

Diversity Data

June 2023



George Green LLP

Diversity Data

Introduction

We have recently carried out an equality and diversity survey of our employees and from the anonymous data that has been provided by them (employees are free to decline to complete the survey or to choose “prefer not to say”) we have been able to conclude that they fall into the various protected characteristics types as defined by the Equality Act 2010 (sex, age, race, religion, sexual orientation, disability, etc.)

The following statistics have been collected and published in accordance with the Solicitors Regulation Authority's (SRA) annual diversity survey.

76.47% of people at George Green responded to the survey undertaken in June 2023 (rounded by 2 decimal places).

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Role

Role	Percentage
Full equity solicitor partners	4.62%
Salaried or partial equity solicitor partners	10.77%
Solicitor (not partner)	15.38%
Other fee earning role	18.45%
Role directly supporting a fee earner	24.62%
Managerial role	4.62%
IT/HR/other corporate services role	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	1.54%
Prefer not to say	13.85%

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Age

Which age category are you in?	16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65+	Prefer not to say	Total
Full equity solicitor partners	0%	0%	0%	1.54%	3.08%	0%	0%	4.62%
Salaried or partial equity solicitor partners	0%	1.54%	3.08%	3.08%	3.08%	0%	0%	10.77%
Solicitor (not partner)	0%	10.77%	1.54%	3.08%	0%	0%	0%	15.38%
Other fee earning role	6.15%	9.23%	0%	3.08%	0%	0%	0%	18.46%
Role directly supporting a fee earner	1.54%	0%	7.69%	6.15%	9.23%	0%	0%	24.62%
Managerial role	0%	0%	0%	1.54%	0%	3.08%	0%	4.62%
IT/HR/other corporate services role	0%	3.08%	0%	3.08%	0%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%	0%	0%	1.54%	0%	0%	0%	1.54%
Prefer not to say	0%	0%	3.08%	3.08%	3.08%	0%	4.62%	13.85%
Total	7.69%	24.62%	15.38%	26.15%	18.46%	3.08%	4.62%	100%

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Sex

What is your sex?	Male	Female	Other preferred description	Prefer not to say	Total
Full equity solicitor partners	3.08%	1.54%	0%	0%	4.62%
Salaried or partial equity solicitor partners	4.62%	6.15%	0%	0%	10.77
Solicitor (not partner)	3.08%	12.31%	0%	0%	15.38
Other fee earning role	4.62%	13.85%	0%	0%	18.46%
Role directly supporting a fee earner	0%	24.62%	0%	0%	24.62%
Managerial role	4.62%		0%	0%	4.62%
IT/HR/other corporate services role	0%	6.15%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%	1.54%	0%	0%	1.54%
Prefer not to say	1.54%	10.77%	0%	1.54%	13.85%
Total	21.54%	76.92%	0%	1.54%	100%

