

Diversity Survey 2023

As part of our membership of the Solicitors Regulation Authority, we carry out an anonymous staff survey every two years. The results below are from June 2023.

The survey is non-compulsory and was completed by 37 staff members (41.5%).

Role Category

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
Role	9	4	4	16	2	12	4	1	1

Which age category are you in?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
16 - 24	0	0	0	5	0	4	0	0	0
25 - 34	0	2	2	6	0	0	0	0	1
35 - 44	3	2	0	1	0	3	1	0	0
45 - 54	2	0	2	3	1	0	0	0	0
55 - 64	4	0	0	1	1	5	2	1	0
65+	0	0	0	0	0	0	1	0	

What is your sex?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
Man	6	1	0	2	1	2	1	0
Woman	3	3	4	14	1	10	3	1
Other preferred description	0	3	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

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

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
Yes	9	4	4	16	2	12	4	1	1
No	0	0	0	0	0	0	0	0	0

What is your sexual orientation?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
Bi	0	0	0	0	0	0	1	0	
Gay/Lesbian	0	0	0	1	0	0	0	0	
Heterosexual / straight	9	4	4	14	2	12	3	1	1
Other	0	0	0	0	0	0	0	0	

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

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
Yes	0	0	0	1	0	0	0	0	
No	9	4	4	15	2	12	4	1	1

Are your day-to-day activities limited due to a health problem or disability which has lasted, or is expected to last, at least 12 months?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer	Prefer not to say
Yes, limited a lot	0	0	0	0	0	0	0	0	
Yes, limited a little	0	0	0	3	0	0	1	0	
No	9	4	4	13	2	2	3	1	1

What is your ethnic group?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
British / English / Welsh / Northern Irish / Scottish	8	4	4	15	2	12	3	1
Irish	1	0	0	0	0	0	0	0
Chinese	0	1	0	0	0	0	0	0
Any other mixed / multiple ethnic background	0	0	0	1	0	0	0	0
Any other white background	0	0	0	0	0	0	1	0
Prefer not to say	0	0	0	0	0	0	0	0

What is your religion or belief?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
No religion or belief / Atheist	5	3	4	12	0	2	0	0
Buddhist	0	1	0	0	0	0	0	0
Christian	3	1	0	2	2	7	1	1
Any other religion or belief	1	0	0	0	0	0	1	0
Prefer not to say	0	0	0	0	0	0	0	0

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

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
Yes	3	1	1	5	2	3	0	1
No	6	3	3	11	0	9	2	1
Prefer not to say	0	0	0	0	0	0	1	0

Do you look after or care for someone with long term physical or mental ill health caused by disability or age?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
No	8	4	3	15	2	10	2	1
Yes, 1 - 19 hours a week	1	0	1	1	0	0	1	0
Yes, 20 - 49 hours a week	0	0	0	0	0	2	0	0
Yes, 50 or more hours a week	0	0	0	0	0	0	1	0

Which type of school did you attend between the ages 11 and 16

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
State-run or state-funded school (selective on academic, faith or other grounds)	6	2	2	4	1	2	1	0
State-run or state-funded school (non-selective)	3	2	2	11	1	9	2	1
Independent / fee-paying school	0	0	0	0	0	0	0	0
Independent / fee-paying school (busary)	0	0	0	0	0	1	0	0
Attended school outside the UK	0	0	0	1	0	0	1	0
Don't know / not sure	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

Did either of your parents attend university by the time you were 18?

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
No, neither of my parents attended university	7	4	4	11	2	11	2	1
Yes, one or both of my parents attended university	2	0	0	4	0	1	2	0
Don't know / not sure	0	0	0	1	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

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

Response	Solicitor Partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting fee earner	Managerial role	IT/HR/Other Corporate services role	Chartered Legal Executive	Licensed Conveyancer
Modern professional and traditional professional	3	1	0	3	0	3	0	0
Senior, middle or junior managers or administrators	1	2	0	1	1	2	0	0
Clerical and intermediate	1	1	1	0	0	0	0	1
Technical and craft	2	0	0	5	0	0	2	0
Routine, semi-routine manual and service	2	0	3	2	0	0	1	0
Small business owner employed less than 25 people	0	0	0	2	1	1	0	0
Long term unemployed	0	0	0	1	0	0	1	0
Other / I don't know / Question does not apply	0	0	0	1	0	1	0	0
Prefer not to say	0	0	0	1	1	0	0	0