

Bird & Bird

SRA Diversity Data Report UK



Foreword

This document outlines our diversity statistics as of June 2025, in line with the SRA reporting requirements.

Over recent years, we have taken significant steps to ensure the principles of diversity and inclusion are embedded in the way we operate as a firm. D&I is firmly recognised as a leadership priority and forms a core part of our global strategy. In London, we have grown our team, expanded our employee networks and launched new partnerships and programmes to deepen our commitment to inclusion.

Our initiatives are designed to celebrate the diversity within our teams and ensure that all voices are heard, valued and empowered. We believe that embracing a wide range of perspectives not only enhances our workplace culture but also drives innovation and excellence in our legal services.

We know that as a firm, and as an industry, there is still more to do to attract, retain and advance underrepresented talent. Data plays a key role in assessing our current position and measuring progress towards our goals. Building on the momentum and enthusiasm for improving diversity and inclusion at the firm remains a central focus for us.

Notes

In line with our SRA obligations, we report on our diversity data every two years. The statistics reported to the SRA survey are a snapshot of the firm's data in June 2025. Gathering as much accurate data is key to ensure we are able to understand the makeup of our workforce and to measure and track the progress of our D&I activities.

Figures are based on an overall completion rate of 90%.



Zoe Feller

Partner
Chair of D&I Committee
London Management Team



Elizabeth Lang

Partner
Chair of D&I Committee



Jess Kaye

Head of Diversity,
Inclusion & CR



Andrea Pankhurst

Head of HR

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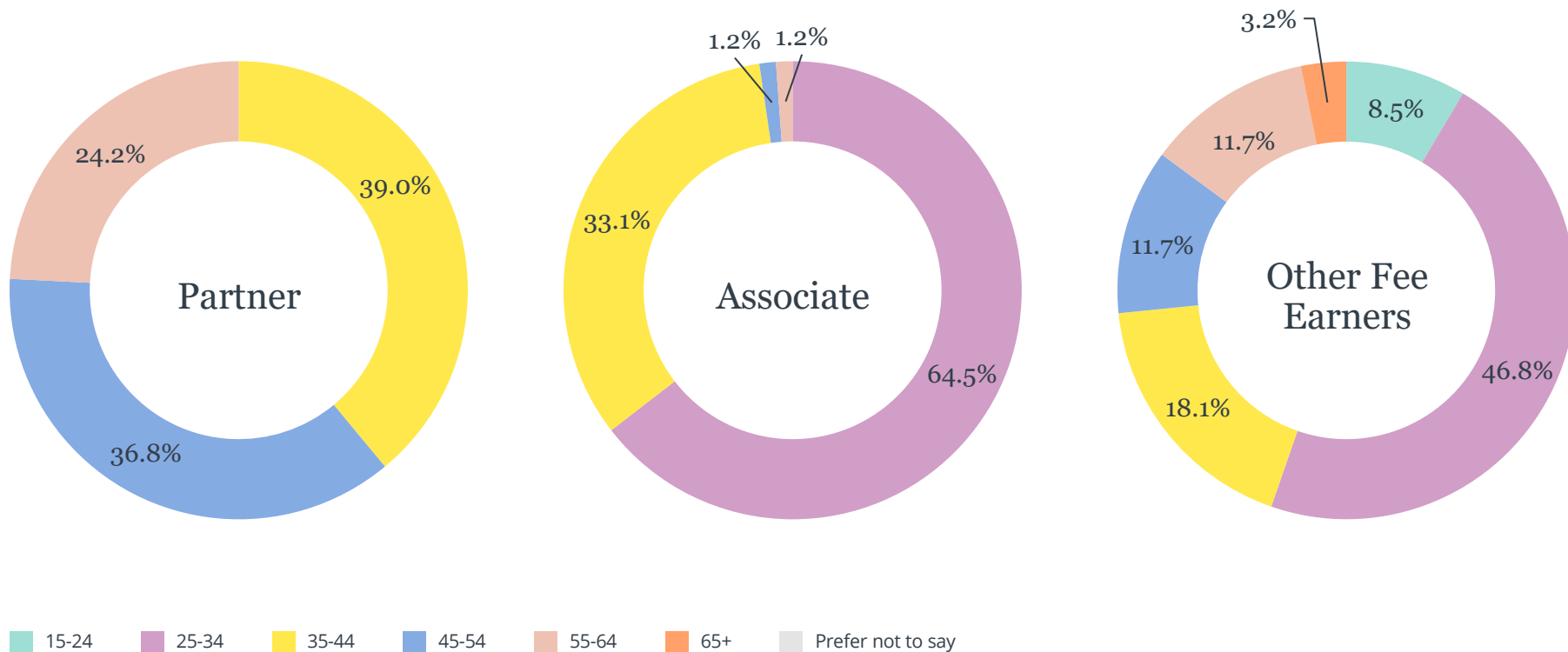




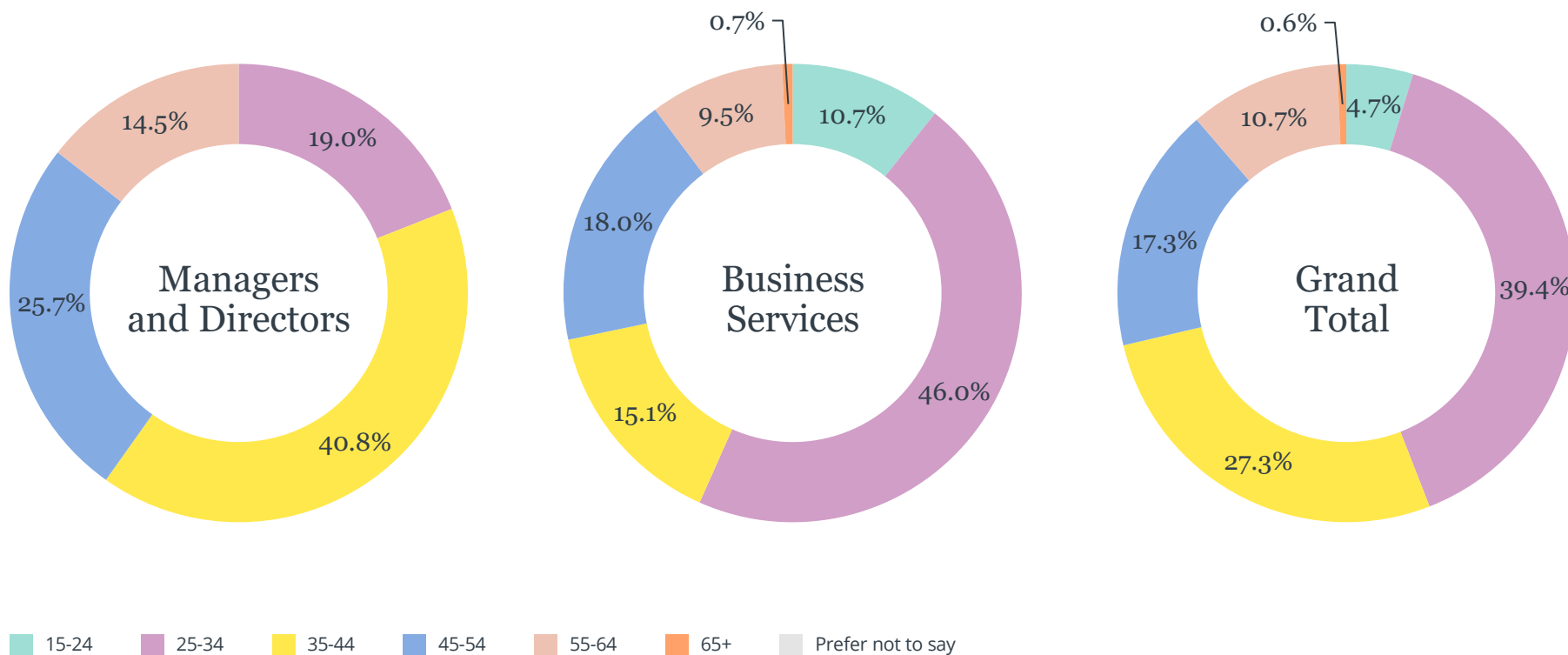
Age



Which age category are you in?



Which age category are you in?

