

# Equality and Diversity Data

2023

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## Invicta Law Equality and Diversity Data (2023)

1. This data has been produced from analysis of the results of a survey sent to all permanent and agency staff working for Invicta Law at that time. The summary data below is based on the responses received.
2. Some response categories have been grouped together to avoid any individual being identifiable from the data shown.

### Data

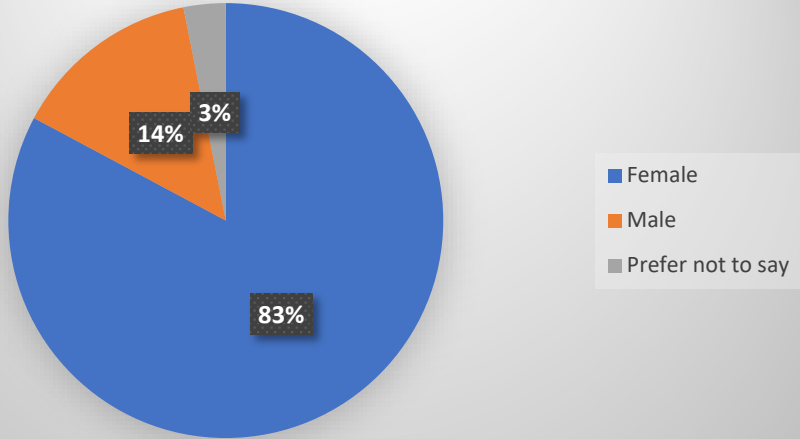
#### Age Distribution

Age Range	% of Workforce
16-24	8%
25-34	33%
35-44	17%
45-54	27%
55-64	8%
65+	3%

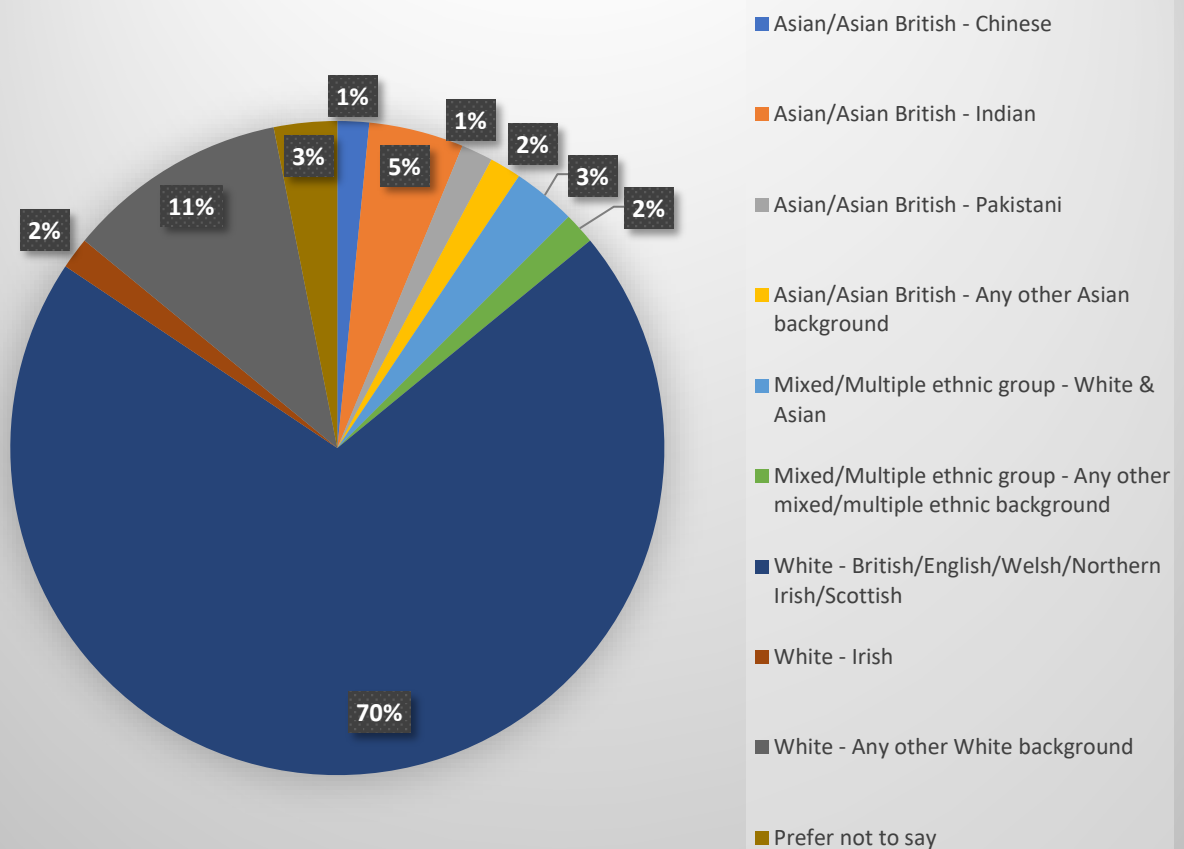
### Roles

Roles (as specified by the SRA)	% of Workforce
Solicitor	45%
