

FARRER&Co

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# Diversity profile

2025



# Diversity at Farrer & Co

October 2025

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 2025 and, as with any data collection of this nature, represents only a snapshot of our diversity statistics at a single point in time.

A comparison of our 2023 data (the last time it was collected) shows that we have seen an overall increase in our rates of disclosure, although this increase has been small. The data represents 85% of the firm who have volunteered their diversity information (up from 83%) and therefore does not reflect the exact demographics of the firm.\* It is also important to note that of the 85% who responded, not everyone answered every question, and so some areas have lower disclosure than 85%.

The partner (which includes Senior Counsel and Business Services Directors who are also Partners) and associate categories show the largest improvements in disclosure; however, this has been counterbalanced by decreases in disclosure in other areas.

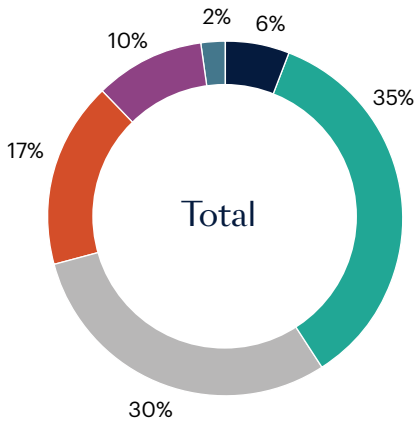
Since our last data collection, we have undertaken several important steps, and will continue to build on this work over the next several years:

- Launched the firm's first Employee Impact Groups:
  - FarrerREACH (race, ethnicity, and cultural heritage)
  - FarrerRISE (gender equity)
  - FarrerBALANCE (working parents and carers)
  - FarrerPRIDE (LGBTQ+)
  - FarrerTHRIVE (health, wellbeing, and disability)
- Worked with external partners PearnKandola and extense to deliver firmwide mandatory inclusion training and race fluency training for partners and senior leaders
- Rolled out the firm's first Inclusion Survey, which will be undertaken biennially, and which helps us to track where certain groups may be experiencing life differently at the firm

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.

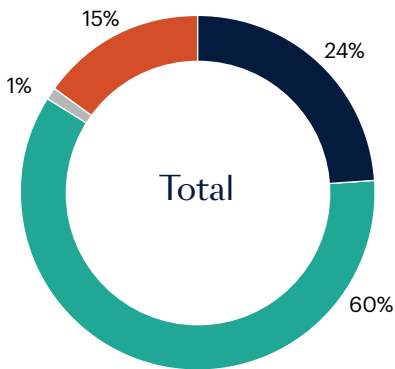
\*All figures have been rounded to the nearest percent and therefore some categories will not total 100%.

## Which age category are you in?



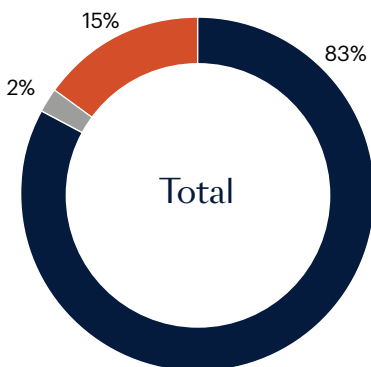
	Partner	Associate	Other Fee Earners	Business Services
16 - 24	0%	0%	26%	12%
25 - 34	0%	56%	74%	31%
35 - 44	46%	31%	0%	24%
45 - 54	39%	6%	0%	19%
55 - 64	15%	3%	0%	14%
65+	0%	3%	0%	1%
Prefer not to say	0%	0%	0%	0%
Did not complete	0%	0%	0%	0%

## What is your sex?



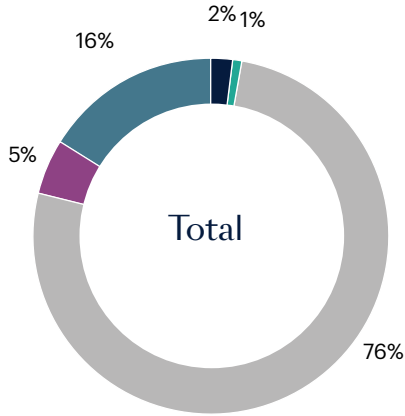
	Partner	Associate	Other Fee Earners	Business Services
Male	40%	24%	7%	17%
Female	46%	54%	26%	76%
Prefer not to say	1%	1%	0%	0%
Did not complete	13%	21%	67%	6%

## Is the gender you identify with the same as your sex registered at birth?



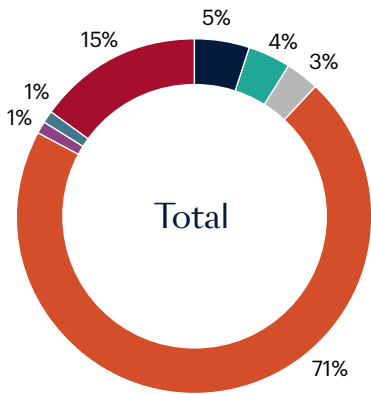
	Partner	Associate	Other Fee Earners	Business Services
Yes	83%	77%	33%	93%
No	0%	0%	0%	0%
Prefer not to say	3%	2%	0%	1%
Did not complete	13%	21%	67%	6%

