



Solicitors  
Regulation  
Authority

# Improving retention and progression in law firms

## Women make up . . .



**53%**

of lawyers in  
law firms

**32%**

of full-equity  
partners in  
law firms

## Ethnicity in law firms



**20%**

of lawyers in  
law firms

**8%**

of full-equity  
partners

**are from a Black, Asian or minority  
ethnic background**



# Mind the Gap: Exploring Progression Rates

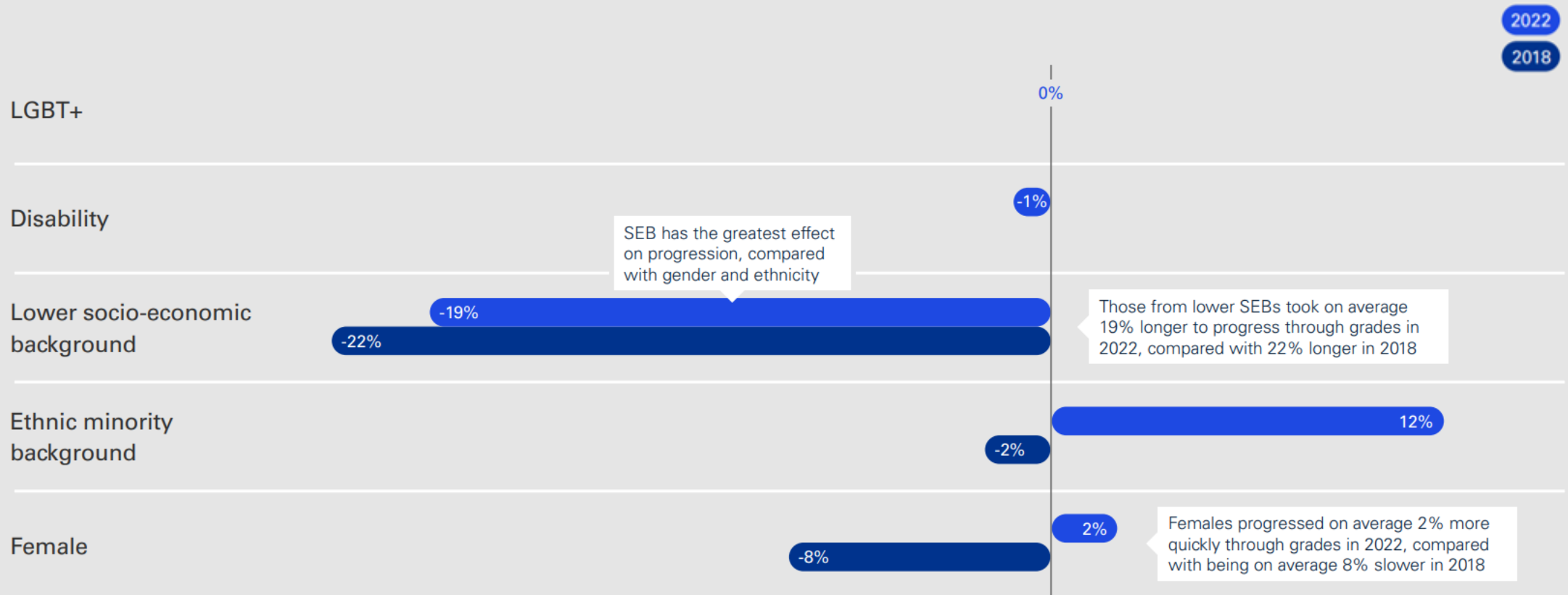
**KPMG LLP**

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September 2024



# Average progression gaps by characteristics and year of analysis (client facing)



Ashurst

# Progression and Retention of Diverse Talent

September 2024



# Gender Inclusive Parental Leave

## How changes to parental leave have improved retention

**FamilyCare** was introduced in July 2021

- 26 weeks fully paid leave globally irrespective of their gender identity
- No gendered language with a strong focus on gender equality and no distinction between primary/secondary and maternity/paternity
- Inclusion of 5 days paid leave for anyone needing fertility treatments
- Inclusion of surrogacy, foster and kinship care
- Inclusion of pregnancy loss



**FAMILYCARE**

Our FamilyCare  
Stories



# Development and progression of ethnically diverse talent

An overview of the Amplify Career Impact & Empower Inclusive Leadership Programmes

**120** participants

**Ethnically diverse talent and their leaders**

**Empower**

Equip leaders who have team members who identify as ethnically diverse (Partners and Business Services Leaders)

**Amplify**

Career impact programme attended by colleagues who identify as ethnically diverse