

Diversity Survey 2021



Beverley Morris & Co.
S O L I C I T O R S

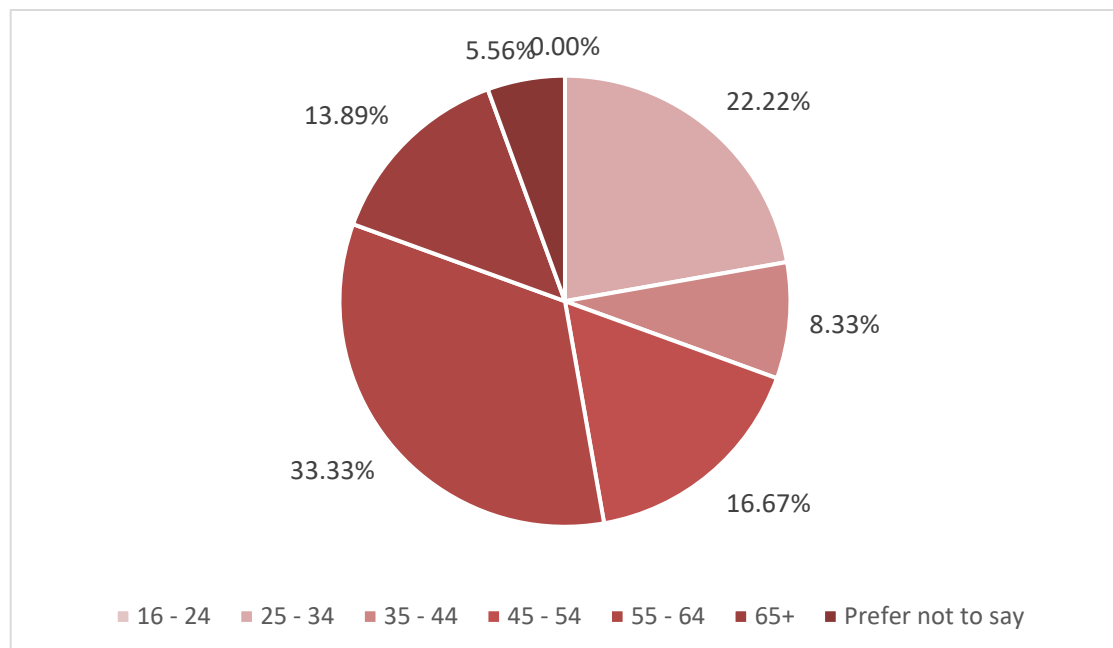
2021 Diversity Survey

Q1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).

Answer Choices	Responses	
Solicitor partner (sole practitioner, member, or director) <i>Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.</i>	8.33%	3
Solicitor (not partner) <i>All other practising solicitors including assistant solicitors, associates, or consultants.</i>	16.67%	6
Other fee earning role <i>Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows), or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'.</i>	0.00%	0
Role directly supporting a fee earner <i>Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.</i>	50.00%	18
Managerial role <i>Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.</i>	5.56%	2
IT/HR/other corporate services role <i>Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.</i>	2.78%	1
Barrister <i>Individuals authorised by the Bar Standards Board.</i>	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner <i>Individuals authorised by CILEx Regulation.</i>	0.00%	0
Licensed Conveyancer <i>Individuals authorised by the Council for Licensed Conveyancers.</i>	5.56%	2
Patent or Trade Mark Attorney <i>Individuals authorised by the Intellectual Property Regulation Board.</i>	0.00%	0
Costs Lawyer <i>Individuals authorised by the Costs Lawyer Standards Board.</i>	0.00%	0
Notary <i>Individuals authorised by the Master of the Faculties.</i>	0.00%	0
Prefer not to say	11.11%	4
	Answered	36
	Skipped	0

