

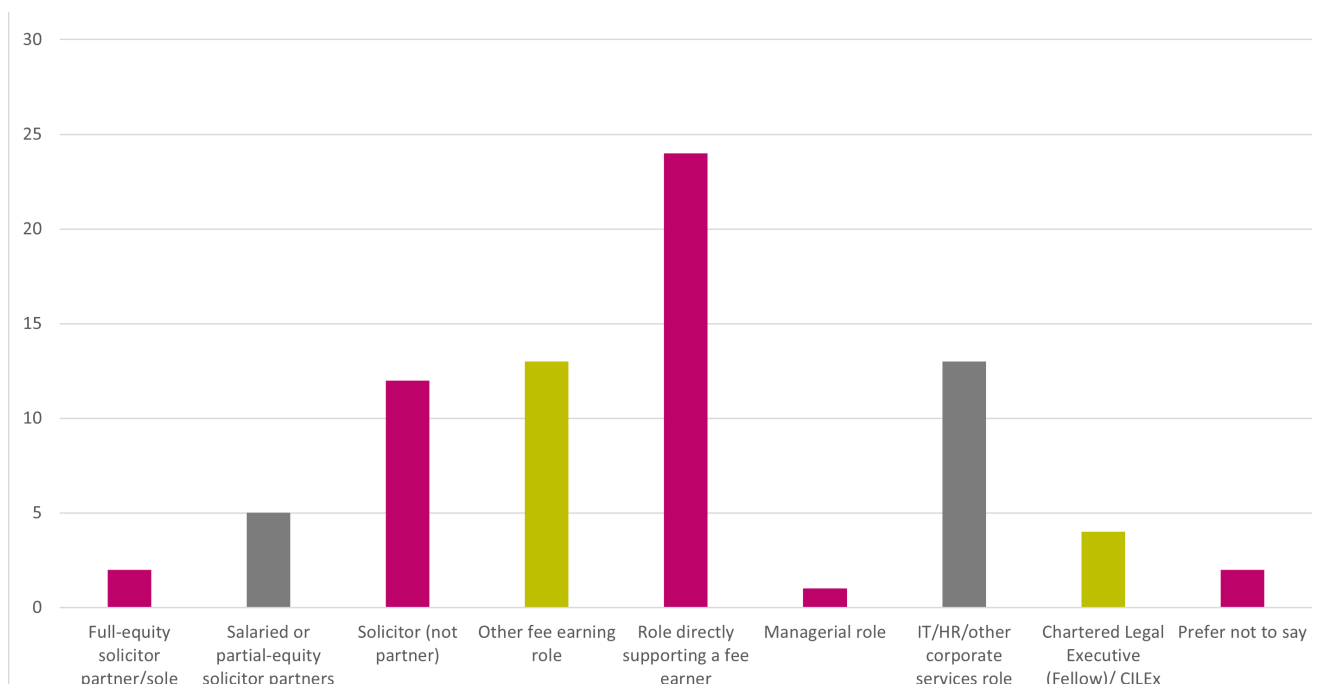
SRA Legal Diversity Survey 2025

Every two years, the Solicitors Regulation Authority (SRA) requires all regulated law firms to collect, report, and publish data on workforce diversity. The SRA uses this data to monitor and encourage equality, diversity, and inclusion within the legal profession. At Fraser Dawbarns, we are proud to foster an inclusive, supportive workplace built on

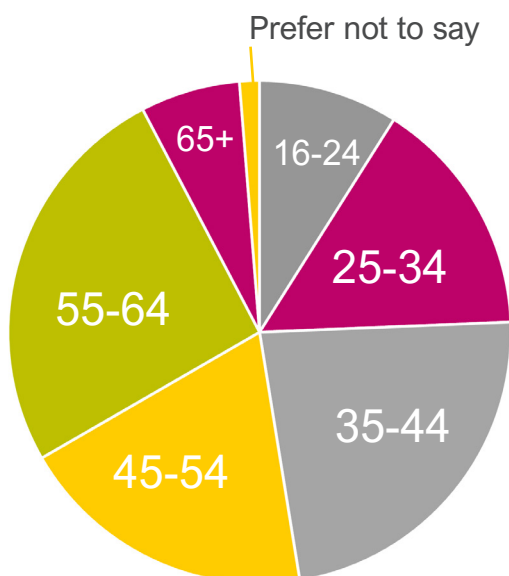
equality. We are committed to maintaining a diverse team that reflects the wide range of clients we serve and the values we stand for.

Equal opportunity for our staff is a cornerstone of our culture. Thank you to everyone who completed the survey; the results are presented below.

