

Spencers | solicitors

In accordance with the Diversity Data publication framework issued by the Solicitors Regulation Authority (SRA) the following data provides an overview our current staff composition.

Further information regarding this data can be found at <http://www.spencerssolicitors.com/about-spencers-solicitors/equality-diversity.html>

Employment and Ownership	%
Sole Practitioner, partner, member or director of the firm	2%
Associate or Assistant Solicitor	9%
Other employee or staff member	44%
Prefer not to say	45%
Has a share in the ownership of the organisation	2%
None	98%
Has the responsibility for supervising or managing the work of lawyers or other employees	18%
None	37%
Prefer not to say	45%
Age	
16 - 24	7%
25 - 34	16%
35 - 44	23%
45 - 54	9%
55 - 64	0%
Prefer not to say	45%
Gender	
Female	41%
Male	14%
Prefer not to say	45%
Disability	
Individuals with a disability according to the definition of the Equality Act	2%
None	53%
Prefer not to say	45%

Limitations	
Limited a lot	0%
Limited a little	4%
Not limited	51%
Prefer not to say	45%
Ethnicity	
British/English/Welsh/Northern Irish/Scottish	48%
Any Other white background	7%
Prefer not to say	45%
Socio-economic background - Primary/Secondary education	
UK State School	47%
UK Independent/Fee paying School	4%
Attended school outside the UK	4%
Prefer not to say	45%
Socio-economic background - Higher education	
Attended University	14%
Did not attend university	41%
Prefer not to say	45%
Caring Responsibilities	
Individuals with primary carer responsibilities	23%
No primary carer responsibilities	32%
Prefer not to say	45%
Caring Responsibilities - Other (Friends/Family/Neighbours/Other)	
None	49%
Yes, 1 - 19 hours a week	6%
Prefer not to say	45%

Please note that as the collation of the data was subject to voluntary participation, the overview is indicative only and may not be fully reflective.