

MILLS & REEVE

Achieve more. Together.

# M&R SRA Diversity Data



This presentation shows the data from the SRA Diversity surveys carried out in 2017, 2019, 2021 and 2023.

Throughout the presentation we will refer to four reporting groups of Partner, Solicitor, Other legal and Business Services, which are aggregated from the prescribed categories within the SRA questionnaire below:

- **Partner** – Solicitor Partner
- **Solicitor** – Solicitor (not partner), other fee earning role, Barrister, Chartered Legal Executive (Fellow)/CILEx Practitioner, Licensed Conveyancer, Patent or Trade Mark Attorney, Costs Lawyer, Notary
- **Other Legal** – Role directly reporting to a fee earner
- **Business services** – Managerial role, IT/HR/Other corporate services role

For some of the slides we have included the 'Prefer Not To Say' results (where we think this was useful/appropriate).

Due to rounding, there may be occasions where percentages total 99-101%.

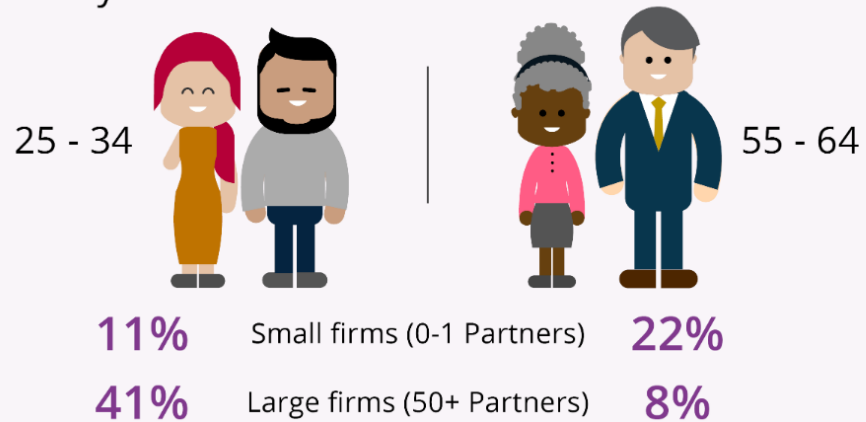


# Age

\*Throughout this presentation, we include the below images which outline the benchmark for each category across UK law firm's. We have utilised these images to draw comparisons on how we are doing as a firm against the national figures.

## Age in law firms

Of all lawyers . . .



In 2023, 36% of lawyers are between the age of 25 - 34 and 10% are between the age of 55 - 64.

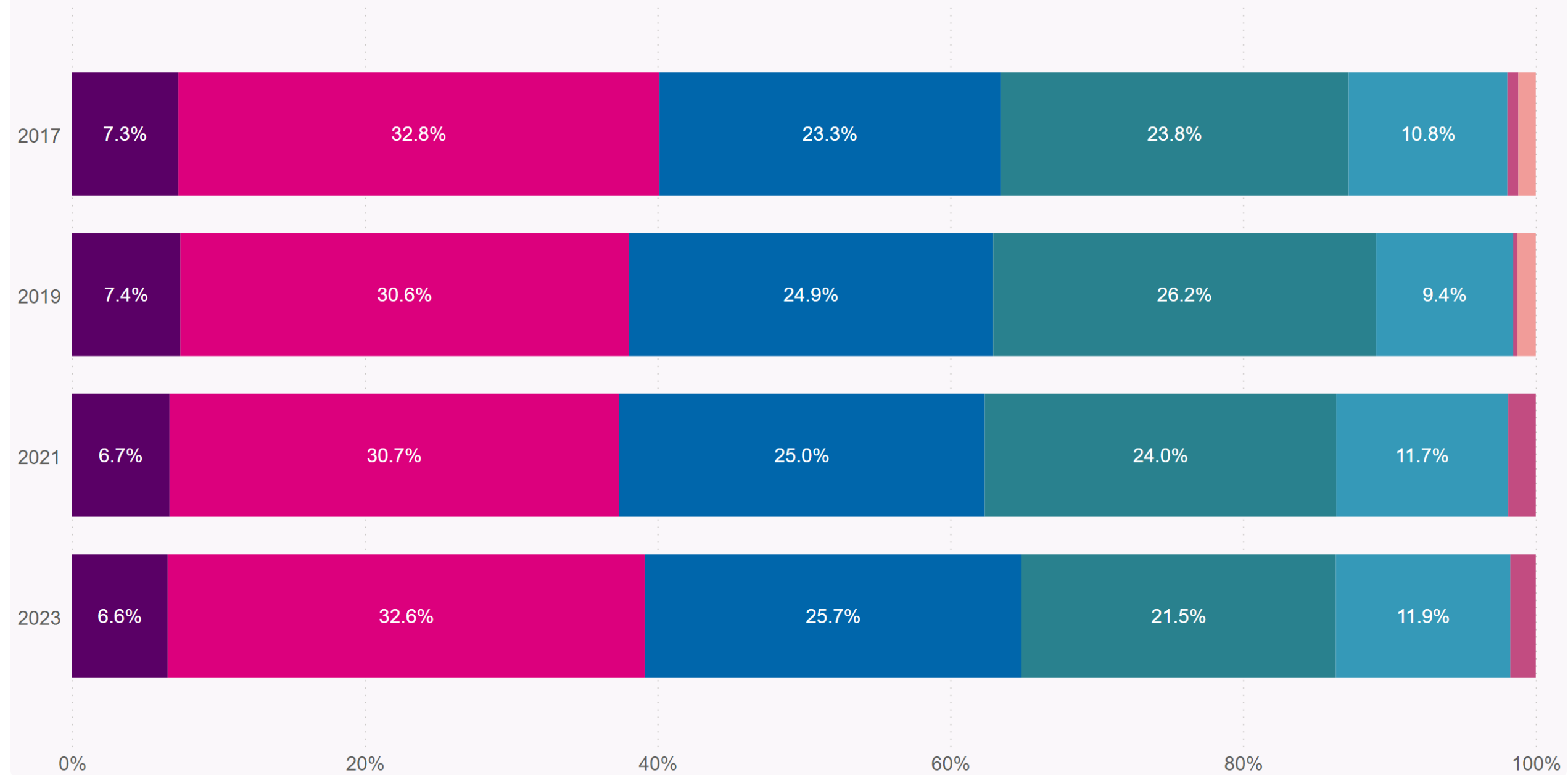
### M&R response rates:

|      |      |
|------|------|
| 2017 | 99%  |
| 2019 | 99%  |
| 2021 | 100% |
| 2023 | 100% |



# Age profile (All M&R)

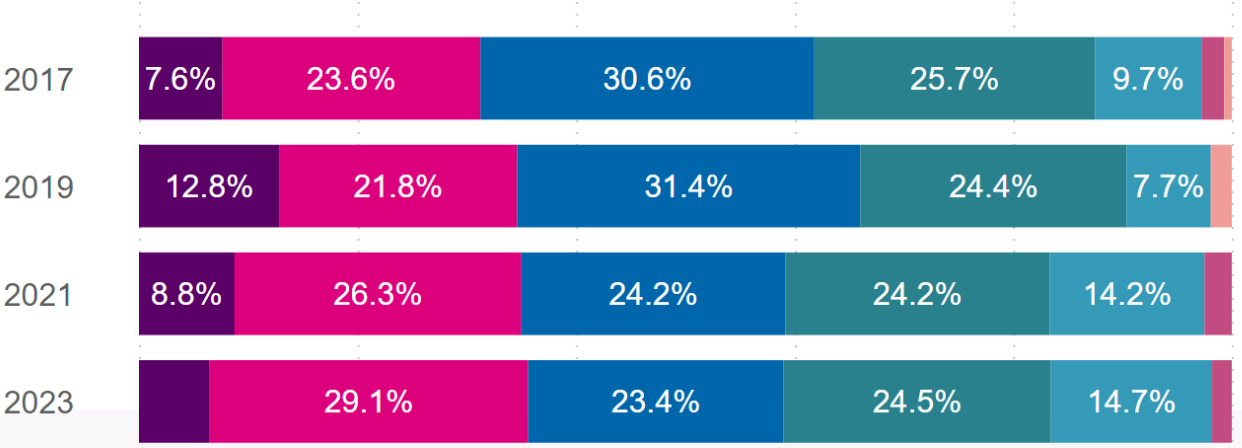
● 16 - 24 ● 25 - 34 ● 35 - 44 ● 45 - 54 ● 55 - 64 ● 65+ ● Prefer not to say



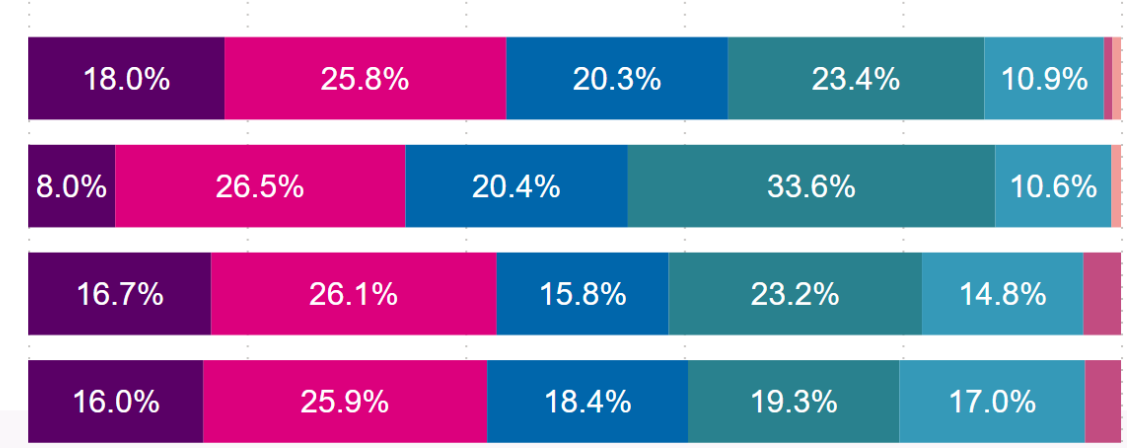
# By role type

● 16 - 24 
 ● 25 - 34 
 ● 35 - 44 
 ● 45 - 54 
 ● 55 - 64 
 ● 65+ 
 ● Prefer not to say

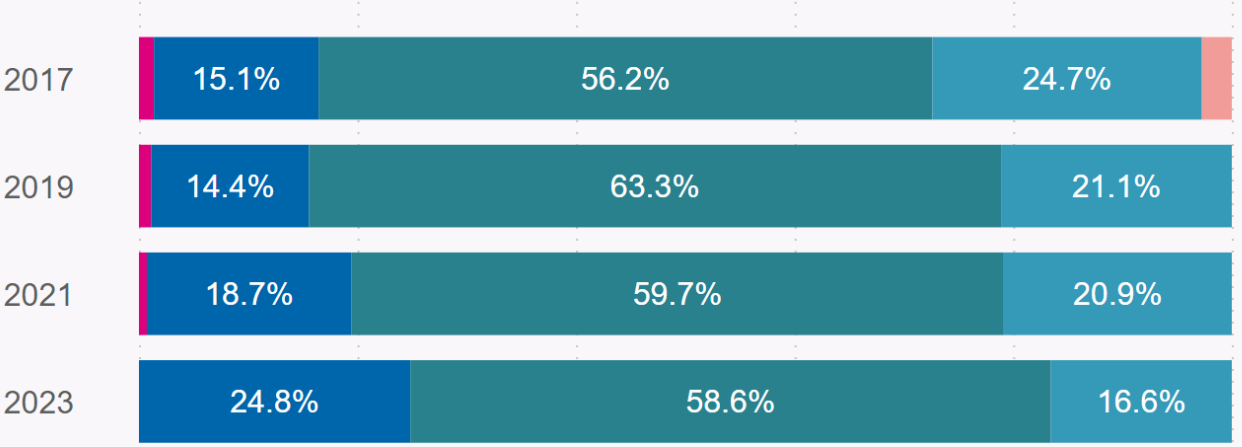
## Business Services



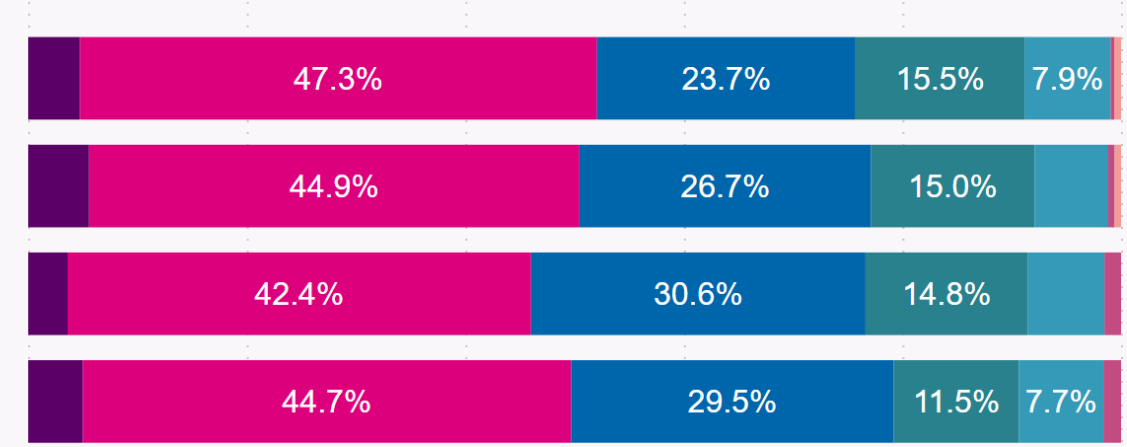
## Other Legal



## Partner



## Solicitor



0% 20% 40% 60% 80% 100%

# Gender

## Sex - Women in all law firms

61%

Solicitors



35%

Partners in firms

52%

Lawyers in firms

## How do we compare?

Although women make up most of the workforce at Mills & Reeve, representation decreases significantly at Partner level. Our D&I strategy includes objectives to improve this through a combination of recruitment, development, and progression and we are pleased to have met our initial strategic target of 35% representation earlier than the planned 2025 deadline date. We also have a gender equity network, Balance, which supports the firm as we work towards greater gender equity and provides a forum for people of all genders to come together for discussion and celebration.

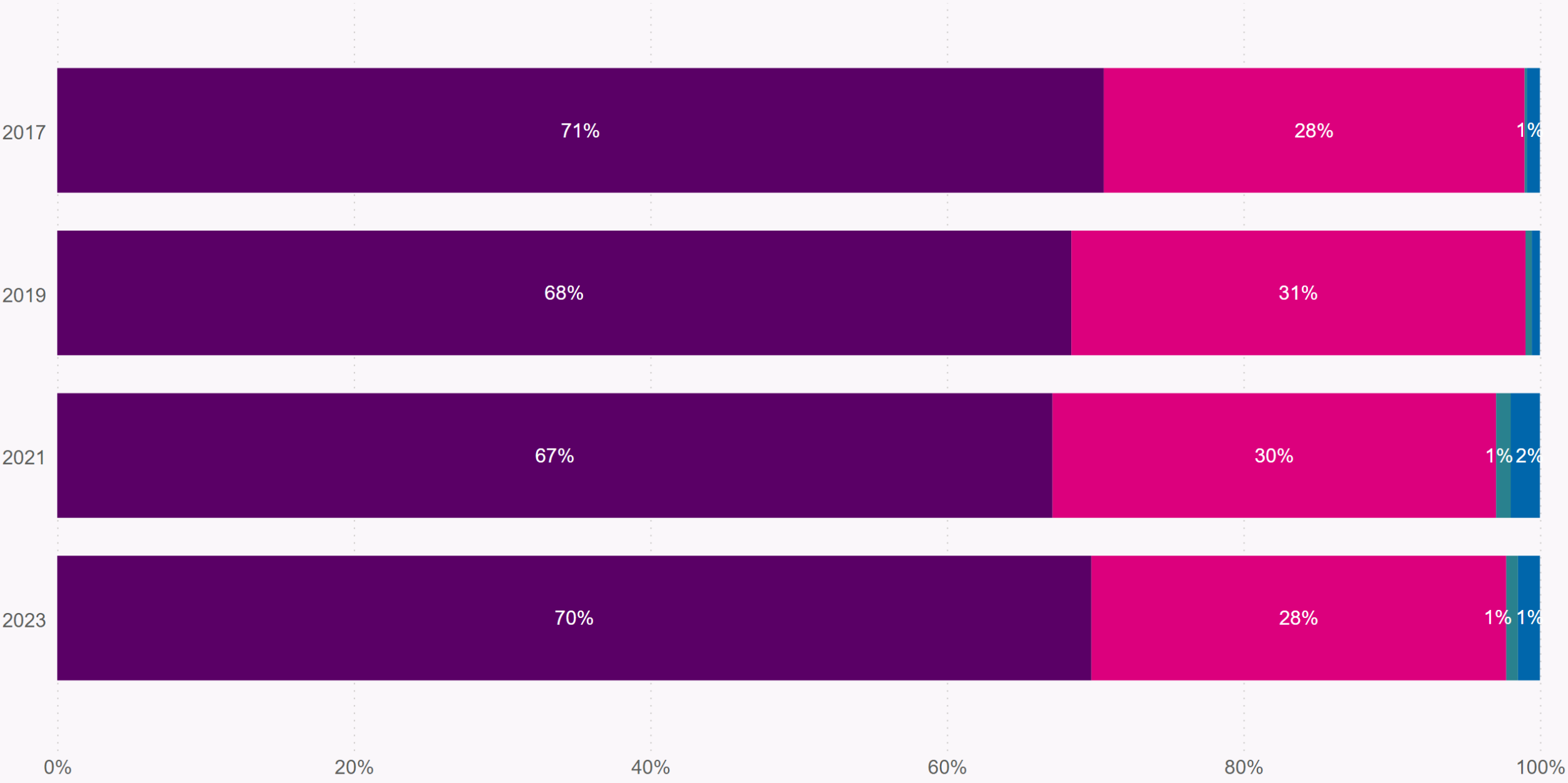
### M&R response rates:

|      |     |
|------|-----|
| 2017 | 99% |
| 2019 | 99% |
| 2021 | 72% |
| 2023 | 78% |



