

# Experts in Outsourced Risk and Compliance Solutions



## Diversity Survey 2019

Black  
Graf  
LLP **solicitors**

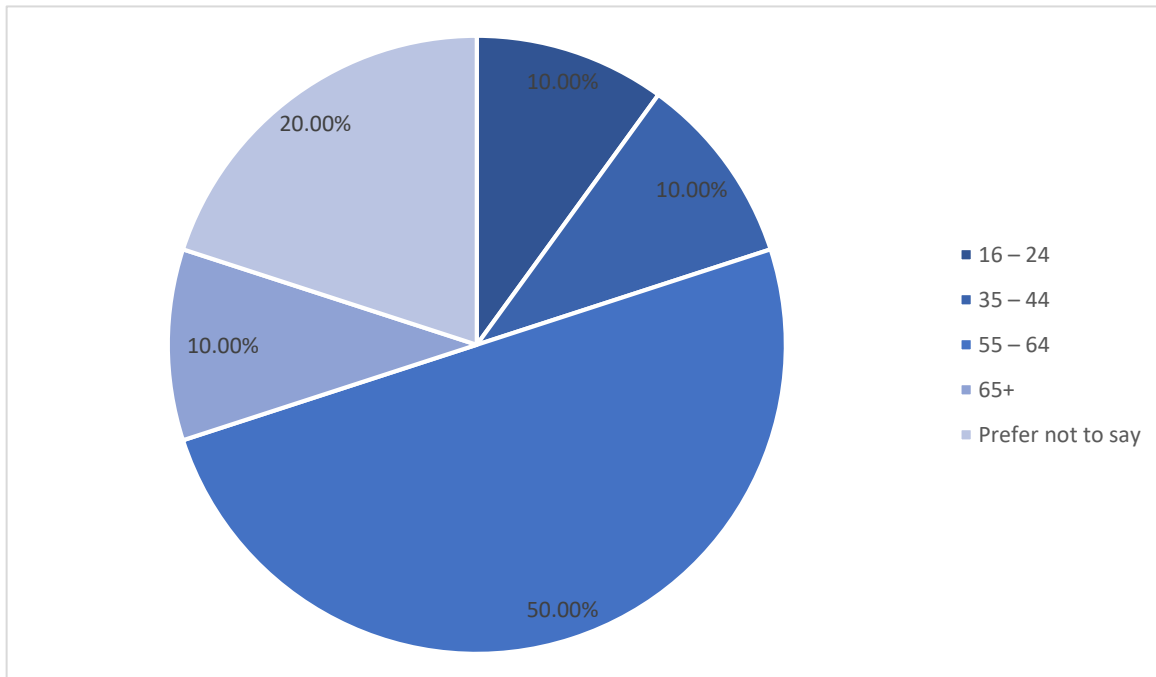


**Q1. Select one category which best describes your role in the firm. (Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)**

Answer Choices	Responses	
Solicitor partner (sole practitioner, member or director) - Members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	10.00%	1
Solicitor (not partner) - Solicitor (not partner) All other practising solicitors including assistant solicitors, associates or consultants.	10.00%	1
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'.	10.00%	1
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	20.00%	2
Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance or account managers etc.	20.00%	2
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	10.00%	1
Barrister - Individuals authorised by the Bar Standards Board.	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner - People who are authorised by CILEx Regulation	0.00%	0
Licensed Conveyancer - Individuals authorised by the Council for Licensed Conveyancers.	0.00%	0
Patent or Trade Mark Attorney - Individuals authorised by the Intellectual Property Regulation Board.	0.00%	0
Costs Lawyer - Individuals authorised by the Costs Lawyer Standards Board.	0.00%	0
Notary - Individuals authorised by the Master of the Faculties.	0.00%	0
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>

