

Grindeys LIP – Diversity data September 2015

	Partners and qualified staff	Other fee earning roles	Roles directly supporting a fee earner	Managerial, IT, HR and office support functions	Unidentified roles
Total responses	37	41	51	16	14
Responsibilities in the firm					
Sole practitioner, partner, member or director of the firm	4				
Associate or assistant	18	5	9	1	3
Other employee or staff member	14	36	42	13	8
Prefer not to say	1			2	3
Ownership of the organisation					
Yes	4				
No	33	41	51	16	12
Prefer not to say					2
Manager of employees					
Yes	21	7	3	4	2
No	16	33	48	11	10
Prefer not to say		1		1	2

Age Group

	Partners and qualified staff	Other fee earning roles	Roles directly supporting a fee earner	Managerial, IT, HR and office support functions	Unidentified roles
16 - 24		11	9		3
25 - 34	14	20	11	4	4
35 - 44	6	5	13	3	1
45 - 54	12	4	14	7	1
55 - 64	3	1	2	1	3
65+	1		2		
Prefer not to say	1			1	2

Gender

Female	25	34	48	14	8
Male	12	7	3	2	3
Prefer Not To Say					3

Disability

Yes	1	1	2	1	2
No	33	40	48	15	8
Prefer not to say	3		1		4

Limitation due to disability

Yes, limited a lot

Yes, limited a little

No

Prefer not to say

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	1	1	1	2
35	40	48	15	8
1		2		4

Ethnic group

Asian / Asian British - Bangladeshi

Asian / Asian British - Chinese

Asian / Asian British - Indian

Asian / Asian British - Pakistani

Any other Asian background

Black / Black British - African

Black / Black British - Caribbean

Any other Black background

Mixed / Multiple ethnic groups - White and Asian

Mixed / Multiple ethnic groups - White and Black African

Mixed / Multiple ethnic groups - White and Black Caribbean

Mixed / Multiple ethnic groups - White and Chinese

Any other mixed / multiple ethnic background

White - British / English / Welsh / Northern Irish / Scottish

White - Irish

White - Gypsy or Irish Traveller

White - Any other White background

Arab

Any other ethnic group

Prefer not to say



1	1			2
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Religious beliefs

No Religious Belief / Atheist	11	21	19	7	4
Buddhist					
Christian	15	17	31	6	7
Hindu	1				
Jewish					
Muslim	2	1			
Sikh	1				
Any other religion	1		1	1	1
Prefer not to say	6	2		2	2

Sexual orientation

Bisexual			1		
Gay Man			1	1	
Gay Woman / Lesbian			1		1
Heterosexual / Straight	35	40	46	14	10
Other			2		
Prefer not to say	2	1		1	3

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Secondary school

UK State School	32	41	50	15	8
UK Independent/Fee-Paying School	3		1		
Attended school outside the UK	1				
Prefer not to say	1			1	6

First person in the family to attend university

Yes	24	14	7	2	2
No	7	9	11	4	2
Did not attend University	4	17	33	9	8
Prefer not to say	2	1		1	2

Are you a carer for a child under eighteen

Yes	13	7	18	6	2
No	24	33	33	10	10
Prefer not to say		1			2
Total					

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Caring hours per week

No	29	37	43	14	8
Yes, 1 - 19 hours a week	6	3	7	1	2
Yes, 20 - 49 hours a week				1	
Yes, 50 or more hours a week		1			
Prefer not to say	2		1		4

