

2023 DIVERSITY SURVEY

We are committed to eliminating discrimination and promoting Equality and Diversity in our dealings with employees, partners, clients and other third parties. The results of our 2023 Diversity Survey as requested by the Solicitors Regulation Authority (SRA) are detailed below.

The roles identified by those completing the survey comprised of:

- 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
- Barrister
- Chartered Legal Executive (Fellow) / CILEx Practitioner
- Licensed Conveyancer
- Prefer not to say

Category of role within the Firm

Full equity	Salaried or	Solicitor	Other fee	Role directly	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not to
solicitor	partial equity	(not	earning role	supporting	role	corporate		Executive	Conveyancer	say
partners	solicitor	partner)		fee earner		services role		(Fellow) / CILEx	-	•
1	partners	.						Practitioner		
5	4	12	14	24	I	7	1	2	2	2



Which age category are you in?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) / CILEx		
		partners			fee earner				Practitioner		
16-24				4	2		1				
25-34			4	3	3		2			2	
35-44	3		2	3	6	I			2		ļ
45-54	I		I	3	6		3				
55-64	I	2	3	I	5		Ţ	I			
65+		2	2		Ţ						
Prefer not to say					1						I

What is your sex?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Legal Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) /		
		partners			fee earner				CILEx		
									Practitioner		
Male	4	1	4	2			2		I		
Female	I	3	8	12	24	I	4	I	I	2	1
Other preferred											
description											
Prefer not to say							1				I

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

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Legal Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) /		
		partners			fee earner				CILEx		
									Practitioner		
Yes	5	4	12	14	24	1	7	_		2	1
No									2		
Prefer not to say											1



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Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Full equity solicitor	Salaried or partial equity	Solicitor (not	Other fee earning	Role directly	Managerial role	IT/HR/other corporate	Barrister	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
	partners	solicitor partners	partner)	role	supporting fee earner	10.0	services role		(Fellow) / CILEx Practitioner	Conveyance	July
V			2		2				Fractitioner		
Yes			2		3						
No	5	4	10	13	20	I	7	1	2	2	I
Prefer not to say											1
Invalid/no response				I	I						

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?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) /		
		partners			fee earner				CILEx		
									Practitioner		
Yes, limited a lot											
Yes, limited a little					3						
No	5	4	10	14	21	I	7	1	2	2	I
Prefer not to say			2								I

What is your ethnic group?

	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	Barrister	Chartered Legal Executive (Fellow) / CILEx	Licensed Conveyancer	Prefer not to say
		par arreit							Practitioner		
Bangladeshi											
Chinese											
Indian											
Pakistani											
Any other Asian											
background											
African											



Caribbean	-	-		1	-	I	I				SOLICITORS
											20210110110
Any other Black											
background											
White and Asian											
White and Black											
African											
White and Black											
Caribbean											
Any other Mixed /											
multiple ethnic											
background											
British / English /	5	4	10	13	23	1	6	I	2	2	I
Welsh / Northern											
Irish / Scottish											
Irish					I						
Gypsy or Irish											
Traveller											
Roma											
Any other White				1							
background											
Arab											
Any other ethnic											
group											
Prefer not to say			1				1				1

What is your religion or belief?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) / CILEx		
		partners			fee earner				Practitioner		
No religion or	1	1	4	5	12		5		1	2	1
belief											
Buddhist											
Christian	3	3	7	8	П	1	1	1	1		
Hindu											
Jewish											
Muslim				1							



Sikh		I				SOLICITORS
Any other religion or belief						
Prefer not to say	I		_			1

What is your sexual orientation?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered	Licensed	Prefer not to
	solicitor	partial equity	(not	earning	directly	role	corporate		Legal Executive	Conveyancer	say
	partners	solicitor	partner)	role	supporting		services role		(Fellow) /		
		partners			fee earner				CILEx		
									Practitioner		
Bi				I							
Gay/Lesbian				I							
Heterosexual	5	4	П	11	24	I	6	I	2	2	I
Other preferred											
description											
Prefer not to say			I	I			1				1

Which type of school did you attend for the most time between the ages of 11 and 16?

	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	Barrister	Chartered Legal Executive (Fellow) / CILEx Practitioner	Licensed Conveyancer	Prefer not to say
State-run or state- funded school - selective on academic, faith or other grounds											
State-run or state- funded school - non- selective	4	3	6	12	19	I	6	_	2	I	I
Independent / fee- paying school, where I received no bursary or a bursary covering	I	I	5	I	3						



less than 90% of my								SOLICITORS
tuition								
Independent / fee-								
paying school, where I received a bursary								
received a bursary								
covering 90% or								
more of my tuition								
Attended school			1	1				
outside the UK								
Don't know/not sure								
Prefer not to say		I			1		1	1
Invalid/no response to				I				
this question								

Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?

	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	Barrister	Chartered Legal Executive (Fellow) / CILEx Practitioner	Licensed Conveyancer	Prefer not to say
No, neither of my parents attended university	4	I	5	9	19	1	6	I	I	2	I
Yes, one or both of my parents attended university	1	3	6	3	4				I		
Don't know/not sure				2	I						
Prefer not to say			I				I				I

What was the occupation of your main household earner when you were 14?

	Full equity	Salaried or	Solicitor	Other	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not
	solicitor	partial equity	(not	fee	directly	role	corporate		Executive	Conveyancer	to say
	partners	solicitor	partner)	earning	supporting		services		(Fellow) / CILEx		-
		partners		role	fee earner		role		Practitioner		
Modern professional	2	2	6	5	6		2				
and traditional											



	1		1	Г	T	T	1	1	Sí	DLICITORS
professional									50	DETETTORS
occupations										
Senior, middle or		I	3	4	4	I	2		I	
junior managers or										
administrators										
Clerical and										
intermediate										
occupations										
Technical and craft	I			2	7		I		1	
occupations										
Routine, semi-routine	I		I	2	5					
manual and service										
occupations										
Small business owners		I	2		I		I			
who employed less										
than 25 people										
Long term unemployed	I							I		I
(claimed Jobseeker's										
Allowance or earlier										
unemployment benefit										
for more than a year)										
Other, such as: retired,										
this question does not										
apply to me, I don't										
know										
Prefer not to say							I			I
Invalid/no response					I					

Are you a primary carer for a child or children under 18?

	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not
	solicitor	partial equity	(not	earning	directly	role	corporate		Executive	Conveyancer	to say
	partners	solicitor	partner)	role	supporting		services		(Fellow) / CILEx		
		partners			fee earner		role		Practitioner		
Yes	2	I	I	I	8		I	I	I		I
No	3	3	П	13	16	I	5		I	2	
Prefer not to say							I				I



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

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	Full equity	Salaried or	Solicitor	Other fee	Role	Managerial	IT/HR/other	Barrister	Chartered Legal	Licensed	Prefer not
	solicitor	partial equity	(not	earning	directly	role	corporate		Executive	Conveyancer	to say
	partners	solicitor	partner)	role	supporting		services		(Fellow) / CILEx		
		partners			fee earner		role		Practitioner		
No	3	4	П	14	20	I	4		I	2	
Yes, 1-19 hours a week	2				3		I	Ţ	I		
Yes, 20-49 hours a			I		I		I				
week											
Yes, 50 or more hours											I
a week											
Prefer not to say							I				I