# Gender (All M&R)

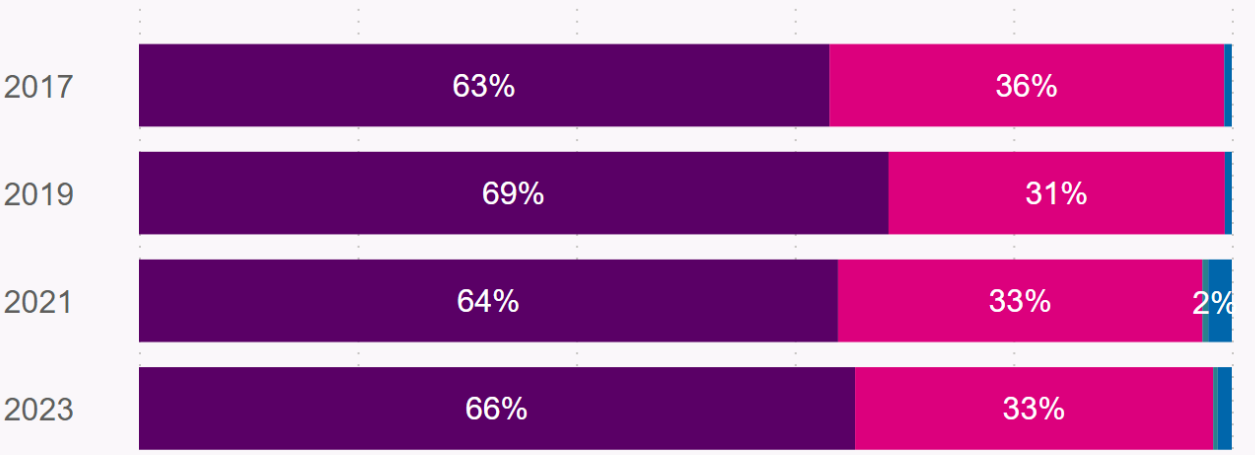
● Female ● Male ● Other preferred description ● Prefer not to say



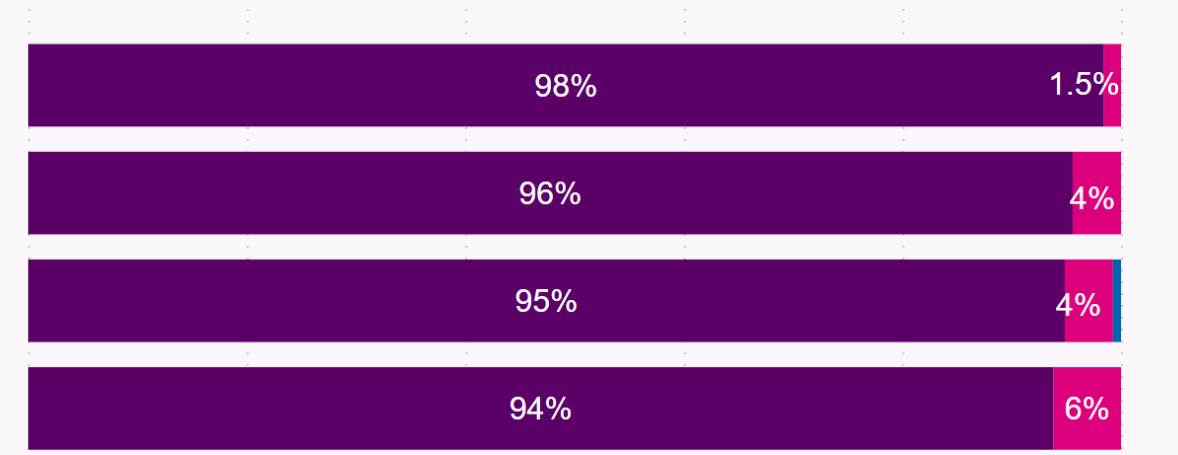
# By role type

● Female ● Male ● Other preferred description ● Prefer not to say

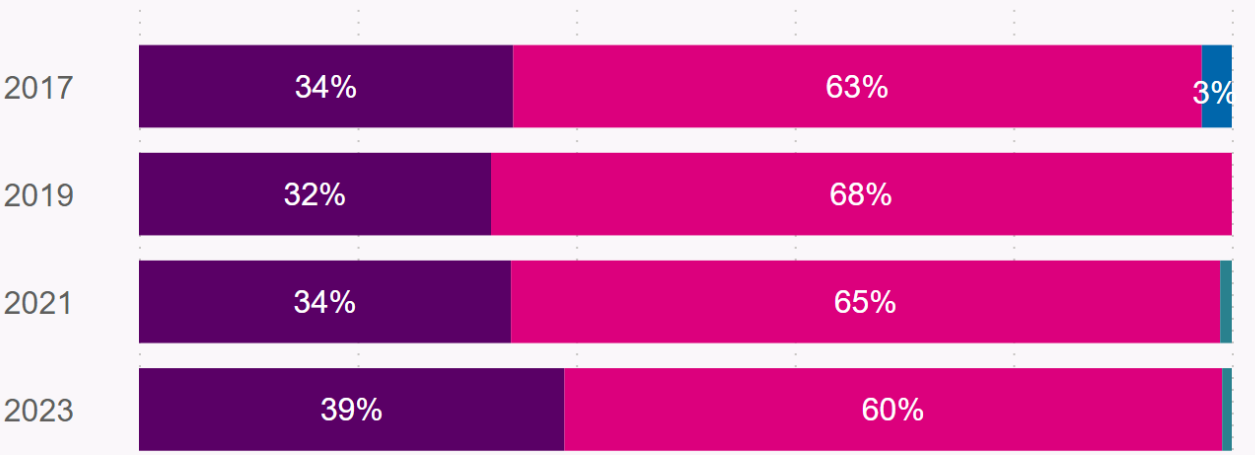
## Business Services



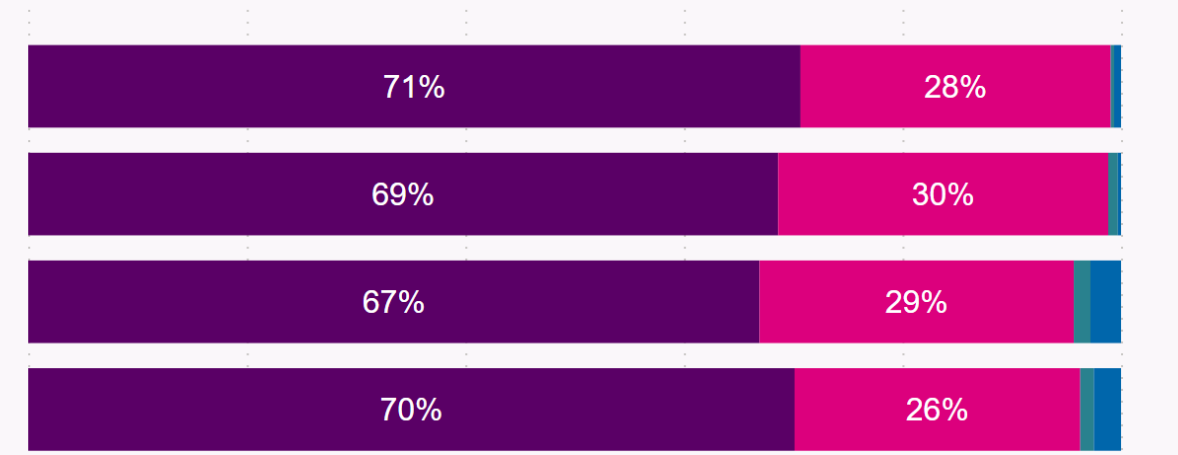
## Other Legal



## Partner



## Solicitor



0% 20% 40% 60% 80% 100%



# Race and ethnicity

## Ethnicity in law firms

Of all lawyers. . .



12%

are Asian



3%

are from Mixed/  
Multiple ethnic  
background



3%

are Black



1%

are from Other  
ethnic groups

In this presentation, the 'white' category includes people who have identified as White British, White Irish, and White Other.

## How do we compare?

In 2023, 6% of lawyers are Asian, 3% are from mixed/multiple ethnicities, 0.7% are Black, and 0.1% are from other ethnic backgrounds.

Since 2019, the firm has decreased the number of white colleagues with each SRA data submission. Increasing representation of people from racially minoritised backgrounds is a key focus of our diversity, inclusion & wellbeing strategy, including our work with secondary schools with a high proportion of students from ethnically diverse backgrounds to encourage careers in law. We also offer internships via the 10,000 Black Interns programme annually, and are making additional efforts to target experienced hire roles to relevant diverse communities.

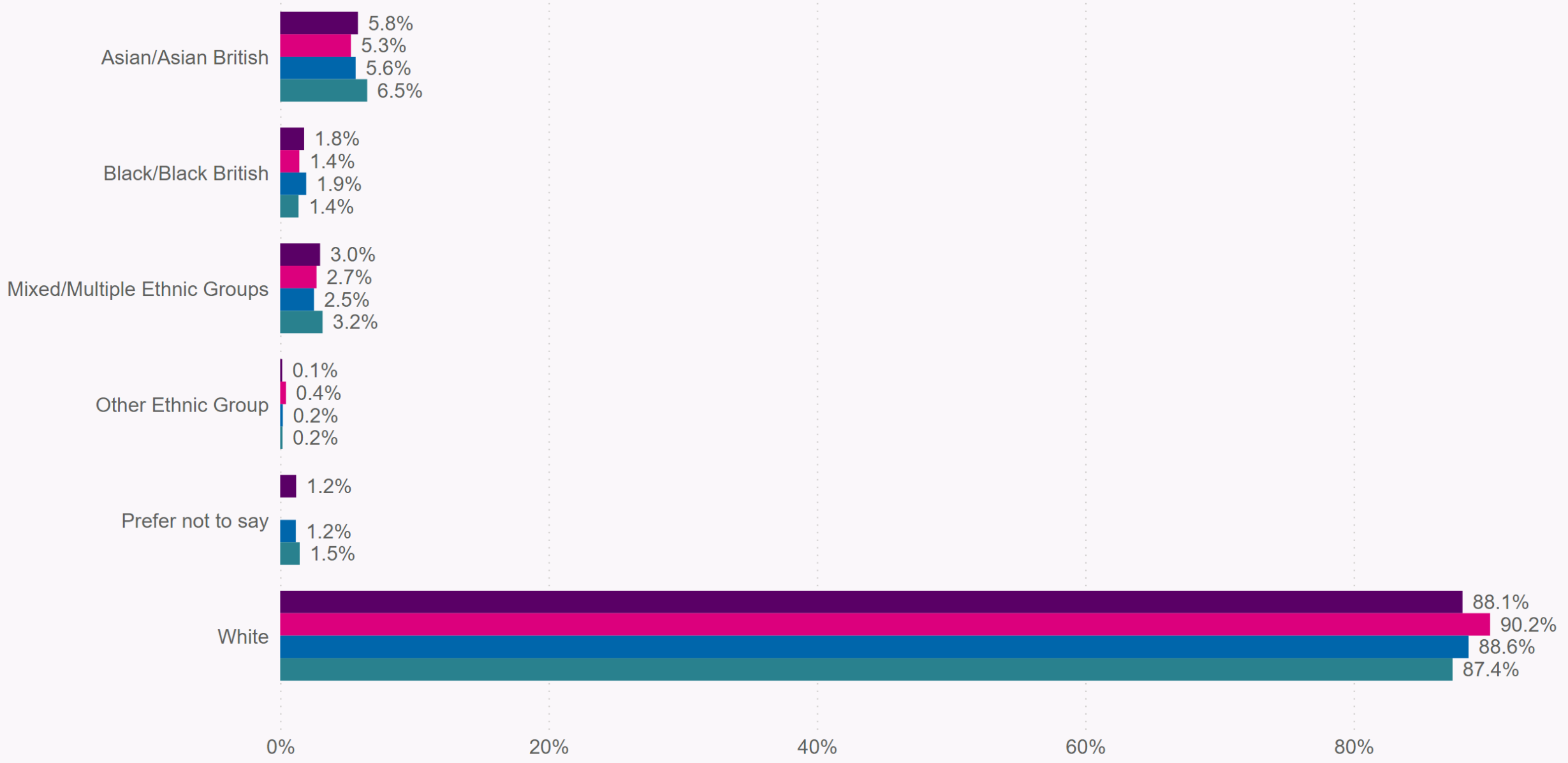
### M&R response rates:

|      |      |
|------|------|
| 2017 | 99%  |
| 2019 | 100% |
| 2021 | 92%  |
| 2023 | 91%  |



