



Diversity Data

2023

Introduction

Firms regulated by the Solicitors Regulation Authority (SRA) are required to collect, report and publish workforce diversity data annually.

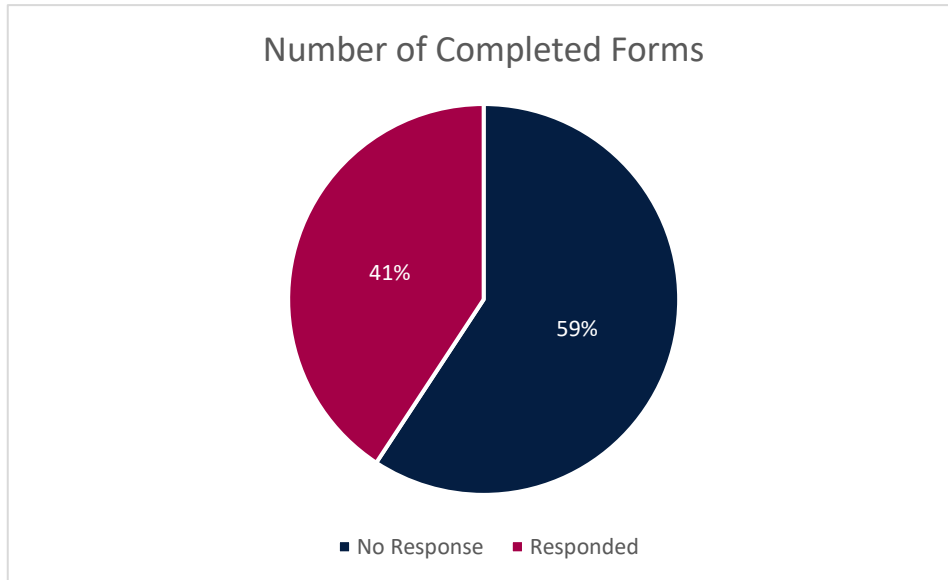
In July 2023 employees of Kirwans were given with the opportunity to provide the required data by completing a survey without any legal or regulatory obligation. The resulting data was gathered anonymously and reproduced in an aggregated report. The survey response rate was 41%.

The following published data is issued in accordance with the ICO's code of practice and data protection principles. The report has been produced to protect respondent's anonymity.

Index	Description	Page
1.	Survey Population	3
2.	Role Categories	3
3.	Age	4
4.	Which gender do you identify with?	4
5.	Is the gender you identify with the same as your gender registered at birth?	5
6.	Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	5
7.	Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, more than 12 months?	6
8.	What is your ethnic group?	6
9.	What is your religion or belief?	7
10.	What is your sexual orientation?	7
11.	Which type of school did you attend for the most time between the ages of 11 and 16?	8
12.	Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?	8
13.	What was the occupation of your main household earner when you were about 14?	9
14.	Are you a primary carer for a child or children under 18?	9
15.	Do you look after or care for someone with a long term physical or mental ill health caused by disability or age (not in a paid capacity)?	10

