

Diversity Questionnaire 2021

Q1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).

Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	7
Solicitor (not partner) All other practising solicitors including assistant solicitors, associates or consultants.	15
Other fee earning role Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals i.e. those who are not 'authorised	18
Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	44
Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	5
IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	7
Barrister Individuals authorised by the Bar Standards Board.	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner Individuals authorised by CILEx Regulation.	3
Licensed Conveyancer Individuals authorised by the Council for Licensed Conveyancers.	0
Patent or Trade Mark Attorney Individuals authorised by the Intellectual Property Regulation Board.	0
Costs Lawyer Individuals authorised by the Costs Lawyer Standards Board.	0
Notary Individuals authorised by the Master of the Faculties.	0
Prefer not to say	1

Q2. Which age category are you in?

16 - 24	4
25 - 34	28
35 - 44	19
45 - 54	30
55 - 64	14
65+	4
Prefer not to say	2

Q3. What is your sex?

Male	13
Female	88
Other preferred description	0
Prefer not to say	0

Q4. Is the gender you identify with the same as your sex registered at

Yes	101
No	0

Prefer not to say 0

Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by

Yes 5
No 95
Prefer not to say 1

Q6. 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 0
Yes - limited a little 5
No 95
Prefer not to say 1

Q7. What is your ethnic group?

Bangladeshi 0
Chinese 0
Indian 0
Pakistani 0
Any other Asian background 0
African 0
Caribbean 0
Any other Black background 0
White and Asian 1
White and Black African 0
White and Black Caribbean 0
Any other Mixed/ Multiple ethnic background 0
British/ English/ Welsh/ Northern Irish/ Scottish 93
Irish 0
Gypsy or Irish Traveller 0
Roma 0
Any other White background 6
Arab 0
Any other ethnic group 0
Prefer not to say 1

Q8. What is your religion or belief?

No religion or belief 51
Buddhist 0
Christian 46
Hindu 0

Jewish	1
Muslim	0
Sikh	0
Any other religion or belief	2
Prefer not to say	1

Q9. What is your sexual orientation?

Bi	0
Gay/Lesbian	2
Heterosexual	95
Other preferred description	0
Prefer not to say	3

Q10. Which type of school did you attend for the most time between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

State-run or state-funded school (selective on academic, faith or other	29
State-run or state-funded school (non-selective)	56
Independent/ fee-paying school	7
Independent/ fee-paying school, where I received a bursary covering 90% or more of my tuition	1
Attended school outside the UK	7
Don't know/ not sure	0
Prefer not to say	1

Q11. Did either of your parents attend university by the time you were

No, neither of my parents attended university	79
Yes, one or both of my parents attended university	15
Don't know/ not sure	5
Prefer not to say	2

Q12. What was the occupation of your main household earner when you were about 14?

Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	34
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	11
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	6
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	19

Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	15
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	6
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0
Other, such as: retired, this question does not apply to me, I don't	5
Prefer not to say	4

Q13. Are you a primary carer for a child or children under 18?

Yes	21
No	79
Prefer not to say	1

Q14. 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	92
Yes, 1 - 19 hours a week	9
Yes, 20 - 49 hours a week	0
Yes, 50 or more hours a week	0
Prefer not to say	0