

PM Group Diversity Data Results 2019

1. Introduction

In 2011, the Legal Services Board published their decision paper on increasing diversity and social mobility in the legal workforce. This requires approved regulators, such as the SRA, to ensure that a comprehensive evidence base about the diversity characteristics of the legal workforce is available. All firms regulated by the SRA are required to collect, report and publish data about the diversity make-up of their workforce, every 2 years from 2014/15.

2. Summary

Data was collated by PM Group between 22nd May 2019 and 6th June 2019. The diversity survey questions that were asked were set by the SRA.

Out of approximately 200 staff, 84 responses were received, giving a response rate of 42%, up from 35% in the previous survey.

The survey collated data on the roles, age, gender, religion, sexuality, education, disability, ethnicity, socio-economic background and caring responsibilities of the workforce.

The following sections contain a summary of the group diversity data for 2019. In the interest of data protection this document will not include data where persons can be identified, nor does it include sensitive personal data such as sexuality and religion.

3. Headline statistics

Overall, 23% of all individuals working at the firm are aged between 35-44, whilst 47% of non-partner lawyers were in this age range.

Women made up 64% of respondents, and 47% of non-partner lawyers. For all other staff, this figure sits at 53%. Nationally, women make up 48% of lawyers in law firms.

7% of all staff indicated that they had a disability under the definitions in the Equality Act 2010, with 92% of those with a disability also stating their daily activities were limited a little by their disability. Nationally, disabled persons are underrepresented in law firms compared to the wider population, with only 3% of lawyers compared to 10% of the working age population in employment.

With regards to ethnicity, 7% of staff responded that they were from an Asian - Pakistani background, 1% from a Black/Black British Caribbean background, and 3% from mixed/multiple ethnic groups – white and black Caribbean. 82% of respondents were White British with 7% any other White background.

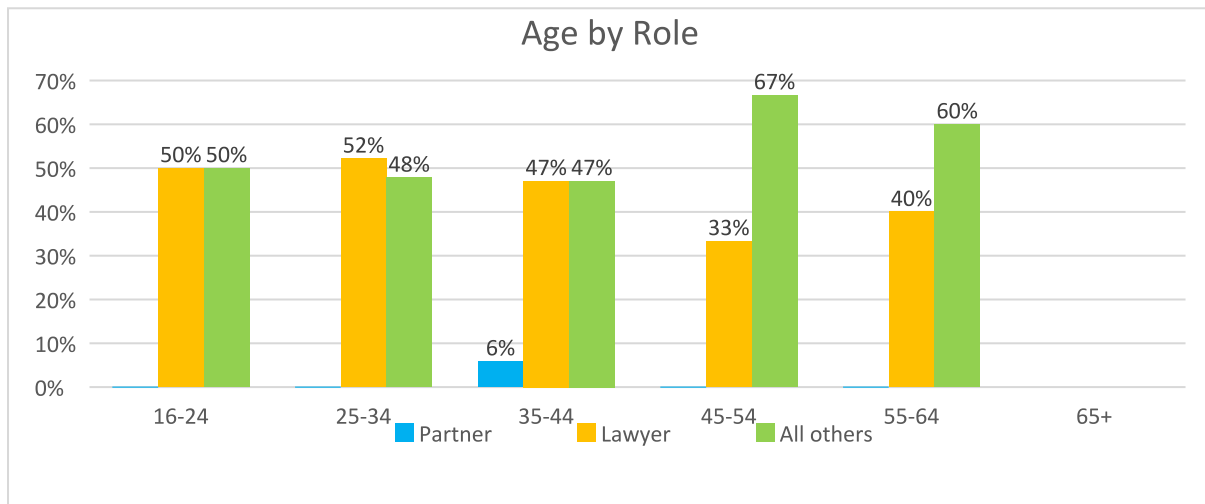
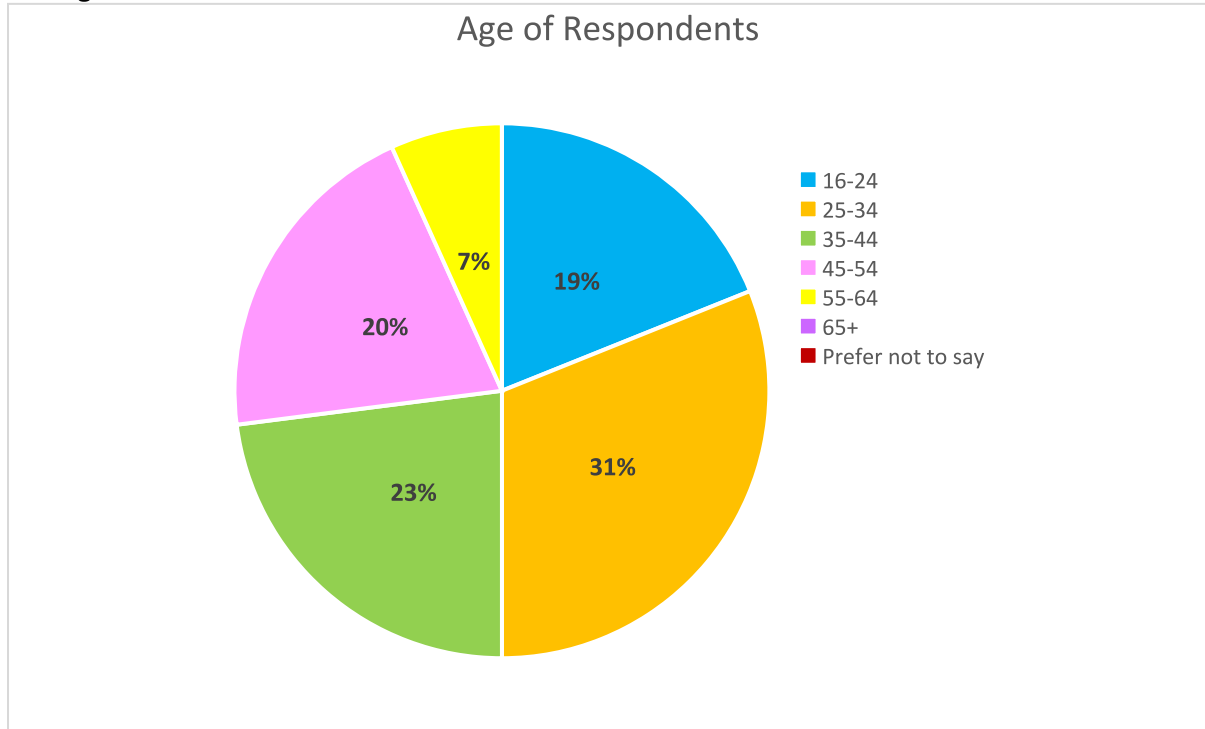
91% of all employees attended a UK State School, whilst 3% attended a fee-paying school. For non-partner lawyers, this figure stands at 97% attending a state school with 3% attending a fee-paying school.

