

2025 diversity data

Birmingham
Leeds
Manchester
Newcastle
Teesside

ward
hadaway

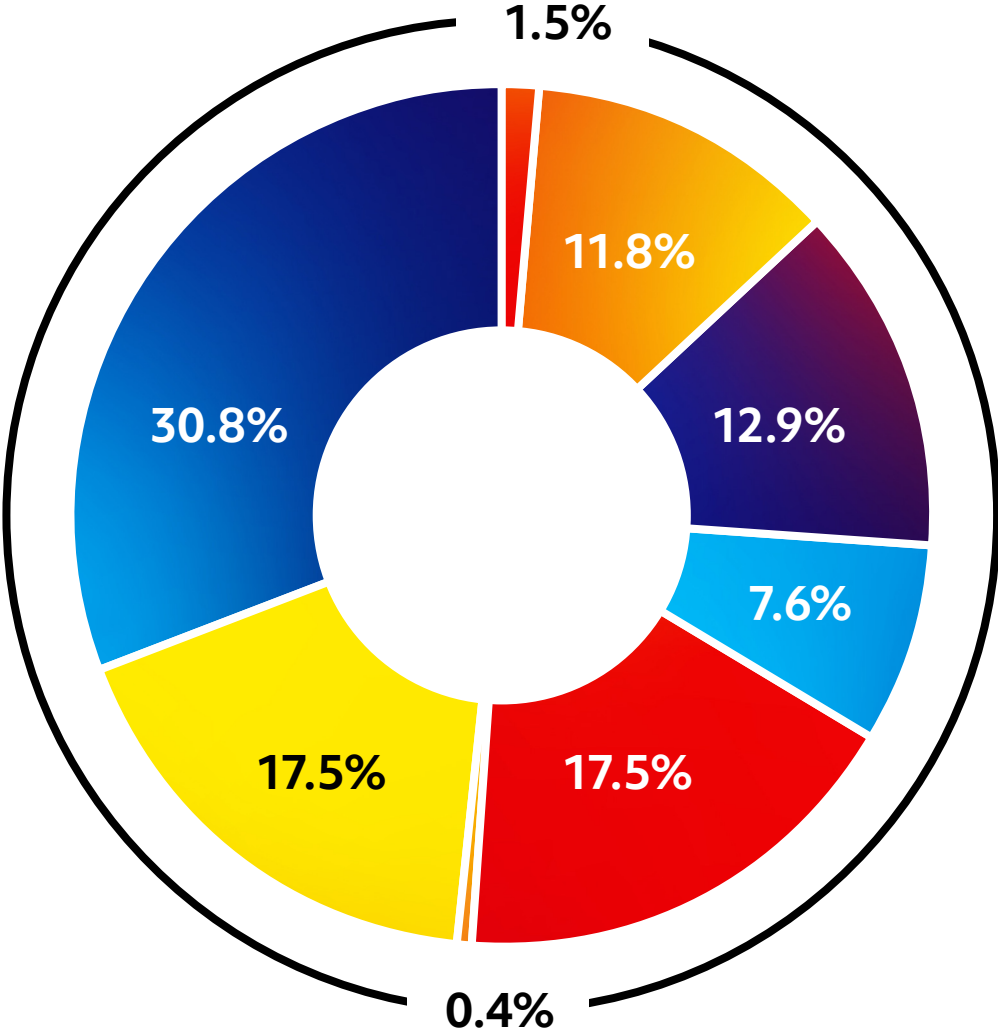
Introduction

As a firm we recognise the importance of a diverse workforce to enable us to be the best firm for our people, our clients and our community

Every 2 years, the SRA requires all law firms to collect, report and publish data about the diversity make-up of their workforce. Outside of the SRA requirements, we continue to promote equality, diversity and inclusion in line with our values, through our processes, procedures and Responsible Business agenda.

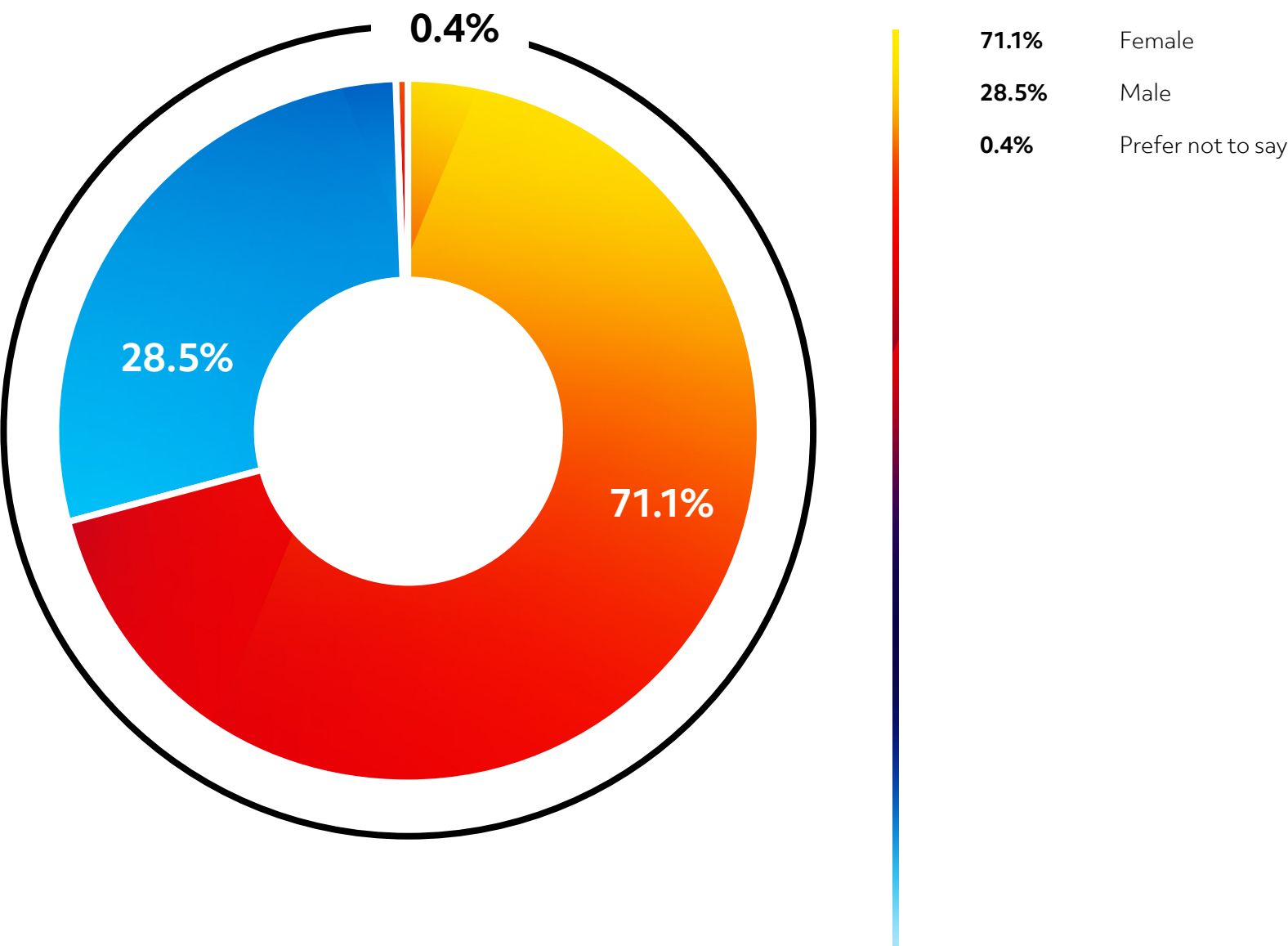
In July 2025, Ward Hadaway collated the diversity data required. A summary of this data can be found on the following pages.

