

Devonshires

May 2026

Biannual Diversity Report

Celebrating diversity across the Firm

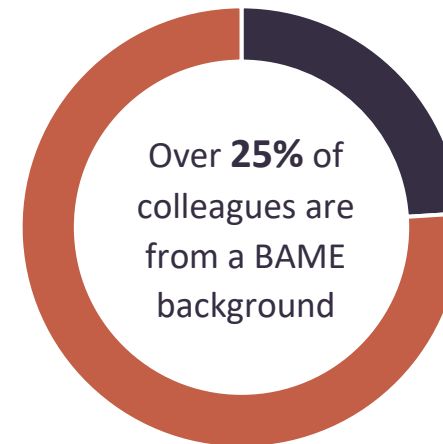
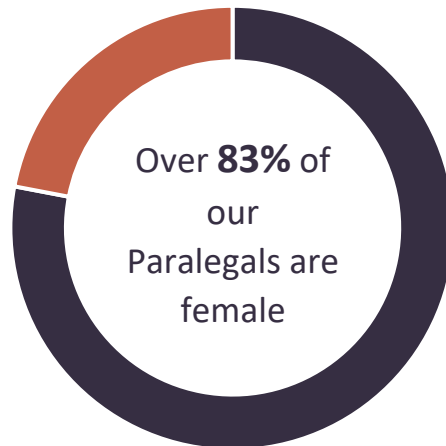
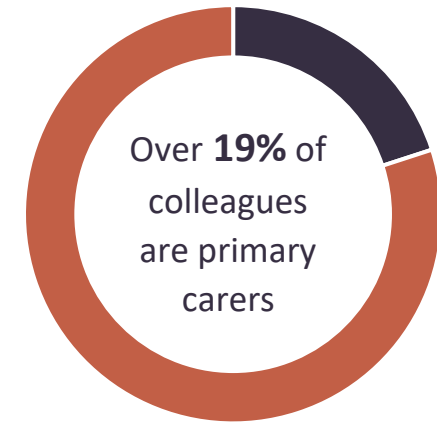
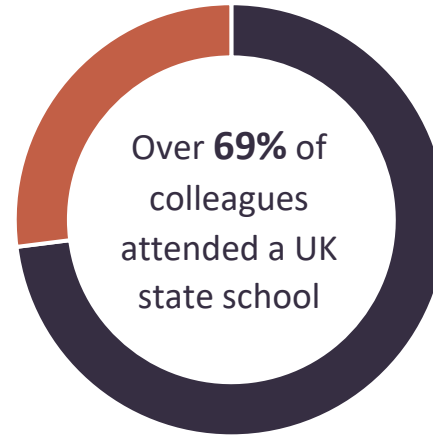
Table of Contents



3	Highlights
4	Firm overview
5	Partners
7	Solicitors
9	Trainees
11	Paralegals
13	Secretaries
15	Business Support
16	Diversity by Location
21	Benchmarking

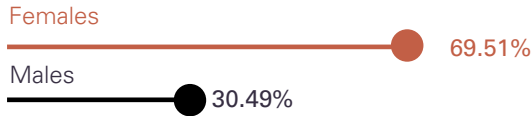
The data in this report is accurate as at 14th May 2026 and representative of those that responded to the survey
SRA Diversity Data obtained from <https://www.sra.org.uk/solicitors/resources/diversity-toolkit/law-firm-diversity-tool/>
City of London, Greater London and UK data obtained from 2021 Census.

Highlights



Firm overview

Gender



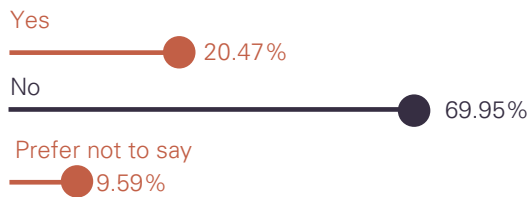
Ethnic Group

Asian/Asian British - Bangladeshi	1.55%
Asian/Asian British - Chinese	0.78%
Asian/Asian British - Indian	5.43%
Asian/Asian British - Other	1.81%
Asian/Asian British - Pakistani	4.65%
Black/Black British - African	1.55%
Black/Black British - Caribbean	2.07%
Black/Black British - Other	0.52%
Mixed - Other	1.29%
Mixed - White & Asian	0.78%
Mixed - White & Black African	0.26%
Mixed - White & Black Caribbean	1.55%
Mixed - White & Chinese	0.52%
Other Ethnic Group - Arab	0.78%
Other Ethnic Group - Not listed	2.07%
Prefer not to say	12.40%
White - British/English/Welsh/Northern Irish/Scottish	52.71%
White - Irish	1.03%
White - Other	8.27%

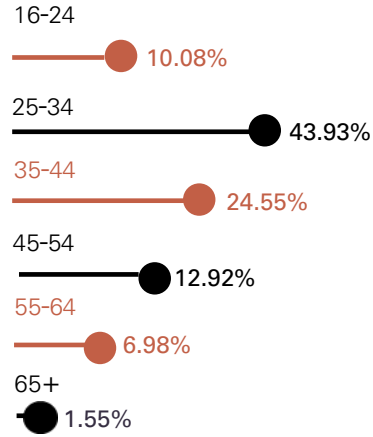
Disability under Equality Act 2010



Primary Carer



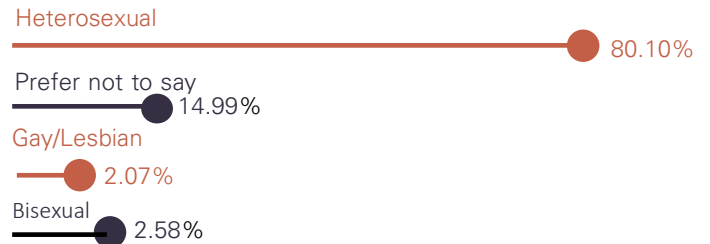
Age



Religion/belief

Any other religion or belief	0.78%
Buddhist	0.52%
Christian	29.97%
Hindu	1.55%
Jewish	0.52%
Muslim	8.53%
No religion or belief / Atheist	38.24%
Prefer Not to Say	17.83%
Sikh	2.07%

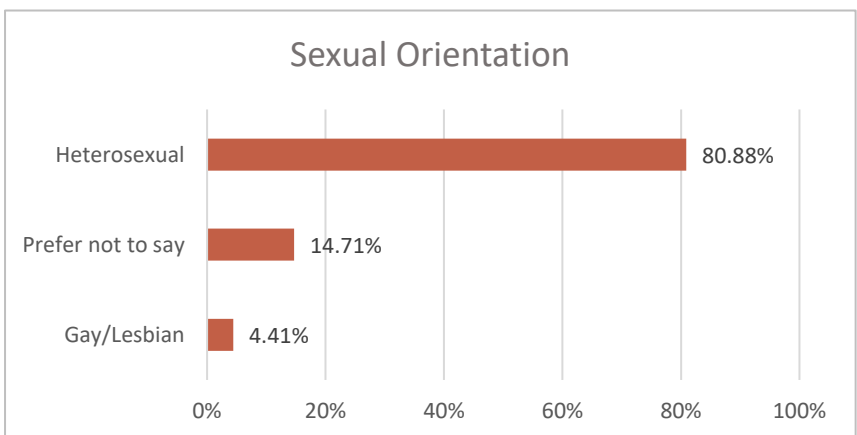
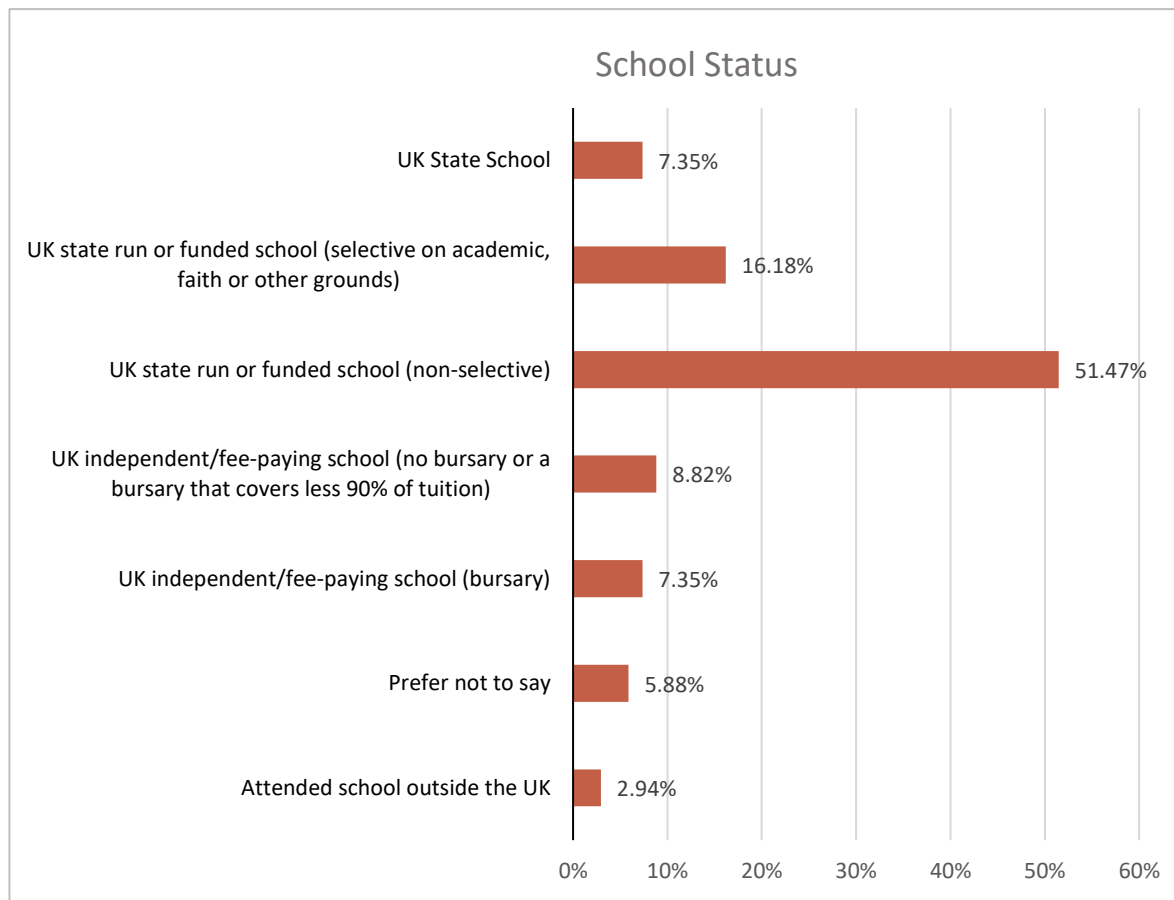
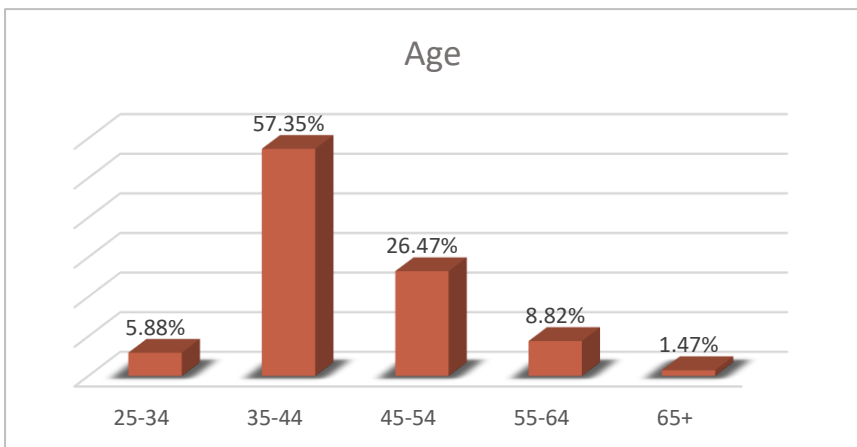
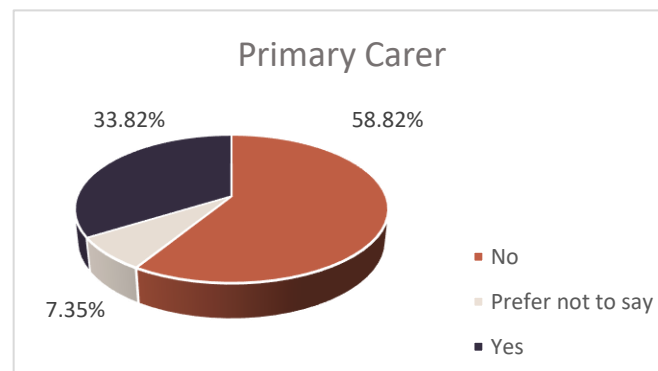
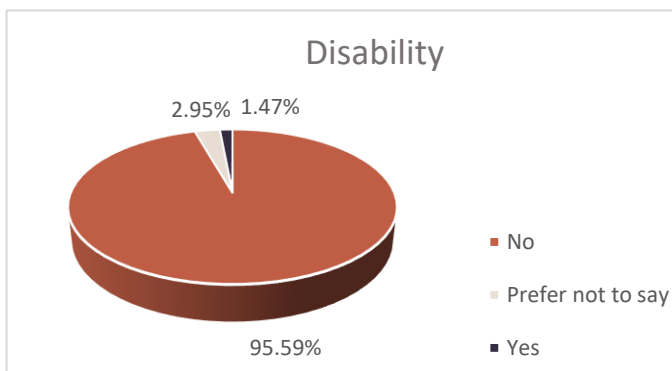
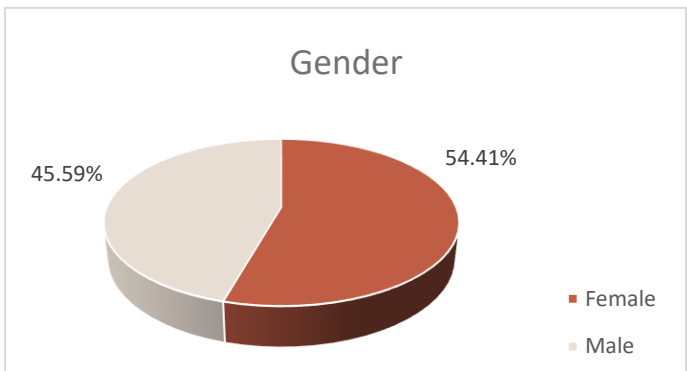
Sexual Orientation



