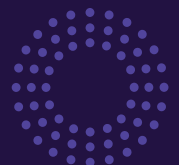


HOWARD KENNEDY



# SRA Diversity Data Summary

2021 submission



## Howard Kennedy – SRA Diversity reporting 2021

We publish our diversity statistics every two years in line with the requirements of the Solicitors Regulatory Authority.

### Diversity & Inclusion at Howard Kennedy

We are committed to building a diverse workforce and an inclusive culture where our people can be themselves when they come to work. It's part of our core values as a firm.

Respect and inclusion in the workplace are about **valuing everyone in the organisation as an individual**. It's vital to have an inclusive environment where everyone feels able to participate and achieve their potential.

At Howard Kennedy we aim to live by our values **Talk Straight | Think Smart | Be Yourself** which encourage an open and honest working environment. There are various firmwide initiatives in place to enable us to build a diverse and inclusive culture. A place where employees are **respected, part of a team, empowered to make change and able to access fair career progression**.



#### Notes:

- Data collected 15 July 2021
- Data represents a response rate of 86%
- Data includes information provided by individuals
- All questions are voluntary, so participation rates vary
- All figures are presented as percentages rounded to one decimal place
- 'Chartered Legal Executive (Fellow) / CILEx Practitioner' and 'Patent or Trade Mark Attorney' data included in 'Solicitor' role category
- 'Business Services' role category includes 'Role directly supporting a fee earner', 'Managerial role' and IT/HR/other corporate services role'





Data declared by 86% of our people, and represents an even split between fee earners and non-fee earners.



74% of Solicitor respondents identify as female.  
24% of Partner respondents identify as female.  
5% of respondents' gender identity is not the same as at birth.



3% of all respondents identify as gay, lesbian or bisexual.



11% of respondents identify as Asian/Asian British.  
3.6% of respondents identify as Black/Black British.  
2.6% of respondents identify as Mixed/Multiple ethnicities.  
1.0% of respondents identify as another ethnic group.  
78.8% of respondents identify as white.



1% of all respondents consider themselves to have a disability.

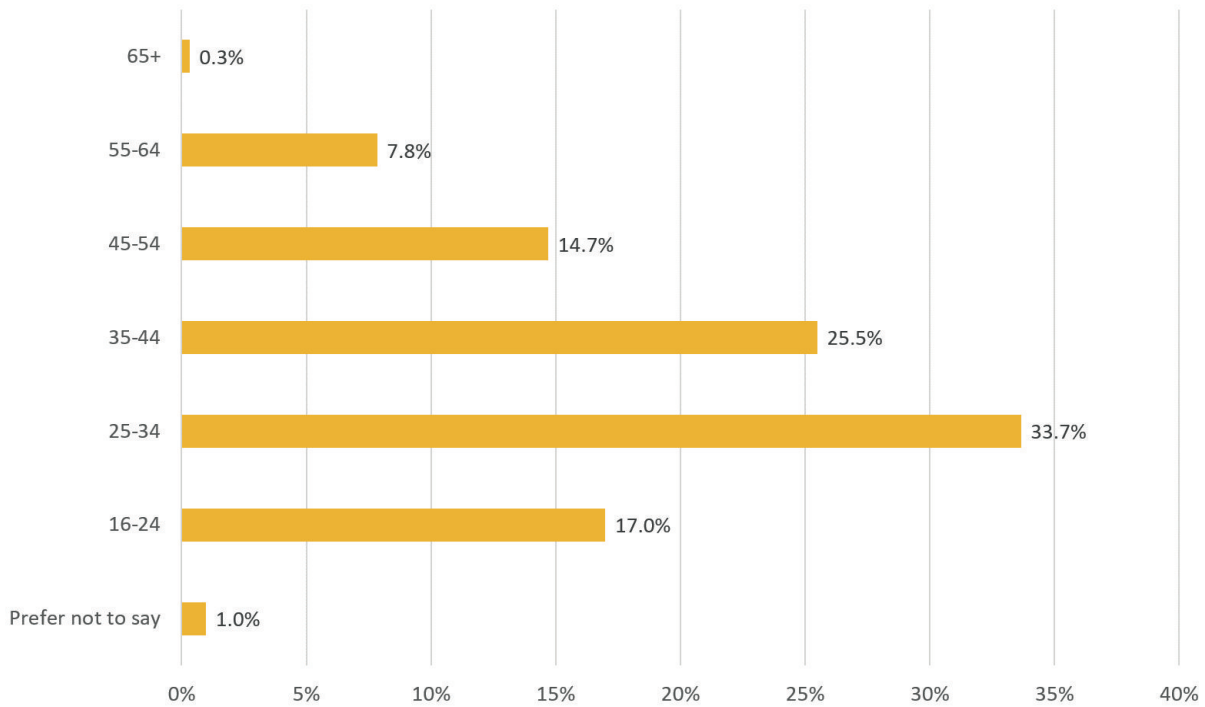
66% of all respondents attended state schools.

