
Diversity data 2021

Leigh Day

At Leigh Day we value the diversity of our colleagues and seek to create an environment where everyone feels included and valued for their unique characteristics, skills and abilities. With the help of our employees and partners providing information about themselves, we are able to review representation across the firm to ensure that all levels of the business are benefiting from a diverse workforce. The following report provides information about the diversity of our staff population based on data gathered anonymously in July 2021 for the Solicitors Regulation Authority's (SRA's) diversity questionnaire. As a regulated law firm, we are required to collect this information and report it in an aggregated format to the SRA once every two years.

Responses to the questionnaire are presented on a firmwide basis and then for the following job categories: partners, qualified fee-earners, non-qualified fee-earners, and support staff. Partners include both equity and salaried partners, and the qualified fee-earner group includes solicitors (non-partners) and Chartered Legal Executives. Non-qualified fee-earning staff include paralegals and trainee solicitors, and the support staff category includes secretaries, personal assistants, administrative staff and business services colleagues.

Response rates

The overall response rate across the firm was 76%, with some variance across job categories. While we are pleased with this response rate, we are aware that some of the statistics provided in this report may not be representative of our entire staff population. For example, the data gathered in this exercise suggests that 51% of our partners are male, however personal data that we hold for other purposes indicates that our partnership, like all other levels of the business, is female led with 56% female partners.

Changes in our workforce

When we compare the statistics here to the data collected for the SRA's previous diversity questionnaire in 2019, we can see that there has been significant growth in the 25 to 34 age group, which has increased from 20% to 42% of all staff. This now means that over half of our staff are aged under 35 (55%), which we attribute to the higher number of paralegal roles in recent years.

The proportion of staff with disabilities remains consistent at 9%, which we are pleased to see when compared to the 4% average reported across all law firms during the 2019 diversity collection exercise. However, we recognise that there is progress yet to be made in this area given approximately [20% of the working age population in the UK have a disability](#).

Considering our LGBT+ colleagues, this data shows growth across the firm in the proportion of staff who are bi, from 1% of colleagues in 2019 to 5% in 2021. This is particularly apparent amongst staff in non-qualified fee-earning positions such as paralegal and trainee solicitor roles, with 10% of staff in this category reporting their sexual orientation as bi.

The ethnic diversity of our workforce has remained consistent with 24% of our colleagues having a Global Majority ethnic background. However, we acknowledge that our black colleagues remain under-represented at solicitor level.

Actions taken to improve diversity

We have taken steps to address the under-representation of black solicitors in recent years with a Solicitor Apprenticeship scheme which offers an alternative route to qualification as a solicitor. Training opportunities were offered in 2020 and 2021 to individuals from Black African and Caribbean heritage backgrounds as we seek to improve the representation of black solicitors within the firm for the future.

To support our aim of having a workforce that reflects the diversity of the communities that we serve, and to ensure that our staff can reach their full potential, we have also continued to work with Stonewall as part of their Diversity Champions Programme.

In addition we have become a signatory to the Law Society's Women in Law Pledge as part of our promotion and support of women solicitors. We have four thriving and active staff-led networks (Disability and Allies, LGBT+ and Allies, Race, Intersectionality and Structural Equality [RISE], and Women's). Last year we also created a Parents' Forum and introduced a number of initiatives to support working parents and other carers during the pandemic. With the help of our employees and partners in voluntarily providing this information, we will continue to monitor the impact of our initiatives to improve the diversity of our firm at all levels and in all departments.

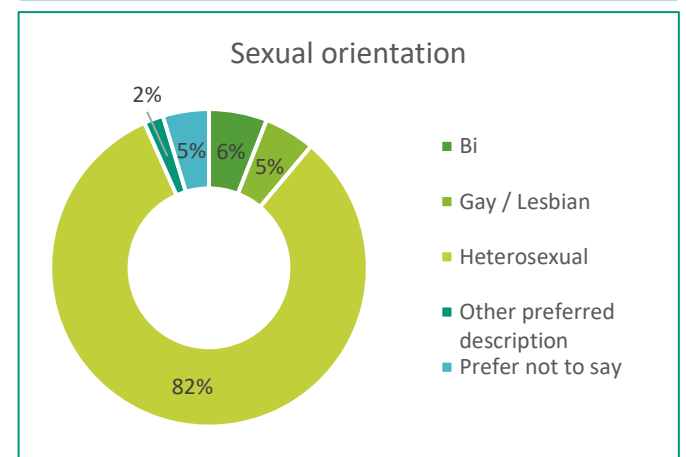
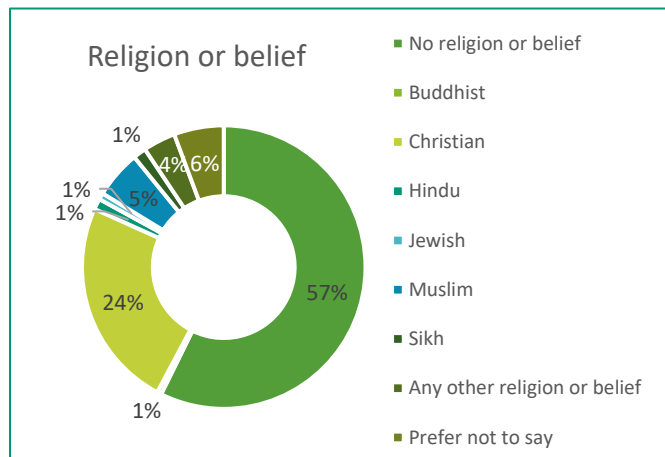
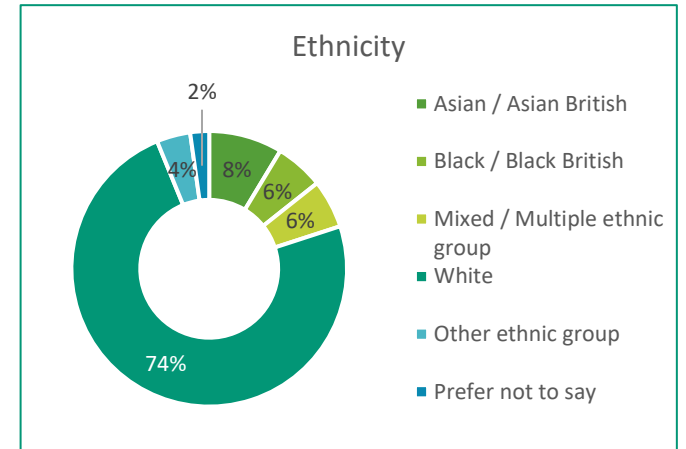
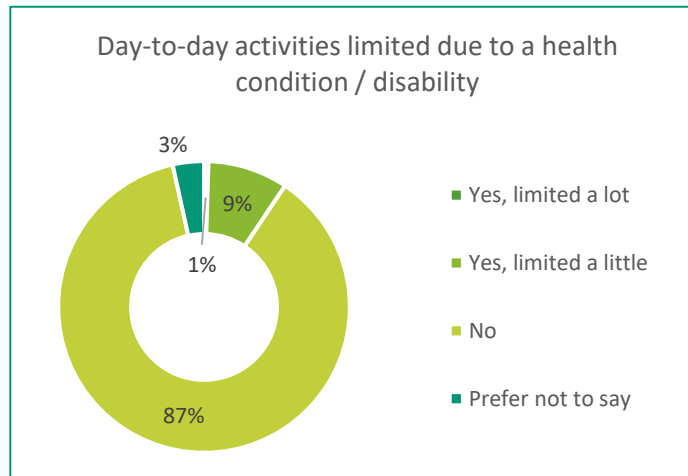
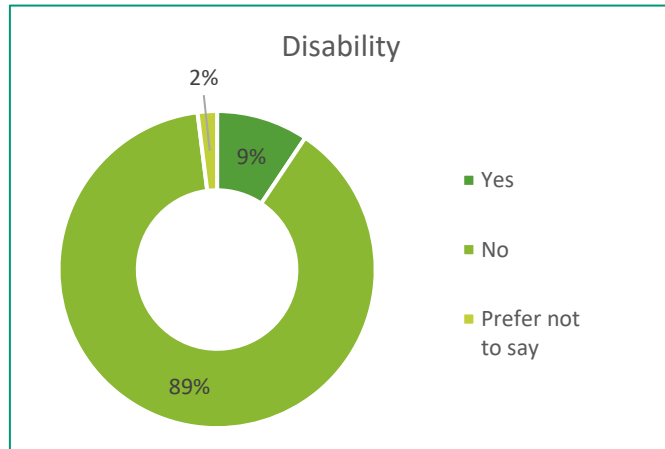
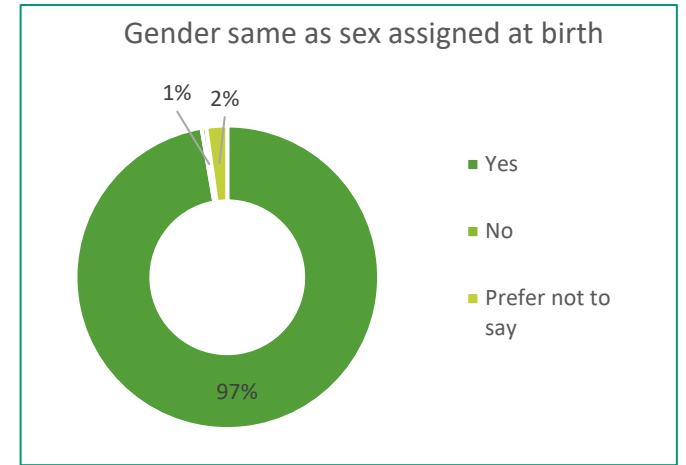
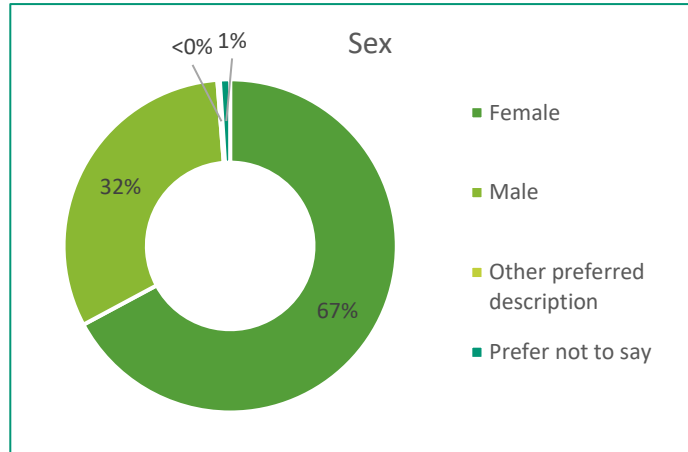
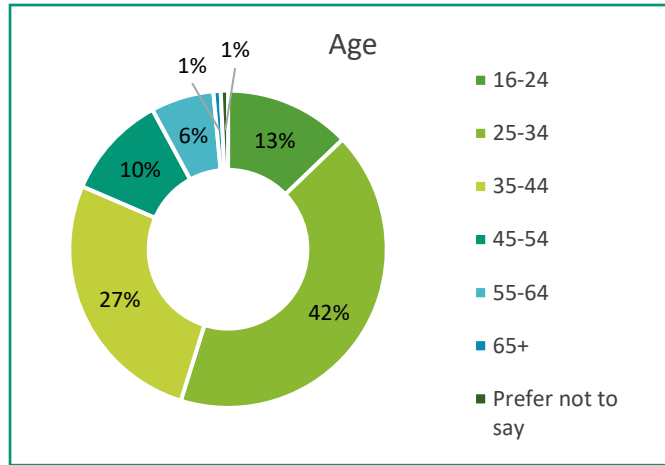
Chris Benson

