

UK Diversity Audit Results 2026

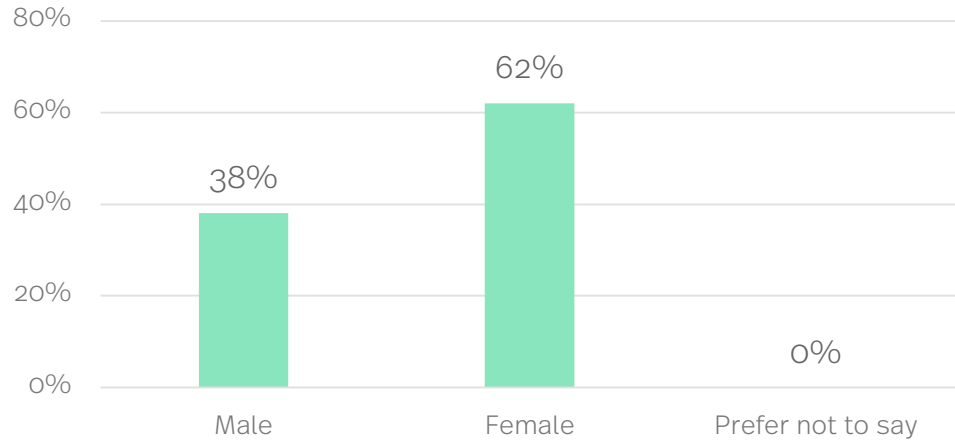
DEIteam@simmons-simmons.com

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

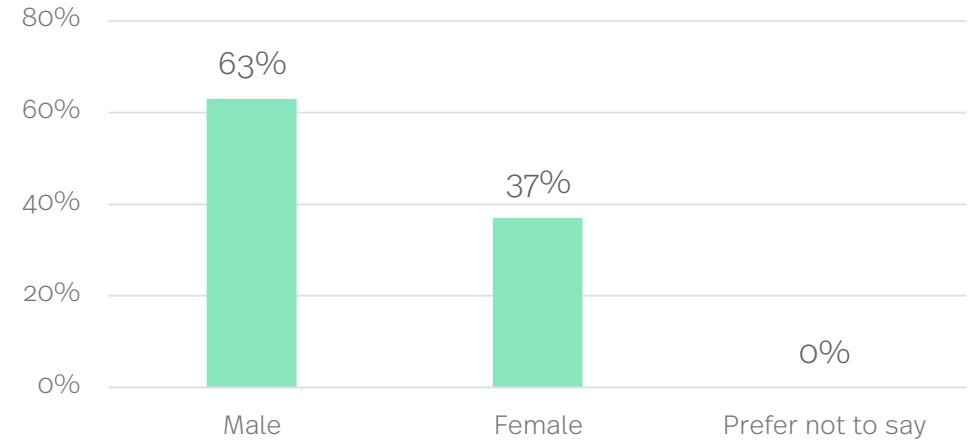
Sex



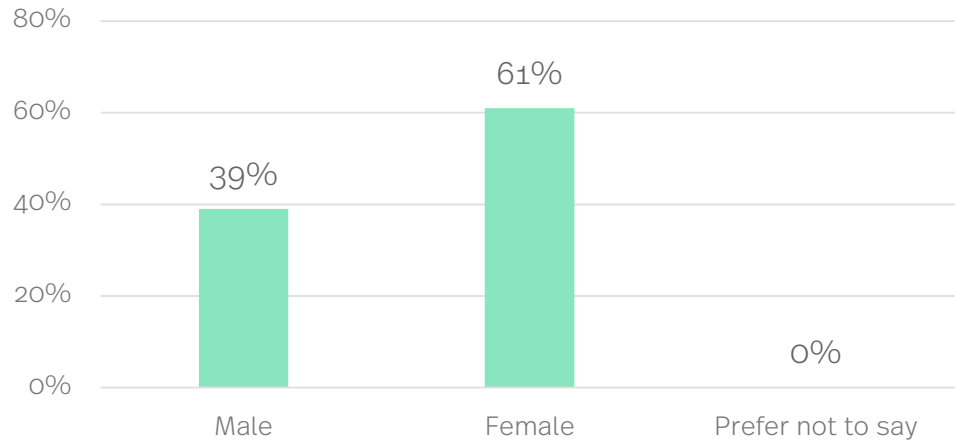
All Staff



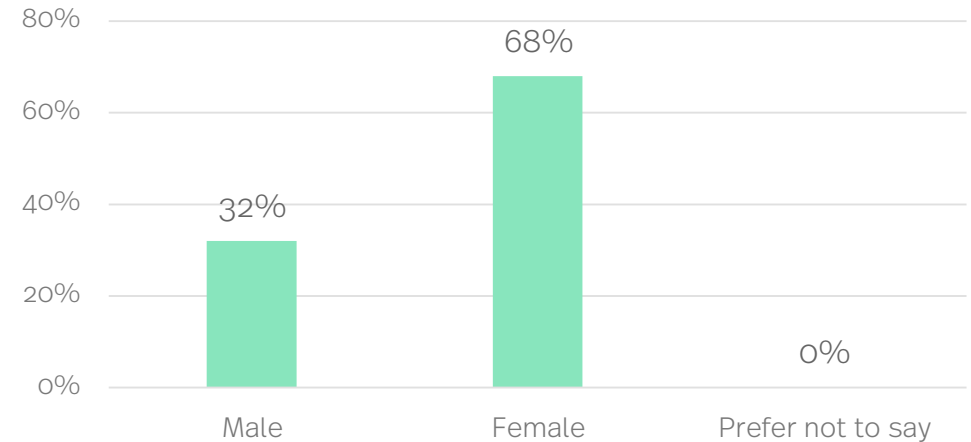
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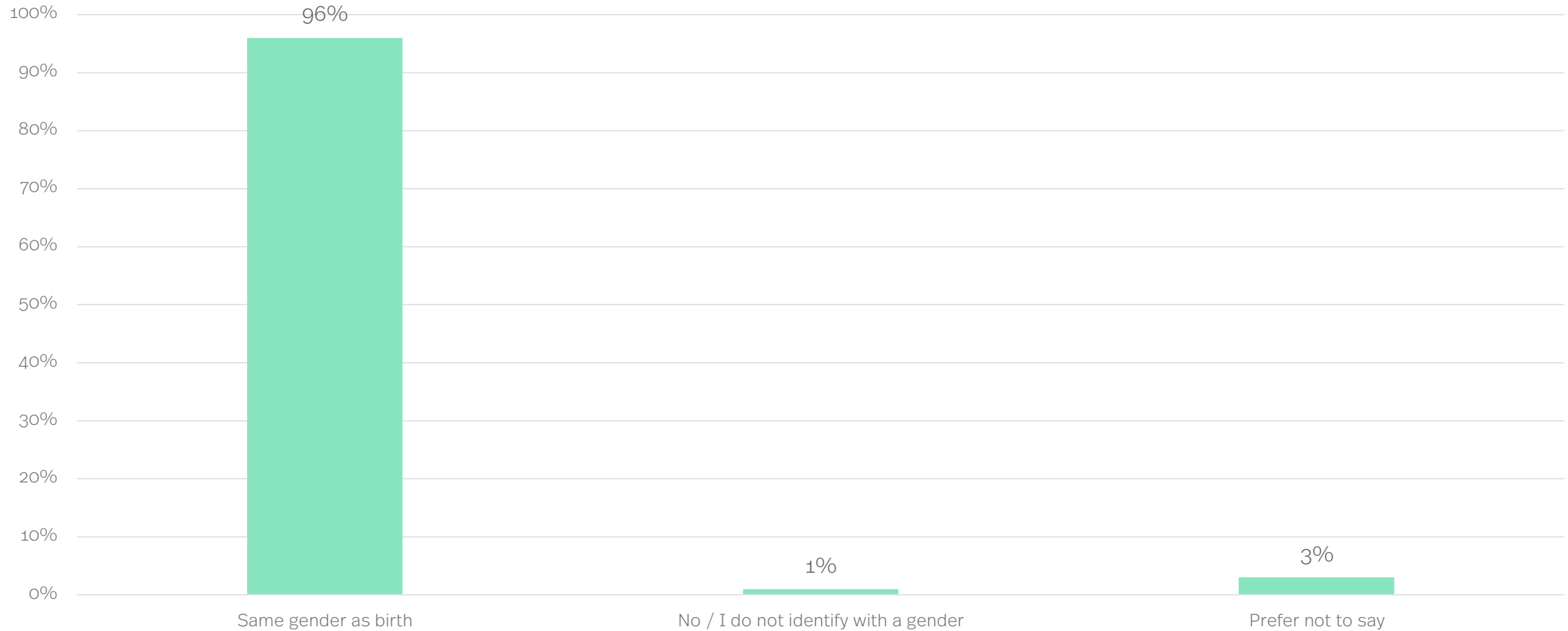


