



UK DIVERSITY STATISTICS 2025

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SRA No: 558299 - Morden Head Office)

SRA No. 597070 (Croydon Branch)



UK DIVERSITY STATISTICS 2025

INTRODUCTION

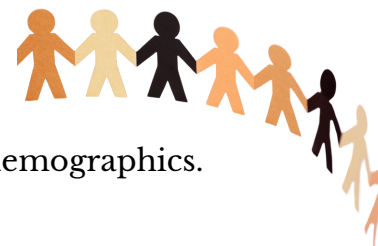
At Morden Solicitors LLP we see inclusion to be both a core value and key to our business success. We believe that the best teams are diverse and inclusive, and that people flourish in an environment where they are supported in expanding their careers and developing their resilience. Our diversity is a key strength to how we work and succeed.

Building an inclusive culture requires us to campaign to create and sustain it. Inclusion is more than a set of rules it is a major social change in how we approach our lives and work. Morden Solicitors LLP aim to provide campaigns that inspire, empower, and activate our people to be campaigners for these values.

We believe in transparent approach and diligently report on our progress as part of our commitment to improving diversity within the firm. This 2025 UK Diversity Statistics Report is part of our annual reporting to represent the diversity of our UK population across the London (Morden and Croydon branch in South London) to show progress of our commitment.

The rest of this report will feature a more detailed information about the diversity of the UK population, including figures for which we do not have currently have targets or measure progress across a range of areas including Disability, Age, Social Mobility, Religion. We recognise the value of future talent and having a diverse pipeline which is why this report also includes diversity statistics for our Future Trainees.

EXECUTIVE SUMMARY



Ethnicity is overwhelmingly Asian, mainly Pakistani, reflecting unique firm demographics.



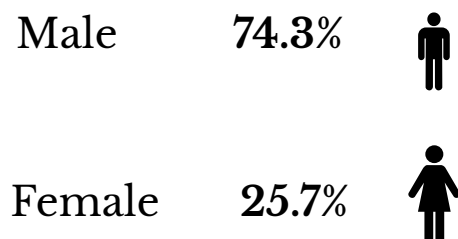
School attended is primarily Overseas (esp. among Partners, Managers, and Barrister).



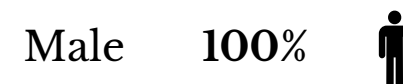
First generation university attendance varies widely between professions.



Parental occupation is mainly Professional or Managerial backgrounds.

Gender

Among Solicitors (non-partner), gender parity is balanced (50% male, 50% female).

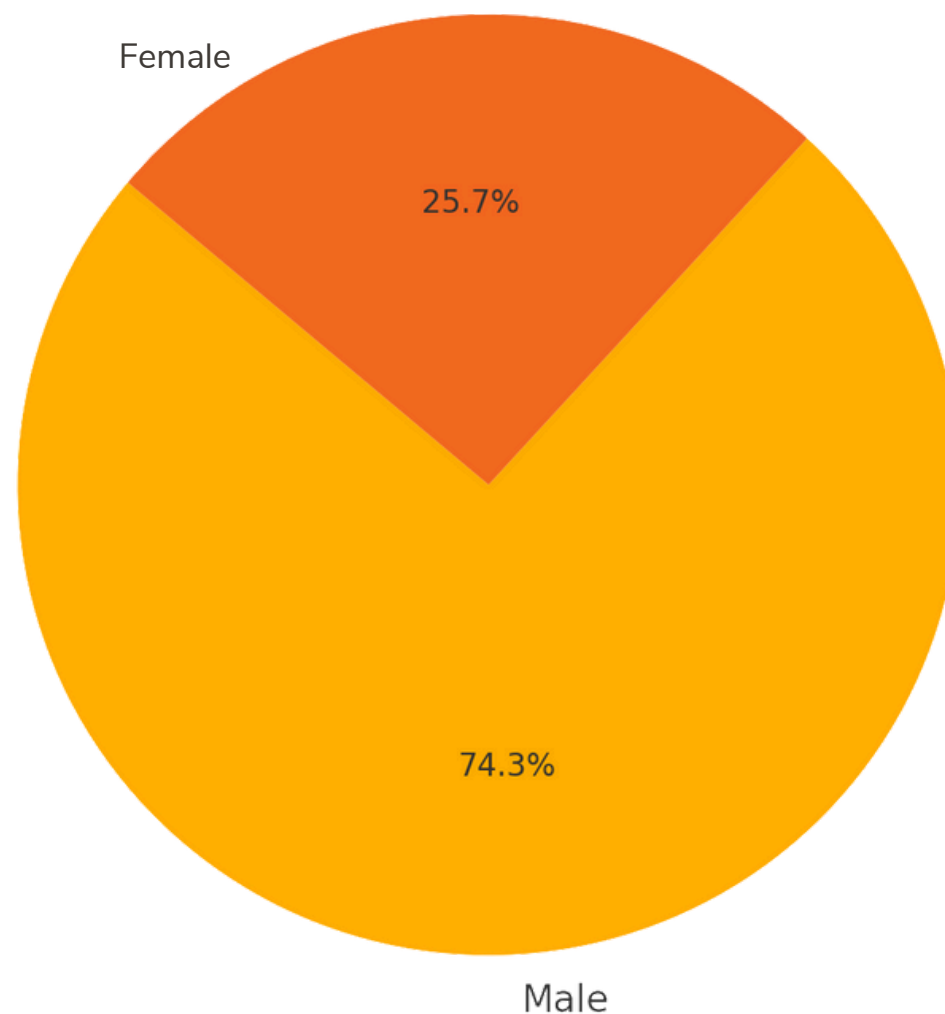
Partner & Managerial level

However, at Partner and Managerial level, male representation remains predominant at 100%.

