

Equality and Diversity 2023



Our values

We are proud of our culture and the values we stand for at Minster Law. We stand together through a shared purpose and allow our creativity to flourish. We believe in having courageous conversations and ask ourselves how we can do better. We ultimately recognise that the difference between what is difficult and what is possible can be achieved by working together.

Our commitment to equality, diversity and inclusion

We are an equal opportunities employer and do not tolerate discrimination, harassment, victimisation, and bullying of any kind. We support the right for all people to be treated with dignity and respect and will take appropriate action to ensure this is achieved. We pride ourselves on providing a positive, supportive working environment where all our people have the opportunity to shine. This includes actively attracting and recruiting people from diverse backgrounds, and providing accessible facilities for people with disabilities.

Our EDI committee

Our EDI committee is a colleague-led, CEO sponsored group who act as a communication channel with the leadership team, our colleagues and communities. Our group is passionate about creating an inclusive and supportive workplace and culture where everyone can be true to themselves and reach their full potential.

Our key commitments

- ▶ We are an organisation that actively oppose all forms of discrimination.
- ▶ We work continuously to educate ourselves on and promote equality and diversity across our business.
- ▶ We engage in conversation and actively try to eliminate all obstacles to opportunities faced by those in and out of the firm. We work to recruit, sustain and promote diverse talent.
- ▶ We shall ensure that every colleague feels valued and has a sense of belonging at Minster Law.

Our people

We have recently undertaken a diversity data collection exercise. This survey was voluntary and so the following data represents the responses received.

▶ Ages

	% of responders
16 - 24	9.79%
25 - 34	23.71%
35 - 44	32.99%
45 - 54	23.20%
55 - 64	9.79%
Prefer not to say	0.52%

▶ Gender

	% of responders
Female	64.43%
Male	34.02%
Other preferred description	0.52%
Prefer not to say	1.03%

▶ Gender identity

	% of responders
I identify with my sex registered at birth	97.94%
I don't identify with my sex registered at birth	1.55%
Prefer not to say	0.52%

▶ Colleagues who consider themselves disabled

According to the definition outlined in the Equality Act 2010

	% of responders
Yes	11.34%
No	84.02%
Prefer not to say	4.64%

▶ Ethnicity

	% of responders
Any other Asian background	0.52%
Any other White background	4.64%
British/English/Welsh/Northern Irish/Scottish	75.77%
Caribbean	1.03%
Indian	4.12%
Irish	1.55%
Pakistani	6.19%
White and Asian	0.52%
White and Black Caribbean	0.52%
Prefer not to say	5.15%

▶ Colleagues whose day-to-day activities are limited by a health problem or disability

Which has lasted, or expected to last, at least 12 months

	% of responders
Yes, limited a lot	3.09%
Yes, limited a little	13.92%
No	81.44%
Prefer not to say	1.55%

▶ Religion

	% of responders
Buddhist	0.52%
Christian	35.05%
Hindu	1.03%
Jewish	0.52%
Muslim	9.28%
Sikh	1.03%
Any other religion or belief	3.61%
No religion or belief	46.39%
Prefer not to say	2.58%

▶ Sexual orientation

	% of responders
Bisexual	4.64%
Gay / Lesbian	3.09%
Heterosexual	88.66%
Other preferred description	1.55%
Prefer not to say	2.06%

▶ Parents who attended university

	% of responders
Don't know / Not sure	2.58%
Neither of my parents attended university	81.44%
Yes, one or both of my parents attended university	15.46%
Prefer not to say	0.52%

▶ Educational background

	% of responders
Attended school outside the UK	3.61%
Don't know / Not sure	1.03%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	0.52%
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	2.58%
State-run or state-funded school (non-selective)	71.13%
State-run or state-funded school (selective on academic , faith or other grounds)	20.10%
Prefer not to say	1.03%

▶ Occupation of main household earner at age 14

	% of responders
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	4.12%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	5.15%
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	19.59%
Other, such as: retired / this question does not apply to me / I don't know	2.06%
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	21.13%
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	15.98%
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	11.34%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	17.53%
Prefer not to say	3.09%

▶ **Carer for a child or children under 18**

	% of responders
Yes	38.66%
No	60.31%
Prefer not to say	1.03%

▶ **Carer for someone with long-term physical or mental ill health caused by disability or age**

Not in a paid-for capacity

	% of responders
Yes, 1 - 19 hours a week	6.70%
Yes, 20 - 49 hours a week	1.03%
Yes, 50 or more hours a week	2.58%
No	87.11%
Prefer not to say	2.58%

▶ **Job categories to best describe role at Minster Law**

	% of responders
Chartered Legal Executive (Fellow)/ CILEx Practitioner - Individuals authorised by CILEx Regulation	5.15%
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles	18.56%
Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc	13.40%
Notary - Individuals authorised by the Master of the Faculties	0.52%
Other fee earning role - Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows), or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'	27.84%
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals	13.40%
Salaried or partial equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below	0.52%
Solicitor (not partner) - All other practising solicitors including assistant solicitors, associates, or consultants	12.37%
Prefer not to say	8.25%