

## Diversity Data 2021

Solicitors' firms are now required to carry out an annual diversity survey for their firm, submit the responses to the Solicitors Regulation Authority, and publish the data. Completion by personnel of the survey is not compulsory, and the data regarding religion and sexual orientation is excluded from the publication requirement.

Also, publication of the data has to be in a form such that individuals cannot be identified.

<b>Category of personnel</b>	
Solicitor partners (sole practitioner / member / director)	12%
Solicitor (not partner)	16%
Other fee earning role	8%
Role directly supporting fee earner	32%
Managerial Role	8%
IT/ HR/ other corporate services role	4%
Chartered Legal Executive (Fellow) / CILEx Practitioner	8%
Licensed Conveyancer	0%

Patent or Trade Mark Attorney	0%
Costs Lawyer	0%
Notary	0%
Prefer not to say	12%

<b>Gender</b>	
Male	16%
Female	84%
Prefer not to say	0%

<b>Is the gender you identify with the same as your sex registered at birth?</b>	
Yes	100%

No	0%
Prefer not to say	0%

<b>Age</b>	
16-24	16%
25 to 34	32%
35 to 44	0%
45 to 54	24%
55 to 64	20%
65 and over	4%

Prefer not to say	4%
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<b>Disability (according to Equality Act)</b>	
Yes	4%
No	96%
Prefer not to say	0%

<b>Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?</b>	
Yes	100%
No	0%
Prefer not to say	0%

<b>Ethnicity</b>	
British / English / Welsh / Northern Irish / Scottish	96%
Asian/Asian British	4%
Any other ethnic group	0%
Prefer not to say	0%

<b>School type from 11 to 16</b>	
UK State-run or state-funded school – selective on academic, faith or other grounds	32%
UK State-run or state-funded school – non-selective	64%
Other	0%
Prefer not to say	4%

<b>Did either parent attend university by the time you were 18?</b>	
No, neither	64%

Yes, one or both	32%
Not sure	0%
Prefer not to say	4%

<b>Primary carer for a child under 18</b>	
Yes	44%
No	52%
Prefer not to say	4%

<b>Occupation of the main household earner when you were about 14</b>	
Modern professional and traditional professional	20%
Senior, middle or junior managers or administrators	8%
Clerical or intermediate occupations	4%
Technical and craft occupations	8%

Routine, semi-routine manual and service operations	36%
Small business owners who employed less than 25 people	12%
Long term unemployed	8%
Other (such as retired)	0%
Prefer not to say	0%

<b>Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age</b>	
No	92%
Yes, 1 – 19 hours a week	8%
Yes, 20 – 49 hours a week	0%
Yes, 50 hours or more a week	0%
Prefer not to say	0%