

# Diversity Statistics 2025

The data shown in this report relates to Kennedys' England offices only and is correct as of 20 June 2025.

The Firm received a 70.12% response rate to the diversity questionnaire (1,131 heads). For the purpose of the charts, the respondent group is treated as 100%. All percentages displayed in the tables are calculated based on this group (i.e. 100% = 1,131 individuals).

# Headcount %

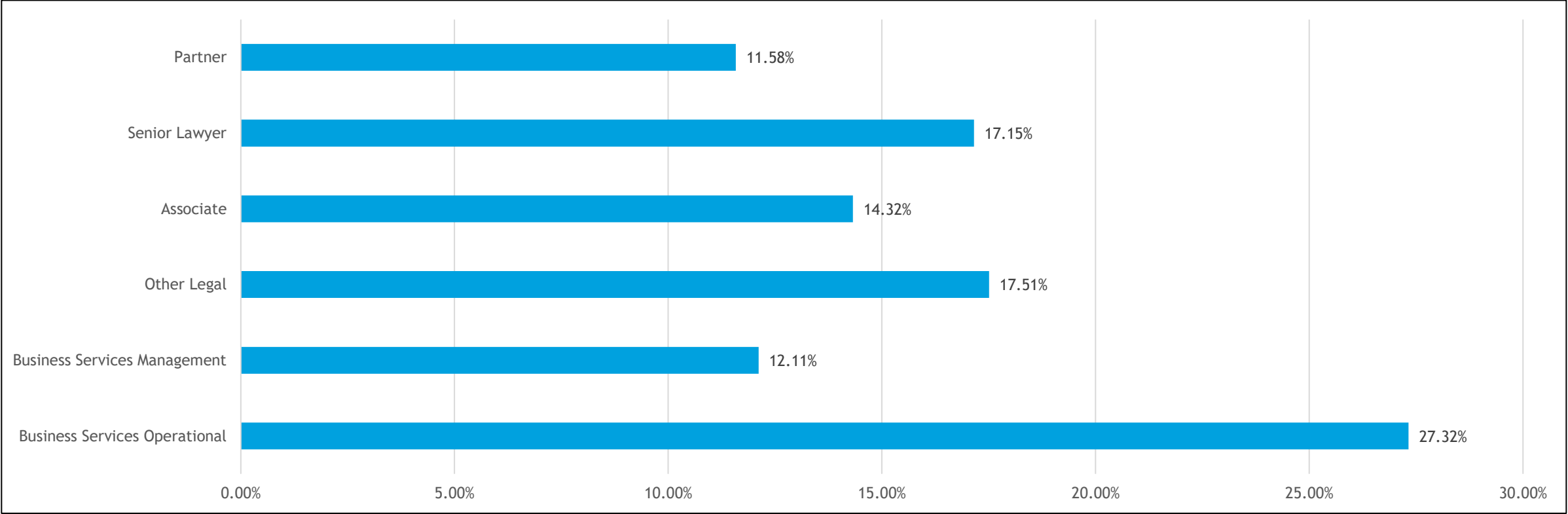
Response breakdown

## Fee earner categories

- Partner:** includes full equity, fixed share and salaried Partners
- Senior Lawyer:** includes Legal Directors and Senior Associates
- Associate:** includes Associates (qualified)
- Other Legal:** includes Trainee Solicitors, Apprentices, Paralegals, Litigation Assistants, non-qualified fee earners

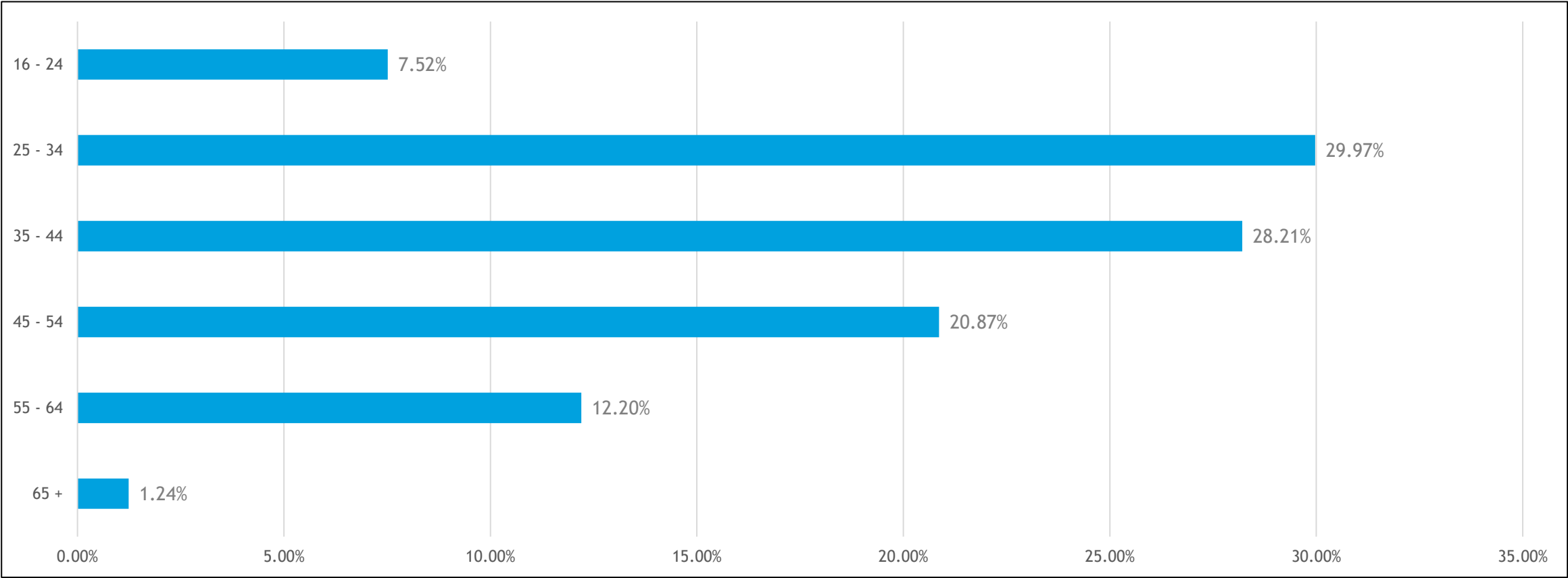
## Business services categories

- Business Services Management:** includes Chiefs, Heads of, Senior Managers and Managers (including Secretarial Managers)
- Business Services Operational:** includes all other Business Services and Secretaries



