



# Diversity Data

## 2015

## Introduction

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

In September 2015 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 54%.

The following published data is issued in accordance with the ICO's code of practice and data protection principles.

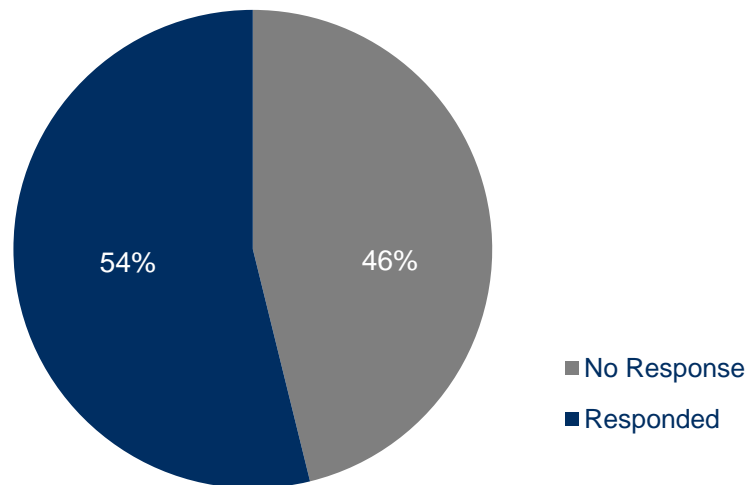
The report has been produced to protect respondent's anonymity.

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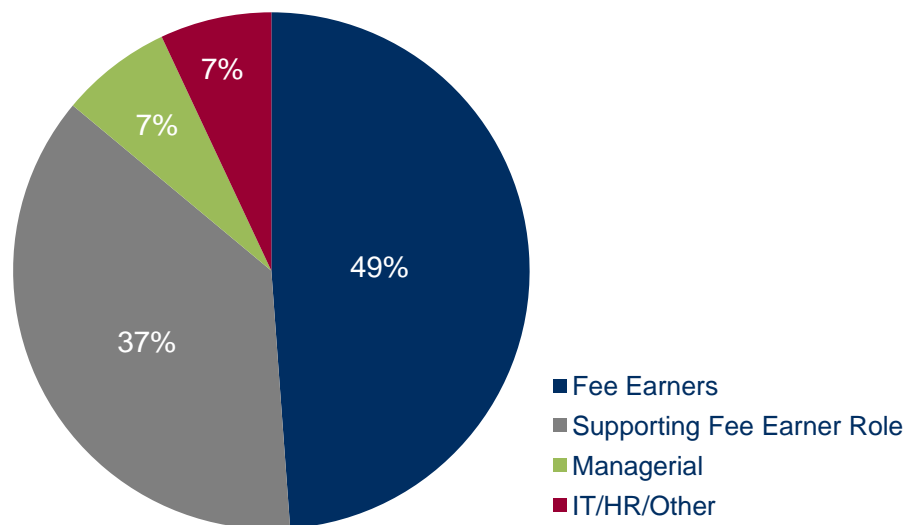
1. Survey Population
2. Allocation of Staff to Roles
3. Roles by Gender
4. Ethnicity
5. Age
6. Individuals with Primary Carer Responsibilities for a Child
7. Primary and Secondary Education
8. Higher Education

