

mplaw

Equality and  
Diversity Data 2024

Exceptional Lawyers,  
Exceptional Care



# mlplaw | Introduction

At mlplaw, we are really proud to put our people first.

Every year, we review, collect and publish diversity data, and we're excited to share our figures for 2024 including that 80.9% of our team are women, with an impressive 67% of our Senior Management team leading the way!

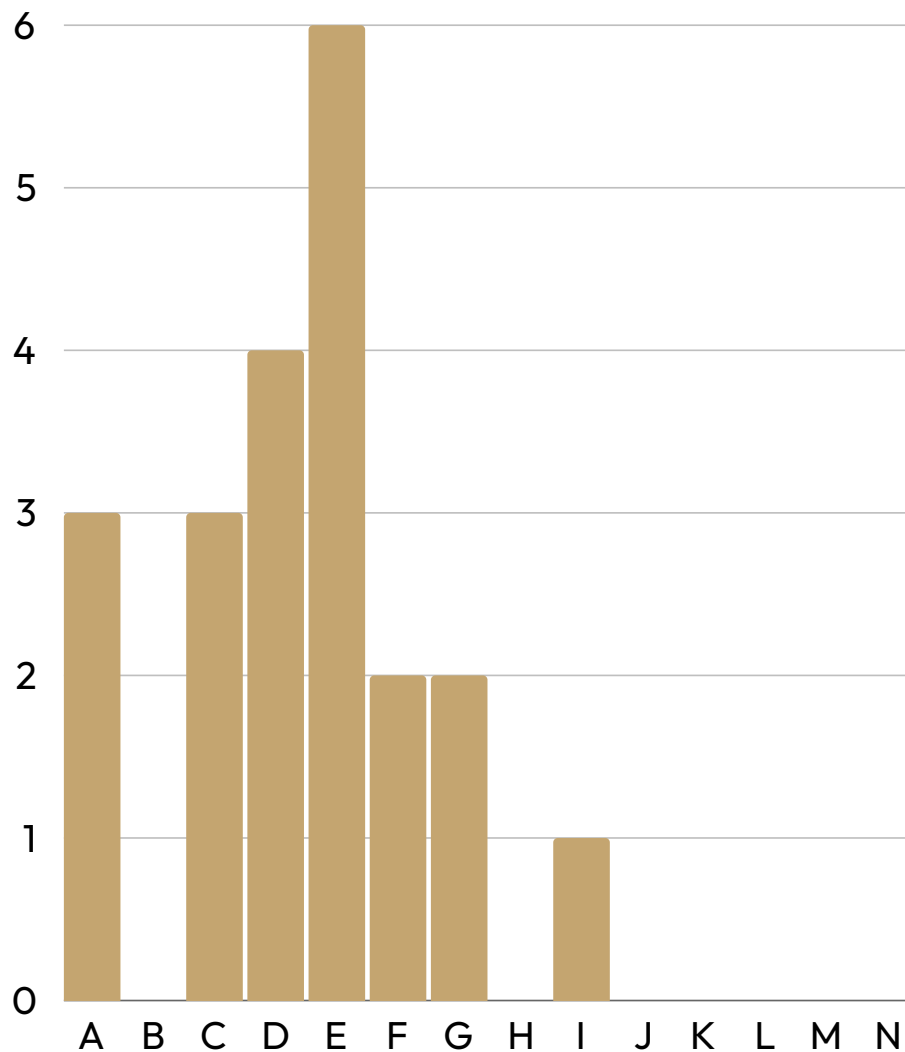
We are genuinely dedicated to making a positive impact. We believe that being a Great Place to Work and Doing The Right Thing for our Communities and People go hand in hand. That's why we're committing to:

- Having in place a dedicated Equality and Diversity team made up of members from various departments, levels, and backgrounds.
- Offering tailored training to raise awareness and target specific areas for improvement.
- Ensuring equal opportunities through blind CV screening and diverse interview panels.
- Actively working with local schools and colleges to create opportunities for individuals from underrepresented backgrounds.
- Fostering a culture of inclusion where everyone feels valued and heard.

