Diversity Data Summary

Submission to the Solicitors Regulatory Authority (SRA) 2023.
4% Identify as gay, lesbian or bisexual

66% Identify as female

20% From Black, Asian and minority ethnic backgrounds

2% Consider themselves to have a disability

36% Selected no religion or belief

22% Are a primary carer for a child under 18

63% Attended a State School
Howard Kennedy - SRA Diversity Summary 2023

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

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: Talk Straight | Think Smart | Be Yourself.

We have various firmwide initiatives in place to ensure our people feel respected, part of a team, able to access fair career progression and empowered to make change. These include an agile working approach, mandatory respect at work training, trained allies champions, a reverse mentoring programme, values awards, a performance system that encourages regular 360-degree feedback and career conversations and many more.

Notes:

- Data collected on 11 July 2023.
- Data reflects a 93% response rate.
- All questions are voluntary, so participation rates vary.
- Data is self-declared by individuals.
- All figures are presented as percentages rounded to one decimal place.
- ‘Barrister’, ‘Chartered Legal Executive (Fellow) / CILEx Practitioner’ and ‘Patent or Trade Mark Attorney’ data included in ‘Solicitor’ role category due to small number of responses in these categories.
Role in firm

**ALL RESPONDENTS**

- Partner: 15.0%
- Solicitor: 27.7%
- Other fee earning role: 9.6%
- Managerial role: 5.4%
- IT/HR/other corporate services role: 15.0%
- Role directly supporting fee earner: 21.6%
- Prefer not to say: 5.9%

Age profile

**ALL RESPONDENTS**

- 65+: 0.7%
- 55-64: 9.6%
- 45-54: 13.7%
- 35-44: 24.8%
- 25-34: 32.8%
- 16-24: 15.4%
- Prefer not to say: 1.0%
- Invalid/no response: 2.0%
Gender

ALL RESPONDENTS

Female 65.7%
Male 31.9%
Other preferred description 0.2%
Prefer not to say 0.5%
Invalid / no response 1.7%

Role in the firm

<table>
<thead>
<tr>
<th>Role in the firm</th>
<th>Female</th>
<th>Male</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>29.5%</td>
<td>60.7%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Solicitor</td>
<td>67.3%</td>
<td>30.1%</td>
<td>0.9%</td>
</tr>
<tr>
<td>Other fee earner</td>
<td>66.7%</td>
<td>33.3%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Managerial</td>
<td>54.5%</td>
<td>45.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Business services</td>
<td>67.2%</td>
<td>32.8%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Support services</td>
<td>90.9%</td>
<td>9.1%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Prefer not to say my role</td>
<td>62.5%</td>
<td>33.3%</td>
<td>0.0%</td>
</tr>
</tbody>
</table>

Note: Remaining percentage for each role is 'prefer not to say' and 'invalid / no response'.

Howard Kennedy diversity data summary
## Race and ethnicity

**ALL RESPONDENTS**

<table>
<thead>
<tr>
<th>Race</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Asian</td>
<td>10.3%</td>
</tr>
<tr>
<td>Black</td>
<td>5.1%</td>
</tr>
<tr>
<td>Mixed / Multiple</td>
<td>3.2%</td>
</tr>
<tr>
<td>Other</td>
<td>1.7%</td>
</tr>
<tr>
<td>White</td>
<td>74.8%</td>
</tr>
<tr>
<td>Prefer not to say</td>
<td>3.2%</td>
</tr>
<tr>
<td>Invalid / no response</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

**BY ROLE IN THE FIRM**

<table>
<thead>
<tr>
<th>Role in the firm</th>
<th>Asian</th>
<th>Black</th>
<th>Mixed / Multiple</th>
<th>Other</th>
<th>White</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>3.3%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>82.0%</td>
</tr>
<tr>
<td>Solicitor</td>
<td>14.2%</td>
<td>2.7%</td>
<td>2.7%</td>
<td>0.9%</td>
<td>74.3%</td>
</tr>
<tr>
<td>Other fee earner</td>
<td>12.8%</td>
<td>12.8%</td>
<td>5.1%</td>
<td>7.7%</td>
<td>59.0%</td>
</tr>
<tr>
<td>Managerial</td>
<td>4.5%</td>
<td>4.5%</td>
<td>13.6%</td>
<td>0.0%</td>
<td>77.3%</td>
</tr>
<tr>
<td>Business services</td>
<td>3.3%</td>
<td>1.6%</td>
<td>0.0%</td>
<td>1.6%</td>
<td>91.8%</td>
</tr>
<tr>
<td>Support services</td>
<td>14.8%</td>
<td>8.0%</td>
<td>5.7%</td>
<td>1.1%</td>
<td>70.5%</td>
</tr>
<tr>
<td>Prefer not to say my role</td>
<td>12.5%</td>
<td>16.7%</td>
<td>0.0%</td>
<td>4.2%</td>
<td>54.2%</td>
</tr>
</tbody>
</table>

Note: Remaining percentage for each role is ‘prefer not to say’ and ‘invalid / no response’.
Gender identity

**ALL RESPONDENTS**

Yes, gender identity the same as sex at birth 91.2%

No, gender identity not the same as sex at birth 5.6%

Prefer not to say 1.0%

Invalid / no response 2.2%

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Sexual orientation

**ALL RESPONDENTS**

Heterosexual 88.0%

Bisexual 2.0%

Gay/Lesbian 1.7%

Prefer not to say 6.6%

Invalid / no response 1.7%
Religion or belief

**ALL RESPONDENTS**

- No religion or belief: 35.5%
- Christian: 35.3%
- Jewish: 5.4%
- Muslim: 5.4%
- Hindu: 1.7%
- Sikh: 1.2%
- Any other religion or belief: 2.9%
- Prefer not to say: 9.6%
- Invalid / no response: 2.9%

