

KINGSLEY NAPLEY

WHEN IT MATTERS MOST

Diversity, Equity & Inclusion

Diversity Data Report 2025



Introduction

Our commitment

At Kingsley Napley, we believe that creating an inclusive and equitable culture is not only the right thing to do - it is essential to our success. A diverse and fair workplace drives innovation, strengthens performance, and supports long-term growth.

We are committed to embedding diversity, equity and inclusion (DEI) into every aspect of our work—our policies, practices, and culture. By attracting talented people and helping them flourish, we build high-performing teams that deliver outstanding legal services to our clients. We recognise our responsibility to make a career at Kingsley Napley accessible to all and to ensure our firm reflects the society we serve and our client community.

Our approach

Our priority is to establish the foundations that enable inclusive decision-making across the organisation. By putting the right structures in place, we aim to drive meaningful and lasting progress. We value each person as an individual and are committed to providing the support, resources, and opportunities they need to succeed.

Progress since our last report

In 2023, we conducted a firmwide DEI review and shared findings internally. The review highlighted both strengths and areas for development. It reinforced why sustaining our DEI focus is essential—particularly in a climate where DEI has faced global external challenges.

Leadership commitment

Our senior leadership team, led by Matt Meyer, is the firm's Senior Sponsor for Responsible Business and has continued to champion this work and leadership recognises that fostering an inclusive culture is fundamental to engagement and resilience.

Despite shifts in the external landscape and increased scrutiny of DEI initiatives, we have maintained our commitment to inclusion. There have been no reductions or rollbacks in our DEI efforts. Our focus remains on creating a culture where everyone can thrive.

Key Initiatives Since 2023

- **Inclusive Recruitment:** Delivered training for recruiters and updated job descriptions with an inclusive lens.
- **Pay Gap Reporting:** We expanded our reporting to include ethnicity pay gap data for the first time, in addition to gender. This milestone reflects our commitment to understanding and addressing disparities, and we will maintain regular reporting going forward.
- **Education:** Launched our foundational DEI course “Conscious Inclusion” for all employees and new joiners.
- **Race Equity Project:** We undertook some work in this area aimed at reducing racial disparities and creating better more equitable experiences for people of colour.

- **Awareness & Engagement:** Marked key DEI events, including new calendar days such as South Asian Heritage Month and International Men’s Day.
- **Accessibility:** Refreshed our reasonable adjustments process, supported by our Enable (Disability) Network. This includes guidance for managers and a template for a Tailored Adjustment Plan.
- **Employee Voice:** Partnered with Culture Amp in 2025 to launch a new engagement survey, enabling improved analysis by diversity characteristics.
- **Policy Updates:** Introduced new policies, including a Neonatal Policy.

Looking ahead to 2026, we will:

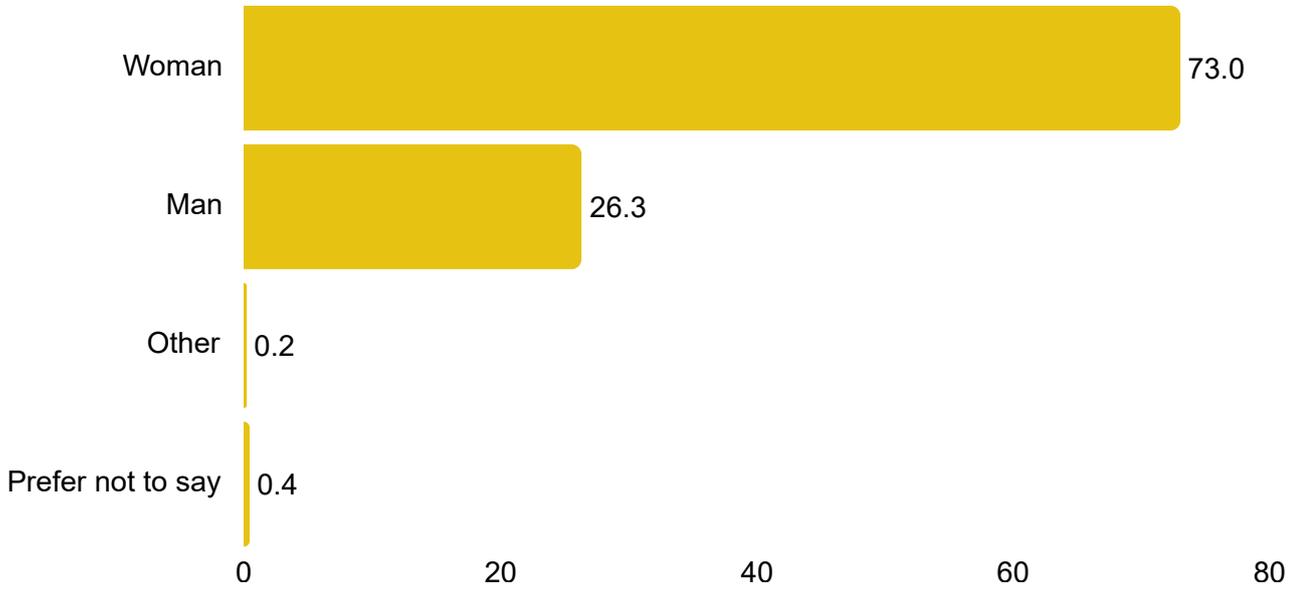
- Publish **social mobility and disability pay gap reports** as disclosure rates increase.
- Achieve **Disability Confident Scheme Level 2**.
- Launch a new **Applicant Tracking System** with Rare Technology to enhance inclusive hiring.
- Host an **Insight Day** to attract Black male talent—an underrepresented group in our data and firm make up.
- Provide **tailored DEI support** for senior leaders, managers, and trainee supervisors