1. Role categories

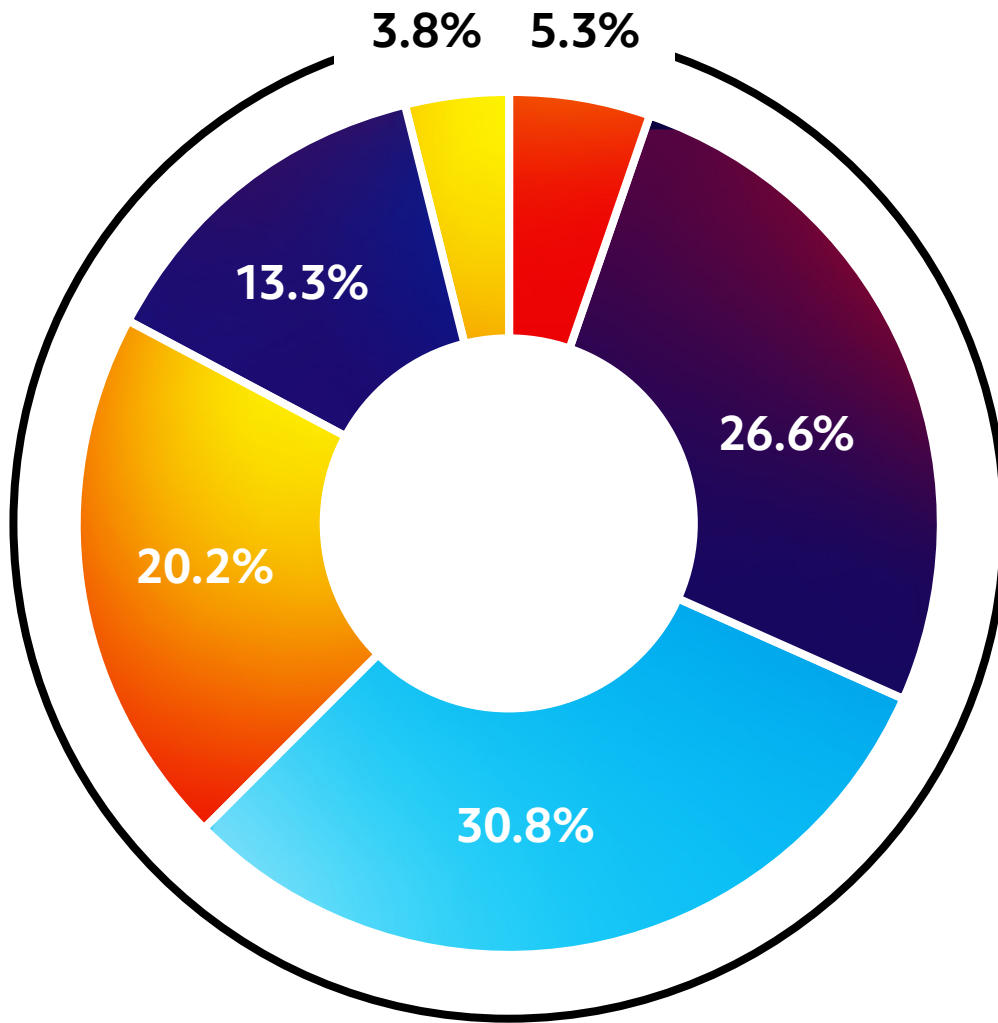


- 1.5% Chartered Legal Executive (Fellow) / CILEx Practitioner - Individuals authorised by CILEx Regulation
- 11.8% Full equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below
- 12.9% IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles
- 7.6% Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc
- 17.5% Other fee earning role - Includes fee earners such as · trainee solicitors · CILEx members who are not Chartered Legal Executives (Fellows) or CILEx Practitioners · paralegals · those who are not 'authorised persons' (as defined by the Legal Services)
- 0.4% Prefer not to say
- 17.5% Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals
- 30.8% Solicitor (not partner) - All other practising solicitors including assistant solicitors, associates, or consultants