Survey Results

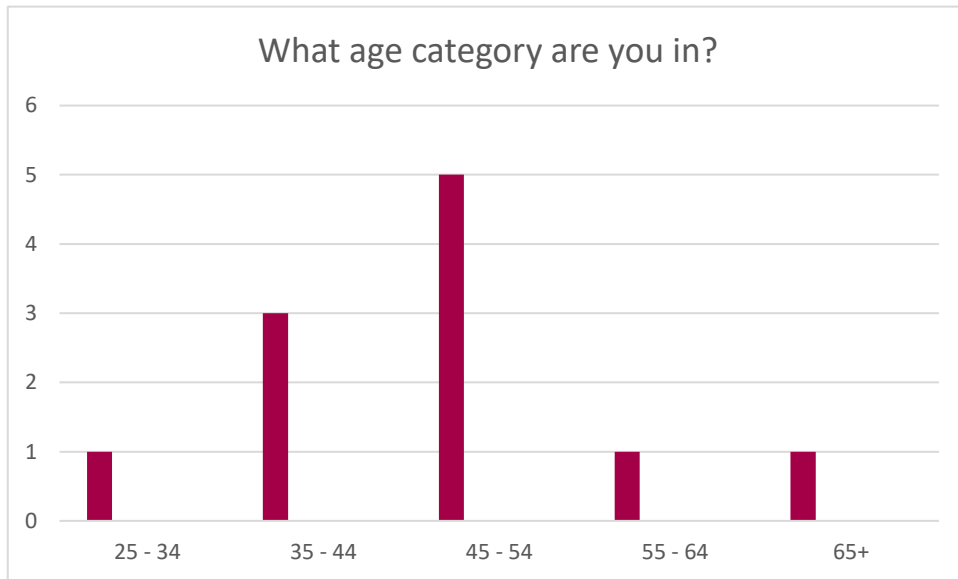
1. Survey Population



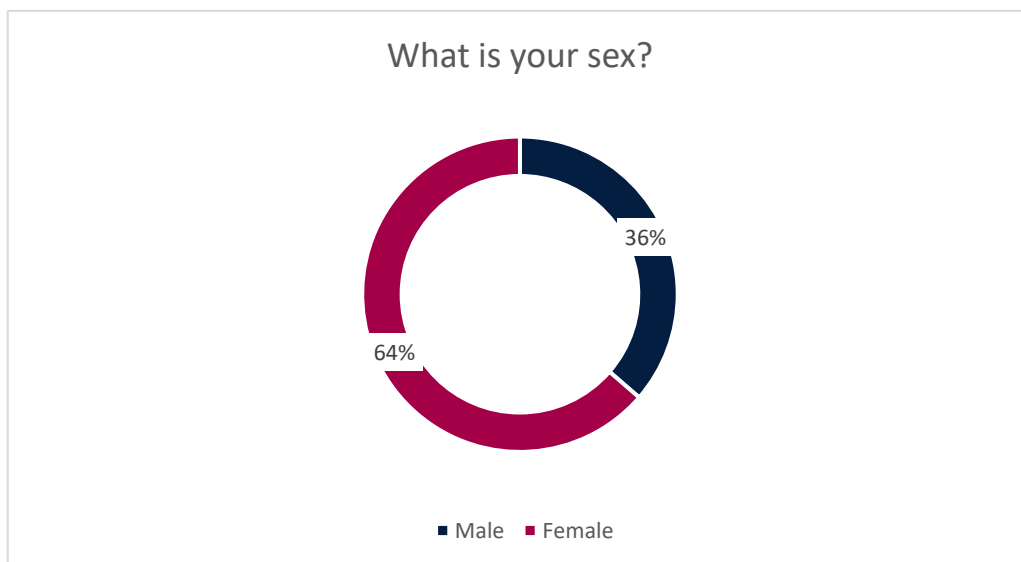
2. Role Categories



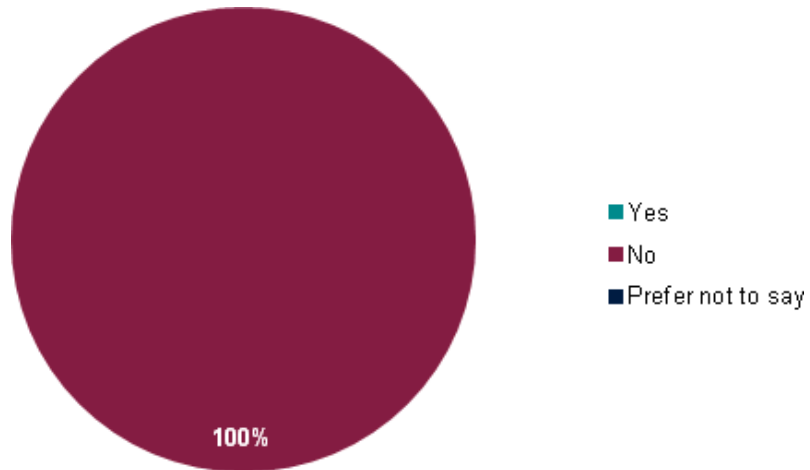
3. Age



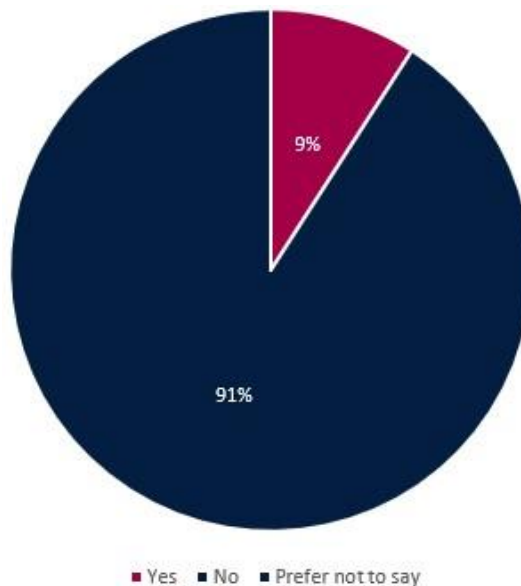
4. Which gender do you identify with?



