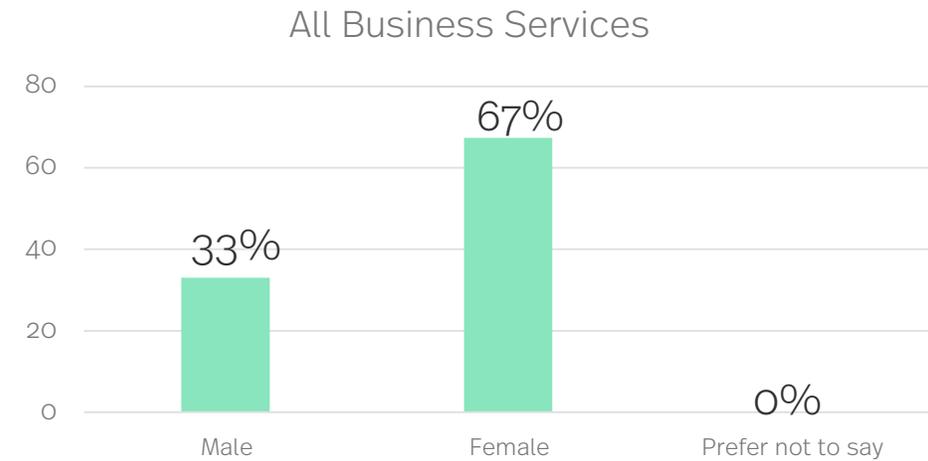
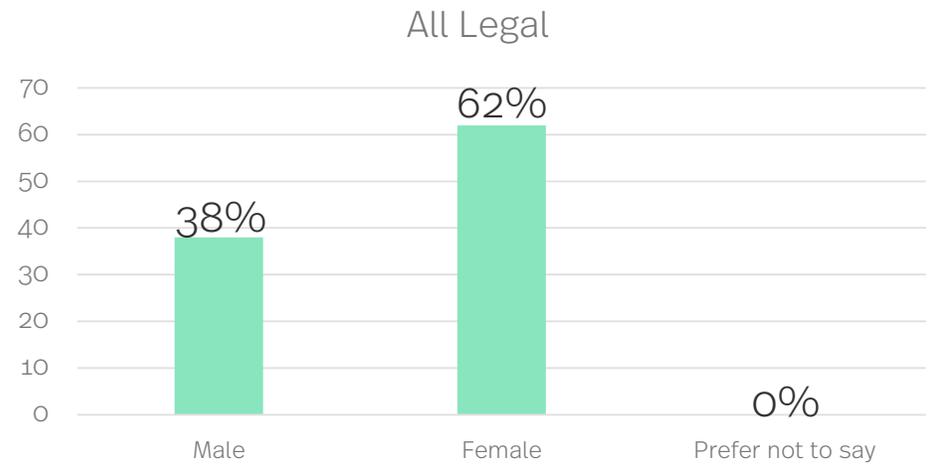
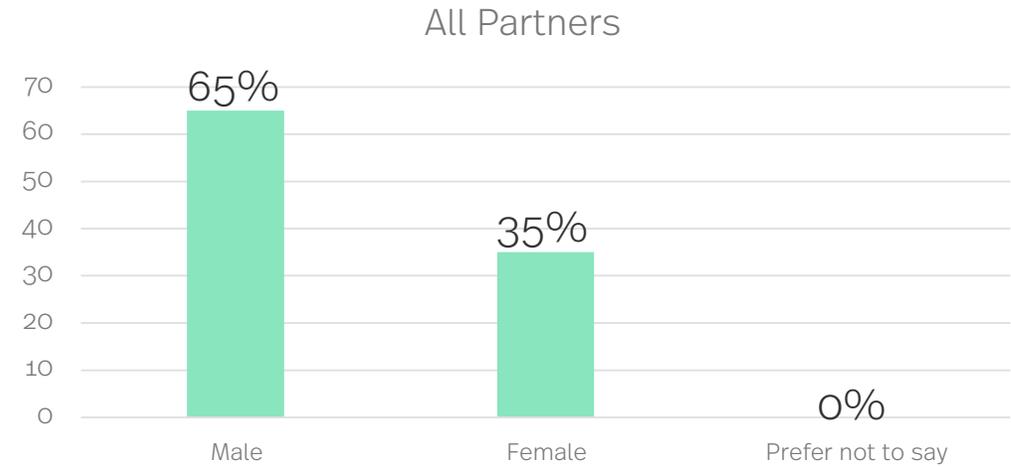


UK Diversity Audit Results 2025

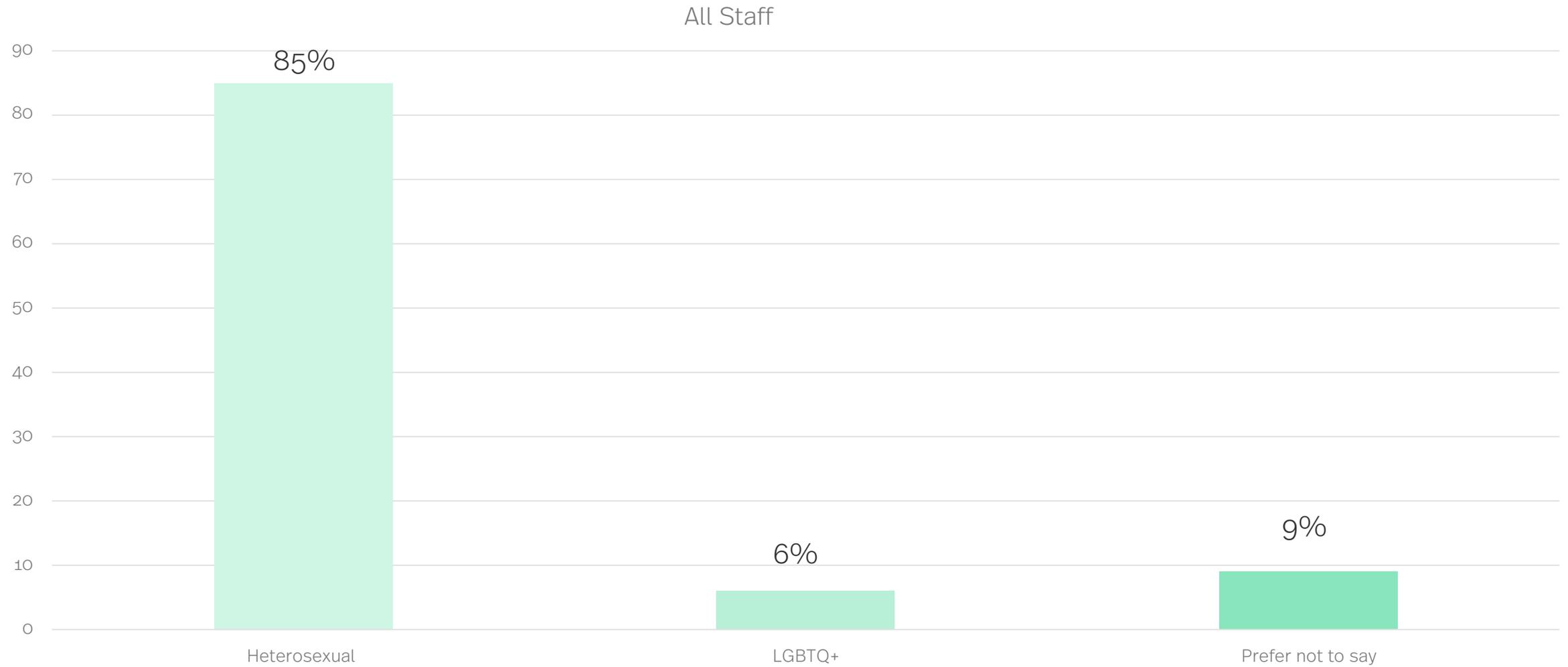
DElteam@simmons-simmons.com

Data reported represents those who completed the 2025 UK Diversity Audit .
The UK completion rate for 2025 is 71%.