The data was collected in July 2025, and figures have been updated in January 2026. We are pleased to see our response rate increase last year. In May 2025 this was 63.8% firmwide and this increased to 85% following our data collection exercise in July 2025.

All data is anonymised, and any information that could identify individuals has been excluded. Average “prefer not to say” response rate: 0.56%, with higher rates for disability and religion/belief. We continue to reassure employees that disclosure is confidential and without negative impact.

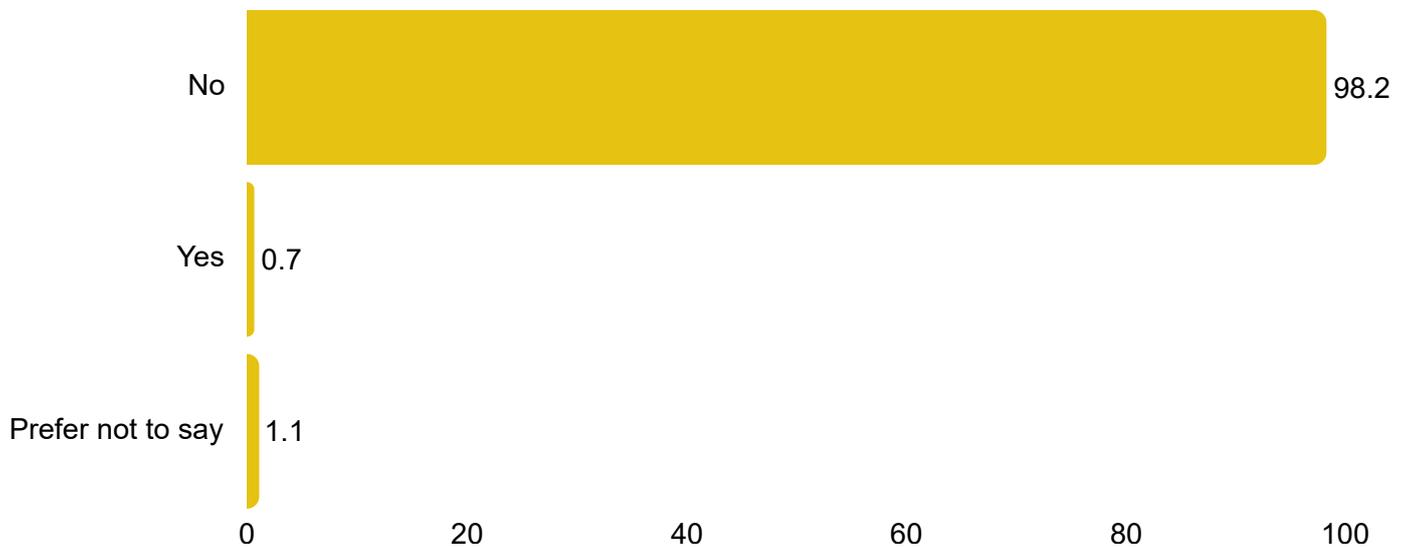
Gender

Which gender do you identify with? (%)



Do you identify as trans? (%)

Trans is an umbrella term to describe people whose gender is not the same as, or does not sit comfortably with, the sex they were assigned at birth. Trans people may describe them...

