

# Diversity Report

**November 2025**

Biannual Diversity Report

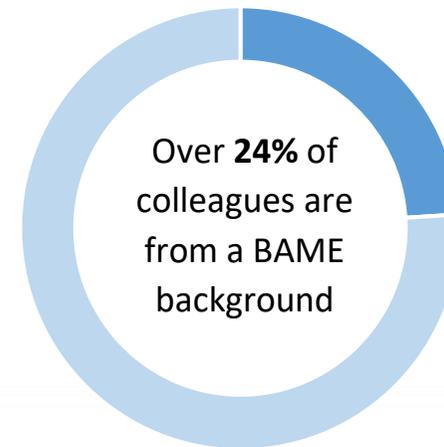
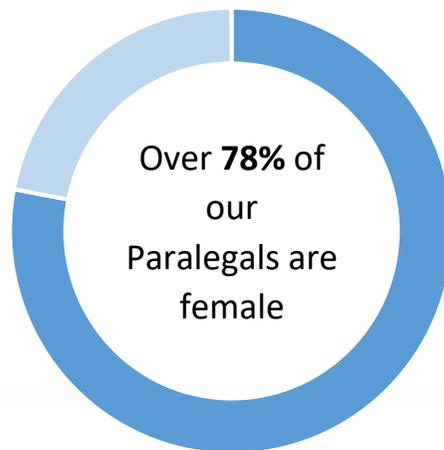
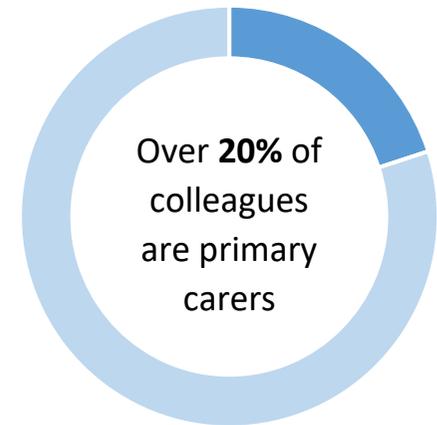
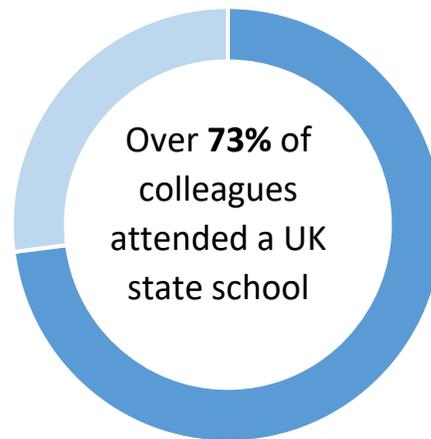
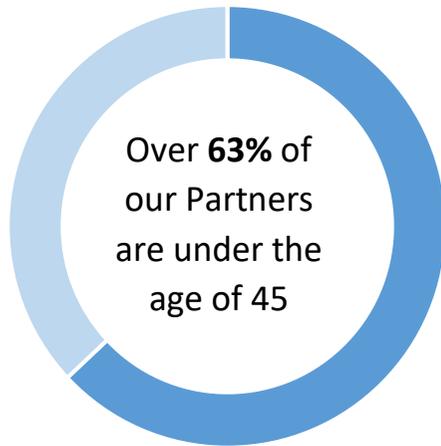
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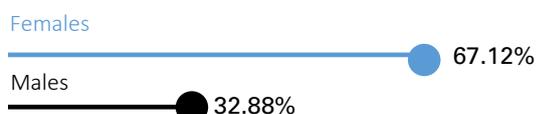
The data in this report is accurate as at 14<sup>th</sup> November 2025 and representative of those that responded to the survey  
SRA Diversity Data obtained from <https://www.sra.org.uk/solicitors/resources/diversity-toolkit/law-firm-diversity-tool/>  
City of London, Greater London and UK data obtained from 2021 Census.

# Highlights



# Firm overview

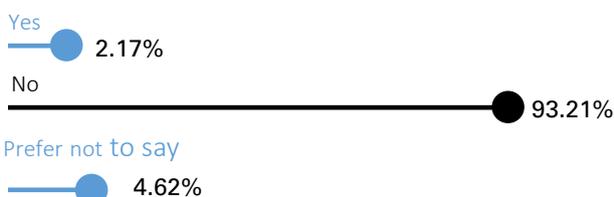
## Gender



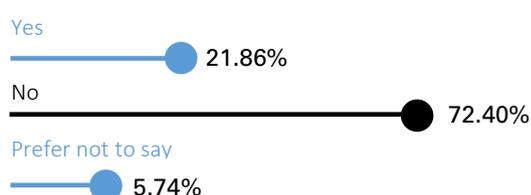
## Ethnic Group

Asian/Asian British - Bangladeshi	1.90%
Asian/Asian British - Chinese	0.82%
Asian/Asian British - Indian	5.98%
Asian/Asian British - Other	1.36%
Asian/Asian British - Pakistani	4.35%
Black/Black British - Other	0.54%
Black/Black British - African	1.36%
Black/Black British - Caribbean	1.90%
Mixed - Other	1.36%
Mixed - White & Asian	0.82%
Mixed - White & Black African	0.27%
Mixed - White & Black Caribbean	1.63%
Mixed - White & Chinese	0.54%
Asian - Other	0.54%
Black - Other	0.27%
Other Ethnic Group - Arab	0.54%
Other Ethnic Group - Not listed	0.82%
Prefer Not to Say	10.87%
White - British/English/Welsh/Northern Irish/Scottish	55.16%
White - Irish	1.09%
White - Other	7.88%

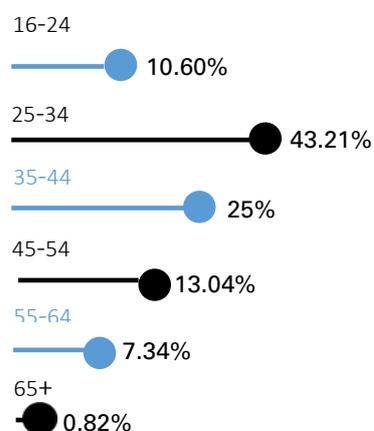
## Disability under Equality Act 2010



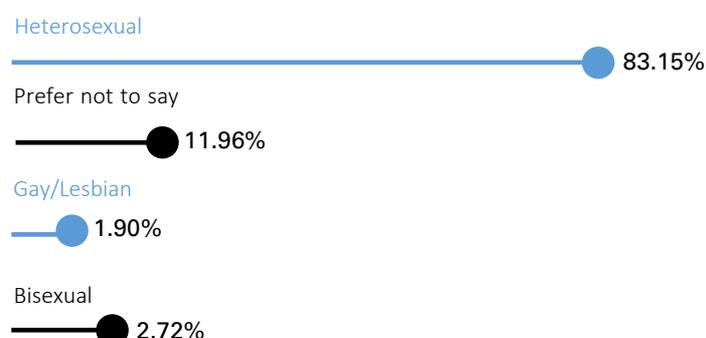
## Primary Carer



## Age



## Sexual Orientation



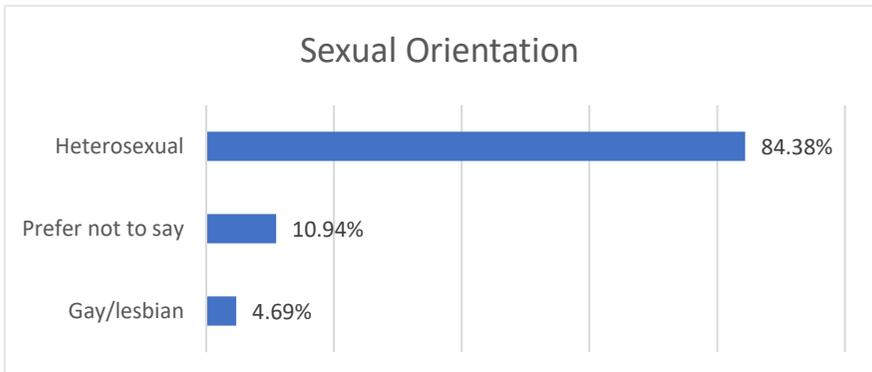
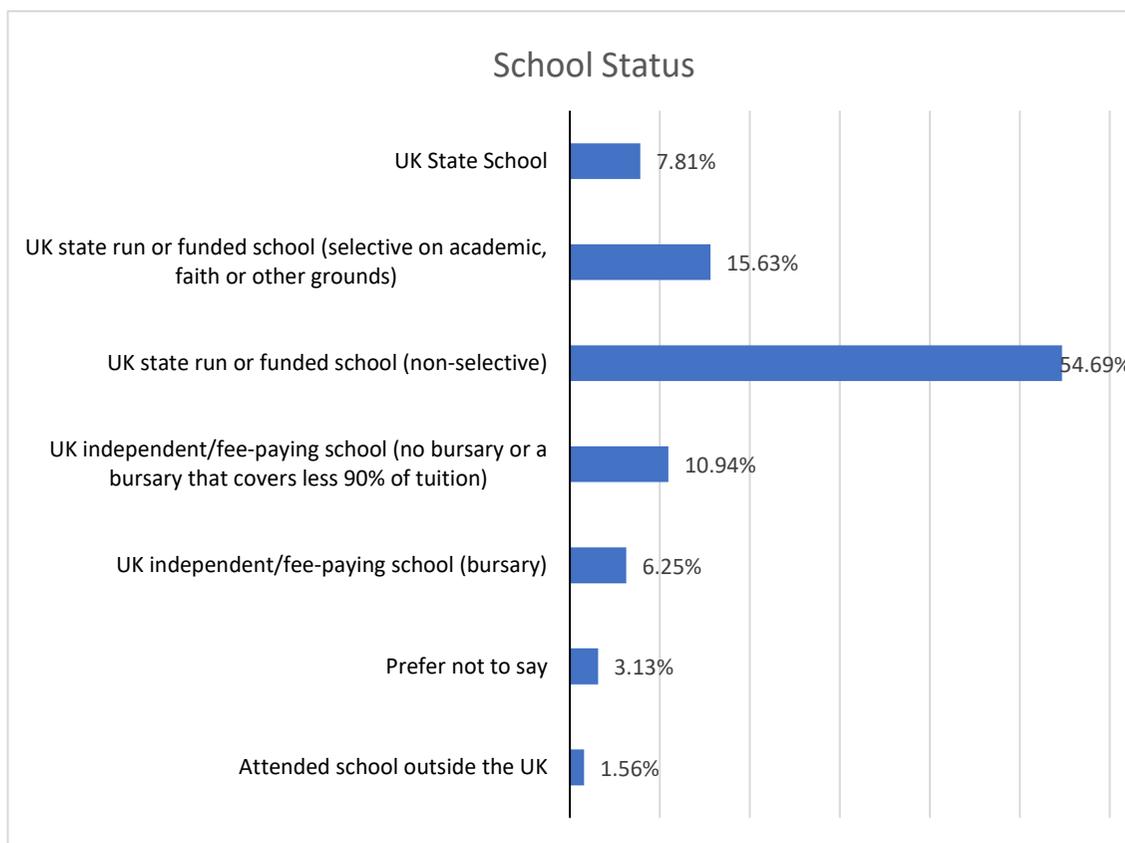
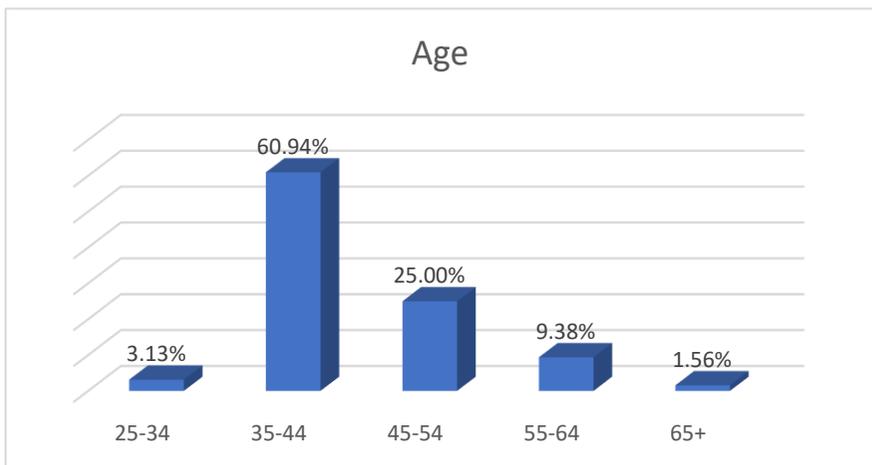
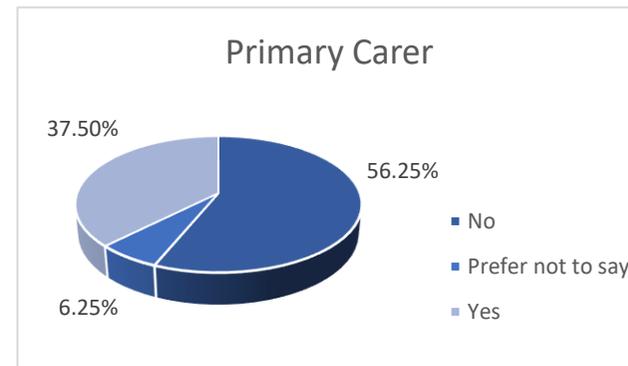
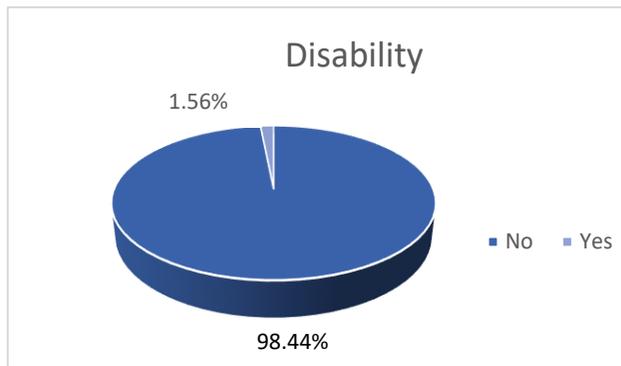
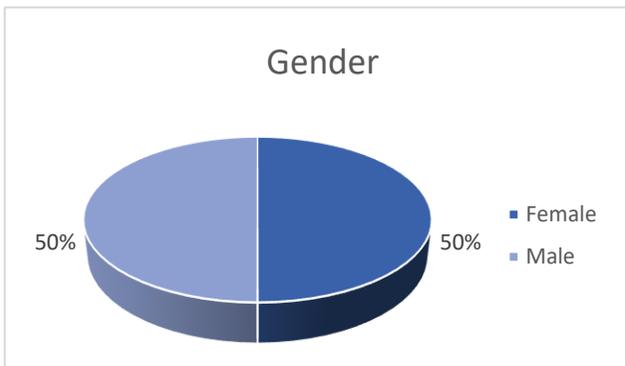
## Religion/belief