Sex



Sexual orientation



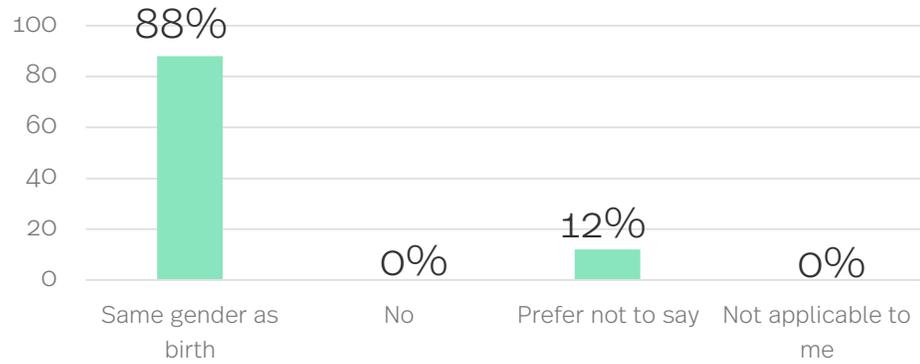
NB: LGBTQ+ refers to those who identify as bisexual, gay, lesbian or other.

Gender identity

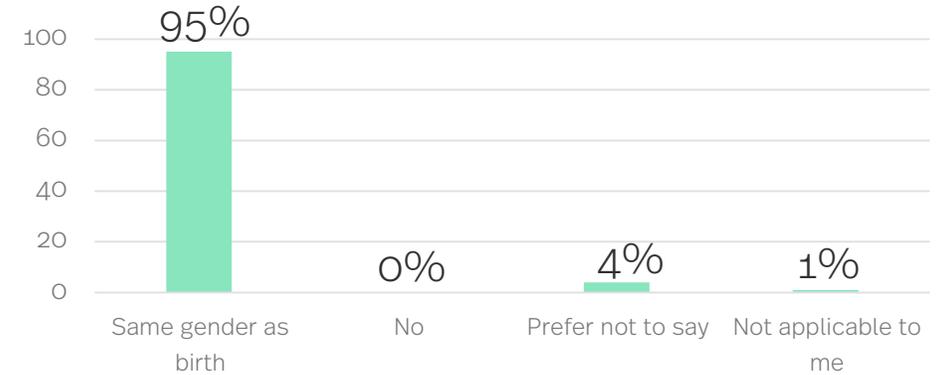


Is the gender you identify with (if any) the same as your sex at birth?

