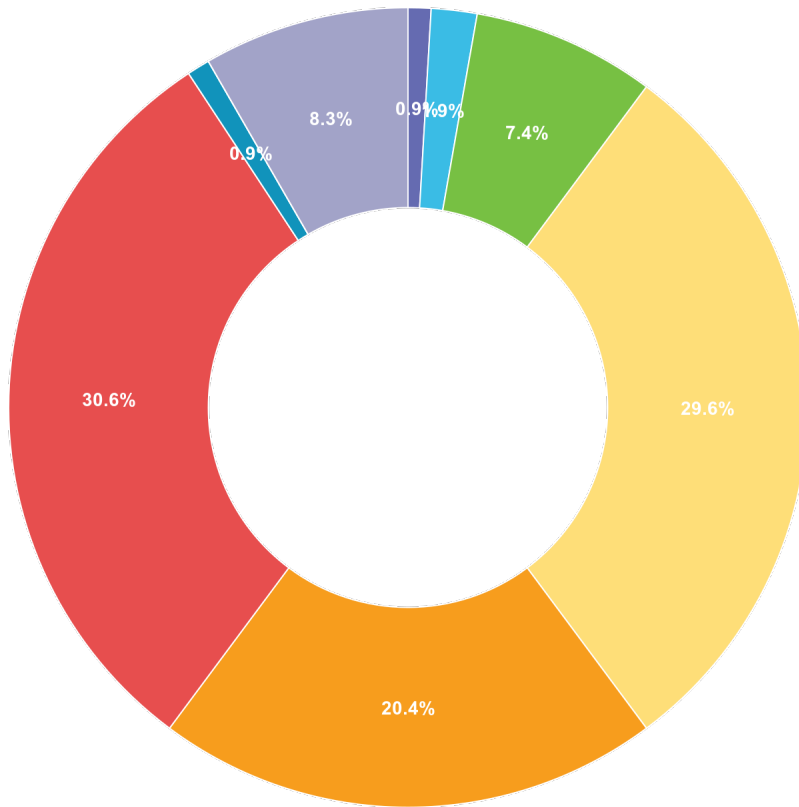







Diversity Data Collection July 2021











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.

Q1 1\.. Select one category which best describes your role in the firm (reference to solicitors includes Registered Foreign Lawyers).*

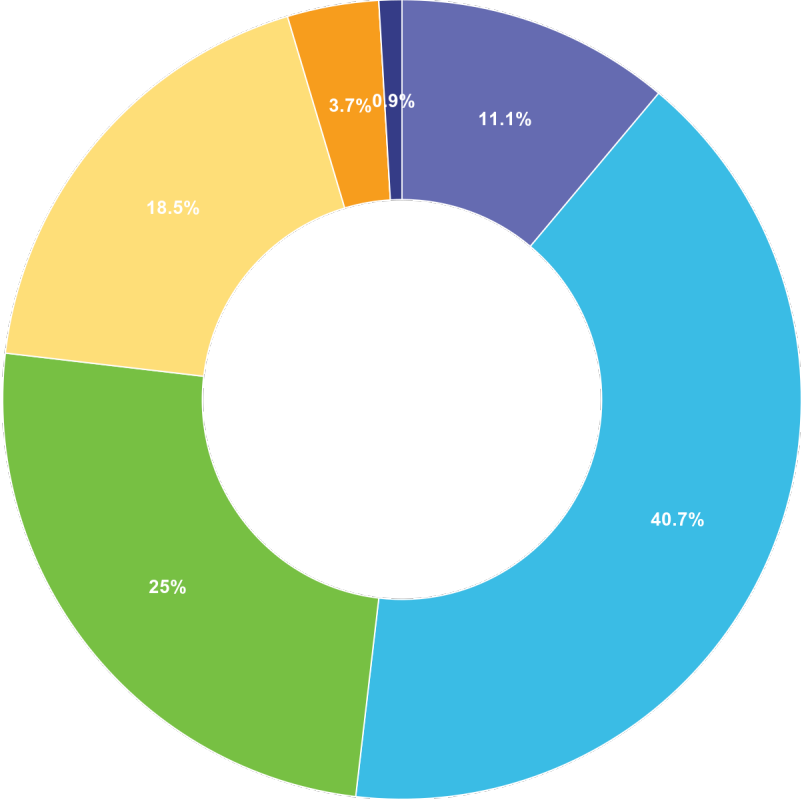


Answered: 108 Unanswered: 0

Choice	Total
<p> Solicitor partner (sole practitioner, member or director) - NB members or directors who are not solicitors should be recorded in the 'Managerial role' category below.</p>	1
<p> Solicitor (not partner)</p>	2
<p> Other fee earning role (includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons')</p>	8

