

Diversity Questionnaire

COZENS-HARDY LLP - 2019 Survey

1. Role categories		
Solicitor partner (sole practitioner, member or director)	Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	9
Solicitor (not partner)	All other practising solicitors including assistant solicitors, associates or consultants.	3
Other fee earning role	Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'.	7
Role directly supporting a fee earner	Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	20
Managerial role	Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	1
IT/HR/other corporate services role	Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	8
Barrister	Individuals authorised by the Bar Standards Board.	-
Chartered Legal Executive (Fellow)/ CILEx Practitioner	People who are authorised by CILEx Regulation	2
Licensed Conveyancer	Individuals authorised by the Council for Licensed Conveyancers.	-
Patent or Trade Mark Attorney	Individuals authorised by the Intellectual Property Regulation Board.	-
Costs Lawyer	Individuals authorised by the Costs Lawyer Standards Board.	-
Notary	Individuals authorised by the Master of the Faculties.	-
Prefer not to say		3
2. Which age category are you in?		
16 – 24		4
25 – 34		11
35 – 44		9

45 – 54	19
55 – 64	7
65+	2
Prefer not to say	1

3. Which gender do you identify with?	
Man	7
Woman	45
Other preferred description	-
Prefer not to say	1

4. Do you consider your gender identity to be different from your registered sex at birth?	
Yes	3
No	49
Prefer not to say	1

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	
<p>The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.</p>	
Yes	1
No	51
Prefer not to say	1

6. 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	6
No	45
Prefer not to say	2

7. What is your ethnic group?	
Asian/Asian British	
Bangladeshi	-
Chinese	-
Indian	-
Pakistani	-
Any other Asian background	-
Black/Black British	
African	-
Caribbean	-
Any other Black background	-
Mixed/multiple ethnic groups	
White and Asian	2
White and Black African	-
White and Black Caribbean	-
White and Chinese	-
Any other Mixed/multiple ethnic background	-
White	
British/ English/ Welsh/ Northern Irish/ Scottish	50
Irish	-
Gypsy or Irish Traveller	-
Any other White background	-
Other ethnic group	
Arab	-
Any other ethnic group	-
Prefer not to say	
Prefer not to say	1

8. What is your religion or belief?	
No religion or belief/ Atheist	24
Buddhist	1
Christian	24
Hindu	-
Jewish	-
Muslim	-
Sikh	-
Any other religion or belief	2
Prefer not to say	2

9. What is your sexual orientation?	
Bi	-
Gay/ lesbian	1
Heterosexual/straight	50
Other	-
Prefer not to say	2

10. What type of school did you mainly attend between the ages between the ages 11 and 16?	
If you changed schools, please base your answer on the last two years of your education.	
UK state run or funded school (selective on academic, faith or other grounds)	9
UK state run or funded school (non-selective)	36
UK independent/ fee-paying school (bursary)	2
UK independent/ fee-paying school (no bursary)	4
Attended school outside the UK	-
Other	-
Don't know	-
Prefer not to say	2

11. What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?	
At least one has a degree level qualification	11
Qualifications below degree level	21
No formal qualifications	6
Don't know	12
Not applicable	1
Other	-
Prefer not to say	2

12. Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	6
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	2
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	9
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	2
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	5
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	6
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	7
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	-
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1
Inactive (excluding those that are retired)	-
Retired	-

Not applicable	-
Other	7
Don't know	-
Prefer not to say	3

13. Are you a primary carer for a child or children under 18?	
Yes	11
No	40
Prefer not to say	2

14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?	
No	46
Yes, 1 - 19 hours a week	4
Yes, 20 - 49 hours a week	-
Yes, 50 or more hours a week	-
Prefer not to say	3