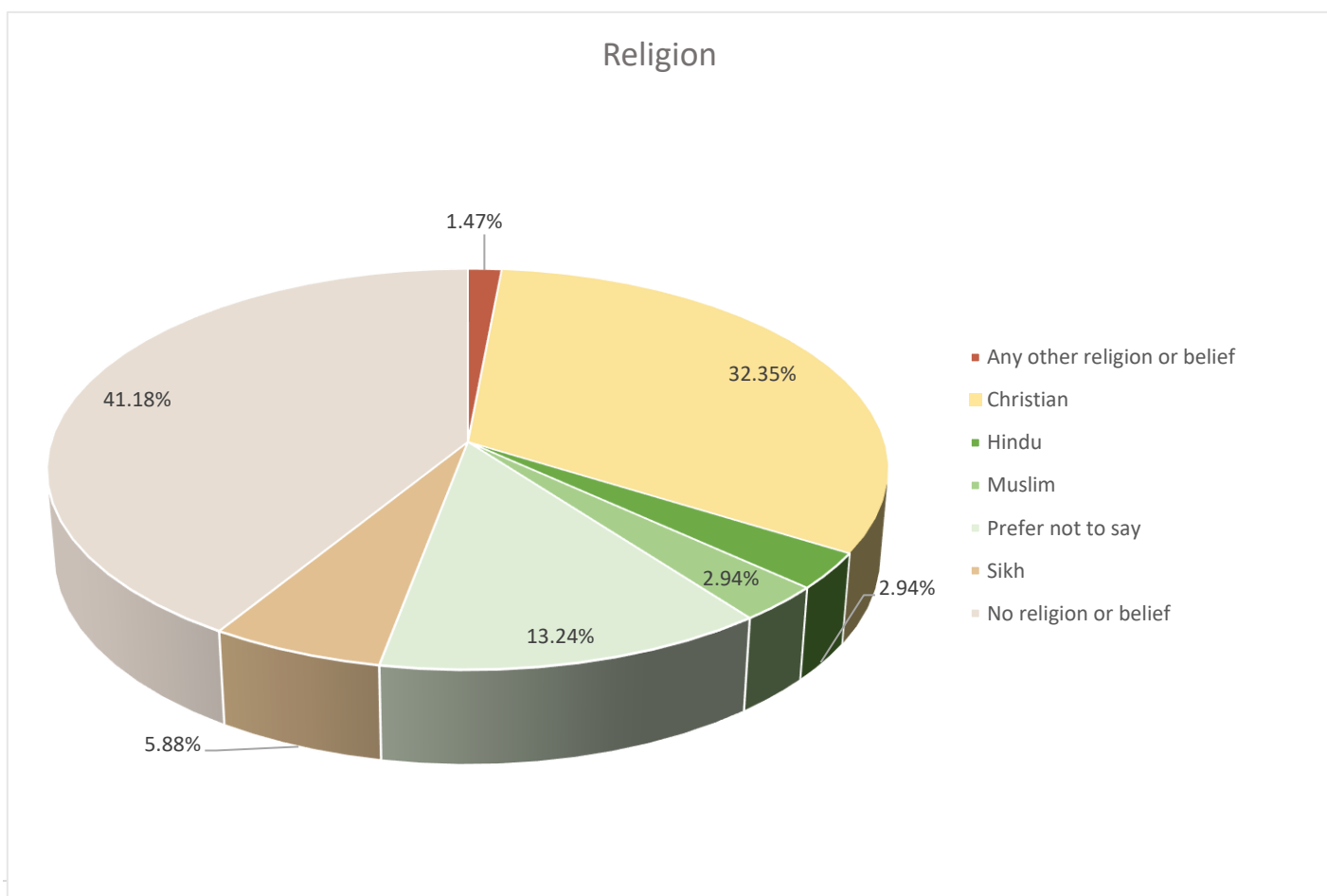
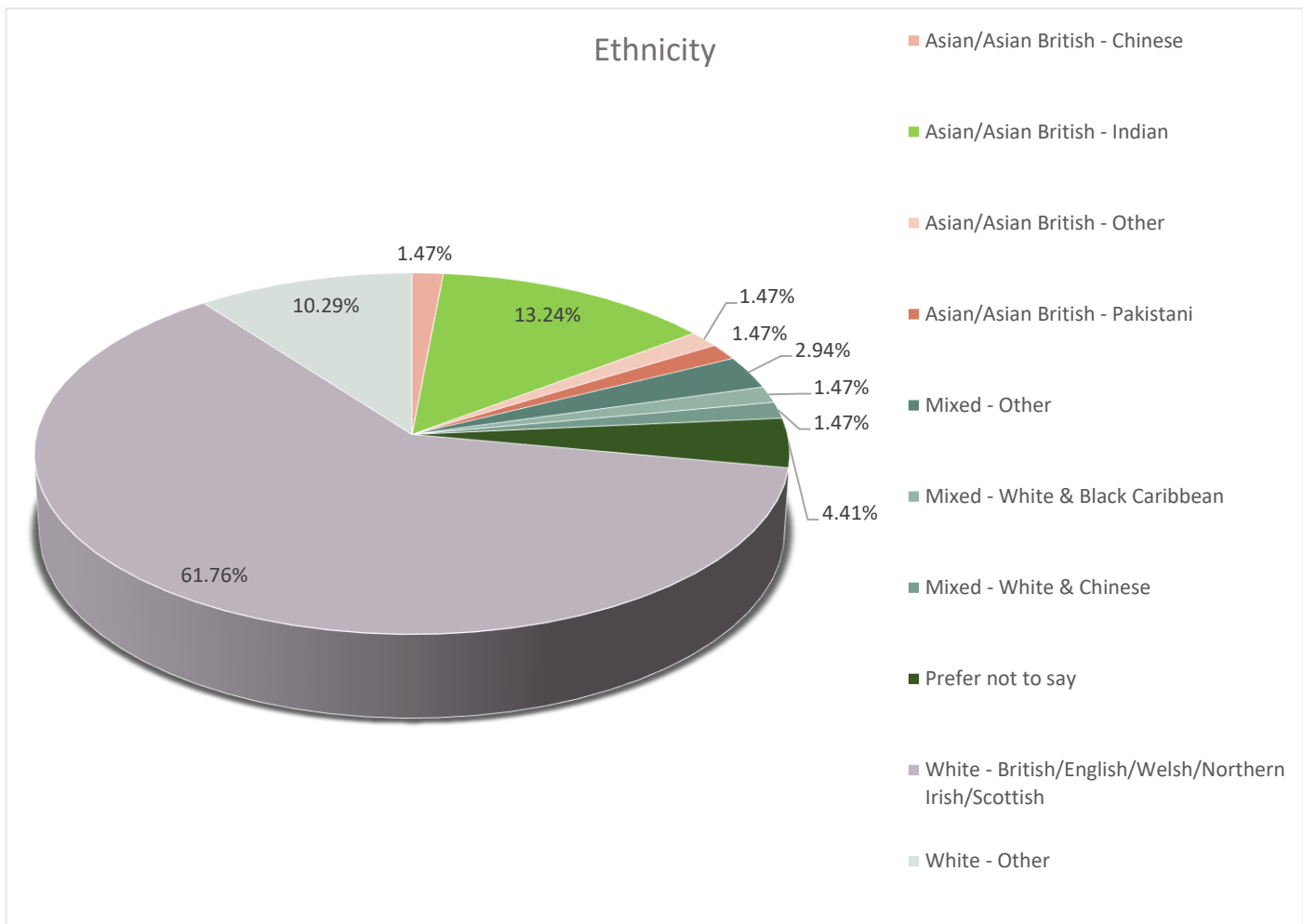
School Attended

Attended school outside the UK	7.24%
Don't know/Other	1.03%
Prefer not to say	9.30%
UK independent/fee-paying school (bursary)	2.84%
UK independent/fee-paying school (no bursary or a bursary that covers less 90% of tuition)	9.30%
UK state run or funded school (non-selective)	45.22%
UK state run or funded school (selective on academic, faith or other grounds)	18.60%
UK State School	6.46%

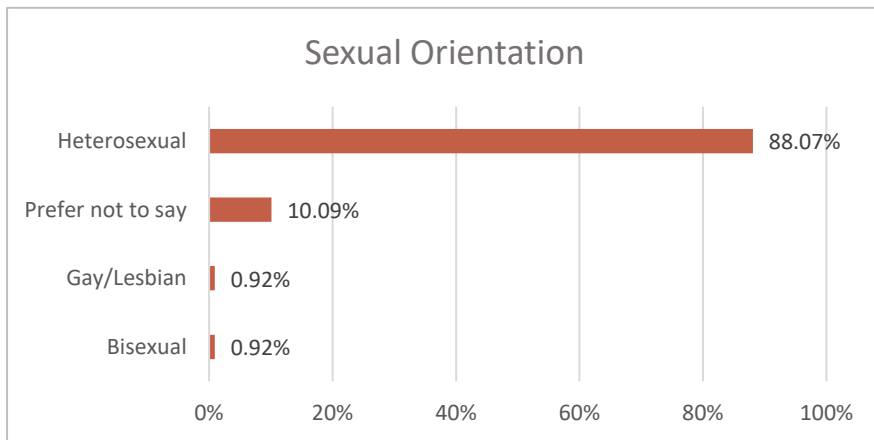
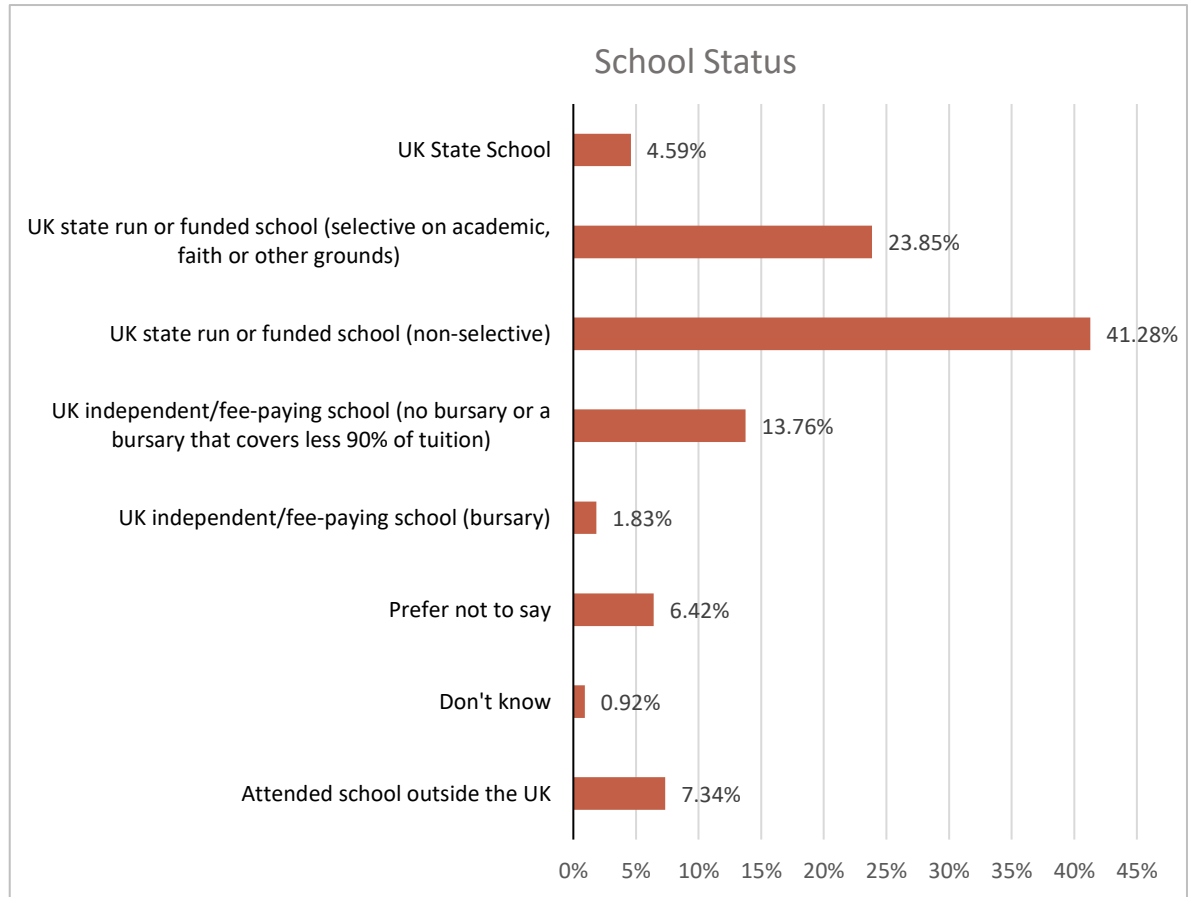
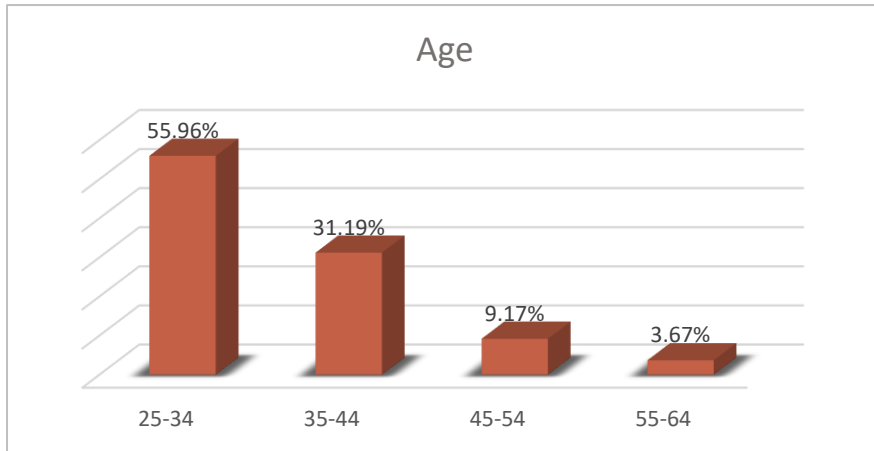
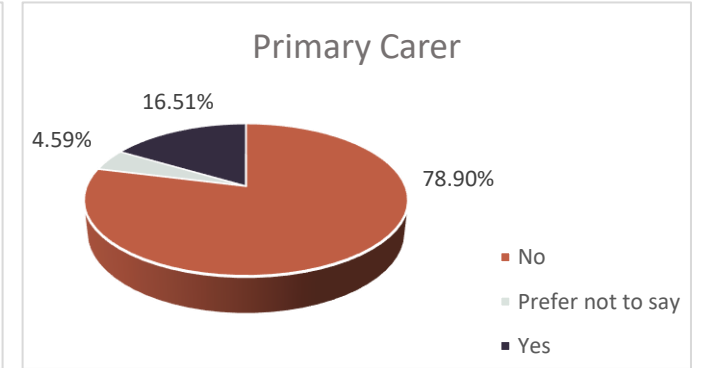
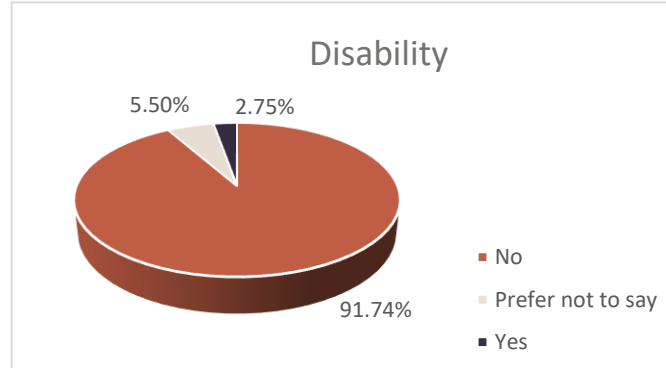
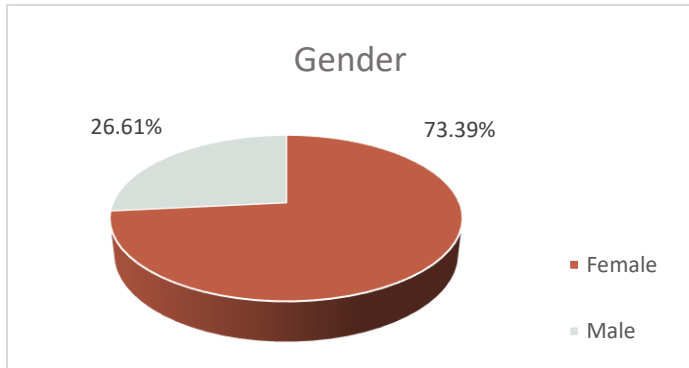
Role | Partners



