

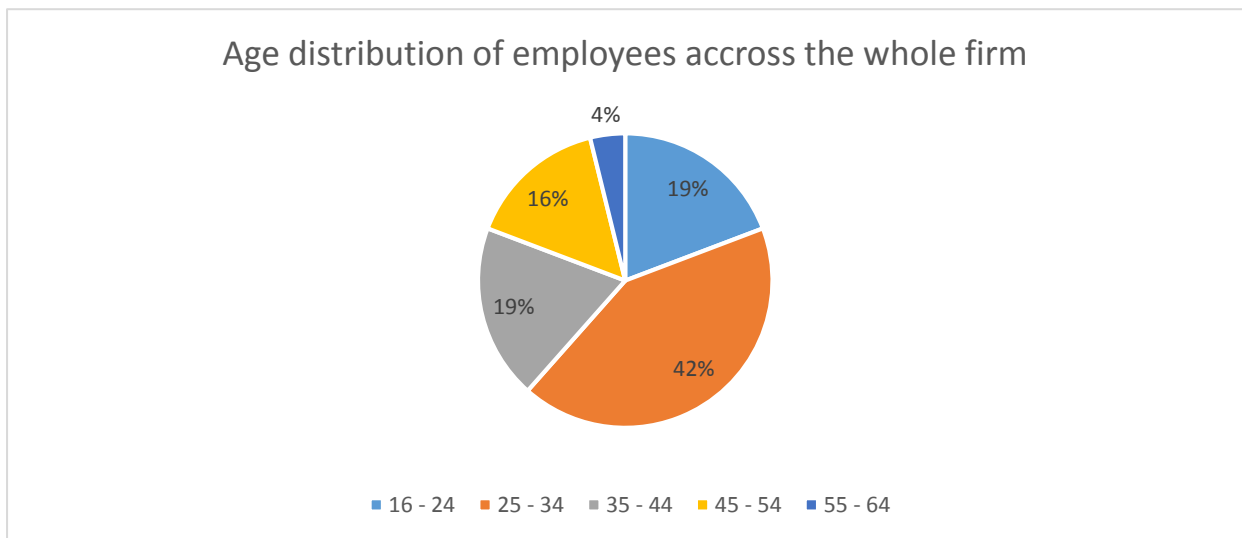
Since 2011, the Legal Services Board has required regulators to monitor the equality and diversity of firms within the legal industry. As a result, all firms regulated by the Solicitors Regulation Authority (SRA) are required to submit their equality and diversity data every two years.

The SRA uses this information to identify and inform the approach they and the firms they regulate take to recruitment, promotion and inclusion within the profession.

