

Charles Russell Speechleys LLP Diversity Statistics (1 November 2022)

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

Gender	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Total
Female	29.9%	61.2%	72.4%	96.2%	62.0%	63.3%
Male	69.4%	36.7%	22.8%	3.0%	35.7%	34.6%
Prefer not to say	0.7%	1.7%	4.1%	0.8%	2.0%	1.8%
Not Stated	0.0%	0.3%	0.8%	0.0%	0.3%	0.3%

Ethnic Group	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Asian / Asian British	3.0%	7.3%	8.1%	2.3%	11.5%	7.4%
Black / Black British	0.7%	0.7%	3.3%	3.0%	3.3%	2.1%
White	85.8%	74.7%	68.3%	78.9%	71.1%	74.9%
Mixed / Multiple Ethnic	2.2%	4.8%	5.7%	2.3%	4.3%	4.1%
Any other ethnic group	0.7%	0.3%	1.6%	0.0%	0.7%	0.6%
Prefer not to say	0.0%	1.7%	0.8%	0.8%	1.3%	1.1%
Not Stated	7.5%	10.4%	12.2%	12.8%	7.9%	9.8%

Religion	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Buddhist	0.0%	0.3%	0.0%	0.0%	0.7%	0.3%
Christian	55.2%	40.5%	26.8%	40.6%	35.4%	39.2%
Hindu	1.5%	2.1%	1.6%	0.8%	3.6%	2.2%
Jewish	3.7%	0.7%	0.8%	0.0%	0.3%	0.9%
Muslim	0.0%	1.7%	3.3%	0.8%	4.9%	2.5%
Sikh	0.0%	0.7%	1.6%	0.0%	1.3%	0.8%
No religion or belief	20.1%	35.6%	46.3%	39.1%	38.0%	36.1%
Any other religion or belief	0.0%	1.7%	1.6%	3.0%	2.0%	1.7%
Prefer not to say	4.5%	5.5%	4.9%	3.0%	3.6%	4.4%
Not Stated	14.9%	11.1%	13.0%	12.8%	10.2%	11.8%

Sexual Orientation	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Bi-Sexual	1.5%	0.7%	2.4%	3.8%	1.0%	1.5%
Gay/Lesbian	0.7%	2.1%	2.4%	1.5%	2.6%	2.0%
Heterosexual	75.4%	80.3%	74.8%	78.2%	81.3%	79.0%
Other preferred description	0.0%	0.0%	0.8%	0.0%	0.3%	0.2%
Prefer not to say	3.7%	4.8%	5.7%	3.0%	4.6%	4.5%
Not Stated	18.7%	12.1%	13.8%	13.5%	10.2%	12.8%

Age	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
16 - 24	0.0%	1.0%	26.0%	17.3%	9.5%	8.8%
25 - 34	0.7%	58.1%	49.6%	21.8%	32.8%	36.5%
35 - 44	35.1%	26.6%	13.0%	18.8%	25.2%	24.6%
45 - 54	39.6%	5.2%	6.5%	22.6%	19.3%	16.8%
55 - 64	22.4%	5.9%	4.1%	18.8%	10.5%	11.1%
65 +	2.2%	3.1%	0.8%	0.8%	2.6%	2.2%

School Attended	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
State school (selective on academic, faith or other grounds)	11.9%	13.5%	18.7%	15.8%	14.8%	14.6%
State school (non-selective)	23.9%	32.5%	37.4%	55.6%	52.5%	41.3%
Independent / fee-paying school	13.4%	13.8%	15.4%	2.3%	5.6%	9.9%
Independent / fee-paying school (bursary - covering 90%+ tuition)	0.7%	2.8%	2.4%	1.5%	1.0%	1.7%
Attended school outside the UK	3.0%	9.0%	9.8%	4.5%	8.5%	7.5%
Other	1.5%	0.3%	0.0%	1.5%	1.0%	0.8%
Prefer not to say	4.5%	2.4%	2.4%	1.5%	3.3%	2.8%
Not Stated	41.0%	25.6%	13.8%	17.3%	13.1%	21.2%
Don't know / Not Sure	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%

