

# Equality and Diversity Data 2025



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## 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

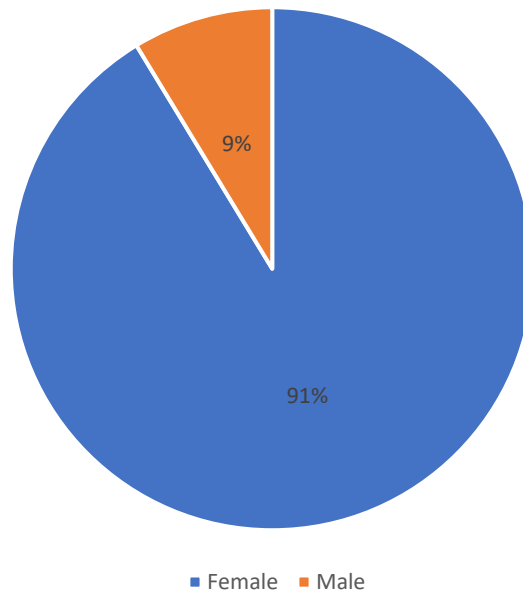
#### Age Distribution

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

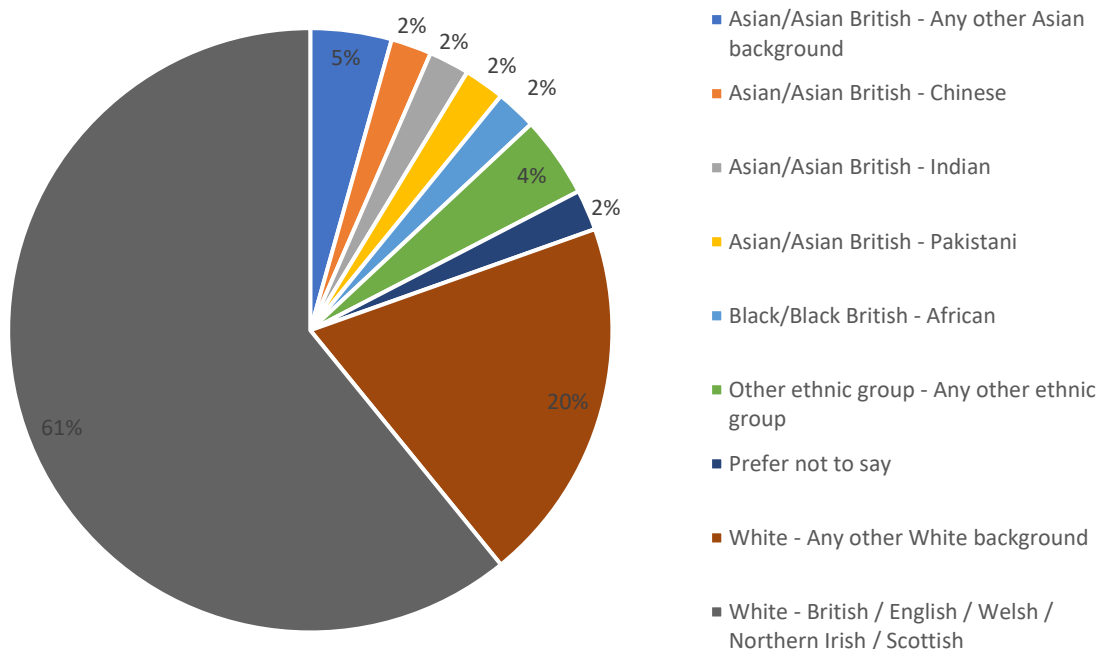
