

**Capsticks Diversity Data
2023/2024**

Full tables

Gender

Data which relates to Gender is provided for 100% of our people

| | Female (%) | Male (%) | Other preferred description (%) | Prefer not to say (%) |
|------------------------|------------|----------|---------------------------------|-----------------------|
| Partner | 51 | 49 | 0 | 0 |
| Qualified fee earner | 77 | 22 | 0 | 1 |
| Other fee earner | 81 | 19 | 0 | 0 |
| Support & Secretarial | 73 | 26 | 1 | 0 |
| Total Partners & Staff | 74 | 25 | 0 | 1 |

Full tables

Ethnicity

Data which relates to Ethnicity is provided for 97% of our people

| | White (%) | Black, Asian and Minoritised Ethnic (%) | Other ethnic group(%) | Prefer not to say (%) |
|------------------------|-----------|---|-----------------------|-----------------------|
| Partner | 89 | 11 | 0 | 0 |
| Qualified fee earner | 74 | 23 | 2 | 2 |
| Other fee earner | 69 | 26 | 4 | 2 |
| Support & Secretarial | 75 | 28 | 0 | 1 |
| Total Partners & Staff | 73 | 24 | 2 | 2 |

Full tables

Disability

Data which relates to Disability is provided for 97% of our people

| | Declared disability (%) | Not declared disability (%) | Prefer not to say (%) |
|------------------------|-------------------------|-----------------------------|-----------------------|
| Partner | 7 | 91 | 1 |
| Qualified fee earner | 6 | 91 | 2 |
| Other fee earner | 8 | 89 | 4 |
| Support & Secretarial | 7 | 90 | 3 |
| Total Partners & Staff | 7 | 90 | 3 |

Full tables

Sexual Orientation

Data which relates to Sexual Orientation is provided for 97% of our people

| | Bisexual (%) | Gay/lesbian (%) | Heterosexual (%) | Other (%) | Prefer not to say (%) |
|------------------------|--------------|-----------------|------------------|-----------|-----------------------|
| Partner | 1 | 3 | 91 | 0 | 4 |
| Qualified fee earner | 4 | 3 | 89 | 0 | 4 |
| Other fee earner | 5 | 3 | 88 | 1 | 4 |
| Support & Secretarial | 4 | 2 | 89 | 0 | 4 |
| Total Partners & Staff | 4 | 3 | 89 | 0 | 4 |

Full tables

Religious Belief

Data which relates to Religious Belief is provided for 96% of our people

| | No religion (%) | Buddhist(%) | Christian (%) | Hindu(%) | Jewish (%) | Muslim (%) | Sikh (%) | Other (%) | Prefer not to say (%) |
|------------------------|-----------------|-------------|---------------|----------|------------|------------|----------|-----------|-----------------------|
| Partner | 49 | 0 | 41 | 3 | 1 | 1 | 0 | 0 | 4 |
| Qualified fee earner | 46 | 1 | 35 | 4 | 0 | 6 | 1 | 1 | 7 |
| Other fee earner | 53 | 1 | 26 | 4 | 0 | 9 | 4 | 1 | 3 |
| Support & Secretarial | 44 | 0 | 33 | 0 | 0 | 13 | 1 | 1 | 7 |
| Total Partners & Staff | 47 | 0 | 33 | 3 | 0 | 8 | 2 | 1 | 6 |

Full tables

Age

Data which relates to Age is provided for 100% of our people

| | 16-24 (%) | 25-34 (%) | 35-44 (%) | 45-54 (%) | 55-64 (%) | 65+ (%) |
|------------------------|-----------|-----------|-----------|-----------|-----------|---------|
| Partner | 0 | 1 | 44 | 38 | 16 | 0 |
| Qualified fee earner | 1 | 47 | 41 | 9 | 2 | 0 |
| Other fee earner | 37 | 50 | 9 | 6 | 1 | 0 |
| Support & Secretarial | 12 | 37 | 26 | 16 | 8 | 1 |
| Total Partners & Staff | 12 | 41 | 30 | 13 | 4 | 0 |

