%	0.69%
<b>Role directly supporting a fee earner</b>	3.27%	22.22%	15.69%	28.76%	28.10%	1.96%
<b>Managerial Role</b>		21.62%	31.76%	30.41%	14.86%	1.35%
<b>IT/HR/Other corporate services</b>	6.88%	31.58%	25.51%	17.81%	15.79%	2.43%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>		29.41%	29.41%	23.53%	11.76%	5.88%
<b>Licensed Conveyancer</b>		40.00%	20.00%	20.00%	20.00%	
<b>Costs Lawyer</b>			25.00%	50.00%	25.00%	
<b>Firmwide</b>	<b>7.18%</b>	<b>34.75%</b>	<b>24.58%</b>	<b>20.07%</b>	<b>12.36%</b>	<b>1.06%</b>

## Gender

	Men	Women
<b>Solicitor partner</b>	64.62%	35.38%
<b>Solicitor</b> (not partners)	31.46%	68.54%
<b>Other fee earning role</b>	26.80%	73.2%
<b>Role directly supporting a fee earner</b>	8.50%	91.5%
<b>Managerial Role</b>	32.43%	67.57%
<b>IT/HR/Other corporate services</b>	38.87%	61.13%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	11.76%	88.24%
<b>Licensed Conveyancer</b>	60.00%	40.00%
<b>Costs Lawyer</b>	100.00%	
<b>Firmwide</b>	<b>33.89%</b>	<b>66.11%</b>

## Disability

	Yes	No	Prefer not to say	No response
<b>Solicitor partner</b>	1.03%	25.64%	0.51%	72.82%
<b>Solicitor</b> (not partners)	1.57%	53.71%	0.67%	44.04%
<b>Other fee earning role</b>	3.09%	64.60%	0.34%	31.96%
<b>Role directly supporting a fee earner</b>	1.96%	35.95%		62.09%
<b>Managerial Role</b>	2.70%	33.78%		63.51%
<b>IT/HR/Other corporate services</b>	2.02%	51.42%	0.40%	46.15%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>		17.65%		82.35%
<b>Licensed Conveyancer</b>		40.00%		60.00%
<b>Costs Lawyer</b>		25.00%		75.00%
<b>Firmwide</b>	<b>1.99%</b>	<b>47.51%</b>	<b>0.40%</b>	<b>50.10%</b>

Our data disclosure relating to disability status is still limited. We hope in future to be able to share additional data and are always looking for ways to improve engagement and our reporting.

## Ethnicity

	Minority ethnic	White	Prefer not to say	No response
<b>Solicitor partner</b>	7.18%	87.69%	2.05%	3.08%
<b>Solicitor</b> (not partners)	15.28%	79.78%	0.45%	4.49%
<b>Other fee earning role</b>	25.09%	72.16%		2.75%
<b>Role directly supporting a fee earner</b>	18.30%	77.78%	0.65%	3.27%
<b>Managerial Role</b>	8.78%	88.51%	0.68%	2.03%
<b>IT/HR/Other corporate services</b>	19.43%	76.92%	1.21%	2.43%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	5.88%	94.12%		
<b>Licensed Conveyancer</b>		100.00%		
<b>Costs Lawyer</b>		100.00%		
<b>Firmwide</b>	<b>16.28%</b>	<b>79.80%</b>	<b>0.73%</b>	<b>3.19%</b>

We report grouped categories here to protect the identities of our people.

