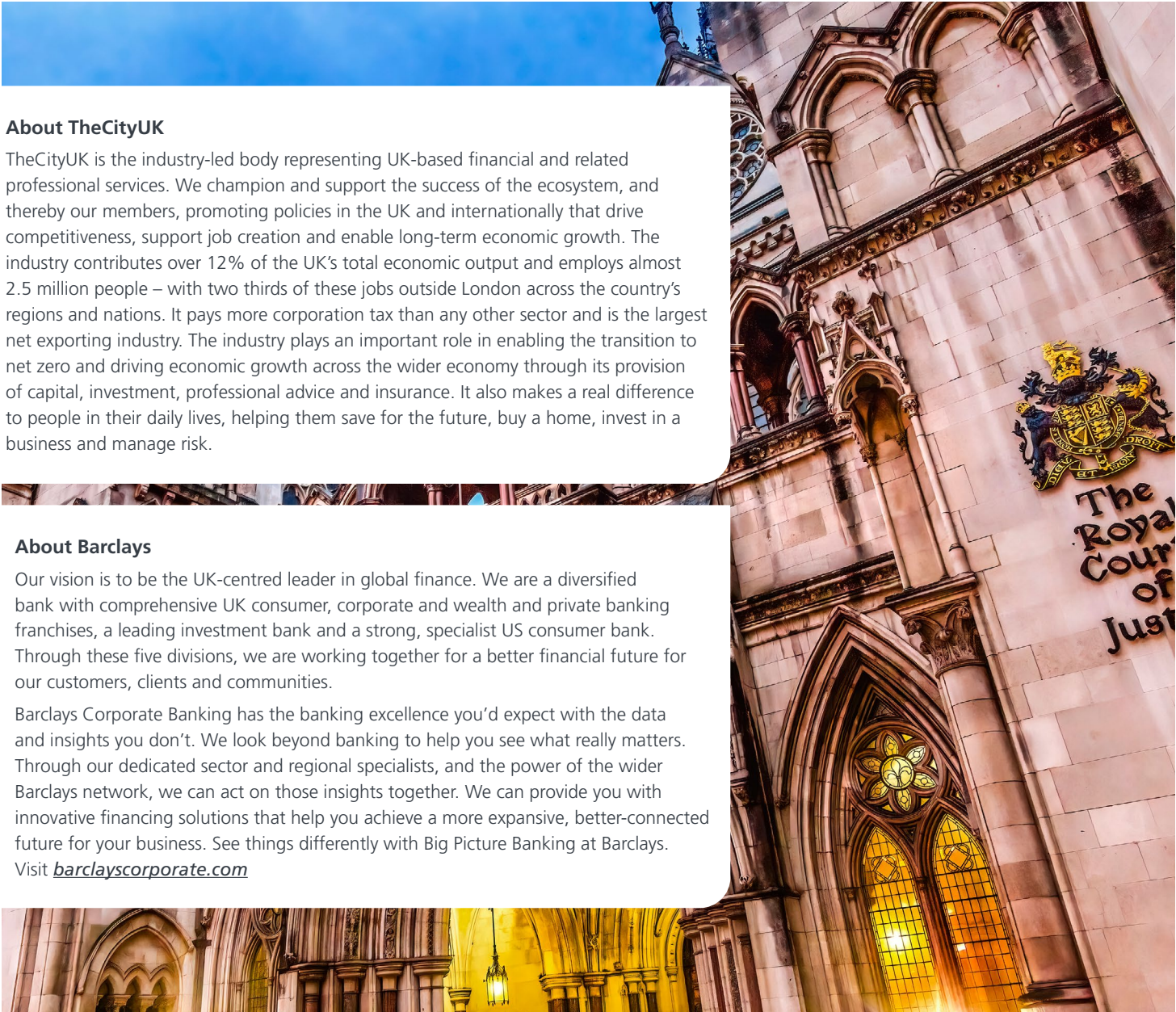


# UK legal services 2025

Legal excellence, internationally renowned



### About TheCityUK

TheCityUK is the industry-led body representing UK-based financial and related professional services. We champion and support the success of the ecosystem, and thereby our members, promoting policies in the UK and internationally that drive competitiveness, support job creation and enable long-term economic growth. The industry contributes over 12% of the UK’s total economic output and employs almost 2.5 million people – with two thirds of these jobs outside London across the country’s regions and nations. It pays more corporation tax than any other sector and is the largest net exporting industry. The industry plays an important role in enabling the transition to net zero and driving economic growth across the wider economy through its provision of capital, investment, professional advice and insurance. It also makes a real difference to people in their daily lives, helping them save for the future, buy a home, invest in a business and manage risk.

### About Barclays

Our vision is to be the UK-centred leader in global finance. We are a diversified bank with comprehensive UK consumer, corporate and wealth and private banking franchises, a leading investment bank and a strong, specialist US consumer bank. Through these five divisions, we are working together for a better financial future for our customers, clients and communities.

Barclays Corporate Banking has the banking excellence you’d expect with the data and insights you don’t. We look beyond banking to help you see what really matters. Through our dedicated sector and regional specialists, and the power of the wider Barclays network, we can act on those insights together. We can provide you with innovative financing solutions that help you achieve a more expansive, better-connected future for your business. See things differently with Big Picture Banking at Barclays. Visit [barclayscorporate.com](https://www.barclayscorporate.com)

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# UK legal services in numbers



Legal services employ

**364,000**

people across the UK, almost two thirds of whom are based outside London



The UK ranks second globally for legal services fee revenue



Legal services contributed

**£38bn**

to the UK economy in 2024  
A year-on-year increase of **3.3%**



There are over

**200**

foreign law firms with offices in the UK



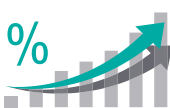
The UK is home to

**376**

LawTech companies

Revenue generated by legal activities in the UK increased by

**11%**



year on year in 2024 to

**£52.3bn**

**31,514**

disputes were resolved by Alternative Dispute Resolution in the UK in 2024



UK legal services' trade surplus was

**£8.9bn**

in 2024



In 2024 **72%** of cases in the Commercial Court were international in nature

Data included here is the latest available at time of publication.

# Foreword

This edition of our annual legal services report celebrates the national success story that is UK legal services, a sector which continues to make a substantial contribution to the economy and communities across the UK.

Legal services form an integral part of the UK's financial and related professional services ecosystem and underpin growth across the economy. The sector plays a key role in supporting businesses to invest and grow, and helps people to buy their homes, goods and services.

In 2024, the sector contributed £38bn to the UK economy (1.5% of UK gross value added) – up 3.3% on the previous year – which is well distributed across the regions and nations. It also generated a trade surplus of £8.9bn.

Around 364,000 people are employed by the sector across the country, with almost two thirds based outside London. These legal professionals and the services they provide are recognised across the world for their quality and excellence.

The UK's global reputation as a centre for justice and the rule of law is fundamental to its status as a world-leading international financial centre. English common law is by far the most popular choice of governing law for cross-border contracts and the UK is the world's leading centre for international dispute resolution in commercial disputes.

As a global leader in legal services innovation, the sector is underpinned by a highly developed legal market, a strong technology talent pipeline, and support from government. The burgeoning LawTech sector is expected to continue to develop, further supporting growth and employment across the UK.

The data show that the UK's legal services sector is a strategic national asset and has a central role to play in achieving the UK's growth mission. We welcome the government's recognition of the sector's important role in its Modern Industrial Strategy and its commitment to promoting it and English law abroad. Maintaining the UK's preeminent status as a global legal centre goes hand in hand with securing the country's future economic success.

**Miles Celic OBE**

Chief Executive Officer, TheCityUK



# Key findings

01

# Key findings

Legal services are an integral part of the financial and related professional services ecosystem that makes the UK one of the world's leading international financial centres. The UK is a world-leading centre of legal excellence and a destination of choice for international legal services and the resolution of disputes.

The contribution of the sector is distributed across every region and nation. London leads the way as a truly global legal centre, but other cities are also highly renowned for their legal services expertise, legal training and education.

## The UK legal sector is an important economic contributor

- In 2024, the sector contributed £38bn to the UK economy, equivalent to 1.5% of GVA, and posted a trade surplus of £8.9bn.
- Total revenue from legal activities in the UK increased to £52.3bn in 2024, an increase of 11% from 2023, much of which was generated by the top 100 UK law firms with turnover more than £37bn in 2023/24.
- In 2023, the sector employed around 364,000 people across the country. Leading centres of legal services employment include London (133,000 people) Manchester (13,000), Birmingham (13,000), Leeds (9,000), Edinburgh (6,000), Glasgow (6,000), Cardiff (4,500) and Belfast (3,364).
- In 2023, TheCityUK's research estimates that the total tax contribution of the legal and accounting sectors to the UK public finances was £30.9bn<sup>1</sup>, up from £20.5bn in 2020.

## The UK is a hub for legal sector innovation

The UK's unique approach to legal services regulation continues to support legal services innovation. It further benefits from a highly developed legal market, a technology talent pipeline, and support for innovation by the government.

- Non-lawyers have been able to own and manage legal services businesses in England and Wales since the Legal Services Act 2007. Thirteen per cent of law firms in England and Wales are now operating as alternative business structures (ABS).

<sup>1</sup> TheCityUK, 'The total tax contribution of UK-based financial and related professional services', (May 2024), available at: <https://www.thecityuk.com/our-work/the-total-tax-contribution-of-uk-based-financial-and-related-professional-services>

- The proportion of solicitors working in-house in has risen substantially over the past 10 years reaching 25% of the profession, reflecting their increasing role as trusted business advisers.
- The UK is a global hub for the LawTech sector. There are now 376 LawTech companies operating in the UK, 270 of which are UK-founded with investment of more than £1.7bn. Of this, £139.6m was secured in 2024 alone, representing nearly 10% of the total. Fifty-eight per cent of these companies are founded in London, with 42% distributed across the rest of the UK.

## The UK is a global legal centre

- The UK legal services market is the second largest in the world after the USA, and the leading legal services market in Europe.
- The UK's position as a global legal centre is reflected by the following market indicators:
  - There are more than 200 foreign law firms from around 40 jurisdictions.
  - All of the world's top 50 law firms have offices in London, employing more than 8,500 lawyers mainly from the UK.
  - Seven of the top 20 law firms in the world by revenue have headquarters in the UK.
  - Eight of the top 20 law firms in the world, based on number of lawyers in 2021-22, have their main base of operations in the UK.
  - There are 7,538 registered foreign lawyers practising in England and Wales.
- The international expertise of the sector is demonstrated by the fact that in 2025 there are more than 9,166 solicitors of England and Wales and 800 solicitors of Scotland working abroad. In 2024, more than 2,612 barristers of England and Wales received instructions from clients based abroad (more than double the figure a decade ago), earning more than £580m from these instructions.

## The international role of English law, the UK's courts and dispute resolution

- The UK's global position in legal services is underpinned by the international prestige of English common law, which forms the basis of the legal systems for some 27% of the world's 320 jurisdictions.
- The UK's reputation as the leading centre for international dispute resolution is a strong driver for commercial parties to opt for their contracts to be governed by English law.
- The UK's world-renowned judiciary has facilitated the growth of the sector by establishing the Business and Property Courts, which continue to attract high numbers of international users. In 2024, 80% of cases in the Patents Court, 72% in the Commercial Court, and 54% in Competition List were international in nature (had at least one international party). Of the international cases at the Commercial court, 49% involved only international parties.
- London is seen as the world's preferred centre for international Alternative Dispute Resolution. The number of civil disputes resolved through arbitration, mediation and adjudication in the UK exceeded 31,514 in 2024.



