

Diversity Report Firms 2025



Introduction

We conduct our diversity data collection from our regulated CILEX Authorised firms every two years. We collected the data in 2025 between August and September. As in previous years, we supported our firms by collecting the data directly from firms’ staff. The diversity questionnaire was issued to 66 individuals and we received 40 responses, giving a response rate of 61%. To protect respondent anonymity—and because cross-analysis of a dataset of this size would not produce reliable insights — this report presents only a high-level analysis.

Findings for diversity characteristics

Firm size

Number of respondents (NoR) = 37

Responses were received from owners and employees of regulated firms, with firm sizes ranging from a single owner/employee to 11–15 owner/employees.

The highest proportion of respondents (32%) reported working in firms with one owner/employee. In 2023, the largest proportion of respondents was similar at 31%, although this was among those working in firms with 6–10 owner/employees.

A further 19% of respondents worked in firms with 3–5 owner/employees, and another 19% in firms with 6–10 owner/employees.

Additionally, 8% of respondents selected “prefer not to say” (PNS), and the same percentage did not answer this question.



Gender

NoR = 39

The proportion of males working in CRL firms has decreased since 2023, while the female-to-male ratio in CILEX membership has remained stable over the same period.

In 2025, males made up 18% of those working in firms, compared with 22% of males in CILEX membership (Figure 1). This represents a decline from 2023, when males working in firms was 31%.

In contrast, the proportion of females working in firms increased. In 2025, 79% of females worked in firms, compared with 65% in 2023, and this remains higher than the proportion of females in CILEX membership.

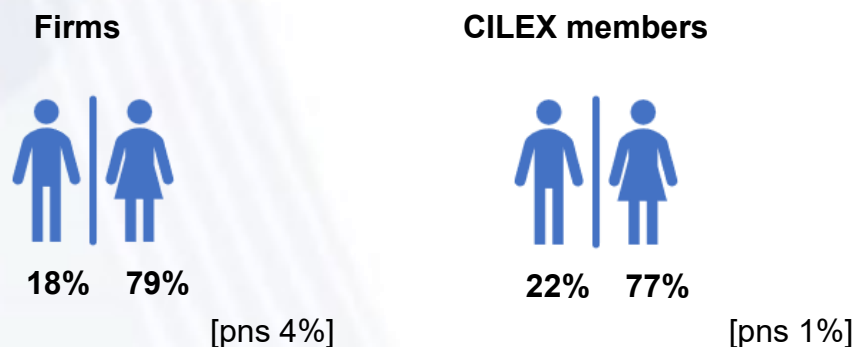


Figure 1

Chart 1 shows how the gender split in CRL firms has varied since 2021.

