

Debenhams Ottaway Diversity Report June 2019

Debenhams Ottaway is required by the SRA to collect diversity information to help them monitor the diversity of the workforce within law firms in the UK.

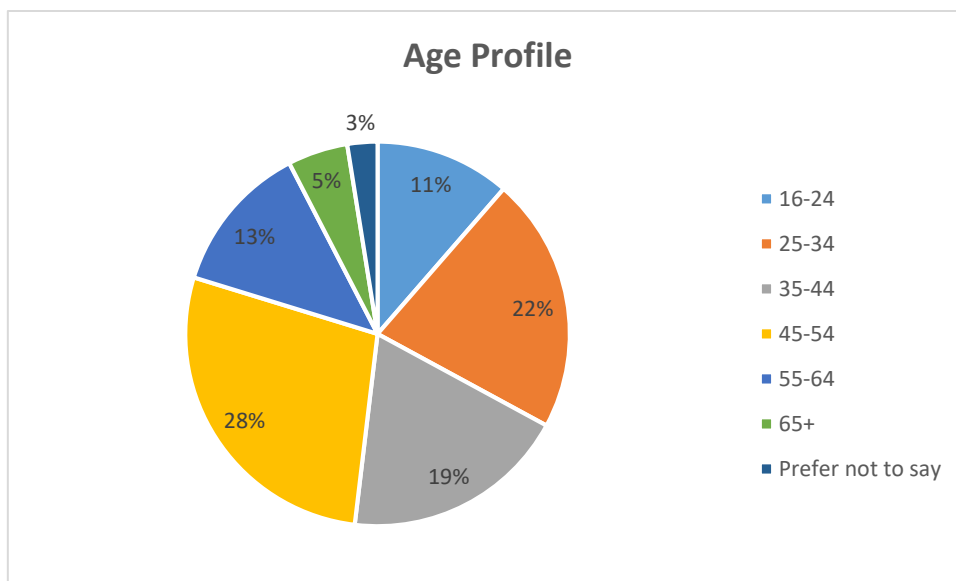
This report is split into 7 sections:

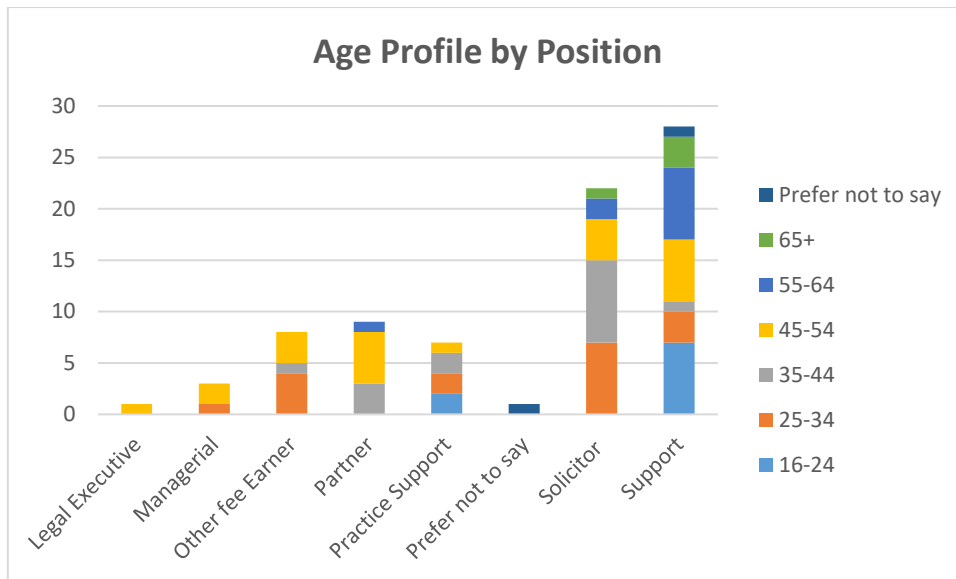
- age
- gender
- ethnicity
- religion or belief
- disability
- socio economic background
- caring responsibilities.

