



Diversity Statistics 2014/2015

Diversity Profile

	<i>Gender</i>		<i>Disability</i>		<i>Caring Responsibility</i>		
	Female %	Male %	Declared Disability %	Not declared disability %	Primary Carer %	Not primary carer %	Prefer not to say %
Partner	35	65	2	98	57	43	0
Qualified Fee Earner	74	26	0	100	36	64	0
Other Fee earner	80	20	0	100	14	81	5
Support and secretarial	80	20	1	99	34	64	2
Total	67	33	<1	99	35	63	2

Notes:

Data which relates to age, gender and disability is provided for 100% of our people.

Data which relates to all other categories is provided for 50% of our people – the number who responded to our diversity and inclusion survey in September 2015

All figures provided are rounded to the nearest whole number and relate to percentages not actual figures.

Ethnic Origin

	<i>British/English/Welsh/ Northern Irish or Scottish %</i>	<i>Any other white background %</i>	<i>Other ethnic group %</i>	<i>Prefer not so say %</i>
Partner	90	10	0	0
Qualified fee earner	85	3	10	2
Other fee earner	66	0	29	5
Support and Secretarial	77	12	9	2
Total Partners and Staff	80	6	12	2

Age

	16-24 %	25/34 %	35-44 %	45-54 %	55-64 %	65+ %
Partner	0	4	44	44	8	0
Qualified fee earner	<1	53	36	7	4	0
Other fee earner	30	62	4	4	0	0
Support and Secretarial	4	35	29	22	9	1
Total Partners and Staff	9	39	28	19	5	<1

Social Economic Background

SECONDARY SCHOOL ATTENDED:

	<i>UK State School %</i>	<i>UK Independent/Fee paying school %</i>	<i>Attended School outside the UK %</i>
Partner	71	24	5
Qualified Fee Earner	61	36	3
Other fee earners	70	25	5
Support and Secretarial	72	8	20
Total Partners and Staff	69	23	8

UNIVERSITY EDUCATION:

	<i>First in their family to attend university %</i>	<i>Attended university but not first in family to do so %</i>	<i>Did not attend university %</i>
Partner	67	33	0
Qualified Fee Earner	36	61	3
Other fee earners	40	60	0
Support and Secretarial	33	27	40
Total Partners and Staff	44	45	11

Religion or Belief

	<i>No religion %</i>	<i>Buddhist %</i>	<i>Christian %</i>	<i>Hindu %</i>	<i>Jewish %</i>	<i>Muslim %</i>	<i>Sikh %</i>	<i>Any other religion %</i>	<i>Prefer not to say %</i>
Partner	38	0	52	0	5	0	0	0	5
Qualified fee earner	39	2	49	2	0	0	2	0	6
Other fee earner	57	0	19	5	0	5	9	0	5
Support and secretarial	45	0	43	2	0	2	0	0	8
Total Partners and Staff	44	1	41	2	1	2	3	0	6


All figures provided are rounded to the nearest whole number and relate to percentages not actual figures.

Sexual Orientation

	<i>Bisexual %</i>	<i>Gay man %</i>	<i>Gay woman %</i>	<i>Heterosexual %</i>	<i>Other %</i>	<i>Prefer not to say %</i>
Partner	0	5	0	95	0	0
Qualified fee earner	0	5	0	94	0	1
Other fee earner	0	0	0	90	5	5
Support and secretarial	3	0	0	91	0	6
Total	1	3	0	92	1	3

Capsticks LLP

www.capsticks.com

 [@capstickslp](https://twitter.com/capstickslp)

London

1 St George's Road, London SW19 4DR

T +44 (0)20 8780 2211

F +44 (0)20 8780 1141

DX 300118 - Wimbledon Central

Birmingham

35 Newhall Street, Birmingham B3 3PU

T +44 (0)121 230 1500

F +44 (0)121 230 1515

DX 13003 - Birmingham

Leeds

Toronto Square, Toronto Street, Leeds LS1 2HJ

T +44 (0)113 322 5560

F +44 (0)113 242 2722

DX 713112 - Leeds Park Square

Winchester

Staple House, Staple Gardens, Winchester, SO23 8SR

T +44 (0)1962 678 300

F +44 (0)1962 678 311

DX 2532 - Winchester