

# WEIL LONDON SRA DATA

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2025

## Our Core Values

One of the qualities separating Weil from our peers is our culture. Inclusion has been a core value since Weil's founding. For decades, Weil has been an outspoken leader in cultivating an inclusive culture and ensuring fair access to opportunities. As we forge ahead, Weil remains committed to being a market leader in attracting and developing talent at all levels as a moral, business, and talent imperative for all Weil lawyers and business professionals.

### Notes

- Data reflects our population as at 1 June 2025
- All figures are based on those who have voluntarily provided demographic data
- Each question provided a "Prefer not to say" option
- Some totals may not equal 100% due to rounding
- Role categories are reported as follows:
  - Partners
  - Fee Earners (Counsel, Associates, Trainees, Solicitor Apprentices, Consultants, Knowledge Lawyers, Paralegals and Chartered Legal Executives (Fellows)/ CILEx Practitioners)
  - Business Services (including Legal Secretaries and Trainee Legal Secretaries)

Age

	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say
Partners	0.0%	0.0%	61.4%	29.5%	9.1%	0.0%	0.0%
Fee Earners	7.0%	62.0%	22.8%	2.9%	3.5%	0.6%	1.2%
Business Services	10.4%	21.6%	23.1%	23.1%	17.9%	3.0%	0.7%
Whole Office	7.4%	38.7%	27.8%	14.0%	9.7%	1.4%	0.9%

These figures are calculated from data provided by 88.4% of our people in London.

# Gender

	Women	Men	Non-binary	Prefer not to say
Partners	28.9%	71.1%	0.0%	0.0%
Fee Earners	46.8%	52.0%	0.0%	1.2%
Business Services	74.1%	24.4%	0.7%	0.7%
Whole Office	55.0%	43.9%	0.3%	0.9%

These figures are calculated from data provided by 88.9% of our people in London.

# Ethnicity

	White	Minority Ethnic	Prefer not to say
Partners	84.4%	13.3%	2.2%
Fee Earners	72.5%	25.1%	2.3%
Business Services	78.5%	17.8%	3.7%
Whole Office	76.4%	20.8%	2.8%

These figures are calculated from data provided by 88.9% of our people in London.

# Sexual Orientation

	Heterosexual	LGB+	Prefer not to say
Partners	86.7%	11.1%	2.2%
Fee Earners	81.9%	11.7%	6.4%
Business Services	91.9%	5.2%	3.0%
Whole Office	86.3%	9.1%	4.6%

These figures are calculated from data provided by 88.9% of our people in London.

# Disability

According to the definition in the Equality Act 2010

	No	Yes	Prefer not to say
Partners	95.6%	2.2%	2.2%
Fee Earners	88.9%	6.4%	4.7%
Business Services	89.6%	5.2%	5.2%
Whole Office	90.0%	5.4%	4.6%

These figures are calculated from data provided by 88.6% of our people in London.

# School Attended

from age 11-16

	State-run or state-funded school (non-selective)	State-run or state-funded school (selective)	Independent / fee-paying school (no bursary or bursary covering <90% of my tuition)	Independent / fee-paying school (bursary covering >90% of my tuition)	Attended school outside the UK	Don't know / not sure	Prefer not to say
Partners	22.2%	15.6%	37.8%	4.4%	15.6%	0.0%	4.4%
Fee Earners	23.4%	19.9%	22.8%	0.6%	29.2%	0.6%	3.5%
Business Services	53.3%	28.1%	8.1%	0.0%	5.9%	0.7%	3.7%
Whole Office	34.8%	22.5%	19.1%	0.9%	18.5%	0.6%	3.7%

These figures are calculated from data provided by 88.9% of our people in London.



# Socio-economic Background

Group based on occupation of main household earner at age 14

	Professional	Intermediate	Lower	Other	Prefer not to say
Partners	66.7%	11.1%	11.1%	2.2%	8.9%
Fee Earners	67.3%	17.0%	7.0%	1.2%	7.6%
Business Services	41.5%	19.3%	28.9%	3.0%	7.4%
Whole Office	57.3%	17.1%	16.0%	2.0%	7.7%

These figures are calculated from data provided by 88.9% of our people in London.

## Socio-economic Background

Categories for determining socio-economic background are based on Social Mobility Commission guidance:

- **Professional socio-economic backgrounds:** modern professional & traditional occupations (e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer); senior or junior managers or administrators (e.g. finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager).
- **Intermediate socio-economic backgrounds:** clerical and intermediate occupations (e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse); small business owners who employed less than 25 people (e.g. corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner).
- **Lower socio-economic backgrounds:** technical and craft occupations (e.g. motor mechanic, plumber, printer, electrician, gardener, train driver); routine, semi-routine manual and service occupations (e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff); long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year).
- **Other:** e.g. retired, this question does not apply to me, I don't know.

# Caring Responsibilities

## Primary carer for a child under age 18

	No	Yes	Prefer not to say
Partners	68.9%	28.9%	2.2%
Fee Earners	84.2%	12.9%	2.9%
Business Services	69.6%	27.4%	3.0%
Whole Office	76.6%	20.5%	2.8%

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