

Costs Lawyer/Trainee Costs Lawyer

Diversity Evaluation 2012

The purpose of the 2012 survey was to gather evidence on the composition of the Costs Lawyer profession. This will enable informed decisions to encourage a strong, independent, diverse and effective Costs Lawyer profession.

CLSB wishes to thank those Costs Lawyers & Trainee Costs Lawyers who took the time to participate in the survey, your co-operation and support is very much appreciated.

Whilst 205 responses were received in total, one reply indicated “prefer not to say” on the question as to whether they were a Costs Lawyer or Trainee Costs Lawyer and another indicated “prefer not to say” on their gender. As this did not allow for their responses to be coded, they have not been included in the figures below which is based on 203 responses.

Four Trainee Costs Lawyers and one Costs Lawyer ticked both British and English when answering the ethnic group question. For the purposes of this survey they have been treated as answering English.

For the purposes of this survey, percentages have been rounded up/down by 0.5%

Interesting notes:

- The current composition of the Costs Lawyer profession is 65.5% male to 34.5% female, the current composition of Trainee Costs Lawyers is 47% male to 53% female.
- A significant number of Trainee Costs Lawyers advise they have responsibility for supervising and managing the work of other Costs Lawyers or other employees .

(i) **COSTS LAWYERS**

Male/Female (based on main database)

COSTS LAWYERS	Number	Percentage (%)
Male	370	65.5%
Female	195	34.5%
Total	565	100%

Survey Response Rate (565 issued (370 male, 195 female), 159 replied)

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Replies received	95	26%	64	33%

Role in Organisation (based on survey response)

Costs Lawyers having responsibility for supervising or managing the work of Costs Lawyers or other employees.

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	65	68.5%	36	56%
No	27	28.5%	26	41%
Prefer not to say	3	3%	2	3%

Age Bracket (based on survey response)

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
16-24	-	-	1	1.5%
25-34	10	10.5%	9	14%
35-44	24	25%	17	27%
45-54	22	23%	20	31%
55-64	26	27.5%	17	26.5%
65+	12	13%	-	-
Prefer not to say	1	1%	-	-

Disabilities (i) (based on survey response)

Costs Lawyers who consider themselves to have a mental or physical impairment that has a substantial and long term effect on their ability to carry out normal day to day activities.

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	-	-	1	1.5%
No	93	98%	61	95.5%
Prefer not to say	2	2%	2	3%

Disabilities (ii) (based on survey response)

Costs Lawyers who consider their day to day activities are limited due to health problems or a disability which has lasted, or is expected to last at least 12 months

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes, limited a lot	1	1%	-	-
Yes, limited a little	2	2%	1	1.5%
No	89	94%	62	97%
Prefer not to say	3	3%	1	1.5%

Ethnic Group (based on survey response)

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	1	1%	-	-
Pakistani	1	1%	-	-
Asian/Asian British: Other	-	-	-	-
Black African	-	-	-	-
Black Caribbean	1	1%	-	-
Black African/Caribbean: Other	-	-	-	-
White & Asian	-	-	-	-
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	-
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	40	42%	38	59%
White English	41	43.5%	24	38%
White Welsh	6	6.5%	1	1.5%
White Northern Irish	-	-	-	-
White Scottish	-	-	-	-
White Irish	3	3%	1	1.5%
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-
Other ethnic group	-	-	-	-
Prefer not to say	2	2%	-	-

Religion or Belief (based on survey response)

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
No religion or belief	29	30.5%	22	34.5%
Buddhist	-	-	1	1.5%
Christian (all denominations)	55	58%	35	55%

Hindu	-	-	-	-
Jewish	-	-	3	4.5%
Muslim	1	1%	-	-
Sikh	1	1%	-	-
Other	-	-	1	1.5%
Prefer not to say	9	9.5%	2	3%

Sexual Orientation (based on survey response)

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Bisexual	1	1%	2	3%
Gay man	4	4%	n/a	n/a
Gay woman	n/a	n/a	-	-
Heterosexual/straight	87	92%	58	91%
Other	-	-	-	-
Prefer not to say	3	3%	4	6%

Socio-Economic Background (i) (based on survey response)

Costs Lawyers who went to University (to study for a degree or higher) who were part of the first generation of their family to do so.

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	14	15%	19	30%
No	11	12%	5	8%
Did not attend University	60	63%	38	59%
Prefer not to say	10	10%	2	3%

Socio-Economic Background (ii) (based on survey response)

Costs Lawyers who mainly attended a state or fee paying school between the ages 11-18.