Gender

Profession	Male %	Female %	Prefer Not to Say %
Salaried/Partial Equity Partners	100%	0%	0%
Solicitors (non-partner)	50%	50%	0%
Other Fee Earners	54.5%	45.5%	0%
Direct Support Roles	63.6%	36.4%	0%
Managerial	100%	0%	0%
IT/HR/Other Corporate	100%	0%	0%
Barrister	100%	0%	0%

Gender



Sexual Orientation

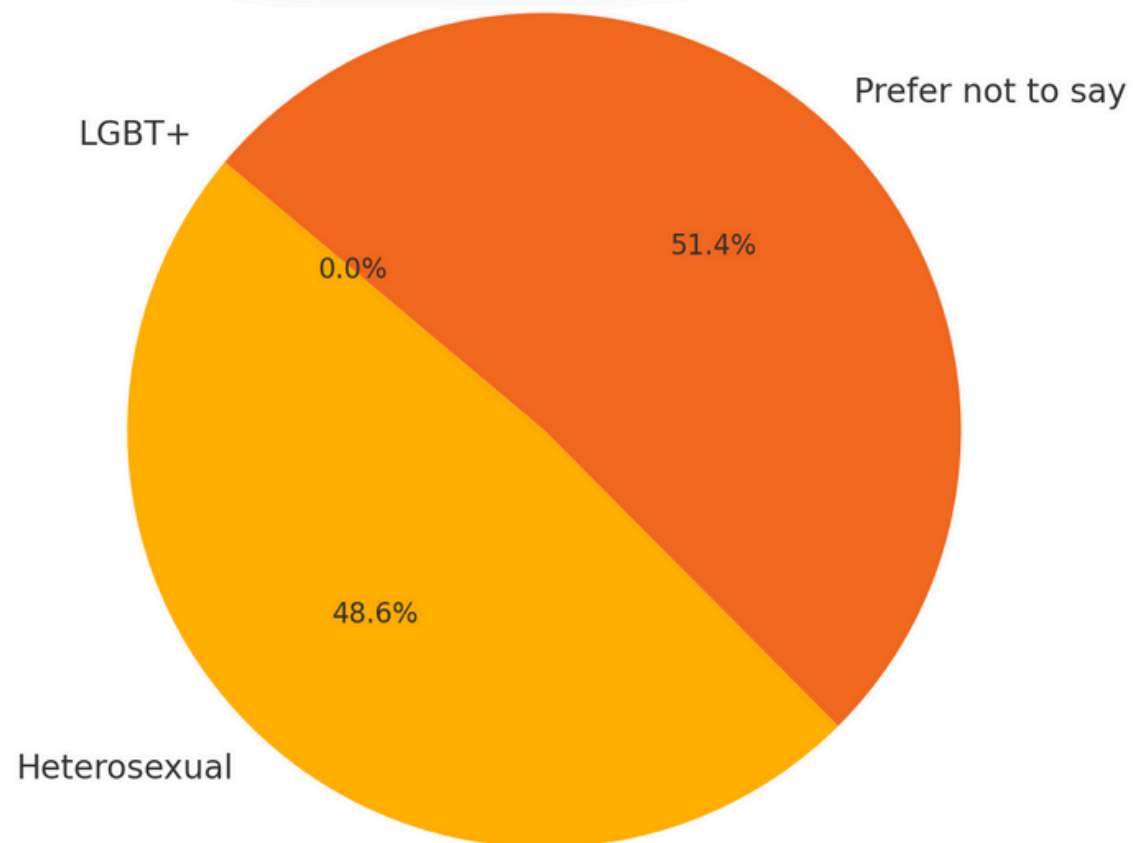
Heterosexual	49%
Prefer not to say	51%

The Firm recognises the importance of creating an environment where colleagues feel confident to disclose sexual orientation if they wish.

**Sexual
Orientation**

Profession	Heterosexual %	Prefer Not to Say %
Salaried/Partial Equity Partners	25%	75%
Solicitors (non-partner)	0%	100%
Other Fee Earners	81.8%	18.2%
Direct Support Roles	72.7%	27.3%
Managerial	50%	50%
IT/HR/Other Corporate	50%	50%
Barrister	100%	0%

**Sexual
Orientation**



Ethnicity

Declared Ethnicity:

Pakistani heritage:	31%
Other Asian backgrounds (Bangladeshi, Indian, Other):	23%
Prefer not to say:	46%