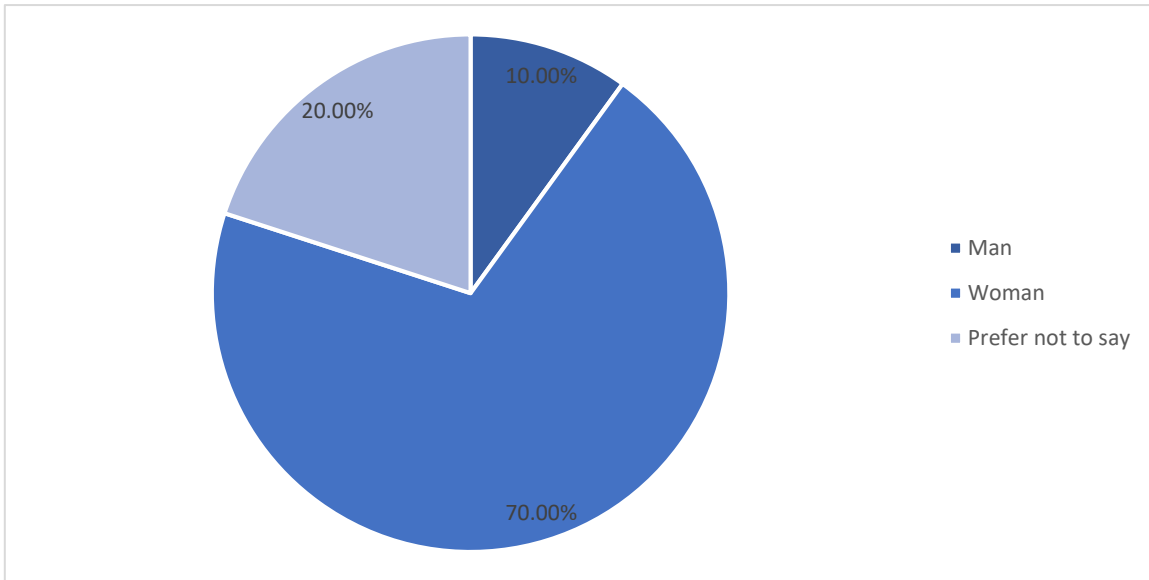
## Q2. Which age category are you in?

Answer Choices	Responses	
16 – 24	10.00%	1
25 – 34	0.00%	0
35 – 44	10.00%	1
45 – 54	0.00%	0
55 – 64	50.00%	5
65+	10.00%	1
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



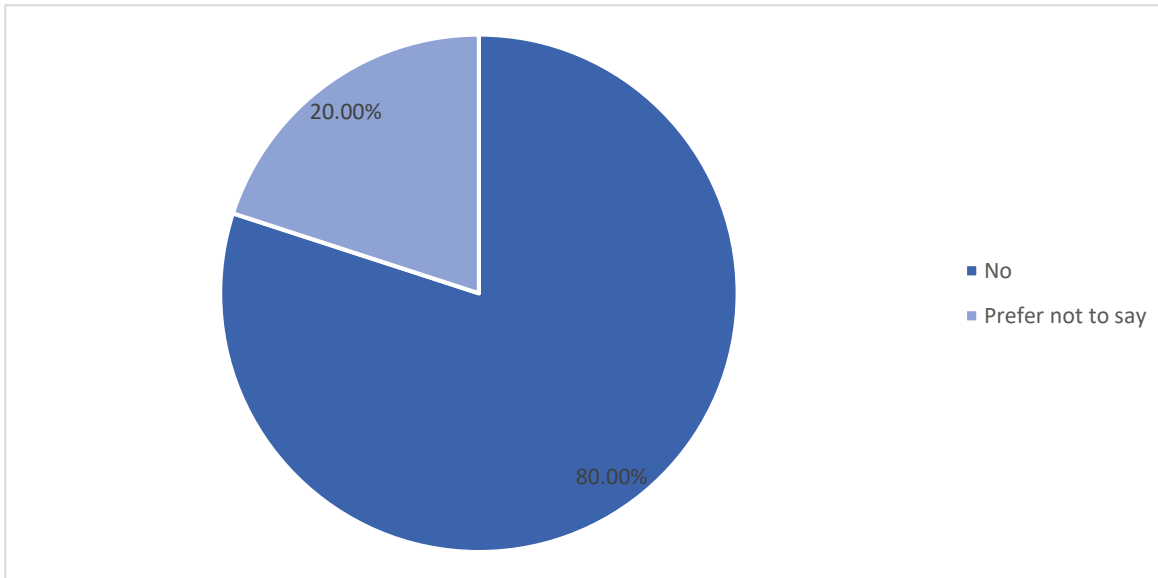
### Q3. Which gender do you identify with?