45% of respondents indicated that they were a primary carer for a child under 18. For non-partner lawyers, this figure stands at 48%. Nationally, a third of all lawyers have primary caring responsibilities for children.

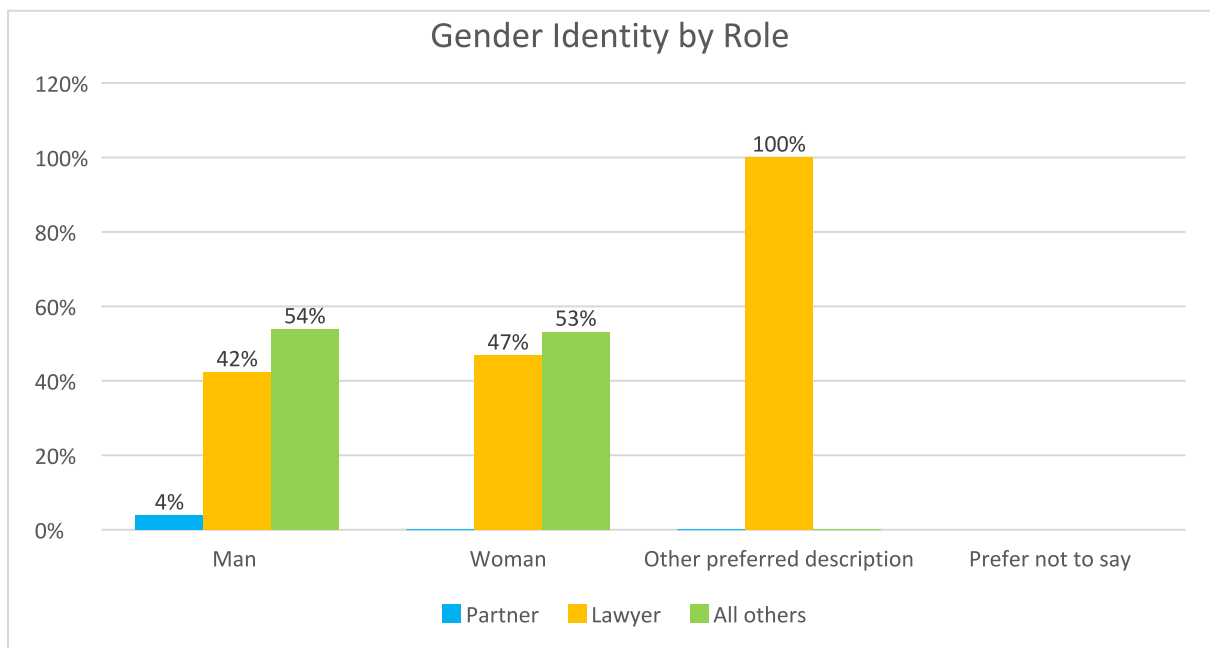
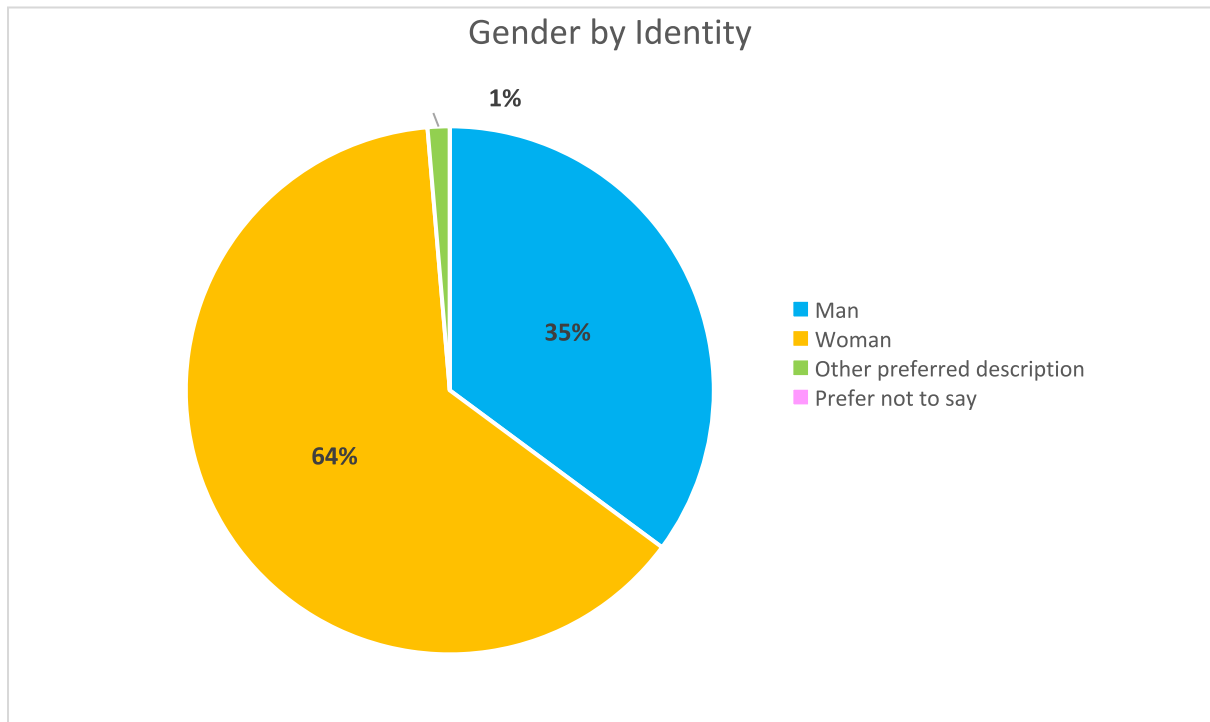
94% of respondents did not spend any hours providing unpaid care for those with long term ill health caused by disability or age, whilst 3% spent 1-19 hours per week, and 2% spend 20-49 hours per week caring.

