

# Diversity Data

June 2021



# George Green LLP

## Diversity Data

### Introduction

We have recently carried out an equality and diversity survey of our employees and from the anonymous data that has been provided by them (employees are free to decline to complete the survey or to choose “prefer not to say”) we have been able to conclude that they fall into the various protected characteristics types as defined by the Equality Act 2010 (sex, age, race, religion, sexual orientation, disability, etc.)

The following statistics have been collected and published in accordance with the Solicitors Regulation Authority's (SRA) annual diversity survey.

64.47% of people at George Green responded to the survey undertaken in June 2021 (rounded by 2 decimal places).

# George Green LLP

## Diversity Data

### Role

Role Category	% of responses
Solicitor partner	16.33%
Solicitor (not partner)	18.37%
Other fee earning role	8.16%
Role directly supporting a fee earner	42.86%
Managerial Role	4.08%
IT/HR/Other corporate services role	10.20%
Prefer not to say	0%
<b>Total</b>	<b>100%</b>

# George Green LLP

## Diversity Data

### Age

Which age category are you in?	16 – 24	25 – 34	35 – 44	45 – 54	55 – 64	65+	Prefer not to say	Total
Solicitor partner	0%	0%	2.04%	10.21%	4.08%	0%	0%	16.33%
Solicitor (not partner)	0%	10.20%	8.17%	0%	0%	0%	0%	18.37%
Other fee earning role	6.12%	2.04%	0%	0%	0%	0%	0%	8.16%
Role directly supporting a fee earner	2.04%	4.08%	10.20%	16.34%	10.20%	0%	0%	42.86%
Managerial Role	0%	0%	0%	2.04%	2.04%	0%	0%	4.08%
IT/HR/Other corporate services role	0%	4.08%	0%	0%	6.12%	0%	0%	10.2%
Prefer not to say	0%	0%	0%	0%	0%	0%	0%	0%
<b>Total</b>	<b>8.16%</b>	<b>20.4%</b>	<b>20.41%</b>	<b>28.59%</b>	<b>22.44%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

# George Green LLP Diversity Data

## Gender

Which gender do you identify with?	Male	Female	Other preferred description	Prefer not to say	Total
Solicitor partner	8.16%	8.16%	0%	0%	16.33%
Solicitor (not partner)	8.17%	10.20%	0%	0%	18.37%
Other fee earning role	2.04%	6.12%	0%	0%	8.16%
Role directly supporting a fee earner	0%	42.86%	0%	0%	42.86%
Managerial Role	2.04%	2.04%	0%	0%	4.08%
IT/HR/Other corporate services role	2.04%	8.16%	0%	0%	10.2%
Prefer not to say	0%	0%	0%	0%	0%
<b>Total</b>	<b>22.45%</b>	<b>77.55%</b>	<b>0%</b>	<b>0%</b>	<b>100%</b>

