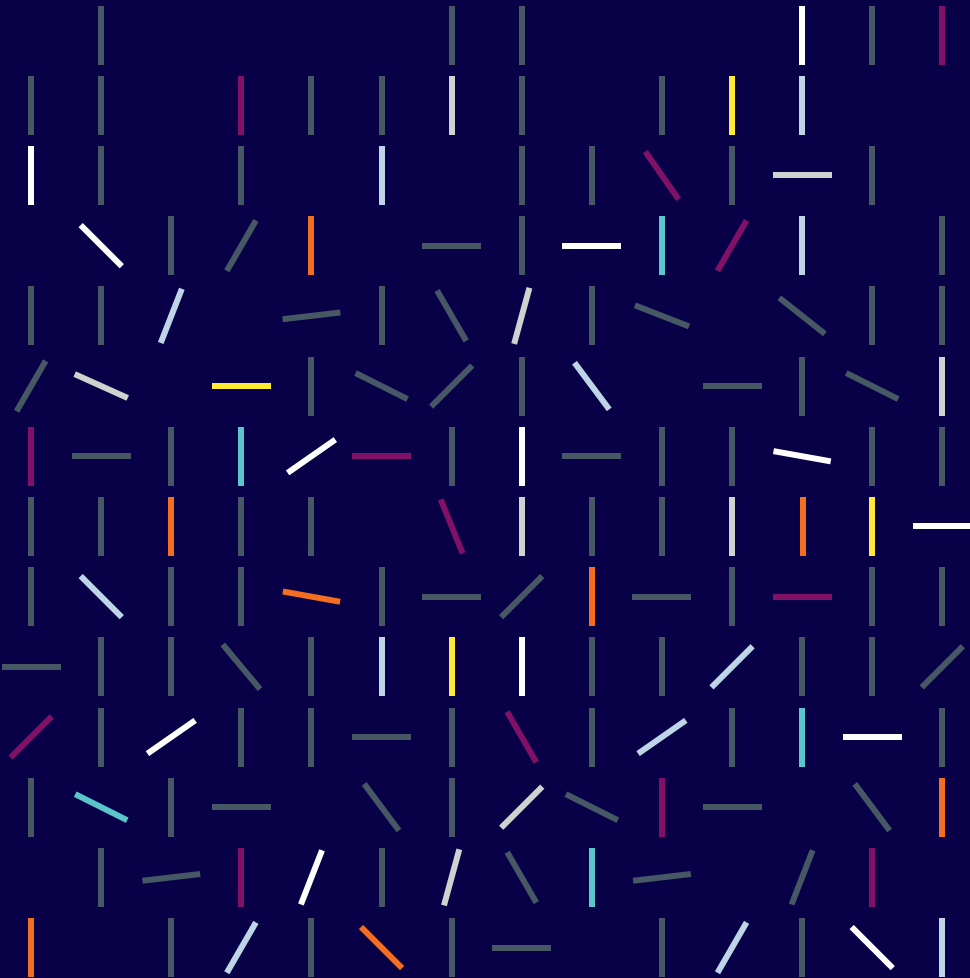


Diversity Monitoring Report – 2025



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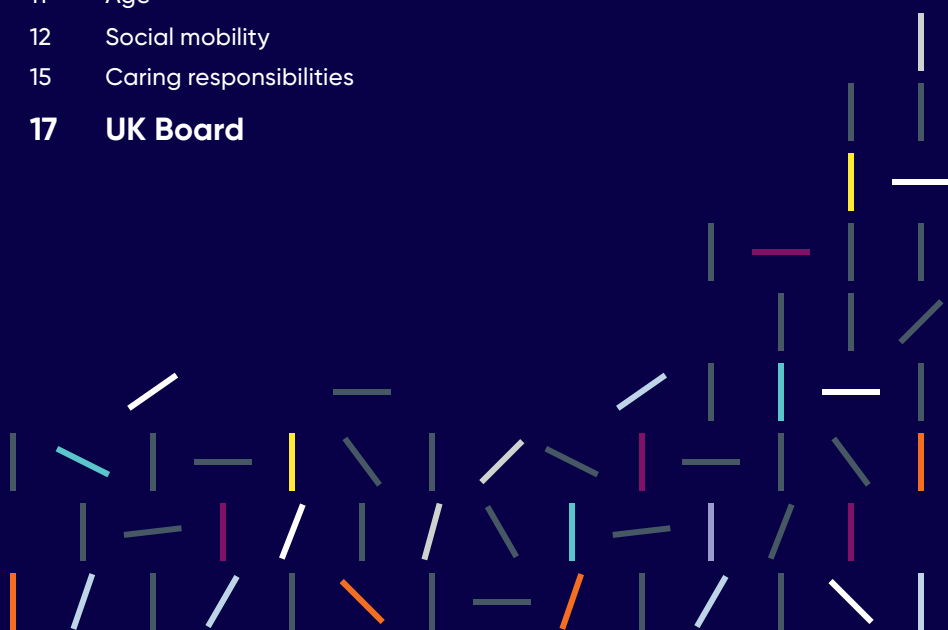
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Our inclusion commitment

We're dedicated to fostering an inclusive culture and a forward-thinking environment where everyone is empowered to lead, learn, and thrive. Welcoming diverse experiences and perspectives strengthens our teams, drives innovation, and delivers exceptional outcomes for our business.

Our inclusion strategy centres on five key areas, each led by partner champions and supported by active network groups.