Answer Choices	Responses	
Man	10.00%	1
Woman	70.00%	7
Other preferred description	0.00%	0
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



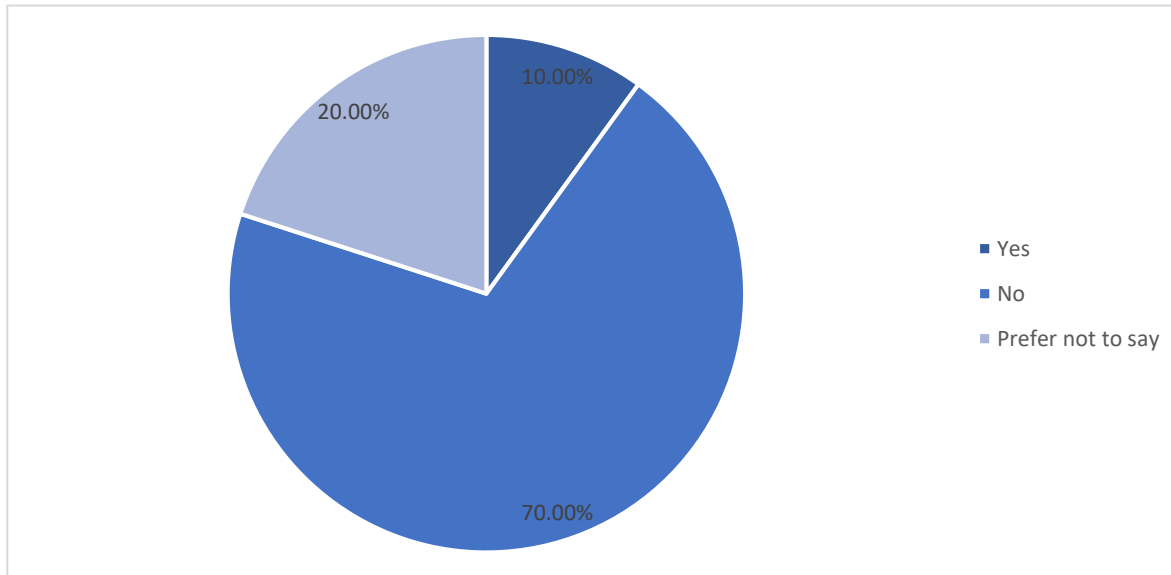
**Q4. Do you consider your gender identity to be different from your registered sex at birth?**

Answer Choices	Responses	
Yes	0.00%	0
No	80.00%	8
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



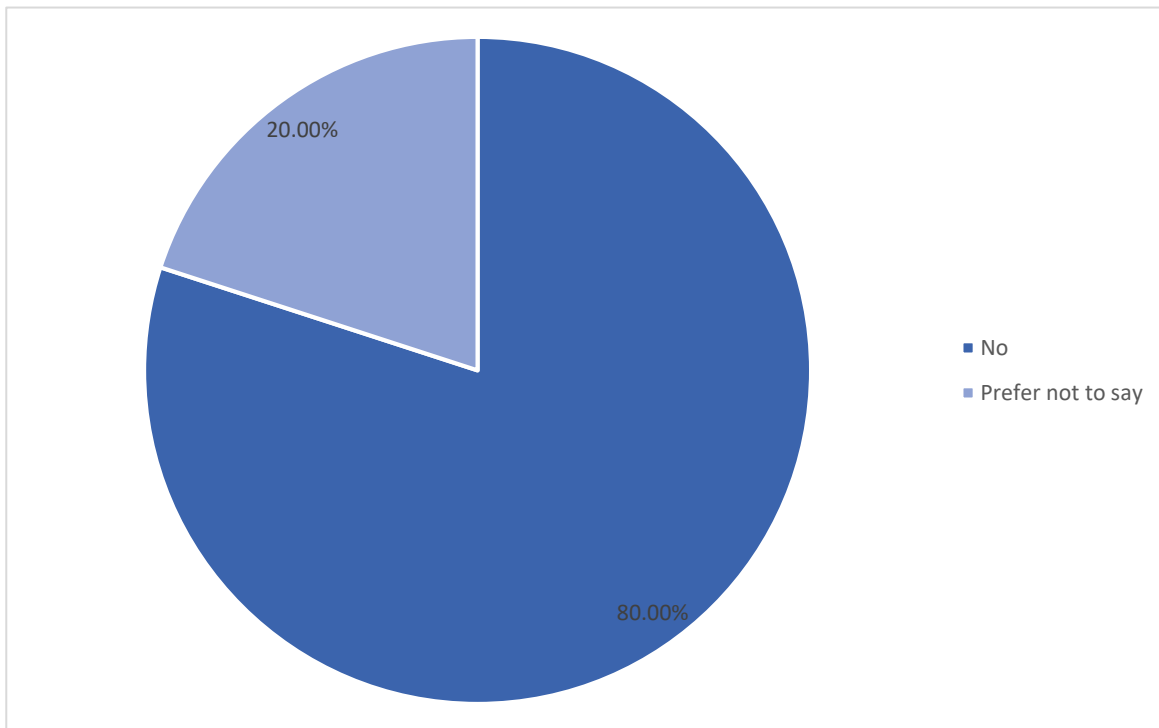
**Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? - The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.**