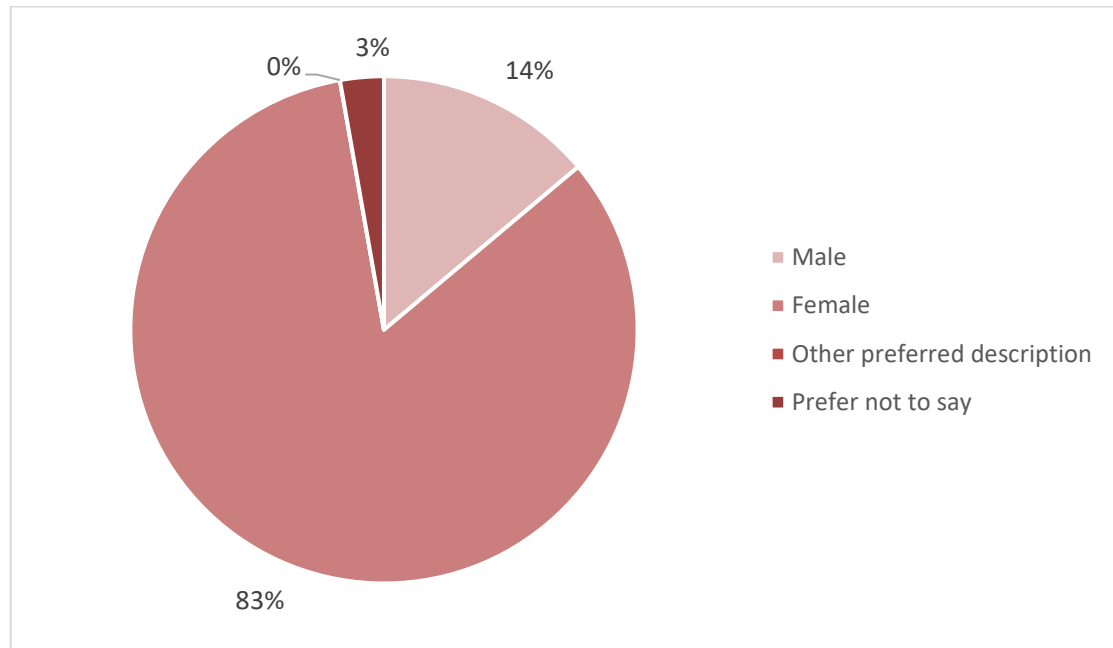
Q2. Which age category are you in?

Answer Choices	Responses	
16 - 24	0.00%	0
25 - 34	22.22%	8
35 - 44	8.33%	3
45 - 54	16.67%	6
55 - 64	33.33%	12
65+	13.89%	5
Prefer not to say	5.56%	2
	Answered	36
	Skipped	0



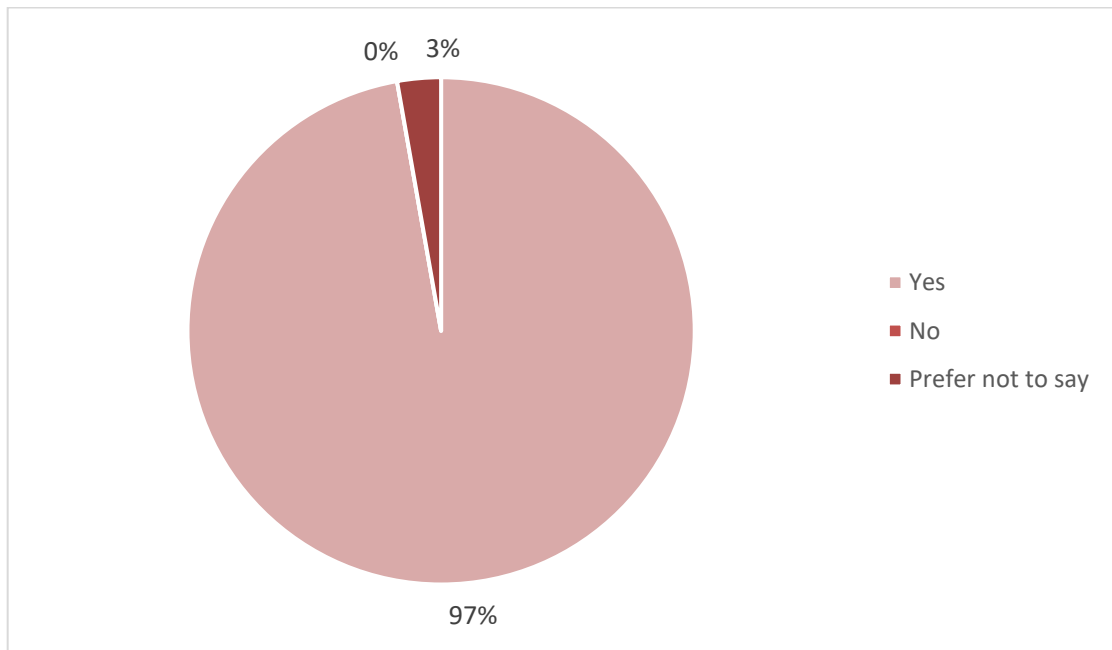
Q3. What is your sex?