Within these areas, we prioritise engagement through:

Gender balance: Fostering stronger partnerships and improving gender balance in leadership across the firm.

Race and ethnicity: Enhancing representation of colleagues from ethnically diverse backgrounds and celebrating cultural and religious diversity.

LGBTQ+: Creating an inclusive environment where individuals of all sexual orientations and gender identities feel empowered to be themselves.

Social mobility: Creating opportunities for people from a wider range of socioeconomic backgrounds to access and flourish in the legal sector.

Wellbeing (including disability and neurodiversity): Supporting mental and physical wellbeing, increasing awareness of visible and invisible disabilities, and ensuring a safe, accessible, and healthy workplace.

Each year we publish our UK diversity monitoring statistics so we can track the progress of our inclusion activities and satisfy the biennial reporting requirements of the Solicitors Regulation Authority (SRA).

You can read more about our approach [here](#).



Wendy Tomlinson
Chief People
Officer



Kirstie McGuigan
Responsible
Business Partner

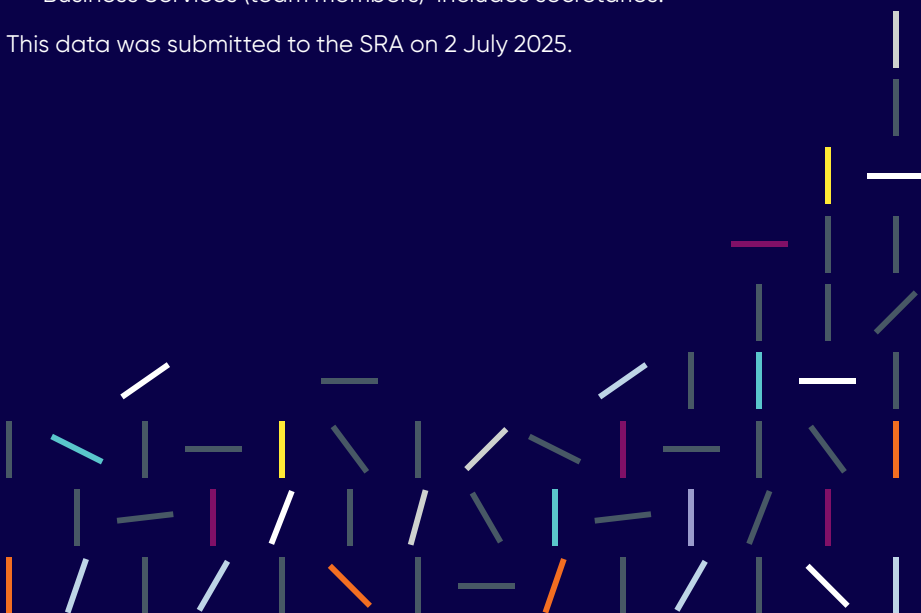
Notes

We encourage all of our people to provide their diversity data so we can understand the diversity of our business and track the progress of our inclusion activities. All figures are presented as percentages and rounded to the nearest whole positive number.

In this report, we group our people by job role:

- 'Associates and senior counsel' includes associates and senior associates.
- 'Other lawyers' includes knowledge lawyers, consultants, paralegals, and trade mark attorneys.
- 'Business Services (management)' includes directors, heads of, senior managers, and managers.
- 'Business Services (team members)' includes secretaries.

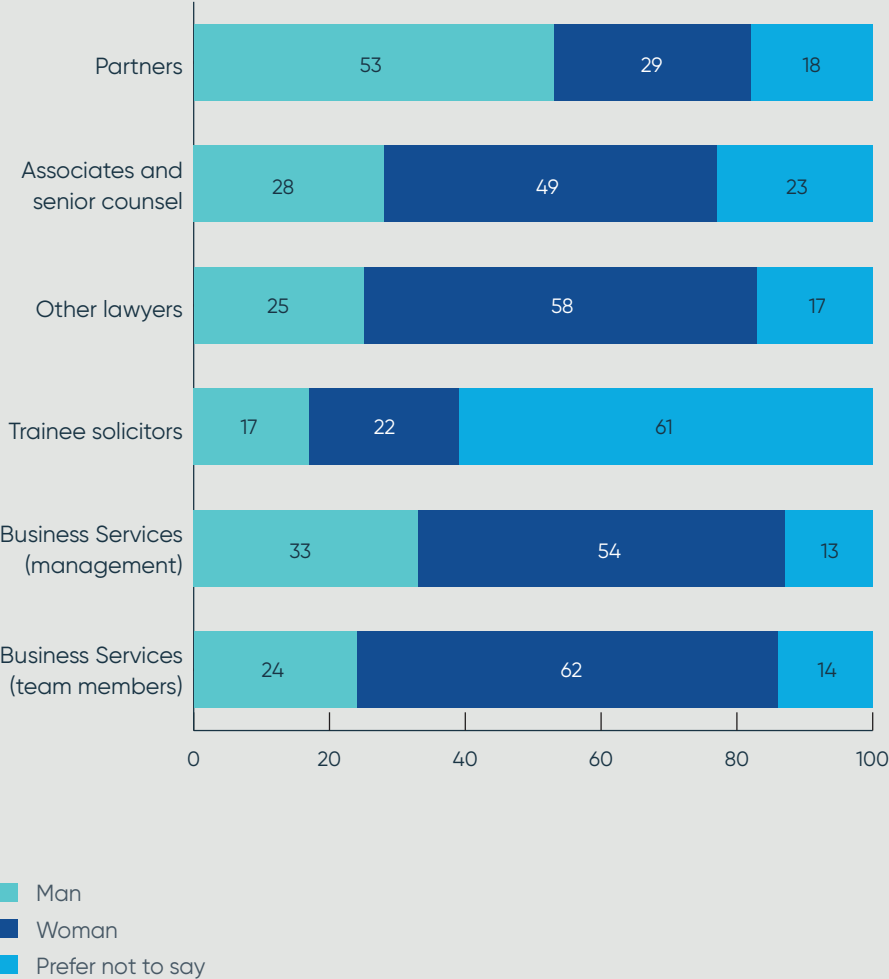
This data was submitted to the SRA on 2 July 2025.



