

Lamb Brooks

Diversity Statistics 2023

Lamb Brooks is committed to providing equal opportunities for all its staff, partners and job applicants. Lamb Brooks is also committed to avoiding discrimination in its dealings with clients, barristers and third parties.

Here at Lamb Brooks there is a commitment to promoting diversity in all its professional activities. The firm has an Equality and Diversity Policy. This confirms that all staff are required to treat others with the same attention, courtesy and respect; regardless of age, disability, gender reassignment, marriage or civil partnership, pregnancy or maternity, race, religion or belief, sex and sexual orientation.

Lamb Brooks is committed to being a diverse organisation.

All staff are asked to participate in a survey, from time to time.

Here are our 2023 survey results:

In July 2023, 79% of the firm completed the survey (41/52 individuals)

Role category in the practice

Partners: 22%

Solicitors / Chartered Legal Executives (non-Partners): 15%

Other fee earning roles: 20%

Role directly supporting fee earner: 29%

Managerial /IT/HR/Other corporate services: 12%

Prefer not to say: 2%

Sex

Partners: 33% male, 67% female

Solicitors/Legal Executives: 0% male, 100% female

Other fee earning roles: 13% male, 87% female

Role directly supporting fee earner: 100% female

Managerial/IT/HR/: 20% male, 80% female

Disability (according to definition in the Equality Act 2010)

Yes: 2%

No: 96%

Prefer not to say: 2%

Age category / practice

16 - 24: 15%

25 - 34: 32%

35 - 44: 17%

45 - 54: 19%

55 - 64: 17%

Day to day activities limited by health problem/disability lasting at least 12 months

Limited a lot: 0%

Limited a little: 10%

No: 90%

Ethnicity

White background: 93%

Asian or Black background: 7%

Religion or belief:

54% No religion or belief

37% Christian

7% Other

2% Prefer not to say

Sexual orientation: Heterosexual 100%

Gender identified with same as sex registered at birth? Yes: 100%



Predominant school type from age 11 to 16

State-run or state-funded school – selective on academic faith or other grounds: 15%

State-run or state-funded school – non selective: 66%

Independent / fee-paying school: 15%

Attended school outside of the UK: 2%

Prefer not to say: 2%

Did either parent attend university by the time the staff member reached age 18

Yes, one or both parents attended university: 24%

No, neither parent attended university: 74%

Don't know / not sure: 2%

Work of the main/highest earner in the household when staff member was aged 14

Modern professional: 34%

Clerical and intermediate occupations: 10%

Senior, middle or junior managers or administrators: 7%

Technical and craft occupations: 22%

Small business owners: 10%

Routine / semi-routine manual and service occupations: 15%

Other: e.g. retired / does not apply / does not know: 2%

Primary carer for a child/children under eighteen)

Yes: 29%

No: 71%

Unpaid carer for someone with long term physical or mental ill health caused by disability or age

No: 98%

Yes: 20 – 49 hours a week: 0%

Yes: 1 – 19 hours a week: 2%