## Religion

	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other	Prefer not to say	No response
<b>Solicitor partner</b>	16.92%		41.54%	2.05%	1.03%		0.51%	1.03%	3.59%	33.33%
<b>Solicitor</b> (not partners)	37.08%		32.58%	1.35%	1.80%	4.27%	3.15%	1.57%	6.52%	11.69%
<b>Other fee earning role</b>	43.30%	0.34%	25.09%	3.44%		7.90%	3.09%	0.69%	6.53%	9.62%
<b>Role directly supporting a fee earner</b>	29.41%		38.56%	1.31%		0.65%	3.27%	2.61%	5.88%	18.30%
<b>Managerial Role</b>	37.84%		35.14%	1.35%		1.35%	2.03%	2.03%	2.70%	17.57%
<b>IT/HR/Other corporate services</b>	32.79%		36.03%	4.05%		2.43%	3.24%	0.81%	8.10%	12.55%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	29.41%		35.29%						5.88%	29.41%
<b>Licensed Conveyancer</b>	60.00%		20.00%							20.00%
<b>Costs Lawyer</b>	25.00%		50.00%						25.00%	
<b>Firmwide</b>	<b>34.22%</b>	<b>0.07%</b>	<b>33.75%</b>	<b>2.26%</b>	<b>0.66%</b>	<b>3.39%</b>	<b>2.66%</b>	<b>1.33%</b>	<b>5.98%</b>	<b>15.68%</b>

## LGB

	Bi	Gay/lesbian	Heterosexual	Other preferred description	Prefer not to say	No response
<b>Firmwide</b>	<b>1.33%</b>	<b>5.25%</b>	<b>80.86%</b>	<b>0.13%</b>		<b>12.43%</b>

We do not include reporting by level here to protect the identities of our people. See gender table for information on trans and non-binary colleagues.

## School type from 11 to 16

	State-selective	State-non selective	Independent – fee	Independent – bursary	Attended school outside the UK	Don't know / not sure	Prefer not to say	No response
<b>Solicitor partner</b>	15.38%	34.87%	23.08%	5.13%	2.56%		1.03%	17.95%
<b>Solicitor</b> (not partners)	17.30%	51.46%	12.13%	3.15%	4.04%	0.22%	2.25%	9.44%
<b>Other fee earning role</b>	15.81%	57.04%	11.34%	0.34%	4.81%	0.34%	1.72%	8.59%
<b>Role directly supporting a fee earner</b>	9.15%	56.21%	1.96%	1.31%	9.15%	1.96%	3.92%	16.34%
<b>Managerial Role</b>	12.84%	67.57%	4.05%	1.35%	5.41%	1.35%	0.68%	6.76%
<b>IT/HR/Other corporate services</b>	11.34%	61.94%	1.21%	1.62%	10.53%	1.21%	3.24%	8.91%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	5.88%	64.71%	5.88%		5.88%			17.65%
<b>Licensed Conveyancer</b>	40.00%	60.00%						
<b>Costs Lawyer</b>		50.00%					50.00%	
<b>Firmwide</b>	<b>14.42%</b>	<b>54.35%</b>	<b>9.63%</b>	<b>2.19%</b>	<b>5.71%</b>	<b>0.66%</b>	<b>2.26%</b>	<b>10.76%</b>



## Parents attended university by time colleague was 18

	No, neither	Yes, one or both	Don't know / not sure	Prefer not to say	No response
<b>Solicitor partner</b>	44.10%	36.41%	0.51%	1.54%	17.44%
<b>Solicitor</b> (not partners)	42.92%	42.70%	2.47%	2.25%	9.66%
<b>Other fee earning role</b>	45.02%	36.77%	4.81%	4.81%	8.59%
<b>Role directly supporting a fee earner</b>	45.10%	13.73%	13.07%	9.15%	18.95%
<b>Managerial Role</b>	56.08%	21.62%	12.16%	2.70%	7.43%
<b>IT/HR/Other corporate services</b>	51.01%	21.46%	10.93%	6.07%	10.53%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	47.06%	35.29%			17.65%
<b>Licensed Conveyancer</b>	80.00%		20.00%		
<b>Costs Lawyer</b>		50.00%		50.00%	
<b>Firmwide</b>	<b>46.38%</b>	<b>32.03%</b>	<b>6.11%</b>	<b>4.12%</b>	<b>11.36%</b>

