

withers

UK diversity statistics 2025



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We are committed to monitoring our diversity at Withers, acting on areas that need improvement and being transparent about diversity at all levels within the business.

Over the last year, we have continued with our commitment to create a bias free working environment and to maintaining an inclusive culture with equal opportunities for everyone.

We are conscious that there is always room for improvement in our diversity and we deploy training and confidential support services across all of our offices worldwide, and roll out a wide range of initiatives to educate and raise awareness around important observances to support the needs of our people from all backgrounds and minority groups.

Overleaf we set out a breakdown of our UK diversity statistics as at March 2025 covering: gender, ethnic group, sexual orientation, disability, age and religion.

Please get in touch if you have any questions about this data.



Margaret Robertson
CEO



Anne Mahoney
Chief People Officer

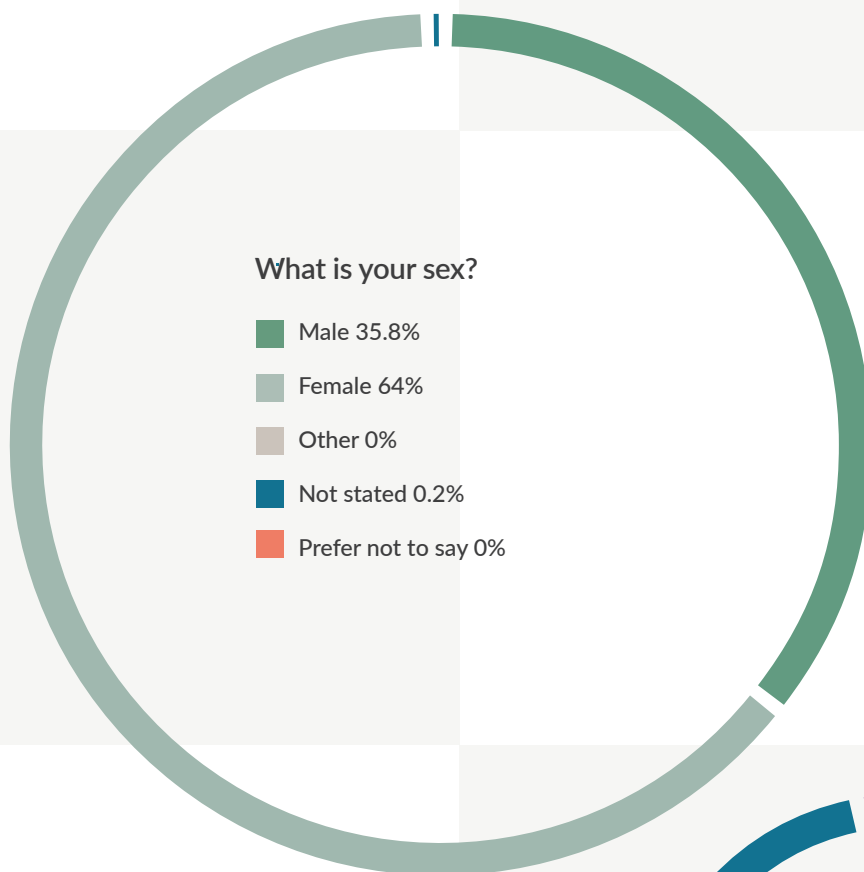
Have amended text to 2024 as I assume this is based on current stats?



