

## WORKFORCE DIVERSITY DATA SURVEY

Solicitors' firms are required to carry out a regular diversity survey for their firm, submit the responses to the Solicitors Regulation Authority, and publish the data. Completion by personnel of the survey is not compulsory, and the data regarding religion, sexual orientation and transgender are excluded from the publication requirement. Also, publication of the data has to be in a form such that individuals cannot be identified.

We carried out our most recent diversity survey in August 2017. 88% of the personnel completed the survey.

The diversity survey data results are set out below.

<b>Category of personnel</b>	
Solicitor partner	13.64%
Solicitor (not partner)	4.54%
Other fee earning role	9.09%
Role directly supporting a fee earner	59.09%
No response to the question	13.64%

<b>Age</b>	
16-24	4.55%
25 to 34	9.09%
35 to 44	18.18%
45 to 54	36.36%
55 to 64	13.64%
65 and over	13.64%
Prefer not to say	4.54%

<b>Gender</b>	
Male	13.64%
Female	86.36%

<b>Disability</b>	
Having a disability	0%
Not having a disability	95.45%
Did not answer the question	4.55%

<b>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	4.55%
Yes, limited a little	4.55%
No	90.90%

<b>Ethnicity</b>	
UK - white	95.45%
Mixed/multiple ethnic groups	4.55%

<b>Socio-economic background – Secondary and Further Education</b>	
UK State School	90.91%
UK Independent/Fee-paying School	9.09%

<b>Socio-economic background – University Education</b>	
Attended university as first generation	9.09%
Attended university but not as first generation	18.18%
Did not attend university	45.45%
Did not answer the question	27.27%

<b>Primary Carer for a child/children under 18</b>	
Yes	36.36%
No	63.64%

<b>Individuals who look after or care for someone because of either long-term physical or mental ill-health caused by disability or age (not in a paid capacity)</b>	
None	86.36%
Yes, 1-19 hours a week	0%
Yes, 20-49 hours a week	4.55%
Yes, 50 or more hours a week	0%
Prefer not to say	9.09%