



DIVERSITY DATA – RESULTS – MARCH 2018

Solicitors' firms are required to carry out an annual diversity survey, submit their responses to the Solicitors Regulation Authority, and publish their data. Completion of this survey, by employees, is not compulsory. The data regarding religion and sexual orientation is excluded from the publication requirement. Also, publication of this data has to be done in a format so that individual employees cannot be identified.

We carried out our diversity survey in March 2018 with a response rate of 61.8%.

The results are set out below.

Role Category	
Solicitors	27.93%
Other Fee Earning	27.95%
Role directly supporting a Fee Earner	26.47%
Managerial and other roles	17.65%
Prefer not to say/invalid	0%

How would you describe your role in the firm?	
Associate or Assistant	20.59%
Other employee or staff member	79.41%
Other/Prefer not to say/Invalid responses	0%

Do you have a share in the ownership of the organisation?	
No	100%
Yes	0%
Other/Prefer not to say/Invalid responses	0%

Do you have responsibility for supervising or managing the work of lawyers or other employees?	
No	77.94%
Yes	22.06%
Other/Prefer not to say/Invalid responses	0%



DIVERSITY DATA – RESULTS – MARCH 2018 (Cont'd)

Employee Age	
16-24	25.00%
25 to 34	35.29%
35 to 44	19.12%
45 to 54	16.18%
55+	2.94%
Prefer not to say/Invalid responses	1.47%

Employee Gender	
Male	22.06%
Female	76.47%
Other/Prefer not to say/Invalid responses	1.47%

Ethnicity	
UK – White	95.59%
Other	2.94%
Prefer not to say/Invalid responses	1.47%

Do you consider yourself to have a Disability according to the definition in the Equality Act 2010?	
Yes	1.47%
No	98.53%
Prefer not to say/Invalid responses	0%

Are your day to day activities limited because of a health problem/disability which has lasted, or is expected to last, at least 12 months?	
Yes	1.47%
No	91.18%
Prefer not to say/Invalid responses	7.35%



DIVERSITY DATA – RESULTS – MARCH 2018 (Cont'd)

Mainly attend a state or fee paying school between the ages of 11-18	
Attended UK State School	92.65%
Other	5.88%
Prefer not to say/Invalid responses	1.47%

First generation of family to attend University	
Yes	45.59%
No	17.65%
Did not attend University	35.29%
Prefer not to say/Invalid responses	1.47%

Are you a primary carer for a child or children under 18 years of age?	
Yes	41.18%
No	57.35%
Prefer not to say/Invalid responses	1.47%

Do you look after, help or support family, friends, neighbours or others because of either long-term physical/mental ill-health/disability or problems related to old age?	
No	79.41%
Yes, 1-19 hours per week	16.18%
Yes, 20 hours or more per week	2.94%
Prefer not to say/Invalid responses	1.47%