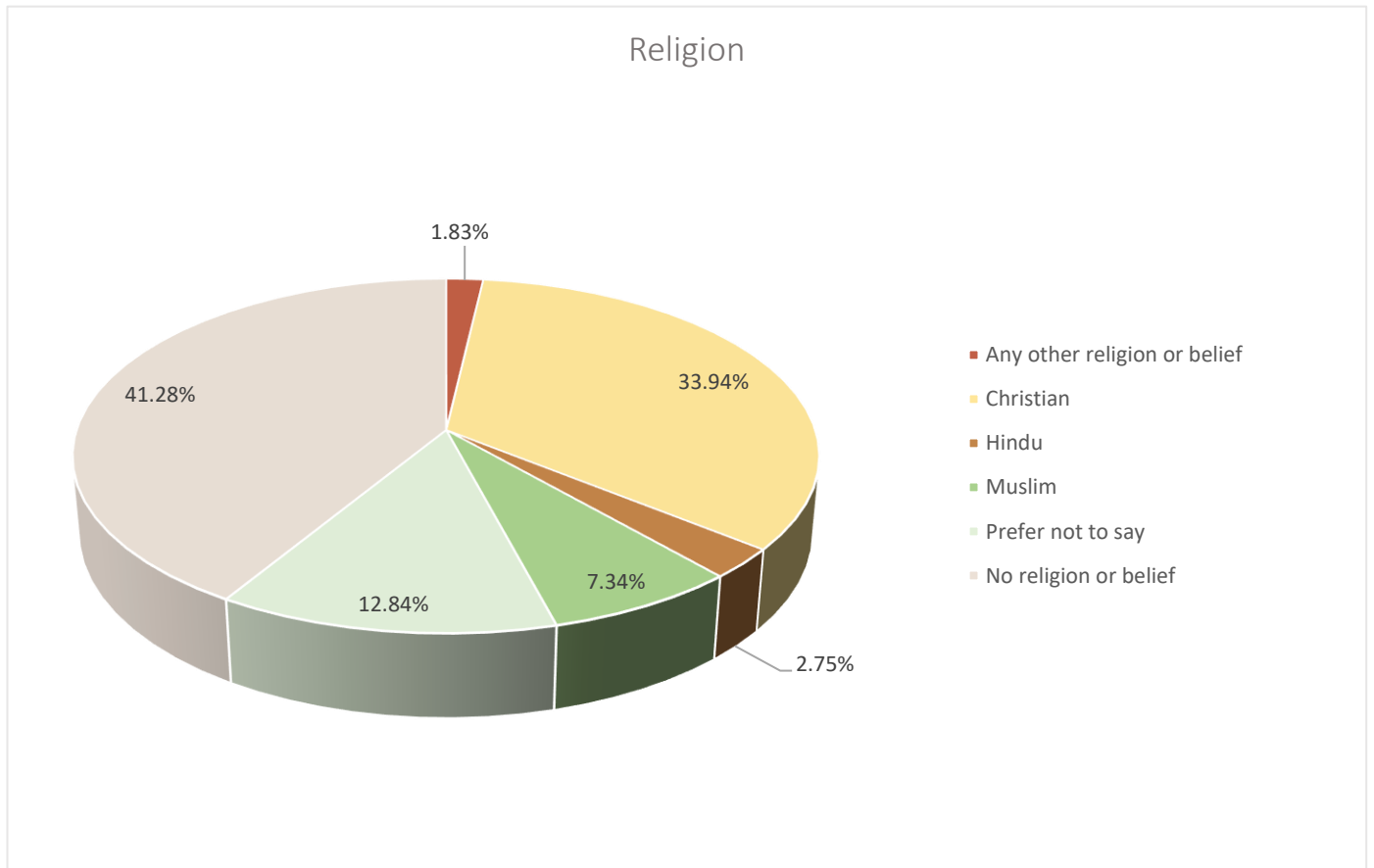
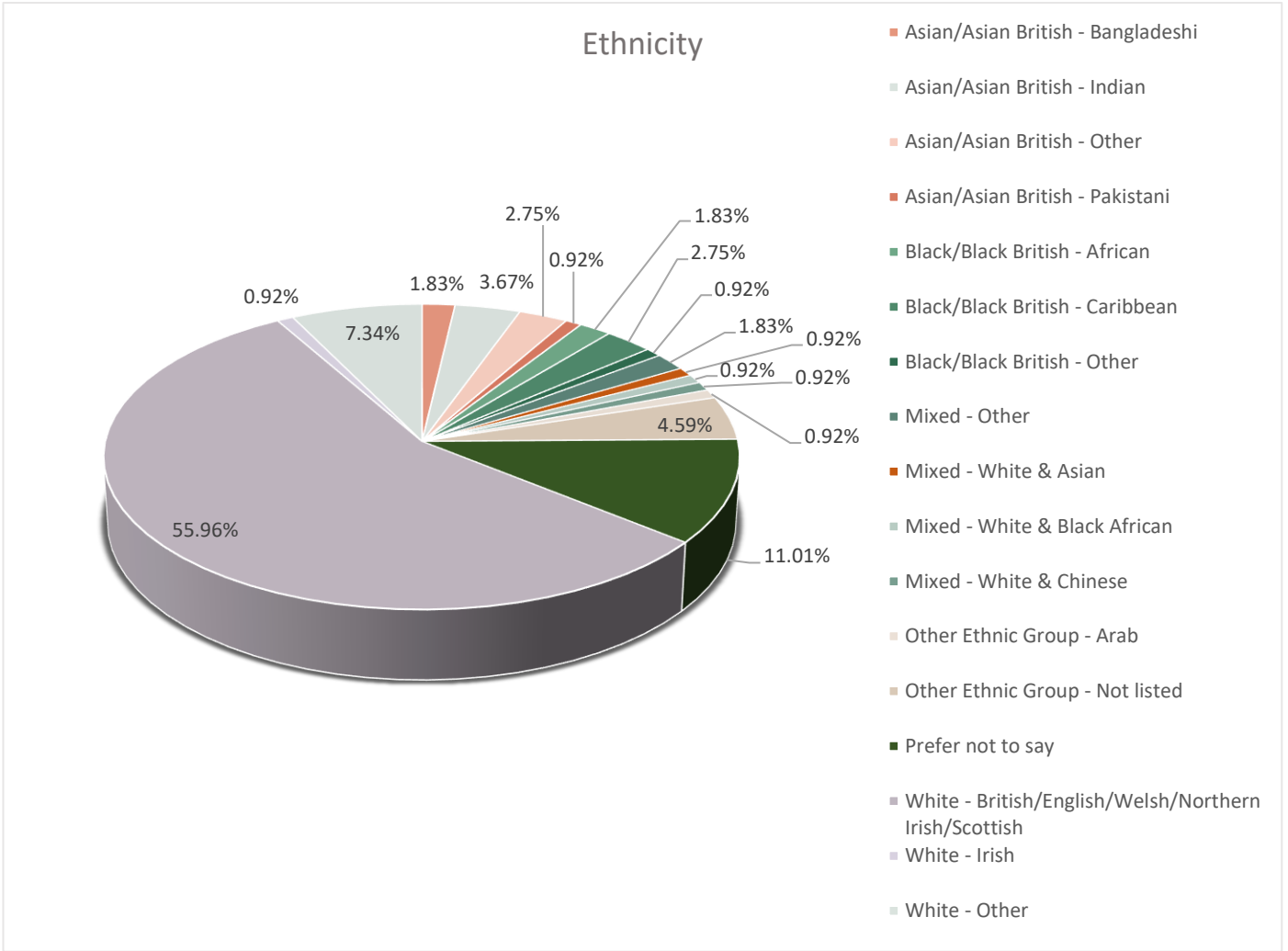
Role | Partners



