

Sandersons Solicitors

Diversity Study

January 2025

What is the Diversity Study?

All firms regulated by the SRA are required to collect and publish their workforce diversity data annually.

This is to encourage Equality of opportunity and respect for Diversity within the firm.

All employees were given the opportunity to provide their diversity data by filling out a questionnaire without any legal or regulatory obligation.

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

| | |
|---|-----|
| Director | 2% |
| Solicitor | 6% |
| Other fee earning role | 16% |
| Role directly supporting a fee earner | 24% |
| IT/HR/other | 12% |
| Chartered Legal Executive (Fellow)/CILEx Practitioner | 2% |
| Licensed Conveyancer | 0% |
| Prefer not to say / No response | 37% |

2. Which age category are you in?

| | |
|---------------------------------|-----|
| 16 – 24 | 6% |
| 25 – 34 | 16% |
| 35 – 44 | 12% |
| 45 – 54 | 6% |
| 55 – 64 | 18% |
| 65+ | 4% |
| Prefer not to say / No response | 37% |

3. Which gender do you identify with

| | |
|---------------------------------|-----|
| man | 12% |
| woman | 51% |
| Other preferred description | 0% |
| Prefer not to say / No response | 37% |

4. Is the gender you identify with, the same as your sex registered at birth?

| | |
|---------------------------------|-----|
| Yes | 63% |
| no | 0% |
| Prefer not to say / No response | 37% |

5. Do you consider yourself to have a disability according to the definition in the equality act 21

| | |
|---------------------------------|-----|
| Yes | 8% |
| no | 55% |
| Prefer not to say / No response | 37% |

6. Are you day to day activities limited because of a health problem or disability which has lasted or is expected to last at least 12 months

| | |
|---------------------------------|-----|
| Yes, Limited a lot | 0% |
| Yes, Limited a little | 6% |
| no | 55% |
| Prefer not to say / No response | 39% |

7. What is your ethnic group?

| | |
|---|-----|
| Asian/Asian British - Bangladeshi | 0% |
| Asian/Asian British - Chinese | 0% |
| Asian/Asian British - Indian | 0% |
| Asian/Asian British - Pakistani | 0% |
| Asian/Asian British - any other Asian background | 0% |
| Black/black British - African | 0% |
| Black/black British - Caribbean | 0% |
| Black/black British - Any other black background | 0% |
| Mixed/multiple ethnic group - White & Asian | 2% |
| Mixed/multiple ethnic group - White and Black African | 0% |
| Mixed/multiple ethnic group - White and Black Caribbean | 0% |
| Mixed/multiple ethnic group - White and Chinese | 0% |
| Mixed/multiple ethnic group - Any other mixed/multiple | 0% |
| White - British/English/Welsh/Northern Irish/Scottish | 61% |
| White - Irish | 0% |
| White - Gypsy or Irish Traveller | 0% |
| White - any other white background | 0% |
| Other ethnic group - Arab | 0% |
| Other ethnic group - any other ethnic group | 0% |
| Prefer not to say / No response | 37% |

8. What is your religion or belief?

| | |
|---------------------------------|-----|
| No religion or belief/Atheist | 43% |
| Buddhist | 0% |
| Christian | 18% |
| Hindu | 0% |
| Jewish | 0% |
| Muslim | 0% |
| Sikh | 0% |
| Any other religion or belief | 2% |
| Prefer not to say / No response | 37% |

9. What is your sexual orientation

| | |
|---------------------------------|-----|
| Bisexual | 2% |
| Gay / Lesbian | 0% |
| Heterosexual | 61% |
| Other preferred description | 0% |
| Prefer not to say / No response | 37% |

10. What type of school did you mainly attend between the ages of 11 and 16?

| | |
|--|-----|
| UK state run or funded school (selective on academic, faith or other grounds) | 12% |
| UK state run or funded school (non-selective) | 49% |
| UK independent/fee-paying school | 2% |
| UK independent/fee-paying school where I received a bursary covering 90% or more of my tuition | 0% |
| attended school outside the UK | 0% |
| Don't know | 0% |
| Prefer not to say / No Response | 37% |

11. Did either of your parents attend university by the time you were 18?

| | |
|--|-----|
| No, neither of my parents attended university | 53% |
| Yes, one or both of my parents attended university | 4% |
| Don't know / Not sure | 0% |
| Prefer not to say / No response | 0% |

12. What was the occupation of your main household earner when you were about 14

| | |
|--|-----|
| Modern professional occupations | 2% |
| Senior, middle or junior managers or administrators | 4% |
| Clerical and intermediate occupations | 4% |
| Technical and craft occupations | 12% |
| Routine, semi-routine, manual and service occupations | 10% |
| Small business owners who employed less than 25 people | 10% |
| Long term unemployed | 2% |
| Other | 18% |
| Prefer not to say / No response | 37% |

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

| | |
|---------------------------------|-----|
| yes | 14% |
| no | 49% |
| Prefer not to say / No response | 37% |

14. 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)?

| | |
|---------------------------------|-----|
| no | 61% |
| yes, 1-19 hours a week | 2% |
| yes, 2-49 hours a week | 0% |
| yes, 5 or more hours a week | 0% |
| Prefer not to say / No response | 37% |