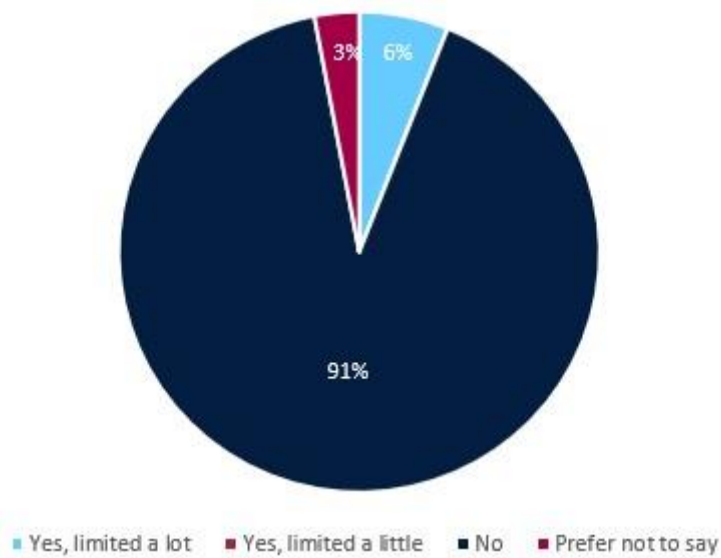
5. Is the gender you identify with the same as your gender registered at birth?



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

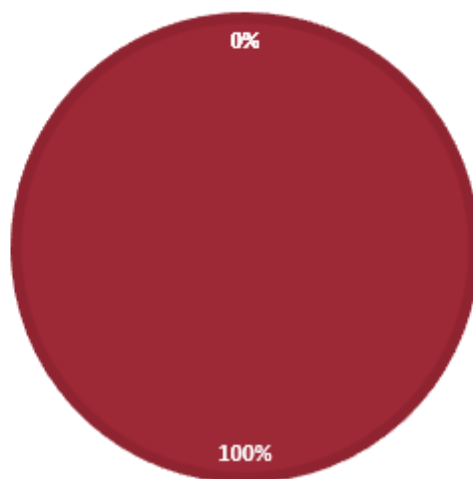


7. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, more than 12 months?

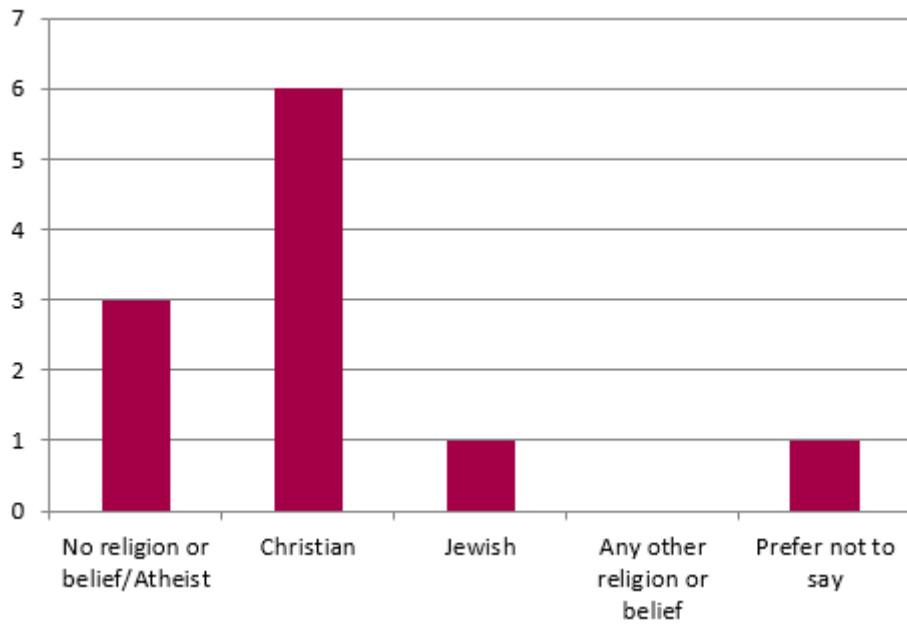


8. What is your ethnic group?

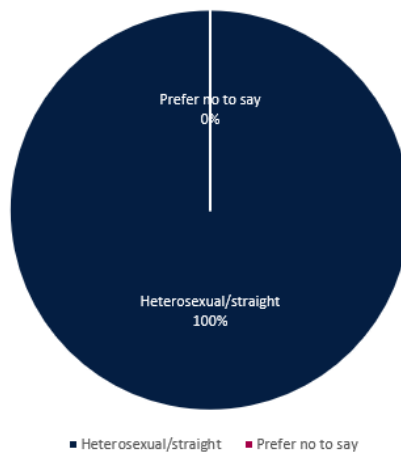
- Any other white background
- British (English, Welsh, Northern Irish, Scottish)
- Mixed Multiple
- Prefer not to say



