



Diversity And Equality Survey Results 2021

Role categories	
Solicitor partners (sole practitioner / member / director)	27%
Solicitor (not partner)	13%
Other fee earning role	10%
Role directly supporting fee earner	37%
Managerial Role	7%
IT/ HR/ other corporate services role	3%
Chartered Legal Executive (Fellow) / CILEx Practitioner	3%

Current Age	
16 - 24	7%
25 - 34	10%
35 - 44	17%
45 - 54	20%
55 - 64	40%
65+	7%

Gender	
Female	80%
Male	20%

Is the gender you identify with the same as your sex registered at birth?	
Yes	100%

Disability	
Percentage of employees that have declared a disability	3%
Percentage of employees that have declared Day-to-day activities limited due to health problem or disability lasting at least 12 months	7%

Ethnicity	
British / English / Welsh / Northern Irish / Scottish	97%
Invalid / no response to this question	4%

Religion or belief	
No religion or belief	33%
Christian	53%
Jewish	7%
Prefer not to say	3%
Invalid / no response to this question	3%

Sexual orientation	
Heterosexual	90%
Invalid / no response to this question	10%

Socio-economic background education age 11-18	
State-run or state-funded school - selective on academic, faith or other grounds	30%
State-run or state-funded school - non-selective	50%
Independent / fee-paying school	13%
Invalid / no response to this question	7%

Did either of your parents attend university by the time you were 18?	
Yes, one or both of my parents attended university	20%
No, neither of my parents attended university	73%
Invalid / no response to this question	3%
Question not asked	3%

Work of the main / highest income earner in your household when you were aged about 14	
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	3%
Invalid / no response to this question	3%
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	10%
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 / mechanical engineer	20%
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	20%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	20%
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	23%

Caring Responsibilities - Primary carer for child or children under 18	
Yes	33%
No	63%

Other Carer Support	
No	73%
Yes, 1 - 19 hours a week	23%
Invalid / no response to this question	3%