



Diversity Report 2023



Overdales

What are we reporting?

Our vision is to nurture a culture where colleagues can be themselves, feel they belong and have the opportunity to fulfil their potential in an environment that values and embraces their uniqueness.

We're pleased to support the SRA in this biennial survey to help promote a profession that is both diverse and inclusive and is more able to meet the needs of clients and communities that we serve.

The SRA publishes aggregate data on its 'Diversity in the profession' web page, which can be viewed [here](#).

The survey was carried out between 22nd June and 14th July 2023 and 239 Overdales colleagues (approximately 62%) responded. A copy of the results has been provided to the SRA and published here in line with our regulatory requirements.



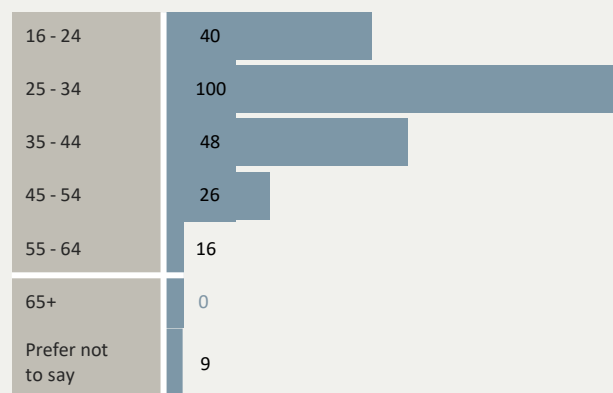
James Riley, Managing Director Overdales Legal Limited



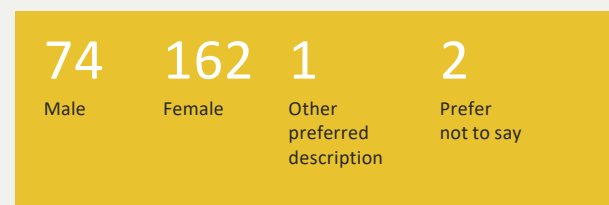
1: Select one category which best describes your role in the firm.

Solicitor & director	1
Solicitor (not director)	3
Other fee earning role	54
Role directly supporting a fee earner	60
Managerial role	31
IT/HR/other corporate services role	37
Barrister	0
Chartered Legal Executive/Fellow of CILEx)	0
Licensed Conveyancer	0
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	53

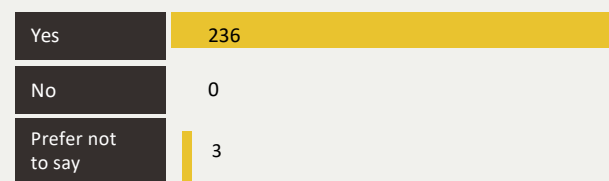
2: Which age category are you in?



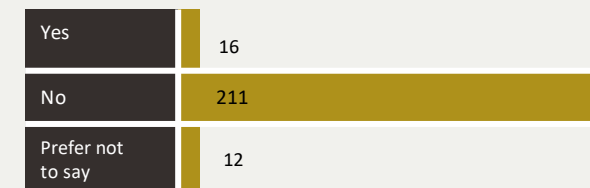
3: What is your sex?



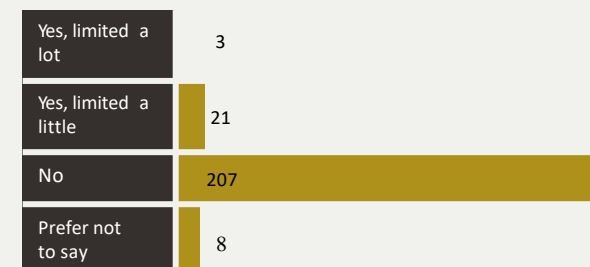
4: Is the gender you identify with the same as your sex registered at birth?



5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



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?



7. What is your ethnic group?

Asian/Asian British	
Bangladeshi	6
Chinese	1
Indian	11
Pakistani	40
Any other Asian background	1
Black/Black British	
African	10
Caribbean	4
Any other Black background	0
Mixed/multiple ethnic groups	
White and Asian	3
White and Black African	0
White and Black Caribbean	6
White and Chinese	0
Any other Mixed/Multiple ethnic background	2

White	
British/English/Welsh/Northern Irish/Scottish	144
Irish	1
Gypsy or Irish Traveller	0
Roma	0
Any other White background	2
Other ethnic group	
Arab	0
Any other ethnic group	0
Prefer not to say	
Prefer not to say	8

8. What is your religion or belief?

No religion or belief	99
Buddhist	1
Christian	51
Hindu	3
Jewish	1
Muslim	56
Sikh	6
Any other religion or belief	3
Prefer not to say	19

9. What is your sexual orientation?

Bi	8
Gay/Lesbian	4
Heterosexual	212
Other preferred description	5
Prefer not to say	10

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

State-run or state-funded school (selective on academic, faith or other grounds)	53
State-run or state-funded school (non-selective)	147
Independent/ fee-paying school, where I received no bursary or bursary covering less than 90% of my tuition	4
Attended school outside the UK	16
Don't know/ not sure	9
Prefer not to say	10

11. Did either of your parents attend university by the time you were 18?

No, neither of my parents attended university	170
Yes, one or both of my parents attended university	40
Don't know/ not sure	13
Prefer not to say	16

12. What was the occupation of your main household earner when you were about 14?

Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer	43
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	37
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	12
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	25
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff	51
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	18
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	5
Other, such as: retired, this question does not apply to me, I don't know	10
Prefer not to say	38

13. Are you a primary carer for a child or children under 18?

63	170	6
Yes	No	Prefer not to say

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

208	14	5	2	10
No	Yes 1-19 hrs a week	Yes 20-49 hrs a week	Yes 50 or more hrs a week	Prefer not to say