2. What is your sex?

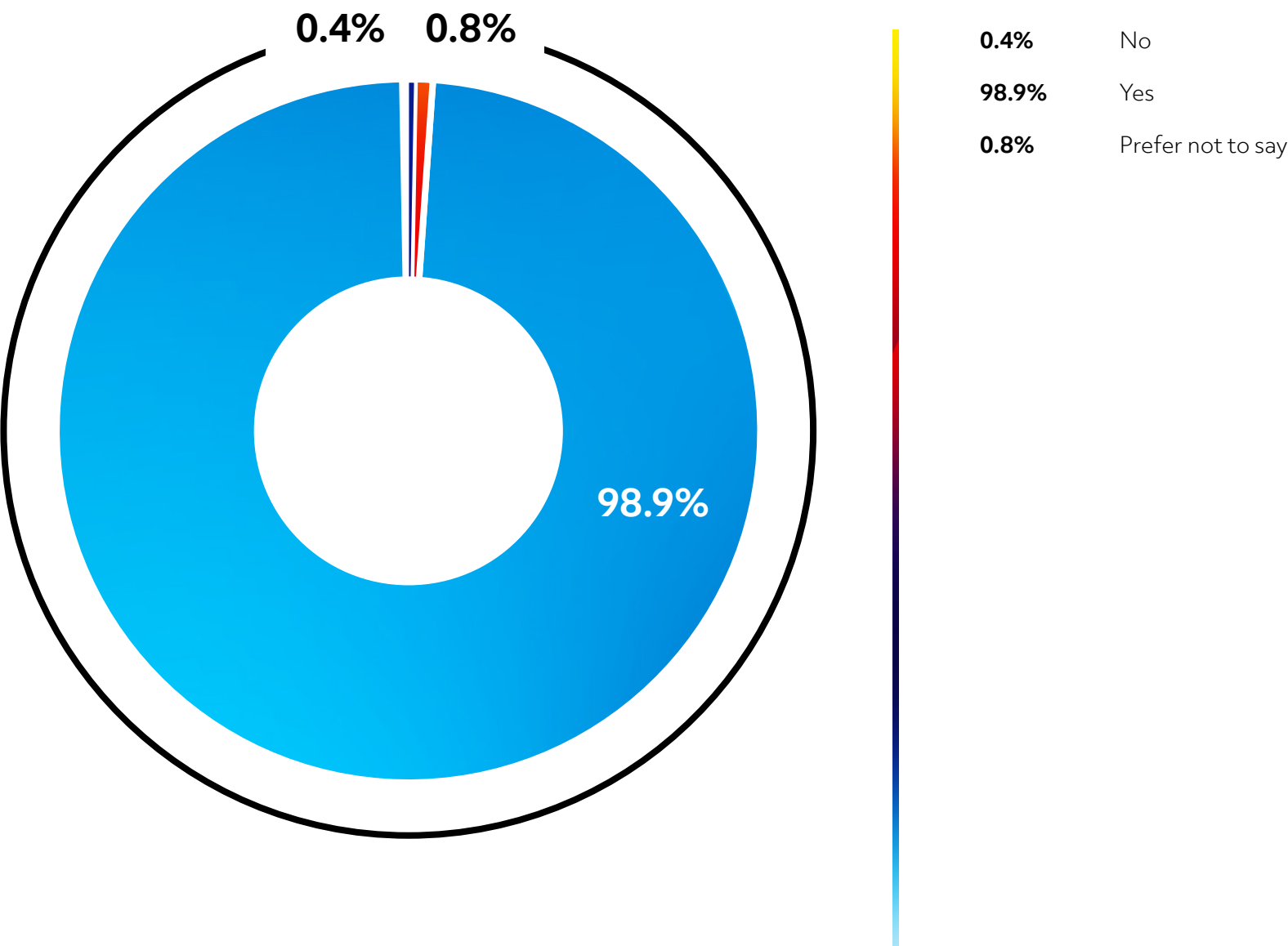


3. Which age category are you in?

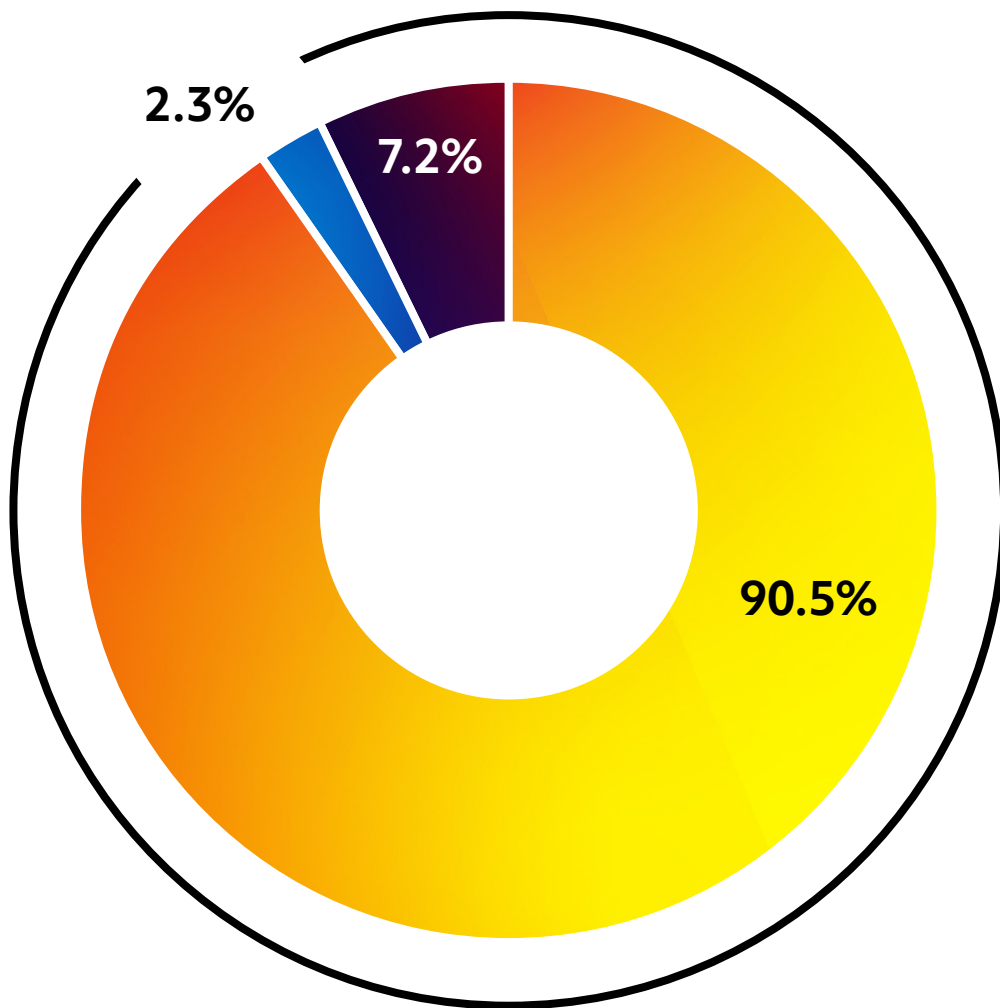


26.6% 25-34
30.8% 35-44
20.2% 45-54
13.3% 55-64
3.8% 65+

4. Is your gender identity the same as your sex registered at birth?



