

DIVERSITY DATA

WILLIAMSON & BARNES SOLICITORS

Every two years, we are required by the SRA to gather and publish the diversity data of our workforce. The data is gathered by way of a questionnaire. Completion of the questionnaire is voluntary, and some people choose not to answer some or all the questions. Therefore, these figures can only give an indication of our true diversity and provide a summary of the results. We also gather data on religion, sexual orientation, and gender identity.

ROLE CATEGORIES	%
FULL EQUITY SOLICITOR PARTNERS (Member/Director)	8%
SALARIED OR PARTIAL EQUITY SOLICITOR PARTNERS (Member/Director)	0%
SOLICITOR (not Partner)	23%
OTHER FEE EARNING ROLE (including Trainees)	0%
ROLE DIRECTLY SUPPORTING A FEE EARNER (legal Secretaries, administrators etc)	39%
MANAGERIAL ROLE (Practice managers, Accounts managers etc)	15%
CORPORATE SERVICES ROLE (HR, IT etc)	0%
BARRISTER	0%
CHARTERED LEGAL EXECUTIVE (FCILEX)	0%
LICENSED CONVEYANCER	0%
PATENT OR TRADE MARK ATTORNEY	0%
COSTS LAWYER	0%
NOTARY	0%
PREFER NOT TO SAY	15%

AGE RANGE	%
16-24	0%
25-34	0%
35-44	0%
45-54	15%
55-64	62%
65+	8%
PREFER NOT TO SAY	15%

SEX	%
Male	15%
Female	70%
Other Preferred Description	0%
Prefer not to say	15%

IS THE GENDER YOU IDENTIFY WITH THE SAME AS YOUR SEX REGISTERED AT BIRTH?	%
Yes	85%
No	0%
Prefer not to say	15%

DISABILITY (as defined by the Equality Act 2010)	%
Yes	0%
No	85%
Prefer not to say	15%

ARE DAY-TO-DAY ACTIVITIES LIMITED BECAUSE OF A HEALTH PROBLEM OR DISABILITY	%
Yes, limited a lot	0%
Yes, Limited a little	8%
No	77%
Prefer not to say	15%

ETHNIC GROUP	%
ASIAN/ASIAN BRITISH	
Bangladeshi	0%
Chinese	0%
Indian	0%
Pakistani	0%
Other Asian Background	0%
BLACK/BLACK BRITISH	
African	0%
Caribbean	0%
Other Black background	0%
MIXED/MULTIPLE ETHNIC GROUPS	
White and Asian	0%
White and Black African	0%
White and Black Caribbean	0%
White and Chinese	0%
Other Mixed/Multiple Ethnic background	0%
WHITE	
British/English/Welsh/NI/Scottish	77%
Irish	0%
Gypsy or Irish Traveller	0%
Roma	0%
Any other White background	0%
OTHER ETHNIC GROUP	
Arab	0%
Any other ethnic group	0%
PREFER NOT TO SAY	23%
SCHOOL ATTENDED BETWEEN THE AGE OF 11-16	%
State-run or state-funded (selective on faith, academic or other grounds)	38%
State-run or state-funded (non-selective)	31%
Independent/fee paying	0%
Independent/fee-paying school and received a 90%+ bursary	8%
Attended school outside of the UK	0%
Don't know/not sure	0%
Prefer not to say	23%
DID EITHER PARENT ATTEND UNIVERSITY?	%
No neither parent attended university	62%
Yes one or both parents attended university	15%
No/don't know	0%
Prefer not to say	23%
OCCUPATION OF MAIN HOUSEHOLD EARNER WHEN YOU WERE AGED ABOUT 14	%
Modern professional and traditional professional occupations	38%
Senior, middle or junior management occupations	0%
Clerical and intermediate occupations	0%
Technical and craft occupations	15%
Routine, semi-routine manual and service occupations	15%
Small business owners employing less than 25 people	0%
Long term unemployed (claiming benefits for more than 12 months)	0%
Other including retired/Not applicable/Don't know	8%
Prefer not to say	24%

PRIMARY CARER FOR A CHILD/CHILDREN UNDER 18**%**

Yes	15%
No	62%
Prefer not to say	23%

CARING FOR SOMEONE WITH LONG TERM PHYSICAL OR MENTAL HEALTH ISSUES (UNPAID)**%**

No	62%
Yes - 1-19 hours per week	8%
Yes - 20-49 hours per week	0%
Yes - 50+ hours per week	0%
Prefer not to say	30%

July 2023