



Diversity at Girlings

Every two years, we are required by the SRA to gather and publish the diversity data of our workforce. The data is gathered by way of a questionnaire. Completion of the questionnaire is voluntary and some people choose not to answer some or all of the questions. Therefore these figures can only give an indication of our true diversity and provide a summary of the results. These figures also include our sister company GPIC Ltd. We also gather data on religion, sexual orientation and gender identity.

| YOUR ROLE IN THE FIRM | % |
|---|----------|
| FULL EQUITY SOLICITOR PARTNERS | 5% |
| SALARIED OR PARTIAL EQUITY SOLICITOR PARTNERS | 9% |
| SOLICITOR (NOT PARTNER) | 14% |
| OTHER FEE EARNING ROLE | 11% |
| ROLE DIRECTLY SUPPORTING A FEE EARNER | 32% |
| MANAGERIAL ROLE | 5% |
| IT/HR/OTHER CORPORATE SERVICES ROLE | 11% |
| CHARTERED LEGAL EXECUTIVE (FELLOW)/ CILEx PRACTITIONER | 3% |
| LICENSED CONVEYANCER | 2% |
| PREFER NOT TO SAY | 7% |
| AGE RANGE | % |
| 16-24 | 12% |
| 25-34 | 27% |
| 35-44 | 18% |
| 45-54 | 21% |
| 55-64 | 15% |
| 65+ | 2% |
| Prefer not to say | 5% |
| SEX | % |
| Male | 21% |
| Female | 73% |
| Other Preferred Description | 0% |
| Prefer not to say | 6% |
| DISABILITY (as defined by the Equality Act 2010) | % |
| Yes | 95% |
| No | 0% |
| Prefer not to say | 5% |
| DISABILITY - limitation on day-to-day activities | % |
| Yes - Limited a lot | 0% |
| Yes - Limited a little | 3% |
| No | 91% |
| Prefer not to say | 6% |
| ETHNIC GROUP | % |
| Asian/Asian British | 3% |
| Black/Black British | 1% |
| Mixed/Multiple Ethnic Groups | 3% |
| White | 88% |
| Other Ethnic Group | 0% |
| Prefer not to say | 5% |
| SCHOOL ATTENDED BETWEEN THE AGE OF 11-16 | % |
| State-run or state-funded (selective on academic, faith or other grounds) | 38% |
| State-run or state-funded (non-selective) | 46% |
| Independent/ fee-paying school | 3% |
| Independent/fee-paying school and received a 90%+ bursary | 2% |
| Attended school outside of the UK | 2% |
| Don't know/not sure | 3% |
| Prefer not to say | 7% |
| DID EITHER PARENT ATTEND UNIVERSITY? | % |
| No neither parent attended university | 75% |
| Yes one or both parents attended university | 18% |
| Don't know/not sure | 1% |
| Prefer not to say | 6% |

| OCCUPATION OF MAIN HOUSEHOLD EARNER WHEN YOU WERE AGED ABOUT 14 | | % |
|---|--|-----|
| Modern professional and traditional professional occupations | | 23% |
| Senior, middle or junior management occupations | | 16% |
| Clerical and intermediate occupations | | 3% |
| Technical and craft occupations | | 13% |
| Routine, semi-routine, manual and service occupations | | 20% |
| Small business owners employing less than 25 people | | 8% |
| Long term unemployed (claiming benefits for more than 12 months) | | 1% |
| Other including retired/not applicable/don't know | | 3% |
| Prefer not to say | | 12% |
| PRIMARY CARER FOR A CHILD/CHILDREN UNDER 18 | | % |
| Yes | | 28% |
| No | | 68% |
| Prefer not to say | | 4% |
| CARING FOR SOMEONE WITH LONG TERM PHYSICAL OR MENTAL HEALTH ISSUES (UNPAID) | | % |
| No | | 85% |
| Yes (1-19 hours per week) | | 6% |
| Yes (20- 49 hours per week) | | 0% |
| Yes (50+ hours per week) | | 3% |
| Prefer not to say | | 7% |

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