# mplaw | Contents

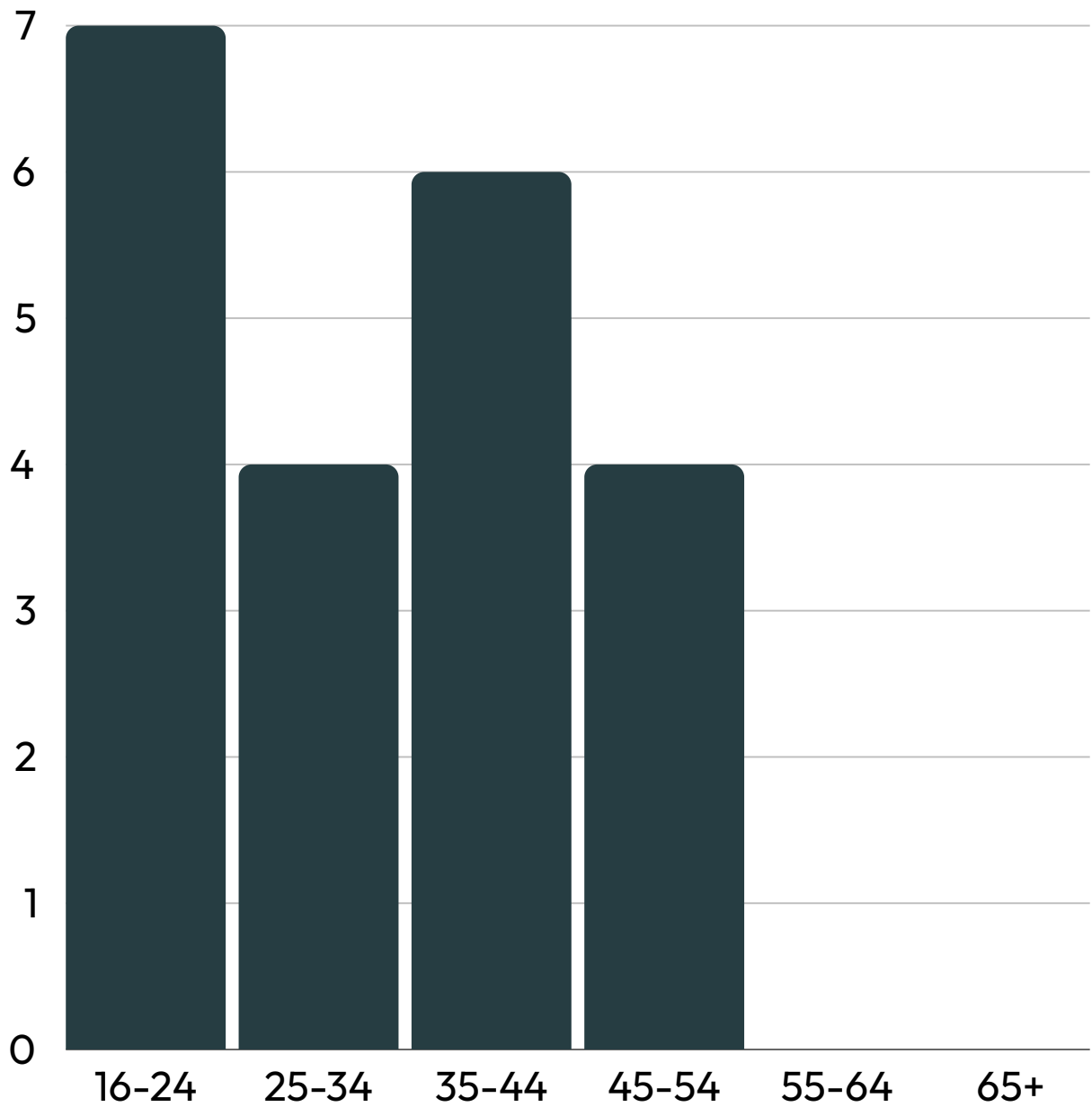
1. Role Categories
2. What age category are you in?
3. What is your sex?
4. Is the gender you identify with the same as your sex registered at birth?
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?
6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?
7. What is your ethnic group?
8. What is your religion or belief?
9. What is your sexual orientation?
10. Which type of school did you attend for the most time between the ages of 11 and 16?
11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?
12. What was the occupation of your main household earner when you were about 14?
13. Are you a primary carer for a child or children under 18?
14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

# m|plaw | Role Categories

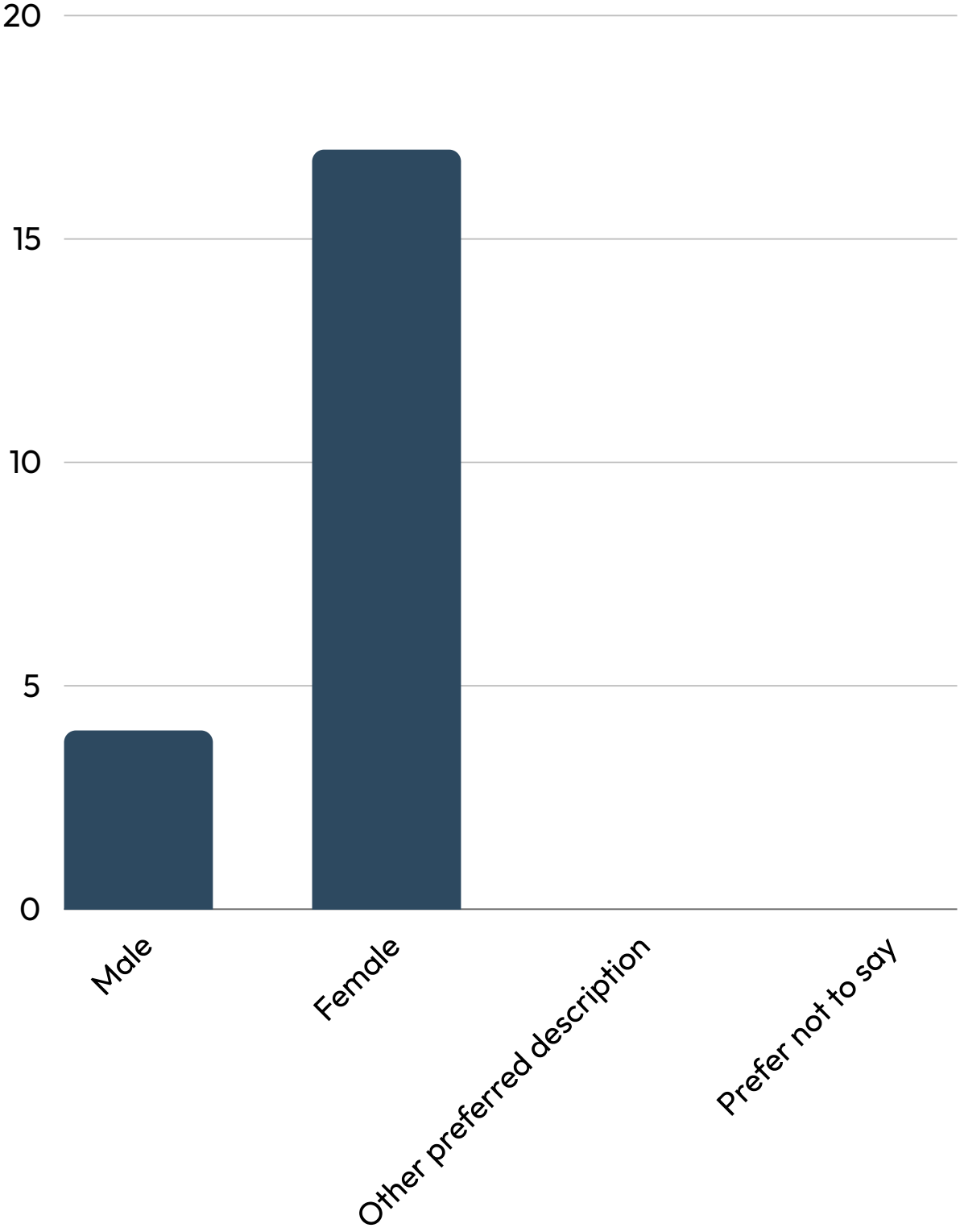


- A) Full equity solicitor partner /sole practitioner
- B) Salaried or partial equity solicitor partners
- C) Solicitor (not partner)
- D) Other fee earning role
- E) Role directly supporting a fee earner
- F) Managerial role
- G) IT/HR/other corporate services role
- H) Barrister
- I) Chartered Legal Executive (Fellow)/CILEx Practitioner
- J) Licensed Conveyancer
- K) Patent or Trade Mark Attorney
- L) Costs lawyer
- M) Notary
- N) Prefer not to say

