

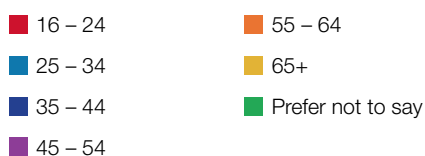
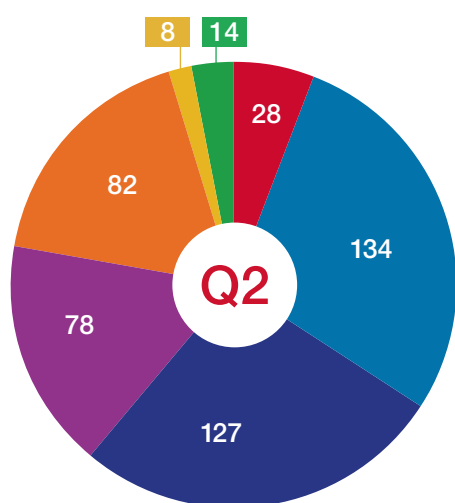
SRA requested UK diversity data – 2025

As requested by the Solicitors Regulation Authority, Reed Smith is publishing its diversity data for its UK lawyers. The required information can be found below.

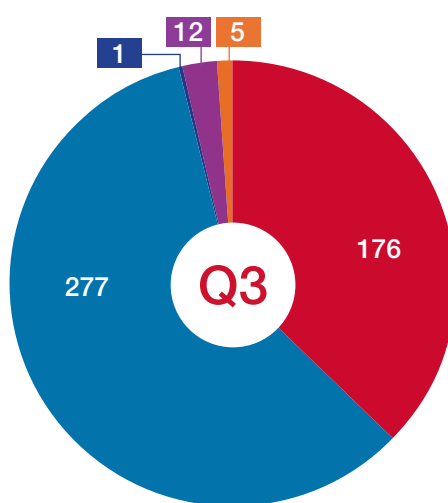
Q1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).

Did not respond	5
Costs Lawyer - Individuals authorised by the Costs Lawyer Standards Board.	2
Full equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	37
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	66
Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	66
Other fee earning role - Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'.	56
Prefer not to say	18
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	55
Salaried or partial equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	48
Solicitor (not partner) - All other practising solicitors including assistant solicitors, associates or consultants.	117
Barrister - Individuals authorised by the Bar Standards Board.	1

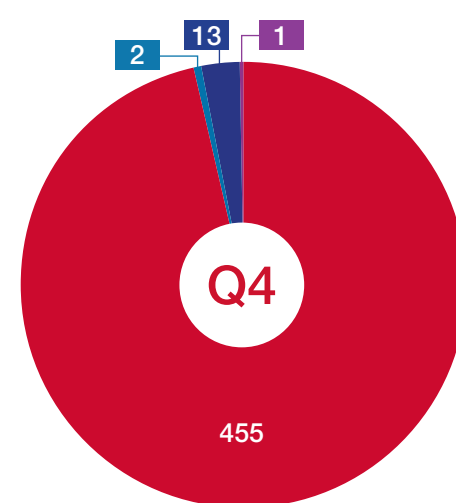
Q2. Which age category are you in?



Q3. What is your sex?



Q4. Is the gender you identify with the same as your sex registered at birth?