Managing Partner

July 2021

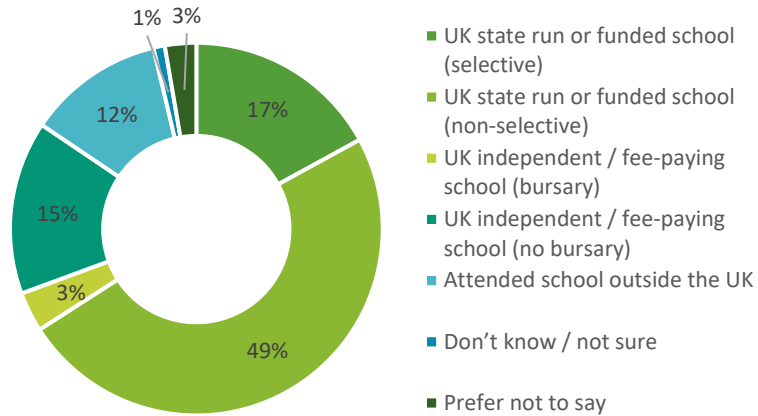
DIVERSITY STATISTICS JULY 2021

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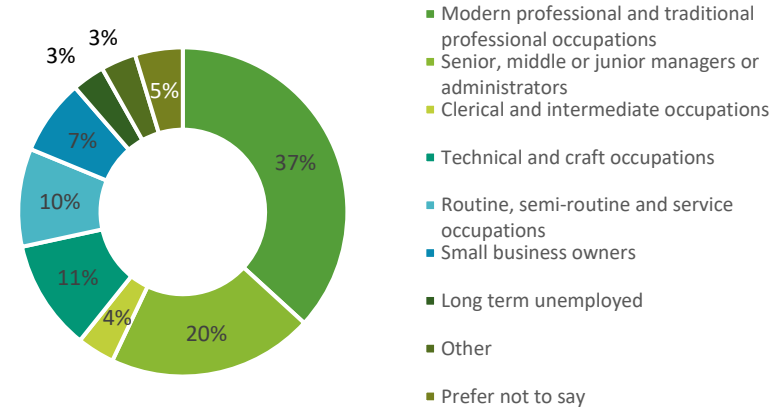


ALL STAFF AND PARTNERS

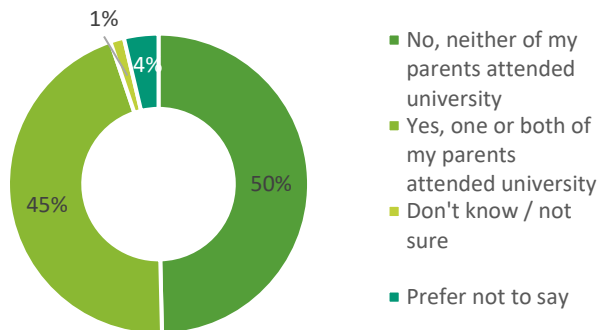
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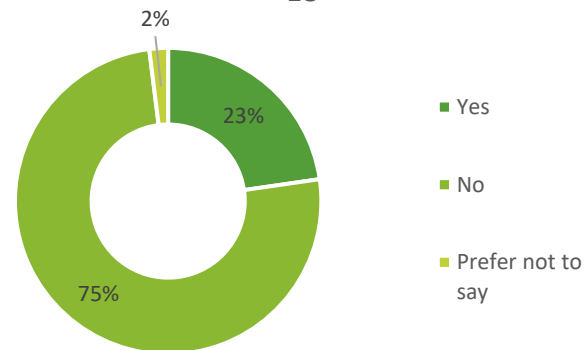
Occupation of main household earner when you were 14



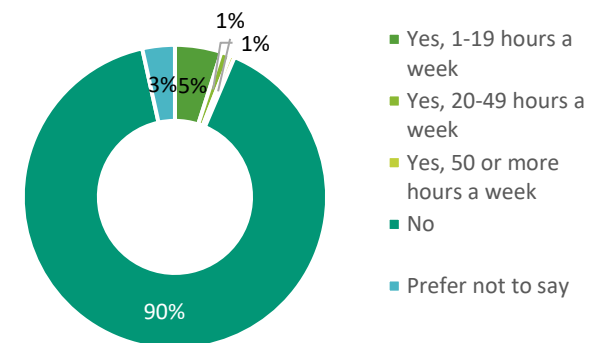
Parents attended university by the time you were 18