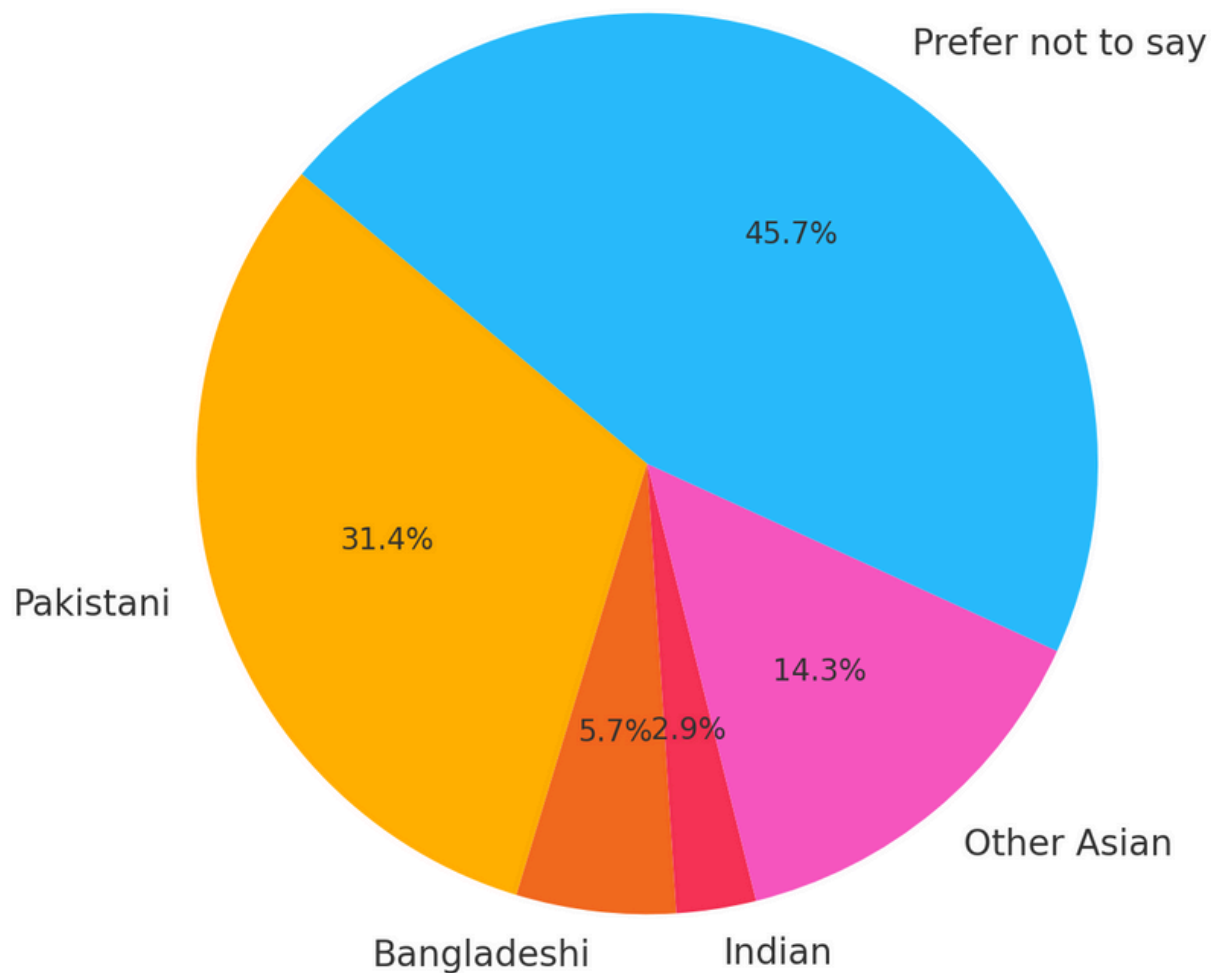
No respondents identified as White, Black, or Mixed.

This highlights a highly distinctive demographic profile relative to national averages.

Ethnicity

Profession	Asian %	Prefer Not to Say %
Salaried/Partial Equity Partners	25%	75%
Solicitors (non-partner)	0%	100%
Other Fee Earners	90.9%	9.1%
Direct Support Roles	72.7%	27.3%
Managerial	25%	75%
IT/HR/Other Corporate	50%	50%
Barrister	100%	0%

Ethnicity



Disability

Declared Disability: **23% overall**

Notably in Partner and Managerial roles)

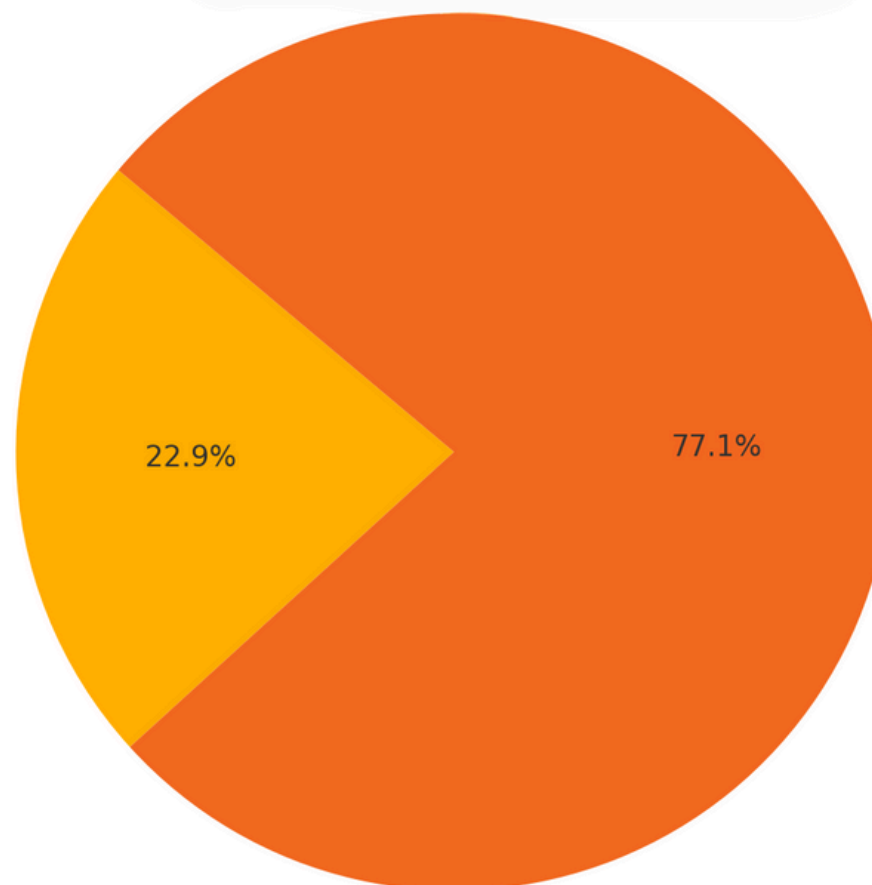
Among those declaring a disability, all reported no limitations in daily activities.

