

2025

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# Myerson Solicitors Diversity Report

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## Fostering diversity that's authentically inclusive. Connected by togetherness.

At Myerson, our culture is what makes us truly unique. As a 100% employee-owned law firm, we believe in shared success. We value and celebrate the diversity of our people, recognising that it is our different backgrounds, experiences and perspectives that shape our success. We are proud to have built a workplace where individuality is respected and everyone is supported to thrive, both in their careers and in their personal lives. Trust, respect and wellbeing are at the core of our culture - fostering a sense of belonging and purpose in all that we do.

### Our Diversity Data

Each year, Myerson collects, reports, and publishes data on the diversity of our workforce. The data contained in this report is based on our most recent employee survey, conducted in Spring 2025, which achieved a response rate of 79%.

In addition to publishing our findings, we also report our diversity statistics to the Solicitors Regulation Authority (SRA), which uses this information to support and promote diversity across the legal profession.

## Our people at a glance

**73%**

of our respondents are female – notably higher than the national average of **53%**.

**9%**

are part of our Emerging Talent Programme, which supports employees in the early years of their legal profession.

**5%**

consider themselves to have a disability or health condition that limits their daily activities.

**12%**

disclosed that they are from an ethnic minority background.

**7%**

of employees identify as LGBT+.

**77%**

attended a state-run or state-funded school.

**32%**

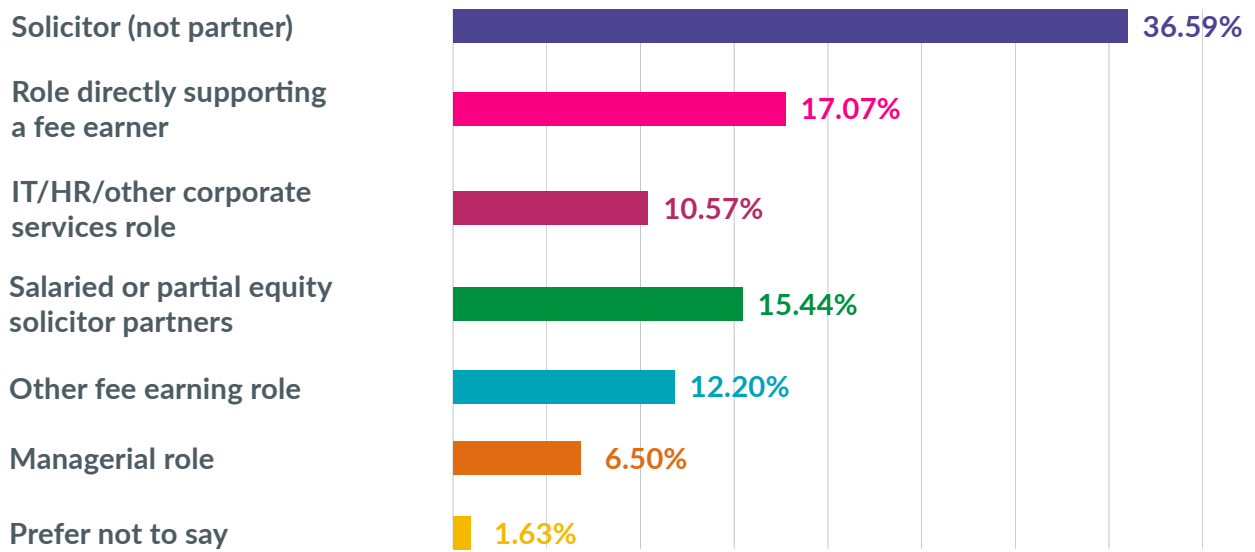
are primary carers for children under the age of 18.

**6.5%**

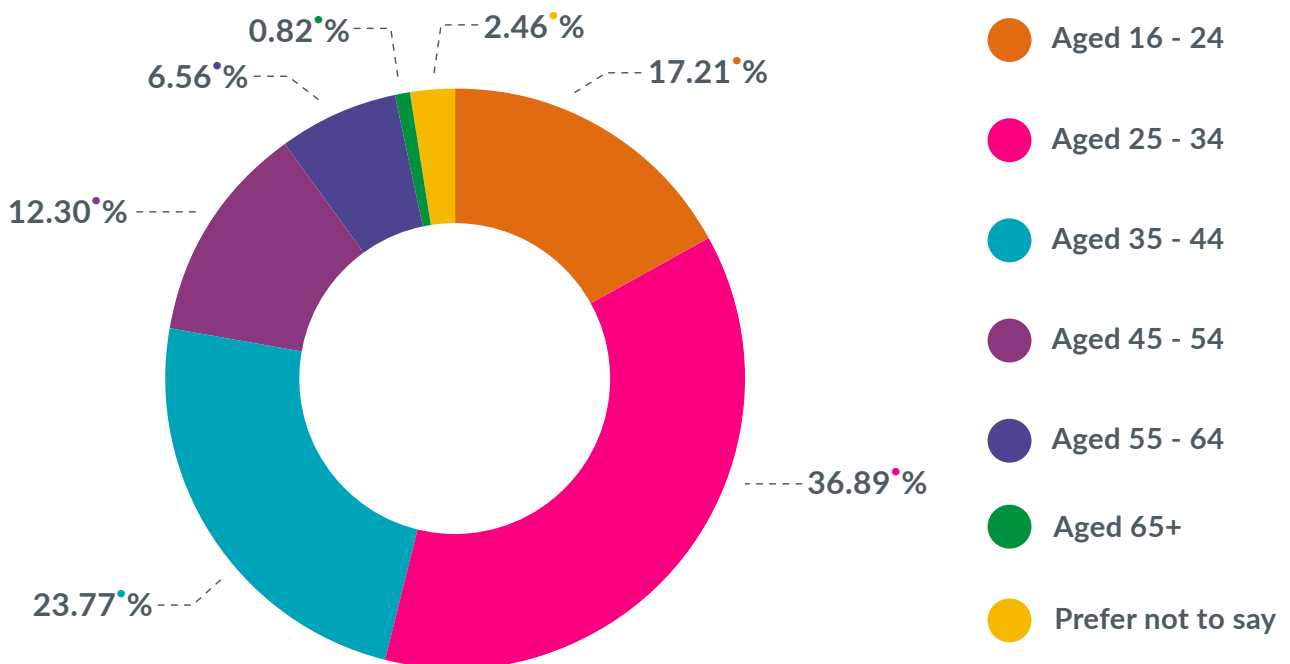
have caring responsibilities for someone with a disability.



