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**PROACTIVE MINDSET.  
NAVIGATING CHANGE.**

UK diversity data  
(SRA Survey – July 2023)



## SRA Diversity Data Requirements

All regulated firms have to collect, report and publish data about the diversity make-up of their workforce every two years. The data in this report has been collected, reported and published on [www.hausfeld.com](http://www.hausfeld.com) as part of the firm's diversity data requirements set by the Solicitors Regulation Authority (SRA) in England and Wales for 2023 .

The data reflects the response of 71% of Hausfeld London employees as of July 2023 and reports the data following the categories specified by the SRA.



When we set out, we set ourselves two goals.

Excerpt from Managing Partner Anthony Maton's speech at Hausfeld London's 10<sup>th</sup> Anniversary Party on 3<sup>rd</sup> July 2019.

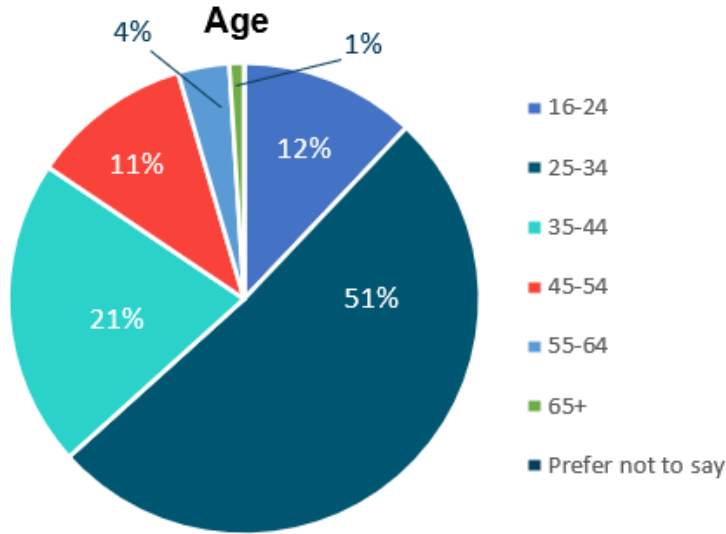
The first related to the external market and was “to respect the tradition of the English legal profession and to go toe to toe with the very biggest firms who act on the defence side” but at the same time to do so “with a spirit of innovation and entrepreneurship”  
The second goal we set ourselves, was to be “a different law firm internally,

not to be a firm that was obsessed by profit or by targets or by hours, but a firm that has a genuine sense of purpose and of social responsibility and that was a place that people could work and develop a career in fairness and flexibility - and it's difficult to say in a legal context - but actually have some fun”.

## What role category are you in?

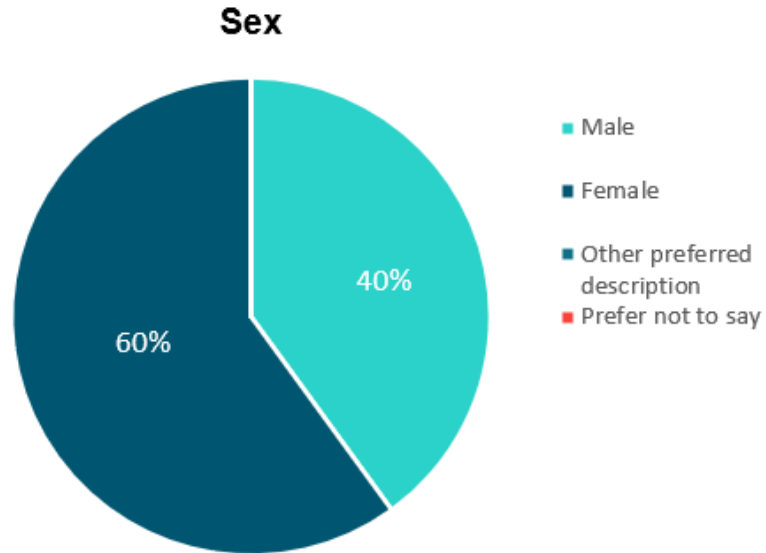
	Total %
Full equity solicitor partners	6
Salaried or partial equity solicitor partners	12
Solicitor (not partner)	42
Other fee earning role	14
Role directly supporting a fee earner	9
Managerial role	3
IT/HR/other corporate services role	11
Barrister	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0
Licensed Conveyancer	0
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	3

