

Diversity Data



Part 1 | M&R 2017-2021

M&R SRA Diversity Survey 2017-2021

The data in this slide-deck comes from the SRA Diversity surveys carried out in 2017, 2019 and 2021.

This analysis compares the results from the three surveys.

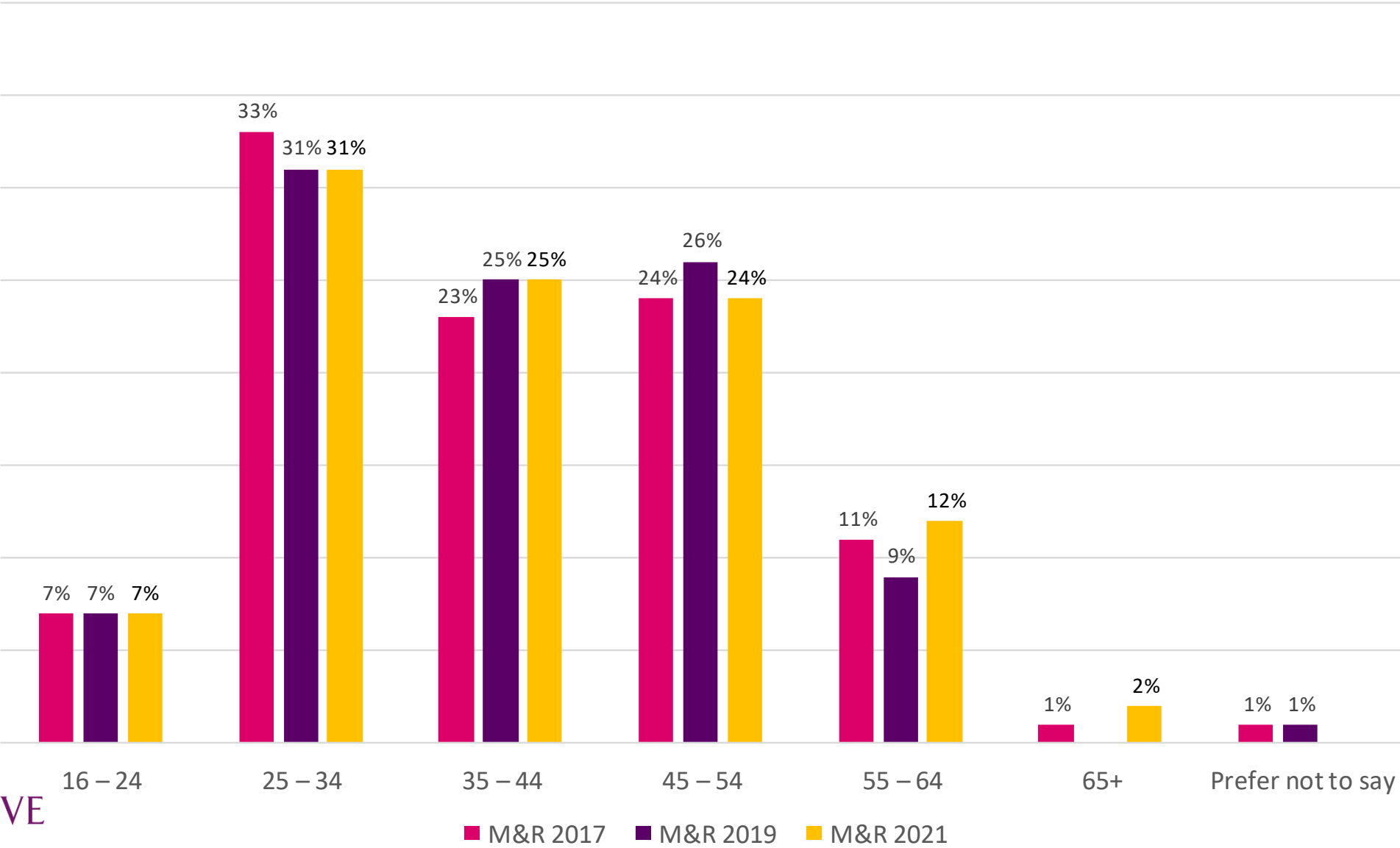
Definitions

The reporting groups of Partner, Solicitor, Other Legal and Business Services are aggregated from the following (prescribed) categories within the SRA questionnaire

- **Partner** - Solicitor Partner
- **Solicitor** - Solicitor (not partner), Other fee earning role, Barrister, Chartered Legal Executive (Fellow)/CILEx Practitioner, Licensed Conveyancer, Patent or Trade Mark Attorney, Costs Lawyer, Notary
- **Other Legal** - Role directly supporting a fee earner
- **Business Services** - Managerial role, IT/HR/other corporate services role

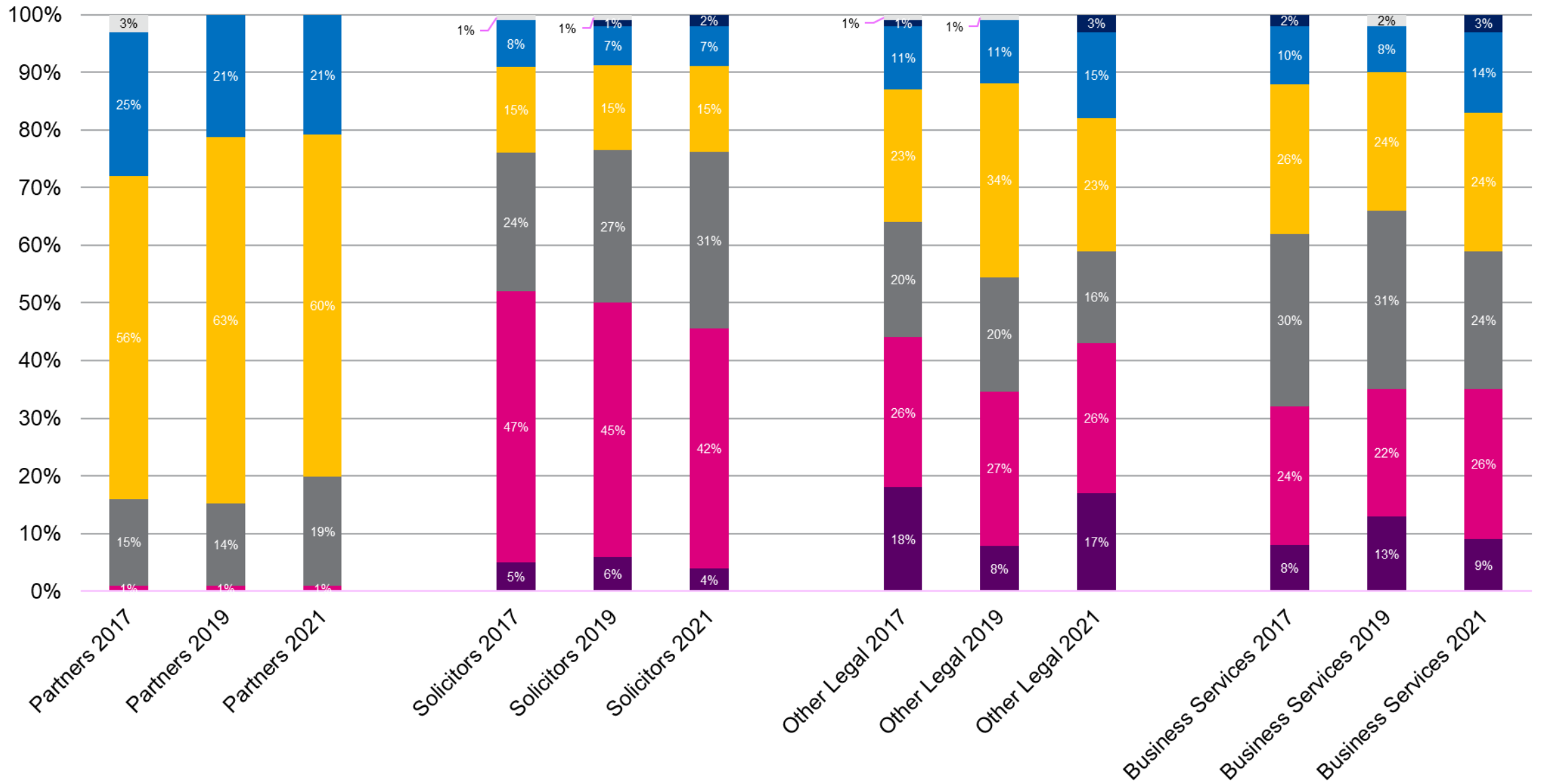
For some of the slides we have included the 'Prefer Not To Say' results (where we think this was useful/appropriate).