### Roles

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%

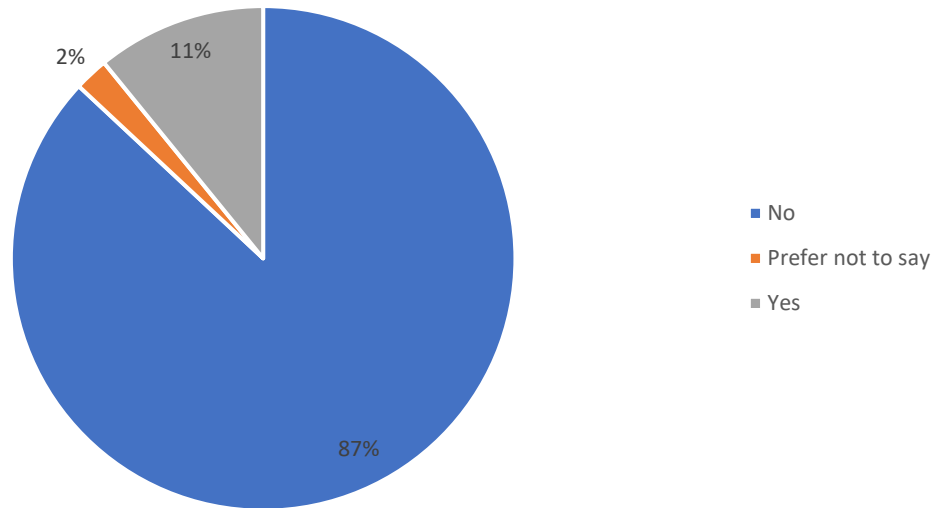
### What is your sex?



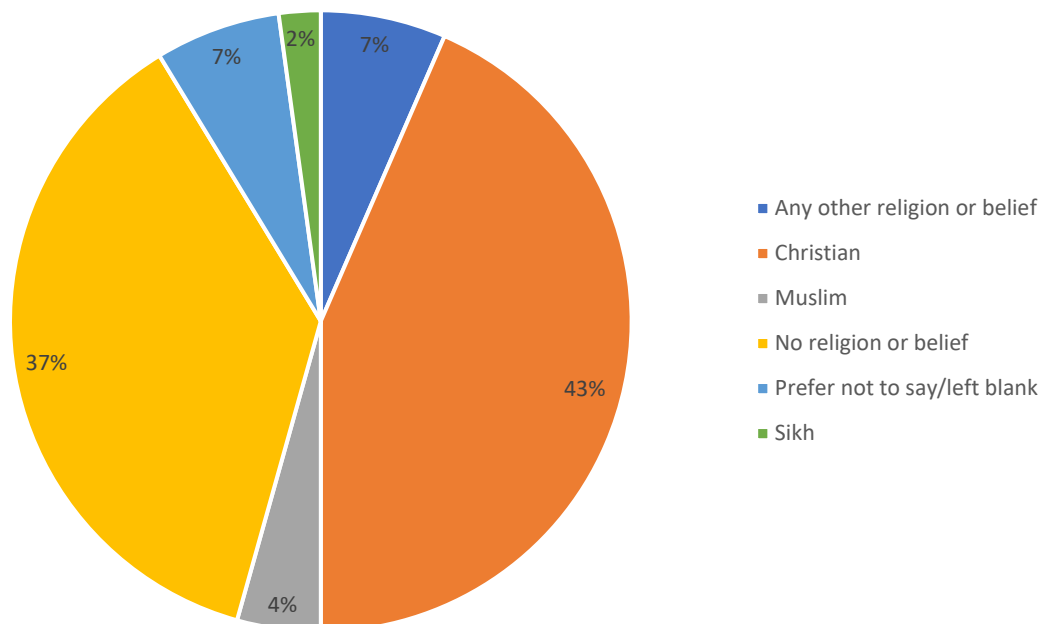
### What is your ethnicity?



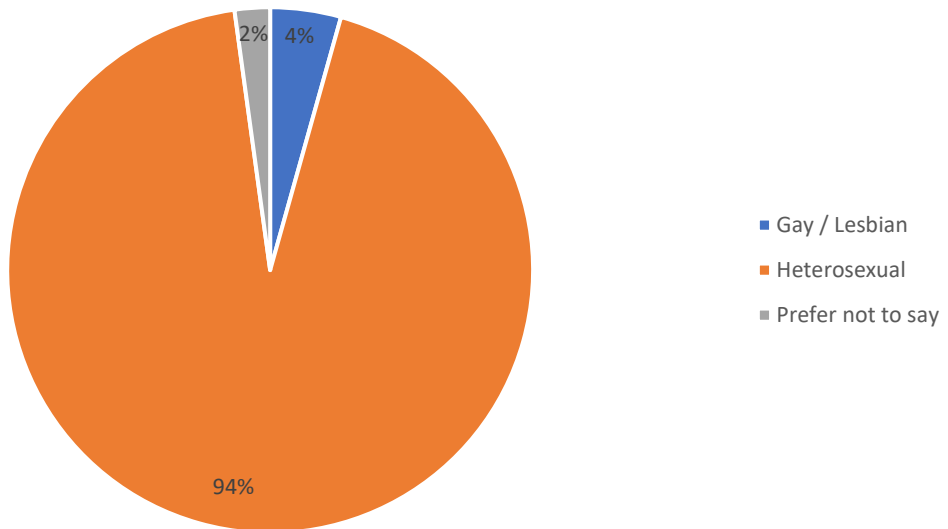
### Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



