

Costs Lawyers: Diversity Evaluation 2014

This is the outcome of the third 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 to the nearest whole or 0.5%. Two responses were received where the person indicated they preferred not to say if they were a Costs Lawyer or Trainee Costs Lawyer so have not been included in the outcome.

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

Costs Lawyers	2012	%	2013	%	2014	%
Male	370	65.5%	364	64.8%	356	64%
Female	195	34.5%	198	35.2%	199	36%
Total	565		562		555	

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

Survey response rate

Costs Lawyers	2012	%	2013	%	2014	%
Male	95	26%	98	27%	92	26%
Female	64	33%	69	35%	63	31.5%
Overall response	159	28%	167	30%	155	28%

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

Costs Lawyers (Male)	2012	%	2013	%	2014	%
Yes	65	68.5%	72	73.5%	70	76%
No	27	28.5%	26	26.5%	20	22%
Prefer not to say	1	1%	-	-	2	2%
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Female (Yes)	36	56%	38	55%	40	63.5%
Female (No)	26	41%	29	42%	23	36.5%
Prefer not to say	2	3%	1	1.5%	-	-
No answer given	-	-	1	1.5%	-	-

AGE

Costs Lawyers (Male)	2012	%	2013	%	2014	%
16-24	-	-	-	-	-	-
25-34	10	10.5%	13	13.5%	11	12%
35-44	24	25%	20	20.5%	19	20.5%
45-54	22	23%	26	26.5%	29	31.5%
55-64	26	27.5%	25	25.5%	20	22%
65+	12	13%	14	14%	13	14%
Prefer not to say	1	1%	-	-	-	-
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
16-24	1	1.5%	1	1.5%	1	1.5%
25-34	9	14%	9	13%	10	16%
35-44	17	27%	16	23%	18	28.5%
45-54	20	31%	26	38%	15	24%
55-64	17	26.5%	17	24.5%	18	28.5%
65+	-	-	-	-	1	1.5%
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	%	2014	%
Yes	-	-	1	1%	-	-
No	93	98%	96	98%	92	100%
Prefer not to say	2	2%	1	1%	-	-
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Yes	1	1.5%	-	-	1	1.5%
No	61	95.5%	68	98.5%	61	97%
No answer given	2	3%	-	-	-	-

Prefer not to say	-	-	1	1.5%	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	%	2014	%
Yes, limited a lot	1	1%	-	-	1	1%
Yes, limited a little	2	2%	1	1%	2	2%
No	89	94%	96	98%	88	96%
Prefer not to say	3	3%	1	1%	-	-
No answer given	-	-	-	-	1	1%

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Yes, limited a lot	-	-	-	-	-	-
Yes, limited a little	1	1.5%	-	-	4	6.5%
No	62	97%	67	97%	58	92%
Prefer not to say	1	1.5%	2	3%	1	1.5%
No answer given	-	-	-	-	-	-

ETHNIC GROUP

Costs Lawyers (Male)	2012	%	2013	%	2014	%
Bangladeshi	-	-	-	-	-	-
Chinese	-	-	-	-	-	-
Indian	1	1%	1	1%	1	1%
Pakistani	1	1%	-	-	-	-
Asian/Asian British: Other	-	-	-	-	-	-
Black African	-	-	1	1%	-	-
Black Caribbean	1	1%	-	-	1	1%
Black African/Caribbean: Other	-	-	-	-	-	-
White & Asian	-	-	1	1%	1	1%
White & Black African	-	-	-	-	-	-
White & Black Caribbean	-	-	-	-	-	-
White & Chinese	-	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	-	-
White British	40	42%	44	45%	44	49%
White English	41	43.5%	41	42%	34	38.5%
White Welsh	6	6.5%	5	5%	-	-
White Northern Irish	-	-	-	-	3	3.5%
White Scottish	-	-	1	1%	3	3.5%

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	-	-	-	-	2	2.5%

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Bangladeshi	-	-	-	-	-	-
Chinese	-	-	-	-	-	-
Indian	-	-	1	1.5%	-	-
Pakistani	-	-	-	-	-	-
Asian/Asian British: Other	-	-	-	-	-	-
Black African	-	-	-	-	-	-
Black Caribbean	-	-	-	-	1	1.5%
Black African/Caribbean: Other	-	-	2	3%	-	-
White & Asian	-	-	-	-	1	1.5%
White & Black African	-	-	-	-	-	-
White & Black Caribbean	-	-	-	-	-	-
White & Chinese	-	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	-	-
White British	38	59%	41	59%	44	70%
White English	24	38%	21	30.5%	13	21%
White Welsh	1	1.5%	-	-	1	1.5%
White Northern Irish	-	-	-	-	-	-
White Scottish	-	-	1	1.5%	1	1.5%
White Irish	1	1.5%	1	1.5%	1	1.5%
Gypsy or Irish Traveller	-	-	-	-	-	-
White: Other	-	-	-	-	-	-
Arab	-	-	-	-	-	-
Other ethnic group	-	-	-	-	-	-
Prefer not to say	-	-	2	3%	1	1.5%
No answer given	-	-	-	-	-	-

