

**RESULTS OF DIVERSITY AND EQUALITY SURVEY 2023**

**1. ROLE CATEGORIES**

Full equity solicitor partners	0
Salaried or partial equity solicitor partners	3
Solicitor (not partner)	7
Other fee earning role	2
Role directly supporting a fee earner	7
Managerial role	2
IT/HR/other corporate services role	0
Barrister	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0
Licensed Conveyancer	2
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	2

**2. WHAT AGE CATEGORY ARE YOU IN?**

16-24	2
25-34	2
35-44	5
45-54	5
55-64	8
65+	2
Prefer not to say	1

<b>3. WHAT IS YOUR SEX?</b>	
Male	9
Female	16
Other preferred description	0
Prefer not to say	0

<b>5. DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY ACCORDING TO THE DEFINITION IN THE EQUALITY ACT 2010</b>	
Yes	1
No	24
Prefer not to say	0
<b>7. WHAT IS YOUR ETHNIC GROUP?</b>	
Asian / Asian British	
Bangladeshi	0
Chinese	0
Indian	0
Pakistani	0
Any other Asian background	0
Black / Black British	
African	2
Caribbean	0
Any other Black background <sup>2</sup>	0
Mixed / Multiple ethnic group	
White and Asian	0
White and Black African	0

**4. IS THE GENDER YOU IDENTIFY WITH THE SAME AS YOUR SEX REGISTERED AT BIRTH?**

Yes	25
No	0
Prefer not to say	0

<b>6. ARE YOUR DAY-TO-DAY ACTIVITIES LIMITED BECAUSE OF A HEALTH PROBLEM OR DISABILITY WHICH HAS LASTED, OR IS EXPECTED TO LAST, AT LEAST 12 MONTHS?</b>	
Yes, limited a lot	0
Yes, limited a little	0
No	25
Prefer not to say	0

**8. WHAT IS YOUR RELIGION OR BELIEF?**

No religion or belief	6
Buddhist	0
Christian	17
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion or belief	0
Prefer not to say	2

<b>White and Black Caribbean</b>	0
<b>Any other Mixed / Multiple ethnic background</b>	0
White	
<b>British/English/Welsh/Northern Irish/Scottish</b>	23
<b>Irish</b>	0
<b>Gypsy or Irish Traveller</b>	0
<b>Roma</b>	0
<b>Any other White background</b>	0
Other ethnic group	
<b>Arab</b>	0
<b>Any other ethnic group</b>	0
Prefer not to say	
<b>Prefer not to say</b>	0

<b>9. WHAT IS YOUR SEXUAL ORIENTATION?</b>	
<b>Bi</b>	0
<b>Gay / Lesbian</b>	0
<b>Hetrosexual</b>	24
<b>Other preferred description</b>	0
<b>Prefer not to say</b>	1

<b>10. WHICH TYPE OF SCHOOL DID YOU ATTEND FOR THE MOST TIME BETWEEN THE AGES OF 11 AND 16?</b>	
<b>State-run or state-funded school (selective on academic, faith or other grounds)</b>	9
<b>State-run or state-funded school (non-selective)</b>	14
<b>Independent / fee-paying school</b>	0
<b>Independent / fee-paying school where I received a bursary covering 90% or more of my tuition</b>	0
<b>Attended school outside the UK</b>	0
<b>Don't know / not sure</b>	0
<b>Prefer not to say</b>	2

<b>11. DID EITHER OF YOUR PARENTS ATTEND UNIVERSITY AND GAIN A DEGREE (eg BA/BSc OR EQUIVALENT) BY THE TIME YOU WERE 18?</b>	
No, neither of my parents attended university	19
Yes, one or both of my parents attended university	6
Don't know / not sure	0
Prefer not to say	0

<b>12. WHAT WAS THE OCCUPATION OF YOUR MAIN HOUSEHOLD EARNER WHEN YOU WERE ABOUT 14?</b>	
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.	7
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.	2
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	2
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	3


<b>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.</b>	8
<b>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.</b>	2
<b>Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)</b>	1
<b>Other, such as: retired / this question does not apply to me / I don't know</b>	0
<b>Prefer not to say</b>	0

<b>13. ARE YOU THE PRIMARY CARER FOR A CHILD OR CHILDREN UNDER 18?</b>	
Yes	9
No	16
Prefer not to say	0

<b>14. DO YOU LOOK AFTER SOMEONE WITH LONG TERM PHYSICAL OR MENTAL ILL HEALTH CAUSED BY DISABILITY OR AGE (NOT IN A PAID CAPACITY)?</b>	
No	20
Yes, 1 - 19 hours a week	5
Yes, 20 - 49 hours a week	0
Yes, 50 or more hours a week	0
Prefer not to say	0