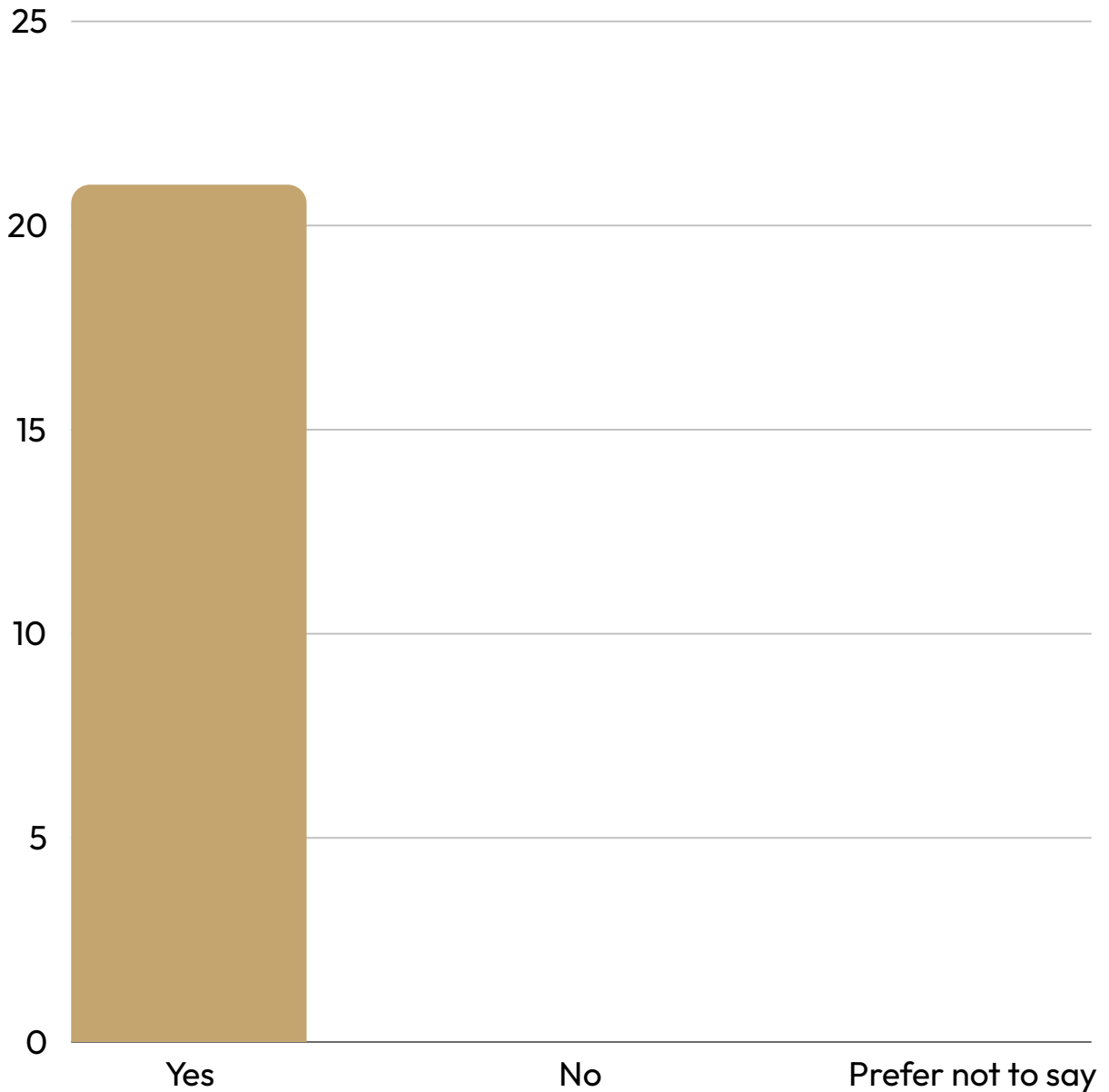
# mlplaw | What age category are you in?



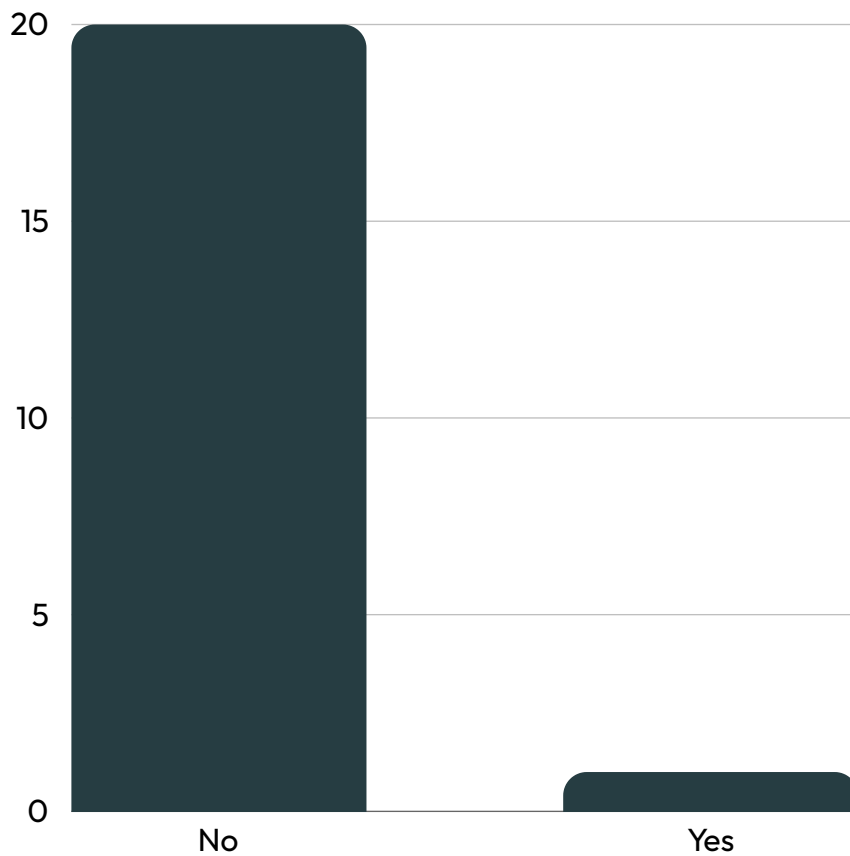
# mlplaw | What is your sex?