Gender identity

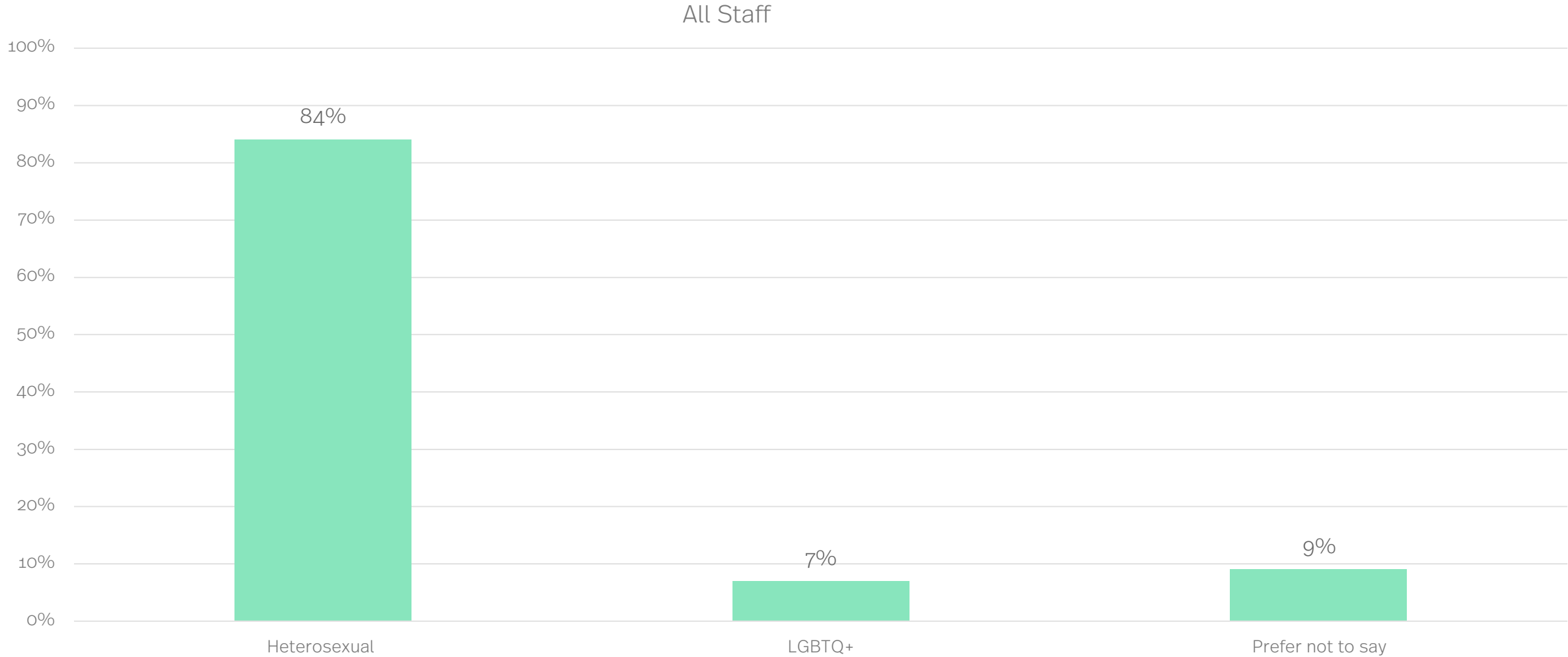


Is the gender you identify with (if any) the same as your sex at birth?

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Sexual orientation

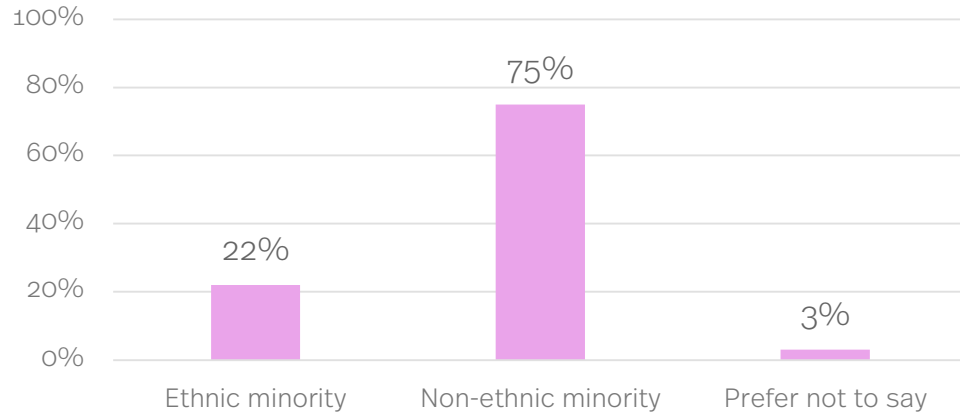


NB: LGBTQ+ refers to those who identify as bisexual, gay, lesbian or other.

