

Sandersons Solicitors

Diversity Study

January 2024

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	7%
Solicitor	5%
Other fee earning role	12%
Role directly supporting a fee earner	32%
IT/HR/other	17%
Chartered Legal Executive (Fellow)/CILEx Practitioner	5%
Prefer not to say / No response	22%

2. Which age category are you in?

16 – 24	12%
25 – 34	10%
35 – 44	12%
45 – 54	15%
55 – 64	27%
65+	7%
Prefer not to say / No response	17%

3. Which gender do you identify with

man	17%
woman	66%
Prefer not to say / No response	17%

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

Yes	80%
Prefer not to say / No response	20%

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

Yes	7%
no	73%
Prefer not to say / No response	20%

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	2%
Yes, Limited a little	2%
no	73%
Prefer not to say / No response	22%

7. What is your ethnic group?

Mixed/multiple ethnic group - Any other mixed/multiple	2%
White - British/English/Welsh/Northern Irish/Scottish	80%
Prefer not to say / No response	17%

8. What is your religion or belief?

No religion or belief/Atheist	51%
Christian	27%
Any other religion or belief	2%
Prefer not to say / No response	20%

9. What is your sexual orientation

Heterosexual	80%
Prefer not to say / No response	20%

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)	10%
UK state run or funded school (non-selective)	71%
UK independent/fee-paying school	2%
Prefer not to say / No Response	17%

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

No, Neither of my parents attended university	68%
Yes, one or both of my parents attended university	2%
Don't know / Not sure	10%
Prefer not to say / No response	20%

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

Modern professional occupations	5%
Senior, middle or junior managers or administrators	5%
Clerical and intermediate occupations	7%
Technical and craft occupations	15%
Routine, semi-routine, manual and service occupations	12%
Small business owners who employed less than 25 people	12%
Long term unemployed	2%
Other	22%
Prefer not to say / No response	20%

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

yes	12%
no	68%
Prefer not to say / No response	20%

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	78%
yes, 1-19 hours a week	2%
yes, 2-49 hours a week	2%
Prefer not to say / No response	17%