Disability

Profession	Yes %	No %	Prefer Not to Say %
Salaried/Partial Equity Partners	100%	0%	0%
Solicitors (non-partner)	0%	100%	0%
Other Fee Earners	0%	100%	0%
Direct Support Roles	0%	100%	0%
Managerial	100%	0%	0%
Salaried/Partial Equity Partners	100%	0%	0%
Solicitors (non-partner)	0%	100%	0%

Disability

Declared Disability



No Disability

Age Band

16–24:	17%
25–34:	31%
55+:	37%

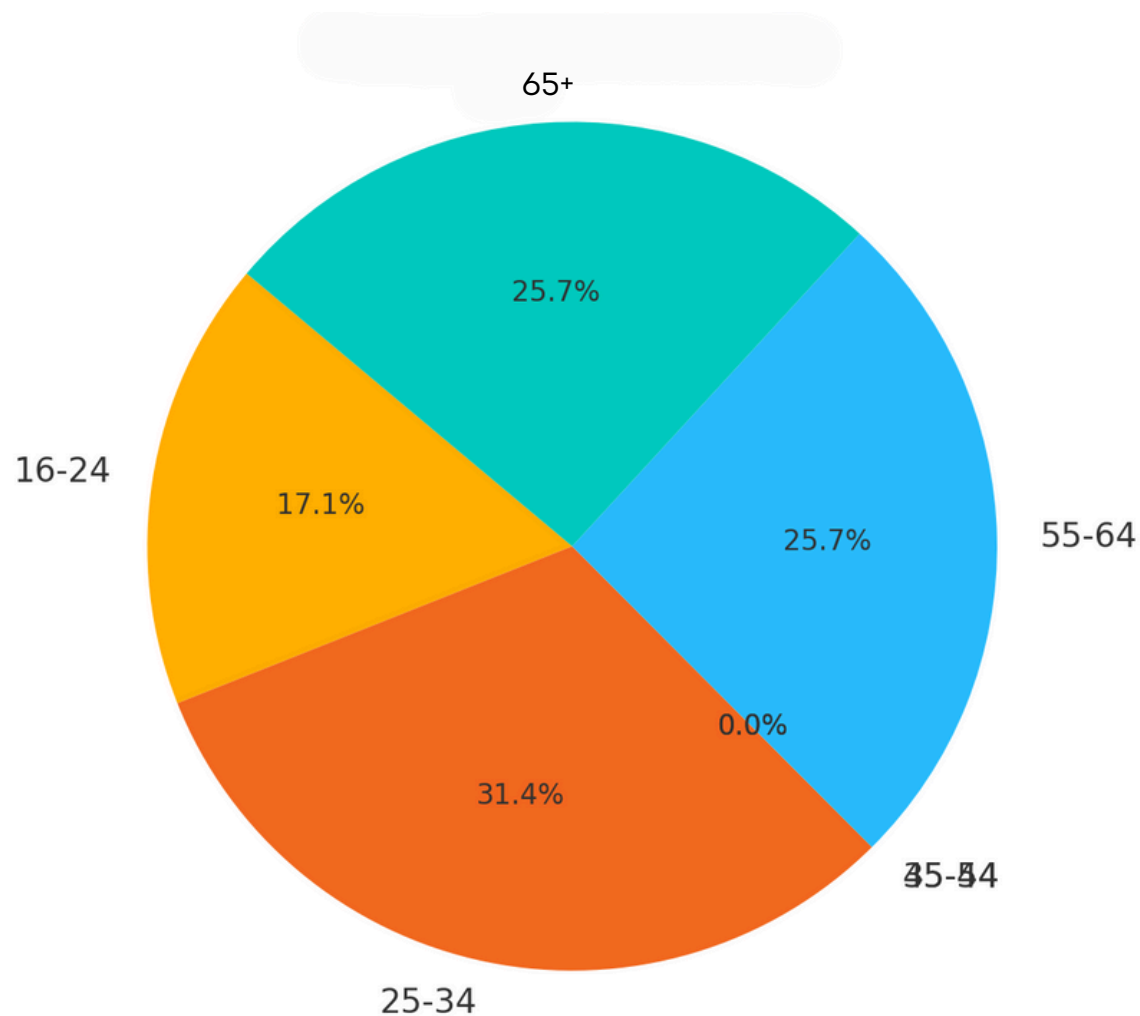
The Firm benefits from the perspectives of both early-career professionals and highly experienced senior colleagues.

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Age Band

Profession	16–24 %	25–34 %	35–44 %	45–54 %	55–64 %	65+ %
Salaried/Partial Equity Partners	0%	0%	0%	0%	25%	75%
Solicitors (non-partner)	0%	100%	0%	0%	0%	0%
Other Fee Earners	27.3%	45.5%	0%	0%	27.3%	0%
Direct Support Roles	27.3%	45.5%	0%	0%	27.3%	0%
Managerial	0%	0%	0%	0%	0%	100%
IT/HR/Other Corporate	0%	0%	0%	0%	0%	100%
Barrister	0%	0%	0%	0%	100%	0%

