

HOWARD KENNEDY



# Diversity Data Summary

Submission to the Solicitors Regulatory Authority (SRA) 2023.





**66%**

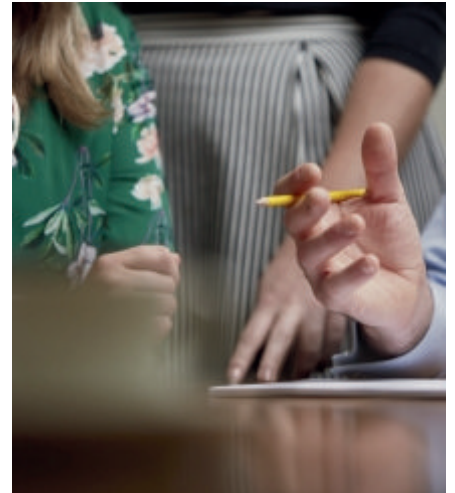
Identify as female

**20%**

From Black, Asian  
and minority  
ethnic  
backgrounds

**4%**

Identify as gay,  
lesbian or bisexual



**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.

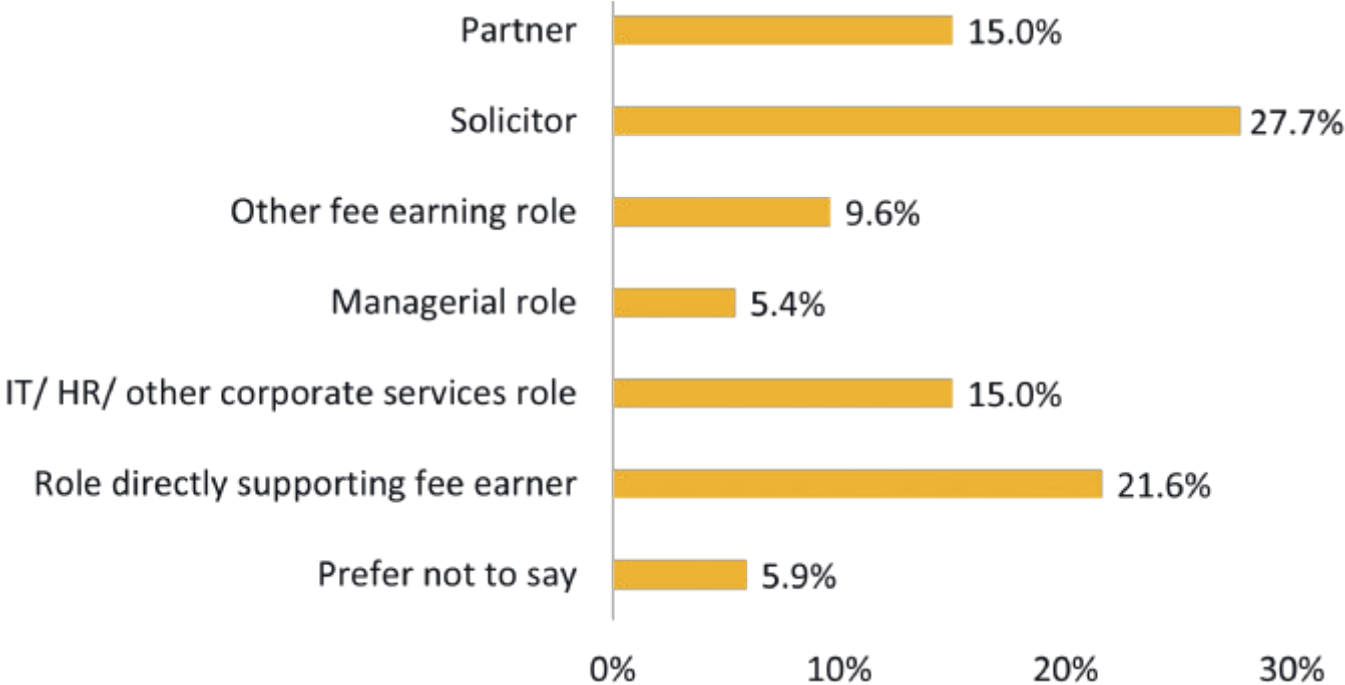


#### Notes:

- 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.