Answer Choices	Responses	
Yes	10.00%	1
No	70.00%	7
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



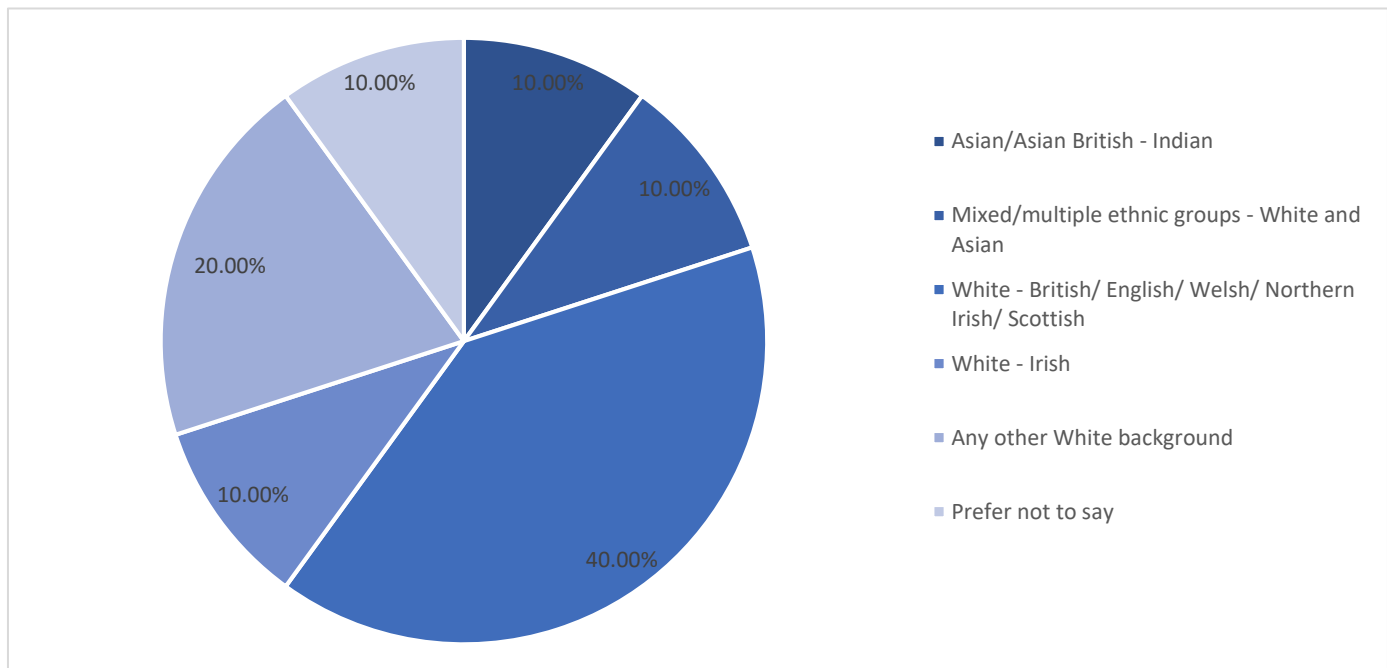
**Q6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**

