

Diversity Data Report 2014: Carr Richards Solicitors Limited

We are required to annually collect, report and publish data on the diversity of our workforce. This data is confirmed below.

Role categories

Total number of respondents	7
Percentage for each role category within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	14%
• Solicitor	29%
• Other fee earning role	
• Role directly supporting a fee earner	43%
• Managerial role	
• IT/HR/other corporate services role	
• Barrister	
• Chartered Legal Executive / Legal Executive (Fellow)	14%
• Licensed Conveyancer	
• Patent or Trade Mark Attorney	
• Costs Lawyer	
• Notary	
• Prefer not to say	

Ownership and supervisory responsibilities in the firm

Total number of respondents	7
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Percentage for each role within the firm:	
• Solicitor (Sole Practitioner, Partner, Member or Director)	14%
• Associate or Assistant	43%
• Other employee or staff member	43%
• Prefer not to say	

Total number of respondents	7
Percentage of people having a share in the ownership of the firm	14%

Total number of respondents	7
Percentage of people having a responsibility for supervising or managing the work of lawyers or other employees	14%

Diversity questions:

Age bands (age in years)

Total number of respondents	7
Percentage within the firm:	
• 16-24	
• 25-34	
• 35-44	14%
• 45-54	14%
• 55-64	58%
• 65+	
• Prefer not to say	14%

Gender

Total number of respondents	7
Percentage within the firm:	
• Female	57%
• Male	43%
• Prefer not to say	

Partners / Directors / Members / employees with disabilities (according to the definition in the Equality Act 2010)

Total number of respondents	7
Percentage within the firm:	
• Yes	
• No	86%
• Prefer not to say	14%

Partners / Directors / Members / employees with a health problem or disability which has lasted, or is expected to last, at least 12 months (according to the definition in the Equality Act 2010)

Total number of respondents	7
Percentage within the firm:	
• Yes	14%
• No	72%
• Prefer not to say	14%

Ethnic groups

Total number of respondents	7
Percentage within the firm:	
• Asian background	
• Mixed background	
• Black background	
• White background	86%
• Other ethnic background	14%

Religion or beliefs

Total number of respondents	7
Percentage within the firm:	
• No religion or belief	
• Atheist	28%
• Buddhist	
• Christian	58%
• Hindu	
• Jewish	
• Muslim	
• Sikh	
• Any other religion or belief	14%

Sexual orientation

Total number of respondents	7
Percentage within the firm:	
• Bisexual	

• Gay man	
• Gay woman / lesbian	
• Heterosexual / straight	100%
• Other	
• Prefer not to say	

Socio economic background - education: state or fee paying school between the ages of 11 to 18

Total number of respondents	7
Percentage within the firm:	
• Attended UK state school / comprehensive	86%
• Attended UK grammar school (non fee paying school)	
• Attended UK independent / fee paying school	
• Attended school outside the UK	
• Prefer not to say	14%

Socio economic background - education: Those attending University (to study a BA, BSc course or higher) where they were the first generation in their family to do so

Total number of respondents	7
Percentage within the firm:	
• Yes	43%
• No	14%
• Did not attend University	29%
• Prefer not to say	14%

Caring responsibilities: Those who are the primary carer for a child or children under 18

Total number of respondents	7
Percentage within the firm:	
• Yes	14%
• No	86%
• Prefer not to say	

Caring responsibilities: Those who look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health / disability or problems related to old age

Total number of respondents	7
Percentage within the firm:	
• Yes	
• No	100%
• Prefer not to say	