



Diversity Data

2025

Introduction

Firms regulated by the Solicitors Regulation Authority (SRA) are required to collect, report and publish workforce diversity data annually.

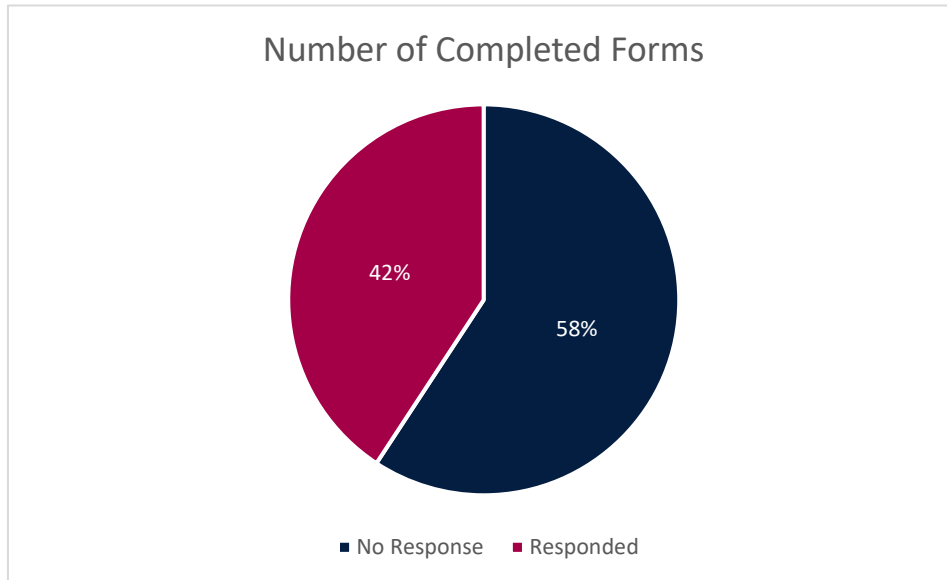
In 2025 employees of Kirwans were given with the opportunity to provide the required data by completing a survey without any legal or regulatory obligation. The resulting data was gathered anonymously and reproduced in an aggregated report. The survey response rate was %.

The following published data is issued in accordance with the ICO's code of practice and data protection principles. The report has been produced to protect respondent's anonymity.

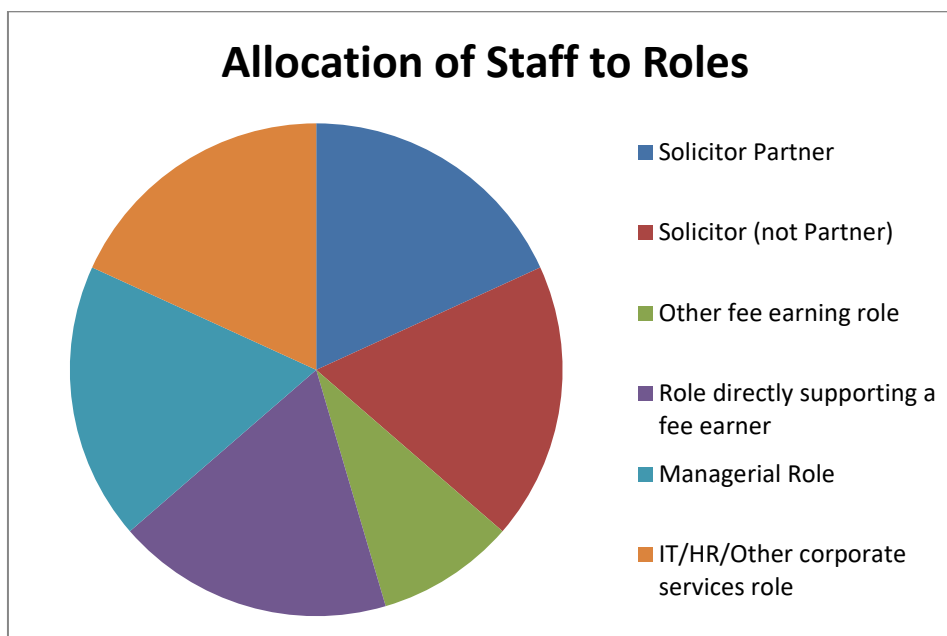
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Survey Results