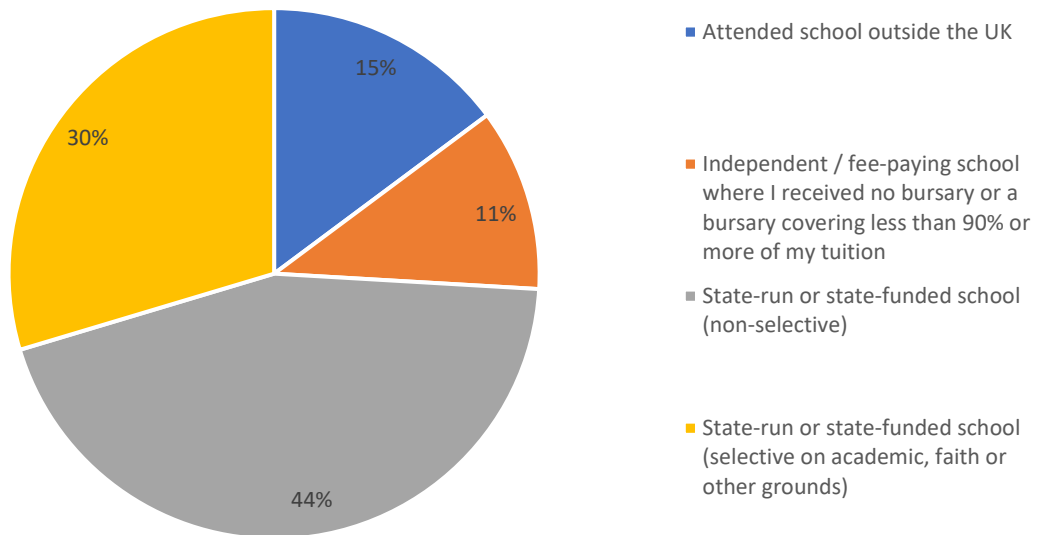
### What is your religion or belief?



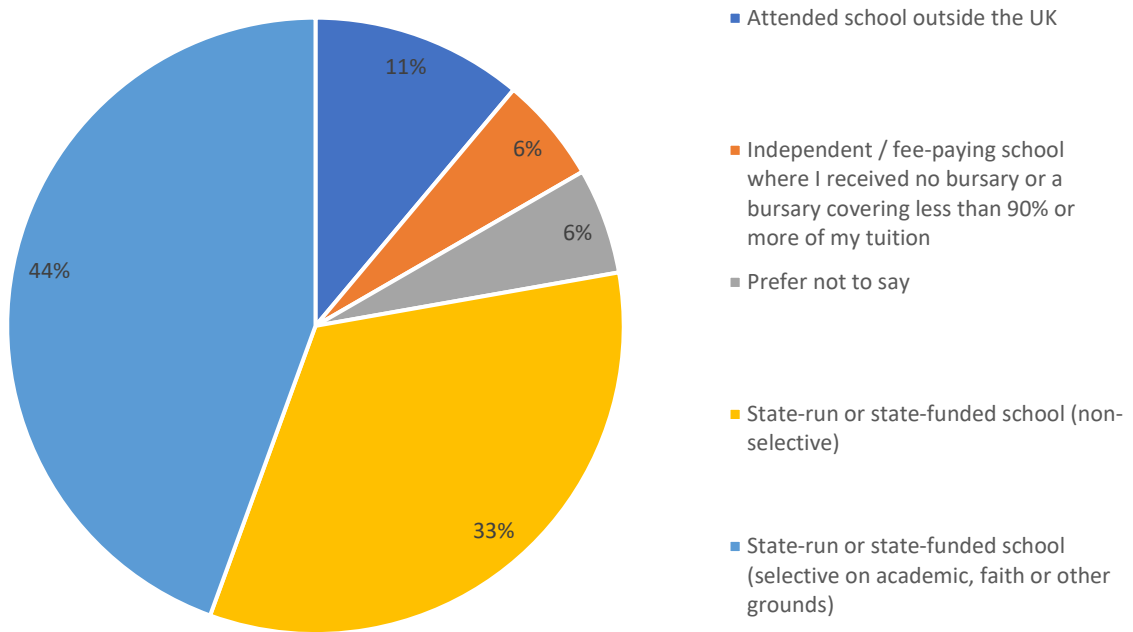
### What is your sexual orientation?



