

EDI Statistics

DAC Beachcroft UK Entities
July 2025



Introduction

At DAC Beachcroft, we are committed to creating a workplace where everyone feels valued, respected and able to thrive. Equity, diversity and inclusion are central to our culture and to the way we serve our clients, colleagues and communities.

As part of our regulatory obligations and in line with our values of being supportive, clear, determined and creative, we publish our diversity data each year. This transparency is important to us: it helps us measure our progress, identify where we need to do more and hold ourselves accountable for building a truly inclusive organisation.

The data shared here reflects our workforce as at 22 July 2025, as required by the Solicitors Regulation Authority. These figures provide a snapshot of the diversity of our firm. They sit alongside the actions we are taking through developing our EDI Strategy to improve representation, remove barriers and ensure everyone has the opportunity to succeed at DAC Beachcroft.

This year's data will be followed by detailed analysis and commentary in our 2025 EDI Report, to be published at the start of 2026.



LLP



Age Bracket	Headcount %
16 to 24 years	6.07%
25 to 34 years	32.98%
35 to 44 years	26.79%
45 to 54 years	20.89%
55 to 64 years	11.96%
65+ years	1.31%

Gender	LLP
Female	45.45%
Male	54.55%

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Headcount %
No	94.11%
Yes	5.89%

Are your daily activities limited by a long-term (12 months or more) health problem or disability?	Headcount %
No	87.30%
Prefer not to say	4.51%
Yes - limited a little	7.56%
Yes - limited a lot	0.62%

Do you look after/care for someone with long term physical or mental ill health caused by disability or age?	Headcount %
No	86.25%
Prefer not to say	5.80%
Yes, 1 - 19 hours a week	5.93%
Yes, 20 - 49 hours a week	1.13%
Yes, 50 or more hours a week	0.88%

Are you a primary carer for a child or children under 18?	Headcount %
No	65.42%
Prefer not to say	1.94%
Yes	32.64%

Ethnicity	All Respondents	Business Support	Fee-Earner	Partner
African	1.14%	1.48%	1.19%	0.00%
Any other Asian background	0.90%	0.82%	0.95%	0.93%
Any other Black background	0.18%	0.49%	0.00%	0.00%
Any other ethnic group	0.90%	1.31%	0.72%	0.46%
Any other Mixed/Multiple background	0.90%	0.99%	0.84%	0.93%
Any other White background	8.90%	10.18%	8.11%	8.33%
Arab	0.36%	0.33%	0.48%	0.00%
Bangladeshi	0.42%	0.66%	0.36%	0.00%
British/English/Welsh/Northern Irish/Scottish	68.55%	68.14%	66.47%	77.78%
Caribbean	0.96%	1.31%	0.95%	0.00%
Chinese	0.96%	0.49%	1.55%	0.00%
Indian	2.59%	2.63%	3.10%	0.46%
Irish	5.71%	3.45%	7.16%	6.48%
Pakistani	1.02%	1.31%	0.95%	0.46%
Prefer not to say	4.45%	4.76%	4.42%	3.70%
White and Asian	1.02%	0.99%	1.31%	0.00%
White and Black African	0.48%	0.16%	0.84%	0.00%
White and Black Caribbean	0.48%	0.49%	0.60%	0.00%
White and Chinese	0.06%	0.00%	0.00%	0.46%
Sum:	100.00%	100.00%	100.00%	100.00%

Ethnic Group	All Respondents	Business Support	Fee-Earner	Partner
Asian or Asian British	5.29%	5.75%	5.85%	1.85%
Black or Black British	2.29%	3.28%	2.15%	0.00%
Mixed	2.95%	2.63%	3.58%	1.39%
Other Ethnic Groups	1.86%	1.81%	2.27%	0.46%
Prefer not to say	4.45%	4.76%	4.42%	3.70%
White	83.16%	81.77%	81.74%	92.59%
Sum:	100.00%	100.00%	100.00%	100.00%

