

### Diversity Data at Martin Tolhurst Solicitors

Every two years, we are required by the SRA to gather and publish the diversity data of our workforce. The data is gathered by way of a questionnaire and completion of the questionnaire is voluntary and some people choose not to answer some or all of the questions. More than 90% of Martin Tolhurst staff took part in the survey, a figure that is well above average for law firms.

#### YOUR ROLE IN THE FIRM

Full equity solicitor partners	4%
Salaried or partial equity solicitor partners	2%
Solicitor (not partner)	7%
Other fee earning role	17%
Role directly supporting a fee earner	44%
Managerial role	6%
IT/HR/other corporate service role	13%
Chartered legal executive/CILEx practitioner	1%
Licensed conveyancer	1%
Prefer not to say	4%
No response to this question	1%

#### AGE RANGE

16-24	16%
25-34	32%
35-44	22%
45-54	10.5%
55-64	14%
65+	4.5%
Prefer not to say	1%

#### SEX

Male	18%
Female	79%
Prefer not to say	1.5%
No response to this question	1.5%

#### DISABILITY (as defined by the Equality Act 2010)

Yes	6%
No	90%
Prefer not to say	4%

#### DISABILITY (limitation on day-to-day activities)

Yes, limited a lot	2%
Yes, limited a little	6%
No	90%
Prefer not to say	2%

**ETHNIC GROUP**

British/English/Welsh/Northern Irish/Scottish	84.5%
Indian	3%
African	1.5%
White and Asian	1%
White and Black African	1%
Any other mixed/multiple ethnic background	2%
Any other white background	3%
Prefer not to say	4%

**SCHOOL ATTENDED BETWEEN THE AGE OF 11-16**

State-run or state-funded school (non-selective)	63%
State-run or state-funded school (selective)	28%
Independent/fee paying school	1.5%
Independent/fee paying school & received a 90% bursary	1%
Attended school outside the UK	2.5%
Don't know/nor sure	2.5%
Prefer not to say	1.5%

**DID EITHER PARENT ATTEND UNIVERSITY?**

No, neither of my parents attended university	87%
Yes, one or both attended university	7.5%
Don't know/not sure	3%
Prefer not to say	1.5%
No response to this question	1%

**OCCUPATION OF MAIN HOUSEHOLD EARNER WHEN YOU WERE 14**

Modern professional and traditional professional occupations	20%
Senior, middle or junior managers or administrators	13%
Clerical and intermediate occupation	7.5%
Technical and craft occupations	19%
Routine, semi-routine manual and service occupations	14.5%
Small business owners	10.5%
Long term unemployed	0%
Other including retired/not applicable/don't know	3%
Prefer not to say	11%
No response to this question	1.5%

**PRIMARY CARER FOR A CHILD/CHILDREN UNDER 18**

Yes	35%
No	62%
Prefer not to say	3%

**CARING FOR SOMEONE WITH LONG TERM PHYSICAL OR MENTAL HEALTH ISSUES (UNPAID)**

No	91%
Yes (1-19 hours per week)	6%
Yes (20-49 hours per week)	1%
Yes (50+ hours per week)	1%
Prefer not to say	1%