

UK Diversity Audit Results 2026

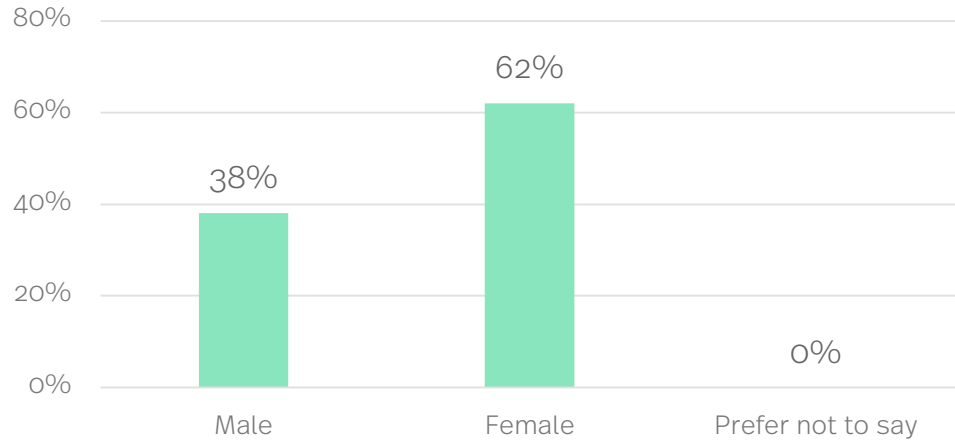
DEIteam@simmons-simmons.com

Data reported represents those who completed the 2026 UK Diversity Audit.
The UK completion rate for 2026 is 67%.

