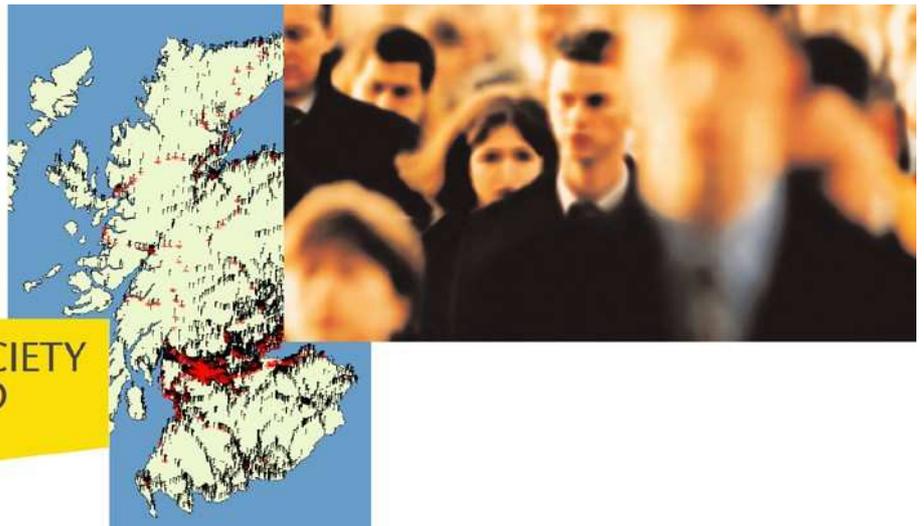


Robust Foundations

Changes in Law Society Membership Profile

Report for The Law Society of Scotland

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Executive Summary

Background

The Law Society of Scotland undertook a postal survey of its members in 2006 to investigate perceptions on the key issues of diversity, discrimination and related policy matters. During 2009, the Judicial Appointments Board for Scotland (JABS) worked with the Law Society and the Faculty of Advocates to conduct a survey of the Scottish legal profession, to establish baseline data on diversity and to identify any potential barriers to judicial applications and elicit views about the factors which do or would encourage eligible candidates to apply. This report compares the data from Law Society members across the two surveys in order to identify any changes in the demographic profile of solicitors over this time.

Although efforts were made to standardise the data between the two surveys, care should be taken when interpreting the results, see Section 1.4 for a full discussion. In particular, it should be noted that not all questions were worded in the same way and some response options varied between the two surveys.

Findings

It would appear that, in 2009, the profession was composed of a relatively even split between men and women, and consists largely of individuals aged 26 to 55.

Most individuals are from a white ethnic background, and indicated that they were heterosexual. Just over half indicated that they belonged to/followed some form of Christian religion/faith/belief, while nearly two fifths stated they had belonged to/followed no religion/faith/belief.

Only a minority of individuals indicated that they considered themselves to have a disability.

Over a third indicated their father had a 'professional' occupation at the point they started their legal training, while just over a quarter indicated their mother had a 'professional' occupation and just under a quarter stated their mother was a full-time parent/carer.

Just over half of the respondents in 2009 indicated that they had qualified whilst under the age of 25, generally worked in private practice or a commercial organisation, and worked upwards of 41 hours.

Although slight variations are present between the results of the 2009 survey and the earlier survey in 2006, the profile of respondents in 2009 generally tallies well with the 2006 profile.

The Future

Given the length of time required for training within the profession, changes in the profile will take a long time to filter through. It is recommended, therefore, that the Law Society consider collecting further data in the future as a third data point would allow trends to be identified.

1 Introduction

1.1 Baseline Research – 2006

1.1.1 During 2006, The Law Society of Scotland commissioned a study to investigate the perceptions of the legal profession in Scotland on the key issues of diversity, discrimination and related policy matters.

1.1.2 Key objectives for the study included:

- to invite all members of the Society to participate in the study;
- to ensure the study identified and profiled the profession using indicators such as: race, gender, faith, disability status, sexual orientation, educational background, organisation context, position and salary; and
- to assess perceptions of members on the range and incidence of discrimination and gather descriptive narrative on specific instances.

Methodology and Response Rate

1.1.3 A paper based questionnaire was circulated to all members of The Law Society. Although these were distributed by The Law Society, responses were sent directly to the independent research organisation, The Grange Group, for confidential data processing, analysis and reporting.

1.1.4 The questionnaire collected information on the following elements:

- demographic profile;
- qualifications and introduction to the profession;
- details of respondents' current career; and
- attitudes and experiences of discrimination.

1.1.5 A total of 3,017 questionnaires were returned, giving a response rate of just over 28%.

1.2 Follow-Up Research – 2009

1.2.1 During 2009, the Judicial Appointments Board for Scotland (JABS) conducted a survey of the legal profession across Scotland. The main objectives of this research were¹:

- to establish baseline data on diversity which was statistically robust for the practising legal profession, and for the proportion of that population which is eligible for judicial appointment and for judicial office holders in Scotland (with reference to age, gender, ethnicity, religion, sexual orientation, disability and occupation of parents); and
- to identify from all practising members of the legal profession and the judiciary any potential barriers which could be standing in the way of eligible candidates applying to become Sheriffs or Judges, whether due to the conditions of service of judicial office

¹ Judicial Appointments Board for Scotland (2009) "An Analysis of Scotland's Judicial Appointments Process", pg 1.2.

1 Introduction

(real or perceived), or to aspects of the recruitment process (real or perceived), and to elicit views about the factors which do or would encourage eligible candidates to apply.

1.2.2 To implement this survey, JABS worked in partnership with The Law Society of Scotland and the Faculty of Advocates to design the questionnaire and to distribute the survey.

1.2.3 The survey was distributed to:

- all members of The Law Society of Scotland (approximately 11,188 people at that time);
- all members of the Faculty of Advocates; and
- all Sheriffs and high court judges.

