

## RDP LAWYERS EQUALITY AND DIVERSITY SURVEY 2025 - SUMMARY

This year, responses to the questionnaire were received from 31 staff. Diversity details of those responding in percentage terms are set below:

- Role in the firm

Solicitor partners (members/directors)	16%
Solicitor (not partner)	19%
Other fee earning role	19%
Role directly supporting fee earner	26%
Managerial role	6%
IT/HR/other corporate service role	14%
  
- Age

16 – 24	19%
25 – 34	26%
35 – 44	36%
45 – 54	6%
55 – 64	10%
Prefer not to say	3%
  
- Gender Identity:

Male	29%
Female	68%
Prefer not to say	3%
  
- 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	13%
No	8%
Prefer not to say	3%
  
- Day to day limitation to activities because of health problems or disability lasting 12 months:

Yes (limited a little)	10%
No	87%
Prefer not to say	3%

- Ethnicity:
 

British/English/Welsh/Northern Irish/Scottish	94%
White Asian	6%
  
- Religion or Belief:
 

No religion or belief/Atheist	58%
Christian	32%
Prefer not to say	10%
  
- Sexual Orientation:
 

Heterosexual/straight	94%
Bisexual	3%
Prefer not to say	3%
  
- School type from 11 – 16:
 

UK state run school (selected on academic, faith or other grounds)	13%
UK state school (non-selective)	72%
UK independent/Fee-paying school (no bursary)	6%
UK independent/ Fee Paying School (Bursary covering 90% or more)	3%
Prefer not to say	3%
Attended School outside UK	3%
  
- Did either of your parents attend university by the time you were 18?
 

Neither attended university	75%
One of both attended university	16%
Not sure	6%
Prefer not to say	3%
  
- 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	26%
Senior managers and administrators usually responsible for planning, Organising and co-ordinating work and for finance such as: finance manager Chief executive	13%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	3%

Technical and craft occupations such as: motor mechanic fitter, inspector,	16%
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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	26%
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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,	10%
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Long term Unemployed	3%
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Prefer not to say	3%
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- Primary carer for a child under 18:

Yes	32%
No	65%
Prefer not to say	3%

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

No	94%
Prefer not to say	8%