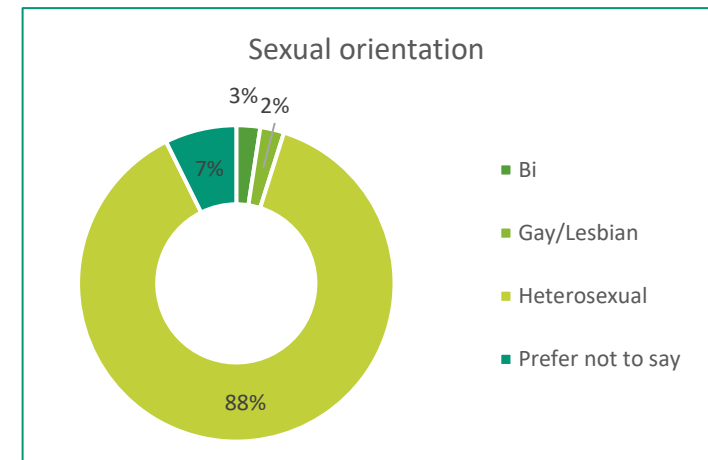
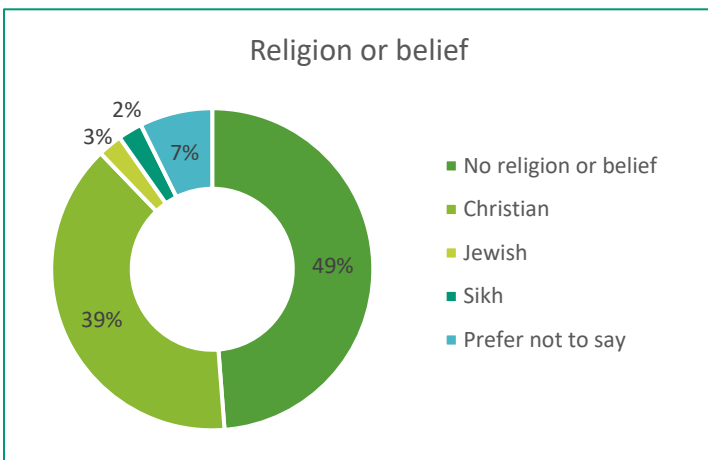
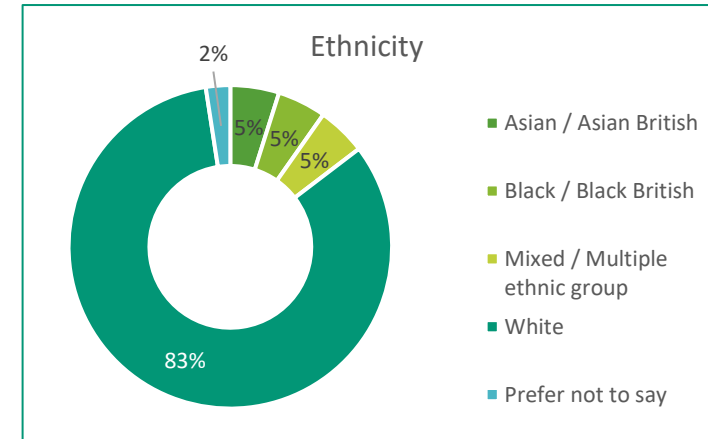
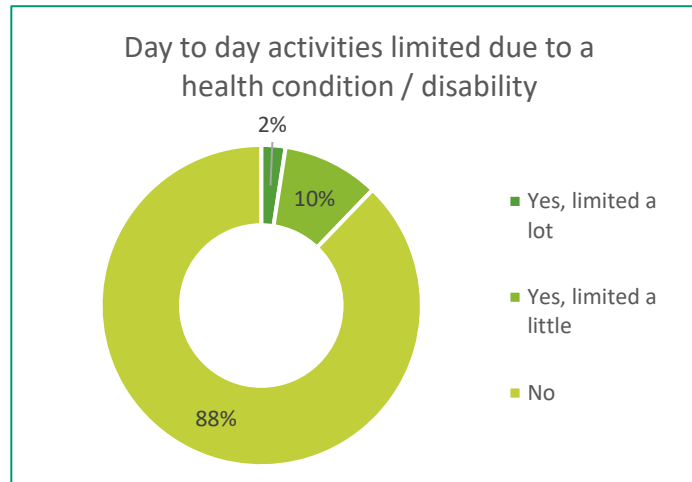
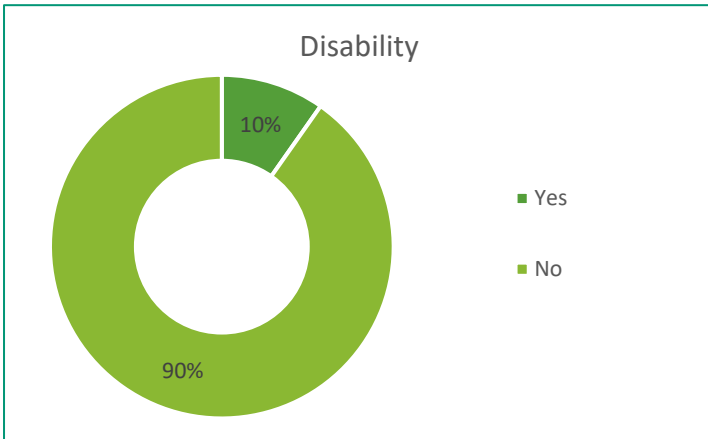
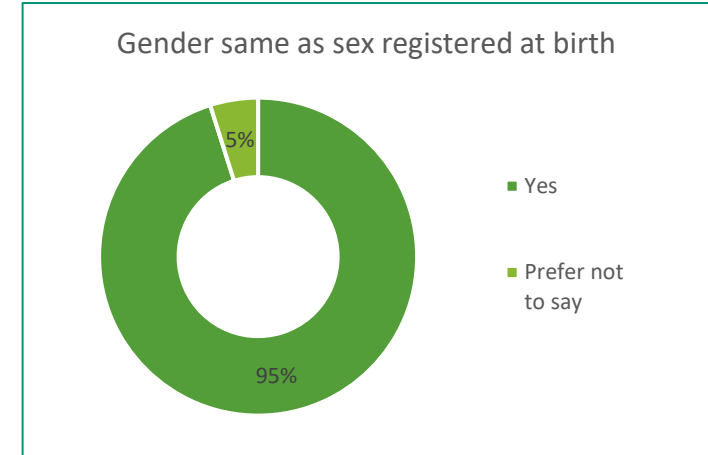
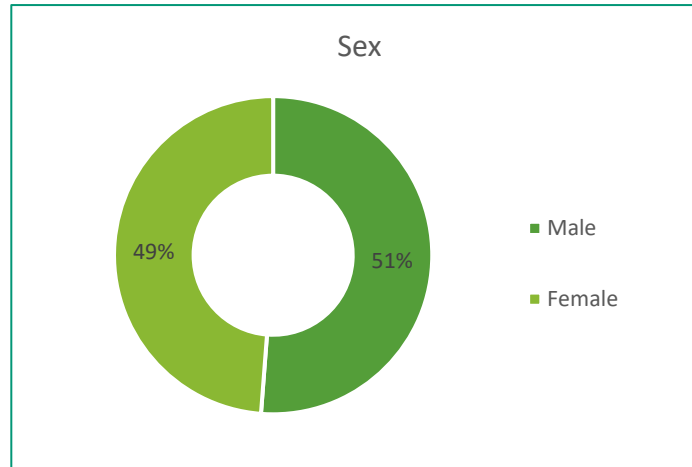
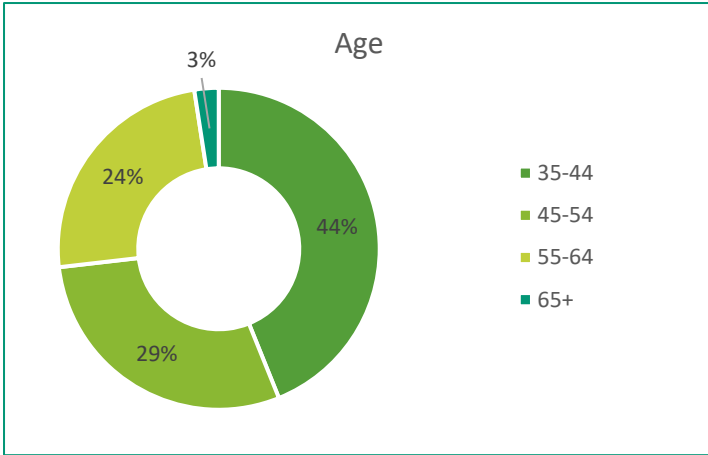
Primary carer for a child / children under 18



