



# Law Society of Scotland

Prepared by:

TMCK  
Taylor McKenzie Research

## Profile of the Profession 2023

June 2023



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## Foreword from President

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The *Profile of the Profession* report is always a signature event for the Law Society of Scotland and the wider solicitor profession.

It is important to outline that we choose to undertake this work. Every five years we choose to take a deep look at equality, diversity and inclusion matters within the profession. We choose to instruct an independent external research company to do that for us. Bar this foreword they have written the report and we are grateful for their efforts, insight and candour. That approach gives significant weight to the report: an external body analyses the datasets. We choose to shine a spotlight on the profession – some of the findings in the report show considerable progress; elsewhere we have not seen the sort and speed of progress we need to see.

Why do we do choose to do this?

Because it gives us unique insight from our members about their experiences in the profession. It helps us understand some issues that cause our members significant concern. It allows us to consider how we as a Society, and as a profession, can respond and react to those issues. It gives us a sound basis for future action based on numbers, evidence and analysis.

We should note that the journey towards a more equitable, diverse and inclusive profession will not be in a straight line. Collectively we will stumble, take wrong turns. Decisions made in the best of faith will not always go as intended. While the direction of travel might sometimes be hazy, the outcome we're seeking is clear: a profession where all – regardless of background or characteristic – can have the meaningful, well-balanced, properly remunerated careers they want to have. This is not beyond us.

There is much progress to celebrate. In 2018 more than half of the respondents had considered leaving the profession in the preceding five years. This has dropped considerably although the numbers are still concerning. Earnings across the board have improved but the pay gap remains pernicious. Whilst it is obviously the case that any level of discrimination is too high it is heartening to the number of members suffering this blight has dropped significantly. Over 60% of members think that gender equality in the profession has improved since 2018 with only 2% thinking it has regressed.



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Despite these gains, there is much still to do. What work-life balance means will vary but we know that a lack of it is the main cause of people wishing to leave the profession. The number of our members who have suffered violence or aggression at work is a matter of pressing concern. The figures relating to mental health should be alarming to all of the profession.

So what next? First, it is important that the profession considers this report carefully. Think about what this means for you as a solicitor and for our profession. Think about how your business can become more inclusive. Second, it may sound trite but almost all of the most challenging matters outlined in the report come back to two related concepts: structural issues within the profession, and cultural issues within the profession. Over the coming months we want to engage in depth with the profession to understand these matters, to consider solutions, to work with employers to see how we can speed our progress on this journey. How can we improve our profession's culture? What structural issues do we need to address? What is in our gift to solve? How can we work with others in the sector to improve things?

Before closing I would like to thank a number of people: firstly, Taylor McKenzie for their hard work and analysis. Secondly, the hard working members of the Equality & Diversity Committee of the Society led by our Vice President and the Committee Convenor, Susan Murray. Thirdly, the team at the Society, led by our Head of Education, Rob Marrs, who make this happen. Finally, to each and every one of you who completed the survey. We don't have a survey without you. Thank you.

Now, it is time to work together to make a profession where all can thrive.

**Sheila Webster**

President

The Law Society of Scotland



## Executive Summary

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The Law Society of Scotland's Profile of the Profession 2023 survey was open from 28th March to 11th May 2023. The survey sought the views of practising and trainee solicitors, non-practising members, those retained on the roll and Accredited Paralegals.

Prior to the 2023 survey, a Profile of the Profession (POP) survey was last conducted in 2018 and prior to that in 2013. Wherever appropriate and where relevant comparators within previous POP surveys were available, these have been included in this report to assist understanding of how the profession has changed over time.

Having analysed the data, the key messages are:-

- **Fewer people now have considered leaving the profession in the last 5 years when compared with the results from the study in 2018 but there is still work to be done in improving retention**
- **Work-life balance for those working in the professions still has scope for improvement**
- **Mental health issues are prevalent within the legal profession in Scotland**
- **The Covid 19 Pandemic has adversely affected aspects of working in the legal profession**
- **Earnings across the profession have increased over the last 5 years but a gender pay gap still exists and transparency of pay structures could be greatly improved**
- **Levels of discrimination have significantly declined in the Scottish legal profession in the last 5 years but work still needs to be done in protecting specific groups**
- **Concerns about equitable progression within the profession continue to be widespread**
- **More than 1 in 4 of those working in the legal profession in Scotland today have experienced some form of violent, abusive or threatening behaviour or communication and we need to encourage reporting of such incidents and support victims in achieving a satisfactory resolution**



## Key Messages

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**Fewer people now have considered leaving the profession in the last 5 years when compared with the results from the study in 2018 but there is still work to be done in improving retention**

- Overall, 42% of all respondents have considered leaving the profession in the last five years for reasons other than retirement. This compares to a much higher figure in 2018 of 48%.
- A significantly higher proportion of female respondents have considered leaving the profession than male respondents (49% of females vs. 32% of male respondents).
- A higher proportion of Other ethnic groups has also considered leaving the profession in the last 5 years (47%) compared to 42% of white Scottish, Irish or British respondents and 38% of White other respondents.
- Although lower than other groups, just over 1 in 3 (36%) of current trainees have considered leaving with no notable difference between genders.
- This is not the case for those qualified for longer. The biggest gap between males and females is among those qualified for 11 to 20 years with 59% of females having considered leaving compared to a significantly lower 40% of males.



## Key Messages

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### **Work-life balance for those working in the professions still has scope for improvement**

- Just under half of respondents (45%) aspired to an improved work-life balance as one of their most important career aspirations over the next five years. This ranks as the number one reason mentioned in this year's study, as it did in 2018. However, many more respondents this year are now aspiring to an improved work-life balance (45% now vs. 32% in 2018).
- Female respondents were more likely than males to aim for an improved work-life balance (50% vs 38%).
- The most commonly mentioned reason for considering leaving the profession is work-life balance (69%).
- Overall, 70% of respondents felt that they were, or mostly were achieving a reasonable work-life balance. This is slightly down from 2018 when 73% felt they were.
- Female respondents aged 56 or over are more likely to say they are not or mostly not achieving a reasonable work-life balance (33%) and this is also the case for male respondents aged up to 35 (34%).



## Key Messages

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### **Mental health issues are prevalent within the legal profession in Scotland**

- Overall, almost two thirds of respondents (64%) have experienced some form of mental health issue in the last 5 years. Current trainees and females up to age 35 are more likely than others to have experienced mental health issues (and women generally are more likely than men).
- Anxiety is an extremely common issue within the profession, with 51% having experienced anxiety in the last 5 years. Burnout is also a relatively common issue with just over 1 in 3 experiencing this (35%).
- There is a widely held view overall within the profession that mental health is negatively affected by work (56% agreeing), that work is the cause of mental health issues (49% agreeing) and that work is a cause of unhealthy stress (50% agreeing).
- 53% of those with mental health issues have actively considered leaving the profession (vs. 21% of those who have not experienced mental health issues).
- Respondents view the three biggest priorities in relation to mental health and wellbeing to be:
  - reviewing workload pressures (50%)
  - addressing staffing issues (37%)
  - improved flexible working (24%)





## Key Messages

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### **The Covid 19 Pandemic has adversely affected aspects of working in the legal profession**

- Post-pandemic, two thirds of respondents (66%) work remotely at least some of the time. 51% are working in the office some days and working remotely on some days and 15% working remotely all or most of the time.
- Respondents were also asked to rate a range of eleven statements from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same'). Of the 11 statements, 8 statements were more likely to be perceived as being better pre-pandemic than post-pandemic.
- 5 of these 8 statements highlight a strong (>20% differential) between being perceived as better pre-pandemic and post-pandemic.
- The biggest gap is on training trainees with 40% of respondents rating as better pre-pandemic vs 10% post-pandemic (a gap of 30%).
- Levels of isolation also have a large (29%) difference biased to being better pre-pandemic (37% rating as better pre vs. 8% rating as better post).
- Ability to switch off and ease of forming/maintaining close relationships with colleagues are also more likely to be rated as better pre-pandemic (37% and 36% respectively) as opposed to better post-pandemic (scores of 13% for both aspects).



## Key Messages

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**Earnings across the profession have increased over the last 5 years but a gender pay gap still exists and transparency of pay structures could be greatly improved**

- Across all respondents, 51% earned up to £60,000 per annum (excluding bonuses) compared to 66% in 2018. 27% earned £80,001 or above (a significantly higher proportion than in 2018 where 18% earned over this amount). 17% earned over £100,000 (12% in 2018) and 8% earned more than £150,000 (6% in 2018).
- The '£45,001 to £60,000' was the most commonly mentioned salary bracket in 2023 (by 22% of respondents). In 2018, it was the '£30,001 to £45,000' bracket which was most commonly stated (by 28% of respondents).
- While there is no salary differential by gender among current trainees, there is a small variance among those who qualified 5 years ago or less with 22% of males earning more than £60,000 vs. 17% of females. The earnings gap is greater for those who have worked in the profession for longer:-
  - Qualified 6 to 10 years ago – 61% of males earn £60K+ vs. 35% of females
  - Qualified 11 to 20 years ago – 67% of males earn £60K+ vs. 51% of females
  - Qualified 21 to 30 years ago – 72% of males earn £60K+ vs. 58% of females
  - Qualified 31+ years ago – 56% of males earn £60K+ vs. 46% of females
- Overall, 36% of respondents do not think pay and reward structures are transparent.



## Key Messages

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**Levels of discrimination have significantly declined in the Scottish legal profession in the last 5 years but work still needs to be done in protecting specific groups**

- While still at an unacceptably high level, levels of discrimination show a significant improvement over the levels of discrimination apparent in the 2018 study.
  - 8% of respondents have personally experienced some form of discrimination in the last 5 years, compared to 20% in 2018.
  - 10% of respondents have witnessed some form of discrimination in the last 5 years, compared to 20% in 2018.
- The most frequently identified type of discrimination which was personally experienced by respondents in the past five years was due to their gender/sex (50%).
- 27% identified their age as being the cause of discrimination, 17% stated their working patterns and 15% their ethnic background.



## Key Messages

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### Concerns about equitable progression within the profession continue to be widespread

- **Overall, 61% of respondents do believe there to be an issue with comparatively few women reaching senior positions in the legal profession.**
- Female respondents were significantly more likely than male respondents to believe there to be an issue with comparatively few women reaching senior positions (76% vs 38% of male respondents).
- Those who believe there to be an issue view the struggle to balance career and caring commitments to be the primary reason (81%). However, 51% view traditional networks and routes to promotion being male dominated as a key reason and 50% view unconscious bias as a reason.
- **Overall, 52% of respondents do believe there to be an issue with comparatively few minority ethnic solicitors reaching senior positions in the legal profession.**
- Those in an Other (non-white) ethnic group are significantly more likely to believe there to be an issue (71%) and women up to age 35 are also more likely to believe it to be an issue (67%).
- Those who believe there to be an issue view unconscious bias and traditional networks and routes to promotion excluding minority ethnic solicitors as being the joint top reasons for this issue (both mentioned by 63% of respondents overall). 49% mentioned the relative lack of role models, 26% the lack of support in the profession and 17% believe prejudice to be a cause.



## Key Messages

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**More than 1 in 4 of those working in the legal profession in Scotland today have experienced some form of violent, abusive or threatening behaviour or communication.**

- In the last 5 years, 27% of respondents stated they had personally experienced some form of violence, threatening or abusive behaviour or received threatening communications in the scope of their employment.
- 4% of respondents have experienced conduct perceived to be violent in nature in the scope of their employment.
- 20% of respondents have experienced behaviour perceived to be threatening or abusive in the scope of their employment.
- 15% of respondents have experienced or received threatening communication(s) in the scope of their employment.
- 56% took action in response to the violent conduct they experienced, 42% took no action and 2% preferred not to say.
- 48% took action in response to threatening or abusive behaviour they experienced, 50% took no action and 2% preferred not to say.
- 53% took action in response to the threatening communications(s) they received, 45% took no action and 2% preferred not to say.
- Respondents who took action were asked to tell us the outcome of that action in their own words. The key theme to emerge is that of an ineffective response, no resolution and coupled with feelings of lack of support.



## 1. Introduction and context

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The Law Society of Scotland's Profile of the Profession 2023 survey was open from 28th March to 11th May 2023. The survey sought the views of practising and trainee solicitors, non-practising members, those retained on the roll and Accredited Paralegals.

Respondents were provided with the following information:

To assist the Law Society of Scotland (the Society) in effectively supporting and representing members of the profession, it is important to understand the current composition and demographic profile of the membership and your views and concerns. The findings will be used to create an up-to-date demographic profile of the profession and to assist with policy creation and future projects that may be identified from the results of the research.

Prior to the 2023 survey, a Profile of the Profession survey was last conducted in 2018 and prior to that in 2013.

Where possible, 2018 survey results have been analysed alongside 2023 results to highlight areas of stability and change. In some instances, due to rounding, percentages will not add up to exactly 100%.

When the Profile of the Profession was last conducted, more than 2,700 Scottish solicitors and Accredited Paralegals took part. Among a range of initiatives, the 2018 survey results helped us to:

- Establish the Racial Inclusion Group, publish its report and work through a plan of action in response
- Embed diversity training in the Practice Management course
- Consistently raise the importance of men's mental health through LawScot Wellbeing
- Host a series of gender equality round tables, which led to a successful plan of activity including our "Conversations on Progression" events
- Mark LGBTQ+ History month each year and host events promoting LGBTQ+ inclusion
- Support the establishment of a new group for disabled members and students
- Introduce flexible working advice and information

<sup>1</sup> [Profile of the Profession | Law Society of Scotland \(lawscot.org.uk\)](https://www.lawscot.org.uk/profile-of-the-profession)



A total of 3,138 individuals provided a complete response to the 2023 Profile of the Profession survey.

The subgroup sample sizes are as follows:

<b>Employment/Employer</b>	<b>Base = 3138</b>
Private Practice – Trainee solicitor	186
Private Practice – Assistant, solicitor, senior solicitor or equivalent	345
Private Practice - Associate	238
Private Practice – Senior Associate	166
Private Practice – Legal Director	162
Private Practice – Salaried Partner	176
Private Practice – Equity Partner	434
Private Practice – Consultant	86
Private Practice – Professional Support Lawyer (PSL)	14
Private Practice – Accredited Paralegal	97
Private Practice – Other	42
Other sectors – Trainee solicitor	24
Other sectors – Solicitor team member, or equivalent	337
Other sectors – Senior team member, or equivalent	243
Other sectors – Team manager, or equivalent	179
Other sectors – Director or equivalent	152
Other sectors – Accredited Paralegal	19
Other sectors – Other	37
Not working - Retained on the Roll	77
Not working – Fellow of the Law Society of Scotland	18
Not working – Non-Practising Member	31
Not working – qualified solicitor but not retained	11
Other legal professional (advocate, legal academic, sheriff, senator etc.) (please specify)	55
Prefer not to answer	9

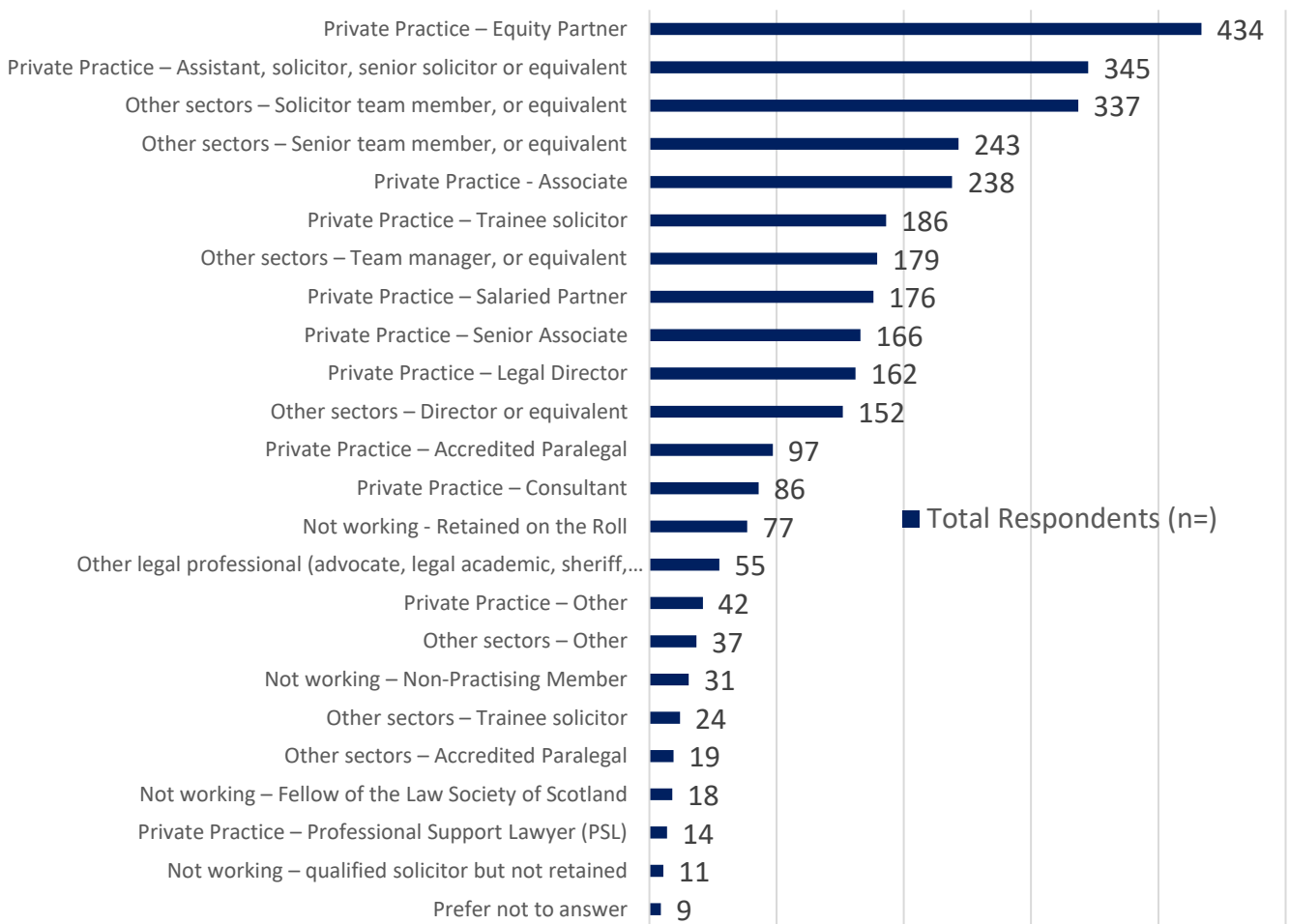


## 2. Profile of Respondents

### Working in the legal profession

Respondents were asked whether they were currently working in the legal profession. 95% (n=2,992) stated that they were working in the legal profession, while 4% (n=137) were not.

#### Current position within a firm or organisation



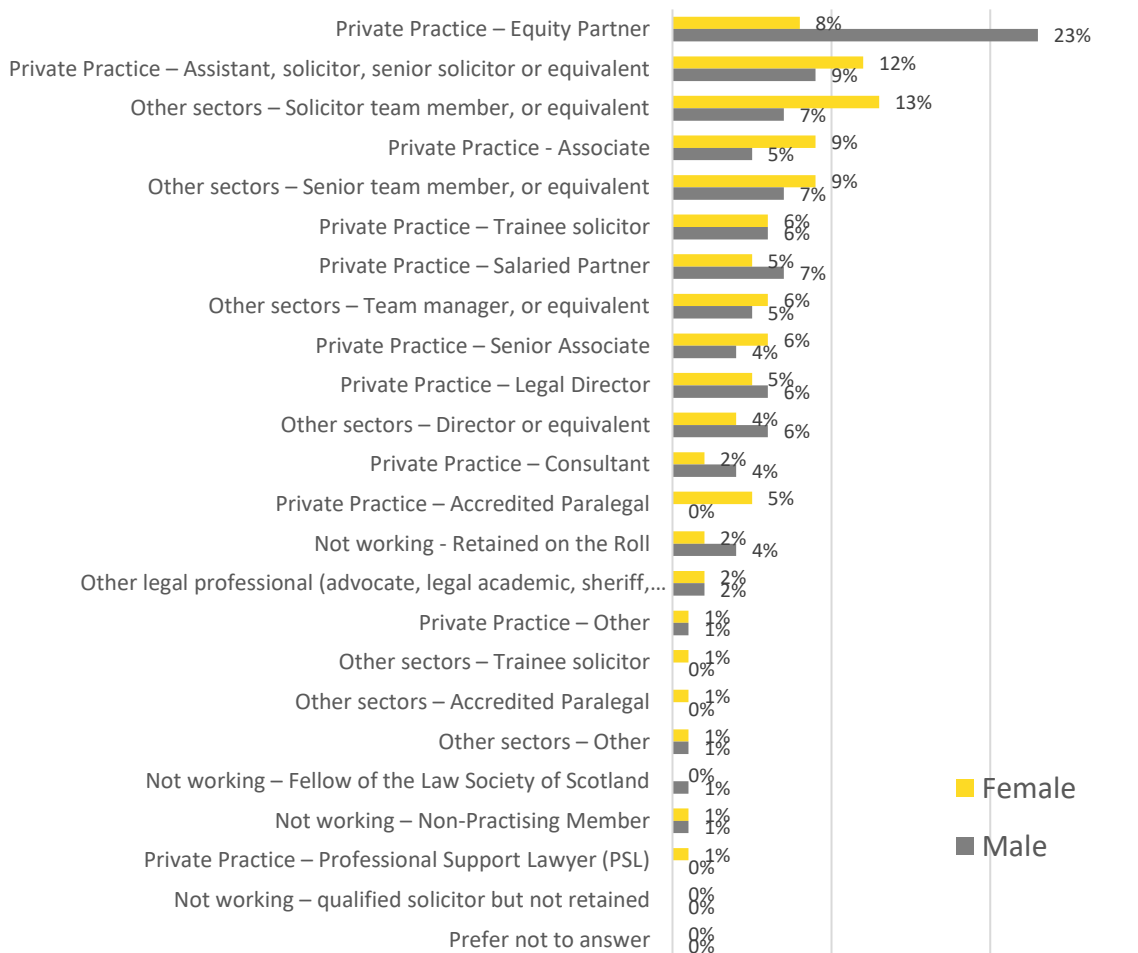
As was the case in the 2018 survey, the largest respondent group was those working in private practice as an equity partner, at 14% (n=434)(2018 – 14%, n=388).



## Gender and current position

An analysis of current positions by gender highlights the disparity between males and females working in private practice as equity partners. 23% of men currently hold this position compared to 8% of females.

### Current position within a firm or organisation



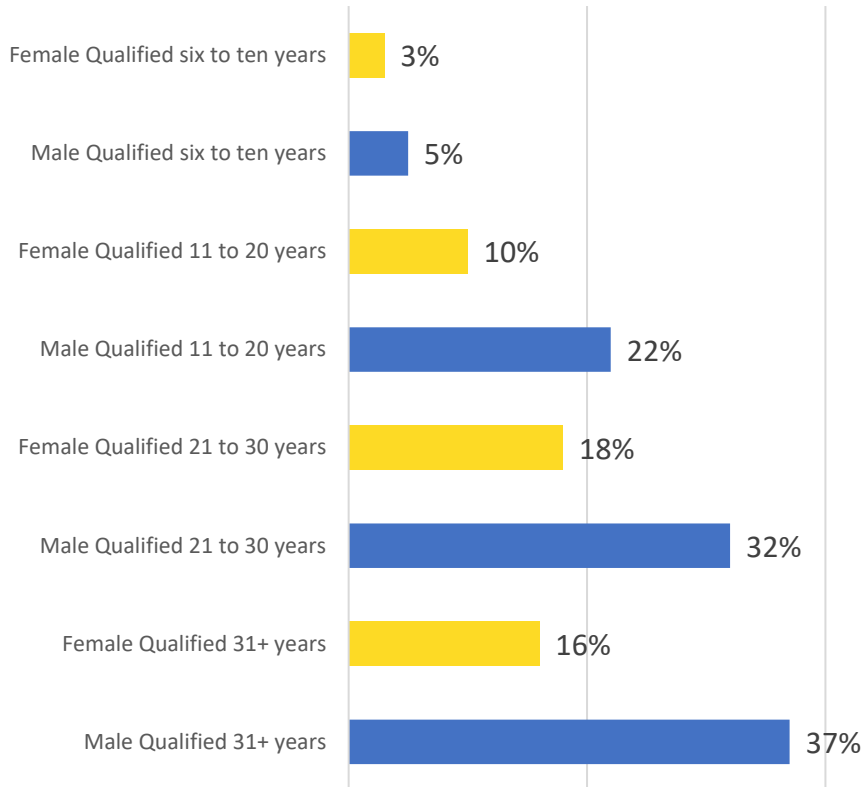
### Females in the profession are more likely than males to work:-

- In private practice as an assistant, senior solicitor, solicitor or equivalent (12% of females vs. 9% of males)
- In private practice as an associate (9% of females vs. 5% of males)
- In private practice as an Accredited Paralegal (5% of females vs. 0.4% of males)
- In other sectors as a solicitor team member or equivalent (13% of females vs. 7% of males)



Further scrutiny of equity partnership by gender and time since qualifying highlights less of a gender difference for those more recently qualified. For those who have qualified in the last 6 to 10 years, 5% of males are equity partners and 3% of females.

% of Each Cohort Currently Working in Private Practice as an Equity Partner



However, for those who have been qualified for longer, males are significantly more likely to be equity partners than females:-

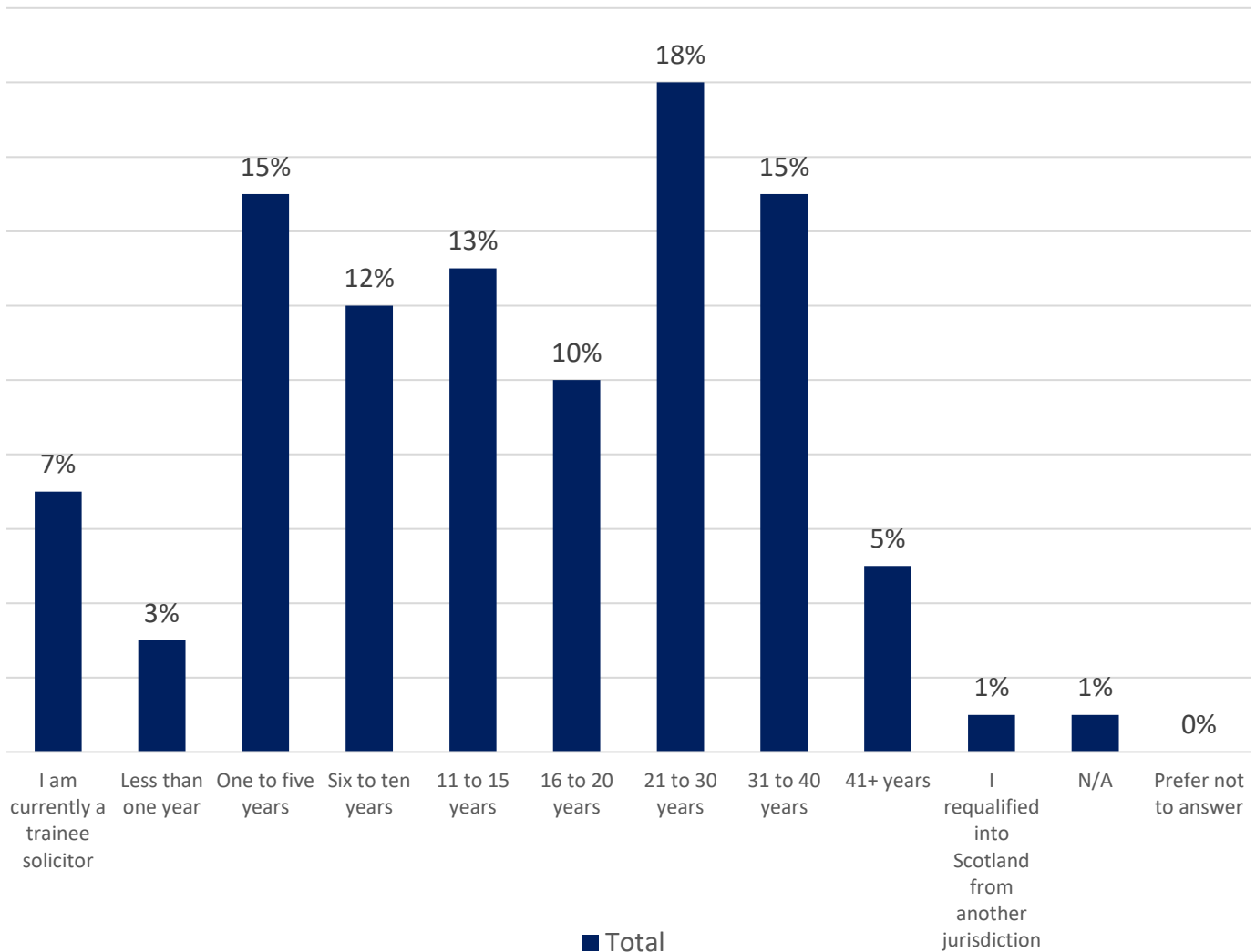
- For those qualified 11 to 20 years, 10% of females are equity partners vs 22% of males
- For those qualified 21 to 30 years, 18% of females are equity partners compared to 32% of males
- For those qualified 31+ years ago 16% of females are equity partners compared to 37% of males



### Completion of a traineeship or apprenticeship

Respondents were asked to provide information about how many years ago since they completed their traineeship or apprenticeship and whether or not they had worked in law since:

Time Qualified



A quarter of respondents (25%) have been qualified for 5 years or less. Just over a third (35%) have been qualified for 6 to 20 years. More than a third (38%) have been qualified for 20 years or more (with 20% having qualified more than 30 years ago).



## Description of main employment or employer

Just under a third of respondents (30%) work in private practice in an organisation with 16 or more partners. This proportion is slightly lower than the Profile of the Profession Survey data collected in 2013 (35%) and in 2018 (34%)

Employment/Employer	2013 (n=3075)	2018 (n=2738)	2023 (n=3138)
Private practice – sole practitioner	6%	6%	6%
Private practice – 2 to 5 partners organisation	21%	17%	18%
Private practice – 6 to 10 partners organisation	8%	6%	5%
Private practice – 11 to 15 partners organisation	2%	2%	3%
Private practice – 16 or more partners	35%	34%	30%
Private practice – Other	N/A	1%	1%
Other sectors – Local government	6%	7%	6%
Other sectors – Central government (Scottish or UK)	3%	4%	4%
Other sectors – COPFS	3%	4%	2%
Other sectors – Other public body	4%	1%	6%
Other sectors – Charity sector	1%	1%	1%
Other sectors – Commercial	7%	6%	6%
Other sectors – Financial Services	N/A	3%	4%
Other sectors – Professional and regulatory bodies	N/A	2%	2%
Other sectors – Higher or further education	1%	1%	1%
Other sectors – Other	2%	1%	2%
Not working – unemployed	N/A	0%	0%
Not working – retired	N/A	1%	2%
Not working – career break	N/A	0%	1%

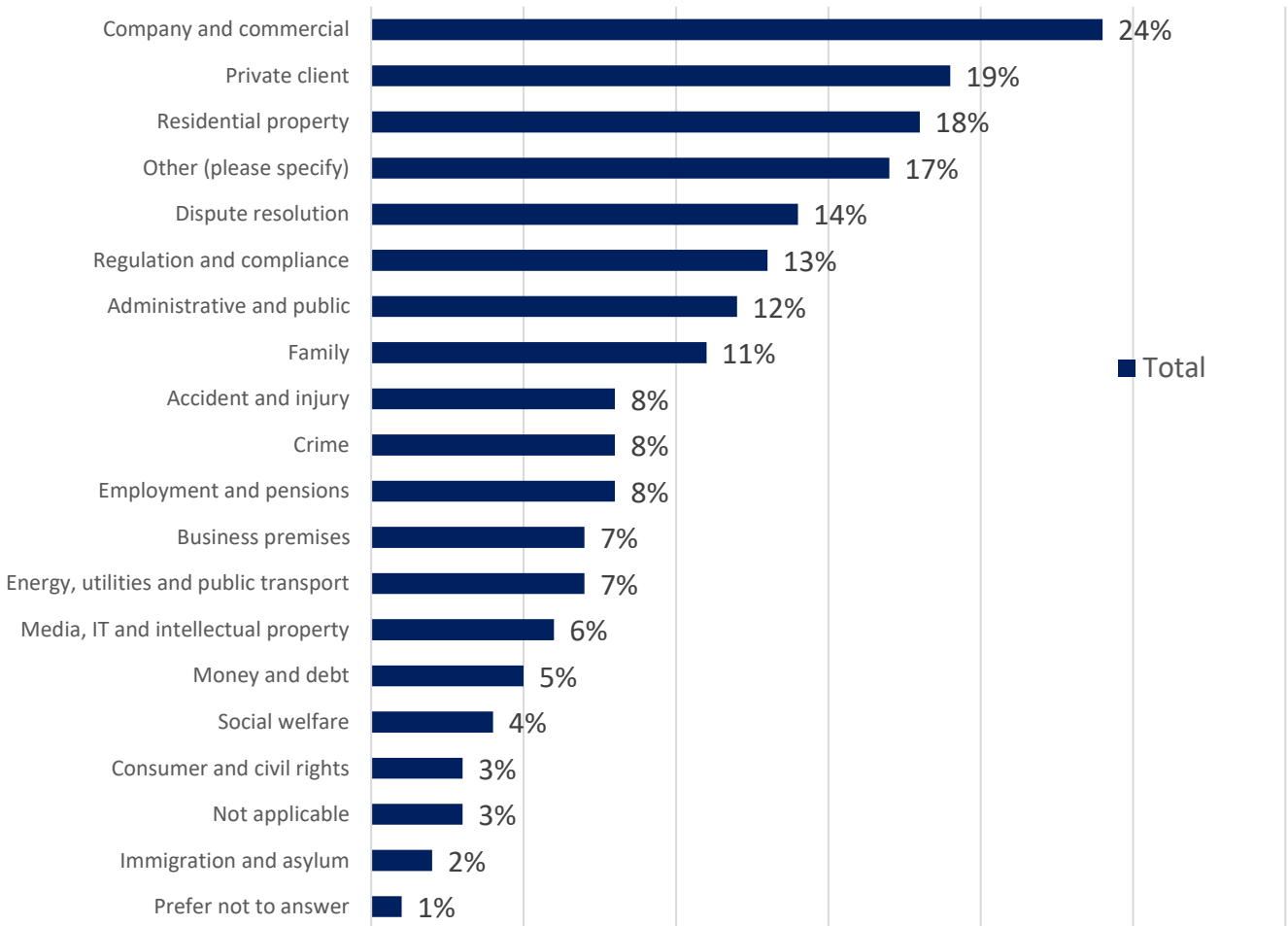
Compared to the last study, more respondents now work for a public body in another sector (6% this year vs 1% in 2018)



### Areas of law

Just under a quarter of respondents selected 'company and commercial' as an area of law that they currently worked in. 19% selected 'private client' and 18% selected 'residential property'.

Area of Law



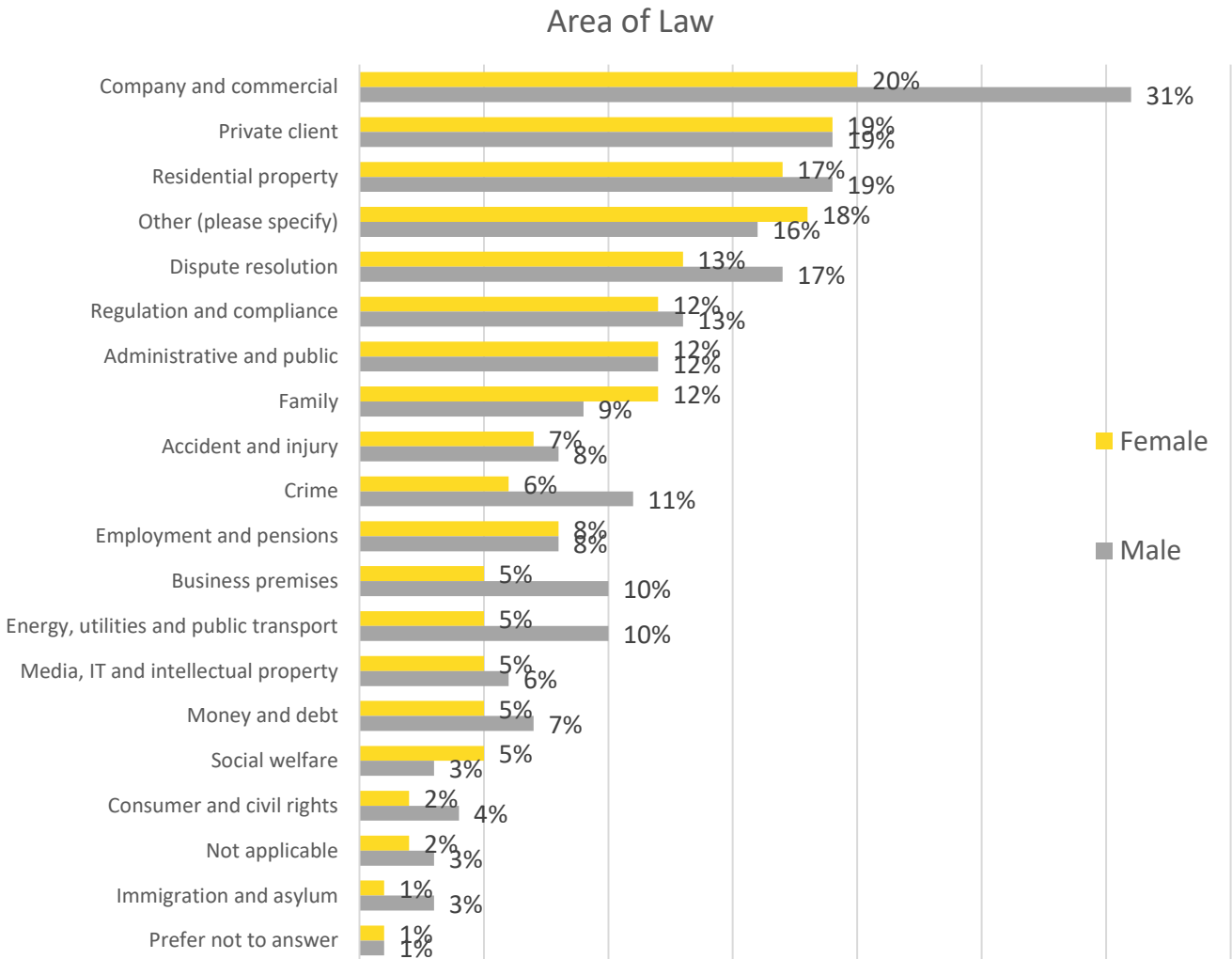
17% of respondents specified 'other'. These included:-

- Adults with incapacity
- Agriculture
- Banking & finance
- Charity law
- Child law
- Commercial property
- Construction
- Data protection & privacy
- Education
- Licensing
- Mental health
- Planning



### Gender and areas of law

Employment gender differences emerge based on area of law. Respondents were able to select multiple areas of law in which they work. Male respondents, on average, selected 2.1 areas while female respondents, on average, selected 1.75



Male respondents were significantly more likely than female respondents to work in ‘Company and Commercial’ (Male 31%, Female 20%), in ‘Crime’ (Male 11%, Female 6%), in ‘Dispute Resolution’ (Male 17%, Female 13%) or in ‘Business premises’ (Male 10%, Female 5%).

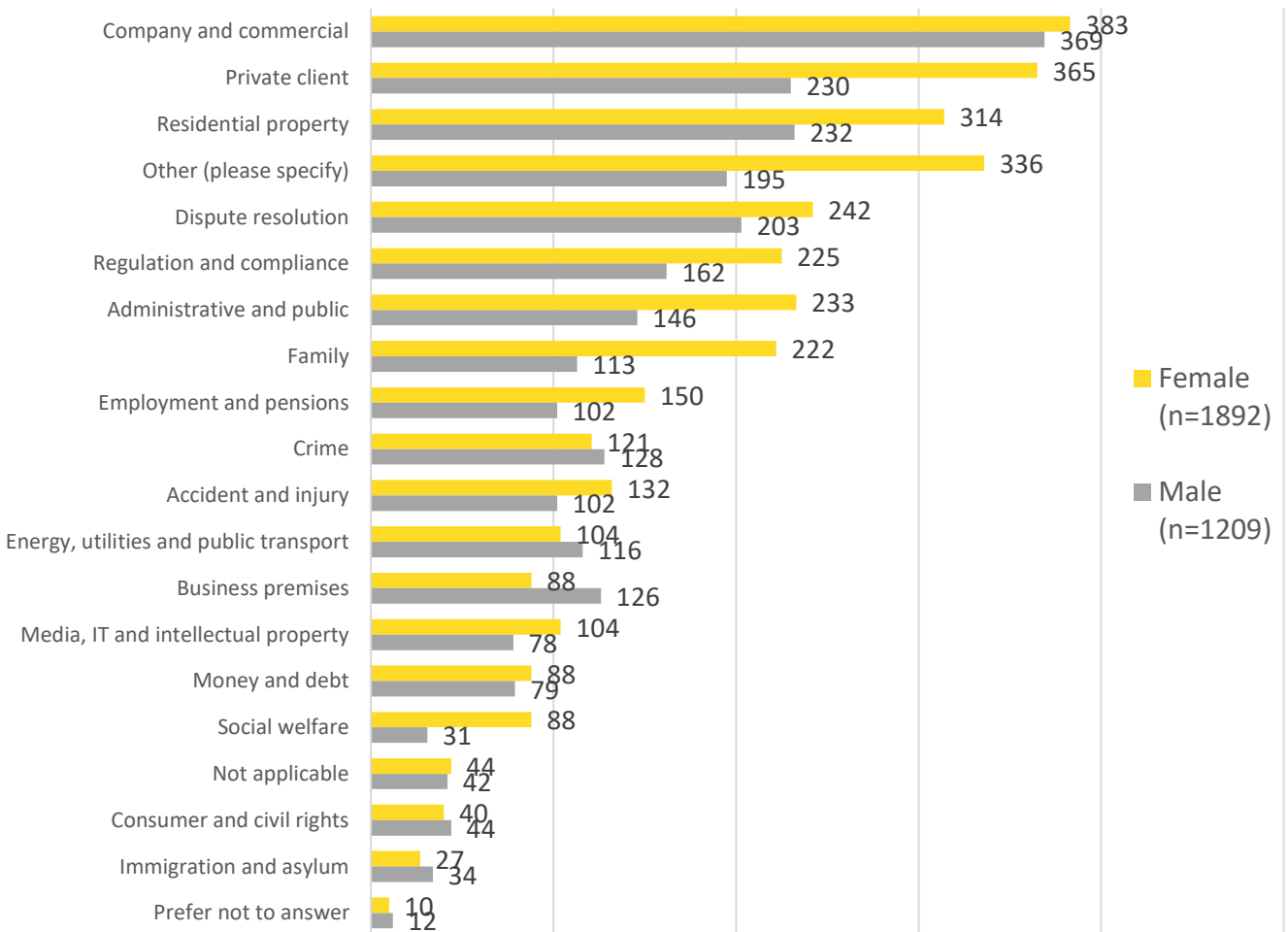
Female respondents were more likely to work in ‘Family’ law (Female 12%, Male 9%) or to specify ‘other’ (Female 18%, Male 16%)



### Gender and areas of law – absolute numbers

This study highlights that women make up 61% of those working in the profession and men make up 39%.

Area of Law



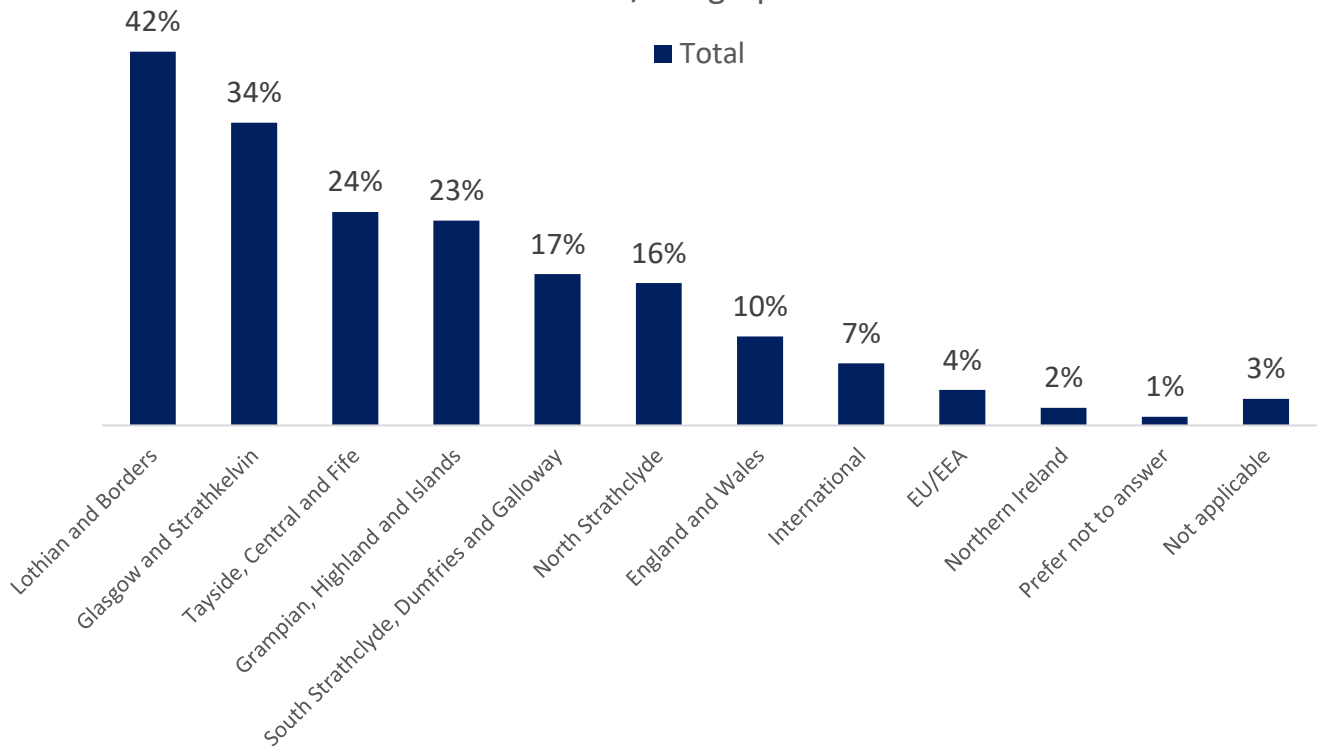
Despite the aforementioned gender biases for the chosen areas of law, a review of actual numbers of men and women working in each area indicates that more women than men work in all areas of law except Business premises, Energy, utilities and public transport, Crime, Immigration and asylum and Consumer and civil rights – in these five areas, men outnumber women.

## Sheriffdom(s) or geographical area(s) of work

Respondents were asked to provide information about the sheriffdom(s) or geographical area(s) that they worked in and could select more than one area. Of those who provided information about the sheriffdoms or geographical areas in which they worked:

- 75% worked in one area (2018, 71%)
- 15% worked in between two and five areas (2018, 17%)
- 10% worked in between six and ten areas (12%)

Sheriffdom/Geographical Area



42% of respondents stated that they worked in Lothian and Borders (46% in 2018) and 34% in Glasgow and Strathkelvin (36% in 2018). These findings mirror Registrars data which shows Lothian and Borders and Glasgow and Strathkelvin to be the areas in which legal professionals most frequently work.





### Comparison with 2013 and 2018

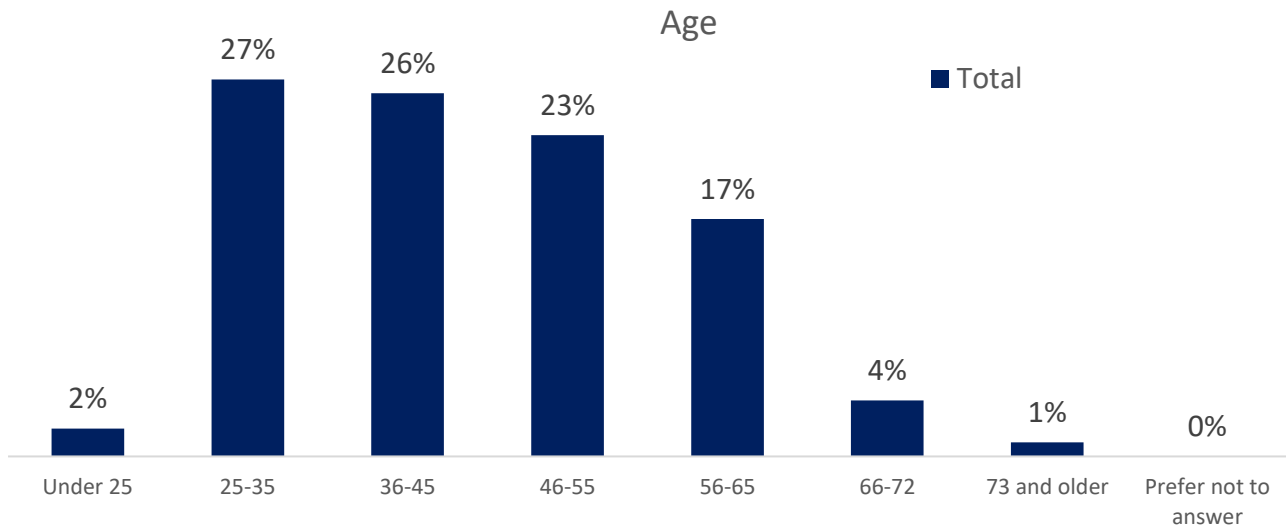
The data from 2023 shows a broadly similar pattern of locations to the findings from 2013 and 2018.

Sheriffdom(s) or geographical area(s) of work	2013	2018	2023
Lothian and Borders	43%	46%	42%
Glasgow and Strathkelvin	32%	36%	34%
Tayside, Central and Fife	22%	26%	24%
Grampian, Highland and Islands	25%	27%	23%
South Strathclyde, Dumfries and Galloway	17%	19%	17%
North Strathclyde	16%	19%	16%
England and Wales	11%	10%	10%
International	4%	7%	7%
EU/EEA	2%	5%	4%
Northern Ireland	1%	1%	2%



### Age of respondents

Just over a quarter of respondents (27%) this year were aged 25-35. 26% were aged 36 to 45 and 23% were aged 46 to 55. 22% were aged 55 or over



### Comparison with 2013 and 2018

The profile of respondents in 2018 was slightly younger than it is now in 2023.

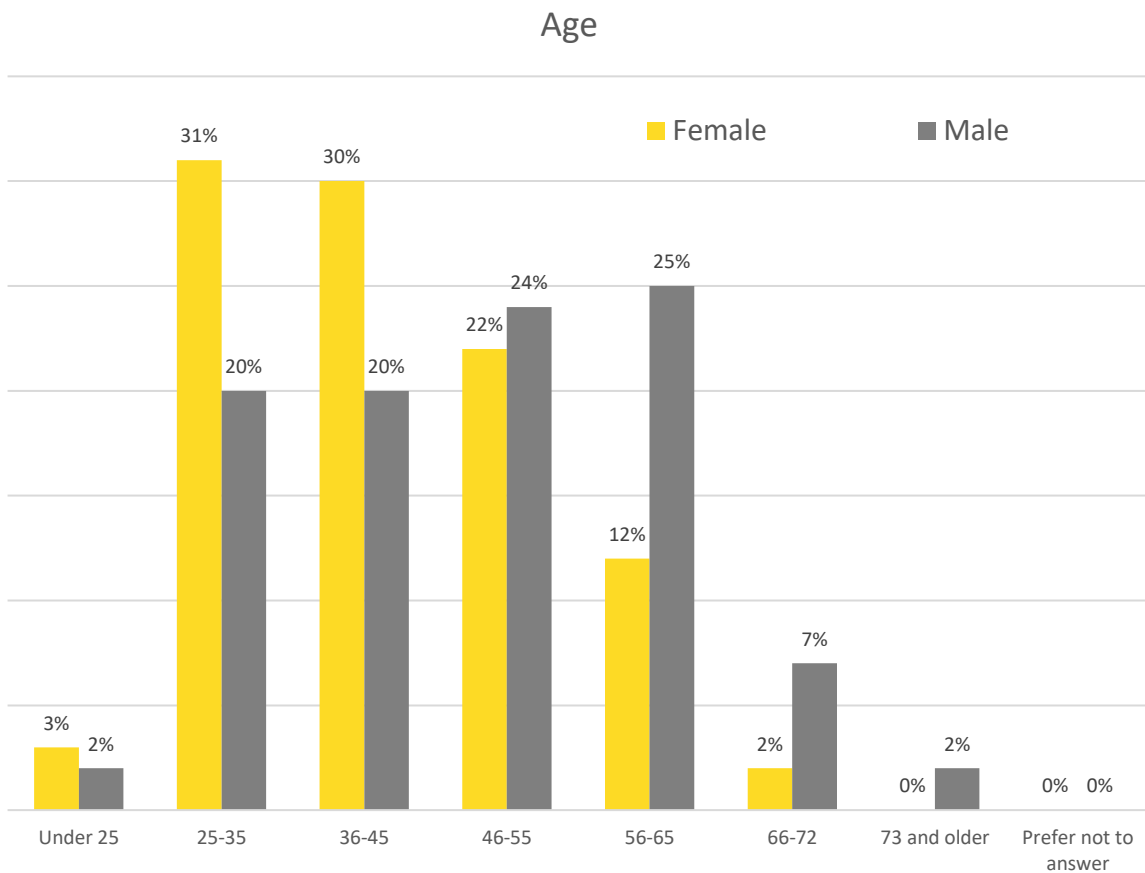
Age	2018	2023
Under 25	4%	2%
25-35	32%	27%
36-45	24%	26%
46-55	24%	23%
56-65	14%	17%
66-72	2%	4%
73 and older	0%	1%
Prefer not to answer	0%	0%

In the current study, 55% of respondents were aged 45 or under while in 2018, 60% were aged 45 or under



### Age of respondents by gender

The age profile of respondents differs by gender.



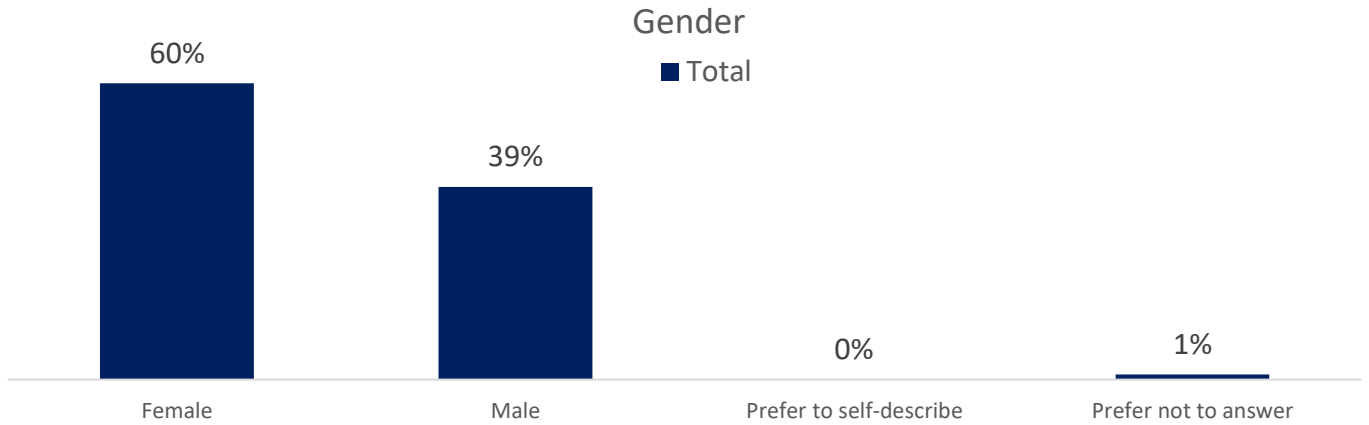
A significantly higher proportion of female respondents are aged 25 to 35 (31% vs. 20% of male respondents) and a further 30% of female respondents are aged 36 to 45 compared to 20% for male respondents.

In contrast, 32% of male respondents are aged 56 to 72 compared to just 14% of female respondents.



## Gender identity

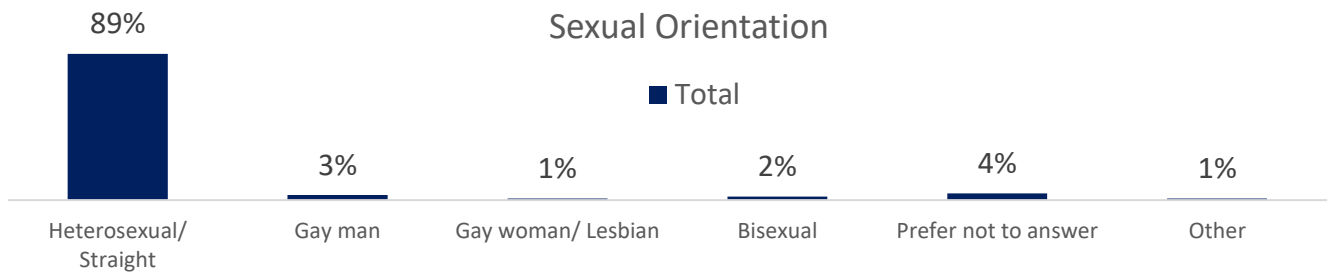
60% of respondents identified as female, 39% identified as male and 1% (27 respondents) stated that they would prefer not to state their gender identity. 10 respondents (<1%) stated they prefer to self-describe their gender.





### Sexual orientation

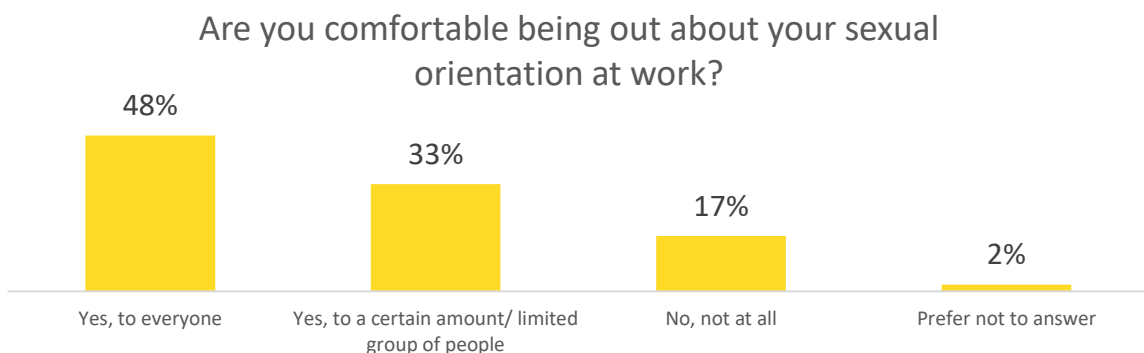
89% of respondents described their sexual orientation as heterosexual or straight, 4% preferred not to say (n=125), 3% as gay man (n=87), 2% as bisexual (n=76) and 1% as gay woman/lesbian (n=39). Less than 1% of respondents preferred to use a different term.



A lower proportion of respondents identified as heterosexual or straight when compared with 2013 and with 2018:-

Sexual Orientation	2013	2018	2023
Heterosexual/Straight	94%	91%	89%
Lesbian, gay woman, gay man, bisexual or other	3%	5%	7%
Prefer not to answer	3%	4%	4%

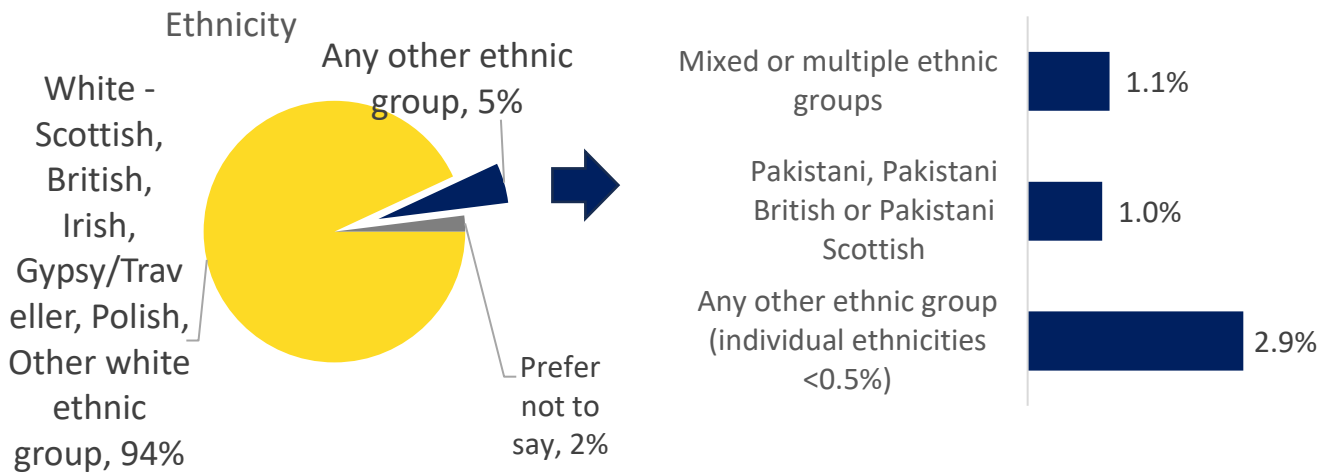
Amongst those respondents who describe as gay, lesbian, bisexual or other (n=218), 48% are wholly comfortable being out to everyone at work about their sexual orientation while 33% are comfortable being out to certain people and 17% are not at all comfortable being out about their sexual identity at work



■ Those who describe as gay, lesbian, bisexual or other (n=218)

## Ethnicity

83% of respondents described their ethnic group as White – Scottish. A further 6% gave their ethnic group as White – Other British, 2% as White – Irish 1% as White – Polish and 3% as Other white ethnic group.



A comparison between 2013 and 2018 data shows similar proportions of white and other ethnic group respondents:-

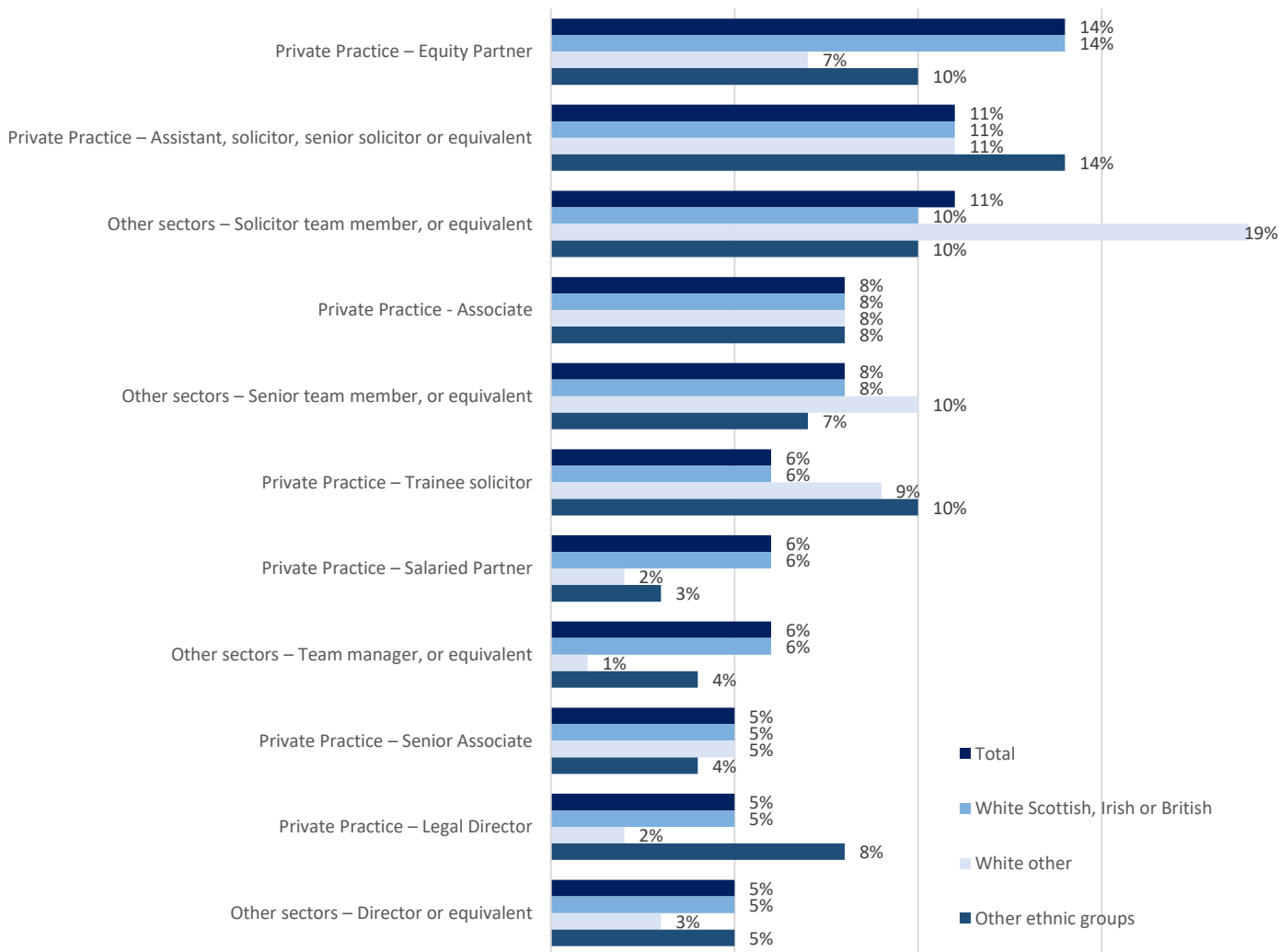
Ethnic Group	2013	2018	2023
White - Scottish, British, Irish, Gypsy/Traveller, Polish, Other white ethnic group	96%	96%	94%
Any other ethnic group	2%	4%	5%
Prefer not to say	1%	N/A	2%

There has been a slight increase in those not describing their ethnic group as white since 2013. (2023 – any other ethnic group, 5% vs. 2013 – any other ethnic group, 2%).

## Ethnicity and current position

An analysis of the most commonly stated current positions by ethnicity highlights that, as in 2018, a higher proportion of White Scottish, Irish or British respondents are equity partners (14%) than is the case for other white ethnic groups (7%) or Other ethnic groups (10%)

Current position within a firm or organisation



The latest study does however highlight that a greater proportion of Other ethnic groups are currently working in private practice as a Legal Director (8%), compared to White Scottish, British or Irish (5%).

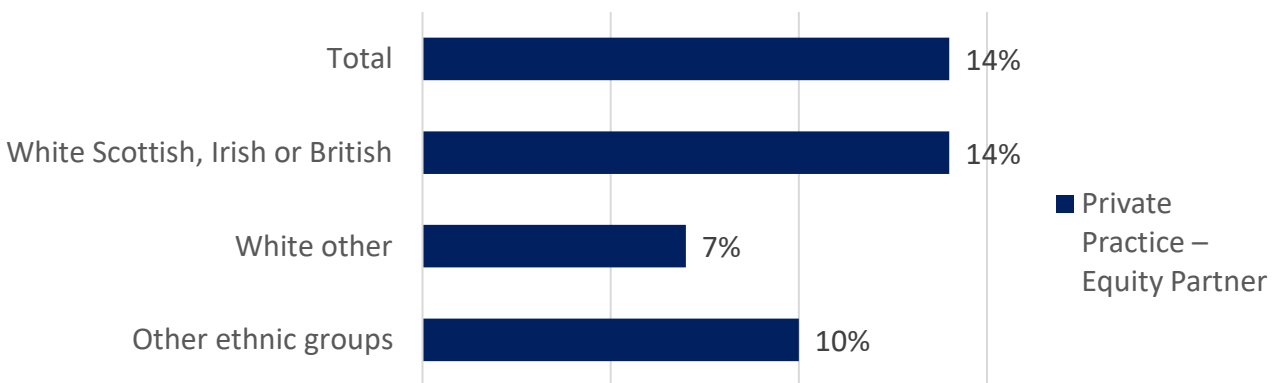
These results also show that a higher proportion of Other ethnic groups and Other white groups are currently trainee solicitors (10% and 9% respectively), compared to 6% of those describing as White Scottish, Irish or British.



### Ethnicity and current position

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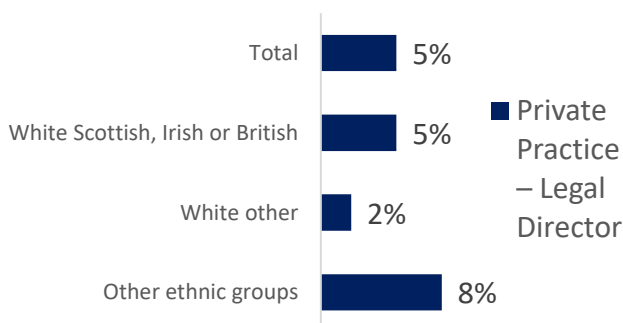
Current position within a firm or organisation



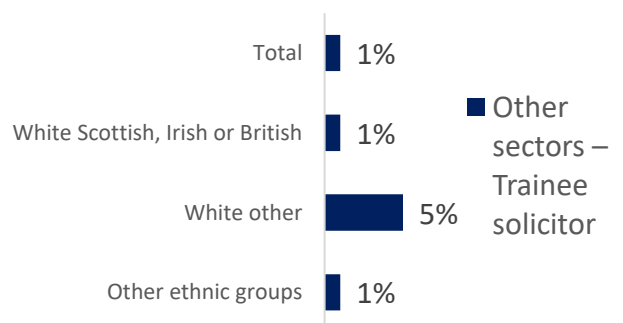
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Current position within a firm or organisation



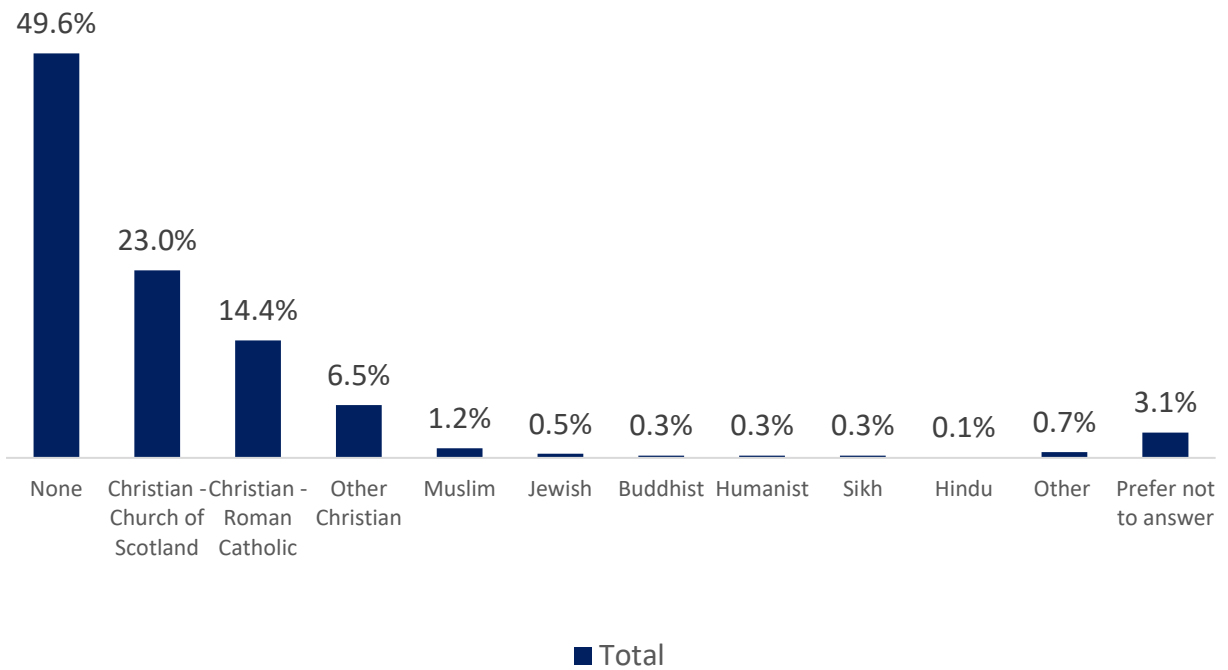




## Religion

Half of respondents (50%) selected 'none' when asked about belonging to a religion, religious denomination or body (compared to 46% in 2013 and 49% in 2018).

Religious Denomination



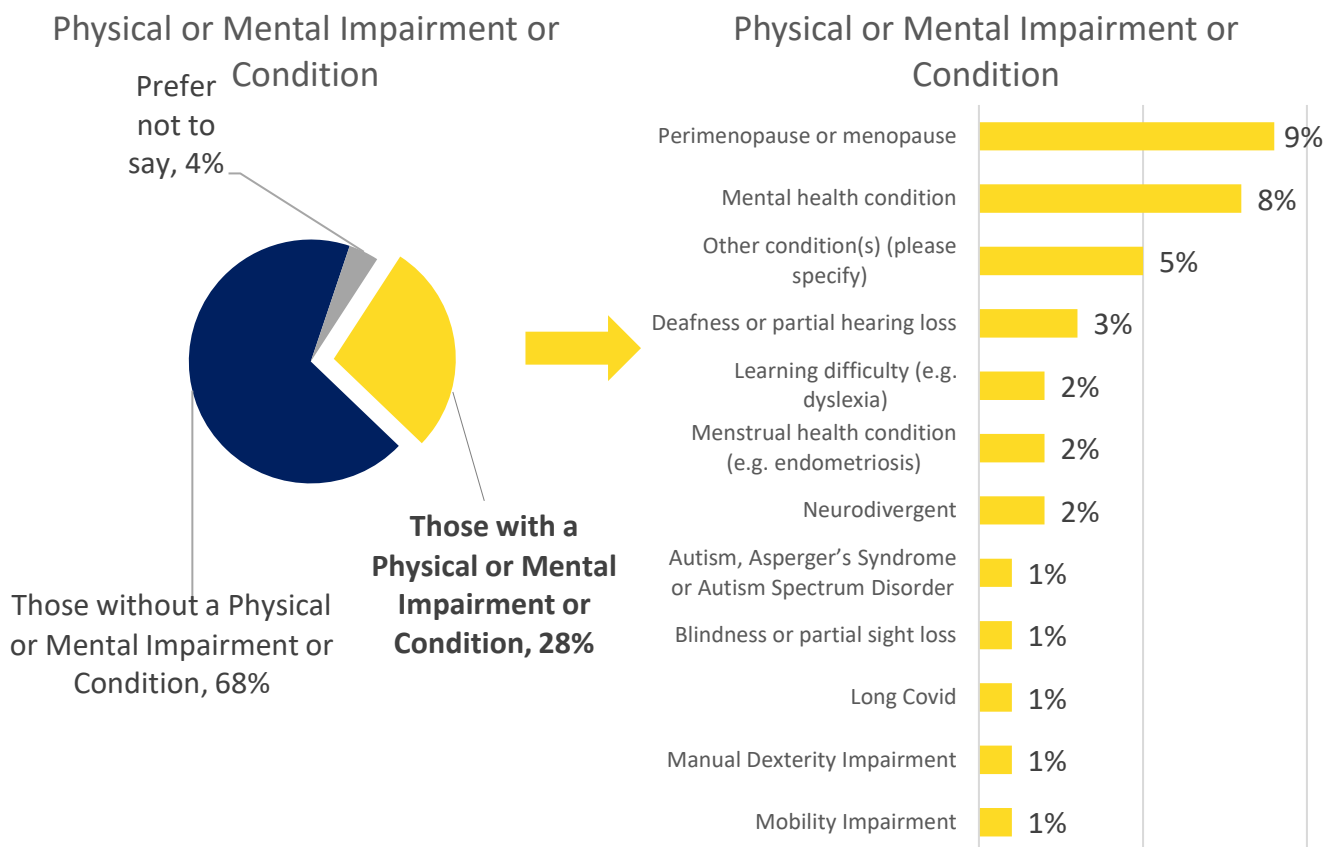
23% described belonging to the Church or Scotland (compared with 25% in 2018 and 30% in 2013). A further 14% described their religious denomination as Christian – Roman Catholic and 6% described it as Other Christian.

1% of respondents described themselves as Jewish and 1% as Muslim. Less than 1% of respondents described themselves as Sikh, Hindu or Buddhist.

## Physical or Mental Impairment

This year, respondents were asked ‘Do you have any of the following impairments or conditions?’

28% indicated that they had at least one physical or mental impairment or condition. 68% selected ‘none of these’ and 4% preferred not to say.



The most common impairment/condition mentioned was perimenopause or menopause, (stated by 9% of all respondents overall but entirely driven of course by female respondents, 14% of whom stated this).

Mental health conditions were next most commonly stated (8% of all respondents).



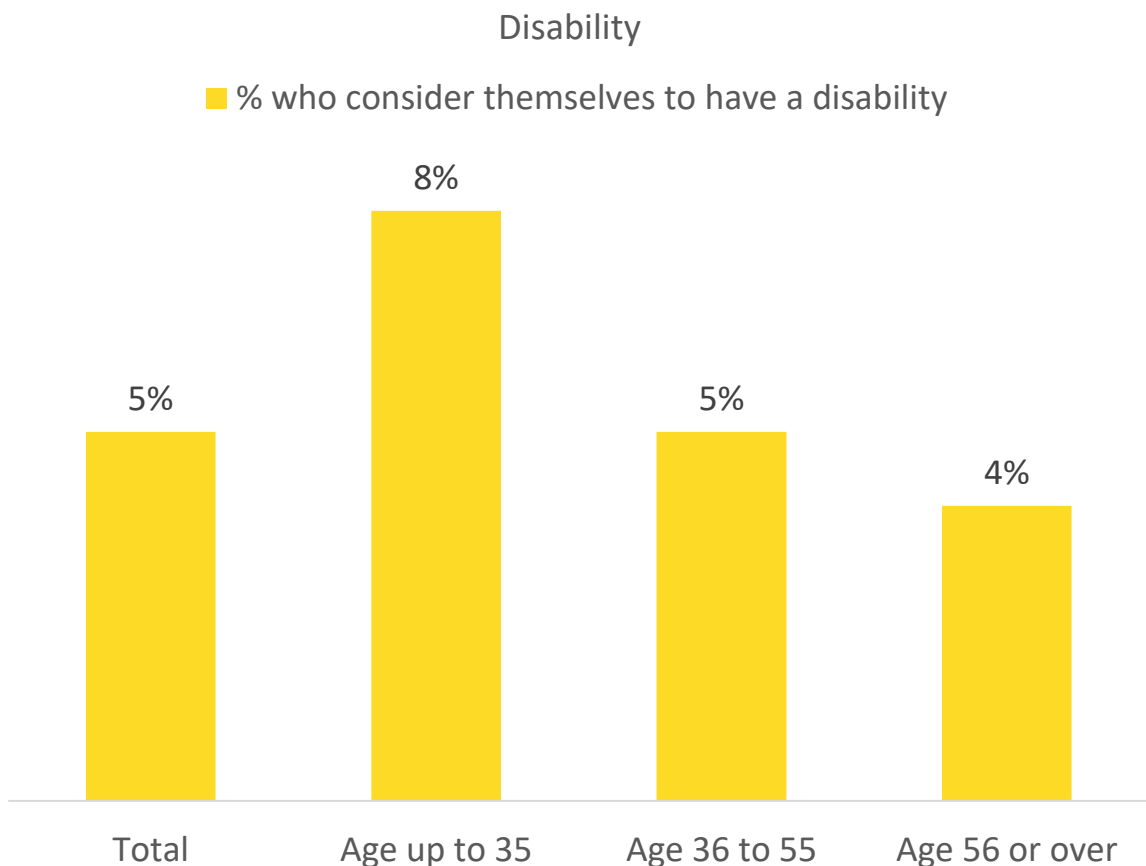
## Disability

Respondents were provided with the following information:-

Section 6 of the Equality Act 2010 sets out the circumstances in which a person is considered disabled. It states:  
A person (P) has a disability if: (a) P has a physical or mental impairment, and (b) The impairment has a substantial and long-term adverse effect on P's ability to carry out normal day-to-day activities.