## Which best describes your role in the firm?



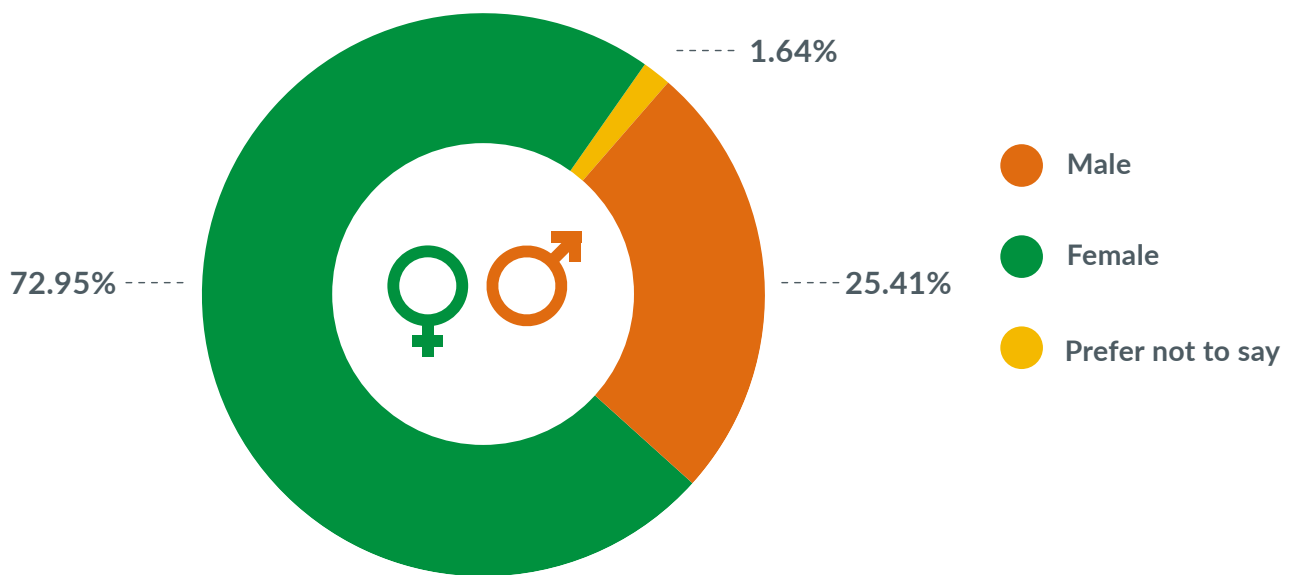
## Which age category are you in?



## What is your sex?

At Myerson, we are proud that **73%** of our people are female, which is **20%** higher than the legal sector average\*.

We're committed to supporting equality across the Firm and providing all of our people with the opportunities and resources they need to succeed in their career.



**98%** of respondents identify with the same sex as registered at birth, while **2%** preferred not to say.

## Our people

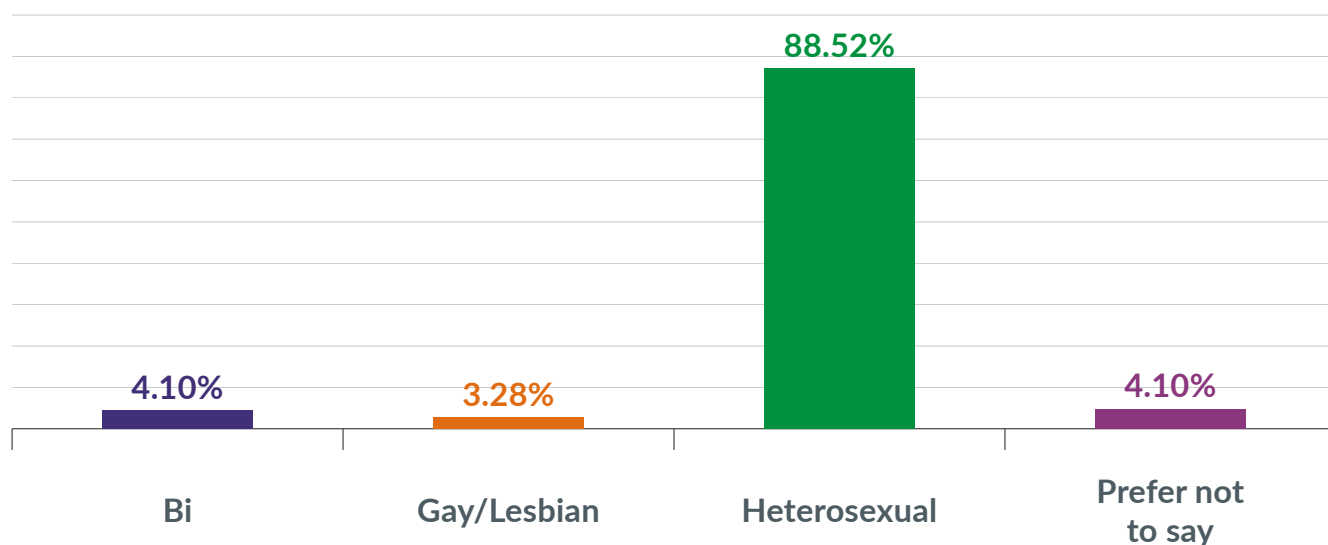
- 60% of our Heads of Department are female.
- 58% of our salaried Partners are female, which is 11% higher than the legal sector average\*.
- A third of our Board are female.

