

# SRA Diversity Data

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# Part 1 | M&R 2019 vs M&R 2017

# M&R SRA Diversity Survey 2019 vs 2017

The data in this slide-deck comes from the SRA Diversity surveys conducted by Morale Solutions on behalf of M&R in 2017 and 2019.

M&R already has access to the raw data from these surveys. This analysis compares the results from the two surveys.

We have used the 'Notes' pages on the slides to explain any key findings from the analysis.

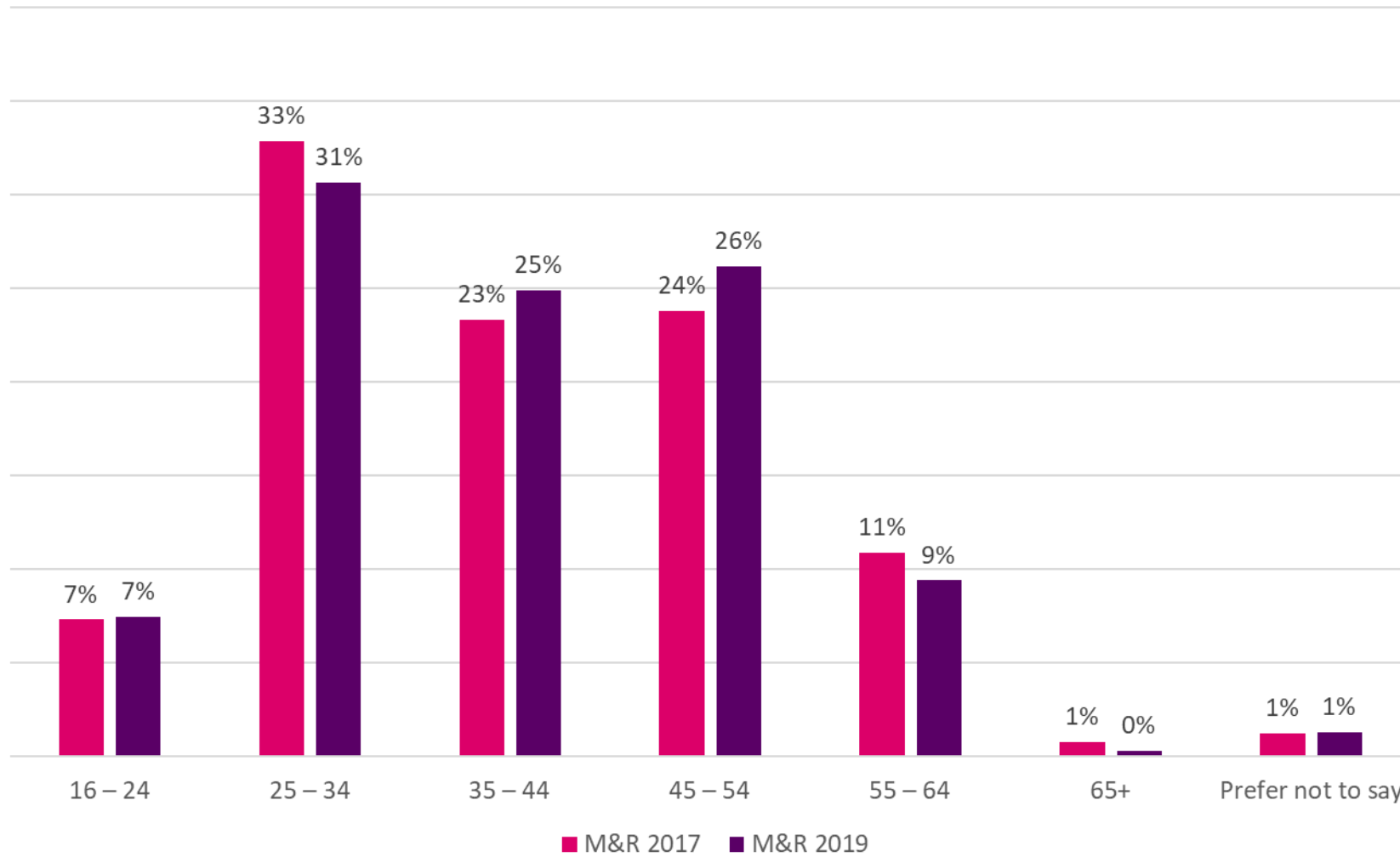
## Definitions

The reporting groups of Partner, Solicitor, Other Legal and Business Services are aggregated from the following (prescribed) categories within the SRA questionnaire

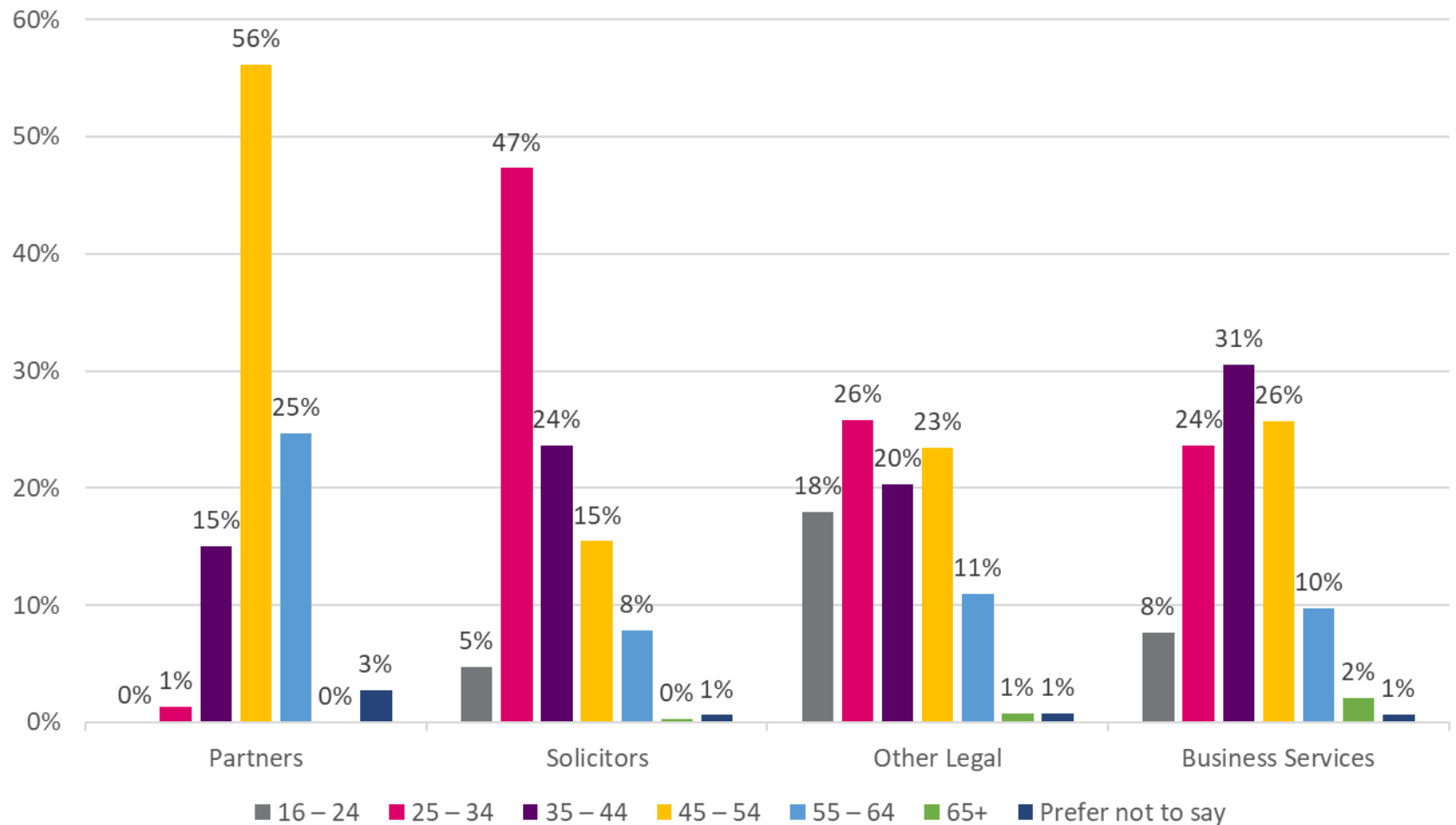
- **Partner** - Solicitor Partner
- **Solicitor** - Solicitor (not partner), Other fee earning role, Barrister, Chartered Legal Executive (Fellow)/CILEx Practitioner, Licensed Conveyancer, Patent or Trade Mark Attorney, Costs Lawyer, Notary
- **Other Legal** - Role directly supporting a fee earner
- **Business Services** - Managerial role, IT/HR/other corporate services role

