

Diversity statistics 2025

This report details a summary of our people, as of July 2025



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Creating an inclusive culture

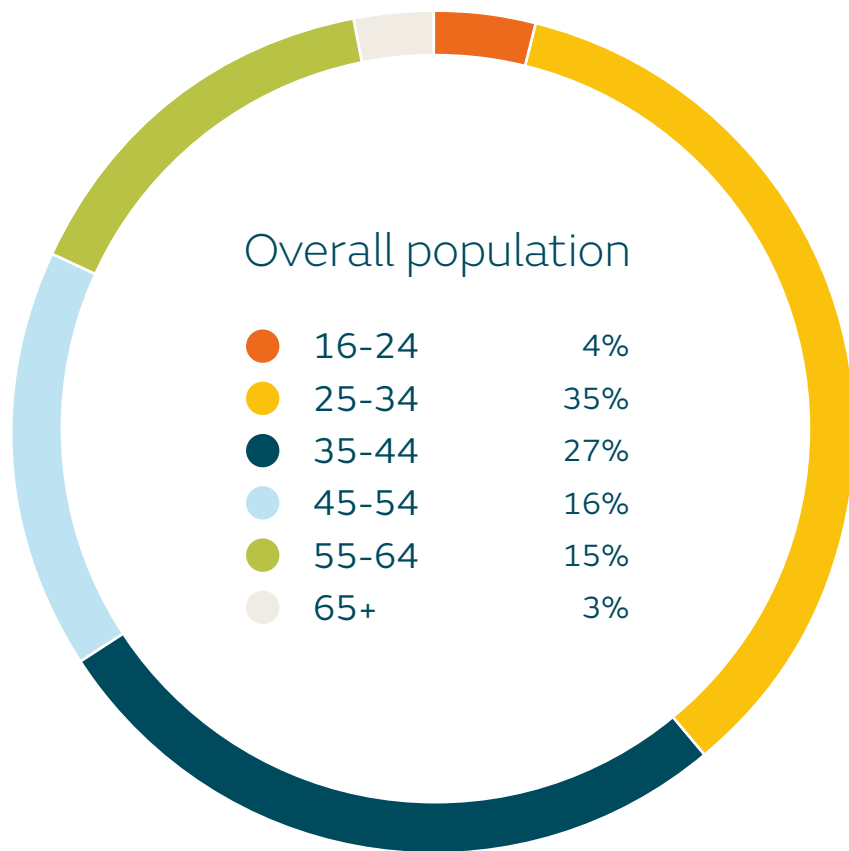
Our aim is to support and encourage diversity within our workforce and to make Forsters a truly inclusive place to work. We strive to improve understanding and communication, break down barriers and encourage and embrace people's differences so that every individual can flourish.

Our Diversity and Inclusion Committee actively promotes and drives action across the firm, and we have seven employee-led support networks covering disability, faith, gender equality, LGBTQ+, race, social mobility, and working parents and carers. These networks offer a space for discussion, raising awareness and influencing change through firmwide collaboration.

Our Diversity and Inclusion Strategy supports the firm's growth and business priorities. Having a diverse and inclusive workforce will mean we are better able to respond to challenges and meet the needs of our clients. We know that attracting and retaining people is absolutely linked to our culture and how happy and supported people feel at work. We want to ensure that everyone at Forsters feels valued and included.

Data reflects demographic information for our firm as of July 2025. Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding to the nearest whole percentage. Business Services includes all professional support staff.