\*Based on the SRA's Summer 2023 Diversity data

At Myerson, we're committed to creating an inclusive environment where everyone feels safe, respected, and supported.

## What is your sexual orientation?

In this year's Diversity Survey, **7.38%** of our people identified as LGBT+.

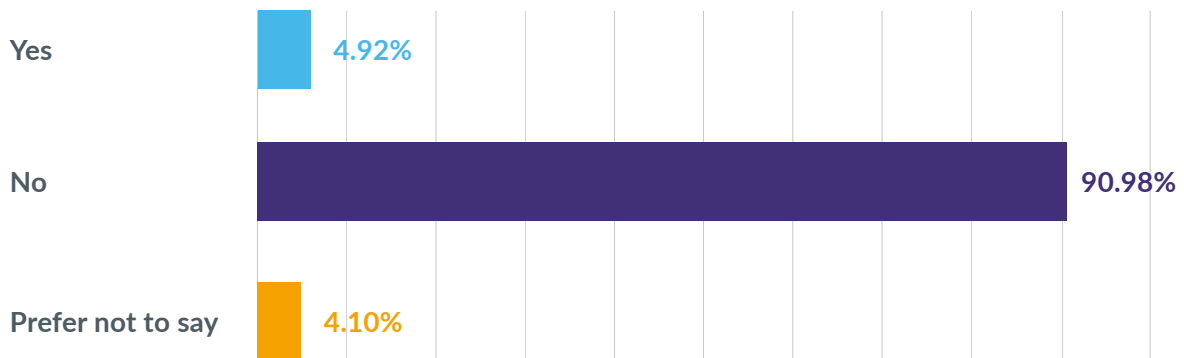


### Initiatives at Myerson

- In August 2025, Myerson are the official sponsor of the Manchester Young Professional's Pride Social, hosted at Kampus in Manchester.
- For Pride Month in June 2025, Myerson distributed a number of blogs, podcasts and other resources to cover a range of issues, particularly how our Family Law team are able to support LGBT+ couples.

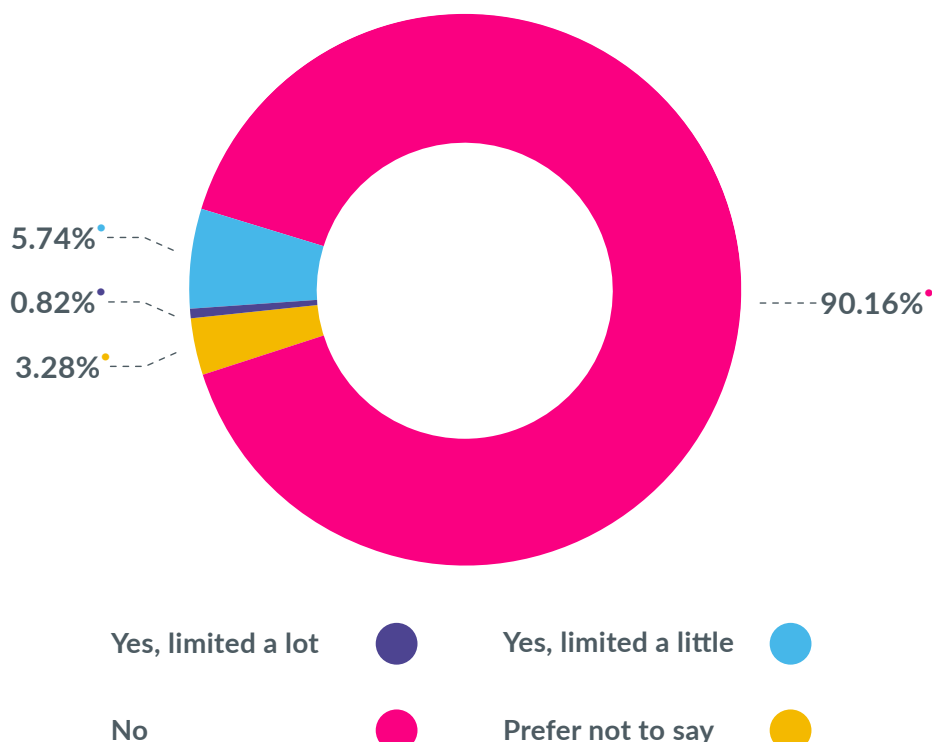
4.92% of our employees consider themselves to have a disability and 6.56% of our employees' day-to-day activities are limited due to a health problem or disability. At Myerson, we have fostered open communication and created an inclusive, accessible environment where employees feel comfortable and supported to ask for reasonable adjustments where needed.