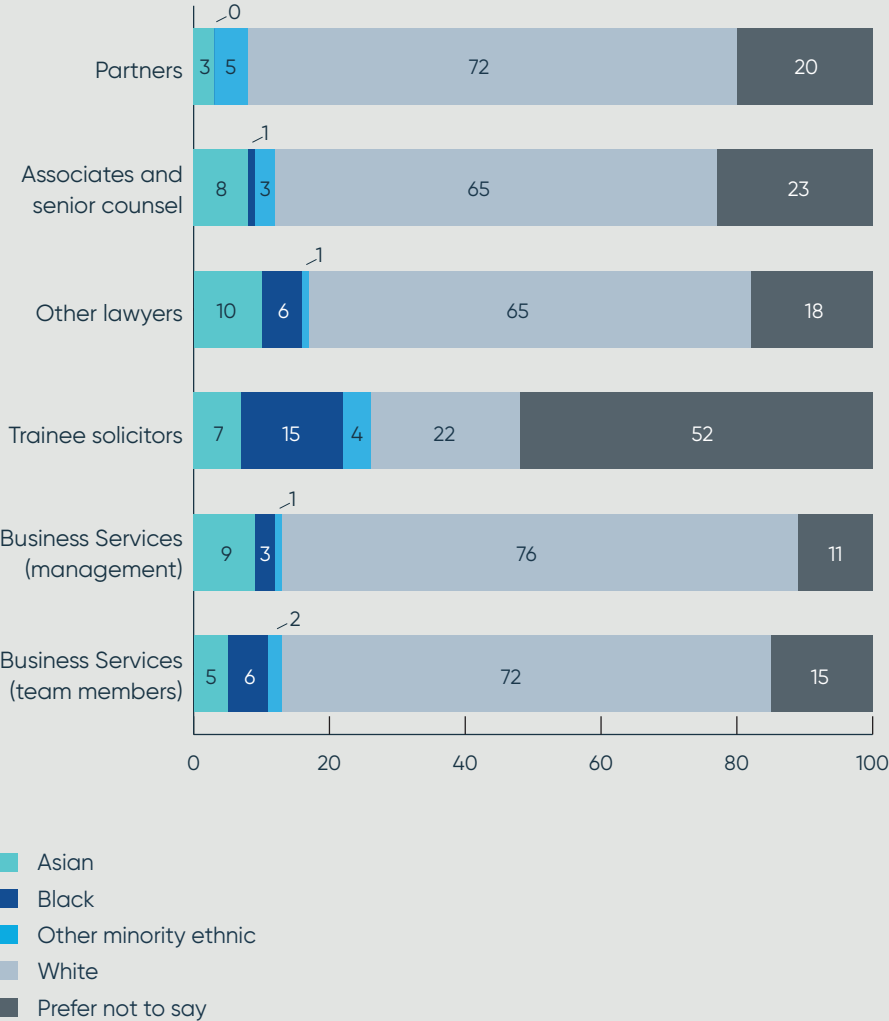
UK firm



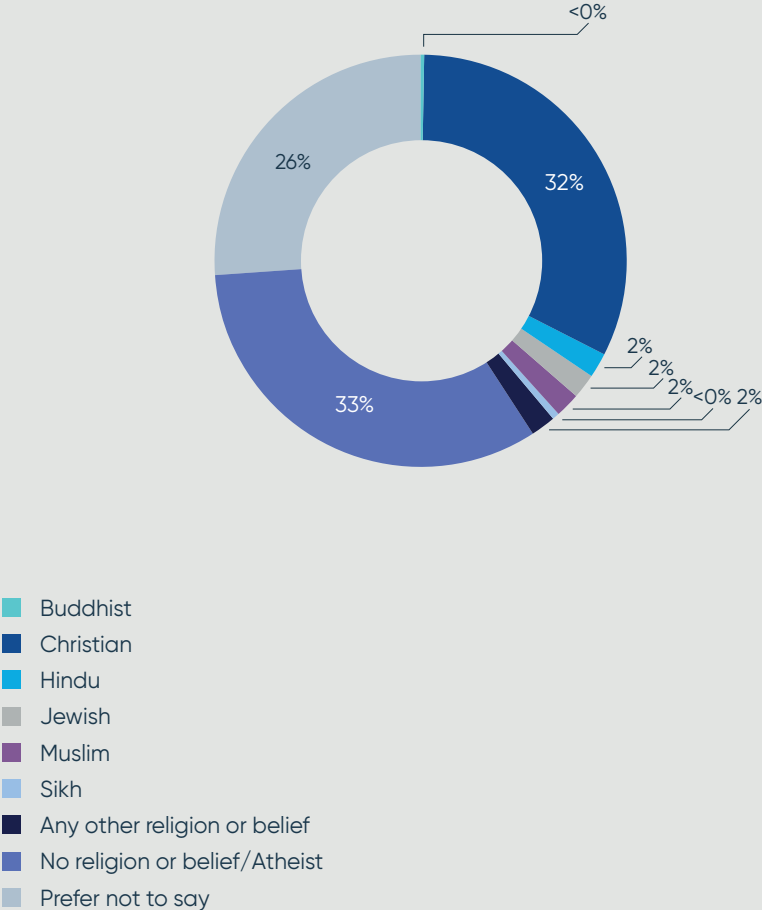
Gender



Ethnicity



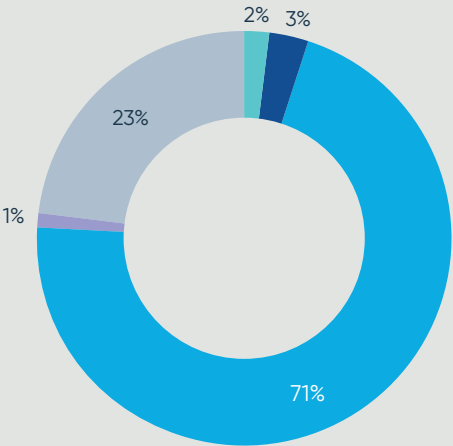
Religion and belief



LGBTQ+

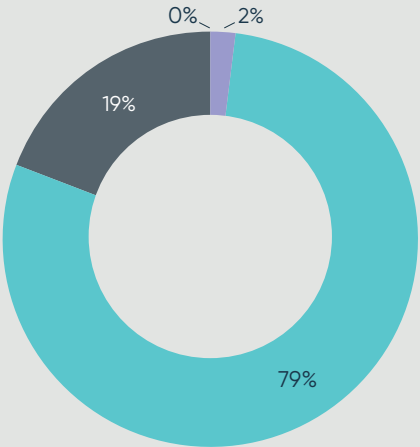
What is your sexual orientation?

- Bisexual
- Gay/Lesbian
- Heterosexual/Straight
- Other preferred description
- Prefer not to say



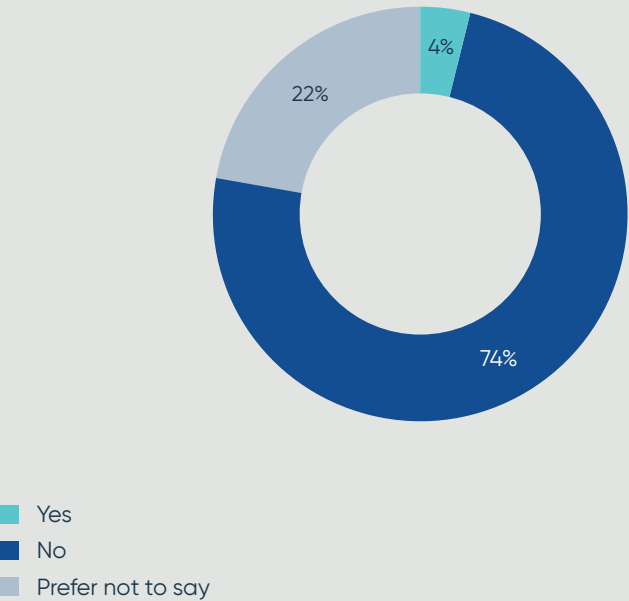
Do you identify as trans?