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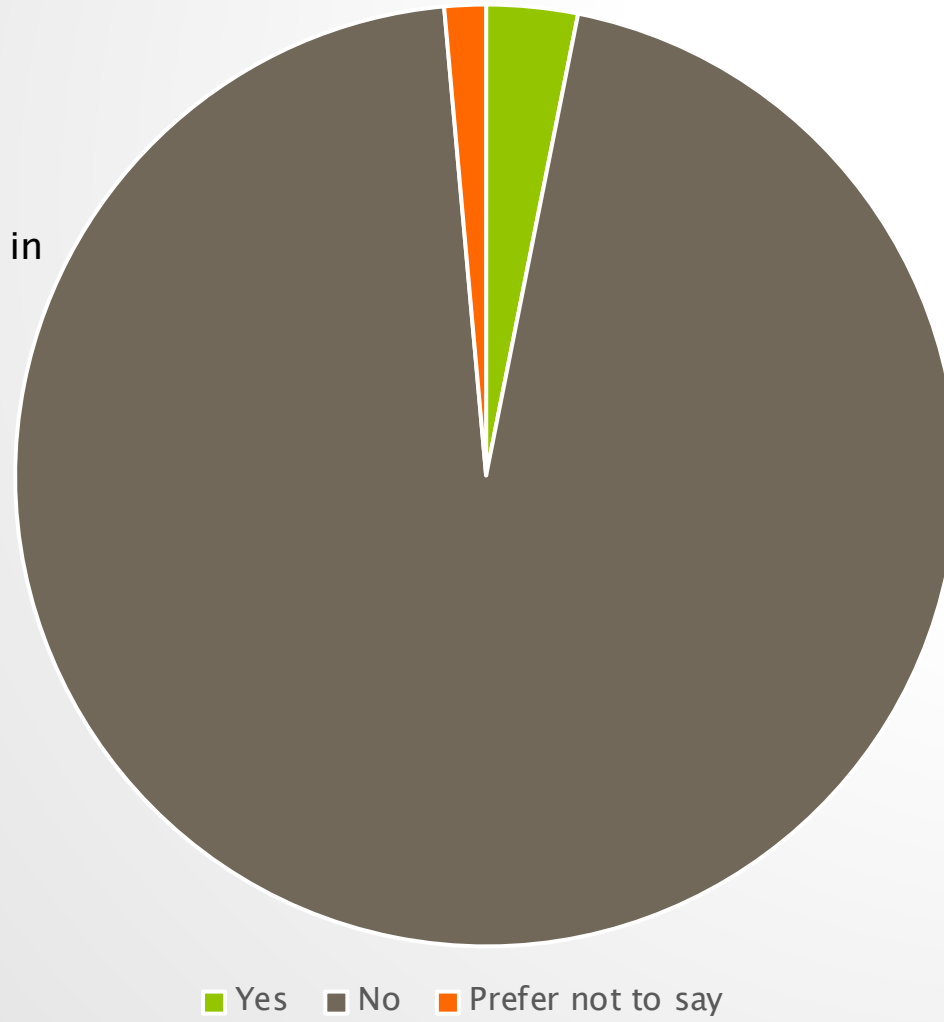
Gender

Is the gender you identify with the same as your sex registered at birth?	Yes	No	Prefer not to say	Total
Full equity solicitor partners	4.62%	0%	0%	4.62%
Salaried or partial equity solicitor partners	10.77%	0%	0%	10.77%
Solicitor (not partner)	15.38%	0%	0%	15.38%
Other fee earning role	18.46%	0%	0%	18.46%
Role directly supporting a fee earner	24.62%	0%	0%	24.62%
Managerial role	4.62%	0%	0%	4.62%
IT/HR/other corporate services role	6.15%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	1.54%	0%	0%	1.54%
Prefer not to say	12.31%	0%	1.54%	13.85%
Total	98.46%	0%	1.54%	100%

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Disability

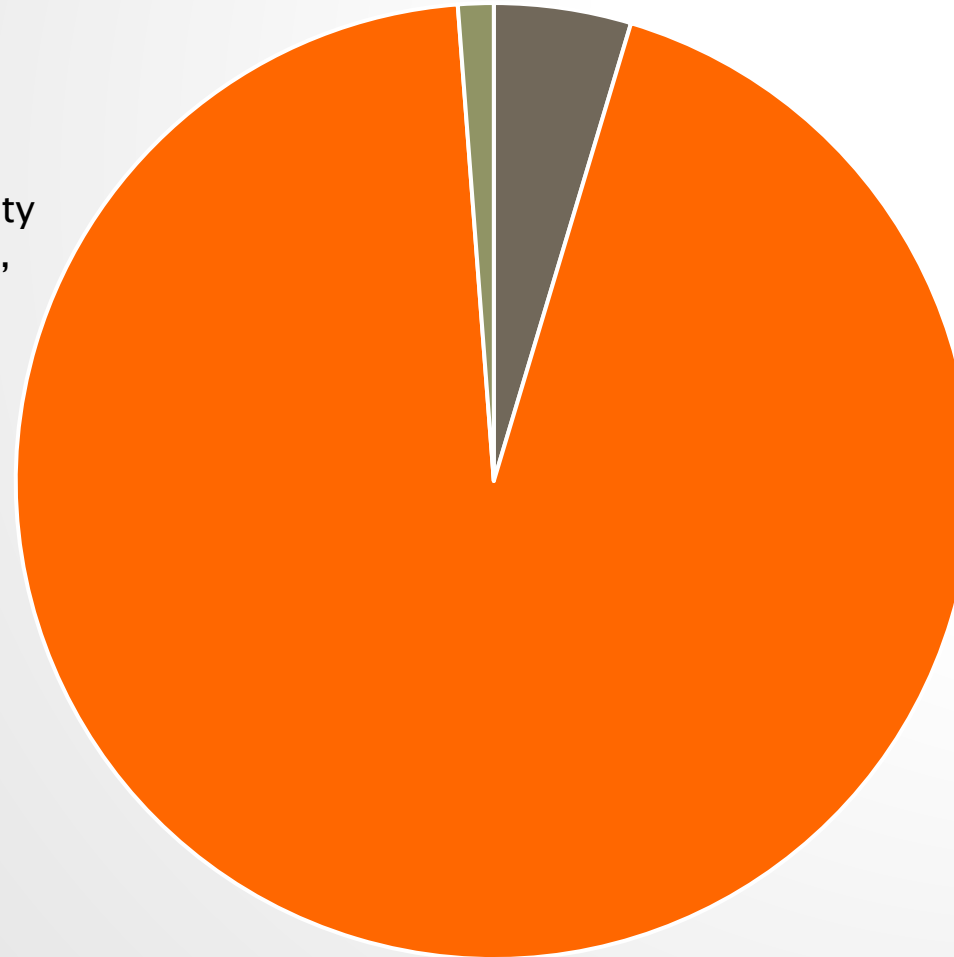
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



