Wedlake Bell

SRA DIVERSITY SURVEY 2025

INTRODUCTION

As part of the Solicitors Regulation Authority's (SRA) drive to promote equal opportunity and diversity at work, all legal firms are required to collect and report diversity data from their own workforce every two years.

In June 2025, we collected data from Wedlake Bell partners and employees using the anonymous survey prescribed by the SRA.

We encouraged all our firm members to take part in the survey, however, completion was voluntary, and some employees preferred not to take part.

We achieved a response rate of 81%. The results in this report are representative of those who responded to the survey.

The role categories have been grouped in the following way:

Partners

Solicitor – excludes all Partners, includes all other qualified Solicitors, including Professional Support Lawyers.

Other Fee Earners - includes all other non-qualified (via SRA) fee earning roles e.g. Trainees, Paralegals, Chartered Legal Executives, Barristers, Trade Mark Attorneys and other roles directly supporting Fee Earners.

Business Support - includes all working in business support roles, e.g. HR, Finance, Compliance, BD, IT, Secretarial.

Which age category are you in?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
16 - 24	0	0	26	9	33
25 - 34	0	48	43	33	8
35 - 44	23	31	7	22	0
45 - 54	47	9	15	16	0
55 - 64	20	8	7	13	8
65+	7	3	3	3	0
Prefer not to say	3	1	0	3	50

What is your sex?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Male	64	31	20	33	8
Female	36	67	80	67	42
Prefer not to say	0	2	0	0	50

Is the gender you identify with the same as your sex registered at birth?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Yes	99	98	100	99	50
No	0	0	0	0	0
Prefer not to say	1	2	0	1	50

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Yes	11	10	8	7	0
No	86	86	89	91	50
Prefer not to say	3	3	3	1	50

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at leasr 12 months?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Yes, limited a lot	1	1	0	0	0
Yes, limited a little	9	7	3	6	0
No	89	88	96	94	50
Prefer not to say	1	5	1	0	50

What is your ethnic group?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Asian / Asian British (Bangladeshi, Chinese, Indian, Pakistani, Any other Asian background)	9	3	8	16	0
Black / Black British (African, Caribbean, Any other Black background)	0	1	3	3	0
Mixed / Multiple ethnic group (White and Asian, White and Black African, White and Black Caribbean, Any other Mixed / Multiple ethnic background)	3	5	5	1	0
White (British/English/Welsh/Northern Irish/Scottish, Irish, Gypsy or Irish Traveller, Roma, Any other White background)	87	88	81	79	50
Other ethnic group (Arab, Any other ethnic group)	0	1	3	0	
Prefer not to say	1	2	0	0	50

What is your religion or belief?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
No religion or belief	33	45	58	45	25
Buddhist	0	0	0	0	0
Christian	47	40	27	34	25
Hindu	0	1	3	0	0
Jewish	4	3	1	0	0
Muslim	0	0	4	9	0
Sikh	4	0	0	4	0
Any other religion or belief	4	5	3	3	0
Prefer not to say	7	6	4	4	50

What is your sexual orientation?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Bi	1	2	7	0	0
Gay / Lesbian	1	7	3	1	0
Heterosexual	93	86	84	94	50
Other preferred description	0	0	0	0	0
Prefer not to say	4	5	7	4	50

What type of school did you attend for the most time between the ages of 11 and 16?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
State-run or state-funded school (selective on academic, faith or other grounds)	17	26	16	25	17
State-run or state-funded school (non-selective)	30	31	50	57	33
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	3	3	3	1	0
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition	41	28	14	6	0
Attended school outside the UK	1	10	14	9	0
Don't know / not sure	0	0	1	0	0
Prefer not to say	7	1	3	1	50

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
No, neither of my parents attended university	59	36	49	67	33
Yes, one or both of my parents attended university	39	63	49	28	0
Don't know / not sure	0	0	1	3	8
Prefer not to say	3	1	1	1	58

What was the occupation of your main household earner when you were 14?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Modern professional and traditional professional occupations.	39	49	38	25	8
Senior, middle, or junior managers or administrators.	31	19	18	28	8
Clerical and intermediate occupations.	3	1	4	4	0
Technical and craft occupations.	9	3	7	6	8
Routine, semi-routine, manual, and service occupations.	3	8	12	13	17
Small business owners who employed less than 25 people.	6	11	11	12	0
Long term unemployed	0	2	1	1	0
Other	3	1	4	4	0
Prefer not to say	7	5	5	4	58

Are you a primary carer for a child or children under 18?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
Yes	54	27	15	27	0
No	44	72	84	73	42
Prefer not to say	1	1	1	0	58

Do you look after someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?					
	Partners %	Solicitor %	Other Fee Earners %	Business Support %	Prefer Not To Say %
No	79	91	92	96	50
Yes, 1 - 19 hours a week	14	3	5	3	0
Yes, 20 - 49 hours a week	1	0	0	0	0
Yes, 50 or more hours a week	1	2	0	1	0
Prefer not to say	4	3	3	0	50