

# Diversity Statistics 2019

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Kingsley Napley is a signatory to the Law Society's charter to demonstrate its shared commitment with The Law Society to promoting equality and diversity in the legal profession.



# Diversity at Kingsley Napley

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Kingsley Napley is committed to the principles of equal opportunities and diversity, and to promoting equality and diversity in all its professional activities. We aim to ensure our employment opportunities are open to all based on individual merit and our policy is central to the recruitment process.

We do not discriminate against anyone - directly or indirectly - on grounds of race, colour, ethnic or national origin, sex, sexual orientation, marital status, pregnancy, disability, religion or belief, age, part-time or fixed-term status.

## Diversity Data

Kingsley Napley's Diversity Data was collected in June 2019 as part of the Firm's requirement to collect, report and publish its workforce diversity data.

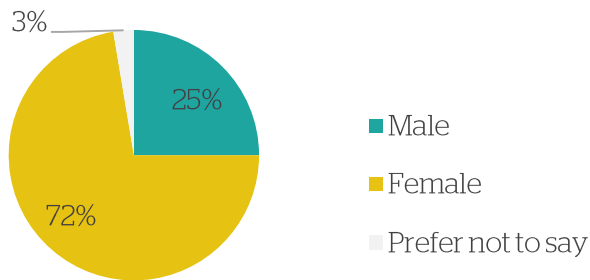
All data collected has been anonymised and any data which could lead to identification has not been published.

The data shown below in percentage format is a reflection of those who responded across all sections of the questionnaire. This was 77% of the Firm.

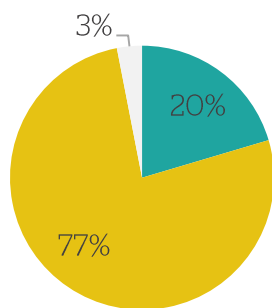
Our average 'no response' rate was 23% which should be taken into consideration when reviewing the statistics.

# Gender identity

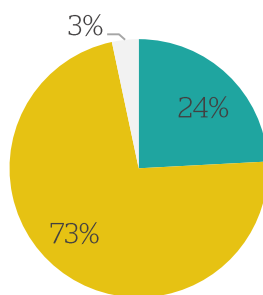
Gender of all members of the firm:



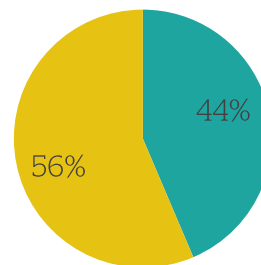
Gender as a percentage of all members of the Firm within roles



Qualified Fee Earners



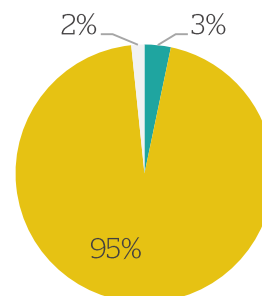
Business and Fee Earner Support



Partners

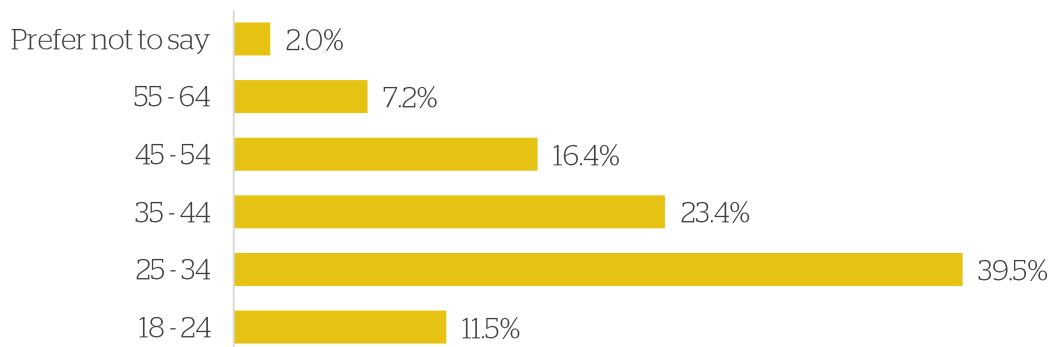
Do you consider your gender identity to be different from your registered sex at birth?