Age

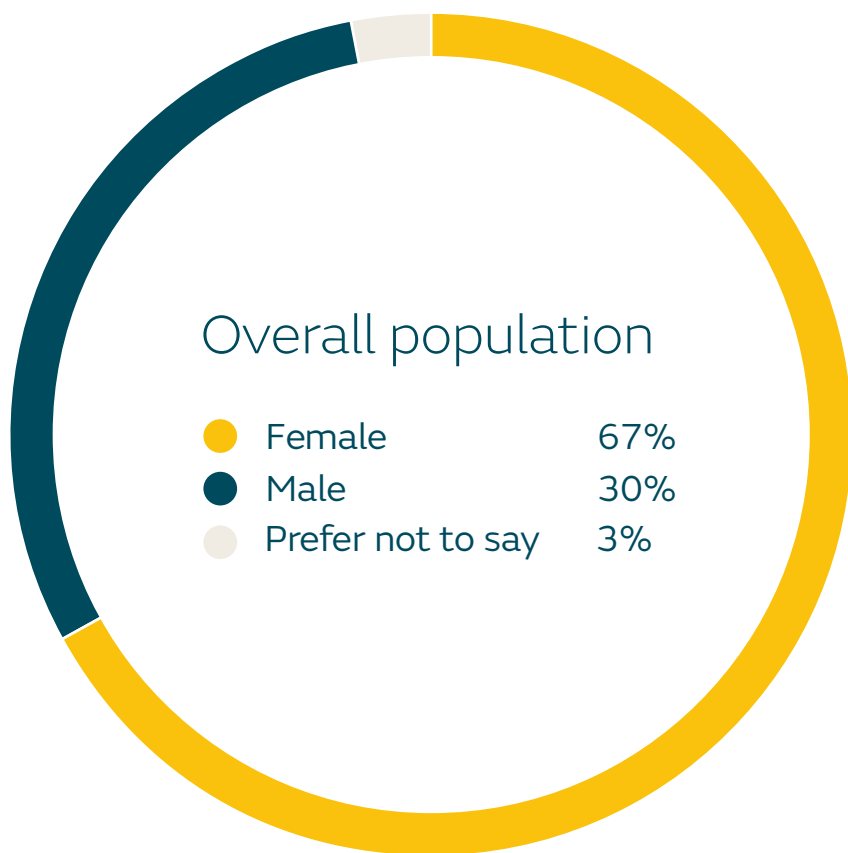


Details by role category

	Partner	Solicitor	Other FE role	Business Services
16-24	–	–	11%	7%
25-34	–	49%	64%	25%
35-44	44%	41%	11%	16%
45-54	30%	7%	4%	24%
55-64	23%	2%	4%	25%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because we have removed our data for our people aged 65+.

