

# SRA Diversity Survey 2025

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DWF

July 2025

[dwfgroup.com](https://dwfgroup.com)

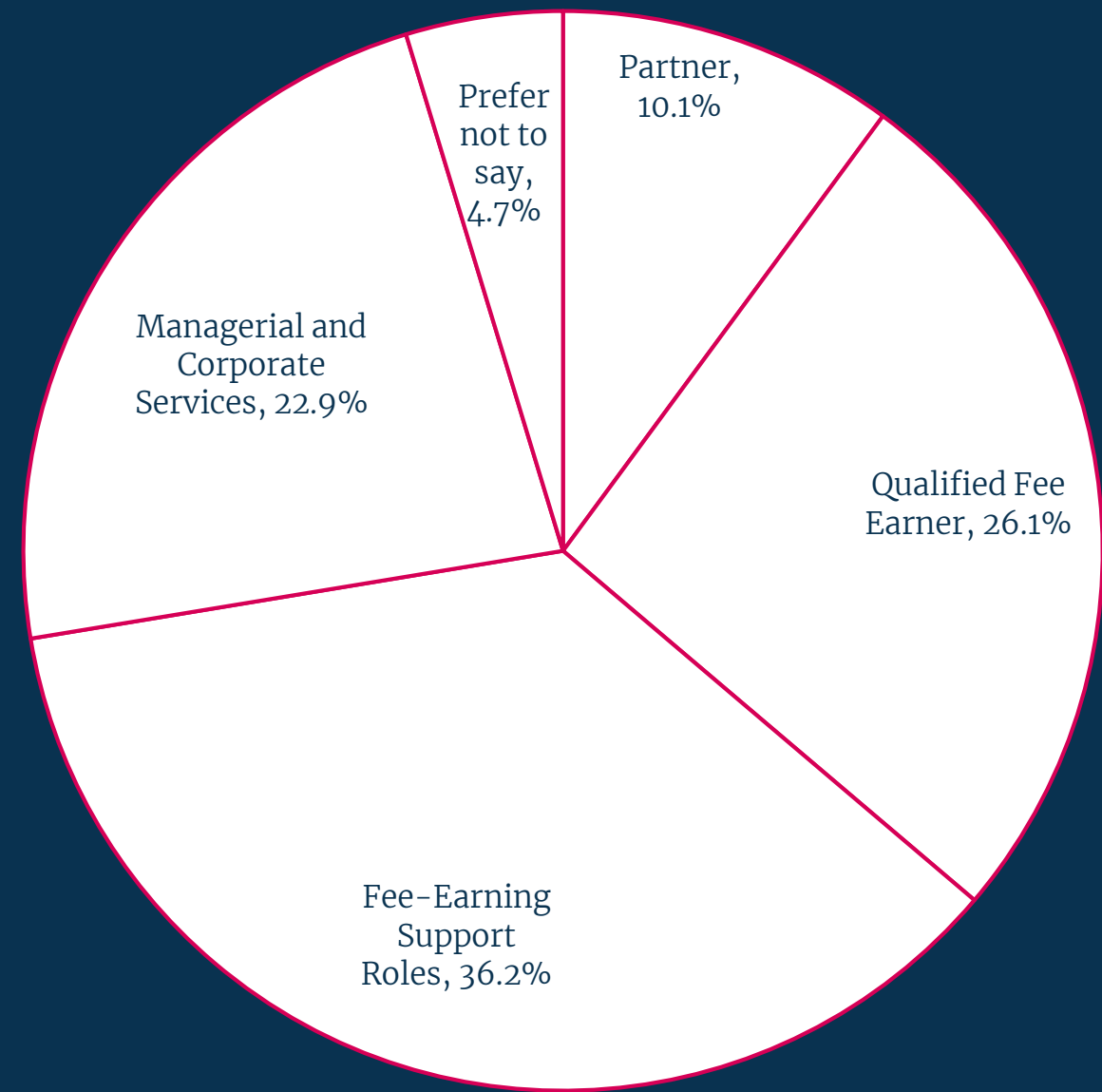


# Data collected in the Solicitors Regulation Authority Diversity Survey 2025

Responses relate to data collected from colleagues in all roles at DWF in England and Wales