## What is your sexual orientation?



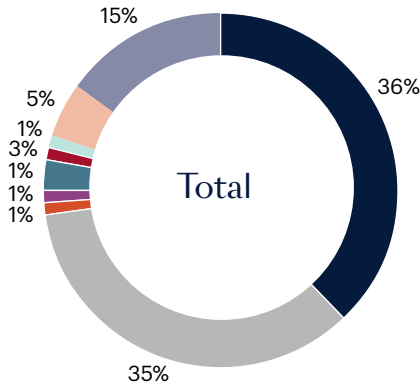
	Partner	Associate	Other Fee Earners	Business Services
● Bi	2%	1%	4%	4%
● Gay/Lesbian	2%	1%	4%	1%
● Heterosexual	74%	70%	22%	86%
● Other preferred description	0%	0%	0%	0%
● Prefer not to say	10%	6%	4%	1%
● Did not complete	13%	21%	67%	8%

## What is your ethnicity?



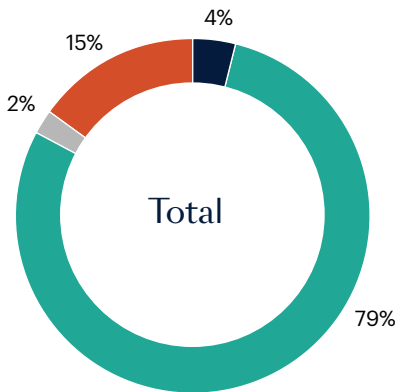
	Partner	Associate	Other Fee Earners	Business Services
● Asian/Asian British				
● Bangladeshi	0%	0%	0%	1%
● Chinese	1%	0%	0%	0%
● Indian	1%	4%	0%	4%
● Pakistani	1%	0%	4%	1%
● Any other Asian background	0%	0%	0%	1%
● Black / Black British				
● African	0%	2%	0%	4%
● Caribbean	0%	1%	0%	4%
● Any other Black background	0%	0%	4%	0%
● Mixed / Multiple ethnic group				
● White and Asian	0%	3%	0%	0%
● White and Black African	0%	1%	0%	0%
● White and Black Caribbean	0%	1%	0%	0%
● White and Chinese	0%	0%	0%	0%
● Any other Mixed / multiple ethnic background	2%	1%	3%	1%
● White				
● British / English / Welsh / Northern Irish / Scottish	70%	55%	26%	67%
● Irish	2%	3%	0%	2%
● Gypsy or Irish Traveller	0%	0%	0%	0%
● Roma	0%	0%	0%	0%
● Any other White background	8%	6%	0%	6%
● Other ethnic group				
● Arab	0%	1%	0%	1%
● Any other ethnic group	0%	0%	0%	0%
● Prefer not to say	2%	1%	0%	1%
● Did not complete	13%	21%	67%	7%

## What is your religion or belief?



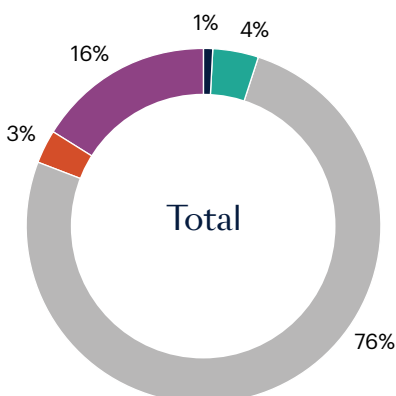
	Partner	Associate	Other Fee Earners	Business Services
● No religion or belief / Atheist	29%	36%	15%	46%
● Buddhist	0%	1%	0%	0%
● Christian	45%	29%	7%	37%
● Hindu	0%	1%	0%	2%
● Jewish	2%	2%	0%	0%
● Muslim	1%	1%	4%	5%
● Sikh	0%	1%	0%	2%
● Any other religion or belief	0%	1%	0%	2%
● Prefer not to say	10%	6%	7%	0%
● Did not complete	13%	22%	67%	6%

## Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



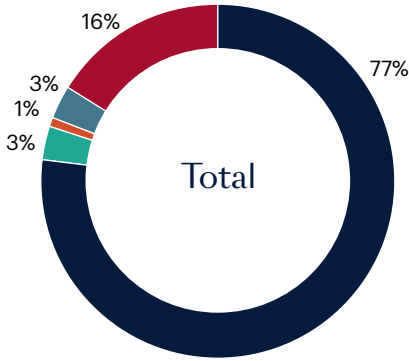
	Partner	Associate	Other Fee Earners	Business Services
● Yes	2%	6%	7%	4%
● No	83%	72%	22%	88%
● Prefer not to say	2%	2%	4%	2%
● Did not complete	13%	21%	67%	6%

