

## 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.

# 94%

response rate

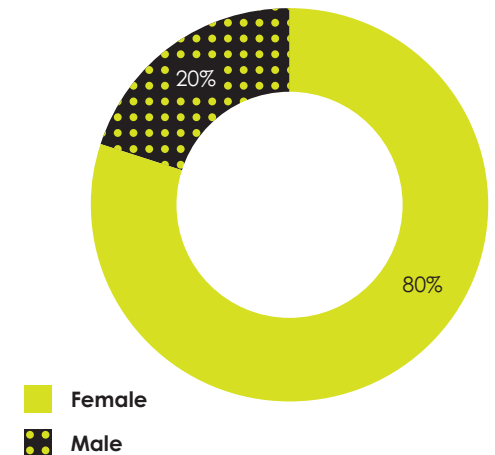
We asked our staff to participate in our 2025 diversity survey and had an 94% response rate. Our staff's statistics as of 10 June 2025 are detailed below. The percentages have been rounded to the nearest whole number.

### Gender across roles within the firm

% of all responders

Role within the firm	Gender				Gender identified with the same as the sex registered at birth		
	Total	Male	Female	Prefer not to say	Yes	No	Prefer not to say
Full equity solicitor partners	6%	20%	80%		100%		
Salaried or partial equity solicitor partners	9%	14%	86%		100%		
Solicitor (not Partner)	23%	22%	78%		100%		
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%			
IT/HR/ Other corporate services role	8%	17%	83%	100%			
Prefer not to say	3%		50%	50%	50%		50%

### Full equity solicitor Partners



We have a strong female presence in leadership positions

Disability under the Equality Act 2010

% of all responders

Yes	10%
No	87%
Prefer not to say	3%

Day-to-day activities limited due to a health problem or disability lasting at least 12 months?

% of all responders

Yes, limited a little	6%
No	85%
No response	6%
Prefer not to say	3%

We ensure that mobility is not a barrier to our clients and perform home visits at no extra cost.

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%

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%

Sexual Orientation

% of all responders

Bi	1%
Gay / Lesbian	1%
Heterosexual	91%
Prefer not to say	6%

# diversity statistics 2025

# 86%

of our staff attended state-run or state-funded schools compared to the law firm average of 64%

## 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%

## 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	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%

## 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%

## 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%

# 48%

of our staff work flexible hours to accommodate caring duties or because of their own health needs.