

# Diversity Statistics 2019



# Introduction

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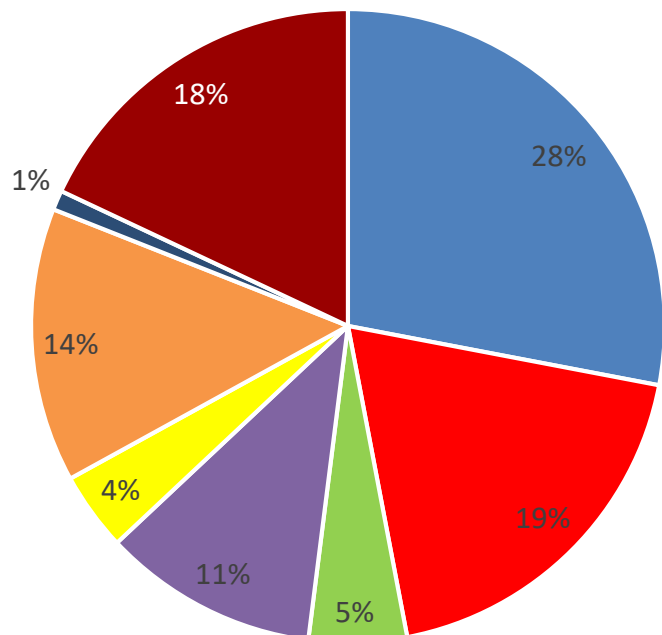
At Rosenblatt, we pride ourselves on our inclusive and meritocratic culture. We ensure that all our employees are treated fairly and actively encouraged to reach their full potential. Applications for employment are welcome from people of every background; we recognise that the diversity of our employees enhances our ability to meet the varying needs of our clients and thus contributes to our success. We do not tolerate discrimination in any form and this ethos pervades our relationships with clients and the communities in which we work.

## Notes

### **Reporting categories are as follows:**

- **“Solicitor partner”** includes sole practitioners, members or directors.
- **“Solicitor (not partner)”** includes assistant solicitors, associates & consultants.
- **“Other Fee Earning role”** includes trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellow) or CILEx Practitioners and paralegals
- **“Role directly supporting a fee earner”** includes legal secretaries, administrators, legal assistants & non-fee earning paralegals.
- **“Managerial role”** includes non-lawyer managers, directors, practice managers, finance/account managers, etc.
- **“IT/HR/Other corporate services role”** includes all HR, IT, Finance & Accountancy staff, but not authorised persons or individuals in a managerial role
- **“Barrister”** includes individuals authorised by the Bar Standards Board.
- **“Chartered Legal Executive (Fellow)/CILEx Practitioner”** includes individuals authorised by CILEx Regulation
- **“Licenced Conveyancer”** includes individuals authorised by the Council for Licenced Conveyancers.
- **“Patent or Trade Mark Attorney”** includes individuals authorised by the Intellectual Property Regulation Board.
- **“Costs Lawyer”** includes individuals authorised by the Costs Lawyer Standards Board.
- **“Notary”** includes individuals authorised by the Master of the Faculties.
- **“Prefer not to say”** is an undefined category.