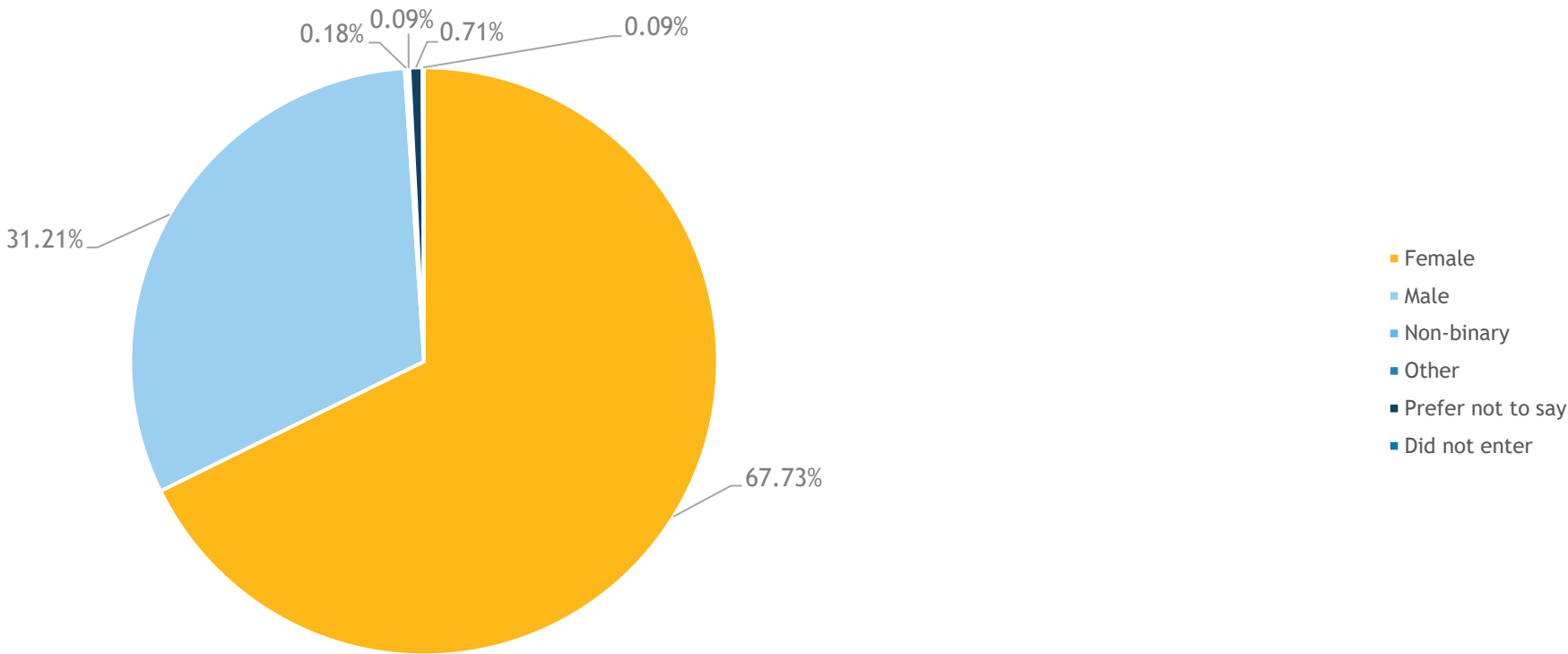
# Age Distribution

Group	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65 +
Partner	0.00%	0.76%	22.90%	41.98%	29.77%	4.58%
Senior Lawyer	0.00%	15.98%	52.06%	21.13%	10.82%	0.00%
Associate	1.85%	61.73%	25.31%	8.64%	2.47%	0.00%
Other Legal	22.22%	43.94%	18.18%	9.60%	4.55%	1.52%
Business Services Management	0.00%	15.33%	39.42%	32.85%	12.41%	0.00%
Business Services Operational	12.30%	32.04%	18.45%	20.06%	15.53%	1.62%



# Gender

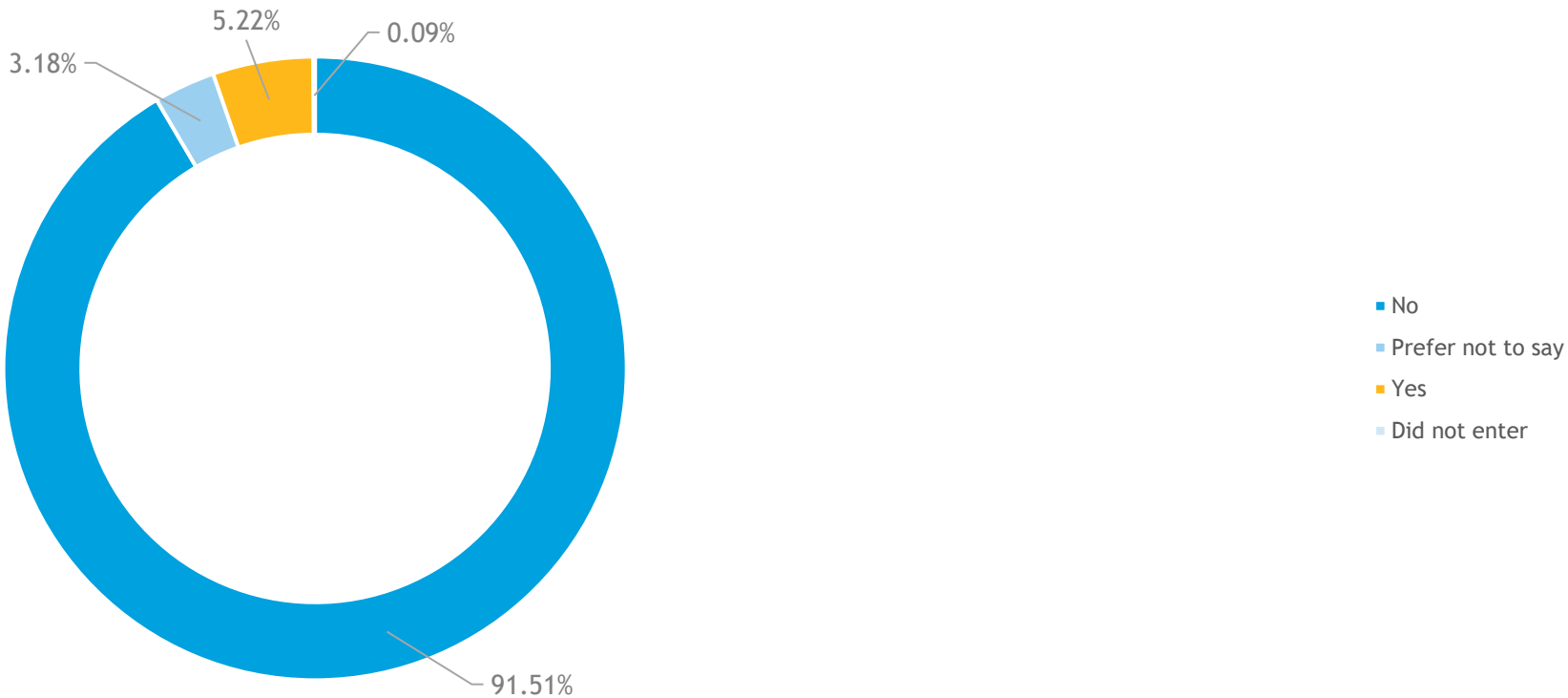
Group	Female	Male	Non-binary	Other	Prefer not to say	Did not enter
Partner	35.88%	64.12%	0.00%	0.00%	0.00%	0.00%
Senior Lawyer	64.43%	31.96%	0.00%	0.52%	2.58%	0.52%
Associate	74.07%	25.31%	0.62%	0.00%	0.00%	0.00%
Other Legal	72.22%	27.78%	0.00%	0.00%	0.00%	0.00%
Business Services Management	65.69%	32.85%	0.00%	0.00%	1.46%	0.00%
Business Services Operational	77.99%	21.36%	0.32%	0.00%	0.32%	0.00%