# Race and ethnicity (All M&R)

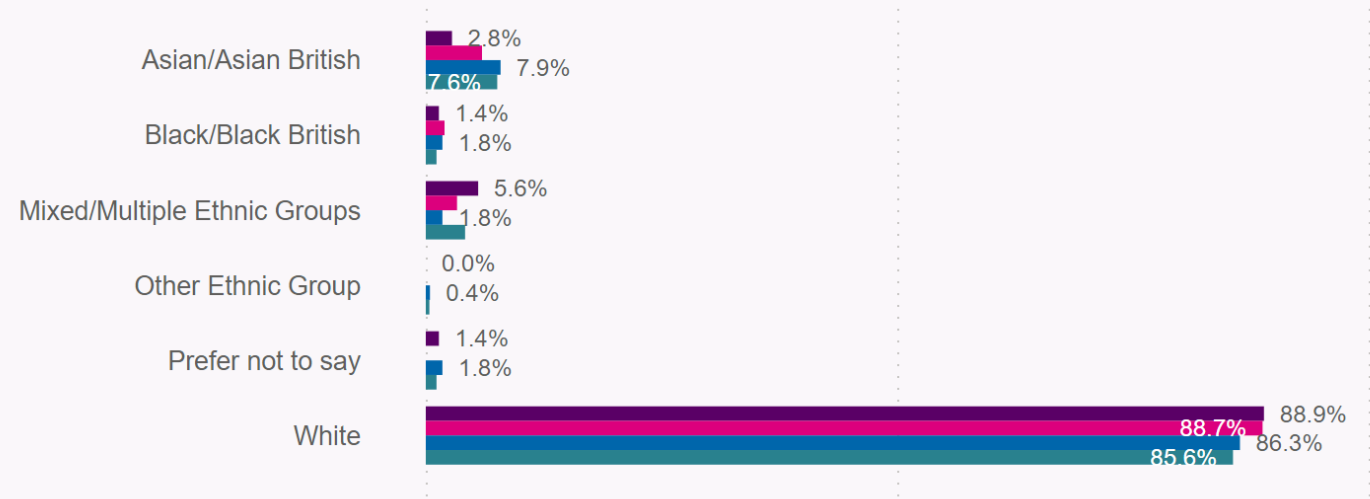
● 2017 ● 2019 ● 2021 ● 2023



# By role type

● 2017 ● 2019 ● 2021 ● 2023

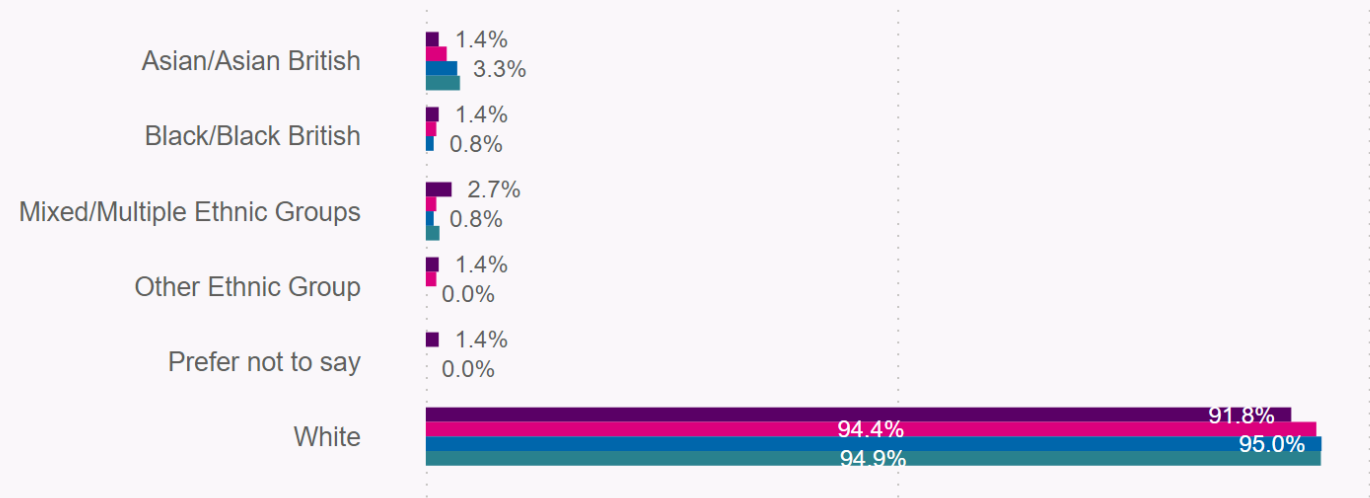
## Business Services



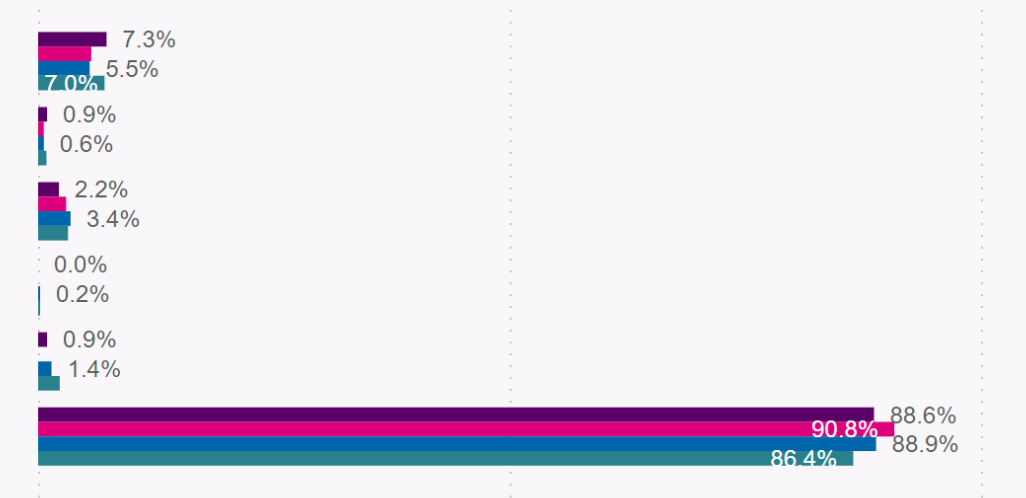
## Other Legal



## Partner



## Solicitor

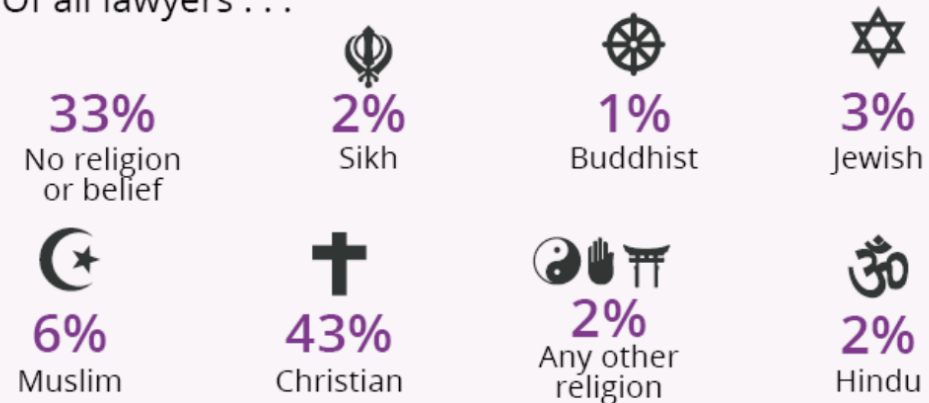


0% 50% 100% 0% 50% 100%

# Religion and belief

## Religion and belief in law firms

Of all lawyers . . .



## How do we compare?

Our lawyer population who responded at Mills & Reeve is 40% Christian, 42% no religion/atheist, 2% Sikh, 2% Muslim, 2% Hindu, 1% Jewish, 13% any other religion or belief and 0.3% Buddhist.

Overall, there has been an increase in representation of different religions at the firm since reporting began, and an increase in the number of partners and staff who do not subscribe to any religion.

The firm's race, ethnicity, and cultural heritage network - Reach - has this year launched a multi-faith sub-group to provide a space for colleagues of faith to connect and work together to raise awareness of world religions and faith issues.

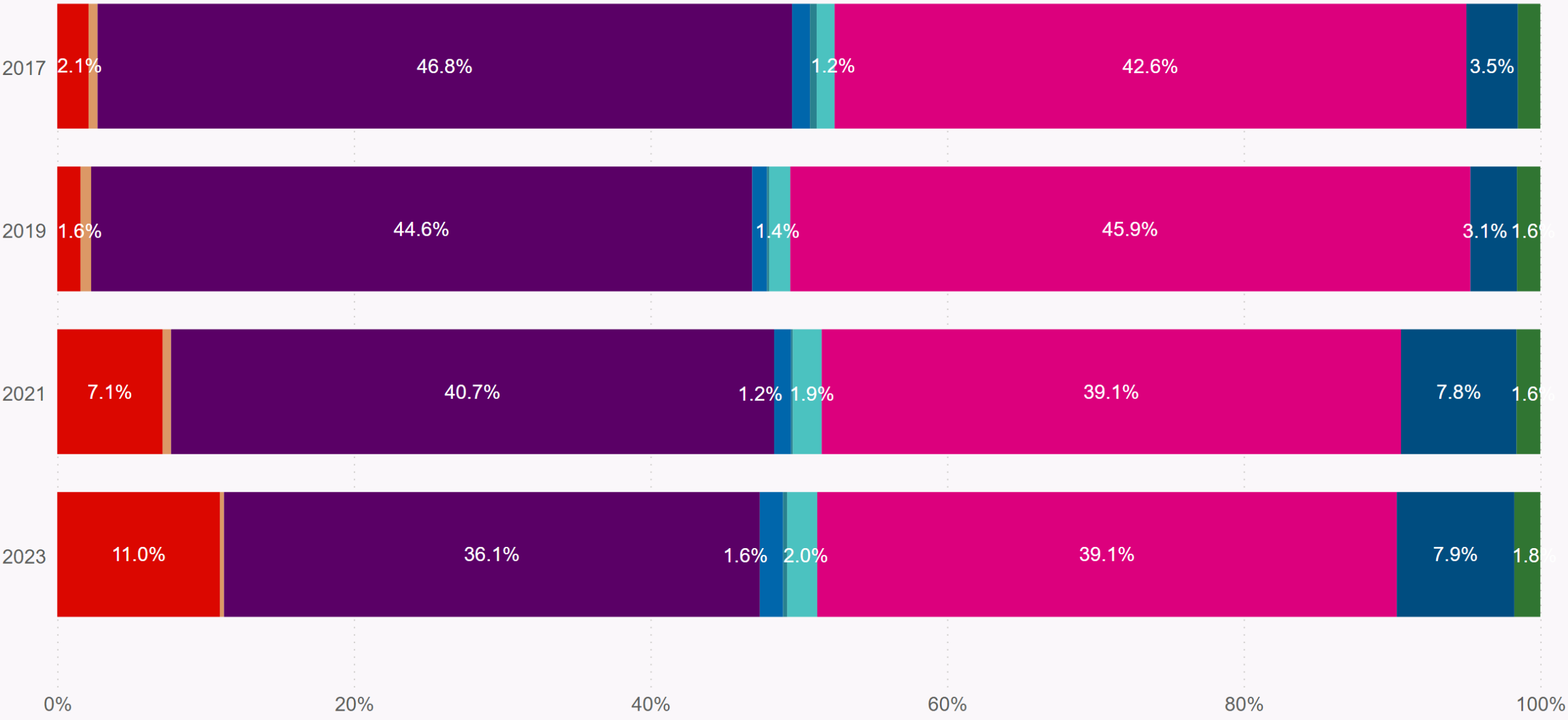
## M&R response rates:

|      |     |
|------|-----|
| 2017 | 96% |
| 2019 | 97% |
| 2021 | 73% |
| 2023 | 79% |



# Religion and belief (All M&R)

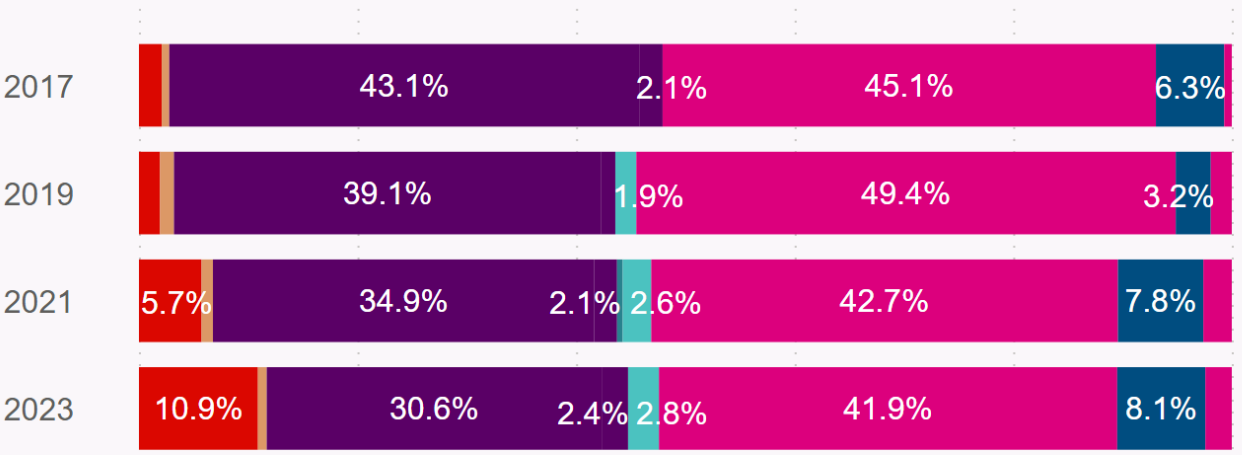
● Any other religion or belief ● Buddhist ● Christian ● Hindu ● Jewish ● Muslim ● No religion/Atheist ● Prefer not to say ● Sikh



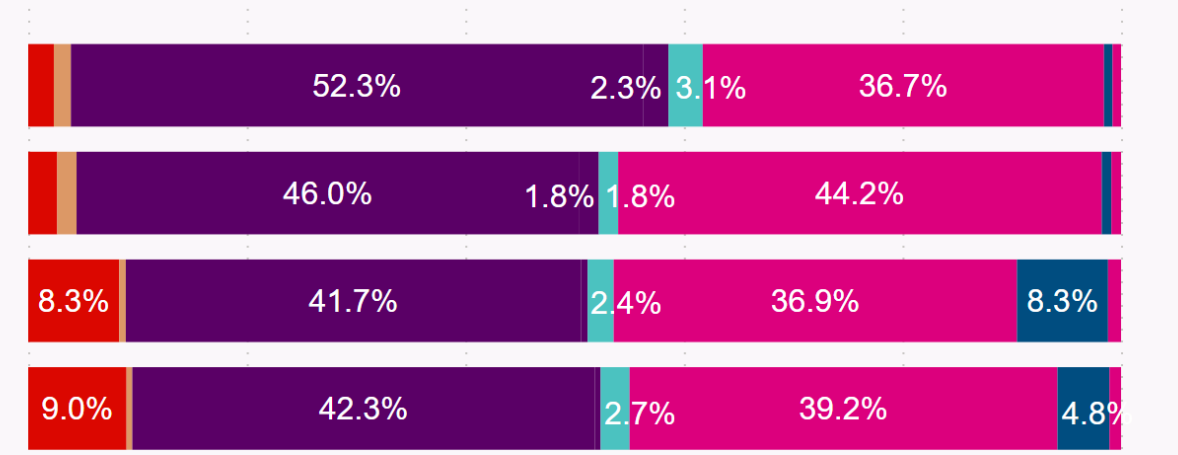
# By role type

- Any other religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- No religion/Atheist
- Prefer not to say
- Sikh

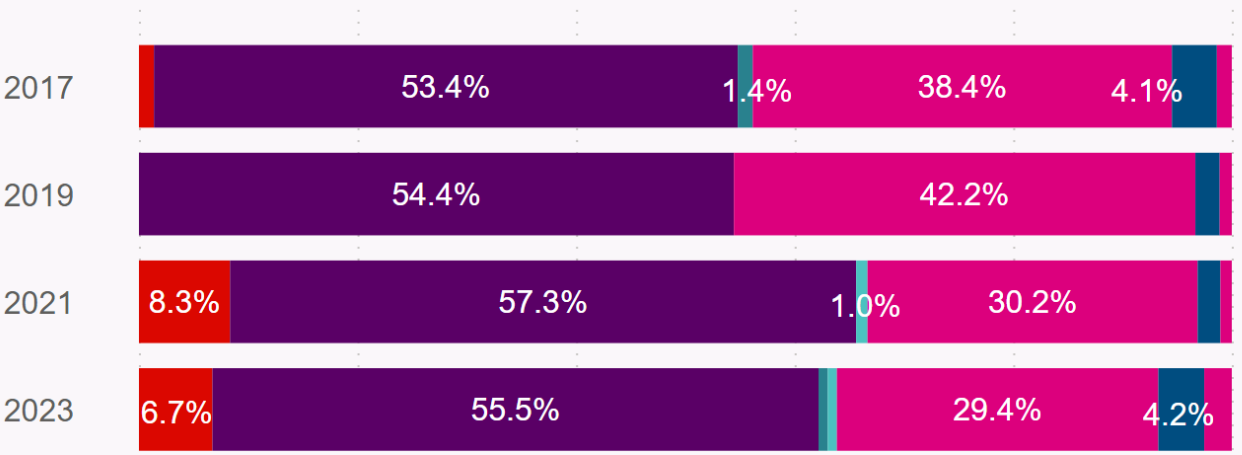
## Business Services



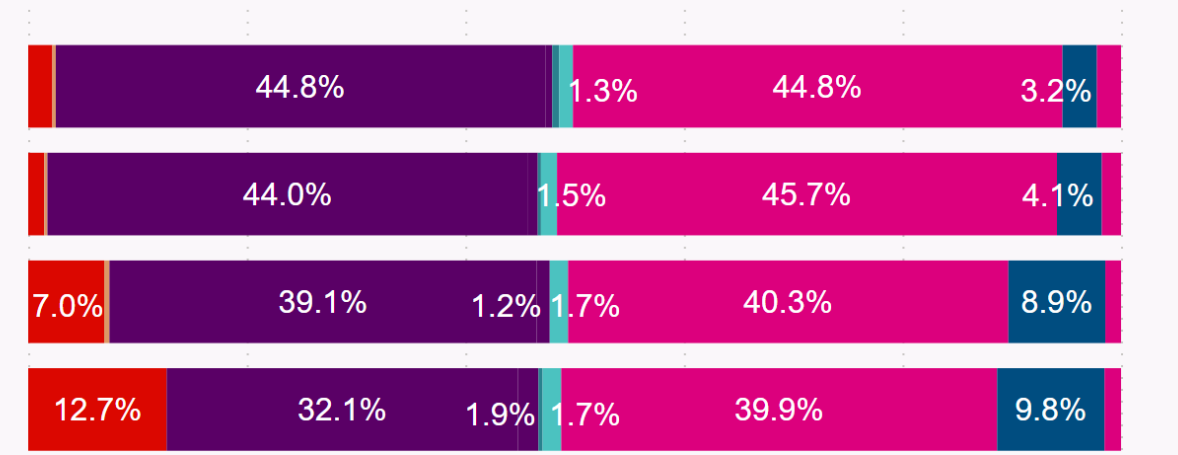
## Other Legal



## Partner



## Solicitor



0% 20% 40% 60% 80% 100%

# Disability

## Disability in law firms

Of all lawyers. . .

5%

Disabled lawyers  
(compared to 14%  
of workforce)



4%

Activities  
limited a little

1%

Activities  
limited a lot

5% of lawyers at Mills & Reeve are disabled. 4% have activities limited a little, and 1% limited a lot by their disability.

## How do we compare?

We have seen a small increase in the number of staff who have told us they have a disability since 2021.

In 2023 we took part in the 10,000 Able interns programme where a young person with a disability joined us on a six week paid internship, which provided them with the opportunity to gain valuable work experience within the sector. One of our employment solicitors was nominated for Young Innovator of the Year in 2023 for their efforts to improve the process of requesting workplace adjustments for colleagues with disabilities and long-term conditions. Improvements in disability continue to be driven by our Ability network who provide ongoing support to colleagues, and will soon be launching the sunflower lanyard scheme at the firm.