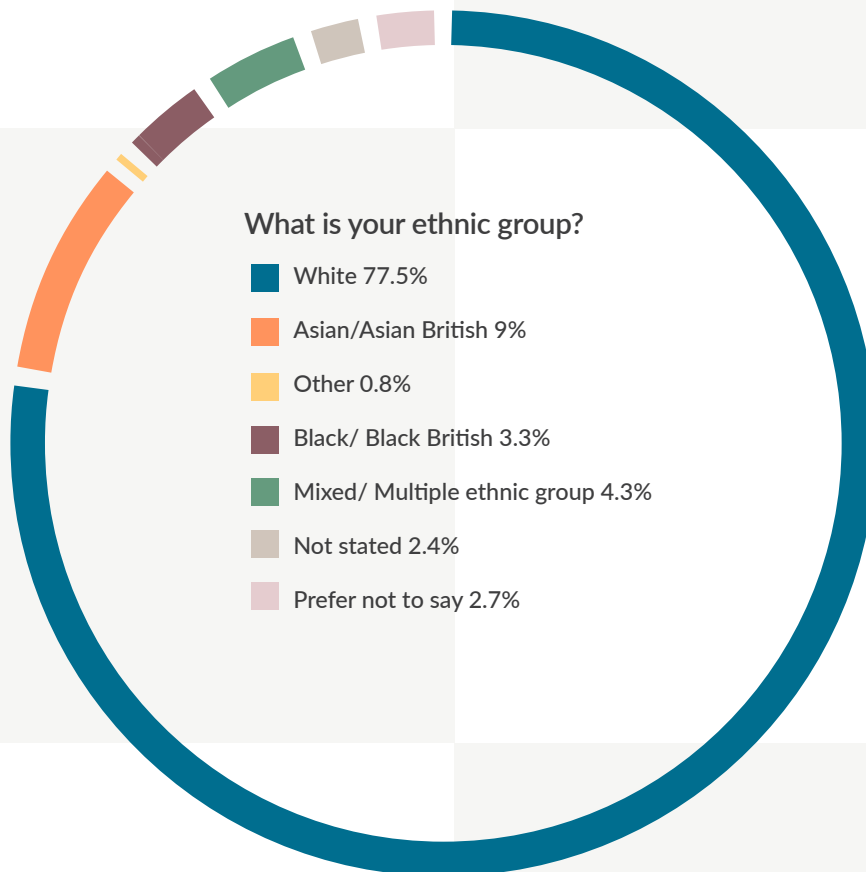
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Gender

