

## Charles Russell Speechleys LLP Diversity Statistics (1 May 2023)

These diversity statistics relate to our Partner and employee population based in the UK.

### Key

#### **Partner**

**Solicitor** - Excludes Partners, includes all other qualified Solicitors, including Legal Directors

**Other Fee Earners** - Not qualified Solicitors e.g. Paralegals, Trainee Solicitors, Apprentices

**Secretarial** - Includes all internal Client Services e.g. Client Services Administrators, Client Services Executives, Client Document Executives

**Business Services** - Includes all working in business support roles e.g. Human Resources, Facilities, Finance, Business Development & Marketing

Ethnic Group	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Any other ethnic group	0.00%	0.61%	0.00%	0.00%	0.00%	0.20%
Asian / Asian British	2.33%	10.30%	6.35%	6.59%	3.73%	6.85%
Black / Black British	3.10%	2.73%	2.38%	0.73%	0.75%	1.92%
Mixed / Multiple Ethnic	0.78%	3.94%	4.76%	5.13%	2.24%	3.73%
White	79.84%	66.06%	54.76%	72.89%	85.07%	70.87%
Prefer not to say	0.78%	0.91%	0.79%	1.47%	0.00%	0.91%
Not stated	13.18%	15.45%	30.95%	13.19%	8.21%	15.52%

Religion	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Any other religion or belief	2.33%	1.82%	0.79%	1.47%	0.00%	1.41%
Buddhist	0.00%	0.61%	0.00%	0.37%	0.00%	0.30%
Christian	42.64%	32.42%	24.60%	39.93%	53.73%	37.70%
Hindu	1.55%	3.64%	0.79%	2.20%	1.49%	2.32%
Jewish	0.00%	0.30%	0.00%	0.73%	3.73%	0.81%
Muslim	0.00%	4.55%	2.38%	1.47%	0.00%	2.22%
Sikh	0.00%	1.21%	1.59%	0.37%	0.00%	0.71%
No religion or belief	37.21%	34.24%	34.92%	35.16%	20.90%	33.17%
Prefer not to say	3.10%	3.33%	3.97%	4.76%	5.22%	4.03%
Not stated	13.18%	17.88%	30.95%	13.55%	14.93%	17.34%

Sexual Orientation	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Bi-Sexual	3.88%	1.21%	1.59%	1.10%	1.49%	1.61%
Gay/Lesbian	0.78%	2.73%	1.59%	1.83%	0.00%	1.71%
Heterosexual	78.29%	73.94%	59.52%	78.75%	76.87%	74.40%
I use another term	0.00%	0.30%	0.79%	0.00%	0.00%	0.20%
Prefer not to say	3.10%	4.24%	3.97%	3.30%	2.99%	3.63%
Not stated	13.95%	17.58%	32.54%	15.02%	18.66%	18.45%

Age Groups	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
16 - 24	13.95%	8.79%	22.22%	0.37%	0.00%	7.66%
25 - 34	24.03%	33.33%	50.79%	57.88%	0.75%	36.69%
35 - 44	19.38%	25.76%	15.08%	27.11%	31.34%	24.70%
45 - 54	21.71%	16.97%	6.35%	4.76%	42.54%	16.33%
55 - 64	19.38%	12.12%	3.97%	6.59%	23.88%	12.10%
65+	1.55%	3.03%	1.59%	3.30%	1.49%	2.52%

School Attended	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
UK independent/fee-paying school (bursary)	0.78%	0.91%	1.59%	3.30%	0.75%	1.61%
UK independent/fee-paying school (no bursary)	2.33%	4.85%	8.73%	13.19%	11.19%	8.17%
UK state run or funded school (non-selective)	57.36%	49.09%	29.37%	32.60%	22.39%	39.52%
UK state run or funded school (selective on academic, faith or other grounds)	15.50%	13.03%	18.25%	12.82%	11.94%	13.81%
Attended school outside the UK	2.33%	8.79%	6.35%	8.06%	3.73%	6.75%
Other	1.55%	0.61%	0.00%	0.37%	1.49%	0.71%
Do not know	0.00%	0.30%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	1.55%	2.12%	2.38%	2.20%	5.22%	2.52%
Not stated	18.60%	20.30%	33.33%	27.47%	43.28%	26.81%