Age Profile (all roles)

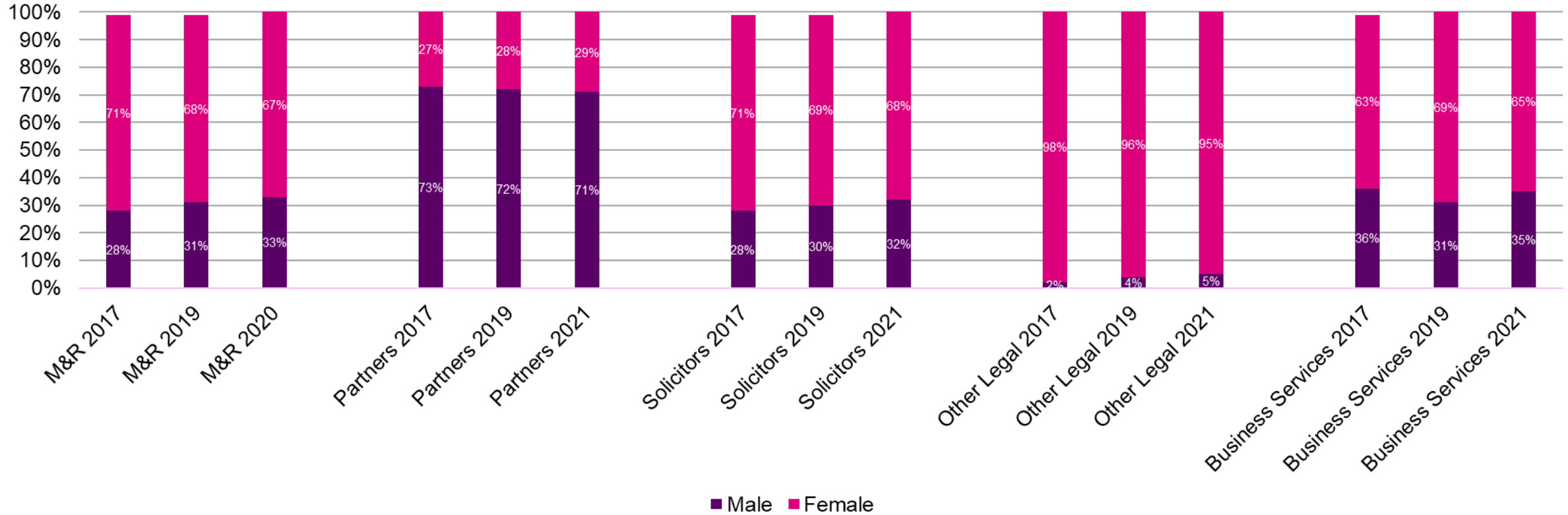


N.B. Numbers have been rounded to the nearest whole number so may not add up to 100

