

**Experts in Outsourced  
Risk and Compliance  
Solutions**



## **Diversity Survey 2019**

**DICKINSON WOOD**  
SOLICITORS

Q1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

Answer Choices	Responses	
Solicitor partner (sole practitioner, member or director) - Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	5.26%	1
Solicitor (not partner) - Solicitor (not partner) All other practising solicitors including assistant solicitors, associates or consultants.	0.00%	0
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'.	26.32%	5
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	52.63%	10
Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	10.53%	2
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	0.00%	0
Barrister - Individuals authorised by the Bar Standards Board.	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner - People who are authorised by CILEx Regulation	0.00%	0
Licensed Conveyancer - Individuals authorised by the Council for Licensed Conveyancers.	5.26%	1
Patent or Trade Mark Attorney - Individuals authorised by the Intellectual Property Regulation Board.	0.00%	0
Costs Lawyer - Individuals authorised by the Costs Lawyer Standards Board.	0.00%	0
Notary - Individuals authorised by the Master of the Faculties.	0.00%	0
Prefer not to say	0.00%	0
	<b>Answered</b>	<b>19</b>
	<b>Skipped</b>	<b>1</b>

## Q2. Which age category are you in?

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Answer Choices	Responses	
16 - 24	25.00%	5
25 - 34	15.00%	3
35 - 44	40.00%	8
45 - 54	5.00%	1
55 - 64	15.00%	3
65+	0.00%	0
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

### Q3. Which gender do you identify with?

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Answer Choices	Responses	
Man	35.00%	7
Woman	65.00%	13
Other preferred description	0.00%	0
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

Q4. Do you consider your gender identity to be different from your registered sex at birth:

Answer Choices	Responses	
Yes	0.00%	0
No	100.00%	20
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? - 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.

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Answer Choices	Responses	
Yes	5.00%	1
No	95.00%	19
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

Q6. 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?

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Answer Choices	Responses	
Yes, limited a lot	0.00%	0
Yes, limited a little	5.00%	1
No	95.00%	19
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

## Q7. What is your ethnic group?

Answer Choices	Responses	
Asian/Asian British - Bangladeshi	0.00%	0
Asian/Asian British - Chinese	0.00%	0
Asian/Asian British - Indian	0.00%	0
Asian/Asian British - Pakistani	5.26%	1
Any other Asian background	0.00%	0
Black/Black British - African	0.00%	0
Black/Black British - Caribbean	0.00%	0
Any other Black background	0.00%	0
Mixed/multiple ethnic groups - White and Asian	0.00%	0
Mixed/multiple ethnic groups - White and Black African	0.00%	0
Mixed/multiple ethnic groups - White and Black Caribbean	0.00%	0
Mixed/multiple ethnic groups - White and Chinese	0.00%	0
Any other Mixed/multiple ethnic background	0.00%	0
White - British/ English/ Welsh/ Northern Irish/ Scottish	89.47%	17
White - Irish	0.00%	0
White - Gypsy or Irish Traveller	0.00%	0
Any other White background	5.26%	1
Other ethnic group - Arab	0.00%	0
Other ethnic group - Any other ethnic group	0.00%	0
Prefer not to say	0.00%	0
	<b>Answered</b>	<b>19</b>
	<b>Skipped</b>	<b>1</b>



## Q8. What is your religion or belief?

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Answer Choices	Responses	
No religion or belief/ Atheist	45.00%	9
Buddhist	0.00%	0
Christian	35.00%	7
Hindu	0.00%	0
Jewish	0.00%	0
Muslim	5.00%	1
Sikh	0.00%	0
Any other religion or belief	0.00%	0
Prefer not to say	15.00%	3
	Answered	20
	Skipped	0

### Q9. What is your sexual orientation?

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Answer Choices	Responses	
Bi	0.00%	0
Gay/ lesbian	0.00%	0
Heterosexual/straight	100.00%	19
Other	0.00%	0
Prefer not to say	0.00%	0
	Answered	19
	Skipped	1

Q10. What type of school did you mainly attend between the ages between the ages 11 and 16? - If you changed schools, please base your answer on the last two years of your education.

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Answer Choices	Responses	
UK state run or funded school (selective on academic, faith or other grounds)	10.00%	2
UK state school (non-selective)	85.00%	17
UK independent/ fee-paying school (bursary)	0.00%	0
UK independent/ fee-paying school (no bursary)	5.00%	1
Attended school outside the UK	0.00%	0
Other	0.00%	0
Don't know	0.00%	0
Prefer not to say	0.00%	0
	<b>Answered</b>	<b>20</b>
	<b>Skipped</b>	<b>0</b>

Q11. What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

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Answer Choices	Responses	
At least one has a degree level qualification	20.00%	4
Qualifications below degree level	35.00%	7
No formal qualifications	10.00%	2
Don't know	35.00%	7
Not applicable	0.00%	0
Other	0.00%	0
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

**Q12. Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?**

Answer Choices	Responses	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	5.00%	1
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5.00%	1
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	15.00%	3
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	25.00%	5
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	5.00%	1
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	10.00%	2
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0.00%	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	5.00%	1
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0.00%	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0
Inactive (excluding those that are retired)	0.00%	0
Retired	5.00%	1
Not applicable	5.00%	1
Other	5.00%	1
Don't know	5.00%	1
Prefer not to say	10.00%	2
	<b>Answered</b>	<b>20</b>
	<b>Skipped</b>	<b>0</b>

### Q13. Are you a primary carer for a child or children under 18?

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Answer Choices	Responses	
Yes	40.00%	8
No	60.00%	12
Prefer not to say	0.00%	0
	Answered	20
	Skipped	0

Q14. 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)?

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Answer Choices	Responses	
No	80.00%	16
Yes, 1 - 19 hours a week	10.00%	2
Yes, 20 - 49 hours a week	0.00%	0
Yes, 50 or more hours a week	0.00%	0
Prefer not to say	10.00%	2
	Answered	20
	Skipped	0