



Lawcomm
s o l i c i t o r s

Welcome

Diversity Results

2024 – 2025

A total of 37 staff members completed this survey, which equates to around 70% total. Therefore, this report may not be entirely reflective of the entire workforce.

1. Role Categories								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Full-equity solicitor partner/sole practitioner	1							
Salaried or partial-equity solicitor partners		1						
Solicitor (not partner)			8					
Other fee earning role				15				
Role directly supporting a fee earner					5			
Managerial role						2		
IT/HR/other corporate services role							4	
Barrister								
Chartered Legal Executive (Fellow)/ CILEx								1
Prefer not to say								

2. Which age category are you in?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
16-24								
25-34			5	6	1			
35-44			2	5		1		1
45-54	1		1	3	2		2	
55-64		1		1	1	1	1	
65+					1		1	
Prefer not to say								

3. What is your sex?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Male	1	1	2	4	1		2	
Female			6	11	4	2	2	1
Prefer not to say								

4. Is your gender identity the same as your sex registered at birth?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Yes	1	1	8	15	5	2	4	1
No								
Prefer not to say								

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Yes			1		1			
No	1	1	7	15	3	2	4	1
Prefer not to say					1			

6. Are your day-to-day activities limited by your disability or condition?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Yes, limited a lot								
Yes, limited a little			1		1			
No	1	1	7	15	3	2	4	1
Prefer not to say					1			

7. What is your ethnicity?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Asian / Asian British								
Bangladeshi			1					
Chinese				1				
Indian	1		2	2				
Pakistani			1	1				
Any other Asian background				1				
Black / Black British								
African			1					
Caribbean				1				
Mixed / Multiple ethnic group								
White and Asian				1			2	
White								
British/English/Welsh/Northern Irish/Scottish		1	3	3	5	2	2	1
Any other White background				3				
Prefer not to say								
Prefer not to say				2				

8. What is your religion or belief?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
No religion or belief			1	5	4		1	1
Buddhist			1					
Christian		1	2	4	1	1	1	
Hindu			1	1				
Jewish								
Muslim			2	2				
Sikh	1		1	2			2	
Any other religion or belief								
Prefer not to say				1		1		

9. What is your sexual orientation?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Bi			1		1			
Gay / Lesbian								
Heterosexual	1	1	6	15	4	1	4	1
Other preferred description								
Prefer not to say			1			1		

10. What was the occupation of your main household earner when you were aged about 14?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Modern and traditional professional				3			3	1
Senior, middle, or junior managers or Clerical and intermediate occupation			3	1	3		1	
Technical and craft occupations		1	1	4	1			
Routine, semi-routine, manual, and service occupations			1	2		1		
Small business owners who employed less than 25 people	1			1	1			
Other, such as: retired / this question does not apply to me / I don't know				2				
Prefer not to say			2	2		1		

11. Which type of school did you attend for the most time between the ages of 11 and 16?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
State-run or state-funded school (selective on academic, faith or other grounds)			1	3	2		2	
State-run or state-funded school (non-independent / fee-paying school where I received no bursary or a bursary covering less than 90% or more of my tuition)		1	4	8	3	2		1
Attended school outside the UK	1		1				2	
Don't know / not sure / other			1	3				
Prefer not to say			1	1				

12. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Yes, one or both of my parents attended			1	4			2	
No, neither of my parents attended university	1	1	6	10	4	1	2	1
Don't know / not sure					1	1		
Prefer not to say			1	1				

13. Are you a primary carer for a child or children under 18?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
Yes	1		4	4		1	2	1
No		1	4	11	5	1	2	
Prefer not to say								

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)?								
	solicitor partner/sole practitioner	Salaried or partial-equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Executive (Fellow)/ CILEx Practitioner
No	1		7	13	5	2	4	
Yes, 1 - 19 hours a week		1	1	1				1
Yes, 20 - 49 hours a week				1				
Yes, 50 or more hours a week								
Prefer not to say								