



The
Specialist
Property
Law
Regulator

Research carried out by:



CLC Diversity Monitoring Research 2023

IFF Research

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1 Background

Introduction

- 1.1 This report presents findings from the Council for Licensed Conveyancer's (CLC) Diversity Monitoring Survey, conducted among members of its regulated community.
- 1.2 As the specialist property law regulator and as an employer, the CLC is committed to creating a regulatory and working culture in which diversity is recognised and valued. The data gathered through the Diversity Monitoring Survey will be used to enhance the CLC's knowledge of the demographic profile of people within its regulated community, including its Staff and Board, CLC-Licensed practitioners and non CLC-Licensed staff at regulated firms.

Methodology

- 1.3 The CLC's Staff and Board, CLC-Licensed practitioners as well as other employees at CLC-regulated firms were invited to participate in an online Diversity Monitoring Survey.
- 1.4 Each CLC Staff and Board member, and CLC-Licensed practitioner received a personalised survey invitation via e-mail. In addition, a nominated contact within each CLC-regulated firm was asked to distribute a separate open survey link to non CLC-Licensed staff.
- 1.5 Online fieldwork took place between Tuesday 13th June and Friday 1st September 2023 and on average the survey took 4 minutes to complete.
- 1.6 The online survey was hosted by IFF Research, an independent research agency.

Survey coverage

- 1.7 The Diversity Monitoring Survey covered the following question topics:
 - Job role, sector and regulated licensee status;
 - Personal characteristics: age, sex, gender, sexual orientation;
 - Disability status;
 - Ethnicity & nationality;
 - Religion;
 - Caring responsibilities;
 - Socio-economic measures: schooling, parental job role and qualifications.

Sample

1.8 Table 1.1 shows the number of survey invitations sent, responses received and % response rate for each subgroup: CLC Staff and Board, CLC-Licensed practitioners and non CLC-Licensed staff.

Table 1.1 Survey participation by subgroup

	No. of survey invitations sent	No. of completed responses	Response rate
CLC board, staff and adjudication panel	36	35	97%
CLC-Licensed staff	1999	808	40%
Non CLC-Licensed staff (open link)	*	623	

*The survey link was distributed to nominated contacts at each of the 228 CLC-regulated firms. Completed responses were received from 66 of the 228 firms.

1.9 The term 'staff' will be used throughout the report to refer to all survey respondents. Specific subgroups will be referenced where relevant.

Analysis

1.10 This report presents findings at an overall level for each question topic, followed by each of the subgroups. Statistically significant differences between subgroups are highlighted where applicable by a red circle on the chart. For this report we have made comparisons to the 2019 findings, where applicable. Significant differences when compared to the previous wave are highlighted by a yellow arrow in charts.

1.11 Where possible national comparator data is provided for England and Wales, primarily sourced from the 2021 census conducted by the Office for National Statistics (ONS). The comparative data should be taken as indicative only, as in most cases the data was not filtered by working-age people, so it can be expected that base sizes for England and Wales are overestimates.

2 Personal characteristics

Job role

- 2.1 A broad spread of job roles was represented in the survey. These included, Employed practitioner (Lawyer)¹ (36%), Managers² (26%), Employed practitioner³ (non-Lawyer) (15%), Administrative Assistant⁴ (12%). There was also some representation from respondents in the business functions (executive administrator:⁵ 3%, IT department and sales / business development (1% combined).
- 2.2 A minority of staff identified themselves as students or trainees⁶ (4%).
- 2.3 Male staff were nearly twice as likely to report occupying a Manager role within their firm (39%) compared to female staff (22%). Meanwhile, female staff were more likely to be employed as practitioner-lawyers (39%) compared to male staff (25%).
- 2.4 Female staff were also more likely to work as an administrative assistant within their firm (13%), compared to male staff (9%).
- 2.5 Trends by gender are consistent with the previous wave of research.

¹ **Employed practitioner (Lawyer):** An employed practitioner (lawyer) is a licensed conveyancer, solicitor, FCILEx or other type of qualified lawyer, and as such is authorised to carry out reserved legal activities.

² **Manager:** A Manager is either a sole practitioner or a partner, director or LLP member of the practice, and recognised as such by the CLC. A Manager may be a qualified lawyer (such as a licensed conveyancer or solicitor). NB: If the business is an alternative business structure (ABS), not all Managers have to have a legal or other professional qualification.

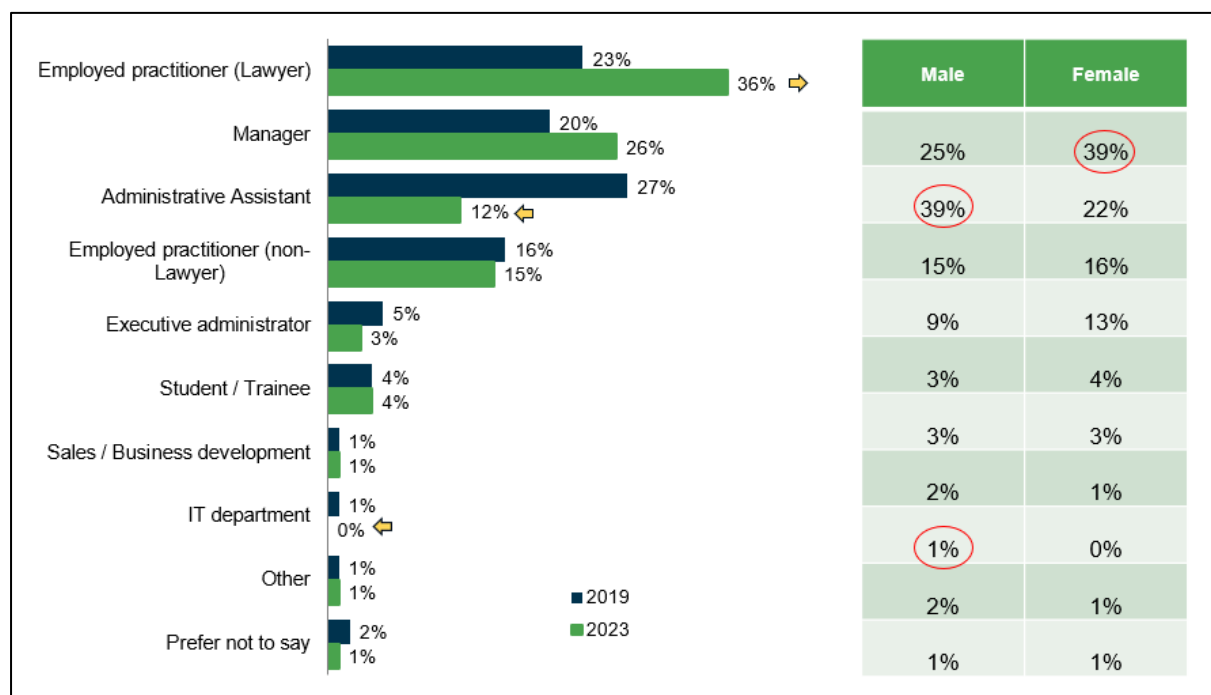
³ **Employed practitioner (non-Lawyer):** An employed practitioner (non-lawyer) may have substantial knowledge and experience in the provision of legal and other services. Any reserved legal activities undertaken by an employed practitioner (non-lawyer) must be supervised by a qualified lawyer.

⁴ **Administrative Assistant:** Not legally qualified, an administrative assistant supports other staff in the provision of legal and other services.

⁵ **Executive administrator:** An executive administrator is likely to manage a key function, or provide specialist oversight on administrative or other business issues, especially in larger practices (e.g., Office Manager, HR Manager or Head of IT).

⁶ **Student / Trainee:** A student / trainee is not yet a qualified lawyer, but is studying to become one. A student / trainee provides assistance to fee earners working in CLC-regulated practices.

Figure 2.1 Job role within organisation



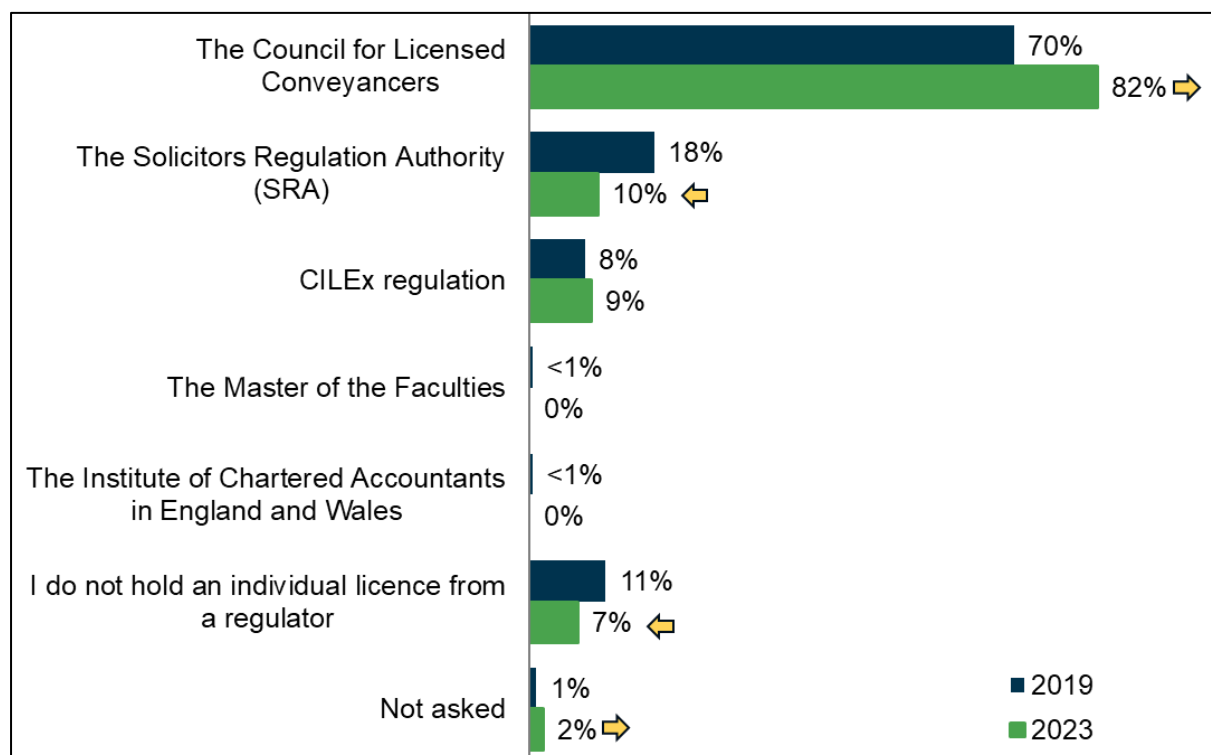
A1: "Which of the following best describes your job role within your organisation?" Base: All except CLC Staff and Board (n=1,440), Male staff (n=317), Female staff (1,096).

