

Gorvins LLP Diversity Data consolidated

July 2023

Roles in the firm

Role	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	13
Solicitor (not partner)	12
Other fee earning role	9
Role directly supporting a fee earner	12
Managerial / IT / HR / other corporate services role	12
Prefer not to say	5

Age

Role	Age category	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	35-44	5
	45-54	8
Solicitor (not partner)	25-34	5
	35-44	5
	45-54	1
	Prefer not to say	1
Other fee earning role	16-24	1
	25-34	2
	35-44	2
	45-54	2
	55-64	1
	65+	1
Role directly supporting a fee earner	16-24	1
	25-34	1
	35-44	1
	45-54	8
	55-64	1
Managerial / IT / HR / other corporate services role	25-34	2
	35-44	5
	45-54	2
	55-64	3
Prefer not to say	25-34	1
	35-44	2
	45-54	1
	Prefer not to say	1

Sex

Role	Self-description	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Male	9
	Female	4
Solicitor (not partner)	Male	2
	Female	9
	Prefer not to say	1

Other fee earning role	Male	4
	Female	5
Role directly supporting a fee earner	Male	1
	Female	11
Managerial / IT / HR / other corporate services role	Male	4
	Female	8
Prefer not to say	Male	2
	Female	2
	Prefer not to say	1

Gender identified with is same as sex registered at birth

Role	Self-description	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Yes	13
Solicitor (not partner)	Yes	11
	Prefer not to say	1
Other fee earning role	Yes	9
Role directly supporting a fee earner	Yes	12
Managerial / IT / HR / other corporate services role	Yes	12
Prefer not to say	Yes	4
	Prefer not to say	1

Has a disability according to the definition of the Equality Act 2010

Role	Disability under Equality Act 2010	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Yes	1
	No	12
Solicitor (not partner)	No	11
	Prefer not to say	1
Other fee earning role	No	9
Role directly supporting a fee earner	No	12
Managerial / IT / HR / other corporate services role	Yes	2
	No	9
	Prefer not to say	1
Prefer not to say	Yes	1
	No	3
	Prefer not to say	1

Day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months

Role	Self-description	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Yes, limited a little	1
	No	12
Solicitor (not partner)	No	11
	Prefer not to say	1
Other fee earning role	Yes, limited a little	1
	No	8
Role directly supporting a fee earner	Yes, limited a little	2
	No	10
Managerial / IT / HR / other corporate services role	Yes, limited a little	2
	No	10
Prefer not to say	No	4
	Prefer not to say	1

Ethnic group

Role	Ethnic group	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	White British, English, Welsh, Northern Irish, Scottish	13
Solicitor (not partner)	White British, English, Welsh, Northern Irish, Scottish	6
	Indian	2
	Pakistani	2
	White and Black African	1
	Prefer not to say	1
Other fee earning role	Bangladeshi	1
	White British, English, Welsh, Northern Irish, Scottish	8
Role directly supporting a fee earner	Any other mixed / multiple ethnic background	1
	White British, English, Welsh, Northern Irish, Scottish	11
Managerial / IT / HR / other corporate services role	White British, English, Welsh, Northern Irish, Scottish	12
Prefer not to say	Chinese	1
	White British, English, Welsh, Northern Irish, Scottish	3
	Prefer not to say	1

Religion or belief

Role	Ethnic group	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	No religion or belief	3
	Christian	9
	Any other religion or belief	1
Solicitor (not partner)	No religion or belief	4
	Christian	4
	Hindu	1
	Muslim	2
	Prefer not to say	1
Other fee earning role	Christian	7
	Muslim	1
	No religion or belief	1
Role directly supporting a fee earner	No religion or belief	5
	Christian	4
	Any other religion or belief	2
	Prefer not to say	1
Managerial / IT / HR / other corporate services role	No religion or belief	7
	Christian	5
Prefer not to say	No religion or belief	2
	Christian	1
	Any other religion or belief	2
	Prefer not to say	1

Sexual orientation

Role	Sexual orientation	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Heterosexual	13
Solicitor (not partner)	Heterosexual	11
	Prefer not to say	1
Other fee earning role	Heterosexual	8
	Other preferred	1
Role directly supporting a fee earner	Heterosexual	11
	Prefer not to say	1
Managerial / IT / HR / other corporate services role	Bi	1
	Gay	1
	Heterosexual	10
Prefer not to say	Heterosexual	3
	Prefer not to say	2

Type of school attended for the most time between ages 11 – 16

Role	Type of school	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	State run / funded; selective on academic, faith or other grounds	5
	State run / funded; non-selective	6
	Independent / fee paying	2
Solicitor (not partner)	State run / funded; selective on academic, faith or other grounds	3
	State run / funded; non-selective	7
	Independent / fee paying	1
	Prefer not to say	1
Other fee earning role	State run / funded; selective on academic, faith or other grounds	5
	State run / funded; non-selective	4
Role directly supporting a fee earner	State run / funded; selective on academic, faith or other grounds	2
	State run / funded; non-selective	10
role	State run / funded; non-selective	1
	Independent / fee paying	1
Managerial / IT / HR / other corporate services role	State run / funded; selective on academic, faith or other grounds	3
	State run / funded; non-selective	8
	Independent / fee paying	1
Prefer not to say	State run / funded; selective on academic, faith or other grounds	1
	State run / funded; non-selective	2
	Attended school outside UK	1
	Prefer not to say	1

Did either of your parents attend university by the time you were 18?

