1. Select the category which best describes your role in the firm

- Solicitor (sole practitioner/member/director): 3%
- Solicitor (not partner): 54%
- Other fee earning role: 5%
- Role directly supporting fee earner: 22%
- Managerial role: 7%
- IT/HR/other corporate services role: 5%
- Chartered legal executive (Fellow)/CILEx Practitioner: 2%
- Prefer not to say: 2%

2. From the list of age bands below, please indicate the category that includes your current age in years:

- 16-24: 5%
- 25-34: 21%
- 35-44: 40%
- 45-54: 25%
- 55-64: 9%
- 65+: 0%
- Prefer not to say: 0%
3. What is your gender identity?

36% Male

64% Female

4. Transgender – Is your gender identity different from your registered sex at birth?

2% Yes

98% No
5. Do you consider yourself to have a disability according to the definition in the Equality Act?

- Yes: 8%
- No: 90%
- Prefer not to say: 2%

6. 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: 7%
- No: 90%
- Prefer not to say: 3%
7. What is your ethnic group?

- 76% British
- 3% Irish
- 3% Other white
- 5% Indian
- 2% Pakistani
- 2% Other Asian
- 9% Caribbean

8. What is your religion or belief?

- 28% No religion/Atheist
- 53% Christian
- 5% Hindu
- 5% Jewish
- 0% Muslim
- 2% Sikh
- 7% Prefer not to say
9. What is your sexual orientation?

- 2% Bisexual
- 3% Gay/lesbian
- 86% Heterosexual/straight
- 7% Prefer not to say
- 2% Invalid/no response

10. What type of school did you attend from age 11 to 16?

- 33% UK State-run or state-funded school – selective on academic, faith or other grounds
- 47% UK State-run or state-funded school – non-selective
- 10% UK Independent or fee-paying school – no bursary
- 3% Attended school outside the UK
- 2% Don’t know
- 5% Prefer not to say
11. What was the highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18?

- 45% At least one has a degree level qualification
- 36% Qualifications below degree level
- 10% No formal qualifications
- 5% Don’t know
- 2% Not applicable
- 2% Prefer not to say

Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer

12. What was the work of the main/highest income earner in your household when you were aged about 14?

- 22% Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse
- 10% Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive
- 16% Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
- 9% Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
- 3% Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff
- 5% Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
- 9% Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer
- 2% Retired
- 5% Other
- 5% Prefer not to say

Markel Law diversity statistics 2019
13. Are you a primary carer for a child or children under 18?

55% No
45% Yes

14. Do you spend time providing unpaid care for those with long term physical or mental ill health caused by disability or age?

79% No

2% Yes, 50 or more hours per week

3% Yes, 20-49 hours per week

16% Yes, 1-19 hours per week
Notes

1. Data reflects demographic information for the Markel Law office as at August 2019.

2. Data is based on information provided by individuals. Categories reflect data from approximately 67% of our people. As a result, the figures do not reflect the exact demographics of all Markel Law staff.

3. All figures have been rounded to the nearest whole number.