

Equality and Diversity 2024/2025

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		6	7	19	15	10	3	8	6		3
2. Which age category are you in? - Aggregated data for your firm	16 - 24				1	2					1
	25 - 34	1		7	10	1	2	4			
	35 - 44	1	2	6		1	1	1	3		1
	45 - 54	2	3	2	2	1			1		
	55 - 64	2	1	4	1	3		2	2		1
	65+		1		1	2		1			
	Prefer not to say										
Invalid / no response to this question											
3. What is your sex? - Aggregated data for your firm	Male	4	3	2	3	0	2	1	1		1
	Female	2	4	17	12	10	1	7	5		2
	Other preferred description										
	Prefer not to say										
	Invalid / no response to this question										
4. Is the gender you identify with the same as your sex	Yes, gender identity the SAME as sex at birth	6	7	19	15	10	3	8	6		3

	Invalid / no response to this question										
8. What is your religion or belief? - Aggregated data for your firm	No religion or belief	2	3	5	9	7	2	2	4		3
	Buddhist		1								
	Christian	3	1	11	5	3	1	4	2		
	Hindu										
	Jewish										
	Muslim			1							
	Sikh										
	Any other religion or belief			1	1			1			
	Prefer not to say	1	2	1				1			
	Invalid / no response to this question										
9. What is your sexual orientation? -	Bi				2						
	Gay/Lesbian				1						
	Heterosexual	5	7	20	12	10	3	7	6		2
	Other preferred description										
	Prefer not to say										1
	Invalid / no response to this question										
10. Which type of school did you attend for the most time	State-run or state-funded school - selective on	3	2	4	1	1		1	1		

11. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18? - Aggregated data for your firm	No, neither of my parents attended university	3	4	13	10	7	3	6	5	2
	Yes, one or both of my parents attended university	3	3	6	5			1	1	1
	Don't know / not sure					3				
	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,	6	4	11	3	1		2	2	

scientist, civil / mechanic engineer										
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			3	2	1			1		
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse		1	2	1					2	
Technical and craft occupations such as: motor mechanic, plumber,			1	2	2	2			1	

	printer, electrician, gardener, train driver										
	Routine, semi- routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff		1	2	3	2	1	1			1
	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		1			2		1	1		1

mental ill health caused by disability or age (not in a paid capacity)? - Aggregated data for your firm	Yes, 50 or more hours a week	1									
	Prefer not to say			1							
	Invalid / no response to this question										

Number of non-respondents: 142. Return rate 35%

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