# Disability

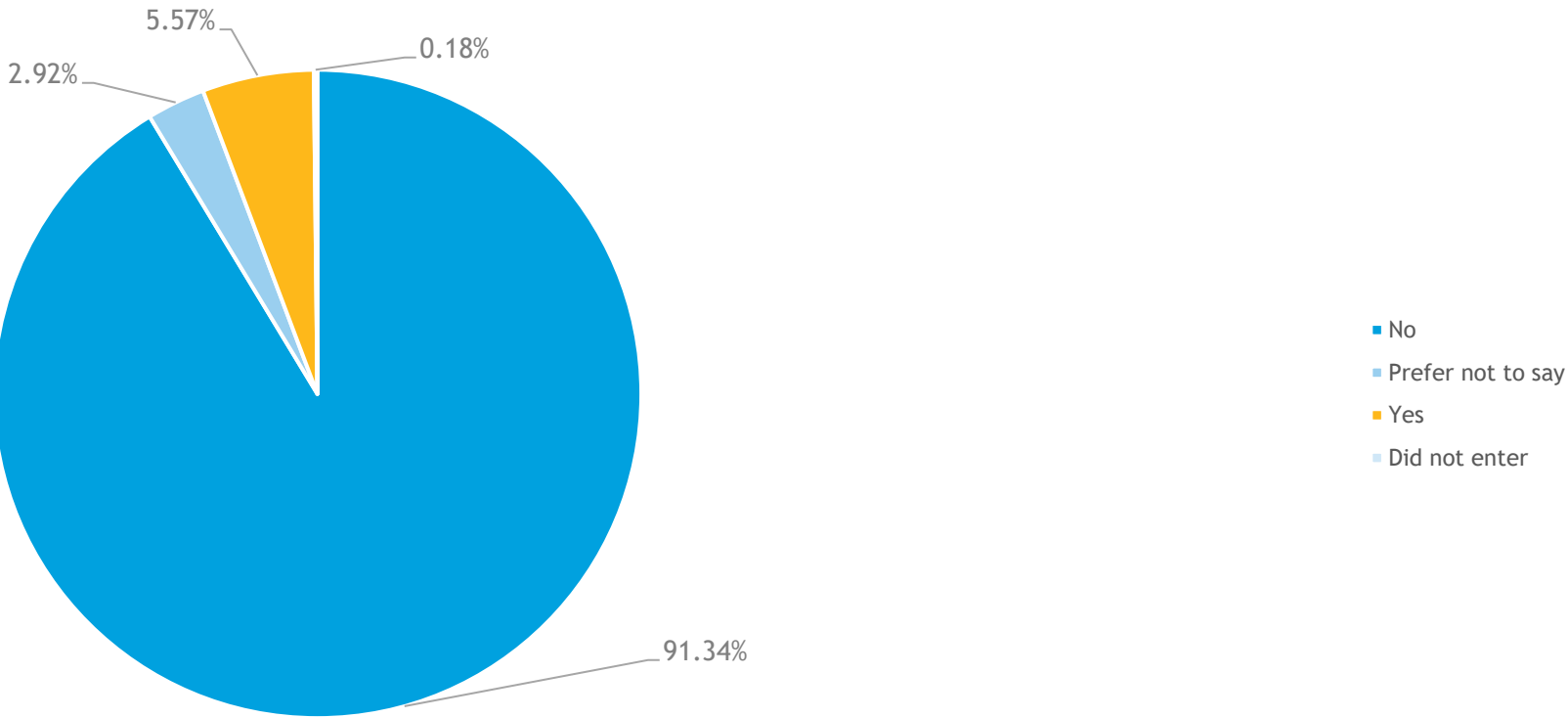
## Disability according to the Equality Act:

Group	Yes	No	Prefer not to say	Did not enter
Partner	2.29%	95.42%	2.29%	0.00%
Senior Lawyer	4.12%	91.75%	4.12%	0.00%
Associate	3.70%	93.83%	1.85%	0.62%
Other Legal	8.08%	88.38%	3.54%	0.00%
Business Services Management	6.57%	89.78%	3.65%	0.00%
Business Services Operational	5.50%	91.26%	3.24%	0.00%



