



Equality, Diversity & Inclusion Data 2025

At Oliver & Co, we value the individuality of every person — whether they are a client, colleague, or member of our wider community. We believe that a truly inclusive workplace is one where everyone feels respected, supported, and empowered to reach their full potential.

This Equality, Diversity & Inclusion (EDI) Data Booklet 2025 reflects our ongoing commitment to transparency, progress, and meaningful change. By openly sharing our data, we aim to highlight the steps we're taking to create a more equitable environment, identify areas for improvement, and hold ourselves accountable to the values we stand for.

Who are we?

Employee Ownership

We are more than employees – we're owners. We are accountable to our clients and to each other.



A Continuous Journey

We recognise that promoting equality and celebrating diversity isn't a one-off initiative — it's a continuous journey.



Valuing our Colleagues

Through inclusive policies, training, recruitment practices, and employee engagement, we're working to ensure that Oliver & Co remains a place where difference is not only welcomed but valued.



A note from our Head of People, Liz Chapman



At Oliver & Co Solicitors, we believe that diversity is not just an imperative but an important strength of our organisation. In our recent diversity data collection, we proudly received 70 responses out of 85 potential participants. This exceptional engagement reflects a growing trust and commitment among our team to share their personal experiences, helping us create a more inclusive environment.

One of the standout features of our firm is our strong representation of women in top positions, underlining our dedication to gender equality and leadership diversity. As an employee-owned firm, we embrace a unique position in the legal landscape, recognising that our diverse backgrounds and perspectives are not just beneficial but essential to our success.

We celebrate this diversity as our superpower, enabling us to better serve our clients and the communities we are part of.

Our commitment to equality, diversity, and inclusion (ED&I) is deeply embedded in our strategy.

This strategy is data-informed and colleague-led, ensuring that we not only listen to the voices within our firm but also hold ourselves accountable for tangible progress. By cultivating a culture of openness and opportunity, we aim to attract and retain a workforce that reflects the rich diversity of the clients we serve.

Our Career Development Policy



Our career development policy is designed to empower individuals to advance in their career, ensuring that everyone has the opportunity to grow and succeed. We actively incorporate employee voices at both the Trust Board level and through grassroots initiatives, such as department shadowing and Blue Sky Thinking (BST) group.

By embracing diverse ideas, we unleash innovative solutions that have enhanced our organisation and reinforce our commitment to equity, diversity, and inclusion (ED&I). We are dedicated to creating a workplace where all colleagues can thrive, contribute, and really feel valued.



Our Diversity Make-Up

Respondents

82% of our people population have disclosed their diversity data, which means we still have further work to do in getting a true make up of our firm.

Our Firm is predominately made up of Millennials and Gen-X demographic, however 20% of our respondents are Gen-Z.

A Summary of Percentages

83% of respondents are women.

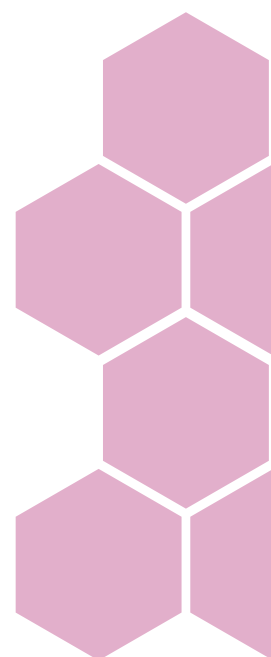
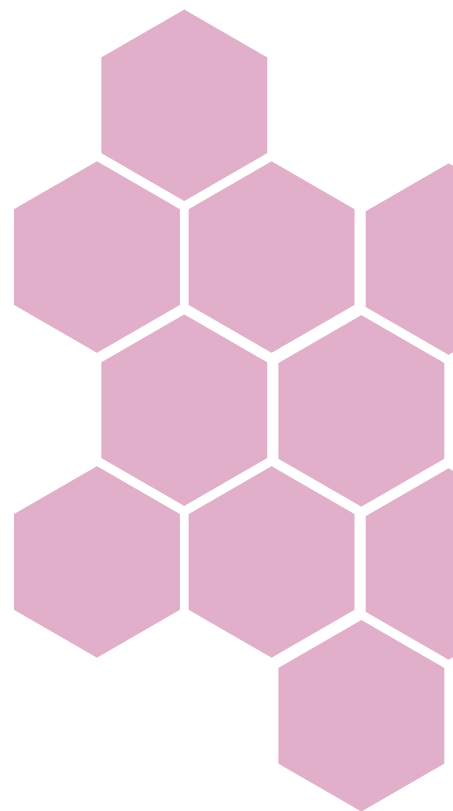
9% of respondents consider themselves to have a disability that presents limitations to their normal daily activities.