Age Profile by Role Type

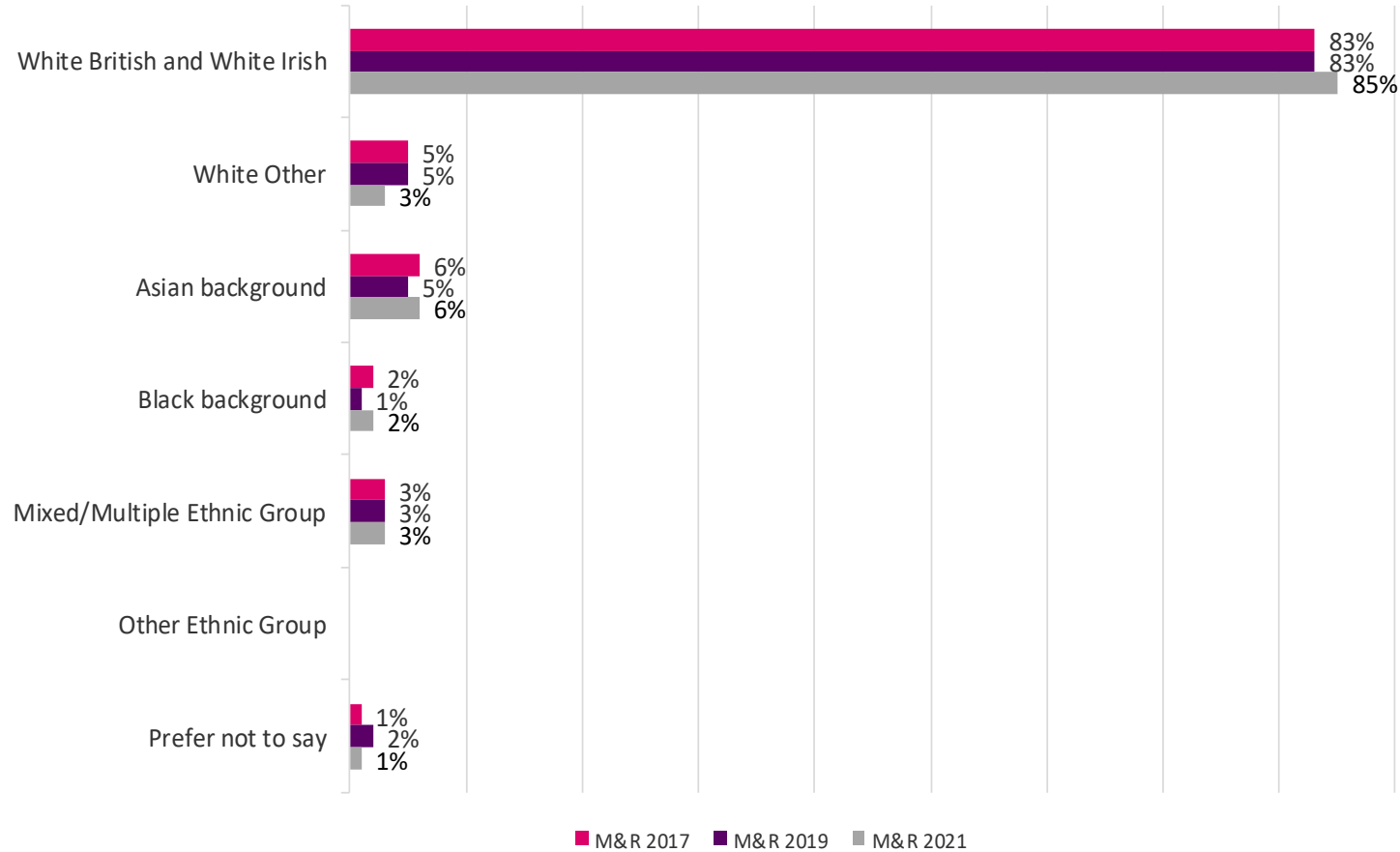


Gender Split by Role Type



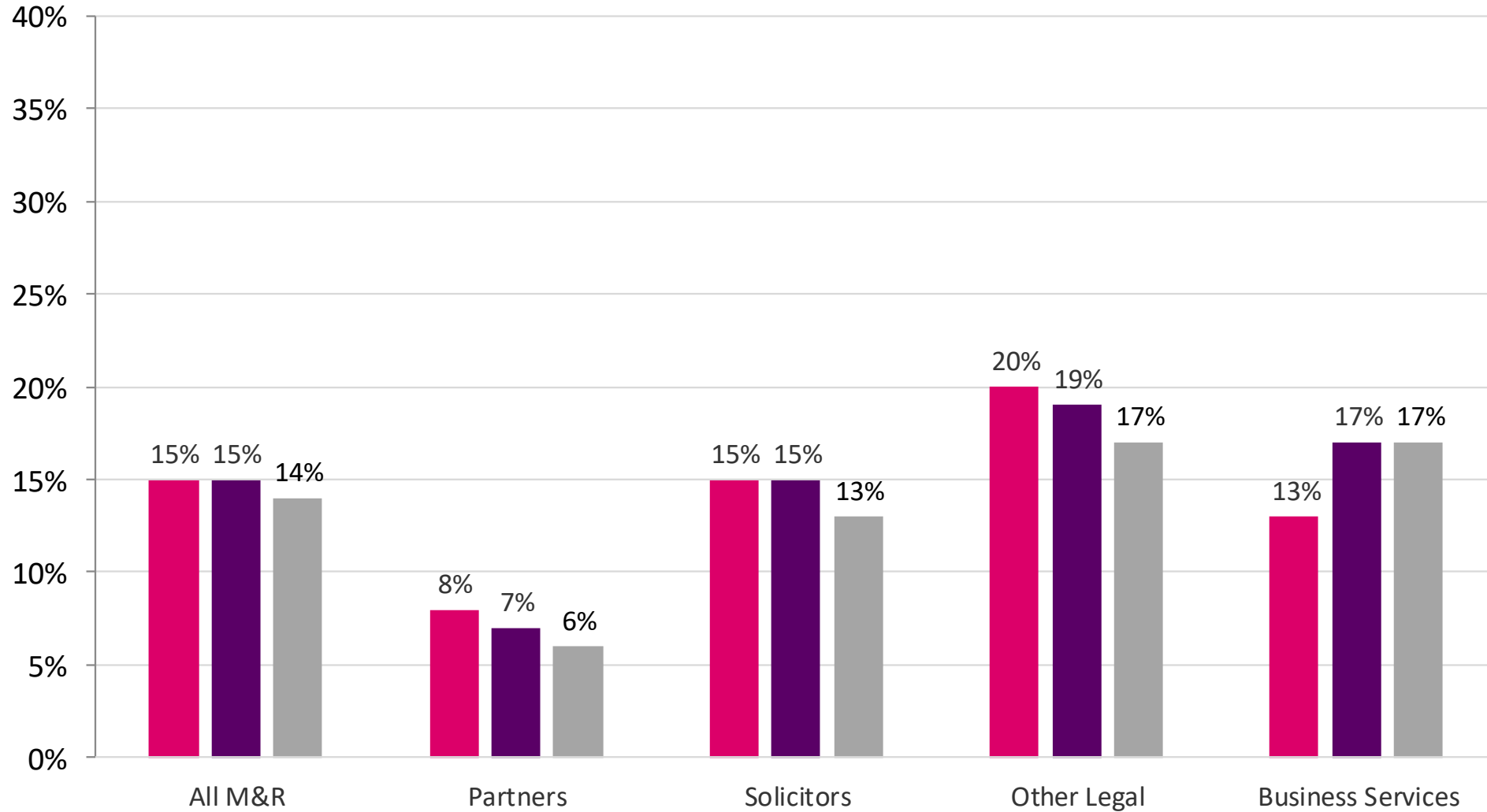
Although women make up the majority of the workforce at Mills & Reeve, representation decreases significantly at Partner level. Our D&I Strategy includes objectives to improve this through a combination of recruitment, development and progression.

Ethnicity



88% of our workforce is white, and our D&I Strategy includes an objective to increase representation of people from ethnically diverse groups across the board through a range of positive action activities, including specific bursaries and internships to encourage and support people from Black communities in particular.

