

MACFARLANES

Diversity statistics

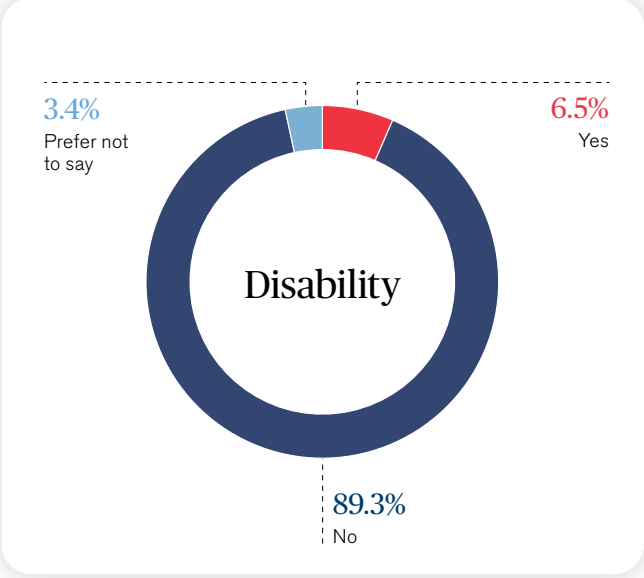
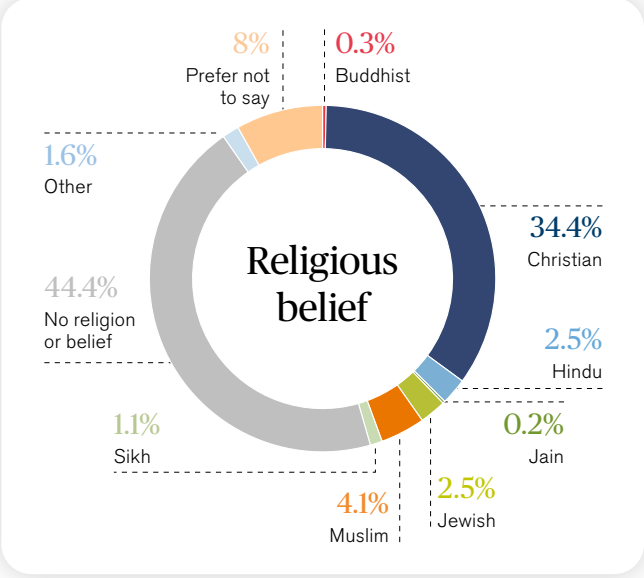
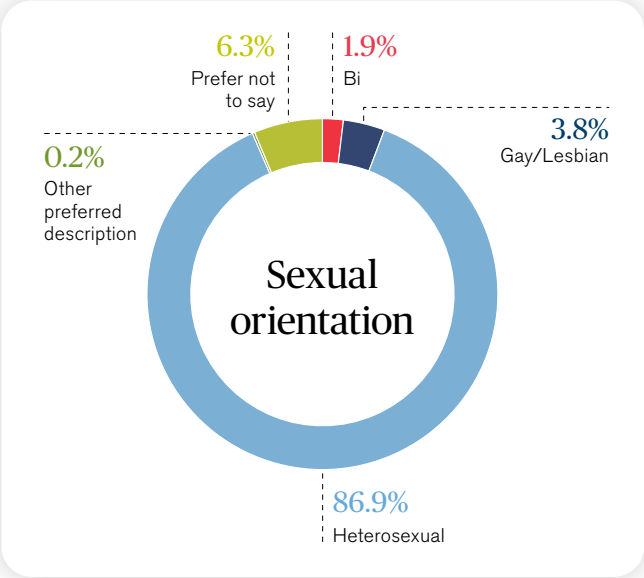