Methodology and Response Rate

1.2.4 A mixed methods approach was used, with a traditional postal survey distributed to all legal professionals, while a parallel online survey option was also offered as an alternative. This combined approach was designed to ensure that the survey was as inclusive, and accessible to as wide an audience as possible, and to meet the different participation preferences of the target audience.

1.2.5 The questionnaire was designed to collect data in relation to:

- professional background;
- attitudes to judicial office and the appointments process;
- thoughts about what *does* and *should* influence the outcomes of a successful application for judicial office; and
- demographic characteristics of respondents.

1.2.6 In total, 12,114 questionnaires were distributed as part of the JABS survey, eliciting a total of 2,319 completed returns (ie a 19% response rate). Of these returns, **1,968** respondents classified themselves as solicitors (n=1,906) or solicitor advocates (n=62), thereby indicating that they were members of The Law Society of Scotland². This represents an 18% response rate from Law Society members.

1.3 Aims of this Research

1.3.1 The Law Society has commissioned this research to provide a comparison between the baseline data collected in 2006, and the newer data collected in 2009, in order to identify any changes in the demographic profile of solicitors over this time.

² It is a requirement for all solicitors and solicitor advocates to be members of The Law Society as part of their role.

1.4 Research Caveats and Reporting Conventions

- 1.4.1 Although both surveys were circulated to all Law Society members by The Law Society directly, it should be noted that the 2006 survey was exclusively targeted at Law Society members only, whilst the 2009 survey was targeted at the legal profession more widely.
- 1.4.2 Although results have been disaggregated by the six diversity strands, some of the diversity groups have small sample sizes. In these cases, a number of categories have been grouped together (into "other") to provide larger sample sub-groups. Where samples are not of a significant size (generally where 'n' is less than 100) this is indicated in the report and caution should be used when interpreting the results. We would also caution against generalising these results too broadly.
- 1.4.3 It should be noted that, not all question wording and response options provided were consistent between the two survey years. Where there are differences, this has been outlined in the text. Also, where response options offered were not consistent between years, this has been indicated in the tables by a '-' to show that the option was not available for selection.
- 1.4.4 Finally, not all percentages will add to 100% due to rounding, and/or due to not illustrating 'not disclosed' options on figures. Also, where sample sizes are lower than 0.5%, these have been reported as <1% to distinguish these from true zero values.

2 Professional Changes

2.1 Age of Qualification

- 2.1.1 Table 2.1 shows the age at which respondents qualified as solicitors between the two survey years. It should be noted that the question was not worded consistently between the two surveys. In 2006, respondents were asked to indicate at which age they completed their traineeship, while in 2009, respondents were asked to indicate at what age they qualified as a solicitor.
- 2.1.2 There was very little difference between the responses in the two surveys, with just over half of both samples indicating that they had qualified whilst under the age of 25.

Table 2.1 Age of Qualification

	2006 (%)	2009 (%)
Under 25	57	55
25 to 30	25	26
31 to 35	4	4
36 to 40	2	3
41 to 45	1	2
46 to 50	<1	1
51 to 55	<1	1
56 to retiral	0	1
Currently a trainee	<1	-
Not disclosed	2	7
Total (n)	3017	1968

2.2 Main Occupation

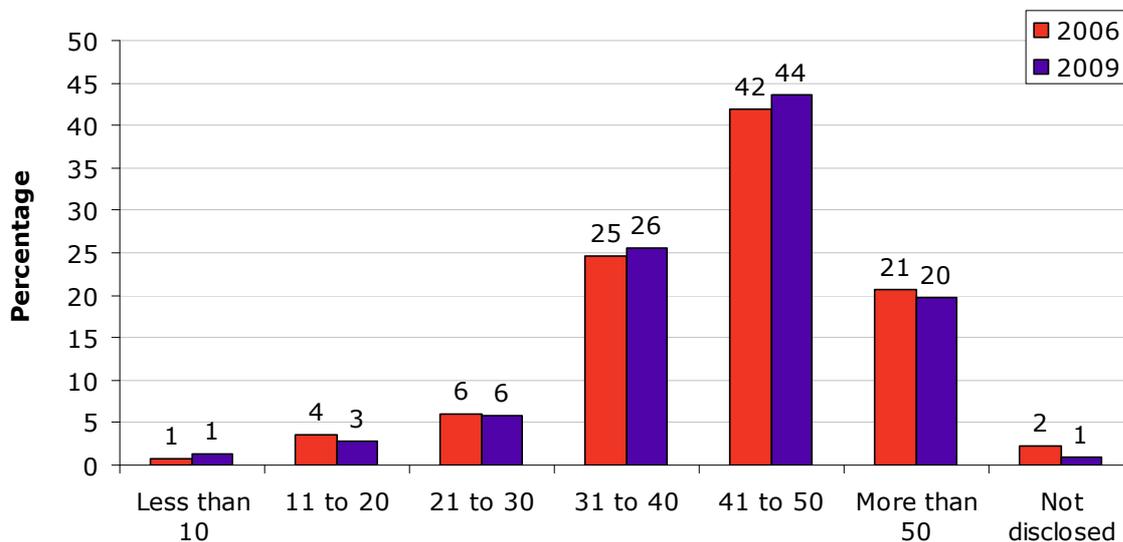
- 2.2.1 Table 2.2 outlines respondents' main occupation category across the two survey years. This indicates that fewer respondents considered themselves to be in private practice in 2009 compared with 2006, however, there was an increase in the proportion who indicated they worked in a commercial organisation. It is hard to say whether these are real differences, however, or simply misunderstanding/misinterpretation regarding the difference between these two categories across the two survey years.
- 2.2.2 All other categories show similar levels of responses between the two years.