10% of respondents identify as bisexual, gay or other preferred description.

90% of respondents attended a state funded school.

24% of respondents are primary carers for children under the age of 18.

13% of respondents have caring responsibility for someone with a disability



Breakdown by sex as a percentage of all staff



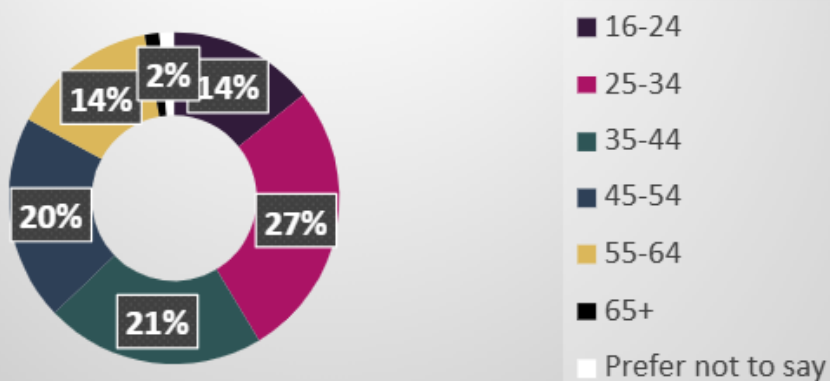
Breakdown by sex as a percentage of all staff

Role category	Male	Female
Salaried or partial equity solicitor partners	21%	79%
Solicitors	8%	92%
Other fee earners (eg trainees, paralegals, legal execs)	25%	75%
Role directly supporting fee earner (eg PAs)	18%	82%
Business services – Managerial		100%
Business services – Support	15%	85%