## Survey Results

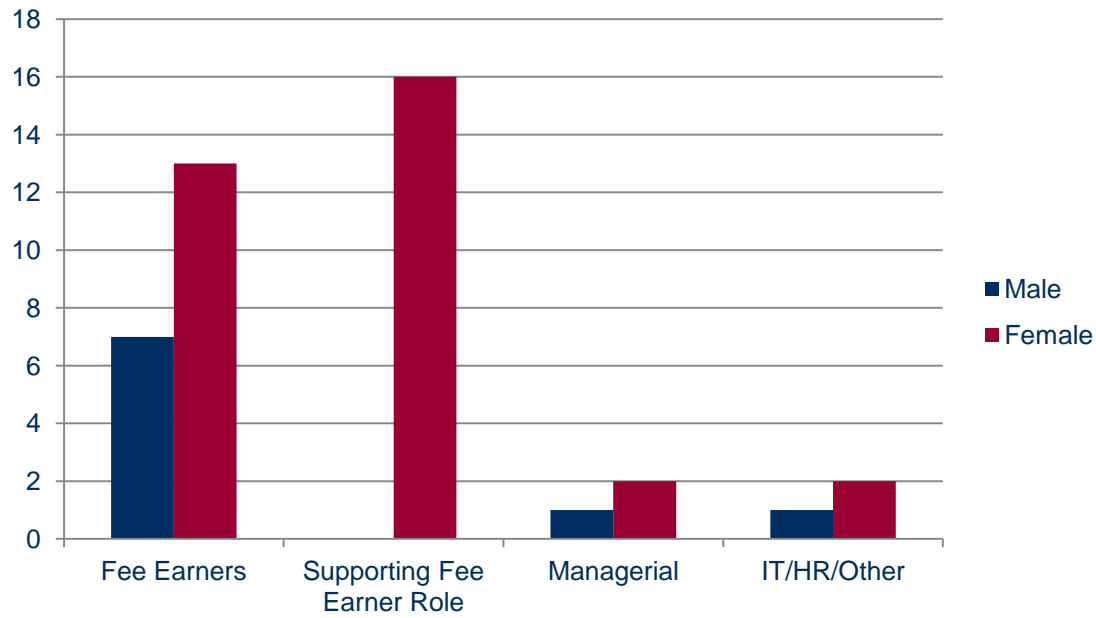
### 1. Survey Population



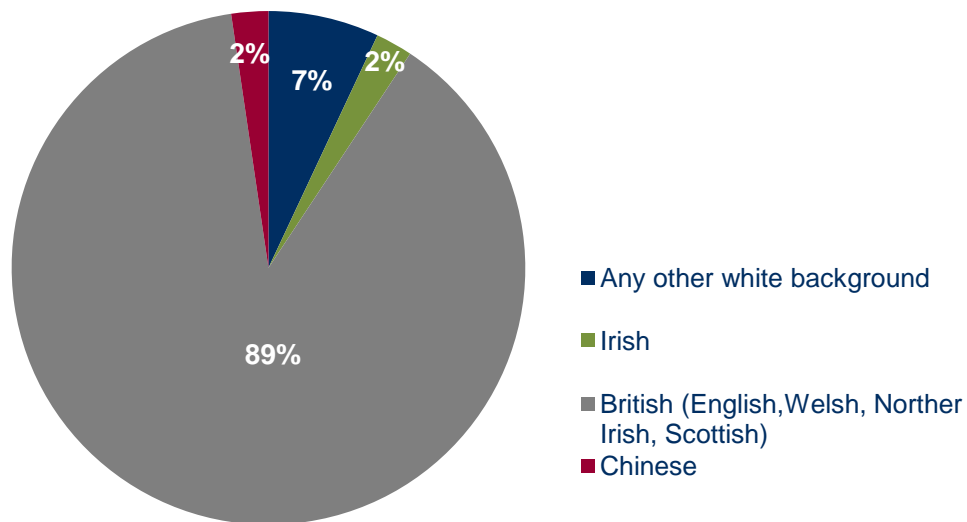
### 2. Allocation of Staff to Roles



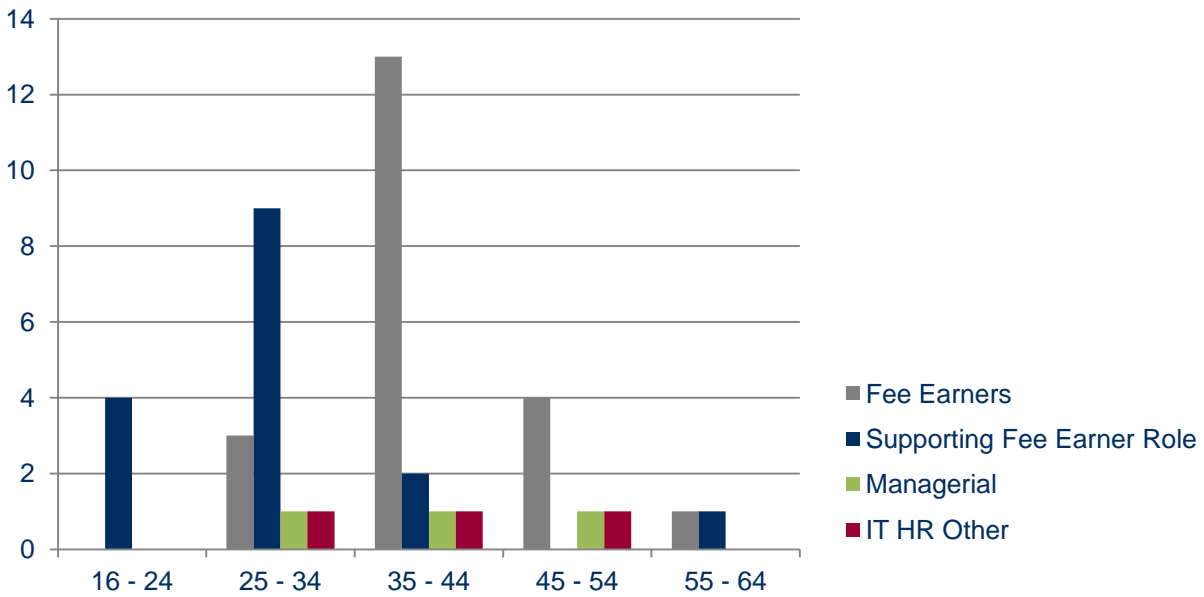