4. Data

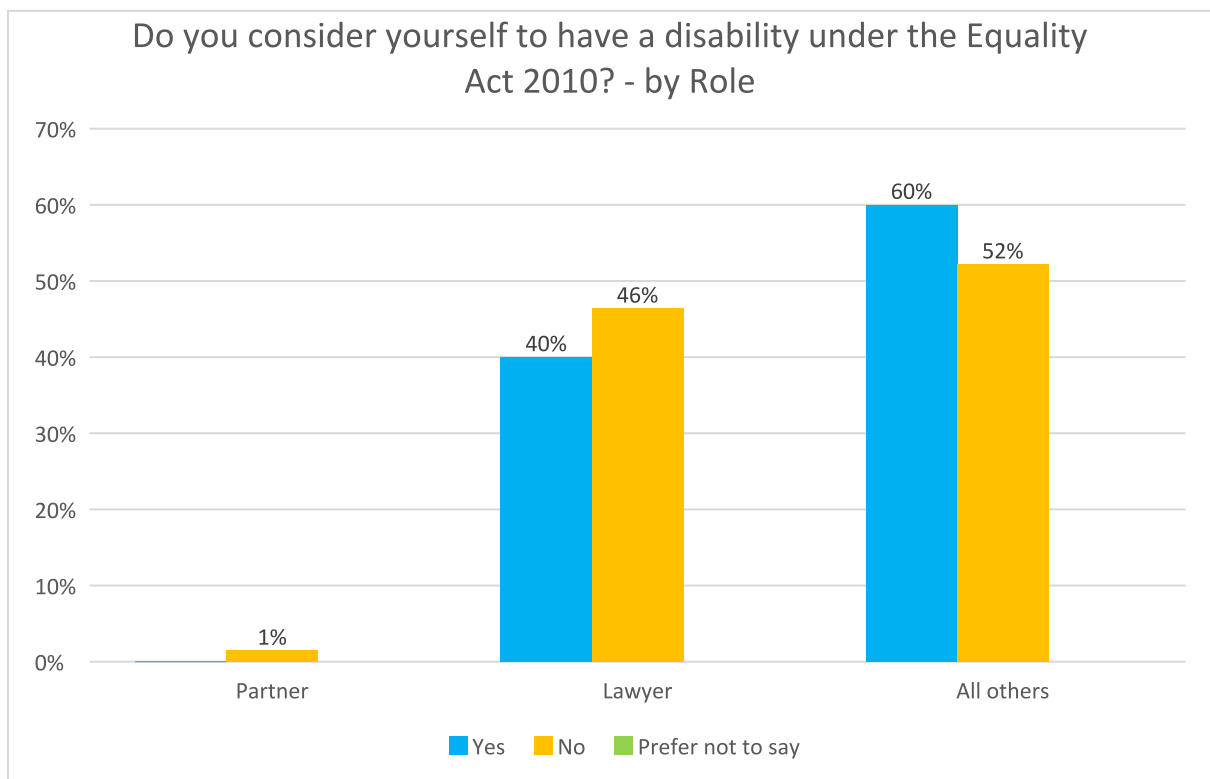
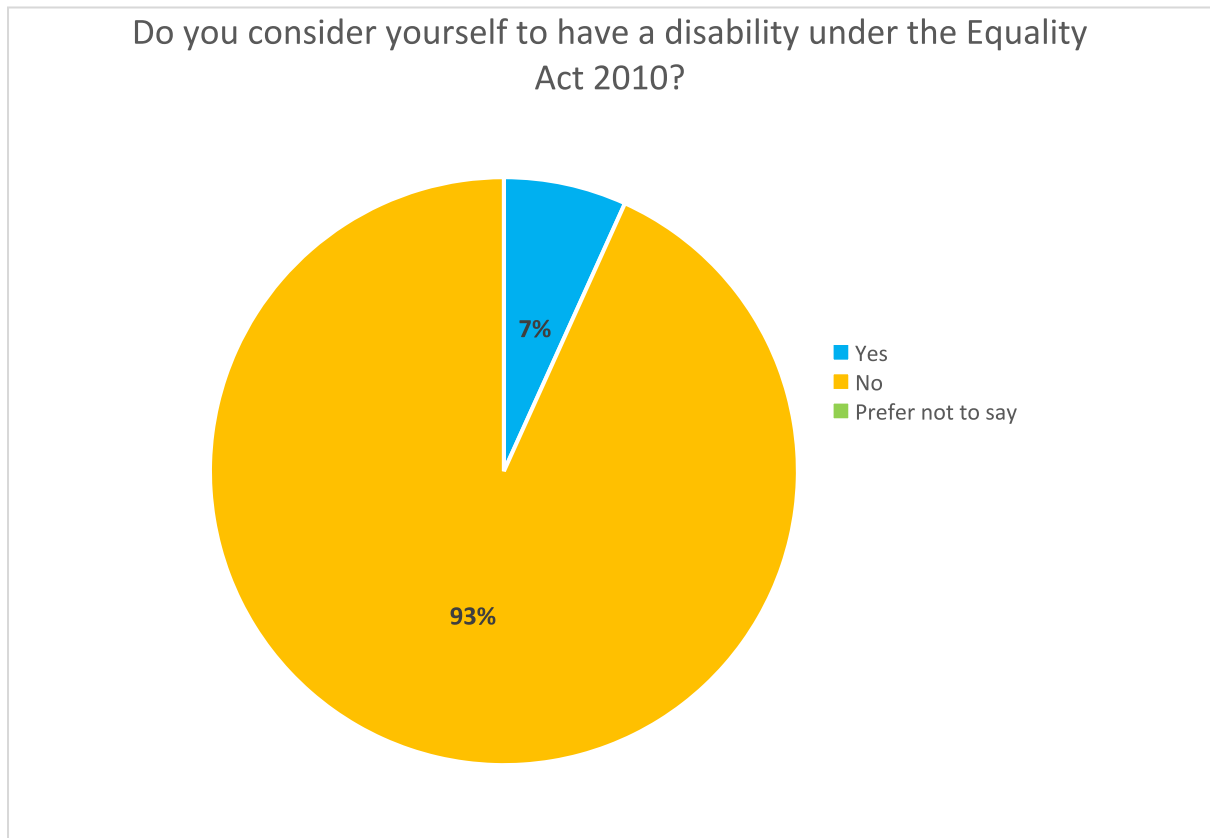
4.1. Age