- Yes
- No
- Prefer not to say

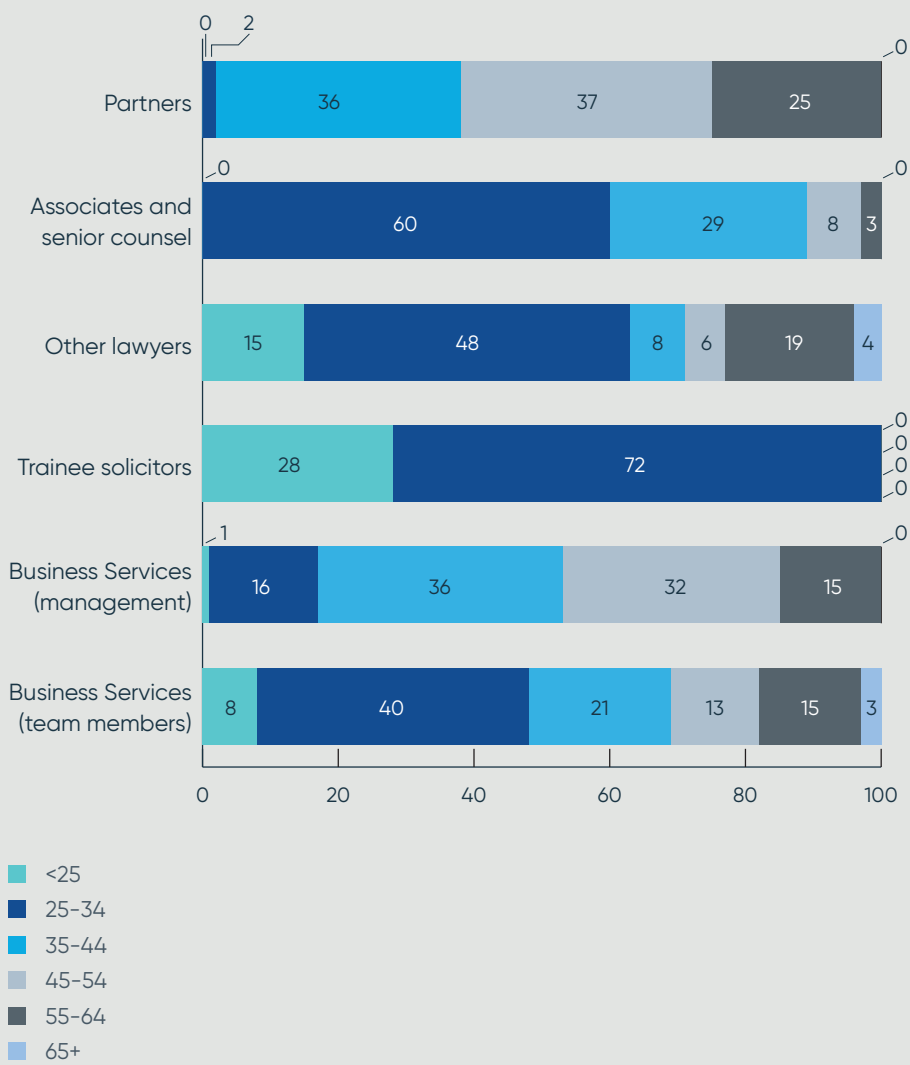


Disability

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



Age



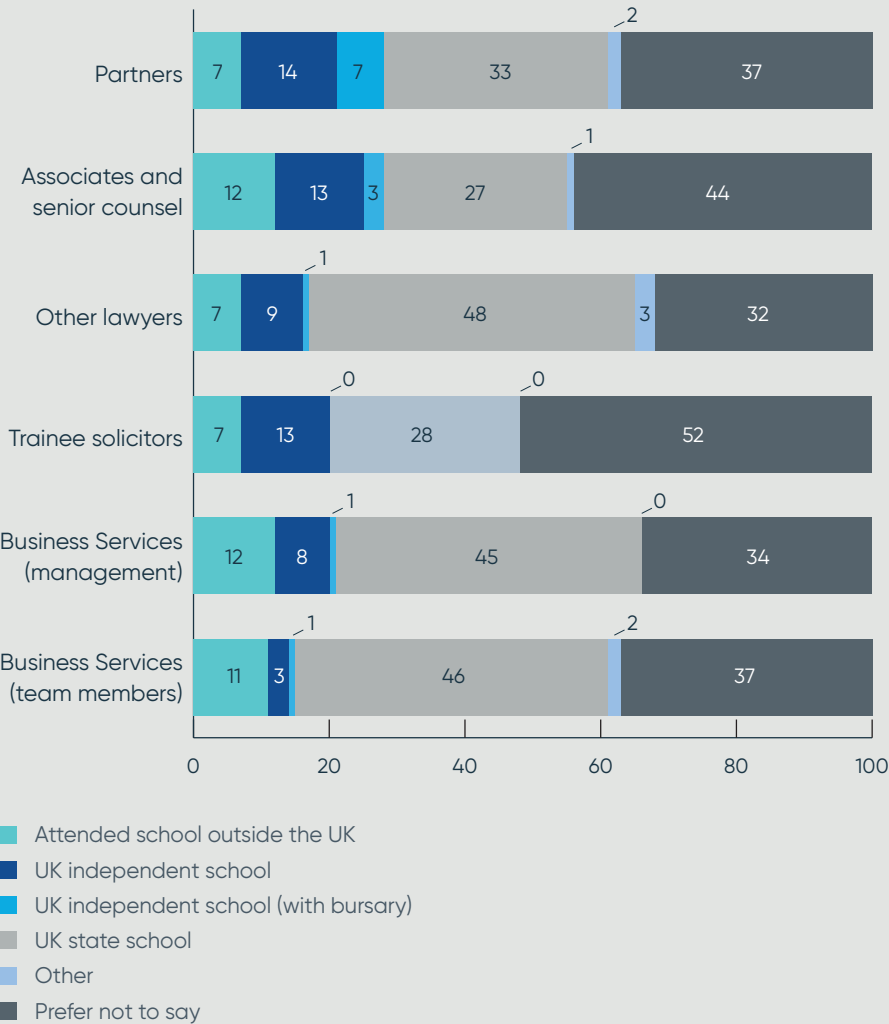
Social mobility

At the age of 14, which best describes the work the main or highest income earner in your household did in their main job?



