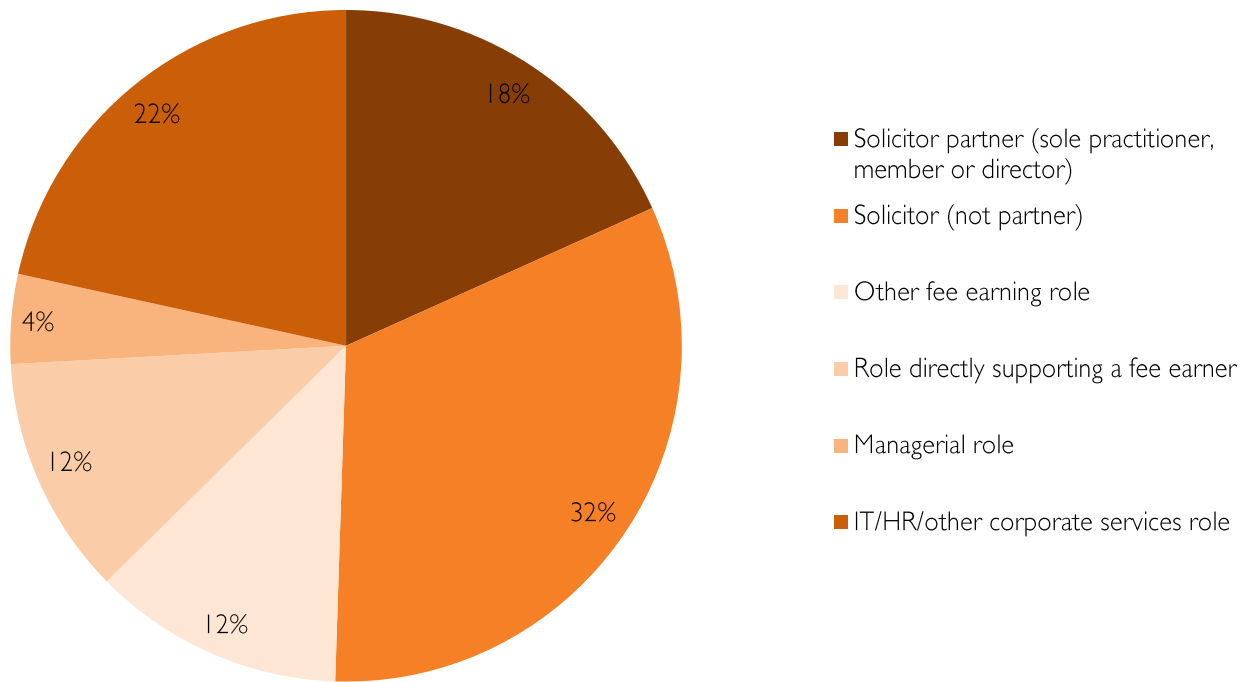
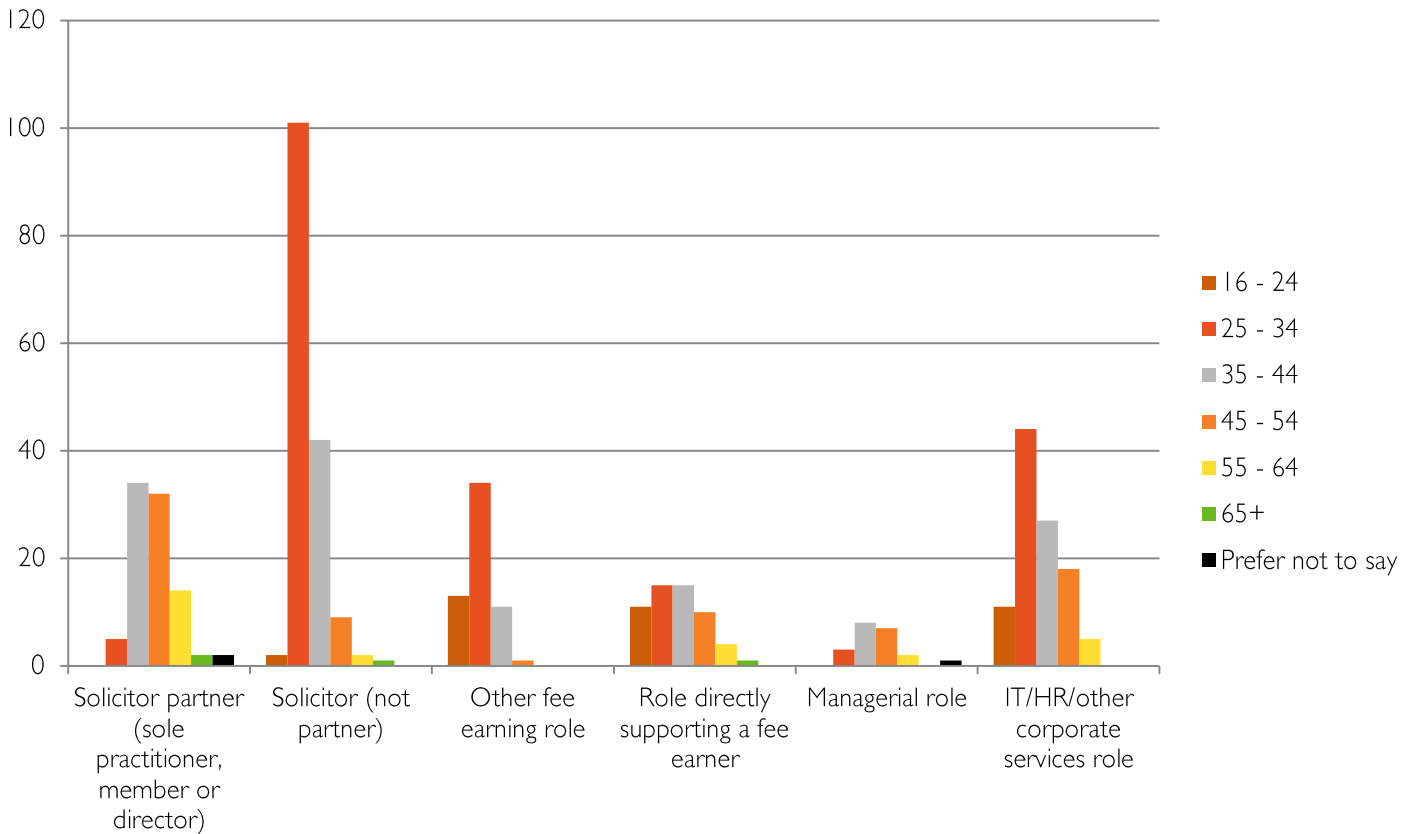


Mishcon Diversity
Statistics 2017

SELECT ONE CATEGORY WHICH BEST DESCRIBES YOUR ROLE IN THE FIRM.