Table 2.2 Current Main Occupation

	2006 (%)	2009 (%)
Solicitor or Solicitor Advocate in Private Practice	73	52
Solicitor or Solicitor Advocate in Public Sector		12
Solicitor or Solicitor Advocate in Crown Office and Procurator Fiscal Service	17	3
Solicitor or Solicitor Advocate in Charitable Organisation		2
Solicitor or Solicitor Advocate in Commercial Organisation	7	24
Solicitor or Solicitor Advocate in Higher and Further Education	1	<1
Full-time parent or carer	<1	<1
Other	1	2
Not disclosed	1	3
Total	3017	1968

2.3 Hours Worked per Week

2.3.1 Figure 2.1 shows the average number of hours worked per week by respondents across both survey years. This shows that, generally, there has been very little change in working hours between 2006 and 2009, with 63% of respondents in 2006, and 64% of respondents in 2009 working upwards of 41 hours.

**Figure 2.1 Average Hours Worked per Week**

3 Demographic Changes

3.1 Gender and Gender Identity

- 3.1.1 Table 2.1 below shows respondents' gender across the two surveys. This shows a relatively even split between the respondents in the 2006 survey, yet slightly more men than women participated in the 2009 survey.

Table 3.1 Gender of Respondents

	2006 (%)	2009 (%)
Male	50	53
Female	49	46
Not disclosed	1	1
Total (n)	3017	1968

- 3.1.2 In the 2009 JABS survey, respondents were asked to indicate if their current gender identity was the same as the gender they were assigned at birth. Almost all respondents, 99% (n=1,946) confirmed that it was, while only six respondents stated that it was not. The remaining 16 respondents did not provide an answer to the question.
- 3.1.3 Most respondents (90%, n=1,778) also said that they currently lived and worked full time in the same gender role that was assigned to them at birth, while only 4% (n=82) indicated that they lived and worked in the opposite gender role assigned at birth. The remaining 6% (n=108) did not provide a response to this question.
- 3.1.4 These same questions were not asked as part of the 2006 survey, however, in the 2006 Law Society survey, respondents were asked to indicate whether they considered themselves to be transgender. Only seven respondents (<1%) indicated that they were transgender, while 94% (n=2833) stated they were not, and 6% (n=177) preferred not to say.

3.2 Age

- 3.2.1 Figure 3.1 shows the age categories of respondents across the two survey years. This shows that there was a slight decrease in the proportion of respondents within the 26 to 35 age category and a slight increase in the 46 to 65 and 56 to 65 age categories between the 2006 and 2009 surveys.

3 Demographic Changes

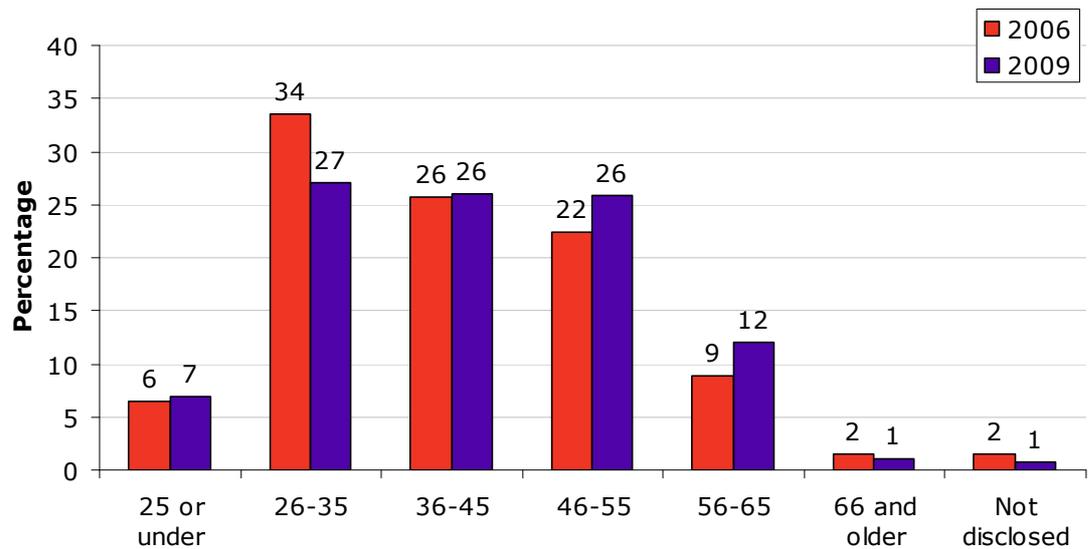


Figure 3.1 Age³

3.3 Ethnicity

3.3.1 Table 3.2 shows that there has been very little change in the representation of different ethnic groups within the profession between 2006 and 2009.

Table 3.2 Ethnicity

	2006 (%)	2009 (%)
White	97	97
Asian, Asian Scottish, or Asian British	1	1
Black, Black Scottish, or Black British	<1	0
Mixed	<1	1
Other Ethnic Background	<1	<1
Not disclosed	1	1
Total	3017	1968

3.4 Sexual Orientation

3.4.1 Table 3.3 shows, that across both survey years, the majority of respondents described their sexual orientation as heterosexual. Very little difference was recorded between the two years.

³ It should be noted that the age categories differed slightly in each survey: in 2009 the youngest category was '25 and under' with the second category being '26-35', however, in 2006 the youngest category was 'less than 25' and the second category '25-35'.

Table 3.3 Sexual Orientation

	2006 (%)	2009 (%)
Heterosexual/straight	95	95
Homosexual man	2	2
Lesbian	<1	<1
Bi-sexual man	<1	<1
Bi-sexual woman	<1	<1
Other	<1	<1
Not disclosed	2	2
Total	3017	1968

3.5 Religion/Faith/Belief

3.5.1 Table 3.4 provides a breakdown of respondents' religion/faith/belief across the two survey years. This shows that a slightly smaller proportion of respondents indicated they followed/belonged to the Church of Scotland and a slightly higher proportion followed/belonged to no religion/faith/belief in 2009 compared to 2006.