Yellow arrows identify significant increases/ decreases when compared to 2019.

Individual licence holders

- 2.6 Staff who indicated they were a Manager or employed practitioner-lawyer, were asked to state whether they held an individual licence to practice from one or more of the legal regulators.
- 2.7 The majority of such staff said they hold a licence from the Council for Licensed Conveyancers (CLC) (82%), while around one in ten (10%) said they were licensed by the Solicitors Regulation Authority (SRA) while CILEx received 9% of mentions.
- 2.8 A further 7% said they do not hold an individual licence from a regulator. Of these staff, most were in management roles (93%) while the remainder (7%) identified as an employed practitioner-lawyer.

Figure 2.2 License holders



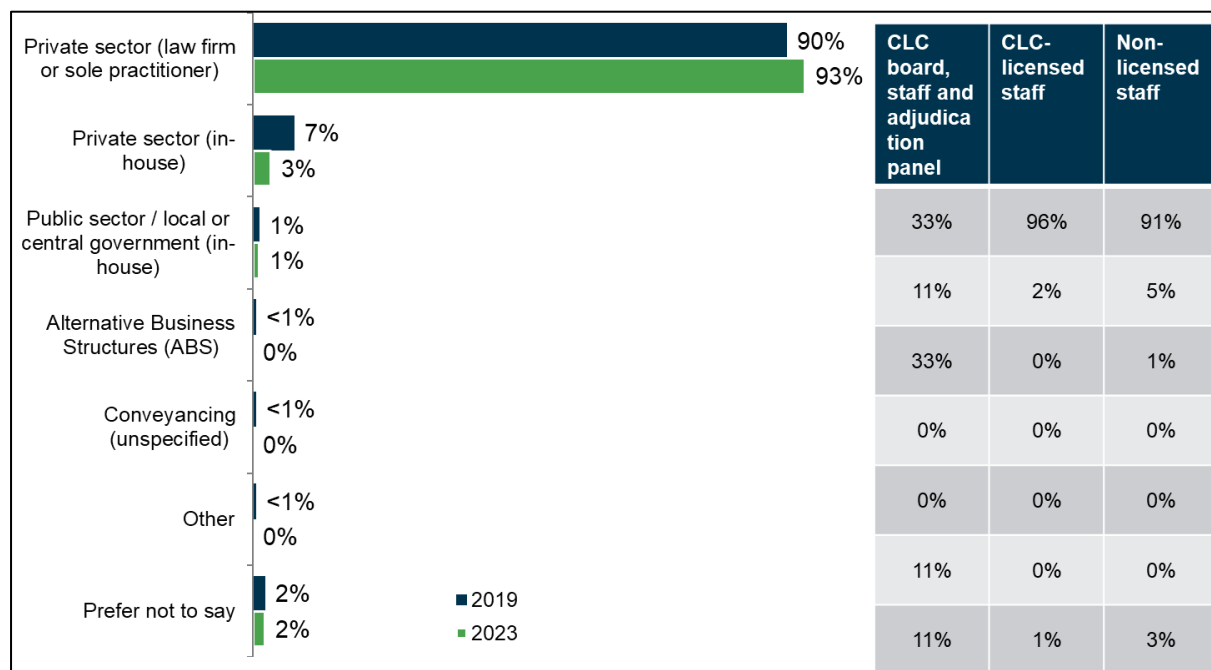
A2: "Do you hold a current individual license to practice from one of the following regulators?" Base: All Managers / employed practitioners (lawyers) (n=892).

Yellow arrows identify significant increases/ decreases when compared to 2019.

Sector

2.9 Staff, excluding the CLC's Staff and Board, were asked to report which sector they worked in. Most staff reported that they worked in the private sector, either within a law firm or as a sole practitioner (93%). Some (3%) reported that they worked in the private sector within an in-house legal function, and a handful of staff (n=13) worked in either the public sector, local or central government.

Figure 2.3 Primary sector

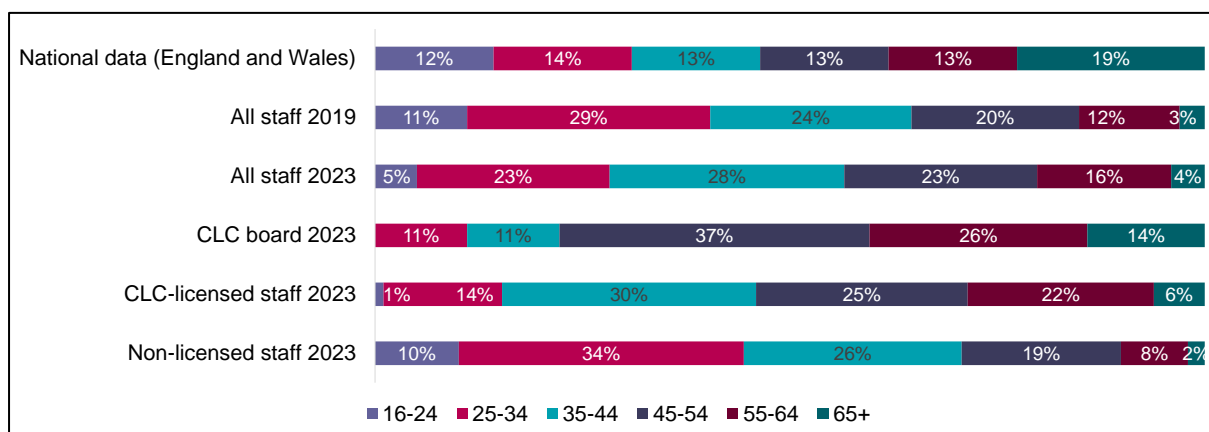


A3: "In which sector do you primarily work?" Base: All except CLC Staff and Board (n=1,440), CLC board, staff and adjudication panel (n=9), CLC-licensed staff (n=808), Non-licensed staff (n=623)

Age

- 2.10 A broad range of ages were represented amongst participants, as seen in Figure 2.4. Five percent of participants were aged 16-24, 23% were aged 25-34, 28% were aged 35-44, 23% were aged 45-54, 16% were aged 55-64 and 4% were aged 65 or over.
- 2.11 Younger age groups were more represented in the overall demographic in 2019, with 11% of staff being aged 16-24, 29% being aged 25-34 and 24% being aged 35-43.
- 2.12 Non-licensed staff tended to be younger than other groups, with 10% being aged 16-24, and 34% being aged between 25 and 33.
- 2.13 Looking at role, Managers were more likely to be aged 45-54 (30%), 55-64 (22%), and 65+ (8%), whereas non-lawyer employed practitioners were more likely to be aged 16-24 (10%) and 25-34 (46%).

Figure 2.4 Age of staff



B1. What age category are you in? Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623), National Data (ONS, 2021⁷).

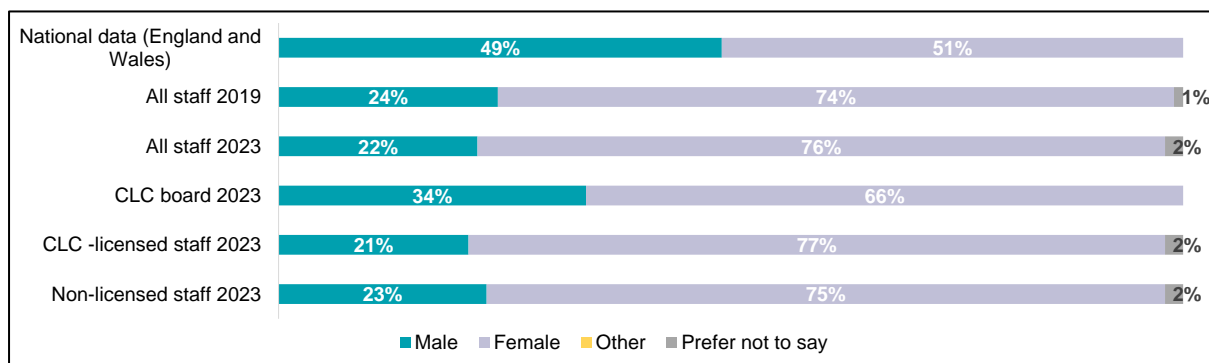
Gender

2.14 Respondents were overwhelmingly female, with three quarters (76%) stating they identify as female, whereas less than a quarter (22%) identified as male, and less than 1% identifying as another preferred description.