With these criteria in mind, 5% of all respondents consider themselves to have a disability (the same as in 2018 and vs. 4% in 2013).

The data highlights that a higher proportion of the 35 and under age group consider themselves to have a disability (8%) than is the case for older respondents (5% of those aged 36 to 55 and 4% of those aged 56 or over).





### Reasonable Adjustments

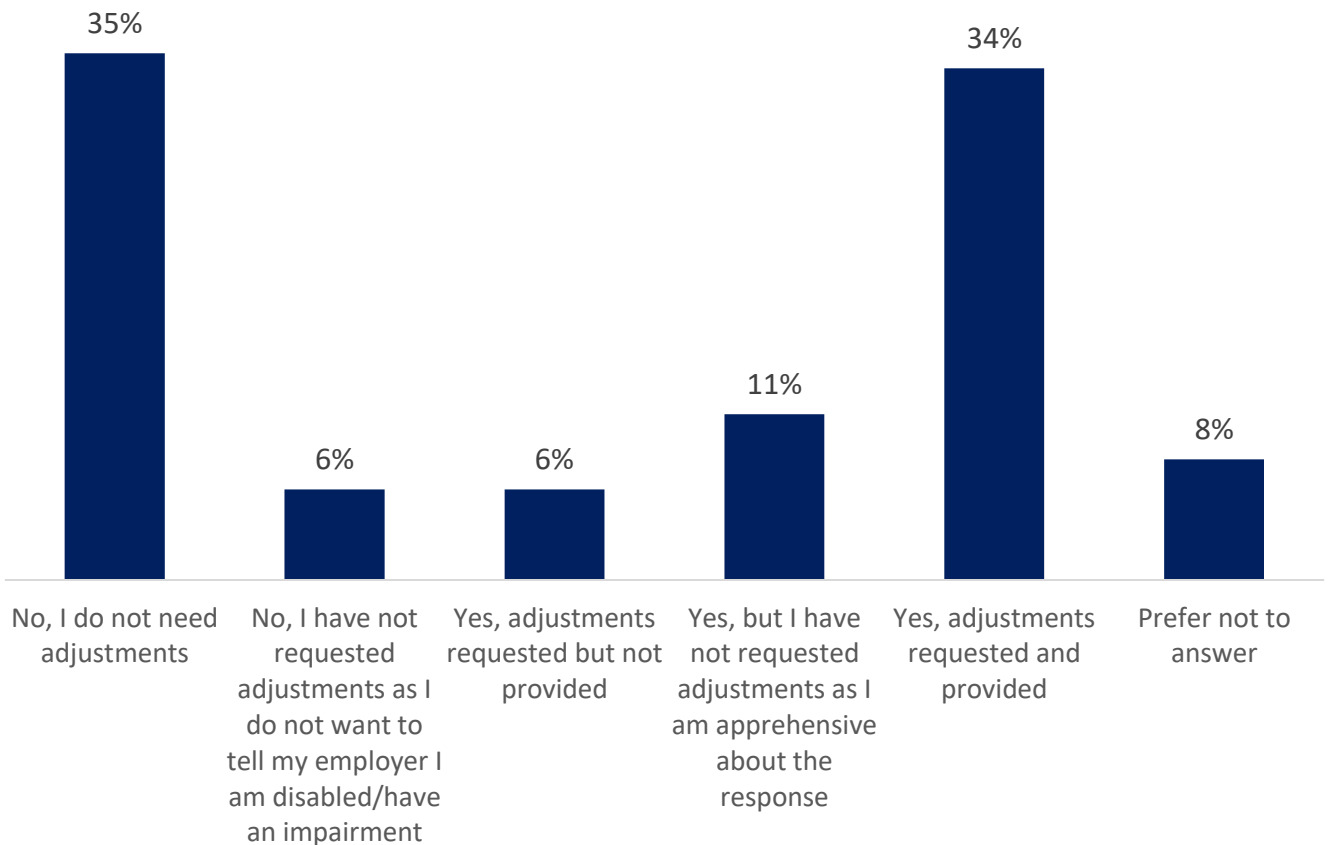
Respondents who considered themselves to have a disability were provided with the following information:-

Reasonable adjustments are changes to the work environment that allow people with disabilities to work safely and productively. The duty on employers to make reasonable adjustments aims to make sure that, as far as is reasonable, a disabled worker has the same access to everything that is involved in doing and keeping a job as a non-disabled person.

When asked if they require reasonable adjustments to be made, 35% stated they did not need adjustments. This was significantly lower than in 2018 where 46% said they did not need adjustments.

#### Reasonable Adjustments

■ Those who consider themselves disabled (n=171)

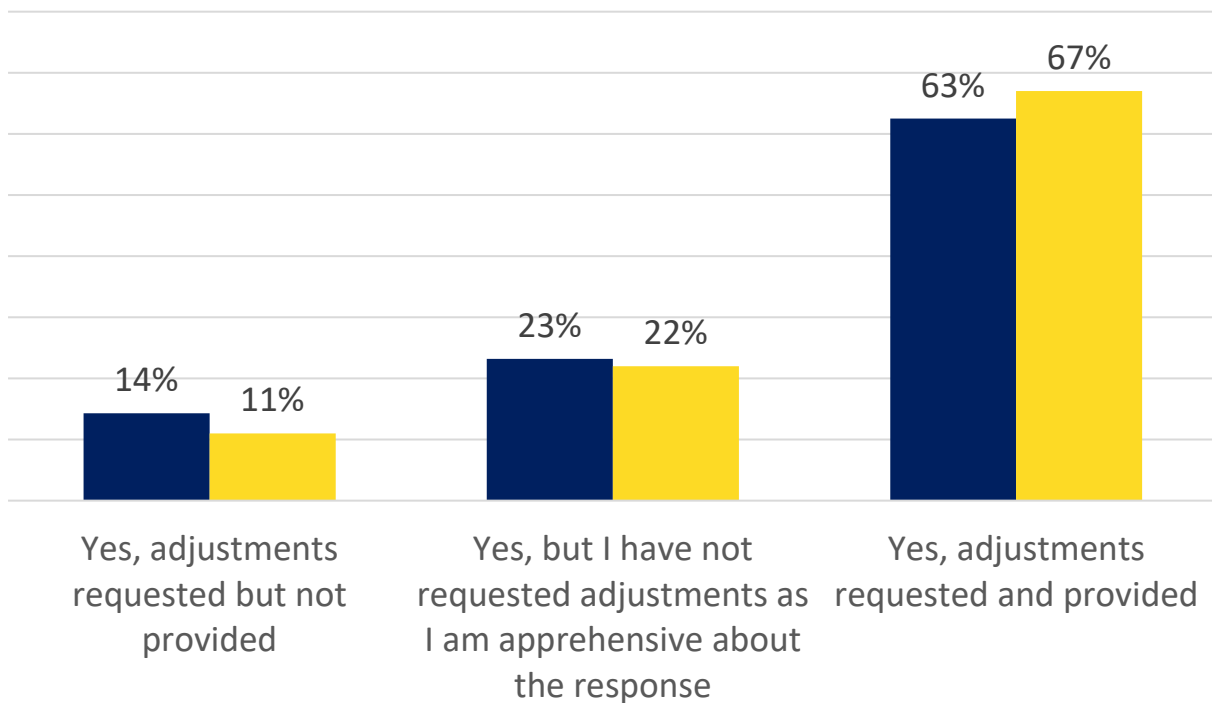




34% of those who consider themselves to have a disability said they had requested and had adjustments provided. However, 11% had not requested adjustments as they were apprehensive about the response and a further 6% had not requested adjustments as they did not wish to tell their employer about their disability/impairment. 6% had asked for adjustments but had not had these provided.

Focusing just on those who stated 'yes' (they required adjustments), a higher proportion have had those adjustments made (67%) than was the case in 2018 (63%)

### Reasonable Adjustments



■ 2018 Those who consider themselves disabled and required adjustments (n=56)

■ 2023 Those who consider themselves disabled and required adjustments (n=88)



Amongst those who requested and were provided with an adjustment, these included:

Theme	Description
<b>Remote and Flexible Working Arrangements</b>	<p><i>“Working from home for vast majority of time is sufficient adjustment for the moment”</i></p> <p><i>“Working from home on a permanent basis as I am taking immuno suppressant medication”</i></p> <p><i>“Reduced working hours, flexibility with working times, extended sick pay during a period of absence”</i></p>
<b>Specialised Equipment and Technology</b>	<p><i>“An award from DWP partly funded by employer/ contribution towards cost of high spec hearing aids from employer/ being able to choose an appropriate seat, adjusting hours where appropriate”</i></p> <p><i>“Use of loop hearing system when required”</i></p> <p><i>“Coloured screen and spell checker”</i></p>
<b>Ergonomic Adjustments</b>	<p><i>“Dictation software, mousepad with wrist-rest, keyboard wrist rest. Dedicated desk (i.e. exemption from usual hot desking policy).”</i></p> <p><i>“New chair, sit stand desk and flexible working”</i></p>
<b>Working Environment Adjustments</b>	<p><i>“Desk positioned in a certain way, phones with volume control, video calls instead of phone calls, meeting rooms in a quiet area”</i></p>
<b>Process Adjustments</b>	<p><i>“More regular reviews. Instructions provided in written form/ followed up after a meeting”</i></p> <p><i>“I have junior members of my team check my work for spelling mistakes and am given leeway when not following procedures”</i></p>

Total base: N=45



Amongst those who had not requested adjustments as they were apprehensive about the response, had not requested adjustments as they did not wish to tell their employer about their disability/impairment or who had asked for adjustments but had not had these provided, the main explanations for this were:

<b>Theme</b>	<b>Description</b>
<b>Fear of Discrimination or Stigma</b>	<i>“Prejudice, discrimination, harassment etc” “I am concerned about how I will be perceived if I discuss my conditions openly”</i>
<b>Unaccommodating Work Culture</b>	<i>“I have disclosed that I have a disability to my employer but no one has followed this up. I am apprehensive about the consequences of disclosing my ADHD given the misapprehensions and the fact that it means I am not well suited to the law. I have to work harder than everyone else to do a worse job. My previous job advised that my requested adjustments (not being so heavily penalised for time recording in light of my time blindness) were incompatible with a modern law firm and could not be accommodated.”</i>
<b>Inadequate or Ignored Adjustments</b>	<i>“I asked for a more flexible working pattern but was instead forced in to working shorter hours rather than a flexible approach, meaning less pay and harder to survive financially” “I have briefly discussed my ADHD with the principle solicitor and the response was poor, I would not ask for adjustments” “I requested reasonable adjustment of working from home at all times due to hearing problem and was refused.”</i>
<b>Disclosure Concerns</b>	<i>“I do not require adjustments for my disability. I do not tend to mention my disability as I wish to be judged on my merits and not the particulars of my condition that have been googled.” “I have a recent diagnosis and at a new firm and worried about asking for too much as already had to attend appointments”</i>
<b>Self-Management</b>	<i>“Do not wish to request adjustments at this stage of employment as managing without them at the moment” “I manage my symptoms myself and I do not want to be treated differently”</i>
<b>Temporary or Periodic Support Needs</b>	<i>“I do not need permanent adjustments, but experience periods where additional support is required. A recent phased return was a disaster as there was no attempt to reduce hours/provide additional support as required”</i>



On the subjects of disability, respondents were given the opportunity to tell us, in their own words, about their experience of disability inclusion in the profession.

The main themes to emerge are:-

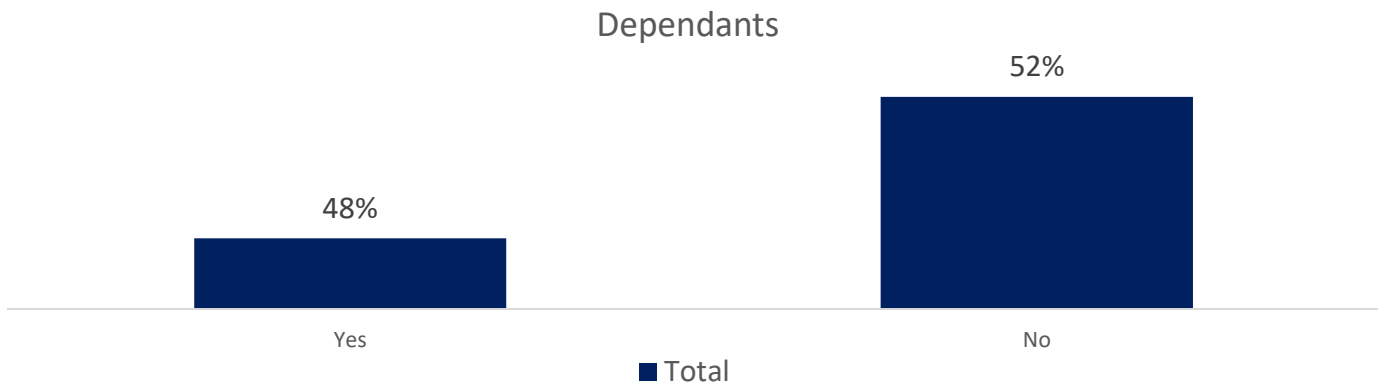
<b>Theme</b>	<b>Description</b>
<b>Lack of understanding and awareness</b>	Many responses noted a pervasive lack of understanding and awareness regarding disabilities within the profession, including both physical and mental health issues, 'learning difficulties' like dyslexia, and conditions like ADHD and long COVID. Participants noted that individuals with invisible disabilities often struggle with lack of understanding and acknowledgment. A few respondents highlighted the need for greater awareness and support around menopause and perimenopause, suggesting it should be given protected character status.
<b>Need for Accommodations</b>	There is a widespread sentiment that more accommodations and reasonable adjustments are needed in the workplace. This includes flexible work hours, workload modifications, and improved accessibility for those with physical disabilities.
<b>Stigma and Discrimination</b>	There's still a perceived stigma attached to having a disability, particularly mental health conditions, within the legal profession. This results in fear of disclosure, discrimination, and a feeling of exclusion.
<b>Workplace Culture</b>	The 'work hard, play hard' culture prevalent in the legal profession, the high-pressure environment and the expectation to conform to certain working styles were seen as particularly challenging. There is a need for a more inclusive culture that accepts different working styles and appreciates the benefits of diversity.
<b>Lack of Representation</b>	There is a lack of visible representation of disabled individuals in the profession. This impacts the aspirations and career progression of disabled law students and lawyers who do not see themselves represented in the profession.
<b>Supportive Measures</b>	Responses indicated a varied experience regarding the support available to disabled individuals. While some mentioned supportive environments and accommodations, others reported lack of support and insensitivity. There's a strong push for more supportive measures like counselling, tailored training and education about disabilities within the profession.
<b>Shift in Attitudes</b>	Despite the challenges, some respondents observed positive changes and improvements in attitudes towards disabilities in the profession, especially following the COVID-19 pandemic which necessitated more flexible working arrangements. However, there's an overall consensus that more needs to be done to improve disability inclusion in the profession.





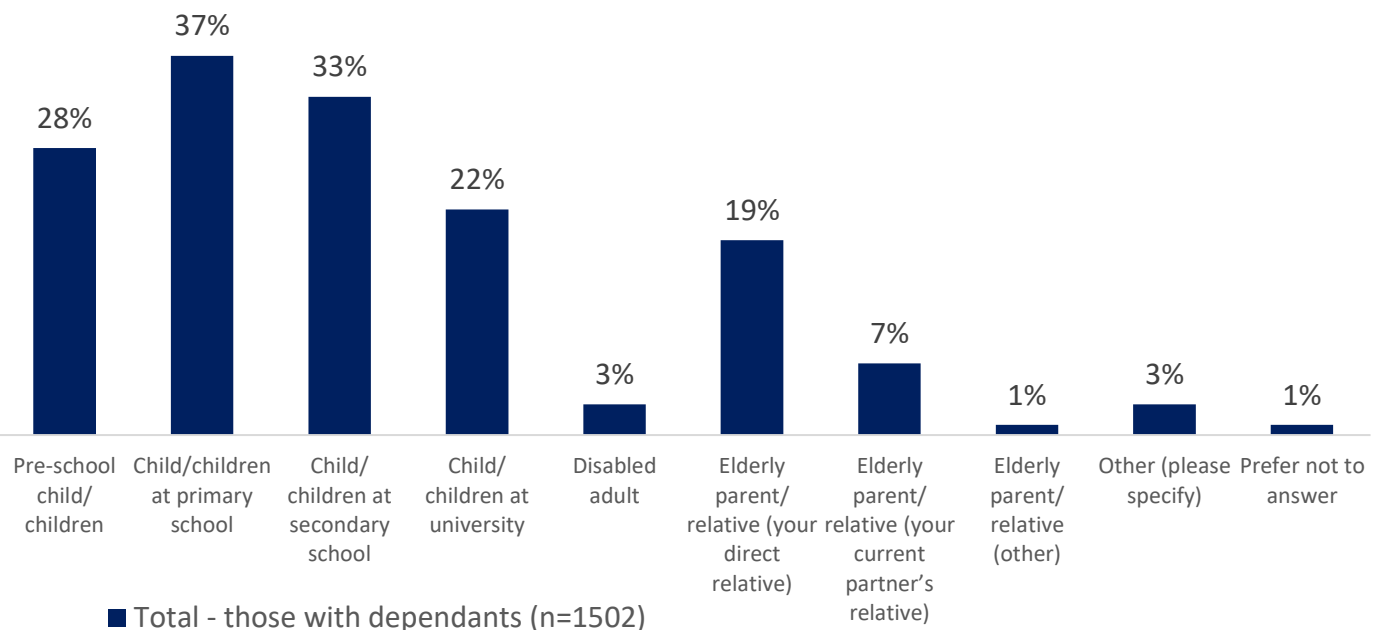
### Dependants

48% of respondents stated that they did have dependants compared to 45% in 2018), while 52% stated that they did not (compared to 55% in 2018).



Dependants were most likely to be children (28% of those with dependants(s) having preschool child(ren), 37% having primary school aged child(ren) and 33% having secondary school aged child(ren).

### Type of Dependants



Overall, 35% have dependent child(ren) only and 5% have a dependent adult(s) only but 8% have both a dependent child/children and a dependent adult(s)



### Primary Caregiver

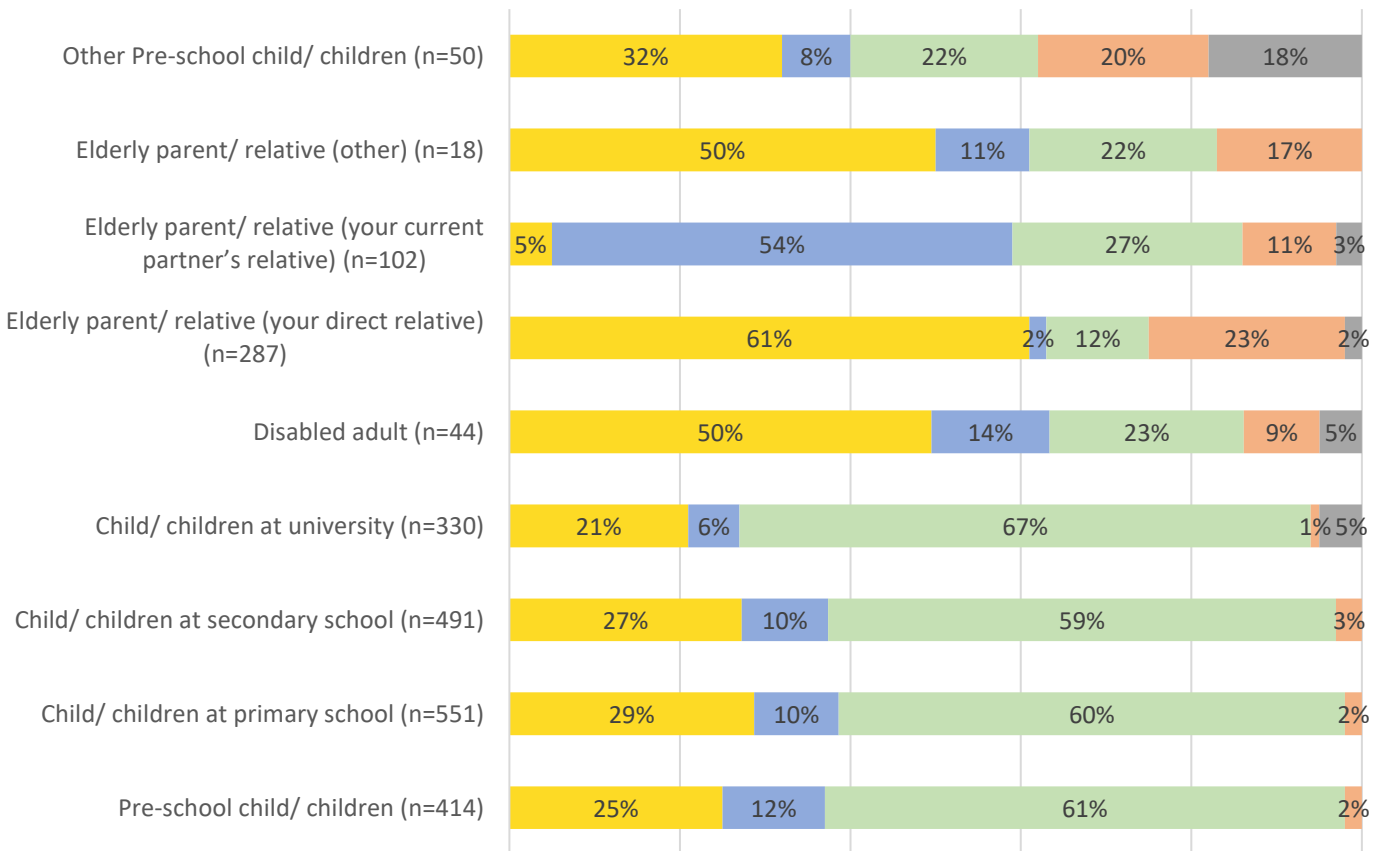
Most commonly, those with dependent children of school age and up described the main care-giving as being fairly evenly split between themselves and their partner.

However, those with dependent pre-school children or their own elderly parent(s) or relative(s) or disabled adult(s) most commonly described themselves as the primary caregiver.

Those with a dependant(s) who is a current partner’s elderly parent/relative are more likely to say their partner is the primary caregiver.

Which option best represents the primary caregiver of dependants in each category?

■ Self ■ Partner ■ Fairly evenly split between self and partner ■ Other arrangements ■ N/A

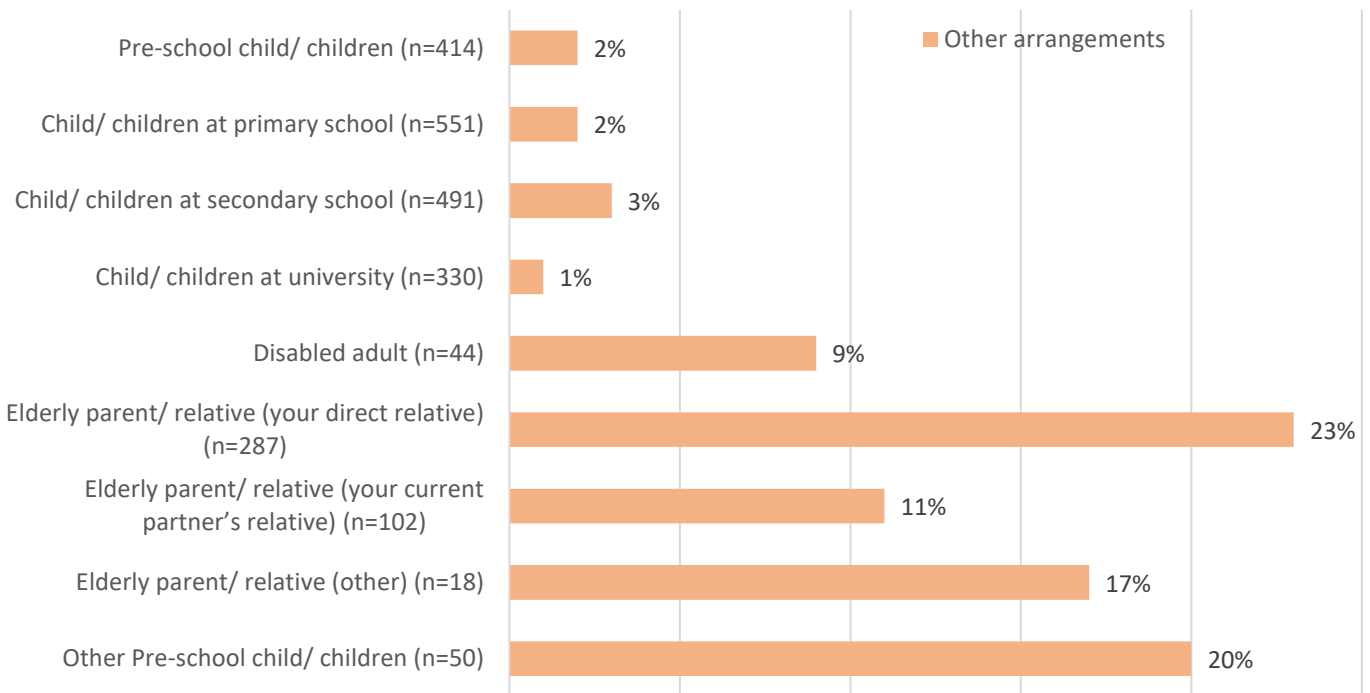




### Primary Caregiver – “Other Arrangements”

“Other arrangements” were relatively common for the primary care of elderly parents/relatives, other pre-school children and disabled adults.

Which option best represents the primary caregiver of dependants in each category?



#### Elderly parent – Other arrangements

These tended to be shared care with a sibling, primary care by a sibling or other family member or primary care provided by a care home or by the spouse of the dependent elderly parent

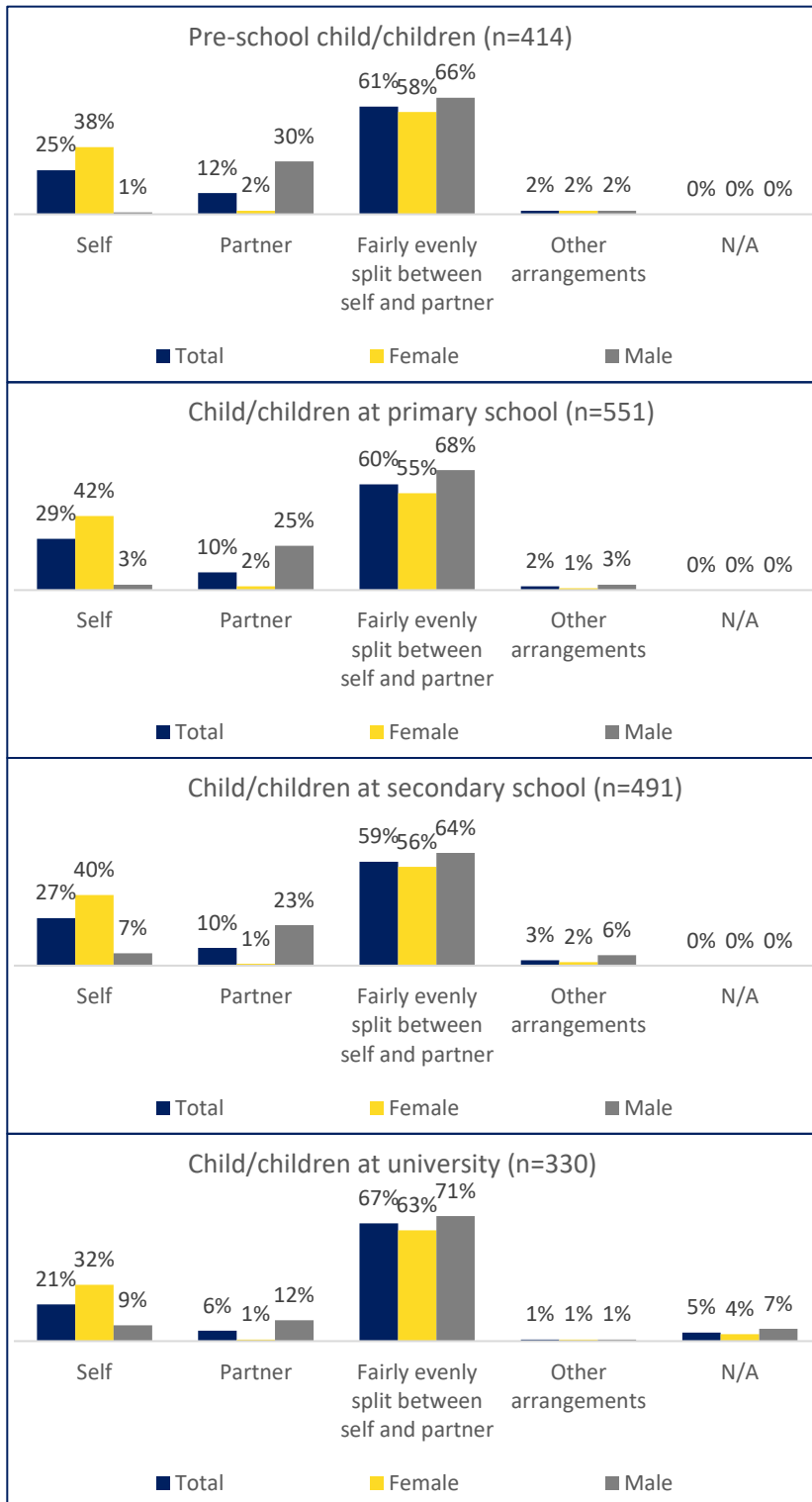
#### Disabled adult – Other arrangements

Most commonly mentioned was sole care by a sibling (or joint caregiving with a sibling)

#### Other pre-school child/children – Other arrangements

Typically this was primary care by an ex partner

Differences emerge between male and female respondents, particularly when focussing on child dependants.



Female respondents are more likely than male respondents to say they are the primary care-giver.

In contrast, male respondents are more likely than female respondents to say care-giving is fairly evenly split between themselves and their partner.



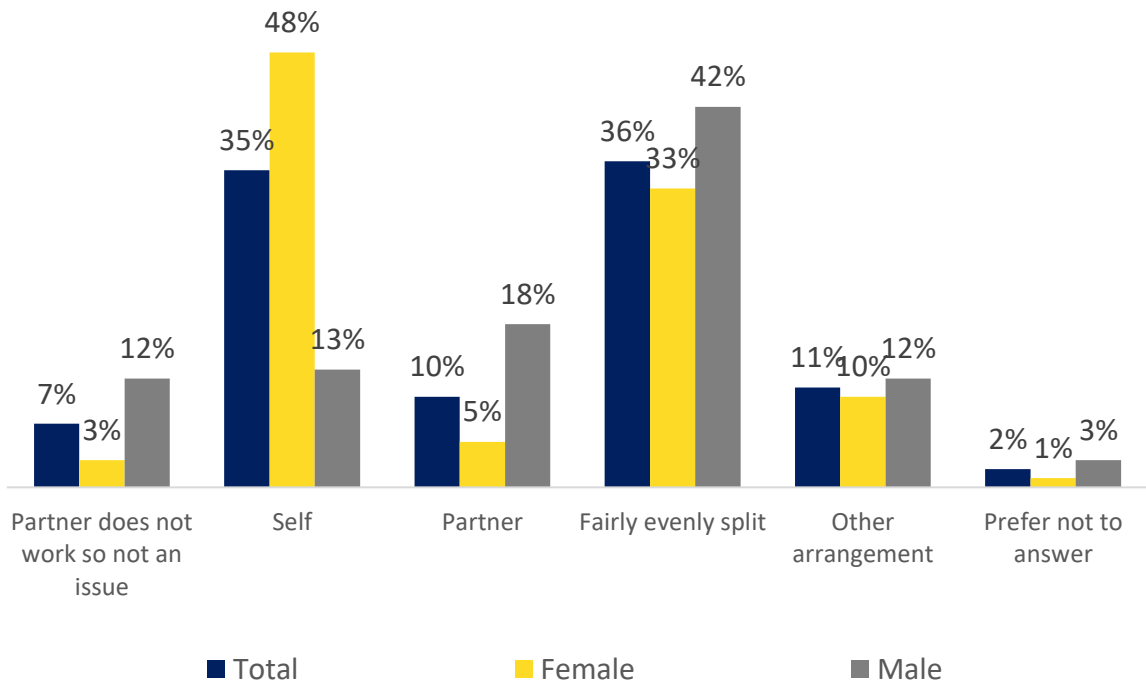
### Time taken off when a child or other dependant is ill

A higher proportion of female respondents said they personally would be the one to take time off work if a dependant was ill (48% vs. 35% of male respondents).

This figure (48% of females saying they would be the one to take time off) has changed a very slight amount since 2018 (49%), although in 2018 this represented a significant fall from the 2013 figure of 59%.

Male respondents were more likely than female respondents to say their partner would take time off (18% - males vs. 5% - females) or that it would be fairly evenly split (42% - males vs. 33% - females)

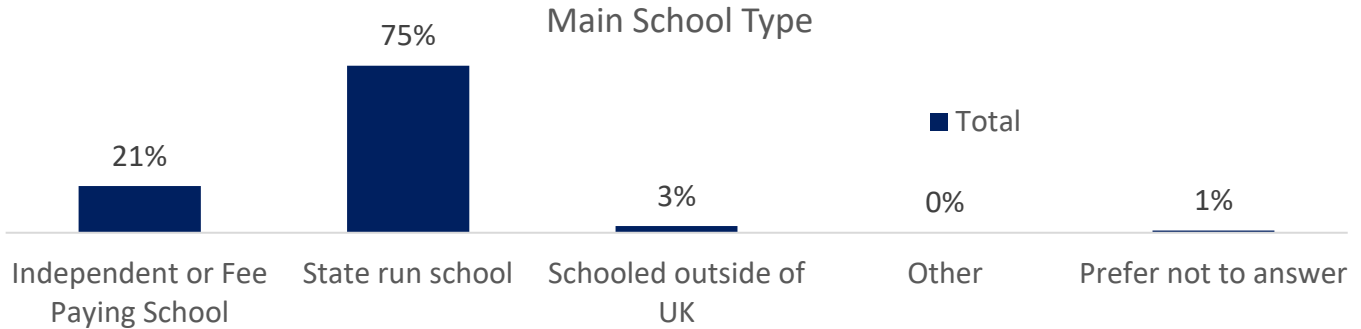
Time Off Due to Dependant Illness



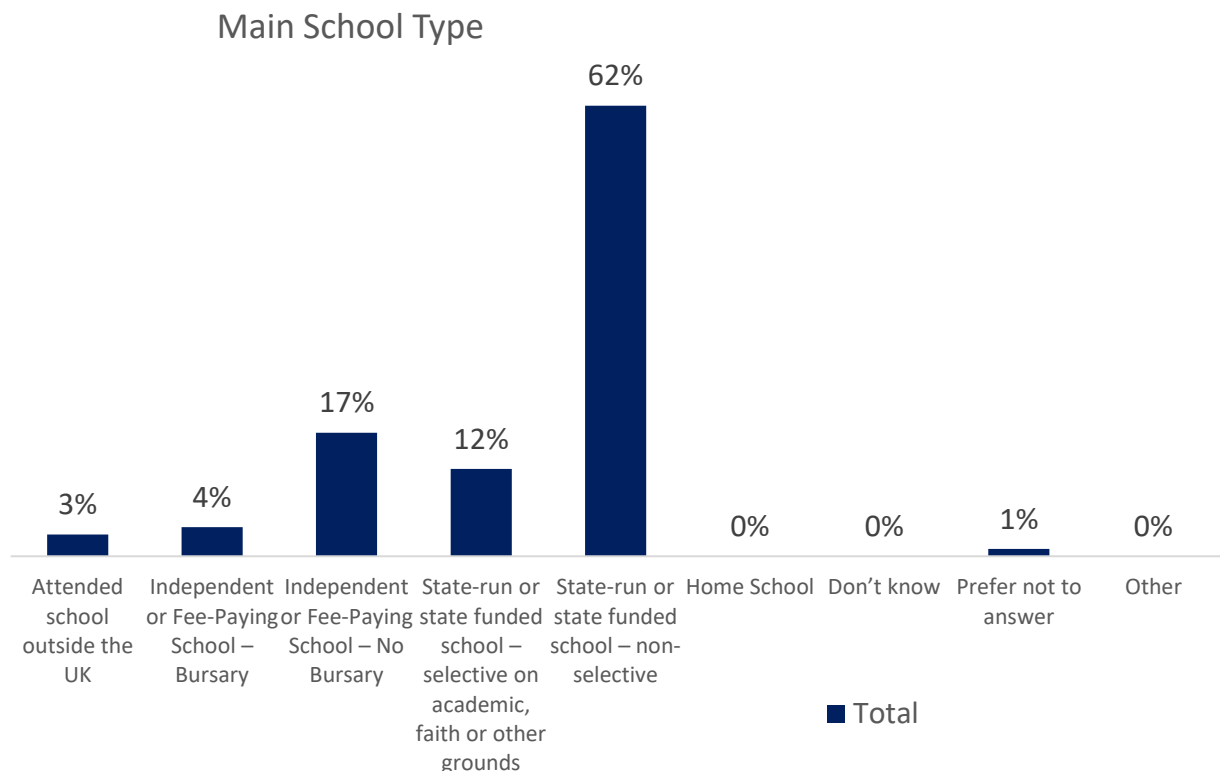


### Type of school attended

75% of respondents attended state schools. 21% of respondents attended private schools. These findings are unchanged since the 2018 study.



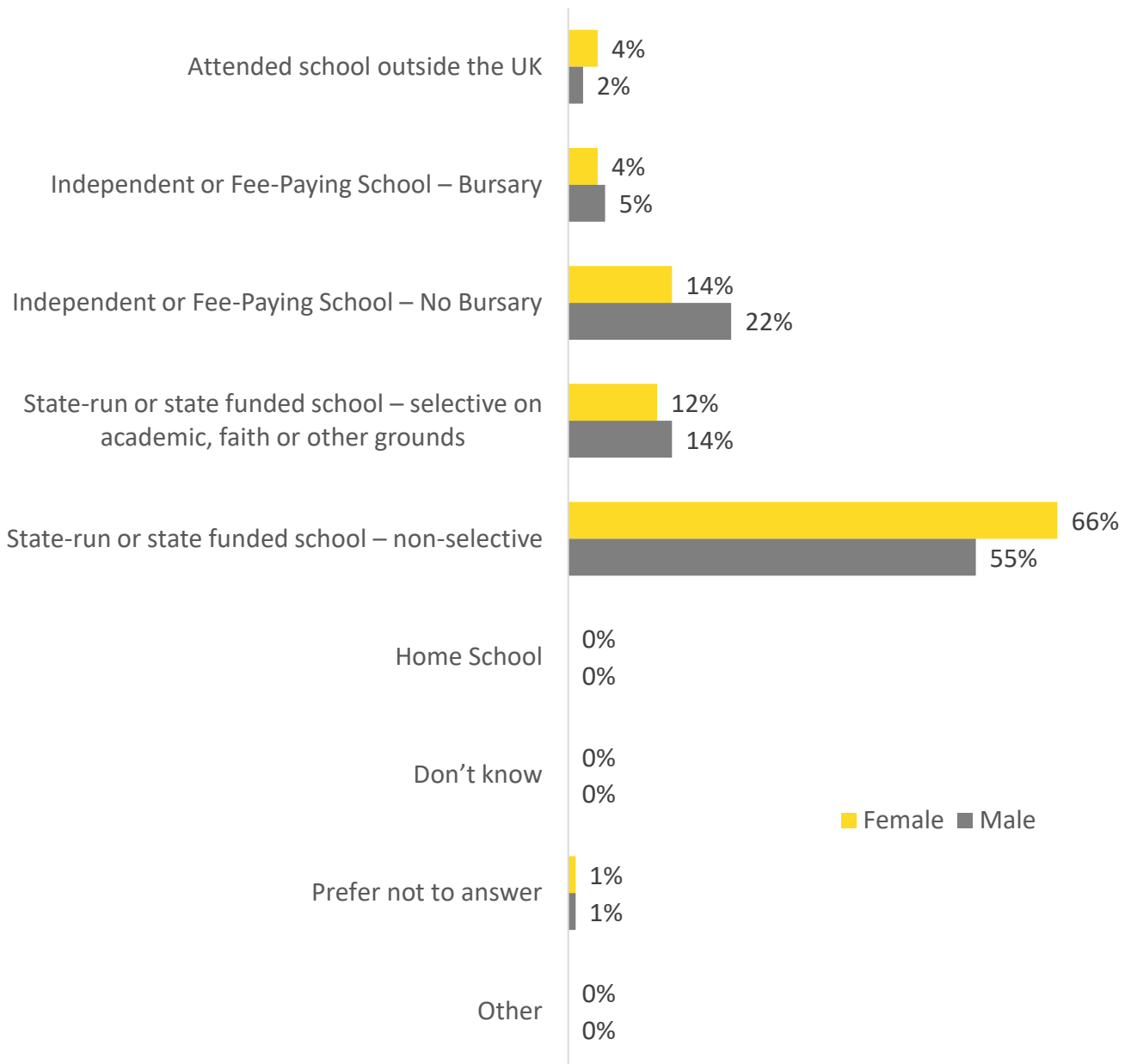
A further breakdown of the 75% of respondents who attended state schools shows 62% attended a non selective school and 12% attended a selective school based on academic ability, faith or other grounds. Breaking down the 21% of respondents who attended private schools, 4% were awarded a bursary and 17% were not.





Female respondents are more likely than male respondents to have attended a non-selective state school (66% vs. 55% for males). In contrast, males were more likely than females to have attended a fee paying school with bursary (22% vs. 14% for females).

### Main School Type

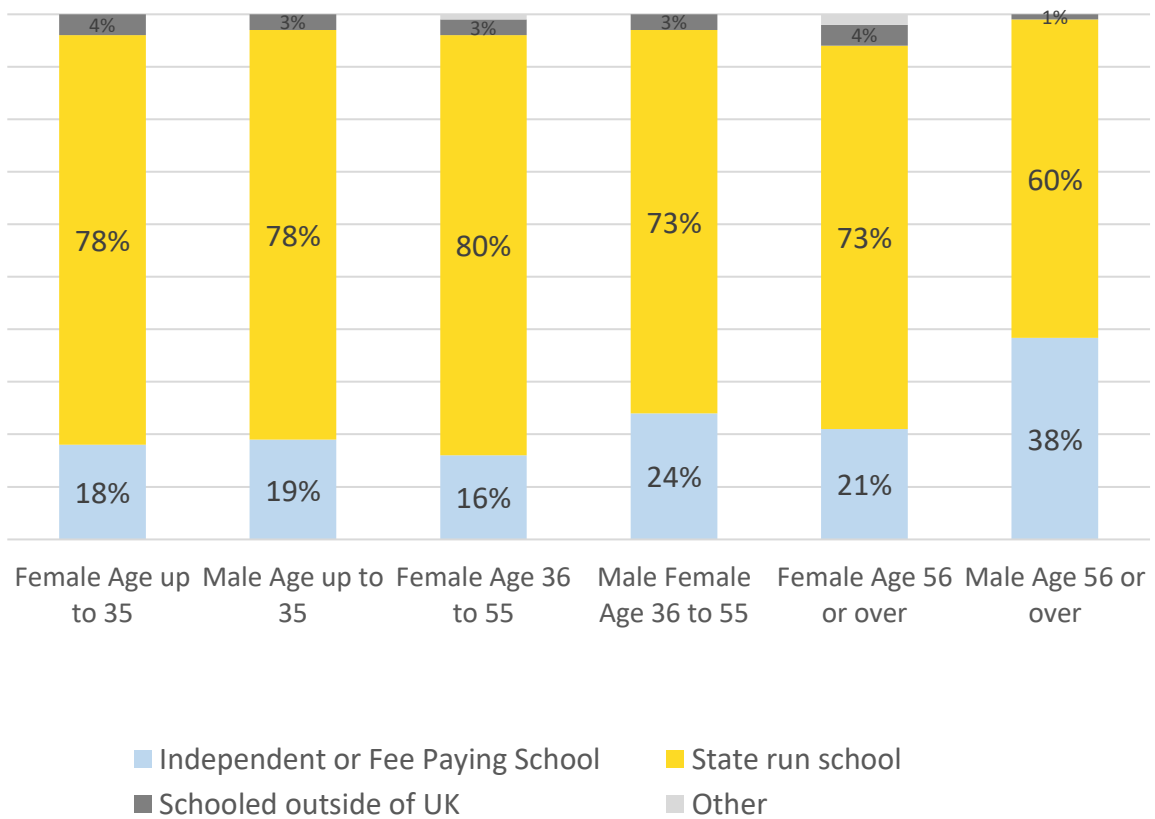




The balance between fee-paying school vs. state school attendance is the same for males and females in the age 35 and under bracket.

The greater proportion of male public school attendance has been driven by cohorts aged 36 and over (and particularly by the age 56 and over group).

Main School Type





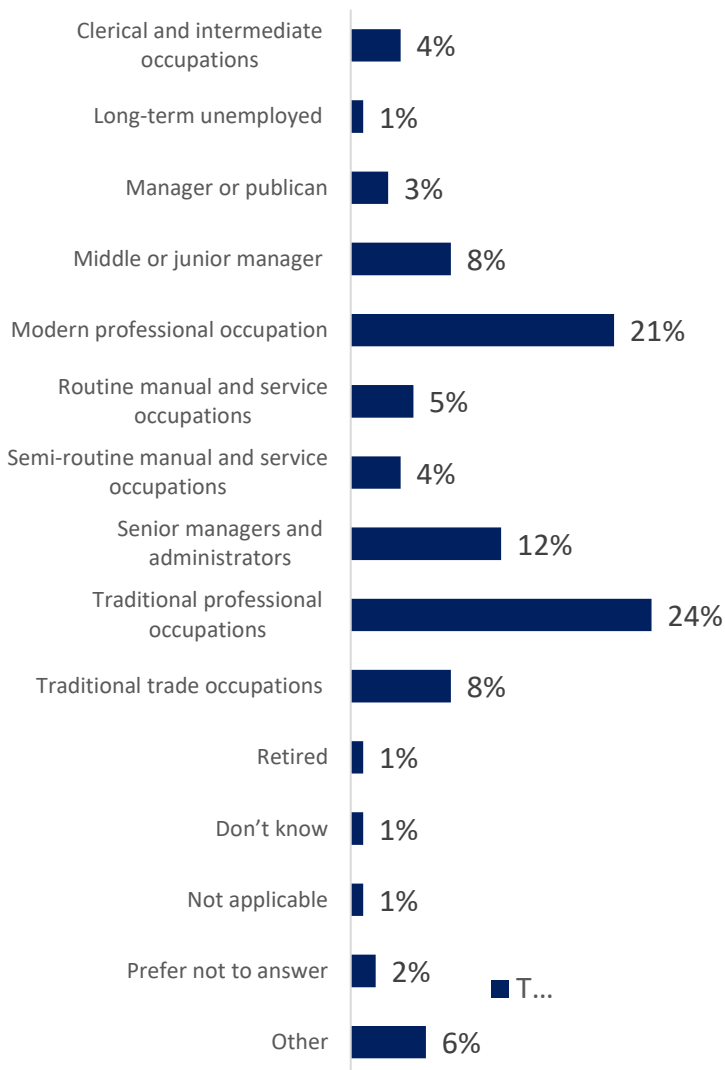


### Profile of parents or carers

#### Occupations

Respondents were asked the occupation of the main/highest earner in their household when they themselves were aged about 14 years old.

#### Parental Occupation



Occupation	Explanatory Notes
Clerical and intermediate occupations	e.g. secretary, personal assistant, clerical worker, call centre agent, nursery nurse
Long-term unemployed	(claimed jobseekers allowance or earlier unemployment benefit for more than year)
Middle or junior manager	e.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager
Modern professional occupation	e.g. teacher, lecturer, nurse, physiotherapist, social worker, welfare officer, musician, artist, police officer (sergeant or above), software designer)
Routine manual and service occupations	e.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiting staff, bar staff
Semi-routine manual and service occupations	e.g. postal worker, machine operative, caretaker, farm worker, catering assistant, receptionist, sales assistant
Senior managers and administrators	usually responsible for planning, organising and co-ordinating work and/or finance e.g. finance manager, chief executive
Traditional professional occupations	e.g. accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer
Traditional trade occupations	e.g. electrician, painter, plumber

Professional occupations were most common with 24% stating a traditional professional occupation and 21% stating a modern professional occupation. A further 12% selected senior management and 8% selected middle management.

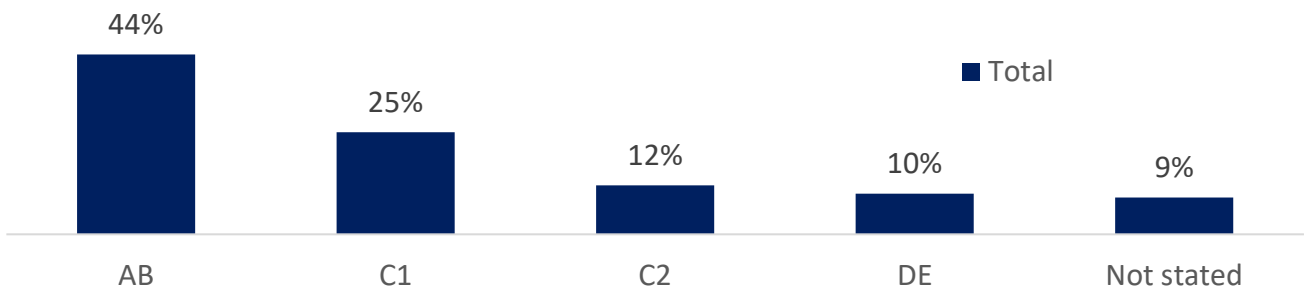


## Occupations – Re-categorised to Socio Economic Group

Occupations were also re-categorised to Socio-Economic Group. The table below shows how occupations were grouped.

Occupation	SEG Code
Middle or junior manager e.g. office manager, retail manager, bank manager, restaurant manager, warehouse manager	AB
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and/or finance e.g. finance manager, chief executive	
Traditional professional occupations e.g. accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	
Clerical and intermediate occupations e.g. secretary, personal assistant, clerical worker, call centre agent, nursery nurse.	C1
Modern professional occupation e.g. teacher, lecturer, nurse, physiotherapist, social worker, welfare officer, musician, artist, police officer (sergeant or above), software designer).	
Manager or publican	C2
Traditional trade occupations e.g. electrician, painter, plumber	
Retired	
Long-term unemployed (claimed jobseekers allowance or earlier unemployment benefit for more than year)	DE
Routine manual and service occupations e.g. HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiting staff, bar staff	
Semi-routine manual and service occupations e.g. postal worker, machine operative, caretaker, farm worker, catering assistant, receptionist, sales assistant	
Don't know	not coded
Not applicable	
Prefer not to answer	
Other	

Parental Occupation – Re-Categorised to Socio Economic Group

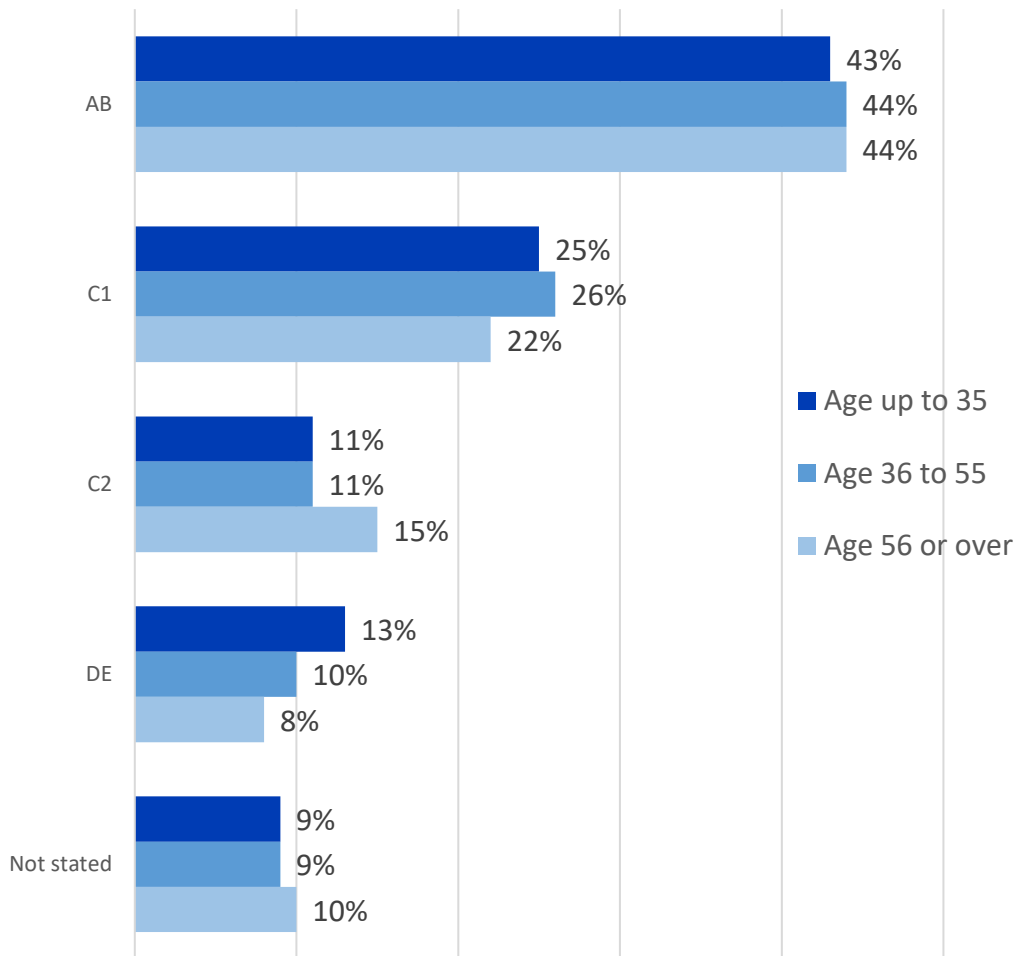


Professional occupations were most common with 24% stating a traditional professional occupation and 21% stating a modern professional occupation. A further 12% selected senior management and 8% selected middle management. Re-categorising occupations into socio-economic group (SEG), 44% are in the highest SEG band (AB). Just 10% are in the lowest SEG band (DE).



Looking at parental socio-economic group by age of respondent reveals that there is a slightly higher degree of social mobility for the 35 and under age group with 13% having come from a DE socio economic background compared to 10% of the 36 to 55 age group and 8% of the 56 and over age group.

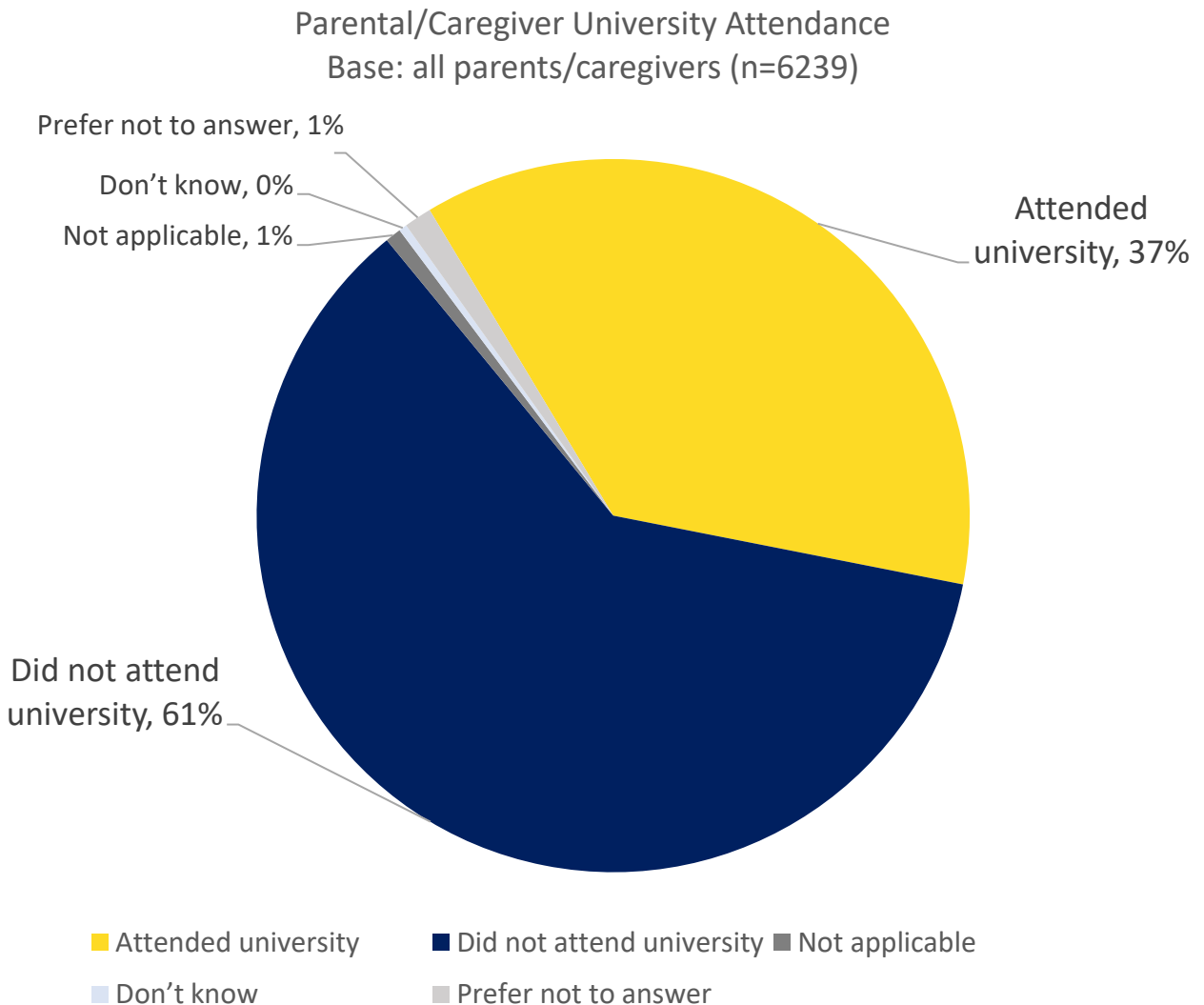
Parental Occupation – Re-Categorised to Socio Economic Group





### Parent/caregiver university attendance

Respondents were asked if their parent(s)/caregiver(s) attended university. This was asked for parent caregiver 1 and if applicable for parent/caregiver 2.



37% of all parents/caregivers attended university (a similar result to the 2018 study where 36% of all parents/caregivers attended university. 61% did not attend university (the same figure as the 2018 study).

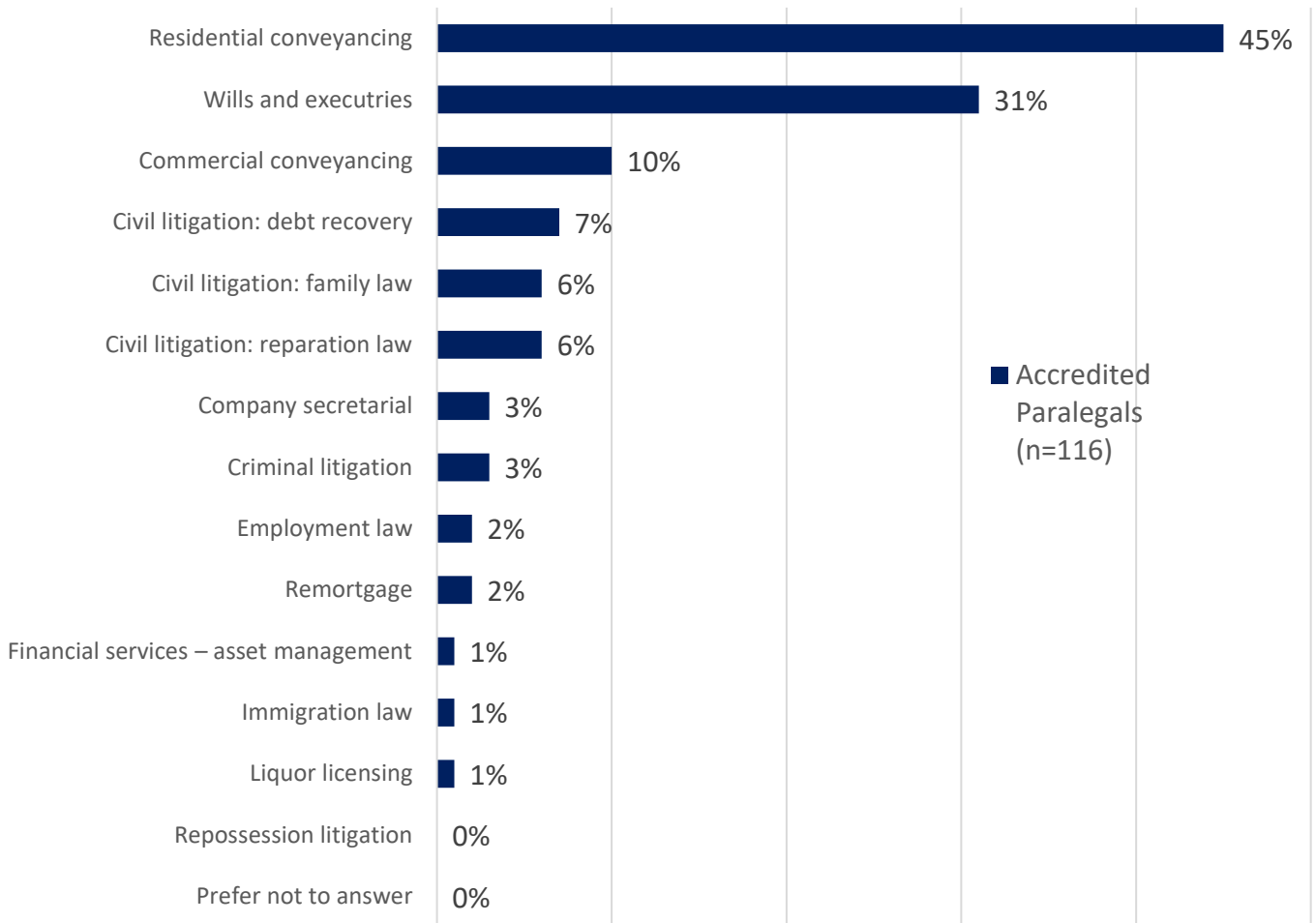


## Profile of Accredited Paralegals

### Accreditation in areas of practice

Accredited Paralegals working in private practice and Accredited Paralegals working in other sectors were asked the areas of practice in which they were accredited.

Accreditation in areas of practice



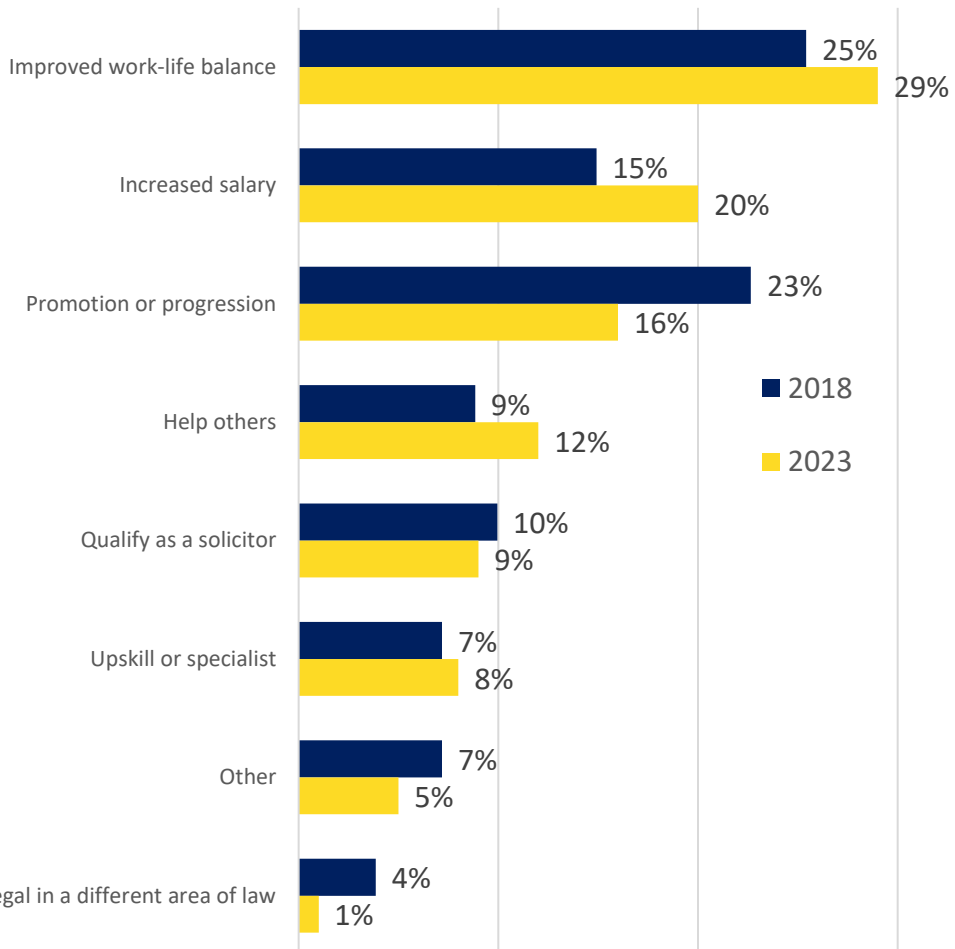
Accredited Paralegals were most frequently accredited in residential conveyancing (45%, similar to the figure of 46% in the 2018 survey). Next most common was accreditation is wills and executries (31% vs 28% in 2018). Commercial conveyancing is now the third most common type of accreditation, mentioned by 10% of Paralegals this year. In 2018, just 6% had this accreditation and it was, at that time, the 5<sup>th</sup> most common behind Civil litigation: debt recovery (14% in 2018 vs. 7% in 2023) and Civil litigation: family law (8% in 2018 vs 6% in 2023).



### Long-term career aspirations

Accredited Paralegals working in private practice and Accredited Paralegals working in other sectors were also asked about their long-term career aspirations.

Accredited Paralegals - Long-term career aspirations (excluding prefer not to answer, 2023 n=109, 2018 n=181)



Some differences emerge from the 2018 study with improved work life balance now becoming more important (mentioned by 29% this year vs. 25% in 2018). An increased salary has also risen in importance (20% in 2023 vs. 15% in 2018) while promotion or progression has become less of an aspiration (16% in 2023 vs. 23% in 2018).

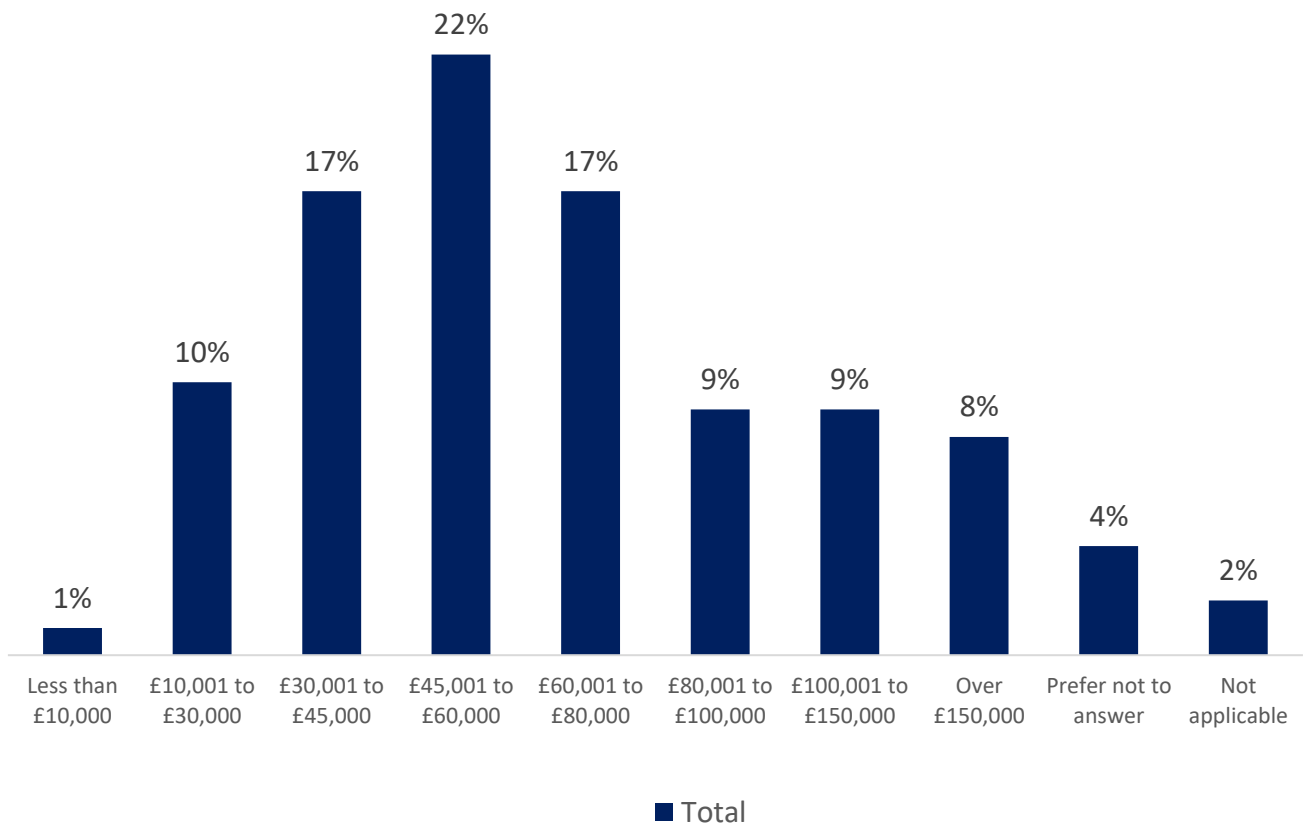


### 3. Earnings and Bonuses

#### Full-time or full-time equivalent salary excluding bonuses

Across all respondents, 51% earned up to £60,000 per annum excluding bonuses compared to 66% in 2018. 27% earned £80,001 or above (a significantly higher proportion than in 2018 where 18% earned over this amount). 17% earned over £100,000 (12% in 2018) and 8% earned more than £150,000 (6% in 2018).

Salary Excluding Bonuses (Full Time Equivalent)

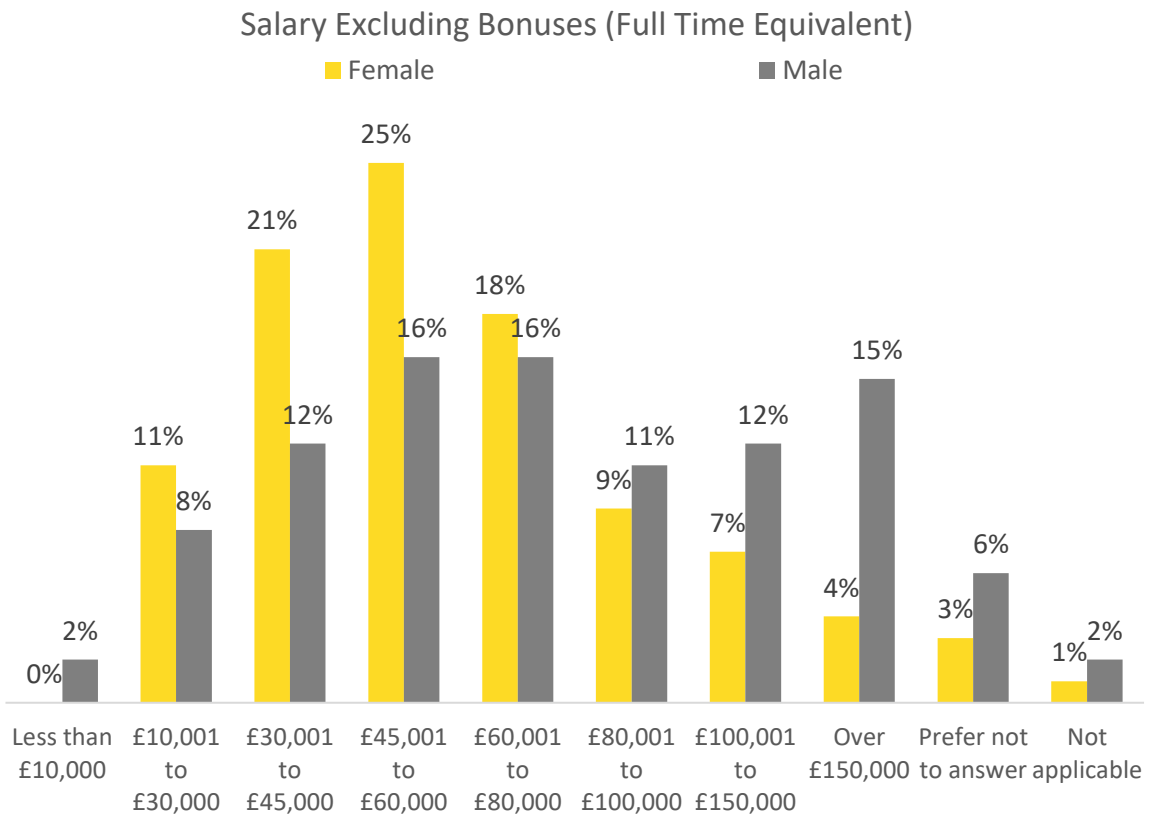


The £45,001 to £60,000 was the most commonly mentioned salary bracket in 2023 (by 22% of respondents). In 2018, it was the £30,001 to £45,000 bracket which was most commonly stated (28% of respondents).



### Full-time or full-time equivalent salary excluding bonuses by gender

A significantly higher proportion of female respondents (76%) earn £60,000 or less per annum (excluding bonuses), compared to 41% of male respondents earning £60,000 or less.

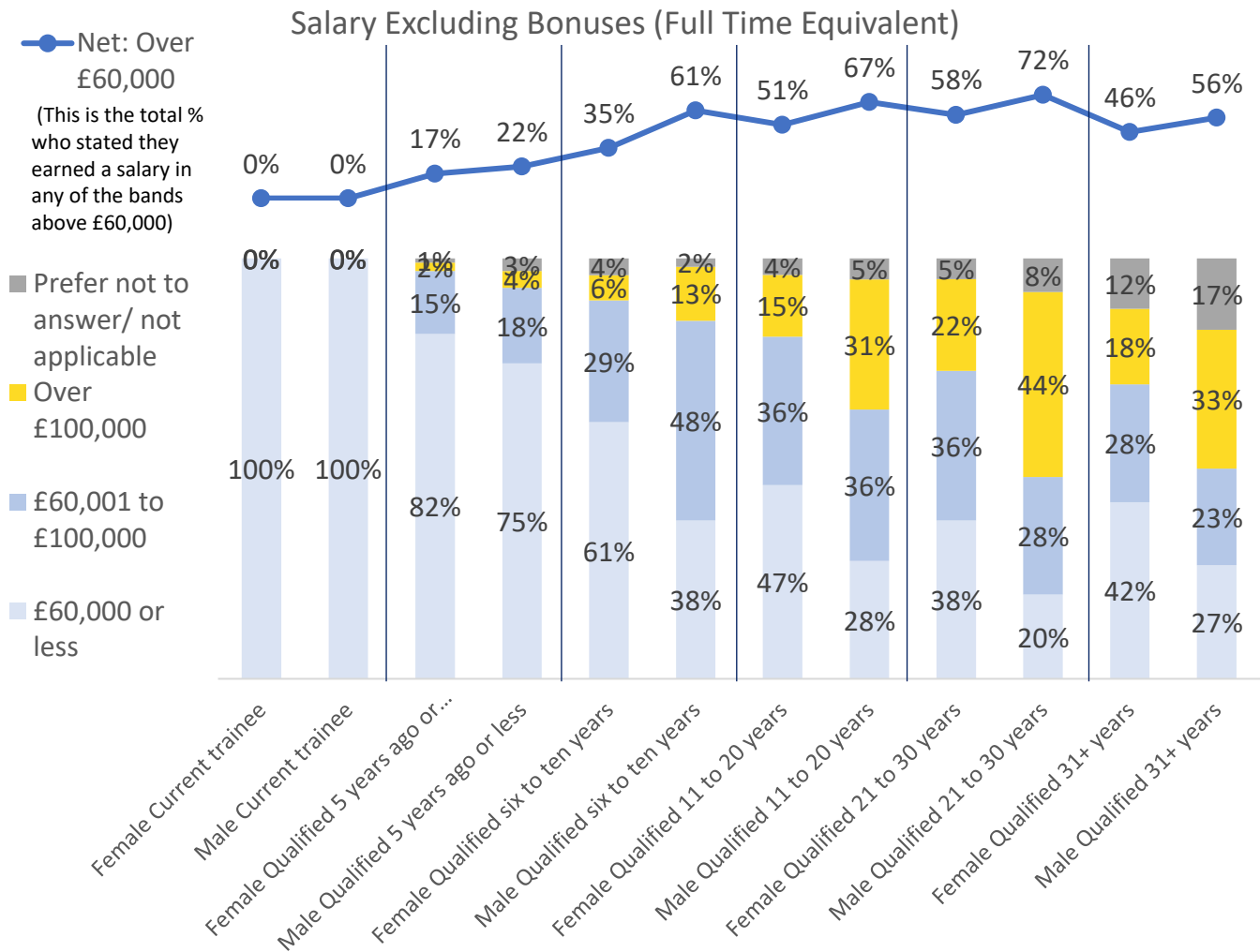


We previously identified that a greater number of male respondents have worked in the profession for a longer period of time. By looking at gender coupled with time in the profession we are able to explore the above earnings differentials in more detail.



## Full-time or full-time equivalent salary excluding bonuses by gender & length of time in the profession

While there is no salary differential by gender among current trainees, there is a small variance among those who qualified 5 years ago or less with 22% of males earning more than £60,000 vs. 17% of females.



