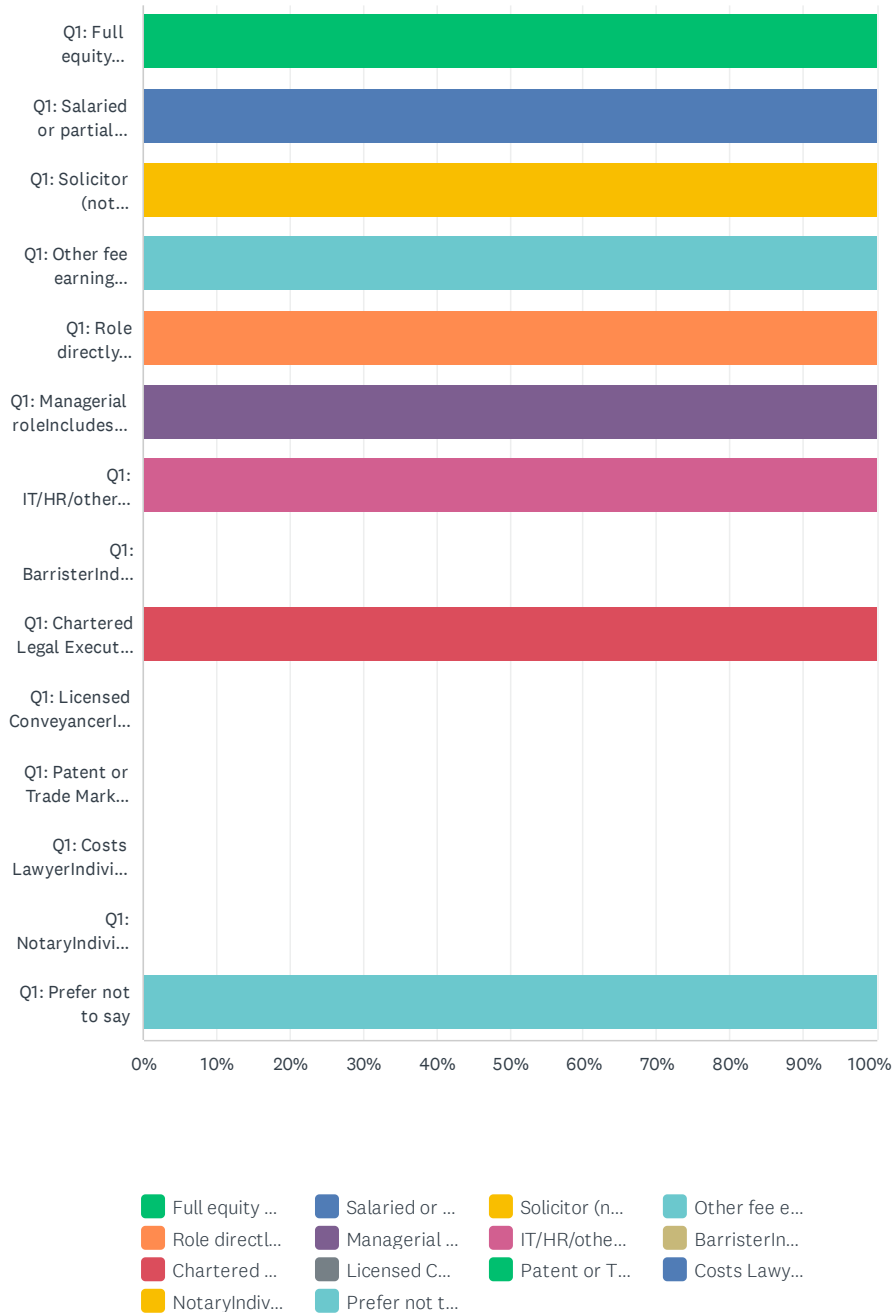


Diversity Questionnaire 2023

Q1 Select one category which best describes your role in the firm. (Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

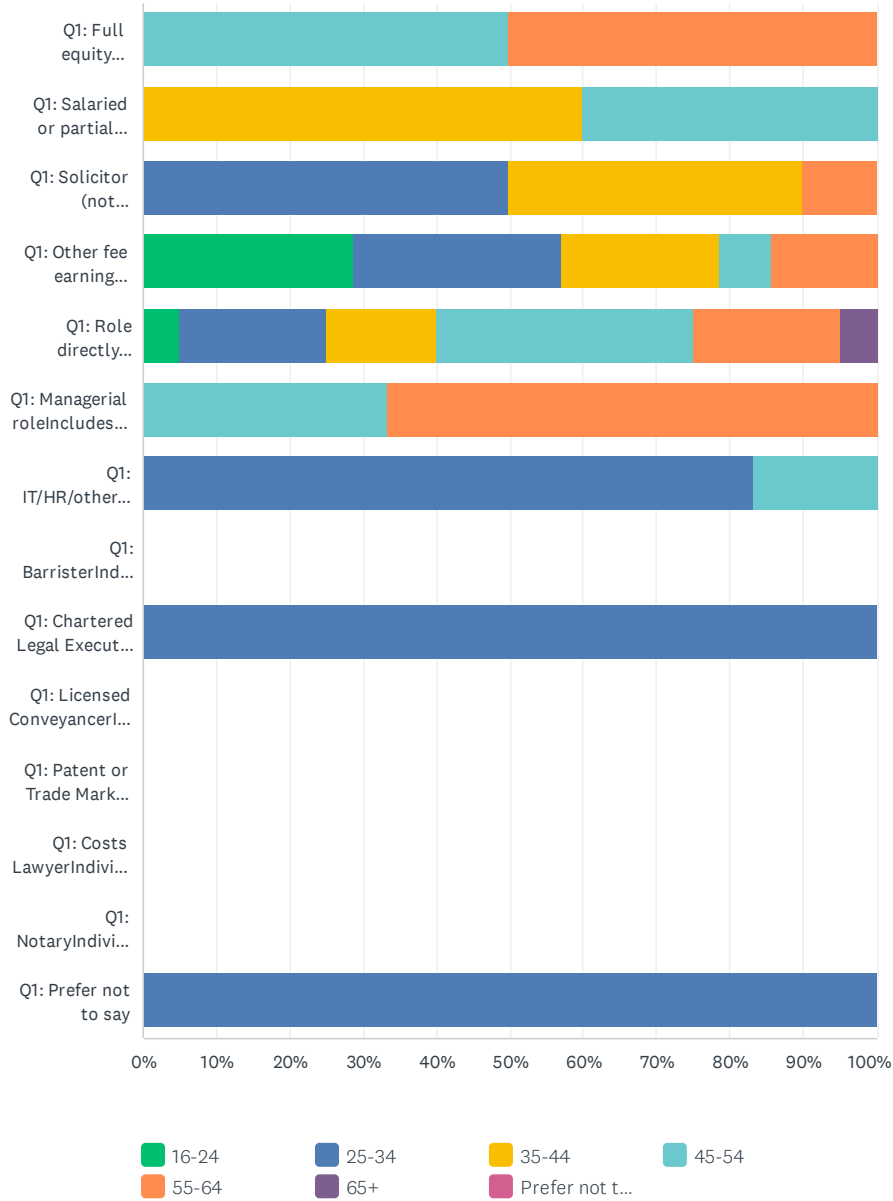
	FULL EQUITY SOLICITOR PARTNERS PARTNERS, MEMBERS OR DIRECTORS WHO ARE NOT SOLICITORS SHOULD BE RECORDED IN THE 'MANAGERIAL ROLE' CATEGORY BELOW.	SALARIED OR PARTIAL EQUITY SOLICITOR PARTNERS PARTNERS, MEMBERS OR DIRECTORS WHO ARE NOT SOLICITORS SHOULD BE RECORDED IN THE 'MANAGERIAL ROLE' CATEGORY BELOW.	SOLICITOR (NOT PARTNER) 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, OR NON-FEE EARNING PARALEGALS.	MANAGERIAL ROLE INCLUDES NON-LAWYER MANAGERS, DIRECTORS, OR MEMBERS AND OTHERS SUCH AS PRACTICE MANAGERS, FINANCE OR ACCOUNT MANAGERS ETC.
Q1: Full equity solicitor partners Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	100.00% 6	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Salaried or partial equity solicitor partners Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Solicitor (not partner) All other practising solicitors including assistant solicitors, associates or consultants. (C)	0.00% 0	0.00% 0	100.00% 10	0.00% 0	0.00% 0	0.00% 0
Q1: 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'. (D)	0.00% 0	0.00% 0	0.00% 0	100.00% 14	0.00% 0	0.00% 0
Q1: Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 20	0.00% 0
Q1: Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 3
Q1: IT/HR/other corporate services role Not an authorised person and not individuals in a	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Diversity Questionnaire 2023