For some of the slides we have included the 'Prefer Not To Say' results (where we think this was useful/appropriate).

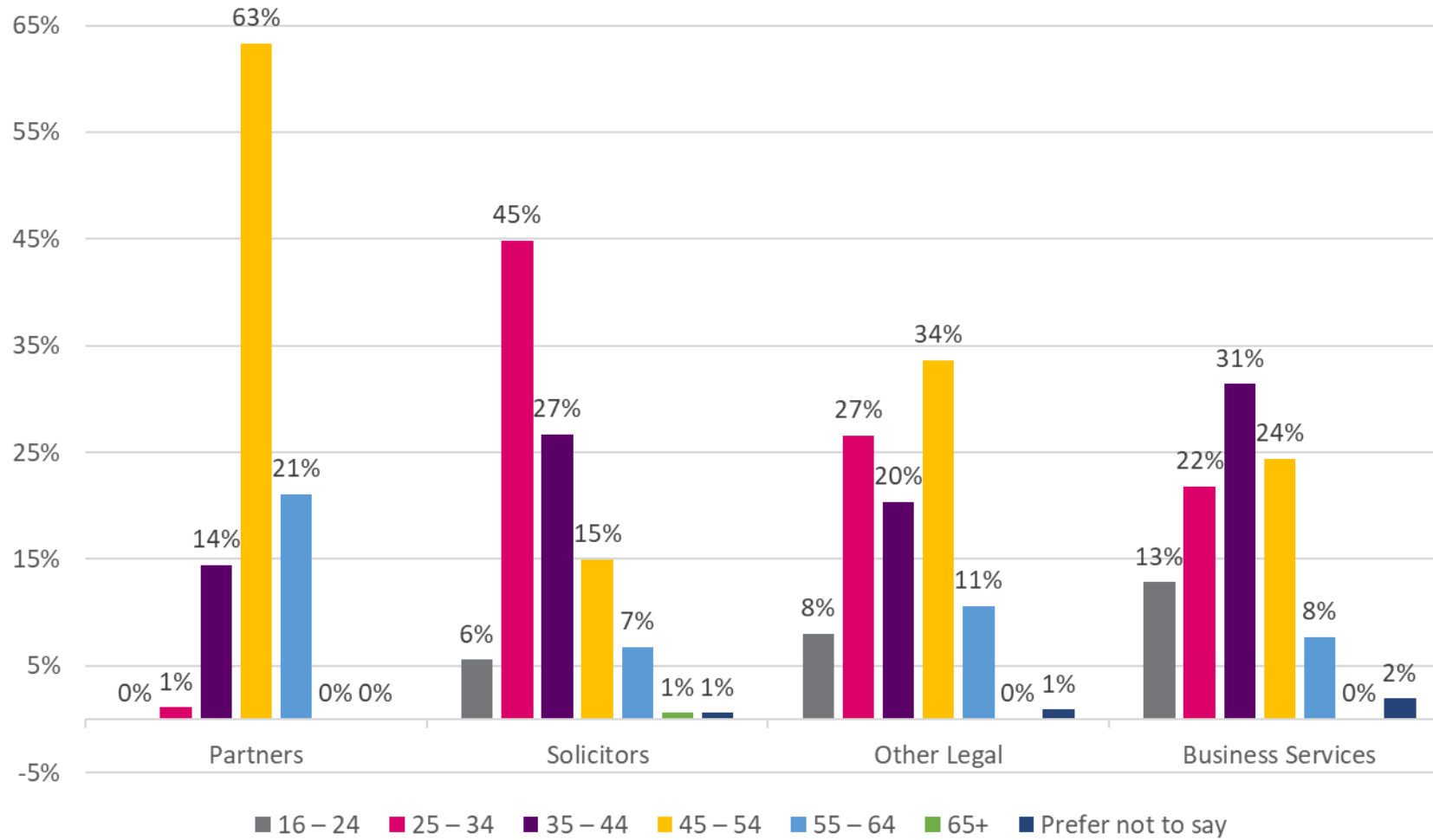
## Age Profile (all roles)



