

RDP LAWYERS EQUALITY AND DIVERSITY SURVEY 2021 - SUMMARY

This year, responses to the questionnaire were received from 25 staff. Diversity details of those responding in percentage terms are set below:

- Role in the firm

Solicitor partners (members/directors)	16%
Solicitor (not partner)	24%
Other fee earning role	16%
Role directly supporting fee earner	24%
Managerial role	16%
IT/HR/other corporate service role	4%
- Age

16 – 24	4%
25 – 34	36%
35 – 44	44%
45 – 54	8%
55 – 64	4%
64+	0%
Prefer not to say	4%
- Gender Identity:

Male	16%
Female	80%
Prefer not to say	4%
- Transgender (gender identity different from that associated with sex at birth):

No	96%
Prefer not to say	4%
- Disability (according to Equality Act 2010):

Yes	0%
No	88%
Prefer not to say	12%
- Day to day limitation to activities because of health problems or disability lasting 12 months:

Yes (limited a little)	0%
No	88%
Prefer not to say	12%

- Ethnicity:

British/English/Welsh/Northern Irish/Scottish	96%
Prefer not to say	4%

- Religion or Belief:

No religion or belief/Atheist	56%
Christian	32%
Prefer not to say	12%

- Sexual Orientation:

Heterosexual/straight	88%
Prefer not to say	12%

- School type from 11 – 16:

UK state run school (selected on academic, faith or other grounds)	12%
UK state school (non-selective)	76%
UK independent/Fee-paying school (no bursary)	4%
Prefer not to say	8%

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

Neither attended university	64%
One of both attended university	28%
Prefer not to say	8%

- 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	24%
Senior managers and administrators usually responsible for planning, Organising and co-ordinating work and for finance such as: finance manager Chief executive	16%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4%
Technical and craft occupations such as: motor mechanic fitter, inspector,	24%
Small business owners who employed less than 25 people such as: corner shop	4%

owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner,

Prefer not to say 12%

- Primary carer for a child under 18:

Yes 40%

No 56%

Prefer not to say 4%

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

No 84%

Yes, 1 – 19 hours a week 8%

Prefer not to say 8%