

# Lamb Brooks

# Diversity Statistics 2021

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.

Lamb Brooks is committed 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 2021 survey results:

In July 2021, 40/51 individuals completed the survey (78%)

### Role category in the practice

Solicitor Partners: 20%  
Solicitors / Chartered Legal Executives (non-Partners): 17.5%  
Other fee earning roles: 17.5%  
Role directly supporting fee earner: 32.5%  
Managerial /IT/HR/Other corporate services: 12.5%

### Age category / practice

16 - 24: 15%  
25 - 34: 15%  
35 - 44: 20%  
45 - 54: 30%  
55 - 64: 20%

### Sex

Solicitors/Legal Executives: 33% male, 67% female  
Other fee earning roles: 14% male, 86% female  
Role directly supporting fee earner: 100% female  
Managerial/IT/HR/Other corporate services: 100% female

### Ethnicity

White background: 92.5%  
Asian or Black background: 7.5%

### Disability (according to definition in the Equality Act 2010)

Yes: 7.5%  
No: 92.5%

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

Limited a lot: 0%  
Limited a little: 7.5%  
No: 92.5%



### **Predominant school type from age 11 to 16**

State-run or state-funded school – selective on academic faith or other grounds: 10%

State-run or state-funded school – non selective: 70%

Independent / fee-paying school: 15%

Attended school outside of the UK: 2.5%

Prefer not to say: 2.5%

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

Yes, one or both parents attended university: 20%

No, neither parent attended university: 80%

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

Modern professional: 40%

Clerical & intermediate occupations: 5%

Managers or administrators: 15%

Technical and craft occupations: 10%

Small business owners: 10%

Routine / semi-routine manual and service occupations: 10%

Other: eg. retired / does not apply / does not know: 5%

Long term unemployed: 2.5%

Prefer not to say: 2.5%

### **Primary carer for a child/children under eighteen)**

Yes: 40%

No: 60%

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

No: 95%

Yes: 20 – 49 hours a week: 2.5%

Yes: 1 – 19 hours a week: 2.5%