



Diversity Data

2017

Introduction

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

In August 2017 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 42%.

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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2. Allocation of Staff to Roles
3. Age
4. Which gender do you identify with?
5. Do you consider your own gender identity to be different from that associated with your sex 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. Ethnicity

9. What is your religion or belief?

10. What is your sexual orientation?

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

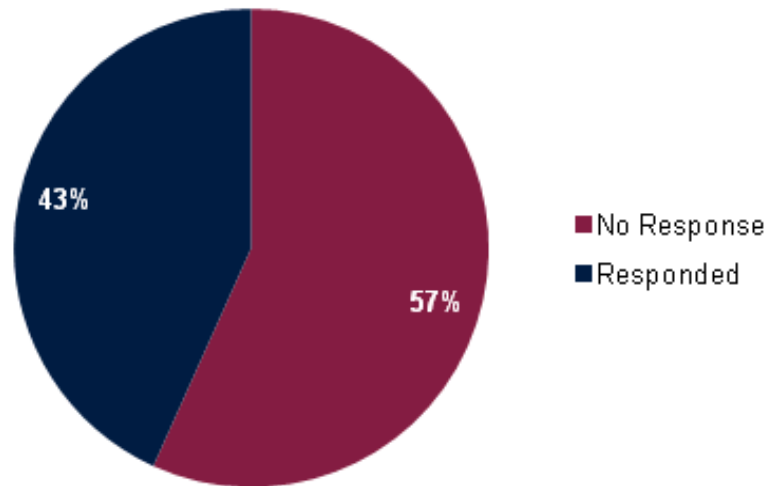
12. If you went to University (to study a BA, BSc or higher), were you part of the first generation of your family to do so?

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

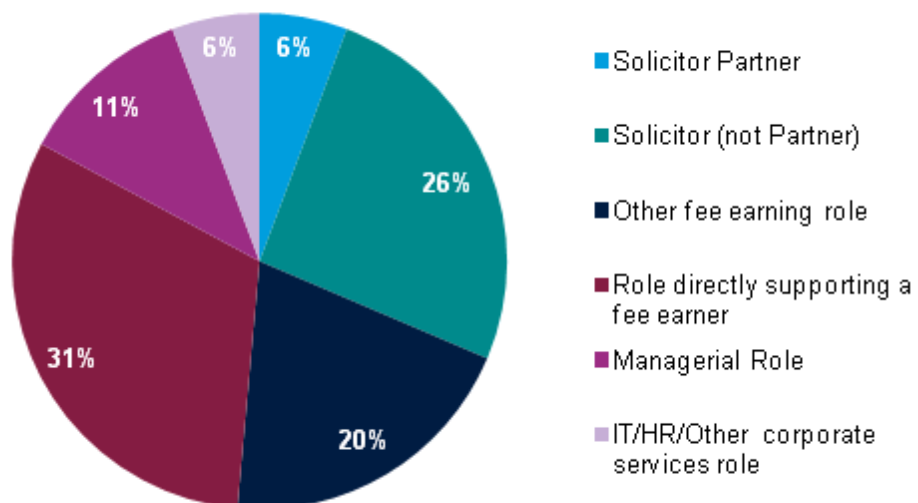
14. Do you look after or care for someone with a long term physical or mental ill health caused by disability or age (not in a paid capacity)?

