

MILLS & REEVE

Achieve more. Together.

Mills & Reeve diversity data

2025



This presentation shows the data from the SRA diversity surveys carried out in 2021, 2023 and 2025.

Throughout the presentation we'll 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 trademark 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've included the 'prefer not to say' results (where we think this was useful/appropriate).

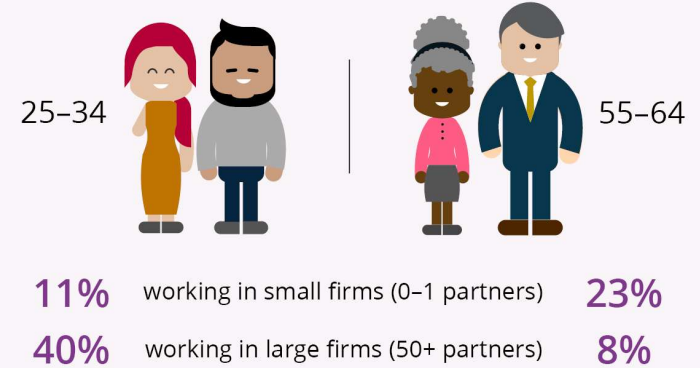
Due to rounding, there may be occasions where percentages total 99-101%.

The images used throughout the presentation are taken from the SRA's 2025 reporting period which we have used to highlight how we compare to the rest of the sector.

Age

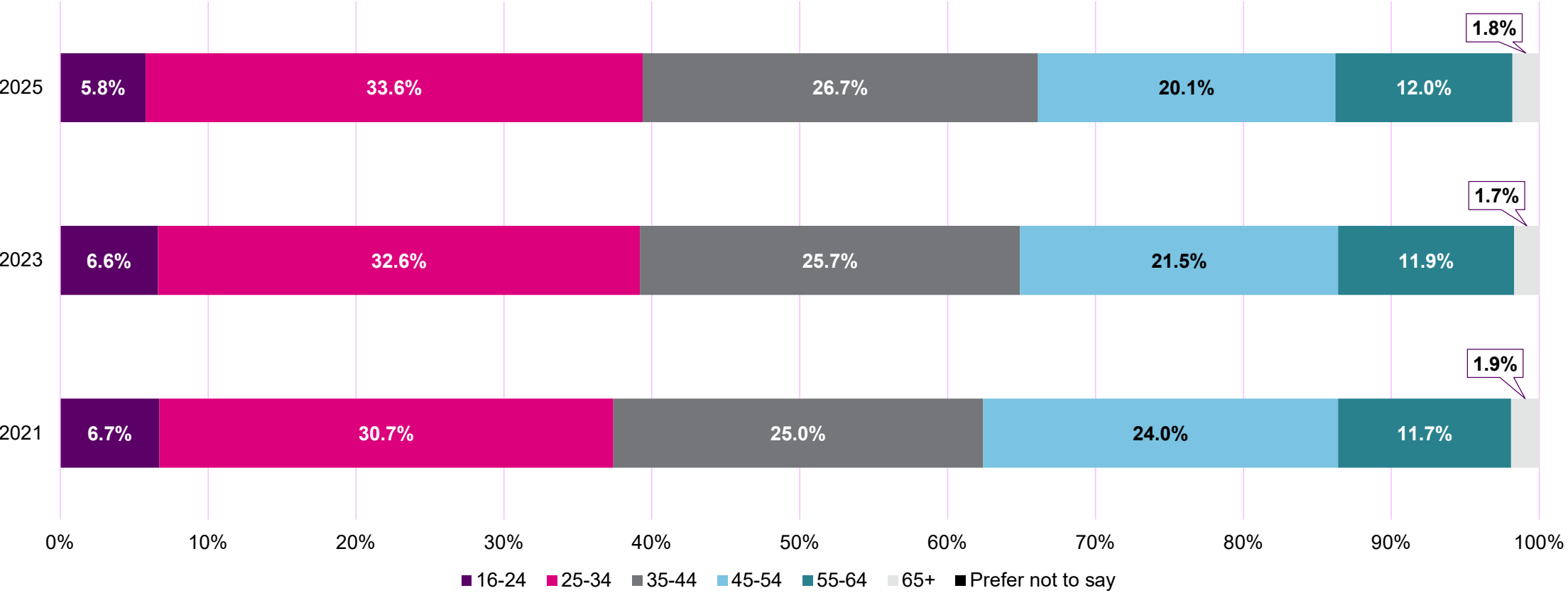
In 2025, 35% of lawyers at the firm are aged 25-34 and 10% are between the age of 55-64, roughly consistent with the broader legal sector working in large firms of 50+ partners.

Age of lawyers in law firms

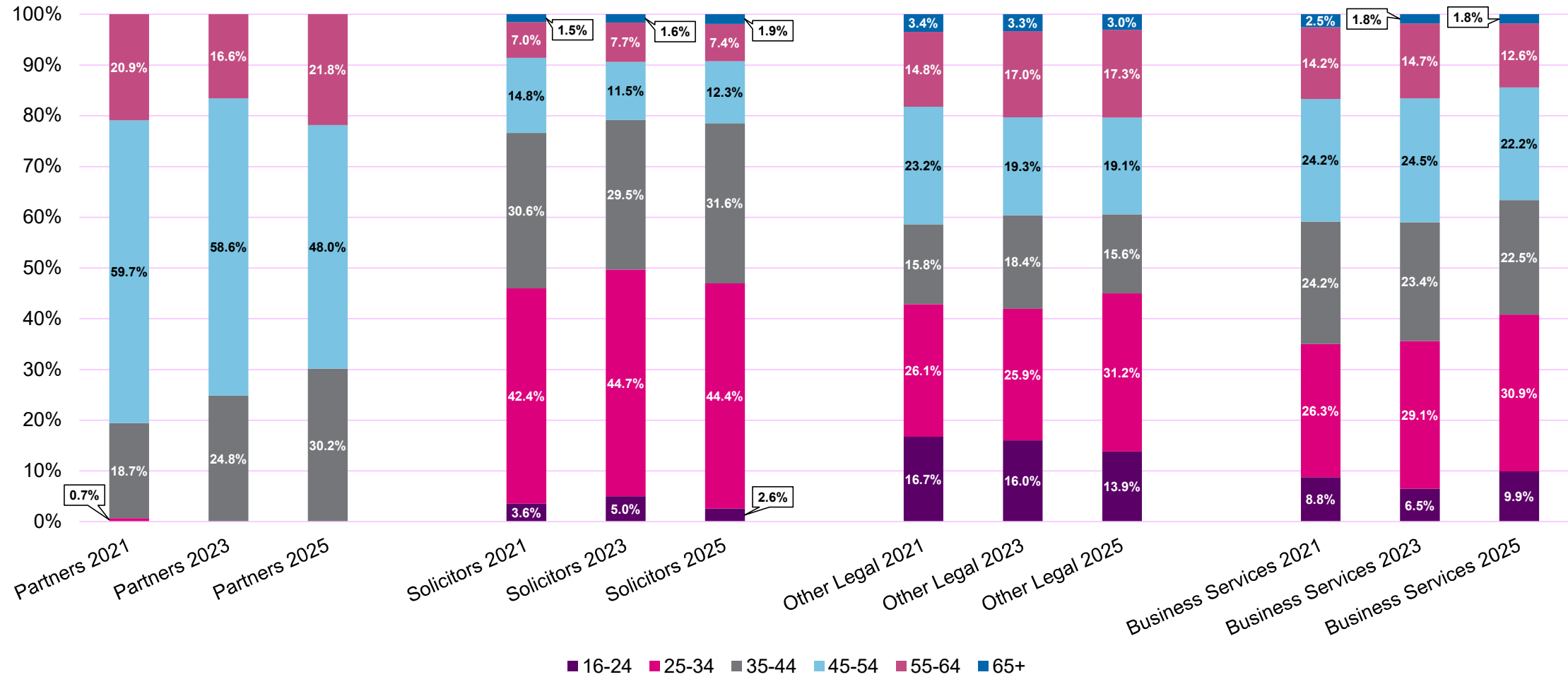


Mills & Reeve response rates:
2021 100%
2023 100%
2025 100%

Whole firm age profile



Age profile by role type



Gender

How do we compare?