Family Attendance at University	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
No, neither attended University	21.71%	33.33%	24.60%	29.30%	28.36%	28.93%
Yes, one or both attended University	11.63%	24.24%	24.60%	51.65%	46.27%	33.17%
Do not know	0.78%	0.00%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	8.53%	6.06%	3.17%	2.56%	5.22%	4.94%
Not stated	57.36%	36.36%	47.62%	16.48%	20.15%	32.86%

Caring Responsibilities - Friends/Family	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Yes, 1 - 19 hours a week	5.43%	7.58%	3.97%	6.96%	11.19%	7.16%
Yes, 20 - 49 hours a week	0.78%	0.91%	0.00%	0.73%	1.49%	0.81%
Yes, 50 or more hours a week	2.33%	1.21%	0.00%	0.00%	0.75%	0.81%
No	67.44%	66.97%	58.73%	67.40%	48.51%	63.61%
Prefer not to say	1.55%	2.42%	2.38%	2.93%	5.97%	2.92%
Not stated	22.48%	20.91%	34.92%	21.98%	32.09%	24.70%

Caring Responsibilities - Primary carer for child(ren) under 18	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
No	55.81%	59.09%	56.35%	63.37%	44.78%	57.56%
Yes	27.13%	17.88%	10.32%	13.92%	18.66%	17.14%
Prefer not to say	0.78%	1.52%	0.00%	1.47%	5.22%	1.71%
Not stated	16.28%	21.52%	33.33%	21.25%	31.34%	23.59%

FTE	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Full Time	78.29%	82.42%	88.89%	80.59%	88.81%	83.06%
Part Time	21.71%	17.58%	11.11%	19.41%	11.19%	16.94%

Gender	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Female	94.57%	56.36%	57.14%	58.61%	32.84%	58.87%
Male	3.10%	33.33%	18.25%	35.16%	65.67%	32.36%
Non Binary	0.00%	0.30%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	0.78%	1.82%	3.97%	1.83%	1.49%	1.92%
Not stated	1.55%	8.18%	20.63%	4.40%	0.00%	6.75%

Gender Identity - Same sex as registered at birth	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
No	0.00%	0.61%	0.00%	0.00%	0.00%	0.20%
Yes	14.73%	27.88%	15.08%	9.52%	5.22%	16.43%
Prefer not to say	85.27%	71.52%	84.92%	90.48%	94.78%	83.37%

Disability	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
No	59.69%	61.52%	53.97%	61.90%	40.30%	57.56%
Yes	3.10%	2.73%	2.38%	2.93%	0.75%	2.52%
Prefer not to say	2.33%	0.30%	0.79%	1.47%	3.73%	1.41%
Not stated	34.88%	35.45%	42.86%	33.70%	55.22%	38.51%

Daily Activities Limited	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
No	49.61%	56.06%	46.83%	50.18%	33.58%	49.40%
Yes - limited a little	3.88%	1.82%	0.00%	1.83%	0.75%	1.71%
Yes - limited a lot	0.78%	0.30%	0.00%	0.00%	0.00%	0.20%
Prefer not to say	0.78%	0.61%	1.59%	1.10%	3.73%	1.31%
Not stated	44.96%	41.21%	51.59%	46.89%	61.94%	47.38%

Highest Income Parent Occupation when 14	Secretarial	Business Services	Other Fee Earners	Solicitor	Partner	Grand Total
Clerical/intermediate occupaion	2.33%	3.64%	3.97%	2.20%	2.24%	2.92%
Modern professional/Traditional professional occupation	20.93%	22.12%	25.40%	38.83%	35.82%	28.83%
Routine/semi-routine manual/service occupations	13.95%	6.67%	3.97%	2.20%	2.24%	5.44%
Senior, middle or junior managers or administrators	6.20%	13.94%	10.32%	9.16%	5.97%	10.08%
Small business owners who employed less than 25 people	2.33%	5.15%	4.76%	2.93%	2.24%	3.73%
Technical/craft occupation	10.85%	9.70%	3.97%	3.66%	1.49%	6.35%
Long term unemployed	0.78%	0.91%	0.79%	0.00%	0.00%	0.50%
Other, such as: retired, this question does not apply to me, I don't know	5.43%	3.03%	4.76%	3.66%	4.48%	3.93%
Prefer not to say	7.75%	7.27%	5.56%	4.03%	5.97%	6.05%
Not stated	29.46%	27.58%	36.51%	33.33%	39.55%	32.16%