The report was completed by 74% of all staff. To help analyse the results, the report draws comparisons to data from the last Debenhams Ottaway report (2017) and the SRA workforce data collected in 2017, which is based on the requirement for firms to report their diversity data to help the SRA meet their regulatory objective 'to encourage an independent, strong, diverse and effective legal profession'.

Age profile

The majority of staff at Debenhams Ottaway fall into the 45-54 (28%) and 25-34 (22%) categories, followed by the 35-44 category (19%). In 2017 the majority of staff fell into 45-54 and 25-34 categories (24% each). The SRA data also reflects the 25-34 category being the majority in the solicitor and other staff categories, so there has been no change.

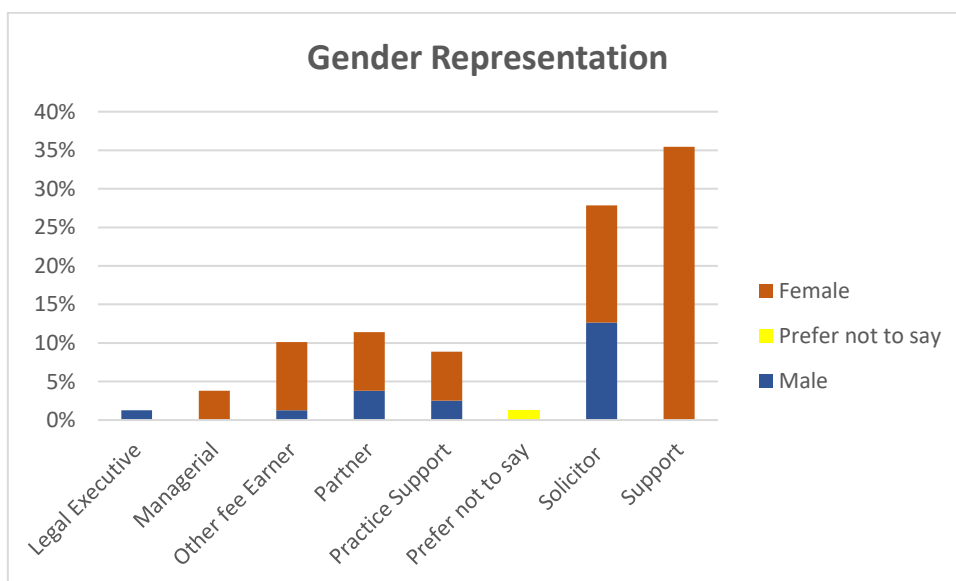


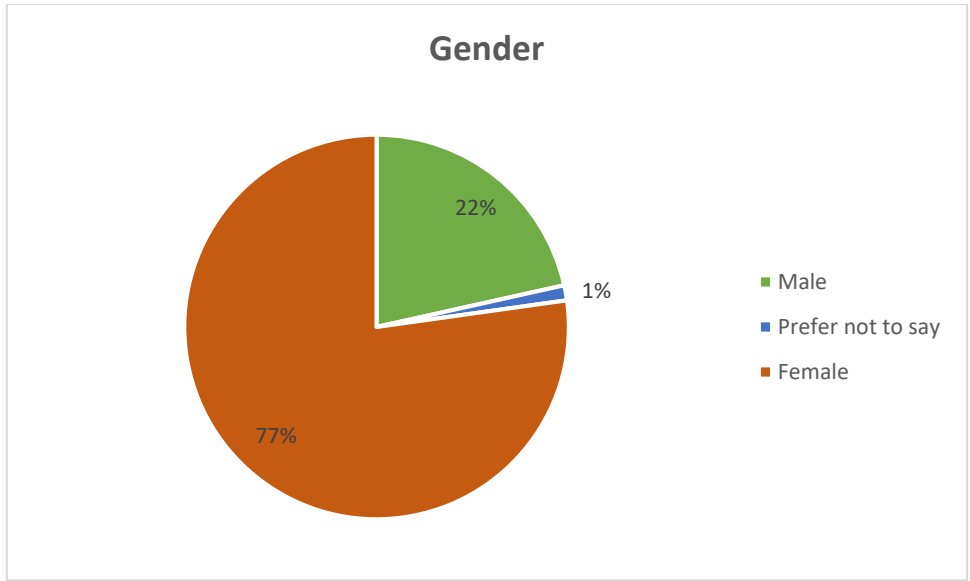


Gender representation

The majority of participants (77%) are female and are represented across the majority of areas by those who completed the survey. Of male staff (22%), the chart shows that the majority are solicitors. This is a very similar result to the 2017 findings.