Answer Choices	Responses	
Yes, limited a lot	0.00%	0
Yes, limited a little	0.00%	0
No	80.00%	8
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



## Q7. What is your ethnic group?

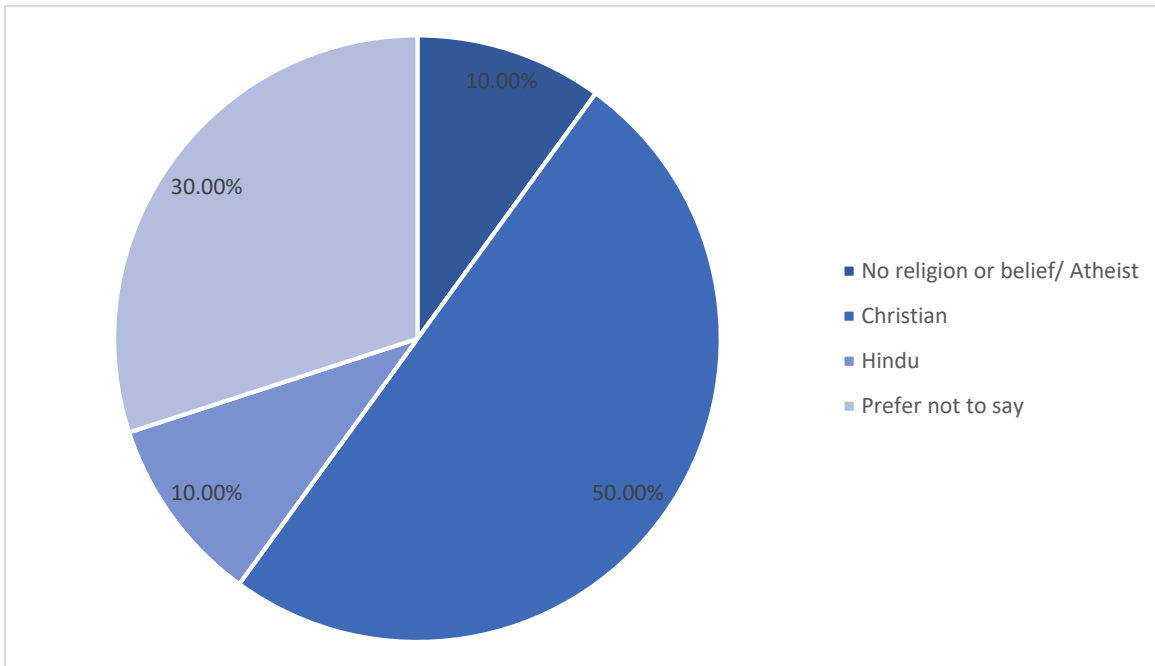
Answer Choices	Responses	
Asian/Asian British - Bangladeshi	0.00%	0
Asian/Asian British - Chinese	0.00%	0
Asian/Asian British - Indian	10.00%	1
Asian/Asian British - Pakistani	0.00%	0
Any other Asian background	0.00%	0
Black/Black British - African	0.00%	0
Black/Black British - Caribbean	0.00%	0
Any other Black background	0.00%	0
Mixed/multiple ethnic groups - White and Asian	10.00%	1
Mixed/multiple ethnic groups - White and Black African	0.00%	0
Mixed/multiple ethnic groups - White and Black Caribbean	0.00%	0
Mixed/multiple ethnic groups - White and Chinese	0.00%	0
Any other Mixed/multiple ethnic background	0.00%	0
White - British/ English/ Welsh/ Northern Irish/ Scottish	40.00%	4
White - Irish	10.00%	1
White - Gypsy or Irish Traveller	0.00%	0
Any other White background	20.00%	2
Other ethnic group - Arab	0.00%	0
Other ethnic group - Any other ethnic group	0.00%	0
Prefer not to say	10.00%	1
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>