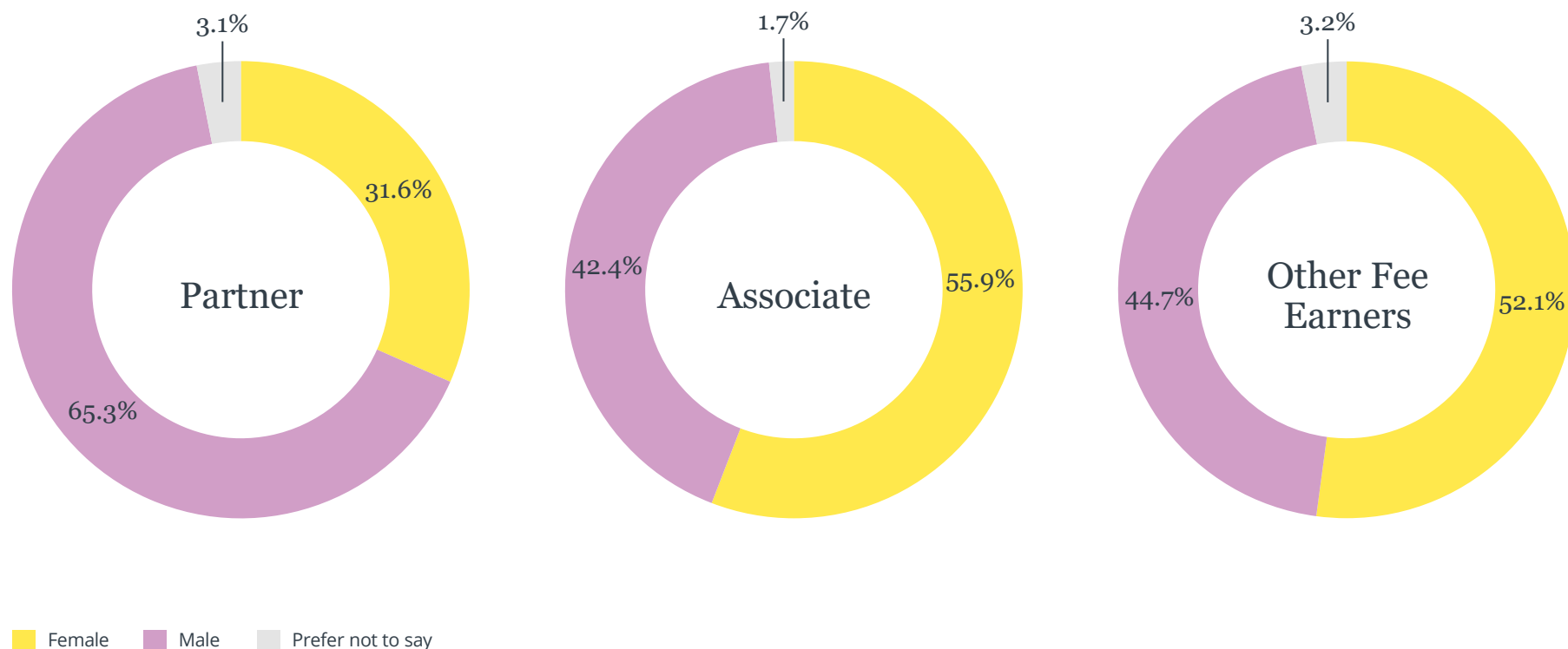




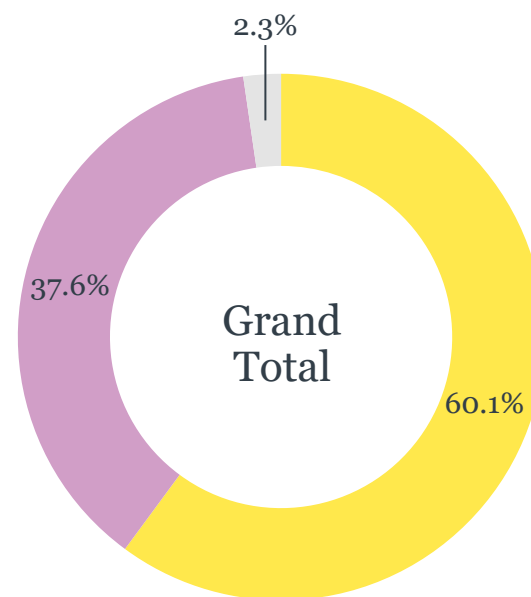
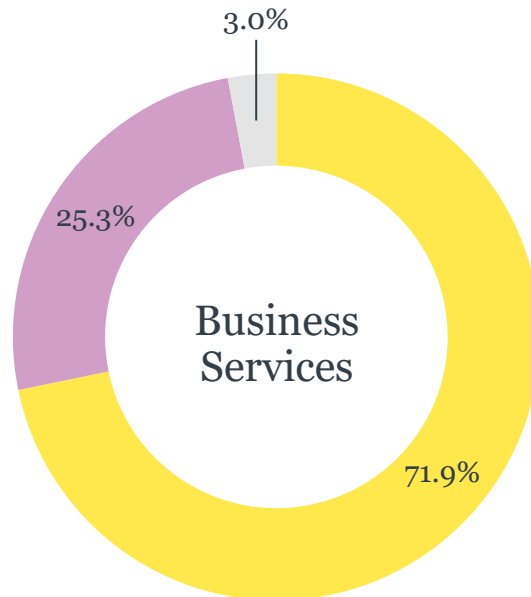
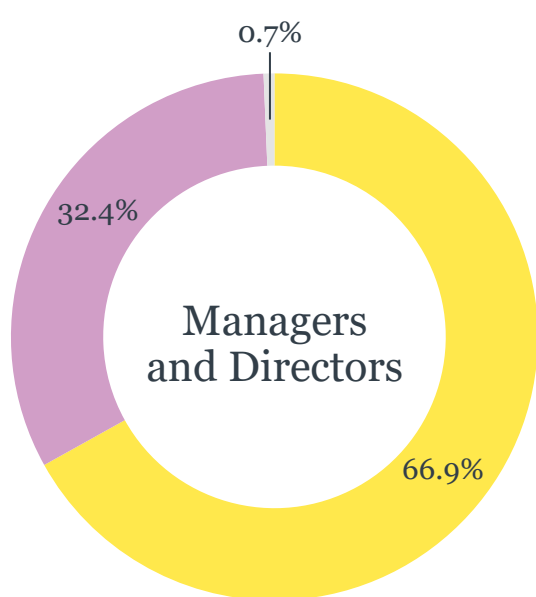
Gender Diversity



What is your sex?

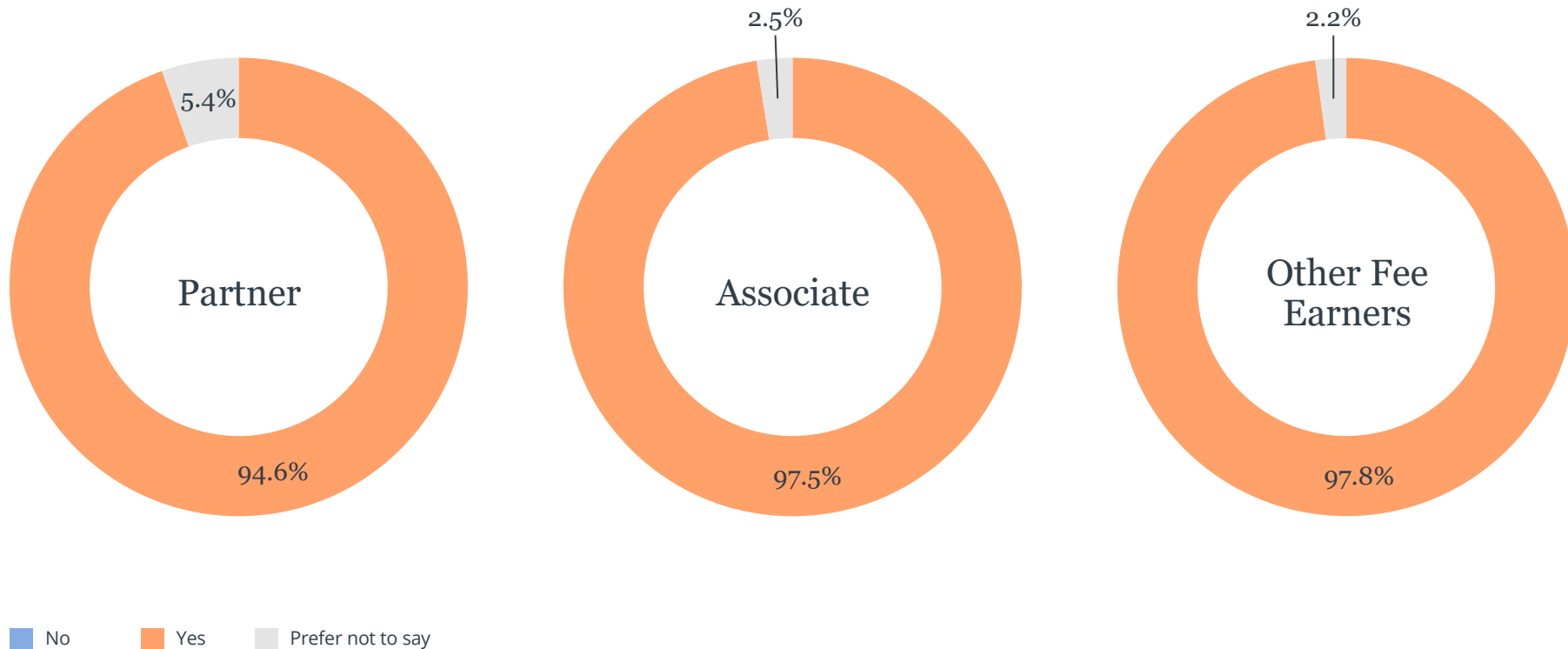


What is your sex?

