



HATTEN WYATT
Solicitors & Advocates

Incorporating

Morlings
SOLICITORS

Pengelly & Rylands
Solicitors

STEPHENS & SON
Solicitors

Hatten Wyatt (Inc) Diversity Demographics - June 2019

Age	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
16 - 24	0	0.00%	0	0.00%	0	0.00%	5	7.81%	0	0.00%	5	7.81%
25 - 34	0	0.00%	2	3.13%	1	1.56%	4	6.25%	2	3.13%	9	14.06%
35 - 44	0	0.00%	1	1.56%	1	1.56%	1	1.56%	1	1.56%	4	6.25%
45 - 54	3	4.69%	0	0.00%	0	0.00%	4	6.25%	3	4.69%	10	15.63%
55 - 64	3	4.69%	1	1.56%	0	0.00%	2	3.13%	0	0.00%	6	9.38%
65+	0	0.00%	0	0.00%	0	0.00%	1	1.56%	2	3.13%	3	4.69%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%
	9	14.06%	10	15.63%	10	15.63%	19	29.69%	16	25.00%	64	100.00%

Gender	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Man	2	3.13%	1	1.56%	0	0.00%	0	0.00%	2	3.13%	5	7.81%
Woman	4	6.25%	3	4.69%	2	3.13%	17	26.56%	6	9.38%	32	50.00%
Other preferred description	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Transgender	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No	6	9.38%	4	6.25%	2	3.13%	17	26.56%	8	12.50%	37	57.81%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Invalid/no response to this question	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Disability	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No	6	9.38%	4	6.25%	2	3.13%	17	26.56%	8	12.50%	37	57.81%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Ethnicity	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Bangladeshi	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	1.56%
Chinese	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Indian	1	1.56%	1	1.56%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
Pakistani	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other Asian background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Caribbean	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other Black background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White and Asian	1	1.56%	0	0.00%	0	0.00%	1	1.56%	0	0.00%	2	3.13%
White and Black African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White and Black Caribbean	0	0.00%	0	0.00%	0	0.00%	1	1.56%	0	0.00%	1	1.56%
White and Chinese	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other Mixed / multiple ethnic background	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	1.56%	2	3.13%
British / English / Welsh / Northern Irish / Scottish	3	4.69%	2	3.13%	2	3.13%	14	21.88%	6	9.38%	27	42.19%
Irish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Gypsy or Irish Traveller	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other White background	0	0.00%	1	1.56%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Arab	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Any other ethnic group	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Religion or belief	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
No religion or belief / Atheist	0	0.00%	1	1.56%	1	1.56%	6	9.38%	2	3.13%	10	15.63%
Buddhist	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christian	4	6.25%	2	3.13%	1	1.56%	11	17.19%	5	7.81%	23	35.94%
Hindu	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Jewish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Muslim	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	1.56%
Sikh	1	1.56%	1	1.56%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
Any other religion or belief	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	2	3.13%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Sexual orientation	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Bi	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Gay/Lesbian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Heterosexual/straight	5	7.81%	4	6.25%	2	3.13%	17	26.56%	8	12.50%	36	56.25%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	2	3.13%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Schooling type	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
State-run or state-funded school - academic, faith or other grounds	2	3.13%	1	1.56%	0	0.00%	5	7.81%	2	3.13%	10	15.63%
State-run or state-funded school - non-selective	4	6.25%	2	3.13%	2	3.13%	12	18.75%	5	7.81%	25	39.06%
Independent or fee-paying school - bursary	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Independent or fee-paying school - no bursary	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	1.56%
Attended school outside the UK	0	0.00%	1	1.56%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Other	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Don't know	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Highest level qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
At least one has a degree level qualification	1	1.56%	2	3.13%	0	0.00%	2	3.13%	2	3.13%	7	10.94%
Qualifications below degree level	3	4.69%	2	3.13%	1	1.56%	6	9.38%	2	3.13%	14	21.88%
No formal qualifications	0	0.00%	0	0.00%	0	0.00%	2	3.13%	3	4.69%	5	7.81%
Don't know	1	1.56%	0	0.00%	1	1.56%	5	7.81%	0	0.00%	7	10.94%
Not applicable	0	0.00%	0	0.00%	0	0.00%	1	1.56%	1	1.56%	2	3.13%
Other	0	0.00%	0	0.00%	0	0.00%	1	1.56%	0	0.00%	1	1.56%
Prefer not to say	2	3.13%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Primary carer for a child under 18	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	1	1.56%	1	1.56%	0	0.00%	3	4.69%	3	4.69%	8	12.50%
No	5	7.81%	3	4.69%	2	3.13%	14	21.88%	4	6.25%	28	43.75%
Prefer not to say	1	1.56%	0	0.00%	0	0.00%	0	0.00%	1	1.56%	2	3.13%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
N/a	5	7.81%	4	6.25%	1	1.56%	16	25.00%	8	12.50%	34	53.13%
Yes, 1 - 19 hours a week	0	0.00%	0	0.00%	1	1.56%	0	0.00%	0	0.00%	1	1.56%
Yes, 20 - 49 hours a week	0	0.00%	0	0.00%	0	0.00%	1	1.56%	0	0.00%	1	1.56%
Yes, 50 or more hours a week	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	2	3.13%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.13%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%

Work of the main/ highest income earner in your household when you were aged about 14	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total no.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	2	3.13%	3	4.69%	0	0.00%	1	1.56%	0	0.00%	6	9.38%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	1	1.56%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.56%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	0	0.00%	0	0.00%	1	1.56%	3	4.69%	2	3.13%	6	9.38%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	1	1.56%	0	0.00%	1	1.56%	4	6.25%	3	4.69%	9	14.06%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0	0.00%	0	0.00%	0	0.00%	5	7.81%	1	1.56%	6	9.38%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	0	0.00%	0	0.00%	0	0.00%	3	4.69%	2	3.13%	5	7.81%
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Inactive (excluding those that are retired)	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Retired	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Not applicable	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Other	0	0.00%	1	1.56%	0	0.00%	1	1.56%	0	0.00%	2	3.13%
Don't know	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	3	4.69%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	3	4.69%
Invalid/no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	2	3.13%	6	9.38%	8	12.50%	2	3.13%	8	12.50%	26	40.63%