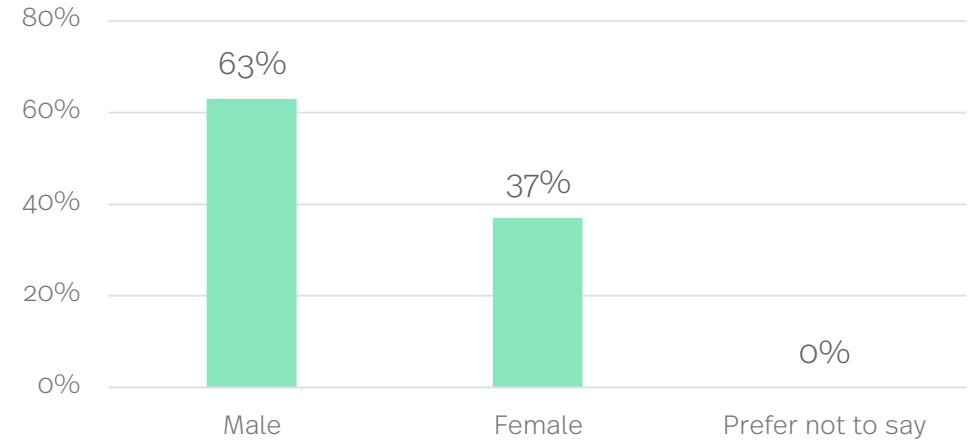
Sex



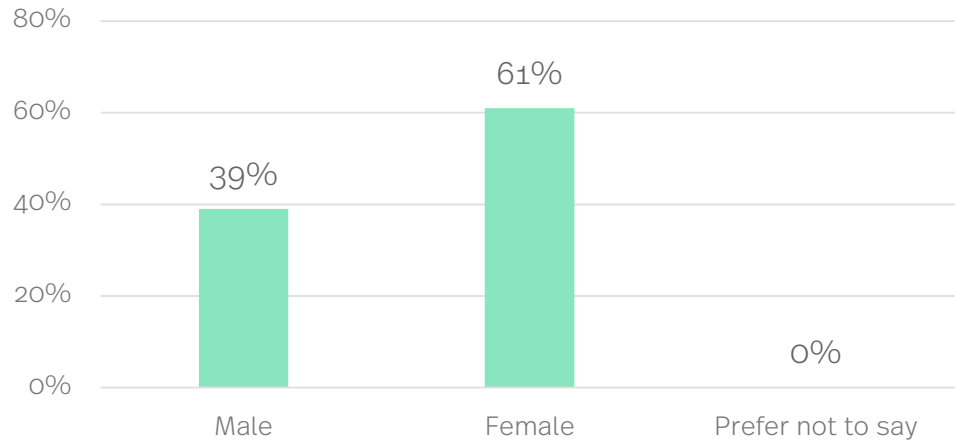
All Staff



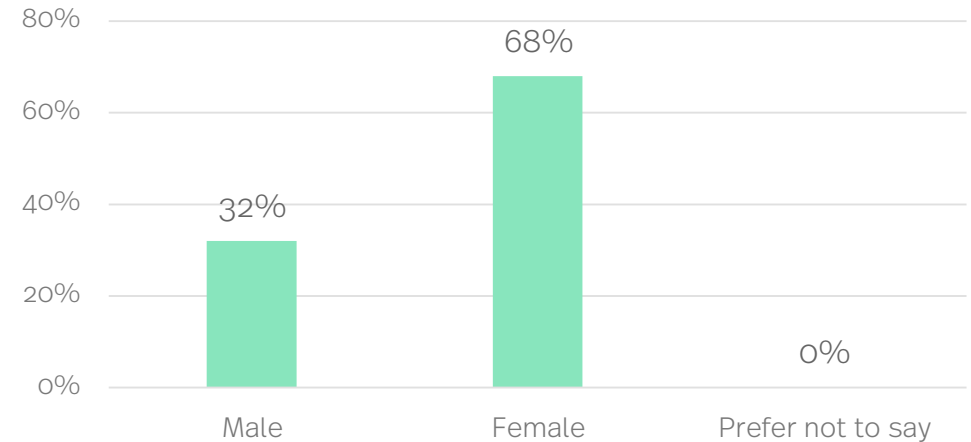
All Partners



All Legal



All Business Services

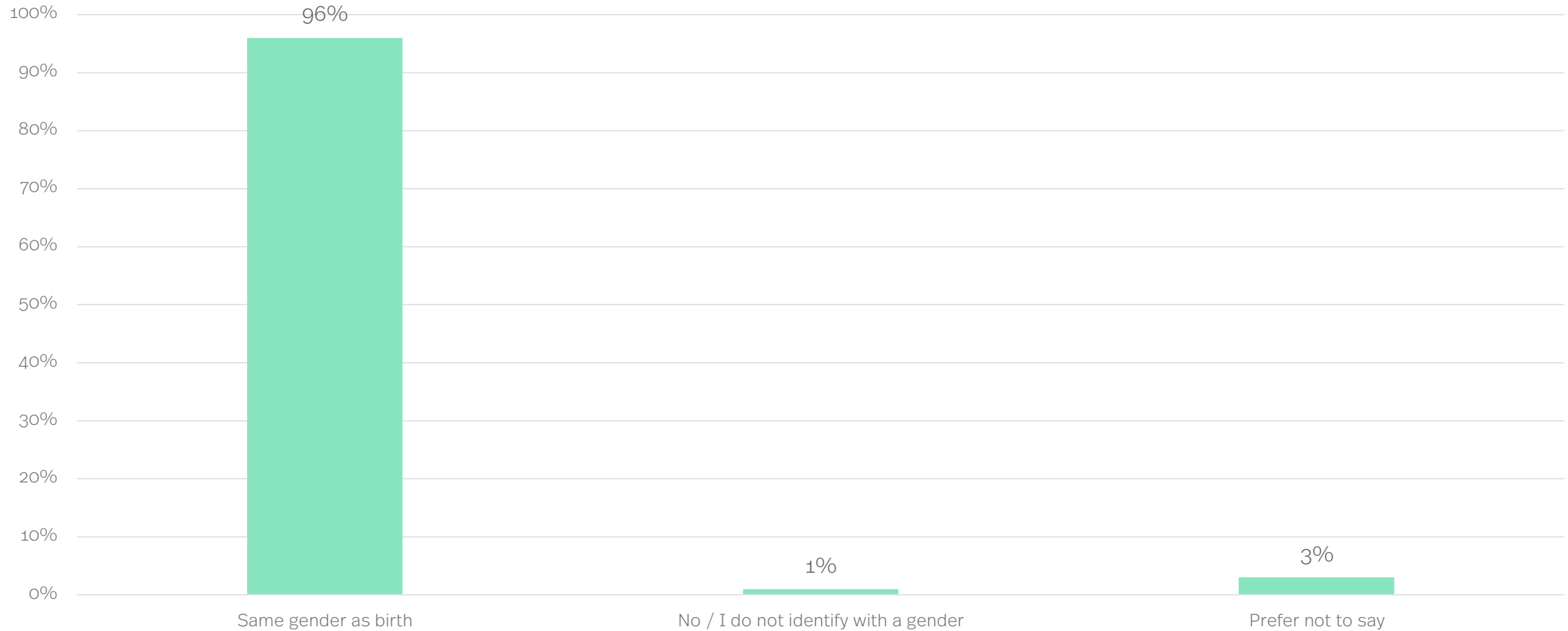


Gender identity



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

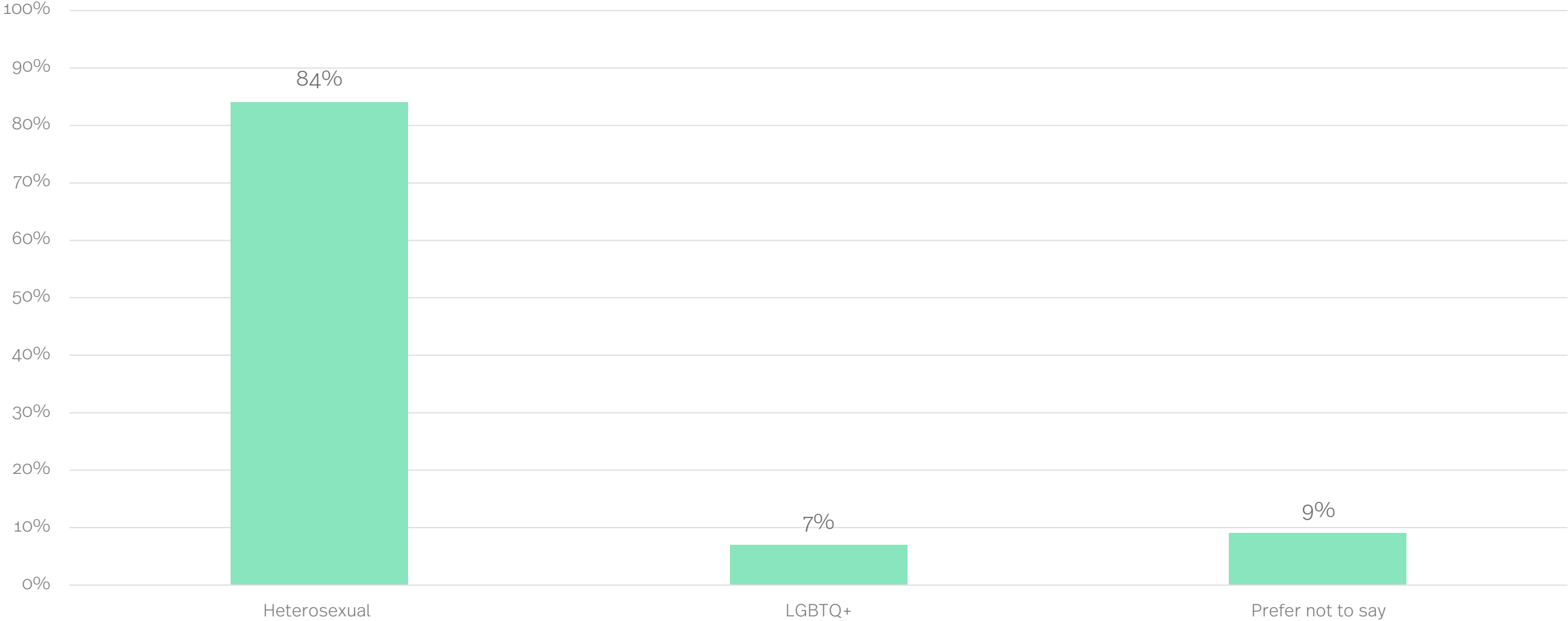
All Staff



Sexual orientation



All Staff

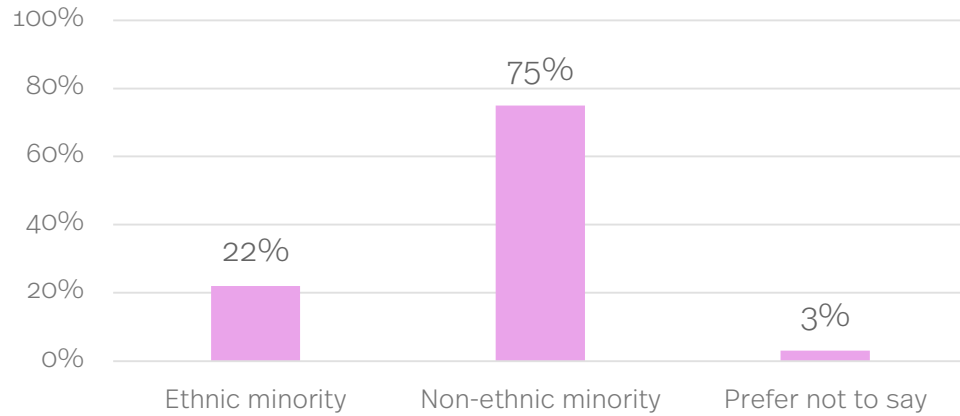


NB: LGBTQ+ refers to those who identify as bisexual, gay, lesbian or other.