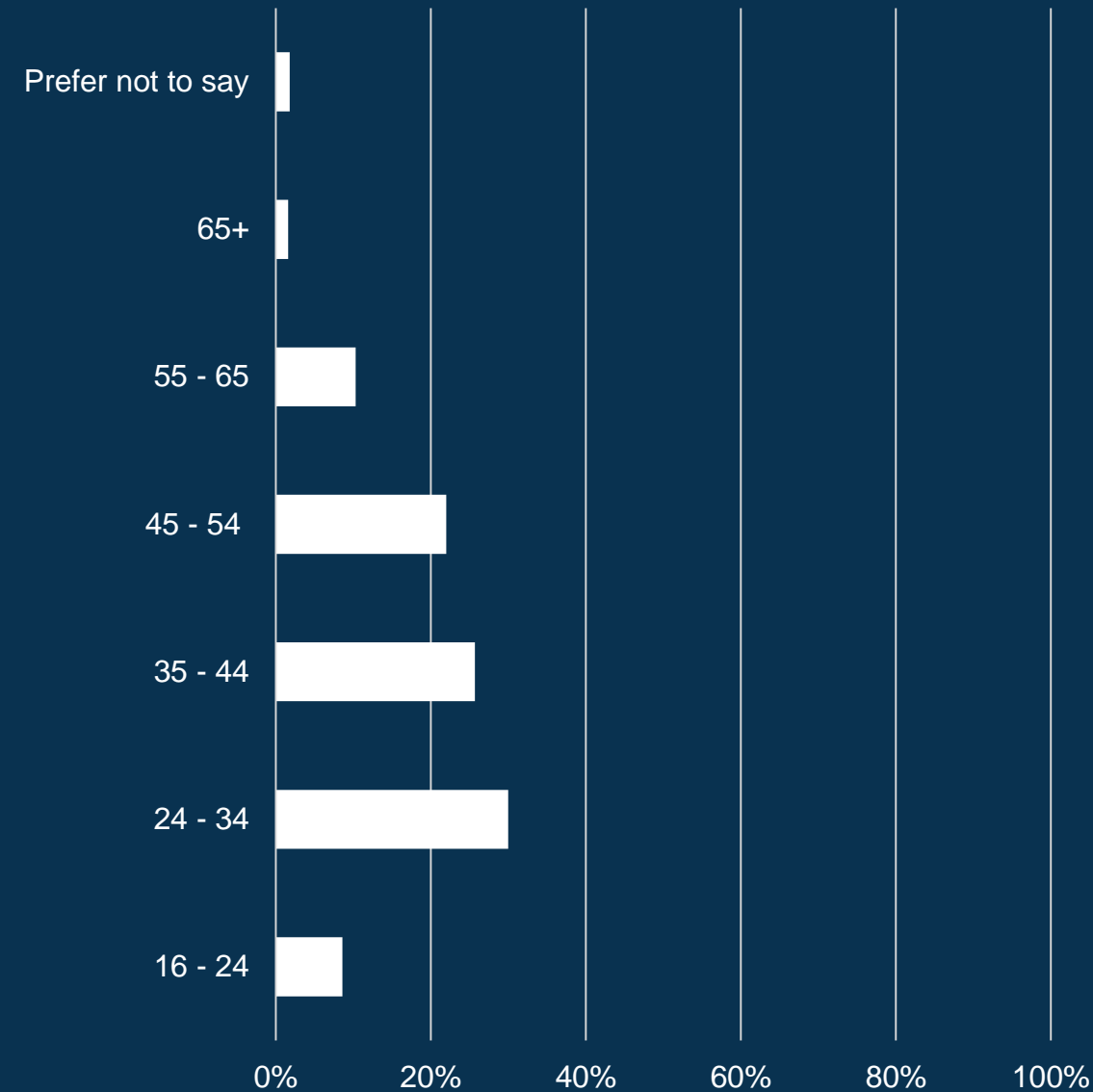
# Role

Partner (Inc. Full-equity, Salaried, and Partial Equity)	10.1%
Qualified Fee Earners (Inc. Solicitors, Barrister, Chartered Legal Executive / CILEX Practitioner, and Notary)	26.1%
Fee-Earning Support Roles (Inc. Trainee Solicitors, Paralegals, Legal Secretaries, and Legal Assistants)	36.2%
Managerial and Corporate Services (Inc. Directors, IT, HR, etc.)	22.9%
Prefer not to say	4.7%



# Age

16 – 24	8.6%
25 – 34	30.0%
35 – 44	25.7%
