

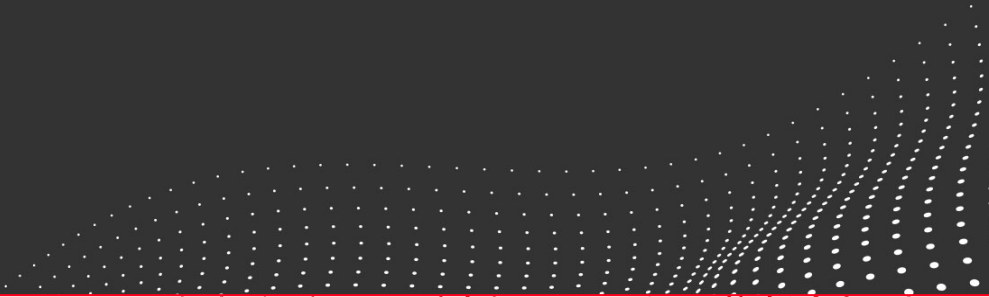
Diversity Survey Results

2025



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Tracking our progress

Every two years, every UK law firm undertakes the same diversity survey and shares the results with the Solicitors Regulation Authority. The most recent survey was undertaken in the summer of 2025 and this report details our key findings from our survey.

Our approach to diversity, equity and inclusion

We know that a diversity of life experiences, backgrounds, cultures and histories allows us to build better teams, which in turn provides innovative advice and solutions for our clients. The more data we have, the easier it is to track our progress and to ascertain whether there are any issues that need to be addressed, so we welcome the opportunity to use the survey information to help us to measure ourselves against the profession and to assess our progress.

In the past 12 months we have refreshed our commitment to DRIVE – our programme for Diversity, Representation, Inclusion, Values and Equity. Directed by the Partnership Board, we've identified our key priorities in relation to DEI and we are working towards delivering them. A key part of that commitment is achieved via our DRIVE Forum, which is comprised of a broad spectrum of people from across our firm.

The Forum is supported by our Affinity Groups: Women of Wiggin, Pride of Wiggin (our LGBTQIA+ group), and Wigg-inc (our ethnicity and cultural heritage group). We've also established a new group, WigWell, to provide additional physical and mental wellbeing initiatives across the firm.

Our Affinity Groups are very active in arranging events, supporting individuals and providing education and information about their communities. Our DRIVE Forum includes representatives from each Affinity Group and is consulted on any important policy proposals which may have an impact on our DEI agenda.

How we've compiled the survey findings

This year 196 people (81% of our UK staff) completed the survey. We have mostly consolidated the data into four broad categories: Everyone, Partners, Other Lawyers and Business Services.

- "Everyone" shows all the people who participated in the survey
- "Partners" comprises all our participating UK based partners
- "Other lawyers" includes our participating legal directors, associates, trade mark attorneys, trainee solicitors, paralegals and any other lawyers (barristers, legal executives etc.) who provide legal advice for our clients
- "Business services" includes all our other colleagues working in Finance, HR, Marketing, IT, Compliance, Facilities and administrative services who participated

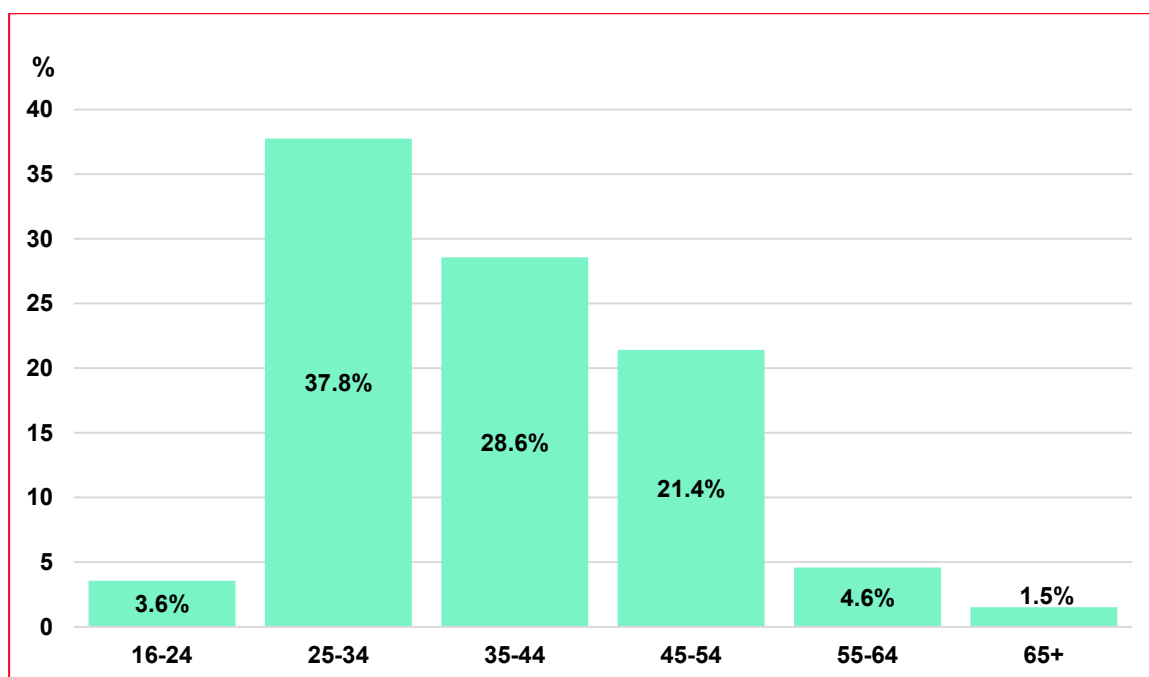
In some cases we have consolidated the data further to protect individual confidentiality.