## Are your day-to-day activities limited by your disability or condition?



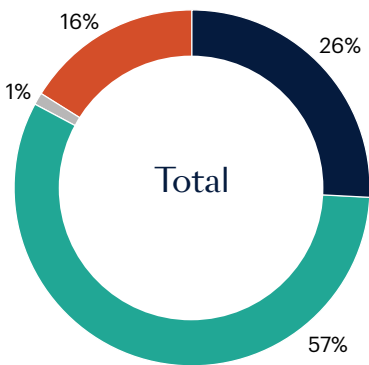
	Partner	Associate	Other Fee Earners	Business Services
● Yes, limited a lot	1%	2%	0%	1%
● Yes, limited a little	2%	5%	7%	3%
● No	78%	71%	19%	86%
● Prefer not to say	4%	1%	7%	2%
● Did not complete	15%	21%	67%	8%

## 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)?



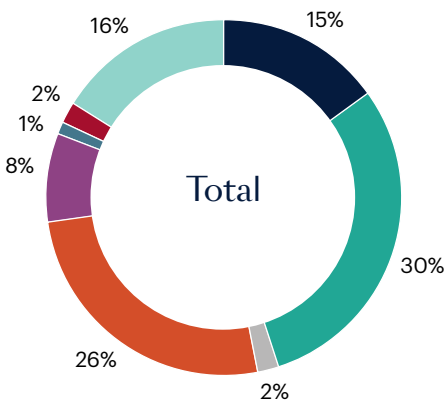
	Partner	Associate	Other Fee Earning Roles	Business Services
● No	75%	78%	26%	84%
● Yes, 1 - 19 hours a week	5%	1%	4%	4%
● Yes, 20 - 49 hours a week	0%	0%	0%	0%
● Yes, 50 or more hours a week	1%	0%	0%	2%
● Prefer not to say	5%	1%	4%	2%
● Did not complete	14%	20%	66%	8%

## Are you a primary carer for a child or children under 18?



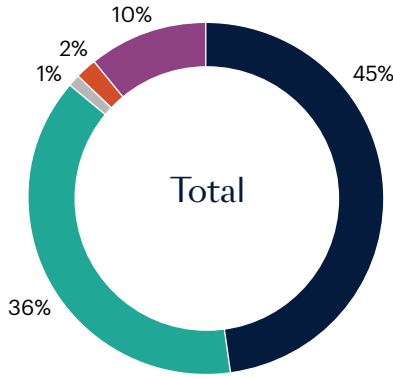
	Partner	Associate	Other Fee Earning Roles	Business Services
● Yes	53%	14%	0%	24%
● No	31%	64%	30%	67%
● Prefer not to say	2%	1%	3%	1%
● Did not complete	13%	21%	67%	8%

## What type of school did you attend for the most time between the ages 11 to 16?



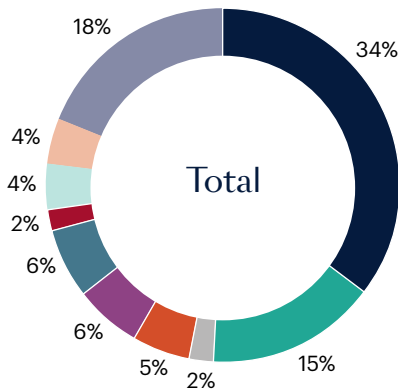
	Partner	Associate	Other Fee Earners	Business Services
● State-run or state-funded school (selective)	6%	13%	11%	22%
● State-run or state-funded school (non-selective)	20%	17%	7%	49%
● Independent / fee-paying school (90%+ bursary)	3%	3%	0%	1%
● Independent / fee-paying school (no bursary)	48%	36%	11%	8%
● Attended school outside the UK	6%	8%	0%	9%
● Don't know / not sure	0%	0%	0%	2%
● Prefer not to say	4%	2%	4%	1%
● Did not complete	13%	21%	67%	8%

## Did either of your parents attend university and obtain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



	Partner	Associate	Other Fee Earners	Business Services
Yes, one or both of my parents attended university	52%	61%	19%	30%
No, neither of my parents attended university	29%	17%	11%	58%
Don't know / not sure	0%	0%	0%	3%
Prefer not to say	5%	1%	4%	1%
Did not complete	13%	21%	67%	8%

## What was the occupation of your main household earner when you were about 14?



	Partner	Associate	Other Fee Earners	Business Services
Modern and traditional professional	39%	46%	4%	26%
Senior, middle, or junior managers	18%	12%	15%	16%
Clerical and intermediate	3%	5%	0%	8%
Technical and craft	3%	3%	4%	10%
Routine, semi-routine, manual, and service	4%	4%	4%	10%
Small business owner	6%	4%	0%	9%
Long term unemployed	1%	1%	0%	3%
Other	5%	3%	3%	4%
Prefer not to say	7%	1%	0%	4%
Did not complete	14%	21%	70%	10%

Farrer & Co LLP  
66 Lincoln's Inn Fields  
London WC2A 3LH  
+44 (0)20 3375 7000  
enquiries@farrer.co.uk  
www.farrer.co.uk