Disability

**ALL RESPONDENTS**

- Yes: 2.2%
- No: 92.6%
- Prefer not to say: 3.7%
- Invalid / no response: 1.5%
Caring responsibilities

Primary carer for a child under 18

ALL RESPONDENTS

Yes 21.6%
No 74.8%
Prefer not to say 2.2%
Invalid / no response 1.5%

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

ALL RESPONDENTS

Yes, 50+ hrs p/w 1.0%
Yes, 20-49 hrs p/w 0.7%
Yes, 1-19 hrs p/w 5.4%
No 79.7%
Prefer not to say 7.8%
Invalid / no response 5.4%
Social mobility

Type of school attended between the ages of 11 and 16

ALL RESPONDENTS

State school: 47.8%
State school (selective): 15.4%
Independent / fee-paying school: 13.5%
Independent / fee-paying school (bursary): 6.4%
Attended school outside the UK: 10.3%
Prefer not to say: 4.9%
Invalid / no response: 1.7%

BY ROLE IN THE FIRM

<table>
<thead>
<tr>
<th>Role in the firm</th>
<th>State-run or state-funded school</th>
<th>State-run or state-funded school (selective)</th>
<th>Independent / fee-paying school</th>
<th>Independent / fee-paying school (bursary)</th>
<th>Attended school outside the UK</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>31.1%</td>
<td>9.8%</td>
<td>19.7%</td>
<td>19.7%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Solicitor</td>
<td>40.7%</td>
<td>17.7%</td>
<td>6.2%</td>
<td>16.8%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Other fee earner</td>
<td>38.5%</td>
<td>20.5%</td>
<td>10.3%</td>
<td>15.4%</td>
<td>12.8%</td>
</tr>
<tr>
<td>Managerial</td>
<td>63.6%</td>
<td>13.6%</td>
<td>0.0%</td>
<td>13.6%</td>
<td>9.1%</td>
</tr>
<tr>
<td>Business services</td>
<td>62.3%</td>
<td>13.1%</td>
<td>3.3%</td>
<td>6.6%</td>
<td>13.1%</td>
</tr>
<tr>
<td>Support services</td>
<td>61.4%</td>
<td>13.6%</td>
<td>0.0%</td>
<td>11.4%</td>
<td>10.2%</td>
</tr>
<tr>
<td>Prefer not to say my role</td>
<td>37.5%</td>
<td>25.0%</td>
<td>4.2%</td>
<td>4.2%</td>
<td>8.3%</td>
</tr>
</tbody>
</table>

Note: Remaining percentage for each role is 'prefer not to say' and 'invalid / no response'.
Social mobility

Parental qualifications at age 18

ALL RESPONDENTS

One / both of my parents attended university

Neither of my parents attended university

Don't know / not sure

Prefer not to say

Invalid / no response

0%  20%  40%

31.1%  38.0%  6.6%  6.4%  17.9%

BY ROLE IN THE FIRM

<table>
<thead>
<tr>
<th>Role in the firm</th>
<th>One / both parents attended university</th>
<th>Neither parent attended university</th>
<th>Don’t know / not sure</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>32.8%</td>
<td>24.6%</td>
<td>4.9%</td>
</tr>
<tr>
<td>Solicitor</td>
<td>43.4%</td>
<td>33.6%</td>
<td>2.7%</td>
</tr>
<tr>
<td>Other fee earner</td>
<td>38.5%</td>
<td>38.5%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Managerial</td>
<td>9.1%</td>
<td>63.6%</td>
<td>0.0%</td>
</tr>
<tr>
<td>Business services</td>
<td>18.0%</td>
<td>52.5%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Support services</td>
<td>23.9%</td>
<td>42.0%</td>
<td>12.5%</td>
</tr>
<tr>
<td>Prefer not to say my role</td>
<td>37.5%</td>
<td>16.7%</td>
<td>12.5%</td>
</tr>
</tbody>
</table>

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Social mobility

Occupation of main household earner at age 14

All respondents

### Professional backgrounds
- 42.9%

### Intermediate backgrounds
- 3.7%

### Lower socio-economic backgrounds
- 15.2%

### Other
- 14.5%

### Prefer not to say
- 6.9%

### Invalid / no response
- 16.9%

By role in the firm

<table>
<thead>
<tr>
<th>Role in the firm</th>
<th>Professional backgrounds</th>
<th>Intermediate backgrounds</th>
<th>Lower socio-economic backgrounds</th>
<th>Other</th>
</tr>
</thead>
<tbody>
<tr>
<td>Partner</td>
<td>39.3%</td>
<td>0.0%</td>
<td>9.8%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Solicitor</td>
<td>52.2%</td>
<td>6.2%</td>
<td>11.5%</td>
<td>11.5%</td>
</tr>
<tr>
<td>Other fee earner</td>
<td>46.2%</td>
<td>0.0%</td>
<td>12.8%</td>
<td>20.5%</td>
</tr>
<tr>
<td>Managerial</td>
<td>18.2%</td>
<td>9.1%</td>
<td>18.2%</td>
<td>22.7%</td>
</tr>
<tr>
<td>Business services</td>
<td>41.0%</td>
<td>4.9%</td>
<td>23.0%</td>
<td>16.1%</td>
</tr>
<tr>
<td>Support services</td>
<td>43.2%</td>
<td>3.4%</td>
<td>19.3%</td>
<td>12.5%</td>
</tr>
<tr>
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<td>0.0%</td>
<td>12.5%</td>
<td>20.8%</td>
</tr>
</tbody>
</table>

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