Answer Choices	Responses	
Male	13.89%	5
Female	83.33%	30
Other preferred description	0.00%	0
Prefer not to say	2.78%	1
	Answered	36
	Skipped	0



Q4. Is the gender you identify with the same as your sex registered at birth?

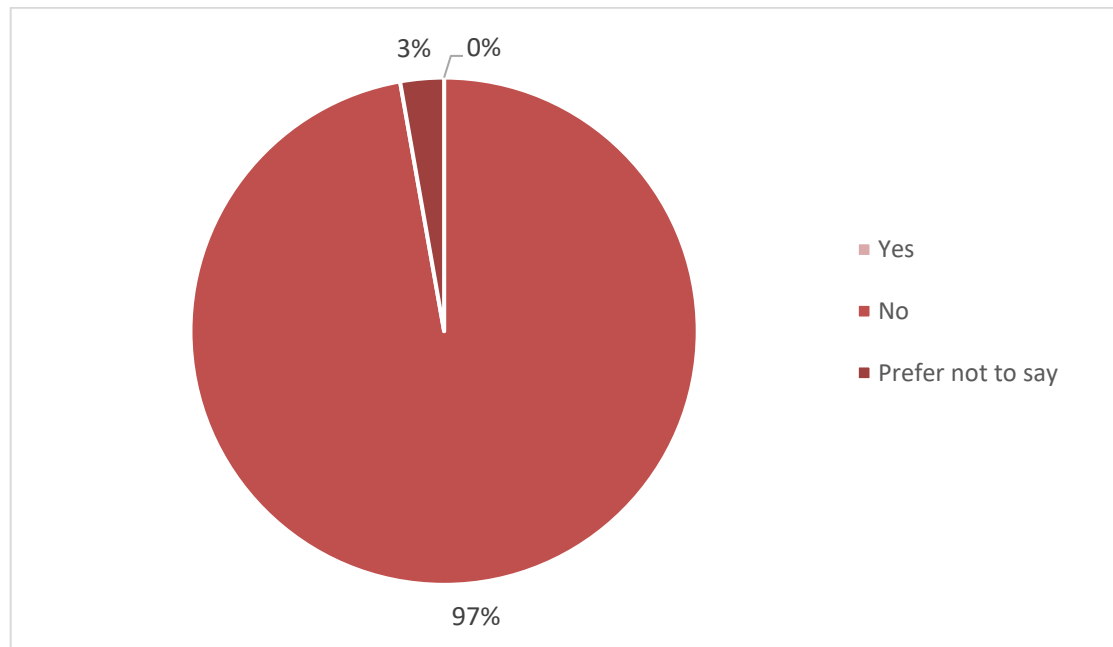
Answer Choices	Responses		
Yes	97.22%	35	
No	0.00%	0	
Prefer not to say	2.78%	1	
		Answered	36
		Skipped	0



Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

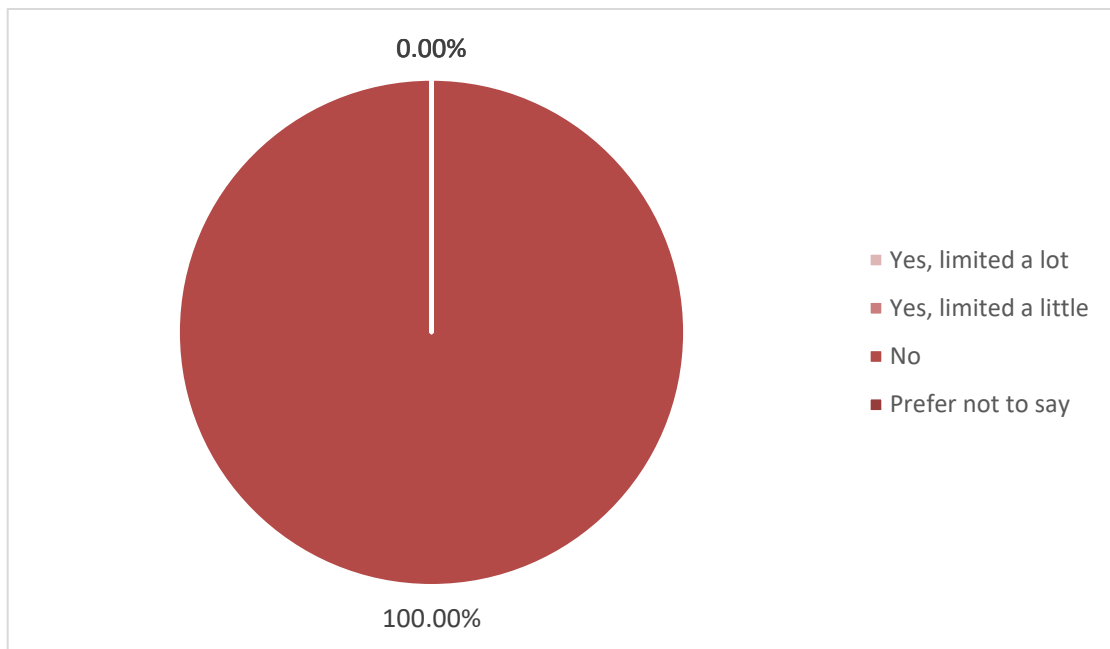
The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