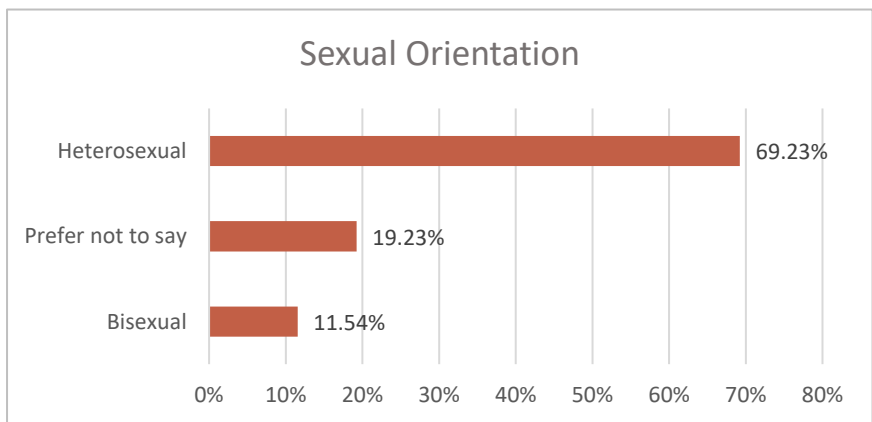
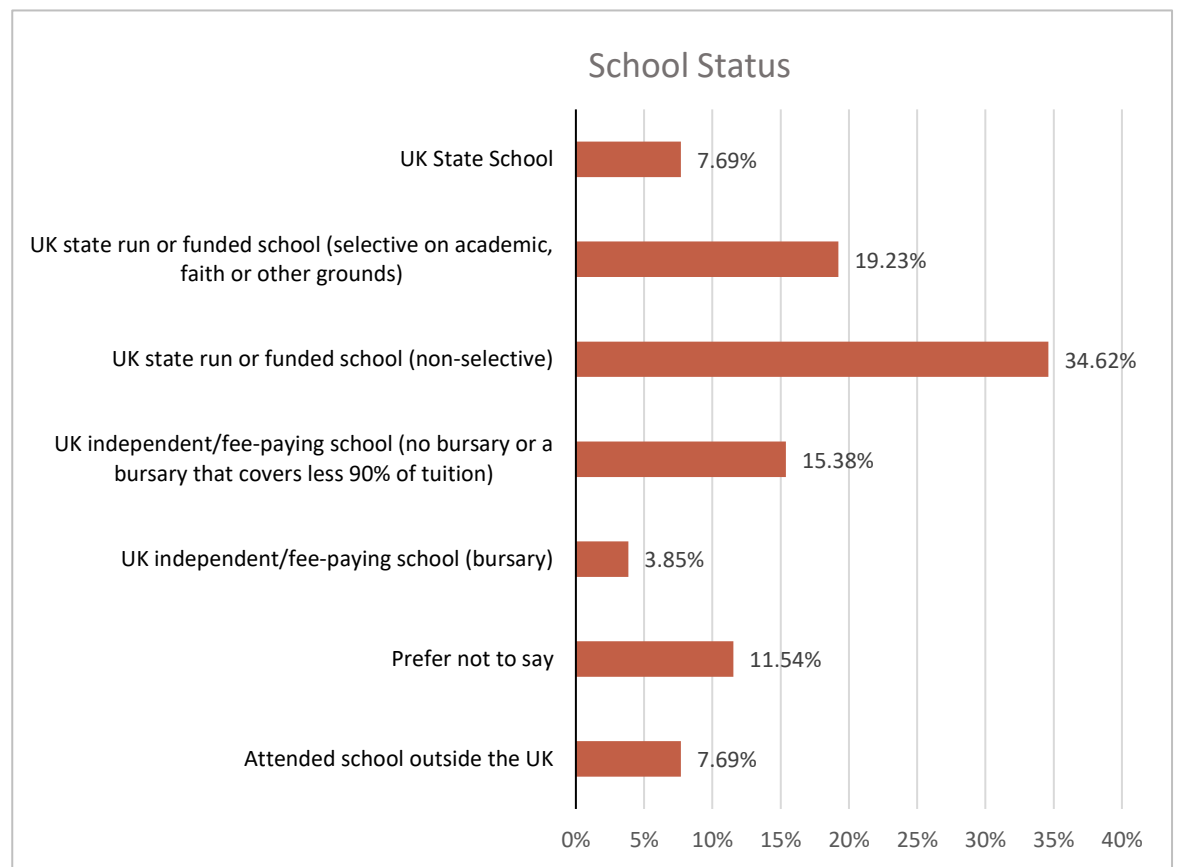
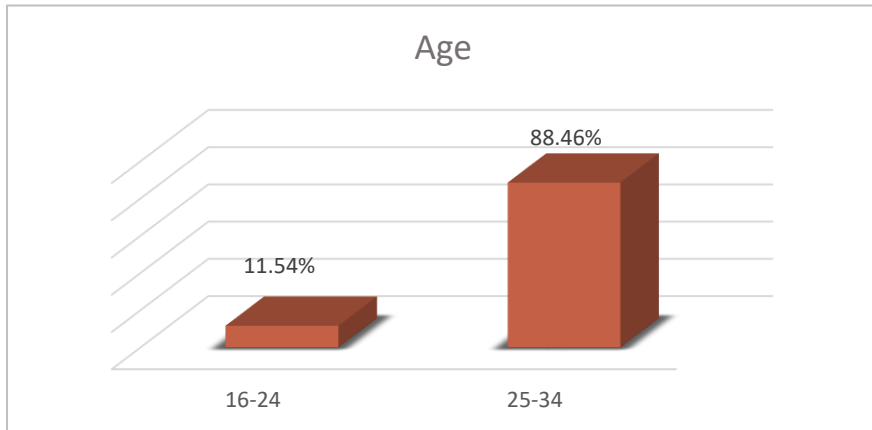
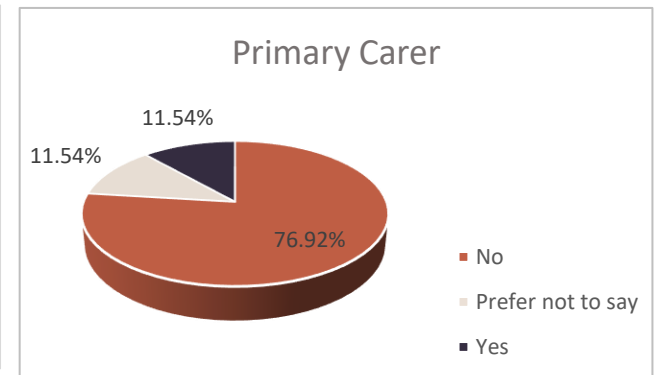
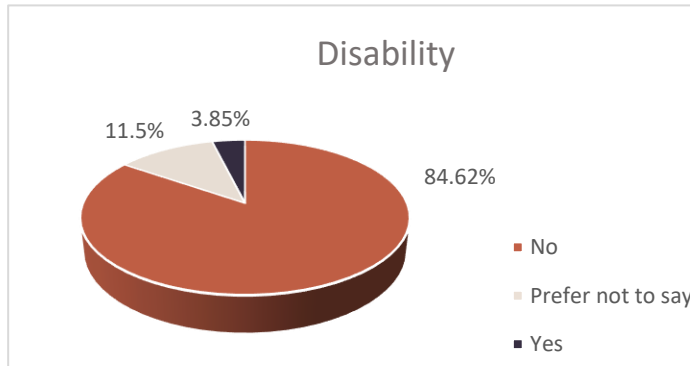
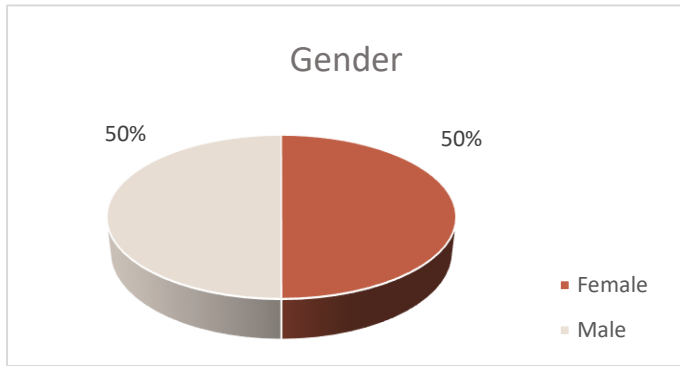
Role | Solicitors



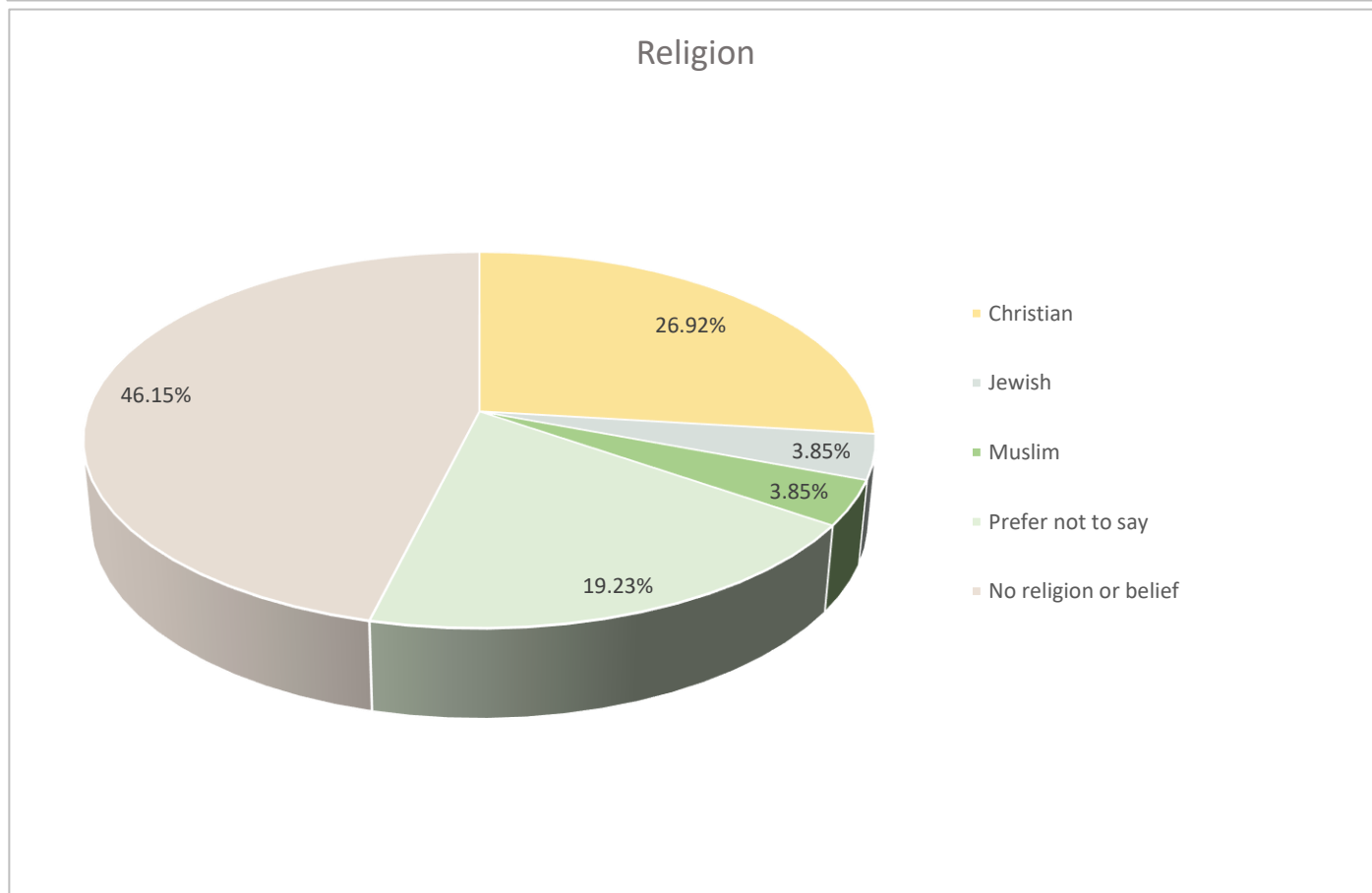
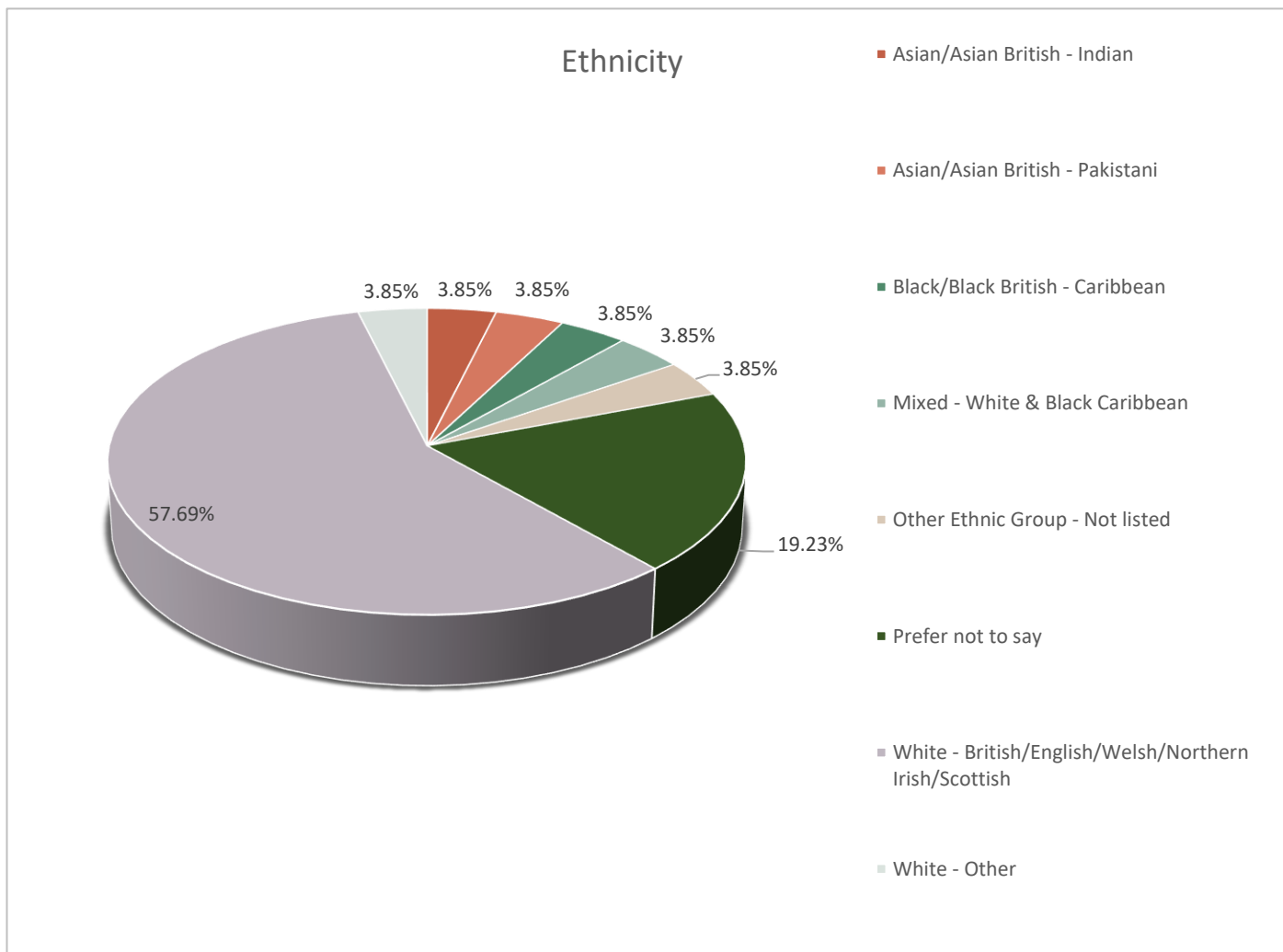
Role | Solicitors