Survey Results

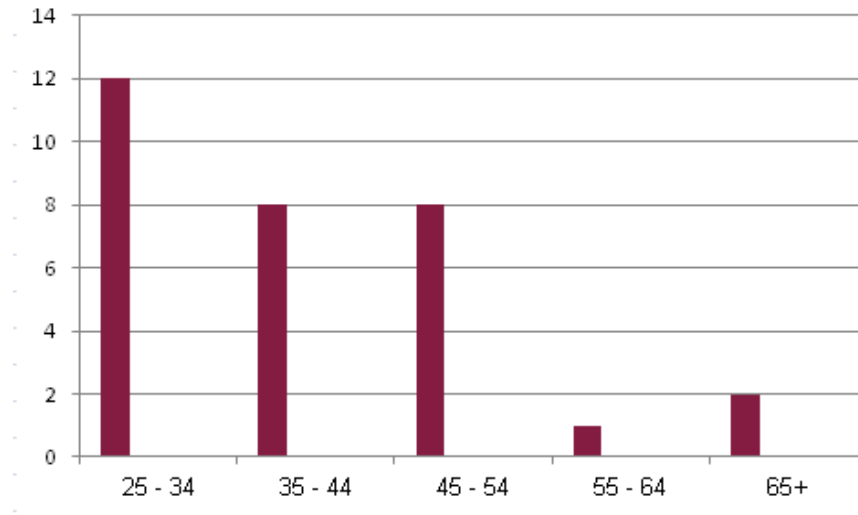
1. Survey Population



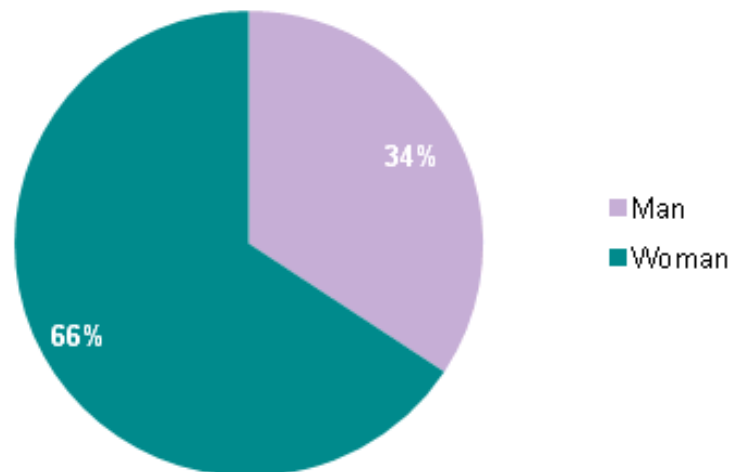
2. Allocation of Staff to Roles



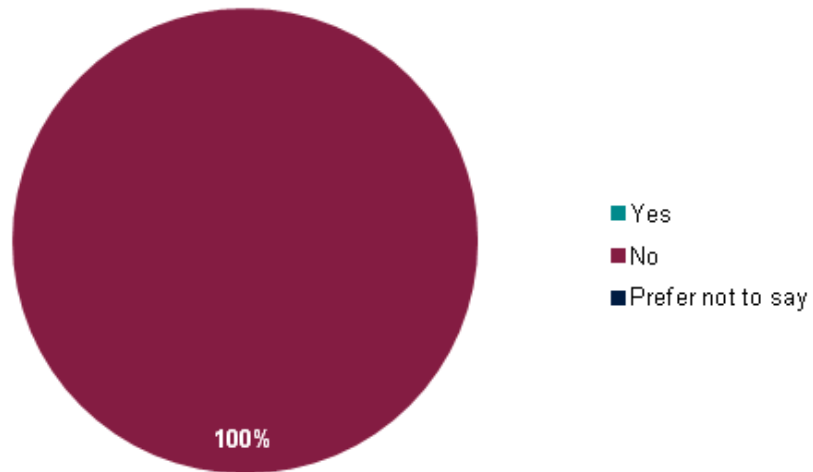
3. Age



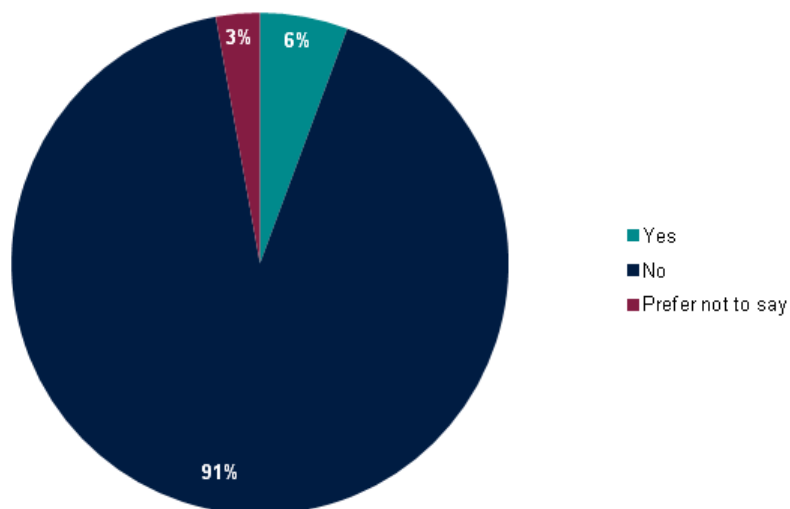