Any other religion or belief	0.82%
Buddhist	0.54%
Christian	30.43%
Hindu	2.45%
Jewish	0.82%
Muslim	8.42%
No religion or belief / Atheist	39.95%
Prefer Not to Say	14.95%
Sikh	1.63%

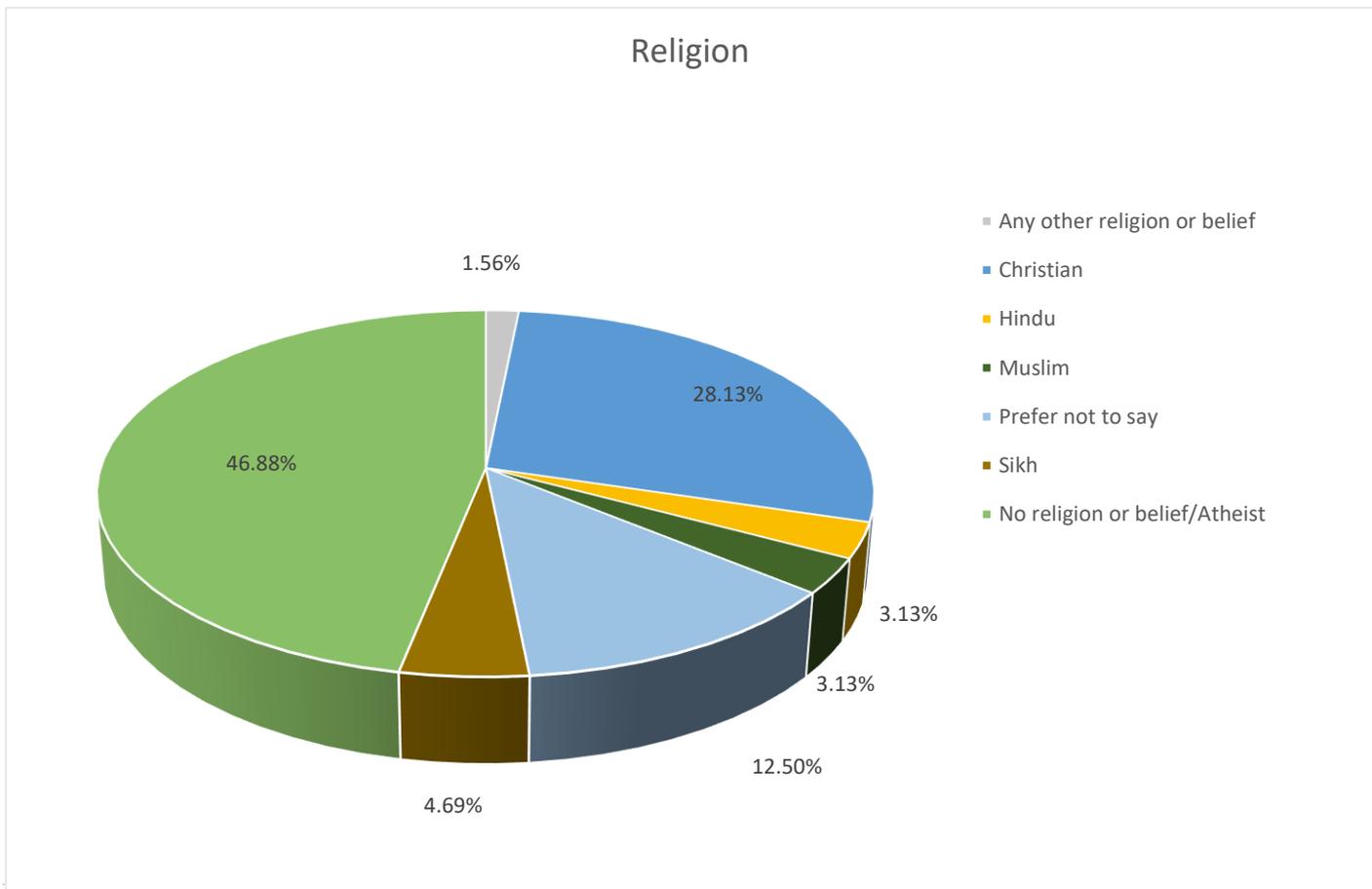
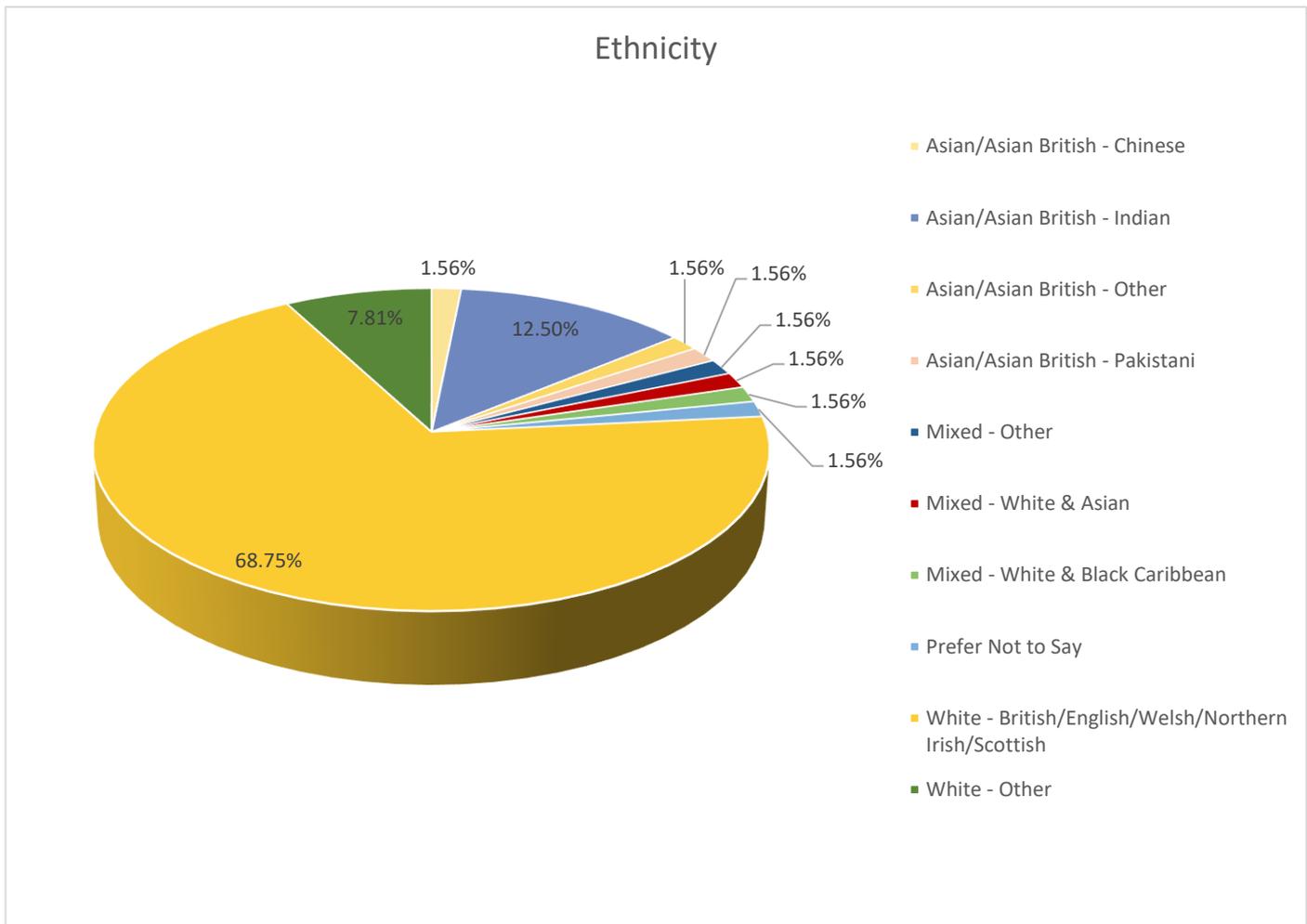
## School Attended

Attended school outside the UK	7.61%
Don't know/Other	0.54%
Prefer not to say	6.25%
UK independent/fee-paying school (bursary)	2.45%
UK independent/fee-paying school (no bursary or a bursary that covers less 90% of tuition)	9.24%
UK state run or funded school (non-selective)	48.37%
UK state run or funded school (selective on academic, faith or other grounds)	18.48%
UK State School	7.07%