Women make up most of the workforce at Mills & Reeve and we continue to work towards greater representation of women in our partnership through a combination of career support, development, and recruitment. Our Balance network supports the firm as we work towards greater gender equity.



Women in law firms



63%
are solicitors

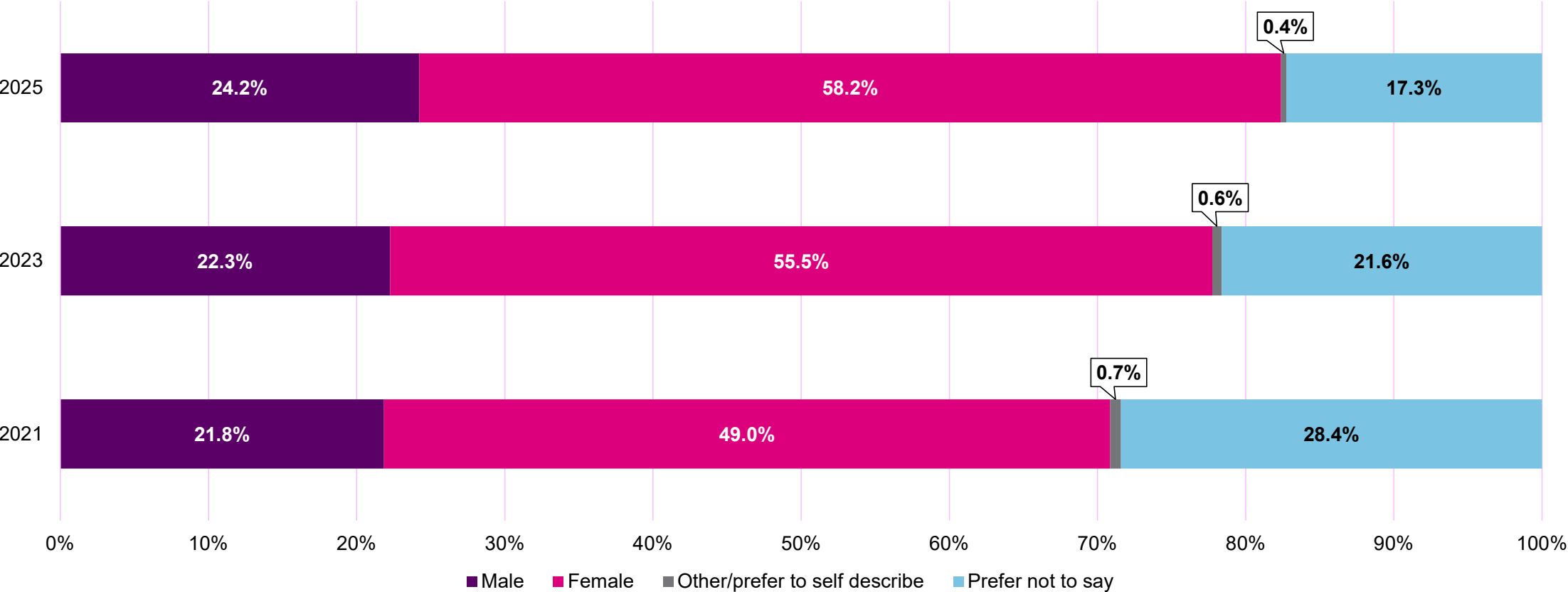
49%
are salaried
partners

35%
are full-equity
partners

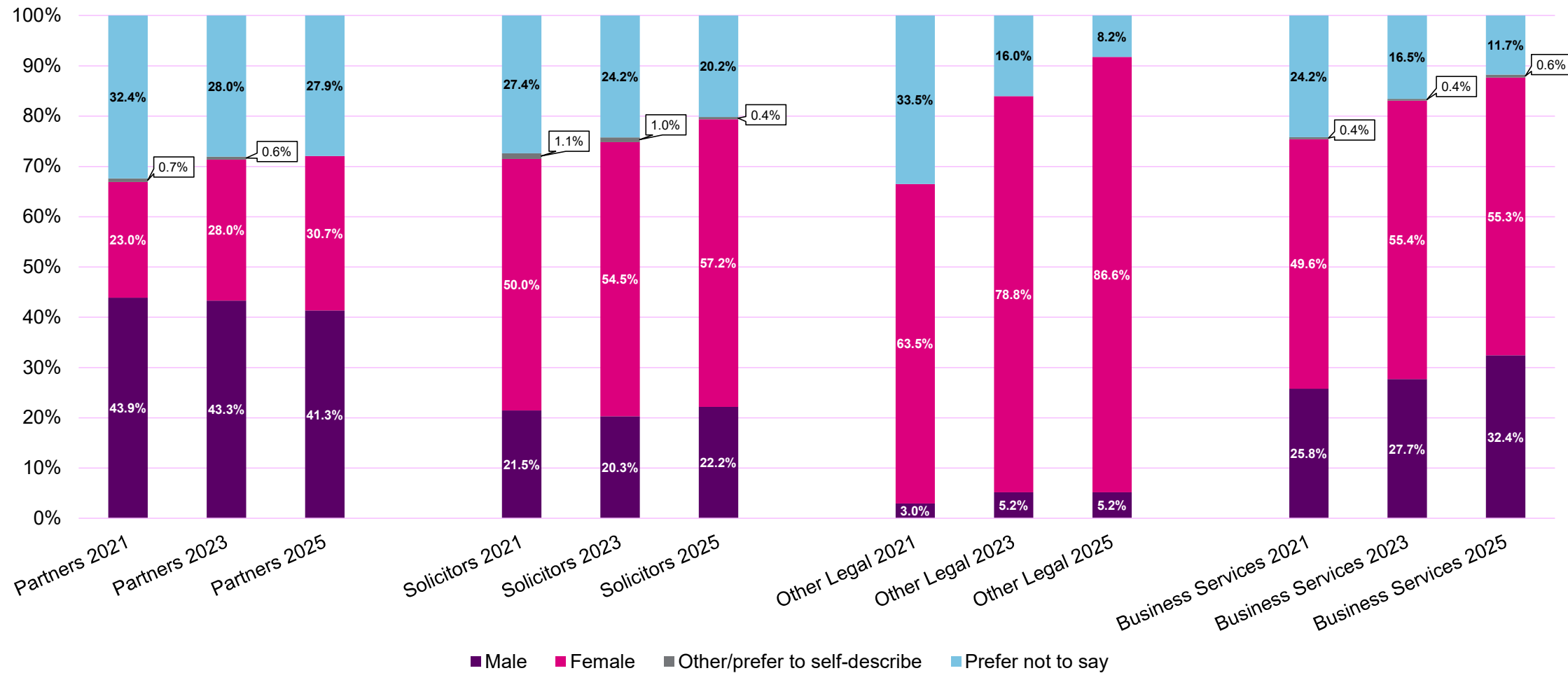
Mills & Reeve response rates:

2021 72%
2023 78%
2025 83%

Whole firm gender profile



Gender profile by role type



Race & ethnicity

How do we compare?

In 2025, 6.3% of our lawyers (partners and solicitors) are Asian, 2.3% are from mixed/multiple ethnicities, 0.8% are Black and 0.2% are from other ethnic backgrounds. Overall, the proportion of staff and partners at the firm from a racially minoritised background continues to grow.

Increasing the representation of racially minoritised colleagues continues to be a priority for us at the firm. As well as the work we do as part of our Reach into Schools programme, our partnerships with the 10,000 Black Interns Programme and the Black Solicitors Network continue. To date, we've hosted 14 students from the 10,000 Black Interns programme and within the firm, we offer a mentoring programme to members of our Reach network to support career progression.