45 – 54	22.0%
55 – 65	10.3%
65+	1.6%
Prefer not to say	1.8%



# Gender

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Which gender do you identify with?

Male	35.5%
Female	63.1%
Prefer not to say	1.4%

Is your gender identity the same as your sex registered at birth?

Yes	97.9%
No	0.6%
Prefer not to say	1.5%

# Disability

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

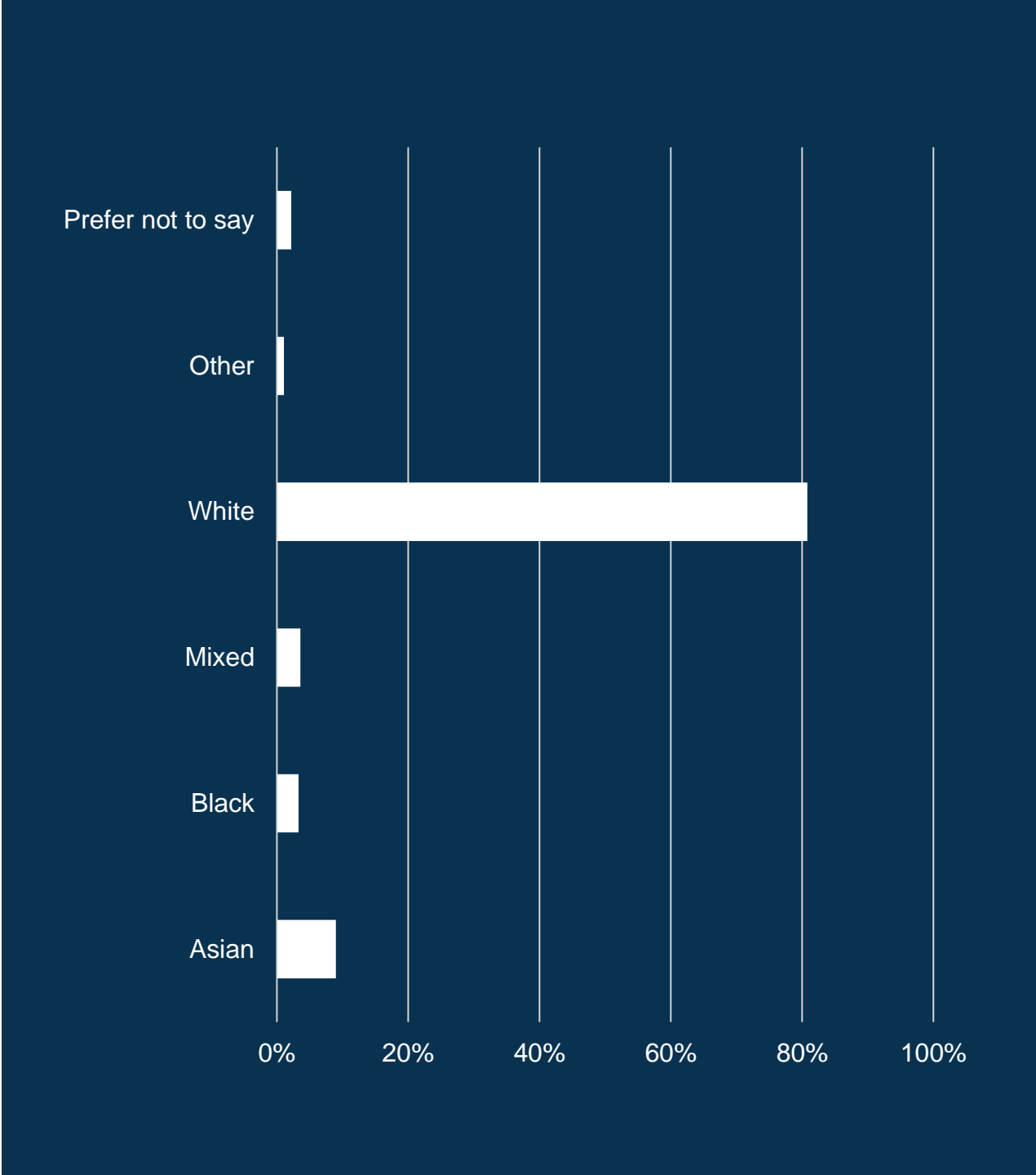
Yes	11.4%
No	85.0%
Prefer not to say	3.6%

