

DIVERSITY STATISTICS

2025

GLOBAL GENDER STATISTICS 2025

The gender statistics presented below are representative of our global workforce.

	Female	Male
Partner	32%	68%
Associate	58%	42%
Trainee	67%	33%
Other fee earner	72%	28%
Business services	66%	34%
Secretary/PA	100%	0%
Grand total	61%	39%

UK DIVERSITY STATISTICS 2025

The statistics presented below are representative of our UK workforce only.

DISABILITY

	Yes	No
Partner	6%	94%
Associate	9%	91%
Trainee	21%	79%
Other fee earner	29%	71%
Business services	16%	84%
Secretary/PA	9%	91%
Grand total	13%	87%

DISABILITY LEVEL

The table below illustrates how individuals who identify as having a disability are affected by their disability in their daily activities.

	Day-to-day activities limited a lot	Day-to-day activities limited a little	Day-to-day activities not limited
Partner	0%	83%	17%
Associate	7%	53%	40%
Trainee	14%	57%	29%
Other fee earner	8%	58%	33%
Business services	7%	44%	48%
Secretary/PA	67%	33%	0%
Grand total	10%	53%	37%

ETHNICITY

	Asian	Black	Mixed	White	Other
Partner	10%	1%	2%	87%	0%
Associate	13%	1%	4%	79%	3%
Trainee	24%	8%	0%	65%	3%
Other fee earner	26%	7%	4%	61%	2%
Business services	18%	4%	6%	72%	0%
Secretary/PA	8%	2%	0%	90%	0%
Grand total	15%	3%	4%	77%	1%

UK DIVERSITY STATISTICS 2025

The statistics presented below are representative of our UK workforce only.

GENDER

	Female	Male
Partner	31%	69%
Associate	56%	44%
Trainee	65%	35%
Other fee earner	71%	29%
Business services	63%	37%
Secretary/PA	100%	0%
Grand total	59%	41%

SEXUAL ORIENTATION

	Bi	Gay / Lesbian	Heterosexual / Straight	I use another term
Partner	1%	7%	92%	0%
Associate	3%	5%	92%	0%
Trainee	3%	0%	97%	0%
Other fee earner	7%	4%	87%	2%
Business services	3%	1%	96%	0%
Secretary/PA	0%	0%	100%	0%
Grand total	3%	3%	94%	0%

GENDER IDENTITY – IDENTIFY AS TRANS

	Yes	No
Partner	2%	98%
Associate	1%	99%
Trainee	0%	100%
Other fee earner	0%	100%
Business services	1%	99%
Secretary/PA	4%	96%
Grand total	1%	99%

RELIGION

	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	No religion or belief / atheist
Partner	1%	35%	1%	8%	2%	1%	1%	51%
Associate	0%	37%	2%	4%	2%	2%	2%	52%
Trainee	3%	38%	3%	3%	5%	0%	3%	46%
Other fee earner	0%	41%	2%	5%	11%	9%	0%	32%
Business services	0%	31%	5%	2%	4%	4%	3%	51%
Secretary/PA	0%	40%	0%	0%	0%	0%	2%	58%
Grand total	0%	36%	3%	4%	3%	3%	2%	50%

UK DIVERSITY STATISTICS 2025

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SOCIO-ECONOMIC BACKGROUND – TYPE OF SCHOOL ATTENDED AGED 11-16

	UK selective state run or funded	UK non-selective state run or funded	UK independent / fee-paying (bursary)	UK independent / fee-paying (scholarship)	UK independent / fee-paying (no bursary)	Attended school outside the UK	Other
Partner	15%	34%	4%	13%	20%	11%	3%
Associate	16%	29%	2%	5%	21%	27%	1%
Trainee	13%	29%	5%	0%	24%	29%	0%
Other fee earner	24%	38%	7%	0%	11%	20%	0%
Business services	23%	48%	3%	2%	8%	16%	1%
Secretary/PA	32%	64%	0%	0%	0%	5%	0%
Grand total	20%	39%	3%	5%	15%	19%	1%

SOCIO-ECONOMIC BACKGROUND – FREE SCHOOL MEALS

	Yes	No
Partner	9%	91%
Associate	5%	95%
Trainee	7%	93%
Other fee earner	29%	71%
Business services	16%	84%
Secretary/PA	3%	97%
Grand total	11%	89%

SOCIO-ECONOMIC BACKGROUND – PARENTAL QUALIFICATIONS

	Degree level qualification or above	Qualifications below degree level	No formal qualifications	Other
Partner	85%	9%	6%	0%
Associate	90%	7%	4%	0%
Trainee	71%	16%	13%	0%
Other fee earner	54%	35%	10%	0%
Business services	61%	36%	3%	0%
Secretary/PA	14%	70%	12%	5%
Grand total	71%	23%	6%	0%

UK DIVERSITY STATISTICS 2025

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SOCIO-ECONOMIC BACKGROUND – PARENTAL OCCUPATION

	Technical / craft	Modern professional	Traditional professional	Senior managers / administrators	Clerical / intermediate	Middle / junior managers	Semi-routine manual / service	Routine manual / service	Inactive (excluding retired)	Long-term unemployed	Short-term unemployed	Other
Partner	7%	31%	18%	10%	4%	11%	1%	8%	0%	1%	0%	10%
Associate	4%	34%	25%	14%	3%	8%	2%	3%	1%	1%	0%	6%
Trainee	8%	11%	39%	21%	5%	11%	0%	5%	0%	0%	0%	0%
Other fee earner	10%	21%	17%	7%	7%	14%	2%	7%	2%	5%	0%	7%
Business services	10%	20%	19%	16%	7%	11%	3%	8%	0%	0%	1%	6%
Secretary/PA	13%	8%	13%	21%	3%	11%	0%	13%	0%	0%	0%	18%
Grand total	8%	25%	21%	14%	5%	10%	2%	6%	0%	1%	0%	7%

PRIMARY CARER FOR CHILD UNDER 18

	Yes	No
Partner	47%	53%
Associate	11%	89%
Trainee	0%	100%
Other fee earner	18%	82%
Business services	33%	67%
Secretary/PA	20%	80%
Grand total	24%	76%

CARER FOR PERSON WITH LONG-TERM CONDITION OR DISABILITY

	Yes, 1 – 19 hours a week	Yes, 20 – 49 hours a week	Yes, 50 or more hours a week	No
Partner	1%	0%	1%	98%
Associate	4%	0%	0%	96%
Trainee	3%	0%	0%	97%
Other fee earner	18%	0%	0%	82%
Business services	8%	1%	1%	91%
Secretary/PA	2%	4%	2%	92%
Grand total	5%	1%	0%	94%

NOTES ON THIS DATA

- + Current data is as at May 2025.
- + Associate includes associates and of counsels.
- + Other fee earner includes paralegals, professional lawyers, consultant Stephenson Harwood previous partners and apprentices.
- + Business services excludes secretaries and PAs.
- + Totals may not sum to 100% due to rounding.
- + This data is based on those who have disclosed their diversity data; those who have not disclosed their data are not included.