

# Diversity Data Report 2023

Peacock & Co Solicitors

## Role categories

<b>Total number of Staff</b>	<b>24</b>
Full equity solicitor partners	16%
Salaried or partial equity solicitor partners	0%
Solicitor (not partner)	26%
Other fee earning role	5%
Role directly supporting a fee earner	26%
Managerial role	8%
IT/HR/other corporate services role	16%
Barrister	0%
Chartered Legal Executive / Legal Executive (Fellow)	3%
Licensed Conveyancer	0%
Patent or Trade Mark Attorney	0%
Costs Lawyer	0%
Notary	0%
Prefer not to say	0%
<b>Total of individuals in the organisation that completed the form</b>	
<b>Total number of respondents</b>	<b>24</b>
Full equity solicitor partners	25%
Salaried or partial equity solicitor partners	0%
Solicitor (not partner)	25%
Other fee earning role	0%
Role directly supporting a fee earner	25%
Managerial role	13%
IT/HR/other corporate services role	8%
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%

<b>Age bands within firm</b>	
<b>Total number of respondents</b>	<b>24</b>
16-24	0%
25-34	21%
35-44	17%
45-54	46%
55-64	8%
65+	4%
Prefer not to say	4%
<b>Gender</b>	
<b>Total number of respondents</b>	<b>24</b>
Male	21%
Female	79%
Other preferred description	0%
Prefer not to say	0%
<b>Identify as the same gender as registered at birth</b>	
<b>Total number of respondents</b>	<b>24</b>
Yes	88%
No	13%
Prefer not to say	0%
<b>Employees with disabilities according to the definition in the Equality Act 2010</b>	
<b>Total number of respondents</b>	<b>24</b>
Yes	4%
No	92%
Prefer not to say	4%

<b>Employees with a health problem or disability which has lasted, or is expected to last, at least 12 months</b>	
<b>Total number of respondents</b>	<b>24</b>
Yes, limited a lot	0%
Yes, limited a little	4%
No	83%
Prefer not to say	13%
<b>Ethnic Group</b>	
<b>Total number of respondents</b>	<b>24</b>
<b>Asian/ Asian British</b>	
Bangladeshi	0%
Chinese	0%
Indian	4%
Pakistani	0%
Any other Asian background	0%
<b>Black/ Black British</b>	
African	0%
Caribbean	0%
Any other Black background	4%
<b>Mixed/ multiple ethnic groups</b>	
White and Asian	0%
White and Black African	0%
White and Black Caribbean	4%
Any other mixed/ multiple ethnic background	4%
<b>White</b>	
British/ English/ Welsh/ Northern Irish/ Scottish	71%
Irish	0%
Gypsy or Irish Traveller	0%
Roma	0%
Any other white background	4%
<b>Other ethnic group</b>	
Arab	0%
Any other ethnic group	0%
<b>Other</b>	
Prefer not to say	8%



<b>Either parent attended university and gained a degree (eg BA/BSc or equivalent) by the time you were 18</b>	
<b>Total number of respondents</b>	<b>24</b>
No, neither of my parents attended university	50%
Yes, one or both of my parents attended university	38%
Don't know/ not sure	4%
Prefer not to say	8%
<b>Total number of respondents</b>	<b>24</b>
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer.	38%
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	25%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	4%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	4%
Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	13%
Small business owners who employed less than 25 people such as: cornershop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner.	4%
Long term unemployed (claimed job seeker's allowance or earlier unemployment benefit for more than a year)	0%
Other, such as: retired, / this question does not apply to me, / I don't know	4%
Prefer not to say	13%
<b>Primary carer for a child or children under 18</b>	
<b>Total number of respondents</b>	<b>24</b>
Yes	38%
No	58%
Prefer not to say	4%

<b>Caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)</b>	
<b>Total number of respondents</b>	<b>24</b>
No	88%
Yes, 1-19 hours a week	8%
Yes, 20-49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say	4%