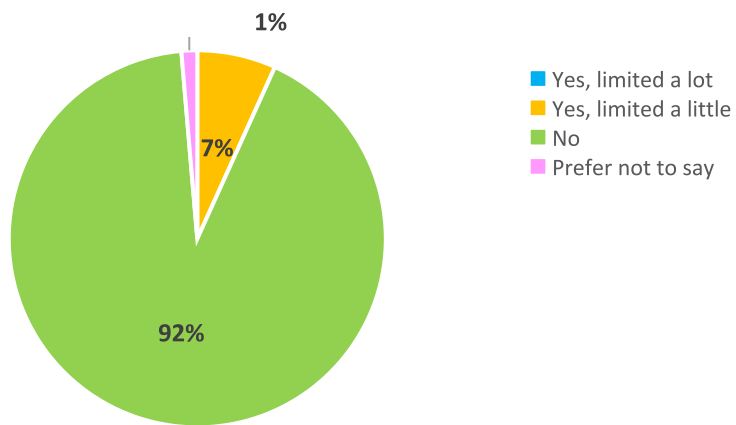
4.2 Gender Identity



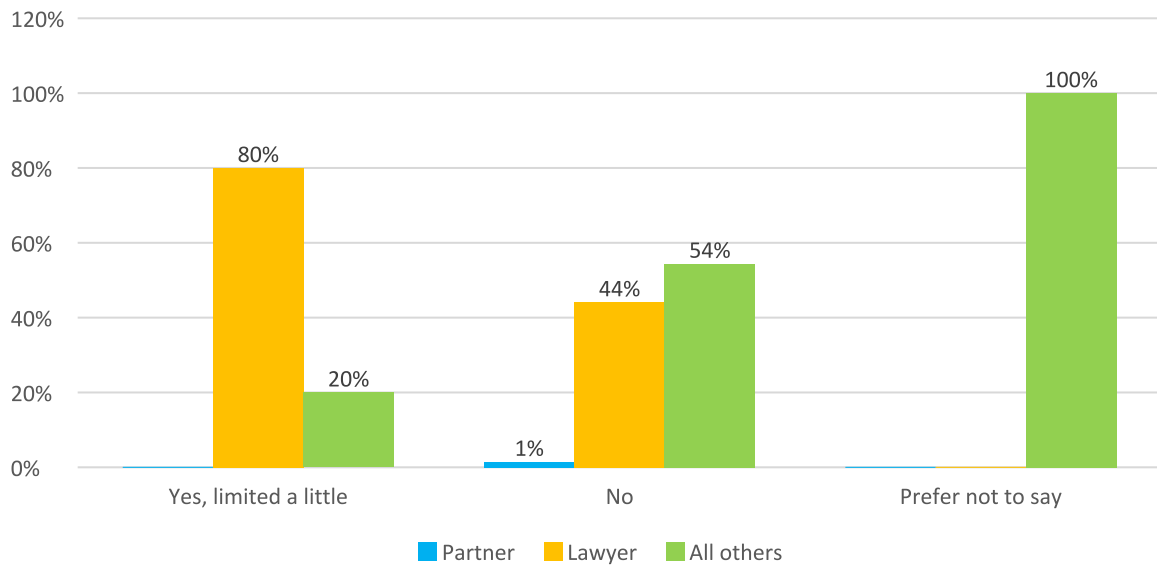
4.3 Disability



Day-to-day limitation to activities because of health problems or disability lasting 12 months

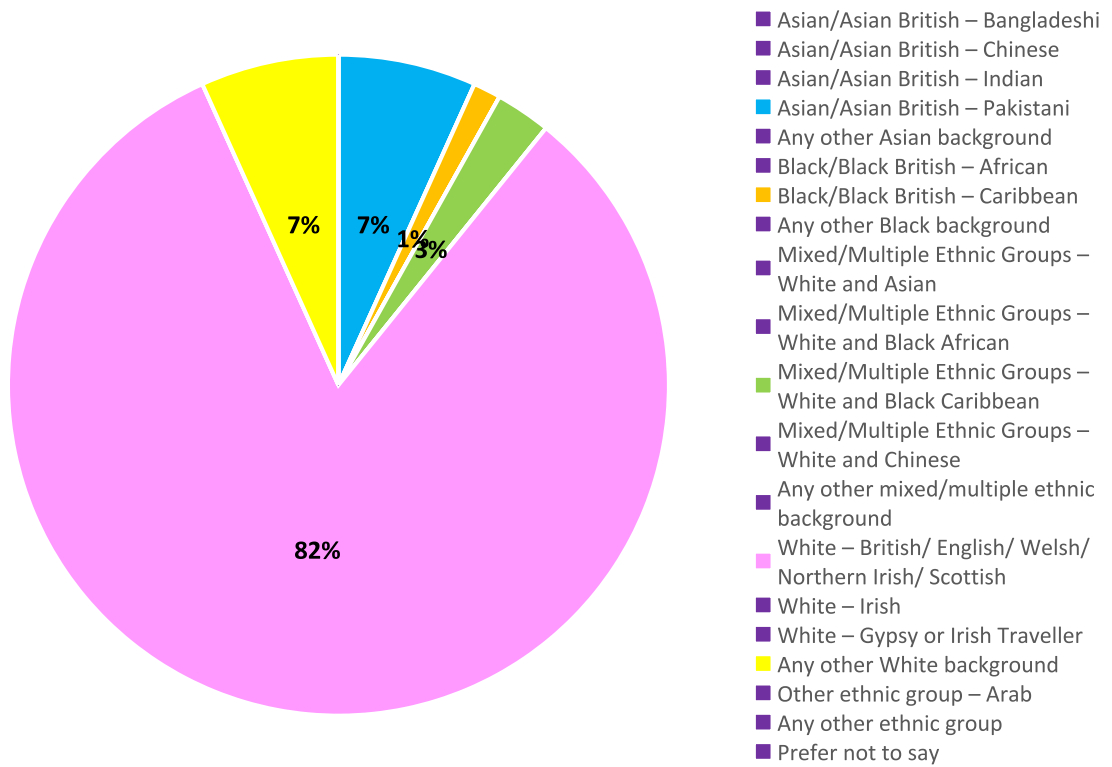


Day-to-day limitation to activities because of health problem or disability lasting 12 months by role

