

Ashurst

SRA Demographic Survey

July 2023



Notes

This report is based on voluntary data gathered across our Glasgow & London offices with 76.36% overall response rate.

In line with our data privacy policy we have removed data relating to barristers and chartered legal execs due to the size of this population in UK offices.

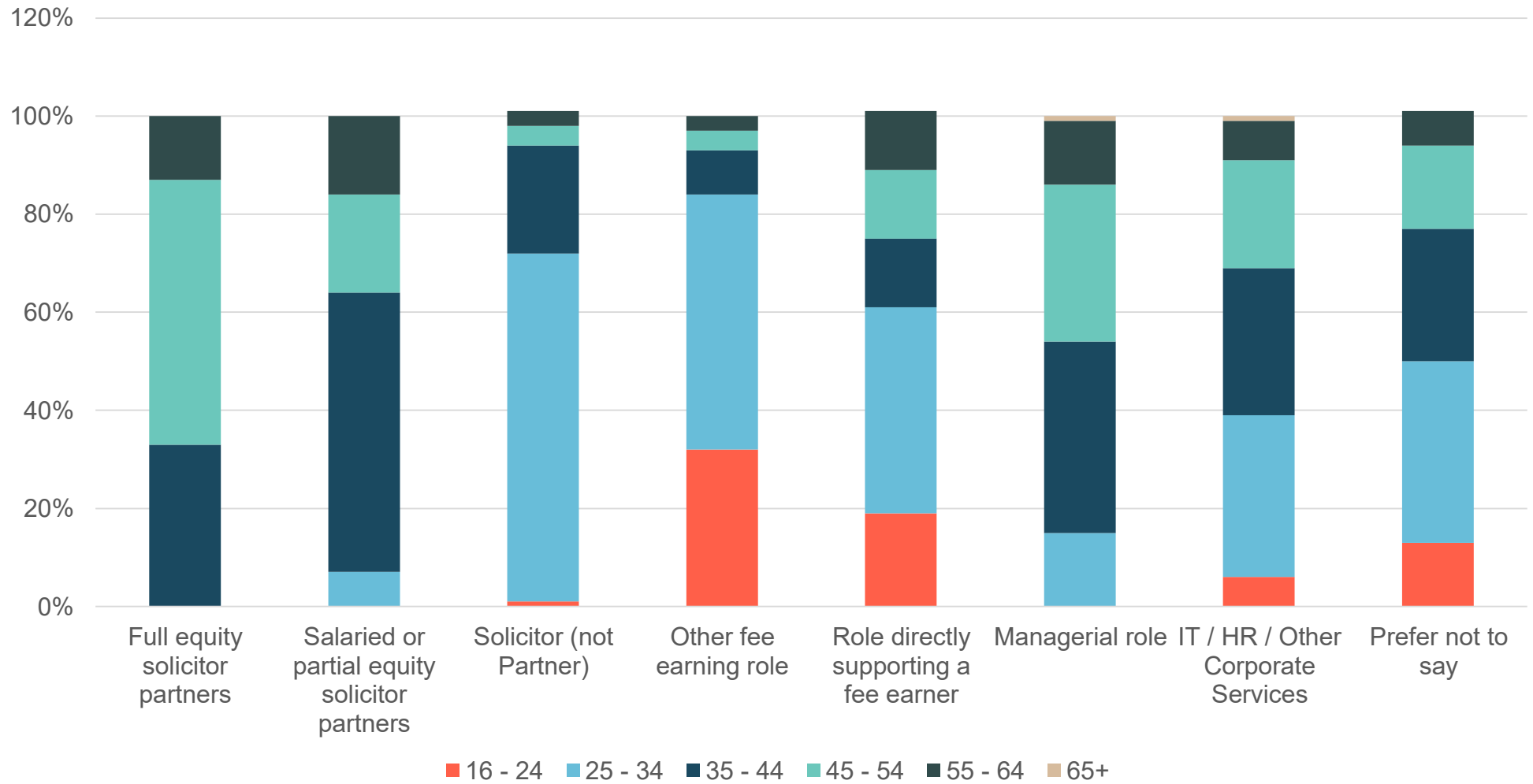
Find out more about our Inclusion, Diversity and Belonging (IDB) actions on [Ashurst.com](https://www.ashurst.com)

For more information, please contact [our IDB Team](#).

Age



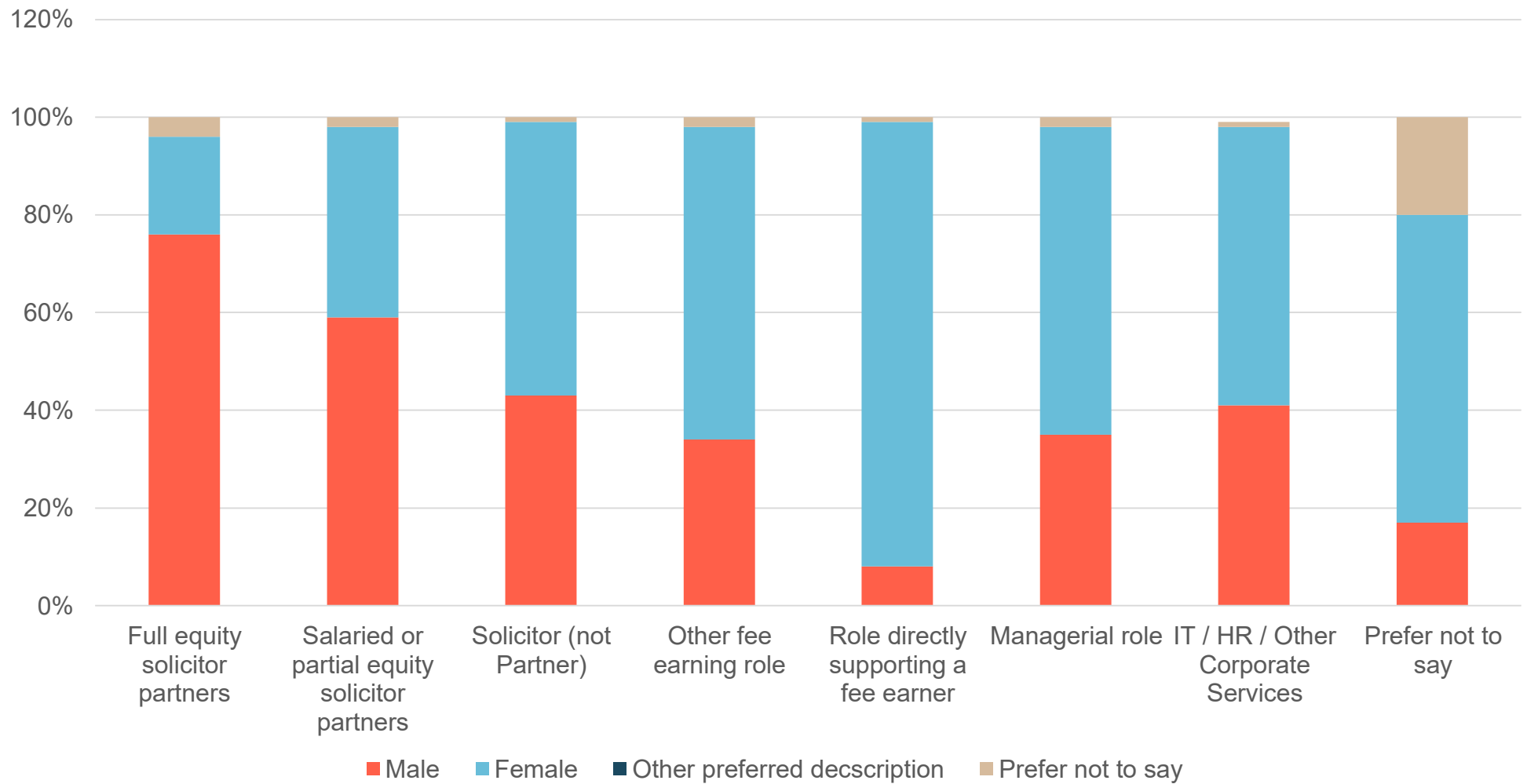
Which age category are you in?