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

Yes, limited a lot	1.3%
Yes, limited a little	7.0%
No	88.0%
Prefer not to say	3.7%

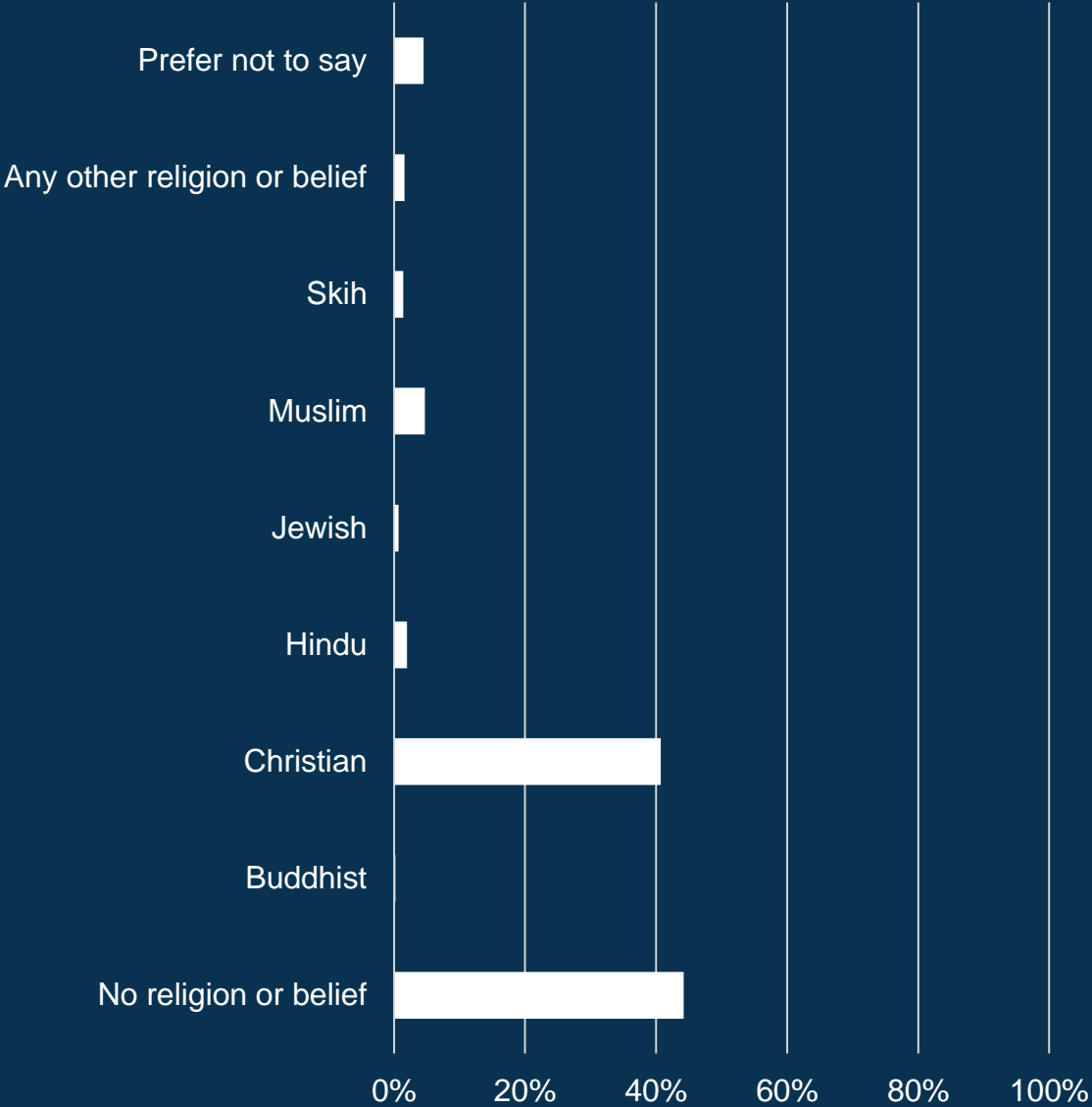
# Ethnicity

Asian / Asian British	9.0%
Black / Black British	3.3%
Mixed / Multiple ethnic groups	3.6%