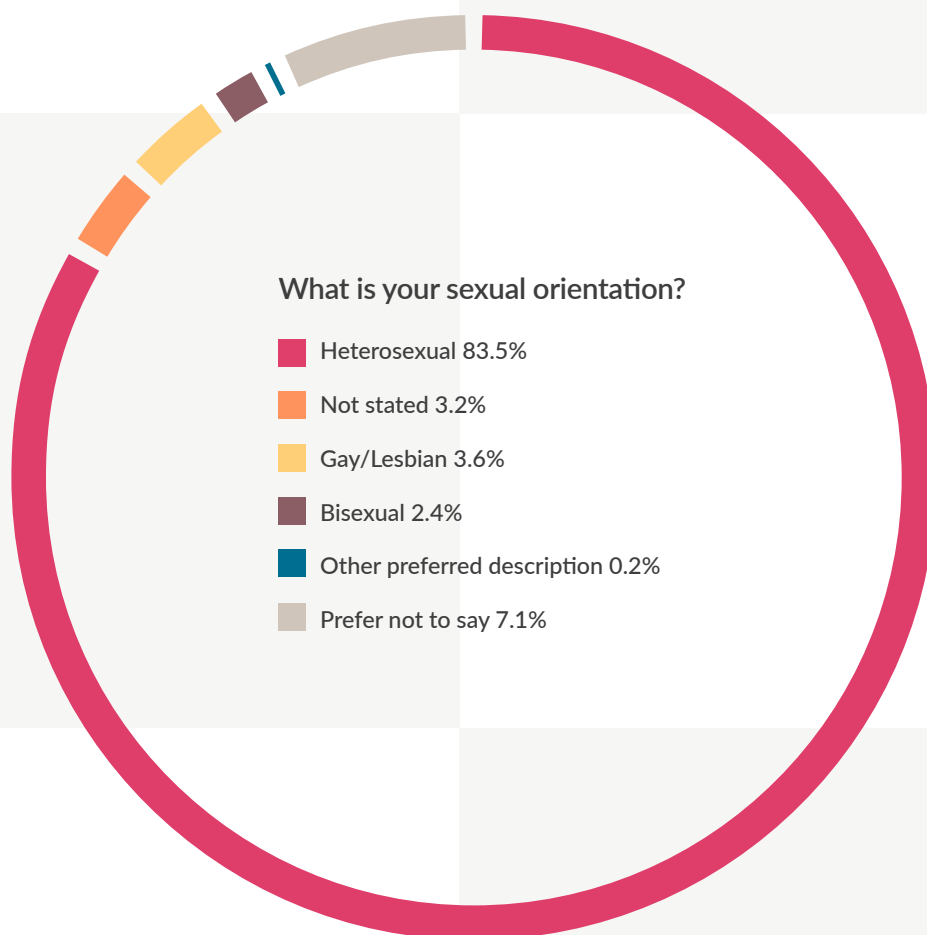


Ethnic group



■	British/English/Welsh/N Irish/Scottish	65.3%	■	Bangladeshi	1.1%	■	Arab	0.2%	■	African	1.6%	■	White and Asian	1.7%
	Irish	1.4%		Chinese	2.9%		Any other ethnic group	0.6%		Caribbean	1.4%		White and Black African	0.2%
	Gypsy/Irish traveller	0.0%		Indian	3.2%					Any other Black background	0.3%		White and Black Caribbean	1.0%
	Roma	0.0%		Pakistani	0.5%								Any other mixed/multiple ethnic background	1.4%
	Any other White background	10.8%		Any other Asian background	1.4%									

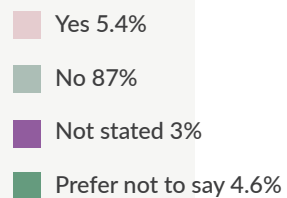
Sexual orientation



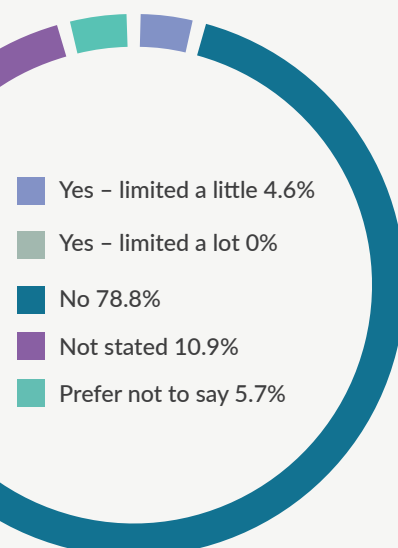
Disability

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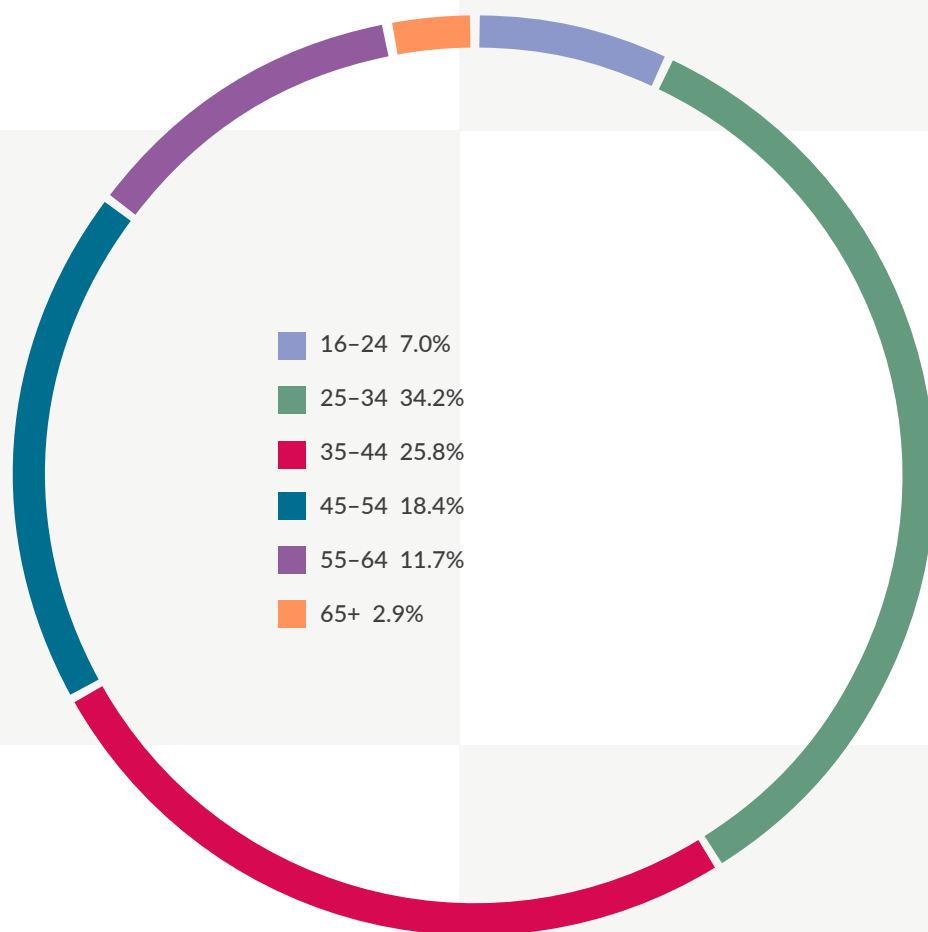
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