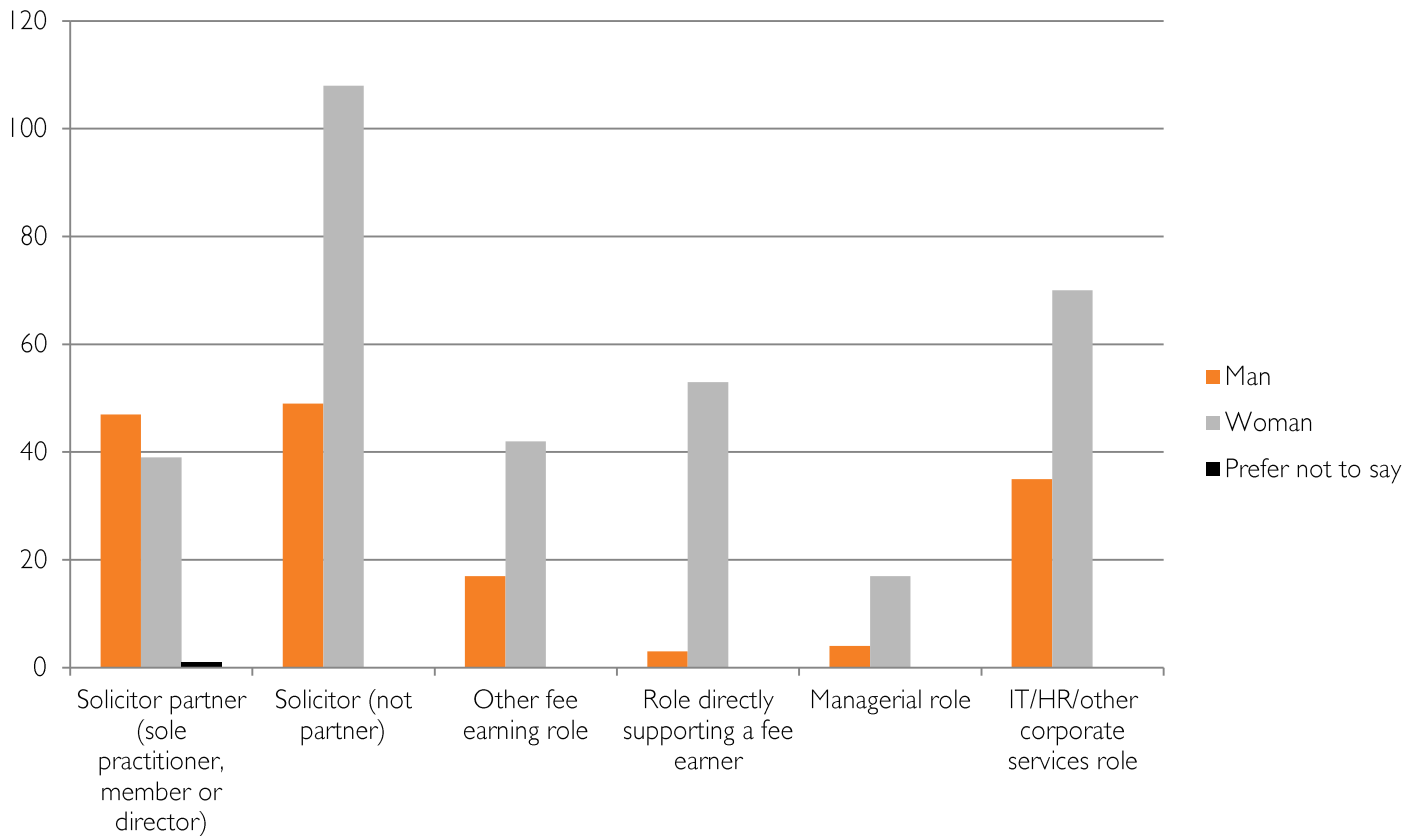
WHICH AGE CATEGORY ARE YOU IN?



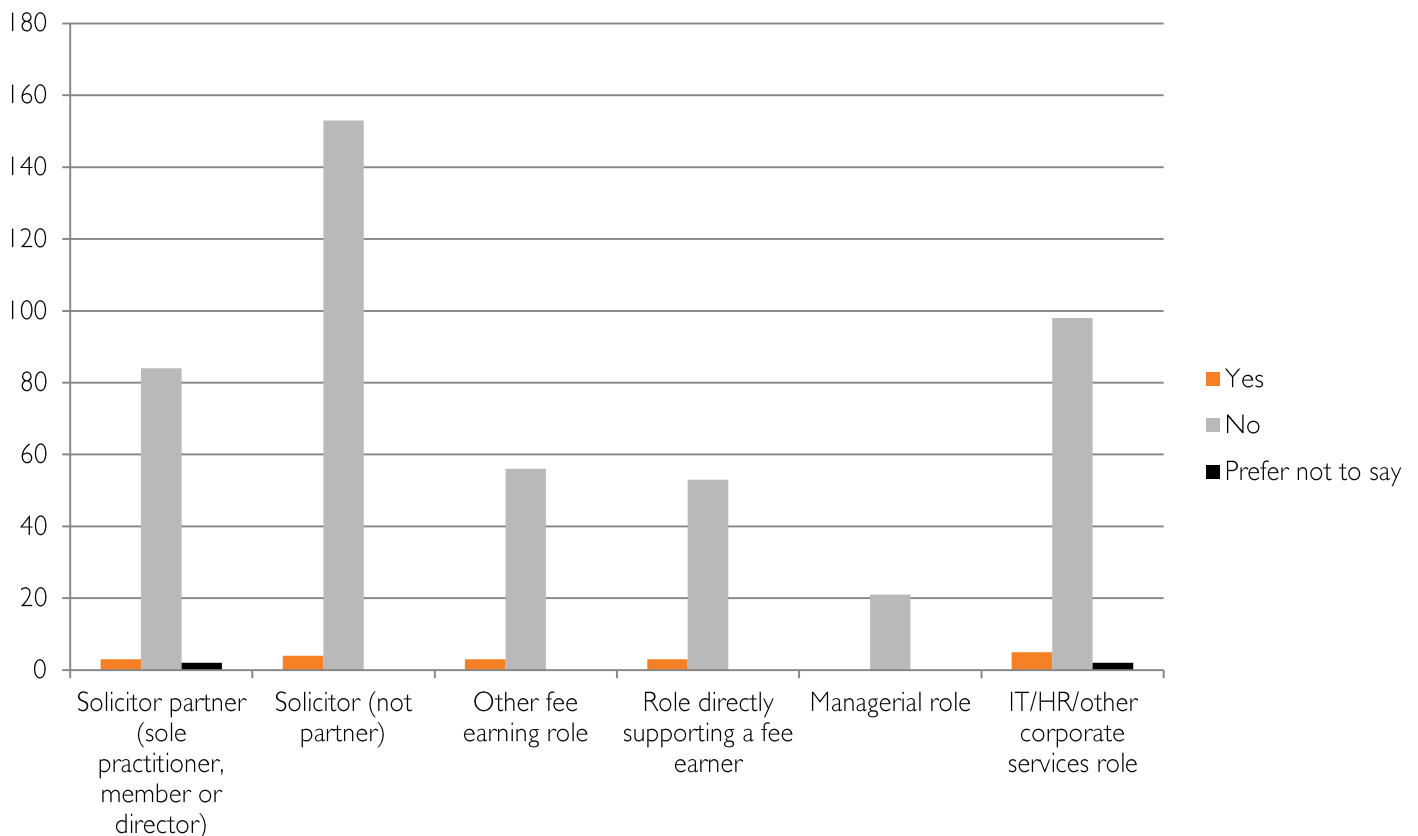
Notes

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WHICH GENDER DO YOU IDENTIFY WITH?