# English law and UK legal services are national assets with global reach

The UK's enduring reputation as a rule of law jurisdiction, the flexibility and resilience of English law, and the excellence of the UK legal professionals and the services they provide are the key components of what makes its legal sector so important to UK prosperity. The sector employed around 364,000 people across the country and contributed £38bn to the UK economy, equivalent to 1.5% of GVA, in 2024.

The UK is a global legal centre, and the sector underpins the UK's position as a leading international financial centre. The country's courts and judiciary are internationally respected for their independence and expertise, including their knowledge of international markets and commerce. This position is supported by decades of significant investment in international markets by UK law firms, the expertise of our legal professionals, and the quality of UK legal education and training, which continue to attract high-calibre global talent.

Beyond the UK's own justice system, English law has a significant global role and forms the basis of 27% of the world's 320 legal jurisdictions.<sup>2</sup> English law is one of the two legal systems (along with New York law) most widely chosen to govern international contracts and is used for about 40% of the world's cross-border business and financial transactions (such as syndicated bank credits, international bond issues and derivatives). It is the law of choice in international financial markets and for international shipping and commodity contracts. It is commonly selected for transactional matters of all kinds, including mergers and acquisitions (M&A), joint ventures, international construction projects and intellectual property licences.

Research commissioned by LegalUK in 2021, found that English law supports the creation of economic value and is a critical platform on which other economic activity rests. It estimated that English law governed around £250bn of global M&A and 40% of global corporate arbitrations in 2019, and £80bn of insurance contracts annually.<sup>3</sup>

The appeal of English law for international business stems from its commercially oriented approach, predictability, adaptability and widespread familiarity among global businesses. English law judgments are accepted almost everywhere, facilitating enforcement for parties in cross-border contracts. This further reinforces the position of England and Wales a centre for international dispute resolution.

English law is therefore a national asset that underpins global business and trade. The global reach of English law and the UK's reputation for the rule of law depends not only on its courts, judges and legal professionals, but also on the continued quality of the UK's legislation and regulation. Maintaining the UK's unique position as a global legal centre is therefore the shared responsibility of the legal sector, the wider financial services industry, government, regulators and Parliament.

<sup>2</sup> Philip Wood, 'Governing Law Risks in International Business Transactions', (December 2022)

<sup>3</sup> LegalUK, 'Economic value of English law' (October 2021), available at: <https://legaluk.org/report/foreword/>

# The economic contribution of legal services across the UK

02

# The economic contribution of legal services across the UK

Legal services facilitate a wide range of business activities and provide an essential framework of law and justice that underpins all commercial transactions. The UK’s legal sector has both a multiplying and an enabling effect for business growth, supporting all other parts of the economy. London stands out as a global legal centre, but other cities such as Edinburgh and Glasgow in Scotland; Birmingham, Bristol, Leeds, Manchester and Newcastle in England; Cardiff in Wales; and Belfast in Northern Ireland, are also important centres for the industry.

This report provides a wealth of data demonstrating the strength of the UK’s legal services sector and its economic contribution. Yet it is important to remember that the vital contribution of the sector goes far beyond economics. Legal professionals support businesses and organisations across the country, helping them to serve communities and to deliver services. They also help people directly in their every day lives, to buy and sell property, plan their estates, resolve family disputes, secure justice, access services and enforce their rights.

The legal services sector enables economic growth throughout the UK by providing an infrastructure of law and justice that facilitates commerce and wider social trust. The UK’s strong legal framework also contributes to fostering stronger financial institutions across the country, which further propel wider economic growth and drive the international competitiveness of the UK as an attractive place in which to do business and invest. The sector brings direct benefits that can be measured in terms of Gross Value Added (GVA), net exports and employment.

Legal services provide vital support to UK and multinational firms and are especially helpful when organisations seek to develop a presence in new international markets and structure multijurisdictional projects.

## Gross Value Added

**In 2024, the output of UK legal services was £38bn, or 1.5% of total UK GVA, according to data from the Office of National Statistics (ONS).** This data includes legal representation in civil and criminal cases, whether or not it occurred in courts. It includes advice in a range of areas, from corporate transactions to labour law, patents, trademarks and copyright as well as the activities of arbitrators, notaries and bailiffs. This covers retail work (including conveyancing and wills) and social welfare work (including immigration, discrimination and human rights). The main exclusions in the ONS’ definition are the activities of the law courts, and lawyers employed by non-legal firms whose activity would be credited to the sector of their employer.<sup>4</sup>

<sup>4</sup> ONS, ‘UK Balance of Payments – 03 Trade in services, The Pink Book’, (31 October 2024), available at: [www.ons.gov.uk/economy/nationalaccounts/balanceofpayments/datasets/3tradeinservicesthepinkbook2016](http://www.ons.gov.uk/economy/nationalaccounts/balanceofpayments/datasets/3tradeinservicesthepinkbook2016)

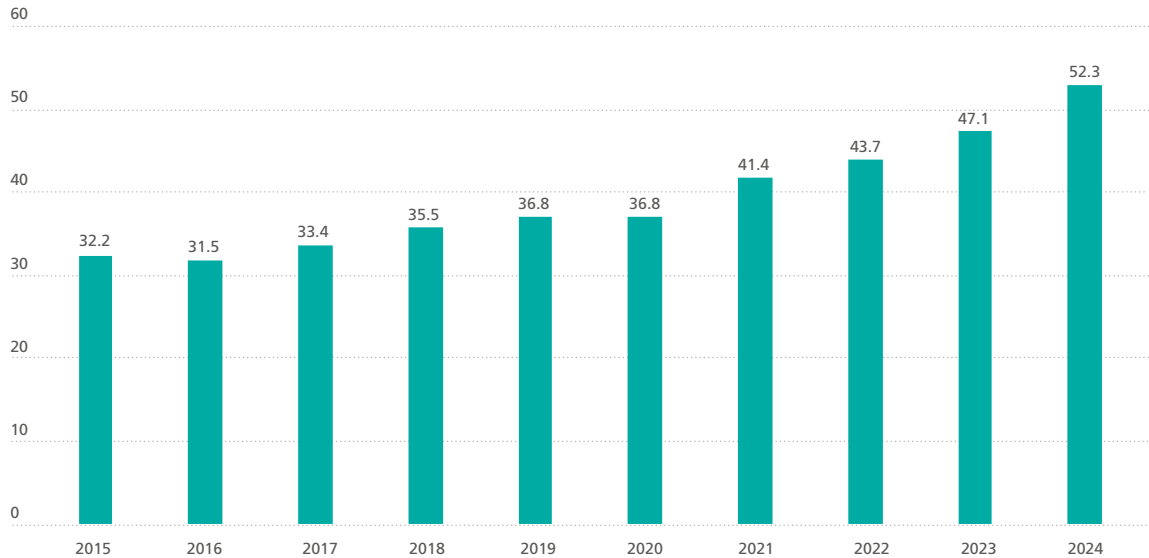
<sup>5</sup> ONS, ‘Turnover of legal activities, January 2010 to March 2023’, (May 2023), available at: <https://www.ons.gov.uk/businessindustryandtrade/business/businessservices/adhocs/1129turnoveroflegalactivitiesjanuary2010tomarch2023>

## Total revenue

Revenue generated by legal activities in the UK has trended strongly upwards in the past decade and increased by a substantial 13% in 2024 to £52.3bn (up around 65% since 2015).<sup>5</sup>

Figure 1: Revenue generated by legal activity in the UK, £bn

Source: ONS





Exports

UK legal services consistently generate a trade surplus, helping to offset the UK’s trade-in-goods deficit. These exports are generated primarily by UK and international firms with an office in the UK, but also by barristers and advocates providing services to foreign clients; and by lawyers employed in-house by other organisations. The sector provides vital support to UK and multinational firms and is especially helpful when organisations seek to develop a presence in new international markets and structure multijurisdictional projects.

**In 2024, total gross UK exports of legal services reached £10.079bn, the largest ever figure.** Exports from solicitors’ firms make up the vast majority of these exports, estimated at £9.818bn. Exports by barristers/advocates totalled £124m, up from £116m from the previous year. Exports generated by lawyers in other organisations (including patent agents) totalled £137m in 2024, up from £118m in 2023.<sup>6</sup>

Taking account of imports (mainly related to billings of UK businesses from law firms based overseas) **net exports of UK legal services stood at £8.878bn in 2024 (Figure 2), an annual increase of 18.6% from 2023.**<sup>7</sup> In the past 10 years, net UK exports of legal services have risen by more than doubled. This growth has been mainly driven by law firms.

Taking account of imports (mainly related to billings of UK businesses from law firms based overseas) of £1.201bn, net exports of UK legal services stood at £8.878bn in 2024, an annual increase of 18.6% in 2024.<sup>8</sup>



Figure 2: Net exports of UK legal services (£m)

Source: ONS

	Exports	Imports	Net exports
2015	5056	839	4217
2016	5513	873	4640
2017	5965	976	4989
2018	6077	1024	5053
2019	6441	1219	5222
2020	6271	1503	4768
2021	6805	1352	5453
2022	9499	1750	7749
2023	8917	1430	7487
2024	10079	1201	8878

UK legal services are a nationwide employer

Legal services jobs are highly skilled; the sector is diverse, highly flexible and regularly adapts to client needs. It provides continuous education, training and apprenticeships to develop the skills of new and existing employees on an ongoing basis.

The sector is distributed across the UK, with clusters of expertise which attract investment and drive growth in every region and nation. Lawyers in Scotland have developed expertise to support the UK’s energy sector, while Belfast has emerged as a leading centre for legal innovation and LawTech. The Northwest of England is the largest legal hub outside London and firms based there are benefiting from growing services in maritime and environmental law.

<sup>6</sup> Office for National Statistics, ‘UK Balance of Payments – 03 Trade in services, The Pink Book’, (31 October 2025), available at: [www.ons.gov.uk/economy/nationalaccounts/balanceofpayments/datasets/3tradeinservicesthepinkbook2016](http://www.ons.gov.uk/economy/nationalaccounts/balanceofpayments/datasets/3tradeinservicesthepinkbook2016)

<sup>7</sup> Ibid

<sup>8</sup> Ibid.