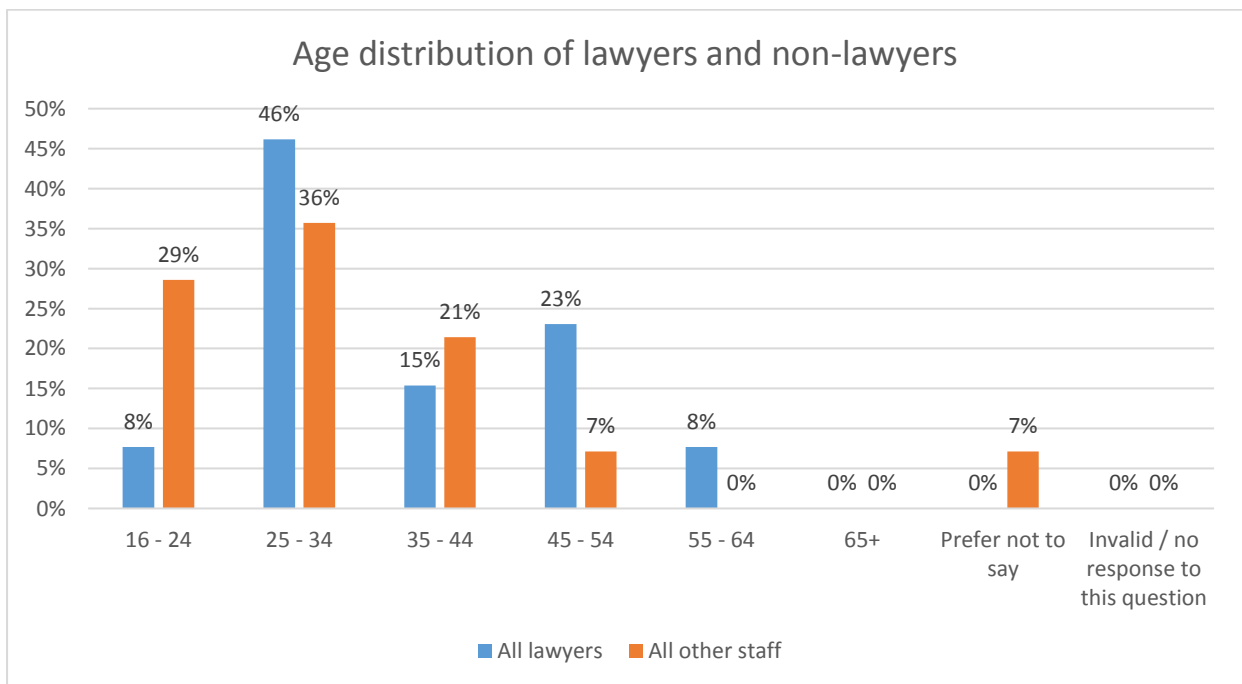
**Summary**

The data was collected by UnionLine from 17<sup>th</sup> July 2017 and was submitted to the SRA on 8<sup>th</sup> August 2017.