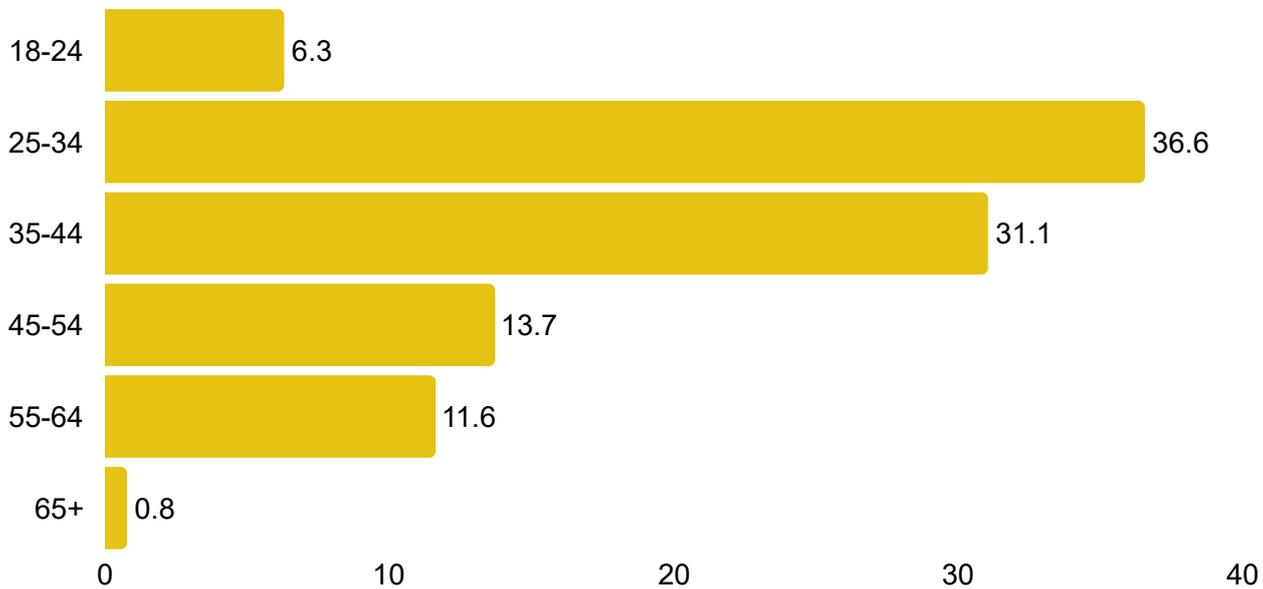


Gender as a percentage of all survey respondents' roles (%)

Role	Man	Woman	Prefer not to say	Total
Business Services	34.1	65.9	0	0
Qualified Fee Earner	24.5	75.5	0	0
Business Services Manager	33.3	64.7	0	2
Non Qualified Fee Earner	13.1	86.9	0	0
Partner	41.3	57.3	1.3	0
Practice Support	0	97.6	2.4	0

Age

Which age category are you in? (%)