Other fee earning role (includes trainee solicitors, members of CILEx who are not Fellows/Practitioners and legal assistants who are not "authorised persons")	17%
Role directly supporting a fee earner (includes legal secretaries and legal administrators)	9%
Managerial role (includes non-lawyer managers)	11%
IT/HR/other corporate services role (includes finance or accountancy roles)	13%
Chartered Legal Executive (Fellow) / CILEx Practitioner	2%
Prefer not to say	3%

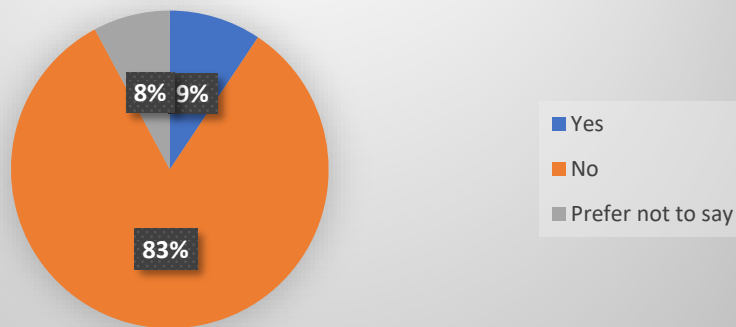
### What is your sex?



### What is your ethnic group?



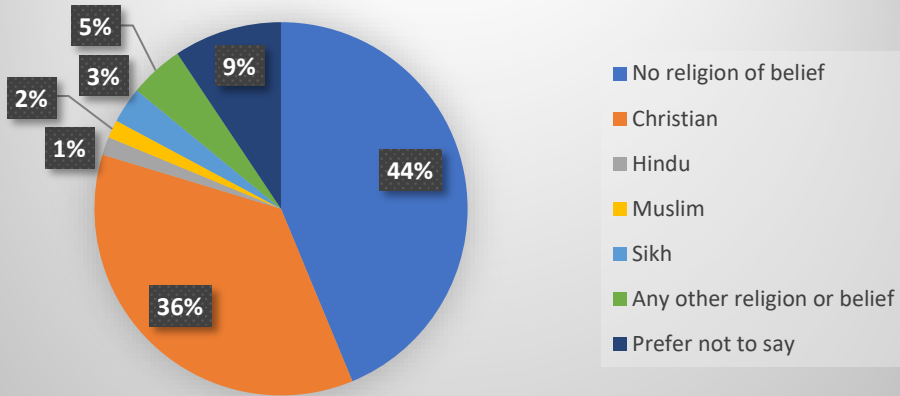
**Do you consider yourself to have a disability according to the definition in the Equality Act 2010?**



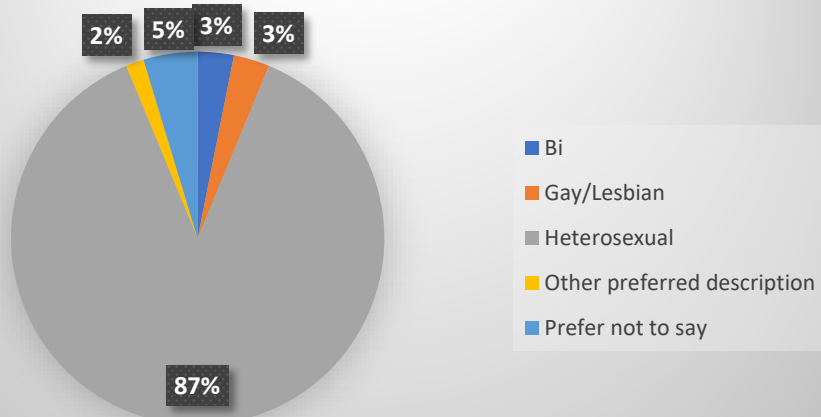
**Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**