## 2017 Age Profile By Role



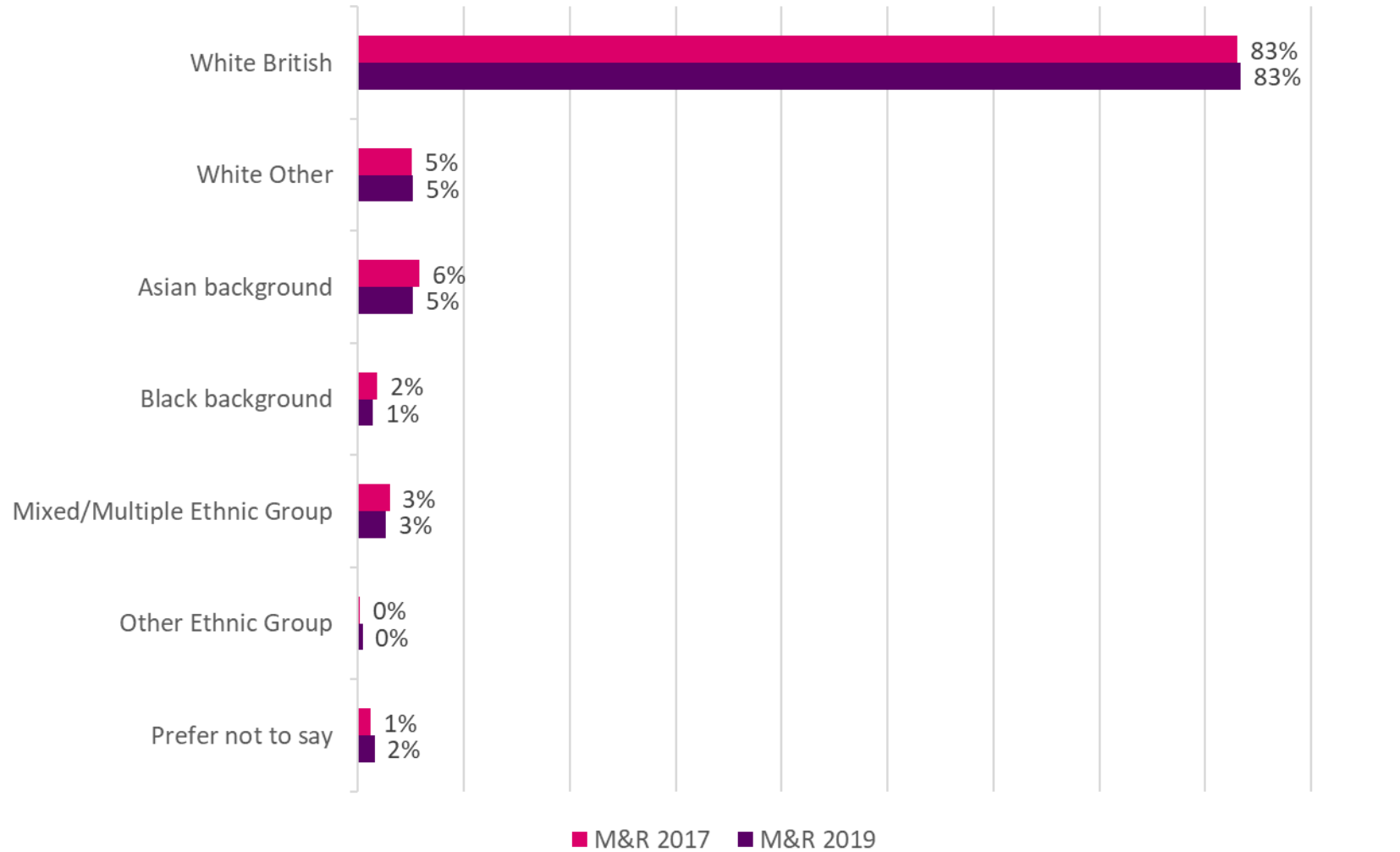
## 2019 Age Profile By Role



## Gender Split By Role Type

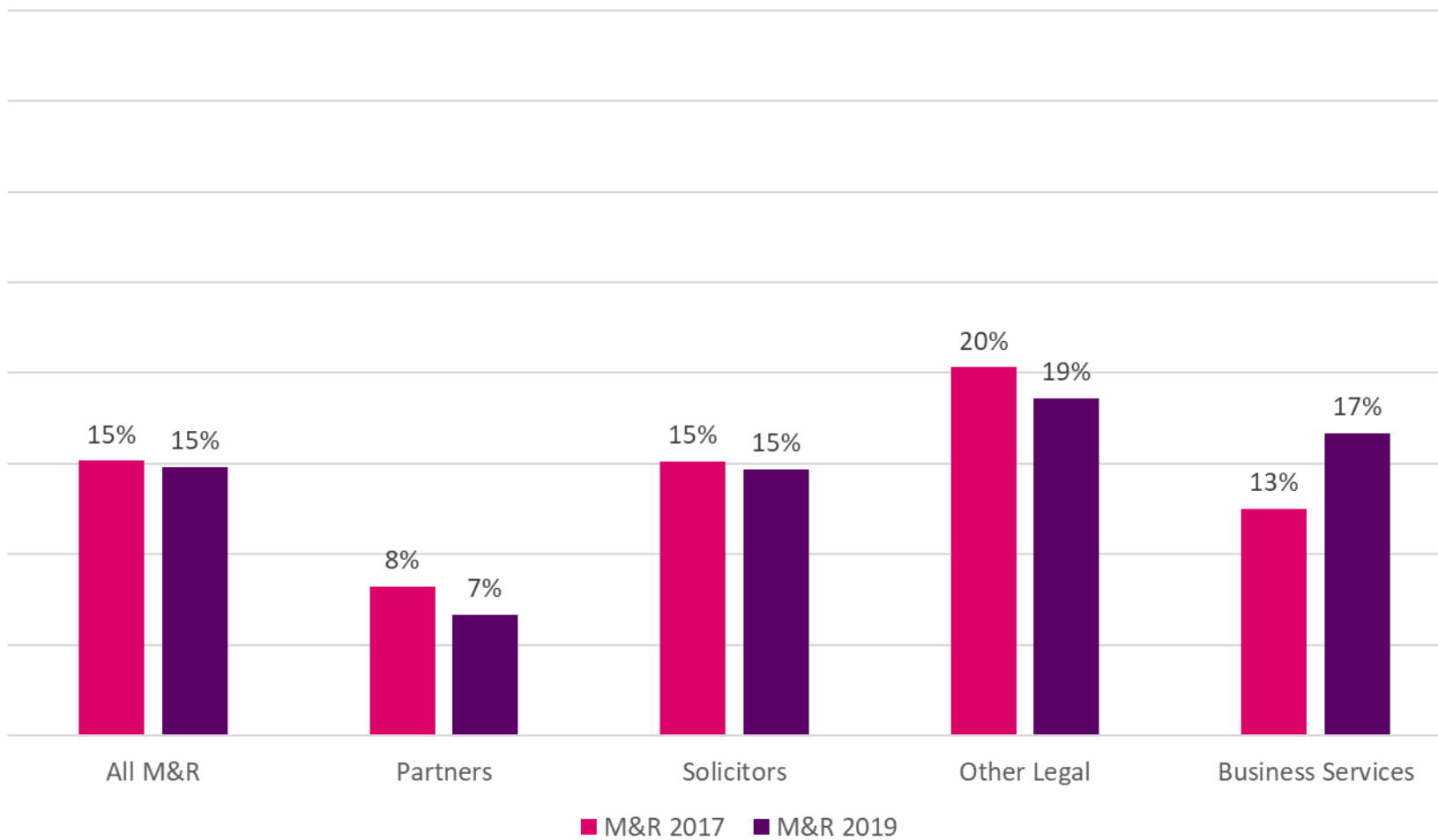