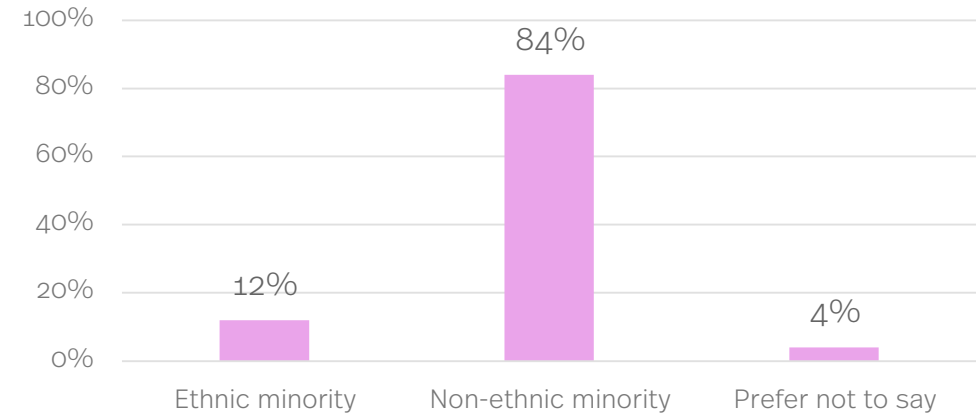
Ethnic diversity



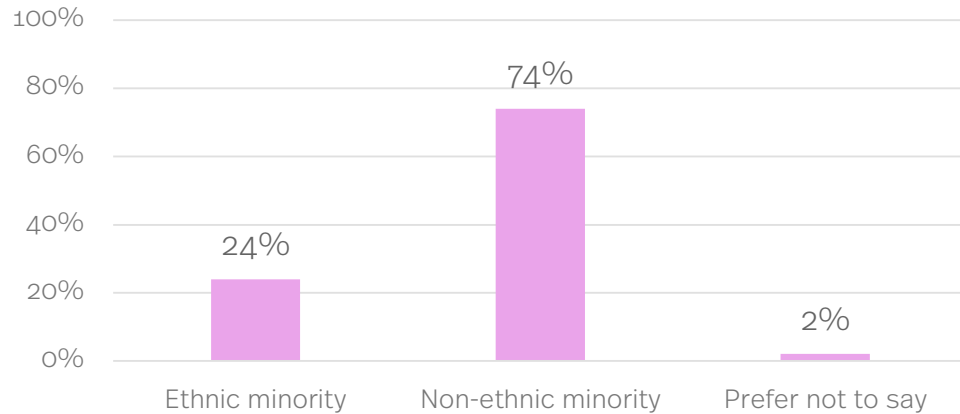
All Staff



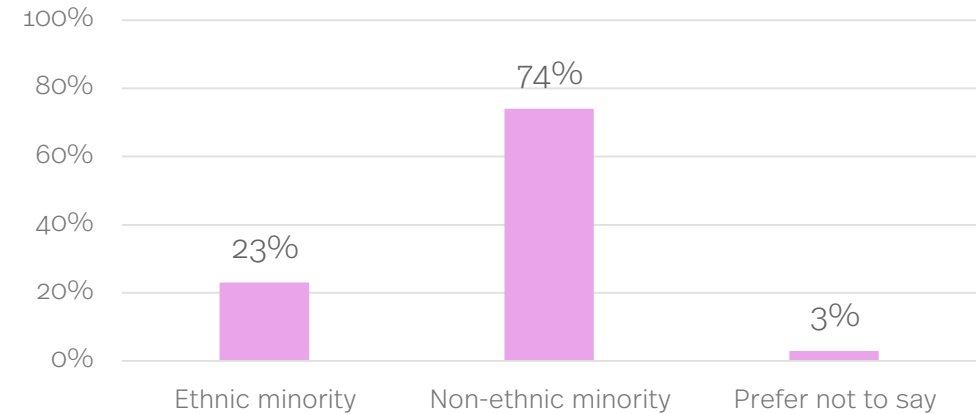
All Partners



All Legal



All Business Services



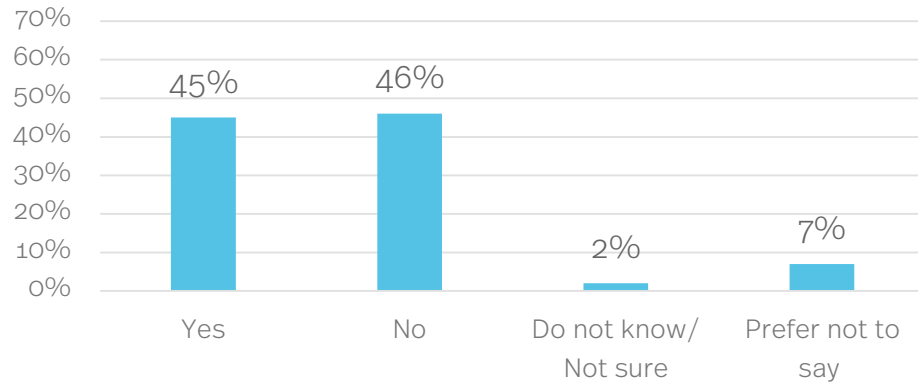
NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other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

Socio-economic diversity

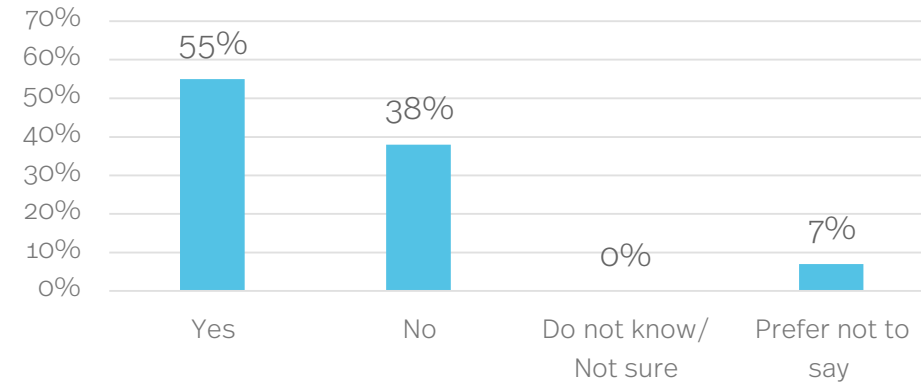


Did either of your parents attend university (or equivalent) and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

