

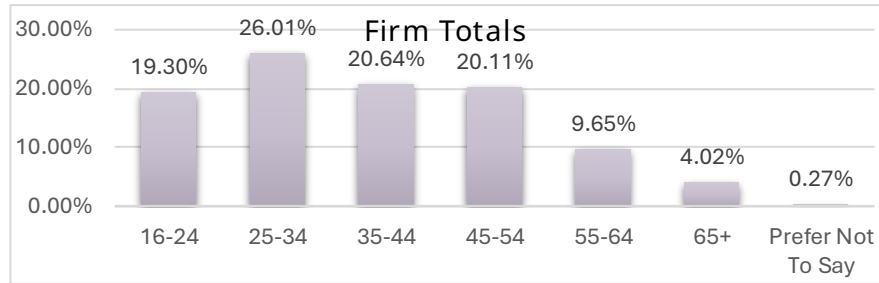
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# Diversity Statistics 2023

**F rbes**  
Solicitors



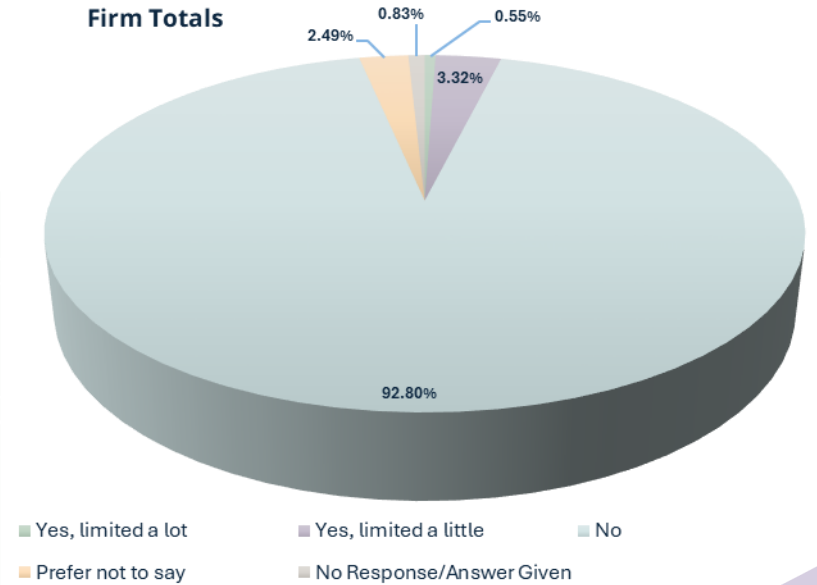
# Age



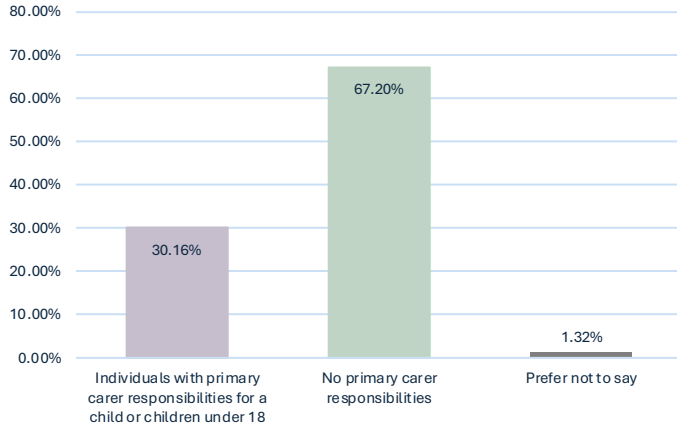
	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
<b>16-24</b>	0.00%	0.00%	9.92%	6.70%	0.00%	2.14%		0.00%	0.54%	19.30%
<b>25-34</b>	0.00%	8.85%	7.24%	4.29%	0.80%	3.75%		0.80%	0.27%	26.01%
<b>35-44</b>	5.09%	4.02%	3.49%	1.88%	1.34%	3.22%		1.07%	0.54%	20.64%
<b>45-54</b>	5.36%	3.49%	2.68%	4.02%	2.14%	1.34%		0.80%	0.27%	20.11%
<b>55-64</b>	2.14%	1.88%	0.54%	2.41%	0.80%	0.80%		0.27%	0.80%	9.65%
<b>65+</b>	0.27%	0.80%	0.54%	1.07%	0.27%	0.00%		0.27%	0.80%	4.02%
<b>Prefer Not To Say</b>	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.27%
<b>Total</b>	12.87%	19.30%	24.40%	20.38%	5.36%	11.26%		3.22%	3.22%	100.00%

