

# Equality and Diversity Data 2025



t: 01622 392000

e: info@invicta.law

w: invicta.law



### Invicta Law Equality and Diversity Data (2025)

- 1. This data has been produced from analysis of the results of a questionnaire sent to all relevant 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

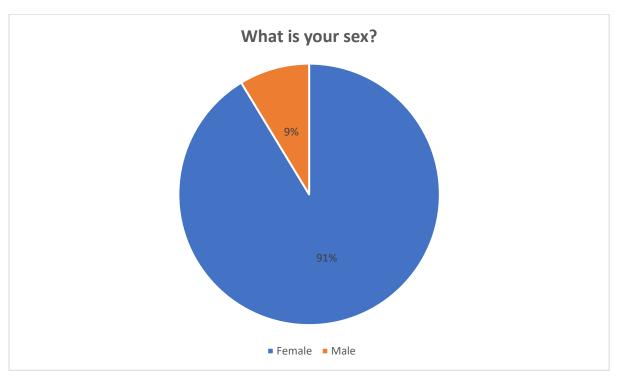
#### Age Distribution

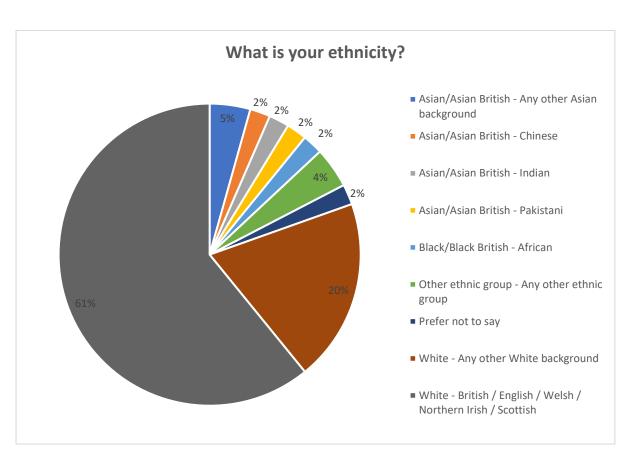
Age Range	% of Workforce
25-34	29%
35-44	26%
45-54	28%
55-64	13%
65+	2%
Prefer not to say	2%

#### Roles

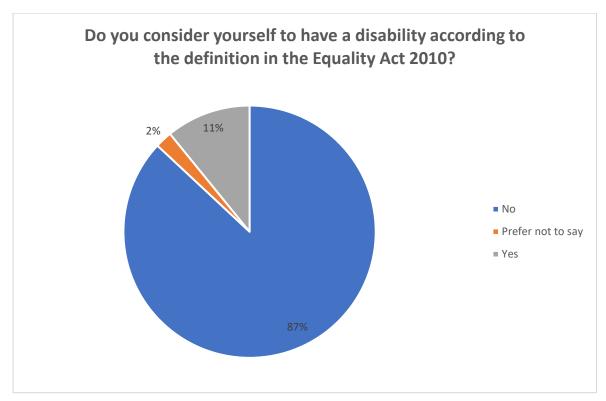
Roles (as specified by the SRA)	% of Workforce
Solicitor	54%
Other fee earning role (including trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and legal assistants who are not "authorised persons")	15%
Role directly supporting a fee earner (including legal secretaries and legal administrators)	9%
Managerial role (includes non-lawyer managers, directors, practice managers, finance managers)	7%
IT/HR/other corporate services role (not in a managerial role or authorised persons including finance and accountancy roles)	9%
Chartered Legal Executive (Fellow) / CILEx Practitioner (authorised by CILEx Regulation)	4%
Prefer not to say	2%