■ Yes  
■ No  
■ Prefer not to say



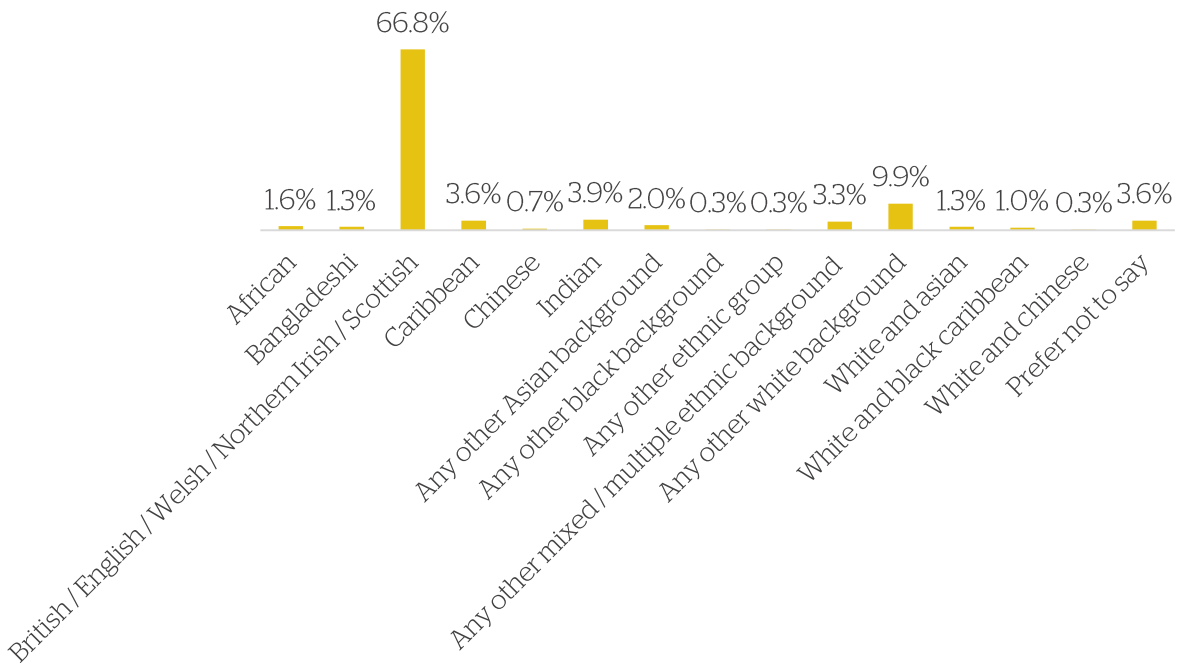
# Age

Age distribution of all members of the Firm



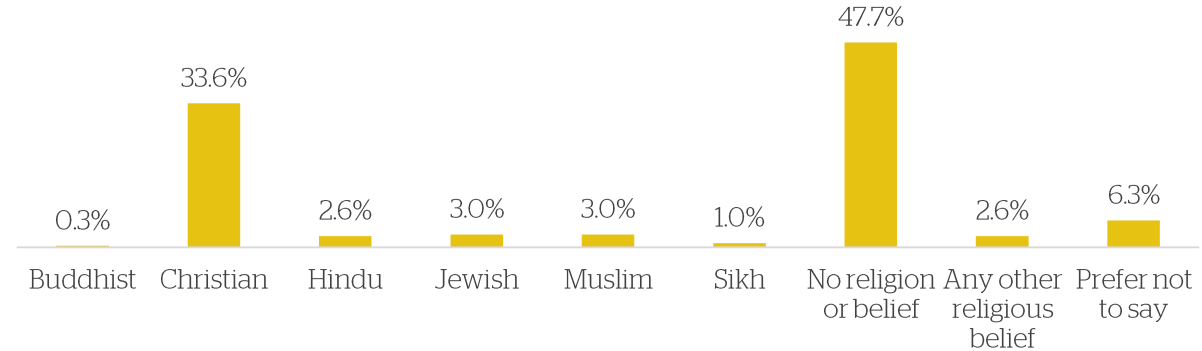
# Ethnicity

Ethnicity as a percentage of all members of the Firm



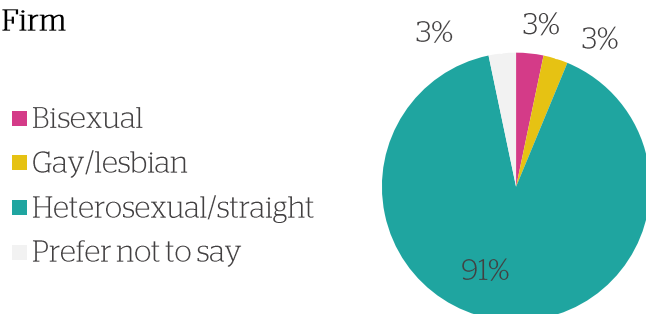
# Religion or belief

Religion or belief breakdown of all members of the Firm



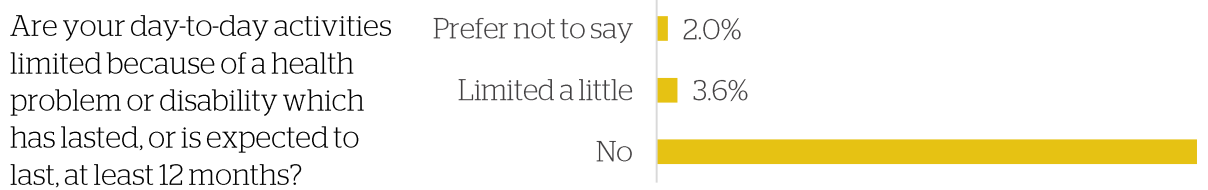
# Sexual orientation

Sexual orientation of all members of the Firm



# Disability

## Disability statistics for all members for the Firm



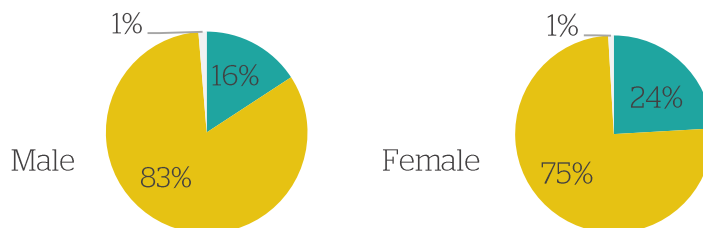
