

THW Diversity Study June 2023

Data provided by those who responded to the survey. Of those asked to take part, 54% responded			
	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
1. ROLE CATEGORIES of those responding	39%	13%	48%
2. AGE CATEGORY	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
16-24	0	0	7%
25-34	0	25%	0
35-44	33%	25%	7%
45-54	25%	25%	53%
55-64	42%	25%	26%
65+	0	0	7%
Prefer not to say	0	0	0
3. WHAT IS YOUR SEX?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Male	33%	0	0
Female	67%	100%	100%
Other preferred description	0	0	0
Prefer not to say	0	0	0
4. Is the gender you identify with the same as your sex registered at birth?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Yes	100%	100%	100%
No	0	0	0
Prefer not to say	0	0	0

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Yes	0	25%	0
No	100%	75%	93%
Prefer not to say	0	0	7%
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?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Yes, limited a lot	0	25%	0
Yes, limited a little	0	0	0
No	100%	75%	100%
Prefer not to say	0	0	0
7. What is your ethnic group?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
White/British/English/Welsh/Northern Irish/Scottish	100%	100%	100%
8. What is your religion or belief?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
No religion or belief	42%	25%	40%
Christian	50%	75%	47%
Prefer not to say	8%	0	13%
9. What is your sexual orientation?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Bi	8%	0	0
Gay/Lesbian	0	0	0
Heterosexual	84%	100%	80%
Other preferred description	0	0	0
Prefer not to say	8%	0	20%

10. Which type of school did you attend for the most time between the ages of 11 and 16?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
State run selective	25%	25%	0
State run	42%	75%	80%
Independent, no bursary	33%	0	0
Don't know/not sure	0	0	7%
Prefer not to say	0	0	13%
11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
No, neither of my parents attended university	50%	75%	60%
Yes, one or both of my parents attended university	50%	25%	27%
Don't know/not sure	0	0	0
Prefer not to say	0	0	13%
12. What was the occupation of your main household earner when you were about 14?	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Modern Professional & traditional professional occupations	60%	25%	13%
Senior, middle or junior managers or administrators	8%	0	7%
Clerical and intermediate occupations	8%	0	0
Technical and craft occupations	8%	25%	13%
Routine, semi-routine, manual and service occupations	8%	0	40%
Small business owners	0	25%	13%
Long term unemployed	0	0	0
Other/Retired/does not apply/don't know	0	25%	7%
Prefer not to say	8%	0	7%
13. Are you a primary carer for a child or children under 18%	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
Yes	25%	25%	7%
No	75%	75%	93%
Prefer not to say	0	0	0

14. Do you look after or care for someone with long term physical or mental ill health cause by disability or age (not in a paid capacity)	Solicitors & Salaried solicitor partners	Other Fee Earning & Managerial Roles	Roles directly supporting a fee earner
No	92%	100%	86%
Yes, 1-19 hours per week	8%	0	7%
Prefer not to say	0	0	7%