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Diversity & Inclusion Data

2021

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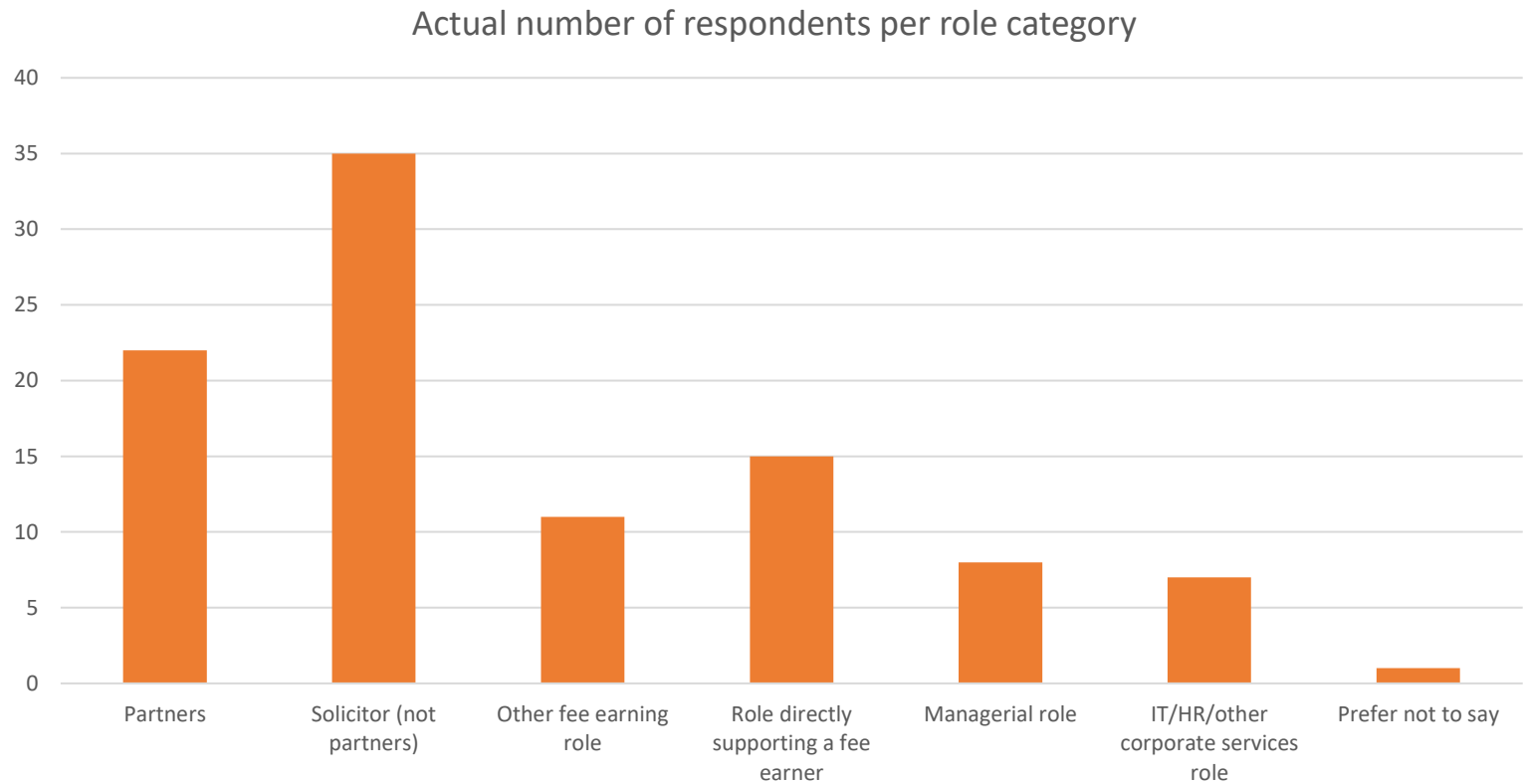