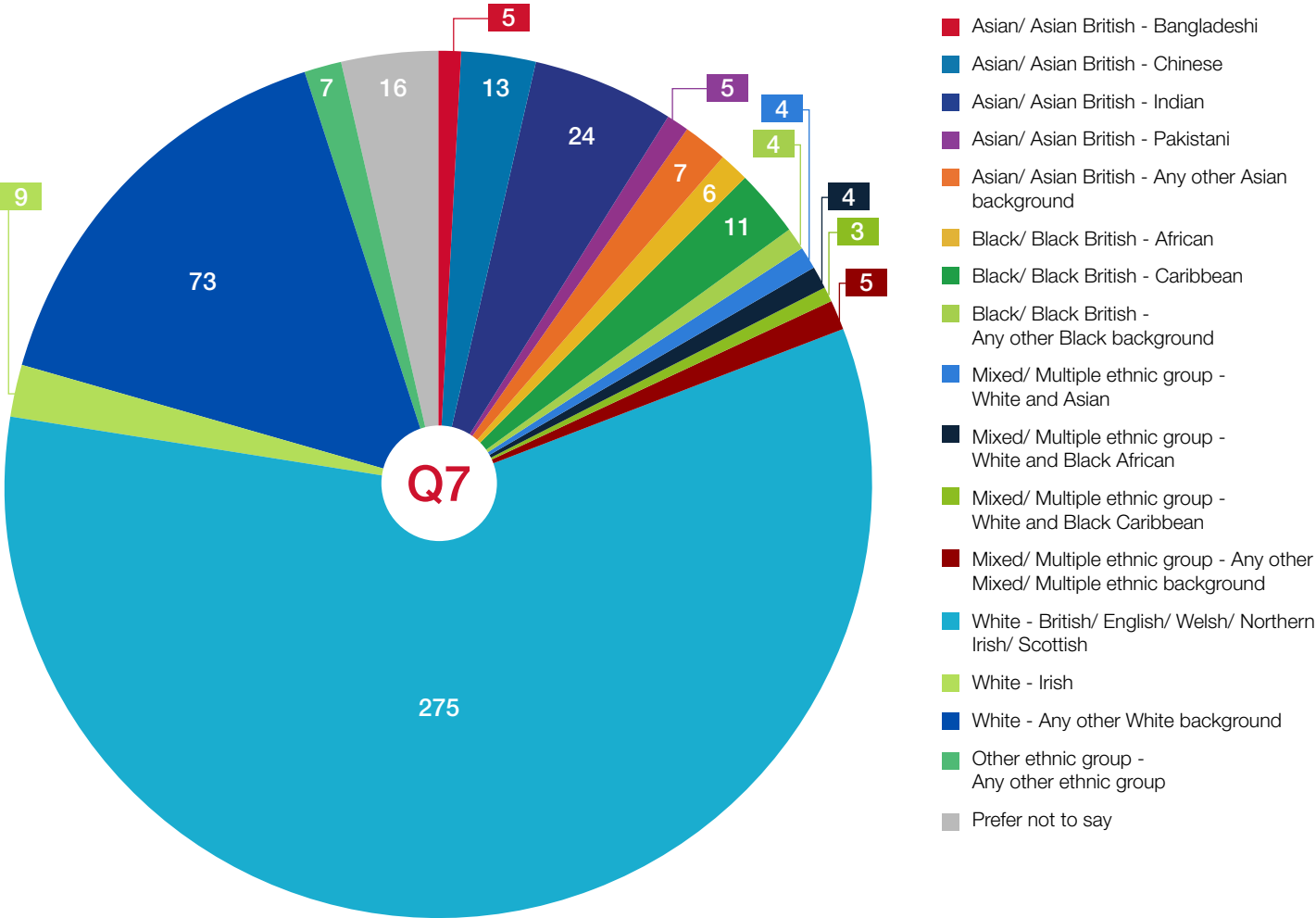
Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick ‘Yes’ even if you are not limited by your condition.



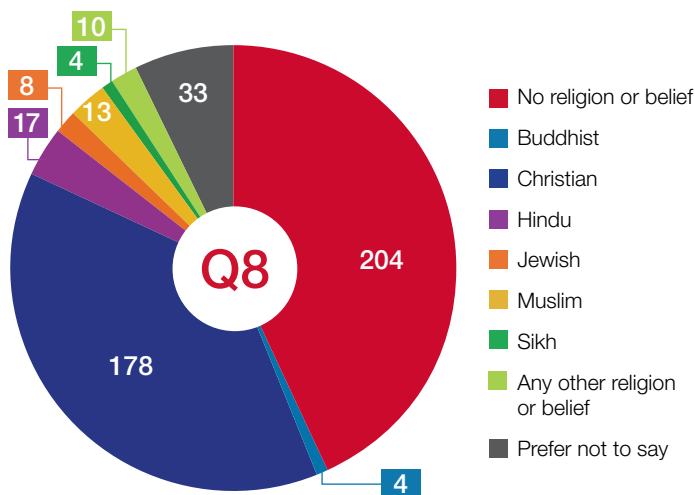
Q6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