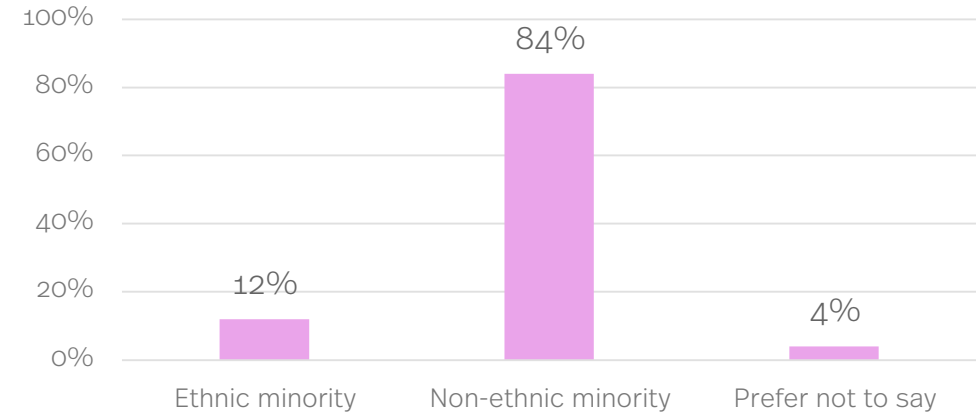
Ethnic diversity



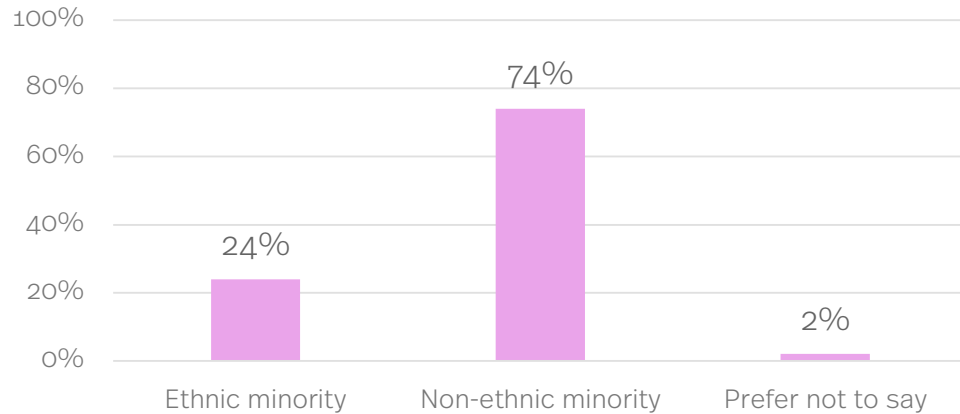
All Staff



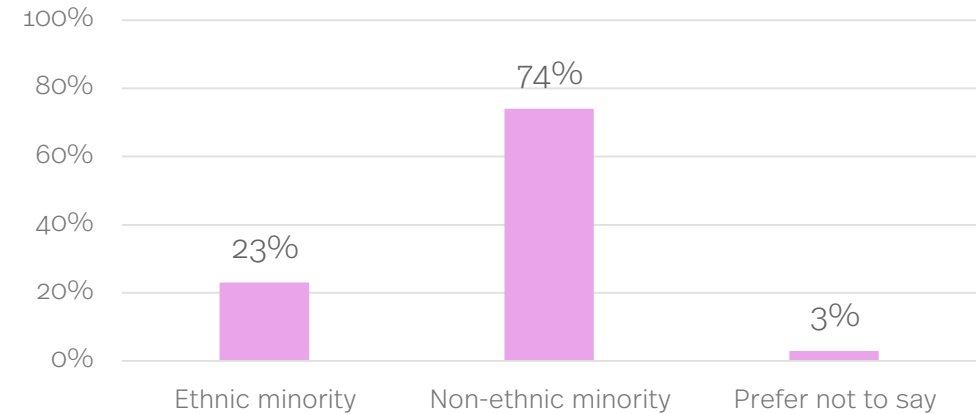
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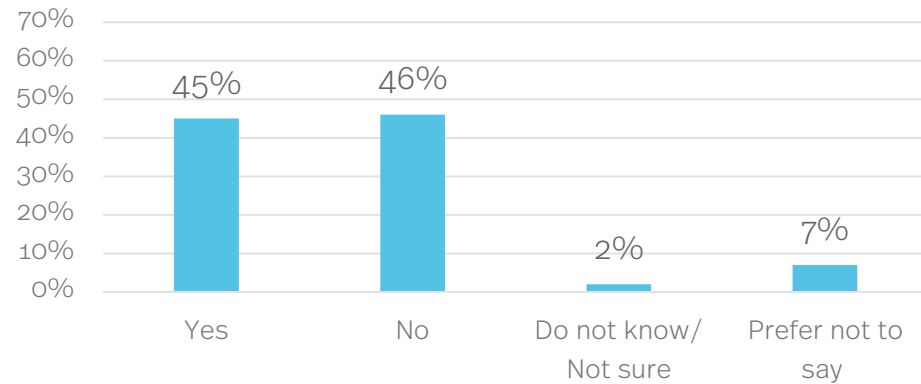
NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other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

Socio-economic diversity

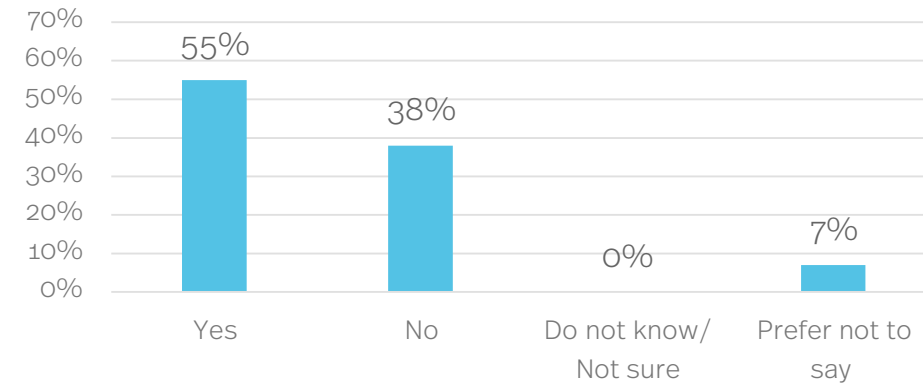


Did either of your parents attend university (or equivalent) and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