Other unpaid caring responsibilities

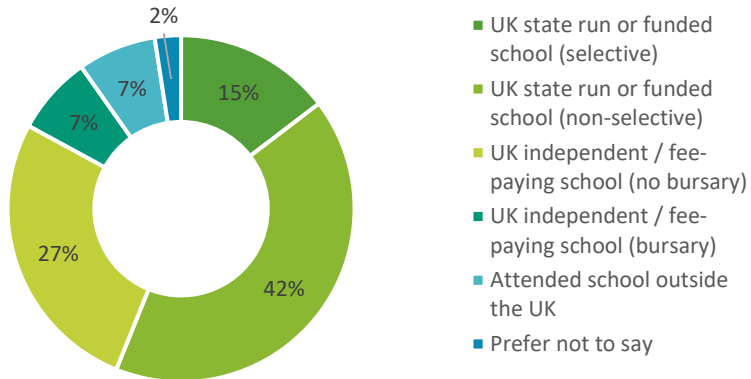


PARTNERS

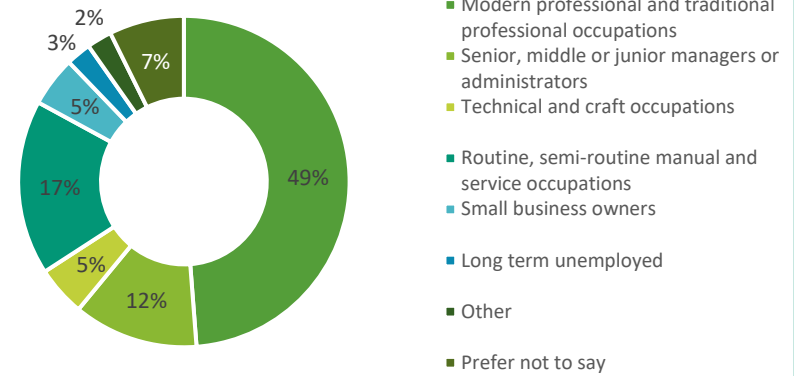


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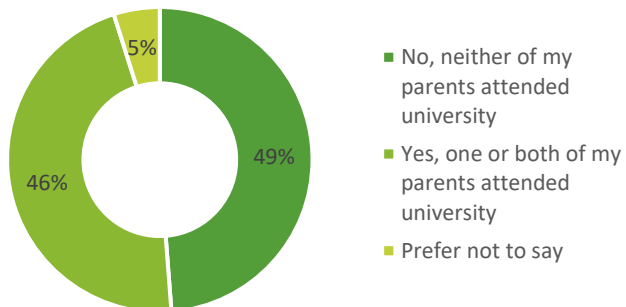
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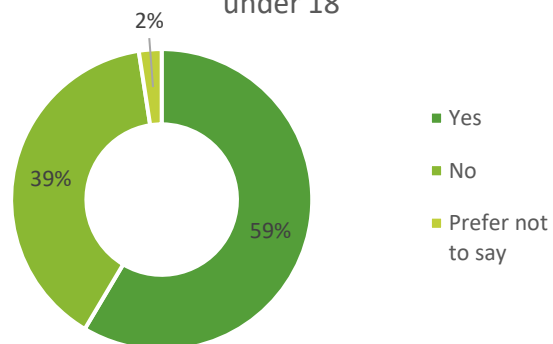
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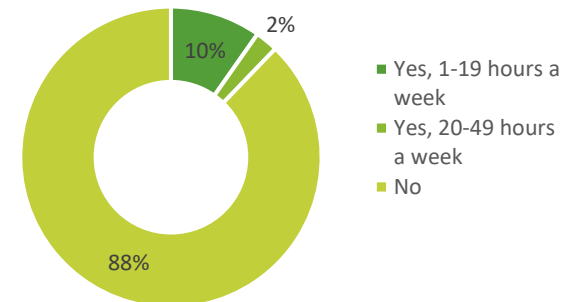
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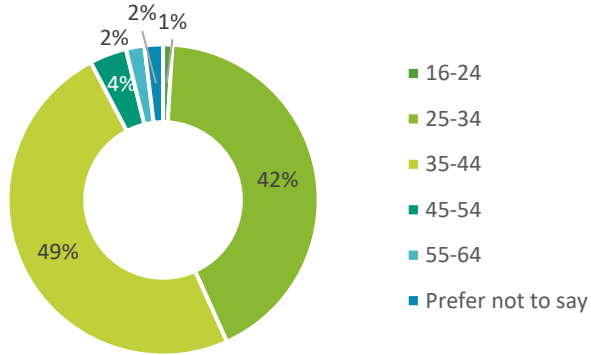