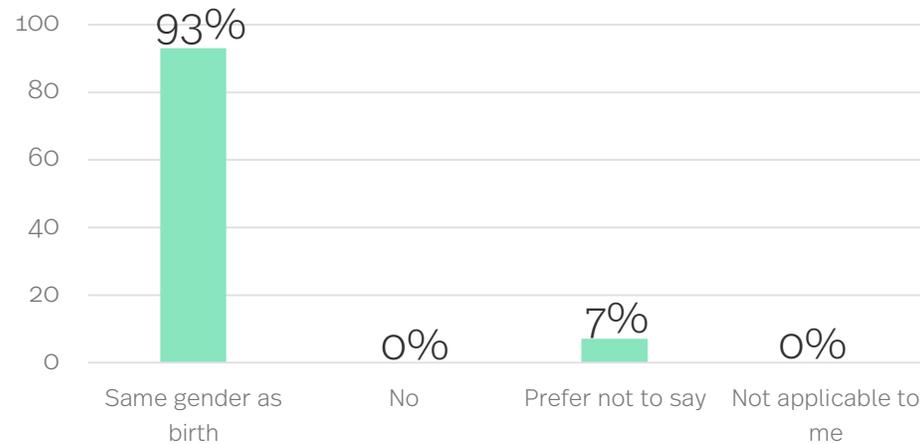
All Staff



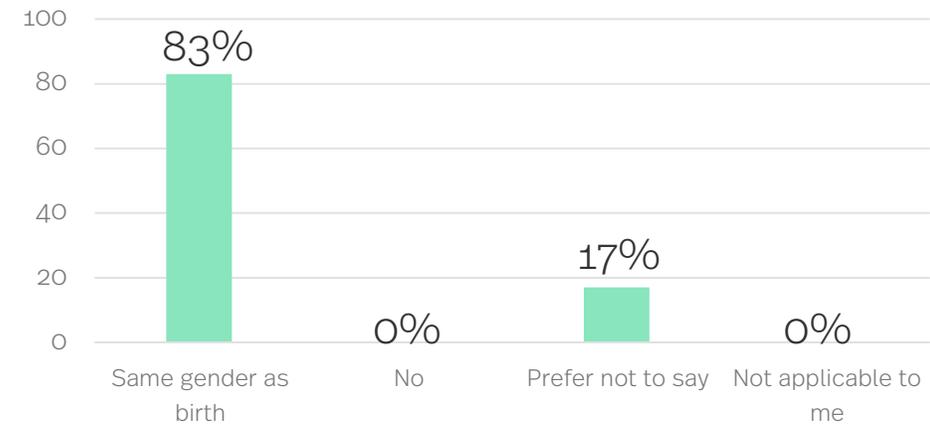
All Partners



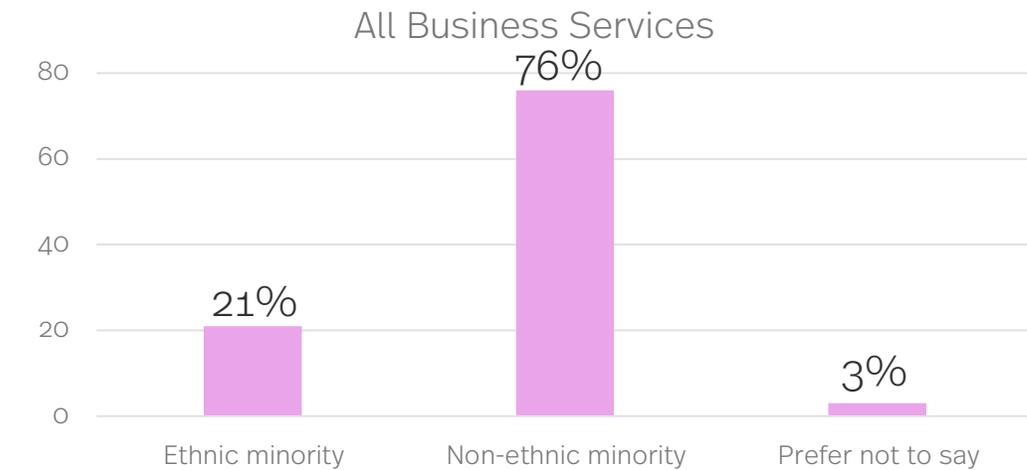
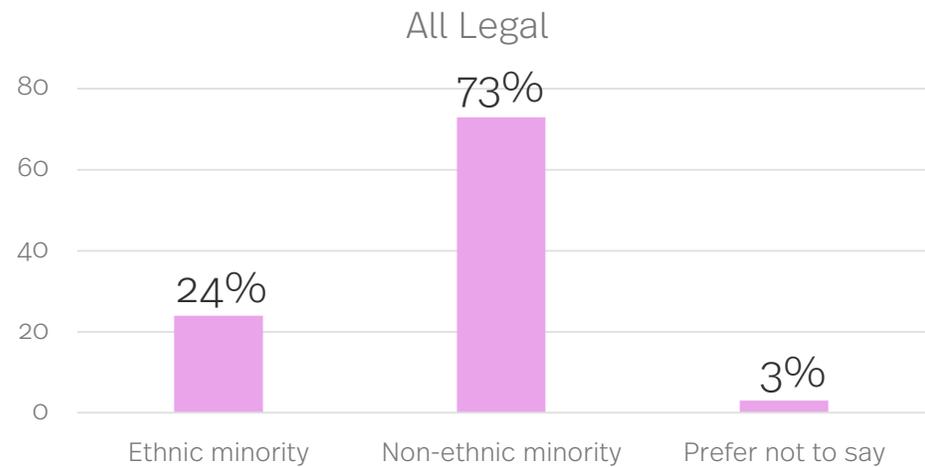
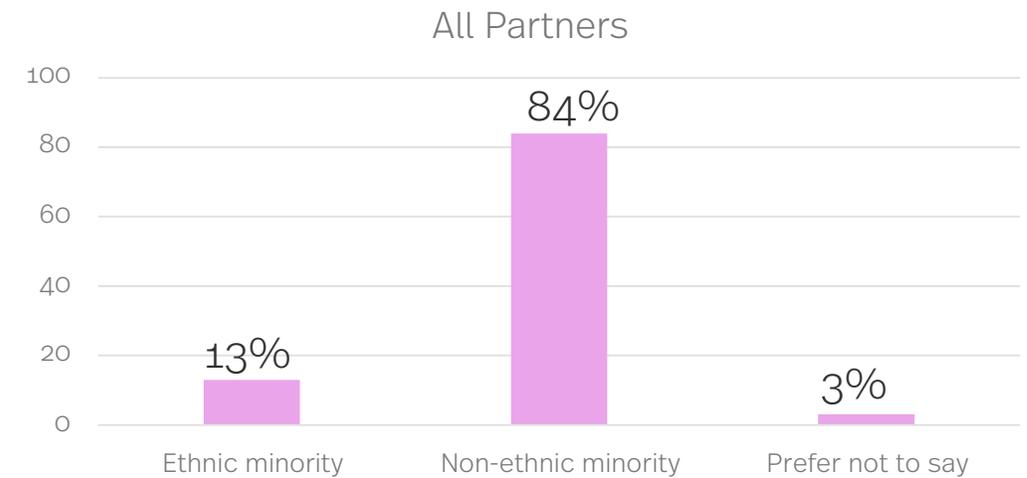
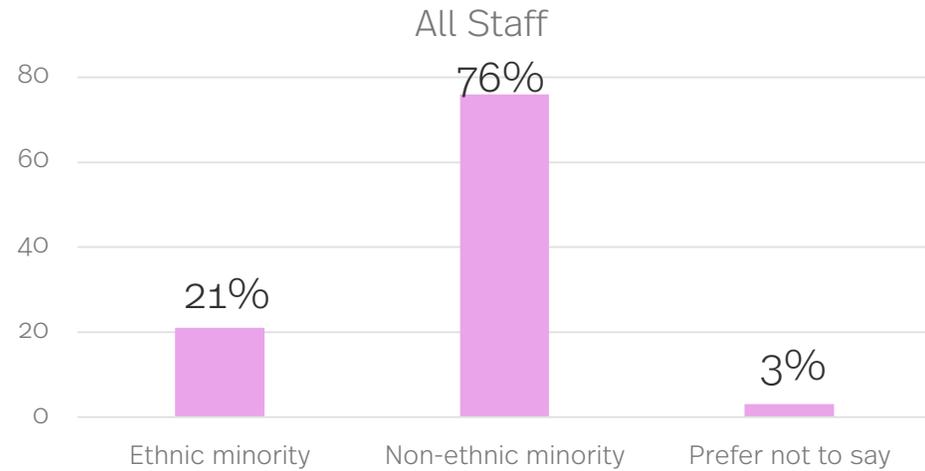
All Legal