Sex

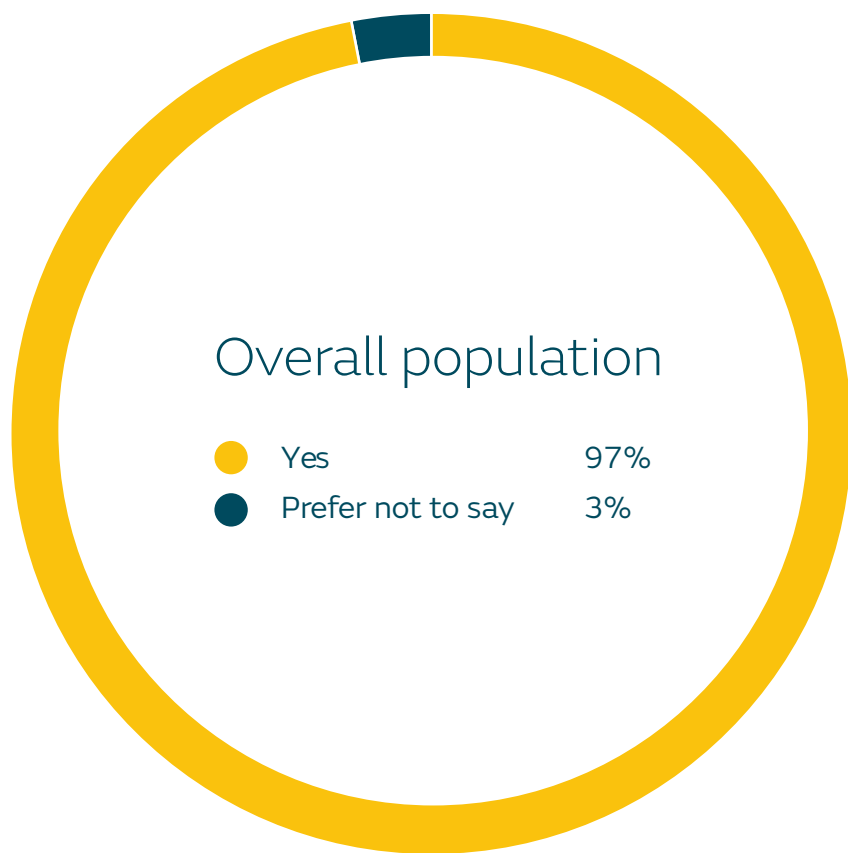


Details by role category

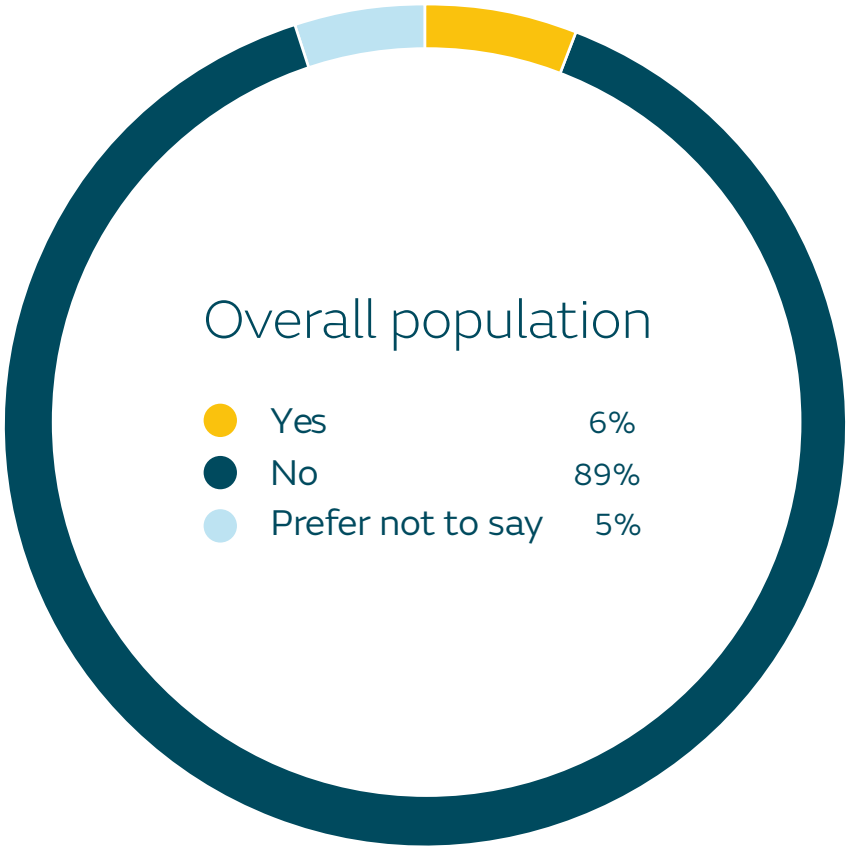
	Partner	Solicitor	Other FE role	Business Services
Female	42%	63%	66%	78%
Male	53%	35%	32%	19%
Prefer not to say	5%	2%	2%	3%

Figures are based on the 65% of our people who have recorded this information.

Gender identity the same as sex registered at birth



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

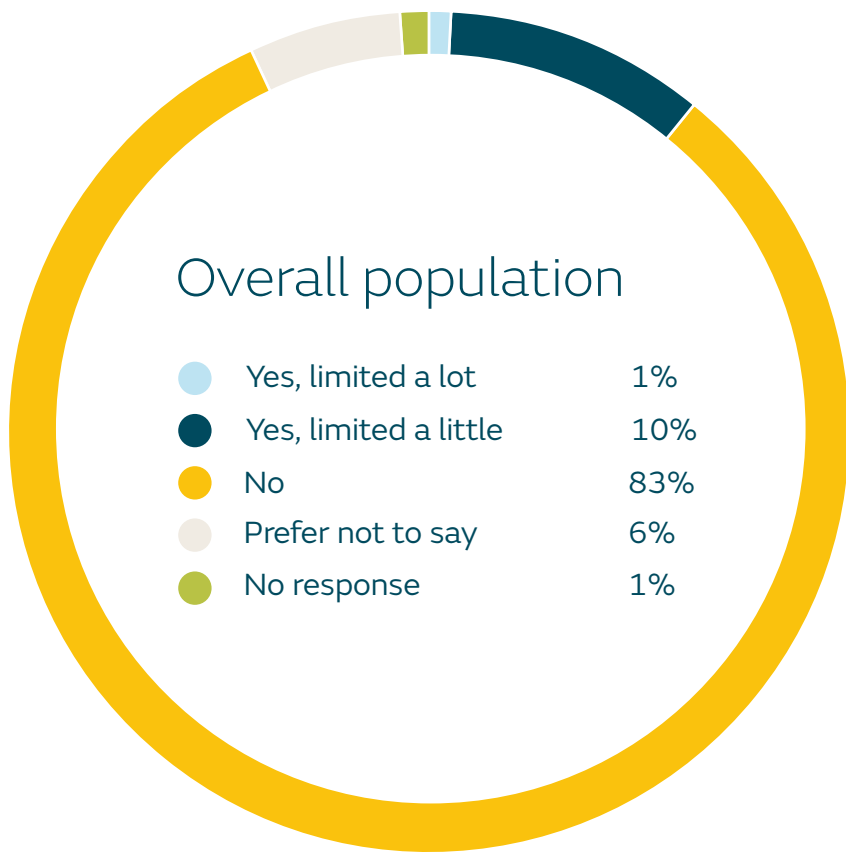


Details by role category

	Partner	Solicitor	Other FE role	Business Services
Yes	7%	5%	11%	5%
No	86%	90%	85%	90%
Prefer not to say	7%	5%	4%	5%

Figures are based on the 65% of our people who have recorded this information.