Role



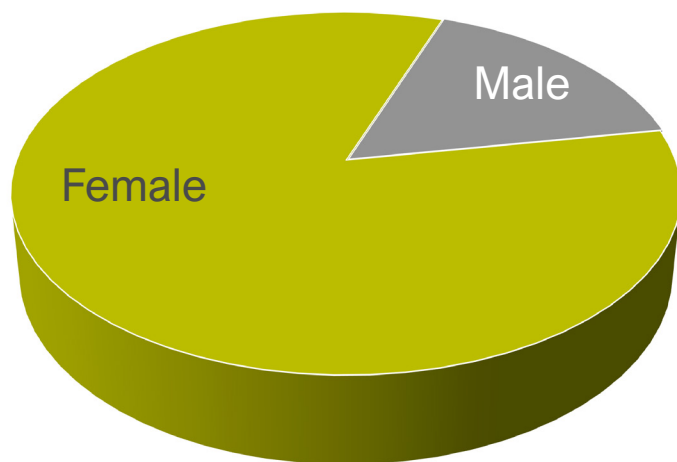
Age



We are proud to have a workforce that spans a broad range of ages. We value the experience and dedication of long-serving team members while also welcoming fresh perspectives from young professionals joining us from schools and universities. Our age category data highlights this balanced and inclusive approach to recruitment and training.

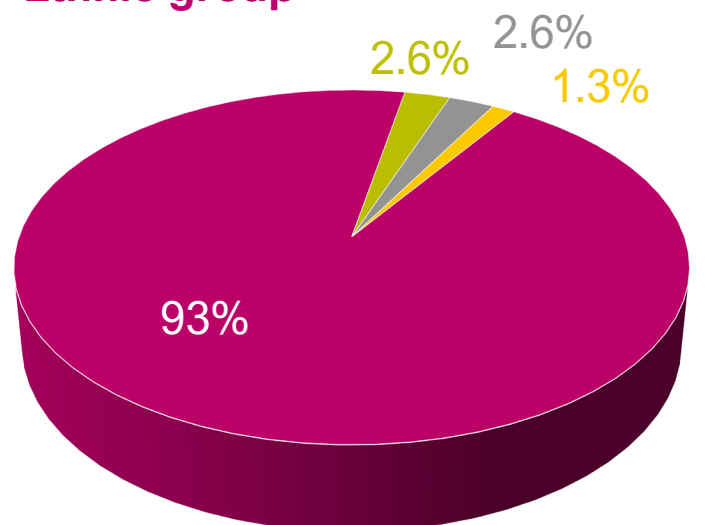
Demographic data

Sex



The proportion of women lawyers in law firms exceeding that of men and is continuing to rise according to the SRA's latest data. Overall, 37% of partners are women (32% full equity and 47% salaried). Fraser Dawbarns has a 5:1 ratio of women to men working at the firm based on the 2025 survey responses.

Ethnic group

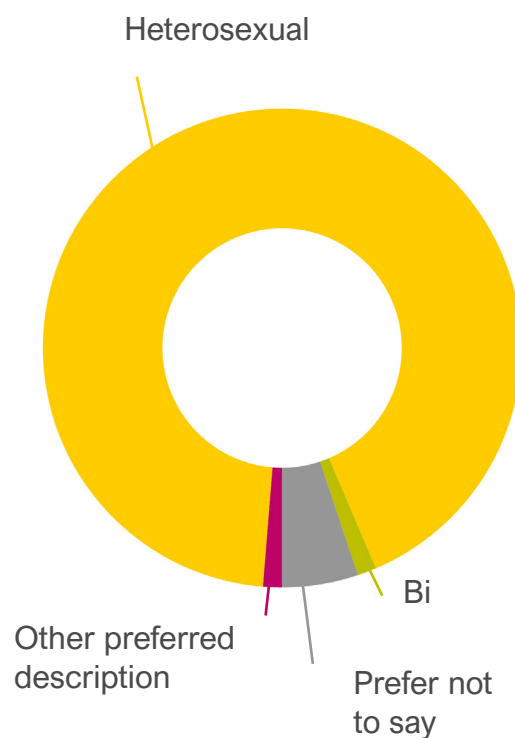


- African
- Indian
- British/English/Welsh/Northern Irish/Scottish
- Any other white background