managerial role - includes finance or accountancy roles. (G)								
Q1: Barrister/Individuals authorised by the Bar Standards Board. (H)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Chartered Legal Executive (Fellow)/ CILEx Practitioner/People who are authorised by CILEx Regulation (I)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Licensed Conveyancer/Individuals authorised by the Council for Licensed Conveyancers. (J)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Patent or Trade Mark Attorney/Individuals authorised by the Intellectual Property Regulation Board. (K)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Costs Lawyer/Individuals authorised by the Costs Lawyer Standards Board. (L)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Notary/Individuals authorised by the Master of the Faculties. (M)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Q1: Prefer not to say (N)	0.00%	0	0.00%	0	0.00%	0	0.00%	0
Total Respondents	6	5	10	14	20	3		

Q2 Which age category are you in?

Answered: 66 Skipped: 0

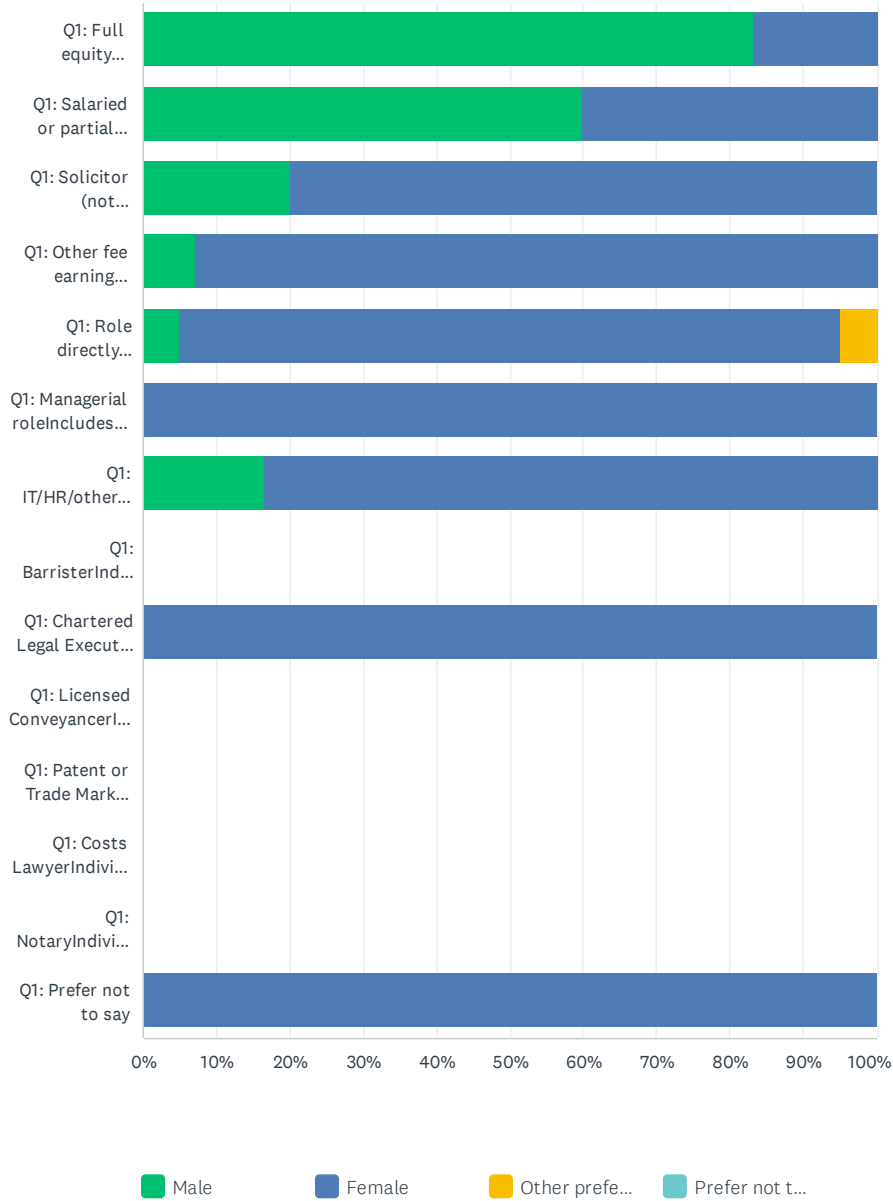


Diversity Questionnaire 2023

	16-24	25-34	35-44	45-54	55-64	65+	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	0.00% 0	0.00% 0	0.00% 0	50.00% 3	50.00% 3	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	0.00% 0	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	0.00% 0	50.00% 5	40.00% 4	0.00% 0	10.00% 1	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	28.57% 4	28.57% 4	21.43% 3	7.14% 1	14.29% 2	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	5.00% 1	20.00% 4	15.00% 3	35.00% 7	20.00% 4	5.00% 1	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	0.00% 0	33.33% 1	66.67% 2	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	0.00% 0	83.33% 5	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Total Respondents	5	20	13	15	12	1	0	66

Q3 What is your sex?

Answered: 66 Skipped: 0

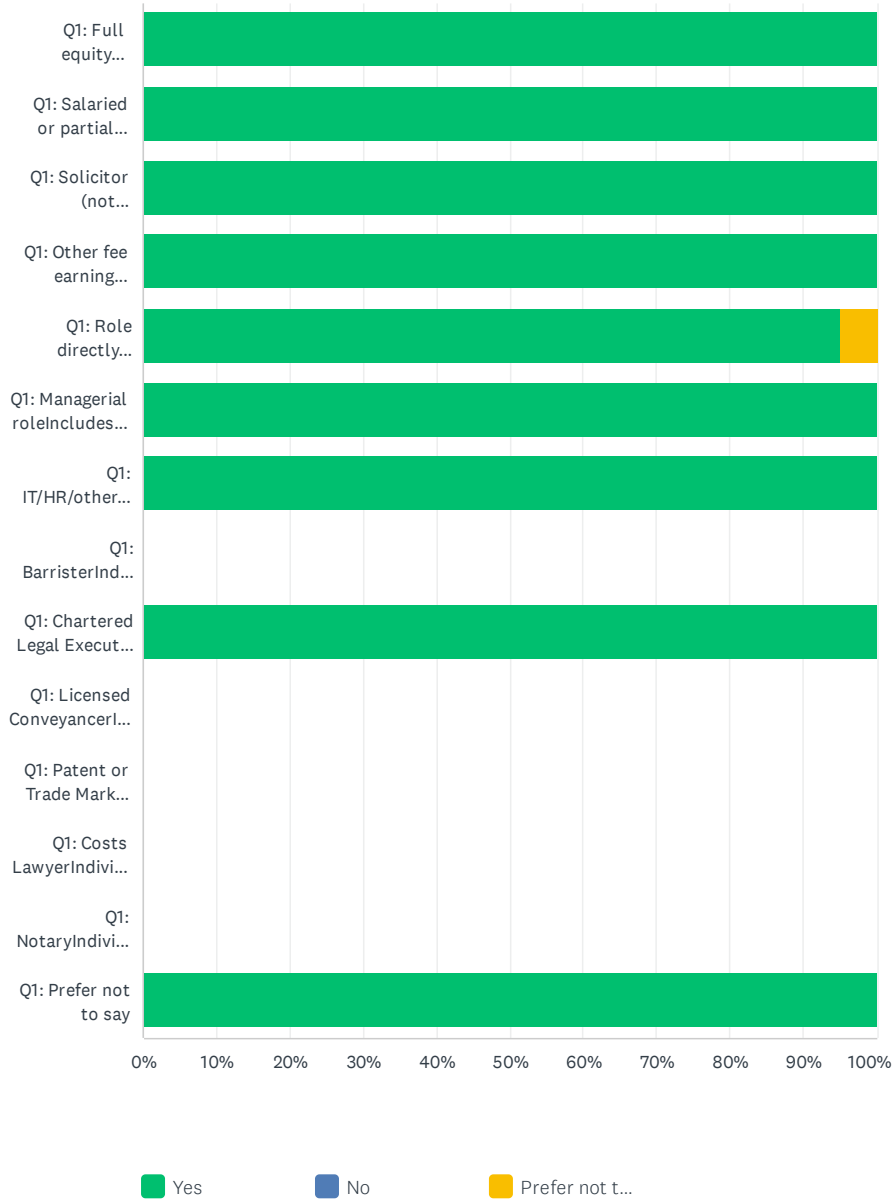


Diversity Questionnaire 2023

	MALE	FEMALE	OTHER PREFERRED DESCRIPTION	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	83.33% 5	16.67% 1	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	60.00% 3	40.00% 2	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	20.00% 2	80.00% 8	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	7.14% 1	92.86% 13	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	5.00% 1	90.00% 18	5.00% 1	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	100.00% 3	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	16.67% 1	83.33% 5	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Total Respondents	13	52	1	0	66