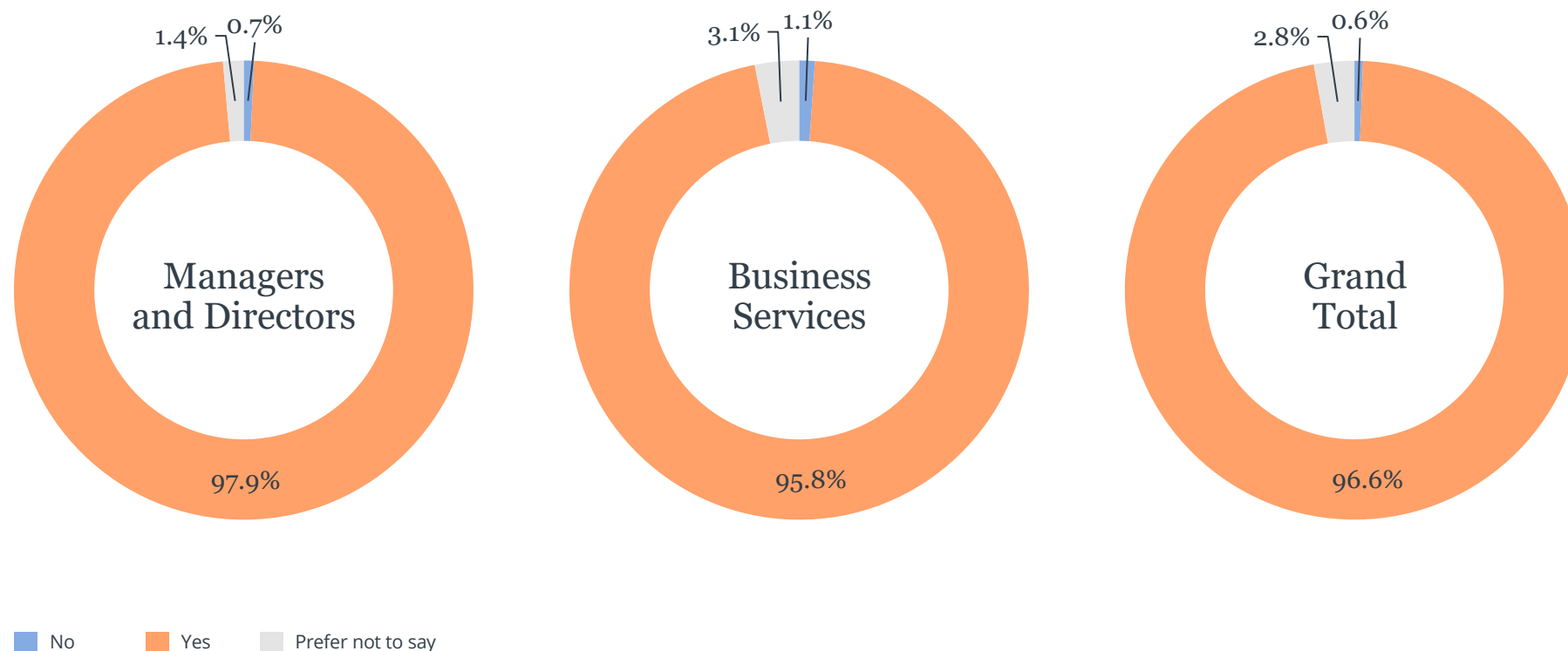


Female Male Prefer not to say

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



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

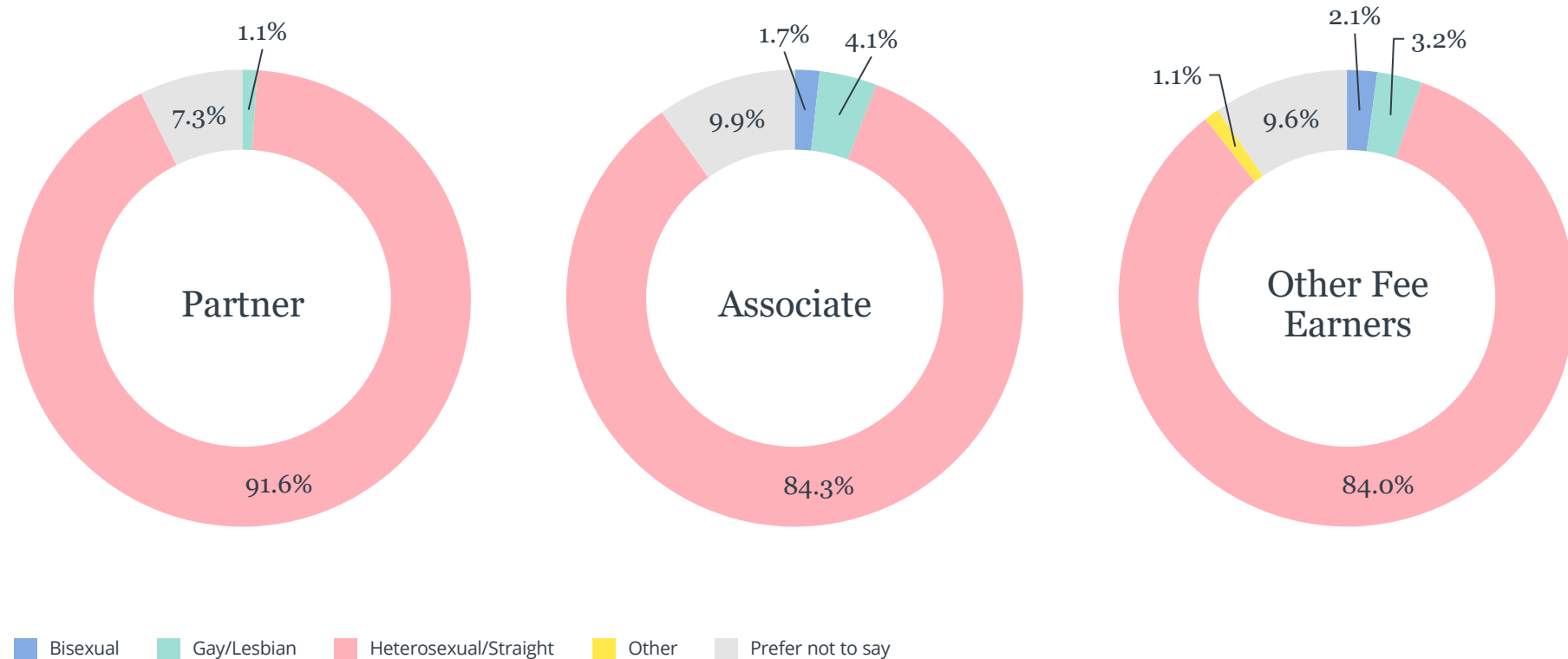




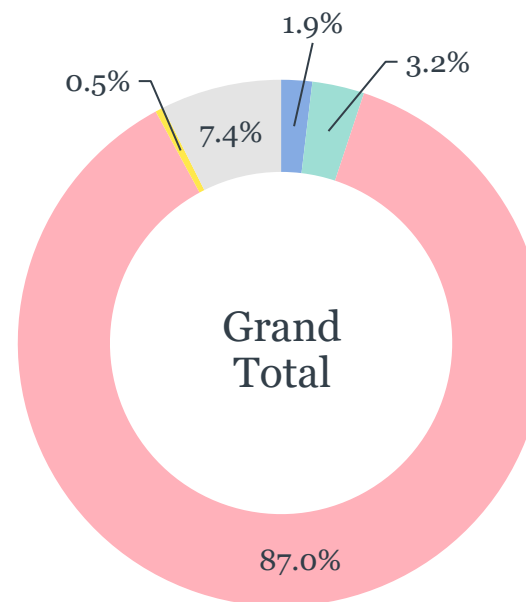
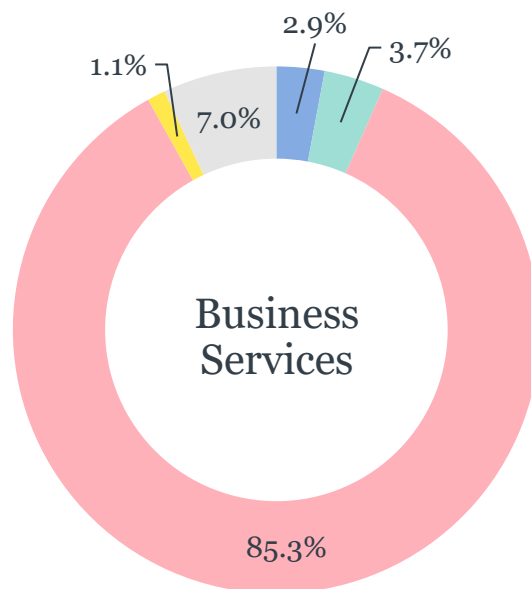
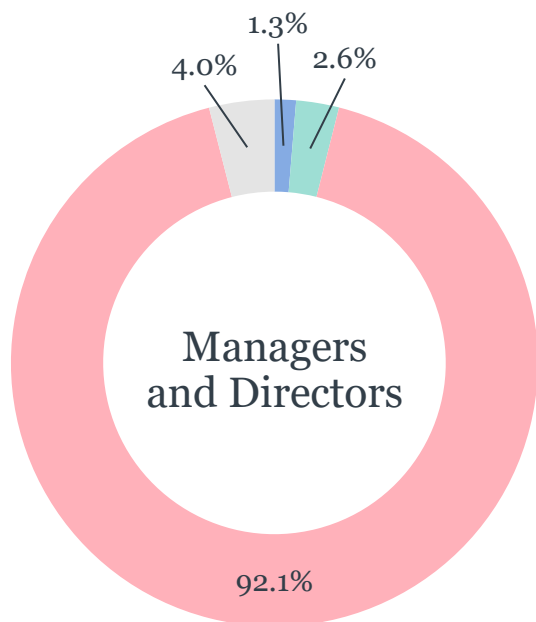
LGBTQ+



What is your sexual orientation?



What is your sexual orientation?



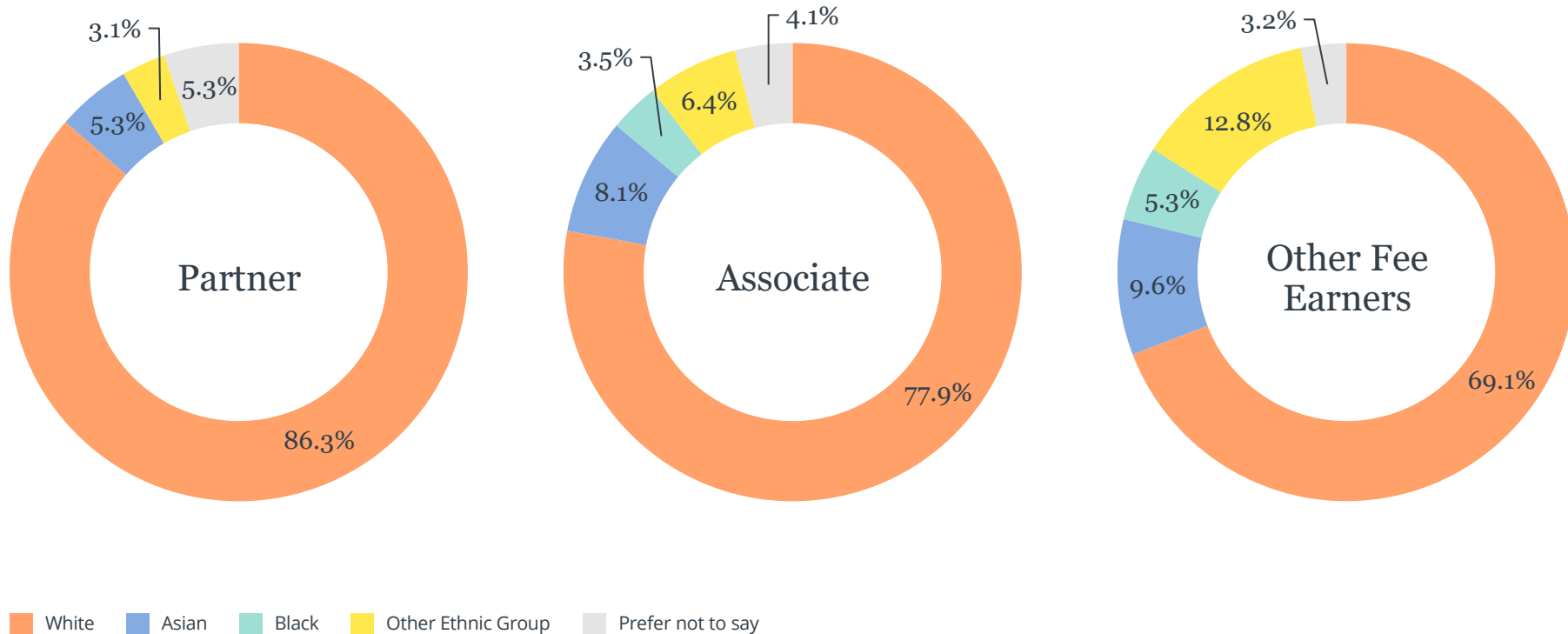
■ Bisexual ■ Gay/Lesbian ■ Heterosexual/Straight ■ Other ■ Prefer not to say



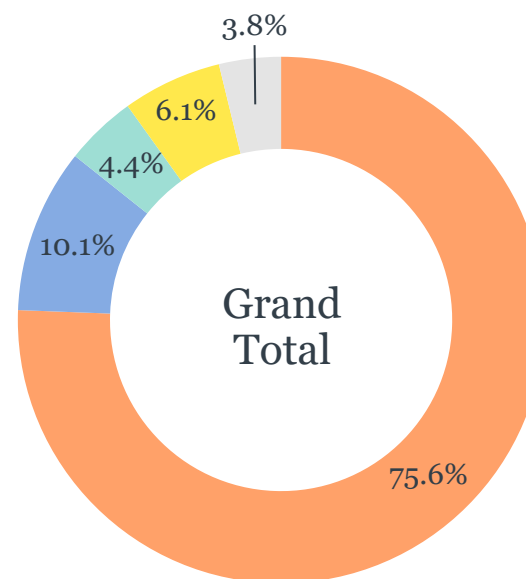
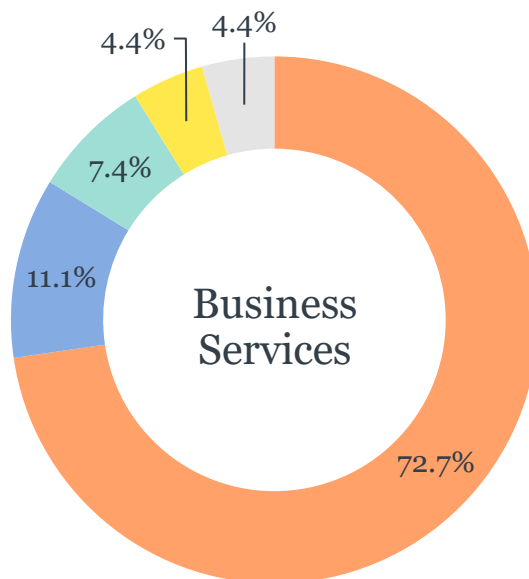
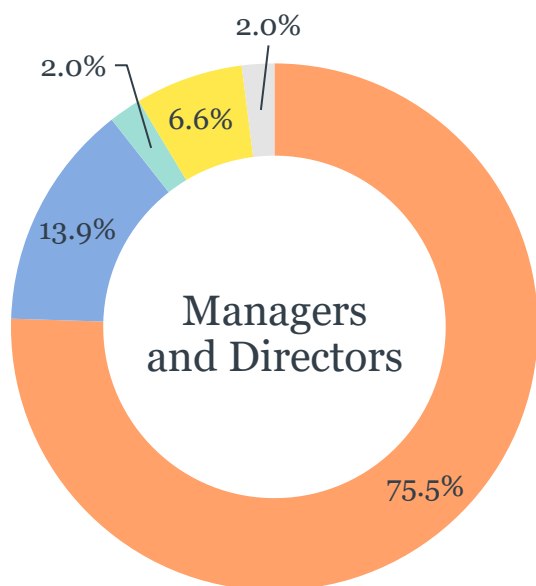
Ethnicity



What is your ethnicity?