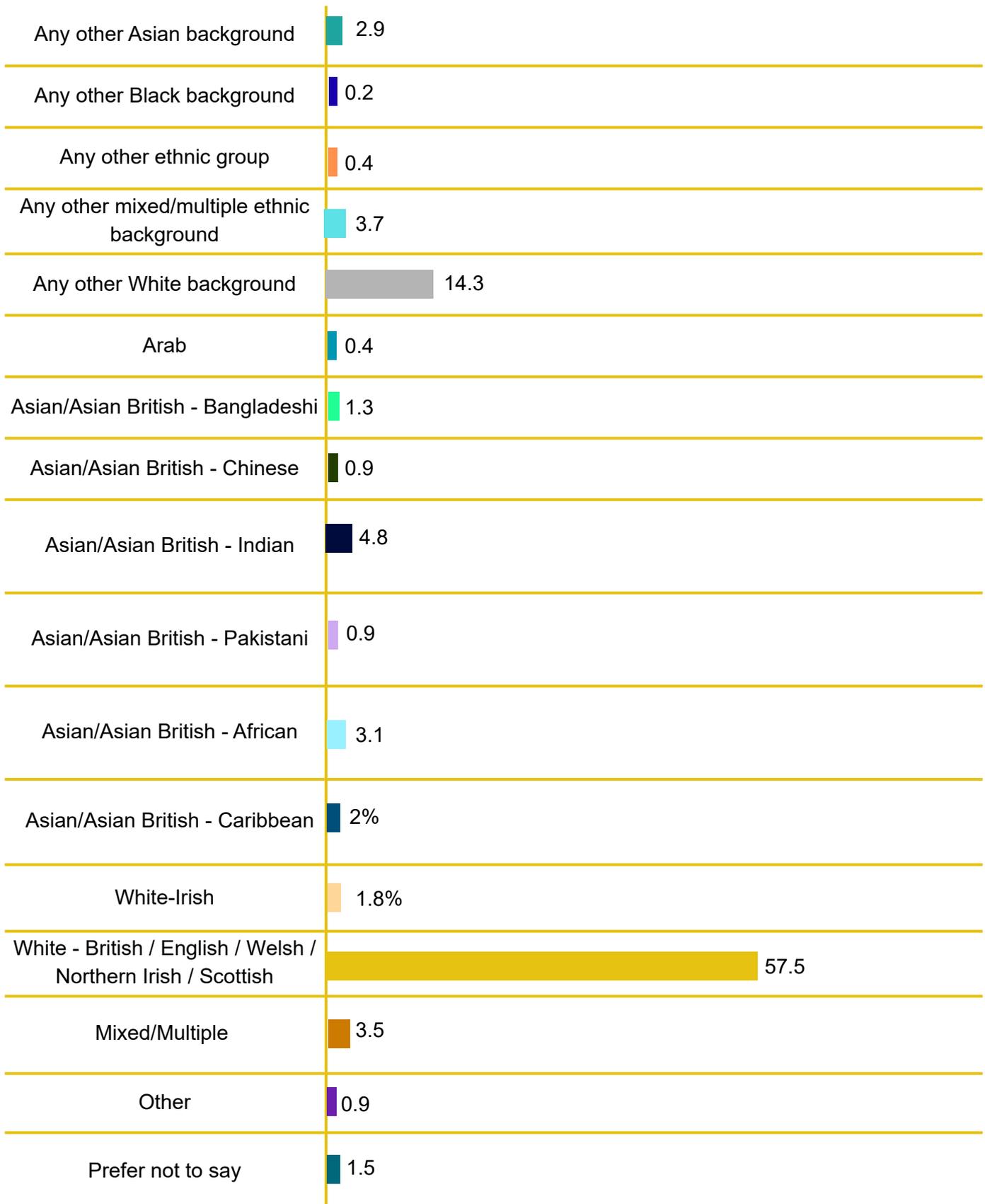


Age distribution as a percentage of all survey respondents' roles:

Role	16-24	25-34	35-44	45-54	55-64	65+
Business Services	10.3	43.3	21.7	13.4	11.3	0
Qualified Fee Earner	0	42.9	44.7	8.1	3.7	0.6
Business Services Manager	0	26.3	38.6	22.8	12.3	0
Non Qualified Fee Earner	22.2	66.7	6.9	1.4	2.8	0
Partner	0	3.5	37.9	33.3	25.3	0
Practice Support	13.7	29.4	19.6	5.9	25.5	5.9

