

Results for Laceys: Staff SRA Diversity Questionnaire 2023

66% of our staff completed the 2023 Solicitors Regulation Authority (SRA) Diversity questionnaire.

Response to the survey by individuals is encouraged yet voluntary. Staff also have the option to complete the survey whilst choosing not to respond to one or more of the questions.

Where the following data refers to 'staff', 'all staff' or 'total staff' this should be read as 'all staff who responded to the survey and the question'.

Of those staff who completed the questionnaire, they are employed as follows:

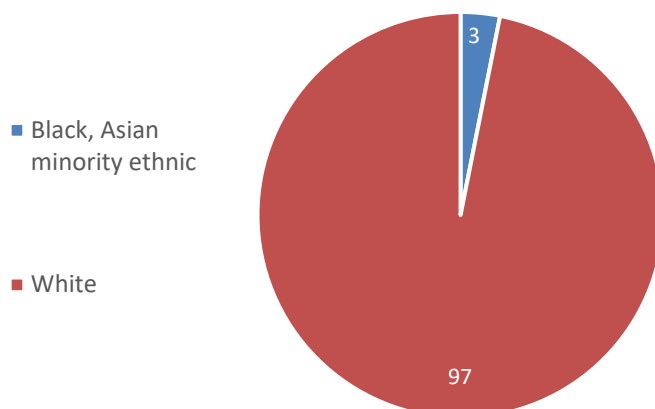
Role in the firm	% of total staff
Solicitor partner (salaried or equity)	14
Solicitor (not partner)	18
Chartered Legal Executive (Fellow)/CILEx Practitioner	5
Other fee earning role	12
Managerial role	8
IT/HR/other corporate services role	14
Role directly supporting a fee earner	23
Prefer not to say	6

Diversity

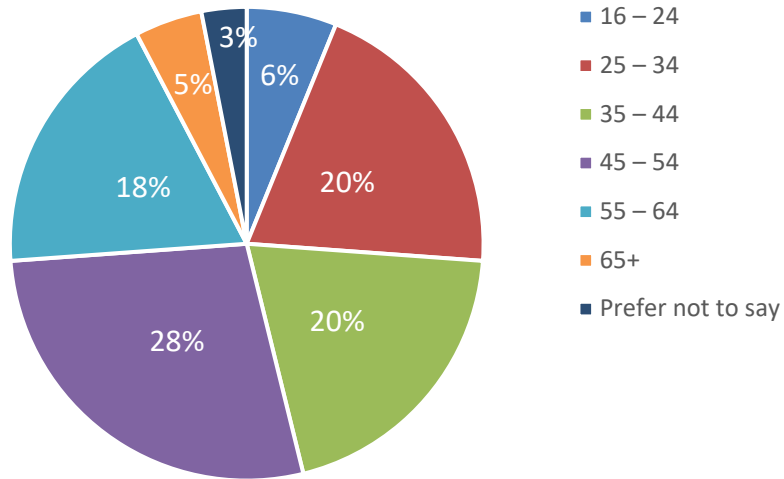
The table below shows the % of staff by religion or belief:

Christian	No religion or belief	Any other religion or belief
47%	51%	2%

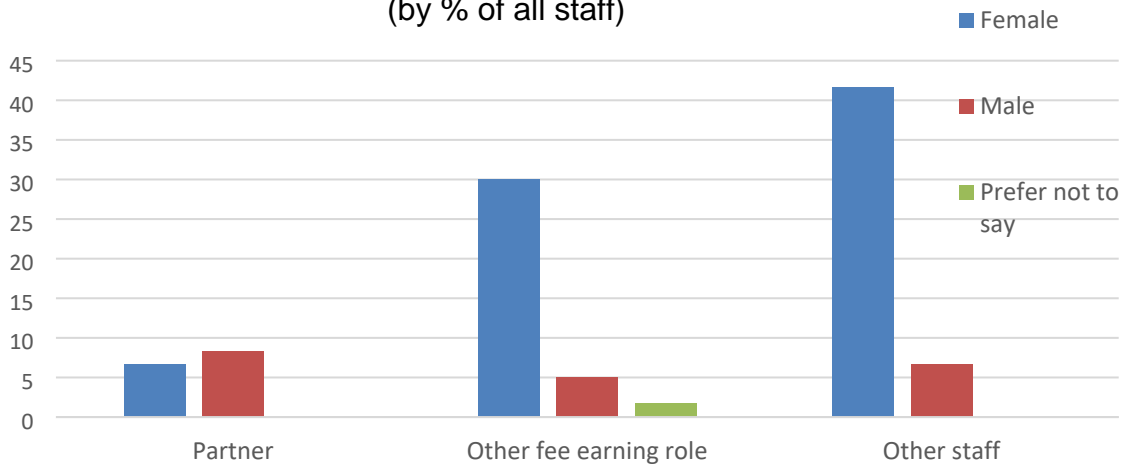
Staff ethnic breakdown by % of all staff



Age distribution of staff across the whole firm

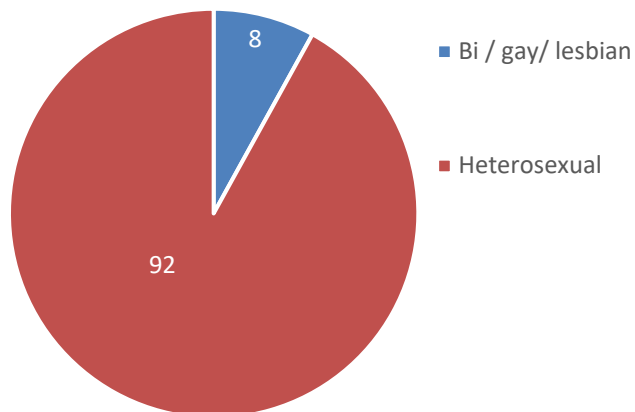


Breakdown of sex of staff across the role types (by % of all staff)



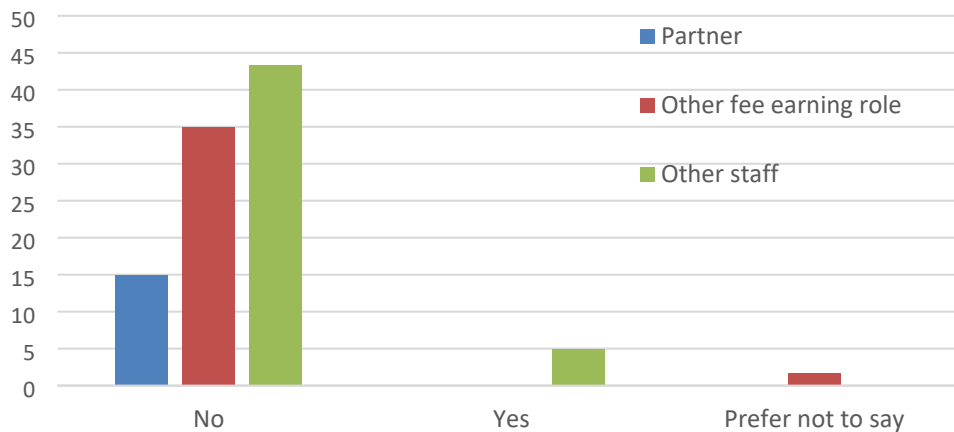
All respondents reported that their gender identity is the same as their sex registered at birth.