4. Which gender do you identify yourself with?



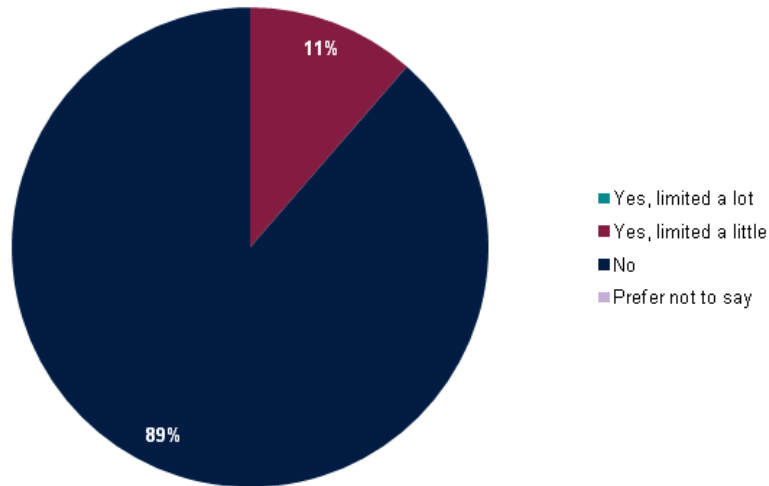
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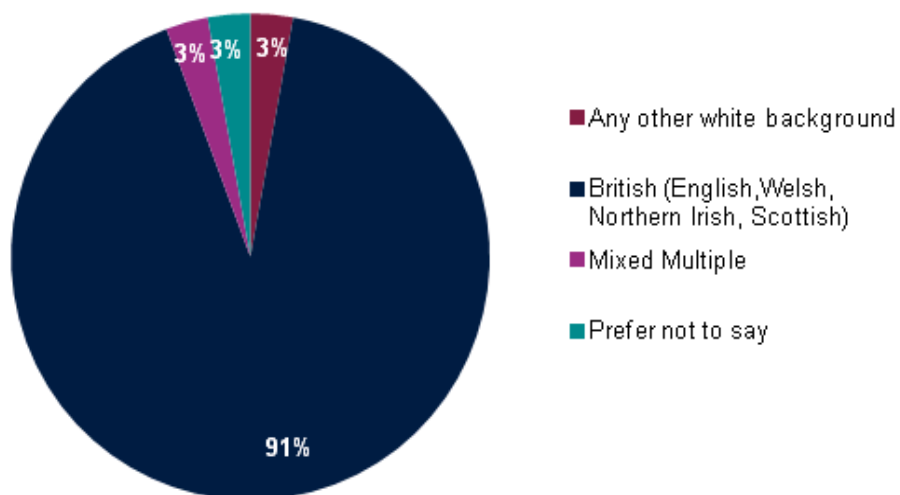
6. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