Table 3.4 Religion/Faith/Belief

	2006 (%)	2009 (%)
Church of Scotland	37	35
Roman Catholic	13	14
Other Christian	7	7
Other	3	3
Buddhist	0.3	0.3
Hindu	0.1	0.2
Muslim	0.7	0.6
Jewish	0.7	0.5
Sikh	0.1	0.2
Other	1.1	1.4
None	36	39
Not disclosed	3	2
Total (n)	3017	1968

3 Demographic Changes

3.6 Disability

- 3.6.1 In the 2006 Law Society survey only 2% of respondents (n=70) considered themselves to have a disability. This proportion changed little in the 2009 survey where only 3% of respondents (n=51) indicated that they considered themselves to have a disability.
- 3.6.2 Table 3.5 details those disabilities which respondents indicated that they had in both survey years. Multiple responses were possible, therefore, percentages may add to more than 100%.
- 3.6.3 It should be noted that the categories offered were not the same in both years; more categories with broader scope and clear definitions were offered in 2006 than 2009 which may have lead to some definitional issues between years. As such, the comparison should be treated with caution.

Table 3.5 Disability

2006	%	2009	%
Visual impairment (not corrected by spectacles or contact lenses)	14	Visual impairment (not corrected by spectacles or contact lenses)	14
Hearing impairment	27	Communication impairment (for example, hearing or speech)	14
Speech impairment	3		
Reduced physical capacity (includes debilitating pain and lack of strength, breath, energy or stamina e.g. from asthma, angina or diabetes)	39	Mobility	22
Physical co-ordination difficulties (includes problems of manual dexterity and of muscular control e.g. incontinence, epilepsy)	11		
Mental illness	9	Mental health	8
Learning disabilities	4	Learning impairment	8
Severe disfigurement	3	Other	29
Other	9		
Not disclosed	10	Not disclosed	6
Total (n)	70	Total (n)	51

Note: Multiple responses were possible so percentages may add to more than 100%.

3.7 Parental Occupation

- 3.7.1 Figures 3.2 and 3.3 show respondents' parental occupations (father's and mother's respectively) at the start of their legal training. It should be noted that, in the 2006 survey, respondents were asked to identify their parents occupation at the time they started their undergraduate law school training, whereas in 2009 respondents were asked to identify their

3 Demographic Changes

parents occupations at the time that they started their legal training. Also, the self-employed category was not offered as a response option in the 2006 survey, and the graphs do not show those who indicated that either parent was deceased, their occupation was not known, or who declined to answer the question.

3.7.2 Figure 3.2 shows that the proportion of respondents with fathers in each occupation category was lower in 2009, with the exception of 'self-employed', which was a new category added for the 2009 survey. It is likely that this can be attributed to the move into the new categories of both self-employed and deceased (6% in 2009; not illustrated on the graph).

3.7.3 Meanwhile, Figure 3.3 shows very little difference in mothers' occupation between the two years, with the exception of a decrease in the proportion indicating they were a full-time parent/carer in 2009.