Answer Choices	Responses	
Yes	0.00%	0
No	97.22%	35
Prefer not to say	2.78%	1
		Answered 36
		Skipped 0



Q6. 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?

Answer Choices	Responses	
Yes, limited a lot	0.00%	0
Yes, limited a little	0.00%	0
No	100.00%	36
Prefer not to say	0.00%	0
		Answered 36
		Skipped 0

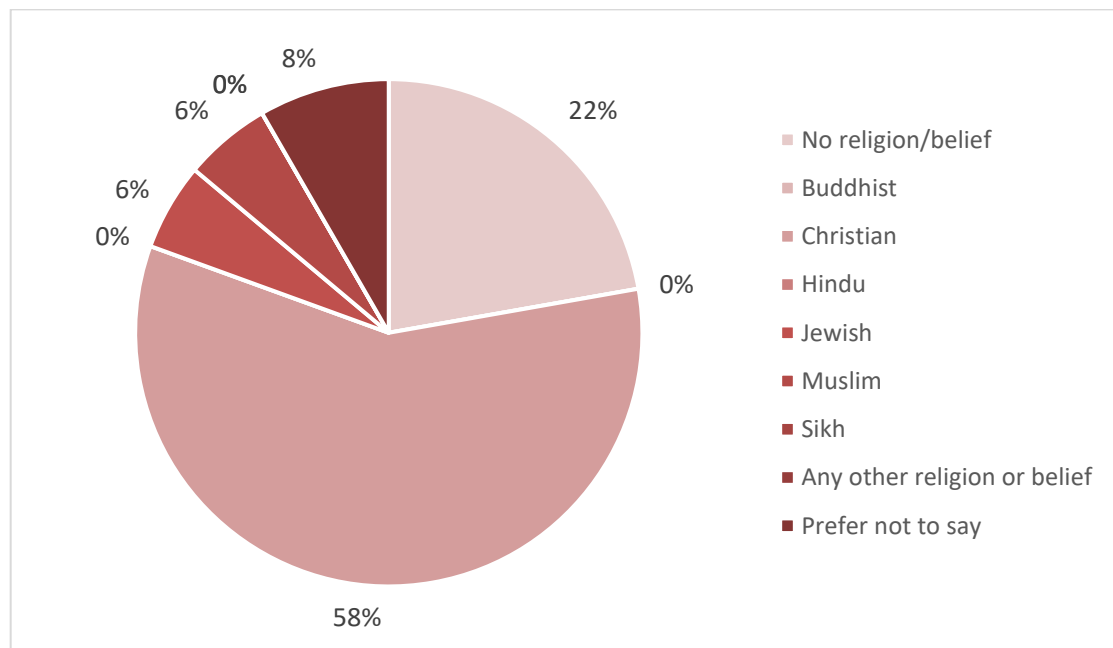


Q7. What is your ethnic group?