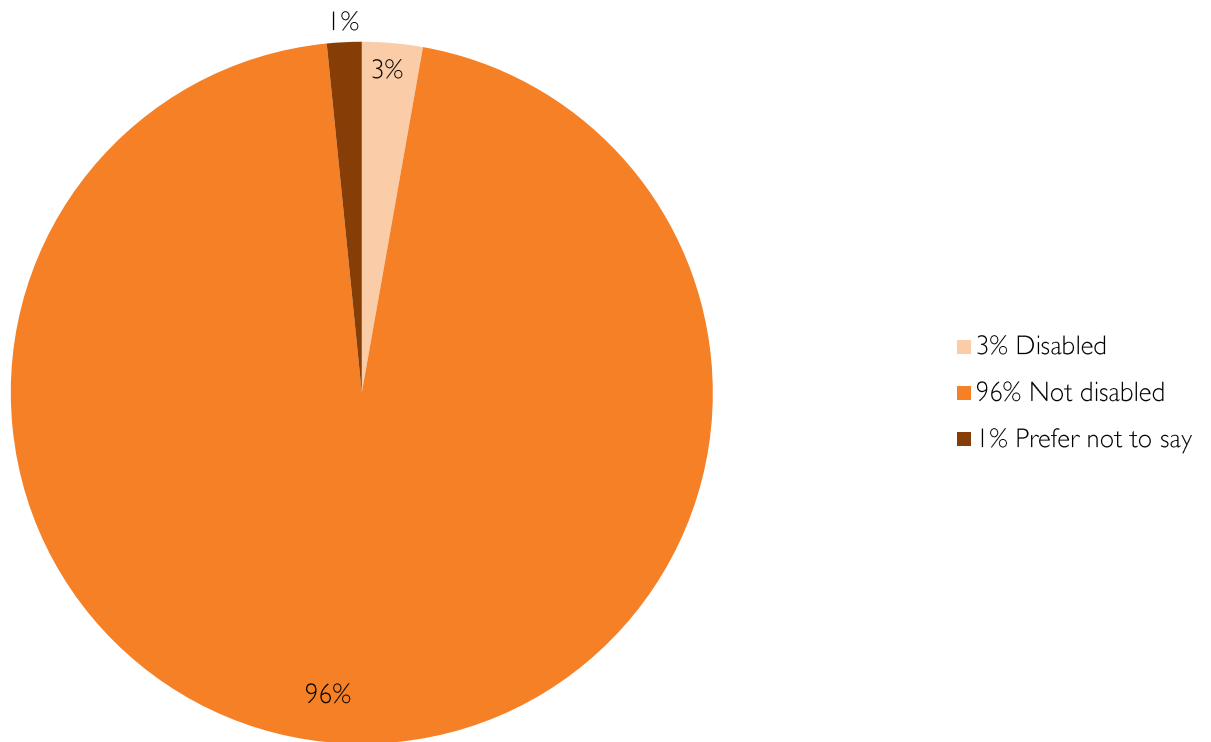
DO YOU CONSIDER YOUR OWN GENDER IDENTITY TO BE DIFFERENT FROM THAT ASSOCIATED WITH YOUR SEX AS REGISTERED AT BIRTH?



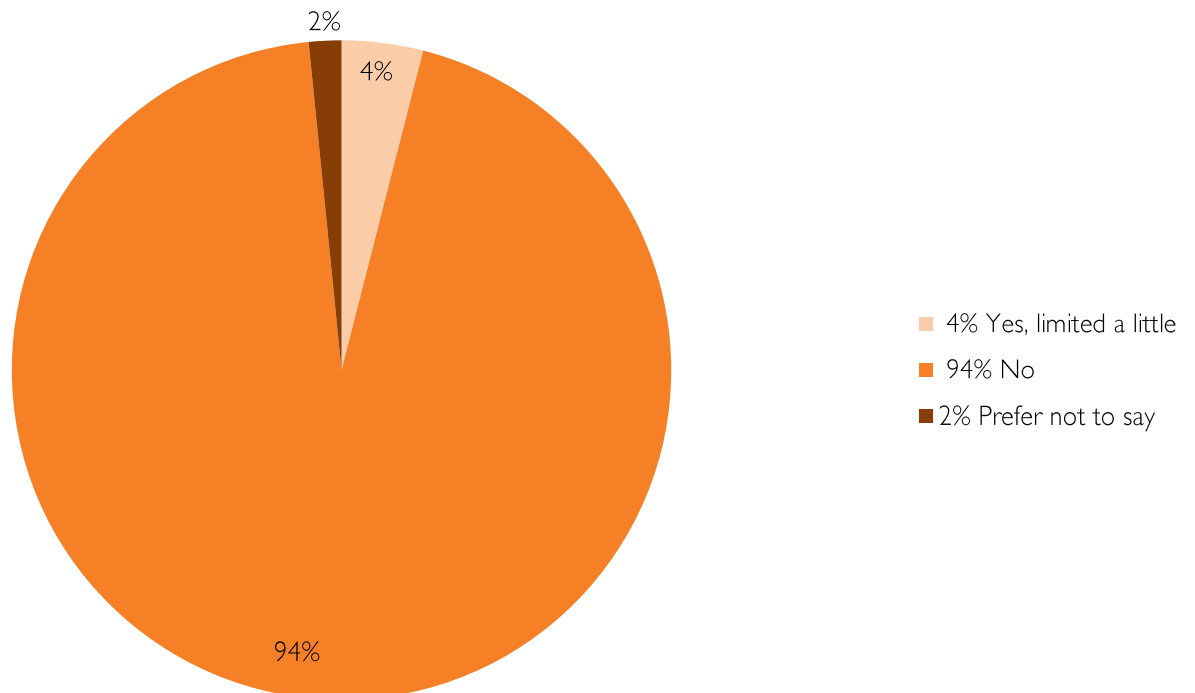
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DO YOU CONSIDER YOURSELF TO HAVE A DISABILITY ACCORDING TO THE DEFINITION IN THE EQUALITY ACT 2010?