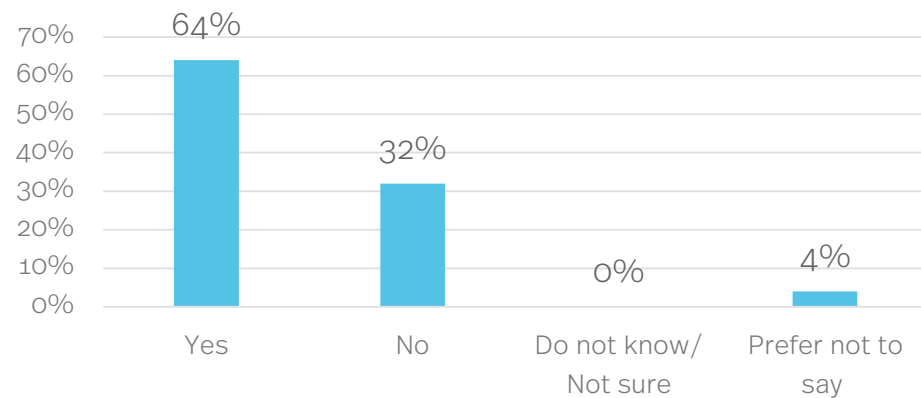
All Staff



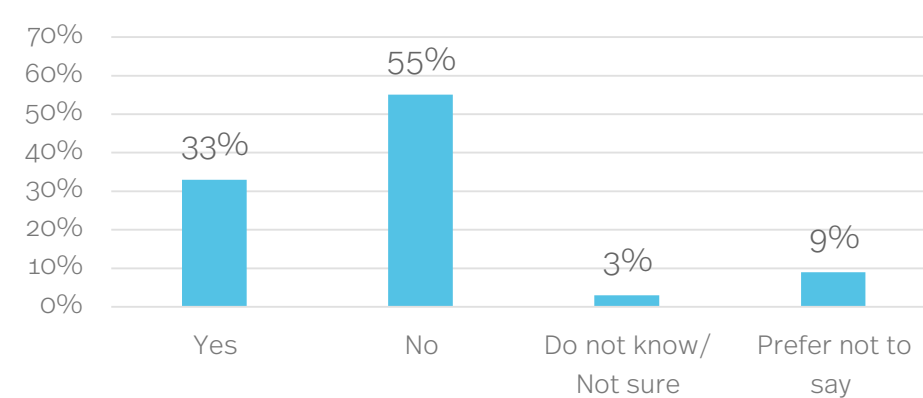
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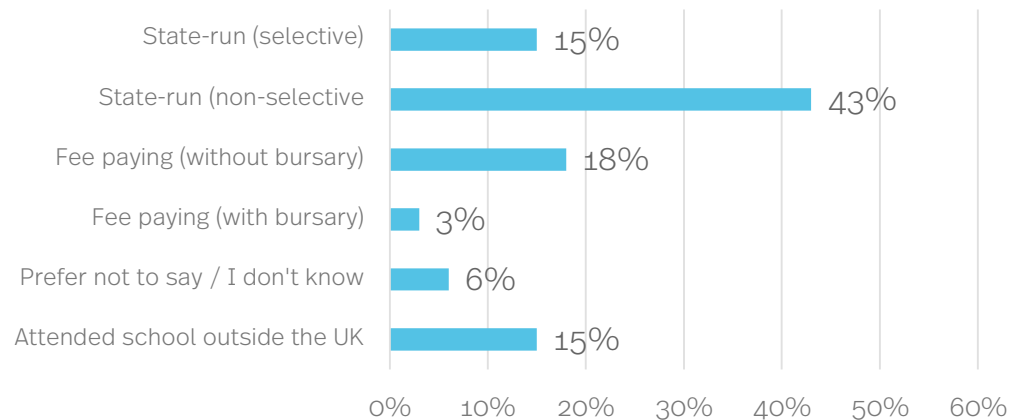


Socio-economic diversity

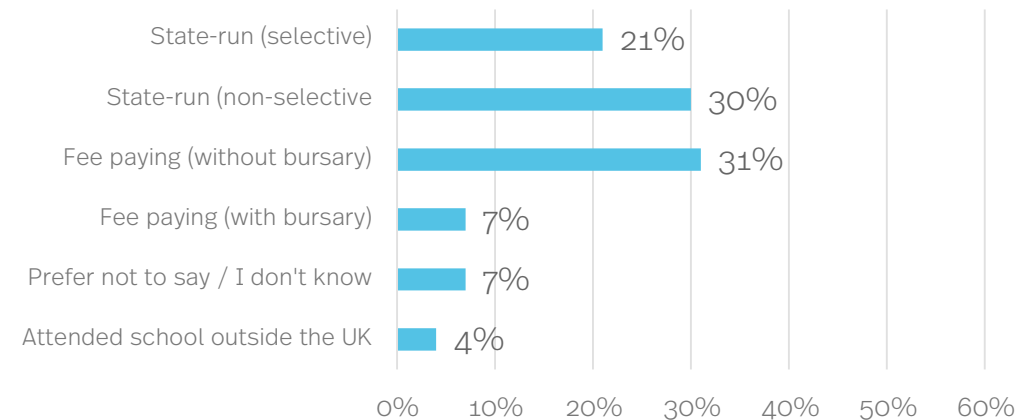


Which type of school did you attend for the most time between the ages of 11-16?

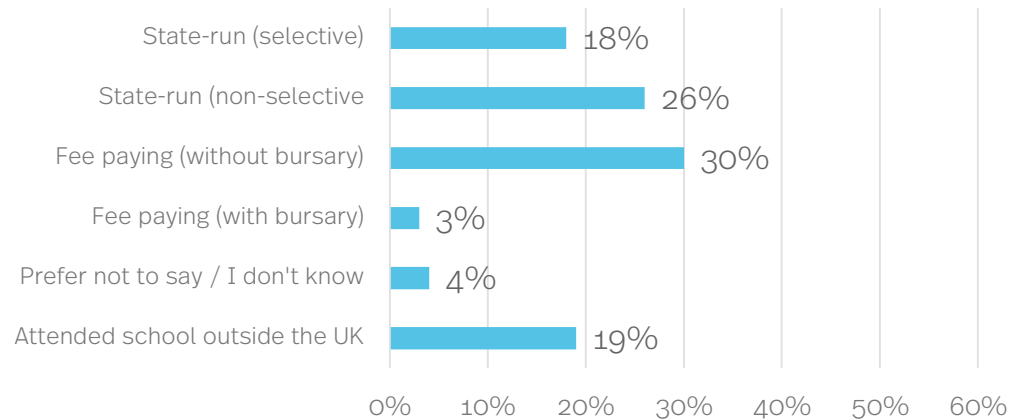
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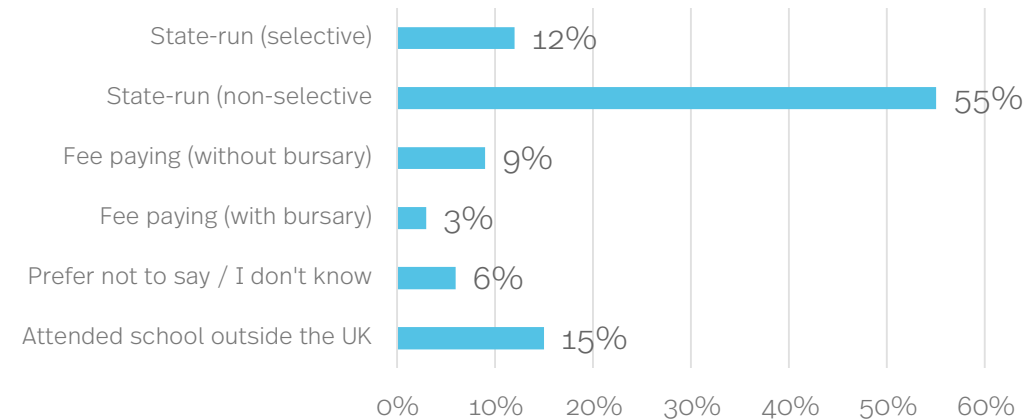
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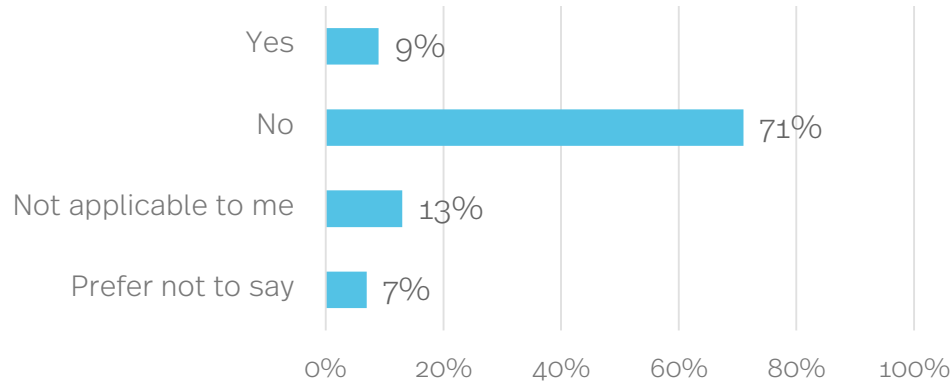