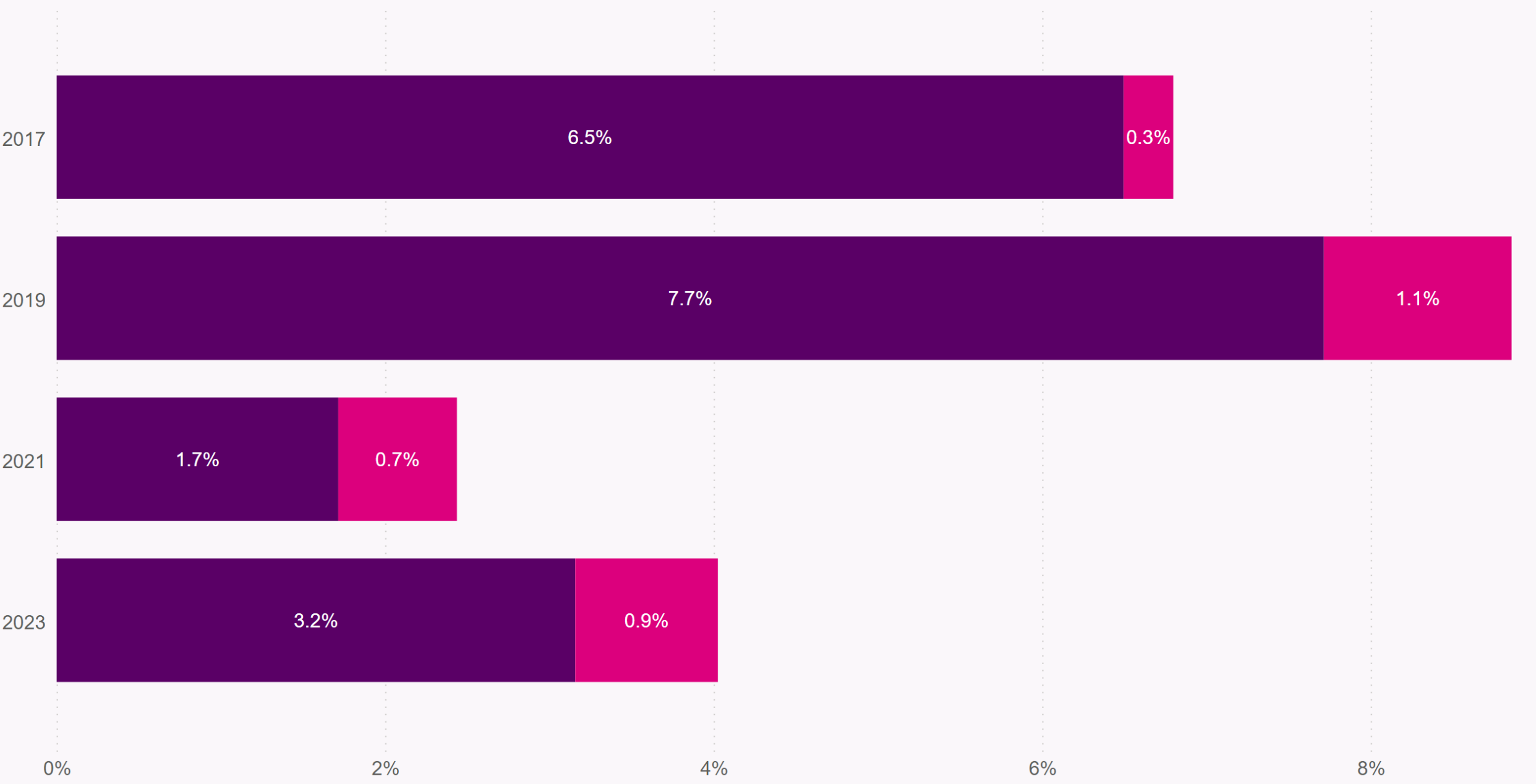
### M&R response rates:

|      |     |
|------|-----|
| 2017 | 97% |
| 2019 | 98% |
| 2021 | 68% |
| 2023 | 78% |



# Day to day activities limited by health or disability (All M&R)

● Yes, limited a little ● Yes, limited a lot

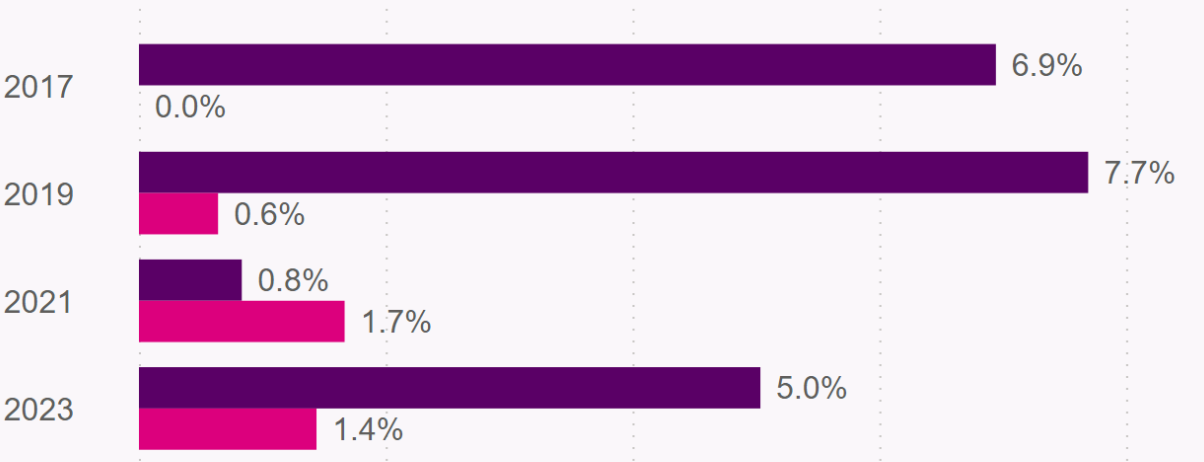




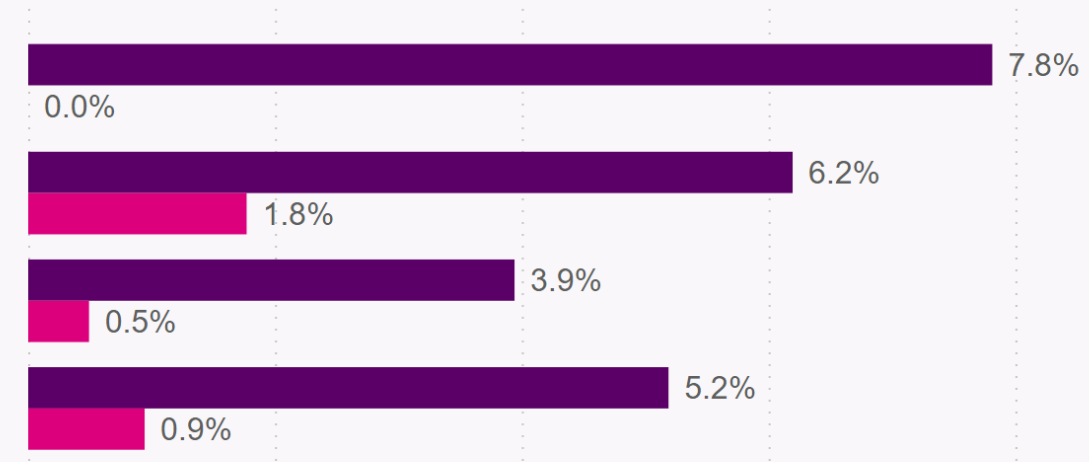
# By role type

● Yes, limited a little ● Yes, limited a lot

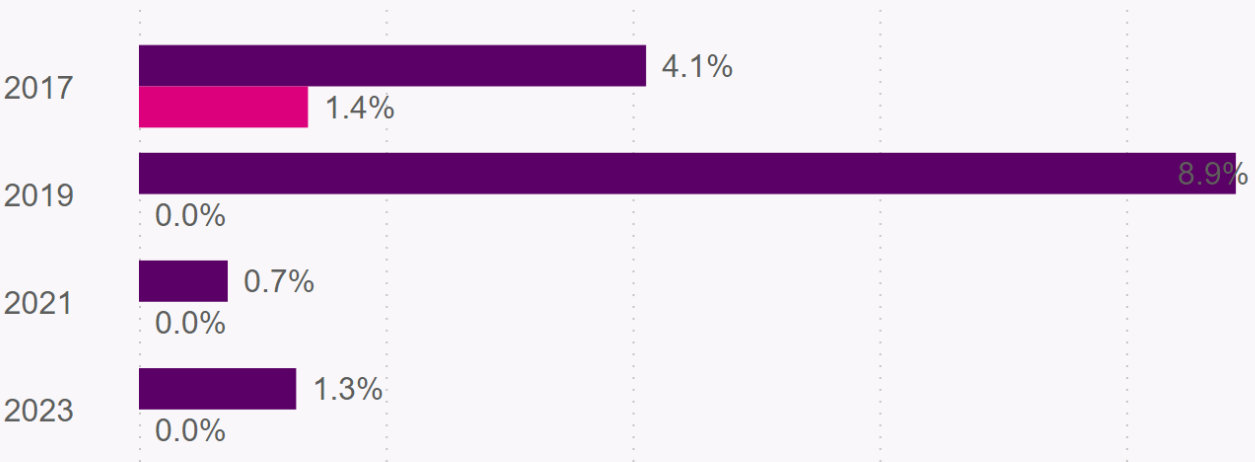
## Business Services



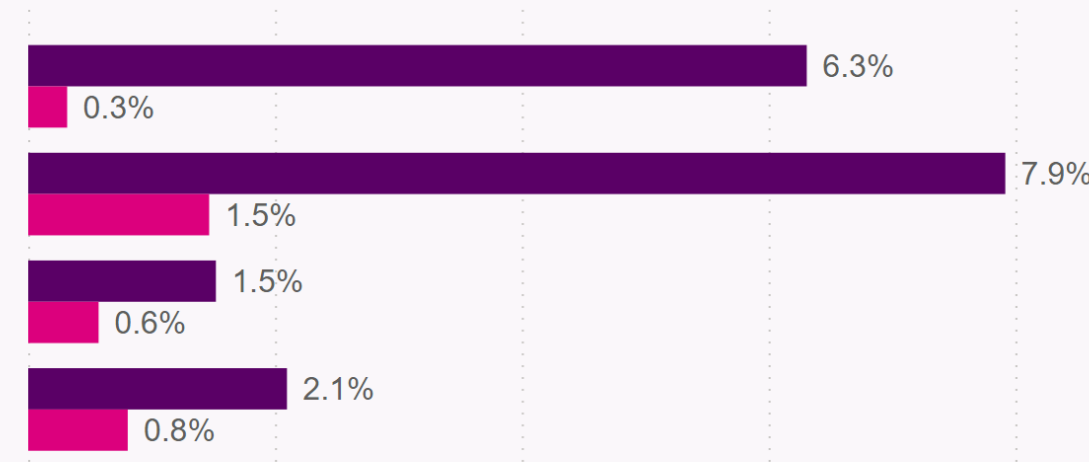
## Other Legal



## Partner



## Solicitor



0% 2% 4% 6% 8%

# Sexual orientation

## Sexual orientation in law firms

Of all lawyers . . .



3.5%

Lesbian, gay or  
bisexual

7% of lawyers at Mills & Reeve identify as lesbian, gay, or bisexual. Note the following slides show all who identify as any part of the LGBTQ+ community.

## How do we compare?

We have seen further increases in the number of LGBTQ+ staff and partners since the last SRA submission period.

Our Spectrum employee network is exceptionally active, supporting LGBTQ+ colleagues at work, delivering awareness and education sessions and resources, and providing spaces to celebrate sexual orientation and gender identity diversity, especially during Pride celebrations.

The firm participates in the Stonewall Workplace Equality Index and is currently ranked 38th.

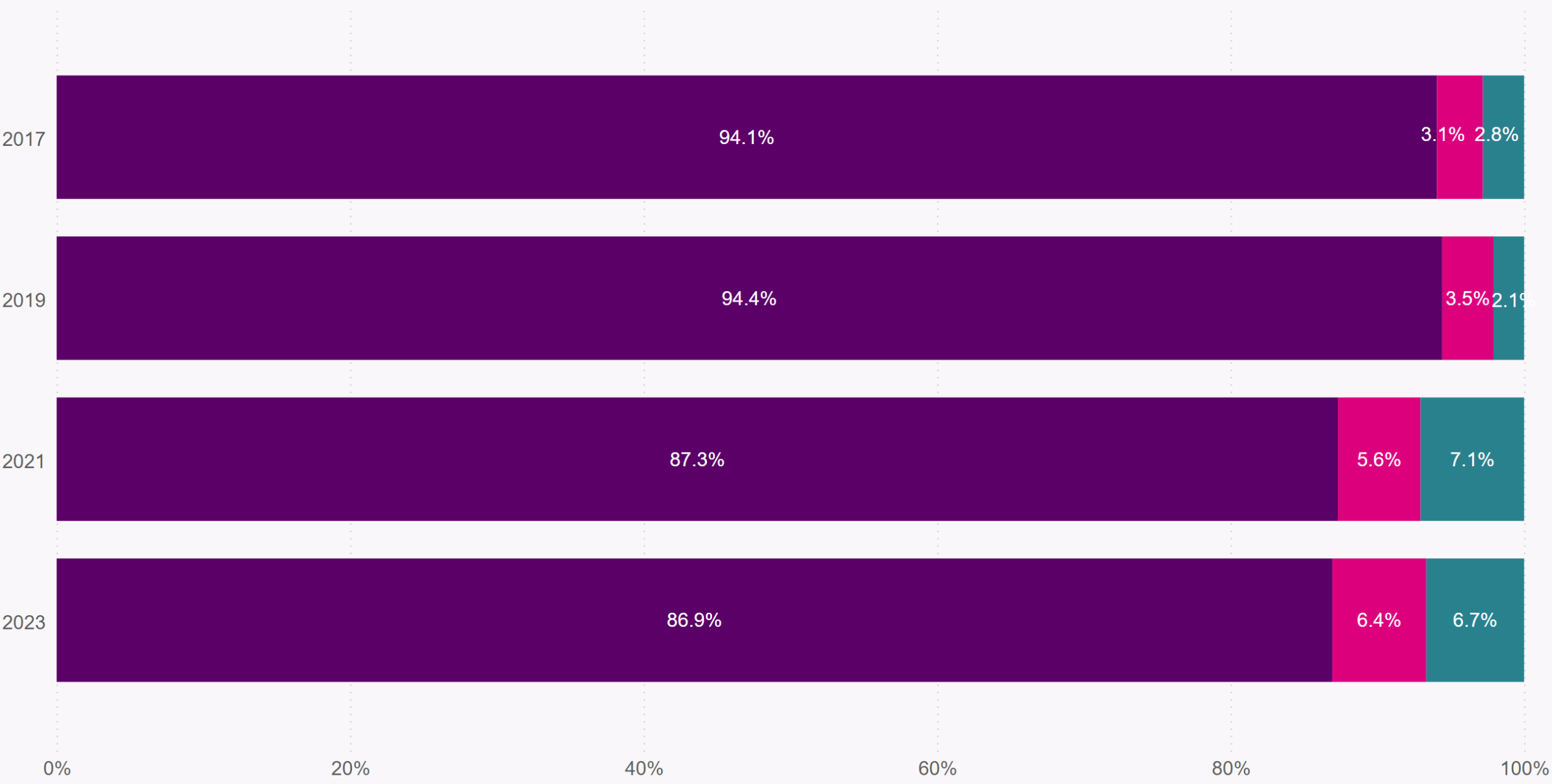
### M&R response rates:

|      |     |
|------|-----|
| 2017 | 97% |
| 2019 | 98% |
| 2021 | 68% |
| 2023 | 78% |



# Sexual orientation (All M&R)

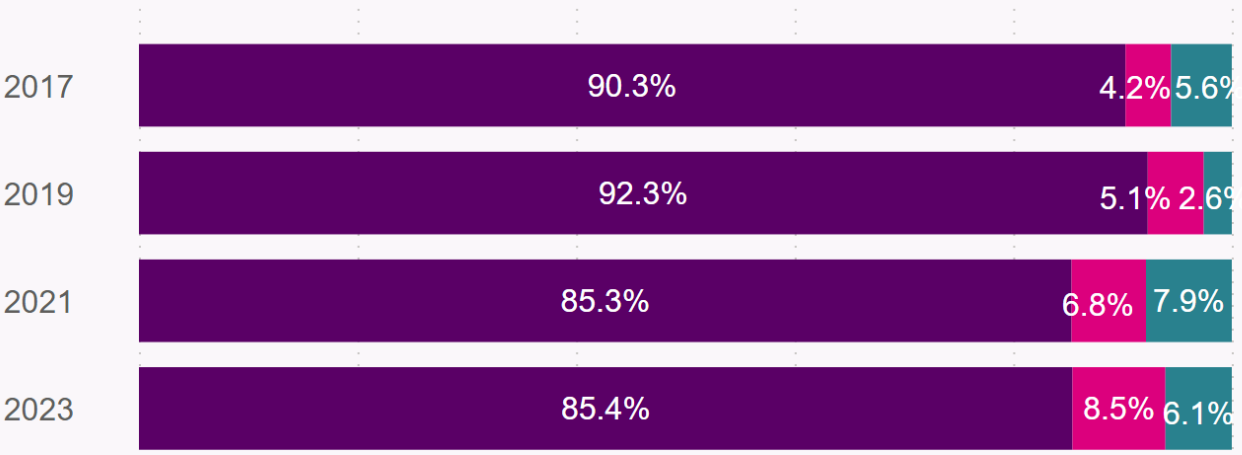
● Heterosexual/straight ● LGBTQ+ ● Prefer not to say