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



90.5%

No

7.2%

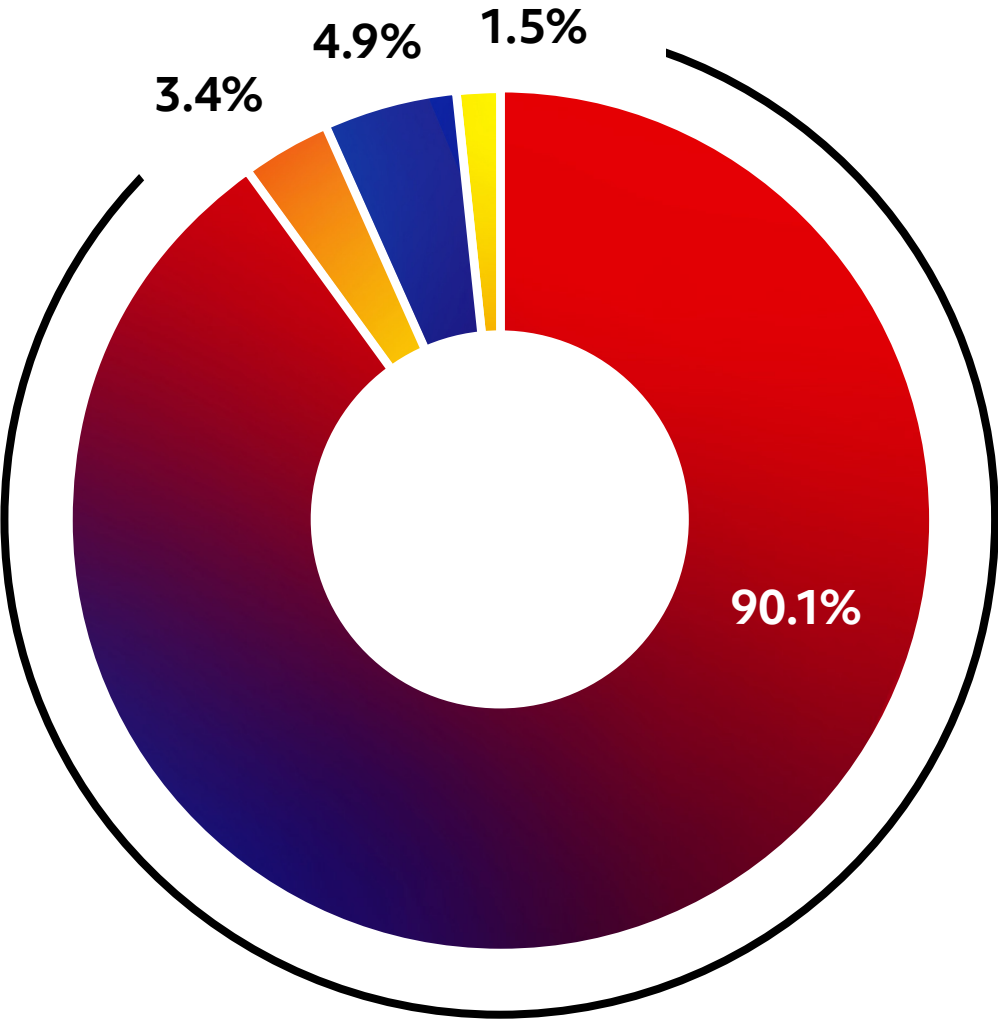
Yes

2.3%

Prefer not to say

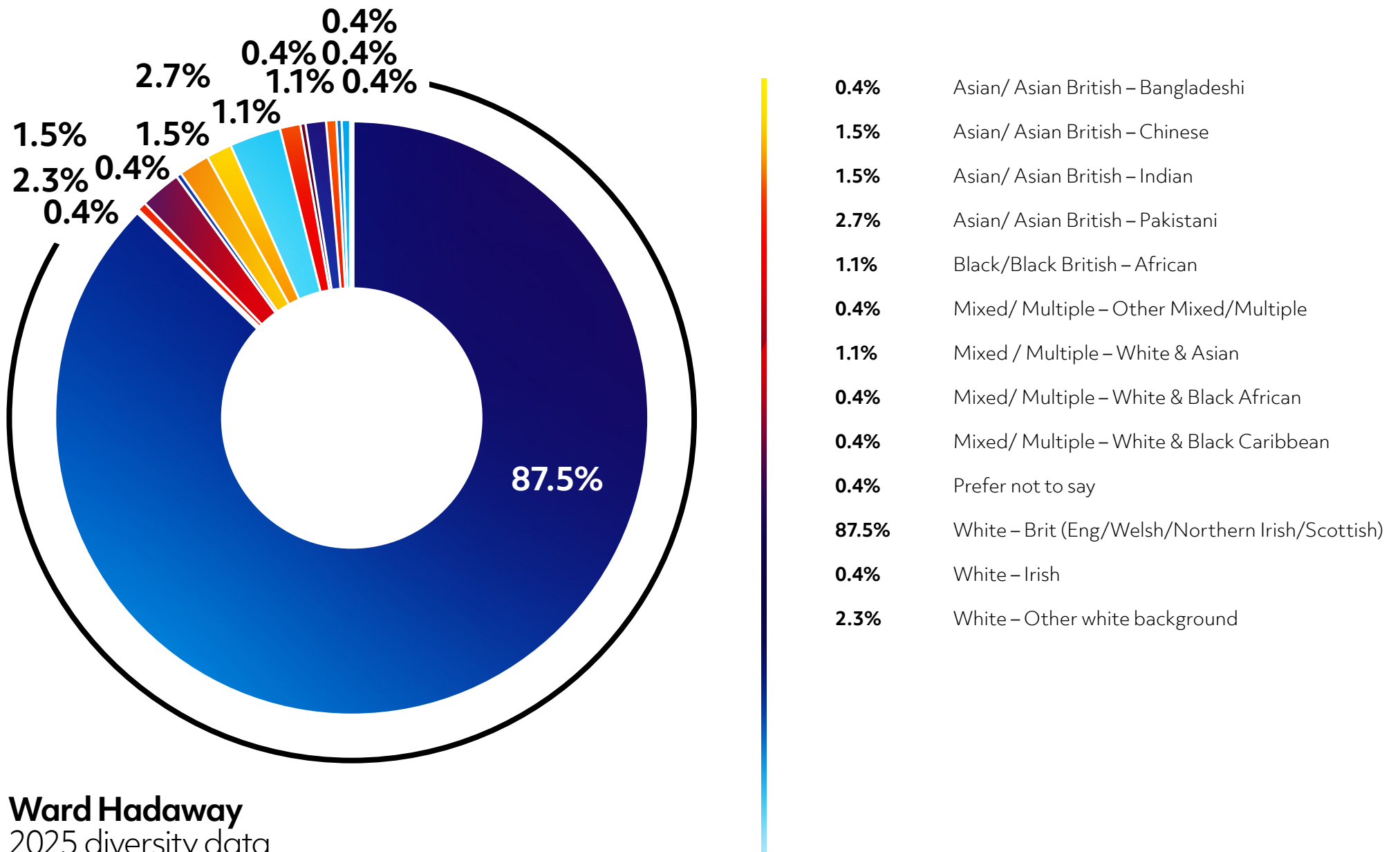
The Equality Act 2010 defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