RELIGION OR BELIEF

Costs Lawyers (Male)	2012	%	2013	%	2014	%
No religion or belief	29	30.5%	25	25.5%	29	31.5%
Buddhist	-	-	-	-	-	-
Christian (all denominations)	55	58%	68	69.5%	55	60%
Hindu	-	-	-	-	-	-
Jewish	-	-	-	-	-	-

Muslim	1	1%	-	-	-	-
Sikh	1	1%	1	1%	1	1%
Other	-	-	1	1%	-	-
Prefer not to say	9	9.5%	3	3%	7	7.5%
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
No religion or belief	22	34.5%	21	30%	21	33.5%
Buddhist	1	1.5%	1	1.5%	-	-
Christian (all denominations)	35	55%	38	55%	35	55.5%
Hindu	-	-	-	-	-	-
Jewish	3	4.5%	2	3%	2	3%
Muslim	-	-	-	-	-	-
Sikh	-	-	-	-	-	-
Other	1	1.5%	-	-	1	1.5%
Prefer not to say	2	3%	6	9%	4	6.5%
No answer given	-	-	1	1.5%	-	-

SEXUAL ORIENTATION

Costs Lawyers (Male)	2012	%	2013	%	2014	%
Bisexual	1	1%	-	-	1	1%
Gay man	4	4%	5	5%	5	5.5%
Heterosexual/straight	87	92%	89	91%	84	91.5%
Other	-	-	1	1%	-	-
Prefer not to say	3	3%	3	3%	2	2%
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Bisexual	2	3%	1	1.5%	2	3%
Gay woman	-	-	-	-	-	-
Heterosexual/straight	58	91%	59	85%	58	92%
Other	-	-	1	1.5%	-	-
Prefer not to say	4	6%	7	10.5%	3	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	%	2014	%
Yes	14	15%	22	22.5%	18	19.5%

No	11	12%	9	9%	14	15.5%
Did not attend University	60	63%	64	65.5%	54	58.5%
Prefer not to say	10	10%	1	1%	5	5.5%
No answer given	-	-	2	2%	1	1%

Costs Lawyers (Female)	2012	%	2013	%	2014	%
Yes	19	30%	20	30%	21	33.4%
No	5	8%	10	14%	12	19%
Did not attend University	38	59%	35	50%	28	44.5%
Prefer not to say	2	3%	2	3%	1	1.5%
No answer given	-	-	2	3%	1	1.5%

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

Costs Lawyers (Male)	2012	%	2013	%	2014	%
UK state school	85	89.5%	90	92%	76	82%
UK independent/fee paying school	7	7.5%	6	6%	10	11%
Attended school outside UK	3	3%	2	2%	3	3.5%
Prefer not to say	-	-	-	-	3	3.5%
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
UK state school	53	83%	57	82.5%	51	81%
UK independent/fee paying school	8	12.5%	8	11.5%	10	16%
Attended school outside UK	2	3%	1	1.5%	2	3%
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	%	2014	%
Yes	25	26.5%	27	27.5%	24	26%
No	70	73.5%	71	72.5%	68	74%
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

Costs Lawyers (Female)	2012	%	2013	%	2014	%
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Yes	15	23.5%	11	16%	18	28.5%
No	49	76.5%	54	78%	45	71.5%
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	%	2014	%
No	77	81%	70	71.5%	66	72%
Yes, 1-19 hours a week	10	10.5%	23	23.5%	20	21.5%
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%	1	1%
No answer given	-	-	3	3%	5	5.5%

Costs Lawyers (Female)	2012	%	2013	%	2014	%
No	49	77%	43	62%	46	74%
Yes, 1-19 hours a week	10	15.5%	21	30.5%	14	23%
Yes, 20-49 hours a week	2	3%	1	1.5%	1	1%
Yes, 50 or more hours a week	-	-	-	-	1	1%
Prefer not to say	3	4.5%	4	6%	1	1%
No answer given	-	-	-	-	-	-