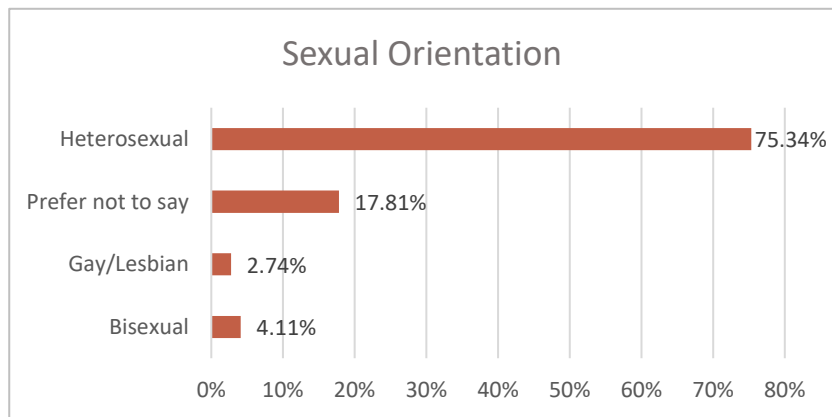
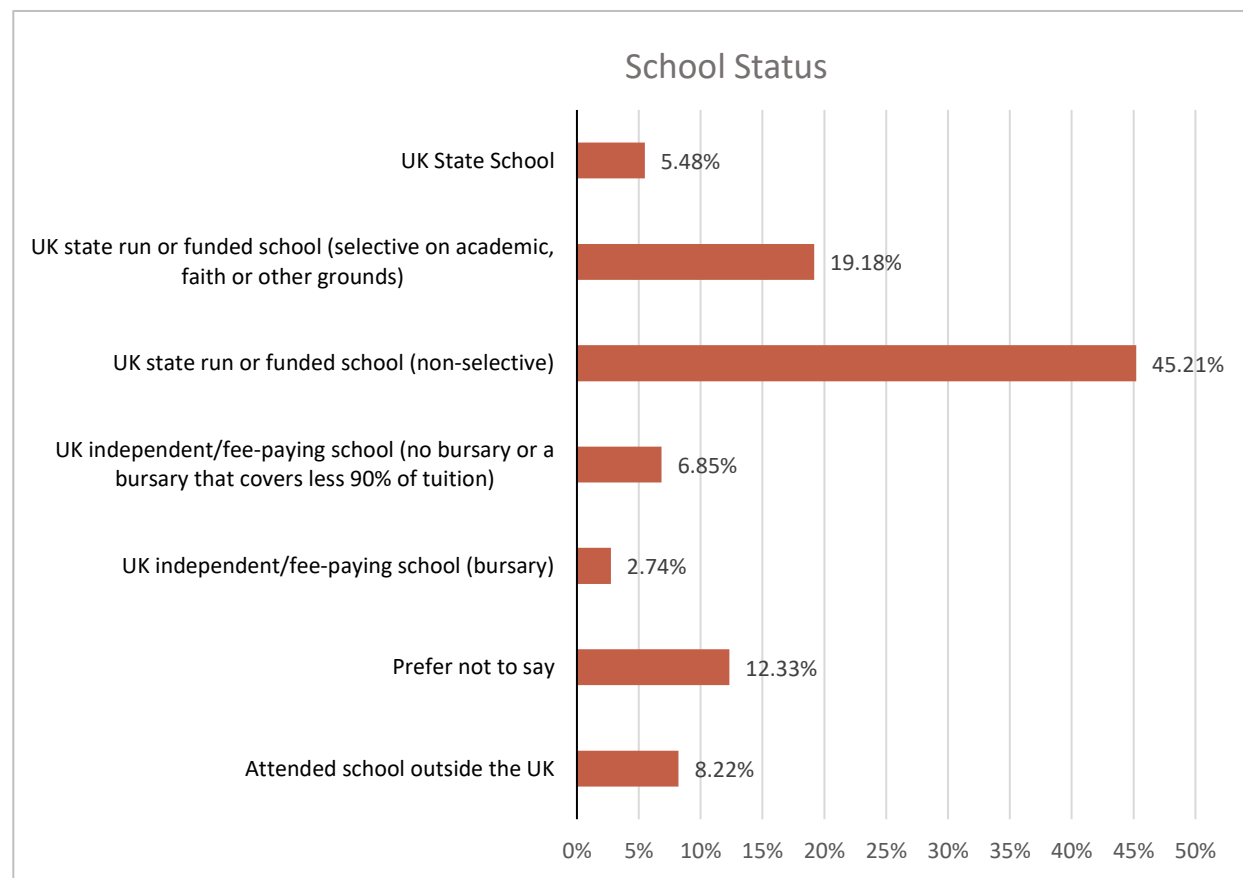
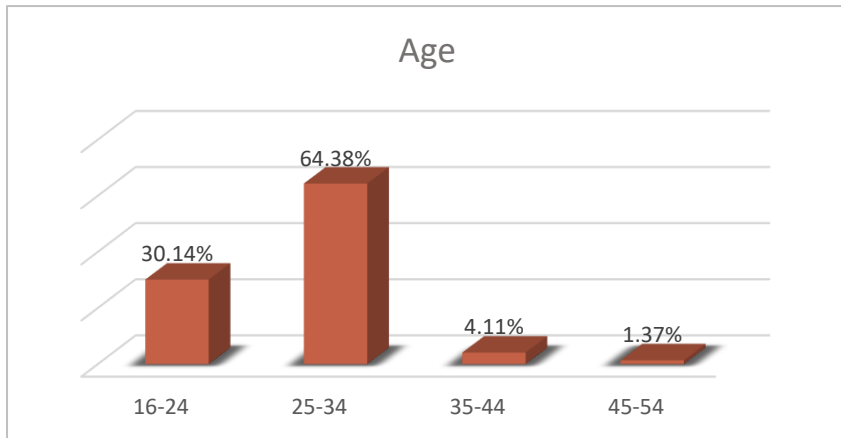
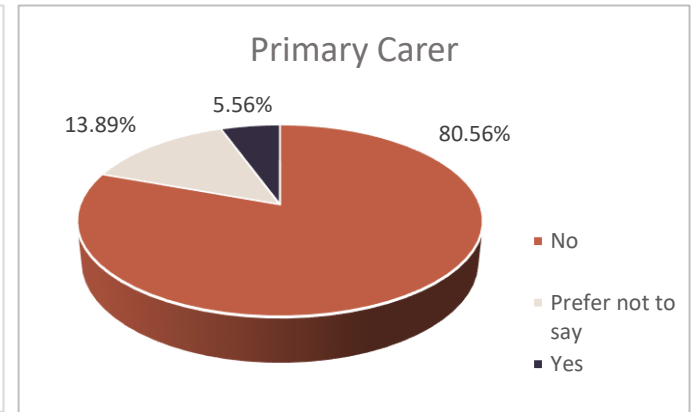
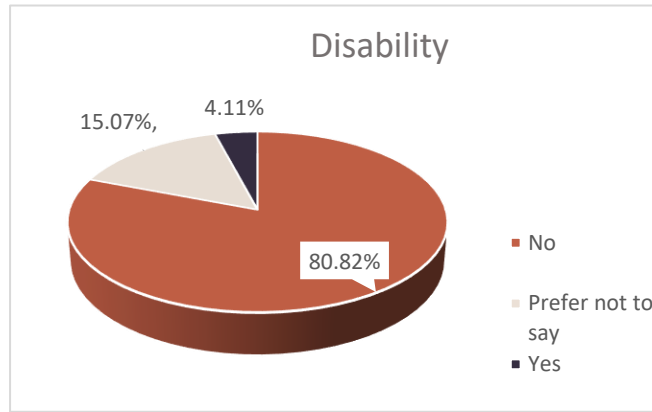
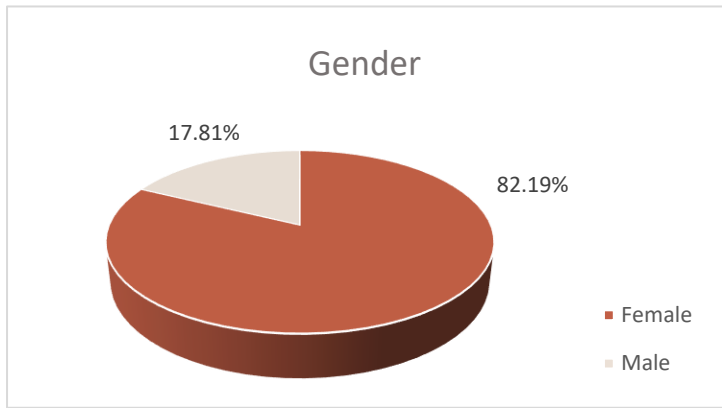
Role | Trainees



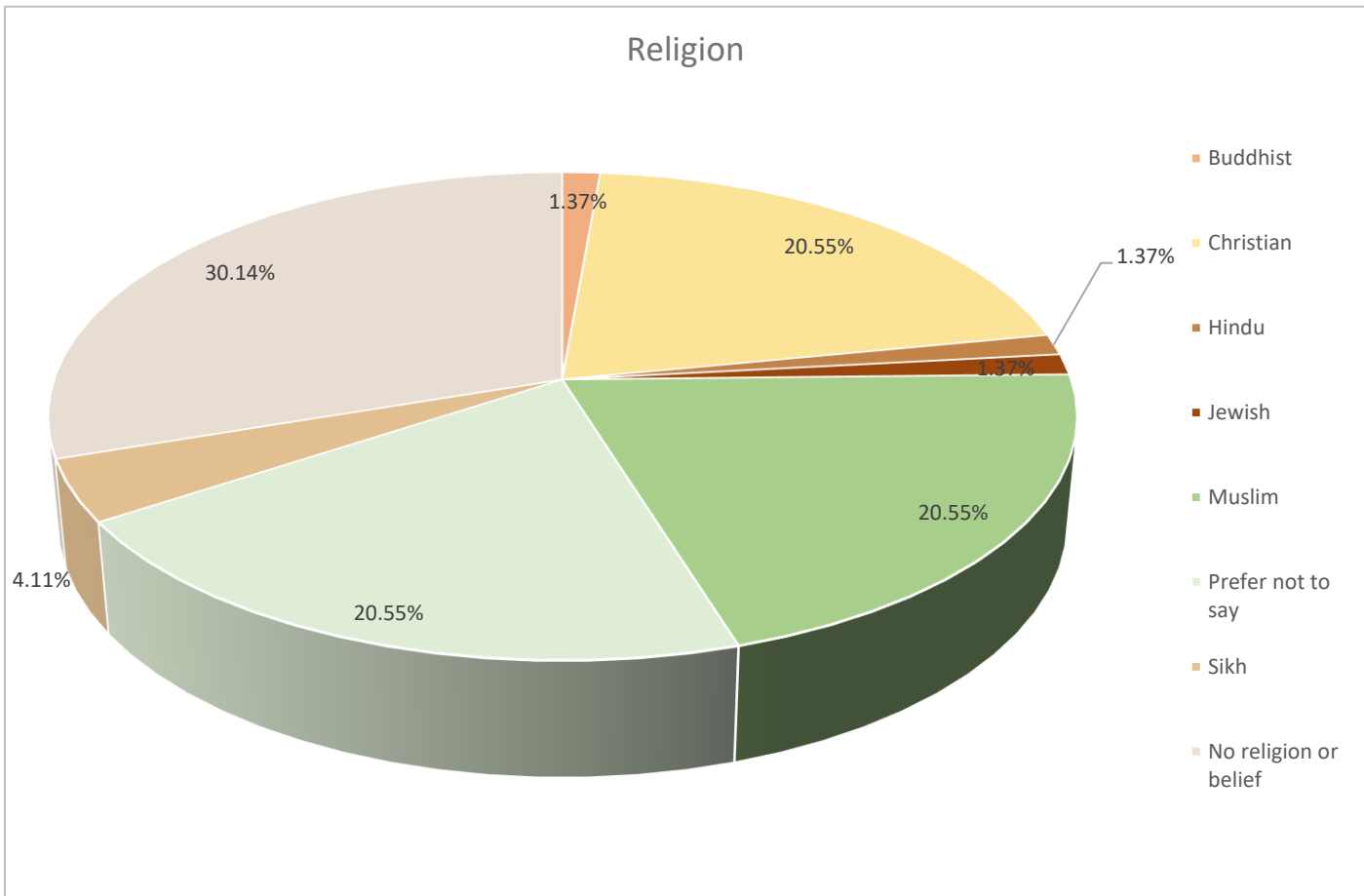
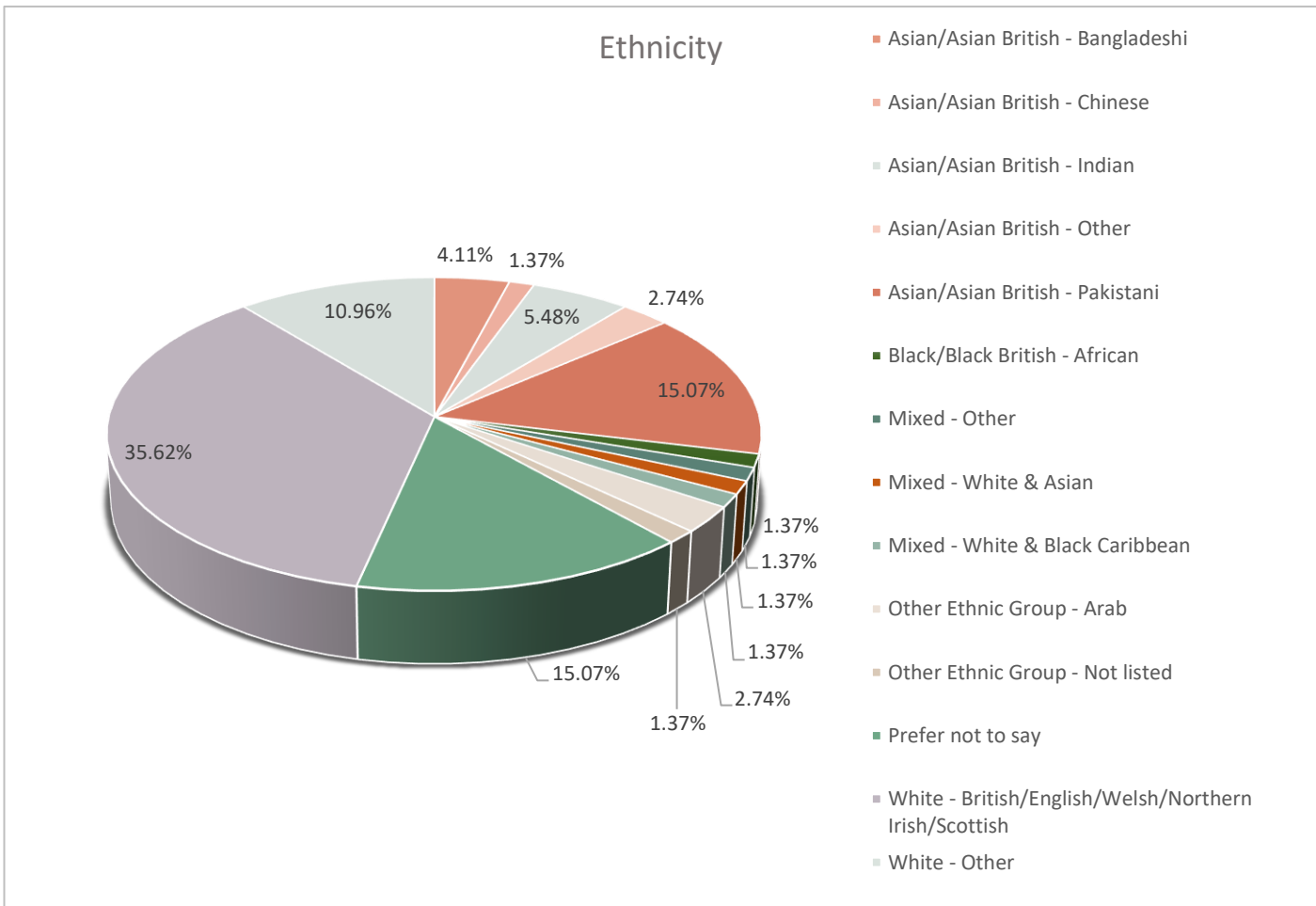
Role | Trainees