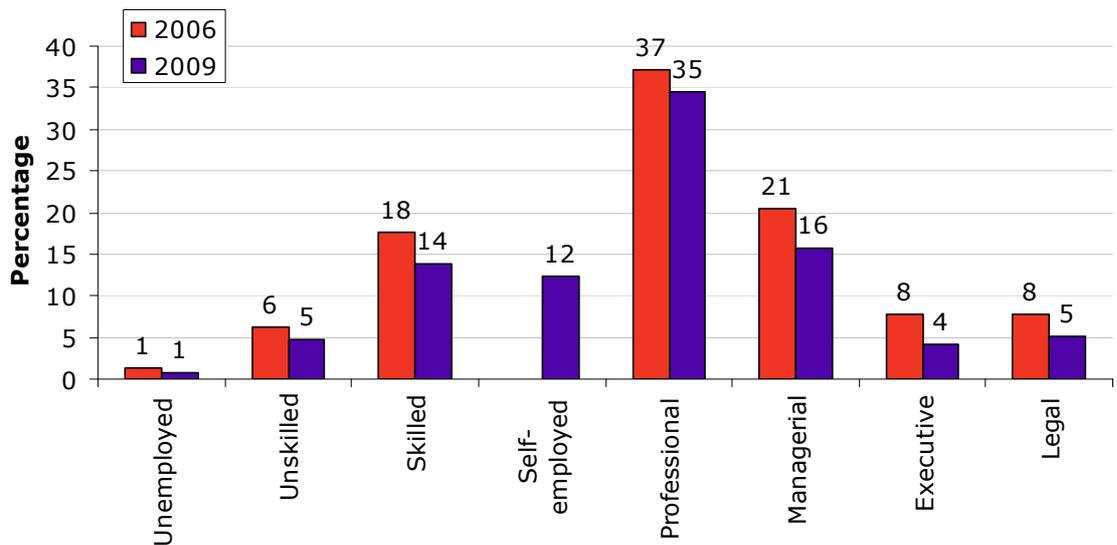


Figure 3.2 Father's Occupation

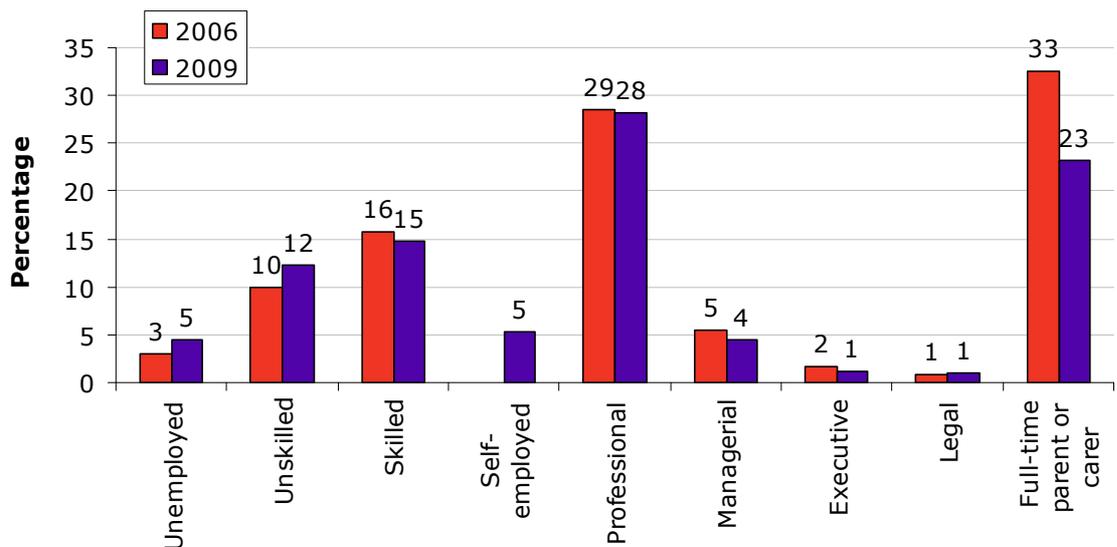


Figure 3.3 Mother's Occupation

4 Differences by Age Over Time

4.1 Introduction

- 4.1.1 This chapter explores changes in the personal profiles of respondents in each age group between the 2006 and 2009 survey years.
- 4.1.2 Again, it should be noted that the age ranges were not consistent between survey years, ie in 2009 the youngest category was '25 and under' with the second category being '26-35', however, in 2006 the youngest category was 'less than 25' and the second category '25-35'. All other categories were consistent. As actual age was not collected in either survey (only categories) it has not been possible to conduct a precise re-code of the data to ensure categories are consistent.

4.2 Gender

- 4.2.1 Table 4.1 shows that, women account for greater percentages within the younger age groups in both survey years, however, the split between male and female respondents by age group is largely similar between the two survey years.

Table 4.1 Gender by Age

	2006			2009		
	Men (%)	Women (%)	Total (n)	Men (%)	Women (%)	Total (n)
25 or under	31	69	192	31	69	136
26 to 35	35	65	1009	37	63	529
36 to 45	44	56	720	49	51	509
46 to 55	65	35	673	64	36	508
56 to 65	84	16	263	87	13	239
66 and older	98	2	45	94	6	33

4.3 Ethnicity

- 4.3.1 Table 4.2 shows that ethnicity is largely consistent across all age groups, between both survey years, with the majority of respondents in all instances indicating that they had a white ethnic background.

Table 4.2 Ethnicity by Age

	2006			2009		
	White (%)	Other (%)	Total (n)	White (%)	Other (%)	Total (n)
25 or under	98	2	192	97	3	134
26 to 35	97	3	996	96	4	529
36 to 45	99	1	772	98	2	511
46 to 55	99	1	671	99	1	506
56 to 65	98	2	262	100	0	237
66 and older	100	0	45	97	3	32

4.4 Sexual Orientation

- 4.4.1 Similarly, sexual orientation is generally consistent across all age groups, and between both survey years, with the majority of respondents in all instances indicating that they were heterosexual, as shown in Table 4.3.

Table 4.3 Sexual Orientation by Age

	2006			2009		
	Heterosexual (%)	Other (%)	Total (n)	Heterosexual (%)	Other (%)	Total (n)
25 or under	98	2	192	98	2	134
26 to 35	96	4	999	97	3	524
36 to 45	97	3	765	95	5	502
46 to 55	97	3	665	96	4	500
56 to 65	98	2	260	98	2	238
66 and older	98	2	46	97	3	31

4.5 Religion/Faith/Belief

- 4.5.1 Table 4.4 details respondents' religion/faith/belief by age category across both survey years. For analysis purposes, the age categories have been clustered to make the data more manageable.
- 4.5.2 This shows that, across all age groups, there has been a slight decline in the proportions of respondents who indicated that they belonged to/follow the Church of Scotland and a slight increase in those that belong to/follow no religion/faith/belief between the 2006 and 2009 surveys. No individual age cluster deviates from this pattern.

Table 4.4 Religion/Faith/Belief by Age

	2006			2009		
	Up to 35 (%)	36-45 (%)	46+ (%)	Up to 35 (%)	36-45 (%)	46+ (%)
Church of Scotland	32	38	44	28	33	42
Roman Catholic	14	15	11	15	17	12
Other Christian	7	7	9	8	6	8
Other	3	3	3	4	3	2
None	42	35	31	44	40	34
Not disclosed	2	3	2	1	1	2
Total (n)	1208	776	988	667	512	782

4.6 Disability

4.6.1 Figure 4.1 shows the proportions of respondents each year who indicated that they considered themselves to have a disability (by age group). This shows that there was very little difference between the age categories for those up to age 65, however, there appears to have been a reduction in the proportion of those aged 66 and older who considered themselves to have a disability in 2009 compared to 2006. This may, however, be due to the differences in definitions used and descriptions of disability types used between the survey years, ie more categories with a broader scope and clearer descriptions were offered in the 2006 survey, which may have resulted in the higher prevalence in 2006 compared to 2009.