# What age category are you in?



	Total %
16-24	12
25-34	51
35-44	21
45-54	11
55-64	4
65+	1
Prefer not to say	0

## What is your sex?

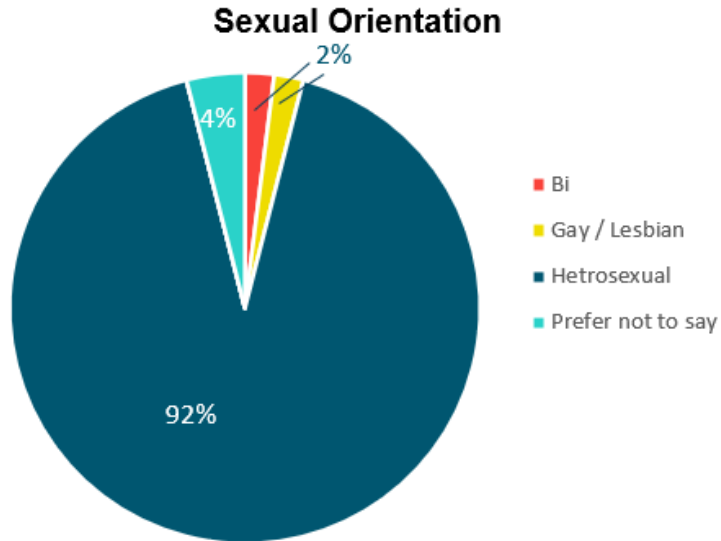


	Total %
Male	40
Female	60
Other preferred description	0
Prefer not to say	0

## Is the gender you identify with, the same as your sex registered at birth?

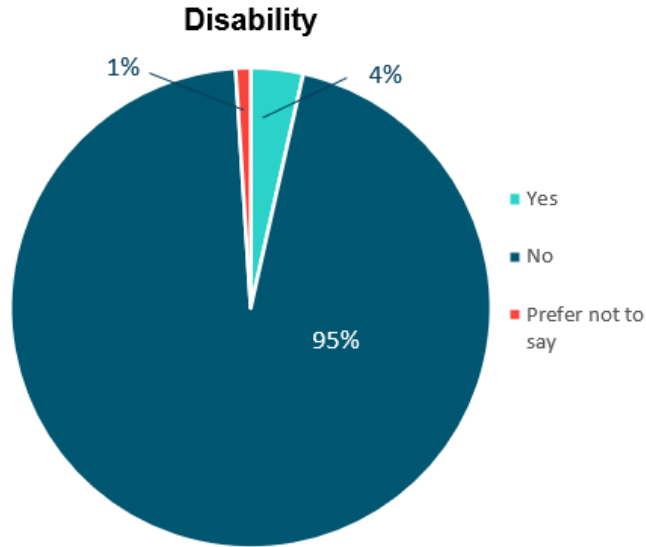
	Total %
Yes	100
No	0
Prefer not to say	0

## What is your sexual orientation?



	Total %
Bi	2
Gay / Lesbian	2
Hetrosexual	92
Other preferred description	0
Prefer not to say	4

## Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



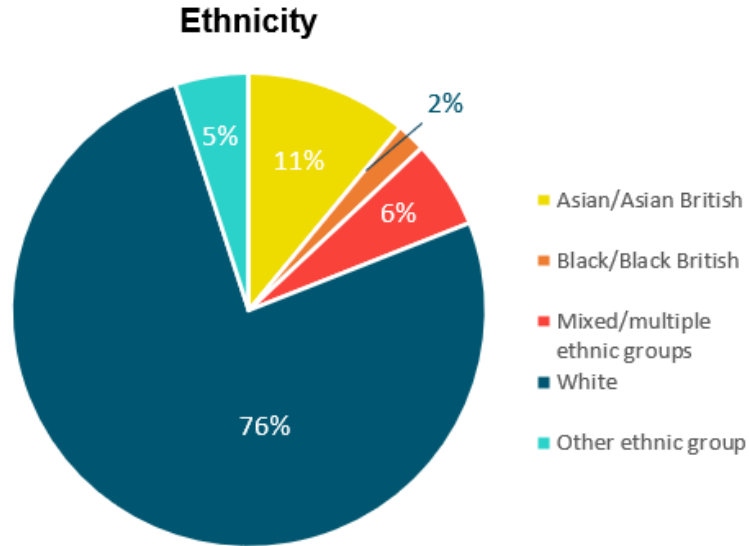
	Total %
Yes	4
No	95
Prefer not to say	1