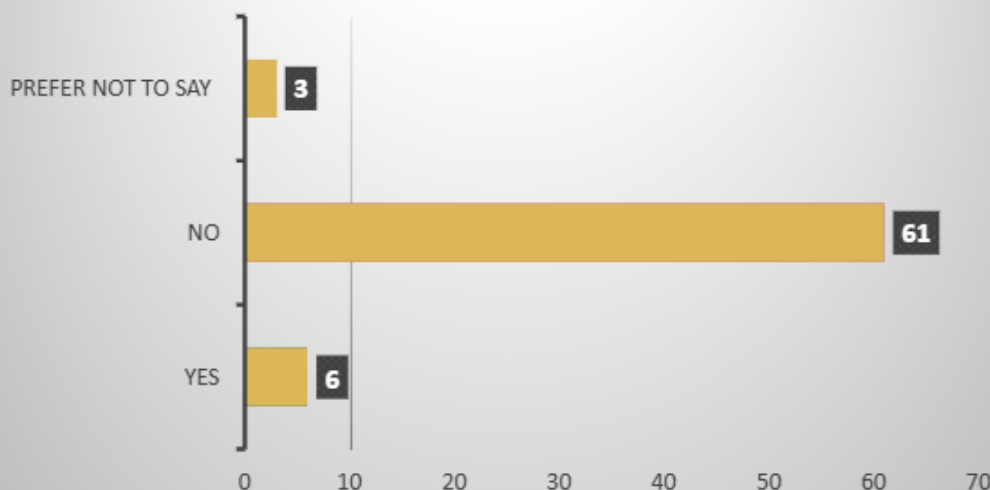
Breakdown Age & Disability



Age distribution of employees across the whole firm

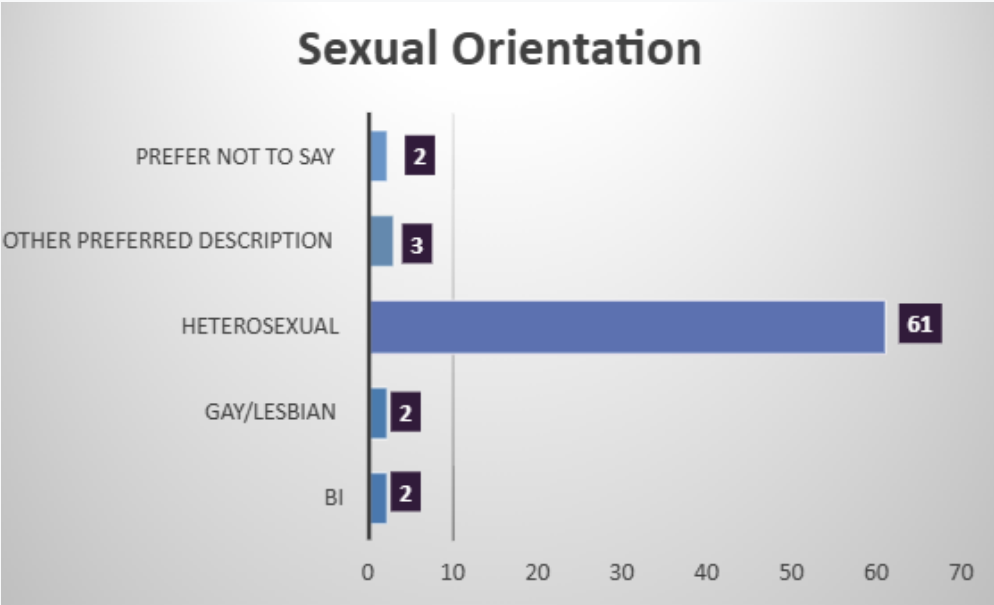
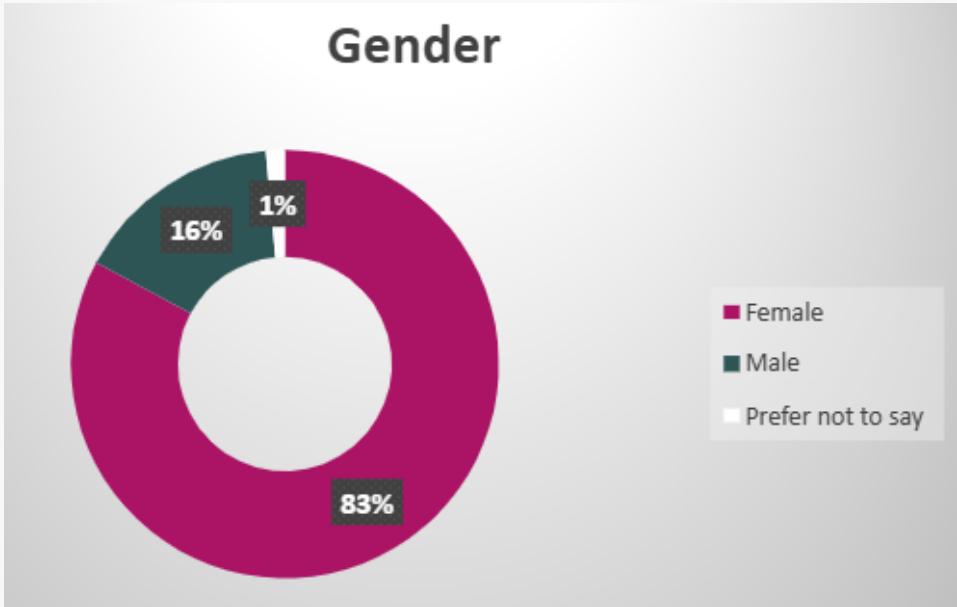