Day-to-day activities affected by a health problem*



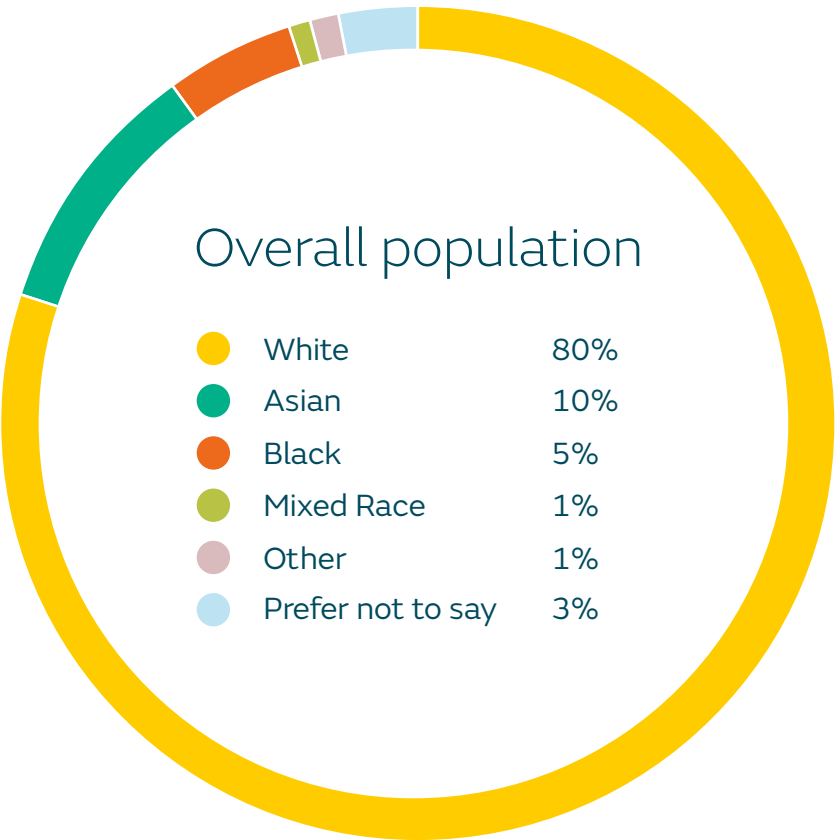
Details by role category

	Partner	Solicitor	Other FE role	Business Services
Yes, limited a lot	–	–	–	2%
Yes, limited a little	5%	10%	15%	10%
No	86%	84%	79%	82%
Prefer not to say	7%	5%	6%	6%
No response	2%	–	–	1%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

*which has/will last 12 months

Ethnic group

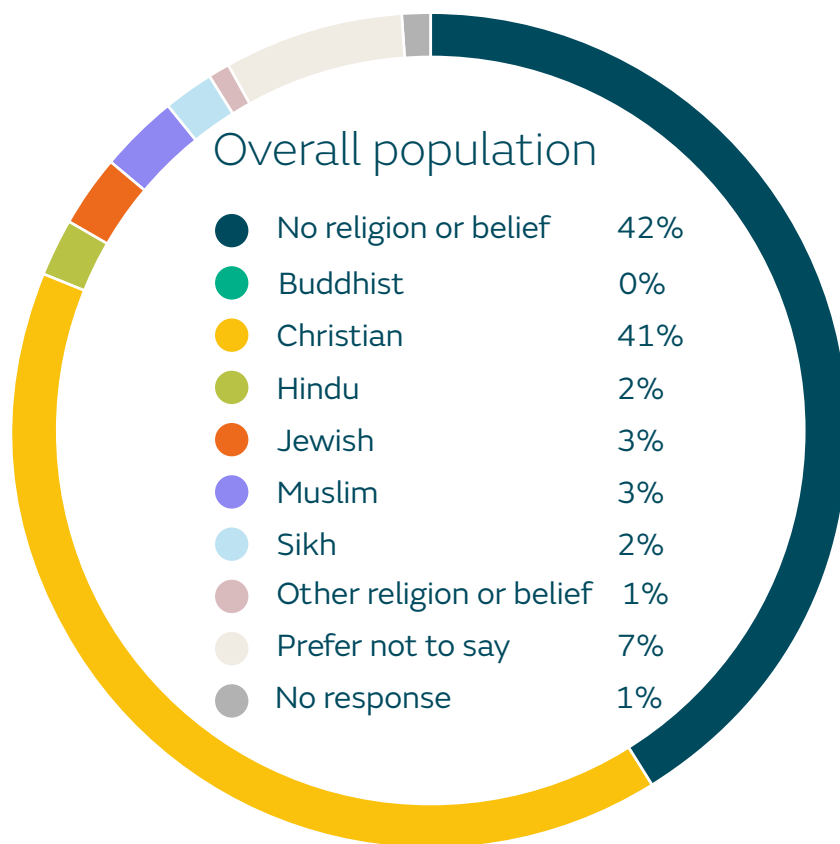


Details by role category

	Partner	Solicitor	Other FE Role	Business Services
White	91%	87%	68%	75%
Asian	2%	6%	21%	12%
Black	-	2%	6%	8%
Mixed Race	-	2%	2%	1%
Other	2%	2%	-	-
Prefer not to say	5%	2%	2%	3%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding and the presence of invalid responses