% of all staff by sexual orientation

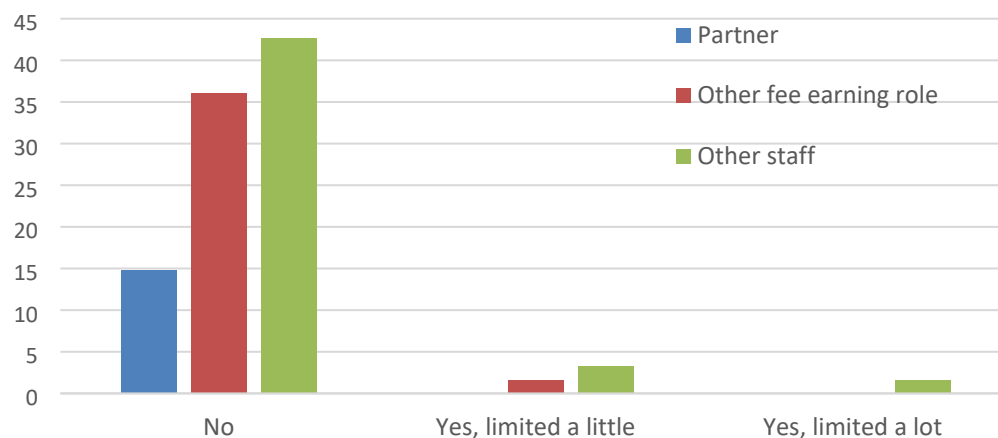


Disability

% of staff with a disability across the role types



% of staff whose day-to-day activities are limited due to long term health or disability



Caring Responsibilities

60% of all staff are a primary carer for a child or children under 18.

The table below shows the % of staff with a caring responsibility for someone with long term physical or mental ill health:

No Caring Responsibility	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week
90%	8%	0%	2%

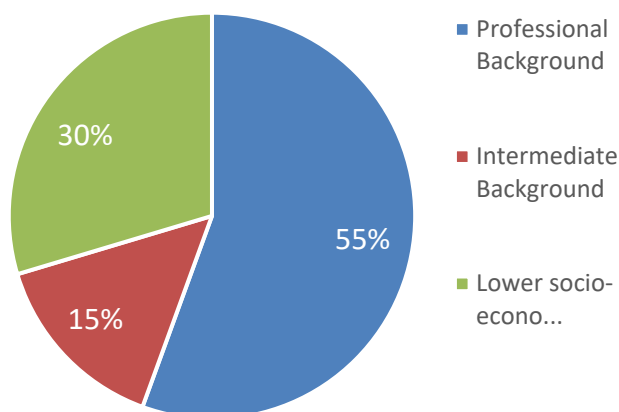
Social Mobility

The survey considers social mobility, measuring socio-economic background in accordance with the Social Mobility Commission guidance.

The most important indicator of socio-economic background is parental occupation, which is reported in 3 groups using the categories below:

<u>Response in the questionnaire</u>	<u>Socio-economic background</u>
modern professional & traditional professional occupations	professional background
senior, middle or junior managers or administrators	
clerical and intermediate occupations	intermediate background
small business owners who employ less than 25 people	
technical and craft occupations	lower socio-economic background
routine, semi-routine manual and service occupations	
long-term unemployed	

