LONDON OFFICE DIVERSITY AND INCLUSION SURVEY

(The questionnaire below is a requirement of, and wording is provided by, the Solicitors Regulation Authority.)

1. Select one category which best describes your role in the ﬁrm. (Reference to solicitors includes Registered European Lawyers and 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. 13.04%

* + Solicitor (not Partner) - All other practising solicitors including

assistant solicitors, associates or consultants. 31.88%

* + 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 persons’. 13.04%

* + Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. 23.91%
  + Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, ﬁnance or

account managers etc. 7.25%

* + IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes ﬁnance or

accountancy roles. 7.97%

* + Barrister – Individuals authorized by the Bar Standards Board. 0.72%
  + Prefer not to say 2.17%

1. From the list of age bands below, please indicate the category that includes your current age in years:
   * 16–24 5.80%
   * 25–34 37.68%
   * 35–44 20.29%
   * 45–54 23.91%
   * 55–64 10.14%
   * 65+ 1.45%
   * Prefer not to say 0.72%
2. Which gender do you identify with?
   * Man 38.41%
   * Woman 60.87%
   * Prefer not to say 0.72%
3. Is the gender you identify with the same as your sex registered at birth?
   * Yes 99.28%
   * No 0.72%

1. 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 your condition.

Do you consider yourself to have a disability according to the deﬁnition in the Equality Act 2010?

* + Yes 2.21%
  + No 97.06%
  + Prefer not to say 0.74%

1. 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 little 2.21%
   * No 96.32%
   * Prefer not to say 0.74%
2. What is your ethnic group?
   * Bangladeshi 0.72%
   * Chinese 0.72%
   * Indian 0.71%
   * Pakistani 1.45%
   * Caribbean 2.90%
   * White and Asian 2.17%
   * White and Black Caribbean 1.45%
   * Any other mixed/multiple ethnic background 0.72%
   * British/English/Welsh/Northern Irish/Scottish 76.09%
   * Irish 2.90%
   * Any other White background 7.25%
   * Any other ethnic group 2.17%
   * Prefer not to say 1.45%
3. What is your religion or belief?
   * No religion or belief/Atheist 44.20%
   * Buddhist 0.72%
   * Christian 42.75%
   * Hindu 0.72%
   * Jewish 2.90%
   * Muslim 2.90%
   * Sikh 0.72%
   * Any other religion or belief 2.17%
   * Prefer not to say 2.90%
4. What is your sexual orientation?
   * Bi 2.19%
   * Gay/lesbian 3.65%
   * Heterosexual/straight 87.59%
   * Other preferred description 1.46%
   * Prefer not to say 5.11%
5. What type of school did you mainly attend between the ages 11

and 16? If you changed schools, please base your answer on the last two years of your education.

* + UK state run or funded school (selective on academic, faith or

other grounds) 18.84%

* + UK state school (non-selective) 46.38%
  + UK independent/fee-paying school (bursary) 5.80%
  + UK independent/fee-paying school (no bursary) 13.77%
  + Attended school outside the UK 13.04%

* + Prefer not to say 2.17%

1. Did either of your parents attend university by the time you were 18?
   * No, neither of my parents attended university 57.25%
   * Yes, one or both of my parents attended university 38.41%
   * Don’t know/not sure 0.72%
   * Prefer not to say 3.62%
2. What was the occupation of your main household earner when you were about 14?
   * Modern professional and traditional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer, (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer

27.01%

* + 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 20.44%
  + Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse

4.38%

* + Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

12.41%

* + 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

10.22%

* + Small business owners who employed less than 25 people such as corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner,

13.14%

* + Long term unemployed (claimed Jobseeker’s Allowance or earlier unemployment beneﬁt for more than a year) 3.65%
  + Other, such as: retired, this question does not apply to me, I don’t know 2.92%
  + Prefer not to say 5.84%

1. Are you a primary carer for a child or children under 18?
   * Yes 30.66%
   * No 67.88%
   * Prefer not to say 1.46%
2. 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 89.86%
   * Yes, 1–19 hours a week 4.35%
   * Yes, 50 or more hours a week 1.45%
   * Prefer not to say 3.62%