

RDP LAWYERS EQUALITY AND DIVERSITY SURVEY 2019 - SUMMARY

This year, responses to the questionnaire were received from 21 staff. Diversity details of those responding in percentage terms are set below:

- Role in the firm

Solicitor partners (members/directors)	14%
Solicitor (not partner)	29%
Other fee earning role	14%
Role directly supporting fee earner	24%
Managerial role	14%
IT/HR/other corporate service role	5%

- Age

16 – 24	10%
25 – 34	42%
35 – 44	24%
45 – 54	14%
55 – 64	5%
64+	5%

- Gender Identity

Male	14%
Female	86%

- Transgender (gender identity different from that associated with sex at birth)

No	100%
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- Disability (according to Equality Act 2010)

Yes	5%
No	95%

- Day to day limitation to activities because of health problems or disability lasting 12 months

Yes (limited a little)	5%
No	95%

- Ethnicity

British/English/Welsh/Northern Irish/Scottish	100%
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- Religion or Belief

No religion or belief/Atheist	38%
Christian	57%
Prefer not to say	5%

- Sexual Orientation

Heterosexual/straight	95%
Prefer not to say	5%

- School type from 11 – 16

UK state run school (selected on academic, faith or other grounds)	10%
UK state school (non-selective)	80%
UK independent/Fee-paying school (no bursary)	10%

- Highest qualification achieved by parent by the time you were 18:

At least one has degree level qualification	29%
Qualifications below degree level	43%
No formal qualifications	14%
Don't know	14%

- Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?

Modern professional occupations such as@ teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	18%
Senior managers and administrators usually responsible for planning, Organising and co-ordinating work and for finance such as: finance manager Chief executive	14%
Technical and craft occupations such as: motor mechanic fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	23%
Semi-routine manual and service occupations such as: postal worker, Machine operative, security guard, caretaker, farm worker, catering assistant, Receptionist, sale assistant	5%
Routine manual and service occupations such as: HGV Driver, van driver cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/ waitress, bar staff	5%
Middle or junior managers such as: office manager, retail manager, bank Manager, restaurant manager, warehouse manager, publican	10%
Traditional professional occupations such as: accountant, solicitor, Medical practitioner, scientist, civil/mechanical engineer	5%
Inactive (Excluding those that are retired)	5%

Other	10%
Prefer not to say	5%

- Primary carer for a child under 18

Yes	24%
No	76%

- Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

No	80%
Yes, 1 – 19 hours a week	5%
Prefer not to say	5%