Visit our website for more information on [our approach to diversity, equity and inclusion](#), both within the firm and in the wider community, or email us HR@wiggin.co.uk for further details.

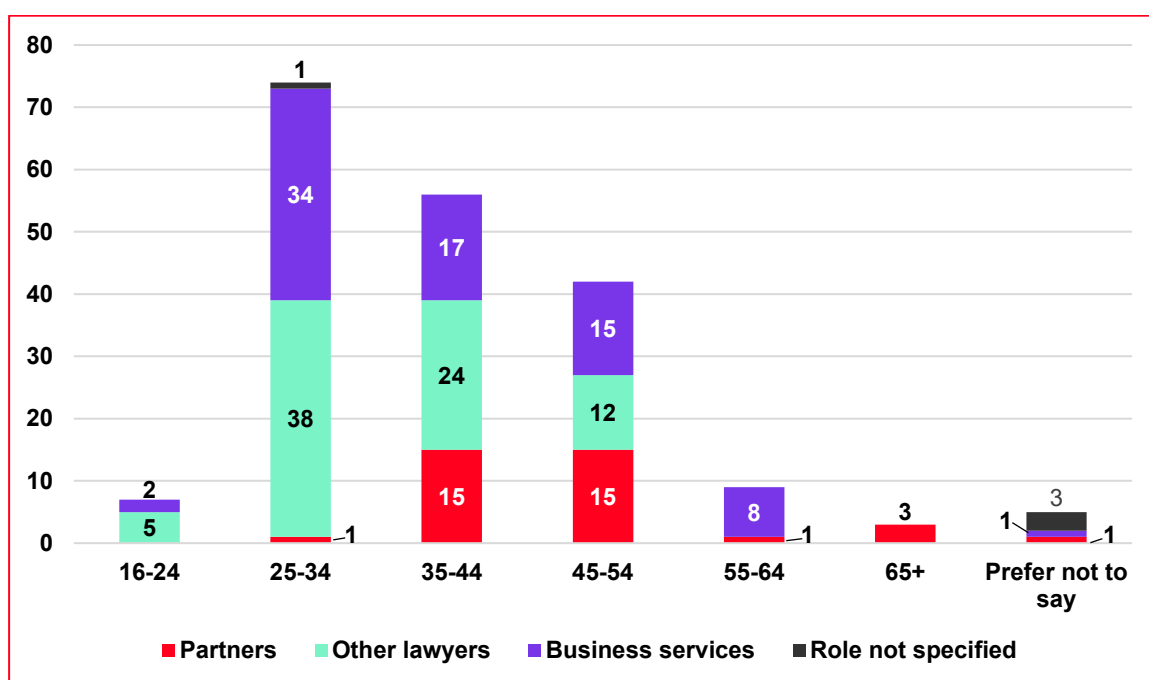


Age

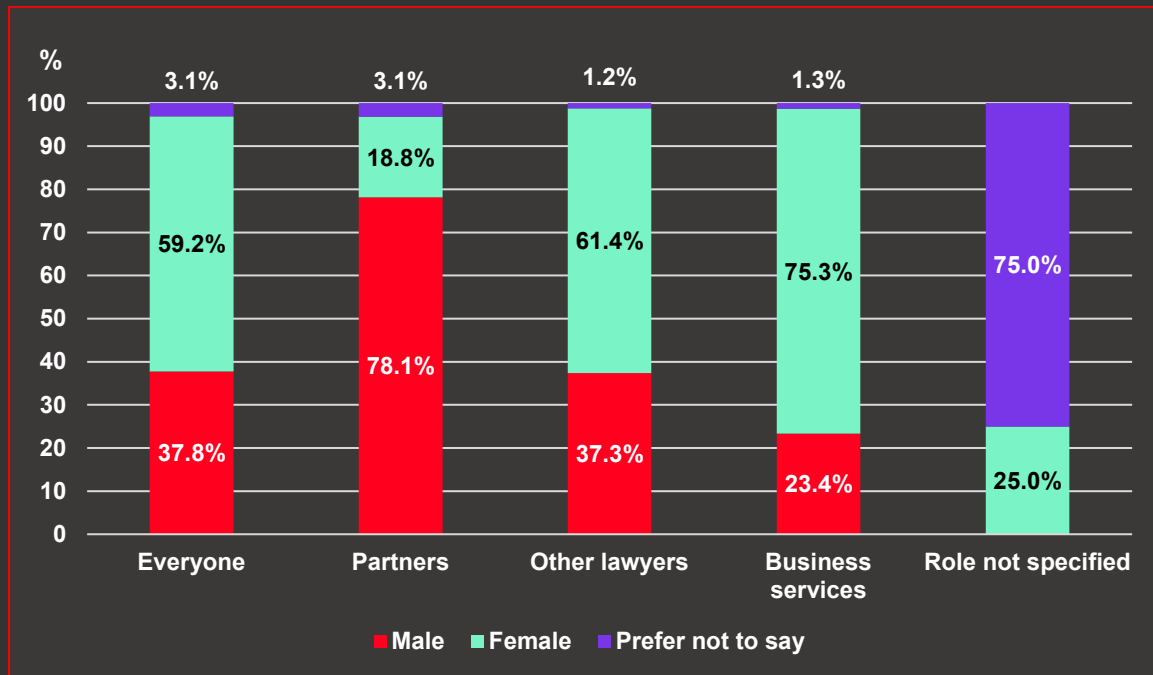
Ages of all staff as percentages of total