Other unpaid caring responsibilities

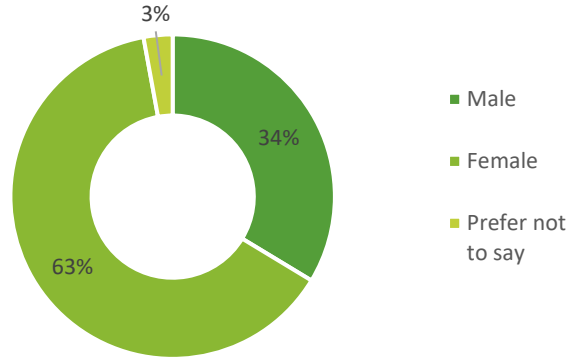


QUALIFIED FEE EARNERS

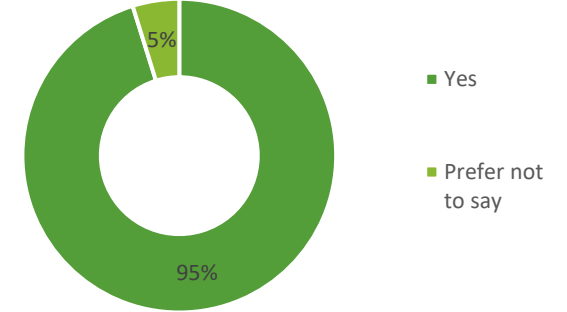
Age



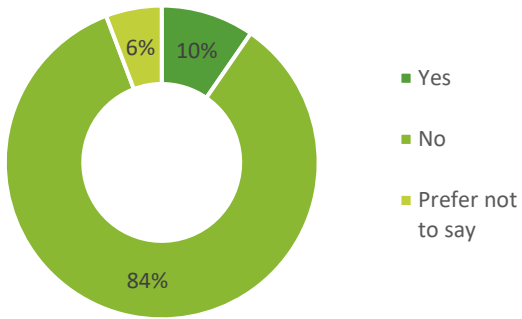
Sex



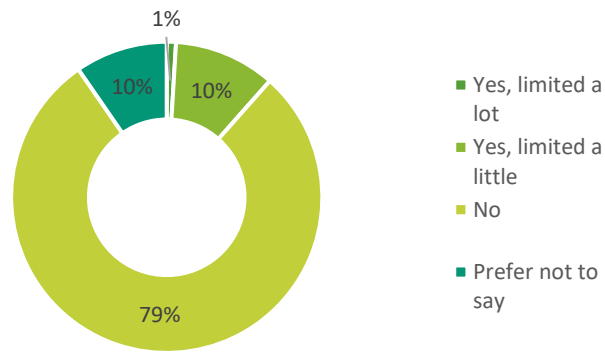
Gender same as sex registered at birth



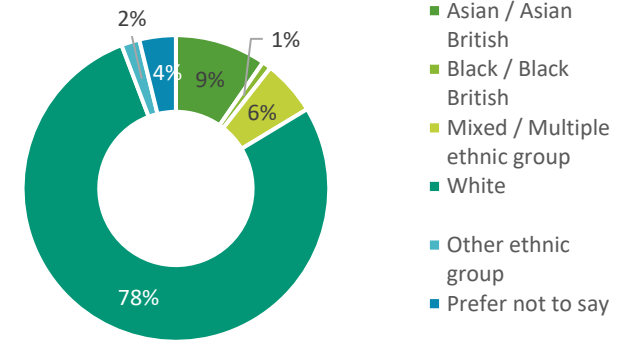
Disability



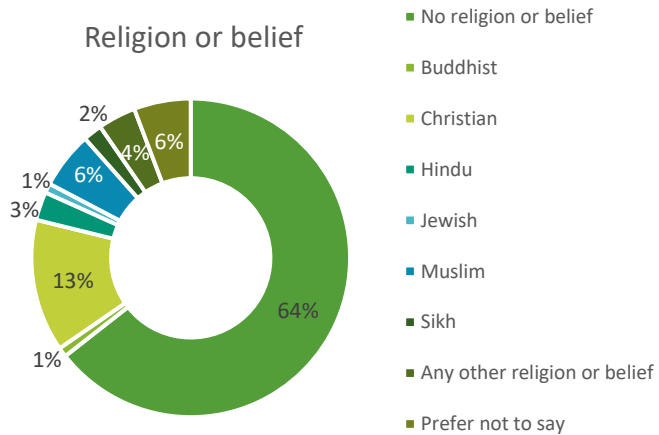
Day-to-day activities limited due to a health condition / disability



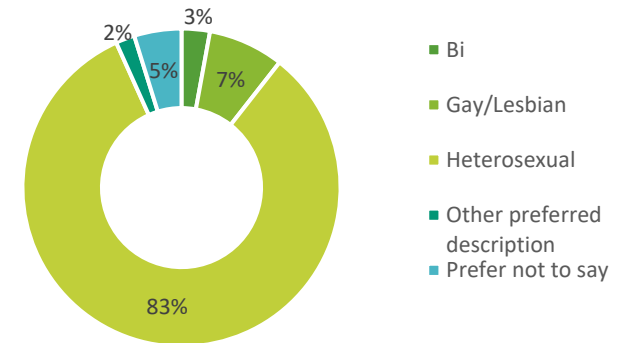
Ethnicity



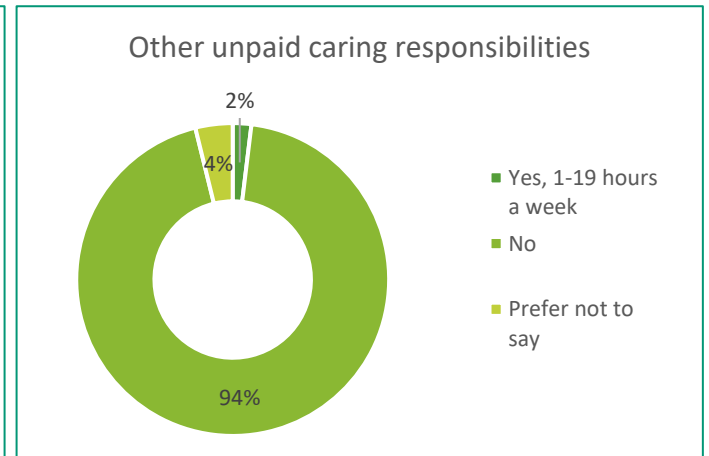
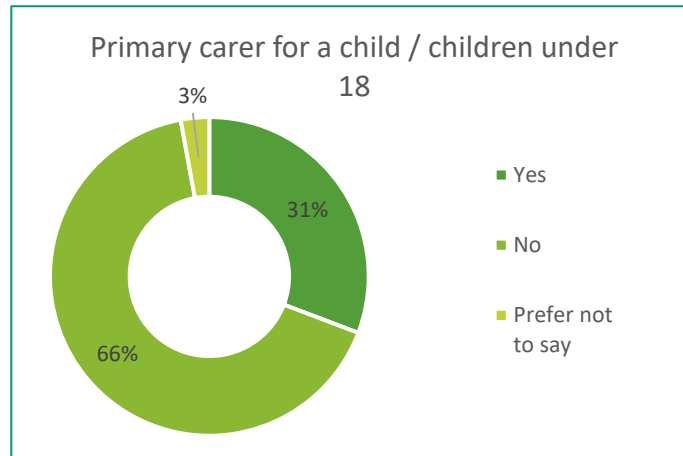
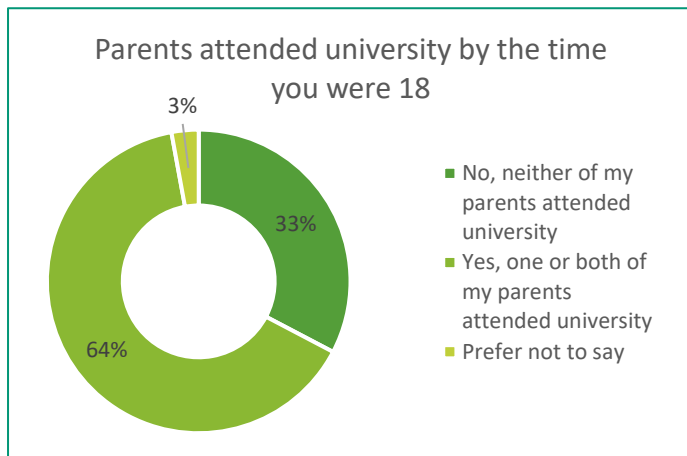
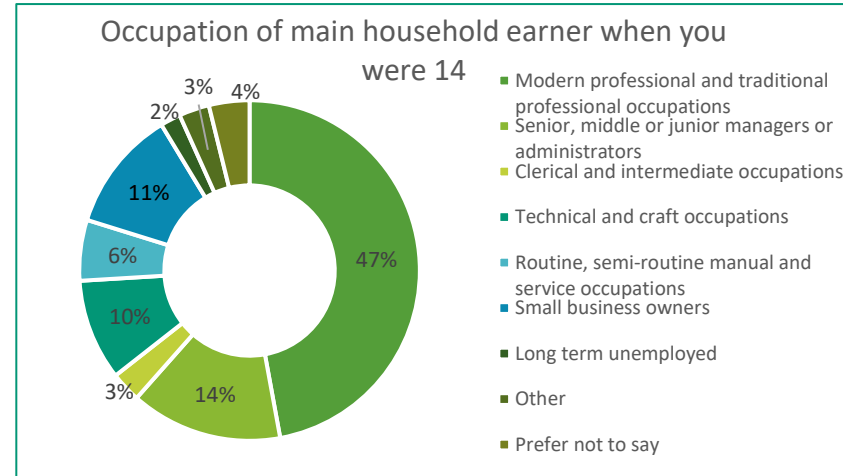
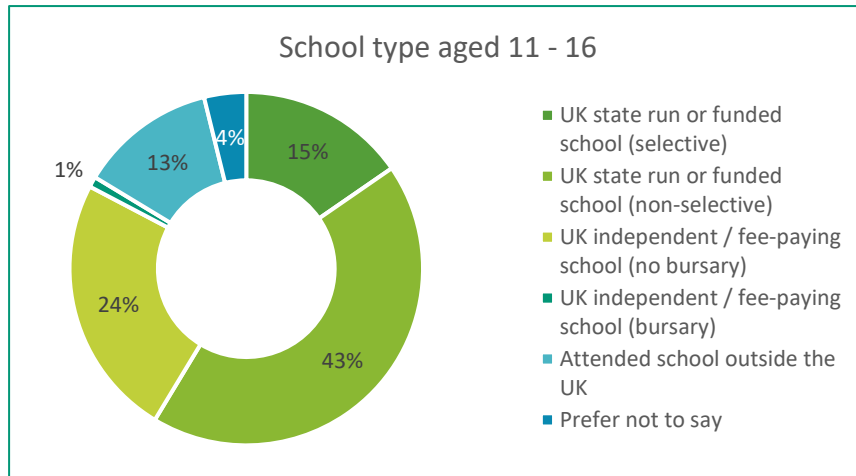
Religion or belief