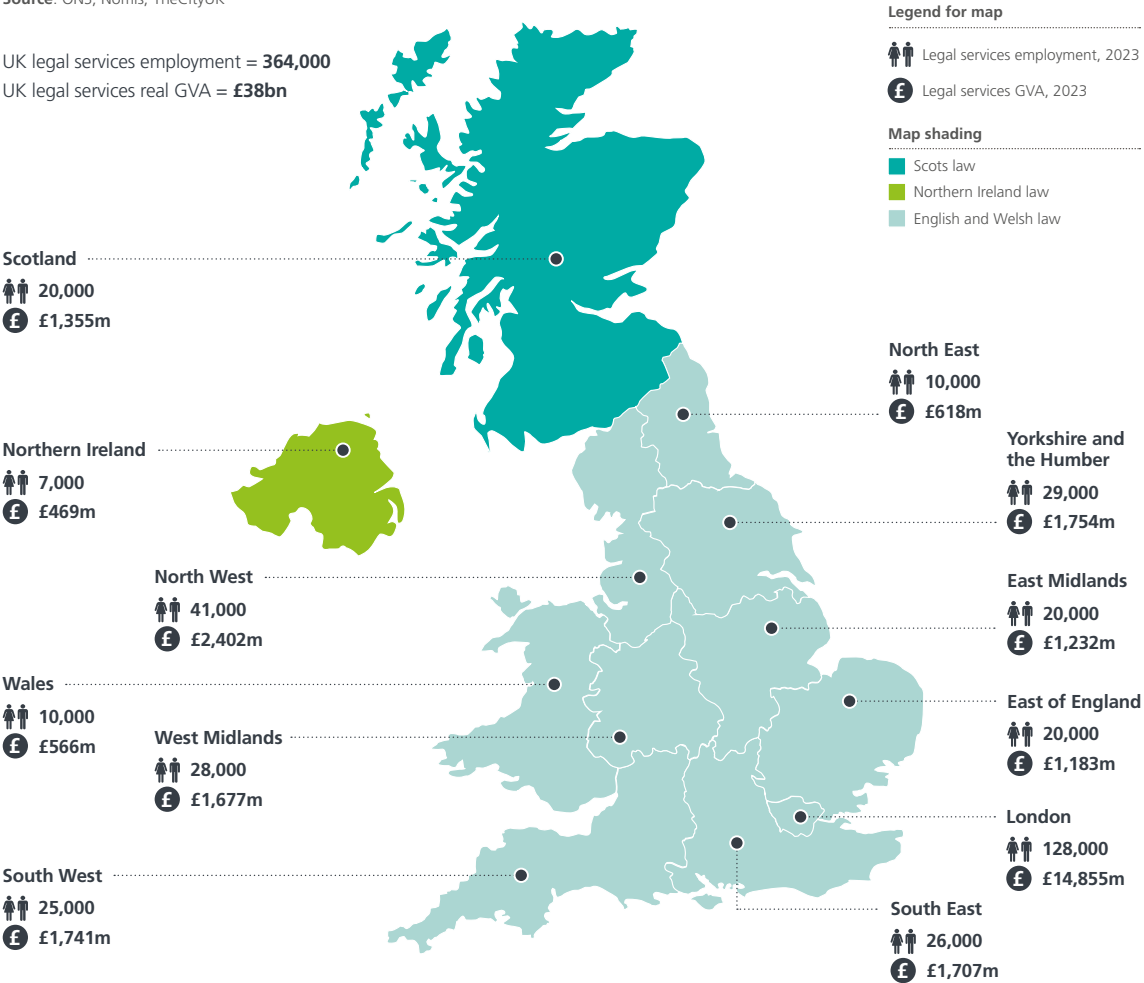
Employment

In 2023, the total number of people employed and self-employed in legal services in the UK was 364,000 according to ONS and NISRA data. Almost two thirds of these jobs are outside London.

Figure 3: Legal services across the UK – 2023

Source: ONS, Nomis, TheCityUK

UK legal services employment = **364,000**  
UK legal services real GVA = **£38bn**



The scale of the contribution that legal services makes across the nations, regions and cities of the UK is further illustrated by the table below (Figure 4).

Figure 4: The employment and GVA contribution of legal services across the UK in 2023 (latest year data disaggregated by region and city is available)

Source: ONS, Nomis, and TheCityUK estimates

	Legal services employment in selected nations/regions/cities, 2023	Legal services GVA in selected nations/regions/cities 2023, (£m)
East Midlands	20,000	1,232
Nottingham	4,500	291
Leicester	2,000	106
Northampton	1,000	182
East of England	20,000	1,183
Cambridge	2,000	68
Norwich	1,750	42
Ipswich	1,250	9
Chelmsford	900	68
Peterborough	900	28
Watford	400	34
Southend-on-Sea	600	17
London	128,000	14,855
North East	10,000	618
Newcastle	4,500	178
North West	41,000	2,402
Manchester	12,000	701
Liverpool	7,000	95
Preston	800	31
Stockport	900	84
Warrington	450	791
Salford	2,250	335
Northern Ireland	7,000	469
Belfast	3,364	390
Scotland	20,000	1,355
City of Edinburgh	6,000	377
Glasgow City	6,000	473
Aberdeen City	1,250	77
Fife	600	17
South East	26,000	1,707
Guildford	1,500	56
Southampton	1,500	63
Reading	1,250	50
Brighton and Hove	1,000	62
Milton Keynes	1,000	172
Crawley	450	19
South West	25,000	1,741
Bristol	9,000	805
Exeter	1,750	37
Cheltenham	900	24
Bournemouth	1,000	63
Gloucester	500	41
Swindon	400	19
Poole	300	61
Wales	10,000	566
Cardiff	4,500	253
Swansea	700	45
West Midlands	28,000	1,677
Birmingham	13,000	993
Coventry	1,000	39
Yorkshire and the Humber	29,000	1,754
Leeds	11,000	773
Sheffield	5,000	288
York	1,250	41
Bradford	1,250	109
Halifax	400	31

Considering combined authorities, which are political designations rather than official statistical designations, and which reflect urban conurbations rather than discrete cities, Greater Manchester (23,000), West Midlands Combined Authority (18,000) and West Yorkshire (17,000) had the highest levels of legal services employment (Figure 6).

**Figure 6: Legal services employment in Combined Authorities, 2023**

**Source:** TheCityUK calculations based on data from Nomis

Greater Manchester	23,000
West Midlands	18,000
West Yorkshire	17,000
West of England	11,000
Liverpool City Region	10,000
East Midlands	10,000
North East	8,000
South Yorkshire	6,000
Cambridgeshire and Peterborough	4,000
Lancashire	4,000
Devon and Torbay	3,500
Greater Lincolnshire	3,500
York and North Yorkshire	3,000
Tees Valley	2,250
Hull and East Yorkshire	1,750

Note: NOMIS data are for 2023 although list of Combined Authorities is as of May 2025.



# The UK's legal professions

03



# The UK’s legal professions

The UK’s main legal professions have continued to grow year-on-year.

Figure 7: The main UK legal professions

Source: Data from official sources, compiled by TheCityUK

Jurisdiction	Profession	Number of practising members	Professional body	Regulator
England and Wales	Solicitor	176,360	Law Society of England and Wales (TLS)	Solicitors Regulation Authority (SRA)
	Barrister	18,137	General Council of the Bar ('the Bar')	Bar Standards Board (BSB)
	Legal executives	14,232	Chartered Institute of Legal Executives (CILEX)	CILEX Regulation
Scotland	Solicitor	14,200	Law Society of Scotland	Law Society of Scotland
	Advocate	460	Faculty of Advocates	Faculty of Advocates
Northern Ireland (NI)	Solicitor	3,042	Law Society of NI	Law Society of NI
	Barrister	700	The Bar Council of NI	The Bar Council of NI

## Solicitors

In England and Wales, the solicitor profession continues to grow and remains by far the largest legal profession in the UK, with 176,360 practising solicitors in 2025. More than 50% of solicitors are employed in private practice (those in law firms or independent/sole practitioners, while around 25% are employed in-house.

Higher Rights of Audience is a qualification that allows a solicitor to act as an advocate in the higher courts in England and Wales. Solicitors can become qualified to represent clients in the criminal courts, civil courts, or both. As of September 2025, a total of 7,191 solicitors had higher rights of audience: 2,998 (42%) in the civil courts, 2,864 in the criminal courts (40%), and 1,329 (19%) in both.

In Scotland in 2025, there are 14,200 practising solicitors, with around 9,000 solicitors employed in private practice law firms.

In Northern Ireland in 2024, there were 3,042 practising solicitors. There are 441 private practice firms in Northern Ireland, which employ around 2,400 practising solicitors

## Barristers and advocates

The number of barristers in independent practice in England and Wales totalled 18,137 in 2024, including 2,091 King’s Counsel (KC). In Scotland, there are 460 practising advocates in 2025, of which 151 were KC. In Northern Ireland there are around 700 barristers, including over 100 KC.

## Legal executives

In 2024, the total number of chartered legal executives (8,917) and paralegals (5,315) in England and Wales was 14,232. The majority of legal executives (59.5%) work in private practice firms, while 14.6% work in the public sector and 9.6% work in-house.

## The in-house sector

The in-house sector continues to grow across the UK. Most in-house solicitors work in the private sector, with many concentrated in the financial services sector. Major UK financial institutions are known to have in-house litigation teams consisting of between 15 and 40 people. In 2025, figures from the Law Society of England and Wales shows that there are 43,811 in-house solicitors on the roll, representing an 8% increase compared to the previous year. According to the Law Society of Scotland, 25% of Scottish solicitors were working in-house in 2025.

## Students, apprenticeships, training contracts and pupillages

In the 12 months to end of April 2025, SRA data shows that 65% of new solicitors in England & Wales took the Legal Practice Course followed by a period of recognised training. The second most popular route is now the Solicitors Qualifying Examination (SQE) route. Under the recently introduced SQE training route, Qualifying Work Experience (QWE) has replaced traditional training contracts. In 2023–24, there were 5,490 QWE records. SQE-qualified lawyers will increase significantly in coming years as other routes to qualification are phased out.

SRA data shows that the number of solicitor apprenticeships continues to rise. Between April 2022-April 2025, 5.5% of SQE1 candidates and 6.3% of SQE2 candidates taking assessments as first attempts have been apprentices. In both SQE1 and SQE2, apprentice candidates achieve higher scores and higher pass rates than non-apprentice candidates, with the differential in attainment being more marked in SQE2. In both SQE1 and SQE2 cohorts, solicitor apprentice candidates are more likely to come from lower socio-economic groups and are also more likely to report having white ethnicity and to be of female sex. The majority of apprentices in SQE1 and SQE2 cohorts to date have been graduate apprentices.<sup>9</sup>

<sup>9</sup> SRA, ‘Solicitors Qualifying Examination Report on Apprentice Performance’, (October 2025), available at: <https://sqe.sra.org.uk/docs/default-source/pdfs/reports/sqe-report-on-apprentices---17-october-2025.pdf>

At the Bar in England and Wales, there were 761 pupils in 2024, up from 537 the previous year.

At CILEX there were 2,011 students in 2024, continuing a significant downward annual trend from 5,300 in 2019.

The Law Society of Scotland’s latest figures show around 1,200 law graduates and around 800 solicitor trainees each year. The Faculty of Advocates currently have 31 ‘devils in training’ to call to the Bar in summer 2026 – the biggest group they have ever had.

There were 311 trainees registered with the Law Society of Northern Ireland in 2024.

**Figure 8: Law firms with largest number of training contracts offered, 2025-2026**

Source: Legal Cheek, ‘The Firms Most List’

Law Firm	Number of Contracts
Clifford Chance	100
Linklaters	100
Slaughter and May	85
Freshfields	85
Clyde & Co	73
A&O Shearman	70
CMS	70
Addleshaw Goddard	70
Pinsent Masons	68
DLA Piper	65
Herbert Smith Freehills Kramer	61
Accutrainee	50
Eversheds Sutherland	50
Hogan Lovells	50
Norton Rose Fulbright	50
White & Case	50

## Diversity and inclusion in UK legal services

The legal sector remains eager to draw upon the diversity of talent available in the UK. Diversity in the sector is well established, but progress is still needed, particularly at more senior levels.