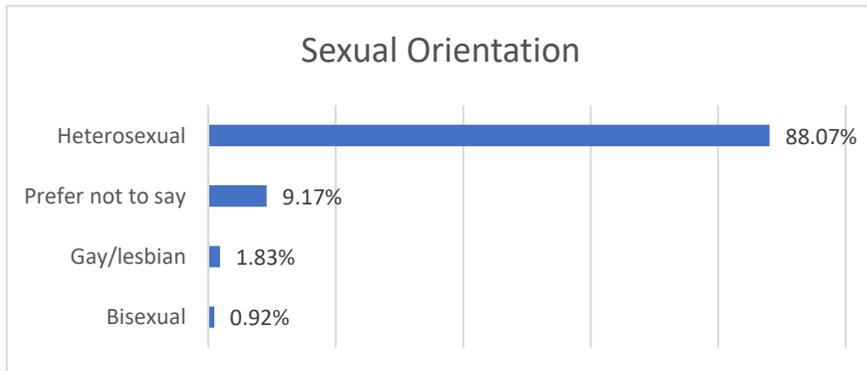
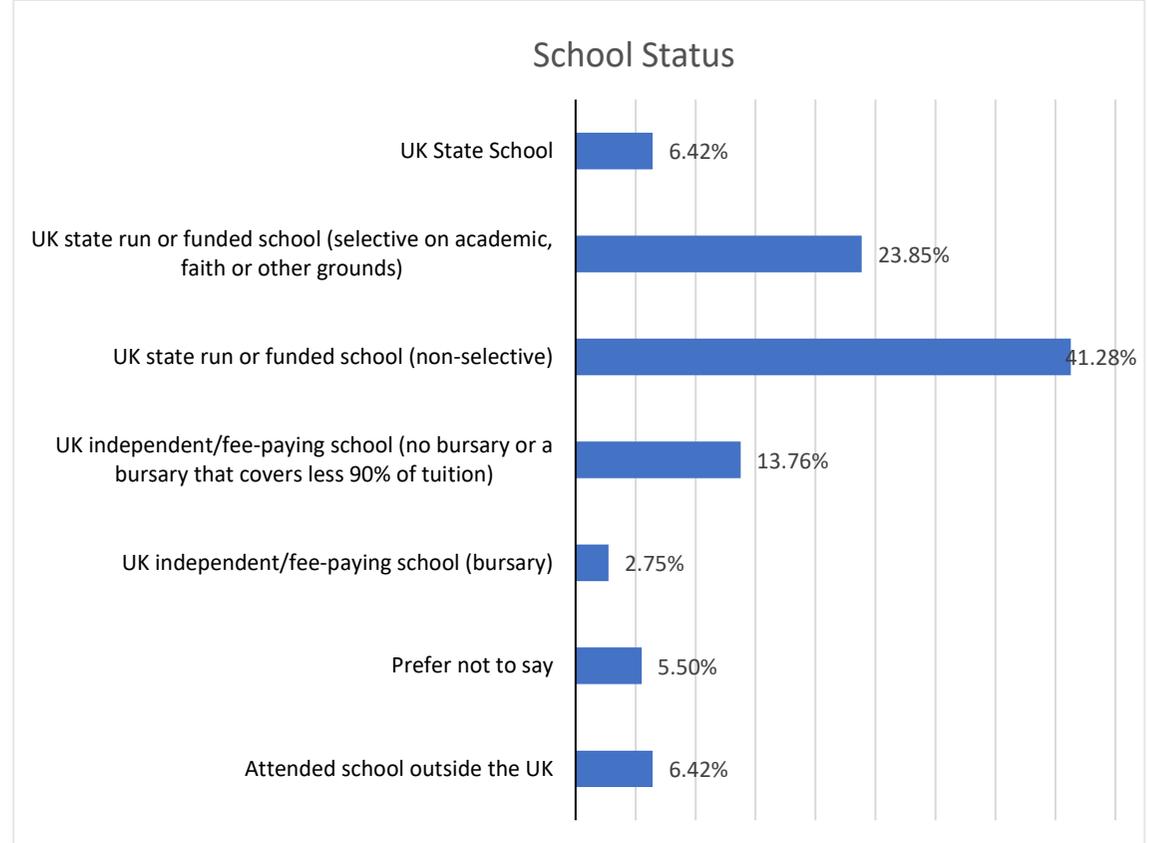
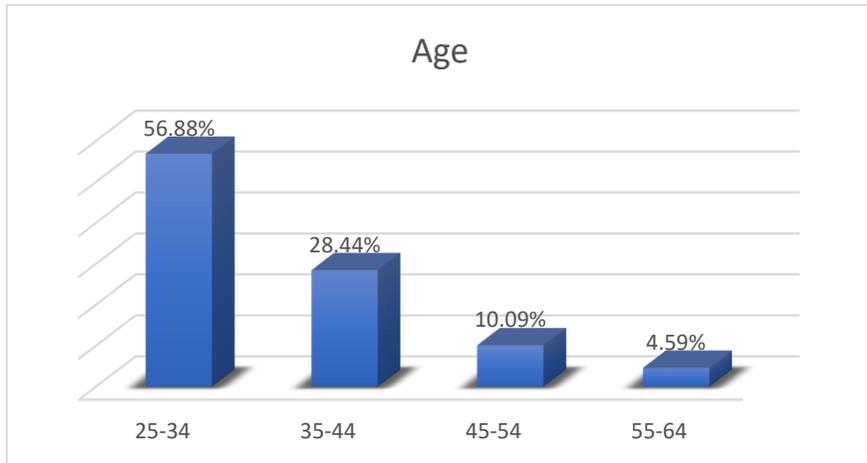
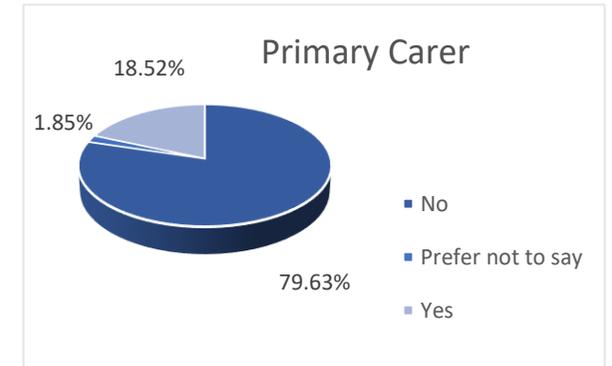
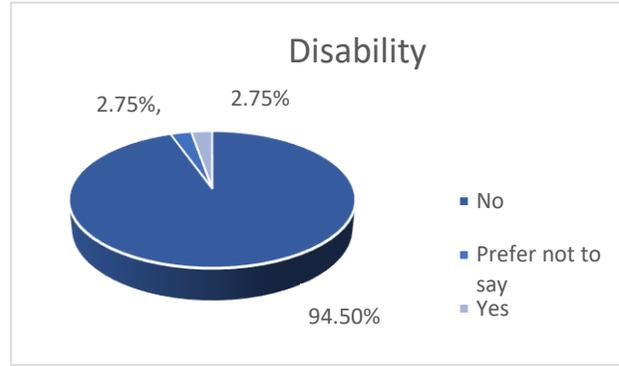
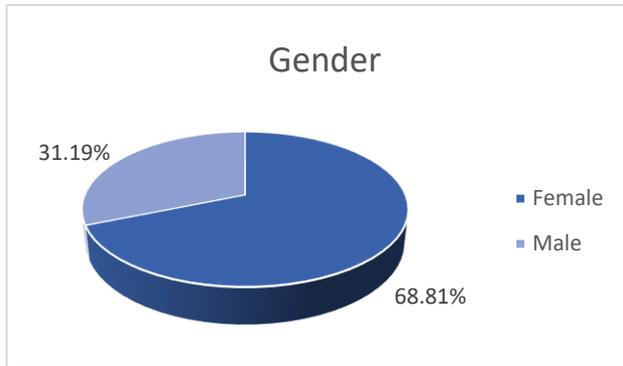
# Role | Partners



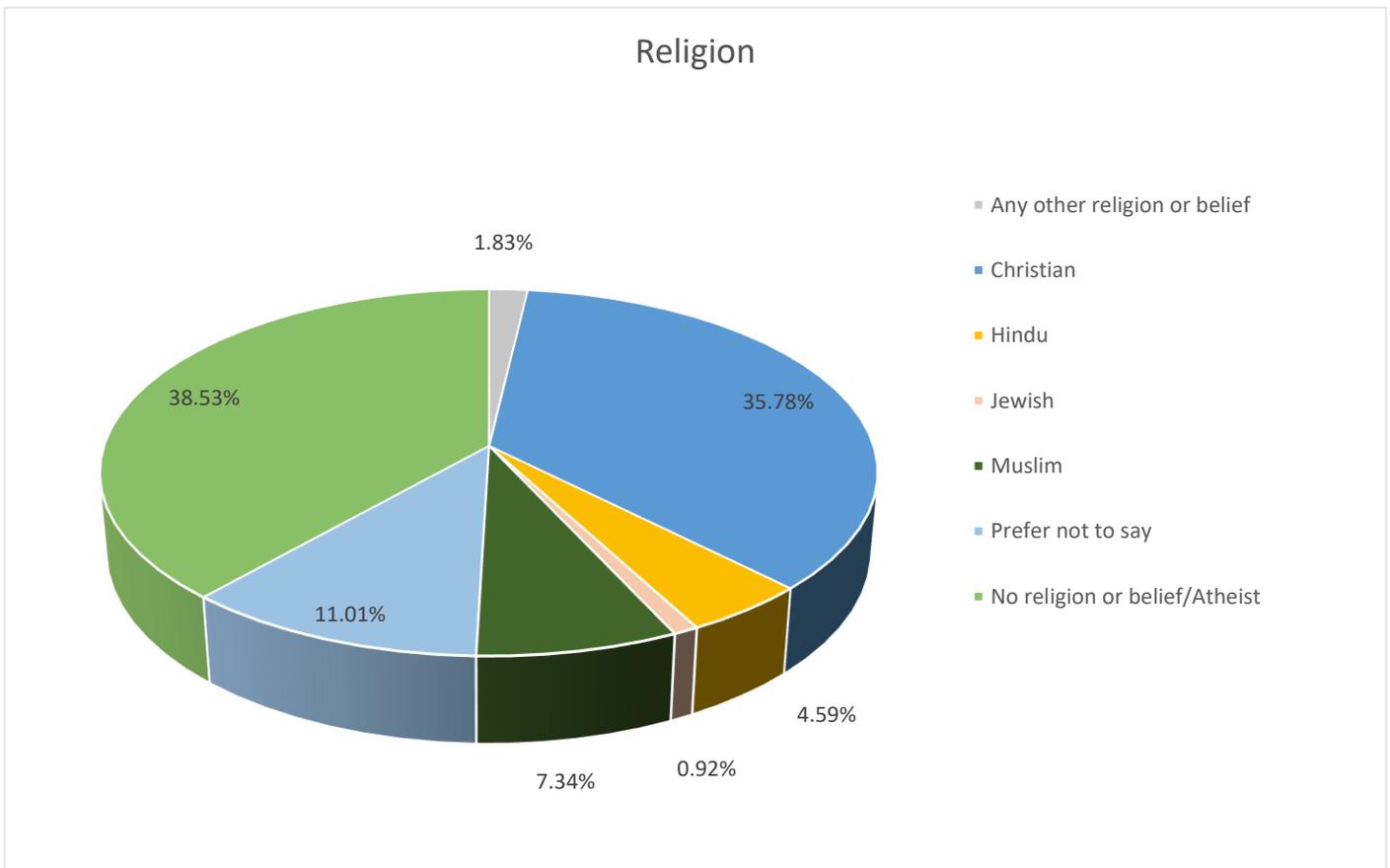
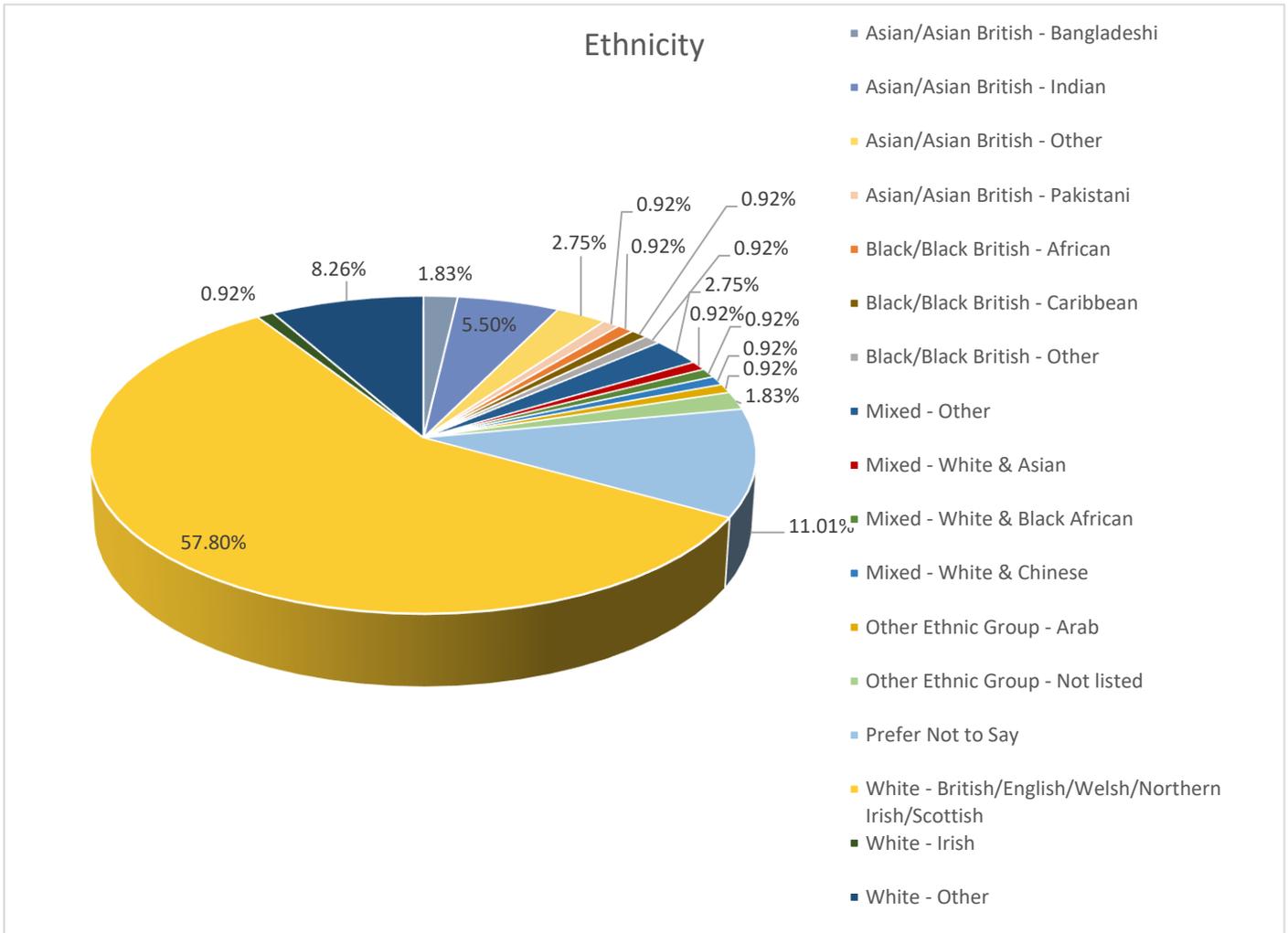
# Role | Partners



