

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.

Two Costs Lawyers stated “prefer not to say” to each question asked, including gender. As a result we could not attribute their responses.

RESPONDENT ANALYSIS (%)				
	2012	2013	2014	2016
Male	59.7	58.7	59.4	57.5
Female	40.3	41.3	40.6	42.5

SUPERVISING & MANAGING (%)				
(Male)	2012	2013	2014	2016
Yes	69.5	73.5	76	65.5
No	29.5	26.5	22	34.5
Prefer not to say	1	-	2	-
No answer given	-	-	-	-

SUPERVISING & MANAGING (%)				
(Female)	2012	2013	2014	2016
Yes	56	55	63.5	52.5
No	41	42	36.5	46.5
Prefer not to say	3	1.5	-	1
No answer given	-	1.5	-	

AGE PROFILE (%)				
(Male)	2012	2013	2014	2016
16-24	-	-	-	-
25-34	10.5	13.5	12	14.5
35-44	25	20.5	20.5	26
45-54	23	26.5	31.5	20
55-64	27.5	25.5	22	25
65+	13	14	14	12
Prefer not to say	1	-	-	1.5
No answer given	-	-	-	1

AGE PROFILE (%)				
(Female)	2012	2013	2014	2016
16-24	1.5	1.5	1.5	-
25-34	14	13	16	30.5
35-44	27	23	28.5	28
45-54	31	38	24	22
55-64	26.5	24.5	28.5	15
65+	-	-	1.5	4.5
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

DISABLED UNDER DEFINITION OF EQUALITY ACT 2010 (%)				
(Male)	2012	2013	2014	2016
Yes	-	1	-	-
No	98%	98	100	100
Prefer not to say	2	1	-	-
No answer given	-	-	-	-

DISABLED UNDER DEFINITION OF EQUALITY ACT 2010 (%)				
(Female)	2012	2013	2014	2016
Yes	1.5	-	1.5	5
No	95.5	98.5	97	94
No answer given	3	-	-	-
Prefer not to say	-	1.5	1.5	1
No answer given	-	-	-	-

HEALTH PROBLEMS LASTED AT LEAST 12 MONTHS (%)				
(Male)	2012	2013	2014	2016
Yes, limited a lot	1	-	1	-
Yes, limited a little	2	1	2	2
No	94	98	96	97
Prefer not to say	3	1	-	-
No answer given	-	-	1	1

HEALTH PROBLEMS LASTED AT LEAST 12 MONTHS (%)				
(Female)	2012	2013	2014	2016
Yes, limited a lot	-	-	-	1
Yes, limited a little	1.5	-	6.5	8
No	97	97	92	87.5
Prefer not to say	1.5	3	1.5	3.5
No answer given	-	-	-	-

ETHNIC GROUP (%)				
(Male)	2012	2013	2014	2016
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	1	1	1	1
Pakistani	1	-	-	-
Asian/Asian British: Other	-	-	-	-
Black African	-	1	-	1
Black Caribbean	1	-	1	-
Black African/Caribbean: Other	-	-	-	-
White & Asian	-	1	1	-
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	1
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	42	45	49	51
White English	43.5	42	38.5	39.5
White Welsh	6.5	5%	-	-
White Northern Irish	-	-	3.5	2
White Scottish	-	1	3.5	-
White Irish	3	3	-	1
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-
Other ethnic group	-	1	-	3.5
Prefer not to say	2	-	-	-
No answer given	-	-	2.5	-

ETHNIC GROUP (%)				
(Female)	2012	2013	2014	2016
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	-	1.5	-	2
Pakistani	-	-	-	-
Asian/Asian British: Other	-	-	-	-
Black African	-	-	-	-
Black Caribbean	-	-	1.5	-
Black African/Caribbean: Other	-	3	-	-
White & Asian	-	-	1.5	1
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	-
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	59	59	70	62
White English	38	30.5	21	29
White Welsh	1.5	-	1.5	-

White Northern Irish	-	-	-	-
White Scottish	-	1.5	1.5	2
White Irish	1.5	1.5	1.5	1
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-
Other ethnic group	-	-	-	2
Prefer not to say	-	3	1.5	1
No answer given	-	-	-	-