# Is the gender you identify with the same as your sex registered at birth

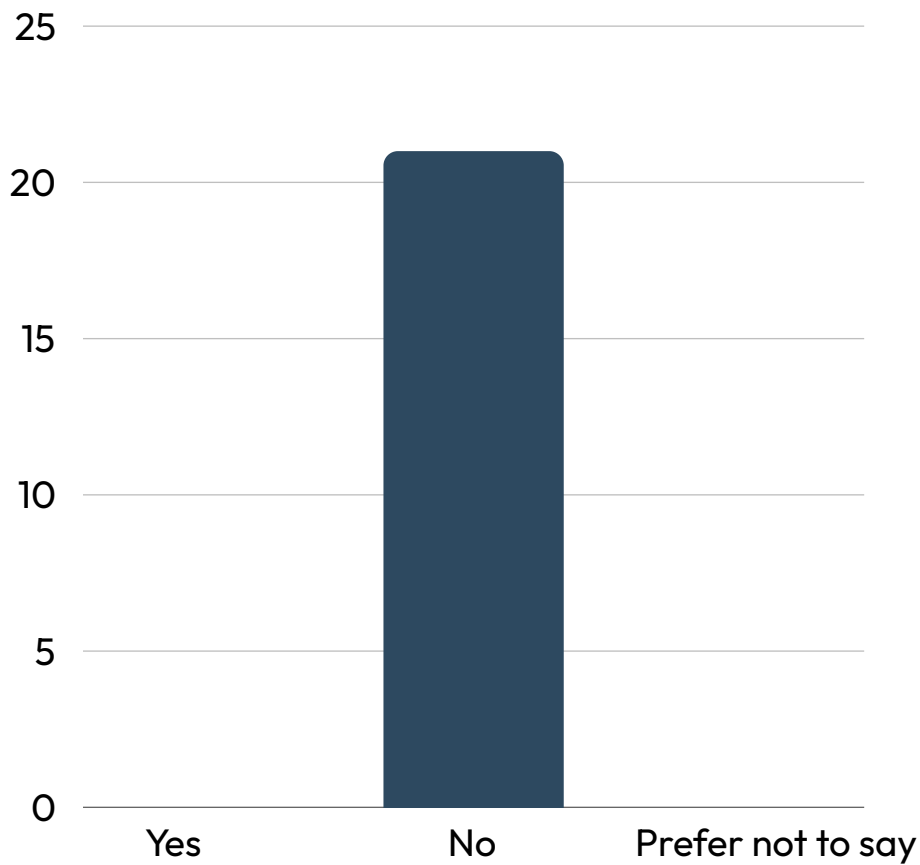


# Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