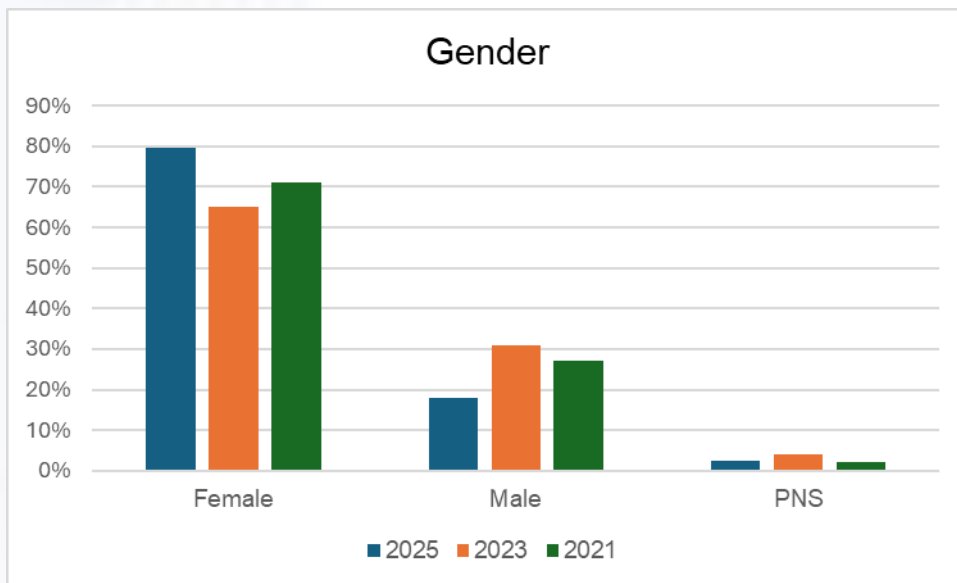


Chart 1

Age

NoR = 40

The age range of people working in CRL firms is shown in Chart 2.

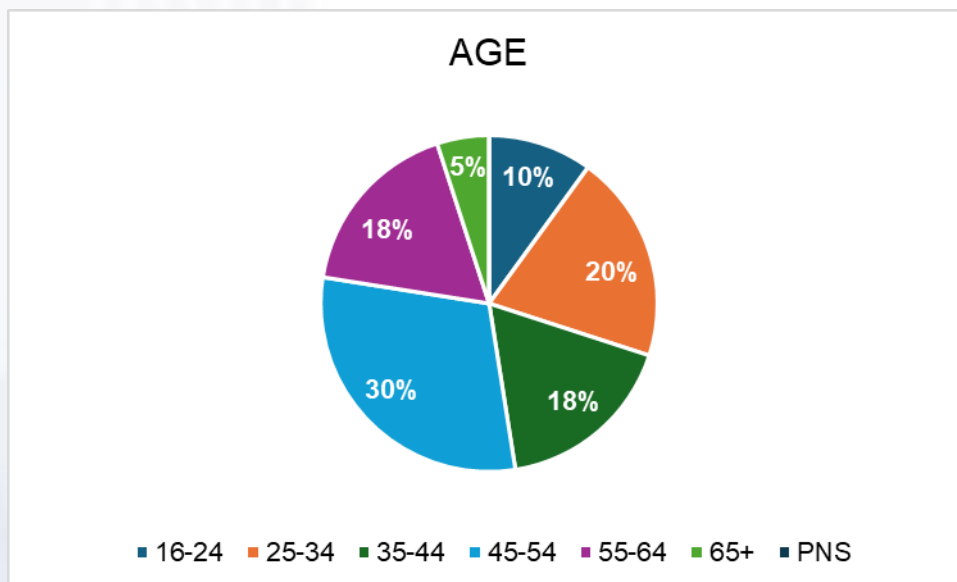


Chart 2

A comparison of the age profile of firms from 2025 to 2021 is shown in Chart 3. The proportion of individuals aged 45–54 has continued to rise over this period. Although there was a decline in the 55–64 age group in 2023, the percentage increased again in 2025, reaching a level higher than in 2021.