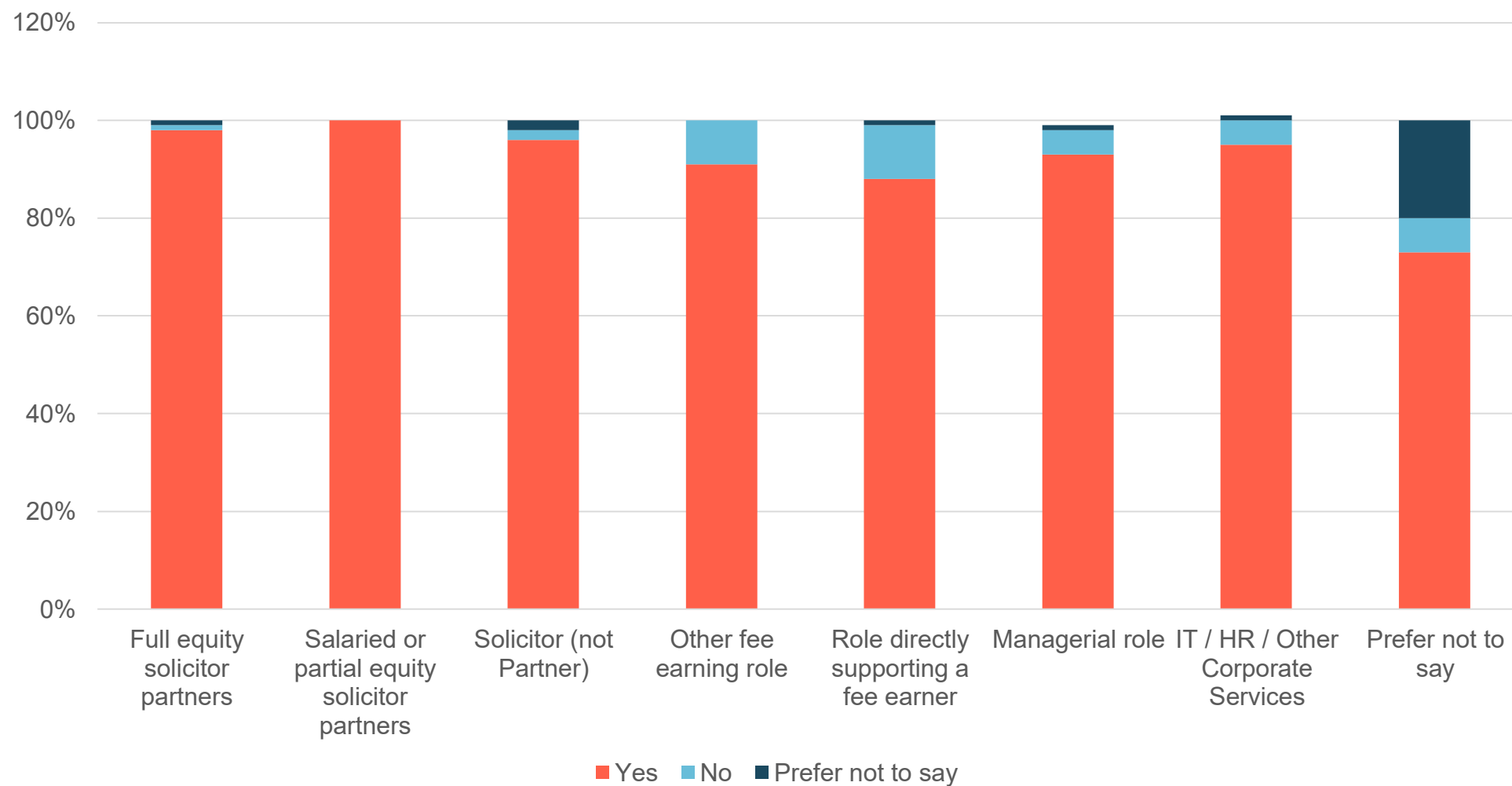
Gender &
Sexuality &
Sexual
Orientation



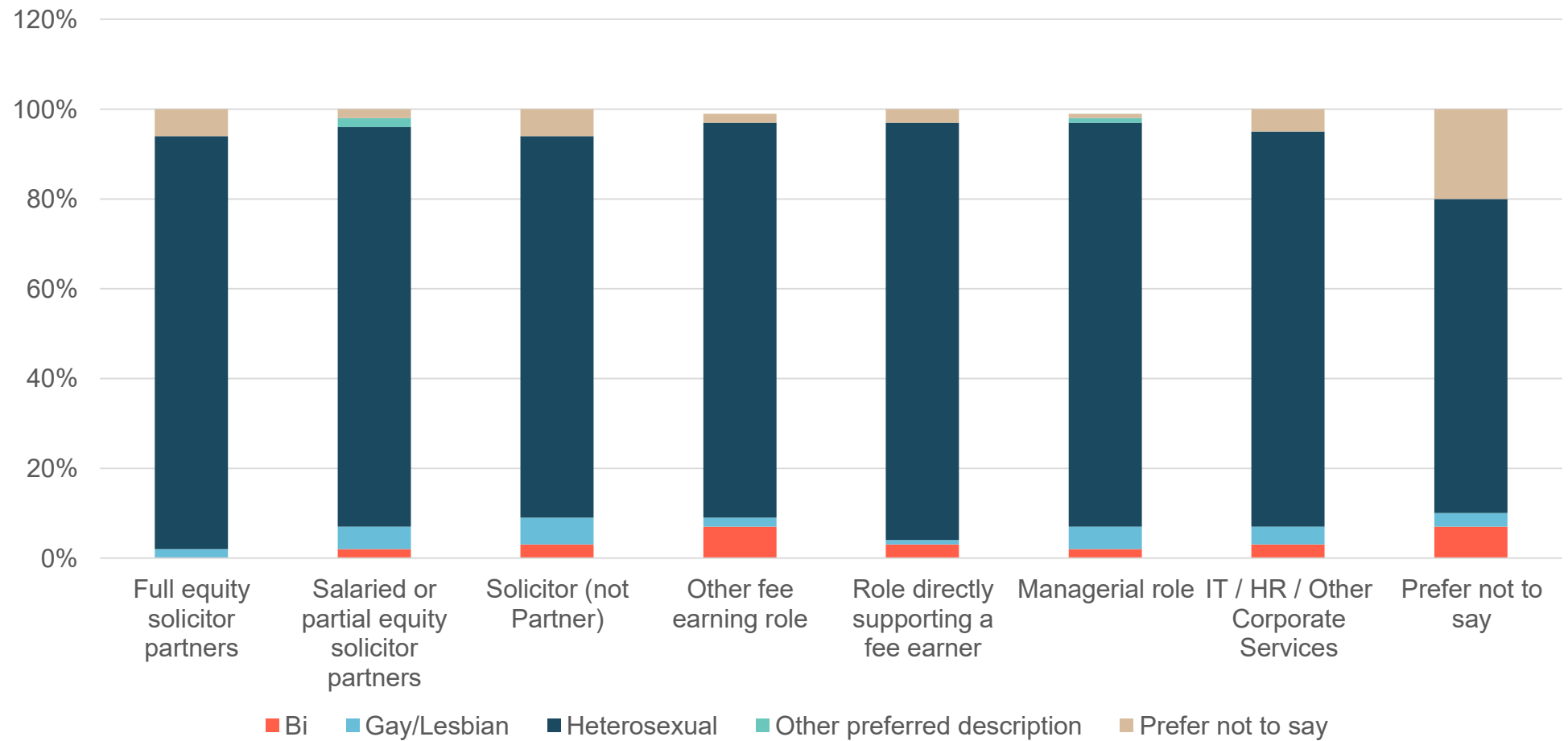
What is your gender?



