

 Burness Paull

Diversity Data 2023

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INT

Introduction

At Burness Paull, we are proudly committed to fostering a workplace that champions diversity, equity, and inclusion at all levels. We recognise that our collective strength lies in the unique perspectives, backgrounds, and talents our colleagues bring to our firm and we are determined to break down barriers and create opportunities for individuals from underrepresented groups.

Although we have seen some progress, we are still a long way from where we want to be. We will continue to listen to our colleagues and leverage data-driven insights to inform our decisions and drive positive change.

We participate in the SRA (Solicitors Regulation Authority) Diversity Survey. The data below was gathered via an anonymised survey which was sent to all Burness Paull colleagues. Across all our office 538 of 660 people completed the survey which was an overall response rate of 82%.



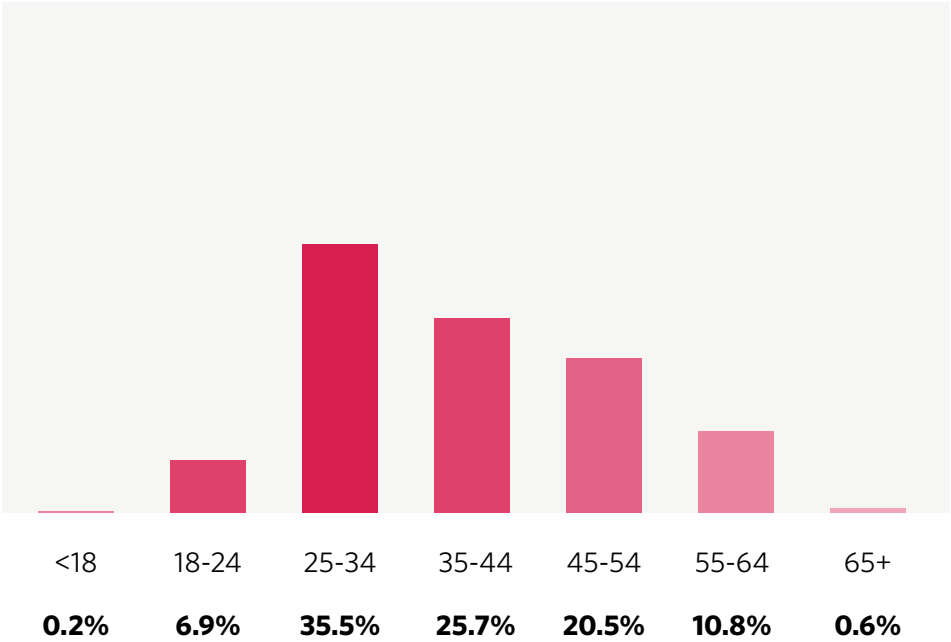
AGE

Age

We asked, “What is your age?”

	<18	18-24	25-34	35-44	45-54	55-64	65+
Partners	0%	0%	2.7%	32%	46.7%	18.7%	0%
Lawyers (excluding partners)	0%	0%	56%	34.1%	8.8%	1.1%	0%
Trainees	0%	54.8%	45.2%	0%	0%	0%	0%
Other fee earning roles	0%	0%	23.3%	26.7%	16.7%	26.7%	6.7%
Business Services (including secretarial)	0.5%	7%	30.5%	21.5%	24%	16%	0.5%

