

Charles Russell Speechlys LLP Diversity Statistics (1 November 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	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Asian / Asian British	8.36%	4.17%	3.82%	2.34%	5.47%	5.67%
Black / Black British	2.69%	1.67%	0.76%	3.13%	0.73%	1.82%
Mixed / Multiple ethnic groups	2.99%	0.83%	1.53%	0.78%	2.19%	2.02%
White	62.69%	40.83%	84.73%	80.47%	74.82%	68.62%
Prefer not to say	0.60%	0.83%	0.00%	0.78%	1.46%	0.81%
Not stated	22.69%	51.67%	9.16%	12.50%	15.33%	21.05%

Religion	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Any other religion or belief	1.79%	0.83%	0.00%	2.34%	1.46%	1.42%
Buddhist	0.30%	0.00%	0.00%	0.00%	0.36%	0.20%
Christian	31.04%	16.67%	53.44%	39.84%	36.50%	34.92%
Hindu	2.99%	0.83%	1.53%	1.56%	2.19%	2.13%
Jewish	0.30%	0.00%	3.82%	0.00%	0.36%	0.71%
Muslim	3.58%	1.67%	0.00%	0.00%	1.09%	1.72%
No religion or belief	30.75%	25.00%	19.85%	39.84%	36.13%	31.28%
Sikh	0.90%	0.83%	0.00%	0.00%	0.36%	0.51%
Prefer not to say	3.28%	2.50%	5.34%	3.13%	5.47%	4.05%
Not stated	25.07%	51.67%	16.03%	13.28%	16.06%	23.08%

Sexual Orientation	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Bi (including, but not limited to, bisexual, pan and queer)	0.90%	1.67%	1.53%	4.69%	1.09%	1.62%
Gay/Lesbian	2.69%	0.00%	0.00%	0.78%	1.09%	1.32%
Heterosexual	67.46%	42.50%	75.57%	78.91%	77.74%	69.84%
I use another term	0.30%	0.00%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	3.88%	2.50%	3.05%	2.34%	2.55%	3.04%
Not stated	24.78%	53.33%	19.85%	13.28%	17.52%	24.09%

Age Groups	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
16 - 24	9.55%	28.33%	0.00%	17.97%	0.73%	9.21%
25 - 34	31.34%	45.83%	0.76%	24.22%	57.66%	35.43%
35 - 44	26.57%	15.00%	28.24%	17.97%	28.83%	24.90%
45 - 54	17.31%	5.83%	44.27%	19.53%	3.28%	15.89%
55 - 64	12.24%	3.33%	23.66%	18.75%	5.84%	11.74%
65+	2.99%	1.67%	3.05%	1.56%	3.65%	2.83%

School Attended	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Attended school outside the UK	5.97%	5.00%	3.82%	3.13%	6.93%	5.47%
UK independent/fee-paying school (bursary)	1.19%	0.00%	0.76%	0.78%	3.65%	1.62%
UK independent/fee-paying school (no bursary)	5.67%	4.17%	12.21%	1.56%	14.60%	8.30%
UK state run or funded school (non-selective)	43.28%	21.67%	21.37%	60.16%	30.29%	36.34%
UK state run or funded school (selective on academic, faith or other grounds)	13.43%	13.33%	12.21%	14.84%	13.87%	13.56%
Other	0.90%	0.00%	1.53%	0.00%	0.36%	0.61%
Do not know	0.30%	0.00%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	1.79%	2.50%	4.58%	1.56%	2.19%	2.33%
Not stated	27.46%	53.33%	43.51%	17.97%	28.10%	31.68%

Family Attendance at University	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No, neither attended University	31.04%	14.17%	28.24%	24.22%	28.10%	26.92%
Yes, one or both attended University	21.79%	18.33%	45.04%	11.72%	48.18%	30.47%
Prefer not to say	5.37%	3.33%	5.34%	7.81%	2.55%	4.66%
Not stated	41.79%	64.17%	21.37%	56.25%	21.17%	37.96%