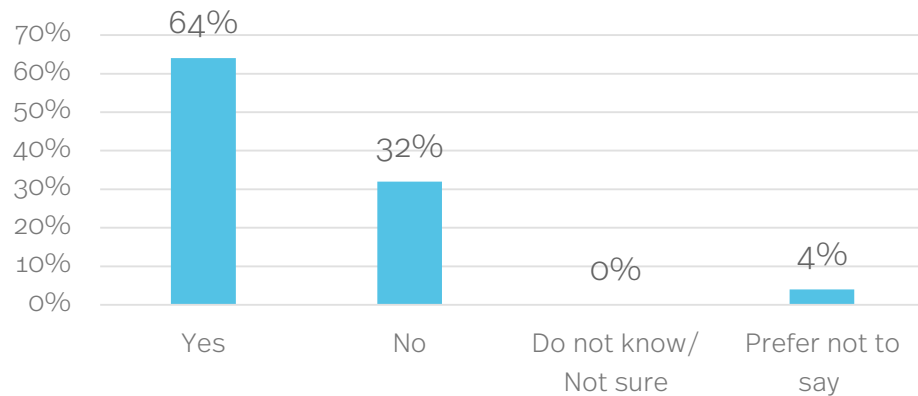
All Staff



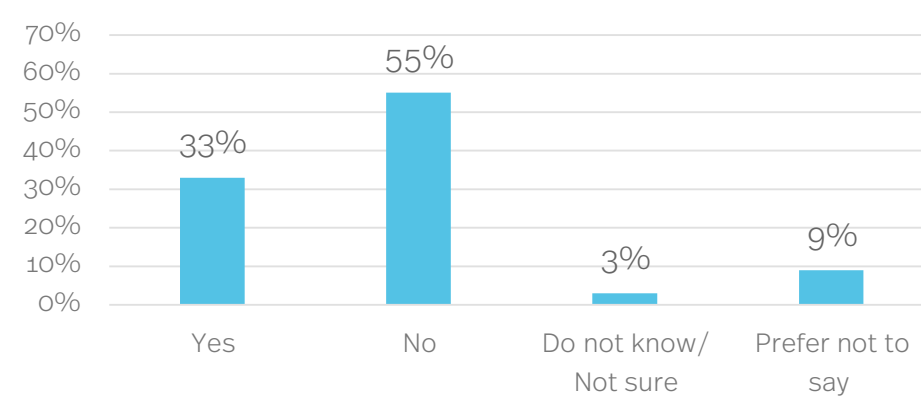
All Partners



All Legal



All Business Services

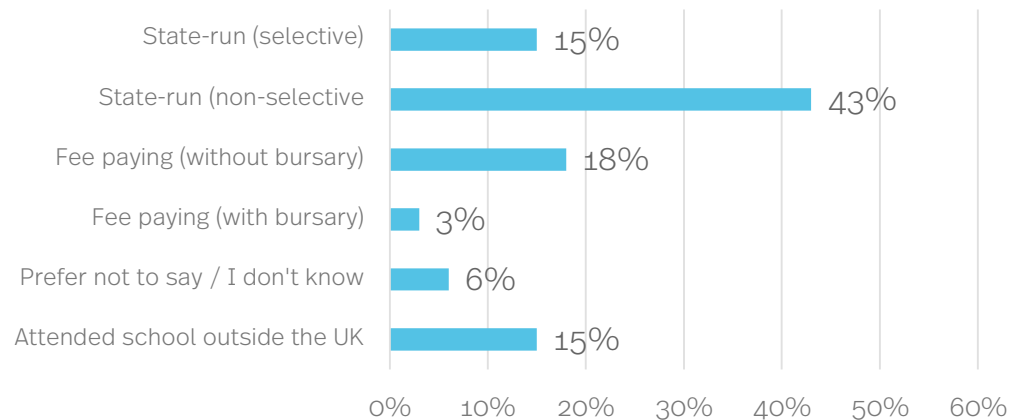


Socio-economic diversity

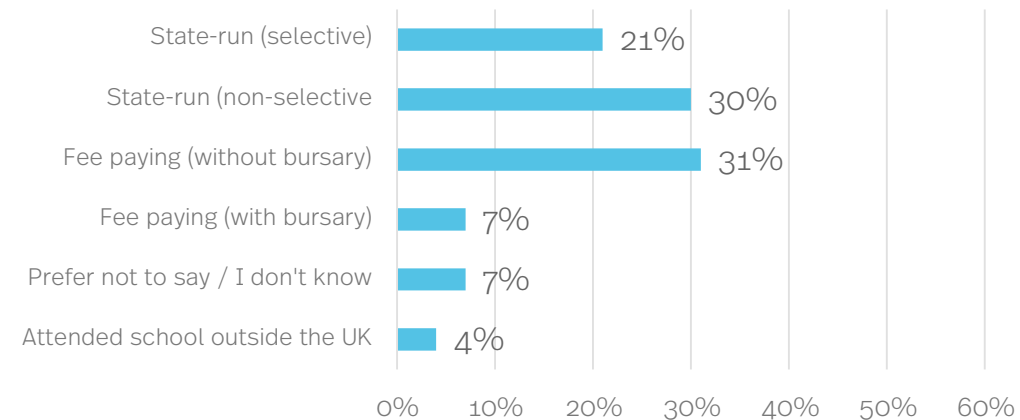


Which type of school did you attend for the most time between the ages of 11-16?

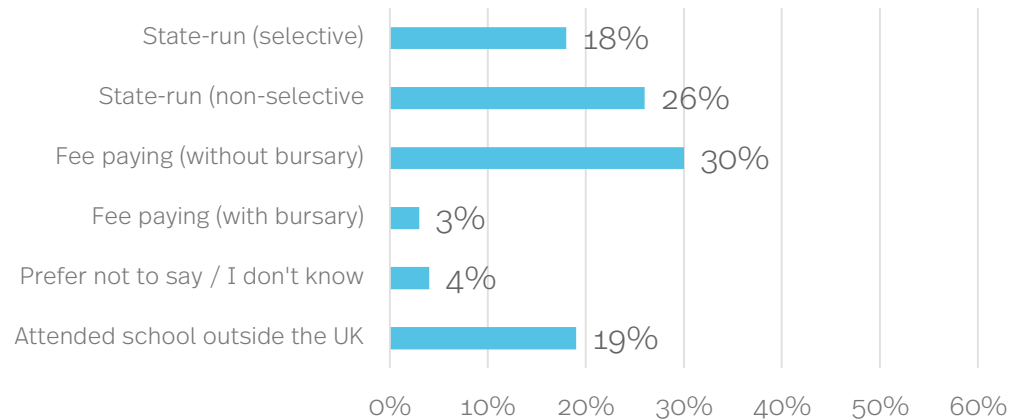
All Staff



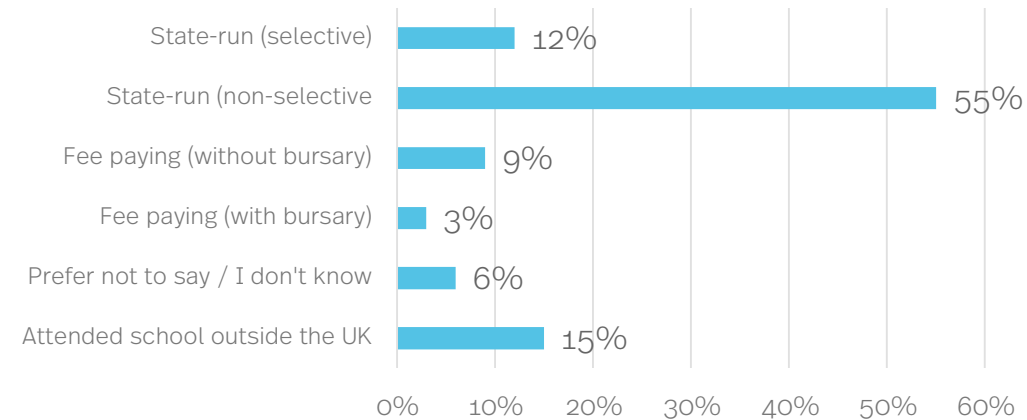
All Partners



All Legal



All Business Services

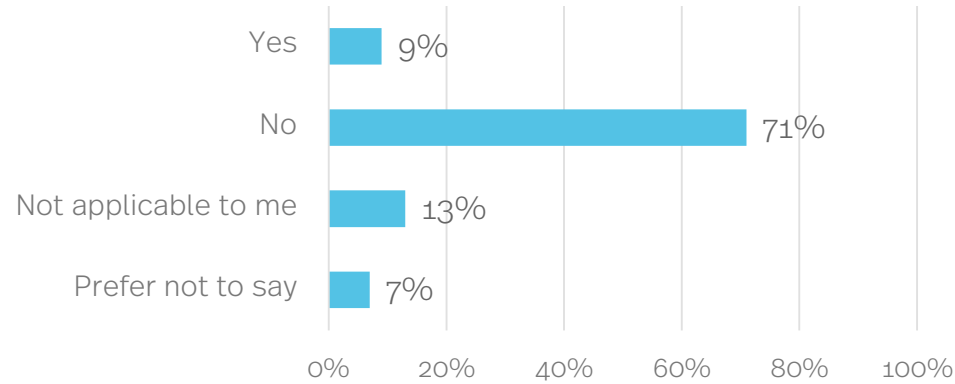


Socio-economic diversity

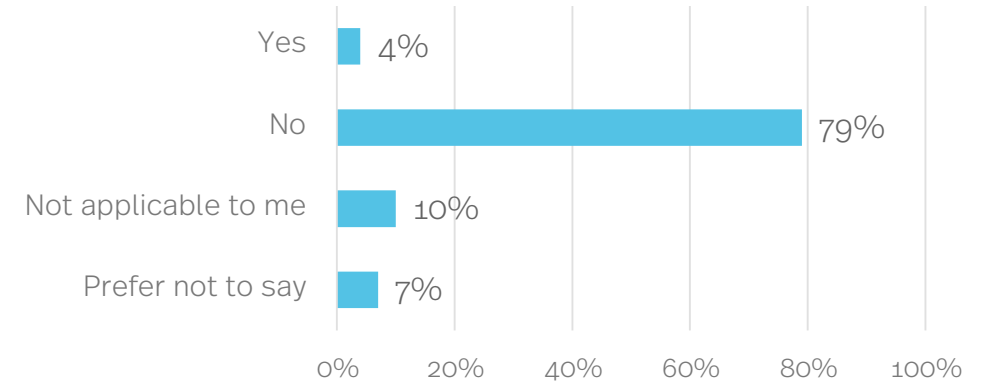


At school, did you qualify for free school meals or pupil premium?