# Caring responsibility

## Child caring responsibilities of all members of the Firm

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

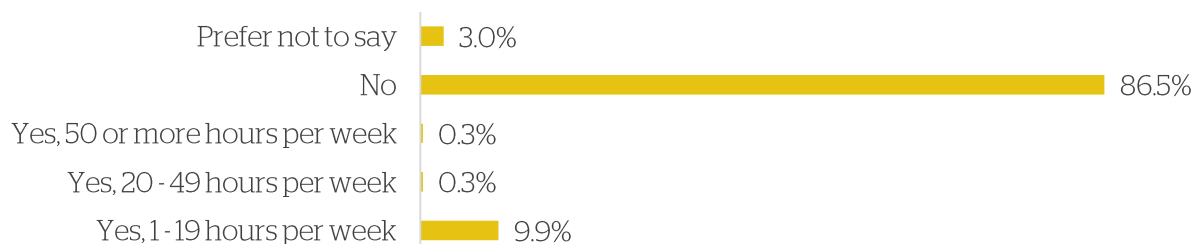


## Primary child caring responsibilities of all members of the Firm by gender



## Other caring responsibilities of all members of the Firm

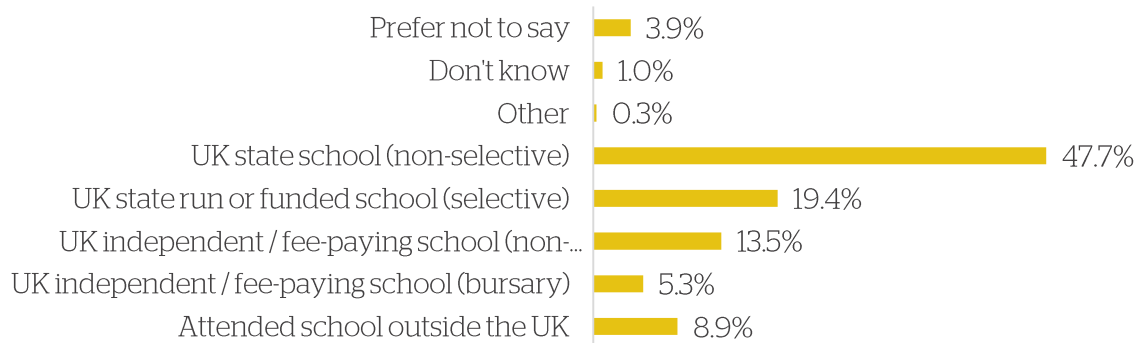
Do you look after, or care for someone with long term physical or mental ill health caused by disability or age (not in paid capacity)?