Socio-economic diversity

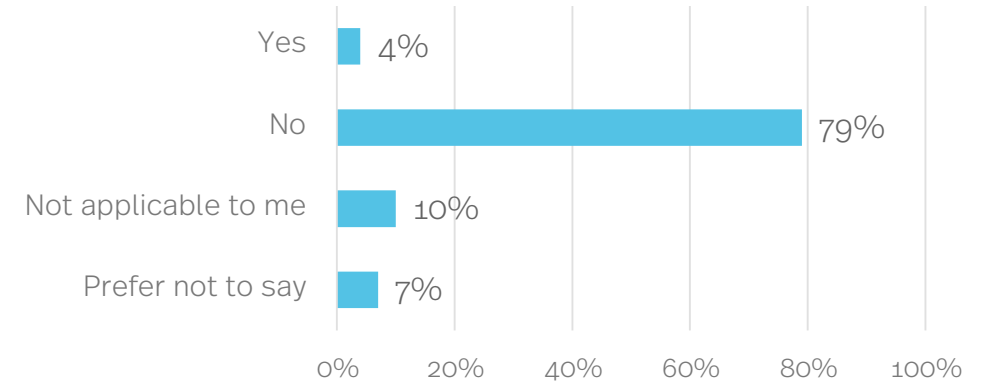


At school, did you qualify for free school meals or pupil premium?

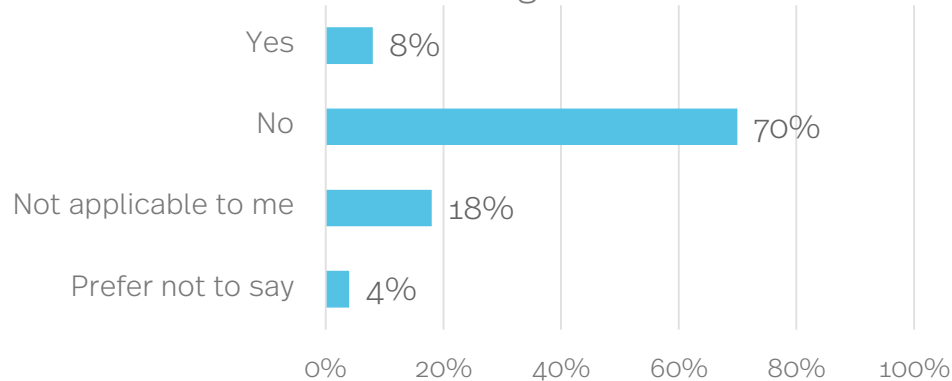
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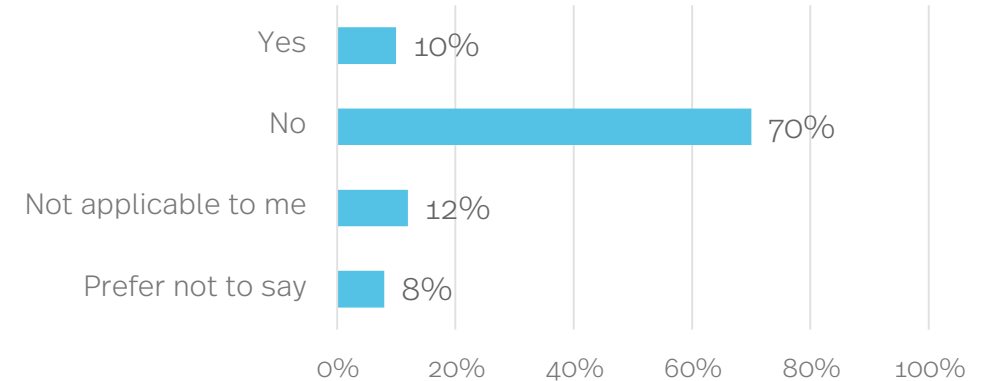
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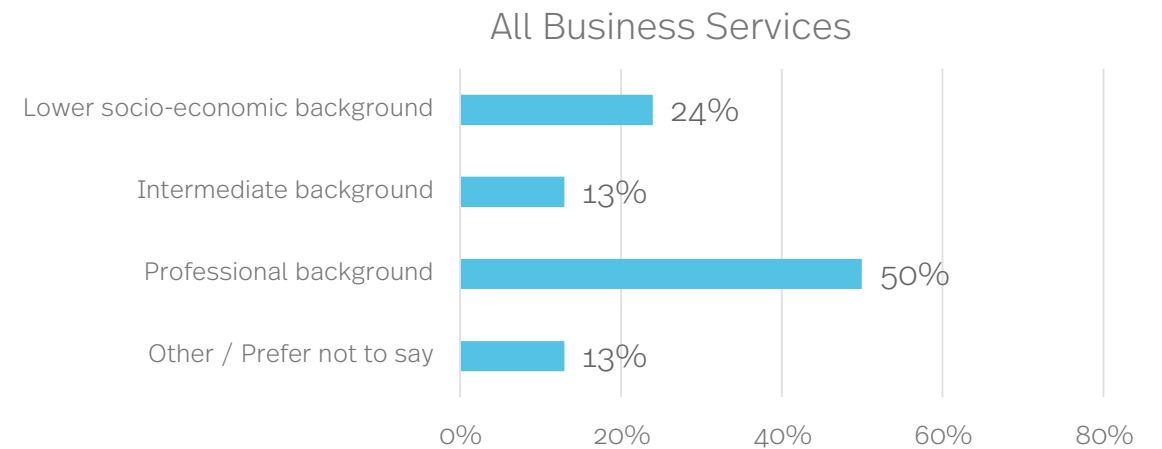
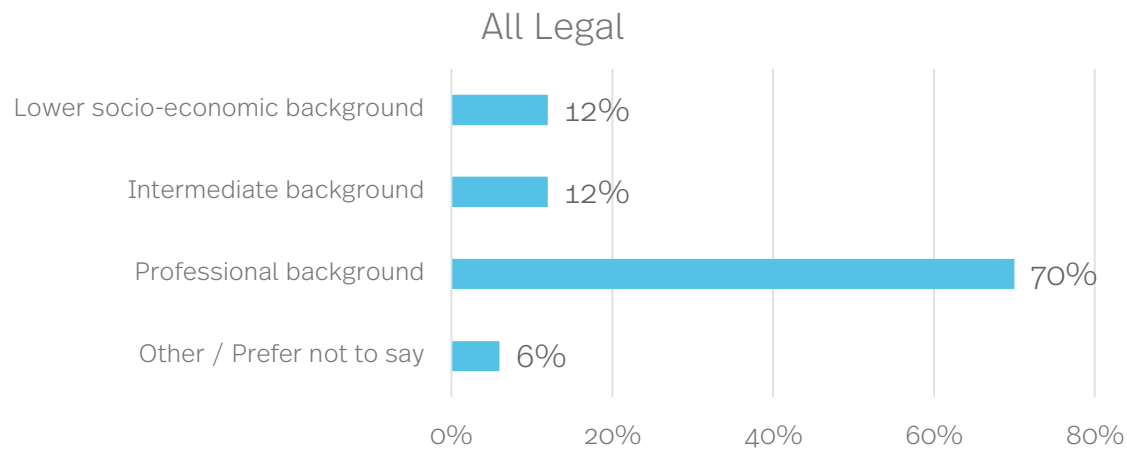
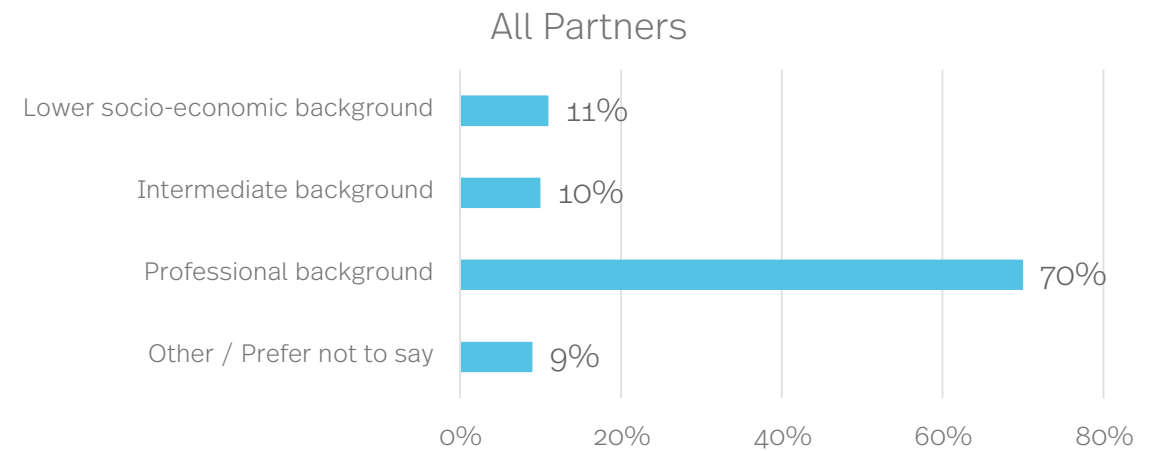
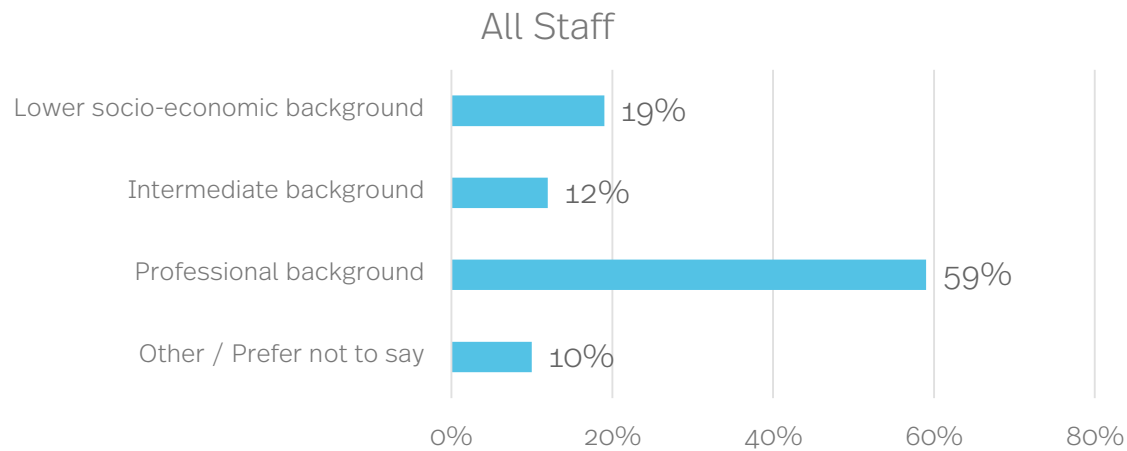
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Socio-economic diversity