## Our results

### Role in firm

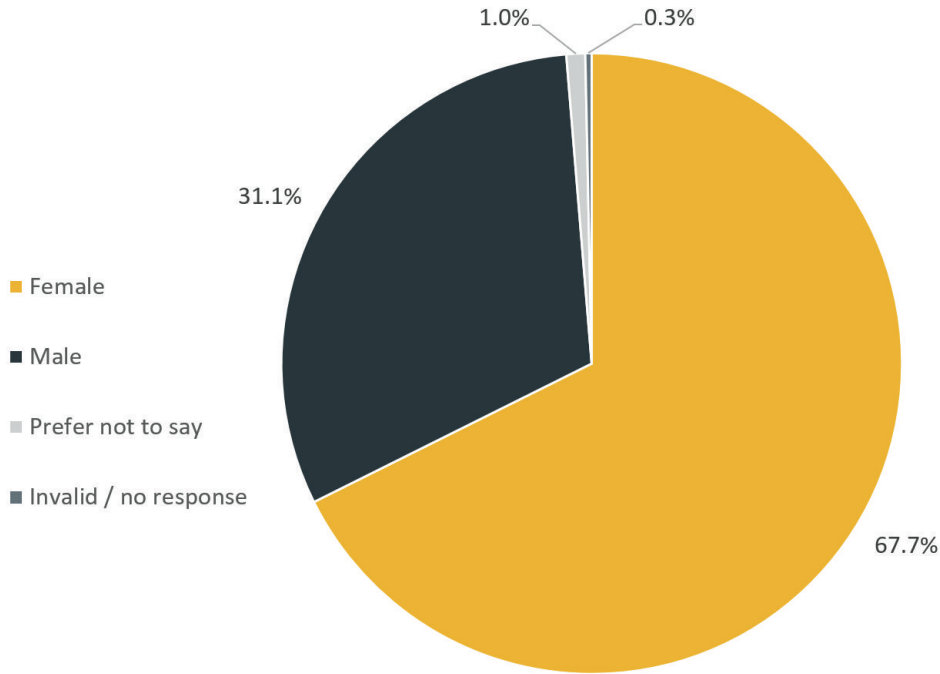
Partner	Solicitor	Other fee earning role	Business Services	Prefer not to say
12.4%	27.8%	11.4%	44.4%	3.9%

### Age profile



## Gender

### All respondents



### Male

Partner	Solicitor	Other fee earning role	Business Services	Prefer not to say	All Respondents
71.1%	23.7%	25.7%	24.3%	41.7%	31.1%

### Female

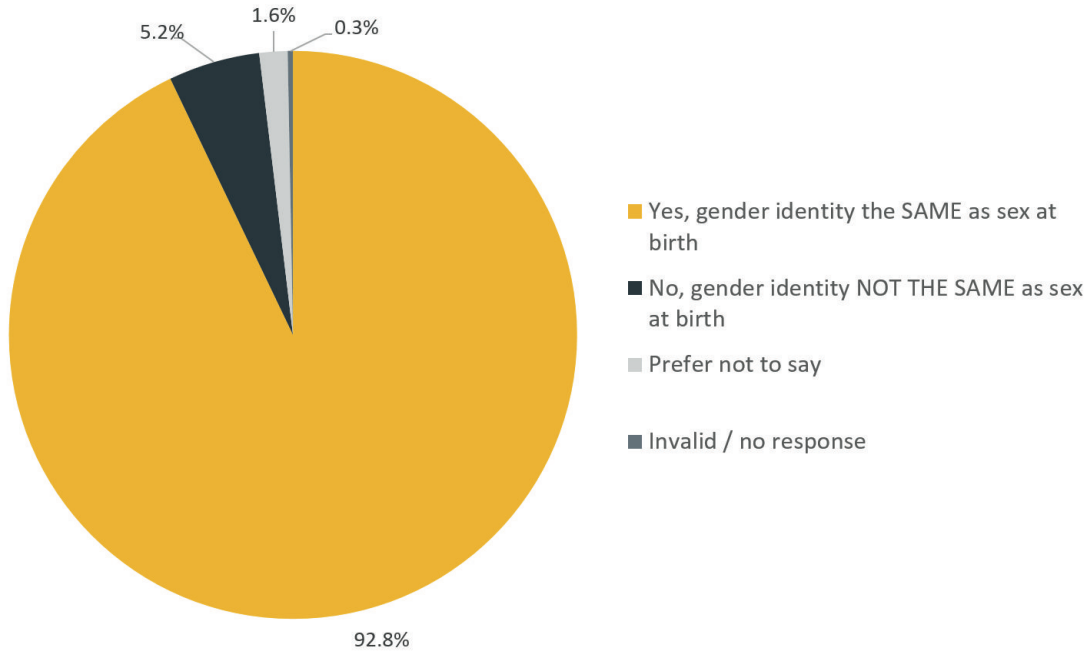
Partner	Solicitor	Other fee earning role	Business Services	Prefer not to say	All Respondents
23.7%	74.1%	74.3%	75.7%	50.0%	67.7%