Choice	Total
 Role directly supporting a fee earner (includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals).	32
 Managerial role (includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc).	22
 IT/HR/other corporate services role (not an authorised person and not individuals in a managerial role - includes finance or accountancy roles).	33
 Barrister	0
 Chartered Legal Executive (Fellow)/ CILEx Practitioner	1
 Licensed Conveyancer	0
 Patent or Trade Mark Attorney	0
 Costs Lawyer	0
 Notary (individuals authorised by the Master of the Faculties).	0
 Prefer not to say	9

Q2 2\.. Which age category are you in?*



Answered: 108 Unanswered: 0

Choice	Total
16-24	12
25-34	44
35-44	27
45-54	20
55-64	4
65+	0

Choice

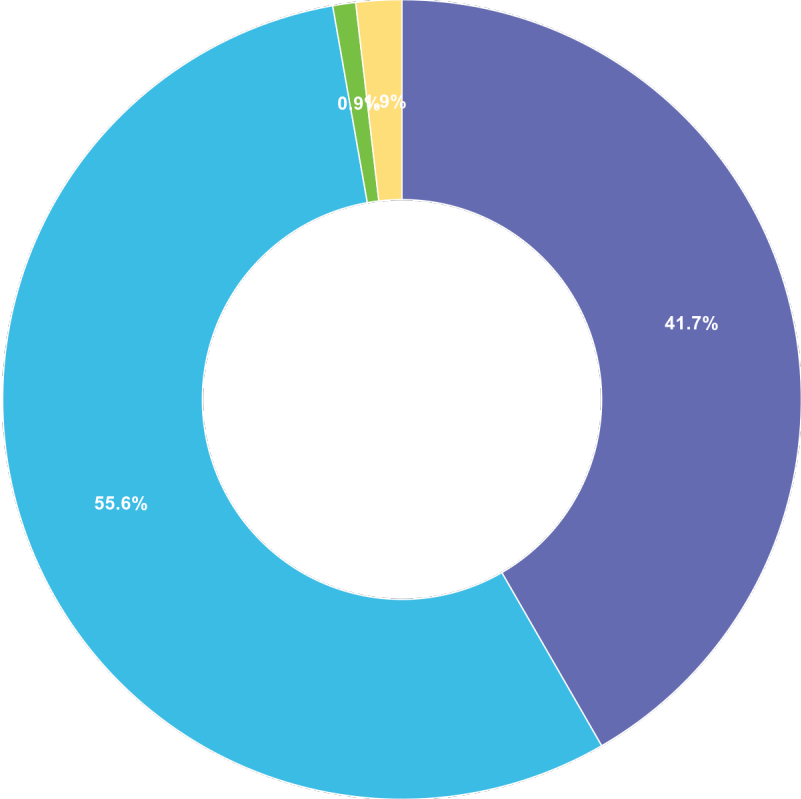


Prefer not to say

Total

1

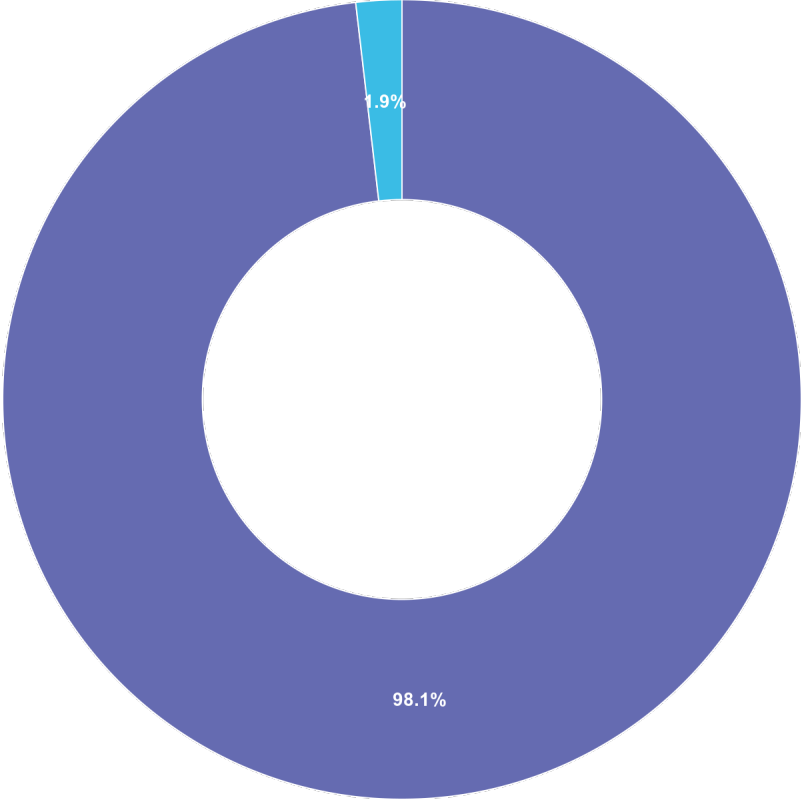
Q3 3\ What is your sex?*



Answered: 108 Unanswered: 0

Choice	Total
Male	45
Female	60
Other preferred description	1
Prefer not to say	2

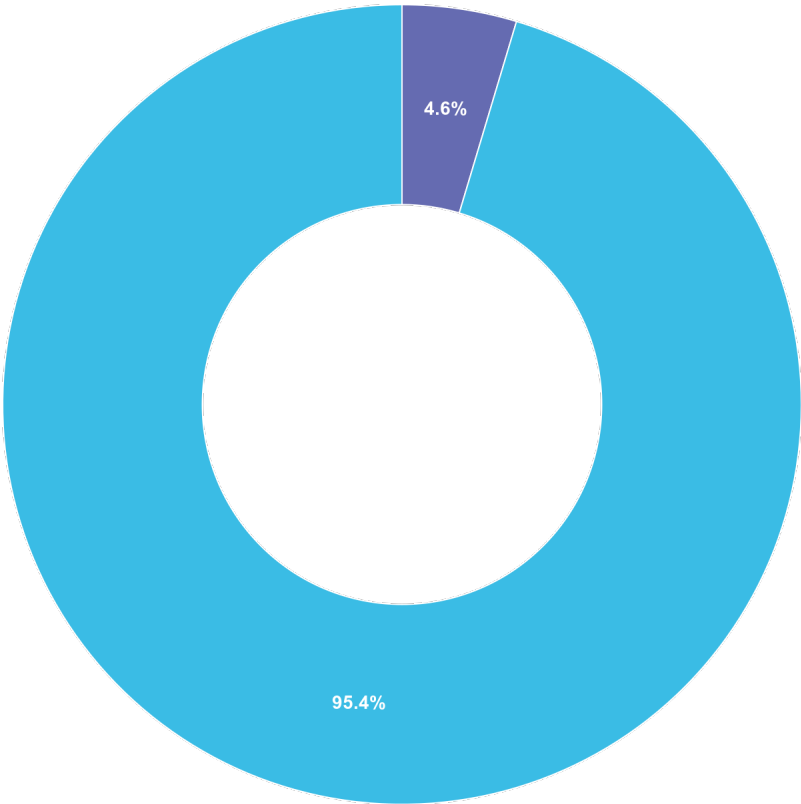
Q4 4\.. Is the gender you identify with the same as your sex registered at birth?*



