

RDP LAWYERS EQUALITY AND DIVERSITY SURVEY 2023 - SUMMARY

This year, responses to the questionnaire were received from 28 staff. Diversity details of those responding in percentage terms are set below:

- Role in the firm

Solicitor partners (members/directors)	18%
Solicitor (not partner)	14%
Other fee earning role	18%
Role directly supporting fee earner	28%
Managerial role	18%
IT/HR/other corporate service role	4%
- Age

16 – 24	7%
25 – 34	28%
35 – 44	43%
45 – 54	14%
55 – 64	4%
64+	4%
- Gender Identity:

Male	18%
Female	82%
- Transgender (gender identity different from that associated with sex at birth):

No	92%
Prefer not to say	8%
- Disability (according to Equality Act 2010):

Yes	11%
No	85%
Prefer not to say	4%
- Day to day limitation to activities because of health problems or disability lasting 12 months:

Yes (limited a lot)	8%
Yes (limited a little)	4%
No	84%
Prefer not to say	4%
- Ethnicity:

British/English/Welsh/Northern Irish/Scottish	96%
Pakistani	4%
• Religion or Belief:	
No religion or belief/Atheist	43%
Christian	39%
Prefer not to say	14%
Muslim	4%
• Sexual Orientation:	
Heterosexual/straight	92%
Prefer not to say	8%
• School type from 11 – 16:	
UK state run school (selected on academic, faith or other grounds)	18%
UK state school (non-selective)	70%
UK independent/Fee-paying school (no bursary)	8%
Prefer not to say	4%
• Did either of your parents attend university?	
Neither attended university	67%
One of both attended university	29%
Prefer not to say	4%
• 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	32%
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%
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.	23%

Technical and craft occupations such as: motor mechanic fitter, inspector, 21%

Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner, 0%

Prefer not to say 4%

- Primary carer for a child under 18:

Yes 46%

No 50%

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 88%

Yes, 1 – 19 hours a week 4%

Prefer not to say 8%