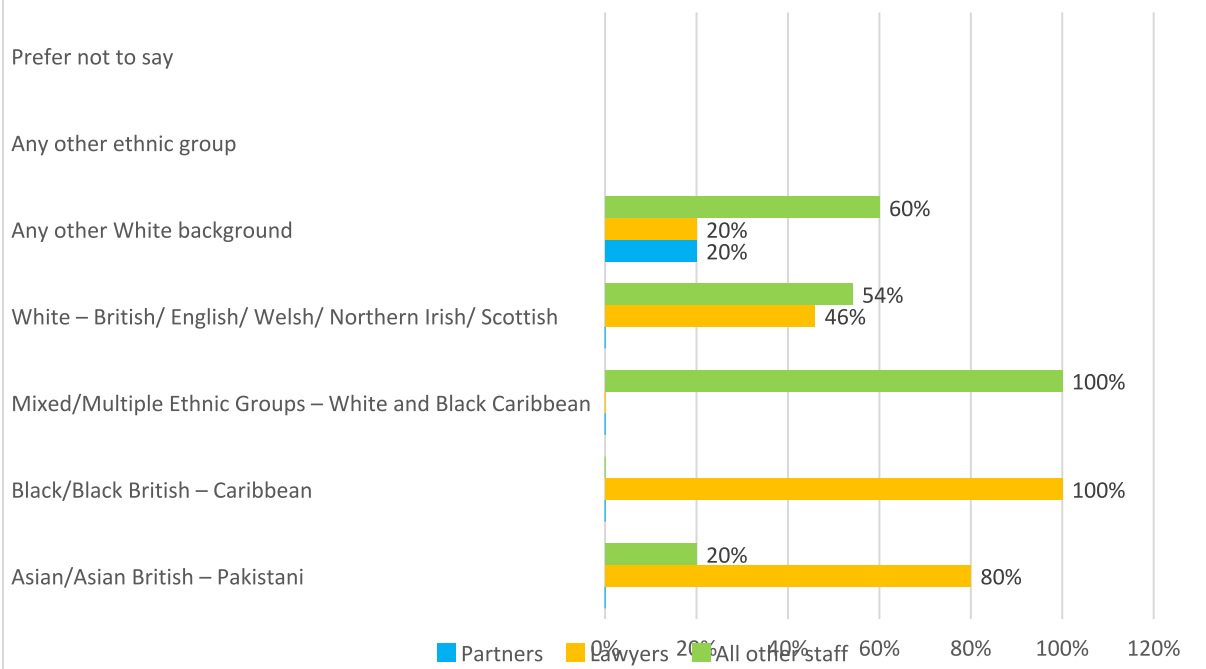


4.4 Ethnicity

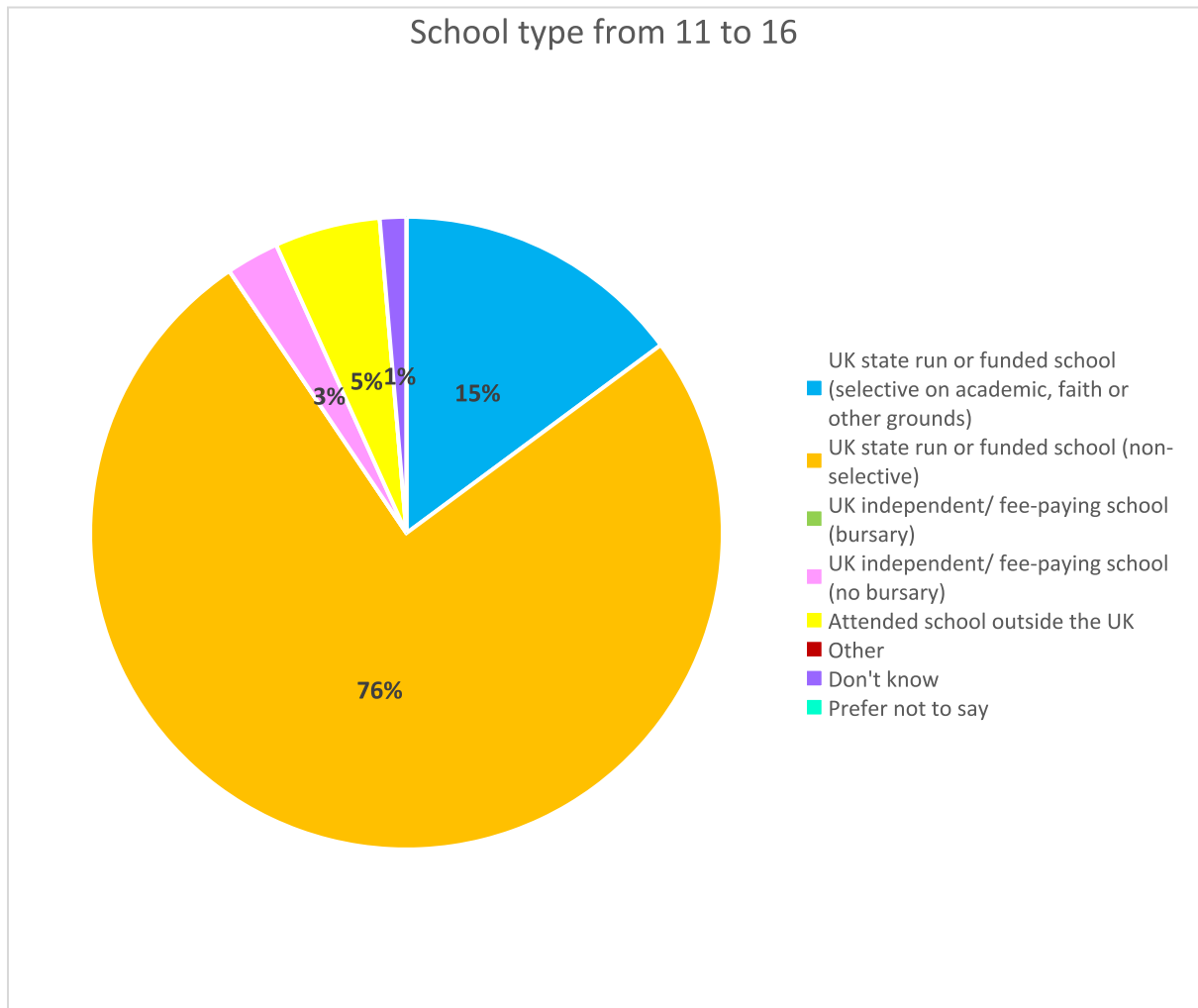
Ethnicity



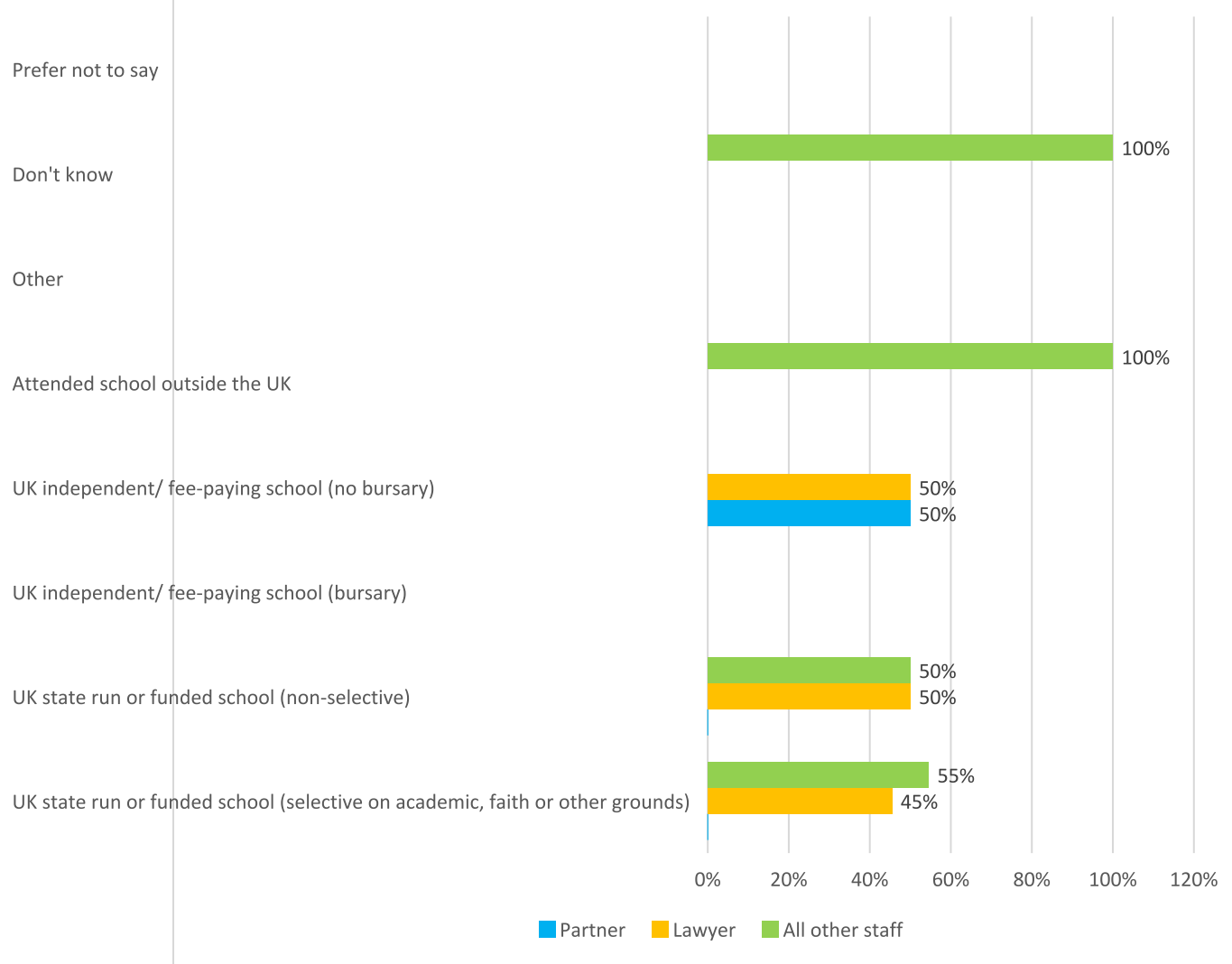
