



# Diversity Report 2025



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# Introduction

**At Bates Wells diversity isn't just a metric, but a reflection of who we are and the future we're creating together.**

Our refreshed values – pioneers at heart; champion each other; and act with conscience – reflect who we are and want to be. This diversity report, prepared in line with the Solicitors Regulation Authority (SRA) requirements, is part of how we live those values in practice. By sharing our data openly, we celebrate our progress, shine a light on where we can do better, and reaffirm our commitment to building a legal profession that truly reflects the richness and diversity of the communities we serve.



**Scott Sullivan**  
HR Director



**Tim Barnden**  
Partner and Diversity & Inclusion  
Forum Chair

# Who we are

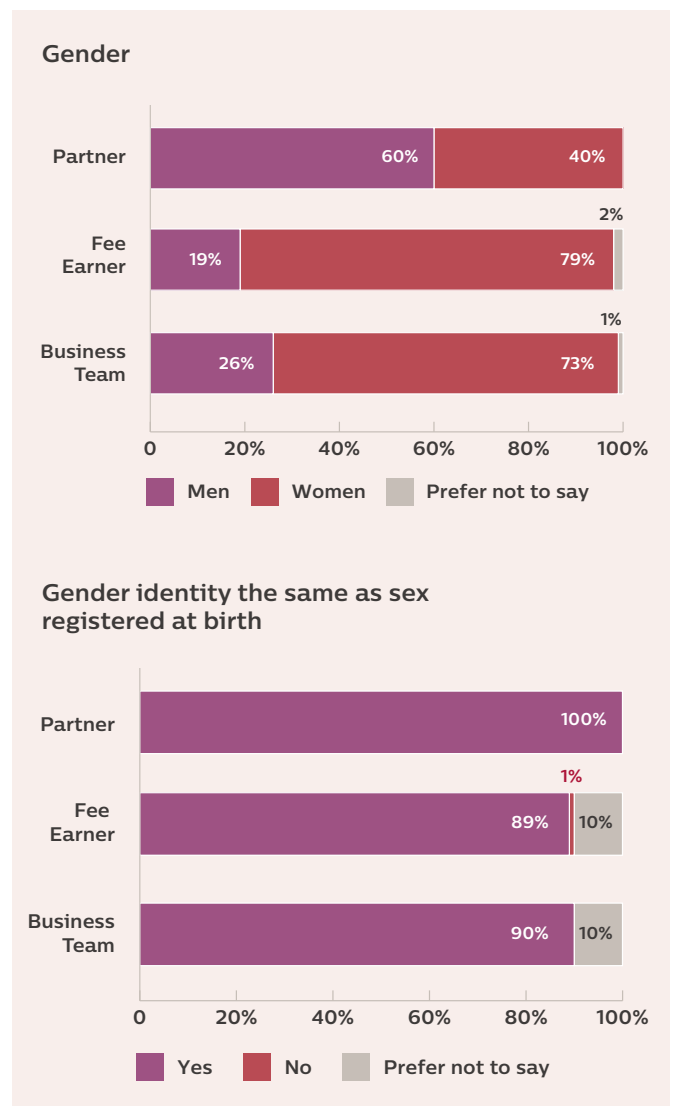
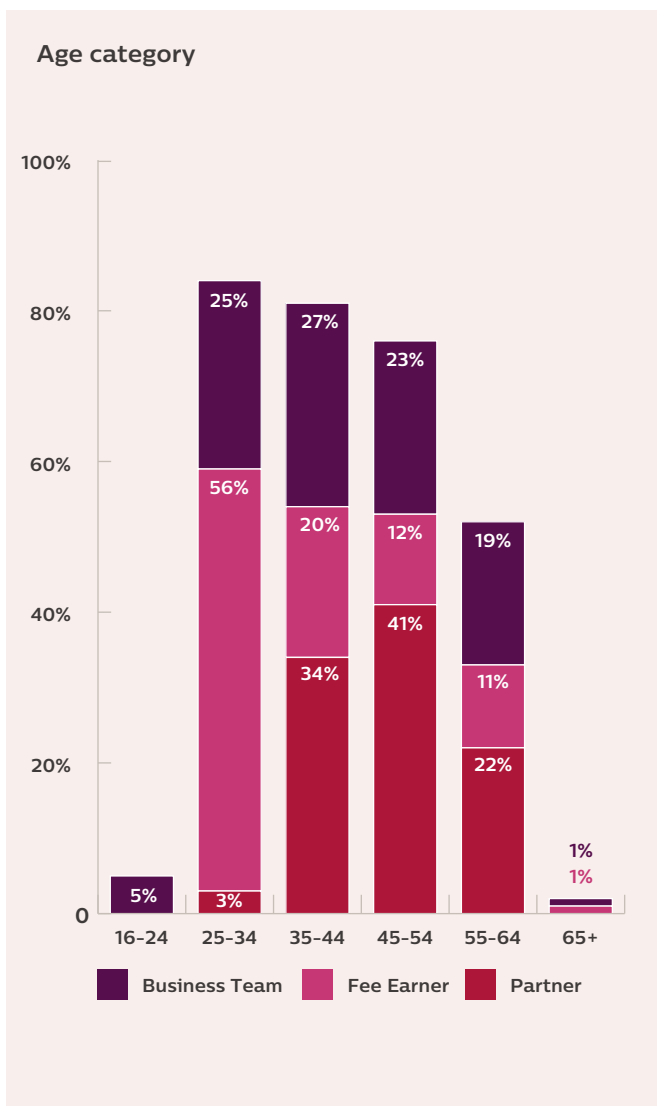
## Age and gender