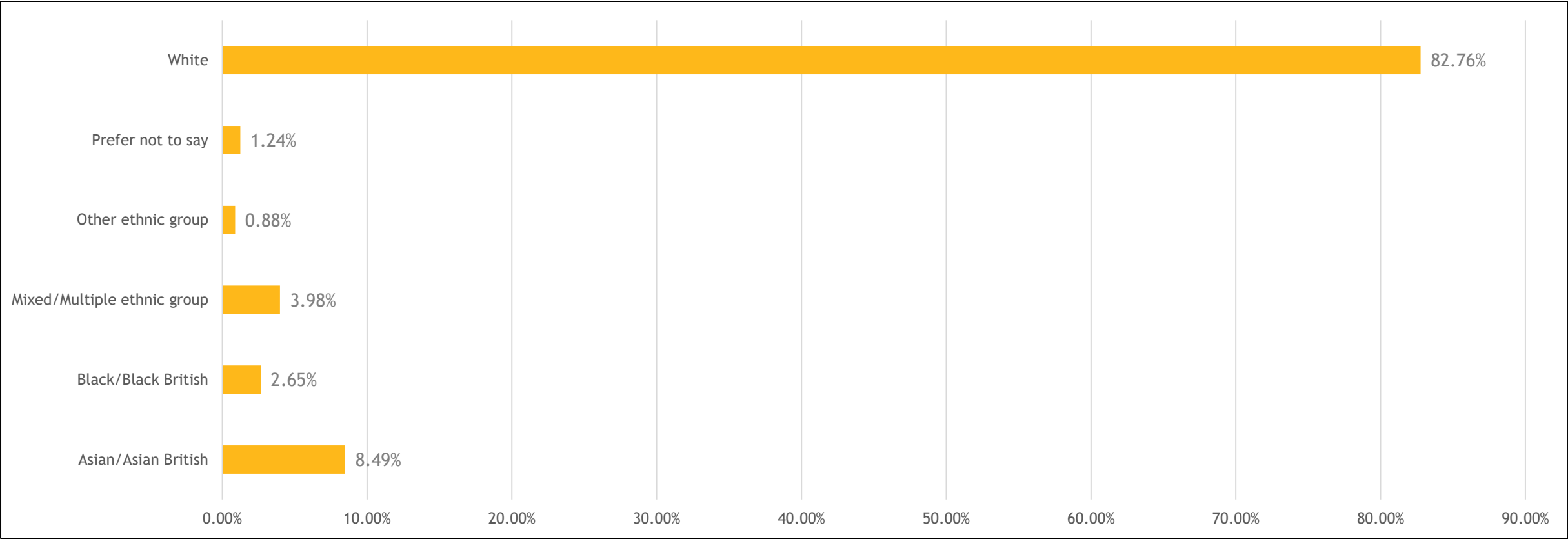
Disability (continued)  
Day to day activities limited  
due to health/disability:

Group	Yes	No	Prefer not to say	Did not enter
Partner	3.05%	95.42%	1.53%	0.00%
Senior Lawyer	4.64%	90.21%	4.12%	1.03%
Associate	4.32%	93.83%	1.85%	0.00%
Other Legal	9.60%	87.37%	3.03%	0.00%
Business Services Management	5.84%	91.24%	2.92%	0.00%
Business Services Operational	5.18%	91.59%	3.24%	0.00%



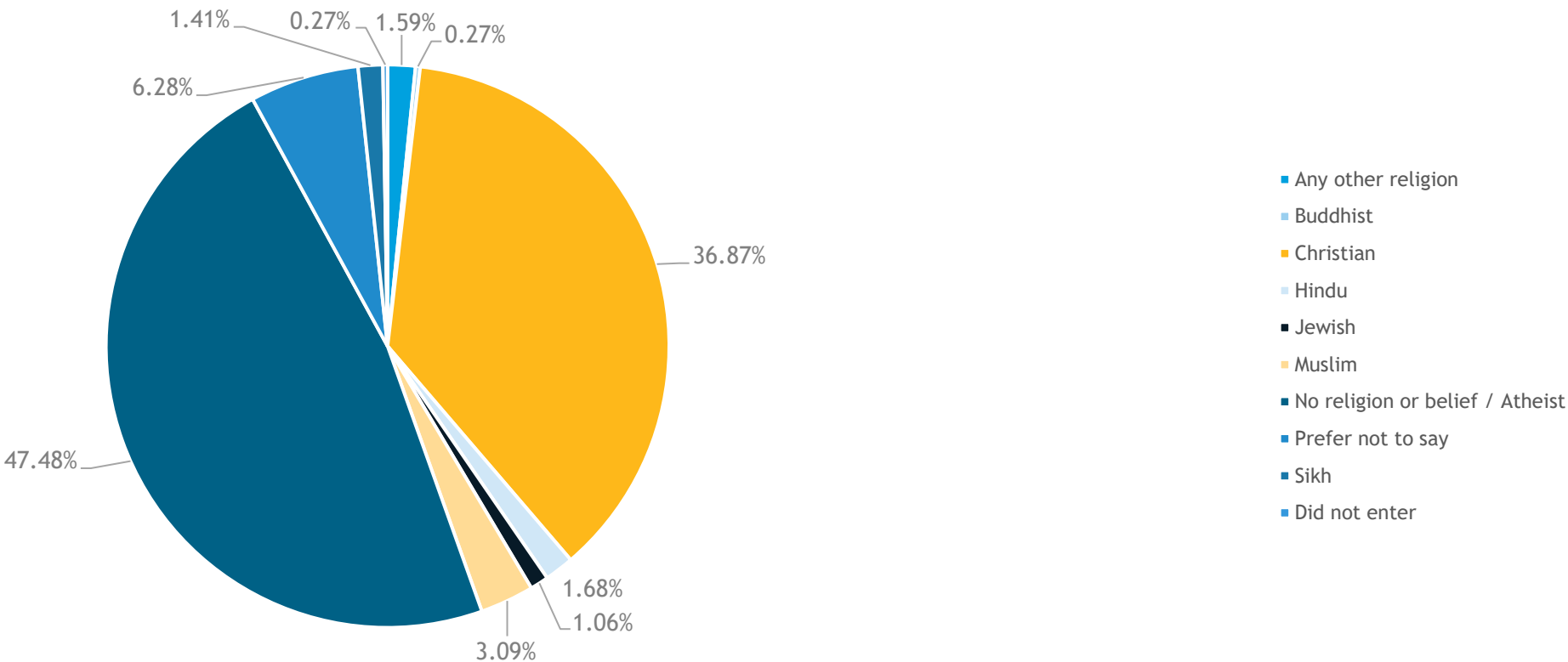
# Ethnicity

Group	Asian/Asian British	Black/Black British	Mixed/Multiple ethnic group	Other ethnic group	Prefer not to say	White
Partner	3.82%	0.00%	2.29%	0.00%	0.76%	93.13%
Senior Lawyer	6.19%	1.03%	5.15%	0.52%	2.06%	85.05%
Associate	9.88%	2.47%	4.32%	1.23%	0.00%	82.10%
Other Legal	13.13%	3.54%	4.04%	1.01%	0.51%	77.78%
Business Services Management	8.76%	2.19%	2.92%	2.19%	2.92%	81.02%
Business Services Operational	8.09%	4.53%	4.21%	0.65%	1.29%	81.23%



