

HOWARD KENNEDY

Diversity Data Summary

Submission to the Solicitors Regulatory Authority (SRA) 2025.





Howard Kennedy – SRA Diversity Summary 2025 Executive Summary

Inclusion is a strategic priority for our firm. We strive to create a culture where diverse perspectives and experiences are valued and essential to our success. This inclusive approach enables everyone to belong, thrive, and deliver excellence for our clients.

Howard Kennedy is built on a wide range of backgrounds and viewpoints. Talent comes in many forms, and we aim to provide equal opportunities for all. Our commitment to diversity and inclusion is reflected in our core values: **Talk Straight | Think Smart | Be Yourself.**

We are required to report this data to the SRA every two years. This report includes data from July 2025 via a voluntary self declaration process, therefore response rates vary.

36%

Female Partners

20%

Identify as Ethnic
Minority

4%

Identify as gay,
lesbian or bisexual

3%

Reported having a
disability

60%

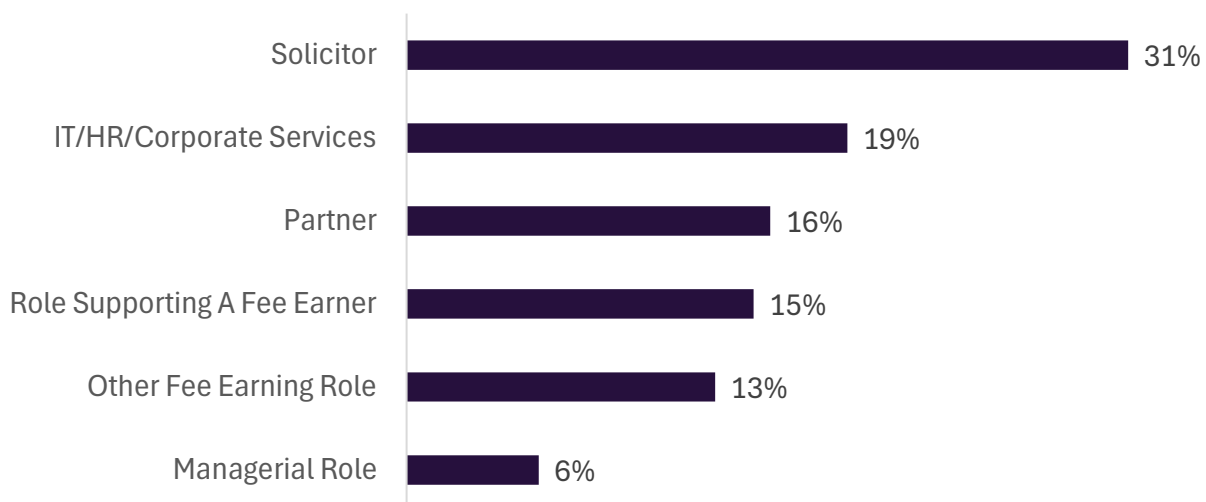
Attended a state
school

62%

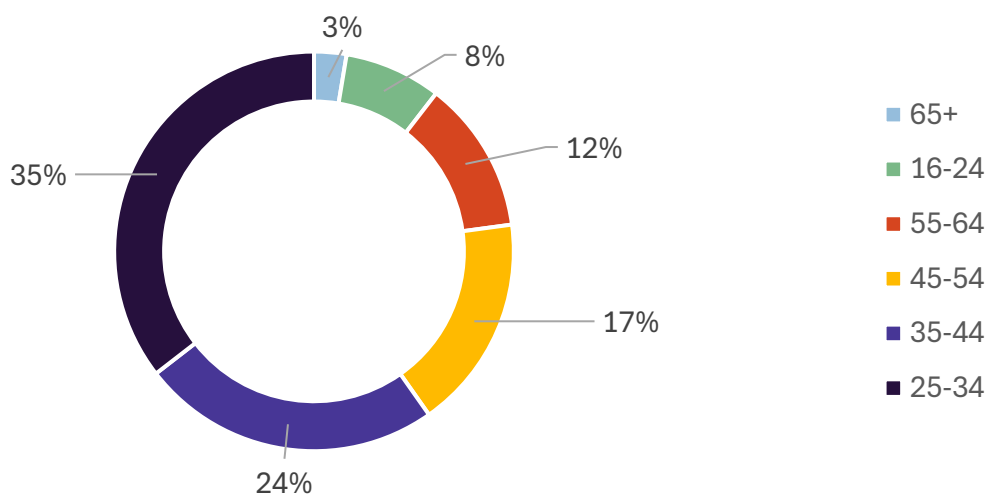
Identify as Female



Role in the Firm

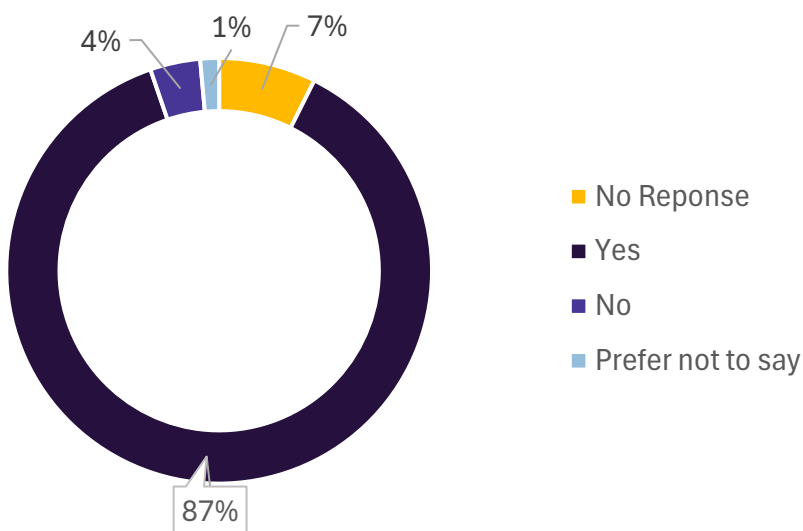


Age Profile

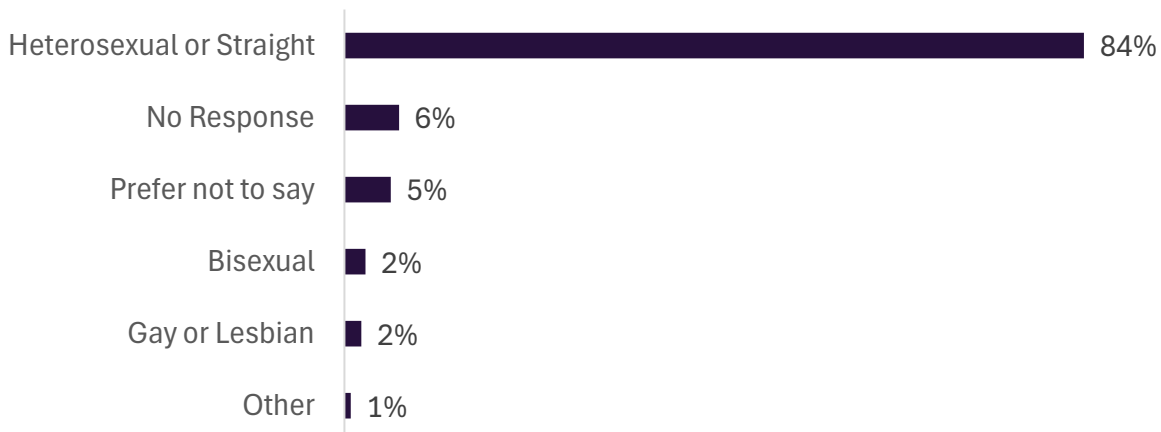




Gender Identity Same at Birth

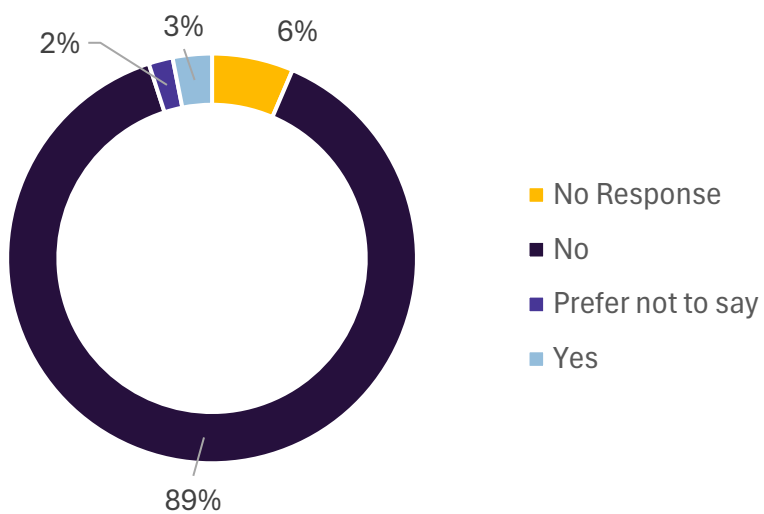


Sexual Orientation

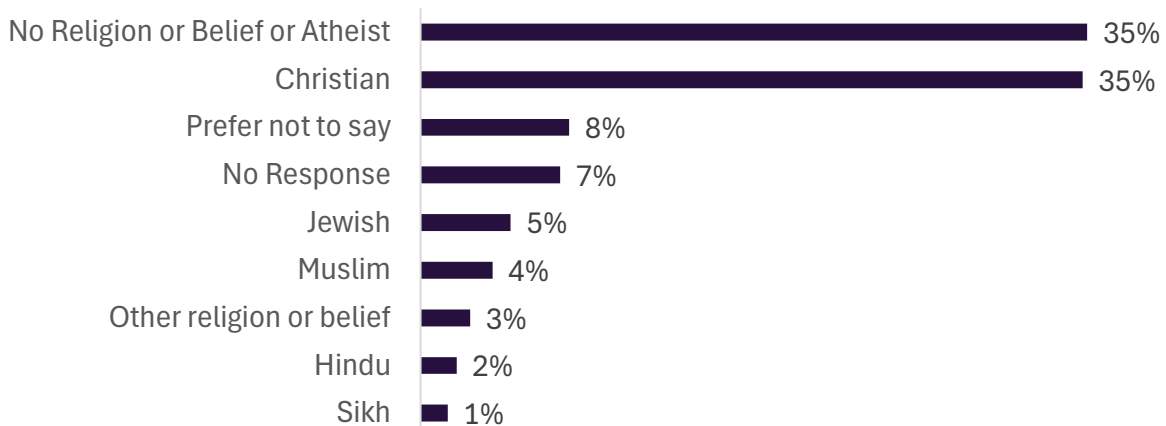




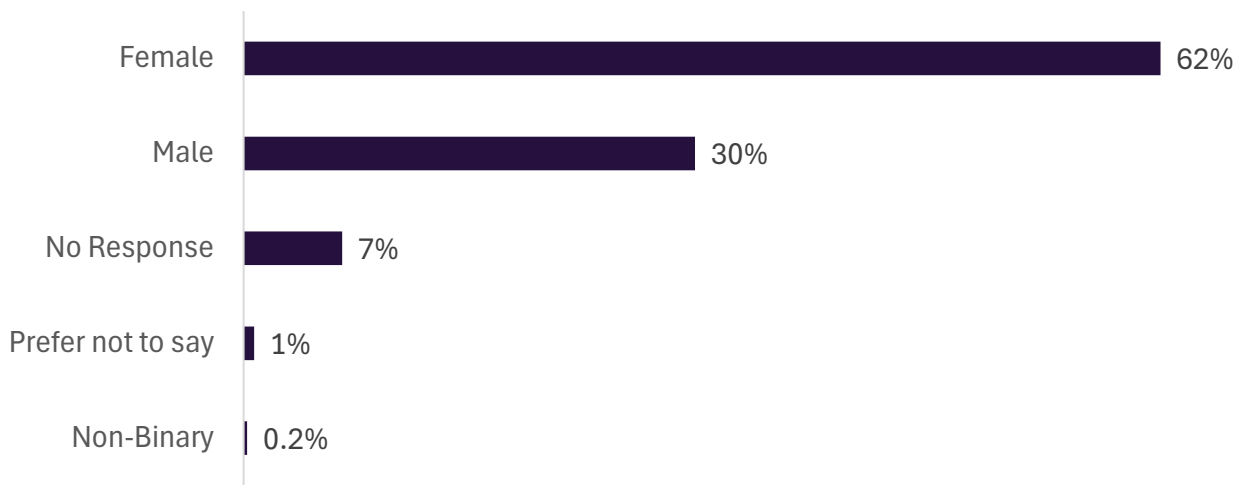
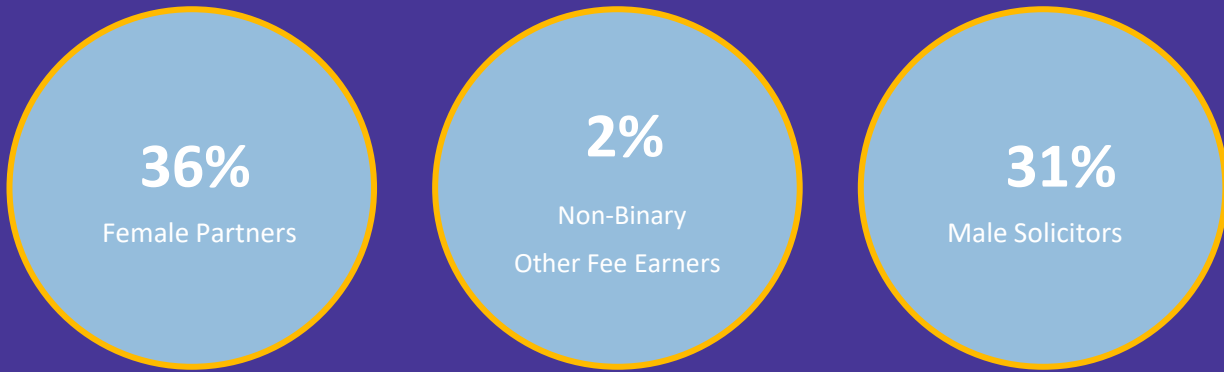
Disability



