
PROACTIVE MINDSET. NAVIGATING CHANGE.

UK diversity data
(SRA Survey – July 2025)



SRA Diversity Data Requirements

All regulated firms have to collect, report and publish data about the diversity make-up of their workforce every two years. The data in this report has been collected, reported and published on www.hausfeld.com as part of the firm's diversity data requirements set by the Solicitors Regulation Authority (SRA) in England and Wales for 2025.

The data reflects the response of 71% of Hausfeld London employees as of July 2025 and reports the data following the categories specified by the SRA.



We recognise that embracing and actively welcoming differences is not only essential to our moral compass, but also essential for driving the innovative, impactful work that defines our firm.

Lucy Pert
DEI Partner
Hausfeld, London

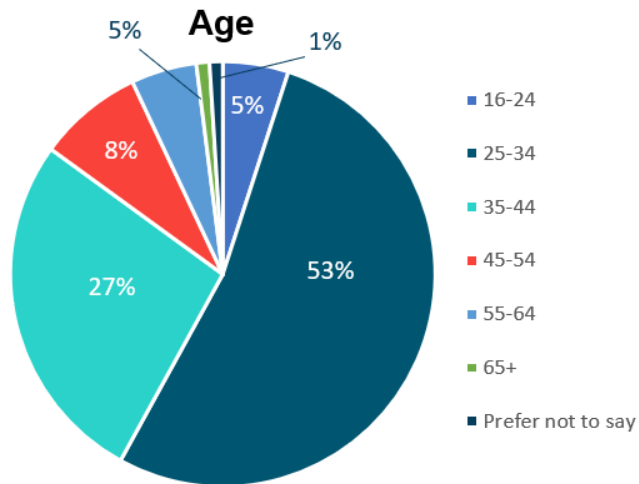
By welcoming individuals from all backgrounds, we foster a work environment that enriches our views, perspectives, strengthens our understanding and leads to better outcomes for our clients and communities. We continually strive to improve all areas of our practice. This includes refining our hiring, recruitment, career progression and leadership development processes to ensure equity for all. We are proud of our efforts, including the programmes which hold us accountable

to hiring from a broad and diverse pool of candidates, such as the RARE recruitment tool and initiatives like our school outreach and work experience for under-represented groups. In these ways we invest in the future of the legal profession. But we realise there is always more work to be done. Together, we are building a more equitable future where every voice is heard, and we create a space where everyone at Hausfeld can thrive.

What role category are you in?

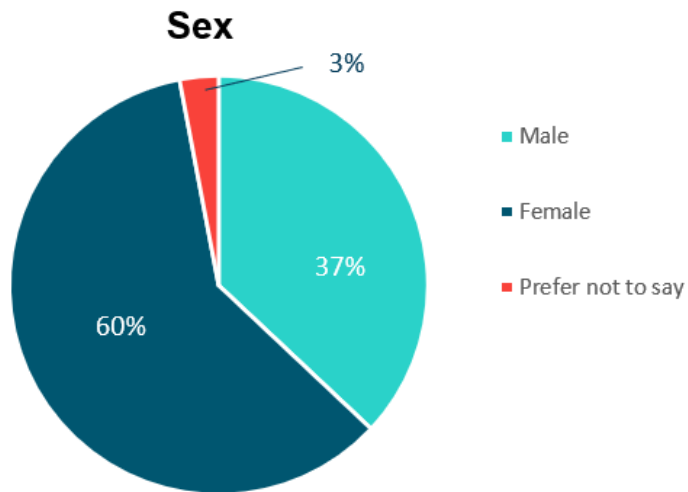
	Total %
Full-equity solicitor partner/sole practitioner	6
Salaried or partial-equity solicitor partners	7
Solicitor (not partner)	46
Other fee earning role	14
Role directly supporting a fee earner	8
Managerial role	5
IT/HR/other corporate services role	12
Barrister	1
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0
Licensed Conveyancer	0
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	1

What age category are you in?



Total %	
16-24	5
25-34	53
35-44	27
45-54	8
55-64	5
65+	1
Prefer not to say	1

What is your sex?