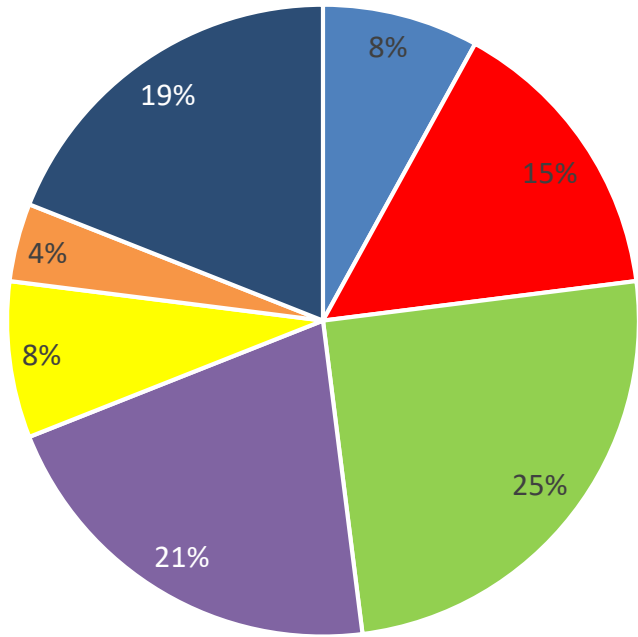
# Role category



- Solicitor partner
- Solicitor (non partner)
- Other fee earning role
- Role supporting a fee earner
- Managerial role
- Other corporate services role
- Barrister
- Prefer not to say

<b>Solicitor partner</b>	<b>28%</b>
<b>Solicitor (not partner)</b>	19%
<b>Other fee earning role</b>	5%
<b>Role directly supporting a fee earner</b>	11%
<b>Managerial role</b>	4%
<b>IT/HR/Corporate services</b>	14%
<b>Barrister</b>	1%
<b>Prefer not to say</b>	18%
<b>Total</b>	100%

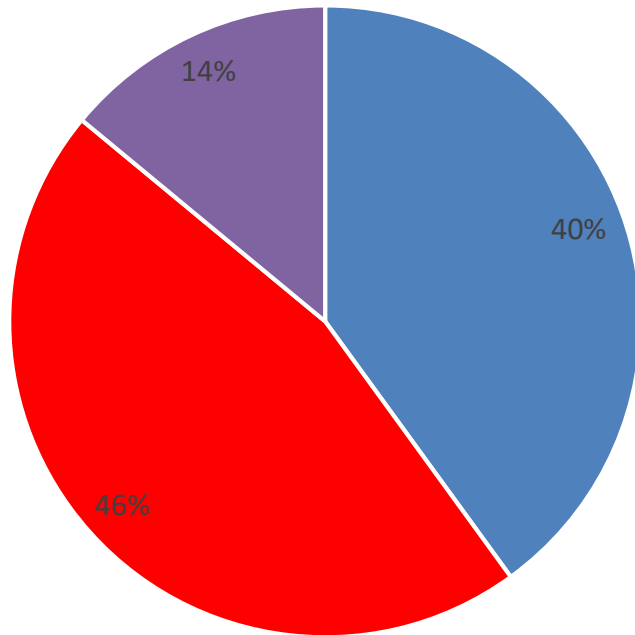
# Age



- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

	16-24	25-34	35-44	45-54	55-64	Over 65	Prefer not to say	Total
Solicitor partner	0%	4%	32%	36%	14%	14%	0%	100%
Solicitor (not partner)	0%	53%	33%	7%	7%	0%	0%	100%
Other fee earning role	50%	50%	0%	0%	0%	0%	0%	100%
Role directly supporting a fee earner	22%	0%	34%	22%	11%	0%	11%	100%
Managerial role	0%	33%	34%	33%	0%	0%	0%	100%
IT/HR/Corporate services	19%	0%	27%	45%	9%	0%	0%	100%
Barrister	0%	0%	0%	0%	0%	0%	100%	100%
Prefer not to say	6%	6%	0%	6%	0%	0%	82%	100%