Work of the main / highest income earner in household  
when colleague aged 14

	Modern and traditional professional	Senior, middle or junior manager	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine and service	Small business owner	Long term unemployed	Other, retired etc	Prefer not to say	Invalid / no response
Solicitor partner	33.85%	18.97%	2.56%	8.72%	6.15%	4.10%	0.51%	5.64%	2.05%	17.44%
Solicitor (not partners)	33.71%	23.37%	4.49%	7.42%	8.09%	3.60%	0.45%	4.27%	4.49%	10.11%
Other fee earning role	27.49%	19.93%	6.87%	7.56%	9.62%	6.19%	1.72%	5.15%	6.19%	9.28%
Role directly supporting a fee earner	15.69%	18.30%	4.58%	11.11%	11.11%	3.27%		8.50%	9.15%	18.30%
Managerial Role	23.65%	17.57%	7.43%	14.19%	12.84%	4.05%		5.41%	5.41%	9.46%
IT/HR/Other corporate services	21.05%	19.84%	5.67%	12.55%	12.55%	4.45%	0.40%	6.88%	8.10%	8.50%
Chartered Legal Executive (Fellow)/CILEx Practitioner	17.65%	17.65%		29.41%	17.65%					17.65%
Licensed Conveyancer		20.00%		20.00%	60.00%					
Costs Lawyer	50.00%								50.00%	
<b>Firmwide</b>	<b>27.38%</b>	<b>20.33%</b>	<b>5.12%</b>	<b>9.77%</b>	<b>9.90%</b>	<b>4.25%</b>	<b>0.60%</b>	<b>5.51%</b>	<b>5.71%</b>	<b>11.43%</b>

## Primary carer for a child under 18

	Yes	No	Prefer not to say	No response
<b>Solicitor partner</b>	36.92%	43.59%	17.44%	2.05%
<b>Solicitor</b> (not partners)	65.84%	22.70%	9.44%	2.02%
<b>Other fee earning role</b>	82.82%	6.87%	8.59%	1.72%
<b>Role directly supporting a fee earner</b>	62.09%	20.92%	16.34%	0.65%
<b>Managerial Role</b>	58.78%	31.76%	7.43%	2.03%
<b>IT/HR/Other corporate services</b>	69.64%	19.84%	8.10%	2.43%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	41.18%	41.18%	17.65%	
<b>Licensed Conveyancer</b>	40.00%	40.00%		20.00%
<b>Costs Lawyer</b>	50.00%	25.00%		25.00%
<b>Firmwide</b>	<b>64.52%</b>	<b>22.86%</b>	<b>10.63%</b>	<b>1.99%</b>

Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

	No	Yes, 1-19 hrs pw	Yes, 20-49 hrs pw	Yes, 50+ hrs pw	Prefer not to say	No response
<b>Solicitor partner</b>	76.41%	2.56%	0.51%		2.05%	18.46%
<b>Solicitor</b> (not partners)	79.78%	4.27%	0.45%	0.67%	5.17%	9.66%
<b>Other fee earning role</b>	85.57%	2.06%		0.34%	3.09%	8.93%
<b>Role directly supporting a fee earner</b>	69.28%	8.50%		0.65%	5.23%	16.34%
<b>Managerial Role</b>	83.11%	6.08%	0.68%	1.35%	1.35%	7.43%
<b>IT/HR/Other corporate services</b>	80.57%	5.26%		1.62%	3.24%	9.31%
<b>Chartered Legal Executive (Fellow)/CILEx Practitioner</b>	82.35%					17.65%
<b>Licensed Conveyancer</b>	100.00%					
<b>Costs Lawyer</b>	75.00%				25.00%	
<b>Firmwide</b>	<b>79.93%</b>	<b>4.32%</b>	<b>0.73%</b>	<b>0.27%</b>	<b>3.65%</b>	<b>11.10%</b>