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Diversity Survey 2021

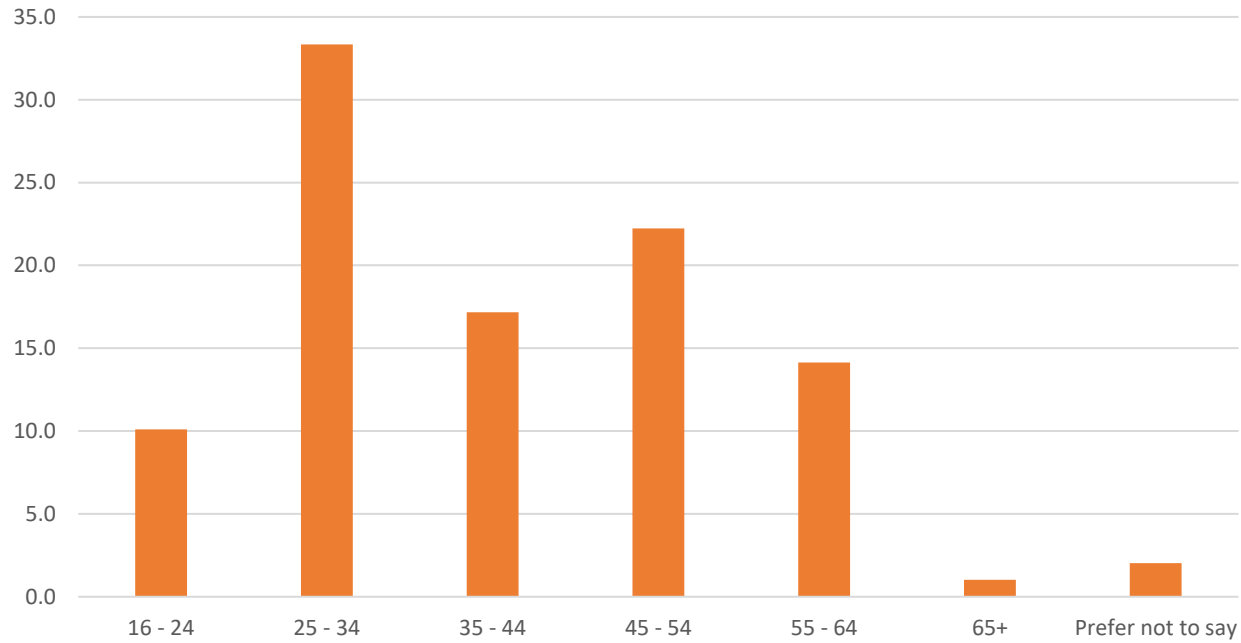
- > FSP values inclusivity and aims to increase the diversity of our people. We are committed to avoiding unlawful and inappropriate discrimination and bias in all our activities including in all our management, employment and recruitment practices.
- > The data which follows was obtained from an anonymous survey of FSP staff undertaken in July 2021 using a questionnaire prescribed by the Solicitors Regulation Authority.
- > 85% of our partners and employees completed the survey. These results report the data obtained from those responses (i.e. the percentages given are percentages within the responses, not our total staff numbers). We have aggregated details where appropriate to protect individual identity.
- > Where we have described a group as 'lawyers' we mean all qualified and practising lawyers, trainee solicitors and all paralegals providing legal advice to clients.
- > To simplify the reports, we have generally not reported categories which were not selected by any respondent. We have also not reported on survey data where to do so may compromise personal confidentiality.
- > While we are ambitious to achieve a still more diverse firm population, we have been pleased to see signs of progress since our last survey in 2019.