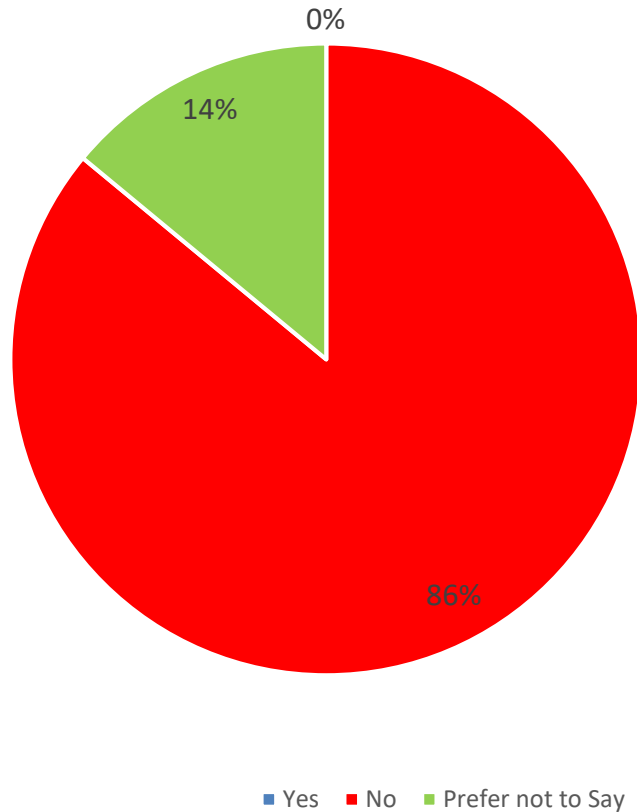
# Gender



■ Male ■ Female ■ Other Preferred Description ■ Prefer not to Say

	Male	Female	Other preferred description	Prefer not to Say	Total
Solicitor partner	77%	23%	0%	0%	100%
Solicitor (not partner)	46%	54%	0%	0%	100%
Other fee earning role	25%	75%	0%	0%	100%
Role directly supporting a fee earner	0%	100%	0%	0%	100%
Managerial role	75%	25%	0%	0%	100%
IT/HR/Corporate services	27%	73%	0%	0%	100%
Barrister	0%	0%	0%	100%	100%
Prefer not to say	7%	20%	0%	73%	100%

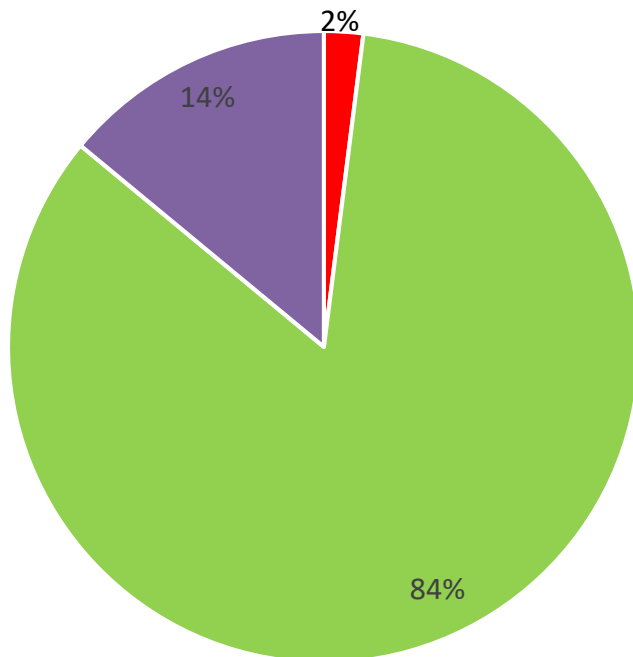
# Disability



	Yes	No	Prefer not to say	Total
Solicitor partner	0%	100%	0%	100%
Solicitor (not partner)	0%	100%	0%	100%
Other fee earning role	0%	100%	0%	100%
Role directly supporting a fee earner	0%	100%	0%	100%
Managerial role	0%	100%	0%	100%
IT/HR/Corporate services	0%	100%	0%	100%
Barrister	0%	0%	100%	100%
Prefer not to say	0%	27%	73%	100%

