



Diversity & Inclusion Statistics

| 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 | Chartered Legal Executive (Fellow) / CILEx Practitioner | Barrister | Licensed Conveyancer | Patent or Trade Mark Attorney | Costs Lawyer | Prefer not to say | TOTAL |
|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|
|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|

Age

| | | | | | | | | | | | | | | |
|-------------------|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| 16 – 24 | 0% | 0% | 0% | 33% | 75% | 0% | 22% | 0% | 0% | 0% | 0% | 0% | 30% | 31% |
| 25 – 34 | 0% | 0% | 50% | 52% | 17% | 14% | 39% | 100% | 0% | 0% | 0% | 0% | 30% | 34% |
| 35 – 44 | 0% | 100% | 33% | 5% | 8% | 21% | 13% | 0% | 0% | 0% | 0% | 0% | 0% | 13% |
| 45 – 54 | 100% | 0% | 0% | 5% | 0% | 36% | 9% | 0% | 0% | 0% | 0% | 0% | 30% | 11% |
| 55 – 64 | 0% | 0% | 0% | 0% | 0% | 21% | 13% | 0% | 0% | 0% | 0% | 0% | 0% | 6% |
| 65+ | 0% | 0% | 0% | 0% | 0% | 7% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| Prefer not to say | 0% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 2% |

Gender

| | | | | | | | | | | | | | | |
|-----------------------------|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| Male | 100% | 100% | 17% | 14% | 46% | 43% | 26% | 0% | 0% | 0% | 0% | 0% | 20% | 30% |
| Female | 0% | 0% | 67% | 86% | 54% | 57% | 70% | 100% | 0% | 0% | 0% | 0% | 60% | 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% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 20% | 2% |

Gender Identity

| | | | | | | | | | | | | | | |
|--------------------------|------|------|-----|------|------|------|-----|------|----|----|----|----|-----|-----|
| Same as at birth | 100% | 100% | 75% | 100% | 100% | 100% | 96% | 0% | 0% | 0% | 0% | 0% | 80% | 93% |
| Not the same as at birth | 0% | 0% | 8% | 0% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 2% |
| Prefer not to say | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 20% | 2% |

Disability

| | | | | | | | | | | | | | | |
|-------------------|------|------|-----|-----|-----|------|-----|------|----|----|----|----|-----|-----|
| Yes | 100% | 0% | 0% | 5% | 8% | 0% | 9% | 0% | 0% | 0% | 0% | 0% | 0% | 6% |
| No | 0% | 100% | 83% | 95% | 92% | 100% | 87% | 100% | 0% | 0% | 0% | 0% | 90% | 91% |
| Prefer not to say | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 1% |

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|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|
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Day-to-day activities limited due to health problem or disability

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|-----------------------|------|------|-----|-----|-----|------|-----|------|----|----|----|----|-----|-----|
| Yes, limited a lot | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 20% | 2% |
| Yes, limited a little | 0% | 0% | 0% | 0% | 8% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 3% |
| No | 100% | 100% | 83% | 95% | 92% | 100% | 91% | 100% | 0% | 0% | 0% | 0% | 60% | 90% |
| Prefer not to say | 0% | 0% | 0% | 5% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 10% | 3% |

Ethnicity

| | | | | | | | | | | | | | | |
|---|------|------|-----|-----|-----|------|-----|------|----|----|----|----|-----|-----|
| Bangladeshi | 0% | 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% | 0% |
| Indian | 0% | 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% | 0% |
| Any other Asian background | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| African | 0% | 0% | 0% | 5% | 0% | 0% | 9% | 0% | 0% | 0% | 0% | 0% | 0% | 3% |
| Caribbean | 0% | 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% | 0% |
| White and Asian | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| White and Black African | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| White and Black Caribbean | 0% | 0% | 0% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 1% |
| Any other Mixed / multiple ethnic background | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| British / English / Welsh / Northern Irish / Scottish | 100% | 100% | 75% | 86% | 83% | 100% | 78% | 0% | 0% | 0% | 0% | 0% | 90% | 84% |
| Irish | 0% | 0% | 0% | 10% | 0% | 0% | 0% | 100% | 0% | 0% | 0% | 0% | 0% | 3% |
| Gypsy or Irish Traveller | 0% | 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% | 0% |
| Any other White background | 0% | 0% | 0% | 0% | 8% | 0% | 9% | 0% | 0% | 0% | 0% | 0% | 0% | 4% |
| Arab | 0% | 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% | 0% |
| Prefer not to say | 0% | 0% | 8% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 2% |

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|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|
|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|

School type from 11 to 16

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|--|------|------|-----|-----|-----|------|-----|------|----|----|----|----|-----|-----|
| State-run or state-funded school - selective on academic, faith or other grounds | 0% | 0% | 0% | 76% | 88% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 80% | 42% |
| State-run or state-funded school - non-selective | 100% | 0% | 67% | 0% | 0% | 100% | 87% | 100% | 0% | 0% | 0% | 0% | 0% | 41% |
| Independent / fee-paying school | 0% | 100% | 17% | 5% | 4% | 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% | 5% | 4% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 10% | 4% |
| Don't know / not sure | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Prefer not to say | 0% | 0% | 0% | 10% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 3% |