Q4 Is the gender you identify with the same as your sex registered at birth?

Answered: 66 Skipped: 0

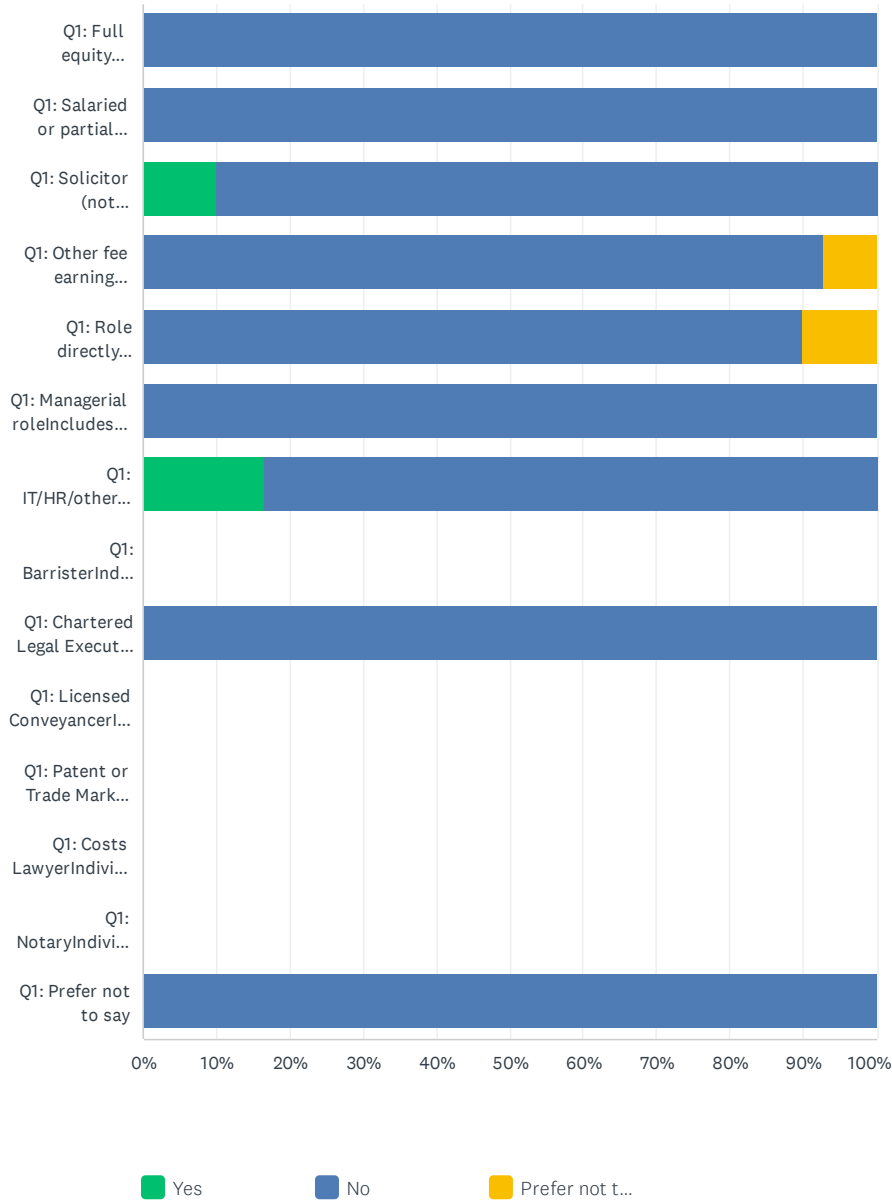


Diversity Questionnaire 2023

	YES	NO	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	100.00% 6	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	100.00% 5	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	100.00% 10	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	100.00% 14	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	95.00% 19	0.00% 0	5.00% 1	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	100.00% 3	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	100.00% 6	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Total Respondents	65	0	1	66

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010? (The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day to day activities. If you have a condition which fits the Equality Act definition, please tick "yes" even if you are not limited by your condition.

Answered: 66 Skipped: 0

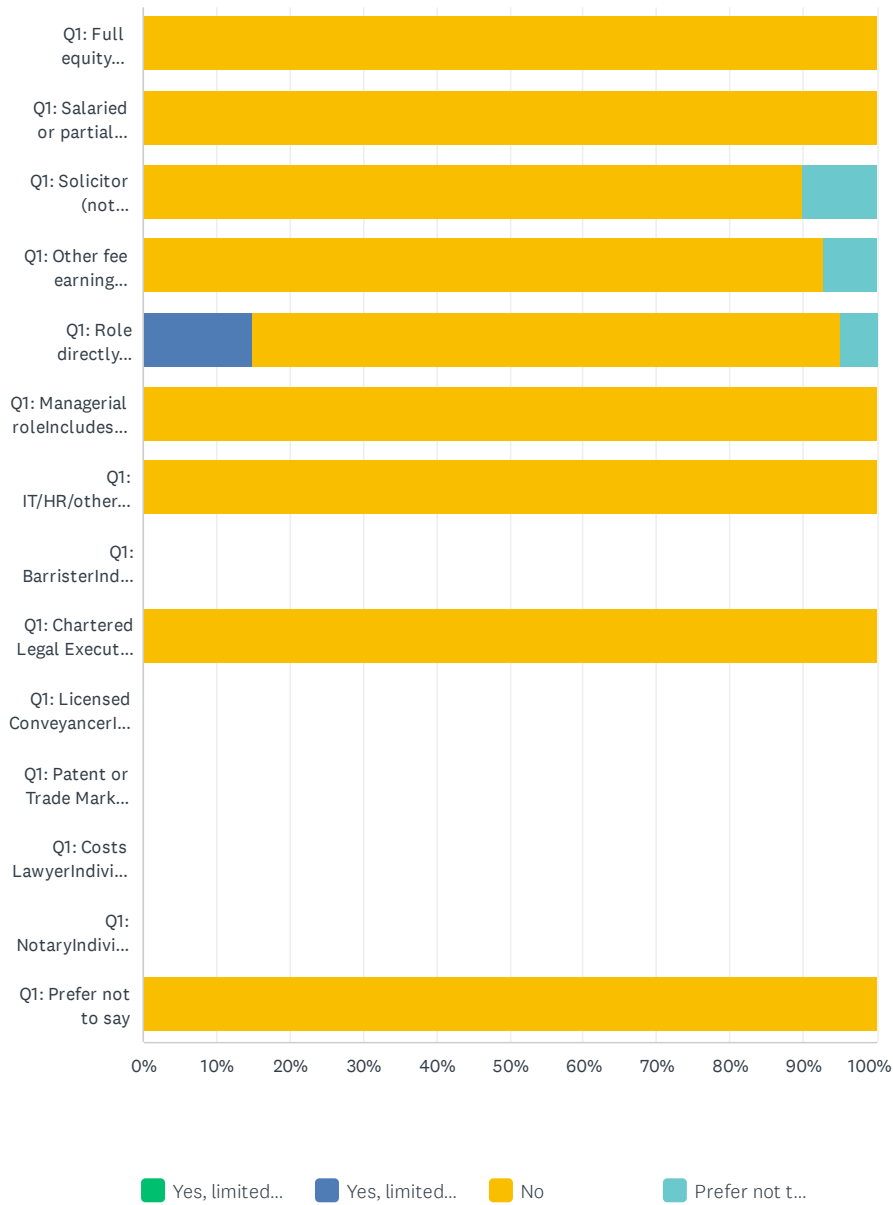


Diversity Questionnaire 2023

	YES	NO	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	0.00% 0	100.00% 6	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	100.00% 5	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	10.00% 1	90.00% 9	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	0.00% 0	92.86% 13	7.14% 1	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	0.00% 0	90.00% 18	10.00% 2	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	100.00% 3	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	16.67% 1	83.33% 5	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	100.00% 1	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	100.00% 1	0.00% 0	1.52% 1
Total Respondents	2	61	3	66

Q6 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?