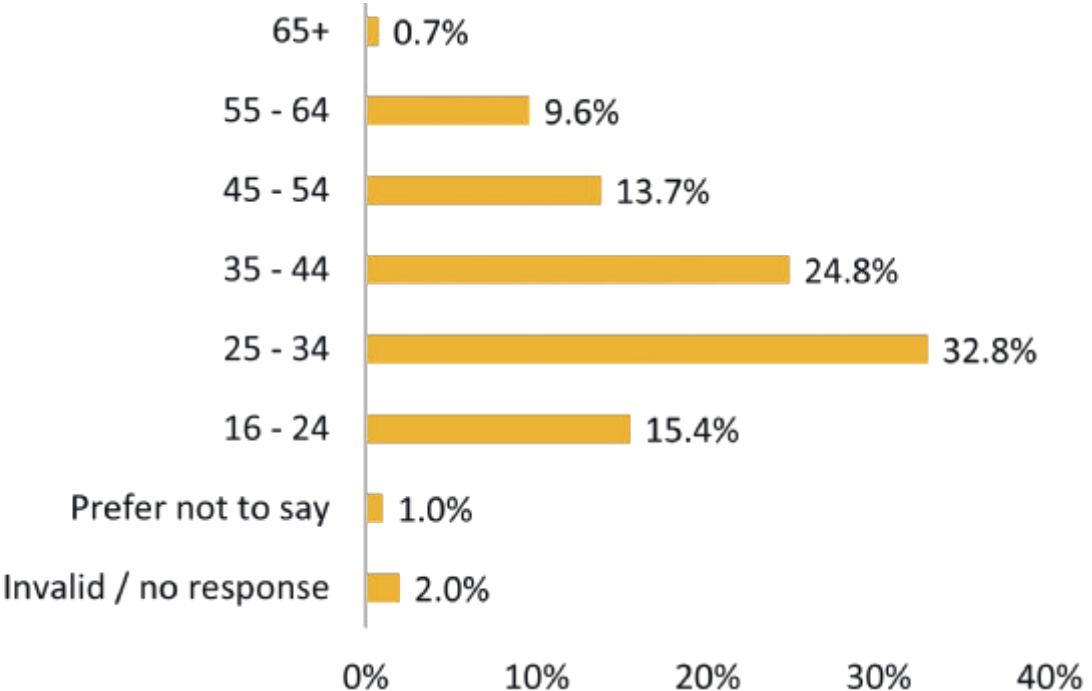
### Role in firm

ALL RESPONDENTS



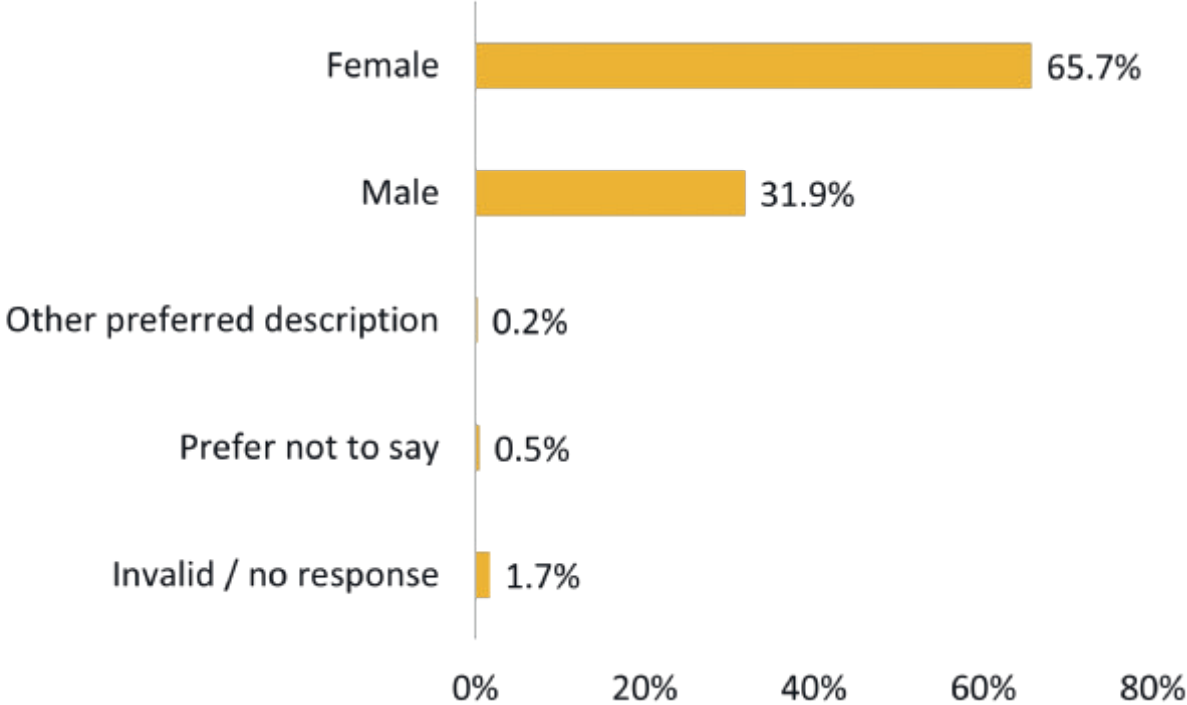
### Age profile

ALL RESPONDENTS



# Gender

ALL RESPONDENTS



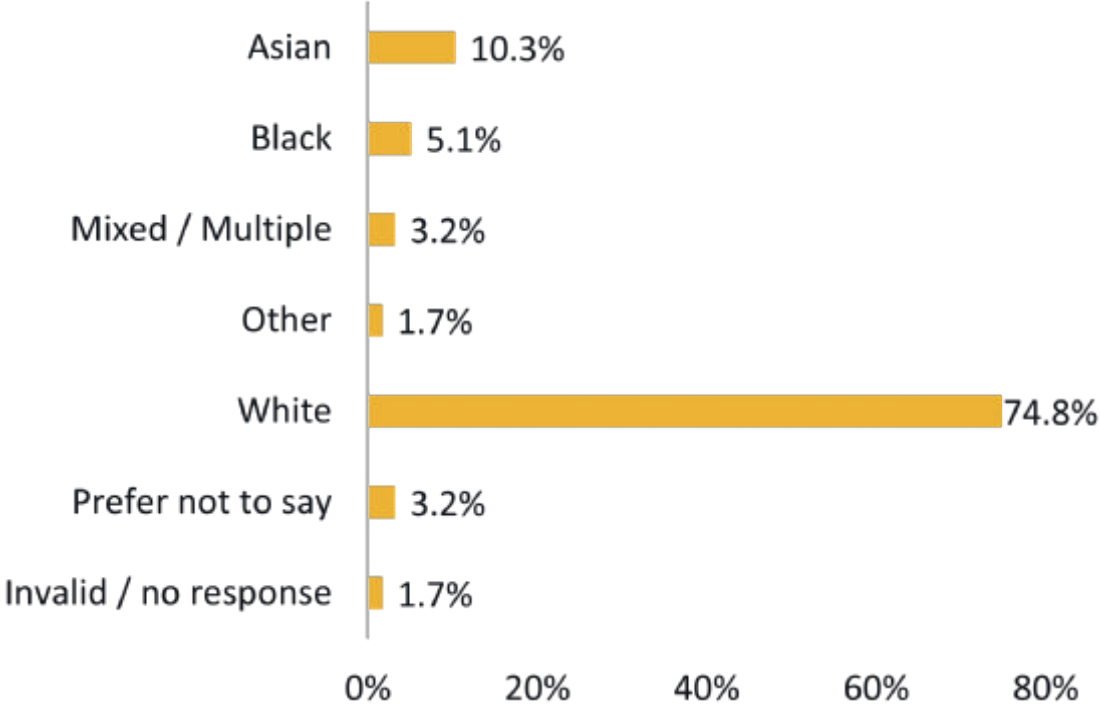
BY ROLE IN THE FIRM

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