## Ethnicity



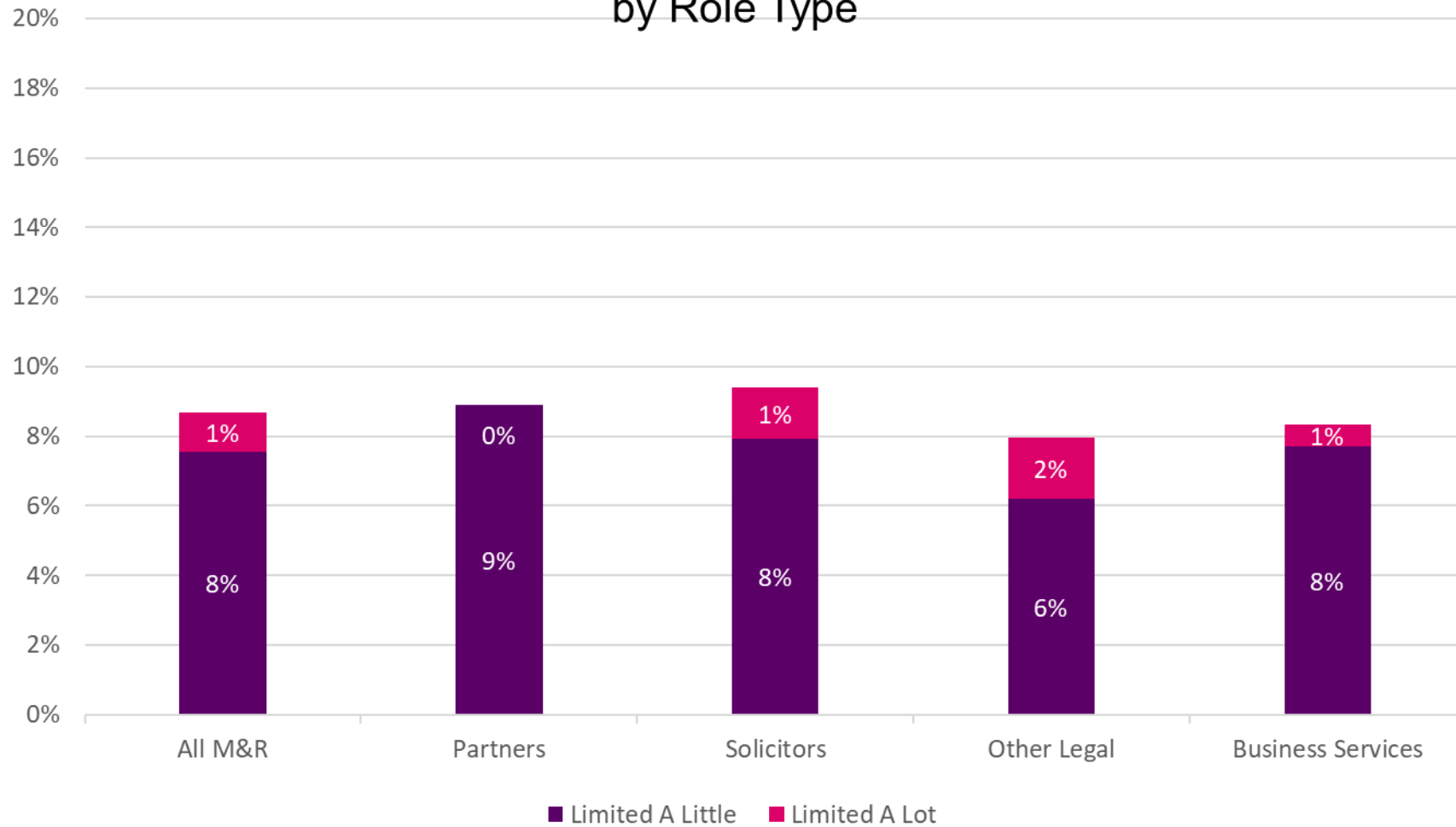


## % of Staff from BAME Groups (including other White) By Role Type