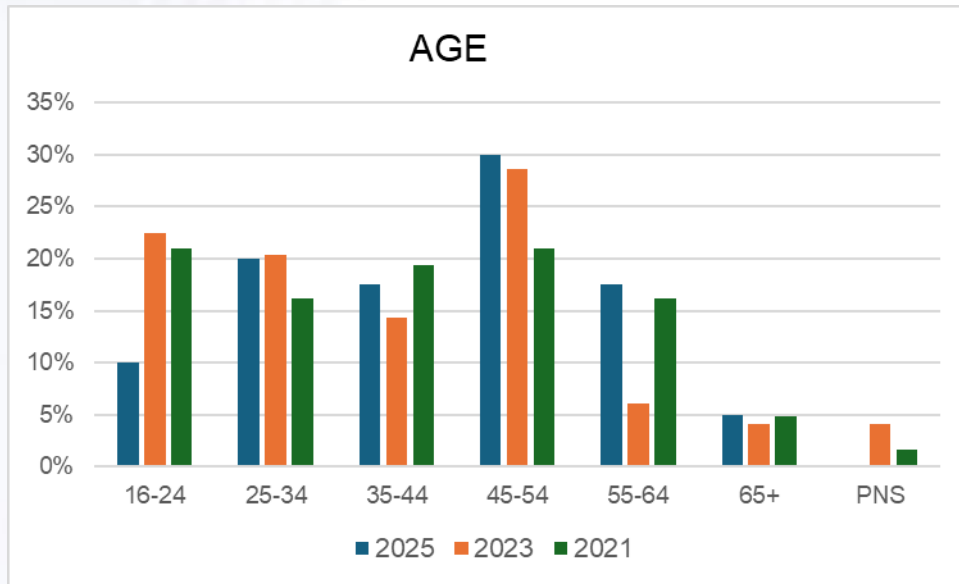


Chart 3

Ethnicity

NoR = 39

In 2025, the proportion of Black, Asian and minority ethnic people within firms is 21%, higher than the CILEX membership figure of 15% (Figure 2). This contrasts with 2021, when the proportion within firms (15%) matched the overall population.

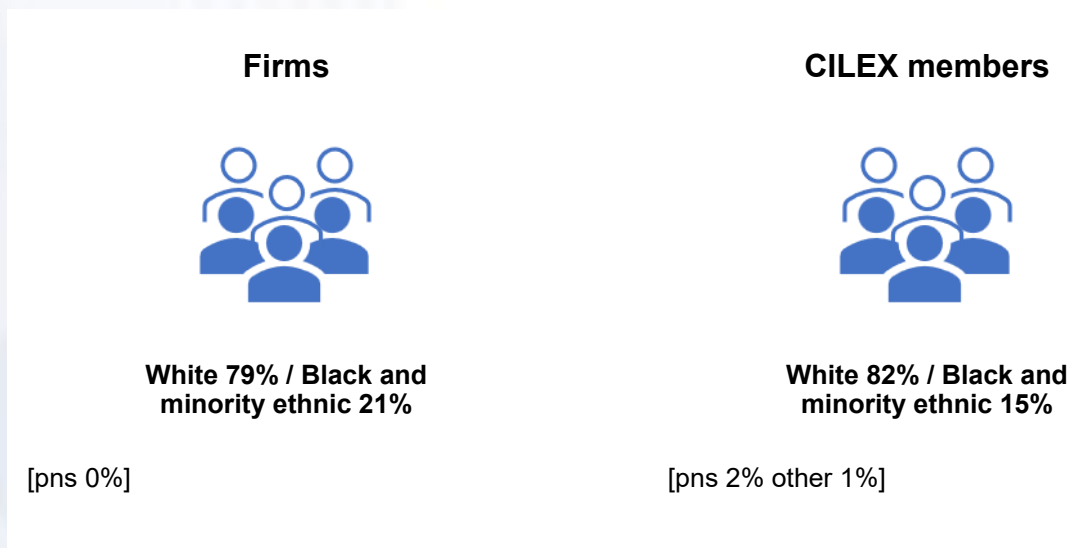


Figure 2

Ethnicity cont.../

As seen in Chart 4, compared with 2021 (84%), the proportion of White people in firms has decreased to 79%, while the proportion of Black, Asian and minority ethnic people has risen from 15% to 21%.