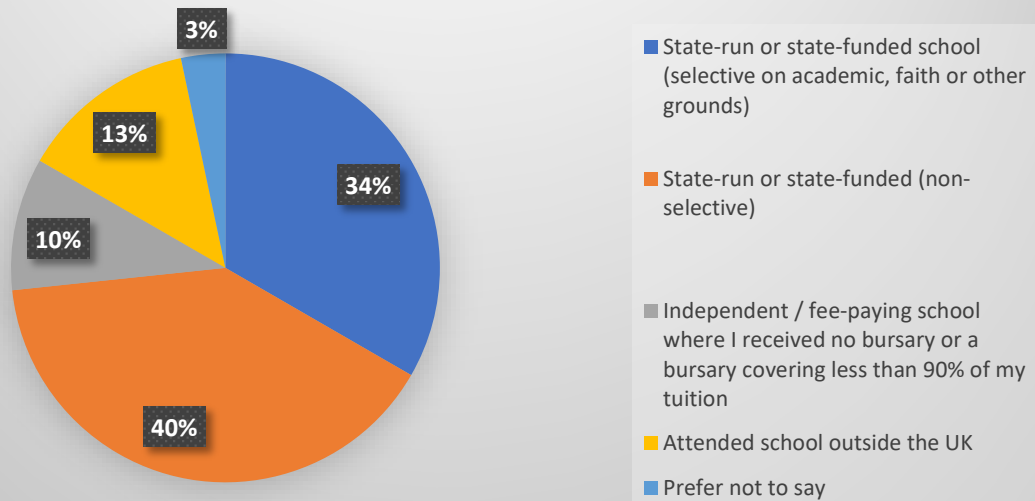
### What is your religion or belief?



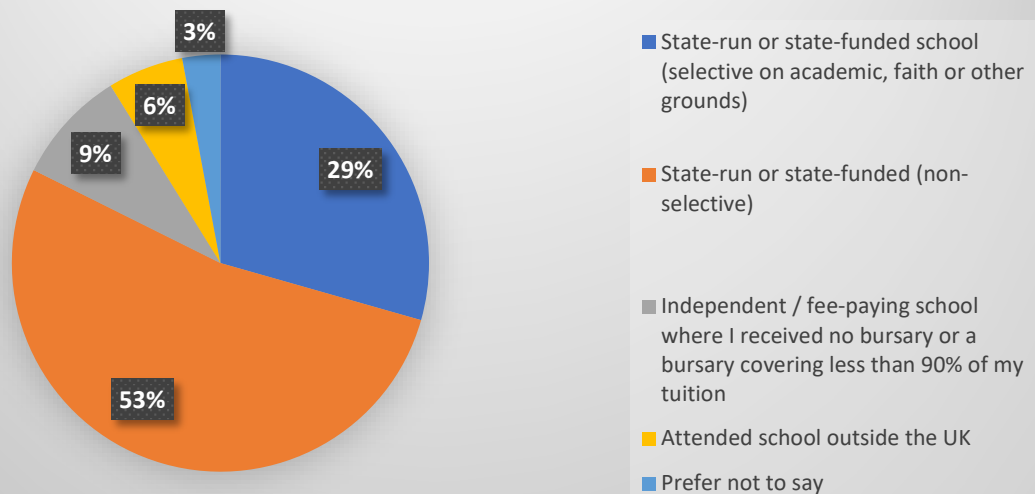
### What is your sexual orientation?



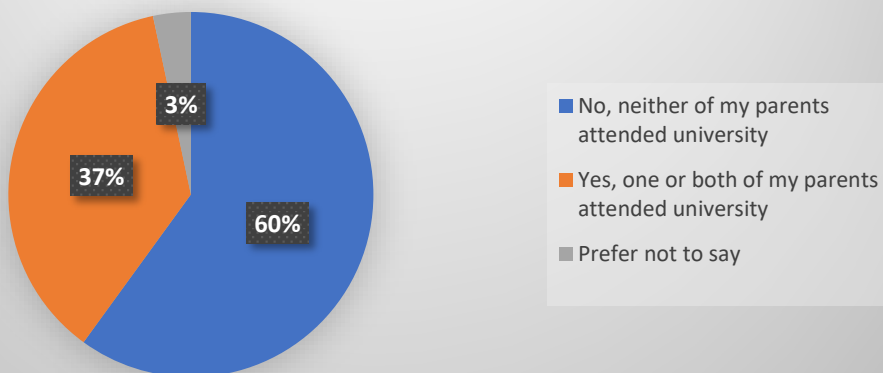
**Which type of school did you attend for the most time (or if you changed schools, for the last two years of your education) between the ages of 11 and 16? (Solicitors/Chartered Legal Executives)**