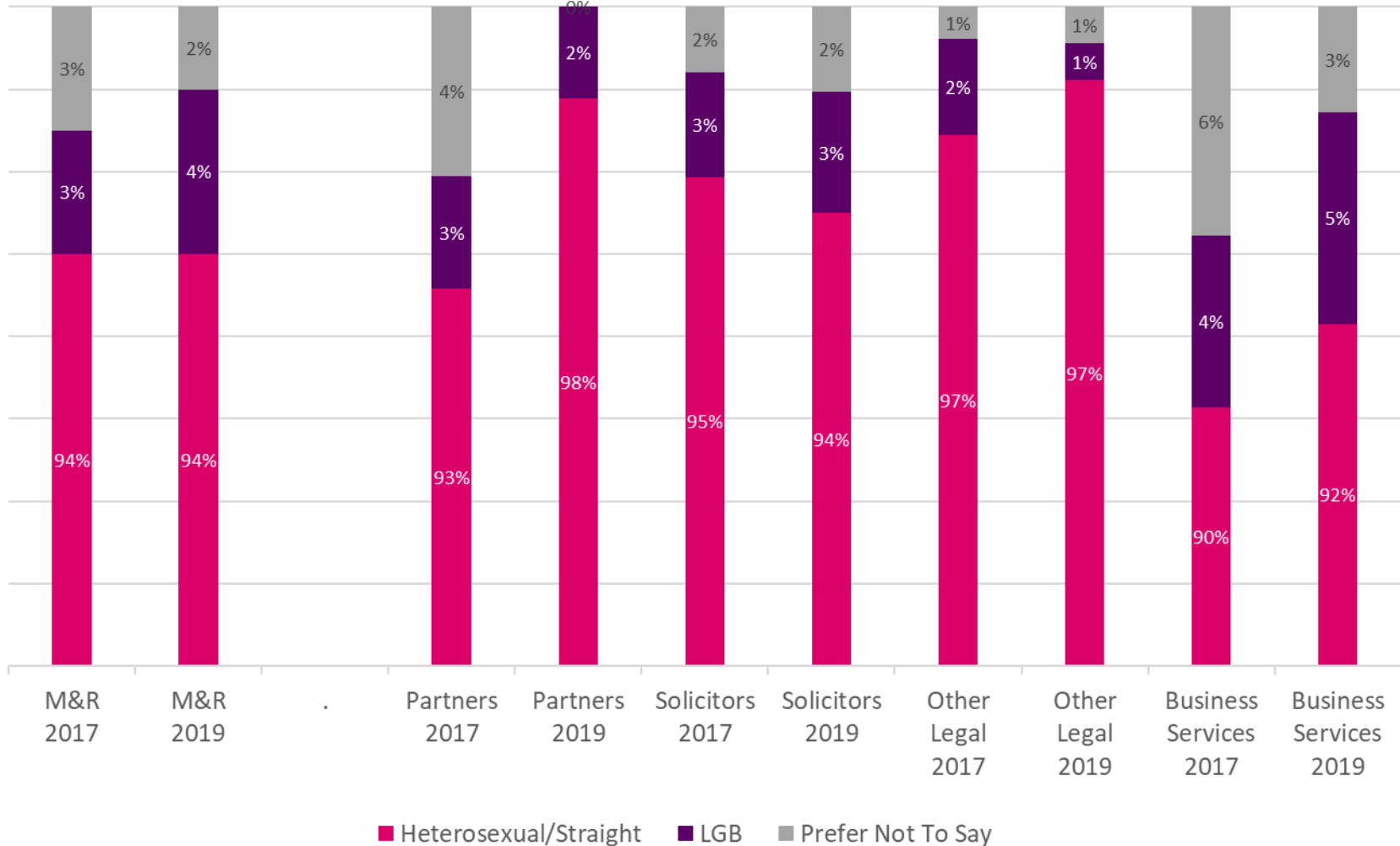


# Disability 2019

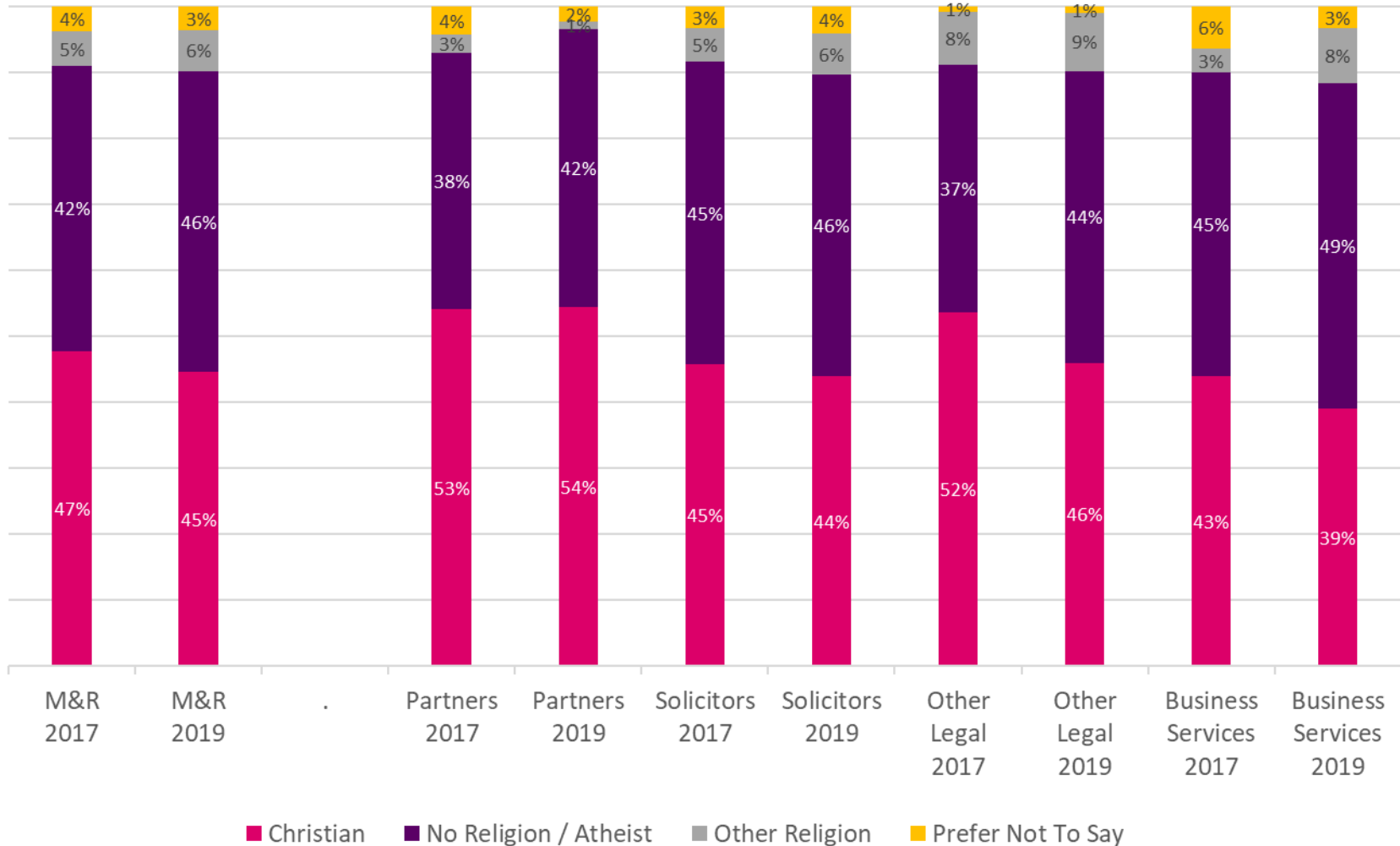
## Day to day activities limited by health or disability by Role Type