Religion or Belief



Gender

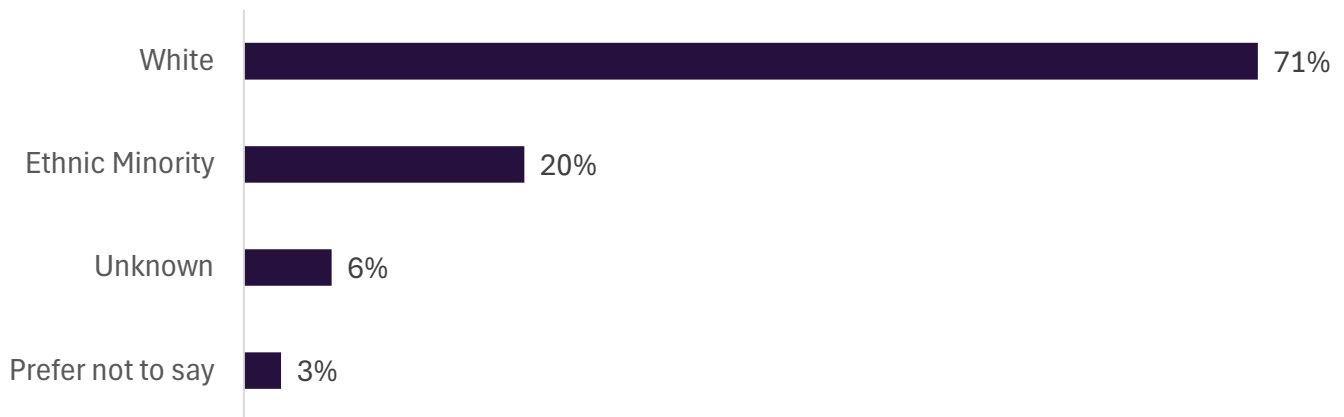


Role	Female	Male	Non-Binary	Other*
Partner	36%	56%	0%	8%
Solicitor	60%	31%	0%	9%
Other Fee Earning Role	73%	21%	2%	4%
Role Supporting A Fee Earner	90%	2%	0%	8%
Managerial Role	54%	46%	0%	0%
IT/HR/Corporate Services	58%	34%	0%	9%

Due to varying population sizes across roles, "Solicitor" includes barristers, trademark attorneys/assistants. Legal executives are included within the "Other Fee Earning Role" category.