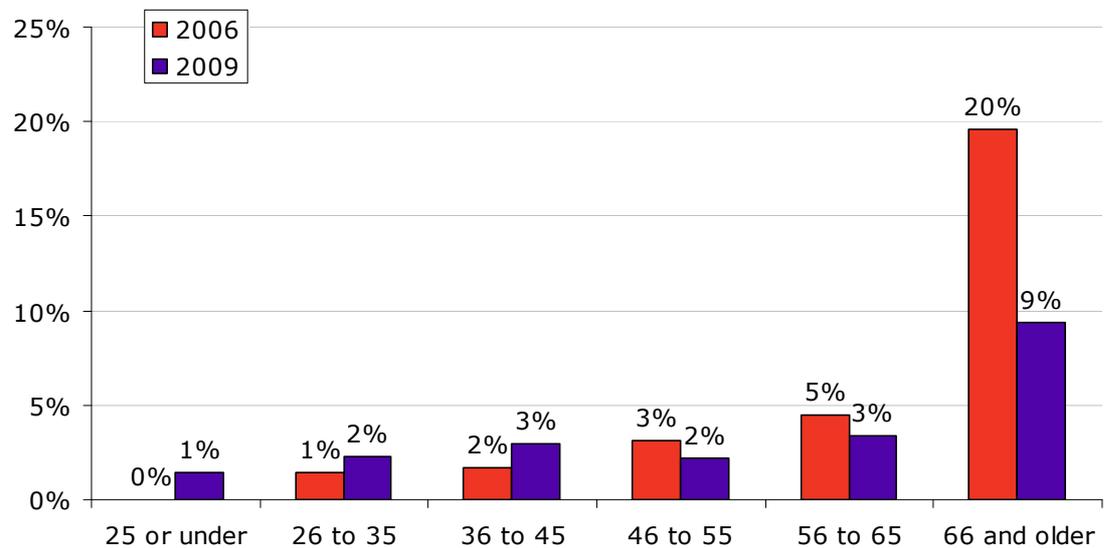


Figure 4.1 Disability by Age

4.7 Parental Occupation

- 4.7.1 Tables 4.5 and 4.6 detail respondents' parental occupation (father's and mother's respectively) at the point when they started their legal training by age group⁴. Age groups have been clustered here to make the data more manageable.
- 4.7.2 Across all age groups, it would appear that any reductions in the more 'professional' and 'skilled' occupations of respondents' fathers may be the result of the inclusion of the 'self-employed' and 'deceased' categories in the 2009 survey.
- 4.7.3 There is also very little difference in respondents' mother's occupations by age group between the two survey years. However, those who indicated they were self-employed (ie the new category) appear to have come from those who indicated they were previously a full time parent or carer as opposed to a slight reduction across all other groups, as was the case with father's occupation.

Table 4.5 Father's Occupation by Age

	2006			2009		
	Up to 35 (%)	36-45 (%)	46+ (%)	Up to 35 (%)	36-45 (%)	46+ (%)
Legal	6	7	10	4	6	5
Executive	9	7	7	5	4	4
Managerial	19	22	22	16	16	15
Professional	41	36	34	37	34	33
Self-employed	-	-	-	14	12	11
Skilled	19	18	16	13	15	14
Unskilled	5	7	7	4	5	5
Unemployed	2	1	1	1	1	0
Parent/carers	<1	<1	<1	-	-	-
Deceased	-	-	-	3	5	10
Not known	-	-	-	1	1	0
Not disclosed	-	-	-	0	2	2
Total (n)	1211	765	959	667	512	782

⁴ It should be noted that, in the 2006 survey, respondents were asked to identify their parents' occupation at the time they started their undergraduate law school training, whereas in 2009 respondents were asked to identify their parents' occupations at the time that they started their legal training.

Table 4.6 Mother's Occupation by Age

	2006			2009		
	Up to 35 (%)	36-45 (%)	46+ (%)	Up to 35 (%)	36-45 (%)	46+ (%)
Legal	2	1	<1	1	1	0
Executive	2	2	1	1	1	1
Managerial	8	5	3	6	4	3
Professional	37	30	18	36	29	21
Self-employed	-	-	-	6	6	4
Skilled	20	16	11	19	15	12
Unskilled	9	11	9	10	16	12
Unemployed	2	2	5	4	3	6
Parent/carer	21	30	49	14	21	33
Deceased	-	-	-	2	2	4
Not known	-	-	-	0	0	0
Not disclosed	1	2	3	0	2	3
Total (n)	1218	764	982	667	512	782

5 Differences by Ethnicity Over Time

5.1 Introduction

- 5.1.1 This chapter explores changes in the personal profiles of respondents in each ethnic group between the 2006 and 2009 survey years.
- 5.1.2 For data analysis and comparison purposes, the various ethnicity categories have been clustered to boost sample sizes. It should be noted, however, that small sample sizes are still shown for respondents from 'other' non-white ethnic backgrounds for both survey years, representing their lower numbers within the profession. Therefore, the results/comparisons within this group between years are not statistically robust and caution should be used when interpreting the data.

5.2 Gender

- 5.2.1 Figure 5.1 shows that, in 2006, there was an even gender split in respondents from white backgrounds, while in 2009 slightly more 'white' men (54%) participated in the survey than 'white' women (46%). There were greater differences between the 2006 and 2009 samples by gender for respondents from a non-white ethnic background, with the proportion of female respondents increasing between the two survey years (ie from 60% in 2006 to 73% in 2009).