Answered: 108 Unanswered: 0

Choice	Total
Yes	106
No	2
Prefer not to say	0

Q5 5\.. 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.)*

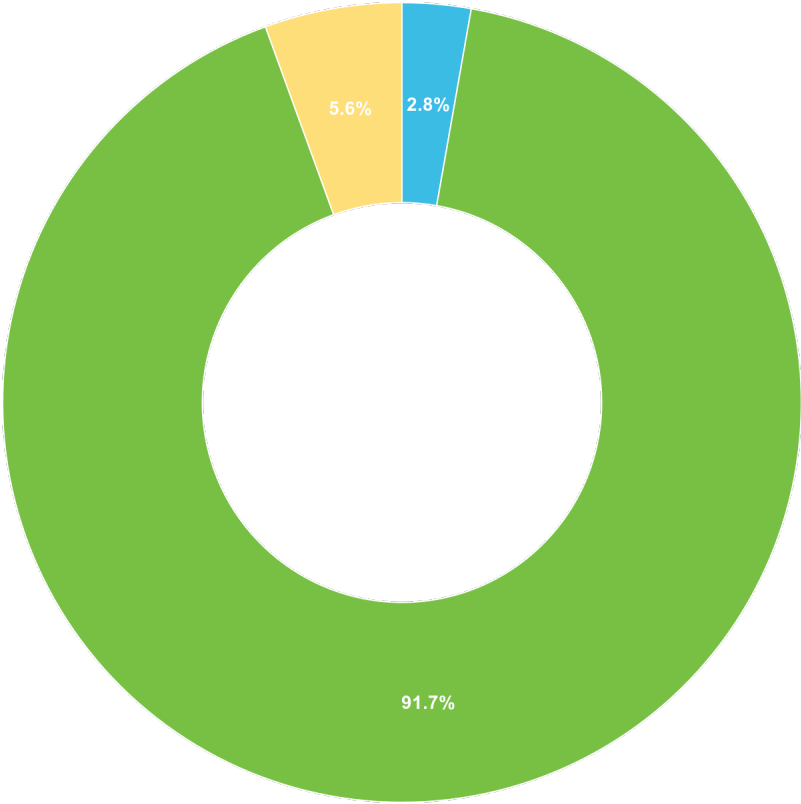


Answered: 108 **Unanswered:** 0


Choice	Total
<input type="radio"/> Yes	5

	Choice	Total
	 No	103
	 Prefer not to say	0

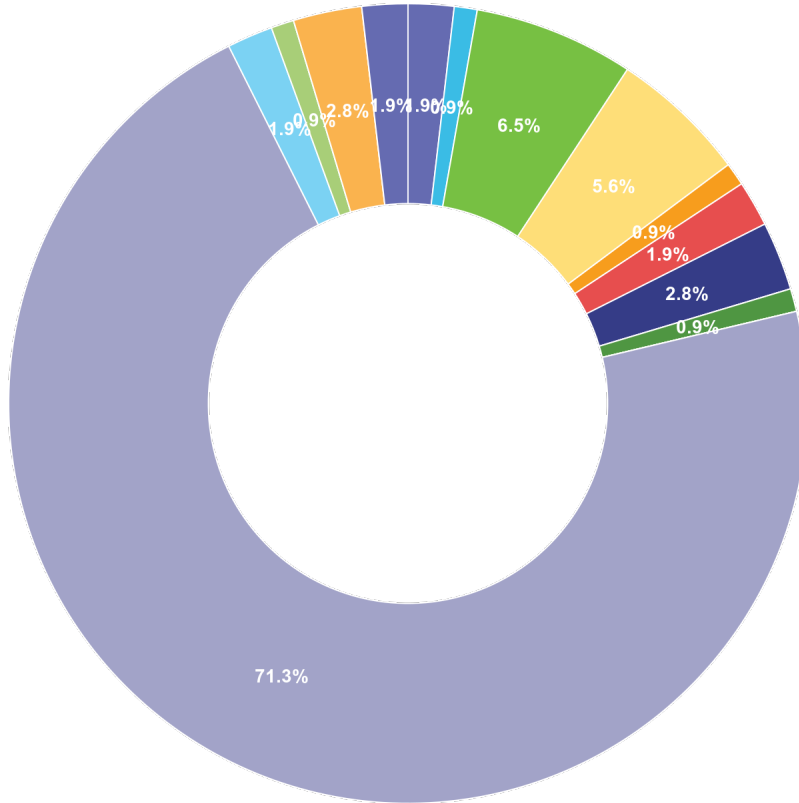
Q6 6\. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?*



Answered: 108 **Unanswered:** 0














Choice	Total
 Yes, limited a lot	0
 Yes, limited a little	3
 No	99
 Prefer not to say	6