All Business Services



Ethnic diversity

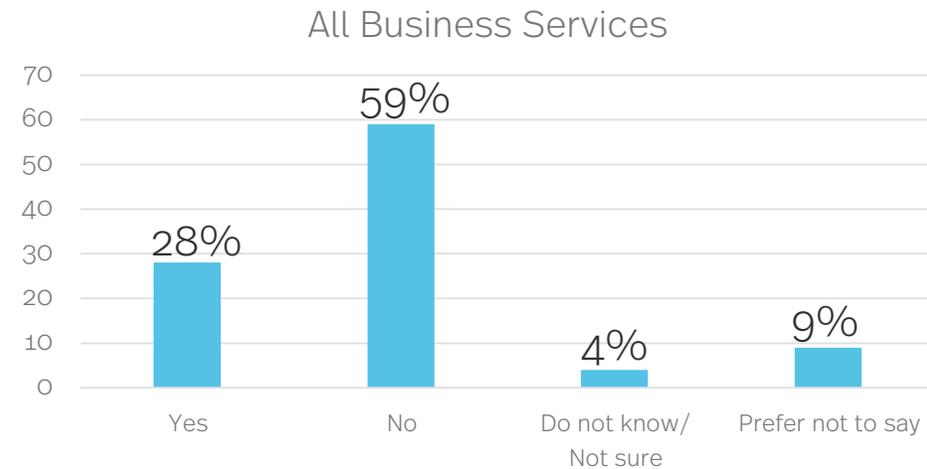
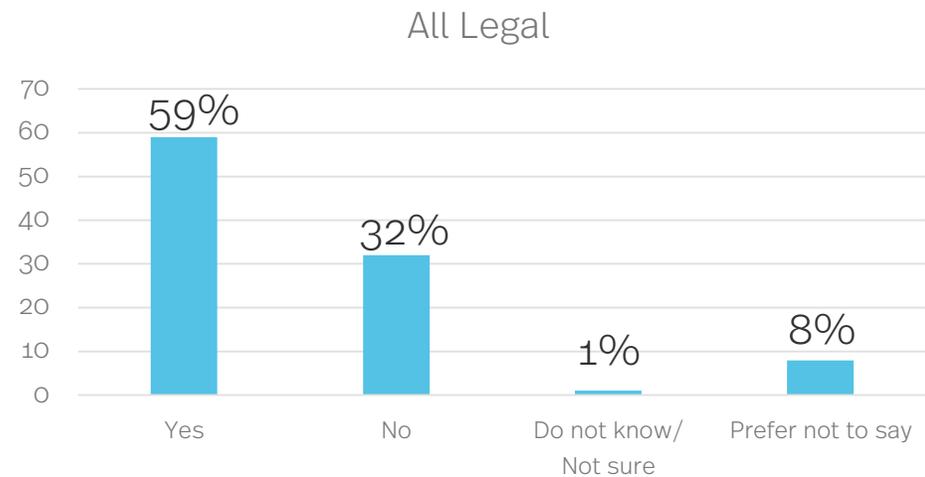
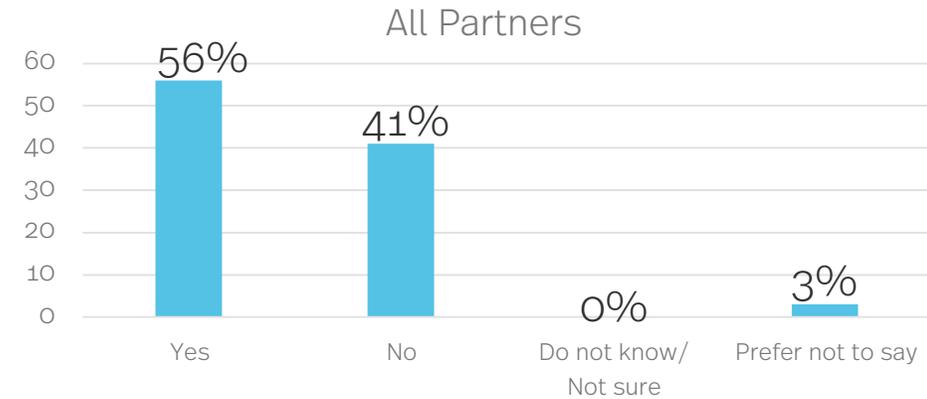
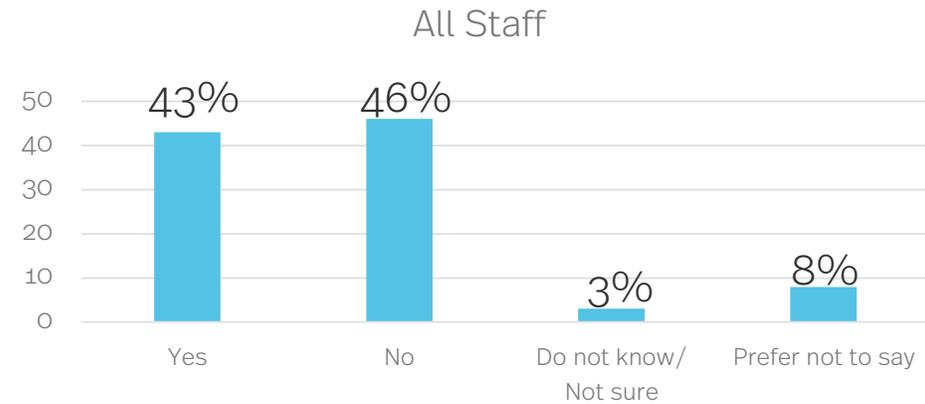


NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other mixed / multiple ethnic background), Other – any other ethnic group).

Socio-economic diversity



Did either of your parents attend university by the time you were 18?

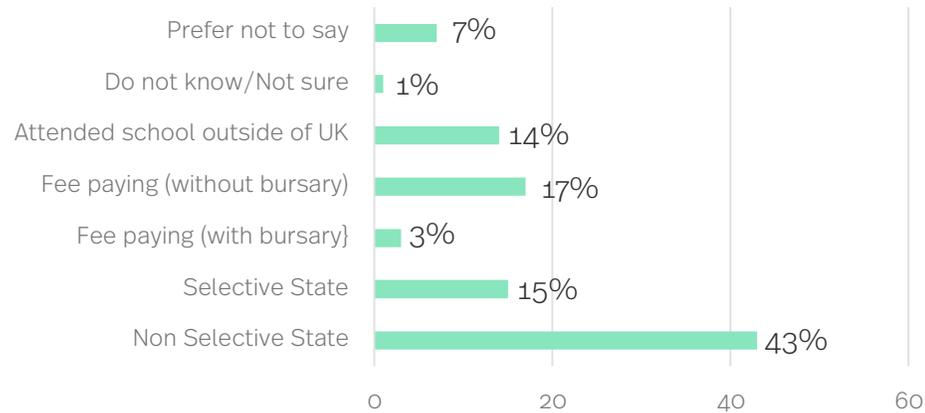


Socio-economic diversity

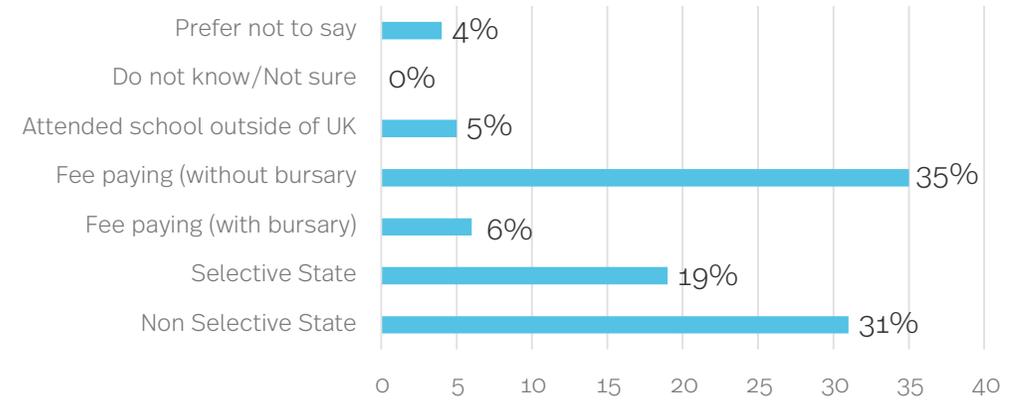


Did you mainly attend a state or fee-paying school between ages of 11-18 ?

