

# SRA Legal Diversity Survey 2023



Approximately every two years all regulated firms are required by the Solicitors Regulation Authority (SRA) to collect, report, and publish data about the diversity make-up of their workforce.

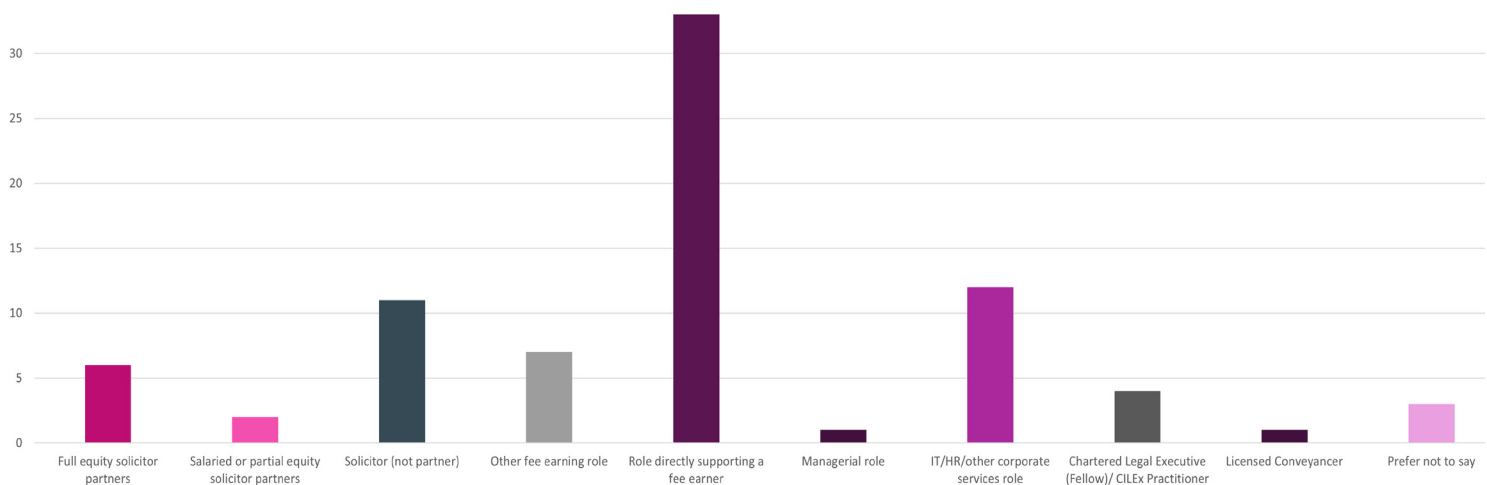
At Fraser Dawbarns, we are committed to always providing a positive working environment for staff. We believe that practicing equality throughout all aspects of our business holds the utmost importance. We will remain dedicated to continuing the employment of an inclusive and

diverse team that share the same values as us. It is important that we reflect through our array of values, our modern and supportive work approach that is representative of our clientele from a range of backgrounds. We hold great pride in being able to say we are a firm that offers each of our staff equal opportunities.

Thank you to everyone who has taken the time to complete this survey, the results have been visualised below.