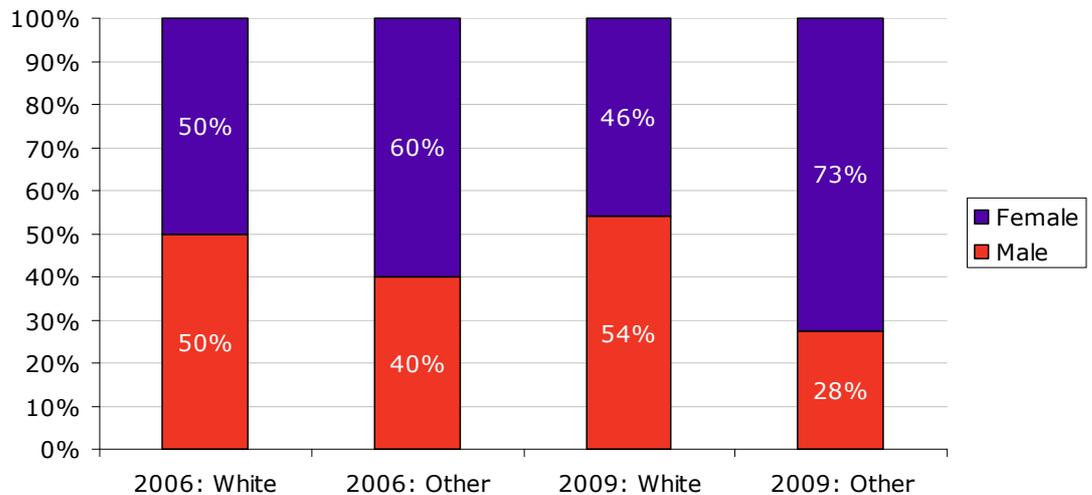


Figure 5.1 Gender by Ethnicity

5.3 Age

- 5.3.1 Figure 5.2 shows the breakdown of age by ethnic background across the two survey years. This shows that, although the majority of white respondents fell within the 26 to 55 age categories in both years, the distribution across these three categories has varied, with a more even spread represented in 2009.

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5.3.2 Likewise, although the general pattern of distribution by age for 'other' ethnic backgrounds is similar across the two years, a lower proportion are now found within the 26 to 35 age category compared with 2006, and there have been increases in the proportions within the 36 to 55 age categories.

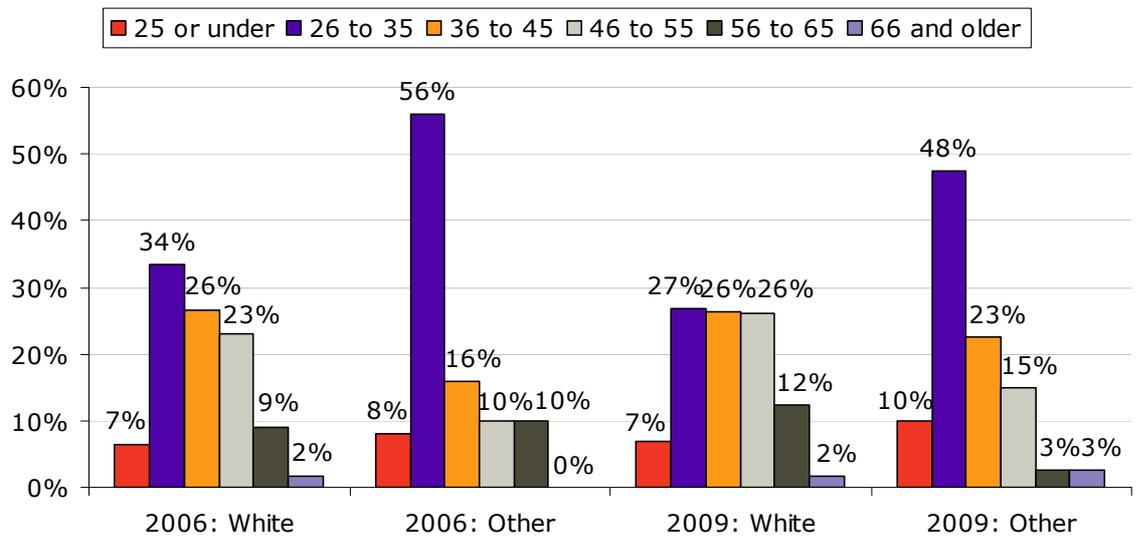


Figure 5.2 Age by Ethnicity

5.4 Sexual Orientation

5.4.1 Figure 5.3 details sexual orientation by ethnicity across both surveys. This shows that, regardless of survey year and ethnic background, the majority of respondents indicated they were heterosexual.

5.4.2 There was no change in the proportions of heterosexual respondents within those who had a white ethnic background between 2006 and 2009. However, there appears to have been a slight reduction in the proportions of those with other non-white ethnic backgrounds who indicated they also had a sexual orientation other than heterosexual between 2006 and 2009.

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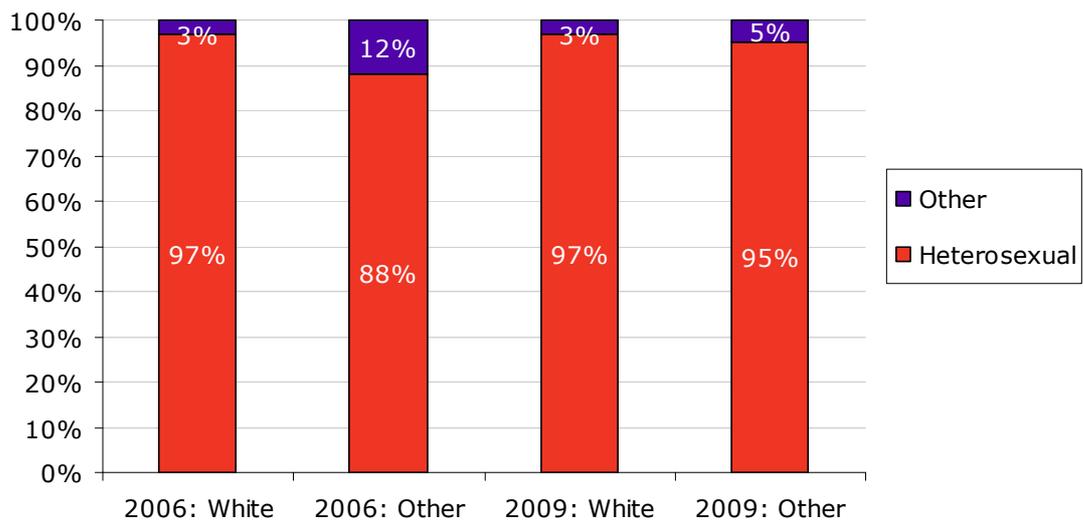


Figure 5.3 Sexual Orientation by Ethnicity

5.5 Religion/Faith/Belief

5.5.1 Table 5.1 provides a breakdown of respondents' religion/faith/belief by year and ethnic background. This shows that there are only minor differences between the years, and that, in general, respondents from a white ethnic background tend to belong to/follow the Church of Scotland or the Roman Catholic religion/faith/belief or none, while those from other ethnic backgrounds are more likely to follow other religions/faiths/beliefs.