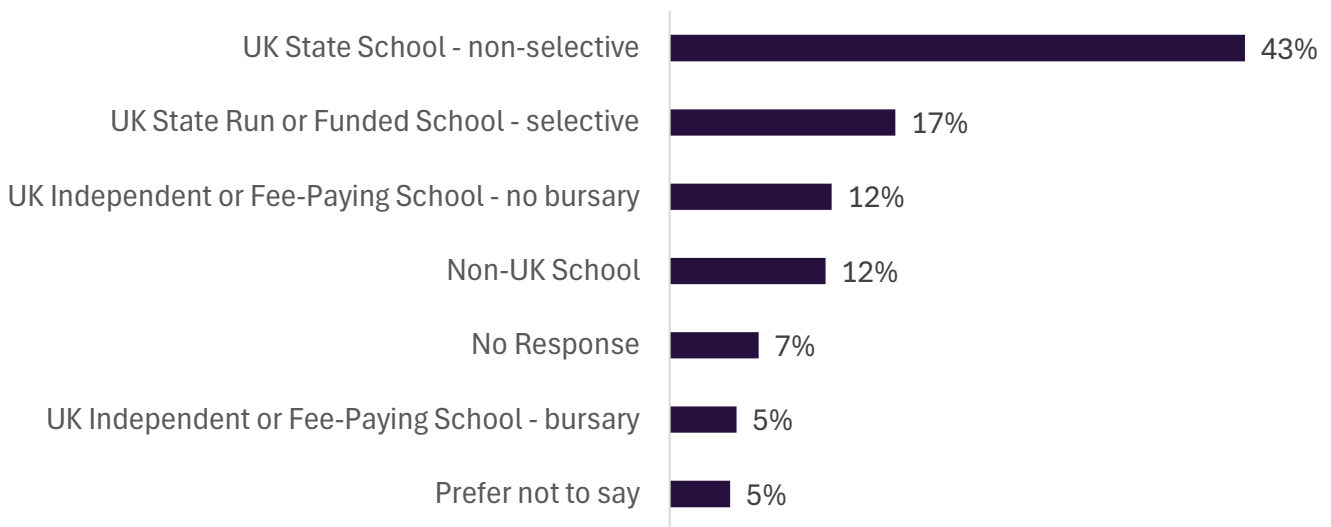
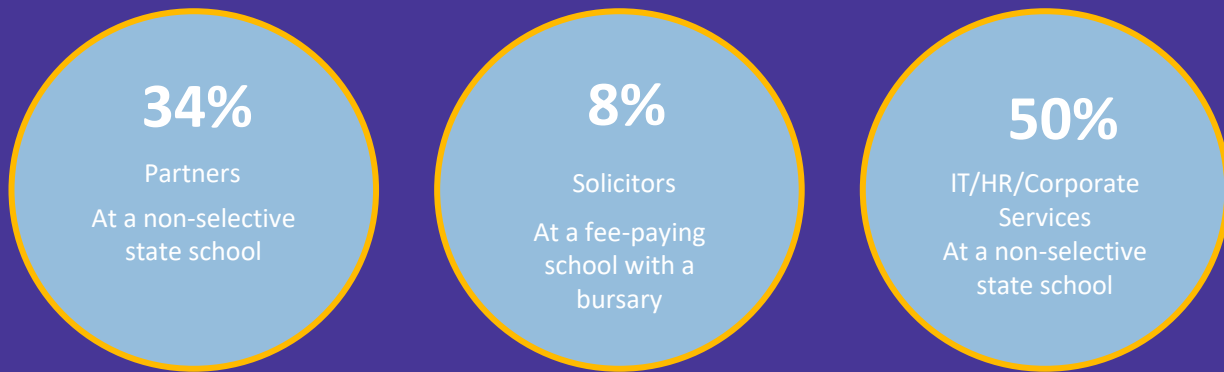
*Other refers to "No Response".