White	80.8%
Other ethnic group	1.1%
Prefer not to say	2.2%



# Religion / Belief

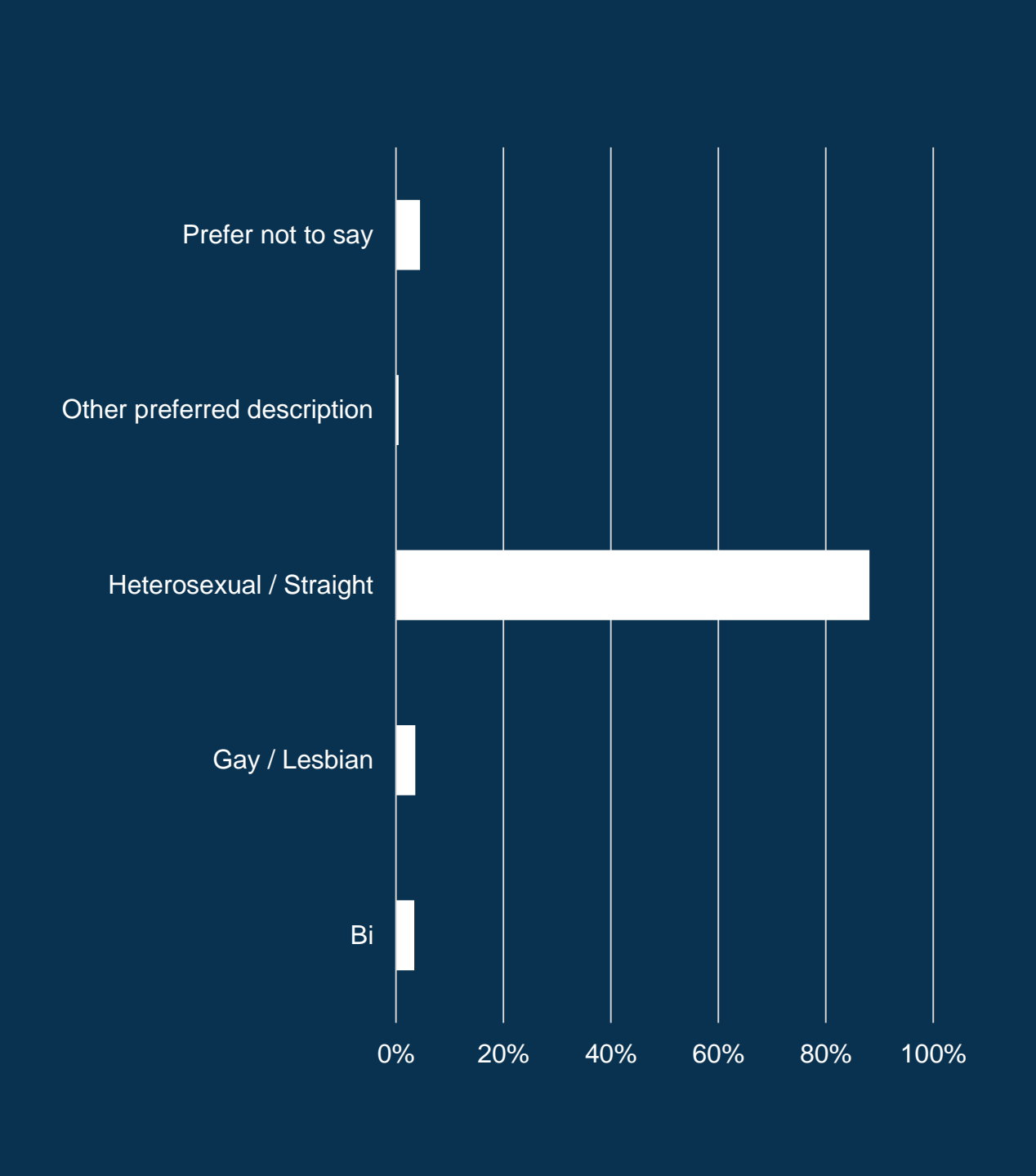
No religion or belief	44.2%
Buddhist	0.2%
Christian	40.7%
Hindu	2.0%
Jewish	0.7%
Muslim	4.7%
Sikh	1.4%
Any other religion or belief	1.6%
Prefer not to say	4.5%