**Age**

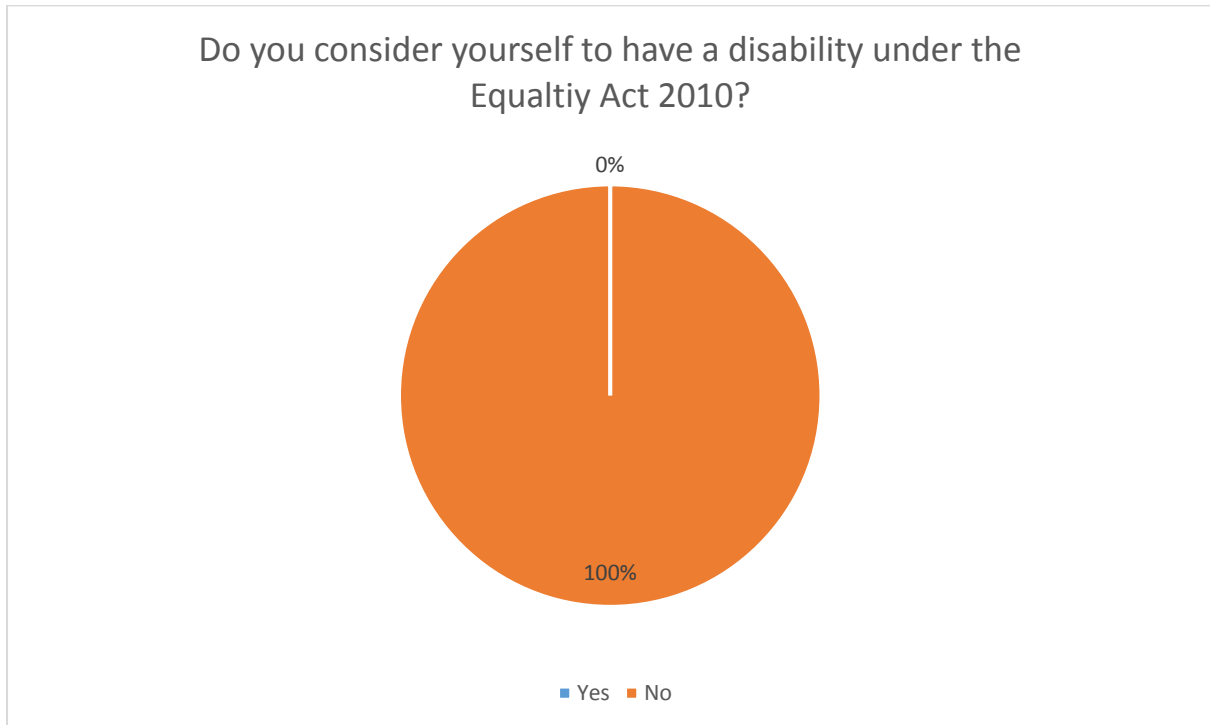


The data revealed that 42% of respondents working in the firm were aged between 25 and 34, compared to 32% nationally.

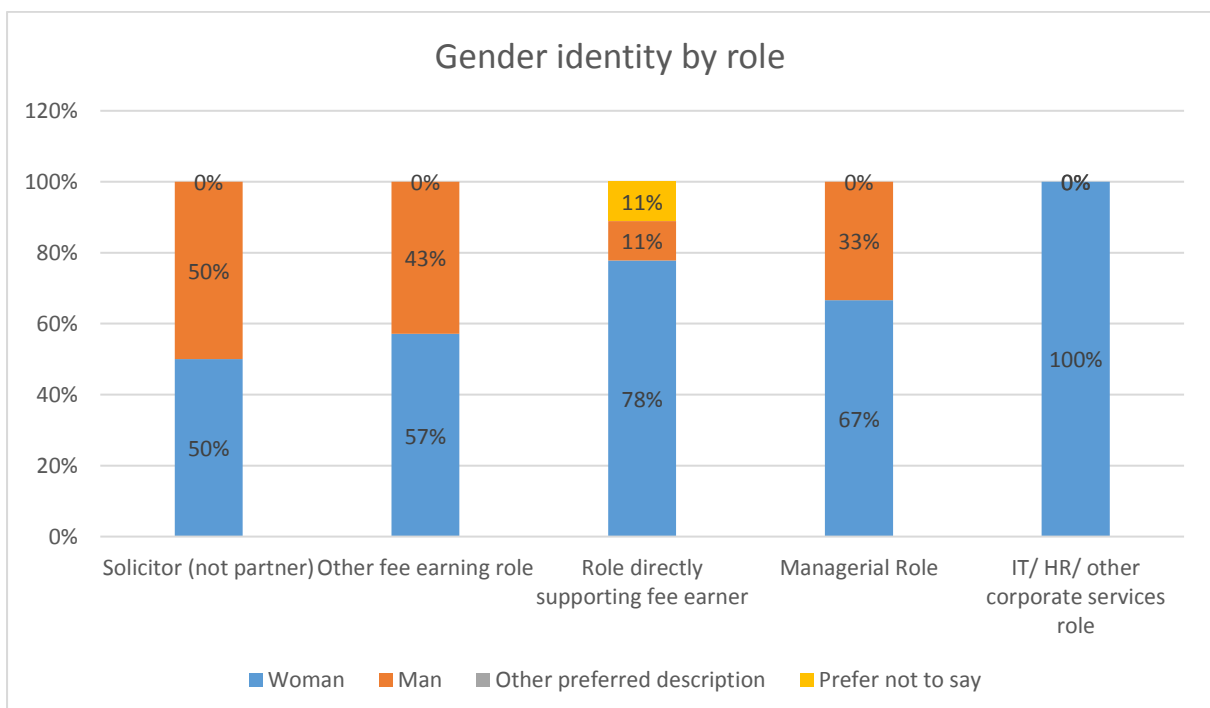


## Disability

The data revealed that none of the respondents considered themselves to have a disability under the definition in the Equality Act 2010. This is down from 10% in the 2015 survey, and the Government Labour Force survey shows that 10% of working age adults in employment are disabled.