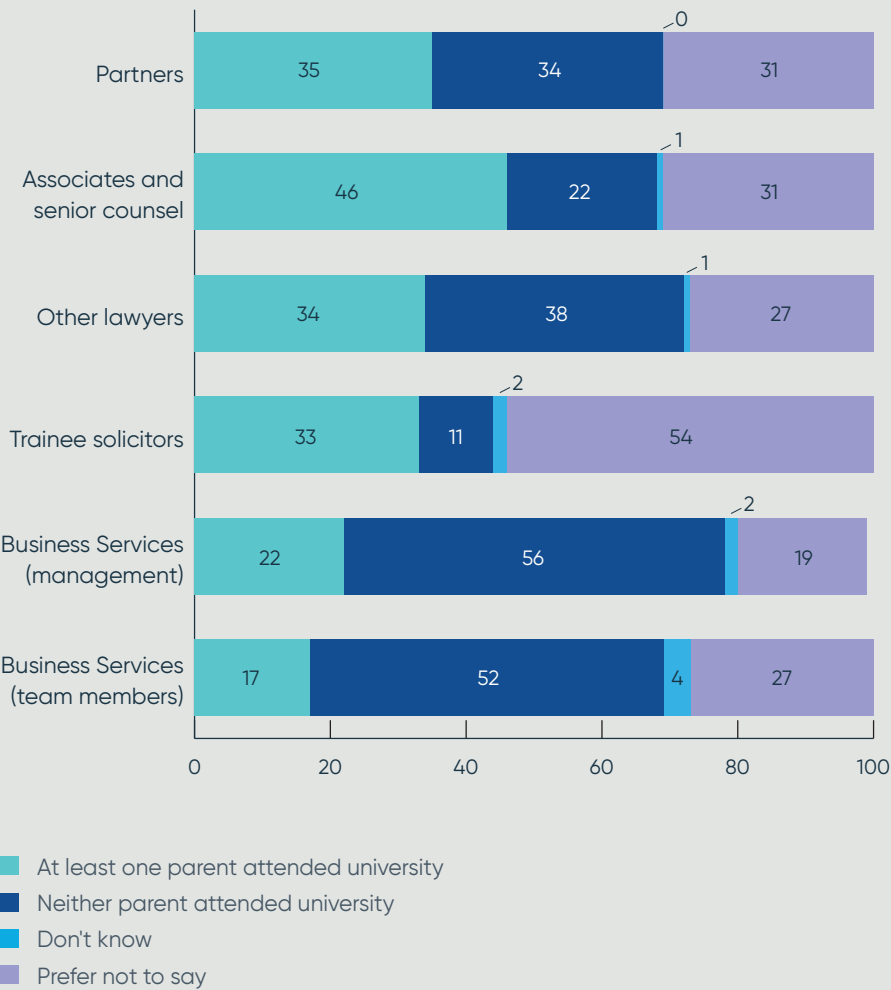
Social mobility

What type of school did you attend between ages 11-16?



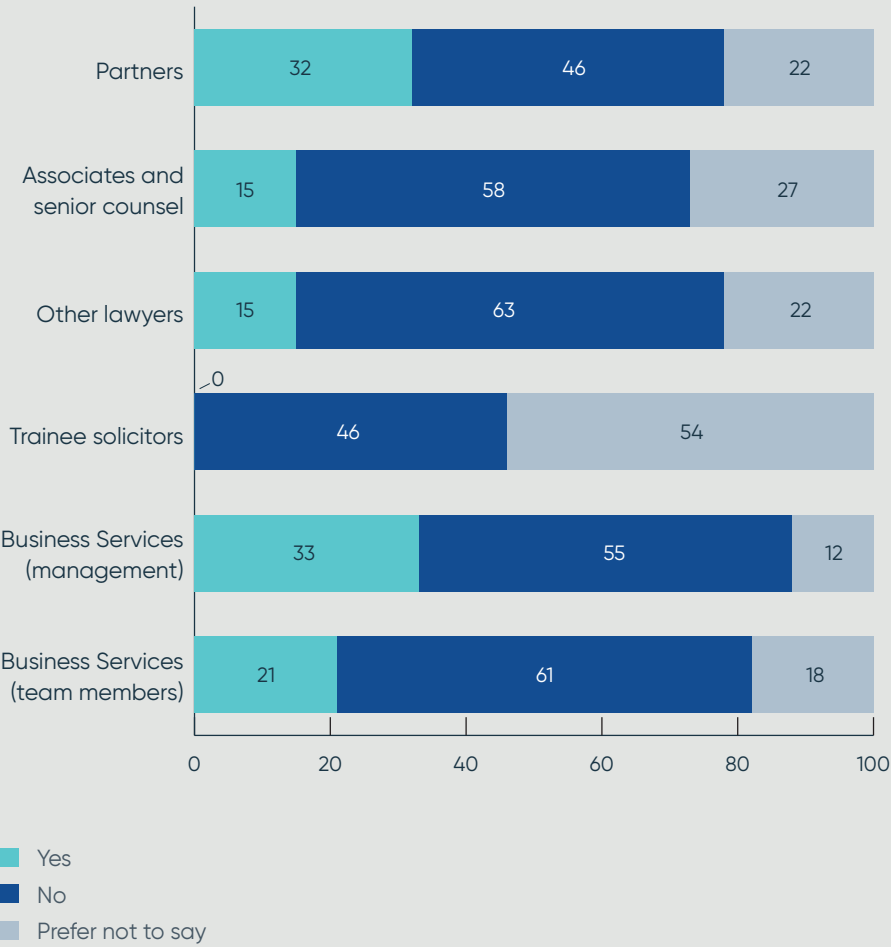
Social mobility

Did either of your parents attend university by the time you were 18?