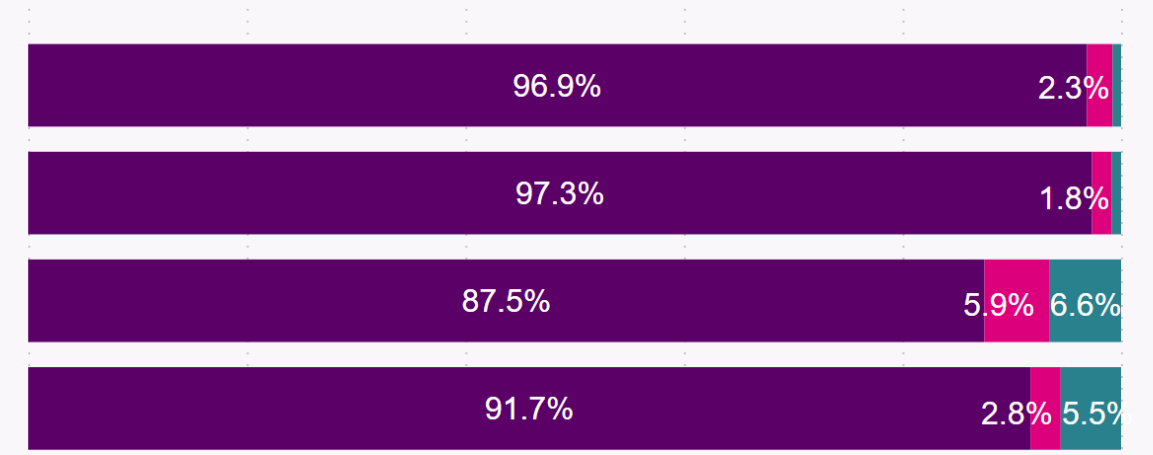
# By role type

● Heterosexual/straight ● LGBTQ+ ● Prefer not to say

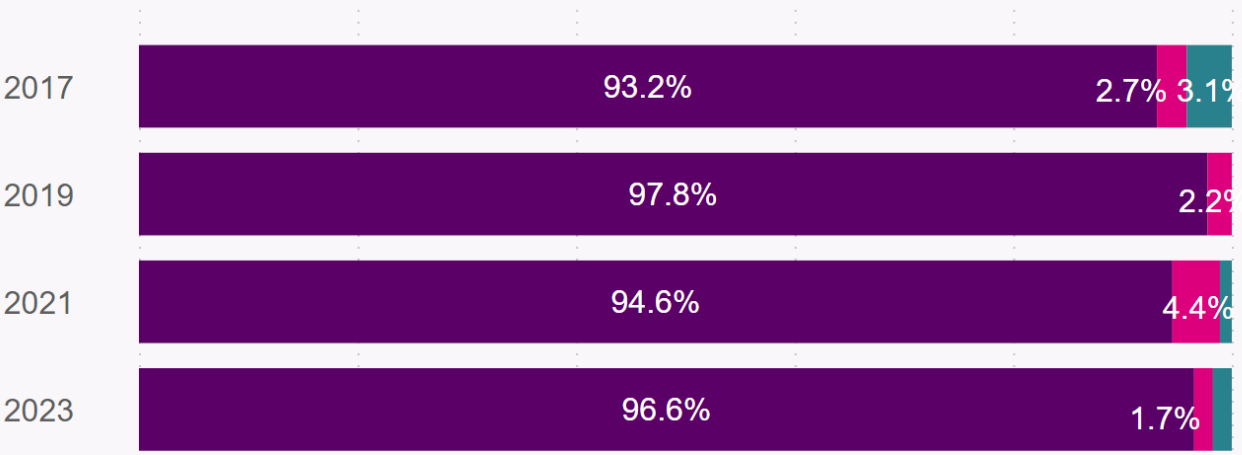
## Business Services



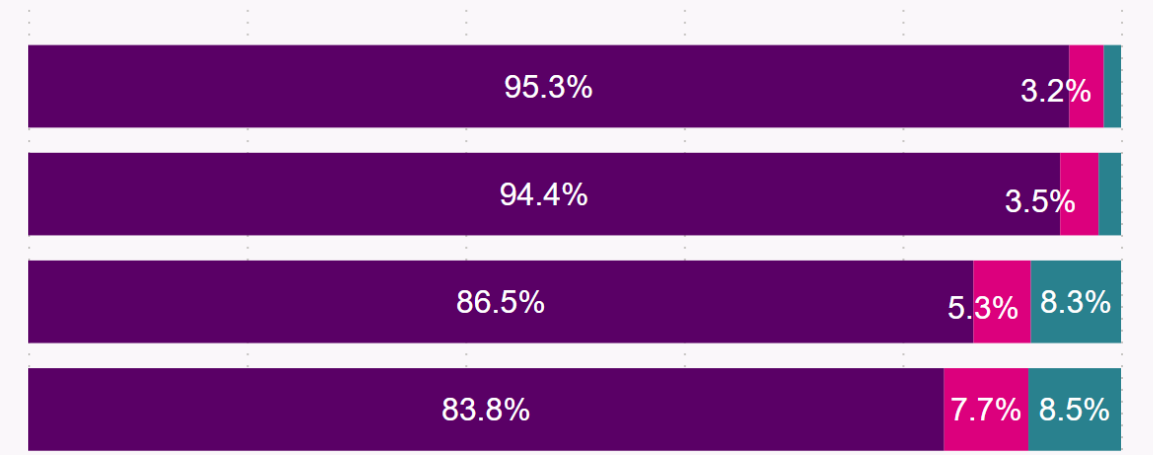
## Other Legal



## Partner



## Solicitor



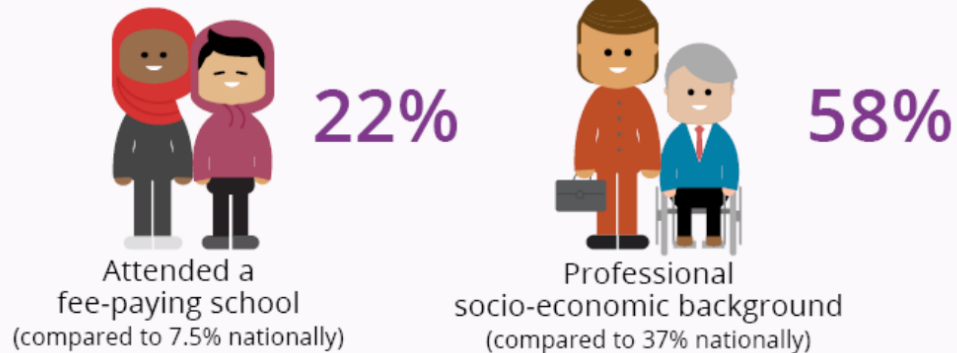
0% 20% 40% 60% 80% 100%

# Social mobility

## Education and socioeconomic background

### Social mobility in law firms

Of all lawyers . . .



### How do we compare?

18% of lawyers at Mills & Reeve attended a fee-paying school, and 71% come from a professional socio-economic background.

We have increased our outreach work with non-Russell Group universities in order to ensure that we are attracting a more diverse pool of talent to our graduate roles, and are exploring ways in which we can provide more opportunities to school leavers. We also have a decade-long partnership with IntoUniversity, where our lawyers provide mentoring to school-aged students and work with a number of other charities on similar localised projects such as the Ahead Partnership and Envision.

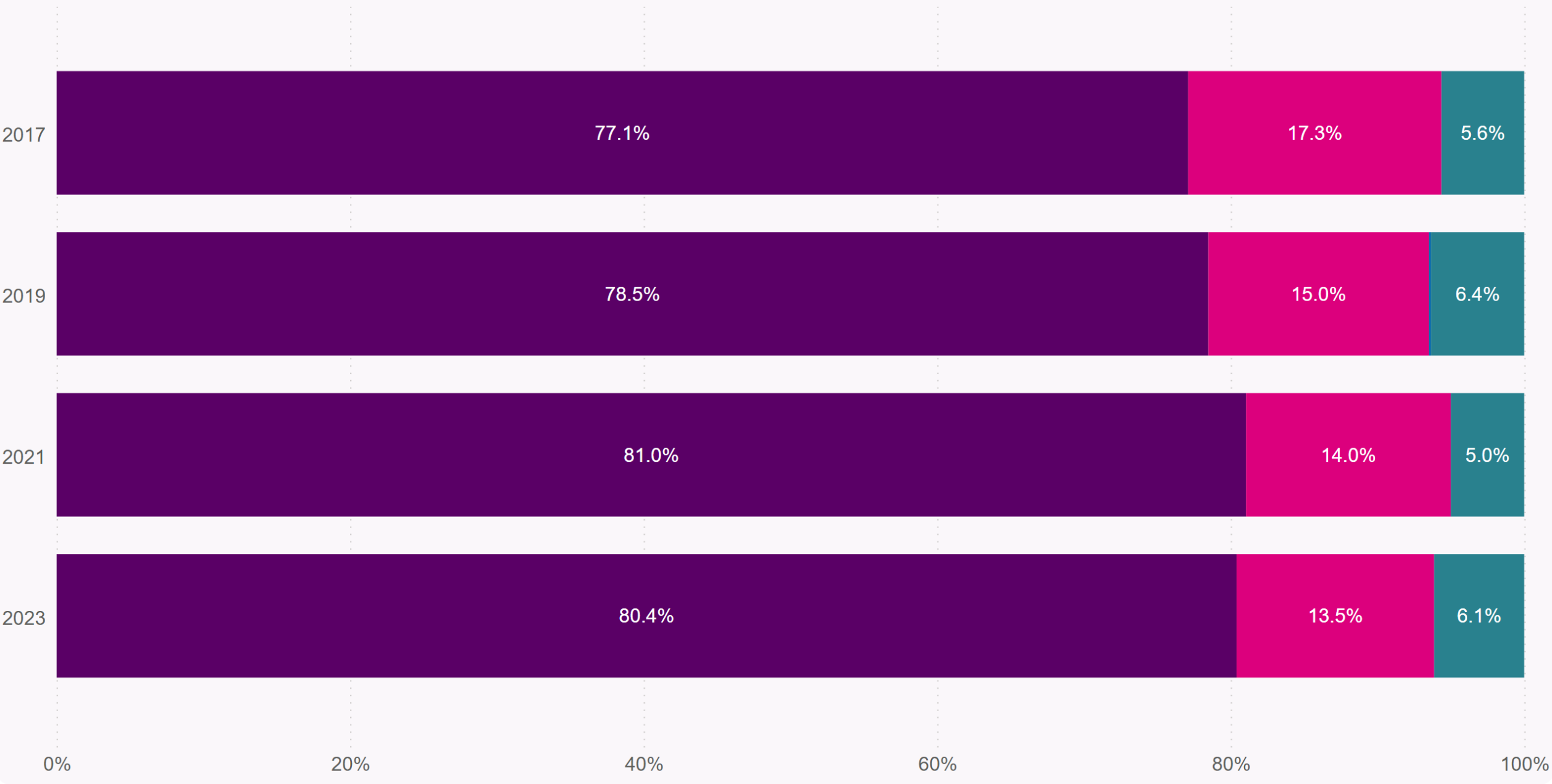
### M&R response rates:

|      |     |
|------|-----|
| 2017 | 96% |
| 2019 | 97% |
| 2021 | 73% |
| 2023 | 79% |



# Education (All M&R)

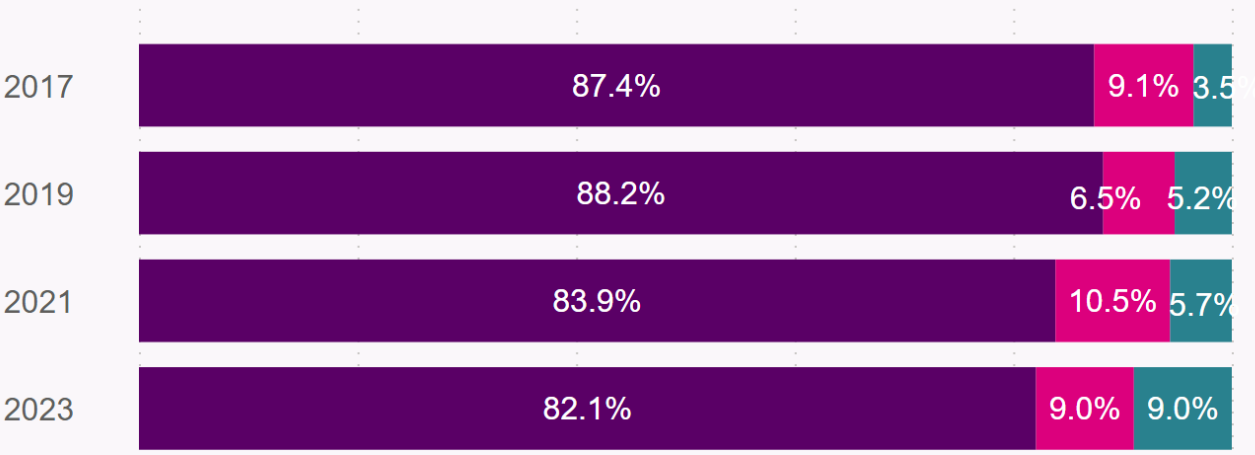
● UK State School ● UK Independent/Fee-paying School ● Other ● Attended school outside the UK



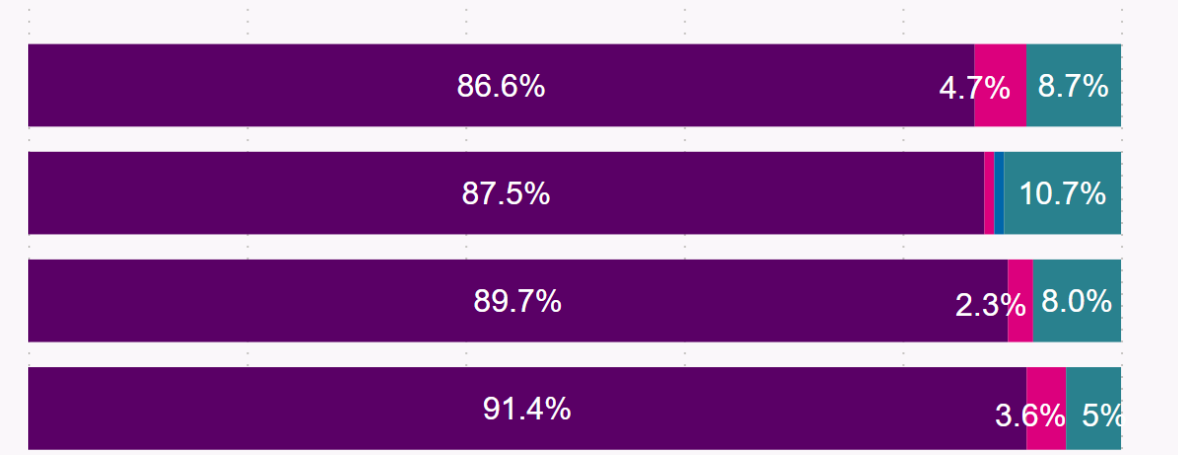
# By role type

● UK State School 
 ● UK Independent/Fee-paying School 
 ● Other 
 ● Attended school outside the UK