Ethnicity



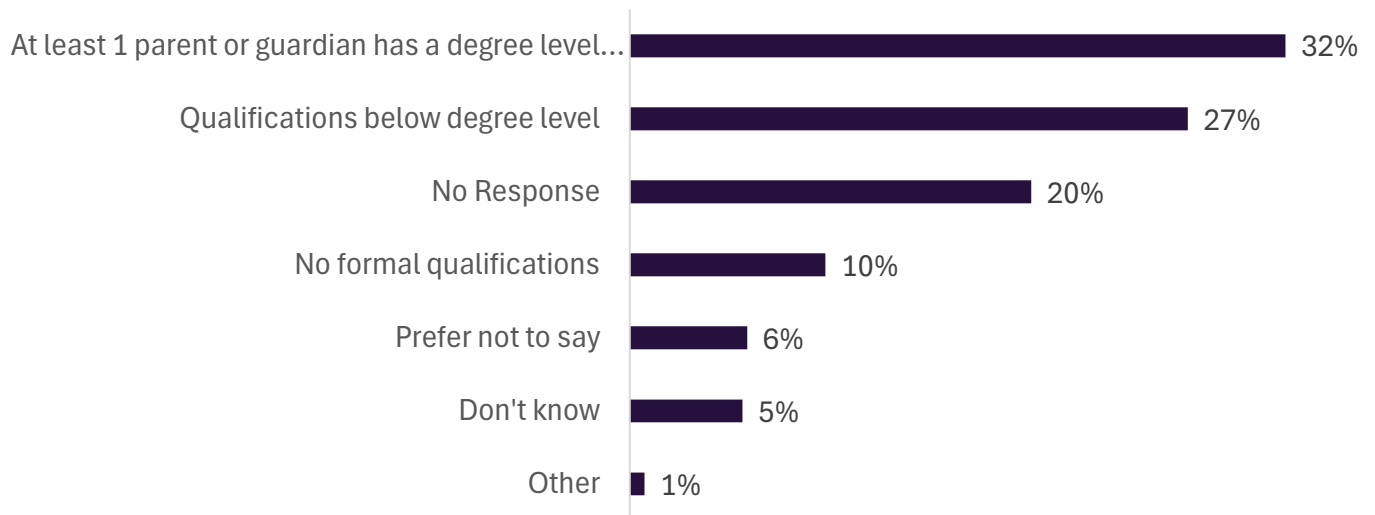
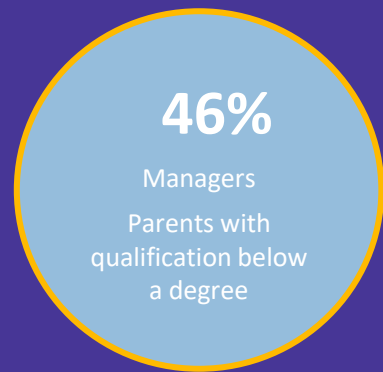
Role	White	Prefer not to say	Unknown	Asian/Asian British	Black/Black British	Other Ethnic Group	Mixed/Multiple Ethnic Group
Partner	85%	5%	5%	3%	2%	2%	0%
Solicitor	72%	4%	8%	11%	2%	1%	3%
Other Fee Earning Role	54%	0%	5%	20%	9%	4%	9%
Role Supporting A Fee Earner	67%	2%	6%	6%	13%	3%	3%
Managerial Role	75%	0%	0%	17%	0%	0%	8%
IT/HR/Corporate Services	75%	3%	8%	8%	4%	1%	3%