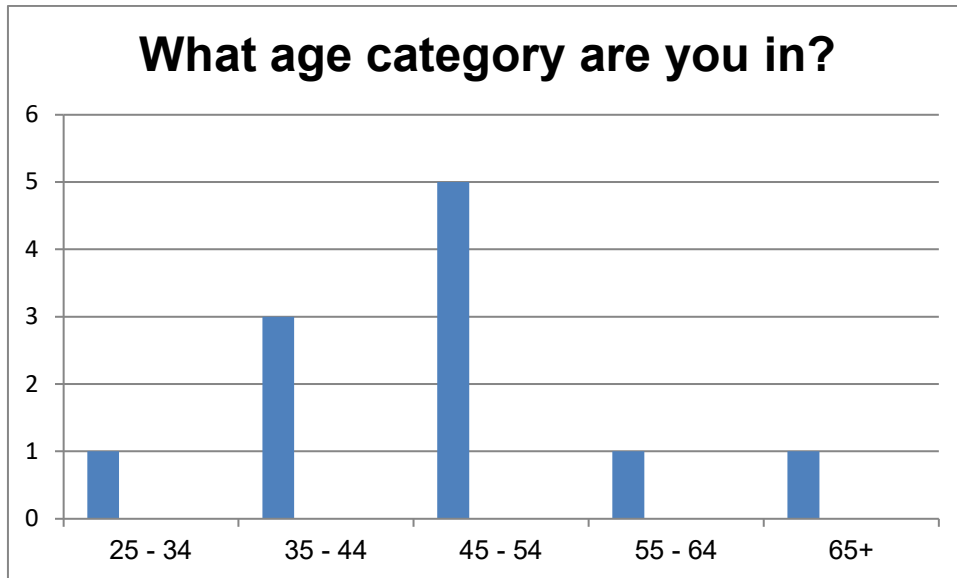
1. Survey Population



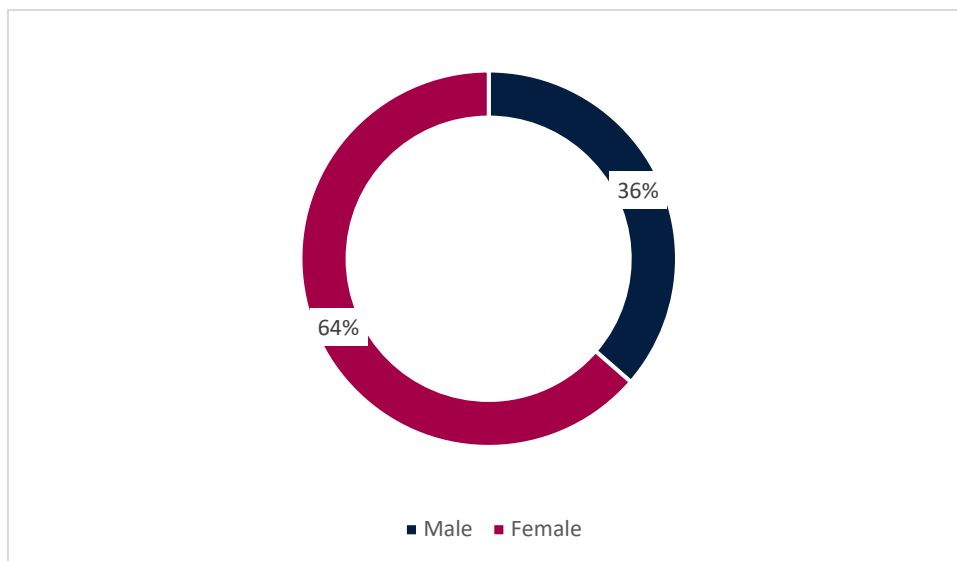
2. Role Categories