Religion or belief

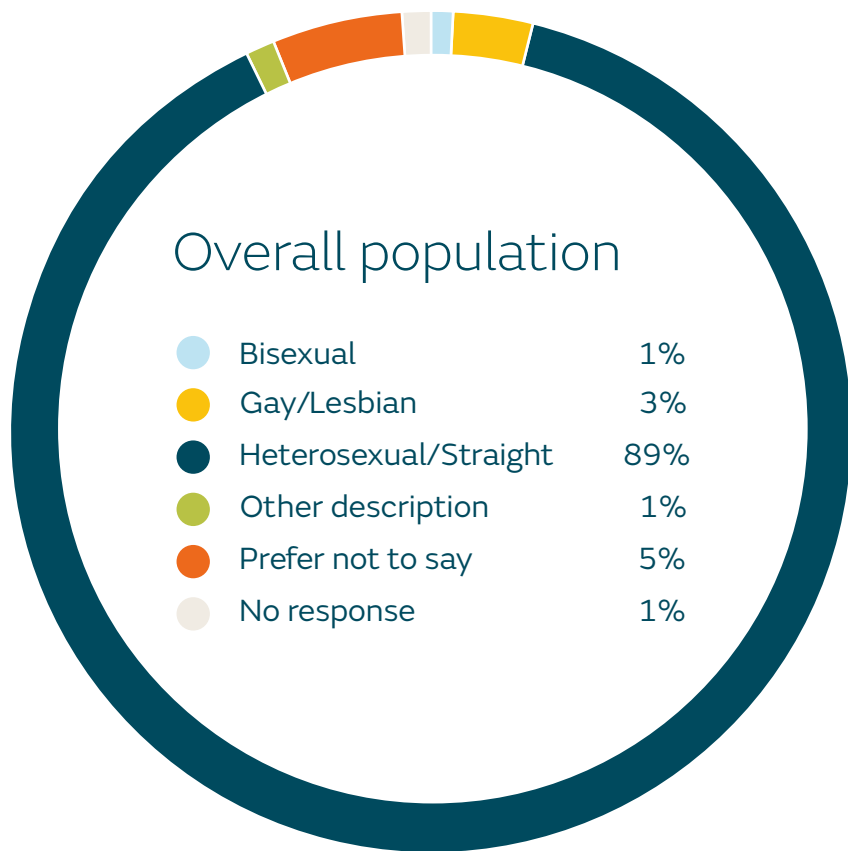


Details by role category

	Partner	Solicitor	Other FE role	Business Services
No religion or belief	33%	49%	47%	38%
Buddhist	–	1%	–	–
Christian	49%	38%	36%	41%
Hindu	–	1%	–	3%
Jewish	5%	4%	–	2%
Muslim	–	1%	2%	5%
Sikh	–	–	6%	2%
Other religion or belief	2%	1%	–	1%
Prefer not to say	9%	5%	9%	7%
No response	2%	1%	–	1%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

Sexual orientation

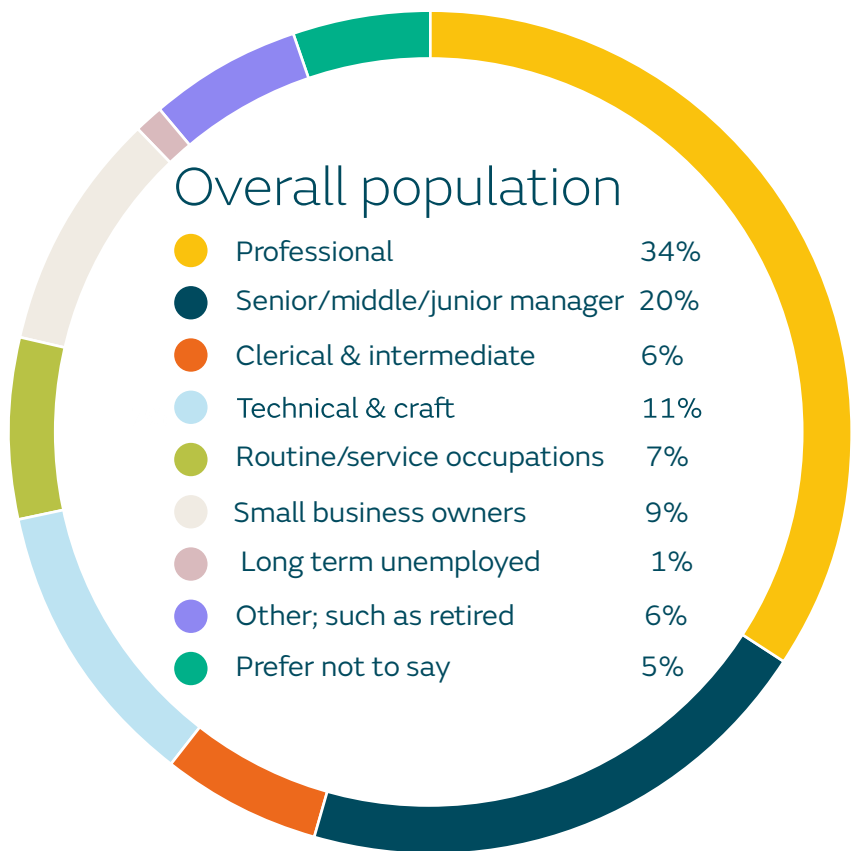


Details by role category

	Partner	Solicitor	Other FE role	Business Services
Bisexual	–	1%	4%	1%
Gay/Lesbian	7%	4%	6%	1%
Heterosexual/Straight	86%	89%	81%	92%
Other preferred description	–	1%	2%	–
Prefer not to say	7%	5%	4%	6%
No response	–	1%	2%	–

