

Boodle Hatfield LLP Diversity Statistics (1 July 2023)

Partners

Solicitor - excludes all Partners, includes all other qualified Solicitors, including Professional Support Lawyers

Other Fee Earners - includes all other non qualified (via SRA) fee earning roles eg. Trainees, Paralegals, Chartered Legal Executives

Business Support - includes all working in business services roles eg. HR, Finance, Compliance, BD, IT, Secretarial

What is your age?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
16 – 24	0	0	24	4
25 – 34	3	62	71	33
35 – 44	37	21	6	19
45 – 54	42	9	0	25
55 – 64	16	6	0	19
65+	3	2	0	0
Prefer not to say	0	0	0	0

What is your sex?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Male	58	32	41	25
Female	39	68	53	75
Other preferred description	0	0	0	0
Prefer not to say	3	0	6	0

Is the gender you identify with the same as your sex registered at birth?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Yes	92	98	88	100
No	0	0	0	0
Prefer not to say	8	2	12	0

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
<i>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.</i>				
Yes	5	0	0	4
No	89	94	88	96
Prefer not to say	5	6	12	0

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?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Yes, limited a lot	0	0	0	0
Yes, limited a little	5	2	0	0
No	89	94	88	100
Prefer not to say	5	4	12	0

What is your ethnic group?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Asian / Asian British	5	0	6	8
Black / Black British	0	0	0	12
Mixed / Multiple ethnic group	0	6	0	2
White	87	89	82	77
Other ethnic group	3	0	0	0
Prefer not to say	5	4	12	2

What is your religion or belief?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
No religion or belief / Atheist	21	49	53	38
Buddhist	0	0	0	0
Christian	55	38	24	48
Hindu	3	0	0	0
Jewish	3	0	0	0
Muslim	3	0	6	4
Sikh	0	0	0	2
Any other religion or belief	3	0	0	4
Prefer not to say	13	13	18	4

What is your sexual orientation?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Bisexual	0	2	6	4
Gay/Lesbian	8	6	0	2
Heterosexual/straight	87	83	71	88
Other preferred description	0	0	0	4
Prefer not to say	5	9	24	2

Which type of school did you attend for the most time between the ages of 11 and 16?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
<i>If you changed schools, please base your answer on the last two years of your education.</i>				
State run or state-funded school (selective)	11	23	24	13
State-run or state-funded school (non-selective)	32	28	29	56
Independent/Fee-paying School	45	38	24	8
Independent/Fee-paying School-bursary 90%+ tuition	5	2	0	0
Attended school outside the UK	0	2	12	15
Don't know / not sure	0	0	0	0
Prefer not to say	8	6	12	8

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
No	45	28	24	73
Yes	53	70	59	13
Don't know/not sure	0	0	0	4
Prefer not to say	3	2	18	10

What was the occupation of your main household earner when you were about 14?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Modern professional/trad. professional occupation	37	55	41	37
Senior, middle or junior managers or administrator	16	23	6	8
Clerical and intermediate occupations	8	0	0	8
Technical and craft occupations	8	4	0	10
Routine, semi-routine manual & service occupations	3	2	12	8
Small business owners - employed less than 25 ppl	11	6	18	8
Long term unemployment	0	0	0	2
Other	11	4	6	12
Prefer not to say	8	4	18	10

Are you a primary carer for a child or children under 18?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
Yes	55	21	6	25
No	42	72	82	71
Prefer not to say	3	6	12	4

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)?

	Partners %	Solicitor %	Other Fee Earners %	Business Support %
No	84	91	82	85
Yes, 1-19 hours a week	8	2	0	8
Yes, 20-49 hours a week	3	0	0	2
Yes, 50 or more hours a week	0	0	0	0
Prefer not to say	5	6	18	6