# Disability continued

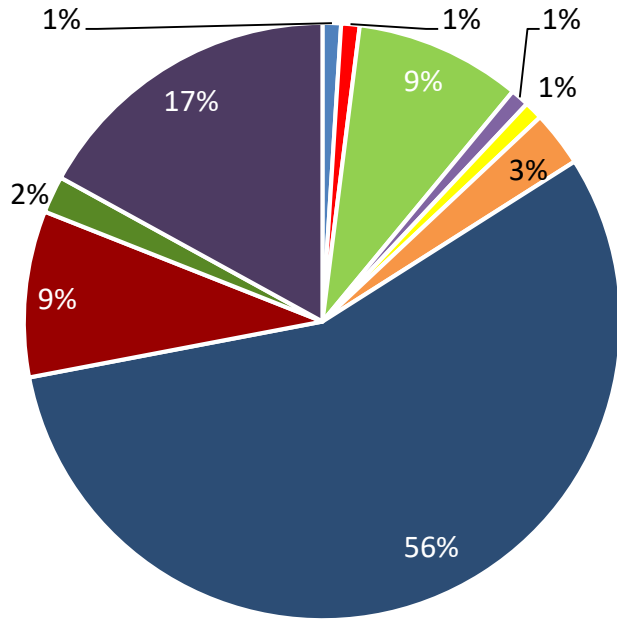
Limited day-to-day activities due to a health problem/disability which has lasted/expected to last at least 12 months



■ Yes, limited a lot ■ Yes, limited a little ■ No ■ Prefer not to say

	Yes, limited a lot	Yes, limited a little	No	Prefer not to say	Total
Solicitor partner	0%	10%	90%	0%	100%
Solicitor (not partner)	0%	0%	100%	0%	100%
Other fee earning role	0%	0%	100%	0%	100%
Role directly supporting a fee earner	0%	0%	100%	0%	100%
Managerial role	0%	0%	100%	0%	100%
IT/HR/Corporate services	0%	0%	100%	0%	100%
Barrister	0%	0%	0%	100%	100%
Prefer not to say	0%	0%	27%	73%	100%

# Ethnicity

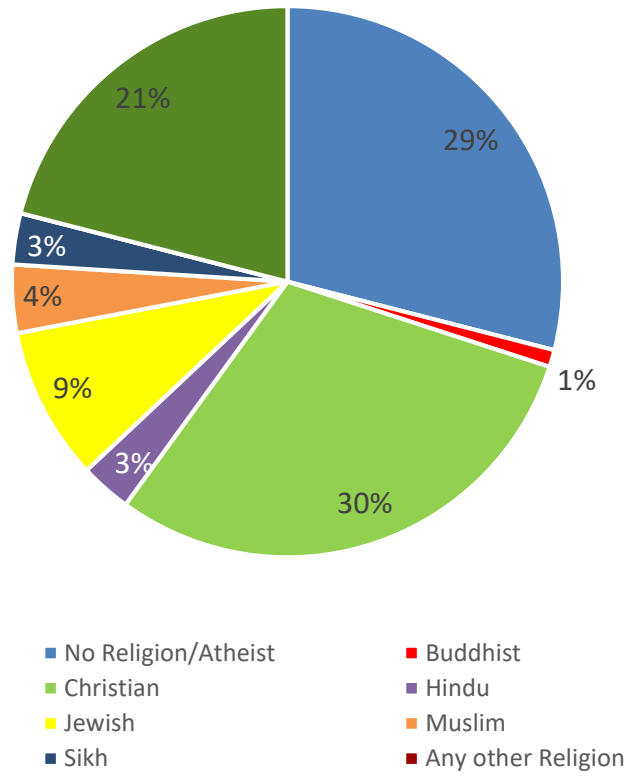


- Asian/Asian British - Bangladeshi
- Asian/Asian British - Chinese
- Asian/Asian British - Indian
- Asian/Asian British - any other background
- Black/Black British - Caribbean
- Black/Black British - African
- White British/English/Welsh/Northern Irish/Scottish
- White - any other background
- Other Ethnic Group - any other group
- Prefer not to say