# Socio-Economic background

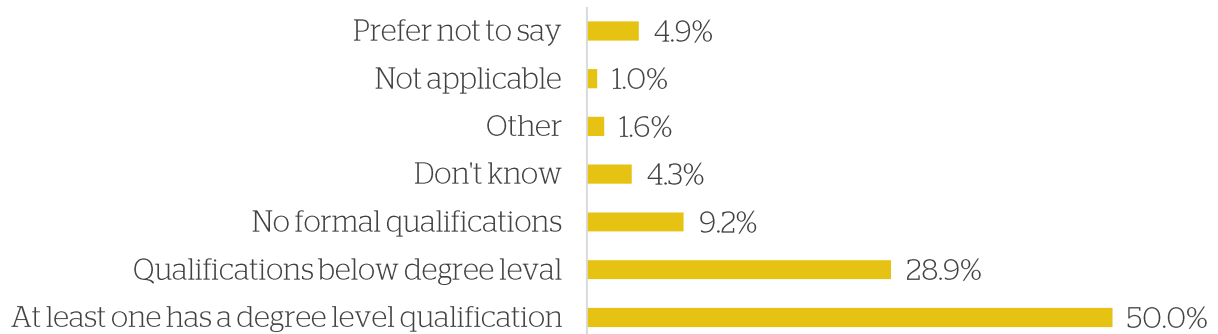
## Schooling type of all members of the Firm

Did you mainly attend a state or fee paying school between the ages 11 - 18?



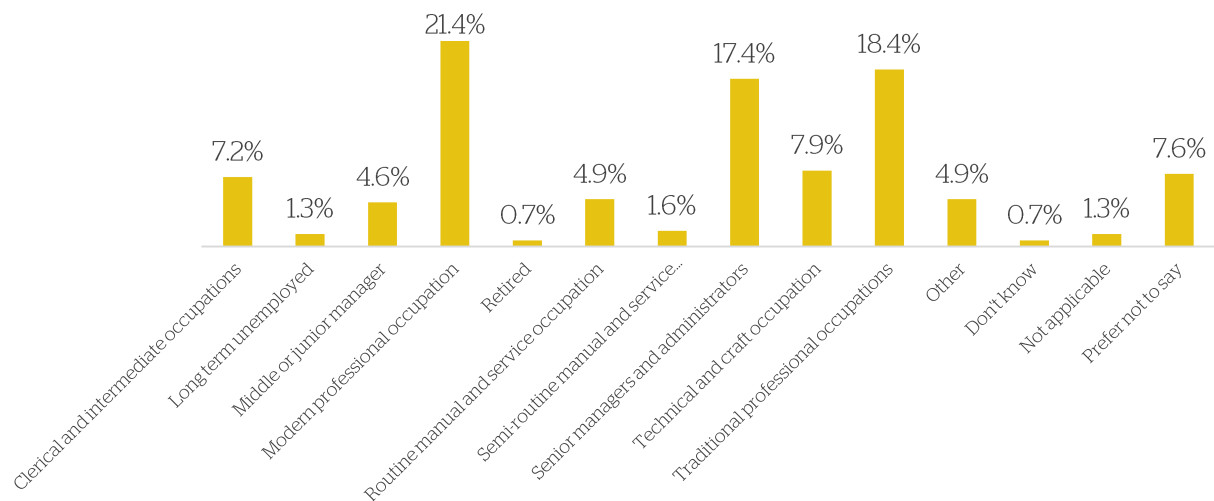
## Parental education levels of all members of the Firm

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?



## Parental jobs of all members of the Firm

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?



# Looking ahead

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At Kingsley Napley, we are committed to creating and maintaining a diverse workforce in all areas and at all levels of the firm. We recognise the many business benefits of doing so, including greater innovation and creativity, happier and more engaged teams, and an appreciation of alternative viewpoints, which all lead to increased productivity and contribution to the firm.

The firm's diversity and inclusion plan focuses on ensuring that our environment is right to realise potential around the firm, and to provide a workplace that enables individuals to work in an agile way. In the coming year the firm will be aiming to develop an inclusive leadership strategy, and focus our efforts on addressing any unconscious bias throughout the recruitment and career advancement processes.

Kingsley Napley LLP is authorised by  
the Solicitors Regulation Authority.