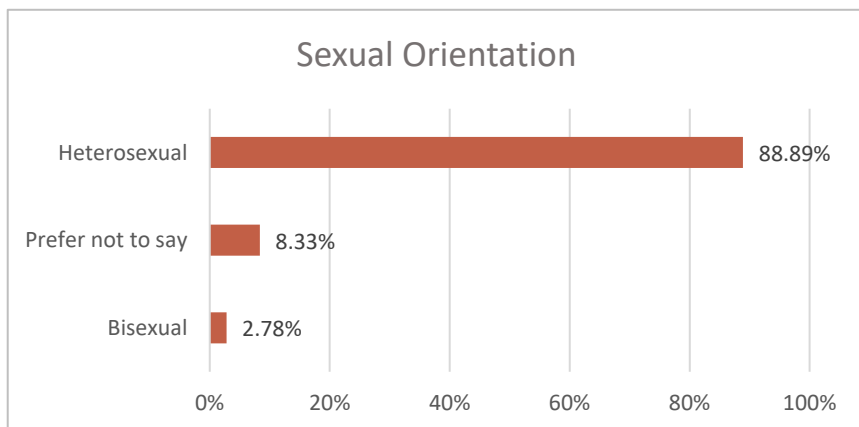
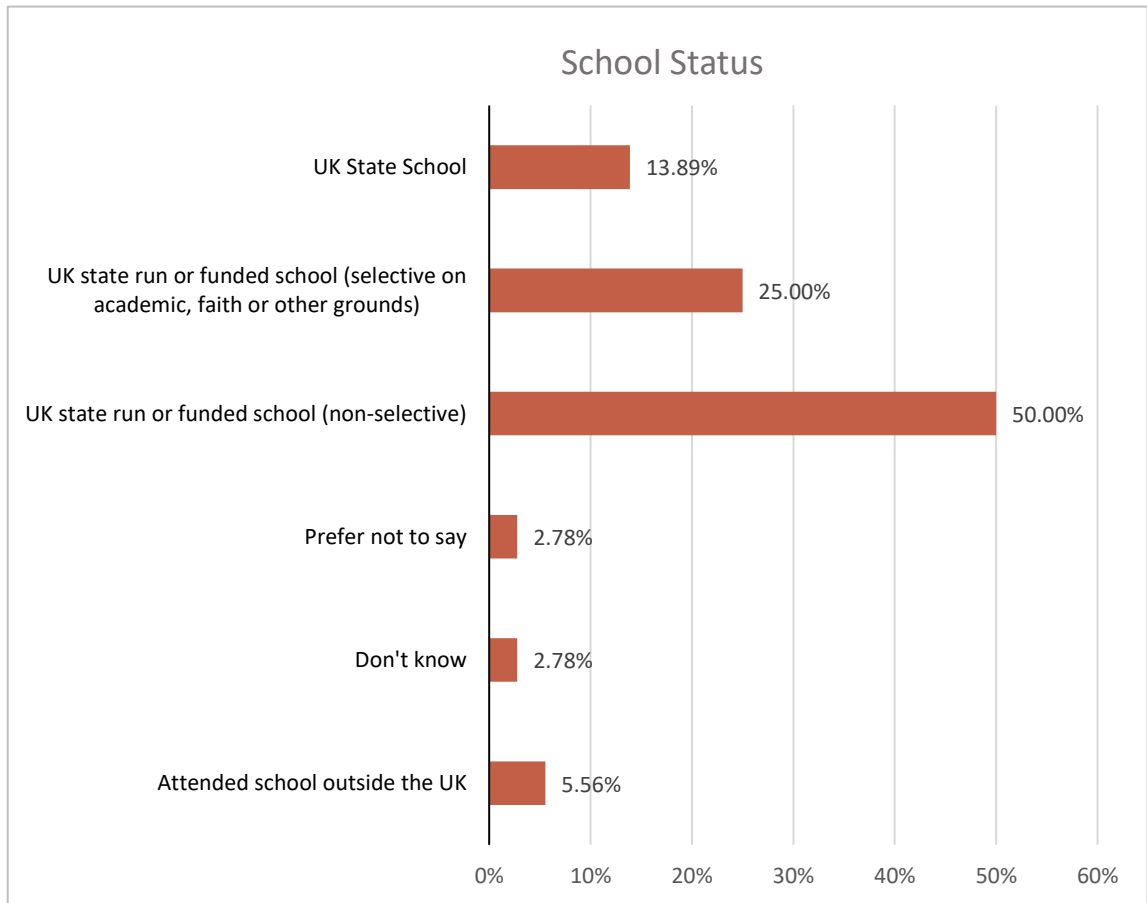
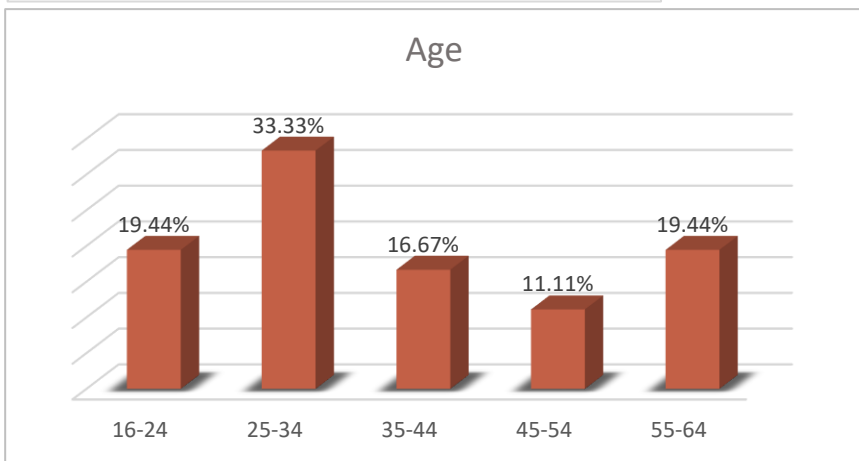
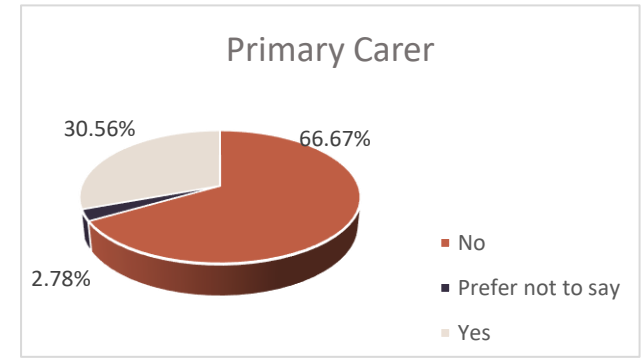
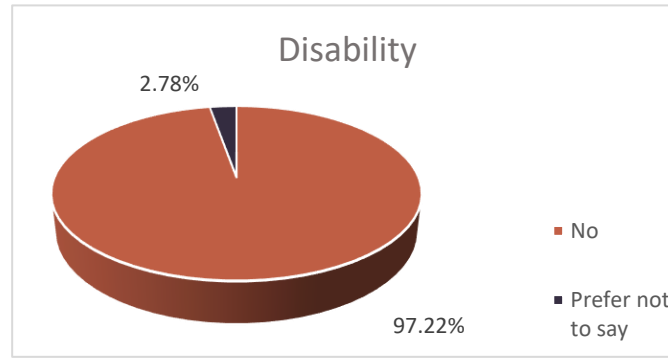
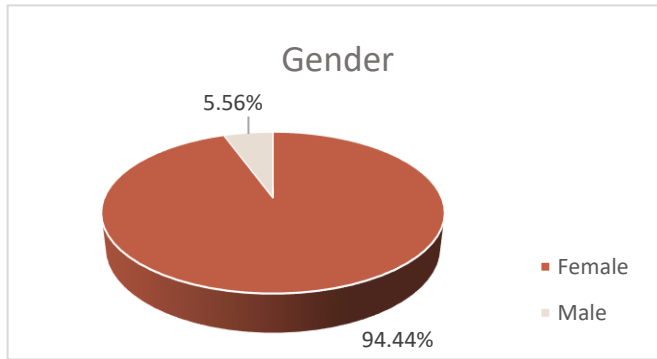
Role | Paralegals



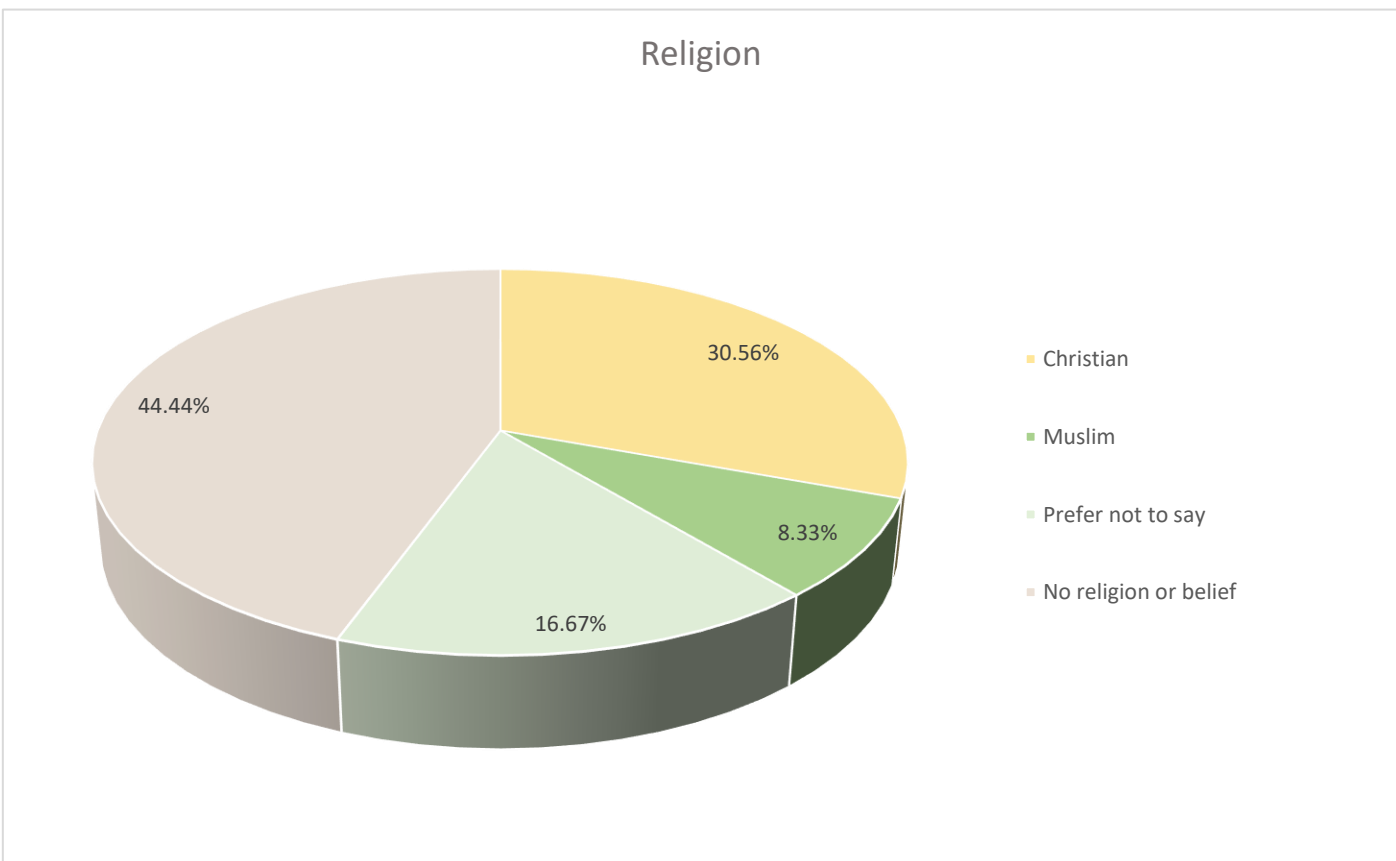
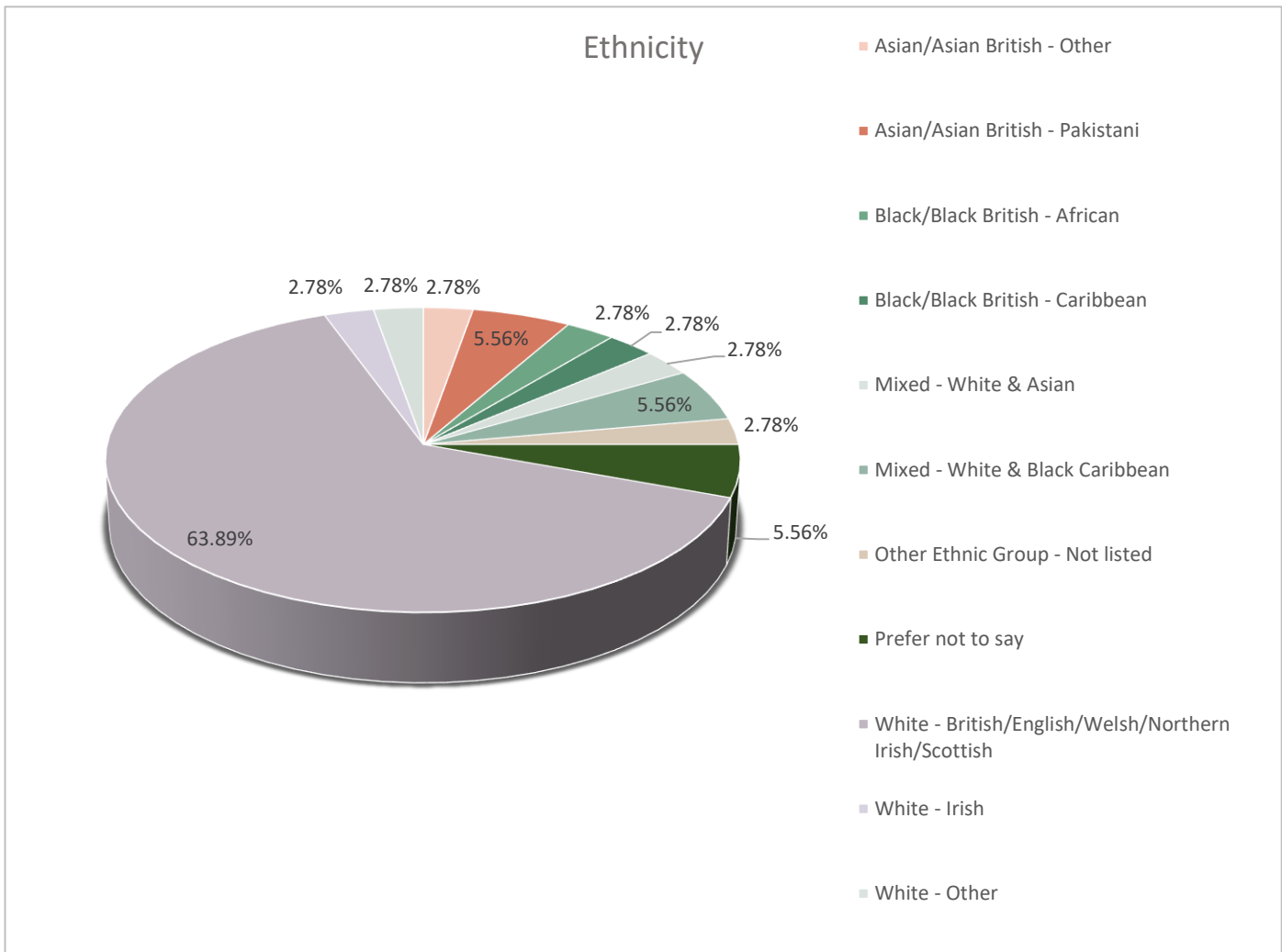
Role | Paralegals