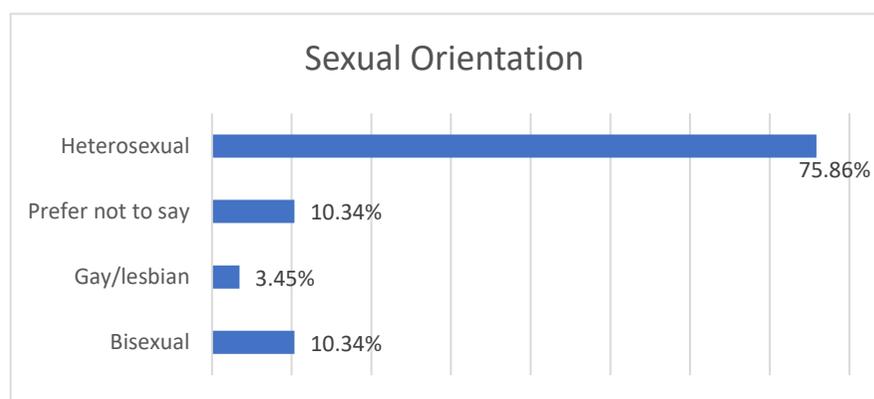
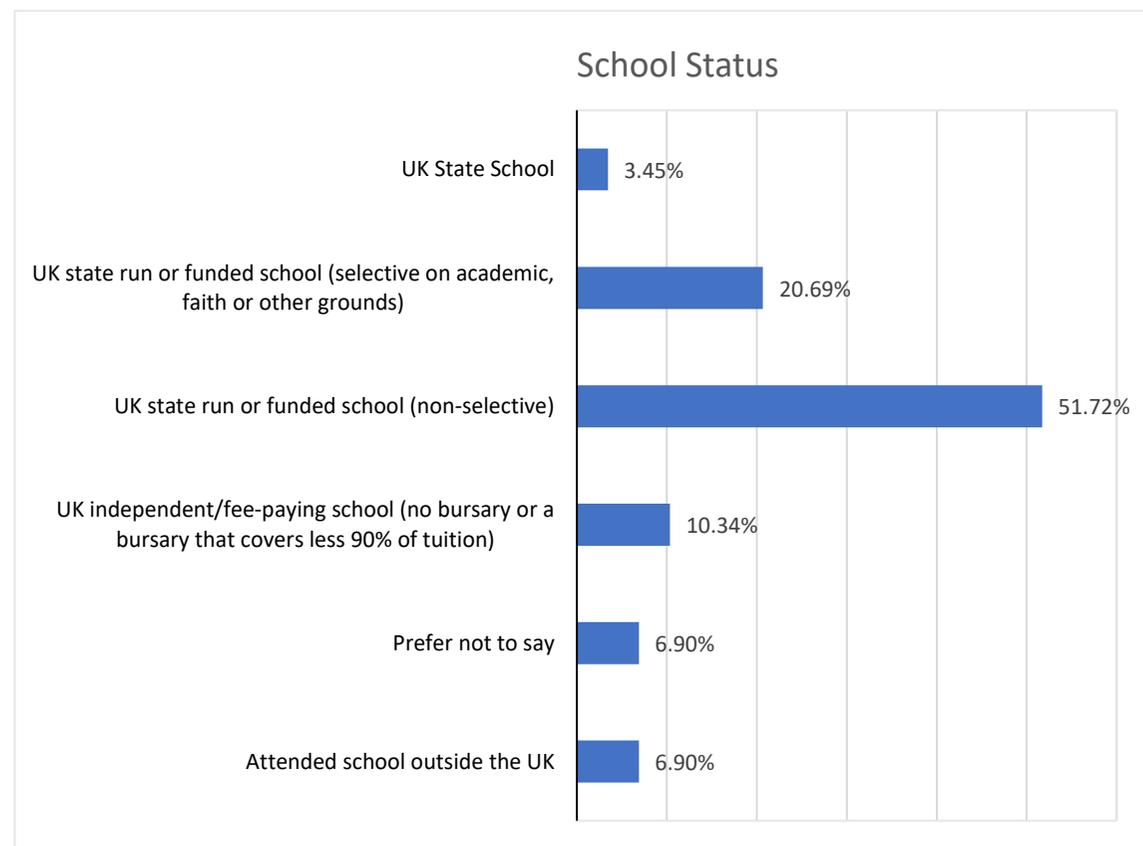
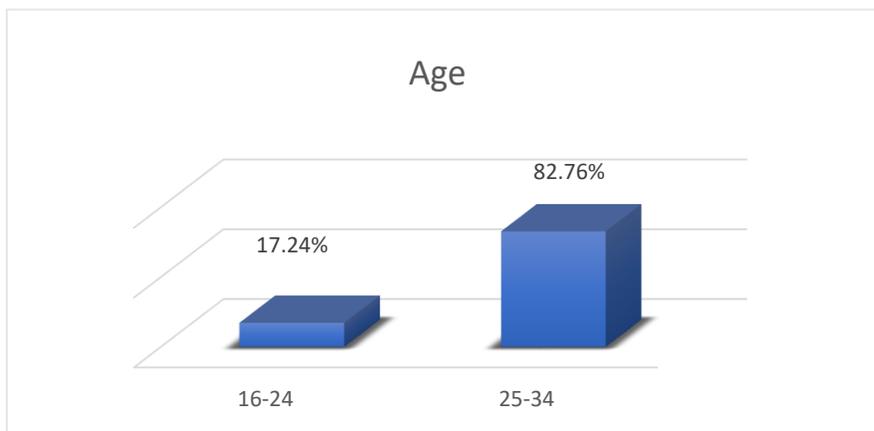
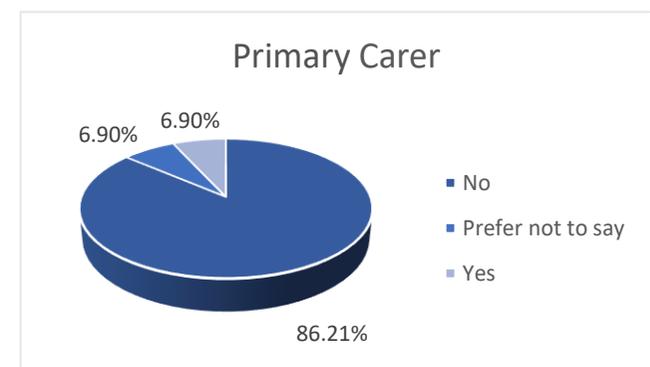
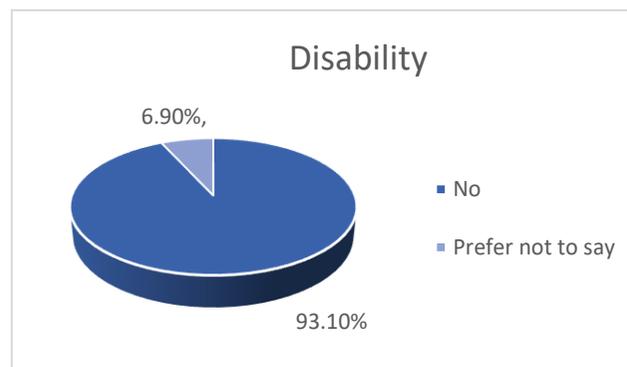
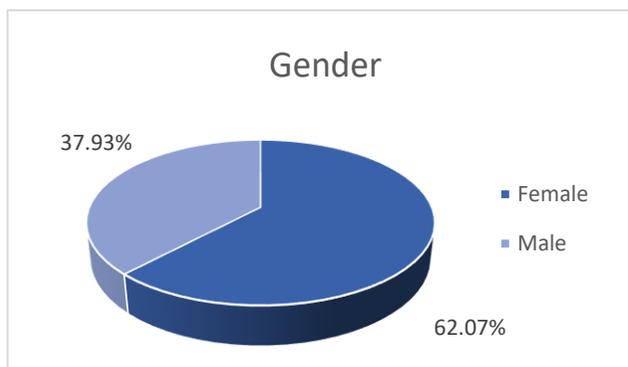
# Role | Solicitors



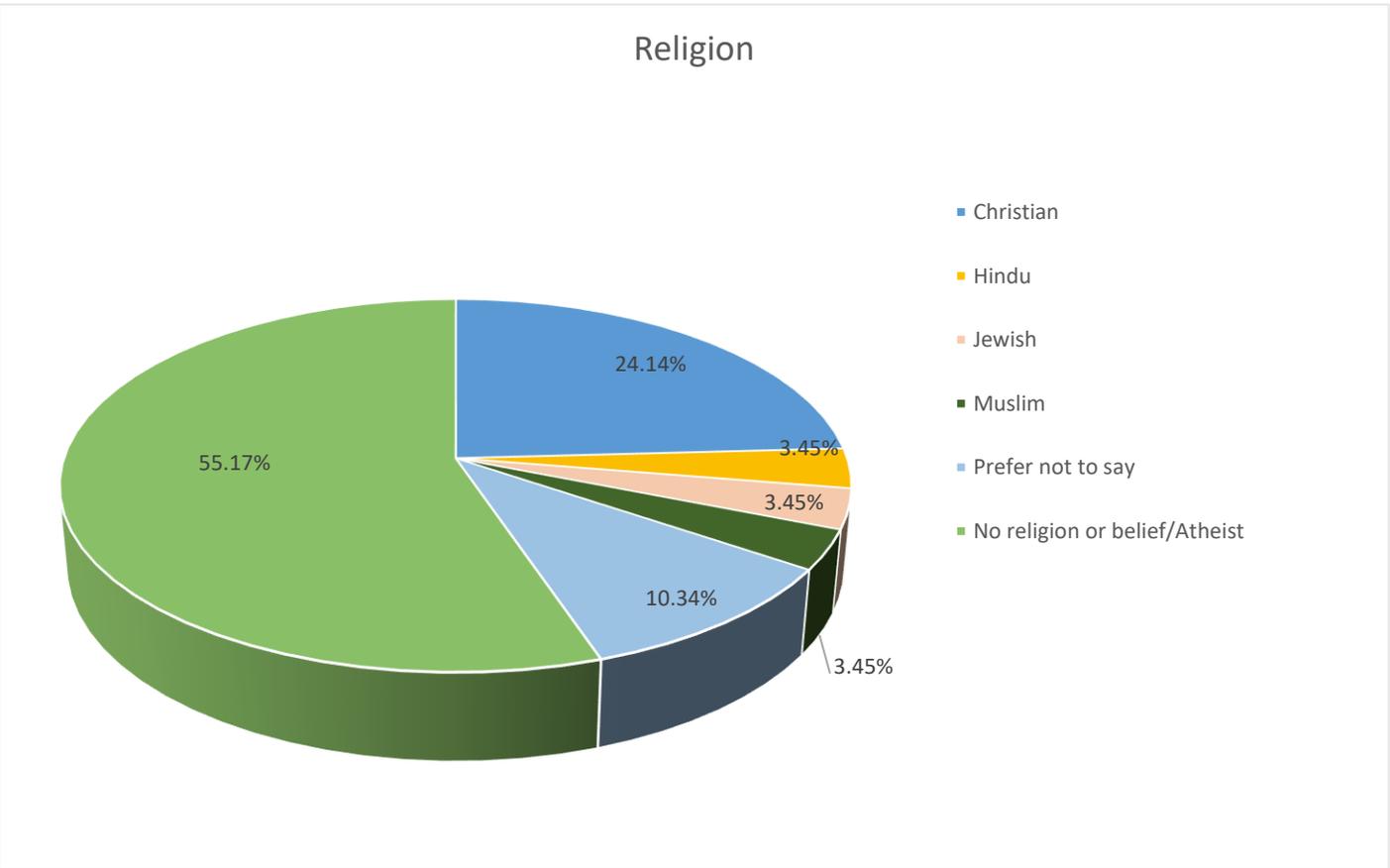
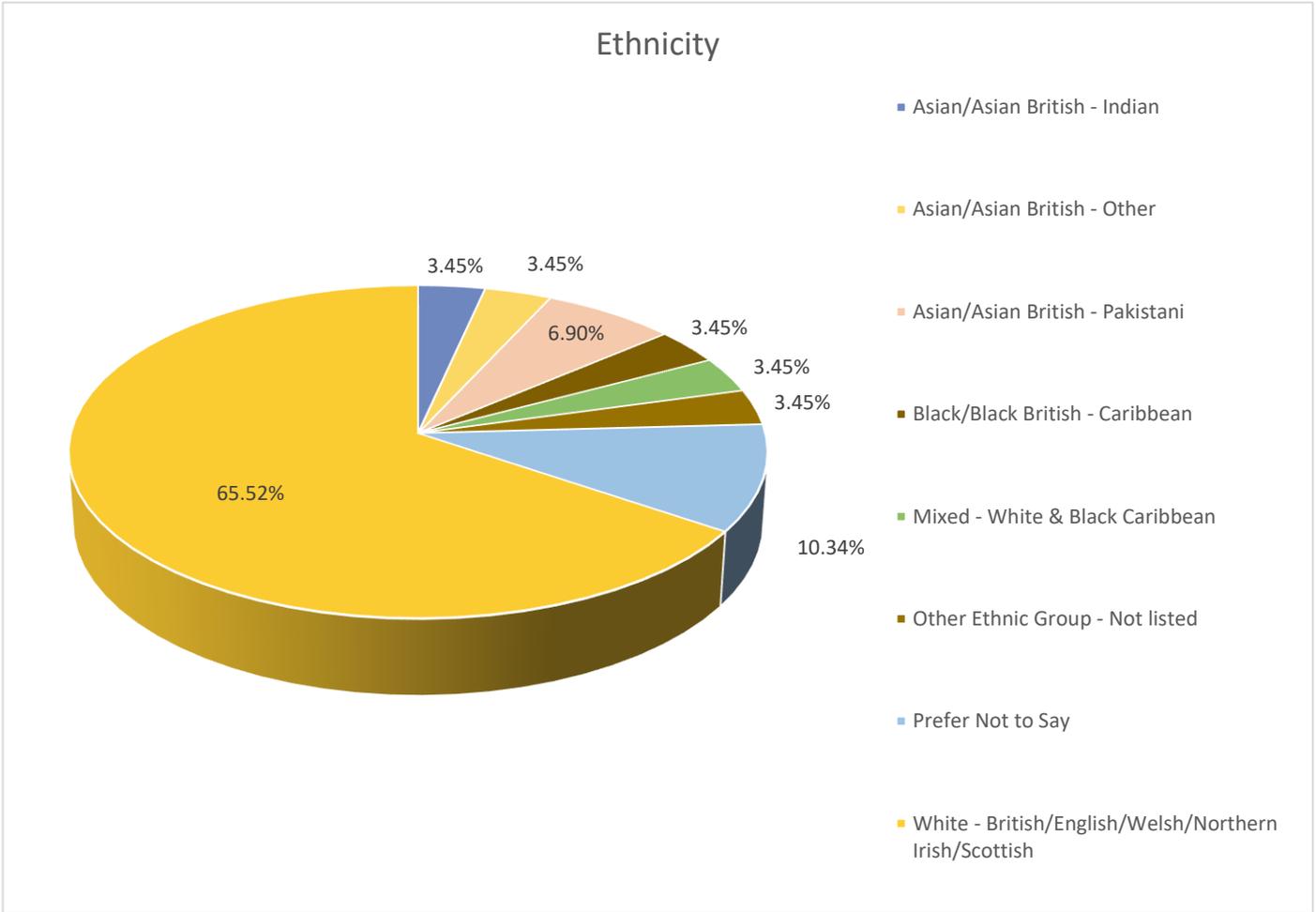
# Role | Solicitors



