# ED&I at RWK Goodman

We are committed to fostering an open, inclusive, and diverse culture, where we embrace and value the differences in our people, our clients, and the communities we serve. Since 2023, we have:

- Refreshed our ED&I Commitment and Principles to ensure they reflect our evolving goals and values. Work is now underway to update our ED&I Action Plan for the next two years.

- Reduced our Gender Pay Gap from 13.5% to 13.4%. When including Equity Partners, it has decreased from 48.1% to 43.3%.

- Taken part in Bristol Pride 2024 – a vibrant and inclusive celebration of the LGBTQ+ community.

- Created a space for learning, reflection, and celebration, by hosting events for key inclusion milestones such as Black History Month, International Men's Day, and International Women's Day.

- Built a more inclusive and informed workplace by raising awareness of cultural celebrations, such as Ramadan and Asian Heritage Week.

- Embedded voluntary ethnicity data collection into the employee lifecycle, giving us greater oversight and the ability to track trends.

- Increased our average score in our annual engagement survey from 8.5 to 8.7 (out of 10) in response to "Our firm treats everybody with dignity and respect, regardless of gender, race, sexuality, age etc."

- Launched Thrive, our internal mentoring programme designed to support the next generation of Black lawyers. Through this initiative, our colleagues mentor aspiring Black legal professionals, helping to bridge the gap between education and employment while supporting greater representation in the legal sector.

- Continued our support for Inspire Law Global, which helps underrepresented talent succeed in the industry.

As part of our commitment, we gathered data from across the firm to show what our representation looks like. 316 colleagues (49%) completed our survey in June 2025, the results of which can be seen below. Whilst this is a good response rate and data set size, it is not the input of our whole firm and so may not a full picture of our diversity.
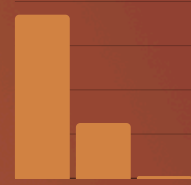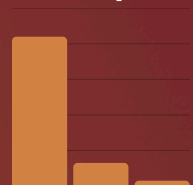

Gender
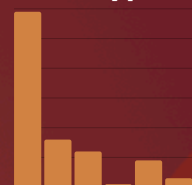Female: 74%
Male: 25%
Prefer not to say: 1%
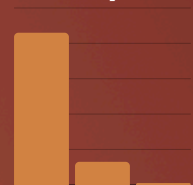
Ethnicity
White: 86%
Ethnic minority: 13%
Prefer not to say: 1%

Disability
No: 84%
Yes: 13%
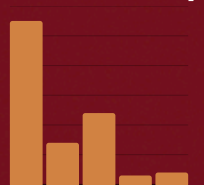Prefer not to say: 3%

School type
State school: 59%
State school (selective): 16%
Independent / fee-paying school: 12%
Independent / fee-paying school (90%+ bursary): 1%
Attended school outside the UK: 9%
Prefer not to say: 3%

Sexual orientation
Heterosexual: 92%
Bisexual: 1%
Gay/Lesbian: 1%
Other preferred description: 1%
Prefer not to say: 4%

Social mobility
Professional: 55%
Intermediate: 14%
Lower socio-economic: 24%
Other: 3%
Prefer not to say: 4%