What is your ethnicity?



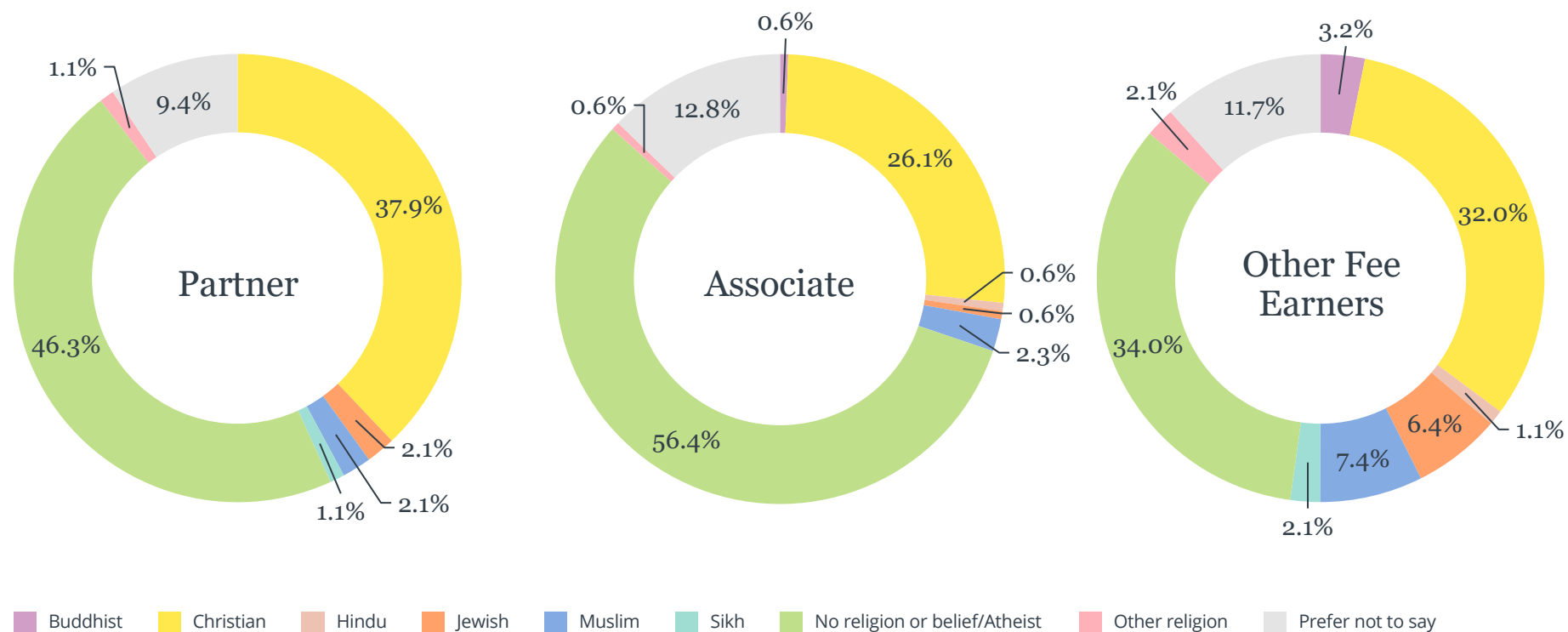
White Asian Black Other Ethnic Group Prefer not to say



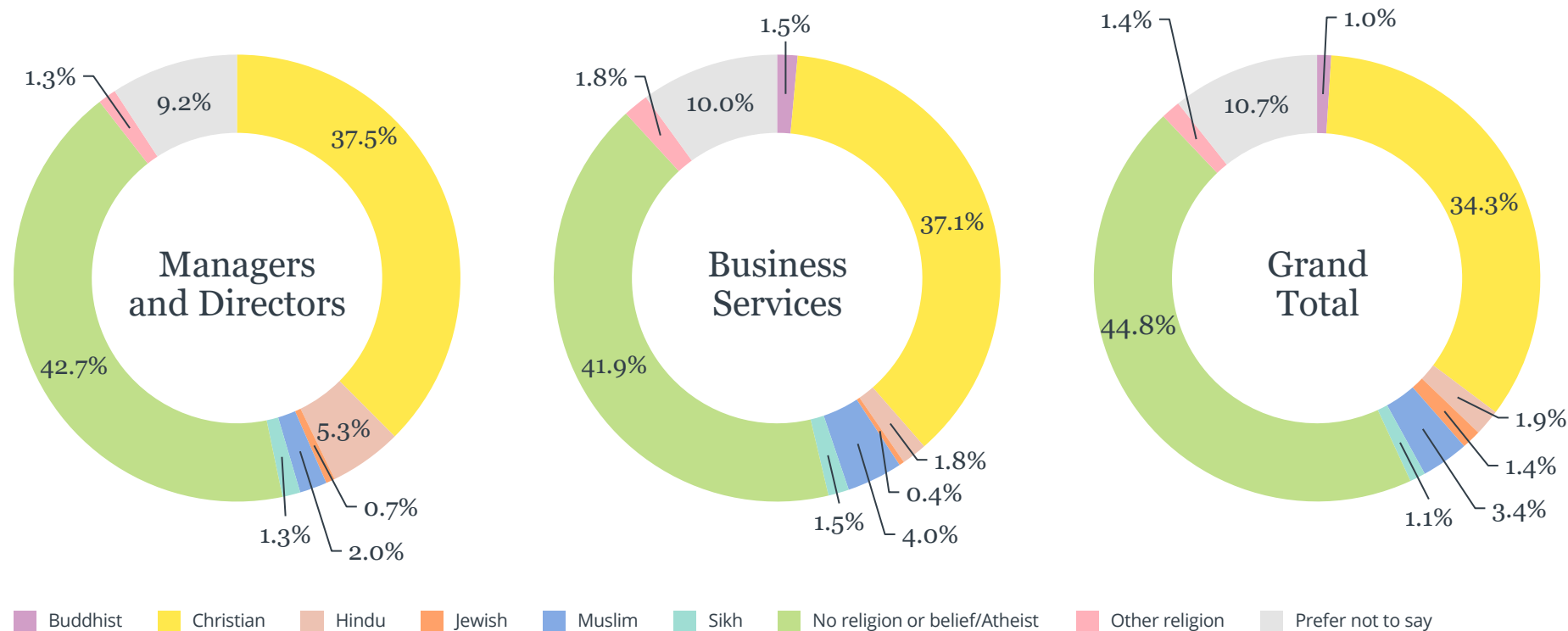
Cultural Diversity



What is your religion or belief?



What is your religion or belief?