### In England and Wales

- In 2025, the proportion of solicitors with practising certificates who were women remained unchanged at 53%. Women continue to make up a slightly larger proportion of the in-house community, at 61%.
- In 2025, the number of solicitors from ethnic minority groups rose slightly to 19.2% (up slightly from 18.8% in 2023), following a slow but steady upward trend.
- In 2023, 4.4% of solicitors identified as lesbian, gay or bi-sexual (LGB) and 6% declared a disability.
- In 2024, of practising barristers who disclosed the data, 40% were women and 58% were men. While for pupils the split was 54% women and 37% men.
- In 2024, 21% of KC were women, up from 19.9.% in 2023.
- In 2024, 16% of barristers were from ethnic minority or mixed-race backgrounds. The figure for pupils was 21%, a slight decrease from 2023.
- In 2024, 77% of CILEX members were women, while 16% were of ethnic minority background.
- As of 1 April 2025, 44% of all judges were female. judiciary figures show that 39% of court judges and 54% of tribunal judges are female, and 11% of judges were of ethnic minority.

### In Scotland

- In 2025, Law Society of Scotland figures show that 59% of the more than 14,200 practising solicitors in Scotland are women, making up more than two thirds of the country’s practising lawyers under the age of 40
- In 2025, according to the Faculty of Advocates, 136 (29.6%) of the 460 practising advocates are women. Of the 151 KC, only 39 (24%) are women.
- In 2024, official data shows that 28.6% of all judges in Scotland are women.

### In Northern Ireland

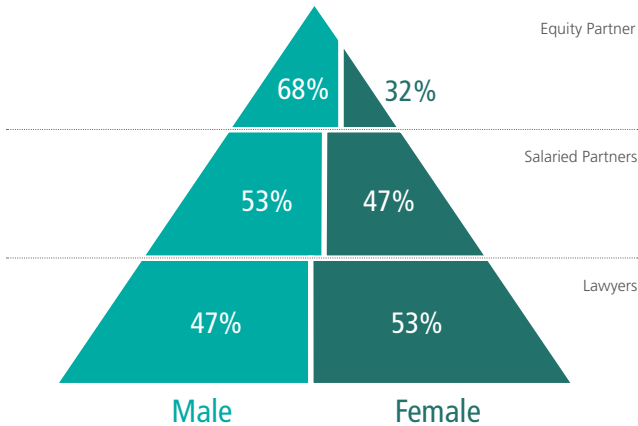
- In 2024, 54% of practising solicitors were female, while 46% were male. For trainees, 68% were female and 32% male.

Women in senior leadership

Despite making up the majority of the solicitor profession, and having done so for many years, female solicitors continue to be underrepresented at senior levels. The professional bodies, regulators and law firms have all made significant efforts to improve this situation, but progress has been slow. SRA data for 2023 (the latest available) highlights that the seniority gap for women remains, with only 32% of full-equity partners (the most senior levels in law firms) and 47% of salaried partners being women. A similar trend is seen in Scotland and Northern Ireland.

Figure 9: Gender diversity in law firms in England & Wales 2023

Source: SRA data



<sup>10</sup> LawTechUK, 'Lawtech Ecosystem Tracker', available at <https://lawtechuk.io/our-reports/>

<sup>11</sup> Social Mobility Foundation, 'Employer Index 2024', <https://www.socialmobility.org.uk/employerindex>

Women in LawTech

Research by LawtechUK reveals a notable gender disparity in LawTech founders. It's Ecosystem Tracker found that female founders lead only 14.3% of LawTech ventures in the UK. Seventeen per cent of UK LawTech companies are female-founded, while 9% of non-UK companies are female-founded. This includes co-founding teams with at least one female founder. Female LawTech entrepreneurs encounter challenges in securing funding, with all-female founder teams receiving only 2p for every £1 of equity investment in the UK in 2021. Recognising the need for greater gender diversity, LawtechUK is leading initiatives to encourage more female founders.<sup>10</sup>

Social mobility

Currently, lawyers and judges across the UK are disproportionately likely to come from relatively privileged backgrounds. The sector is working hard to address this imbalance. In 2024, law firms made up 40% of the Social Mobility Foundation's 'Top 75 Employer Index'<sup>11</sup>, including five entries in the top 10. The index recognises firms for initiatives such as outreach programmes, objective recruitment systems and career progression policies. The sector's main professional bodies also continue to promote and support diversity and inclusion initiatives. The Law Society of England and Wales' Diversity Access Scheme marked its 20th anniversary in 2024. The Law Society of Scotland's Lawscot Foundation supported its eight cohort of academically talented students from less-advantaged backgrounds through their legal education. In June 2024, the Law Society of Northern Ireland published a new diversity, equality and inclusion strategy, including an annual centenary bursary to cover tuition fees for selected students based on income.



# The UK's global legal marketplace

04



# The UK’s global legal marketplace

## Number of law firms

ONS figures show that the legal services market in the UK comprised 33,550 firms as of March 2025, with 30,910 in England and Wales, 1,615 in Scotland and 1,025 in Northern Ireland.<sup>12</sup> These firms compete with a range of other legal professionals to differing extents. Within reserved work, these include barristers, notaries, legal executives, law costs draftsmen, trade mark attorneys, licensed conveyancers and patent attorneys; within unreserved work, these include the wider legal services market delivered by unregulated providers such as will writers.

## UK law firm fee revenue and key market trends

The UK legal services market is large, profitable and growing well-ahead of GDP. In 2024, according to Strategy& PwC, the market was worth around £40bn and is expected to grow around 5.1% annually until 2029. Corporate law services are forecast to grow at even higher rate of 6% per annum, underpinned by growth in volume and prices.<sup>13</sup>

According to Legal Business 100, revenue for the UK’s top 100 firms (ranked by revenue) rose by around 9.5% to £37bn in 2024, a figure which has grown around 85% over the past decade (this figure stood at £20.8bn in 2013-14). The revenue of the top 25 firms rose by to £28.74bn, which now accounts for almost 77.67% of the revenue of the top 100 firms. The top 10 firms’ £19.92bn collective turnover for 2023-24 is more than that earned by the entire top 100 in 2012-13 (£19.1bn).<sup>14</sup>

While the UK has a fully developed and diverse legal sector with markets larger than £1bn across a wide range of practice areas, it is notable that almost two thirds (65%) of the UK’s market by revenue is made up by corporate legal services, while consumer services account for 12.5% and personal injury and clinical negligence services 7.9% of total revenue.<sup>15</sup>

The UK’s top 100 law firms have increased headcount over the past year (up 5%) to 86,344, of these 10,783 (12.4%) were equity partners.

<sup>12</sup> Office for National Statistics, ‘UK businesses: activity, size and location’, (24 September 2025), [www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/ukbusinessactivitysizeandlocation](https://www.ons.gov.uk/businessindustryandtrade/business/activitysizeandlocation/datasets/ukbusinessactivitysizeandlocation)

<sup>13</sup> Strategy&, Uk Legal Services Market Report, Summer 2025, pp4 [www.strategyand.pwc.com/uk/en/insights/uk-legal-services-market-report.html](https://www.strategyand.pwc.com/uk/en/insights/uk-legal-services-market-report.html)

<sup>14</sup> Legal Business 100 [www.legalbusiness.co.uk/law-firm-data/lb100-2024/](https://www.legalbusiness.co.uk/law-firm-data/lb100-2024/)

<sup>15</sup> Strategy&, Uk Legal Services Market Report, Summer 2025, pp4 [www.strategyand.pwc.com/uk/en/insights/uk-legal-services-market-report.html](https://www.strategyand.pwc.com/uk/en/insights/uk-legal-services-market-report.html)

Figure 10: Revenue and profit of the Top 100 law firms in the UK

Source: Legal Business 100



Figure 11: Total lawyer headcount of the largest 100 UK-based law firms

Source: Legal Business 100



Figure 12: Top 50 largest UK law firms in the UK, by global revenue, 2023-24

Source: Legal Business 100, 2024

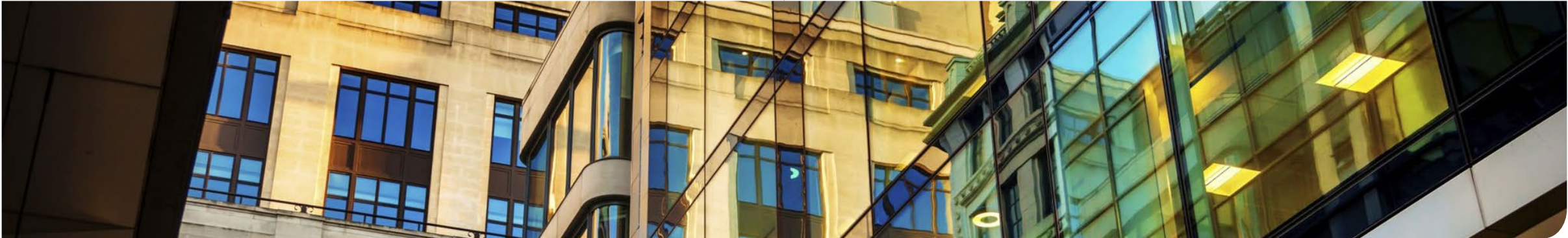
Firm	Total revenue (£m)	Total lawyers	Equity partners
1 DLA Piper	3,008	5,000	343
2 Clifford Chance	2,300	3,792	433
3 Allen & Overy	2,200	2,868	476
4 Hogan Lovells	2,158	2,816	361
5 Freshfields	2,141	2,331	438
6 Linklaters	2,100	3,299	528
7 Norton Rose Fulbright	1,817	3,567	506
8 CMS	1,702	5,259	742
9 Herbert Smith Freehills	1,306	2,562	338
10 Eversheds Sutherland	1,190	3,811	208
11 Ashurst	961	2,066	253
12 Slaughter and May	893.2	649	105
13 Clyde & Co	844.4	2,664	236
14 Bryan Cave Leighton Paisner	672	1,283	200
15 Pinsent Masons	649.6	1,981	187
16 Simmons & Simmons	574	1,228	189
17 Gowling WLG	573.7	1,442	396
18 Bird & Bird	545	1,716	399
19 Addleshaw Goddard	495.6	1,270	130
20 Taylor Wessing†	480.7	1,253	259
21 Womble Bond Dickinson	461	949	228
22 Osborne Clarke	456.8	1,446	234
23 DWF	435	1,637	110
24 Fieldfisher	391.6	929	100
25 Kennedys	384	1,209	116

Firm	Total revenue (£m)	Total lawyers	Equity partners
26 Macfarlanes	337.2	490	58
27 DAC Beachcroft	326.5	1,213	99
28 Irwin Mitchell	304.3	943	83
29 Withers	303.4	696	90
30 Mishcon de Reya	302	638	240
31 Stephenson Harwood	264.2	659	83
32 HFW	251	607	88
33 Watson Farley & Williams	238.4	229	113
34 Charles Russell Speechlys	218.3	568	70
35 Travers Smith	215	466	79
36 Shoosmiths	207	703	41
37 TLT	174	623	35
38 Gateley	172.5	546	
39 RPC	172	538	75
40 Mills & Reeve	168	633	99
41 Burges Salmon	163	534	78
42 Knights	150	643	
43 Hill Dickinson	145.5	554	108
44 Freeths	145.4	612	39
45 Trowers & Hamlin	142.3	534	89
46 Weightmans	140.1	722	46
47 Keoghs	119.6	484	
48 Ampa	119.2	457	141
49 Browne Jacobson	118	568	101
50 Brodies	114.3	448	39

Figure 13: Top 20 largest UK law firms outside London, by revenue, 2022-23

Source: Legal Business 100. The table excludes firms identified by Legal Business as 'national', 'London' or 'International'.