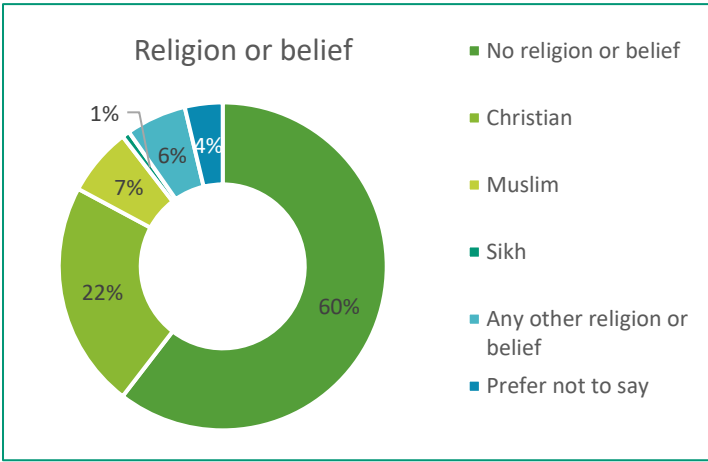
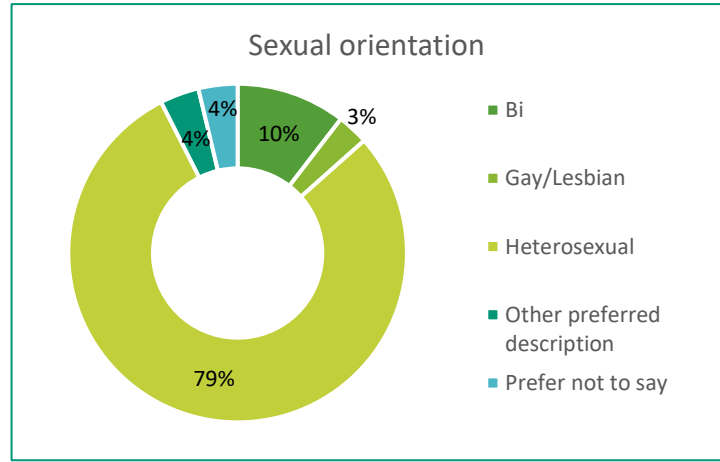
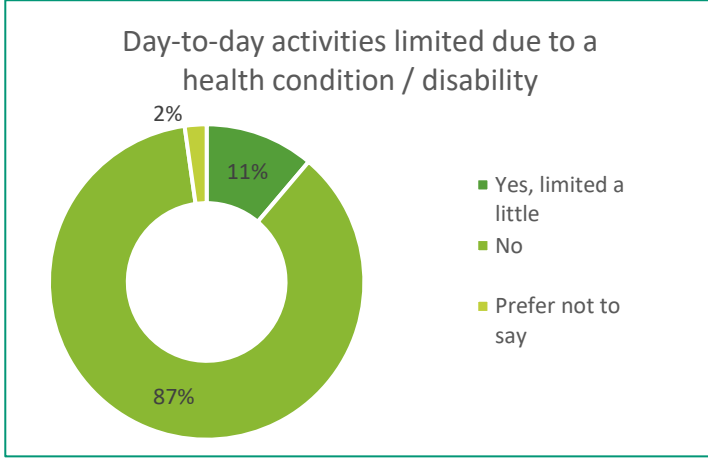
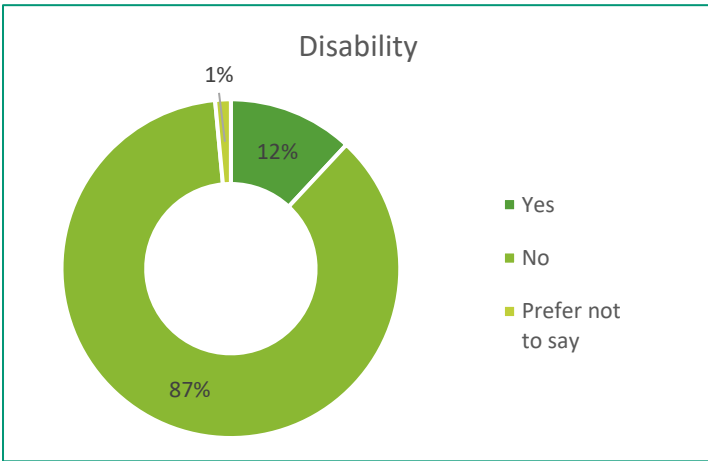
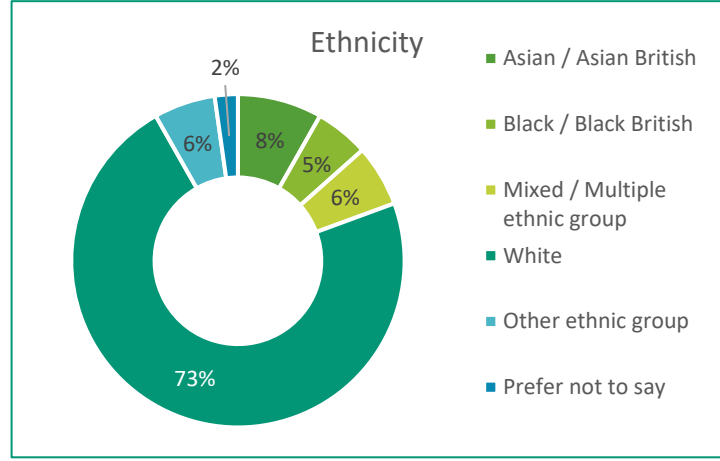
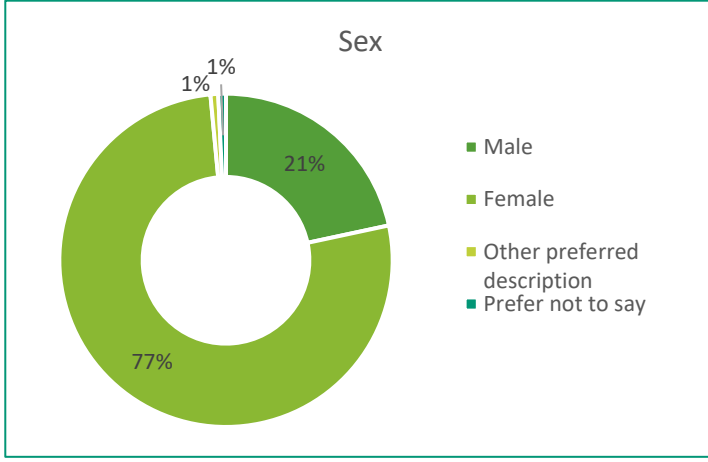
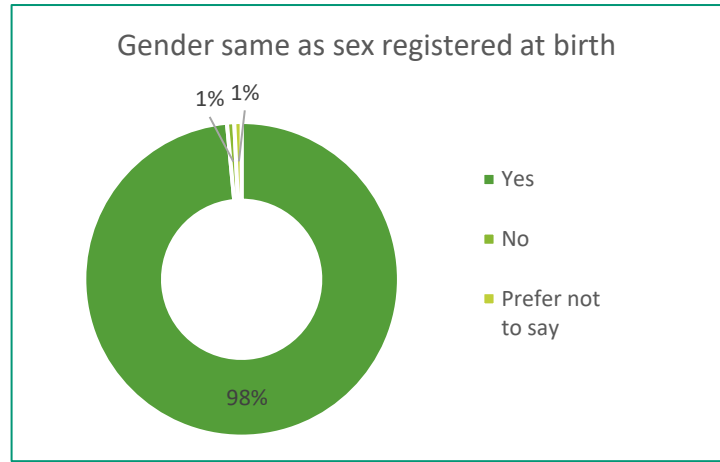
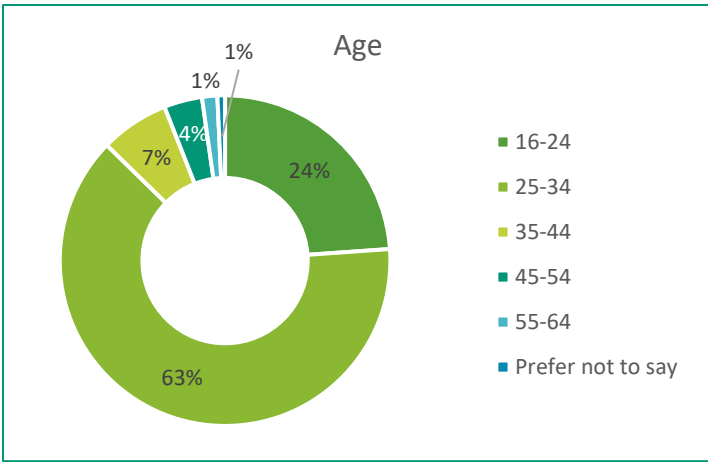
Sexual orientation



