

Equality and Diversity 2023/2024

Question	Response	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	Managerial Role	IT/ HR/ other corporate services role	Chartered Legal Executive (Fellow) / CILEx Practitioner	Costs Lawyer	Prefer not to say
1. Role Category		7	15	21	26	22	6	9	5	1	3
2. Which age category are you in? - Aggregated data for your firm	16 - 24				5	1					1
	25 - 34		2	9	10	6	1	5	1		
	35 - 44	1	8	6	5	3	2	2	2	1	1
	45 - 54	3	2	4	2	4	2		1		
	55 - 64	3	3	2	4	4		2	1		1
	65+					3	1				
	Prefer not to say					1					
3. What is your sex? - Aggregated data for your firm	Invalid / no response to this question										
	Male	6	8	3	4	2	2	2			
	Female	1	7	18	22	20	4	7	5	1	3
	Other preferred description										
	Prefer not to say										
4. Is the gender you identify with the same as your sex registered at birth? - Aggregated data for your firm	Invalid / no response to this question										
	Yes, gender identity the SAME as sex at birth	7	15	21	26	22	6	9	5	1	3
	No, gender identity NOT THE SAME as sex at birth										
	Prefer not to say										
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? - Aggregated data for your firm	Invalid / no response to this question										
	Yes	7	2	3	1	3					
	No		13	18	25	19	6	9	5	1	3
	Prefer not to say										
6. Are your day-to-day activities limited because of a health problem or disability which has	Invalid / no response to this question										
	Yes, limited a lot					1					
	Yes, limited a little		4	4	2	1		2			
	No	7	11	16	24	19	6	7	5	1	3

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	Sikh										
	Any other religion or belief				1			1			1
	Prefer not to say		3	2	1						
	Invalid / no response to this question										
9. What is your sexual orientation? - Aggregated data for your firm	Bi				2						
	Gay/Lesbian		1		1	1					1
	Heterosexual	7	14	21	22	21	6	9	5	1	2
	Other preferred description				1						
	Prefer not to say										
	Invalid / no response to this question										
10. Which type of school did you attend for the most time between the ages of 11 and 16? - Aggregated data for your firm	State-run or state-funded school - selective on academic, faith or other grounds	5	1	3	1	1	3				
	State-run or state-funded school - non-selective		7	11	23	18	1	6	5	1	2
	Independent / fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition		4	3	1	1	1	2			
	Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	1	2	1	1		1				
	Attended school outside the UK	1	1	1							
	Don't know / not sure			2		1		1			
	Prefer not to say					1					1
	Invalid / no response to this question										
11. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were	No, neither of my parents attended university	2	6	12	20	15	6	8	4	1	1
	Yes, one or both of my parents attended university	5	9	9	4	4		1	1		2

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18? - Aggregated data for your firm	Don't know / not sure				2	2					
	Prefer not to say					1					
	Invalid / no response to this question										
12. What was the occupation of your main household earner when you were 14? - Aggregated data for your firm	Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic engineer	6	9	13	5	5	1	3	1	2	
	Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager	1	1	3	4	2	2	3			
	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse		1		2				1		
	Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver			1	6	5		2	1	1	
	Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard,		1	1	3	2	1		1		

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	caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff										
	Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner		2	2	2	3	1				
	Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)				1						
	Other, such as: retired, this question does not apply to me, I don't know		1	1	3	4	1	1	1		1
	Prefer not to say					1					
	Invalid / no response to this question										
13. Are you a primary carer for a child or children under 18? - Aggregated data for your firm	Yes		2	8	7	21	3	1	4	2	1
	No		5	7	14	5	19	5	5	3	3
	Prefer not to say										
	Invalid / no response to this question										
14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)? - Aggregated data for your firm	No		7	13	19	24	19	5	8	5	2
	Yes, 1 - 19 hours a week			1	1	2	2	1			
	Yes, 20 - 49 hours a week						1		1		1
	Yes, 50 or more hours a week			1							1
	Prefer not to say										
	Invalid / no response to this question				1						

Number of non-respondents: 80

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