Remaining % for each role is Prefer not to say, or Invalid/No response.

No responses were recorded in the 'Other' category.

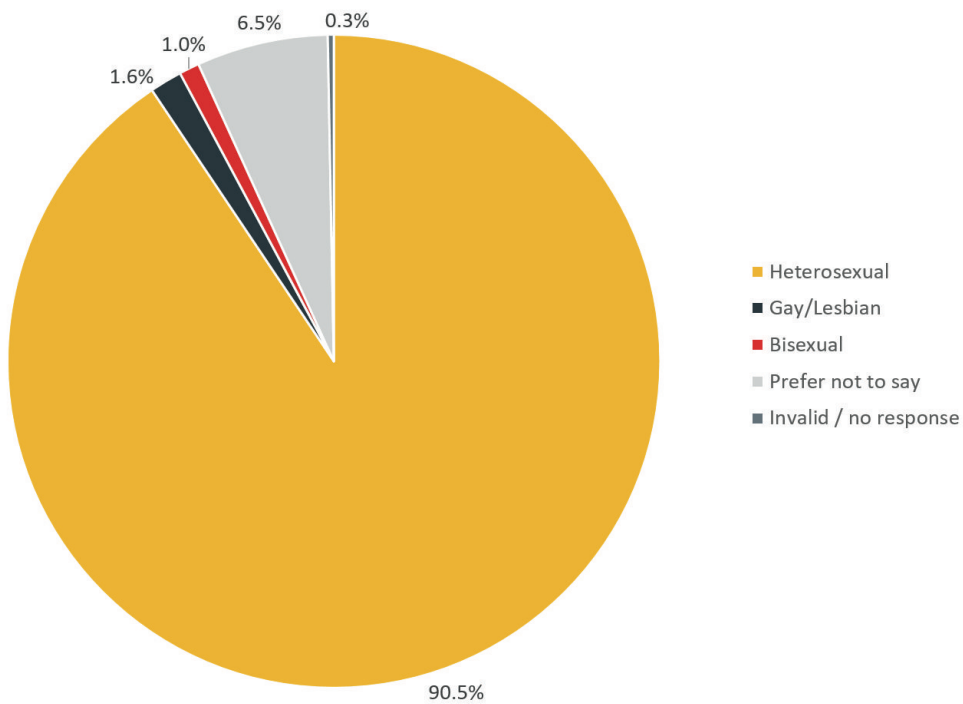
## Gender identity

All respondents



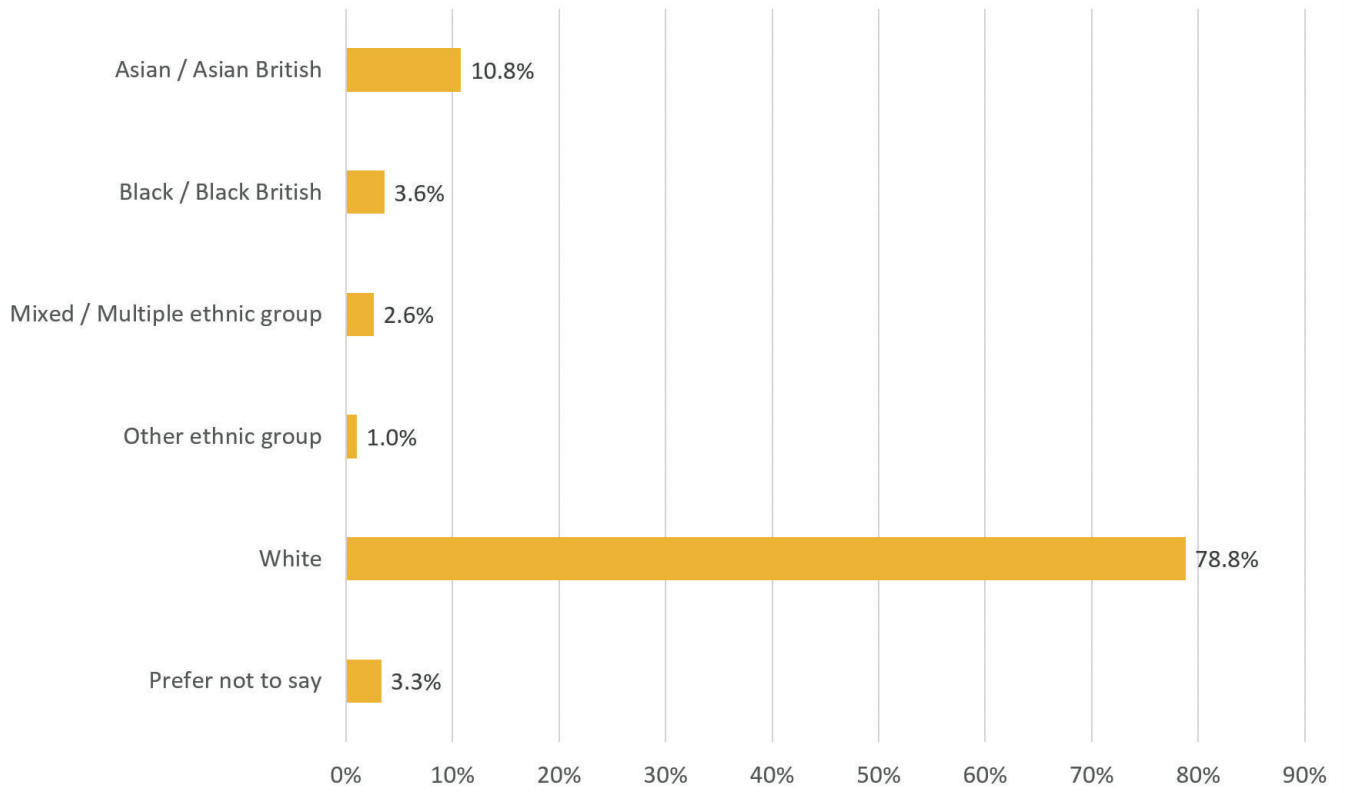
## Sexual orientation

All respondents



## Ethnicity

### All respondents



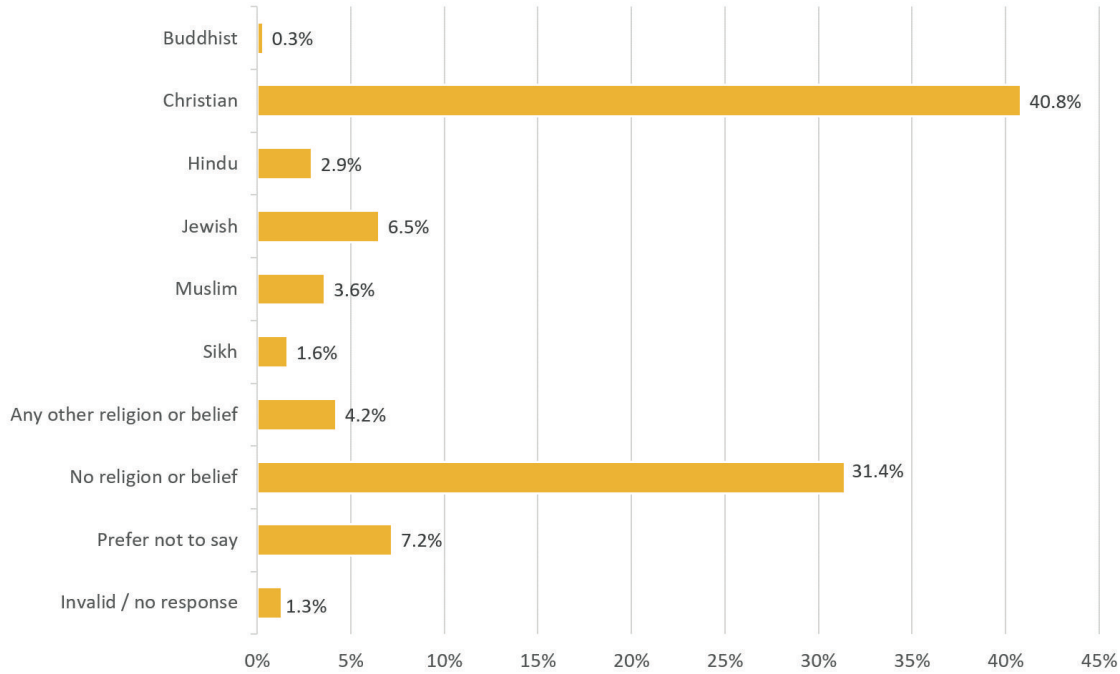
### By role

	Asian / Asian British	Black / Black British	Mixed / Multiple ethnicity	Other ethnic group	White
Partner	5.2%	0.0%	0.0%	0.0%	84.2%
Solicitor	15.2%	2.4%	1.2%	0.0%	76.5%
Other fee earning role	11.4%	0.0%	5.7%	2.9%	77.1%
Business Services	9.6%	6.6%	2.9%	1.5%	79.4%
Prefer not to say	8.3%	0.0%	8.3%	0.0%	75.0%
All respondents	10.8%	3.6%	2.6%	1.0%	78.8%

Remaining percentage for each role is Prefer not to Say.