% of Staff from Ethnically Diverse Groups (including other White) By Role Type

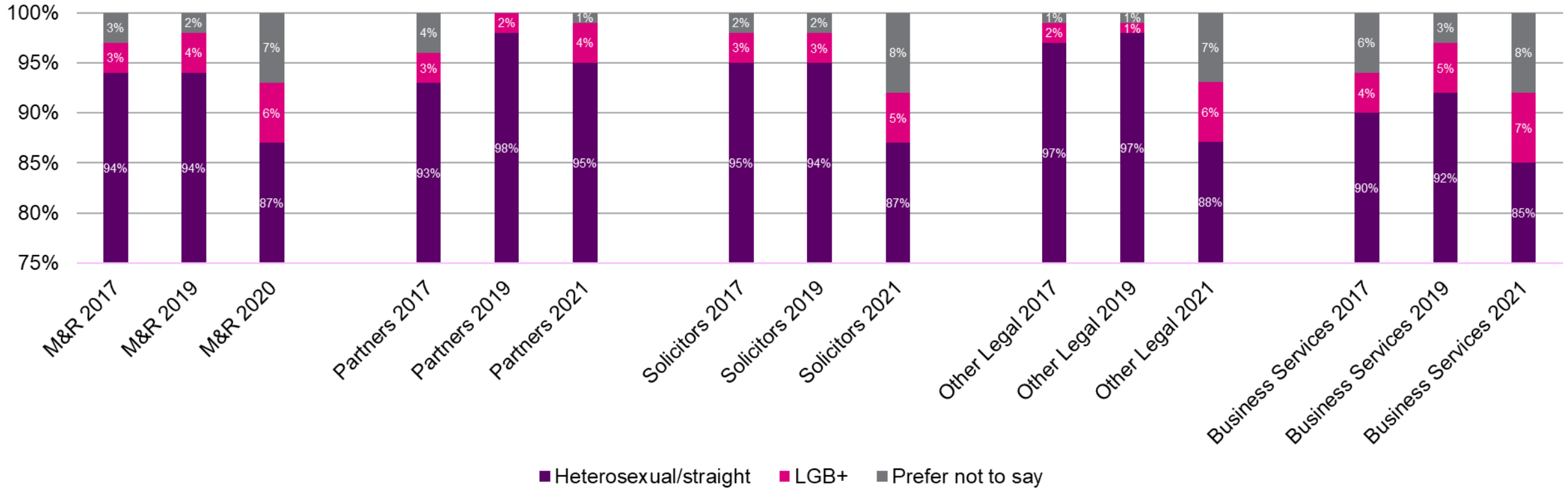


Disability 2019-2021

Day to day activities limited by health or disability by role type

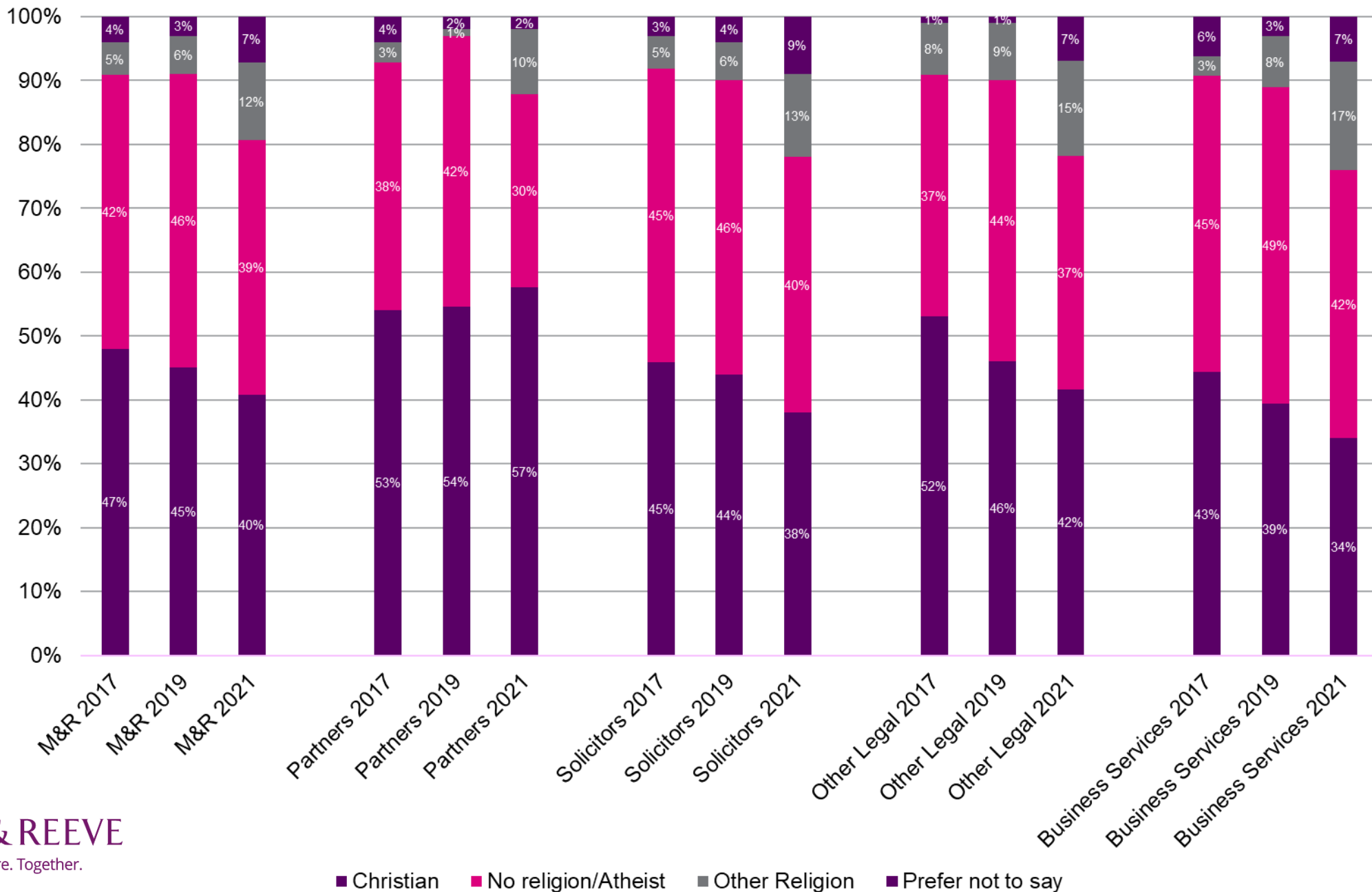


Sexual Orientation by Role Type

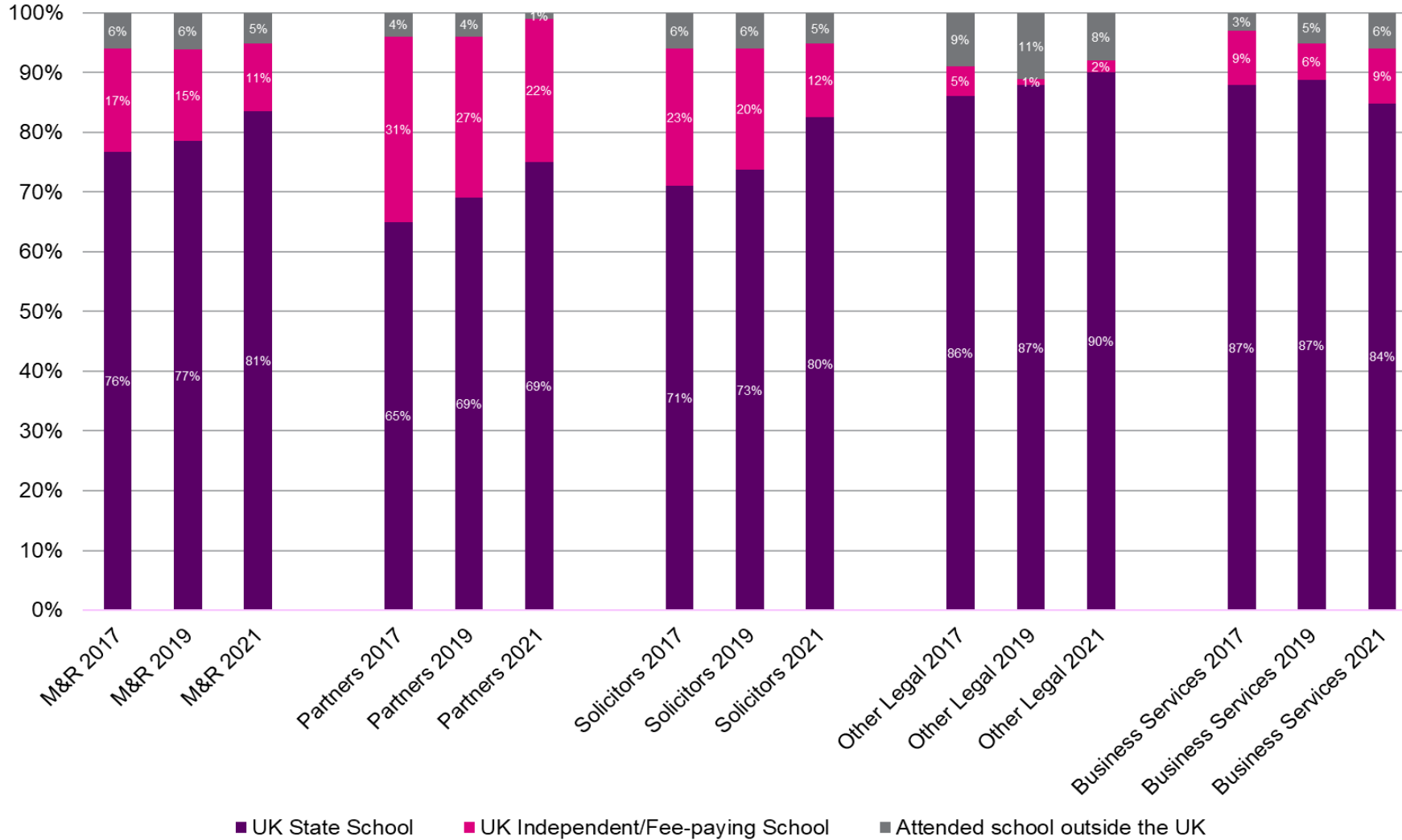


Efforts over the last few years to increase LGB representation at Mills & Reeve are now coming to fruition, with an increase of people identifying