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Health

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?

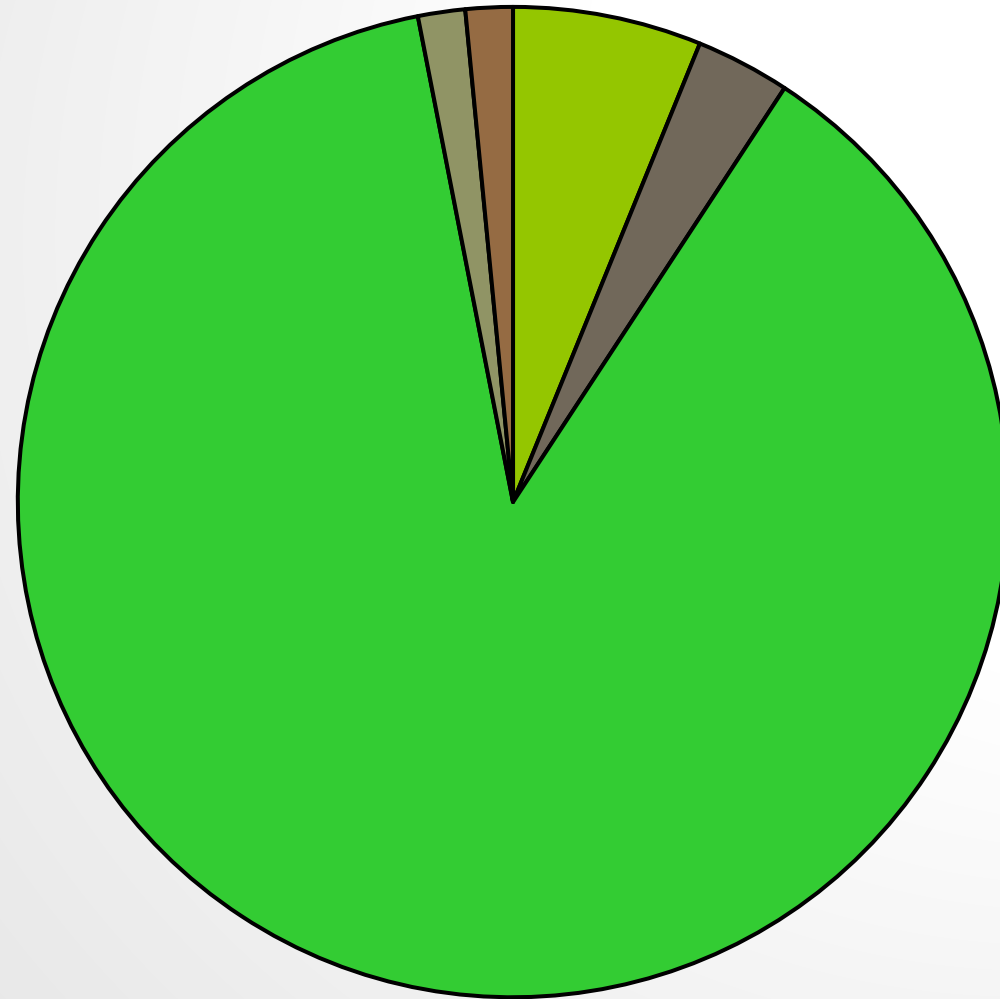


■ Yes, limited a lot ■ Yes, limited a little ■ No ■ Prefer not to say

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Ethnicity

What is your ethnic group?