Ethnicity by role



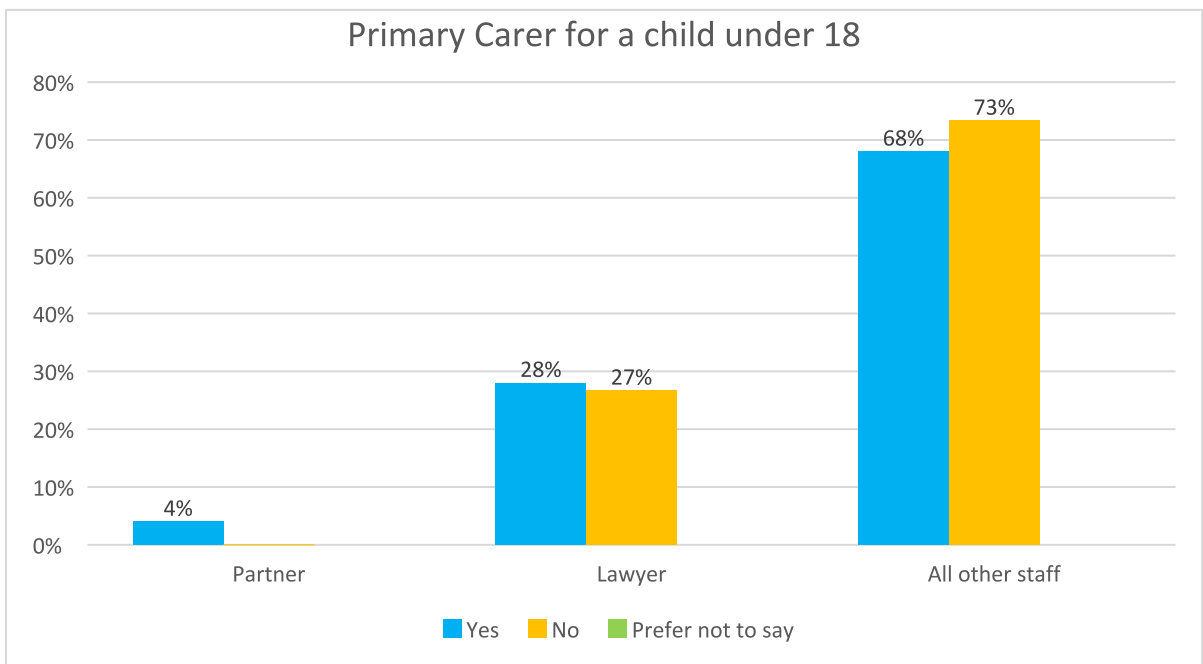
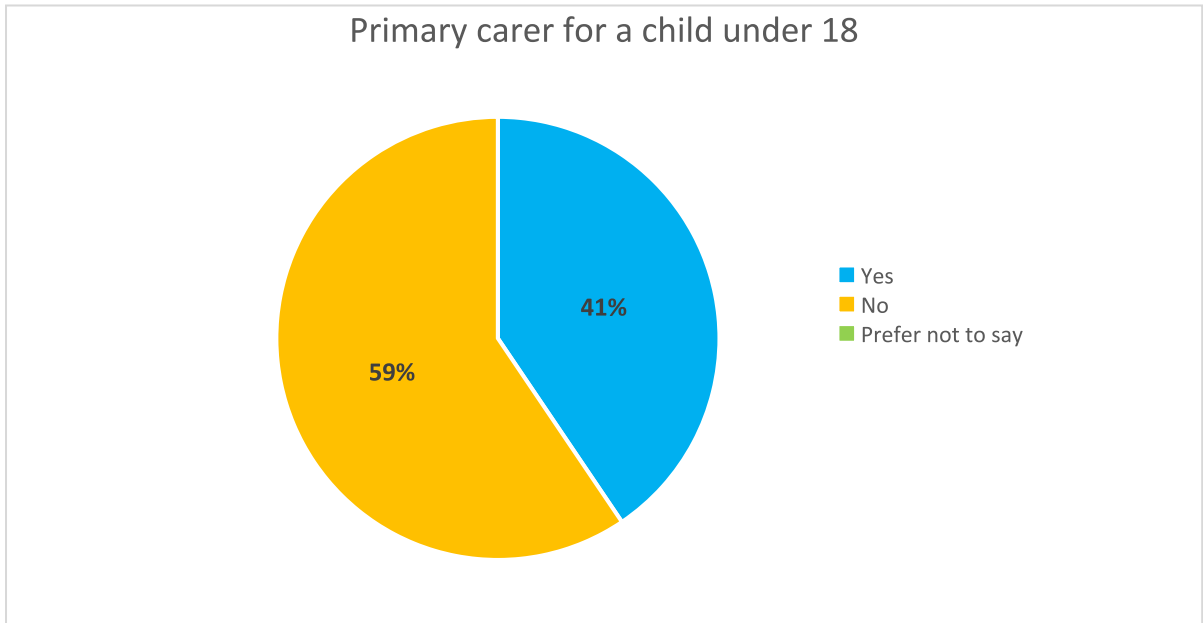
4.5 Social Mobility