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

# Race and ethnicity

ALL RESPONDENTS



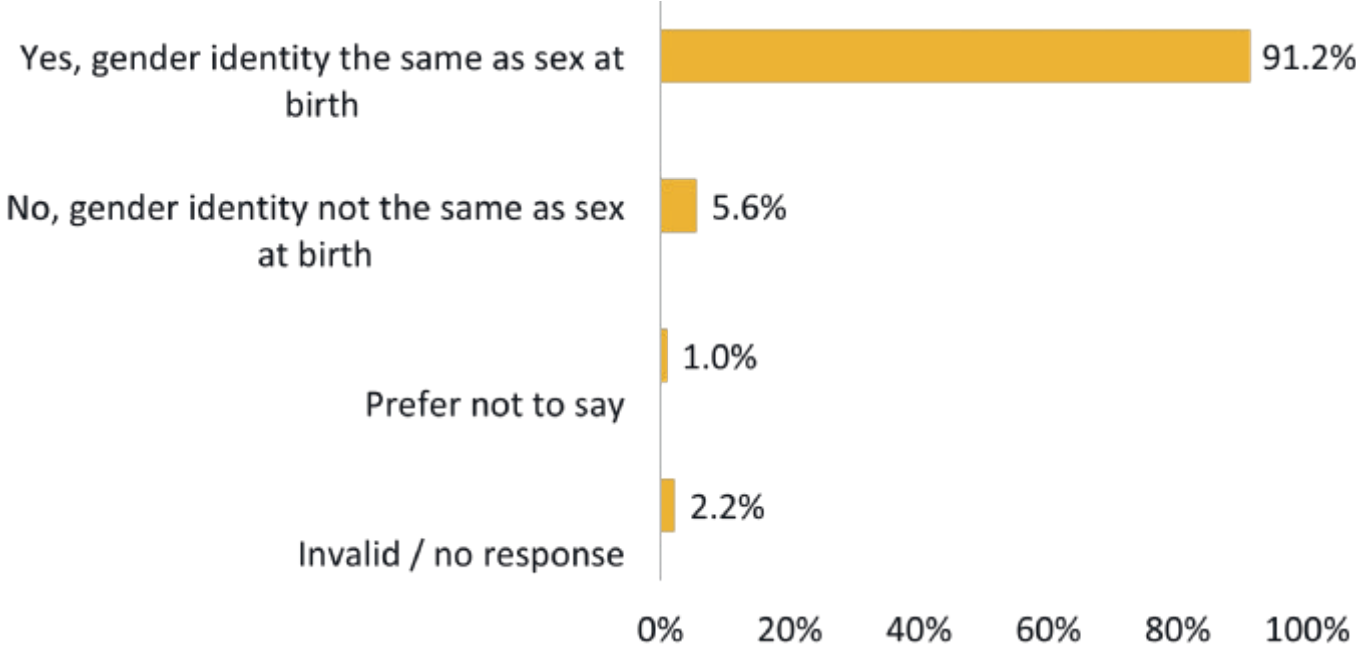
BY ROLE IN THE FIRM

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

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

