

### Trainee Costs Lawyer: 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.

#### Trainee Costs Lawyers (based on main database)

Trainee Costs Lawyers	2012	%	2013	%	2014	%
Male	102	47%	125	44%	101	42.6%
Female	115	53%	159	56%	136	57.4%
Total	<b>217</b>		<b>284</b>		<b>237</b>	

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

#### Survey response rate

Trainee Costs Lawyers	2012	%	2013	%	2014	%
Male	16	16%	16	13%	15	15%
Female	28	24.5%	37	23%	21	15.5%
Overall response	<b>44</b>	<b>20%</b>	<b>53</b>	<b>19%</b>	<b>36</b>	<b>15%</b>

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

Trainee Costs Lawyers (Male)	2012	%	2013	%	2014	%
Yes	7	44%	7	44%	5	33.5%
No	8	50%	9	56%	8	53.5%
Prefer not to say	1	6%	-	-	1	6.5%
No answer given	-	-	-	-	1	6.5%

Trainee Costs Lawyers (Female)	2012	%	2013	%	2014	%
Female (Yes)	8	28.5%	10	27%	8	38%
Female (No)	20	71.5%	27	73%	13	62%
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

## AGE

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
16-24	4	25%	12	75%	-	-
25-34	7	44%	2	13%	10	67%
35-44	3	19%	1	6%	4	26.5%
45-54	1	6%	1	6%	1	6.5%
55-64	1	6%	-	-	-	-
65+	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
16-24	4	14%	-	-	1	5%
25-34	12	43%	22	59.5%	10	47%
35-44	8	28.5%	10	27%	4	19%
45-54	3	11%	5	13.5%	6	29%
55-64	1	3.5%	-	-	-	-
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**

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	-	-	-	-	-	-
No	16	100%	16	100%	15	100%
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	1	3.5%	-	-	-	-
No	26	93%	37	100%	21	100%
Prefer not to say	1	3.5%	-	-	-	-
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**

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes, limited a lot	-	-	-	-	-	-
Yes, limited a little	-	-	-	-	-	-
No	16	100%	15	94%	15	100%
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	1	6%	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes, limited a lot	-	-	-	-	-	-
Yes, limited a little	2	7%	1	3%	-	-
No	26	93%	32	86%	21	100%
Prefer not to say	-	-	2	5.5%	-	-
No answer given	-	-	2	5.5%	-	-

## **ETHNIC GROUP**

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Bangladeshi	-	-	-	-	-	-
Chinese	-	-	-	-	-	-
Indian	-	-	1	6%	1	6.5%
Pakistani	1	6%	1	6%	-	-
Asian/Asian British: Other	-	-	-	-	-	-
Black African	1	6%	-	-	1	6.5%
Black Caribbean	-	-	-	-	-	-
Black African/Caribbean: Other	-	-	-	-	-	-
White & Asian	-	-	-	-	-	-
White & Black African	-	-	1	6%	-	-
White & Black Caribbean	-	-	-	-	-	-
White & Chinese	-	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	-	-
White British	6	38%	6	38%	8	53.5%
White English	8	50%	6	38%	5	33.5%
White Welsh	-	-	-	-	-	-
White Northern Irish	-	-	-	-	-	-
White Scottish	-	-	-	-	-	-
White Irish	-	-	-	-	-	-
Gypsy or Irish Traveller	-	-	-	-	-	-
White: Other	-	-	-	-	-	-

Arab	-	-	-	-	-	-
Other ethnic group	-	-	1	6%	-	-
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Bangladeshi	-	-	-	-	-	-
Chinese	-	-	-	-	-	-
Indian	-	-	1	3%	1	5%
Pakistani	-	-	1	3%	1	5%
Asian/Asian British: Other	-	-	-	-	-	-
Black African	-	-	-	-	-	-
Black Caribbean	-	-	-	-	-	-
Black African/Caribbean: Other	-	-	-	-	-	-
White & Asian	-	-	-	-	-	-
White & Black African	-	-	-	-	-	-
White & Black Caribbean	-	-	-	-	-	-
White & Chinese	-	-	-	-	-	-
Mixed/multiple ethnic: Other	-	-	-	-	-	-
White British	14	50%	21	56%	9	43%
White English	11	39%	8	21%	7	32%
White Welsh	2	7.5%	1	3%	1	5%
White Northern Irish	-	-	1	3%	1	5%
White Scottish	-	-	-	-	1	5%
White Irish	-	-	-	-	-	-
Gypsy or Irish Traveller	-	-	-	-	-	-
White: Other	1	3.5%	4	11%	-	-
Arab	-	-	-	-	-	-
Other ethnic group	-	-	-	-	-	-
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

