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# Diversity Data Report

## Kilic & Kilic Solicitors



### Profile

18 out of 19 people participated, including 2 new members of staff. Out of the answers, the following data was gathered:

#### **Role Categories:**

11.11% of attendees were Solicitors (sole practitioners, partners, members or directors) Authorised by the SRA. 33.33% of attendees were Solicitors Authorised by the SRA and 33.34% of attendees had other fee earning role (i.e not an authorised person eg trainee solicitors, legal executives who are not chartered or a fellow and paralegals but excluding managerial roles). 22.22% of attendees had a role directly supporting a fee earner (Not an authorised person eg legal secretaries, administrators, legal assistants, or non-fee earning paralegals).

#### **Ownership and supervisory responsibilities in the firm**

##### **Role:**

11.11% of attendees were sole practitioners, partners, members or directors of the firm. 22.22% of the attendees were associates or assistants within the firm whilst 66.67% of the attendees were other employees or staff members.

##### **Ownership:**

11.11% of attendees said they have a share in the ownership of the firm (eg equity partner, shareholder) whilst 88.89% of the attendees said they have no share in the ownership of the firm.

#### **Diversity questions (protected characteristics under the Equality Act 2012)**

##### 1. Gender

22.22% of attendees were male and 77.78% were female. Everybody answered this question.

Transgender, No attendees identified themselves as transgender / transsexual.

## 2. Age

Out of the people who participated, 33.33% were aged between 16-24, 61.11% were aged between 25-34. 5.56% were aged between 35-44. Everybody answered this question.

## 3. Marital Status

61.11% of attendees who participated were single, 22.22% were either married or cohabiting. 5.56% attendees stated they were divorced and 11.11% of attendees preferred not to answer the question.

## 4. Ethnic Group

11.11% were African (Black / Black British), 11.11% were British / English / Welsh / Northern Irish / Scottish (White) and 27.78 were any other white background (White), 44.44% classified themselves as any other ethnic group ( of this group 37.5% identified themselves as Kurdish and 25% identified themselves as Turkish and 37.5% did not mention what other ethnic group they were). Lastly 5.56% of attendees preferred not to answer the question.

## 5. Disability

94.44% of attendees did not consider themselves disabled. 5.56% preferred not to comment. 100% of the attendees confirmed that they did not have any health problems or disability which has lasted, or expected to last, at least 12 months that had limited their day-to-day activities.

## 6. Religion or Belief

27.78% attendees identified as Muslims, 11.11% as Christian, 16.67% as no religion or belief/ Atheist, 16.66% attendees stated they were of any other religion (of those 33.33% described themselves as Alevi) and 27.78% attendees preferred not to say.

## 7. Sexual Orientation

100% of the attendees identified as Heterosexual.

## **Socio-economic background (education) and caring responsibilities**

## 8. Socio-Economic Background

83.31% of attendees confirmed they attended UK State School, 5.56% confirmed they attended UK independent /Fee-paying school, 5.56% confirmed they attended school outside the UK, and 5.56% preferred not to comment.

None of those who attended UK Independent/ Fee-paying School received any financial award.

55.56% of attendees confirmed they were the first part of the first generation of the family to attend University, 33.34% of attendees confirmed they were not the first generation of the family to attend University. 5.55% of attendees confirmed they did not attend university and 5.55% of attendees preferred not to comment.

#### 9. Caring Responsibilities

83.33% of attendees confirmed that they were not a primary carer for a child or children and 16.67% confirmed that they were a primary carer for a child or children.

16.67% of the survey participants confirmed they spend about 1 – 19 hours a week, to look after or give any help or support to family members, friends, neighbours either because of long-term physical or mental ill-health / disability or problems related to old age and 77.77% confirmed they did not have such responsibility. 5.56% attendees preferred not to comment.