Q7 7\.. What is your ethnic group?*

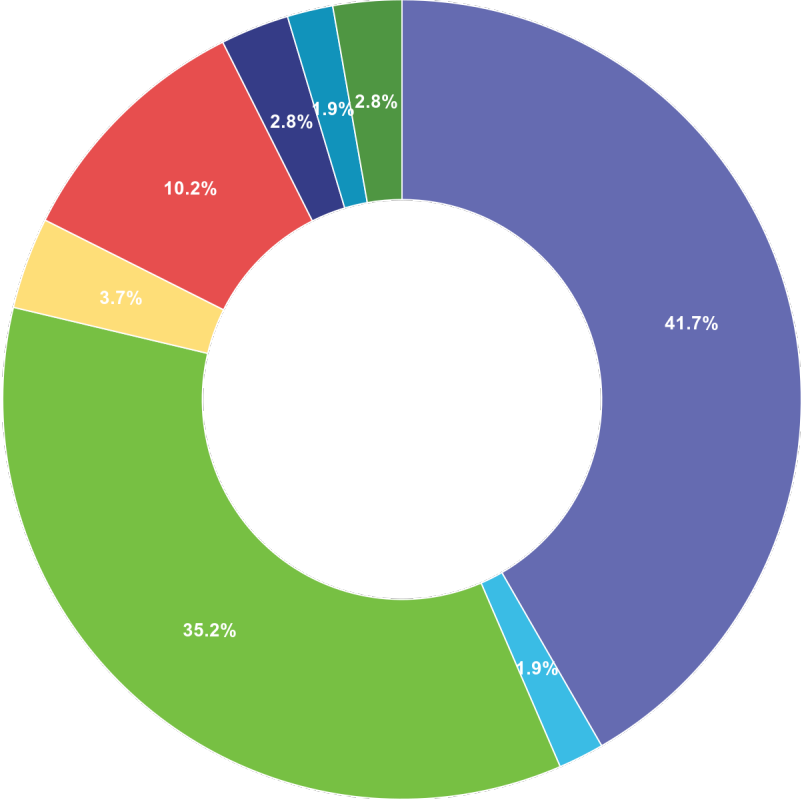


Answered: 108 Unanswered: 0

Choice	Total
Asian / Asian British - Bangladeshi	2
Asian / Asian British - Chinese	1
Asian / Asian British - Indian	7
Asian / Asian British - Pakistani	6
Any other Asian background	1
Black / Black British - African	2

Choice	Total
 Black / Black British - Caribbean	3
 Any other Black background	0
 Mixed / Multiple ethnic group - White & Asian	1
 Mixed / Multiple ethnic group - White & Black African	0
 Mixed / Multiple ethnic group - White and Black Caribbean	0
 Any other Mixed / Multiple ethnic background	0
 White - British	77
 White - Irish	2
 White - Gypsy or Irish Traveller	1
 White - Roma	0
 Any other White background	3
 Any other ethnic group	0
 Prefer not to say	2

Q8 8\ What is your religion or belief?*

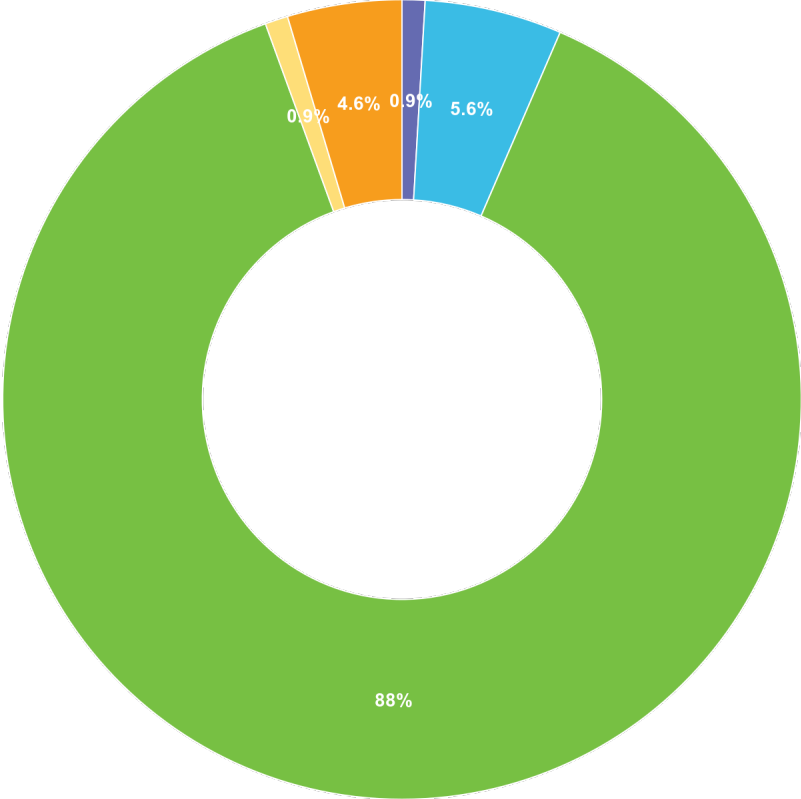


Answered: 108 Unanswered: 0

Choice	Total
No religion or belief	45
Buddhist	2
Christian	38
Hindu	4
Jewish	0
Muslim	11