OVERALL

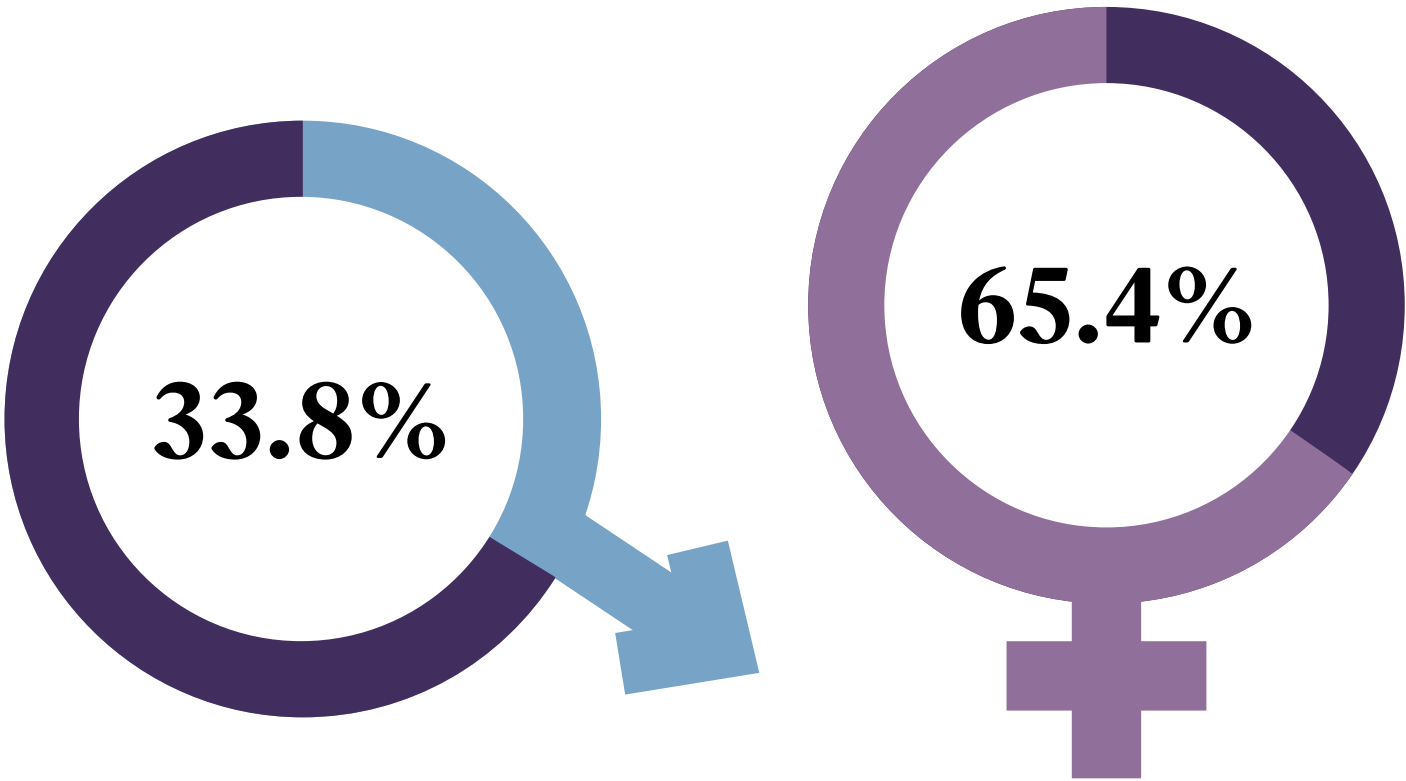


SEX

Sex

We asked, “What is your sex?”

	Male	Female	Other	Prefer not to say
Partners	62.7%	37.3%	0%	0%
Lawyers (excluding partners)	34.6%	64.8%	0%	0.6%
Trainees	38.1%	61.9%	0%	0%
Other fee earning roles	20%	76.7%	0%	3.3%
Business Services (including secretarial)	23.9%	75.1%	0%	1%
Overall	33.8%	65.4%	0%	0.7%



GENDER
IDENTITY

SEXUAL
ORIENTATION

Gender Identity

We asked, “Is the gender you identify with the same as your registered sex at birth?”

	Yes	No	Prefer not to say
Partners	97.3%	0%	2.7%
Lawyers (excluding partners)	98.4%	0%	1.7%
Trainees	100%	0%	0%
Other fee earning roles	96.7%	0%	3.3%
Business Services (including secretarial)	98.1%	0.5%	1.4%
Overall	98.1%	0.2%	1.7%

Sexual Orientation

We asked, “What is your sexual orientation?”

	Heterosexual	LGBT+	Prefer not to say
Partners	93.3%	4%	2.7%
Lawyers (excluding partners)	92.9%	6%	1.1%
Trainees	81%	16.7%	2.4%
Other fee earning roles	90%	3.3%	6.7%
Business Services (including secretarial)	90.4%	6.7%	2.9%
Overall	90.9%	6.7%	2.4%

ETHNICITY

RELIGION, FAITH
OR BELIEF

Ethnicity

We asked, “What is your ethnic group?”

	White	Minority Ethnic	Prefer not to say
Partners	97.3%	2.7%	0%
Lawyers (excluding partners)	93.4%	5.5%	1.1%
Trainees	92.9%	7.1%	0%
Other fee earning roles	96.7%	0%	3.3%
Business Services (including secretarial)	94.3%	3.4%	2.4%
Overall	94.4%	4.1%	1.5%

Religion, Faith or Belief

We asked, “What is your religion, faith or belief?”