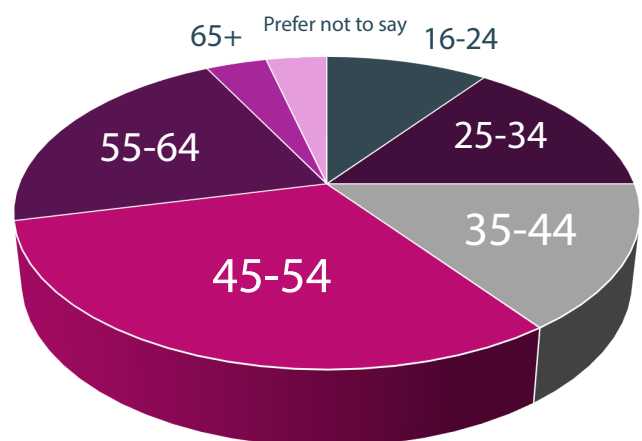
## Survey Results

### Role

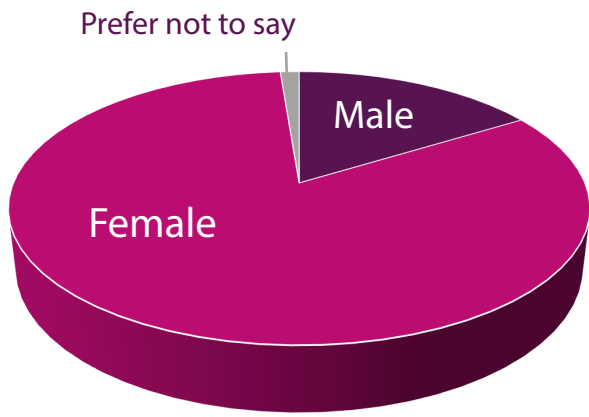


### Age

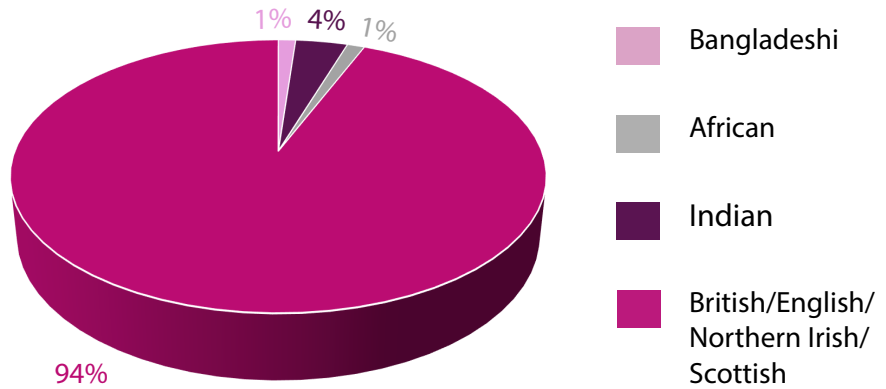
Fraser Dawbarns has a wide range of ages in their workforce. We celebrate the long service of staff who have been with us for many years, while also recruiting young professionals from secondary schools and universities. Our age category data is a reflection of this.



