

Diversity Data Report 2019

Adlams LLP

Total of individuals in the organisation that completed the form

Total number of respondents	20
Solicitor (Sole Practitioner, Partner, Member or Director)	15.00%
Solicitor	15.00%
Other fee earning role	10.00%
Role directly supporting a fee earner	45.00%
Managerial role	5.00%
IT/HR/other corporate services role	10.00%
Barrister	0.00%
Chartered Legal Executive / Legal Executive (Fellow)	0.00%
Licensed Conveyancer	0.00%
Patent or Trade Mark Attorney	0.00%
Costs Lawyer	0.00%
Notary	0.00%
Prefer not to say	0.00%

Age bands within firm

Total number of respondents	20
16-24	5%
25-34	10%
35-44	15%
45-54	25%
55-64	30%
65+	15%
Prefer not to say	0%

Gender

Total number of respondents	20
Man	10%
Woman	90%
Other preferred description	0%
Prefer not to say	0%

Registered gender identity at birth

Total number of respondents	20
Yes	5%
No	90%
Prefer not to say	5%

Employees with disabilities according to the definition in the Equality Act 2010

Total number of respondents	20
Yes	5%
No	95%
Prefer not to say	0%

Employees with a health problem or disability which has lasted, or is expected to last, at least 12 months

Total number of respondents	20
Yes, limited a lot	0%
Yes, limited a little	5%
No	95%
Prefer not to say	0%

Ethnic Group

Total number of respondents	20
Asian/ Asian British	
Bangladeshi	0%
Chinese	0%
Indian	0%
Pakistani	0%
Any other asian background	0%
Black/ Black British	
African	0%
Carribbean	5%
Any other Black background	0%
Mixed/ multiple ethinc groups	
White and Asian	0%
White and Black African	0%
White and Black Carribbean	5%
White and Chinese	0%
Any other mixed/ multiple ethnic background	0%
White	
British/ English/ Welsh/ Northern Irish/ Scottish	80%
Irish	0%
Gypsy or Irish Traveller	0%
Any other white background	0%
Other ethnic group	
Arab	0%
Any other ethnic group	0%
Other	
Prefer not to say	10%

Religious Belief

Total number of respondents	20
No religion or belief/ Atheist	25%
Buddhist	0%
Christian	50%
Hindu	0%
Jewish	0%
Muslim	0%
Sikh	0%
Any other religion or belief	10%
Prefer not to say	15%

Sexual Orientation

Total number of respondents	20
Bi	5%
Gay/ Lesbian	0%
Hetrosexual/ straight	85%
Other	0%
Prefer not to say	10%

Type of school mainly attended between the ages 11 and 16

Total number of respondents	20
UK state run or funded school (selective on academic, faith or other grounds)	40%
UK State School (non selective)	50%
UK independent/ fee paying school (bursary)	5%
UK independent/ fee paying school (no bursary)	5%
Attended school outside the UK	0%
Other	0%
Don't know	0%
Prefer not to say	0%

Highest level of qualifications achieved by either of parent(s) or guardian(s) of employee by the age of 18

Total number of respondents	20
At least one has a degree level qualification	30%
Qualifications below degree level	40%
No formal qualifications	0%
Don't know	20%
Not applicable	0%
Other	0%
Prefer not to say	10%

Type of work the by highest earner of employee at the age of 14

Total number of respondents	20
Modern professional occupations such as: teacher/ lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	20%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	10%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	0%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	20%
Semi routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	10%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/ waitress, bar staff	5%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	5%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	15%
Short term unemployed (claimed jobseeker's allowance or earlier unemployment benefit for more than a year)	0%
Long term unemployed (claimed job seeker's allowance or earlier unemployed benefit for more than a year)	0%
Inactive (excluding those that are retired)	0%
Retired	0%
Not applicable	0%
Other	5%
Don't know	0%
Prefer not to say	10%

Primary carer for a child or children under 18

Total number of respondents	20
Yes	30%
No	65%
Prefer not to say	5%

Caring responsibilities for someone with long term physical or mental health caused by disability or age, in an unpaid capacity

Total number of respondents	20
No	90%
Yes, 1-19 hours a week	5%
Yes, 20-49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say	5%