

carpenters group

The background is a dark navy blue. It features several decorative elements: a thin gold hexagon outline in the upper left, a small teal hexagon in the upper right, a large red hexagon on the top right of the white title box, a small teal hexagon on the bottom left of the white title box, a large yellow hexagon in the lower right, and a purple hexagon at the bottom center. Thin, curved lines in light blue and purple are also visible on the left and right sides of the page.

Diversity Report 2025

Our Head of People, Sarah Pickerill, champions diversity and inclusion initiatives and ensures that our values are embedded across our business.



At Carpenters Group, we recognise the value of fostering a diverse and inclusive workplace. We understand the positive impact this has on our people, clients, communities, and overall business success. We are committed to building an environment where everyone is treated fairly and respectfully, and where individuality is embraced and celebrated

Sarah Pickerill, Head of People



Our DEI Objectives are as follows

Foster an Inclusive Culture

Create a workplace where all employees feel respected, valued, and empowered to contribute.

Enhance our Workforce Diversity

Attract, recruit, and retain talent from diverse backgrounds across all levels.

Advance Equity in our Opportunities

Ensure fair access to development, promotions, and resources.

Embed DEI into our Business Strategy

Integrate DEI into our core business areas, policies, and processes.

Summary of priorities and plans for 2025

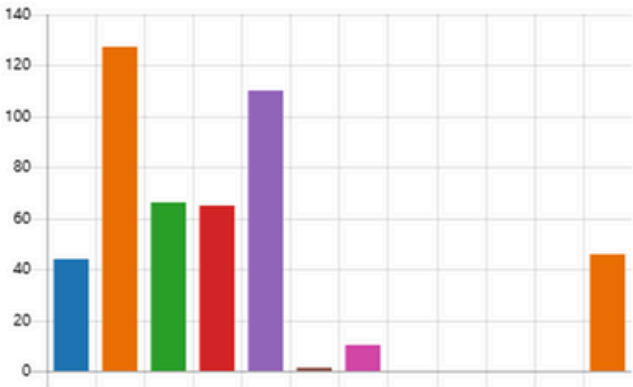
- Utilise our new HRMS to gather richer data and better report on social mobility, race, ethnicity and disability and set business DEI objectives accordingly
- Launch leadership development programme to support and develop with future senior leadership pipeline
- Roll-out Employee Engagement Survey 2025 and deliver on what is actionable to improve employee engagement across our business
- Grow our DEI Team
- Introduce a series of sessions on supporting neurodiversity, menopause and resilience in the workplace for colleagues and managers
- Diversify and grow our partnerships with Social Mobility Index, LINK, ABI, Disability Confident, The Girls' Network, LTSB, Race Equality Hub, schools and community outreach programmes
- Re-energise our mental health offering to include identifying and training new Mental Health First Aiders, promotion of employee support schemes, resilience sessions, promotion of our inclusive culture encouraging our people to be themselves, encouragement of volunteering and highlighting the positive mental health benefits associated with it
- Continue to grow and diversify our emerging talent and education/schools' offering
- Continue to offer new development and career opportunities at all levels with a particular focus on our exceptional internal talent

Our Data

The response rate for 2025 was 36%, and whilst these results are promising, we are keen to increase engagement over coming years.

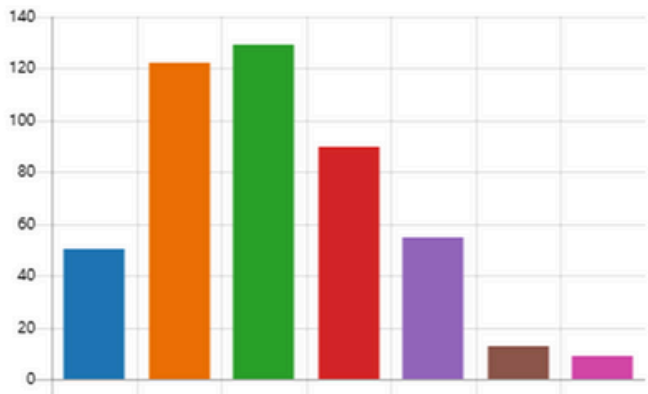
1. Role category - Select one category which best describes tour role within the firm

Solicitor (not partner) All pract...	44
Other fee earning role Include...	127
Role directly supporting a fee ...	66
Managerial role Includes non-...	65
IT/HR/other corporate service...	110
Barrister Individuals authorise...	1
Chartered Legal Executive (Fell...	10
Licensed Conveyancer Individ...	0
Patent or Trade Mark Attorney...	0
Costs Lawyer Individuals auth...	0
Notary Individuals authorised ...	0
Prefer not to say	46



2. Which age category are you in?

16 – 24	50
25 – 34	122
35 – 44	129
45 - 54	90
55 - 64	55
65+	13
Prefer not to say	9



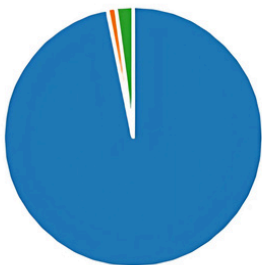
3. What is your sex?