Answer Choices	Responses	
Asian / Asian British - Bangladeshi	5.56%	2
Asian / Asian British - Chinese		
Asian / Asian British - Indian		
Asian / Asian British - Pakistani		
Any other Asian background		
Black / Black British - African	2.78%	1
Black / Black British - Caribbean		
Any other Black background		
Mixed / Multiple ethnic group - White and Asian	2.78%	1
Mixed / Multiple ethnic group - White and Black African		
Mixed / Multiple ethnic group - White and Black Caribbean		
Any other Mixed / Multiple ethnic background		
White - British / English / Welsh / Northern Irish / Scottish	72.22%	26
White - Irish	2.78%	1
White - Gypsy or Irish Traveller		
White - Roma		
Any other White background	8.33%	3
Other ethnic group - Arab		0
Any other ethnic group		0
Prefer not to say	5.56%	2
	Answered	36
	Skipped	0

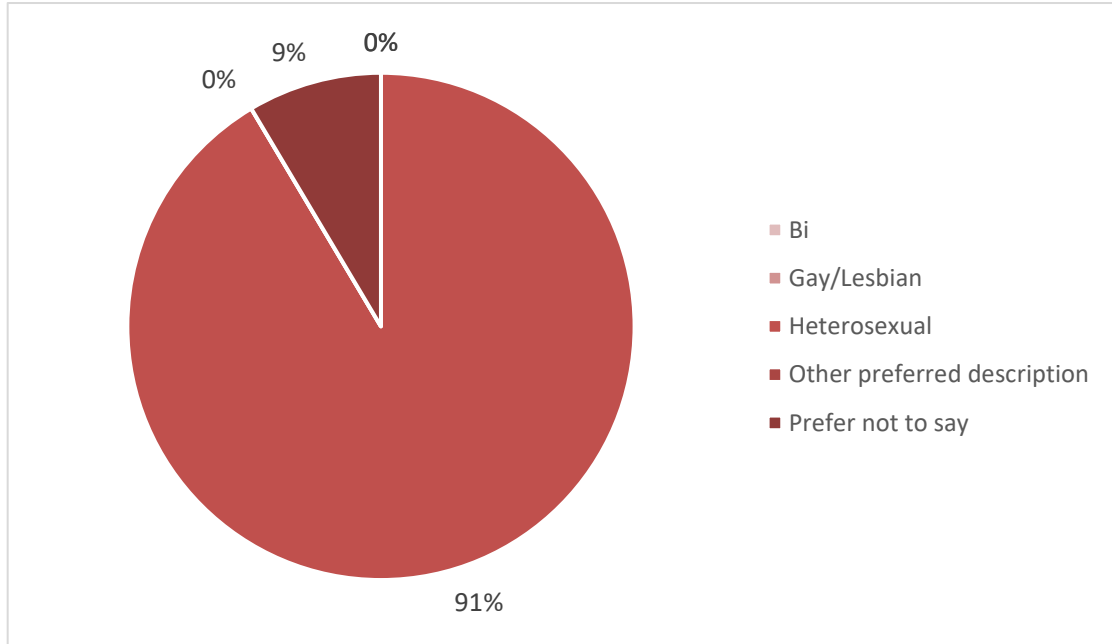
Q8. What is your religion or belief?

Answer Choices	Responses	
No religion or belief	22.22%	8
Buddhist	0.00%	0
Christian	58.33%	21
Hindu	0.00%	0
Jewish	5.56%	2
Muslim	5.56%	2
Sikh	0.00%	0
Any other religion or belief	0.00%	0
Prefer not to say	8.33%	3
	Answered	36
	Skipped	0



Q9. What is your sexual orientation?