Social Mobility



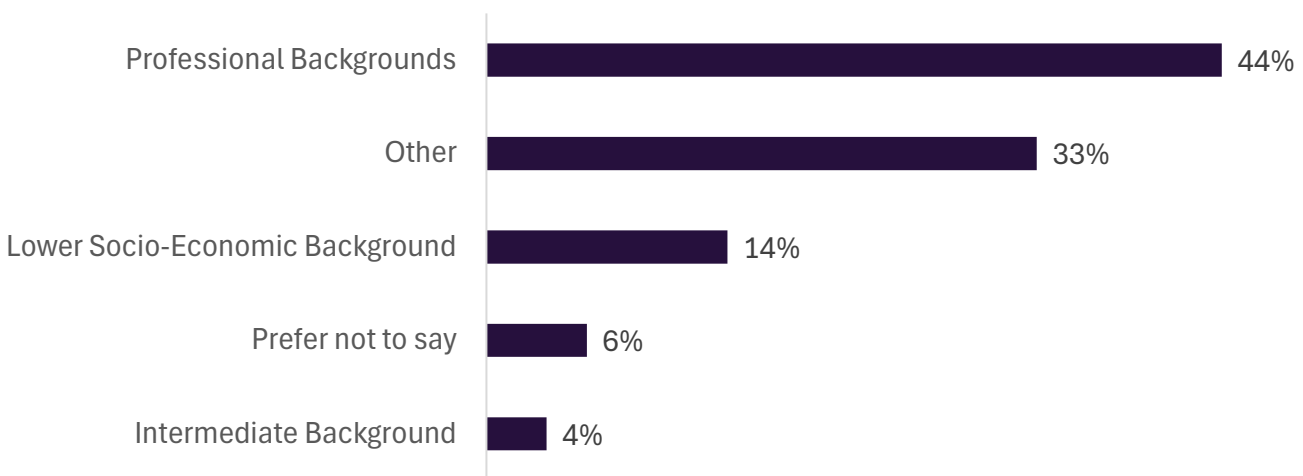
Role	UK State School Non-Selective	UK State School Selective	UK Independent or Fee-Paying School - bursary	UK Independent or Fee-Paying School - no bursary	Non-UK School
Partner	34%	13%	15%	23%	10%
Solicitor	37%	19%	8%	13%	18%
Other Fee Earning Role	43%	19%	2%	20%	13%
Role Supporting A Fee Earner	66%	17%	0%	2%	8%
Managerial Role	71%	17%	0%	4%	4%
IT/HR/Corporate Services	50%	22%	1%	11%	12%

Social Mobility



Role	At least 1 parent or guardian has a degree level qualification	No formal qualifications	Qualifications below degree level
Partner	41%	11%	14%
Solicitor	47%	7%	20%
Other Fee Earning Role	38%	16%	30%
Role Supporting A Fee Earner	10%	3%	37%
Managerial Role	4%	21%	46%
IT/HR/Corporate Services	23%	10%	35%

Social Mobility



Role	Professional Backgrounds	Intermediate Background	Lower Socio-Economic Background	Other*
Partner	47%	2%	8%	39%
Solicitor	51%	5%	7%	32%
Other Fee Earning Role	63%	2%	9%	18%
Role Supporting A Fee Earner	24%	5%	22%	44%
Managerial Role	17%	13%	25%	42%
IT/HR/Corporate Services	39%	1%	26%	26%

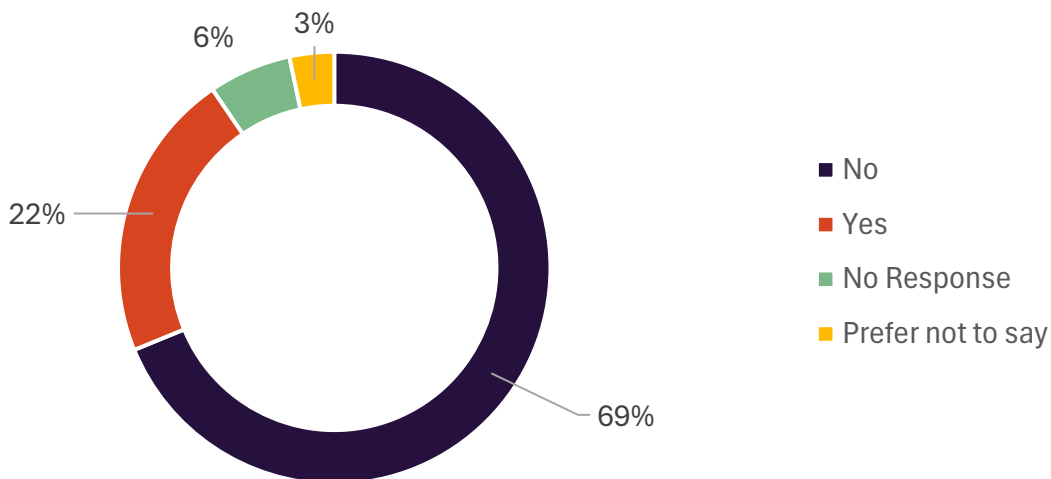
Due to varying population sizes across roles, "Solicitor" includes barristers, trademark attorneys/assistants. Legal executives are included within the "Other Fee Earning Role" category.

*Other refers to responses 'Don't know/No Response/Other'.

Caring Responsibilities



Primary carer for a child under 18



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