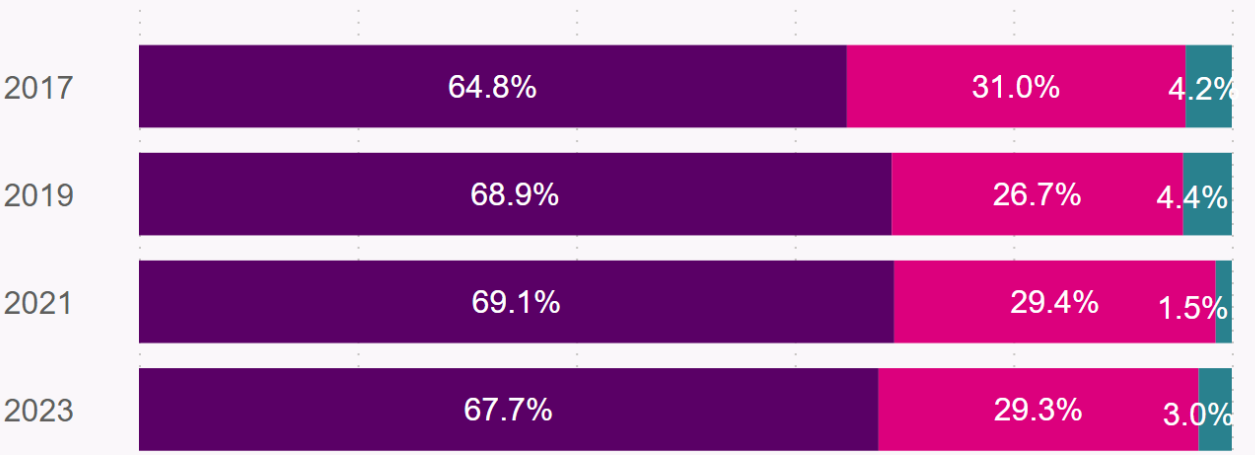
## Business Services



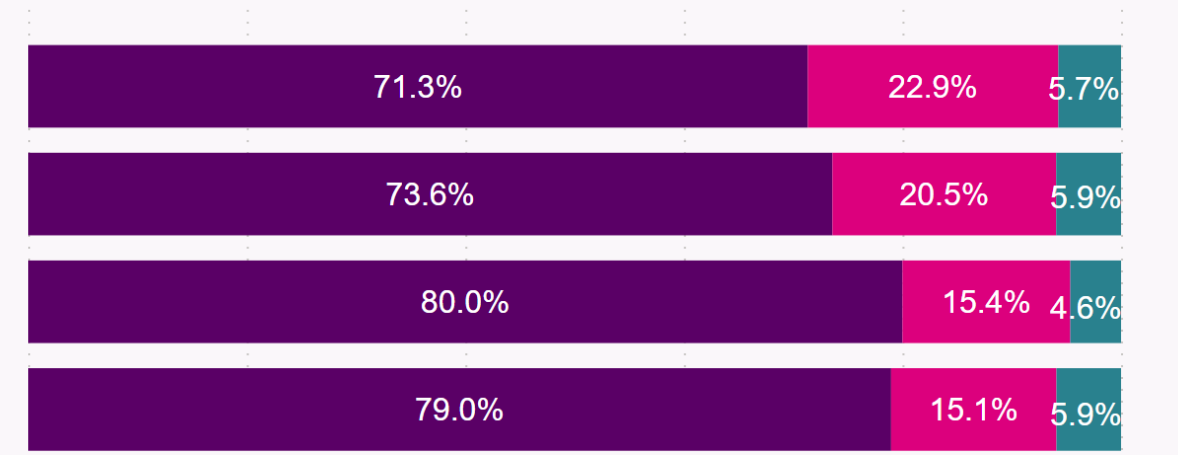
## Other Legal



## Partner



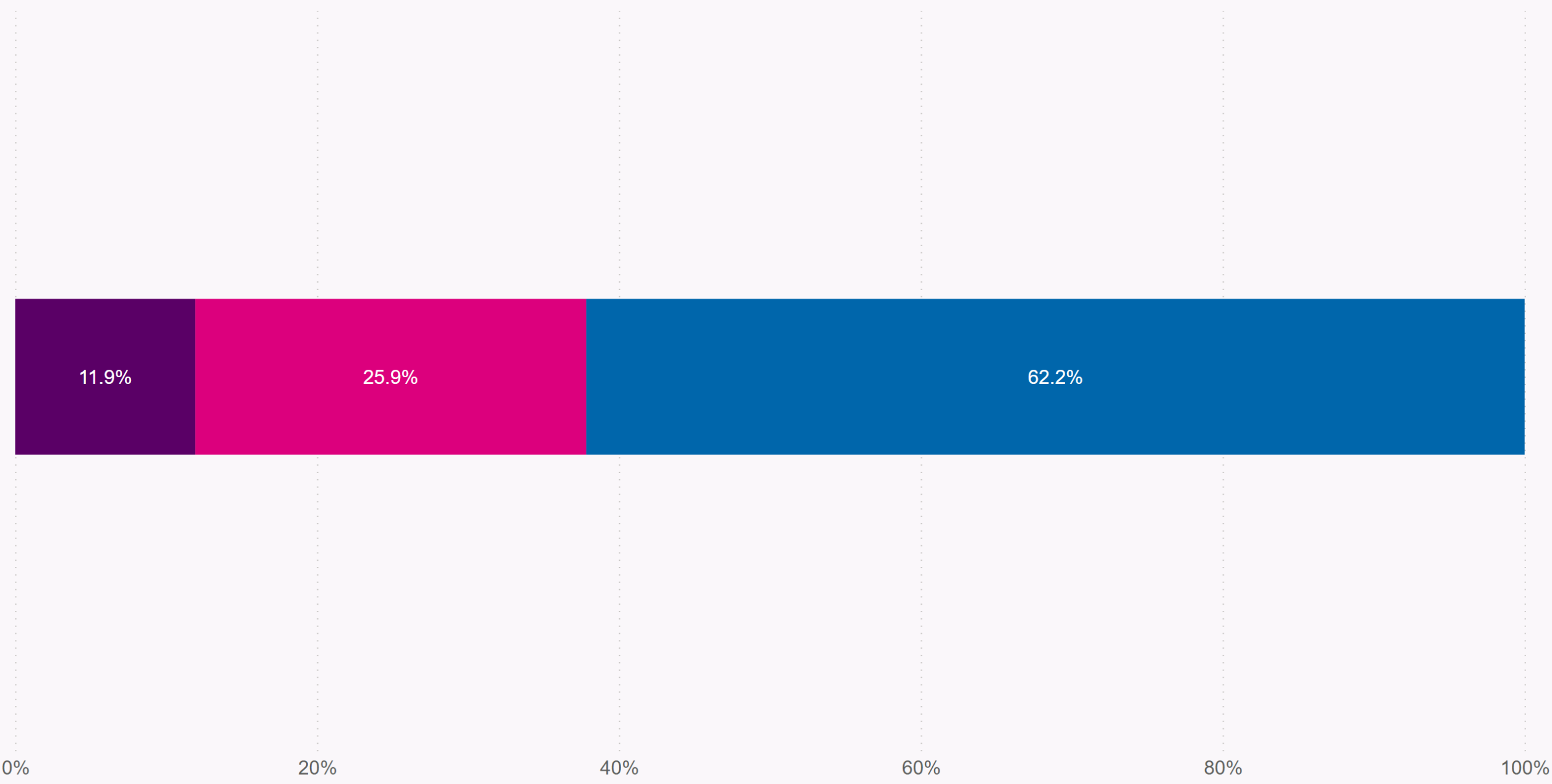
## Solicitor



0% 20% 40% 60% 80% 100%

# Role of main income earner in household at 14 (All M&R)

● Intermediate Background ● Lower Socio-Economic Background ● Professional Background

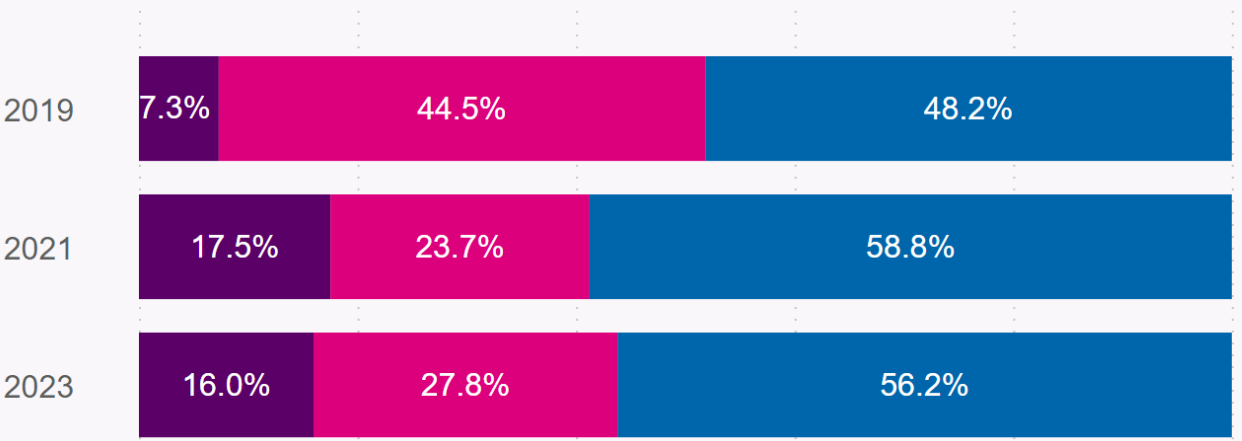




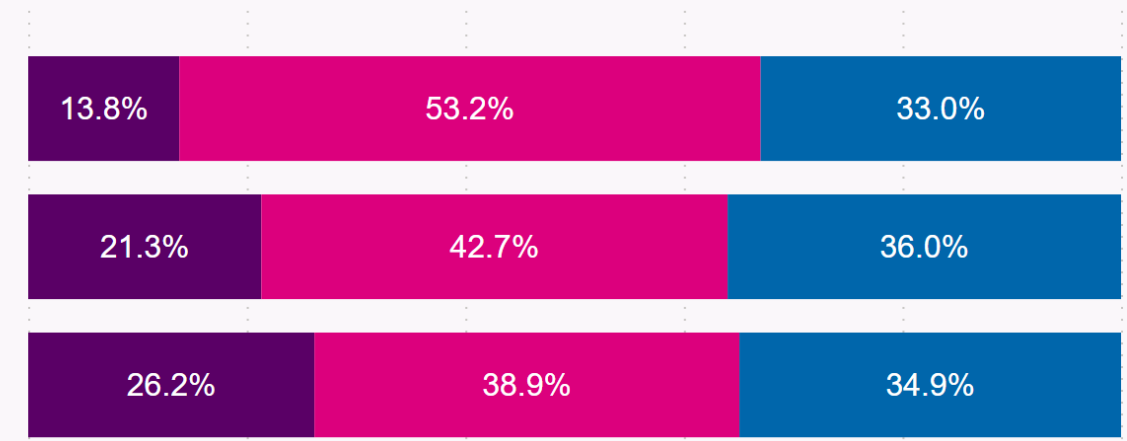
# By role type

● Intermediate Background ● Lower Socio-Economic Background ● Professional Background

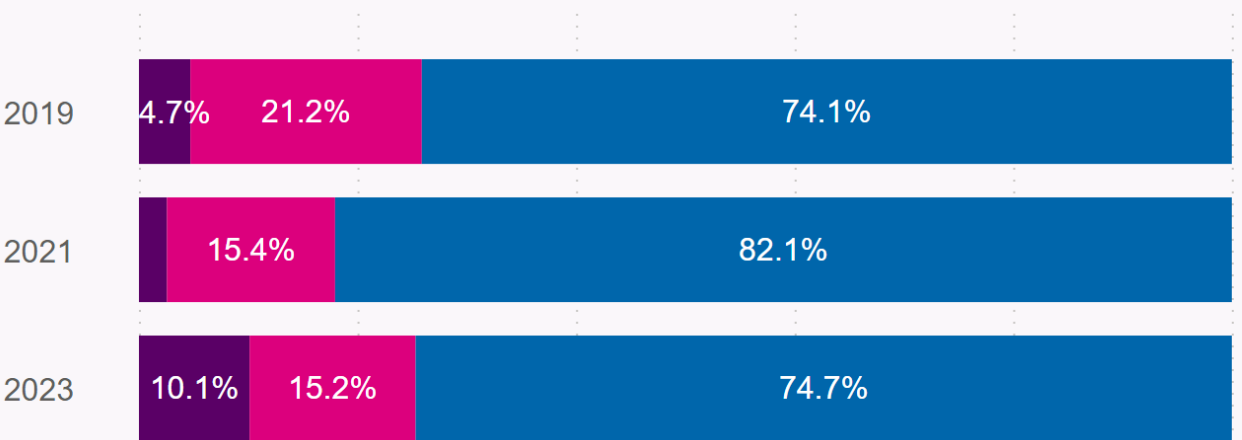
## Business Services



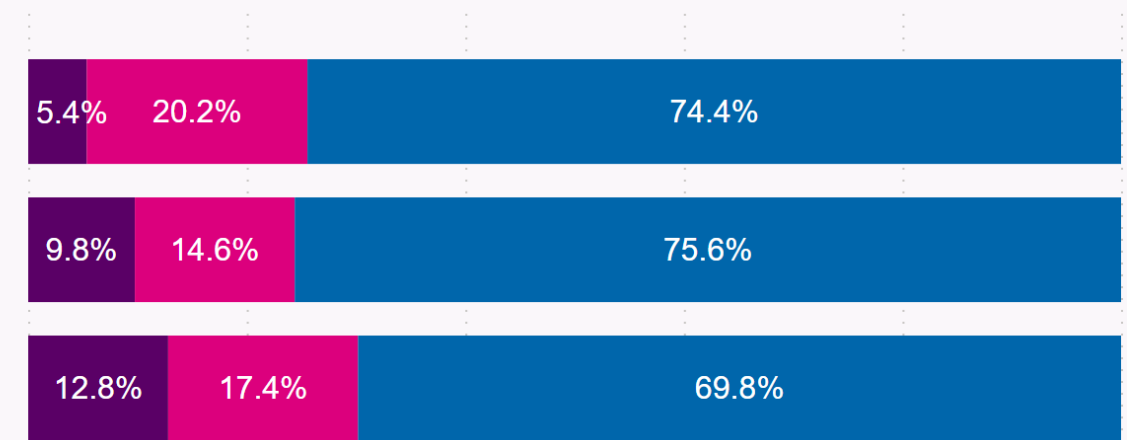
## Other Legal



## Partner



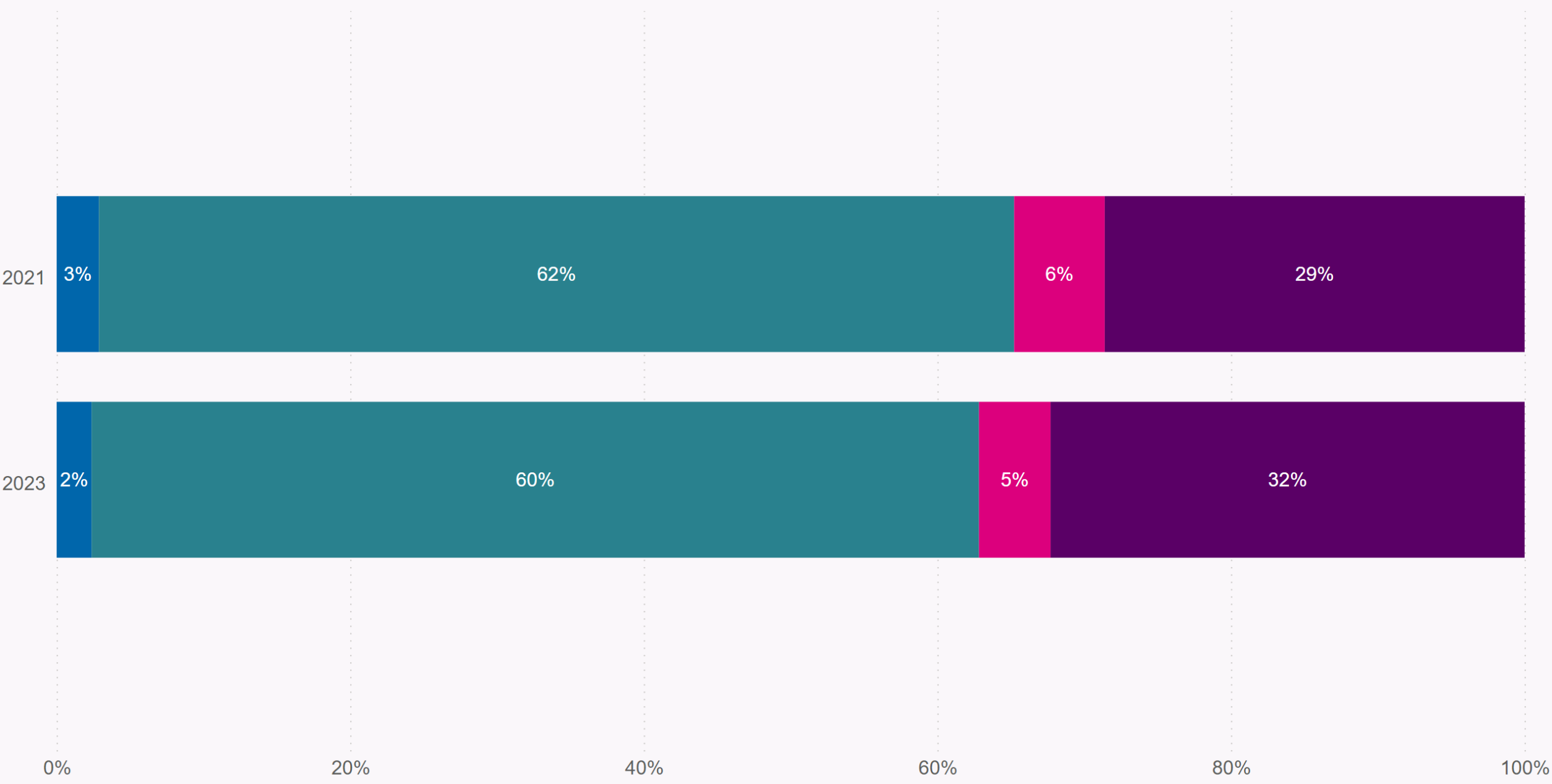
## Solicitor



0% 20% 40% 60% 80% 100%

# Highest level of education achieved by parent or huardian (All M&R)

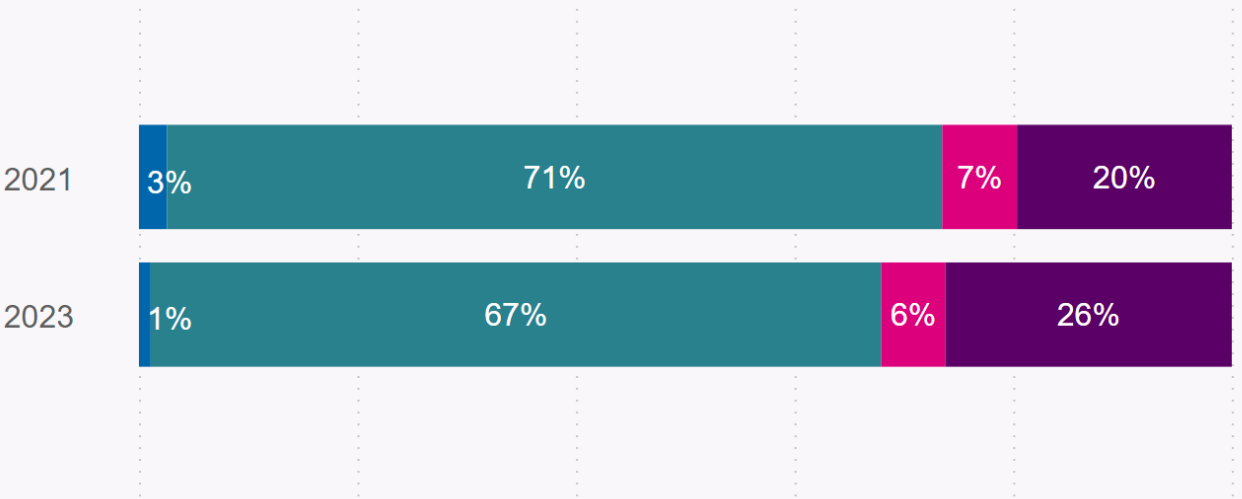
● Don't know / not sure ● No, neither of my parents attended university ● Prefer not to say ● Yes, one or both of my parents attended university