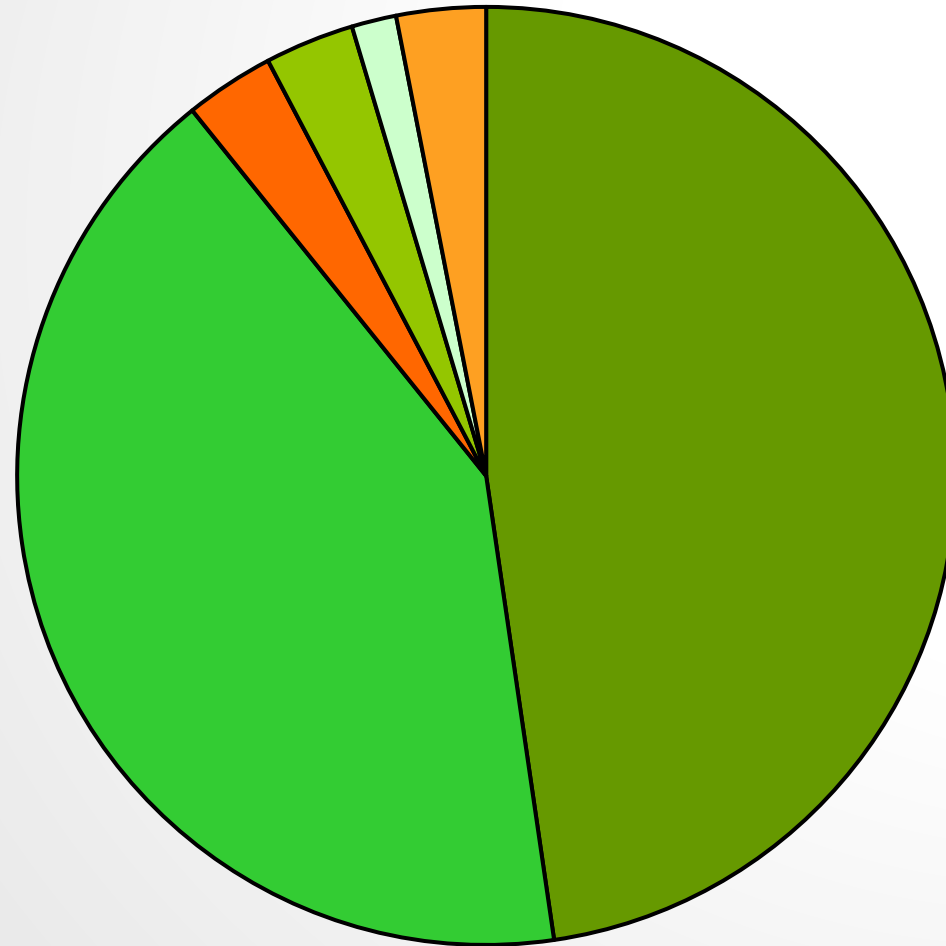


■ Asian ■ Black ■ White ■ Mixed Ethnicity ■ Prefer not to say

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Religion

What is your religion or belief?



