



Diversity Questionnaire 2017

As a result of the Legal Services Board's initiative to promote social mobility and diversity in the legal sector, all firms regulated by the SRA are required to collect, report and publish data about the diversity make-up of their workforce.

Everyone at our firm has been given an opportunity to provide this data, however, it should be noted that individuals were not under any legal or regulatory obligation to complete the questionnaire or provide their diversity data, and some individuals declined.

The total number of staff at the time of data collection was 41. The total number of completed surveys was 38.

Our diversity data is published below.

Role categories

The data collected from everyone working at the Company was broken down by role categories. For the purposes of this report these will be outlined in just two categories which we feel are the most relevant; fee-earning staff and support/administration staff (roles directly supporting a fee-earner, managers, IT, HR including accounts).

Fee-earning staff - 37%

Support & Administration staff - 63%

Ownership and supervisory responsibilities in the firm

Role within the firm can be separated out into:

Directors	5
Associates or Assistants	4
Other employees or staff members	32

Diversity questions (protected characteristics under the Equality Act 2012)

The age range at Massers is between 16 and 65+ with a gender split of 86% female to 14% male.

Less than 4% of the workforce have a disability as defined by The Equality Act 2010.

The workforce ethnicity split is 92% white and 8% from non-white groups.

Socio-economic background (education) and caring responsibilities

Educationally, 78% of the workforce attended UK State Schools and 7% Independent or fee-paying schools.

University was attended by 32% of the workforce.

Primary carers for children under the age of 18 make up 39% of the workforce, with 14% giving help or support to family members, friends, neighbours or others because of long-term physical or mental disabilities or age-related problems.

*Records collated for the SRA on 28/07/2017