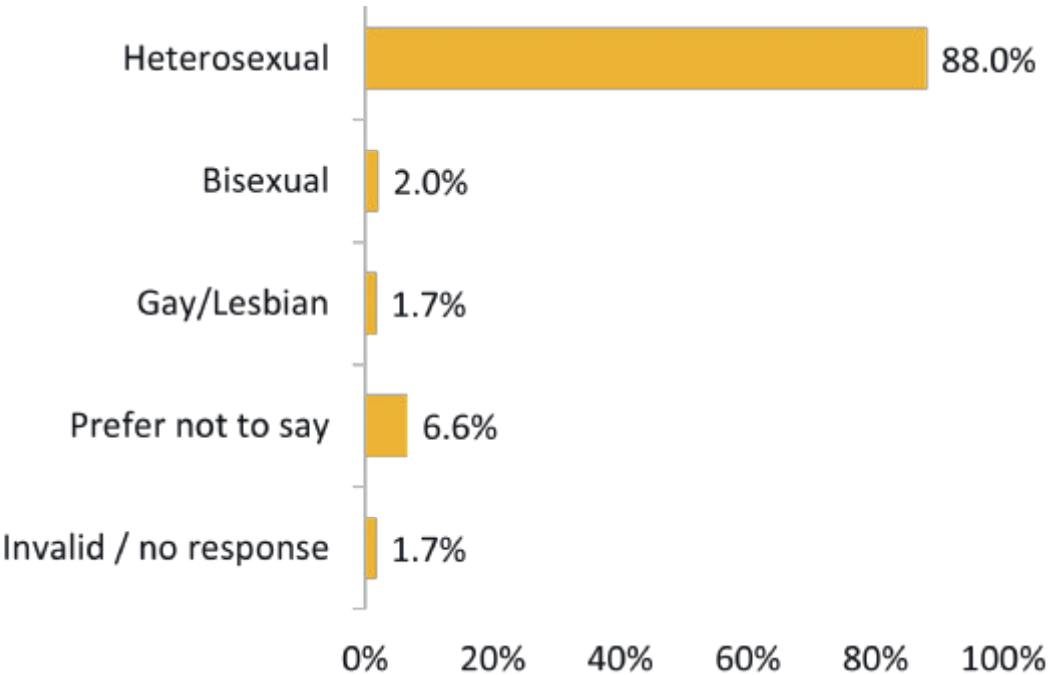
## Gender identity

ALL RESPONDENTS



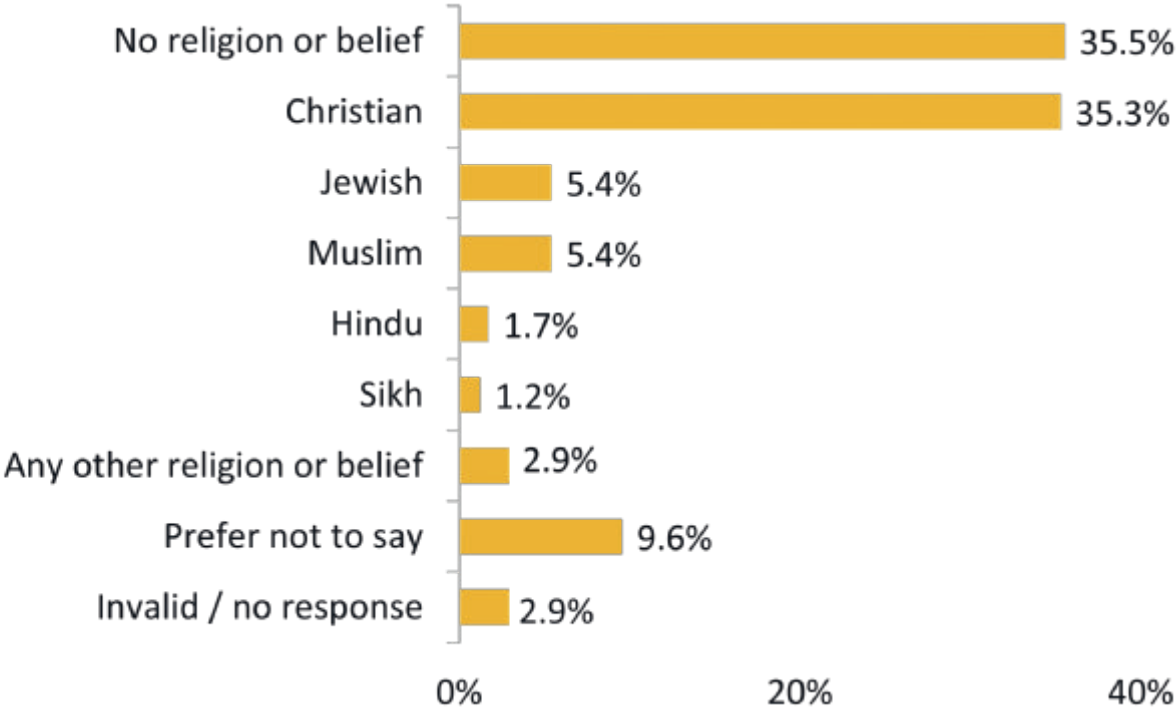
## Sexual orientation

ALL RESPONDENTS



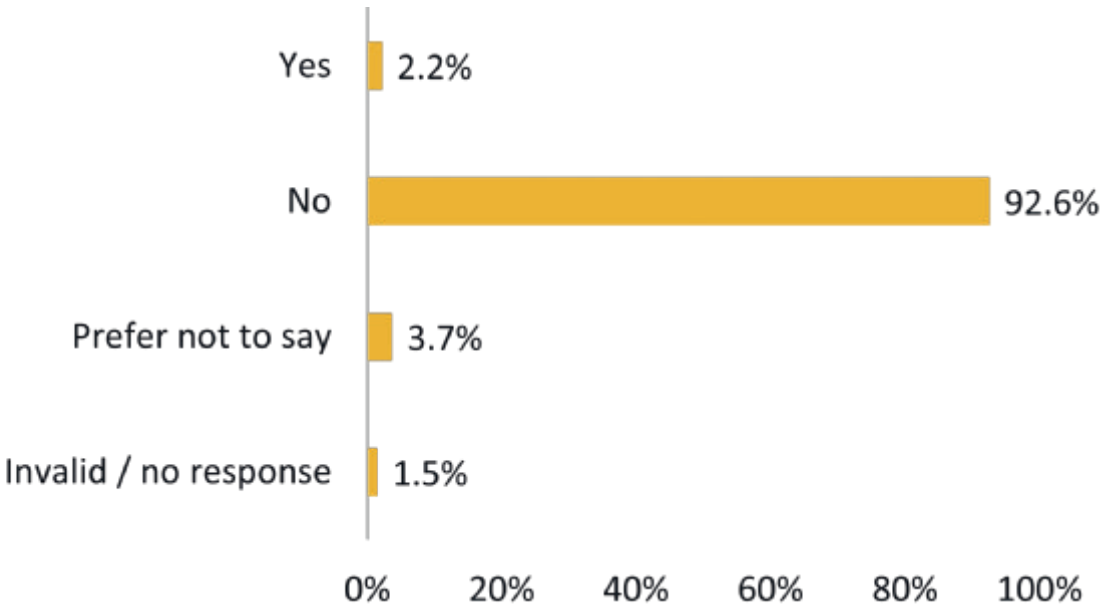
## Religion or belief

ALL RESPONDENTS