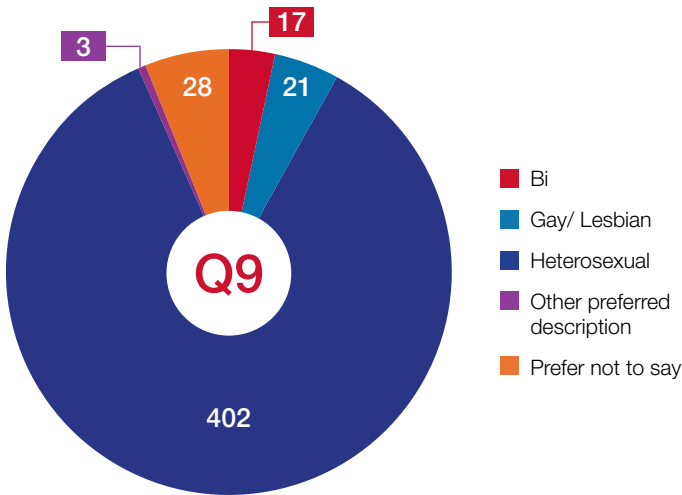
Q7. What is your ethnic group?



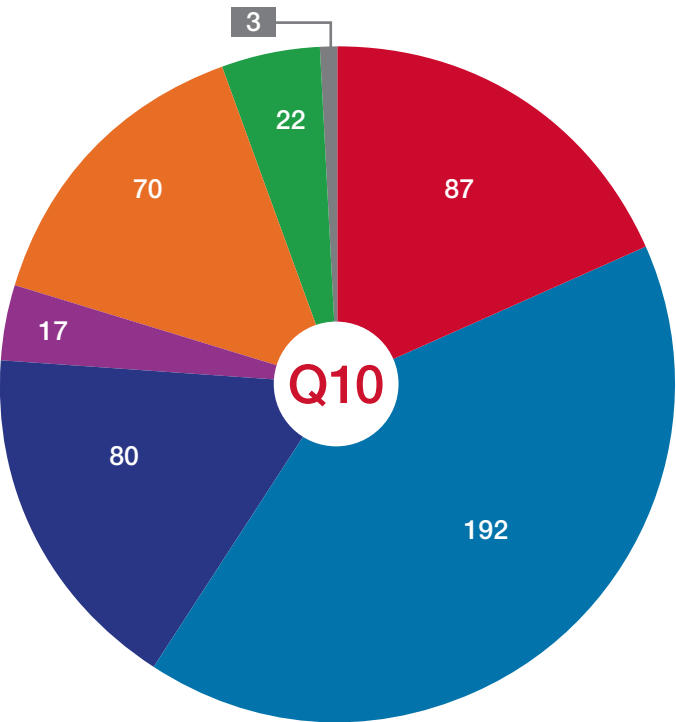
Q8. What is your religion or belief?



Q9. What is your sexual orientation?

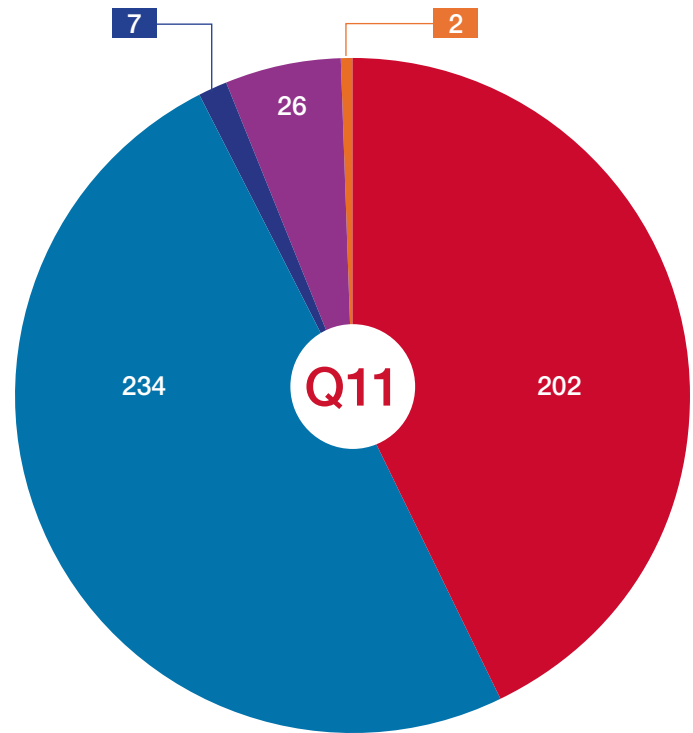


Q10. Which type of school did you attend for the most time between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.