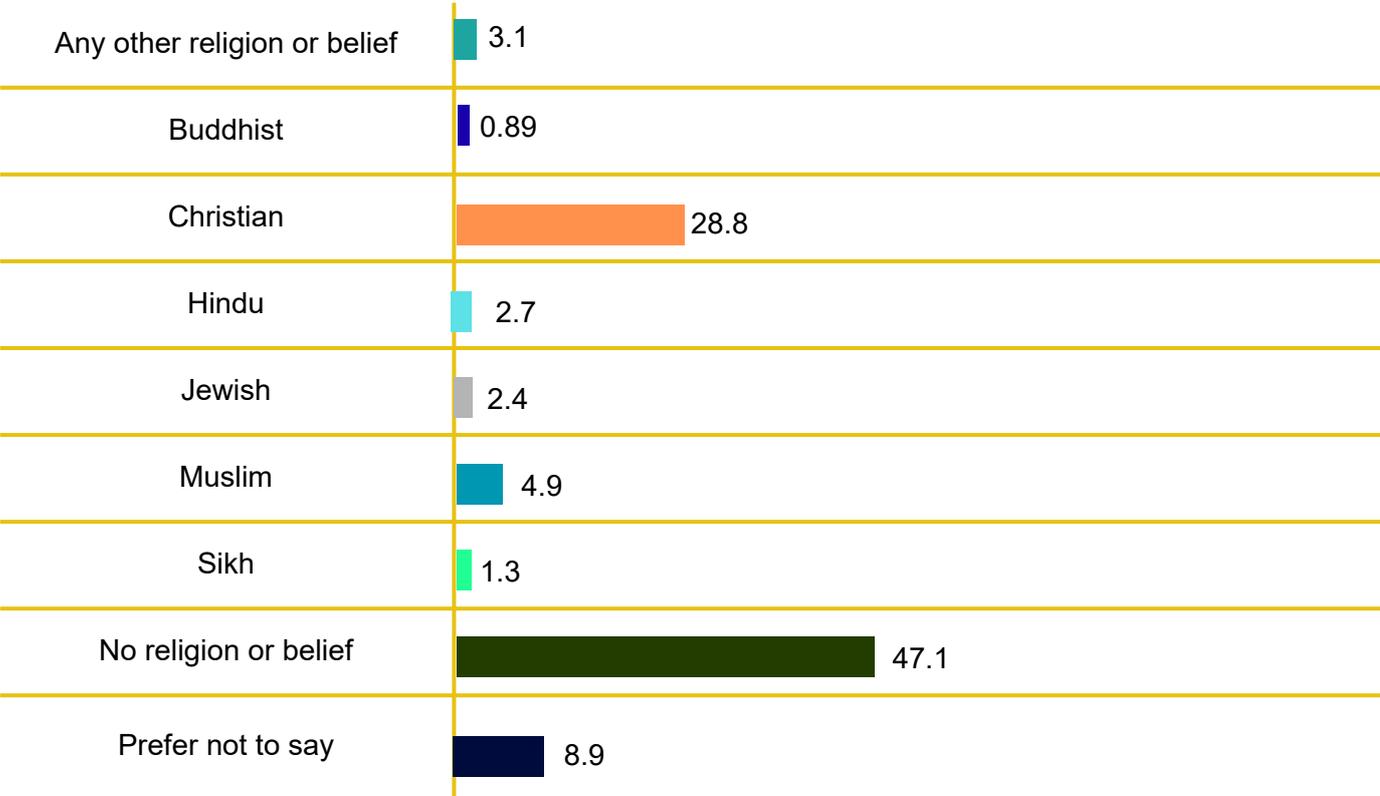
Race and ethnicity

Ethnicity as a percentage of all survey respondents:



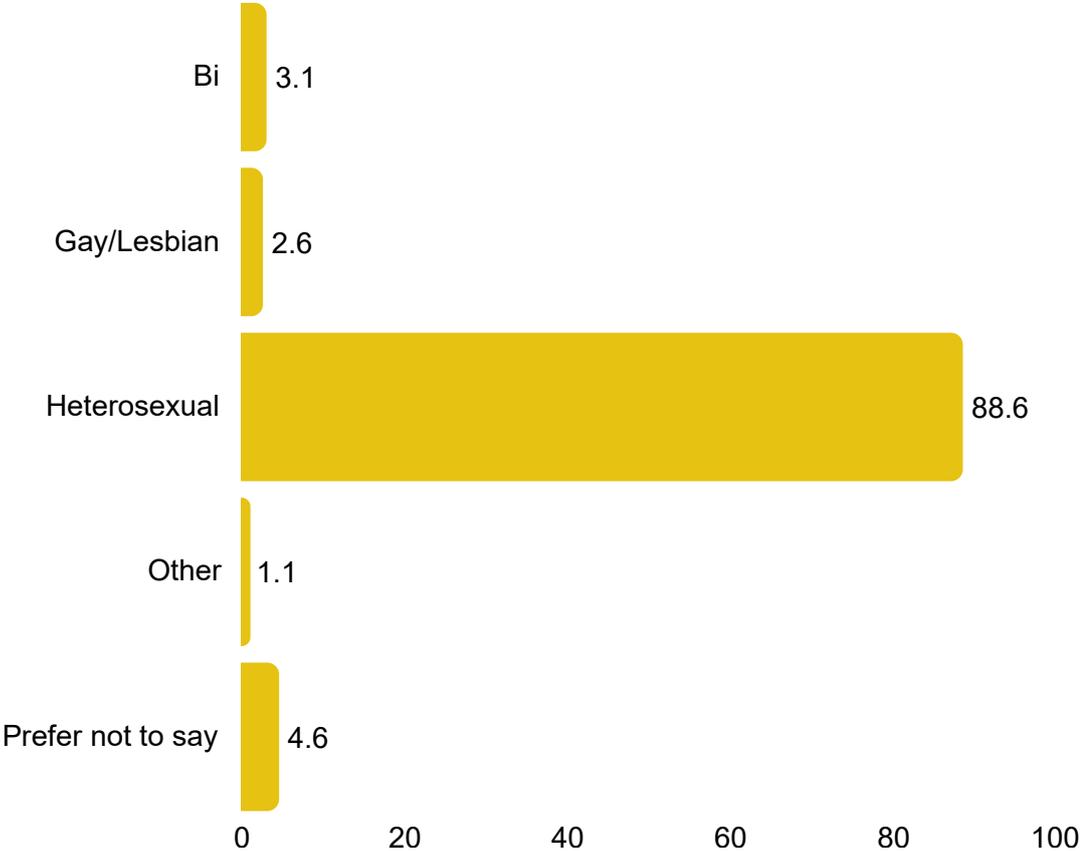
Religion or belief

Religion or belief breakdown as a percentage of all survey respondents:



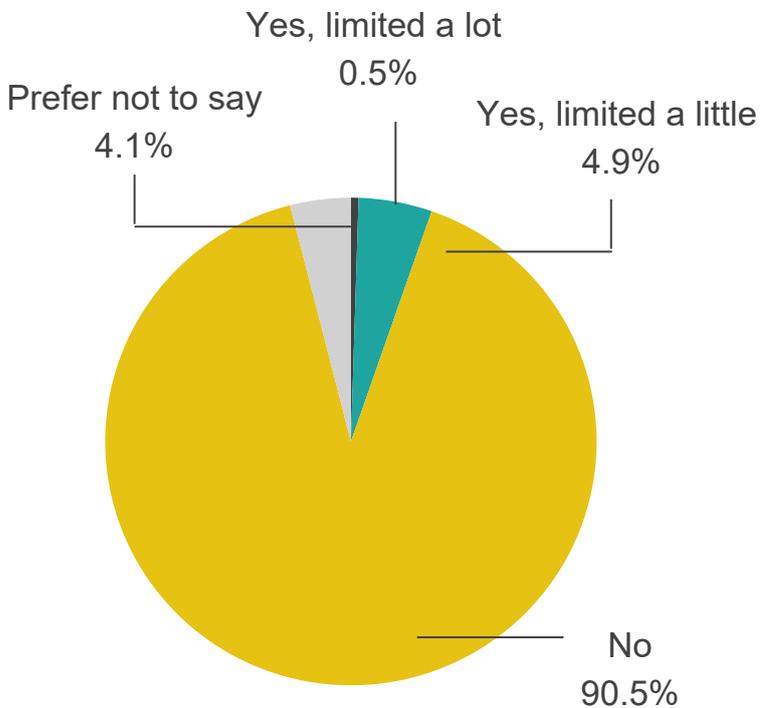
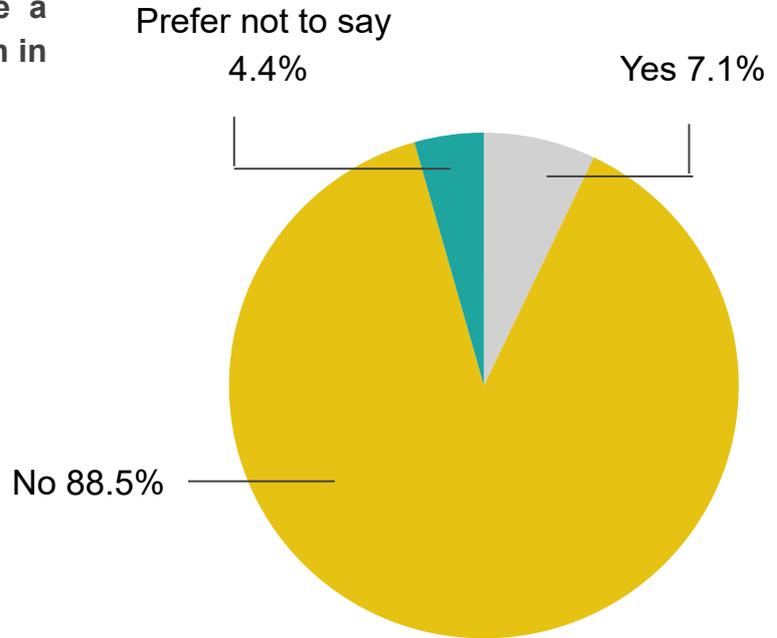
Sexual orientation

Sexual orientation of all members of Kingsley Napley



Disability

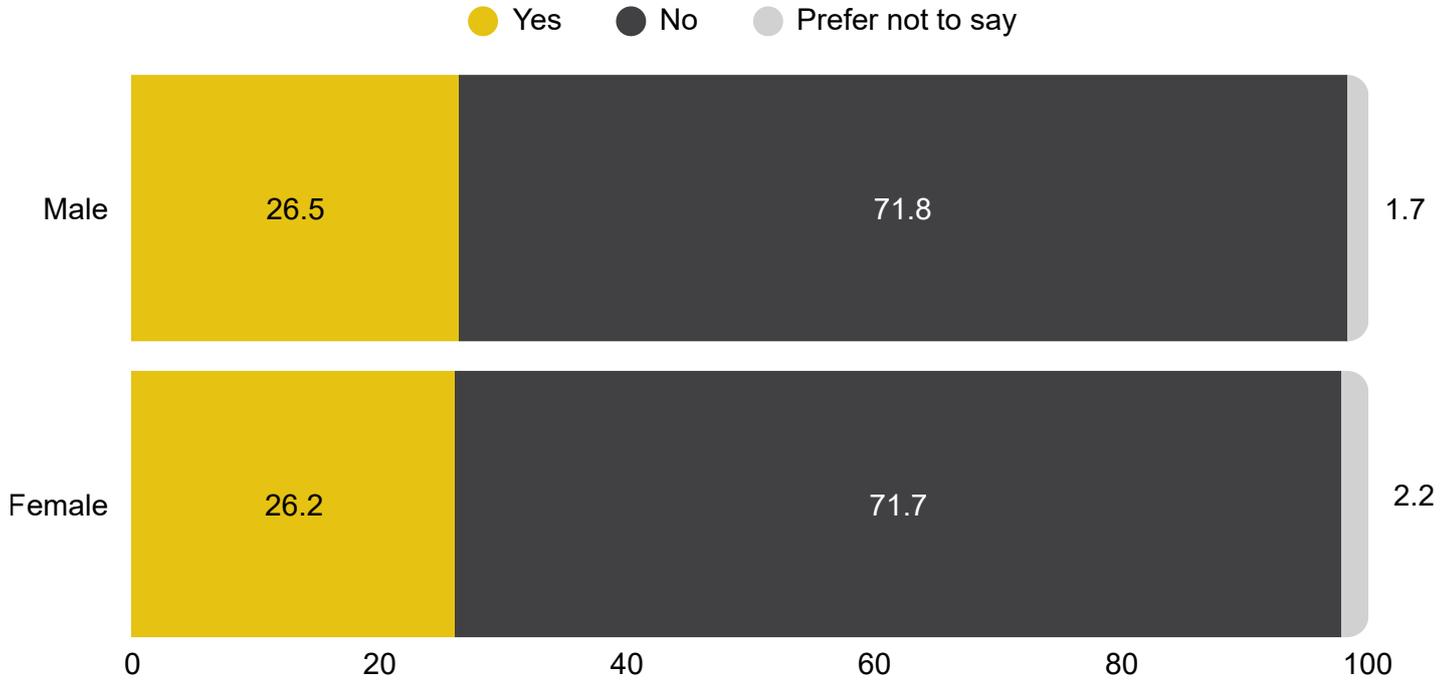
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