Firm name	Location	Turnover, (£m)
Osborne Clarke	Bristol	378.9
Gateley	Birmingham	162.7
TLT	Bristol	157
Hill Dickinson	Liverpool	129.6
Freeths	Midlands	128.7
Burges Salmon	Bristol	128.2
Keoghs	Bolton	107.7
Brodies	Scotland	106.3
Browne Jacobson	Nottingham	105
Ampa	Birmingham	104.8
Birketts	Ipswich	85.2
Burness Paull	Scotland	83.3
JMW	Manchester	74.3
Walker Morris	Leeds	67
Shepherd and Wedderburn	Scotland	66.7
Bevan Brittan	Bristol	65.9
Foot Anstey	Exeter	60.8
Clarke Willmott	Bristol	60.8
RWK Goodman	Bath	53
Ashfords	Exeter	50.2



The international reach of the UK legal sector

The UK’s position as a hub for international commerce and law is exemplified by the top 100 UK law firms continuing to build their international practices. The continued popularity of English law for use in international business strengthens the position of UK-qualified lawyers and UK-based law firms. Global demand for UK qualified solicitors is high and many choose to work overseas. In 2025, there are over 9,166 solicitors of England and Wales and over 800 solicitors of Scotland working outside the UK.

The growth in UK legal professionals operating overseas is not, however, restricted to solicitors and law firms. Many barristers’ chambers, especially those specialising in various forms of commercial law, are establishing a permanent presence in locations such as Singapore, Hong Kong, Abu Dhabi, New York, Doha and Geneva to focus on dispute resolution and arbitration. More than 2,612 barristers of England and Wales now receive instructions from clients based abroad (more than double the figure a decade ago), earning a total of more than £580m from these instructions in 2024.<sup>16</sup>

Figure 14: Location of solicitors of England & Wales based outside England & Wales 2024 (% of total)

Source: The Law Society, International Data Insights Report 2025



<sup>16</sup> Figure from Bar Mutual

International legal services firms in London

London is one of the leading global centres for international financial services. The co-location and clustering effect of banking, insurance, fund management and other financial services helps to underpin London’s position as a global legal services centre and consolidate its status as the world’s most preferred jurisdiction for dispute resolution.

The UK legal market has an extensive history of being open and welcoming to international law firms. Today there are more than 200 foreign law firms based in the UK from over 40 jurisdictions. US firms have a particularly established presence in the UK, with around 100 having offices in the country, and London is the main European hub for most of them. Initially, US firms based in London tended to focus on helping European clients to access the US market and vice versa. Now, around half of the foreign firms in the UK offer a full-service English law capability. Many of these firms derive a considerable percentage of their revenue from their offices in London. The largest non-UK firms ranked by London fee-earners on this list include Baker McKenzie, Kirkland & Ellis, and Latham & Watkins (Figure 7).<sup>17</sup>

Figure 15: The largest offices of non-UK law firms in London, 2022-23

Source: Legal Business, Global London 2023

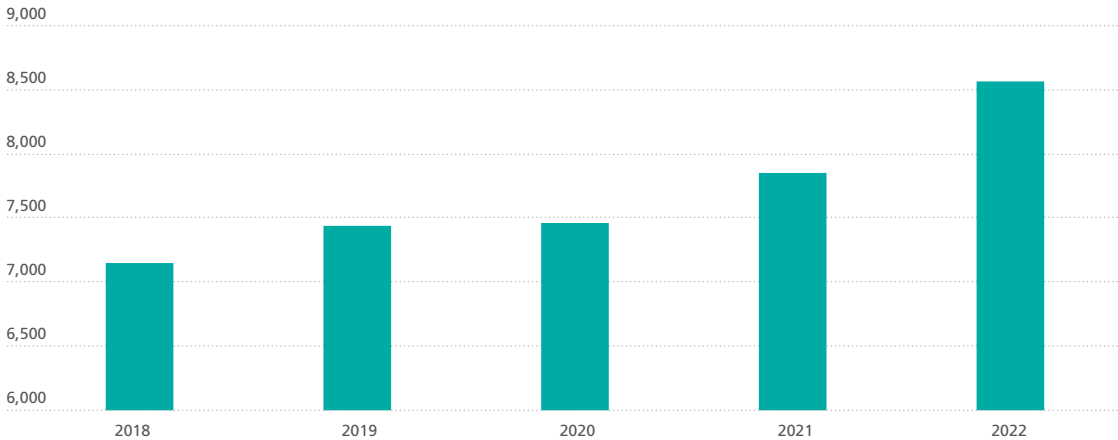
	London fee-earners	Of which England & Wales qualified	Other qualified
Baker McKenzie	563	550	13
Kirkland & Ellis	497	388	33
Latham & Watkins	589	391	198
White & Case	502	406	96
Simpson Thacher & Bartlett	196	145	51
Dentons	395	310	85
Bryan Cave Leighton Paisner	433	421	12
Reed Smith	365	331	34
Debevoise & Plimpton	148	100	48
Goodwin	234	231	3
Mayer Brown	291	261	30

<sup>17</sup> Legal Business, ‘Global London 2023: Main table’, (April 2023), available at: [www.legalbusiness.co.uk/analysis/global-london-2023/global-london-2023-main-table/](http://www.legalbusiness.co.uk/analysis/global-london-2023/global-london-2023-main-table/)

The headcount of the largest 50 foreign law firms in London reached a record 8,569, in 2022. The total number of partners also grew to a new high of 2,361 (an increase of 5% from 2,243 in 2021).<sup>18</sup>

Figure 16: Total headcount of fee-earners (50 largest overseas law firms in London)

Source: Legal Business, Global London 2023



The continued presence of large international law firms helps explain London’s prominence as a global legal hub.

International law firms in London feature prominently in rankings of the largest global firms. US firms have traditionally been more focussed on their domestic market, given the greater scale of the US economy. However, with ongoing merger activity combined with the pressure to expand internationally and the continued prominence of English Law in commercial contracts, it is becoming more common for leading US firms to have between 25-40% of their lawyers based outside the US.

International law firms in London are leading advisers on deals which take place in the world’s international capital markets. They offer a wide range of services, including advising on M&A, securities, project finance, tax and intellectual property. Other smaller firms are world leaders in their own niche practices, providing deep sector-specific experience. A combination of professional expertise and a high-quality Admiralty Court has ensured that the UK continues to be the world’s leading centre for international maritime law.

<sup>18</sup> Legal Business, ‘Global London 2023: Main table’, (April 2023), available at: [www.legalbusiness.co.uk/analysis/global-london-2023/global-london-2023-main-table/](http://www.legalbusiness.co.uk/analysis/global-london-2023/global-london-2023-main-table/)

### The UK’s position within the global legal market

The UK is the largest legal market in Europe, and second only to the US globally.

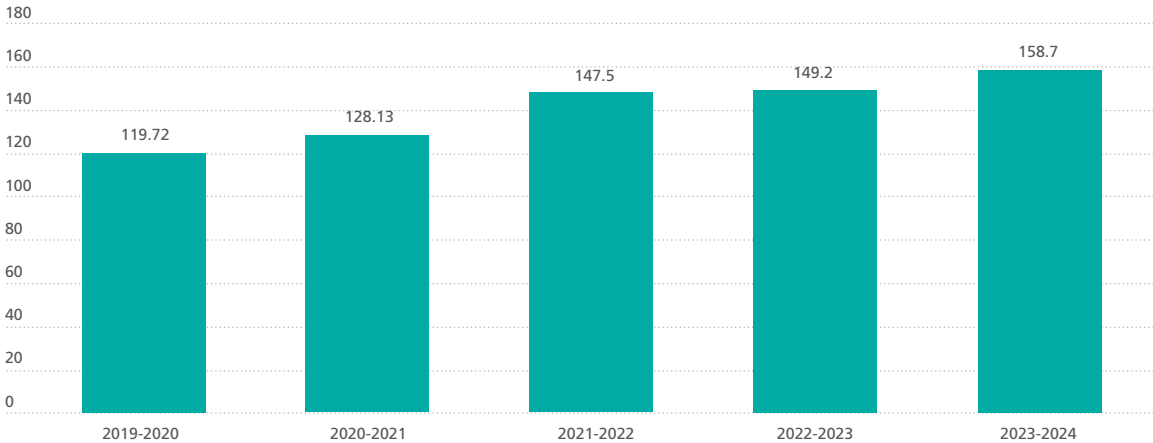
The global legal services market grew to \$765bn in 2022 and is predicted to reach \$950bn by 2027.<sup>19</sup> In 2023-24 total revenue across the world’s 100 largest law firms broke through the \$150bn mark for the first time, with combined income rising by more than 6% to \$158.7bn.<sup>20</sup> Sixty seven of the world’s top 100 firms now turn over more than \$1bn, with 27 firms reporting turnover greater than \$2bn.<sup>21</sup>

Over the past five years, average revenue growth across the Global 100 stands at 40%, with 40 firms boosting revenue by at least 40% during that period. Eighty eight of the Global 100 managed to post rising revenues, with 63 posting growth of more than 5% and almost one quarter enjoying double-digit hikes.<sup>22</sup>

While over two thirds of Global 100 law firms were US originated/headquartered firms, UK-based firms continue to feature prominently in the rankings. All of the top 50 global law firms by revenue have an office in London. While UK-based firms also held eight of the top 20 places based on revenue. DLA Piper was the largest UK-based law firm on this measure, followed by Clifford Chance, Allen & Overy, Dentons, Hogan Lovells, Freshfields, Linklaters, and Norton Rose Fulbright.

Figure 17: Total revenue of the world’s largest 100 law firms, (\$bn)

Source: Legal Business Global 100



<sup>19</sup> [www.thebusinessresearchcompany.com/report/legal-services-market](http://www.thebusinessresearchcompany.com/report/legal-services-market) Accessed November 2024  
<sup>20</sup> Global 100 Overview, [www.legalbusiness.co.uk/analysis/global-100-overview-g100-defy-gloom-to-pass-150bn/](http://www.legalbusiness.co.uk/analysis/global-100-overview-g100-defy-gloom-to-pass-150bn/)  
<sup>21</sup> Legal Business, ‘Global 100: main table’, (Dec 2022): Global 100: Main table 2022 - Legal Business  
<sup>22</sup> [www.legalbusiness.co.uk/analysis/global-100-overview-g100-defy-gloom-to-pass-150bn/](http://www.legalbusiness.co.uk/analysis/global-100-overview-g100-defy-gloom-to-pass-150bn/)



The world’s three largest law firms (by gross revenue) continue to be Kirkland & Ellis (with \$7.2bn), Latham & Watkins (\$5.68bn) and DLA Piper (\$3.77bn).

