

This Survey was taken in May 2025

Questions

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

Partner (Full equity Solicitor)	5
Solicitor	6
Other fee earning role	8
Role directly supporting fee earner	20
Legal executive	3
IT / HR	2
Managerial	2
Licensed Conveyancer	1
Total	47

2. What age category are you in

Partner

16-24	
25-34	
35-44	1

45-54	3
55-64	
65+	1
Solicitor	
16-24	
25-34	3
35-44	
45-54	1
55-64	2
65+	
Prefer not to say	
Other fee earning role	
16-24	
25-34	3
35-44	1
45- 54	1
55 -64	3
65+	
Prefer not to say	
Role supporting fee earner	
16-24	2
25-34	
35-44	4
45-54	6

55-64	7
65+	1
Prefer not to say	
Managerial	
55-64	1
65+	1
Legal Executive	
16-24	
25-34	
35-44	
45-54	1
55-64	2
65+	
Prefer not to say	
IT / HR	
16-24	
25-34	
35-44	
45-54	1
55-64	1
65+	
Prefer not to say	
Licensed Conveyancer	
35-44	1
TOTAL	47
3. Which gender do you identify with	
Partner	
Male	3

Female	2
Prefer not to say	
Solicitors	
Male	2
Female	4
Prefer not to say	
Other fee earning role	
Male	1
Female	7
Prefer not to say	
Role supporting fee earner	
Male	1
Female	19
Prefer not to say	
Legal Executive	
Male	
Female	3
Prefer not to say	
IT / HR	
Male	

Female	2
Prefer not to say	
Licensed Conveyancer	
Female	1
Male	
Prefer not to say	
Total	47
4. Is your gender identity the same as your sex registered at birth?	
Partner	
Yes	5
No	
Prefer not to say	
Solicitor	
Yes	6
No	
Prefer not to say	
Other fee earning roles	
Yes	8
No	
Prefer not to say	

Role supporting fee earner	
Yes	20
No	
Prefer not to say	
Legal executive	
Yes	3
No	
Prefer not to say	
IT / HR	
Yes	2
No	
Prefer not to say	
Licensed Conveyancer	
No	1
Total	47
5. Do you consider yourself to have a disability according to the definition in the Equity Act 2010?	
Partner	
Yes	
No	5
Prefer not to say	

Solicitor	
Yes	
No	6
Prefer not to say	
Other fee earning role	
Yes	
No	8
Prefer not to say	
Role supporting fee earner	
Yes	
No	20
Prefer not to say	
Legal Executive	
Yes	
No	3
Prefer not to say	
IT/HR	

Yes	
No	2
Prefer not to say	1
Licensed Conveyancer	
No	1
Total	47

6. Are your day to day activities limited by your disability or condition?

Partner

Yes – A lot	
Yes - Little	
No	3
Prefer not to say	2

Solicitor

Yes – A lot	
Yes - Little	
No	6
Prefer not to say	

Other fee earning roles

Yes – A lot	
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Yes - Little	
No	8
Prefer not to say	
Role supporting fee earner	
Yes – A lot	
Yes - Little	3
No	14
Prefer not to say	3
Legal Executive	
Yes – A lot	
Yes - Little	
No	3
Prefer not to say	
IT/HR	
Yes – A lot	
Yes - Little	
No	2
Prefer not to say	1
Licensed Conveyancer	
No	1
TOTAL	47

7. What is your ethnicity?**Partner**

Asian/ Asian British Pakistani

1

British

4

Prefer not to say

Solicitor

Indian

1

British

5

Prefer not to say

Other fee earning roles

Asian/ Asian British Pakistani

Black Caribbean

British

8

Prefer not to say

Role supporting fee earner

White Asian

Black Caribbean

1

British

19

Prefer not to say

Legal executive

White Asian	
Black Caribbean	
British	3
Prefer not to say	

IT/HR

White Asian	
Black Caribbean	
British	2
Prefer not to say	

Licensed Conveyencer

British	1
Total	47

8. What is your religion or belief?

Partner

No religion or belief / Atheist	2
Christian	2
Any other religion of belief	
Hindu	1
Prefer not to say	

Solicitor

No religion or belief / Atheist	3
Christian	2
Any other religion of belief	
Sikh	1
Other fee earning role	
No religion or belief / Atheist	3
Christian	4
Muslim	
Any other religion of belief	1
Prefer not to say	
Role supporting fee earner	
No religion or belief / Atheist	9
Christian	9
Any other religion of belief	1
Prefer not to say	1
Legal executive	
No religion or belief / Atheist	
Christian	3
Any other religion of belief	
Prefer not to say	
IT/HR	

No religion or belief / Atheist	
Christian	2
Any other religion of belief	
Prefer not to say	
Licensed Conveyancer	
Christian	1
Total	47