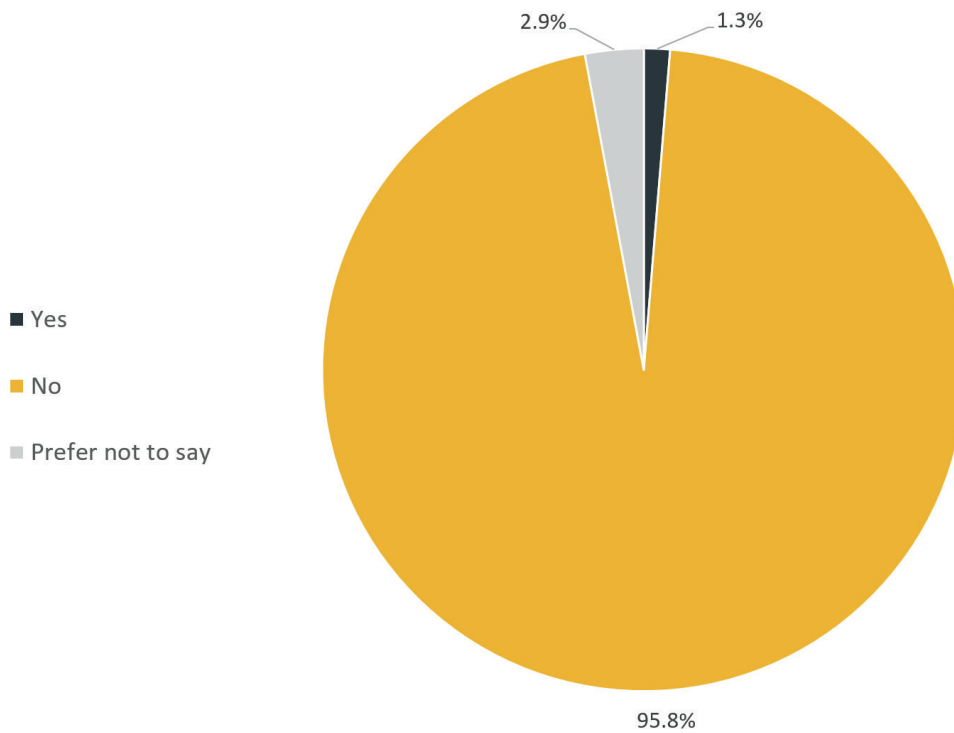
## Religion

All respondents



## Disability

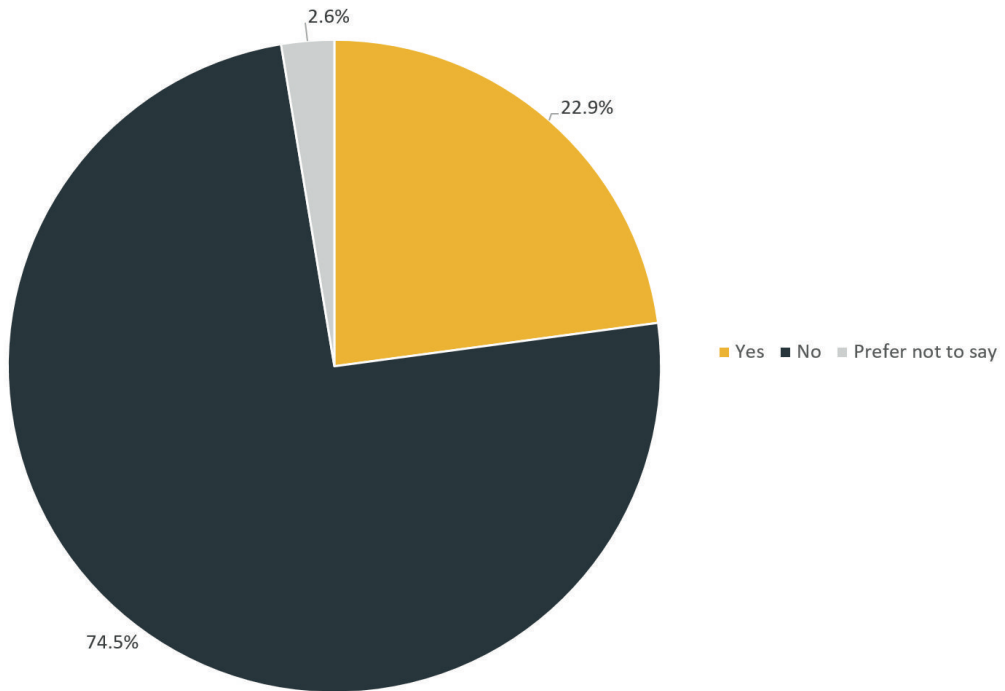
All respondents



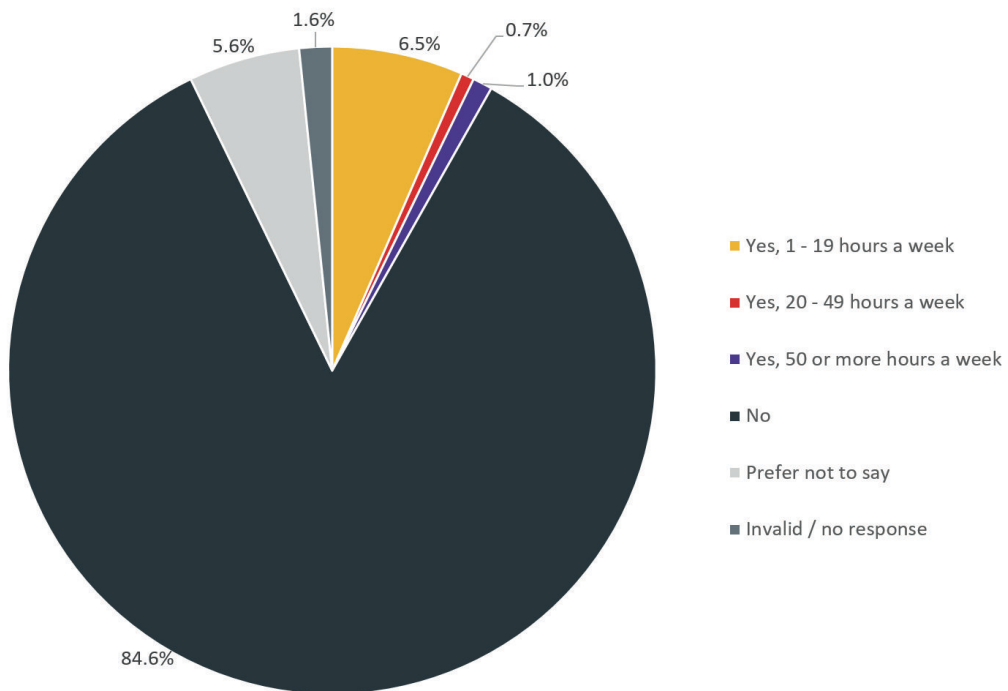


## Caring responsibilities

All respondents  
Primary carer for a child under 18

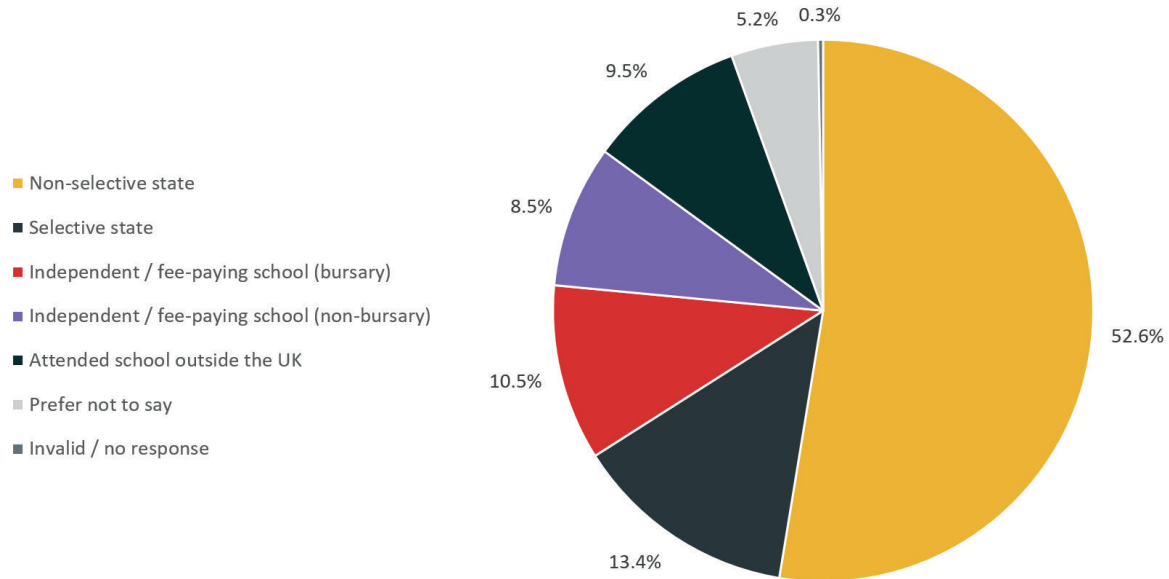


All respondents  
Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age



## Social mobility

### All respondents School type



### By role

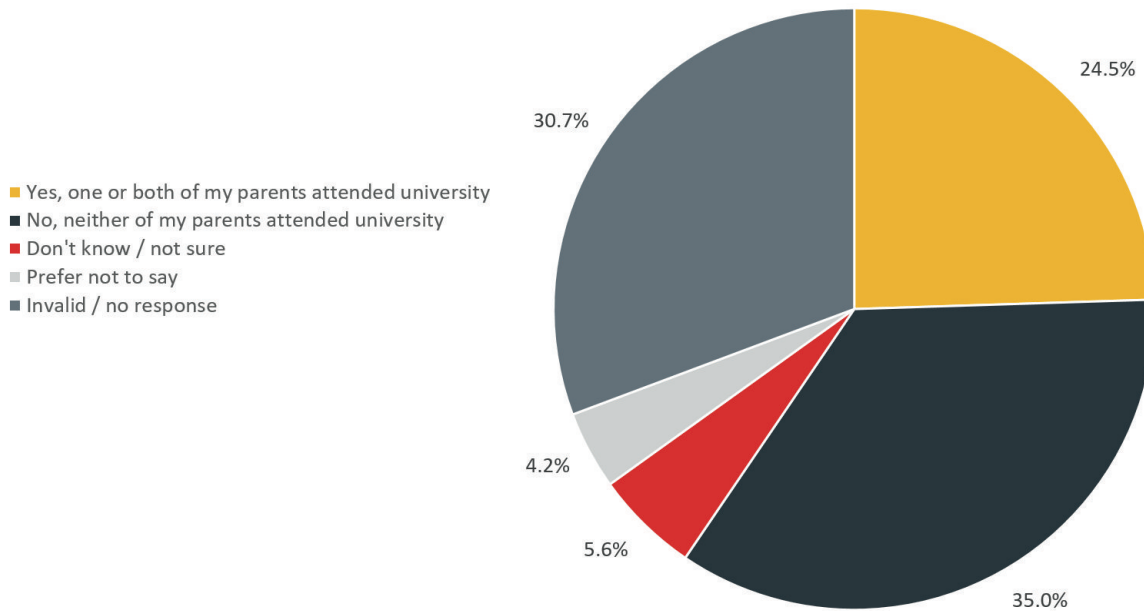
	Non-Selective state	Selective state	Independent / fee-paying school (bursary)	Independent / fee-paying school (non-bursary)	Attended school outside the UK
Partner	36.8%	10.5%	26.3%	10.5%	2.6%
Solicitor	43.5%	17.6%	11.8%	11.8%	8.2%
Other fee earning role	42.9%	11.0%	11.4%	11.4%	14.3%
Business Services	64.7%	10.5%	5.1%	5.9%	11.8%
Prefer not to say	58.3%	16.7%	8.3%	0.0%	0.0%
All respondents	52.6%	13.4%	10.5%	8.5%	9.5%

Remaining percentage for each role is Prefer not to Say.