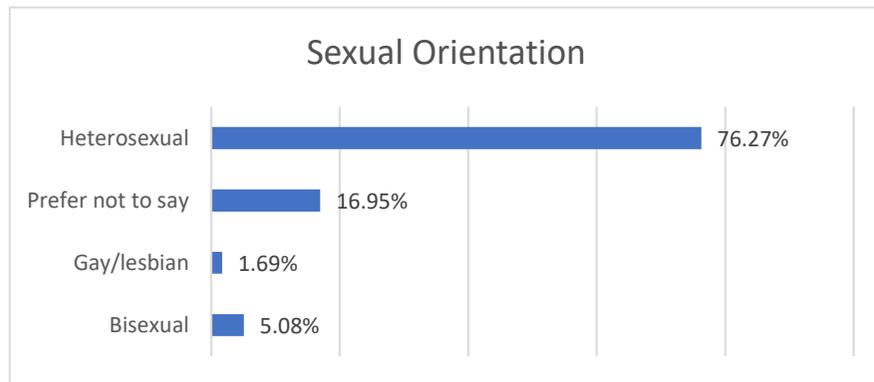
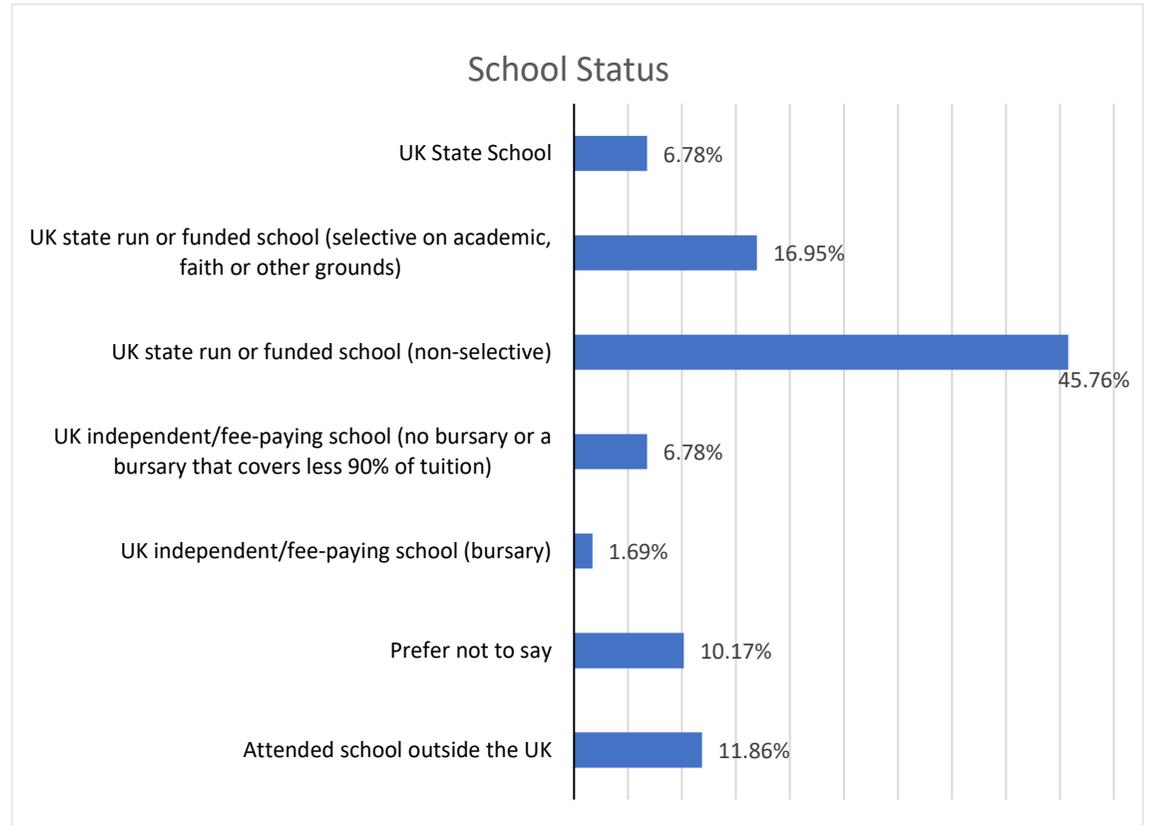
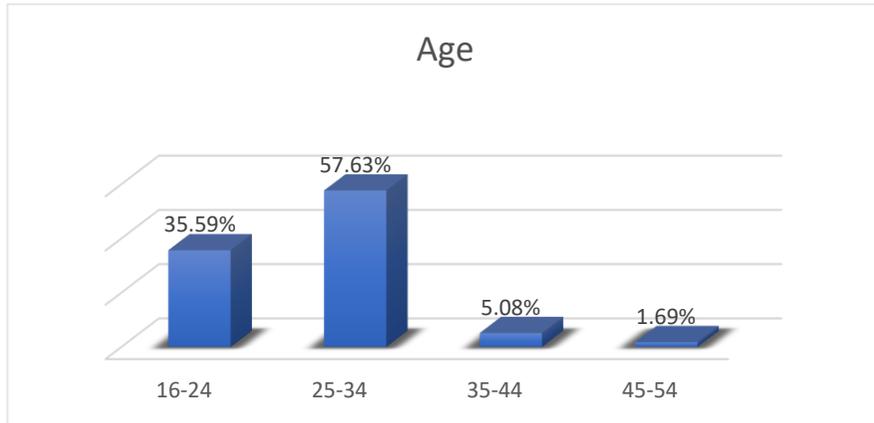
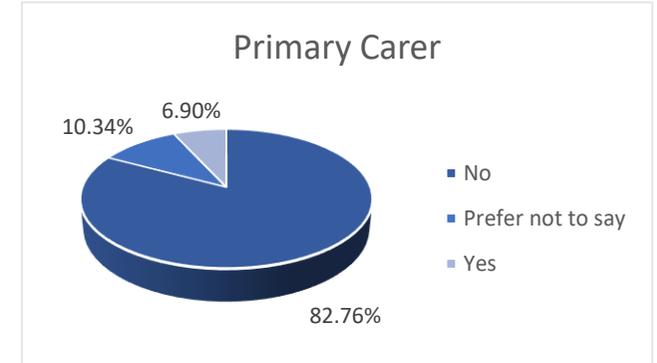
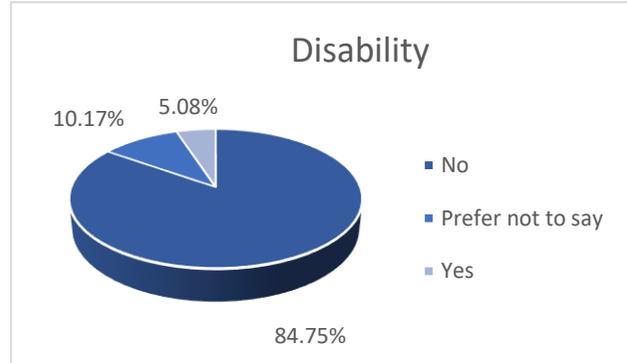
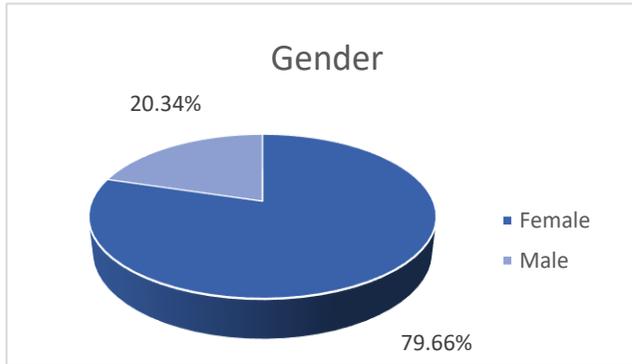
# Role | Trainees