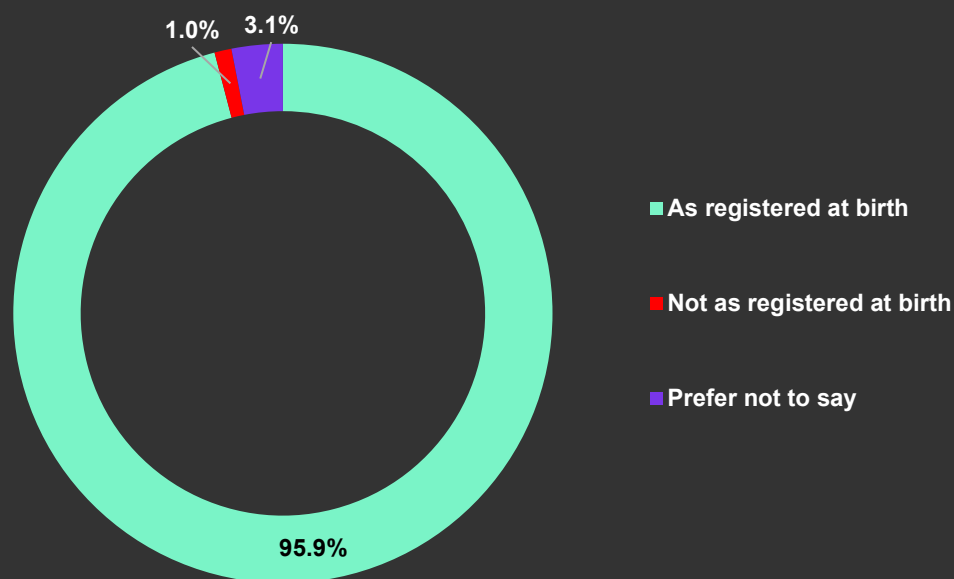
Ages as actual numbers in each range



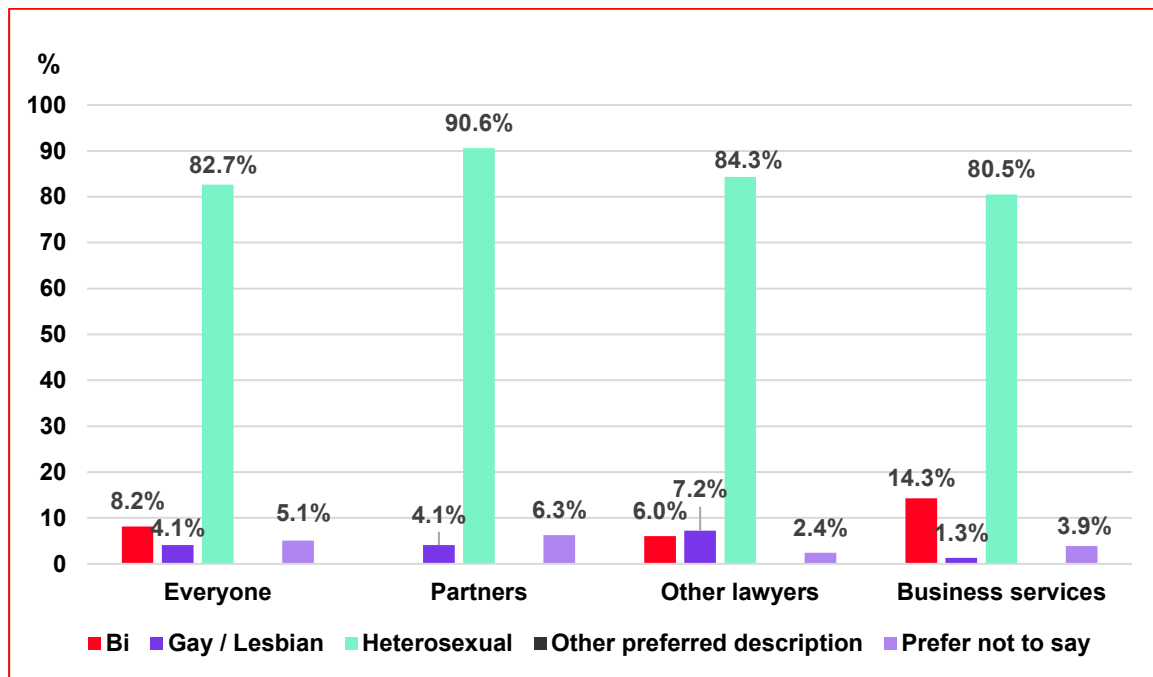
Sex



Gender identity

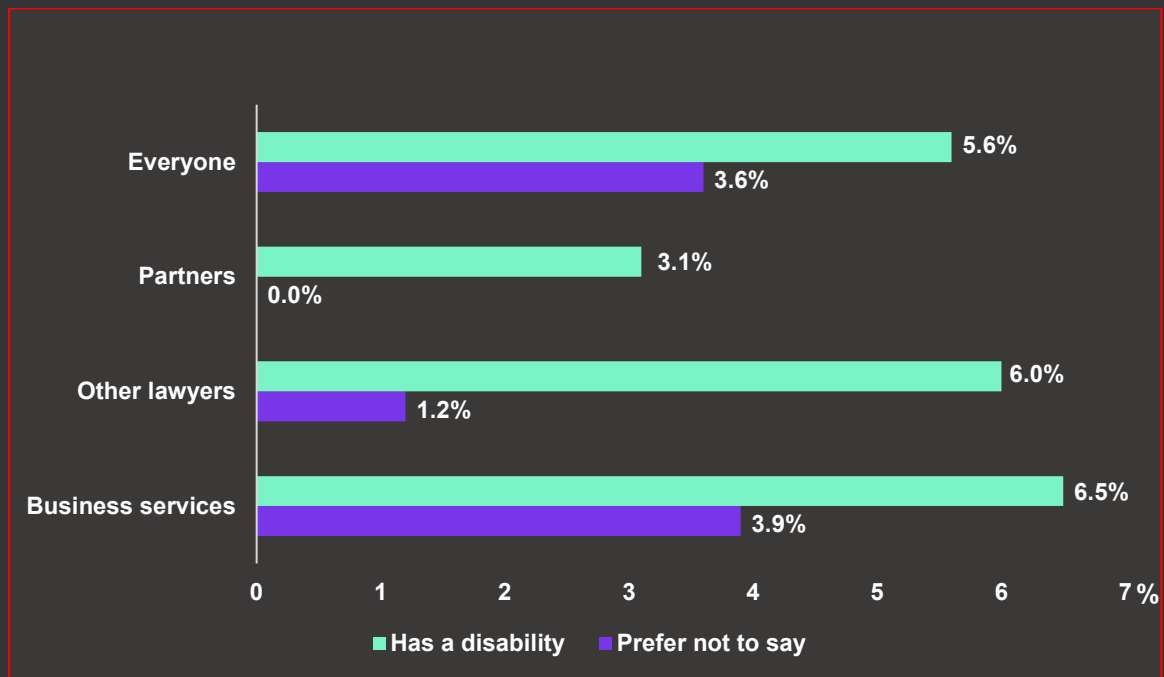


Sexual orientation



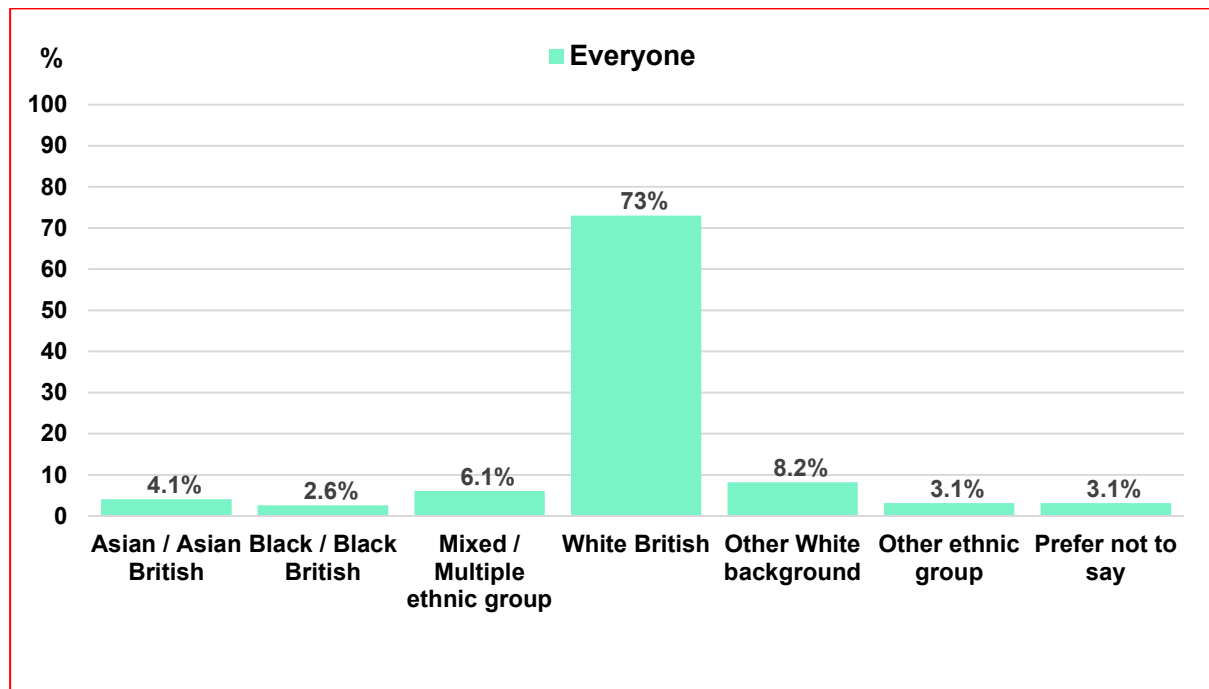