	Asian/Asian British - Bangladeshi	Asian/Asian British - Chinese	Asian/Asian British - Indian	Asian/Asian British - any other background	Black/Black British - Caribbean	Black/Black British - African	White British/English/Welsh/Northern Irish/Scottish	White - any other background	Other ethnic group – any other group	Prefer not to Say	Total
<b>Solicitor partner</b>	0%	0%	4%	0%	5%	0%	68%	18%	5%	0%	100%
<b>Solicitor (not partner)</b>	0%	0%	20%	0%	0%	0%	73%	7%	0%	0%	100%
<b>Other fee earning role</b>	0%	0%	0%	25%	0%	0%	75%	0%	0%	0%	100%
<b>Role directly supporting a fee earner</b>	0%	0%	34%	0%	0%	11%	44%	0%	0%	11%	100%
<b>Managerial role</b>	0%	0%	0%	0%	0%	0%	100%	0%	0%	0%	100%
<b>IT/HR/Corporate services</b>	0%	9%	0%	0%	0%	0%	73%	18%	0%	0%	100%
<b>Barrister</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
<b>Prefer not to say</b>	7%	0%	0%	0%	0%	0%	7%	0%	0%	86%	100%

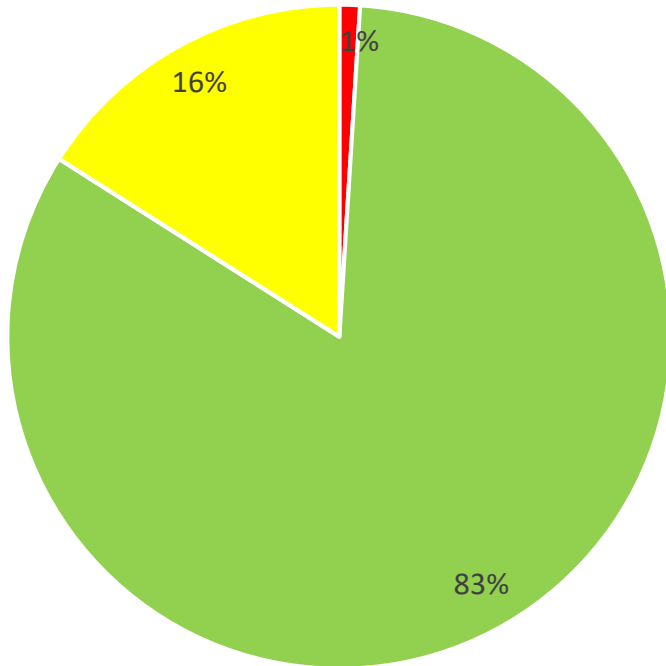


# Religion & Belief



	No Religion/ Atheist	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any Other Religion/Belief	Prefer not to say	Total
Solicitor partner	36%	0%	23%	0%	27%	5%	0%	0%	9%	100%
Solicitor (not partner)	20%	0%	54%	8%	8%	10%	0%	0%	0%	100%
Other fee earning role	25%	25%	25%	0%	0%	0%	0%	0%	25%	100%
Role directly supporting a fee earner	44%	0%	22%	11%	0%	0%	11%	0%	12%	100%
Managerial role	25%	0%	75%	0%	0%	0%	0%	0%	0%	100%
IT/HR/Corporate services	55%	0%	27%	0%	0%	0%	0%	0%	18%	100%
Barrister	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
Prefer not to say	0%	0%	13%	0%	0%	7%	0%	0%	80%	100%