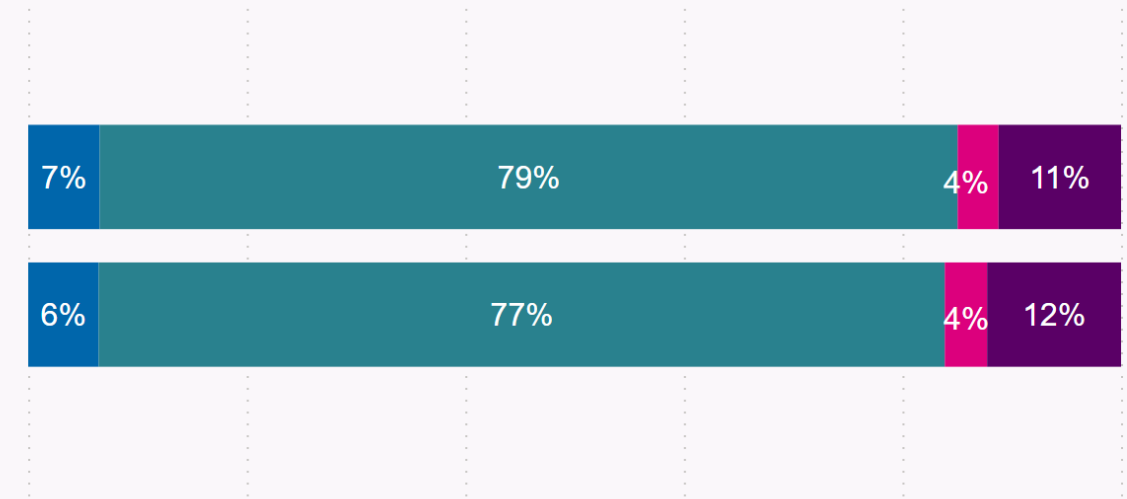
# By role type

● Don't know / not sure ● No, neither of my parents attended university ● Prefer not to say ● Yes, one or both of my parents attended university

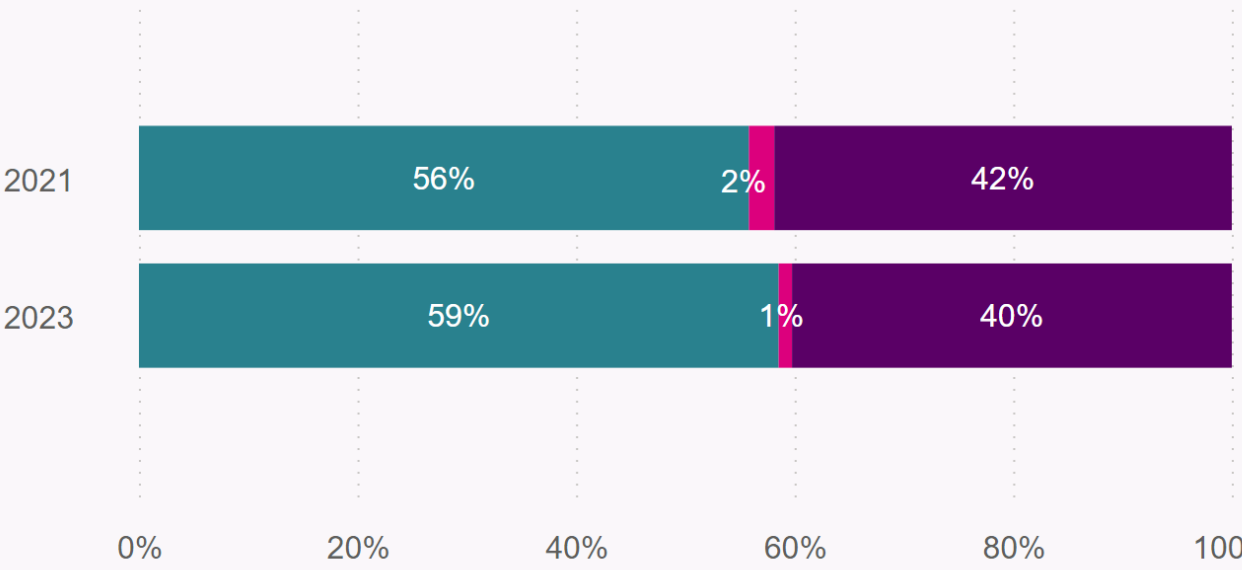
### Business Services



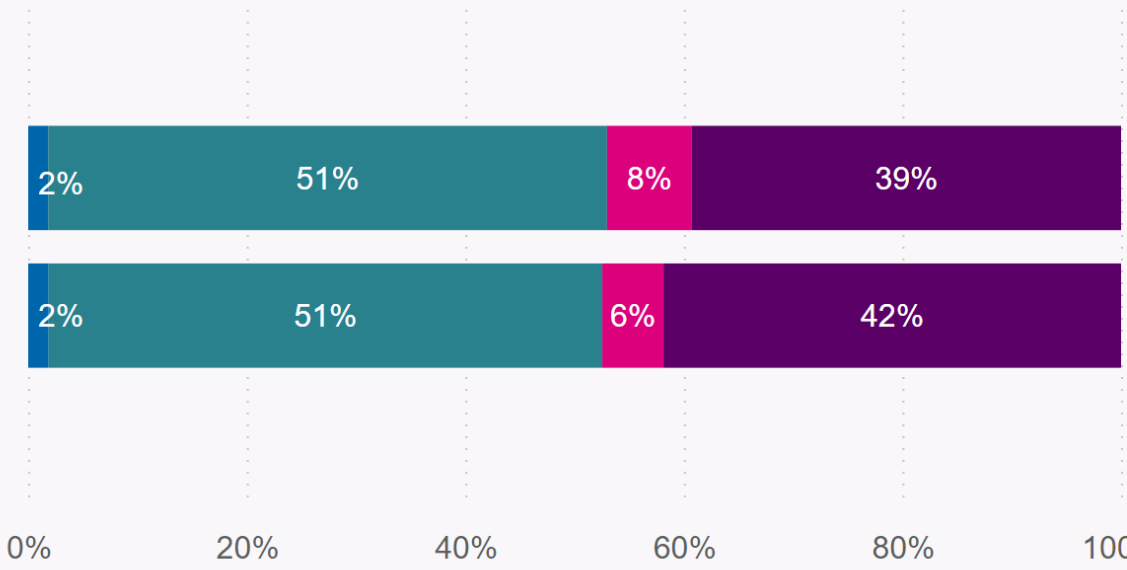
### Other Legal



### Partner



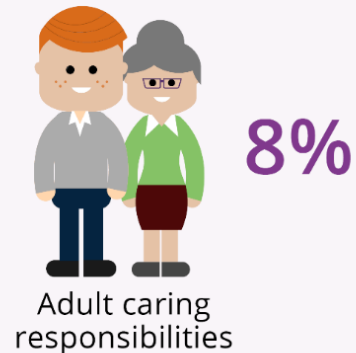
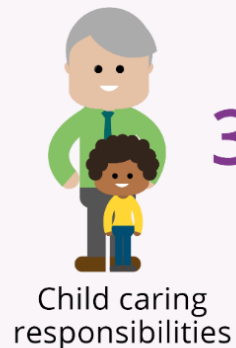
### Solicitor



# Parents and carers

## Caring responsibilities in law firms

Of all lawyers . . .



## How do we compare?

31% of lawyers at Mills & Reeve have child caring responsibilities, and 6% have adult caring responsibilities.

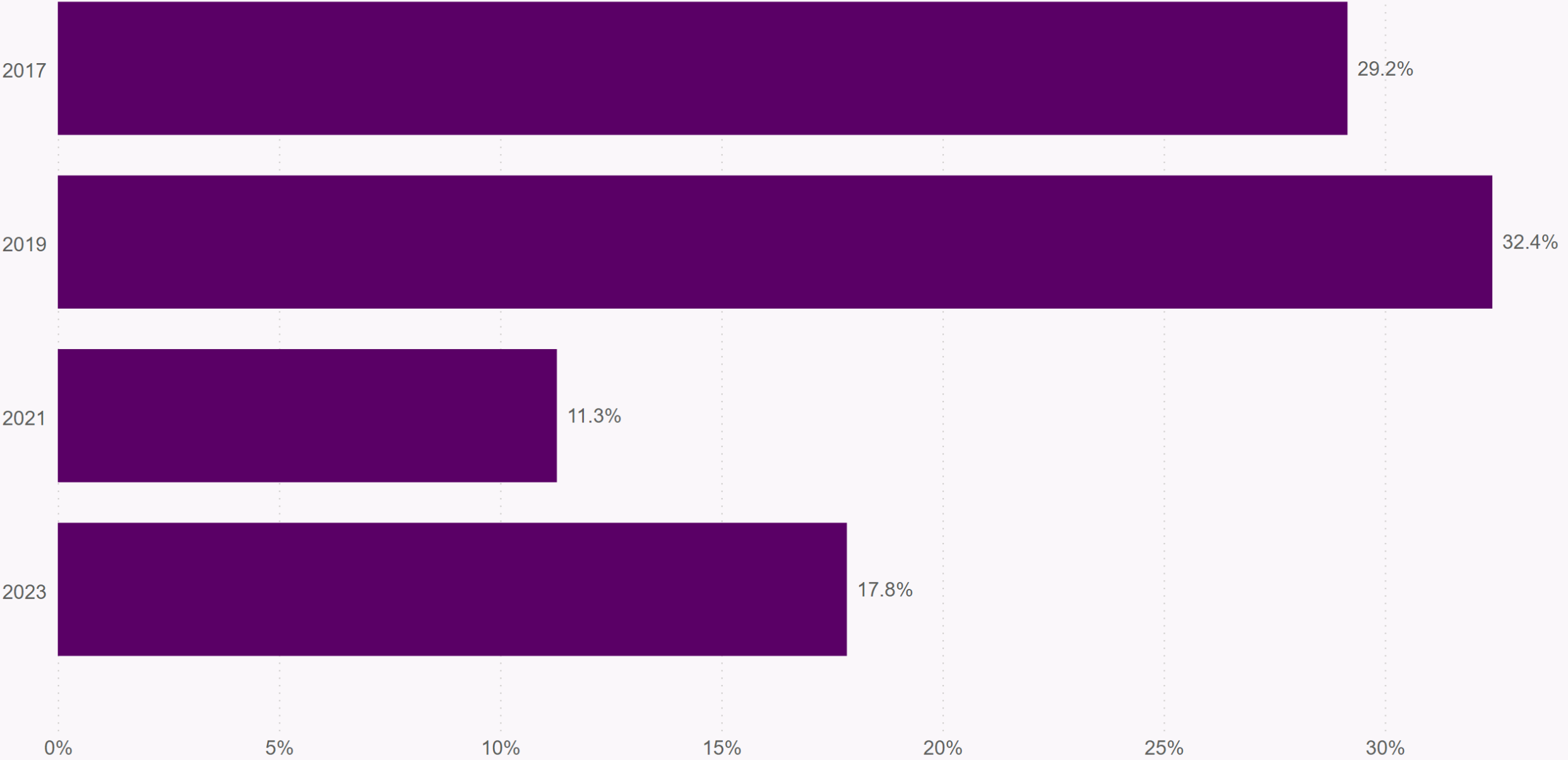
Our Parents & Carers Together (PACT) network provides a community for people to share areas of common interest and concern in the workplace, as well as working with the firm to ensure that policies and processes support people with additional responsibilities to thrive in their roles. In addition, we are members of Working Families, giving us access to best practice and networks. We also offer paid carers, fertility, and pregnancy loss leave alongside our comprehensive compassionate leave policies, and operate a hybrid working model to build in additional flexibility.

## M&R response rates:

|      |     |
|------|-----|
| 2017 | 99% |
| 2019 | 99% |
| 2021 | 42% |
| 2023 | 60% |