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
UK state school	85	89.5%	53	83%
UK independent/fee paying school	7	7.5%	8	12.5%
Attended school outside UK	3	3%	2	3%
Prefer not to say	-	-	1	1.5%

Caring Responsibilities (i) (based on survey response)

Costs Lawyers who are the primary carer for a child or children under 18

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	25	26.5%	15	23.5%
No	70	73.5%	49	76.5%
Prefer not to say	-	-	-	-

Caring Responsibilities (ii) (based on survey response)

Costs Lawyers who look after or give help or support to family members, friends, neighbours or others because of ether:

- long term physical or mental ill health/disability; and/or
- problems related to age

COSTS LAWYERS	Male	Male (%)	Female	Female (%)
No	77	81%	49	77%
Yes, 1-19 hours a week	10	10.5%	10	15.5%
Yes, 20-49 hours a week	1	1%	2	3%
Yes, 50 or more hours a week	1	1%	-	-
Prefer not to say	6	6.5%	3	4.5%

(ii) **TRAINEE COSTS LAWYERS**

Male/Female (based on main database)

TRAINEE COSTS LAWYERS	Number	Percentage (%)
Male	102	47%
Female	115	53%
Total	217	100%

Survey Response Rate (217 issued (102male, 115 female), 44 replied)

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Replies received	16	16%	28	24.5%

Role in Organisation (based on survey response)

Trainee Costs Lawyers having responsibility for supervising or managing the work of Costs Lawyers or other employees.

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	7	44%	8	28.5%
No	8	50%	20	71.5%
Prefer not to say	1	6%	-	-

Age Bracket (based on survey response)

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
16-24	4	25%	4	14%
25-34	7	44%	12	43%
35-44	3	19%	8	28.5%
45-54	1	6%	3	11%
55-64	1	6%	1	3.5%
65+	-	-	-	-
Prefer not to say	-	-	-	-

Disabilities (i) (based on survey response)

Trainee Costs Lawyers who consider themselves to have a mental or physical impairment that has a substantial and long term effect on their ability to carry out normal day to day activities.

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	-	-	1	3.5%
No	16	100%	26	93%
Prefer not to say	-	-	1	3.5%

Disabilities (ii) (based on survey response)

Trainee Costs Lawyers who consider their day to day activities are limited due to health problems or a disability which has lasted, or is expected to last at least 12 months

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes, limited a lot	-	-	-	-
Yes, limited a little	-	-	2	7%
No	16	100%	26	93%
Prefer not to say	-	-	-	-

Ethnic Group (based on survey response)

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	-	-	-	-
Pakistani	1	6%	-	-
Asian/Asian British: Other	-	-	-	-
Black African	1	6%	-	-
Black Caribbean	-	-	-	-
Black African/Caribbean: Other	-	-	-	-
White & Asian	-	-	-	-
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	-
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	6	38%	14	50%
White English	8	50%	11	39%
White Welsh	-	-	2	7.5%
White Northern Irish	-	-	-	-
White Scottish	-	-	-	-
White Irish	-	-	-	-
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	1	3.5%
Arab	-	-	-	-
Other ethnic group	-	-	-	-
Prefer not to say	-	-	-	-

Religion or Belief (based on survey response)

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
No religion or belief	9	56.5%	9	32%
Buddhist	-	-	-	-
Christian (all denominations)	4	25%	16	57%

Hindu	-	-	-	-
Jewish	-	-	-	-
Muslim	1	6%	-	-
Sikh	-	-	-	-
Other	2	12.5%	1	3.5%
Prefer not to say	-	-	2	7.5%

Sexual Orientation (based on survey response)

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Bisexual	-	-	-	-
Gay man	1	6%	n/a	n/a
Gay woman	n/a	n/a	-	-
Heterosexual/straight	14	88%	27	96.5%
Other	-	-	-	-
Prefer not to say	1	6%	1	3.5%

Socio-Economic Background (i) (based on survey response)

Trainee Costs Lawyers who went to University (to study for a degree or higher) who were part of the first generation of their family to do so.

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	8	50%	12	43%
No	3	19%	9	32%
Did not attend University	4	25%	7	25%
Prefer not to say	1	6%	-	-

Socio-Economic Background (ii) (based on survey response)

Trainee Costs Lawyers who mainly attended a state or fee paying school between the ages 11-18.

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
UK state school	10	63%	23	82%
UK independent/fee paying school	4	25%	4	14.5%
Attended school outside UK	1	6%	1	3.5%
Prefer not to say	1	6%	-	-

Caring Responsibilities (i) (based on survey response)

Trainee Costs Lawyers who are the primary carer for a child or children under 18

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
Yes	-	-	9	32%
No	16	100%	19	68%
Prefer not to say	-	-	-	-

Caring Responsibilities (ii) (based on survey response)

Trainee Costs Lawyers who look after or give help or support to family members, friends, neighbours or others because of ether:

- long term physical or mental ill health/disability; and/or
- problems related to age

TRAINEE COSTS LAWYERS	Male	Male (%)	Female	Female (%)
No	14	87.5%	24	86%
Yes, 1-19 hours a week	2	12.5%	3	10.5%
Yes, 20-49 hours a week	-	-	-	-
Yes, 50 or more hours a week	-	-	-	-
Prefer not to say	-	-	1	3.5%