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

Ethnicity of lawyers in law firms



13%

are Asian



3%

are from Mixed/
Multiple ethnic
groups



3%

are Black



1%

are from Other
ethnic groups

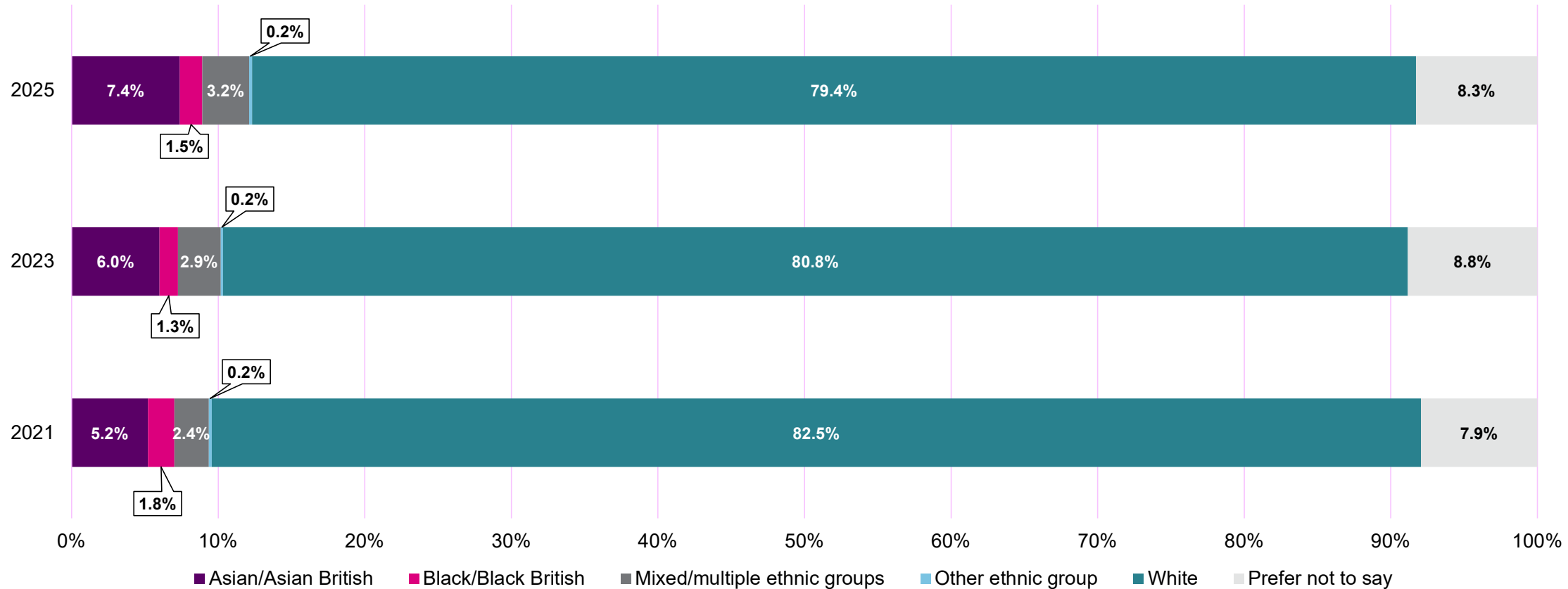
Mills & Reeve response rates:

2021 92%

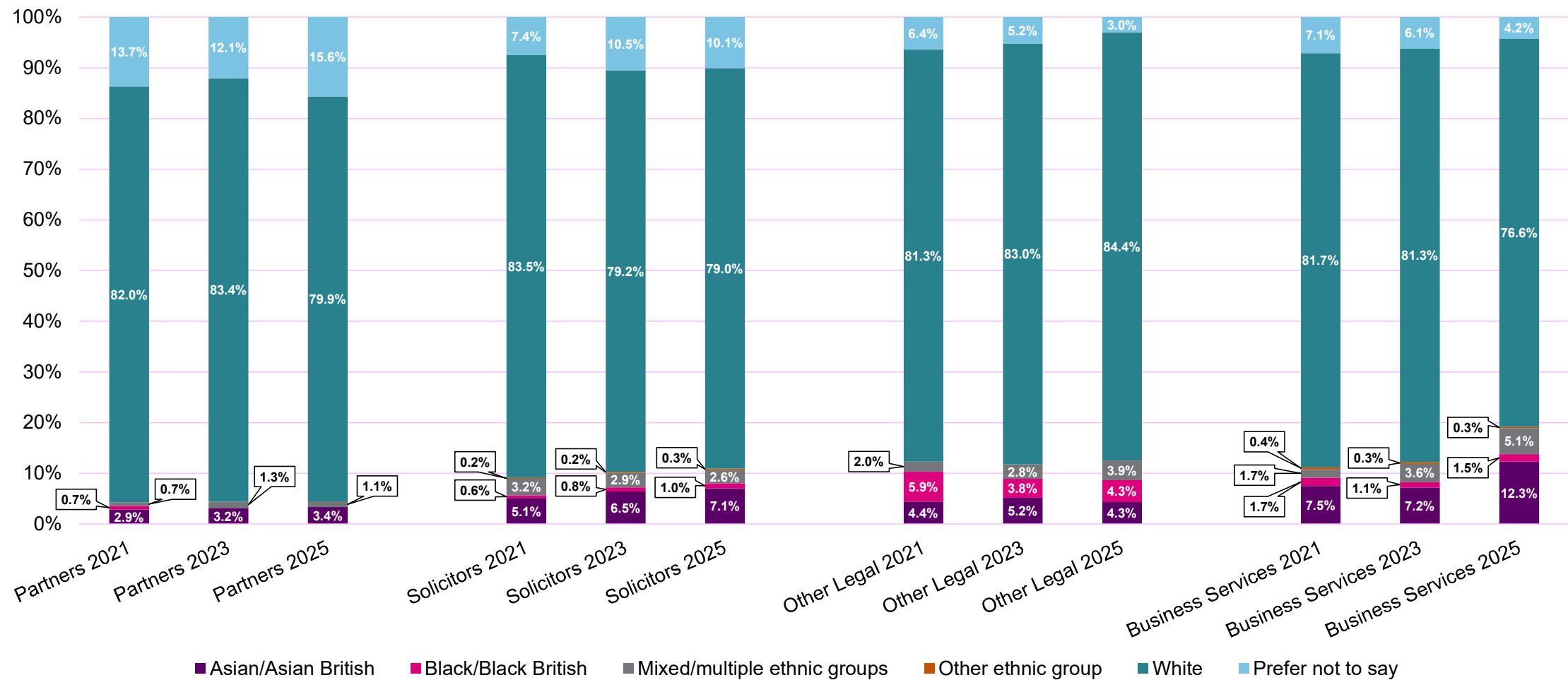
2023 91%

2025 92%

Race & ethnicity – whole firm



Race and ethnicity by role type



Slide 11

CP1 There's the one percentage callout in pink font

Charlie Pendlebury, 2025-10-08T10:23:39.565

CP2 Race - BS 2021 adds up to 111.8

Charlie Pendlebury, 2025-10-08T13:16:21.556

Religion & belief

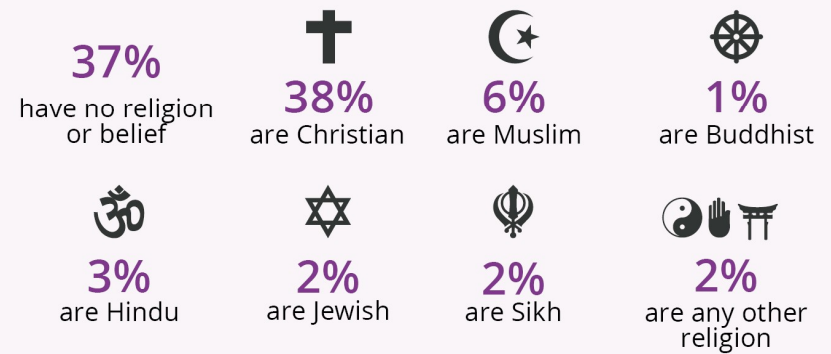
How do we compare?

Our lawyer population is 30% Christian, 32.4% no religion/atheist, 1.8% Sikh, 1.6% Muslim, 1% Hindu, 0.6% Jewish, 0.1% Buddhist and 8.9% any other religion or belief.

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 don't subscribe to any religion.