Is the gender you identify with the same as your sex registered at birth?



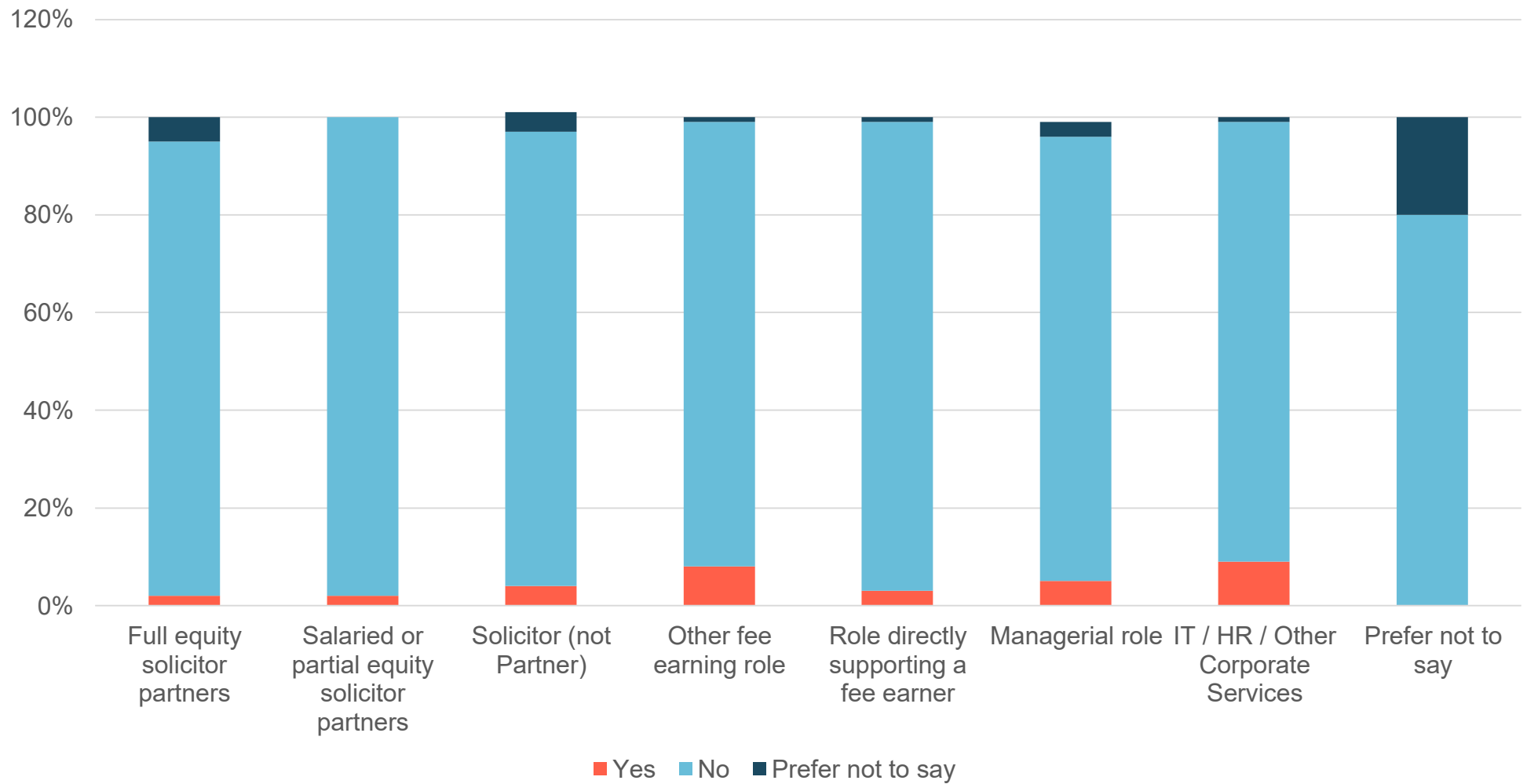
What is your sexual orientation?