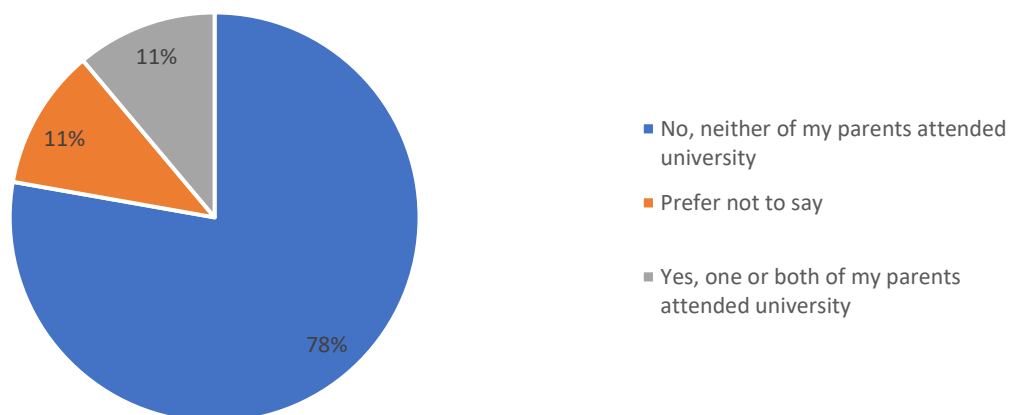
What type of school did you attend for the most time between the ages of 11 & 16? If you changed schools, base your answer on the last two years of your education  
(Solicitors & Chartered Legal Executives)



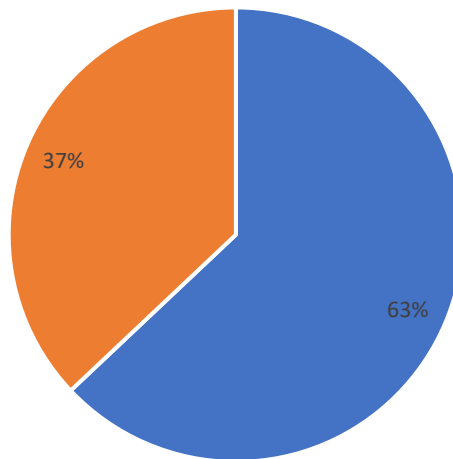
What type of school did you attend for the most time between the ages of 11 & 16? If you changed schools, base your answer on the last two years of your education (all other staff)