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)

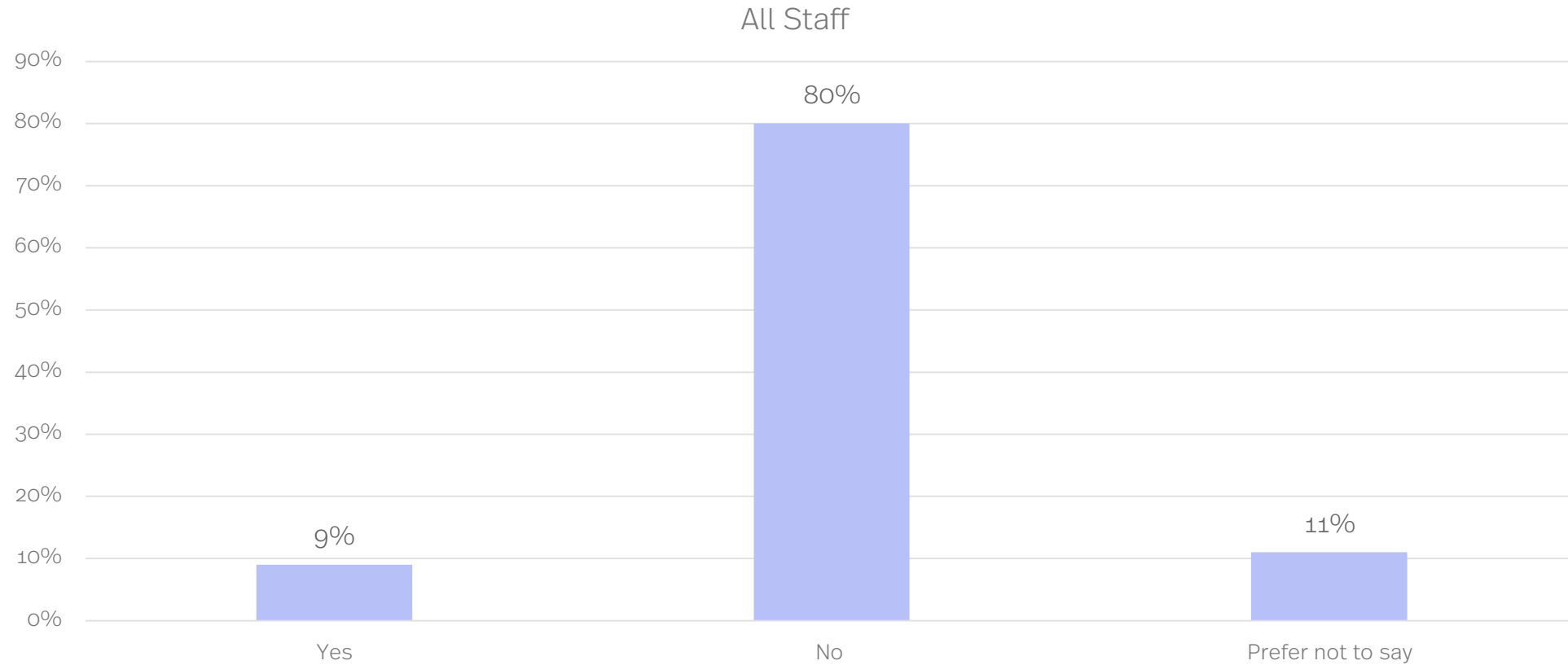
Professional background: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators)

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

Neurodiversity



Are you neurodiverse?