Age Band



Religion or Belief

Muslim: **49%**

Hindu: **6%**

Prefer not to say: **43%**

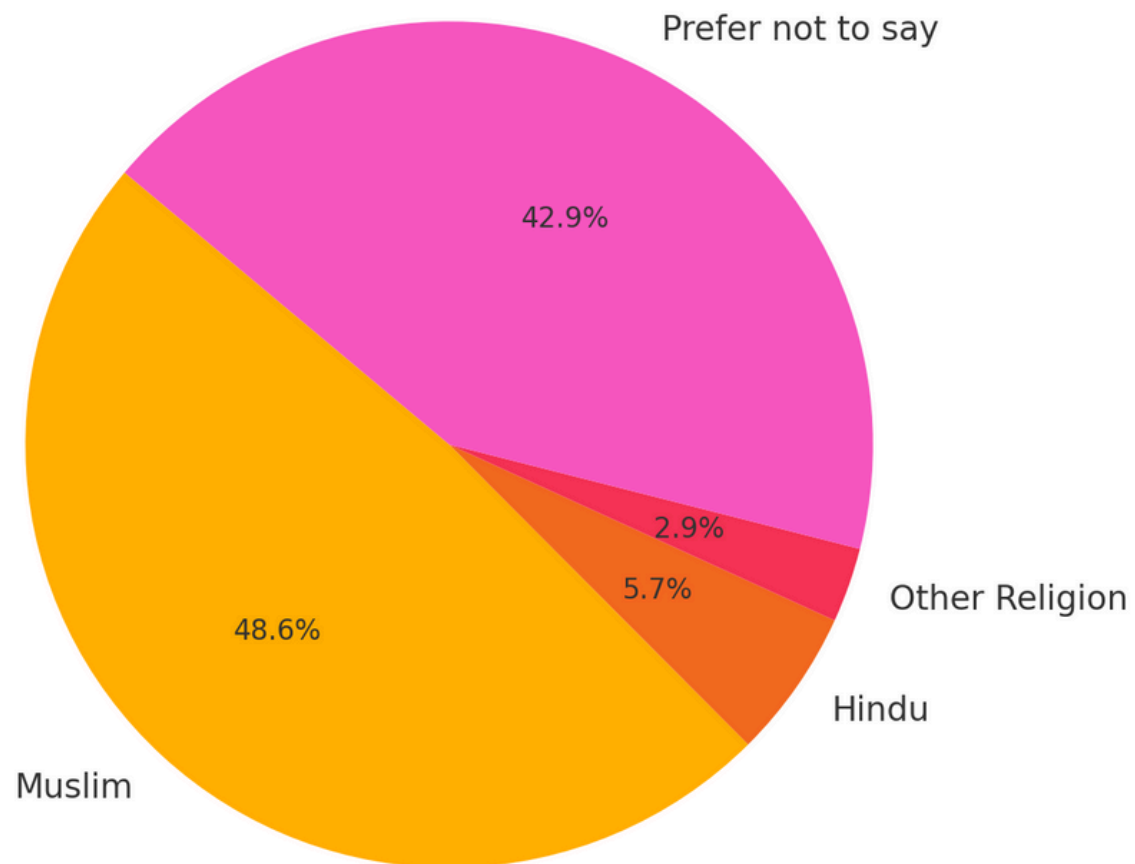
This demonstrates significant religious diversity, with a majority of respondents either Muslim or preferring not to declare.

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Religion or Belief

Profession	Muslim %	Hindu %	Prefer Not to Say %
Salaried/Partial Equity Partners	50%	0%	50%
Solicitors (non-partner)	0%	0%	100%
Other Fee Earners	54.5%	9.1%	36.4%
Direct Support Roles	63.6%	9.1%	27.3%
Managerial	50%	0%	50%
IT/HR/Other Corporate	50%	0%	50%
Barrister	0%	0%	100%

**Religion or
Belief**



School Attended

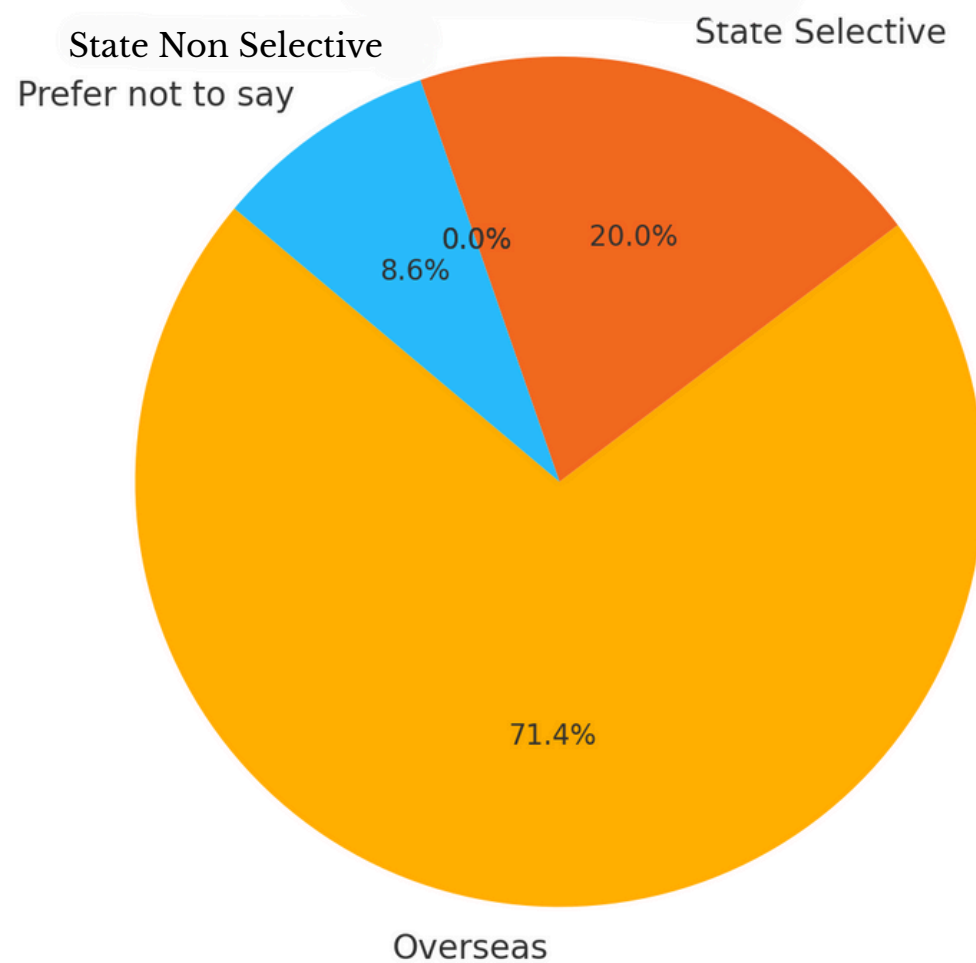
Overseas:	71%
State Selective:	20%
State Non-Selective or Independent:	0%
First Generation to Attend University:	
Yes:	29%
No:	40%
Prefer not to say:	31%