## 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.

## 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?

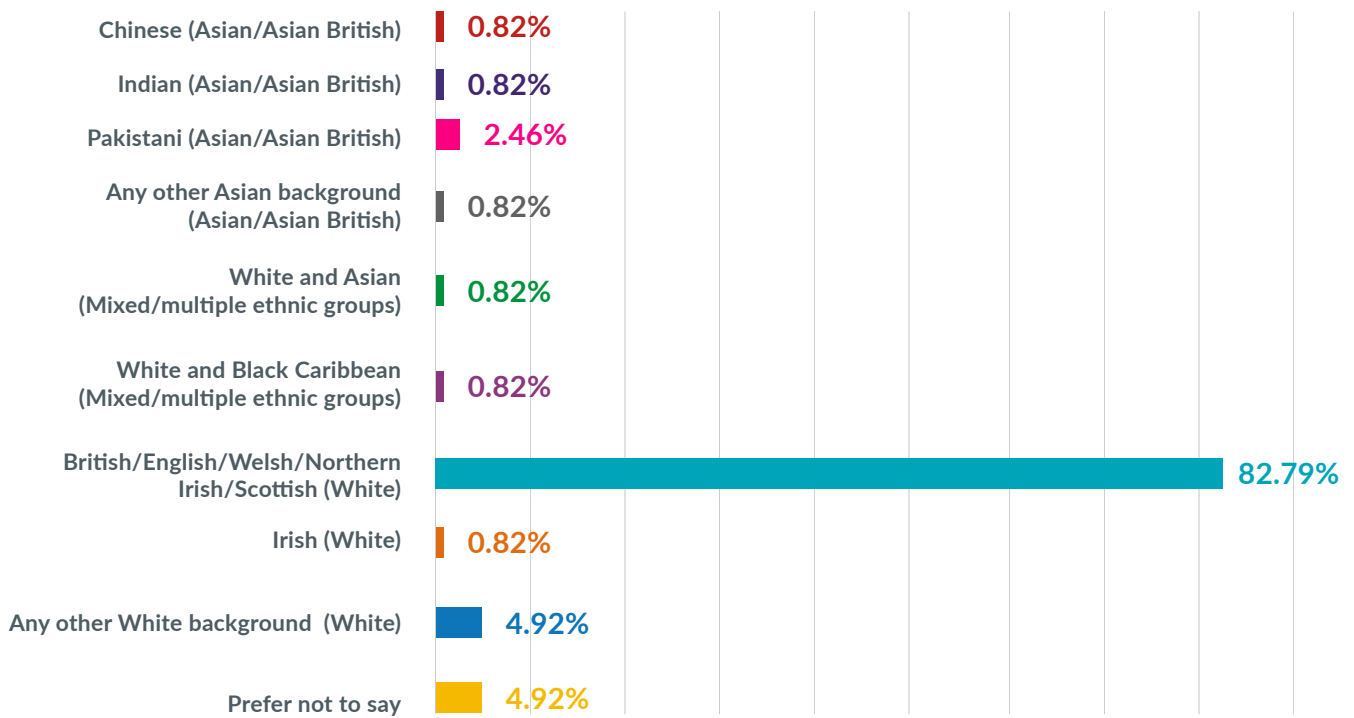


Yes, limited a lot (dark blue circle)      Yes, limited a little (light blue circle)  
 No (pink circle)      Prefer not to say (yellow circle)

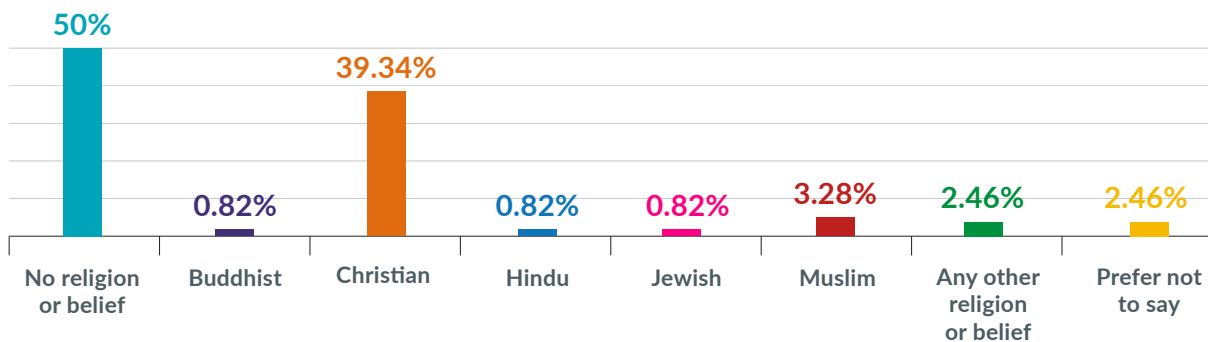
## Initiatives at Myerson

- We have delivered firmwide learning on various topics such as neurodiversity in the workplace, menopause awareness and support for colleagues going through the menopause.
- We offer inclusive recruitment processes, such as accessible job application platforms and alternative and accommodating interview formats.
- We provide flexible working hours and hybrid working options to employees. We have also adapted various workstations and implemented assistive equipment or software for any staff who need adjustments.
- All employees are able to join the private healthcare scheme and all have access to our Employee Assistance Programme.