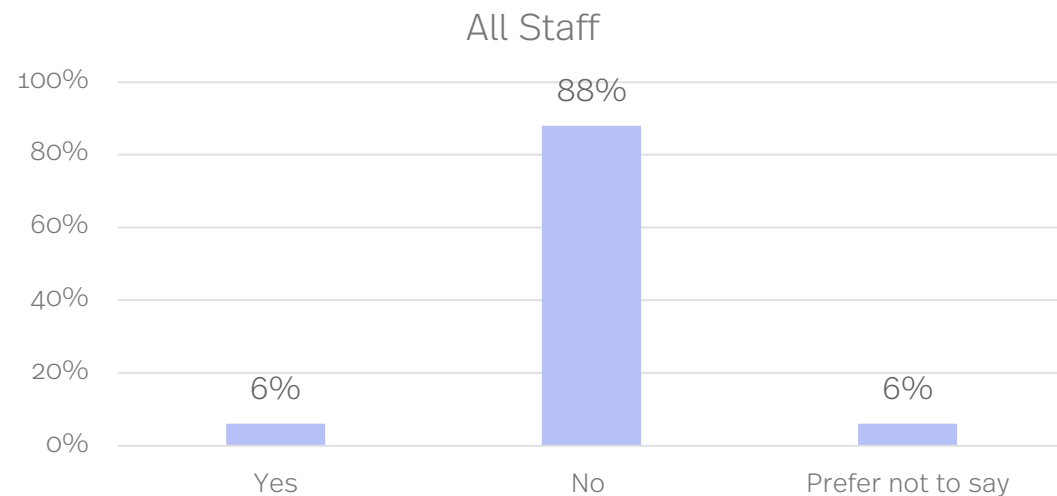


NB: Neurodiverse differences include conditions such as ADHD, Autism, Dyscalculia, and Dyslexia.

Disability

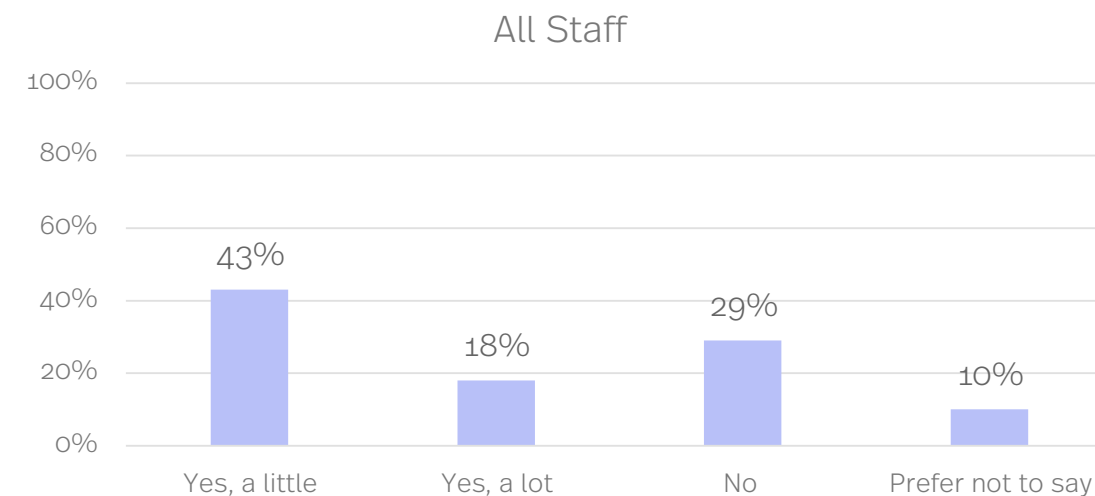


Do you consider yourself to have a disability according to the definition in the UK Equality Act 2010? *



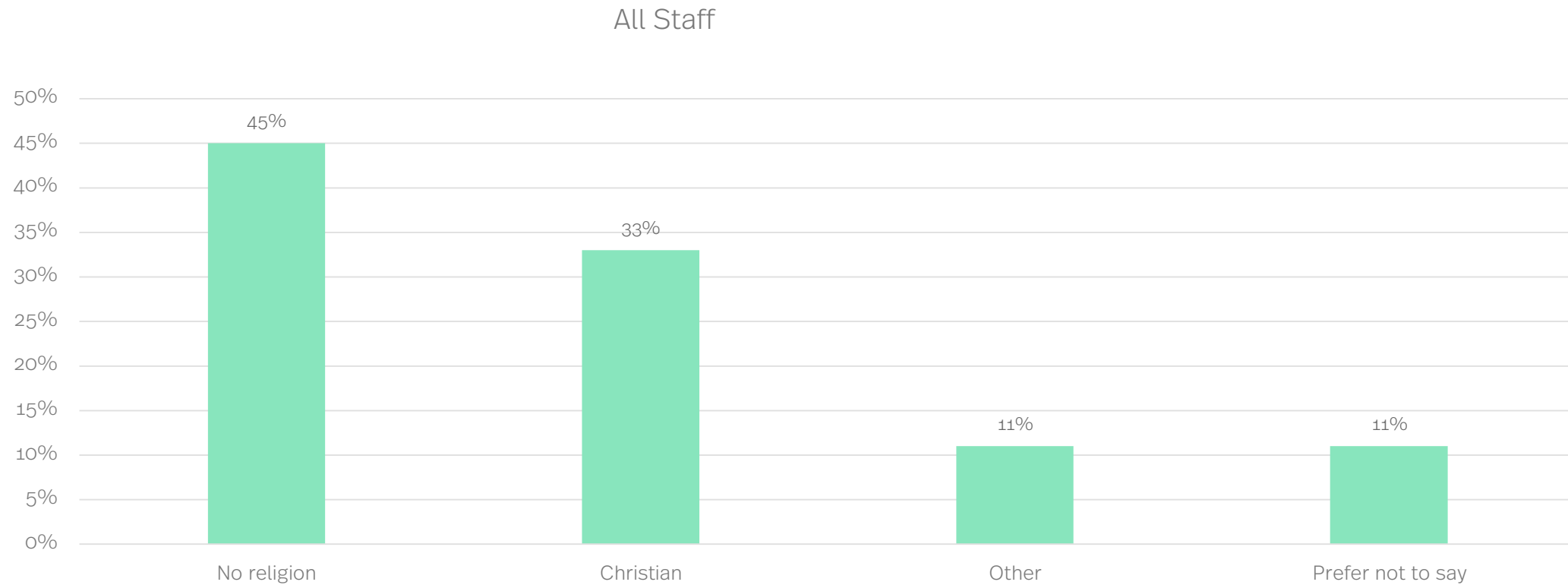
* The UK Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

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



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).

