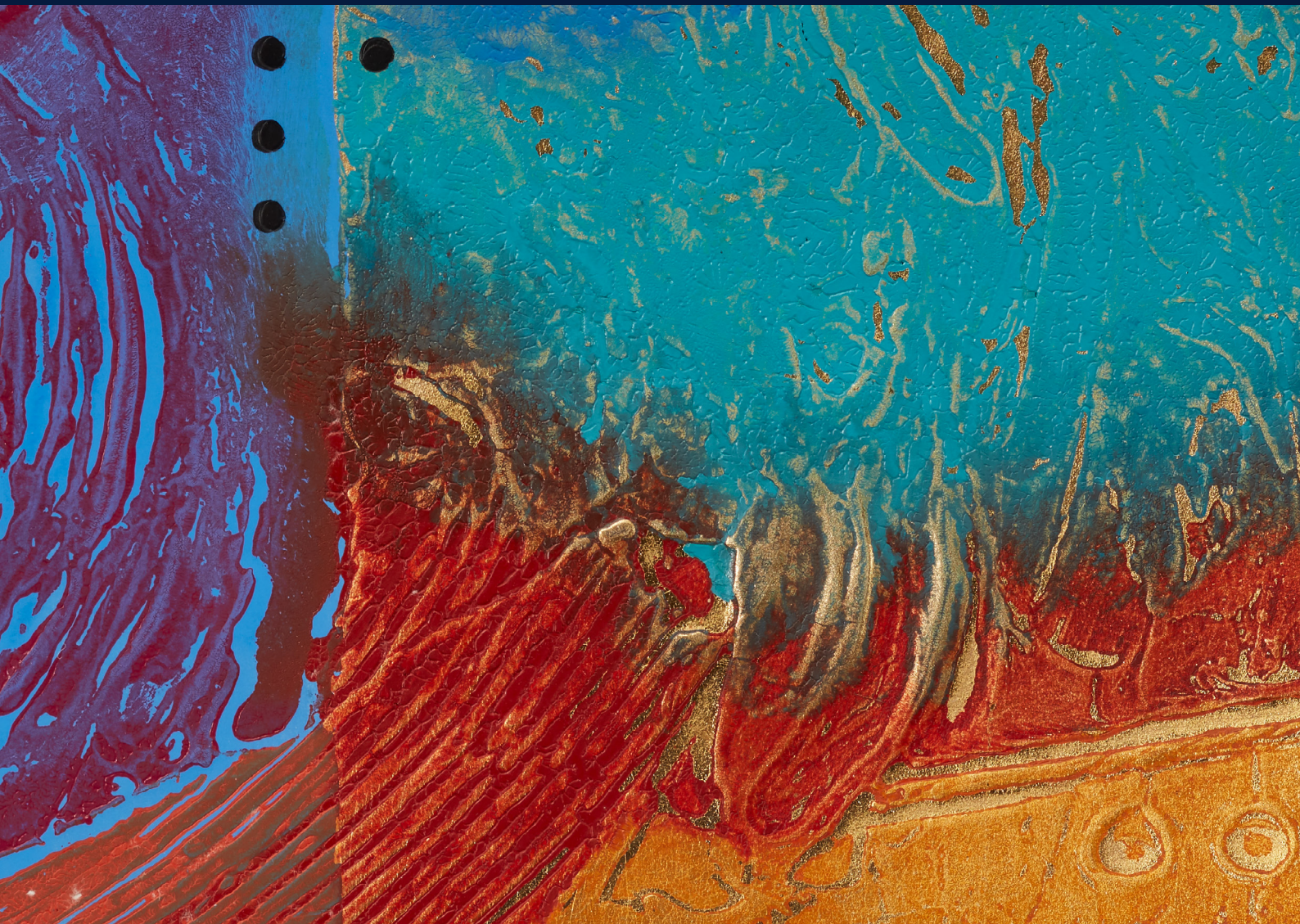


# Diversity Profile



# 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 June 2022 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 71% 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 2019 data (the last time it was collected) shows that, in some key areas, we have not made the progress we hoped for. It is important that we recognise this. More importantly, 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%.