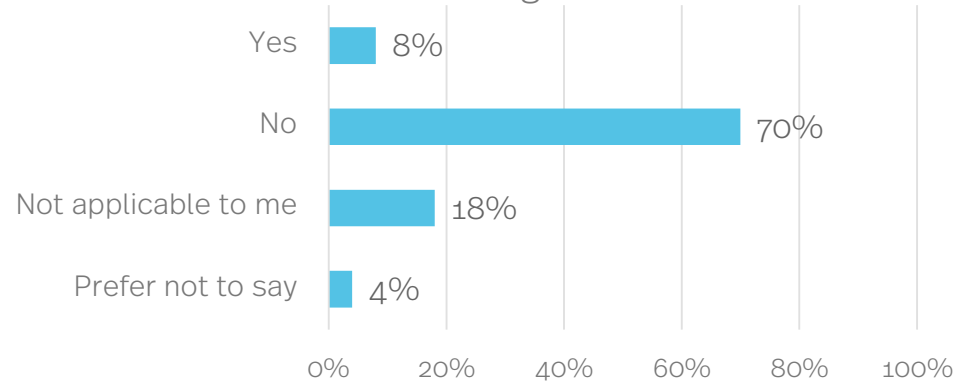
All Staff



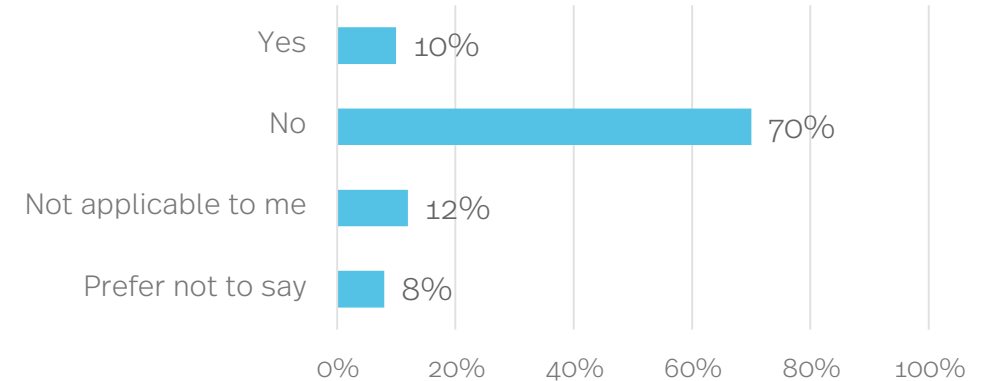
All Partners



All Legal



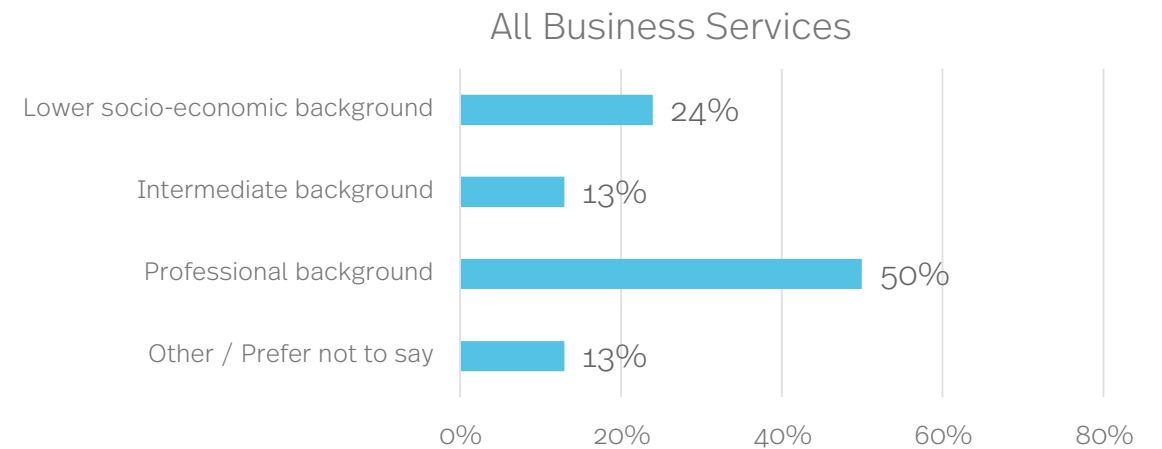
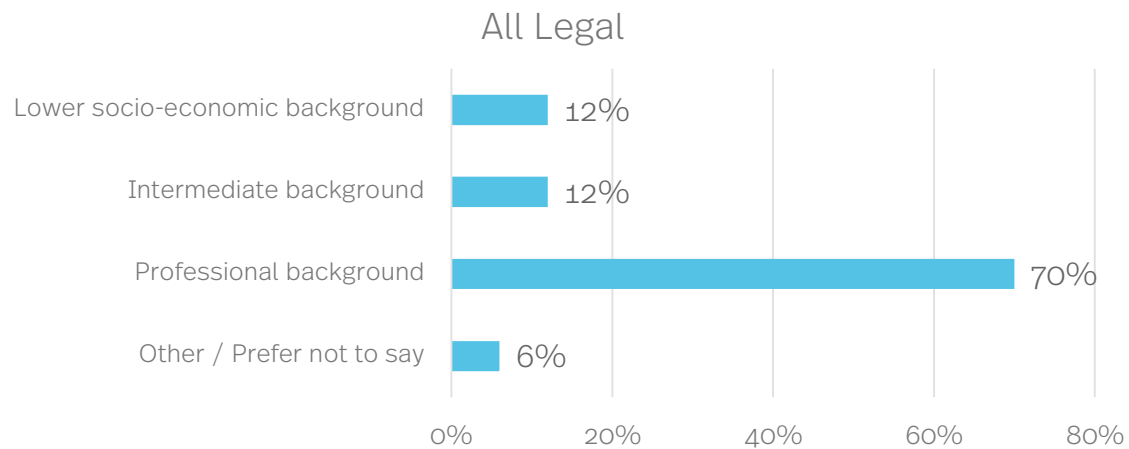
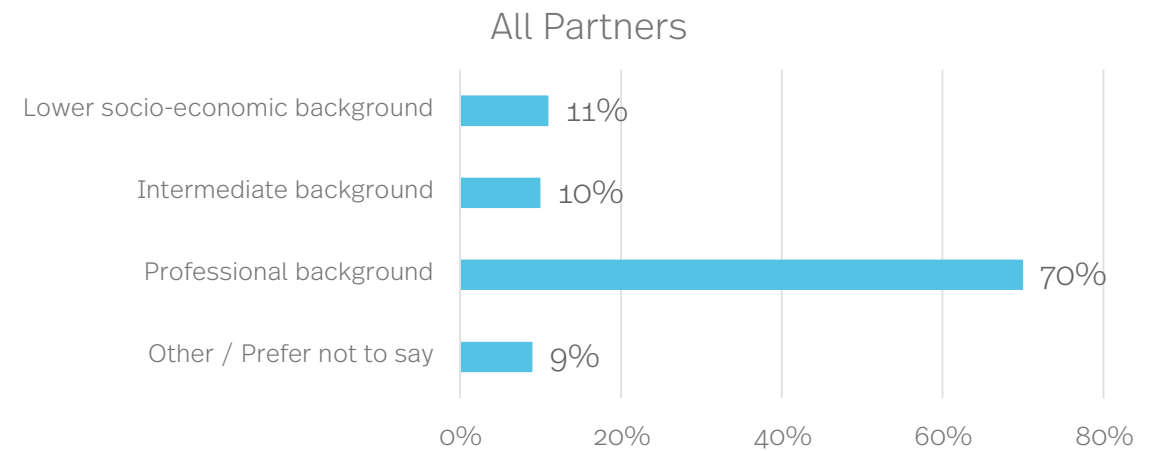
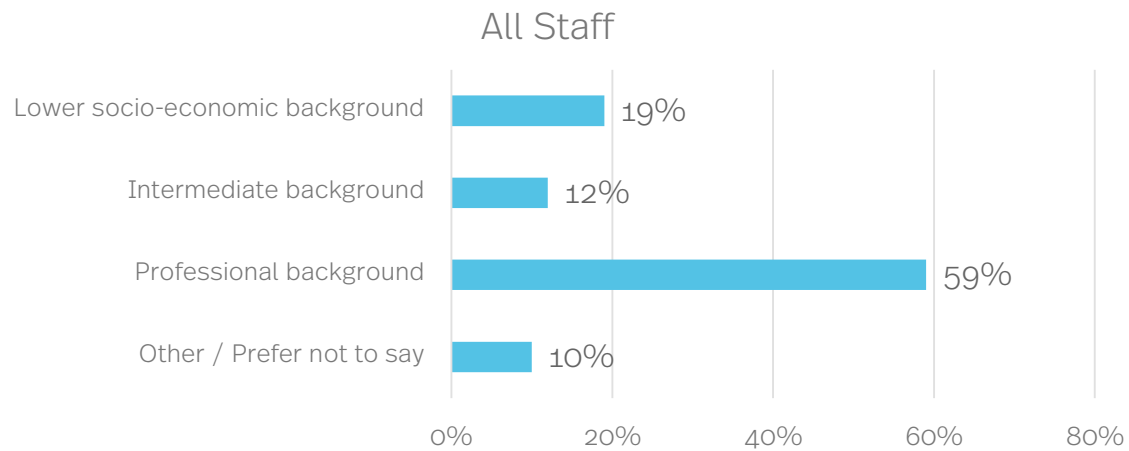
All Business Services