## 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?

	Total %
Yes, limited a lot	1
Yes, limited a little	5
No	92
Prefer not to say	1

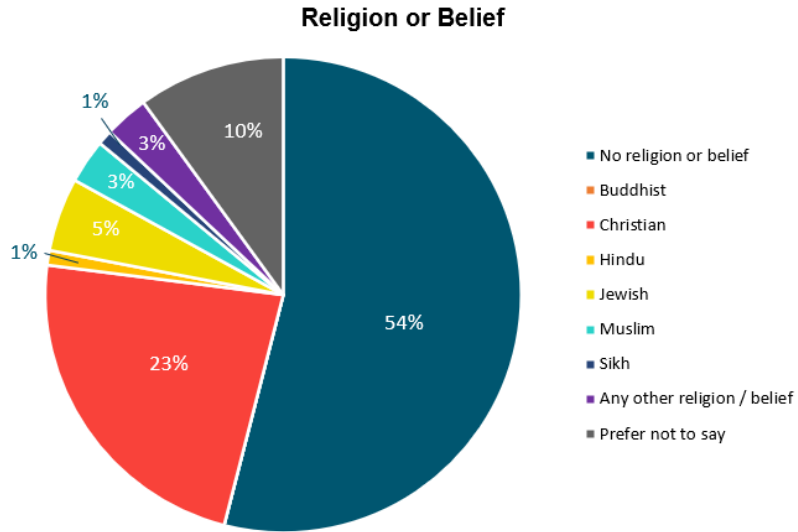


# What is your ethnic group?



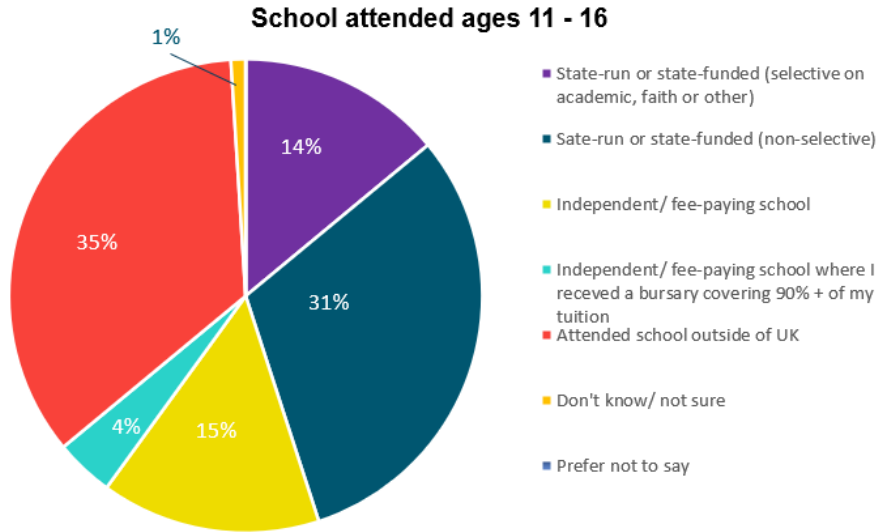
	Total %
<b>Asian / Asian British</b>	<b>10</b>
Bangladeshi	1
Chinese	1
Indian	5
Pakistani	2
Any other Asian background	1
<b>Black / Black British</b>	<b>2</b>
African	1
Caribbean	1
Any other Black background	0
<b>Mixed / Multiple ethnic group</b>	<b>6</b>
White and Asian	0
White and Black African	0
White and Black Caribbean	0
Any other Mixed / Multiple ethnic background	6
<b>White</b>	<b>76</b>
British/English/Welsh/Northern Irish/Scottish	47
Irish	1
Gypsy or Irish Traveller	0
Roma	0
Any other White background	29
<b>Other ethnic group</b>	<b>5</b>
Arab	4
Any other ethnic group	1
<b>Prefer not to say</b>	<b>0</b>
Prefer not to say	0

# What is your religion or belief?



	Total %
No religion or belief	54
Buddhist	0
Christian	23
Hindu	1
Jewish	5
Muslim	3
Sikh	1
Any other religion or belief	3
Prefer not to say	10