## RELIGION OR BELIEF

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
No religion or belief	9	56.5%	6	37.5%	7	46.5%
Buddhist	-	-	-	-	-	-
Christian (all denominations)	4	25%	6	37.5%	5	34%
Hindu	-	-	-	-	-	-
Jewish	-	-	-	-	-	-
Muslim	1	6%	2	12%	1	6.5%
Sikh	-	-	1	6.5%	1	6.5%
Other	2	12.5%	-	-	1	6.5%

Prefer not to say	-	-	1	6.5%	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
No religion or belief	9	32%	12	32%	8	38%
Buddhist	-	-	-	-	-	-
Christian (all denominations)	16	57%	23	62%	11	52%
Hindu	-	-	1	3%	1	5%
Jewish	-	-	-	-	-	-
Muslim	-	-	1	3%	1	5%
Sikh	-	-	-	-	-	-
Other	1	3.5%	-	-	-	-
Prefer not to say	2	7.5%	-	-	-	-
No answer given	-	-	-	-	-	-

## SEXUAL ORIENTATION

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Bisexual	-	-	-	-	-	-
Gay man	1	6%	2	12.5%	-	-
Heterosexual/straight	14	88%	13	81%	15	100%
Other	-	-	-	-	-	-
Prefer not to say	1	-	1	6.5%	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Bisexual	-	-	-	-	-	-
Gay woman	-	-	-	-	-	-
Heterosexual/straight	27	96.5%	37	100%	21	100%
Other	-	-	-	-	-	-
Prefer not to say	1	3.5%	-	-	-	-
No answer given	-	-	-	-	-	-

## 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

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	8	50%	9	56%	8	53.5%
No	3	19%	3	19%	4	26.5%
Did not attend University	4	25%	3	19%	3	20%
Prefer not to say	1	6%	-	-	-	-

No answer given	-	-	1	6%	-	-
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<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	12	43%	16	43%	7	33%
No	9	32%	9	24%	9	43%
Did not attend University	7	25%	11	30%	5	24%
Prefer not to say	-	-	1	3%	-	-
No answer given	-	-	-	-	-	-

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

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
UK state school	10	63%	12	75%	12	80%
UK independent/fee paying school	4	25%	2	12.5%	1	6.5%
Attended school outside UK	1	6%	2	12.5%	2	13.5%
Prefer not to say	1	6%	-	-	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
UK state school	23	82%	31	84%	17	81%
UK independent/fee paying school	4	14.5%	2	5%	2	9%
Attended school outside UK	1	3.5%	4	11%	1	5%
Prefer not to say	-	-	-	-	1	5%
No answer given	-	-	-	-	-	-

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

<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	-	-	2	12.5%	4	26.5%
No	16	100%	14	87.5%	11	73.5%
Prefer not to say	-	-	-	-	-	-
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
Yes	9	32%	21	57%	8	38.5%
No	19	68%	16	43%	13	61.5%
Prefer not to say	-	-	-	-	-	-

No answer given	-	-	-	-	-	-
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**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
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<b>Trainee Costs Lawyers (Male)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
No	14	87.5%	16	100%	13	86.5%
Yes, 1-19 hours a week	2	12.5%	-	-	-	-
Yes, 20-49 hours a week	-	-	-	-	-	-
Yes, 50 or more hours a week	-	-	-	-	-	-
No answer given	-	-	-	-	-	-
Prefer not to say	-	-	-	-	2	13.5%
No answer given	-	-	-	-	-	-

<b>Trainee Costs Lawyers (Female)</b>	<b>2012</b>	<b>%</b>	<b>2013</b>	<b>%</b>	<b>2014</b>	<b>%</b>
No	24	86%	27	73%	20	95%
Yes, 1-19 hours a week	3	10.5%	8	22%	1	5%
Yes, 20-49 hours a week	-	-	-	-	-	-
Yes, 50 or more hours a week	-	-	-	-	-	-
Prefer not to say	1	3.5%	-	-	-	-
No answer given	-	-	2	5%	-	-