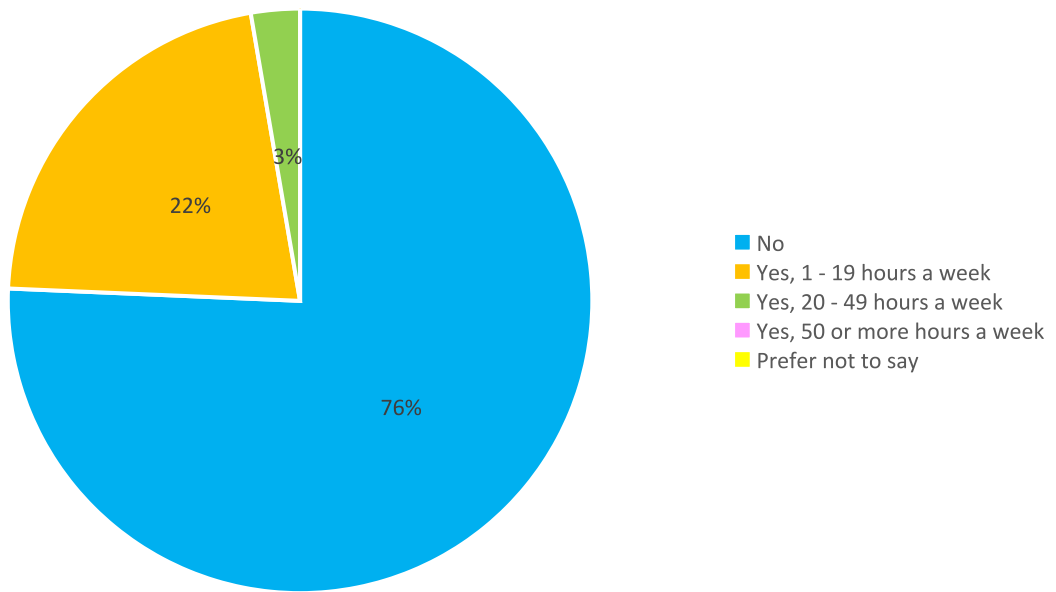
School type by role



4.6 Carers



Time spent providing unpaid care for those with long term physical or mental health caused by disability or age



Time spent providing unpaid care for those with long term physical or mental health caused by disability or age - by role