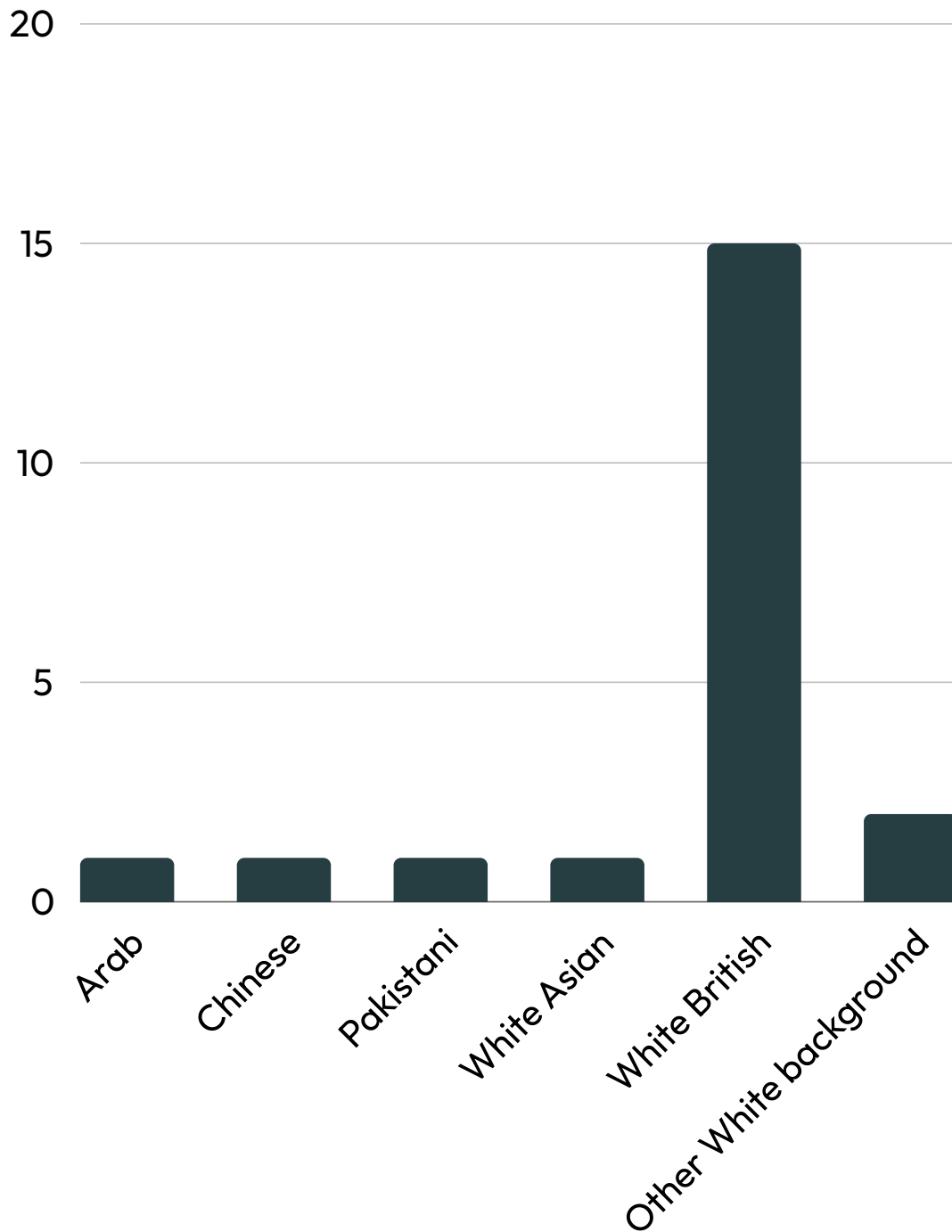




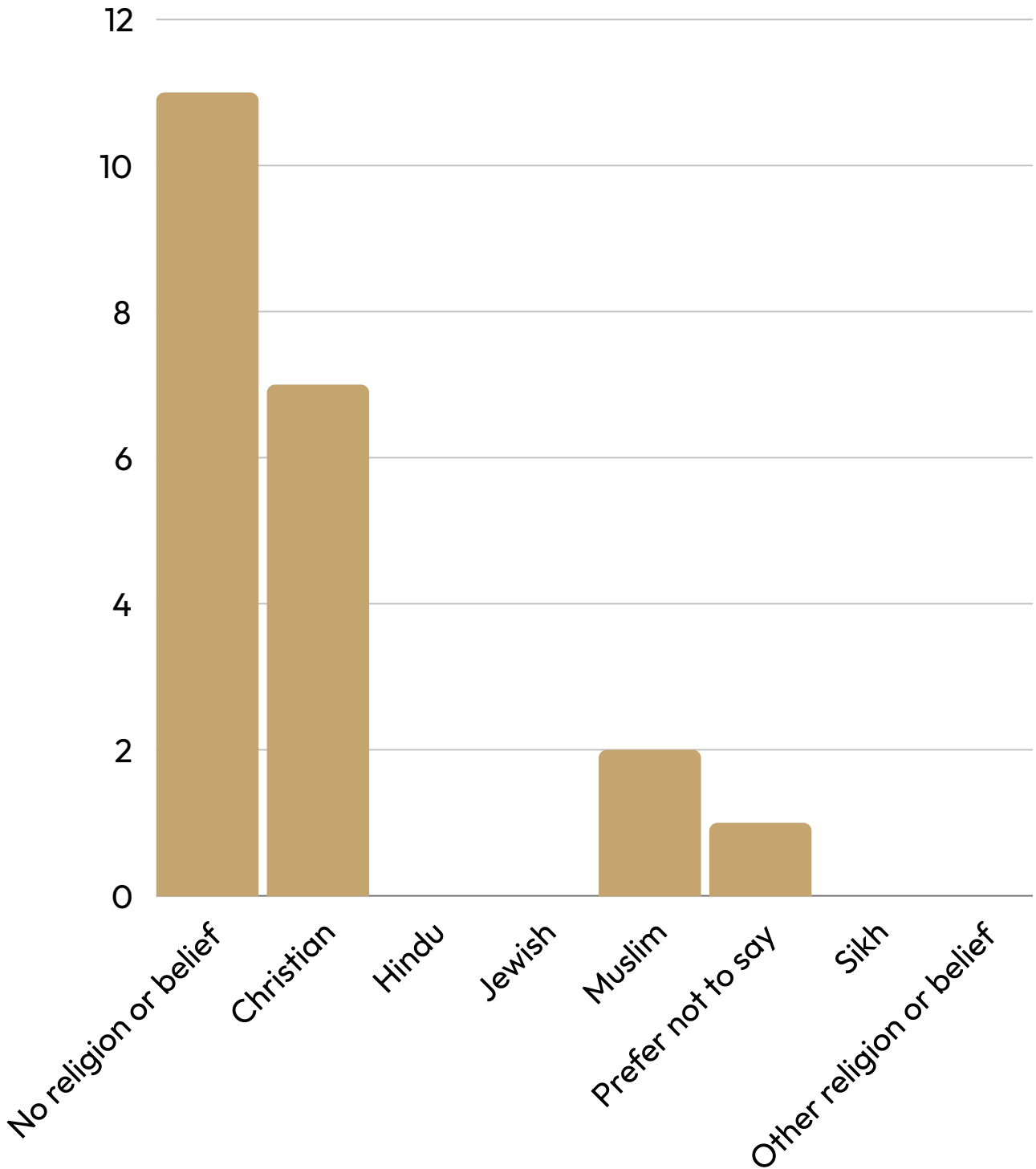
**Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?**