■ No religion or belief

■ Christian

■ Muslim

■ Sikh

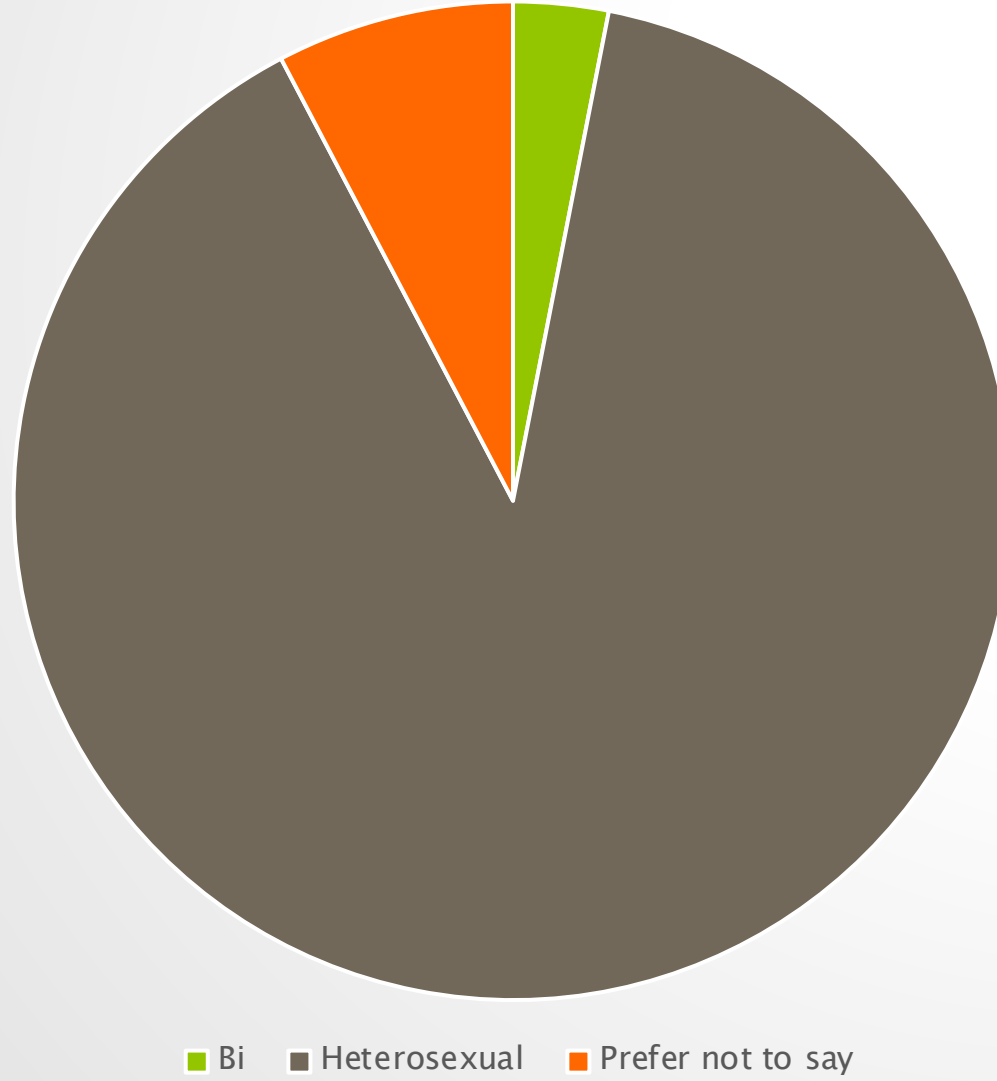
■ Prefer not to say

■ Any other religion or belief

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Sexual orientation

What is your sexual orientation?



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Education

Which type of school did you attend for the most time between the ages of 11 and 16?	State-run or state-funded school (selective on academic, faith or other grounds)	State-run or state-funded school (non-selective)	Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	Attended school outside the UK	Don't know	Prefer not to say	Total
Full equity solicitor partners	1.54%	1.54%	1.54%	0%	0%	0%	0%	4.62%
Salaried or partial equity solicitor partners	0%	4.62%	6.15%	0%	0%	0%	0%	10.77%
Solicitor (not partner)	3.08%	10.77%	1.54%	0%	0%	0%	0%	15.38%
Other fee earning role	1.54%	16.92%	0%	0%	0%	0%	0%	18.46%
Role directly supporting a fee earner	1.54%	23.08%	0%	0%	0%	0%	0%	24.62%
Managerial role	1.54%	1.54%	0%	0%	0%	0%	0%	4.62%
IT/HR/other corporate services role	3.08%	3.08%	0%	0%	0%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%	1.54%	0%	0%	0%	0%	0%	1.54%
Prefer not to say	1.54%	10.77%	0%	0%	0%	0%	0%	13.85%
Total	13.85	73.85%	9.23%	0%	0%	0%	3.08%	100%