## What is your ethnic group?



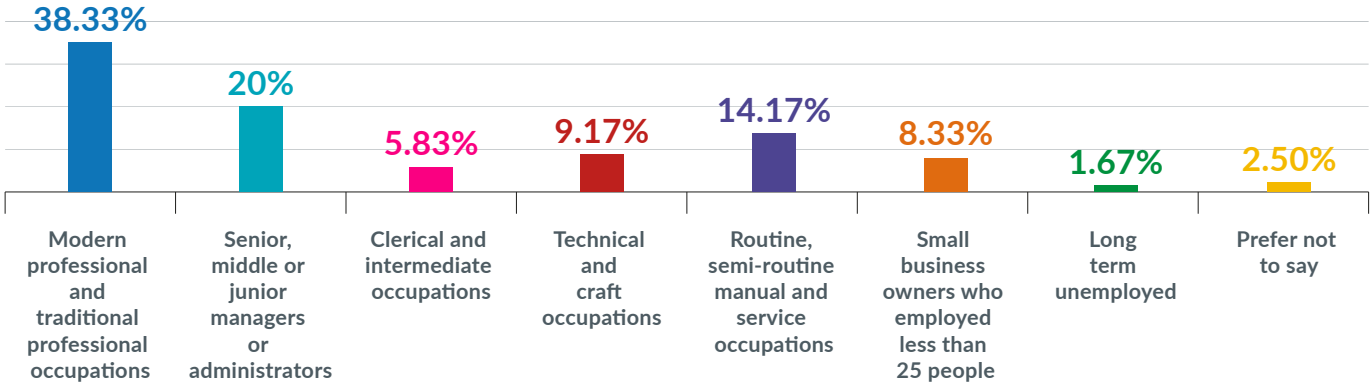
## What is your religion or belief?



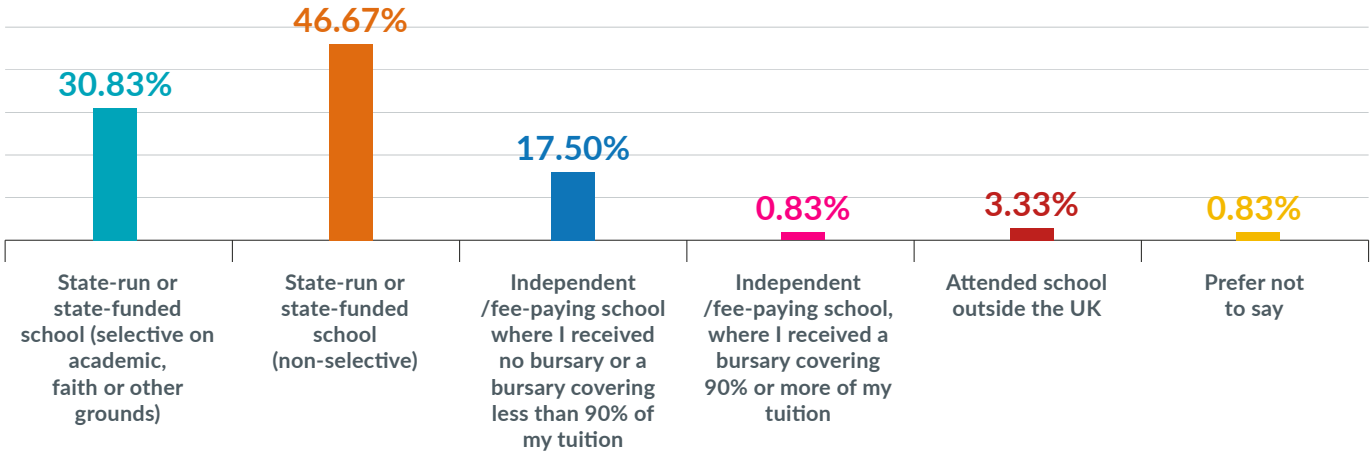
## Initiatives at Myerson

- For the past two years, we have hosted a Ramadan 'Break Your Fast' social. A number of employees have also joined our Muslim colleagues by observing the rules of fasting for the day before all coming together at sunset for a traditional feast to break the fast.
- We ensure that where possible, all of our external caterers and venues for social events offer Halal and Kosher options.

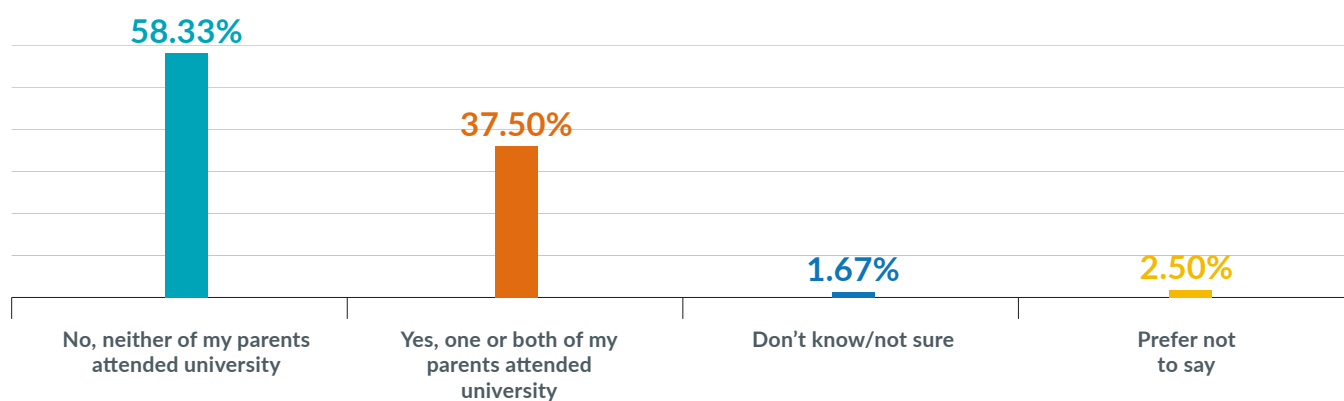
## What was the occupation of your main household earner when you were about 14?