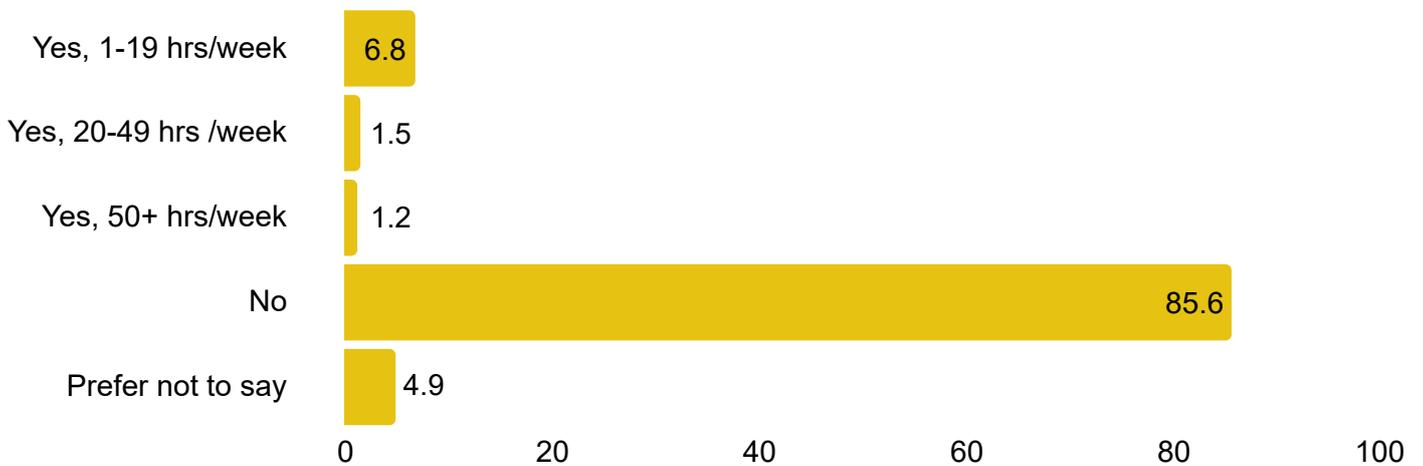
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Caring responsibilities

