
Diversity and inclusion survey report 2012 - 2019



April 2019

Costs Lawyer Standards Board

CLSB
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Diversity and inclusion survey

The CLSB has conducted five diversity and inclusion surveys since 2012. The purpose of the surveys is to gather evidence to inform our policy development around the regulatory objective of encouraging a strong, independent, diverse and effective Costs Lawyer profession.

This report compares the data obtained from the five surveys, to enable the identification of trends over time. The data is also split by gender to facilitate cross-analysis.

Percentages are based on the responses received. The survey is not compulsory, which means that the resulting data is not comprehensive, but it does provide a valuable indication of the composition of the profession and highlights diversity issues that might need to be addressed.

If you would like more information about how the surveys are conducted or would like access to additional data (including verbatim comments), please [contact us](#).

Data

Gender

	2012	2013	2014	2016	2019
Male	59.7%	58.7%	59.4%	57.5%	52%
Female	40.3%	41.3%	40.6%	42.5%	46%
Prefer not to say	-	-	-	-	2%

Supervising or managing other staff

	2012	2013	2014	2016	2019
Yes	69.5%	73.5%	76%	65.5%	63.9%
No	29.5%	26.5%	22%	34.5%	31.3%
Prefer not to say	1%	-	2%	-	4.8%
No answer given	-	-	-	-	-

	2012	2013	2014	2016	2019
Yes	56%	55%	63.5%	52.5%	45.9%
No	41%	42%	36.5%	46.5%	50%
Prefer not to say	3%	1.5%	-	1%	4.1%
No answer given	-	1.5%	-	-	-

Age

	2012	2013	2014	2016	2019
16-24	-	-	-	-	-
25-34	10.5%	13.5%	12%	14.5%	20.5%
35-44	25%	20.5%	20.5%	26%	32.5%
45-54	23%	26.5%	31.5%	20%	19.3%
55-64	27.5%	25.5%	22%	25%	21.7%
65+	13%	14%	14%	12%	6%
Prefer not to say	1%	-	-	1.5%	-
No answer given	-	-	-	1%	-
	2012	2013	2014	2016	2019
16-24	1.5%	1.5%	1.5%	-	1.4%
25-34	14%	13%	16%	30.5%	29.7%
35-44	27%	23%	28.5%	28%	28.4%
45-54	31%	38%	24%	22%	24.3%
55-64	26.5%	24.5%	28.5%	15%	13.5%
65+	-	-	1.5%	4.5%	2.7%
Prefer not to say	-	-	-	-	-
No answer given	-	-	-	-	-

Disabled (as defined in the Equality Act 2010)

	2012	2013	2014	2016	2019
Yes	-	1%	-	-	3.6%
No	98%	98%	100%	100%	96.4%
Prefer not to say	2%	1%	-	-	-
No answer given	-	-	-	-	-
	2012	2013	2014	2016	2019
Yes	1.5%	-	1.5%	5%	6.8%
No	95.5%	98.5%	97%	94%	90.5%
No answer given	3%	-	-	-	-
Prefer not to say	-	1.5%	1.5%	1%	2.6%
No answer given	-	-	-	-	-

Health problems lasting 12 months or more

	2012	2013	2014	2016	2019
Yes, limited a lot	1%	-	1%	-	-
Yes, limited a little	2%	1%	2%	2%	2.4%
No	94%	98%	96%	97%	97.6%
Prefer not to say	3%	1%	-	-	-
No answer given	-	-	1%	1%	-
	2012	2013	2014	2016	2019
Yes, limited a lot	-	-	-	1%	1.4%
Yes, limited a little	1.5%	-	6.5%	8%	8.1%
No	97%	97%	92%	87.5%	87.7%
Prefer not to say	1.5%	3%	1.5%	3.5%	1.4%
No answer given	-	-	-	-	1.4%

Ethnic group

	2012	2013	2014	2016	2019
Bangladeshi	-	-	-	-	1.1%
Chinese	-	-	-	-	-
Indian	1%	1%	1%	1%	1.1%
Pakistani	1%	-	-	-	2.2%
Asian/Asian British: Other	-	-	-	-	7.7%
Black African	-	1%	-	1%	-
Black Caribbean	1%	-	1%	-	-
Black African/Caribbean: Other	-	-	-	-	1.1%
White & Asian	-	1%	1%	-	-
White & Black African	-	-	-	-	-
White & Black Caribbean	-	-	-	1%	-
White & Chinese	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	4.4%
White British	42%	45%	49%	51%	43.1%
White English	43.5%	42%	38.5%	39.5%	23.9%
White Welsh	6.5%	5%	-	-	7.7%
White Northern Irish	-	-	3.5%	2%	-
White Scottish	-	1%	3.5%	-	-
White Irish	3%	3%	-	1%	1.1%
Gypsy or Irish Traveller	-	-	-	-	-
White: Other	-	-	-	-	-
Arab	-	-	-	-	1.1%
Other ethnic group	-	1%	-	3.5%	1.1%
Prefer not to say	2%	-	-	-	2.2%