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School Attended

Profession	Overseas %	State Selective %	State Non-Selective %	Independent %	Prefer Not to Say %
Salaried/Partial Equity Partners	100%	0%	0%	0%	0%
Solicitors	0%	100%	0%	0%	0%
Other Fee Earners	81.8%	18.2%	0%	0%	0%
Direct Support	63.6%	27.3%	0%	0%	9.1%
Managerial	100%	0%	0%	0%	0%
IT/HR/Corporate	100%	0%	0%	0%	0%
Barrister	100%	0%	0%	0%	0%

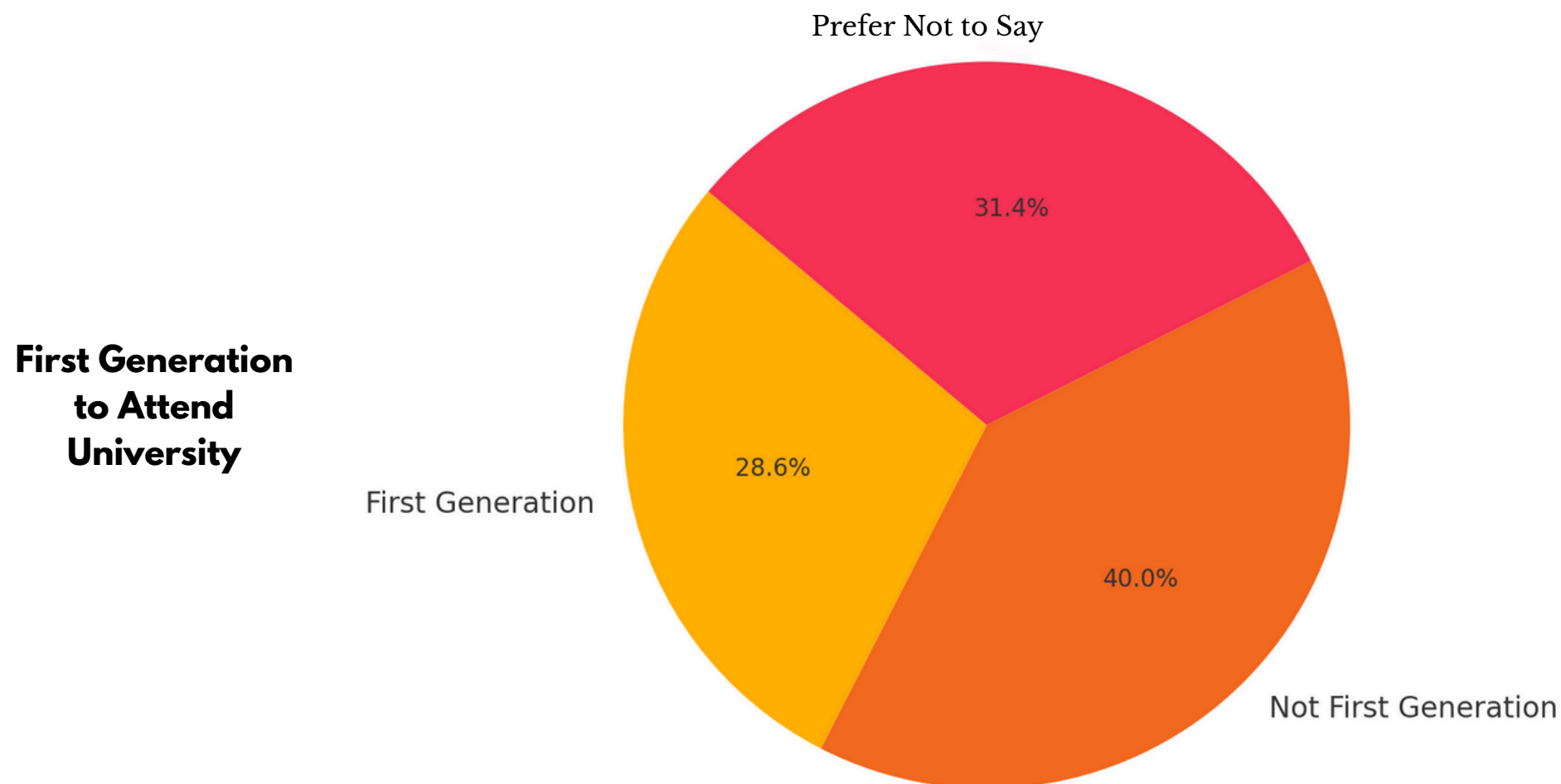
**School
Attended**



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**First Generation
to Attend
University**

Profession	First Generation %	Not First Generation %	Prefer Not to Say %
Salaried/Partial Equity Partners	75%	25%	0%
Solicitors	0%	100%	0%
Other Fee Earners	27.3%	54.5%	18.2%
Direct Support	36.4%	27.3%	36.4%
Managerial	50%	25%	25%
IT/HR/Corporate	0%	0%	100%
Barrister	0%	100%	0%