Religion	Headcount %
Any other religion or belief	1.87%
Buddhist	0.62%
Hindu	1.25%
Jewish	0.55%
Muslim	2.35%
No religion or belief/Atheist	49.24%
Other Christian religion/belief	19.04%
Prefer not to say	6.86%
Protestant	7.62%
Roman Catholic	9.97%
Sikh	0.62%

Is your gender identity the same as your registered sex at birth?	Headcount %
No	1.60%
Yes	95.76%
Prefer not to say	2.64%

Sexual Orientation	Headcount %
Bi	2.22%
Gay/Lesbian	2.91%
Heterosexual	89.05%
Other preferred description	0.69%
Prefer not to say	5.13%

What is your Sex?	All Respondents	Business Support	Fee-Earner	Partner
Female	65.05%	70.11%	68.43%	37.04%
Male	33.83%	29.57%	30.15%	60.65%
Other preferred description	0.12%	0.16%	0.12%	0.00%
Prefer not to say	1.00%	0.16%	1.30%	2.31%
Sum:	100.00%	100.00%	100.00%	100.00%

Did either of your parents attend university and gain a degree (BA/BSc or equivalent) by the time you were 18?	All Respondents	Business Support	Fee-Earner	Partner
Don't know/not sure	2.39%	4.12%	1.30%	1.31%
No - neither of my parents attended university	53.31%	63.37%	46.58%	48.37%
Prefer not to say	5.91%	6.38%	5.86%	4.58%
Yes - one or both of my parents attended university	38.39%	26.13%	46.25%	45.75%
Sum:	100.00%	100.00%	100.00%	100.00%

Which type of school did you attend for the most time between the ages 11 and 16?	Headcount %
Attended school outside the UK	11.44%
Independent fee paying school	15.05%
Independent fee paying school (>90% bursary covered)	2.64%
Other/Don't know	3.33%
Prefer not to say	3.74%
State-run or state-funded school (non-selective)	52.50%
State-run or state-funded school (selective on academic/faith/other grounds)	11.30%

Respondents who have been in social care in the UK or elsewhere:	Headcount %
No	95.42%
Prefer not to say	3.75%
Yes	0.83%

Was your family eligible for free school meals or income support?	Headcount %
Both	4.09%
Don't know	11.31%
Free school meals	5.00%
Income support	1.87%
Neither	73.07%
Prefer not to say	4.65%

What was the occupation of your main household earner when you were about 14?	Headcount %
Clerical and intermediate occupations*	4.23%
Long term unemployed*	1.93%
Modern professional and traditional professional*	36.40%
Other*	9.41%
Prefer not to say	7.78%
Routine/semi-routine manual and service occupations*	10.82%
Senior/middle/junior managers or administrators*	13.64%
Small business owners who employed less than 25 people*	7.64%
Technical and craft occupations*	8.15%

Have you attended University (to study a BA or BSc course or higher)?	All Respondents	Business Support	Fee-Earner	Partner
No	19.14%	45.67%	3.97%	0.00%
Prefer not to say	2.64%	2.76%	2.55%	2.58%
Yes	78.22%	51.57%	93.48%	97.42%
Sum:	100.00%	100.00%	100.00%	100.00%

Respondents who attended a Russell Group University:	All Respondents	Business Support	Fee-Earner	Partner
No	20.62%	47.95%	4.06%	0.00%
Other / non-Russell Group	42.69%	38.79%	47.40%	37.84%
Prefer not to say	1.29%	0.97%	1.30%	2.16%
Russel Group	35.39%	12.28%	47.24%	60.00%
Sum:	100.00%	100.00%	100.00%	100.00%

Respondents who attended Oxbridge:	All Respondents	Business Support	Fee-Earner	Partner
No	20.62%	47.95%	4.06%	0.00%
Other / non-Oxbridge	73.52%	50.29%	89.61%	84.32%
Oxbridge	4.57%	0.78%	5.03%	13.51%
Prefer not to say	1.29%	0.97%	1.30%	2.16%
Sum:	100.00%	100.00%	100.00%	100.00%