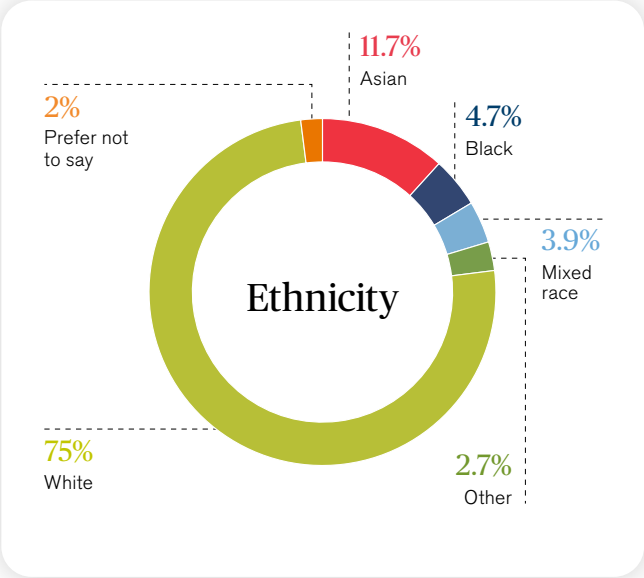
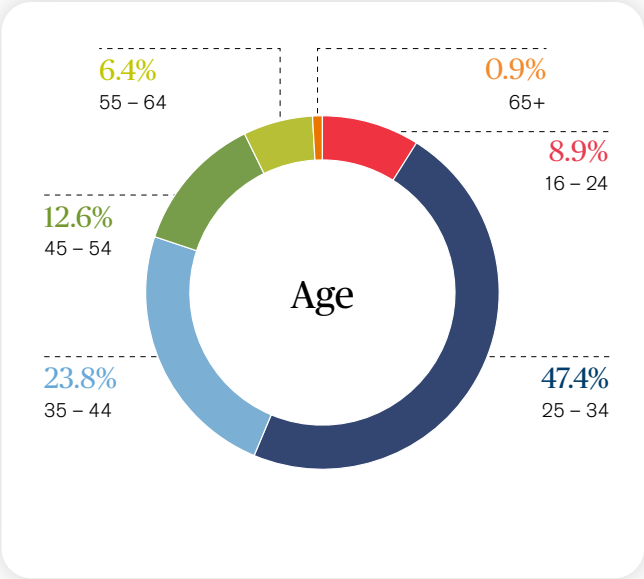
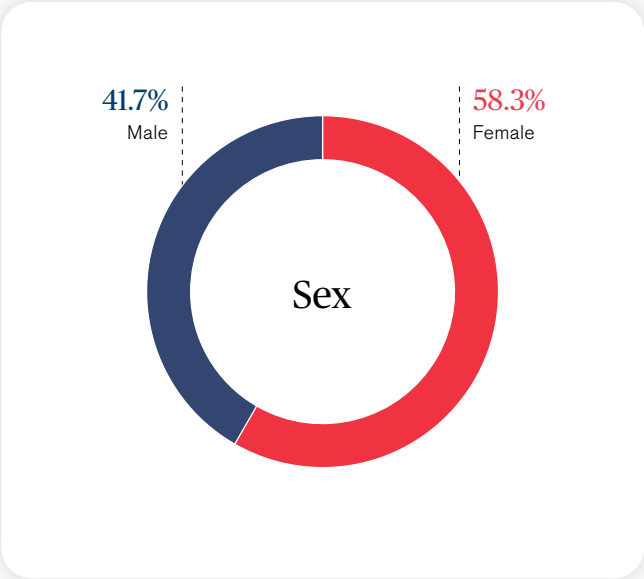
At 1 July 2025

