



HERBERT SMITH
FREEHILLS
KRAMER

LONDON DIVERSITY DATA 2025





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FREEHILLS
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This data includes permanent employees and contracted staff (including contingent workers) working for three months or longer in the London office of Herbert Smith Freehills Kramer as of 31 May 2025.

Reporting categories are as follows:

- Partners – includes all Partners
- Lawyers – includes all Trainee Solicitors and Associates
- Legal Support – includes all Support Lawyers, Paralegals, Contract Lawyers
- Business Services – all Business Services staff



Age

	16-24	25-34	35-44	45-54	55-64	65+	Invalid/no response
Partners	0%	1%	37%	45%	16%	0%	0%
Lawyers	1%	60%	26%	4%	3%	1%	4%
Legal Support	25%	38%	16%	11%	9%	1%	0%
Business Services	2%	23%	22%	20%	12%	1%	21%

Sex

	Female	Male	Prefer not to say	Invalid/no response
Partners	29%	71%	0%	0%
Lawyers	51%	46%	0%	2%
Legal support	81%	17%	1%	0%
Business services	49%	37%	0%	14%

Gender identity the same as sex registered at birth

	No	Yes	Prefer not to say	Invalid/no response
Partners	0%	36%	2%	62%
Lawyers	0%	52%	2%	46%
Legal Support	0%	59%	3%	38%
Business Services	0%	54%	2%	43%



Disability

	Yes	No	Prefer not to say	Invalid/no response
Partners	2%	33%	3%	62%
Lawyers	3%	48%	4%	45%
Legal Support	5%	56%	4%	35%
Business Services	4%	49%	4%	43%

Day to day activities limited due to a health problem or disability

	Yes, limited a lot	Yes, limited a little	No	Prefer not to say	Invalid/no response
Partners	0%	2%	33%	3%	62%
Lawyers	0%	2%	48%	4%	46%
Legal Support	0%	3%	55%	4%	38%
Business Services	0%	3%	50%	3%	43%

Ethnicity

	Asian (including mixed)	Black (including mixed)	Another cultural or ethnic group	White	Prefer not to say	I prefer to use another term	Invalid/no response
Partners	9%	1%	1%	70%	2%	0%	17%
Lawyers	13%	3%	3%	49%	2%	1%	30%
Legal Support	15%	3%	3%	60%	1%	0%	18%
Business Services	11%	7%	2%	47%	1%	0%	33%



Religion or belief

	No religion or belief / Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say	Invalid/no response
Partners	10%	0%	20%	2%	4%	1%	0%	2%	2%	59%
Lawyers	27%	1%	10%	2%	2%	2%	1%	2%	4%	51%
Legal Support	29%	1%	20%	3%	1%	3%	1%	5%	4%	34%
Business Services	22%	0%	18%	2%	1%	3%	1%	2%	3%	48%

Sexual orientation

	Bisexual	Gay/Lesbian	Heterosexual / straight	Other preferred description	Prefer not to say	Invalid/no response
Partners	1%	1%	36%	0%	1%	62%
Lawyers	1%	5%	44%	1%	4%	46%
Legal Support	2%	1%	59%	0%	4%	34%
Business Services	1%	2%	50%	0%	3%	44%

Type of school attended between the ages of 11-16

	UK state school - non academically selective (comprehensive)	UK state school - academically selective (grammar)	UK independent / fee paying school with scholarship	UK independent / fee paying school	Educated abroad	Don't know/Not sure	Other	Prefer not to say	Invalid/no response
Partners	15%	4%	5%	8%	4%	0%	1%	2%	62%
Lawyers	13%	6%	5%	7%	19%	0%	1%	4%	46%
Legal Support	32%	7%	2%	6%	11%	0%	0%	4%	38%
Business Services	28%	10%	1%	5%	10%	0%	1%	3%	43%



Parents attended university and gained a degree (eg BA/BSc or equivalent) by the time you were 18

	Yes	No	Don't know/Not sure	Prefer not to say	Invalid/no response
Partners	23%	11%	0%	4%	62%
Lawyers	37%	12%	1%	4%	46%
Legal Support	23%	28%	5%	5%	40%
Business Services	21%	26%	4%	4%	45%

Occupation of the main / highest household earner household at age 14

	Modern professional and traditional professional occupations	Senior, middle or junior managers or administrators	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine manual and service occupations	Small business owners who employed less than 25 people	Long term unemployed	Other (e.g. retired, this question does not apply to me, I don't know)	Prefer not to say	Invalid / no response to this question
Partners	17%	12%	1%	1%	1%	0%	0%	3%	4%	62%
Lawyers	25%	13%	1%	2%	3%	0%	1%	4%	5%	46%
Legal Support	16%	13%	4%	3%	7%	1%	1%	10%	5%	38%
Business Services	18%	14%	2%	5%	6%	0%	1%	6%	4%	44%

Primary carer for a child under 18

	Yes	No	Prefer not to say	Invalid/no response
Partners	17%	19%	3%	61%
Lawyers	5%	47%	2%	46%
Legal Support	14%	47%	1%	38%
Business Services	15%	39%	2%	43%



Provide unpaid care for someone with long term physical or mental ill-health caused by disability of age

	No	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	Prefer not to say	Invalid/no response
Partners	33%	1%	1%	1%	3%	62%
Lawyers	49%	3%	0%	0%	3%	46%
Legal Support	56%	2%	0%	1%	3%	38%
Business Services	50%	2%	0%	1%	4%	43%