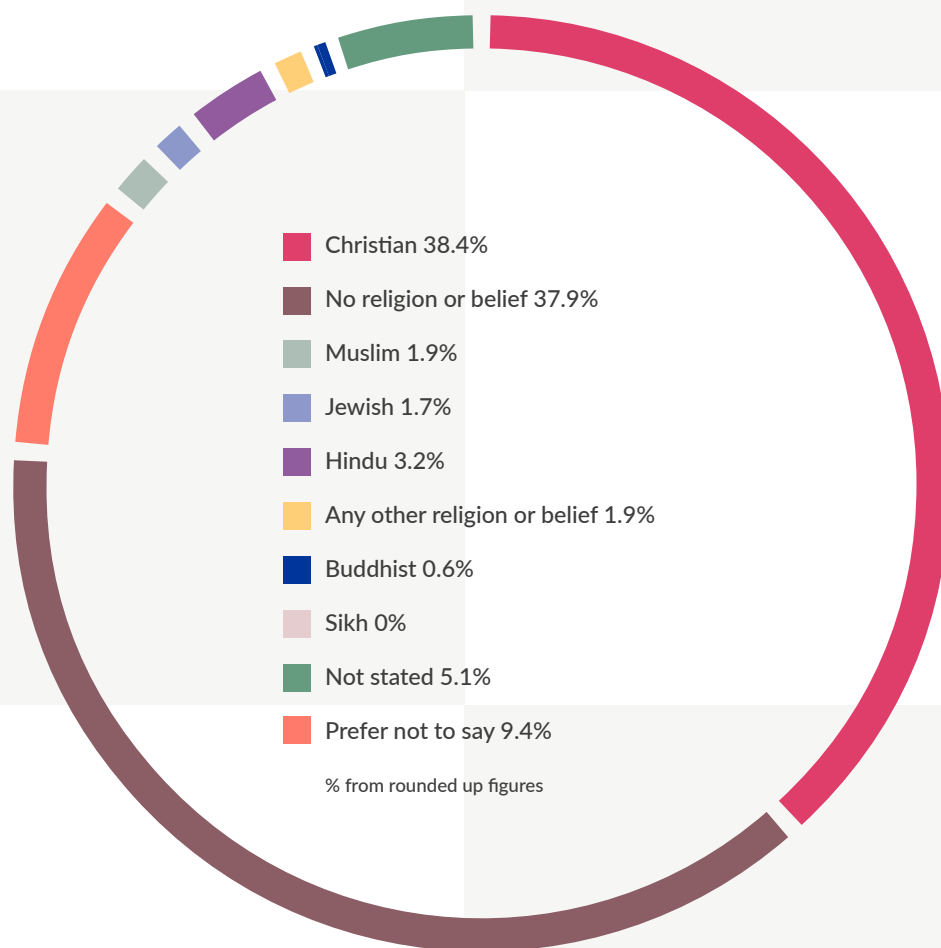
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Age