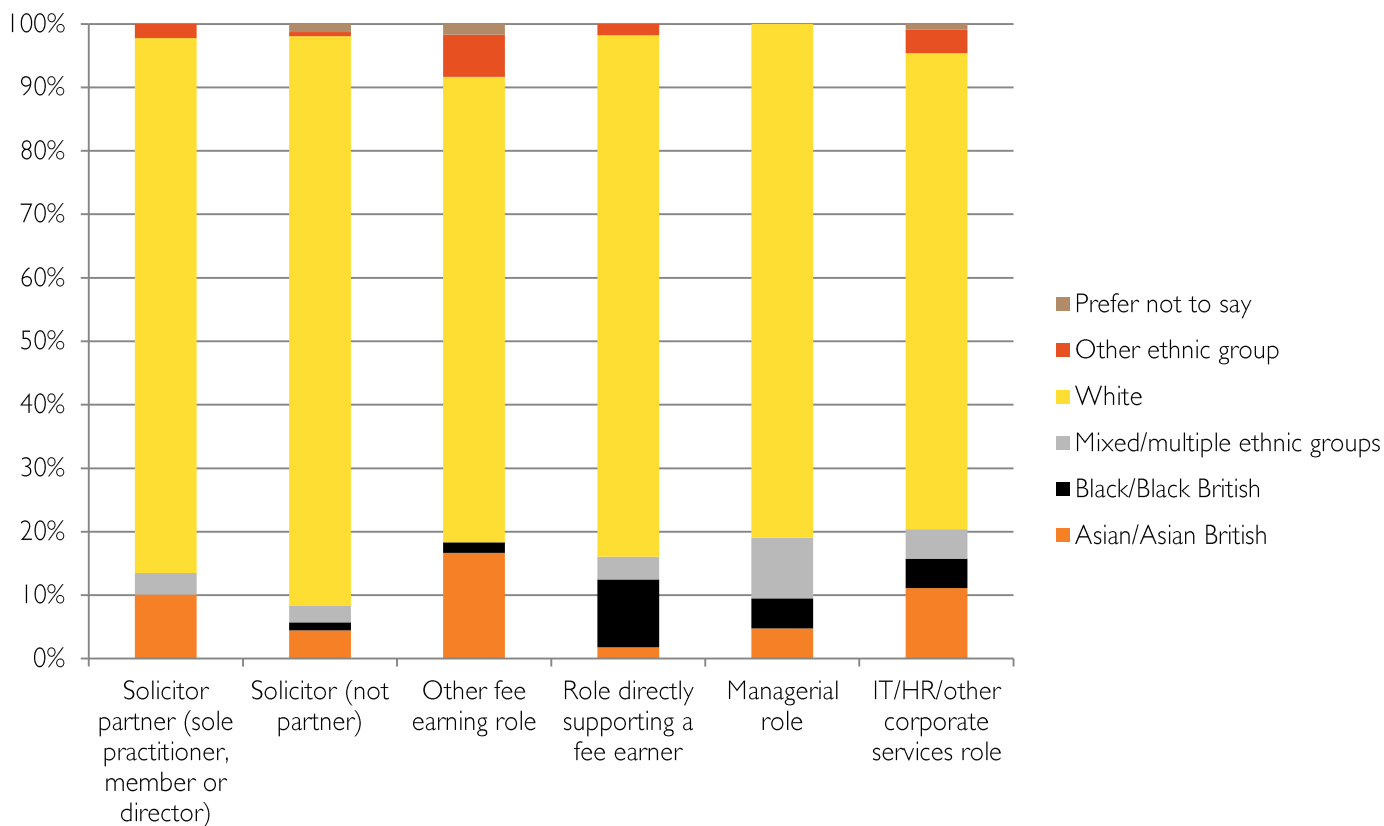
ARE YOUR DAY-TO-DAY ACTIVITIES LIMITED BECAUSE OF A HEALTH PROBLEM OR DISABILITY WHICH HAS LASTED, OR IS EXPECTED TO LAST, AT LEAST 12 MONTHS?