The earnings gap is greater for those who have worked in the profession for longer:-

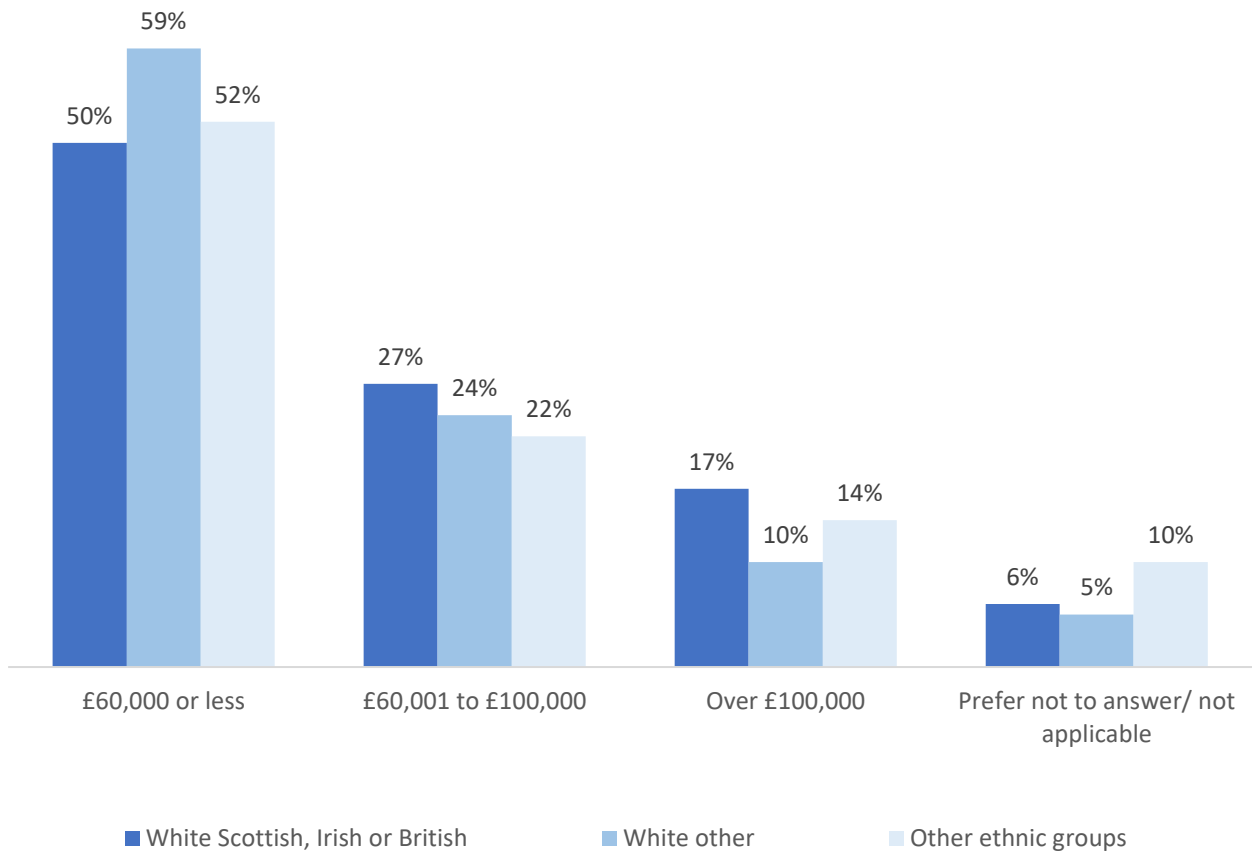
- Qualified 6 to 10 years ago – 61% of males earn £60K+ vs. 35% of females
- Qualified 11 to 20 years ago – 67% of males earn £60K+ vs. 51% of females
- Qualified 21 to 30 years ago – 72% of males earn £60K+ vs. 58% of females
- Qualified 31+ years ago – 56% of males earn £60K+ vs. 46% of females



### Full-time or full-time equivalent salary excluding bonuses by ethnic group

There is also a salary differential by ethnicity. Respondents describing themselves as White Scottish, Irish or British are more likely than other ethnic groups to be earning either £60,001 to £100,000 or over £100,000.

Salary Excluding Bonuses (Full Time Equivalent)





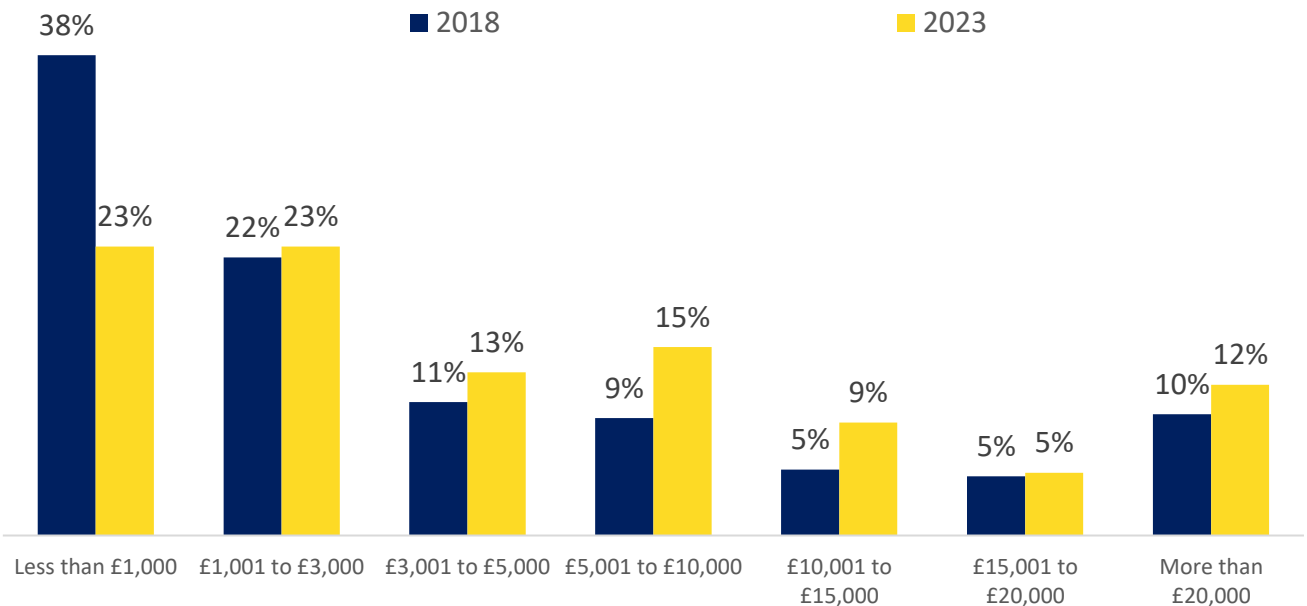
### Bonuses

Respondents were asked what they would normally expect to earn in bonuses per annum:

- 31% stated that the practice unit/organisation they work for does not offer bonuses (significantly down from 43% in 2018)
- 11% stated they do not expect to be paid a bonus but the practice unit/organisation they work for does pay bonuses (18% in 2018)
- 16% selected 'Not applicable'
- 4% preferred not to answer

Of those who expected a bonus this year 23% expect a bonus of less than £1000 and a further 23% expect a bonus of between £1001 and £3000.

Expected Bonus - Those who expect a bonus (2023 n=1188, 2018 n=931)



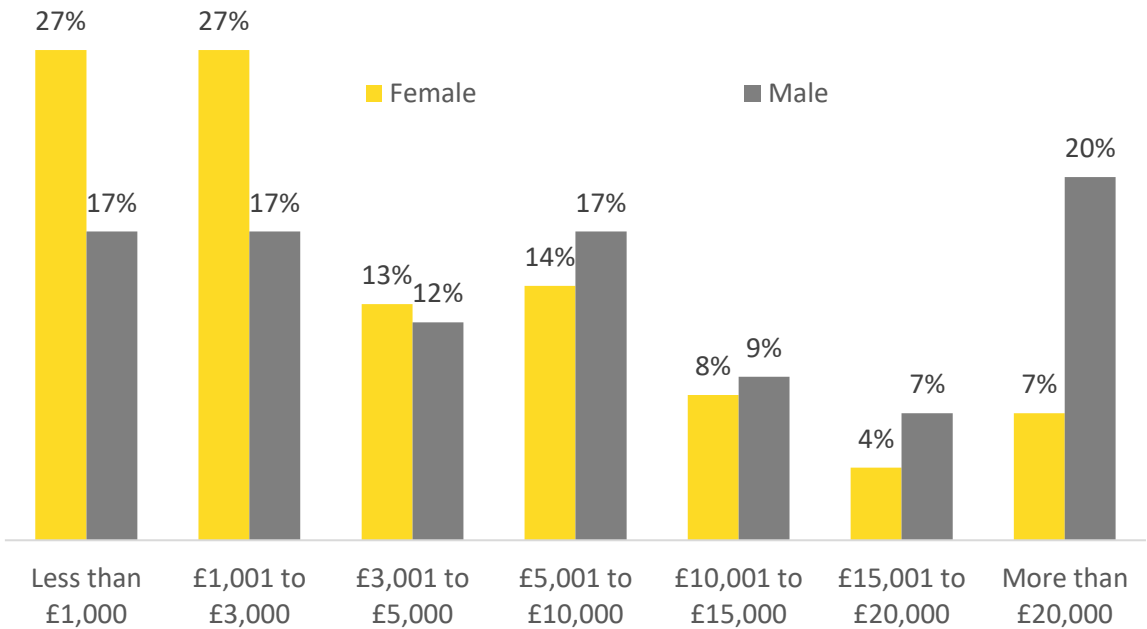
Bonus expectations are higher now than in 2018 when 38% expect a bonus of £1000 or less. In the 2023 study, 41% of respondents stated they expect a bonus of £5000 or more while in 2018, this figure was 29%.



### Bonuses by gender

A significantly higher proportion of female respondents (54%) expect a bonus of £3000 or less compared to 34% of male respondents who have this expectation.

Expected Bonus - Those who expect a bonus  
(Female n=701), (Male n=474)





### Relationship between earnings and bonuses

Among those who provided details of their salary (n=2947), 32% stated that their organisation does not offer bonuses and a further 11% do not expect to be paid a bonus although the practice unit/organisation they work for does pay bonuses.

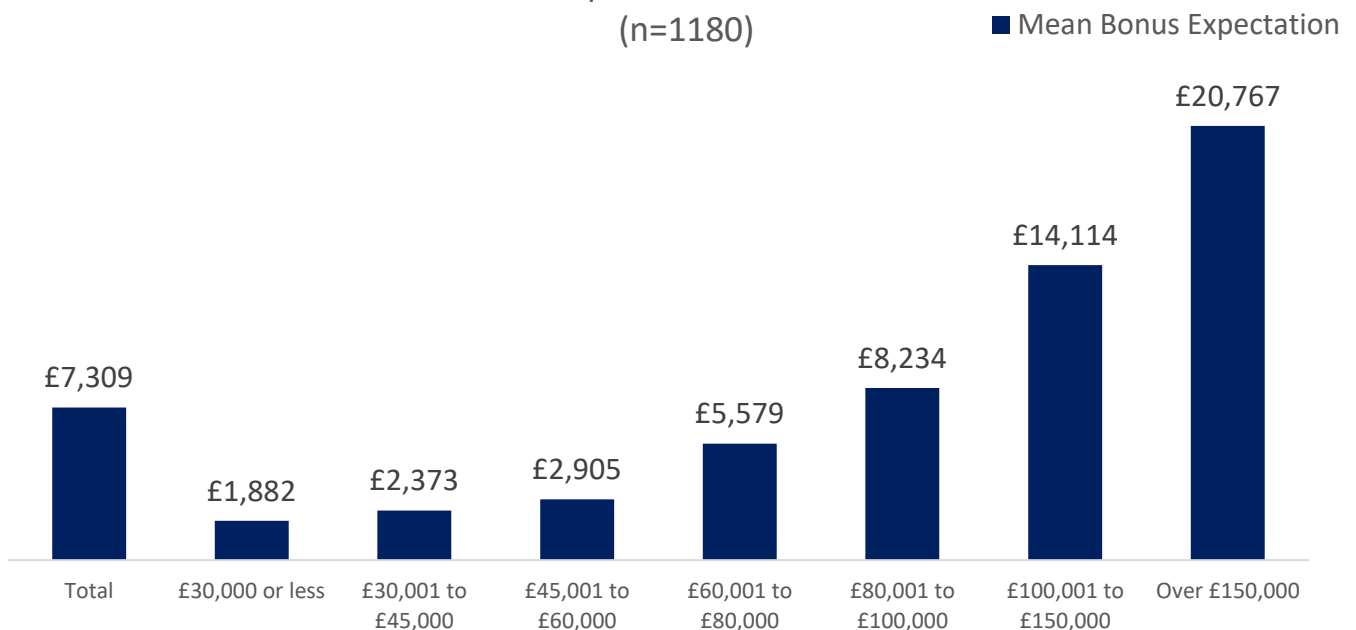
Focussing on those who expect a bonus and who provided salary details (n=1180), differences emerge in the levels of bonuses expected. In order to simply this, we can look at mean scores. Midpoints were identified for each band of bonus shown to respondents:

Bonus Expectation Band	Midpoint*
Less than £1,000	£500.50
£1,001 to £3,000	£2,000.5
£3,001 to £5,000	£4,000.5
£5,001 to £10,000	£7,500.5
£10,001 to £15,000	£12,500.5
£15,001 to £20,000	£17,500.5
More than £20,000	£25,000.0

\* For the 'More than £20,000 option there is no midpoint, so this value was set to £25,000

The resulting mean scores for bonus expectation are as follows:

Expected Bonus - Those who provided salary details and stated they expected a bonus (n=1180)

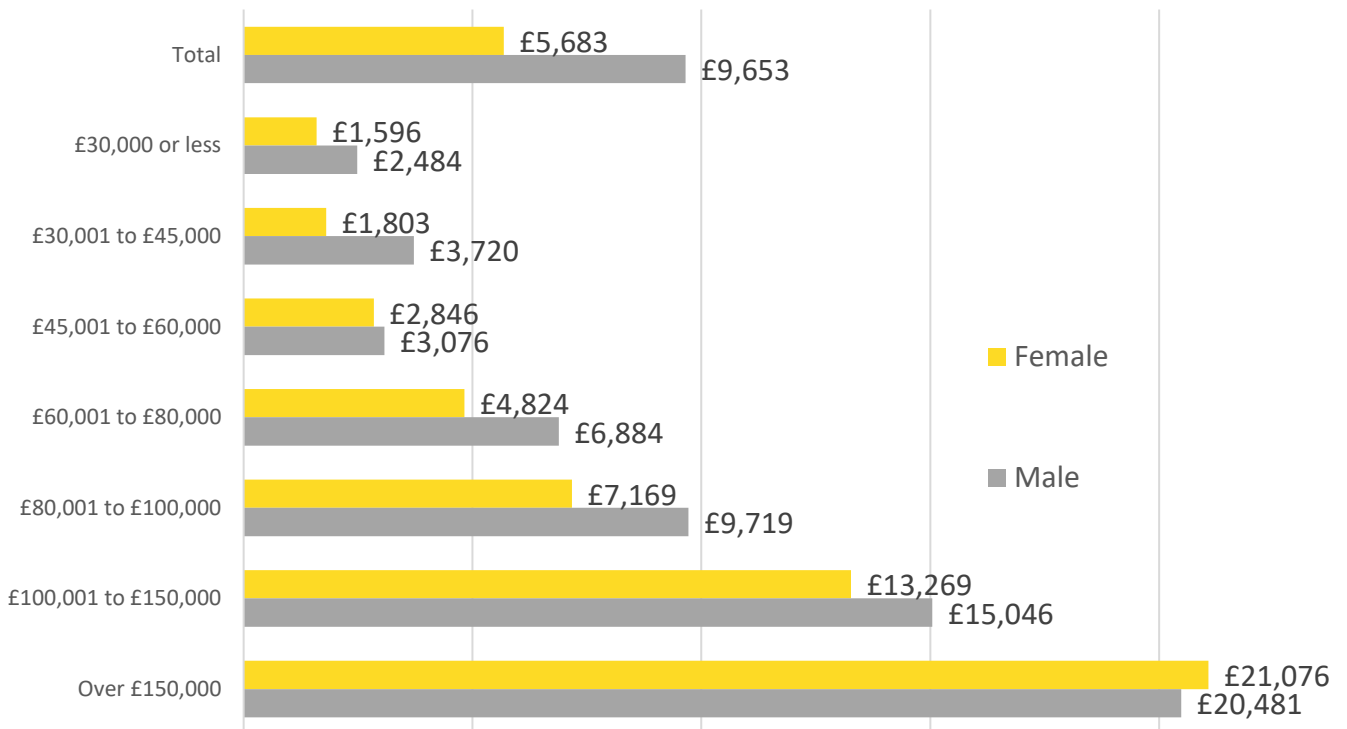




### Relationship between earnings and bonuses by gender

Exploring bonus expectations by salary level and gender, male respondents at every salary level apart from £150,000+ expect a higher level of bonus than female respondents on the equivalent salary.

Expected Bonus - Those who provided salary details and stated they expected a bonus (n=1180)





## Gender Pay Gap

In 2018, a gender pay gap overall of 23% was identified. That is to say, female respondents earned on average of 77% of what male respondents earned.

The gender pay gap was calculated by finding the median category of earnings for male and female respondents and taking the midpoint of this category. In 2018, for female respondents, this was £42,500.50 and for male respondents, this was £55,000.50.

Turning now to 2023, the median category of earnings for females overall is £50,001 to £60,000 (midpoint £55,000.50) and for male respondents overall the median earnings category is £70,001 to £80,000 (midpoint £75,000.50). This indicates a gender pay gap of 27%, a slight deterioration compared to the situation 5 years ago.

	2018			2023		
	Median Earnings band	Midpoint	Pay gap	Median Earnings band	Midpoint	Pay gap
Females	£40,001 to £45,000	£42,500.50	<b>23%</b>	£50,001 to £60,000	£55,000.50	<b>27%</b>
Males	£50,001 to £60,000	£55,000.50		£70,001 to £80,000	£75,000.50	

Focusing specifically on qualified solicitors, the same earnings gap of 27% applies.

	2023 - Qualified Solicitors Only		
	Median Earnings band	Midpoint	Pay gap
Females	£50,001 to £60,000	£55,000.50	<b>27%</b>
Males	£70,001 to £80,000	£75,000.50	

It is worth noting that for trainee solicitors, the median earnings band is £20,001 to £25,000 for both female and male respondents, meaning there is no gender pay gap.



This year, interrogating the earnings data set further, we have also looked at average earnings. The midpoint of each of the earnings bands was identified and mean earnings calculated.

Earnings Band	Midpoint
Less than £10,000	£7,500.50
£10,001 to £15,000	£12,500.50
£15,001 to £20,000	£17,500.50
£20,001 to £25,000	£22,500.50
£25,001 to £30,000	£27,500.50
£30,001 to £35,000	£32,500.50
£35,001 to £40,000	£37,500.50
£40,001 to £45,000	£42,500.50
£45,001 to £50,000	£47,500.50
£50,001 to £60,000	£55,000.50
£60,001 to £70,000	£65,000.50
£70,001 to £80,000	£75,000.50
£80,001 to £90,000	£85,000.50
£90,001 to £100,000	£95,000.50
£100,001 to £150,000	£125,000.50
Over £150,000	£160,000.50

Overall, female respondents earn an average of £62,131.35 while male respondents, on average, earn £81,763.87. Overall, this means females earn 76% of what male earn, resulting in a pay gap of 24%.

	2023	
	Average Earnings	Differential in Average Earnings
<b>Females</b>	£62,131.35	24%
<b>Males</b>	£81,763.87	

Focusing only on qualified solicitors, female qualified solicitors earn an average of £68,001.47 while male qualified solicitors earn an average of £87,617.97 meaning that females earn 78% of what male earn, resulting in a pay gap of 22%.

	2023 - Qualified Solicitors Only	
	Average Earnings	Differential in Average Earnings
<b>Females</b>	£68,001.47	22%
<b>Males</b>	£87,617.97	





Significant differences emerge in average earnings when we break this down further by length of time since qualifying as a solicitor.

The biggest gap is among qualified solicitors who qualified 21-30 years ago with females earning 77% of what males earn, resulting in a pay gap of 23%. In contrast the gap is much reduced for those who qualified within the last 5 years with females earning 94% of what males earn, resulting in a pay gap of 6%.

	2023 - Qualified Solicitors Only		
	Average Earnings		Differential in Average Earnings
	Female	Male	
Qualified 5 years ago or less	£50,338.90	£53,550.50	6%
Qualified six to ten years	£62,036.70	£73,509.27	16%
Qualified 11 to 20 years	£72,768.74	£90,440.20	20%
Qualified 21 to 30 years	£81,847.19	£106,840.12	23%
Qualified 31+ years	£76,667.17	£95,168.85	19%

Differences also emerge when looking at qualified solicitors by the role they hold. The largest earnings gap is among Senior Associates with females earning 84% of what males earn, resulting in a pay gap of 16%.

	2023 - Qualified Solicitors Only		
	Average Earnings		Differential in Average Earnings
	Female	Male	
Assistant, team member, team manager, solicitor, senior solicitor or equivalent	£56,816.25	£65,367.69	13%
Associate	£56,185.47	£62,213.61	10%
Senior Associate	£66,353.71	£79,286.21	16%
Director or Legal Director	£90,545.37	£99,527.02	9%
Salaried Partner	£85,302.70	£97,051.78	12%
Equity Partner	£106,866.94	£120,030.74	11%
Consultant	£56,742.92	£72,500.50	22%



### Gender Bonus Pay Gap

In 2018, amongst respondents who indicated that they expected to receive a bonus, the bonus gap was 50%. This means that female respondents expected a bonus that was 50% of what male respondents expected.

The bonus gap was calculated by finding the median category of expected bonus earnings for male and female respondents who expected to receive a bonus and taking the midpoint of this category.

For female respondents, this was £2,000.50 and for male respondents this was £4,000.50.

Now, in 2023, the median category of expected bonus earnings for female respondents is £3,001 to £5,000 (midpoint £4,000.50) and for male respondents it is £5,001 to £10,000 (midpoint £7,500.50).

This now represents a slightly reduced bonus pay gap of 47%.

	2018			2023		
	Median Bonus Earnings band	Midpoint	Bonus Pay gap	Median Bonus Earnings band	Midpoint	Bonus Pay gap
Females	£1,001 to £3,000	£2,000.50		£3,001 to £5,000	£4,000.50	
Males	£3,001 to £5,000	£4,000.50	50%	£5,001 to £10,000	£7,500.50	47%

Focusing solely on qualified solicitors, the same bonus gap of 47% applies.



Again, looking at average expected bonuses for qualified solicitors, an overall gender differential becomes apparent. Qualified female solicitors expect, on average, a bonus of £6,247.19. For male qualified solicitors, the expectation is an average of £10,122.54.

This means the average expected bonus earnings gap is 38%. This means female qualified solicitors expect a bonus which is 62% of what male qualified solicitors expect.

	2023 - Qualified Solicitors Only		
	Average Expected Bonus Earnings		Differential in Average Expected Bonus
	Female	Male	
All qualified solicitors who expect a bonus	£6,247.19	£10,122.54	38%
Qualified 5 years ago or less	£3,551.40	£4,436.39	20%
Qualified six to ten years	£5,210.16	£8,875.41	41%
Qualified 11 to 20 years	£7,483.37	£12,336.90	39%
Qualified 21 to 30 years	£8,895.77	£12,517.39	29%
Qualified 31+ years	£7,537.47	£11,230.70	33%

The biggest gap is among those qualified for 11 to 20 years with female qualified solicitors expecting 61% of the bonus that male solicitors expect, a gap of 39%. In contrast, for the most recently qualified solicitors (5 years ago or less), females' average expectations are 80% of average male expectations for bonus earnings, a gap of 20%.

*The difference between looking at median vs mean is that the median is based on a wide band and differences are based purely on the midpoint. Looking at the mean is more sensitive as we are taking the responses from each individual respondent, so this is not reliant on wide response bands*



### Ethnicity Pay Gap

A gap also exists in average earnings when we look at ethnicity.

	Average Earnings	Differential in Average Earnings
<b>White Scottish, Irish or British</b>	£70,140.16	
<b>White other</b>	£59,301.58	15%
<b>Other ethnic groups</b>	£64,928.56	7%

Those classifying themselves as White other earn an average of 85% of that earned on average by White Scottish, Irish or British respondents, a gap of 15%.

Similarly those from any other ethnic group earn 93% of that earned on average by White Scottish, Irish or British respondents, a gap of 7%.

### Ethnicity Bonus Gap

A very different view emerges when we look at bonus expectations. Those from an other ethnic background expect a higher bonus on average than those who class themselves as White Scottish, Irish or British or White other.

	Average Expected Bonus	
	Average Bonus Expected	Differential in Average Expected Bonus
<b>Other ethnic groups</b>	£9,236.25	
<b>White other</b>	£6,950.47	25%
<b>White Scottish, Irish or British</b>	£7,828.61	15%

Those classifying themselves as White other expect an average bonus which is 75% of what those from another ethnic background expect, a gap of 25%.

Similarly, White Scottish, Irish or British respondents expect a bonus which is 85% of what those from any other ethnic group expect on average, a gap of 15%.



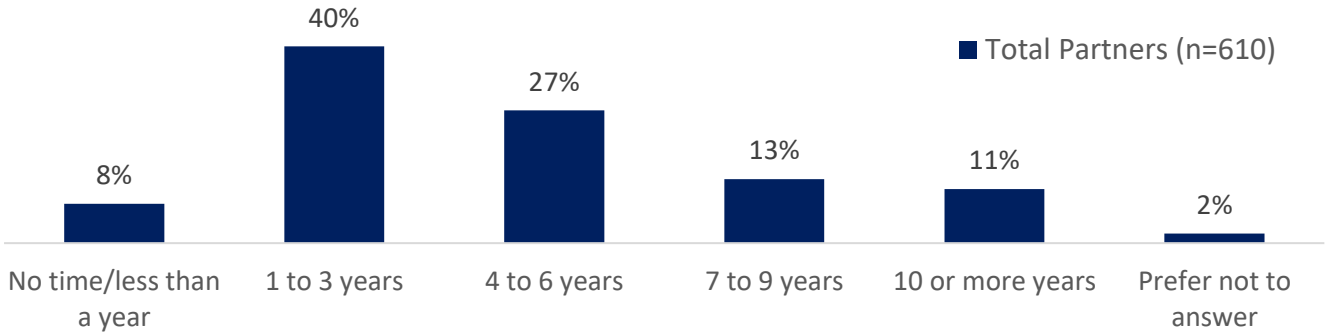
## 4. Partnership and Career Aspirations

### Becoming a partner

#### Years as a senior associate or other level below partner

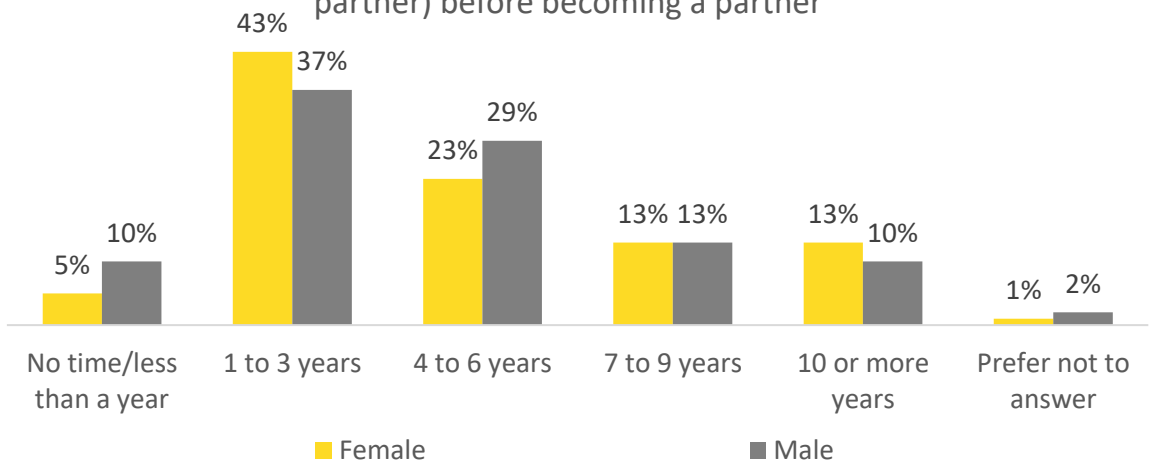
Respondents who were partners had most frequently been a senior associate for between one and three years before becoming a partner (40% vs. 36% in 2018).

Length of time as a senior associate (or other level below partner) before becoming a partner



Female respondents were more likely than male respondents to have spent one to three years at the level below partner before becoming a partner. Twice as many males as females (10% vs. 5%) stated they spent less than a year as a senior associate/other level below partner.

Length of time as a senior associate (or other level below partner) before becoming a partner



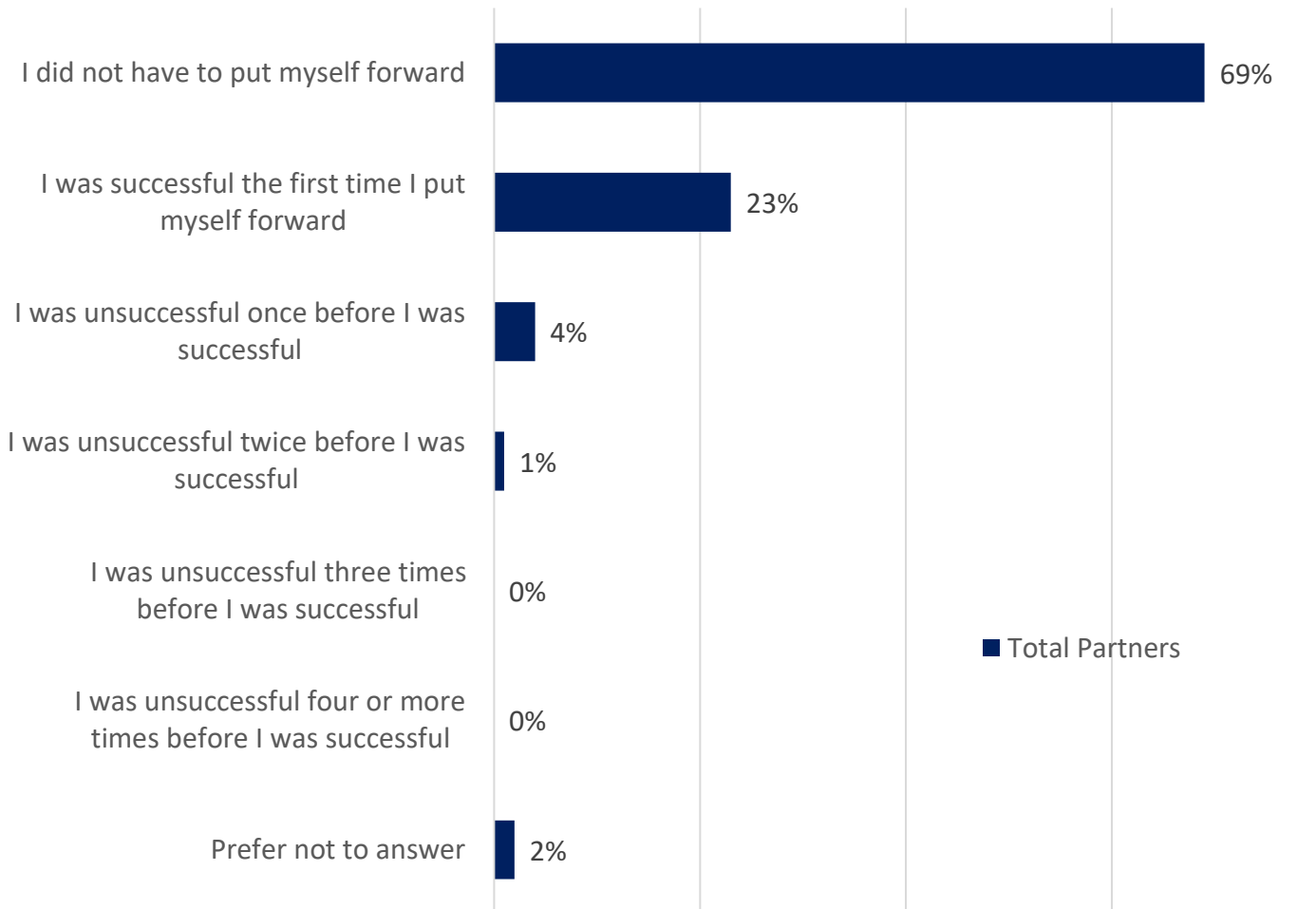


### Putting oneself forward to become a partner

Respondents who were partners were asked how many times they put themselves forward before being successful in becoming a partner.

69% of partners (vs. 72% in 2018) stated that they did not have to put themselves forward. A further 23% were successful the first time they put themselves forward (21% in 2018). 5% were unsuccessful at least once (vs.7% in 2018).

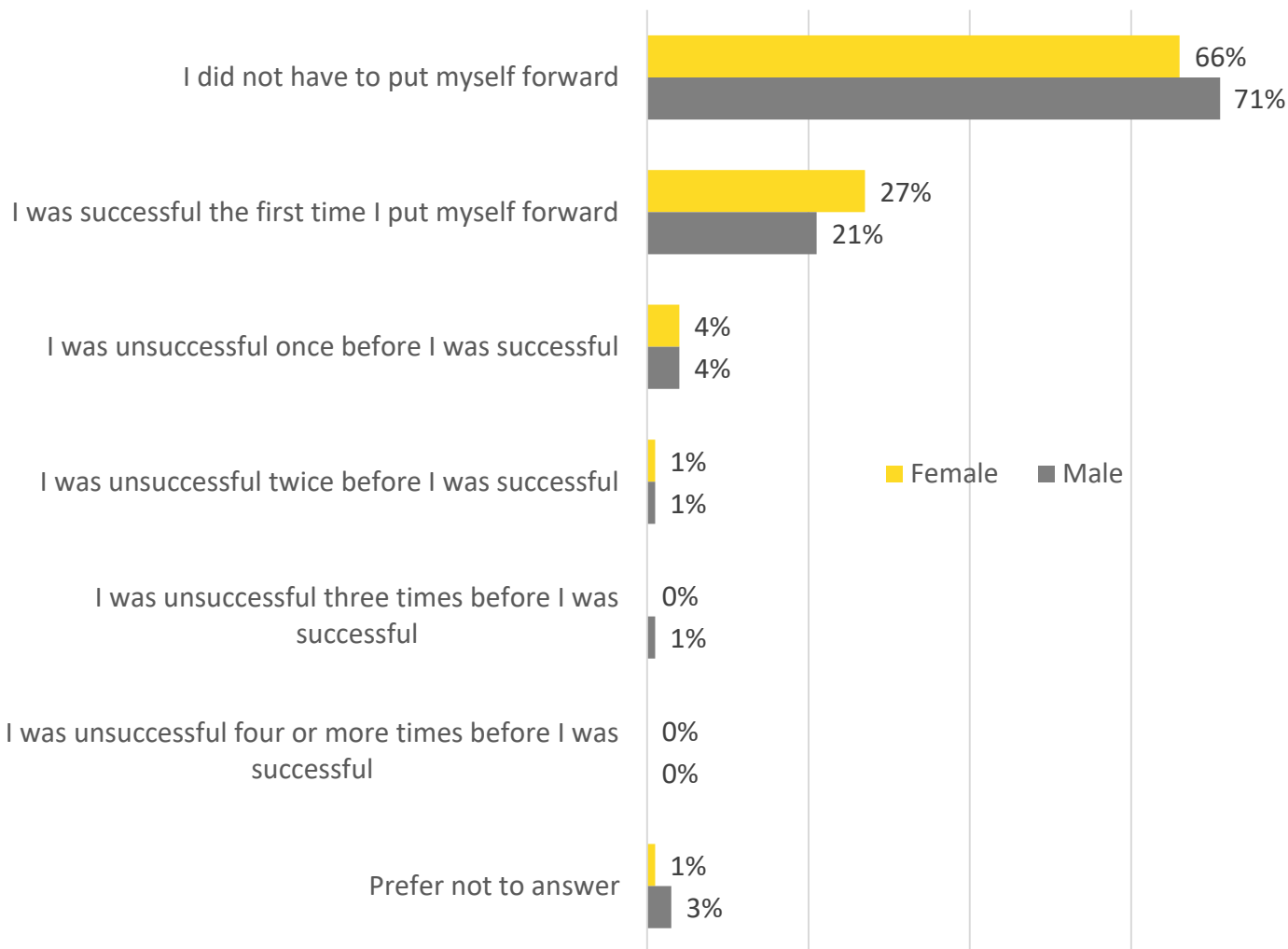
How many times did you put yourself forward before you were successful in becoming a partner?





Male Partners were more likely than female partners to state that they did not have to put themselves (71% vs. 66%)

How many times did you put yourself forward before you were successful in becoming a partner?





## Putting oneself forward to become a partner

Those who were rejected/not supported in their applications for partnership cited numerous reasons for this, however the key themes to emerge were:

Theme	Description	Key Quote
<b>Bias and Discrimination</b>	Some respondents noted age, gender, and racial bias as reasons for not being accepted into partnership. This includes perceived lack of opportunities for younger individuals, women, and those in ethnic minority groups.	<i>“Lack of vision to grow and bring through talent of all shapes. Internal age and gender bias.”</i>
<b>Internal Politics</b>	Responses indicated that internal politics, including manipulation by superiors, personal dislikes, or partners feeling threatened, played a role in their rejection. Several responses mentioned individuals within the firm actively working against their applications.	<i>“There was a partner in the firm I was working for who felt threatened and according to one of the other partners in the firm she made sure the committee decided my application should be refused.”</i>
<b>Professional Readiness and Suitability</b>	Some individuals were told they were not ready for partnership or did not fit the partnership mould. Lack of commercial awareness and not having the right 'fit' were highlighted.	<i>“Having to wait for the “right time”. Always told I was a future partner. The future took longer than I anticipated due to supposed business reasons.”</i>
<b>Personal Choices and Circumstances</b>	Several responses indicated personal choices or circumstances played a part, including choosing to start their own firms, not wanting to be a partner, or having other responsibilities such as children.	<i>“Lawyers can be very unpleasant people to work for and constantly critical. I cured the problem by starting my own firm.”</i>
<b>Mental Health</b>	Mental health issues were mentioned by a respondent, this individual felt that this may have played a part in their rejection or lack of support.	<i>“Certain partners did not like me! (I also have a mental health history which may have had a bearing on it).”</i>



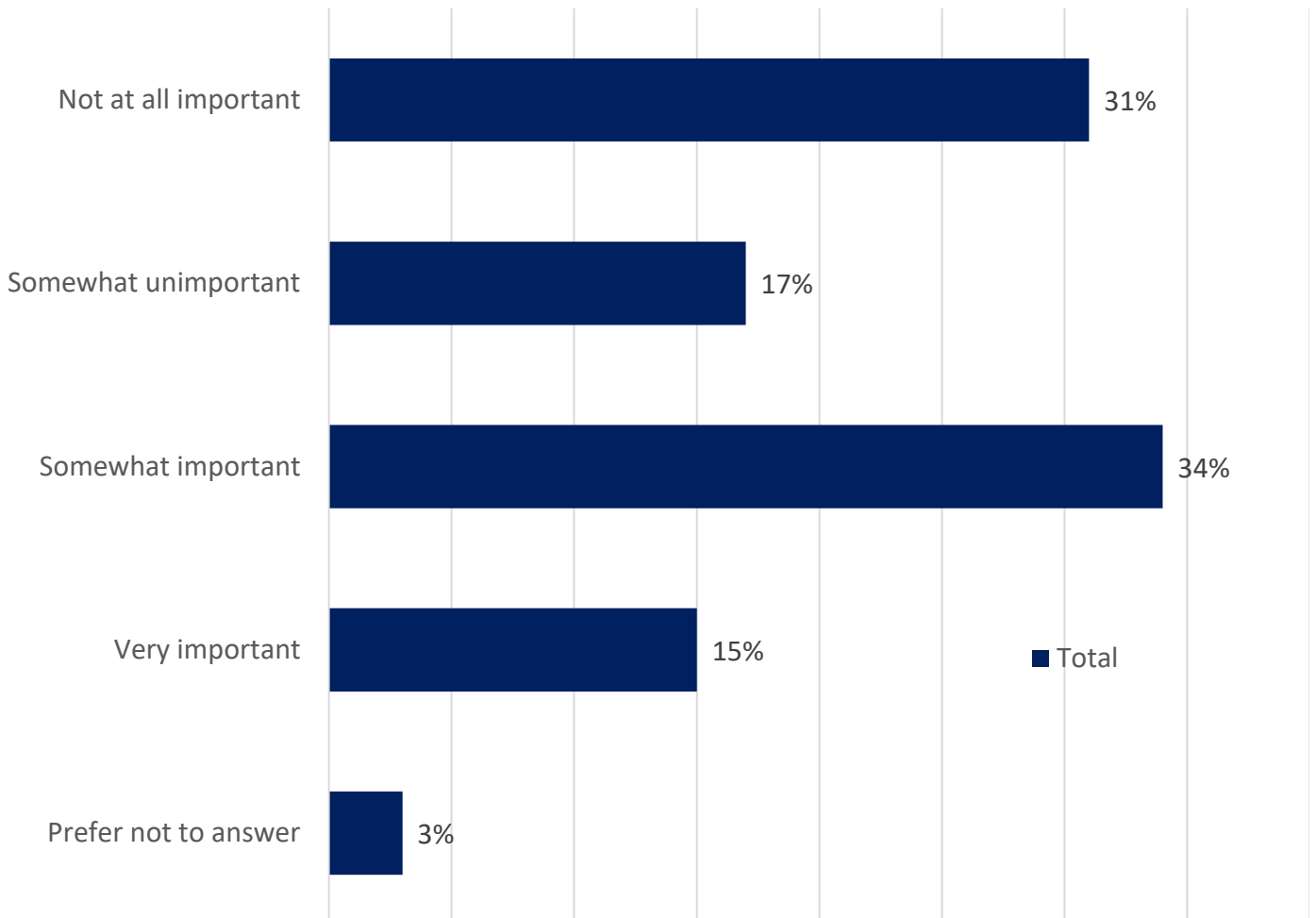


## Aspirations of partnership

### The importance of achieving partner status

Those who were not already partners were asked about the importance of achieving partnership status. Excluding those who selected 'N/A', 31% felt it was not important at all and a further 17% stated it was somewhat unimportant. 49% overall felt it was important (34% somewhat important and 15% very important).

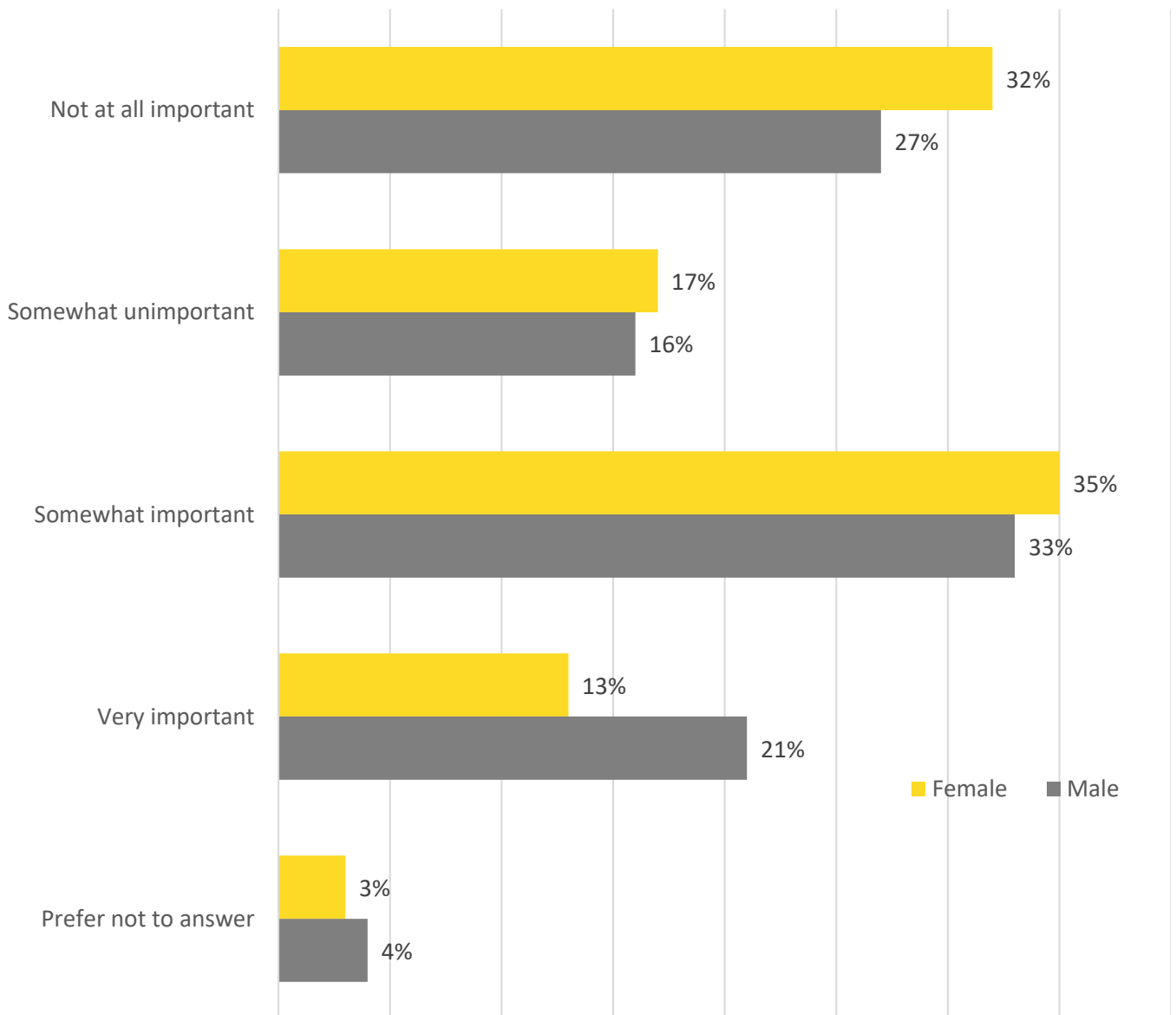
Importance of achieving partner status (Those who were not already partners, excluding not applicable, n=1345)





Male respondents were significantly more likely than female respondents to see achieving partner status as very important (21% vs. 13%) and in contrast, females were much more likely to see it as not at all important (32% vs. 27% for males).

Importance of achieving partner status (Those who were not already partners, excluding not applicable)





Respondents shared their views on the significance of achieving partner status, revealing a mix of motivations, aspirations, concerns, and reservations. The main themes encompass personal, professional, and contextual factors, illustrating the complexity involved in this career decision.

**The primary themes for those valuing partnership are:**

Theme	Description	Key Quote
<b>Career Advancement and Achievement</b>	Partnership is seen as a pinnacle of professional success, offering a chance for career progression and achievement. This includes not only personal satisfaction but also professional recognition and prestige.	<i>"Success; it is the highest progression within the career."</i>
<b>Financial Rewards and Stability</b>	Partnership often brings increased earnings, bonuses, profit shares, and overall financial stability. This theme includes the desire for greater remuneration as well as the financial security it can offer.	<i>"Partnership is the only way to achieve fair remuneration for the value of the experience I have and the income I generate for the firm."</i>
<b>Control, Autonomy, and Influence</b>	Achieving partner status provides individuals with more control over their workload, more autonomy in decision-making, and greater influence in shaping the firm's direction. This desire for increased agency and the chance to make a meaningful impact is a significant motivator.	<i>"I feel I contribute a lot to the growth and success of my firm and while I think I am relatively well paid I know it is not proportionate to the remuneration of the partners. I would also like more control over the transactions I take on and relationships with clients."</i>
<b>Status and Respect</b>	Being a partner brings with it a level of respect and recognition within the profession, firm, and amongst peers. The status that comes with partnership can validate the individual's skills, expertise, and contributions.	<i>"I think success can be measured in other ways but traditionally in the legal profession this is a well-respected status symbol and the goal for most people."</i>
<b>Job Security and Future Proofing</b>	For some, partnership can provide job security and future-proof their career. This is especially relevant in environments where partnership is seen as the only viable form of career progression or a way to avoid reaching a career dead-end.	<i>"Being based in private practice, there is ultimately only one career progression option, which is working towards partnership. I expect this will be where I do end up."</i>

Participants expressed their perspectives on reaching partner status, revealing key themes. The results paint a picture of legal professionals prioritising balance, satisfaction, familial obligations, and health over partnership aspirations. These themes illustrate a shift in values, where other facets of professional and personal life often take precedence over attaining a partner role.

**For those not ascribing importance to partnership, the key themes are:**

<b>Theme</b>	<b>Description</b>	<b>Key Quote</b>
<b>Work-Life Balance</b>	This is one of the most prevalent themes. Individuals express concern about the demanding nature of a partner role and its potential negative impact on personal life, leisure time, and mental health.	<i>"Salary and work life balance is now far more important. I have been a partner before and I don't need a title to validate"</i>
<b>Professional Fulfilment over Status</b>	Many respondents place greater value on enjoying their work, developing expertise, and serving clients well, rather than seeking a title or status. They may not equate partnership with job satisfaction or personal fulfillment.	<i>"My main motivation is to excel in my role, and become an expert in my field, rather than gain a particular status."</i>
<b>Avoidance of Increased Responsibility and Stress</b>	Respondents frequently mention the added stress, pressure, and liability that comes with a partner role. They also express concern about managerial or administrative tasks, which could detract from the aspects of their work they enjoy most.	<i>"Responsibility and pressure of this over-regulated profession means taking on a raft of additional responsibilities for the work and oversight of other professionals with little or no financial uplift and the fact that your life is shortened by the stress created (as witnessed with several lawyers locally) not worth the candle."</i>
<b>Family and Personal Commitments</b>	Many respondents point to commitments outside of work, such as raising a family or caring for parents. These commitments limit the time and energy they have available for a more demanding role like a partner.	<i>"Before I took a career break, I was offered directorship at the company I worked for. I chose not to take it as I could not see how I could enjoy my children and take on that amount of responsibility."</i>
<b>Industry Critiques</b>	Respondents indicate a sense of disillusionment or dissatisfaction with the culture within the legal industry, which includes the expectation of long hours, the impact on health, and the perceived lack of support from regulators and organisations.	<i>"Administrative burdens, not enough support from regulators, small business owners bullied by the SLCC, legal aid rates so bad that there is a mass exodus of young lawyers from smaller firms so no support for partners."</i>

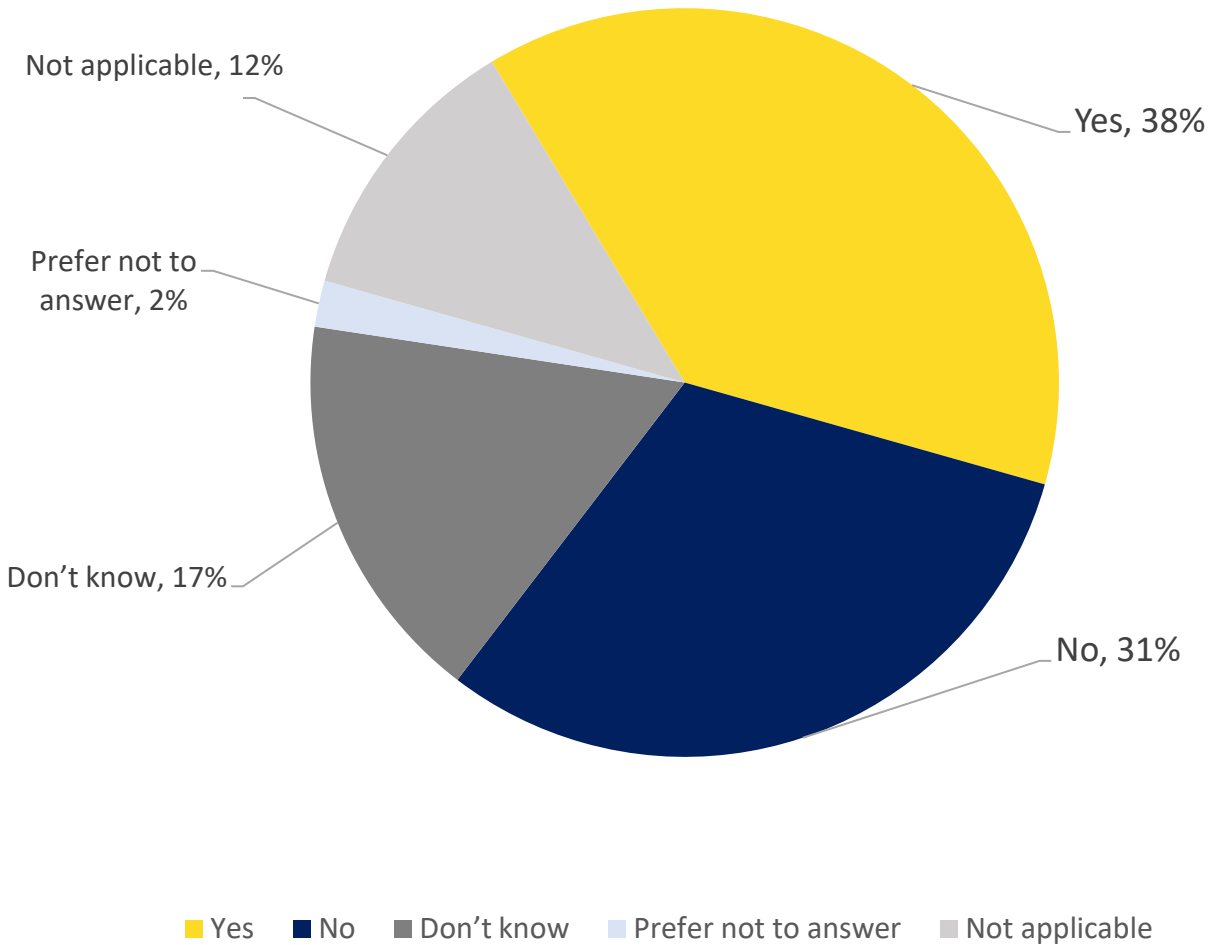


### Transparency around becoming a partner

Respondents working in private practice were asked if they felt there was transparency in the criteria to become a partner in their organisation.

38% felt there was transparency, 31% felt there was not transparency, 17% did not know, 2% preferred not to answer and 12% felt this was not applicable.

Transparency of Partnership Criteria?





At an overall level, the level of belief that there is transparency is little changed from 2013 and 2018. However, There has been a small increase over time in the number of women believing partnership criteria to be transparent, now 32% vs. 29% in 2018 and 25% in 2013.

Transparency of Partnership Criteria?

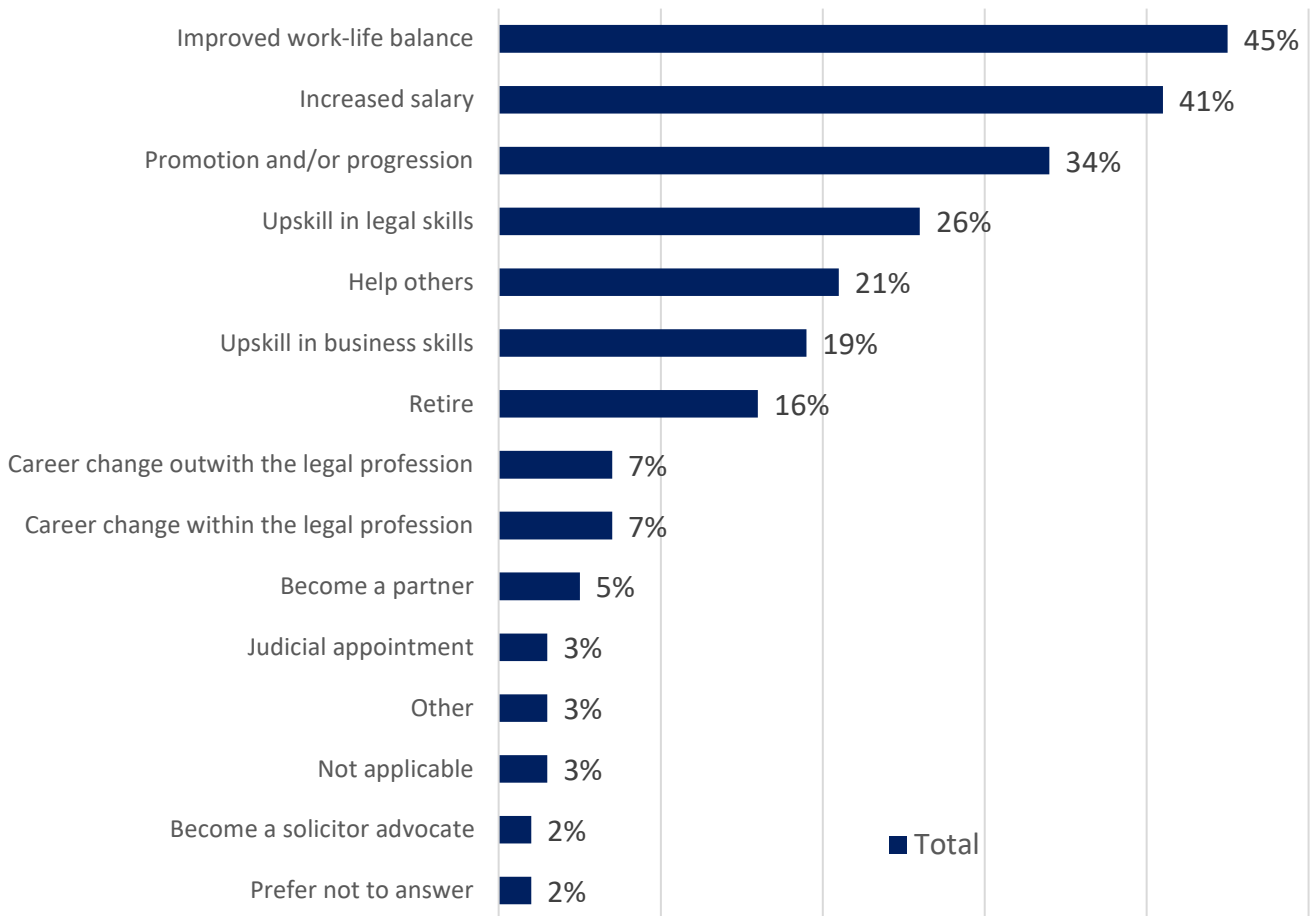
	Year	Yes	No	Do not know/not applicable
Total	2013	37%	40%	24%
	2018	37%	39%	24%
	2023	38%	31%	31%
Females	2013	25%	46%	29%
	2018	29%	44%	27%
	2023	32%	37%	31%
Males	2013	48%	33%	18%
	2018	48%	32%	20%
	2023	47%	23%	30%



### Career aspirations

Just under half of respondents (45%) stated that improved work-life balance as one of their most important career aspirations over the next five years. 41% aspire to an increased salary and 34% aspire to promotion and/or progression.

Career Aspirations



While overall 16% of respondents aim to retire within the next 5 years, this is naturally more driven by older respondents with 55% of females aged 56 or over and 53% of males aged 56 or over aiming for retirement.

7% of respondents stated that one of their most important aspirations was to change career outside of the legal profession (a slight rise vs. 5% in 2018).

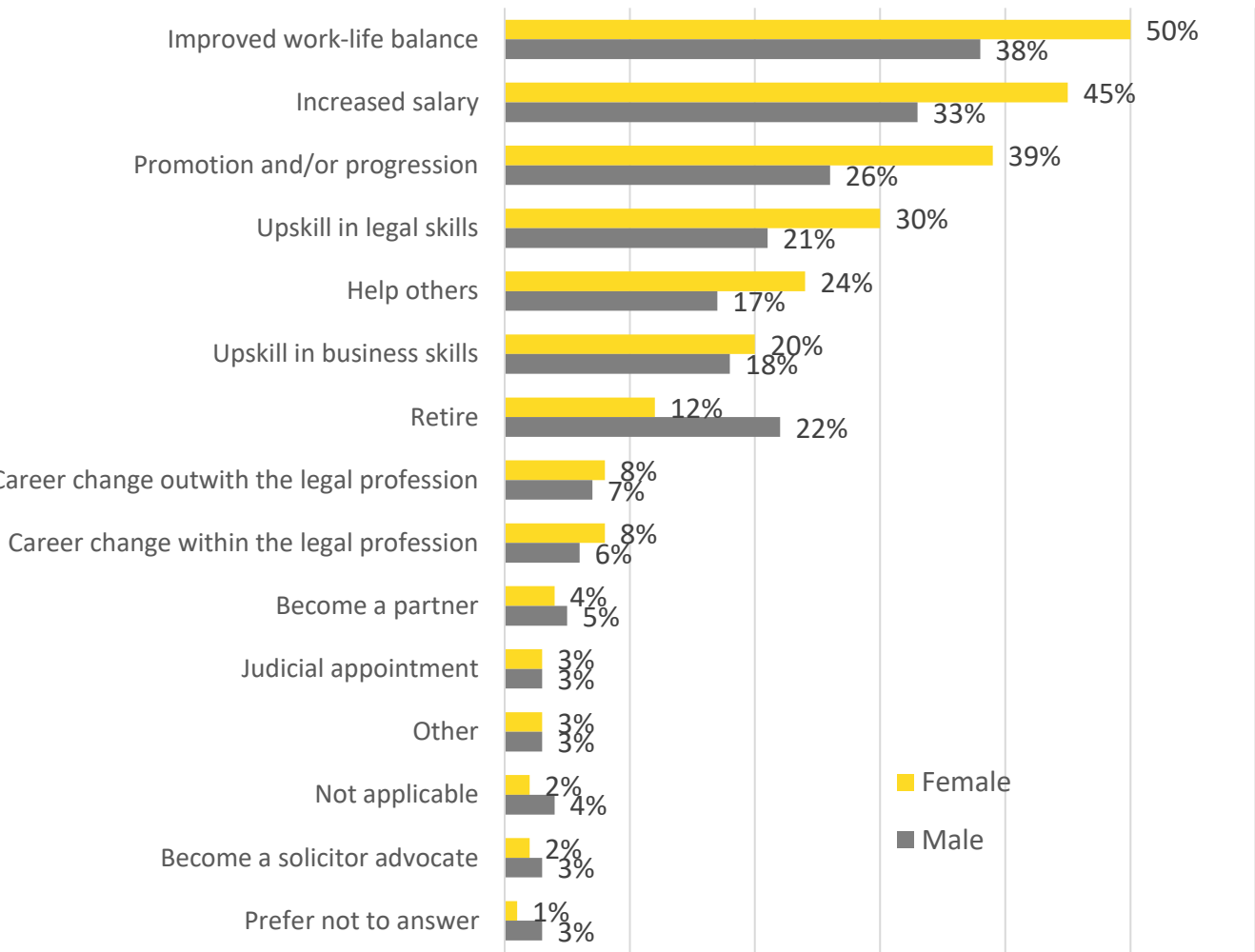


### Career aspirations by gender

Male respondents were significantly more likely than female respondents to aspire to retire in the next 5 years (22% vs. 12%).

Female respondents were more likely than males to aim for an improved work-life balance (50% vs 38%), an increased salary (45% vs 33%) and promotion and/or progression, as well as upskilling in legal skills (30% vs 21%).

Career Aspirations



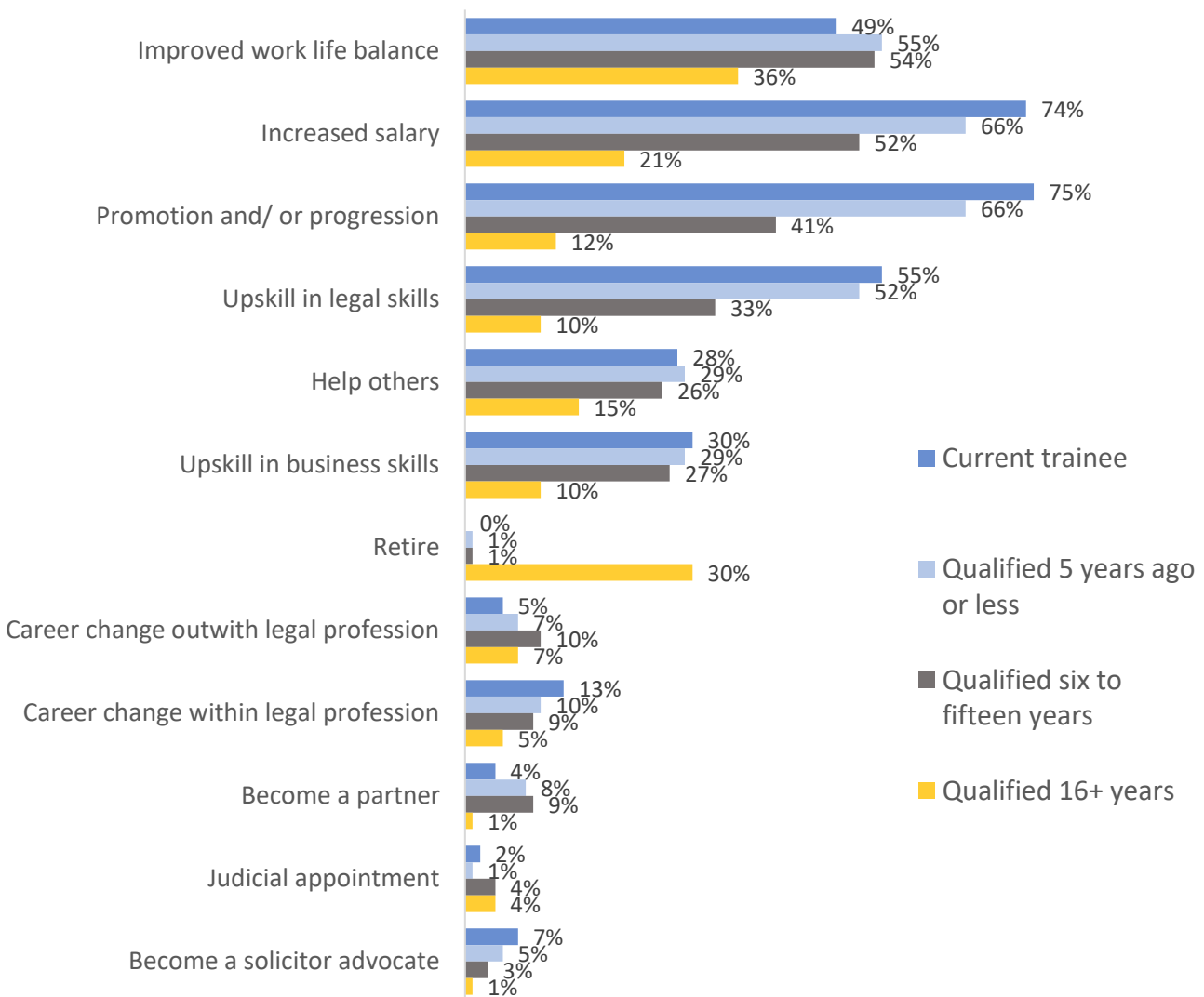


### Career aspirations by length of time in the profession

For trainees, promotion and/or progression is the top-ranking career aspiration (75%) closely followed by increased salary (74%).

For those who qualified 5 years ago or less, increased salary and promotion/progression rank as joint top aspirations (66%).

Career Aspirations



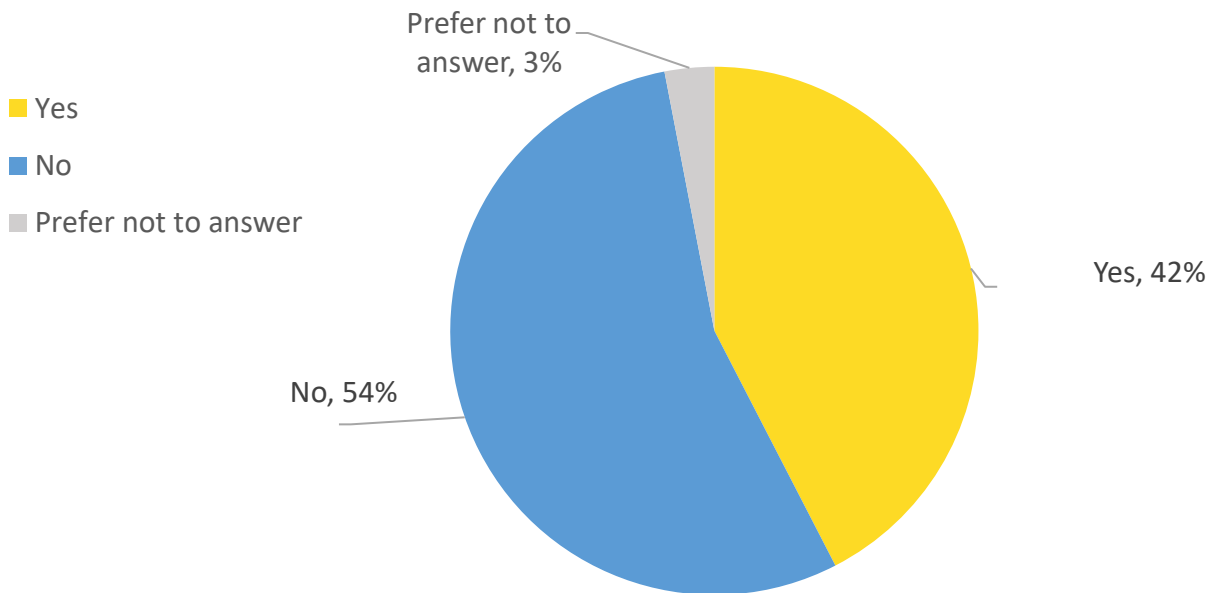
An improved work life balance remains the top aspiration among those who qualified 6 to 15 years ago or 16+ years ago. A desire to retire ranks in number two position for those qualified 16+ years ago.



### Leaving the profession

Overall, 42% of all respondents have considered leaving the profession in the last five years for reasons other than retirement. This compares to a much higher figure in 2018 of 48% who considered leaving for reasons other than retirement.

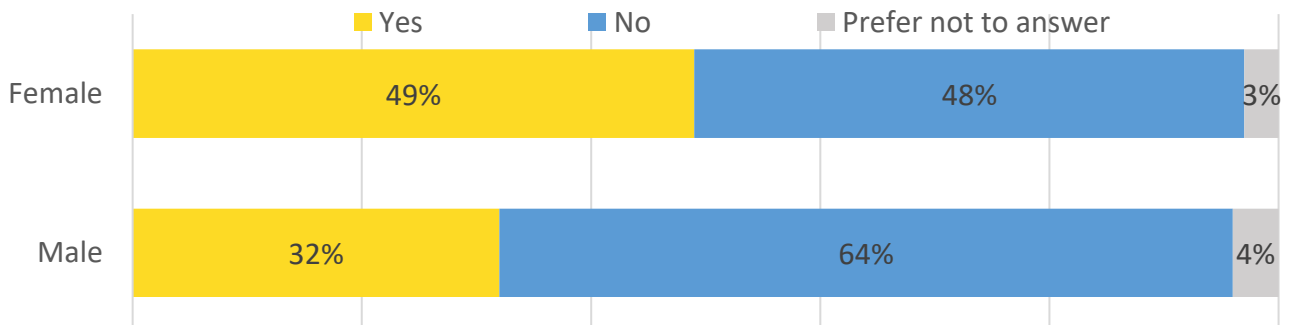
Other than for reason of retirement, have you seriously considered leaving the profession in the last five years?



### Leaving the profession by gender

A significantly higher proportion of female respondents have considered leaving the profession than male respondents (49% of females vs. 32% of male respondents)

Other than for reason of retirement, have you seriously considered leaving the profession in the last five years?



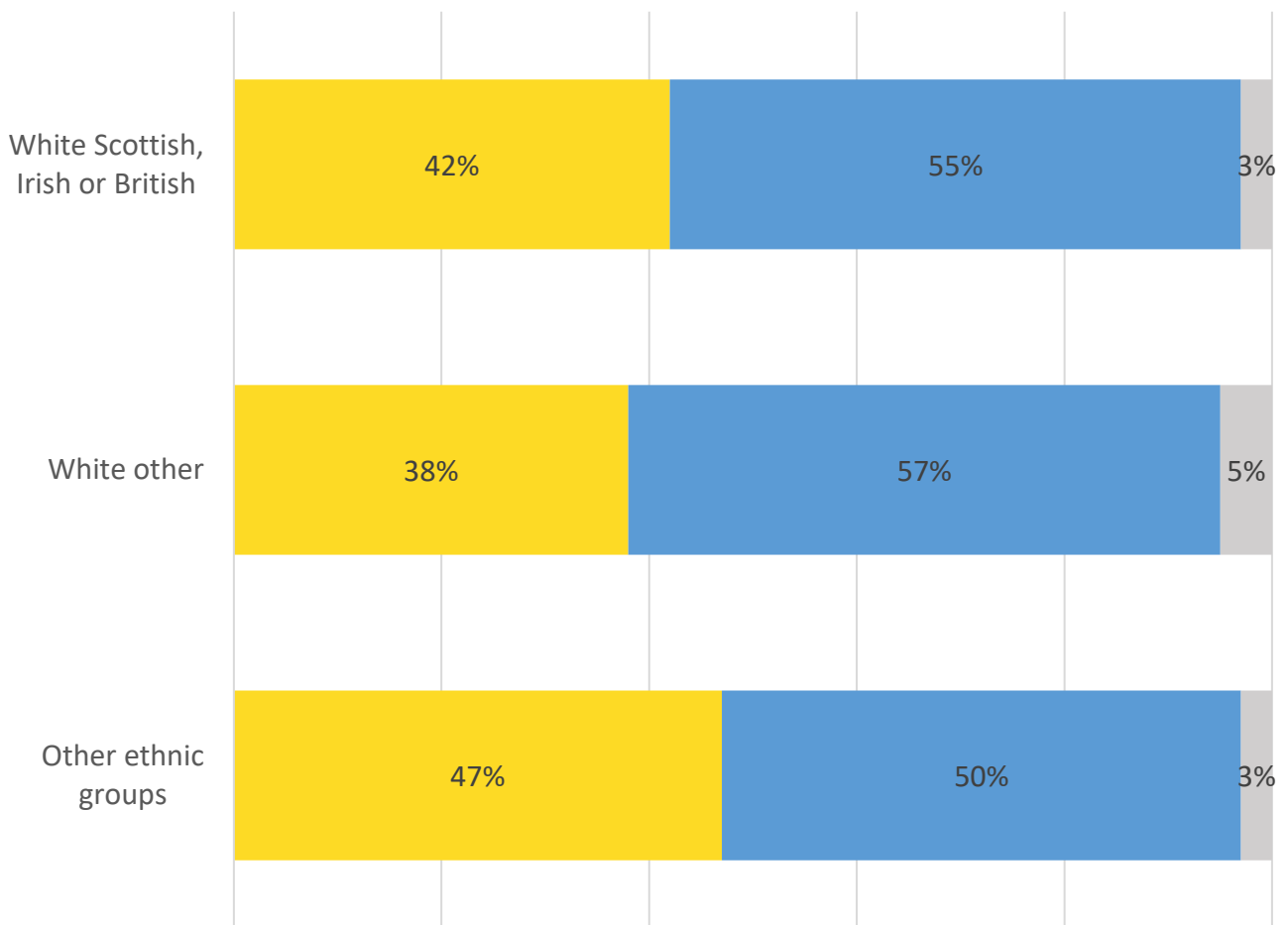


### Leaving the profession by ethnic group

A higher proportion of Other ethnic groups has also considered leaving the profession in the last 5 years (47%) compared to 42% of White Scottish, Irish or British respondents and 38% of White other respondents.

Other than for reason of retirement, have you seriously considered leaving the profession in the last five years?

■ Yes      ■ No      ■ Prefer not to answer



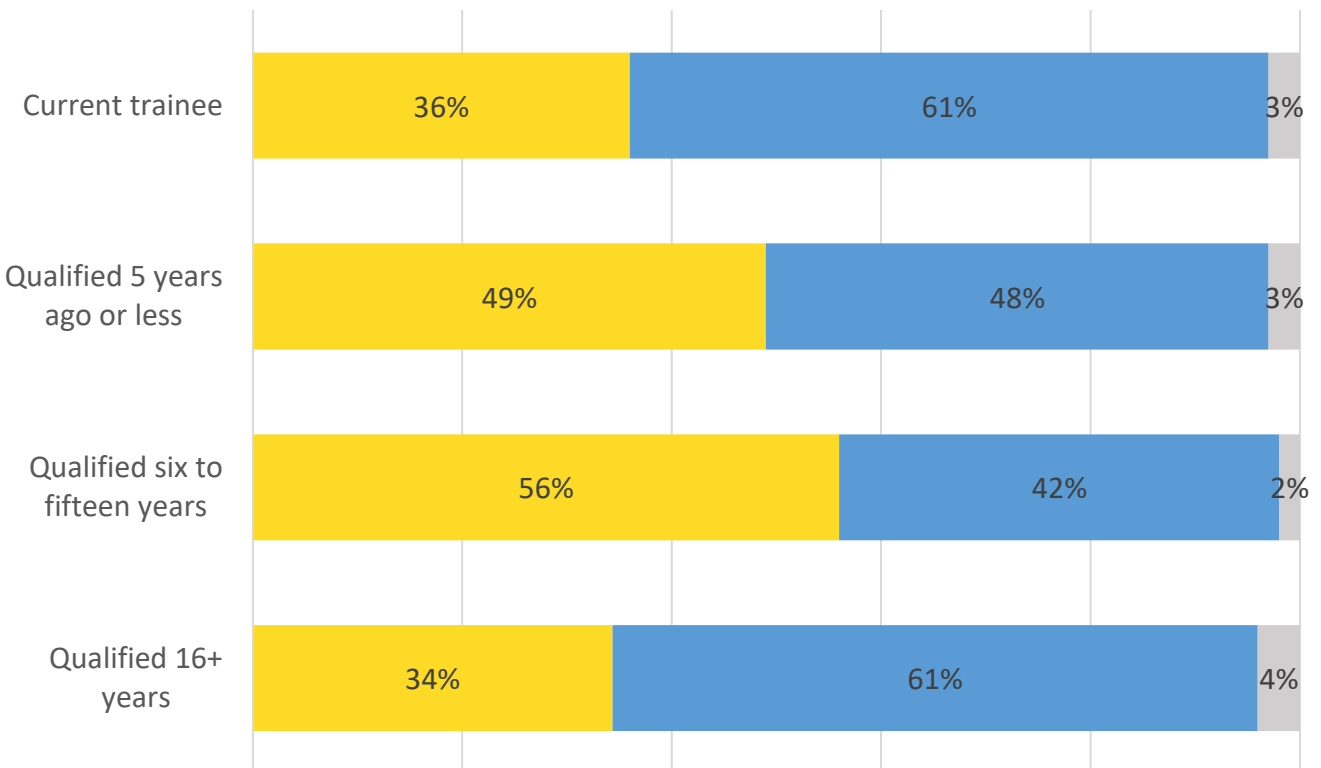


### Leaving the profession by length of time qualified

The figure for those who have considered leaving the profession is significantly higher for those who qualified six to fifteen years ago (56%). Just under half of those who qualified 5 years ago or less (49%) have considered leaving the profession. Although lower than other groups, just over 1 in 3 (36%) of current trainees have considered leaving, as have just under 1 in 3 (34%) of those qualified over 16 years

Other than for reason of retirement, have you seriously considered leaving the profession in the last five years?