2.15 There were no significant differences by respondent type for gender in 2023 or compared to 2019. However, staff were more likely to prefer not to say which gender they identify as in 2023 (2%) compared to 2019 (1%).

2.16 In terms of role, Managers were less likely to be female than male (65% vs 35%). Whereas administrative assistants (82% vs 16%) and employed practitioners (lawyer) (84% vs 15%) were more likely to be female than male.

Figure 2.5 Gender of staff



C1. Which of the following describes how you identify yourself? Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623), National data (ONS, 2021).

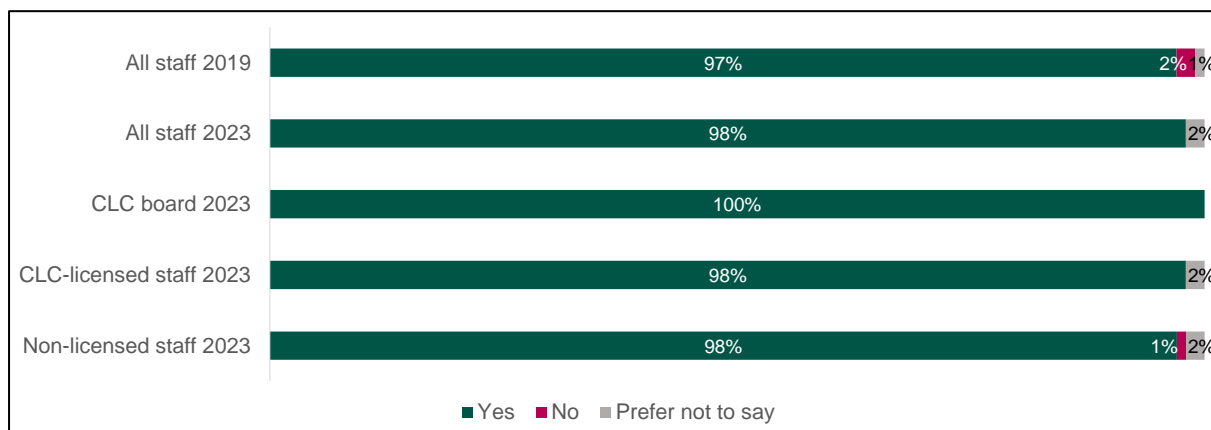
⁷ <https://census.gov.uk/census-2021-results>

Gender Identity

2.17 Staff were also asked to report whether their gender identity differed to their registered sex at birth (**Error! Reference source not found.**).

2.18 The vast majority (98%) of staff identified with the sex that they were registered at birth.

Figure 2.6 Whether staff identified with sex registered at birth



C2: Is the gender you identify with the same as your sex registered at birth? Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623).

Sexual orientation

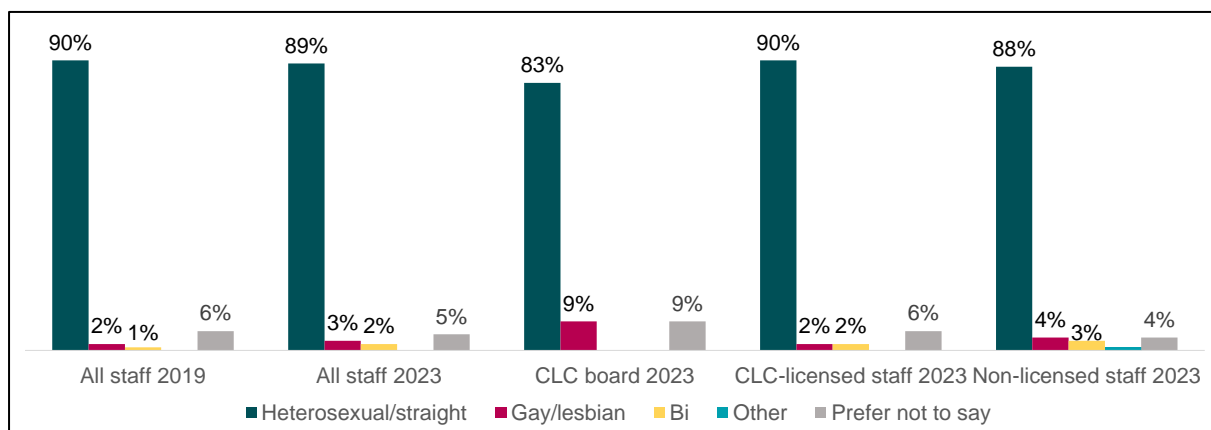
2.19 Staff were also asked to list their sexual orientation (**Error! Reference source not found.**), with nine in ten (89%) respondents stating that they were heterosexual, with 3% identifying as gay/lesbian and 2% identifying as bisexual.

2.20 Staff in 2023 twice as likely to identify as bisexual (2%), compared to 2019 (1%).

2.21 Non-licensed staff were more likely to identify as bisexual (3%), and ‘other preferred descriptions’ (1%) when compared to average.

2.22 Men were more likely to identify as gay (8%), whereas females were more likely to identify as heterosexual (91%) when compared to average.

Figure 2.7 Sexual orientation of staff

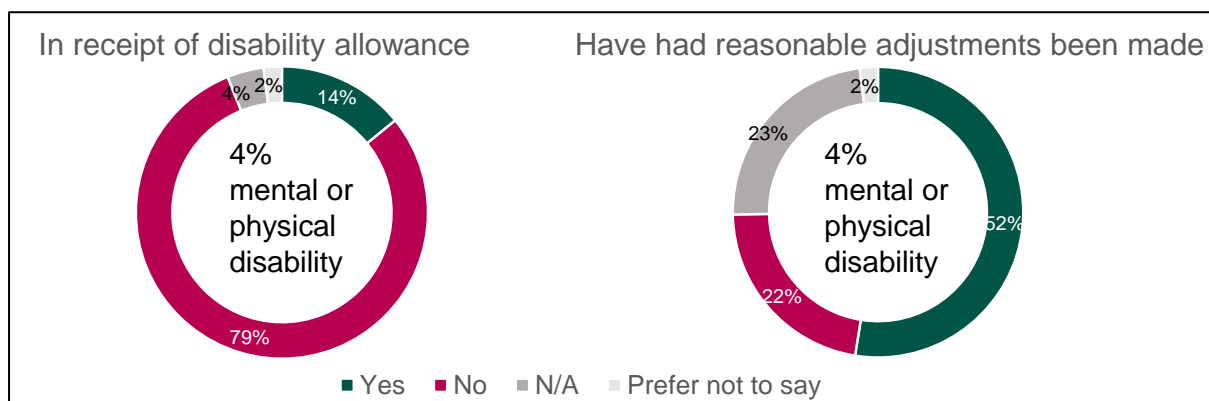


H1: What is your sexual orientation? Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623).

Disability status

- 2.23 6% of staff considered themselves to have a mental or physical disability, an increase on 2019 (4%).
- 2.24 Reporting a disability was less common amongst CLC-licensed staff (4%), and more common amongst Non-licensed staff (9%).
- 2.25 Out of those who considered themselves to have a disability, seven in ten (72%) stated that this disability limited their day-to-day activities, with 11% saying it limited them a lot.
- 2.26 The most common types of disabilities amongst staff in 2023 were mental health conditions (34%), physical impairments which impact on mobility (31%), and cognitive disabilities such as a brain injury, autism, or ADHD (17%).
- 2.27 Compared to 2019, staff in 2023 who identified as having a disability were more likely to report a learning disability (12% vs 2%), and a chronic health condition (8% vs 0%), and were less likely to report a mental health condition (34% vs 52%).
- 2.28 Non-licensed staff in 2023 were more likely than average to state that they had a mental health condition (47%) and a learning disability (19%).

Figure 2.8 Disabled respondents who are in receipt of disability allowance and who have had reasonable adjustments made

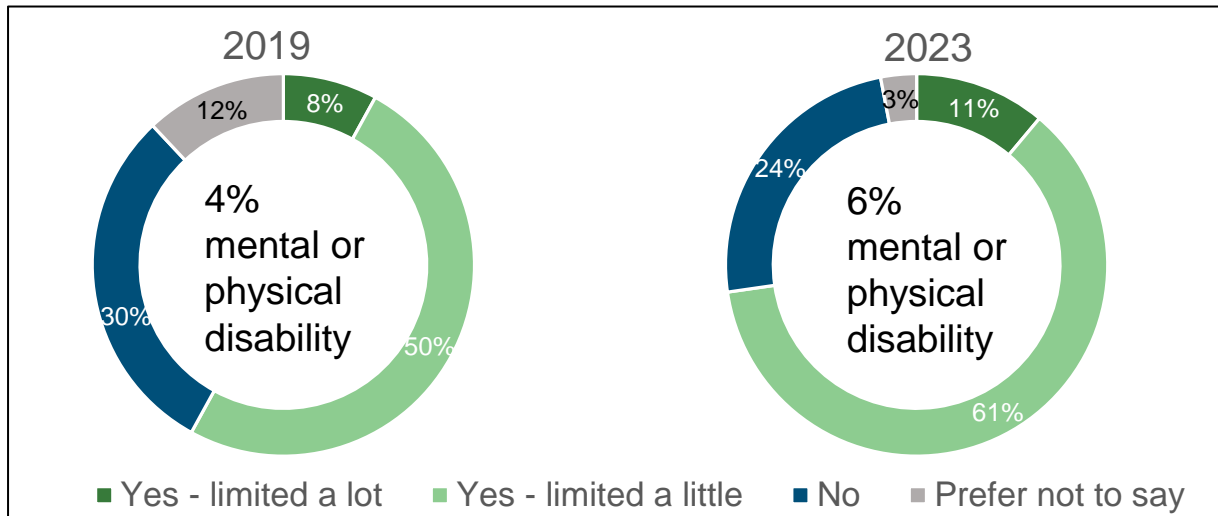


D4: Are you in receipt of disability allowance? Base: All who identify as having a mental / physical disability (90).