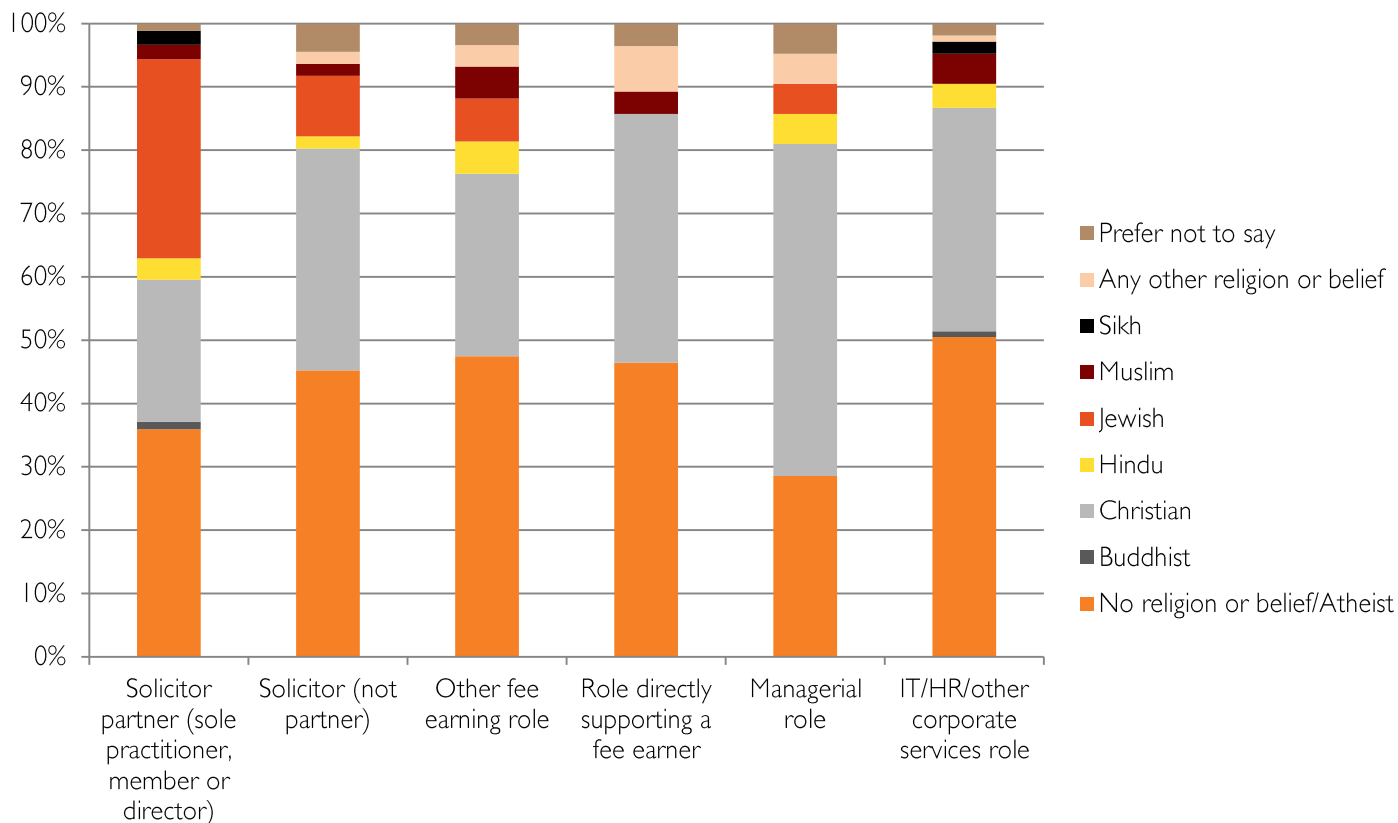
Notes

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WHAT IS YOUR ETHNIC GROUP?



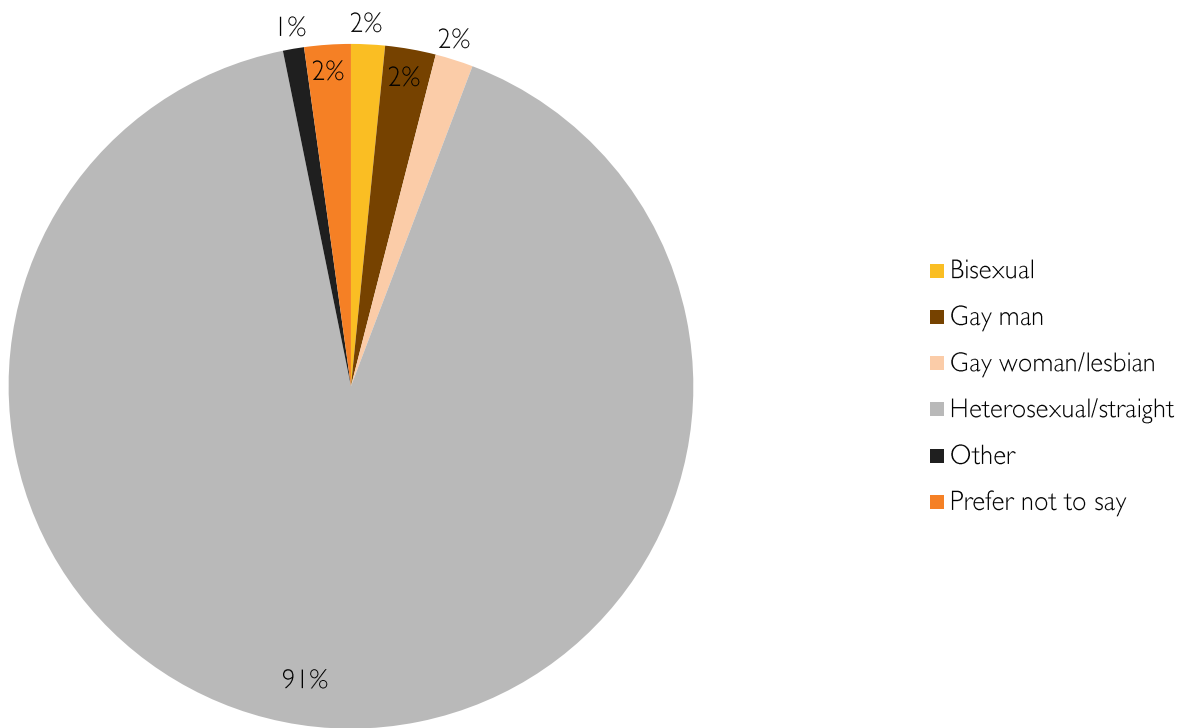
WHAT IS YOUR RELIGION OR BELIEF?