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

Religion and belief of lawyers in law firms



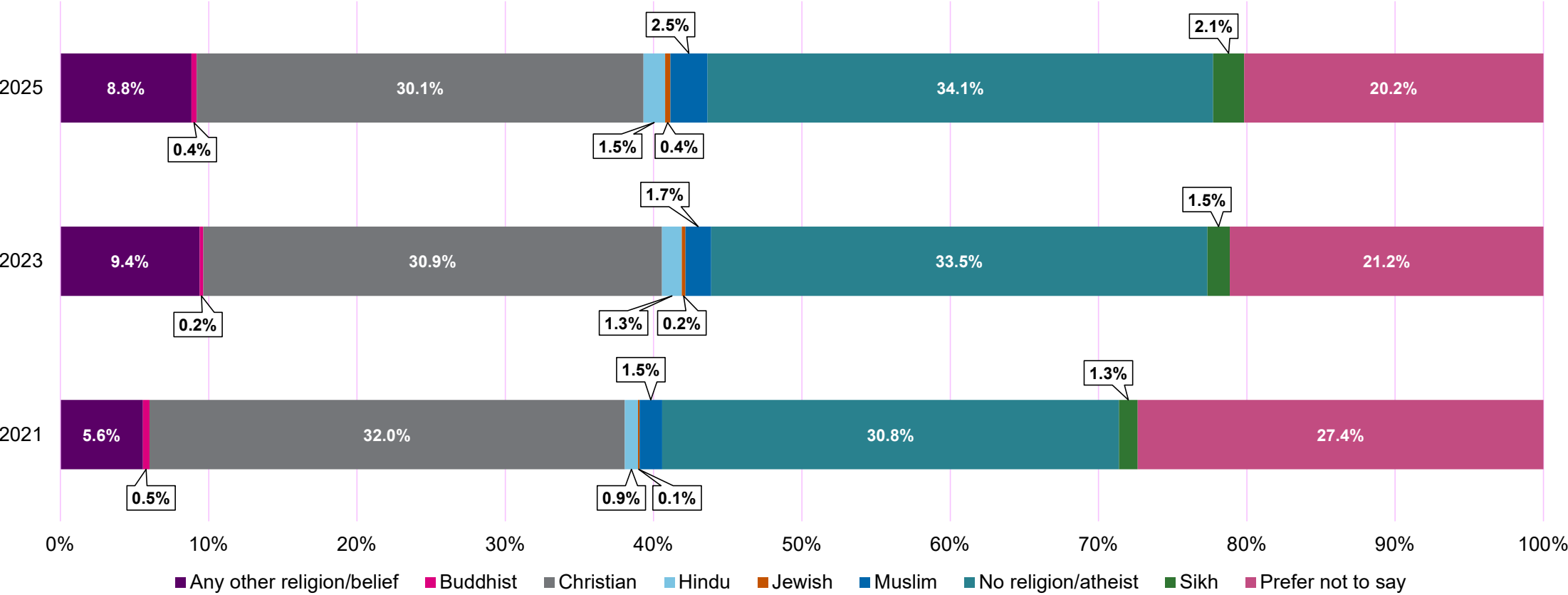
Mills & Reeve response rates:

2021 73%

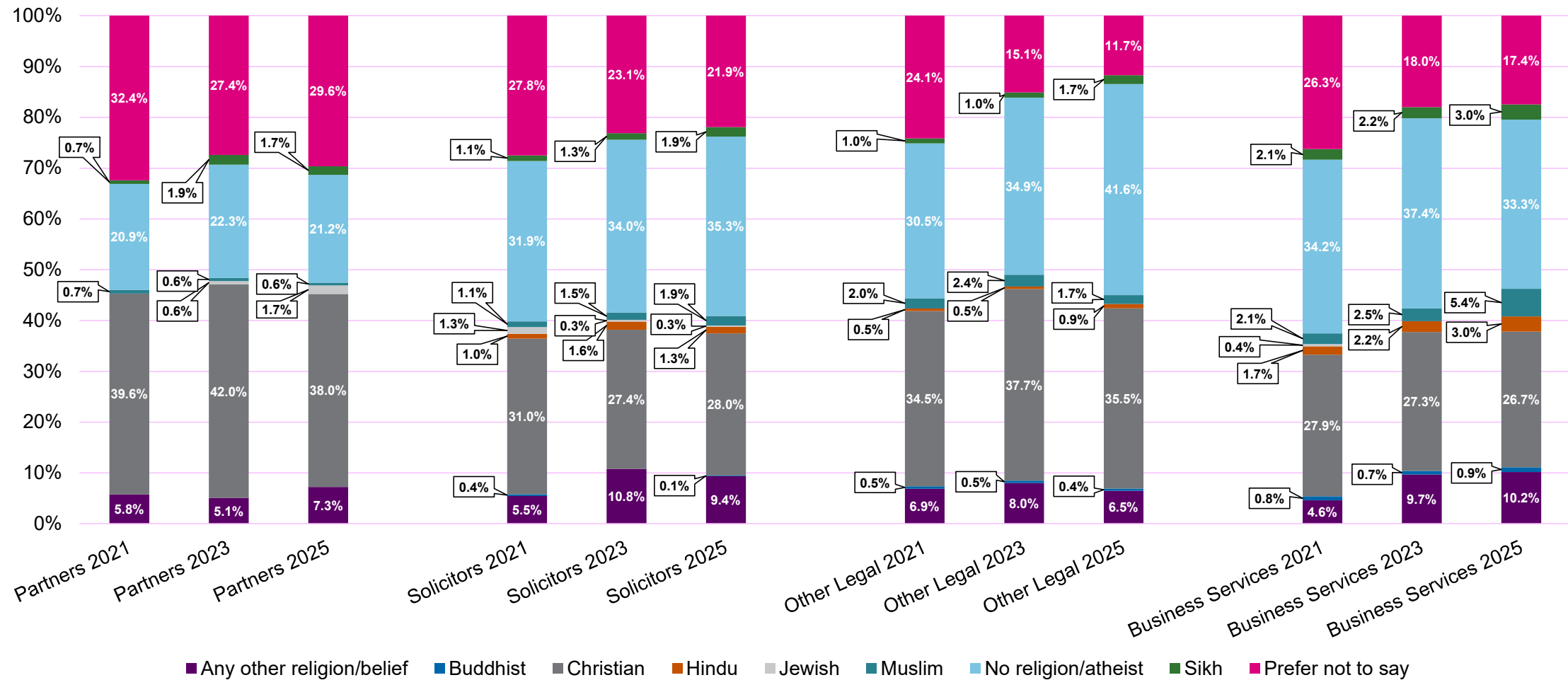
2023 79%

2025 80%

Religion & belief – whole firm



Religion & belief by role type



Disability

How do we compare?

We've seen a significant increase in the number of staff who have told us they have a disability since 2021. 4.8% of our lawyers have a disability; 3.9% say their activities are limited a little, and 0.9% say their activities are limited a lot.

In 2025 we were recognised as Disability Confident Leaders, recognising our commitment to being an inclusive employer for disabled people. The firm is also a member of the Hidden Disabilities scheme.

Our Ability network supports the firm with disability inclusion work, providing a community for allies and people with disabilities, long-term or mental health conditions, or who are neurodivergent to come together.

Disability – lawyers in law firms

8%
are disabled



5%
say their activities
are limited a little

2%
say their activities
are limited a lot

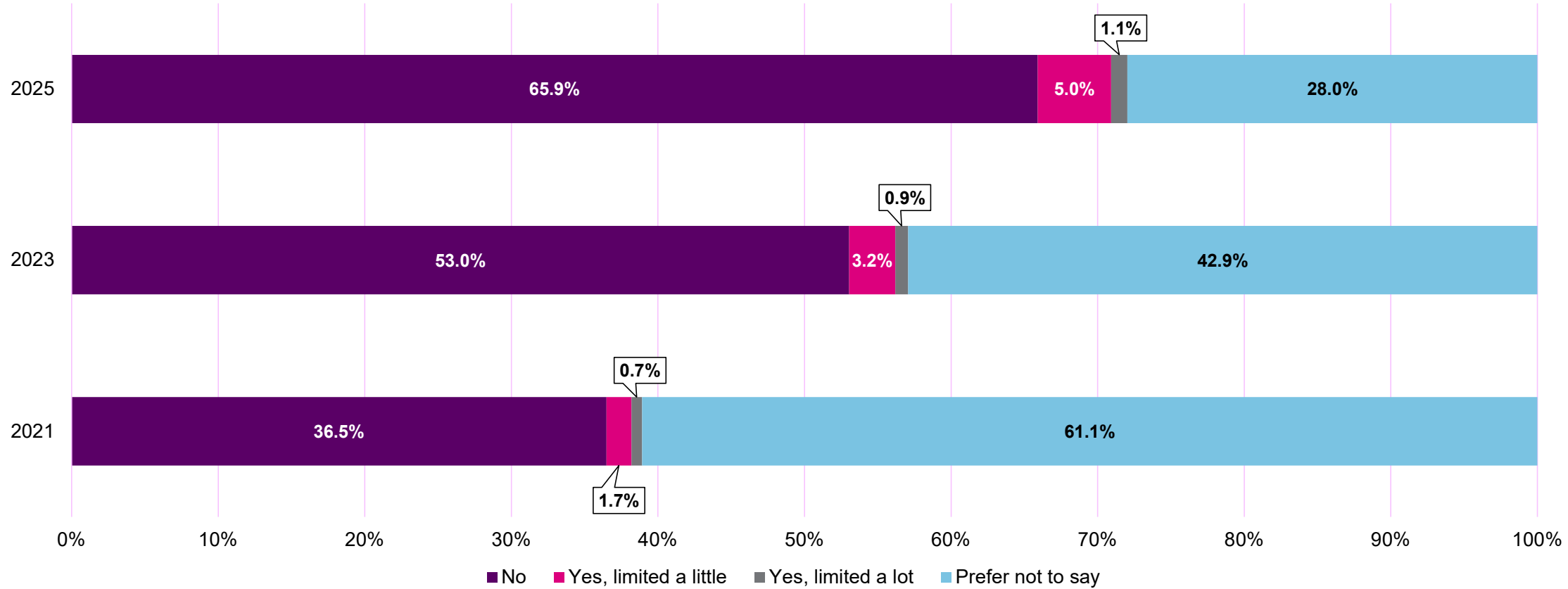
Mills & Reeve response rates:

2021 39%

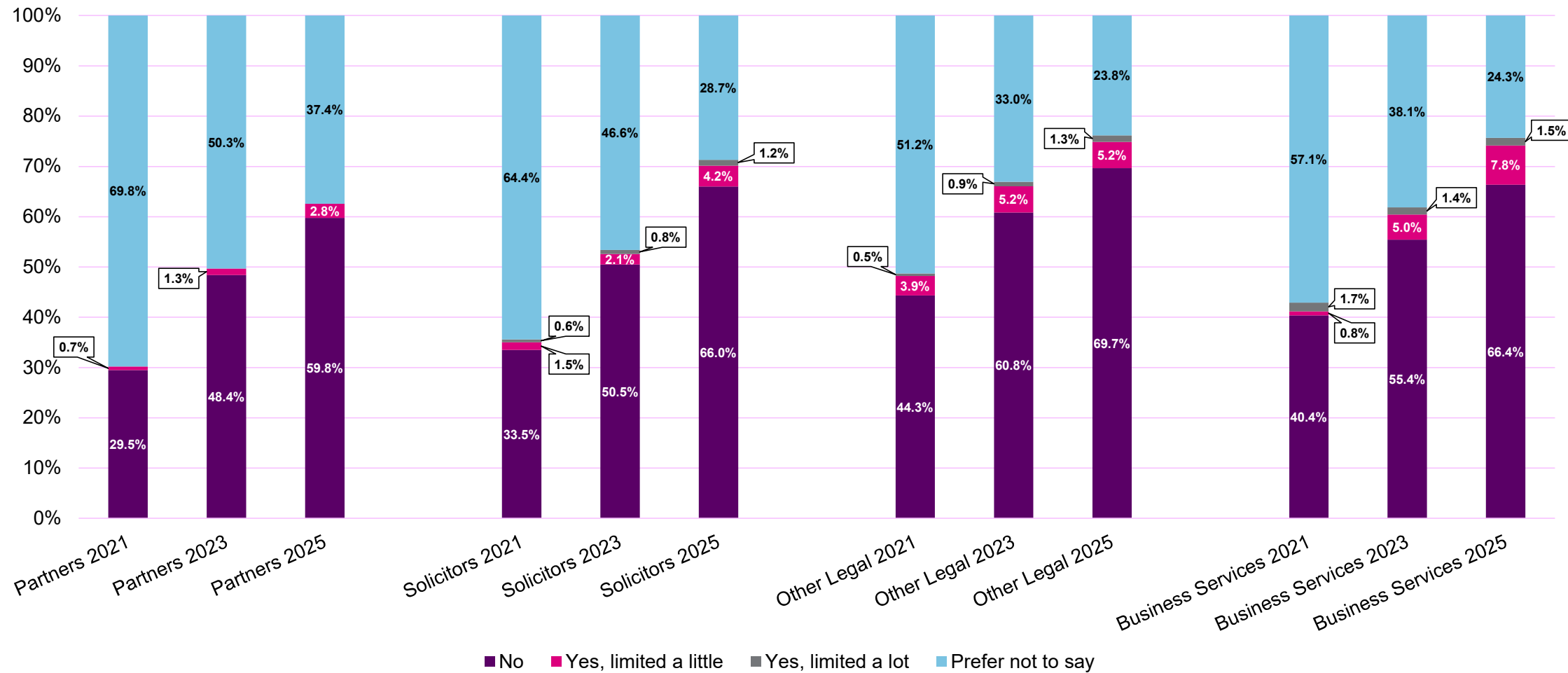
2023 57%

2025 72%

Disability – whole firm



Disability by role type



Sexual orientation

How do we compare?

We've seen further increases in the number of LGBTQ+ staff and partners since the last SRA submission period. Our Spectrum employee network supports LGBTQ+ colleagues at work, delivering awareness and education sessions and resources, and providing spaces to celebrate sexual orientation and gender identity diversity with allies.

4.8% of lawyers at Mills & Reeve identify as lesbian, gay, or bisexual, with an additional 0.9% preferring to self-describe.

Sexual orientation of lawyers in law firms



4.5%
are lesbian, gay,
bi or preferred
another description

Mills & Reeve response rates:

2021 70%

2023 78%

2025 82%

Sexual orientation – whole firm



Sexual orientation by role type



Social mobility

Education and socioeconomic background

13.3% of lawyers at the firm attended a fee-paying school and 47.4% come from a professional socioeconomic background.

In 2025, we launched our Broadening Horizons social mobility programme, aimed at sixth form students and offering mentoring and workplace exposure to students from lower socioeconomic backgrounds. To support success with the pilot of this programme, we've partnered with the Social Mobility Business Partnership and are working with three schools in the Greater Manchester region, two of which are in social mobility cold spots.

Our broader social mobility programme raises awareness of the barriers that people from lower socioeconomic backgrounds can face and works with students at a range of education stages to raise aspirations and shed light on the legal sector.

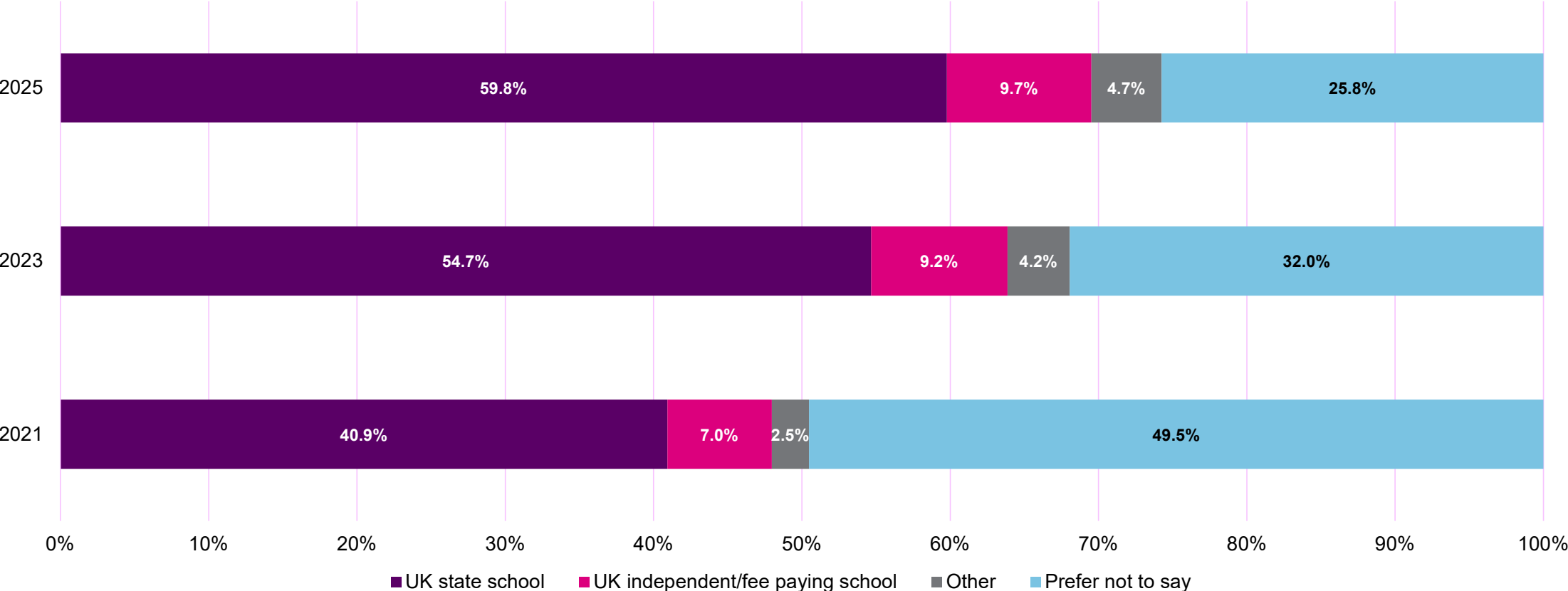
Socio-economic background of lawyers in law firms