# Religion or Belief

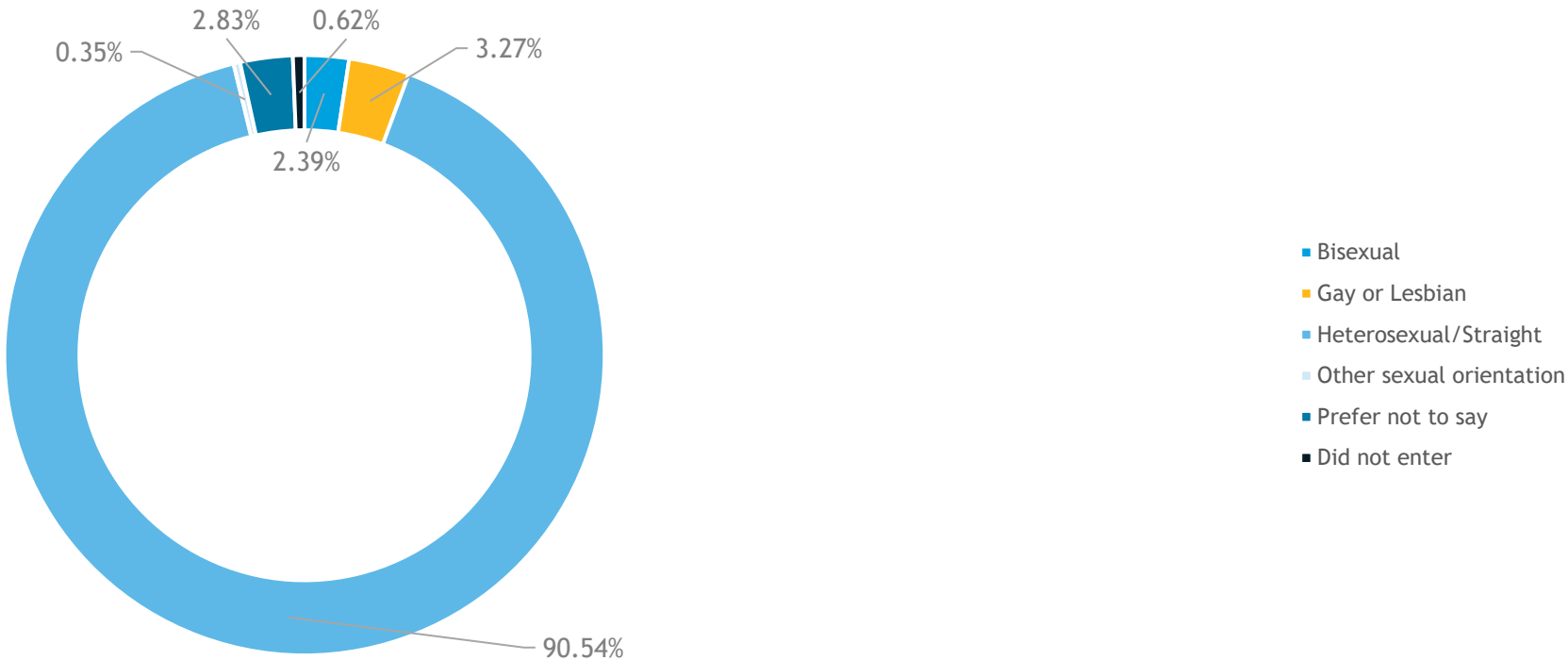
Group	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Prefer not to say	Any other religion	No religion or belief / Atheist	Did not enter
Partner	0.00%	52.67%	0.00%	3.82%	0.00%	1.53%	6.11%	0.76%	35.11%	0.00%
Senior Lawyer	0.52%	40.21%	0.52%	0.00%	3.09%	1.03%	6.70%	1.03%	46.39%	0.52%
Associate	0.62%	33.95%	3.09%	1.85%	2.47%	3.09%	2.47%	0.00%	52.47%	0.00%
Other Legal	0.00%	28.79%	0.51%	0.00%	6.06%	2.02%	6.06%	1.52%	54.55%	0.51%
Business Services Management	0.00%	37.23%	3.65%	2.19%	2.19%	1.46%	7.30%	2.19%	43.80%	0.00%
Business Services Operational	0.32%	34.63%	2.27%	0.32%	3.24%	0.32%	7.77%	2.91%	47.90%	0.32%





# Sexual Orientation

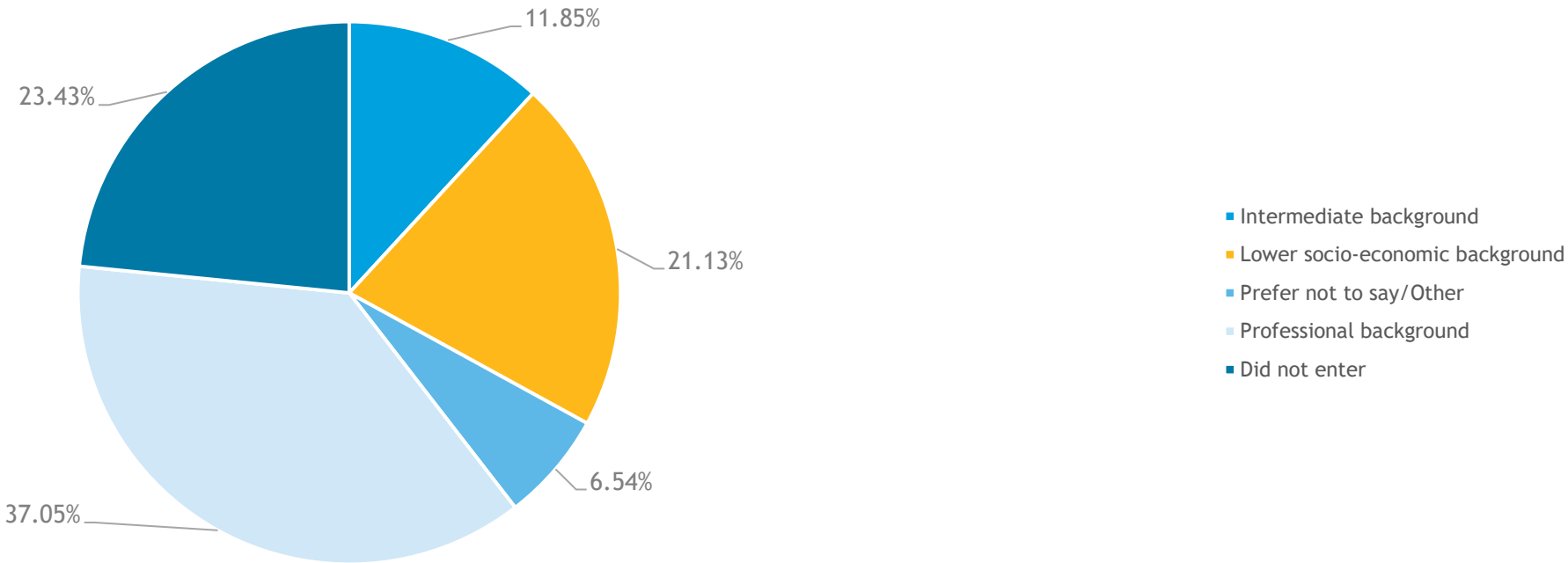
Group	Bisexual	Gay or Lesbian	Heterosexual/Straight	Other sexual orientation	Prefer not to say	Did not enter
Partner	0.76%	3.05%	93.89%	0.00%	1.53%	0.76%
Senior Lawyer	0.00%	3.09%	92.78%	0.00%	3.09%	1.03%
Associate	1.23%	3.09%	93.21%	0.62%	1.85%	0.00%
Other Legal	4.55%	3.03%	87.37%	0.51%	3.54%	1.01%
Business Services Management	1.46%	6.57%	87.59%	0.00%	3.65%	0.73%
Business Services Operational	4.21%	2.27%	89.64%	0.65%	2.91%	0.32%