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)

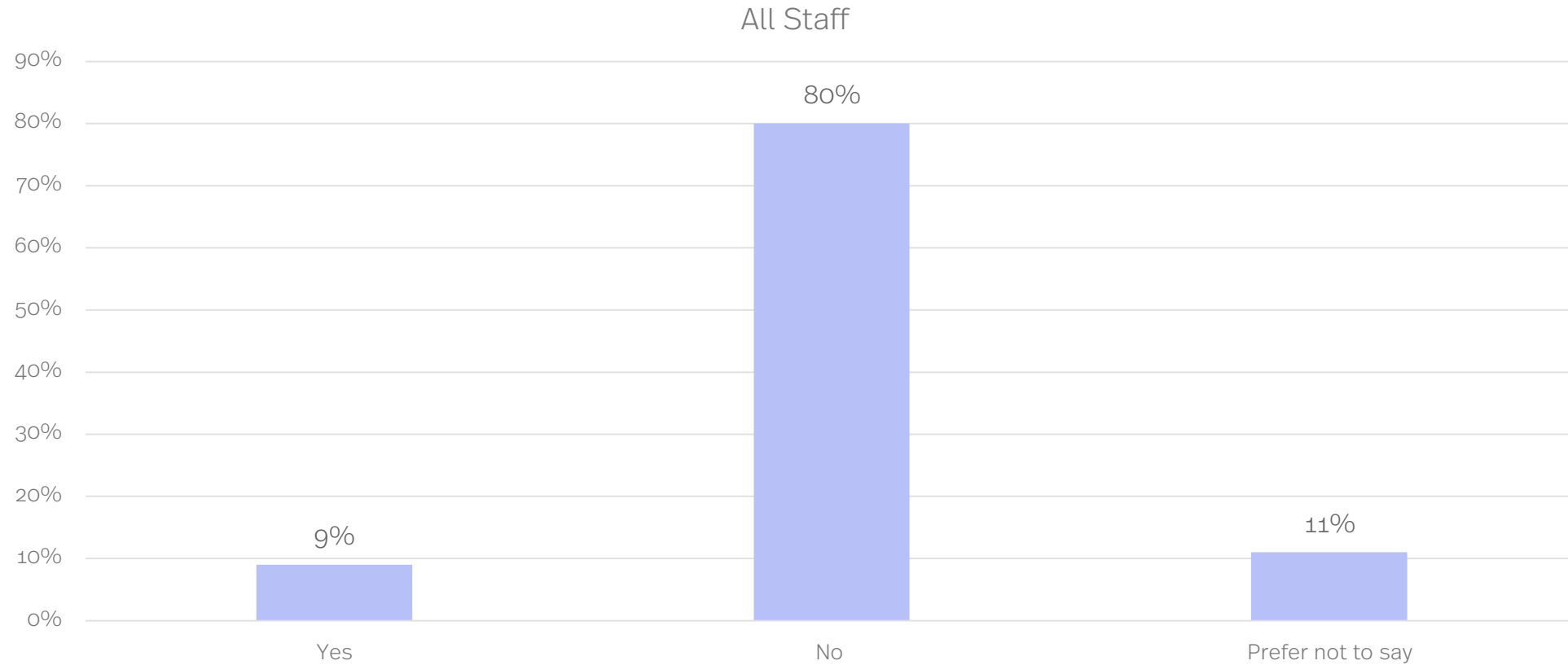
Professional background: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators)

Other: Option 8 (Retired, this question does not apply to me, I don't know)

Neurodiversity



Are you neurodiverse?

