

Trainee Costs Lawyers
Diversity Survey Evaluation (2016)

This is the outcome of the fourth diversity survey conducted by the CLSB, the purpose being to gather evidence to encourage a strong, independent, diverse and effective Costs Lawyer profession.

Percentages are based on the responses received.

RESPONDENT ANALYSIS (%)				
	2012	2013	2014	2016
Male	36.4	30	41.5	31.5
Female	63.6	70	58.5	68.5

SUPERVISING & MANAGING (%)				
(Male)	2012	2013	2014	2016
Yes	44	44	33.5	29.5
No	50	56	53.5	66.5
Prefer not to say	6	-	6.5	4
No answer given	-	-	6.5	-

SUPERVISING & MANAGING (%)				
(Female)	2012	2013	2014	2016
Yes	28.5	27	38	29
No	71.5	73	62	69
Prefer not to say	-	-	-	2
No answer given	-	-	-	-

AGE PROFILE (%)				
(Male)	2012	2013	2014	2016
16-24	25	75	-	8.5
25-34	44	13	67	66.5
35-44	19	6	26.5	16.5
45-54	6	6	6.5	8.5
55-64	6	-	-	-
65+	-	-	-	-
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

AGE PROFILE (%)				
(Female)	2012	2013	2014	2016
16-24	14	-	5	6
25-34	43	59.5	47	69
35-44	28.5	27	19	19
45-54	11	13.5	29	6
55-64	3.5	-	-	-
65+	-	-	-	-
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

DISABLED UNDER DEFINITION OF EQUALITY ACT 2010 (%)				
(Male)	2012	2013	2014	2016
Yes	-	-	-	-
No	100	100	100	100
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

DISABLED UNDER DEFINITION OF EQUALITY ACT 2010 (%)				
(Female)	2012	2013	2014	2016
Yes	3.5	-	-	9.5
No	93	100	100	88.5
No answer given	3.5	-	-	-
Prefer not to say	-	-	-	2
No answer given	-	-	-	-

HEALTH PROBLEMS LASTED AT LEAST 12 MONTHS (%)				
(Male)	2012	2013	2014	2016
Yes, limited a lot	-	-	-	-
Yes, limited a little	-	-	-	4
No	100	94	100	96
Prefer not to say	-	-	-	-
No answer given	-	6	-	-

HEALTH PROBLEMS LASTED AT LEAST 12 MONTHS (%)				
(Female)	2012	2013	2014	2016
Yes, limited a lot	-	-	-	2
Yes, limited a little	7	3	-	9.5
No	93	86	100	86.5
Prefer not to say	-	5.5	-	2
No answer given	-	5.5	-	-

ETHNIC GROUP (%)				
(Male)	2012	2013	2014	2016
Bangladeshi	-	-	-	4
Chinese	-	-	-	-
Indian	-	6	6.5	8
Pakistani	6	6	-	-
Asian/Asian British: Other	-	-	-	-
Black African	6	-	6.5	-
Black Caribbean	-	-	-	-
Black African/Caribbean: Other	-	-	-	-
White & Asian	-	-	-	4
White & Black African	-	6	-	-
White & Black Caribbean	-	-	-	4
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	38	-	53.5	50
White English	50	-	33.5	29
White Welsh	-	-	-	-
White Northern Irish	-	-	-	-
White Scottish	-	-	-	-
White Irish	-	-	-	-
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-
Other ethnic group	-	6	-	-
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

ETHNIC GROUP (%)				
(Female)	2012	2013	2014	2016
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	-	3	5	2
Pakistani	-	3	5	-
Asian/Asian British: Other	-	-	-	-
Black African	-	-	-	2
Black Caribbean	-	-	-	-
Black African/Caribbean: Other	-	-	-	-
White & Asian	-	-	-	-
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	-
White & Chinese	-	-	-	2
Mixed/multiple ethnic: Other	-	-	-	-
White British	50	56	43	57
White English	39	21	32	21

White Welsh	7.5	3	5	4
White Northern Irish	-	3	5	2
White Scottish	-	-	5	-
White Irish	-	-	-	-
Gypsy or Irish Traveller	-	-	-	-
White: Other	3.5	11	-	-
Arab	-	-	-	-
Other ethnic group	-	-	-	-
Prefer not to say	-	-	1.5	-
No answer given	-	-	-	-