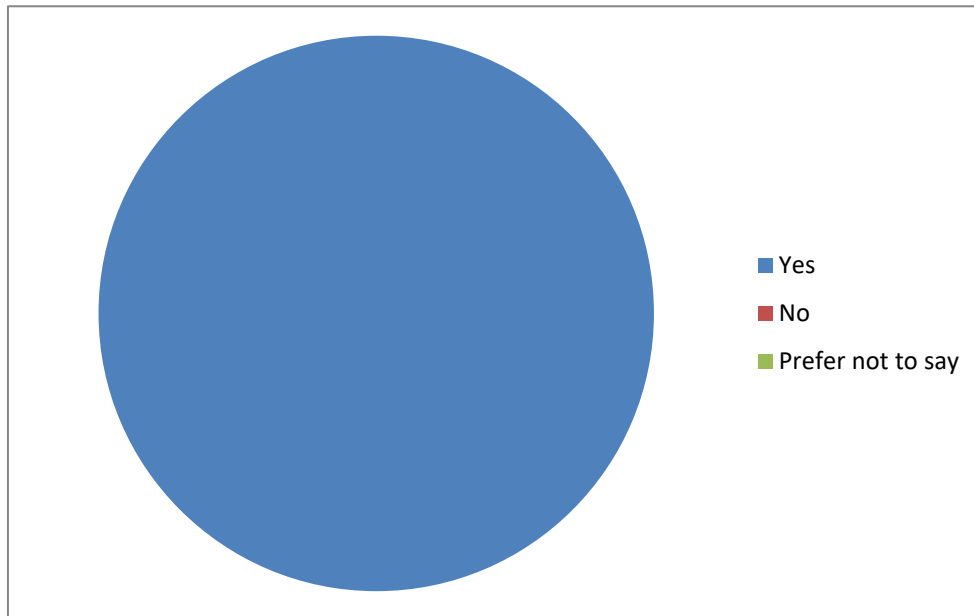
3. Age



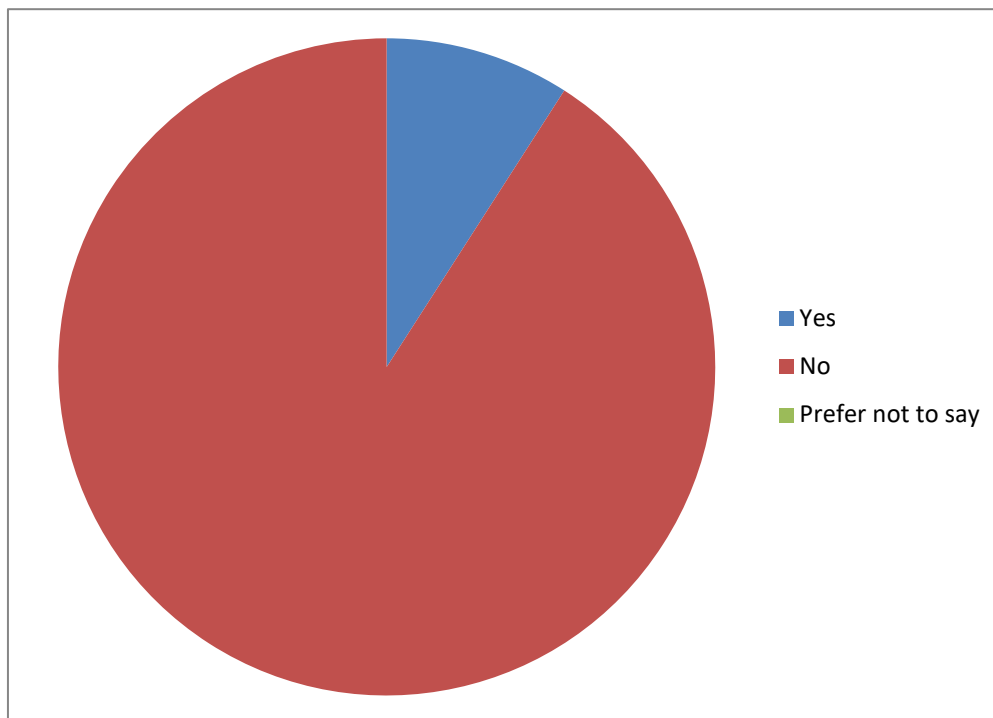
4. Which gender do you identify with?