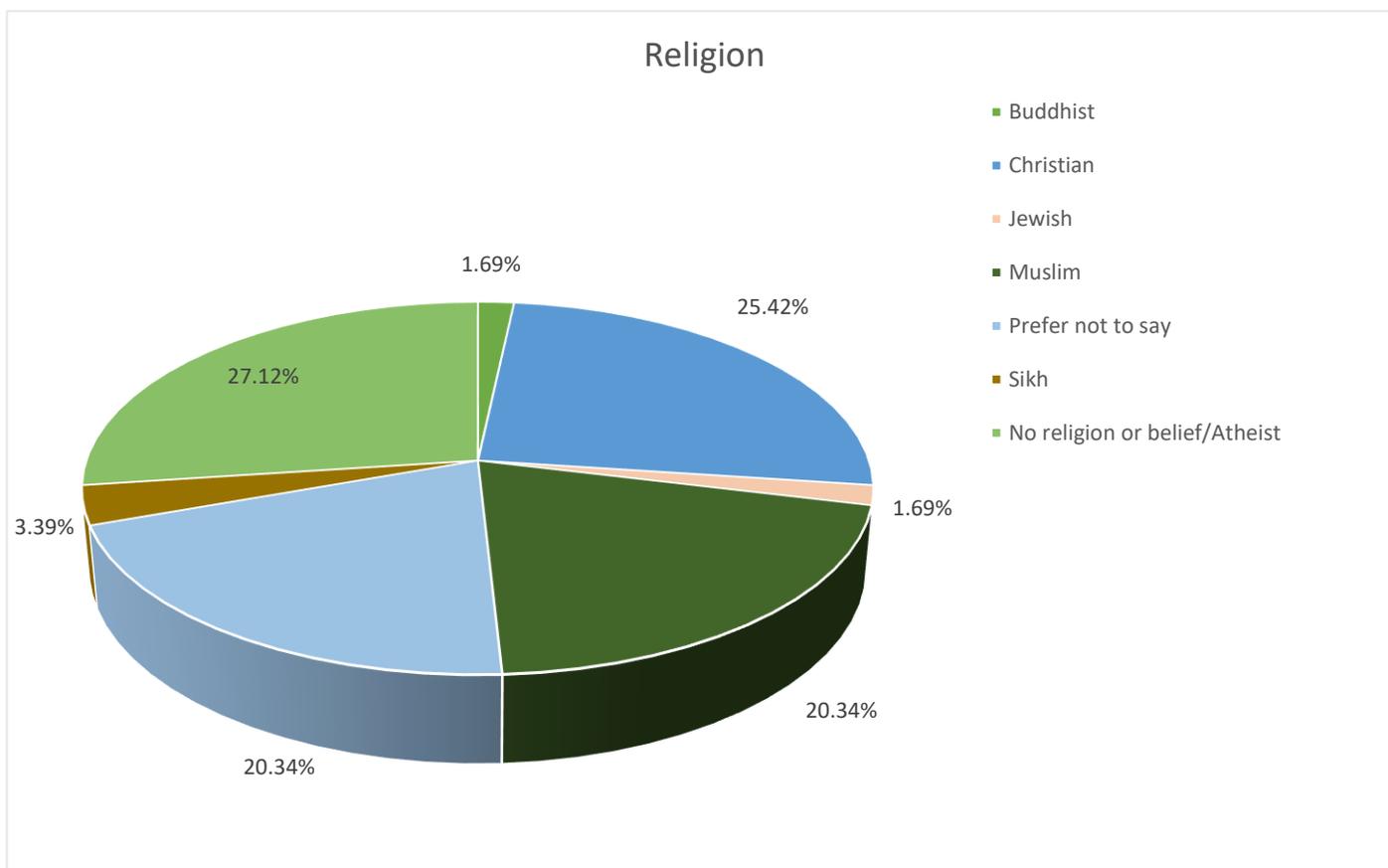
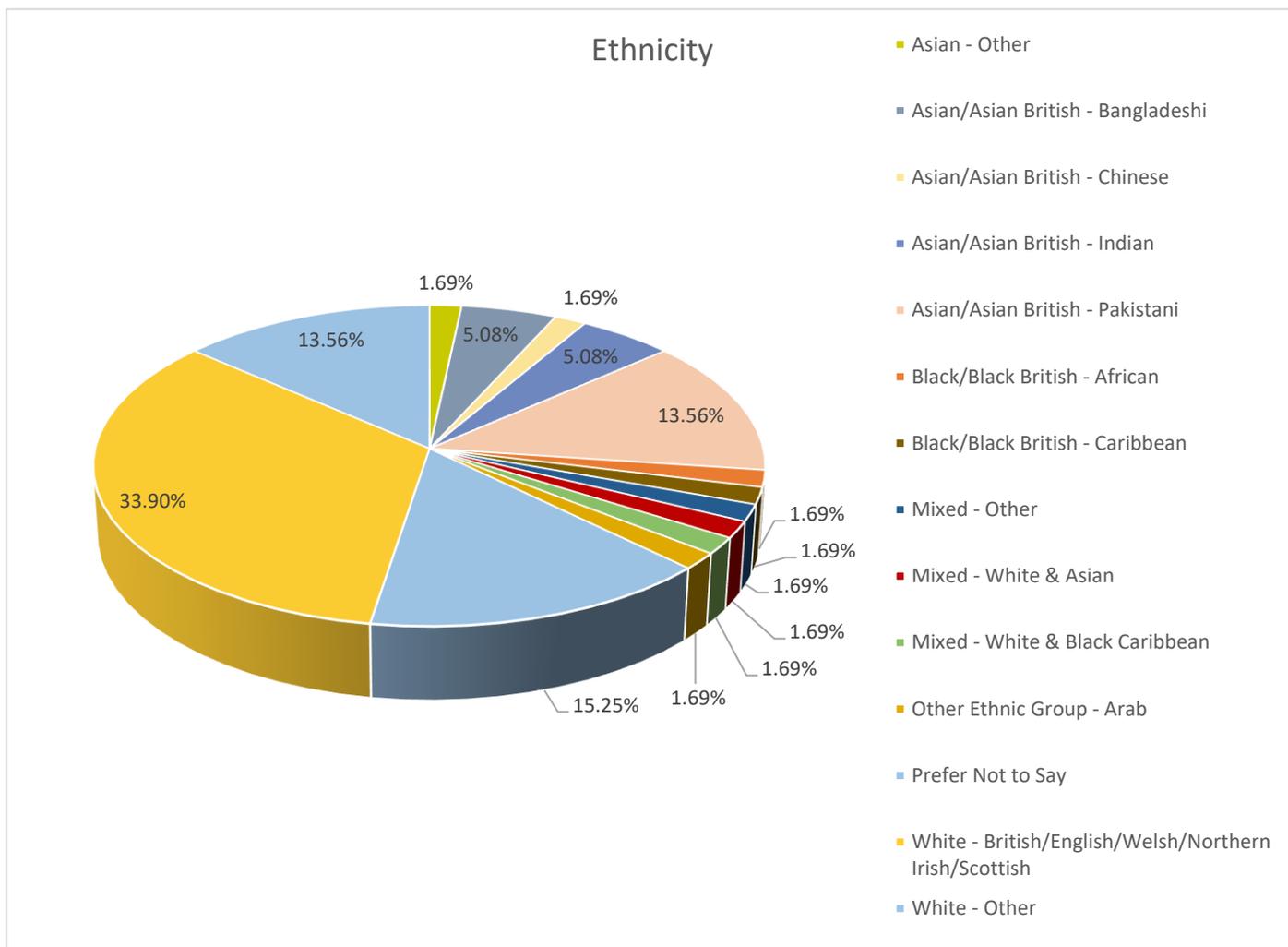
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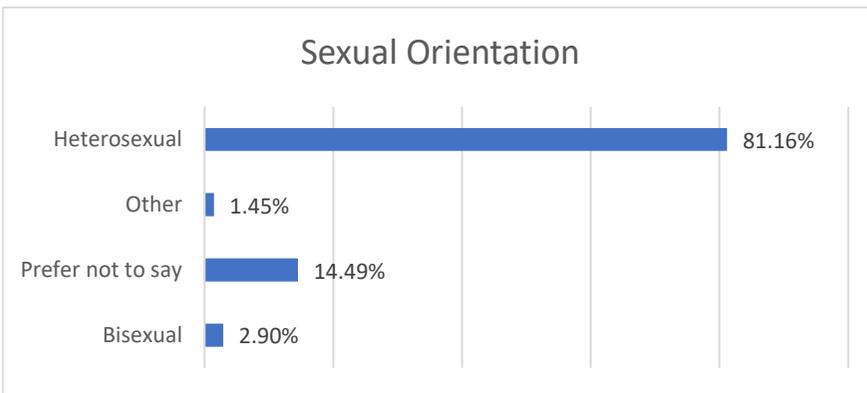
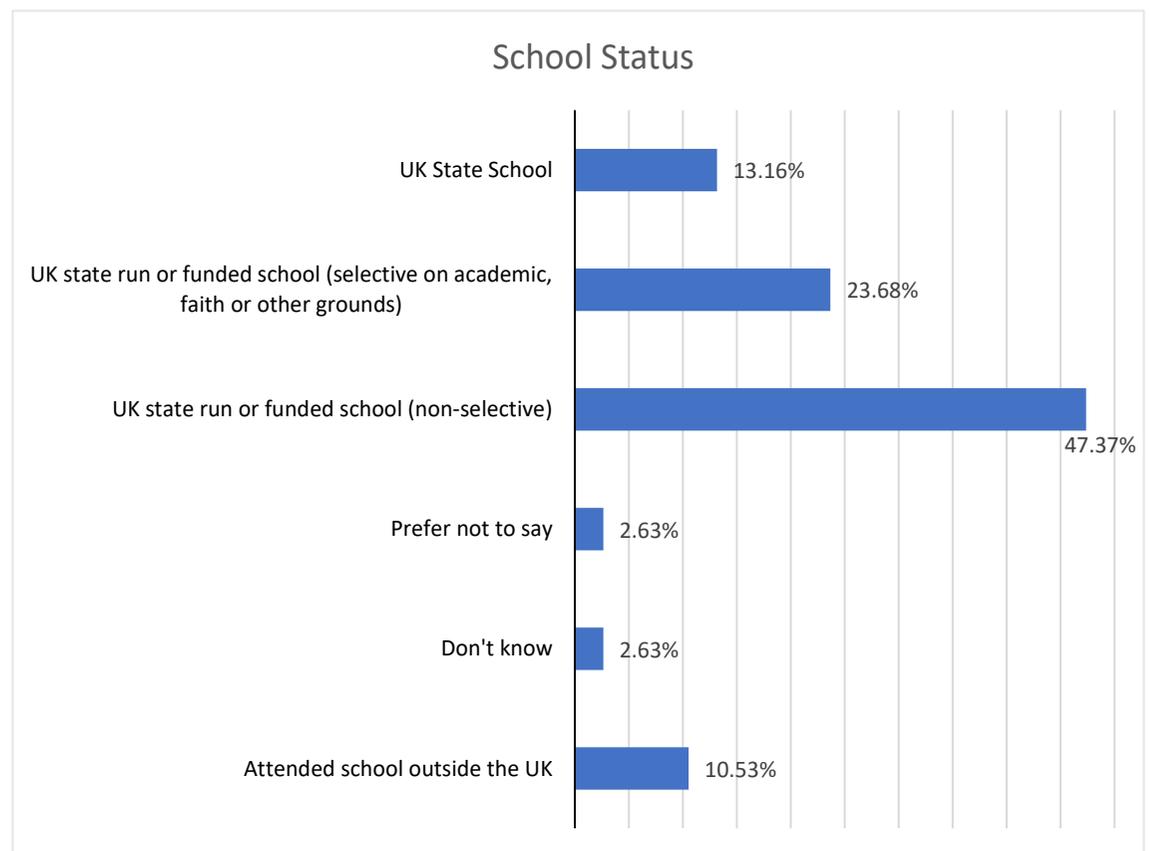
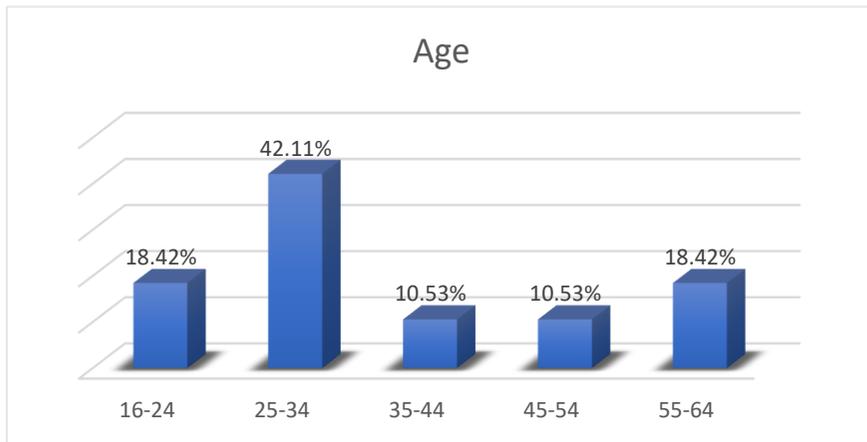
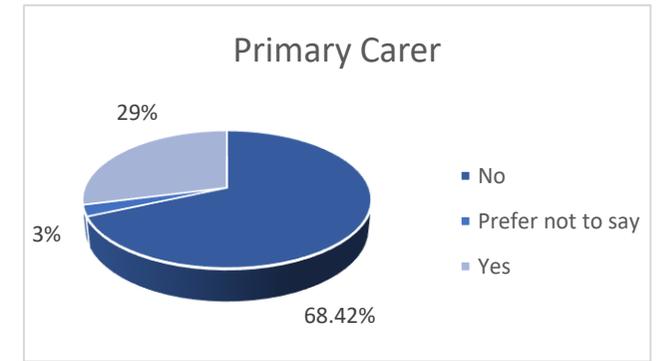
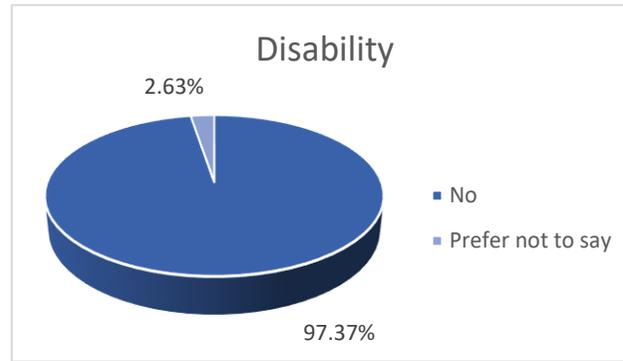
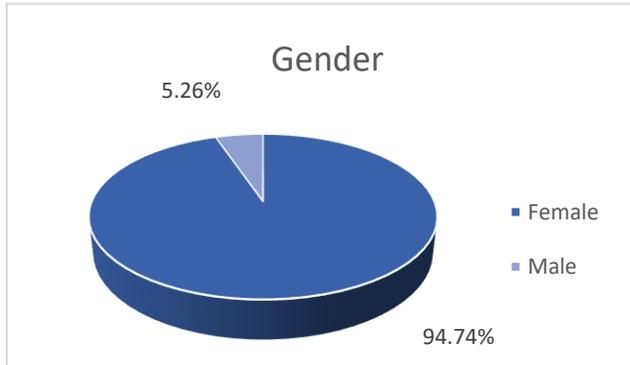
# Role | Paralegals