# George Green LLP

## Diversity Data

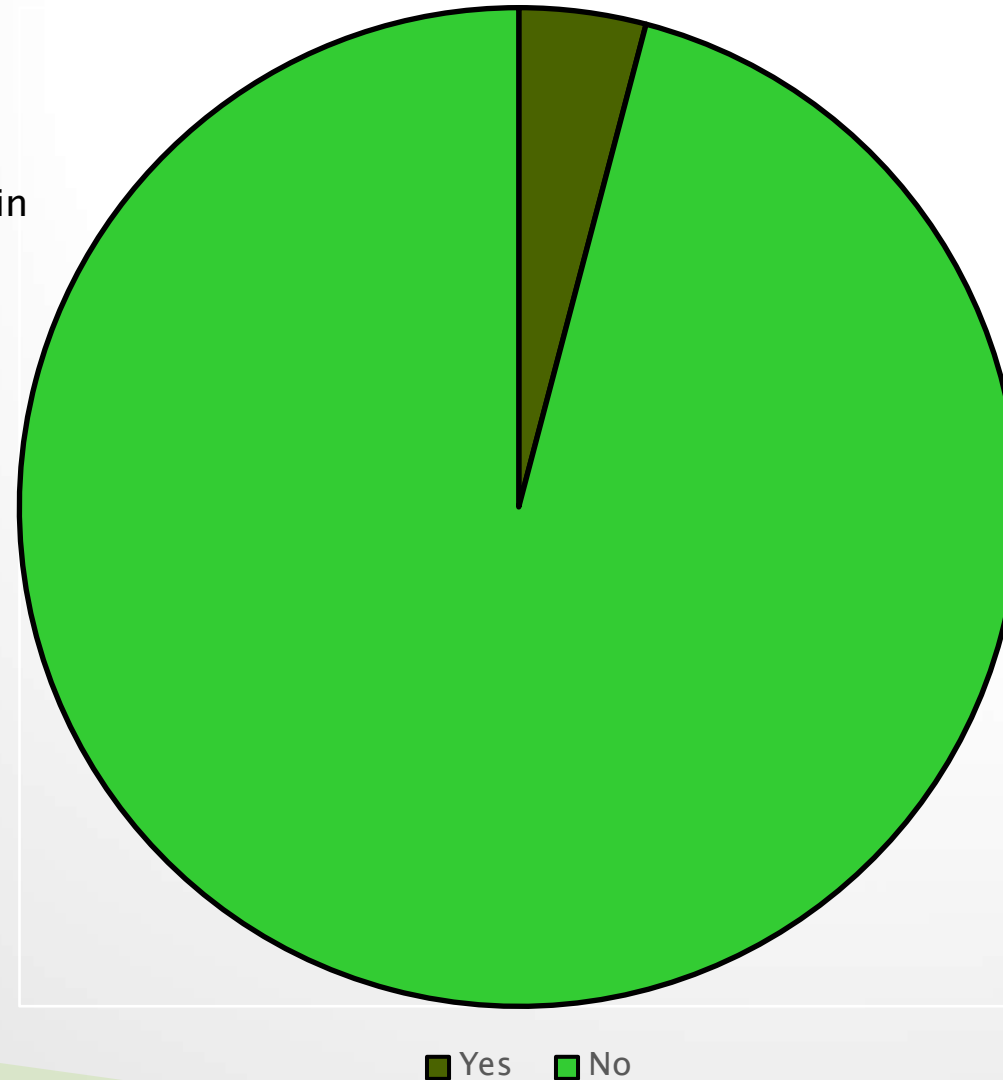
### Gender

Do you consider your gender to be different from your registered sex at birth?	Yes	No	Prefer not to say	Total
Solicitor partner	0%	16.33%	0%	16.33%
Solicitor (not partner)	0%	18.37%	0%	18.37%
Other fee earning role	0%	8.16%	0%	8.16%
Role directly supporting a fee earner	0%	42.86%	0%	42.86%
Managerial Role	0%	4.08%	0%	4.08%
IT/HR/Other corporate services role	0%	10.20%	0%	10.20%
Prefer not to say	0%	0%	0%	0%
<b>Total</b>	<b>0%</b>	<b>100%</b>	<b>0%</b>	<b>100%</b>

# George Green LLP Diversity Data

## Disability

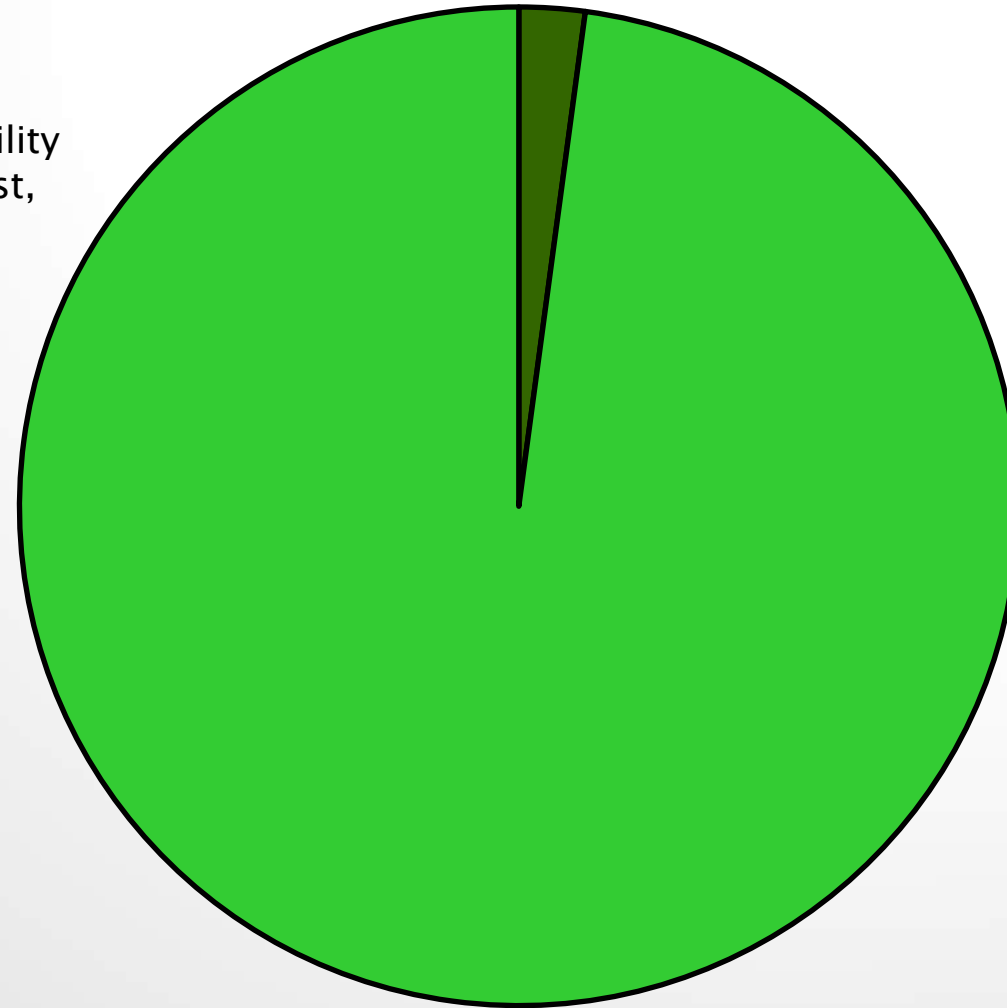
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