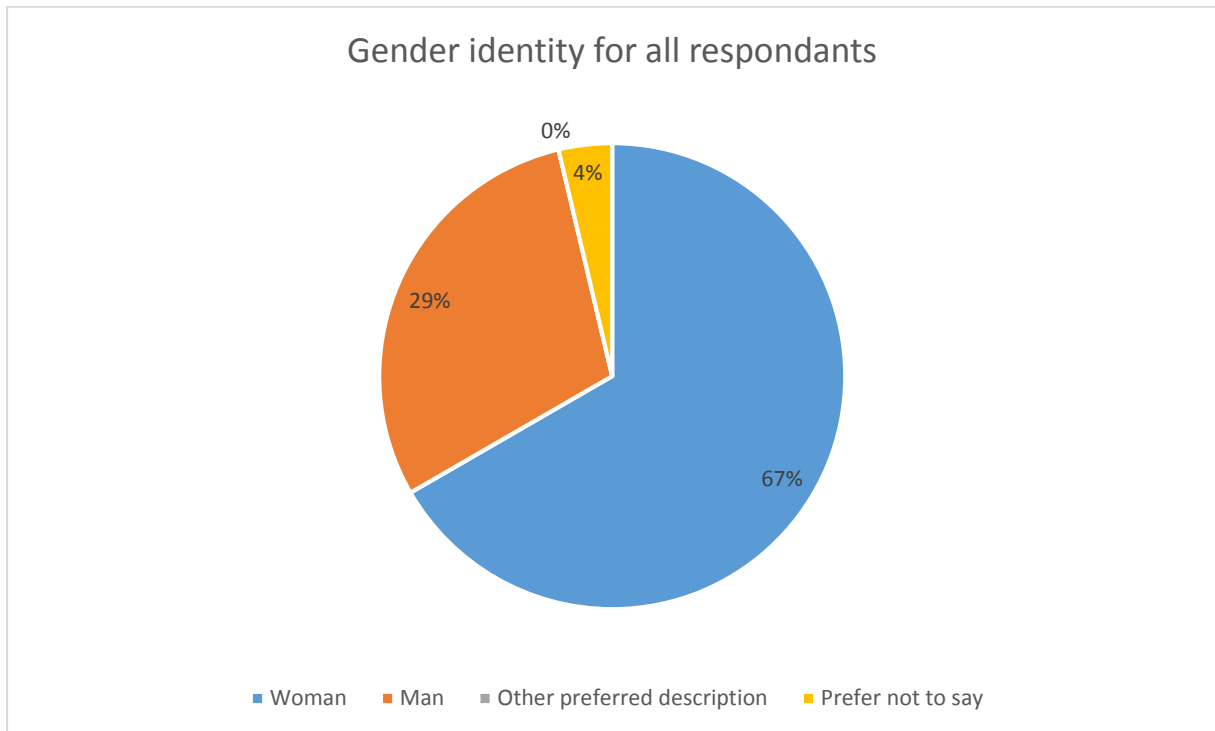


## Gender

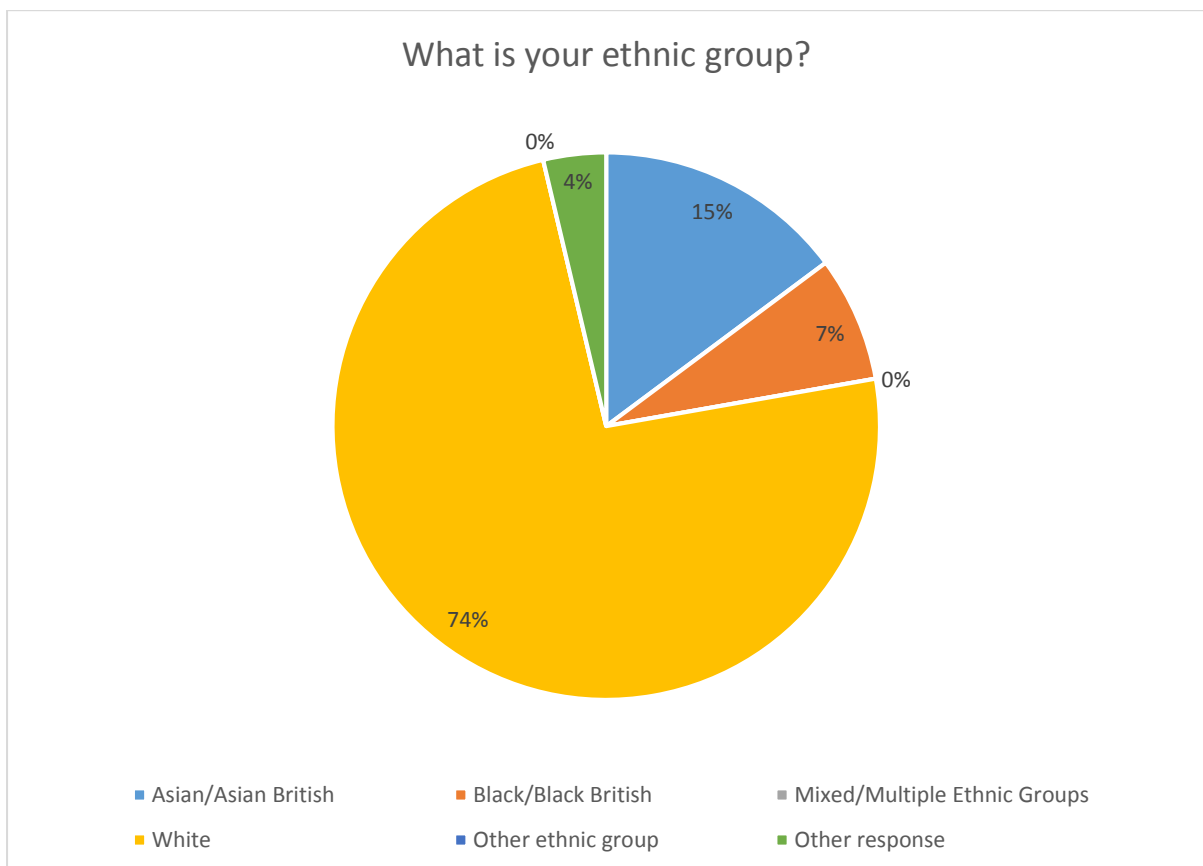


Gender identity was split equally for solicitor respondents, whilst 57% of other fee earners identified as women. Overall, 67% of respondents identified as women, with 29% identifying as men.