No answer given	-	-	2.5%	-	1.1%
	2012	2013	2014	2016	2019
Bangladeshi	-	-	-	-	-
Chinese	-	-	-	-	-
Indian	-	1.5%	-	2%	-
Pakistani	-	-	-	-	-
Asian/Asian British: Other	-	-	-	-	5.5%
Black African	-	-	-	-	-
Black Caribbean	-	-	1.5%	-	1.1%
Black African/Caribbean: Other	-	3%	-	-	4.4%
White & Asian	-	-	1.5%	1%	-
White & Black African	-	-	-	-	-
White & Black Caribbean	-	-	-	-	-
White & Chinese	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	3.3%
White British	59%	59%	70%	62%	45.6%
White English	38%	30.5%	21%	29%	26.9%
White Welsh	1.5%	-	1.5%	-	1.1%
White Northern Irish	-	-	-	-	-
White Scottish	-	1.5%	1.5%	2%	-
White Irish	1.5%	1.5%	1.5%	1%	1.1%
Gypsy or Irish Traveller	-	-	-	-	-
White: Other	-	-	-	-	1.1%
Arab	-	-	-	-	1.1%
Other ethnic group	-	-	-	2%	1.1%
Prefer not to say	-	3%	1.5%	1%	3.3%
No answer given	-	-	-	-	4.4%

Religion or belief

	2012	2013	2014	2016	2019
No religion or belief	30.5%	25.5%	31.5%	39.5%	44.6%
Buddhist	-	-	-	-	-
Christian (all denominations)	58%	69.5%	60%	51%	38.6%
Hindu	-	-	-	-	1.2%
Jewish	-	-	-	1%	1.2%
Muslim	1%	-	-	1%	2.4%
Sikh	1%	1%	1%	1%	1.2%
Other	-	1%	-	1.5%	-
Prefer not to say	9.5%	3%	7.5%	3.5%	5.6%
No answer given	-	-	-	1.5%	4.8%
	2012	2013	2014	2016	2019
No religion or belief	34.5%	30%	33.5%	38.5%	40.5%

Buddhist	1.5%	1.5%	-	2.5%	1.4%
Christian (all denominations)	55%	55%	55.5%	53.5%	45.9%
Hindu	-	-	-	1%	-
Jewish	4.5%	3%	3%	1%	1.4%
Muslim	-	-	-	1%	-
Sikh	-	-	-	-	-
Other	1.5%	-	1.5%	-	-
Prefer not to say	3%	9%	6.5%	2.5%	5.4%
No answer given	-	1.5%	-		5.4%

Sexual orientation

	2012	2013	2014	2016	2019
Bisexual	1%	-	1%	-	3.6%
Gay man	4%	5%	5.5%	7.5%	9.6%
Heterosexual/straight	92%	91%	91.5%	91.5%	83.1%
Other	-	1%	-	-	-
Prefer not to say	3%	3%	2%	1%	3.6%
No answer given	-	-	-	-	-
	2012	2013	2014	2016	2019
Bisexual	3%	1.5%	3%	3.5%	2.7%
Gay woman	-	-	-	2.5%	1.4%
Heterosexual/straight	91%	85%	92%	92%	85.1%
Other	-	1.5%	-	-	-
Prefer not to say	6%	10.5%	5%	2%	8.1%
No answer given	-	1.5%	-	-	2.7%

First generation within family to go to university

	2012	2013	2014	2016	2019
Yes	15%	22.5%	19.5%	30%	30.1%
No	12%	9%	15.5%	13%	22.9%
Did not attend University	63%	65.5%	58.5%	55%	44.6%
Prefer not to say	10%	1%	5.5%	2%	2.4%
No answer given	-	2%	1%	-	-
	2012	2013	2014	2016	2019
Yes	30%	30%	33.4%	42%	39.2%
No	8%	14%	19%	17.5%	17.6%
Did not attend University	59%	50%	44.5%	40.5%	41.9%
Prefer not to say	3%	3%	1.5%	-	-
No answer given	-	3%	1.5%	-	1.4%

Type of school from age 11 to 18

	2012	2013	2014	2016	2019
UK state school	89.5%	92%	82%	86%	84.3%
UK independent/fee paying school	7.5%	6%	11%	8.5%	13.3%
Attended school outside UK	3%	2%	3.5%	5.5%	1.2%
Prefer not to say	-	-	3.5%	-	-
No answer given	-	-	-	-	1.2%
	2012	2013	2014	2016	2019
UK state school	83%	82.5%	81%	88.5%	86.5%
UK independent/fee paying school	12.5%	11.5%	16%	10.5%	8.1%
Attended school outside UK	3%	1.5%	3%	1%	2.7%
Prefer not to say	1.5%	4.5%	-	-	1.4%
No answer given	-	-	-	-	1.4%

Primary carer for one or more children

	2012	2013	2014	2016	2019
Yes	26.5%	27.5%	26%	28.5%	24.1%
No	73.5%	72.5%	74%	70.5%	73.5%
Prefer not to say	-	-	-	1%	2.4%
No answer given	-	-	-	-	-
	2012	2013	2014	2016	2016
Yes	23.5%	16%	28.5%	31%	37.8%
No	76.5%	78%	71.5%	69%	60.8%
Prefer not to say	-	6%	-	-	-
No answer given	-	-	-	-	1.4%

Carer to another person (such as family, friend, neighbour)

	2012	2013	2014	2016	2019
No	81%	71.5%	72%	83%	89.2%
Yes, 1-19 hours a week	10.5%	23.5%	21.5%	10.5%	10.8%
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%	-
	2012	2013	2014	2016	2019
No	77%	62%	74%	71%	82.4%
Yes, 1-19 hours a week	15.5%	30.5%	23%	23%	12.2%
Yes, 20-49 hours a week	3%	1.5%	1%	2.5%	-
Yes, 50 or more hours a week	-	-	1%	2.5%	1.4%

Prefer not to say	4.5%	6%	1%	-	2.7%
No answer given	-	-	-	1%	1.4%