

**SHOOSMITHS**

# UK Diversity Statistics 2023

## Definition of terms

Role category	Notes
Solicitor partner (sole practitioner, member or director)	Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below
Solicitor (not partners)	All other practising solicitors including assistant solicitors, associates or consultants
Other fee earning role	Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals, i.e. those who are not 'authorised persons'
Role directly supporting a fee earner	Includes legal secretaries, administrators, legal assistants, and non fee earning paralegals
Managerial role	Includes non lawyer partners, directors, or members and other such as practice managers, finance and account managers etc
IT/HR/other corporate services role	Includes non-managerial staff working in support services – including finance or accountancy roles
Chartered Legal Executive (Fellow) /CILEx Practitioner	People who are authorised by CILEx Regulation
Licensed Conveyancer	People who are authorised by the Council for Licensed Conveyancers
Costs Lawyer	People who are authorised by the Costs Lawyer Standards Board
Prefer not to say	

An 'authorised person' is a person who is authorised by one of the approved regulators to carry on the relevant activity (defined by the Legal Services Act 2007). Solicitors with a current practising certificate and Registered Foreign Lawyers are 'authorised' by us.

Barrister, Licensed Conveyancer, Patent or Trademark attorney and costs lawyer are omitted from the following reports as this population is not currently large enough to be shown.

Rounding of numbers may mean some totals do not add up to 100%.

## Representation by SRA Role Type

	<b>% of firm</b>
Solicitor partner	13%
Solicitor (not partners)	28%
Other fee earning role	18%
Role directly supporting a fee earner	12%
Managerial Role	9%
IT/HR/Other corporate services	17%
Chartered Legal Executive (Fellow)/CILEx Practitioner	1%
Costs Lawyer	<1%
Licensed Conveyancer	<1%
<b>Firmwide</b>	<b>100%</b>

Licensed Conveyancer and costs lawyer are omitted from the following reports as this population is not currently large enough to be shown.

Rounding of numbers may mean some totals do not add up to 100%.

## Age

	16-24	25-34	35-44	45-54	55-64	65+
Solicitor partner		1%	34%	46%	18%	<1%
Solicitor (not partners)	<1%	48%	34%	13%	5%	<1%
Other fee earning role	31%	55%	5%	6%	2%	<1%
Role directly supporting a fee earner	9%	19%	20%	28%	21%	3%
Managerial Role		25%	32%	27%	15%	2%
IT/HR/Other corporate services	9%	31%	24%	18%	16%	2%
Chartered Legal Executive (Fellow)/CILEx Practitioner		33%	22%	28%	17%	
<b>Firmwide</b>	<b>8%</b>	<b>34%</b>	<b>25%</b>	<b>20%</b>	<b>11%</b>	<b>1%</b>

## Gender

	Men	Women
Solicitor partner	63%	37%
Solicitor (not partners)	34%	66%
Other fee earning role	23%	77%
Role directly supporting a fee earner	3%	97%
Managerial Role	40%	60%
IT/HR/Other corporate services	38%	62%
Chartered Legal Executive (Fellow)/CILEx Practitioner	22%	78%
<b>Firmwide</b>	<b>33%</b>	<b>67%</b>

We have shared gender in binary terms of men and women here, however, there are colleagues in the firm who identify as trans or non-binary. This population is not currently large enough to be shown here so as to protect the identities of our people.

## Disability (according to Equality Act)

	Yes	No	Prefer not to say	No response
Solicitor partner		20%		80%
Solicitor (not partners)		47%		53%
Other fee earning role	<1%	64%	<1%	35%
Role directly supporting a fee earner	1%	40%	1%	59%
Managerial Role	3%	27%		70%
IT/HR/Other corporate services	1%	53%		46%
Chartered Legal Executive (Fellow)/CILEx Practitioner		22%		78%
<b>Firmwide</b>	<b>1%</b>	<b>44%</b>	<b>&lt;1%</b>	<b>55%</b>

Our data disclosure relating to disability status is still limited. We hope in future to be able to share additional data and are always looking for ways to improve engagement and our reporting.

## Ethnicity

	Minority Ethnic	White	Prefer not to say	No response
Solicitor partner	5%	93%	<1%	2%
Solicitor (not partners)	16%	79%	<1%	4%
Other fee earning role	21%	77%		2%
Role directly supporting a fee earner	25%	74%		1%
Managerial Role	4%	85%		11%
IT/HR/Other corporate services	23%	73%		3%
Chartered Legal Executive (Fellow)/CILEx Practitioner	<1%	100%		
<b>Firmwide</b>	<b>18%</b>	<b>78%</b>	<b>&lt;1%</b>	<b>3%</b>

We report grouped categories here to protect the identities of our people.

