
BHATIA BEST

SOLICITORS

OUR COMMITMENT TO DIVERSITY IN THE WORKPLACE

Solicitors Regulation Authority Diversity Questionnaire 2023

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>

1. Which category best describes your role within the firm?	
	% of staff
Full Equity Solicitor Partners	2.6%
Salaried or Partial Equity Solicitor Partners	9.4%
Solicitor (not partner)	20.5%
Other fee earning role	24.8%
Role directly supporting a fee earner	23.9%
Managerial role	2.6%
IT/HR/other corporate services role	9.5%
Chartered Legal Executive (Fellow)/CILEx Practitioner	1.7%
Costs Lawyer	0.9%
Prefer not to say	4.3%
	100%

2. Which age category are you in?	
	% of staff
16-24	11.2%
25-34	28.2%
35-44	12.9%
45-54	17%
55-64	17%
65+	6%
Prefer not to say	7.7%
	100%

3. What is your sex?

	% of staff
Male	31.7%
Female	63.1%
Prefer not to say	5.2%
	100%

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

	% of staff
Yes	94%
No	0%
Prefer not to say	6%
	100%

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

	% of staff
Yes	10.2%
No	81.3%
Prefer not to say	8.5%
	100%

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?

	% of staff
Yes, limited a lot	0.9%
Yes, limited a little	7.6%
No	82%
Prefer not to say	9.5%
	100%

7. What is your ethnic group?	
	% of staff
Chinese	0.9%
Indian	8.5%
Pakistani	0.9%
Any other Asian background	0.9%
African	1.7%
Caribbean	3.4%
Any other Black background	0.9%
White and Asian	11.0%
White and Black Caribbean	2.6%
British/English/Welsh/Northern Irish/Scottish	62.3%
Any other White background	0.9%
Any other ethnic group	0.9%
Prefer not to say	5.1%
	100%

8. What is your religion or belief?	
	% of staff
No religion or belief	47.1%
Christian	30.6%
Hindu	2.6%
Muslim	2.6%
Sikh	6.0%
Any other religion or belief	2.6%
Prefer not to say	8.5%
	100%

9. What is your sexual orientation?	
	% of staff
Bi	2.6%
Gay/Lesbian	0.9%
Hetrosexual	83%
Other preferred description	1.7%
Prefer not to say	11.8%
	100%

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

	% of staff
State-run or state-funded school (selective on academic, faith or other grounds)	23.2%
State-run or state-funded school (non-selective)	57%
Independent/fee-paying school	6.8%
Independent/fee-paying school, where I received a bursary covering 90% or more of my tuition	0.9%
Attend school outside of the UK	4.4%
Prefer not to say	7.7%
	100%

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

	% of staff
No, neither of my parents attended university	69.2%
Yes, one or both of my parents attended university	18.9%
Don't know/not sure	1.7%
Prefer not to say	10.2%
	100%

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

	% of staff
Modern professional and traditional professional occupations	23.8%
Senior, middle or junior managers or administrators	11.9%
Clerical and intermediate occupations	1.7%
Technical and craft occupations	11.1%
Routine, semi-routine manual and service occupations	21.6%
Small business owners who employed less than 25 people	11.9%
Other	1.7%
Prefer not to say	16.2%
	100%

13. Are you a primary carer for a child or children under 18?	
	% of staff
Yes	19.6%
No	71%
Prefer not to say	9.4%
	100%

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)?	
	% of staff
No	80.1%
Yes, 1-19 hours a week	7.8%
Yes, 20-49 hours a week	0.0%
Yes, 50 or more hours a week	1.7%
Prefer not to say	10.4%
	100%

Figures are worked out at a percentage to protect the identity of our staff