# Disability

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
<b>Individuals with a disability according to the definition of the Equality Act</b>										
	3.91%	1.40%	0.84%	0.28%	0.00%	0.28%		0.00%	0.00%	6.70%
<b>Prefer not to say</b>	0.84%	0.28%	0.00%	0.00%	0.00%	0.28%		0.28%	0.28%	1.96%
<b>Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months</b>										
	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
Yes, limited a lot	0.28%	0.28%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.55%
Yes, limited a little	0.55%	1.39%	0.55%	0.55%	0.00%	0.28%		0.00%	0.00%	3.32%
No	11.08%	18.01%	24.38%	19.67%	5.54%	11.08%		3.05%	0.00%	92.80%
Prefer not to say	0.55%	0.28%	0.28%	0.83%	0.00%	0.28%		0.28%	0.00%	2.49%
<b>Total</b>	<b>13.30%</b>	<b>19.94%</b>	<b>25.21%</b>	<b>21.05%</b>	<b>5.54%</b>	<b>11.63%</b>		<b>3.32%</b>	<b>0.00%</b>	<b>100.00%</b>



# Caring Responsibilities



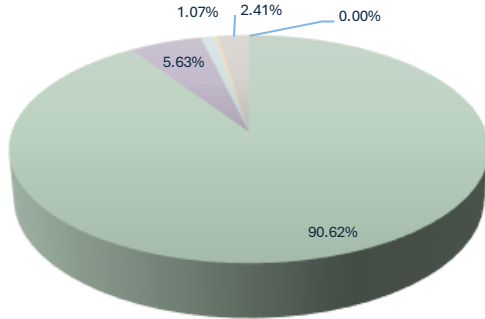
- Individuals with primary carer responsibilities for a child or children under 18
- No primary carer responsibilities
- Prefer not to say

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
<b>Individuals with primary carer responsibilities for a child or children under 18</b>	7.41%	7.14%	5.29%	2.91%	2.12%	3.97%		0.79%	0.53%	30.16%
<b>No primary carer responsibilities</b>	4.50%	11.64%	18.78%	17.20%	3.17%	7.14%		2.12%	2.65%	67.20%
<b>Prefer not to say</b>	0.79%	0.26%	0.00%	0.00%	0.00%	0.00%		0.26%	0.00%	1.32%
<b>No Response/Answer Given</b>	0.00%	0.00%	1.06%	0.26%	0.00%	0.00%		0.00%	0.00%	1.32%
<b>Total</b>	12.70%	19.05%	25.13%	20.37%	5.29%	11.11%		3.17%	3.17%	100.00%

# Caring Responsibilities

Individuals who give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health/ disability or problems related to old age

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
No caring responsibilities	11.26%	17.43%	22.79%	18.77%	4.83%	10.19%		2.68%	2.68%	90.62%
1-19 hours a week	0.54%	1.07%	1.07%	1.34%	0.54%	0.80%		0.27%	0.00%	5.63%
20-49 hours a week	0.00%	0.27%	0.54%	0.00%	0.00%	0.27%		0.00%	0.00%	1.07%
50 or more hours a week	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%		0.00%	0.00%	0.27%
Prefer not to say	1.07%	0.54%	0.00%	0.00%	0.00%	0.00%		0.27%	0.54%	2.41%
	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
Total (% of the practice)	12.87%	19.30%	24.40%	20.38%	5.36%	11.26%	0.00%	3.22%	3.22%	100.00%

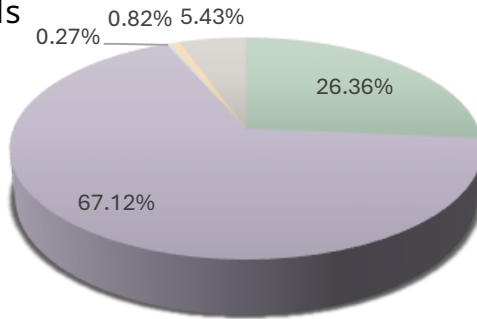


- No caring responsibilities
- 1-19 hours a week
- 20-49 hours a week
- 50 or more hours a week
- Prefer not to say

# Gender

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	Chartered Legal Exec	Prefer not to say	Totals
<b>Male</b>	5.16%	6.52%	4.89%	3.80%	1.63%	2.72%	0.00%	0.54%	1.09%	26.36%
<b>Female</b>	6.52%	10.87%	18.21%	15.76%	3.53%	8.42%	0.00%	2.17%	1.63%	67.12%
<b>Other preferred description</b>	0.00%	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%
<b>Prefer not to say</b>	0.27%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.27%	0.82%
<b>No Response/Answer Given</b>	1.09%	1.90%	1.63%	0.00%	0.27%	0.27%	0.00%	0.27%	0.00%	5.43%
<b>Total</b>	13.04%	19.57%	24.73%	19.57%	5.43%	11.41%	0.00%	3.26%	2.99%	100.00%