Answered: 66 Skipped: 0

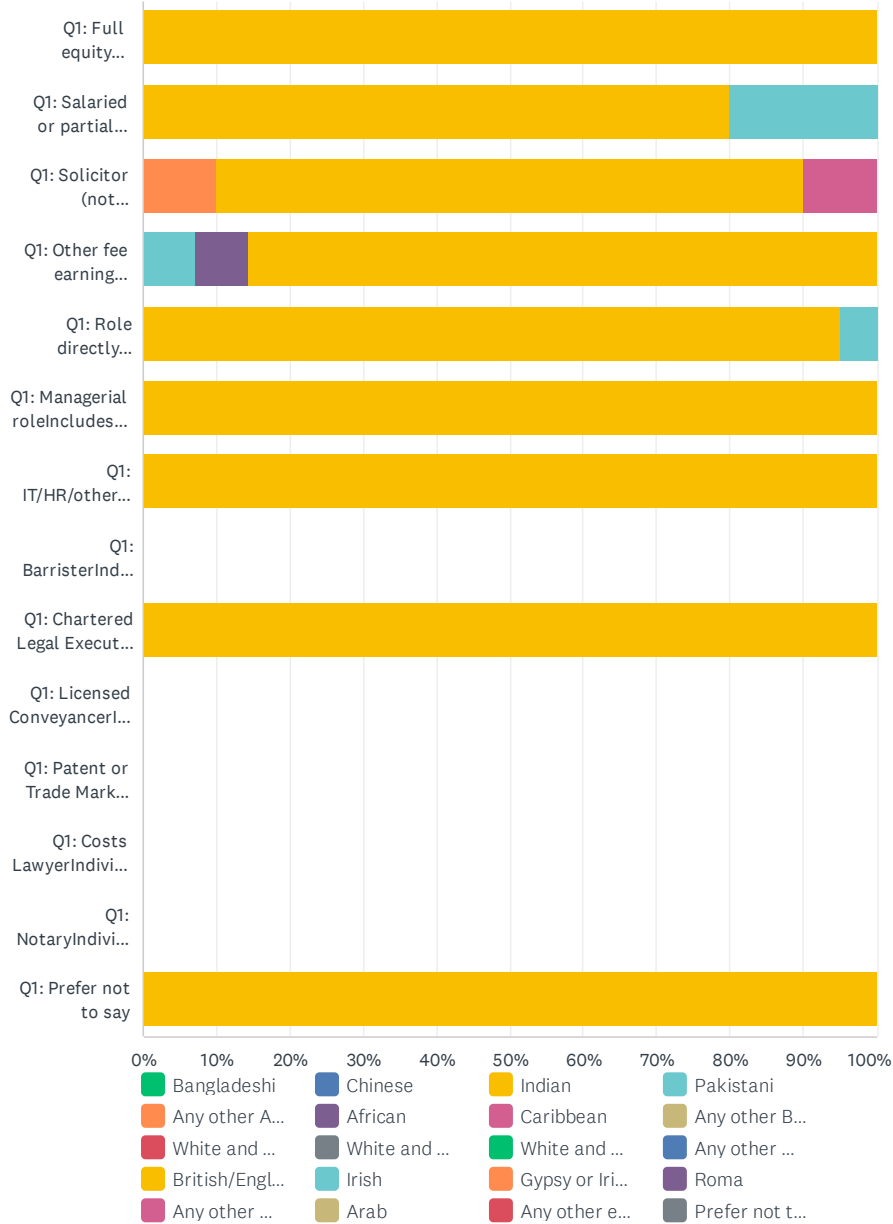


Diversity Questionnaire 2023

	YES, LIMITED A LOT	YES, LIMITED A LITTLE	NO	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	0.00% 0	0.00% 0	100.00% 6	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	0.00% 0	100.00% 5	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	0.00% 0	0.00% 0	90.00% 9	10.00% 1	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	0.00% 0	0.00% 0	92.86% 13	7.14% 1	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	0.00% 0	15.00% 3	80.00% 16	5.00% 1	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	100.00% 3	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	0.00% 0	0.00% 0	100.00% 6	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	1.52% 1
Total Respondents	0	3	60	3	66

Q7 What is your ethnic group?

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

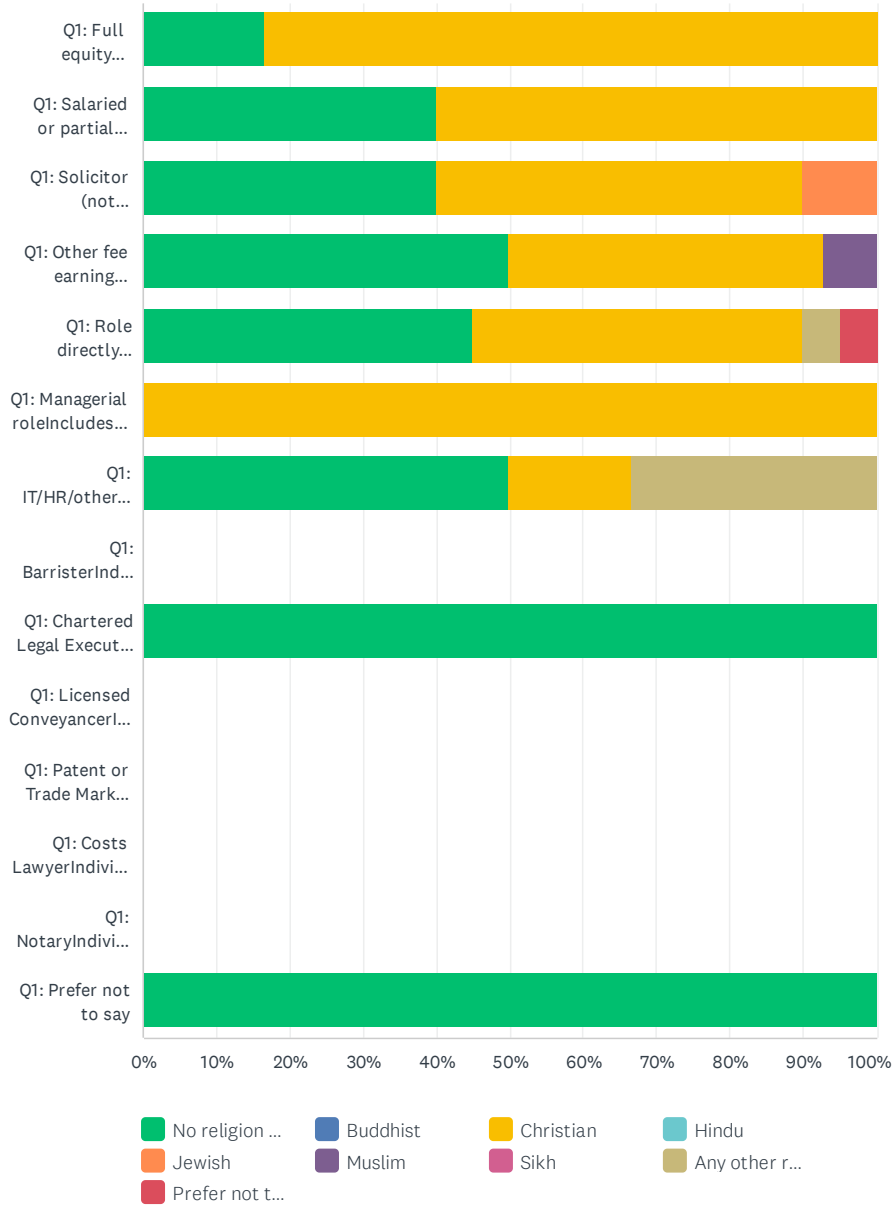
	BANGLADESHI	CHINESE	INDIAN	PAKISTANI	ANY OTHER ASIAN BACKGROUND	AFRICAN	CARIBBEAN	ANY OTHER BLACK BACKGROUND	WHITE AND ASIAN	W A B A
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Other fee earning roleIncludes 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'. (D)	0.00% 0	0.00% 0	0.00% 0	7.14% 1	0.00% 0	7.14% 1	0.00% 0	0.00% 0	0.00% 0	
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: Licensed ConveyancerIndividuals authorised by the	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	