as LGB+ in all areas of the firm. These efforts will continue in our current D&I Strategy.

Religion or Belief by Role Type

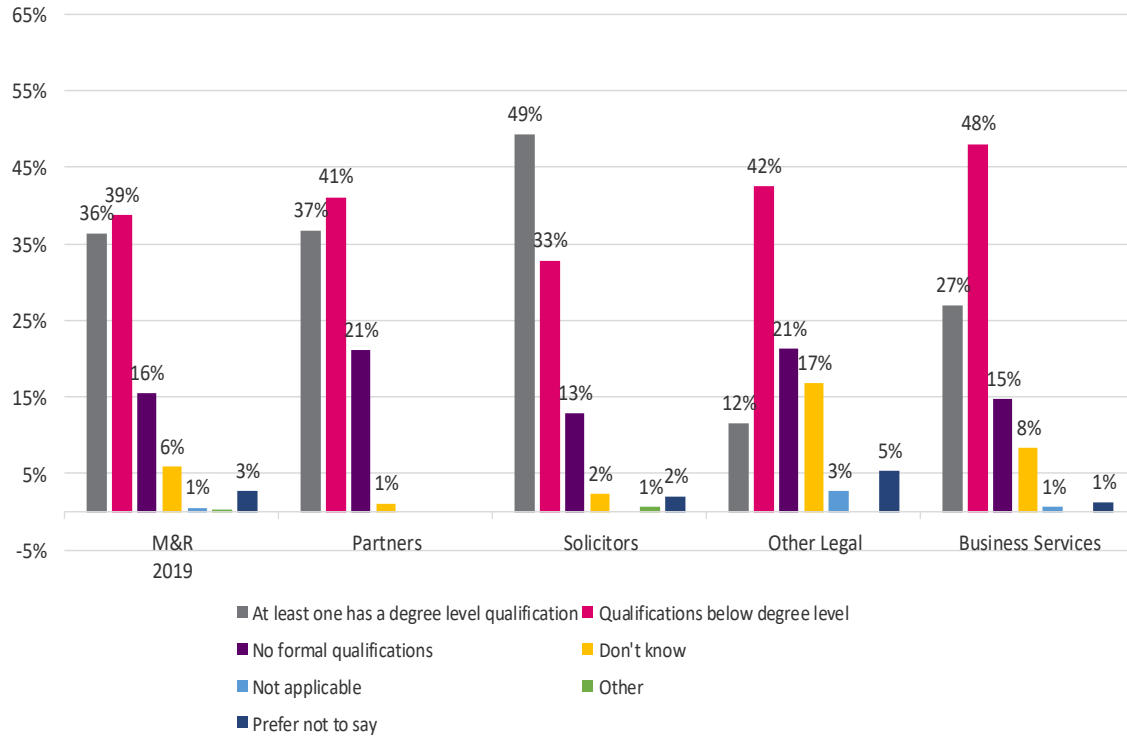


Education by Role Type



Social mobility continues to be a core focus of the D&I strategy, with double the number of Partners having attended an independent/fee paying school compared to the wider employee base at Mills & Reeve

Highest Level Of Education Achieved By Parent or Guardian (2019 only)