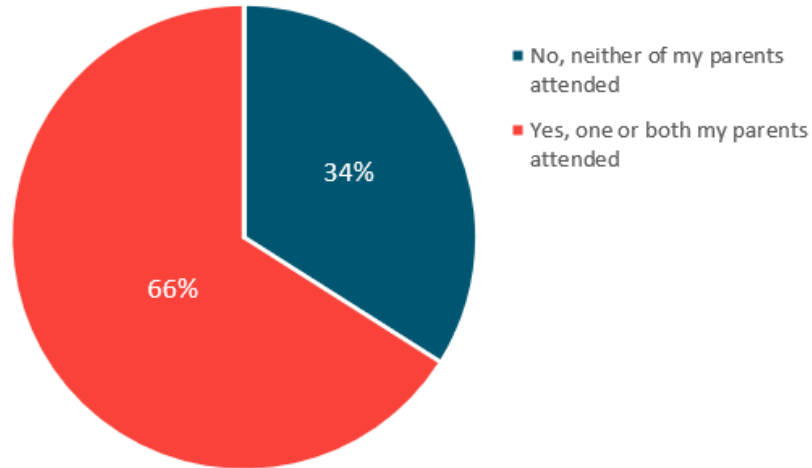
## Which type of school did you attend for the most time between the ages of 11 and 16?



	Total %
State-run or state-funded school (selective on academic, faith or other grounds)	14
State-run or state-funded school (non-selective)	31
Independent / fee-paying school	15
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	4
Attended school outside the UK	35
Don't know / not sure	1
Prefer not to say	0

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

University attendance of parents



	Total %
No, neither of my parents attended university	34
Yes, one or both of my parents attended university	66
Don't know / not sure	0
Prefer not to say	0

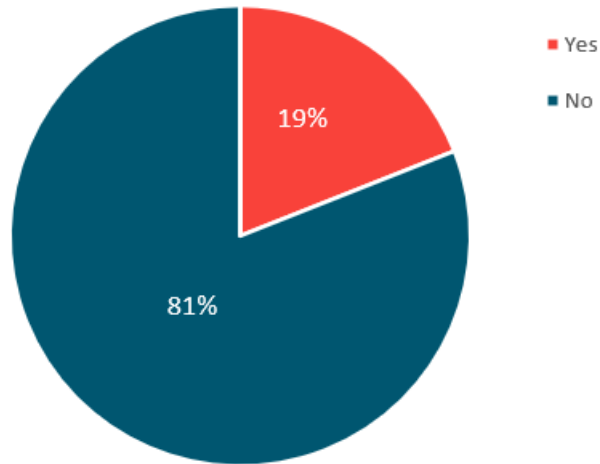
## What was the occupation of your main household earner when you were about 14?

	Total %
Modern professional 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.	55
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.	21
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	1
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	8

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.	8
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.	5
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1
Other, such as: retired / this question does not apply to me / I don't know	1
Prefer not to say	0

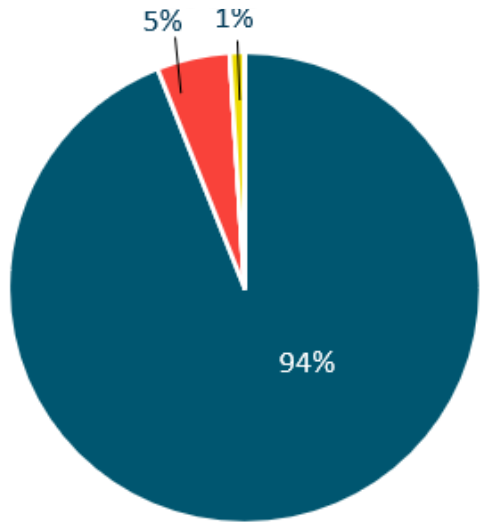
## Are you a primary carer for a child or children under 18?

Primary carer for child under 18



	Total %
Yes	19
No	81
Prefer not to say	0

## 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, 50 + hours a week

	Total %
No	94
Yes, 1 - 19 hours a week	5
Yes, 20 - 49 hours a week	0
Yes, 50 or more hours a week	1
Prefer not to say	0

# Our values

## PIONEERING

Since our start, we've shaped law, transformed legal practice with new ideas and brought claims others aren't bold enough to bring.

## UNCONVENTIONAL

Our entire ethos is atypical. We look beyond the horizon with a visionary determination to find outcomes that fit our clients' needs.

## PRAGMATIC

Litigation is complicated, but our practical and thoughtful approach, delivered by bright minds, makes dispute resolution more certain and ensures we get results.

## TENACIOUS

We are tireless in acting for our clients and getting the best results for them.

## BOLD

We've always been proud of being thoughtfully rebellious. The people who join us find other firms too constricting, less enterprising and less able to innovate for their clients. We set the pace.



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