9. What is your sexual orientation

Partner

Heterosexual	5
Prefer not to say	

Solicitors

Heterosexual	6
Prefer not to say	

Other fee earning role

Heterosexual	7
Gay/Lesbian	1

Role supporting fee earner

Heterosexual	20
Prefer not to say	

Legal executive	
Heterosexual	3
Prefer not to say	
IT/HR	
Heterosexual	2
Prefer not to say	
Licensed Conveyancer	
Heterosexual	1
Total	47
10. What type of school did you attend for the most time between the ages of 11 and 16?	
Partner	
State School selected on academic, faith or other grounds	1
State School not selective	3
Independent / Fee – Fee paying school	2
Prefer not to say	
Solicitor	
State School selected on academic, faith or other grounds	
State School not selective	4
Independent / Fee – Fee paying school	2
Prefer not to say	
Other fee earning roles	
State School selected on academic, faith or other grounds	1

State School not selective	7
Independent / Fee – Fee paying school	
Prefer not to say	
Roles supporting fee earner	
State School selected on academic, faith or other grounds	2
State School not selective	18
Independent / Fee – Fee paying school	
Prefer not to say	
Attended school from outside UK	
Legal executive	
State School selected on academic, faith or other grounds	
State School not selective	3
Independent / Fee – Fee paying school	
Prefer not to say	
IT/HR	
State School selected on academic, faith or other grounds	
State School not selective	2
Independent / Fee – Fee paying school	
Prefer not to say	
Licensed Conveyancer	
State School not selective	1
Total	47
11. Did either of your parents attend university and gain a degree or equivalent by the time you were 18?	
Partner	
Yes	2

No	3
Don't know / not sure	
Prefer not to say	
Solicitors	
Yes	3
No	3
Don't know / not sure	
Prefer not to say	
Other fee earning roles	
Yes	2
No	5
Don't know / not sure	1
Prefer not to say	
Role supporting fee earner	
Yes	1
No	17
Don't know / not sure	1
Prefer not to say	1
Legal executive	
Yes	
No	3
Don't know / not sure	

Prefer not to say	
IT/HR	
Yes	1
No	1
Don't know / not sure	
Prefer not to say	
Licensed Conveyancer	
Yes	
No	1
Prefer not to say	
Total	47
12. Occupation of your main house hold earner when you were about 14?	
Partner	
Modern professional / traditional professional	1
Senior, middle or junior market managers or administrators	2
Clerical and intermediate occupations	1
Technical and craft occupations	
Routine, semi routine manual and service occupations	
Small business owner	
Other	
Prefer not to say	1

Solicitors	
Modern professional / traditional professional	4
Senior, middle or junior market managers or administrators	
Technical and craft occupations	1
Routine, semi routine manual and service occupations	
Small business owner	
Unemployed	1
Prefer not to say	
Other fee earning roles	
Modern professional / traditional professional	3
Senior, middle or junior market managers or administrators	1
Clerical and intermediate occupations	
Technical and craft occupations	
Routine, semi routine manual and service occupations	2
Small business owner	
Unemployed	
Other	
Prefer not to say	2
Role supporting fee earner	
Modern professional / traditional professional	4

Senior, middle or junior market managers or administrators	2
Technical and craft occupations	6
Clerical	1
Routine, semi routine manual and service occupations	4
Small business owner	1
Unemployed	1
Other	1
Prefer not to say	1
Legal executive	
Modern professional / traditional professional	
Senior, middle or junior market managers or administrators	
Technical and craft occupations	
Routine, semi routine manual and service occupations	2
Small business owner	
Other	
Prefer not to say	1
IT/HR	
Modern professional / traditional professional	1
Senior, middle or junior market managers or administrators	

Clerical and intermediate occupation	
Technical and craft occupations	
Routine, semi routine manual and service occupations	
Small business owner	
Other	
Prefer not to say	1
Licensed Conveyancer	
Routine, semi routine manual and service occupations	1
Total	47
13. Are you a primary carer for a child or children aged under 18?	
Partner	
Yes	3
No	2
Prefer not to say	
Solicitor	
Yes	2
No	4
Prefer not to say	
Other fee earning role	
Yes	3
No	5

Prefer not to say	
Role supporting fee earner	
Yes	5
No	15
Prefer not to say	
Legal executive	
Yes	1
No	2
Prefer not to say	
IT/HR	
Yes	
No	2
Prefer not to say	
Licensed Conveyancer	
Yes	1
No	
Prefer not to say	
Total	47

14. Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in paid capacity)?	
Partner	
No	5

Yes 1-19 hours a week	
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	
Prefer not to say	
Solicitor	
No	6
Yes 1-19 hours a week	
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	
Prefer not to say	
Other fee earning role	
No	7
Yes 1-19 hours a week	
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	1
Prefer not to say	
Role supporting fee earner	
No	15
Yes 1-19 hours a week	4
Yes 20 – 49 hours a week	1
Yes 50 or more hours a week	
Prefer not to say	

Legal executive	
No	2
Yes 1-19 hours a week	1
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	
Prefer not to say	
IT/HR	
No	2
Yes 1-19 hours a week	
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	
Prefer not to say	
Licensed Conveyancer	
No	1
Yes 1-19 hours a week	
Yes 20 – 49 hours a week	
Yes 50 or more hours a week	
Prefer not to say	
Total	47