Family Attendance at University	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
No, neither attended University	29.1%	30.4%	28.5%	21.1%	33.4%	29.7%
Yes, one or both attended University	45.5%	52.9%	39.0%	12.8%	25.2%	36.2%
Prefer not to say	5.2%	2.8%	4.1%	8.3%	7.5%	5.5%
Not Stated	20.1%	13.8%	28.5%	57.9%	33.8%	28.7%

Caring Responsibilities - Family / Friends	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
No	49.3%	69.6%	77.2%	66.9%	73.4%	68.6%
Yes, 1 - 19 hours a week	11.2%	6.6%	5.7%	6.0%	7.9%	7.4%
Yes, 20 - 49 hours a week	1.5%	1.0%	0.0%	0.8%	1.0%	0.9%
Yes, 50 or more hours a week	0.7%	0.0%	0.0%	2.3%	1.3%	0.8%
Prefer not to say	6.0%	2.8%	2.4%	2.3%	2.3%	2.9%
Not Stated	31.3%	20.1%	14.6%	21.8%	14.1%	19.3%

Caring Responsibilities - Primary carer for child or children under 18	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
No	45.5%	64.4%	75.6%	58.6%	64.3%	62.4%
Yes	18.7%	15.2%	9.8%	24.8%	19.3%	17.6%
Prefer not to say	5.2%	1.4%	0.0%	0.8%	1.6%	1.7%
Not Stated	30.6%	19.0%	14.6%	15.8%	14.8%	18.3%

Full Time / Part Time	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Full Time	91.0%	82.0%	90.2%	78.2%	83.3%	84.1%
Part Time	9.0%	18.0%	9.8%	21.8%	16.7%	15.9%

Gender Identity - Same sex as registered at birth	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Yes	4.5%	10.0%	37.4%	13.5%	25.9%	18.1%
No	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%
Prefer not to say	0.0%	0.0%	0.0%	0.0%	0.3%	0.1%
Not Stated	95.5%	90.0%	62.6%	86.5%	73.4%	81.7%

Disability	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
No	40.3%	61.9%	69.9%	62.4%	63.9%	60.7%
Yes	0.7%	4.5%	4.9%	3.0%	3.3%	3.5%
Prefer not to say	3.0%	1.4%	1.6%	1.5%	1.0%	1.5%
Not Stated	56.0%	32.2%	23.6%	33.1%	31.8%	34.3%

Daily Activities Limited	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
No	32.1%	49.8%	63.4%	51.1%	56.7%	51.4%
Yes - limited a little	0.7%	2.4%	2.4%	3.0%	3.0%	2.4%
Yes - limited a lot	0.0%	0.3%	0.8%	0.8%	0.3%	0.4%
Prefer not to say	3.7%	1.4%	1.6%	1.5%	1.0%	1.6%
Not Stated	63.4%	46.0%	31.7%	43.6%	39.0%	44.1%

Highest Income Parent Occupation when 14	Partner	Solicitor	Other Fee Earners	Secretarial	Business Services	Grand Total
Clerical and intermediate occupation	2.2%	2.1%	3.3%	2.3%	3.9%	2.8%
Long term unemployed	0.0%	0.0%	0.8%	0.0%	1.0%	0.4%
Modern professional and Traditional professional occupation	37.3%	40.1%	35.8%	24.8%	23.6%	32.0%
Routine, semi-routine manual and service occupations	2.2%	1.7%	5.7%	12.8%	7.2%	5.5%
Senior, middle or junior managers or administrators	6.7%	8.3%	15.4%	6.0%	13.1%	10.2%
Small business owners who employed less than 25 people	2.2%	3.1%	4.9%	2.3%	4.6%	3.6%
Technical and craft occupation	2.2%	3.5%	4.9%	10.5%	10.2%	6.5%
Other	3.7%	4.2%	4.9%	4.5%	4.3%	4.3%
Prefer not to say	5.2%	4.8%	6.5%	8.3%	9.2%	6.9%
Not Stated	38.1%	32.2%	17.9%	28.6%	23.0%	27.8%