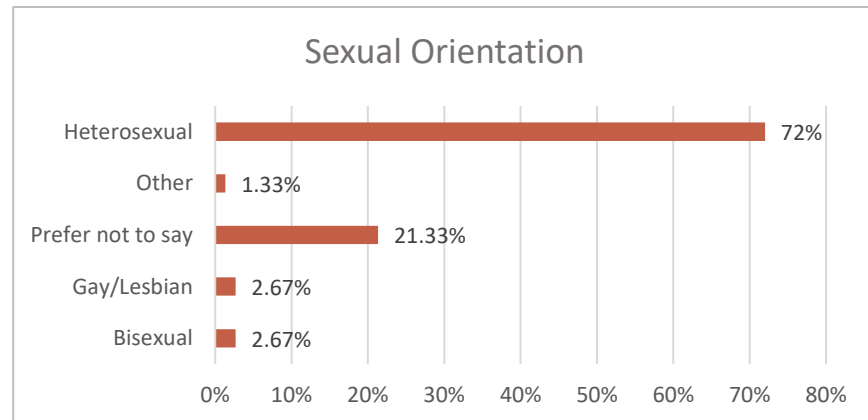
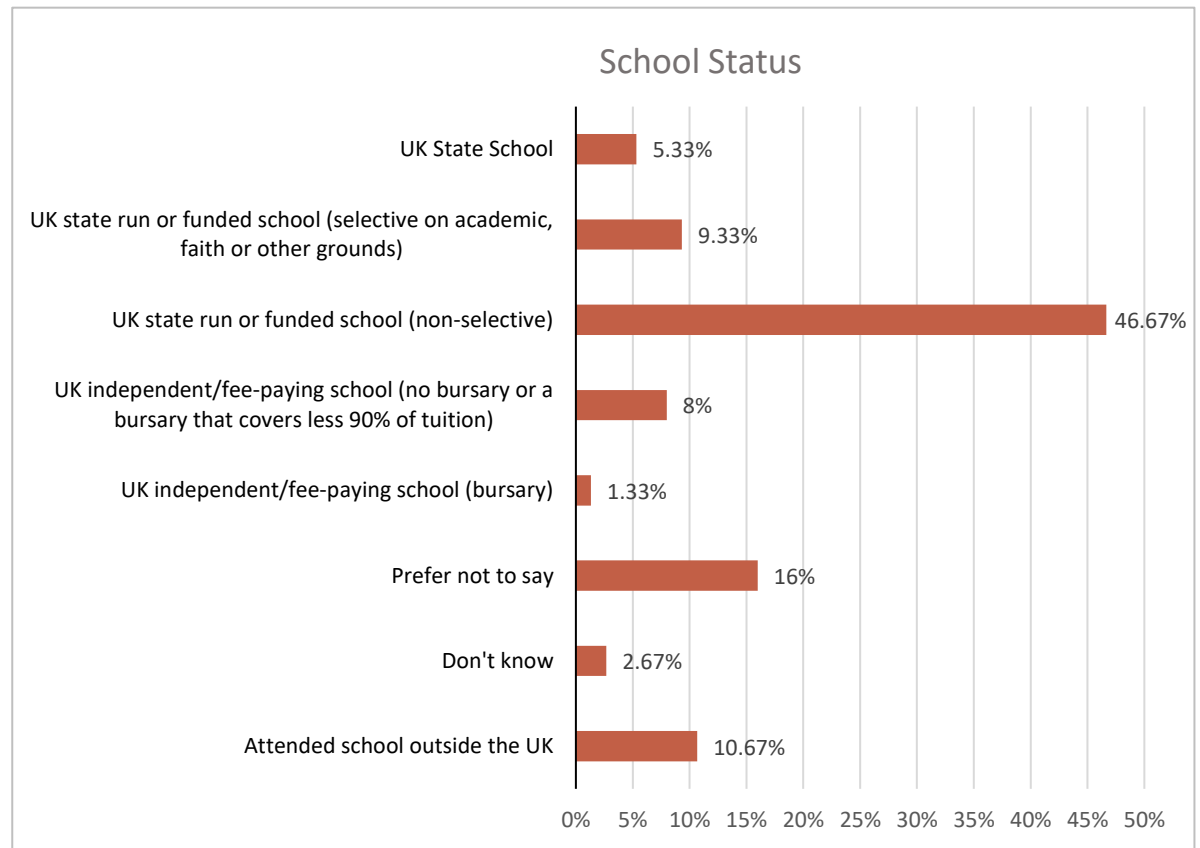
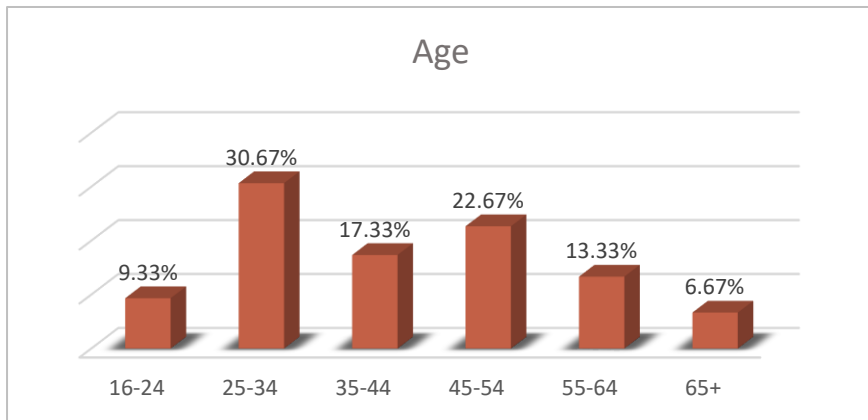
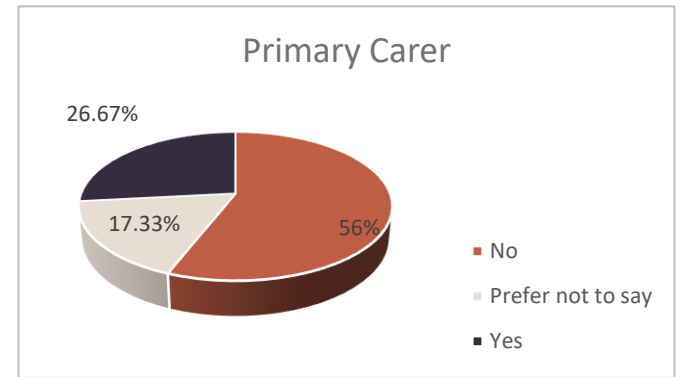
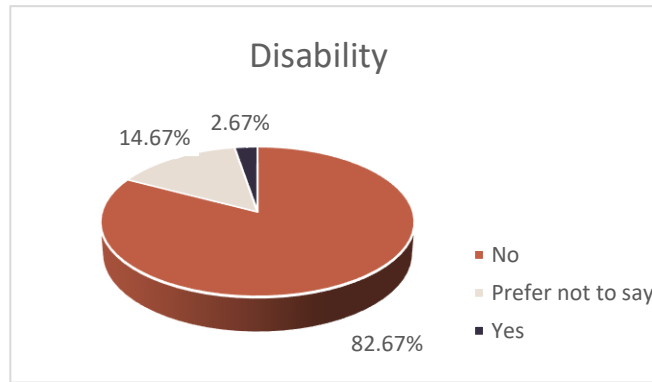
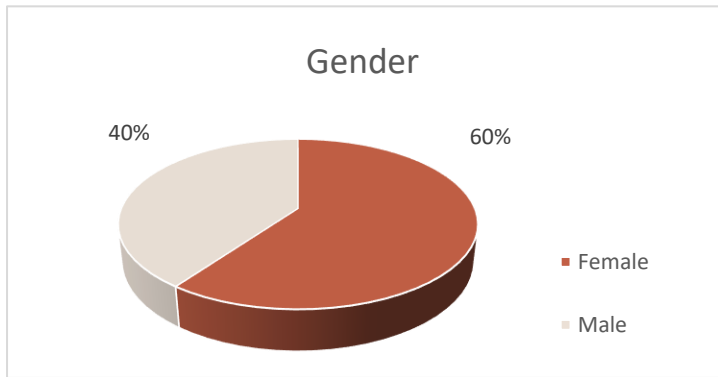
Role | Secretaries