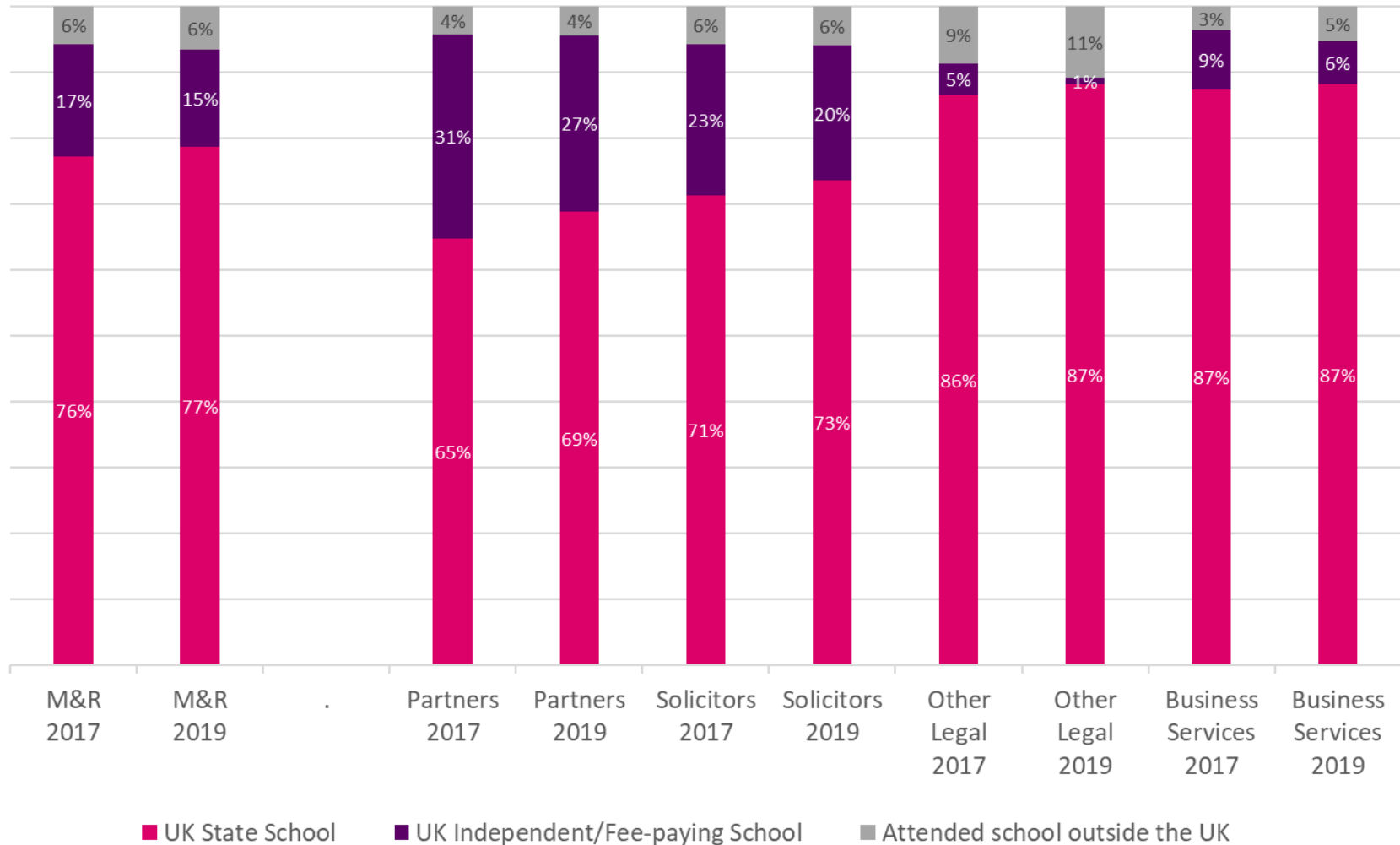
# Sexual Orientation By Role Type



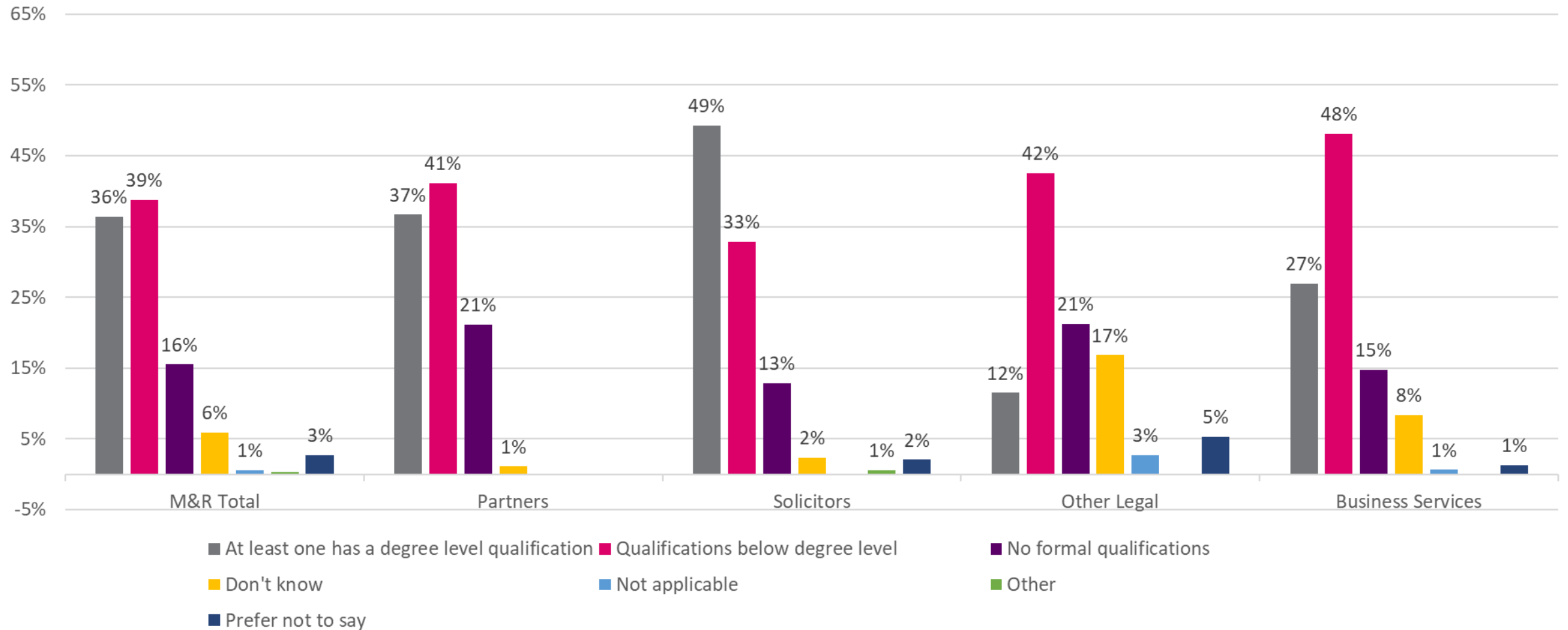
# Religion or Belief By Role Type



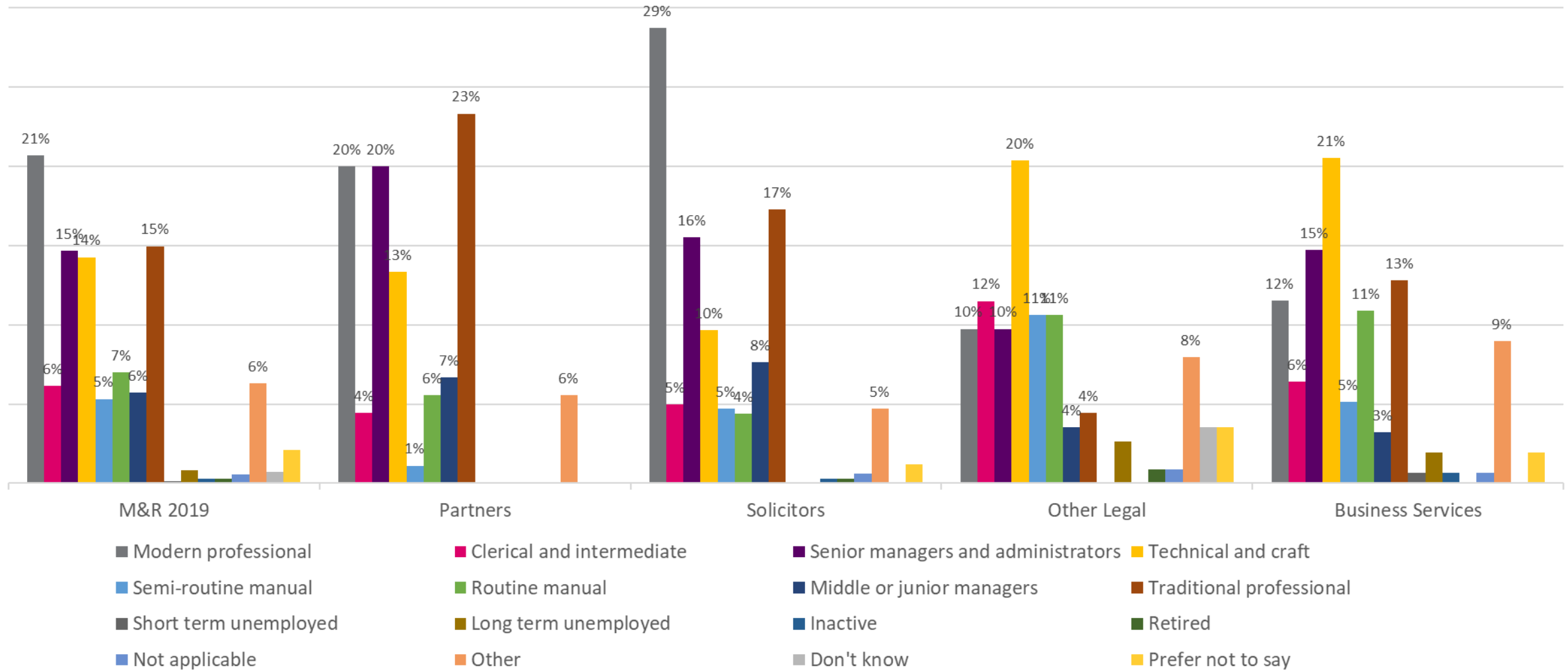
# Education



## Highest Level Of Education Achieved By Parent or Guardian (2019 only)



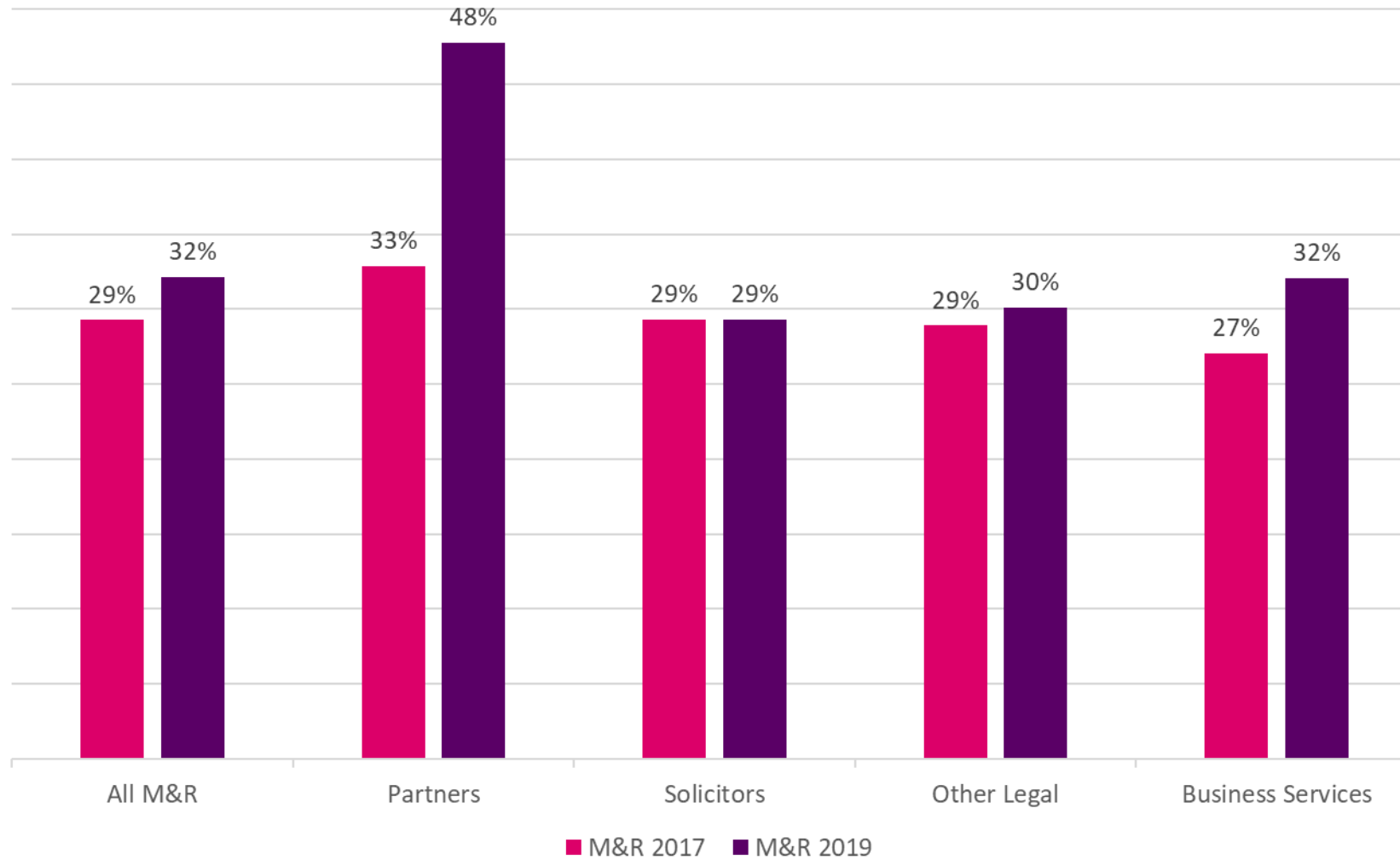