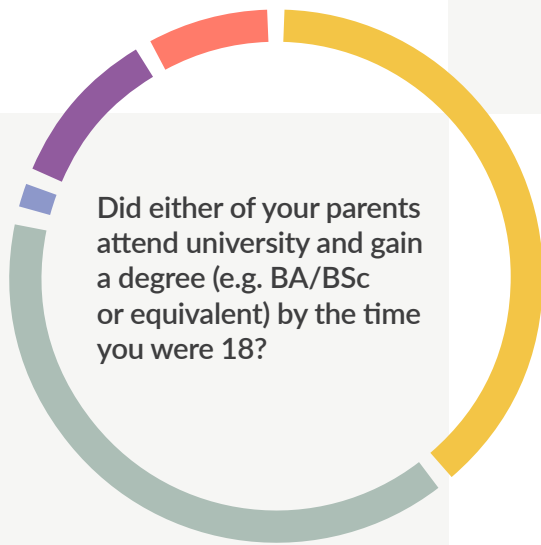


Religion



Education

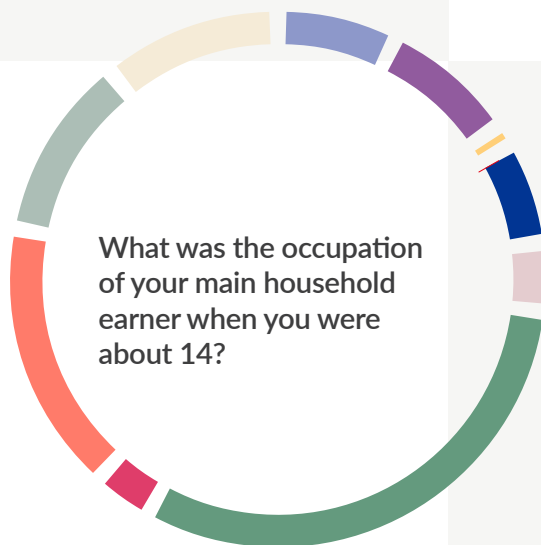
Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



- Yes, one or both of my parents attended university 39.3%
- No, neither of my parents attended university 39.5%
- Don't know / not sure 2.4%
- Not stated 10.8%
- Prefer not to say 8.1%