# Sexual Orientation

Bi	3.4%
Gay / Lesbian	3.6%
Heterosexual / Straight	88.1%
Other preferred description	0.5%
Prefer not to say	4.5%



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

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Modern professional occupations	28.6%
Senior, middle or junior managers or administrators	18.3%
Clerical and intermediate occupations	7.2%
Technical and craft occupations	11.5%
Routine, semi routine, manual and service occupations	15.3%
Small business owners who employed less than 25 people	7.8%
Long term unemployed	2.2%
Other	1.9%
Prefer not to say	7.2%

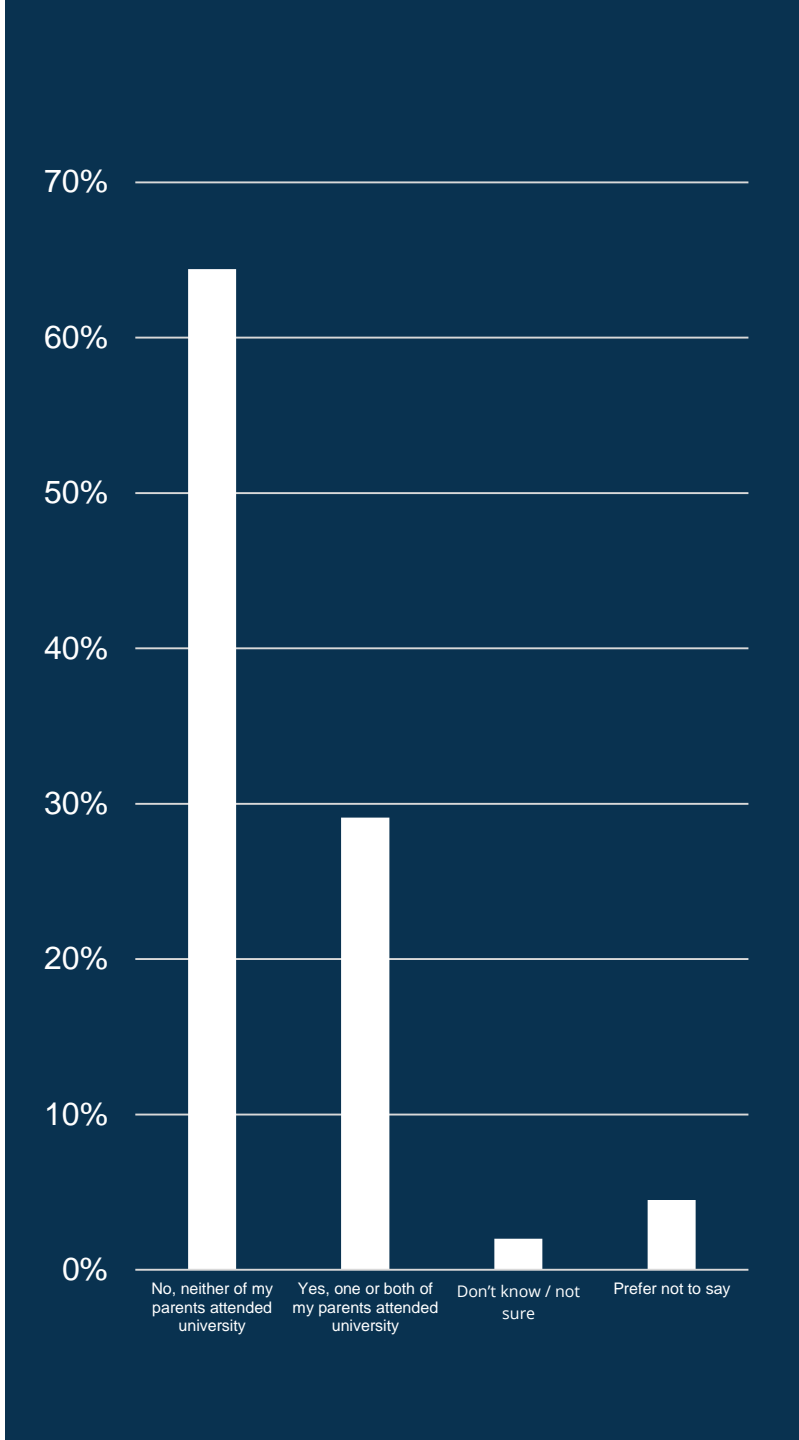
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# What type of school did you attend for the most time between ages 11 and 16?

State-run or state-funded school (selective on academic, faith or other grounds)	21.8%
State-run or state-funded school (non-selective)	56.4%
Independent fee-paying school where I received a bursary covering 90% or more of my tuition	10.3%
Independent fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition	1.3%
Attended school outside the UK	5.9%
Don't know / not sure	0.7%
Prefer not to say	3.6%

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

No, neither of my parents attended university	64.4%
Yes, one or both of my parents attended university	29.1%
Don't know / not sure	2.0%
Prefer not to say	4.5%



# Caring Responsibilities

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

Yes	34.7%
No	63.0%
Prefer not to say	2.3%

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	83.9%
Yes, 1-19 hours a week	8.5%
Yes, 20-49 hours a week	1.7%
Yes, 50 or more a week	2.0%
Prefer not to say	3.9%

# Points to notes on the reported statistics

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- DWF contributed to the Solicitors Regulation Authority (SRA) Diversity Survey 2025 by conducting a stand alone survey via an independent research organisation.
- The survey was sent to all DWF colleagues in England and Wales. The participation rate was 49%.
- As directed by the SRA, all survey questions were voluntary. Each question was therefore not necessarily answered by all respondents. The data for each question represent a break down of the responses received.
- For some of the survey questions there were only one or two colleagues who selected certain options. In order to ensure respondent anonymity, the data is shown at an organisational rather than a role level.
- Please note DWF Diversity Statistics are also regularly shared on the [DWF Diversity and Inclusion webpage](#).



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