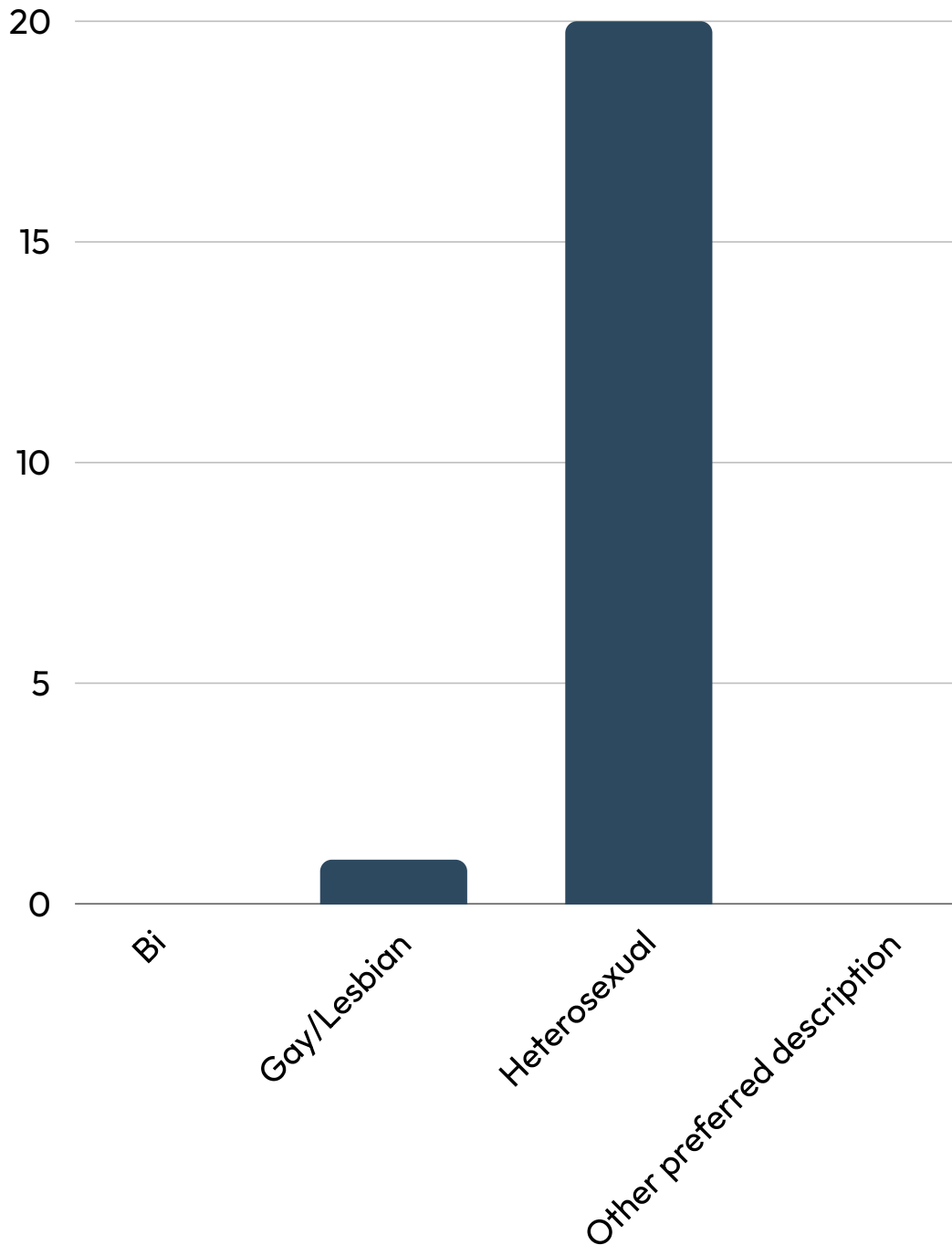
# m|plaw | What is your ethnic group?



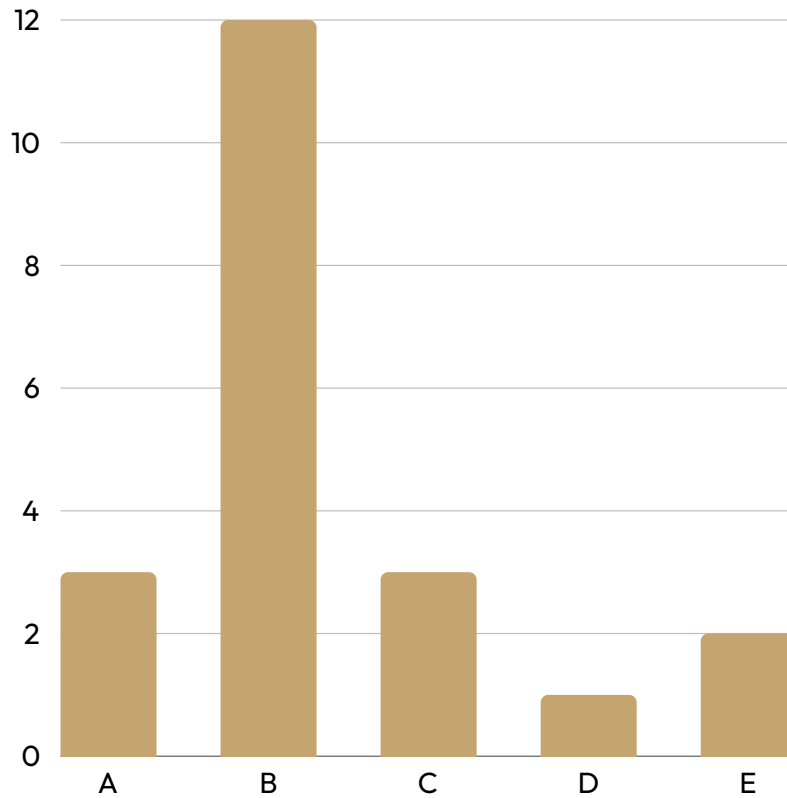
# mplaw | What is your religion or belief?



# What is your sexual orientation?



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



A) State-run or state-funded school (selective on academic, faith or other grounds)

B) State-run or state-funded school (non-selective)

C) Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition

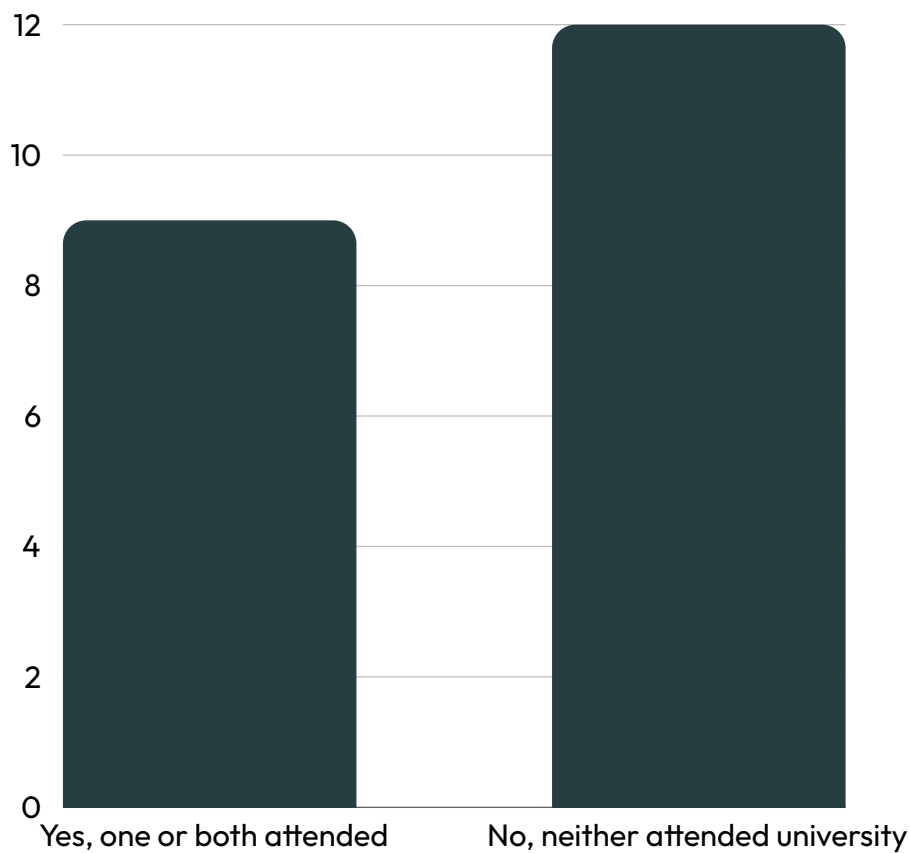
D) Independent / fee-paying school where I received a bursary covering 90% or more of my tuition

E) Attended school outside the UK

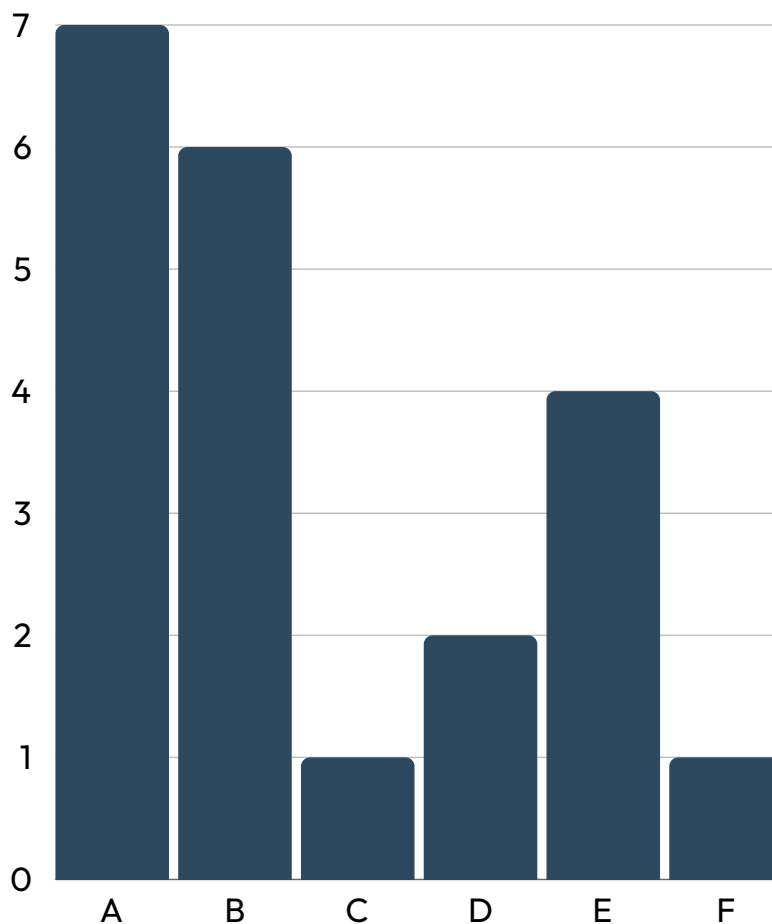
F) Don't know / not sure

G) Prefer not to say

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



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



A) Modern professional and traditional professional occupations

B) Senior, middle, or junior managers or administrators

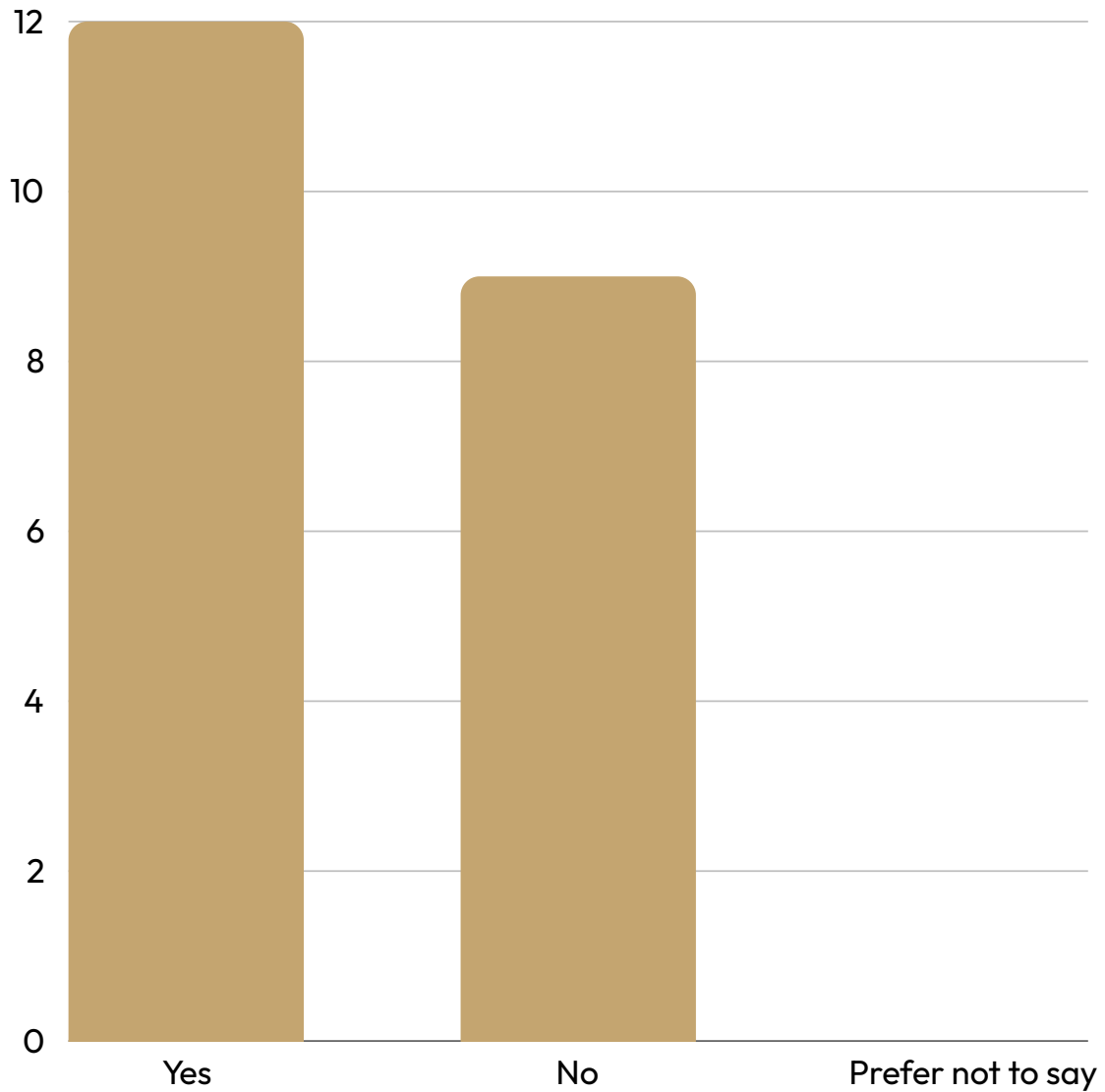
C) Clerical and intermediate occupations