**Figure 19: Largest 20 global law firms by gross revenue, 2023-24**

Source: Legal Business Global 100

Law firm	Headquarters	Gross revenue (\$m)
Kirkland & Ellis	Chicago (US)	7,208
Latham & Watkins	National (US)	5,688
DLA Piper	International (US/UK)	3,769
Baker McKenzie	International (US)	3,287
Skadden	New York (US)	3,270
Sidley	Chicago (US)	3,100
Gibson Dunn	Los Angeles (US)	3,074
Ropes & Gray	Boston (US)	2,993
White & Case	International (US)	2,949
Morgan Lewis	National (US)	2,899
Clifford Chance	International (UK)	2,882
Allen & Overy	International (UK)	2,756
Dentons	International (UK/US)	2,720
Hogan Lovells	International (UK)	2,683
Jones Day	National (US)	2,666
Freshfields	London (UK)	2,662
Linklaters	International (UK)	2,631
Simpson Thacher	New York (US)	2,336
Greenberg Traurig	National (US)	2,303
Norton Rose Fulbright	International (UK)	2,260

## The UK is a global leader in legal innovation and technology

Most jurisdictions around the world prohibit non-lawyers involvement in law firms. However, in England and Wales, the Legal Services Act 2007 permits business models, known as Alternative Business Structures (ABS), that allow investment, ownership and management by non-lawyers.

This regulatory innovation allowed the entry of the ‘Big Four’ accounting firms (Deloitte, EY, KPMG and PwC) into the legal services market. Globally, the Big Four’s legal divisions now have total lawyer headcount rivalling some of the world’s largest law firms. In 2025, PwC had more than 4,000 lawyers operating in over 100 countries, KPMG more than 3,750 lawyers in 80 countries, Deloitte more than 2,500 lawyers in 75 countries, and EY more than 2,400 lawyers in 94 countries. In the UK, Deloitte has more than 550 lawyers, putting it close to becoming one of the top 50 law firms in the UK, while PwC has 454 lawyers in the UK, and KPMG and EY both have more than 250.

The most recent data from the SRA for 2023-24, shows that the number of ABS continue to rise, and they now make up 13% of firms in England and Wales. In 2025, Thomson Reuters noted that the alternative legal services market is growing much more quickly than the market for traditional legal services, estimating that the global alternative legal services market was worth \$28.5bn in 2023.<sup>23</sup>

In response to this market shake up, large law firms in particular have increasingly turned to M&A to build scale, deepen specific practice expertise and enter new geographical markets. Transatlantic mergers between UK and US firms have been coveted, with several large global firms being created from such mergers: DLA Piper in 2005, Hogan Lovells in 2010, Norton Rose Fulbright in 2013, Eversheds Sutherland in 2017, A&O Shearman in 2024, and this year Herbert Smith Freehills Kramer. In 2024, A&O Shearman was created from the first merger involving one of the UK’s ‘Magic Circle’ firms and a US firm – the largest transatlantic law firm combination in decades. In June 2025, Herbert Smith Freehills (HSF) merged with US firm Kramer Levin. Now known as HSF Kramer, the firm has over 2,700 lawyers, including 630 partners, across 26 offices worldwide and generates \$2bn (over £1.5bn) in global revenue, all within a single profit pool. In November 2025, UK law firm Ashurst and US-based Perkins Coie agreed to a merger that creates one of the top 20 law firms globally by revenue. Ashurst Perkins Coie, as it is now known, will have 3,000 lawyers across 52 offices in 23 countries and is expected to have annual revenues of about \$2.7bn, making it the largest transatlantic merger since A&O Shearman.

The UK continues to support further legal innovation. In England and Wales, the Arbitration Act (2025) implemented recommendations from the Law Commission to update the Arbitration Act (1996) to modernise the legal basis for arbitration so that the jurisdiction remains a leading international destination for commercial arbitration. The Property (Digital Assets etc) Bill responds to the development of new types of assets such as crypto-tokens which challenge the traditional categories of personal property rights and is expected to become law in 2025-2026. Similarly, the Digital Assets (Scotland) Bill introduced to the Scottish Parliament in October 2025, will give digital assets greater legal clarity and help support Scotland’s growing FinTech sector.

<sup>23</sup> Thomson Reuters, Alternative Legal Services Providers 2025, [www.thomsonreuters.com/en-us/posts/wp-content/uploads/sites/20/2025/01/ALSP-Report-2025.pdf](https://www.thomsonreuters.com/en-us/posts/wp-content/uploads/sites/20/2025/01/ALSP-Report-2025.pdf)

### The rapid growth of the LawTech sector

The global market for LawTech (also known as ‘legal tech’) was worth almost \$30bn at the end of 2022, and it is expected to continue to grow at a compound annual growth rate (CAGR) of 8.9% in the next decade.<sup>24</sup>

In the UK, the Legal Services Act 2007 was one of the catalysts for the explosive growth in legal sector innovation. The UK’s legal talent pool and international market presence made it a prime destination for LawTech development, and it is now a global hub for the LawTech sector. The UK’s position is underpinned by a highly developed legal market, a technology talent pipeline, and government support for innovation. LawtechUK is a government-backed initiative to drive digital transformation in the legal services industry, the initiative has been delivered by CodeBase and Legal Geek since 2023. Since 2019, £6m has been invested in the programme, supporting the LawTech sector’s rapid growth. In March 2025, the Ministry of Justice announced an additional £1.5m investment for the LawtechUK programme.

The LawtechUK Ecosystem Tracker 2025 notes that UK LawTech investment saw a robust year in 2024 and there are now 376 LawTech companies operating in the UK, 270 of which are UK-founded with investment of more than £1.7bn. Of this, £139.6m was secured in 2024 alone, representing nearly 10% of the total. Fifty eight per cent of these companies are founded in London, with 42% distributed across the rest of the UK.<sup>25</sup> LawTech growth included company expansion, with nearly 10% of UK-based LawTechs increasing their headcount. Regional data shows notable investment growth in 2024 across the UK regions (Figure 20), concentrated in Scotland, the East of England, and Yorkshire and the Humber.

Figure 20: Amounts raised (£) by UK region in 2024

Source: LawtechUK Ecosystem Tracker 2025

Region	Increase (£) in 2024
East of England	£55,020,000
London	£73,276,000
North West	£2,760,000
Scotland	£4,380,000
South West	£620,000
Wales	£630,000
West Midlands	£910,000
Yorkshire and the Humber	£2,000,000
Total	£139,596,000

We are now in a new period of growth and further innovation as the UK legal sector responds to opportunities presented by generative AI (GenAI). A LexisNexis survey has found that the number of lawyers in the UK using GenAI for work purposes has almost quadrupled in a little over a year, and that 82% of lawyers now use or plan to

use AI for work.<sup>26</sup> The ambition to deliver legal work faster is driving the vast majority of in-house lawyers to embrace AI. The same survey found that nine out of 10 in-house lawyers now use, or have plans to use, GenAI. The UK’s law firms in particular are leading the way.

The latest law firm survey by Strategy& finds that law firms now expect more than 10% of billable hours could be automated through AI tools. However, it is worth nothing that while most firms are trialling AI solutions, only 19% are seeing productivity gains and only 2% have been able to monetise benefits.<sup>27</sup>

The Financial Times ranked the top 50 innovative law firms in Europe in 2024 and UK-based firms topped the list, securing the top five places, seven of the top 10, and a total of 23 of the top 50.<sup>28</sup>

Figure 21: 2024 Financial Times innovative law firm index-Europe.

Source: Financial Times

Rank	HQ Country	Law Firm	Total Score /100
1	UK/US	A&O Shearman	92.0
2	UK	Ashurst	90.5
3	UK	Linklaters	88.2
4	UK/US	DLA Piper	88.2
5	UK	Freshfields Bruckhaus Deringer	87.5
6	Spain	KPMG Abogados	86.6
7	US	Dechert	86.0
8	UK	Addleshaw Goddard	85.5
9	Spain	Garrigues	84.9
10	UK/US	Hogan Lovells	84.1
11	UK	Shoosmiths	83.6
12	Spain	Cuatrecasas	83.4
13	Global	Dentons	83.2
14	Portugal	Vieira de Almeida	82.9
15	UK	Pinsent Masons	82.6

Rank	HQ Country	Law Firm	Total Score /100
16	UK	CMS	82.1
17	Global	Baker McKenzie	81.9
18	Spain	Spain Ecija	81.2
19	UK	Kennedys	80.1
20	UK	Osborne Clarke	78.9
20	US	McDermott Will & Emery	78.9
22	UK/US	Norton Rose Fulbright	
23	US	Meyer Brown	78.4
24	Spain	Uría Menéndez	77.7
25	UK	UK Travers Smith	77.7
26	UK	UK Herbert Smith Freehills	76.8
26	UK	Bird & Bird	76.8
28	Baltics	Baltics Sorainen	75.7
29	Portugal	Portugal Abreu Advogados	75
30	UK	Deloitte Legal	74.9

The UK’s leading position is underpinned by a network of ‘tech labs’ created by law firms, universities and others, including financial services businesses. These centres of innovation are providing employment across the UK. London is the epicentre of UK LawTech and is home to 43% of European LawTech companies, but there are centres in every part of the UK. Ashurst has one in Glasgow; Hogan Lovells in Birmingham; and Bryan Cave Leighton Paisner, Freshfields and Latham & Watkins have centres in Manchester. Belfast has developed a strong reputation for legal innovation, hosting LawTech firms such as Axiom, iManage and BRIEFED, as well as legal services centres for A&O Shearman, Baker McKenzie and HSF Kramer.

<sup>24</sup> www.thomsonreuters.com/en-us/posts/legal/practice-innovations-legal-tech-latin-america/ accessed 30 October 2024

<sup>25</sup> LawTechUK Ecosystem Tracker 2025 https://lawtechuk.io/our-reports/

<sup>26</sup> https://www.lexisnexis.co.uk/insights/fast-law-why-speed-is-the-priority-for-lawyers-using-ai/index.html

<sup>27</sup> Strategy&, UK Legal Service Market Report 2025 www.strategyand.pwc.com/uk/en/insights/uk-legal-services-market-report.html

<sup>28</sup> Financial Times, ‘FT law firm index — Europe’, (2024), available at: https://www.ft.com/reports/innovative-lawyers-europe

# Dispute resolution in London and the UK

05

# Dispute resolution in London and the UK

The Business and Property Courts (B&PCs) are specialist courts within the High Court in the Rolls Building in London and at seven regional court centres which decide disputes in business and commercial cases, property, company law, insolvency and bankruptcy, intellectual property and other Chancery disputes and technology and construction disputes, both domestic and international with the aims of ensuring that:

- International business and domestic enterprises are equally supported in the resolution of their disputes.
- Cases are managed to deliver progress to trial without delay.
- Cases are tried, and appeals heard, by the most appropriate judge (whether a High Court Judge or other specialist judge).
- Judges provide an efficient and effective service utilising modern technology to best advantage.

The work of the B&PCs continues to underpin the position of English law as the global business law of choice with decisions of B&PCs judges having a wide impact in financial, business, commodities, insurance, shipping and other markets.

## Court based dispute resolution:

London’s Rolls Building continues to house the Business and Property Courts, the world’s biggest business, property and commercial court, which includes all the specialist jurisdictions of the High Court dealing with commercial disputes. (note: includes only cases issued in the Rolls Building, London)



Figure 22: Business and Property Courts caseload statistics 2024

Source: Civil Justice statistics quarterly: October 2024 to December 2024 © Crown copyright  
Note: includes only cases issued in the Rolls Building, London.





## The Commercial Court

Six hundred and nine claims were issued in the Commercial Court in 2024-25, and the total number of claims issued in the London commercial courts as a whole (i.e. also including the Admiralty Court, the London Circuit Commercial Court and the Financial List) was 1,041. In the Commercial Court, there were 470 trial sitting days and 1,234 total sitting days. The number of paper applications was 3,534 for the Commercial Court, and 5,224 for all the London commercial courts.