Role	Parents attended university	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Neither parent	8
	One or both	5
Solicitor (not partner)	Neither parent	6
	One or both	5
	Prefer not to say	1
Other fee earning role	Neither parent	4
	One or both	5

Role directly supporting a fee earner	Neither parent	10
	One or both	2
Managerial / IT / HR / other corporate services role	Neither parent	9
	One or both	2
	Not sure	1
Prefer not to say	Neither parent	4
	Prefer not to say	1

What was the occupation of your household's main earner when you were about 14?

Role	Occupation	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Professional / traditional occupation e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sgt or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.	5
	Senior/middle/junior manager or administrator e.g. finance manager, chief exec., large business owner; office / retail / bank / restaurant manager, warehouse manager.	2
	Clerical / intermediate occupation e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	1
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	2
	Small business owner, fewer than 25 employees e.g. corner shop, small plumbing company, retail shop, taxi, single restaurant / café / garage	2
	Other, e.g. retired, this question does not apply to me, I don't know	1
	Solicitor (not partner)	Professional / traditional occupation e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sgt or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.
Solicitor (not partner)	Clerical / intermediate occupation e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	1
	Technical, craft occupations e.g. motor mechanic, plumber, printer, electrician, gardener, train driver	2
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	2
	Other, e.g. retired, this question does not apply to me, I don't know	1
	Prefer not to say	1
Other fee earning role	Senior/middle/junior manager or administrator e.g. finance manager, chief exec., large business owner; office / retail / bank / restaurant manager, warehouse manager.	3

	Clerical / intermediate occupation e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	1
	Technical, craft occupations e.g. motor mechanic, plumber, printer, electrician, gardener, train driver	3
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	2
Role directly supporting a fee earner	Professional / traditional occupation e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sgt or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.	3
	Senior/middle/junior manager or administrator e.g. finance manager, chief exec., large business owner; office / retail / bank / restaurant manager, warehouse manager.	2
	Technical, craft occupations e.g. motor mechanic, plumber, printer, electrician, gardener, train driver	3
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	1
	Small business owner, fewer than 25 employees e.g. corner shop, small plumbing company, retail shop, taxi, single restaurant / café / garage	1
	Long-term unemployed (claimed job-seekers allowance or earlier benefit for more than a year)	1
	Prefer not to say	1
Managerial / IT / HR / other corporate services role	Professional / traditional occupation e.g. teacher, nurse, physiotherapist, social worker, musician, police officer (sgt or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.	1
	Senior/middle/junior manager or administrator e.g. finance manager, chief exec., large business owner; office / retail / bank / restaurant manager, warehouse manager.	4
	Clerical / intermediate occupation e.g. secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	2
	Technical, craft occupations e.g. motor mechanic, plumber, printer, electrician, gardener, train driver	1
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	2
	Small business owner, fewer than 25 employees e.g. corner shop, small plumbing company, retail shop, taxi, single restaurant / café / garage	1
	Prefer not to say	1
Prefer not to say	Professional / traditional occupation e.g. teacher, nurse, physiotherapist, social worker, musician, police	1

	officer (sgt or above), software designer, accountant, solicitor, medical practitioner, scientist, civil or mechanical engineer.	
	Senior/middle/junior manager or administrator e.g. finance manager, chief exec., large business owner; office / retail / bank / restaurant manager, warehouse manager.	1
	Technical, craft occupations e.g. motor mechanic, plumber, printer, electrician, gardener, train driver	1
	Routine, semi-routine, manual or service occupation e.g. postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter, waitress, bar staff.	1
	Prefer not to say	1

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

Role	Primary carer for 1+ child U18	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	Yes	8
	No	5
Solicitor (not partner)	Yes	4
	No	7
	Prefer not to say	1
Other fee earning role	Yes	2
	No	7
Role directly supporting a fee earner	Yes	4
	No	8
Managerial / IT / HR / other corporate services role	Yes	4
	No	8
Prefer not to say	Yes	2
	No	2
	Prefer not to say	1

Do you look after or care for (unpaid) someone with long term physical or mental ill health caused by disability or age?

Role	Disability under Equality Act 2010	Total
Solicitor, Full or Partial Equity Partner / Salaried Partner	No	13
Solicitor (not partner)	No	8
	Yes 1-19 hours / week	2
	Yes 20-49 hours / week	1
	Prefer not to say	1
Other fee earning role	No	9
Role directly supporting a fee earner	No	12
Managerial / IT / HR / other corporate services role	No	12
Prefer not to say	No	3
	Yes, 20-49 hours a week	1
	Prefer not to say	1