Disability

Percentage of staff with a disability

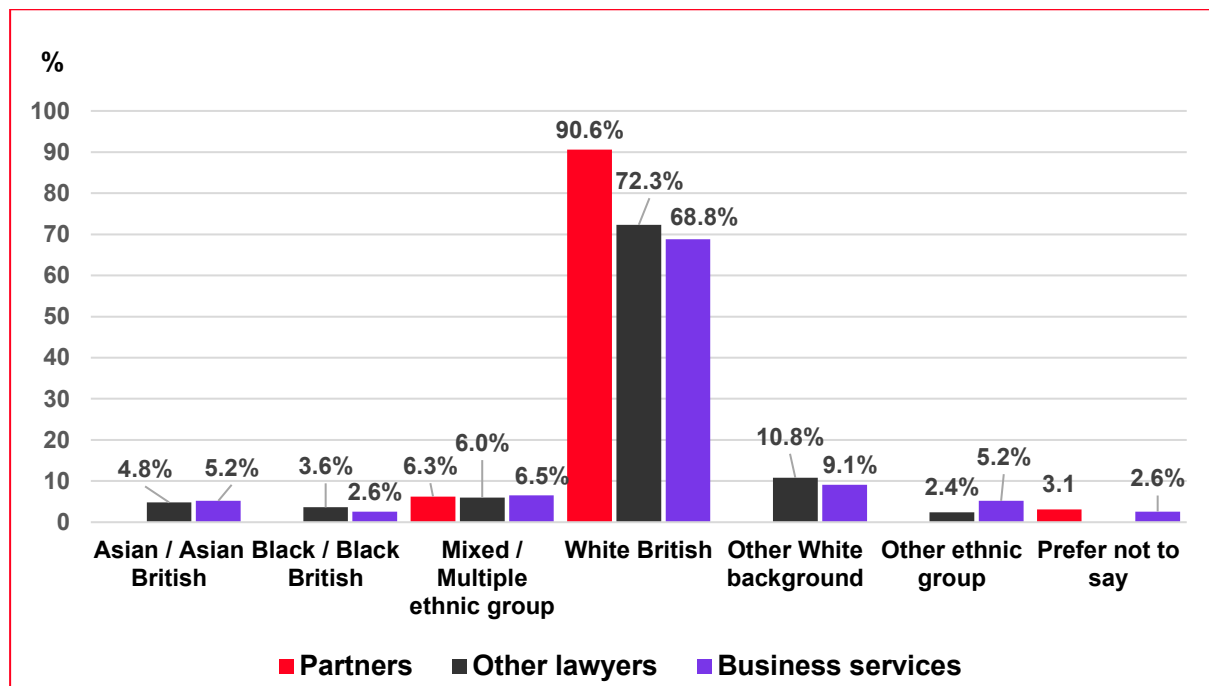


Ethnicity

Ethnicity as a percentage of everyone

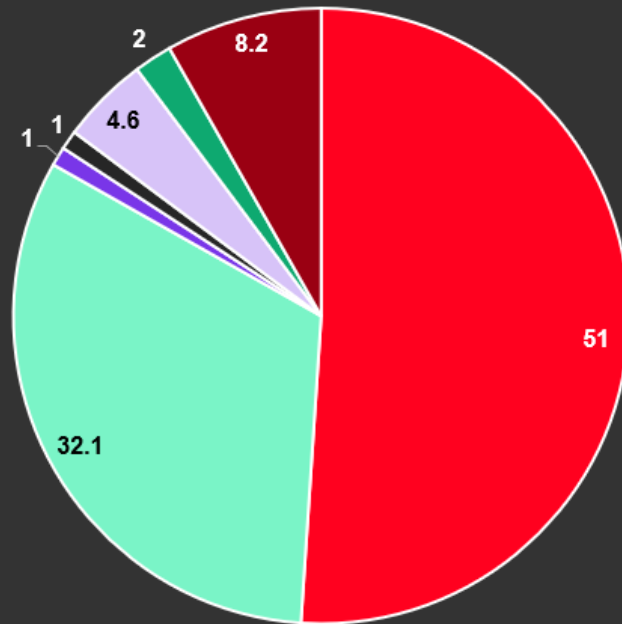


Ethnicity as a percentage within role