6. Are your activities limited by health problems or disability which has/is expected to last 12 months?

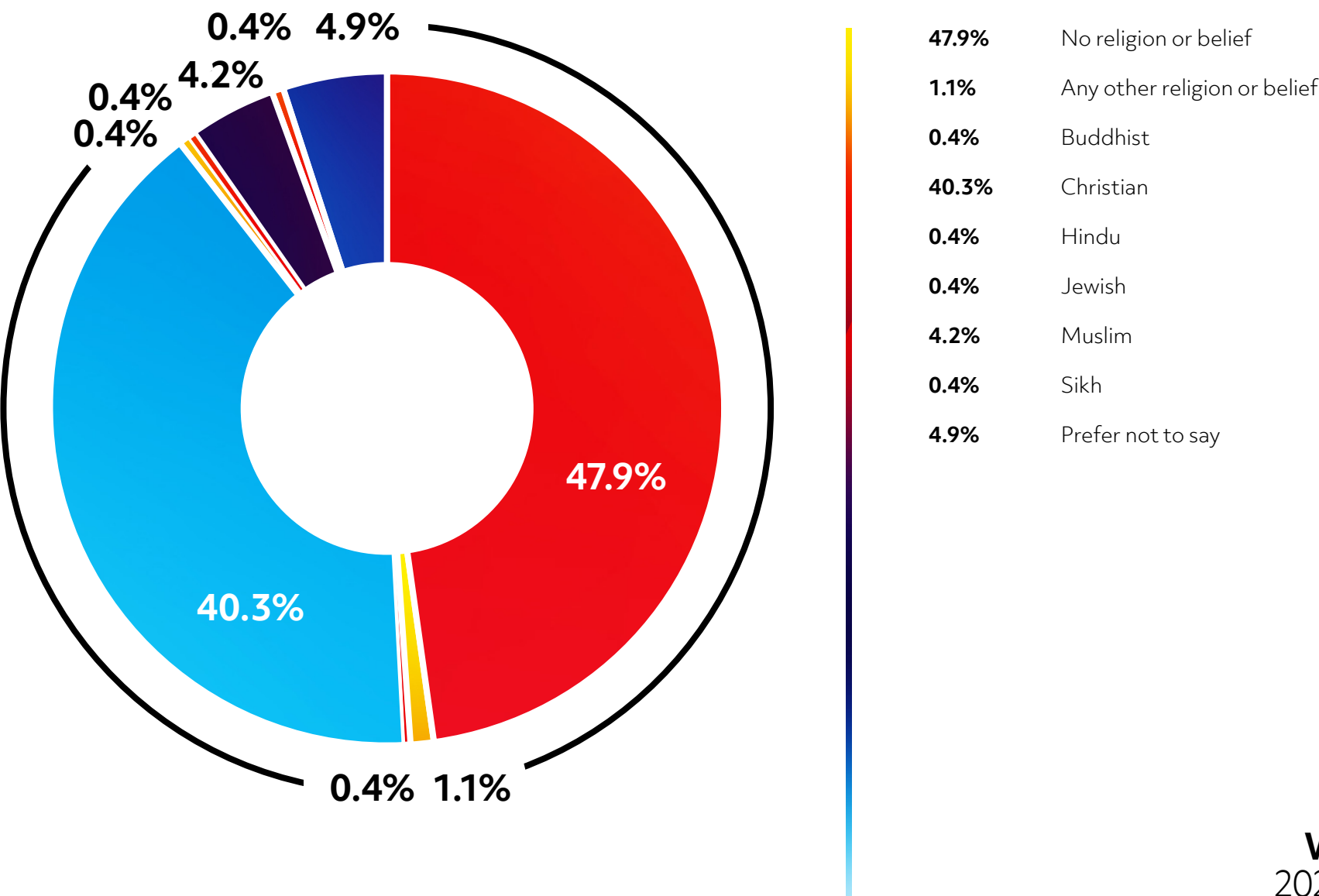


90.1%	No
3.4%	Prefer not to say
4.9%	Yes, limited a little
1.5%	Yes, limited a lot

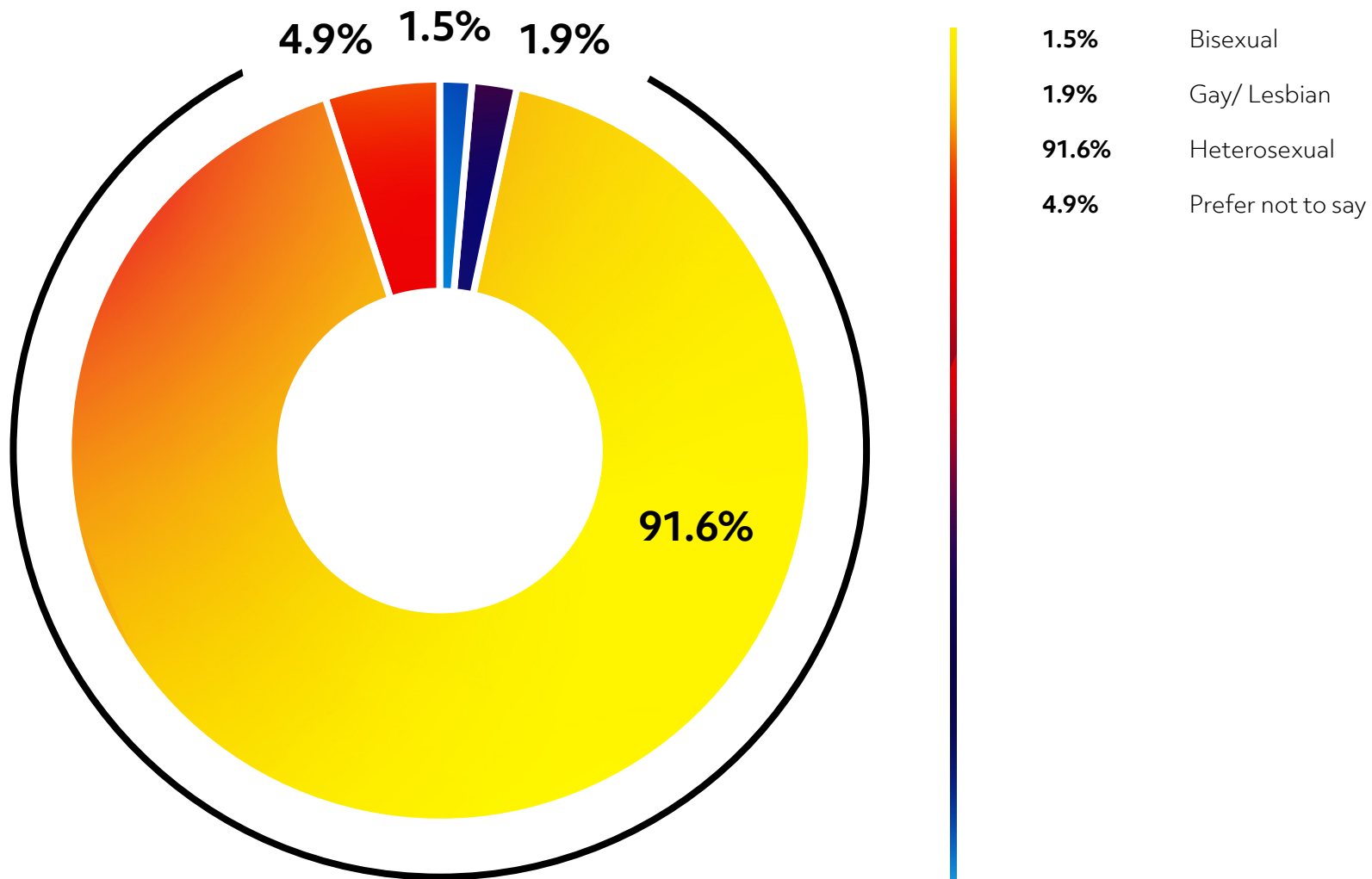
7. What is your ethnic group?