Diversity Questionnaire 2023

Council for Licensed Conveyancers. (J)										
Q1: Patent or Trade Mark Attorney/Individuals authorised by the Intellectual Property Regulation Board. (K)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0	0	0	0
Q1: Costs Lawyer/Individuals authorised by the Costs Lawyer Standards Board. (L)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0	0	0	0
Q1: Notary/Individuals authorised by the Master of the Faculties. (M)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0	0	0	0
Q1: Prefer not to say (N)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0	0	0	0
Total Respondents	0	0	0	1	1	1	0	0	0	0

Q8 What is your religion or belief?

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

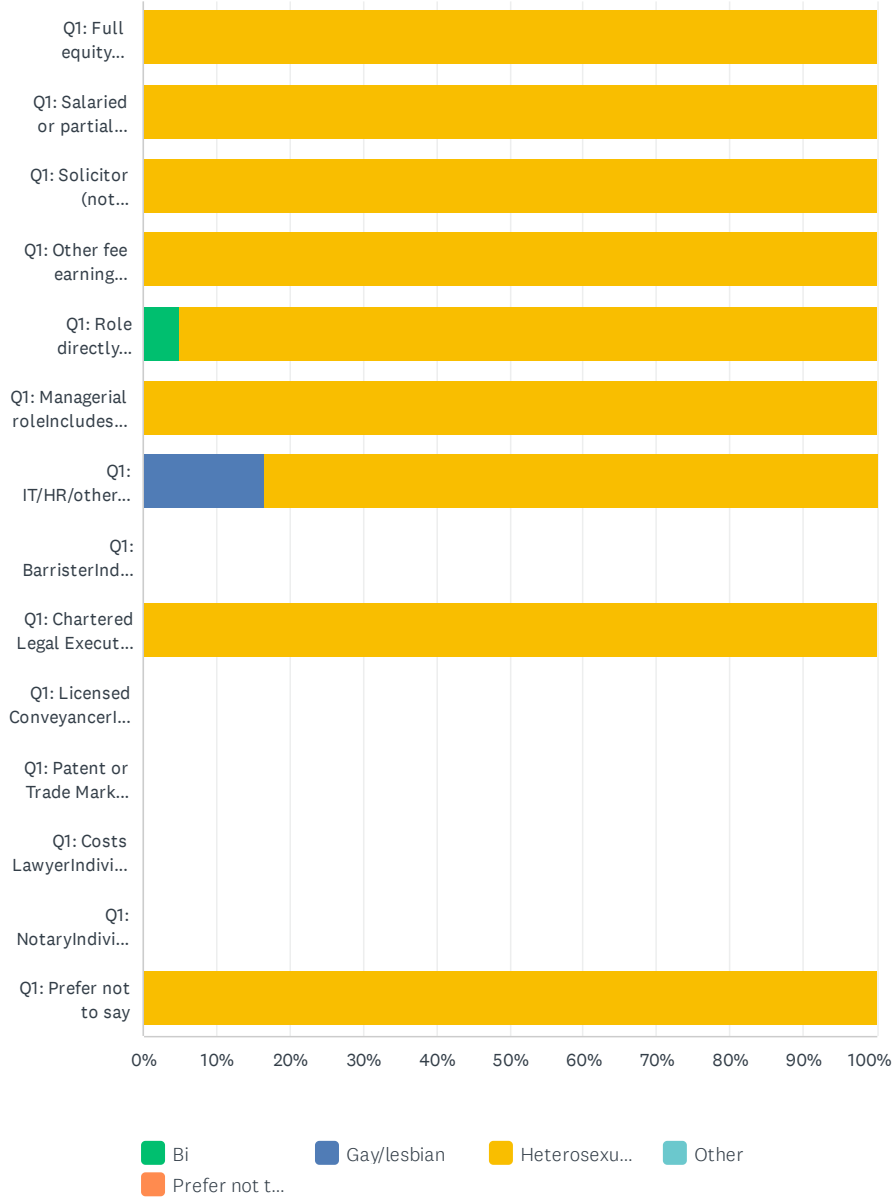
	NO RELIGION OR BELIEF/ATHEIST	BUDDHIST	CHRISTIAN	HINDU	JEWISH	MUSLIM	SIKH	ANY OTHER RELIGION OR BELIEF	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	16.67% 1	0.00% 0	83.33% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	40.00% 2	0.00% 0	60.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	40.00% 4	0.00% 0	50.00% 5	0.00% 0	10.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	50.00% 7	0.00% 0	42.86% 6	0.00% 0	0.00% 0	7.14% 1	0.00% 0	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	45.00% 9	0.00% 0	45.00% 9	0.00% 0	0.00% 0	0.00% 0	0.00% 0	5.00% 1	5.00% 1	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	50.00% 3	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Diversity Questionnaire 2023

Q1: Prefer not to say (N)	100.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	1.52%
	1	0	0	0	0	0	0	0	0	0	1
Total Respondents	28	0	32	0	1	1	0	3	1		66

Q9 What is your sexual orientation?