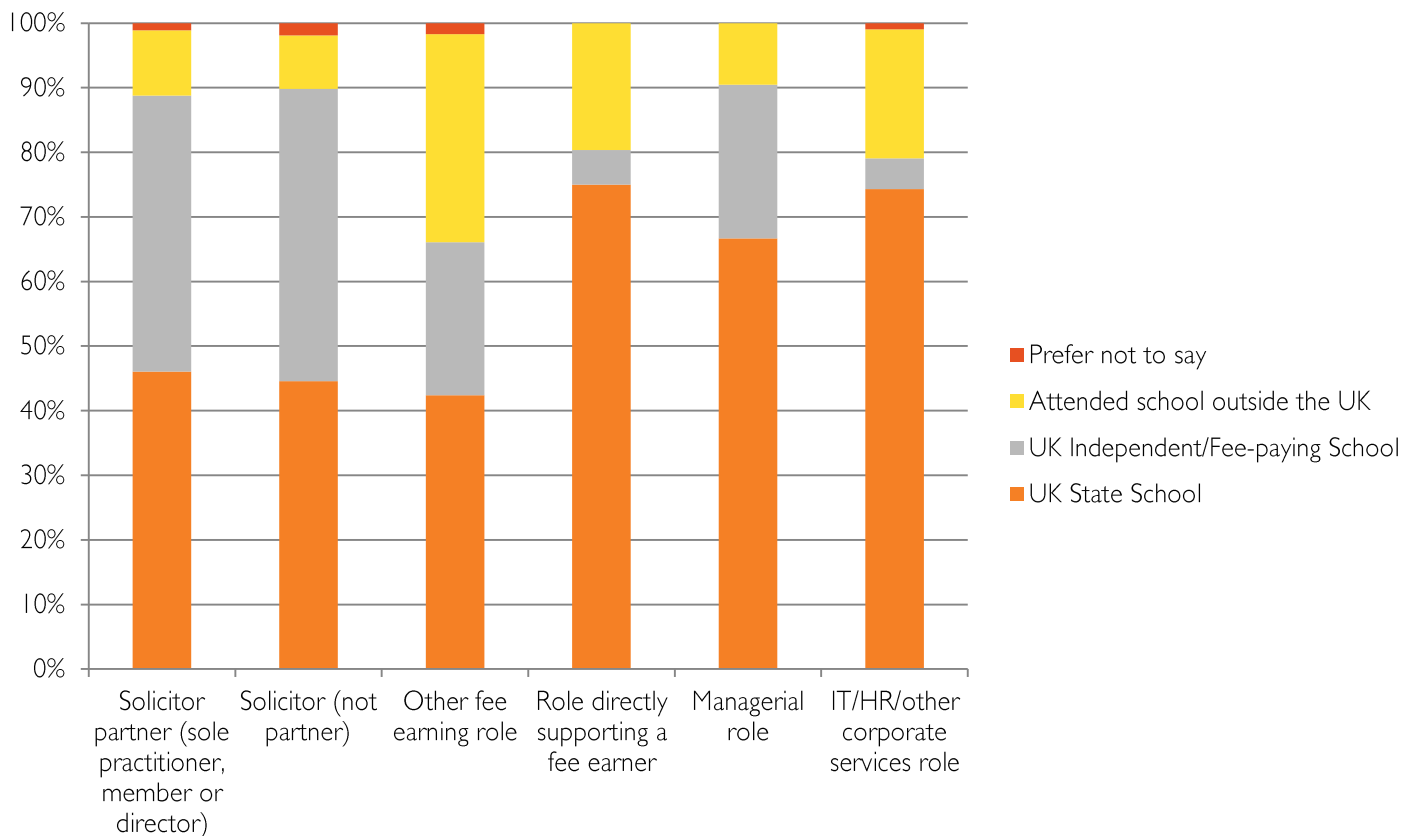
Notes

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WHAT IS YOUR SEXUAL ORIENTATION?



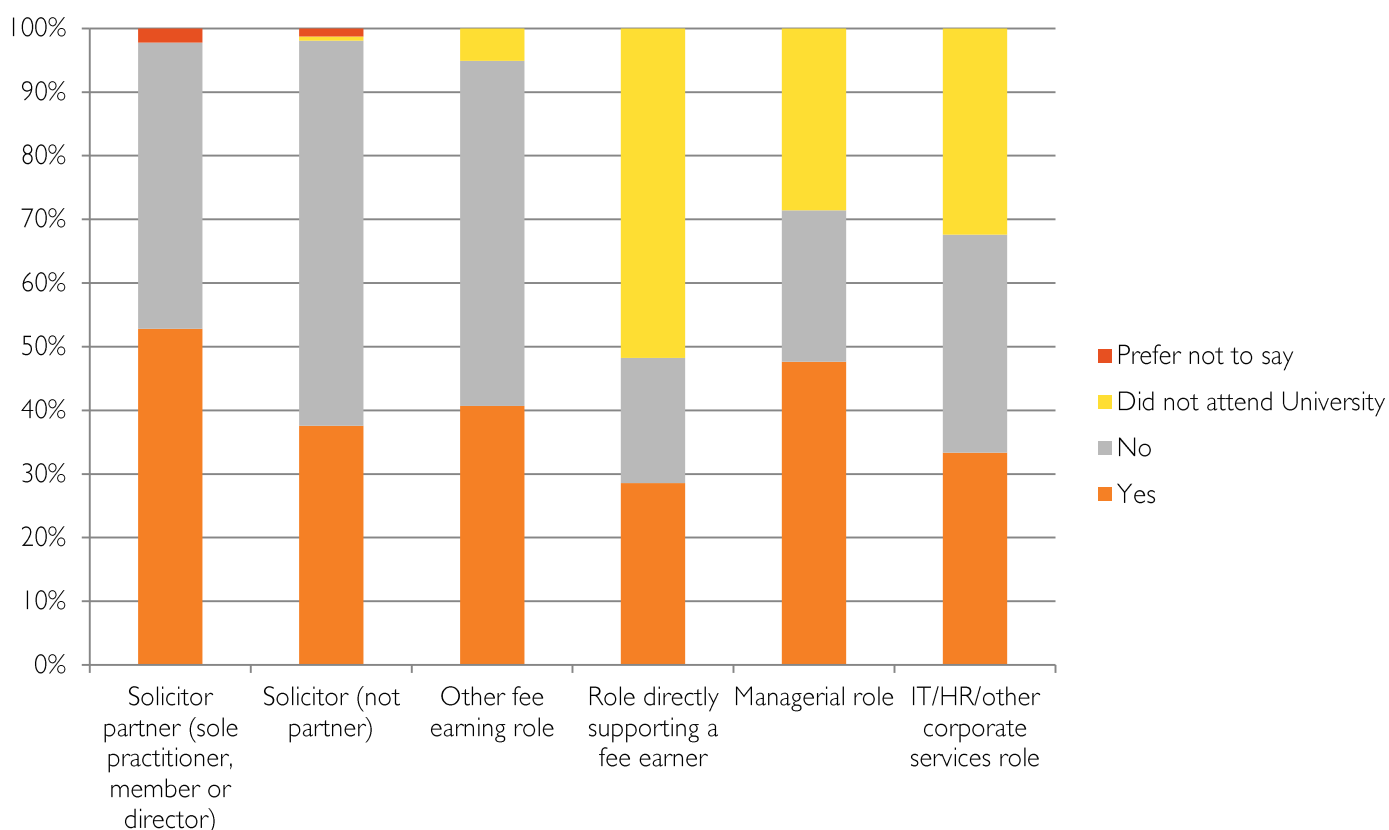
DID YOU MAINLY ATTEND A STATE OR FEE PAYING SCHOOL BETWEEN THE AGES 11 – 18?