### Age

We have more fee earners in the younger age groups, with 56% in the 25-34 age bracket. Our partners tend to dominate the mid-career ages and our Business Team is more evenly distributed across the age groups.

### Gender

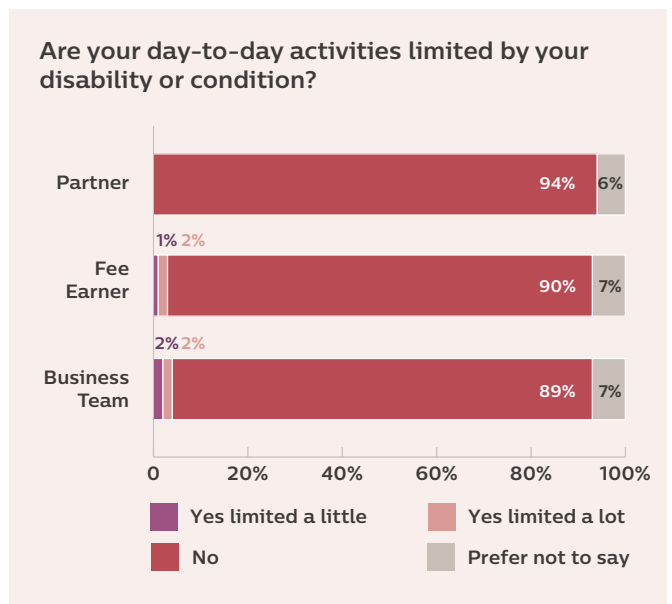
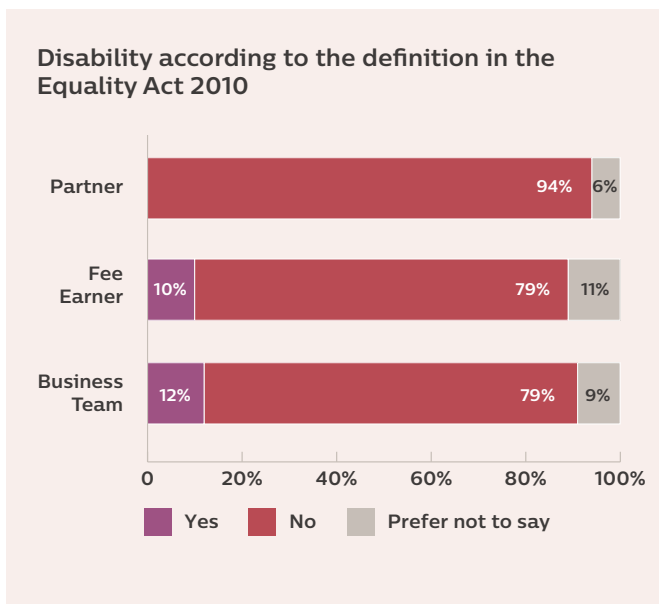
We're proud that women make up 40% of our partnership and 79% of our fee earners. This is something we take pride in, and our family friendly policies, benefits and supportive culture make the firm attractive to women. We are continuing to focus on recruiting more men into the firm to ensure we remain gender balanced.



