

2023 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, Diversity & Inclusion”.

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 2023 Diversity Survey are set out below. 161 Partners/Staff Members were eligible to take part in the survey and 159 completed the survey.

The roles identified by those completing the survey comprised of:

- Solicitor (Partner – Equity & Fixed Share)
- 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

Category of Role within the Firm

Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
16	21	20	63	12	15	5	7

Age

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
16-24			5	15				4
25-34		7	5	22	1	6		
35-44	5	6	4	5	2		2	
45-54	6	3	4	8	4	4	2	
55-64	3	4	2	13	4	2	1	1
65+		1			1	2		
Prefer not to say/Invalid response	2					1		2

Gender

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
Woman	9	14	14	58	10	11	3	2
Man	6	7	4	5	2	4	1	2
Other preferred description								
Prefer not to say/invalid response	1		2				1	3

Disability (according to Equality Act 2010)

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
Yes	1	5	1	5				1
No	14	15	19	56	11	15	5	4
Prefer not to say/invalid response	1	1		2	1			2

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

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
Yes – limited a lot		1	2					
Yes – limited a little		3		5				1
No	15	16	18	57	12	14	5	4
Prefer not to say/invalid response	1	1		1		1		2

Ethnicity

	Solicitor (Partner Equity & Fixed Share)	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
Asian/Asian British	1			5		1		
Black/Black British				2				
Mixed/Multiple Ethnic Group			2			1		
White	14	21	18	56	12	12	5	5
Other Ethnic Group								
Prefer not to say/invalid response	1					1		2

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

	Solicitor (Partner Equity & Fixed Share)	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)	2	2	2	7		2		2
UK State run or funded School (non selective)	12	13	17	45	10	12	5	1
UK Independent/ Fee paying school (bursary)	1							
UK Independent/ Fee paying school (non bursary)		6	1	3	1			
Attended school outside the UK				4	1			
Other								
Don't know				2		1		2
Prefer not to say/invalid response	1			2				2

Did parents attend university?

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
No, neither parent attended university	12	16	11	43	12	10	5	2
Yes, one or both parents attended university	3	5	9	14		1		3
Don't know/not sure				3		3		
Prefer not to say/invalid response	1			3		1		2

Occupation of main household earner when staff member was about 14

	Solicitor (Partner Equity & Fixed Share)	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 and traditional Occupations	6	7	3	17	3	1		1
Senior, middle or junior Managers and Administrators	3	6	11	9	2	2	1	

Clerical and intermediate occupations		2	1	6			1	1
Technical and craft occupations	3		2	9	2	4	2	
Routine, semi routine manual and service occupations	1	2	2	8	2		1	1
Small Business Owner	1	3		7	2	1		
Long term unemployed	1			1	1			
Other such as retired				2		2		
Prefer not to say/invalid response	1	1	1	4		5		4

Primary Carer for a Child/Children under 18

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
Yes	7	0	5	12	3	3	3	5
No	8	12	15	50	9	12	2	2
Prefer not to say/invalid response	1			1				

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

	Solicitor (Partner Equity & Fixed Share)	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 Conveyancers	Prefer not to say
No	13	21	19	60	10	15	4	5
Yes – 1-19 hrs a week	1		1	2	2		1	
Yes – 20-49 hrs a week								
Yes – 50 or more hours a week								
Prefer not to say/invalid response	2			1				2