CSG



Age Bracket	Headcount %
16 to 24 years	16.88%
25 to 34 years	28.32%
35 to 44 years	24.23%
45 to 54 years	18.63%
55 to 64 years	11.11%
65+ years	0.84%

Gender	CSG
Female	48.15%
Male	51.85%

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Headcount %
No	94.64%
Yes	5.36%

Are your daily activities limited by a long-term (12 months or more) health problem or disability?	Headcount %
No	88.58%
Prefer not to say	4.38%
Yes - limited a little	6.40%
Yes - limited a lot	0.64%

Do you look after/care for someone with long term physical or mental ill health caused by disability or age?	Headcount %
No	84.70%
Prefer not to say	5.74%
Yes, 1 - 19 hours a week	7.27%
Yes, 20 - 49 hours a week	1.15%
Yes, 50 or more hours a week	1.15%

Are you a primary carer for a child or children under 18?	Headcount %
No	66.92%
Prefer not to say	2.35%
Yes	30.74%

Ethnicity	All Respondents	Business Support	Fee-Earner	Partner
African	1.81%	0.80%	2.40%	0.00%
Any other Asian background	1.29%	0.80%	1.64%	0.00%
Any other Black background	0.26%	0.00%	0.38%	0.00%
Any other ethnic group	0.77%	0.00%	1.13%	0.00%
Any other Mixed/Multiple background	1.38%	1.20%	1.26%	2.50%
Any other White background	7.14%	12.05%	5.93%	5.00%
Arab	0.09%	0.00%	0.13%	0.00%
Bangladeshi	1.03%	0.80%	1.26%	0.00%
British/English/Welsh/Northern Irish/Scottish	64.97%	63.86%	62.67%	82.50%
Caribbean	0.95%	1.61%	0.63%	1.67%
Chinese	1.20%	1.20%	1.39%	0.00%
Indian	0.09%	0.00%	0.13%	0.00%
Irish	5.77%	5.62%	6.43%	1.67%
Pakistani	2.50%	2.01%	2.40%	4.17%
Prefer not to say	5.68%	3.21%	7.31%	0.00%
White and Asian	3.18%	4.82%	2.90%	1.67%
White and Black African	0.95%	1.20%	0.88%	0.83%
White and Black Caribbean	0.34%	0.00%	0.50%	0.00%
White and Chinese	0.60%	0.80%	0.63%	0.00%
Sum:	100.00%	100.00%	100.00%	100.00%

Ethnic Group	All Respondents	Business Support	Fee-Earner	Partner
Asian or Asian British	13.86%	10.44%	16.77%	1.67%
Black or Black British	3.01%	2.41%	3.40%	1.67%
Mixed	3.27%	3.21%	3.28%	3.33%
Other Ethnic Groups	2.07%	1.20%	2.65%	0.00%
Prefer not to say	3.18%	4.82%	2.90%	1.67%
White	74.61%	77.91%	71.00%	91.67%
Sum:	100.00%	100.00%	100.00%	100.00%

Religion	Headcount %
Any other religion or belief	1.38%
Buddhist	0.53%
Hindu	1.49%
Jewish	0.42%
Muslim	7.01%
No religion or belief/Atheist	42.78%
Other Christian religion/belief	20.06%
Prefer not to say	5.20%
Protestant	6.79%
Roman Catholic	11.57%
Sikh	2.76%

Is your gender identity the same as your registered sex at birth?	Headcount %
No	1.49%
Yes	96.27%
Prefer not to say	2.24%

Sexual Orientation	Headcount %
Bi	2.67%
Gay/Lesbian	2.77%
Heterosexual	90.30%
Other preferred description	0.21%
Prefer not to say	4.05%