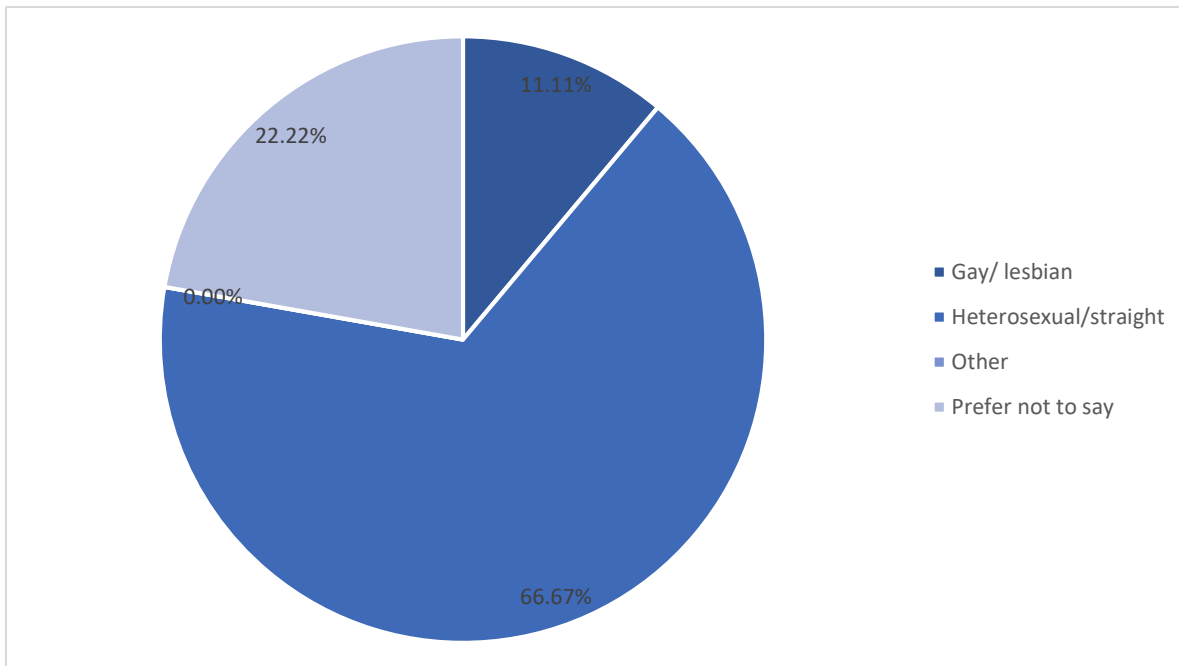
### Q8. What is your religion or belief?

Answer Choices	Responses	
No religion or belief/ Atheist	10.00%	1
Buddhist	0.00%	0
Christian	50.00%	5
Hindu	10.00%	1
Jewish	0.00%	0
Muslim	0.00%	0
Sikh	0.00%	0
Any other religion or belief	0.00%	0
Prefer not to say	30.00%	3
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>



### Q9. What is your sexual orientation?

Answer Choices	Responses	
Bi	0.00%	0
Gay/ lesbian	11.11%	1
Heterosexual/straight	66.67%	6
Other	0.00%	0
Prefer not to say	22.22%	2
	<b>Answered</b>	<b>9</b>
	<b>Skipped</b>	<b>1</b>