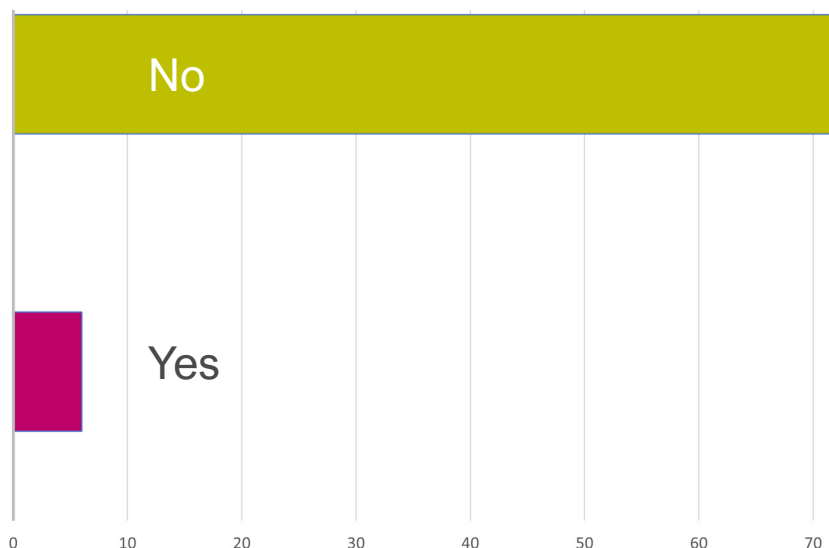
Religion or belief



Sexual orientation

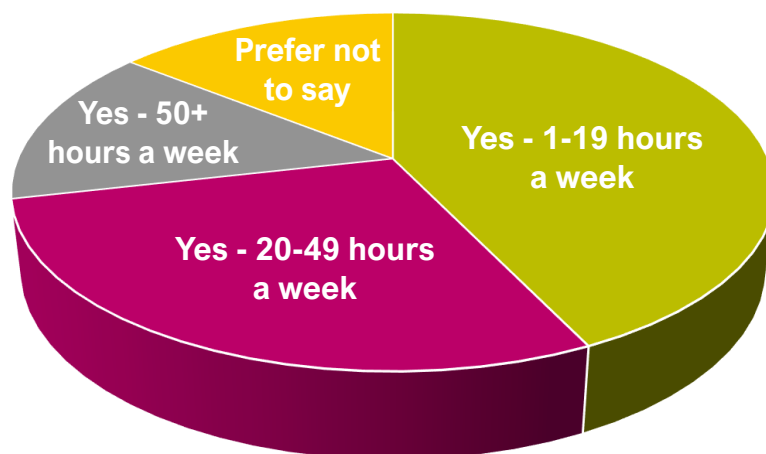


Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



2.3% of our staff feel their day-to-day activities are limited by their disability or condition. The SRA reports an increase in the proportion of disabled lawyers across England in 2025 based on their data.

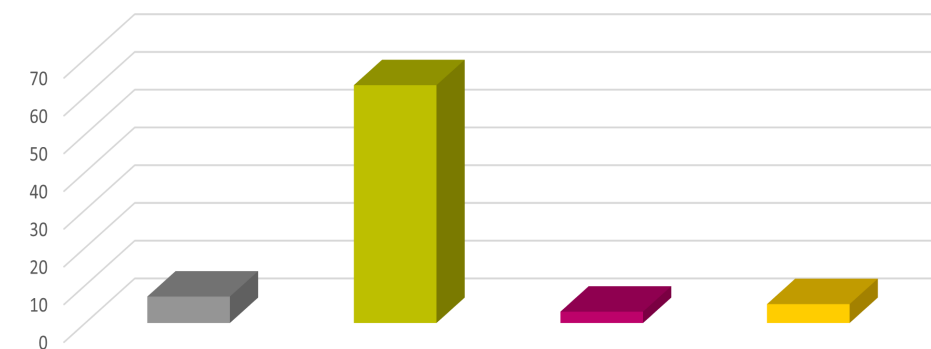
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



70%

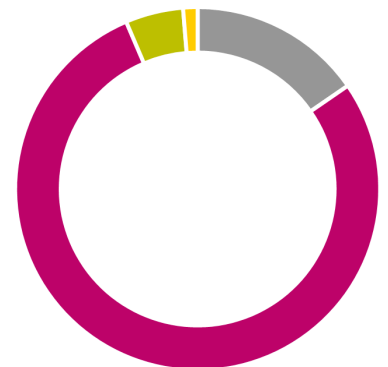
of our staff reported they did not look after someone with long term physical or mental ill health caused by disability or age. Across law firms in England, 8% of lawyers care for others with long-term physical or mental ill health caused by disability or age. This data aligns with SRA reports from 2021.

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



- State-run or state-funded school (selected on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent/fee-paying school where I received a bursary covering 90% or more of my tuition
- Independent/fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition

Did either of your parents attend university and gain a degree by the time you were 18?



- Unsure
- Prefer not to say
- No, neither of my parents attended university
- Yes, one or both of my parents attended university

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