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

Occupation of the main household earner at the age of 14



Details by role category

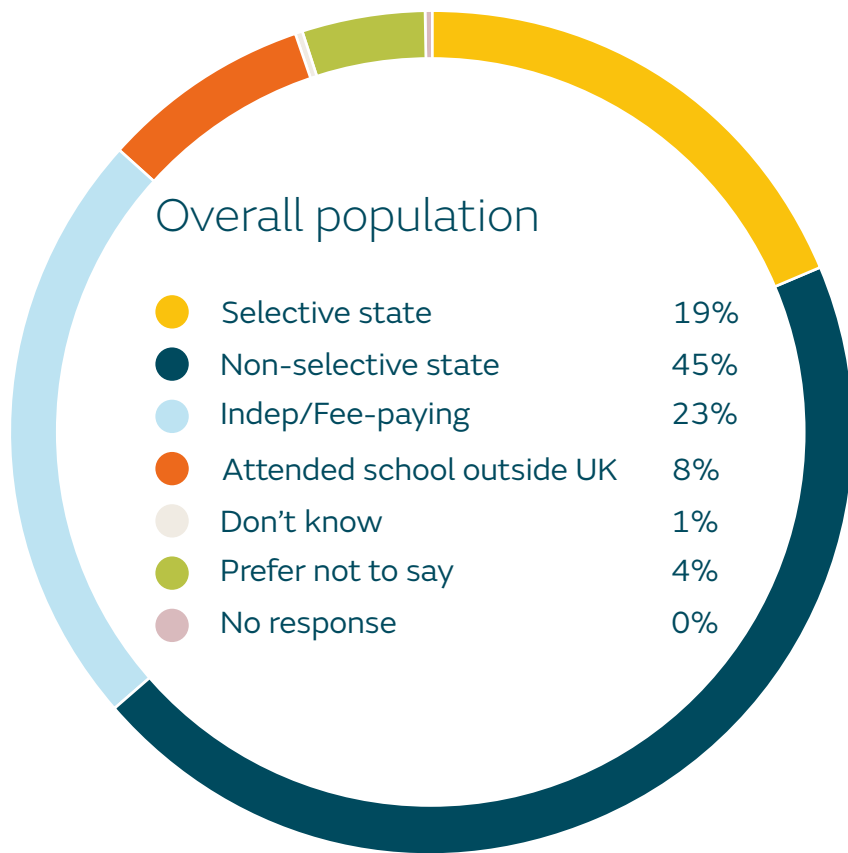
	Partner	Solicitor	Other FE role	Business Services
Professional	37%	55%	43%	15%
Senior/middle/junior manager	30%	20%	23%	16%
Clerical & intermediate	5%	2%	6%	9%
Technical & craft occupations	7%	4%	9%	19%
Routine/service occupations	5%	5%	–	12%
Small business owners	7%	9%	6%	12%
Long term unemployed	2%	–	4%	1%
Other; such as retired	–	3%	4%	10%
Prefer not to say	7%	2%	4%	7%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

Examples of parental occupations which fall into these categories according to the National Statistics Socio-Economic Classification:

- ✔ **Professional:** teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic engineer
- ✔ **Senior, middle or junior managers or administrator:** finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
- ✔ **Clerical and intermediate occupations:** secretary, personal assistant, call centre agent, clerical worker, nursery nurse
- ✔ **Technical and craft occupations:** motor mechanic, plumber, printer, electrician, gardener, train driver
- ✔ **Routine, semi-routine manual and service occupations:** postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/ waitress, bar staff
- ✔ **Small business owners who employed less than 25 people:** corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner

School type

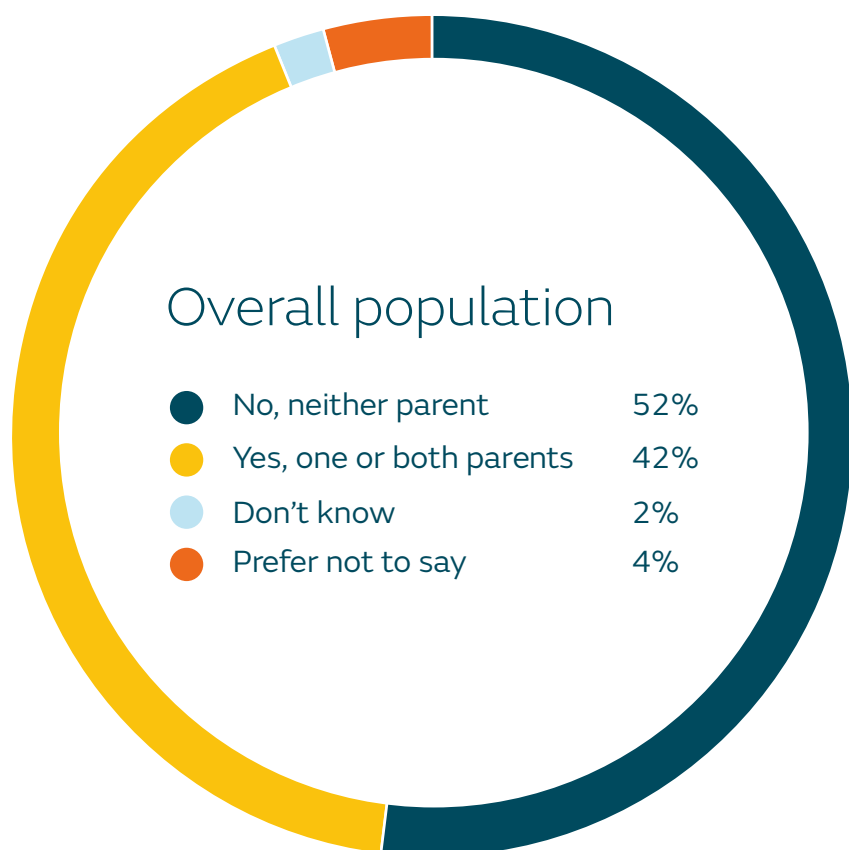


Details by role category

	Partner	Solicitor	Other FE role	Business Services
Selective state	19%	18%	19%	19%
Non-selective state	21%	41%	47%	53%
Indep/Fee-paying	49%	33%	26%	8%
Attended school outside the UK	–	5%	4%	13%
Don't know	–	–	–	1%
Prefer not to say	9%	2%	2%	5%
No response	–	–	2%	–

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because we have removed our data for those responding 'Other'.

University attendance of either parent at the age of 18

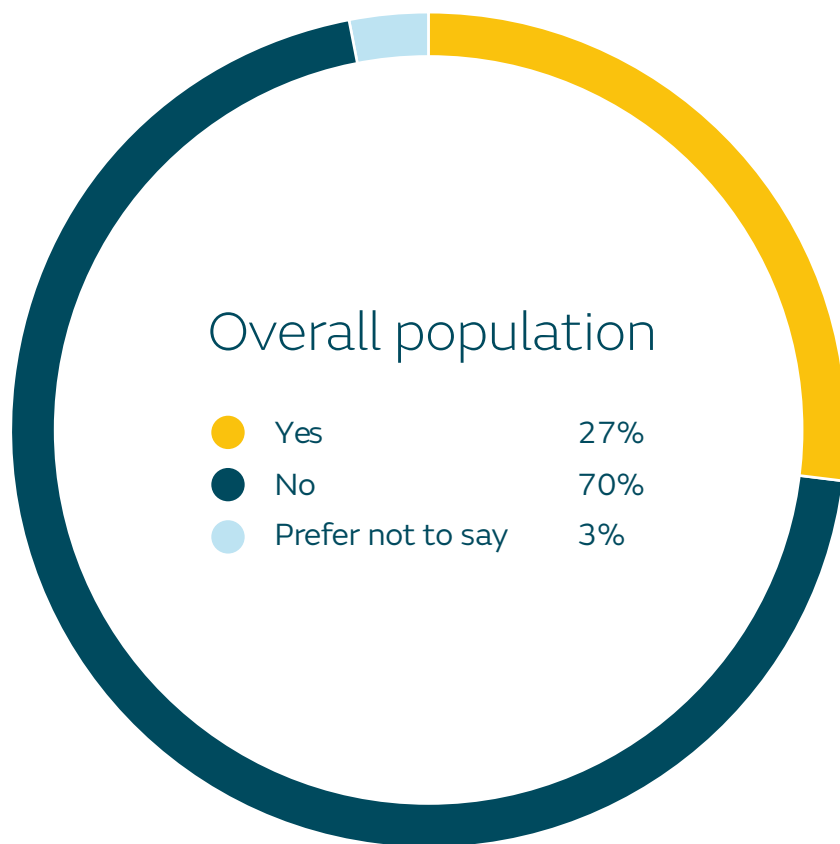


Details by role category

	Partner	Solicitor	Other FE role	Business Services
No, neither parent	42%	33%	47%	71%
Yes, one or both	53%	63%	47%	21%
Don't know	–	2%	2%	2%
Prefer not to say	5%	2%	4%	5%
No response	–	1%	–	–

