

Mills & Co Solicitors Limited - diversity data submitted to the SRA on 29-06-2023

Question	Response	Full equity solicitor partners	Salaried or partial equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	Managerial Role	IT/ HR/ other corporate services role	Prefer not to say
1. Role Category		1	1	3	2	4	1	2	3
2. Which age category are you in? - Aggregated data for your firm	16 - 24					1			
	25 - 34			3	2				
	35 - 44		1						
	45 - 54					2	1	1	
	55 - 64	1				1		1	
	65+								
	Prefer not to say								3
	Invalid / no response to this question								
3. What is your sex? - Aggregated data for your firm	Male	1		1	2	1			
	Female		1	2		3	1	2	
	Other preferred description								
	Prefer not to say								3
	Invalid / no response to this question								
4. Is the gender you identify with the same as your sex registered at birth? -	Yes, gender identity the SAME as sex at		1	3	2	4	1	2	

Aggregated data for your firm	birth								
	No, gender identity NOT THE SAME as sex at birth								
	Prefer not to say								3
	Invalid / no response to this question	1							
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010? - Aggregated data for your firm	Yes							2	
	No	1	1	3	2	4	1		
	Prefer not to say								3
	Invalid / no response to this question								
6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? - Aggregated data for your firm	Yes, limited a lot								
	Yes, limited a little					1		1	
	No		1	3	2	3	1	1	
	Prefer not to say								3
	Invalid / no response to this question	1							
7. What is your ethnic group? - Aggregated data for your firm	Bangladeshi								3
	Chinese								
	Indian								
	Pakistani								
	Any other Asian background								
	African								
	Caribbean								
	Any other Black background								
White and Asian									

	White and Black African								
	White and Black Caribbean								
	Any other Mixed / multiple ethnic background								
	British / English / Welsh / Northern Irish / Scottish	1	1	3	2	4	1	2	
	Irish								
	Gypsy or Irish Traveller								
	Roma								
	Any other White background								
	Arab								
	Any other ethnic group								
	Prefer not to say								
	Invalid / no response to this question								
10. Which type of school did you attend for the most time between the ages of 11 and 16? - Aggregated data for your firm	State-run or state-funded school - selective on academic, faith or other grounds		1	1					1
	State-run or state-funded school - non-selective			1	2	3	1	2	
	Independent / fee-	1		1		1			

	paying school, where I received no bursary or a bursary covering less than 90% of my tuition								
	Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition								
	Attended school outside the UK								
	Don't know / not sure								
	Prefer not to say								2
	Invalid / no response to this question								
11. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18? - Aggregated data for your firm	No, neither of my parents attended university				1	3	1		1
	Yes, one or both of my parents attended university	1	1	3	1	1		2	
	Don't know / not sure								
	Prefer not to say								2
	Invalid / no response to this question								
12. What was the occupation of your main household earner when you were 14? - Aggregated data for your firm	Modern professional and traditional professional occupations such as:	1		2	1	2		1	

	teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic engineer								
	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								
	Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse						1		
	Technical and craft occupations such as: motor mechanic,				1	1			

	plumber, printer, electrician, gardener, train driver								
	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			1		1			
	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		1					1	
	Long term unemployed (claimed Jobseeker's Allowance or earlier								

	unemployment benefit for more than a year)								
	Other, such as: retired, this question does not apply to me, I don't know								
	Prefer not to say								3
	Invalid / no response to this question								
13. Are you a primary carer for a child or children under 18? - Aggregated data for your firm	Yes		1	2			1		1
	No	1		1	2	4		2	
	Prefer not to say								2
	Invalid / no response to this question								
14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)? - Aggregated data for your firm	No	1	1	3	2	2		2	1
	Yes, 1 - 19 hours a week					2	1		
	Yes, 20 - 49 hours a week								
	Yes, 50 or more hours a week								
	Prefer not to say								2
	Invalid / no response to this question								

Number of non-respondents: **20**