Full tables

Caring Responsibility

Data which relates to Caring Responsibility is provided for 97% of our people

| | Primary carer (%) | Not primary carer (%) | Prefer not to say (%) |
|------------------------|-------------------|-----------------------|-----------------------|
| Partner | 54 | 44 | 1 |
| Qualified fee earner | 30 | 68 | 2 |
| Other fee earner | 9 | 90 | 1 |
| Support & Secretarial | 25 | 74 | 1 |
| Total Partners & Staff | 36 | 73 | 1 |

Full tables

Secondary School Education

Data which relates to Secondary School Education is provided for 96% of our people

| | State school selective (%) | State school non selective (%) | Fee-paying school - bursary (%) | Fee-paying school - non bursary (%) | Attended outside UK (%) | Other (%) | Don't know (%) | Prefer not to say (%) |
|------------------------|----------------------------|--------------------------------|---------------------------------|-------------------------------------|-------------------------|-----------|----------------|-----------------------|
| Partner | 17 | 50 | 6 | 27 | 0 | 0 | 0 | 0 |
| Qualified fee earner | 17 | 52 | 1 | 10 | 6 | 0 | 1 | 4 |
| Other fee earner | 20 | 57 | 2 | 12 | 7 | 0 | 0 | 3 |
| Support & Secretarial | 19 | 60 | 1 | 4 | 11 | 0 | 1 | 2 |
| Total Partners & Staff | 18 | 55 | 1 | 15 | 7 | 0 | 0 | 3 |

Full tables

Parental Education

Data which relates to Parental Education is provided for 93% of our people

| | One or both parents attended university (%) | Neither parent attended university (%) | Don't know(%) | Prefer not to say (%) |
|------------------------|---|--|---------------|-----------------------|
| Partner | 47 | 53 | 0 | 0 |
| Qualified fee earner | 45 | 50 | 2 | 3 |
| Other fee earner | 47 | 49 | 1 | 3 |
| Support & Secretarial | 32 | 62 | 3 | 4 |
| Total Partners & Staff | 42 | 53 | 2 | 3 |

Full tables

Secondary School Education

Data which relates to Parental Occupation is provided for 93% of our people

| | Modern and professional occupation (%) | Senior, middle or junior managers and administrators (%) | Clerical and intermediate occupations (%) | Technical and craft occupations (%) | Routine, semi-routine manual and service occupations (%) | Small business owners (%) | Long term unemployment (%) | Other (%) | Prefer not to say (%) |
|------------------------|--|--|---|-------------------------------------|--|---------------------------|----------------------------|-----------|-----------------------|
| Partner | 56 | 21 | 2 | 5 | 3 | 6 | 2 | 5 | 2 |
| Qualified fee earner | 39 | 19 | 5 | 11 | 7 | 9 | 2 | 4 | 5 |
| Other fee earner | 27 | 24 | 7 | 10 | 14 | 8 | 2 | 3 | 6 |
| Support & Secretarial | 21 | 19 | 11 | 12 | 12 | 9 | 2 | 6 | 9 |
| Total Partners & Staff | 33 | 20 | 6 | 10 | 10 | 8 | 2 | 4 | 6 |

Figures have been rounded up or down to the nearest whole number.

***Black, Asian and Minoritised Ethnic includes:**

Asian / Asian British: Any other Asian background

Asian / Asian British: Bangladeshi

Asian / Asian British: Chinese

Asian / Asian British: Indian

Asian / Asian British: Pakistani

Black / Black British: African

Black / Black British: Caribbean

Mixed / multiple ethnic groups: Any other Mixed / multiple ethnic background

Mixed / multiple ethnic groups: White and Asian

Mixed / multiple ethnic groups: White and Black African

Mixed / multiple ethnic groups: White and Black Caribbean

Mixed / multiple ethnic groups: White and Chinese

***Other ethnic background includes:**

White: Any other White background

White: Irish

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