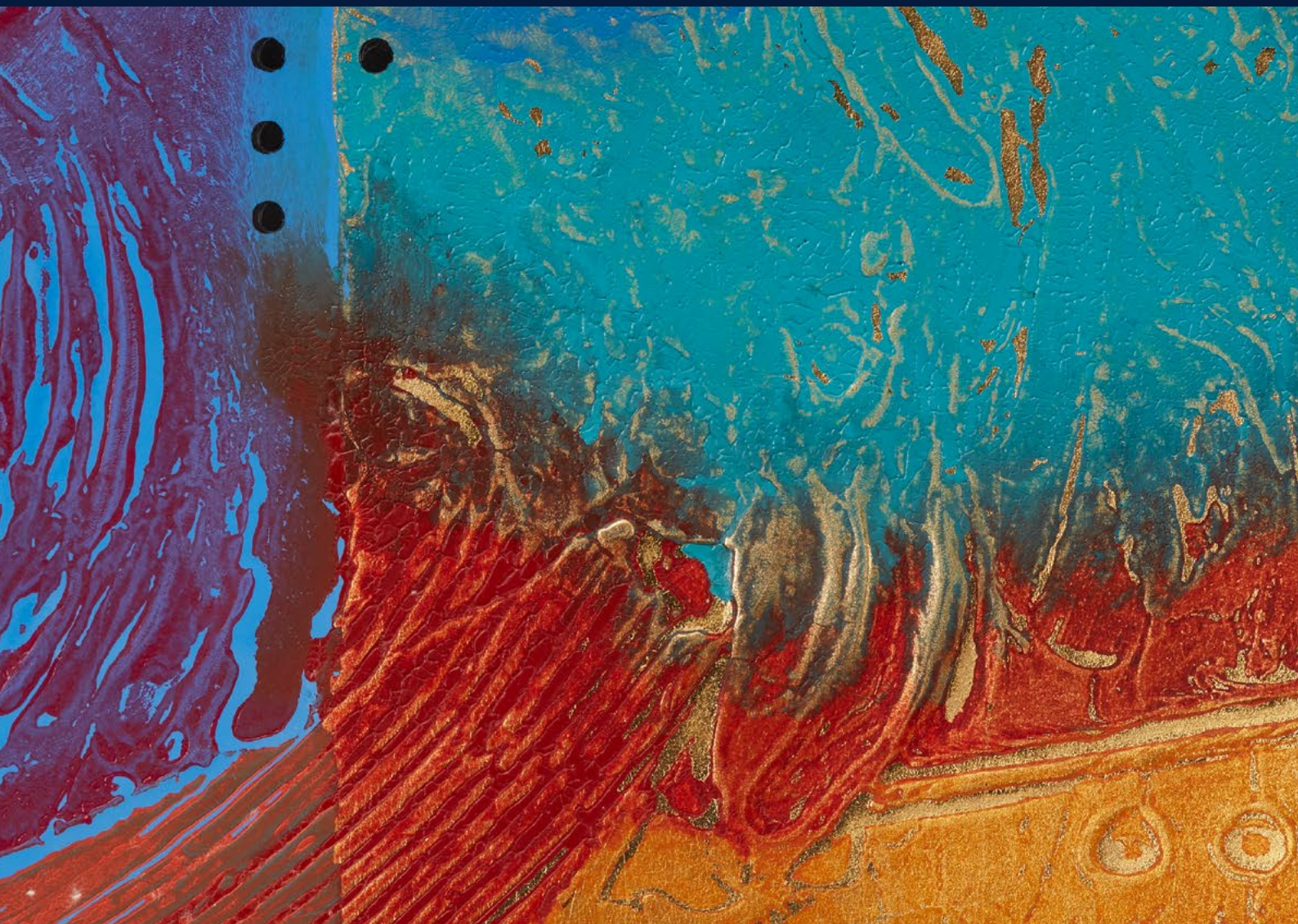


Diversity Profile



Diversity at Farrer & Co

All firms are required to regularly submit their diversity data to the Solicitors Regulation Authority. This helps the SRA and individual firms to continue to work to support diversity within the legal profession. Our most recent data was collected in July 2023 and, as with any data collection of this nature, is only a snapshot of our diversity statistics at a single point in time. The data represents the 82% of the firm who responded to the SRA diversity questionnaire, and therefore the figures do not reflect the exact demographics of the firm.*

A comparison of our current data to our 2022 data (the last time it was collected) shows that, in some key areas, we have not made the progress we hoped for, although we are pleased to report an 11% improvement in firmwide disclosure rates in the past twelve months.

It is important for us to understand and take action to ensure not only that our diversity data improves, but that the improvement is also matched by an improvement in our colleagues' sense of inclusion and belonging.

*All figures have been rounded to the nearest percent and therefore some categories will not total 100%.