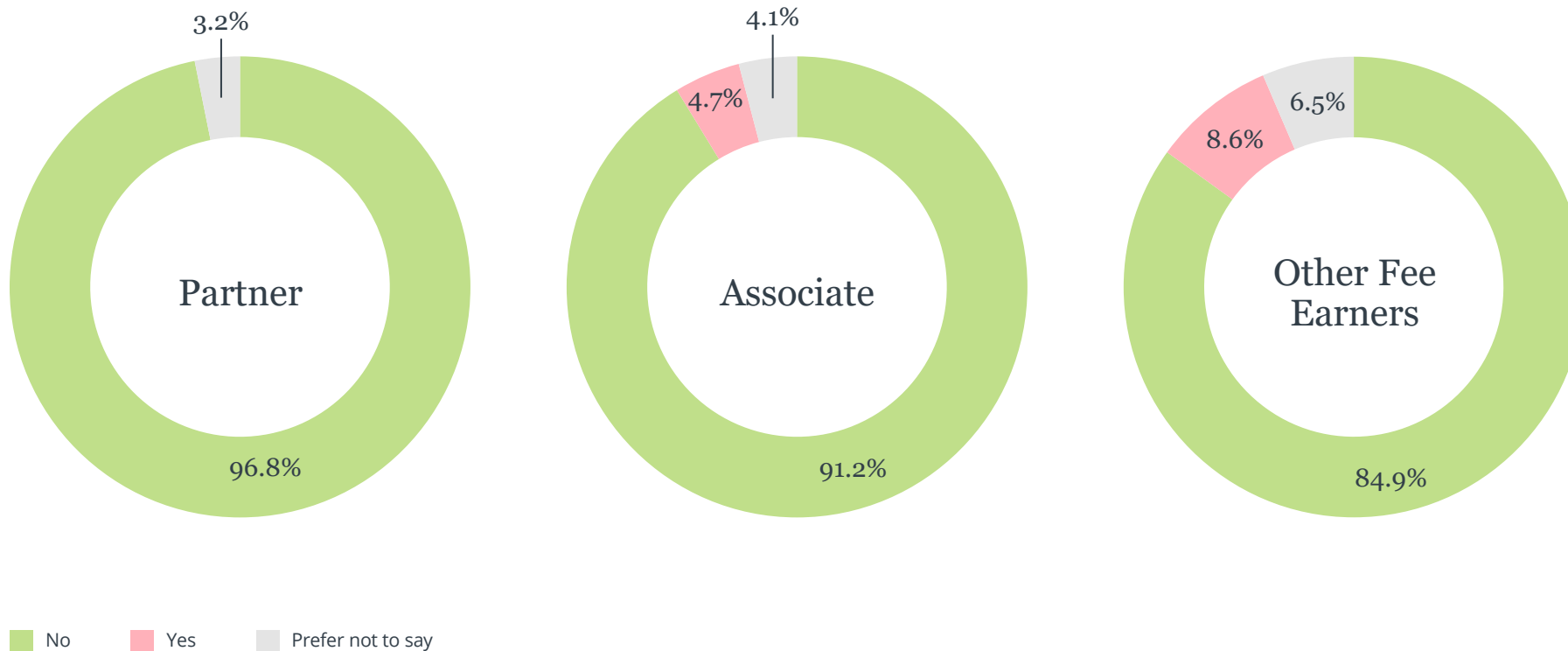




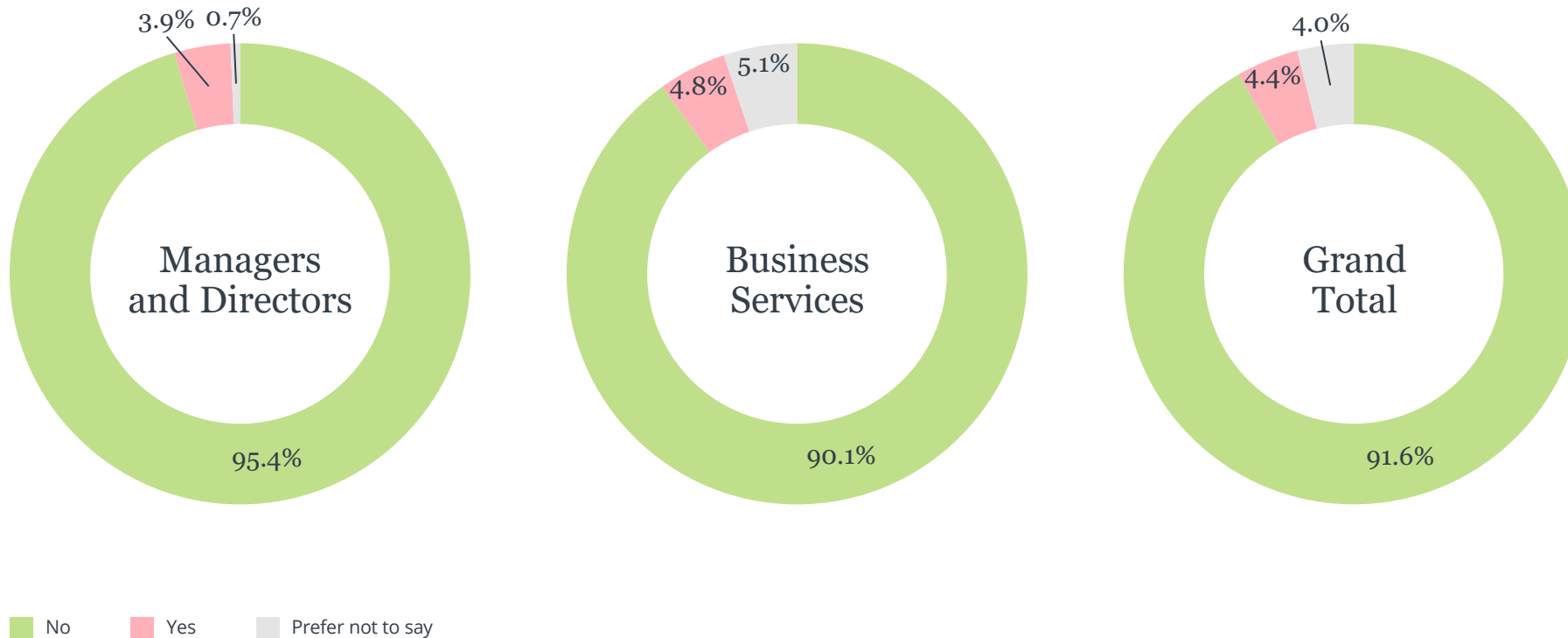
Disability



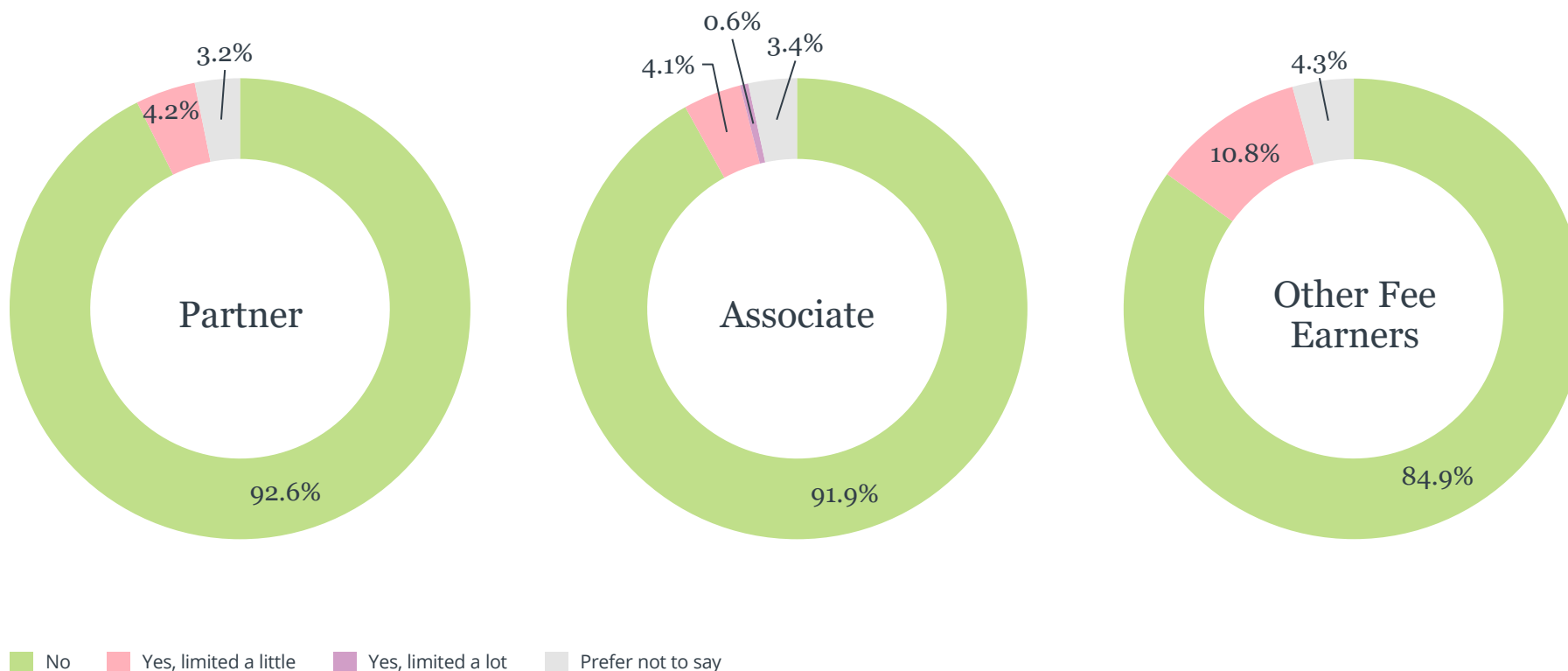
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



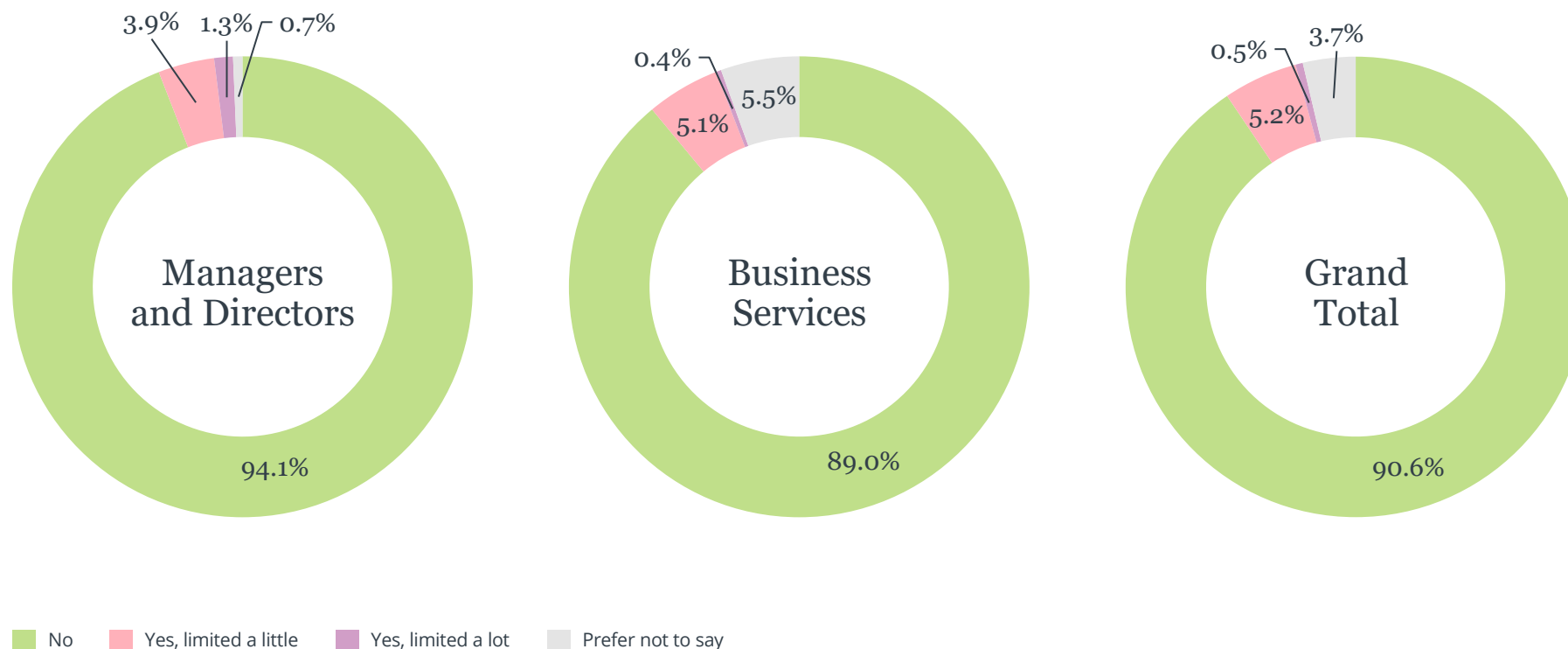
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



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?



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?

