

Equality & Diversity Questionnaire Results June 2017

Number of staff (including Partners) at time of survey: 95

Number of staff (including Partners) that completed the survey: 68 (72%)

Role categories

Role category	Result (number of people)
Solicitor partner	3
Solicitor non partner	12
Other fee earning role	7
Role directly supporting a fee earner	24
Managerial role	2
IT/ HR/ other corporate services role	10
Barrister	0
Chartered Legal Executive/ Legal Executive (Fellow)	2
Licensed Conveyancer	2
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	6

Diversity questions (protected characteristics under the Equality Act 2012)

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

16 - 24	5
25 - 34	10
35 - 44	18
45 - 54	22
55 - 64	8
65+	2
Prefer not to say	3

Which gender do you identify with?

Female	55
Male	11
Prefer not to say	2

Do you consider your own gender identity to be different from that associated with your sex as registered by birth?

Yes	1
No	65
Prefer not to say	2

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.

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

Yes	3
No	63
Prefer not to say	2

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	8
No	58
Prefer not to say	2

What is your ethnic group?

Asian / Asian British

Bangladeshi	0
Chinese	0
Indian	0
Pakistani	0
Any other Asian background	0

Black / Black British

African	0
Caribbean	0
Any other Black background	0

Mixed / multiple ethnic groups

White and Asian	0
White and Black African	0
White and Black Caribbean	0
White and Chinese	0
Any other Mixed / multiple ethnic background	0

White

British / English / Welsh / Northern Irish / Scottish	66
Irish	0
Gypsy or Irish Traveller	0
Any other White background	1

Other ethnic group

Arab	0
Any other ethnic group	0

Prefer not to say

Prefer not to say	1
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What is your religion or belief?

No religion or belief / Atheist	12
Buddhist	0
Christian	43
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion	1
Prefer not to say	12

What is your sexual orientation?

Bisexual	0
Gay man	0
Gay woman/lesbian	2
Heterosexual/straight	64
Other	0
Prefer not to say	2

Socio-economic background (education) and caring responsibilities

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

UK State School	63
UK Independent/Fee-paying School	3
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.

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?

Yes	21
No	7
Did not attend University	38
Prefer not to say	2

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

Yes	27
No	40
Prefer not to say	1

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)

No	52
Yes, 1 - 19 hours a week	13
Yes, 20 - 49 hours a week	1
Yes, 50 or more hours a week	1
Prefer not to say	1