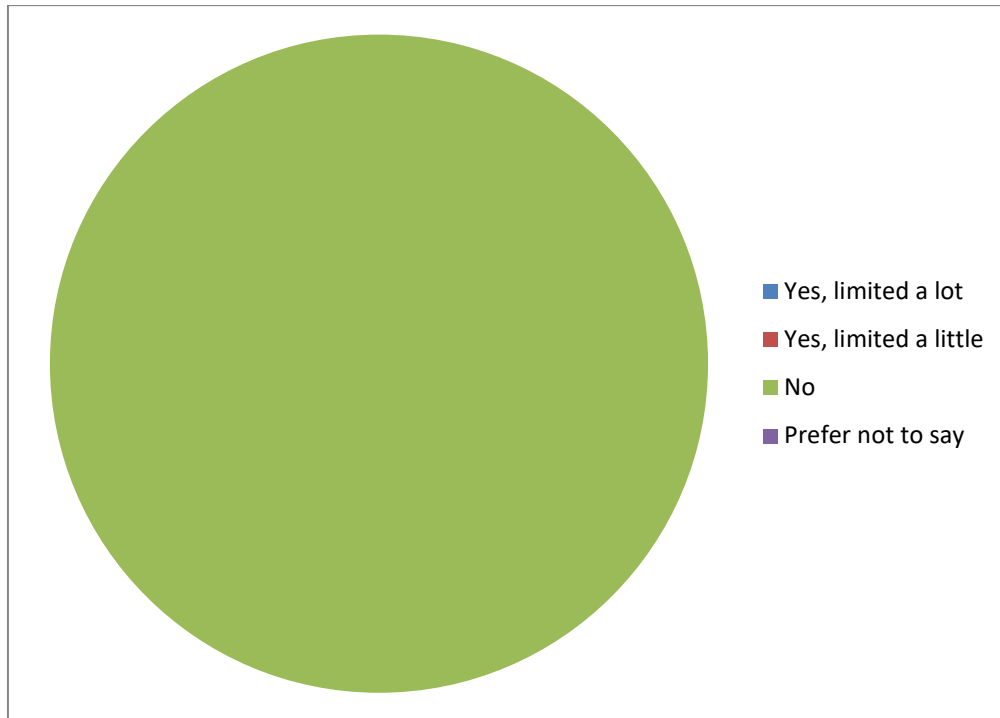
5. Is the gender you identify with the same as your gender registered at birth?



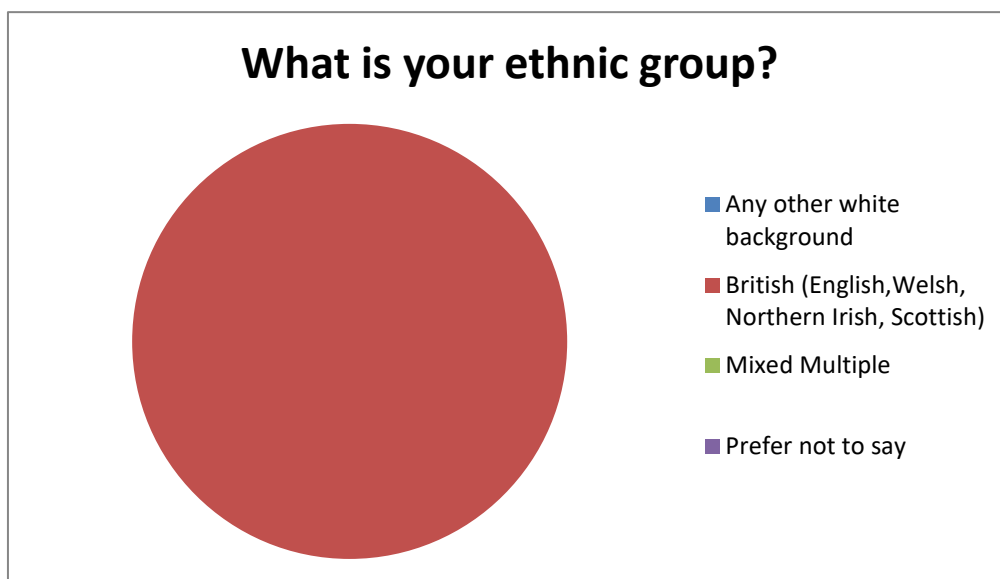
6. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



