Law League

Bowling & Co

Diversity Survey 2025

From 25/06/2024 to 26/06/2025

Role categories

Select one category which best describes your role in the firm.

Solicitor (not partner)	29% (7)
Salaried or partial equity solicitor partners	17% (4)
Role directly supporting a fee earner	17% (4)
Other fee earning role	13% (3)
IT/HR/other corporate services role	13% (3)
Managerial role	8% (2)
Full equity solicitor partners/sole practitioner	4% (1)

Age category

Which age category are you in?

25 – 34	29% (7)
55 – 64	25% (6)
45 – 54	21% (5)
35 – 44	13% (3)
65+	8% (2)
16 – 24	4% (1)

What is your sex?

Female	67% (16)
Male	33% (8)
Other preferred description	0% (0)
Prefer not to say	0% (0)

Is your gender identity the same as your sex registered at birth?

Yes	96% (23)
No	4% (1)
Prefer not to say	0% (0)

Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

No	96% (23)
Yes	4% (1)
Prefer not to say	0% (0)

Day-to-day activities limited

Are your day-to-day activities limited by your disability or condition?

No	96% (23)
Yes, limited a little	4% (1)
Yes, limited a lot	0% (0)
Prefer not to say	0% (0)

Ethnic group

What is your ethnicity?

British/ English/ Welsh/ Northern Irish/ Scottish	29% (7)
Any other White background	21% (5)
Indian	13% (3)
Bangladeshi	8% (2)
Pakistani	8% (2)
Any other Asian background	8% (2)
Chinese	4% (1)
Caribbean	4% (1)
Any other Black background	4% (1)

Religion

What is your religion or belief?

Muslim	38% (9)
Christian	21% (5)
No religion or belief	17% (4)
Buddhist	8% (2)
Prefer not to say	8% (2)
Hindu	4% (1)
Sikh	4% (1)

Sexual orientation

What is your sexual orientation?

Heterosexual	83% (19)
Prefer not to say	17% (4)

What was the occupation of your main household earner when you were aged about 14?

Modern and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	25% (6)
Senior, middle, or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	25% (6)
Prefer not to say	21% (5)
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	13% (3)
Routine, semi-routine, manual, and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	8% (2)
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	4% (1)
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	4% (1)

School

Which type of school did you attend for the most time between the ages 11 and 16?

State-run or state-funded school (non-selective)	58% (14)
Attended school outside the UK	21% (5)
State-run or state-funded school (selective on academic, faith or other grounds)	13% (3)
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	8% (2)

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

No, neither of my parents attended university	58% (14
Yes, one or both of my parents attended university	33% (8
Prefer not to say	8% (2
Don't know/ not sure	0% (0

Primary carer

Are you a primary carer for a child or children under 18?

No	79% (19)
Yes	21% (5)
Prefer not to say	0% (0)

Carer for long term

Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

Yes, 20 - 49 hours a week 96% (23)