- State-run or state-funded school (selective on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition
- Attended school outside the UK
- Prefer not to say
- Did not respond

Q11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

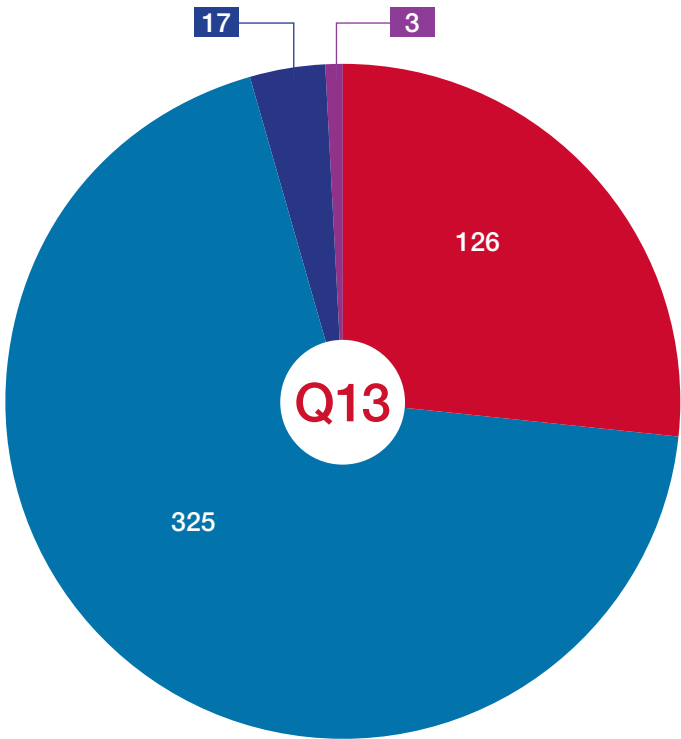


- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Don't know/ not sure
- Prefer not to say
- Did not respond

Q12. What was the occupation of your main household earner when you were about 14?

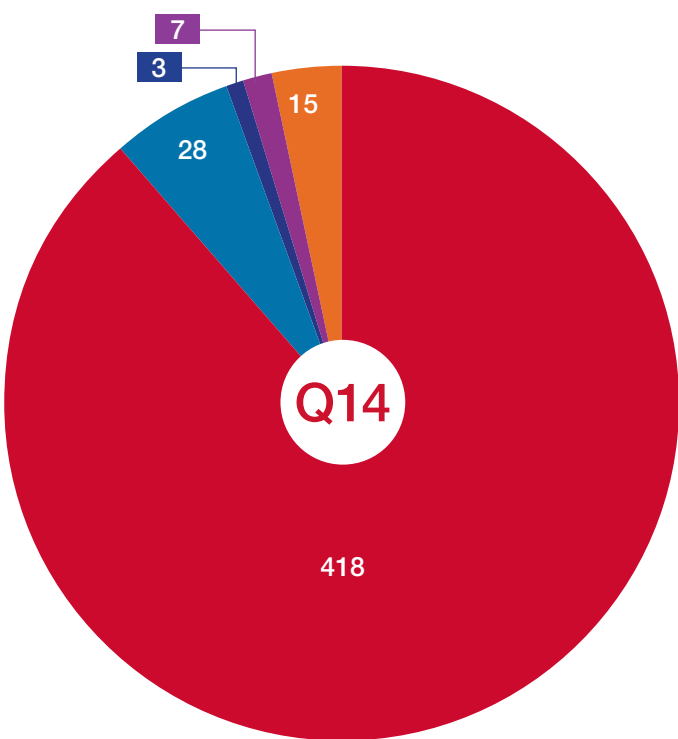
Modern professional and traditional professional occupations	176
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	113
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	23
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	39
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.	44
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.	35
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	7
Other, such as: retired, this question does not apply to me, I don't know	2
Prefer not to say	32
Did not respond	0

Q13. Are you a primary carer for a child or children under 18?



■ Yes
■ No
■ Prefer not to say
■ Did not respond

Q14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



■ No
■ Yes, 1 - 19 hours a week
■ Yes, 20 - 49 hours a week
■ Yes, 50 or more hours a week
■ Prefer not to say
■ Did not respond