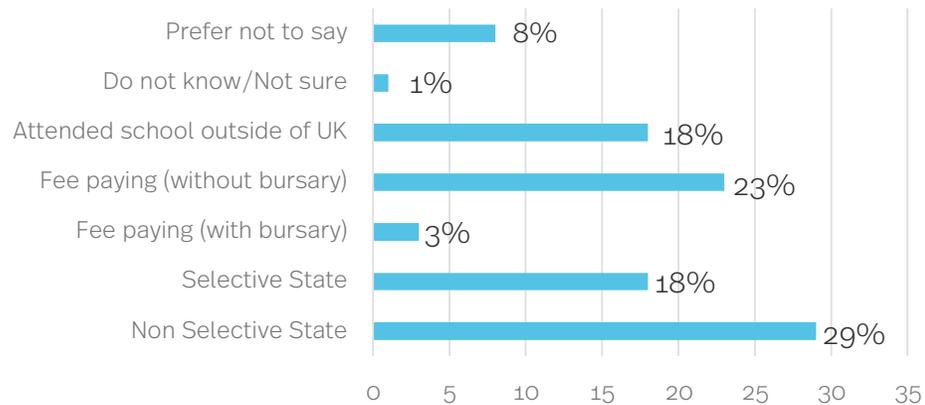
All Staff



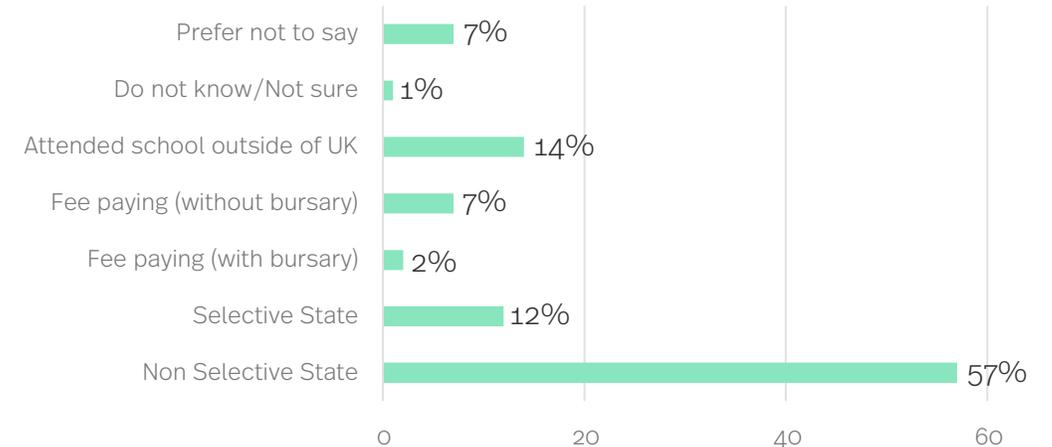
All Partners



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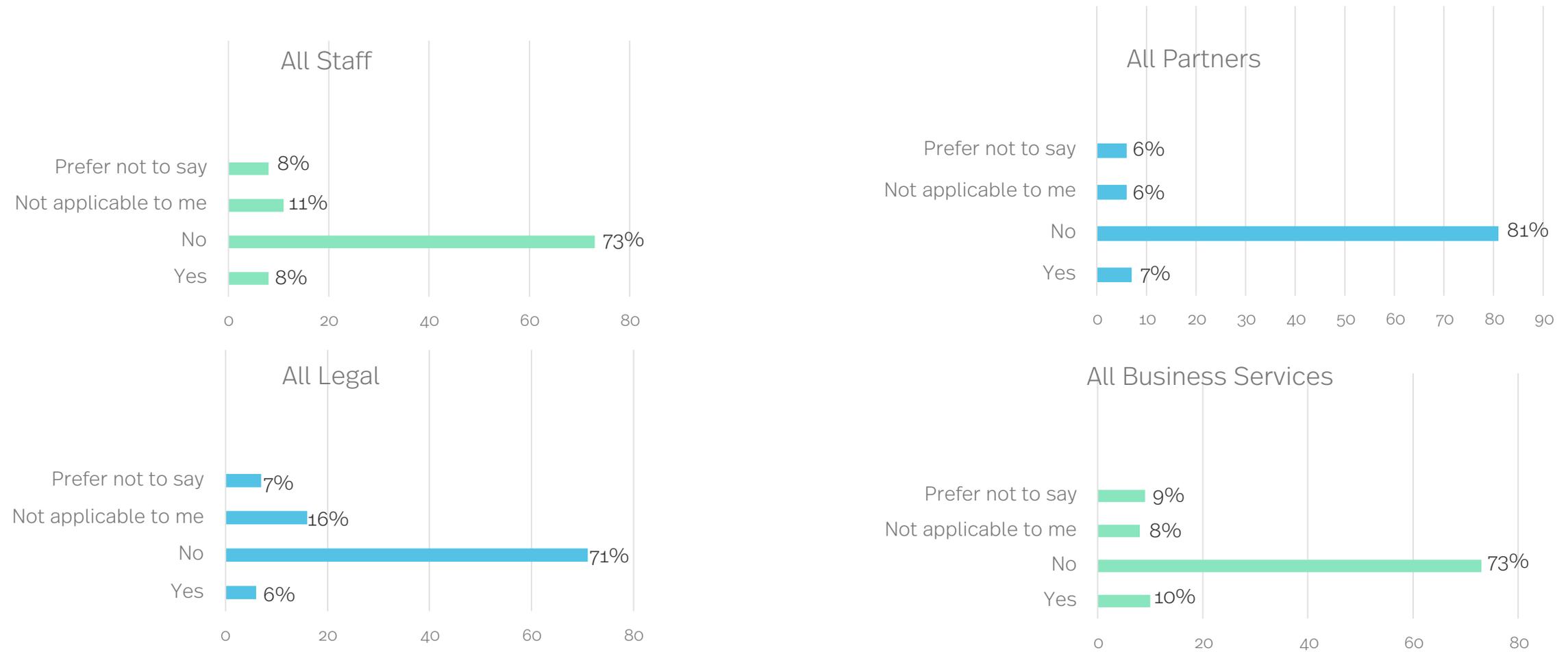
All Business Services