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



## Did either of your parents attend university by the time you were 18?



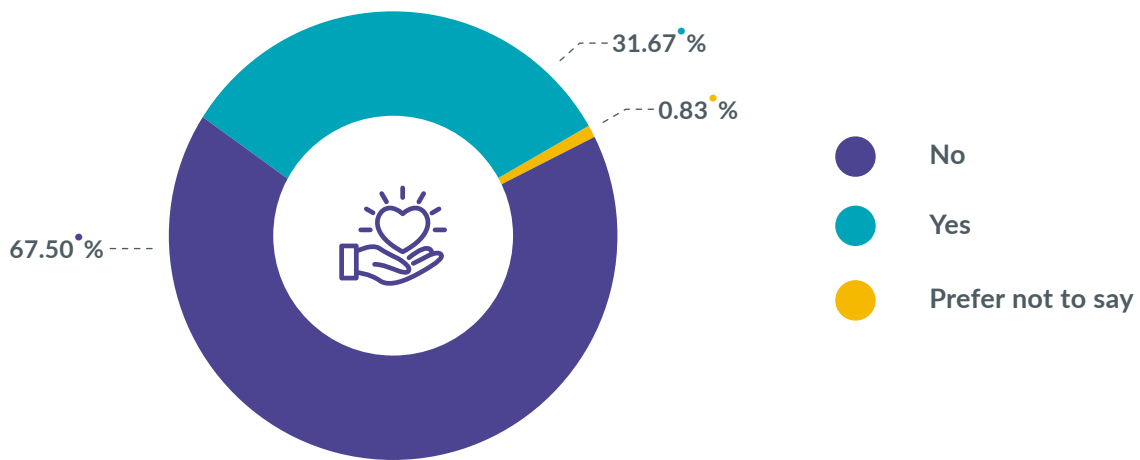
## Initiatives at Myerson

- As part of our Emerging Talent Programme, we launched our Solicitor Apprenticeship programme in 2022, to provide an alternative route into the legal profession that doesn't require the traditional university path. This helps to open the door into the legal profession for individuals from a wide range of backgrounds and education.
- We attend numerous careers fairs, mock interviews and open days at a range of schools and colleges across the Trafford, Cheshire and Greater Manchester regions.
- We offer a Summer Vacation Scheme every year, giving up to 10 students the opportunity to spend a week with us and experience working in various departments across the Firm.

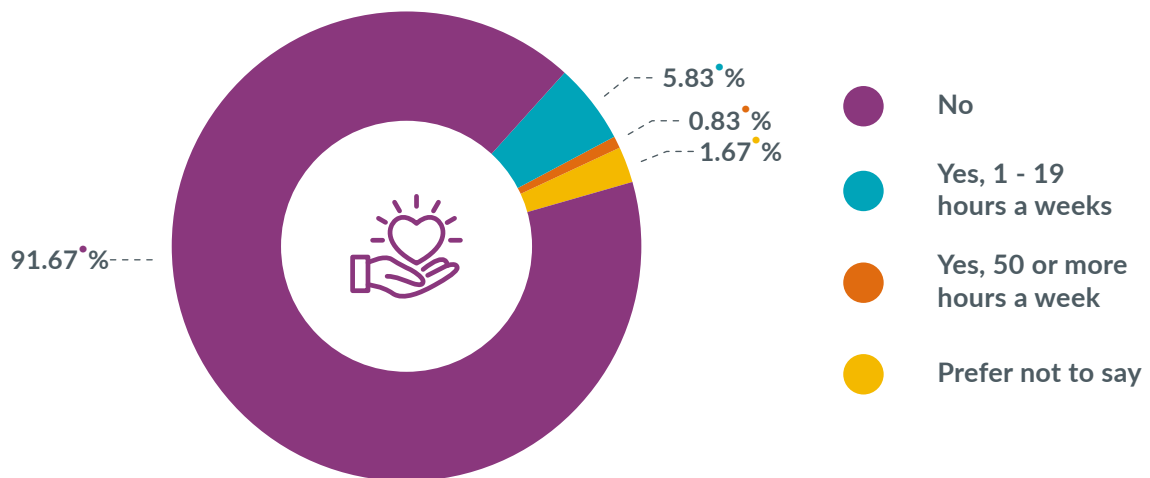
**31.67%** of our people are primary carers for a child or children under the age of 18 and **6.66%** of our employees care for someone with long term health conditions.

We recognise the importance of family commitments and we are dedicated to supporting our employees to help balance any caring responsibilities alongside work. In our 2024 Employee Engagement Survey, **84%** of employees agreed/strongly agreed that they were able to maintain a reasonable balance between work and personal life and we are committed to supporting employees with any 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)?