Answered: 66 Skipped: 0

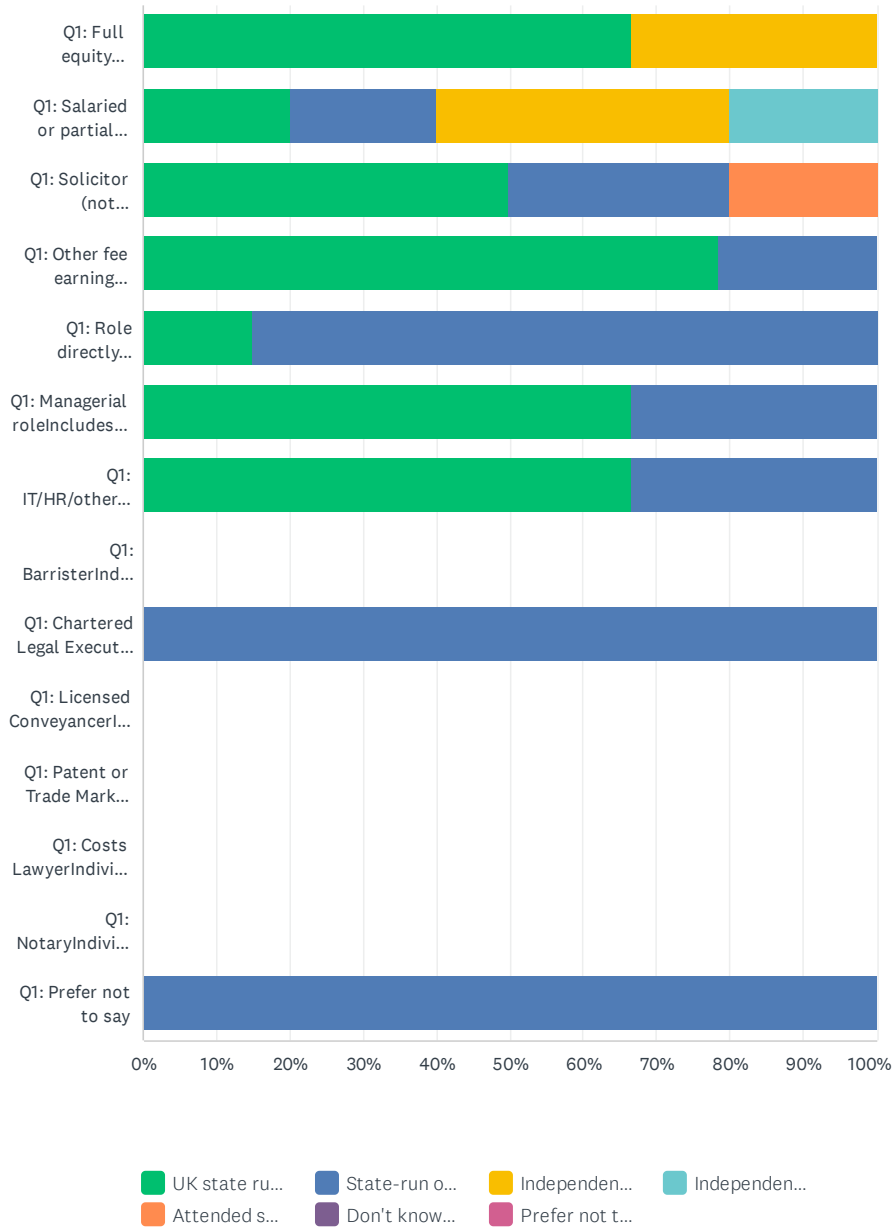


Diversity Questionnaire 2023

	BI	GAY/LESBIAN	HETEROSEXUAL/STRAIGHT	OTHER	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	0.00% 0	0.00% 0	100.00% 6	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	0.00% 0	0.00% 0	100.00% 5	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	0.00% 0	0.00% 0	100.00% 10	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	0.00% 0	0.00% 0	100.00% 14	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	5.00% 1	0.00% 0	95.00% 19	0.00% 0	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	0.00% 0	100.00% 3	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	0.00% 0	16.67% 1	83.33% 5	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	0.00% 0	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Total Respondents	1	1	64	0	0	66

Q10 What type of school did you mainly attend between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

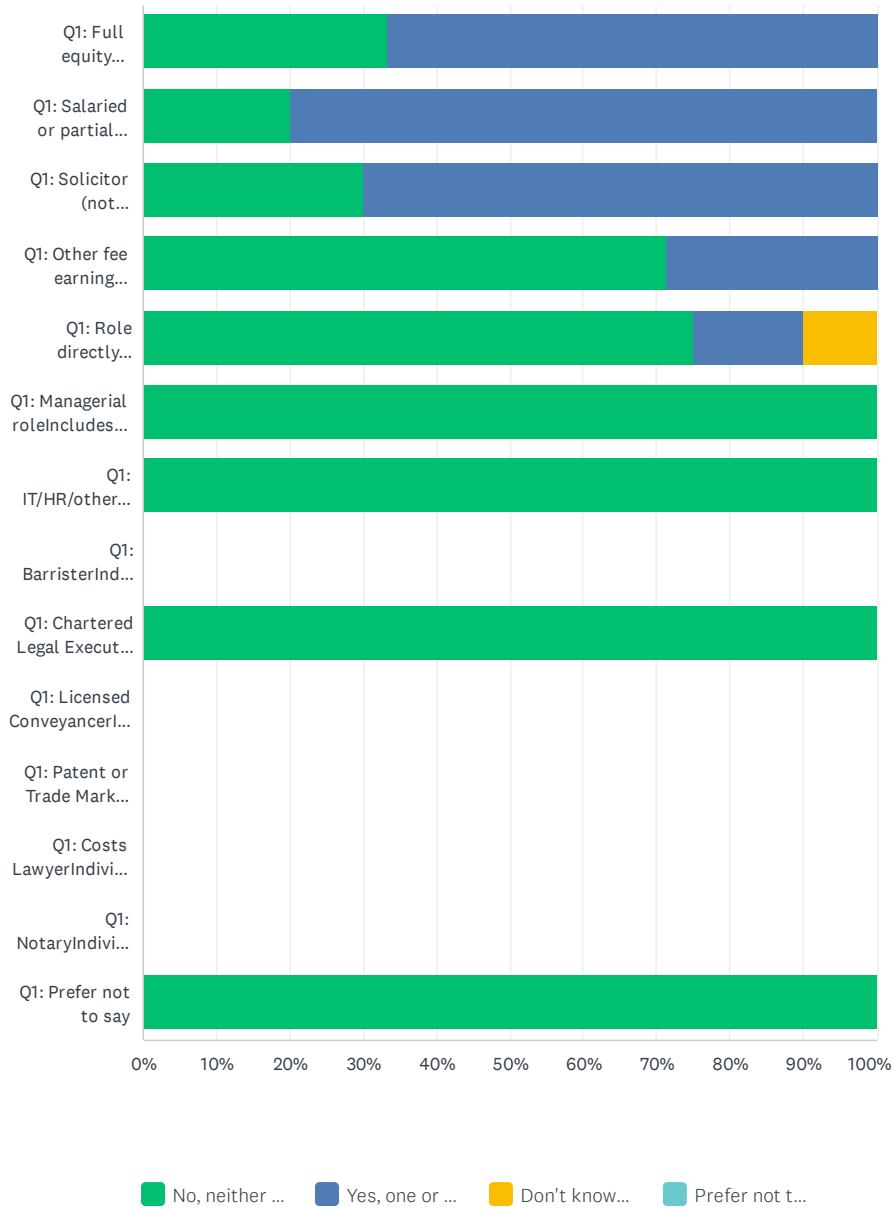
	UK STATE RUN OR FUNDED SCHOOL (SELECTIVE ON ACADEMIC, FAITH OR OTHER GROUNDS)	STATE-RUN OR STATE-FUNDED SCHOOL (NON-SELECTIVE)	INDEPENDENT / FEE-PAYING SCHOOL WHERE I RECEIVED NO BURSARY OR A BURSARY COVERING LESS THAN 90% OF MY TUITION	INDEPENDENT / FEE-PAYING SCHOOL WHERE I RECEIVED A BURSARY COVERING 90% OR MORE OF MY TUITION	ATTENDED SCHOOL OUTSIDE THE UK	DON'T KNOW/NOT SURE	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	66.67% 4	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	20.00% 1	20.00% 1	40.00% 2	20.00% 1	0.00% 0	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	50.00% 5	30.00% 3	0.00% 0	0.00% 0	20.00% 2	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	78.57% 11	21.43% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	15.00% 3	85.00% 17	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	66.67% 2	33.33% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	66.67% 4	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0

Diversity Questionnaire 2023

Lawyer Standards Board. (L)								
Q1: Notary Individuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Total Respondents	30	29	4	1	2	0	0	66