Yes No Prefer not to answer

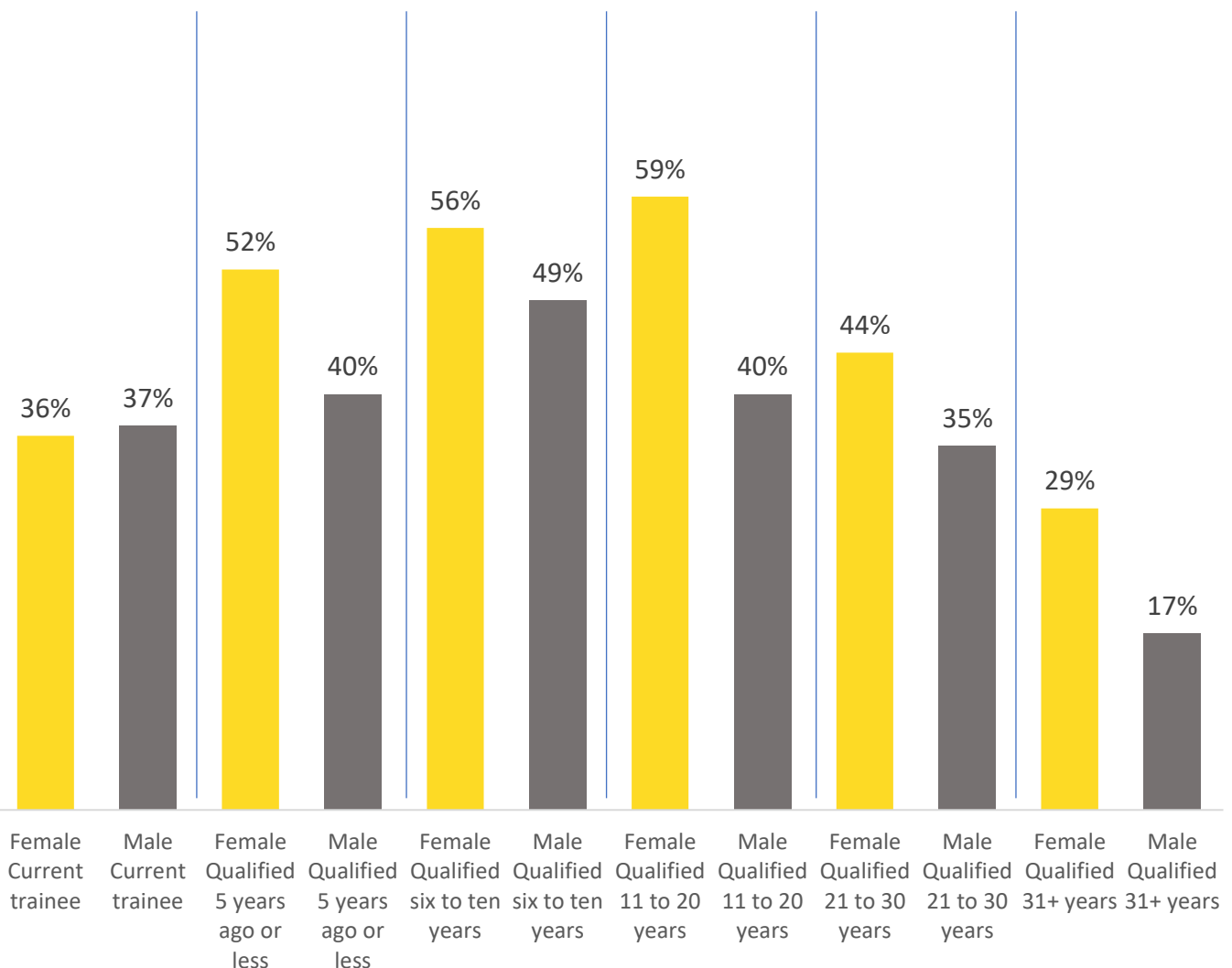




### Leaving the profession by gender and time qualified

While very similar proportions of male and female trainees have considered leaving the profession (37% and 36% respectively), this is not the case for those qualified for longer. The biggest gap between males and females is among those qualified for 11 to 20 years with 59% of females having considered leaving compared to a significantly lower 40% of males. It is worth noting that 78% of females qualified for six to 20 years are in the 36 to 45 age bracket and they are significantly more likely than average to have dependants (69% compared to 48% of all respondents).

Other than for reason of retirement, have you seriously considered leaving the profession in the last five years? -% YES

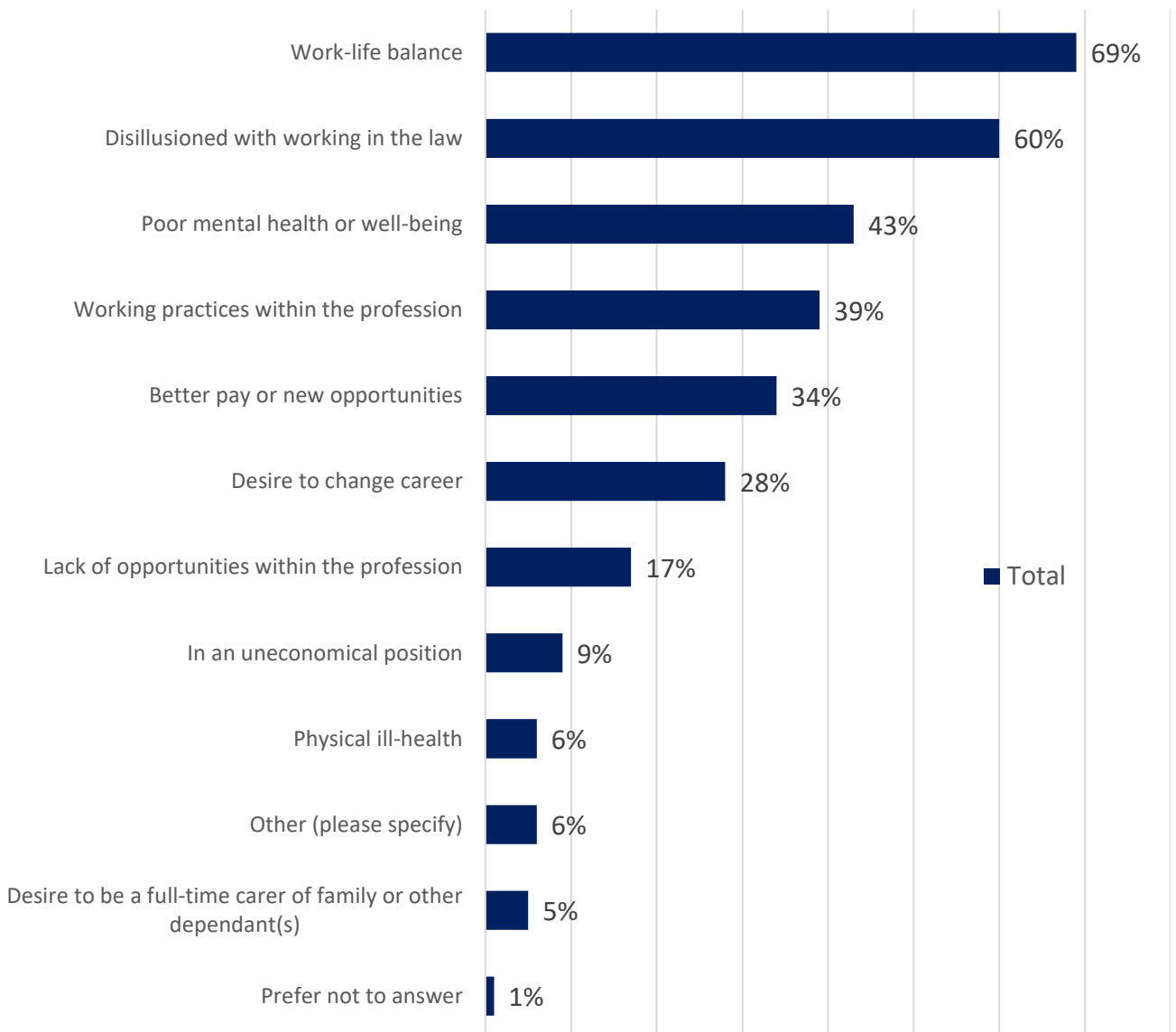




### Reasons for considering leaving the profession

The two most common reasons for considering leaving the profession are work-life balance (69%) and disillusion with working within the law profession (60%). However, 43% cited poor mental health as a reason. More than 1 in 3 (39%) specified working practices as a key factor and 34% said better pay or opportunities was a key driver of considering leaving.

What were the main factors that prompted you to seriously consider leaving the profession?





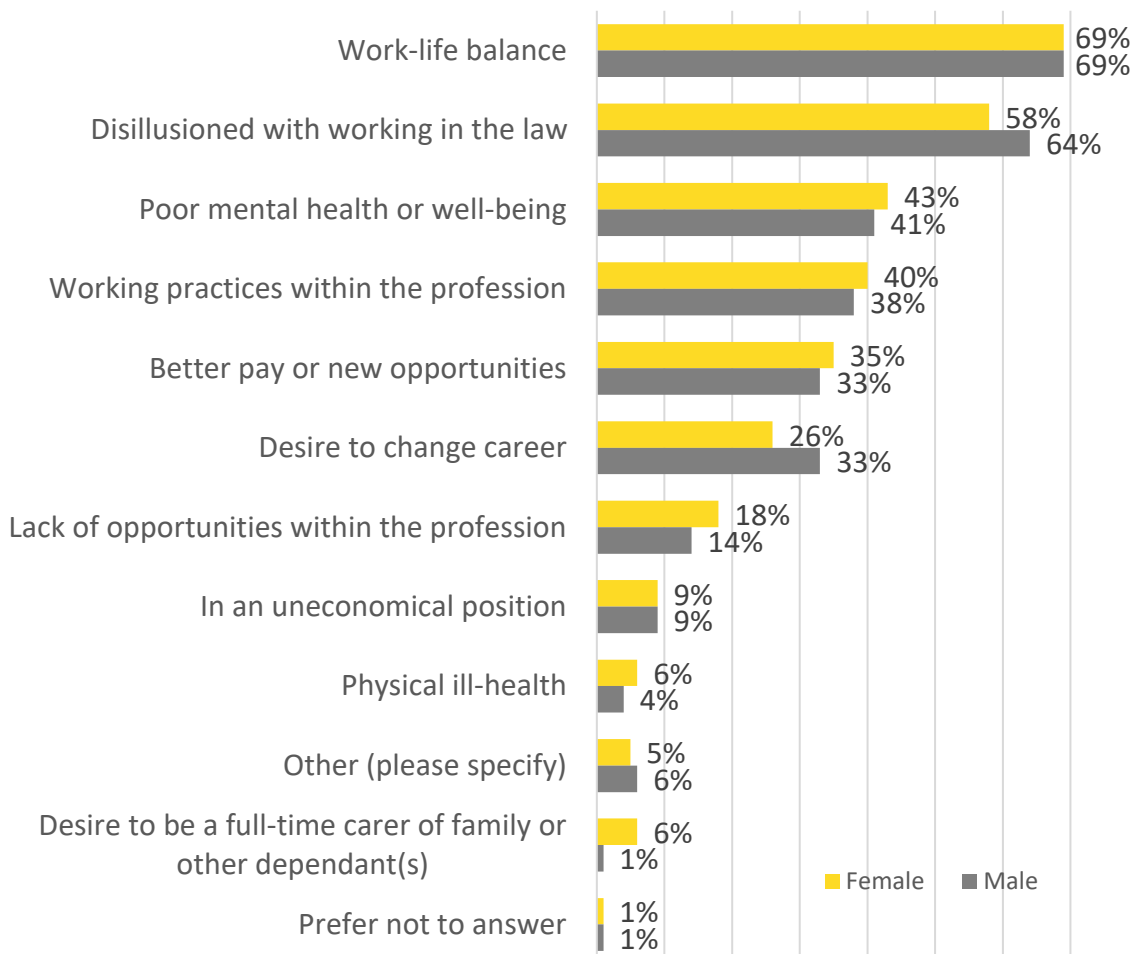
### Reasons for considering leaving the profession by gender

Some differences emerge between male and female respondents' reasons for considering leaving the profession.

Males are more likely than females to have considered leaving due to disillusionment with working within the law (64% vs. 58% of females) or due to a desire to change career (33% vs. 26% for female respondents).

Female respondents were more likely than male respondents to say lack of opportunities within the profession was a key factor in the consideration to leave (18% vs 14% for male respondents). Although not so commonly given as a reason overall, female respondents were more likely to state a desire to be a full-time carer of family/other dependants as a main reason (6% vs 1% of male respondents)

What were the main factors that prompted you to seriously consider leaving the profession?

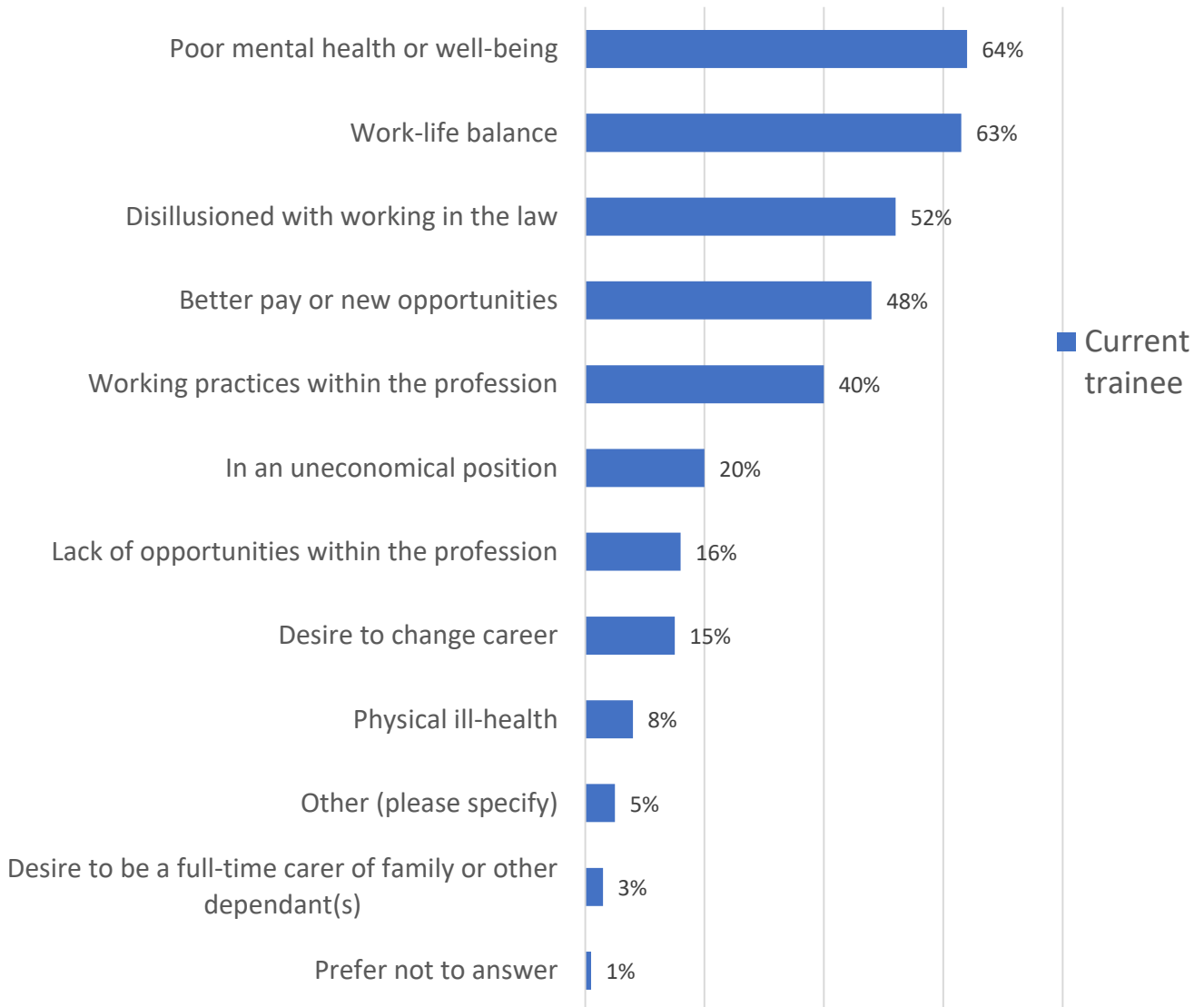




### Reasons for considering leaving the profession – current trainees

Differences also emerge in reasons for considering leaving the profession by time qualified.

What were the main factors that prompted you to seriously consider leaving the profession?



Of particular concern is that for current trainees, the most commonly given reason for considering leaving is poor mental health or wellbeing with almost 2 out of 3 stating this (64%). Current trainees were also more likely than respondents qualified for longer to cite better pay and opportunities as a main factor (48%), as well as being in an uneconomical position (20%). Current trainees were however much less likely to give a desire to change career as a reason (15%).





### Reasons for considering leaving the profession – newly qualified (5 years ago or less)

Work-life balance is the key factor in considering leaving the profession for those qualified for 5 years or less (75%).

What were the main factors that prompted you to seriously consider leaving the profession?



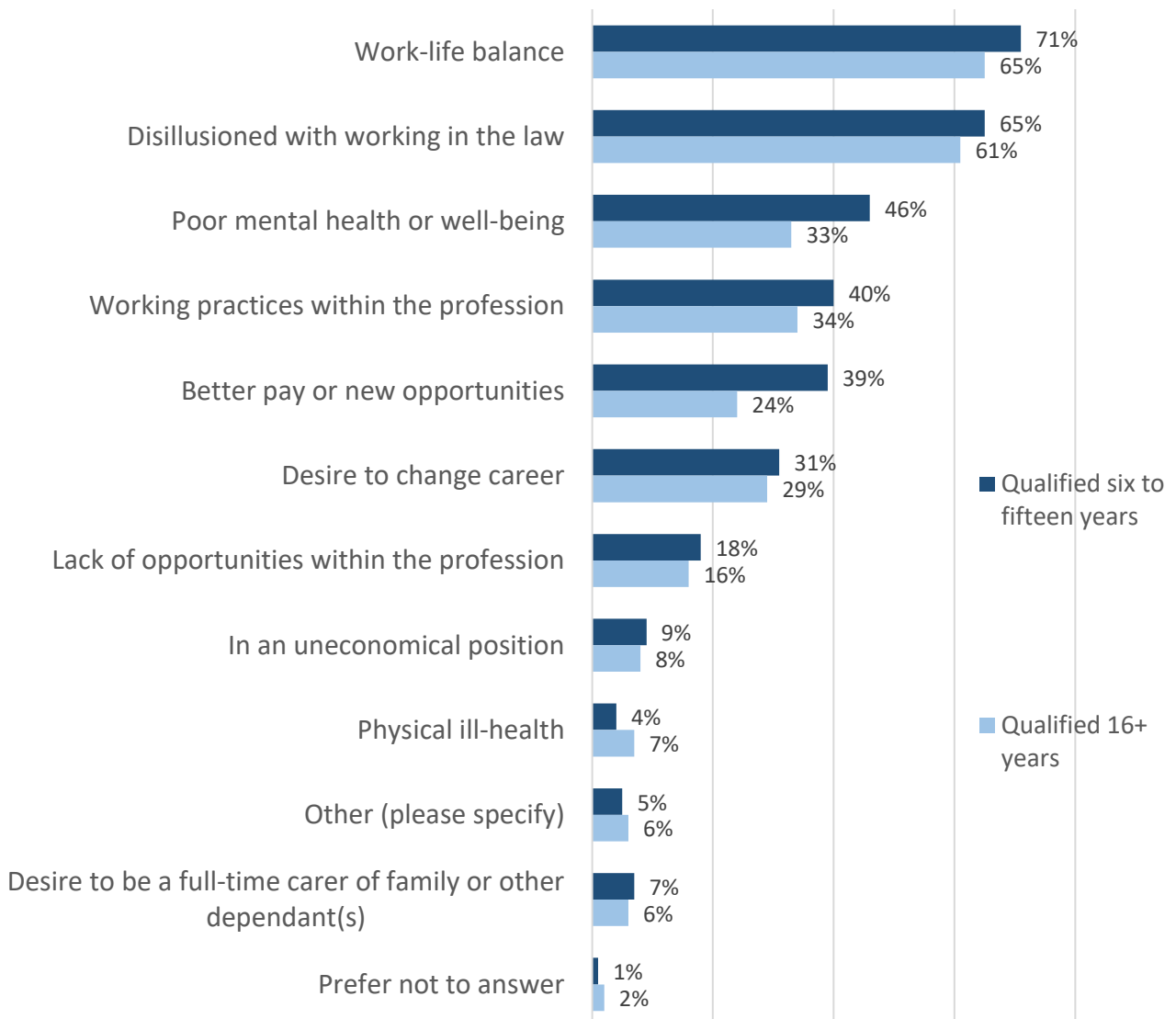
Poor mental health and wellbeing is also more likely than the norm to be mentioned (given as a reason by 54% of those newly qualified vs 43% overall).



### Reasons for considering leaving the profession by time qualified

Work-life balance and disillusionment with working in the law are the primary reasons for considering leaving the profession for those who qualified six to fifteen years ago or 16 years or more ago.

What were the main factors that prompted you to seriously consider leaving the profession?



Better pay and opportunities is also more commonly given as a reason vs. the norm for those who qualified six to fifteen years ago (39% vs.34% overall).

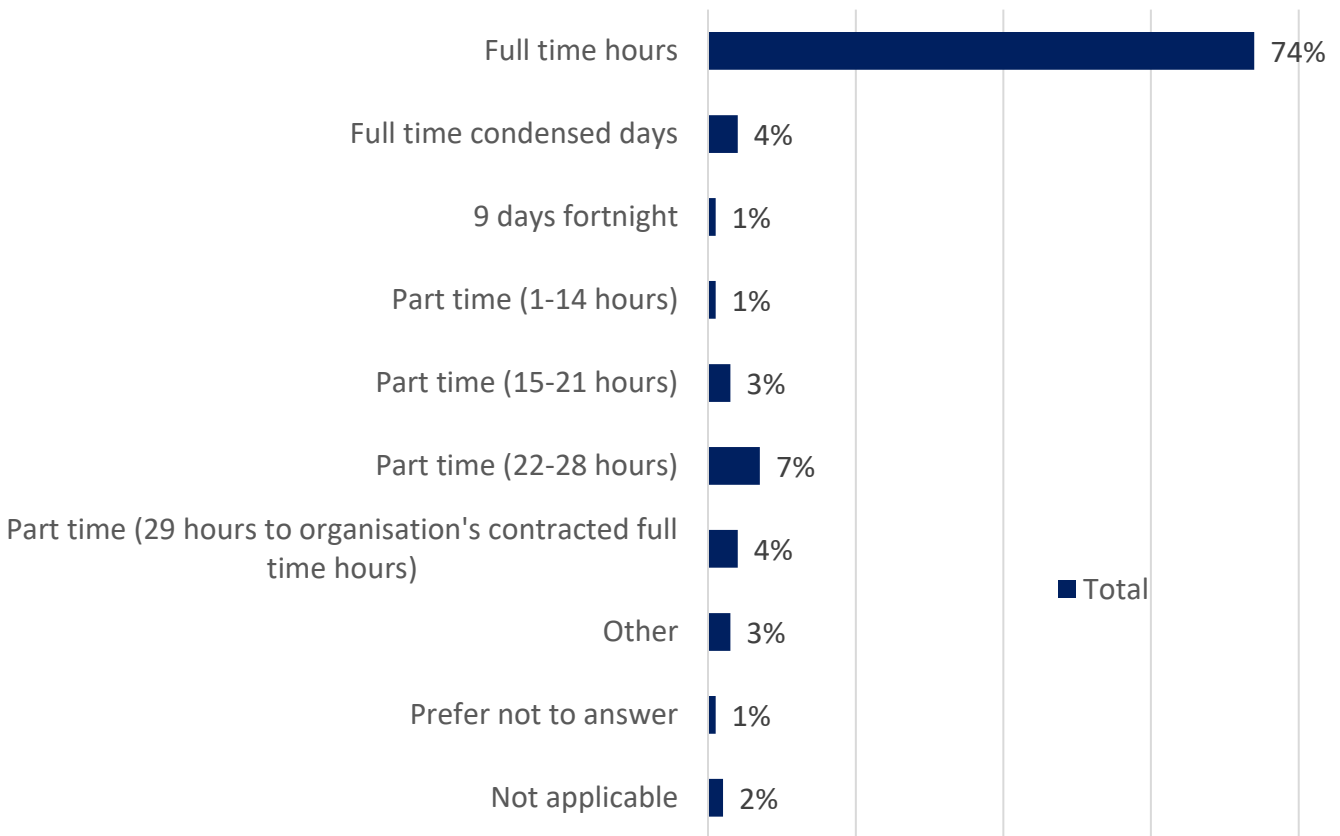


## 5. Working Patterns

### Working arrangements

Firstly, respondents were asked about their working arrangements. Overall, 79% of respondents work full time (74% full time hours, 4% full time condensed days and 1% 9 days fortnight).

Working Arrangements

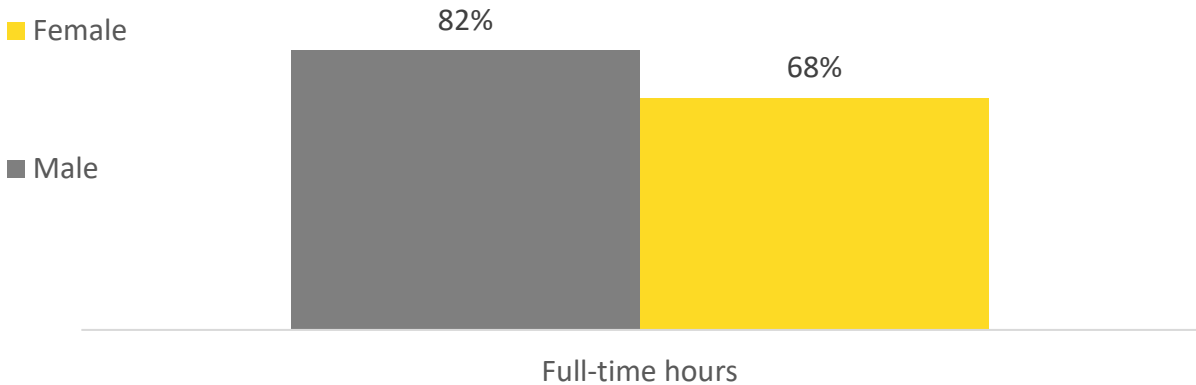


15% of respondents work part time (1% working 1-14 hours, 3% working 15-21 hours, 7% working 22-28 hours and 4% working 29 hours to their organisation’s contracted full-time hours). 3% mentioned other working arrangements while 1% preferred not to answer and 2% said ‘not applicable’.



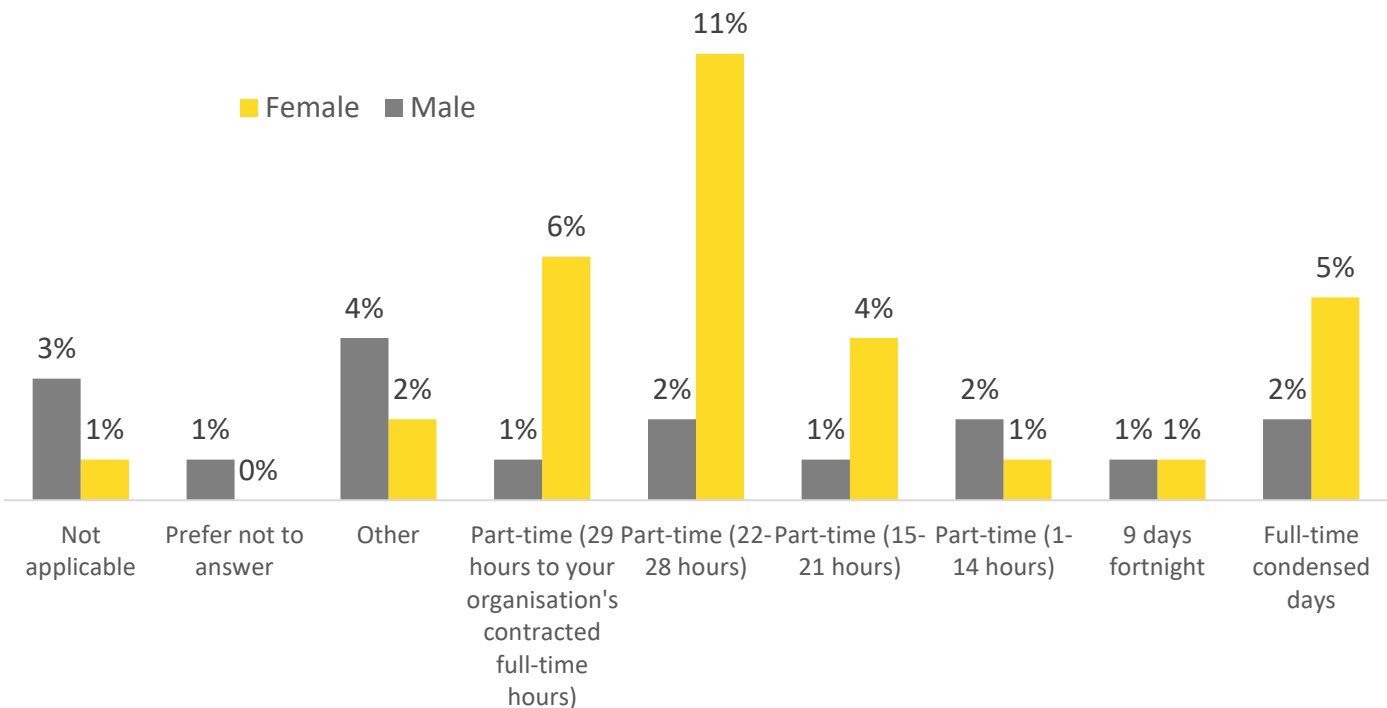
Male respondents were more likely to work full time hours (82% vs. 68% for females)

Working Arrangements – Full Time Hours



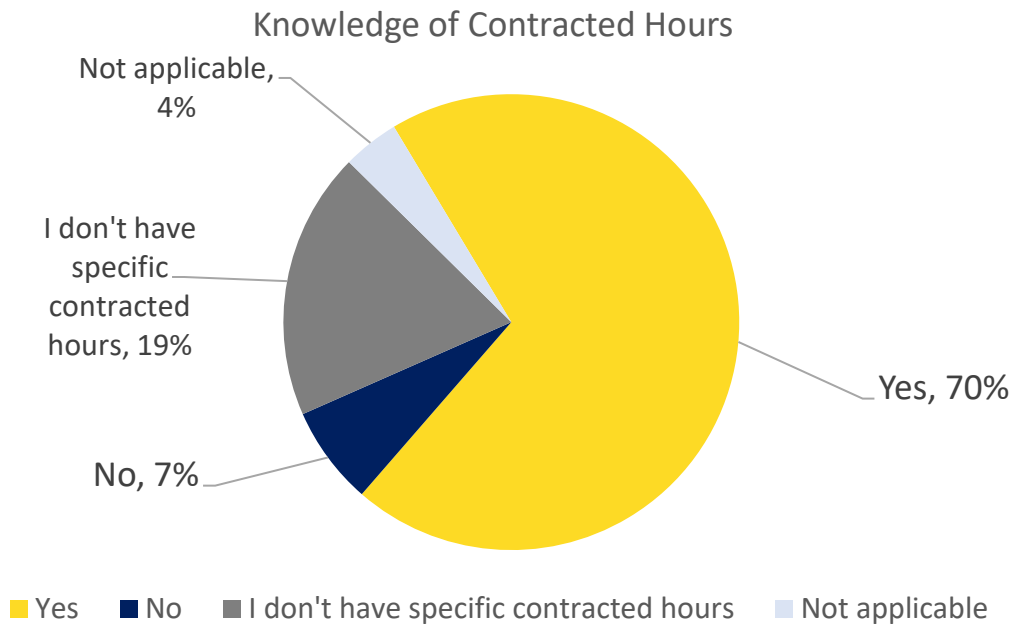
Female respondents were more likely than male respondents to work part time 22-28 hours (11% vs 2% of males) or part time 29 hours (6% vs 1% for males).

Working Arrangements – Other Mentions



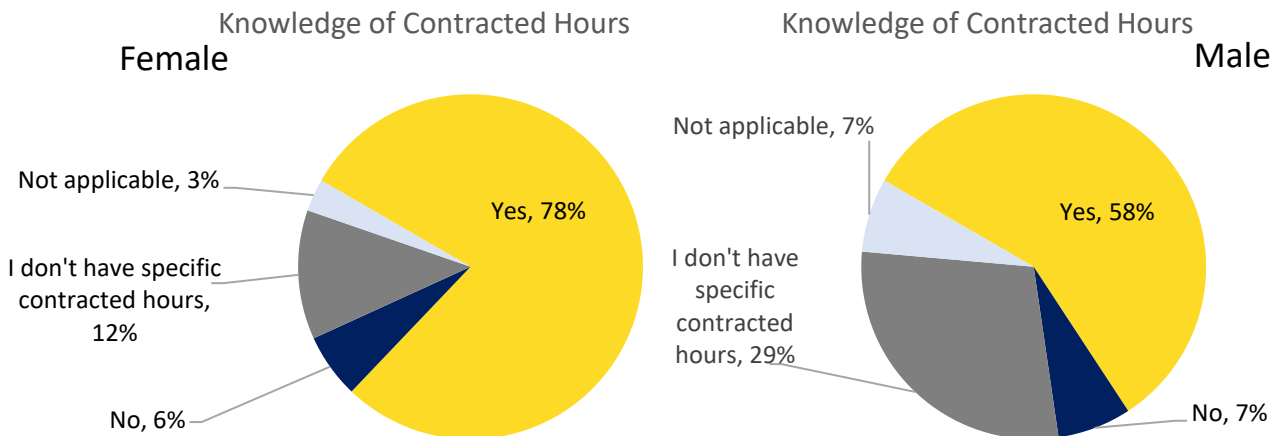
### Knowledge of contracted hours

Respondents were also asked if they knew what their average contracted weekly hours were. 19% stated they did not have specific contracted hours and 4% said 'not applicable'. 70% said they did know what their average weekly contracted hours were, while 7% said they did not know.



### Knowledge of contracted hours by gender

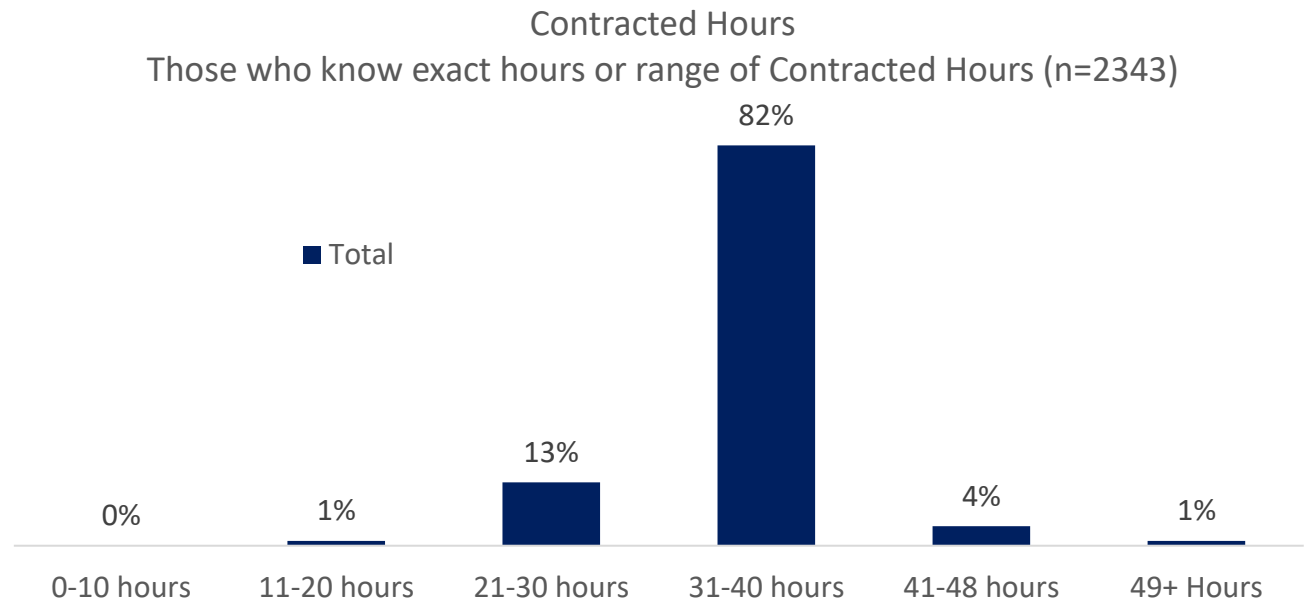
Female respondents were much more likely than males to know what their contracted hours were (78% vs. 58%), while males were more likely to state they did not have contracted hours (29% vs. 12%).





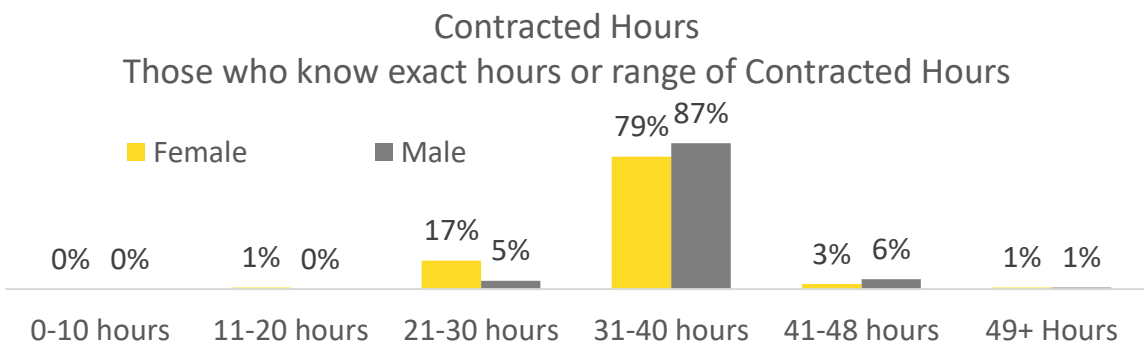
### Contracted hours

For those who knew the exact hours or range of hours for which they were contracted to work, 82% work 31-40 hours per week. 5% work 41 hours or more, 13% work 21-30 hours and 1% work 11-20 hours.



### Contracted hours by gender

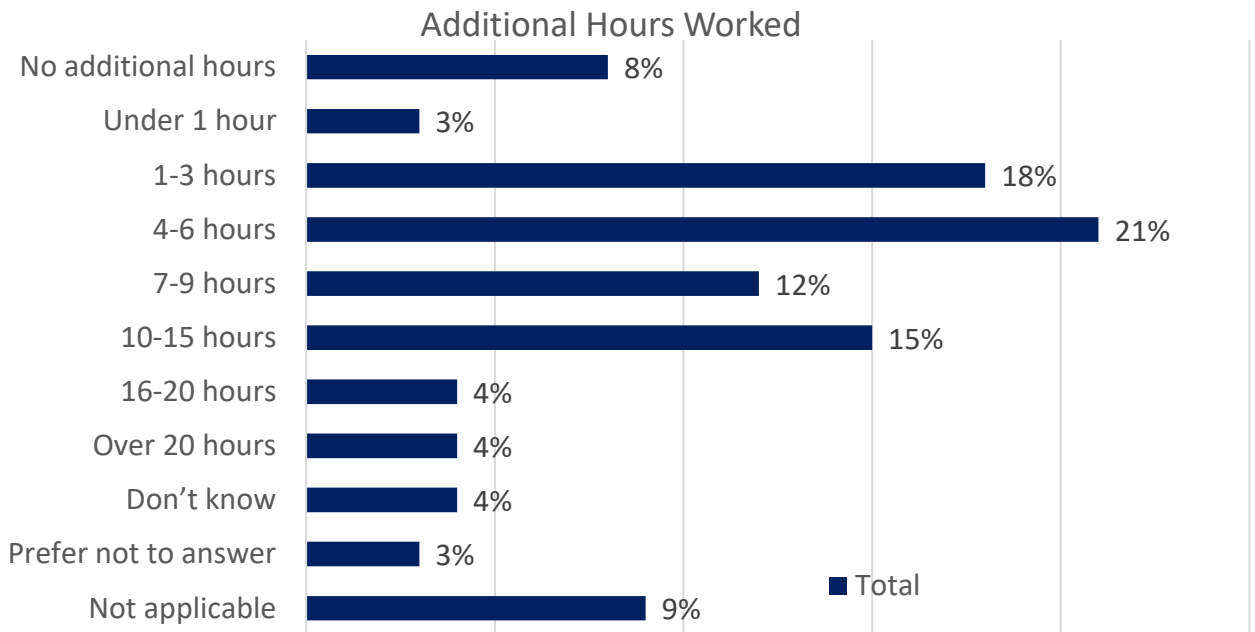
Driven by the higher number of female respondents working part time, female respondents were more likely than males to say they were contracted to 21-30 hours (17% vs. 5%), while males were more likely to work 31-40 hours (87% vs. 79%)





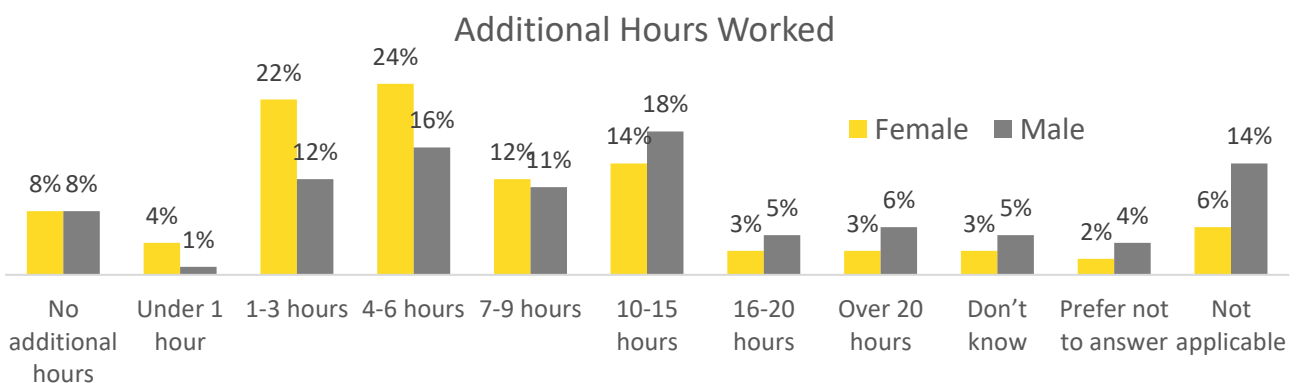
### Hours worked in addition to contracted hours

All respondents were also asked how many hours in addition to their contracted hours they worked per week on average. Overall, 77% stated that they worked some hours in addition to their contracted hours. 8% said they did not work any additional hours while 9% stated 'not applicable, 4% don't know and 3% prefer not to answer.



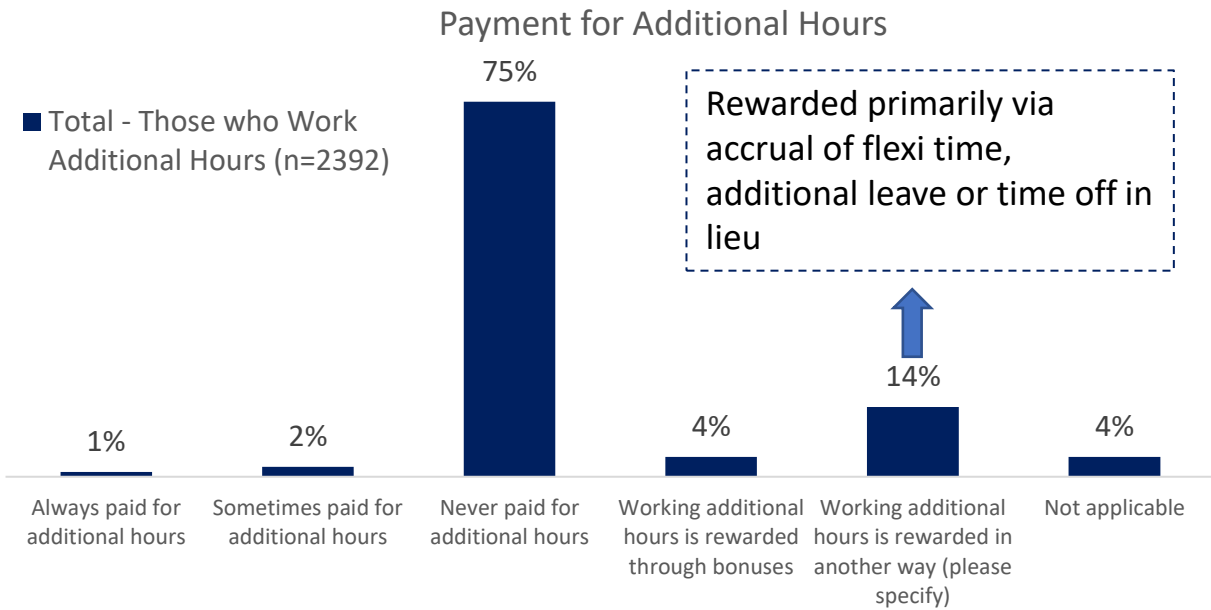
### Additional hours by gender

Male respondents were more likely than female respondents to say they worked an additional 10 hours or more per week (29% vs. 20% for females), while female respondents were more likely than males to say they worked an additional 1-6 hours (46% vs 28% for males).



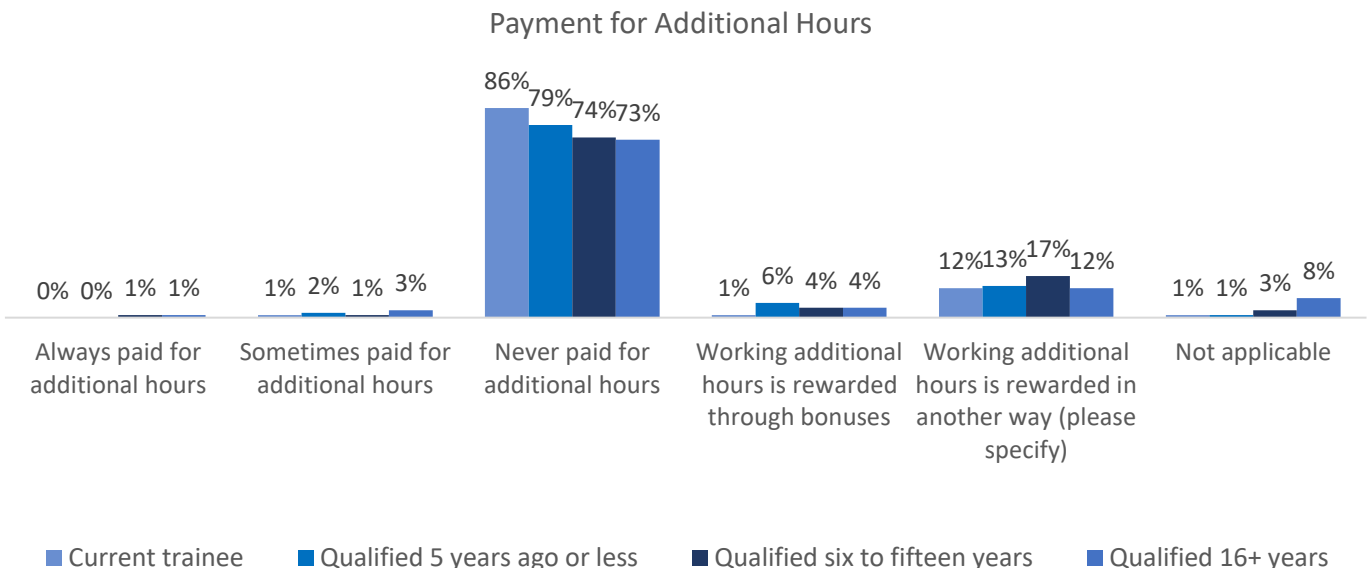
### Payment (in addition to salary) for additional hours worked

Of those who work additional hours, 75% are never paid for those additional hours. 14% are rewarded in another way (primarily as accrued flexi-time, additional leave or time off in lieu). For 4%, additional hours are rewarded via bonuses.



### Payment (in addition to salary) for additional hours worked by time qualified

Current trainees are more likely than those longer qualified to state that they are never paid for additional hours worked (86%)



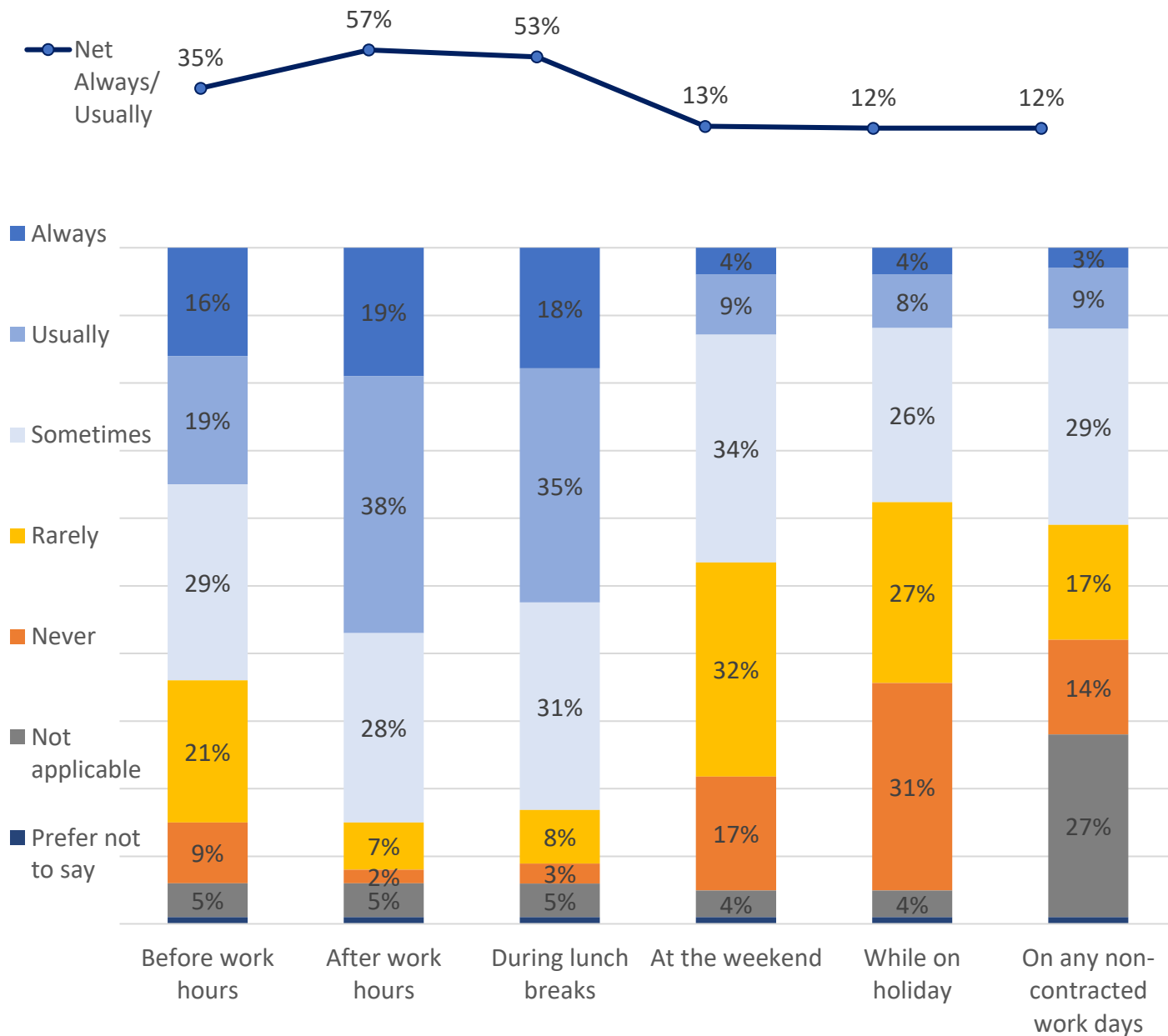




### Frequency of working outside of standard hours

More than half of all respondents (57%) always or usually work after work hours or during lunch breaks (53%). More than a third (35%) always or usually work before normal work hours. More than 1 in 10 always or usually work at the weekend (13%) or while on holiday (12%) or on any other non-contracted day (12%).

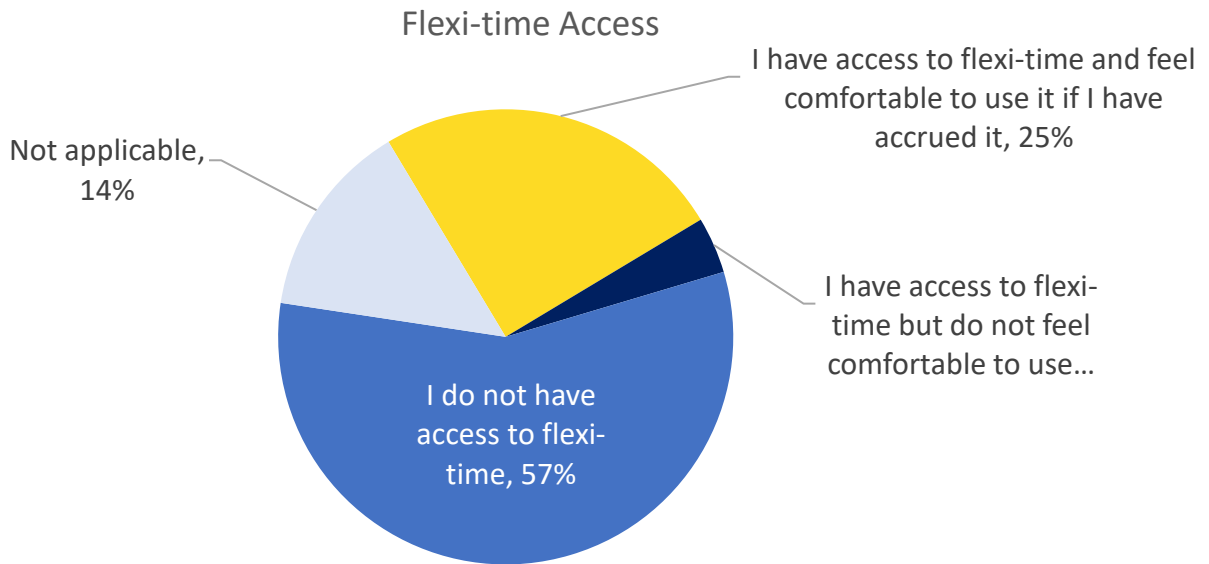
Frequency of Working Outside Standard Hours



### Access to flexi-time

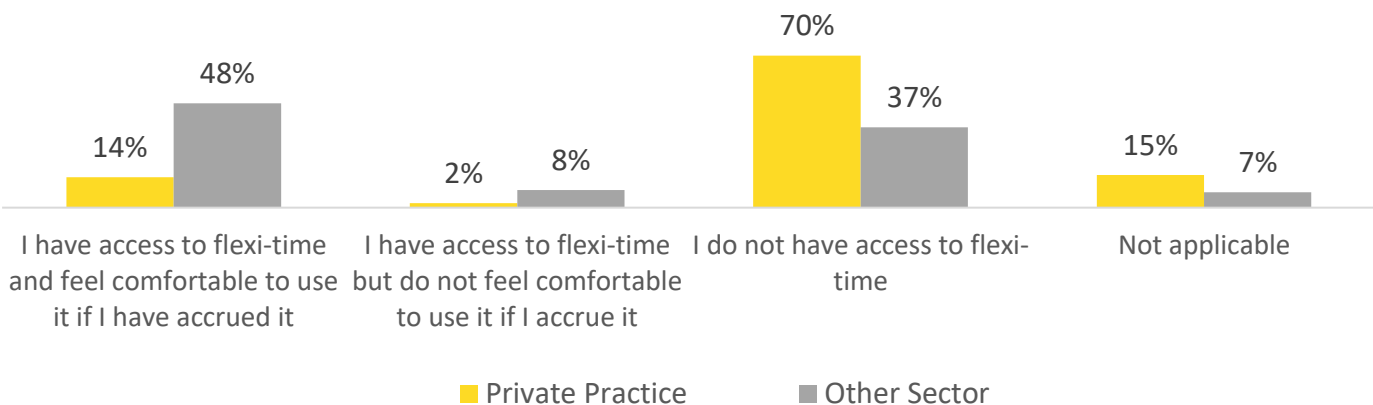
Overall, 29% have access to flexi-time - 25% have access to and are happy to use flexi-time but 4% have access but do not feel comfortable in using it.

The 29% with flexi-time access is considerably lower than the findings indicated in the previous two studies – 42% having access in 2013 and 35% in 2018



Differences emerge by sector with just 14% of those in Private Practice having access to and being comfortable using flexi-time compared to 48% of those in other sectors. Conversely, 70% of those in Private Practice do not have access to flexi-time compared to 37% of those in other sectors

Flexi-time Access by Sector



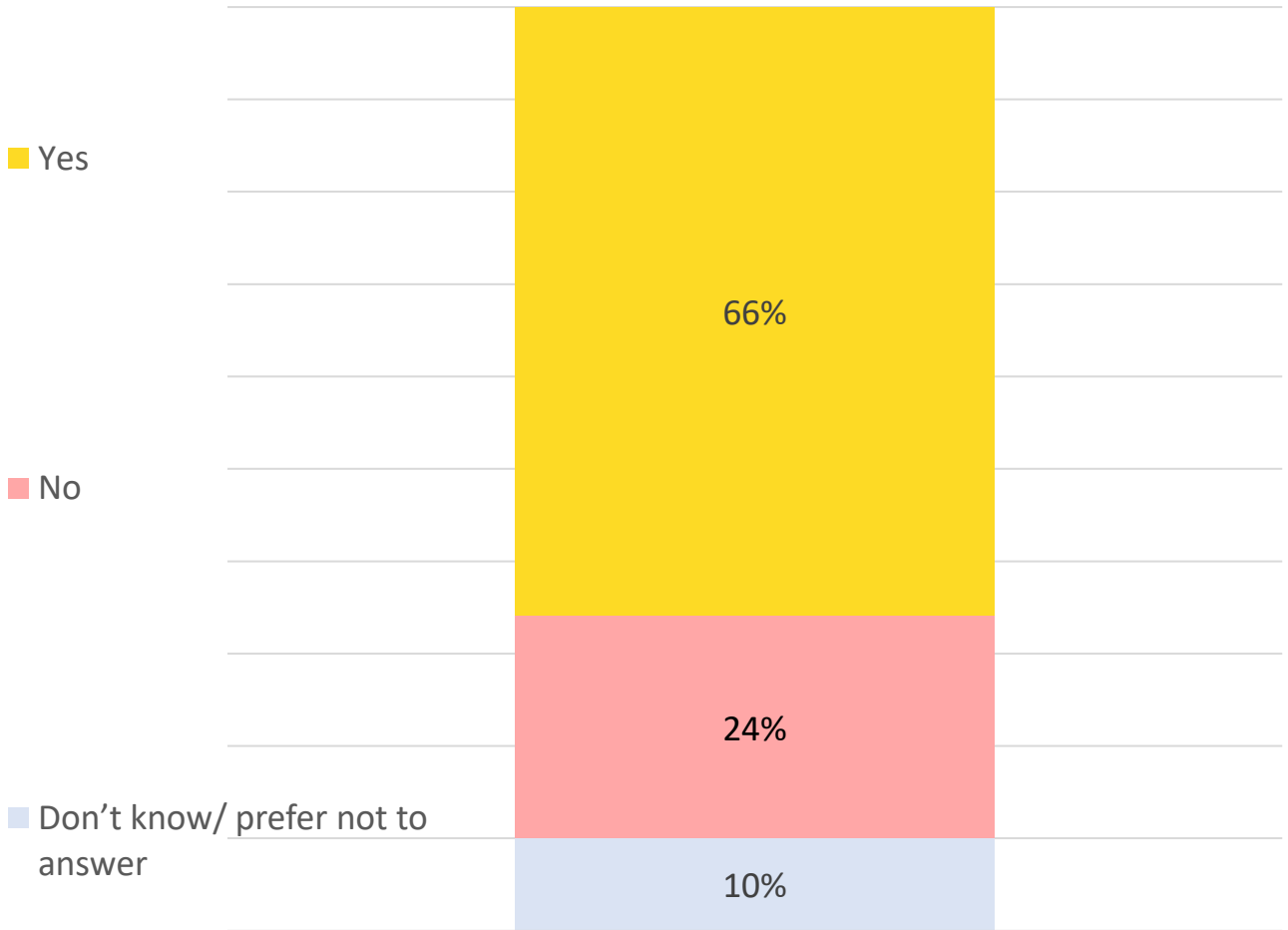


### Impact of access to flexi-time

Respondents with access to flex-time were asked if they would still be able to continue in their role if they did not have access to flexi-time. 66% replied that they would be able to do so and 24% replied that they would not.

Would you be able to continue in your role if you did not have access to flexi-time?

– Those who have access to Flexi-time (n=781)

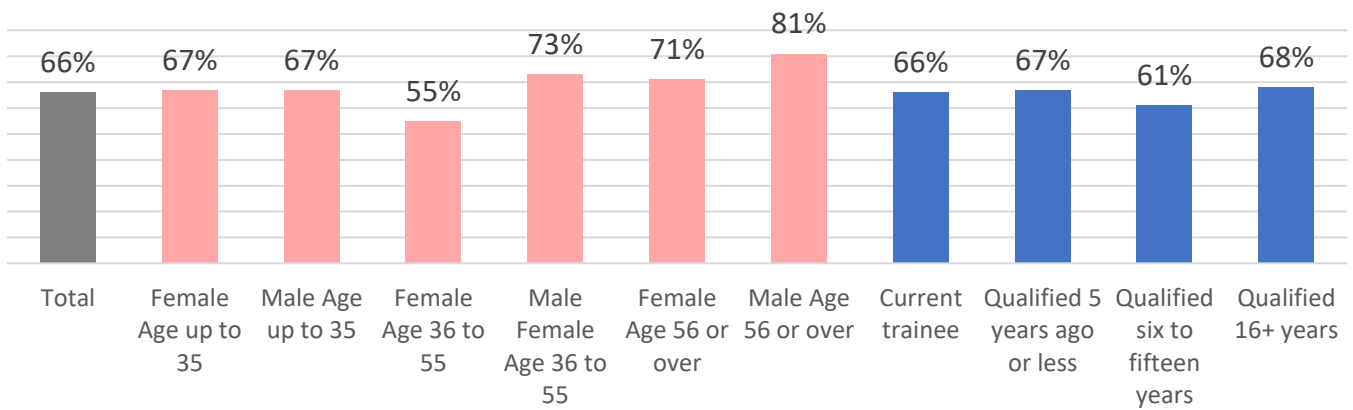


Total – Those who have access to Flexi-time (n=781)



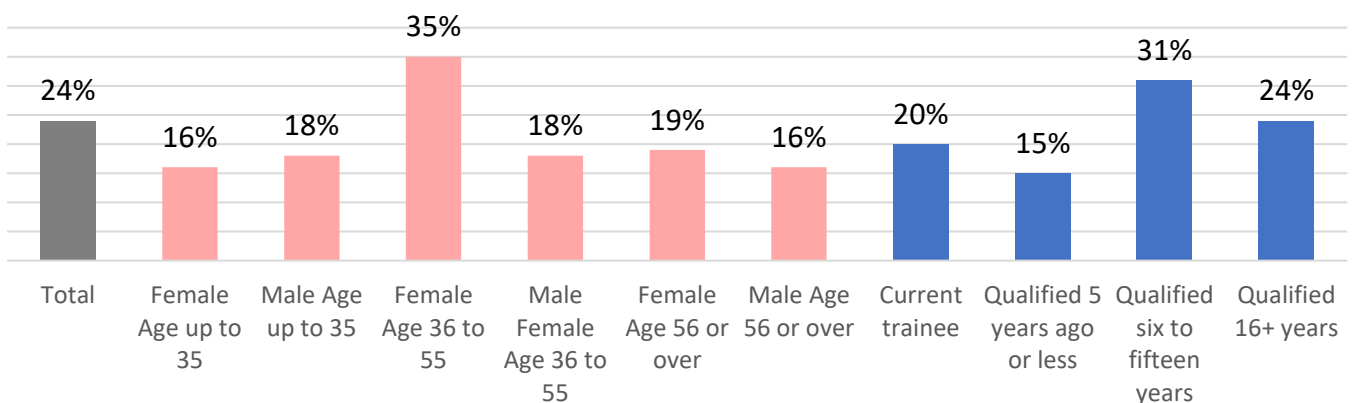
Male respondents aged 56 or over were most likely to say they would be able to continue in their role if they did not have access to flexi time (81%).

Would you be able to continue in your role if you did not have access to flexi-time? - % Yes  
- Those who have access to Flexi-time (n=781)



Female respondents aged 36 to 55 were the group most likely to say they would not be able to continue (35%). This was closely followed by those who have been qualified for 6-15 years (31%)

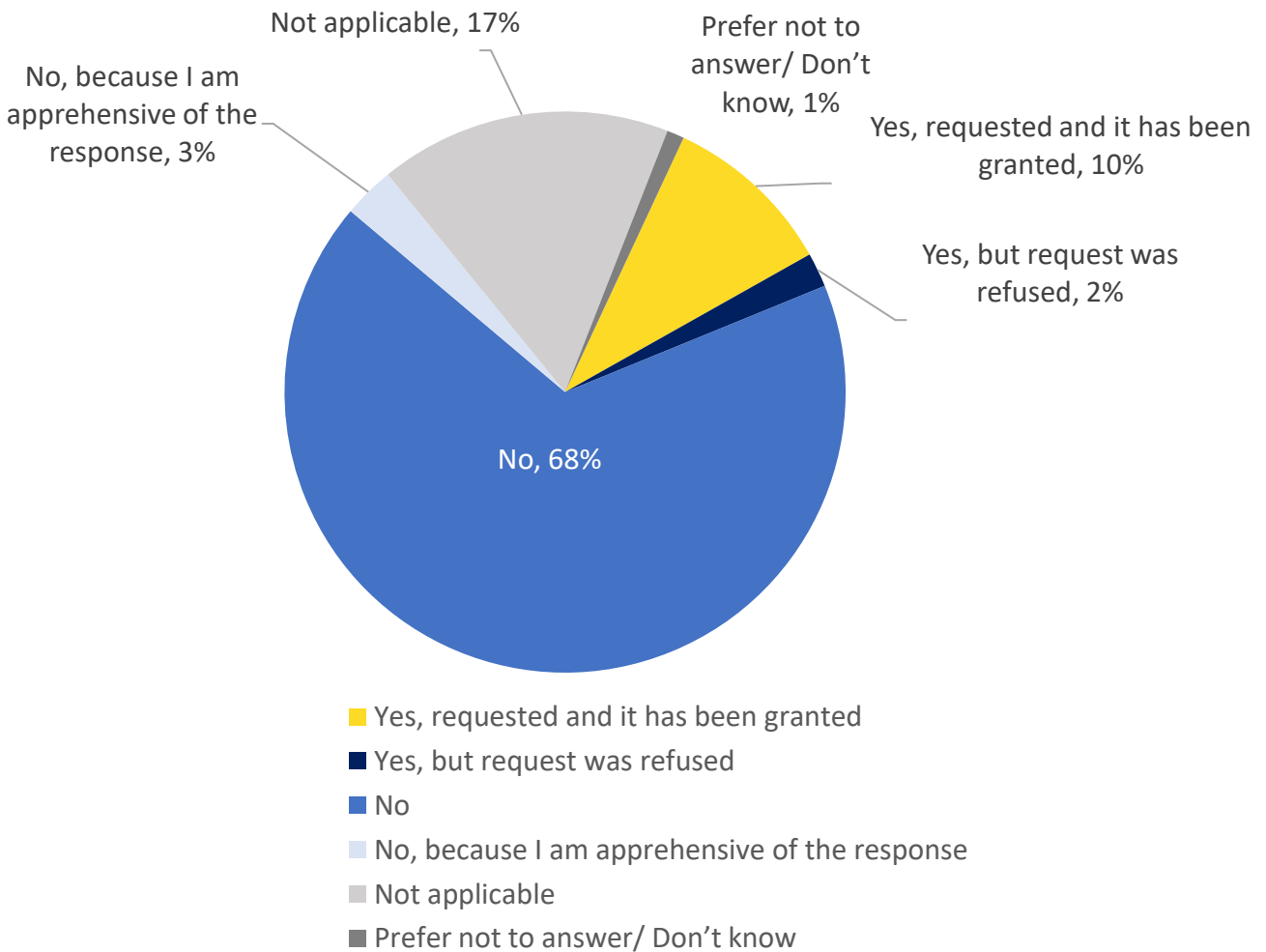
Would you be able to continue in your role if you did not have access to flexi-time? - % No  
- Those who have access to Flexi-time (n=781)



### Working amended hours

In the past 12 months, 12% of respondents have requested an amended hours working pattern, 10% having requested and been granted this and 2% having requested but refused.

Requests for Amended Working Patterns

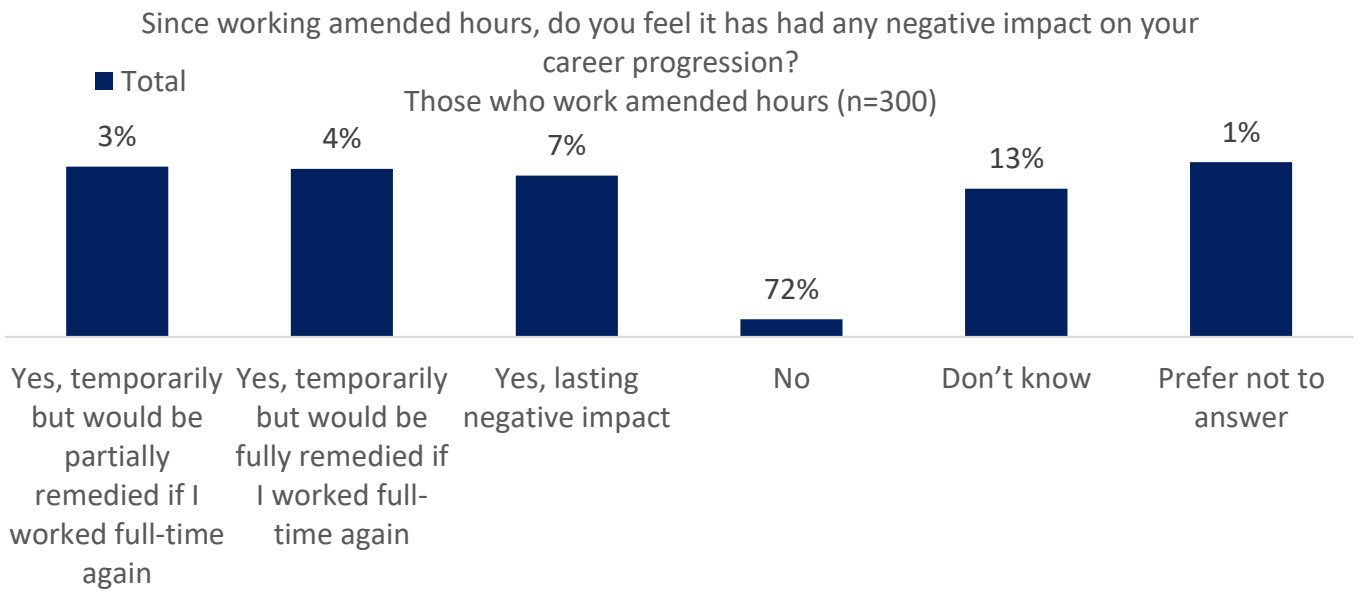


3% have not requested amended hours working because they are apprehensive about the response and a further 68% have just not requested it.

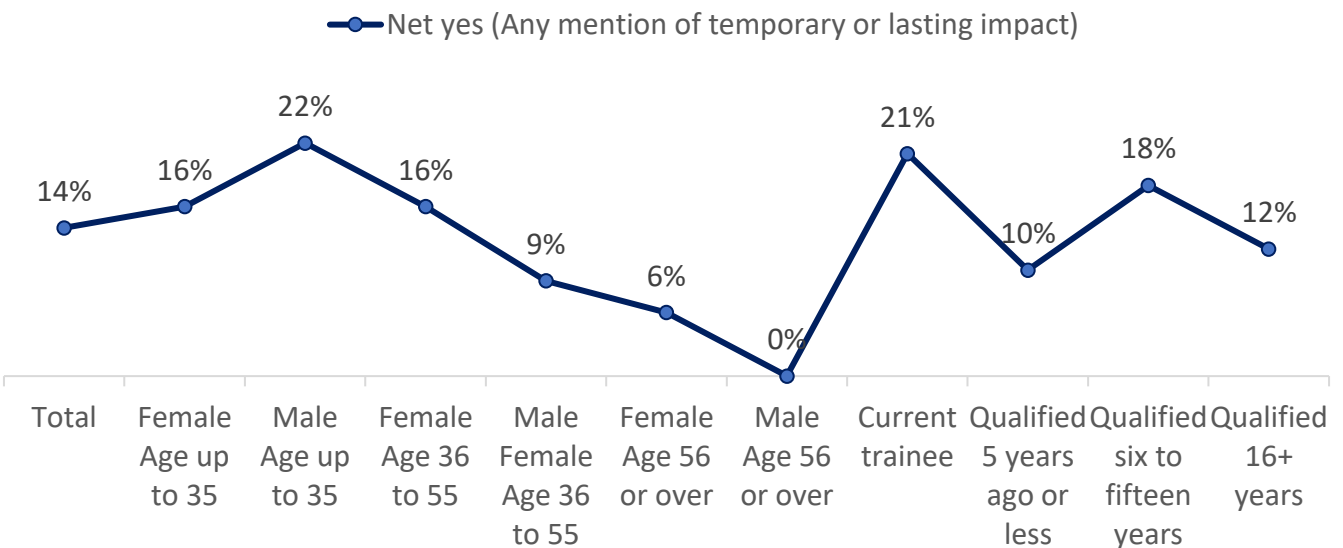


### Working amended hours – perceived impact on career progression

Of those currently working amended hours, 14% overall feel this has had a negative impact on career progression (7% feel this is a lasting impact and 7% that the impact is temporary and would be either partially or fully remedied by a return to full time working.



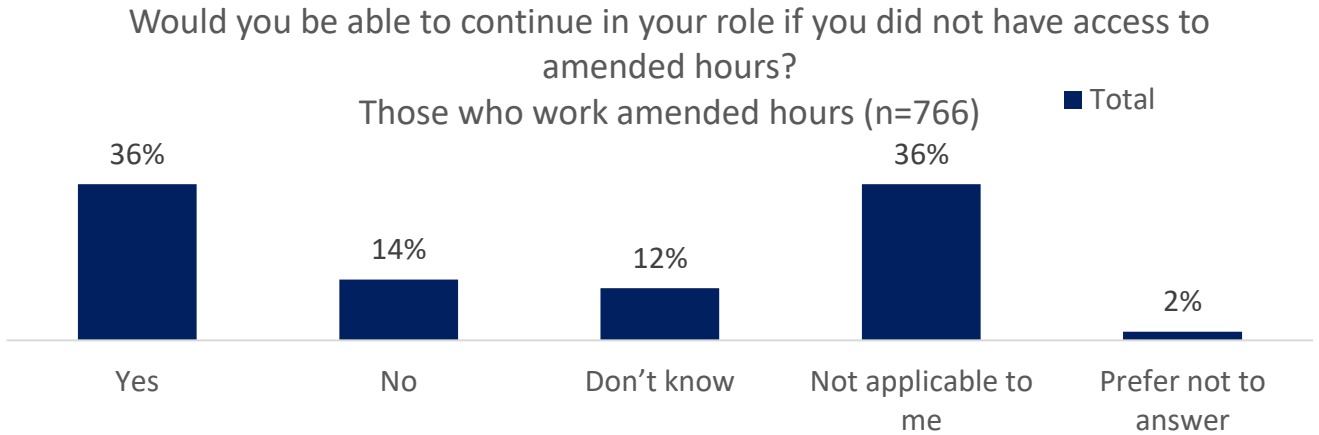
Current trainees (21%) and males aged up to 35 (22%) are significantly more likely than others to feel working amended hours has had an impact on career progression.



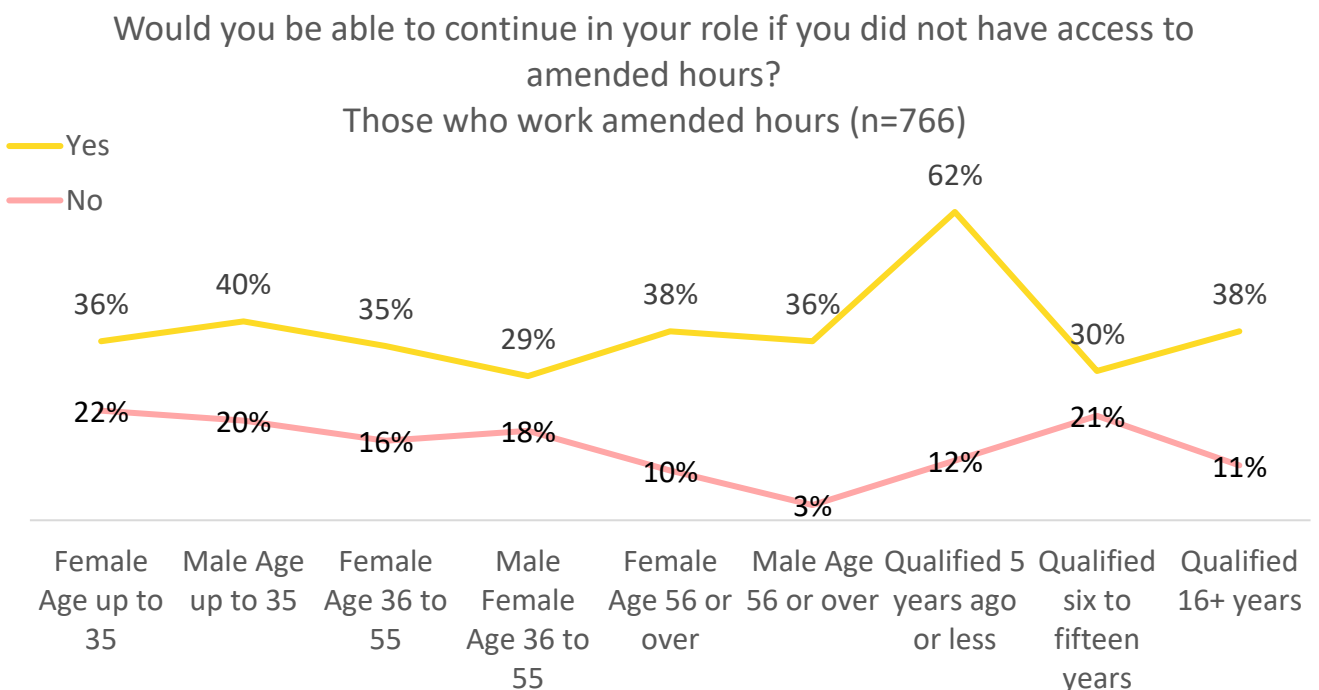


### Working amended hours – impact on ability to carry out role

Of those currently working amended hours, 36% feel they would still be able to continue in their role if they did not have access to amended hours, but 14% believe they would not be able to do so.



Female respondents aged up to 35 are more likely than the norm to say they would not be able to continue in their role (22%), as are males aged up to 35 (20% saying they would not be able to continue in their role) and those qualified for 6 to 15 years (21% saying this).





Respondents were given the opportunity to tell us, in their own words, why they believe that working amended hours has had a negative impact on their career.