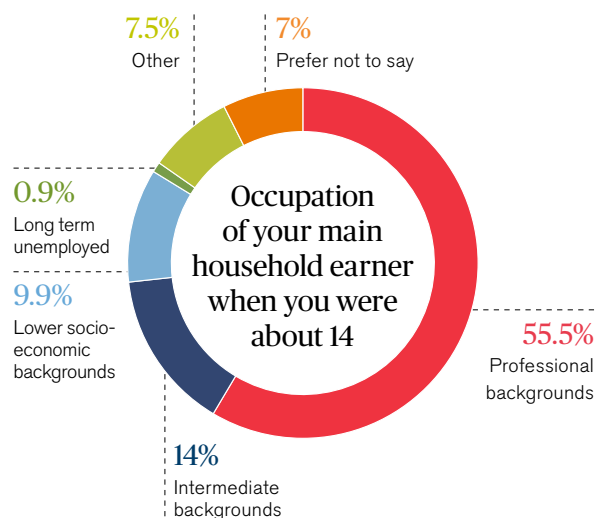
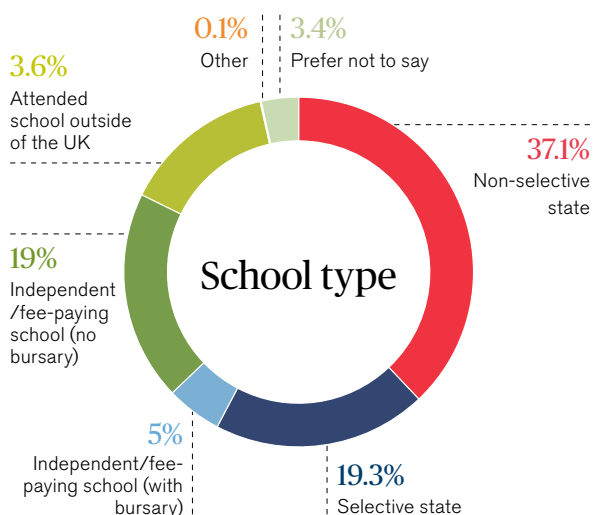
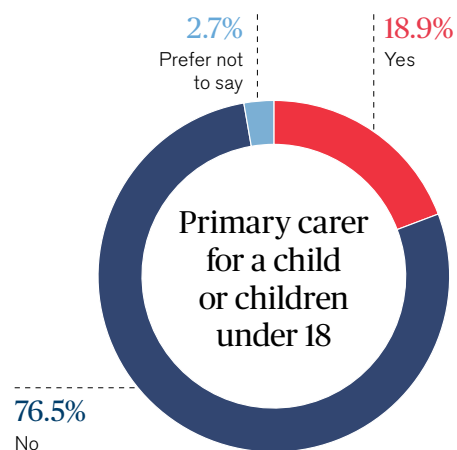
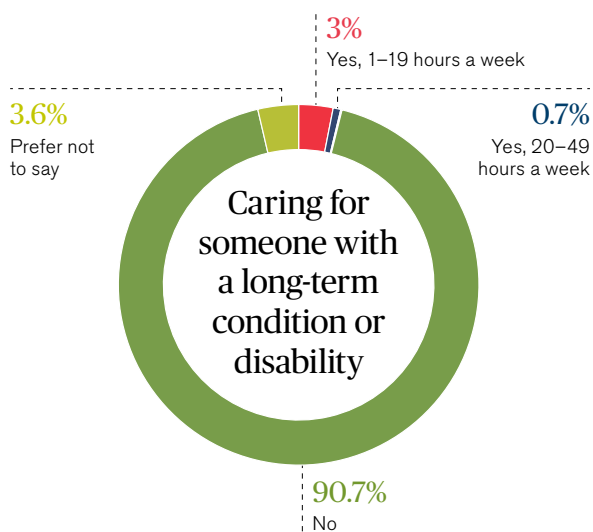
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We strive to foster an inclusive culture throughout the firm, from entry level to partnership and we have invested in our processes and culture to ensure that everyone has the opportunity to develop, advance and thrive. An inclusive forward-thinking culture also enables us to provide innovative solutions to our clients. In 2021 we published a five-year Action Plan and our [update report](#) outlines our actions and tracks our progress.