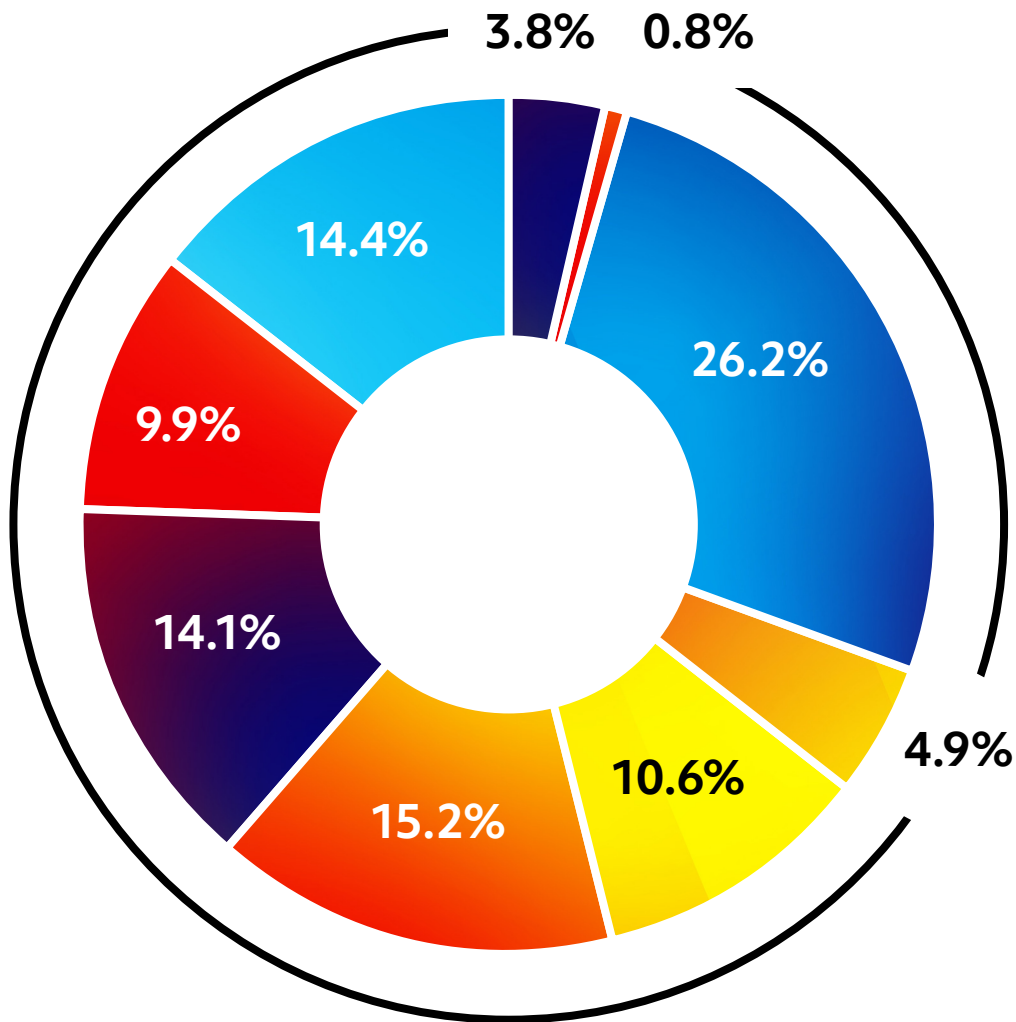
8. What is your religion or belief?