RELIGION OR BELIEF (%)				
(Male)	2012	2013	2014	2016
No religion or belief	30.5	25.5	31.5	39.5
Buddhist	-	-	-	-
Christian (all denominations)	58	69.5	60	51
Hindu	-	-	-	-
Jewish	-	-	-	1
Muslim	1	-	-	1
Sikh	1	1	1	1
Other	-	1	-	1.5
Prefer not to say	9.5	3	7.5	3.5
No answer given	-	-	-	1.5

RELIGION OR BELIEF (%)				
(Female)	2012	2013	2014	2016
No religion or belief	34.5	30	33.5	38.5
Buddhist	1.5	1.5	-	2.5
Christian (all denominations)	55	55	55.5	53.5
Hindu	-	-	-	1
Jewish	4.5	3	3	1
Muslim	-	-	-	1
Sikh	-	-	-	-
Other	1.5	-	1.5	-
Prefer not to say	3	9	6.5	2.5
No answer given	-	1.5	-	-

SEXUAL ORIENTATION (%)				
(Male)	2012	2013	2014	2016
Bisexual	1	-	1	-
Gay man	4	5	5.5	7.5
Heterosexual/straight	92	91	91.5	91.5
Other	-	1	-	-
Prefer not to say	3	3	2	1
No answer given	-	-	-	-

SEXUAL ORIENTATION (%)				
(Female)	2012	2013	2014	2016
Bisexual	3	1.5	3	3.5
Gay woman	-	-	-	2.5
Heterosexual/straight	91	85	92	92
Other	-	1.5	-	-
Prefer not to say	6	10.5	5	2
No answer given	-	1.5	-	-

FIRST GENERATION OF FAMILY TO GO TO UNIVERSITY (%)				
(Male)	2012	2013	2014	2016
Yes	15	22.5	19.5	30
No	12	9	15.5	13
Did not attend University	63	65.5	58.5	55
Prefer not to say	10	1	5.5	2%
No answer given	-	2	1	-

FIRST GENERATION OF FAMILY TO GO TO UNIVERSITY (%)				
(Female)	2012	2013	2014	2016
Yes	30	30	33.4	42
No	8	14	19	17.5
Did not attend University	59	50	44.5	40.5
Prefer not to say	3	3	1.5	-
No answer given	-	3	1.5	-

ATTENDED STATE OR FEE PAYING SCHOOL AGED 11-18 (%)				
(Male)	2012	2013	2014	2016
UK state school	89.5	92	82	86
UK independent/fee paying school	7.5	6	11	8.5
Attended school outside UK	3	2	3.5	5.5
Prefer not to say	-	-	3.5	-
No answer given	-	-	-	-

ATTENDED STATE OR FEE PAYING SCHOOL AGED 11-18 (%)				
(Female)	2012	2013	2014	2016
UK state school	83	82.5	81	88.5
UK independent/fee paying school	12.5	11.5	16	10.5
Attended school outside UK	3	1.5	3	1
Prefer not to say	1.5	4.5	-	-
No answer given	-	-	-	-

PRIMARY CARER FOR A CHILD/CHILDREN (%)				
(Male)	2012	2013	2014	2016
Yes	26.5	27.5	26	28.5
No	73.5	72.5	74	70.5
Prefer not to say	-	-	-	1
No answer given	-	-	-	-

PRIMARY CARER FOR A CHILD/CHILDREN (%)				
(Female)	2012	2013	2014	2016
Yes	23.5	16	28.5	31
No	76.5	78	71.5	69
Prefer not to say	-	6	-	-
No answer given	-	-	-	-

CARER TO FAMILY, FRIEND, NEIGHBOUR WITH DISABILITY, MENTAL HEALTH ISSUES OR PROBLEMS RELATING TO AGE (%)				
(Male)	2012	2013	2014	2016
No	81	71.5	72	83
Yes, 1-19 hours a week	10.5	23.5	21.5	10.5
Yes, 20-49 hours a week	1	1	-	2.5
Yes, 50 or more hours a week	1	-	-	-
Prefer not to say	6.5	1	1	1
No answer given	-	3	5.5	3

CARER TO FAMILY, FRIEND, NEIGHBOUR WITH DISABILITY, MENTAL HEALTH ISSUES OR PROBLEMS RELATING TO AGE (%)				
(Female)	2012	2013	2014	2016
No	77	62	74	71
Yes, 1-19 hours a week	15.5	30.5	23	23
Yes, 20-49 hours a week	3	1.5	1	2.5
Yes, 50 or more hours a week	-	-	1	2.5
Prefer not to say	4.5	6	1	-
No answer given	-	-	-	1