

# Diversity Data Report 2019

## Peacock & Co Solicitors

### Role categories

<b>Total number of Staff</b>	<b>26</b>
Solicitor (Sole Practitioner, Partner, Member or Director)	27%
Solicitor	27%
Other fee earning role	0%
Role directly supporting a fee earner	23%
Managerial role	4%
IT/HR/other corporate services role	15%
Barrister	0%
Chartered Legal Executive / Legal Executive (Fellow)	4%
Licensed Conveyancer	0%
Patent or Trade Mark Attorney	0%
Costs Lawyer	0%
Notary	0%
Prefer not to say	0%

### Total of individuals in the organisation that completed the form

<b>Total number of respondents</b>	<b>14</b>
Solicitor (Sole Practitioner, Partner, Member or Director)	35.71%
Solicitor	21.43%
Other fee earning role	0.00%
Role directly supporting a fee earner	21.43%
Managerial role	7.14%
IT/HR/other corporate services role	7.14%
Barrister	0.00%
Chartered Legal Executive / Legal Executive (Fellow)	7.14%
Licensed Conveyancer	0.00%
Patent or Trade Mark Attorney	0.00%
Costs Lawyer	0.00%
Notary	0.00%
Prefer not to say	0.00%

### Age bands within firm

<b>Total number of respondents</b>	<b>14</b>
16-24	14%
25-34	21%
35-44	36%
45-54	14%
55-64	14%
65+	0%
Prefer not to say	0%

### Gender

<b>Total number of respondents</b>	<b>14</b>
Man	21%
Woman	79%
Other preferred description	0%
Prefer not to say	0%

### Registered gender identity at birth

<b>Total number of respondents</b>	<b>14</b>
Yes	0%
No	100%
Prefer not to say	0%

### Employees with disabilities according to the definition in the Equality Act 2010

<b>Total number of respondents</b>	<b>14</b>
Yes	0%
No	100%
Prefer not to say	0%

**Employees with a health problem or disability which has lasted, or is expected to last, at least 12 months**

<b>Total number of respondents</b>	<b>14</b>
Yes, limited a lot	0%
Yes, limited a little	0%
No	93%
Prefer not to say	7%

**Ethnic Group**

<b>Total number of respondents</b>	<b>14</b>
<b>Asian/ Asian British</b>	
Bangladeshi	0%
Chinese	0%
Indian	0%
Pakistani	0%
Any other asian background	7%
<b>Black/ Black British</b>	
African	0%
Carribbean	0%
Any other Black background	7%
<b>Mixed/ multiple ethnic groups</b>	
White and Asian	0%
White and Black African	0%
White and Black Carribbean	0%
White and Chinese	0%
Any other mixed/ multiple ethnic background	0%
<b>White</b>	
British/ English/ Welsh/ Northern Irish/ Scottish	86%
Irish	0%
Gypsy or Irish Traveller	0%
Any other white background	0%
<b>Other ethnic group</b>	
Arab	0%
Any other ethnic group	0%
<b>Other</b>	
Prefer not to say	0%

### Religious Belief

<b>Total number of respondents</b>	<b>14</b>
No religion or belief/ Atheist	50%
Buddhist	0%
Christian	36%
Hindu	0%
Jewish	0%
Muslim	0%
Sikh	0%
Any other religion or belief	7%
Prefer not to say	7%

### Sexual Orientation

<b>Total number of respondents</b>	<b>14</b>
Bi	0%
Gay/ Lesbian	0%
Hetrosexual/ straight	93%
Other	0%
Prefer not to say	7%

### Type of school mainly attended between the ages 11 and 16

<b>Total number of respondents</b>	<b>14</b>
UK state run or funded school (selective on academic, faith or other grounds)	14%
UK State School (non selective)	57%
UK independent/ fee paying school (bursary)	21%
UK independent/ fee paying school (no bursary)	7%
Attended school outside the UK	0%
Other	0%
Don't know	0%
Prefer not to say	0%

**Highest level of qualifications achieved by either of parent(s) or guardian(s) of employee by the age of 18**

<b>Total number of respondents</b>	<b>14</b>
At least one has a degree level qualification	50%
Qualifications below degree level	21%
No formal qualifications	21%
Don't know	7%
Not applicable	0%
Other	0%
Prefer not to say	0%

**Type of work the by highest earner of employee at the age of 14**

<b>Total number of respondents</b>	<b>14</b>
Modern professional occupations such as: teacher/ lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	29%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	7%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	7%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	14%
Semi routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	14%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/ waitress, bar staff	0%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	7%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	14%
Short term unemployed (claimed jobseeker's allowance or earlier unemployment benefit for more than a year)	0%
Long term unemployed (claimed job seeker's allowance or earlier unemployed benefit for more than a year)	0%
Inactive (excluding those that are retired)	0%
Retired	0%
Not applicable	0%
Other	0%
Don't know	0%
Prefer not to say	7%

**Primary carer for a child or children under 18**

<b>Total number of respondents</b>	<b>14</b>
Yes	43%
No	57%
Prefer not to say	0%

**Caring responsibilities for someone with long term physical or mental health caused by disability or age, in an unpaid capacity**

<b>Total number of respondents</b>	<b>14</b>
No	93%
Yes, 1-19 hours a week	0%
Yes, 20-49 hours a week	7%
Yes, 50 or more hours a week	0%
Prefer not to say	0%