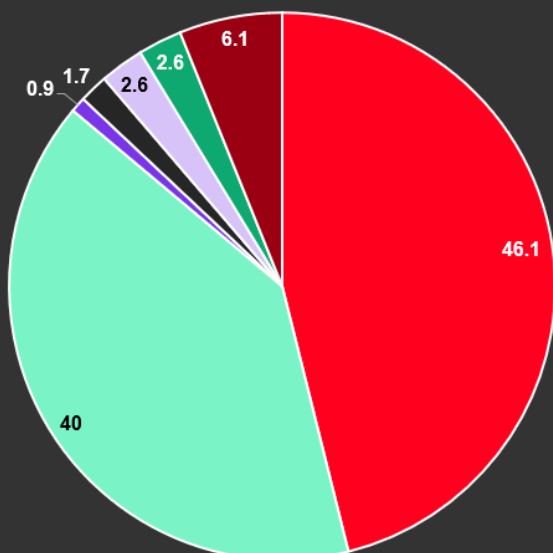
Religion or belief

Everyone (%)

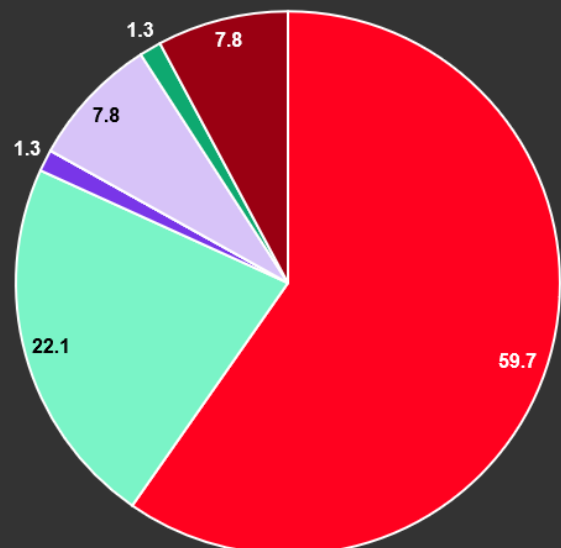


- No religion or belief
- Christian
- Hindu
- Jewish
- Muslim
- Any other religion or belief
- Prefer not to say

All Lawyers (%)