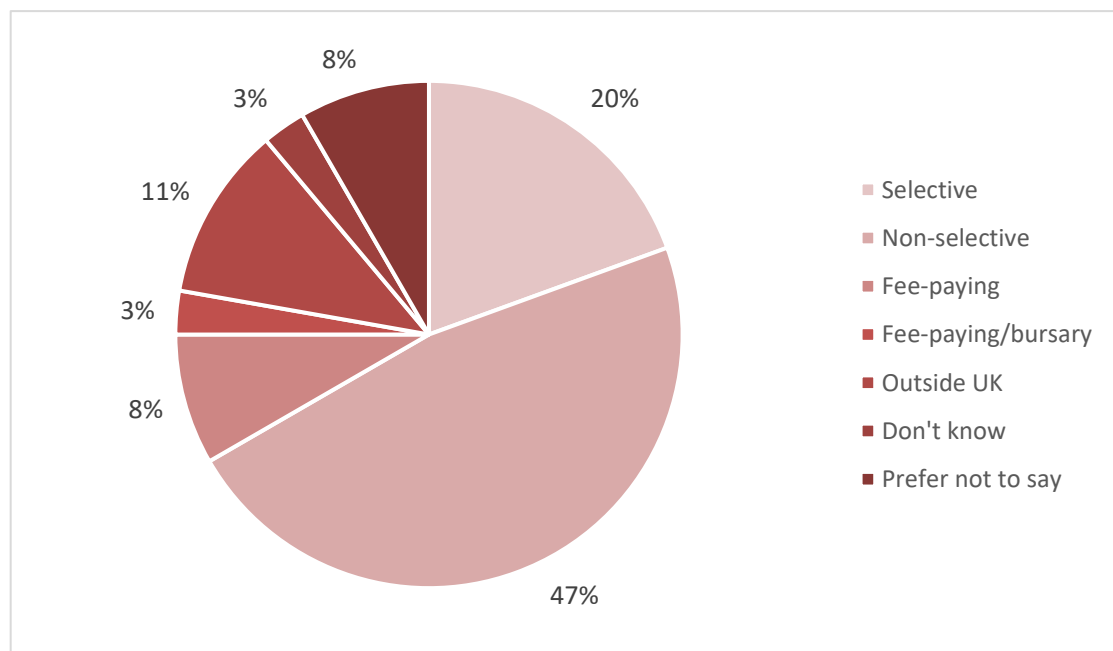
Answer Choices	Responses	
Bi	0.00%	0
Gay / Lesbian	0.00%	0
Heterosexual	91.67%	33
Other preferred description	0.00%	0
Prefer not to say	8.33%	3
		Answered 36
		Skipped 0



Q10. Which type of school did you attend for the most time between the ages of 11 and 16?

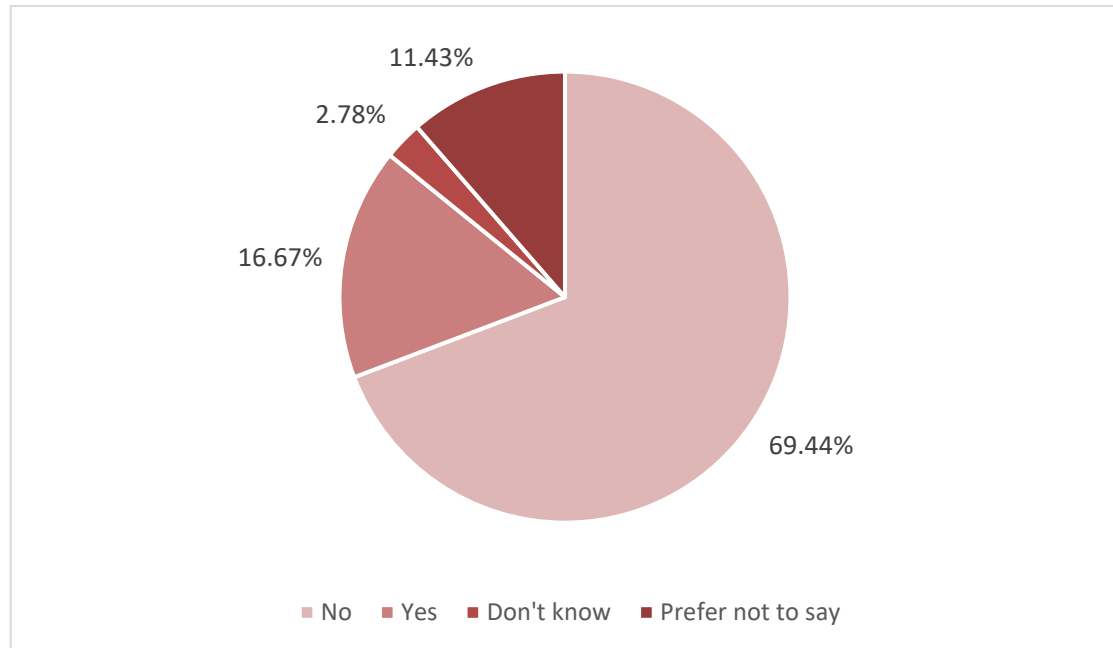
If you changed schools, please base your answer on the last two years of your education.