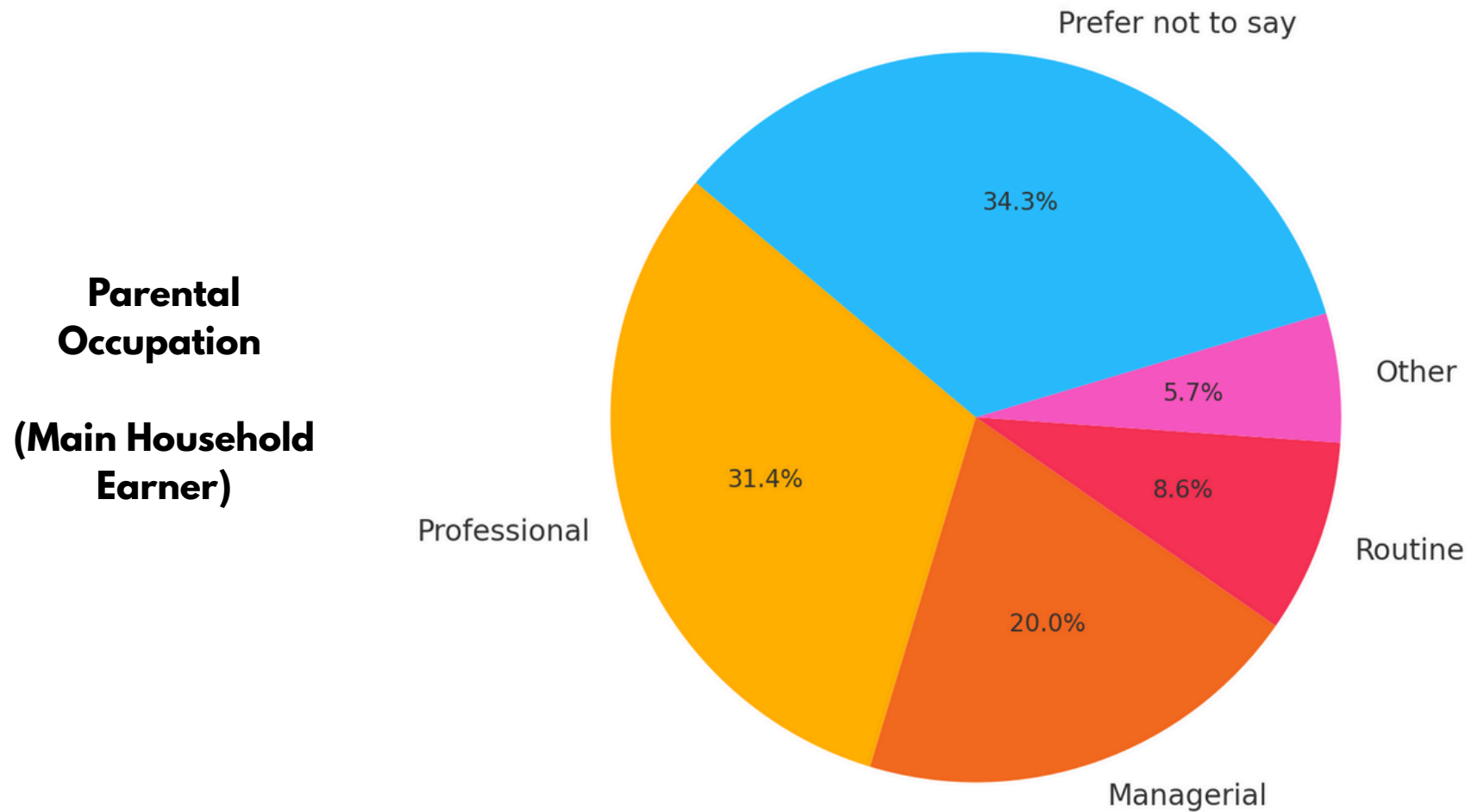
Parental Occupation (Main Household Earner)

Professional:	31%
Managerial:	20%
Routine / Other:	14%
Prefer not to say:	35%

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Parental Occupation (Main Household Earner)

Profession	First Generation %	Not First Generation %	Prefer Not to Say %	Profession	First Generation %
Salaried/Partial Equity Partners	75%	25%	0%	Salaried/Partial Equity Partners	75%
Solicitors	0%	100%	0%	Solicitors	0%
Other Fee Earners	27.3%	54.5%	18.2%	Other Fee Earners	27.3%
Direct Support	36.4%	27.3%	36.4%	Direct Support	36.4%
Managerial	50%	25%	25%	Managerial	50%
IT/HR/Corporate	0%	0%	100%	IT/HR/Corporate	0%
Barrister	0%	100%	0%	Barrister	0%



Care Responsibilities

Primary Carer for Children Under 18:

