

Survey: Legal Diversity 2021  
 Submissions: 88  
 Completed: 69  
 Regulator Number: 618960

Cartmell Shepherd Limited



1. Select one category which best describes your role in the firm.

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
Solicitor partner (sole practitioner, member or director)	9	9	0	0	0
Solicitor (not partner)	19	0	19	0	0
Other fee earning role	12	0	0	12	0
Role directly supporting a fee earner	19	0	0	0	19
Managerial role	3	0	0	0	0
IT/HR/other corporate services role	3	0	0	0	0
Barrister	0	0	0	0	0
Chartered Legal Executive/Fellow of CILEx)	0	0	0	0	0
Licensed Conveyancer	0	0	0	0	0
Patent or Trade Mark Attorney	0	0	0	0	0
Costs Lawyer	0	0	0	0	0
Notary	0	0	0	0	0
Prefer not to say	4	0	0	0	0

2. Which age category are you in?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
16 - 24	3	0	0	1	1
25 - 34	18	0	9	1	6
35 - 44	14	2	4	6	1
45 - 54	21	4	4	4	6
55 - 64	11	3	2	0	4
65+	1	0	0	0	0
Prefer not to say	1	0	0	0	1

**3. What is your sex?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Male	9	2	5	0	0
Female	60	7	14	12	19
Other preferred description	0	0	0	0	0
Prefer not to say	0	0	0	0	0

**4. Is the gender you identify with the same as your sex registered at birth?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Yes	69	9	19	12	19
No	0	0	0	0	0
Prefer not to say	0	0	0	0	0

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Yes	2	0	1	0	1
No	66	9	18	12	17
Prefer not to say	1	0	0	0	1

6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Yes, limited a lot	0	0	0	0	0
Yes, limited a little	5	1	0	1	3
No	61	8	18	11	15
Prefer not to say	3	0	1	0	1

**7. What is your ethnic group?**

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
<b>Asian/Asian British</b>					
Bangladeshi	0	0	0	0	0
Chinese	1	0	0	1	0
Indian	0	0	0	0	0
Pakistani	0	0	0	0	0
Any other Asian background	0	0	0	0	0
<b>Black/Black British</b>					
African	0	0	0	0	0
Caribbean	0	0	0	0	0
Any other Black background	0	0	0	0	0
<b>Mixed/multiple ethnic groups</b>					
White and Asian	1	0	1	0	0
White and Black African	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0
White and Chinese	0	0	0	0	0
Any other Mixed/Multiple ethnic background	0	0	0	0	0
<b>White</b>					
British/English/Welsh/Northern Irish/Scottish	67	9	18	11	19
Irish	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0
Roma	0	0	0	0	0
Any other White background	0	0	0	0	0
<b>Other ethnic group</b>					
Arab	0	0	0	0	0
Any other ethnic group	0	0	0	0	0

Prefer not to say

Prefer not to say	0	0	0	0	0
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**8. What is your religion or belief?**

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
No religion or belief	24	2	5	7	4
Buddhist	0	0	0	0	0
Christian	37	6	10	5	13
Hindu	1	0	1	0	0
Jewish	0	0	0	0	0
Muslim	0	0	0	0	0
Sikh	0	0	0	0	0
Any other religion or belief	0	0	0	0	0
Prefer not to say	7	1	3	0	2

**9. What is your sexual orientation?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Bi	0	0	0	0	0
Gay/Lesbian	1	1	0	0	0
Heterosexual	62	7	18	12	16
Other preferred description	0	0	0	0	0
Prefer not to say	6	1	1	0	3

10. Which type of school did you attend for the most time between the ages between the ages 11 and 16?

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
State-run or state-funded school (selective on academic, faith or other grounds)	14	2	7	2	2
State-run or state-funded school (non-selective)	47	3	11	10	16
Independent/ fee-paying school	5	4	1	0	0
Independent/ fee-paying school, where I received a bursary covering 90% or more of my tuition	0	0	0	0	0
Attended school outside the UK	0	0	0	0	0
Don't know/ not sure	1	0	0	0	1
Prefer not to say	2	0	0	0	0

**11. Did either of your parents attend university by the time you were 18?**

	Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
No, neither of my parents attended university	54	5	13	12	17
Yes, one or both of my parents attended university	12	4	6	0	2
Don't know/ not sure	1	0	0	0	0
Prefer not to say	2	0	0	0	0

**12. What was the occupation of your main household earner when you were about 14?**

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	21	4	11	1	3
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	10	1	1	4	4
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	4	0	1	1	0
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	11	1	2	2	6

Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	10	1	3	2	3
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	5	0	0	2	2
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2	0	1	0	0
Other, such as: retired, this question does not apply to me, I don't know	3	2	0	0	0
Prefer not to say	3	0	0	0	1

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

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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Yes	22	5	7	4	4
No	47	4	12	8	15
Prefer not to say	0	0	0	0	0

14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (n

Totals	Solicitor partner (sole practitioner, member or director)	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner
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No	65	9	19	11	17
Yes, 1 - 19 hours a week	2	0	0	1	1
Yes, 20 - 49 hours a week	1	0	0	0	0
Yes, 50 or more hours a week <sup>2</sup>	0	0	0	0	0
Prefer not to say	1	0	0	0	1





Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
0	1	0	0	0	0
0	1	0	0	0	0
1	0	0	0	0	0
2	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
2	0	0	0	0	0
1	3	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
3	3	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
3	3	0	0	0	0
0	0	0	0	0	0

o last, at least 12 months?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
3	3	0	0	0	0
0	0	0	0	0	0



0	0	0	0	0	0
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Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
0	0	0	0	0	0
0	0	0	0	0	0
3	3	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
1	0	0	0	0	0
2	2	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
3	2	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
1	0	0	0	0	0
0	0	0	0	0	0
1	1	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	1	0	0	0	0
1	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
1	1	0	0	0	0
2	2	0	0	0	0
0	0	0	0	0	0

ot in a paid capacity)?

Managerial role	IT/HR/other corporate services role	Barrister	Chartered Legal Executive/Fellow of CILEx)	Licensed Conveyancer	Patent or Trade Mark Attorney
3	3	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0





Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	1
0	0	0
0	0	1
0	0	2
0	0	0
0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	4
0	0	0
0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	4
0	0	0
0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	4
0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	3
0	0	1

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	0
0	0	0
0	0	0

0	0	0
0	0	0
0	0	0

0	0	0
0	0	0
0	0	0
0	0	0
0	0	0

0	0	4
0	0	0
0	0	0
0	0	0
0	0	0

0	0	0
0	0	0

0	0	0
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Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	0
0	0	3
0	0	0
0	0	1

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	3
0	0	0
0	0	0
0	0	0
0	0	0
0	0	1

Costs Lawyer	Notary	Prefer not to say
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0	0	2
0	0	0
0	0	1
0	0	1

Costs Lawyer	Notary	Prefer not to say
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0	0	1
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0	0	0
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0	0	0
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0	0	0
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0	0	1
0	0	0
0	0	0
0	0	1
0	0	1

Costs Lawyer	Notary	Prefer not to say
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0	0	0
0	0	4
0	0	0

Costs Lawyer	Notary	Prefer not to say
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0	0	3
0	0	0
0	0	1
0	0	0
0	0	0