

Diversity Data Report 2025

Peacock & Co Solicitors

Role categories	
Total number of staff	48
Full equity solicitor partners	12.5%
Salaried or partial equity solicitor partners	2%
Solicitor (not partner)	29%
Other fee earning role	12.5%
Role directly supporting a fee earner	21%
Managerial role	6%
IT / HR / other corporate services role	15%
Barrister	0%
Chartered Legal Executive / Legal Executive (Fellow)	2%
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	
Total number of respondents	33
Full equity solicitor partners	18%
Salaried or partial equity solicitor partners	3%
Solicitor (not partner)	9%
Other fee earning role	18%
Role directly supporting a fee earner	30%
Managerial role	12%
IT / HR / other corporate services role	3%
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	3%



Age bands within firm	
Total number of respondents	33
16-24	9%
25-34	16%
35-44	19%
45-54	25%
55-64	25%
65+	6%
Prefer not to say	0%

Gender	
Total number of respondents	33
Male	15%
Female	85%
Other preferred description	0%
Prefer not to say	0%

Identify as the same gender as registered at birth	
Total number of respondents	33
Yes	100%
No	0%
Prefer not to say	0%

Employees with disabilities according to the definition in the Equality Act 2010	
Total number of respondents	33
Yes	6%
No	91%
Prefer not to say	3%

Employees who day to day activities are limited by their disability or condition	
Total number of respondents	33
Yes, limited a lot	0%
Yes, limited a little	6%
No	94%
Prefer not to say	0%

Ethnic Group	
Total number of respondents	33
Asian / Asian British	
Bangladeshi	0%
Chinese	3%
Indian	0%
Pakistani	0%
Any other Asian background	6%
Black / Black British	
African	0%
Caribbean	6%
Any other Black background	3%
Mixed / multiple ethnic groups	
White and Asian	0%
White and Black African	0%
White and Black Caribbean	3%
Any other mixed / multiple ethnic background	3%
White	
British / English / Welsh / Northern Irish / Scottish	55%
Irish	3%
Gypsy or Irish Traveler	0%
Roma	0%
Any other white background	6%
Other ethnic group	
Arab	0%
Any other ethnic group	6%
Other	
Prefer not to say	6%

Religion or belief	
Total number of respondents	33
No religion or belief	39%
Buddhist	0%
Christian	42%
Hindu	0%
Jewish	0%
Muslim	0%
Sikh	0%
Any other religion or belief	15%
Prefer not to say	3%

Sexual orientation	
Total number of respondents	33
Bisexual	0%
Gay / Lesbian	0%
Heterosexual / straight	97%
Other preferred option	0%
Prefer not to say	3%

Type of school attended for the most time between the ages of 11 and 16	
Total number of respondents	33
State run or state-funded school (selective on academic, faith or other grounds)	30%
State-run or state-funded school (non-selective)	45%
Independent / fee paying school	15%
Independent / fee paying school where I received a bursary covering 90% or more of my tuition	0%
Attended school outside the UK	9%
Don't know	0%
Prefer not to say	0%

Either parent attended university and gained a degree (e.g. BA/BSc or equivalent) by the time you were 18	
Total number of respondents	33
No, neither of my parents attended university	61%
Yes, one or both of my parents attended university	33%
Don't know / not sure	0%
Prefer not to say	6%

Occupation of main household earner	
Total number of respondents	33
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.	24%
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.	18%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	6%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	15%

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, laborer, waiter/waitress, bar staff.	9%
Small business owners who employed less than 25 people such as: small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner.	12%
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	6%
Prefer not to say	9%

Primary carer for a child or children under 18	
Total number of respondents	33
Yes	36%
No	64%
Prefer not to say	0%

Caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)	
Total number of respondents	33
No	88%
Yes, 1-19 hours a week	9%
Yes, 20-49 hours a week	3%
Yes, 50 or more hours a week	0%
Prefer not to say	0%