# Socio-economic Background

## Main household earner occupation:

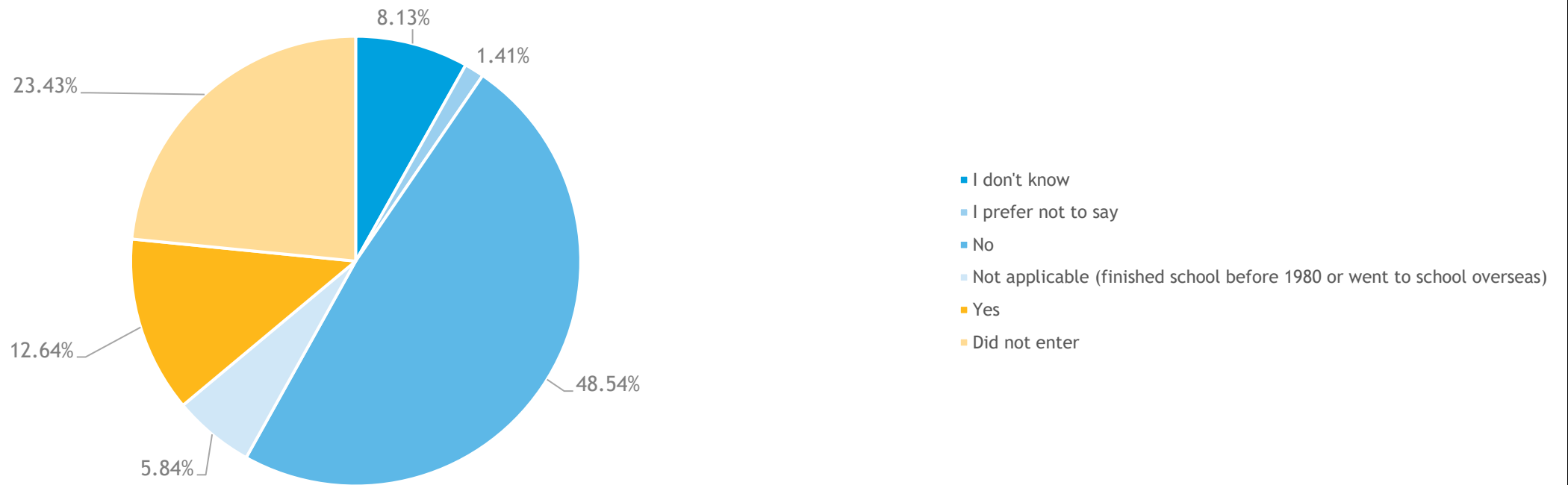
Group	Lower socio-economic background	Intermediate background	Professional background	Prefer not to say/Other	Did not enter
Partner	12.98%	9.92%	39.69%	1.53%	35.88%
Senior Lawyer	18.04%	10.82%	38.66%	4.64%	27.84%
Associate	17.28%	11.11%	48.15%	2.47%	20.99%
Other Legal	21.21%	14.14%	35.86%	5.56%	23.23%
Business Services Management	27.74%	12.41%	34.31%	5.84%	19.71%
Business Services Operational	25.57%	11.97%	31.07%	12.94%	18.45%



## Socio-economic Background

### Free School Meal Eligibility

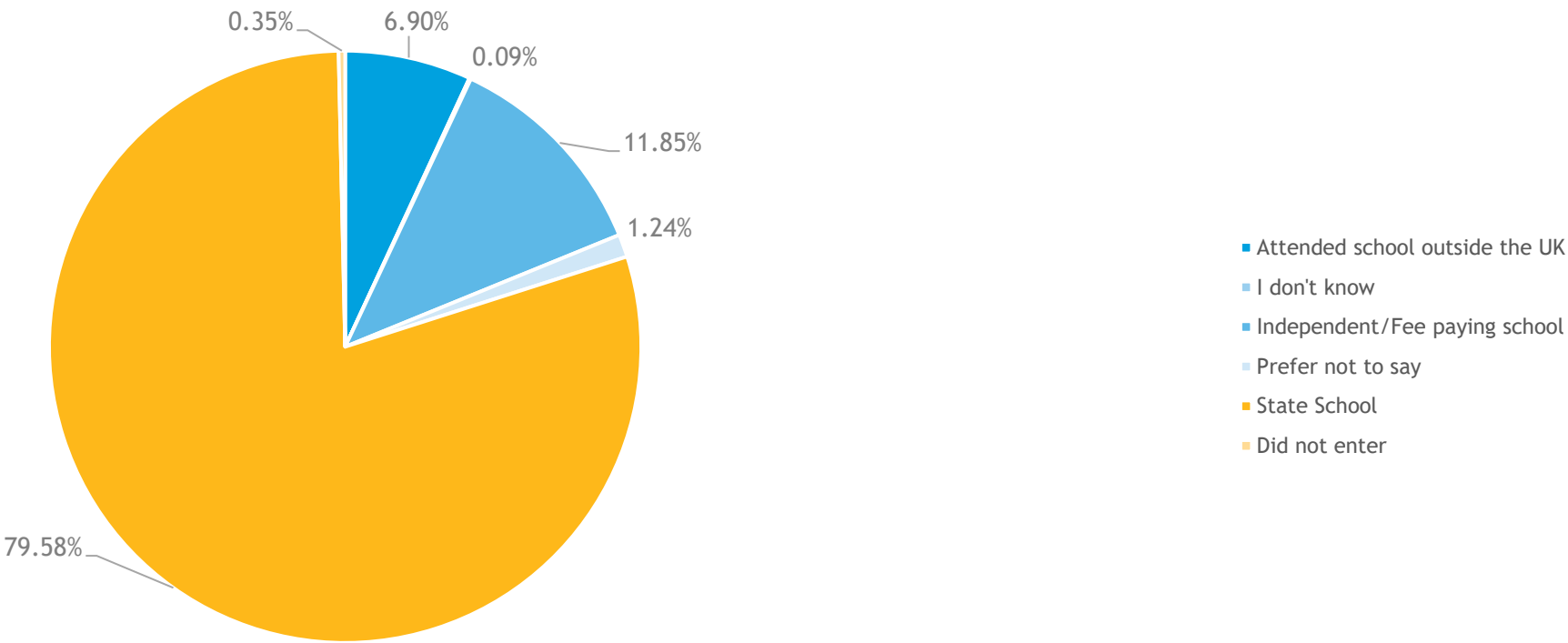
Group	Yes	No	Not applicable (finished school before 1980 or went to school overseas)	I don't know	I prefer not to say	Did not enter
Partner	6.87%	50.38%	3.05%	3.05%	0.76%	35.88%
Senior Lawyer	12.37%	44.33%	6.19%	7.73%	2.06%	27.32%
Associate	8.64%	53.70%	4.94%	11.73%	0.00%	20.99%
Other Legal	15.15%	45.45%	7.07%	9.09%	0.00%	23.23%
Business Services Management	12.41%	54.01%	2.92%	8.76%	2.19%	19.71%
Business Services Operational	15.86%	47.25%	7.77%	7.77%	2.59%	18.77%