D5: Have reasonable adjustments been made in order for you to carry out your role? Base: All who identify as having a mental / physical disability (90).

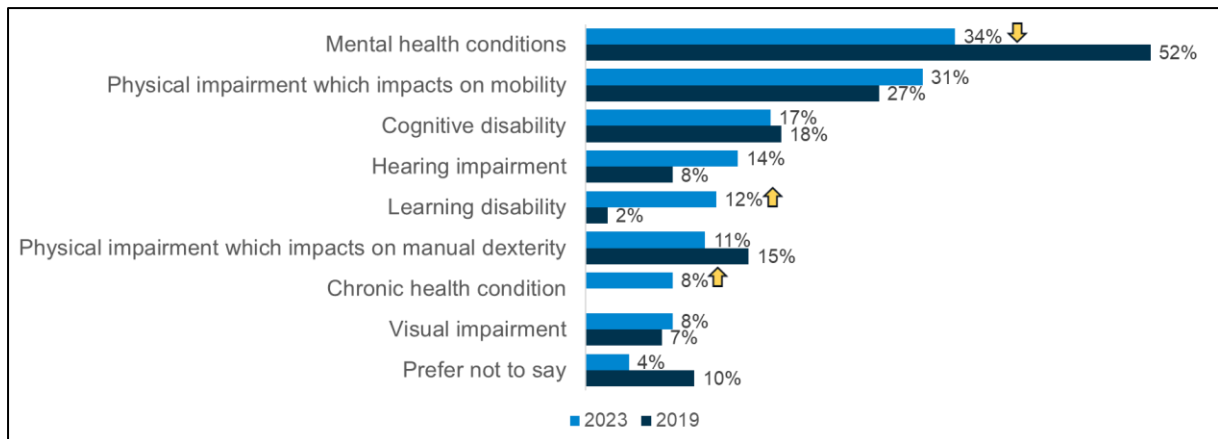
- 2.29 Four fifths (79%) of those who identified as having a disability stated that they were not in receipt of Disability Living Allowance.
- 2.30 When asked whether reasonable adjustments have been made in order to carry out your role, half (52%) of disabled staff said yes.

Figure 2.9 Proportion of staff that identify as disabled and whether it limits their day to day activity.



D1: Do you consider yourself to have a mental or physical disability? Base: All staff 2019 (1,632), All staff 2023 (1,466). D2: Are your day to day activities limited by this disability? Base: All who identify as having a mental / physical disability 2019 (60), All who identify as having a mental / physical disability 2019 (90).

Figure 2.10 Disabilities reported by staff



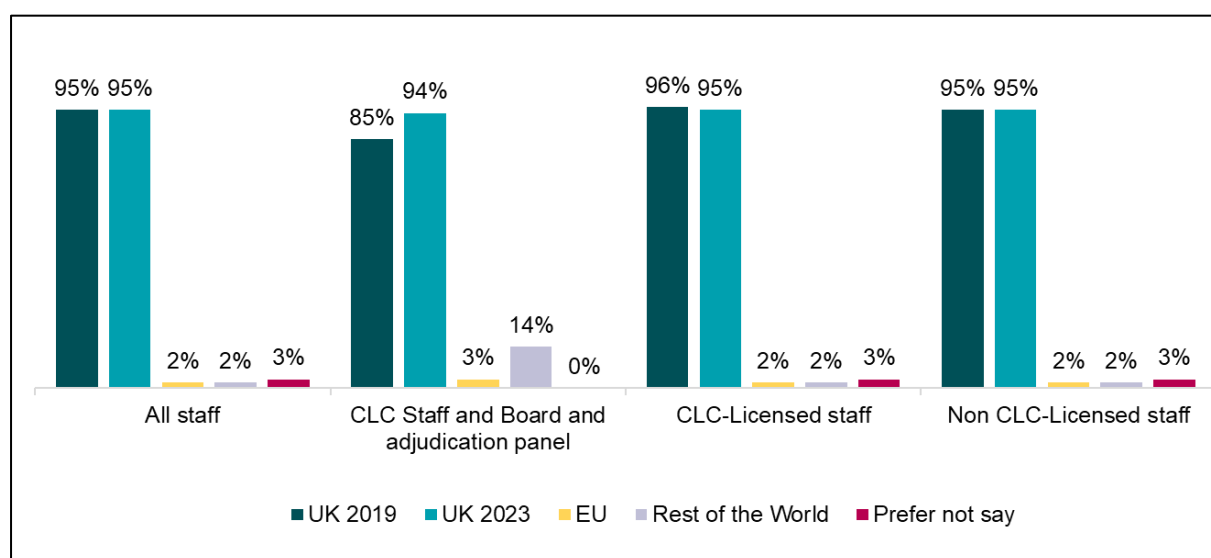
D3: Do you have any of the following conditions or impairments? Base: All who identify as having a mental / physical disability 2019 (60), All who identify as having a mental / physical disability 2019 (90). Yellow arrows identify significant increases/ decreases when compared to 2019.

3 Nationality, ethnicity and religious background

Nationality

- 3.1 Staff were asked to select their nationality and had the option to indicate whether they were dual national. Most staff were UK nationals (95%), while a small number held EU nationality (2%) and non-EU / UK nationality (2%). There were no significant difference across key groups for nationality.
- 3.2 A small number of staff (3%, n=27) reported that they had dual nationality.
- 3.3 In comparison to national data (ONS, 2017-2018), there were fewer staff with EU and non-EU nationality in the CLC-regulated community (National data - EU: 8%; Rest of World: 4%).

Figure 3.1 Nationality



F1: "Please select your nationality" Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC Staff and Board (n=35), CLC-Licensed practitioners (n=808), Non CLC-Licensed staff (n=623).

Ethnicity

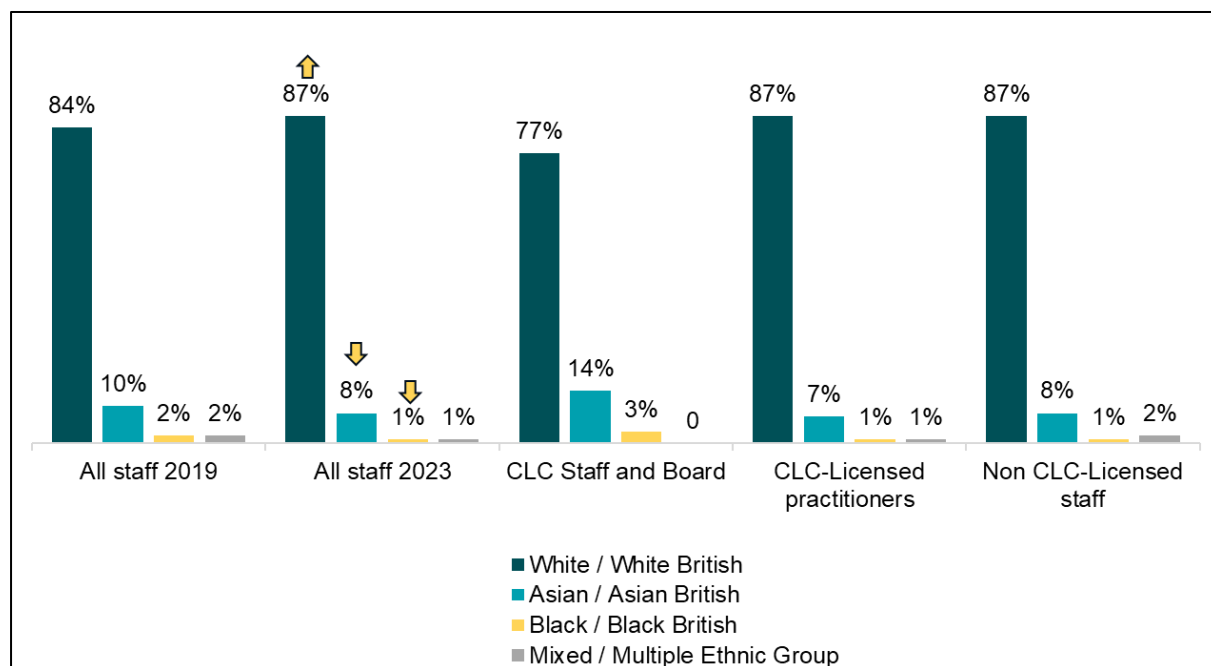
- 3.4 Most staff identified themselves as White or White British (87%), followed by Asian or Asian British (8%). A minority of staff identified their ethnicity as either Black or Black British and Mixed or Multiple ethnic groups (1% each).
- 3.5 These findings are comparable with the population statistics from the 2021 Census.⁸ The majority of the population in England and Wales identified as White British (82%), followed by 9% from Asian ethnic groups, 4% from Black ethnic groups and 3% from Mixed/Multiple ethnic groups.
- 3.6 CLC board, staff and adjudication panel were more likely (20%) to describe their ethnic background as any other White background compared to the average (3%).