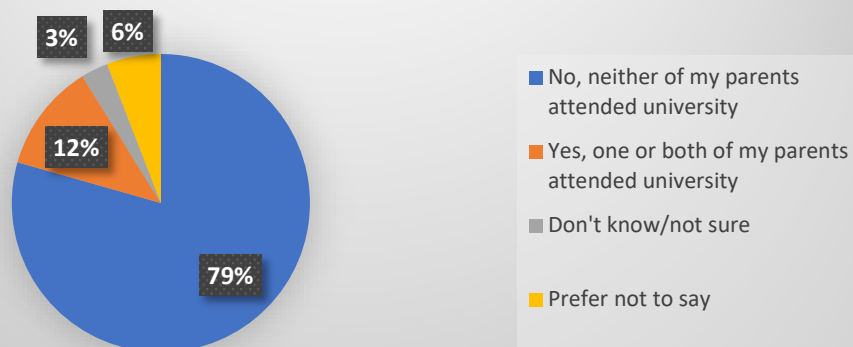
**Which type of school did you attend for the most time (or if you changed schools, for the last two years of your education) between the ages of 11 and 16? (All other staff)**



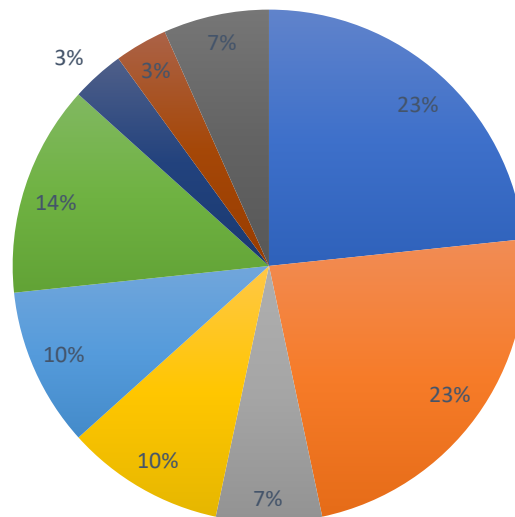
**Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18? (Solicitors/Chartered Legal Executives)**



**Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18? (All other staff)**



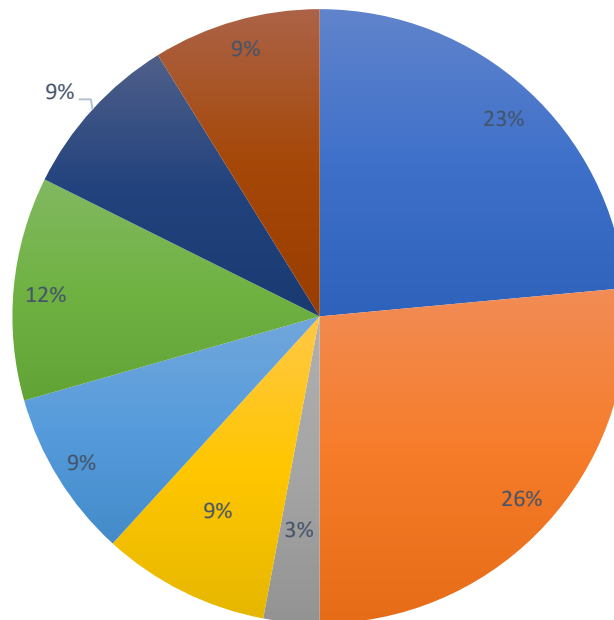
## What was the occupation of your main household earner when you were about 14? (Solicitors/Chartered Legal Executives)



- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical
- Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver
- Routine, semi-routine, manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, porter, packer, labourer, waiter/waitress, bar staff
- Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Other, such as: retired/this question does not apply to me/I don't know
- Prefer not to say

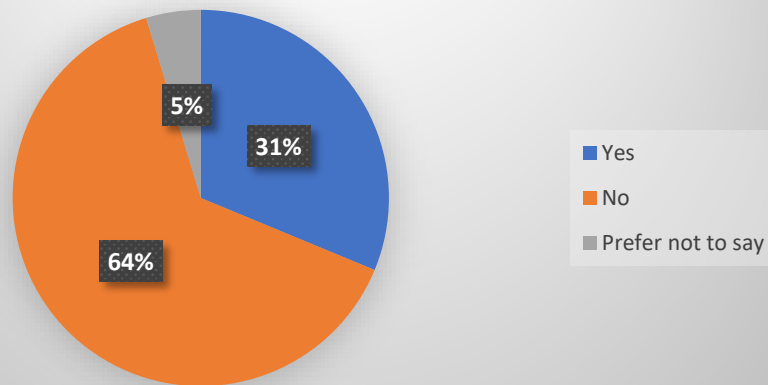


## What was the occupation of your main household earner when you were about 14? (All other staff)



- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical
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**Are you a primary carer for a child or children under 18?**



**Do you look after someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?**