Male	183
Female	272
Prefer not to say	12



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

Yes	455
No	5
Prefer not to say	10



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

The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

Yes	51
No	400
Prefer not to say	17



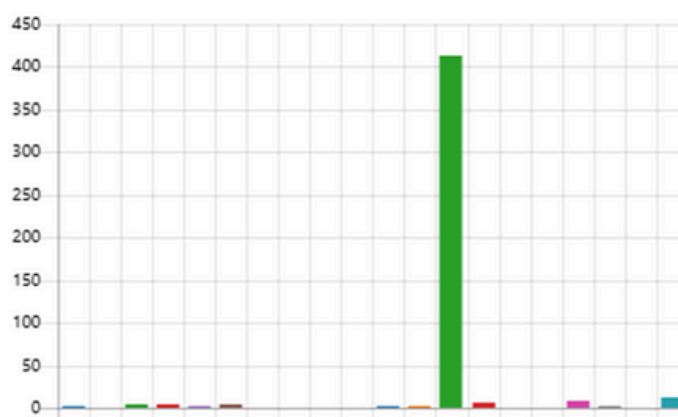
6. Are you day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot	9
Yes, limited a little	47
No	394
Prefer not to say	20



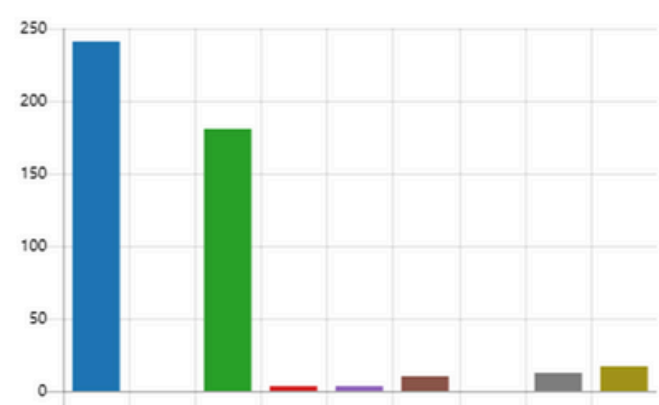
7. What is your ethnicity?

Bangladeshi	2
Chinese	0
Indian	5
Pakistani	4
Any other Asian background	3
African	4
Caribbean	1
Any other Black background	1
White and Asian	1
White and Black African	1
White and Black Caribbean	2
Any other Mixed / Multiple et...	2
White - British / English / Wels...	413
White - Irish	6
White - Gypsy or Irish Traveller	0
Roma	0
Any other White background	9
Arab	2
Any other ethnic group	1
Prefer not to say	12



8. What is your religion or belief?

No religion or belief	241
Buddhist	0
Christian	181
Hindu	3
Jewish	3
Muslim	10
Sikh	0
Another religion or belief	13
Prefer not to say	17



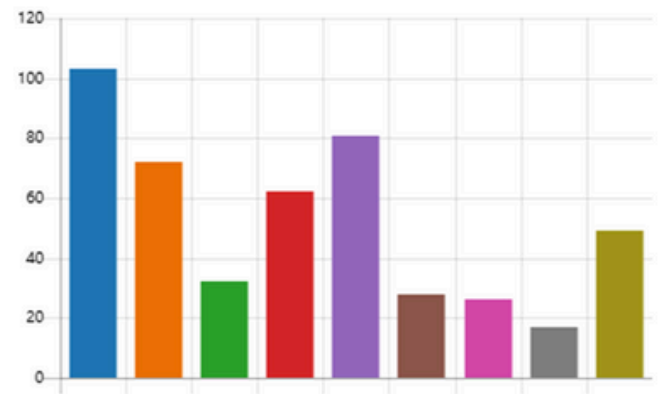
9. What is your sexual orientation?

Bi	27
Gay / Lesbian	12
Heterosexual	397
Other preferred description	8
Prefer not to say	24



10. What was the occupation of your main household earner when you were about 14?

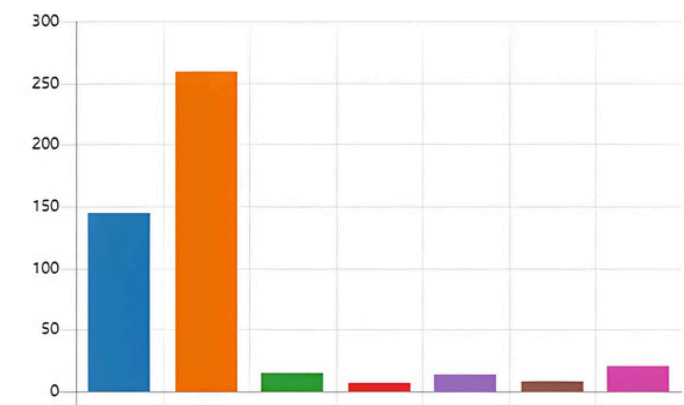
Modern professional and tradi...	103
Senior, middle, or junior mana...	72
Clerical and intermediate occu...	32
Technical and craft occupation...	62
Routine, semi-routine, manual...	81
Small business owners who e...	28
Long term unemployed (claim...	26
Other, such as: retired / this q...	17
Prefer not to say	49



11. What type of school did you attend for the most time between the ages of 11 and 16?

If you changed schools, please base your answer on the last two years of your education.

State-run or state-funded sch...	145
State-run or state-funded sch...	259
Independent / fee-paying sch...	15
Independent / fee-paying sch...	7
Attended school outside the UK	14
Don't know / not sure	8
Prefer not to say	21



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

No, neither of my parents atte...	324
Yes, one or both of my parent...	111
Don't know / not sure	12
Prefer not to say	23



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

Yes	149
No	305
Prefer not to say	13



14. 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)?

No	379
Yes, 1 - 19 hours a week	45
Yes, 20 - 49 hours a week	4
Yes, 50 or more hours a week	13
Prefer not to say	28



“We believe in employing the best people for all of our roles, regardless of gender, background or circumstances. By removing barriers to entry, investing in the tools to support progression and creating the right working environment”

Donna Richards, CEO

