



## Diversity Questionnaire Data 2013

1. Select the category which best describes your role in the firm

Role category	Notes	Total
Solicitor (sole practitioner, partner, member or director)	Authorised by the Solicitors Regulation Authority (SRA) - including sole practitioners, partners, members or directors	5
Solicitor	Authorised by the Solicitors Regulation Authority (SRA) - all other solicitors including assistant solicitors, associates or consultants.	8
Other fee earning role	Not an authorised person eg trainee solicitors, legal executives who are not chartered or a fellow and paralegals but excluding managerial roles.	2
Role directly supporting a fee earner	Not an authorised person (eg legal secretaries, administrators, legal assistants, or non fee earning paralegals)	17
Managerial role	Not an authorised person (eg non lawyer managers, directors, practice managers)	3
IT/ HR/ other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles	2
Barrister	Authorised by the Bar Standards Board	
Chartered Legal Executive (Fellow of CILEx)	Authorised by ILEX Professional Standards	1
Licensed Conveyancer	Authorised by the Council for Licensed Conveyancer's	
Patent or Trade Mark Attorney	Authorised by the Intellectual Property Regulation Board	
Costs Lawyer	Authorised by the Costs Lawyer Standards Board	
Notary	Authorised by the Master of the Faculties	
Prefer not to say		1



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### Ownership and supervisory responsibilities in the firm

2. How would you describe your role in the firm?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Sole practitioner, partner, member or director of the firm	5							
Associate or Assistant		8				1		
Other employee or staff member			2	3	2	17	1	1
Prefer not to say								

3. Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Yes	1							
No	4	8	2	3	2	17	1	1
Prefer not to say						1		

4. Do you have responsibility for supervising or managing the work of lawyers or other employees?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Yes	5	2		1				
No		6	2	2	2	17	1	1
Prefer not to say						1		



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### Diversity questions (protected characteristics under the Equality Act 2012)

5. From the list of age bands below, please indicate the category that includes your current age in years:

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
16 - 24			1			2		
25 - 34	1	7	1		1	2		
35 - 44		1		1		6	1	
45 - 54	1			1		2		
55 - 64	2			1	1	6		
65+	1							
Prefer not to say								1

6. What is your gender?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Female	4	4	2	3	2	17	1	
Male	1	4				1		1
Prefer not to say								

7. The Equality Act 2010 generally 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.

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

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Yes								
No	5	8	2	3	2	16	1	1
Prefer not to say						2		



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(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?

Yes, limited a lot						1		
Yes, limited a little						1		
No	5	8	2	3	2	15	1	1
Prefer not to say						1		

8. What is your ethnic group?

### Asian / Asian British

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Bangladeshi								
Chinese								
Indian		1						
Pakistani								
Any other Asian background								

### Black / Black British

African								
Caribbean								
Any other Black background								

### Mixed / multiple ethnic groups

White and Asian								
White and Black African								
White and Black Caribbean								
White and Chinese								
Any other Mixed / multiple ethnic background								

### White

British	5	7	2	3	2	18	1	1
Irish								
Gypsy or Irish Traveller								
Any other White background								



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### Other ethnic group

Arab								
Any other ethnic group								

### Prefer not to say

Prefer not to say								
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### Socio-economic background (education) and caring responsibilities

9. Did you mainly attend a state or fee paying school between the ages 11 – 18?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
UK State School	3	7	2	2	1	15	1	
UK Independent/Fee-paying School	2	1		1		1		1
Attended school outside the UK						1		
Prefer not to say						1		

*If you changed your type of school during your education, or were educated partly in the UK and partly outside, please select the category that applies to your main place of education in the last two years of your education.*

10. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Yes	3	2	1			3		
No	2	5	1	2		1		
Did not attend University				1	1	10	1	1
Prefer not to say						1		



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

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
Yes		1				5	1	
No	5	7	2	3	1	12		1
Prefer not to say								

12. Do you look after, or give any help or support to family members, friends, neighbours or others because of either:

- Long-term physical or mental ill-health / disability
- Problems related to old age?

(Do not count anything you do as part of your paid employment)

	Director/ Solicitor	Solicitor	Other fee earner	Managerial Role	IT/HR/Other Corporate	Role directly supporting a fee earner	Chartered Legal Exec	Prefer not to say
No	4	7	2	2	2	12	1	1
Yes, 1 - 19 hours a week	1	1		1		4		
Yes, 20 - 49 hours a week								
Yes, 50 or more hours a week						1		
Prefer not to say						1		