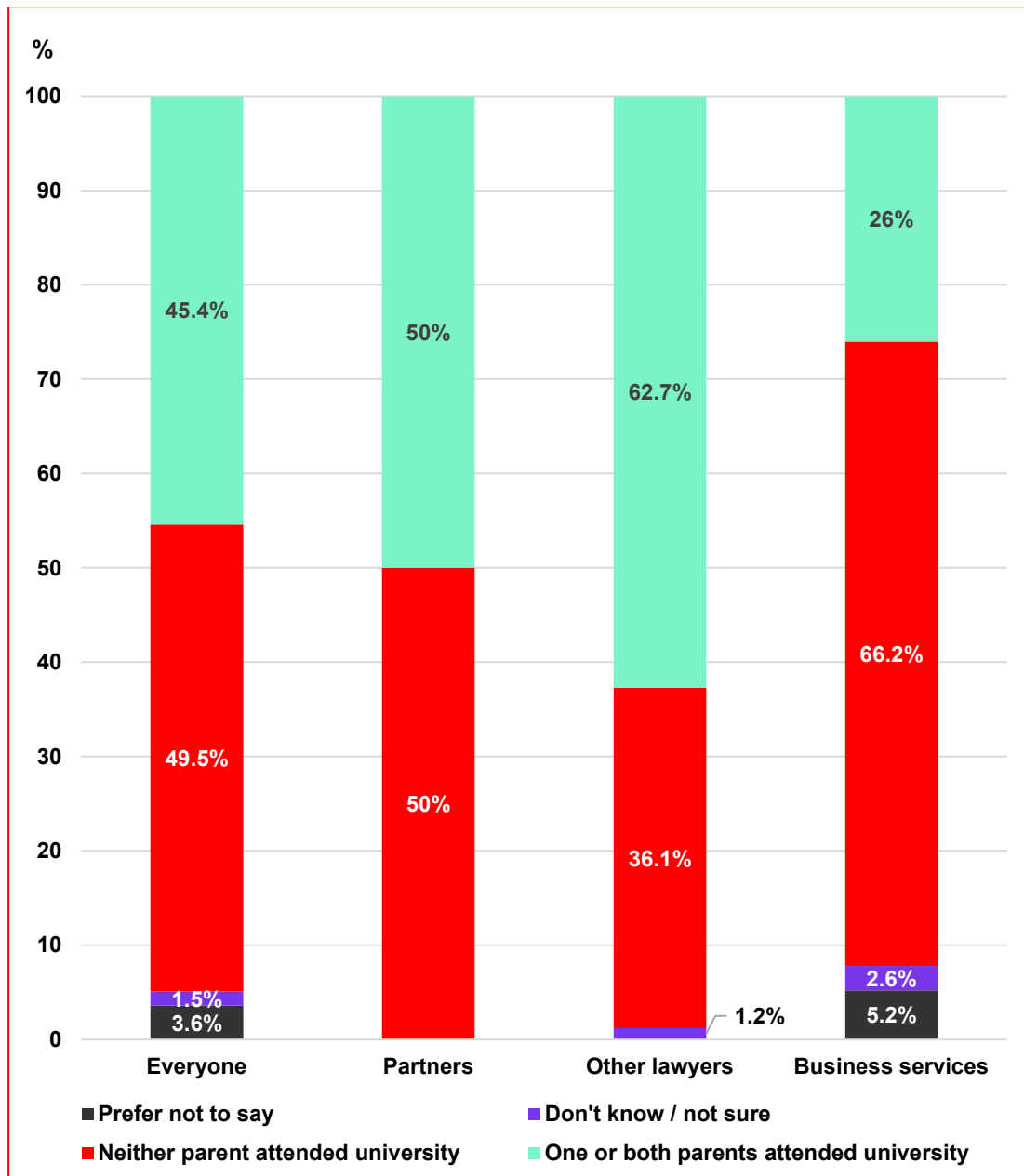


Business Services (%)

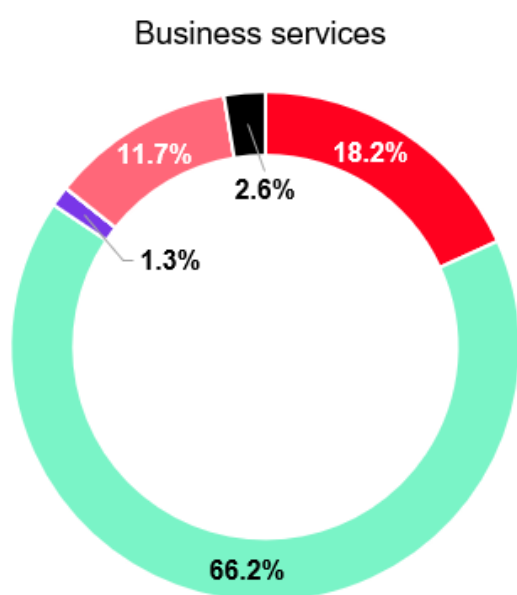
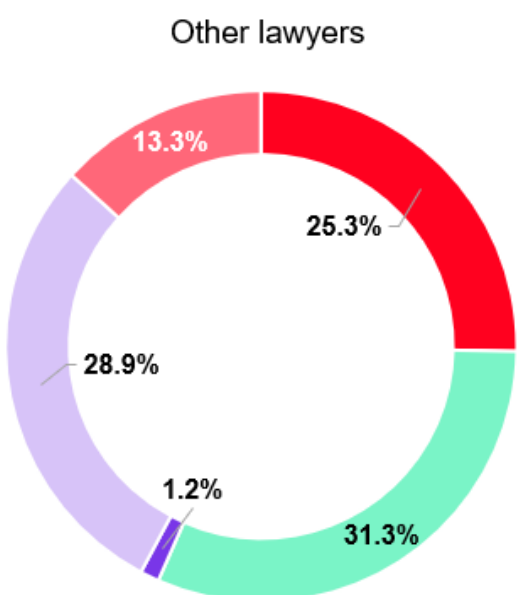
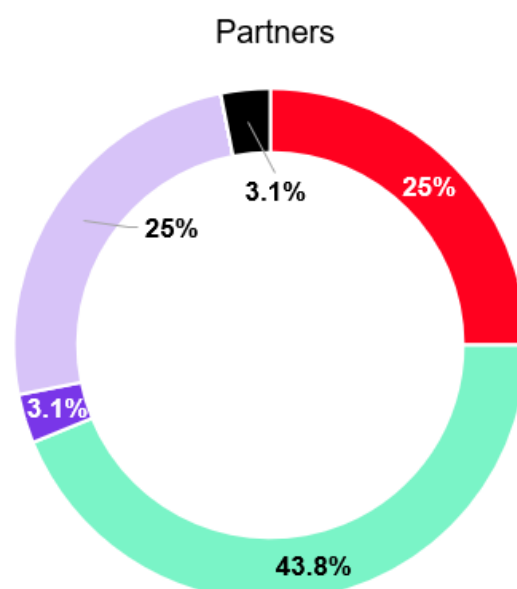
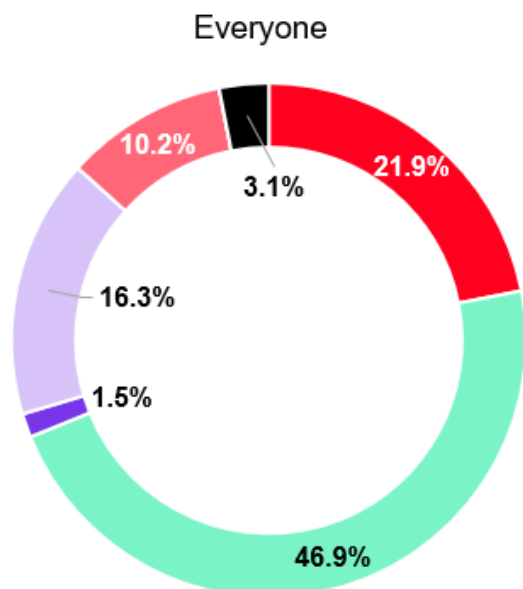