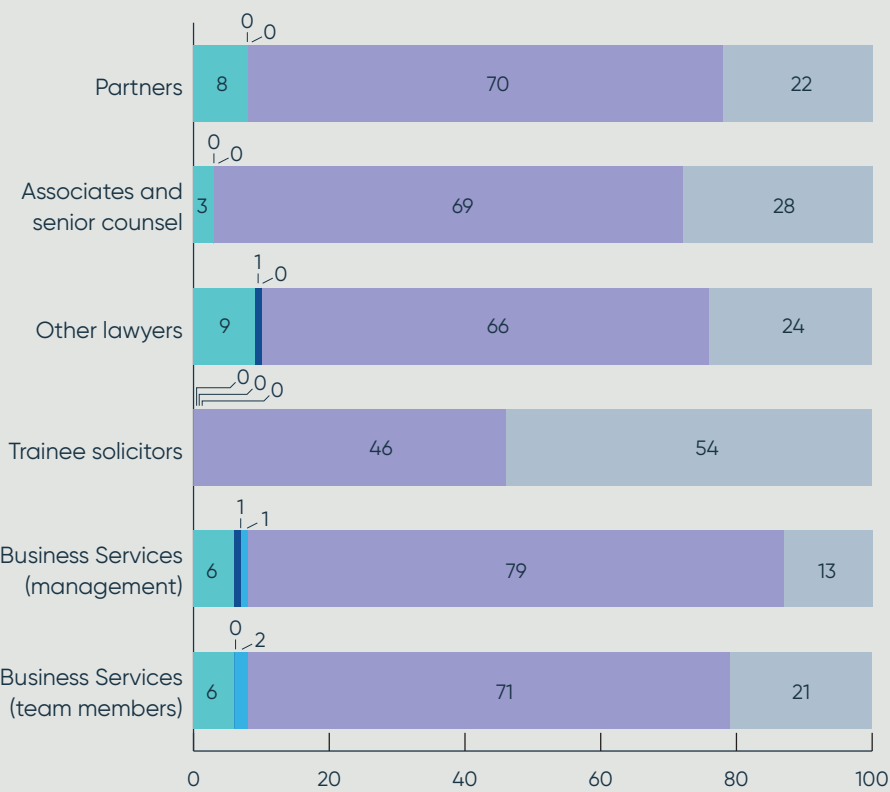
Caring responsibilities

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



Caring responsibilities

Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?



- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- No
- Prefer not to say

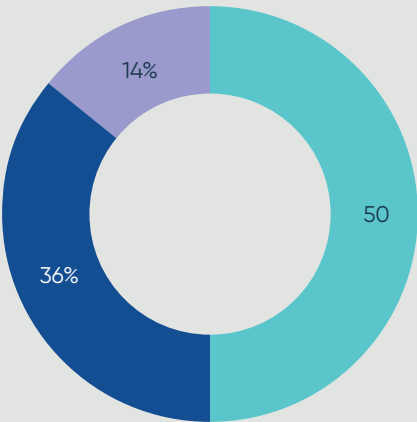
UK Board

Our UK Board is made up of three parts:
our UK Executive Board, our Operations
Board, and our Supervisory Council.