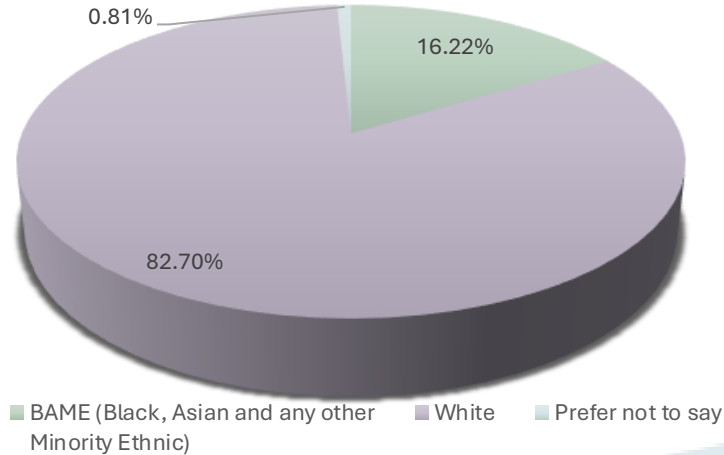
Firm Totals



■ Male 
 ■ Female 
 ■ Other preferred description 
 ■ Prefer not to say 
 ■ No Response/Answer Given

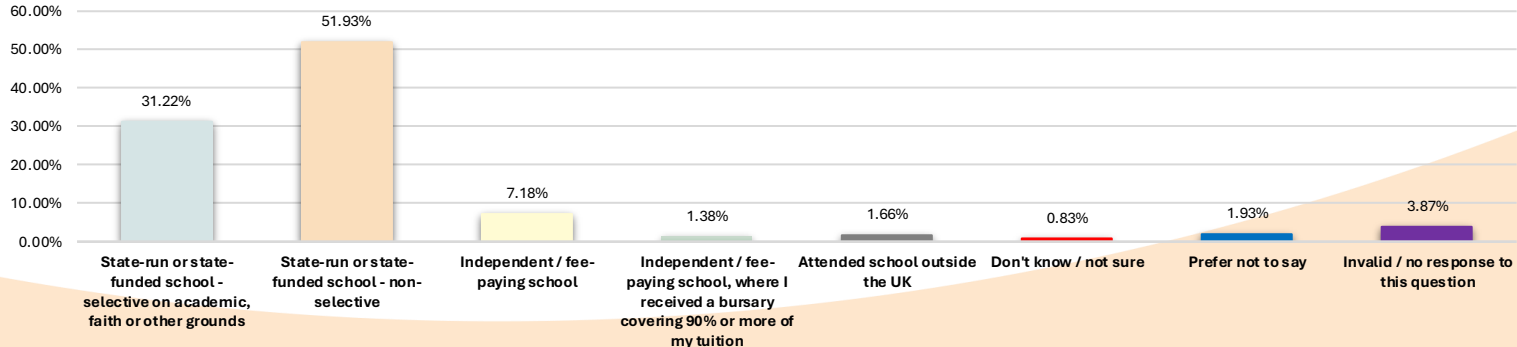
# Ethnicity

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
<b>BAME (Black, Asian and any other Minority Ethnic)</b>	1.08%	3.51%	4.59%	4.59%	0.00%	1.35%	0.00%	0.00%	1.08%	16.22%
<b>White</b>	11.89%	15.68%	19.46%	15.95%	5.41%	9.46%	0.00%	3.24%	1.62%	82.70%
<b>Prefer not to say</b>	0.00%	0.27%	0.00%	0.00%	0.00%	0.27%	0.00%	0.00%	0.27%	0.81%
<b>No Response/Answer Given</b>	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.27%	0.27%
<b>Total</b>	12.97%	19.46%	24.05%	20.54%	5.41%	11.08%	0.00%	3.24%	3.24%	100.00%