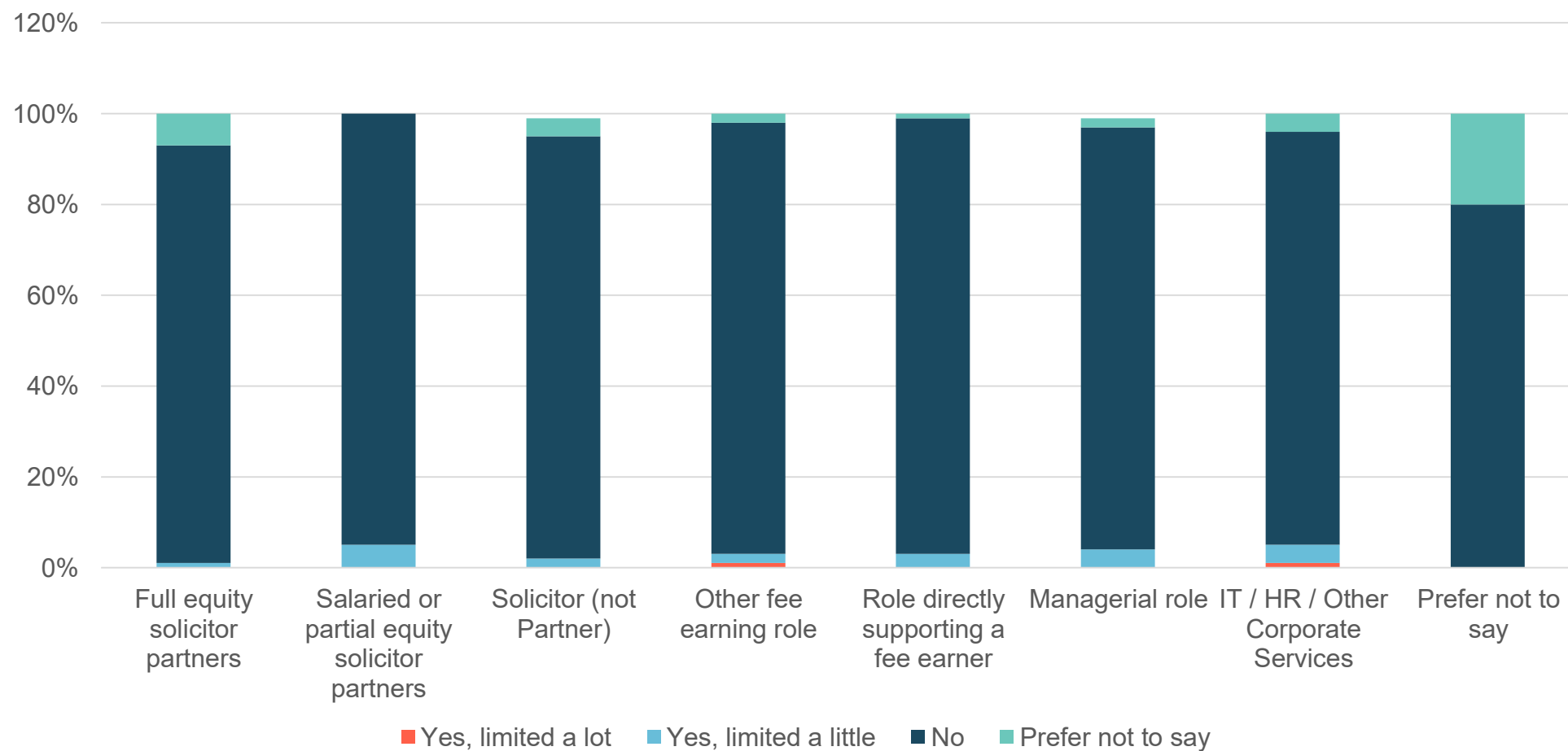
Disability



Do you consider yourself to have a disability?



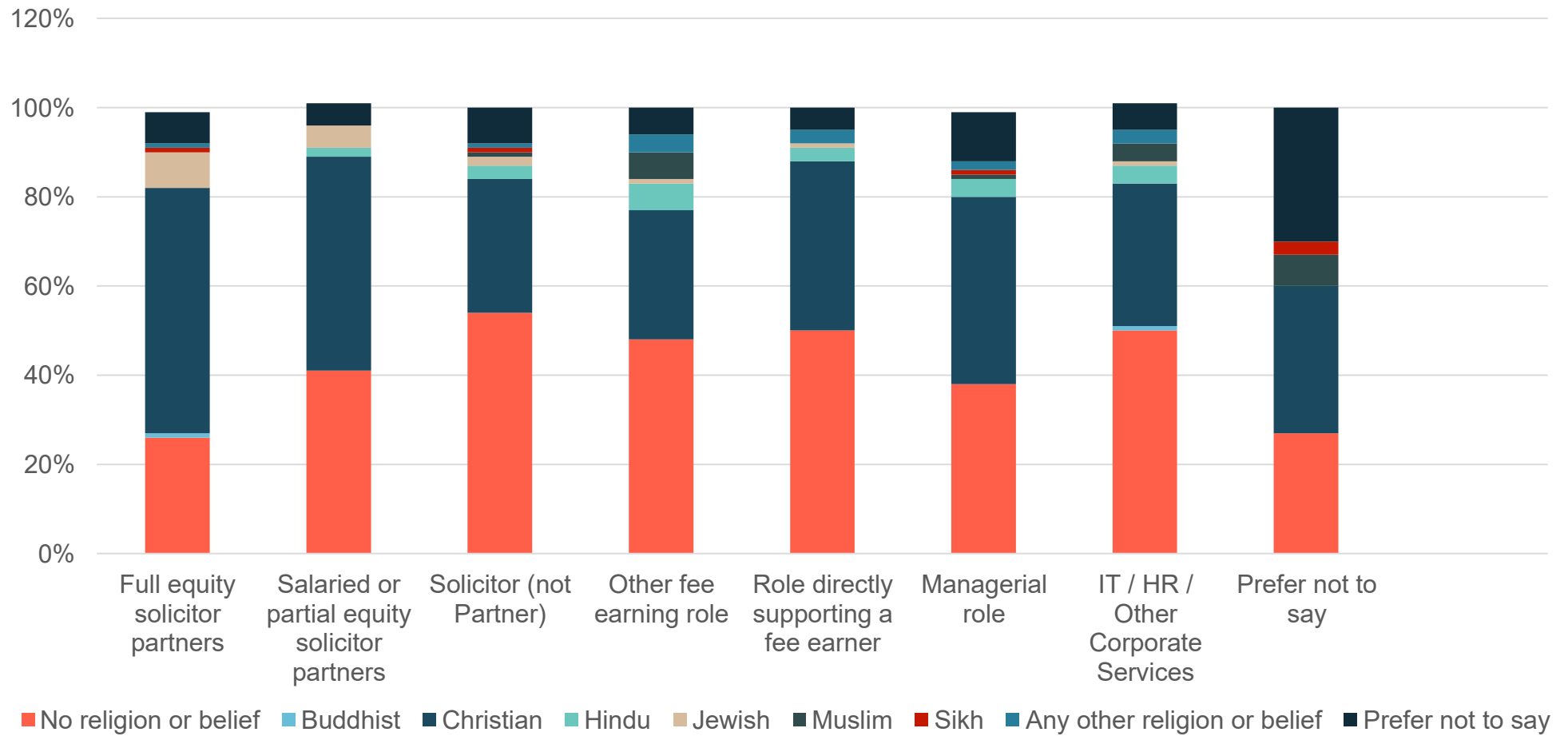
Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Ethnicity & Religion



