

2019 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 2019 Diversity Survey are set out below. 143 Partners/Staff Members were eligible to take part in the survey and all 143 completed the survey.

The roles identified by those completing the survey comprised of:

- Solicitor (Partner/Member/Director)
- Solicitor (Not Partner)
- Other Fee Earning Role
- Role directly supporting a Fee Earner
- Managerial role
- IT/HR/Other corporate services role
- Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer

- Prefer not to say

Select the category which best describes your role in the firm

Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
14	23	24	53	10	9	4	6

Age

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
16-24	0	0	3	13	0	2	0	0
25-34	0	9	11	11	0	4	1	0
35-44	4	7	3	12	4	1	1	1
45-54	6	2	5	12	4	0	2	1
55-64	4	4	2	4	2	0	0	1
65+	0	0	0	1	0	2	0	0
Prefer not to say	0	1	0	0	0	0	0	3

Gender identified with

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Woman	6	17	20	53	8	7	4	5
Man	8	5	4	0	2	2	0	0
Other preferred description	0	0	0	0	0	0	0	0
Prefer not to say	0	1	0	0	0	0	0	1

Disability (according to Equality Act)

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Yes	1	0	1	1	0	0	1	0
No	13	20	23	50	10	9	3	3
Prefer not to say	0	3	0	2	0	0	0	3

Day to day limitation to activities because of health problem or disability lasting (or expected to last) at least 12 months

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Yes – limited a lot	0	0	0	1	0	0	0	0
Yes – limited a little	1	0	2	2	0	0	1	0
No	13	21	22	49	10	9	3	3
Prefer not to say	0	2	0	1	0	0	0	3

Ethnicity

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Bangladeshi	0	0	0	0	0	0	0	0
Chinese	0	0	0	0	0	0	0	0
Indian	0	0	0	1	1	1	0	0
Pakistani	0	0	1	1	0	0	0	0
Any other Asian background	0	0	0	0	0	0	0	0
African	0	0	1	1	0	0	0	0
Caribbean	0	0	0	1	0	0	0	0
Any other Black background	0	0	0	0	0	0	0	0

White and Asian	0	1	1	0	0	1	0	0
White and Black African	0	0	0	0	0	0	0	0
White and Black Caribbean	0	0	0	1	0	0	0	0
White and Chinese	0	0	0	0	0	0	0	0
Any other Mixed/multiple ethnic background	0	0	0	0	0	0	0	0

Type of school mainly attended between the ages of 11 and 16

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
UK State run or funded School (selective on academic, faith or other grounds)	4	4	3	8	1	1	2	1
UK State run or funded School (non selective)	7	13	15	39	7	7	1	1
UK Independent/ Fee paying	0	1	0	0	0	0	0	0

school (bursary)								
UK Independent/ Fee paying school (non bursary)	2	4	2	2	1	0	0	0

Highest level of qualification achieved by either parent/guardian by the time staff member completing survey had reached 18

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
At least one has a degree level qualification	2	10	5	11	0	2	1	1
Qualifications below degree level	10	8	13	22	5	2	1	0
No formal qualifications	1	3	3	5	1	3	0	0
Don't know	1	1	2	12	3	2	2	1

Description of main job carried out by the main/highest income earner in household at the time staff member completing the survey was aged 14

	Solicitor (Partner etc)	Solicitor (Not Solicitor)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Modern Professional Occupations	4	5	4	7	0	0	0	1
Clerical and intermediate occupations	0	0	2	2	1	0	1	0
Senior Managers and Administrators	3	5	2	12	0	4	1	0
Technical and craft occupations	2	2	3	8	0	2	2	0
Semi routine manual and service occupations	0	0	1	2	0	1	0	0
Routine manual service occupations	1	2	5	4	3	0	0	0
Middle or junior managers	2	2	3	2	1	0	0	0
Traditional professional occupations	0	5	1	5	4	1	0	1
Short term unemployed	0	0	0	0	0	0	0	0

Long term unemployed	1	0	0	0	0	0	0	0
Inactive (excluding those that are retired)	0	0	0	0	0	0	0	0
Retired	0	0	0	1	0	0	0	0
Not applicable	0	0	0	1	0	0	0	0
Other	0	0	2	5	0	0	0	0
Don't know	0	0	0	3	0	1	0	0
Prefer not to say	1	2	1	1	1	0	0	4

Primary Carer for a Child under 18

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
Yes	6	11	9	11	5	0	1	1
No	8	11	14	42	5	9	3	1
Prefer not to say	0	1	1	0	0	0	0	4

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

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner/Licensed Conveyancer	Prefer not to say
No	13	22	21	51	7	9	4	3

Yes – 1-19 hrs a week	1	0	1	2	2	0	0	0
Yes – 20-49 hrs a week	0	0	1	0	0	0	0	0