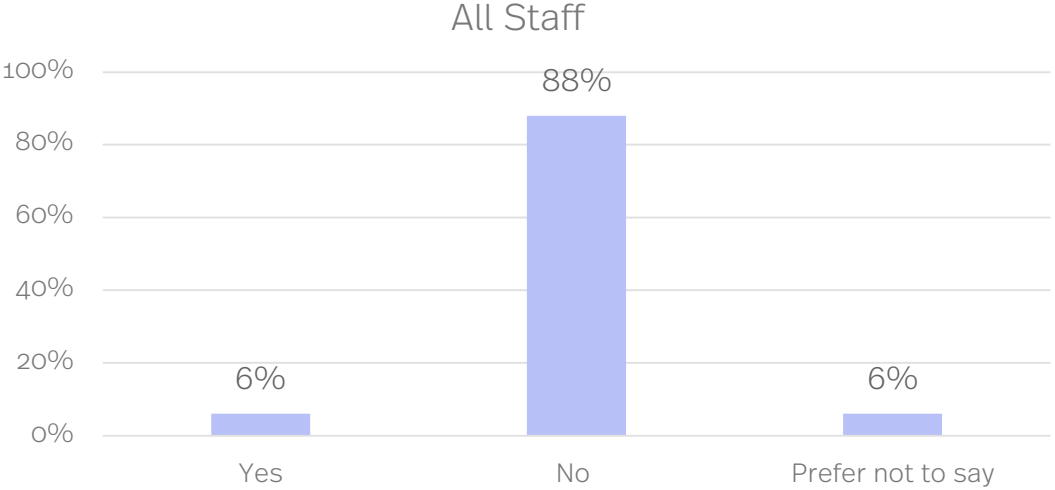


NB: Neurodiverse differences include conditions such as ADHD, Autism, Dyscalculia, and Dyslexia.

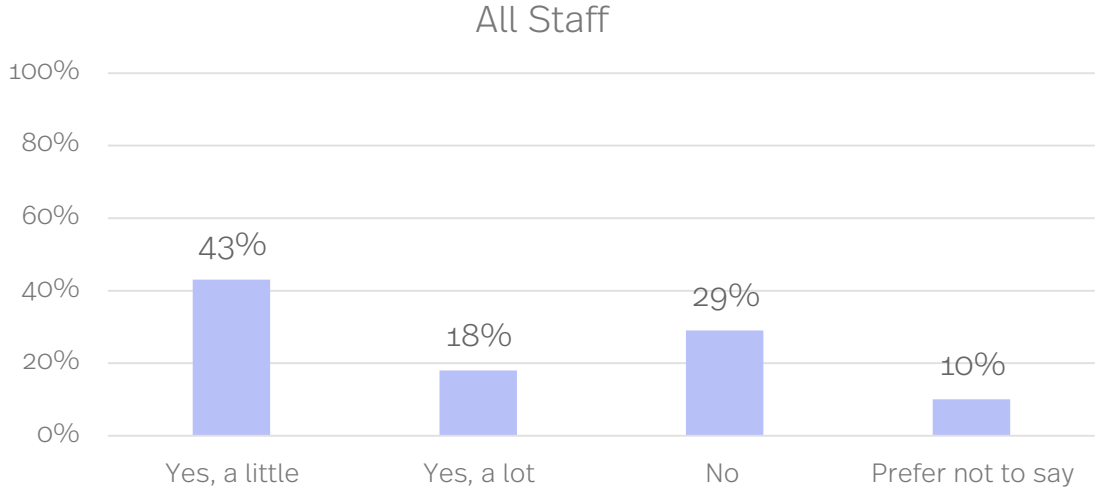
Disability



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? **



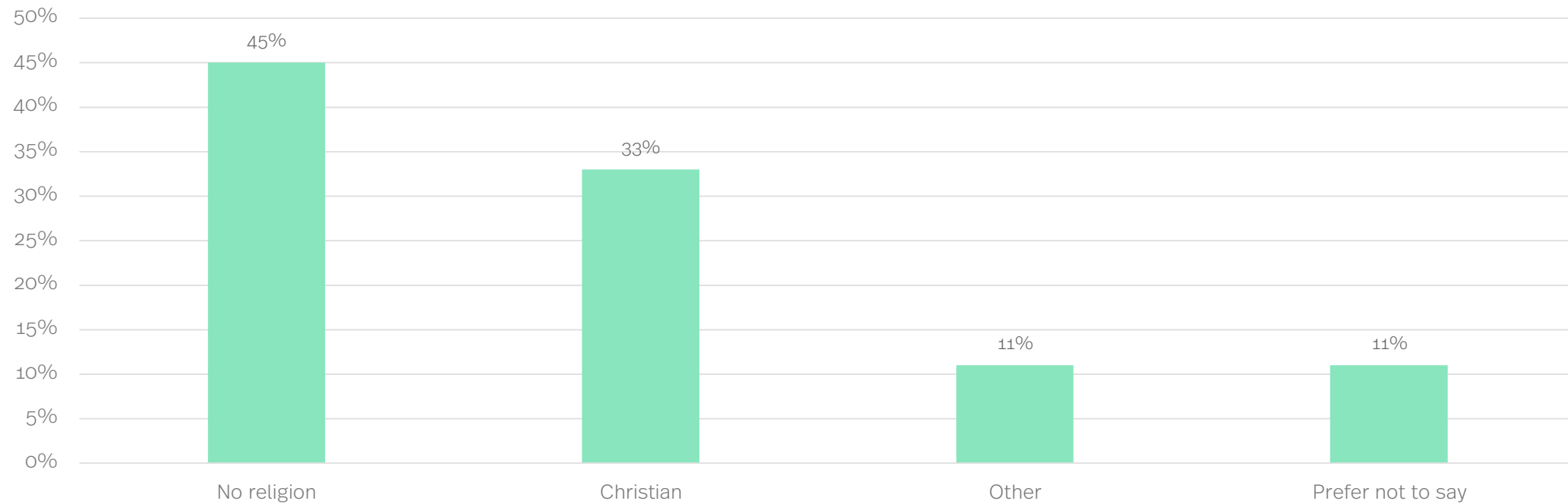
* The UK Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

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

Religion and belief



All Staff



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).