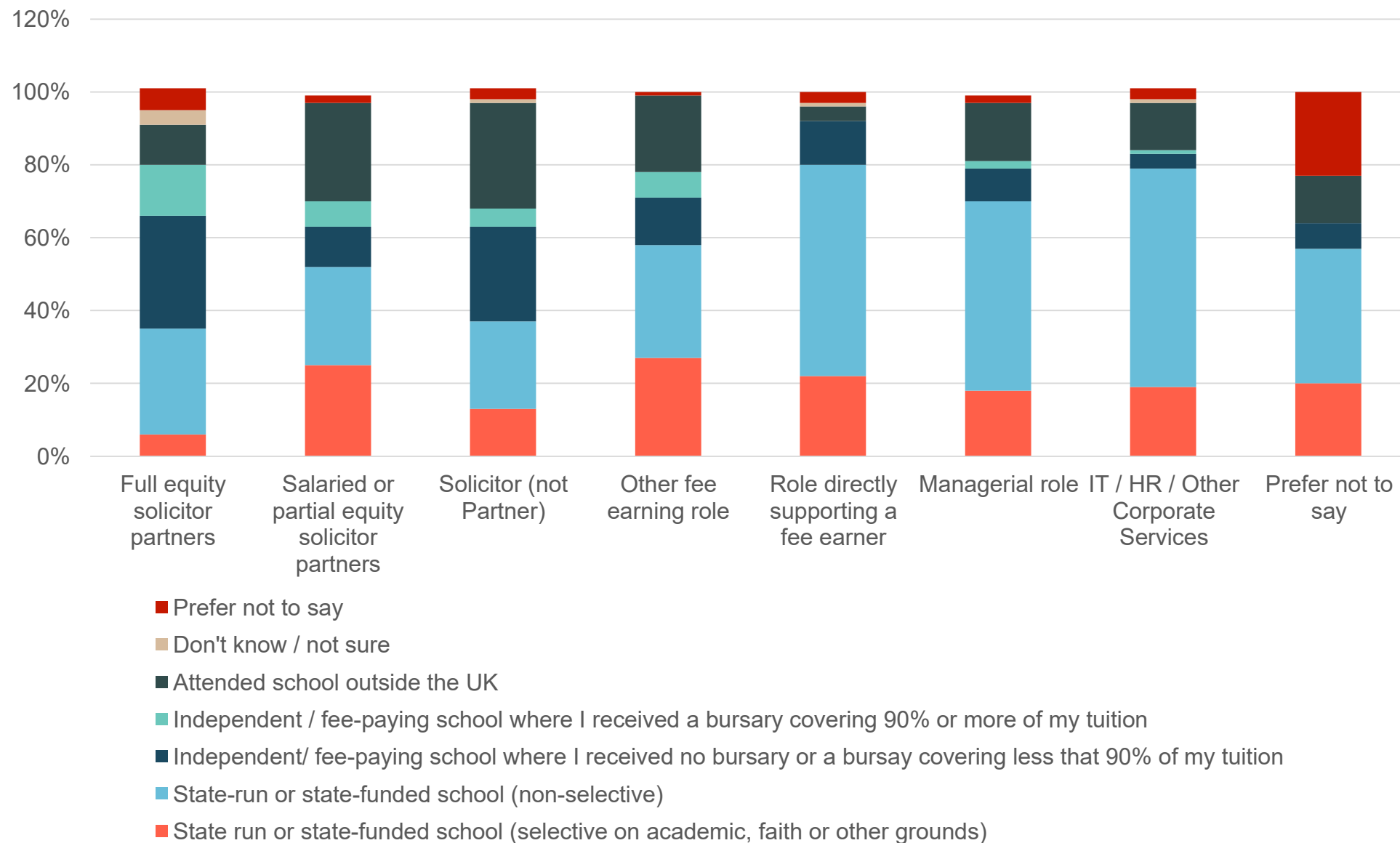
What is your religion or belief?