Caring Responsibilities - Friends/Family	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No	62.09%	41.67%	47.33%	67.97%	67.15%	59.82%
Yes, 1 - 19 hours a week	6.27%	2.50%	11.45%	5.47%	6.20%	6.38%
Yes, 20 - 49 hours a week	0.60%	0.00%	1.53%	0.78%	0.73%	0.71%
Yes, 50 or more hours a week	0.90%	0.00%	0.76%	2.34%	0.00%	0.71%
Prefer not to say	2.09%	0.83%	6.11%	1.56%	2.92%	2.63%
Not stated	28.06%	55.00%	32.82%	21.88%	22.99%	29.76%

Caring Responsibilities - Primary carer for child or children under 18	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No	52.24%	36.67%	45.04%	57.81%	64.23%	53.44%
Yes	17.91%	9.17%	17.56%	25.78%	11.68%	16.09%
Prefer not to say	1.49%	0.00%	5.34%	0.78%	1.46%	1.72%
Not stated	28.36%	54.17%	32.06%	15.63%	22.63%	28.74%

FTE	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Full Time	82.09%	89.17%	88.55%	82.03%	81.39%	83.60%
Part Time	17.91%	10.83%	11.45%	17.97%	18.61%	16.40%

Gender	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Female	49.55%	38.33%	33.59%	92.19%	57.66%	53.85%
Male	32.24%	12.50%	64.12%	4.69%	32.85%	30.67%
Other preferred description	0.30%	0.00%	0.00%	0.00%	0.00%	0.10%
Prefer not to say	1.49%	3.33%	1.53%	0.00%	1.82%	1.62%
Not stated	16.42%	45.83%	0.76%	3.13%	7.66%	13.77%

Gender Identify - Same sex as registered at birth	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No	0.30%	0.00%	0.00%	0.00%	0.00%	0.10%
Yes	28.06%	13.33%	6.11%	21.09%	10.95%	17.71%
Not stated	71.64%	86.67%	93.89%	78.91%	89.05%	82.19%

Disability	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No	57.01%	35.83%	40.46%	60.16%	60.22%	53.54%
Yes	1.79%	0.83%	0.76%	3.91%	3.28%	2.23%
Prefer not to say	0.30%	0.83%	3.05%	3.13%	1.46%	1.42%
Not stated	40.90%	62.50%	55.73%	32.81%	35.04%	42.81%

Daily Activities Limited	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
No	51.94%	30.83%	33.59%	51.56%	48.54%	45.95%
Yes - limited a little	1.19%	0.00%	0.76%	3.91%	1.82%	1.52%
Yes - limited a lot	0.30%	0.00%	0.00%	0.78%	0.00%	0.20%
Prefer not to say	0.30%	1.67%	3.05%	1.56%	1.09%	1.21%
Not stated	46.27%	67.50%	62.60%	42.19%	48.54%	51.11%

Highest Income Parent Occupation when 14	Business Services	Other Fee Earning Role	Partner	Secretarial	Solicitor	Grand Total
Clerical/intermediate occupation	4.18%	3.33%	2.29%	3.13%	2.55%	3.24%
Modern professional/Traditional professional occupation	21.49%	19.17%	35.11%	23.44%	35.40%	27.13%
Routine/semi-routine manual/service occupations	5.37%	0.83%	2.29%	13.28%	2.55%	4.66%
Senior, middle or junior managers or administrators	11.64%	7.50%	6.11%	7.03%	10.58%	9.51%
Small business owners who employed less than 25 people	5.07%	2.50%	2.29%	3.91%	2.92%	3.64%
Technical/craft occupation	8.36%	2.50%	1.53%	10.16%	4.01%	5.77%
Long term unemployed	0.90%	0.83%	0.00%	0.78%	0.00%	0.51%
Other, such as: retired, this question does not apply to me, I don't know	2.69%	3.33%	3.82%	5.47%	3.65%	3.54%
Prefer not to say	6.87%	4.17%	6.11%	6.25%	4.38%	5.67%
Not stated	33.43%	55.83%	40.46%	26.56%	33.94%	36.34%