# Sexual Orientation

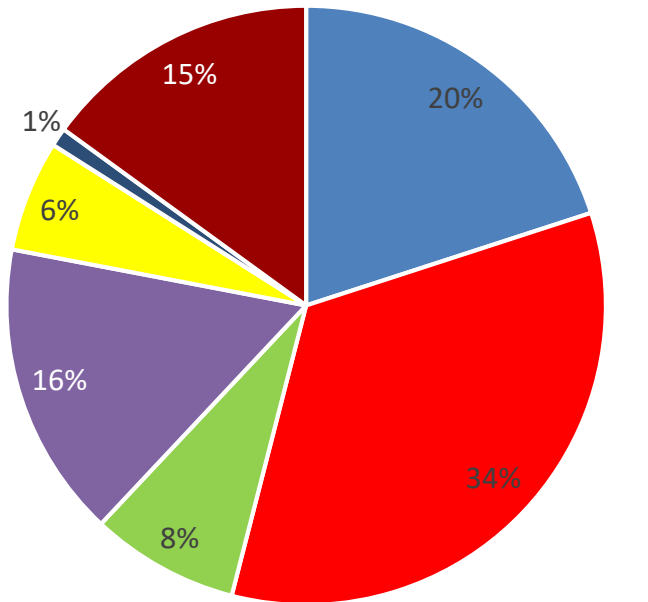


- Bisexual
- Heterosexual
- Prefer not to say
- Gay/Lesbian
- Other

	Bisexual	Gay/Lesbian	Heterosexual /Straight	Other	Prefer not to say	Total
Solicitor partner	0%	4%	96%	0%	0%	100%
Solicitor (not partner)	0%	0%	100%	0%	0%	100%
Other fee earning role	0%	0%	96%	0%	4%	100%
Role directly supporting a fee earner	0%	0%	100%	0%	0%	100%
Managerial role	0%	0%	100%	0%	0%	100%
IT/HR/Corporate services	0%	0%	100%	0%	0%	100%
Barrister	0%	0%	0%	0%	100%	100%
Prefer not to say	0%	0%	25%	0%	75%	100%

# Education

Type of school mainly attended between the ages 11-16

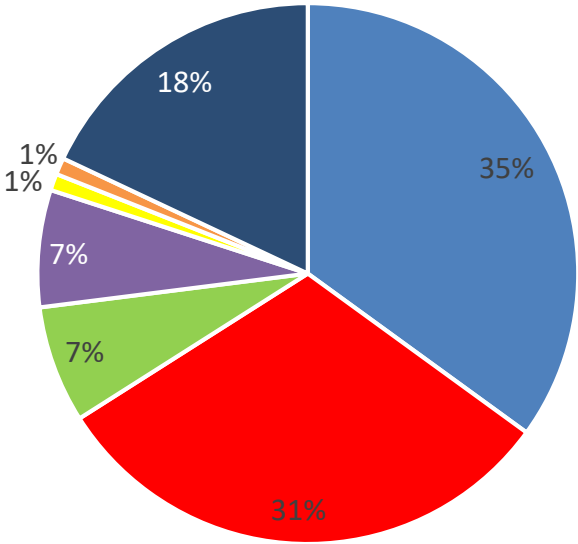


- UK State run or funded school
- UK state school (non selective)
- UK independent/fee paying school (bursary)
- UK independent/fee paying school (no bursary)
- Attended school outside the UK
- Other
- Don't know
- Prefer not to say

	UK state run or funded school (selective)	UK state run or funded school (non-selective)	UK independent/fee-paying school (bursary)	UK independent/fee paying school (no bursary)	Attended school outside the UK	Other	Don't know	Prefer not to say	Total
Solicitor partner	23%	27%	14%	27%	9%	0%	0%	0%	100%
Solicitor (not partner)	20%	33%	0%	40%	7%	0%	0%	0%	100%
Other fee earning role	0%	25%	25%	0%	25%	0%	0%	25%	100%
Role directly supporting a fee earner	11%	89%	0%	0%	0%	0%	0%	0%	100%
Managerial role	67%	0%	33%	0%	0%	0%	0%	0%	100%
IT/HR/Corporate services	18%	55%	9%	9%	9%	0%	0%	0%	100%
Barrister	0%	0%	0%	0%	0%	0%	0%	100%	100%
Prefer not to say	13%	7%	0%	0%	0%	0%	7%	73%	100%

# Parental qualifications

Highest level of qualifications achieved by either parent(s)/guardian(s) by the age you were 18?