# Socio Economic Background

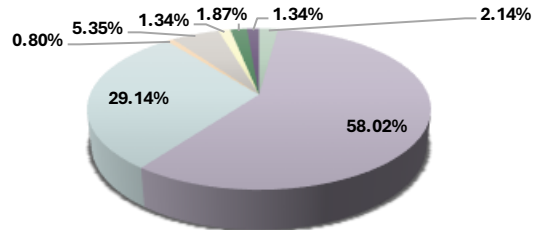
	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
State-run or state-funded school - selective on academic, faith or other grounds	4.14%	4.42%	7.73%	7.73%	1.66%	3.87%		0.55%	1.10%	31.22%
State-run or state-funded school - non-selective	5.25%	9.94%	12.71%	10.77%	3.04%	6.63%		2.21%	1.38%	51.93%
Independent / fee-paying school	1.38%	1.93%	1.93%	0.83%	0.55%	0.55%		0.00%	0.00%	7.18%
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	0.83%	0.55%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	1.38%
Attended school outside the UK	0.00%	0.83%	0.83%	0.00%	0.00%	0.00%		0.00%	0.00%	1.66%
Don't know / not sure	0.00%	0.28%	0.28%	0.28%	0.00%	0.00%		0.00%	0.00%	0.83%
Prefer not to say	0.55%	0.00%	0.00%	0.28%	0.00%	0.28%		0.28%	0.55%	1.93%
Invalid / no response to this question	1.10%	1.93%	0.00%	0.00%	0.28%	0.28%		0.28%	0.00%	3.87%
<b>Total</b>	<b>13.26%</b>	<b>19.89%</b>	<b>23.48%</b>	<b>19.89%</b>	<b>5.52%</b>	<b>11.60%</b>	<b>0.00%</b>	<b>3.31%</b>	<b>3.04%</b>	<b>100.00%</b>



# Socio Economic Background

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

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
At least one has a degree level qualification	0.27%	0.53%	0.80%	0.53%	0.00%	0.00%		0.00%	0.00%	2.14%
No, neither of my parents attended university	7.75%	10.16%	14.17%	13.64%	4.01%	6.68%		1.60%	0.00%	58.02%
Yes, one or both of my parents attended university	3.21%	6.42%	7.49%	4.55%	0.80%	3.48%		1.07%	2.14%	29.14%
Don't know / not sure	0.00%	0.00%	0.27%	0.27%	0.00%	0.27%		0.00%	0.00%	0.80%
Prefer not to say	0.80%	1.07%	0.80%	1.07%	0.27%	0.27%		0.27%	0.80%	5.35%
Invalid / no response to this question	0.00%	0.27%	0.27%	0.00%	0.27%	0.27%		0.00%	0.27%	1.34%
Qualification below degree level	0.80%	0.27%	0.53%	0.27%	0.00%	0.00%		0.00%	0.00%	1.87%
No formal qualifications	0.00%	0.53%	0.00%	0.00%	0.27%	0.27%		0.27%	0.00%	1.34%
<b>Total</b>	<b>12.83%</b>	<b>19.25%</b>	<b>24.33%</b>	<b>20.32%</b>	<b>5.61%</b>	<b>11.23%</b>	<b>0.00%</b>	<b>3.21%</b>	<b>3.21%</b>	<b>100.00%</b>



- At least one has a degree level qualification
- Yes, one or both of my parents attended university
- Prefer not to say
- Qualification below degree level
- No, neither of my parents attended university
- Don't know / not sure
- Invalid / no response to this question
- No formal qualifications

# Socio Economic Background

Work of the main / highest income earner in your household when you were aged about 14

	Partners	Solicitor	Other FE's	SS Supporting FE	Managerial Roles	Corporate Services	Barrister	CILEx	Prefer not to say	Totals
1. 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	4.32%	6.76%	5.95%	3.78%	0.27%	1.89%		1.35%	0.00%	24.32%
2. 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	2.70%	2.97%	5.14%	2.16%	2.16%	2.97%		0.27%	0.00%	18.38%
3. Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	1.35%	1.08%	1.89%	1.08%	0.00%	0.27%		0.00%	0.00%	5.68%
4. Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	1.08%	1.35%	3.78%	2.97%	0.54%	2.16%		0.54%	0.54%	12.97%
5. 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	0.54%	1.89%	3.51%	4.05%	1.35%	1.62%		0.54%	0.27%	13.78%
6. 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	0.81%	2.43%	1.62%	1.89%	0.54%	0.81%		0.27%	0.27%	8.65%
7. Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0.27%	0.27%	0.00%	0.00%	0.54%		0.00%	0.00%	1.08%
8. Other, such as: retired, this question does not apply to me, I don't know	0.54%	0.54%	1.35%	1.62%	0.27%	0.54%		0.00%	0.27%	5.14%
9. Prefer not to say	0.81%	1.62%	0.81%	2.16%	0.27%	0.54%		0.27%	1.62%	8.11%
10. Invalid / no response to this question	0.81%	0.54%	0.27%	0.00%	0.00%	0.00%		0.00%	0.27%	1.89%
11. Question not asked	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%		0.00%	0.00%	0.00%
Total	12.97%	19.46%	24.59%	19.73%	5.41%	11.35%	0.00%	3.24%	3.24%	100.00%