

Clough & Willis Diversity and Equality Survey Results 2023

	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	Managerial Role	IT/ HR/ other corporate services role
Role categories	10%	14%	10%	10%	41%	7%	7%

Ethnicity

Bangladeshi				3%			
British / English / Welsh / Northern Irish / Scottish	10%	14%	10%	7%	41%	7%	7%

Religion or belief

No religion or belief	7%	3%	7%		14%		3%
Christian		7%	3%	7%	28%	7%	3%
Jewish	3%						
Muslim				3%			
Invalid / no response to this question		3%					

Sexual orientation

Gay / Lesbian			3%				
Heterosexual	10%	10%	7%	10%	41%	3%	7%
Invalid / no response to this question		3%				3%	

Socio-economic background education age 11-18

State-run or state-funded school - selective on academic, faith or other grounds	3%	3%		7%	21%		3%
State-run or state-funded school - non-selective	3%	7%	7%	3%	21%	7%	3%
Independent / fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition	3%		3%				
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition		3%					

Did either of your parents attend university by the time you were 18?

Yes, one or both of my parents attended university		3%	7%		17		
No, neither of my parents attended university	10%	10%	3%	10%	24	7%	7%

Work of the main / highest income earner in your household when you were aged about 14

Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer		3%	7%		14%		3%
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager		3%		3%	7%	3%	
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	3%	3%		3%			3%
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff		3%	3%		17%		
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	7%			3%		3%	
Long term unemployed					3%		

Caring Responsibilities - Primary carer for child or children under 18

Yes	3%	7%			14%		
No	7%	3%	10%	10%	28%	7%	7%
Invalid / no response to this question		3%					

Other Carer Support

No	10%	10%	10%	10%	34%	7%	7%
Yes, 1 - 19 hours a week		3%			3%		
Yes, 20 - 49 hours a week					3%		