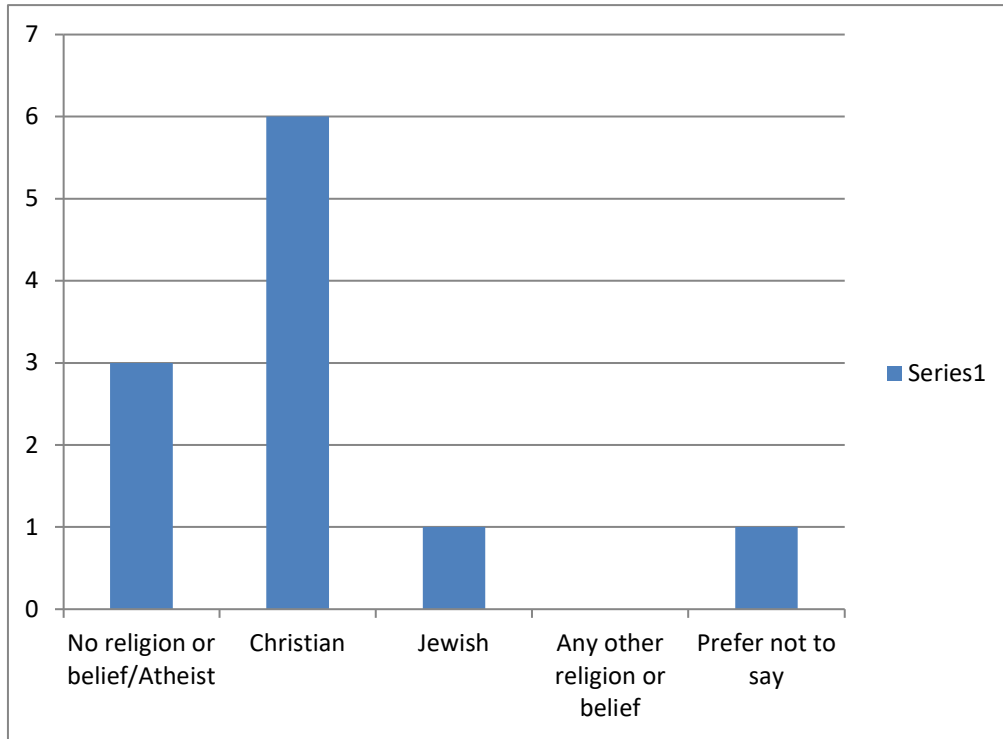
7. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, more than 12 months?



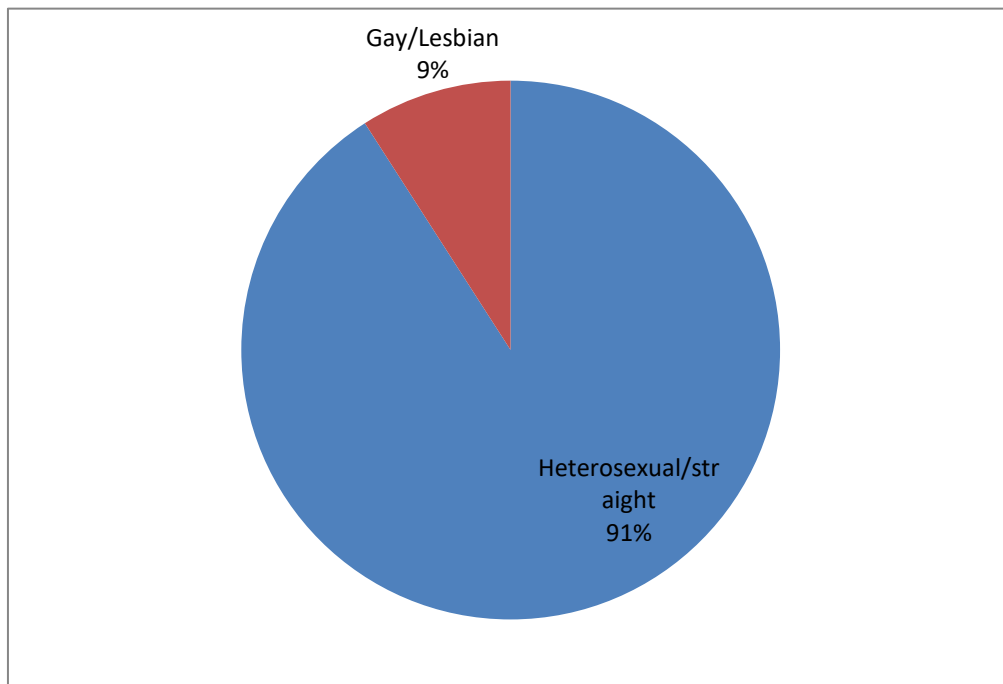
8. What is your ethnic group?