# Education

## School attended between ages of 11-18:

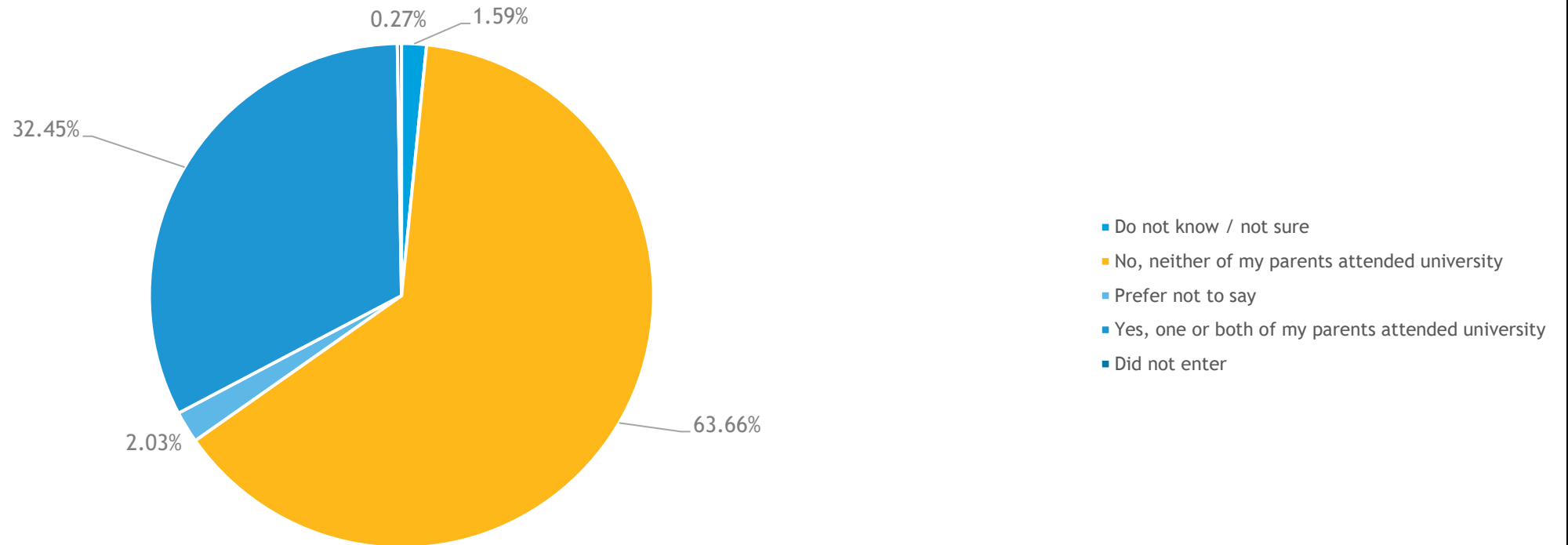
Group	State School	Independent/Fee paying school	Attended school outside the UK	I don't know	Prefer not to say	Did not enter
Partner	64.12%	31.30%	3.82%	0.00%	0.76%	0.00%
Senior Lawyer	76.80%	15.46%	5.15%	0.00%	2.06%	0.52%
Associate	76.54%	12.35%	9.88%	0.00%	0.62%	0.62%
Other Legal	80.81%	10.61%	8.08%	0.00%	0.00%	0.51%
Business Services Management	84.67%	7.30%	5.84%	0.73%	1.46%	0.00%
Business Services Operational	86.41%	3.88%	7.44%	0.00%	1.94%	0.32%



## Parental Education

Parents attend university:

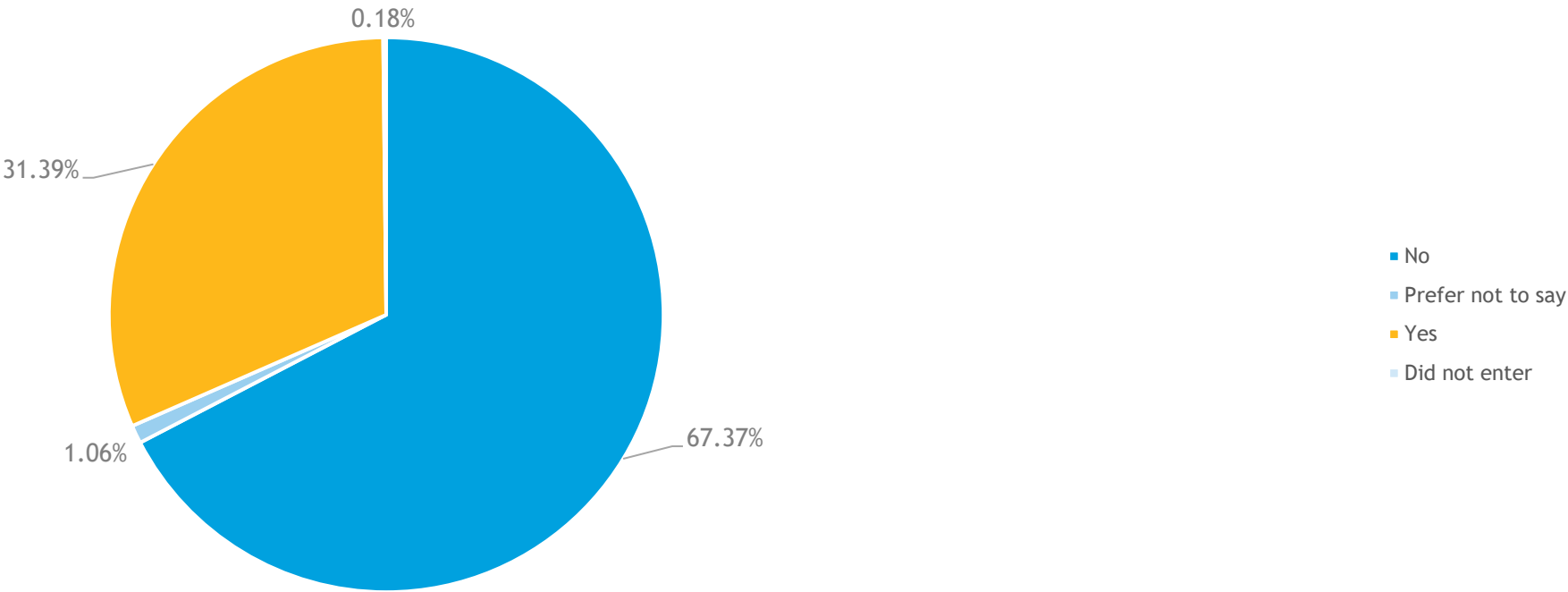
Group	Yes, one or both of my parents attended university	No, neither of my parents attended university	Do not know / not sure	Prefer not to say	Did not enter
Partner	45.04%	53.44%	0.00%	1.53%	0.00%
Senior Lawyer	43.81%	53.09%	0.52%	2.06%	0.52%
Associate	46.91%	50.62%	1.23%	0.62%	0.62%
Other Legal	29.80%	66.67%	2.53%	0.51%	0.51%
Business Services Management	24.09%	73.72%	0.00%	2.19%	0.00%
Business Services Operational	17.80%	75.08%	3.24%	3.88%	0.00%



# Caring Responsibilities

Primary carer for child/children under 18:

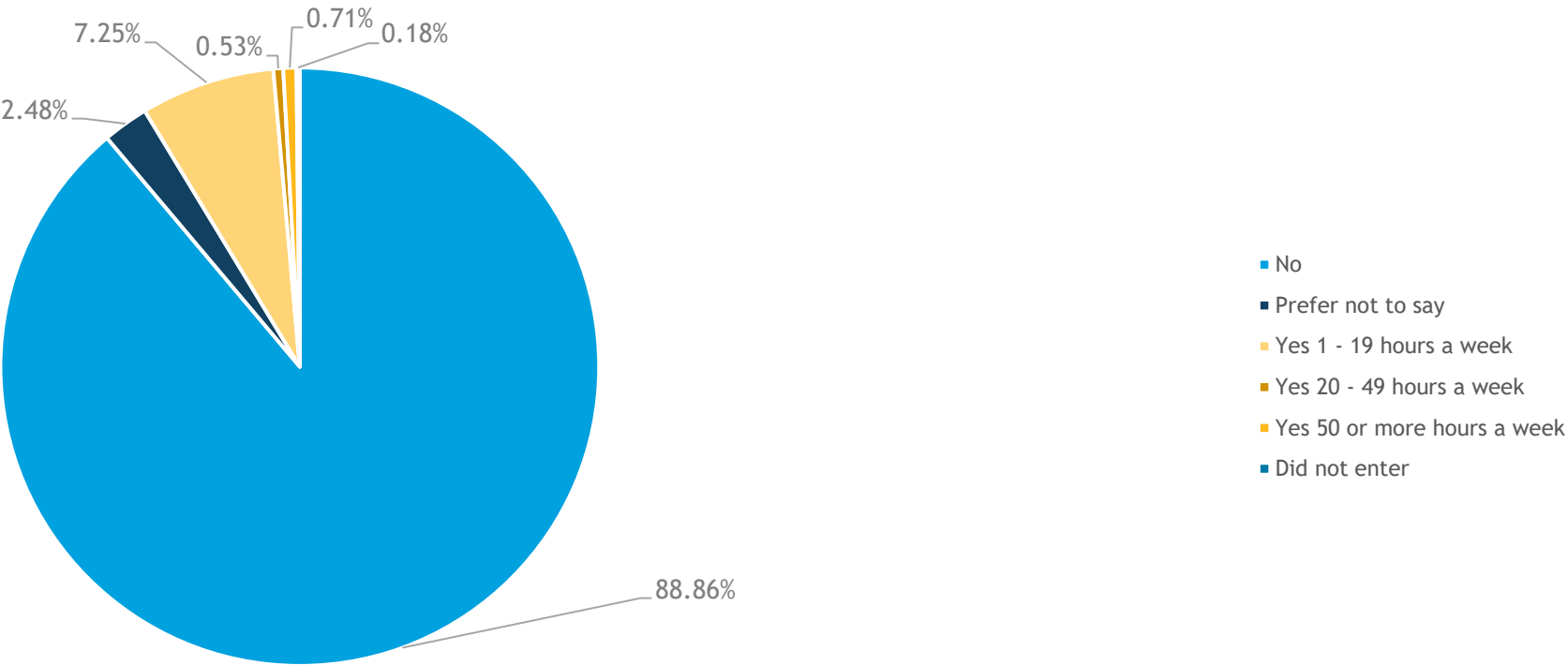
Group	Yes	No	Prefer not to say	Did not enter
Partner	44.27%	54.96%	0.76%	0.00%
Senior Lawyer	44.85%	52.58%	2.06%	0.52%
Associate	23.46%	75.93%	0.00%	0.62%
Other Legal	17.17%	82.83%	0.00%	0.00%
Business Services Management	40.15%	57.66%	2.19%	0.00%
Business Services Operational	26.86%	71.84%	1.29%	0.00%



# Caring Responsibilities

Support or help  
family/friends/neighbour/other:

Group	Yes 1 - 19 hours a week	Yes 20 - 49 hours a week	Yes 50 or more hours a week	No	Prefer not to say	Did not enter
Partner	9.16%	0.00%	0.00%	89.31%	1.53%	0.00%
Senior Lawyer	8.76%	1.55%	1.55%	83.51%	4.12%	0.52%
Associate	6.17%	0.62%	0.62%	90.12%	1.85%	0.62%
Other Legal	4.55%	0.00%	0.51%	93.43%	1.52%	0.00%
Business Services Management	9.49%	0.73%	0.00%	87.59%	2.19%	0.00%
Business Services Operational	6.80%	0.32%	0.97%	89.00%	2.91%	0.00%



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