⁸ <https://www.ethnicity-facts-figures.service.gov.uk/british-population/national-and-regional-populations/population-of-england-and-wales/latest>

3.7 White/ White British were more likely to be female (89%) compared to male (83%). At the same time, Asian/ Asian British were more likely male (12%) compared to female (7%).

3.8 Staff who identified as White or White British were more likely to occupy an Executive administrator role within their firm (97%), followed by Administrative assistant (93%). They were least likely to be a Trainee/ Student or work in IT development (77%, and 67% respectively).

Figure 3.2 Ethnicity



E1: "How would you describe your ethnic background?" Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC Staff and Board (n=35), CLC-Licensed practitioners (n=808), Non CLC-Licensed staff (n=623).

Yellow arrows identify significant increases/ decreases when compared to 2019.

Religious belief

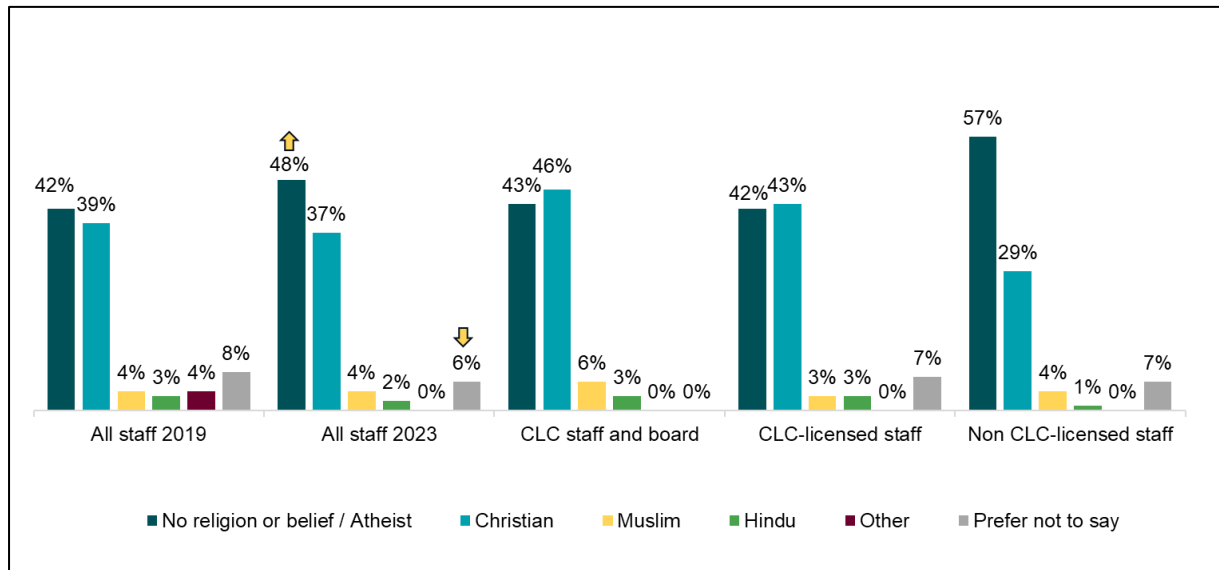
3.9 Staff were asked to report their religion or belief. Christianity was the most commonly reported religion (49%), much lower than the national population data for England and Wales (Census, 2011) which reported that 37% of the population were Christian. Slightly more staff reported that they did not have a religion or belief, or that they were an atheist (48%).

3.10 Non-licensed staff were more than twice as likely to have no religion or belief, or to be atheist (57%) compared to national population data for England and Wales (Census, 2011) (25%).

3.11 CLC-licensed staff were more likely than non CLC-Licensed staff to be Christian (43% vs. 29% respectively).

3.12 A minority of staff reported that they were Muslim (4%), followed by Hindu (2%), while 2% each identified as a Buddhist or Sikh. Judaism received only a few mentions (<1%, n=4), followed by Pagan / Wiccan (<1%, n=3).

Figure 3.3 Religious beliefs



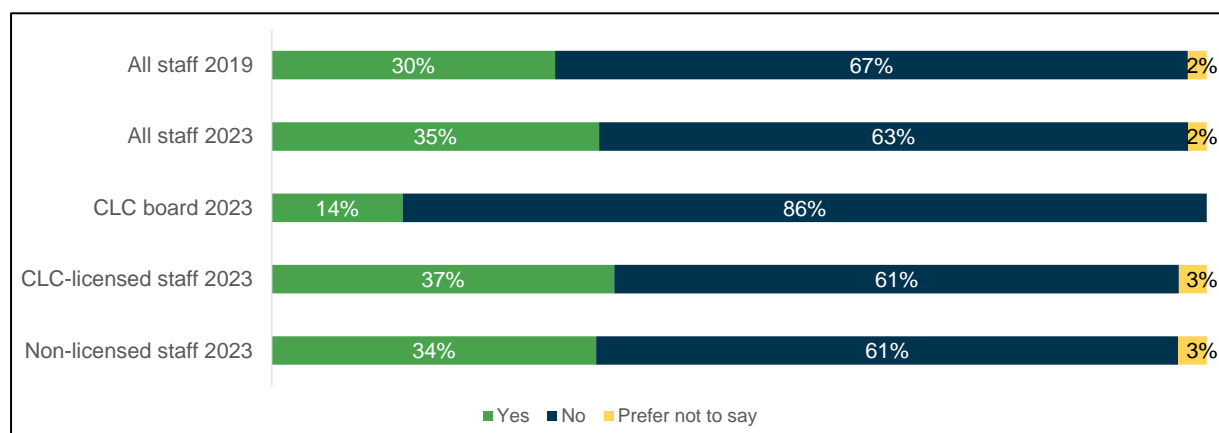
G1: "What is your religion or belief?" Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC Staff and Board (n=35), CLC-Licensed practitioners (n=808), Non CLC-Licensed staff (n=623).
 Yellow arrows identify significant increases/ decreases when compared to 2019.

4 Caring responsibilities

Parental

- 4.1 The majority (63%) of staff stated that were not the primary carer for any child or children under 18, whereas 35% said they did care for children under 18. Members of the CLC board, staff and adjudication panel were more likely to not be carers for children (14% said yes).
- 4.2 Staff in 2023 were more likely (35%) to be carers for children than staff were in 2019 (30%).
- 4.3 Women were more likely to be carers, with 38% saying they cared for a child, with only 27% of men saying this.
- 4.4 Employed practitioners (lawyers) were more likely than average (40%) to be child carers, whereas administrative assistants (23%) were less likely than average to be carers for children under 19.

Figure 4.1 Staff who care for a child/children aged 18 or under

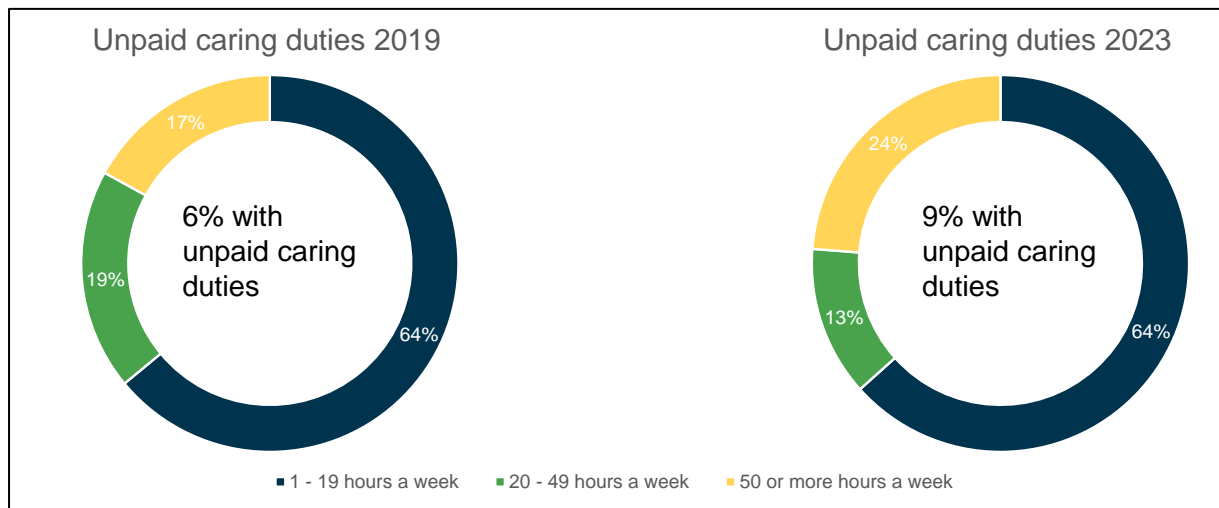


I1: Are you the primary carer for a child or children under 18? Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623).

Unpaid caring responsibilities

- 4.5 Staff were also asked whether they cared for someone with a long term physical or mental health condition caused by disability in a not-paid capacity. 87% of staff said they did not care for someone in this capacity, whereas 9% said they did.
- 4.6 Compared to 2019, staff were more likely to care for someone with a long term physical or mental health condition (9% vs 6%), and furthermore were more likely to care for someone for more than 50 hours a week (2% vs 1%).
- 4.7 6% of staff spent between 1 and 19 hours a week caring, 1% spent between 20 to 49 hours a week, and 2% spent 50 or more hours a week caring.
- 4.8 CLC board, staff and adjudication panel members (20%) and female staff (11%) were more likely to care for someone with a disability.

Figure 4.2 Staff who care for someone with a disability



I2: Do you look after someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)? Base: All staff 2019 (1,632), All staff 2023 (1,466).