Yes: **6%**

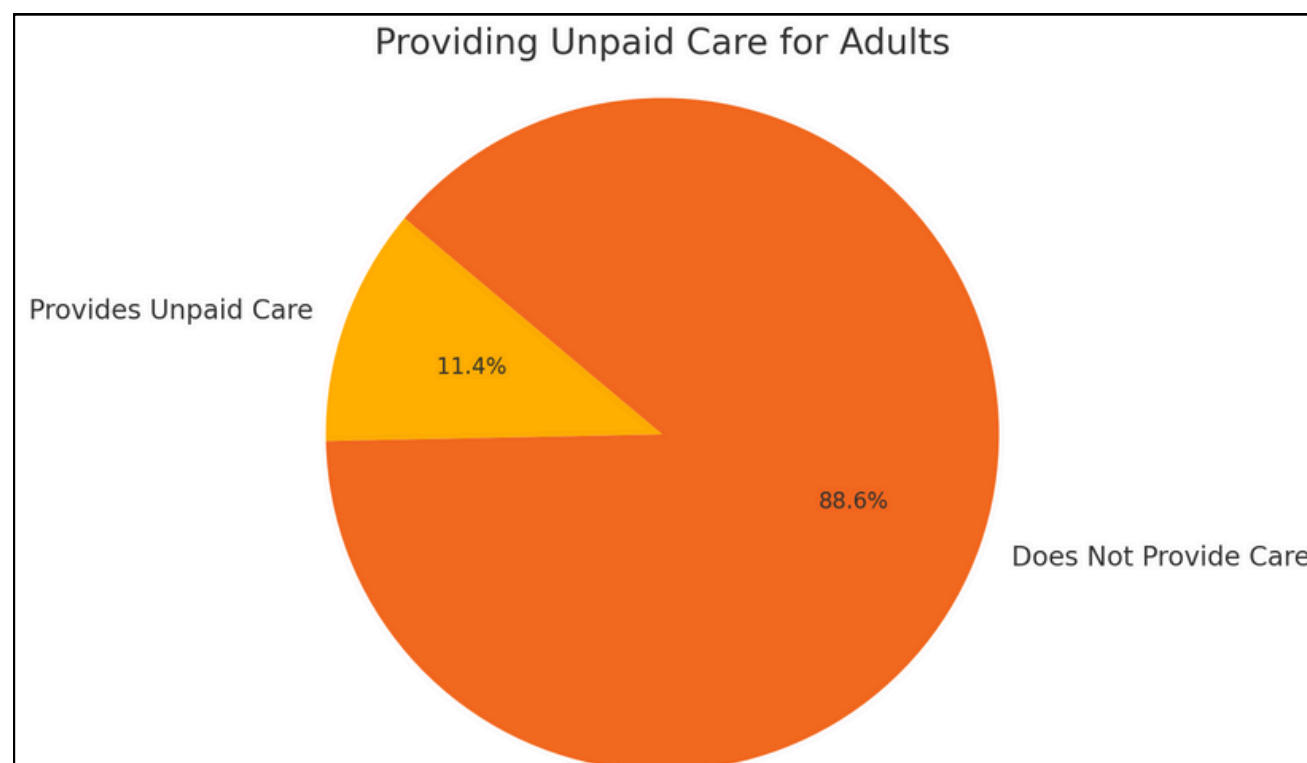
No: **94%**

Providing Unpaid Care for Adults:

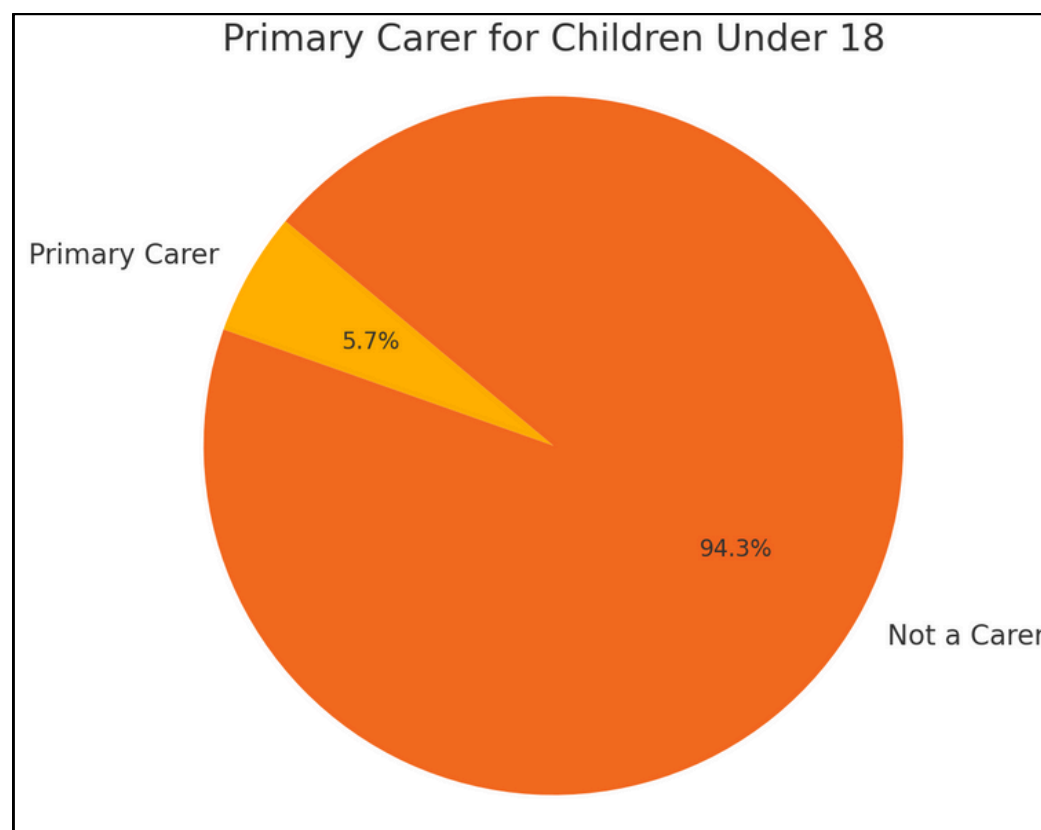
Yes: **11%** (mainly 1–19 hours/week)

No: **89%**

Care Responsibilities



Care Responsibilities





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Morden Solicitors LLP remains steadfast in our commitment to fostering an inclusive workplace where all colleagues are respected, supported, and empowered to thrive. We recognise that true inclusion requires not only transparency in reporting but also continuous action to remove barriers and create equitable opportunities.

This diversity report provides an important snapshot of our firm's composition and the lived experiences of our people. We will continue to build on this foundation by:

- Encouraging open dialogue and understanding across all areas of difference; and
- Promoting greater disclosure confidence in under-reported categories.

We recognise that publishing this report is only one part of our wider commitment to building a truly inclusive and representative workplace. Our intention is to use these insights to inform meaningful actions that promote equity, respect, and belonging across all levels of Morden Solicitors LLP.

We remain committed to reviewing our progress annually and to holding ourselves accountable through transparent reporting. This is an ongoing journey, and we welcome the continued engagement of our colleagues, clients, and community as we strive to set higher standards of diversity, inclusion, and fairness in our profession.

Thank you to everyone who contributed to this report and to all those who will help us drive progress in the years ahead.