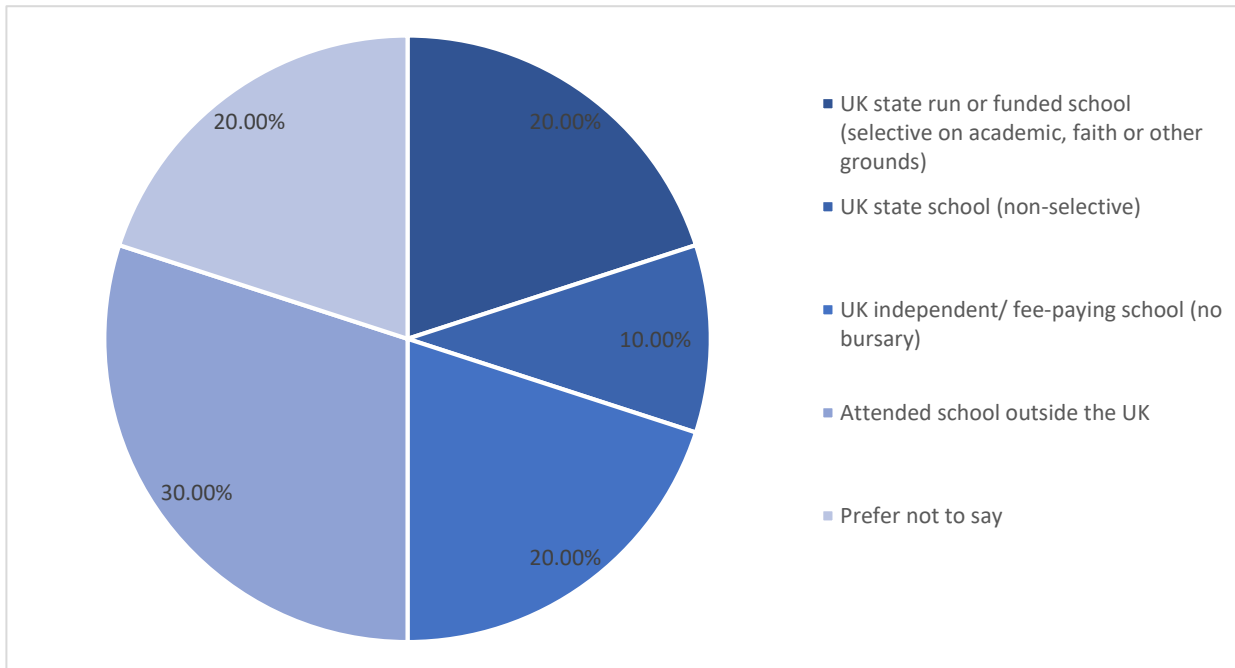


**Q10. What type of school did you mainly attend between the ages between the ages 11 and 16? - If you changed schools, please base your answer on the last two years of your**

<b>Answer Choices</b>	<b>Responses</b>	
UK state run or funded school (selective on academic, faith or other grounds)	20.00%	2
UK state school (non-selective)	10.00%	1
UK independent/ fee-paying school (bursary)	0.00%	0
UK independent/ fee-paying school (no bursary)	20.00%	2
Attended school outside the UK	30.00%	3
Other	0.00%	0
Don't know	0.00%	0
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>

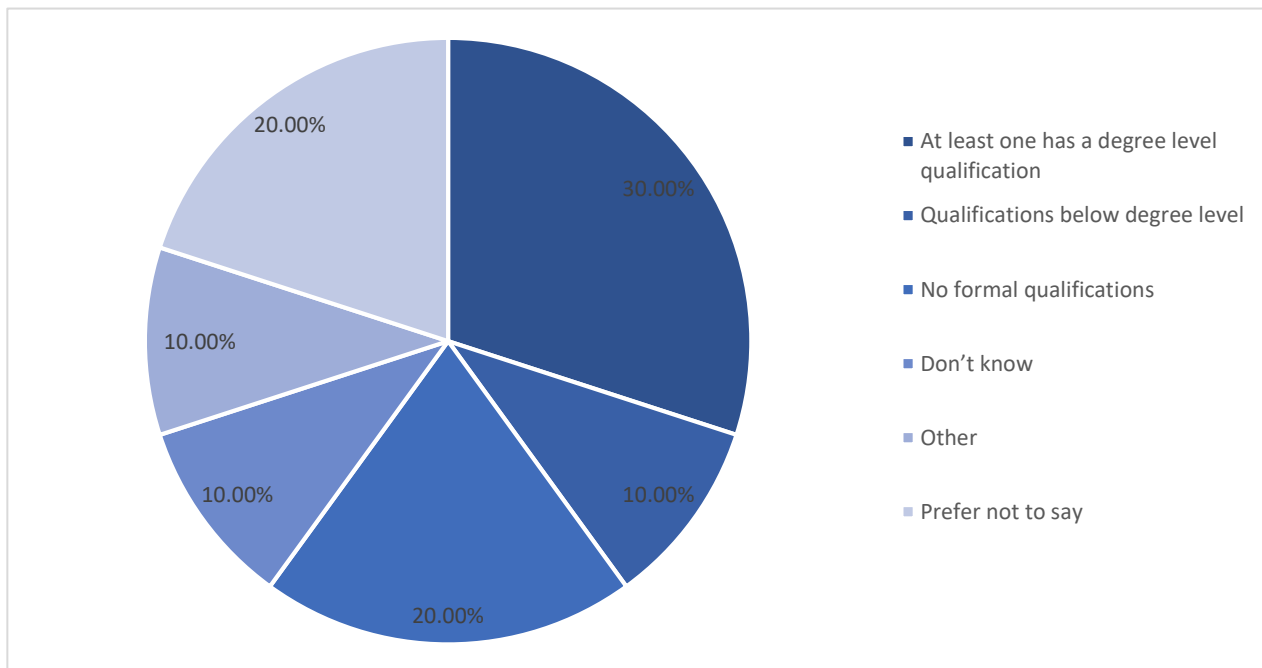
**education.**

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### Q11. What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