## Disability

ALL RESPONDENTS

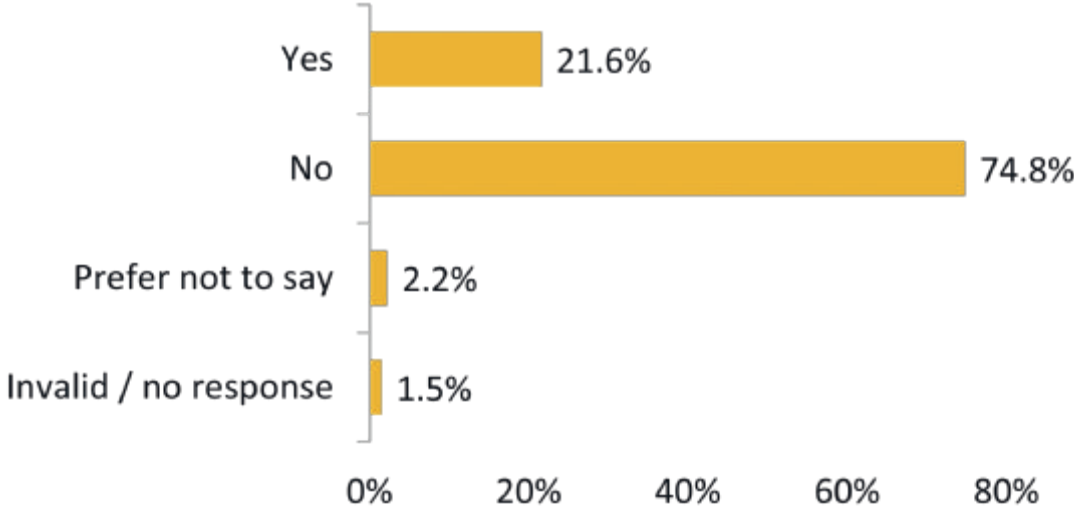




# Caring responsibilities

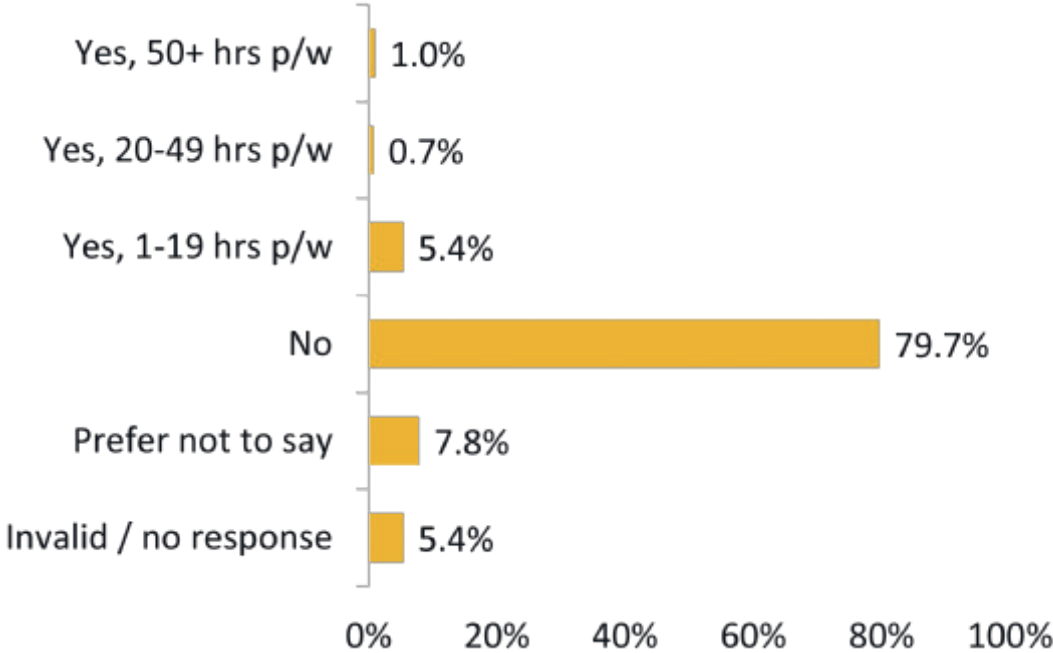
Primary carer for a child under 18

ALL RESPONDENTS



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

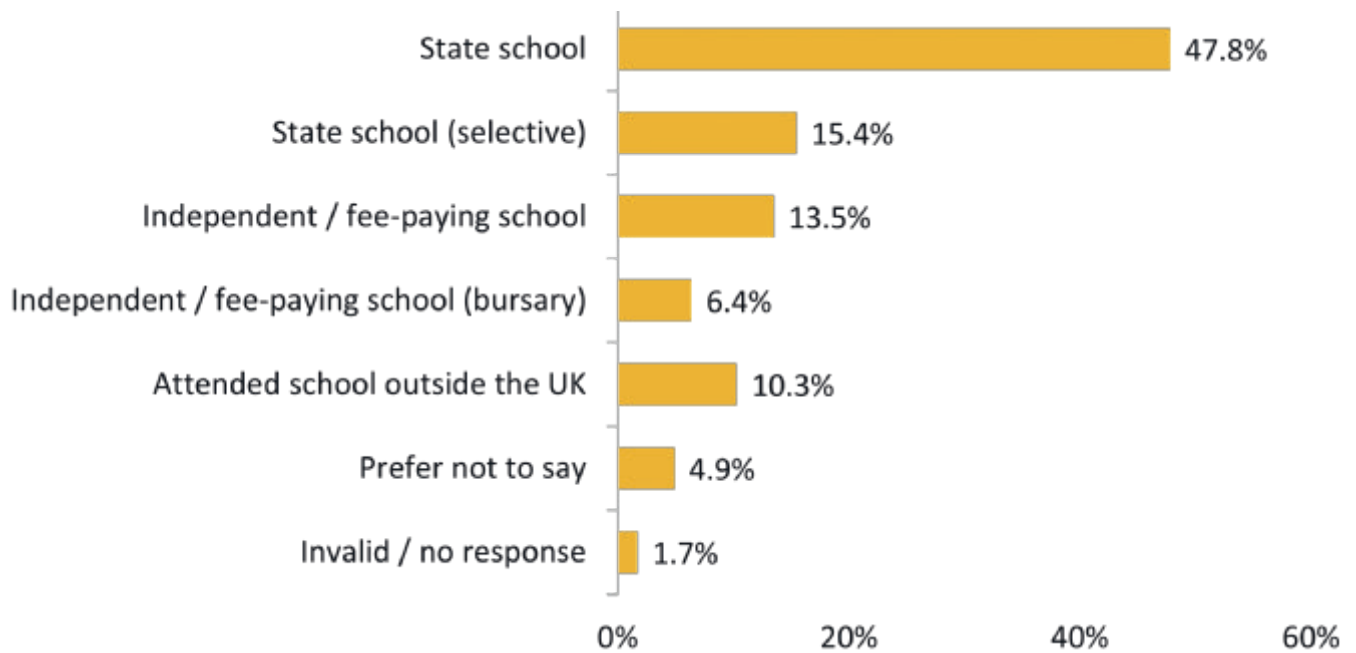