% from rounded up figures

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



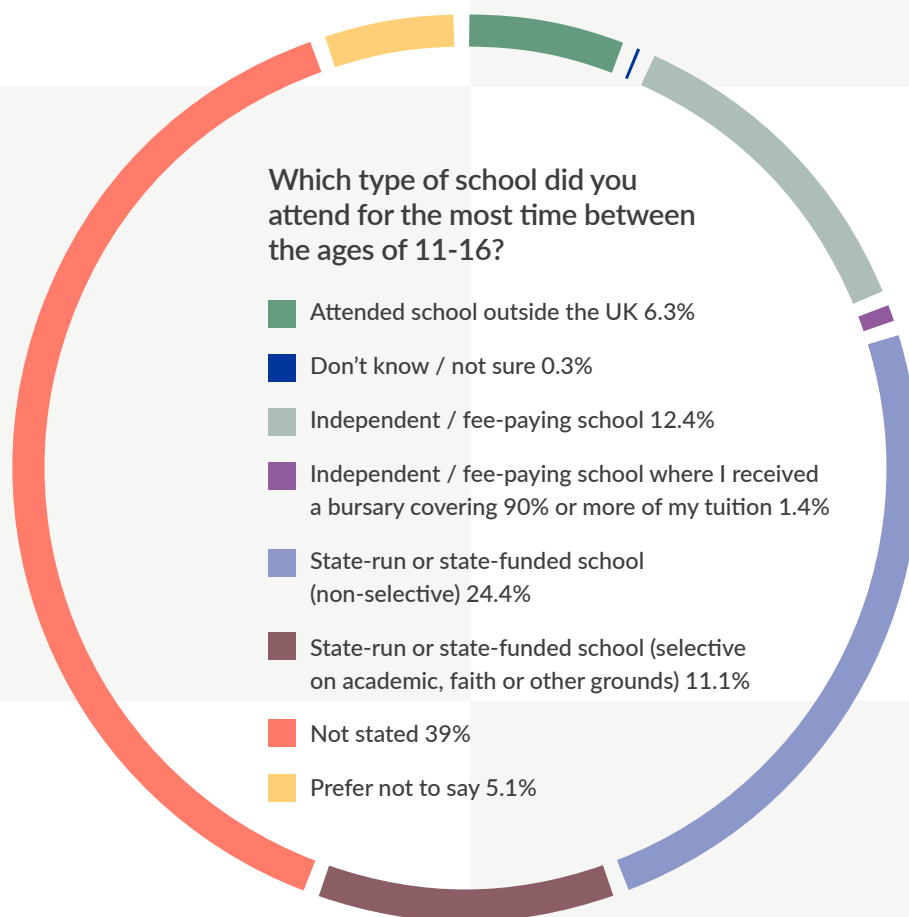
- Technical and craft occupations 7.4%
- Routine, semi-routine, manual, and service occupations 8.4%
- Long term unemployed 0.8%
- Other (Retired / this question does not apply to me / I don't know) 6.3%
- Clerical and intermediate occupations 4.1%
- Modern professional and traditional professional occupations 31.1%
- Small business owners who employed less than 25 people 3.8%
- Manager or administrators 16.3%
- Not stated 11.1%
- Prefer not to say 10.6%

% from rounded up figures

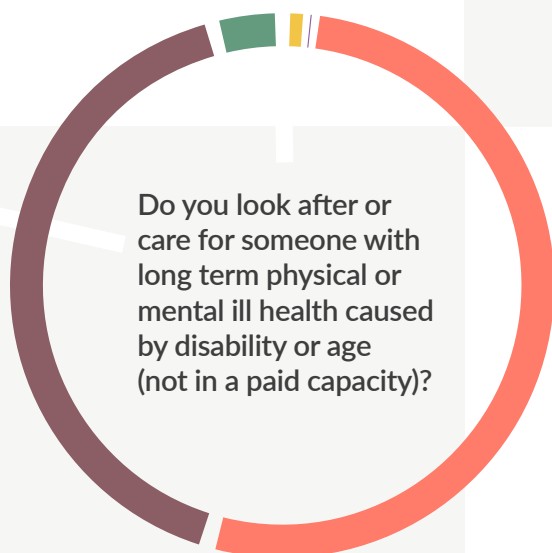
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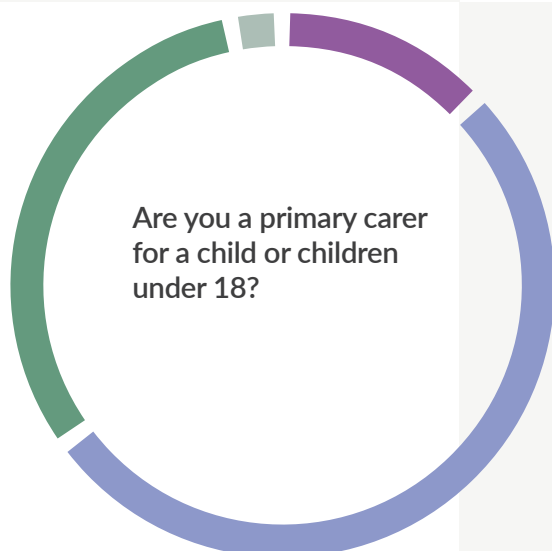
Education (continued)



Caring responsibilities



- Yes: 1-19 hours a week 1.7%
- Yes: 20-49 hours a week 0.3%
- No 52.6%
- Not stated 41.4%
- Prefer not to say 4%



- Yes 16.2%
- No 40.1%
- Not stated 40.1%
- Prefer not to say 3.6%