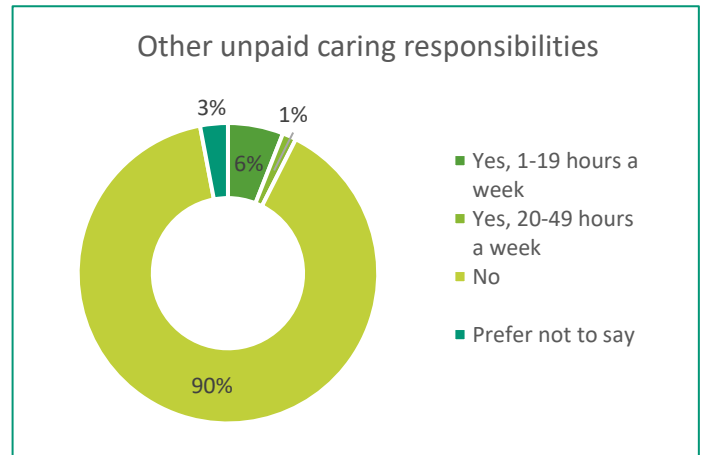
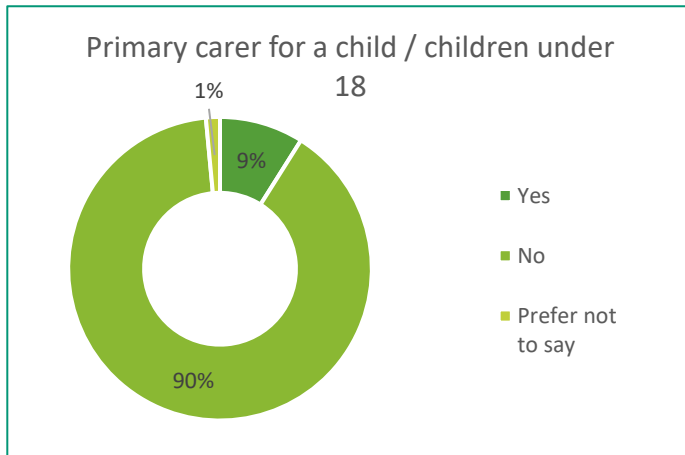
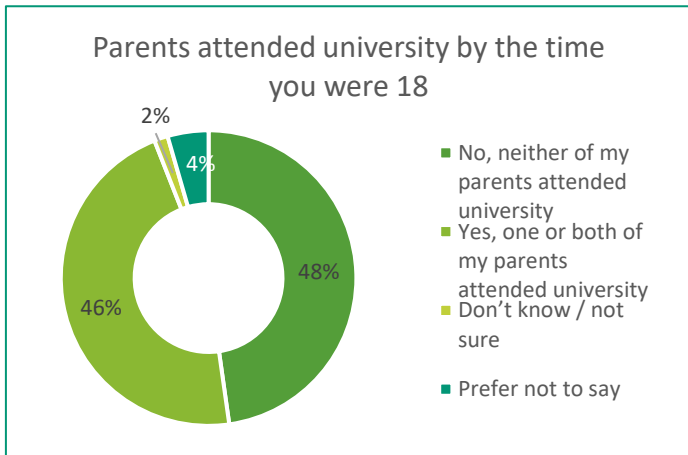
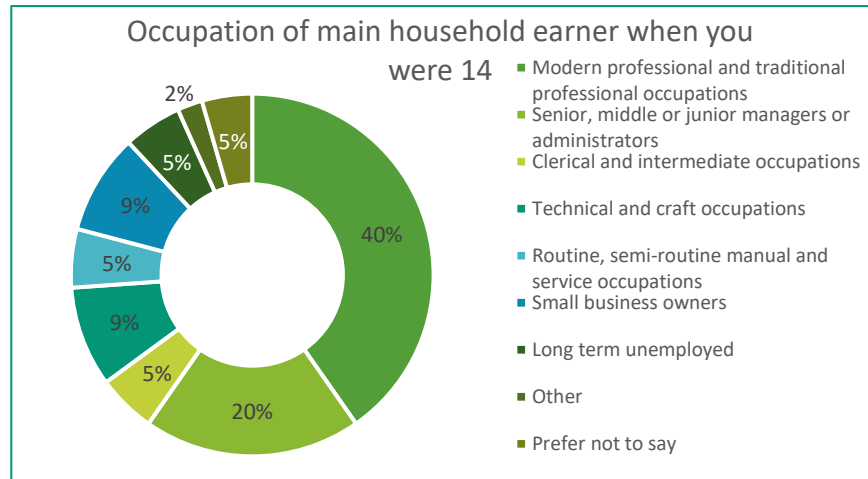
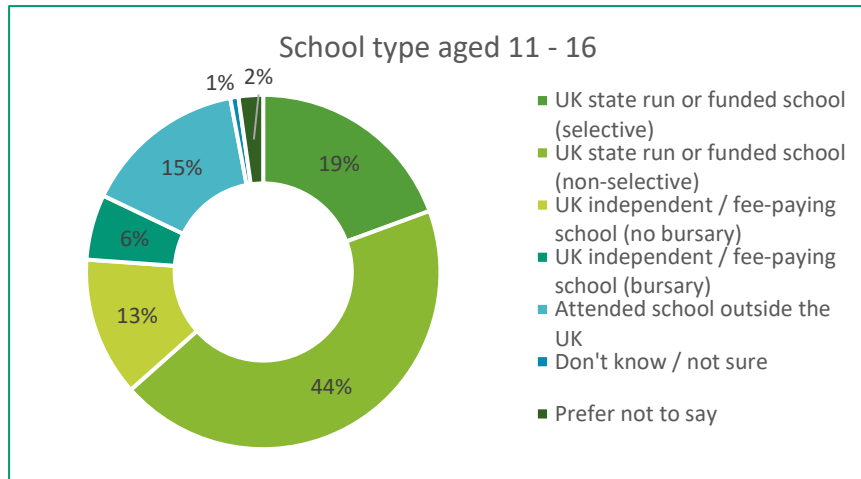
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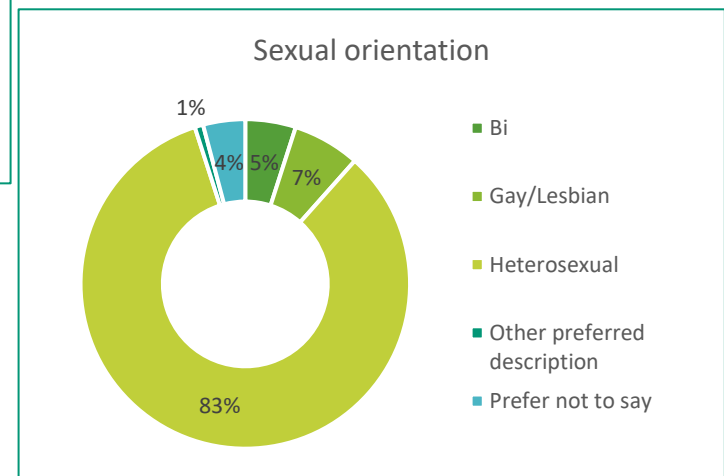
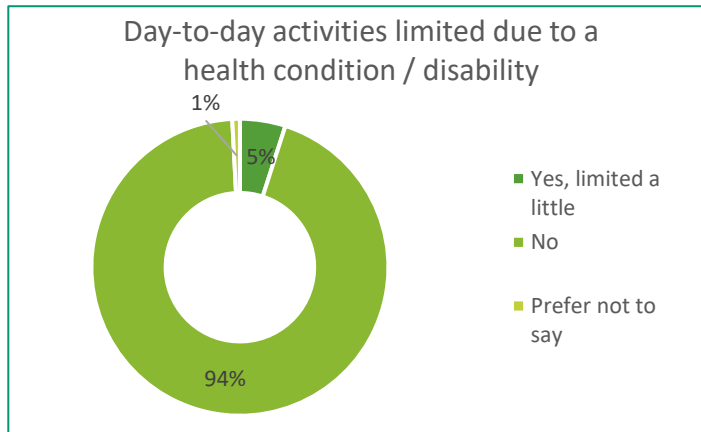
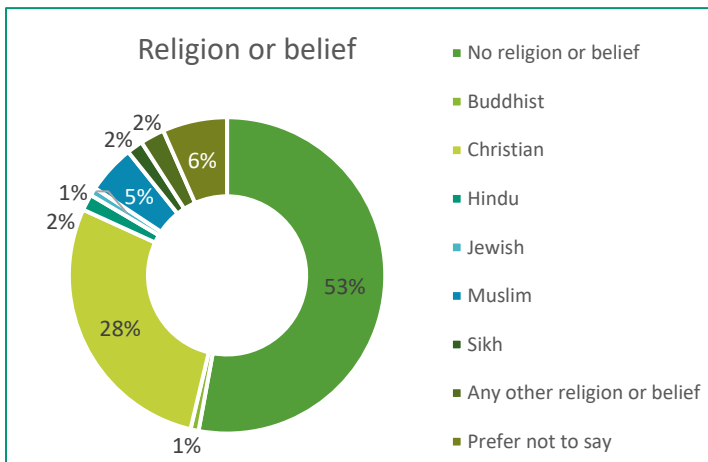