Socio-economic diversity



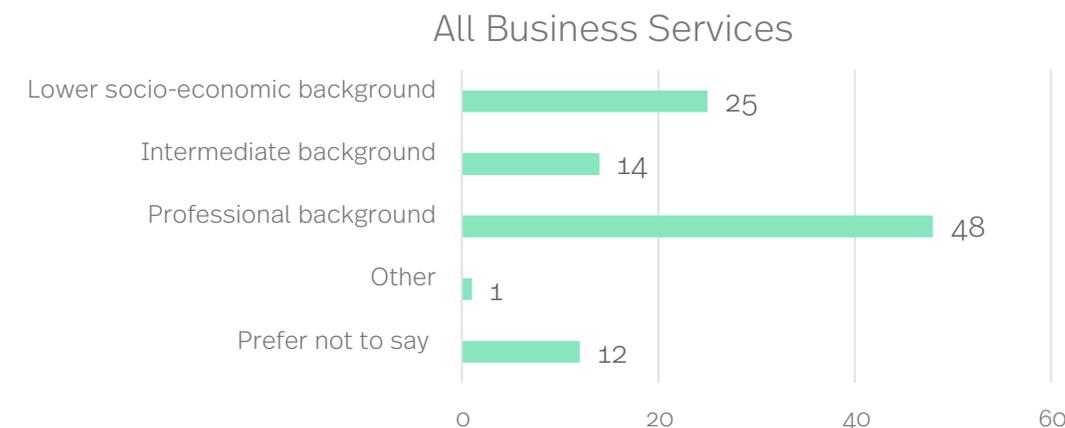
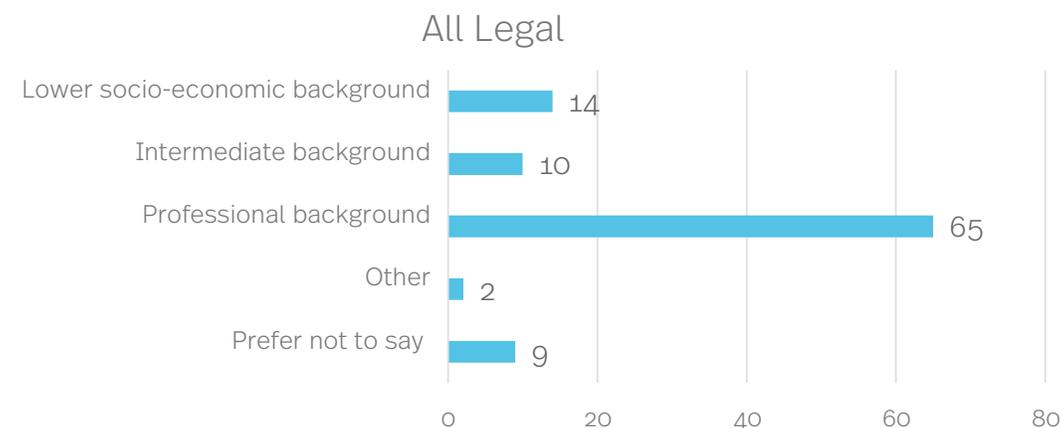
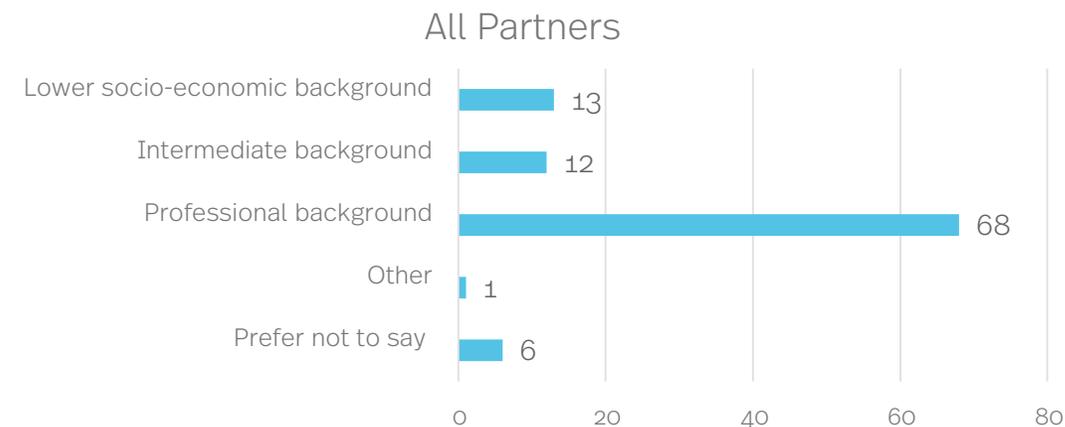
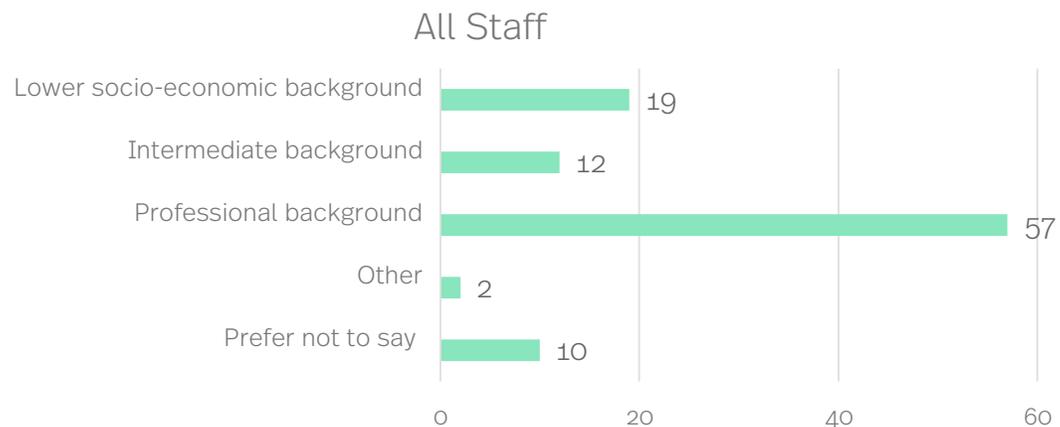
If you finished school after 1980, were you eligible for free school meals at any point during your school years?



Socio-economic diversity



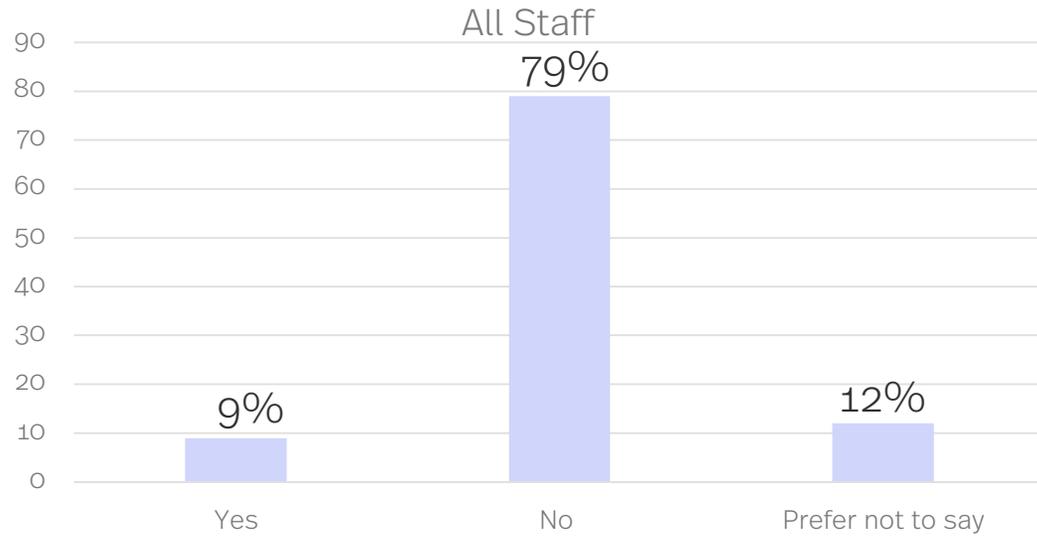
What was the occupation of your main household earner when you were about 14?



Lower socio-economic background: Option 4 (Technical and craft operations), Option 5 (Routine, semi-routine, manual and service occupations), Option 7 (Long term unemployed)
Intermediate background: Option 3 (Clerical and intermediate occupations), Option 6 (Small business owners who employed less than 25 people)
Professional background: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators)
Other: Option 8 (Retired, this question does not apply to me, I don't know)

Neurodiversity

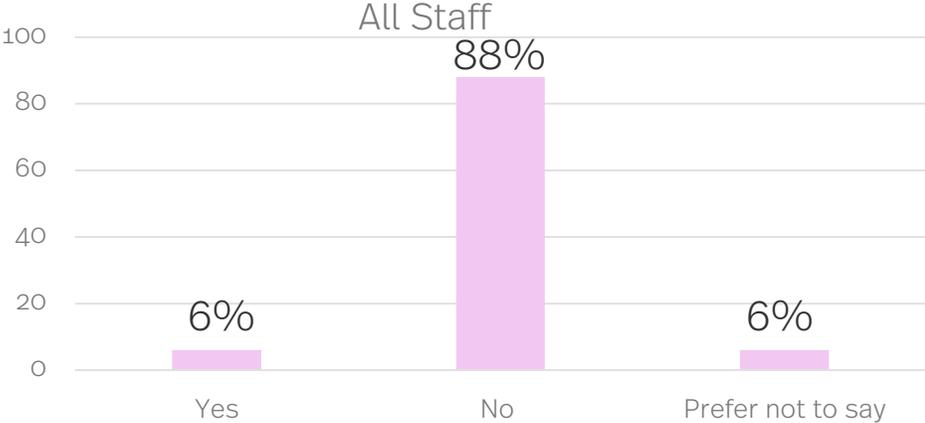
Are you neurodiverse?