	Full equity solicitor partner/ sole practitioner (%)	Salaried or partial equity solicitor partners (%)	Solicitor (%)	Other Fee Earners (%)	Role directly supporting a fee earner
What age category are you in?					
16 - 24	0%	0%	1%	25%	19%
25 - 34	0%	0%	54%	65%	27%
35 - 44	21%	74%	29%	10%	16%
45 - 54	49%	20%	7%	0%	14%
55 - 64	23%	4%	5%	0%	20%
65+	6%	0%	5%	0%	4%
Prefer not to say	0%	0%	0%	0%	0%
Did not complete	0%	0%	0%	0%	0%
What is your sex?					
Male	51%	37%	22%	30%	7%
Female	34%	35%	54%	50%	81%
Other preferred description	0%	0%	0%	0%	0%
Prefer not to say	2%	0%	1%	0%	0%
Did not complete	13%	28%	24%	20%	12%
Is the gender you identify with the same as your sex registered at birth?					
Yes	81%	72%	75%	80%	88%
No	0%	0%	0%	0%	0%
Prefer not to say	6%	0%	2%	0%	0%
Did not complete	13%	28%	24%	20%	12%
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?					
Yes	0%	0%	5%	5%	1%
No	83%	70%	70%	75%	84%
Prefer not to say	4%	2%	2%	0%	3%
Did not complete	13%	28%	24%	20%	12%
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?					
Yes, limited a lot	0%	0%	3%	0%	0%
Yes, limited a little	2%	0%	4%	0%	4%
No	74%	70%	68%	75%	81%
Prefer not to say	6%	2%	3%	5%	2%
Did not complete	17%	28%	24%	20%	14%
What is your ethnic group?					
Asian/Asian British					
Bangladeshi	0%	0%	0%	0%	0%
Chinese	0%	0%	1%	0%	1%
Indian	0%	2%	4%	0%	1%
Pakistani	0%	0%	0%	5%	1%
Any other Asian background	0%	0%	0%	0%	2%
Black/Black African					
African	0%	0%	0%	10%	1%
Caribbean	0%	0%	1%	0%	2%
Any other Black background	0%	0%	0%	0%	0%
Mixed/multiple ethnic group					
White and Asian	0%	0%	2%	10%	0%
White and Black African	0%	0%	1%	0%	0%
White and Black Caribbean	0%	0%	1%	15%	1%
Any other Mixed / multiple ethnic background	2%	4%	1%	5%	2%
White					
British / English / Welsh / Northern Irish / Scottish	72%	57%	56%	30%	72%
Irish	2%	7%	3%	5%	1%
Gypsy or Irish Traveller	0%	0%	0%	0%	0%
Roma	0%	0%	0%	0%	0%
Any other White background	9%	2%	8%	0%	5%
Other ethnic group					
Arab	0%	0%	1%	0%	1%
Any other ethnic group	0%	0%	0%	0%	0%
Prefer not to say	2%	0%	1%	0%	1%
Did not complete	13%	28%	24%	20%	12%

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CiLEx Practitioners	Licensed conveyancer
0%	18%	0%	0%	0%
20%	29%	0%	33%	0%
10%	19%	50%	0%	0%
50%	23%	25%	33%	0%
20%	9%	25%	0%	100%
0%	3%	0%	33%	0%
0%	0%	0%	0%	0%
0%	0%	0%	0%	0%
40%	26%	25%	0%	0%
60%	66%	50%	100%	100%
0%	0%	0%	0%	0%
0%	1%	0%	0%	0%
0%	7%	25%	0%	0%
100%	91%	75%	100%	100%
0%	1%	25%	0%	0%
0%	1%	0%	0%	0%
0%	7%	0%	0%	0%
0%	7%	50%	0%	0%
100%	84%	25%	100%	100%
0%	2%	0%	0%	0%
0%	7%	25%	0%	0%
0%	1%	0%	0%	0%
10%	7%	50%	0%	0%
90%	79%	25%	100%	100%
0%	5%	0%	0%	0%
0%	8%	25%	0%	0%
0%	1%	0%	0%	0%
0%	1%	0%	0%	0%
0%	7%	0%	0%	0%
0%	1%	0%	0%	0%
0%	2%	0%	0%	0%
0%	3%	0%	0%	0%
0%	3%	0%	33%	0%
0%	1%	0%	0%	0%
0%	1%	0%	0%	0%
0%	1%	0%	0%	0%
0%	0%	0%	0%	0%
0%	0%	25%	0%	0%
100%	63%	50%	67%	100%
0%	3%	0%	0%	0%
0%	0%	0%	0%	0%
0%	0%	0%	0%	0%
0%	6%	0%	0%	0%
0%	0%	0%	0%	0%
0%	0%	0%	0%	0%
0%	1%	0%	0%	0%
0%	7%	25%	0%	0%