According to the data received, Debenhams Ottaway has a higher representation of female partners (67%) and a lower representation of male solicitors (45%). This is different to 2017, where male and female partners were equally represented and there was a higher representation of male solicitors (62%). The SRA statistics show a higher percentage of Partner or Equivalent roles are held by males rather than females (67%). SRA statistics also show that 75% of females occupy Other Staff positions.

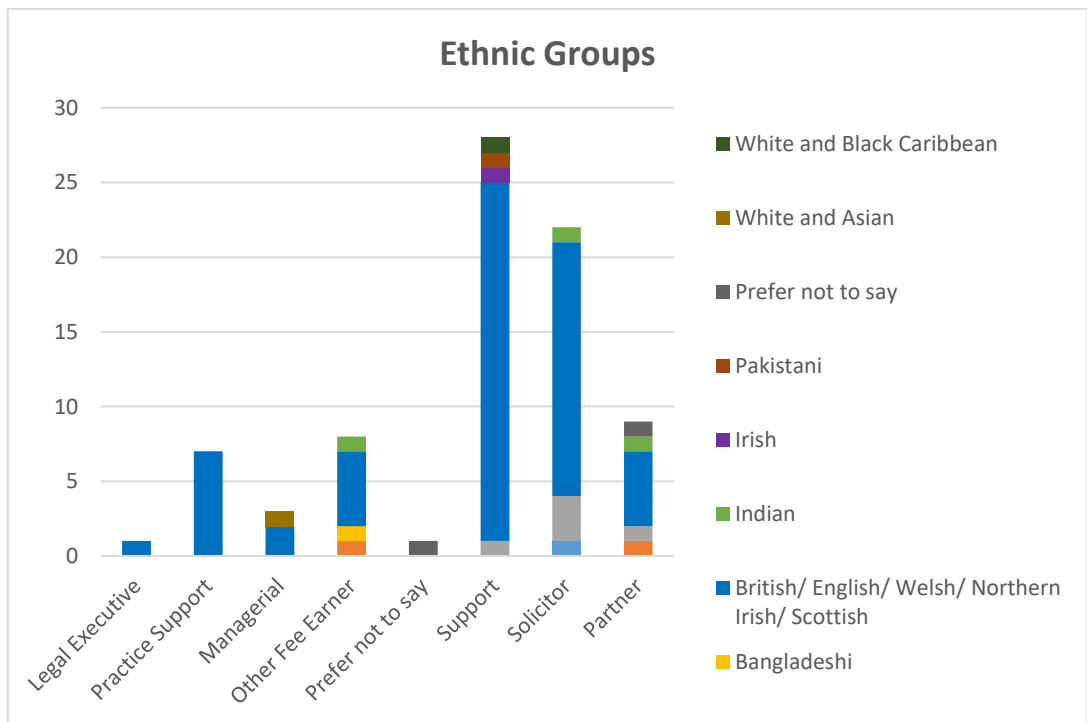




Ethnicity

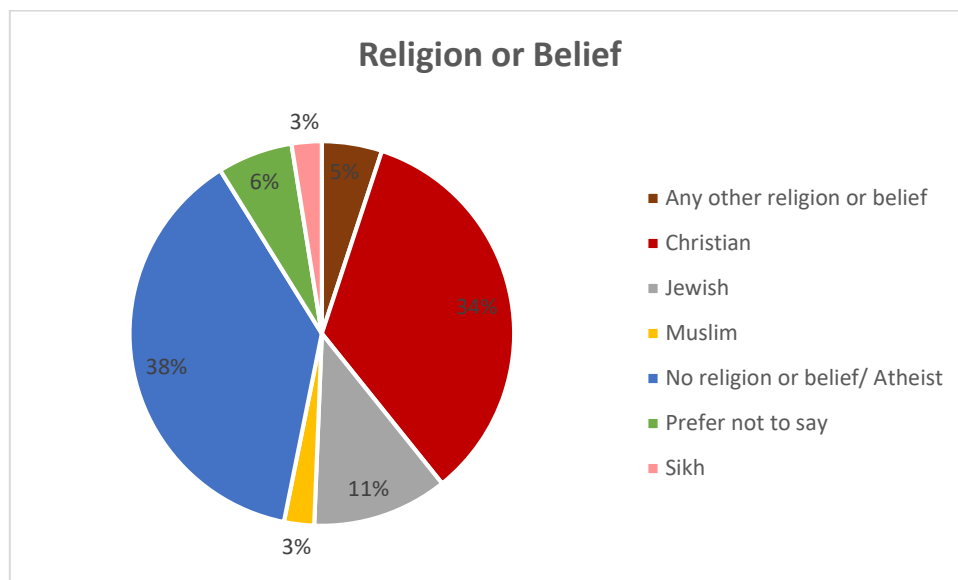
The majority of participants (77%) at Debenhams Ottaway are of British ethnicity. Comparing this to the 2017 data, we can see a decrease of 5%. The remaining 23% are of a mixture of ethnicities as detailed in the graph below. In particular, 10% of participants are from Indian and Other White backgrounds.

This can be closely compared to the SRA survey where 81% of respondents who provided information on their ethnicity are from a white background (down from 87%), while the remaining 19% are from an ethnic minority background (up from 13%).



Religion or Belief

The majority of people surveyed fit into the Christian and no religion or belief/Atheist categories as detailed below. These statistics are very similar to what was collected at Debenhams Ottaway in 2017 with a similar % of people outside of these two main categories. This matches the SRA results who also found the largest religious group for individuals was Christian (50%) followed by those individuals who have declared themselves to have no religion or to be atheist (34%).

