



JB LEITCH

SOLICITORS

Diversity & Inclusion Statistics 2019

Solicitor/ Partner	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	Managerial Role	IT/ HR/ other corporate services role	FCILEx / CILEx Practitioner	Notary	Prefer not to say	Whole Firm
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Age

16 - 24	0%	0%	10%	52%	0%	26%	0%	0%	52%	29%
25 - 34	0%	69%	80%	30%	17%	29%	100%	100%	19%	35%
35 - 44	20%	23%	10%	6%	17%	13%	0%	0%	5%	11%
45 - 54	80%	8%	0%	3%	33%	16%	0%	0%	0%	12%
55 - 64	0%	0%	0%	3%	17%	13%	0%	0%	5%	6%
65+	0%	0%	0%	0%	8%	3%	0%	0%	0%	2%
Prefer not to say	0%	0%	0%	6%	8%	0%	0%	0%	19%	6%

Gender

Man	80%	23%	30%	24%	42%	35%	100%	100%	29%	33%
Woman	20%	77%	70%	70%	58%	65%	0%	0%	57%	63%
Other preferred description	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	6%	0%	0%	0%	0%	14%	4%

Transgender

Yes	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
No	100%	100%	100%	97%	100%	100%	100%	100%	95%	98%
Prefer not to say	0%	0%	0%	3%	0%	0%	0%	0%	5%	2%

Disability

Yes	0%	15%	0%	6%	0%	0%	0%	0%	5%	4%
No	100%	85%	100%	85%	100%	100%	100%	100%	86%	92%
Prefer not to say	0%	0%	0%	9%	0%	0%	0%	0%	10%	4%

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Day-to-day activities limited due to health problem or disability

Yes, limited a lot	0%	0%	0%	0%	0%	0%	0%	0%	0%
Yes, limited a little	0%	8%	0%	6%	8%	6%	0%	0%	5%
No	100%	92%	100%	82%	92%	94%	100%	100%	91%
Prefer not to say	0%	0%	0%	12%	0%	0%	0%	10%	5%

Ethnicity

Bangladeshi	0%	0%	0%	0%	0%	0%	0%	0%	0%
Chinese	0%	0%	0%	0%	0%	0%	0%	0%	0%
Indian	0%	0%	0%	0%	0%	0%	0%	0%	0%
Pakistani	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Asian background	0%	0%	0%	0%	0%	0%	0%	0%	0%
African	0%	0%	0%	0%	0%	0%	0%	0%	0%
Caribbean	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Black background	0%	0%	0%	3%	0%	0%	0%	0%	1%
White and Asian	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Black African	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Black Caribbean	0%	0%	0%	0%	0%	0%	0%	0%	0%
White and Chinese	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other Mixed / multiple ethnic background	0%	0%	0%	0%	0%	0%	0%	0%	0%
British / English / Welsh / Northern Irish / Scottish	100%	85%	90%	88%	100%	100%	100%	100%	81%
Irish	0%	15%	0%	3%	0%	0%	0%	5%	3%
Gypsy or Irish Traveller	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other White background	0%	0%	10%	3%	0%	0%	0%	5%	2%
Arab	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other ethnic group	0%	0%	0%	0%	0%	0%	0%	0%	0%
Prefer not to say	0%	0%	0%	3%	0%	0%	0%	10%	2%

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School type from 11 to 16

UK State-run or state-funded school - selective on academic, faith or other grounds	0%	38%	40%	30%	42%	39%	0%	0%	43%	35%
UK State-run or state-funded school - non-selective	80%	62%	60%	48%	58%	58%	100%	100%	33%	54%
UK Independent or fee-paying school - bursary	0%	0%	0%	0%	0%	3%	0%	0%	0%	1%
UK Independent or fee-paying school - no bursary	20%	0%	0%	6%	0%	0%	0%	0%	0%	2%
Attended school outside the UK	0%	0%	0%	3%	0%	0%	0%	0%	0%	1%
Other	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Don't know	0%	0%	0%	9%	0%	0%	0%	0%	10%	4%
Prefer not to say	0%	0%	0%	3%	0%	0%	0%	0%	14%	3%

Highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18

At least one has a degree level qualification	20%	54%	10%	30%	33%	10%	0%	0%	19%	24%
Qualifications below degree level	80%	23%	80%	39%	25%	42%	0%	100%	14%	38%
No formal qualifications	0%	23%	10%	21%	33%	23%	100%	0%	19%	21%
Don't know	0%	0%	0%	3%	8%	6%	0%	0%	29%	8%
Not applicable	0%	0%	0%	3%	0%	3%	0%	0%	5%	2%
Other	0%	0%	0%	0%	0%	10%	0%	0%	0%	2%
Prefer not to say	0%	0%	0%	3%	0%	6%	0%	0%	14%	5%

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Work of the main/ highest income earner in your household when you were aged about 14

Modern professional occupations	20%	46%	0%	18%	0%	10%	0%	100%	19%	17%
Clerical and intermediate occupations	0%	15%	20%	3%	0%	6%	0%	0%	14%	8%
Senior managers and administrators	20%	0%	40%	18%	33%	13%	0%	0%	0%	15%
Technical and craft occupations	40%	8%	10%	15%	25%	32%	0%	0%	14%	20%
Semi-routine manual and service occupations	0%	15%	0%	9%	8%	6%	100%	0%	0%	7%
Routine manual and service occupations	0%	0%	0%	9%	0%	13%	0%	0%	5%	6%
Middle or junior managers	20%	0%	10%	6%	25%	3%	0%	0%	5%	7%
Traditional professional occupations	0%	8%	10%	9%	0%	0%	0%	0%	5%	5%
Short term unemployed	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Long term unemployed	0%	0%	0%	0%	0%	3%	0%	0%	0%	1%
Inactive (excluding those that are retired)	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Retired	0%	0%	10%	0%	0%	0%	0%	0%	0%	1%
Not applicable	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Other	0%	8%	0%	3%	0%	10%	0%	0%	10%	6%
Don't know	0%	0%	0%	3%	8%	0%	0%	0%	5%	2%
Prefer not to say	0%	0%	0%	6%	0%	3%	0%	0%	24%	6%

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Religion or Belief

No religion or belief / Atheist	40%	46%	50%	48%	33%	45%	100%	0%	43%	45%
Buddhist	0%	0%	0%	0%	0%	3%	0%	0%	0%	1%
Christian	60%	54%	50%	39%	67%	42%	0%	100%	33%	45%
Hindu	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Jewish	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Muslim	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Sikh	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Any other religion or belief	0%	0%	0%	0%	0%	3%	0%	0%	0%	1%
Prefer not to say	0%	0%	0%	12%	0%	6%	0%	0%	24%	9%

Sexual Orientation

Bisexual	0%	0%	0%	6%	0%	0%	0%	0%	0%	2%
Gay/Lesbian	0%	0%	0%	0%	0%	6%	0%	0%	5%	2%
Heterosexual/straight	100%	100%	100%	82%	100%	94%	100%	100%	67%	88%
Other	0%	0%	0%	3%	0%	0%	0%	0%	0%	1%
Prefer not to say	0%	0%	0%	9%	0%	0%	0%	0%	29%	7%

Primary carer for a child under 18

Yes	60%	31%	20%	18%	33%	13%	0%	100%	10%	20%
No	40%	69%	80%	79%	67%	87%	100%	0%	86%	78%
Prefer not to say	0%	0%	0%	3%	0%	0%	0%	0%	5%	2%

Care for those with long term physical or mental ill health caused by disability or age

No	100%	100%	100%	88%	92%	97%	100%	100%	76%	91%
Yes, 1 - 19 hours a week	0%	0%	0%	9%	0%	0%	0%	0%	14%	5%
Yes, 20 - 49 hours a week	0%	0%	0%	0%	0%	3%	0%	0%	0%	1%
Yes, 50 or more hours a week	0%	0%	0%	0%	8%	0%	0%	0%	0%	1%
Prefer not to say	0%	0%	0%	3%	0%	0%	0%	0%	10%	2%