# Disability

## Disability

Overall disability disclosure within the firm is low, with the majority stating they do not have a disability. Among those fee earners and from the business team who identify as having a disability, most do not feel it limits their daily work activities significantly. We continue to work with our Disability Network to raise awareness and create a sense of belonging for all our people.

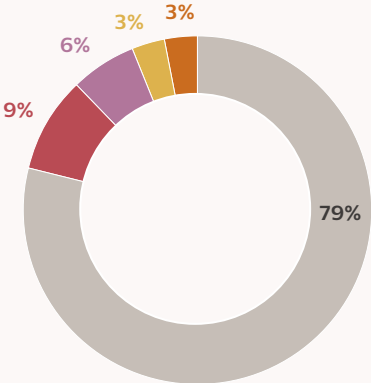


# Ethnic diversity

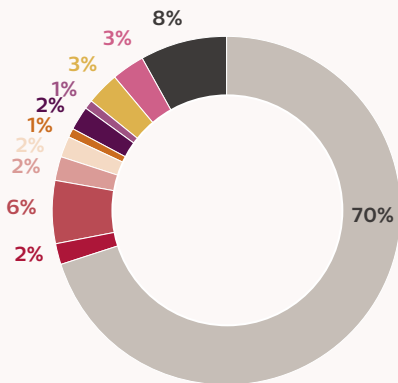
## Ethnicity

Our partners and fee earners show similar ethnic diversity, with 21% of partners and 22% of fee earners coming from minority ethnic backgrounds. Our Business Team is slightly lower at 16%. One of our areas of focus in our Equity Diversity & Inclusion (EDI) strategy is building a more diverse workforce, where we attract and retain more people from ethnic minorities.

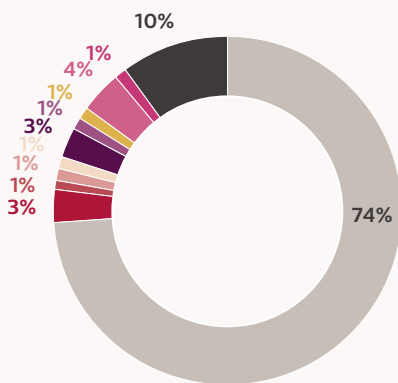
Partner



Fee Earning



Business Team



- British/English/Welsh/Northern Irish/Scottish/Irish/Any other white background
- Indian
- Any other Asian background
- Pakistani
- White and Asian
- Chinese

- British/English/Welsh/Northern Irish/Scottish/Irish/Any other white background
- Bangladeshi
- Indian
- Pakistani
- Any other Asian background
- Chinese
- African
- Any other Black background
- White and Asian
- Any other Mixed/Multiple ethnic background
- Prefer not to say

- British/English/Welsh/Northern Irish/Scottish/Irish/Any other white background
- Bangladeshi
- Indian
- Pakistani
- Any other Asian background
- African
- Caribbean
- White and Asian
- Any other Mixed/Multiple ethnic background
- Any other ethnic group
- Prefer not to say