RELIGION OR BELIEF (%)				
(Male)	2012	2013	2014	2016
No religion or belief	56.5	37.5	46.5	34
Buddhist	-	-	-	-
Christian (all denominations)	25	37.5	34	38
Hindu	-	-	-	-
Jewish	-	-	-	-
Muslim	-	12	6.5	8
Sikh	-	6.5	6.5	8
Other	12	-	6.5	4
Prefer not to say	-	6.5	-	8
No answer given	-	-	-	-

RELIGION OR BELIEF (%)				
(Female)	2012	2013	2014	2016
No religion or belief	32	32	38	50
Buddhist	-	-	-	2
Christian (all denominations)	57	62%	52	44
Hindu	-	3	5	-
Jewish	-	-	-	-
Muslim	-	3	5	-
Sikh	-	-	-	-
Other	3.5	-	-	-
Prefer not to say	7.5	-	-	2
No answer given	-	-	-	2

SEXUAL ORIENTATION (%)				
(Male)	2012	2013	2014	2016
Bisexual	-	-	-	4
Gay man	6	12.5	-	4
Heterosexual/straight	88	81	100	87.5
Other	-	-	-	-

Prefer not to say	-	6.5	-	4
No answer given	-	-	-	-

SEXUAL ORIENTATION (%)				
(Female)	2012	2013	2014	2016
Bisexual	-	-	-	2
Gay woman	-	-	-	2
Heterosexual/straight	96.5	100	100	94
Other	-	-	-	-
Prefer not to say	3.5	-	-	-
No answer given	-	-	-	2

FIRST GENERATION OF FAMILY TO GO TO UNIVERSITY (%)				
(Male)	2012	2013	2014	2016
Yes	50	56	53.5	62.5
No	19	19	26.5	12.5
Did not attend University	25	19	20	25
Prefer not to say	6	-	-	-
No answer given	-	6	-	-

FIRST GENERATION OF FAMILY TO GO TO UNIVERSITY (%)				
(Female)	2012	2013	2014	2016
Yes	43	43	33	38.5
No	32	24	43	21
Did not attend University	25	30	24	38.5
Prefer not to say	-	3	-	-
No answer given	-	-	-	2

ATTENDED STATE OR FEE PAYING SCHOOL AGED 11-18 (%)				
(Male)	2012	2013	2014	2016
UK state school	63	75	80	87.5
UK independent/fee paying school	25	12.5	6.5	12.5
Attended school outside UK	6	12.5	13.5	-
Prefer not to say	6	-	-	-
No answer given	-	-	-	-

ATTENDED STATE OR FEE PAYING SCHOOL AGED 11-18 (%)				
(Female)	2012	2013	2014	2016
UK state school	82	84	81	86.5
UK independent/fee paying school	14.5	5	9	2
Attended school outside UK	3.5	11	5	9.5
Prefer not to say	-	-	5	-
No answer given	-	-	-	2

PRIMARY CARER FOR A CHILD/CHILDREN (%)				
(Male)	2012	2013	2014	2016
Yes	-	12.5	26.5	25
No	100	87.5	73.5	75
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

PRIMARY CARER FOR A CHILD/CHILDREN (%)				
(Female)	2012	2013	2014	2016
Yes	32	57	38.5	32.5
No	68	43	61.5	65.5
Prefer not to say	-	-	-	-
No answer given	-	-	-	2

CARER TO FAMILY, FRIEND, NEIGHBOUR WITH DISABILITY, MENTAL HEALTH ISSUES OR PROBLEMS RELATING TO AGE (%)				
(Male)	2012	2013	2014	2016
No	87.5	100	86.5	92
Yes, 1-19 hours a week	12.5	-	-	4
Yes, 20-49 hours a week	-	-	-	-
Yes, 50 or more hours a week	-	-	-	-
Prefer not to say	-	-	13.5	-
No answer given	-	-	-	4

CARER TO FAMILY, FRIEND, NEIGHBOUR WITH DISABILITY, MENTAL HEALTH ISSUES OR PROBLEMS RELATING TO AGE (%)				
(Female)	2012	2013	2014	2016
No	86	73	95	86
Yes, 1-19 hours a week	10.5	22	5	6
Yes, 20-49 hours a week	-	1.5	-	2
Yes, 50 or more hours a week	-	-	-	-
Prefer not to say	3.5	-	-	2
No answer given	-	5	-	4