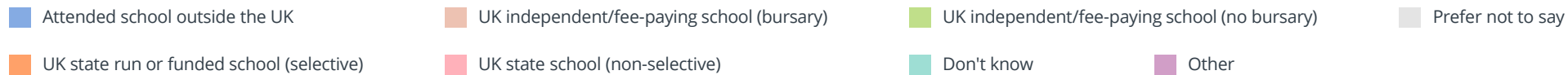
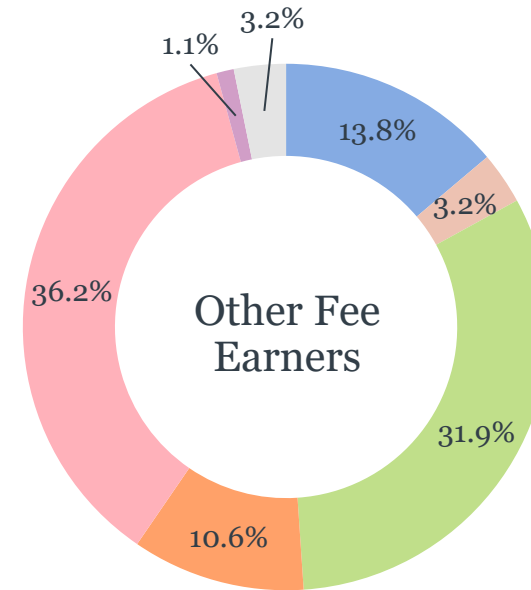
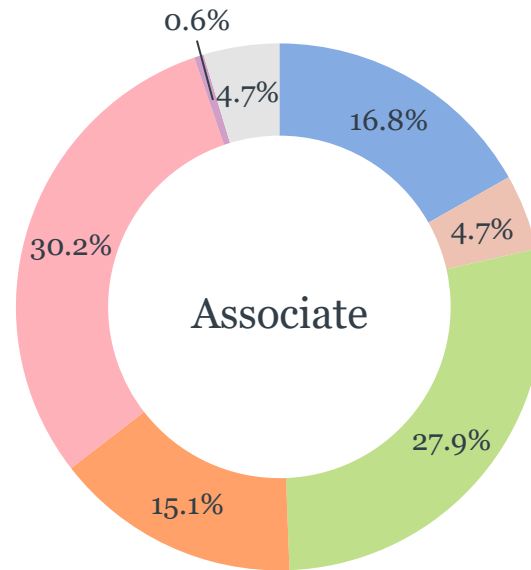
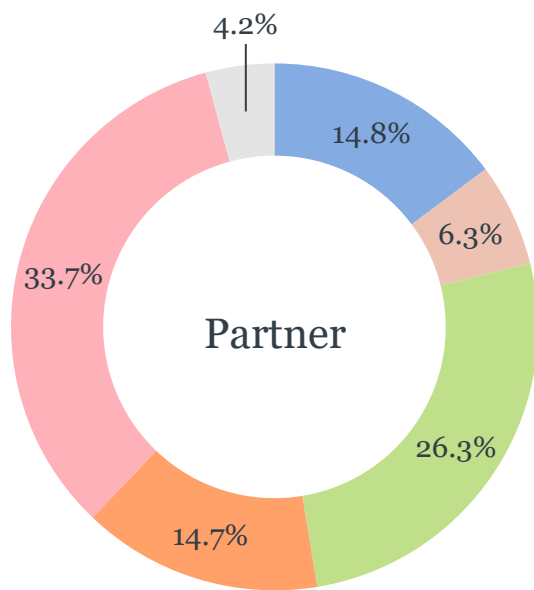




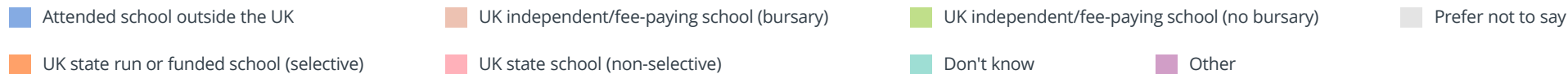
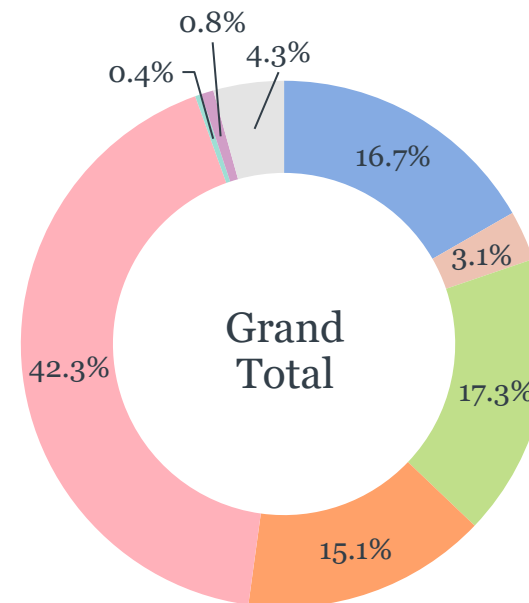
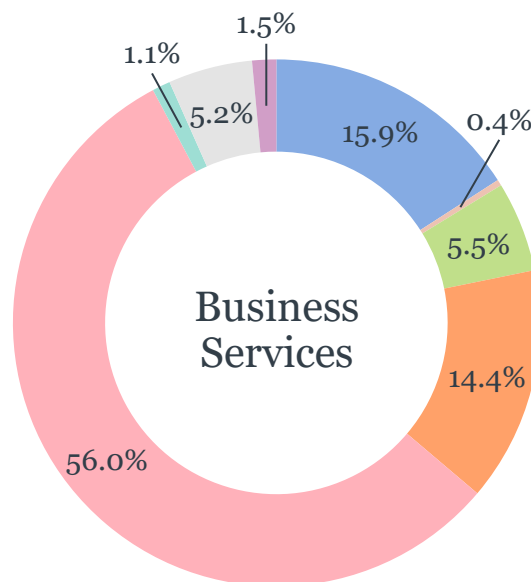
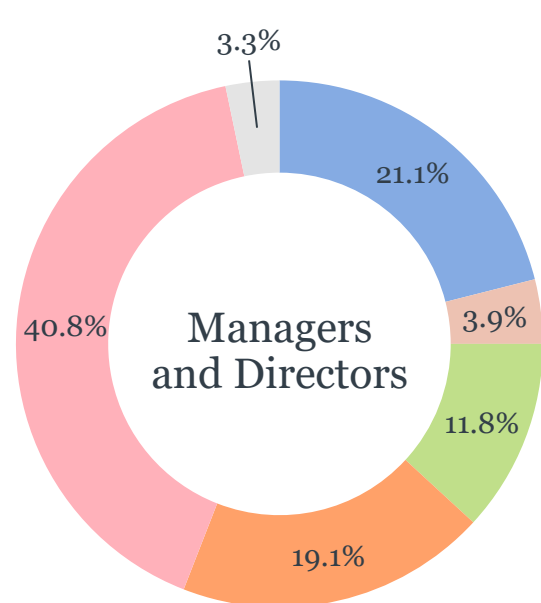
Social Mobility



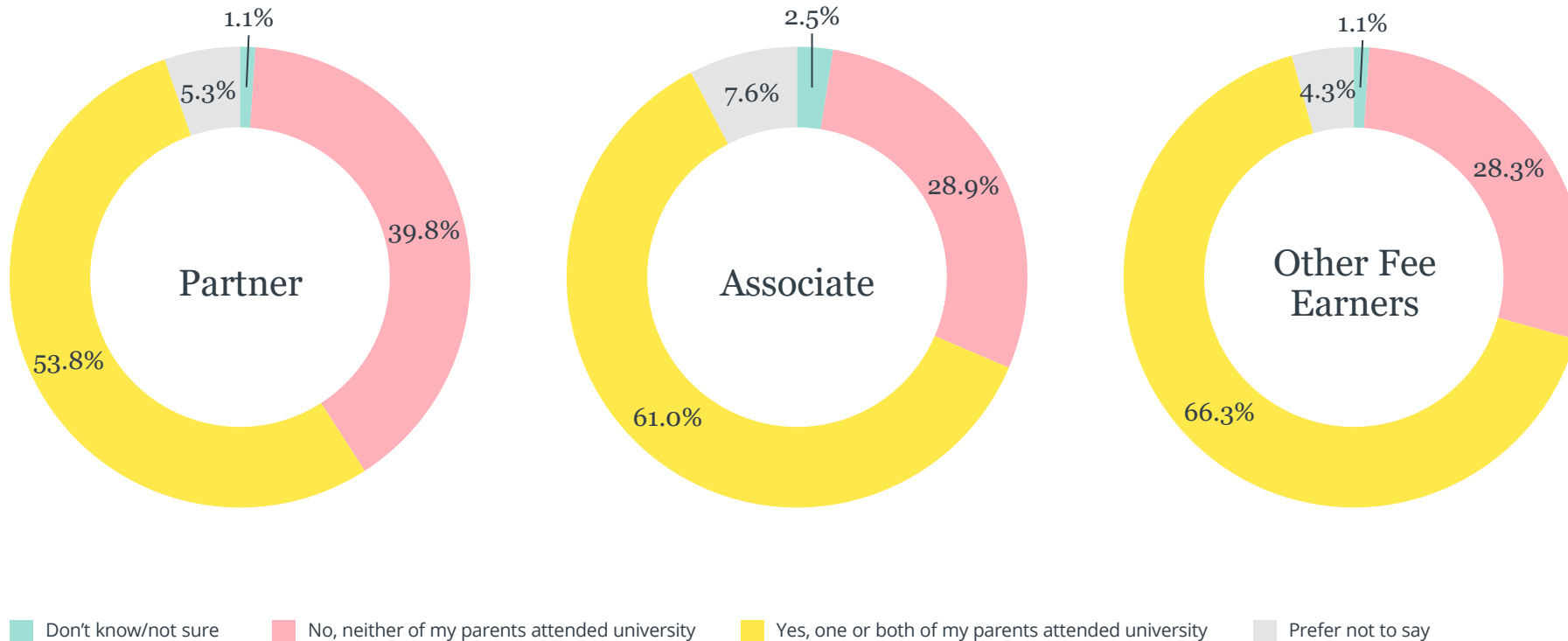
What type of school did you mainly attend between the ages 11-16?