Notes: this report details a snapshot of our colleagues at 1 July 2025. The role categories broadly follow those set out by the Solicitors Regulation Authority in its 2025 questionnaire. The figures are based on an overall response rate of 95%. Totals may not equal 100% because of rounding. "Other legal" includes trainee solicitors and paralegals. "Other supporting role" includes legal PAs, administrators and assistants. Business teams include professional support employees.

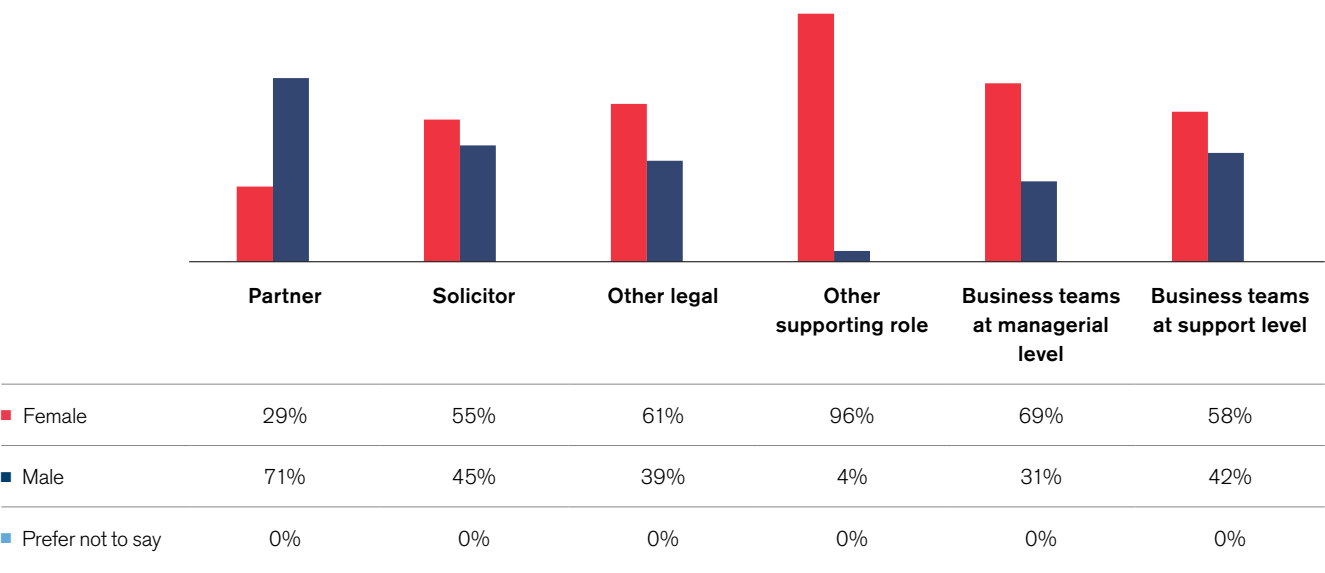
Total firmwide figures



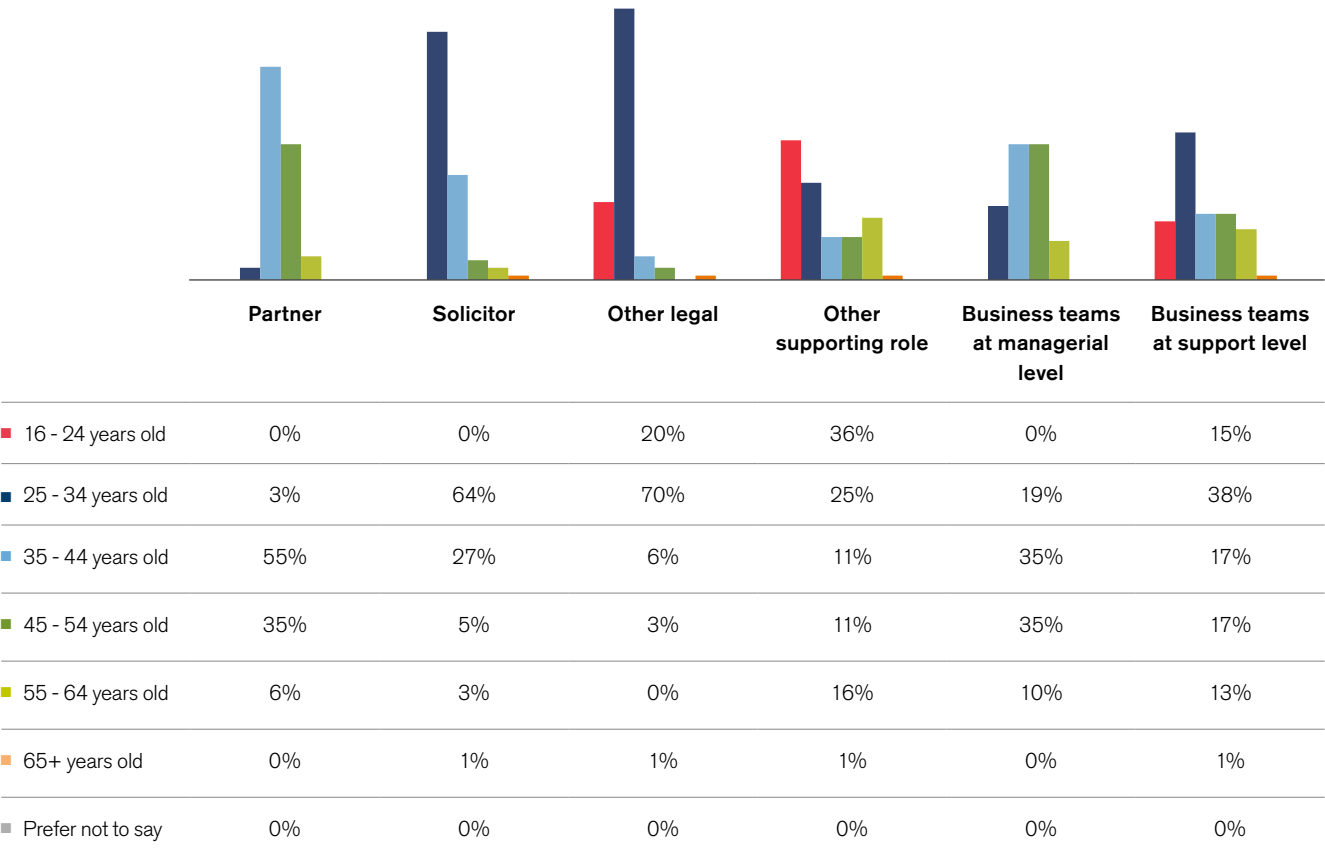


Breakdown by role

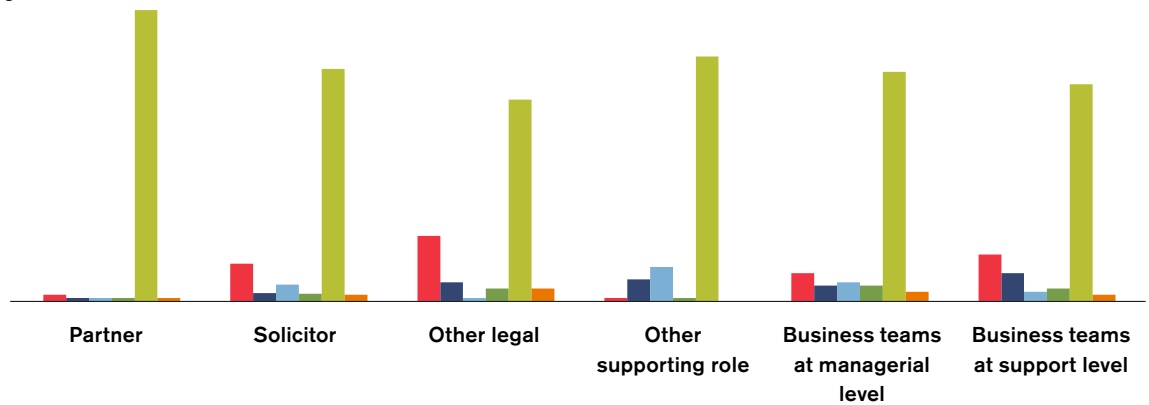
Sex



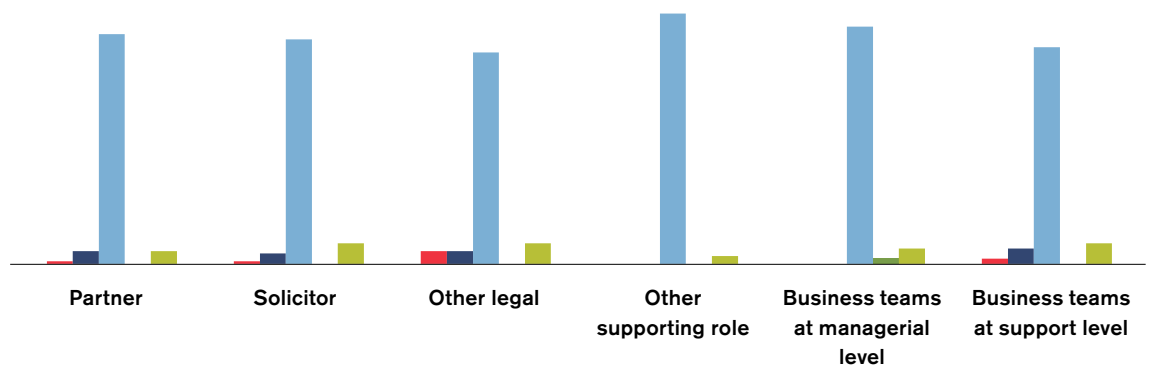
Age



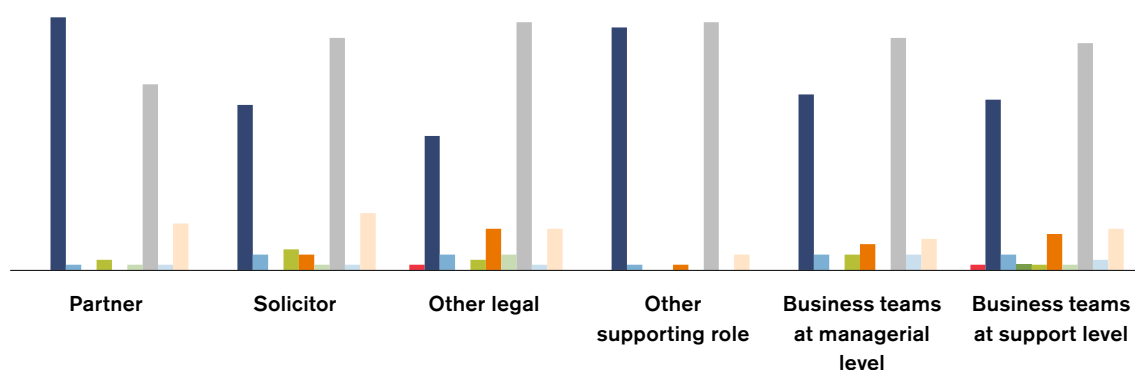
Ethnicity



Sexual orientation

