July 2023

Law & Property Lawyers Limited participates in the Solicitors Regulation Authority (SRA) “Diversity in the legal profession” data collection exercise.

As part of this we are required to report data about the diversity make-up of our workforce every two years. We are also required to publish this data (in so far as Data Protection guidelines allow us to).

Everyone at the firm was invited to complete the data collection exercise, most recently in July 2023.

23% (17 out of 71) staff chose to complete the exercise.

Of those who completed:

1 was a full equity solicitor partner

3 were solicitors (non-partner)

3 were other fee earning roles

8 were in roles directly supporting a fee earner

1 was in IT / HR / other corporate roles

1 was in a managerial role

This summary covers 8 areas of diversity data listed below:

1. Age

16 – 24 0%

25 – 34 18%

35 – 44 18%

45 – 54 24%

55 – 64 40%

1. Gender

Male 12%

Female 88%

1. Disability
	1. 94% of those who responded did not consider themselves to have a disability according to the definition in the Equality Act 2010 (EA 2010).
	2. 6% of those who responded did consider themselves to have a disability according to the definition in the Equality Act 2010 (EA 2010).
	3. 100% of those responded, did not consider their day-to-day activities limited because of a health problem or disability which had lasted, or was expected to last, at least 12 months.
2. Ethnicity
	1. 6% of respondents are Indian
	2. 94% of respondents are British / English / Welsh / Northern Irish / Scottish
3. Religion or belief
	1. 70% No religion or belief
	2. 24% Christian
	3. 6% Hindu
4. School & University – attended:
	1. 88% State-run or state-funded school – nonselective
	2. 12% Independent fee -paying school

82% of respondent’s parents x 1+ did not attend university

12% of respondent’s parents did attend university

1. Occupation of main household earner:
	1. 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 / mechanic engineer: 59%
	2. 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. 6%
	3. Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver: 12%
	4. 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: 24%
2. Caring responsibilities
	1. 41% of respondents have primary carer responsibilities for a child under 18
	2. 6% of respondents look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity).

Other categories of diversity data has been collected but not published, as part of this exercise, so that individuals may not be identified.

END

17/07/2023