	Partners (%)	Fee Earners (%)	Other Fee Earners (%)	Business Services and Secretarial (%)
<b>What age category are you in?</b>				
16 - 24	0%	1%	20%	7%
25 - 34	0%	62%	60%	30%
35 - 44	51%	24%	17%	21%
45 - 54	37%	6%	3%	25%
55 - 64	12%	6%	0%	15%
65+	0%	1%	0%	1%
Prefer not to say	0%	0%	0%	0%
<b>What is your sex?</b>				
Male	57%	29%	37%	17%
Female	41%	70%	63%	83%
Other preferred description	0%	0%	0%	0%
Prefer not to say	1%	1%	0%	1%
<b>Is the gender you identify with the same as your sex registered at birth?</b>				
Yes	96%	97%	100%	99%
No	0%	0%	0%	1%
Prefer not to say	4%	3%	0%	1%
<b>Do you consider yourself to have a disability according to the definition in the Equality Act 2010?</b>				
Yes	0%	6%	0%	3%
No	97%	90%	100%	93%
Prefer not to say	3%	4%	0%	4%
<b>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?</b>				
Yes, limited a lot	0%	3%	0%	1%
Yes, limited a little	3%	3%	10%	5%
No	94%	88%	90%	88%
Prefer not to say	3%	6%	0%	5%
<b>What is your ethnic group?</b>				
Bangladeshi	0%	0%	0%	1%
Chinese	0%	1%	3%	1%
Indian	1%	3%	3%	3%
Pakistani	0%	0%	0%	1%
Any other Asian background	0%	0%	0%	1%
African	0%	0%	3%	2%
Caribbean	0%	1%	0%	3%
Any other Black background	0%	1%	0%	1%
White and Asian	0%	3%	7%	1%
White and Black African	0%	0%	3%	1%
White and Black Caribbean	0%	1%	3%	1%
White and Chinese	0%	0%	0%	0%
Any other Mixed / multiple ethnic background	4%	1%	3%	1%
British / English / Welsh / Northern Irish / Scottish	81%	76%	53%	75%
Irish	6%	4%	3%	3%
Gypsy or Irish Traveller	0%	0%	0%	0%

	Partners (%)	Fee Earners (%)	Other Fee Earners (%)	Business Services and Secretarial (%)
Roma	6%	4%	3%	3%
Any other White background	0%	0%	0%	0%
Arab	0%	2%	3%	0%
Any other ethnic group	0%	0%	0%	0%
Prefer not to say	1%	1%	3%	1%
<b>What is your religion or belief?</b>				
No religion or belief / Atheist	31%	51%	48%	53%
Buddhist	0%	1%	0%	0%
Christian	60%	33%	24%	38%
Hindu	0%	2%	3%	1%
Jewish	3%	1%	7%	0%
Muslim	0%	1%	3%	1%
Sikh	0%	1%	0%	1%
Any other religion or belief	1%	0%	3%	4%
Prefer not to say	6%	10%	10%	1%
<b>What is your sexual orientation?</b>				
Bi	1%	3%	3%	5%
Gay/Lesbian	1%	3%	3%	2%
Heterosexual/straight	91%	86%	93%	89%
Other preferred description	0%	1%	0%	0%
Prefer not to say	10%	7%	0%	4%
<b>What type of school did you attend for the most time between the ages 11 to 16?</b>				
UK State-run or state-funded school (selective on academic, faith or other grounds)	6%	15%	3%	24%
UK State-run or state-funded school (non-selective)	29%	23%	30%	54%
UK Independent or fee-paying school (bursary)	53%	44%	53%	7%
UK Independent or fee-paying school (no bursary)	4%	4%	0%	1%
Attended school outside the UK	3%	9%	13%	11%
Don't know/not sure	0%	1%	0%	1%
Prefer not to say	4%	3%	0%	2%
<b>Did either of your parents attend university by the time you were 18?</b>				
No, neither of my parents attended university	41%	25%	30%	67%
Yes, one or both of my parents attended university	54%	74%	70%	25%
Don't know	0%	0%	0%	4%
Prefer not to say	4%	2%	0%	3%

	Partners (%)	Fee Earners (%)	Other Fee Earners (%)	Business Services and Secretarial (%)
<b>What was the occupation of your main household earner when you were 14?</b>				
Modern professional and traditional profession occupations	46%	60%	50%	23%
Senior, middle or junior manager or administrators	25%	15%	17%	18%
Clerical and intermediate occupations	3%	3%	10%	7%
Technical and craft occupations	3%	5%	3%	11%
Routine, semi-routine manual and service occupations	6%	4%	7%	15%
Small business owners who employed less than 25 people	7%	3%	7%	12%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1%	0%	0%	2%
Other, such as retired, this question does not apply to me, I don't know	4%	4%	7%	7%
Prefer not to say	4%	4%	0%	5%
<b>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)?</b>				
No	85%	94%	100%	90%
Yes, 1 - 19 hours a week	7%	3%	0%	5%
Yes, 20 - 49 hours a week	0%	0%	0%	0%
Yes, 50 or more hours a week	1%	0%	0%	1%
Prefer not to say	6%	3%	3%	4%
<b>Are you a primary carer for a child or children under 18?</b>				
Yes	56%	24%	0%	30%
No	41%	75%	100%	68%
Prefer not to say	3%	1%	0%	2%
<b>Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age</b>				
No	91%	89%	94%	89%
Yes, 1 - 19 hours a week	9%	10%	3%	8%
Yes, 20 - 49 hours a week	0%	0%	0%	0%
Yes, 50 or more hours a week	0%	1%	0%	2%
Prefer not to say	0%	0%	3%	2%

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