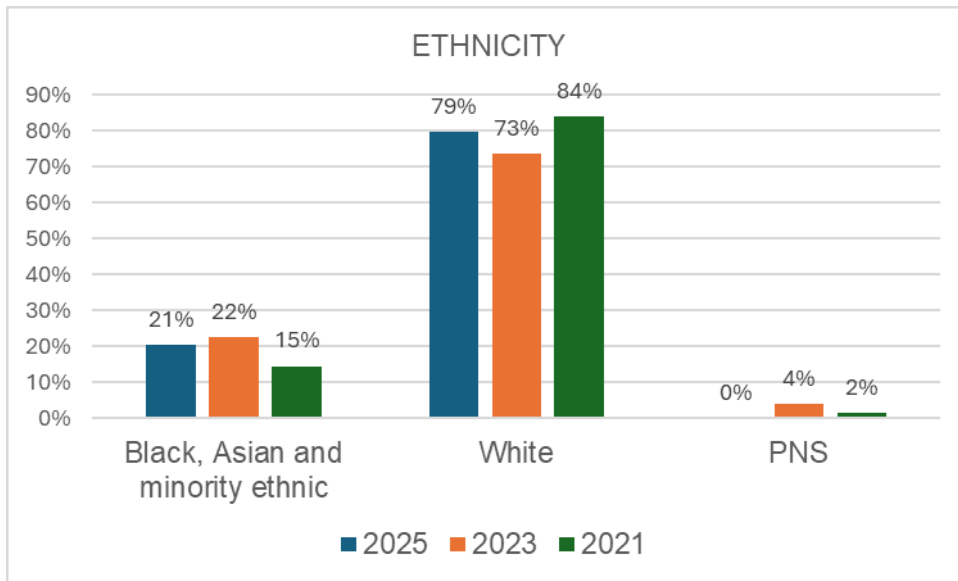


Chart 4

Religion or Belief

Nor = 34

Chart 5 shows the responses for religion. Since 2021, the proportion of respondents identifying with non-Christian religions has increased compared with the population of England and Wales in 2025, rising from 15% in 2021 to 21%.

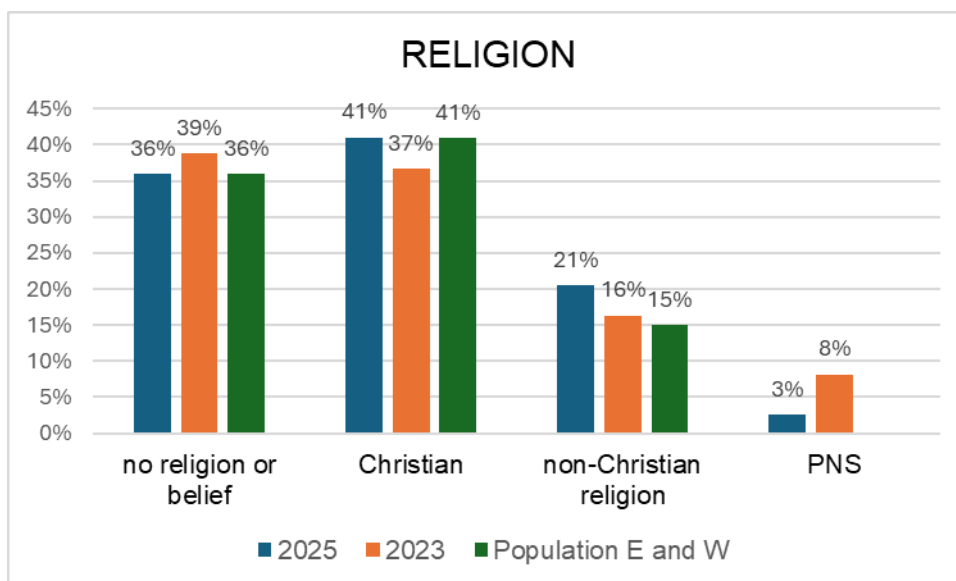


Chart 5

Socio-economic background

Occupation of main household earner

We report on socio-economic background using parental occupation (split into three categories: professional, intermediate and lower) and school attended (independent/ fee-paying school, state school or educated outside of the UK).

Parental occupation

NoR = 38

Table 1 compares the socio-economic background of individuals working in firms with CILEX members in both 2025 and 2023. In 2025, the socio-economic profile of those employed in firms more closely aligns with the overall CILEX membership.