Respondents

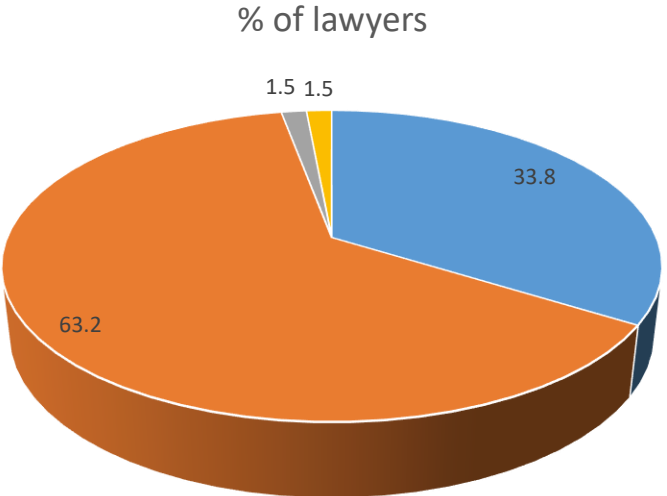
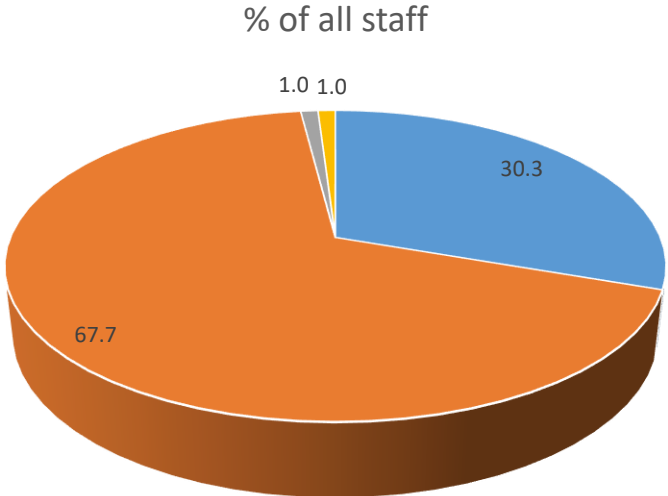


Age

Percentage of staff by age category

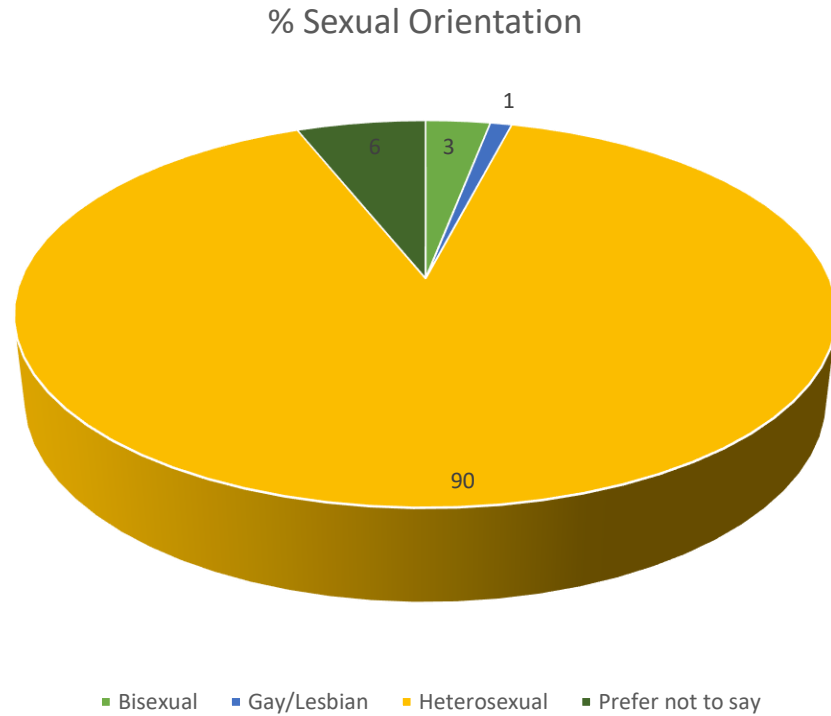


Sex



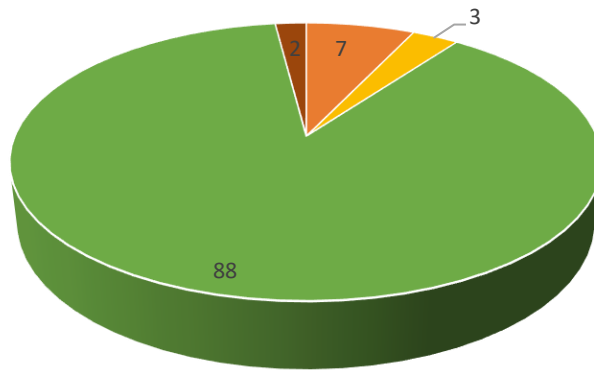
■ Male ■ Female ■ Other preferred description ■ Prefer not to say