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## Health

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 little ■ No



# George Green LLP Diversity Data

## Ethnicity

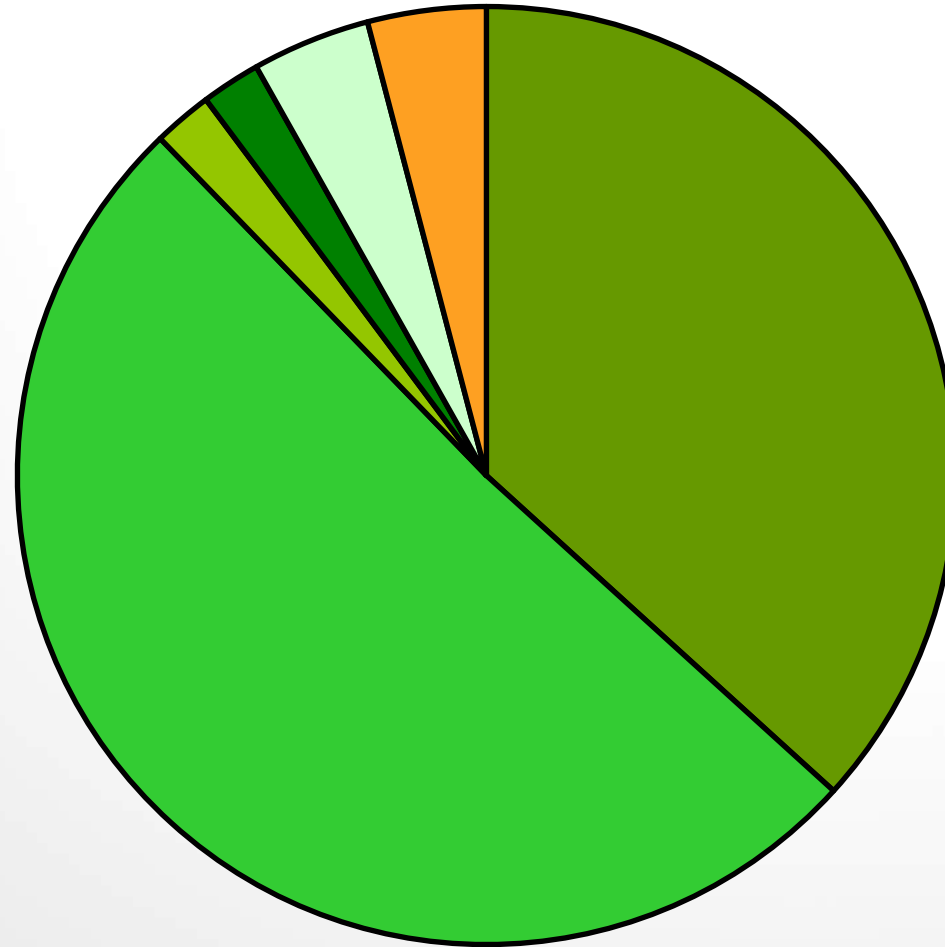
What is your ethnic group?



# George Green LLP Diversity Data

## Religion

What is your religion or belief?