	Christian	Muslim	Hindu	Jewish	Other	None	Prefer not to say
Partners	54.7%	0%	0%	1.3%	0%	40%	4%
Lawyers (excluding partners)	37.4%	1.7%	0%	0.6%	0%	56%	4.4%
Trainees	31%	2.4%	0%	0%	2.4%	61.9%	2.4%
Other fee earning roles	36.7%	0%	0%	0%	0%	60%	3.3%
Business Services (including secretarial)	32.5%	1%	1%	0%	0.5%	62.2%	2.9%
Overall	37.4%	1.1%	0.4%	0.4%	0.4%	56.9%	3.5%

DISABILITY

Disability

We asked, “Do you consider yourself to have a disability as described under the Equality Act 2010?”

	Yes	No	Prefer not to say
Partners	2.7%	96%	1.3%
Lawyers (excluding partners)	7.1%	91.8%	1.1%
Trainees	16.7%	81%	2.4%
Other fee earning roles	10%	83.3%	6.7%
Business Services (including secretarial)	6.2%	90.4%	3.4%
Overall	7.1%	90.5%	2.4%

We asked, “Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?”

	Yes, limited a lot	Yes, limited a little	No	Prefer not to say
Partners	0%	5.3%	94.7%	0%
Lawyers (excluding partners)	0.6%	8.8%	89.6%	1.1%
Trainees	0%	21.4%	71.4%	7.1%
Other fee earning roles	3.3%	13.3%	80%	3.3%
Business Services (including secretarial)	1.9%	8.1%	87.1%	2.9%
Overall	1.1%	9.3%	87.4%	2.2%

Parents & Carers

We asked, “Are you a primary carer for a child or children under 18?”

	Yes	No	Prefer not to say
Partners	52%	46.7%	1.3%
Lawyers (excluding partners)	39.6%	59.9%	0.6%
Trainees	0%	100%	0%
Other fee earning roles	26.7%	70%	3.3%
Business Services (including secretarial)	27.8%	71.3%	1%
Overall	32.9%	66.2%	0.9%

We asked, “Do you look after or care for someone with long term physical or mental ill health caused by disability or age (unpaid)?”

	No	Yes, 1-19 hrs per week	Yes, 20-49 hrs per week	Yes, 50+ hrs per week	Prefer not to say
Partners	86.7%	8%	0%	1.3%	4%
Lawyers (excluding partners)	92.9%	4.4%	0%	2.2%	0.6%
Trainees	90.5%	7.1%	2.4%	0%	0%
Other fee earning roles	90%	0%	3.3%	0%	6.7%
Business Services (including secretarial)	87.6%	10.1%	0%	1%	1.4%
Overall	89.6%	7.1%	0.4%	1.3%	1.7%

Social Mobility

We asked, “Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?”

	No	Yes, one or both	Don't know/ not sure	Prefer not to say
Partners	48%	48%	1.3%	2.7%
Lawyers (excluding partners)	37.4%	59.3%	0.6%	2.8%
Trainees	52.4%	47.6%	0%	0%
Other fee earning roles	63.3%	33.3%	0%	3.3%
Business Services (including secretarial)	69.9%	25.4%	1.4%	3.4%
Overall	54.1%	42.2%	0.9%	2.8%

