

## DIVERSITY IN THE LEGAL PROFESSIONAL: SUMMARY

### Peacock & Co – 2016

### Diversity in the legal profession:

#### Role categories

Total number of respondents	15	
Percentage for each role category within the firm:		
• Solicitor (Sole Practitioner, Partner, Member or Director)	4	26.67%
• Solicitor	5	33.33%
• Other fee earning role	2	13.33%
• Role directly supporting a fee earner	4	26.67%
• Managerial role		
• IT/HR/other corporate services role		
• Barrister		

• Chartered Legal Executive / Legal Executive (Fellow)		
• Licensed Conveyancer		
• Patent or Trade Mark Attorney		
• Costs Lawyer		
• Notary		
• Prefer not to say		

### Ownership and supervisory responsibilities in the firm

Total number of respondents	14	
Percentage for each role within the firm:		
• Solicitor (Sole Practitioner, Partner, Member or Director)	3	21.43%
• Associate or Assistant	4	28.57%
• Other employee or staff member	6	42.86%
• Prefer not to say	1	7.14%

Total number of respondents	14	
Percentage of people having a share in the ownership of the firm	1	7.14%

Total number of respondents	14	
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	6	42.86%

## Diversity questions:

### Age bands (age in years)

Total number of respondents	14	
Percentage within the firm:		
• 16-24	1	7.14%
• 25-34	5	35.71%
• 35-44	6	42.86%
• 45-54		
• 55-64	1	7.14%
• 65+		
• Prefer not to say	1	7.14%

### Gender

Total number of respondents	14	
Percentage within the firm:		
• Female	11	78.57%
• Male	2	14.29%
• Prefer not to say	1	7.14%

### Partners / Directors / Members / employees with disabilities

Total number of respondents	14	
Percentage within the firm:		
• Yes		
• No	12	85.71%
• Prefer not to say	2	14.29%

### Partners / Directors / Members / employees with a health problem or disability which has lasted, or is expected to last, at least 12 months

Total number of respondents	14	
Percentage within the firm:		
• Yes		
• No	12	85.71%
• Prefer not to say	2	14.29%

### Ethnic groups

Total number of respondents	14	
Percentage within the firm:		
• Asian background	1	7.14%
• Mixed background		

• Black background		
• White background	12	85.71%
• Other ethnic background		
• Prefer not to say	1	7.14%

**Socio economic background – education: state or fee paying school between the ages of 11 to 18**

Total number of respondents	13	
Percentage within the firm:		
• Attended UK state school / comprehensive	10	76.92%
• Attended UK independent / fee paying school	2	15.38%
• Attended school outside the UK	1	7.69%
• Prefer not to say		

**Socio economic background – education: Those attending University (to study a BA, BSc course or higher) where they were the first generation in their family to do so**

Total number of respondents	13	
Percentage within the firm:		
• Yes		
• No	10	76.92%
• Did not attend University	3	23.08%

• Prefer not to say		
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**Caring responsibilities: Those who are the primary carer for a child or children under 18**

Total number of respondents	13	
Percentage within the firm:		
• Yes	5	38.46%
• No	8	61.54%
• Prefer not to say		

**Caring responsibilities: Those who look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health / disability or problems related to old age**

Total number of respondents	13	
Percentage within the firm:		
• Yes	1	7.69%
• No	12	92.31%
• Prefer not to say		