	Choice	Total
	Sikh	3
	Any other religion or belief	2
	Prefer not to say	3

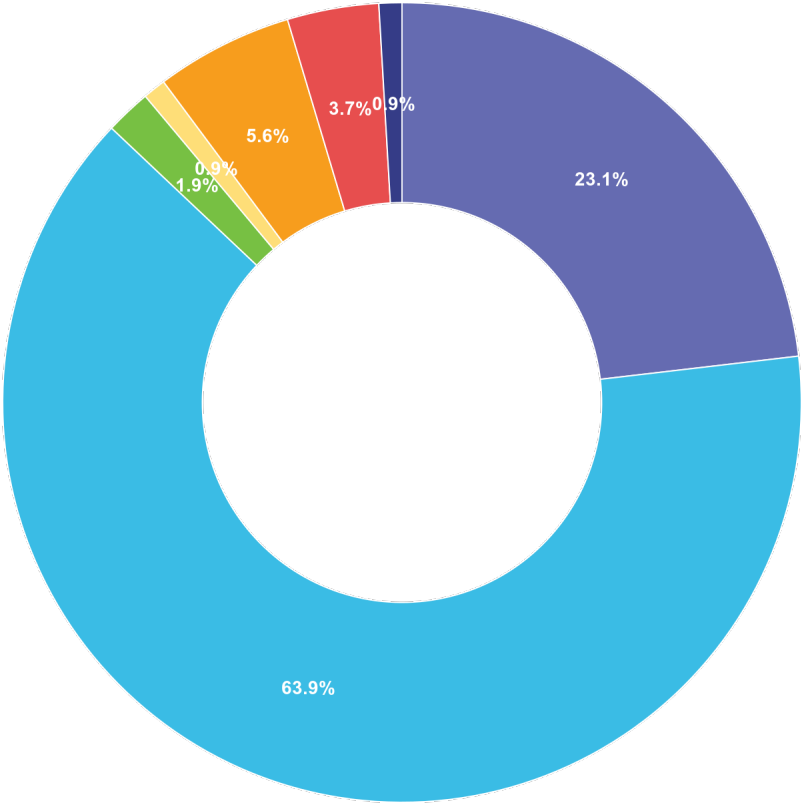
Q9 9\ What is your sexual orientation?*



Answered: 108 Unanswered: 0



Choice	Total
Bi	1
Gay / Lesbian	6
Heterosexual	95
Other preferred description	1
Prefer not to say	5

Q10 10\.. Which type of school did you attend for the most time between the ages between the ages 11 and 16? (if you changed schools, please base your answer on the last two years of your education).*