■ No religion or belief

■ Christian

■ Sikh

■ Buddhist

■ Prefer not to say

■ Any other religion or belief

# George Green LLP Diversity Data

## Education

What type of school did you mainly attend between the ages between 11 and 16?	UK state run or funded school (selective on academic, faith or other grounds)	UK state school (non-selective)	UK independent/fee-paying school (no bursary)	Attended school outside the UK	Other	Don't know	Prefer not to say	Total
Solicitor partner	6.13%	6.13%	4.07%	0%	0%	0%	0%	<b>16.33%</b>
Solicitor (not partner)	2.04%	14.29%	2.04%	0%	0%	0%	0%	<b>18.37%</b>
Other fee earning role	4.08%	4.08%	0%	0%	0%	0%	0%	<b>8.16%</b>
Role directly supporting a fee earner	4.08%	36.74%	0%	0%	0%	0%	2.04%	<b>42.86%</b>
Managerial Role	2.04%	0%	2.04%	0%	0%	0%	0%	<b>4.08%</b>
IT/HR/Other corporate services role	4.08%	6.12%	0%	0%	0%	0%	0%	<b>10.20%</b>
Prefer not to say	0%	0%	0%	0%	0%	0%	0%	<b>0%</b>
<b>Total</b>	<b>22.45%</b>	<b>67.36%</b>	<b>8.15%</b>	<b>0%</b>	<b>0%</b>	<b>0%</b>	<b>2.04%</b>	<b>100%</b>

# George Green LLP

## Diversity Data

### Education

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 attended university	Neither parent attended university	Don't know	Prefer not to say	Total
Solicitor partner	6.13%	10.2%	0%	0%	16.33%
Solicitor (not partner)	4.08%	12.25%	2.04%	0%	18.37%
Other fee earning role	2.04%	6.12%	0%	0%	18.16%
Role directly supporting a fee earner	0%	36.74%	2.04%	4.08%	42.86%
Managerial Role	2.04%	2.04%	0%	0%	4.08%
IT/HR/Other corporate services role	0%	10.2%	0%	0%	10.2%
Prefer not to say	0%	0%	0%	0%	0%
<b>Total</b>	<b>14.29%</b>	<b>77.55%</b>	<b>4.08%</b>	<b>4.08%</b>	<b>100%</b>

# George Green LLP

## Diversity Data

### Occupation

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/ traditional professional occupations	Senior/junior managers and administrators	Technical and craft occupations	Routine manual and service occupations	Small business owners	Other/ retired/ I don't know	Prefer not to say	Total
Solicitor partner	8.16%	6.13%	2.04%	0%	0%	0%	0%	16.33%
Solicitor (not partner)	6.13%	4.08%	4.08%	0%	0%	2.04%	2.04%	18.37%
Other fee earning role	6.12%	0%	0%	0%	0%	2.04%	0%	8.16%
Role directly supporting a fee earner	0%	6.13%	20.41%	4.08%	4.08%	4.08%	4.08%	42.86%
Managerial Role	2.04%	0%	0%	2.04%	0%	0%	0%	4.08%
IT/HR/Other corporate services role	0%	0%	4.08%	4.08%	0%	0%	2.04%	10.2%
Prefer not to say	0%	0%	0%	0%	0%	0%	0%	0%
<b>Total</b>	<b>22.45%</b>	<b>16.34%</b>	<b>30.61%</b>	<b>10.2%</b>	<b>4.08%</b>	<b>8.16%</b>	<b>8.16%</b>	<b>100%</b>

# George Green LLP

## Diversity Data

### Childcare

Are you a primary carer for a child or children under 18?	Yes	No	Prefer not to say	Total
Solicitor partner	8.16%	8.16%	0%	16.33%
Solicitor (not partner)	6.13%	12.24%	0%	18.37%
Other fee earning role	6.12%	2.04%	0%	8.16%
Role directly supporting a fee earner	10.2%	32.66%	0%	42.86%
Managerial Role	0%	4.08%	0%	4.08%
IT/HR/Other corporate services role	4.08%	6.12%	0%	10.2%
Prefer not to say	0%	0%	0%	0%
<b>Total</b>	<b>34.69%</b>	<b>65.31%</b>	<b>0%</b>	<b>100%</b>

# George Green LLP

## Diversity Data

### Care

Do you look after or care for someone with long term physical or mental ill heath caused by disability or age (not in a paid capacity)?	No	Yes, 1 – 19 hours a week	Yes, 20 – 49 hours a week	Yes, 50 hours or more a week	Prefer not to say	Total
Solicitor partner	16.33%	0%	0%	0%	0%	16.33%
Solicitor (not partner)	18.37%	0%	0%	0%	0%	18.37%
Other fee earning role	8.16%	0%	0%	0%	0%	8.16%
Role directly supporting a fee earner	36.74%	2.04%	2.04%	0%	2.04%	42.86%
Managerial Role	4.08%	0%	0%	0%	0%	4.08%
IT/HR/Other corporate services role	10.2%	0%	0%	0%	0%	10.2%
Prefer not to say	0%	0%	0%	0%	0%	0%
<b>Total</b>	<b>93.88%</b>	<b>2.04%</b>	<b>2.04%</b>	<b>0%</b>	<b>2.04%</b>	<b>100%</b>

