

DIVERSITY REPORT - 2021

At Lawson-West Solicitors, we have a reputation for being an employer that welcomes diversity in our ranks and across office locations and teams.

Gender

Our small-to-medium sized law firm demonstrates strong support and promotion of women in the workplace - 83% of our employees are women and 50% of the Board of Directors are women.

Age

The age profile of the firm is broad with 54% under 45yrs and 46% over 45yrs, with 15% over 55yrs. This broad mix of age gives our employees the depth of experience to assist our clients, whatever their legal needs or business issues.

Ethnicity

It's fair to say our recruitment practice encourages applications from talented people whatever their age, gender, race or legal training background.

At Lawson-West we're really proud of our ethnically diverse team and we aim to embrace all nationalities, religions and race backgrounds.

David Heys, Managing Director:

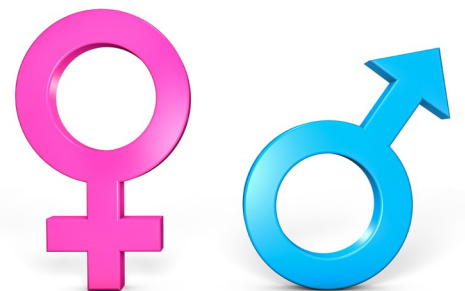
"The people we recruit are good at their jobs, talented people who shine with confidence and a caring attitude."

"We know that women do particularly well in the legal profession and that's also the case at Lawson-West. The greater the variety in our workforce, the more likely we are to be able to find answers to a multitude of problems and so adapt, survive and prosper. Our client base is made up of a diverse community of people, so it's essential to have diversity in our workforce too."

"I'm pleased to share our diversity figures with you and if you are a talented 'people person' we'd love to talk to you about [joining us](#)."



David Heys
Managing Director



An overview of gender, age and ethnicity follows:

GENDER

	Solicitor Director	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/ other corporate services role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer not to say
Male	5%	0	5%	0	0	5%	2%	0	0
Female	5%	24%	7%	29%	5%	9%	0	2%	2%

- 50% of our board are female
- 83% of the firm is female

AGE

	Solicitor Director	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/ other corporate services role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer not to say
16 - 24	0	0	2%	0	0	0	0	0	0
25 - 34	0	11%	7%	5%	0	2%	2%	0	0
35 - 44	2%	12%	2%	5%	2%	2%	0	0	0
45 - 54	5%	0	0	15%	2%	7%	0	2%	0
55 - 64	2%	0	0	5%	0	0	0	0	2%
65+	0	2%	0	2%	0	2%	0	0	0

- our firm has a broad spread of ages, at many levels

ETHNICITY

	Solicitor Director	Solicitor (not partner)	Other fee earning role	Role directly supporting a fee earner	Managerial role	IT/HR/ other corporate services role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer not to say
Indian/ Asian	2%	9%	2%	2%	0	5%	0	0	0
White/ British	7%	16%	9%	28%	5%	7%	2%	2%	2%
Prefer Not To Say	0	0	0	0	0	0	0	0	2%

- Indian/Asians make up 20% of our firm, the majority of which are qualified solicitors

[Percentages shown are based on submitted August 2021 diversity staff surveys].

Lawson West Solicitors Limited is registered in England and Wales (registered number 7514625). Registered office: 4 Dominus Way, Meridian Business Park, Leicester, LE19 1RP. A list of Directors is available for inspection at this address.

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