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



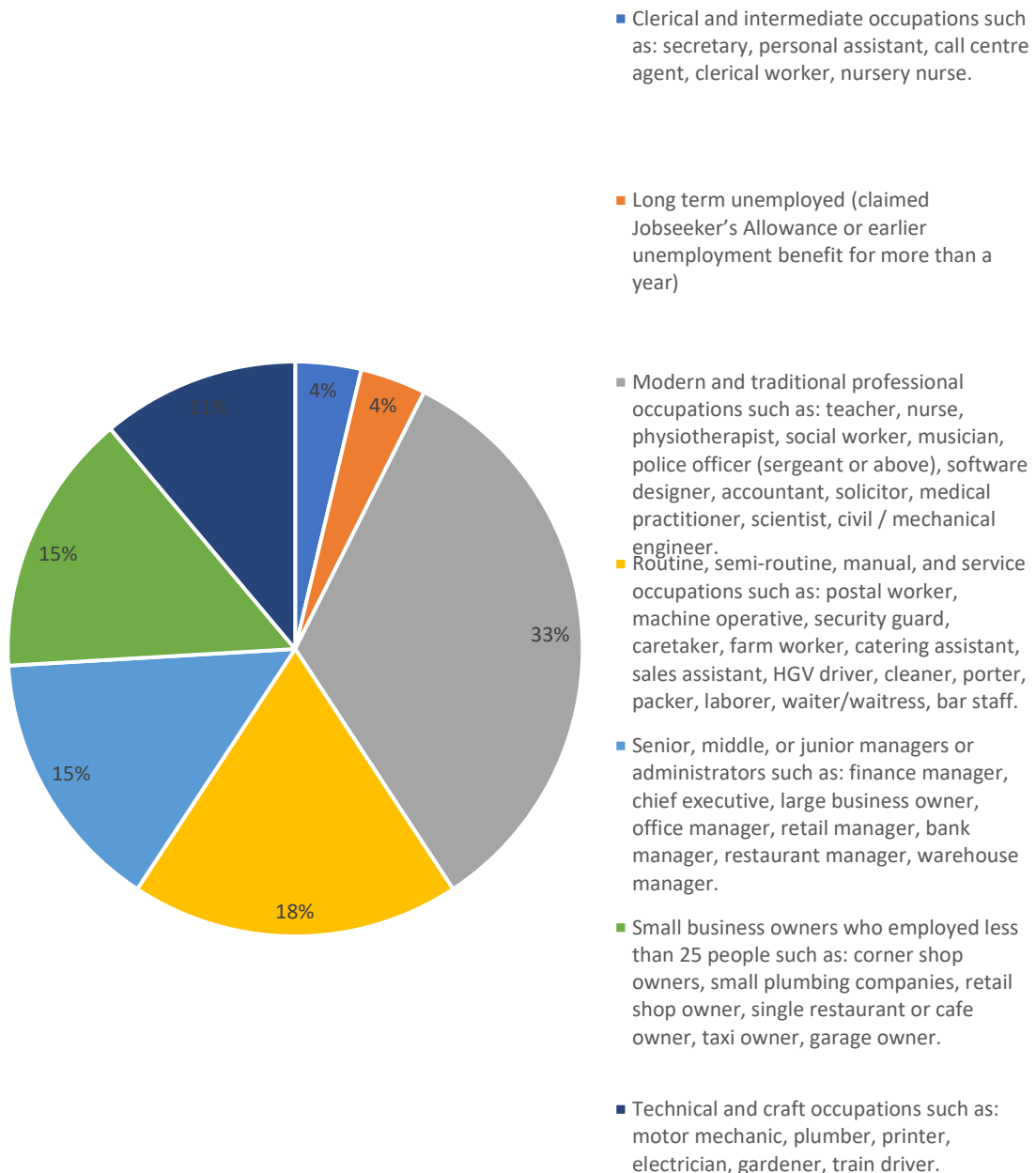
Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?  
(Solicitors/Chartered Legal Executives)