Theme	Description	Key Quote
<b>Limited Career Progression Opportunities</b>	Numerous respondents believe that their career advancement has been impeded due to working amended hours.	<i>"Colleagues have been promoted ahead of me and that insufficient weight has been given to historic working pattern, hours and efforts before I had a family".</i>
<b>Perception of Lack of Commitment</b>	The perception held by some respondents is that they are seen as less committed or involved in their roles due to their reduced hours.	<i>"I believe it has affected my chances of partnership as I am seen as no longer being fully committed."</i>
<b>Reduced Access to Opportunities and Networking</b>	Respondents cited that working fewer or flexible hours leads them to miss out on opportunities for involvement in different projects or networking with colleagues. This could stem from less office presence or the reality that they aren't available when opportunities surface.	<i>"Missing out on opportunities due to the reactive nature of the role. When I am not there, I cannot take up the opportunities."</i>
<b>Work Quality and Volume</b>	Concerns have been raised about the impact of reduced hours on the quality and volume of work, encompassing a lack of time to demonstrate competence, fewer chargeable hours, and less time to manage and deliver projects.	<i>"I am not able to develop my skills and experience as much as I would if I was full-time simply due to working fewer hours."</i>
<b>Gender and Family Role Bias</b>	Certain responses indicate that female professionals, particularly those with family or childcare responsibilities, face unique challenges. These include presumptions about their career aspirations, reduced opportunities after maternity leave, or the struggle between work and childcare responsibilities.	<i>"So many assumptions are made about females with kids not wanting more difficult projects and promotion etc.," highlighting this pervasive issue.</i>

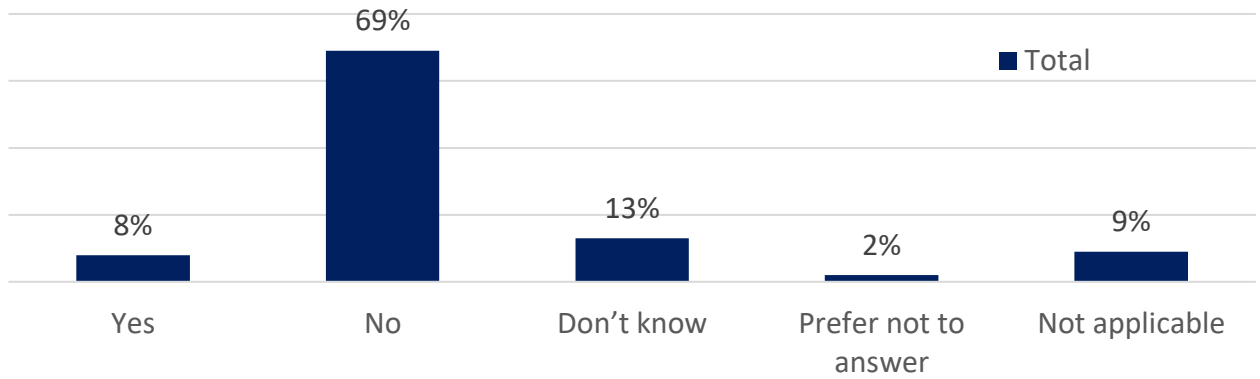




### Next 12-month intention to request a change to current contracted hours

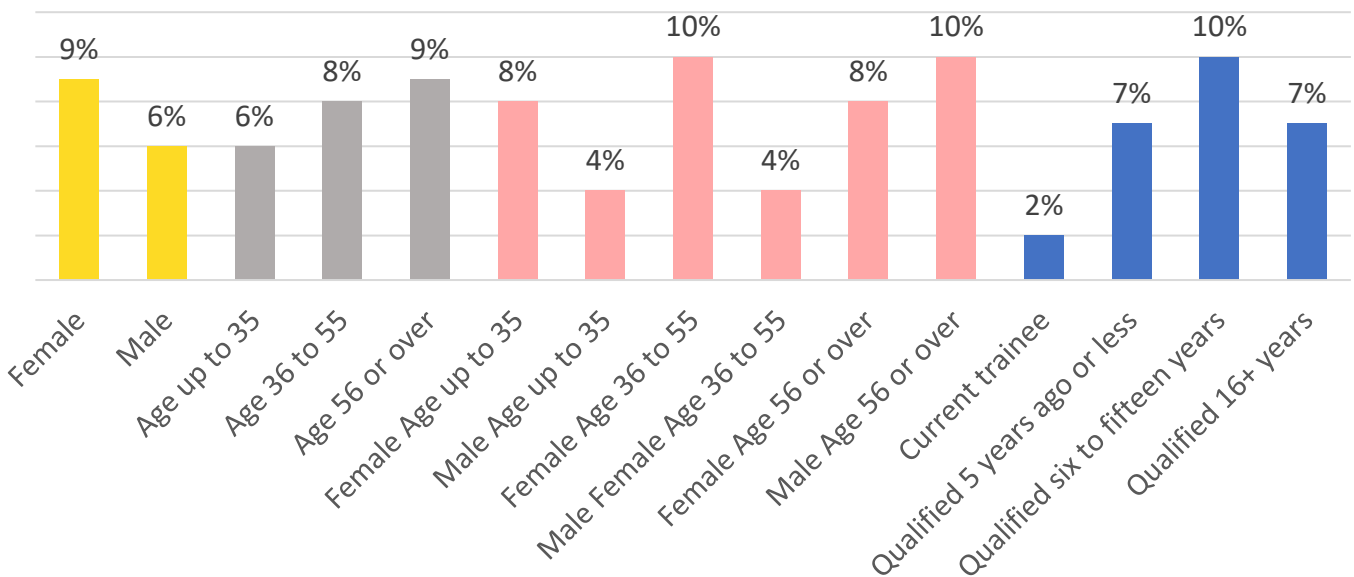
Overall, 8% of respondents anticipate requesting a change to their contracted hours in the next 12 months.

Anticipated Request for Change to Contracted Hours



This is slightly higher for females aged 36 to 55 (10%), males aged 56 or over (10%) and those qualified for 16 years or more (10%) but is lower for current trainees (2%), males aged up to 35 (4%) and males aged 36 to 55 (4%).

Anticipated Request for Change to Contracted Hours - % YES



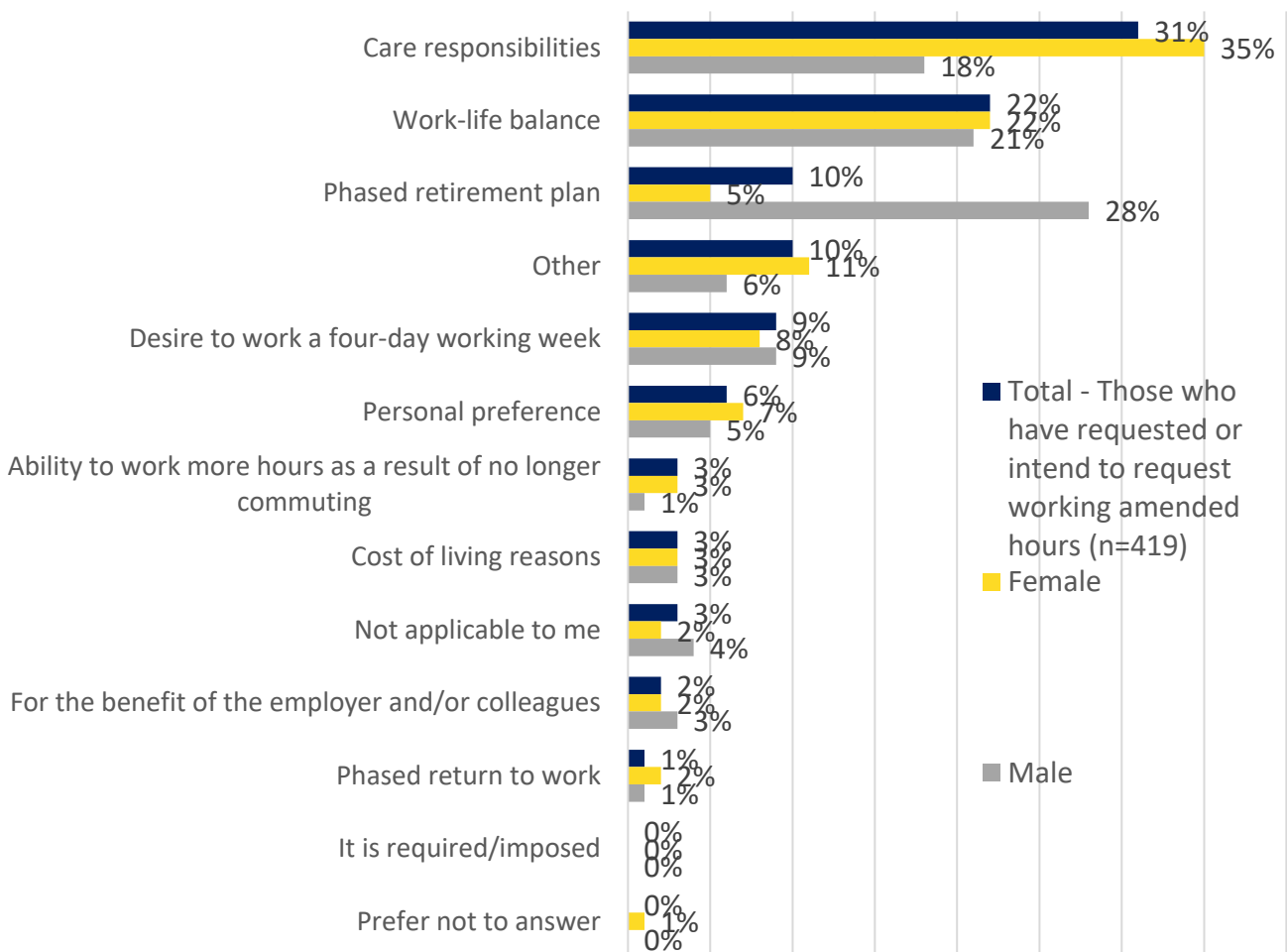


### Reasons for working or wanting to work amended hours

When asked, the one main reason for working or wanting to work amended hours the primary driver emerges as being care responsibilities (31% mentioning this as a reason). Female respondents were significantly more likely than male respondents to cite this as their main reason (35% vs. 18%).

Work-life balance is the second most often stated primary reason (22%), followed by phased retirement plans (10% overall stating this but rising to 28% for male respondents, compared to 5% of female respondents). This is primarily due to males aged 56 or over (68% of male respondents in that age group stating this as their main reason).

Reasons for working or wanting to work amended hours

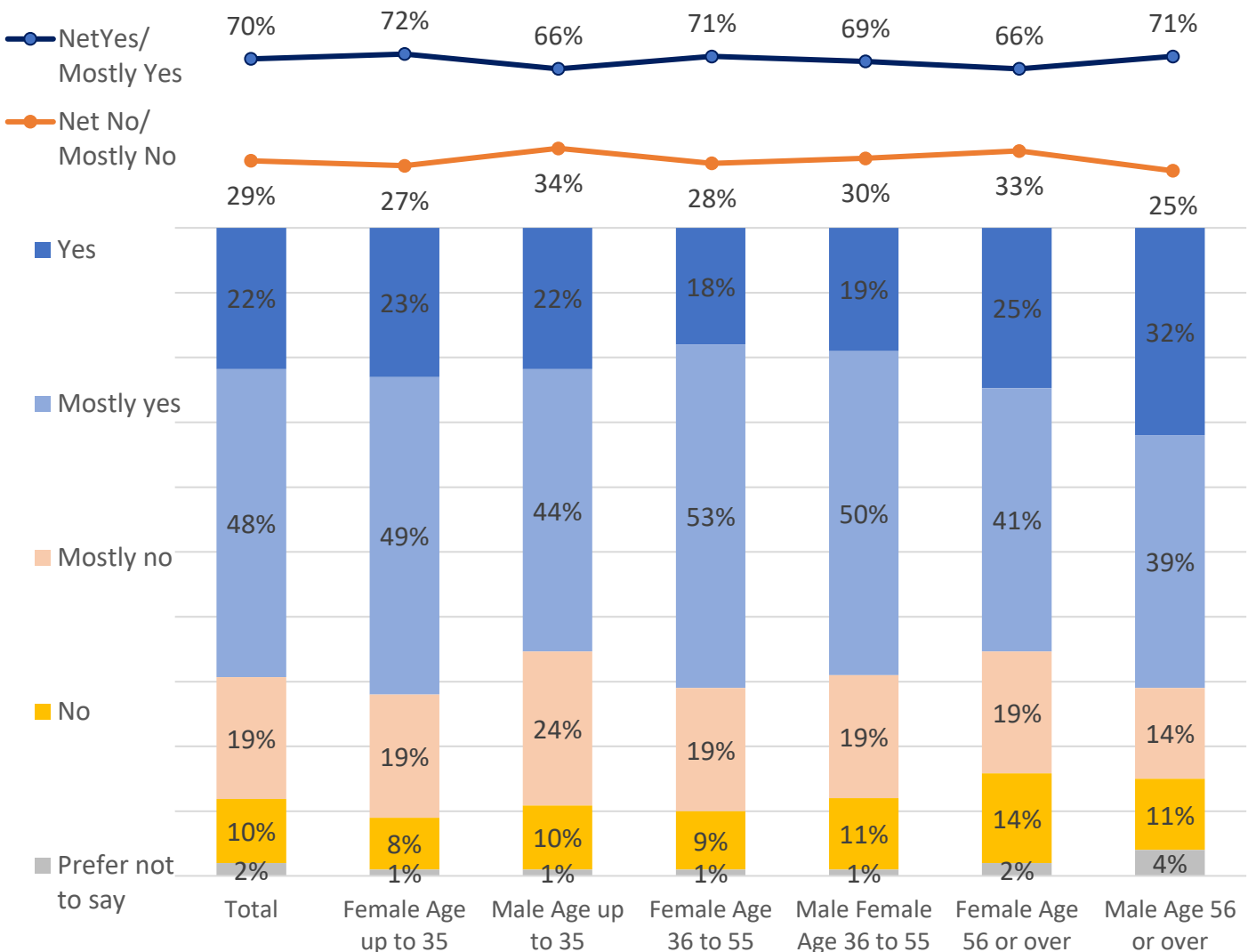




### Work-life balance

Overall, 70% of respondents felt they were, or mostly were achieving a reasonable work-life balance. This is slightly down from 2018 when 73% felt they were (and just marginally below the 71% who felt they were in 2013).

Do you believe you are achieving a reasonable work-life balance?



Female respondents aged 56 or over are more likely to say they are not or mostly not achieving a reasonable work-life balance (33%) and this is also the case for male respondents aged up to 35 (34%).



On the subject of work-life balance, some other big differences emerge when looking at different sub-groups of respondents.

The following groups are significantly more likely than the norm to feel they are not, or mostly not achieving a reasonable work-life balance:-

Do you believe you are achieving a reasonable work-life balance?	Base (n=)	Net % No/Mostly No
Those working 41+ hours per work	109	48%
Equity Partner	434	46%
Have considered leaving the profession in the last five years	1332	40%
Private Practice – Salaried Partner	176	39%
Those working in criminal law	255	39%
Consider self to be disabled	171	38%
Private Practice - Associate	238	38%
Those working in private client area of law	602	38%
Those who have access to flexi-time but do not feel comfortable to use it they accrue it	131	38%
Those working in residential property area of law	550	36%
Those working in Private Practice	1946	35%
Those who have experienced mental health Issues (last 5 years)	2013	35%
Those with both dependant child(ren) and dependant adult(s)	248	35%
Those working in the International area of law	215	35%

Understandably, it is those working 41 hours a week or more who are most likely to feel they are not achieving a reasonable work-life balance, with just under half (48%) of respondents stating this.

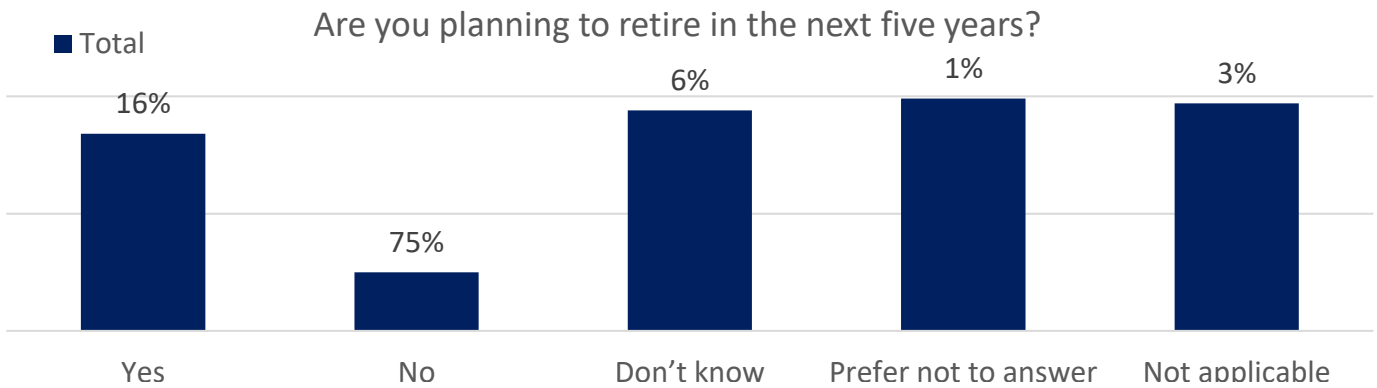
Equity Partners are the second highest ranking group to feel they are not achieving a reasonable work-life balance (46% saying this is the case).

Third highest is the group of respondents who have considered leaving the profession in the last 5 years with 40% of this group of respondents feeling that they are not achieving a reasonable work-life balance.



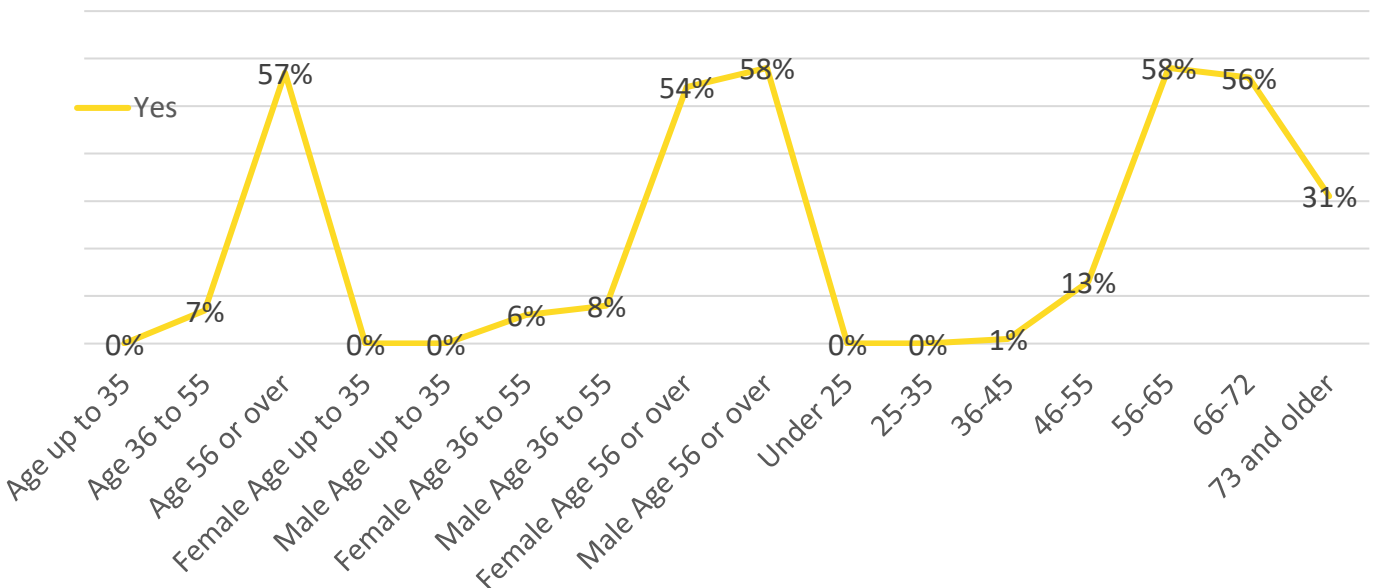
### Plans to retire

Overall, 16% of respondents are planning to retire in the next 5 years (matching the 16% of respondents who stated their 5-year career aspiration was to retire).



Planning to retire peaks at 58% for those in the 56-65 age group (particularly for male respondents in this age group, 58% planning to retire vs. 54% of females). 56% of respondents in the 66-72 age group and 31% in the age 73 or older age group are planning to retire. More respondents in these age groups stated, 'not applicable'. Further investigation reveals these respondents are not currently working (retained on the Roll, Fellow of the Law Society of Scotland or Non-Practising Member)

Are you planning to retire in the next five years? - % YES





Respondents were asked if there was anything else they would like to tell us about their working pattern or working patterns within their practice unit, organisation or the legal profession.

Theme	Description
<b>Flexibility and Remote Work</b>	Several responses emphasise the value of flexible working arrangements, such as flexi-time, hybrid working, or the ability to choose working hours. While others express dissatisfaction with their firm's rigid working hours and lack of flexibility.
<b>Unpaid Overtime and Workload</b>	Some mention the expectation of working beyond contracted hours without additional pay, the pressure to meet billable hour targets, and the heavy workload in the legal profession.
<b>Job Satisfaction and Mental Health</b>	High levels of stress and the negative effects on mental health caused by long working hours or demanding work environments is causing overall dissatisfaction with the role. A noticeable concern raised by solicitors is, as one respondent stated, "a lack of genuine focus on mental wellbeing from private practice firms insofar as it relates to working hours. There is a perception that law firms often talk about mental health without taking concrete steps to address it in their work culture.
<b>Working Culture and Expectations</b>	A number of responses highlight the prevailing working culture in the legal profession, including long hours, pressure to work beyond contracted hours, and the emphasis on chargeable hours or profit-making.
<b>Work-Life Balance</b>	This theme is recurrent throughout the responses, with some respondents expressing satisfaction with their work-life balance, while many others describe feeling overworked and stressed due to high workloads and pressure. The "always available" work culture is mentioned as being problematic across the industry.
<b>Career Progression and Promotion</b>	This theme encompasses discussions on the challenges or barriers to career advancement, particularly related to working part-time, reduced hours, or flexible schedules. It includes concerns about the impact of reduced hours on the ability to take on significant work, meet promotion criteria, or gain recognition for career progression. Additionally, it could involve discussions on the need for equal opportunities and support for women in the legal profession to balance family responsibilities and career advancement.



## 6. Discrimination, Microaggressions, Bullying, Harassment and Sexual Harassment in the Workplace

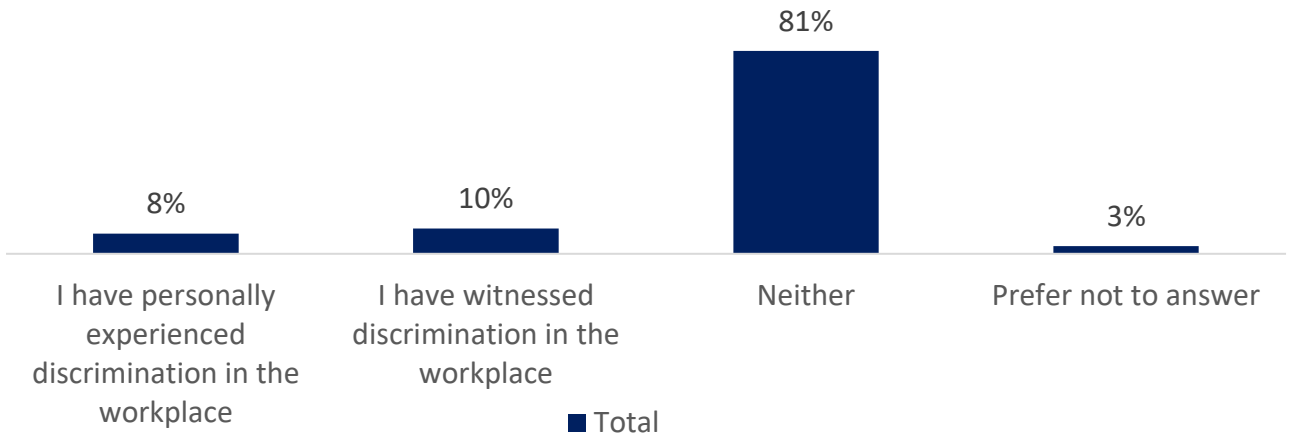
Respondents were provided with the following information:-

Questions in this section focus on microaggressions, bullying and harassment, sexual harassment and discrimination. We understand that discussing any of these issues may be difficult for those who have been affected. We would advise any individual who has experienced any of these matters to consider contacting LawCare. We share their number and website address at the end of this survey.

### Discrimination

When asked whether they had experienced or witnessed discrimination in the workplace, 8% of all respondents stated that they had personally experienced discrimination and 10% stated that they had witnessed discrimination.

Have you experienced or witnessed discrimination in the workplace?



These findings, while still at an unacceptably high level, show a significant improvement over the levels of discrimination apparent in the 2018 study:

	2018	2023
	n=2746	n=3148
Experienced discrimination	20%	8%
Witnessed discrimination	20%	10%



The research also highlights that certain groups are significantly more likely to have experienced discrimination in the workplace. These are highlighted below:-

Discrimination in the workplace	Base	I have personally experienced discrimination in the workplace
<b>Total</b>	<b>3138</b>	<b>8%</b>
Consider self to be disabled	171	29%
Other ethnic groups	154	23%
Other Religion (all of a non-Christian denomination)	107	23%
Those who describe as gay, lesbian, bisexual or other	218	14%
Those with a Physical or Mental Impairment or Condition	884	13%
Female Qualified six to ten years	248	13%
Those with a Physical or Mental Impairment or Condition	884	13%
Those with dependent child(ren) and dependent adult(s)	248	13%
Female Current trainee	137	12%
Female Qualified 11 to 20 years	512	12%

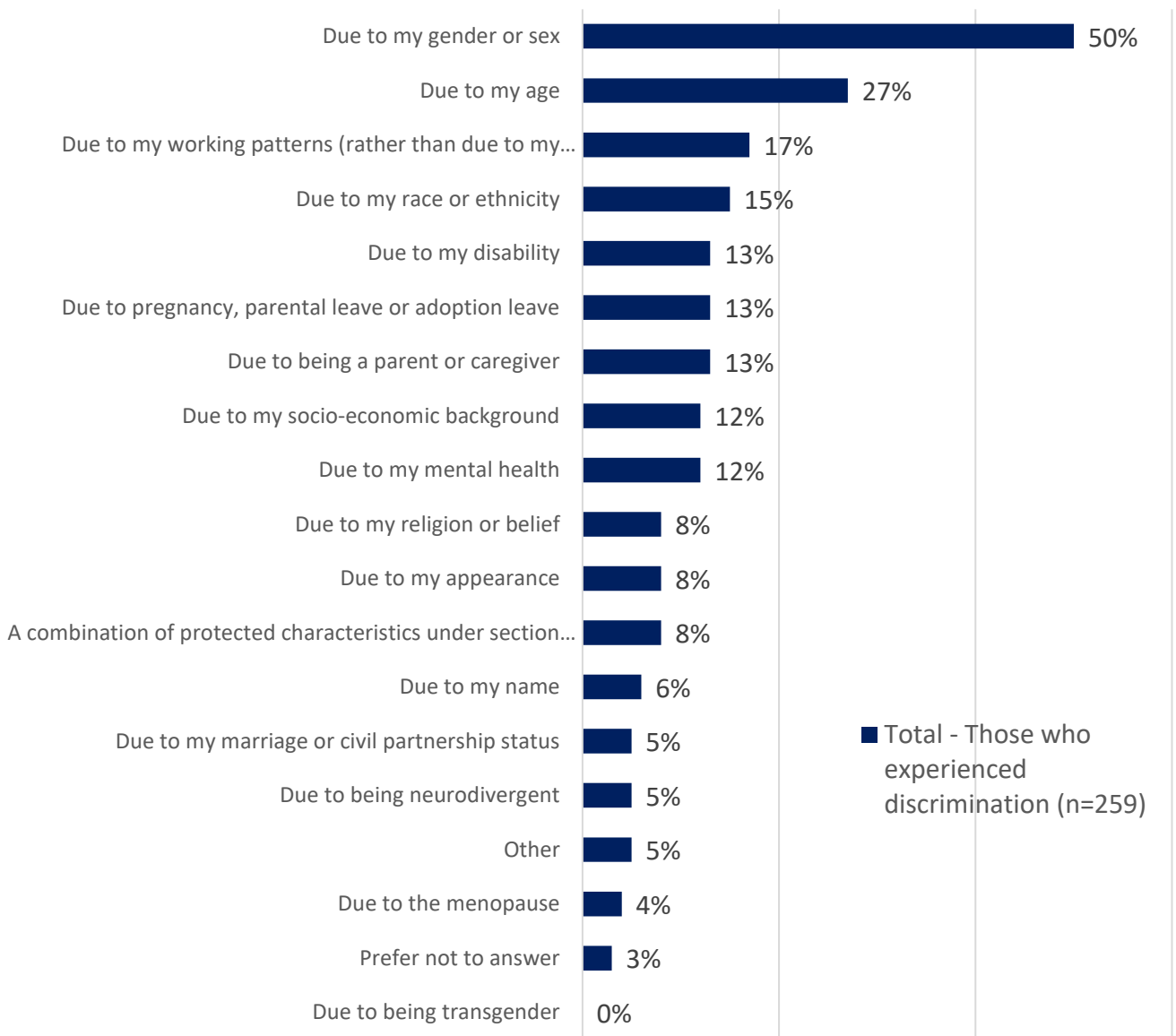




### Type of discrimination experienced

The most frequently identified type of discrimination which was personally experienced by respondents in the past five years was due to their gender/sex (50%). 27% identified their age as being the cause of discrimination, 17% stated their working patterns and 15% their ethnic background.

Discrimination(s) personally EXPERIENCED

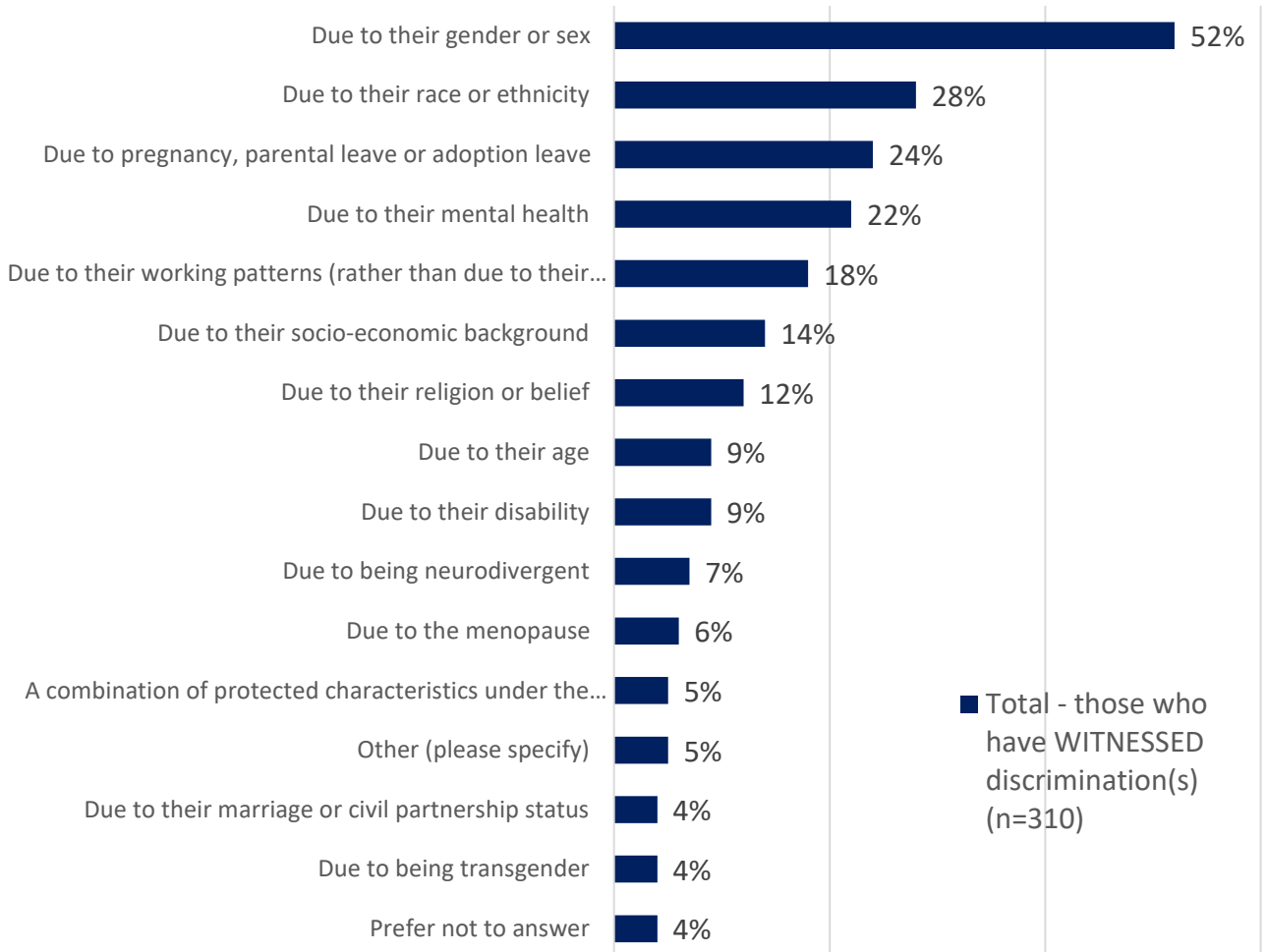




### Type of discrimination witnessed

The most frequently identified type of discrimination witnessed by respondents was due to a person’s gender/sex (52%). Other most common types of discrimination witnessed differ from those experienced with discrimination due to race or ethnicity ranking as the second most common type (28%), followed by discrimination due to pregnancy, parental or adoption leave (24%) and discrimination due to a person’s mental health (22%).

Discrimination(s) personally WITNESSED

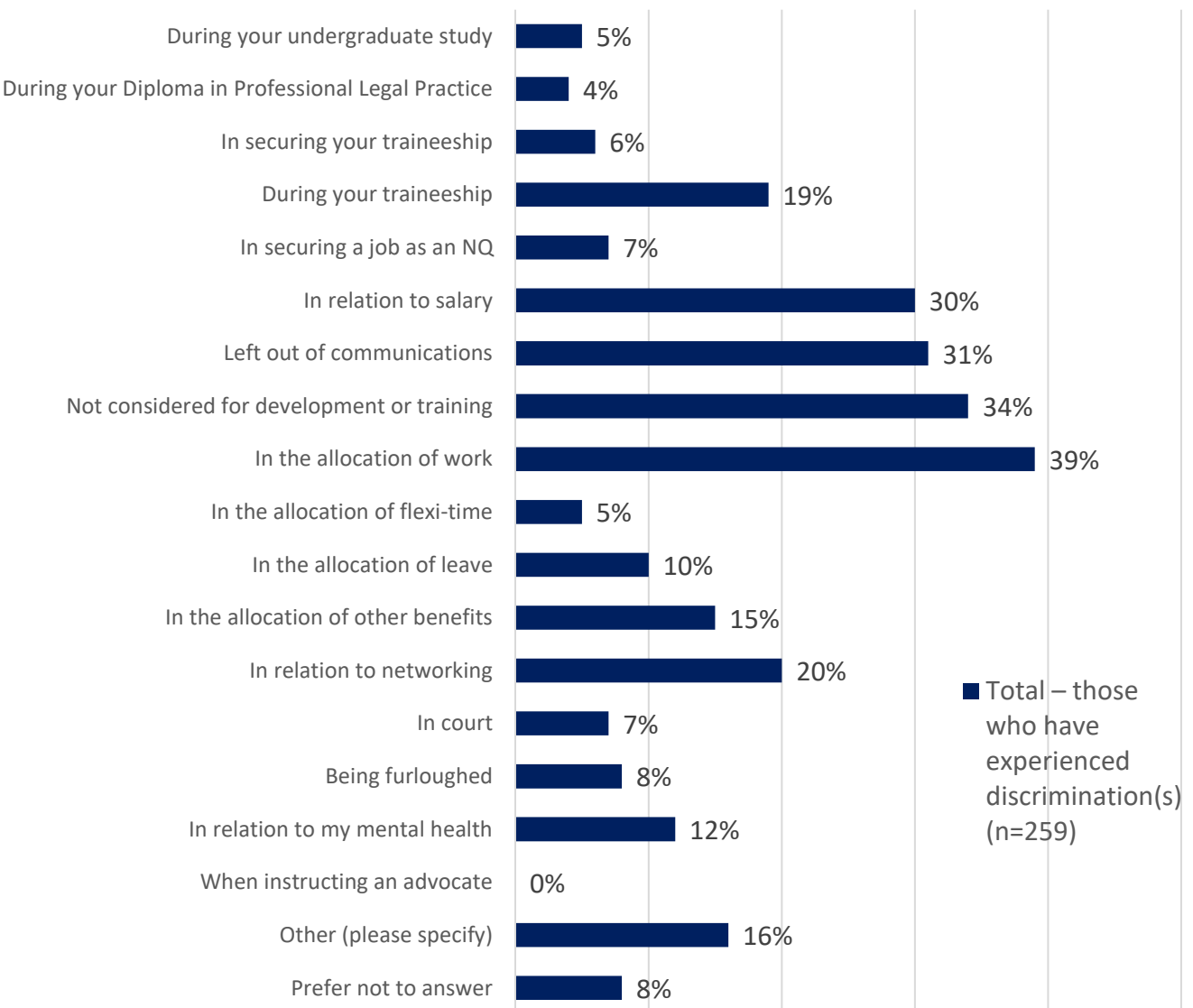




### How or when the discrimination personally experienced occurred

Most commonly, respondents with personal experience of discrimination experienced this in the allocation of work (39%), followed by not being considered for development or training (34%), being left out of communications (31%) or in relation to salary (31%).

How or When Discrimination(s) personally EXPERIENCED

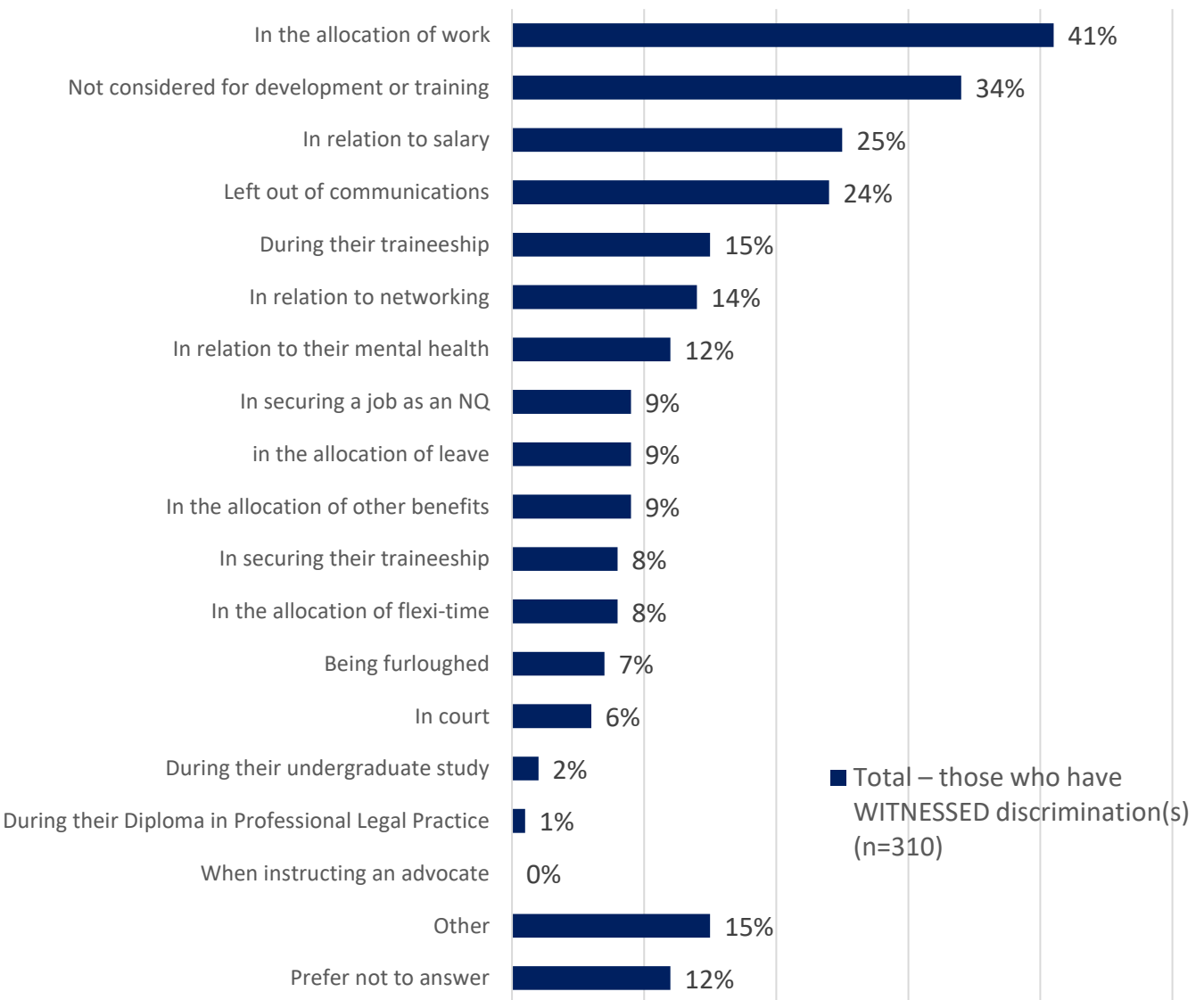




### How or when the discrimination witnessed occurred

The same characteristics are given as the four most common ways in which the discrimination witnessed was observed - in the allocation of work (41%), followed by not being considered for development or training (34%), in relation to salary (25%) or being left out of communications (24%).

How or When Discrimination(s) WITNESSED occurred





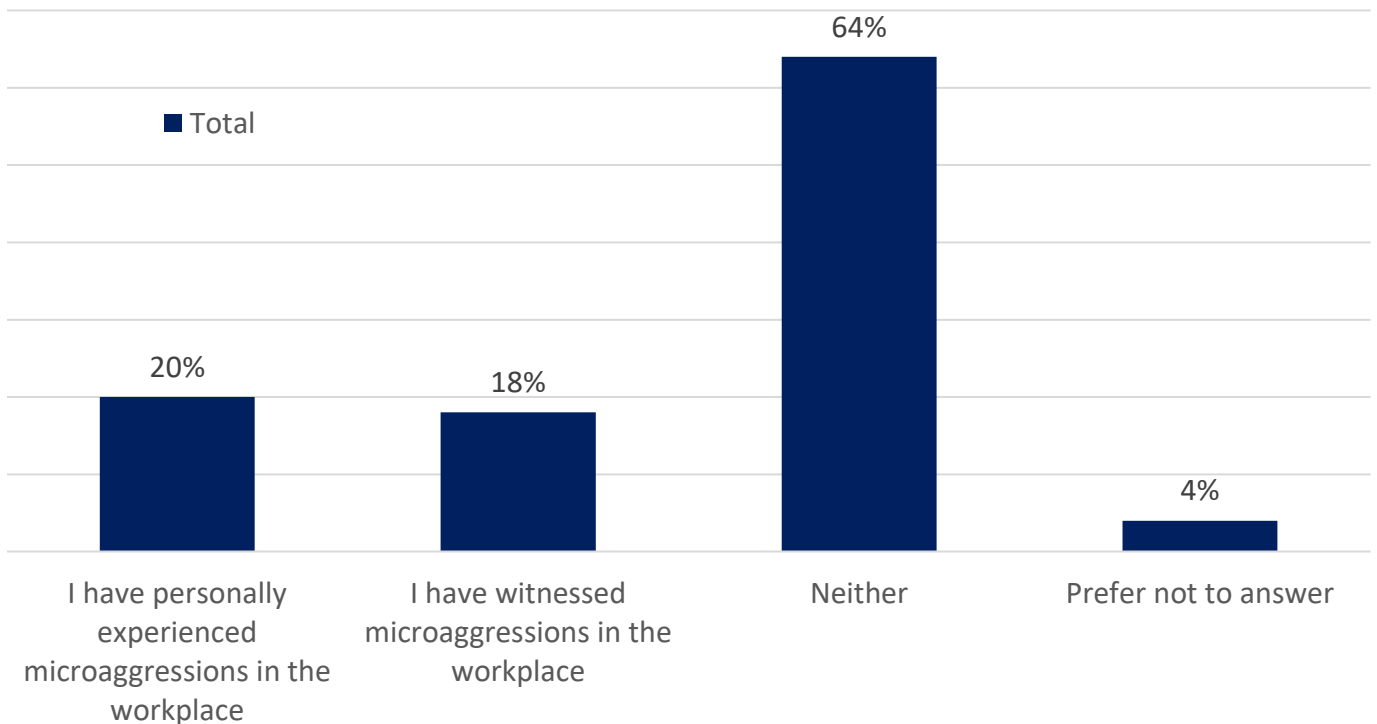
### Microaggressions

Respondents were provided with the following information:-

In this survey, the term microaggressions should be taken as meaning “Everyday verbal, non-verbal and environmental slights, snubs or insults, whether intentional or unintentional, which communicate hostile, derogatory or negative messages to target persons based solely upon their marginalized group membership” (Sue et al 2019) What are 'Microaggressions' | The University of Edinburgh

Overall, 20% of respondents stated that they had personally experienced microaggressions in the workplace and 18% have witnessed microaggressions in the workplace.

Have you experienced or witnessed microaggressions in the workplace?





The research also highlights that certain groups are significantly more likely than average to have experienced microaggressions in the workplace. These are highlighted below:-

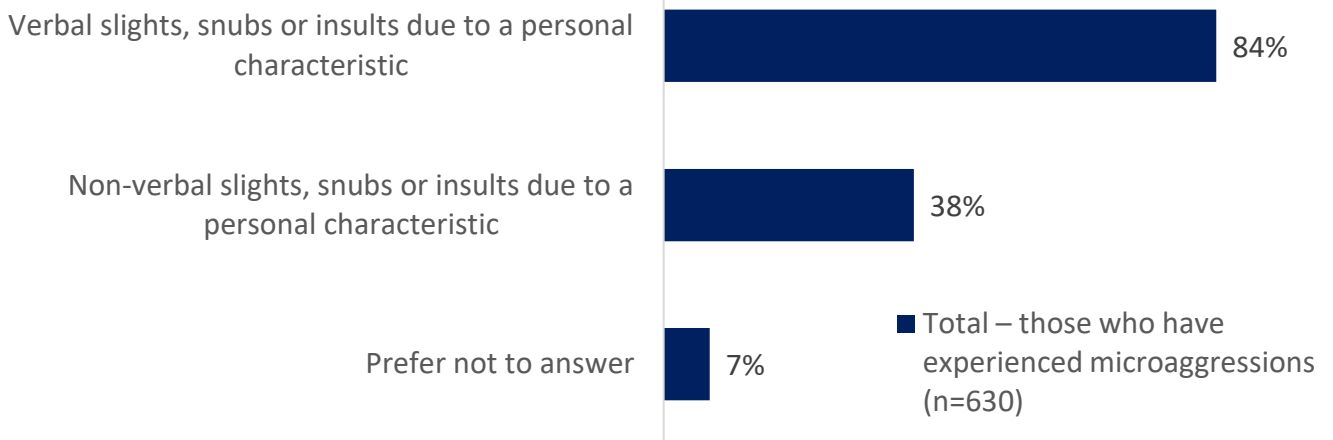
Microaggressions in the workplace	Base (n=)	I have personally experienced microaggressions in the workplace
<b>Total</b>	<b>3138</b>	<b>20%</b>
Other ethnic groups	154	41%
Consider self to be disabled	171	37%
Schooled outside of UK	100	30%
I have access to flexi-time but do not feel comfortable to use it if I accrue it	131	30%
Have considered leaving the profession in the last five years	1332	29%
Female Qualified six to ten years	248	27%
Those with a Physical or Mental Impairment or Condition	884	27%
Those with dependent child(ren) and dependent adult(s)	248	27%
Female Qualified 11 to 20 years	512	26%
Those who have experienced mental health Issues	2013	26%
Those not achieving a reasonable work-life balance	898	26%
Qualified six to fifteen years	792	25%
Female Qualified 5 years ago or less	389	25%
Female Age up to 35	635	24%
Female Age 36 to 55	978	24%
Qualified six to ten years	371	24%
Qualified 11 to 20 years	741	24%
Current trainee or Qualified 5 years ago or less	548	24%



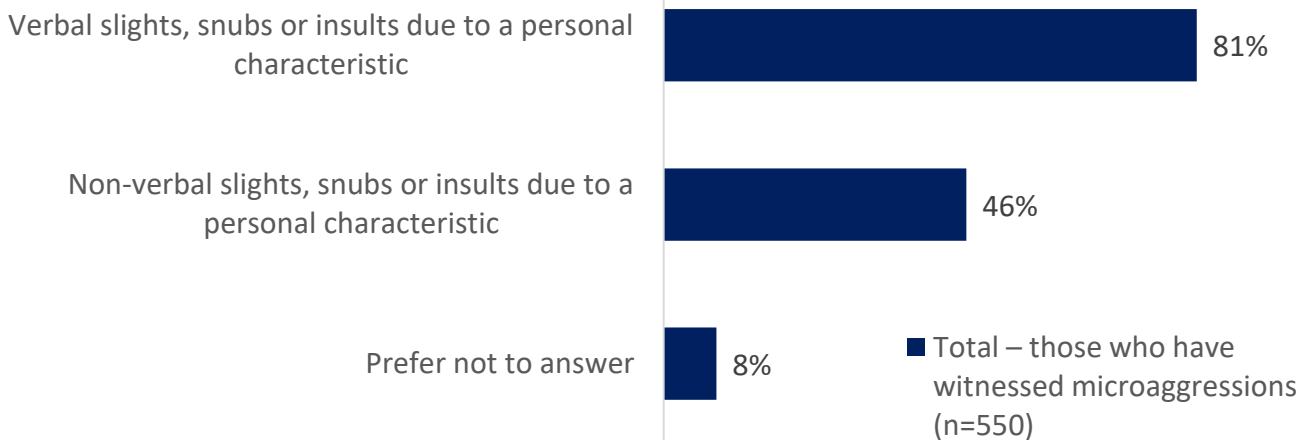
### Type of microaggression(s) experienced or witnessed

Most commonly, whether personally experienced or witness, microaggressions have taken the form of verbal slights, snubs or insults due to characteristics of a personal nature, with 84% having experienced this and 81% having witnessed this.

#### Microaggressions personally EXPERIENCED



#### Microaggressions WITNESSED



Non-verbal microaggressions were more likely to be witnessed rather than personally experienced (46% vs. 38%).



Respondents were asked if there was anything else they would like to tell us about instances of microaggressions, including about how they were or were not challenged or dealt with.

Theme	Description	Key Quote
<b>Workplace Bullying</b>	The respondents frequently referred to instances of bullying. Many shared a perceived deficiency in strategies to prevent or adequately manage such situations.	<i>“I felt that I had tackled the bullying in the right way but did not get the support from the people who should have intervened. I feel the LSS should have a mechanism for these issues to be referred to them for action to be taken if internal policies don't work.”</i>
<b>Sexism, Misogyny, and Age Discrimination</b>	Widespread instances of sexism, misogyny, and age-based discrimination were reported, often unchallenged. The data reveal a distinct lack of effective measures, such as gender sensitivity training or efficient reporting mechanisms, to address these biases in the workplace. This underscores the urgent need for stronger, proactive measures.	<i>“In terms of discrimination, the profession continues to be dominated at the top by men and my experience is that they often they display unconscious bias of a mildly misogynistic nature. But this makes it trickier for them to recognise such behaviour.”</i>
<b>Racism and Xenophobia</b>	Many respondents reported a lack of cultural understanding and anti-racist training in their workplaces. An underrepresentation of ethnically diverse individuals in leadership roles was often mentioned, and racist incidents were frequently reported as being unaddressed.	<i>“I think there is still discrimination in the legal profession as when it comes to senior appointments, such as judicial appointments, I am still seeing white men being appointed and those appointments do not always appear to be on merit but rather due to their connections.”</i>
<b>Absence of Repercussions and Fear of Retaliation</b>	A prevalent theme was the lack of punitive measures against offenders of workplace hostility. This lack of accountability appears to contribute to a continued pattern of toxic behaviours, causing a deterioration in trust in management and HR. Respondents often expressed fear of backlash after reporting hostile incidents. This fear indicates a lack of a supportive and open culture, discouraging victims from addressing their concerns and allowing harmful behaviours to persist.	<i>“Victims of bullying or sexual harassment don't feel like there is anywhere to go for help without ruining your career so most people I know have moved job rather than report the incidents. I have seen someone who has rumors about sexual harassment be promoted to partner when incidents are well know within HR and senior management.”</i>





Respondents were asked if there was anything else they would like to tell us about instances of microaggressions, including about how they were or were not dealt with:

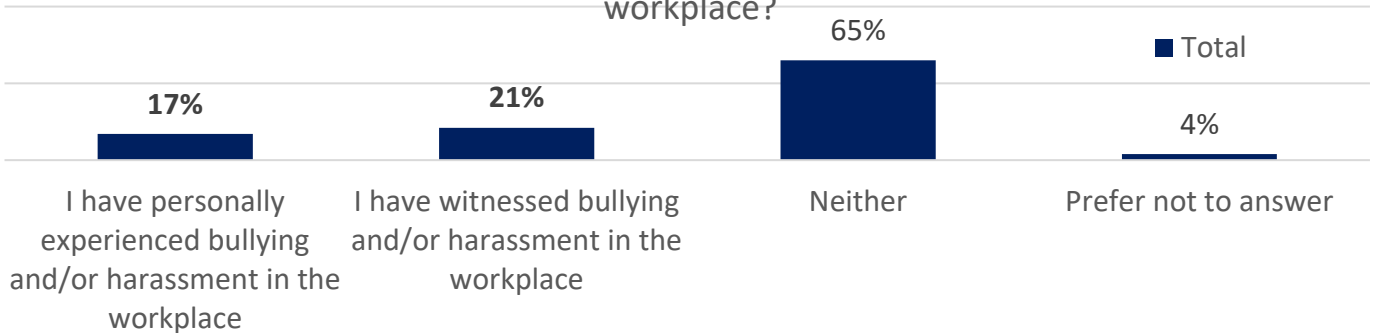
Theme	Description	Key Quote
<b>Homophobia and Transphobia</b>	Respondents noted instances of homophobic and transphobic comments, indicative of a lack of LGBTQ+ sensitivity training and an overall non-inclusive work culture. A lack of strong action against these offensive remarks contributes to a hostile work environment for LGBTQ+ employees.	<i>“There is an old boys club culture who think they run the profession - it is racist, sexist and transphobic. LSS members can get reprimanded over tiny things, but the boys club allows criminal defense solicitors with enough experience to just be vocally transphobic in public.”</i>
<b>Discrepancy in Diversity and Inclusion</b>	Despite companies' public commitment to diversity and inclusion, many respondents reported a lack of actual efforts to promote these values internally, leading to a lack of trust in the organisation's leadership and dissatisfaction among minority employees.	<i>“As an older member of the profession, I have experienced age discrimination. Employers claim to embrace diversity and say that they do not discriminate on age, but I do not think that this is true.”</i>
<b>Suggestions for Improvement</b>	Respondents suggested implementing clear guidelines for respectful behaviour, sensitivity and inclusivity training, efficient reporting mechanisms, and positive behavioural examples from leadership. A common request was the creation of a safe environment to report incidents without fear of retaliation.	<i>“I have not witnessed any in my current role but in my previous role I saw a lot by one person, and it is a disgrace. The perpetrator is still employed there and is still a lawyer. The Law Society should be a place people can safely complain to, but it is a small world in Scotland and a complainant will be worried about how they are perceived (as a troublemaker and difficult) a lot more than the perpetrator (who, from what I have seen, will likely get away with it due to the fear of reporting, and lack of action taken against them). I have always been puzzled as to why organisations try and get rid of the complainer?”</i>



## Bullying and/or harassment in the workplace

Overall, 17% of respondents have personally experienced bullying and/or harassment in the workplace, while 21% have witnessed bullying and/or harassment in the workplace.

Have you experienced or witnessed bullying and/or harassment in the workplace?



Specific groups of respondents are significantly more likely than average to have experienced bullying and/or harassment in the workplace, as highlighted below:-

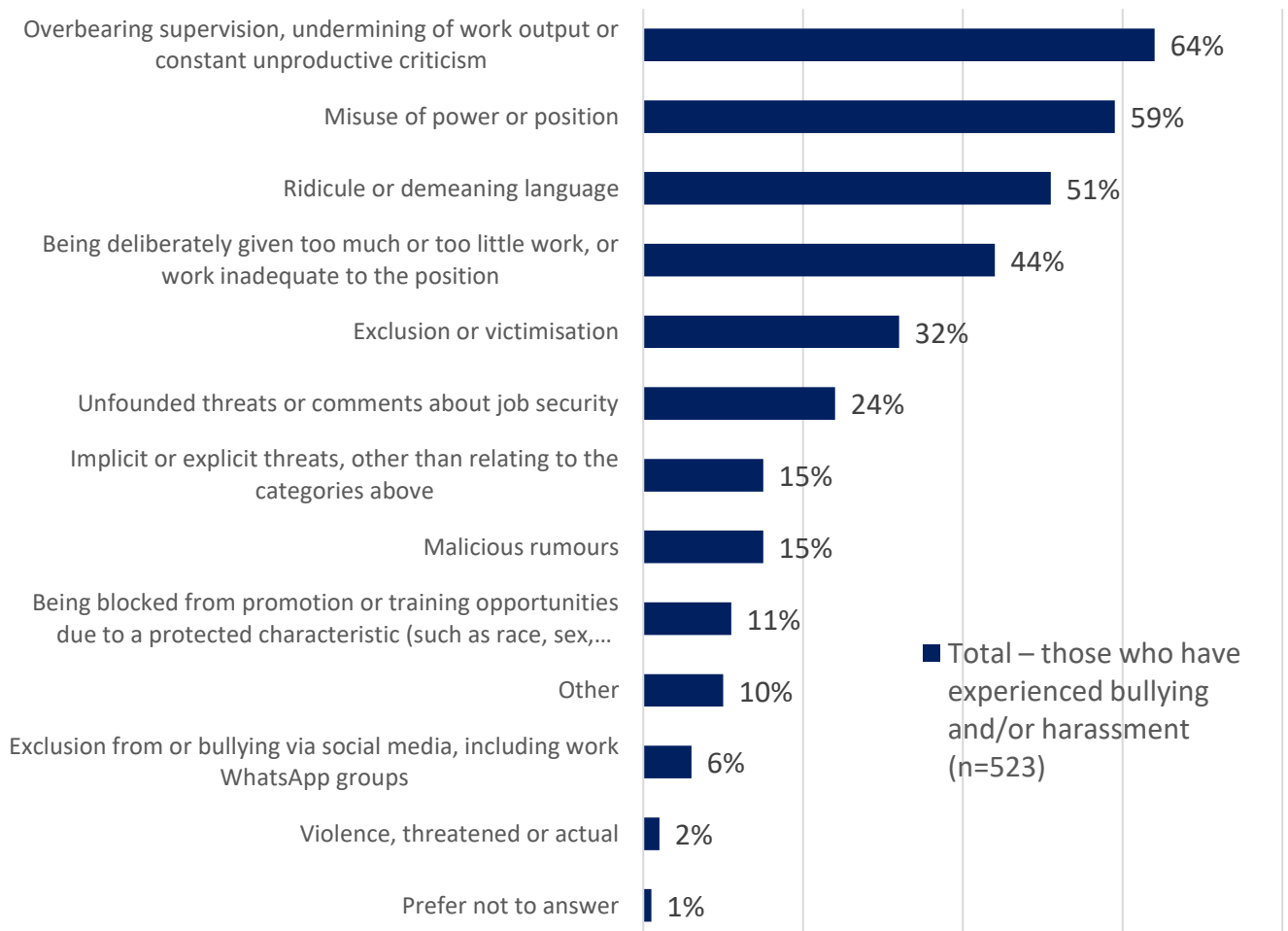
Bullying and/or harassment in the workplace	Base (n=)	I have personally experienced bullying and/or harassment in the workplace
<b>Total</b>	<b>3138</b>	<b>17%</b>
Other ethnic groups	154	31%
Consider self to be disabled	171	31%
I have access to flexi-time but do not feel comfortable to use it	131	27%
Have considered leaving the profession in the last five years	1332	26%
Those with a Physical or Mental Impairment or Condition	884	24%
Those with dependent child(ren) and dependent adult(s)	248	24%
Those with dependent adult(s) only	157	24%
Those not achieving a reasonable work-life balance	898	24%
Female Current trainee	137	23%
Female Qualified six to ten years	248	22%
Have experienced mental health issues	2013	22%
Female Age up to 35	635	21%
Qualified 5 years ago or less	548	21%
25-35	835	21%
Gay man	87	21%
Female Age 56 or over	273	20%

## Type of bullying/harassment experienced

The three most common types of bullying and/or harassment experienced have taken the form of:

- Overbearing supervision, undermining of work output or constant unproductive criticism (64% for those who have personally experienced bullying/harassment) and 66% for those who witness bullying/harassment)
- Misuse of power or position (59% for those who have personally experienced bullying/harassment)
- Ridicule or demeaning language (51% for those who have personally experienced bullying/harassment)

### Bullying and/or harassment EXPERIENCED



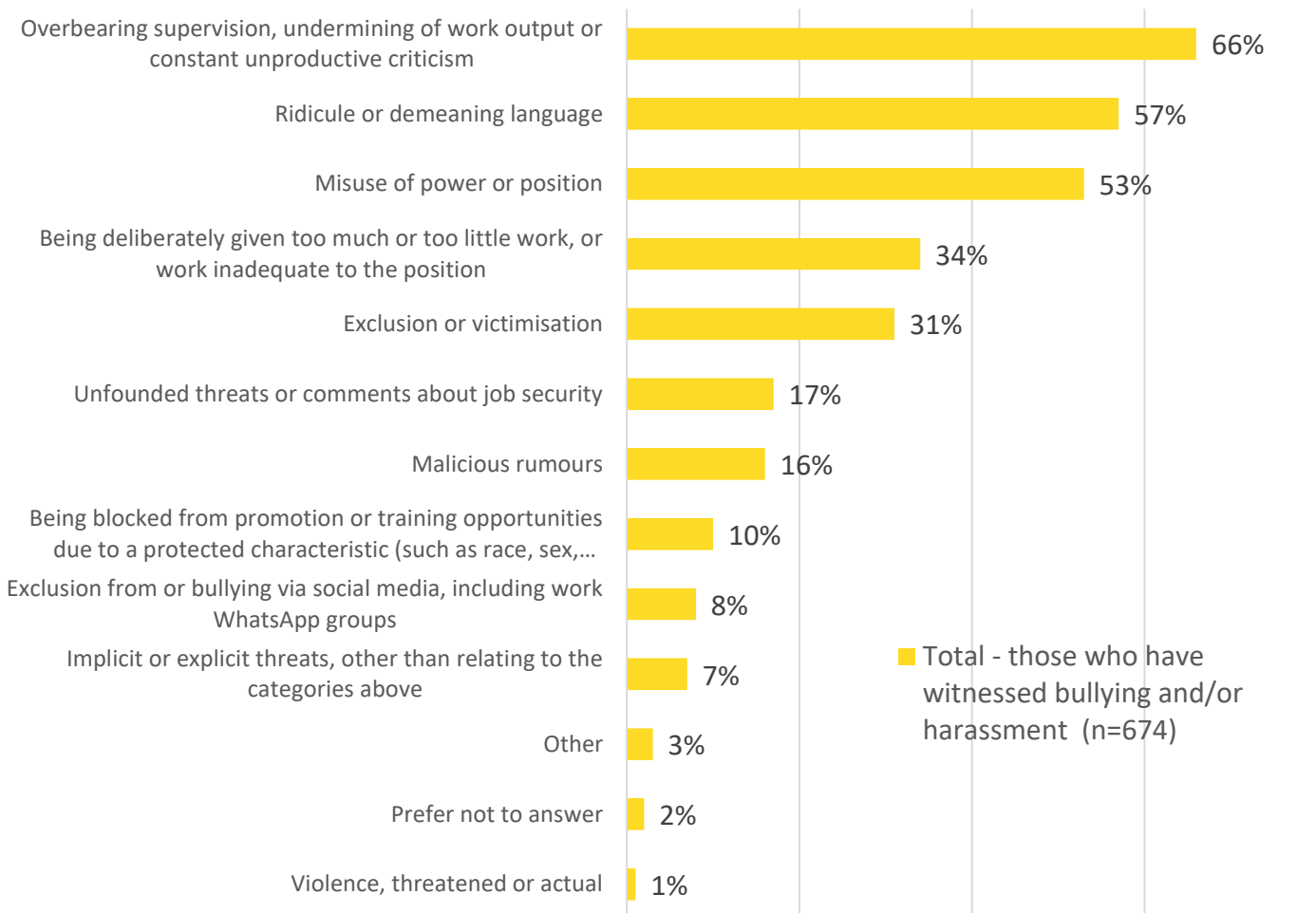


### Type of bullying/harassment witnessed

The three most common types of bullying and/or harassment witnessed have taken the form of:

- Overbearing supervision, undermining of work output or constant unproductive criticism (66% for those who witnessed bullying/harassment)
- Ridicule or demeaning language (57% for those who witnessed bullying/harassment)
- Misuse of power or position (53% for those who witnessed bullying/harassment)

Bullying and/or harassment WITNESSED





### Sexual harassment in the workplace

Overall, 4% of respondents have personally experienced sexual harassment in the workplace (compared to 3% in 2018) while 5% have witnessed sexual harassment in the workplace (also 5% in 2018).

**4%**  
**Personally experienced sexual harassment**

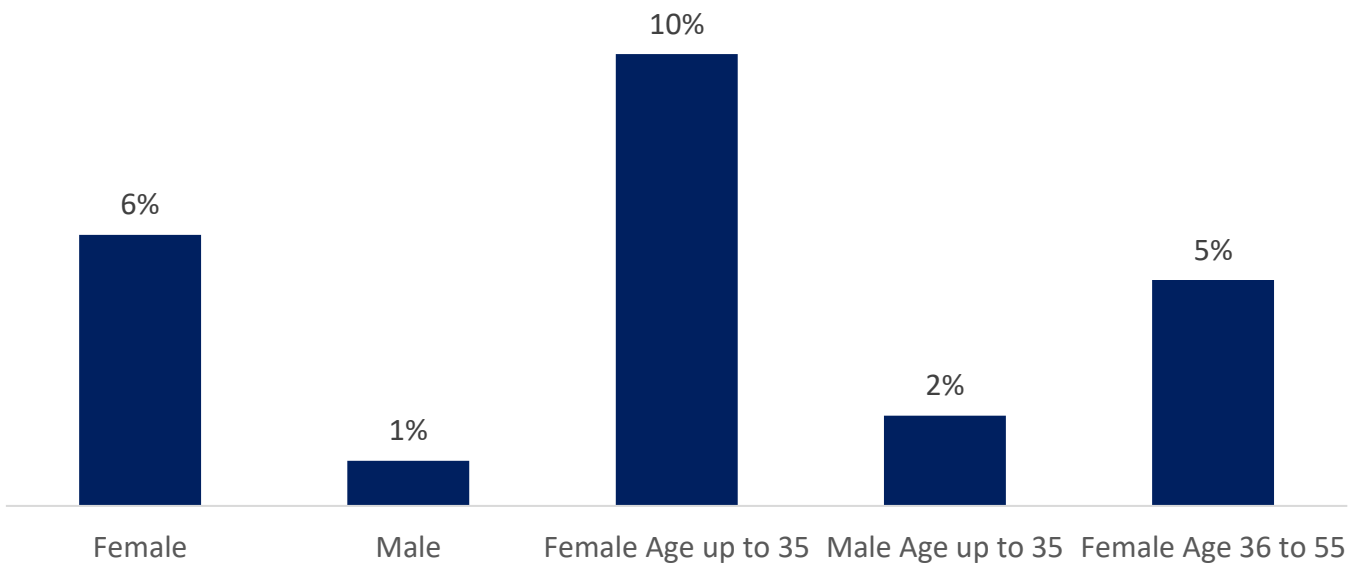
**5%**  
**Witnessed sexual harassment**

90% neither witnessed nor experienced

5% preferred not to answer

Females were much more likely than males to have experienced sexual harassment (6% vs. 1% of males) and the experience of sexual harassment rises to 10% among females aged up to 35.

Have you experienced or witnessed experienced or witnessed sexual harassment in the workplace? – Yes, have personally experienced



■ I have personally experienced sexual harassment in the workplace

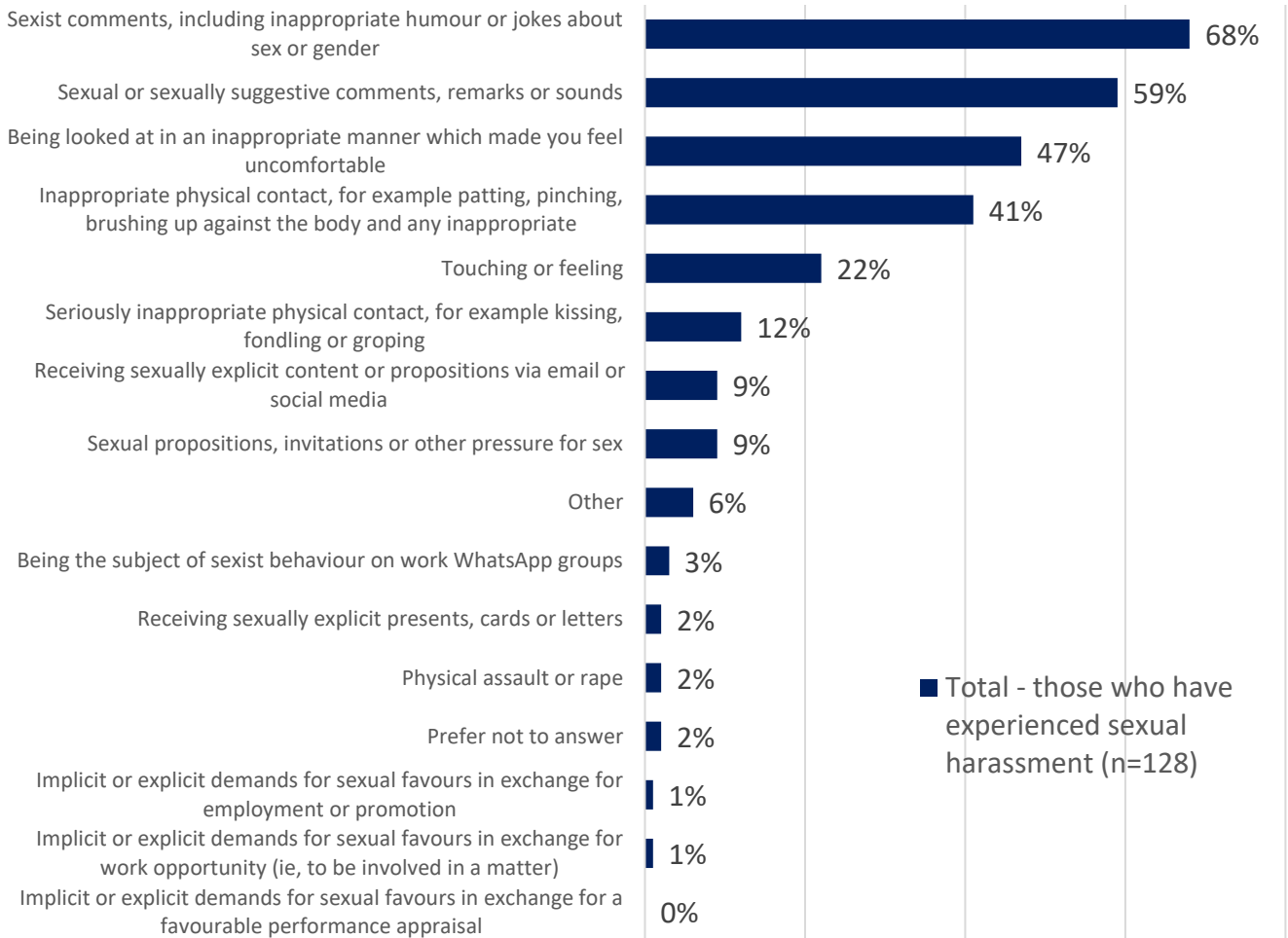


### Types of sexual harassment experienced in the workplace

The four most common types of sexual harassment personally experienced have taken the form of:

- Sexist comments, including inappropriate humour or jokes about sex or gender (68% for those who have personally experienced sexual harassment)
- Sexual or sexually suggestive comments, remarks or sounds (61%)
- Being looked at in an inappropriate manner which made you/the person feel uncomfortable (47%)
- Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate (41%)

Sexual harassment personally EXPERIENCED

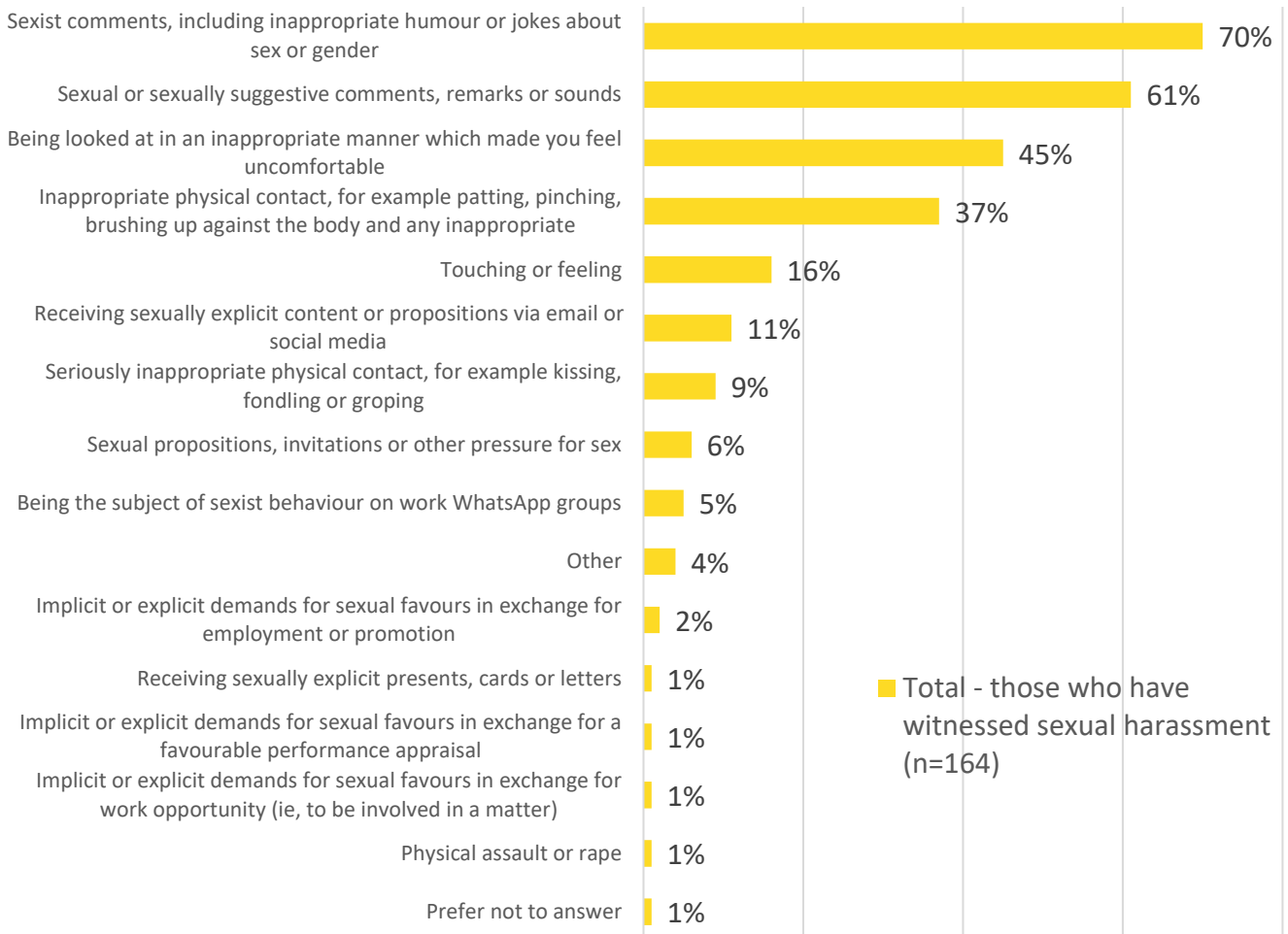


## Types of sexual harassment witnessed in the workplace

The four most common types of sexual harassment witnessed have also taken the form of:

- Sexist comments, including inappropriate humour or jokes about sex or gender (70% for those who witnessed it)
- Sexual or sexually suggestive comments, remarks or sounds (61%)
- Being looked at in an inappropriate manner which made you/the person feel uncomfortable (45%)
- Inappropriate physical contact, for example patting, pinching, brushing up against the body and any inappropriate (37%)

### Sexual harassment WITNESSED

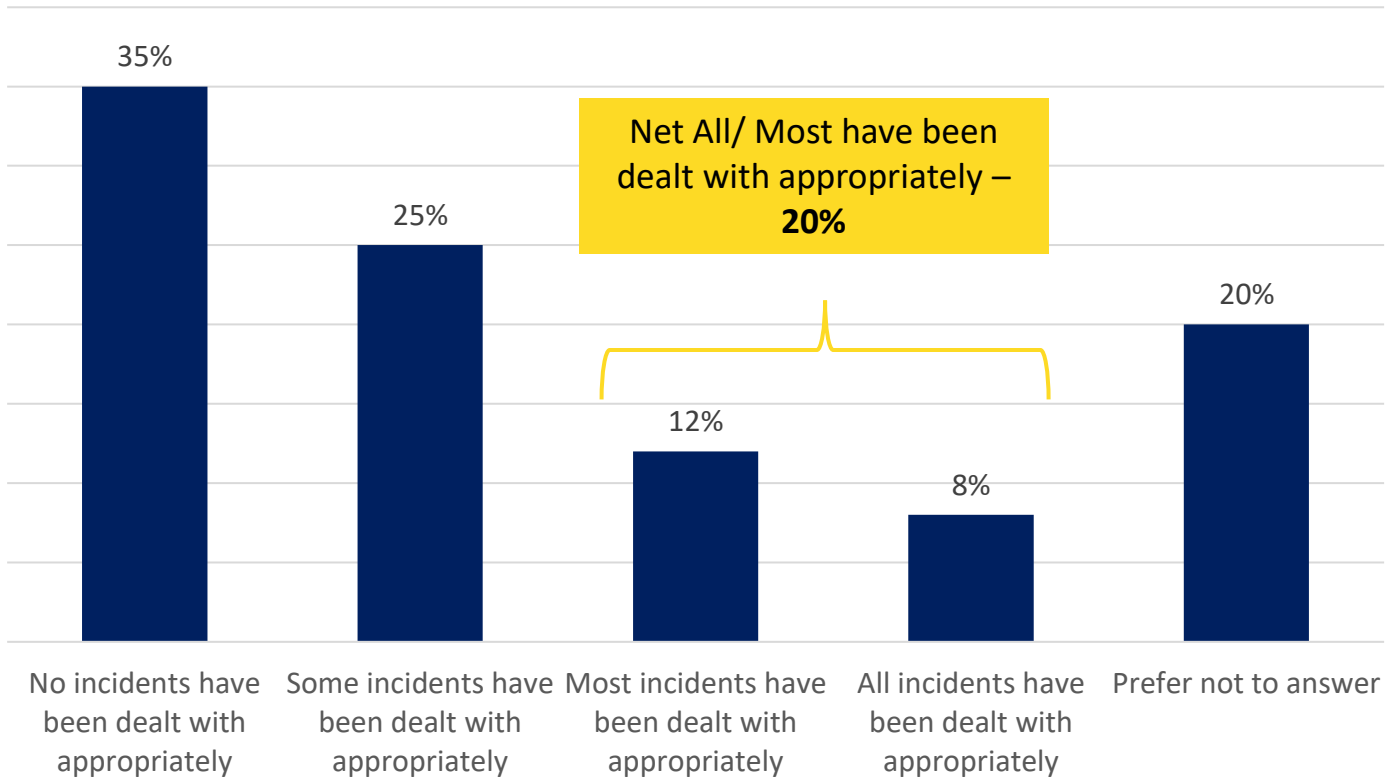




### Addressing discrimination, microaggression, bullying, harassment and sexual harassment in the workplace

Respondents who indicated that they had, in the last 5 years, experienced or witnessed discrimination, microaggressions, bullying, harassment or sexual harassment were asked about whether they felt incidents had been dealt with appropriately. 20% of respondents felt that all or most incidents had been dealt with appropriately (and this is little changed from the 19% who felt this in the 2018 study).

Do you feel that incidents of bullying, harassment, sexual harassment or discrimination that you have witnessed or experienced in the last five years have been dealt with appropriately?