9. What is your religion or belief?

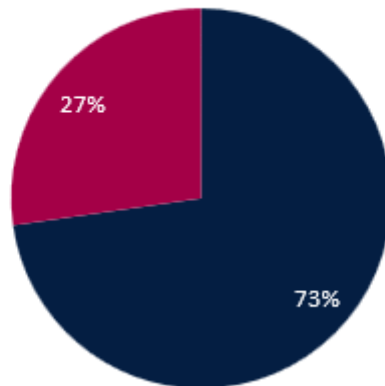


10. What is your sexual orientation?

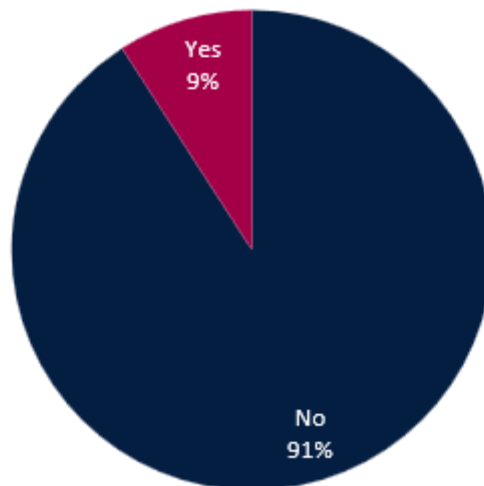


11. Which type of school did you attend for the most time between the ages of 11 and 16?

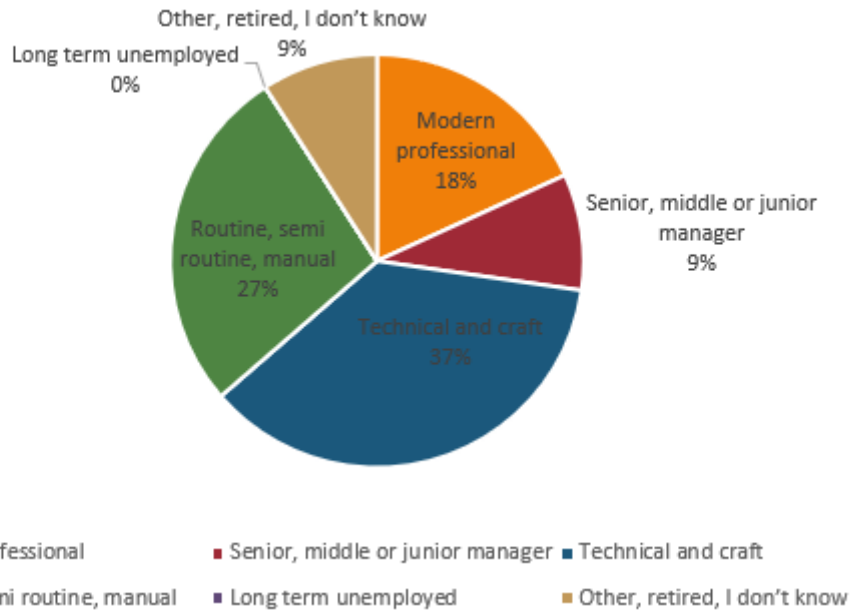
■ State-run or state-funded school (non-selective) ■ State-run or state-funded school (selective)



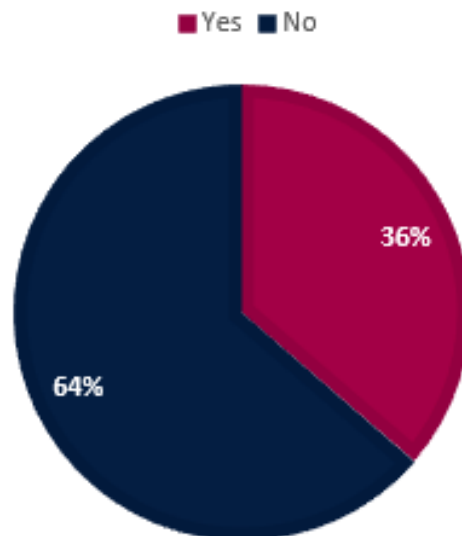
12. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



13. What was the occupation of your main household earner when you were about 14?



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