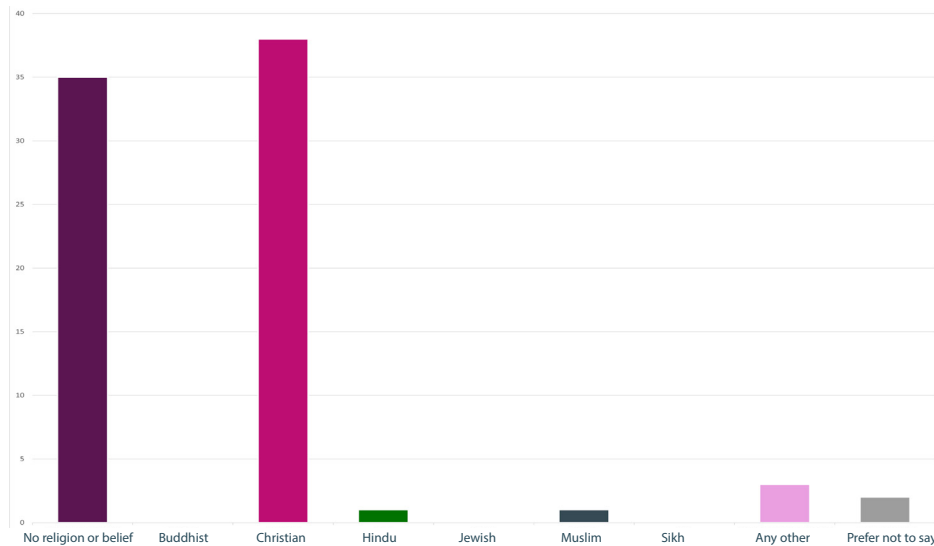
### Gender



### Ethnic Group



### Religion or Belief

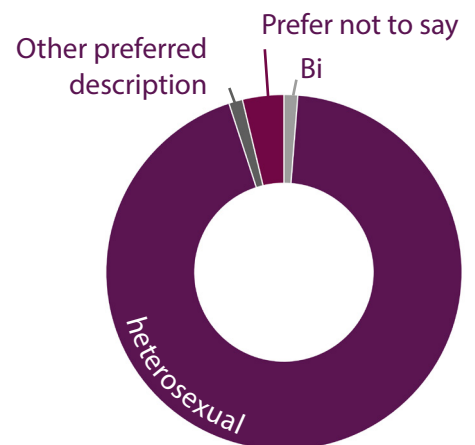


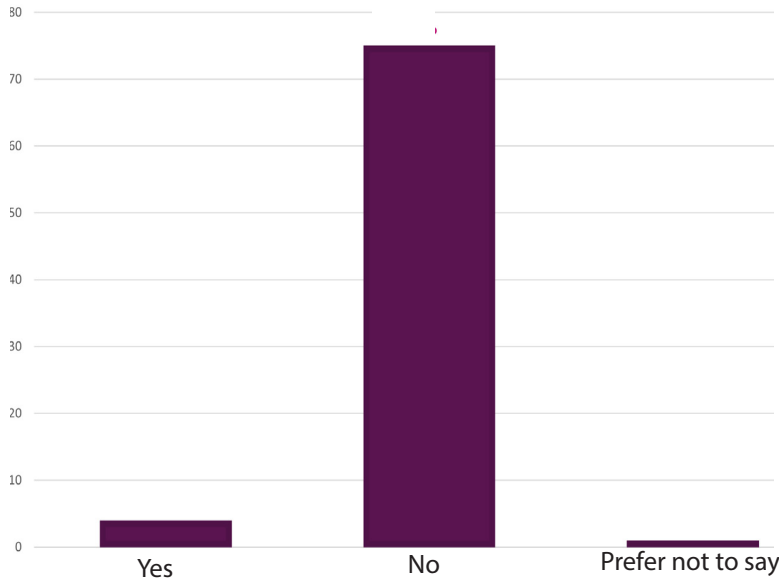
At Fraser Dawbarns, we work to create an inclusive environment that enables all staff to succeed. Incidents of discrimination are considered in our grievance policy and should be reported to HR with immediate effect.

### Personal Data Review

The majority of our staff (83%) identify as female. 2023 research from the SRA highlights an increase in the proportion of women in the legal profession and that the seniority gap between female partners and solicitors has slightly narrowed. The SRA has also included "prefer not to say" responses in this year's survey.

### Sexual Orientation



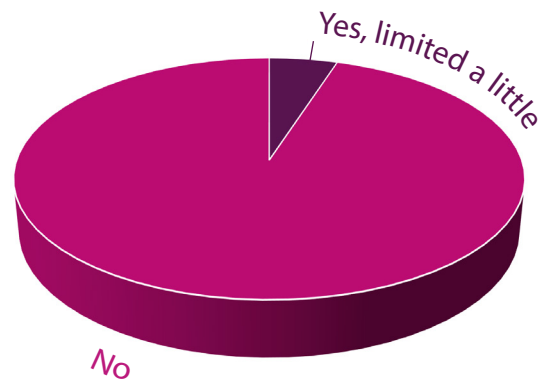


### Do you consider yourself to have a disability?

5% of staff at Fraser Dawbarns feel that their day-to-day activities are limited due to a long-term health condition. The SRA declare that 10-50 Partner firms have a higher proportion of disabled lawyers (6%) but that no such difference is present in smaller firms.