## Role Of Main Income Earner When You Were 14 (2019 only)



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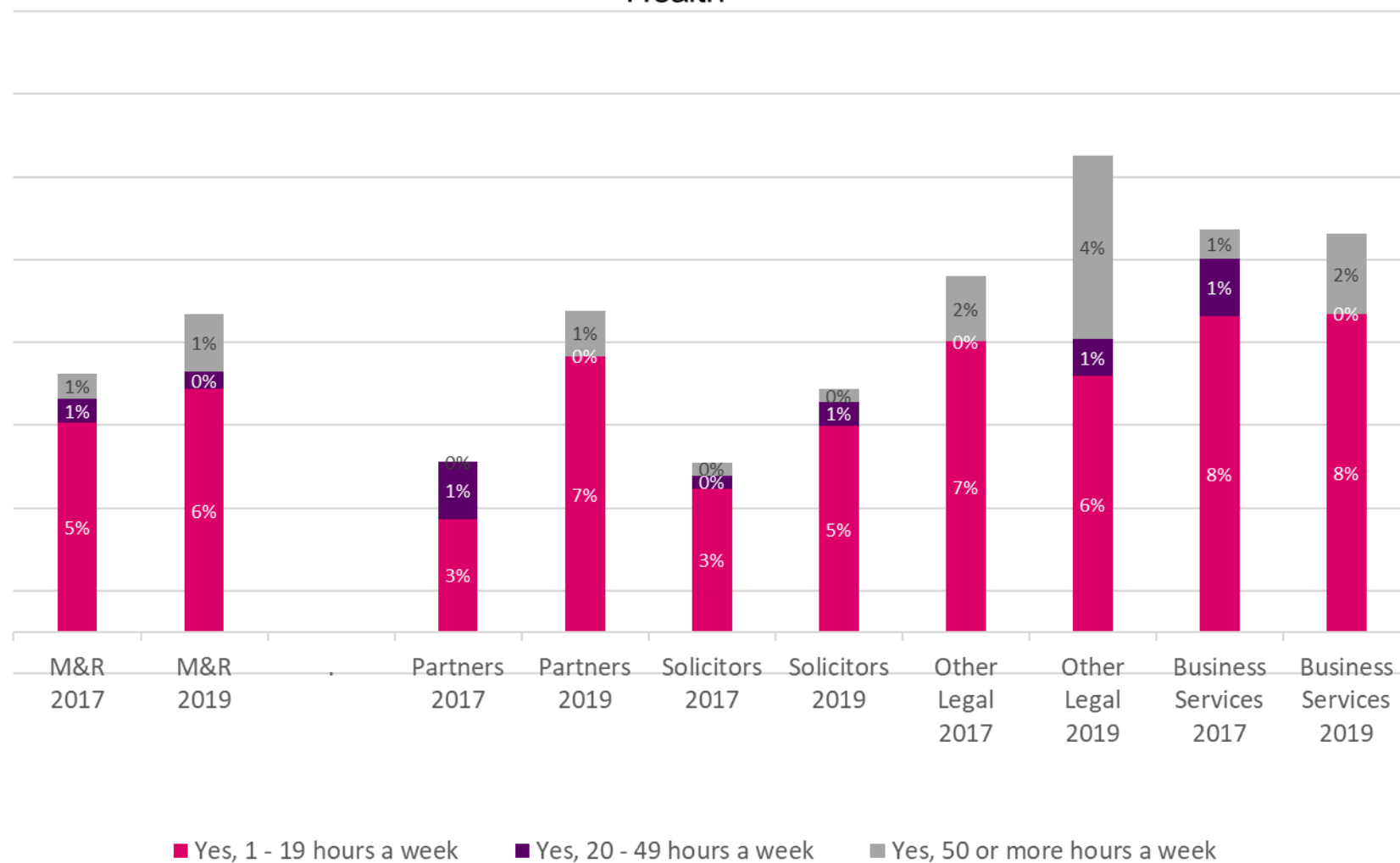
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## Primary Carer For A Child Under 18