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Education

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?	No, neither of my parents attended university	Yes, one or both of my parents attended university	Don't know	Prefer not to say	Total
Full equity solicitor partners	1.54%	3.08%	0%	0%	4.62%
Salaried or partial equity solicitor partners	7.69%	3.08%	0%	0%	10.77%
Solicitor (not partner)	10.77%	4.62%	0%	0%	15.38%
Other fee earning role	15.38%	0%	3.08%	0%	18.46%
Role directly supporting a fee earner	21.54%	3.08%	0%	0%	24.62%
Managerial role	3.08%	0%	0%	1.54%	4.62%
IT/HR/other corporate services role	6.15%	0%	0%	0%	6.15%
Notary	0%	0%	0%	0%	0%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%	1.54%	0%	0%	1.54%
Licensed Conveyancer	0%	0%	0%	0%	0%
Prefer not to say	12.31%	0%	0%	0%	13.85%
Total	78.46%	15.38	3.08%	1.54%	100%

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Occupation

What was the occupation of your main household earner when you were about 14?	Modern / traditional professional occupations	Senior, middle, or junior managers or administrators	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine, manual, and service occupations	Small business owners who employed less than 25 people	Long term unemployed	Other, e.g. retired / question does not apply to me / I don't know	Prefer not to say	Total
Full equity solicitor partners	1.54%	3.08%	0%	0%	0%	0%	0%	0%	0%	4.62%
Salaried or partial equity solicitor partners	3.08%	3.08%	0%	1.54%	1.54%	1.54%	0%	0%	0%	10.77%
Solicitor (not partner)	4.62%	4.62%	0%	4.62%	0%	1.54%	0%	0%	0%	15.38%
Other fee earning role	6.15%	1.54%	0%	6.15%	1.54%	0%	1.54%	1.54%	0%	18.46%
Role directly supporting a fee earner	3.08%	3.08%	0%	7.69%	7.69%	1.54%	0%	0%	1.54%	24.62%
Managerial role	0%	0%	0%	0%	3.08%	0%	0%	0%	1.54%	4.62%
IT/HR/other corporate services role	0%	0%	1.54%	1.54%	3.08%	0%	0%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%	0%	1.54%	0%	0%	0%	0%	0%	0%	1.54%
Prefer not to say	1.54%	0%	0%	1.54%	3.08%	1.54%	0%	4.62%	1.54%	13.85%
Total	20%	15.38%	3.08%	23.08%	20%	6.15%	1.54%	6.15%	4.62%	100%

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Childcare

Are you a primary carer for a child or children under 18?	Yes	No	Prefer not to say	Total
Full equity solicitor partners	3.08%	1.54%	0%	4.62%
Salaried or partial equity solicitor partners	9.23%	1.54%	0%	10.77%
Solicitor (not partner)	3.08%	12.31%	0%	15.38%
Other fee earning role	1.54%	16.92%	0%	18.46%
Role directly supporting a fee earner	9.23%	15.38%	0%	24.62%
Managerial role	0%	4.62%	0%	4.62%
IT/HR/other corporate services role	1.54%	4.62%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	1.54%	1.54%	0%	1.54%
Prefer not to say	1.54%	10.77%	1.54%	13.85%
Total	29.23%	69.23%	1.54%	100%

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Care

Do you look after or care for someone with long term physical or mental ill heath caused by disability or age (not in a paid capacity)?	No	Yes, 1 – 19 hours a week	Yes, 20 – 49 hours a week	Yes, 50 hours or more a week	Prefer not to say	Total
Full equity solicitor partners	4.62%	0%	0%	0%	0%	4.62%
Salaried or partial equity solicitor partners	10.77%	0%	0%	0%	0%	10.77%
Solicitor (not partner)	15.38%	0%	0%	0%	0%	15.38%
Other fee earning role	13.85%	4.62%	0%	0%	0%	18.47%
Role directly supporting a fee earner	16.92%	4.62%	1.54%	1.54%	0%	24.62%
Managerial role	4.62%	0%	0%	0%	0%	4.62%
IT/HR/other corporate services role	6.15%	0%	0%	0%	0%	6.15%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	1.54%	0%	0%	0%	0%	1.54%
Prefer not to say	9.23%	0%	3.08%	0%	1.54%	13.85%
Total	83.08%	9.23%	4.62%	1.54%	1.54%	100%