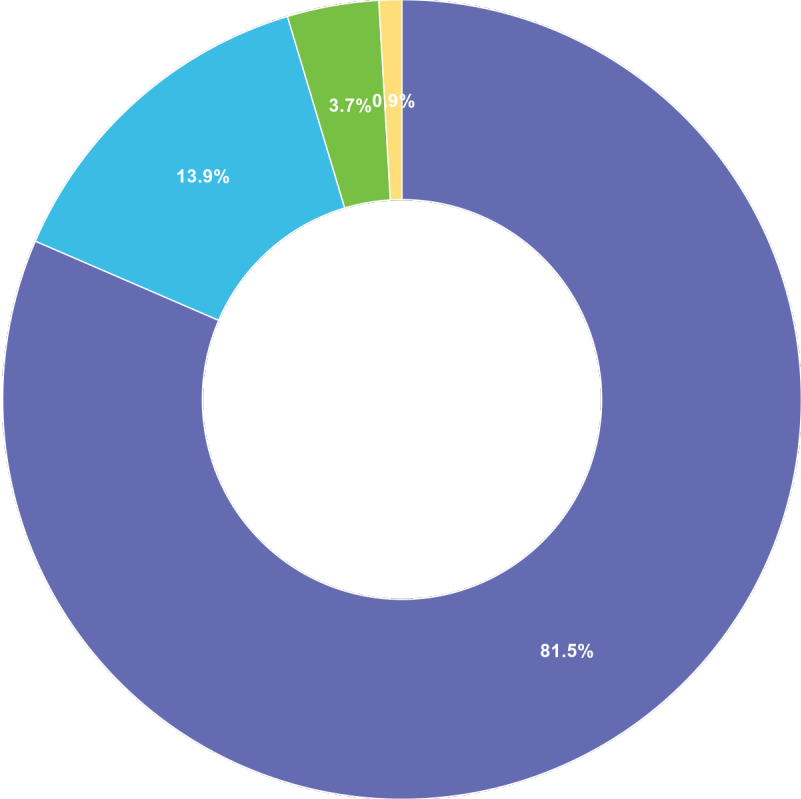


Answered: 108 Unanswered: 0

Choice	Total
State-run or state-funded school (selective on academic, faith or other grounds)	25
State-run or state-funded school (non-selective)	69
Independent / fee-paying school	2
Independent / fee-paying school, where I received a bursary covering 90% or more of	1

Choice	Total
my tuition	
 Attended school outside the UK	6
 Don't know/ not sure	4
 Prefer not to say	1

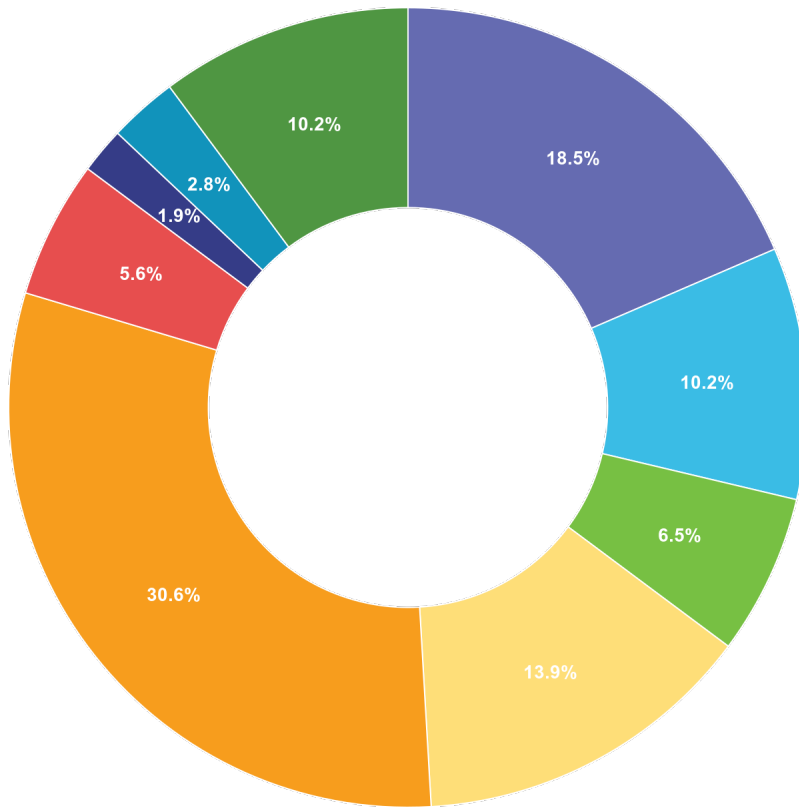
Q11 11\.. Did either of your parents attend university by the time you were 18?*



Answered: 108 Unanswered: 0








Choice	Total
No, neither of my parents attended university	88
Yes, one or both of my parents attended university	15
Don't know / not sure	4
Prefer not to say	1

Q12 12\.. What was the occupation of your main household earner when you were about 14?*

