

# Diversity Data Report 2014: Blatchfords Solicitors

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We are required to annually collect, report and publish data on the diversity of our workforce. This data is confirmed below.

## Role categories

Total number of respondents	5
Percentage for each role category within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	40%
• Solicitor	
• Other fee earning role	20%
• Role directly supporting a fee earner	40%
• Managerial role	
• IT/HR/other corporate services role	
• Barrister	
• Chartered Legal Executive / Legal Executive (Fellow)	
• Licensed Conveyancer	
• Patent or Trade Mark Attorney	
• Costs Lawyer	

• Notary	
• Prefer not to say	

### Ownership and supervisory responsibilities in the firm

Total number of respondents	5
Percentage for each role within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	40%
• Associate or Assistant	20%
• Other employee or staff member	40%
• Prefer not to say	

Total number of respondents	5
Percentage of people having a share in the ownership of the firm	20%

Total number of respondents	5
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	40%

## **Diversity questions:**

### **Age bands (age in years)**

Total number of respondents	5
Percentage within the firm:	
• 16-24	
• 25-34	40%
• 35-44	20%
• 45-54	
• 55-64	20%
• 65+	20%
• Prefer not to say	

### **Gender**

Total number of respondents	5
Percentage within the firm:	
• Female	60%
• Male	40%

• Prefer not to say	
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**Partners / Directors / Members / employees with disabilities (according to the definition in the Equality Act 2010)**

Total number of respondents	5
Percentage within the firm:	
• Yes	
• No	100%
• Prefer not to say	

**Partners / Directors / Members / employees with a health problem or disability which has lasted, or is expected to last, at least 12 months (according to the definition in the Equality Act 2010)**

Total number of respondents	5
Percentage within the firm:	
• Yes	
• No	100%
• Prefer not to say	

## Ethnic groups

Total number of respondents	5
Percentage within the firm:	
• Asian background	20%
• Mixed background	20%
• Black background	
• White background	60%
• Other ethnic background	
• Prefer not to say	

## Socio economic background – education: state or fee paying school between the ages of 11 to 18

Total number of respondents	5
Percentage within the firm:	
• Attended UK state school / comprehensive	100%
• Attended UK grammar school (non fee paying school)	
• Attended UK independent / fee paying school	
• Attended school outside the UK	

• Prefer not to say	
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**Socio economic background – education: Those attending University (to study a BA, BSc course or higher) where they were the first generation in their family to do so**

Total number of respondents	5
Percentage within the firm:	
• Yes	60%
• No	
• Did not attend University	40%
• Prefer not to say	

**Caring responsibilities: Those who are the primary carer for a child or children under 18**

Total number of respondents	5
Percentage within the firm:	
• Yes	20%
• No	80%
• Prefer not to say	

**Caring responsibilities: Those who look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health / disability or problems related to old age**

Total number of respondents	5
Percentage within the firm:	
• Yes	
• No	100%
• Prefer not to say	