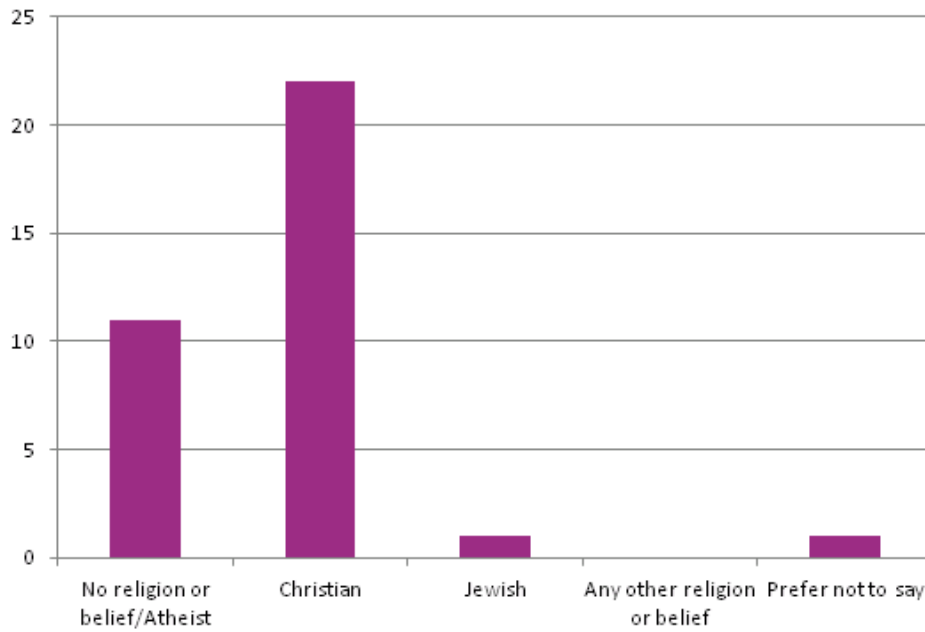
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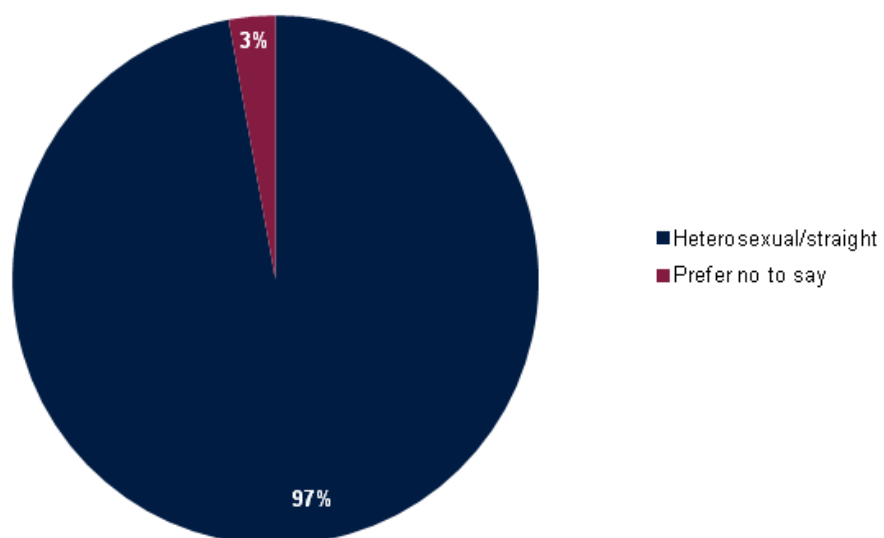
8. What is your ethnicity?