Sexual Orientation

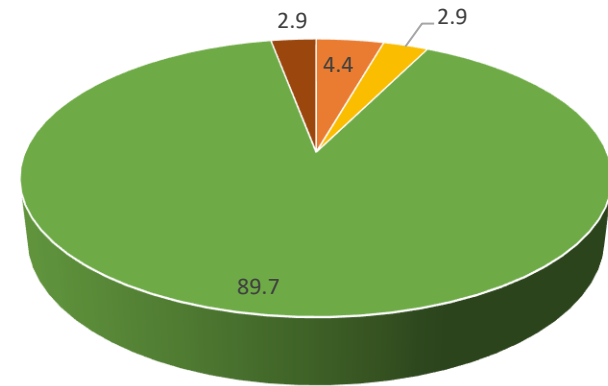


Ethnic Group

% all staff



% lawyers



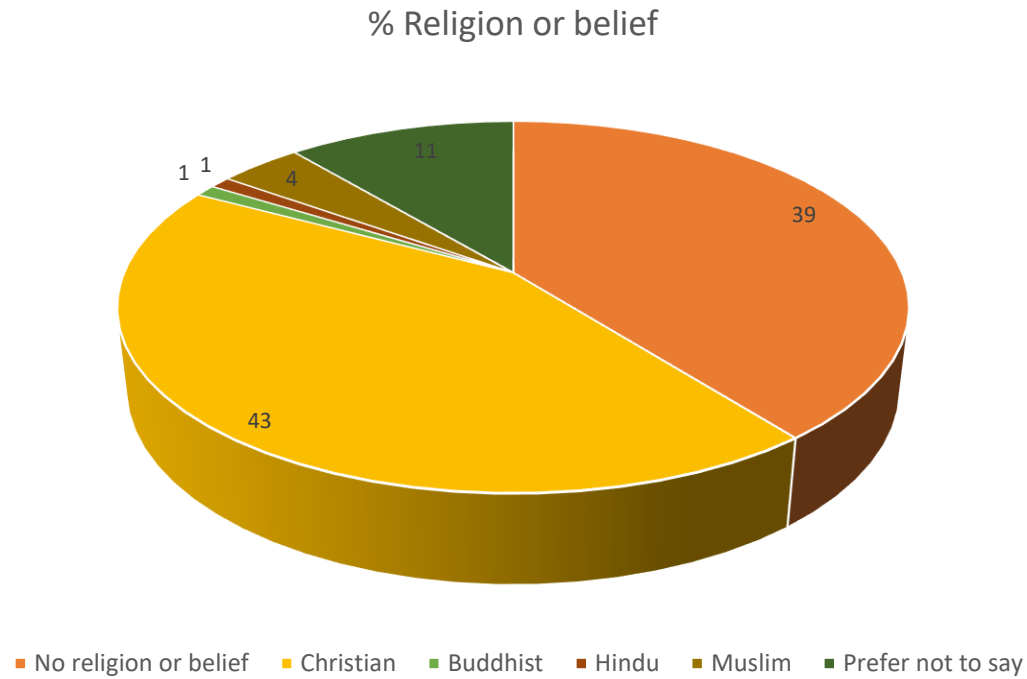
■ Asian / Asian British

■ Black / Black British

■ White (White British and other white groups)