### 3. Roles by Gender



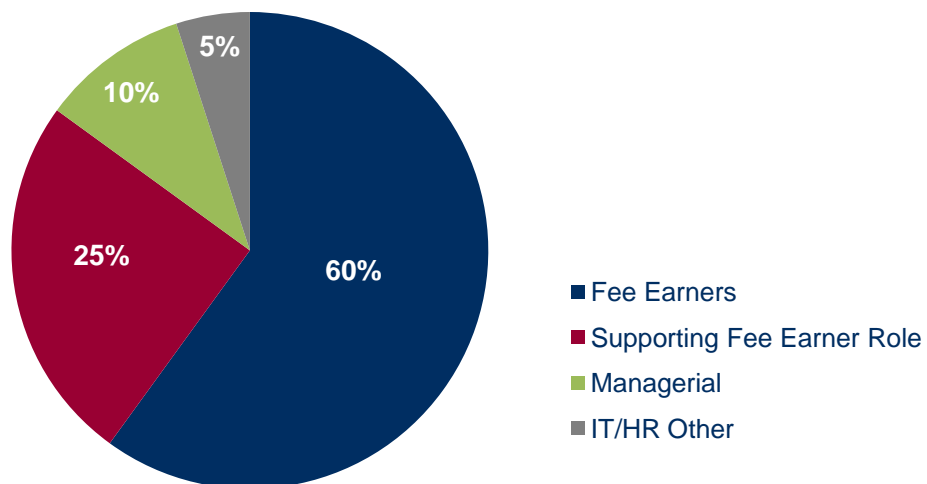
### 4. Ethnicity



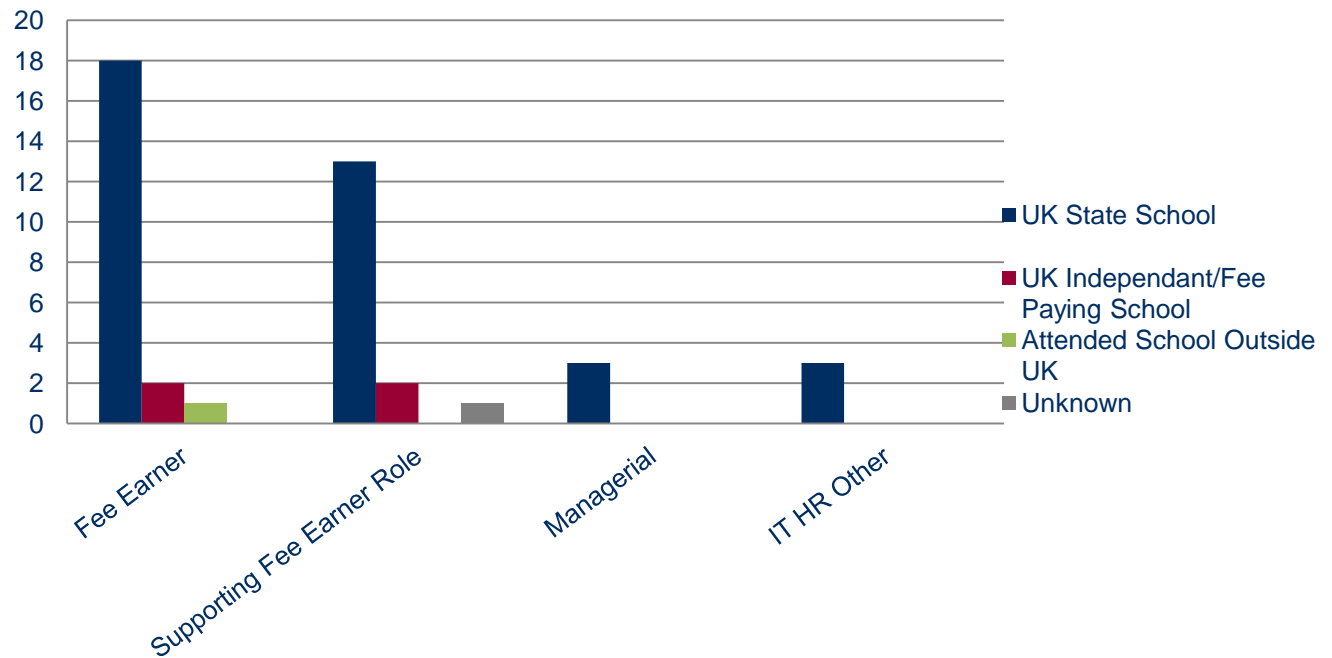
## 5. Age



## 6. Individuals with Primary Carer Responsibilities for a Child



## 7. Primary and Secondary Education



## 8. Higher Education