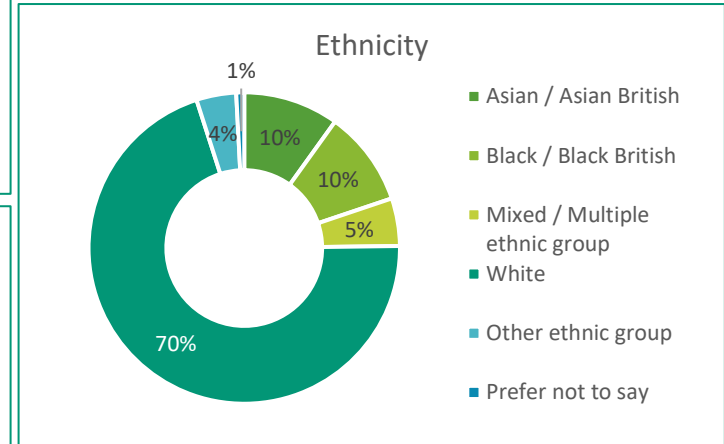
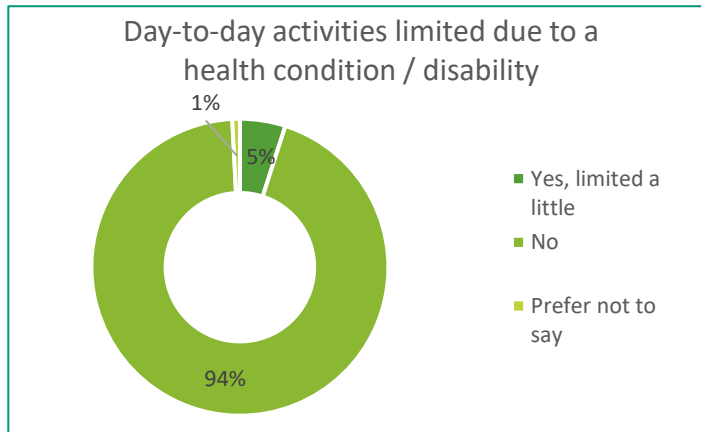
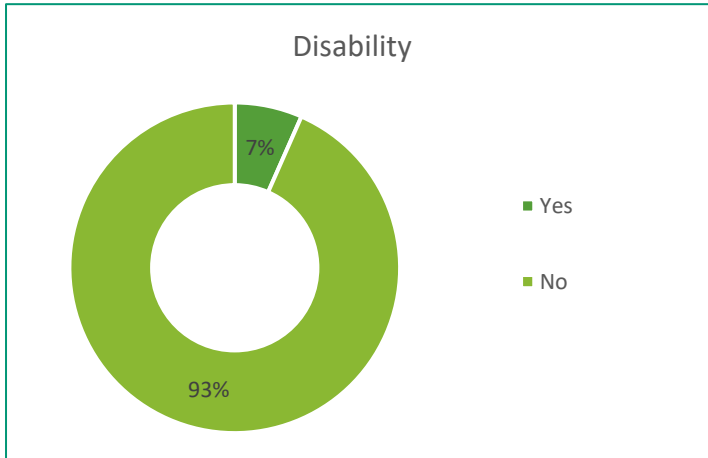
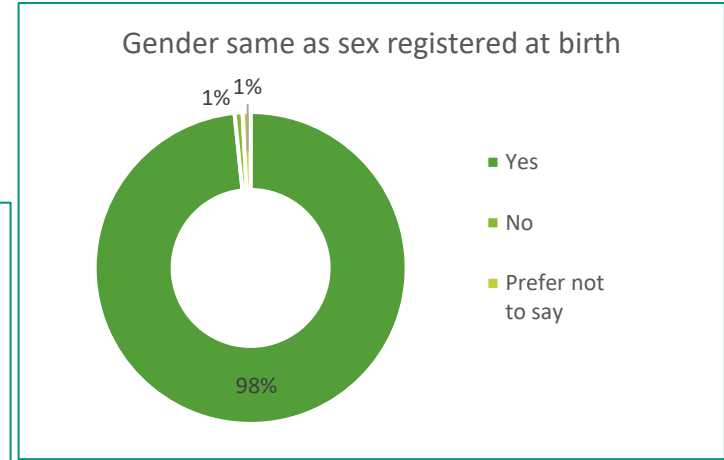
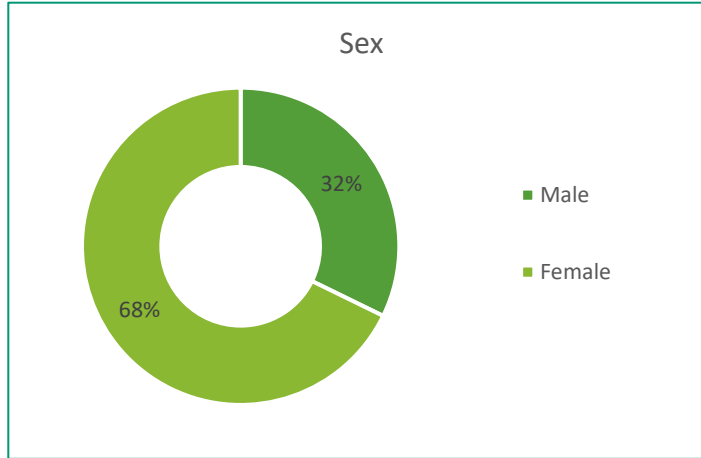
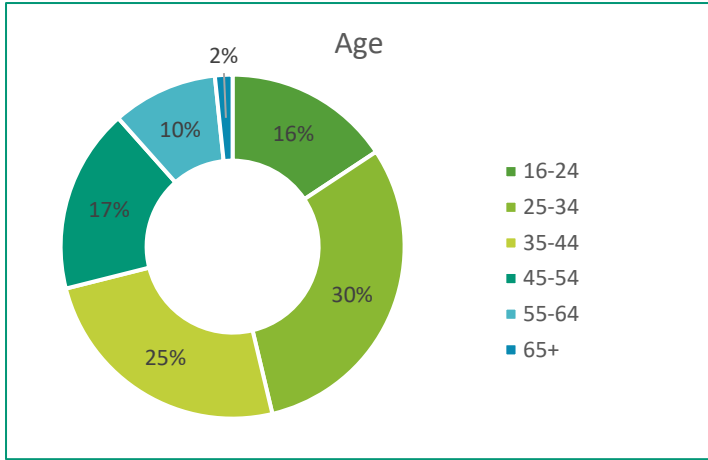
NON-QUALIFIED FEE EARNERS



NON-QUALIFIED FEE EARNERS



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