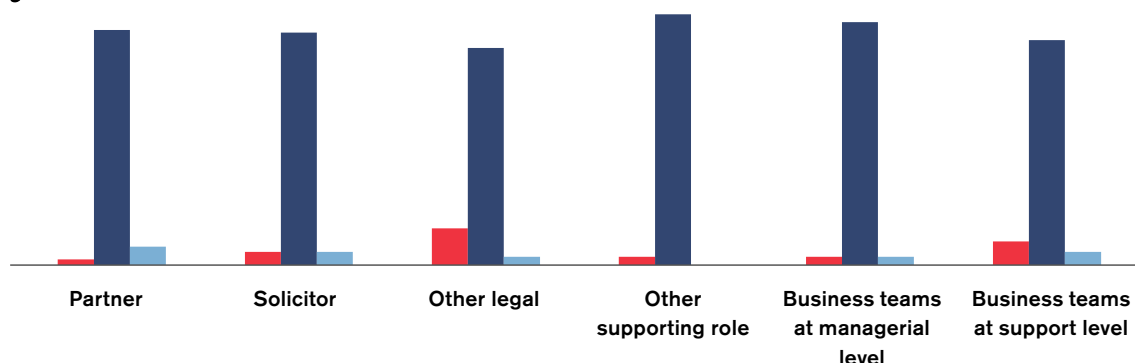


Religious belief



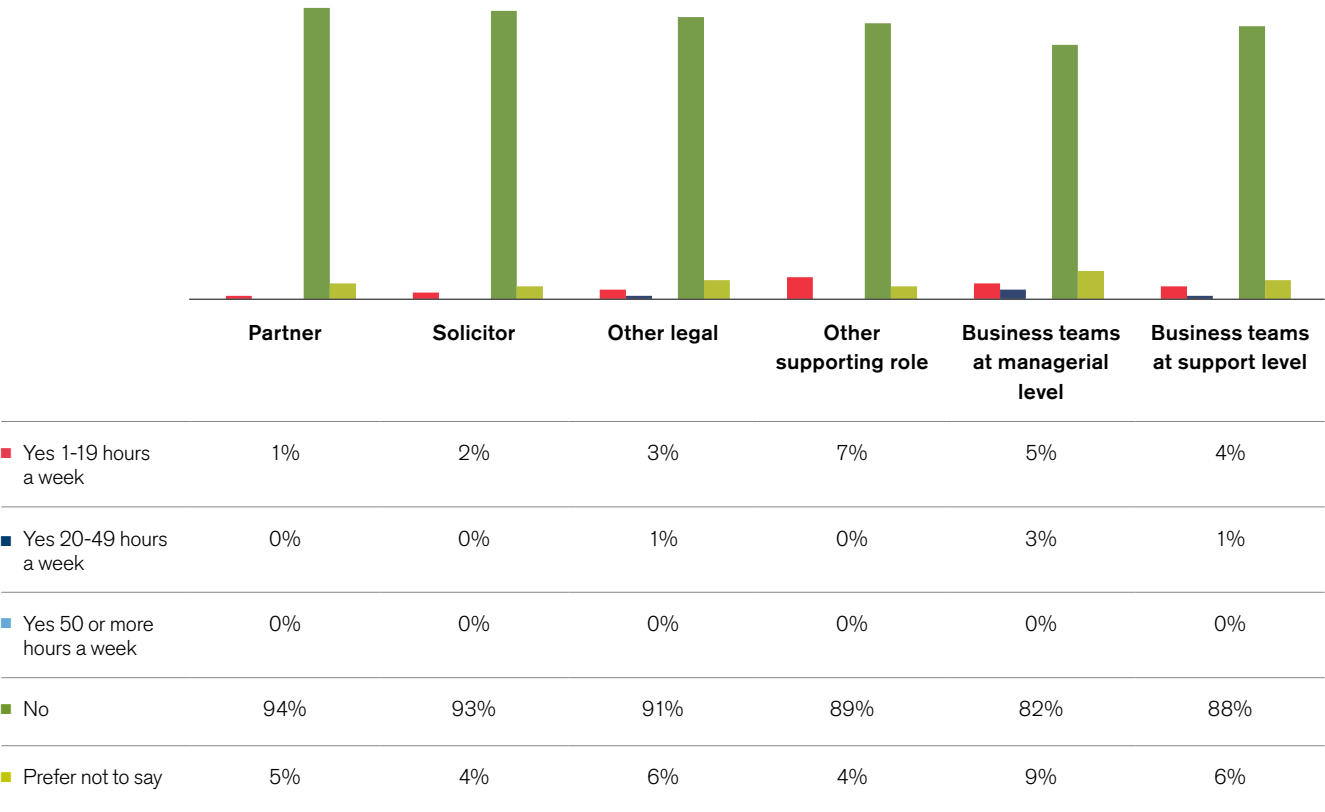
■ Buddhist	0%	0%	1%	0%	0%	1%
■ Christian	49%	32%	26%	47%	34%	33%
■ Hindu	1%	3%	3%	1%	3%	3%
■ Jain	0%	0%	0%	0%	0%	1%
■ Jewish	2%	4%	2%	0%	3%	1%
■ Muslim	0%	3%	8%	1%	5%	7%
■ Sikh	1%	1%	3%	0%	0%	1%
■ No religion or belief	36%	45%	48%	48%	45%	44%
■ Other	1%	1%	1%	0%	3%	2%
■ Prefer not to say	9%	11%	8%	3%	6%	8%