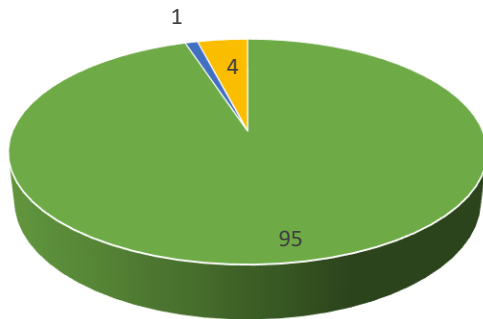
■ Prefer not to say

Religion or belief



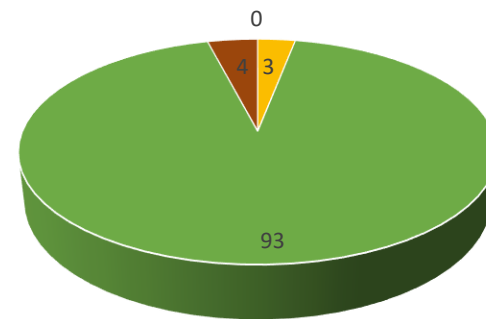
Disability

% all staff identifying themselves as having a disability



■ Do not have a disability ■ Have a disability ■ Prefer not to say

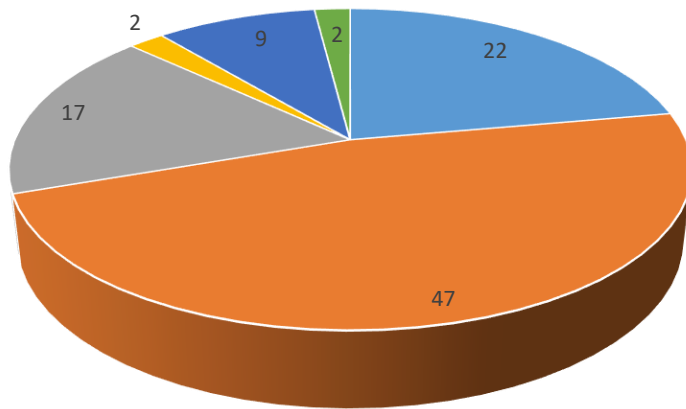
% all staff whose day to day activities are limited due to health problem/disability



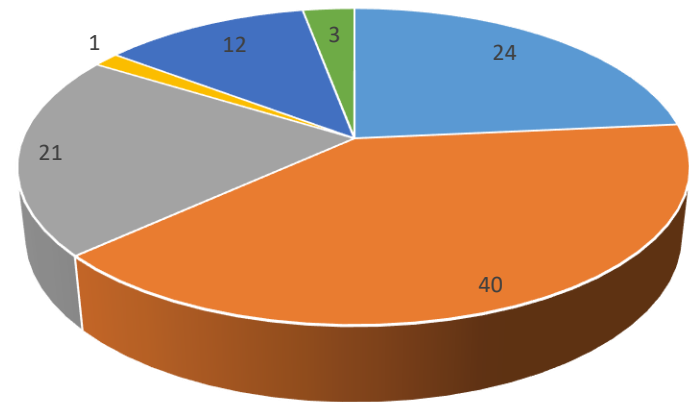
■ Limited a lot ■ Limited a little ■ Not limited ■ Prefer not to say

Educational background

% all staff by school attended (11 to 16 yrs)



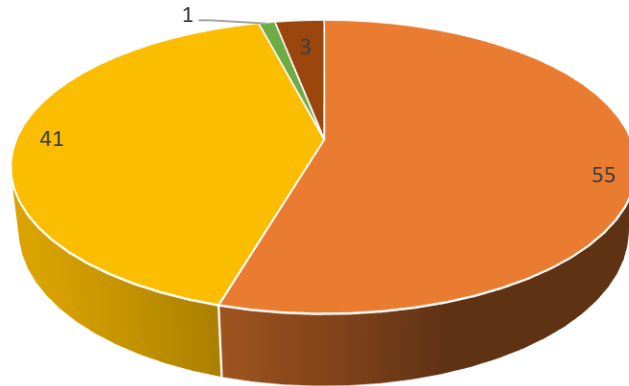
% lawyers by school attended (11 to 16 yrs)



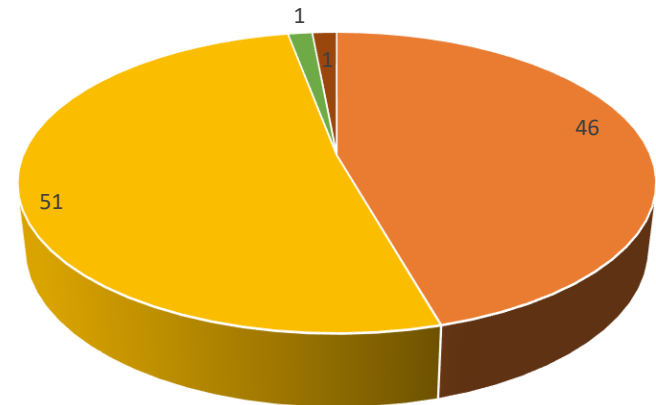
- UK state-run or state-funded school (selective)
- UK state-run or state-funded school (non-selective)
- Independent / fee-paying school
- Independent / fee-paying school (funded by busary covering at least 90% of fees)
- Attended school outside the UK
- Prefer not to say

Parental education

% all staff with parents who attended university



% lawyers with parents who attended university



■ Neither parent attended university

■ Don't know / not sure

■ One or both parents attended university

■ Prefer not to say