D) Technical and craft occupations

E) Routine, semi-routine, manual, and service occupations

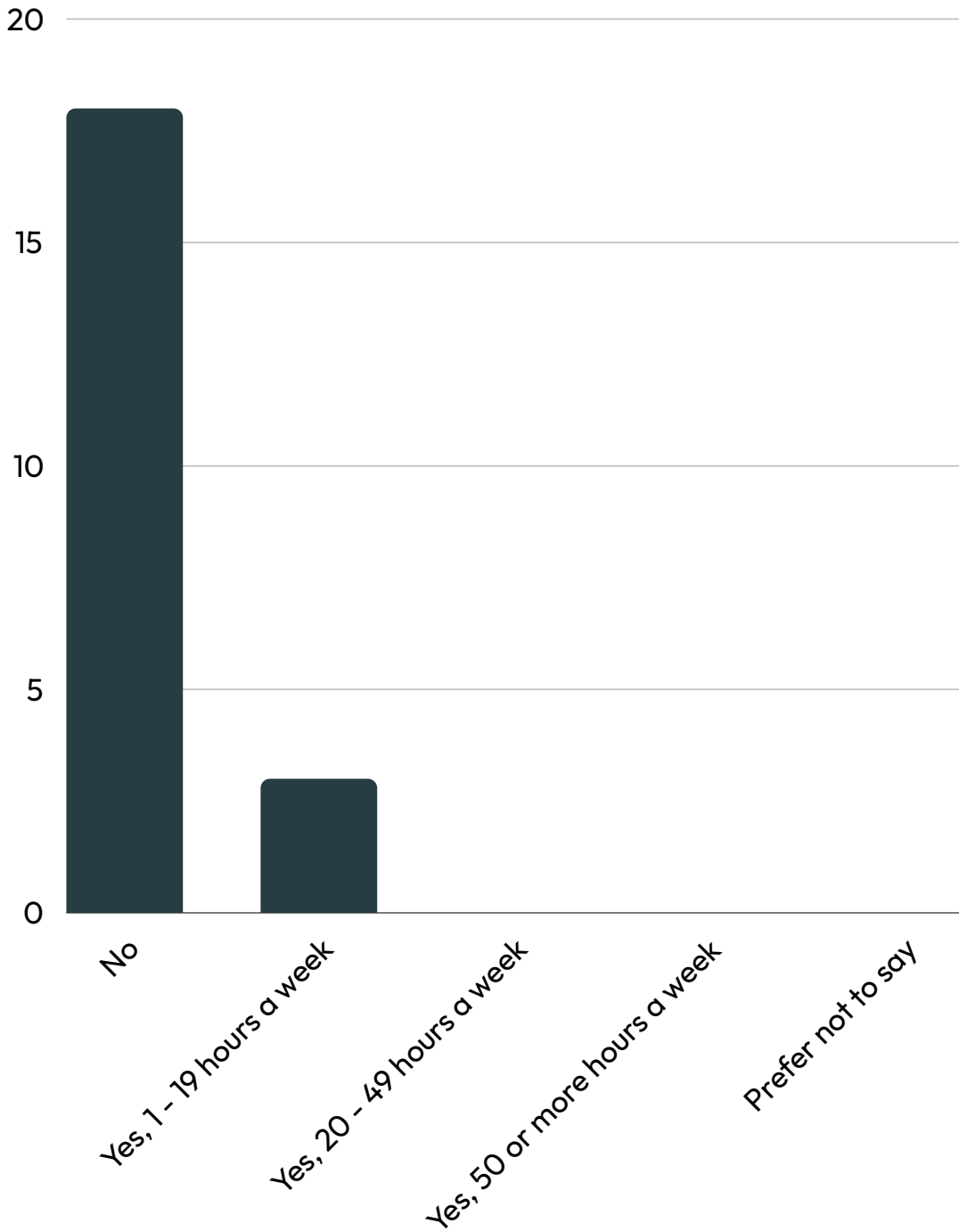
F) Small business owners who employed less than 25 people

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





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



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@ hello@mplaw.co.uk  0161 926 9969

Altrincham | Leeds | Lymm | Manchester  
Head office: 7 Market Street, Altrincham, WA14 1QE

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