What is your Sex?	All Respondents	Business Support	Fee-Earner	Partner
Female	65.94%	67.73%	68.33%	45.83%
Male	33.22%	31.08%	30.95%	53.33%
Prefer not to say	0.84%	1.20%	0.73%	0.83%
Sum:	100.00%	100.00%	100.00%	100.00%

Did either of your parents attend university and gain a degree (BA/BSc or equivalent) by the time you were 18?	All Respondents	Business Support	Fee-Earner	Partner
Don't know/not sure	2.76%	5.56%	2.04%	1.25%
No - neither of my parents attended university	61.65%	65.56%	60.78%	58.75%
Prefer not to say	7.02%	7.22%	7.25%	5.00%
Yes - one or both of my parents attended university	28.57%	21.67%	29.93%	35.00%
Sum:	100.00%	100.00%	100.00%	100.00%

Which type of school did you attend for the most time between the ages 11 and 16?	Headcount %
Attended school outside the UK	6.40%
Independent fee paying school	8.10%
Independent fee paying school (>90% bursary covered)	1.60%
Other/Don't know	5.65%
Prefer not to say	4.90%
State-run or state-funded school (non-selective)	60.77%
State-run or state-funded school (selective on academic/faith/other grounds)	12.58%

Respondents who have been in social care in the UK or elsewhere:	Headcount %
No	96.70%
Prefer not to say	2.88%
Yes	0.43%

Was your family eligible for free school meals or income support?	Headcount %
Both	5.65%
Don't know	12.79%
Free school meals	6.40%
Income support	1.28%
Neither	68.34%
Prefer not to say	5.54%

What was the occupation of your main household earner when you were about 14?	Headcount %
Clerical and intermediate occupations*	5.14%
Long term unemployed*	2.17%
Modern professional and traditional professional*	30.02%
Other*	11.64%
Prefer not to say	9.59%
Routine/semi-routine manual and service occupations*	13.01%
Senior/middle/junior managers or administrators*	12.67%
Small business owners who employed less than 25 people*	7.65%
Technical and craft occupations*	8.11%

Have you attended University (to study a BA or BSc course or higher)?	All Respondents	Business Support	Fee-Earner	Partner
No	25.11%	50.00%	20.07%	5.41%
Prefer not to say	3.10%	3.30%	3.10%	2.70%
Yes	71.79%	46.70%	76.84%	91.89%
Sum:	100.00%	100.00%	100.00%	100.00%


Respondents who attended a Russell Group University:	All Respondents	Business Support	Fee-Earner	Partner
No	26.61%	55.50%	20.94%	4.63%
Other / non-Russell Group	50.41%	34.55%	54.51%	57.41%
Prefer not to say	1.41%	0.52%	1.99%	0.00%
Russel Group	21.57%	9.42%	22.56%	37.96%
Sum:	100.00%	100.00%	100.00%	100.00%

Respondents who attended Oxbridge:	All Respondents	Business Support	Fee-Earner	Partner
No	26.61%	55.50%	20.94%	4.63%
Other / non-Oxbridge	71.04%	43.98%	76.17%	92.59%
Oxbridge	0.94%	0.00%	0.90%	2.78%
Prefer not to say	1.41%	0.52%	1.99%	0.00%
Sum:	100.00%	100.00%	100.00%	100.00%



dacbeachcroft.com

 Follow us: @dacbeachcroft

 Connect with us: DAC Beachcroft LLP

DAC Beachcroft publications are created on a general basis for information only and do not constitute legal or other professional advice. No liability is accepted to users or third parties for the use of the contents or any errors or inaccuracies therein. Professional advice should always be obtained before applying the information to particular circumstances. For further details please go to www.dacbeachcroft.com/en/gb/about/legal-notice. Please also read our DAC Beachcroft Group privacy policy at www.dacbeachcroft.com/en/gb/about/privacy-policy. By reading this publication you accept that you have read, understood and agree to the terms of this disclaimer. The copyright in this communication is retained by DAC Beachcroft. © DAC Beachcroft.

