

Diversity Data Report 2023

This data is based upon submitted diversity questionnaires from staff and represents the reported diversity data in relation to our firm. We comply with our SRA requirements and the guidance by the Information Commissioners Office. As a result we are not required or permitted to publish any data which might identify one of our employees. We are also not required to publish data in relation to sexual orientation or religious beliefs.

It is our view that the terms used in this report are self-explanatory but if more information is required please email our Practice Manager.

This report will be updated every two years. The next review is due in June 2025.

Question	Response	Full 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
1. Role Category		2	7	3	10	1	1	2
2. Which age category are you in?	16 - 24			1				
	25 - 34	1	2	1	2			
	35 - 44		4	1		1		1
	45 - 54		1		3		1	

	55 - 64	1			4			1
	65+							
	Prefer not to say				1			
3. What is your sex?	Male	2	3					
	Female		4	3	10	1	1	2
	Other preferred description							
	Prefer not to say							
4. Is the gender you identify with the same as your sex registered at birth?	Yes, gender identity the SAME as sex at birth	2	7	3	10	1	1	2
	No, gender identity NOT THE SAME as sex at birth							
	Prefer not to say							
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Yes			1				
	No	2	7	2	10	1	1	2
	Prefer not to say							
6. 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?	Yes, limited a lot							
	Yes, limited a little							
	No	2	7	2	10	1	1	2
	Prefer not to say			1				
7. What is your ethnic group?	Bangladeshi							
	Chinese							
	Indian		2					
	Pakistani							
	Any other Asian background							

	African							
	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	2	5	3	10	1	1	2
	Irish							
	Gypsy or Irish Traveller							
	Roma							
	Any other White background							
	Arab							
	Any other ethnic group							
	Prefer not to say							
10. Which type of school did you attend for the most time between the ages of 11 and 16?	State-run or state-funded school - selective on academic, faith or other grounds	2	1		1			

	State-run or state-funded school - non-selective		6	3	8	1	1	2
	Independent / fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition							
	Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition				1			
	Attended school outside the UK							
	Don't know / not sure							
	Prefer not to say							
11. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?	No, neither of my parents attended university		6	3	8	1	1	1
	Yes, one or both of my parents attended university	2	1					
	Don't know / not sure				2			1
	Prefer not to say							

12. What was the occupation of your main household earner when you were 14?	Modern professional and traditional professional occupations	2	1	1	2	1	1
	Senior, middle or junior managers or administrators		3	1	1		1
	Clerical and intermediate occupations			1			1
	Technical and craft occupations		1		2		
	Routine, semi-routine manual and service occupations		1		3		
	Small business owners who employed less than 25 people						
	Long term unemployed						
	Other, such as: retired, this question does not apply to me, I don't know		1		1		
	Prefer not to say				1		

13. Are you a primary carer for a child or children under 18?	Yes		3	1	3	1		
	No	2	4	2	7		1	2
	Prefer not to say							
14. 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)?	No	2	7	2	9	1	1	2
	Yes, 1 - 19 hours a week				1			
	Yes, 20 - 49 hours a week							
	Yes, 50 or more hours a week							
	Prefer not to say			1				