

diversity statistics

2025

Howell Jones is an inclusive firm that values diversity and is dedicated to maintaining a safe and respectful environment free from discrimination, harassment, and victimisation. We are committed to promoting equal opportunities and strive to treat everyone equally with dignity, courtesy and respect regardless of their personal characteristics.

We asked our staff to participate in our 2025 diversity survey and had an 94% response rate. Our staff's statistics as of 10 June 2025 are detailed below. The percentages have been rounded to the nearest whole number.

Role within the firm					Gender identified with the same as the sex registered at birth			Disability under the Equality Act 2010	
% of all responders					% of all responders			% of all responders	
	Total	Male	Female	Prefer not to say	Yes	No	Prefer not to say	Yes	10%
Full equity solicitor partners	6%	20%	80%		100%			No	87%
Salaried or partial equity solicitor partners	9%	14%	86%		100%			Prefer not to say	3%
Solicitor (not Partner)	23%	22%	78%		100%			Day-to-day activities limited due to a health problem or disability lasting at least 12 months?	
Other fee earning role	8%	33%	67%		100%				
Role directly supporting fee earner	32%	8%	88%	4%	96%		4%		
Managerial role	10%	25%	75%		100%				Yes, limited a little
IT/HR/ Other corporate services role	8%	17%	83%		100%			No	85%
Prefer not to say	3%		50%	50%	50%		50%	No response	6%
								Prefer not to say	3%
Age category								Sexual Orientation	
% of all responders					% of all responders			% of all responders	
16-24	25-34	35-44	45-54	55-64	65 +	Prefer not to say	Bi	1%	
9%	27%	15%	25%	16%	6%	1%	Gay / Lesbian	1%	
							Heterosexual	91%	
							Prefer not to say	6%	

diversity statistics.

continued

2025

Ethnicity

	% of all responders
British, English, Welsh, Northern Irish, Scottish	73%
Caribbean	1%
Indian	1%
Irish	1%
Pakistani	5%
Any other Mixed/Multiple ethnic background	5%
Any other Asian background	3%
Any other White background	6%
Prefer not to say	4%

Religion

	% of all responders
Christian	43%
Hindu	3%
Jewish	1%
Muslim	5%
Any other religion or belief	5%
No religion or belief	32%
Prefer not to say	9%

Type of school attended between the ages 11-16

	% of all responders
Attended a school outside of the UK	5%
Independent or fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	5%
State-run or state-funded school (non-selective)	62%
State-run or state-funded school (Selective on academic, faith or other grounds)	24%
Prefer not to say	4%

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

	% of all responders
No, neither of my parents attended university	72%
Yes, one or both of my parents attended university	23%
Prefer not to say	5%

Primary carer for a child under 18

	% of all responders
Yes	28%
No	68%
Prefer not to say	4%

Work of the main / highest income earner in your household when you were around the age of 14?

	% of all responders
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	10%
Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	28%
Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	20%
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	10%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	11%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	13%
Other, such as: retired / this question does not apply to me / I don't know	3%
Prefer not to say	5%

Time spent looking after or providing unpaid care for someone with long-term physical or mental ill health caused by disability or age

	% of all responders
No	85%
Yes – 1-19 hours a week	8%
Yes – 20 -49 hours a week	4%

we focus on you.