	Full equity solicitor partner/ sole practitioner (%)	Salaried or partial equity solicitor partners (%)	Solicitor (%)	Other Fee Earners (%)	Role directly supporting a fee earner
What is your religion or belief?					
No religion or belief / Atheist	21%	28%	35%	35%	46%
Buddhist	0%	0%	1%	0%	0%
Christian	51%	37%	30%	20%	32%
Hindu	0%	0%	2%	0%	0%
Jewish	4%	0%	2%	0%	3%
Muslim	0%	0%	0%	5%	3%
Sikh	0%	0%	0%	0%	0%
Any other religion or belief	0%	2%	1%	5%	2%
Prefer not to say	11%	4%	6%	15%	1%
Did not complete	13%	28%	25%	20%	13%
What is your sexual orientation?					
Bi	2%	0%	2%	5%	2%
Gay/Lesbian	0%	4%	1%	0%	2%
Heterosexual/straight	74%	61%	68%	75%	81%
Other preferred description	0%	0%	1%	0%	0%
Prefer not to say	11%	7%	5%	0%	2%
Did not complete	13%	28%	24%	20%	12%
What type of school did you attend for the most time between the ages 11 to 16?					
State-run or state-funded school (selective on academic, faith or other grounds)	2%	9%	12%	0%	16%
State-run or state-funded school (non-selective)	19%	17%	18%	25%	54%
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	53%	39%	34%	30%	10%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	2%	4%	3%	5%	0%
Attended school outside the UK	4%	2%	7%	10%	6%
Don't know / not sure	0%	0%	1%	0%	1%
Prefer not to say	6%	0%	2%	0%	1%
Did not complete	13%	28%	24%	20%	12%
Did either of your parents attend university and obtain a degree (e.g. BA/BSc or equivalent) by the time you were 18?					
No, neither of my parents attended university	36%	22%	19%	10%	60%
Yes, one or both of my parents attended university	45%	50%	56%	70%	23%
Don't know / not sure	0%	0%	1%	0%	2%
Prefer not to say	6%	0%	1%	0%	2%
Did not complete	13%	28%	24%	20%	13%

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CiLEx Practitioners	Licensed conveyancer
50%	49%	25%	33%	0%
0%	0%	0%	0%	0%
50%	28%	25%	33%	100%
0%	2%	0%	0%	0%
0%	1%	25%	0%	0%
0%	5%	0%	0%	0%
0%	5%	0%	0%	0%
0%	2%	0%	0%	0%
0%	2%	0%	33%	0%
0%	7%	25%	0%	0%
0%	3%	0%	0%	0%
0%	2%	0%	0%	0%
100%	86%	50%	100%	100%
0%	0%	0%	0%	0%
0%	2%	25%	0%	0%
0%	7%	25%	0%	0%
10%	25%	0%	0%	0%
60%	40%	25%	67%	100%
20%	6%	25%	33%	0%
0%	4%	25%	0%	0%
0%	13%	0%	0%	0%
0%	1%	0%	0%	0%
0%	3%	0%	0%	0%
10%	9%	25%	0%	0%
60%	50%	25%	100%	100%
20%	33%	50%	0%	0%
0%	4%	0%	0%	0%
10%	4%	0%	0%	0%
10%	9%	25%	0%	0%

	Full equity solicitor partner/ sole practitioner (%)	Salaried or partial equity solicitor partners (%)	Solicitor (%)	Other Fee Earners (%)	Role directly supporting a fee earner
What was the occupation of your main houehold earner when you were about 14?					
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	40%	34%	44%	45%	20%
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	19%	15%	11%	10%	16%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	4%	4%	4%	10%	8%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	2%	4%	5%	0%	9%
Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	2%	4%	3%	0%	14%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	47%	6%	4%	5%	10%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2%	0%	1%	0%	3%
Other, such as: retired / this question does not apply to me / I don't know	6%	0%	3%	5%	5%
Prefer not to say	6%	4%	2%	5%	0%
Did not complete	13%	28%	25%	20%	13%
Are you a primary carer for a child or children under 18?					
Yes	45%	43%	21%	5%	22%
No	38%	28%	55%	75%	64%
Prefer not to say	4%	0%	1%	0%	2%
Did not complete	13%	28%	24%	20%	13%
Do you look after or care for someone with long-term physical or mental ill health caused by disability or age (not in a paid capacity)?					
No	70%	65%	72%	80%	77%
Yes, 1 - 19 hours a week	6%	2%	3%	0%	4%
Yes, 20 - 49 hours a week	0%	0%	0%	0%	0%
Yes, 50 or more hours a week	2%	0%	1%	0%	2%
Prefer not to say	9%	2%	1%	0%	3%
Did not complete	13%	30%	24%	20%	14%

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CiLEx Practitioners	Licensed conveyancer
30%	33%	25%	0%	0%
30%	16%	0%	0%	0%
0%	6%	0%	33%	100%
0%	5%	0%	33%	0%
10%	7%	25%	33%	0%
0%	7%	0%	0%	0%
0%	2%	25%	0%	0%
10%	7%	0%	0%	0%
10%	5%	0%	0%	0%
10%	10%	25%	0%	0%
60%	29%	25%	0%	0%
40%	61%	50%	100%	100%
0%	2%	0%	0%	0%
0%	8%	25%	0%	0%
100%	82%	75%	100%	0%
0%	5%	0%	0%	0%
0%	0%	0%	0%	0%
0%	2%	0%	0%	0%
0%	3%	0%	0%	0%
0%	8%	25%	0%	0%

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