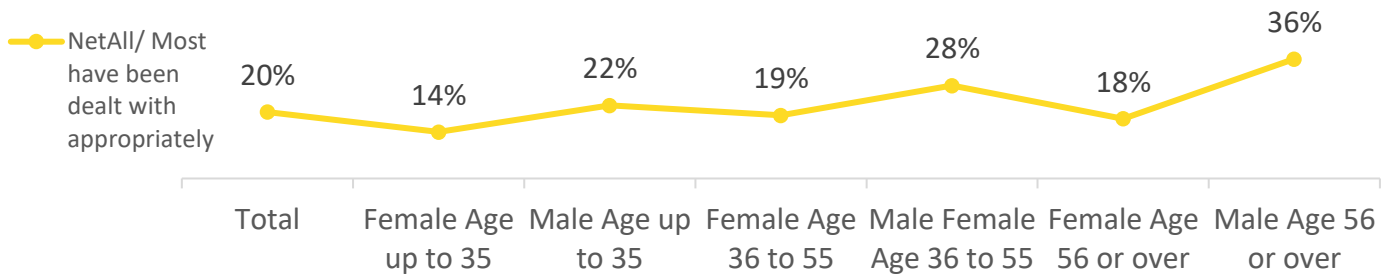
■ Total - those who have experienced or witnessed discrimination, microaggressions, bullying, harassment or sexual harassment (n=1453)





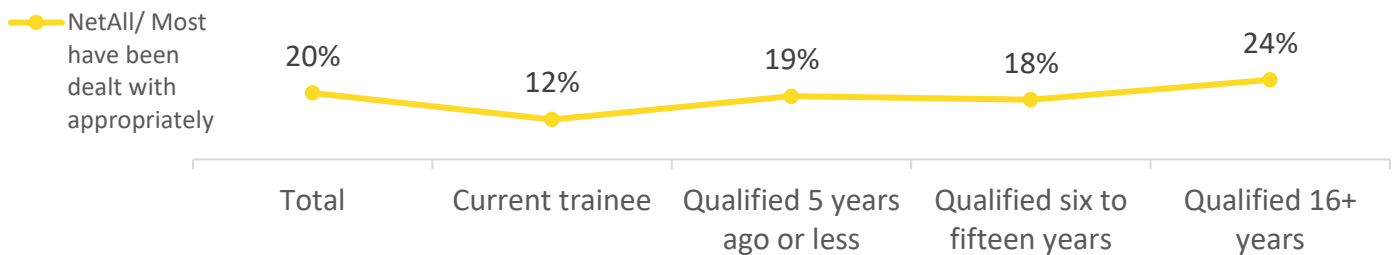
Females aged up to 35 were less likely than the norm to feel that all or most incidents had been dealt with appropriately (14% believing this).

Do you feel that incidents of bullying, harassment, sexual harassment or discrimination that you have witnessed or experienced in the last five years have been dealt with appropriately?



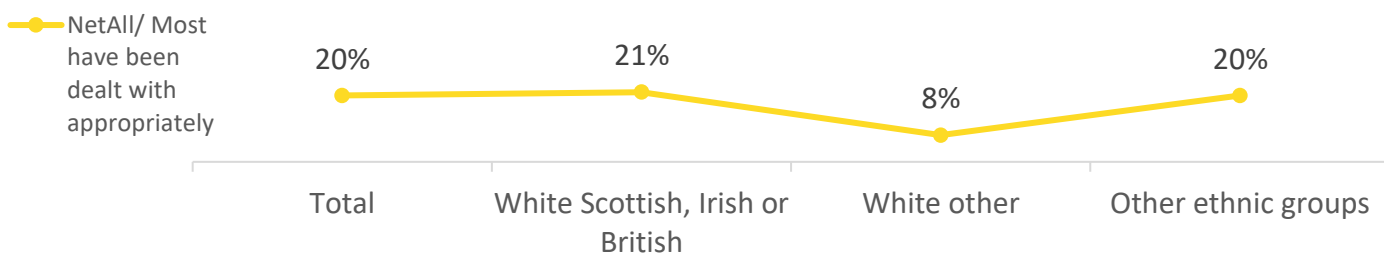
Current trainees were also less likely than average to feel that all or most incidents had been dealt with appropriately (12% believing so)

Do you feel that incidents of bullying, harassment, sexual harassment or discrimination that you have witnessed or experienced in the last five years have been dealt with appropriately?



Those from an Other White ethnic background were also less likely than average to feel that all or most incidents had been dealt with appropriately (8% believing so)

Do you feel that incidents of bullying, harassment, sexual harassment or discrimination that you have witnessed or experienced in the last five years have been dealt with appropriately?

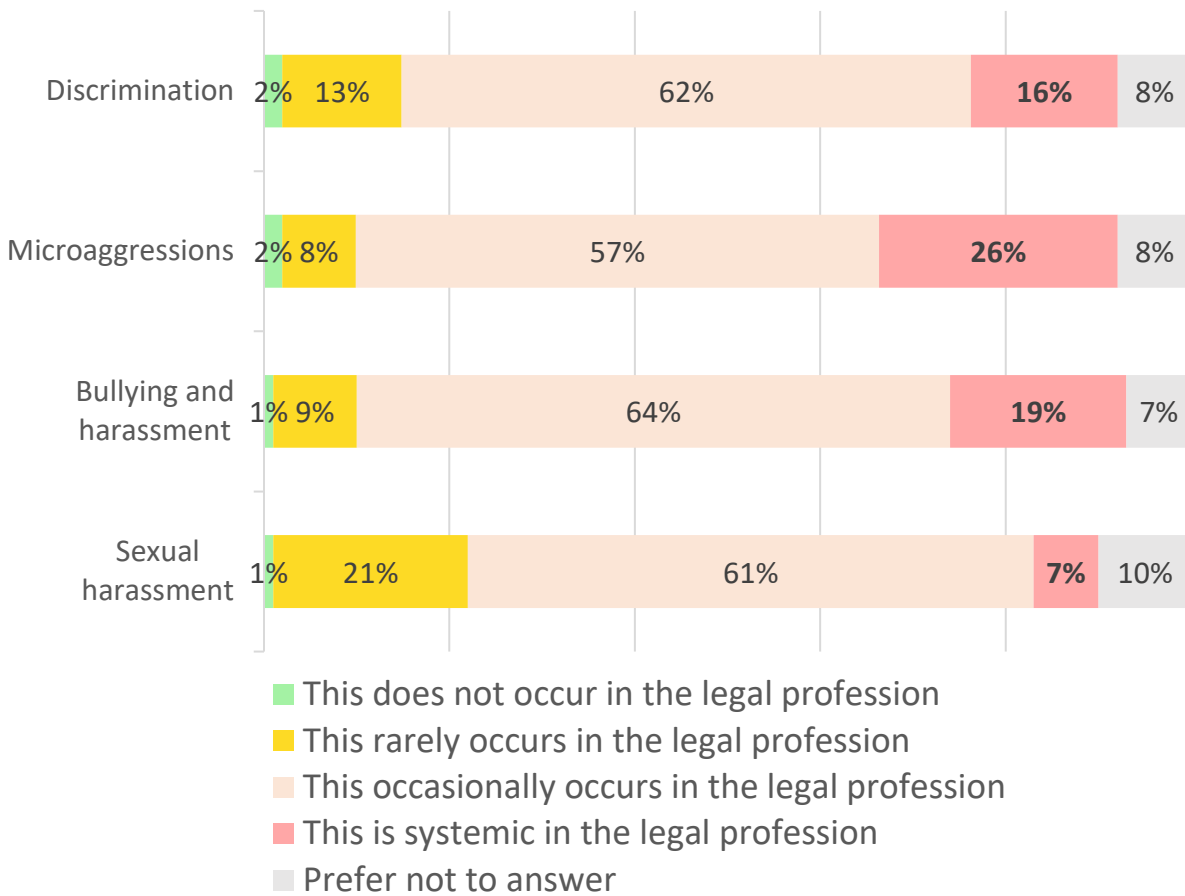




### Perceptions of the frequency with which discrimination, microaggressions, bullying, harassment and sexual harassment occur in the Scottish legal profession

Overall, 26% of respondents believe microaggressions are systemic in the legal profession. 19% and 16% of respondents think bullying and/or harassment and discrimination, respectively, are systemic. 7% of respondents think sexual harassment is systemic.

To what extent do you think the following are widespread in the profession?



In 2018, comparable questions were asked for discrimination and sexual harassment. At that time, 10% of respondents felt discrimination was systemic in the profession and 3% felt sexual harassment was systemic. Both figures are lower than this year’s results, indicating perceptions that discrimination and sexual harassment are now more widespread.



Specific groups of respondents are significantly more likely to believe each of these behaviours are widespread in the workplace. These are highlighted in the following tables. The first two tables show those groups significantly more likely to believe discrimination or microaggressions to be systemic:-

"This is systemic in the legal profession"	Base	Discrimination
<b>Total</b>	<b>3138</b>	<b>16%</b>
Other Religion	107	36%
Other ethnic groups	154	34%
Consider self to be disabled	171	25%
Female Current trainee	137	23%
Other white ethnic group	79	23%
Female Age up to 35	635	22%
White other	98	22%
Under 25	68	22%
Female Qualified 5 years ago or less	389	22%
Female Qualified 11 to 20 years	512	22%
Those with dependent child(ren) and dependent adult(s)	248	22%
Have considered leaving the profession in the last five years	1332	22%
Female Qualified six to ten years	248	21%

"This is systemic in the legal profession"	Base	Microaggressions
<b>Total</b>	<b>3138</b>	<b>26%</b>
Other ethnic groups	154	38%
Other Religion	107	36%
Consider self to be disabled	171	36%
Have considered leaving the profession in the last five years	1332	36%
Female Qualified 5 years ago or less	389	34%
Female Age up to 35	635	33%
White other	98	33%
Female Current trainee	137	33%
Female Qualified 11 to 20 years	512	33%
Female Age 36 to 55	978	32%
Under 25	68	32%
Female Qualified six to ten years	248	32%
Have experienced mental health Issues	2013	32%
Current trainee or Qualified 5 years ago or less	548	31%
Those with a Physical or Mental Impairment or Condition	884	31%
Those with dependant child(ren) and dependant adult(s)	248	31%
Those with dependent adult(s) only	157	31%
Female	1892	31%

The next two tables show those groups significantly more likely to believe bullying and/or harassment or sexual harassment to be systemic:-

"This is systemic in the legal profession"	Base	Bullying and harassment
<b>Total</b>	<b>3138</b>	<b>19%</b>
Other Religion	107	33%
Other ethnic groups	154	30%
Consider self to be disabled	171	29%
Have considered leaving the profession in the last five years	1332	28%
Female Qualified six to ten years	248	27%
Female Qualified 5 years ago or less	389	26%
Female Qualified 11 to 20 years	512	26%
I have access to flexi-time but do not feel comfortable to use it	131	26%
Female Age up to 35	635	25%
White other	98	24%
Female Current trainee	137	24%
Those with a Physical or Mental Impairment or Condition	884	24%
Have experienced mental health Issues	2013	24%
Those not achieving a reasonable work-life balance	898	24%

"This is systemic in the legal profession"	Base	Sexual harassment
<b>Total</b>	<b>3138</b>	<b>7%</b>
Other ethnic groups	154	15%
Other Religion	107	13%
Bisexual	76	13%
Under 25	68	12%
Female Qualified 11 to 20 years	512	12%
Female Age up to 35	635	11%
Female Current trainee	137	11%
Female Qualified 5 years ago or less	389	11%
Consider self to be disabled	171	11%

It is noteworthy that some groups are more likely to believe that in the systemic occurrence of discrimination, microaggressions, bullying, harassment and sexual harassment, these groups being:

- Females up to age 35
- Female current trainees
- Females qualified up to 5 years ago
- Female qualified 11 to 20 years
- Those who consider themselves to be disabled
- Those of a non-Christian religion
- Those from non-white ethnic groups

Considering the previous questions on discrimination, microaggressions, harassment, sexual harassment and bullying, respondents were asked if there was anything else they would like share. The audience shared some additional thoughts regarding the experiences and concerns related to discrimination, microaggressions, harassment, sexual harassment, and bullying within the legal profession. Some of the main themes to come out of this discussion were;

Theme	Description	Key Quote
<b>Discrimination and Inequality</b>	Respondents expressed concerns about various forms of discrimination based on gender, socio-economic background, race, ethnicity, religion, and age; highlighting existing biases and barriers to equal opportunities.	<i>"The legal profession still in my opinion needs to improve, particularly on sexual discrimination and harassment. There is too much on who prefers an individual rather than focus on actual merit. It is disheartening after nearly 30 years I see favourites still being played rather than meritorious promotions."</i>
<b>Bullying and Harassment</b>	The theme encompasses experiences of hostile, belittling, and aggressive behaviour from colleagues, clients, sheriffs, or senior managers. It emphasises the negative impact on individuals' well-being and mental health.	<i>"The culture of the legal profession needs changed. When I worked in private practice and also in-house, sexual harassment and bullying were rife and based on discussions with more junior lawyers that I have worked with nothing has changed over the years. There needs to be stronger sanctions but given the demographic of most firms this is unlikely until the demographic changes dramatically."</i>
<b>Organisational Culture and Power Dynamics</b>	This theme focuses on the influence of organisational culture, hierarchical structures, and power dynamics within law firms. It highlights the need for cultural change to address discrimination, harassment, and inequality.	<i>"The place to turn in most firms to address bullying behaviour is to senior management. Given they are often the bullies (and HR teams do not wish to challenge their bosses) the matter is rarely dealt with." "Once someone is a partner it is more difficult to report any problems with their behaviour and most often the junior solicitor needs to leave. That is due to traditional power structures in the profession."</i>
<b>Limited Recourse and Reporting Mechanisms</b>	Respondents expressed concerns about the lack of effective reporting mechanisms and support systems for addressing instances of discrimination, harassment, and bullying. They highlighted the fear of career repercussions and a lack of trust in the existing processes.	<i>"Firms are unwilling to assist and there is a real lack of confidence in reporting matters out of fear of consequences. Law society is equally less than helpful (I've reported informally some experiences and very little reassurance, or assistance was provided)."</i>

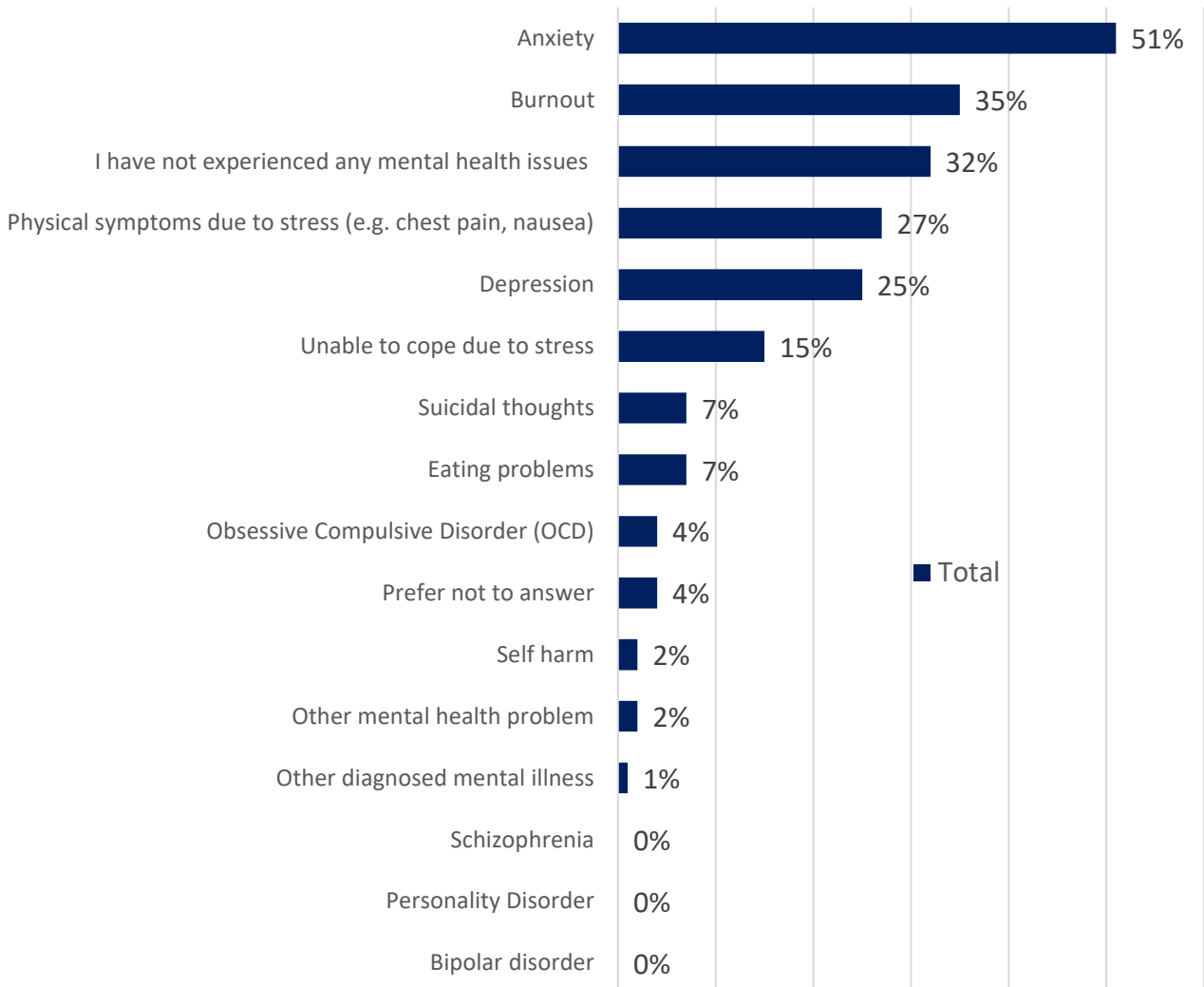


## 7. Mental Health and Wellbeing

### Experience of mental health issues

Respondents were asked whether they had experienced any of the following mental health issues in the last 5 years. Anxiety is an extremely common issue within the profession with 51% having experienced anxiety in the last 5 years. Burnout is also a relatively common issue with just over 1 in 3 experiencing this (35%). Physical symptoms of stress and depression have been experienced by around 1 in 4 respondents (27% and 25% respectively).

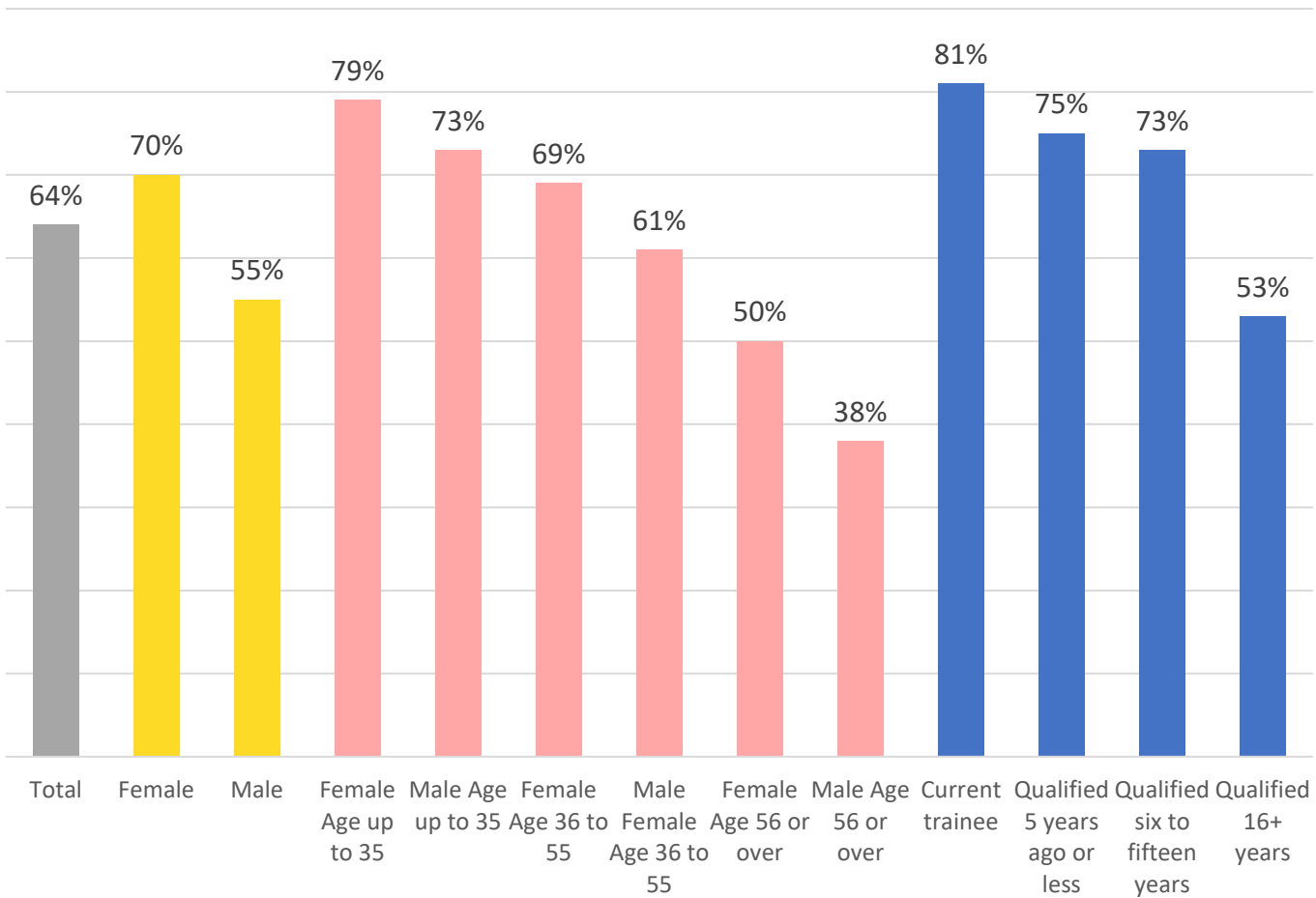
Experience of Mental Health Problems





Overall, almost two thirds of respondents (64%) have experienced some form of mental health issue in the last 5 years.

Experience of Mental Health Problems



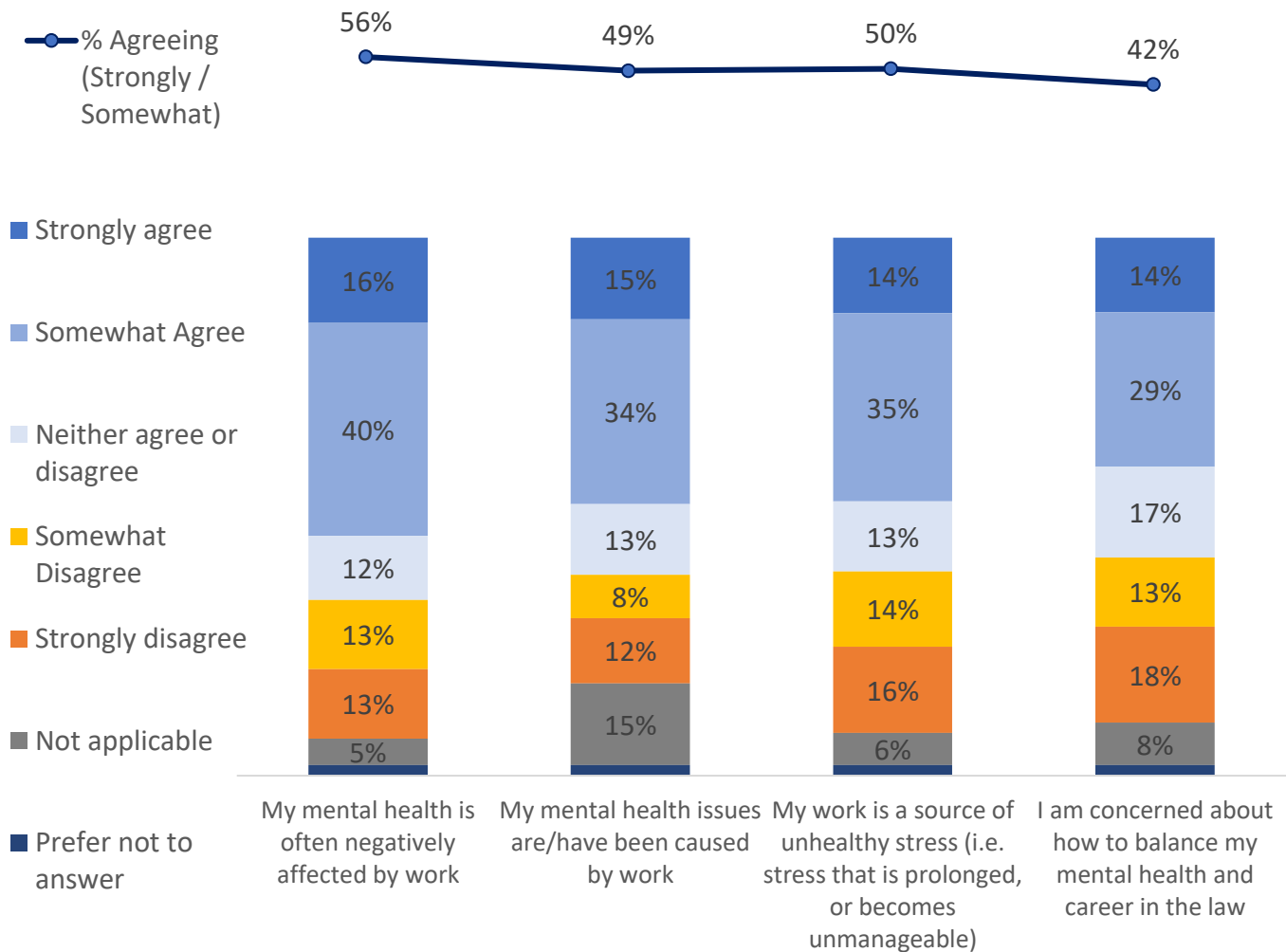
Current trainees and females up to age 35 are more likely than others to have experienced mental health issues (and women generally are more likely than men).



### Attitudes to mental health and the workplace

There is a widely held view overall within the profession that mental health is negatively affected by work (56% agreeing), that work is the cause of mental health issues (49% agreeing), and that work is a cause of unhealthy stress (50% agreeing). 42% of respondents overall are also concerned about how to balance their career in the law and their mental health.

To what extent do you agree or disagree with the following statements?

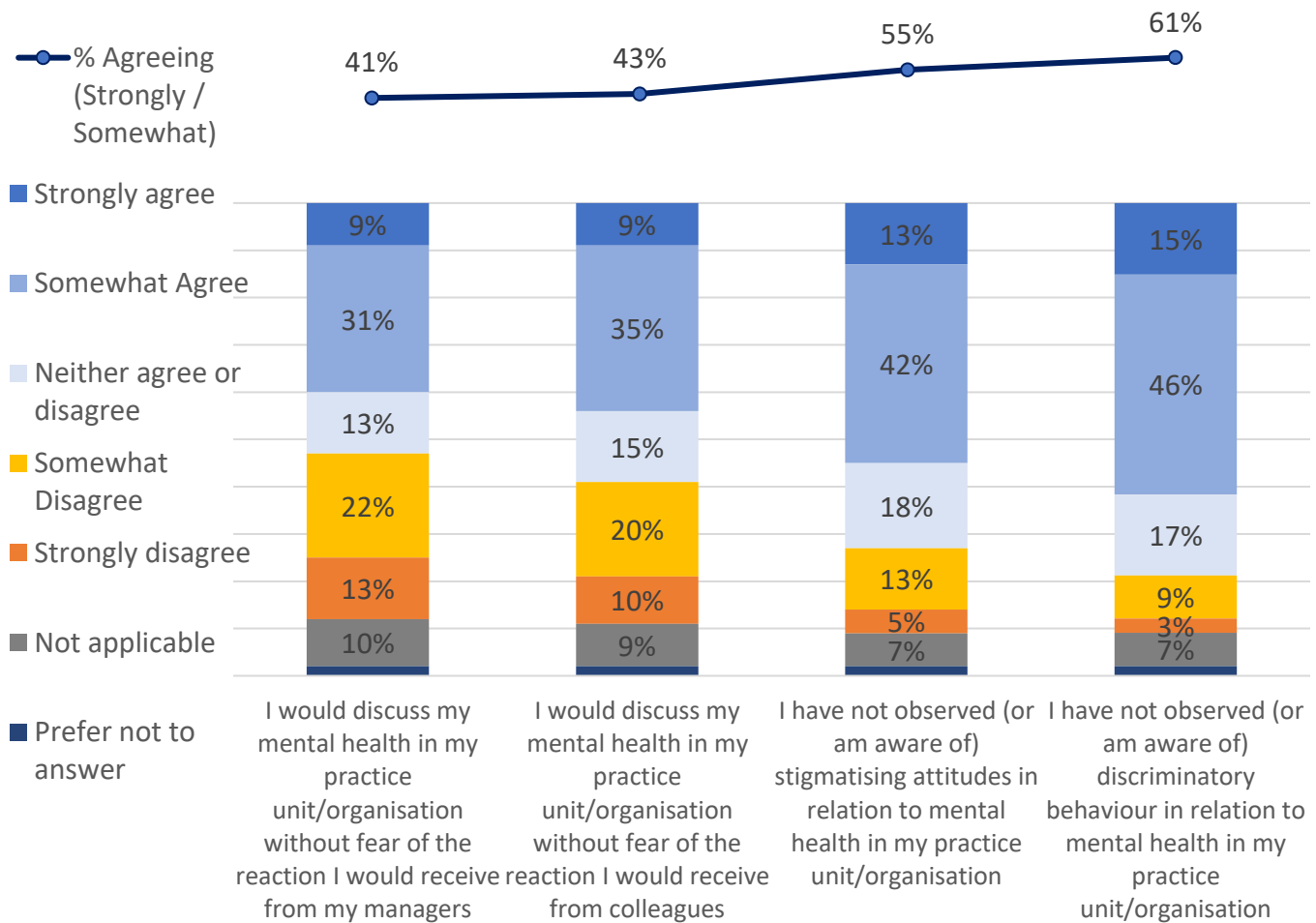






Although 41% of respondents overall agree that they would discuss their mental health issues without fear of the reaction from managers, and 43% that they would discuss it without fear of reaction from colleagues, a sizeable number disagree. This means 35% would fear the reaction from managers and 30% would fear the reaction from colleagues, should they discuss their mental health.

To what extent do you agree or disagree with the following statements?



Overall, 55% of respondents agree that they have not observed any stigmatising attitudes in relation to mental health in their practice/organisation. However, 18% have observed this.

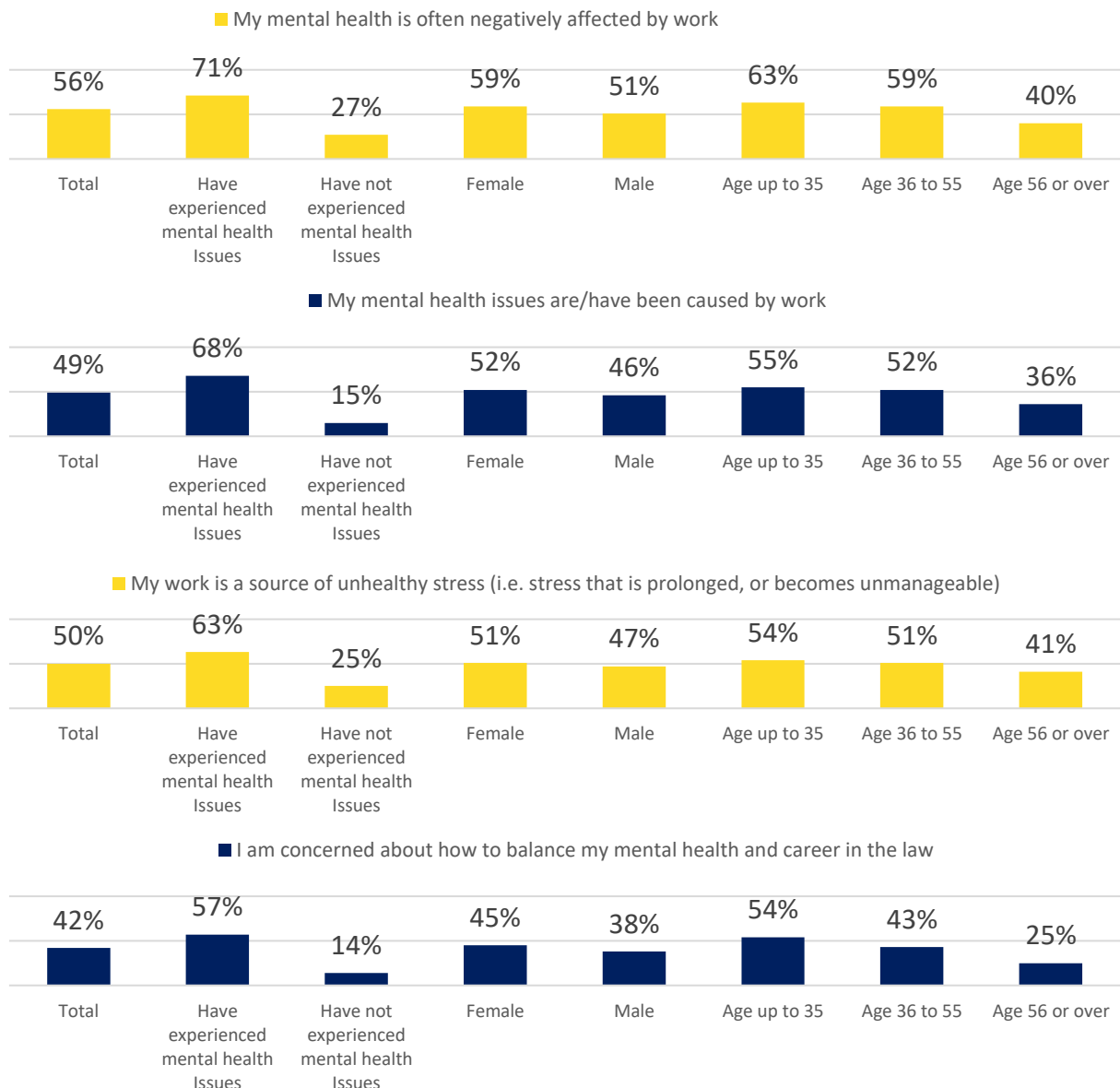
61% of respondents overall agree that they have not observed any discriminatory behaviour in relation to mental health in their practice/organisation. However, 12% have observed this.



Those who have personally experienced mental health issues are significantly more likely to agree that mental health is negatively affected by work (71% agreeing), that work is the cause of mental health issues (68% agreeing), that work is a cause of unhealthy stress (63% agreeing) and that they are concerned about how to balance their career in the law and their mental health (57% agreeing).

Women are more likely than men to agree with these 4 statements, and respondents aged up to 35 are slightly more likely to agree compared to those in the 36 and over age groups.

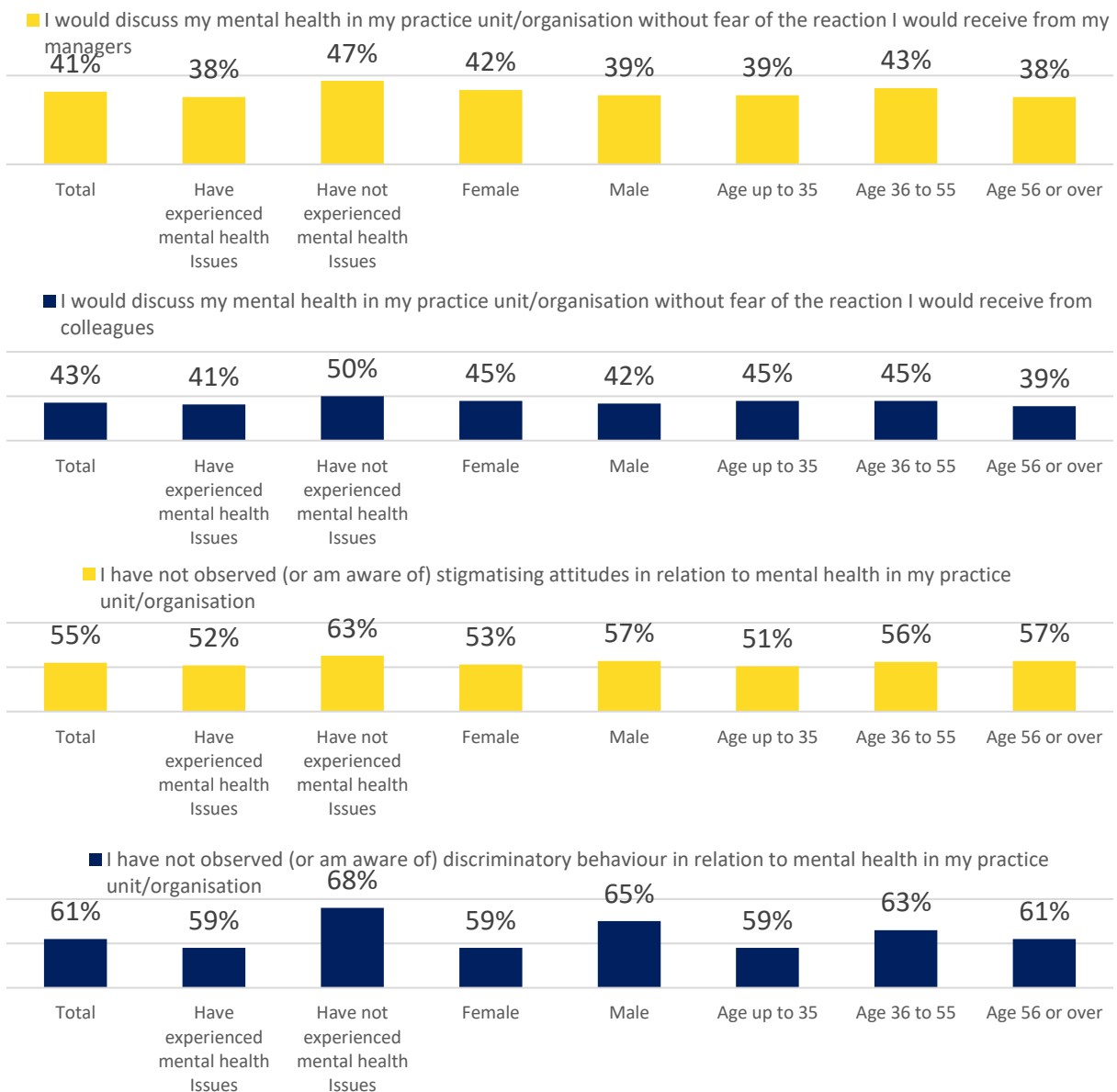
% Agreeing (Strongly/Somewhat) with each statement





Those who have personally experienced mental health issues are significantly less likely to agree that they would discuss their mental health issues without fear of the reaction from managers (38% agreeing), that they would discuss it without fear of reaction from colleagues (41% agreeing), that they would fear the reaction from managers should they discuss their mental health (52% agreeing) or that they would fear the reaction from colleagues (59% agreeing).

% Agreeing (Strongly/Somewhat) with each statement



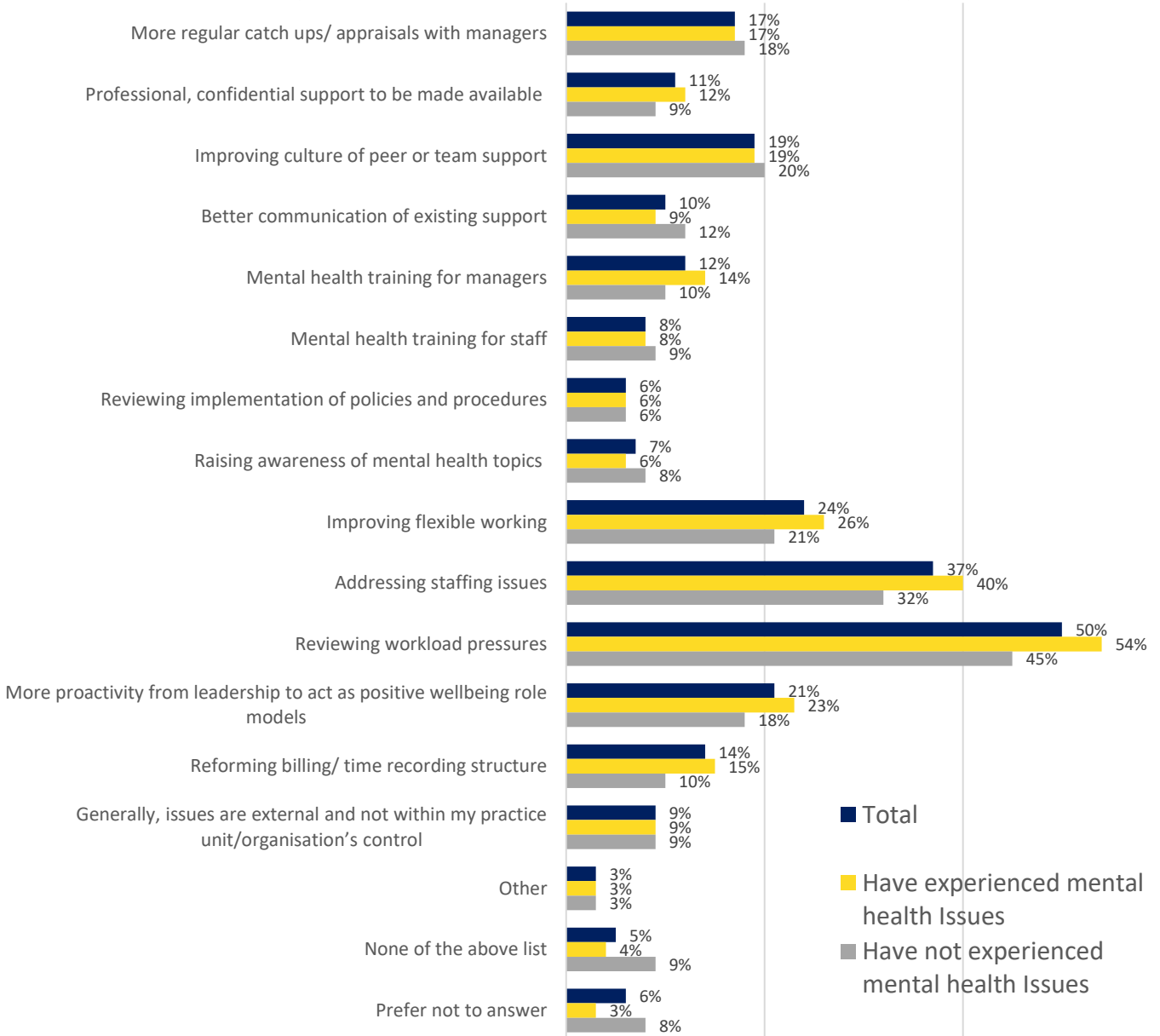


### Workplace priorities for mental health and wellbeing

Respondents view the three biggest priorities, in relation to mental health and wellbeing, to be:-

- Reviewing workload pressures (50% but rising to 54% among those who have personally experienced mental health issues)
- Addressing staffing issues (37% but again slightly higher at 40% for those who have experienced mental health issues)
- Improved flexible working (24% but marginally higher at 26% for those who have experienced mental health issues)

#### Workplace Priorities for Mental Health and Wellbeing





Respondents were asked if there was anything else they would like to tell us about their experiences/observations about mental health and working in the law (whether positive or negative).

<b>Theme</b>	<b>Description</b>	<b>Key Quote</b>
<b>Workload and Staffing</b>	Many respondents express concerns about excessive workloads, long working hours, and inadequate staffing levels. They highlight the impact of these factors on their mental well-being, including burnout, stress, and work-life balance issues.	<i>“I, along with many other junior solicitors, experienced stress, anxiety and burnout so severe I medically required to take 2 months off one year after qualifying. There is an 'always on' culture which is specific to the legal profession and has been exacerbated by Covid &amp; remote working.”</i>
<b>Stigma and Fear of Disclosure</b>	There is a prevailing theme of stigma and fear surrounding mental health issues within the legal profession. Respondents mention the reluctance to disclose mental health challenges due to concerns about being perceived as weak or facing negative consequences in their careers.	<i>“Often senior people's approach seems very performative - while resources are seemingly made available, little work has been done to reduce stigma and fear of reprisals for utilising these.”</i>
<b>Work Environment and Culture</b>	The work environment and culture play a significant role in mental health outcomes. Positive work environments, supportive colleagues, and management practices that prioritize well-being are highlighted as crucial factors. Conversely, negative work environments, toxic cultures, and poor management contribute to stress and mental health issues.	<i>“I have known 4 lawyer suicides over last 20 years - do not underestimate the serious consequences of toxic overly pressured legal workplace cultures and longer-term impact on individuals and the profession.”</i>
<b>Client Pressures and Expectations</b>	Respondents discuss the challenges posed by demanding clients, increased client expectations, and constant availability due to digital communication. These pressures contribute to work-related stress and impact mental well-being.	<i>“Until client expectations can be appropriately managed with assistance from Law Society then mental health problems will also persist in this profession as the requirements of the role as so over the top it is impossible to deal with everything appropriately without it coming at a cost to yourself.”</i>



Respondents were asked if there was anything else they would like to tell us about their experiences/observations about mental health and working in the law (whether positive or negative):

<b>Theme</b>	<b>Description</b>	<b>Key Quote</b>
<b>Support and Resources</b>	The availability of support systems and resources within organisations is mentioned as an important factor. Positive experiences are shared when employers provide mental health support, resources, and open communication. A frequent concern is the perceived lack of support and understanding of mental health issues within the profession.	<i>“In my experience, there is a low tolerance or understanding of mental health issues in the profession. I believe this is due to the competitive nature of the industry and lack of understanding at every level. Change appears to be glacially slow.”</i>
<b>Transition to In-house Roles</b>	Several respondents highlight the positive impact of transitioning from private practice to in-house roles, noting reduced stress and improved mental health outcomes. This suggests that different work contexts can influence well-being.	<i>“I am now in house and the difference in culture between that and private practice firms is massive. I would never have raised or felt supported with my mental health in the public sector.”</i>
<b>Disparity between Speech and Action</b>	A noticeable gap exists between what organizations claim to do for mental health support and what employees experience. This shows a need for more genuine, actionable steps towards mental health support.	<i>“I feel that the increased focus on mental health and wellbeing in the legal sector (in private practice) in recent years has been quite surface level/shallow. Firms pay lip service and may provide access to mental health support via private healthcare, but the reason that employees may need to access such support is because of the working practices in the firms.”</i>
<b>Need for Structural and Cultural Change</b>	Many responses indicate a desire for fundamental changes in the profession's structure and culture to improve mental health support. This includes advocating for better compensation, more flexibility in working hours, reducing billable hour pressures, and making mental health a priority.	<i>“Mental wellbeing is being talked about but there is only so much to be gained from lunchtime webinars... People need better pay, better work/life balances and the ability to take a holiday without worrying about their workloads and what's waiting for them on their return. It doesn't feel like there are any realistic solutions.”</i>

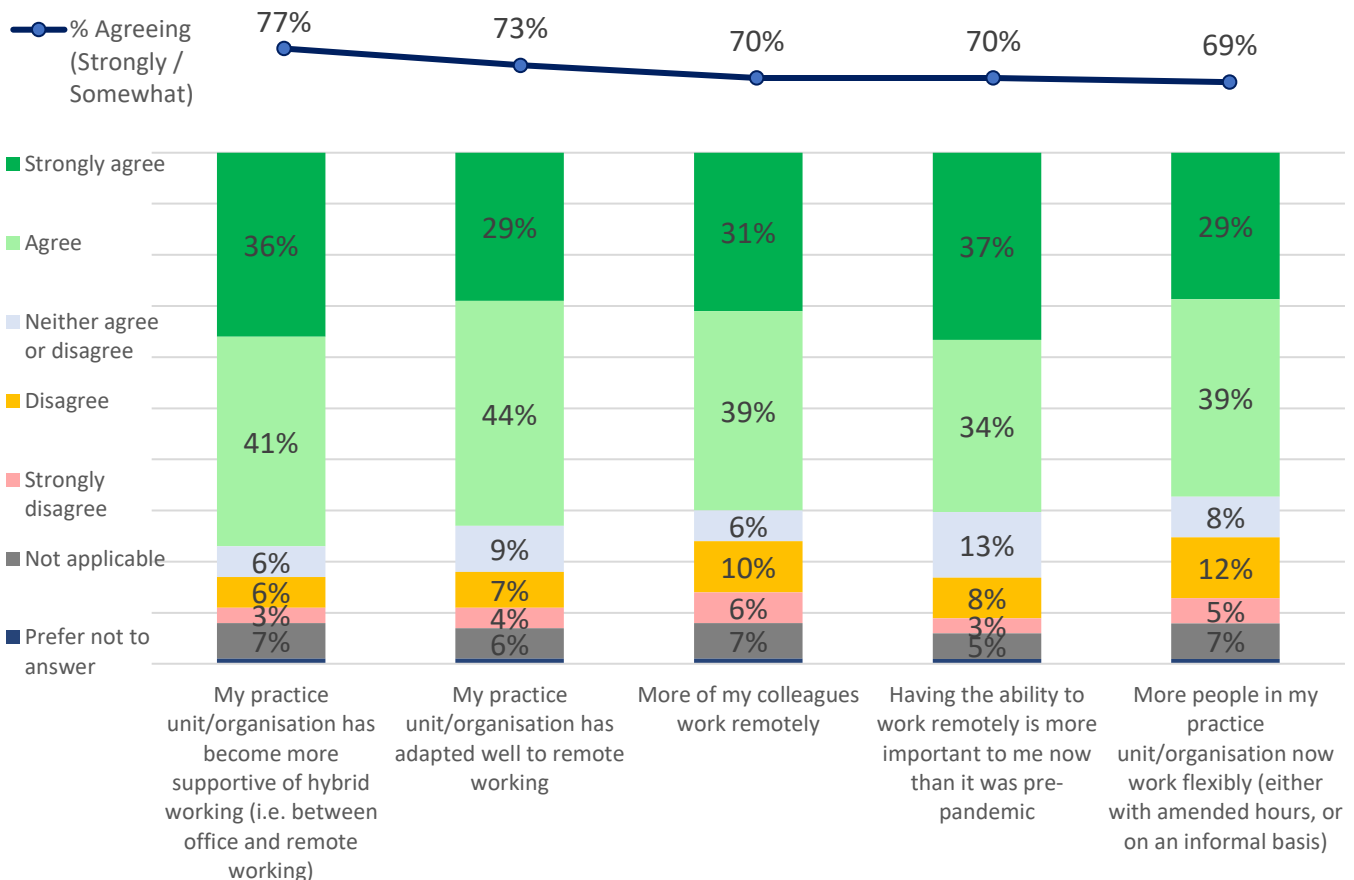
## 8. Post-pandemic Working Practices

### Working practices and how they have changed since the pandemic

To start this section of the survey, respondents were asked to state their level of agreement/disagreement with a range of 14 statements relating to post pandemic working practices.

Looking at the first 5 statements (ranked by highest level of agreement to lowest level of agreement), respondents are most likely to agree that their practice/organisation has become more supportive of hybrid working (77% agreeing), followed by their practice/organisation has adapted well to remote working (73% agreeing). More colleagues working remotely, having the ability to work remotely being more important (70% agreeing) and more people working flexibly (69% agreeing) also rank in the top 5 in terms of levels of agreement.

To what extent do you agree or disagree with the following statements?

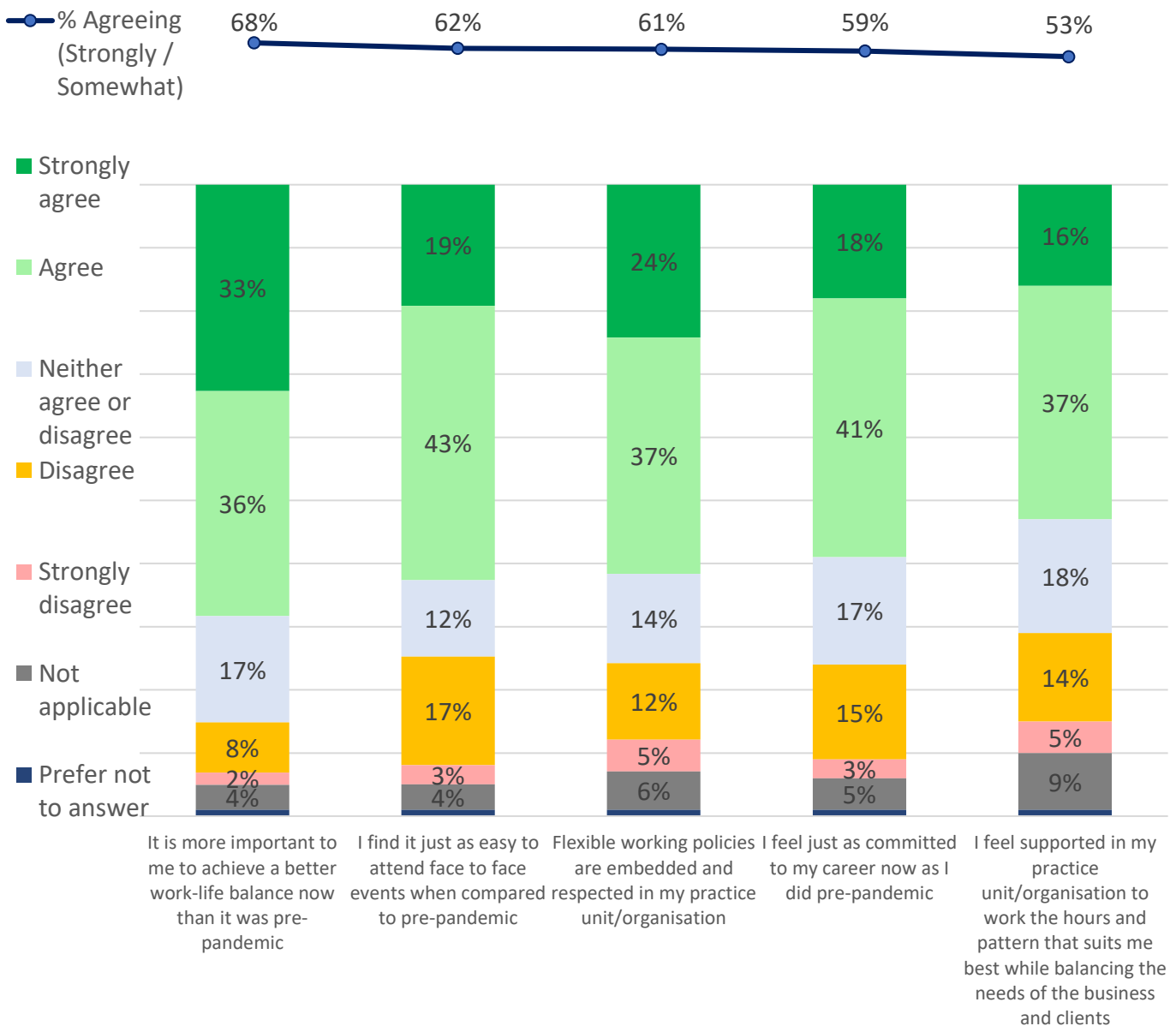




Looking at the next 5 of the 14 statements (ranked by highest level of agreement to lowest level of agreement), there is also a high-level agreement that achieving a better work-life balance is now important (68% agreeing) while slightly fewer (62%) agree it is as easy to attend face to face events (62% agreeing). 61% of respondents do agree that flexible working is embedded in their practice/organisation.

59% of respondents feel just as committed to their career as they did pre-pandemic but 18% disagree (in other words, they do not feel just as committed). Similarly, while 53% feel just as supported as pre-pandemic, 19% do not.

To what extent do you agree or disagree with the following statements?



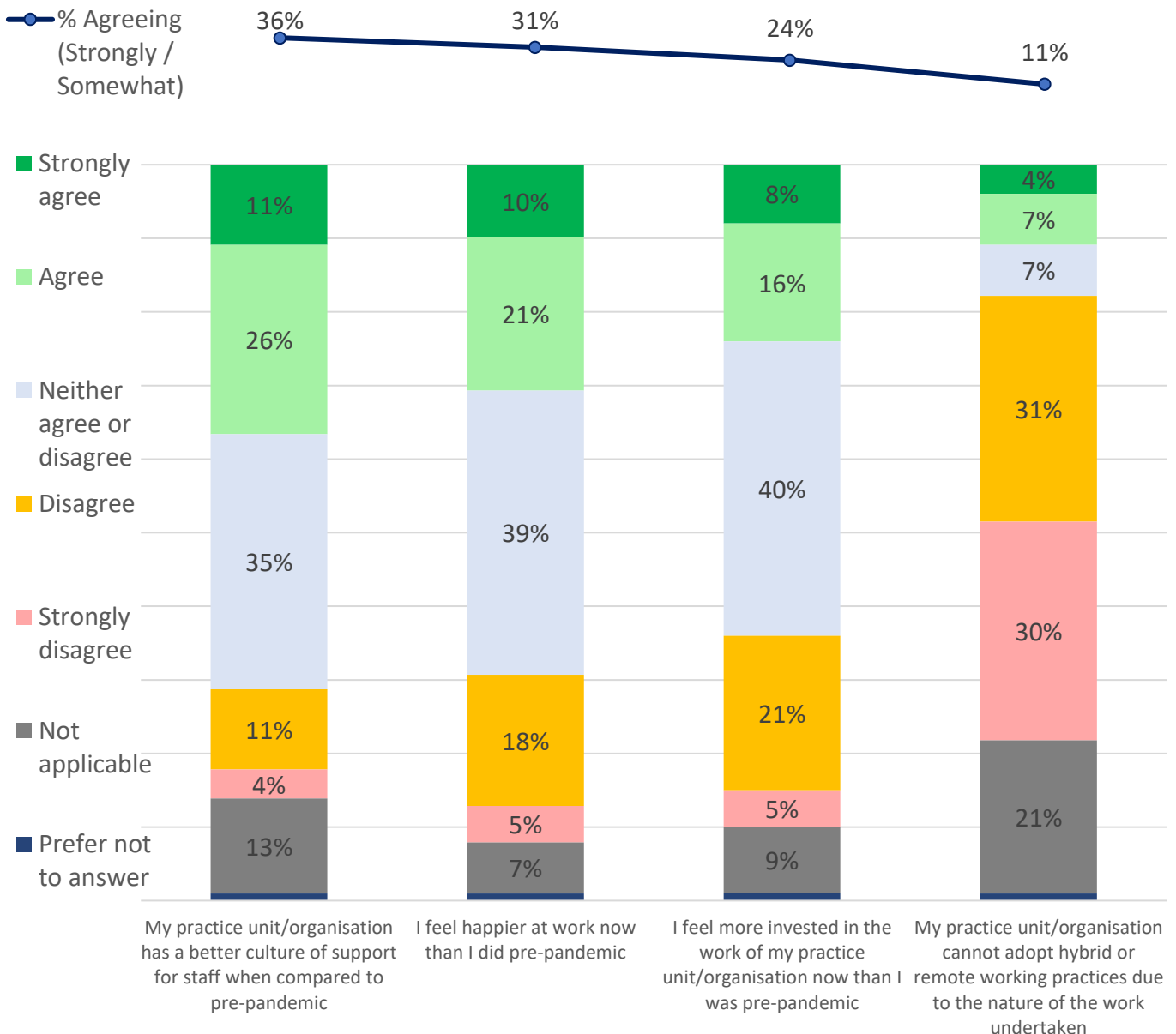




Looking at the last 4 of the 14 statements (ranked by highest level of agreement to lowest level of agreement), just 1 in 10 respondents (11%) agree that their practice cannot adopt hybrid or remote working practices. However, just 24% of respondents agree that they feel more invested in the work of their practice or organisation compared to pre-pandemic and 26% actually disagree. Likewise, fewer than 1 in 3 (31%) feel happier at work than pre-pandemic and 23% disagree.

Just over 1 in 3 (36%) feel their practice/organisation has a better culture of support than pre-pandemic, while 15% disagree.

To what extent do you agree or disagree with the following statements?

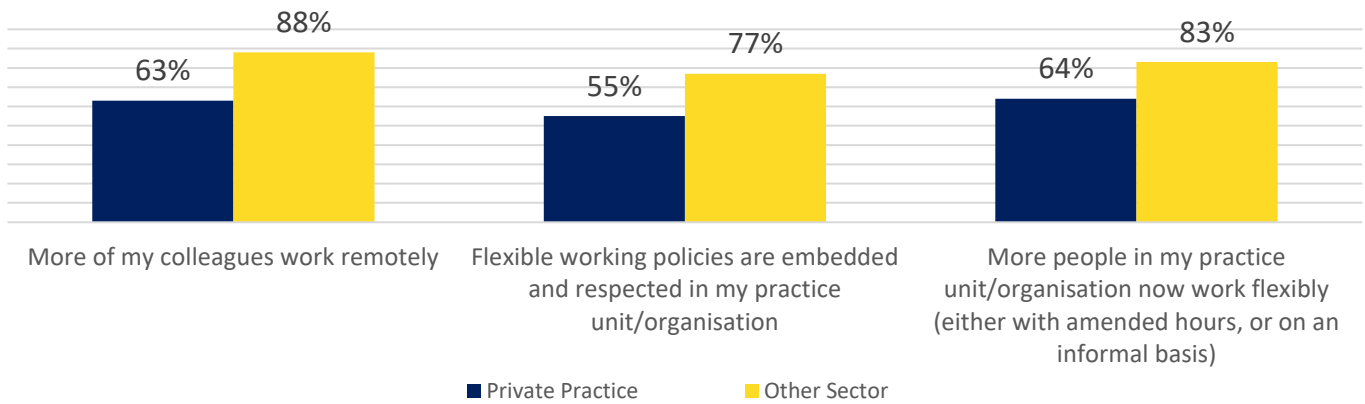




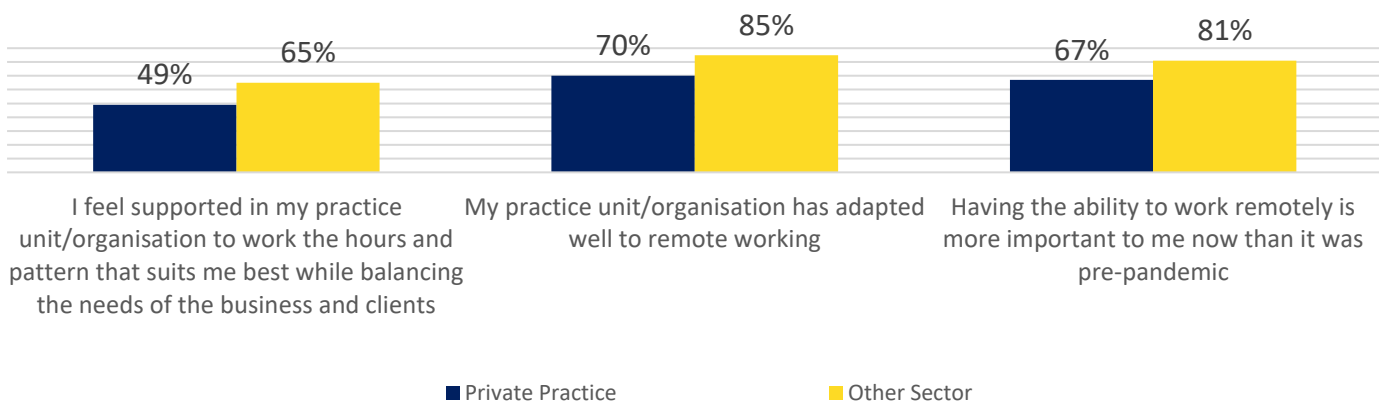
Differences emerge by sector. Levels of agreement are generally lower (across most statements) for those working in private practice as opposed to another sector.

The three biggest differences to emerge are the much higher proportions of those in other sectors compared to those in private practice who agree that:

- more of their colleagues work remotely (other sector 88% vs. private practice 63%)
- flexible working practices are embedded (other sector 88% vs. private practice 63%)
- more people now work flexibly (other sector 88% vs. private practice 63%)



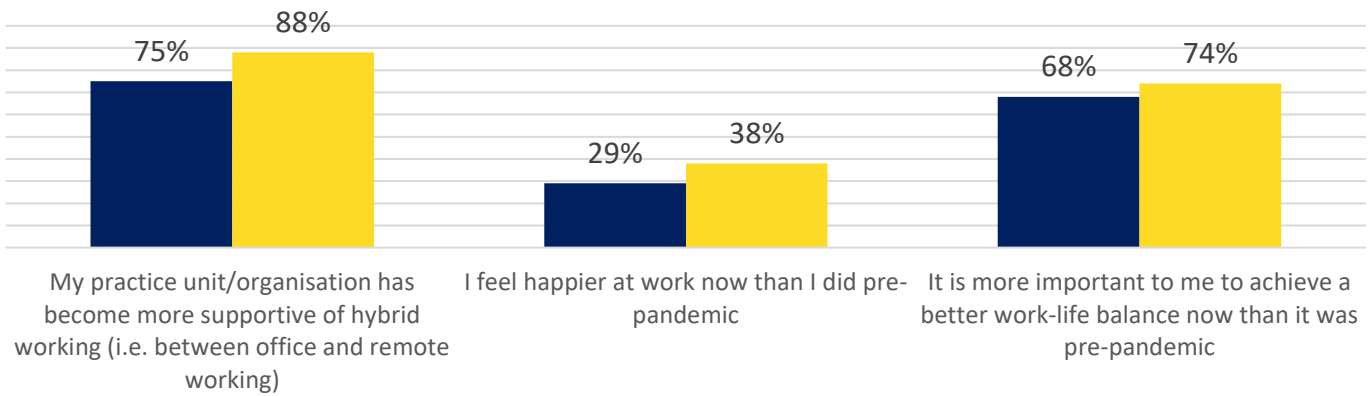
Those working in another sector (as opposed to private practice) are also much more likely to agree that they feel supported to work the hours and have patterns that suit them, that their organisation has become more supportive of hybrid working and that having the ability to work remotely has become more important to them.



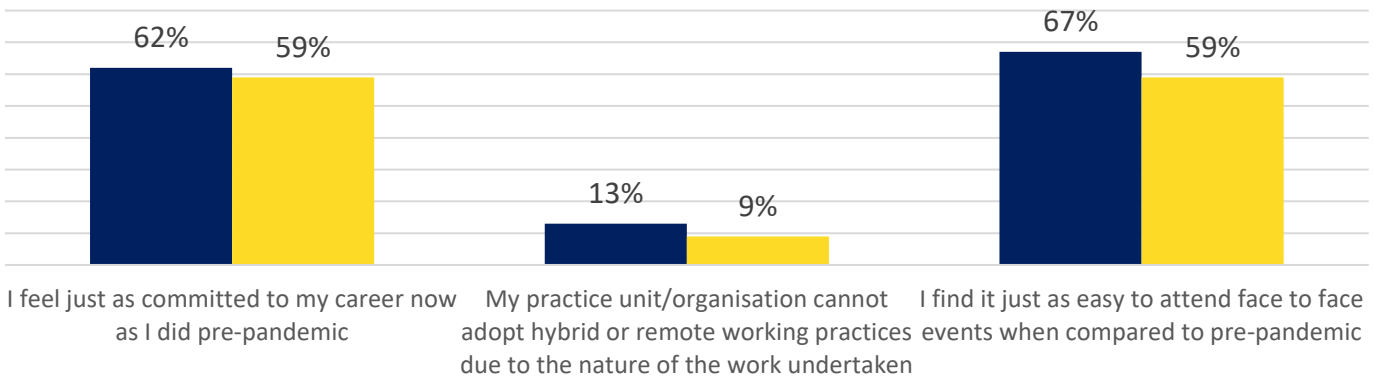


Although the differences are less marked, those working in another sector (as opposed to private practice) are also more likely to agree that their organisation has become more supportive of hybrid working and that they feel happier at work now than they did pre-pandemic.

Those in other sectors are also slightly more likely than those in private practice to agree that it is important to them to achieve a better work-life balance



Those in private practice are slightly more likely than those in other sectors to agree that they feel just as committed to their career as they did pre-pandemic and that they find it just as easy to attend face to face events as pre-pandemic. However, they are also more likely to agree that their practice cannot adopt hybrid or remote working practices.

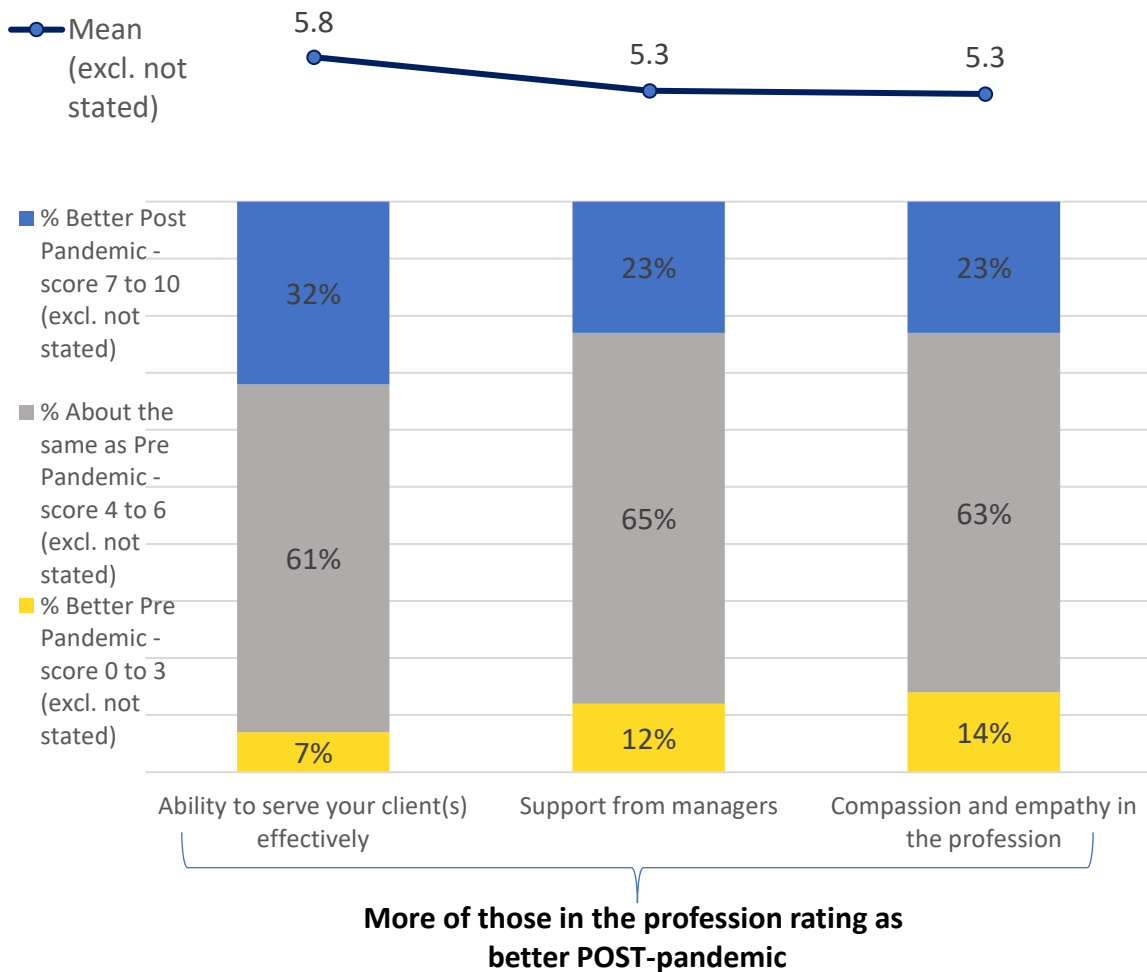


On 2 of the 14 statements, the extent of agreement is the same for private practice as it is for other sectors, these statements being “My practice unit/organisation has a better culture of support for staff when compared to pre-pandemic” and “I feel more invested in the work of my practice unit/organisation now than I was pre-pandemic”

### Working practice pre- vs. post-pandemic

Respondents were also asked rate a range of eleven statements from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same').

How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')?



Three aspects emerge as being perceived as being better now( post-pandemic), than better pre-pandemic, (although the most common rating for these aspects is that they are the same pre- vs. post-pandemic with >60% of respondents giving this score).

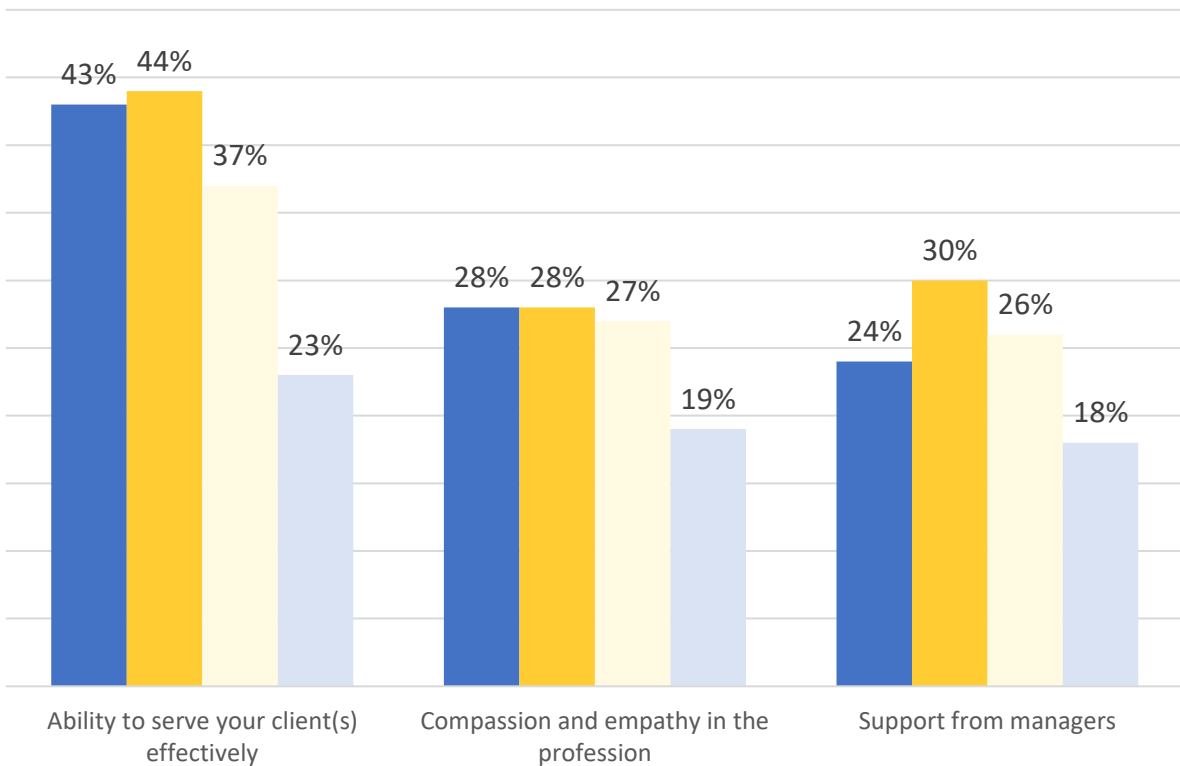
32% say their ability to serve clients effectively is better post-pandemic vs. 7% better pre-pandemic. 23% rate support from managers as better post-pandemic vs. 12% better pre-pandemic and 23% rate compassion and empathy in the profession as better post-pandemic vs. 14% better pre-pandemic.



Differences emerge for these 3 statements by length of time in the profession.

How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')? - % Better Post Pandemic - score 7 to 10 (excl. not stated)

- Current trainee
- Qualified 5 years ago or less
- Qualified six to fifteen years
- Qualified 16+ years

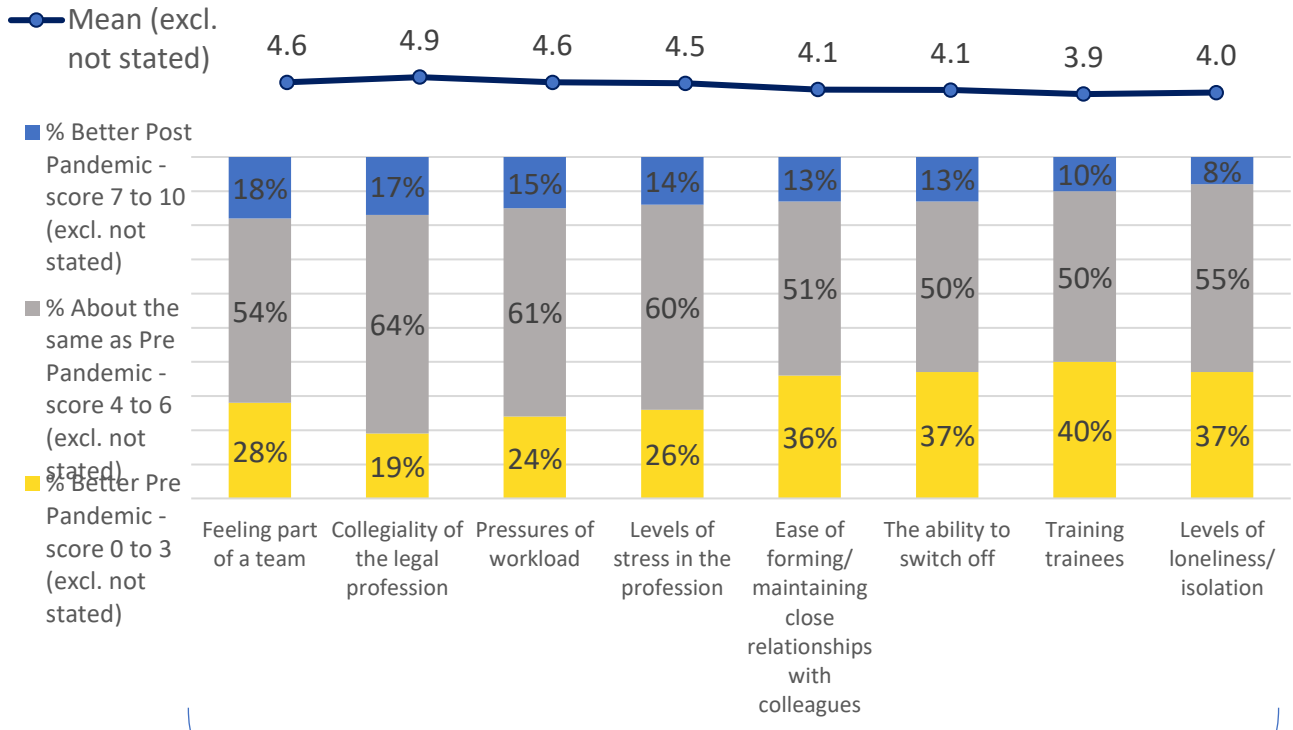


Current trainees and those qualified for 5 years or less are much more likely than longer qualified respondents to say their ability to serve clients effectively is better post-pandemic. Those qualified for 5 years or less are also more likely than other groups to say support from managers is better post-pandemic.

A much lower proportion of 'qualified for 16+ years' say any of these 3 aspects are better post-pandemic (and this group of respondents is more likely to say these aspects are the same as before the pandemic).

Of the 11 statements, 8 statements were more likely to be perceived as being better pre-pandemic than post-pandemic (although again with these 8 statements, the most common perception was that the aspect was the same pre- and post-pandemic)

How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')?



**More of those in the profession rating as better PRE pandemic**

5 of these 8 statements highlight a strong (>20% differential) between being perceived as better pre-pandemic and post-pandemic. The biggest gap is on training trainees with 40% of respondents rating as better pre-pandemic vs. 10% post-pandemic (a gap of 30%). Levels of isolation also have a large (29%) difference biased to being better pre-pandemic (37% rating as better pre- vs. 8% rating as better post).

Ability to switch off and ease of forming/maintaining close relationships with colleagues are also more likely to be rated as better pre-pandemic (37% and 36% respectively) as opposed to better pre-pandemic (scores of 13% for both aspects).

