

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 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
5	4	12	14	24	1	7	1	2	2	2

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

What is your religion or belief?

	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 religion or belief	1	1	4	5	12		5		1	2	1
Buddhist											
Christian	3	3	7	8	11	1	1	1	1		
Hindu											
Jewish											
Muslim				1							

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

What is your sexual orientation?

	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
Bi				1							
Gay/Lesbian				1							
Heterosexual	5	4	11	11	24	1	6	1	2	2	1
Other preferred description											
Prefer not to say			1	1			1				1

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

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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	1	6	1	2	1	1
Independent / fee-paying school, where I received no bursary or a bursary covering	1	1	5	1	3						

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

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

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No, neither of my parents attended university	4	1	5	9	19	1	6	1	1	2	1
Yes, one or both of my parents attended university	1	3	6	3	4				1		
Don't know/not sure				2	1						
Prefer not to say			1				1				1

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

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Modern professional and traditional	2	2	6	5	6		2				

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

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

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Yes	2	1	1	1	8		1	1	1		1
No	3	3	11	13	16	1	5		1	2	
Prefer not to say							1				1

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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No	3	4	11	14	20	1	4		1	2	
Yes, 1-19 hours a week	2				3		1	1	1		
Yes, 20-49 hours a week			1		1		1				
Yes, 50 or more hours a week											1
Prefer not to say							1				1