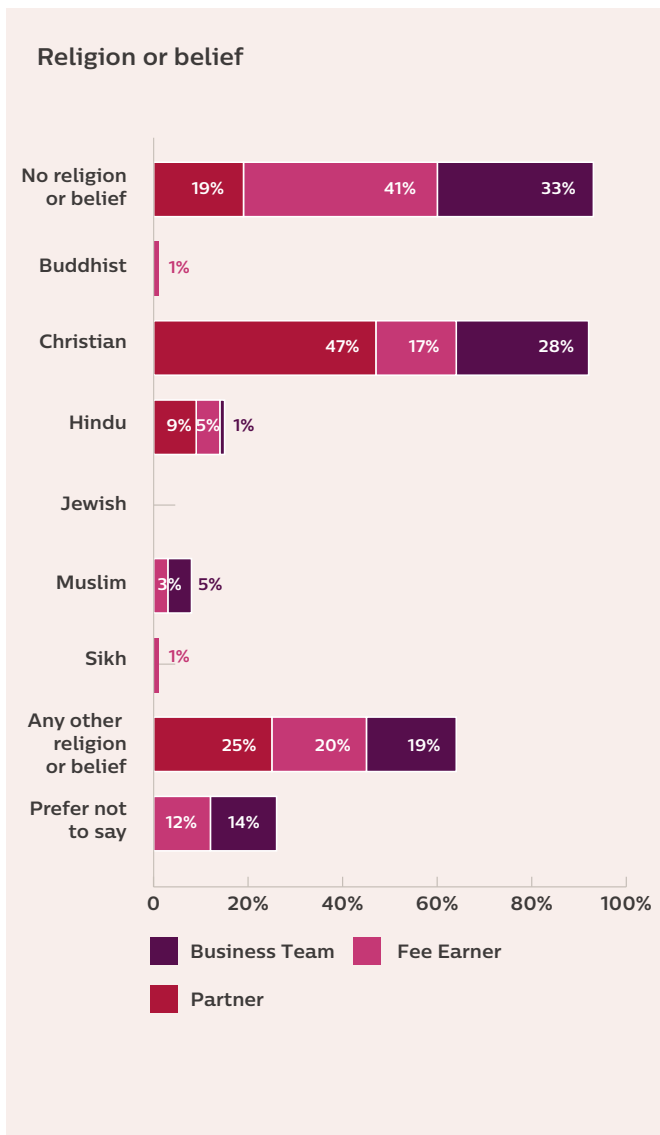
# Religion and sexual orientation

## Religion/Faith

Christianity is the most popular religion overall, especially among partners and the Business Team. Our fee earners are more likely to have no religion or belief, making that the most common category in that group. The Business Team shows the greatest religious diversity, with small but visible representation across multiple faiths.