There were 157 reserved judgments handed down in the Commercial Court, and 212 in all London commercial courts. The Portland Commercial Courts 2025 Report stated that the London Commercial Courts have had a record year for nationalities, with 93 nationalities represented, the highest ever recorded; and that 61.7% of litigants were from abroad. The Commercial Court's Annual Reports for several years have consistently noted that about 75% of the court's cases involve at least one party from abroad or relate to subject-matter abroad.

The major cases heard by the court have included the start of the year-long trial of claims by the Public Institute for Social Security, which operates Kuwait's social security and pension schemes, for recovery of alleged unlawful commissions; the conclusion of the year-long trial of fraud claims brought by the Danish tax authority, SKAT; the term-long trial of the first of two groups of major claims relating to aircraft detained in Russia following the 2022 invasion of Ukraine; a 13-week trial of a major accounting negligence claim against a 'Big Four' audit firm; a 10-week trial arising from a Chinese State entity's acquisition of global sporting rights including to the Italian Premier League; an ongoing trial involving McLaren IndyCar suing the reigning champion for breach of contract; the trial of the Secretary of State for Health and Social Care's claim against PPE Medpro Limited regarding the adequacy of sterile gowns supplied during the Covid pandemic; and the trial and follow-on damages inquiry arising from fraud claims in respect of West African oil trading.

Russian sanctions-related issues once again continue to feature in cases before the court, and there have again been significant numbers of applications for freezing orders and anti-suit injunctions, as well as paper applications. The court continues to deal with significant arbitration-related issues, representing around 35% of its new claims over the last year, including claims to restrain proceedings brought in breach of arbitration agreements, as well as orders sought in support of arbitration and challenges to arbitration awards.

## Financial List

Five Financial List trials have been listed to date in 2025, three of which settled in advance and the other two trials were heard in June of this year. There is currently three Financial List trials scheduled to take place in 2026, two of which are longer than three months in estimate.

## Case study

Following Russia's invasion of Ukraine in February 2022, many aircraft leased by Russian airlines from non-Russian owners based around the world remained in Russia in disputed circumstances. The Claimant owners/lessors, financing banks (or their assignees) or managers of the aircraft issued default and termination notices under the leases, relying on grounds including the imposition of sanctions on Russia, material adverse change, failure to maintain insurance/reinsurance required under leases and/or failure to pay sums due under Leases. The Russian airlines failed to return the aircraft, which remained in Russia.

This led to market-wide litigation against the insurers and reinsurers of the aircraft, concerning around 400 aircraft and claims in excess of US\$13bn. There are two groups of claims, relating to different categories of insurance policy. The 'lessee policy' (LP) claims were brought under policies placed directly by the Claimants with insurers. In addition, the aircraft leases generally required the lessee airlines to insure the aircraft in respect of hull all risks and war risks, and to ensure that the risks were reinsured in the London and international market with 'cut through' clauses in favour the Claimants. The 'operator policy' (OP) claims were brought under those reinsurance policies.

The two groups of cases then proceeded in the English court, with designated judges managing all stages of them, and conducting case management hearings as required (Picken J and Henshaw J for the OP claims and Butcher J for the LP claims)

The OP policy claims involved a major challenge to the jurisdiction of the English courts, because the policies contained exclusive Russian jurisdiction clauses. The Claimants contended that they should nonetheless be permitted to continue their claims in England on the ground that there could not be a fair trial of the relevant issues in Russia. This led to a four day hearing in mid February 2024, resulting in a judgment by Henshaw J handed down on 28 March 2024 in favour of the Claimants.

In the meantime, the LP claims proceeded, culminating in a trial before Butcher J from October 2024 to February 2025. Butcher J handed down judgment on 11 June 2025, upholding the Claimants' claims against the war risk insurers. Many LP and OP claims have settled, before and after Butcher J's judgment. The remaining OP claims are listed for trial before Picken J in autumn 2026.

## The Technology and Construction Court

There were 450 new claims issued in the Technology and Construction Court (TCC) in 2024-25, which is a slight increase on the previous year. The TCC continues to hear claims requiring specialist technical input, including construction, engineering, design and other complex technology disputes. Some of these raise issues of system delivery failures, digital twin technology, process engineering, and reverse software engineering. The court is dealing with one of the world's largest opt-in class actions, arising out of the Fundao Dam disaster in Brazil, together with other international environmental pollution claims and renewable energy disputes. Cases concerning building safety issues in high rise buildings are increasing as a result of the Grenfell tragedy and the Building Safety Act 2022. The TCC's BSA working group ensures liaison with the BSA work done also in the First Tier of the Property Tribunal.

In addition, procurement work continues to form a significant share of TCC work, including challenges to the award of large public infrastructure and other types of contract. Most procurement challenges, whatever their nature, are dealt with by the TCC. Depending upon the circumstances of the case, applications and early trials are often heard very quickly, such as the first National Lottery procurement challenge, where an expedited trial of preliminary issues was ordered to be heard within two months of application and a reserved judgment handed down one month after trial. A second such challenge is presently under way. The TCC's Procurement Group is working on guidance following the introduction in February 2025 of the Procurement Act 2023.

The number of adjudication enforcement and related claims issued in the TCC was 98, slightly less than last year, reflecting the popularity and success of adjudication, protecting cash flow and an effective means of dispute resolution for the construction industry. The TCC has a tailored expedited procedure for adjudication enforcement claims, issuing directions within about three days of issue and fixing a hearing date for the summary judgment application to be heard within about six to eight weeks thereafter. The use of remote hearings for most adjudication business enables the TCC to allocate the claims wherever there is capacity, to ensure an early hearing date. Most enforcement claims are settled before the hearing and the adjudication often results in a final resolution of the dispute without the necessity for a trial or arbitration. In line with the increasing importance of AI in the construction and technology fields, the TCC now has its own AI working group, presenting a series of seminars in conjunction with litigators, construction, professional and industry representatives. As before, much of the work of the TCC is international in nature.

## The Patents Court

Work levels in the Patents Court have been high during 2024-25, in relation both to trials and interim applications. Patent trials have covered the traditional work areas of pharma and telecoms, and many other technologies as well. Examples of interim application hearings have included both FRAND interim licence declarations and injunctions pending trial/judgment or appeal in pharma cases. The rate of new claims being started has increased somewhat further over the already rising pattern in 2023-24. Patent trials and hearings have been taken by the two full time Patents Judges, other Chancery Division Judges with authorisation to hear patent matters, and specialised Deputy High Court Judges. The level of patent trials has provided more work than usual for the Deputies. The costs-capping regime for the Shorter Trials Scheme (STS) continues in effect and is being monitored with the assistance of the IPLA, and updating of the Patents Court Guide is being finalised for greater integration with the Chancery Guide.

The Patents Court remains willing to will direct trials more quickly than its 12-month standard time to trial, assisted by hearing trials in September if necessary, and a number of major cases have been given expedited trials in later 2025 and 2026, especially substantive FRAND rate setting trials. Cases in the Patents Court are often of international significance, because they have global participants, set precedents that are followed or replicated elsewhere, or form part of a wider global dispute taking place in a number of courts. Over 90% of cases currently listed in the Patents Court Diary involve at least one international party.



## The Insolvency and Companies Court

The 2021 World Bank Report stated that a “Well-functioning legal, regulatory, framework and systematic approach to debt resolution and insolvency strengthens the investment climate and advances economic growth.” A 2023 paper from City University of London argues that specialist courts are essential for balancing creditor and debtor interests, especially in developing economies where generalist judges may lack insolvency expertise. The paper says:

“The UK moved a step forward to establishing a specialist insolvency and business court in 2018, when the judicial office of registrar in bankruptcy of the High Court was renamed the Insolvency and Companies Court. This in effect, afforded the Insolvency and Companies Courts complete power to preside over proceedings on bankruptcy, company winding-up, and all other matters in relation to insolvency and restructuring proceedings.”

### Case studies – Samsung v ZTE and Acer v Nokia, Formycon v Regeneron, Regeneron v Alvotech

A major part of the Patents Court’s work is SEP/(F)RAND litigation between patent owners and patent implementers in the field of telecoms.

In Samsung v ZTE the Patents Court directed an expedited trial of the substantive FRAND dispute between the parties to be heard in early 2026, having identified that as the critical commercial issue between the parties.

In Acer v Nokia three actions by implementers (Asustek and Hisense as well as Acer) were case managed by the Patents Court to bring key issues on for determination in October 2025, the actions having only started in the summer of 2025. The litigation concerns the ITU-T RAND regime (as distinct from the ETSI FRAND regime the subject of most earlier telecoms SEP disputes) which is subject to Swiss law and concerns video streaming technology rather than mobile phone standards. The issues in the litigation include the nature of the RAND obligation, the applicable Swiss law, and whether specific performance is available. The Patents Court will be the one of the first in the world substantively to consider these issues.

Formycon v Regeneron was a trial concerning two formulation patents relating to Regeneron’s blockbuster drug aflibercept (Eylea). There were two actions in the trial, brought by two different biosimilar companies. The trial involved eight expert witnesses, took eleven days, and came to trial within one year of the second action starting. Subsequently, a trial between Regeneron and another competitor, Alvotech, concerning transitional relief at the end of the life of the drug’s Supplementary Protection Certificate took place within two months of issue of the claim, in the light of the commercial urgency.

England and Wales is one of only a few jurisdictions with specialist Insolvency and Companies Court Judges (ICCs). The seven full-time ICCJs and 14 deputies have a deep understanding of insolvency laws and regulation; they provide a consistent approach and ensure that cases are managed and concluded efficiently. Court workloads this year have increased by approximately 15%.

In the past five years since its introduction, the Part 26A restructuring plan regime has been deployed in several landmark cases. The primary purpose of the provision is to enable the court to sanction a plan that binds creditors if it is fair and equitable. Creditors vote on the plan, but the court can impose it on dissenting creditors (‘cram down’) provided that the necessary conditions are met.

The key issue under the spotlight during 2025 is the question of fairness: to what extent should financially distressed companies consult with and make provision for those creditors who the company asserts, would receive minimal or no recovery in the ‘relevant alternative’ – i.e. in the most likely scenario, if the current restructuring plan is not approved. To what extent should such creditors, so called ‘out of the money’ creditors, receive some of the benefit that will arise (or be preserved) by a plan that crams down their claim?

The Petrofac group provides design, construction and operational services to the energy industry. Its financial difficulties started in 2017, when the UK’s Serious Fraud Office (SFO) began to investigate the group, resulting in a fine of £70m in 2021 for failing to prevent bribery by associated persons. Its proposed restructuring plan came before the High Court in London and went to appeal. It was the third appellate decision on restructuring plans (following Adler and Thames Water). The plan called for new funding to be provided by existing creditors and a new investor; the resolution of claims relating to a Clean Fuels Project in Thailand; settlement of the SFO fine; and a settlement fund to resolve shareholder claims arising from the inaccuracy of Petrofac’s disclosures.

On the issue of fairness, the Court of Appeal explained the need to demonstrate proper engagement with creditors, even out-of-the-money creditors; the onus rests on the company to demonstrate, possibly with expert evidence, why the proposed plan is fair. What constitutes a ‘fair’ treatment for out-of-the-money creditors will vary from case to case, but will need to be considered in every instance. The fact that certain creditors may be out-of-the-money in the relevant alternative will not necessarily, of itself, justify (from a fairness perspective) the allocation of nothing more than a token amount of value to such creditors (even if they would technically be ‘no worse off’ under the plan proposals). The overriding message from the appellate court is that companies cannot and should not turn a deaf ear to those creditors who will be out of the money.