5 Socio-economic background

5.1 Staff were asked to report the school they attended between the ages of 11 and 16 years, the highest parental qualification and job role as proxy indicators of social-economic background.

School type

5.2 The majority of all staff attended a non-selective state-run or state-funded school (63%). Around one-quarter (22%) of staff attended a state-run or funded school, selective on academic, faith or other grounds.

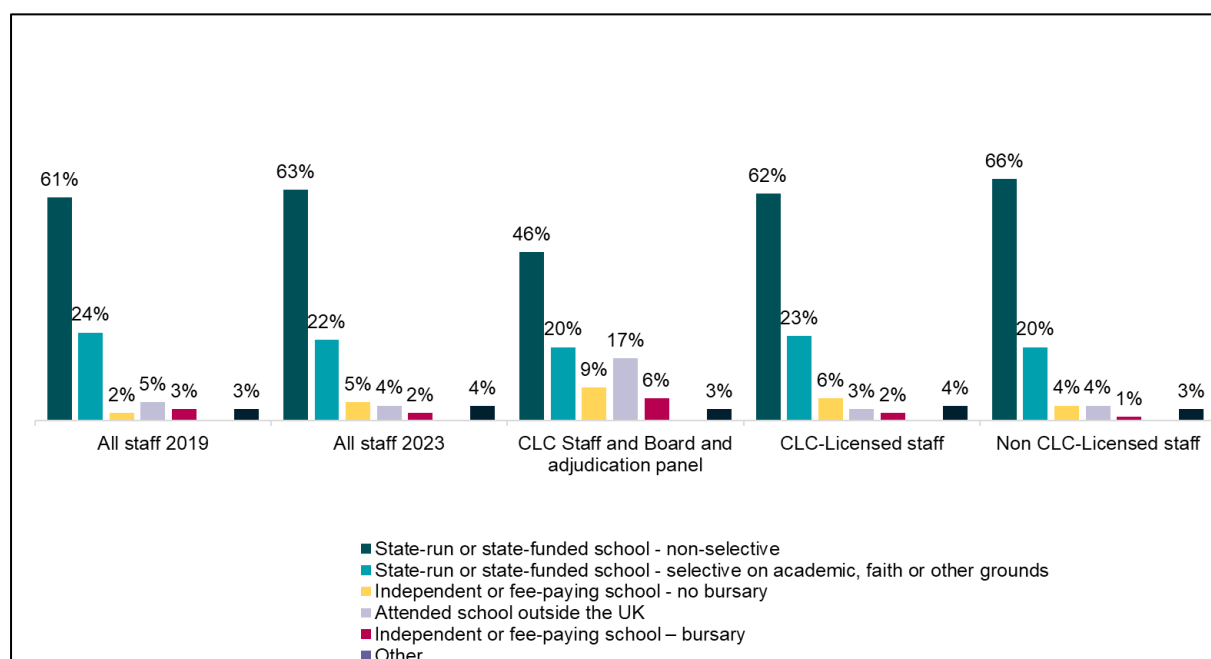
5.3 A small minority of all staff attended an independent or fee-paying school (7%); 5% did not receive a bursary whereas 2% did.

5.4 Male staff were more likely to have attended an independent or fee-paying school (11%) compared to female staff (6%).

5.5 Staff occupying Manager roles within their firms were more likely to have attended an independent or fee-paying school (12%) compared to staff occupying most of the other job roles: employed practitioner-lawyer (6%), employed practitioner non-lawyer (5%), executive administrator (5%), student / trainee (5%) and administrative assistant (2%).

5.6 A further 4% attended school outside of the UK.

Figure 5.1 School type attended between the ages of 11 and 16

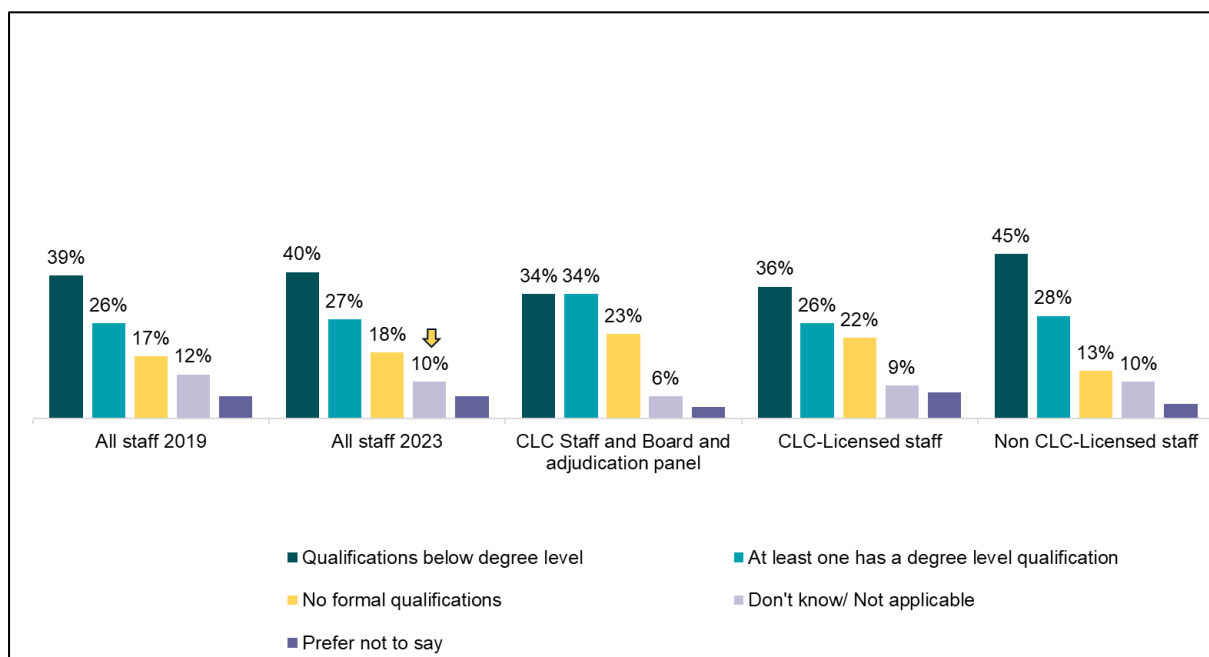


J1: "What type of school did you mainly attend between the ages of 11 and 16?" Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623).

Parental qualifications

- 5.7 Staff were asked to report the highest-level qualifications achieved by either of their parents or guardians by the time they were 18.
- 5.8 Around one-quarter of all staff had at least one parent with a degree-level qualification (27%). Male staff were more likely to report that they had at least one parent or guardian with a degree-level qualification (34%) compared to female staff (25%).
- 5.9 Around two-fifths (40%) of all staff reported that they had at least one parent whose highest qualifications were below degree level. Non CLC-Licensed staff were significantly more likely to report that their parents/ guardians held qualifications less than degree level (45%) compared to 36% of CLC-Licensed practitioners.
- 5.10 Around one-fifth of all staff (18%) reported that their parents had no formal qualifications. Non CLC-Licensed staff were less likely to report that their parents or guardians did not have any formal qualifications (22%) compared to non- CLC-Licensed staff (13%).

Figure 5.2 Highest level of qualifications achieved by either parent or guardian(s) before staff member turned 18



J2: “What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?” Base: All staff 2019 (1,632), All staff 2023 (1,466), CLC board (35), CLC-licensed staff (808), Non-licensed staff (623).

Yellow arrows identify significant increases/ decreases when compared to 2019.