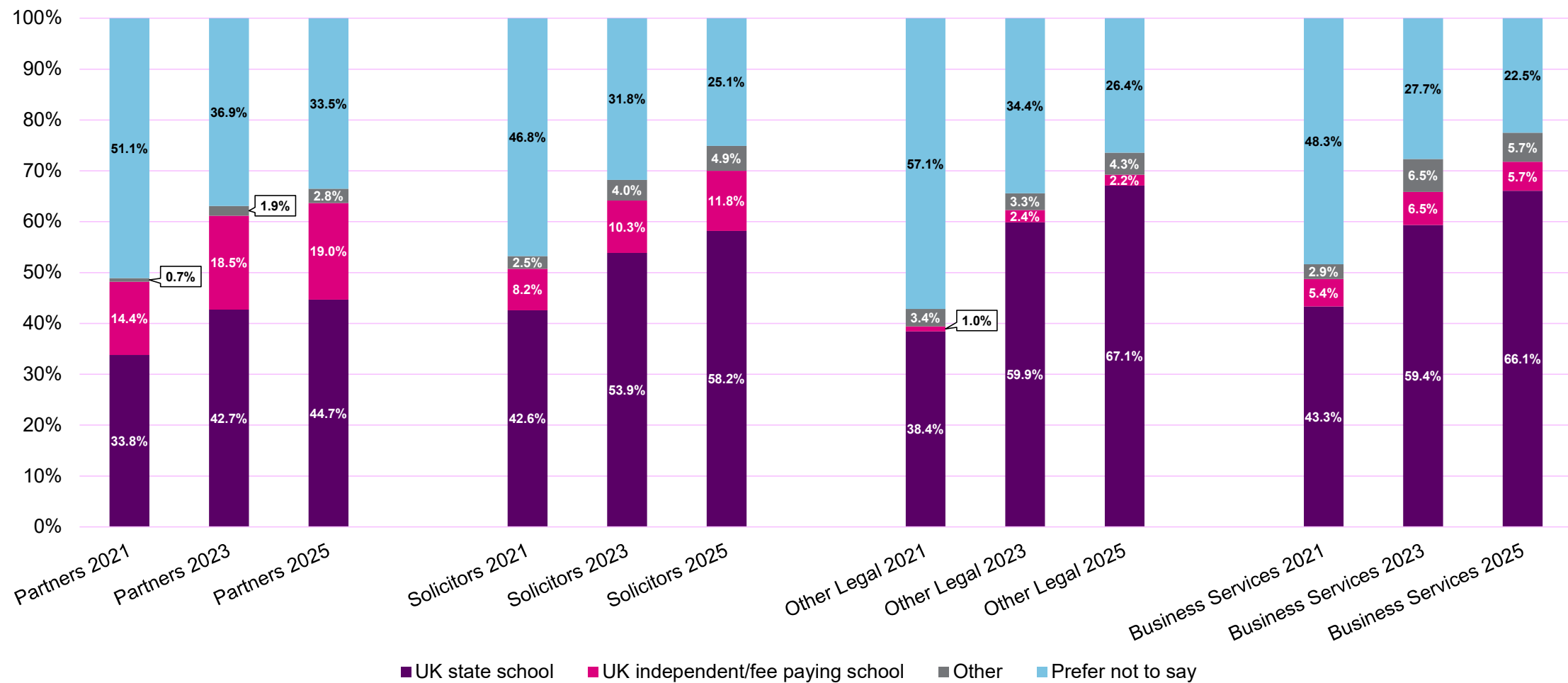
Mills & Reeve response rates:

2021 N/A
2023 79%
2025 72%

Education – whole firm



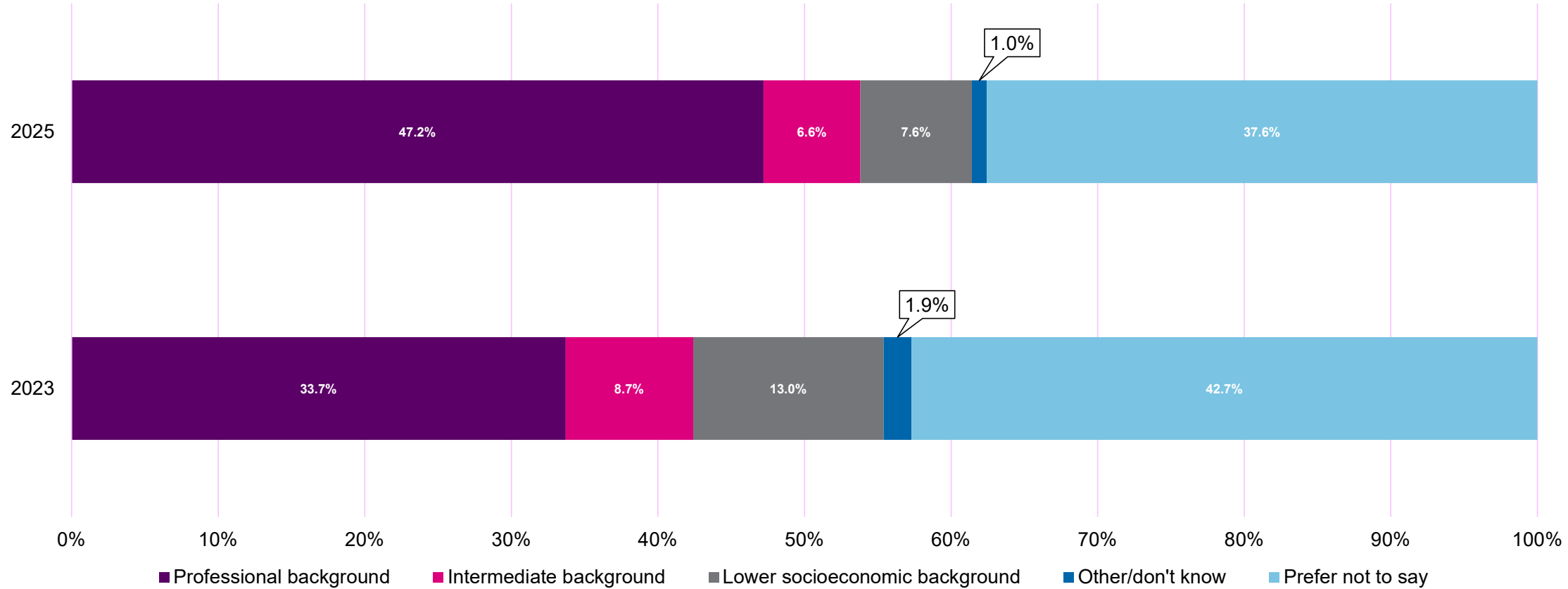
Education by role type



Slide 23

- CP1** Solicitors 2021 adding up to 92.1
Charlie Pendlebury, 2025-10-08T13:35:39.362
- CP2** Solicitors 2023 adding up to 68.2
Charlie Pendlebury, 2025-10-08T13:36:21.010

