

Diversity questionnaire 2023

1. Role categories		
<p>Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).</p>		
Full equity solicitor partner /sole practitioner	Include here partners, members, directors and sole practitioners who are solicitors. Those holding these roles who are not solicitors should be recorded in the 'Managerial role' category below.	2
Salaried or partial equity solicitor partners	Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	<input type="checkbox"/>
Solicitor (not partner)	All other practising solicitors including assistant solicitors, associates, or consultants.	2
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'.	5
Role directly supporting a fee earner	Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	<input type="checkbox"/>
Managerial role	Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	<input type="checkbox"/>
IT/HR/other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	<input type="checkbox"/>
Barrister	Individuals authorised by the Bar Standards Board.	2
Chartered Legal Executive (Fellow)/ CILEx Practitioner	Individuals authorised by CILEx Regulation.	<input type="checkbox"/>
Licensed Conveyancer	Individuals authorised by the Council for Licensed Conveyancers.	<input type="checkbox"/>
Patent or Trade Mark Attorney	Individuals authorised by the Intellectual Property Regulation Board.	<input type="checkbox"/>

Costs Lawyer	Individuals authorised by the Costs Lawyer Standards Board.	<input type="checkbox"/>
Notary	Individuals authorised by the Master of the Faculties.	<input type="checkbox"/>
Prefer not to say		<input type="checkbox"/>

2. Which age category are you in?		
16 – 24		<input type="checkbox"/>
25 – 34		3
35 – 44		3
45 – 54		2
55 – 64		1
65+		<input type="checkbox"/>
Prefer not to say		1

3. What is your sex?		
Male		7
Female		4
Other preferred description		<input type="checkbox"/>
Prefer not to say		<input type="checkbox"/>

4. Is the gender you identify with the same as your sex registered at birth?		
Yes		9
No		1
Prefer not to say		1

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?		
<p>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.</p>		
Yes		1
No		8
Prefer not to say		2

6. 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	<input type="checkbox"/>
Yes, limited a little	1
No	8
Prefer not to say	2

7. What is your ethnic group?	
Asian / Asian British	
Bangladeshi	<input type="checkbox"/>
Chinese	<input type="checkbox"/>
Indian	<input type="checkbox"/>
Pakistani	<input type="checkbox"/>
Any other Asian background	<input type="checkbox"/>
Black / Black British	
African	<input type="checkbox"/>
Caribbean	<input type="checkbox"/>
Any other Black background	<input type="checkbox"/>
Mixed / Multiple ethnic group	
White and Asian	<input type="checkbox"/>
White and Black African	<input type="checkbox"/>
White and Black Caribbean	<input type="checkbox"/>
Any other Mixed / Multiple ethnic background	2

White	
British / English / Welsh / Northern Irish / Scottish	7
Irish	<input type="checkbox"/>
Gypsy or Irish Traveller	<input type="checkbox"/>
Roma	
Any other White background	<input type="checkbox"/>
Other ethnic group	
Arab	<input type="checkbox"/>
Any other ethnic group	<input type="checkbox"/>
Prefer not to say	
Prefer not to say	2

8. What is your religion or belief?	
No religion or belief	5
Buddhist	<input type="checkbox"/>
Christian	4
Hindu	<input type="checkbox"/>
Jewish	<input type="checkbox"/>
Muslim	<input type="checkbox"/>
Sikh	<input type="checkbox"/>
Any other religion or belief	<input type="checkbox"/>
Prefer not to say	2

9. What is your sexual orientation?	
Bi	<input type="checkbox"/>
Gay / Lesbian	<input type="checkbox"/>
Heterosexual	9
Other preferred description	1
Prefer not to say	1

10. 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.

State-run or state-funded school (selective on academic, faith or other grounds)	3
State-run or state-funded school (non-selective)	4
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	2
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	<input type="checkbox"/>
Attended school outside the UK	<input type="checkbox"/>
Don't know / not sure	<input type="checkbox"/>
Prefer not to say	2

11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

No, neither of my parents attended university	7
Yes, one or both of my parents attended university	2
Don't know / not sure	<input type="checkbox"/>
Prefer not to say	2

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

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.	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.	1
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	<input type="checkbox"/>
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	1
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.	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.	1

Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	<input type="checkbox"/>
Other, such as: retired / this question does not apply to me / I don't know	<input type="checkbox"/>
Prefer not to say	2

13. Are you a primary carer for a child or children under 18?	
Yes	3
No	5
Prefer not to say	3

14. 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)?	
No	7
Yes, 1 - 19 hours a week	<input type="checkbox"/>
Yes, 20 - 49 hours a week	1
Yes, 50 or more hours a week	<input type="checkbox"/>
Prefer not to say	3