Answer Choices	Responses	
State-run or state-funded school (selective on academic, faith or other grounds)	19.44%	7
State-run or state-funded school (non-selective)	47.22%	17
Independent / fee-paying school	8.33%	3
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	2.78%	1
Attended school outside the UK	11.11%	4
Don't know / not sure	2.78%	1
Prefer not to say	8.33%	3
	Answered	36
	Skipped	0



Q11. Did either of your parents attend university by the time you were 18?

Answer Choices	Responses	
No, neither of my parents attended university	69.44%	25
Yes, one or both of my parents attended university	16.67%	6
Don't know / not sure	2.78%	1
Prefer not to say	11.11%	4
	Answered	36
	Skipped	0

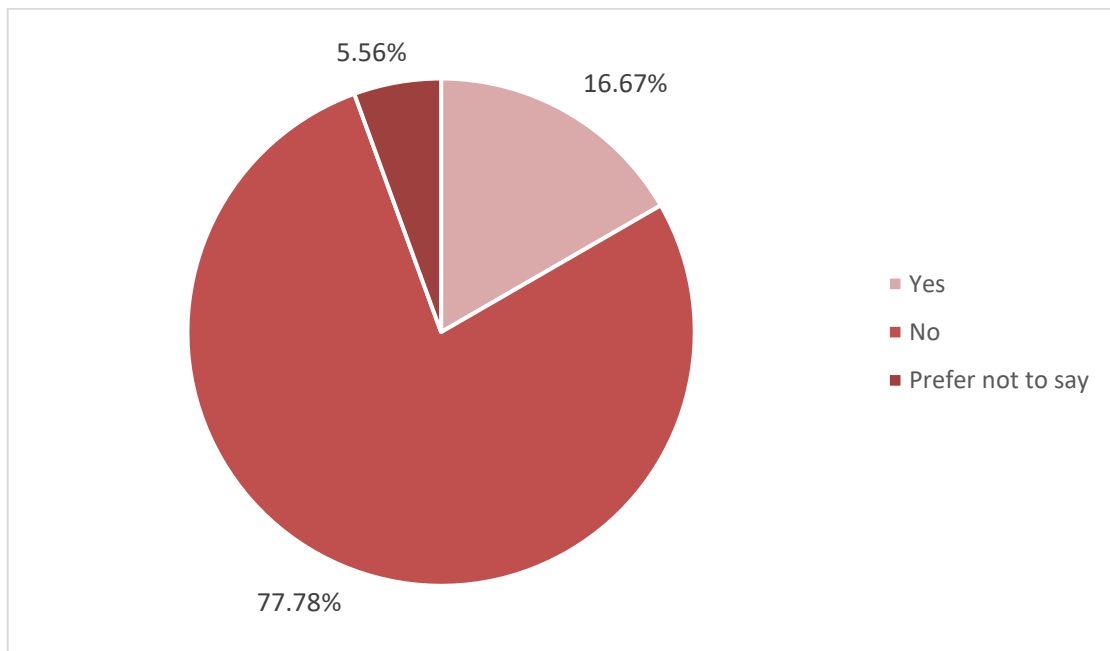


Q12. What was the occupation of your main household earner when you were about 14?

Answer Choices	Responses	
Modern professional and traditional professional occupations such as: <i>teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.</i>	13.89%	5
Senior, middle, or junior managers or administrators such as: <i>finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.</i>	13.89%	5
Clerical and intermediate occupations such as: <i>secretary, personal assistant, call centre agent, clerical worker, nursery nurse.</i>	11.11%	4
Technical and craft occupations such as: <i>motor mechanic, plumber, printer, electrician, gardener, train driver.</i>	8.33%	3
Routine, semi-routine, manual, and service occupations such as: <i>postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.</i>	27.78%	10
Small business owners who employed less than 25 people such as: <i>corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.</i>	11.11%	4
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0
Other, such as: retired / this question does not apply to me / I don't know	0.00%	0
Prefer not to say	13.89%	5
	Answered	36
	Skipped	0

Q13. Are you a primary carer for a child or children under 18?

Answer Choices	Responses	
Yes	16.67%	6
No	77.78%	28
Prefer not to say	5.56%	2
		Answered 36
		Skipped 0



Q14. 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)?

Answer Choices	Responses	
No	83.33%	30
Yes, 1 – 19 hours a week	13.89%	5
Yes, 20 – 49 hours a week	0.00%	0
Yes, 50 or more hours a week	0.00%	0
Prefer not to say	2.78%	1
Answered		36
Skipped		0

