



GORVINS  
SOLICITORS

SRA Legal Diversity  
Report 2017



Survey: **SRA Legal Diversity 2017**  
 Submissions: **123**  
 Completed: **98**  
 Regulator Number: **54080**

1. Select one category which best describes your role in the firm.

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Nobary	Prefer not to say
Solicitor partner (sole practitioner, member or director)	15	15	0	0	0	0	0	0	0	0	0	0	0	0
Solicitor (not partner)	15	0	15	0	0	0	0	0	0	0	0	0	0	0
Other fee earning role	24	0	0	24	0	0	0	0	0	0	0	0	0	0
Role directly supporting a fee earner	23	0	0	0	23	0	0	0	0	0	0	0	0	0
Managerial role	7	0	0	0	0	7	0	0	0	0	0	0	0	0
IT/HR/other corporate services role	10	0	0	0	0	0	10	0	0	0	0	0	0	0
Barister	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chartered Legal Executive (Fellow) CLEx Practitioner	1	0	0	0	0	0	0	1	0	0	0	0	0	0
Licensed Conveyancer	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Patent or Trade Mark Attorney	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs Lawyer	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Nobary	1	0	0	0	0	0	0	0	0	0	0	0	1	0
Prefer not to say	2	0	0	0	0	0	0	0	0	0	0	0	0	2

## 2. Which age category are you in?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow) CLEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
18 - 24	13	0	0	14	4	0	0	0	0	0	0	0	0	0
25 - 34	23	0	10	9	4	1	4	0	0	0	0	0	0	0
35 - 44	22	8	2	1	6	3	1	0	0	0	0	0	0	1
45 - 54	23	6	2	0	7	3	3	0	1	0	0	0	1	0
55 - 64	6	1	1	0	1	0	2	0	0	0	0	0	0	1
65+	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0

3. Which gender do you identify with?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Man	25	8	6	4	1	3	3	0	0	0	0	0	1	0
Woman	72	7	9	20	22	4	7	0	1	0	0	0	0	2
Other preferred description	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0

4. Do you consider your own gender identity to be different from that associated with your sex as registered at birth?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	0	0	1	2	2	0	0	0	0	0	0	0	0	0
No	93	15	14	22	21	7	10	0	1	0	0	0	1	2
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow) CLEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	3	1	0	1	2	0	0	0	0	0	0	0	1	0
No	52	14	15	23	20	7	10	0	1	0	0	0	0	2
Prefer not to say	1	0	0	0	1	0	0	0	0	0	0	0	0	0

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?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes, limited a lot	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, limited a little	5	1	0	1	2	0	0	0	0	0	0	0	1	0
No	92	14	15	22	21	7	10	0	1	0	0	0	0	2
Prefer not to say	1	0	0	1	0	0	0	0	0	0	0	0	0	0

7. What is your ethnic group?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow)/ CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
<b>Asian/Asian British</b>														
Bangladeshi	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chinese	3	0	0	1	1	1	0	0	0	0	0	0	0	0
Indian	3	1	0	2	0	0	0	0	0	0	0	0	0	0
Pakistani	4	0	0	4	0	0	0	0	0	0	0	0	0	0
Any other Asian b'ground	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Black/Black British</b>														
African	2	0	0	2	0	0	0	0	0	0	0	0	0	0
Caribbean	1	0	0	1	0	0	0	0	0	0	0	0	0	0
Any other Black b'ground	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Mixed/multiple ethnic groups</b>														
White & Asian	1	0	1	0	0	0	0	0	0	0	0	0	0	0
White & Black African	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White & Black Caribbean	1	0	0	1	0	0	0	0	0	0	0	0	0	0
White & Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other mixed/multiple ethnic b'ground	1	0	0	0	1	0	0	0	0	0	0	0	0	0
<b>White</b>														
British-English/Welsh/Northern Irish/Scottish	82	14	14	13	21	6	10	0	1	0	0	0	1	2
Irish	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other White b'ground	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other ethnic group</b>														
Arab	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other ethnic group	0	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Prefer not to say</b>														
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0

8. What is your religion or belief?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow) CLEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
No religion or belief/Atheist	46	5	4	12	15	3	6	0	0	0	0	0	0	1
Buddhist	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Christian	40	9	9	7	5	3	4	0	1	0	0	0	1	1
Hindu	3	1	0	2	0	0	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Muslim	4	0	1	3	0	0	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other religion or belief	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	3	0	0	0	2	1	0	0	0	0	0	0	0	0

9. What is your sexual orientation?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Bisexual	3	0	0	1	1	1	0	0	0	0	0	0	0	0
Gay man	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Gay woman/lesbian	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Heterosexual/straight	90	15	14	22	19	6	10	0	1	0	0	0	1	2
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	3	0	0	1	2	0	0	0	0	0	0	0	0	0

## 10. Did you mainly attend a state or fee paying school between the ages 11 – 18?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
UK State School	83	10	12	23	20	5	9	0	1	0	0	0	1	2
UK Independent/ Fee-paying School	13	5	3	1	2	1	1	0	0	0	0	0	0	0
Attended school outside the UK	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	2	0	0	0	1	1	0	0	0	0	0	0	0	0

11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

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Yes	34	7	9	12	3	1	2	0	0	0	0	0	0	0
No	51	7	6	9	5	4	0	0	0	0	0	0	0	0
Did not attend University	32	1	0	3	14	2	8	0	1	0	0	0	1	2
Prefer not to say	1	0	0	0	1	0	0	0	0	0	0	0	0	0

## 12. Are you a primary carer for a child or children under 18?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barriater	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	21	6	2	3	3	3	4	0	0	0	0	0	0	0
No	77	9	13	21	20	4	6	0	1	0	0	0	1	2
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0

13. 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)?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barister	Chartered Legal Executive (Fellow) CLEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
No	52	15	14	24	21	6	9	0	0	0	0	0	1	2
Yes, 1 - 19 hours a week	3	0	0	0	1	0	1	0	1	0	0	0	0	0
Yes, 20 - 49 hours a week	1	0	1	0	0	0	0	0	0	0	0	0	0	0
Yes, 50+ hours a week	1	0	0	0	1	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	1	0	0	0	0	0	0	0	0