

## 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.

<b>ROLE IN THE FIRM</b>	<b>%</b>
FULL EQUITY SOLICITOR PARTNERS	3.9%
SALARIED OR PARTIAL EQUITY SOLICITOR PARTNERS	9.3%
SOLICITOR (NOT PARTNER)	20.9%
OTHER FEE EARNING ROLE	12.4%
ROLE DIRECTLY SUPPORTING A FEE EARNER	27.1%
MANAGERIAL ROLE	5.4%
IT/HR/OTHER CORPORATE SERVICES ROLE	10.9%
CHARTERED LEGAL EXECUTIVE (FELLOW)/CILEx PRACTITIONER	3.9%
LICENSED CONVEYANCER	1.6%
COSTS LAWYER	0.8%
PREFER NOT TO SAY	3.9%

  

<b>AGE RANGE</b>	<b>%</b>
16-24	9.3%
25-34	27.9%
35-44	22.5%
45-54	18.6%
55-64	14.0%
65+	3.1%
Prefer not to say	4.7%

  

<b>SEX</b>	<b>%</b>
Male	20.2%
Female	74.4%
Prefer not to say	5.4%

  

<b>DISABILITY (as defined by the Equality Act 2010)</b>	<b>%</b>
Yes	3.9%
No	87.6%
Prefer not to say	8.5%

  

<b>DISABILITY (limitation on day-to-day activities)</b>	<b>%</b>
Yes - Limited a lot	0.0%
Yes - Limited a little	3.1%
No	89.1%
Prefer not to say	7.8%

  

<b>ETHNIC GROUP</b>	<b>%</b>
Asian/Asian British	3.1%
Black/Black British	0.8%
Mixed/Multiple Ethnic Groups	0.8%
White	89.9%
Other Ethnic Group	0.8%
Prefer not to say	4.7%

  

<b>OCCUPATION OF MAIN HOUSEHOLD EARNER WHEN AGED ABOUT 14</b>	<b>%</b>
Modern professional and traditional professional occupations	24.0%
Senior, middle or junior management occupations	20.2%
Clerical and intermediate occupations	4.7%
Technical and craft occupations	10.9%
Routine, semi-routine, manual and service occupations	22.5%
Small business owners employing less than 25 people	7.8%
Long term unemployed (claiming benefits for more than 12 months)	0.0%
Other including retired/not applicable/don't know	1.6%
Prefer not to say	8.5%

  

<b>SCHOOL ATTENDED BETWEEN THE AGE OF 11-16</b>	<b>%</b>
State-run or state-funded (selective on academic, faith or other grounds)	38.8%
State-run or state-funded (non-selective)	48.8%
Independent/fee-paying school and received 90%+ bursary	1.6%
Independent/fee-paying school and received no bursary or less than 90% bursary	3.1%
Attended school outside of the UK	1.6%

Don't know/not sure	0.0%
Prefer not to say	6.2%

**PARENT UNIVERSITY ATTENDANCE** **%**

Yes, one or both parents attended university	20.2%
No, neither parent attended university	72.1%
Don't know/not sure	1.6%
Prefer not to say	6.2%

**PRIMARY CARER FOR A CHILD/CHILDREN UNDER 18** **%**

Yes	29.5%
No	65.1%
Prefer not to say	5.4%

**CARING FOR SOMEONE WITH LONG TERM PHYSICAL OR MENTAL HEALTH ISSUES (unpaid)** **%**

No	80.6%
Yes (1-19 hours per week)	8.5%
Yes (20-49 hours per week)	3.1%
Yes (50+ hours per week)	1.6%
Prefer not to say	6.2%

June 2025