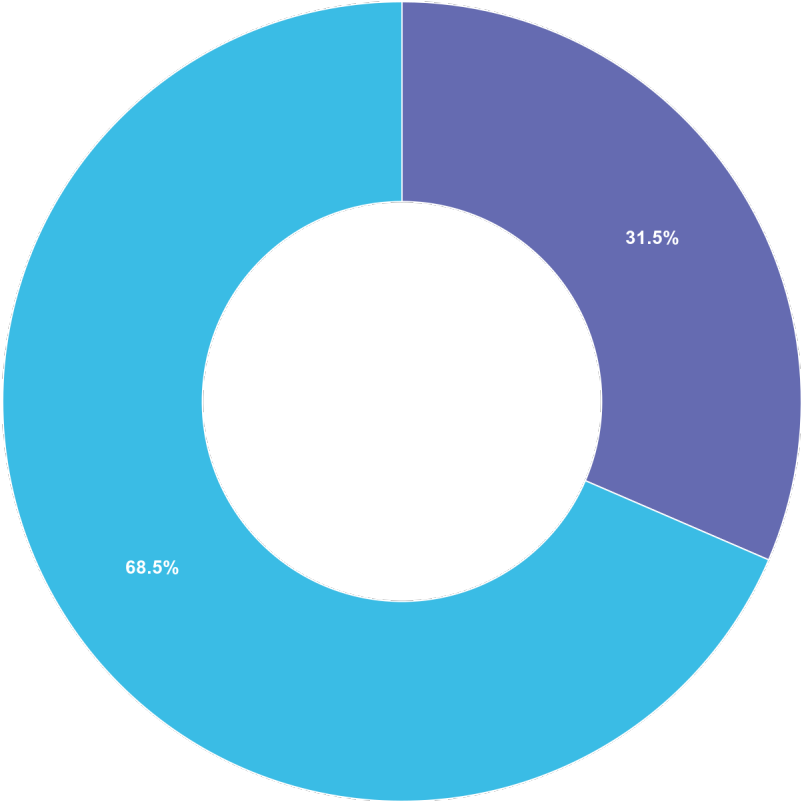


Answered: 108 **Unanswered:** 0

Choice	Total
<p>● Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.</p>	20
<p>● Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager,</p>	11

Choice	Total
restaurant manager, warehouse manager.	
 Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	7
 Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	15
 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.	33
 Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	6
 Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2
 Other, such as: retired, this question does not apply to me, I don't know	3
 Prefer not to say	11

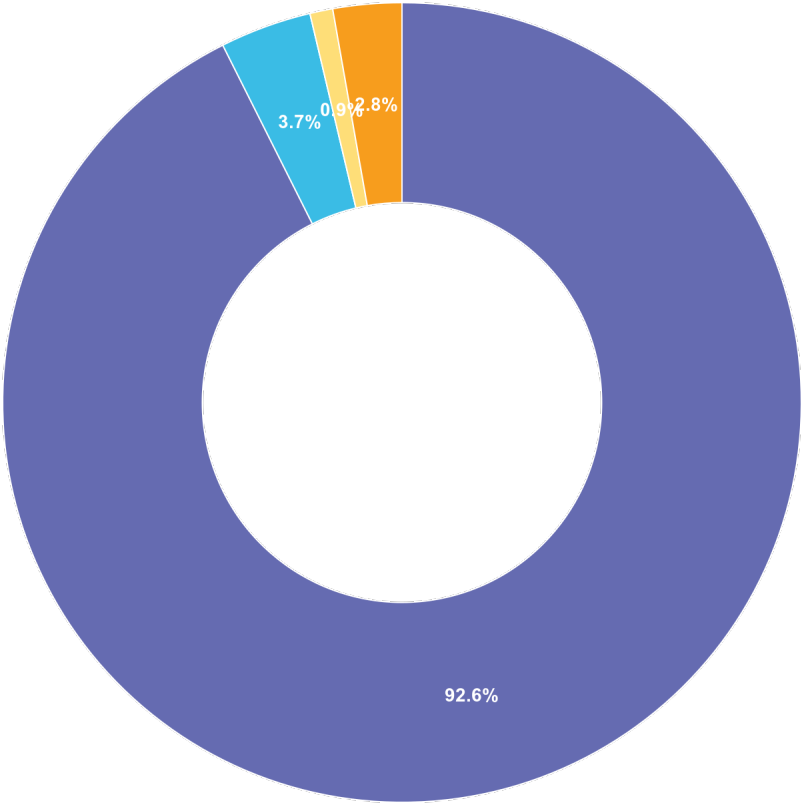
Q13 13\.. Are you a primary carer for a child or children under 18?*



Answered: 108 Unanswered: 0

Choice	Total
Yes	34
No	74
Prefer not to say	0

Q14 14\.. 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)?*



Answered: 108 Unanswered: 0

Choice	Total
No	100
Yes, 1 - 19 hours a week	4
Yes, 20 - 49 hours a week	0
Yes, 50 or more hours a week	1
Prefer not to say	3