Socio-economic background	Firms		CILEX members
	2023	2025	2025
Professional	51%	39%	37%
Intermediate	8%	13%	14%
Lower	24%	34%	26%
other	2%	3%	8%
PNS	14%	11%	15%

Table 1

School attended

NoR = 38

Within firms, most individuals attended state schools (82%), compared with 5% who attended fee-paying schools. This broadly reflects the overall CILEX membership profile.

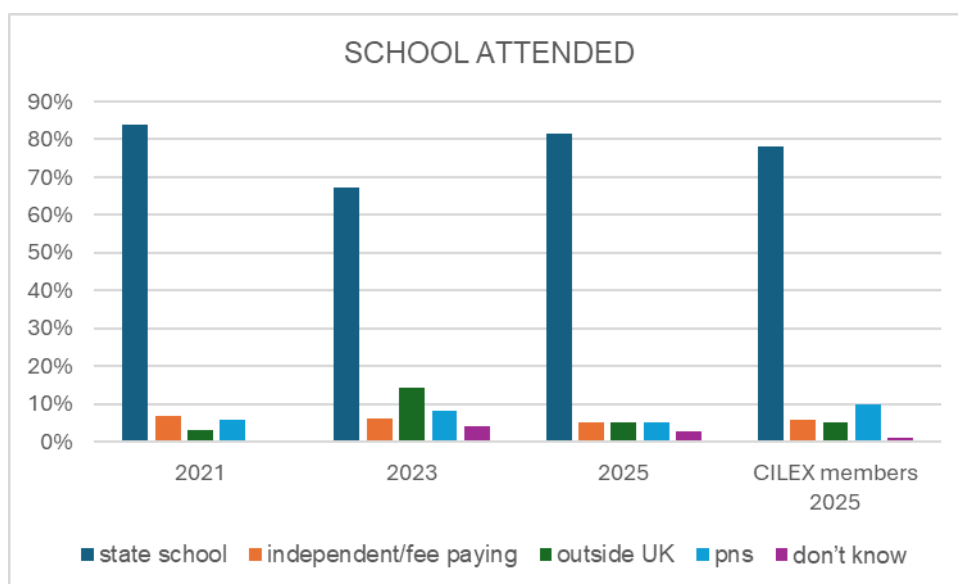


Chart 6



First generation to attend university

NoR = 36

The proportion of individuals within firms who hold a degree compared to CILEX members is presented in Table 2. There is a similar percentage of individuals in firms with a degree and CILEX membership. However, the proportion of individuals who are first-generation graduates is higher among CILEX membership. It is important to note that the number of firm-based respondents with a degree is very small, which limits the robustness of comparisons.



University degree	2023	2025	CILEX members 2025
Gained a degree	45%	42%	41%
first generation with a degree	50%	56%	63%
No degree	47%	50%	50%
PNs	8%	8%	9%

Table 2

Caring responsibilities - childcare

NoR = 38

The responses shown in Charts 7 and 8 indicate that individuals in regulated firms are less likely to have childcare responsibilities compared with the CILEX membership.