Q11 Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

Answered: 66 Skipped: 0

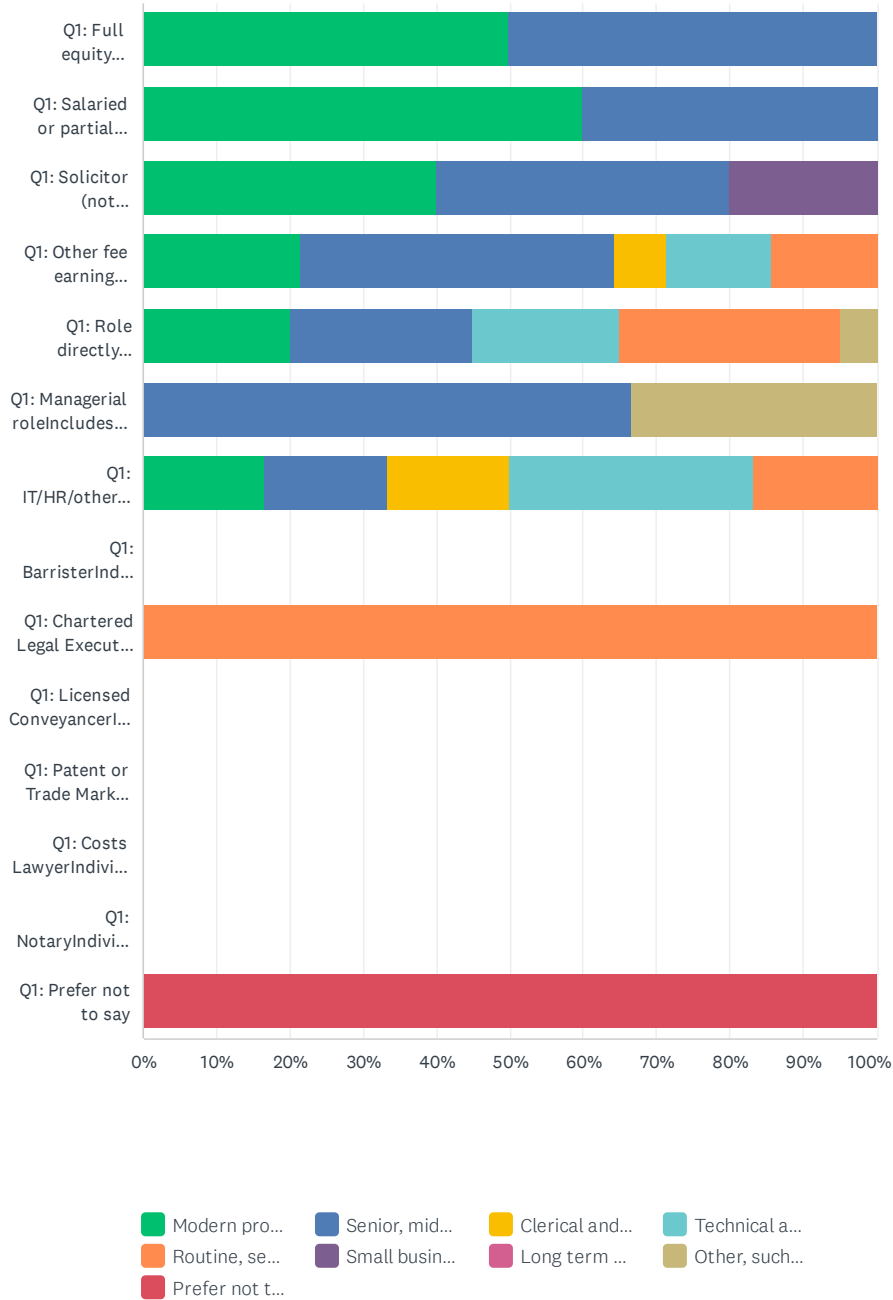


Diversity Questionnaire 2023

	NO, NEITHER OF MY PARENTS ATTENDED UNIVERSITY	YES, ONE OR BOTH OF MY PARENTS ATTENDED UNIVERSITY	DON'T KNOW/NOT SURE	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	33.33% 2	66.67% 4	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	20.00% 1	80.00% 4	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	30.00% 3	70.00% 7	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	71.43% 10	28.57% 4	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	75.00% 15	15.00% 3	10.00% 2	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	100.00% 3	0.00% 0	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	100.00% 6	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Total Respondents	42	22	2	0	66

Q12 What was the occupation of your main household earner when you were about 14?

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

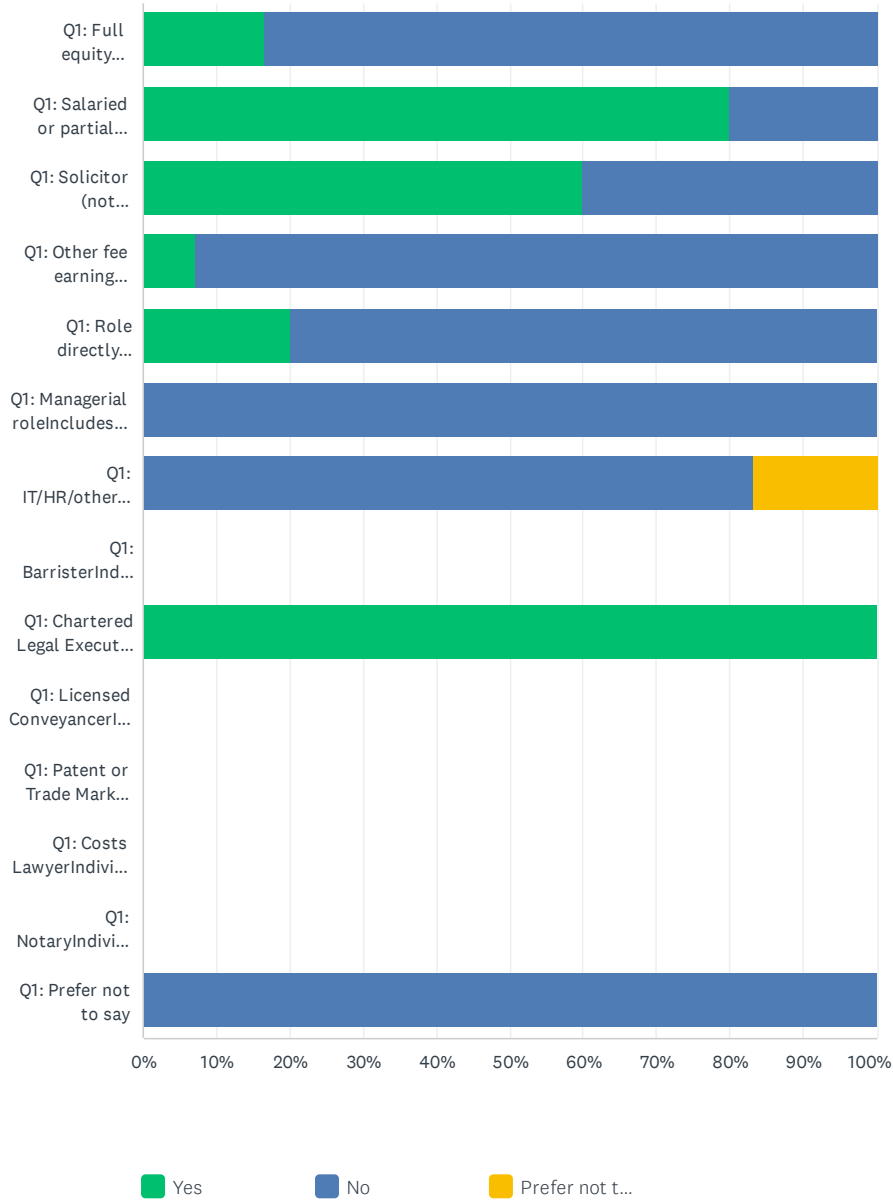
	MODERN PROFESSIONAL AND TRADITIONAL PROFESSIONAL OCCUPATIONS SUCH AS: TEACHER, NURSE, PHYSIOTHERAPIST, SOCIAL WORKER, MUSICIAN, POLICE OFFICER (SERGEANT OR ABOVE), SOFTWARE DESIGNER, ACCOUNTANT, SOLICITOR, MEDICAL PRACTITIONER, SCIENTIST, CIVIL / MECHANICAL ENGINEER.	SENIOR, MIDDLE, OR JUNIOR MANAGERS OR ADMINISTRATORS SUCH AS: FINANCE MANAGER, CHIEF EXECUTIVE, LARGE BUSINESS OWNER, OFFICE MANAGER, RETAIL MANAGER, BANK MANAGER, RESTAURANT MANAGER, WAREHOUSE MANAGER.	CLERICAL AND INTERMEDIATE OCCUPATIONS SUCH AS: SECRETARY, PERSONAL ASSISTANT, CALL CENTRE AGENT, CLERICAL WORKER, NURSERY NURSE.	TECHNICAL AND CRAFT OCCUPATIONS SUCH AS: MOTOR MECHANIC, PLUMBER, PRINTER, ELECTRICIAN, GARDENER, TRAIN DRIVER.	ROUTINE, SEMI-ROUTINE, MANUAL, AND SERVICE OCCUPATIONS SUCH AS: POSTAL WORKER, MACHINE OPERATIVE, SECURITY GUARD, CARETAKER, FARM WORKER, CATERING ASSISTANT, SALES ASSISTANT, HGV DRIVER, CLEANER, PORTER, PACKER, LABOURER, WAITER/WAITRESS, BAR STAFF.	SMALL BUSINESS OWNERS WHO EMPLOYED LESS THAN 25 PEOPLE SUCH AS: CORNER SHOP OWNERS, SMALL PLUMBING COMPANIES, RETAIL SHOP OWNER, SINGLE RESTAURANT OR CAFE OWNER, TAXI OWNER, GARAGE OWNER.	LONG TERM UNEMPLOYED (CLAIMED JOBSEEKING ALLOWANCE EARLIER THAN UNEMPLOYED BENEFIT MORE THAN 1 YEAR)
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	50.00% 3	50.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	60.00% 3	40.00% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	40.00% 4	40.00% 4	0.00% 0	0.00% 0	0.00% 0	20.00% 2	
Q1: Other fee earning roleIncludes 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'. (D)	21.43% 3	42.86% 6	7.14% 1	14.29% 2	14.29% 2	0.00% 0	
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	20.00% 4	25.00% 5	0.00% 0	20.00% 4	30.00% 6	0.00% 0	
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	66.67% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a	16.67% 1	16.67% 1	16.67% 1	33.33% 2	16.67% 1	0.00% 0	

