



Diversity Questionnaire Results - 2013

The Solicitors Regulation Authority (SRA) requires all law firms to annually complete an equality and diversity survey of all staff, whether full time or part time, whether qualified or not. Please therefore complete this form as accurately as possible to return it to the sender so that we can aggregate all the data from all staff and return it to the SRA before the deadline.

The firm is anonymous and you do not need to put your name on it. As there are no identifying details on this form, the information is not collated for data protection purposes and will not be retained on any personnel file but stored centrally in administration only as proof of fact that we have in fact conducted the survey itself.

Role Categories

Select the category which best describes your in the firm

Solicitor (sole practitioner, partner, member or director)	Authorised by the Solicitors Regulation Authority (SRA) - including sole practitioners, partners, members or directors	1
Solicitor	Authorised by the Solicitors Regulation Authority (SRA) - all other solicitors including assistant solicitors, associates or consultants	1
Other fee earning role	Not an authorised person e.g. trainee solicitors, legal executives who are not chartered or a fellow and paralegals but excluding managerial roles	
Role directly supporting a fee earner	Not an authorised person e.g. legal secretaries, administrators, legal assistants or non-fee earning paralegals)	1
Managerial role	Not an authorised person e.g. non lawyer managers, directors, practice managers	1
IT/HR/other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles	
Barrister	Authorised by the Bar Standards Board	
Chartered Legal Executive (Fellow of CILEx)	Authorised by ILEX Professional Standards	
Licensed conveyancer	Authorised by the Council for Licenced Conveyancers	
Patent or Trade Mark Attorney	Authorised by the Intellectual Property Regulation Board	

Costs lawyer	Authorised by the Costs Lawyer Standards Board	
Notary	Authorised by the Master of the Faculties	
Prefer not to say		

Ownership and supervisory responsibilities in the firm

1. How would you describe your role in the firm?

Sole practitioner, partner, member or director of the firm	1
Associate or Assistant	1
Other employee or staff member	2
Prefer not to say	

2. Do you have a share in the ownership of your organisation (e.g. equity partner, shareholder)?

Yes	1
No	3
Prefer not to say	

3. Do you have responsibilities for supervising or managing the work of lawyers or other employees?

Yes	2
No	2
Prefer not to say	

Diversity questions (protected characteristics under the Equality Act 2012)

4. From the list of age bands below, please indicate the category that includes your current age in years:

16 - 24	1
25 - 34	
35 - 44	2
45 - 54	1
55 - 64	
65 +	
Prefer not to say	

5. What is your gender?

Female	3
Male	1
Prefer not to say	

6. The Equality Act 2010 generally 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.

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

Yes	
No	4
Prefer not to say	

- b. 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?

Yes, limited a lot	
Yes, limited a little	
No	4
Prefer not to say	

7. What is your ethnic group?

Asian/Asian British

Bangladeshi	
Chinese	
Indian	
Pakistani	1
Any other Asian background	

Black/Black British

African	
Caribbean	
Any other Black background	

Mixed/multiple ethnic groups

White and Asian	
White and Black African	
White and Chinese	
Any other mixed / multiple ethnic background	

White

British / English / Welsh / Northern Irish / Scottish	1
Irish	
Gypsy or Irish Traveller	
Any other White background	1

Other ethnic group

Arab	
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Any other ethnic group	1
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Prefer not to say

Prefer not to say	
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8. What is your religion or belief?

No religion or belief / Atheist	3
Buddhist	
Christian	
Hindu	
Jewish	
Muslim	1
Sikh	
Any other religion	
Prefer not to say	

9. What is your sexual orientation?

Bisexual	
Gay man	
Gay woman	
Heterosexual / Straight	4
Other	
Prefer not to say	

Socio-economic background (education) and caring responsibilities

10. Did you mainly attend a state or fee paying school between the ages of 11 - 18?

UK State School	4
UK Independent / Fee-Paying School	
Attended school outside the UK	
Prefer not to say	

If you changed your type of school during your education, or were educated partly in the UK and partly outside, please state the category that applies to your main place of education in the last two years of your education.

11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Yes	3
No	
Did not attend University	1
Prefer not to say	

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

Yes	2
No	2
Prefer not to say	

13. Do you look after, or give any help or support to family members, friends, neighbours or other because of either:

- a. Long-term physical or mental ill-health / disability
- b. Problems related to old age

Do not count anything you do as part of your paid employment

No	1
Yes, 1 - 19 hours a week	3
Yes, 20 - 49 hours a week	
Yes, 50 or more hours a week	
Prefer not to say	

If you look after more than one person, please total the hours spent caring for both or all individuals and select the correct category for the total number of hours.