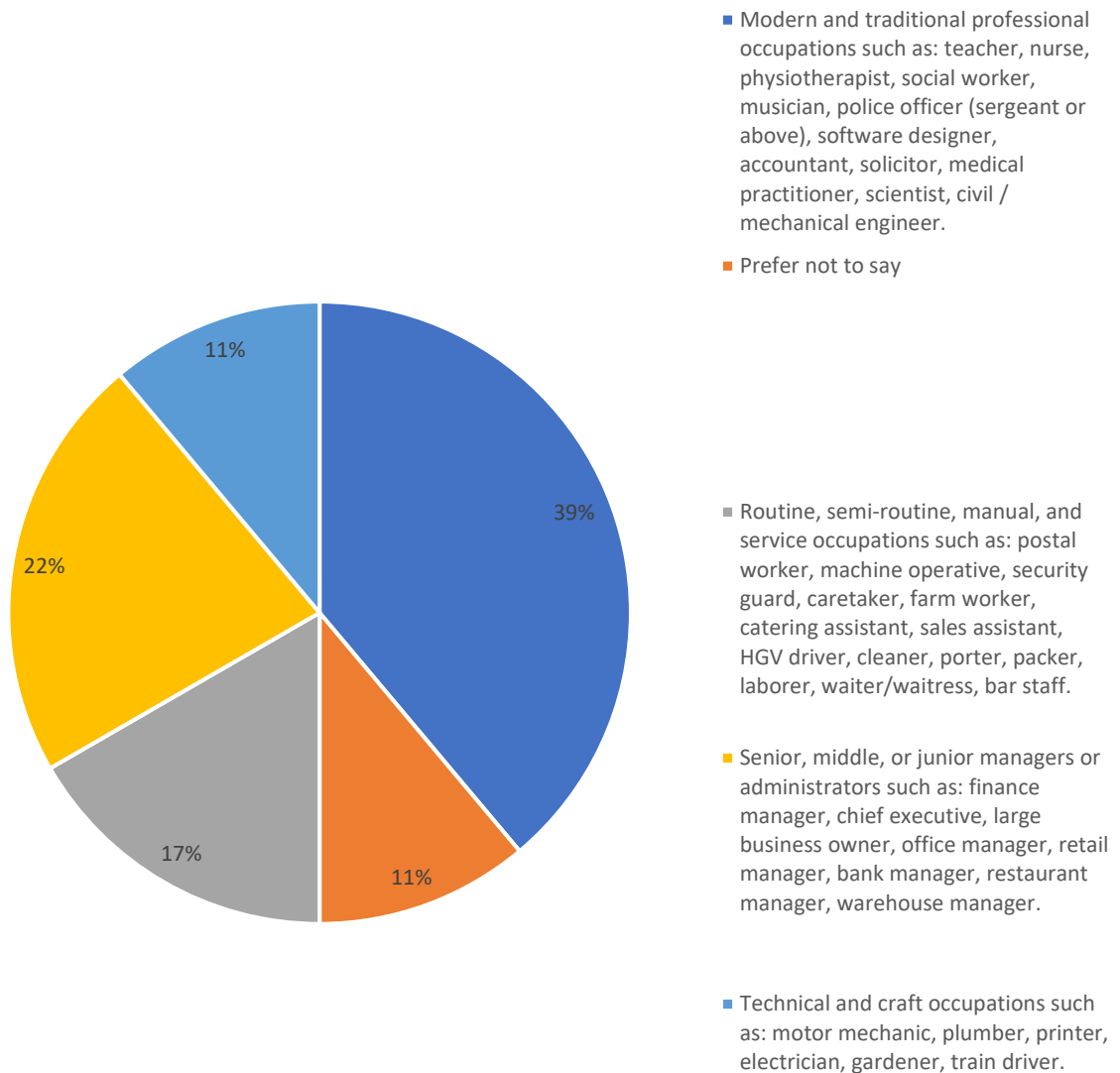
■ No, neither of my parents attended university ■ Yes, one or both of my parents attended university



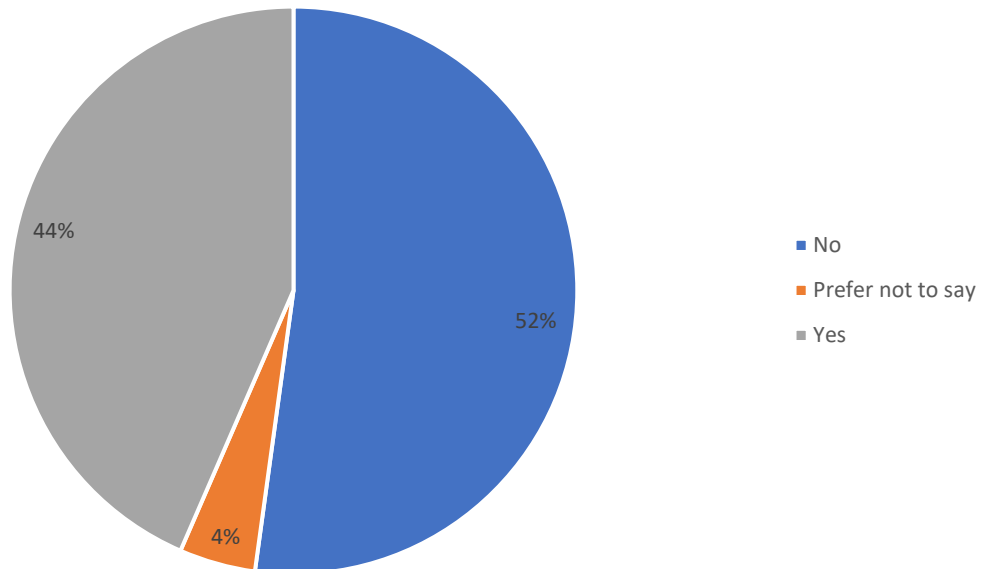
## What was the occupation of your main household earner when you were aged about 14? (Solicitors/Chartered Legal Executives)



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



**Are you the primary carer for a child or children aged under 18?**



**Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity?)**