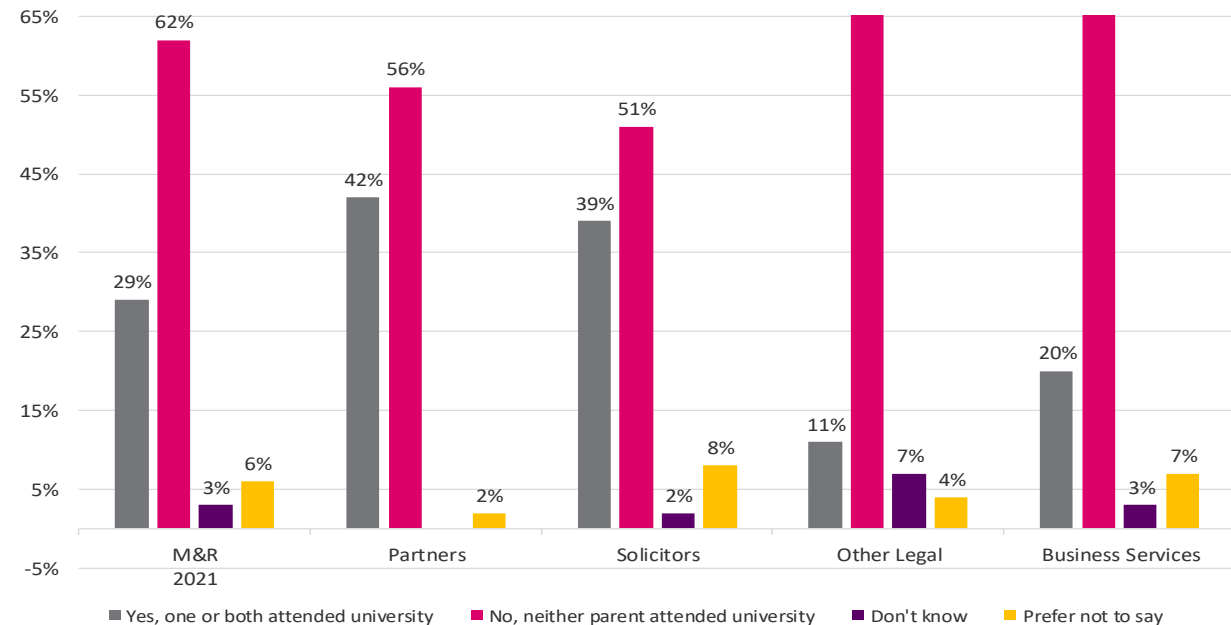


The question about parental qualifications was worded differently in 2019 and 2021 (no similar question was asked in 2017). Overall there has been an increase in the number of M&R employees whose parents did not go to university, indicating a positive approach to social mobility in the firm:

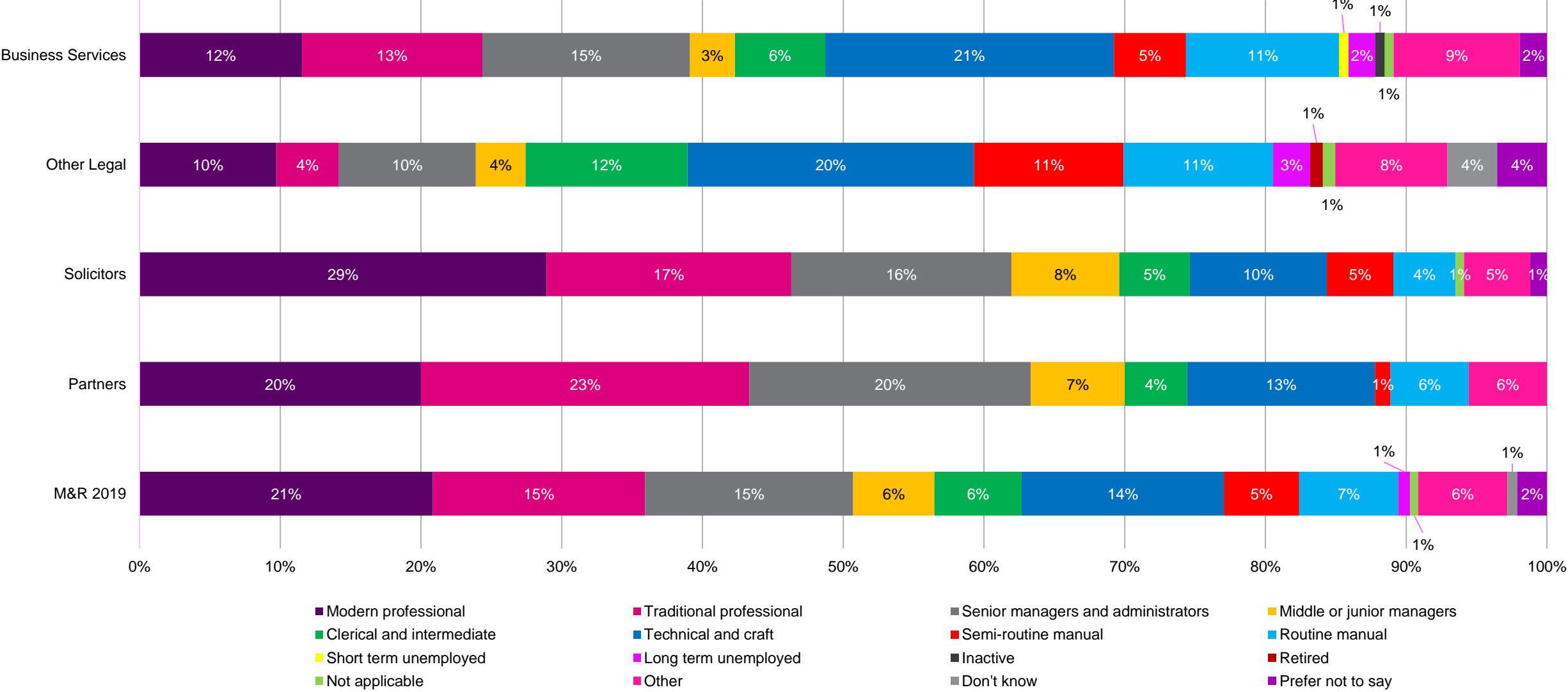
- All M&R: in 2019, 36% of employees had at least one parent who went to university, decreasing to 29% in 2021
- Solicitors: decreased from 49% in 2019 to 39% in 2021
- Other Legal: decreased from 12% in 2019 to 11% in 2021
- Business Services: decreased from 27% in 2019 to 20% in 2021

Only the Partner group saw an increase in the number of people who had at least one parent who attended university, rising from 37% in 2019 to 42% in 2021.

