

Martin Tolhurst Solicitors

1. Select one category which best describes your role in the firm.

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Solicitor partner (sole practitioner, member or director)	8	0	0	0	0	0	0	0	0	0	0	0	0
Solicitor (not partner)	7	7	0	0	0	0	0	0	0	0	0	0	0
Other fee earning role	24	0	24	0	0	0	0	0	0	0	0	0	0
Role directly supporting a fee earner	49	0	0	49	0	0	0	0	0	0	0	0	0
Managerial role	5	0	0	0	5	0	0	0	0	0	0	0	0
IT/HR/other corporate services role	4	0	0	0	0	4	0	0	0	0	0	0	0
Barrister	0	0	0	0	0	0	0	0	0	0	0	0	0
Chartered Legal Executive (Fellow)/CILEx Practitioner	4	0	0	0	0	0	0	4	0	0	0	0	0
Licensed Conveyancer	0	0	0	0	0	0	0	0	0	0	0	0	0
Patent or Trade Mark Attorney	0	0	0	0	0	0	0	0	0	0	0	0	0
Costs Lawyer	0	0	0	0	0	0	0	0	0	0	0	0	0
Notary	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	20	0	0	0	0	0	0	0	0	0	0	0	20

2. Which age category are you in?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
16 - 24	24	0	0	3	11	0	0	0	0	0	0	0	7
25 - 34	37	1	3	11	1	0	0	1	0	0	0	0	5
35 - 44	18	1	3	4	8	1	0	1	0	0	0	0	0
45 - 54	15	3	0	3	4	1	0	2	0	0	0	0	2
55 - 64	19	3	1	3	9	3	0	0	0	0	0	0	0
65+	3	0	0	0	2	0	0	0	0	0	0	0	1
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

3. Which gender do you identify with?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Man	15	6	2	2	1	1	0	1	0	0	0	0	1
Woman	101	2	5	22	48	3	0	3	0	0	0	0	14
Other preferred Description	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

4. Do you consider your own gender identity to be different from that associated with your sex as registered at birth?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	3	0	0	1	0	0	0	1	0	0	0	0	1
No	113	8	7	24	48	4	0	3	0	0	0	0	14
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes	3	1	1	0	0	0	0	0	0	0	0	0	1
No	113	7	6	24	49	4	0	4	0	0	0	0	14
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
Yes, limited a lot	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, limited a little	4	1	0	2	0	0	0	0	0	0	0	0	1
No	110	7	7	24	46	4	0	4	0	0	0	0	13

Prefer not to say	7	0	0	0	1	0	0	0	0	0	0	0	0	6
-------------------	---	---	---	---	---	---	---	---	---	---	---	---	---	---

**7. What is your ethnic group?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
<b>Asian/Asian British</b>													
Bangladeshi	1	0	1	0	0	0	0	0	0	0	0	0	0
Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian	2	0	1	0	0	0	0	0	0	0	0	0	1
Pakistani	1	0	0	1	0	0	0	0	0	0	0	0	0
Any other Asian background	2	0	0	2	0	0	0	0	0	0	0	0	0
<b>Black/Black British</b>													
African	1	0	0	1	0	0	0	0	0	0	0	0	0
Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other Black background	1	0	0	0	1	0	0	0	0	0	0	0	0
<b>Mixed/multiple ethnic groups</b>													
White and Asian	1	0	1	0	0	0	0	0	0	0	0	0	0
White and Black African <sup>§</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other Mixed/multiple ethnic background	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>White</b>													
British/English/Welsh/Northern Irish/Scottish	106	7	4	20	48	5	4	0	4	0	0	0	14
Irish	1	1	0	0	0	0	0	0	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other White background <sup>§</sup>	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Other ethnic group</b>													
Arab	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other ethnic group	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

**8. What is your religion or belief?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
<b>No religion or belief/Atheist</b>													
Buddhist	0	0	0	0	0	0	0	0	0	0	0	0	0
Christian	51	5	3	10	21	4	1	0	2	0	0	0	5
Hindu	2	0	1	1	0	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0	0	0	0	0	0
Muslim	2	0	1	1	0	0	0	0	0	0	0	0	0
Sikh	2	0	0	1	0	0	0	0	0	0	0	0	1
Any other religion or belief	3	0	0	0	2	0	0	0	0	0	0	0	1
Prefer not to say	9	0	0	2	1	0	0	0	0	0	0	0	6

**9. What is your sexual orientation?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
<b>Bisexual</b>													
Gay man	1	0	0	0	0	0	0	0	0	0	0	0	0
Gay woman/Lesbian	0	0	0	0	0	0	0	0	0	0	0	0	0
Heterosexual/Straight	113	8	7	23	48	5	4	0	4	0	0	0	14
Other	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	7	0	0	1	0	0	0	0	0	0	0	0	6

**10. Did you mainly attend a state or fee paying school between the ages 11 – 18?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEX Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney	Costs Lawyer	Notary	Prefer not to say
<b>UK State School</b>													
UK Independent/Fee-paying School	6	0	1	1	2	1	0	0	0	0	0	0	1
Attended school outside the UK	3	1	0	2	0	0	0	0	0	0	0	0	0
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	5

**11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?**