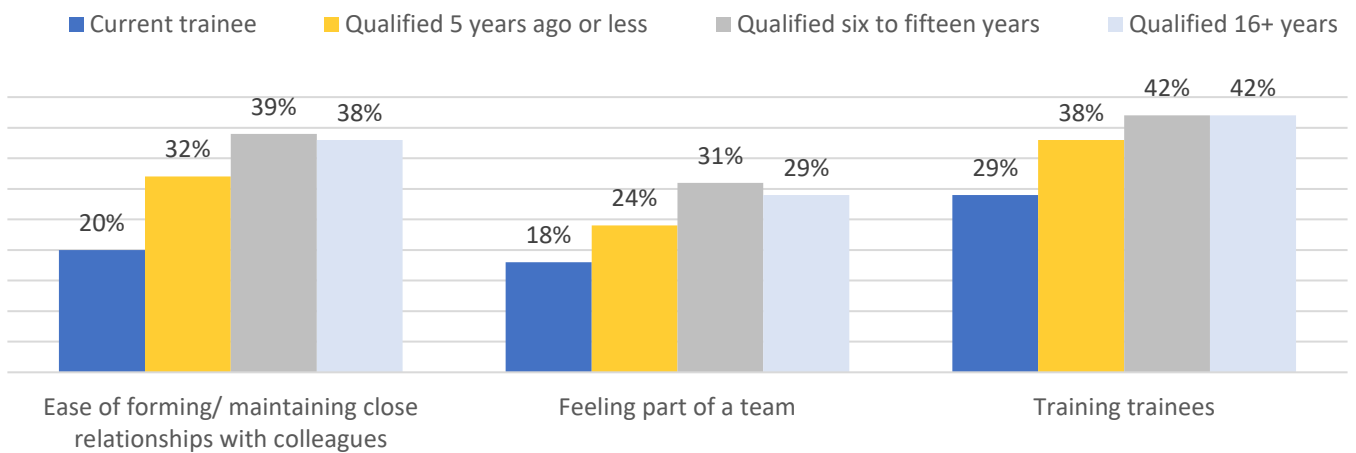
Workload pressures, collegiality in the profession and feeling part of a team are also more likely to be perceived as better pre-pandemic (respective scores of 24%, 19% and 28%) compared to better post-pandemic (scores of 15%, 17% and 18%).



Differences by length of time since qualifying also emerge for these 8 statements.

Those qualified for 6+ years are more likely than those qualified for less than 16 years to rate training trainees, ease of forming close relationships with colleagues and feeling part of a team as better pre-pandemic.

How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')? - % Better Pre Pandemic - score 0 to 3 (excl. not stated)



Those who qualified 5 years ago or less are more likely than those who qualified longer ago to rate pressures of workload, levels of stress and the ability to switch off as better pre-pandemic.

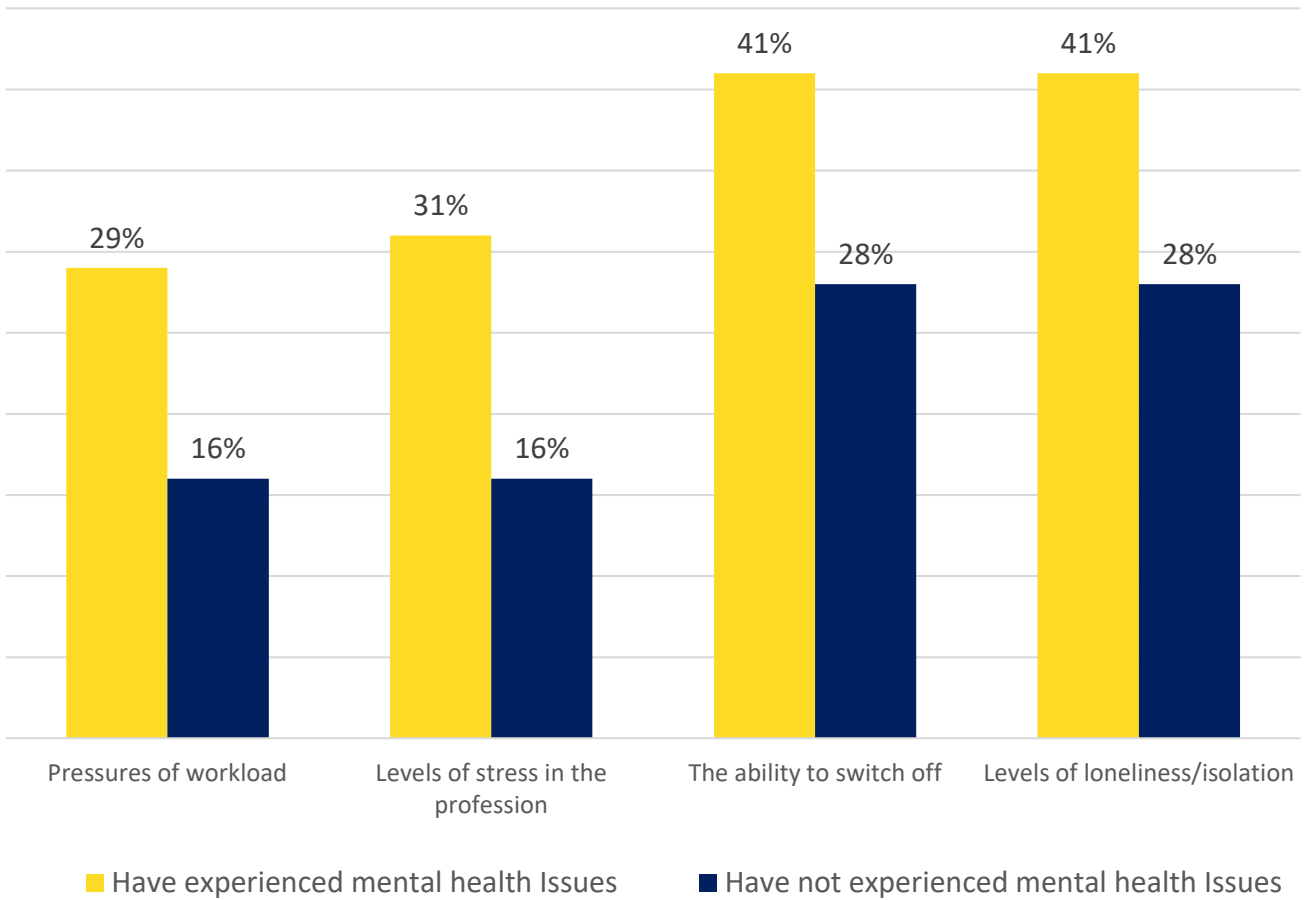
How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')? - % Better Pre Pandemic - score 0 to 3 (excl. not stated)





Also noteworthy is the finding that a significantly higher proportion of those who have experienced mental health issues in the last 5 years (compared to those who have not) view levels of loneliness/isolation, pressures of workload, levels of stress and the ability to switch off as better pre-pandemic.

How would you rate the statements below from 0 being 'better before the pandemic' to 10 being 'better after the pandemic' (with 5 being 'about the same')? - % Better Pre Pandemic - score 0 to 3 (excl. not stated)





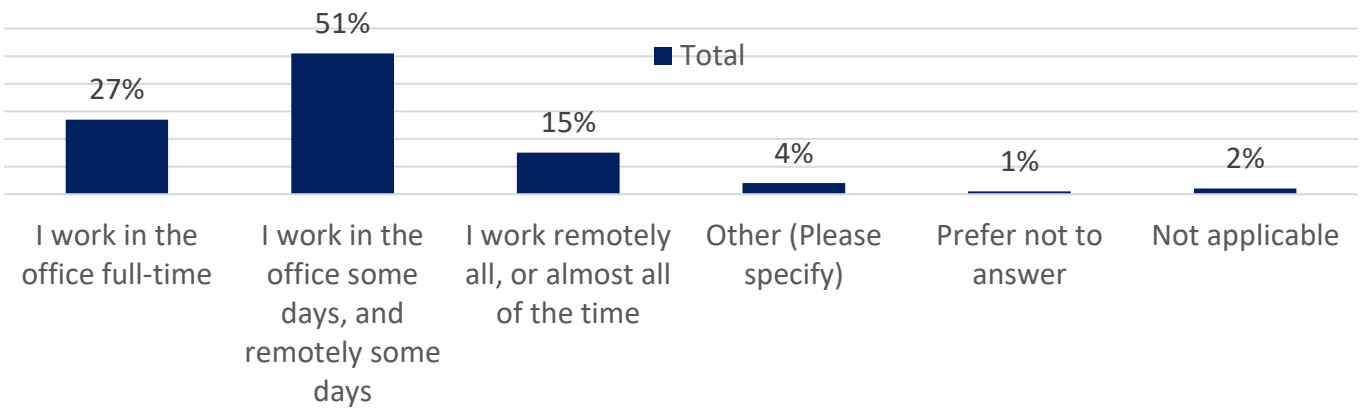


### Working patterns post pandemic

Post-pandemic, two thirds of respondents (66%) work remotely at least some of the time with 51% working in the office some days and working remotely on some days and 15% working remotely all or most of the time

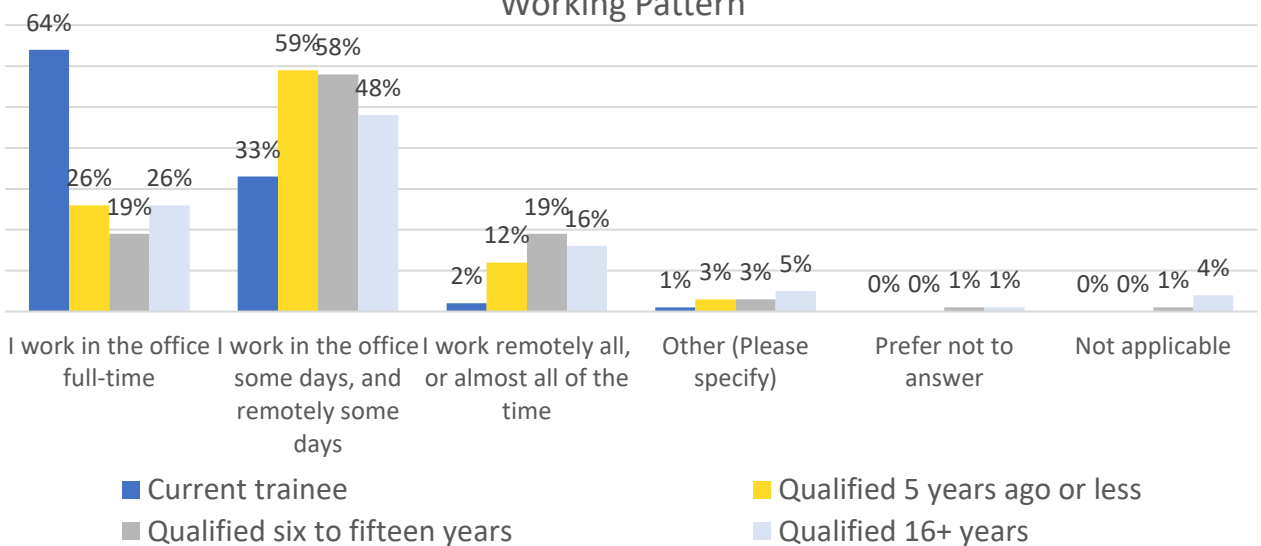
27% of respondents work full time in the office.

Working Pattern – Post pandemic



Current trainees are significantly more likely to work in the office full time than those who are qualified.

Working Pattern





Respondents were asked if there was anything else they would like to tell us about their experiences of remote and/or hybrid working since the pandemic started.

Theme	Description	Key Quote
<b>Flexibility and Work-Life Balance</b>	For some, remote work brings a new level of flexibility to employees' lives. They can manage their schedules more efficiently, reducing time spent commuting and improved work-life balance. This flexibility allows individuals to adapt their schedule to their personal life.	<i>“Remote working has increased flexibility and allowed me to be more efficient, deliver a better service and achieve a better work-life balance.”</i>
<b>Mental Health and Social Isolation</b>	On the downside, social isolation is frequently mentioned as a challenge, with individuals missing the social interaction, office banter, and spontaneous problem-solving conversations. The resultant emotional strain can pose a different kind of stress and have significant implications for mental health.	<i>“I work remotely and find it isolating. I have no real social contact with colleagues and there is no difference between 'home' and 'work'. I know the job was remote when I accepted it but had not realised how much I would miss the camaraderie and interaction of the office environment.”</i>
<b>Productivity Variances</b>	Some find they can get much more done without the distractions of an office, whereas others struggle with the distractions at home/the lack of a structured routine. Highlighting the personal nature of productivity.	<i>“I feel I am more productive working at home, less distracts from staff and clients who "pop in" on the off-chance I am free for a quick "chat.”</i>
<b>Career Development and Learning Opportunities</b>	Some have concerns about the negative effects of remote work on career progression and learning opportunities. There are worries that less experienced staff might struggle to learn and grow in their roles. There's also a concern that building professional relationships and networking might be more challenging in a remote working context.	<i>“New recruits are a significantly worse standard than pre-pandemic, they have not experienced so much – don't hear colleagues on the phone with clients, don't meet clients, don't attend court, or learn from colleagues around them. It is a ticking time bomb for the profession there is a whole cohort of lawyers who lack a huge amount of knowledge and experience.”</i>



## 9. Violence, Threatening or Abusive Behaviour and Threatening Communications in the Scope of Employment

Respondents were provided with the following information:-

The following questions cover the topics of conduct and communications that you perceived to be violent or threatening in nature and occurred whilst you were acting within the scope of your employment.

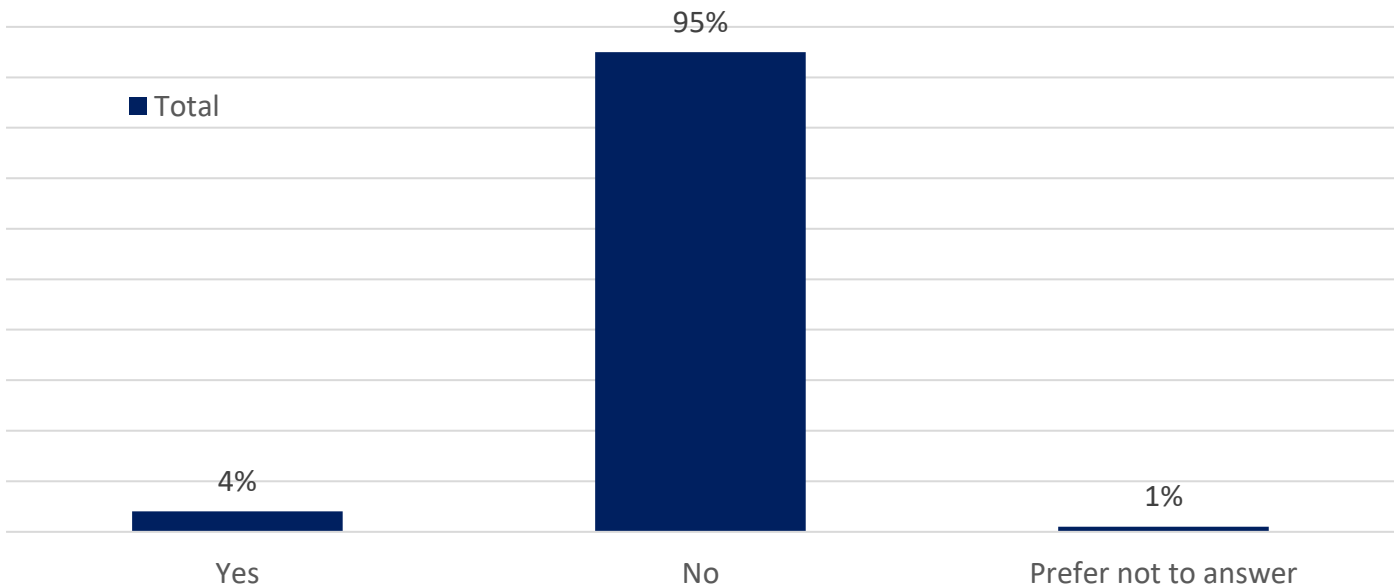
This section has been included due to a number of incidents including violence, threatening conduct and abusive behaviour directed at our members. The Society's Council promised a number of actions including using Profile of the Profession to better understand the level of violence our members have suffered. Again, the focus of this work is over the last five years.

We would advise any individual who has experienced any of these matters to consider contacting LawCare. We share their number and website address at the end of this survey.

### Conduct perceived as violent in nature

Overall, 4% of respondents have experienced conduct they perceive to be violent in nature in the scope of their employment.

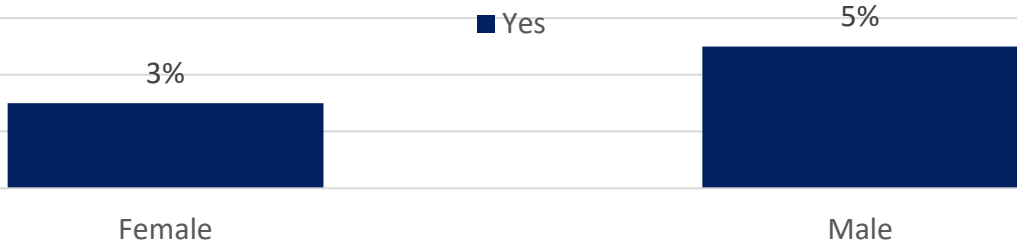
Personal Experience of Conduct Perceived to be Violent in Nature





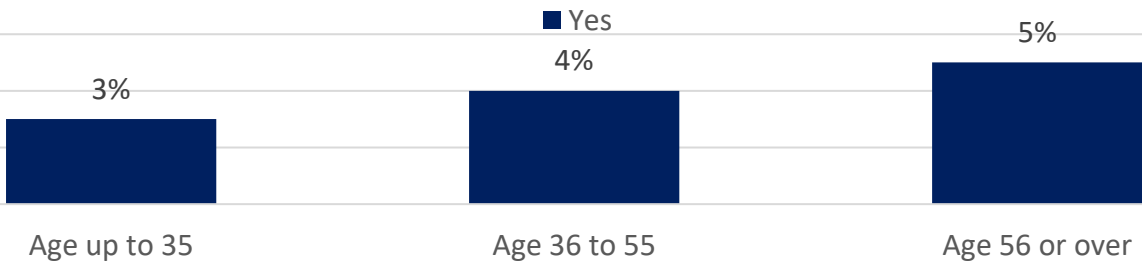
Male respondents were marginally more likely than female respondents to have experienced this (5% vs. 3% of females).

Personal Experience of Conduct Perceived to be Violent in Nature - % YES



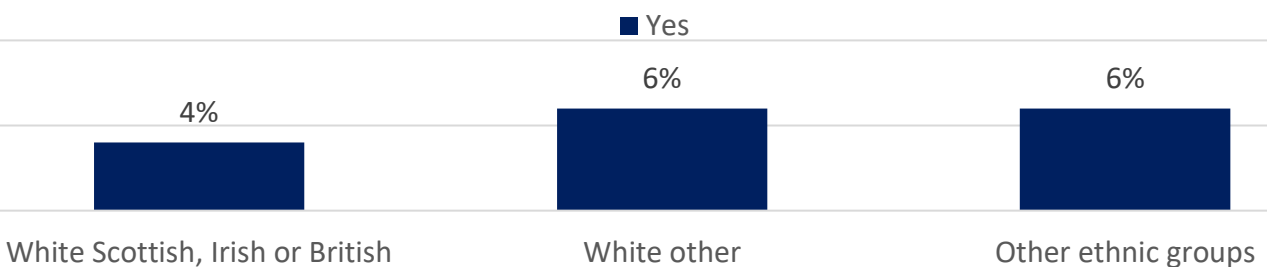
Older, compared to younger respondents, are also marginally more likely to have experienced conduct perceived to be violent in nature (3% of those aged up to 35, 4% of those aged 36 to 55 and 5% of those aged 56 or over

Personal Experience of Conduct Perceived to be Violent in Nature - % YES



Other White and Other ethnics groups were slightly more likely than White Scottish, Irish or British respondents to have experienced conduct perceived to be violent, 4% of the latter group but 6% for other white or Other ethnic groups.

Personal Experience of Conduct Perceived to be Violent in Nature - % YES

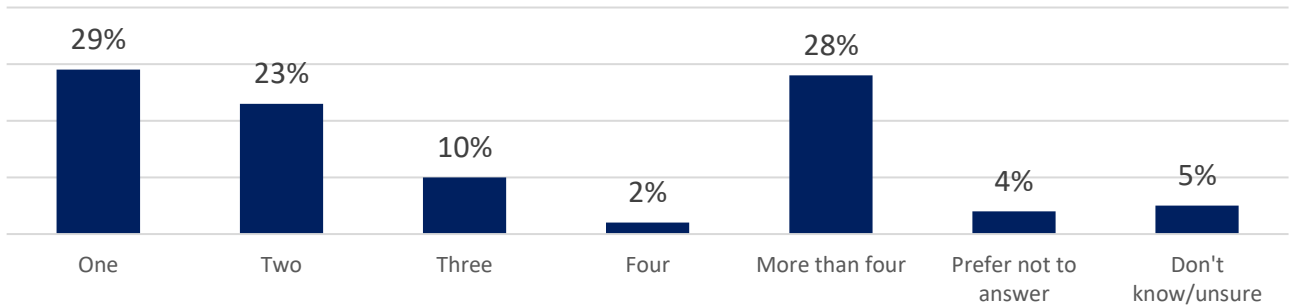




Of those respondents who have experienced conduct perceived to be violent in nature, 29% have experienced this once but 28% have experienced this on more than four occasions. 23% have experienced this twice, 10% three times and 2% four times.

### Number of Times Violent Conduct has been Experienced

■ Total - those who have experienced conduct perceived to be violent in nature (n=126)



For almost two thirds of those respondents who have experienced conduct perceived to be violent in nature (63%), the perpetrator was a client or former client and for a further 10% it was an associate of a former client. For 18% it was an opposition client (or associate of). For 14%, the person responsible was a member of the public not known to them and for 5% an unknown or anonymous person. However, for 10% it was an employer/former employer and for 2% an employee/former employee.

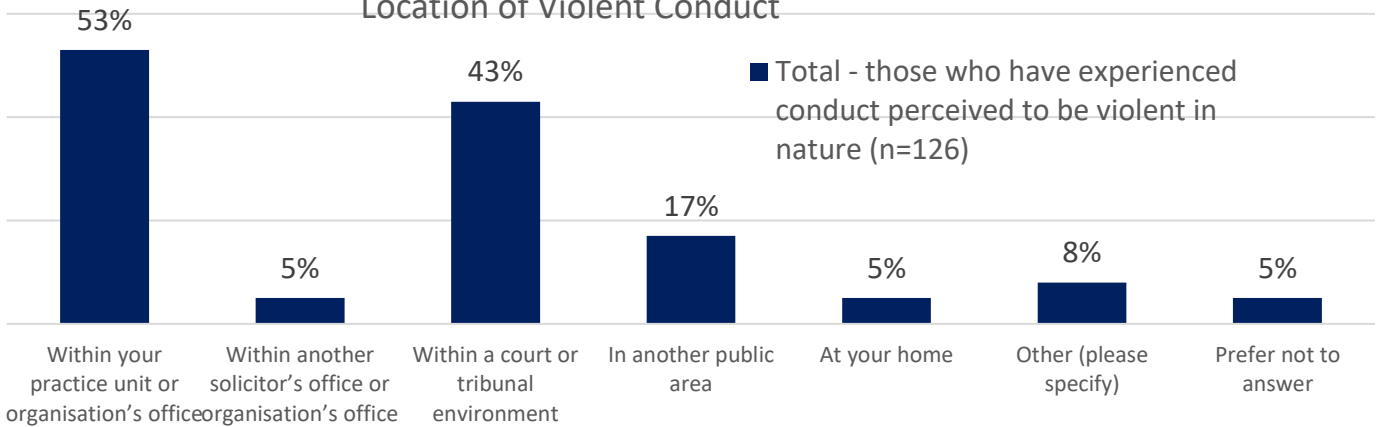
### Perpetrator of Violent Conduct





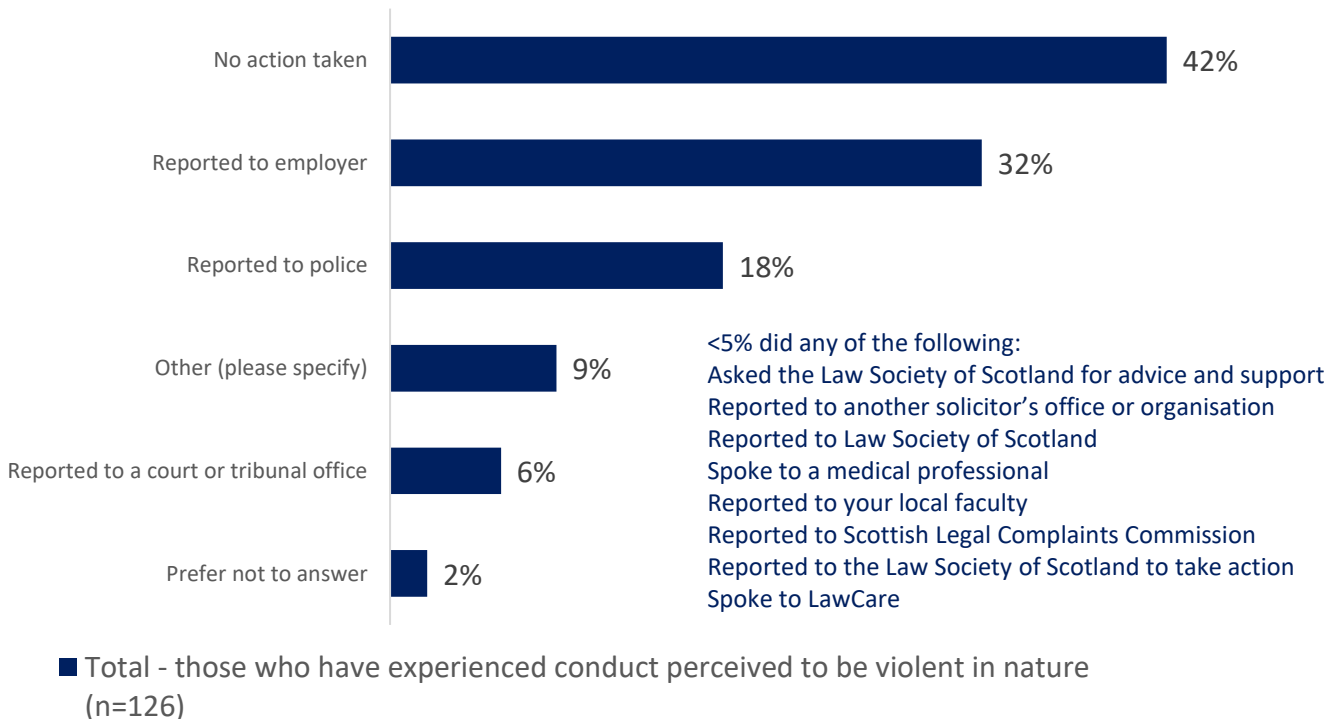
For 53%, the violent conduct took place within their own practice unit or organisation’s offices and for a further 5% it took place within another solicitor’s or other organisation’s offices. 43% said the violent conduct took place within a court or tribunal environment, 17% in another public place but for 5% this violent conduct occurred at their own home.

Location of Violent Conduct



Overall, 42% took no action in response to the violent conduct they experienced but 32% reported it to their employer and 18% reported it to the police. 6% reported it to a court or tribunal office.

Action Taken in Response to Violent Conduct





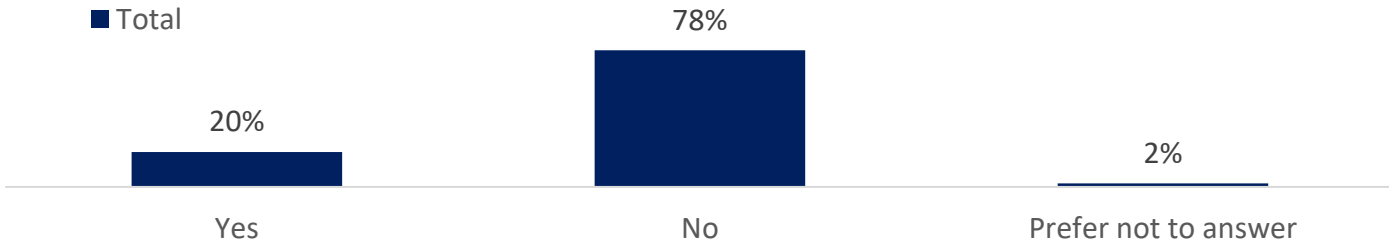
Respondents who took action following episodes of violent conduct shed light on the varied outcomes they experienced. Their narratives underscore the complexity of handling such cases and the pressing need for more effective interventions within the legal profession.

<b>Theme</b>	<b>Description</b>
<b>Lack of Support from Management</b>	Many highlighted that they received little to no support from their employers or supervising solicitors when they reported incidents of harassment. Some feeling ignored, unsupported, or even blamed. Thus, creating a hostile work environment.
<b>Involvement of Authorities</b>	There were mixed outcomes when authorities such as the police or law society were involved. Some reported successful prosecutions or the granting of non-harassment orders, while others reported that the authorities were unresponsive or unhelpful.
<b>Interference with Work Environment</b>	Some respondents reported substantial impact on their work, including being excluded from meetings, being pulled from cases, or having to change responsibilities. Some had to cease dealing with specific clients or were transferred due to the harassment.
<b>Impunity of Perpetrators</b>	Many respondents reported that the perpetrators faced little to no consequences for their actions, either due to lack of evidence or lack of willingness from higher-ups to act.
<b>Supportive Responses</b>	There were a few instances of supportive outcomes where management or colleagues helped address the issue. This included providing emotional support, offering adjustments, banning abusive clients, or taking over contentious cases.
<b>Ongoing Cases</b>	In some cases, proceedings were still ongoing at the time of the survey response.

### Threatening or abusive behaviour

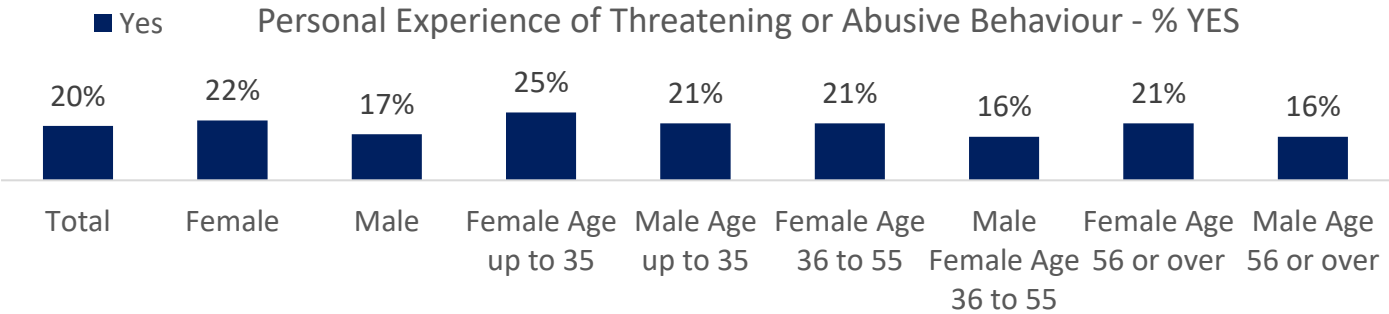
Overall, 20% of respondents have experienced behaviour perceived to be threatening or abusive in the scope of their employment.

Personal Experience of Threatening or Abusive Behaviour



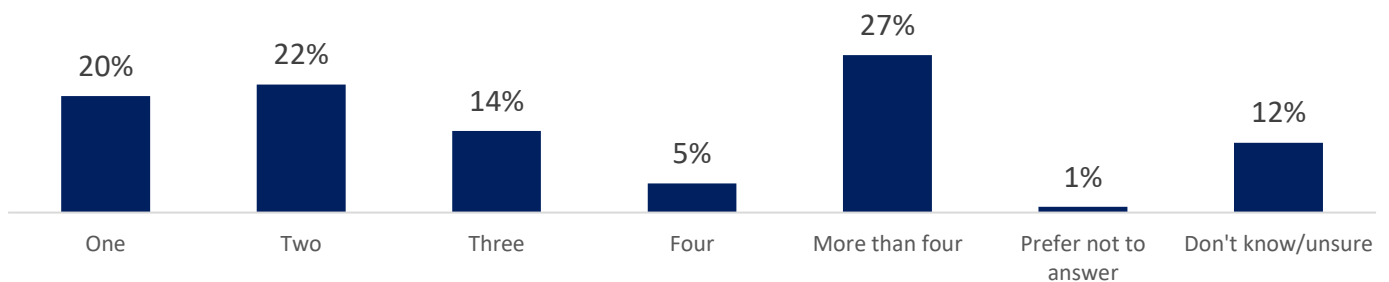
Female respondents were more likely than male respondents to have experienced this (22% vs. 17% of males),. Women up to age 35 were especially likely to have experienced this (25%).

Personal Experience of Threatening or Abusive Behaviour - % YES



Of those respondents who have experienced conduct perceived to be violent in nature, 27% have experienced this on more than four occasions. 22% have experienced this twice, 20% have experienced this once, 14% three times and 5% four times.

Number of Times Threatening or Abusive Behaviour has been Experienced



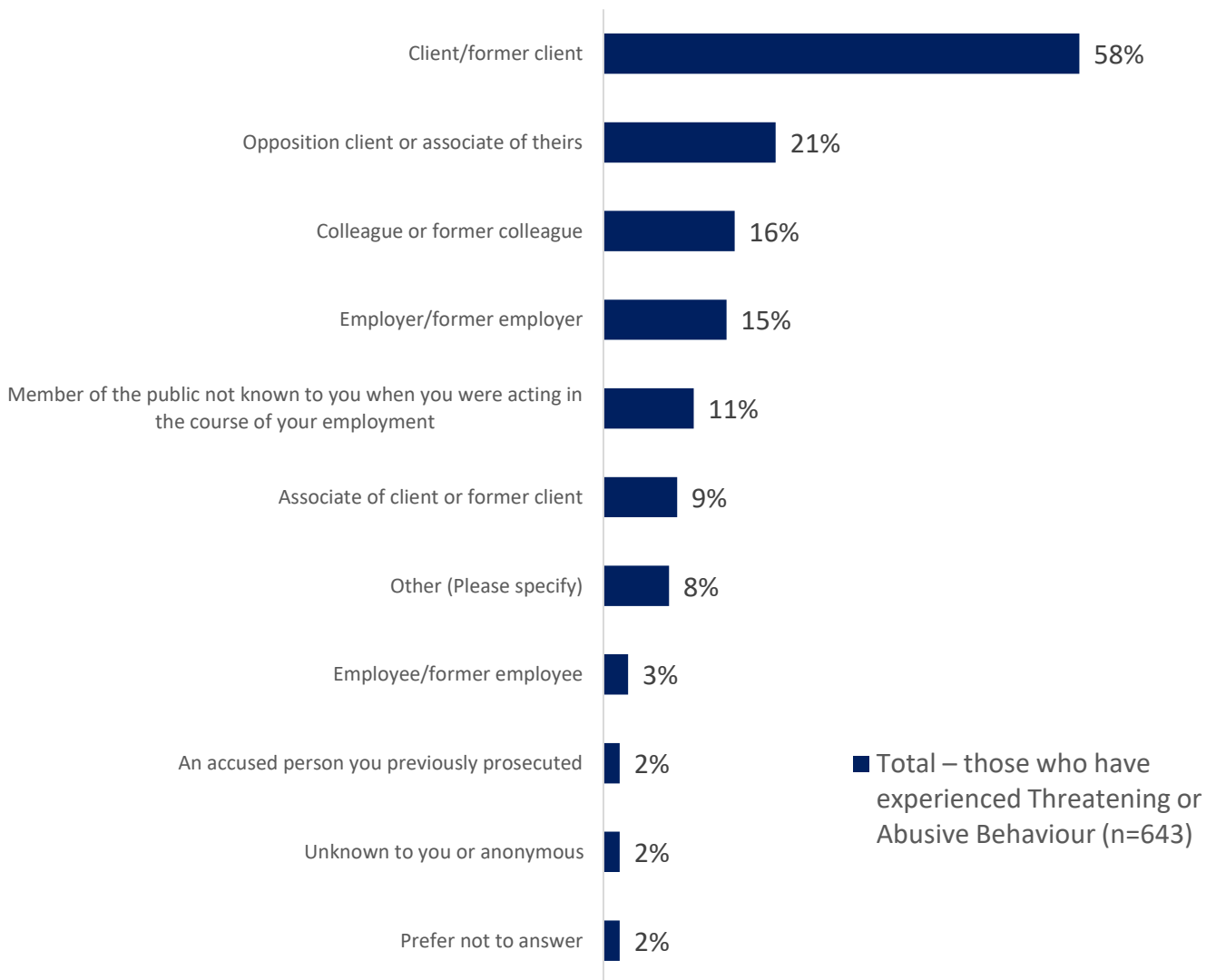
■ Total – those who have experienced Threatening or Abusive Behaviour (n=643)





For 58% of those respondents who have experienced threatening or abusive behaviour, the perpetrator was a client or former client. For a further 9%, it was an associate of a former client. For 21% it was an opposition client (or associate of). For 11%, the person responsible was a member of the public not known to them and for 2% an unknown or anonymous person. However, for 15% it was an employer/former employer, for 2% an employee/former employee and for 16% a colleague or former colleague.

Perpetrator of Threatening or Abusive Behaviour





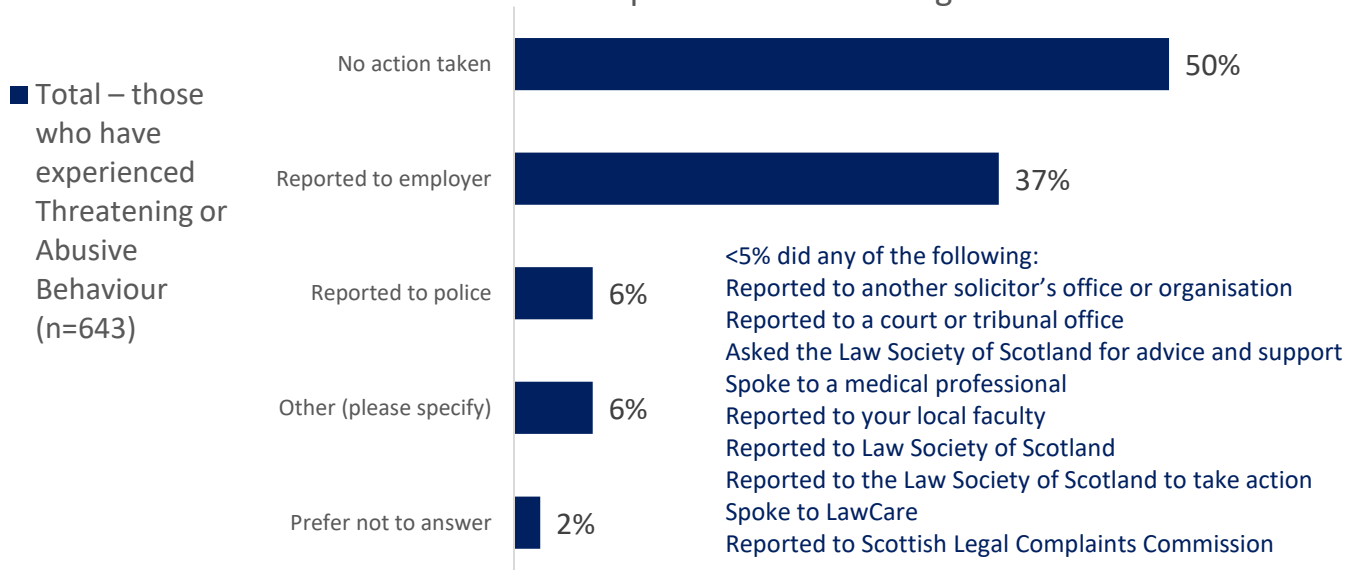
For 66%, the threatening or abusive behaviour took place within their own practice unit or organisation’s offices, and for a further 2% it took place within another solicitor’s or other organisation’s offices. 25% said the violent conduct took place within a court or tribunal environment, 9% in another public place and for 5% this threatening/abusive behaviour occurred at their own home.

Location of Threatening or Abusive Behaviour



Overall, 50% took no action in response to threatening or abusive behaviour they experienced but 37% reported it to their employer and 6% reported it to the police. Under 5% took any of the other individual potential forms of action (e.g. reporting to the Law Society of Scotland or speaking to LawCare etc)

Action Taken in Response to Threatening or Abusive Behaviour





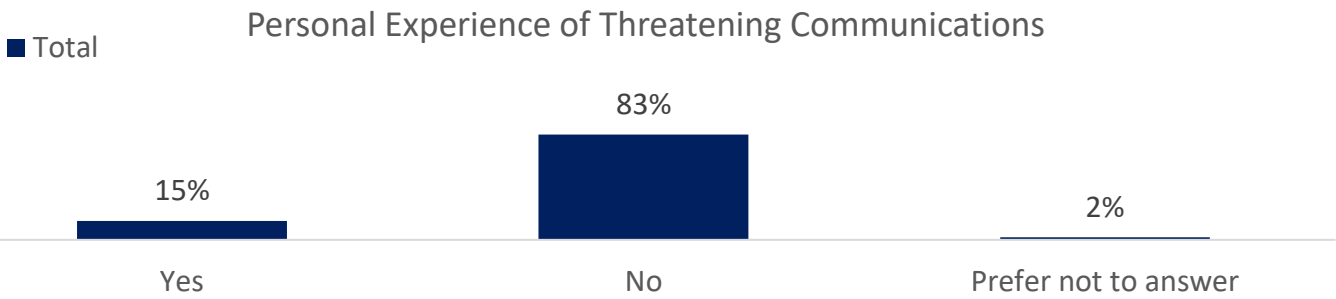
Respondents who took action in response to an episode of threatening or abusive behaviour were asked what the outcome of this action was:

Theme	Description
<b>No Action Taken/Ineffective Response</b>	Many respondents reported that no action was taken or the response to their complaint or grievance was ineffective. They expressed frustration and disappointment with the lack of action from employers or authorities, and they often felt unsupported/unheard.
<b>Termination of professional relationship</b>	Some mentioned that they chose to withdraw from acting on behalf of clients or cases due to the threatening or abusive behaviour. They decided to discontinue their involvement to protect their well-being and maintain a safe working environment.
<b>Support and Intervention</b>	Respondents highlighted instances where they received support and intervention from various sources. This could include guidance from HR, discussions with line management, or involvement of senior solicitors or partners to address the issue and ensure a supportive and safer environment.
<b>Legal and Professional Consequences</b>	Respondents mentioned instances where a verbal warning was issued as a response to the threatening or abusive behaviour. This typically involved the employer or senior figures within the organisation addressing the issue directly with the individual responsible for the misconduct.
<b>Legal and Professional Consequences</b>	This theme encompasses situations where legal and professional consequences were associated with the threatening or abusive behaviour. It includes outcomes such as court warnings, partner-client discussions, prosecutions and restrictions placed on individuals involved in the incidents.

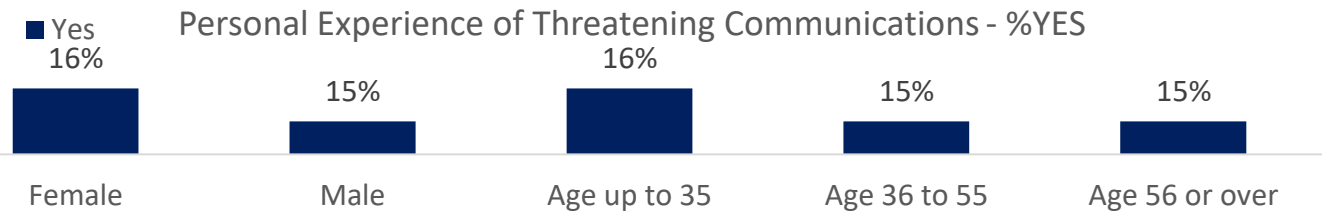


### Threatening communications

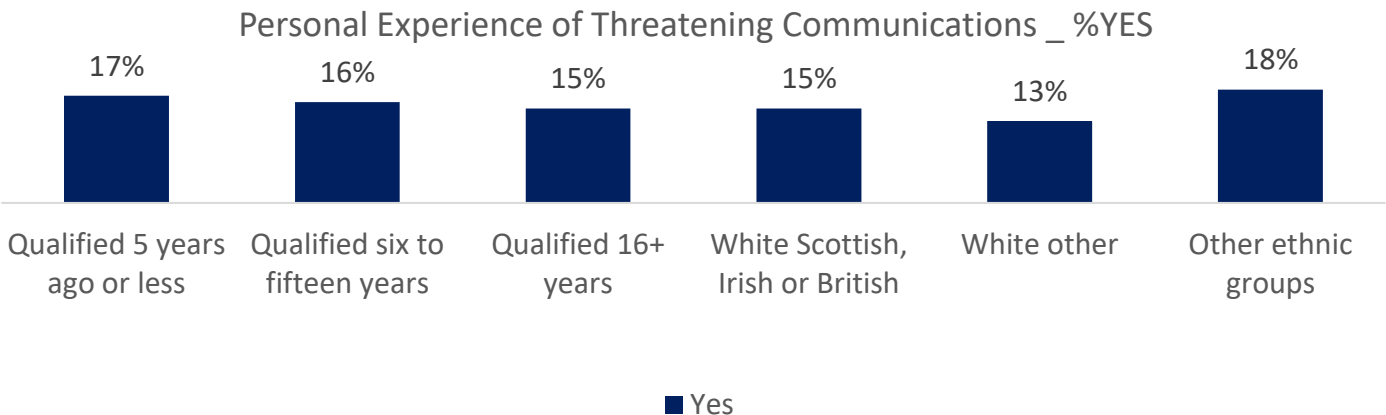
Overall, 15% of respondents have received threatening communication(s) in the scope of their employment.



There are no significant differences by age or gender.



This does however rise to 18% among other ethnic groups compared to 13% for Other white groups and 15% of White Scottish, Irish or British. Those qualified less than 5 years were slightly more likely to have received such communications (17%) while current trainees were less likely (12%).

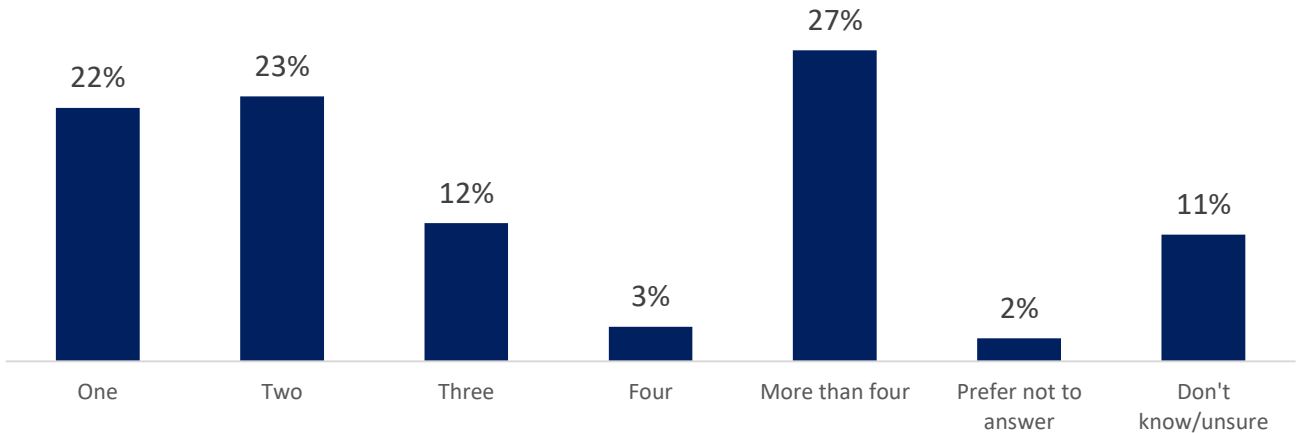




Of those respondents who have threatening communication(s), 27% have received these on more than four occasions. 23% have received them twice, 22% have received this once, 12% three times and 3% four times.

### Number of Times Threatening Communications has been Experienced

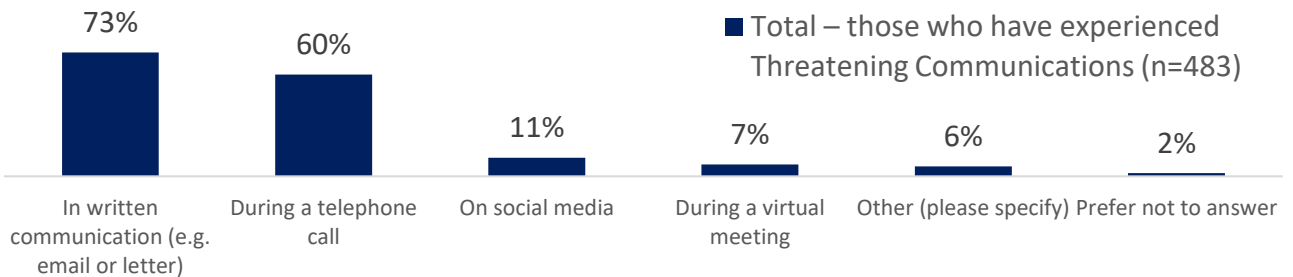
■ Total – those who have experienced Threatening Communications (n=483)



For 58% of those respondents who have received threatening communication(s) the communication was in written form (a letter or email) and for 60% it occurred during a telephone call. For 7% it happened during a virtual meeting and for 11% the communication(s) was via social media.

### Form of Threatening Communications

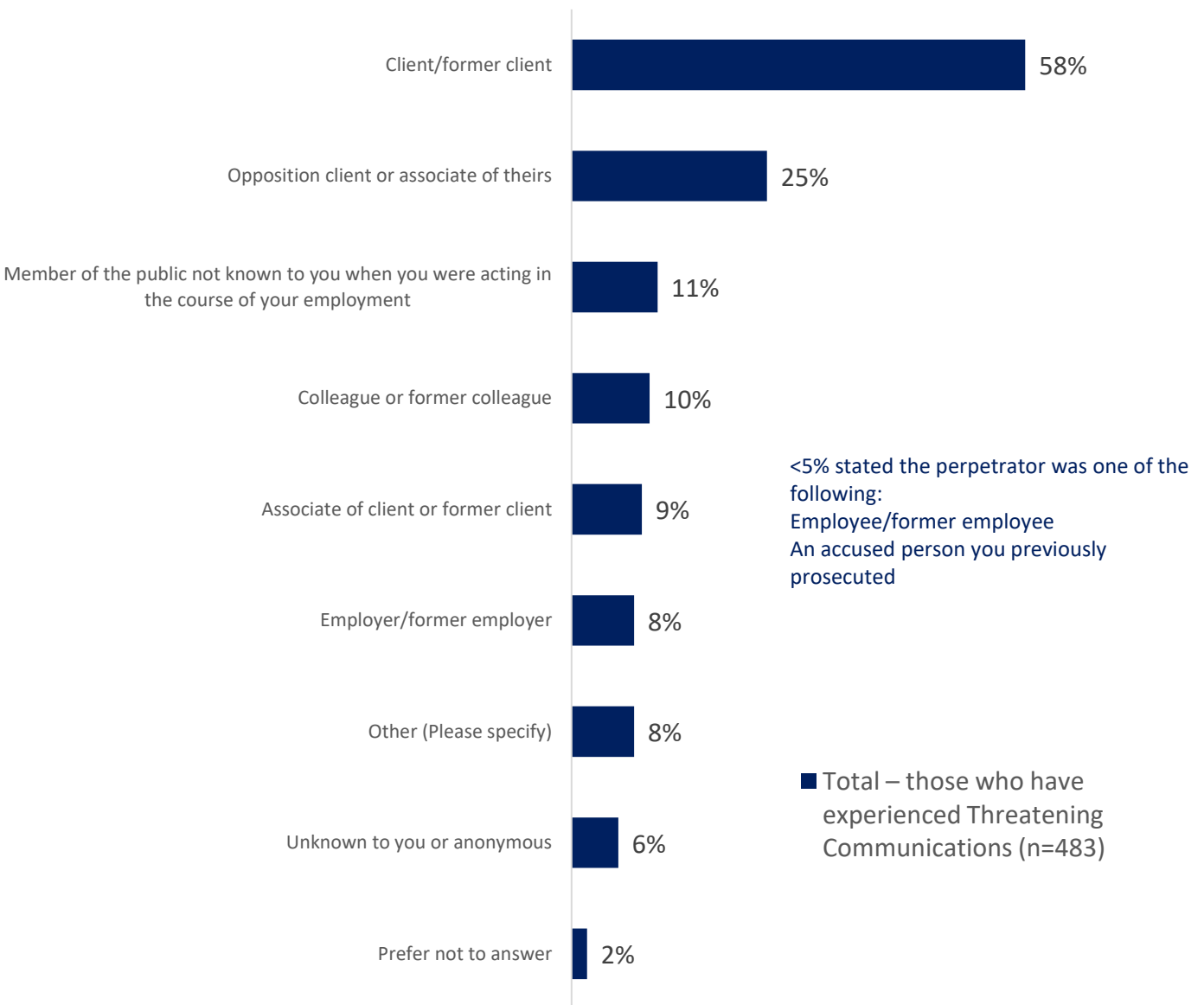
■ Total – those who have experienced Threatening Communications (n=483)





For 58% of those respondents who have received threatening communication(s), the perpetrator was a client or former client and for a further 9% it was an associate of a former client. For 25% it was an opposition client (or associate of). For 11%, the person responsible was a member of the public not known to them and for 6% an unknown or anonymous person. However, for 8% it was an employer/former employer and for 10% it was a colleague or former colleague.

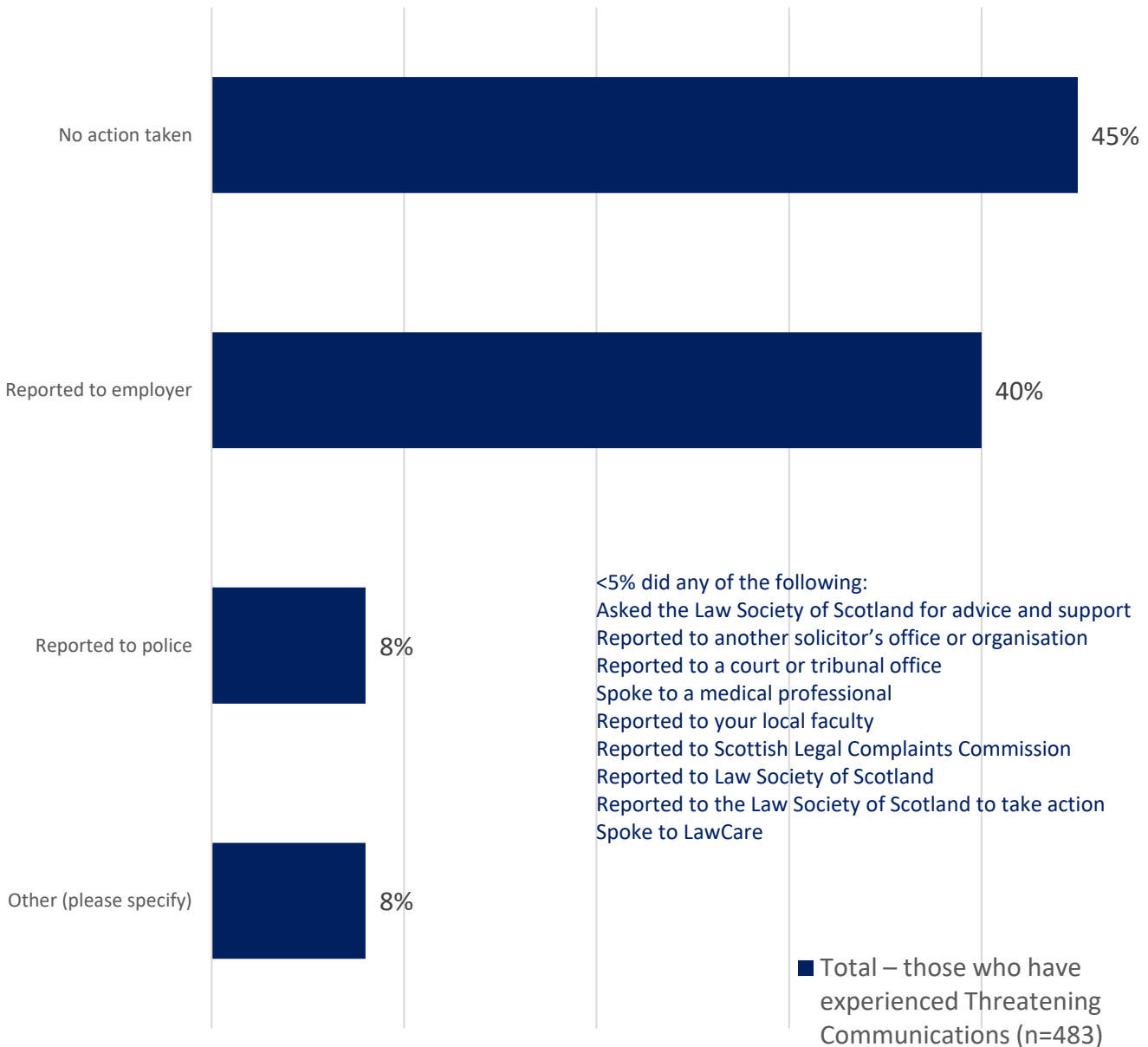
### Perpetrator of Threatening Communications





Overall, 45% took no action in response to the threatening communications(s) they received, but 40% reported it to their employer and 8% reported it to the police. 3% reported it to a court or tribunal office, 3% reported it to another solicitor’s office or organisation’s office and 4% asked the Law Society of Scotland for advice and support. 2% or less took any of the other individual potential forms of action (e.g., reporting to the Law Society of Scotland or speaking to LawCare etc).

Action Taken in Response to Threatening Communications





Respondents who took action in response to receipt of threatening communication(s) were asked what the outcome of this action was. The following themes emerged from their responses, shedding light on the various outcomes and resolutions experienced by individuals who acted against such incidents.

<b>Theme</b>	<b>Description</b>
<b>No resolution</b>	Situations where respondents reported that no resolution or action was taken regarding the threatening communication they received, indicating a lack of effective response or resolution to the issue.
<b>Employer/Managerial intervention</b>	Examples where the respondent's employer or manager actively intervened and took appropriate actions to address the threatening communication, providing support, defending the employee, or escalating the matter as needed.
<b>Legal and disciplinary action</b>	Cases where the threatening communication escalated to legal authorities or disciplinary measures, such as court proceedings, criminal charges, police investigations, or warnings given.
<b>Termination of professional relationship</b>	Instances where the respondent decided to end their professional relationship with the person responsible for the threatening communication, either by dropping the client, refusing to deal with them in the future, or withdrawing from acting on their behalf.
<b>Issue resolved</b>	Situations where issues were successfully resolved or ceased after appropriate actions were taken, resulting in a cessation of abusive behaviour, blocking of communication, or the departure of the client or individual involved.
<b>Issue ongoing</b>	Some issues continue to persist or remain unresolved, respondents are still dealing with the abusive behaviour, experiencing ongoing contact from the individual, or facing challenges in effectively addressing the issue.





## 10. Progression

Respondents were provided with the following information:-

Women now make up a majority of the solicitor profession. The gender distribution within the profession, though, is uneven. The route to qualification – LLB, DPLP, traineeship – are now disproportionately female and has been since the early 1990s.

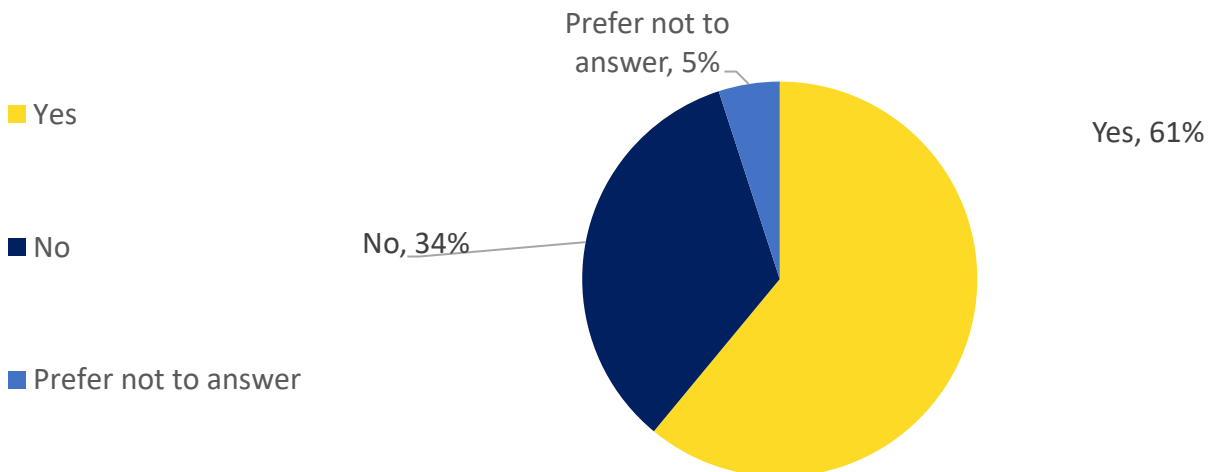
At the higher end of the profession, this imbalance inverts. Women make up fewer than 40% of partners in the Scottish legal profession and fewer than 35% of solicitor advocates. We know from our own research that this issue occurs in other legal professions in Scotland (under 35% of advocates are female; under 35% of Senators of the College of Justice are female). Similar imbalances exist in other UK jurisdictions.

Equally, we know that students from minority ethnic communities are over-represented on the LLB per head of population. We are aware though that there is a perception that comparatively few BAME solicitors make partner or take up judicial appointments.

### Does the profession believe there to be an issue with the number of women reaching senior positions?

Overall, 61% of respondents do believe there to be an issue with comparatively few women reaching senior positions in the legal profession.

Do you think there is an issue with comparatively few women reaching senior positions in the legal profession?

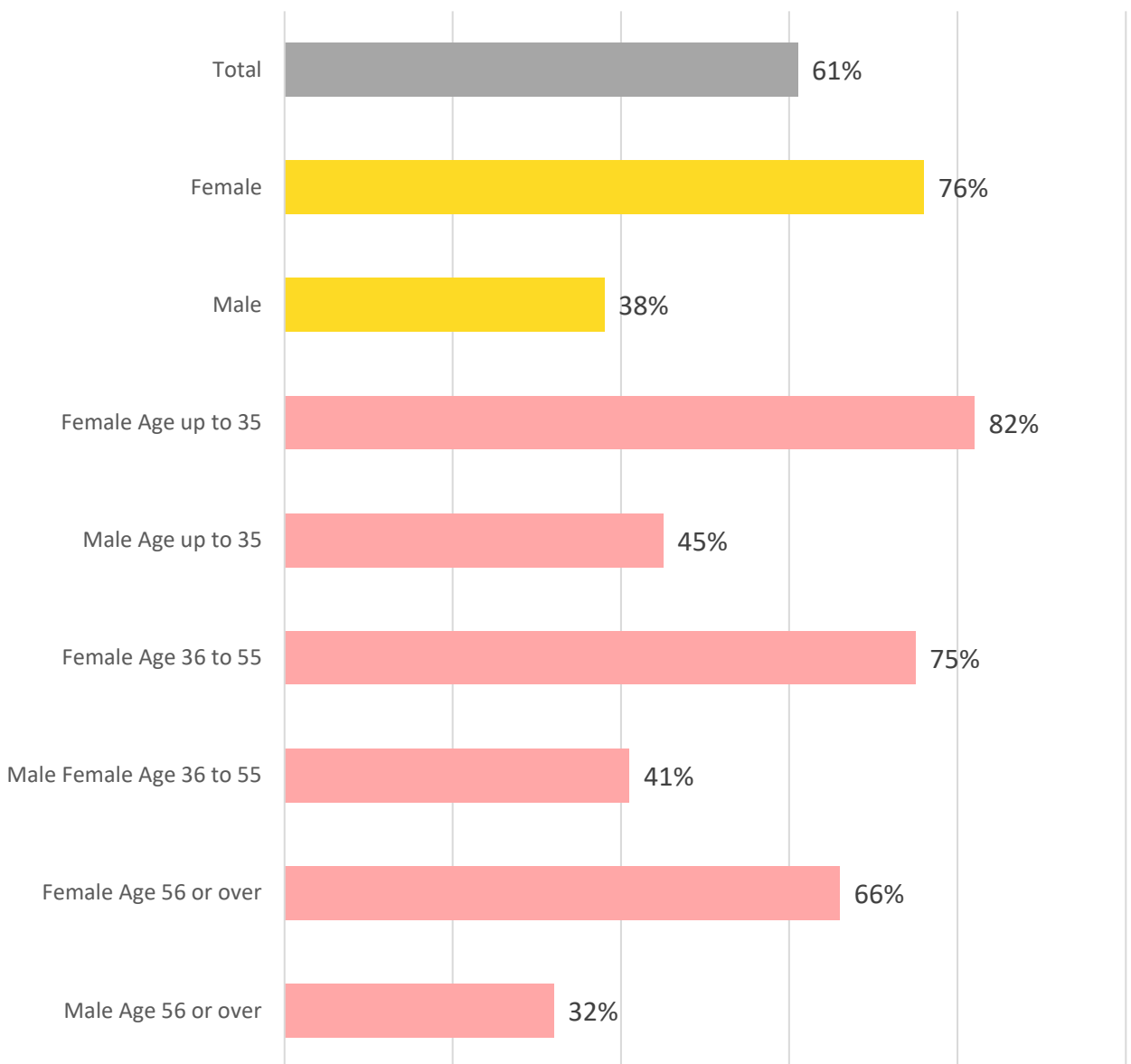




Female respondents were significantly more likely than male respondents to believe there to be an issue with comparatively few women reaching senior positions (76% vs 38% of male respondents).

82% of females aged up to 35 believe there to be an issue compared to 75% of women in the 36 to 55 age bracket and 66% of women in the 56+ age bracket believing there to be an issue.

Do you think there is an issue with comparatively few women reaching senior positions in the legal profession? - % Yes

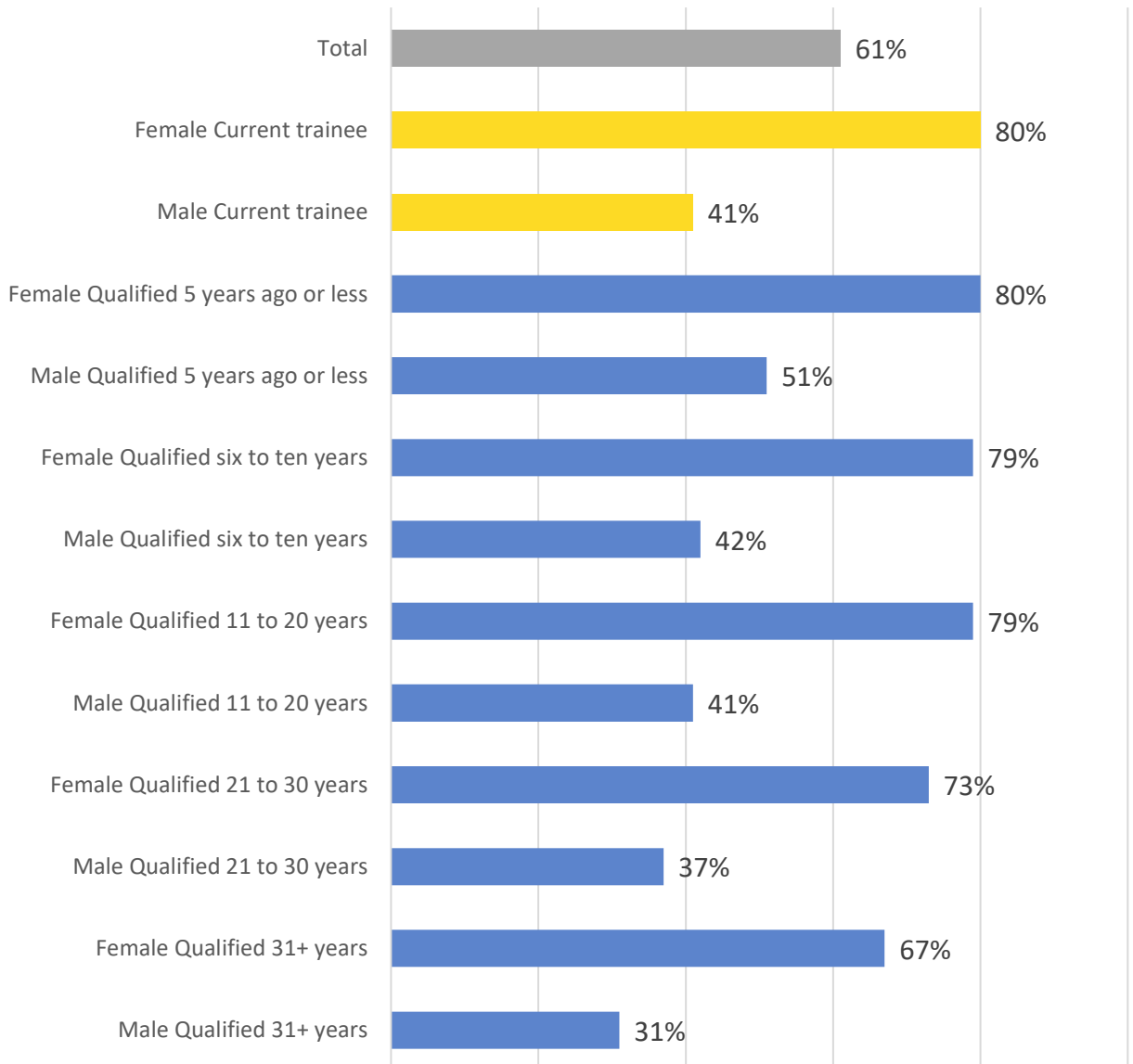




Age and time since qualification also impact on perceptions and belief there is an issue is more widely held among younger and more recently qualified female respondents.

80% of female current trainees and 80% of females who qualified 5 years ago or less believe there to be an issue and 79% of females who qualified 6-10 years ago or 11-20 years ago believe there to be an issue vs 73% of females who qualified 21-30 years ago and 67% of females who qualified 31+ years ago

Do you think there is an issue with comparatively few women reaching senior positions in the legal profession? - % Yes

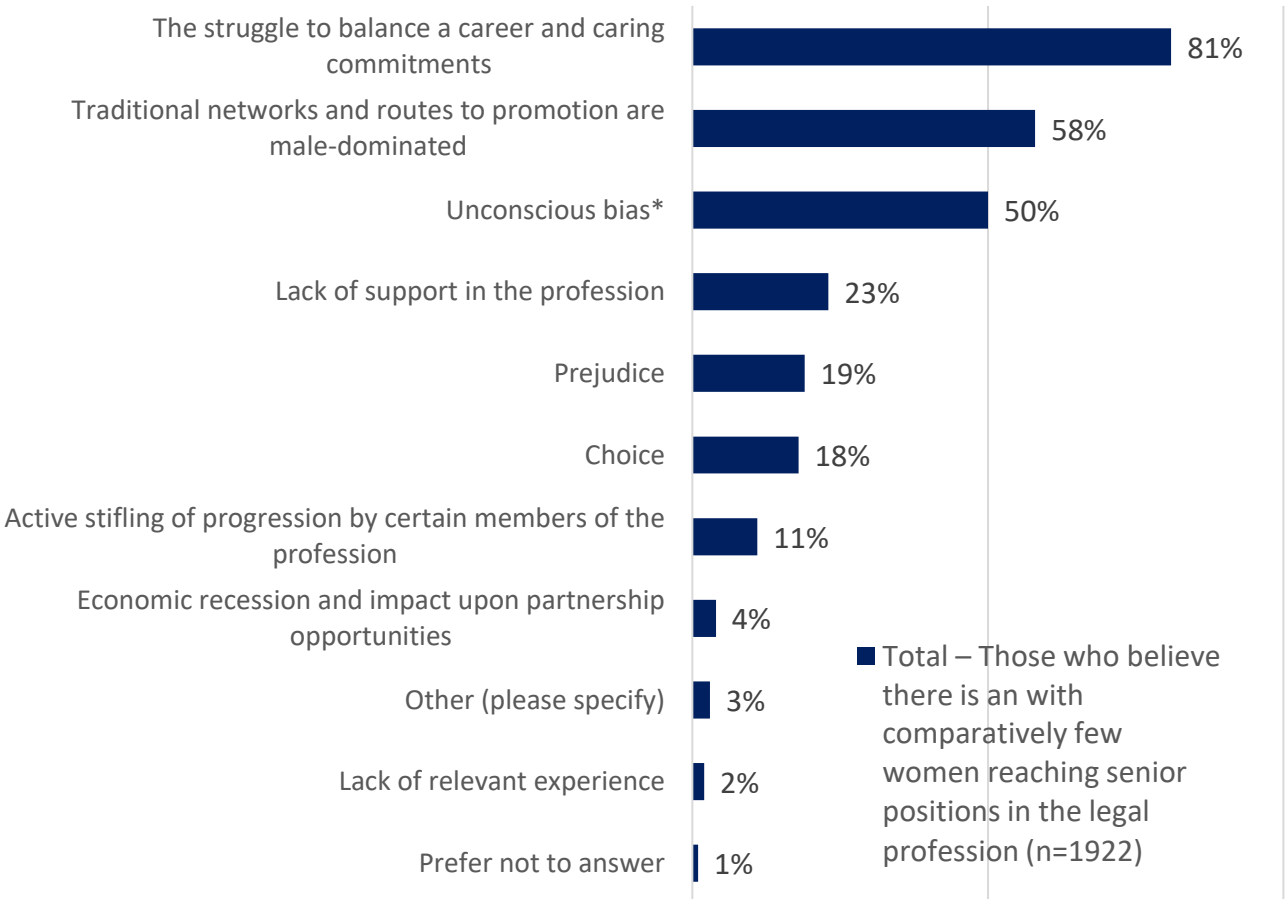




### Reasons for comparatively few women reaching senior positions

Those who believe there to be an issue, view the struggle to balance career and caring commitments to be the primary reason (81%). However, 51% view traditional networks and routes to promotion being male dominated as a key reason and 50% view unconscious bias as a reason. Lack of support and prejudice are viewed as reasons by 23% and 19% respectively. A further 18% believe that (personal) choice is a reason for the issue and 11% believe active stifling of progression by certain members of the profession to be a cause. Just 4% view economic recession and the impact on partnership opportunities to be a reason and only 2% see lack of relevant experience as playing a part.

Reasons



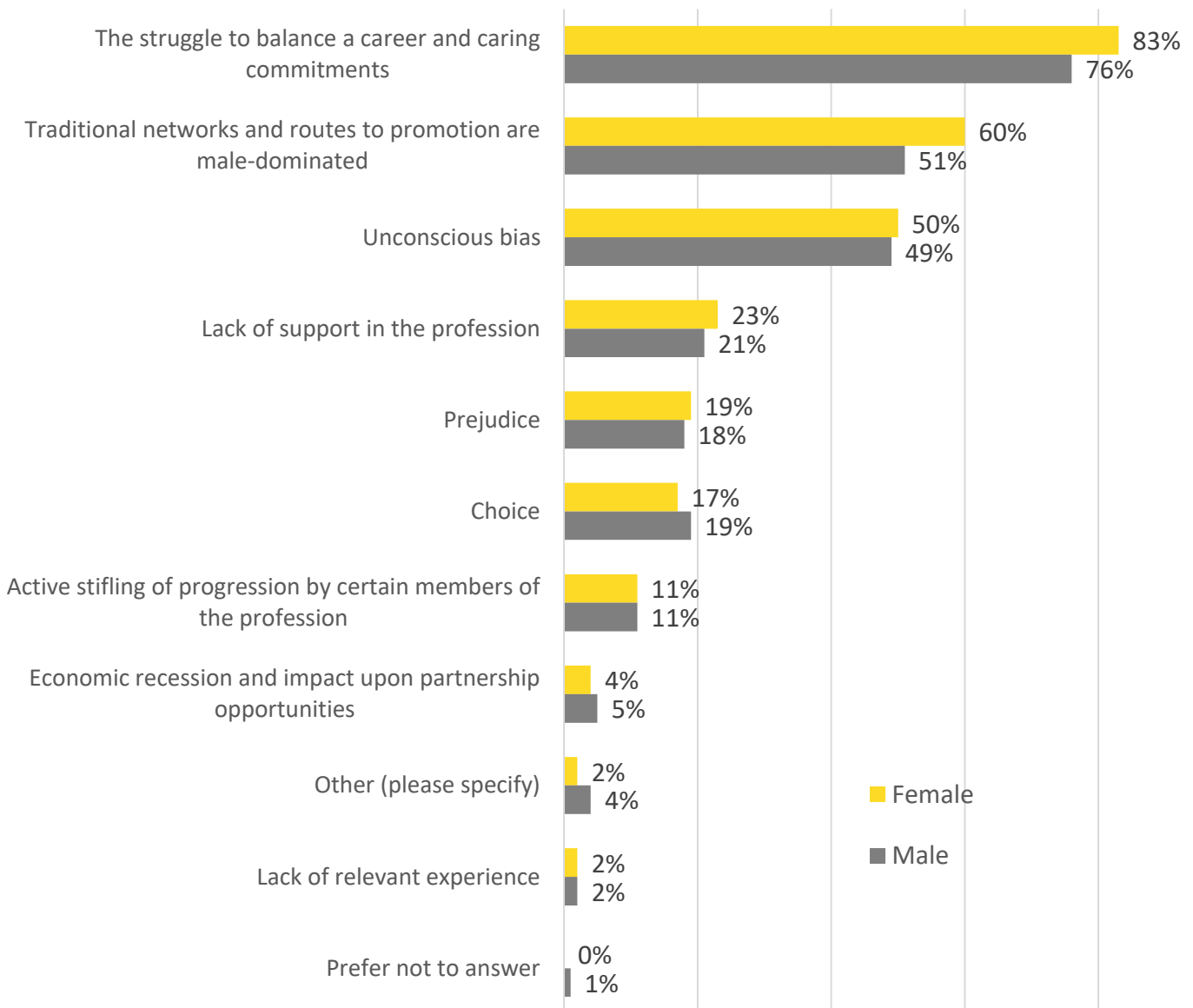
Respondents were shown a definition of unconscious bias:

- A bias that we are unaware of, and which happens outside of our control. These are triggered by our brain making quick judgments and assessments of people and situations and influenced by our background, cultural environment and personal experiences



Female respondents who believe there to be an issue view are significantly more likely than male respondents who believe there to be an issue to state the struggle to balance career and caring commitments to be a primary reason (83% vs 76% of male respondents). Female respondents are also more likely than male respondents (60% vs 51%) to view traditional networks and routes to promotion being male dominated as a key reason.