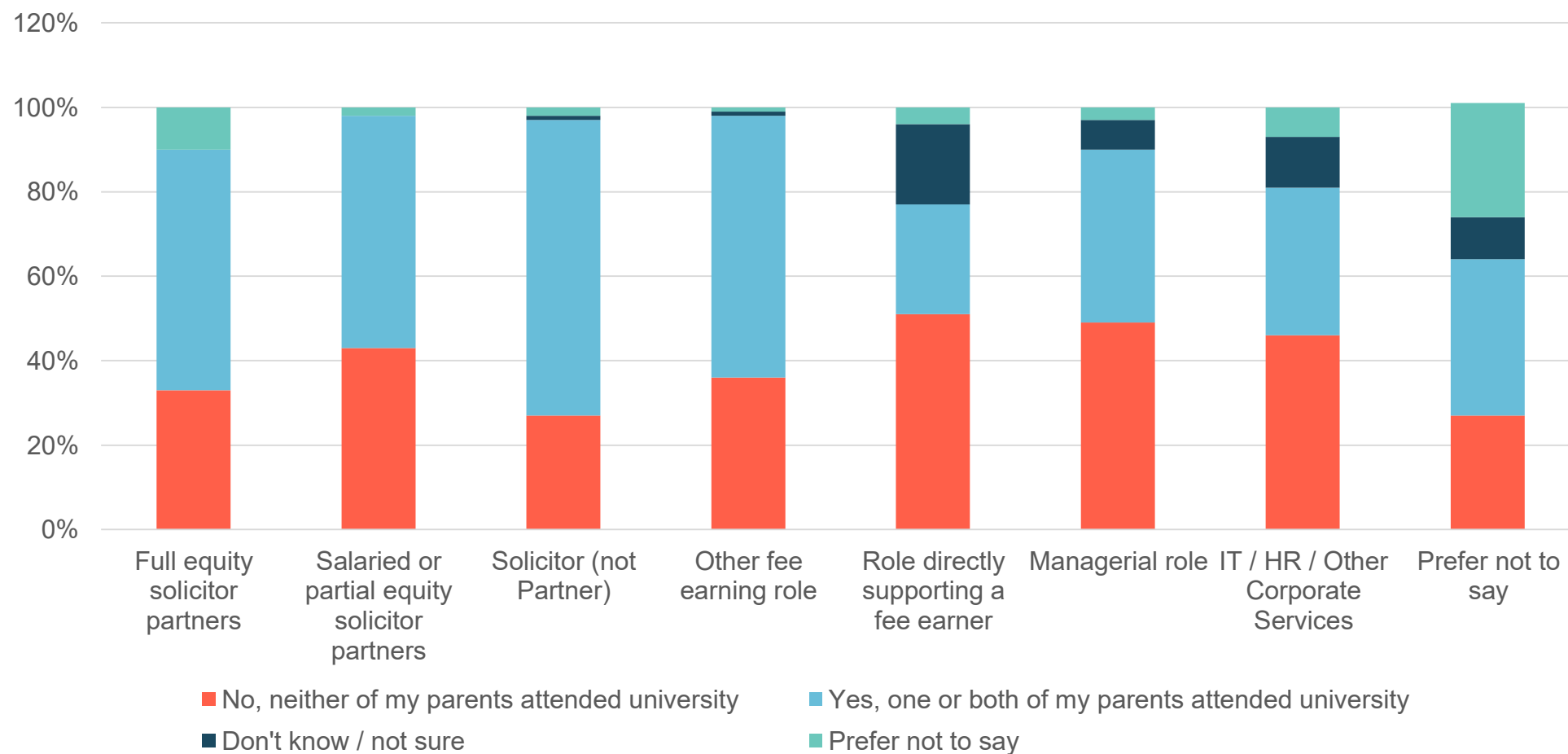
Social Mobility



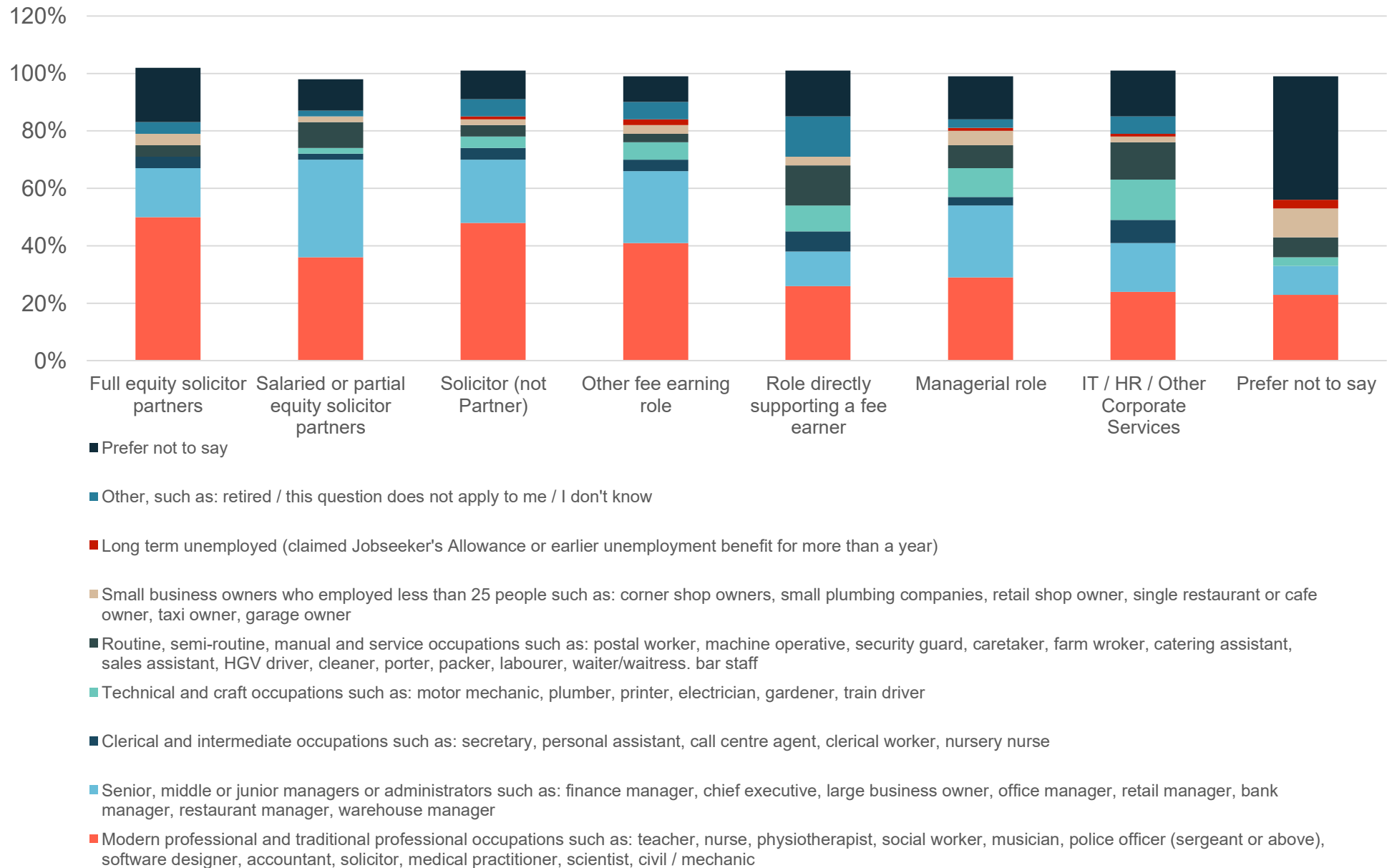
What type of school did you attend for the most time between the ages of 11 – 16?



Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



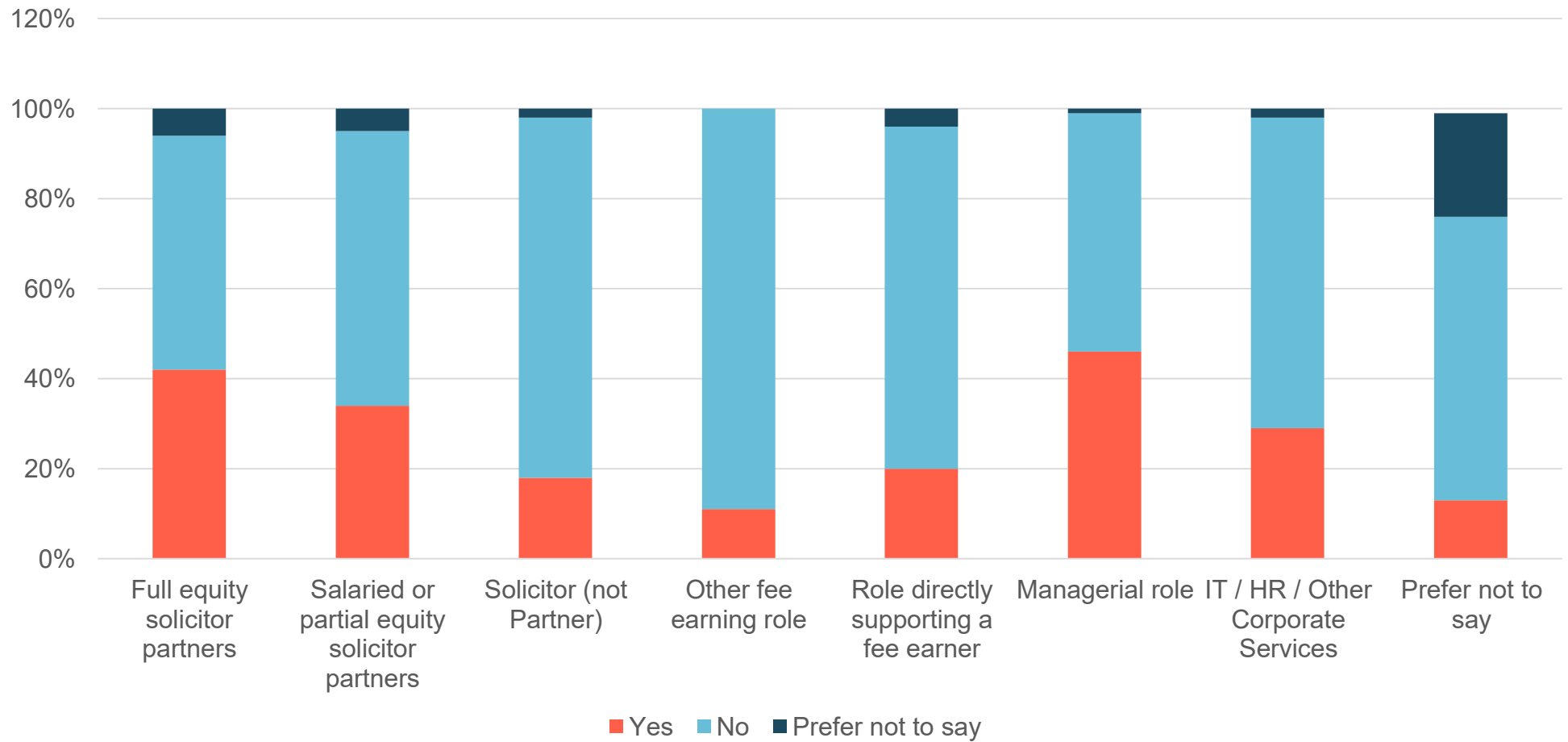
What was the occupation of your main household earner when you were about 14?