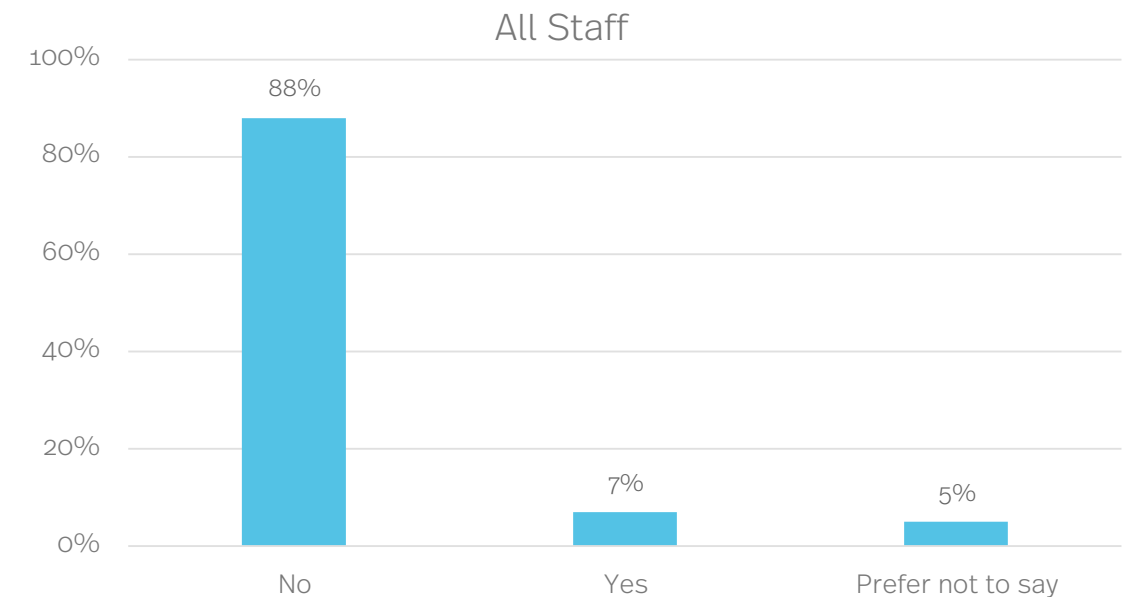
Caretaking responsibilities



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



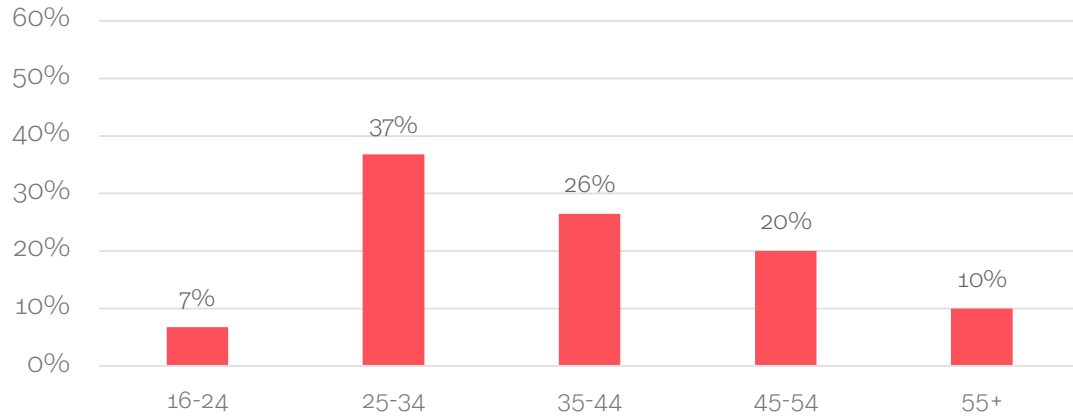
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



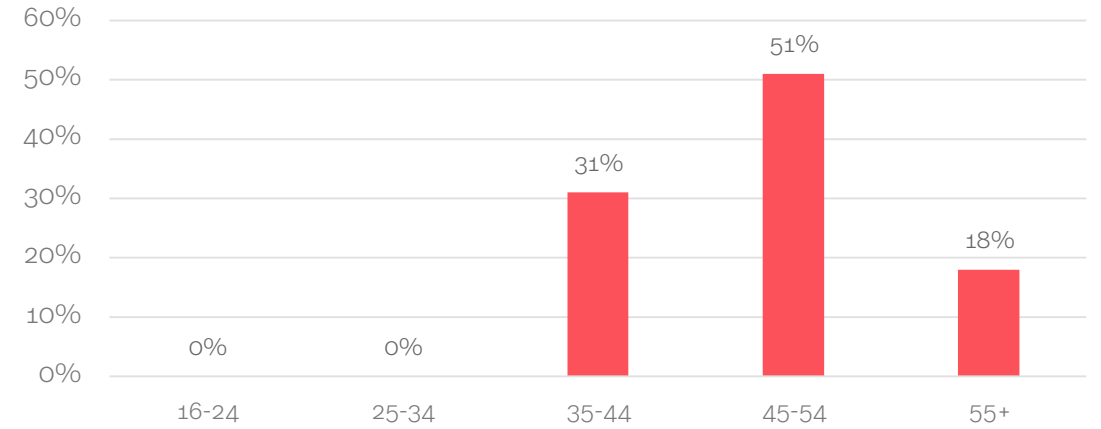
Age



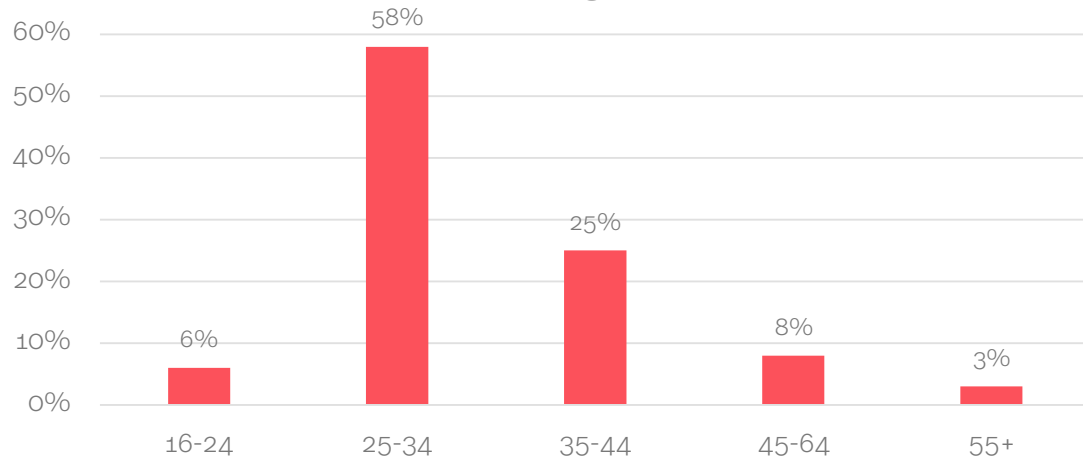
All Staff



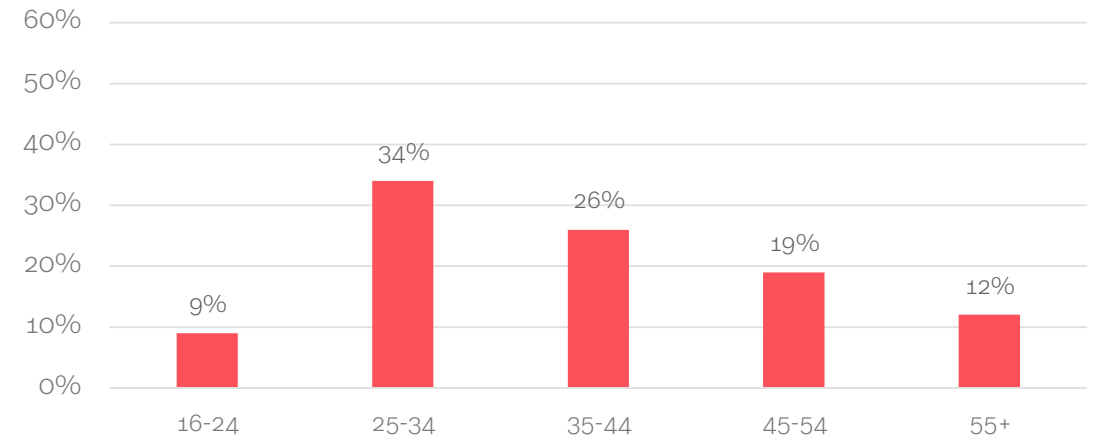
All Partners



All Legal



All Business Services



NB: 15-28 - Gen AI / Generation Alpha; 29-44 - Millennial; 45-60 - Generation X ; 60+ - Babyboomer

simmons-simmons.com

STRICTLY PRIVATE AND CONFIDENTIAL

© Simmons & Simmons LLP and its licensors. All rights asserted and reserved. This document is for general guidance only. It does not contain definitive advice. Simmons & Simmons LLP is a limited liability partnership registered in England & Wales with number OC352713 and with its registered office at CityPoint, One Ropemaker Street, London EC2Y 9SS, United Kingdom. It is authorised and regulated by the Solicitors Regulation Authority and its SRA ID number is 533587. The word "partner" refers to a member of Simmons & Simmons LLP or one of its affiliates, or an employee or consultant with equivalent standing and qualifications. A list of members and other partners together with their professional qualifications is available for inspection at the above address.

100061892