

Survey: SRA Legal Diversity 2017
 Submissions: 30
 Completed: 24
 Regulator Number: 551579

Horwood & James LLP



1. Select one category which best describes your role in the firm.

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Solicitor partner (sole practitioner, member or director)	4	4	0	0	0
Solicitor (not partner)	6	0	6	0	0
Other fee earning role	1	0	0	1	0
Role directly supporting a fee earner	8	0	0	0	8
Managerial role	0	0	0	0	0
IT/HR/other corporate services role	1	0	0	0	0
Barrister	0	0	0	0	0
Chartered Legal Executive (Fellow)/CILEx Practitioner	0	0	0	0	0
Licensed Conveyancer	0	0	0	0	0
Patent or Trade Mark Attorney	0	0	0	0	0
Costs Lawyer	0	0	0	0	0
Notary	0	0	0	0	0
Prefer not to say	4	0	0	0	0

2. Which age category are you in?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
16 - 24	1	0	0	0	1
25 - 34	5	2	2	0	1
35 - 44	2	0	1	0	1
45 - 54	10	2	3	1	2
55 - 64	2	0	0	0	2
65+	1	0	0	0	0
Prefer not to say	3	0	0	0	1

3. Which gender do you identify with?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Man	5	1	3	0	0
Woman	14	2	3	1	7
Other preferred Description	0	0	0	0	0
Prefer not to say	5	1	0	0	1

4. Do you consider your own gender identity to be different from that associated with your sex as registered?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Yes	0	0	0	0	0
No	20	3	6	1	7
Prefer not to say	4	1	0	0	1

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

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Yes	0	0	0	0	0
No	21	4	6	1	7
Prefer not to say	3	0	0	0	1

6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is exp

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Yes, limited a lot	0	0	0	0	0
Yes, limited a little	1	0	0	0	1
No	18	4	5	1	5
Prefer not to say	5	0	1	0	2

7. What is your ethnic group?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Asian/Asian British					
Bangladeshi	0	0	0	0	0
Chinese	0	0	0	0	0
Indian	0	0	0	0	0
Pakistani	0	0	0	0	0
Any other Asian background	0	0	0	0	0
Black/Black British					
African	0	0	0	0	0
Caribbean	0	0	0	0	0
Any other Black background	0	0	0	0	0
Mixed/multiple ethnic groups					
White and Asian	0	0	0	0	0
White and Black African	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0
White and Chinese	0	0	0	0	0
Any other Mixed/multiple ethnic background	0	0	0	0	0
White					
British/English/Welsh/Northern Irish/Scottish	19	3	5	1	7
Irish	1	1	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0
Any other White background	0	0	0	0	0
Other ethnic group					
Arab	0	0	0	0	0
Any other ethnic group	0	0	0	0	0
Prefer not to say					
Prefer not to say	4	0	1	0	1

8. What is your religion or belief?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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No religion or belief/Atheist	8	0	3	1	4
Buddhist	1	1	0	0	0
Christian	10	3	1	0	3
Hindu	0	0	0	0	0
Jewish	1	0	1	0	0
Muslim	0	0	0	0	0
Sikh	0	0	0	0	0
Any other religion or belief	0	0	0	0	0
Prefer not to say	4	0	1	0	1

9. What is your sexual orientation?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Bisexual	0	0	0	0	0
Gay man	0	0	0	0	0
Gay woman/lesbian	0	0	0	0	0
Heterosexual/straight	20	3	6	1	7
Other	0	0	0	0	0
Prefer not to say	4	1	0	0	1

10. Did you mainly attend a state or fee paying school between the ages 11 – 18?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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UK State School	17	3	5	1	6
UK Independent/Fee-paying School	3	0	1	0	1
Attended school outside the UK	0	0	0	0	0
Prefer not to say	4	1	0	0	1

11. If you went to University (to study a BA, BSc course or higher), were you part of the first generation of y

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Yes	9	4	4	1	0
No	2	0	2	0	0
Did not attend University	10	0	0	0	7
Prefer not to say	3	0	0	0	1

12. Are you a primary carer for a child or children under 18?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Yes	12	3	3	1	4
No	9	1	3	0	3
Prefer not to say	3	0	0	0	1

13. Do you look after or care for someone with long term physical or mental ill health caused by disability o

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No	20	4	5	1	7
Yes, 1 - 19 hours a week	0	0	0	0	0
Yes, 20 - 49 hours a week	0	0	0	0	0
Yes, 50 or more hours a week	0	0	0	0	0
Prefer not to say	4	0	1	0	1

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

d at birth?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

ected to last, at least 12 months?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

our family to do so?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

age (not in a paid capacity)?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive (Fellow)/CILEx Practitioner	Licensed Conveyancer	Patent or Trade Mark Attorney
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	0
0	0	2
0	0	0
0	0	0
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	1
0	0	0
0	0	3

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	2
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	2
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	2
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	0
0	0	0
0	0	0

0	0	0
0	0	0
0	0	0

0	0	0
0	0	0
0	0	0
0	0	0
0	0	0

0	0	2
0	0	0
0	0	0
0	0	0

0	0	0
0	0	0

0	0	2
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Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	0
0	0	2
0	0	0
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	2
0	0	0
0	0	0
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	2
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	1
0	0	1
0	0	2

Costs Lawyer	Notary	Prefer not to say
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0	0	2
0	0	0
0	0	0
0	0	0
0	0	2