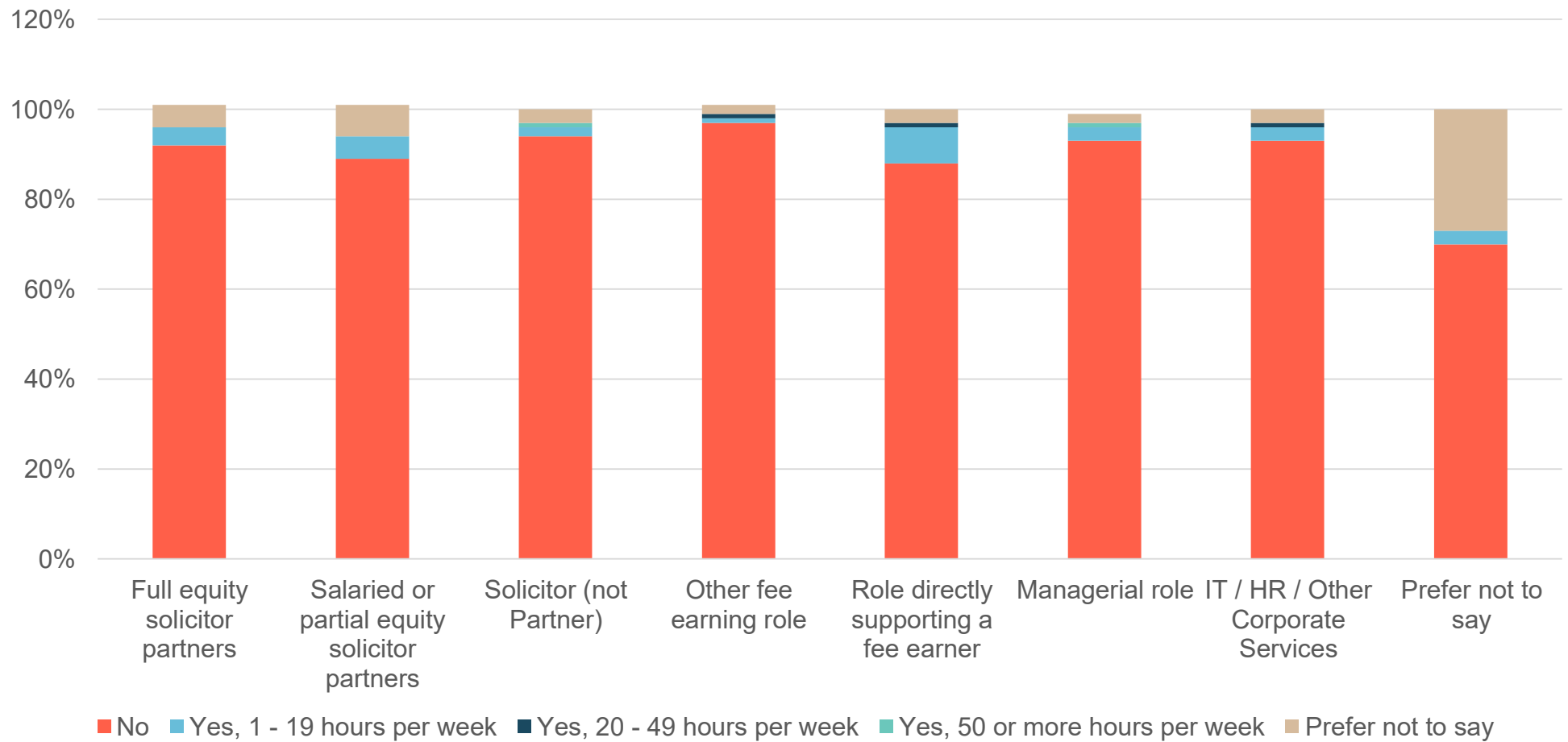
Caring Responsibilities



Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



Appendix

Which age category are you in?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
16 - 24	0%	0%	1%	32%	19%	0%	6%	13%	7%
25 - 34	0%	7%	71%	52%	42%	15%	33%	37%	42%
35 - 44	33%	57%	22%	9%	14%	39%	30%	27%	26%
45 - 54	54%	20%	4%	4%	14%	32%	22%	17%	17%
55 - 64	13%	16%	3%	3%	12%	13%	8%	7%	7%
65+	0%	0%	0%	0%	0%	1%	1%	0%	0%

What is your gender?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Male	76%	59%	43%	34%	8%	35%	41%	17%	41%
Female	20%	39%	56%	64%	91%	63%	57%	63%	57%
Other preferred description	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	4%	2%	1%	2%	1%	2%	1%	20%	2%

Is the gender you identify with the same as your sex registered at birth?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Yes	98%	100%	96%	91%	88%	93%	95%	73%	94%
No	1%	0%	2%	9%	11%	5%	5%	7%	4%
Prefer not to say	1%	0%	2%	0%	1%	1%	1%	20%	1%