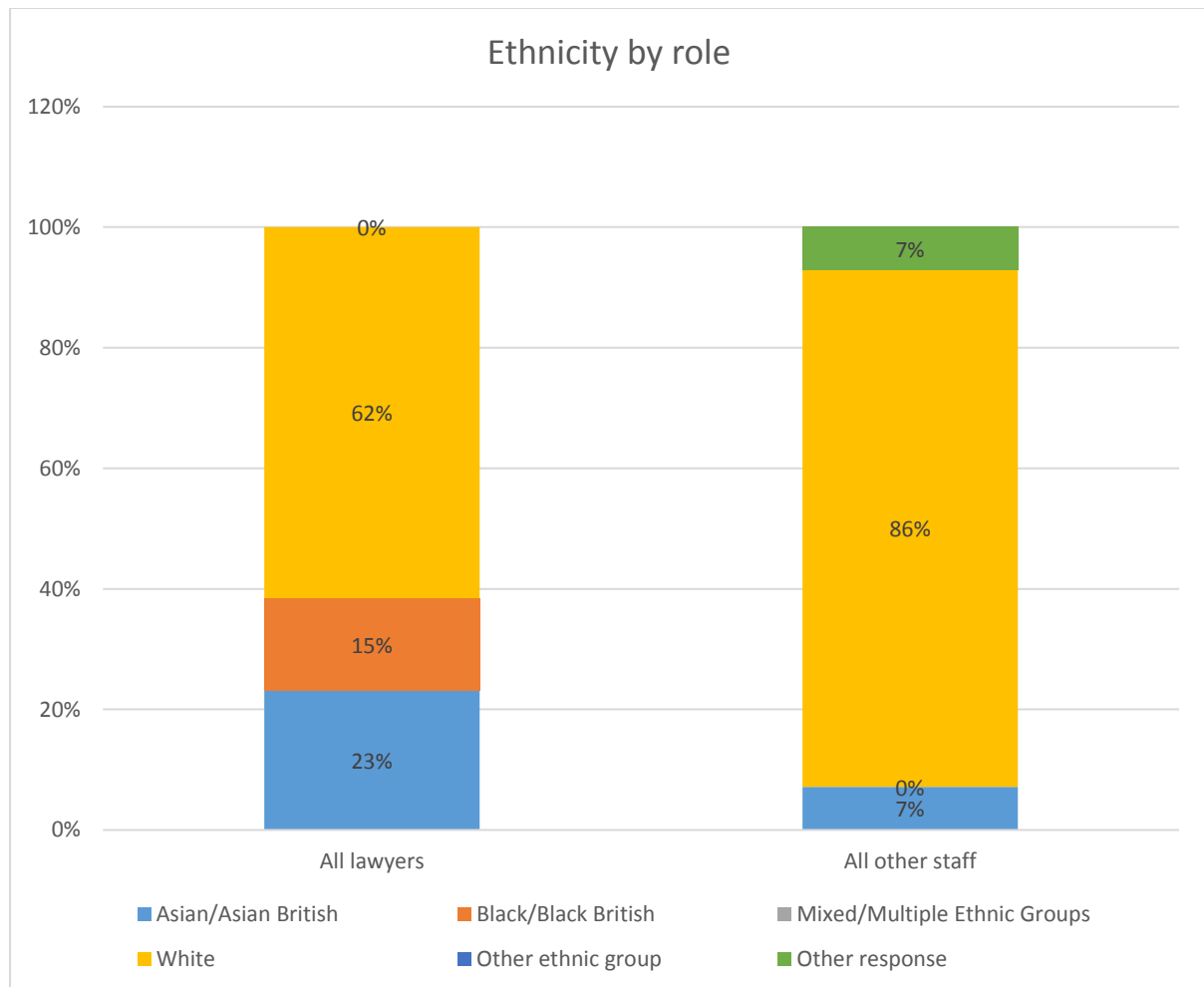
Nationally, women make up 47% of all lawyers in law firms. For UnionLine, staff women were the majority at 67%.



### Ethnicity



Overall, BAME individuals make up 18% of all lawyers in England. For UnionLine, 22% of respondents identified with a BAME background. 23% of lawyers at the firm identified as being from an Asian/Asian British background, whilst 15% identified as Black/Black British. 86% of all other staff identified as White.



### Social Mobility

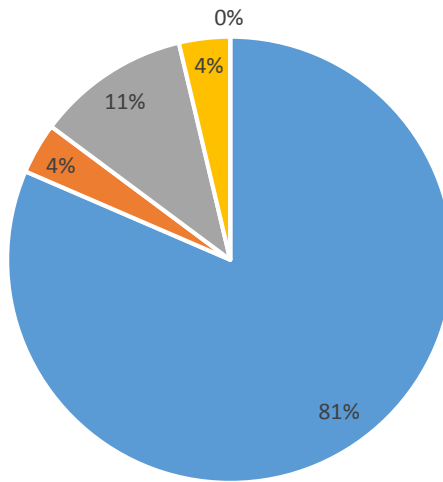
The SRA collects data on attendance at fee paying schools and whether someone was in their first generation to attend university as a proxy for social mobility in this survey.