Disability





Breakdown Gender & Sexual Orientation





Breakdown Ethnic Group & Religious Belief

Ethnic Group



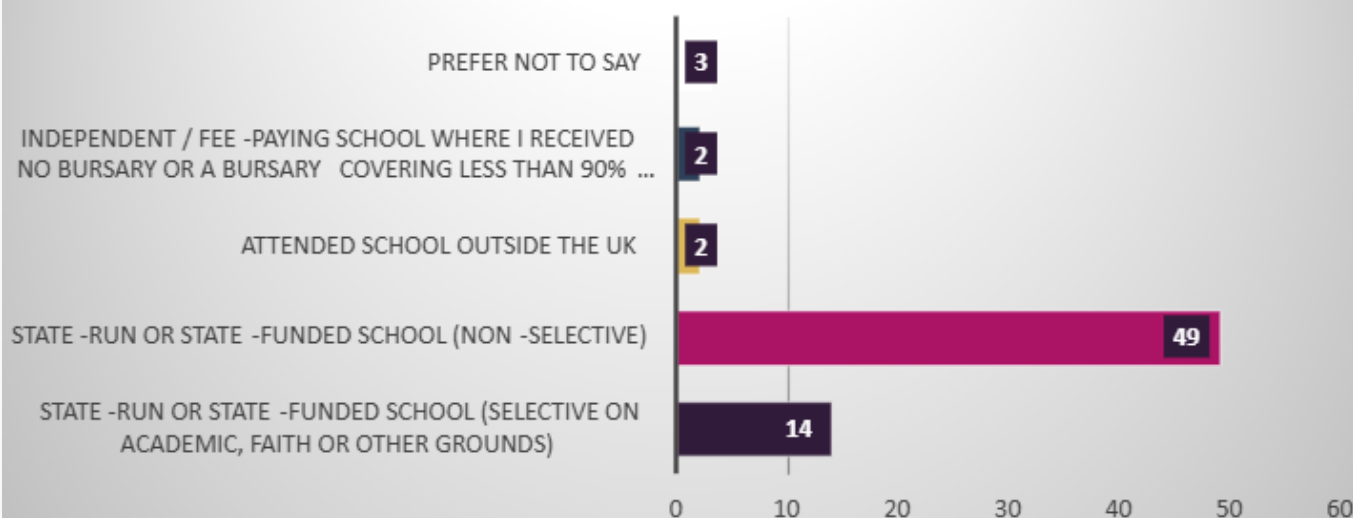
Religious Belief



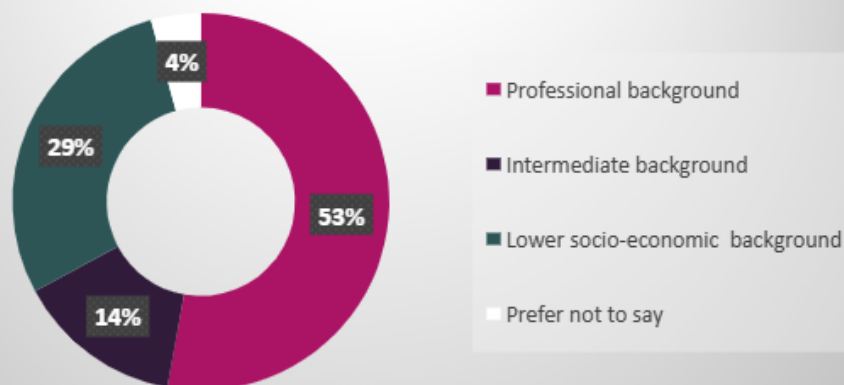


Breakdown by Socio-Economic Background

School Attended

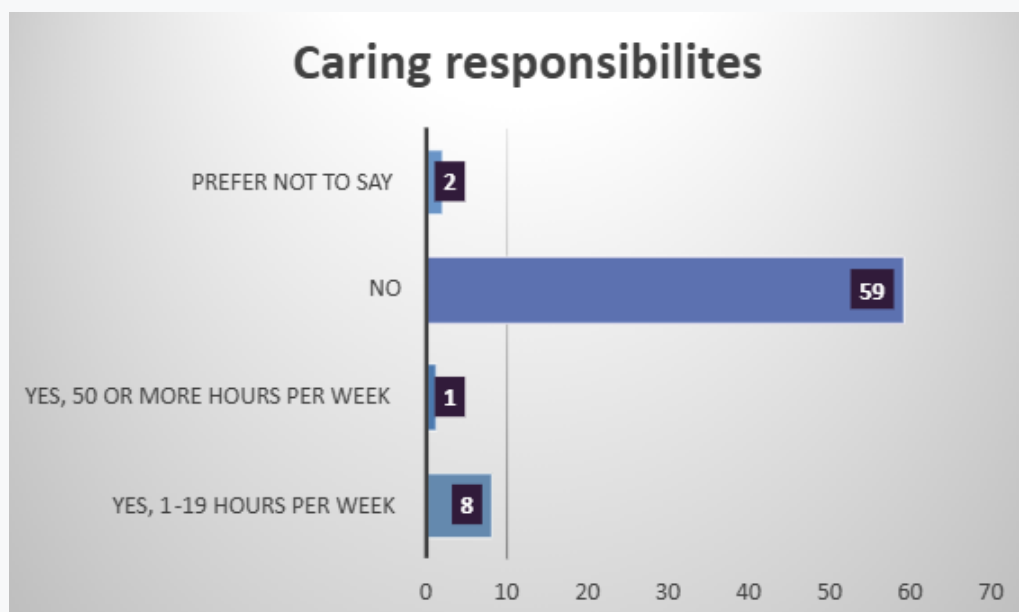
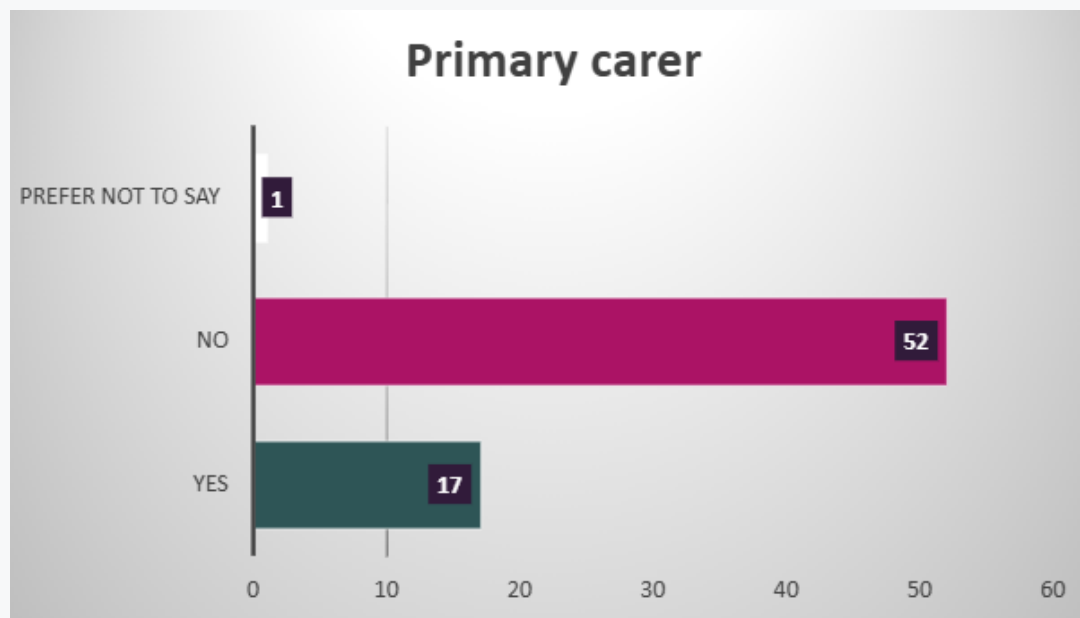


Socio Economic Background





Breakdown by Caring Responsibilities





Our Services

Business Law ● Dispute Resolution

Commercial Property ● Contentious Probate

Wills & Probate ● Moving Home

Clinical Negligence ● Family Law

Industrial Disease ● Personal Injury

Oliver&Co
SOLICITORS

Douglas House
117 Foregate
Street
Chester, CH1 1HE
01244 312306
law@oliverandco.co.uk