On 9 October 2025, the Supreme Court gave permission to Waldorf Production UK Plc to hear an expedited appeal. The focus of the appeal is the correct approach to the treatment of creditors who will be out-of-the-money in the ‘relevant alternative’.

# The UK's leading role in alternative dispute resolution

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# The UK’s leading role in alternative dispute resolution

Alternative dispute resolution (ADR) provides a way of resolving disputes between parties without going to court. Arbitration is a form of ADR that allows contracting parties to choose a neutral venue where their disputes are settled.

The UK is a global leader in international arbitrations. In Scotland, arbitration is governed by the Arbitration (Scotland) Act 2010. In England and Wales, the Arbitration Act (2025)<sup>29</sup> came into force in August this year, amending and modernising the previous Arbitration Act (1996), with the aim of maintaining the jurisdiction’s position as a leading arbitration centre. In 2023, the Law Commission review of arbitration estimated that there are at least 5,000 domestic and international arbitrations in England and Wales every year, potentially worth at least £2.5bn to the economy, although the actual figures may be much higher.<sup>30</sup>

The UK’s leading position is underpinned by the depth of expertise of UK practitioners on the commercial issues involved, particularly in large and complex cases; a well-respected judiciary and courts system which provides vital support for a well-functioning ADR sector; and the availability of supporting services such as interpreters, translators, stenographers and IT.

London is the most popular, and widely used, seat for international commercial arbitration by a wide margin. More of these take place in London than in any other city in the world. As an example, it is estimated that more than 80% of the world’s maritime arbitrations are handled in London.<sup>31</sup>

Analysis of the caseload statistics of the largest international commercial arbitral bodies shows that arbitration remains a popular a form of dispute resolution and that the arbitrations conducted under the rules of these bodies are predominantly international.

In 2024, the London Maritime Arbitrators Association (the LMAA) continued to lead the caseload statistics, with 3006 appointments on LMAA terms and an estimated 1,733 references. LMAA arbitrators made a total of 478 awards in 2024.<sup>32</sup> The London Court of International Arbitration (LCIA) registered 362 referrals, of which 318 were arbitrations conducted under the LCIA Rules. Ninety five per cent of the LCIA cases were international in nature with parties from 101 jurisdictions. The top five international users were Kenya, the United States, Switzerland, the United Arab Emirates, and the Russian Federation. Notably, parties from Western Europe and Africa made up a higher percentage of the LCIA’s caseload than parties from the UK.<sup>33</sup>

<sup>29</sup> Arbitration Act 2025 [www.legislation.gov.uk/ukpga/2025/4/contents](https://www.legislation.gov.uk/ukpga/2025/4/contents)  
<sup>30</sup> <https://lawcom.gov.uk/project/review-of-the-arbitration-act-1996/>  
<sup>31</sup> HFW, ‘The Maritime Arbitration Universe in Numbers’ (July 2020), available at: [www.hfw.com/downloads/002203-HFW-MaritimeArbitration-in-Numbers-July-2020.pdf](https://www.hfw.com/downloads/002203-HFW-MaritimeArbitration-in-Numbers-July-2020.pdf)  
<sup>32</sup> London Maritime Arbitrators Association, 2024 Caseload Statistics <https://lmaa.london/lmaa-statistics-of-appointments-and-awards-2024/>

In addition to the many arbitrations, mediations and adjudications taking place in London and across the UK, the services of UK professionals are highly sought in ADR cases abroad. English law is often the preferred law for international arbitrations – even where the parties are not from the UK and the seat of the arbitration is outside the UK. For example, in ICC arbitrations worldwide in 2024, English remained the predominant language used (in 77% of awards), while 13% of arbitrators were appointed from the UK and 15% of new cases were lodged under English law – significantly more than from any other country.<sup>34</sup> London remains the most popular seat for ICC arbitrations with 96 cases (13.4%) followed by Paris 90 (12.6%) Geneva 50 (7.0%) and New York 37 (5.2%).

In the UK, ADR services continue to be provided across a range of activities and sectors at a domestic and international level. The total number of commercial and civil disputes resolved through arbitration, mediation and adjudication totalled more than 31,514 in 2024. Around 28,016 of these were domestic and 3,498 were mostly international (Figure 23).

**Figure 23: Arbitrations, mediations and adjudications in the UK (Number of referrals, appointments or cases submitted)**

Source: TheCityUK compiled data from official sources

	2019	2020	2021	2022	2023	2024
<b>Mostly international</b>						
London Maritime Arbitrators Association	1,789	1,797	1,668	1,807	1,845	1,733
London Court of International Arbitration	395	440	377	333	377	362
Lloyd’s Open Form	41	44	37	34	23	33
Grain and Feed Trade Association (Gafta)	388	291	310	337	301	325**
ICC Int. Court of Arbitration (UK seated)	115	85	94	NA	85	96
Centre for Effective Dispute Resolution	4,635	3,665	1,563	1,104	952	825
CIARB Dispute Appointment service	NA	NA	NA	67	110	124
Total international	7,363	6,322	4,049	3,682	3,693	3,498
<b>Mostly UK domestic</b>						
Royal Institution of Chartered Surveyors	3,702	3,478	4,178	3,604	3,281	3,401
Centre for Effective Dispute Resolution	17,775	24,366	11,462	24,579	19,419	22,229
Adjudication Society	1,905	1,945	2,171	1,903	2,078	2,264
CIARB Dispute Appointment service	NA	NA	NA	173	130	122
Total domestic	24,402	29,789	17,811	30,259	24,908	28,016
<b>Total</b>	<b>31,465</b>	<b>35,811</b>	<b>21,560</b>	<b>33,941</b>	<b>28,601</b>	<b>31,514</b>

\*\*This years figures are not yet available, so this figure is based on the average of the previous five years

<sup>33</sup> London Court of International Arbitration, 2024 Caseload Statistics [www.lcia.org/News/lcias-2024-annual-casework-report.aspx](https://www.lcia.org/News/lcias-2024-annual-casework-report.aspx)  
<sup>34</sup> ICC Dispute Resolution Statistics 2024, available at: <https://iccwbo.org/news-publications/news/icc-dispute-resolution-statistics-2024/>



# Conclusion

This report demonstrates the key role the legal services sector plays in underpinning the UK's position as a world-leading international financial centre.

The sector's contribution to the UK economy is substantial and supports employment across every nation and region of the country.

The breadth of expertise, professionalism and diversity of the UK's legal professionals is recognised around the world. The UK legal sector's status as a leading centre for innovation and its strong development of LawTech means it is well placed to thrive in the future.

Alongside the international prestige of English common law and the strength of the judicial institutions which underpin it, the UK's legal sector remains a strategic national asset and an essential component of the broader financial and related professional services ecosystem that puts the UK at the heart of global business.





# TheCityUK and legal services

TheCityUK promotes the importance of the legal sector as a foundation for UK economic growth and its value as an export commodity. Our Legal Services Group (LSG) brings together senior representatives from leading UK and international law firms, in-house counsel from leading financial institutions and representatives of the UK’s main legal professional bodies.

The LSG’s focus is on maintaining the international competitiveness of the UK’s legal services sector, including by protecting the UK’s reputation as a rule of law jurisdiction. We do this by maintaining strong relationships across the legal sector and wider financial services industry. We use the expertise of our members to support government and regulators to review, develop and implement legislation and regulation that is practicable and appropriate.

In 2025, we had regular engagements with ministers and senior officials at the Ministry of Justice, Department for Business and HM Treasury, ensuring that the legal sector was recognised as a priority sector in the government’s new industrial strategy. We continue to press government on the need for a sector wide review of the justice system.

Our LSG also convened discussions with the Chief Executive and the Chair of the Solicitors Regulation Authority (SRA) and with the leadership of the Legal Services Board (LSB). We responded to consultations on litigation funding, the rule of law, and the role of ethics in the profession. Our legal services members led or supported many of our responses to government consultations and legislation across a range of policy issues.

# Acknowledgements and sources of information

We are grateful to the wide range of stakeholders who have contributed to this report.

TheCityUK calculations on employment figures and the economic contribution of the sector are based on data from Office of National Statistics (ONS) and Northern Ireland Statistics and Research Agency (NISRA). Data on the total tax contribution is based on original TheCityUK research.

Data on the UK’s legal professions are provided by the respective professional bodies and/or regulators. Data comparing law firms is mainly based on league tables published by the Legal Business 100 and the Legal Business Global 100.

Data on the work of the courts, including caseload figures is provided by HM Judiciary. We are grateful to the staff of the Office of the Chancellor of the High Court for their ongoing support and collaboration.

- Adjudication Society, [www.adjudication.org](http://www.adjudication.org)
- Bar Council, [www.barcouncil.org.uk](http://www.barcouncil.org.uk)
- Centre for Effective Dispute Resolution, [www.cedr.com](http://www.cedr.com)
- The Faculty of Advocates, [www.advocates.org.uk](http://www.advocates.org.uk)
- HM Judiciary, [www.judiciary.uk](http://www.judiciary.uk)
- International Bar Association, [www.ibanet.org](http://www.ibanet.org)
- International Chamber of Commerce, [www.iccwbo.org](http://www.iccwbo.org)
- The Law Society of England and Wales, [www.lawsociety.org.uk](http://www.lawsociety.org.uk)
- The Law Society of Northern Ireland, [www.lawsoc-ni.org](http://www.lawsoc-ni.org)
- The Law Society of Scotland, [www.lawscot.org.uk](http://www.lawscot.org.uk)
- LawtechUK, [www.lawtechuk.io](http://www.lawtechuk.io)
- The Lawyer, [www.thelawyer.co.uk](http://www.thelawyer.co.uk)
- Legal Business, [www.legalbusiness.co.uk](http://www.legalbusiness.co.uk)
- Legal Services Board, [www.legalservicesboard.org.uk](http://www.legalservicesboard.org.uk)

- LexisPSL Arbitration, [www.lexisnexis.co.uk](http://www.lexisnexis.co.uk)
- Lloyd’s Open Form, [www.lloyds.com](http://www.lloyds.com)
- London Court of International Arbitration, [www.lcia.org](http://www.lcia.org)
- London Maritime Arbitrators Association, [www.lmaa.london](http://www.lmaa.london)
- Ministry of Justice, [www.justice.gov.uk](http://www.justice.gov.uk)
- Office for National Statistics, [www.ons.gov.uk](http://www.ons.gov.uk)
- Royal Institute of Chartered Surveyors, [www.rics.org/uk](http://www.rics.org/uk)
- Social Mobility Foundation, [www.socialmobility.org.uk](http://www.socialmobility.org.uk)
- The Solicitors Regulation Authority, [www.sra.org.uk](http://www.sra.org.uk)
- Strategy& / PwC, [www.pwc.co.uk](http://www.pwc.co.uk)
- Thomson Reuters, [www.thomsonreuters.com](http://www.thomsonreuters.com)
- Financial Times, [www.ft.com](http://www.ft.com)
- Judiciary of Northern Ireland, [www.judiciaryni.uk](http://www.judiciaryni.uk)
- Judiciary of Scotland, <https://judiciary.scot/>

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