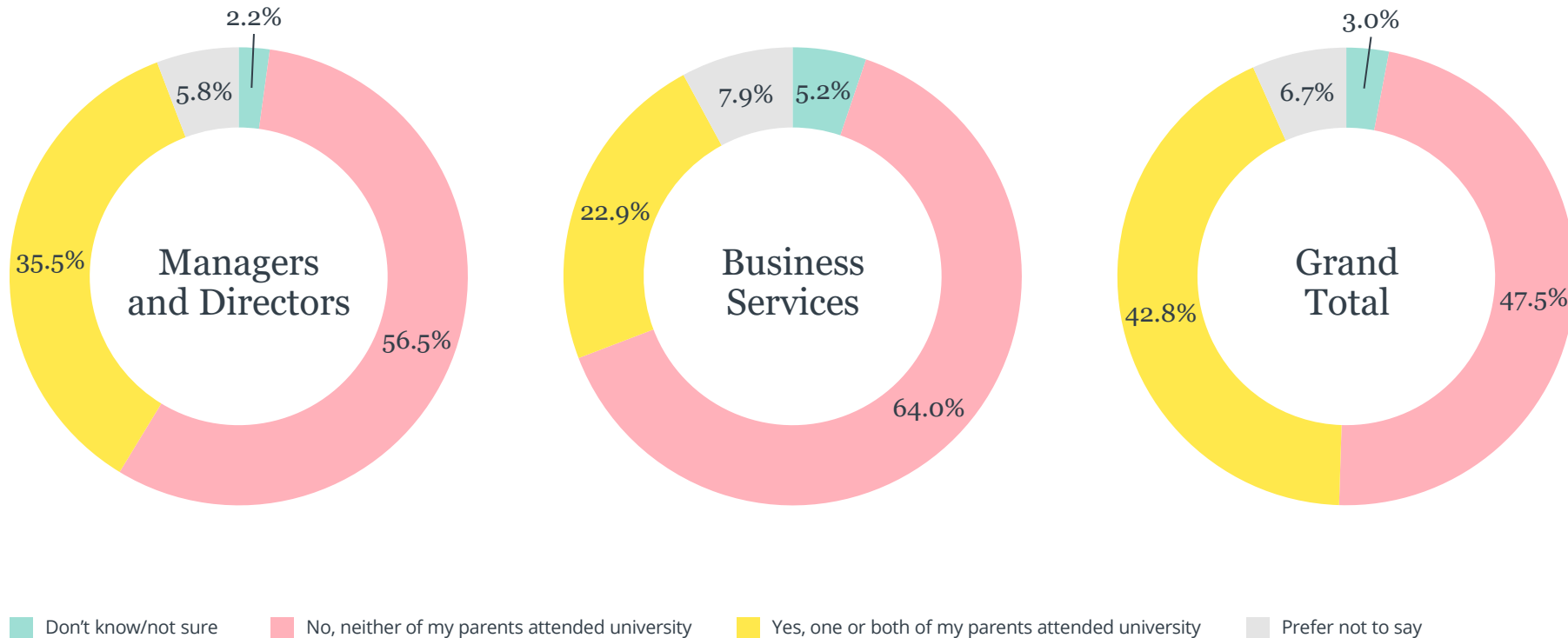
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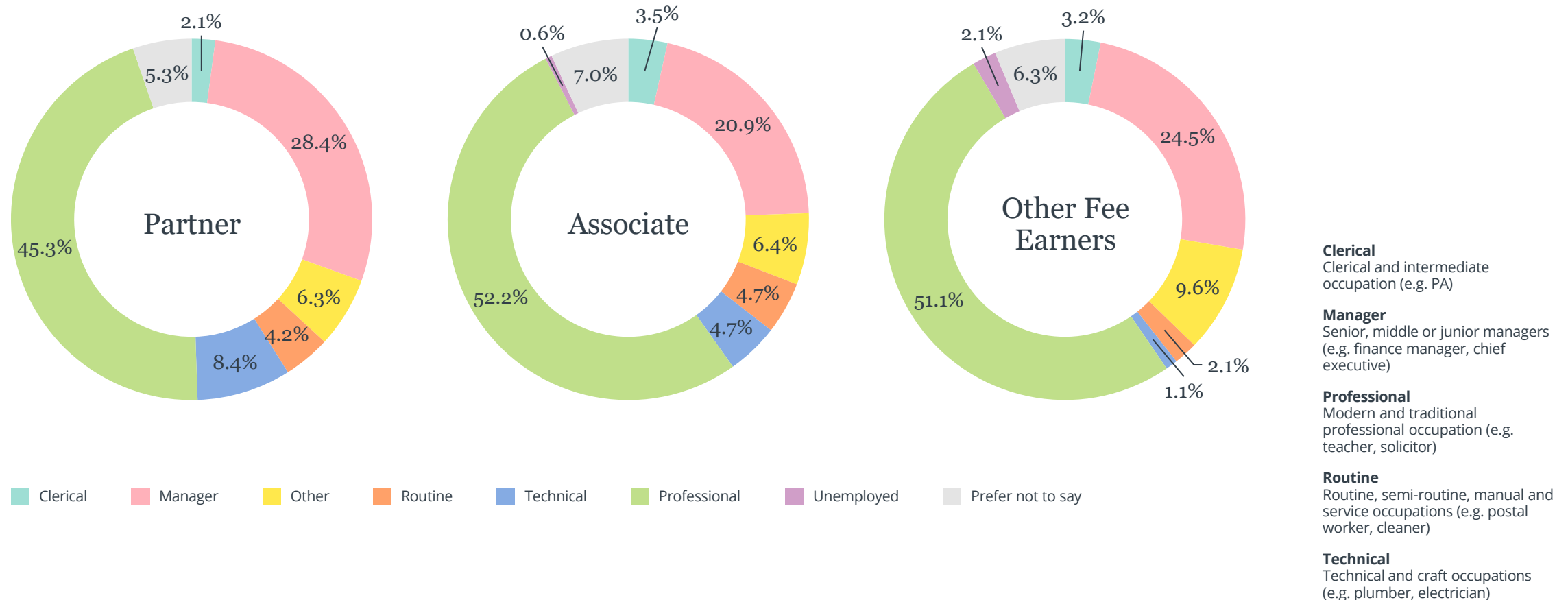
Did either of your parents/guardians attend university and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?



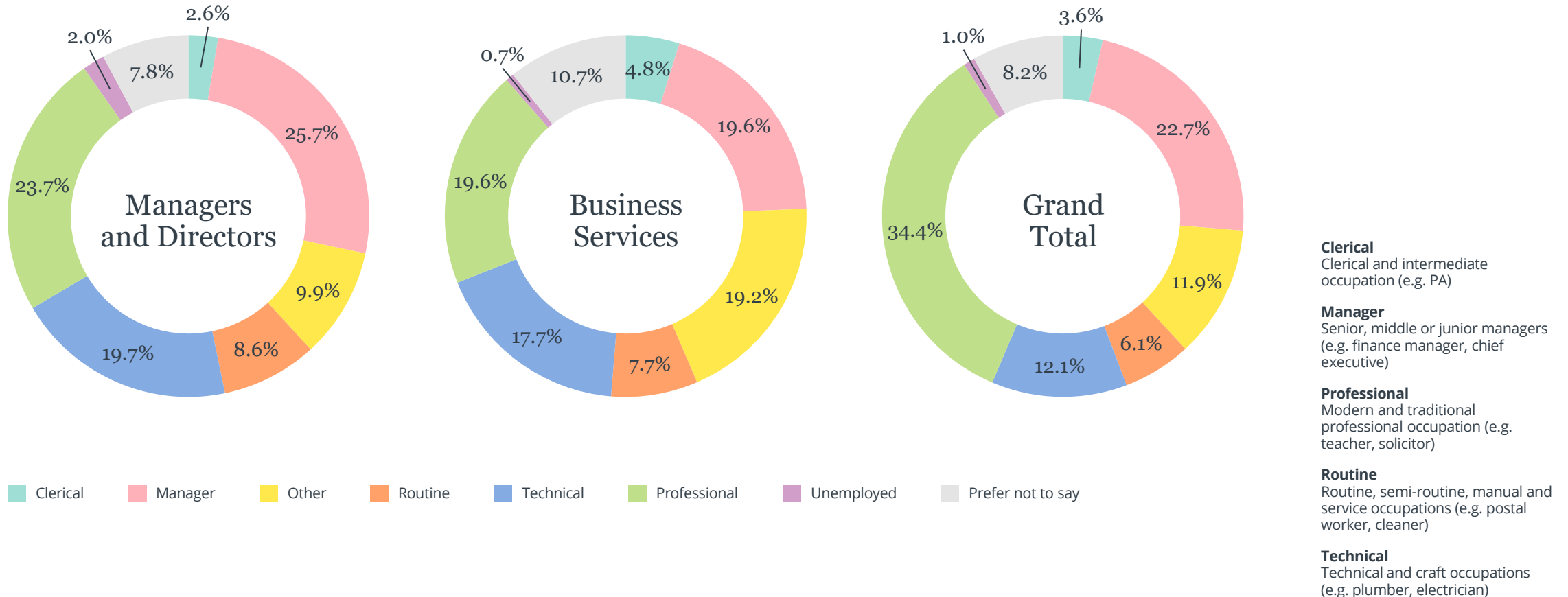
Did either of your parents/guardians attend university and gain a degree (e.g., BA/BSc or equivalent) by the time you were 18?



When you were 14, which best describes the sort of work the main/highest income earner in your household did in their main job?



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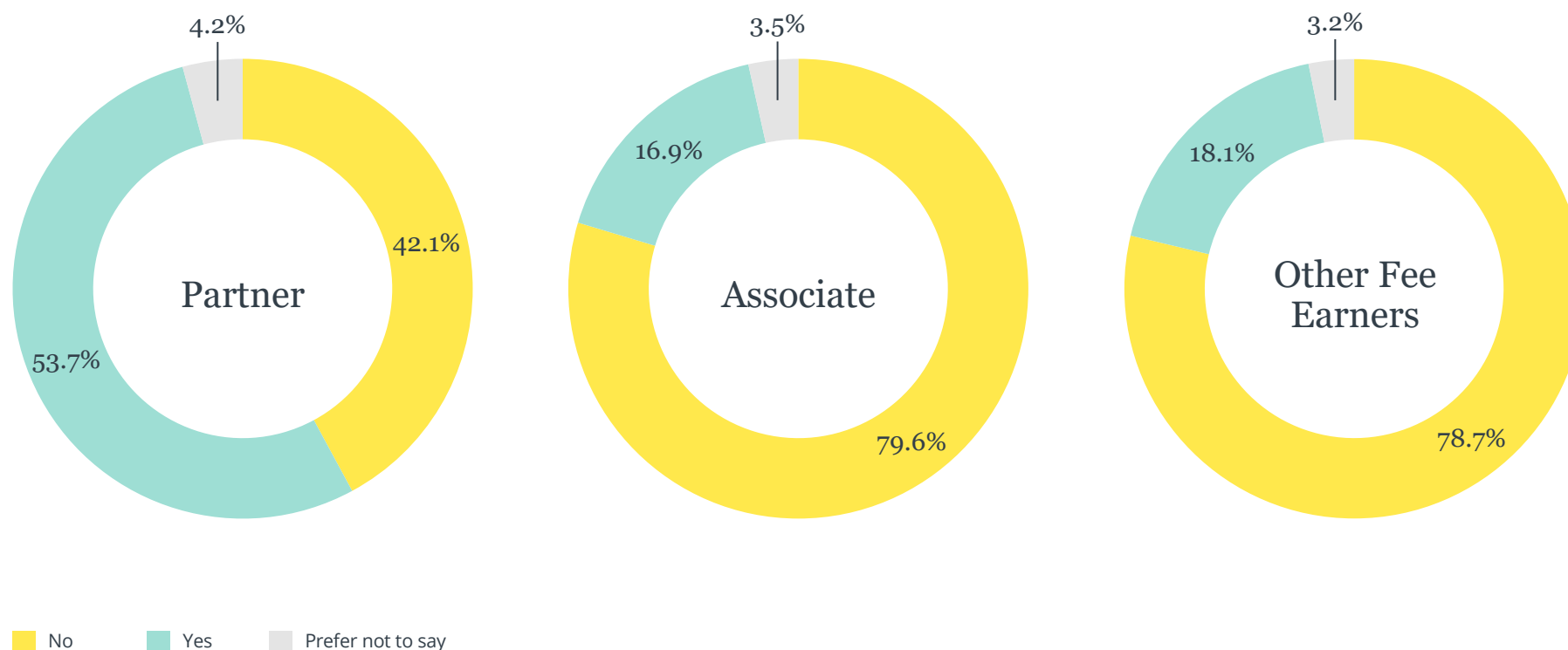