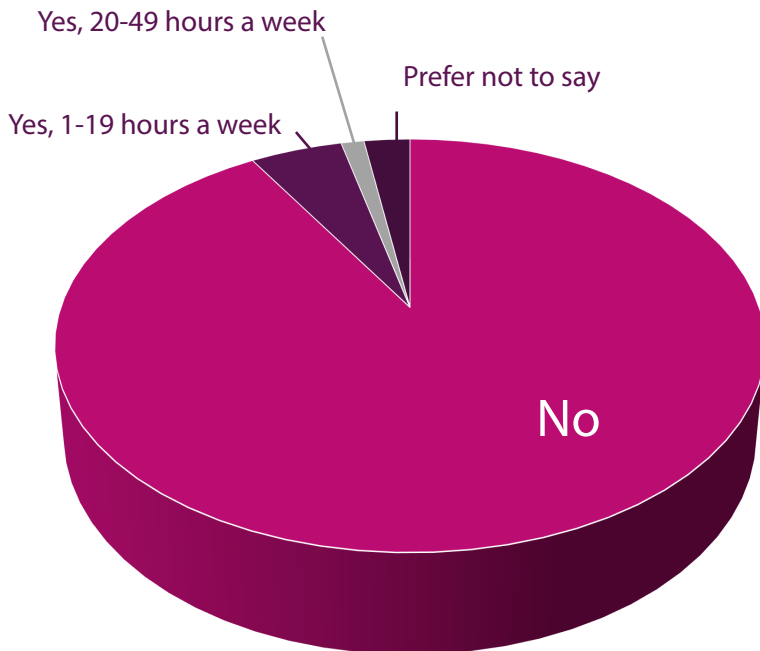
### Are your day-to-day activities limited because of a health problem or a disability which has lasted, or is expected to last, at least 12 months?

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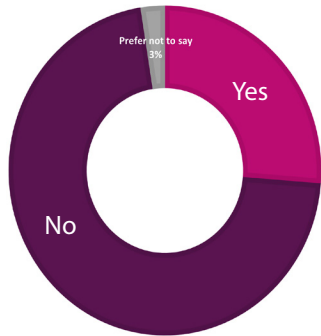
### Health Data Review

At Fraser Dawbarns, ensuring our staff feel supported with their health and wellbeing is of the utmost importance. Our HR and admin teams work to adjust and improve day-to-day working arrangements, such as providing you with extra equipment or changing your duties. We also provide free online wellbeing resources to staff which can be found on our internal intranet page.

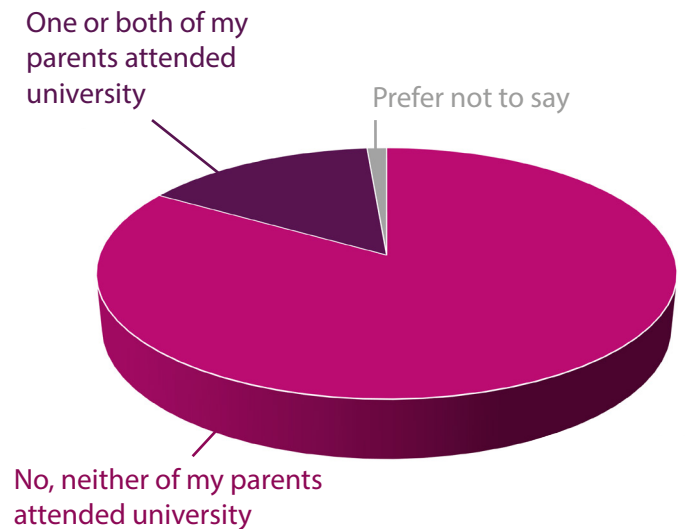


### Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in paid capacity)?

Are you a carer for a child/children under 18?



Did either of your parents attend university and gain a degree by the time you were 18?



### Education Data Review

71% of our staff attended non-selective state-run schools from ages 11-16 and 10% of staff attended independent/fee paying schools. Nationally, 22% of lawyers attend these schools, a figure which hasn't changed since 2019.

Which type of school did you attend for the most time between the ages of 11 and 16?