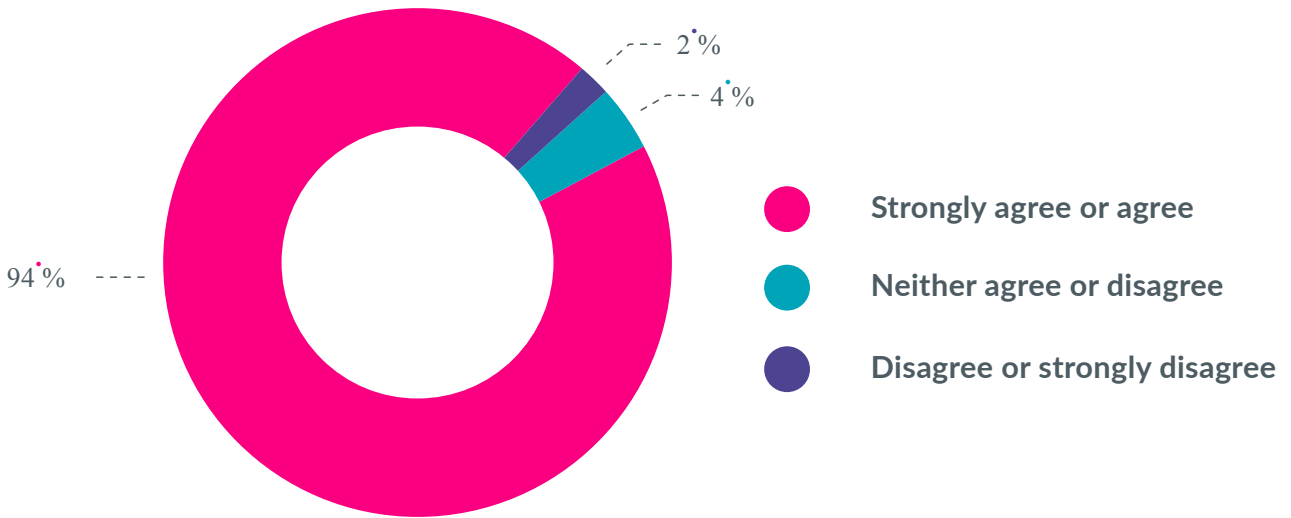
## Initiatives at Myerson

- We recognise the value of all parents having the opportunity to spend time with their families in the first year of parenthood. As a result of this, we have enhanced our Family Leave policies and now offer 4 weeks full paternity pay and 16 weeks enhanced maternity, adoption and shared parental pay.
- For the past two years we have hosted a 'New Parents Lunch' for all of our new and expectant parents in the Firm. This event is a great opportunity for us to provide a supportive and inclusive environment for our Myerson parents to connect and share experiences.
- Our Smart Working Policy has been designed to facilitate a better balance between work and personal life, including hybrid working options and flexible start and finish times. Additionally, just under 20% of the Firm have a flexible working arrangement.

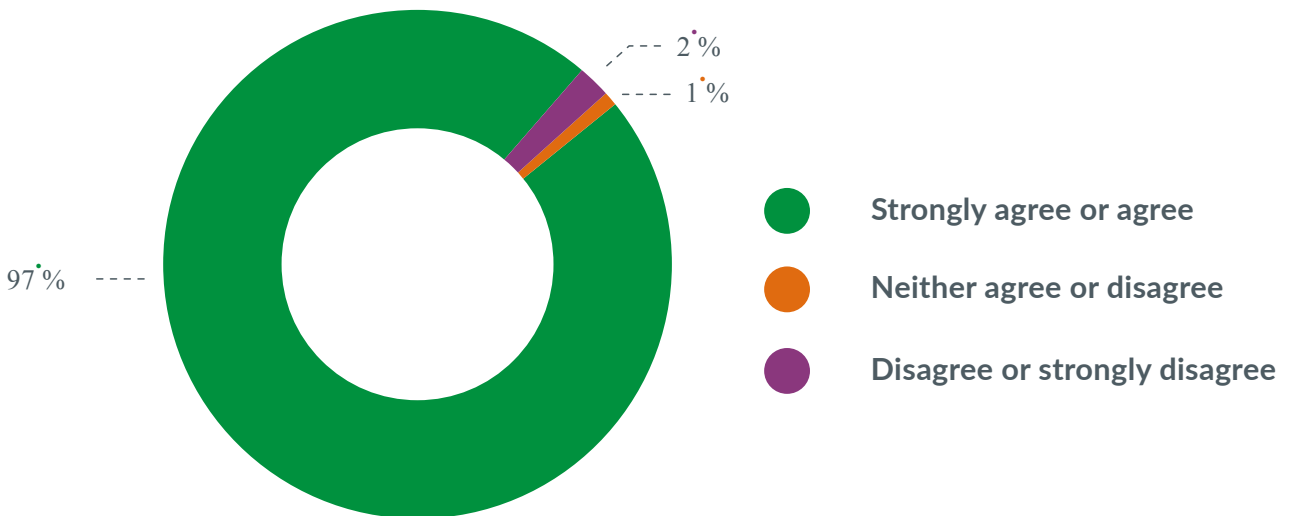
# Inclusion at Myerson

At Myerson, fostering a culture of respect and inclusivity is central to who we are. Our 2024 Employee Engagement Survey results help us to understand how supported our people feel, including whether employees believe they are treated fairly and with respect and feel a sense of belonging within the organisation.