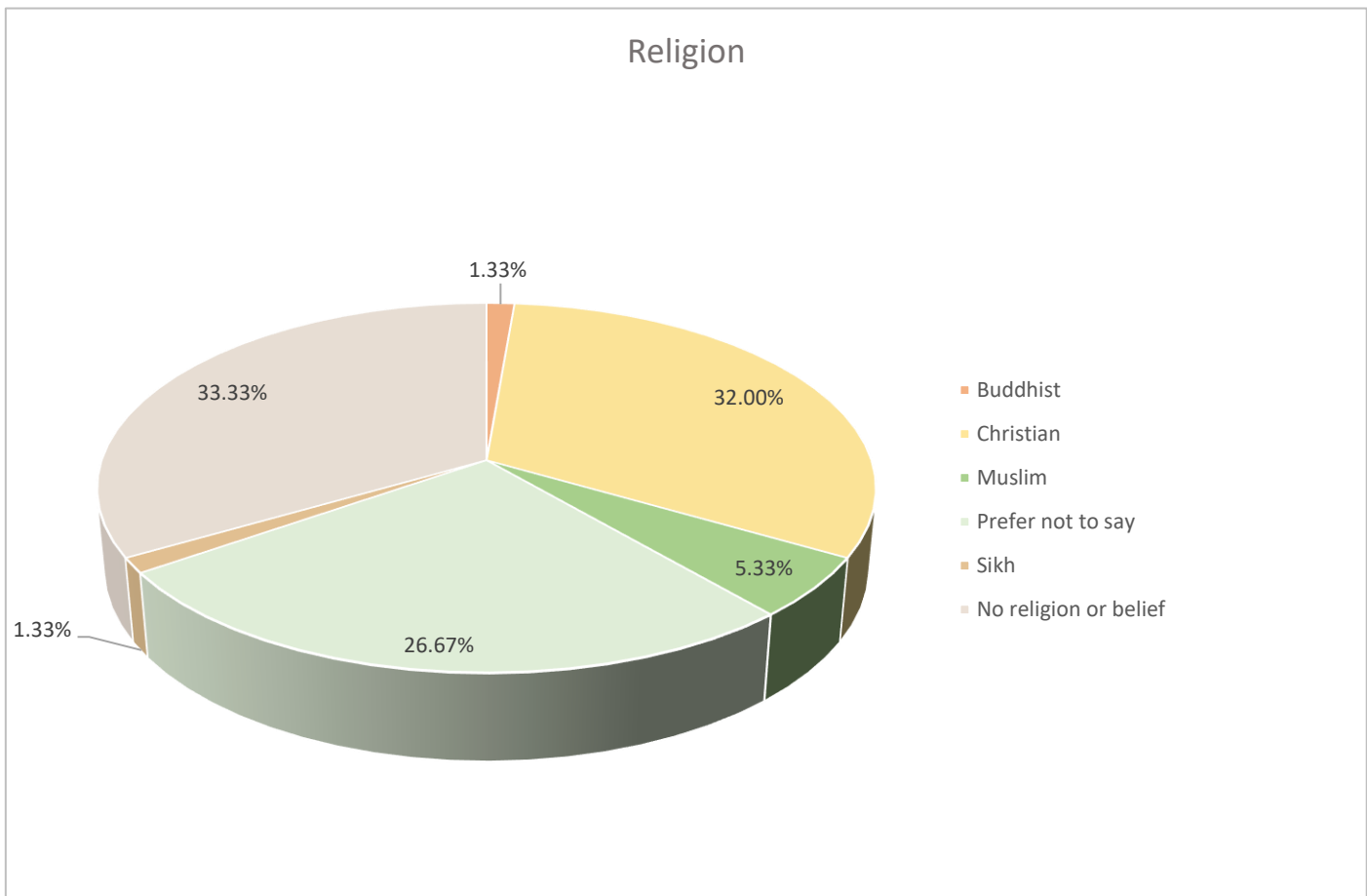
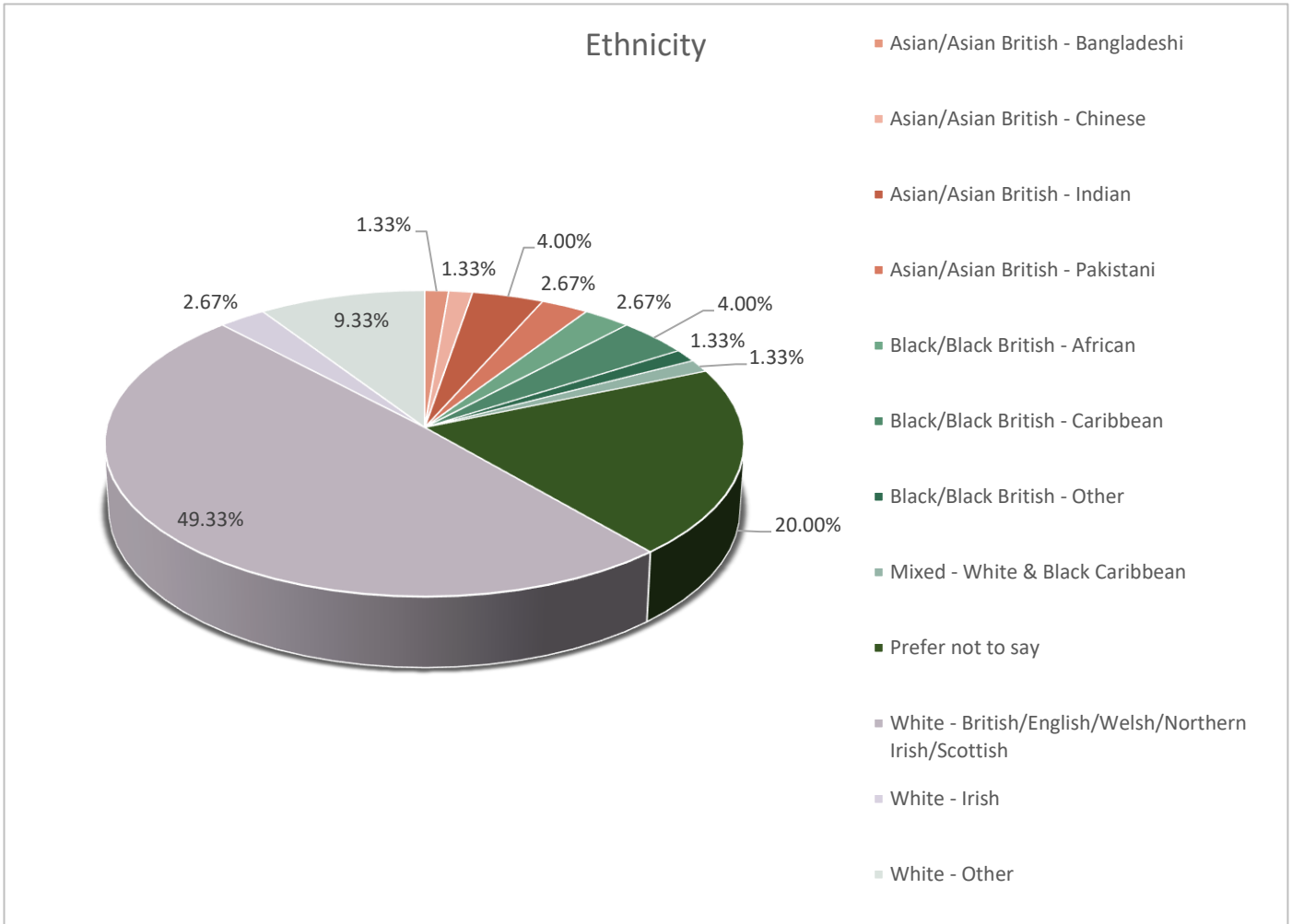
Role | Secretaries



Role | Business Support

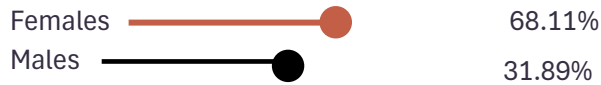


Role | Business Support



London Office Overview

Gender



Ethnic Group

Asian/Asian British - Bangladeshi	1.66%
Asian/Asian British - Chinese	1.00%
Asian/Asian British - Indian	5.32%
Asian/Asian British - Other	1.99%
Asian/Asian British - Pakistani	3.32%
Black/Black British - African	1.99%
Black/Black British - Caribbean	1.99%
Black/Black British - Other	0.66%
Mixed - Other	1.33%
Mixed - White & Asian	1.00%
Mixed - White & Black African	0.33%
Mixed - White & Black Caribbean	1.33%
Mixed - White & Chinese	0.66%
Other Ethnic Group - Arab	1.00%
Other Ethnic Group - Not listed	2.66%
Prefer Not to Say	11.63%
White - British/English/Welsh/Northern Irish/Scottish	50.83%
White - Irish	1.00%
White - Other	10.30%

Disability under Equality Act 2010



Age

16-24	9.97%
25-34	42.52%
35-44	24.25%
45-54	12.62%
55-64	8.64%
65+	1.99%

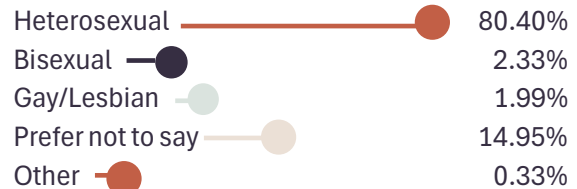
Primary Carer



Religion/belief

Any other religion or belief	1.00%
Buddhist	0.33%
Christian	31.23%
Hindu	1.99%
Jewish	0.66%
Muslim	8.31%
No religion or belief	37.21%
Prefer Not to Say	17.61%
Sikh	1.66%

Sexual Orientation



School Attended

Attended school outside the UK	8.64%
Don't know	1.33%
Prefer not to say	8.97%
UK independent/fee-paying school (bursary)	3.32%
UK independent/fee-paying school (no bursary or a bursary that covers less 90% of tuition)	10.63%
UK state run or funded school (non-selective)	42.86%
UK state run or funded school (selective on academic, faith or other grounds)	17.61%
UK State School	6.64%

Leeds Office Overview

Gender



Primary Carer



Ethnic Group

Asian - Other	2.27%
Asian/Asian British - Indian	2.27%
Asian/Asian British - Pakistani	11.36%
Black/Black British - Caribbean	2.27%
Mixed - Other	2.27%
Mixed - White & Black Caribbean	2.27%
Prefer not to say	11.36%
White - British/English/Welsh/Northern Irish/Scottish	61.36%
White - Irish	2.27%
White - Other	2.27%

Religion/belief

Buddhist	2.27%
Christian	31.82%
Muslim	11.36%
No religion or belief	43.18%
Prefer not to say	11.36%

Sexual Orientation



Disability under Equality Act 2010



School Attended

Attended school outside the UK	4.55%
Prefer not to say	9.09%
UK independent/fee-paying school (no bursary or a bursary that covers less 90% of tuition)	2.27%
UK state run or funded school (non-selective)	52.27%
UK state run or funded school (selective on academic, faith or other grounds)	29.55%
UK State School	2.27%

Age

16-24	13.64%
25-34	59.09%
35-44	18.18%
45-54	6.82%
55-64	2.27%

Birmingham Office Overview

Gender



Primary Carer



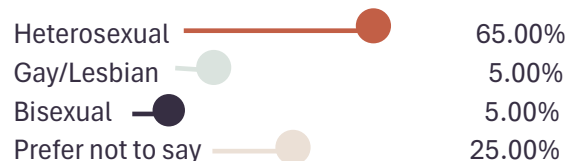
Ethnic Group

Asian/Asian British - Bangladeshi	5.00%
Asian/Asian British - Indian	20.00%
Asian/Asian British - Pakistani	10.00%
Black/Black British - Caribbean	5.00%
Mixed - White & Black Caribbean	5.00%
Prefer not to say	25.00%
White - British/English/Welsh/Northern Irish/Scottish	30.00%

Religion/belief

Christian	15.00%
Muslim	10.00%
No religion or belief	30.00%
Prefer not to say	30.00%
Sikh	15.00%

Sexual Orientation



Disability under Equality Act 2010



Age

16-24	5.00%
25-34	40.00%
35-44	35.00%
45-54	20.00%

School Attended

Prefer not to say	20.00%
UK independent/fee-paying school (no bursary or a bursary that covers less than 90% of tuition)	5.00%
UK state run or funded school (non-selective)	55.00%
UK state run or funded school (selective on academic, faith or other grounds)	15.00%
UK State School	5.00%

Colchester Office Overview

Gender



Primary Carer



Ethnic Group

Asian/Asian British - Pakistani	4.55%
Prefer not to say	13.64%
White - British/English/Welsh/Northern Irish/Scottish	81.82%

Religion/belief

Christian	22.73%
Muslim	4.55%
No religion or belief	50.00%
Prefer not to say	22.73%

Disability under Equality Act 2010



Sexual Orientation



Age

16-24	9.09%
25-34	36.36%
35-44	31.82%
45-54	22.73%

School Attended

Prefer not to say	4.55%
UK independent/fee-paying school (bursary)	4.55%
UK independent/fee-paying school (no bursary or a bursary that covers less 90% of tuition)	9.09%
UK state run or funded school (non-selective)	54.55%
UK state run or funded school (selective on academic, faith or other grounds)	13.64%
UK State School	13.64%

Devonshires

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 2025, as well as local and national data collected from the most recent 2021 census.

Across the Business

Gender	Devonshires	SRA	City of London	Greater London	UK
Male	30.49%	33%	55.8%	48.5%	49%
Female	69.51%	65%	44.2%	51.5%	51%

Ethnicity	Devonshires	SRA	City of London	Greater London	UK
White	62.02%	76%	69.4%	53.8%	81.7%
Asian/Asian British	14.21%	12%	16.8%	20.7%	9.3%
Black/Black British	4.13%	3%	2.7%	13.5%	4%
Mixed/Multiple and Other Ethnic Groups	19.65%	4%	11.1%	12.1%	5%

Disability	Devonshires	SRA	City of London	Greater London	UK
Identifies as disabled	2.58%	8%	10.7%	13.3%	17.5%

Religion/Belief	Devonshires	SRA	City of London	UK
Christian	29.97%	36%	34.7%	46.2%
Muslim	8.53%	6%	6.3%	6.5%
No religion or belief	38.24%	40%	43.8%	37.2%
Hindu	1.55%	2%	2.4%	1.7%
Sikh	2.07%	1%	<1%	<1%
Jewish	0.52%	1%	2.1%	<1%
Buddhist	0.52%	1%	1.1%	<1%
Other religion or belief	0.78%	2%	<1%	<1%
Prefer not to say	17.83%	9%	8.9%	6%

Across the Different Office Locations

London

Gender	Devonshires	City of London	Greater London
Male	31.89%	55.8%	48.5%
Female	68.11%	44.2%	51.5%

Ethnicity	Devonshires	City of London	Greater London
White	62.13%	69.4%	53.8%
Asian/Asian British	13.29%	16.8%	20.7%
Black/Black British	4.65%	2.7%	13.5%
Mixed/Multiple and Other Ethnic Groups	8.31%	11.1%	12.1%

Disability	Devonshires	City of London	Greater London
Identifies as disabled	2.66%	10.7%	13.3%

Religion/Belief	Devonshires	City of London
Christian	31.23%	34.7%
Muslim	8.31%	6.3%
No religion or belief	37.21%	43.8%
Hindu	1.99%	2.4%
Sikh	1.66%	<1%
Jewish	<1%	2.1%
Buddhist	<1%	1.1%
Other religion or belief	1%	<1%
Prefer not to say	17.61%	8.9%

Leeds

Gender	Devonshires	Leeds Census
Male	29.55%	48.8%
Female	70.45%	51.2%

Ethnicity	Devonshires	Leeds Census
White	65.91%	79%
Asian/Asian British	15.91%	9.7%
Black/Black British	2.27%	5.6%
Mixed/Multiple and Other Ethnic Groups	15.91%	5.7%

Disability	Devonshires	Leeds Census
Identifies as disabled	2.27%	18%

Religion/Belief	Devonshires	Leeds Census
Christian	31.82%	42.3%
Muslim	11.36%	7.8%
No religion or belief	43.18%	40.2%
Buddhist	2.27%	<1%
Prefer not to say	11.36%	5.8%

Birmingham

Gender	Devonshires	Birmingham Census
Male	29.55%	48.95%
Female	70.45%	51.05%

Ethnicity	Devonshires	Birmingham Census
White	65.91%	48.6%
Asian/Asian British	15.91%	31%
Black/Black British	2.27%	11%
Mixed/Multiple and Other Ethnic Groups	15.91%	9.3%

Disability	Devonshires	Birmingham Census
Identifies as disabled	2.27%	20%

Religion/Belief	Devonshires	Birmingham Census
Buddhist	2.27%	<1%
Christian	31.82%	34%
Muslim	11.36%	29.9%
No religion or belief	43.18%	24.1%
Prefer not to say	11.36%	6.1%

Colchester

Gender	Devonshires	Colchester Census
Male	27.27%	48.92%
Female	72.73%	51.08%

Ethnicity	Devonshires	Colchester Census
White	81.82%	87%
Asian/Asian British	4.55%	5.1%

Disability	Devonshires	Colchester Census
Identifies as disabled	0%	17.5%

Religion/Belief	Devonshires	Colchester Census
Christian	22.73%	44.4%
Muslim	4.55%	2.1%
No religion or belief	50%	44.4%
Prefer not to say	22.73%	6.2%

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