Parent/Guardian University Attendance (2021 only)

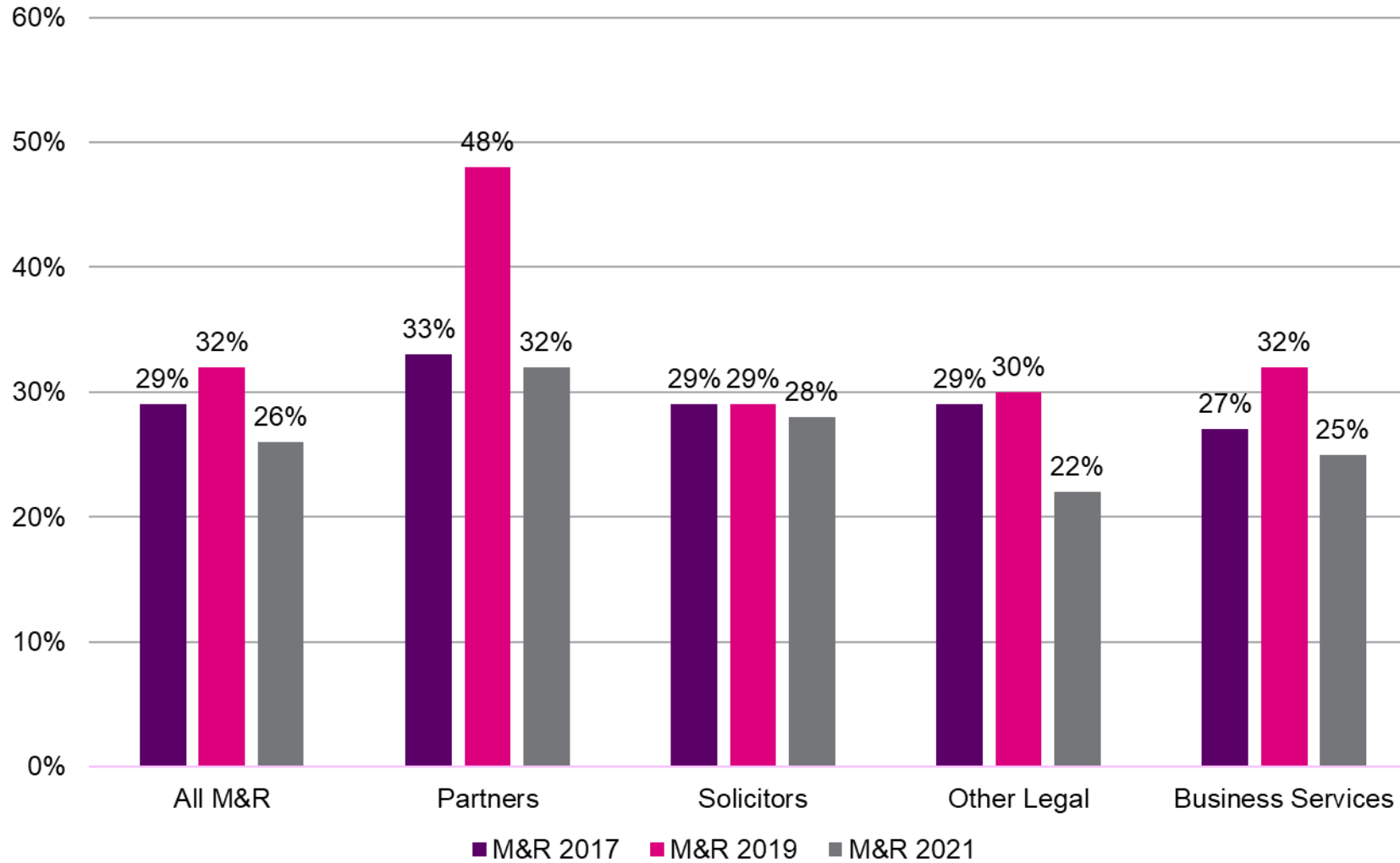


Role of main income earner in household at 14 (2019)

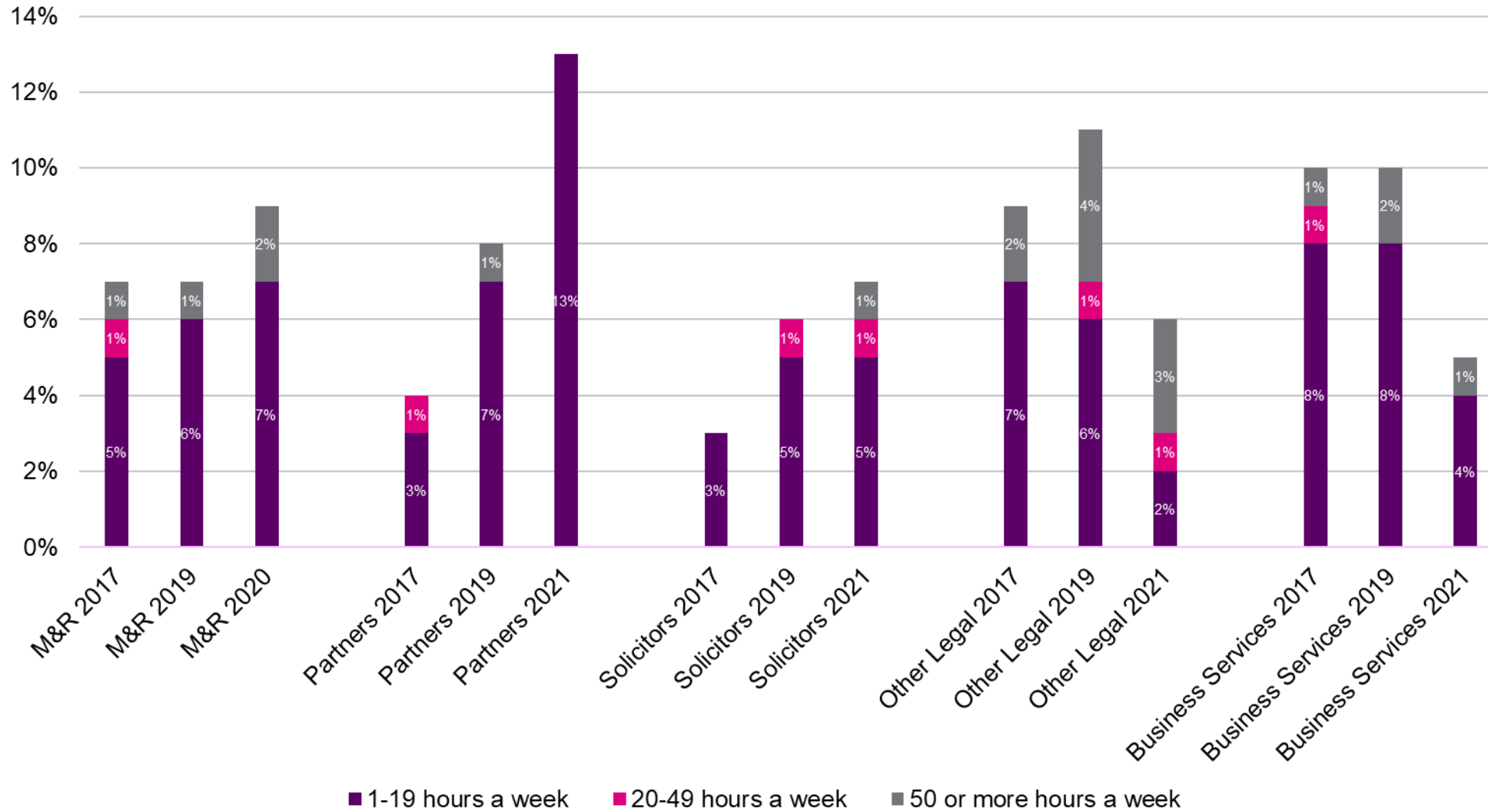


N.B. Data is unavailable for 2021. Numbers have been rounded to the nearest whole number so may not add up to 100