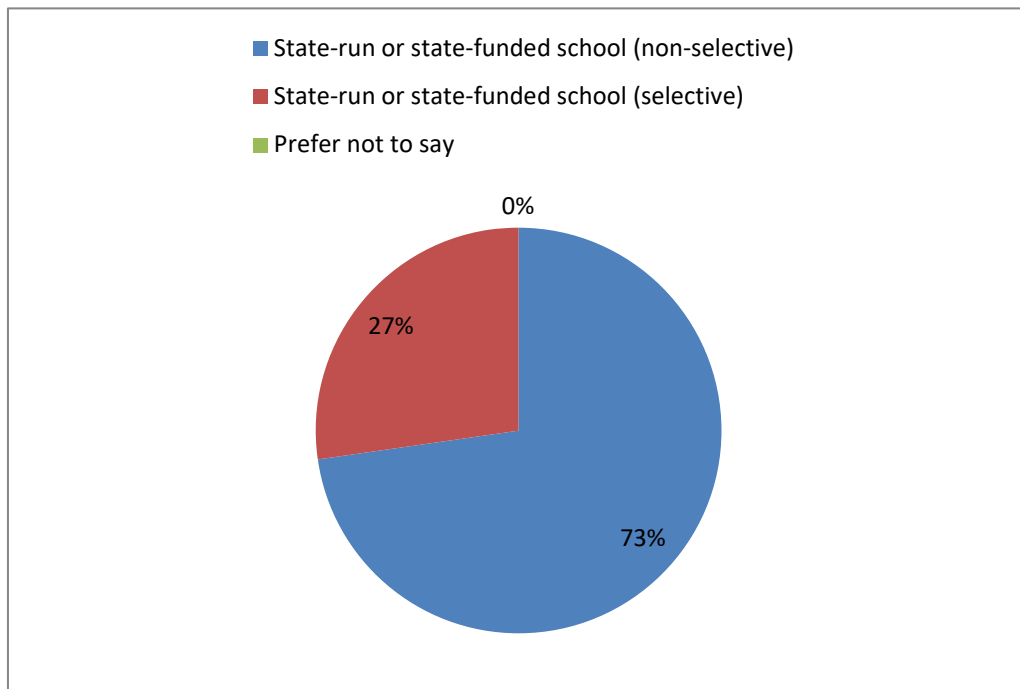
9. What is your religion or belief?



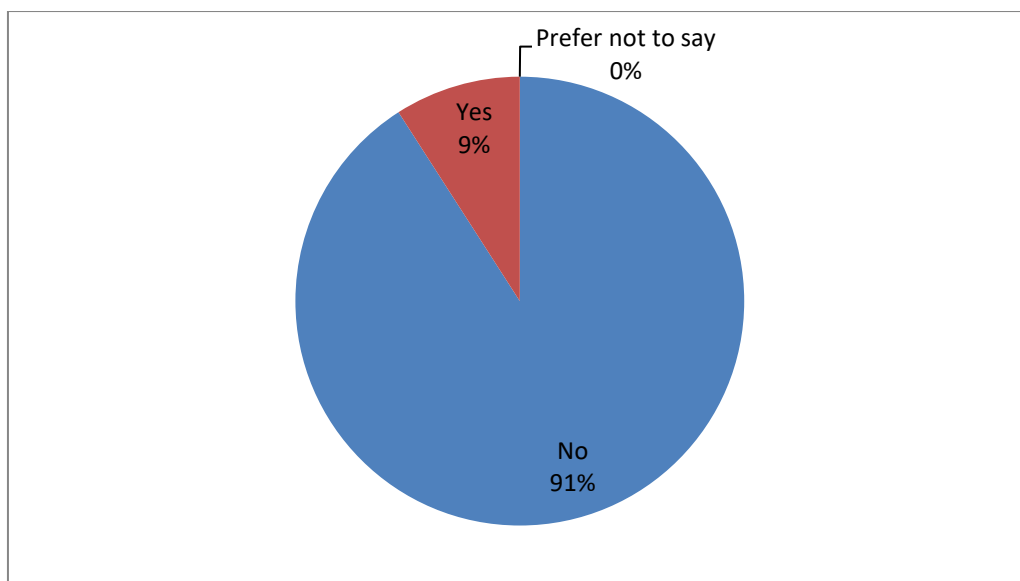
10. What is your sexual orientation?