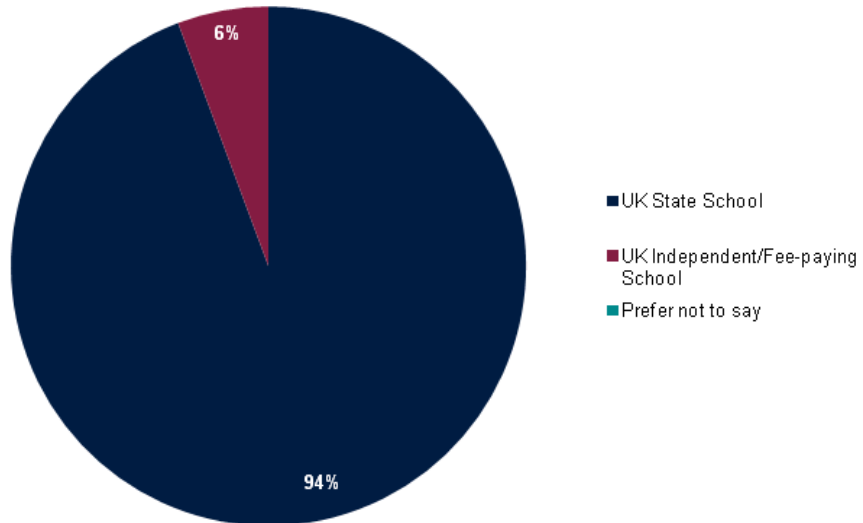
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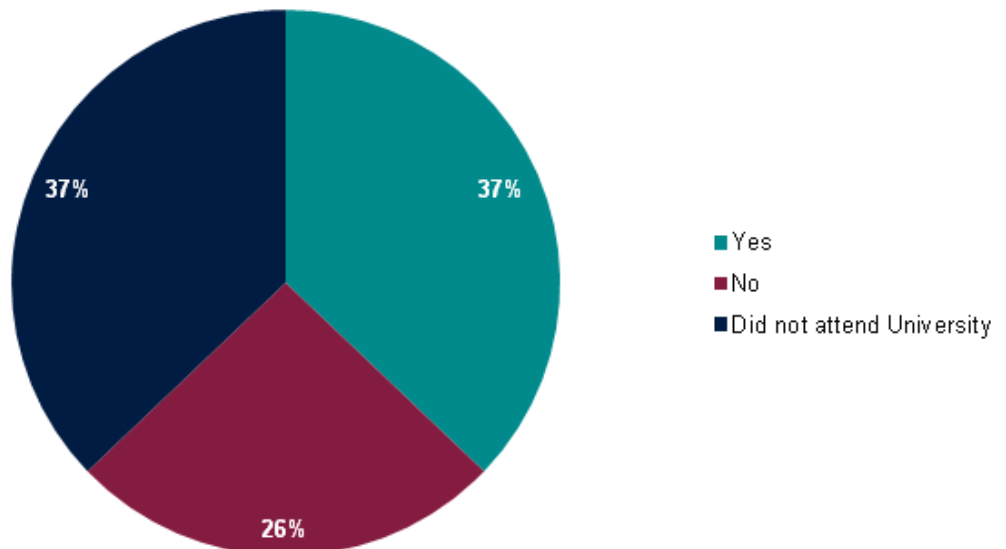
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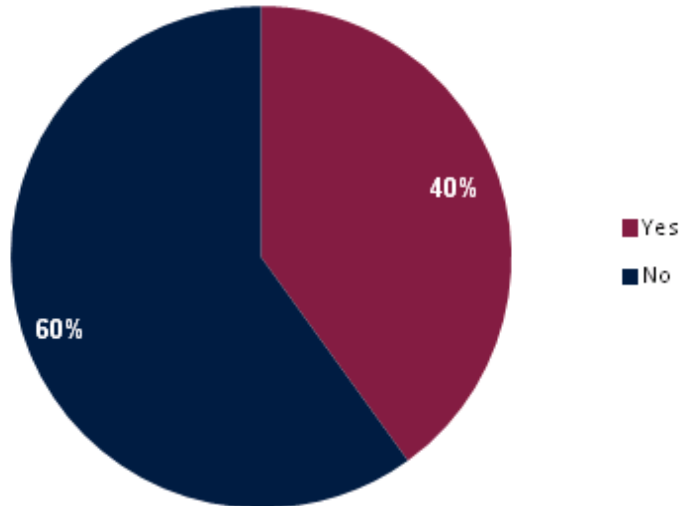
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