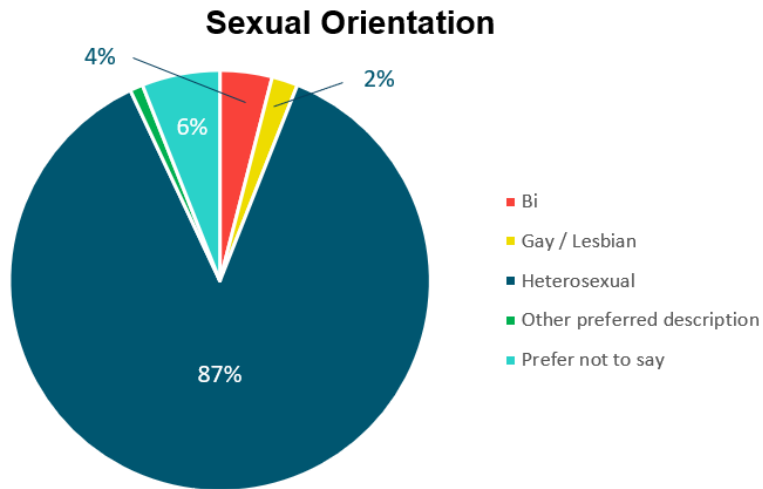


Total %	
Male	37
Female	60
Prefer not to say	3

Is the gender you identify with, the same as your sex registered at birth?

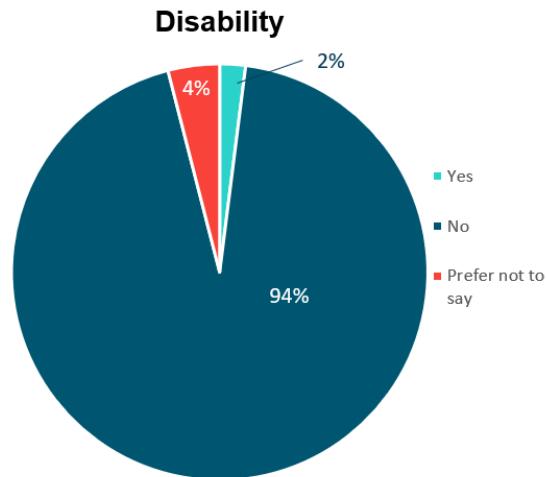
Total %	
Yes	98
No	1
Prefer not to say	1

What is your sexual orientation?



	Total %
Bi	4
Gay / Lesbian	2
Heterosexual	87
Other preferred description	1
Prefer not to say	6

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

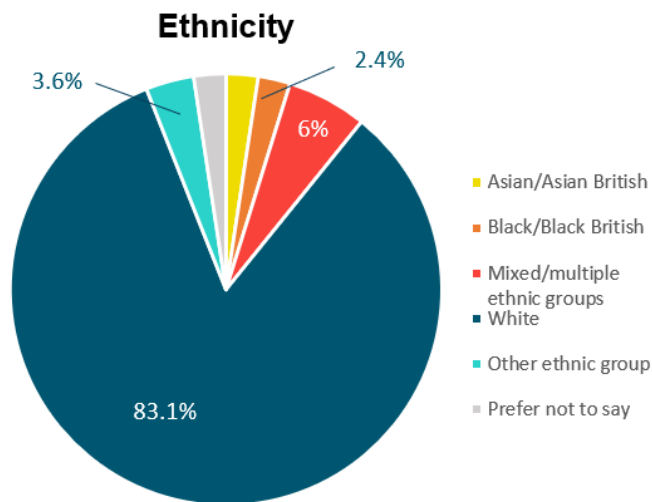


	Total %
Yes	2
No	94
Prefer not to say	4

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

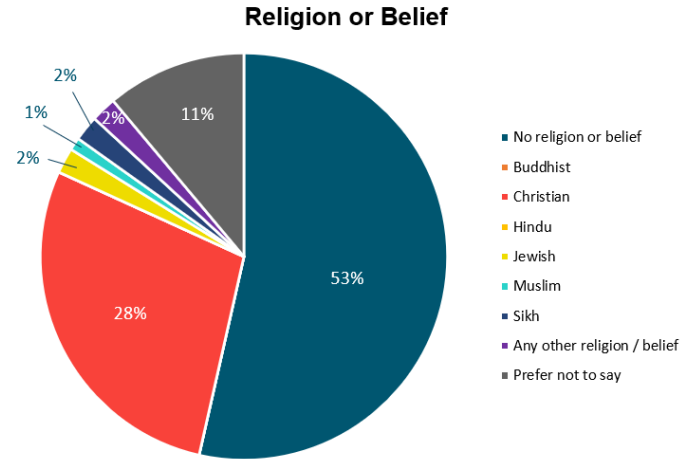
	Total %
Yes, limited a lot	0
Yes, limited a little	2
No	94
Prefer not to say	4

What is your ethnic group?