## LGBT+

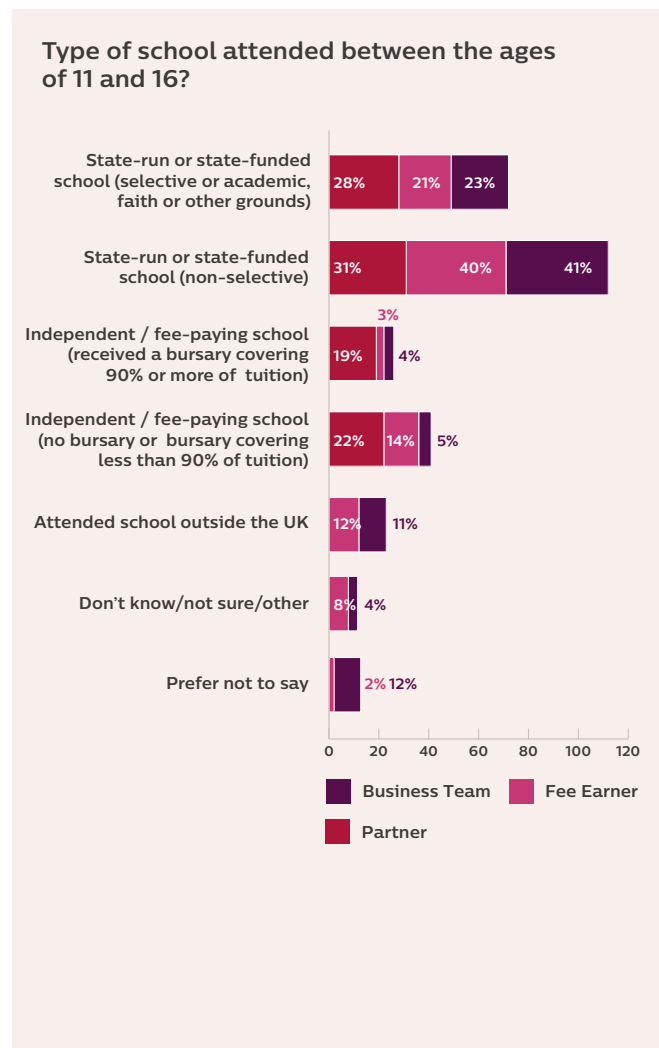
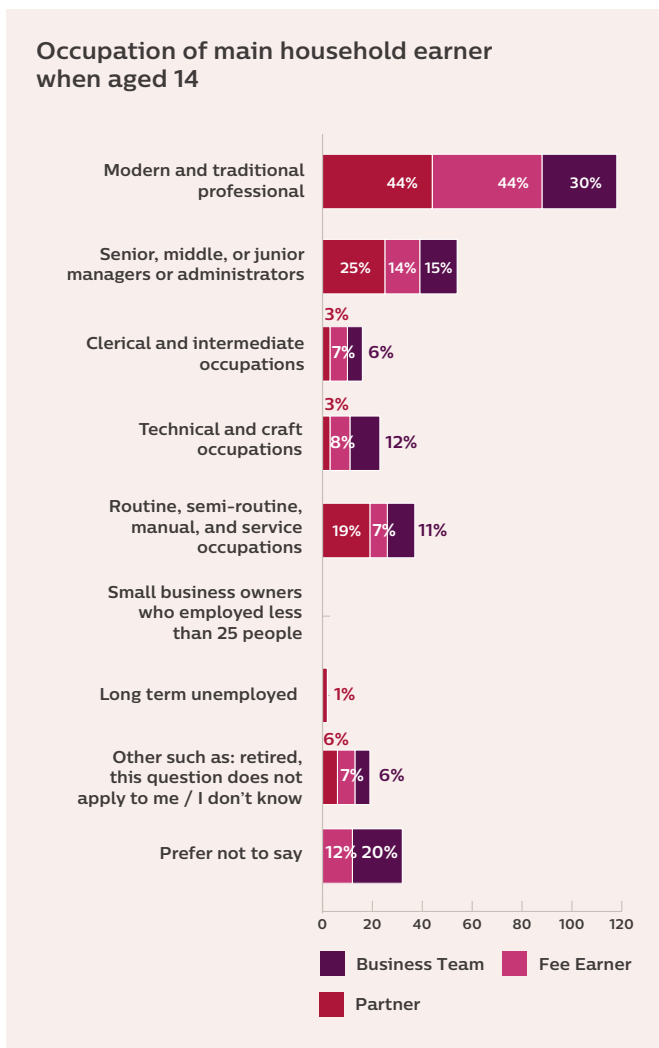
The majority of our workforce identifies as heterosexual across all groups, particularly at Partner level. LGBTQ+ representation is slightly higher among our fee earners at 9%.



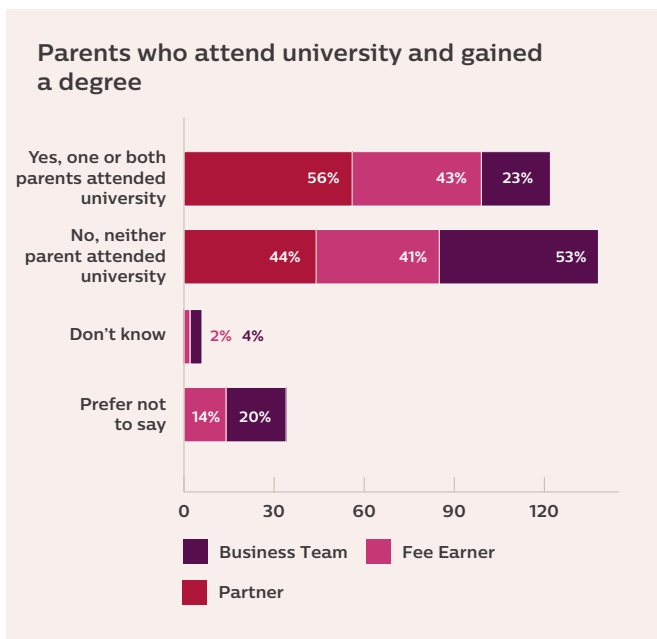
# Social Mobility

Partners and fee earners mostly come from professional family backgrounds (44%), while the Business Team reflects a broader mix, with 30% from professional roles and higher representation from technical, craft, and routine occupations (12%). Managerial backgrounds are more common among partners (25%).

Education patterns show similar differences. Most fee earners (40%) and Business Team members (41%) attended non-selective state schools, whereas partners are more diverse: 28% from selective state schools and 41% from independent or fee-paying schools, with or without bursaries.