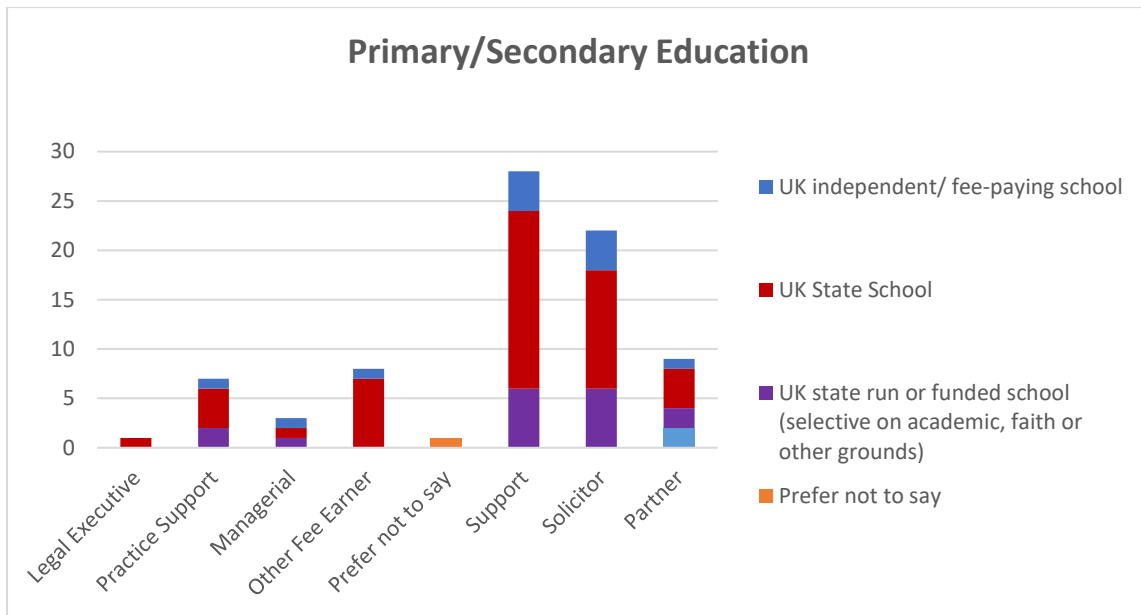


Disability

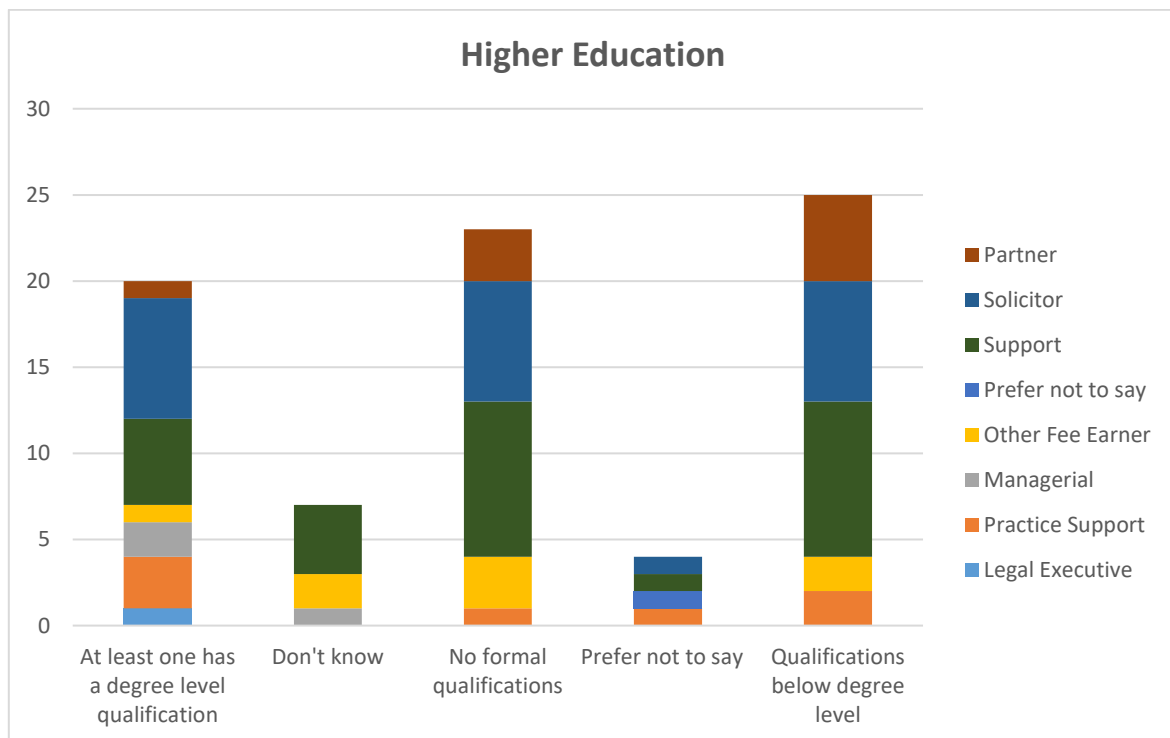
9% of participants reported as having a disability in accordance with the Disability Act. This is higher than in 2017, which was 5%. No staff reported their disability to be very limiting, though 6% found their disability to be a little limiting. The SRA recorded that 3% of participants reported having a disability.

Socio economic background

81% of participants attended a UK state school, whereas only 15% attended a UK independent/fee paying school (up from 13% in 2017). The representation of staff who have attended UK state schools has increased by 5% since 2017. 3% of participants attended a school outside the UK.