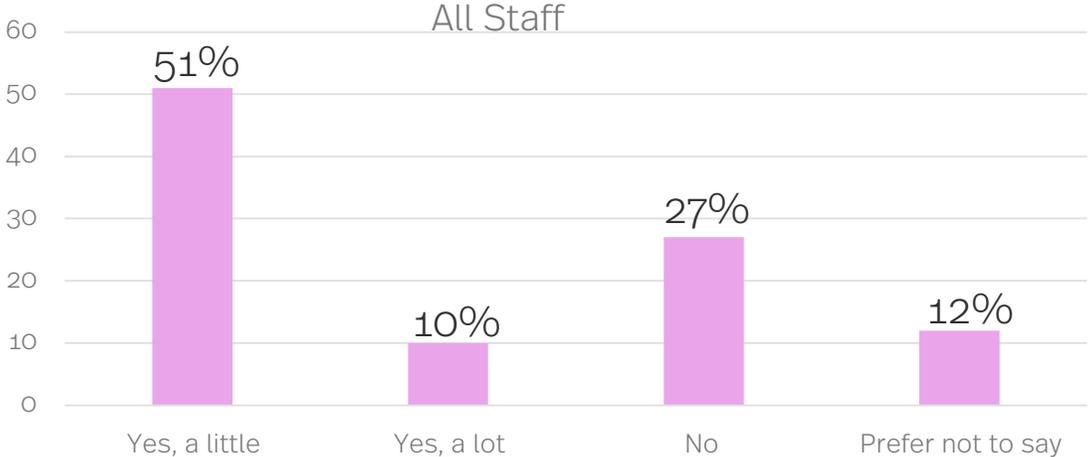
Disability



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



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?

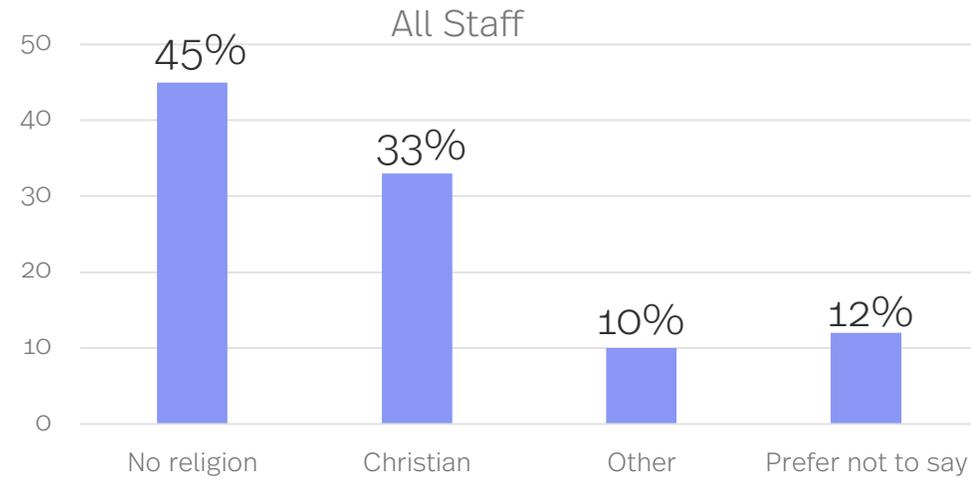


* Results are of those who responded 'Yes' to 'Do you have a disability or long-standing health issue?'

Religion and belief



What is your religion?



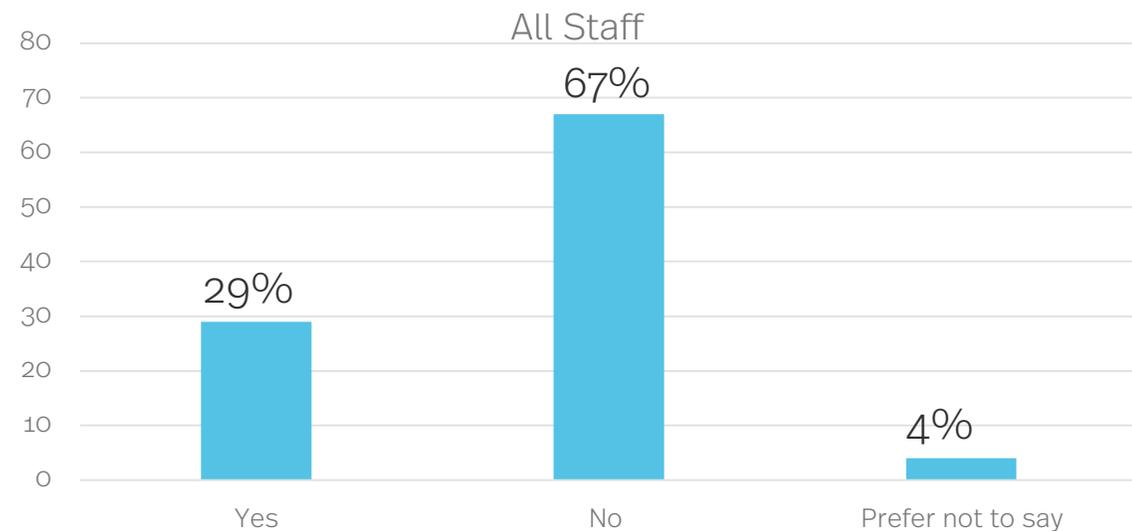
NB:

- 'No Religion' includes Atheists.
- 'Christian' includes Church of England, Catholic, Protestant, and all other Christian denominations.
- Other includes Buddhist, Hindu, Jewish, Muslim (including Shia(h), Sunni, and all other Muslim denominations).