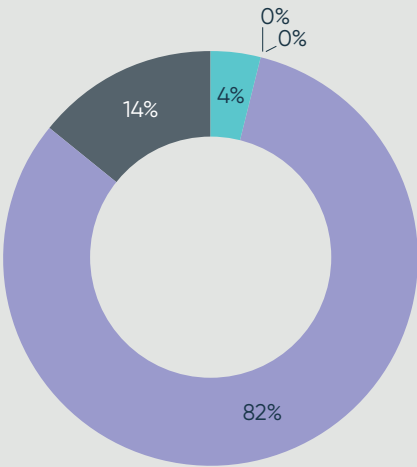
Gender

- Man
- Woman
- Prefer not to say



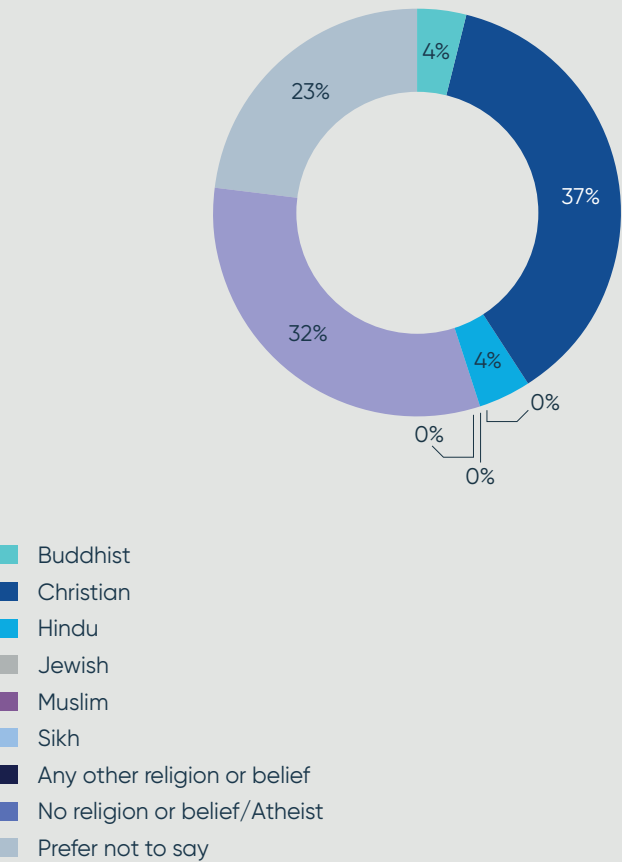
Ethnicity

- Asian
- Black
- Other minority ethnicity
- White
- Prefer not to say



Religion

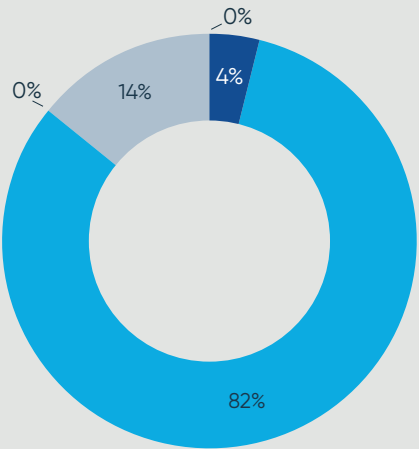
Religion or belief



LGBTQ+

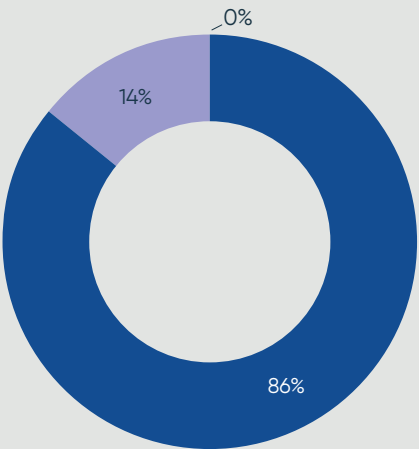
Sexual orientation

- Bisexual
- Gay/Lesbian
- Heterosexual/Straight
- Other preferred description
- Prefer not to say



Do you identify as trans?

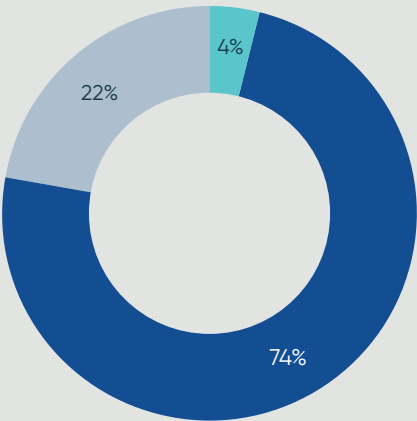
- Yes
- No
- Prefer not to say



Disability

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

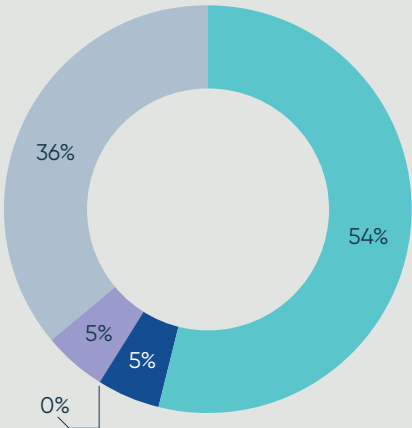
- Yes
- No
- Prefer not to say



Social mobility

At the age of 14, which best describes the work the main or highest income earner in your household did in their main job?

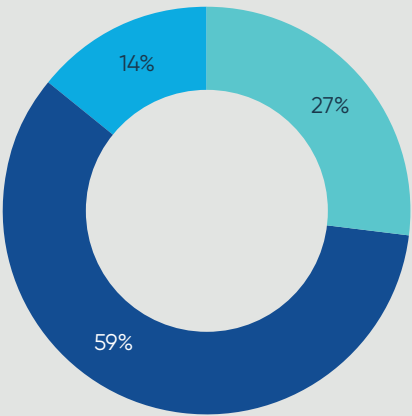
- Professional background
- Intermediate background
- Lower socioeconomic background
- Other
- Prefer not to say



Caring responsibilities

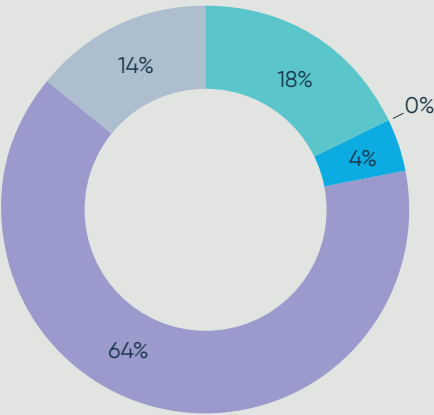
Are you a primary carer for a child or children under 18?

- Yes
- No
- Prefer not to say



Do you look after or care for someone with physical or mental ill health caused by disability or age (not in a paid capacity)?