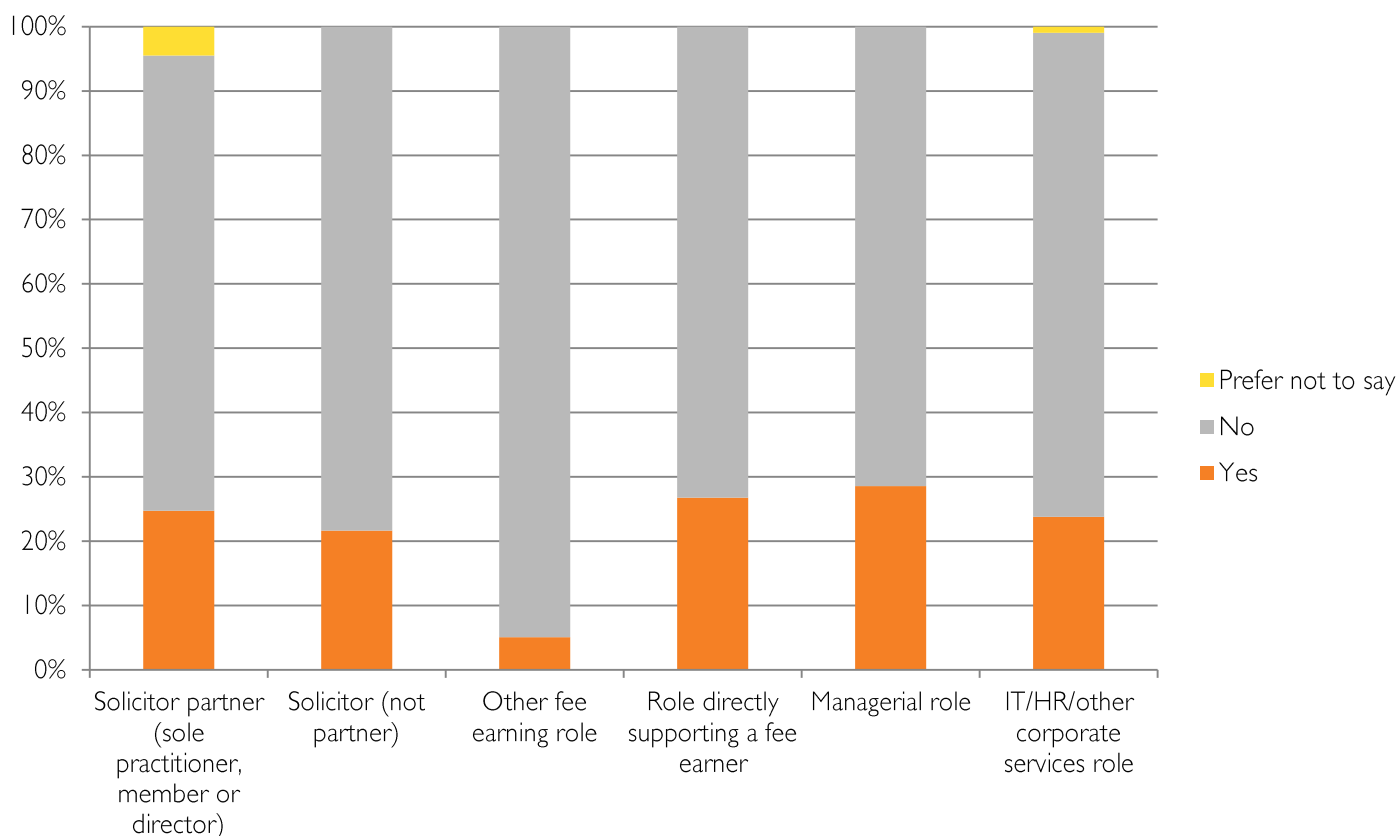
Notes

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IF YOU WENT TO UNIVERSITY (TO STUDY A BA, BSC COURSE OR HIGHER), WERE YOU PART OF THE FIRST GENERATION OF YOUR FAMILY TO DO SO?



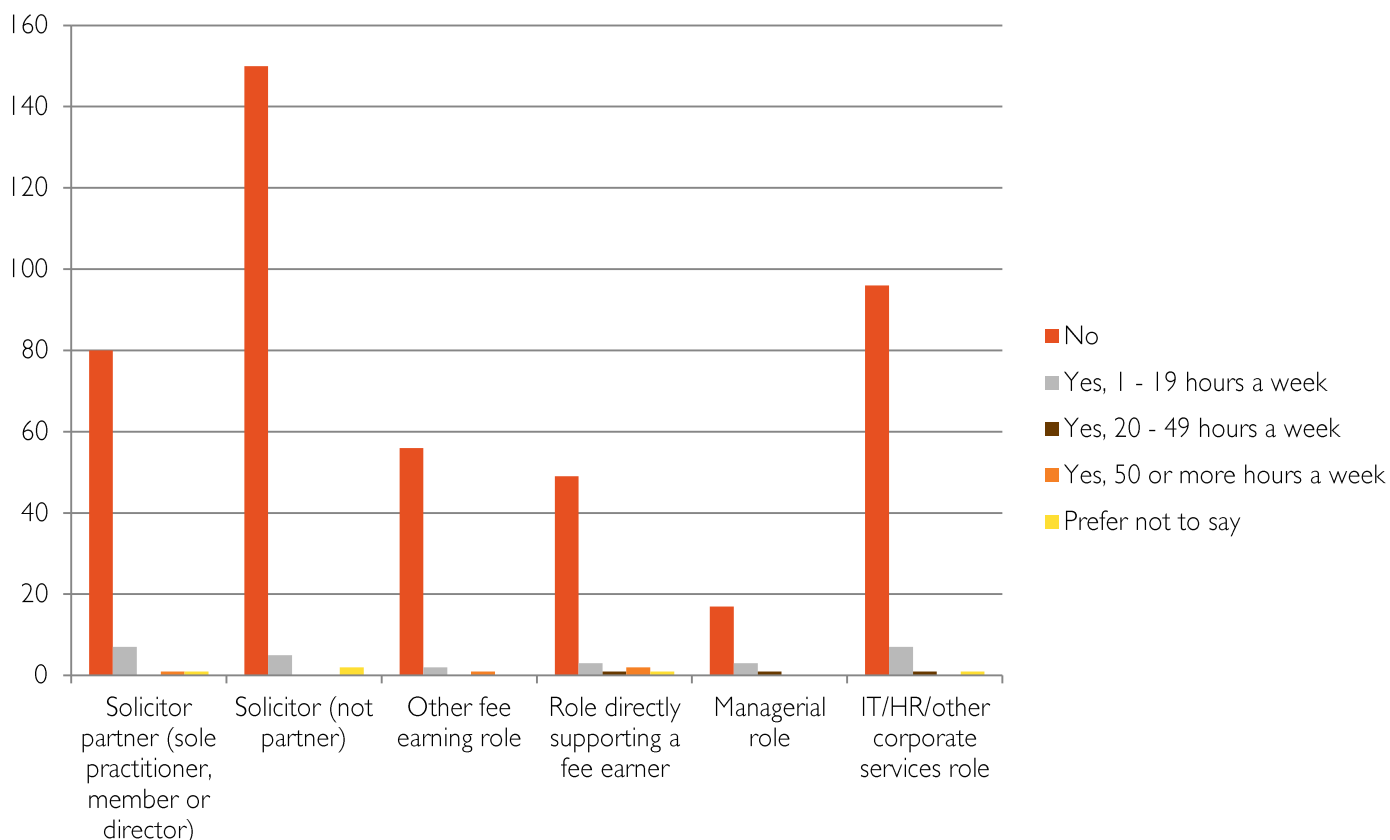
ARE YOU A PRIMARY CARER FOR A CHILD OR CHILDREN UNDER 18?



Notes

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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)?