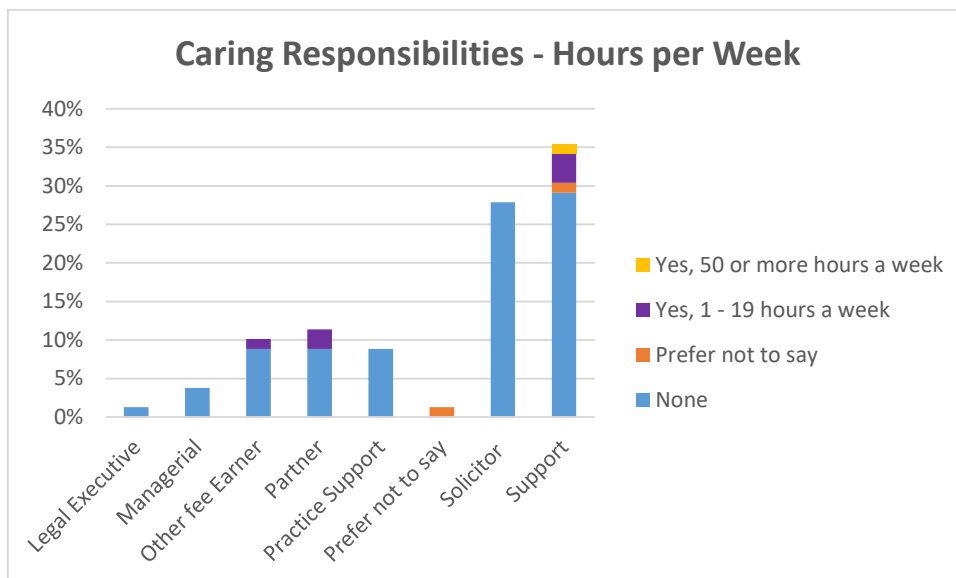
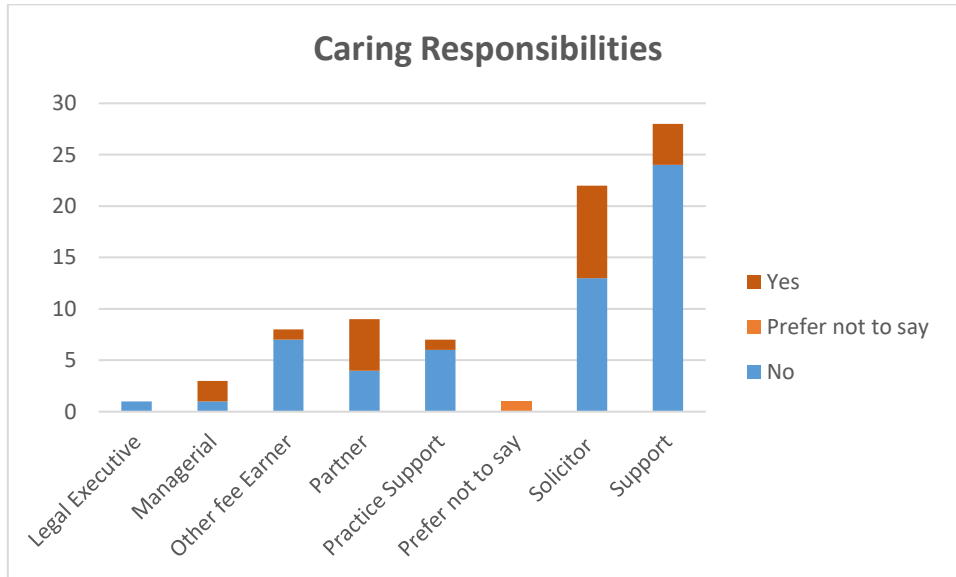
32% of the participants recorded that the highest level of qualification achieved by their parents was below degree level. 25% of staff said that at least one parent was educated to degree level, whilst 29% said their parents had no formal qualifications.



Caring responsibilities

71% of staff who completed the survey have no primary carer responsibilities. This is similar to 2017, with a 2% decrease.

The majority of staff at Debenhams Ottaway have no caring responsibilities (89%), whereas 8% carry out 1-19 hours per week. This is a slight increase compared to 2017, where 6% carried out 1-19 hours per week. Only 1% of staff carry out 50+ hours per week, which is the same as 2017.



Conclusion

We had similar response levels to that in 2017 (2% increase) and the above data appears to be fairly in line with the SRA data as a whole. There have been a few changes in the Debenhams Ottaway statistics since the last time the survey was completed such as:

- A higher representation of people between 45-54 age category
- A higher representation of females across the firm as a whole

- More people identifying themselves as an ethnicity other than “White – British” (23% this time compared with 12% in 2017).
- Increase in number of people identifying as having a disability (3% from previous year)

This aside, a lot of the statistics remain similar or unchanged, but altogether shows that we are on par specifically with the SRA data for the South East only, as in each of the above categories the results were similar with no major differences.