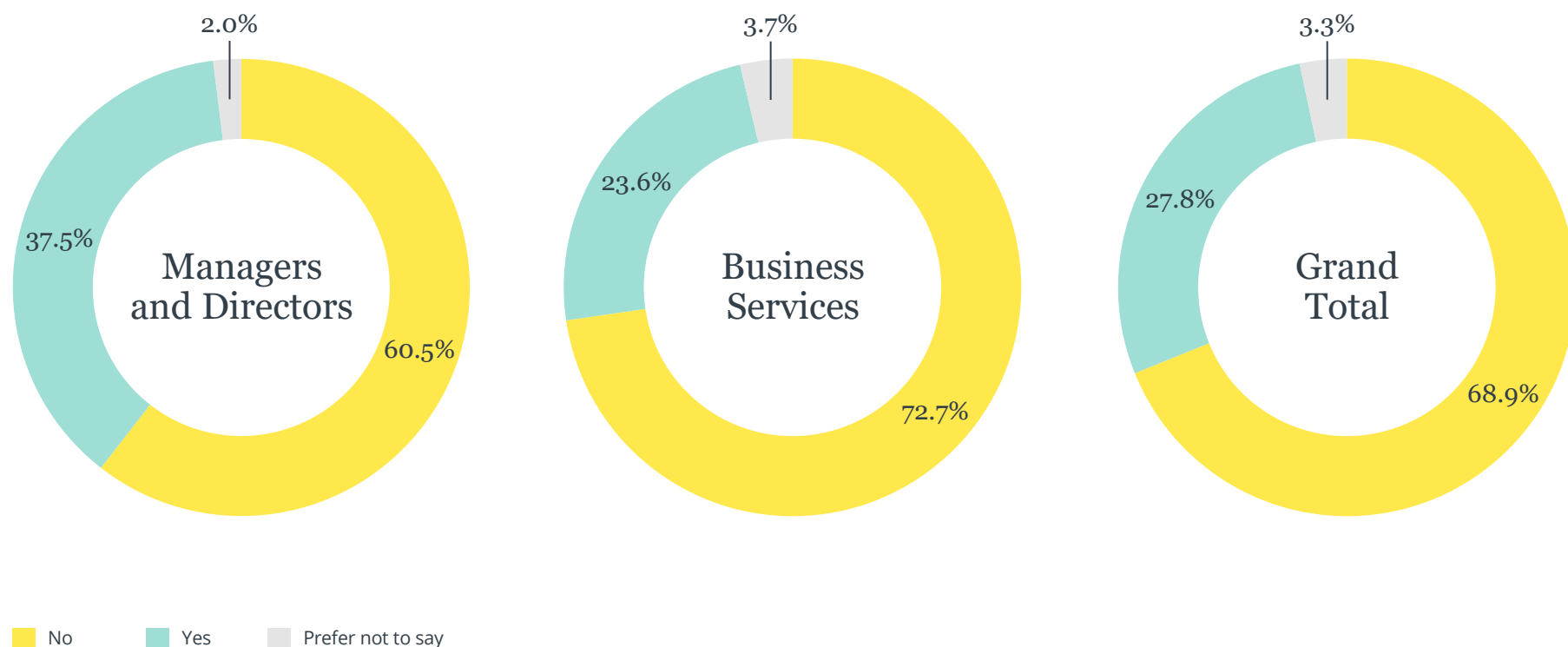
Caring Responsibilities



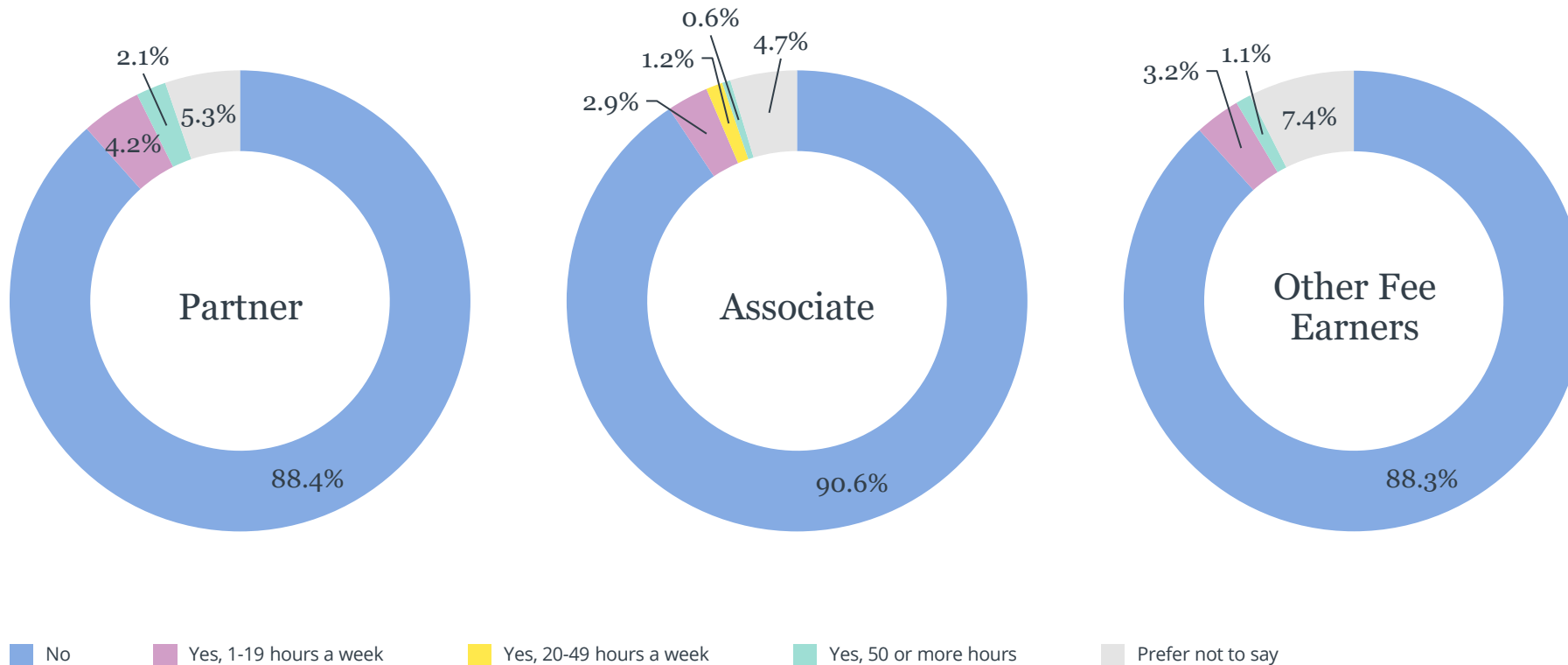
Are you a primary carer for a child or children under 18?



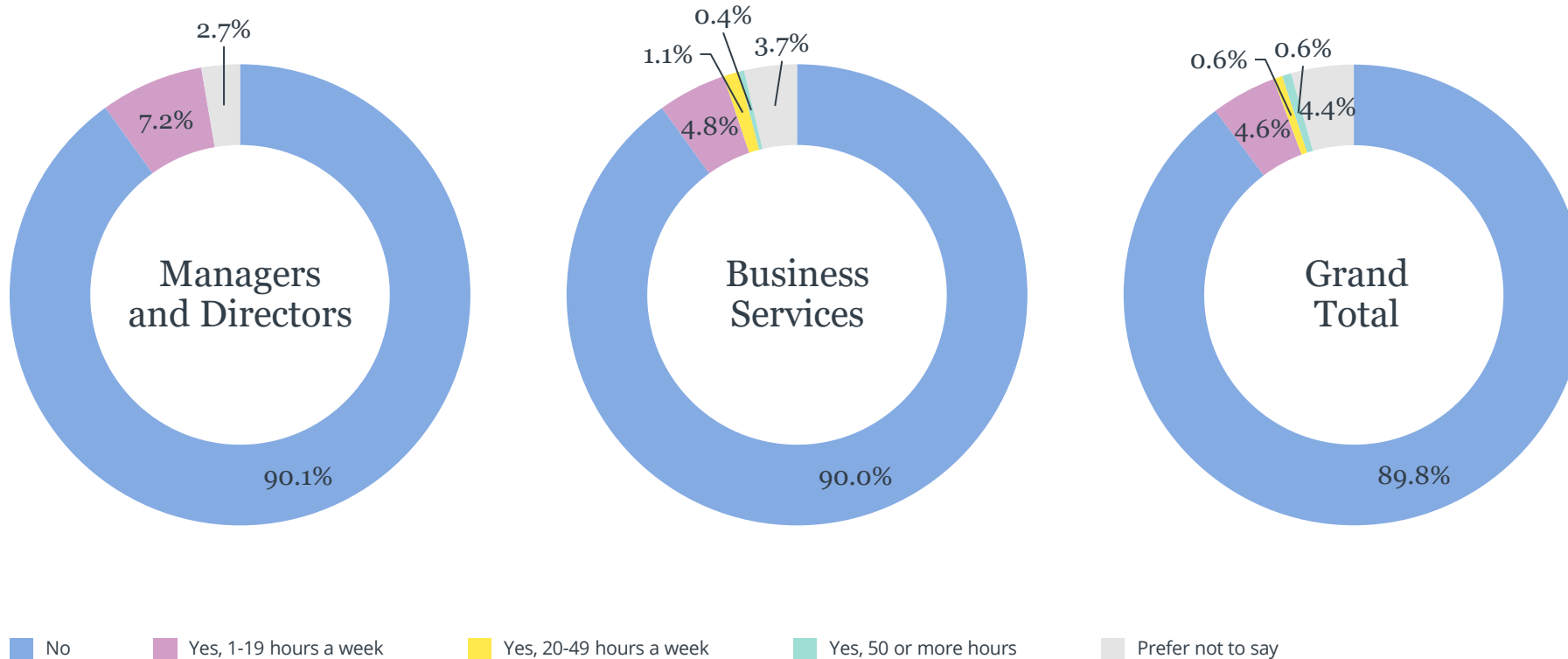
Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age?



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Your firm.



Thank you

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● *Hamburg* ● *Helsinki* ● *Hong Kong* ● *London* ● *Luxembourg* ● *Lyon* ● *Madrid* ● *Milan* ● *Munich* ● *Paris* ● *Prague* ● *Rome* ● *San Francisco* ● *Shanghai*
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