Table 5.1 Religion/Faith/Belief by Ethnicity

	2006		2009	
	White (%)	Other (%)	White (%)	Other (%)
Church of Scotland	38	6	35	8
Roman Catholic	13	6	15	8
Other Christian	8	6	7	10
Other	2	56	2	55
None	37	20	39	18
Not disclosed	2	6	1	2
Total (n)	2923	50	1910	40

5.6 Disability

5.6.1 Overall, there is little difference in the proportions of white respondents that indicated they had a disability, with only 2% (n=64) in 2006 and 3% (n=48) in 2009 indicating they considered themselves to have a disability.

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- 5.6.2 However, the proportions of respondents from other ethnic backgrounds have changed over time, with 10% (n=5) indicating they considered themselves to have a disability in 2006 compared to only 3% (n=1) in 2009. It should be noted, however, that the sample sizes in each year are small (n=50 in 2006 and n=40 in 2009).
- 5.6.3 One respondent in each survey year, who indicated they considered themselves to have a disability, did not disclose their ethnicity.

5.7 Parental Occupation

- 5.7.1 Table 5.2 details respondents' father's occupation at the point when they started training⁵ by ethnicity in both survey years. This shows that, there has been very little difference in the occupations cited by respondents from white ethnic backgrounds, which does not result from the inclusion of the 'self-employed' and 'deceased' categories.
- 5.7.2 For those from other ethnic backgrounds, there has been a move in father's occupation away from executive, managerial, skilled and unskilled occupations and unemployment into more professional and self-employed occupations between 2006 and 2009.

Table 5.2 Father's Occupation by Ethnicity

	2006		2009	
	White (%)	Other (%)	White (%)	Other (%)
Legal	8	0	5	0
Executive	8	11	4	0
Managerial	21	9	16	0
Professional	37	29	35	35
Self-employed	-	-	12	30
Skilled	18	16	14	13
Unskilled	6	24	5	8
Unemployed	1	11	1	0
Parent/carer	<1	0	-	-
Deceased	-	-	6	13
Not known	-	-	1	0
Not disclosed	-	-	1	2
Total (n)	2891	45	1910	40

⁵ It should be noted that, in the 2006 survey, respondents were asked to identify their parents' occupation at the time they started their undergraduate law school training, whereas in 2009 respondents were asked to identify their parents' occupations at the time that they started their legal training.

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- 5.7.3 Table 5.3 details respondents' mother's occupation at the point when they started training by ethnicity, in both survey years. This shows that, within those from a white ethnic background, there has been a reduction in the proportions who indicated their mother was a full-time parent/carer.
- 5.7.4 For those from non-white ethnic background, mothers' occupations appears to have moved away from executive and managerial occupations and being a full-time parent/carer unemployment, and resulted in an increase in the proportions whose mothers held professional or self-employed occupations, or were deceased.

Table 5.3 Mother's Occupation by Ethnicity

	2006		2009	
	White (%)	Other (%)	White (%)	Other (%)
Legal	1	0	1	0
Executive	2	4	1	0
Managerial	5	4	5	0
Professional	29	22	28	28
Self-employed	-	-	5	15
Skilled	16	12	15	10
Unskilled	10	16	12	15
Unemployed	3	8	5	3
Parent/carer	33	28	23	23
Deceased	-	-	3	8
Not known	-	-	<1	0
Not disclosed	2	4	2	0
Total (n)	2915	49	1910	40

6 Conclusions

- 6.1.1 Overall, despite the difference in response rates and total sample sizes, there was very little difference in the sample profiles achieved across the two different surveys. Likewise, few differences were prevalent between the two survey years when the data was disaggregated by age and ethnicity.
- 6.1.2 Just over half of the respondents to both surveys indicated that they had qualified whilst under the age of 25. Similar proportions work across the public and/or charitable sectors and within education, however, a lower proportion claim to work in private practice in 2009 compared to 2006, whilst those claiming to work in commercial organisations have been boosted. Working hours also appear not to have changed over time, with nearly two thirds of respondents in both surveys claiming to work upwards of 41 hours per week.
- 6.1.3 There was a relatively even split between men and women respondents in 2006, but slightly more men than women participated in the 2009 survey. Further, differences were noted between the 2006 and 2009 samples by gender within those respondents from a non-white ethnic background, with the proportion of female respondents increasing between the two survey years.
- 6.1.4 There was also a slight decrease in the proportion of respondents within the 26-35 age category and a slight increase in the 46 to 65 age categories between the 2006 and 2009 surveys.
- 6.1.5 Meanwhile, there was very little difference in reported ethnicity and sexuality between the two years, with the majority of respondents indicating they were from a white ethnic background and were heterosexual. However, there appears to have been a slight reduction in the proportions of those from other non-white ethnic backgrounds who indicated they had a sexual orientation other than heterosexual between 2006 and 2009.
- 6.1.6 A slightly lower proportion of respondents indicated that they followed/belonged to the Church of Scotland and a slightly higher proportion followed/belonged to no religion/faith/belief in 2009 compared to 2006. All other religious groups showed similar proportions of respondents across the two years.
- 6.1.7 Only a minority of respondents overall indicated they considered themselves to have a disability in both survey years. However, there appears to have been a reduction in the proportion of those aged 66 and older who considered themselves to have a disability in 2009 compared to 2006.
- 6.1.8 The differences between parental occupations between years may have been created by the inclusion of the 'self-employed' category; however, there also appears to have been a reduction in the proportion of respondents with mothers who were full-time parents/carers.

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