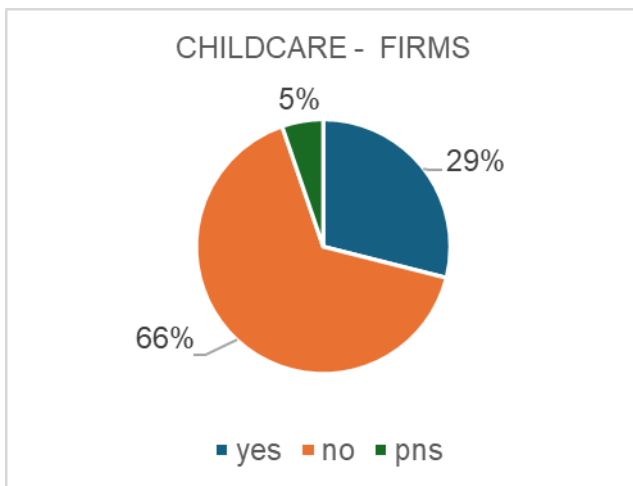


Chart 7

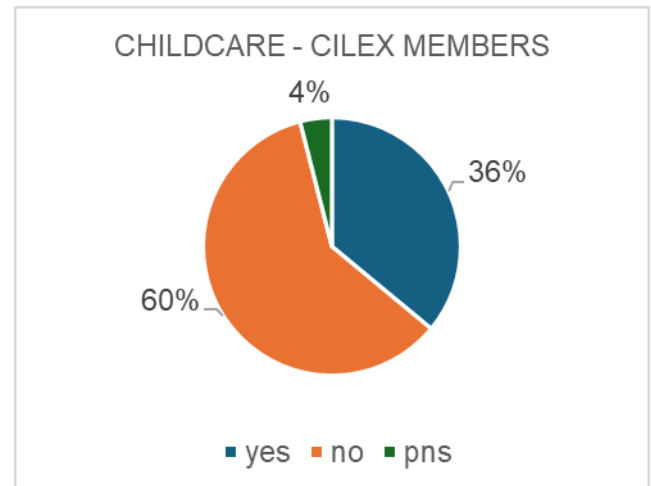


Chart 8



Caring responsibilities - family/friends

Caring responsibilities for family and friends appear broadly similar across regulated firms and the CILEX membership, as shown in Charts 9 and 10.

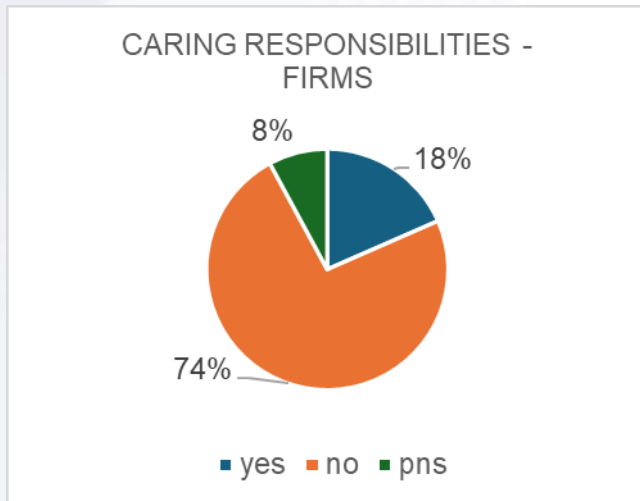


Chart 9

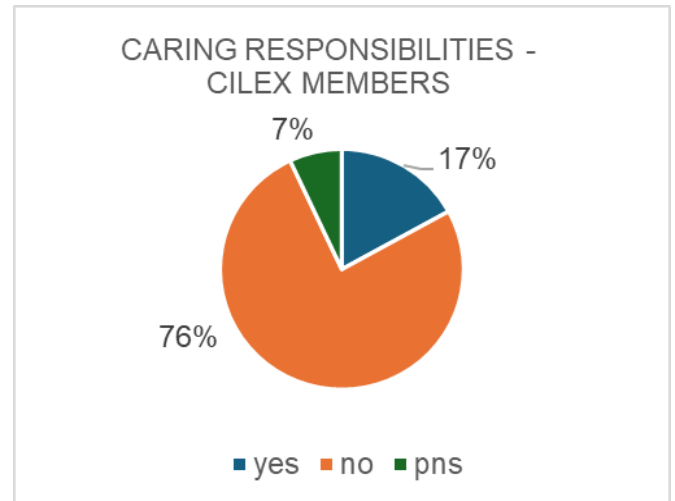


Chart 10

Further firm diversity information

Our annual [Strategic Risk report 2024](#) includes equality and diversity information about our regulated firms and shows that there continue to be more female approved managers (59%) than male approved managers (41%).

Next firm data collection

We collect diversity data for both our regulated individuals and regulated firms on a biennial basis, in the same year. Our next collection of firm workforce data will take place in 2027.