

Question:

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

Responses:	Total
IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	1
Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	3
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'.	4
Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	13
Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	10
Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	3
Total responses:	34

Question: Which age category are you in?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
16-24	n/a	0	0	1	0	0	1
25-34	n/a	0	1	1	1	0	3
35-44	n/a	0	0	3	2	1	6
45-54	n/a	1	3	3	3	1	11
55-64	n/a	2	0	3	4	1	10
65+	n/a	0	0	1	0	0	1
Prefer not to say	n/a	0	0	1	0	0	1
	0	3	4	13	10	3	33

Question:

What is your sex?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Female	n/a	2	3	12	8	2	27
Male	n/a	1	1	0	2	1	5
Prefer not to say	n/a	0	0	1	0	0	1
	0	3	4	13	10	3	33

Question:

Is the gender you identify with the same as your sex registered at birth?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Prefer not to say	n/a	0	0	1	0	0	1
Yes	n/a	3	4	12	10	3	32
	0	3	4	13	10	3	33

Question:

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

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
No	n/a	3	4	12	7	3	29
Prefer not to say	n/a	0	0	1	0	0	1
Yes	n/a	0	0	0	3	0	3
	0	3	4	13	10	3	33

Question:

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?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
No	n/a	3	3	11	7	3	27
Prefer not to say ²	n/a	0	0	2	1	0	3
Yes, limited a little	n/a	0	1	0	2	0	3
	0	3	4	13	10	3	33

Question:

What is your ethnic group?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Prefer not to say	n/a	0	0	1	0	0	1
White - British/English/Welsh/Northern Irish/Scottish	n/a	3	4	12	10	3	32
	0	3	4	13	10	3	33

Question: What is your religion or belief?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Any other religion or belief	n/a	0	0	0	0	0	0
Christian	n/a	1	2	5	7	2	17
No religion or belief/Atheist	n/a	2	2	7	2	1	14
Prefer not to say	n/a	0	0	1	1	0	2
	0	3	4	13	10	3	33

Question: What is your sexual orientation?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Bi	n/a	0	0	1	1	0	2
Heterosexual	n/a	3	3	10	9	3	28
Prefer not to say	n/a	0	1	2	0	0	3
	0	3	4	13	10	3	33

Question: Which type of school did you attend for the most time between the ages of 11 and 16? If you changed schools, please base your answer on the last two years of your education

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category	Total
Independent / fee-paying school	n/a	0	0	0	1	1	2
Prefer not to say	n/a	0	0	2	0	0	2
State-run or state-funded school (non-selective)	n/a	3	4	9	7	1	24
State-run or state-funded school (selective on academic, faith or other grounds)	n/a	0	0	2	2	1	5
	0	3	4	13	10	3	33

Question:

Did either of your parents attend university by the time you were 18?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Don't know / not sure	n/a	0	0	1	0	0	1
No, neither of my parents attended university	n/a	3	3	9	5	2	22
Prefer not to say	n/a	0	0	2	0	0	2
Yes, one or both of my parents attended university	n/a	0	1	1	5	1	8
	0	3	4	13	10	3	33

Question:

What was the occupation of your main household earner when you were about 14?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	n/a	0	0	1	0	0	1
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	n/a	1	2	3	6	1	13
Other, such as: retired / this question does not apply to me / I don't know	n/a	0	1	1	0	0	2
Prefer not to say	n/a	0	0	2	1	0	3
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.	n/a	1	0	1	1	1	4

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.	n/a	0	1	0	0	1	2
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.	n/a	0	0	0	1	0	1
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	n/a	1	0	5	1	0	7
	0	3	4	13	10	3	33

Question:

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

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
No	n/a	3	3	8	7	1	22
Prefer not to say	n/a	0	0	1	0	0	1
Yes	n/a	0	1	4	3	2	10
	0	3	4	13	10	3	33

Question: 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)?

Reponses:	IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	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'.	Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	Solicitor partner (sole practitioner, member or director) Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	Total
No	n/a	3	3	10	9	3	28
Prefer not to say	n/a	0	0	1	0	0	1
Yes, 1-19 hours a week	n/a	0	1	2	0	0	3
Yes, 20-49 hours a week	n/a	0	0	0	1	0	1
	0	3	4	13	10	3	33