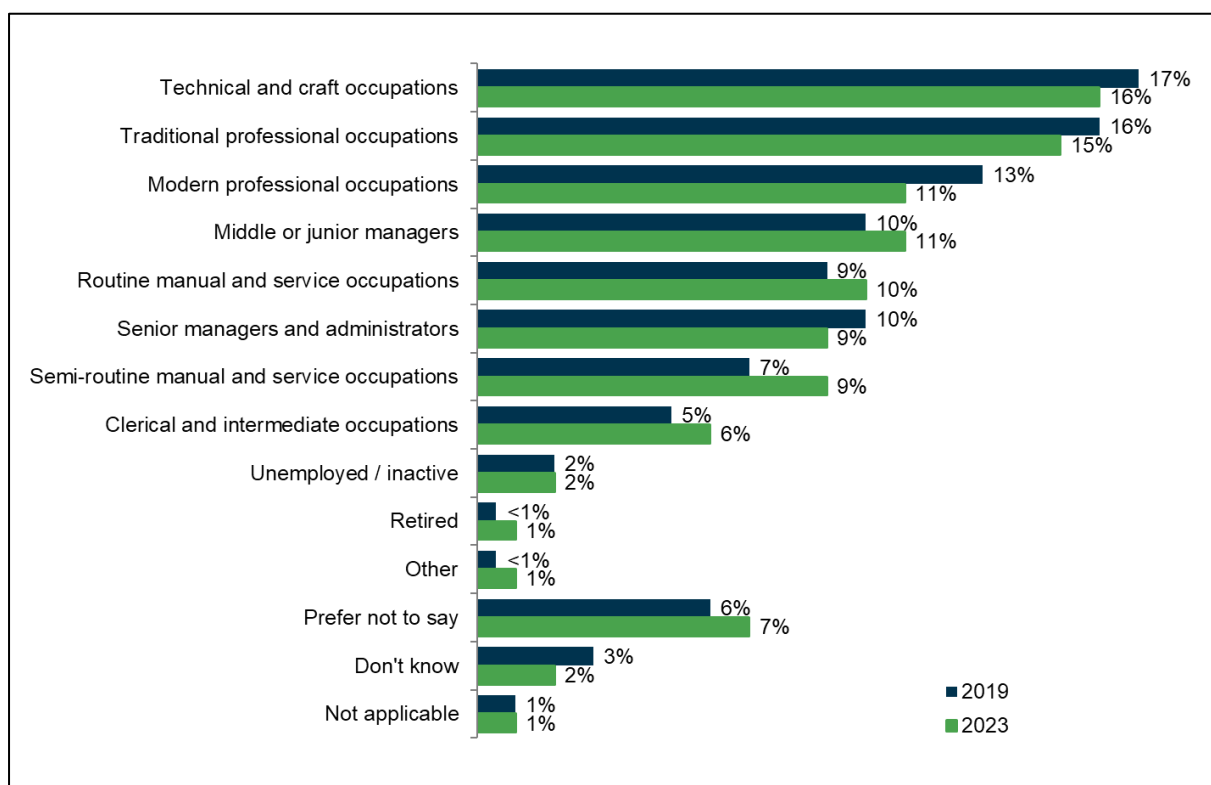
Parental job role

- 5.11 Staff were asked to report on the occupation of the highest income earner in their household when they were aged 14.
- 5.12 Across all staff, the most common types of work were technical and craft (16%) and traditional professional occupations (15%). This was followed by modern professional occupations (11%) and then Middle or junior Managers (10%). One in ten staff reported that the highest income

earner worked as or in: routine manual and services occupations (10%) or senior Managers and administrators (9%). A further 9% of staff reported their highest income earner to work in semi-routine manual and service occupations, while 6% had parental income earners within clerical and intermediate occupations.

- 5.13 Only a few staff reported that their parent(s) / guardian(s) were either unemployed or economically inactive when they were aged 14 (2%). Just under one in ten (7%) said they would prefer not to say.
- 5.14 There were few significant differences by respondent type or sector.
- 5.15 Male staff were more likely to have had a parent or guardian working within a traditional professional occupation (19%) compared to female staff (14%).

Figure 5.3 Occupation of the highest income earner in the household at the age of 14

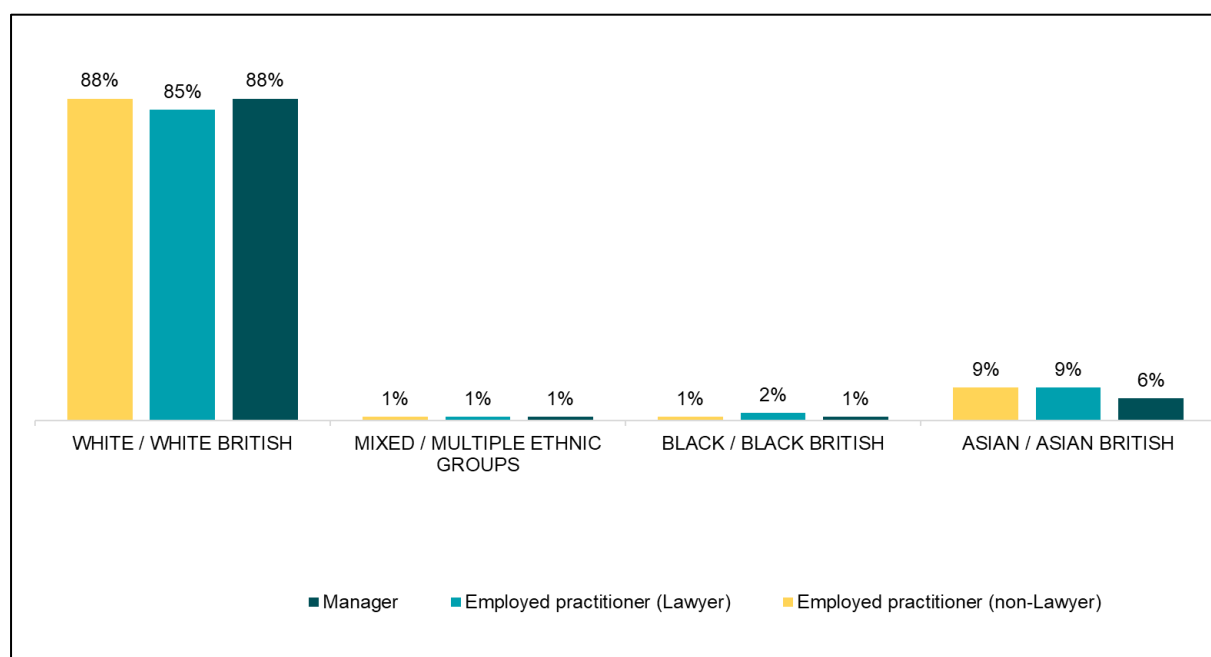


J3: "Thinking back to when you were aged about 14, which best describes the sort of work the main highest income earner in your household did in their main job?" Base: All staff 2019 (1,632), All staff 2023 (1,466).

6 Job role (Managers, Employer practitioners Lawyers and non-lawyers)

- 6.1 This section breaks down job role for the 2023 results (specifically Managers, Employed practitioner lawyer, Employed practitioner non-lawyer) by the following characteristics – gender, ethnicity, religion/ belief, disability status, caring responsibilities, socio-economic status.
- 6.2 There are consistent references to significant differences between Managers and Employed practitioner (non-lawyer) groups.
- 6.3 The majority of Managers, Employer practitioners, both Lawyers and non-lawyer, were White/ White British. Just under ten percent were Asian/ Asian British for Managers and Employer practitioners lawyers (both 9%). There were no significant differences across these three groups.

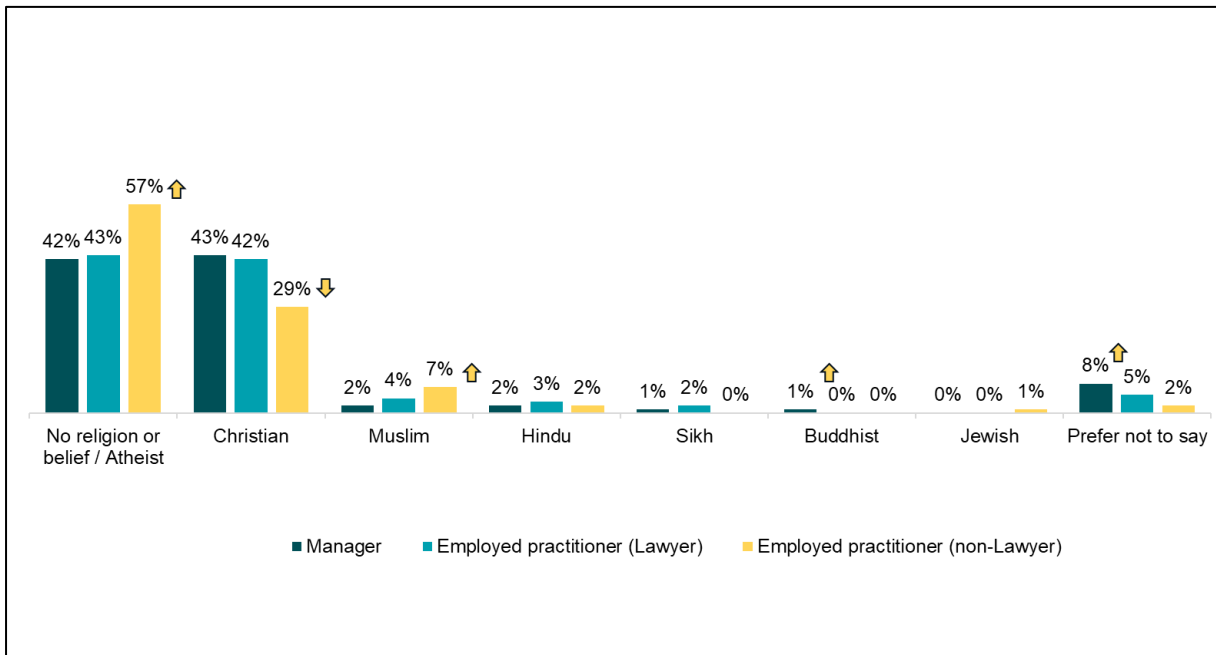
Figure 6.1 Job role by Ethnicity



E1: "How would you describe your ethnic background?" Base: Manager (376), Employed Practitioner (Lawyer) (516), Employed Practitioner (non-Lawyer) (221).

- 6.4 There were similar levels of Christians as there were people with no religion or belief/ Atheist for Managers and Employer practitioners Lawyers.
- 6.5 However, Employer practitioners who were not lawyers were significantly more likely to have no religion or belief/ Atheist (57% compared to 42% for Managers and 43% for Employer practitioners Lawyers).
- 6.6 Employer practitioners who were not lawyers were also significantly more likely to be Muslim compared to Managers (7% compared to 2%).
- 6.7 Managers were significantly more likely to answer, 'prefer not to say', compared to Employer practitioners who were not lawyers (8% compared to 2%).