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

Primary carer for a child or children under the age of 18

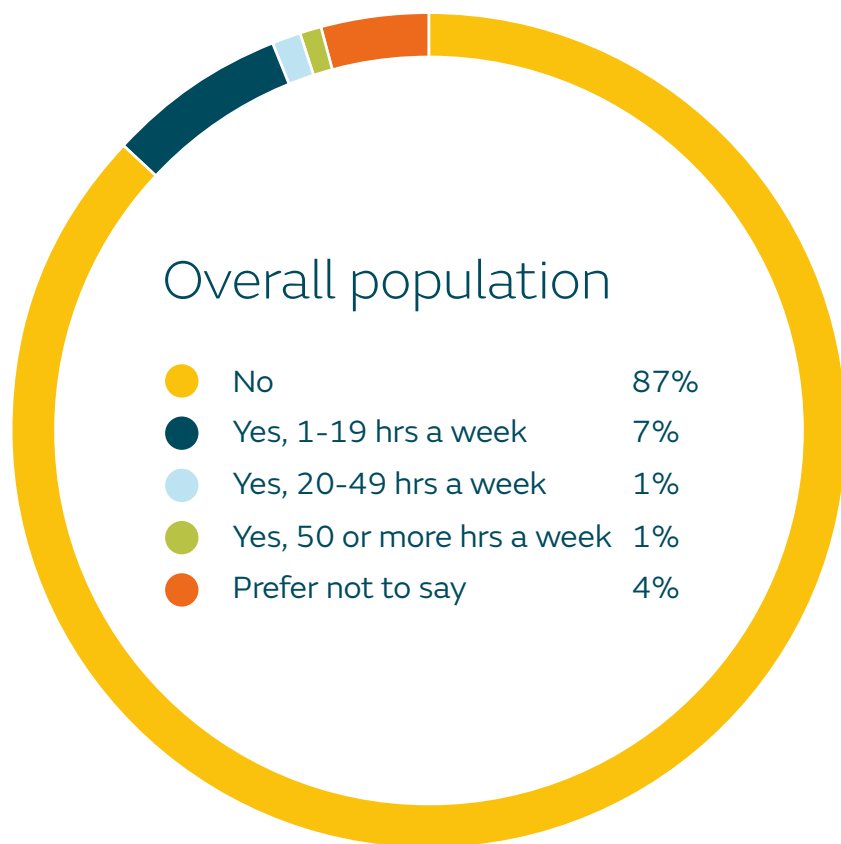


Details by role category

	Partner	Solicitor	Other FE role	Business Services
Yes	47%	34%	4%	23%
No	49%	64%	91%	74%
Prefer not to say	5%	2%	4%	2%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding.

Carer for someone with long term physical or mental ill health*



Details by role category

	Partner	Solicitor	Other FE role	Business Services
No	86%	93%	87%	84%
Yes, 1-19 hrs a week	12%	5%	9%	7%
Yes, 20-49 hrs a week	–	1%	–	2%
Yes, 50 or more hrs a week	–	–	–	1%
Prefer not to say	2%	2%	4%	5%

Figures are based on the 65% of our people who have recorded this information. Totals may not equal 100% because of rounding and the presence of invalid responses.

* (in an unpaid capacity)

Our networks

Our seven employee-led support networks create safe spaces for people to connect and for allies to actively support their colleagues. Within the networks, members share valuable insights and perspectives on lived experiences which can inform policies and initiatives that promote equity, diversity and inclusion.

EnABLE

The EnABLE Network is for colleagues with disabilities as well as their friends, family and allies. The Network focuses on providing support and promoting a disability-friendly approach to ensure people with disabilities have a positive experience from their very first interaction with Forsters.

Faith

The Faith Network is committed to celebrating the joy that faith can bring, supporting one another through life's events and building understanding of different religions and traditions.

Gender Equality

The Gender Equality Network is a space for open conversation, shared learning and collective action to support gender equality at Forsters and within the legal sector.

PRIDE

The Pride Network is a place where LGBTQ+ colleagues and allies can connect and find peer-to-peer support, collaborate to raise awareness and ensure LGBTQ+ perspectives are considered to make sure systems work for everyone.

Race Support

The Race Support Network is a space for identifying members to find colleagues from a similar background with whom they can connect and share experiences whilst also encouraging allies to both learn and find joy in the diverse community we are very lucky to have at Forsters.

Social Mobility

The Social Mobility Network works to improve socio-economic diversity across Forsters by creating opportunities to share ideas and experiences, raise awareness and take action through our social mobility programmes.

Working Parents and Carers

The Working Parents and Carers Network offers the opportunity for colleagues to connect and support one another in a range of open and inclusive environments such as Carers' coffee mornings, whilst also playing a proactive role in policy development.



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