Socioeconomic background – whole firm

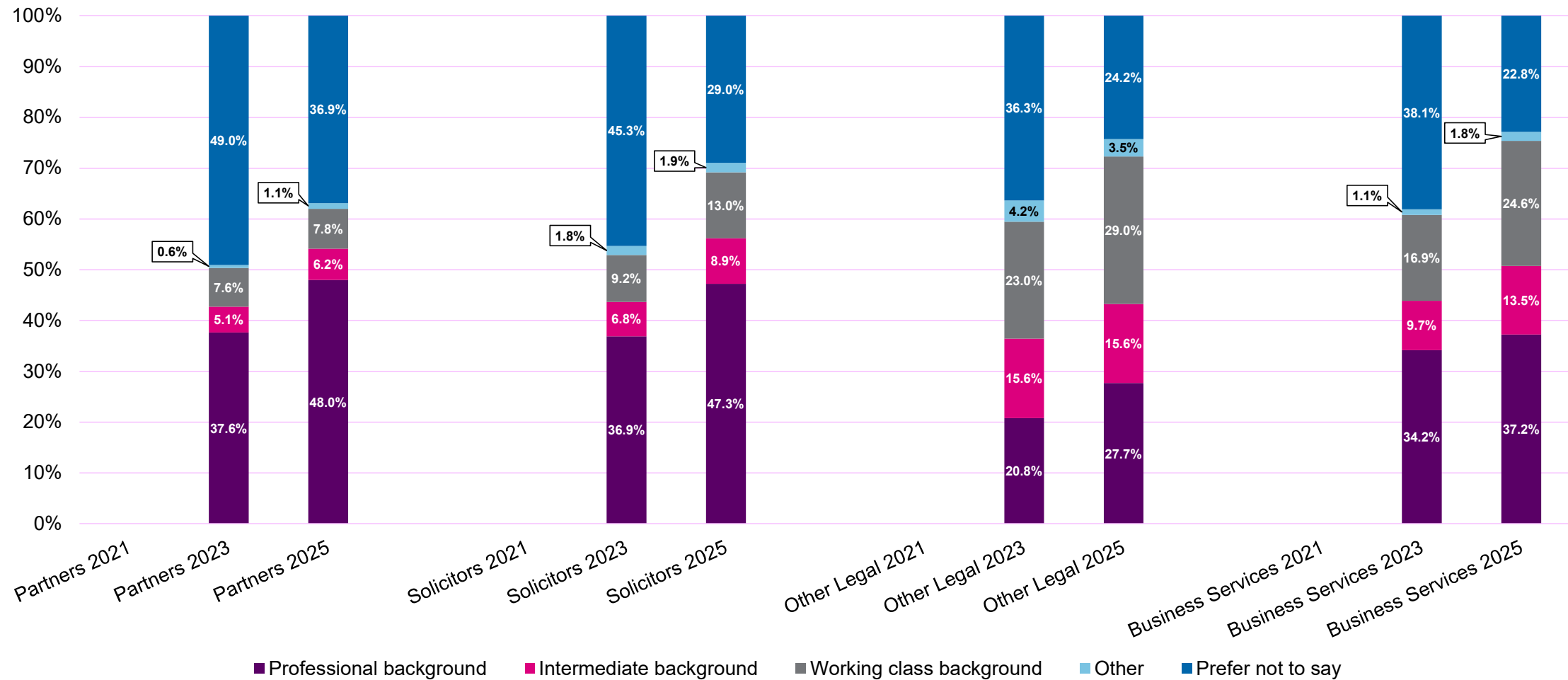


N.B. this question was first asked in 2023

Slide 24

- CP1** 2025 adding up to 79.1
Charlie Pendlebury, 2025-10-08T13:38:50.241
- CP2** 2023 adding up to 114.3
Charlie Pendlebury, 2025-10-08T13:39:39.272

Socioeconomic background by role type



N.B. this question was first asked in 2023

Parents & carers

How do we compare?

22.9% of lawyers at Mills & Reeve have child caring responsibilities, and 3.4% 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're 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 maternity, paternity, adoption, and compassionate leave policies and operate a hybrid working model to build in additional flexibility.

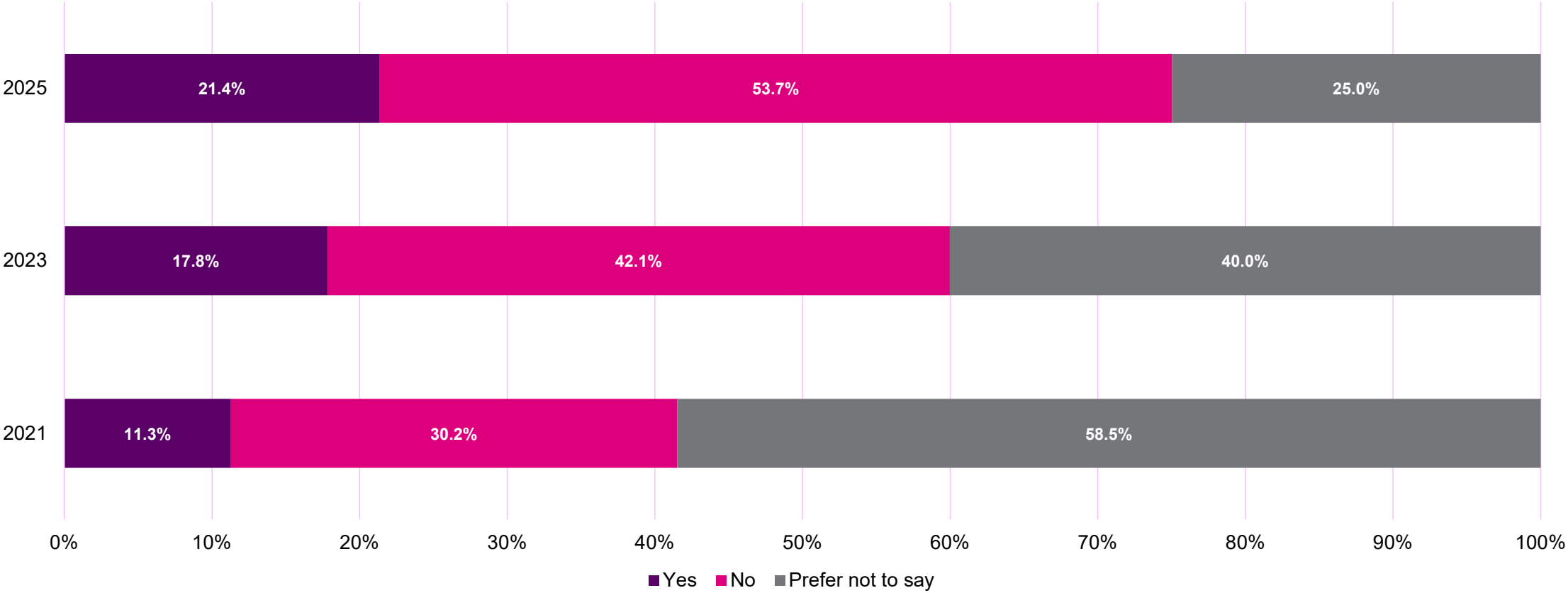
Caring responsibilities of lawyers in law firms