Primary Carer for a Child Under 18



Primary Carer for Someone with Long Term Physical or Mental Ill Health



**Part 2 | M&R 2021
vs
SRA Benchmarks 2019
and The Law Society's (TLS) Trends in the
solicitors' profession Annual Statistics
Report 2019 published in October 2020**

M&R - SRA Diversity Survey 2021 vs Benchmarks

The data in this slide-deck compares M&R's 2021 SRA Diversity survey against benchmark data from the following two sources

- The SRA's own Benchmark data from its 2019 survey (aggregated across all firms). Note the aggregated data from 2021 is not yet available.
- The Law Society's (TLS) "Trends in the solicitors' profession" Annual Statistics Report 2019 (published in October 2020)

NB: the definition of Lawyers in the SRA data is taken to mean with Partners AND Solicitors as per the SRA definitions outlined at the start of this slide deck.

We have taken some relevant screen shots from the two reports and added M&R's comparative data alongside.

Diversity in law firms

49%



Women

21%



BAME

3%



Disabled

Gender

Women

49%



Lawyers in firms

33%



Partners in firms

60%



Solicitors in-house

M&R 2021 Data

67% of all M&R staff are women.

60% of all lawyers (Partners & Solicitors) are Women.

29% of Partners are women

14% of all M&R staff are from Black, Asian and/or minority ethnic groups (this definition includes the “Other White” category and is effectively all M&R staff who are not White British).

Excluding those in the ‘other White’ category, 11% of M&R staff are from Black, Asian and/or minority ethnic groups.

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Ethnicity

Of all lawyers

21%



BAME

- 15% Asian
- 3% Black
- 2% Multiple/mixed
- 1% Other

Disability

3%



All lawyers

compared to

13%



UK workforce

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M&R 2021 Data

When we look at lawyers only (Partners & Solicitors), 11% are in Black, Asian and/or minority ethnic groups (including other white).

If we remove other white from this definition, then 9% of M&R lawyers are in Black, Asian and/or minority ethnic groups (5% Asian, 1% Black, 1% Mixed/multiple, 2% other)

For M&R Partners, 6% are from Black, Asian or a minority ethnic groups (including other white).

If we exclude other white, 5% of M&R Partners are from Black, Asian or a minority ethnic groups (6 of 120 Partners who responded to the SRA survey).

9% of all M&R staff (and also 9% of lawyers) identify as disabled.

Sexual orientation

Lesbian, gay or bisexual

3%



All lawyers

compared to

2%




UK workforce

M&R 2021 Data

3% of lawyers at M&R are lesbian, gay or bisexual.

An additional 3% prefer to self-describe or do not currently know their sexual orientation.

Religion and belief

 49%
Christian

30%
No religion
or belief

 10%
Muslim

 3%
Jewish

 3%
Hindu

 2%
Sikh

40% of all M&R staff are Christian.

39% have no religion of belief

2% are Muslim

1% are Hindu

2% are Sikh

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Social mobility

21%



Lawyers who . . .

attended a fee paying school
(3 x UK average)

51%



had a parent with
a degree level
qualification

Age

Age 25 - 34



Age 55 - 64



Large firm 33%

Small firm 25%

7%

23%

M&R 2021 Data

18% of M&R lawyers attended fee paying schools. 4% attended with a scholarship and 14% as full fee-payers.

(29% of Partners and 15% of Solicitors)

34% of M&R lawyers are aged 25-34.

10% of M&R lawyers are aged 55-64.

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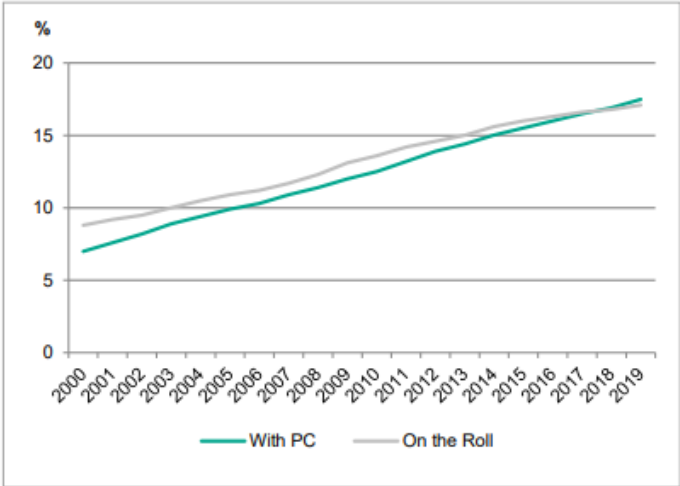
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M&R 2021 Data

Table 1.2: Ethnicity of solicitors on the Roll and with practising certificates

	On the Roll	With PC	% of Roll that hold a PC
African-Caribbean	1,250	964	77.1
Asian	14,685	12,004	81.7
Chinese	3,763	1,816	48.3
African	2,892	2,192	75.8
Other ethnic origin	4,743	3,699	78.0
All ethnic minority	27,333	20,675	75.6
White European	132,416	97,637	73.7
Unknown	36,072	28,641	79.4
Total	195,821	146,953	75.0
BAME solicitors as a % of all solicitors	14.0	14.1	
BAME solicitors as % of solicitors with known ethnicity	17.1	17.5	

Chart 8: BAME solicitors as % of solicitors with known ethnicity over time



We are comparing TLS’s “with practising certificate” category against the lawyers classification established in the SRA survey.

When we look at lawyers only (Partners & Solicitors), 11% are in Black, Asian & minority ethnic groups (including other white).

If we remove other white from this definition, then 9% of M&R lawyers are in Black, Asian and/or minority ethnic groups (5% Asian, 1% Black, 1% Mixed/multiple, 2% other)

Therefore M&R’s comparative result is 9% vs TLS’s 14%.

Thank you

If you have any questions or would like to speak to one of our team, we'd love to hear from you.

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