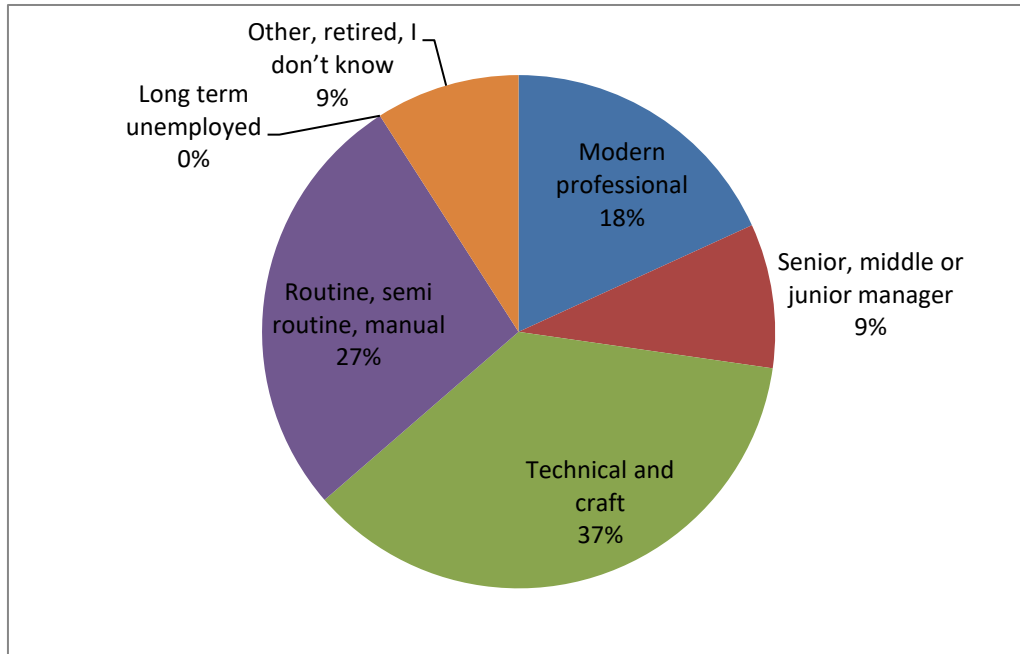
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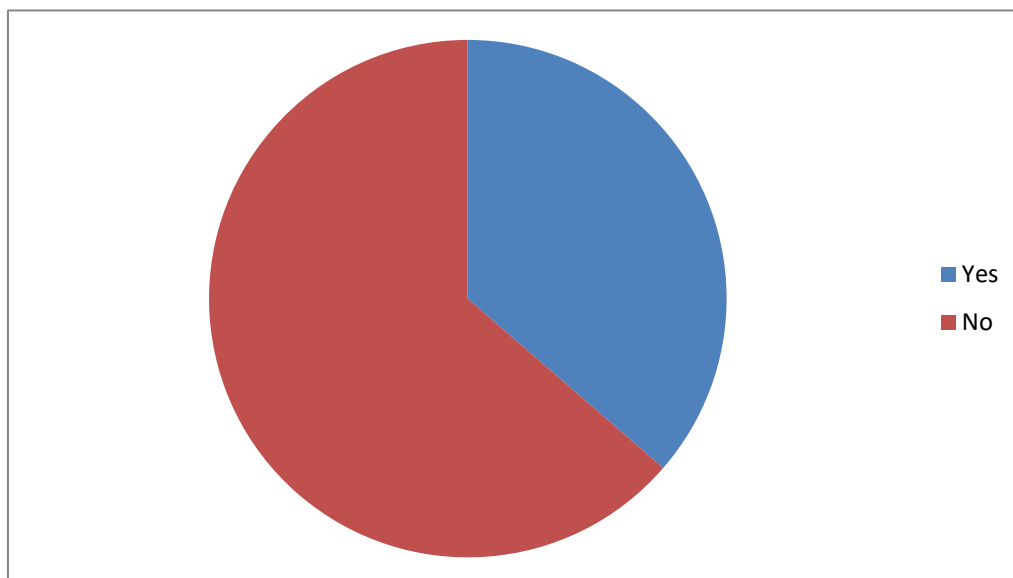
12. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



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