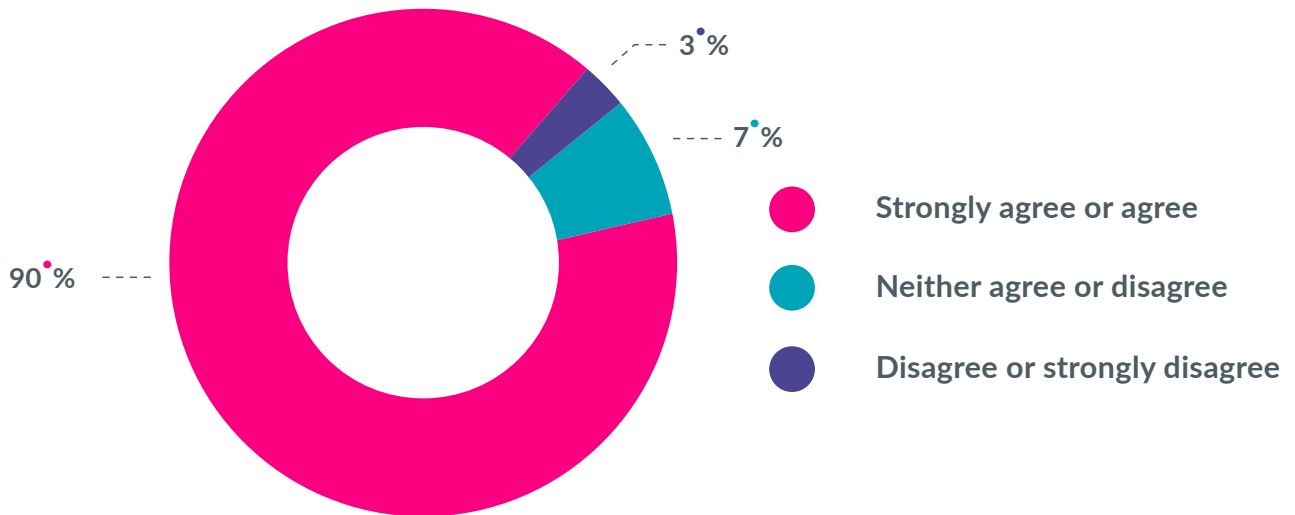
## People treat one another with trust and mutual respect within the firm



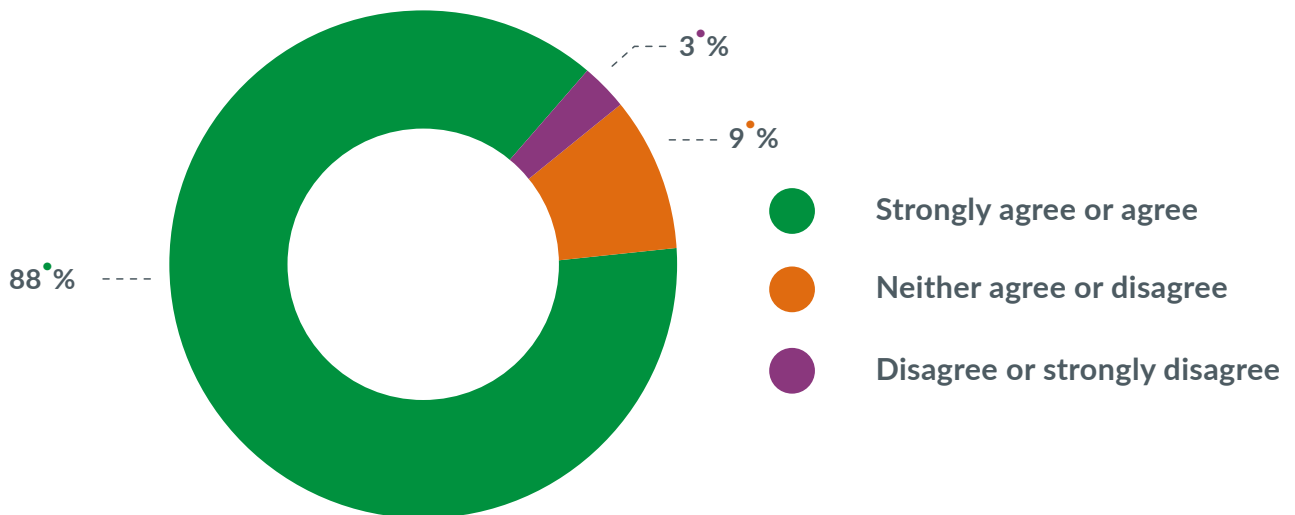
## Employees are treated fairly regardless of race, gender, age, religion or sexual orientation



## I feel a strong sense of belonging in my team



## I feel recognised and valued for the work I do



# About Myerson

We are an independent law firm delivering the highest quality service to businesses and individuals across the UK and internationally. Recognised as a Top 200 UK Law Firm, Myerson is driven by determination and enthusiasm to support our people.

Find out more about our core values [here](#).



WINNER  
BEST WORKPLACE  
WELLBEING



## We're employee-owned



Proudly  
employee  
owned.

In September 2024, Myerson proudly became the first law firm in Manchester to transition to 100% employee-ownership. With over 160 employees and 25+ partners, we are one of the largest employee-owned organisations in the UK and a significant force within the legal industry. This milestone unites us as one team, giving every employee a shared stake in our success. By empowering our people, we strengthen the collaborative culture at the heart of Myerson, attract top talent, and ensure our firm's future is shaped by those who make it exceptional.

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