Social and family data

Parental education

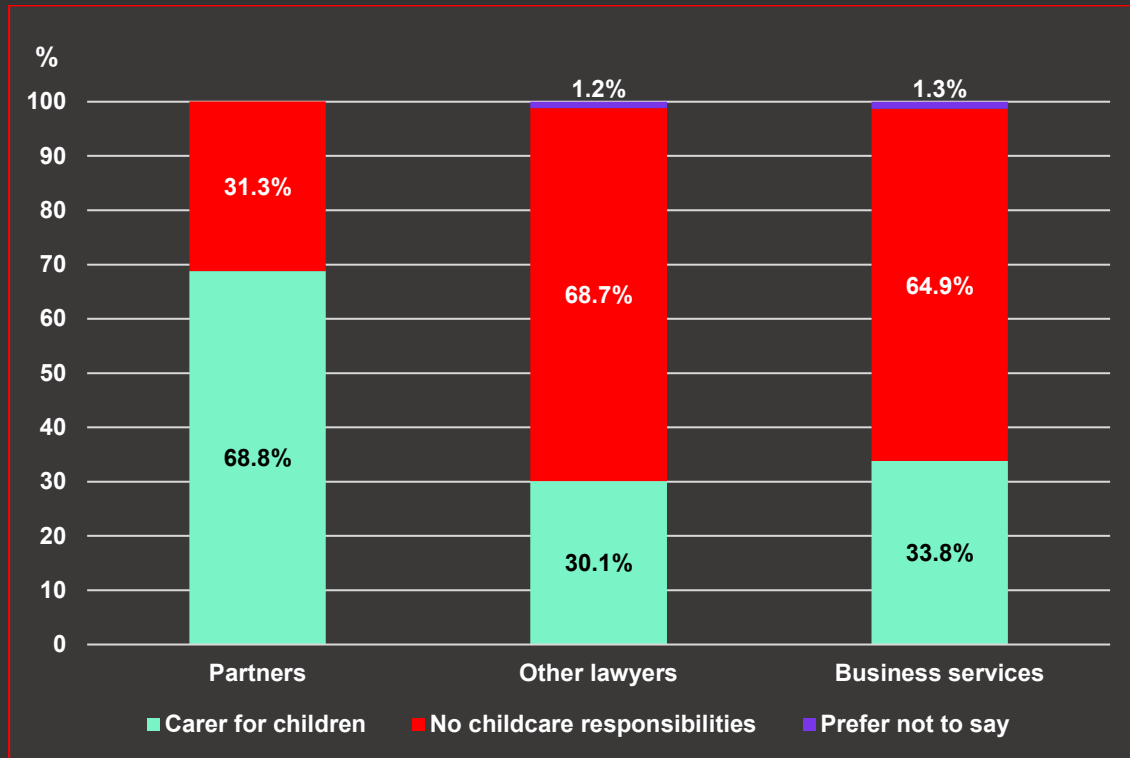


Main school education between the ages of 11 and 16

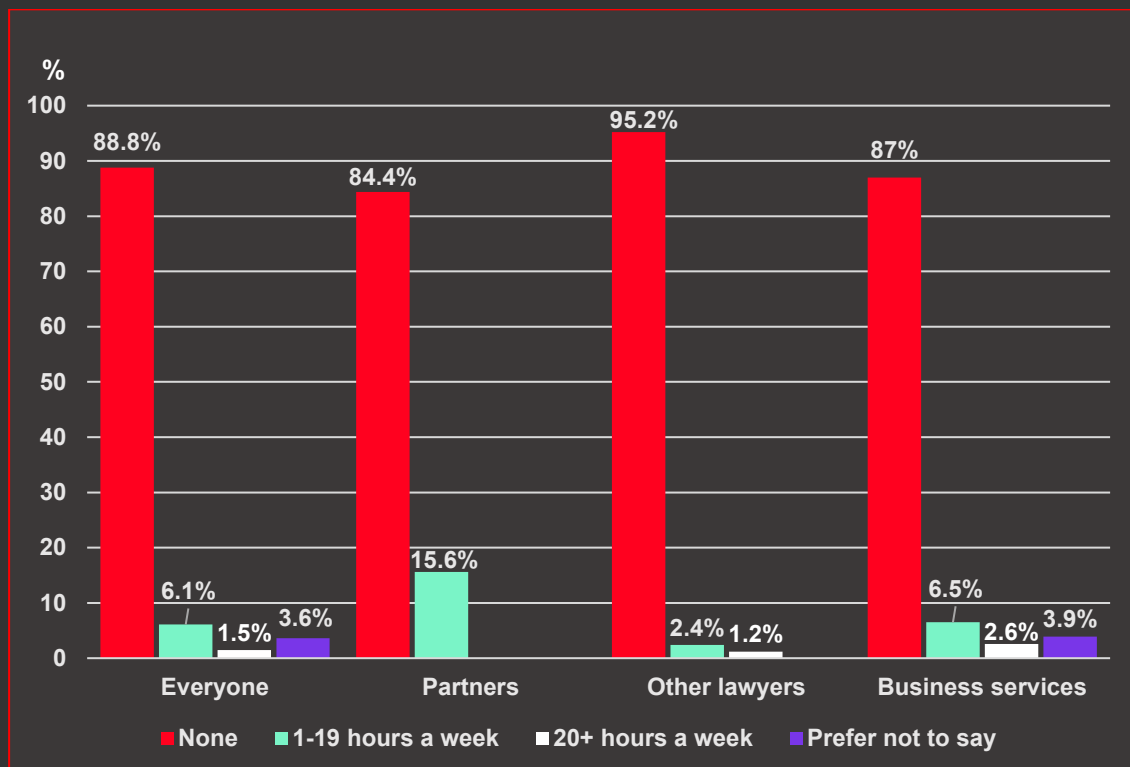


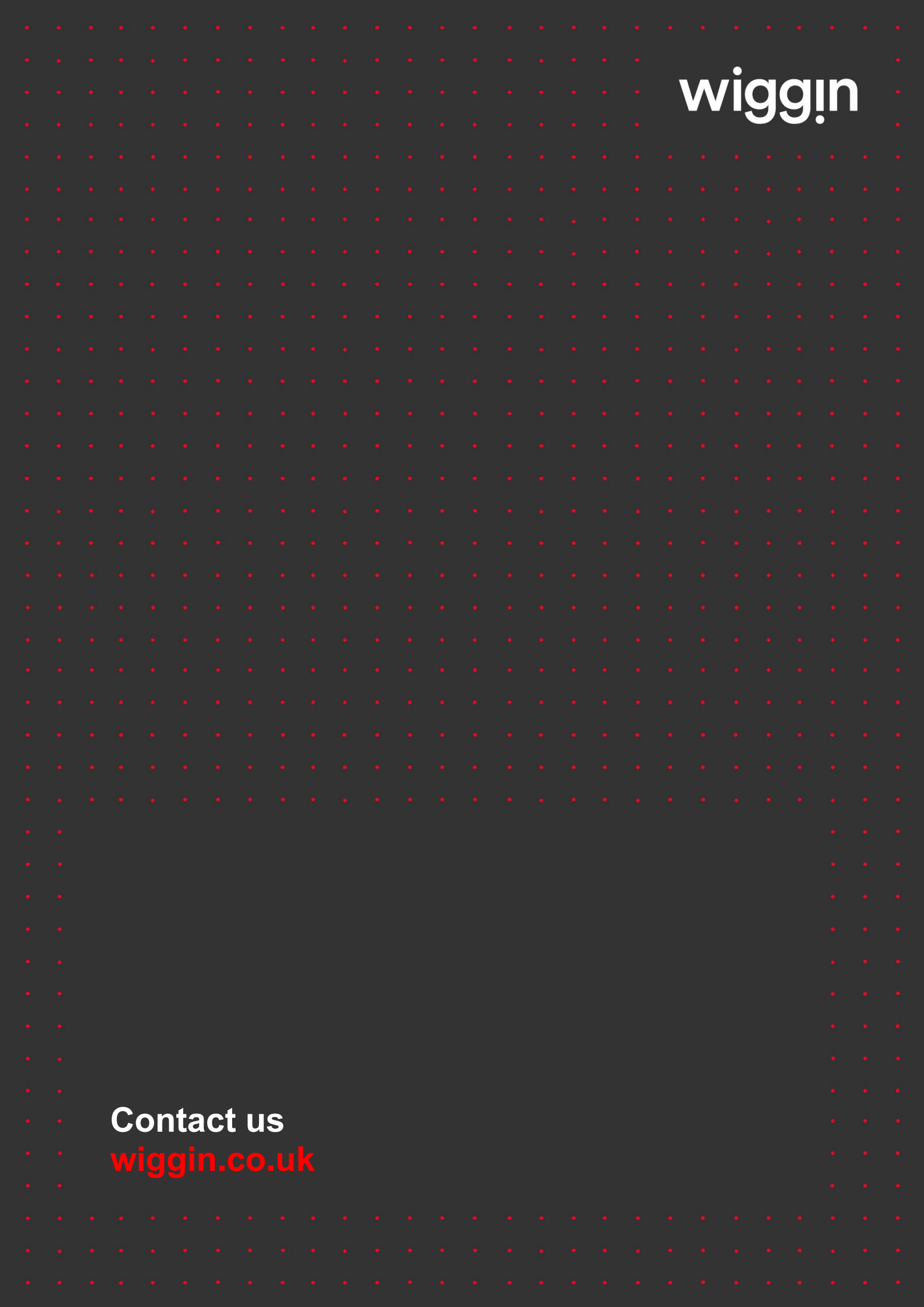
- State-run or state-funded school (selective on academic, faith or other grounds)
- State-run or state-funded school (non-selective)
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition
- Independent / fee-paying school where I received no bursary or a bursary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

Childcare responsibilities



Care responsibilities for elders and people with disabilities





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Contact us
wiggin.co.uk