

Costs Lawyers: Diversity Evaluation 2013

This is the outcome of the second diversity survey conducted by the CLSB, the purpose being to gather evidence to encourage a strong, independent, diverse and effective Costs Lawyer profession. For the purposes of this survey, percentages have been rounded up/down by 0.5%.

Costs Lawyers with a 2012 Costs Lawyer practising certificate (based on main database)

Costs Lawyers	2012	%	2013	%
Male	370	65.5%	364	65%
Female	195	34.5%	198	35%
Total	565	100%	562	100%

Please note, the statistics and percentages hereafter are based on the survey response.

Survey response rate

Costs Lawyers	2012	%	2013	%
Male	95	26%	98	27%
Female	64	33%	69	35%
Overall response	159	28%	167	30%

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

Costs Lawyers (Male)	2012	%	2013	%
Yes	65	68.5%	72	73.5%
No	27	28.5%	26	26.5%
Prefer not to say	1	1%	-	-
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Female (Yes)	36	56%	38	55%
Female (No)	26	41%	29	42%
Prefer not to say	2	3%	1	1.5%
No answer given	-	-	1	1.5%

AGE

Costs Lawyers (Male)	2012	%	2013	%
16-24	-	-	-	-
25-34	10	10.5%	13	13.5%
35-44	24	25%	20	20.5%
45-54	22	23%	26	26.5%
55-64	26	27.5%	25	25.5%
65+	12	13%	14	14%
Prefer not to say	1	1%	-	-
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
16-24	1	1.5%	1	1.5%
25-34	9	14%	9	13%
35-44	17	27%	16	23%
45-54	20	31%	26	38%
55-64	17	26.5%	17	24.5%
65+	-	-	-	-
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

DISABILITIES: 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)	2012	%	2013	%
Yes	-	-	1	1%
No	93	98%	96	98%
Prefer not to say	2	2%	1	1%
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Yes	1	1.5%	-	-
No	61	95.5%	68	98.5%
No answer given	2	3%	-	-
Prefer not to say	-	-	1	1.5%
No answer given	-	-	-	-

DISABILITIES: 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)	2012	%	2013	%
Yes, limited a lot	1	1%	-	-
Yes, limited a little	2	2%	1	1%
No	89	94%	96	98%
Prefer not to say	3	3%	1	1%
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Yes, limited a lot	-	-	-	-
Yes, limited a little	1	1.5%	-	-
No	62	97%	67	97%
Prefer not to say	1	1.5%	2	3%
No answer given	-	-	-	-

ETHNIC GROUP

Costs Lawyers (Male)	2012	%	2013	%
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	1	1%	1	1%
Pakistani	1	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	-	-	-	-
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	40	42%	44	45%
White English	41	43.5%	41	42%
White Welsh	6	6.5%	5	5%
White Northern Irish	-	-	-	-
White Scottish	-	-	1	1%
White Irish	3	3%	3	3%
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-

Other ethnic group	-	-	1	1%
Prefer not to say	2	2%	-	-
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Bangladeshi	-	-	-	-
Chinese	-	-	-	-
Indian	-	-	1	1.5%
Pakistani	-	-	-	-
Asian/Asian British: Other	-	-	-	-
Black African	-	-	-	-
Black Caribbean	-	-	-	-
Black African/Caribbean: Other	-	-	2	3%
White & Asian	-	-	-	-
White & Black African	-	-	-	-
White & Black Caribbean	-	-	-	-
White & Chinese	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-
White British	38	59%	41	59%
White English	24	38%	21	30.5%
White Welsh	1	1.5%	-	-
White Northern Irish	-	-	-	-
White Scottish	-	-	1	1.5%
White Irish	1	1.5%	1	1.5%
Gypsy or Irish Traveller	-	-	-	-
White: Other	-	-	-	-
Arab	-	-	-	-
Other ethnic group	-	-	-	-
Prefer not to say	-	-	2	3%
No answer given	-	-	-	-

RELIGION OR BELIEF

Costs Lawyers (Male)	2012	%	2013	%
No religion or belief	29	30.5%	25	25.5%
Buddhist	-	-	-	-
Christian (all denominations)	55	58%	68	69.5%
Hindu	-	-	-	-
Jewish	-	-	-	-
Muslim	1	1%	-	-
Sikh	1	1%	1	1%
Other	-	-	1	1%
Prefer not to say	9	9.5%	3	3%

No answer given	-	-	-	-
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Costs Lawyers (Female)	2012	%	2013	%
No religion or belief	22	34.5%	21	30%
Buddhist	1	1.5%	1	1.5%
Christian (all denominations)	35	55%	38	55%
Hindu	-	-	-	-
Jewish	3	4.5%	2	3%
Muslim	-	-	-	-
Sikh	-	-	-	-
Other	1	1.5%	-	-
Prefer not to say	2	3%	6	9%
No answer given	-	-	1	1.5%

SEXUAL ORIENTATION

Costs Lawyers (Male)	2012	%	2013	%
Bisexual	1	1%	-	-
Gay man	4	4%	5	5%
Heterosexual/straight	87	92%	89	91%
Other	-	-	1	1%
Prefer not to say	3	3%	3	3%
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Bisexual	2	3%	1	1.5%
Gay woman	-	-	-	-
Heterosexual/straight	58	91%	59	85%
Other	-	-	1	1.5%
Prefer not to say	4	6%	7	10.5%
No answer given	-	-	1	1.5%

SOCIO-ECONOMIC BACKGROUND: 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)	2012	%	2013	%
Yes	14	15%	22	22.5%
No	11	12%	9	9%
Did not attend University	60	63%	64	65.5%
Prefer not to say	10	10%	1	1%
No answer given	-	-	2	2%

Costs Lawyers (Female)	2012	%	2013	%
Yes	19	30%	20	30%
No	5	8%	10	14%
Did not attend University	38	59%	35	50%
Prefer not to say	2	3%	2	3%
No answer given	-	-	2	3%

SOCIO-ECONOMIC BACKGROUND: Costs Lawyers who mainly attended a state or fee paying school between the ages 11-18

Costs Lawyers (Male)	2012	%	2013	%
UK state school	85	89.5%	90	92%
UK independent/fee paying school	7	7.5%	6	6%
Attended school outside UK	3	3%	2	2%
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
UK state school	53	83%	57	82.5%
UK independent/fee paying school	8	12.5%	8	11.5%
Attended school outside UK	2	3%	1	1.5%
Prefer not to say	1	1.5%	3	4.5%
No answer given	-	-	-	-

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

Costs Lawyers (Male)	2012	%	2013	%
Yes	25	26.5%	27	27.5%
No	70	73.5%	71	72.5%
Prefer not to say	-	-	-	-
No answer given	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%
Yes	15	23.5%	11	16%
No	49	76.5%	54	78%
Prefer not to say	-	-	4	6%
No answer given	-	-	-	-

CARING RESPONSIBILITIES: 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)	2012	%	2013	%
No	77	81%	70	71.5%
Yes, 1-19 hours a week	10	10.5%	23	23.5%
Yes, 20-49 hours a week	1	1%	1	1%
Yes, 50 or more hours a week	1	1%	-	-
Prefer not to say	6	6.5%	1	1%
No answer given	-	-	3	3%

Costs Lawyers (Female)	2012	%	2013	%
No	49	77%	43	62%
Yes, 1-19 hours a week	10	15.5%	21	30.5%
Yes, 20-49 hours a week	2	3%	1	1.5%
Yes, 50 or more hours a week	-	-	-	-
Prefer not to say	3	4.5%	4	6%
No answer given	-	-	-	-