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



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

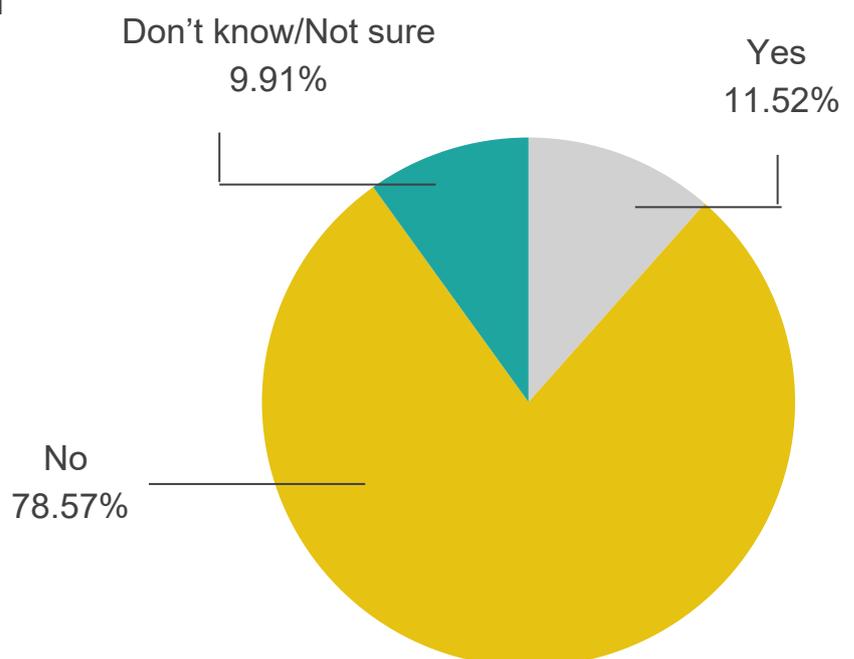


Socio- economic background

What type of school did you mainly attend between the ages between the ages 11 and 16? (%)

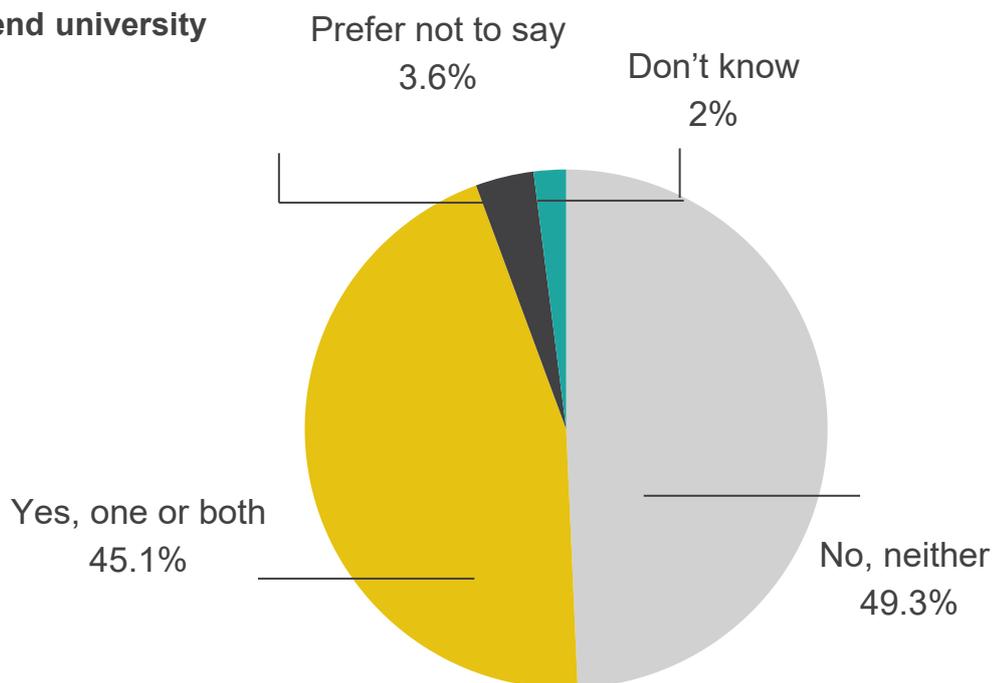
Attended school outside the UK	9.8
Don't know / not sure	1.1
Independent/fee-paying - rec. 90% bursary or more	3.3
Independent/fee-paying - rec. no bursary/less 90%	15.5
Prefer not to say	3.6
State-run or state-funded school (non-selective)	55.9
State-run/state-funded (selective academic/faith)	10.9

Were you eligible for school meals at any point during your school years?



Socio- economic background

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



What was the occupation of your main household earner when you were about 14? (%)

Modern/traditional occupations	33.8
Senior/middle/junior managers	20.9
Technical/craft occupations	8.5
Clerical/intermediate	6.9
Routine/manual/service	7.1
Small business owners	8.3
Long term unemployed	2.3
Other, such as retired	1.8
Prefer not to say	7.6

Summary

Kingsley Napley continues to outperform sector averages on gender, ethnicity, LGBTQ+, disability, and social mobility. We are proud that 57% of our partners are women, compared to an industry average of 31%, and that 24% of our people identify as being from an ethnic minority background—well above the 16% sector benchmark. Representation of colleagues identifying as LGBTQ+ (7%) and those with a disability (7%) also exceeds UK law firm averages, reflecting our commitment to fostering an inclusive and supportive culture.

Our focus on social mobility is also delivering results, with 67% of our colleagues educated in state schools and 49% being the first in their family to attend university. Through further investment into our Social Mobility Network, and partnerships with organisations such as the Social Mobility Foundation, we hope to continue to widen access to the legal profession.

Our Commitment

We are proud of our progress, but we know there is more to do. Our goal is not comparing ourselves to others, but to make meaningful, lasting change. We remain committed to our values, to supporting our people, and to building a more inclusive and equitable future. You can find out more about our work in our [Responsible Business Report 2025](#).