	Total %
Asian / Asian British	2.4
Bangladeshi	1.2
Chinese	0
Indian	1.2
Pakistani	0
Any other Asian background	0
Black / Black British	2.4
African	1.2
Caribbean	1.2
Any other Black background	0
Mixed / Multiple ethnic group	6
White and Asian	1.2
White and Black African	0
White and Black Caribbean	0
Any other Mixed / Multiple ethnic background	4.8
White	83.2
British/English/Welsh/Northern Irish/Scottish	49.4
Irish	2.4
Gypsy or Irish Traveller	0
Roma	0
Any other White background	31.4
Other ethnic group	3.6
Arab	2.4
Any other ethnic group	1.2
Prefer not to say	2.4
Prefer not to say	2.4

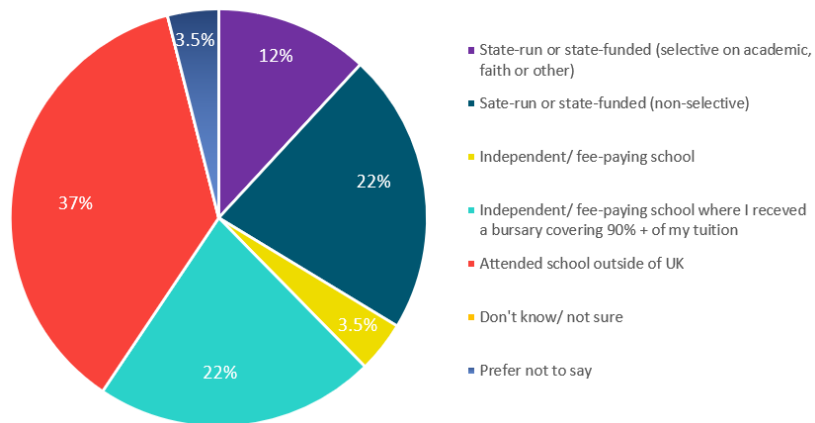
What is your religion or belief?



	Total %
No religion or belief	53
Buddhist	0
Christian	28
Hindu	0
Jewish	2
Muslim	1
Sikh	2
Any other religion or belief	2
Prefer not to say	11

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

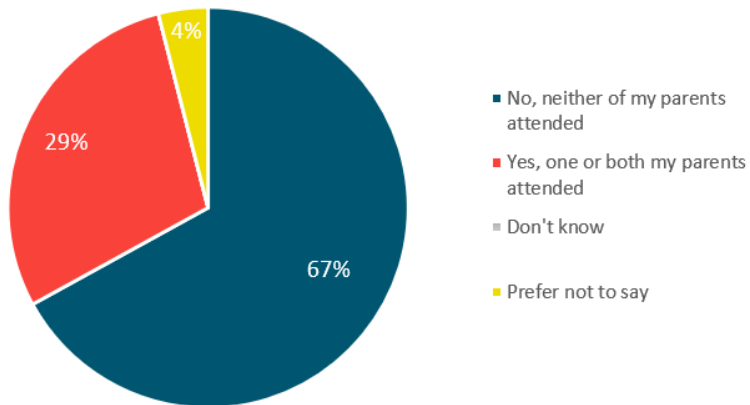
School attended ages 11 - 16



	Total %
State-run or state-funded school (selective on academic, faith or other grounds)	12
State-run or state-funded school (non-selective)	22
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	3.5
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% or	22
Attended school outside the UK	37
Don't know / not sure / other	0
Prefer not to say	3.5

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

University attendance of parents



Total %	
Yes, one or both of my parents attended university	67
No, neither of my parents attended university	29
Don't know / not sure	0
Prefer not to say	4

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

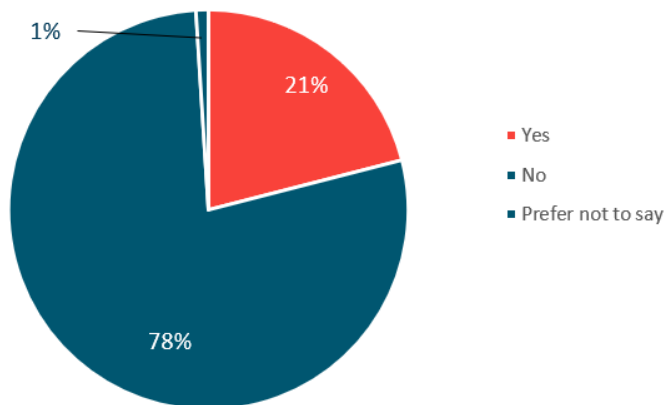
Total %

Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	48
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	24
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	8
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	7

Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	4
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	2
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2
Other, such as: retired / this question does not apply to me / I don't know	0
Prefer not to say	4

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

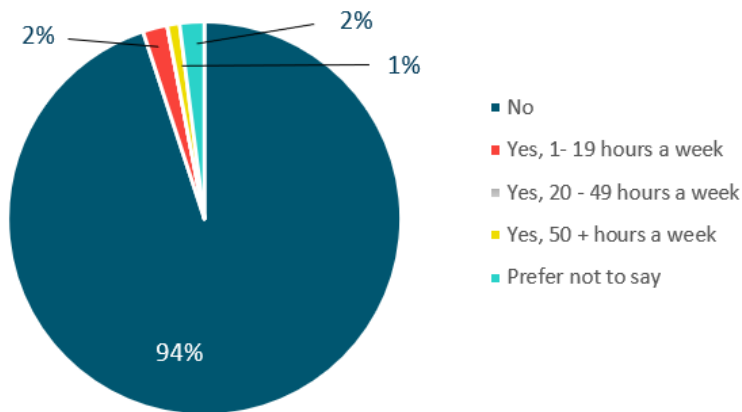
Primary carer for child under 18



Total %	
Yes	21
No	78
Prefer not to say	1

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

Carer for someone with LT physical or mental ill health



Total %	
No	94
Yes, 1 - 19 hours a week	2
Yes, 20 - 49 hours a week	0
Yes, 50 or more hours a week	1
Prefer not to say	2

UK DEI INITIATIVES



We recognise that diversity encompasses a wide range of characteristics, including but not limited to race, ethnicity, gender, sexual orientation, age, religion, disability, socio-economic background and more.

We actively seek to attract, retain, and promote a diverse team that reflects the global clients and communities we serve. By bringing together individuals with different backgrounds, experiences, and perspectives, we create a vibrant and inclusive workplace where everyone's voice is valued. During Summer, our London office hires interns from the King's College Springboard Scheme which includes students from a range of backgrounds that are underrepresented.

Hausfeld uses a broad range of recruiters, including those specifically aimed at increasing diversity in the legal industry, and we post open job positions with various diversity organizations and affinity bar associations. In the UK, we work with Rare's Vantage platform (underpinned by Rare's pioneering Contextual Recruitment System) which allows us to identify and connect directly with exceptional candidates we might otherwise miss.



We are dedicated to ensuring fairness and equal opportunities for all. We strive to eliminate biases and barriers that may hinder the advancement and professional growth of underrepresented individuals.

By promoting transparency, providing mentorship, and fostering a supportive environment, we create a level playing field where everyone can succeed.

We are an Equal Opportunity employer. We regularly review our policies, practices, and processes to identify and address any potential inequities. By promoting transparency, providing mentorship, and fostering a supportive environment, we create a level playing field where everyone can succeed.

We have a robust mentorship programme for all associates across the firm.

We have transparent policies, including guidelines related to partnership promotion and regularly hold unconscious bias trainings with DEI professionals across the firm.



Inclusion is at the heart of our values. We actively promote an inclusive culture where everyone feels welcome, respected, and valued. We encourage open dialogue and collaboration, as diverse perspectives lead to better outcomes.

Hausfeld's DEI Committees and global working groups regularly organise internal programming on topics of cultural awareness to foster a more diverse, inclusive, and equitable workplace, including local book club groups that discuss books purchased for employees on themes of social justice, racial justice, feminism, and environmental awareness and themed programming throughout the year.

The firm has hosted outside speakers for thought-provoking programming on DEI-related topics, including presentations by UK Parliamentarian David Lammy; renowned historian David Olusoga; Tracy O'Brien from the Race Equality Group; Pete Wharmby, author of Un-typical and Zaimal Azad from the Fawcett Society.

Further info on other initiatives, partnerships, pro-bono case work and fundraising.

Our values

PIONEERING

Since our start, we've shaped law, transformed legal practice with new ideas and brought claims others aren't bold enough to bring.

UNCONVENTIONAL

Our entire ethos is atypical. We look beyond the horizon with a visionary determination to find outcomes that fit our clients' needs.

PRAGMATIC

Litigation is complicated, but our practical and thoughtful approach, delivered by bright minds, makes dispute resolution more certain and ensures we get results.

TENACIOUS

We are tireless in acting for our clients and getting the best results for them.

BOLD

We've always been proud of being thoughtfully rebellious. The people who join us find other firms too constricting, less enterprising and less able to innovate for their clients. We set the pace.

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