## Religion or belief

	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other	Prefer not to say	No response
Solicitor partner	18%		39%	2%	<1%		1%	<1%	4%	35%
Solicitor (not partners)	34%		38%	2%	1%	2%	3%	2%	8%	11%
Other fee earning role	49%		27%	3%		6%	2%	1%	4%	7%
Role directly supporting a fee earner	30%		39%			2%	3%	2%	6%	18%
Managerial Role	32%		40%	1%		1%	1%	2%	4%	20%
IT/HR/Other corporate services	36%	<1%	35%	5%		1%	2%	1%	7%	13%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	28%		33%				6%		6%	28%
<b>Firmwide</b>	<b>34%</b>	<b>&lt;1%</b>	<b>36%</b>	<b>2%</b>	<b>&lt;1%</b>	<b>2%</b>	<b>2%</b>	<b>1%</b>	<b>6%</b>	<b>16%</b>

## LGB

	Bi	Gay/lesbian	Heterosexual	Other preferred description	Prefer not to say	No response
<b>Firmwide</b>	<b>2%</b>	<b>4%</b>	<b>83%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>11%</b>

We do not include reporting by level here to protect the identities of our people. See gender table for information on trans and non-binary colleagues

## School type from 11 to 16

	State-selective	State-non selective	Independent – fee	Independent – bursary	Attended school outside the UK	Don't know / not sure	Prefer not to say	No response
Solicitor partner	16%	36%	17%	6%	1%		1%	22%
Solicitor (not partners)	14%	52%	12%	4%	2%	<1%	3%	12%
Other fee earning role	15%	58%	8%	1%	4%	1%	1%	12%
Role directly supporting a fee earner	9%	59%	2%	1%	9%	1%	3%	16%
Managerial Role	13%	61%	3%	1%	3%	1%	1%	15%
IT/HR/Other corporate services	9%	63%	3%	1%	11%	1%	2%	9%
Chartered Legal Executive (Fellow)/CILEx Practitioner	6%	61%	6%		6%			22%
<b>Firmwide</b>	<b>13%</b>	<b>55%</b>	<b>8%</b>	<b>3%</b>	<b>5%</b>	<b>1%</b>	<b>2%</b>	<b>13%</b>

## Parents attended university by time colleague was 18

	No, neither	Yes, one or both	Don't know / not sure	Prefer not to say	No response
Solicitor partner	45%	31%	<1%	1%	22%
Solicitor (not partners)	43%	40%	2%	3%	12%
Other fee earning role	44%	35%	7%	2%	12%
Role directly supporting a fee earner	43%	16%	17%	8%	16%
Managerial Role	50%	19%	11%	2%	17%
IT/HR/Other corporate services	49%	24%	11%	5%	11%
Chartered Legal Executive (Fellow)/CILEx Practitioner	56%	28%			17%
<b>Firmwide</b>	<b>45%</b>	<b>30%</b>	<b>7%</b>	<b>3%</b>	<b>14%</b>

Work of the main / highest income earner in household when colleague aged 14

	Modern and traditional professional	Senior, middle or junior manager	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine and service	Small business owner	Long term unemployed	Other, retired etc	Prefer not to say	Invalid / no response
Solicitor partner	30%	18%	3%	8%	9%	2%	<1%	6%	1%	22%
Solicitor (not partners)	32%	20%	4%	9%	8%	3%	<1%	7%	4%	12%
Other fee earning role	23%	25%	4%	10%	10%	2%	2%	7%	3%	12%
Role directly supporting a fee earner	16%	14%	5%	13%	15%	4%		10%	8%	16%
Managerial Role	20%	21%	5%	14%	12%	3%		7%	2%	16%
IT/HR/ Other corporate services	22%	19%	6%	13%	13%	3%	1%	7%	6%	9%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	11%	33%		17%	22%					17%
<b>Firmwide</b>	<b>25%</b>	<b>20%</b>	<b>4%</b>	<b>11%</b>	<b>11%</b>	<b>3%</b>	<b>1%</b>	<b>7%</b>	<b>4%</b>	<b>14%</b>



## Primary carer for a child under 18

	Yes	No	Prefer not to say	No response
Solicitor partner	41%	35%	2%	22%
Solicitor (not partners)	26%	59%	2%	13%
Other fee earning role	8%	79%	2%	12%
Role directly supporting a fee earner	22%	62%	1%	16%
Managerial Role	28%	56%	1%	15%
IT/HR/Other corporate services	19%	71%	1%	9%
Chartered Legal Executive (Fellow)/CILEx Practitioner	39%	44%		17%
<b>Firmwide</b>	<b>23%</b>	<b>61%</b>	<b>2%</b>	<b>14%</b>

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

	No	Yes, 1-19 hrs pw	Yes, 20-49 hrs pw	Yes, 50+ hrs pw	Prefer not to say	No response
Solicitor partner	72%	2%			2%	24%
Solicitor (not partners)	77%	4%	<1%	1%	4%	14%
Other fee earning role	80%	6%		<1%	2%	12%
Role directly supporting a fee earner	72%	7%		1%	4%	17%
Managerial Role	76%	6%	1%	1%	1%	15%
IT/HR/Other corporate services	81%	4%		2%	3%	10%
Chartered Legal Executive (Fellow)/CILEx Practitioner	83%					17%
<b>Firmwide</b>	<b>77%</b>	<b>5%</b>	<b>&lt;1%</b>	<b>1%</b>	<b>3%</b>	<b>15%</b>

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