



Diversity Report 2021



Overdales

What are we reporting?

Our regulator, the Solicitors Regulation Authority (SRA), requires us to conduct a survey among our colleagues to help them understand the diversity of law firms. They use this information to understand the changing make-up of the solicitors' profession and to promote a diverse and inclusive profession, better able to meet the needs of clients and reflect the communities that we serve.

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

We are pleased to support the SRA in this and we fully support their aims to make the legal profession more modern, diverse and inclusive, and representative of our society. We are committed to ensuring that we have an inclusive culture within our business, providing a welcoming, fair and respectful workplace environment, where everyone feels safe to be themselves and is able to reach their full potential.

The survey was carried out between 7th and 26th July 2021 and 133 Overdales colleagues (approximately 71%) responded. A copy of the results has been provided to the SRA and published here in line with our regulatory requirements.



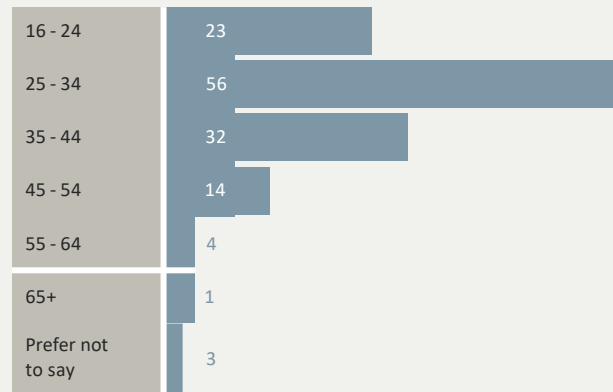
James Riley, Managing Director Overdales Legal Limited



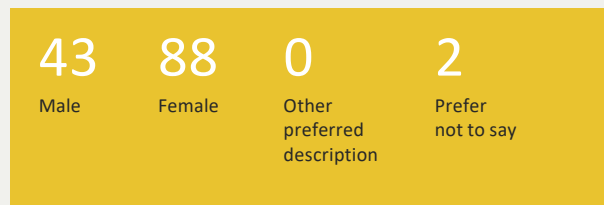
1: Select one category which best describes your role in the firm.

Solicitor & director	1
Solicitor (not director)	4
Other fee earning role	16
Role directly supporting a fee earner	34
Managerial role	13
IT/HR/other corporate services role	18
Barrister	0
Chartered Legal Executive/Fellow of CILEx)	1
Licensed Conveyancer	0
Patent or Trade Mark Attorney	0
Costs Lawyer	0
Notary	0
Prefer not to say	46

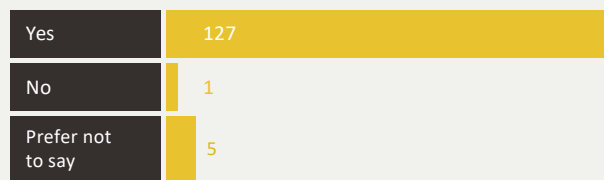
2: Which age category are you in?



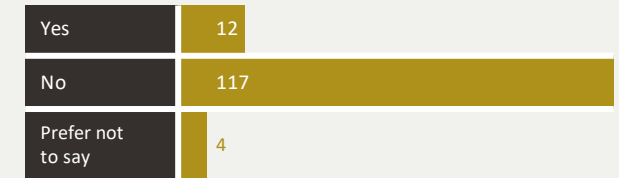
3: What is your sex?



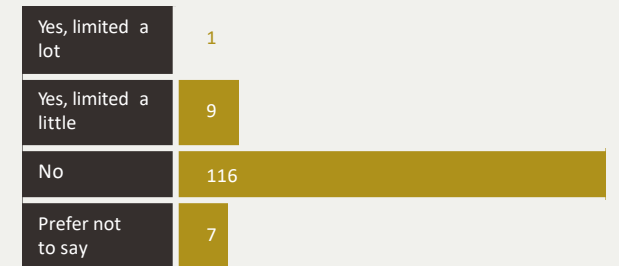
4: Is the gender you identify with the same as your sex registered at birth?



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	2
Chinese	0
Indian	8
Pakistani	20
Any other Asian background	1
Black/Black British	
African	2
Caribbean	1
Any other Black background	0
Mixed/multiple ethnic groups	
White and Asian	2
White and Black African	0
White and Black Caribbean	3
White and Chinese	0
Any other Mixed/Multiple ethnic background	1

White	
British/English/Welsh/Northern Irish/Scottish	84
Irish	0
Gypsy or Irish Traveller	0
Roma	0
Any other White background	1
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	51
Buddhist	0
Christian	30
Hindu	3
Jewish	1
Muslim	31
Sikh	1
Any other religion or belief	5
Prefer not to say	11

9. What is your sexual orientation?

Bi	2
Gay/Lesbian	4
Heterosexual	118
Other preferred description	1
Prefer not to say	8

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)	31
State-run or state-funded school (non-selective)	71
Independent/ fee-paying school	2
Independent/ fee-paying school, where I received a bursary covering 90% or more of my tuition	0
Attended school outside the UK	4
Don't know/ not sure	12
Prefer not to say	13

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

No, neither of my parents attended university	92
Yes, one or both of my parents attended university	16
Don't know/ not sure	9
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	11
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.	16
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	22
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	31
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)	3
Other, such as: retired, this question does not apply to me, I don't know	9
Prefer not to say	19

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

34	92	7
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)?

107	10	2	2	12
No	Yes 1-19 hrs a week	Yes 20-49 hrs a week	Yes 50 or more hrs a week	Prefer not to say