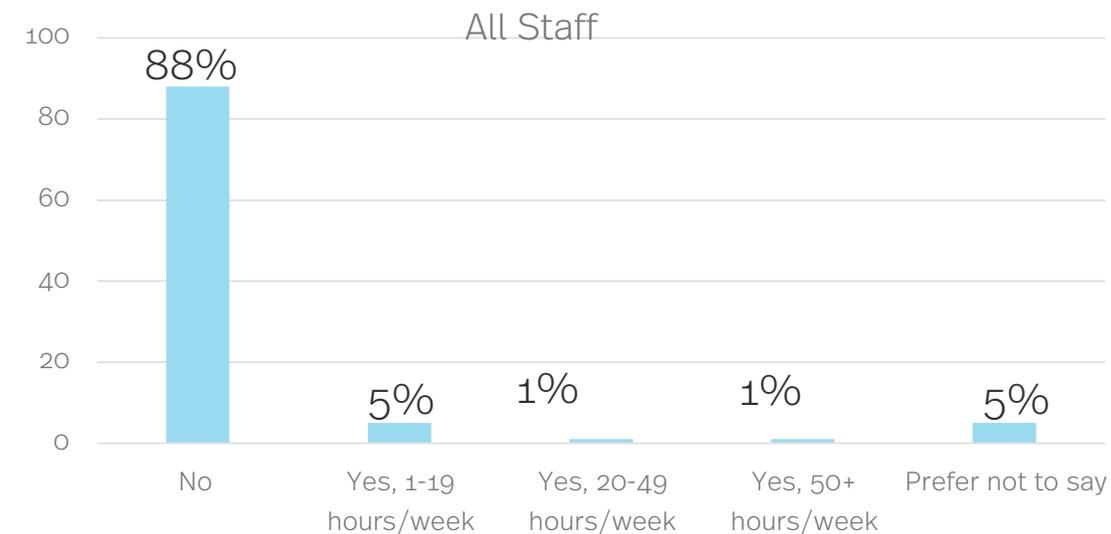
Caretaking responsibilities



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



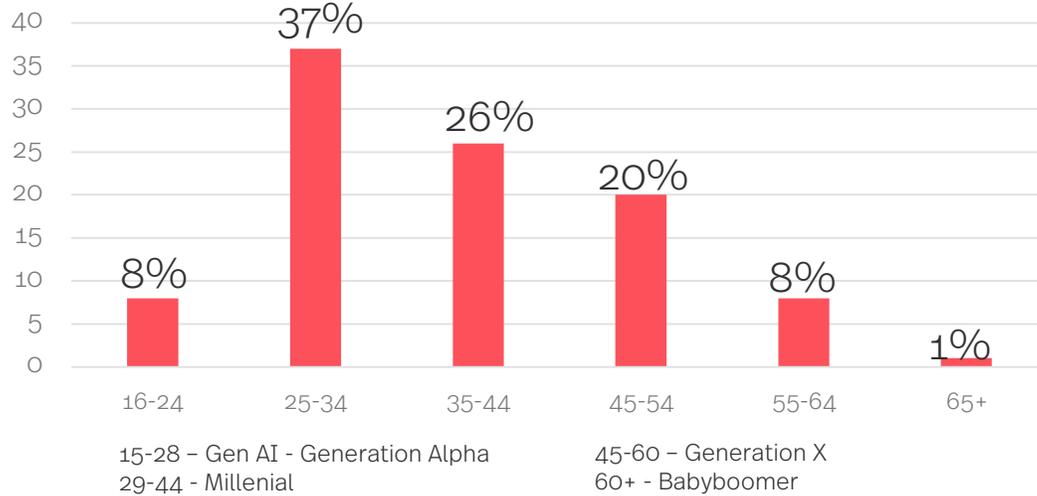
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



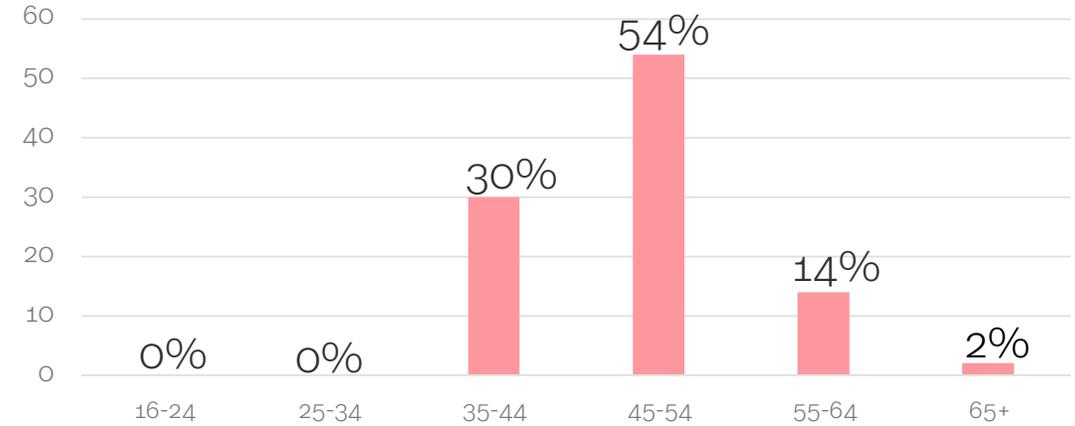
Age



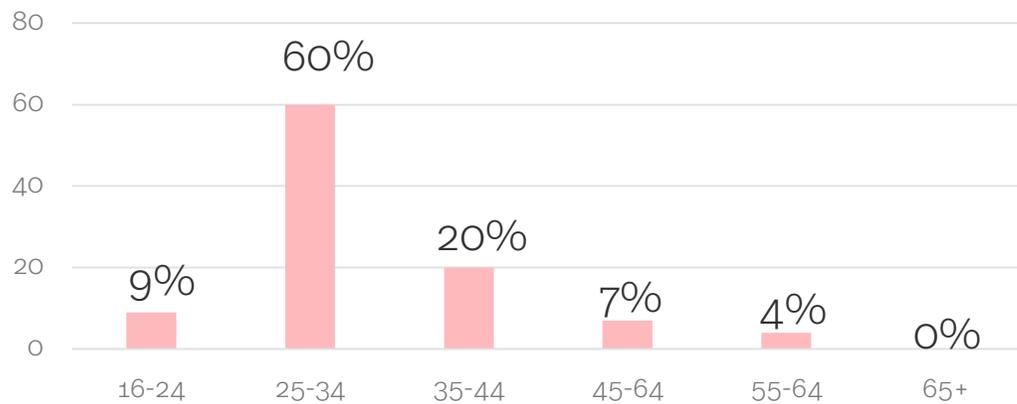
All Staff



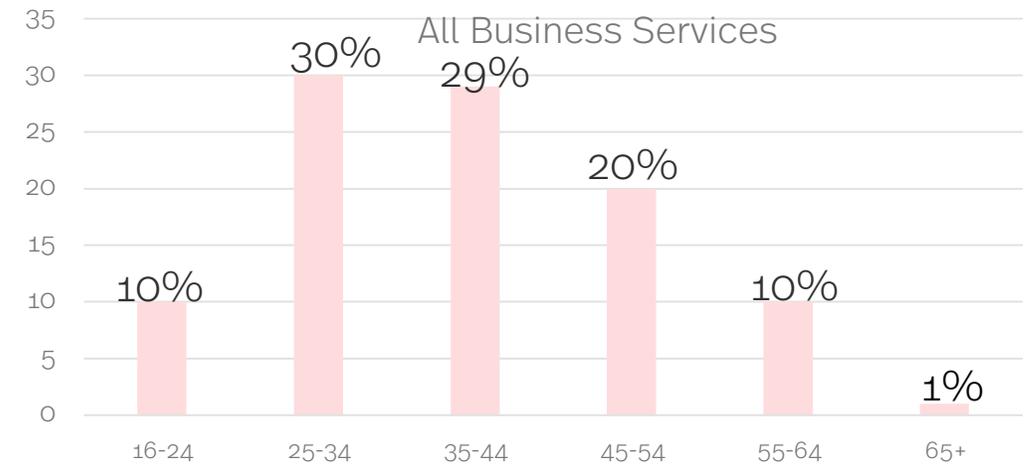
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