Nationally, there is a significant gap between lawyers and the general population, with 22% of all lawyers attending a fee paying school, compared with 7% of the general population.

In contrast, 49% of solicitor respondents were the first generation in their family to attend university.

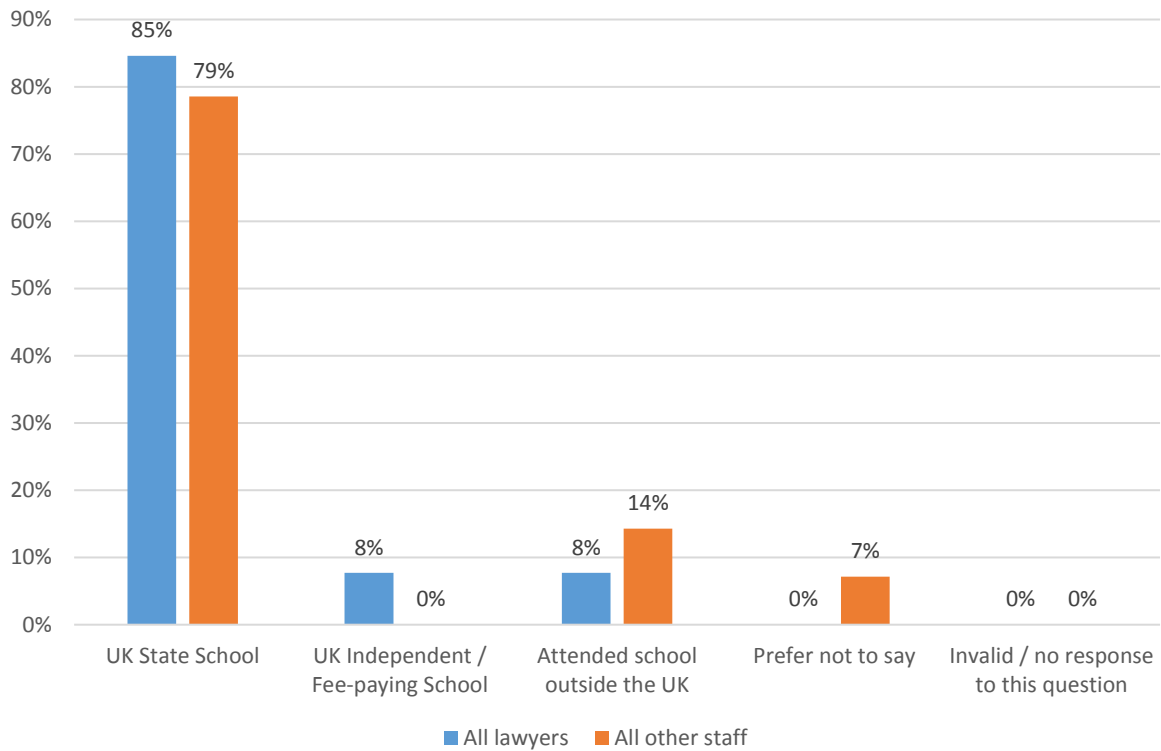
For UnionLine, overall 81% of staff attended a UK State School (non-fee paying), with only 4% having attended a fee paying school. 85% of lawyers attended a UK state school, with 8% having attended a fee paying school.

### Did you mainly attend a fee paying school between the ages 11-18?



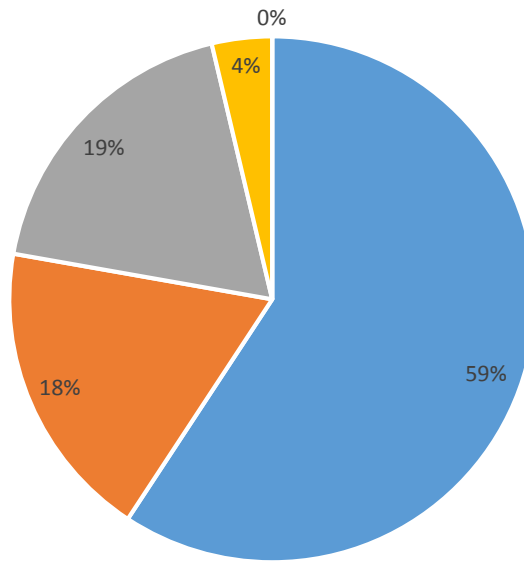
- UK State School
- UK Independent / Fee-paying School
- Attended school outside the UK
- Prefer not to say
- Invalid / no response to this question

