

BHATIA BEST SOLICITORS

OUR COMMITMENT TO DIVERSITY

Solicitors Regulation Authority Diversity Questionnaire 2019

As an SRA regulated firm we are obliged to collect, report and publish data about the diversity and make up of our workforce.

Diversity data is collected anonymously from all staff. We will not publish any diversity data that might in any way identify individuals.

For more information please visit <https://www.sra.org.uk/sra/equality-diversity/diversity-profession.page>

Which age category are you in?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
16-24			10.4%						10.4%
25-34	0.8%	9.6%	4.8%	8%		5.6%			28.8%
35-44	1.6%	9.6%	1.6%	4%		1.6%	1.6%		20%
45-54	0.8%	6.4%	4%	5.6%	1.6%	0.8%			19.2%
55-64	4%	4%		1.6%		2.4%	0.8%		12.8%
65+		2.4%		2.4%		0.8%			5.6%
Prefer not to say		1.6%		0.8%				0.8%	3.2%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

Which gender do you identify with?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Man	6.4%	19.2%	5.6%	2.4%		3.2%	0.8%		37.6%
Woman	0.8%	13.6%	15.2%	20%	1.6%	8%	1.6%		60.8%
Prefer not to say		0.8%						0.8%	1.6%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

Do you consider your gender identity to be different from your registered sex at birth?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Yes									0%
No	7.2%	32.8%	20.8%	22.4%	1.6%	11.2%	2.4%		98.4%
Prefer not to say		0.8%						0.8%	1.6%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Yes	0.8%		1.6%	2.4%		0.8%	0.8%		6.4%
No	6.4%	32%	19.2%	20%	1.6%	9.6%	1.6%		90.4%
Prefer not to say		1.6%				0.8%		0.8%	3.2%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

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?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Yes, limited a lot									0%
Yes, limited a little			0.8%	3.2%					4%
No	7.2%	31.2%	20%	18.4%	1.6%	11.2%	2.4%		92%
Prefer not to say		2.4%		0.8%				0.8%	4%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

What is your ethnic group?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Indian	1.6%	4.8%	4.0%	0.8%					11.2%
Pakistani		0.8%	2.4%	1.6%					4.8%
Any other Asian background		2.4%							2.4%
African		1.6%	0.8%						2.4%
Caribbean				0.8%		0.8%			1.6%
White and Asian		1.6%							1.6%
Any other mixed/multiple ethnic background				0.8%			0.8%		1.6%
British/English/Welsh/Northern Irish/Scottish	4.8%	20.0%	11.2%	17.6%	1.6%	10.4%	1.6%		67.2%
Any other White background	0.8%		2.4%						3.2%
Prefer not to say		2.4%		0.8%				0.8%	4%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

What is your religion or belief?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
No religion or belief/Atheist	3.2%	13.6%	8.8%	9.6%		7.2%			42.4%
Buddhist			0.8%						0.8%
Christian	2.4%	8.8%	5.6%	8.8%	1.6%	3.2%	1.6%		32%
Hindu	0.8%	1.6%							2.4%
Muslim		1.6%	4.0%	0.8%					6.4%
Sikh	0.8%	3.2%	1.6%						5.6%
Any other religion or belief		0.8%		0.8%		0.8%			2.4%
Prefer not to say		4%		2.4%			0.8%	0.8%	8%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

What is your sexual orientation?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Bisexual			1.6%						1.6%
Gay/Lesbian		0.8%		1.6%					2.4%
Heterosexual/straight	7.2%	28%	19.2%	20%	1.6%	10.4%	2.4%		88.8%
Prefer not to say		4.8%		0.8%		0.8%		0.8%	7.2%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

What type of school did you mainly attend between the ages of 11 and 16?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
UK state run or funded school (selective on academic, faith or other grounds)	0.8%	4.8%		3.2%		1.6%	0.8%		11.2%
UK state run or funded school (non-selective)	4%	17.6%	16.8%	16.8%	1.6%	9.6%	0.8%		67.2%
UK Independent/fee-paying school (bursary)	0.8%	0.8%		0.8%			0.8%		3.2%
UK/Independent/fee-paying school (no bursary)	1.6%	4.8%	0.8%						7.2%
Attended school outside the UK		2.4%	3.2%	0.8%					6.4%
Don't know		0.8%							0.8%
Prefer not to say		2.4%		0.8%				0.8%	4%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

What is the highest level of qualifications achieved by either of your parent(s) or guardians(s) by the time you were 18?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
At least one has a degree level qualification	3.2%	12.8%	7.2%	3.2%		0.8%	0.8%		28%
Qualifications below degree level	2.4%	7.2%	10.4%	11.2%	1.6%	4.8%	0.8%		38.4%
No formal qualifications	1.6%	8.8%	1.6%	1.6%		2.4%			16%
Don't know		0.8%	1.6%	4.8%		2.4%			9.6%
Not applicable				0.8%					0.8%
Prefer not to say		4%		0.8%		0.8%	0.8%	0.8%	7.2%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	1.6%	4%	5.6%	2.4%	0.8%	0.8%	0.8%		16%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse		0.8%							0.8%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	1.6%	3.2%	3.2%	1.6%		0.8%			10.4%

Continued on next page

Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0.8%	8.8%	3.2%	7.2%		4%			24%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant		1.6%		1.6%		0.8%			4%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff		0.8%	1.6%	3.2%		2.4%			8%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican		0.8%	1.6%		0.8%	0.8%			4%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	2.4%	4.8%	1.6%	1.6%		0.8%	0.8%		12%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)			0.8%						0.8%
Not applicable				0.8%					0.8%
Other	0.8%	4%	1.6%	0.8%			0.8%		8%
Don't know		0.8%	0.8%	1.6%					3.2%
Prefer not to say		4%	0.8%	1.6%		0.8%		0.8%	8%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

Are you a primary carer for a child or children under 18?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
Yes	1.6%	8%	2.4%	4.8%	1.6%	0.8%	0.8%		20%
No	5.6%	22.4%	18.4%	17.6%		10.4%	1.6%		76%
Prefer not to say		3.2%						0.8%	4%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%

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)?	ROLE								Total
	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/other corporate services role	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say	
No	7.2%	28.8%	19.2%	20.8%	1.6%	9.6%	2.4%		89.6%
Yes, 1-19 hours a week		0.8%		0.8%		1.6%			3.2%
Yes, 20-49 hours a week		0.8%	0.8%						1.6%
Yes, 50 or more hours a week				0.8%					0.8%
Prefer not to say		3.2%	0.8%					0.8%	4.8%
Total	7.2%	33.6%	20.8%	22.4%	1.6%	11.2%	2.4%	0.8%	100%