Disability

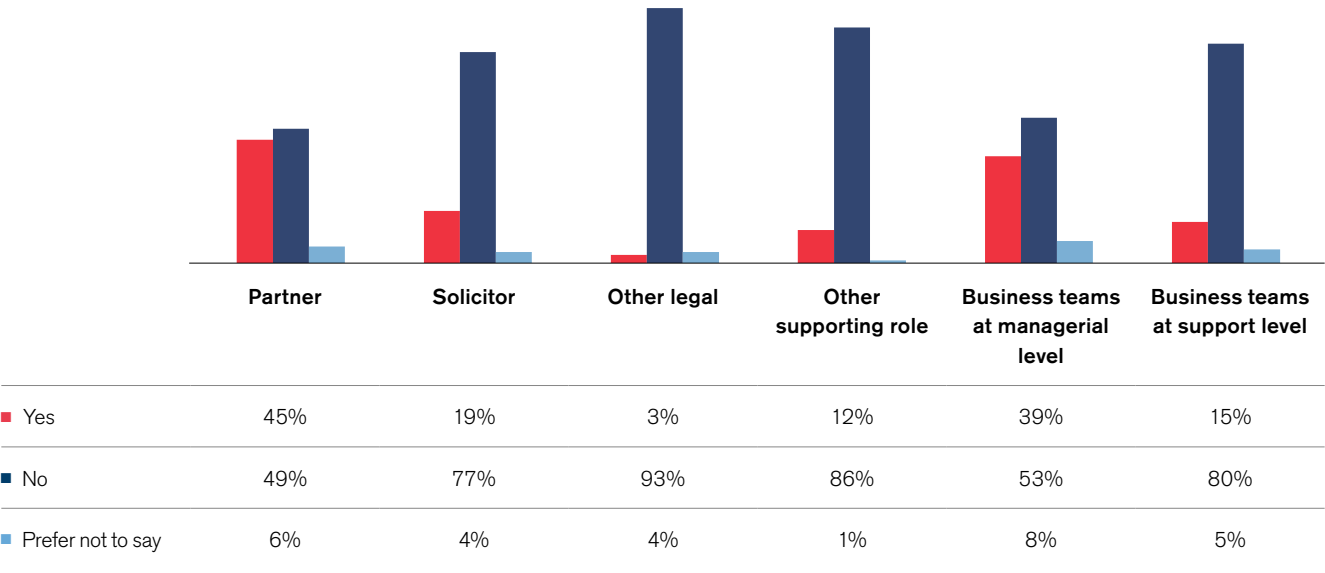


■ Yes	2%	5%	14%	3%	3%	9%
■ No	91%	90%	84%	97%	94%	87%
■ Prefer not to say	7%	5%	3%	0%	3%	5%

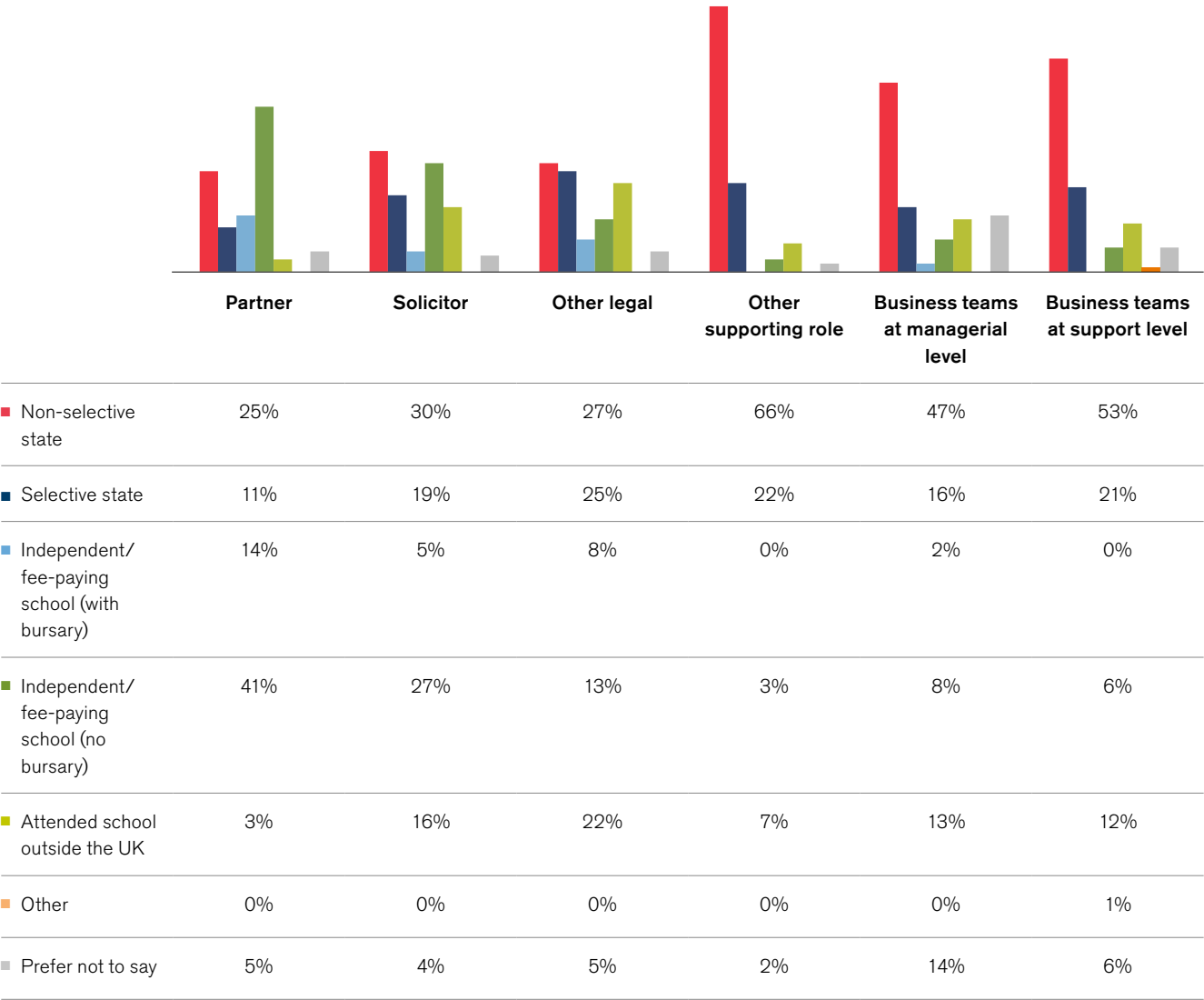
Caring for someone with a long-term condition or disability