Reasons



Respondents who stated unconscious bias as a reason for comparatively fewer women reaching senior positions in the legal profession were asked to expand on their answer:

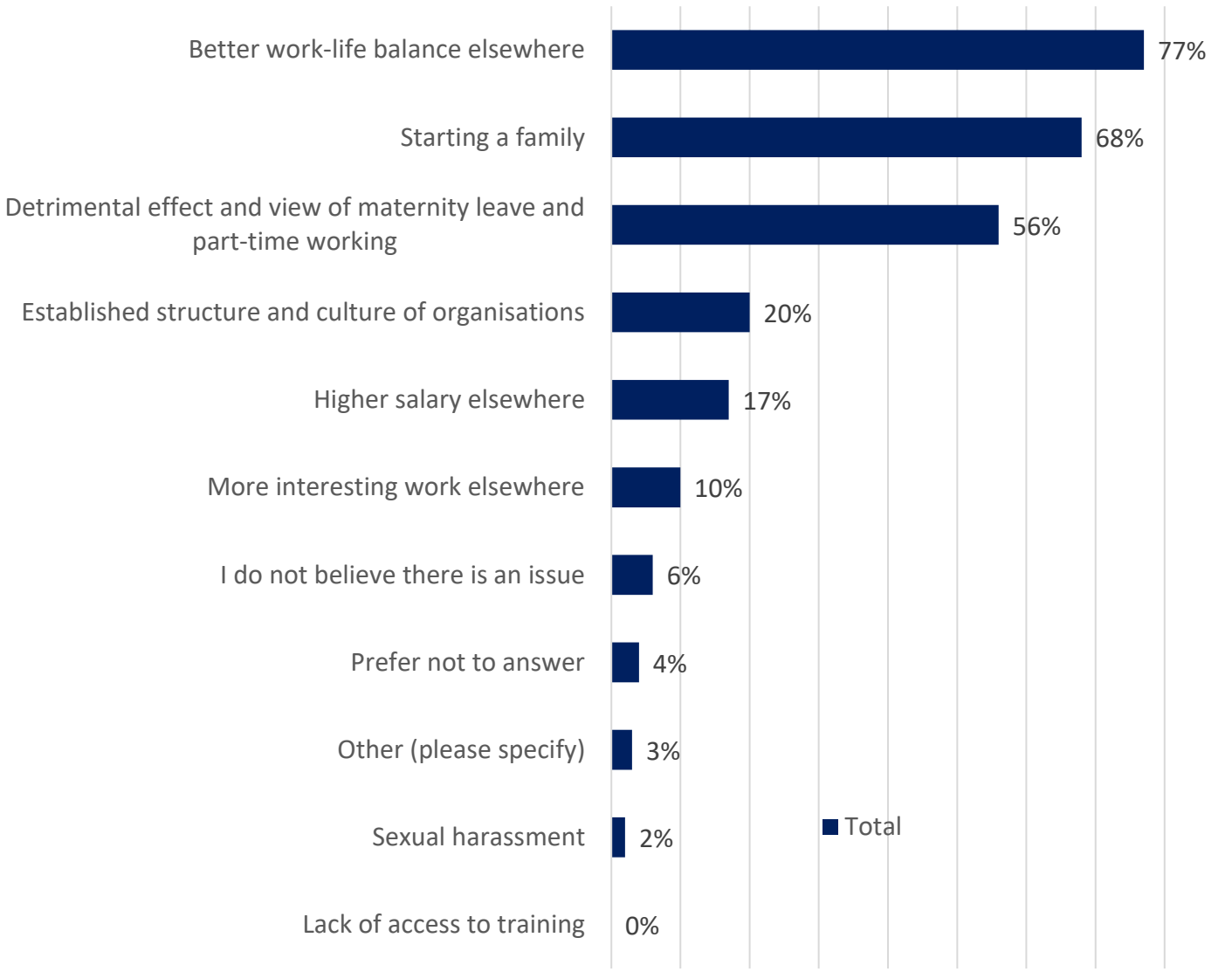
Theme	Description	Key Quote
<b>Societal Expectations</b>	There is a prevailing belief that women are the primary caregivers, which often leads to assumptions that they cannot fully commit to demanding roles. This includes perceptions around maternity leave and part-time work, which can unfairly impact women's career progression.	<i>“Assumption that women aren't as ambitious when they choose to have children - this was said to me by a male colleague”</i>
<b>Gender Role Stereotypes</b>	Predetermined notions about how men and women should behave play a part in holding women back. Assertive and ambitious behaviour, often valued in men, can be viewed negatively when exhibited by women. Women are often expected to be team-oriented and selfless, and deviations from this norm may lead to penalties.	<i>“There is an assumption that women are less ambitious, perhaps less capable of managing a team, less committed to work, too emotional...”</i>
<b>Overt Discrimination and Prejudices</b>	Several responses highlight incidents of sexism, misogynistic behaviour, and even ageism. Such discriminatory practices contribute to a hostile work environment for women, deterring them from seeking senior roles.	<i>“The men I have personally witnessed make horrendously sexist misogynistic comments wrote it off as ‘jokes’ when challenged and get very defensive at being challenged and in fact think they are beacons of equality!”</i>
<b>Exclusivity of Networks and 'Old Boys' Clubs'</b>	Respondents suggest that male-dominated networks often exclude women from opportunities for career advancement. These clubs can perpetuate and reinforce gender biases by preferring individuals who fit a traditional, often male, mould.	<i>“There is still an old boys' network and an expectation that males deserve to succeed over females”</i>
<b>Disparities in Work Evaluation and Recognition</b>	Responses suggest that men and women's work is evaluated and rewarded differently. Men often receive promotions based on potential, whereas women are required to prove their worth through tangible achievements. This discrepancy puts women at a disadvantage in climbing the professional ladder.	<i>“Law firms are more likely to promote men based on potential rather than proven results, while the opposite is true of women. ”</i>



### Women in their 30s and 40s leaving the legal profession

Overall, respondents view the 3 key reasons why women in their 30s and 40s leave the profession as being a better work-life balance elsewhere (77%), starting a family (68%) and the detrimental effect and view of maternity leave and part-time working (56%). Just 6% of respondents do not believe there is an issue.

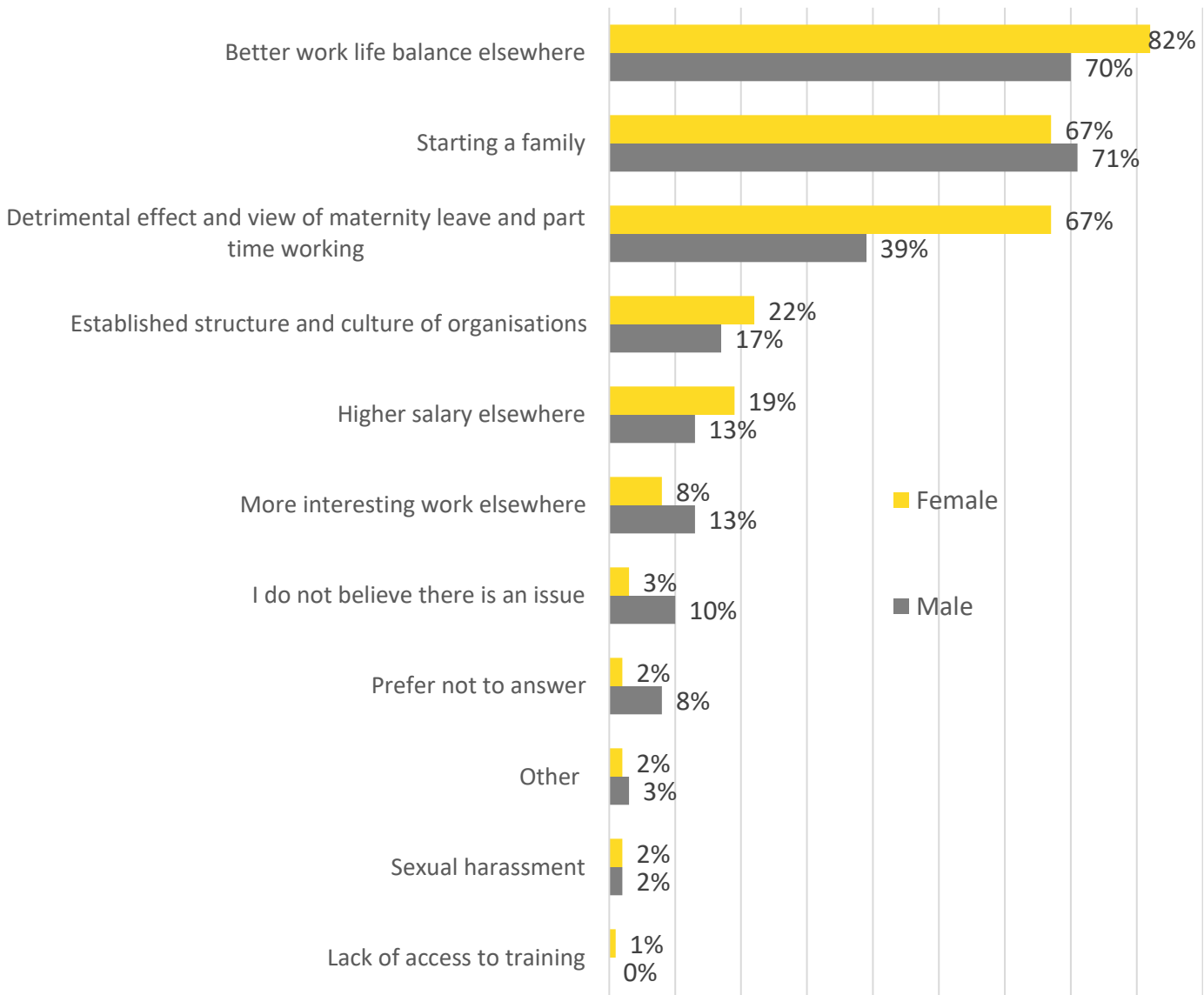
From the list below, please select the top three reasons why you think many women leave the legal profession in their 30s and 40s





Female respondents are more likely than male respondents to view the reasons why women in their 30s and 40s leave the profession as being a better work-life balance elsewhere (82% of females vs. 70% of males) and the detrimental effect and view of maternity leave and part-time working (67% of females vs. 39% of males). Male respondents are slightly more likely to believe starting a family to be a reason (71% vs 67% of females) and are also slightly more likely to not believe there is an issue (10% vs. 3% of female respondents).

From the list below, please select the top three reasons why you think many women leave the legal profession in their 30s and 40s



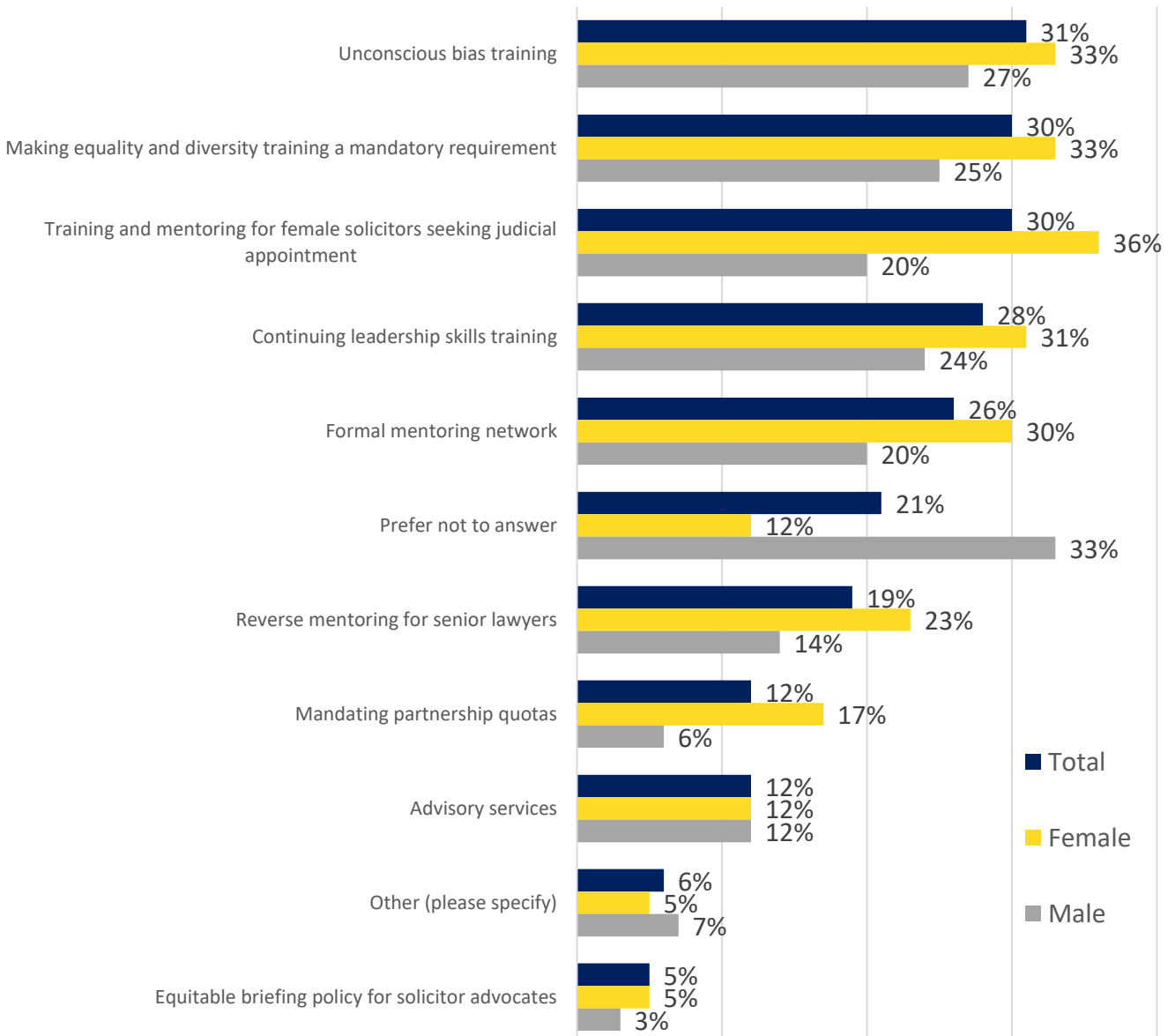




### Top three changes that the Law Society of Scotland could make to working practices to encourage more female solicitors to reach senior levels

Overall, unconscious bias training is the most suggested change the Law Society of Scotland could make (31%) but very closely followed by making equality and diversity training a mandatory requirement (30%) and training and mentoring for female solicitors seeking judicial appointments (30% overall but rising to 36% among female respondents).

Top Changes that the Law Society of Scotland Could Make

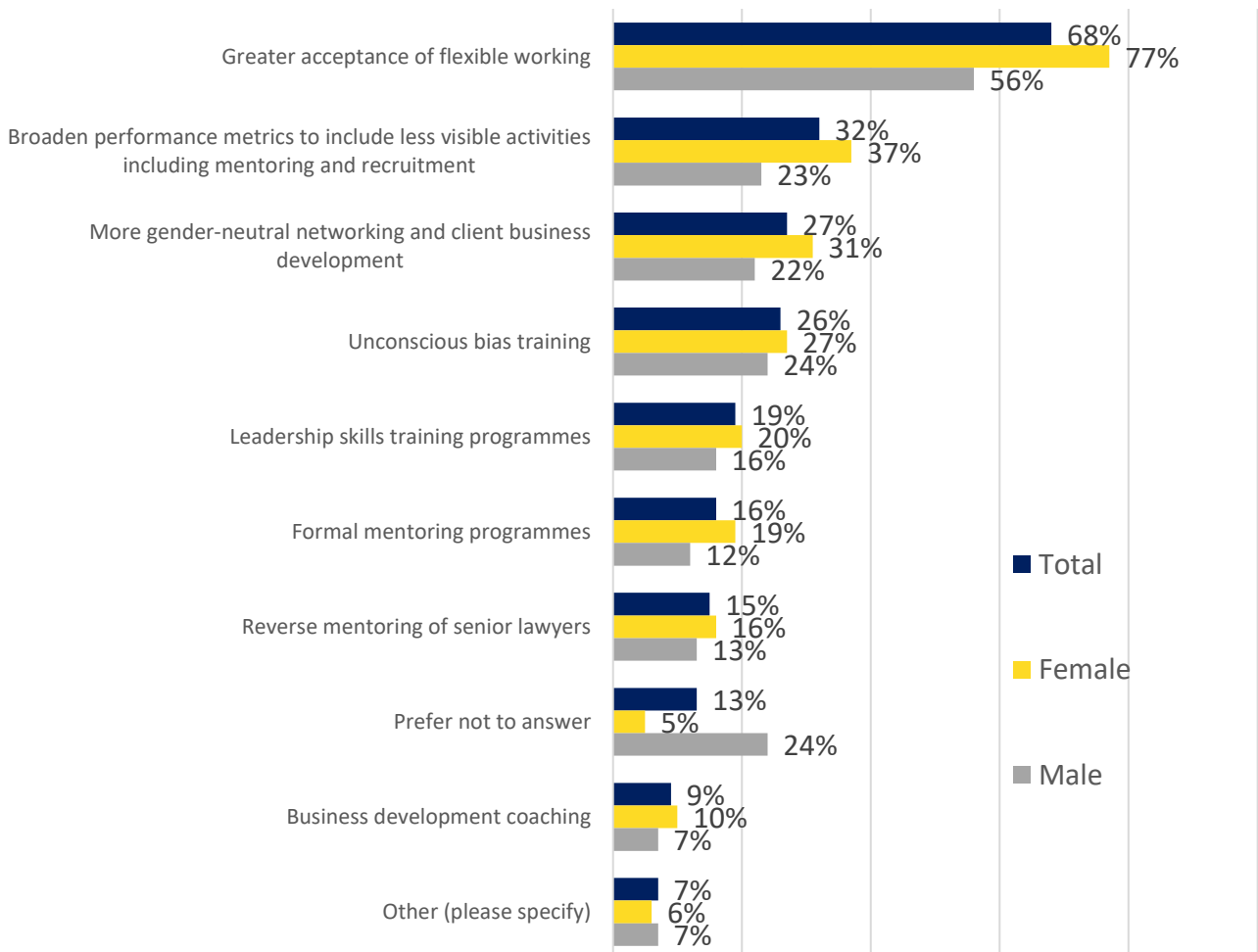




### Most effective three changes that organisations could make to working practices to encourage more female solicitors to reach senior levels

Overall, by far the most mentioned change organisations could make is greater acceptance of flexible working (68% overall and suggested by a much higher proportion of female respondents, 77%, compared to male respondents, 56%). Next most often suggested change is broadening performance metrics to include less visible activities such as mentoring and recruitment, mentioned by 32% overall but by 37% of women vs 23% of men). Third most suggested is more gender-neutral networking and client business development (mentioned by 31%).

From the list below, please select the most effective three changes that organisations could make to working practices to encourage more female solicitors to reach senior levels

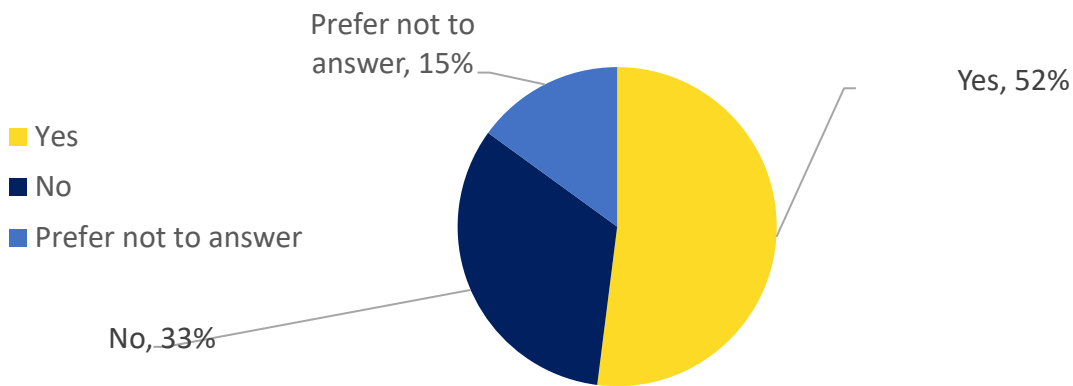




### Does the profession believe there to be an issue with comparatively few minority ethnic solicitors reaching senior positions in the legal profession?

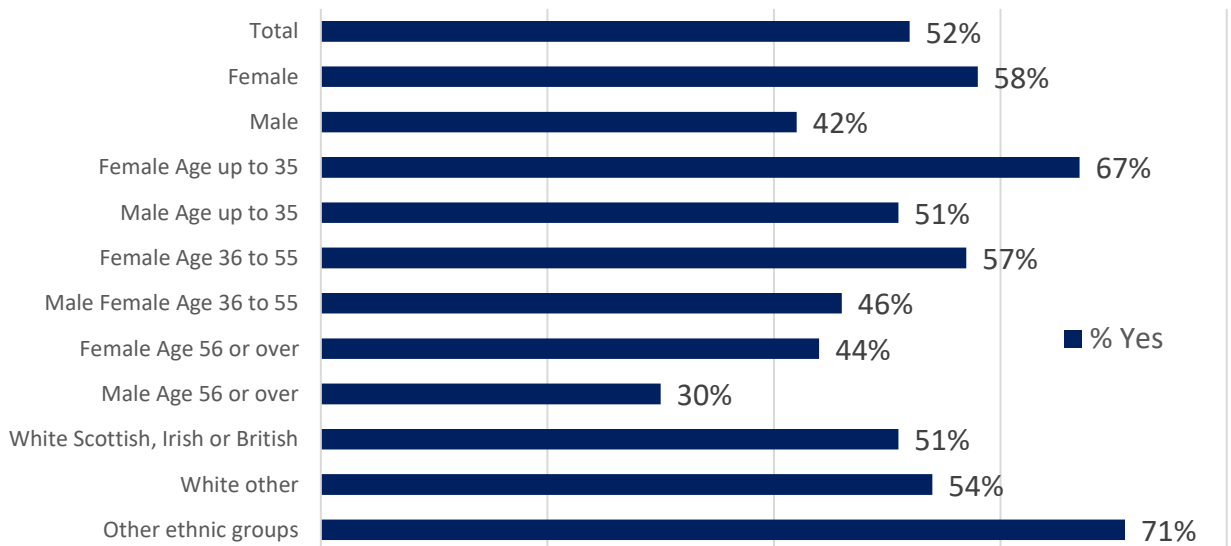
Overall, 52% of respondents do believe there to be an issue with comparatively few minority ethnic solicitors reaching senior positions in the legal profession.

Do you think there is an issue with comparatively few minority ethnic solicitors reaching senior positions in the legal profession?



Those in 'other (non-white) ethnic groups' are significantly more likely to believe there to be an issue (71%) and women up to age 35 are also more likely to believe it to be an issue (67%)

Do you think there is an issue with comparatively few minority ethnic solicitors reaching senior positions in the legal profession?

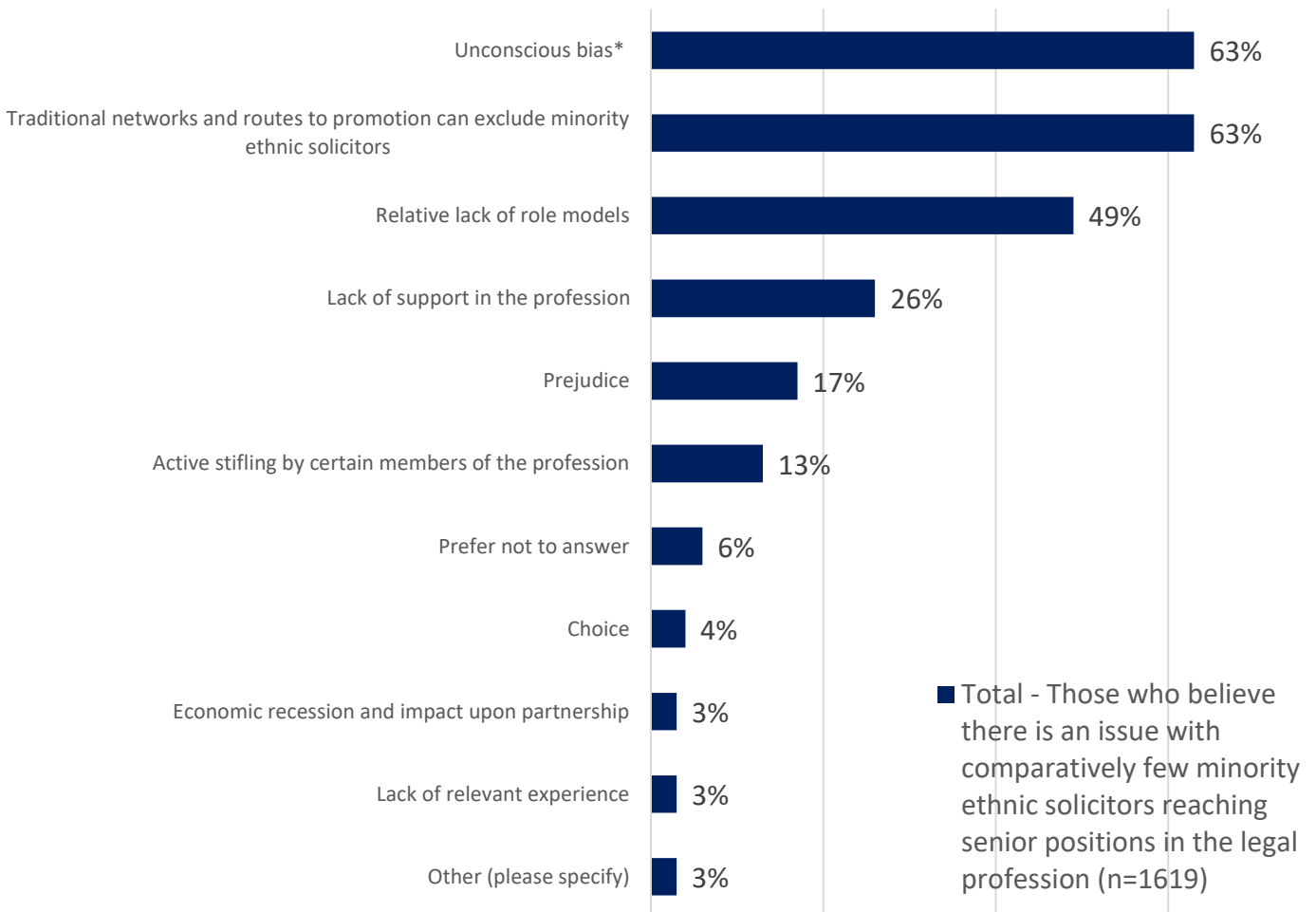




### Reasons for comparatively few minority ethnic solicitors reaching senior positions

Those who believe there to be an issue view unconscious bias and traditional networks and routes to promotion excluding minority ethnic solicitors as being the joint top reasons for this issue (both mentioned by 63% of respondents overall). 49% mentioned the relative lack of role models, 26% the lack of support in the profession and 17% believe prejudice to be a cause. Active stifling by certain members of the profession was stated by 13% but only 3% stated either lack of relevant experience or economic recession and the impact on partnerships as being factors.

#### Reasons



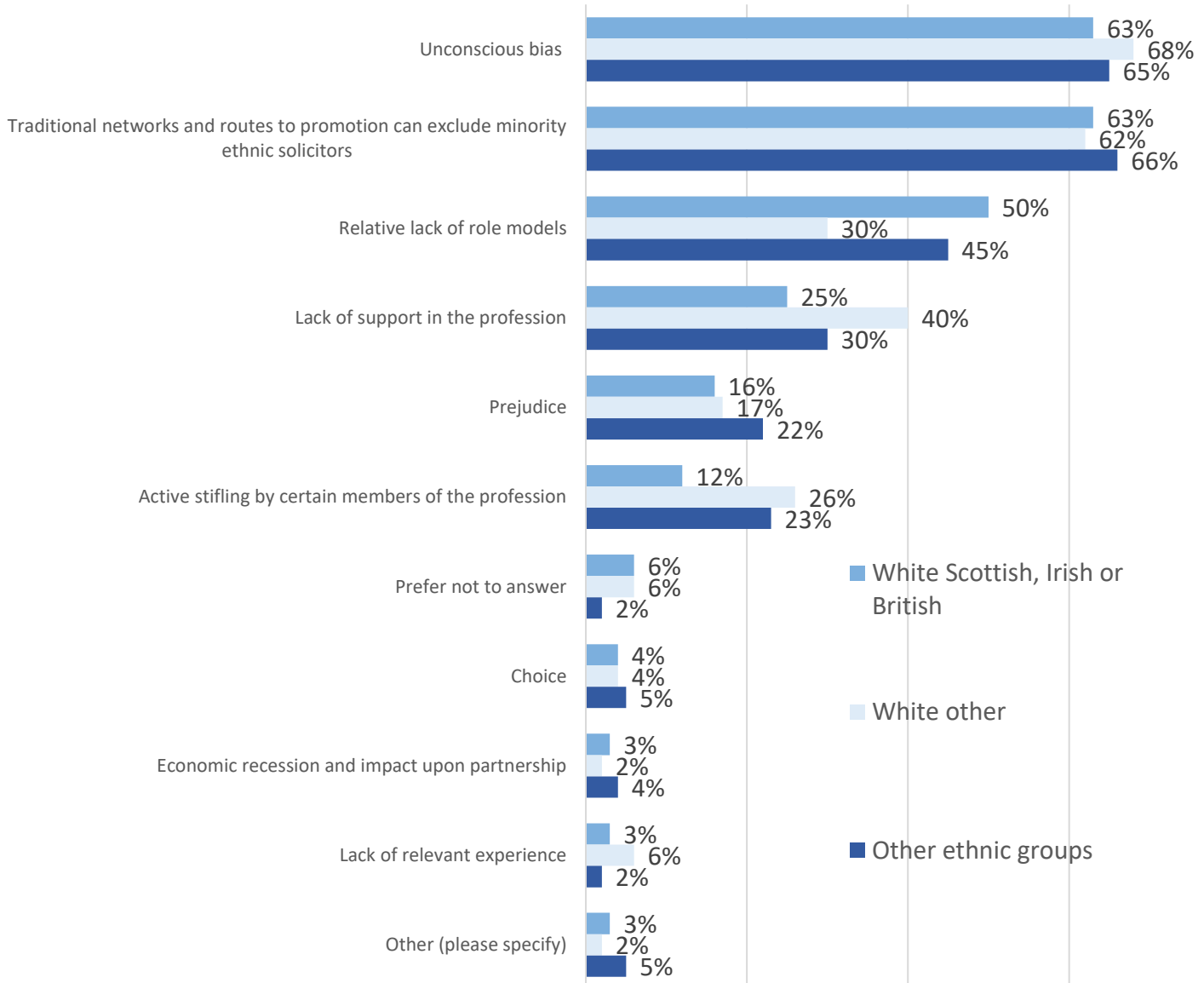
Respondents were shown a definition of unconscious bias:

- A bias that we are unaware of, and which happens outside of our control. These are triggered by our brain making quick judgments and assessments of people and situations and influenced by our background, cultural environment and personal experiences



Those of a non-white ethnicity who believe there to be an issue are more likely than groups from a white ethnic background to view traditional networks and routes to promotion excluding minority ethnic solicitors as being a reason for this issue (66%) and a higher proportion of this group also see prejudice as being a cause (22%). Respondents who are White Scottish, British or Irish are more likely than other ethnics groups to view a lack of role models as being a factor (50%) while Other white ethnicities are more likely than others to mention lack of support in the profession (40%).

Reasons

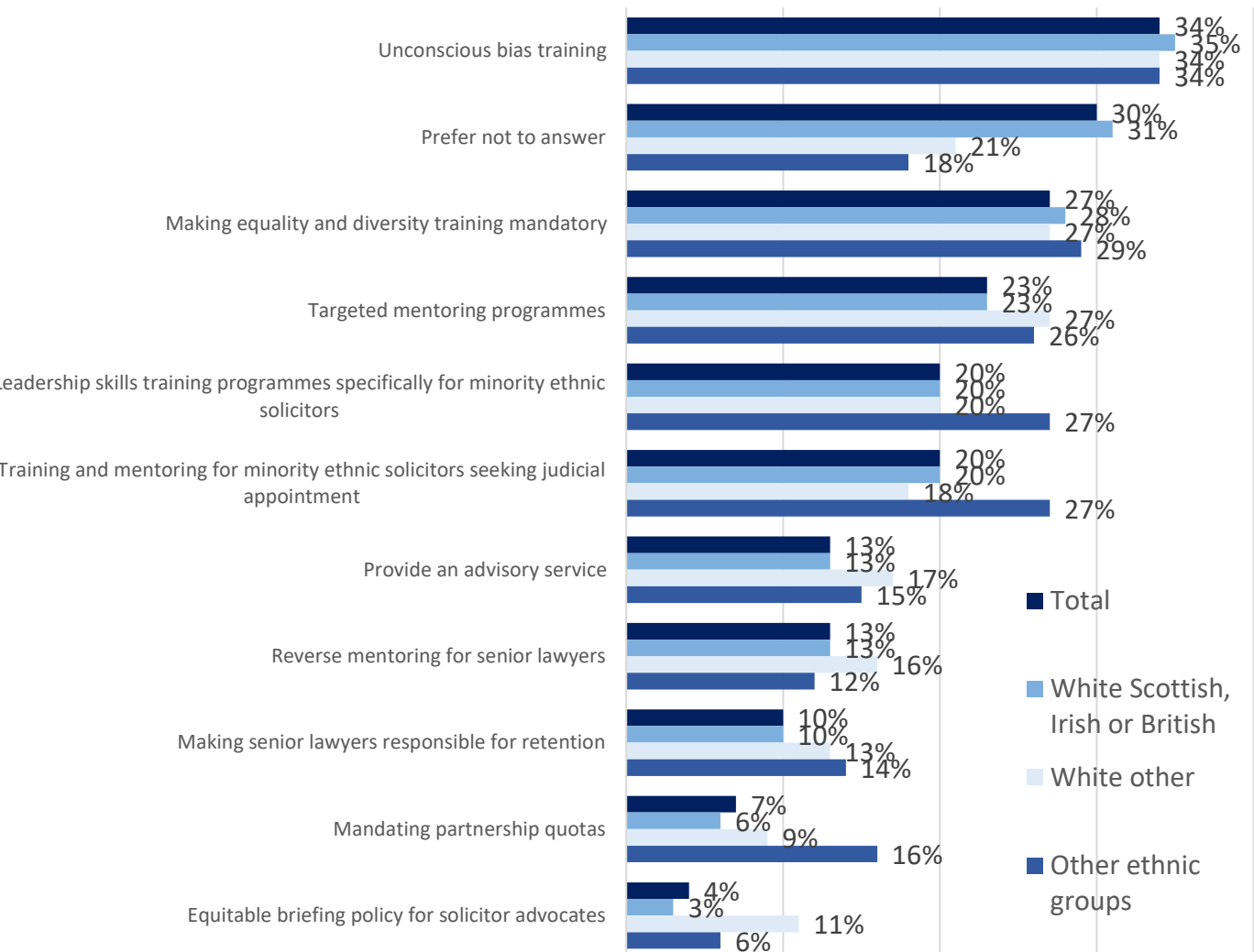




### Top three changes that the Law Society of Scotland could make to working practices to encourage more minority ethnic solicitors to reach senior levels

Overall, unconscious bias training is the most suggested change the Law Society of Scotland could make (34%), followed by making equality and diversity training a mandatory requirement (27%) and targeted mentoring programmes 23% mentioning overall but rising to 27% for other white ethnic groups and 26% for Other ethnic groups. Leadership skills training programmes specifically for minority ethnic solicitors and training and mentoring for minority ethnic solicitors seeking judicial appointment were both mentioned by 20% overall but by 27% of Other ethnic groups.

Top Changes that the Law Society of Scotland Could Make to Working Practices To Encourage More Minority Ethnic Solicitors to Reach Senior Levels

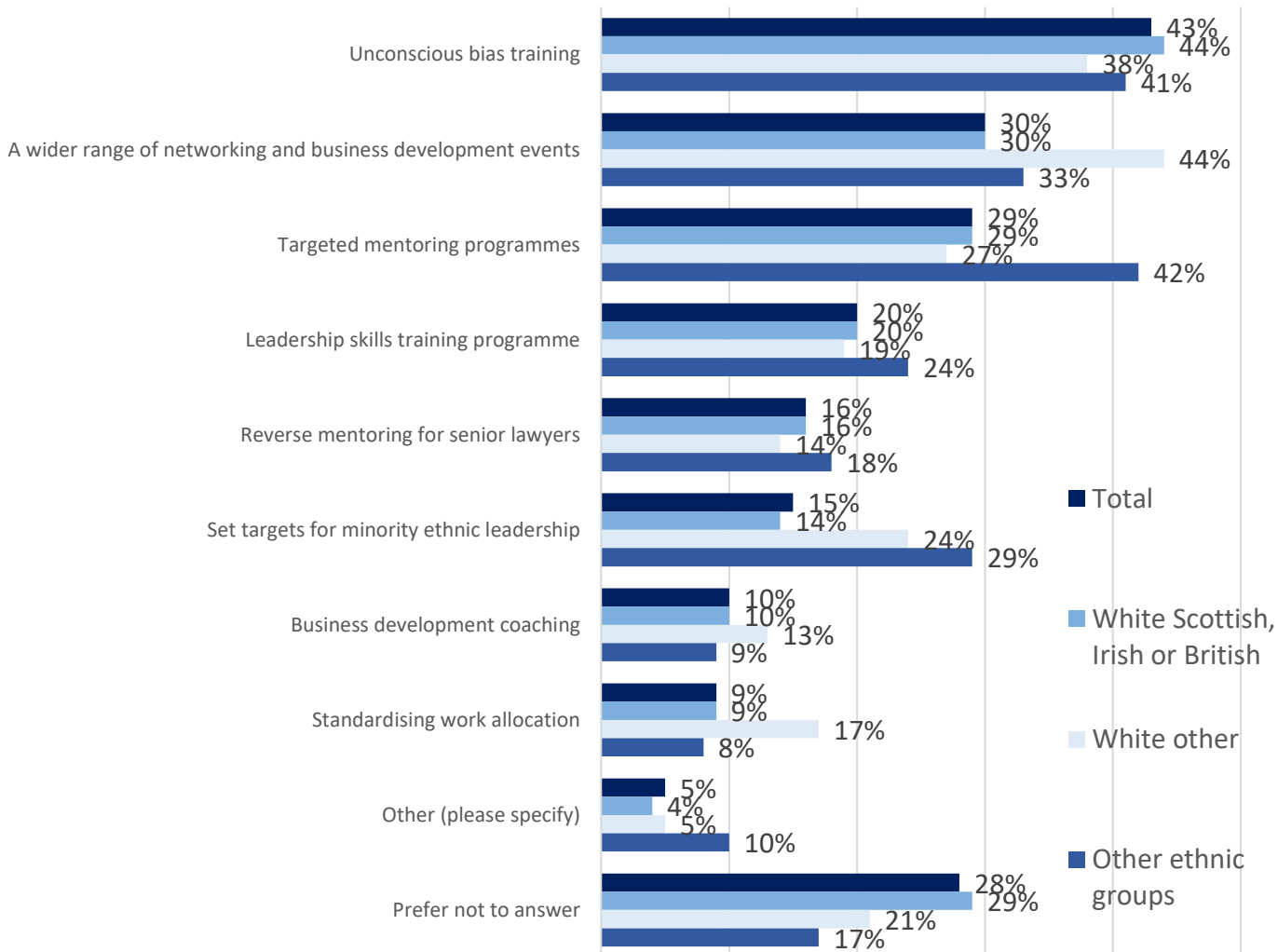




### Most effective three changes that organisations could make to working practices to encourage more minority ethnic solicitors to reach senior levels

Overall, the most mentioned change organisations could make is unconscious bias training (43%). This is followed by a wider range of networking and business development events (30% overall mentioning but significantly higher for Other white ethnic groups, 44%). Targeted mentoring programmes as suggested by 29% overall but by 42% of Other ethnic groups. Setting targets for minority ethnic leadership was also mentioned by a significantly higher proportion of Other ethnic groups (29%) compared to respondents in general (15%).

Most Effective Changes that Organisations Could Make to Working Practices To Encourage More Minority Ethnic Solicitors to Reach Senior Levels



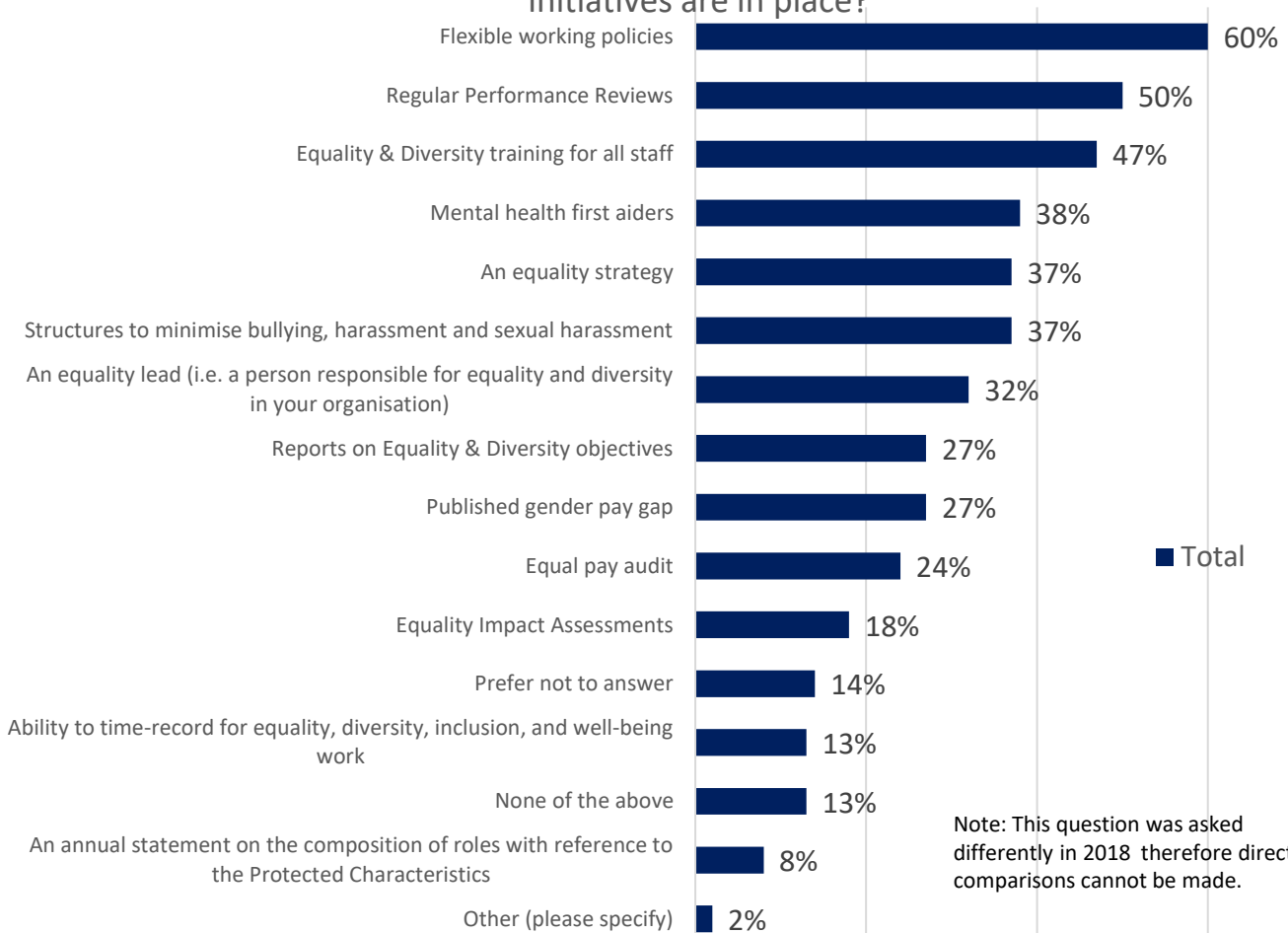


### Policies and initiatives

Policies and initiatives most commonly in place currently are flexible working policies (60%), regular performance reviews (50%) and equality and diversity training for all staff (47%). Mental first aiders are in place for just over 1 in 3 respondents (38%) and a similar proportion have structures to minimise bullying, harassment and sexual harassment (37%) or have an equality strategy (37%). Just under 1 in 3 (32% have an equality lead).

Other policies and initiatives are less common with just 27% of respondents saying reporting on equality and diversity objectives is in place where they work, 27% stating there is a published gender pay gap and 24% an equal pay audit. Other policies and initiatives were in place for fewer than 1 in 5 respondents

Thinking about your own (or most recent) employer, or if you are a sole practitioner, your own practice unit – which of the following policies or initiatives are in place?



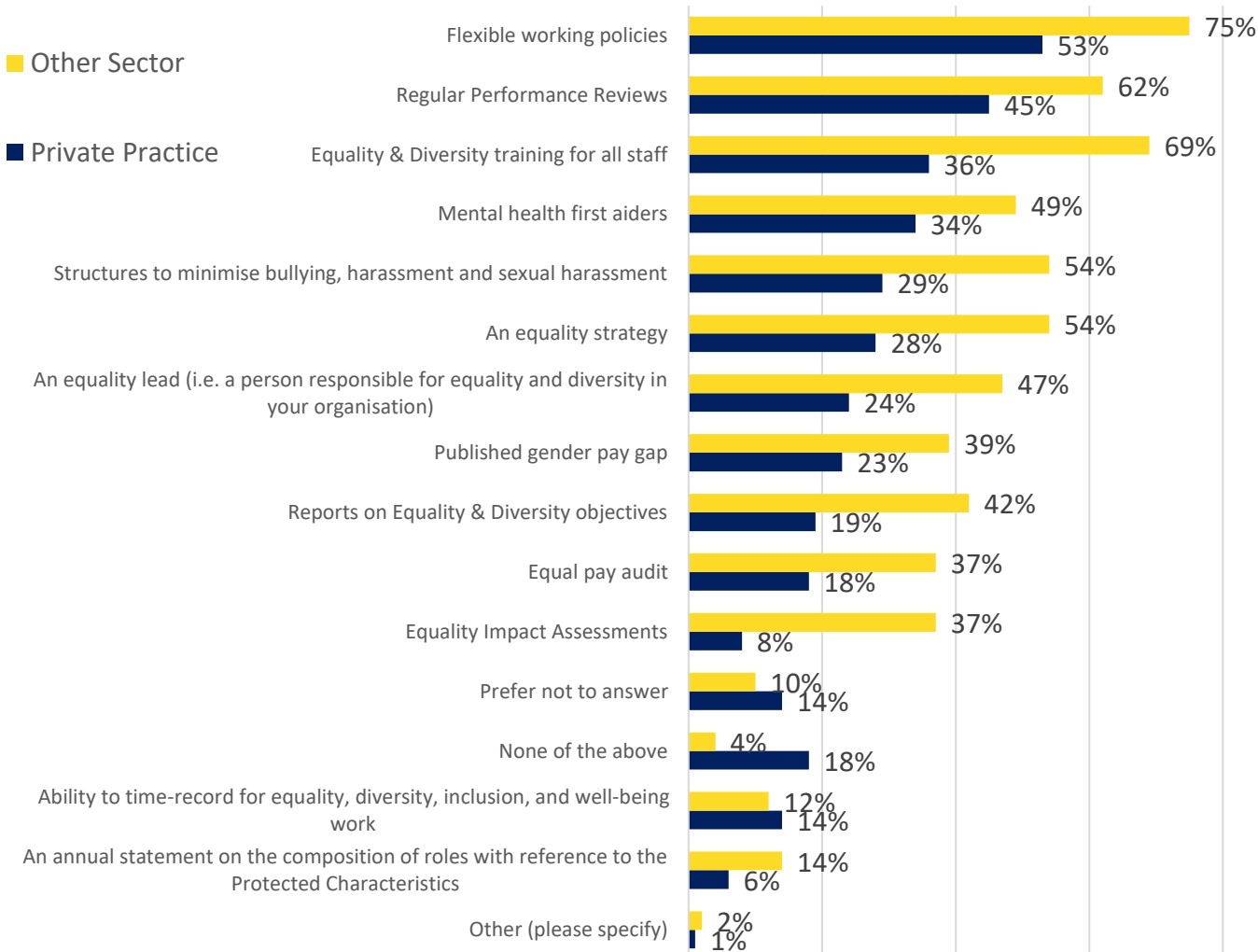




With the exception of the ability to time-record for equality, diversity, inclusion, and well-being work, all the policies and initiatives are considerably more common within other sectors compared to private practice. The areas with the biggest gaps are:-

Equality & Diversity training for all staff (+33 percentage points higher within other sectors compared to private practice), Equality Impact Assessments (+29 percentage points higher within other sectors), an equality strategy (+26 percentage points higher within other sectors) and Structures to minimise bullying, harassment and sexual harassment (+25 percentage points higher within other sectors),

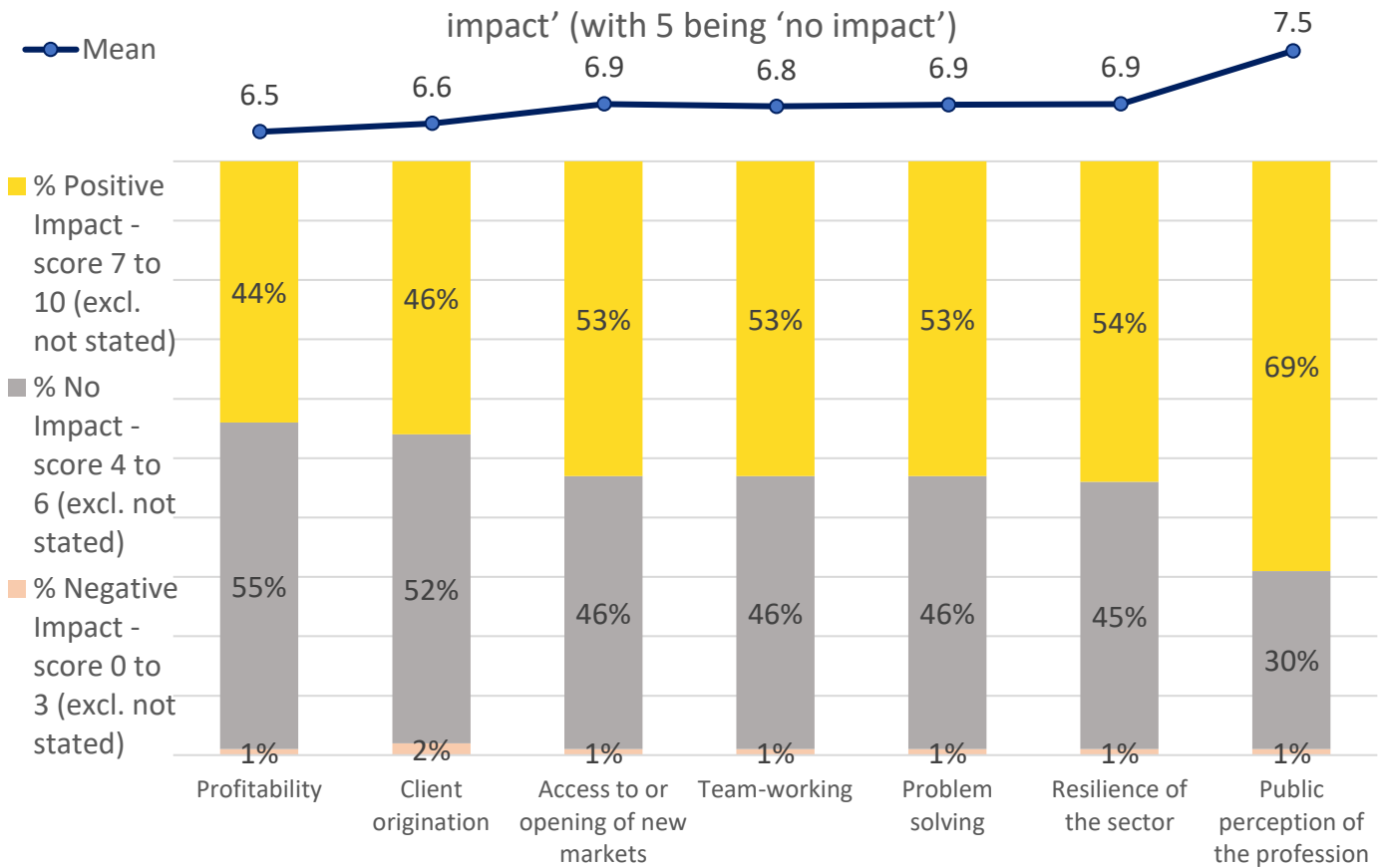
Thinking about your own (or most recent) employer, or if you are a sole practitioner, your own practice unit – which of the following policies or initiatives are in place?



### The impact of a more diverse profession

Respondents were asked to rate, from their own experience, the impact of a more diverse profession on a range of aspects:

In your experience, how would you rate the impact of a more diverse profession on the statements noted below?  
With 0 being 'significant negative impact' to 10 being 'significant positive impact' (with 5 being 'no impact')



The biggest positive impact identified by respondents is on public perception of the profession (69% of respondents saying the impact is positive). 54% believe resilience of the sector has been positively impacted by a more diverse profession, 53% believe problem solving, team working and access or opening of new markets have been positively impacted. While 46% think client origination has been positively impacted, more respondents think there has been no impact. The same is true for profitability with more respondents saying it has not been impacted (55%) than saying it has been positively impacted (44%)

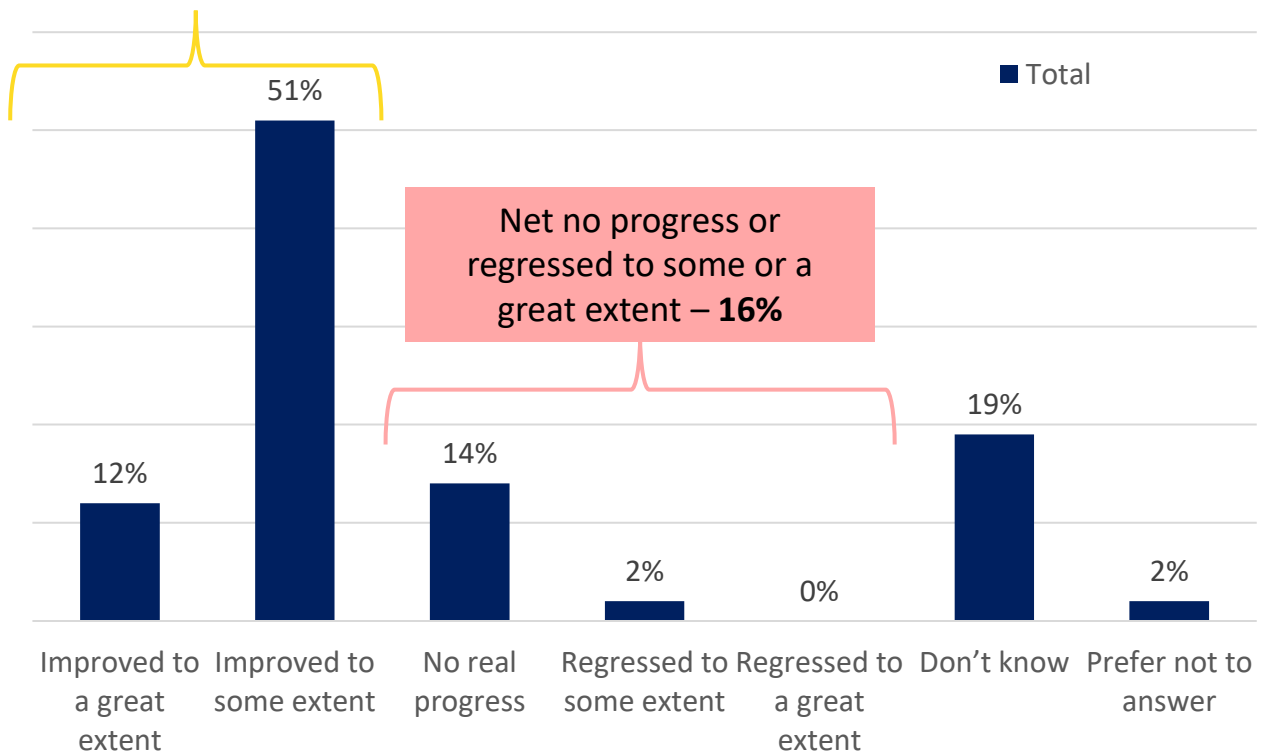


### Gender equality improvements in the Scottish legal profession in the last 5 years

Respondents were asked their view on the extent to which gender equality has improved within the legal profession in Scotland over the past five years.

To what extent has gender equality improved within the legal profession in Scotland over the past five years?

Net improved to some or a great extent – **63%**



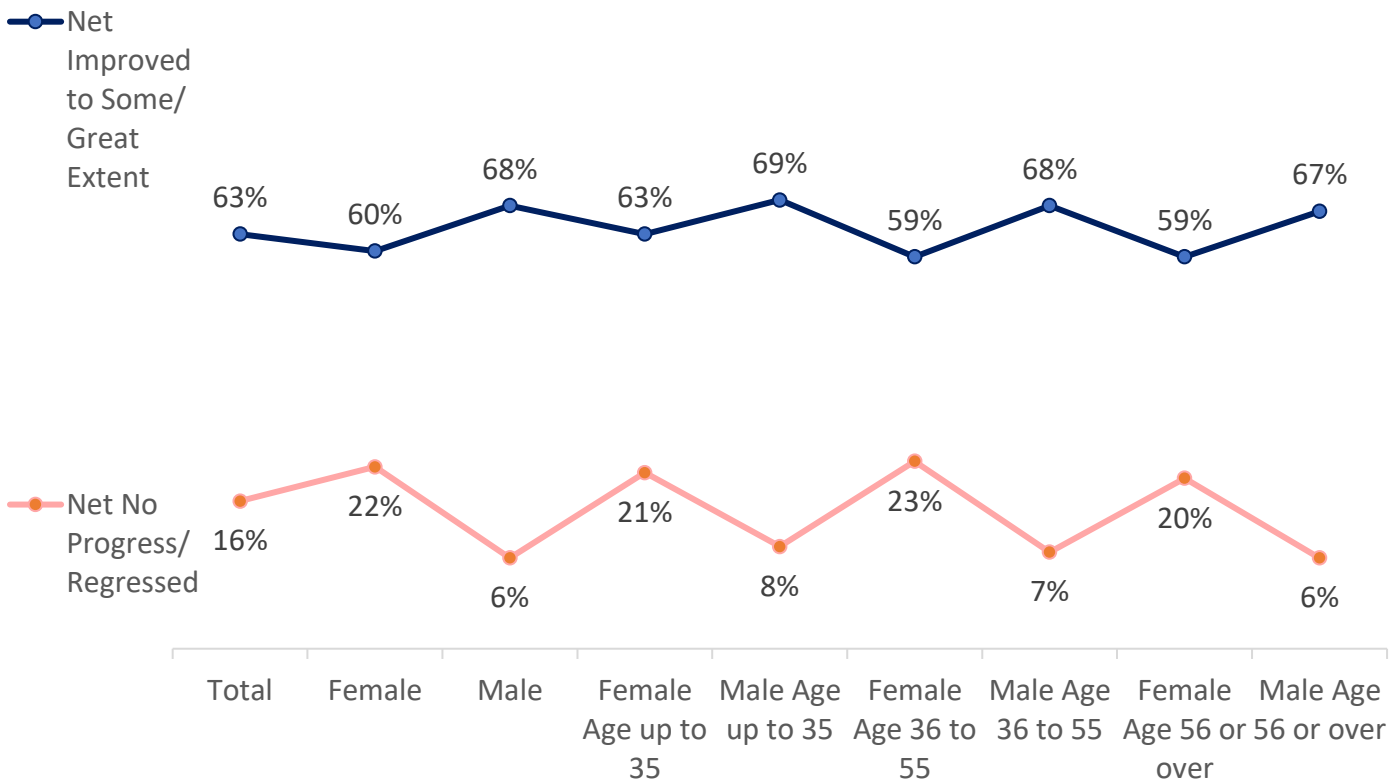
Overall, 63% believe that gender equality has improved to some or a great extent (12% great extent / 51% some extent). 16% believe no real progress has been made or that the situation has regressed.



A lower proportion of female respondents (60%) there has been improvement compared to 68% for male respondents.

Females up to age 35 are more likely than older respondents to think gender equality has improved to some or a great extent (63% of this younger group stating this compared to 59% of females in the 36 to 55 age bracket and 59% of females in the 56 or over bracket).

To what extent has gender equality improved within the legal profession in Scotland over the past five years?

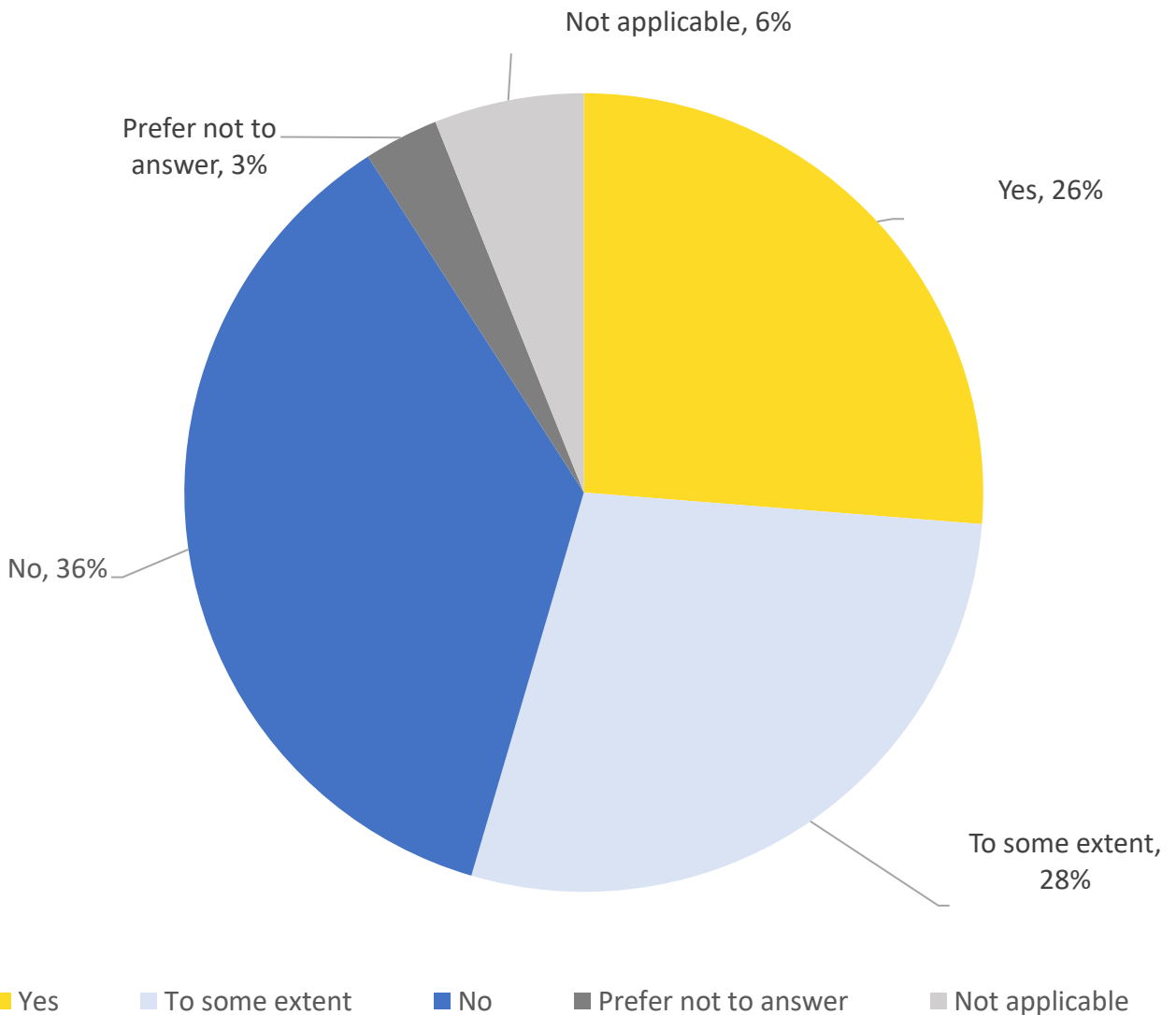




### Transparency of pay and reward structures

Overall, 26% of respondents believe that pay and reward structures in their organisation are transparent and a further 28% believe there is to some extent. 36% do not think pay and reward structures are transparent.

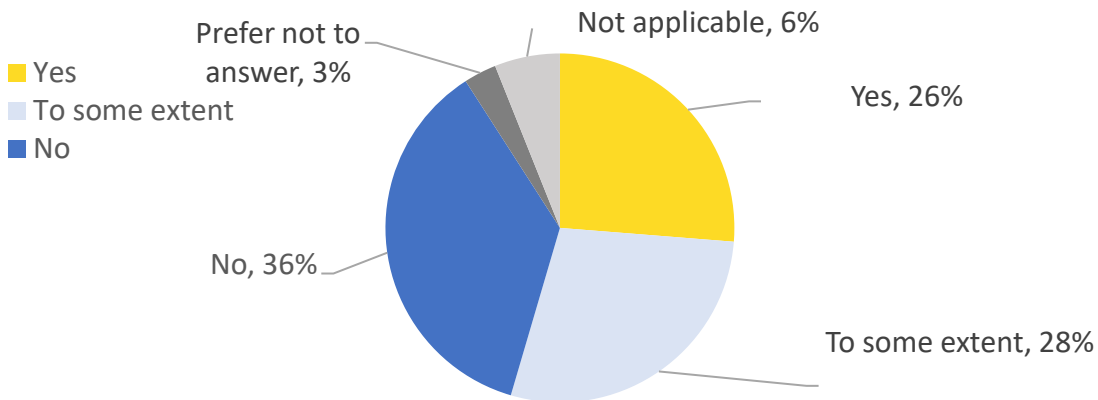
Do you consider the pay and reward structures in your organisation to be transparent?



### Transparency of pay and reward structures

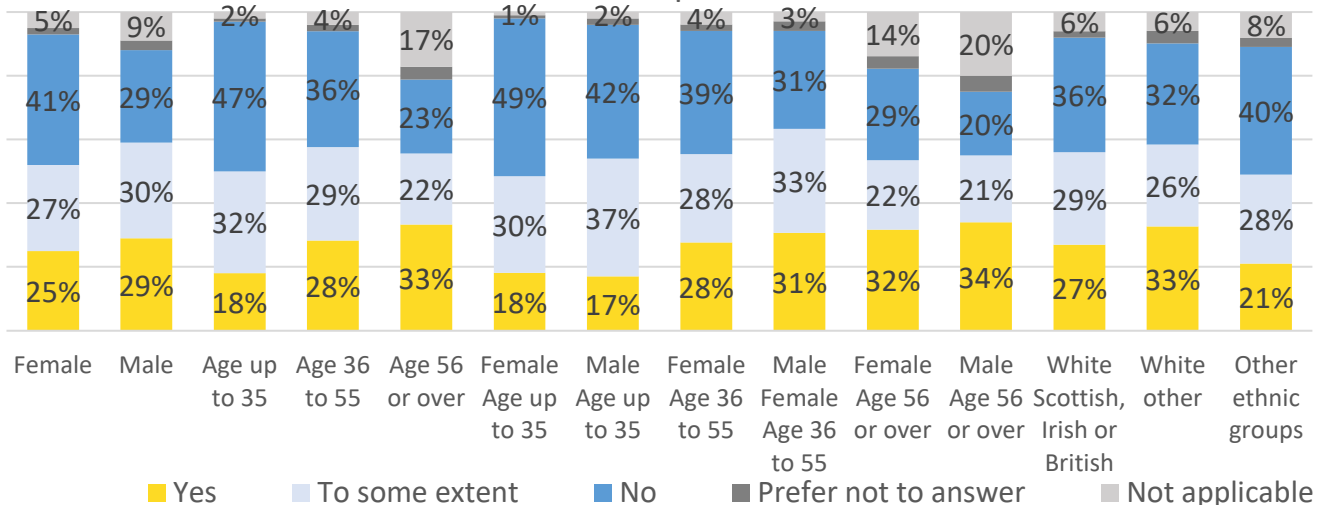
Overall, 26% of respondents believe that pay and reward structures in their organisation are transparent and a further 28% believe there is to some extent. 36% do not think pay and reward structures are transparent.

Do you consider the pay and reward structures in your organisation to be transparent?



Female respondents are more likely than male respondents to say pay structures are not transparent (41% vs. 29% of males). This differential between male and female respondents (in believing pay structures not to be transparent), is apparent across all age ranges. Also apparent is that a higher proportion of younger (age up to 35) respondents say pay structures are not transparent(49%) compared to 39% of females aged 36 to 55 and 29% of females aged 56 or over. Other ethnic groups are also more likely than White Scottish, Irish or British or Other white ethnic groups to say pay structures are not transparent (40% vs 36% & 32% respectively)

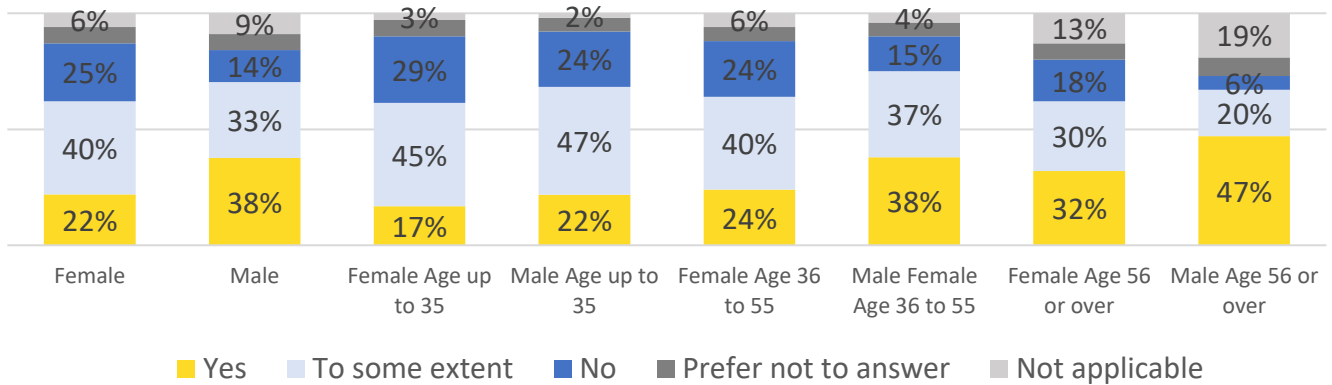
Do you consider the pay and reward structures in your organisation to be transparent?





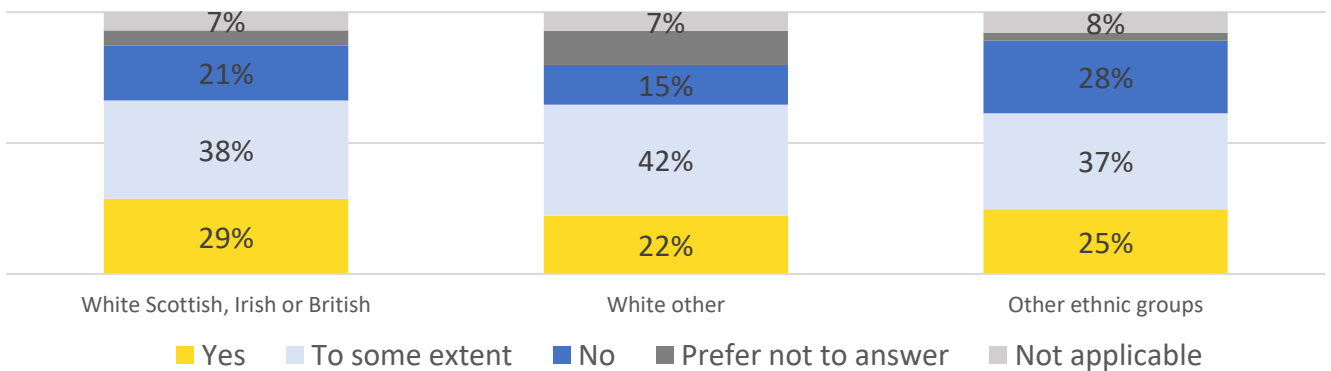
Focussing on those who think pay structures are not fair, female respondents are more likely than male respondents to say pay structures are not fair (25% vs. 14% of males). This differential between male and female respondents (in believing pay structures not to be fair), is again apparent across all age ranges. Again too, a higher proportion of younger (age up to 35) respondents say pay structures are not fair (29%) compared to 24% of females aged 36 to 55 and 18% of females aged 56 or over. Males aged 56 or over are much more likely than other groups to believe pay structures are fair (47%).

Do you consider the pay and reward structures in your organisation to be fair?



Other ethnic groups are also more likely than White Scottish, Irish or British or Other white ethnic groups to say pay structures are fair (28% vs 21% & 15% respectively).

Do you consider the pay and reward structures in your organisation to be fair?



Finally, respondents were asked to give details of positive work practices, policies or other initiatives that they had benefited from which have not otherwise been covered in their responses to this survey:

Theme	Description	Key Quote
<b>Flexible Working</b>	This recognises the importance of accommodating employees' personal circumstances, such as parental responsibilities or lifestyle choices, by offering flexible working hours or remote working opportunities. This also extends to understanding and accommodating life changes and familial responsibilities.	<i>"Flexible working makes it much easier to manage caring duties for both children and elderly parents. Sympathetic manager who is happy to be flexible about family emergencies makes life less stressful."</i>
<b>Workplace Support</b>	Organisations are providing comprehensive support in terms of mental health resources and tailored accommodations for underrepresented groups.	<i>"With my current firm I benefitted from us having mental health first aiders which helped me resolve my stress related illness and the workload problems which were causing it in confidence."</i>
<b>Equality and Fairness</b>	There is a push towards creating more equitable workplaces, with individuals being treated based on their skills and attributes rather than their social group, and equality in discussion and decision-making. Some feel The profession is changing with the retirement of older generations and an increasing focus on diversity.	<i>"The simple fact that numerous "men of a certain age" who attended private school are now of retirement age has improved the profession massively"</i>
<b>Transparent Leadership</b>	Some organisations are fostering a sense of transparency and collective decision-making by involving all employees in major decisions.	<i>"Undertaken an organisational health check and committed to developing a fair and transparent pay and progression framework."</i>
<b>Professional Development and Empowerment</b>	Organisations are providing opportunities for professional development and encouraging innovative ideas. Unique roles and contributions in the workplace are recognised, and there is a focus on creating an empowering environment with trust and non-judgmental attitudes.	<i>"I have hugely benefitted from access to Civil Service wide leadership development schemes such as the Future Leaders Scheme. Talent management initiatives such as that help you think of yourself as a leader and not just a lawyer."</i>





# Thank You

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# Appendix

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# Appendix

## Sample Sub Groups

In order to aid readability and accessibility, sub group sample base sizes have been omitted from charts and tables showing multiple sub group breaks. For reference, key base sizes are shown in the following tables:

	Sample Sub Group	Base (n=)
Total	Total	3138
Gender	Female	1892
	Male	1209
Age	Age up to 35	903
	Age 36 to 55	1527
	Age 56 or over	694
Age by Gender	Female Age up to 35	635
	Male Age up to 35	263
	Female Age 36 to 55	978
	Male Female Age 36 to 55	530
	Female Age 56 or over	273
	Male Age 56 or over	412
Time Qualified	Current trainee	209
	Qualified 5 years ago or less	548
	Qualified six to fifteen years	792
	Qualified 16+ years	1532
Ethnicity	White Scottish, Irish or British	2838
	White other	98
	Other ethnic groups	154



	Sample Sub Group	Base (n=)
What is your age?	Under 25	68
	25-35	835
	36-45	812
	46-55	715
	56-65	539
	66-72	129
	73 and older	26
	Prefer not to answer	14
Organisation Type	Private Practice	1946
	Other Sector	1046
	Not Working	137
Time Qualified	Current trainee	209
	Qualified 5 years ago or less	548
	Qualified six to ten years	371
	Qualified 11 to 20 years	741
	Qualified 21 to 30 years	579
	Qualified 31+ years	633
Time Qualified by Gender	Female Current trainee	137
	Male Current trainee	71
	Female Qualified 5 years ago or less	389
	Male Qualified 5 years ago or less	156
	Female Qualified six to ten years	248
	Male Qualified six to ten years	119
	Female Qualified 11 to 20 years	512
	Male Qualified 11 to 20 years	217
	Female Qualified 21 to 30 years	327
	Male Qualified 21 to 30 years	244
	Female Qualified 31+ years	233
	Male Qualified 31+ years	392



	Sample Sub Group	Base (n=)
What is your age?		2838
	White Scottish, Irish or British	98
	White other	154
	Other ethnic groups	

Sample Sub Group	Female n=	Male n=
Qualified 5 years ago or less	365	154
Qualified six to ten years	228	116
Qualified 11 to 20 years	474	210
Qualified 21 to 30 years	299	229
Qualified 31+ years	206	329
Assistant, team member, team manager, solicitor, senior solicitor or equivalent	759	330
Associate	175	62
Senior Associate	112	52
Director or Legal Director	165	143
Salaried Partner	93	80
Equity Partner	154	277
Consultant	37	48



	Sample Sub Group	Base (n=)
Religious Denomination	No Religious Denomination	1555
	Christian - Church of Scotland	723
	Christian - Roman Catholic	452
	Other Christian	203
	Other Religion	107
Physical or Mental Impairment or Condition	Those with a Physical or Mental Impairment or Condition	884
	Those without a Physical or Mental Impairment or Condition	2119
Disability	Consider self to be disabled	171
	Do not consider self to be disabled	2871
Dependants (such as children, parents etc.)	Those with dependants	1502
	Those without dependants	1636
Mental Health Issues	Have experienced mental health Issues	2013
	Have not experienced mental health Issues	1003
Dependants	Those with dependant child(ren) and dependant adult(s)	248
	Those with dependant child(ren) only	1081
	Those with dependant adult(s) only	157
	Those without dependants	1636
School Type	Independent or Fee Paying School	660
	State run school	2319
	Schooled outside of UK	100
	Other	14
What best describes your gender?	Female	1892
	Male	1209
	Prefer to self-describe	10
	Prefer not to answer	27
How would describe your sexual orientation?	Heterosexual/Straight	2795
	Gay man	87
	Gay woman/Lesbian	39
	Bisexual	76
	Prefer not to answer	125
	Other (please specify)	16
Are you planning to retire in the next five years?	Yes	498
	No	2356
	Don't know	173
	Prefer not to answer	31
	Not applicable	80
Contracted Hours (Those who know exact hours or range)	0-10 hours	5
	11-20 hours	25
	21-30 hours	293
	31-40 hours	1911
	41-48 hours	90
	49+ Hours	19
Access to flexi-time (Those for whom applicable)	I have access to flexi-time and feel comfortable to use it if I have accrued it	781
	I have access to flexi-time but do not feel comfortable to use it if I accrue it	131
	I do not have access to flexi-time	1796
Reasonable work-life balance (excluding prefer not to answer)	Those achieving a reasonable work-life balance	2191
	Those not achieving a reasonable work-life balance	898



	Sample Sub Group	Base (n=)
Microaggressions in the workplace (excluding prefer not to say)	Personal experience of microaggressions in the workplace	630
	Witnessed microaggressions in the workplace	550
	Neither experienced nor witnessed microaggressions in the workplace	2021
Bullying and/or harassment in the workplace (excluding prefer not to say)	Personal experience of bullying and/or harassment in the workplace	523
	Witnessed bullying and/or harassment in the workplace	674
	Neither experienced nor witnessed bullying and/or harassment in the workplace	2030
Sexual harassment in the workplace (excluding prefer not to say)	Personal experience of sexual harassment in the workplace	128
	Witnessed sexual harassment in the workplace	164
	Neither experienced nor witnessed sexual harassment in the workplace	2809
Discrimination in the workplace (excluding prefer not to say)	Personal experience of discrimination in the workplace	259
	Witnessed discrimination in the workplace	310
	Neither experienced nor witnessed discrimination in the workplace	2540
Violence experienced in scope of employment (excluding prefer not to say)	Personal experience of violence in scope of employment	126
	No personal experience of violence in scope of employment	2973
Threatening or abusive behaviour experienced in scope of employment (excluding prefer not to say)	Personal experience of threatening or abusive behaviour in scope of employment	643
	No personal experience of threatening or abusive behaviour in scope of employment	2442
Threatening communications experienced in scope of employment (excluding prefer not to say)	Personal experience of threatening communications in scope of employment	483
	No personal experience of threatening communications in scope of employment	2599
Considered leaving the profession in the last five years other than for retirement (excluding prefer not to answer)	Have considered leaving the profession in the last five years	1332
	Have not considered leaving the profession in the last five years	1700