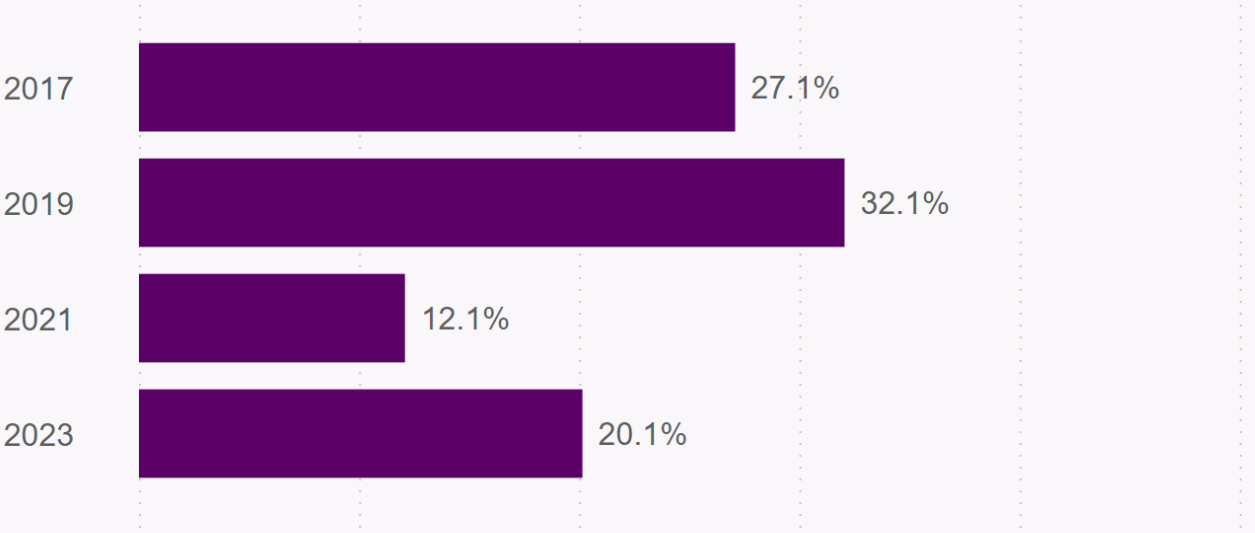


# Primary carers for a child under 18 (All M&R)

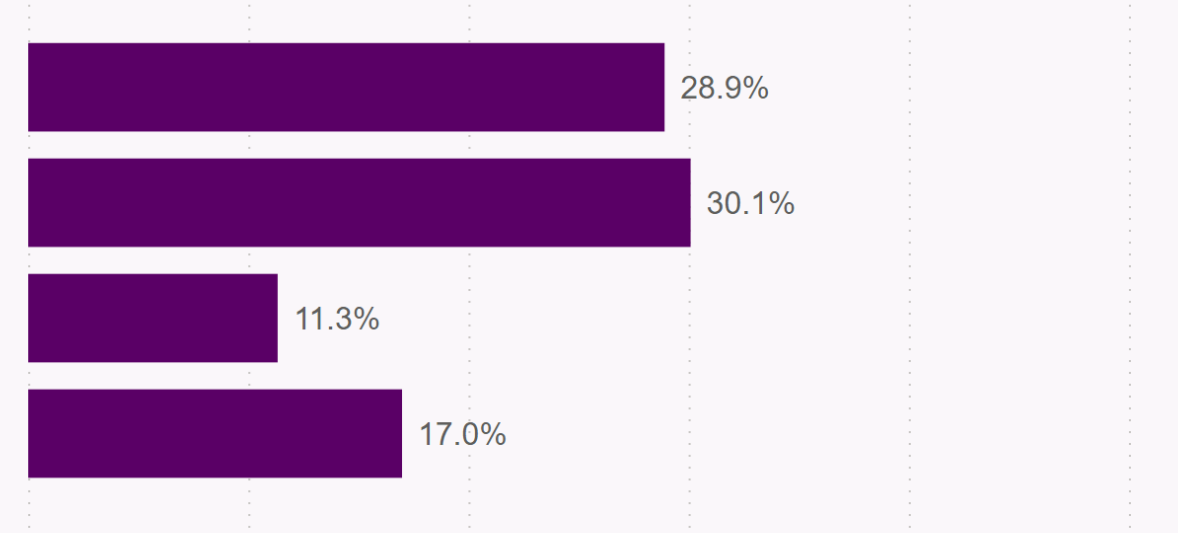


# By role type

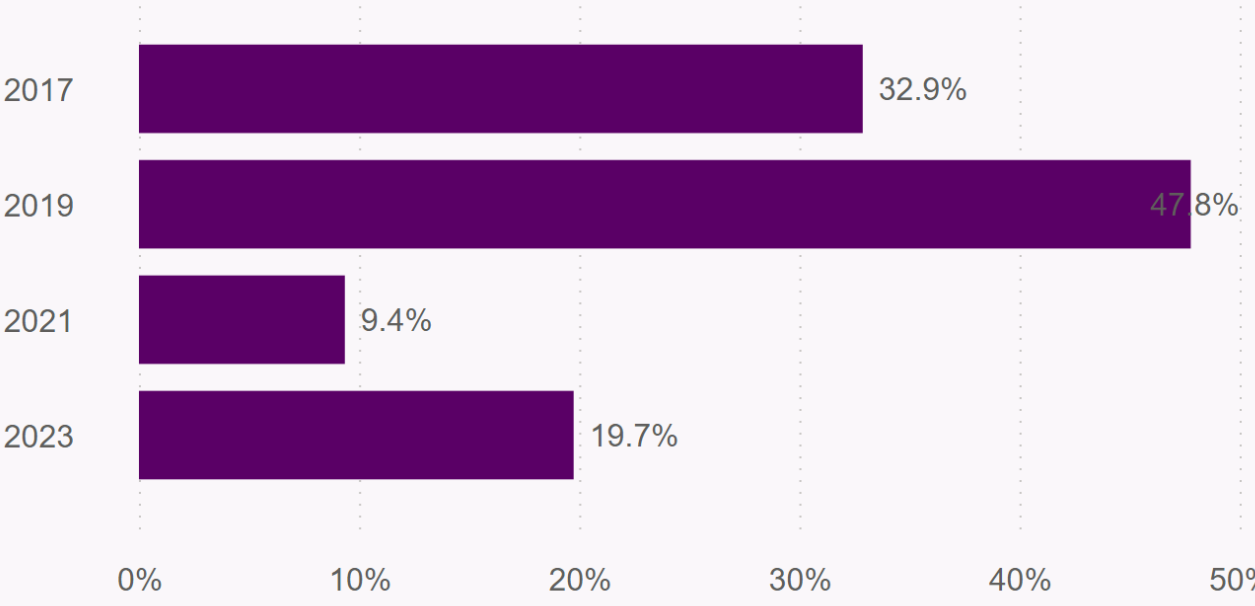
## Business Services



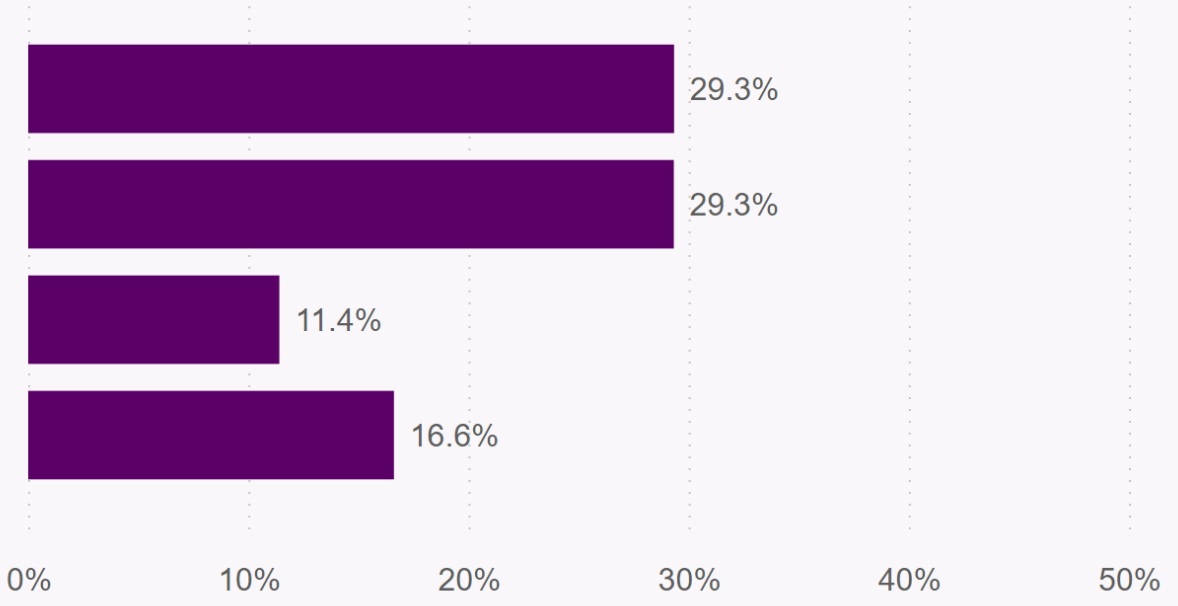
## Other Legal



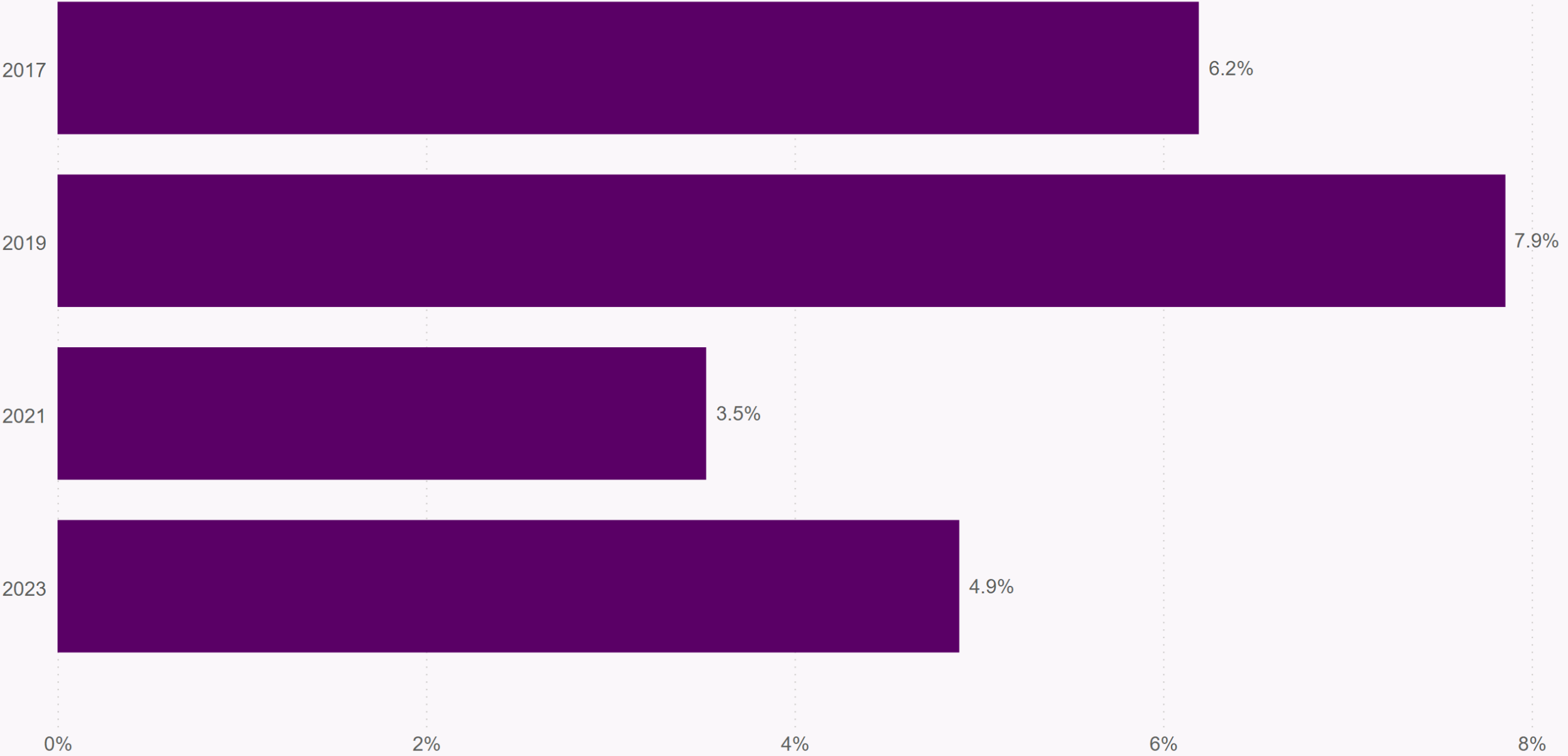
## Partner



## Solicitor

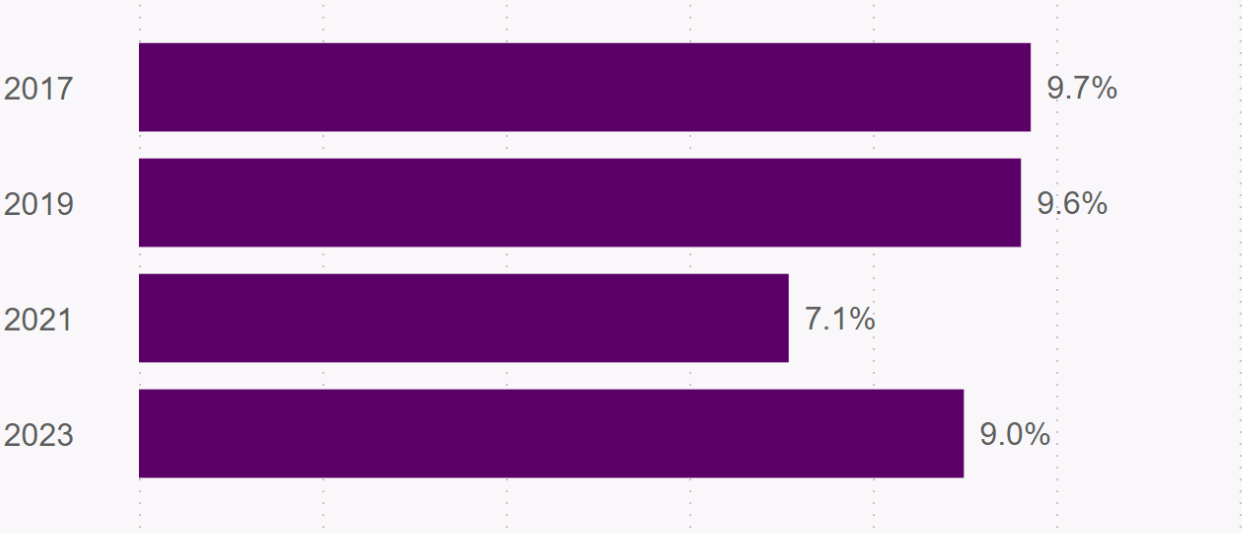


# Primary carers for someone with long term physical or mental ill health (All M&R)

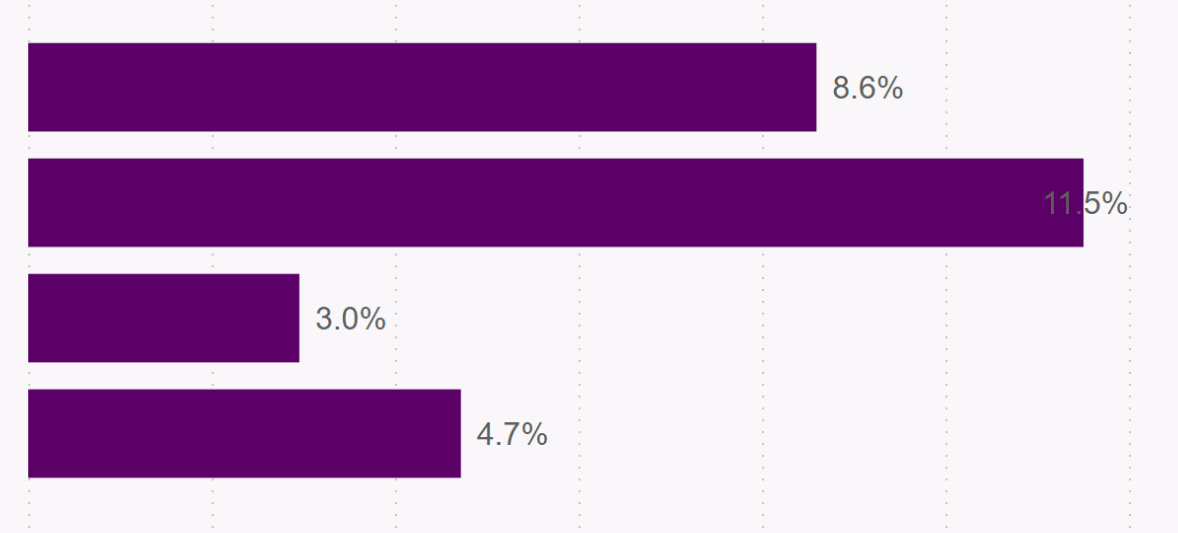


# By role type

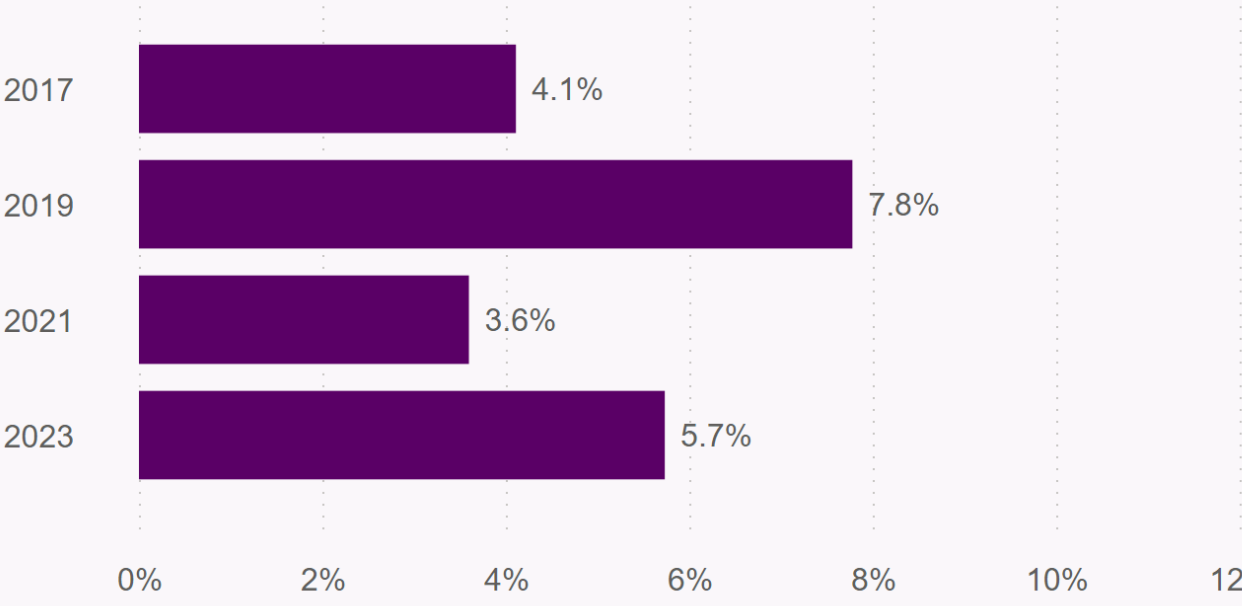
## Business Services



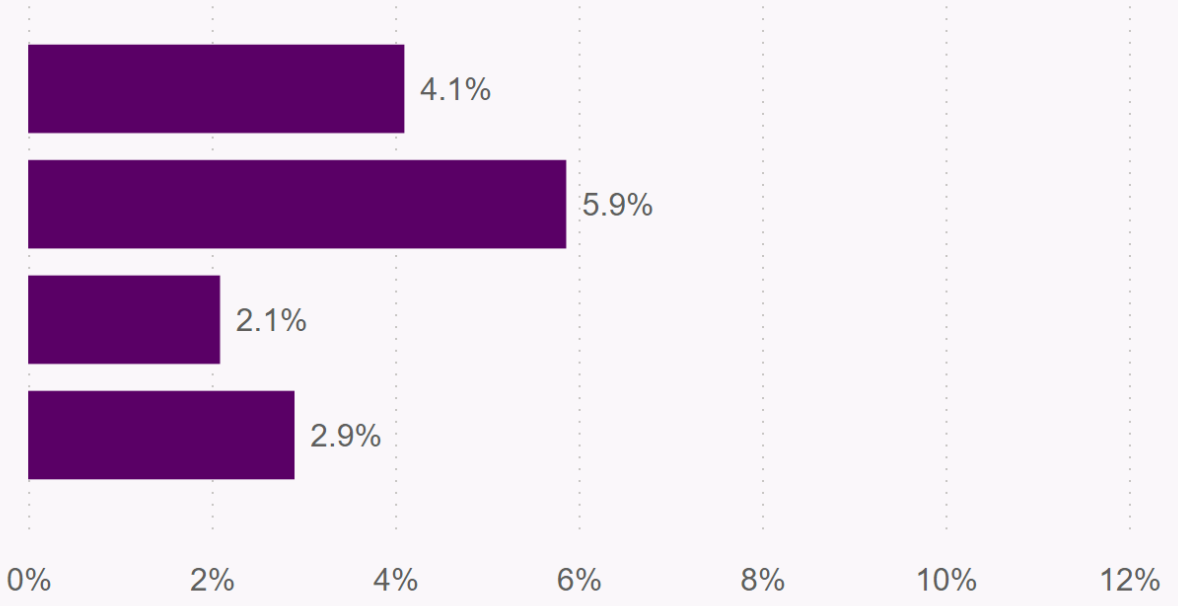
## Other Legal



## Partner



## Solicitor





| Category                      | 2017           | 2019           | 2021           | 2023           | Total          |
|-------------------------------|----------------|----------------|----------------|----------------|----------------|
| Any other religion or belief  | 2.47%          | 1.59%          | 7.70%          | 11.91%         | <b>6.62%</b>   |
| Buddhist                      | 0.62%          | 0.72%          | 0.62%          | 0.30%          | <b>0.54%</b>   |
| Christian                     | 48.46%         | 46.23%         | 44.10%         | 39.24%         | <b>43.92%</b>  |
| Hindu                         | 1.23%          | 1.01%          | 1.24%          | 1.70%          | <b>1.34%</b>   |
| Jewish                        | 0.46%          | 0.14%          | 0.12%          | 0.30%          | <b>0.25%</b>   |
| Muslim                        | 1.23%          | 1.45%          | 2.11%          | 2.20%          | <b>1.81%</b>   |
| No religion or belief         |                |                |                | 42.44%         | <b>13.49%</b>  |
| No religion or belief/Atheist | 43.83%         | 47.25%         | 42.36%         |                | <b>30.27%</b>  |
| Sikh                          | 1.70%          | 1.59%          | 1.74%          | 1.90%          | <b>1.75%</b>   |
| <b>Total</b>                  | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> | <b>100.00%</b> |