Introduction

Equality is concerned with treating everyone equally and fairly, with the same attention, courtesy and respect regardless of race, colour, ethnic or national origins, religious beliefs, sex, gender reassignment, marital or civil partner status, age, sexual orientation, part time or fixed-term status or disability.

Diversity goes beyond legislative requirements, and is about valuing everyone as an individual. It consists of visible and non-visible factors, which include personal characteristics such as background, culture, personality and work-style in addition to the characteristics that are protected under discrimination legislation.

drydensfairfax solicitors are committed to maintaining a culture in which diversity and equality of opportunity are actively promoted free from any form of discrimination, harassment or bullying, where individuals are respected, treated fairly and with courtesy. We expect our employees to always act in a respectful manner treating everyone equally, fairly and to value everyone as an individual.

We are committed to supporting the Solicitors Regulation Authority in improving transparency on equality and diversity issues in the legal sector. We publish diversity data collected anonymously from our employees, of which there are over 250 who work from our two office locations in Bradford and Leeds.

The data has been reported to the SRA who will use this information to compile a report on diversity within the legal profession and this will be presented to the Legal Services Board (LSB). The LSB may publish the data at a firm, sector or regional level, or across the whole profession, always ensuring that no individual is identifiable from the data published.
Firm profile

- Solicitor (Sole practitioner, partner, member or director)
- Solicitor
- Other fee earning role
- Role directly supporting a fee earner
- Managerial role
- IT/HR/Finance/other corporate services
- Chartered Legal Executive
- Licensed Conveyancer
- Prefer not to say
Supervisory responsibilities

Yes
No
Prefer not to say
No response

Age

16-24
25-34
35-44
45-54
55-64
65+
Prefer not to say
No response
Day to day activities limited because of a health problem or disability

- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say
- No response

Ethnicity

- Asian - Bangladeshi
- Asian - Pakistani
- Black - Caribbean
- White - British
- Any other White background
- Asian - Indian
- Black - African
- Mixed
- White - Irish
- Prefer not to say
Education aged 11-18

- UK State School
- UK Independant / Fee-paying School
- Attended school outside the UK
- Prefer not to say
- No response

First generation university

- Yes
- No
- Did not attend University
- Prefer not to say
- No response
Primary carer for children under 18

- Yes
- No
- Prefer not to say
- No response

Caring responsibilities

- No
- Yes, 1-19 hours per week
- Yes, 20 to 49 hours per week
- Yes, 50 or more hours per week
- Prefer not to say
- No response