

UK Migration Lawyers

Diversity Information 2023

Note: Data provided in aggregate form to maintain anonymity of respondents.

1. Role categories		
Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).		
Full equity solicitor partners	Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	1
Solicitor (not partner)	All other practising solicitors including assistant solicitors, associates, or consultants.	5
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'.	2
IT/HR/other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	1
Prefer not to say		2

2. Which age category are you in?	
25 – 34	6
35 – 44	4
45 – 54	1

3. What is your sex?	
Male	4
Female	7

4. Is the gender you identify with the same as your sex registered at birth?	
Yes	11

5. 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.	
No	11

6. 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?	
No	11

7. What is your ethnic group?	
Asian / Asian British	
Bangladeshi	2
Indian	1
Pakistani	3
Black / Black British	
Caribbean	1
White	
British / English / Welsh / Northern Irish / Scottish	2
Prefer not to say	
Prefer not to say	2

8. What is your religion or belief?	
No religion or belief	1
Christian	2
Muslim	5
Sikh	1
Prefer not to say	2

9. What is your sexual orientation?	
Gay / Lesbian	1
Heterosexual	9
Prefer not to say	1

10. Which type of school did you attend for the most time between the ages of 11 and 16?	
If you changed schools, please base your answer on the last two years of your education.	
State-run or state-funded school (selective on academic, faith or other grounds)	1
State-run or state-funded school (non-selective)	9
Prefer not to say	1

11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?	
No, neither of my parents attended university	5
Yes, one or both of my parents attended university	4
Prefer not to say	2

12. What was the occupation of your main household earner when you were about 14?	
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.	4
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.	3
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owners, single restaurant or café owner, taxi owner, garage owner.	1
Prefer not to say	3

13. Are you a primary carer for a child or children under 18?	
Yes	1
No	9
Prefer not to say	1

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)?	
No	8
Yes, 1 - 19 hours a week	2
Prefer not to say	1