Answer Choices	Responses	
At least one has a degree level qualification	30.00%	3
Qualifications below degree level	10.00%	1
No formal qualifications	20.00%	2
Don't know	10.00%	1
Not applicable	0.00%	0
Other	10.00%	1
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>

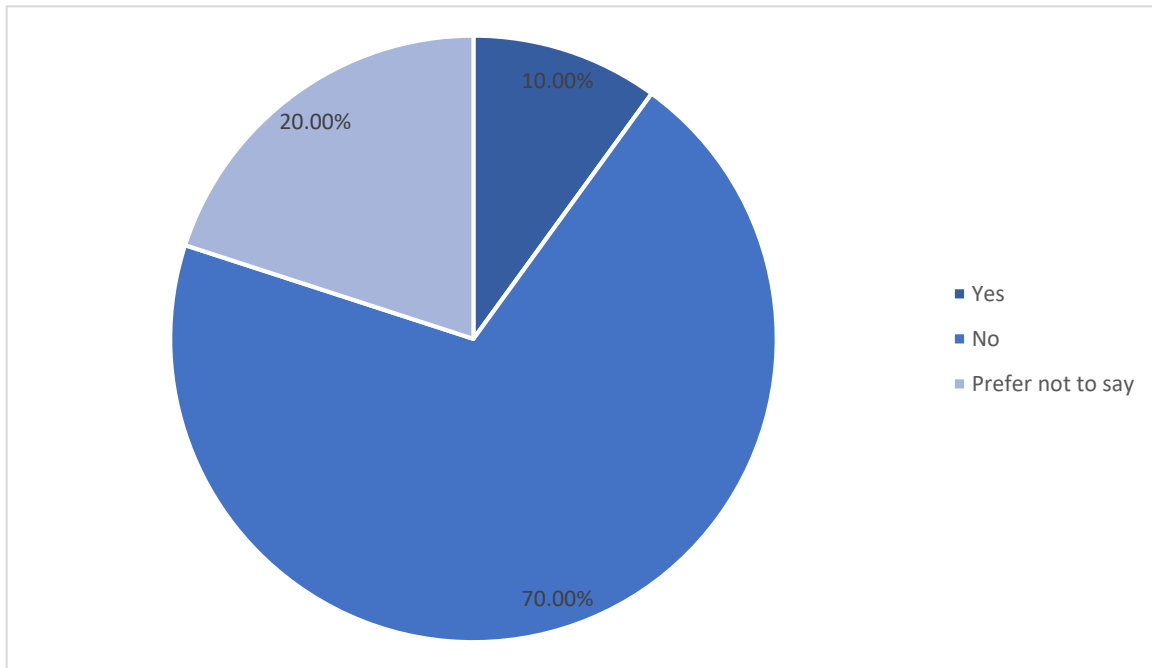


**Q12. Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?**

Answer Choices	Responses	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	20.00%	2
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	0.00%	0
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	10.00%	1
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	10.00%	1
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	10.00%	1
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0.00%	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	10.00%	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	0.00%	0
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0.00%	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0
Inactive (excluding those that are retired)	0.00%	0
Retired	0.00%	0
Not applicable	10.00%	1
Other	10.00%	1
Don't know	0.00%	0
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>

**Q13. Are you a primary carer for a child or children under 18?**

Answer Choices	Responses	
Yes	10.00%	1
No	70.00%	7
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>







**Q14. 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)?**

Answer Choices	Responses	
No	60.00%	6
Yes, 1 - 19 hours a week	10.00%	1
Yes, 20 - 49 hours a week	0.00%	0
Yes, 50 or more hours a week	10.00%	1
Prefer not to say	20.00%	2
	<b>Answered</b>	<b>10</b>
	<b>Skipped</b>	<b>0</b>