9. What is your sexual orientation?

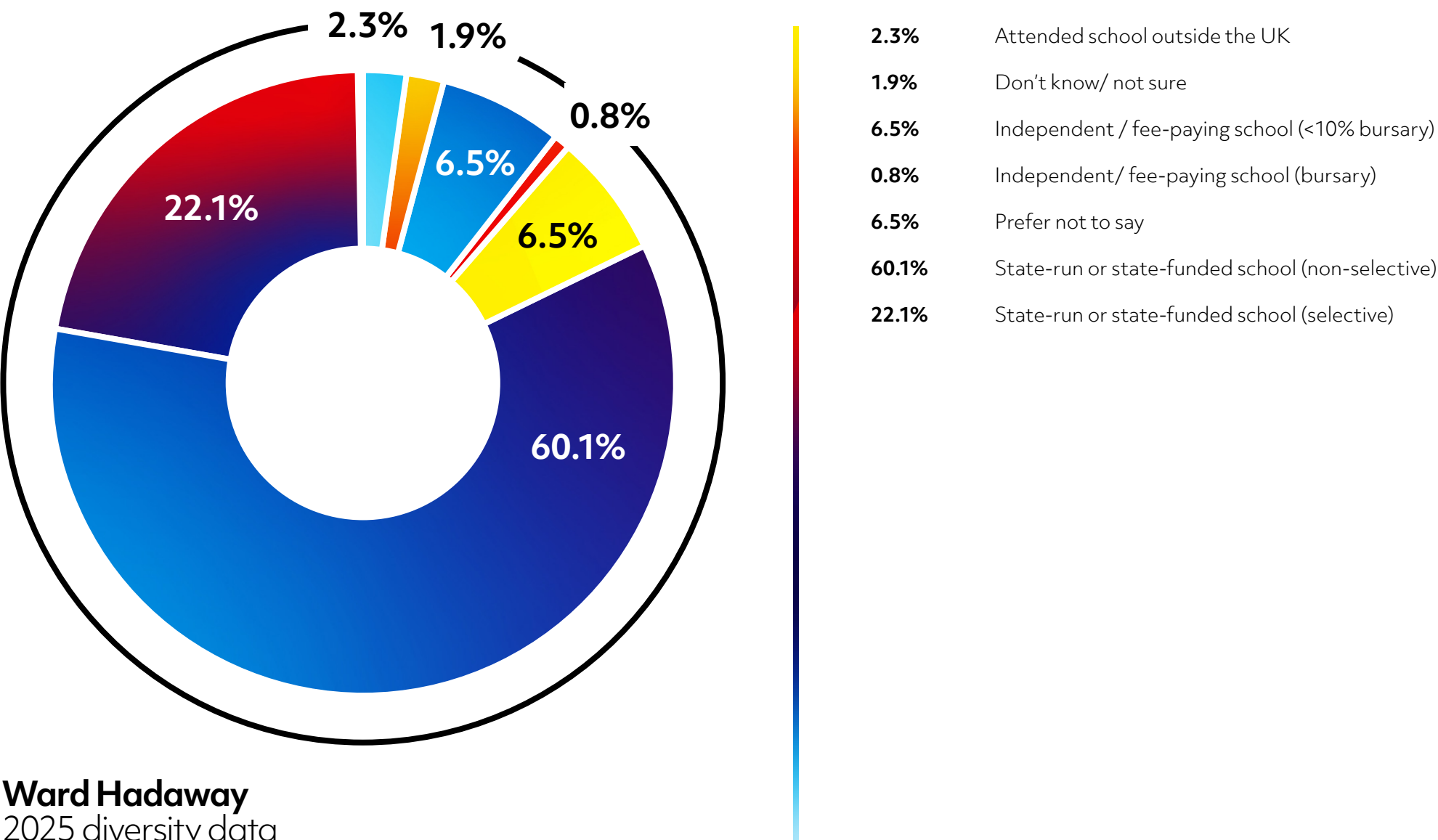


10. What was the occupation of your main household earner when you were about 14?

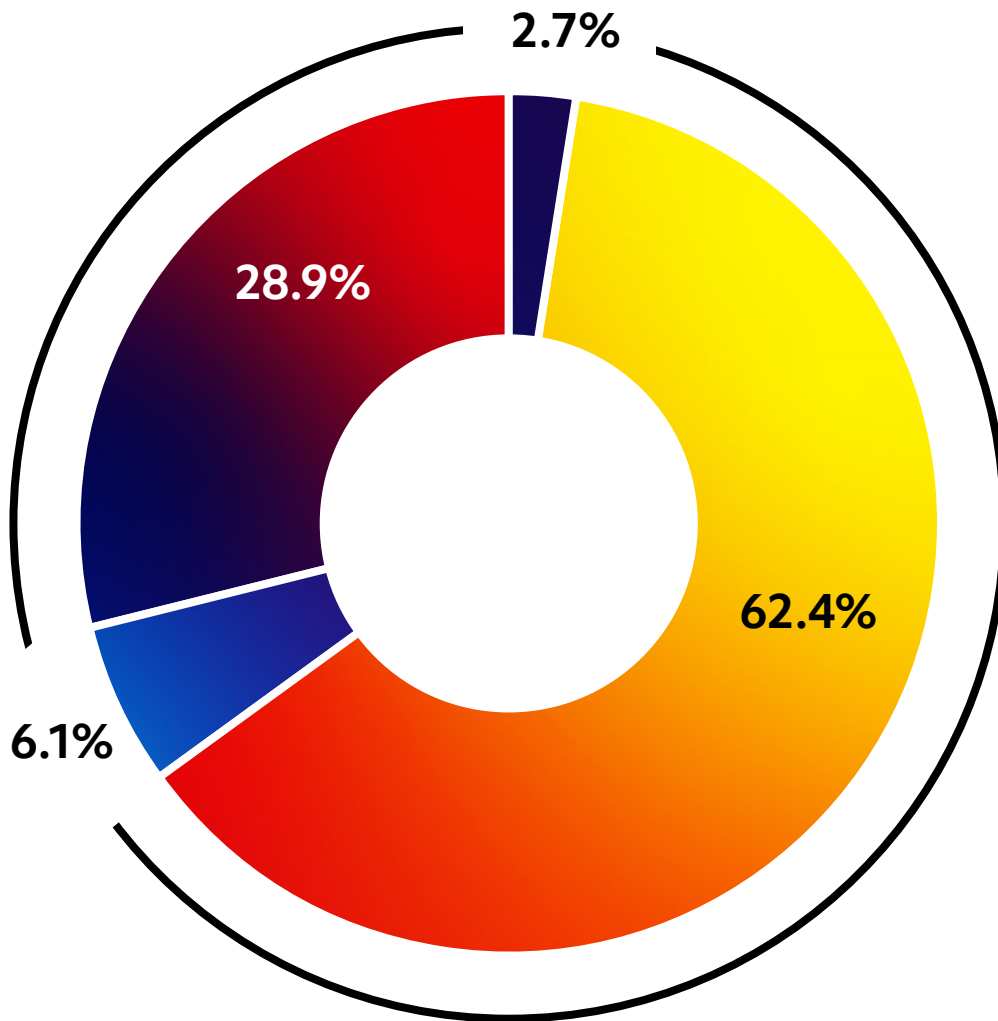


3.8%	Clerical and intermediate occupations
0.8%	Long term unemployed
26.2%	Modern and traditional professional
4.9%	Other (retired / N/A / don't know)
10.6%	Prefer not to say
15.2%	Routine, semi-routine, manual, and service
14.1%	Senior, middle or junior managers / admin
9.9%	Small business owners (<25 people)
14.4%	Technical and craft occupations