### School type by role



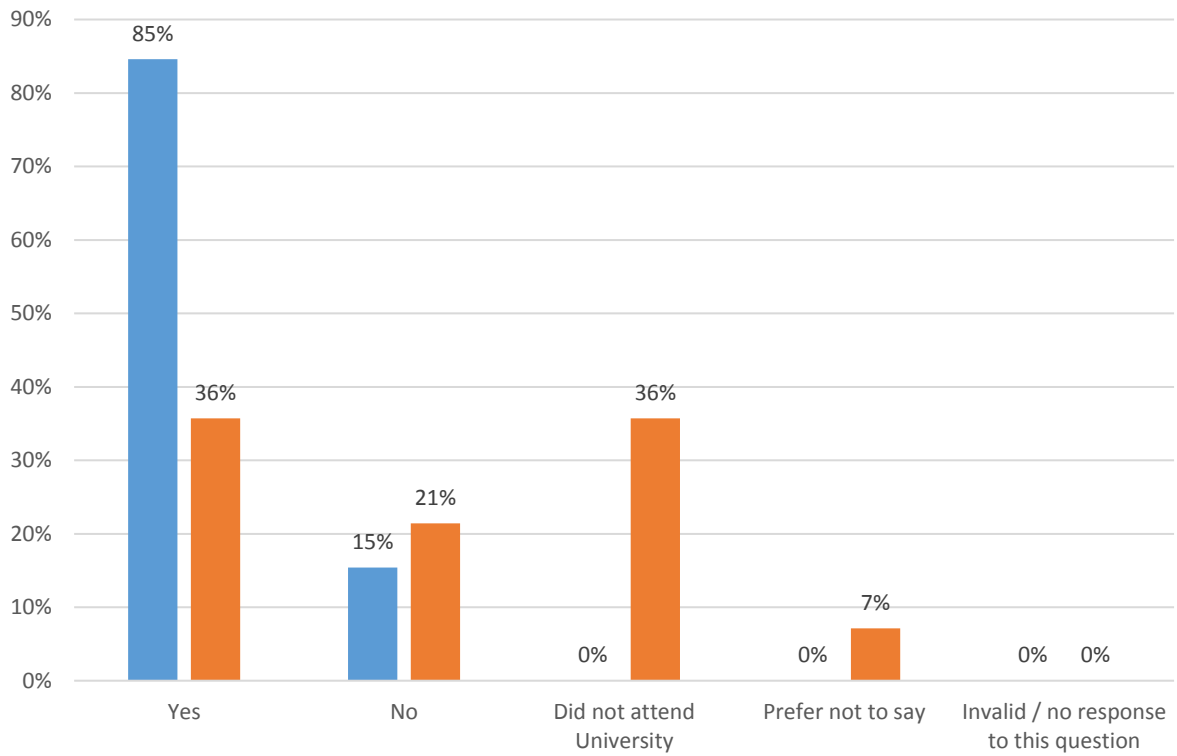
Nationally, the SRA has recorded that 49% of non-partner lawyers were the first generation in their family to attend university. For UnionLine, this figure sits at 85% for non-partner solicitors, and 59% overall.

### Were you part of the first generation in your family to attend university?



■ Yes ■ No ■ Did not attend University ■ Prefer not to say ■ Invalid / no response to this question

### First generation to attend university by role



■ All lawyers ■ All other staff