## Primary Carer For Someone With Long Term Physical Or Mental Ill Health



**Part 2 | M&R 2019  
vs  
SRA Benchmarks 2017  
and TLS Report 2018**

# M&R - SRA Diversity Survey 2019 vs Benchmarks

The data in this slide-deck compares M&R's 2019 SRA Diversity survey against benchmark data from the following 2 sources

- The SRA's own Benchmark data from its 2017 survey (aggregated across all firms). Note the aggregated data from 2019 is not yet available.
- The Law Society's "Trends in the solicitors' profession" Annual Statistics Report 2018 (published in August 2019)

**NB:** the definition of Lawyers in the SRA data is taken to mean with Partners OR Solicitors.

We have taken some relevant screen shots from the 2 reports and added M&R's comparative data alongside.

We will leave it to M&R's own discretion as to which data to use and publish on its website (and of course you will want to apply your own in-house style to the presentation of that data)

## Diversity in law firms 2017



### Gender



## M&R 2019 Data

68% of all M&R staff are Women.

61% of all Lawyers (Partners + Solicitors) are Women.

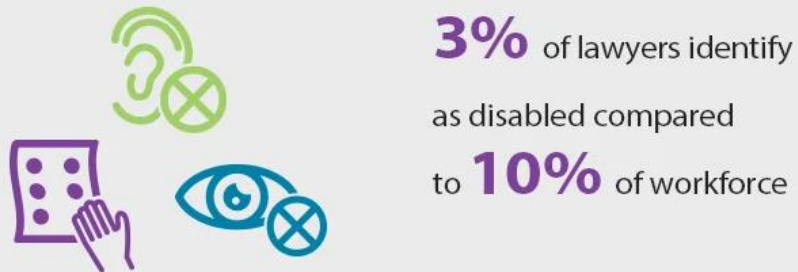
28% of Partners are Women (from the HR system, not the SRA Diversity survey).

15% of all M&R staff are in BAME Groups (this definition includes the “Other White” category and is effectively all M&R staff who are not White British).

## Ethnicity



## Disability



## M&R 2019 Data

When we look at Lawyers only (Partners + Solicitors), 13% are in BAME Groups (including Other White).

If we remove Other White from this definition, then 9% of M&R Lawyers are in BAME Groups (5% Asian, 1% Black, 3% Mixed/Multiple)

For M&R Partners, 7% are BAME (incl Other White). If we exclude Other White, 6% of M&R Partners are BAME (5/90 Partners who responded to the SRA survey).

7% of all M&R staff (and also 7% of Lawyers) identify as disabled.

## Sexual orientation

**3%** of solicitors identifying as lesbian, gay or bisexual compared with between **5-7%** of the wider population (according to Stonewall)



## Religion and belief

**51%**  
Christian

**30%**  
No religion or belief

**8%**  
Muslim

**3%**  
Jewish

**3%**  
Hindu

**2%**  
Sikh

## M&R 2019 Data

3% of Lawyers at M&R are lesbian, gay or bisexual.

45% of all M&R staff are Christian.

46% have no religion of belief

9% are in other religions.

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## Education



**22%** of lawyers attended fee paying schools compared with **7%** in the general population

**36%** of partners in largest firms went to fee paying schools

**59%** of partners are the first generation from their family to attend university

## Age

7% of lawyers in the largest firms are 55-64\*



21% of lawyers in the smallest firms are 55-64\*\*



## M&R 2019 Data

22% of M&R Lawyers attended fee paying schools.  
(27% of Partners and 20% of Solicitors)

10% of M&R Lawyers are aged 55-64.

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## Numbers and ethnicity of solicitors on the Roll

**Table 1.1 (formerly Table 1.3): Solicitors on the Roll\* with and without practising certificates, by gender, as at 31 July 2018**

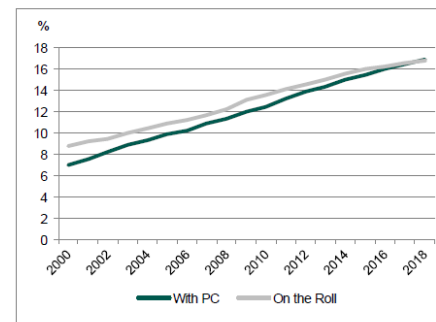
		Number	%
With practising certificates	Male	70,453	49.2
	Female	72,714	50.8
	Sub-total	143,167	100.0
Without practising certificates	Male	21,580	47.2
	Female	24,121	52.8
	Sub-total	45,701	100.0
Total solicitors on the Roll	Male	92,033	48.7
	Female	96,835	51.3
	Total	188,868	100.0

\* Solicitors on the Roll referred to in this report do not include Registered European Lawyers, Registered Foreign Lawyers and Exempt European Lawyers.

**Table 1.2 (formerly Table 1.5): Ethnicity of solicitors on the Roll and with practising certificates as at 31 July 2018**

	On the Roll	With PC	% of Roll that hold a PC
African-Caribbean	1,213	949	78.2
Asian	14,247	11,679	82.0
Chinese	3,685	1,777	48.2
African	2,798	2,131	76.2
Other ethnic origin	4,577	3,555	77.7
All ethnic minority	26,520	20,091	75.8
White European	131,059	98,452	75.1
Unknown	31,289	24,624	78.7
<b>Total</b>	<b>188,868</b>	<b>143,167</b>	<b>75.8</b>
<b>BAME solicitors as a % of all solicitors</b>	<b>14.0</b>	<b>14.0</b>	
<b>BAME solicitors as % of solicitors with known ethnicity</b>	<b>16.8</b>	<b>16.9</b>	

**Chart 5: BAME solicitors as % of solicitors with known ethnicity over time**



## M&R 2019 Data

We are comparing TLS's "With Practising Certificate" category against the Lawyers classification established in the SRA survey.

When we look at Lawyers only (Partners + Solicitors), 13% are in BAME Groups (including Other White).

If we remove Other White from this definition, then 9% of M&R Lawyers are in BAME Groups (5% Asian, 1% Black, 3% Mixed/Multiple).

Therefore M&R's comparative result is 9% vs TLS's 14%.

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# Thank you

If you have any questions or would like to speak to one of our team, we'd love to hear from you.

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