What is your sexual orientation ?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Bi	0%	2%	3%	7%	3%	2%	3%	7%	3%
Gay/Lesbian	2%	5%	6%	2%	1%	5%	4%	3%	5%
Heterosexual	92%	89%	85%	88%	93%	90%	88%	70%	87%
Other preferred description	0%	2%	0%	0%	0%	1%	0%	0%	0%
Prefer not to say	6%	2%	6%	2%	3%	1%	5%	20%	5%

Do you consider yourself to have a disability?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Yes	2%	2%	4%	8%	3%	5%	9%	0%	6%
No	93%	98%	93%	91%	96%	91%	90%	80%	92%
Prefer not to say	5%	0%	4%	1%	1%	3%	1%	20%	3%

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?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Yes, limited a lot	0%	0%	0%	1%	0%	0%	1%	0%	1%
Yes, limited a little	1%	5%	2%	2%	3%	4%	4%	0%	3%
No	92%	95%	93%	95%	96%	93%	91%	80%	92%
Prefer not to say	7%	0%	4%	2%	1%	2%	4%	20%	4%

What is your religion or belief?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
No religion or belief	26%	41%	54%	48%	50%	38%	50%	27%	47%
Buddhist	1%	0%	0%	0%	0%	0%	1%	0%	0%
Christian	55%	48%	30%	29%	38%	42%	32%	33%	34%
Hindu	0%	2%	3%	6%	3%	4%	4%	0%	3%
Jewish	8%	5%	2%	1%	1%	0%	1%	0%	2%
Muslim	0%	0%	1%	6%	0%	1%	4%	7%	3%
Sikh	1%	0%	1%	0%	0%	1%	0%	3%	1%
Any other religion or belief	1%	0%	1%	4%	3%	2%	3%	0%	2%
Prefer not to say	7%	5%	8%	6%	5%	11%	6%	30%	8%

What is your ethnic group?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Asian/Asian British – Bangladeshi	0%	0%	0%	2%	0%	0%	0%	0%	0%
Asian/Asian British – Chinese	2%	2%	8%	2%	1%	2%	2%	3%	4%
Asian/Asian British – Indian	2%	5%	6%	6%	4%	5%	6%	7%	5%
Asian/Asian British – Pakistani	0%	0%	1%	3%	0%	0%	2%	0%	2%
Asian / Asian British – Any other Asian background	1%	2%	3%	3%	1%	0%	1%	3%	2%
Black/Black British – African	0%	0%	1%	2%	1%	1%	1%	3%	1%
Black/Black British – Caribbean	2%	0%	1%	2%	1%	0%	1%	3%	1%
Black/Black British – Any other black background	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed/multiple ethnic groups – White and Asian	0%	0%	2%	3%	0%	2%	1%	0%	1%
Mixed/multiple ethnic groups – White and Black African	0%	0%	0%	0%	0%	0%	0%	0%	0%
Mixed/multiple ethnic groups – White and Black Caribbean	0%	0%	0%	1%	0%	0%	0%	0%	0%
Mixed/multiple ethnic groups – Any other mixed/multiple ethnic backgrounds	1%	0%	2%	4%	0%	1%	1%	0%	2%
White – British/English/Welsh/Northern Irish/Scottish	71%	59%	56%	56%	85%	75%	71%	50%	65%
White – Irish	2%	0%	3%	2%	0%	1%	1%	0%	2%
White – Roma	0%	0%	0%	0%	0%	0%	0%	3%	0%
White – Any other White background	10%	27%	15%	13%	5%	9%	9%	0%	11%
Other ethnic group – Arab	0%	0%	1%	0%	0%	1%	0%	0%	0%
Other ethnic group – Any other ethnic group	2%	0%	0%	2%	0%	1%	1%	0%	1%
Prefer not to say	5%	5%	0%	1%	0%	1%	1%	27%	2%

What type of school did you attend for the most time between the ages of 11 – 16?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
State run or state-funded school (selective on academic, faith or other grounds)	6%	25%	13%	27%	22%	18%	19%	20%	18%
State-run or state-funded school (non-selective)	29%	27%	24%	31%	58%	52%	60%	37%	41%
Independent/ fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	31%	11%	26%	13%	12%	9%	4%	7%	15%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	14%	7%	5%	7%	0%	2%	1%	0%	4%
Attended school outside the UK	11%	27%	29%	21%	4%	16%	13%	13%	18%
Don't know / not sure	4%	0%	1%	0%	1%	0%	1%	0%	1%
Prefer not to say	6%	2%	3%	1%	3%	2%	3%	23%	3%

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
No, neither of my parents attended university	33%	43%	27%	36%	51%	49%	46%	27%	39%
Yes, one or both of my parents attended university	57%	55%	70%	62%	26%	41%	35%	37%	50%
Don't know / not sure	0%	0%	1%	1%	19%	7%	12%	10%	6%
Prefer not to say	10%	2%	2%	1%	4%	3%	7%	27%	5%

What was the occupation of your main household earner when you were about 14?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
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	50%	36%	48%	41%	26%	29%	24%	23%	36%
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	17%	34%	22%	25%	12%	25%	17%	10%	20%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4%	2%	4%	4%	7%	3%	8%	0%	5%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	0%	2%	4%	6%	9%	10%	14%	3%	8%
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	4%	9%	4%	3%	14%	8%	13%	7%	8%
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	4%	2%	2%	3%	3%	5%	2%	10%	3%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0%	0%	1%	2%	0%	1%	1%	3%	1%
Other, such as: retired / this question does not apply to me / I don't know	4%	2%	6%	6%	14%	3%	6%	0%	6%
Prefer not to say	19%	11%	10%	9%	16%	15%	16%	43%	14%

Are you a primary carer for a child or children under 18?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
Yes	42%	34%	18%	11%	20%	46%	29%	13%	25%
No	52%	61%	80%	89%	76%	53%	69%	63%	72%
Prefer not to say	6%	5%	2%	0%	4%	1%	2%	23%	3%

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?									
	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not Partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT / HR / Other Corporate Services	Prefer not to say	Grand Total
No	92%	89%	94%	97%	88%	93%	93%	70%	92%
Yes, 1 - 19 hours per week	4%	5%	2%	1%	8%	3%	3%	3%	3%
Yes, 20 - 49 hours per week	0%	0%	0%	1%	1%	0%	1%	0%	1%
Yes, 50 or more hours per week	0%	0%	1%	0%	0%	1%	0%	0%	0%
Prefer not to say	5%	7%	3%	2%	3%	2%	3%	27%	4%

Ashurst LLP is a limited liability partnership registered in England and Wales under number OC330252 and is part of the Ashurst Group. It is a law firm authorised and regulated by the Solicitors Regulation Authority of England and Wales under number 468653. The term "partner" is used to refer to a member of Ashurst LLP or to an employee or consultant with equivalent standing and qualifications or to an individual with equivalent status in one of Ashurst LLP's affiliates. Further details about Ashurst can be found at www.ashurst.com.