Diversity Questionnaire 2023

managerial role - includes finance or accountancy roles. (G)							
Q1: Barrister/Individuals authorised by the Bar Standards Board. (H)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Q1: Chartered Legal Executive (Fellow)/ CILEx Practitioner/People who are authorised by CILEx Regulation (I)	0.00%	0.00%	0.00%	0.00%	100.00%	0.00%	0.00%
	0	0	0	0	1	0	0
Q1: Licensed Conveyancer/Individuals authorised by the Council for Licensed Conveyancers. (J)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Q1: Patent or Trade Mark Attorney/Individuals authorised by the Intellectual Property Regulation Board. (K)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Q1: Costs Lawyer/Individuals authorised by the Costs Lawyer Standards Board. (L)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Q1: Notary/Individuals authorised by the Master of the Faculties. (M)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Q1: Prefer not to say (N)	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
	0	0	0	0	0	0	0
Total Respondents	18	23	2	8	10	2	0

Q13 Are you a primary carer for a child or children under 18?

Answered: 66 Skipped: 0

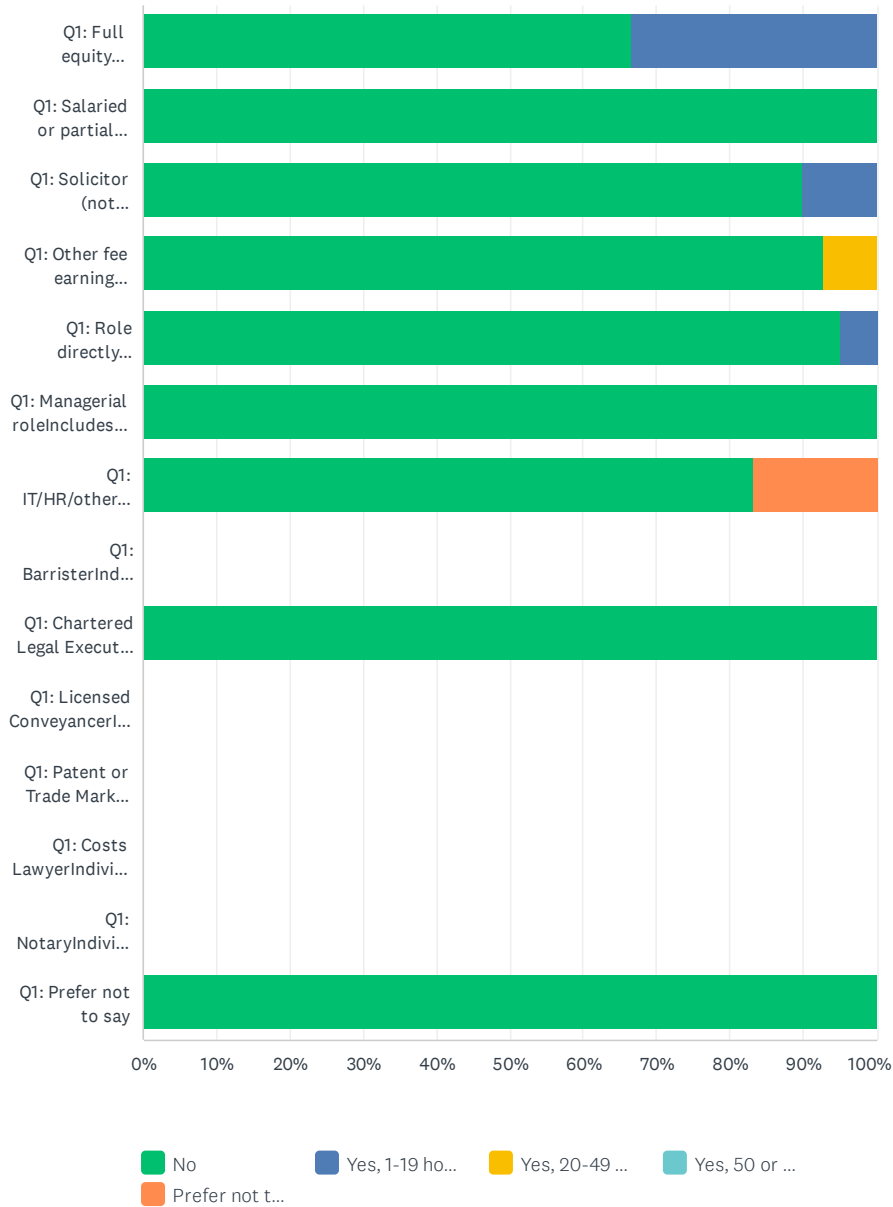


Diversity Questionnaire 2023

	YES	NO	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	16.67% 1	83.33% 5	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	80.00% 4	20.00% 1	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	60.00% 6	40.00% 4	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	7.14% 1	92.86% 13	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	20.00% 4	80.00% 16	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	0.00% 0	100.00% 3	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	0.00% 0	83.33% 5	16.67% 1	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	100.00% 1	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	0.00% 0	100.00% 1	0.00% 0	1.52% 1
Total Respondents	17	48	1	66

Q14 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)?

Answered: 66 Skipped: 0



Diversity Questionnaire 2023

	NO	YES, 1-19 HOURS A WEEK	YES, 20-49 HOURS A WEEK	YES, 50 OR MORE HOURS A WEEK	PREFER NOT TO SAY	TOTAL
Q1: Full equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (A)	66.67% 4	33.33% 2	0.00% 0	0.00% 0	0.00% 0	9.09% 6
Q1: Salaried or partial equity solicitor partnersPartners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below. (B)	100.00% 5	0.00% 0	0.00% 0	0.00% 0	0.00% 0	7.58% 5
Q1: Solicitor (not partner)All other practising solicitors including assistant solicitors, associates or consultants. (C)	90.00% 9	10.00% 1	0.00% 0	0.00% 0	0.00% 0	15.15% 10
Q1: Other fee earning roleIncludes 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'. (D)	92.86% 13	0.00% 0	7.14% 1	0.00% 0	0.00% 0	21.21% 14
Q1: Role directly supporting a fee earnerIncludes legal secretaries, administrators, legal assistants, or non-fee earning paralegals. (E)	95.00% 19	5.00% 1	0.00% 0	0.00% 0	0.00% 0	30.30% 20
Q1: Managerial roleIncludes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc. (F)	100.00% 3	0.00% 0	0.00% 0	0.00% 0	0.00% 0	4.55% 3
Q1: IT/HR/other corporate services roleNot an authorised person and not individuals in a managerial role - includes finance or accountancy roles. (G)	83.33% 5	0.00% 0	0.00% 0	0.00% 0	16.67% 1	9.09% 6
Q1: BarristerIndividuals authorised by the Bar Standards Board. (H)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Chartered Legal Executive (Fellow)/ CILEx PractitionerPeople who are authorised by CILEx Regulation (I)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Q1: Licensed ConveyancerIndividuals authorised by the Council for Licensed Conveyancers. (J)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Patent or Trade Mark AttorneyIndividuals authorised by the Intellectual Property Regulation Board. (K)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Costs LawyerIndividuals authorised by the Costs Lawyer Standards Board. (L)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: NotaryIndividuals authorised by the Master of the Faculties. (M)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0
Q1: Prefer not to say (N)	100.00% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	1.52% 1
Total Respondents	60	4	1	0	1	66