ALL RESPONDENTS



## Social mobility

Type of school attended between the ages of 11 and 16

ALL RESPONDENTS



BY ROLE IN THE FIRM

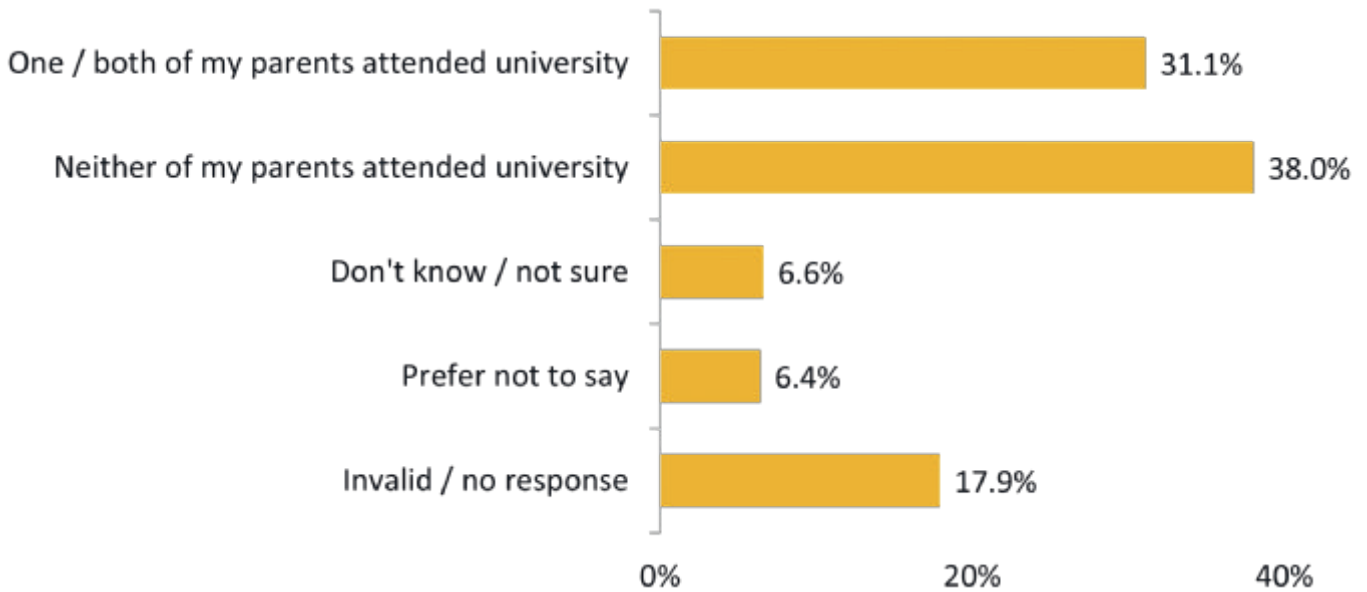
Role in the firm	State-run or state-funded school	State-run or state-funded school (selective)	Independent / fee-paying school (bursary)	Independent / fee-paying school	Attended school outside the UK
Partner	31.1%	9.8%	19.7%	19.7%	4.9%
Solicitor	40.7%	17.7%	6.2%	16.8%	11.5%
Other fee earner	38.5%	20.5%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