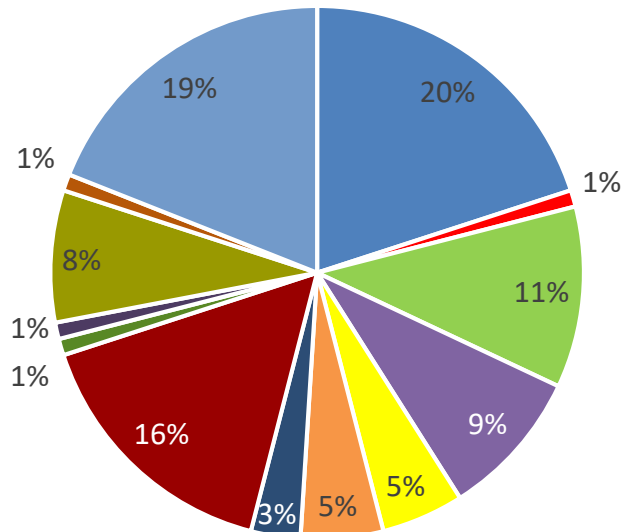


- At least one with degree level qualification
- Qualifications below degree level
- No formal qualifications
- Don't know
- Not applicable
- Other
- Prefer not to say

	At least one has a degree level qualification	Qualifications below degree level	No formal qualifications	Don't know	Not applicable	Other	Prefer not to say	Total
Solicitor partner	45%	45%	10%	0%	0%	0%	0%	100%
Solicitor (not partner)	45%	45%	10%	0%	0%	0%	0%	100%
Other fee earning role	75%	0%	0%	0%	0%	0%	25%	100%
Role directly supporting a fee earner	44%	22%	11%	11%	0%	0%	12%	100%
Managerial role	0%	34%	33%	33%	0%	0%	0%	100%
IT/HR/ Corporate services	0%	36%	9%	28%	9%	9%	9%	100%
Barrister	0%	0%	0%	0%	0%	0%	100%	100%
Prefer not to say	20%	0%	0%	7%	0%	0%	73%	100%

# Work Types

At age 14, which best describes the type of work the main/highest income earner in your household did in their main job?

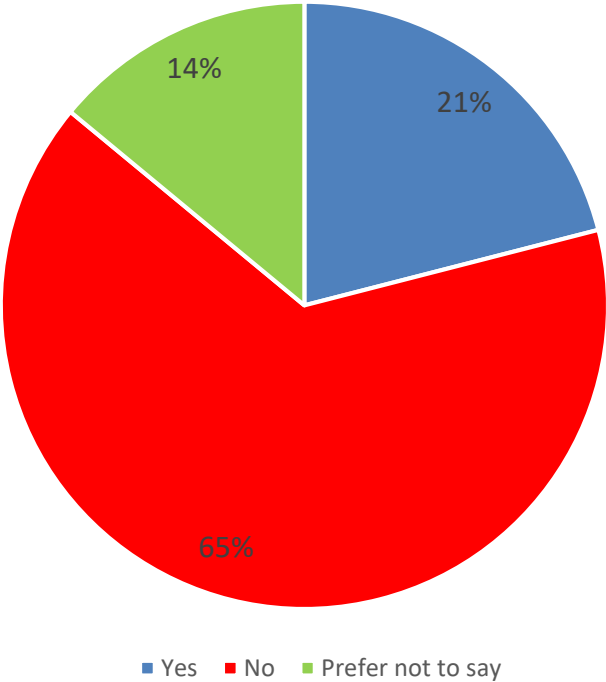


- Modern professional occupations
- Clerical and intermediate occupations
- Senior Managers and administrators
- Technical and craft occupations
- Semi-routine manual and service occupations
- Routine manual and service occupations
- Middle or junior managers
- Traditional professional occupations
- Long term unemployed
- Retired
- Other
- Don't know
- Prefer not to say