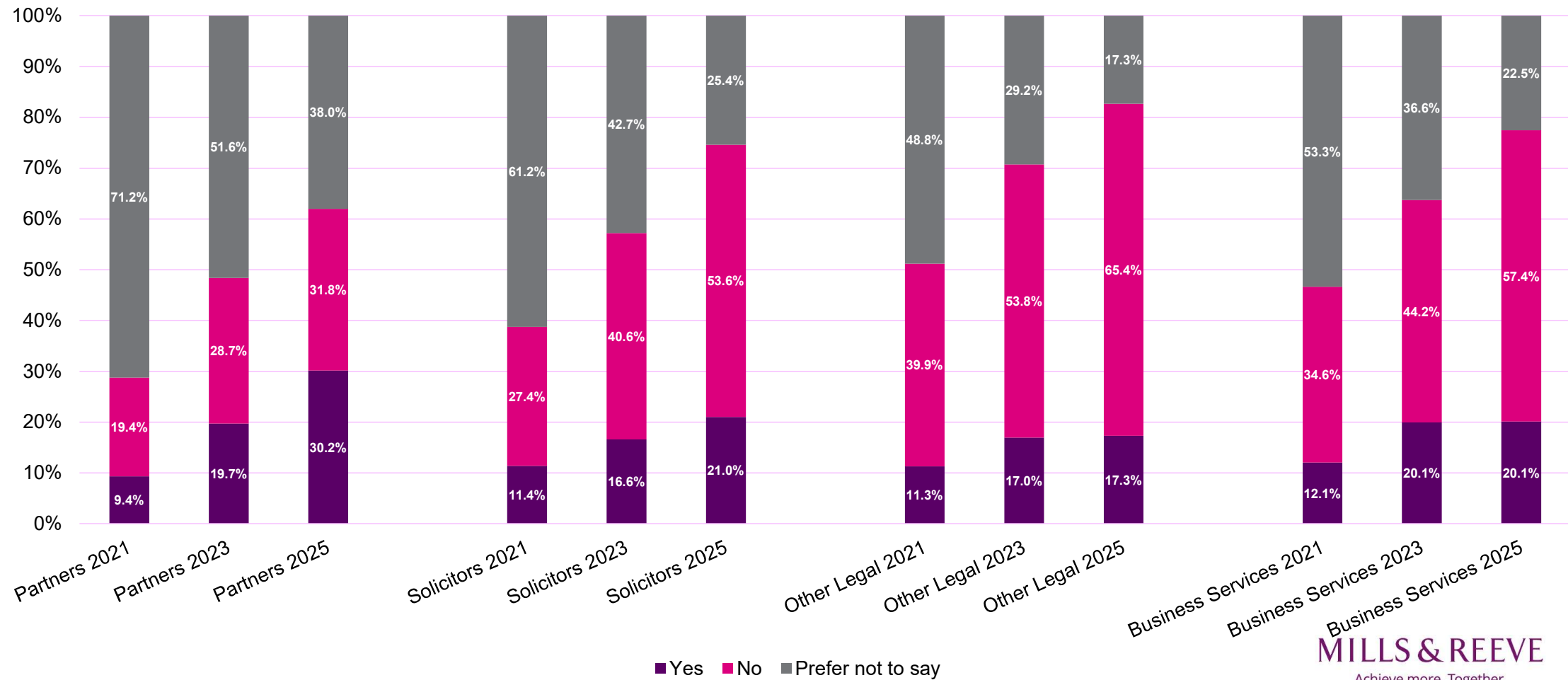
Mills & Reeve response rates:

2021 42%
2023 60%
2025 75%

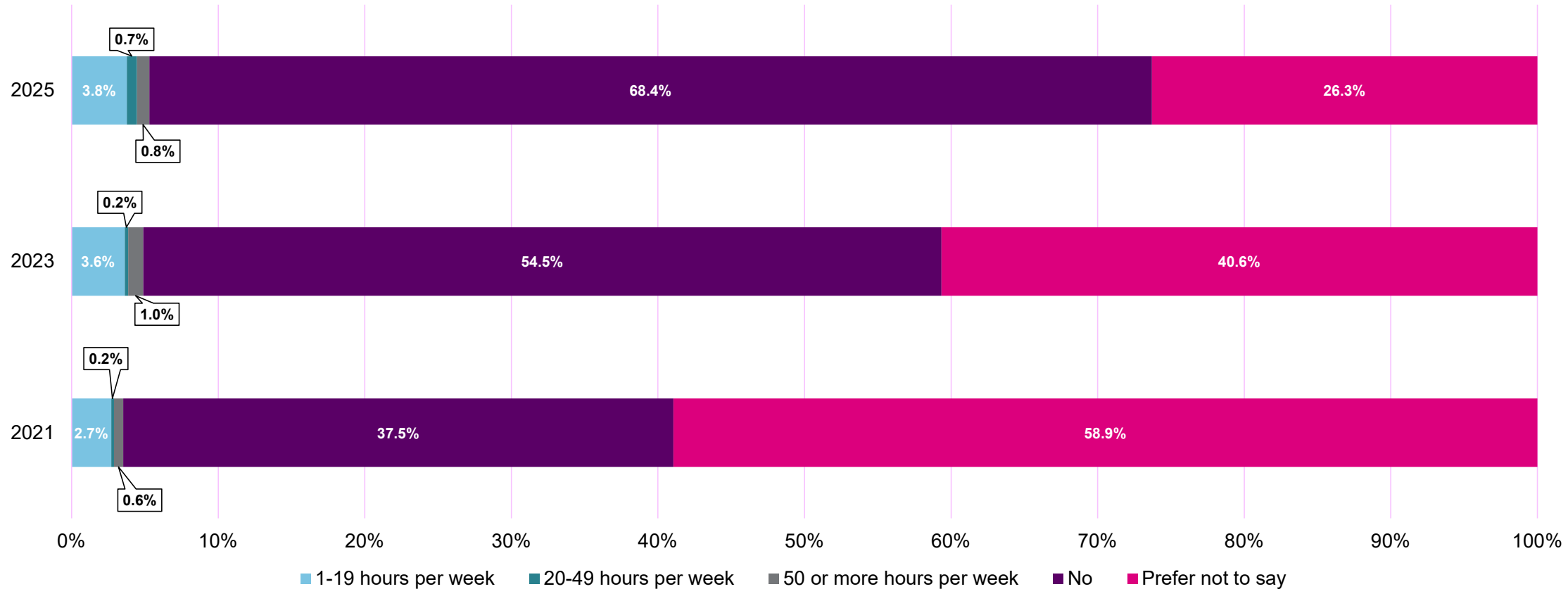
Primary carer for a child under 18 – whole firm



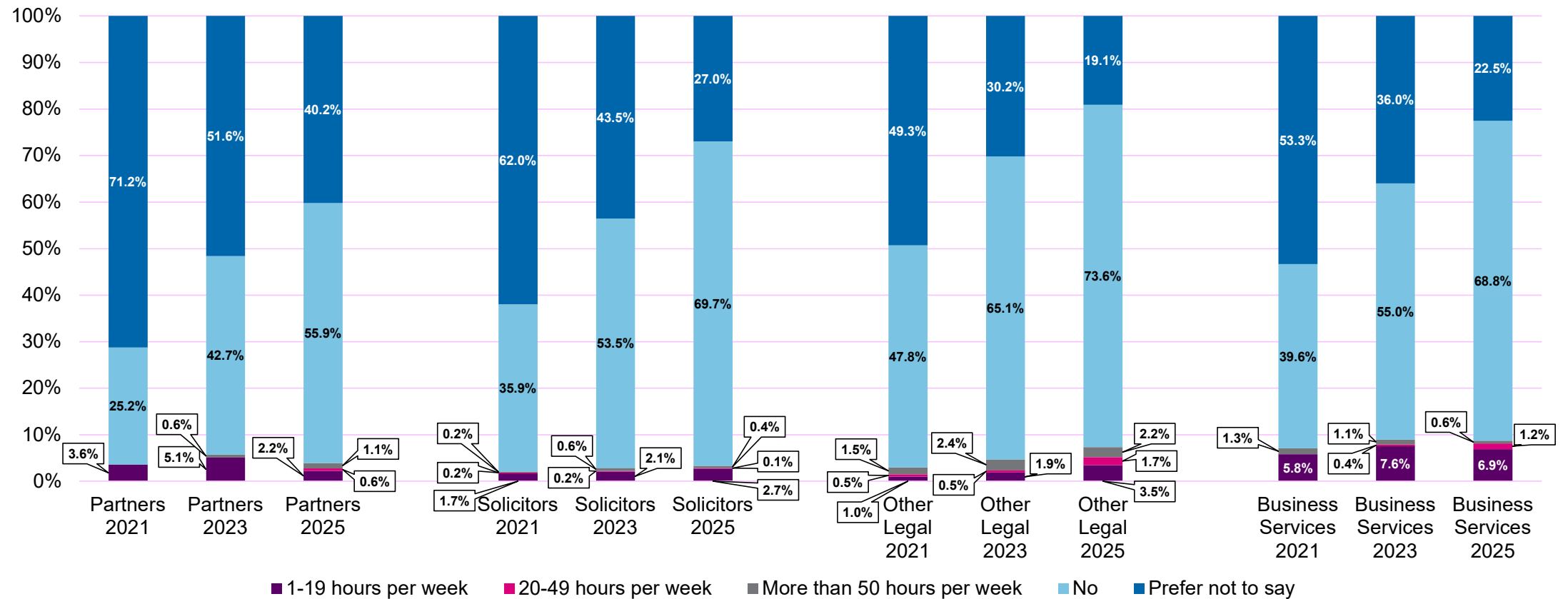
Primary carer for a child under 18 by role type



Primary carer for someone with long term physical or mental ill health – whole firm



Primary carer for someone with long term physical or mental ill health by role type



Thank you

If you have any questions or would like to speak to the team, call or email:

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