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

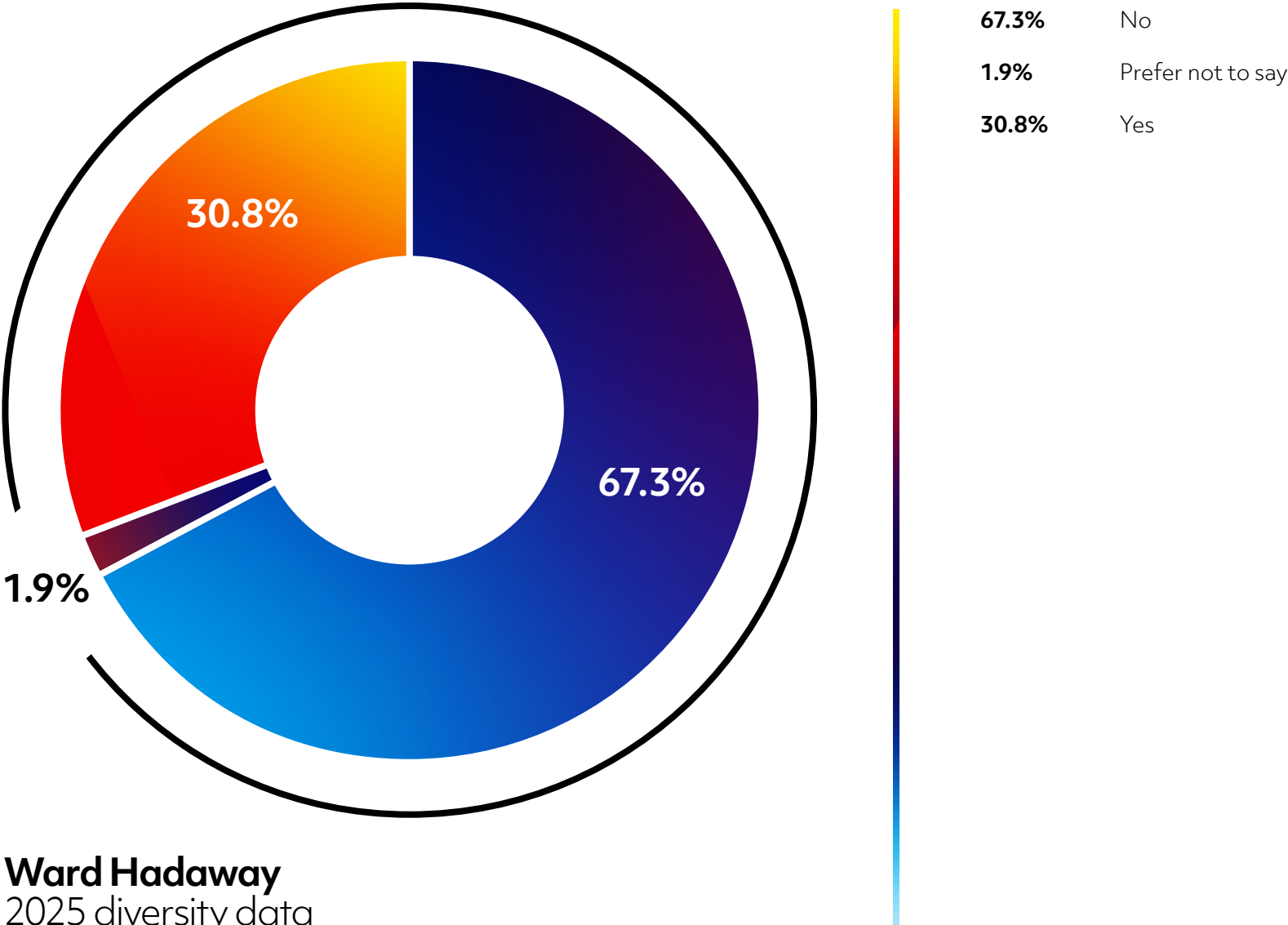


12. Did either of your parents attend university and gain a degree (BA or equiv) before you were 18?

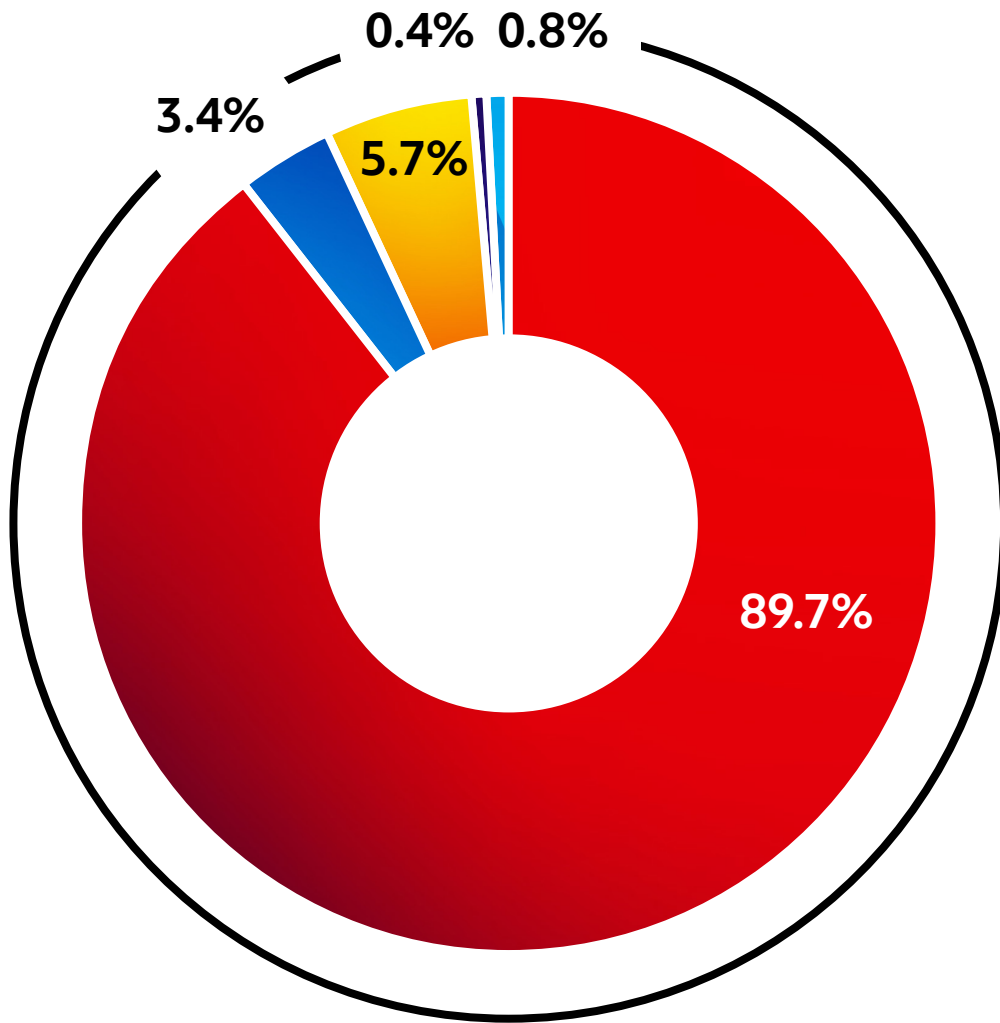


2.7%	Don't know / not sure
62.4%	No, neither of my parents attended university
6.1%	Prefer not to say
28.9%	Yes, one or both of my parents attended university

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



14. Do you look after/ care for someone with long term ill health caused by disability or age?



89.7%	No
3.4%	Prefer not to say
5.7%	Yes, 1 - 19 hours a week
0.4%	Yes, 20 - 49 hours a week
0.8%	Yes, 50 or more hours a week

Ward Hadaway LLP is a limited liability partnership registered in England and Wales under number OC430614. Registered office: Sandgate House, 102 Quayside, Newcastle upon Tyne, NE1 3DX where a list of members' names is available for inspection. We use the word "partner" to refer to a member of Ward Hadaway LLP. Authorised and regulated by the Solicitors Regulation Authority (No.817773).

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