## Social mobility

### All respondents

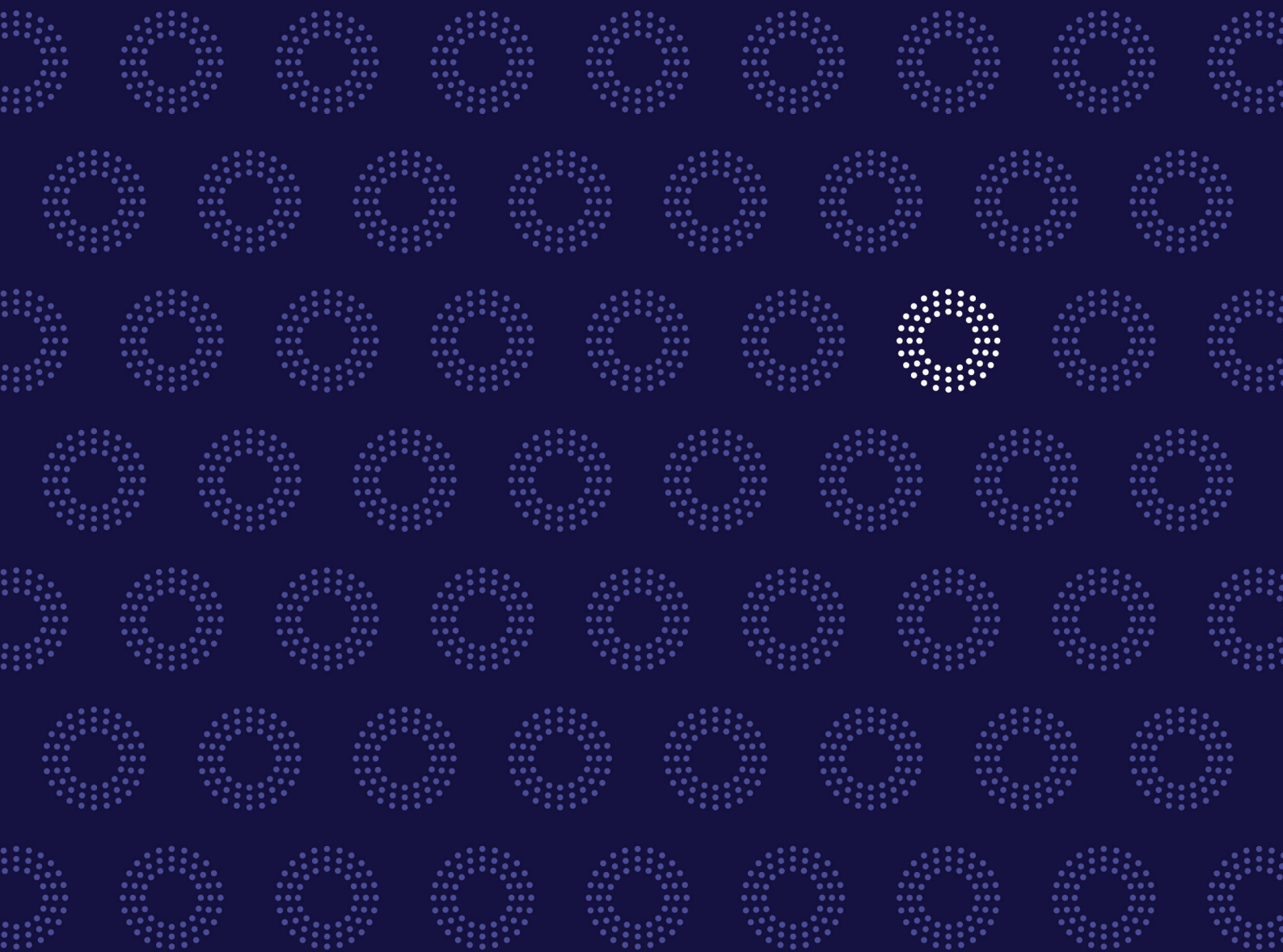
#### First generation university attendance



### By role

	One or both parents attended university	Neither parents attended university	Don't know / not sure	Prefer not to say
Partner	34.2%	15.8%	2.6%	2.6%
Solicitor	23.5%	38.8%	3.5%	4.7%
Other fee earner	42.9%	28.6%	0.0%	5.7%
Business Services	19.1%	39.7%	8.8%	2.9%
Prefer not to say	8.3%	33.3%	8.3%	16.7%
All respondents	24.5%	35.0%	5.6%	4.2%

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