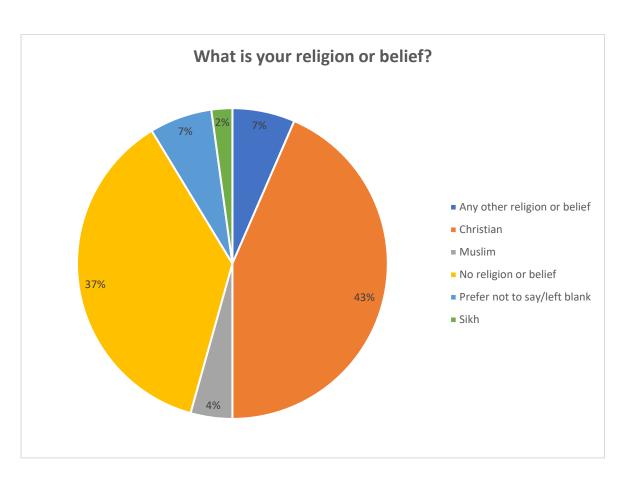




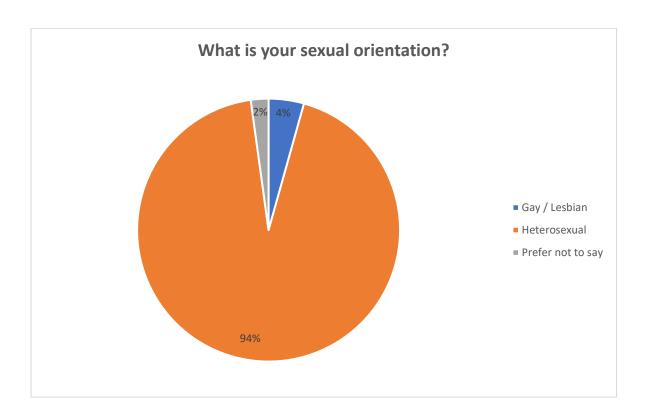






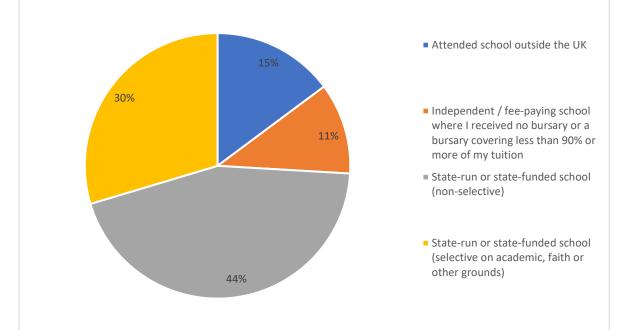






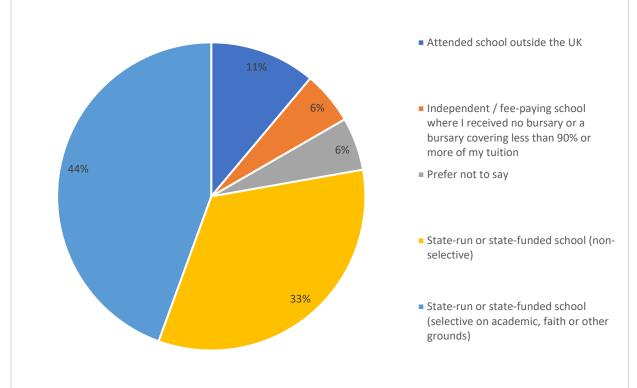


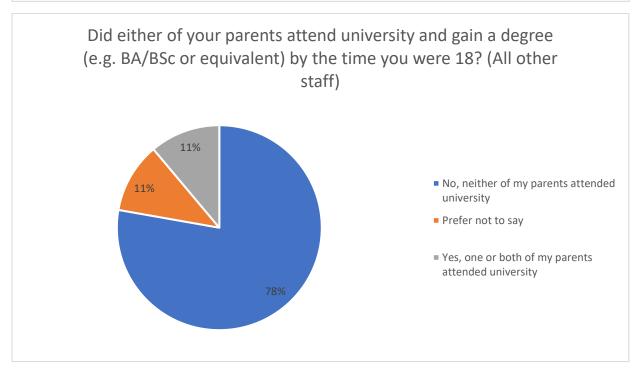
What type of school did you attend for the most time between the ages of 11 & 16? If you changed schools, base your answer on the last two years of your education (Solicitors & Chartered Legal Executives)





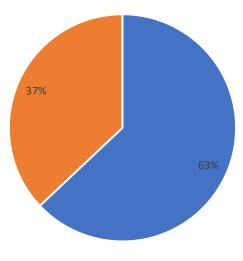
What type of school did you attend for the most time between the ages of 11 & 16? If you changed schools, base your answer on the last two years of your education (all other staff)







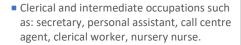
Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18? (Solicitors/Chartered Legal Executives)

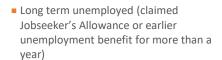


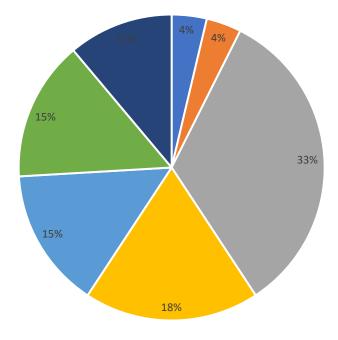
No, neither of my parents attended universityYes, one or both of my parents attended university



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



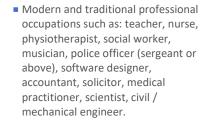




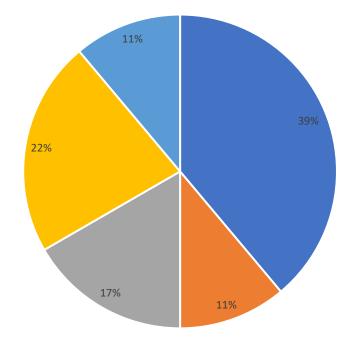
- Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
   Routine, semi-routine, manual, and service
- Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, laborer, waiter/waitress, bar staff.
- 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.
- 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.
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.



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







- Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, laborer, waiter/waitress, bar staff.
- 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.
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.