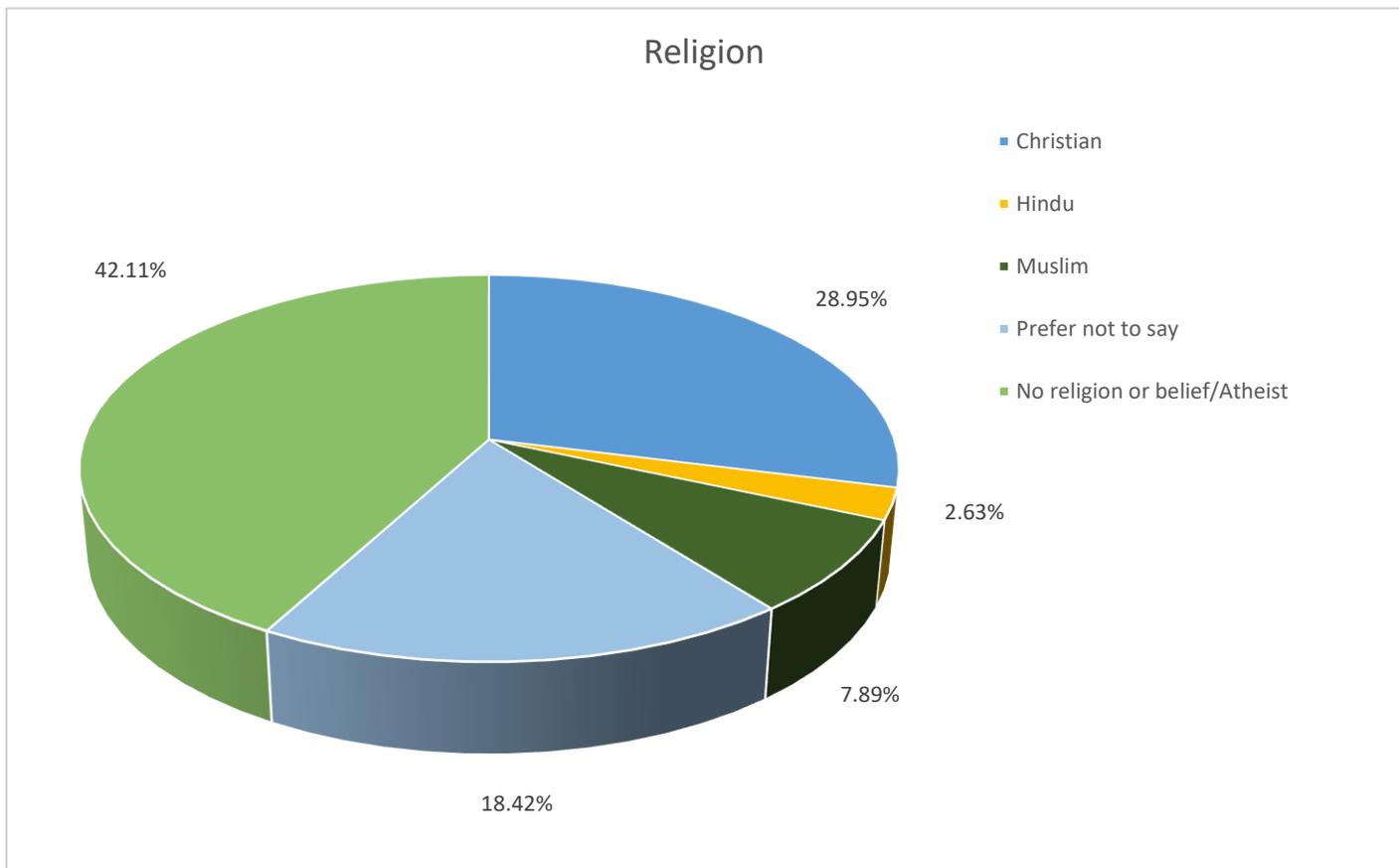
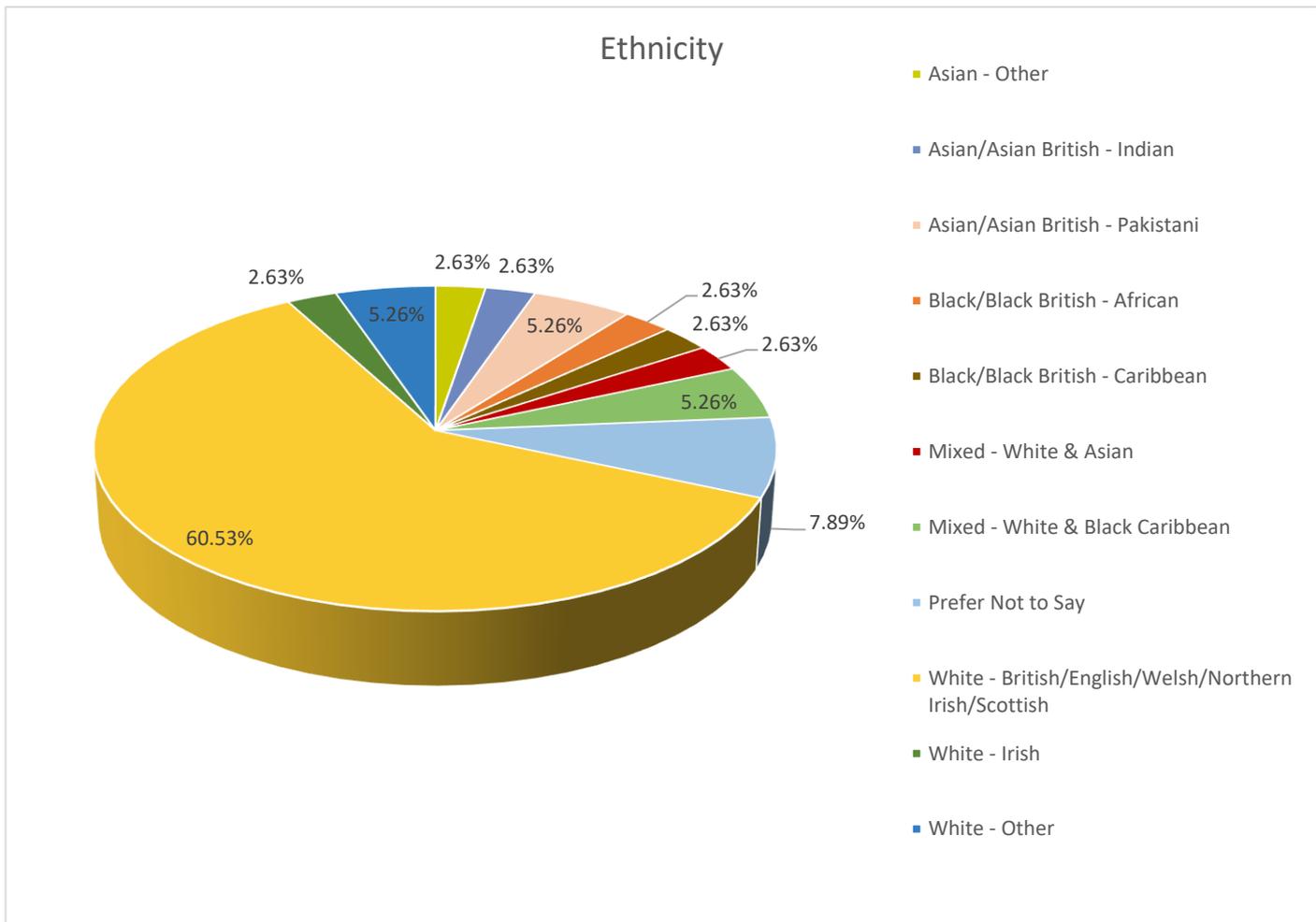
# Role | Paralegals



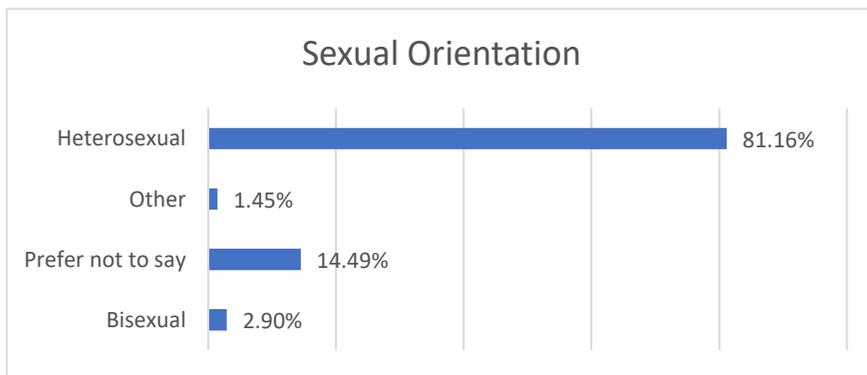
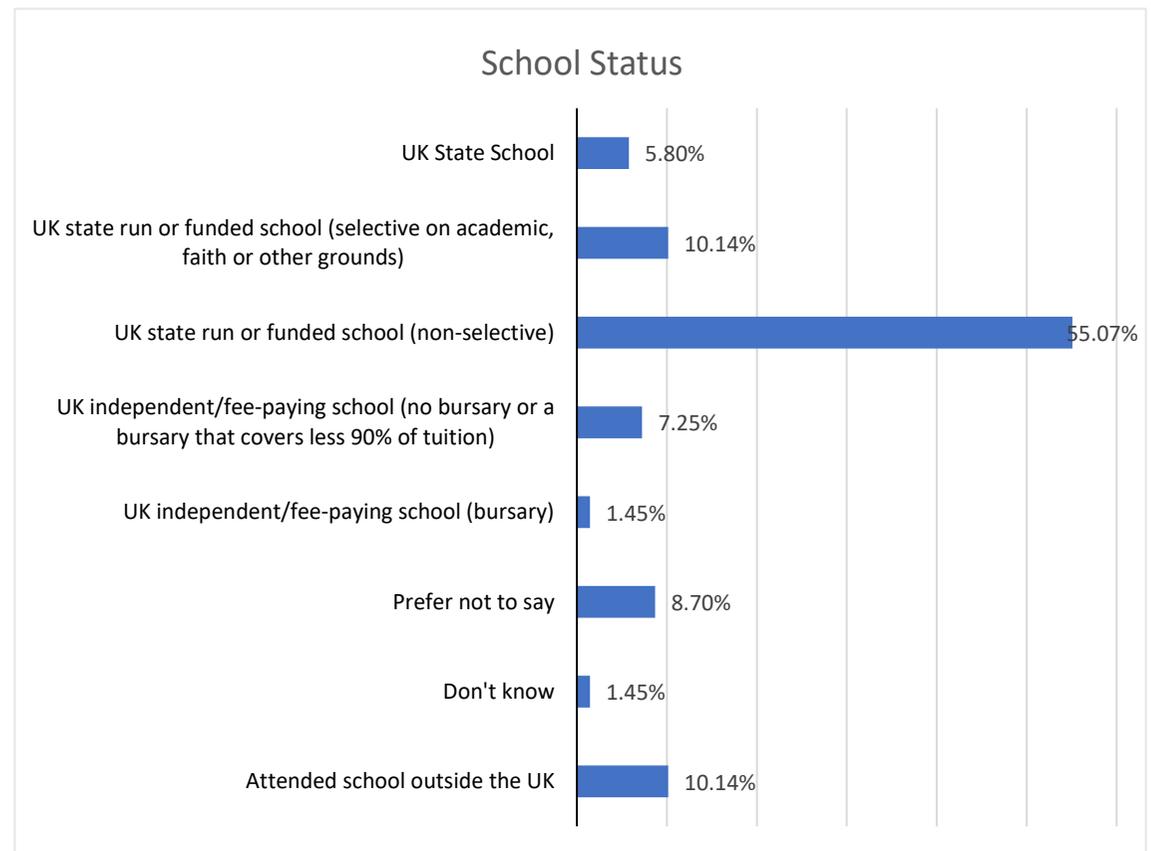
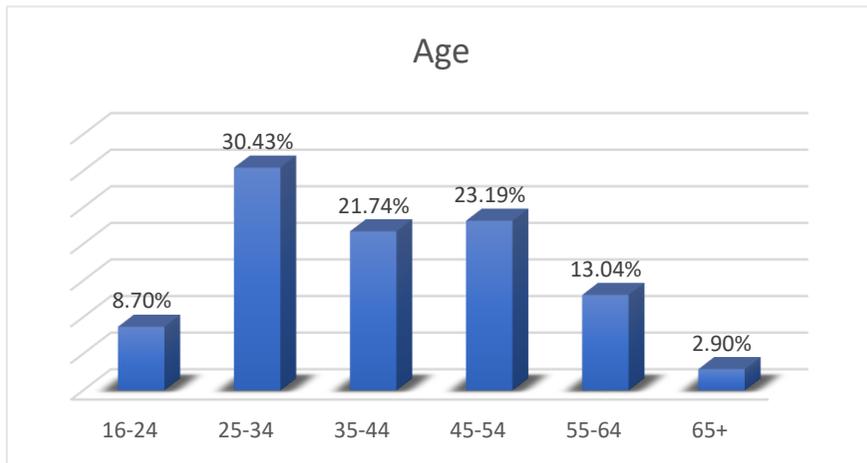
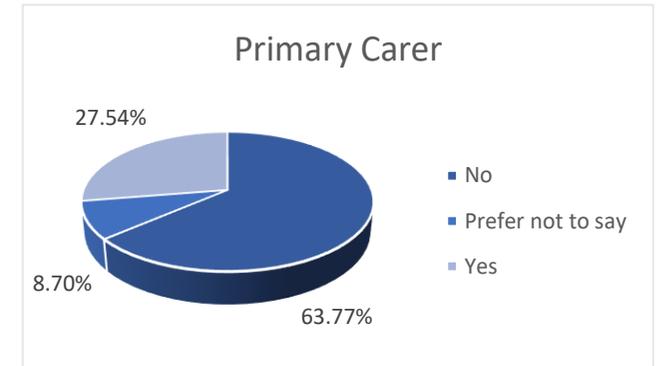
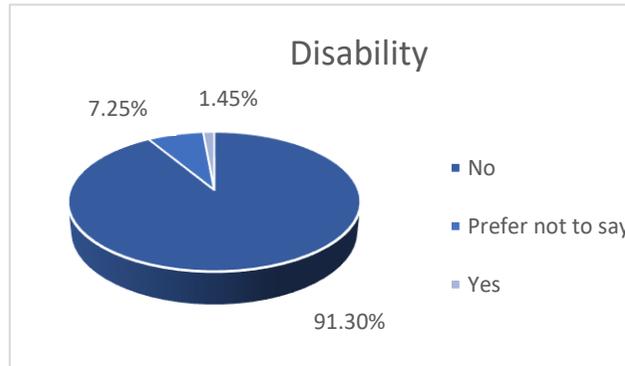
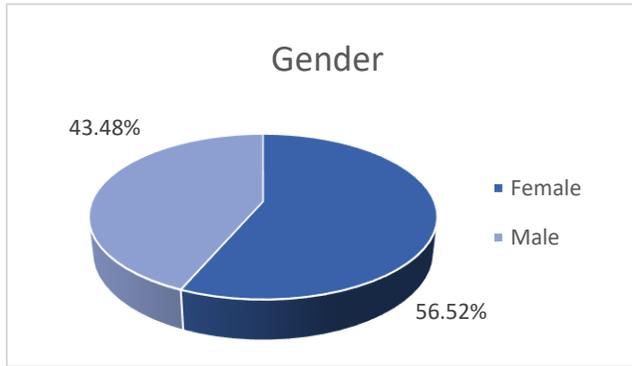
# Role | Secretaries