	Modern professional occupations	Clerical/Intermediate occupations	Senior managers/admin	Technical/craft occupations	Semi-routine manual/service occupations	Routine manual/service occupations	Middle/junior managers	Traditional professional occupations	Long term unemployed	Retired	Other	Don't know	Prefer not to say	Total
<b>Solicitor partner</b>	27%	0%	14%	9%	0%	9%	5%	27%	0%	0%	9%	0%	0%	100%
<b>Solicitor (not partner)</b>	26%	0%	20%	0%	7%	0%	0%	20%	7%	0%	20%	0%	0%	100%
<b>Other Fee Earning role</b>	0%	0%	25%	0%	0%	0%	0%	25%	0%	25%	0%	0%	25%	100%
<b>Role directly supporting a fee earner</b>	33%	11%	0%	11%	0%	0%	0%	11%	0%	0%	11%	0%	23%	100%
<b>Managerial role</b>	0%	0%	0%	25%	0%	75%	0%	0%	0%	0%	0%	0%	0%	100%
<b>IT/HR/Corporate Services</b>	9%	0%	18%	28%	18%	0%	9%	9%	0%	0%	0%	0%	9%	100%
<b>Barrister</b>	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	100%	100%
<b>Prefer not to say</b>	7%	0%	0%	0%	7%	0%	0%	7%	0%	0%	0%	7%	72%	100%

# Primary carer

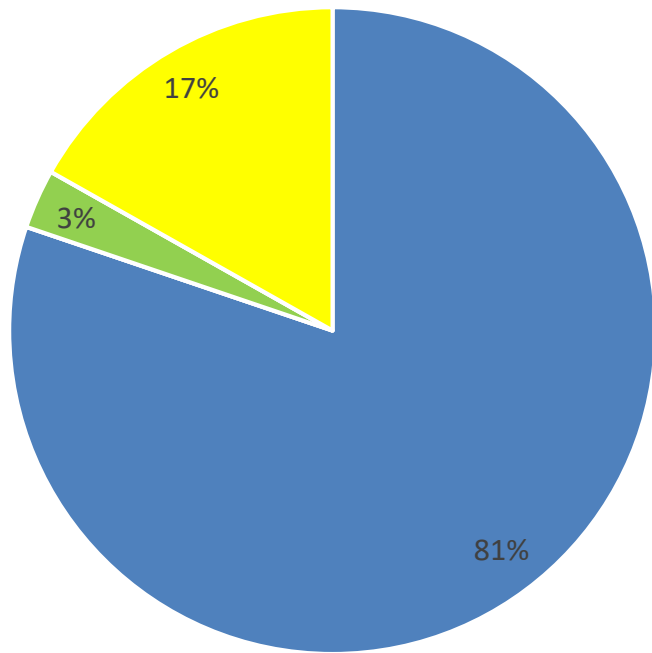
For a child/children under 18



	Yes	No	Prefer not to say	Total
Solicitor partner	40%	60%	0%	100%
Solicitor (not partner)	13%	87%	0%	100%
Other Fee Earning role	0%	100%	0%	100%
Role directly supporting a fee earner	11%	89%	0%	100%
Managerial role	75%	25%	0%	100%
IT/HR/Corporate Services	9%	91%	0%	100%
Barrister	0%	0%	100%	100%
Prefer not to say	7%	20%	73%	100%

# Care

Looking after/caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)



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

	No	Yes, 1-19 hours per week	Yes, 20-49 hours per week	Yes, 50 or more hours per week	Prefer not to say	Total
Solicitor partner	100%	0%	0%	0%	0%	100%
Solicitor (not partner)	100%	0%	0%	0%	0%	100%
Other Fee Earning role	75%	0%	25%	0%	0%	100%
Role directly supporting a fee earner	77%	0%	0%	0%	23%	100%
Managerial role	100%	0%	0%	0%	0%	100%
IT/HR/Corporate Services	90%	0%	10%	0%	0%	100%
Barrister	0%	0%	0%	0%	100%	100%
Prefer not to say	27%	0%	0%	0%	73%	100%