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

## Social mobility

### Parental qualifications at age 18

#### ALL RESPONDENTS



#### BY ROLE IN THE FIRM

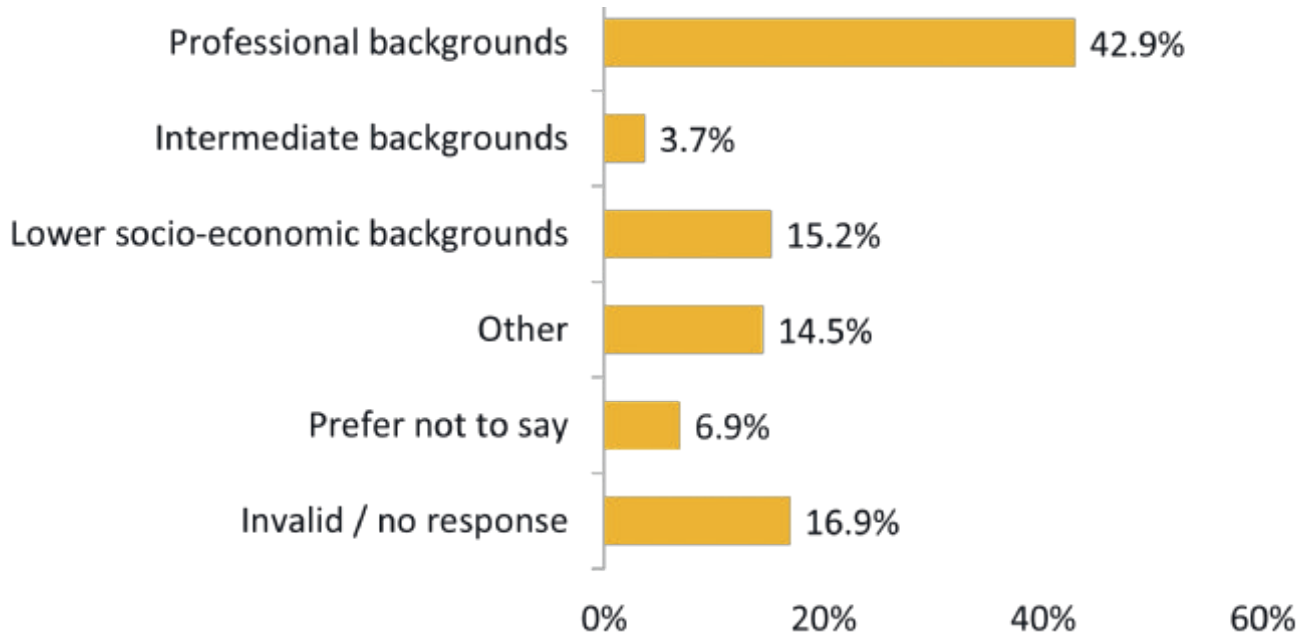
Role in the firm	One / both parents attended university	Neither parent attended university	Don't know / not sure
Partner	32.8%	24.6%	4.9%
Solicitor	43.4%	33.6%	2.7%
Other fee earner	38.5%	38.5%	0.0%
Managerial	9.1%	63.6%	0.0%
Business services	18.0%	52.5%	11.5%
Support services	23.9%	42.0%	12.5%
Prefer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

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

## Social mobility

Occupation of main household earner at age 14

ALL RESPONDENTS



BY ROLE IN THE FIRM

Role in the firm	Professional backgrounds	Intermediate backgrounds	Lower socio-economic backgrounds	Other
Partner	39.3%	0.0%	9.8%	11.5%
Solicitor	52.2%	6.2%	11.5%	11.5%
Other fee earner	46.2%	0.0%	12.8%	20.5%
Managerial	18.2%	9.1%	18.2%	22.7%
Business services	41.0%	4.9%	23.0%	16.1%
Support services	43.2%	3.4%	19.3%	12.5%
Prefer not to say my role	29.2%	0.0%	12.5%	20.8%

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

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