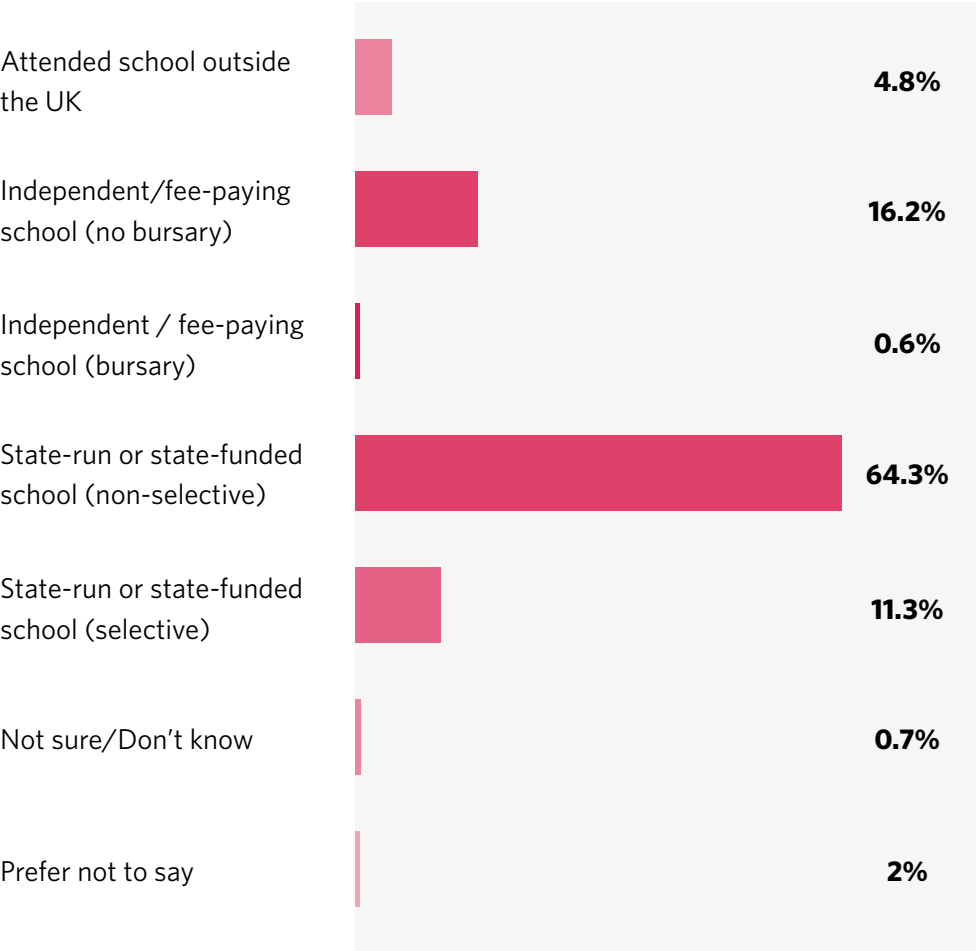
We asked, “If you finished school after 1980, were you eligible for free school meals at any point during your school years?”

	Yes	No	Don't know/ not sure	Not applicable	Prefer not to say
Partners	5.3%	82.7%	2.7%	5.3%	4%
Lawyers (excluding partners)	8.2%	73.6%	12.1%	4.4%	1.7%
Trainees	21.4%	61.9%	9.5%	7.1%	0%
Other fee earning roles	10%	56.7%	3.3%	26.7%	3.3%
Business Services (including secretarial)	16.8%	56.5%	13.4%	11.5%	1.9%
Overall	12.3%	66.4%	10.6%	8.7%	2.1%

We asked, “Which type of school did you attend for the most time between the ages of 11 and 16?”

	Attended school outside the UK	Independent / fee-paying school (no bursary)	Independent / fee-paying school (bursary)	State-run or state-funded school (non-selective)	State-run or state-funded school (selective)	Not sure/ Don't know	Prefer not to say
Partners	0%	29.3%	0%	60%	9.3%	0%	1.3%
Lawyers (excluding partners)	5%	23.1%	0.6%	58.8%	10.4%	0%	2.2%
Trainees	9.5%	9.5%	0%	69.1%	11.9%	0%	0%
Other fee earning roles	3.3%	16.7%	3.3%	60%	13.3%	0%	3.3%
Business Services (including secretarial)	5.7%	6.8%	0.5%	70.3%	12.4%	1.9%	2.4%

OVERALL



We asked, “What was the occupation of your main household earner when you were about 14?”

	Clerical & intermediate occupations	Modern professional & traditional professional occupations	Routine, semi-routine, manual & service occupations	Senior, middle, junior managers or administrators	Small business owners	Technical & craft occupations	Long term unemployed	Other/retired/ don't know/does not apply to me	Prefer not to say
Partners	4%	50.7%	5.3%	22.7%	10.7%	4%	1.3%	0%	1.3%
Lawyers (excluding partners)	1.7%	43.4%	4.4%	29.1%	9.3%	5%	1.7%	1.7%	3.9%
Trainees	14.3%	40.5%	7.1%	19.1%	4.8%	7.1%	2.4%	2.4%	2.4%
Other fee earning roles	6.7%	43.3%	10%	16.7%	6.7%	10%	0%	3.3%	3.3%
Business Services (including secretarial)	8.6%	23.4%	20.6%	14.8%	9.1%	14.8%	1.4%	1.4%	5.7%
Overall	6%	1.5%	36.4%	11.3%	21.2%	8.9%	9.1%	1.5%	4.1%

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