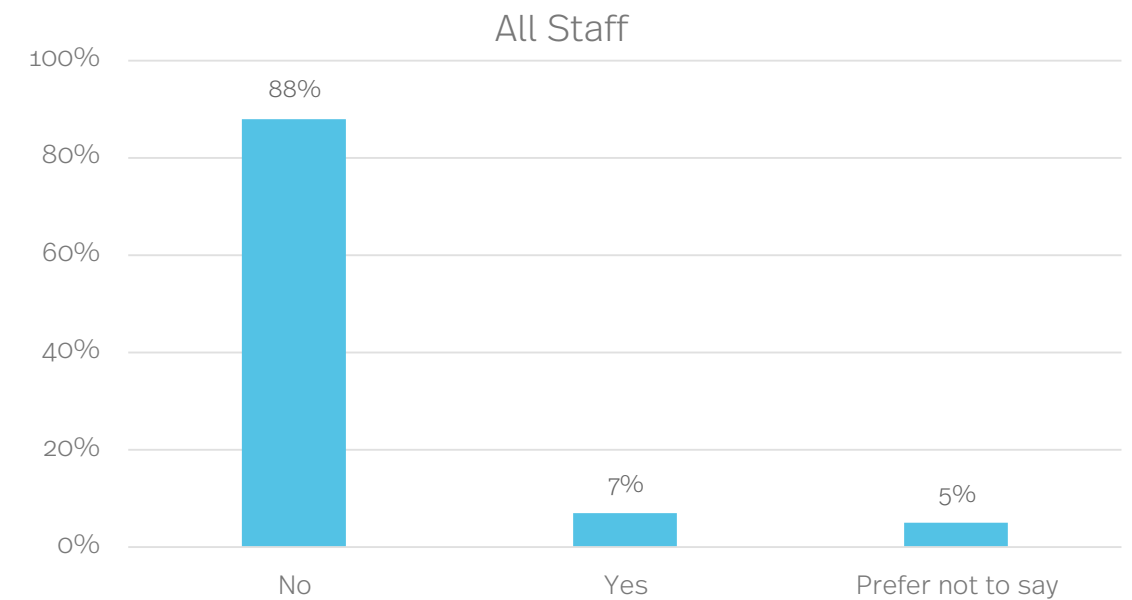
Caretaking responsibilities



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



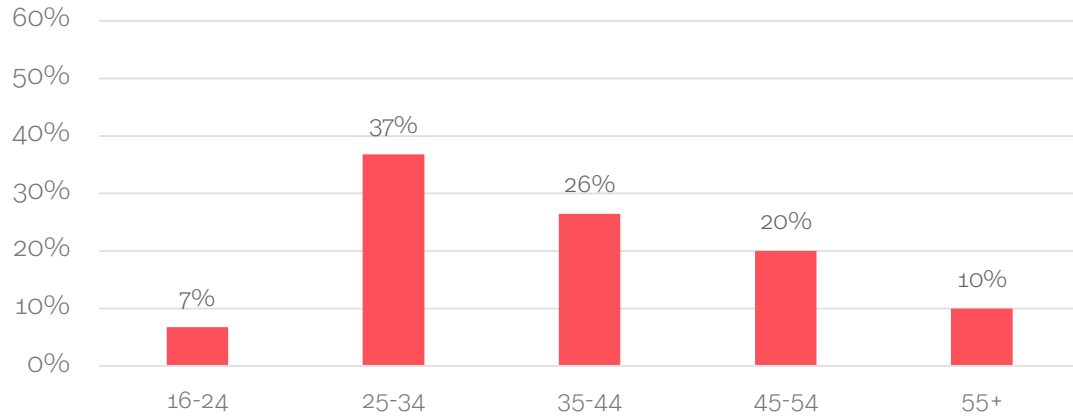
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



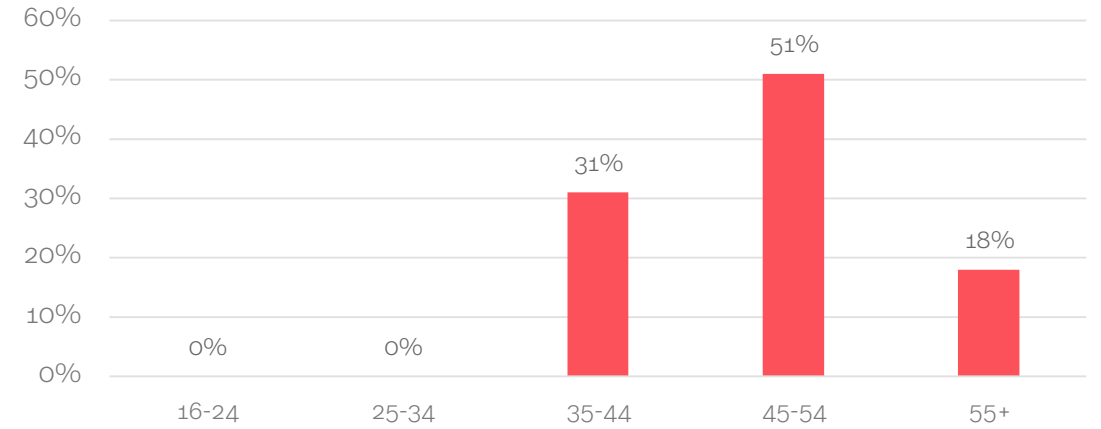
Age



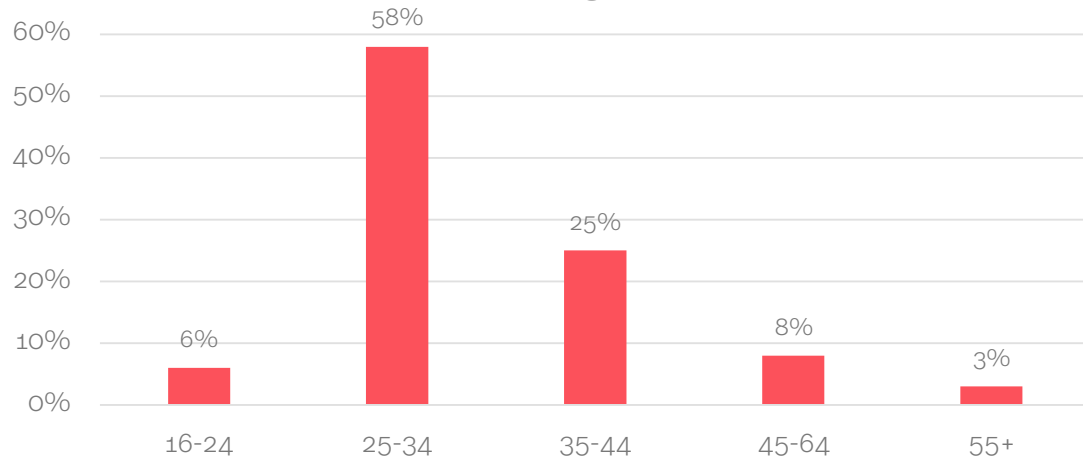
All Staff



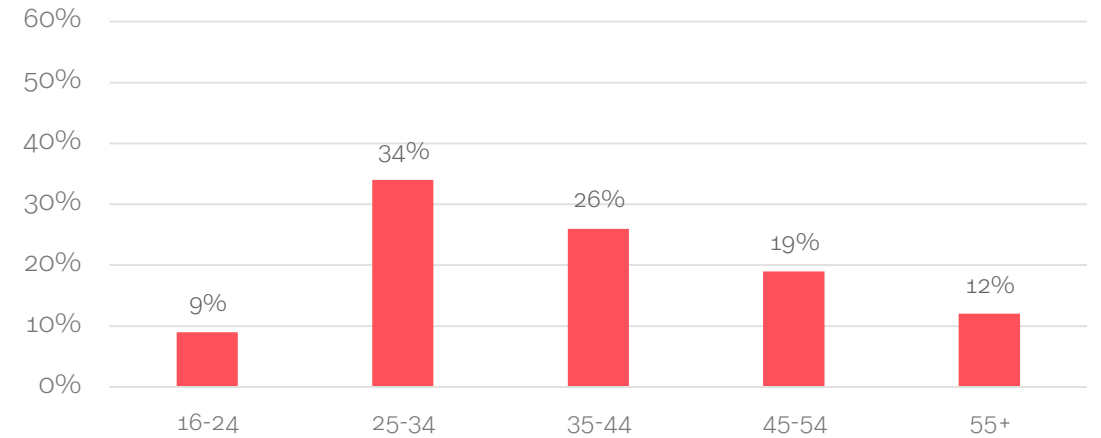
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NB: 15-28 - Gen AI / Generation Alpha; 29-44 - Millennial; 45-60 - Generation X ; 60+ - Babyboomer