Notes

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

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Solicitor partner (sole practitioner, member or director)	89	0	0	0	0	0	0	0	0	0	0	0	0
Solicitor (not partner)	157	157	0	0	0	0	0	0	0	0	0	0	0
Other fee earning role	59	0	59	0	0	0	0	0	0	0	0	0	0
Role directly supporting a fee earner	56	0	0	56	0	0	0	0	0	0	0	0	0
Managerial role	21	0	0	0	21	0	0	0	0	0	0	0	0
IT/HR/other corporate services role	105	0	0	0	0	105	0	0	0	0	0	0	0
Barrister	3	0	0	0	0	0	3	0	0	0	0	0	0
Chartered Legal Executive (Fellow)/CILEX Practitioner	2	0	0	0	0	0	0	2	0	0	0	0	0
Licensed Conveyancer	0	0	0	0	0	0	0	0	0	0	0	0	0
Patent or Trade Mark Attorney	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs Lawyer	0	0	0	0	0	0	0	0	0	0	0	0	0
Notary	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	10	0	0	0	0	0	0	0	0	0	0	0	10

2. Which age category are you in?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
16 - 24	38	0	2	13	11	0	11	0	0	0	0	0	1
25 - 34	207	5	101	34	15	3	44	2	1	0	0	0	2
35 - 44	139	34	42	11	15	8	27	1	1	0	0	0	0
45 - 54	80	32	9	1	10	7	18	0	0	0	0	0	3
55 - 64	27	14	2	0	4	2	5	0	0	0	0	0	0
65+	4	2	1	0	1	0	0	0	0	0	0	0	0
Prefer not to say	7	2	0	0	0	1	0	0	0	0	0	0	4

3. Which gender do you identify with?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Man	158	47	49	17	3	4	35	1	1	0	0	0	1
Woman	336	39	108	42	53	17	70	2	1	0	0	0	4
Other preferred Description	2	2	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	6	1	0	0	0	0	0	0	0	0	0	0	5

4. Do you consider your own gender identity to be different from that associated with your sex as registered at birth?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	18	3	4	3	0	5	0	0	0	0	0	0	0
No	476	84	153	56	53	21	98	3	2	0	0	0	6
Prefer not to say	8	2	0	0	0	0	2	0	0	0	0	0	4

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

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	14	1	6	2	3	1	1	0	0	0	0	0	0
No	480	87	150	57	53	20	102	3	2	0	0	0	6
Prefer not to say	8	1	1	0	0	0	2	0	0	0	0	0	4

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?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
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Yes, limited a lot	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, limited a little	20	4	6	1	3	2	4	0	0	0	0	0	0
No	474	84	148	58	53	19	101	3	2	0	0	0	6
Prefer not to say	8	1	3	0	0	0	0	0	0	0	0	0	4

7. What is your ethnic group?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
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Asian/Asian British

Bangladeshi	3	0	1	0	1	0	1	0	0	0	0	0	0
Chinese	5	0	1	2	0	0	2	0	0	0	0	0	0
Indian	23	8	4	4	0	1	6	0	0	0	0	0	0
Pakistani	5	1	1	1	0	0	2	0	0	0	0	0	0
Any other Asian background	4	0	0	2	0	0	1	1	0	0	0	0	0

Black/Black British

African	3	0	1	0	0	0	1	1	0	0	0	0	0
Caribbean	12	0	0	1	6	1	4	0	0	0	0	0	0
Any other Black background	2	0	1	0	0	0	0	0	0	0	0	0	1

Mixed/multiple ethnic groups

White and Asian	2	1	0	0	0	0	1	0	0	0	0	0	0
White and Black African	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black Caribbean	3	0	0	0	0	2	0	0	1	0	0	0	0
White and Chinese	2	1	1	0	0	0	0	0	0	0	0	0	0
Any other Mixed/multiple ethnic background	10	1	3	0	2	0	4	0	0	0	0	0	0

White

British/English/Welsh/Northern Irish/Scottish	328	57	118	29	39	14	66	1	1	0	0	0	3
Irish	17	3	5	5	1	0	3	0	0	0	0	0	0
Gypsy or Irish Traveller	2	2	0	0	0	0	0	0	0	0	0	0	0
Any other White background	62	13	18	10	6	3	12	0	0	0	0	0	0

Other ethnic group

Arab	5	0	0	2	1	0	1	0	0	0	0	0	1
Any other ethnic group	5	2	1	2	0	0	0	0	0	0	0	0	0

Prefer not to say

Prefer not to say	9	0	2	1	0	0	1	0	0	0	0	0	5
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8. What is your religion or belief?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
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No religion or belief/Atheist	218	32	71	28	26	6	53	0	1	0	0	0	1
Buddhist	2	1	0	0	0	0	1	0	0	0	0	0	0
Christian	165	20	55	17	22	11	37	1	1	0	0	0	1
Hindu	15	3	3	3	0	1	4	1	0	0	0	0	0
Jewish	48	28	15	4	0	1	0	0	0	0	0	0	0
Muslim	17	2	3	3	2	0	5	0	0	0	0	0	2
Sikh	4	2	0	0	0	0	2	0	0	0	0	0	0
Any other religion or belief	11	0	3	2	4	1	1	0	0	0	0	0	0
Prefer not to say	22	1	7	2	2	1	2	1	0	0	0	0	6

9. What is your sexual orientation?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
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Bisexual	8	2	3	0	0	0	3	0	0	0	0	0	0
Gay man	12	1	5	3	0	0	2	0	1	0	0	0	0
Gay woman/lesbian	9	3	4	1	0	0	1	0	0	0	0	0	0
Heterosexual/straight	457	82	142	53	54	21	96	3	1	0	0	0	5
Other	5	1	1	0	1	0	2	0	0	0	0	0	0
Prefer not to say	11	0	2	2	1	0	1	0	0	0	0	0	5

10. Did you mainly attend a state or fee paying school between the ages 11 – 18?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
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UK State School	278	41	70	25	42	14	78	1	2	0	0	0	0	5
UK Independent/Fee-paying School	137	38	71	14	3	5	5	1	0	0	0	0	0	0
Attended school outside the UK	77	9	13	19	11	2	21	1	0	0	0	0	0	1
Prefer not to say	10	1	3	1	0	0	1	0	0	0	0	0	0	4

11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	195	47	59	24	16	10	35	1	1	0	0	0	0	2
No	224	40	95	32	11	5	36	2	1	0	0	0	0	2
Did not attend University	75	0	1	3	29	6	34	0	0	0	0	0	0	2
Prefer not to say	8	2	2	0	0	0	0	0	0	0	0	0	0	4

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

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	108	22	34	3	15	6	25	1	1	0	0	0	0	1
No	385	63	123	56	41	15	79	2	1	0	0	0	0	5
Prefer not to say	9	4	0	0	0	0	1	0	0	0	0	0	0	4

13. 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)?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CI LEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
No	458	80	150	56	49	17	96	3	2	0	0	0	0	5
Yes, 1 - 19 hours a week	28	7	5	2	3	3	7	0	0	0	0	0	0	1
Yes, 20 - 49 hours a week	3	0	0	0	1	1	1	0	0	0	0	0	0	0
Yes, 50 or more hours a week	4	1	0	1	2	0	0	0	0	0	0	0	0	0
Prefer not to say	9	1	2	0	1	0	1	0	0	0	0	0	0	4

Mishcon de Reya LLP
Africa House
70 Kingsway
London WC2B 6AH

T +44 20 3321 7000
F +44 20 7404 5982
E contactus@mishcon.com