- Yes, 1-19 hours a week
- Yes, 20-49 hours a week
- Yes, 50 or more hours a week
- No
- Prefer not to say



2650+ people
27 offices

1250+ lawyers
17 jurisdictions

350+ partners

Argentina*	Buenos Aires	Italy**	Milan Rome
Austria	Vienna	Mexico*	Mexico City
Belgium	Brussels	Netherlands	Amsterdam Eindhoven
Brazil*	Belo Horizonte Brasília Rio de Janeiro São Paulo	Nicaragua*	Managua
Chile*	Santiago de Chile	Panama*	Panama City
China	Beijing Hong Kong Shanghai	Peru*	Lima
Colombia*	Bogotá Bogotá, main office	Poland	Warsaw
Costa Rica*	Guanacaste San José	Portugal*	Braga Lisbon Porto
Czech Republic	Brno Prague	Puerto Rico*	San Juan
Dominican Republic*	Santo Domingo	Slovakia	Bratislava
Ecuador*	Cuenca Guayaquil Manta Quito	South Korea***	Seoul
El Salvador*	San Salvador	Spain*	Barcelona Canary Islands Madrid Pamplona Seville Valencia Vitoria Zaragoza
France	Paris	UAE	Dubai
Germany	Berlin Düsseldorf Frankfurt Hamburg Munich	Ukraine	Kyiv
Guatemala*	Guatemala	United Kingdom	Cambridge Liverpool London
Honduras*	San Pedro Sula Tegucigalpa	Uruguay*	Uruguay
Hungary	Budapest	USA	New York San Francisco
Ireland	Dublin		

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