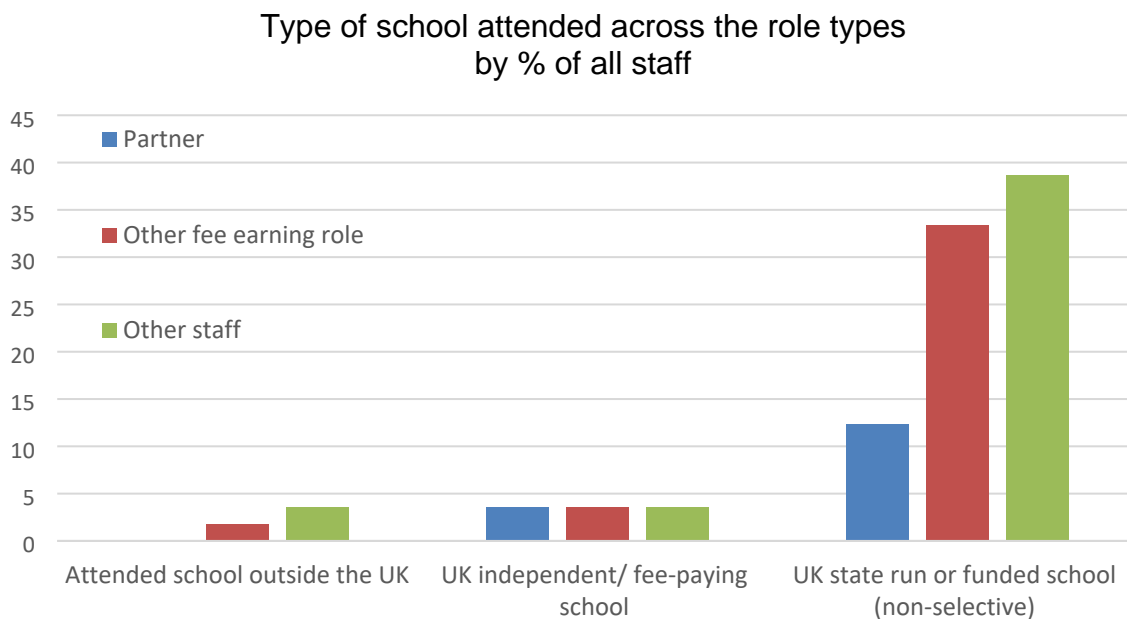
The chart below shows parental occupation when Lacey's staff were aged 14, by % of total staff:



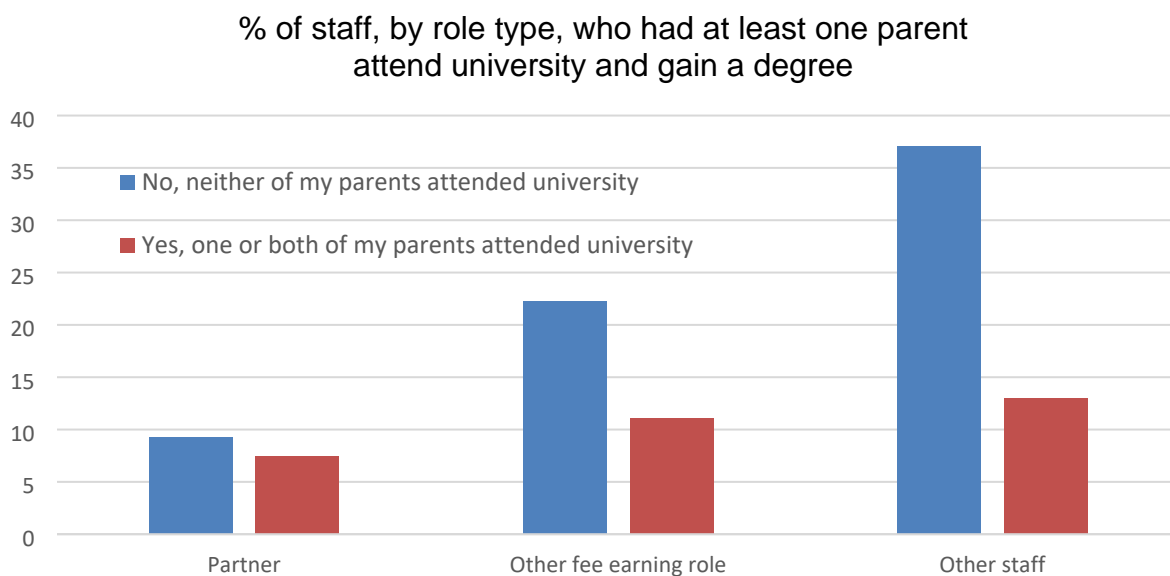
The majority of our staff are from a household where the main earner was in a professional role. According to the Social Mobility Commission, this is broadly comparable with industry data which shows that 59% of staff in the legal sector are from a professional background, compared to 37% of the general population.

Other social mobility factors measured are the type of school attended and whether or not a parent attended university.

The majority of staff attended a state run or state funded school, as shown below:



The majority of staff did not have parents who attended university, as shown below:



If you require a copy of this data in another format, please contact our HR Manager at t.clayton@laceyssolicitors.co.uk