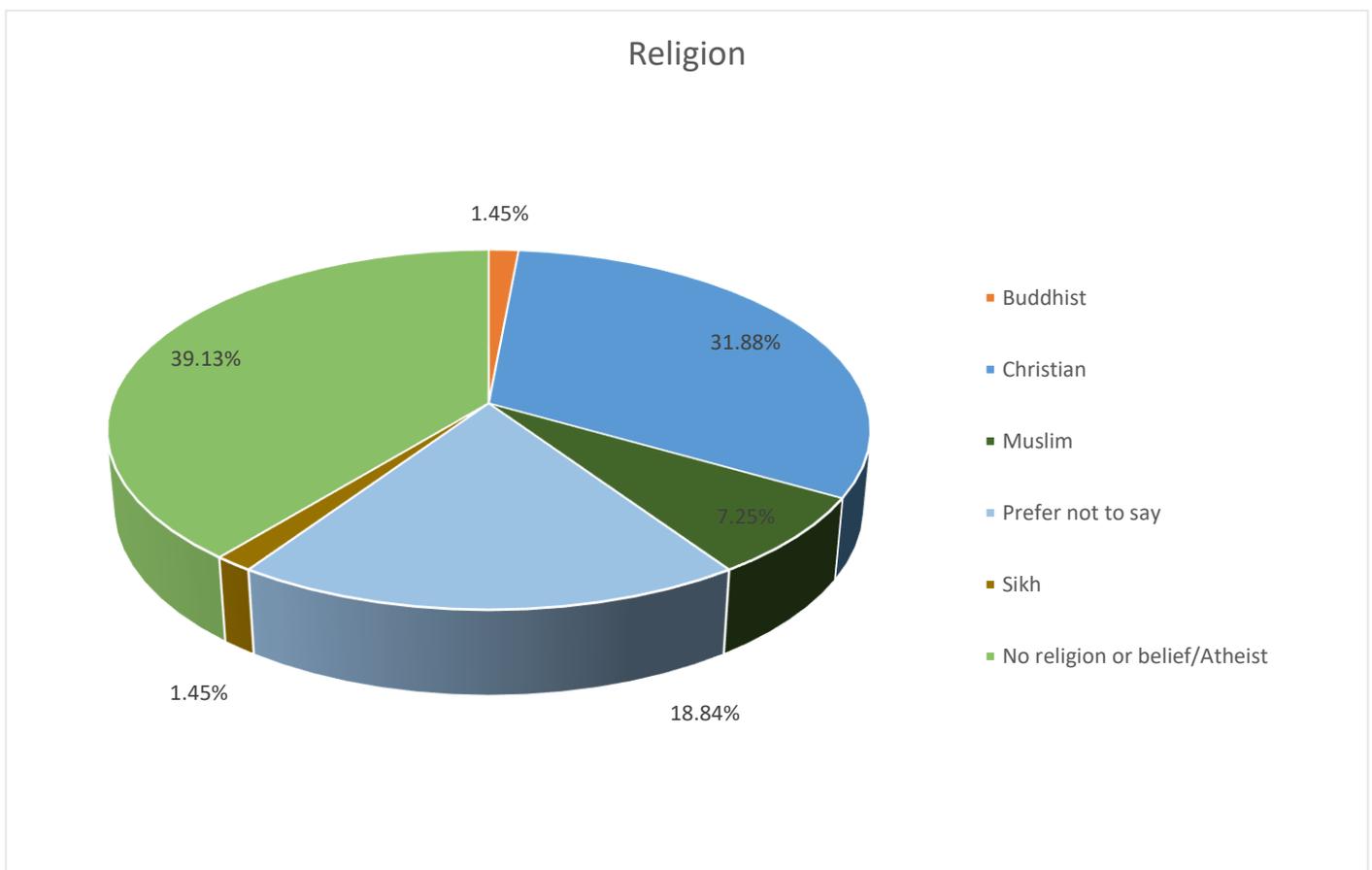
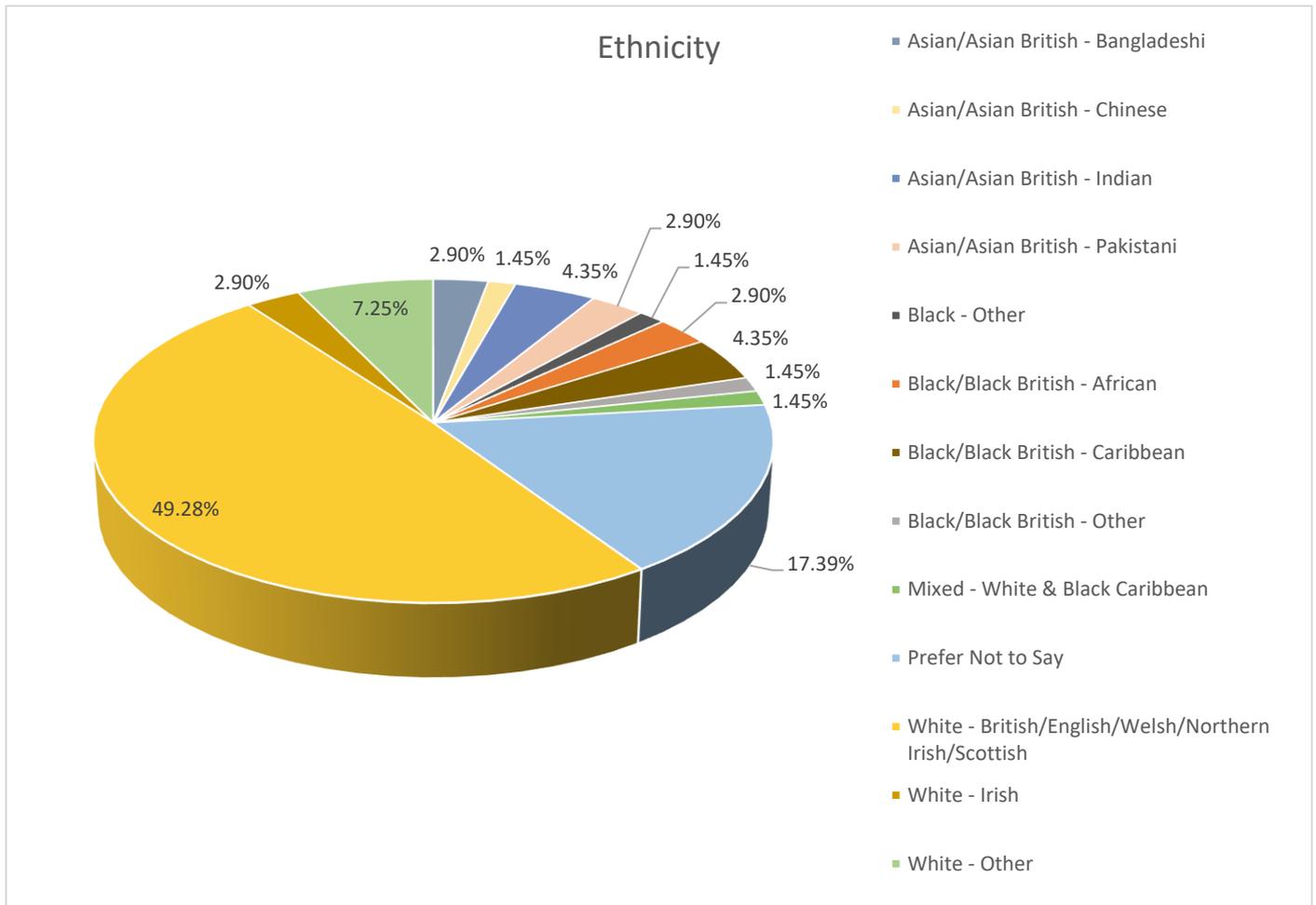
# Role | Secretaries



# Role | Business Support



# Role | Business Support



# Benchmarking

See below for a comparison of the firm's diversity statistics with those across the legal sector, using data collected by the SRA in 2023, as well as local and national data collected from the most recent 2021 census.

Gender	Devonshires	SRA	City of London	Greater London	UK
Male	32.88%	33%	55.8%	48.5%	49%
Female	67.12%	65%	44.2%	51.5%	51%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	64.13%	78%	69.4%	53.8%	81.7%
Asian	14.95%	11%	16.7%	20.7%	9.3%
Black	4.08%	3%	2.7%	13.5%	4%
Mixed/Multiple and Other Ethnic Groups	16.85%	3%	11.1%	12.1%	5%

Disability	Devonshires	SRA	City of London	Greater London	UK
Identifies as disabled	2.17%	7%	10.7%	13.3%	17.5%

Religion/Belief	Devonshires	SRA	UK
Christian	30.43%	38%	46.2%
Muslim	8.42%	6%	6.5%
No religion or belief	39.95%	40%	37.2%
Hindu	2.45%	2%	1.7%
Sikh	1.63%	1%	<1%
Jewish	0.82%	1%	<1%
Buddhist	0.54%	1%	<1%
Other religion or belief	0.82%	2%	<1%
Prefer not to say	14.95%	9%	6%

At Devonshires, we are committed to providing equal opportunities in employment and to providing a workplace that fosters the development of our people, is free from discrimination, harassment, and bullying, and where everyone is treated with dignity and respect.

We acknowledge the scope for improvement in certain areas in this report and are looking at various ways in which we can bridge these gaps and make our workforce more representative and diverse over time.

Devonshires