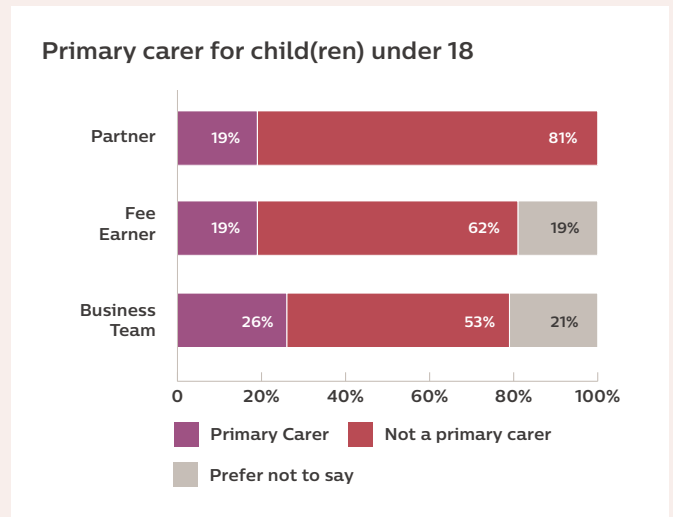


Parental education reflects a similar pattern. Over half of partners (56%) had a parent who attended university, compared with 43% of fee earners and just 23% of the Business Team. More than half of the Business Team (53%) reported that neither parent attended university, pointing to a less advantaged background.



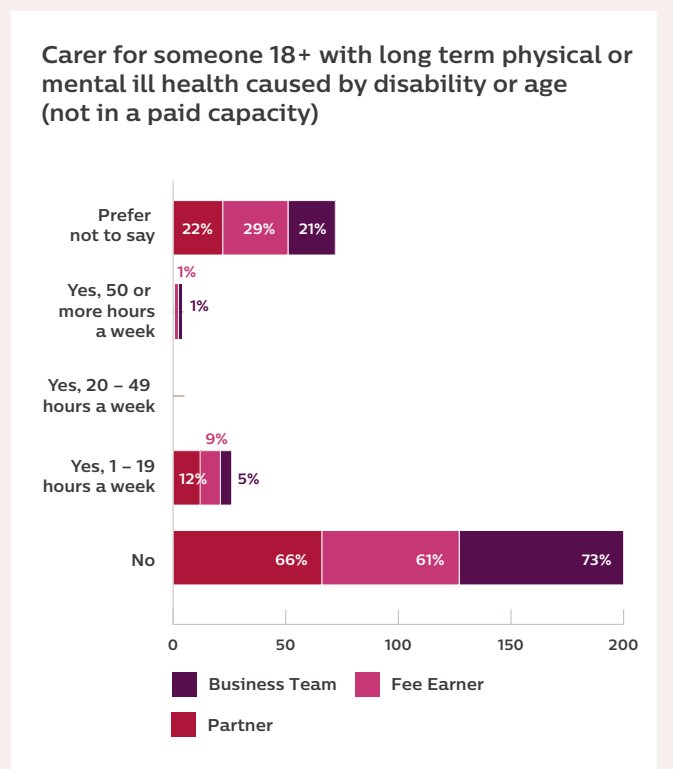
## Primary carers

Primary carer responsibilities are highest within the Business Team at 26%, compared to 19% among partners and fee earners.



## Carer (for someone over 18 with a disability)

A small proportion of our partners (12%) and our fee earners (9%) provide 1–19 hours of caring per week, while the majority of people across the firm report no caregiving responsibilities.



Making a profit is core to all businesses but our goal is to combine this with a real social purpose. Our values are pivotal to us, they shape our decisions and the way we live and work.

We focus on positive social impact as much as we focus on being a successful law firm. Our top tier legal advice is coupled with a real desire to drive change and we were the first UK law firm to achieve B Corp certification, awarded to businesses that balance purpose and profit.

Today, our clients are diverse – from corporate household names, to public bodies, to start-ups. We're also the firm of choice for thousands of charities and social enterprises. We continue to lead the market we helped to shape.

Bates Wells challenges what is possible in legal expertise delivery.

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