



Diversity & Inclusion Statistics 2021

Solicitor partner (sole practitioner / member / director)	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	Managerial Role	IT/ HR/ Other corporate services role	Barrister	FCILEx/ CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say	Whole Firm
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Age														
16 - 24	0%	0%	25%	48%	0%	30%	0%	0%	0%	0%	0%	0%	29%	23%
25 - 34	0%	63%	50%	36%	8%	45%	0%	0%	0%	0%	0%	0%	43%	39%
35 - 44	20%	31%	17%	12%	8%	10%	0%	100%	0%	0%	0%	0%	0%	15%
45 - 54	60%	6%	8%	0%	50%	0%	0%	0%	0%	0%	0%	0%	0%	11%
55 - 64	20%	0%	0%	0%	25%	10%	0%	0%	0%	0%	0%	0%	14%	7%
65+	0%	0%	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Prefer not to say	0%	0%	0%	4%	0%	5%	0%	0%	0%	0%	0%	0%	14%	3%

Gender														
Male	80%	25%	8%	28%	42%	40%	0%	100%	0%	0%	0%	0%	29%	33%
Female	20%	75%	92%	72%	58%	55%	0%	0%	0%	0%	0%	0%	57%	65%
Other preferred description	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	14%	2%

Gender Identity														
Same as at birth	100%	100%	100%	100%	100%	95%	0%	100%	0%	0%	0%	0%	86%	98%
Not the same as at birth	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	0%	14%	2%

Disability														
Yes	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	1%
No	100%	88%	100%	96%	100%	95%	0%	100%	0%	0%	0%	0%	86%	95%
Prefer not to say	0%	6%	0%	4%	0%	5%	0%	0%	0%	0%	0%	0%	14%	4%

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Day-to-day activities limited due to health problem or disability													
Yes, limited a lot	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Yes, limited a little	0%	0%	0%	0%	8%	5%	0%	0%	0%	0%	0%	0%	2%
No	100%	94%	100%	92%	92%	90%	0%	100%	0%	0%	0%	86%	93%
Prefer not to say	0%	6%	0%	8%	0%	5%	0%	0%	0%	0%	0%	14%	5%

Ethnicity													
Bangladeshi	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Chinese	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Indian	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Pakistani	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Asian background	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
African	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Caribbean	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Black background	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Asian	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Black African	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Black Caribbean	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Mixed / multiple ethnic background	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
British / English / Welsh / Northern Irish / Scottish	80%	88%	100%	84%	100%	95%	0%	100%	0%	0%	0%	57%	89%
Irish	0%	6%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	2%
Gypsy or Irish Traveller	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Roma	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other White background	20%	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	14%	4%
Arab	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other ethnic group	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	6%	0%	4%	0%	5%	0%	0%	0%	0%	0%	29%	5%

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Religion or Belief

No religion or belief	60%	31%	58%	64%	25%	55%	0%	0%	0%	0%	0%	43%	49%
Buddhist	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Christian	40%	56%	33%	20%	67%	40%	0%	100%	0%	0%	0%	43%	41%
Hindu	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Jewish	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Muslim	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other religion or belief	0%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Prefer not to say	0%	13%	8%	12%	8%	5%	0%	0%	0%	0%	0%	14%	9%

Sexual Orientation

Bi	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Gay/Lesbian	0%	0%	0%	4%	0%	0%	0%	0%	0%	0%	0%	0%	1%
Heterosexual	100%	100%	92%	88%	100%	95%	0%	100%	0%	0%	0%	71%	93%
Other preferred description	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	8%	8%	0%	5%	0%	0%	0%	0%	0%	0%	4%

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School type from 11 to 16

State-run or state-funded school - selective on academic, faith or other grounds	0%	25%	42%	44%	67%	25%	0%	0%	0%	0%	0%	0%	14%	35%
State-run or state-funded school - non-selective	80%	69%	42%	40%	33%	70%	0%	100%	0%	0%	0%	0%	57%	54%
Independent / fee-paying school	20%	6%	8%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	5%
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Attended school outside the UK	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Don't know / not sure	0%	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	14%	3%
Prefer not to say	0%	0%	8%	0%	0%	5%	0%	0%	0%	0%	0%	0%	14%	3%

Highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18

Neither of my parents attended university	60%	56%	67%	64%	92%	75%	0%	100%	0%	0%	0%	0%	57%	68%
One or both of my parents attended university	40%	38%	25%	32%	8%	20%	0%	0%	0%	0%	0%	0%	14%	26%
Don't know / not sure	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	2%
Prefer not to say	0%	6%	0%	4%	0%	5%	0%	0%	0%	0%	0%	0%	14%	4%

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

Modern professional occupations	40%	38%	33%	20%	0%	40%	0%	0%	0%	0%	0%	14%	27%
Senior managers and administrators	40%	13%	17%	12%	33%	5%	0%	100%	0%	0%	0%	0%	15%
Clerical and intermediate occupations	0%	6%	8%	24%	17%	5%	0%	0%	0%	0%	0%	14%	12%
Technical and craft occupations	20%	6%	25%	0%	42%	15%	0%	0%	0%	0%	0%	0%	13%
Routine, semi-routine manual and service occupations	0%	25%	0%	16%	0%	15%	0%	0%	0%	0%	0%	0%	11%
Small business owners who employed less than 25 people	0%	0%	8%	8%	8%	0%	0%	0%	0%	0%	0%	0%	4%
Long term unemployed	0%	6%	0%	4%	0%	5%	0%	0%	0%	0%	0%	0%	3%
Other, such as: retired or don't know	0%	0%	8%	8%	0%	0%	0%	0%	0%	0%	0%	14%	4%
Prefer not to say	0%	6%	0%	8%	0%	15%	0%	0%	0%	0%	0%	57%	10%

Primary carer for a child under 18

Yes	60%	31%	8%	12%	25%	15%	0%	100%	0%	0%	0%	0%	19%
No	40%	69%	92%	88%	75%	80%	0%	0%	0%	0%	0%	71%	78%
Prefer not to say	0%	0%	0%	0%	0%	5%	0%	0%	0%	0%	0%	29%	3%

Care for those with long term physical or mental ill health caused by disability or age

No	100%	94%	100%	100%	92%	95%	0%	100%	0%	0%	0%	86%	96%
Yes, 1 - 19 hours a week	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Yes, 20 - 49 hours a week	0%	0%	0%	0%	8%	0%	0%	0%	0%	0%	0%	0%	1%
Yes, 50 or more hours a week	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	6%	0%	0%	0%	0%	0%	0%	0%	0%	0%	14%	2%