Figure 6.2 Job role by Religion

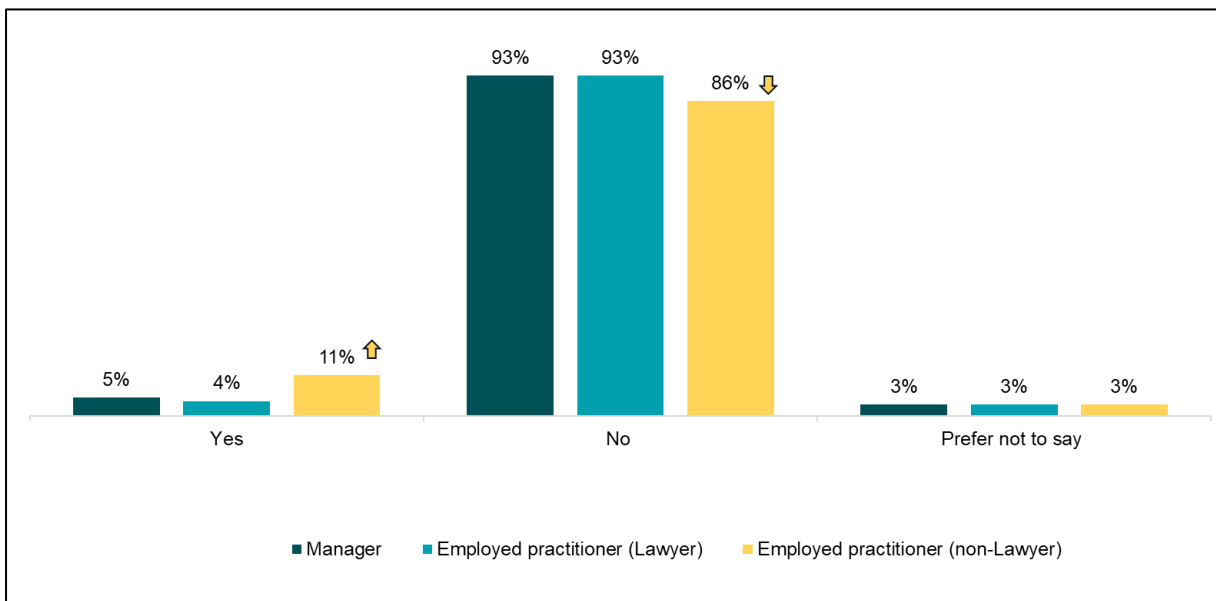


G1: "What is your religion or belief?" Base: Manager (376), Employed Practitioner (Lawyer) (516), Employed Practitioner (non-Lawyer) (221).
 Yellow arrows identify significant increases/ decreases when compared to each other (manager, employed practitioner (lawyer and non-lawyer)).

6.8 The majority (between 86% and 93%), across all three job roles, did not identify as having a mental or physical disability.

6.9 Employed practitioner (non-Lawyer) were significantly more likely compared to Employed practitioner (Lawyer) and Managers to identify as having a mental or physical disability (11% compared to 4% and 5% respectively).

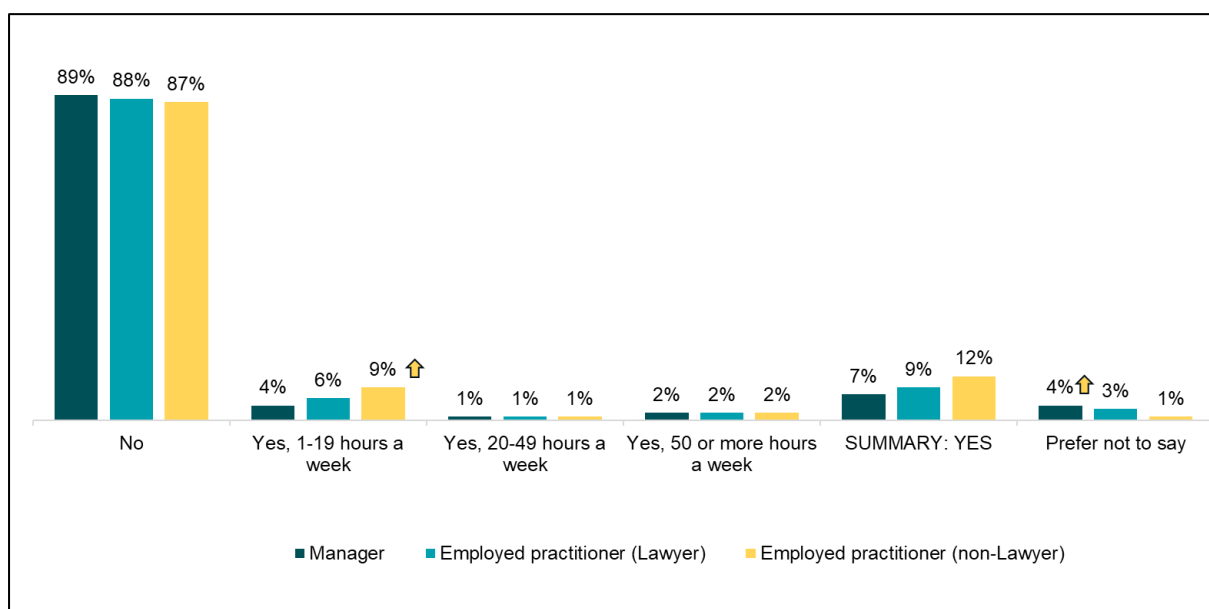
Figure 6.3 Job role by Disability



D1: Do you consider yourself to have a mental or physical disability? Base: Manager (376), Employed Practitioner (Lawyer) (516), Employed Practitioner (non-Lawyer) (221).
 Yellow arrows identify significant increases/ decreases when compared to each other (manager, employed practitioner (lawyer and non-lawyer)).

- 6.10 More broadly, there were no significant differences across Managers, Employed practitioner (Lawyer), Employed practitioner (non-lawyer) for whether they had caring responsibilities.
- 6.11 However, more specifically Employed practitioner non-lawyers were significantly more likely compared to Managers to look after or care for someone 1-19 hours a week (9% compared to 4%).
- 6.12 On the other hand, Managers were significantly more likely compared to employed practitioner non-lawyers to have answered, 'prefer not to say'.

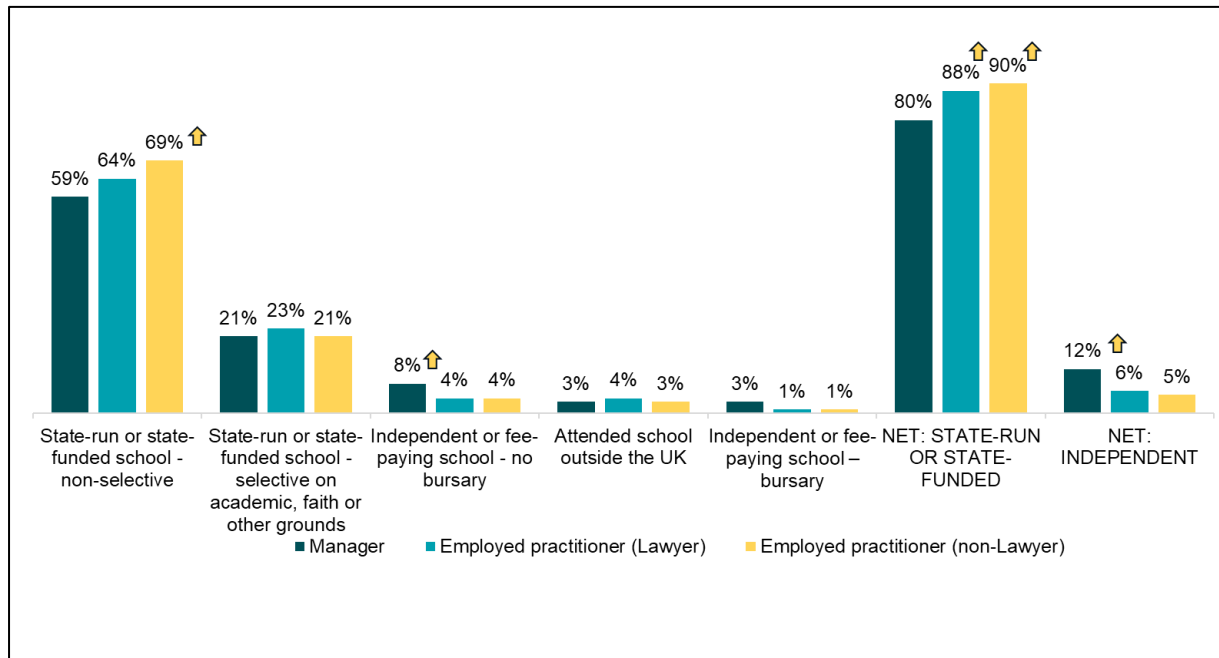
Figure 6.4 Job role by Caring responsibilities



I2: Do you look after someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)? Base: Manager (376), Employed Practitioner (Lawyer) (516), Employed Practitioner (non-Lawyer) (221).
 Yellow arrows identify significant increases/ decreases when compared to each other (manager, employed practitioner (lawyer and non-lawyer)).

- 6.13 The majority Managers, Employer practitioners, lawyers and non-lawyers, went to state-run or state-funded schools (between 80% and 90%). Specifically, 'state-run or state-funded schools, non-selective' (between 59% and 69%).
- 6.14 Employed practitioners (non-lawyers) were significantly more likely to attend 'state-run or state-funded schools, non-selective' than Managers (69% compared to 59%).
- 6.15 Whereas Managers were twice as likely compared to Employed practitioners (non-lawyers) to attend 'Independent or fee-paying school - no bursary' (8% compared to 4%).

Figure 6.5 Job role by School type



J1: “What type of school did you mainly attend between the ages of 11 and 16?” Base: Manager (376), Employed Practitioner (Lawyer) (576), Employed Practitioner (non-Lawyer) (221).

Yellow arrows identify significant increases/ decreases when compared to each other (manager, employed practitioner (lawyer and non-lawyer)).

“

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