



2017 DIVERSITY REPORT

The Firm commits itself to promoting equal opportunities both in its employment of staff and in its dealings with clients and all other persons with whom it comes into contact. All employees must adhere to the guidelines laid down in our Quality Standards policy “QS 2.1 Equality and Diversity”.

The Firm will not discriminate on the grounds of the nine protected characteristics as defined by The Equality Act 2010 i.e age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation in its:-

- recruitment, selection, training, treatment, payment or promotion of employees;
- recruitment, selection, training, treatment, payment or promotion of Partners;
- acceptance of instructions from and treatment of clients;
- instruction of Counsel and other experts.

The Firm’s commitment to equal opportunities is based on the fact that equality of opportunity is a matter of professionalism and good management practice.

The results of the 2017 Diversity Survey are set out below. 133 Partners/Staff Members were eligible to take part in the survey and all 133 completed the survey.

The roles identified by those completing the survey comprised of:

- Solicitor (Partner/Member/Director)

- Solicitor (Associate/Assistant/Consultant)
- Other Fee Earning Role
- Directly supporting a Fee Earner
- Managerial role
- IT/HR/Other
- Chartered Legal Executive
- Prefer not to say

Select the category which best describes your role in the firm

Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
12	23	26	46	6	10	6	4

Age

Age	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
16-24		1	5	7		3		
25-34		6	8	12	1	2		
35-44	6	8	3	9		1	3	
45-54	4	2	5	10	3		3	1
55-64	2	5	3	5	1	1		
65+				2		2		1
Prefer not to say		1	2	1	1	1		2

Gender Identity

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Woman	5	18	19	43	5	8	3	2
Man	7	5	5	2		1	3	
Other preferred description								
Prefer not to say			2	1	1	1		2

Disability (according to Equality Act)

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Yes		1	1	2				
No	12	21	24	41	5	9	6	3
Prefer not to say		1	1	3	1	1		1

Day to day limitation to activities because of health problem or disability lasting 12 months

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Yes – limited a lot				1				
Yes – limited a little		3	3	1				
No	12	18	21	42	5	9	6	3
Prefer not to say		2	2	2	1	1		1

Ethnicity

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Bangladeshi		1		1				
Indian	1	1		3				
Pakistani			1					
Any other Asian background				1				
African				1				
Caribbean				1				
White and Asian			1					1
White and Black Caribbean				1				
British/English Welsh/Northern Irish/Scottish	11	20	22	36	5	9	6	3
Any other white Background		1						
Arab			1					
Any other ethnic group				1				
Prefer not to say			1	1	1	1		

School Type from 11 to 18

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
UK State School	12	18	20	41	4	9	5	1
UK Independent/ Fee paying school		4	3	1	1		1	
Attended school outside the UK		1		3				
Prefer not to say			3	1	1	1		3

First generation to attend university

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Yes	8	17	7	6	1	1	1	
No	3	5	7	15		2	1	2
Did not attend university	1	1	8	24	4	5	4	2
Prefer not to say			4	1	1	2		

Primary Carer for a Child under 18

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
Yes	3	11	4	12	1	1	3	1
No	9	12	17	33	4	7	3	1
Prefer not to say								2

Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

	Solicitor (Partner etc)	Solicitor (Associate/Assistant Consultant)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other	Chartered Legal Executive	Prefer not to say
No	11	21	22	41	2	8	6	1
Yes – 1-19 hrs a week	1	2	1	3	3			1
Prefer not to say			3	2	1	2		2