

Existing Staff Equality and Diversity Information 2020/2021

Role	Number of returns received 2018	Number of returns received 2019	Number of returns received 2020
Partners	21	20	14
Solicitors	17	26	19
Other fee earners	21	33	29
IT/HR/Support	13	23	13
Role supporting a fee earner	16	28	16

Age breakdown as a percentage of returns

	16-24	25-34	35-44	45-54	55-64	65+	PNS*
Partners	0	7.2%	42.8%	21.4%	21.4%	7.2%	0
Solicitors	0	36.8%	26.3%	26.3%	10.6%	0	0
Other fee earners	17.2%	34.5%	6.9%	24.2%	17.2%	0	0
IT/HR/Support	7.7%	23.1%	15.3%	23.1%	23.1%	7.7%	0
Role supporting a fee earner	6.2%	6.2%	31.2%	25.1%	25.1%	6.2%	0

***prefer not to say**

Gender breakdown as a percentage of returns

	Male	Female	Transgender	PNS*
Partners	71.42%	28.58%	0	0
Solicitors	26.3%	73.7%	0	0
Other fee earners	13.8%	86.2%	0	0
IT/HR/Support	46.1%	53.9%	0	0
Role supporting a fee earner	0	100%	0	0

***prefer not to say**

Ethnicity breakdown as a percentage of returns

	White	Black	Mixed	Irish	Other White	PNS*
Partners	92.8%	7.2%	0	0	0	0
Solicitors	94.7%	0	5.3%	0	0	0
Other fee earners	100%	0	0	0	0	0
IT/HR/Support	100%	0	0	0	0	0
Role supporting a fee earner	100%	0	0	0	0	0

***prefer not to say**

Disability breakdown as a percentage of returns

	Yes	No	PNS*
Partners	7.2%	85.6%	7.2%
Solicitors	0	94.8%	5.2%
Other fee earners	6.9%	93.1%	0
IT/HR/Support	0	100%	0
Role supporting a fee earner	0	100%	0

***prefer not to say**

Sexual Orientation breakdown as a percentage of returns

	Both	Same	Opposite	PNS*
Partners	0	7.1%	85.8%	7.1%
Solicitors	0	0	84.2%	15.8%
Other fee earners	3.4%	3.4%	86.4%	6.8%
IT/HR/Support	0	7.7%	92.3%	0
Role supporting a fee earner	0	0	93.7%	6.3%

***prefer not to say**

Religion or Belief breakdown as a percentage of returns

	Christian	None	Other	PNS*
Partners	42.8%	35.7%	0	21.5%
Solicitors	42.1%	36.8%	0	21.1%
Other fee earners	34.5%	44.8%	6.9%	13.8%
IT/HR/Support	30.7%	53.8%	0	15.5%
Role supporting a fee earner	43.7%	37.5%	6.25%	12.55%

***prefer not to say**

Carer for a child under 18 as a percentage of returns

	Yes	No	PNS*
Partners	64.3%	35.72%	0
Solicitors	57.9%	42.1%	0
Other fee earners	10.3%	89.7%	0
IT/HR/Support	15.4%	69.2%	15.4%
Role supporting a fee earner	31.3%	68.7%	0

***prefer not to say**

Other care breakdown as a percentage of returns

	Yes	No	PNS*
Partners	7.1%	85.8%	7.1%
Solicitors	84.3%	15.7%	0
Other fee earners	6.9%	93.1%	0
IT/HR/Support	23.1%	76.9%	0
Role supporting a fee earner	12.5%	75%	12.5%

***prefer not to say**

State School breakdown as a percentage of returns

	Yes	No	PNS*
Partners	64.3%	28.6%	7.1%
Solicitors	63.1%	31.6%	5.3%
Other fee earners	100%	0	0
IT/HR/Support	92.3%	0	7.7%
Role supporting a fee earner	75%	12.5%	12.5%

*prefer not to say

Highest level of qualification achieved by parents/guardian as a percentage of returns

	Degree	N/A	None	Not Known	Other	Below degree	PNS*
Partners	50%	0	21.4%	0	0	14.3%	14.3%
Solicitors	47.4%	0	10.5%	0	5.3%	31.5%	5.3%
Other fee earners	17.2%	0	24.3%	17.2%	0	37.9%	3.4%
IT/HR/Support	25%	6.25%	0	12.5%	6.25%	43.75%	6.25%
Role supporting a fee earner	25%	6.25%	0	12.5%	6.25%	43.75%	6.25%

*prefer not to say

Highest income earner in household as a percentage of returns (continued below)

	Clerical	Don't know	Middle manager	Modern professional	N/A	Other	PNS*
Partners	7.1%	0	7.1%	42.8%	0	14.33%	14.33%
Solicitors	0	0	5.26%	5.26%	0	10.52%	15.78%
Other fee earners	3.4%	10.34%	10.34%	6.9%	3.4%	13.8%	3.4%
IT/HR/Support	7.7%	15.38%	15.38%	7.7%	7.7%	0	7.7%
Role supporting a fee earner	6.25%	6.25%	6.25%	6.25%	0	18.75%	12.5%

continued highest income earner in your household as a percentage of returns

	Retired	Manual	Semi manual	Senior Manager	Technical	Traditional professional
Partners	0	0	0	0	0	14.34%
Solicitors	0	5.26%	5.26%	5.26%	15.78%	31.62%
Other fee earners	3.4%	10.34%	6.9%	6.9%	17.48%	3.4%
IT/HR/Support	0	0	0	7.7%	15.38%	15.38%
Role supporting a fee earner	12.5%	0	0	0	12.5%	18.75%

***prefer not to say**

Clerical	i.e. secretary/PA, office clerk, nursery nurse
Middle manager	i.e. office, retail or restaurant manager, publican
Modern professional	i.e. teacher, nurse, police officer
Manual	i.e. HGV driver, cleaner, packer, waiter/bar staff
Semi manual	i.e. postal worker, receptionist, caretaker
Senior Manager	i.e. finance manager, chief executive
Technical	i.e. motor mechanic, plumber, bus/train driver
Traditional professional	i.e. accountant, solicitor, medical practitioner, engineer