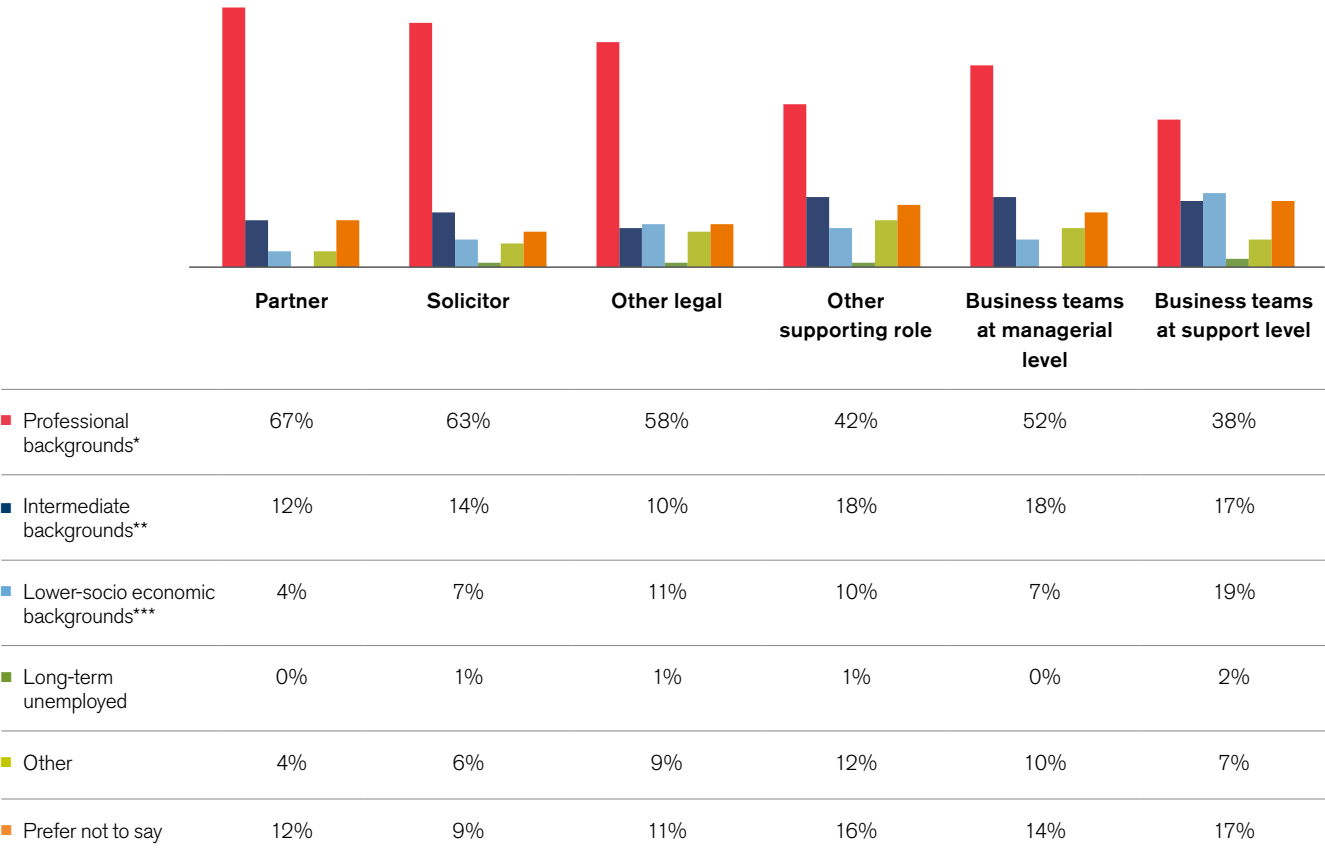
Primary carer for a child or children under 18



School type



Occupation of your main household earner when you were about 14



* modern and traditional; senior, middle or junior managers. ** clerical and intermediate; small business owners). *** technical and craft; routine, semi-routine manual and service.

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The firm is not authorised under the Financial Services and Markets Act 2000, but is able in certain circumstances to offer a limited range of investment services to clients because it is authorised and regulated by the Solicitors Regulation Authority. It can provide these investment services if they are an incidental part of the professional services it has been engaged to provide.

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