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

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|---|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| Neither of my parents attended university | 100% | 0% | 50% | 43% | 75% | 86% | 70% | 0% | 0% | 0% | 0% | 0% | 80% | 65% |
| One or both of my parents attended university | 0% | 100% | 25% | 52% | 21% | 14% | 22% | 100% | 0% | 0% | 0% | 0% | 0% | 26% |
| Don't know / not sure | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 1% |
| Prefer not to say | 0% | 0% | 8% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 2% |

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

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|---|------|------|-----|-----|-----|-----|-----|------|------|------|-----|-----|-----|-----|
| Modern professional occupations | 0% | 100% | 17% | 29% | 21% | 7% | 22% | 100% | 0% | 100% | 17% | 29% | 0% | 20% |
| Senior, middle, junior managers and administrators | 0% | 0% | 8% | 19% | 29% | 29% | 22% | 0% | 0% | 0% | 8% | 19% | 10% | 21% |
| Clerical and intermediate occupations | 0% | 0% | 17% | 14% | 17% | 14% | 9% | 0% | 0% | 0% | 17% | 14% | 0% | 12% |
| Technical and craft occupations | 100% | 0% | 0% | 0% | 0% | 36% | 4% | 0% | 100% | 0% | 0% | 0% | 10% | 7% |
| Routine manual and service occupations | 0% | 0% | 17% | 14% | 21% | 7% | 13% | 0% | 0% | 0% | 17% | 14% | 30% | 16% |
| Small Business Owner | 0% | 0% | 17% | 5% | 0% | 7% | 4% | 0% | 0% | 0% | 17% | 5% | 10% | 6% |
| Long term unemployed | 0% | 0% | 0% | 5% | 4% | 0% | 4% | 0% | 0% | 0% | 0% | 5% | 0% | 3% |
| Other, such as: retired, this question does not apply to me, I don't know | 0% | 0% | 0% | 0% | 0% | 0% | 13% | 0% | 0% | 0% | 0% | 0% | 10% | 4% |
| Prefer not to say | 0% | 0% | 8% | 10% | 4% | 0% | 0% | 0% | 0% | 0% | 8% | 10% | 30% | 7% |

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|--------------------------------|---|-------------------------|------------------------|-------------------------------------|-----------------|---------------------------------------|---|-----------|----------------------|-------------------------------|--------------|-------------------|-------|
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Religion or Belief

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|------------------------------|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| No religion or belief | 0% | 0% | 33% | 57% | 75% | 43% | 43% | 100% | 0% | 0% | 0% | 0% | 40% | 51% |
| Buddhist | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% |
| Christian | 100% | 100% | 42% | 38% | 21% | 50% | 52% | 0% | 0% | 0% | 0% | 0% | 40% | 40% |
| Hindu | 0% | 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% | 0% |
| Muslim | 0% | 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% | 0% |
| Any other religion or belief | 0% | 0% | 0% | 0% | 4% | 7% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% |
| Prefer not to say | 0% | 0% | 8% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 14% | 9% |

Sexual Orientation

| | | | | | | | | | | | | | | |
|-----------------------------|------|------|-----|-----|-----|------|-----|------|----|----|----|----|-----|-----|
| Bi | 0% | 0% | 0% | 5% | 8% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 4% |
| Gay/Lesbian | 0% | 0% | 0% | 5% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 2% |
| Heterosexual | 100% | 100% | 83% | 86% | 88% | 100% | 91% | 100% | 0% | 0% | 0% | 0% | 70% | 88% |
| Other preferred description | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 1% |
| Prefer not to say | 0% | 0% | 0% | 5% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 20% | 3% |

Primary carer for a child under 18

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|-------------------|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| Yes | 0% | 100% | 33% | 5% | 4% | 7% | 17% | 0% | 0% | 0% | 0% | 0% | 10% | 12% |
| No | 100% | 0% | 42% | 90% | 92% | 93% | 74% | 100% | 0% | 0% | 0% | 0% | 80% | 80% |
| Prefer not to say | 0% | 0% | 8% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 2% |

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

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|------------------------------|------|------|-----|-----|-----|-----|-----|------|----|----|----|----|-----|-----|
| No | 100% | 100% | 67% | 95% | 92% | 93% | 87% | 100% | 0% | 0% | 0% | 0% | 60% | 86% |
| Yes, 1 - 19 hours a week | 0% | 0% | 8% | 0% | 4% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 10% | 3% |
| Yes, 20 - 49 hours a week | 0% | 0% | 0% | 0% | 0% | 7% | 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% | 0% |
| Prefer not to say | 0% | 6% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 0% | 30% | 5% |