

# Keelys LLP Diversity Data

June 2023

# Introduction

We have recently carried out an equality and diversity survey of our employees and from the anonymous data provided by them we have been able to conclude that they fall into the various protected characteristics types as defined by the Equality Act 2010 (age, sex, gender, disability, ethnicity, religion, etc.) Employees are under no obligation to complete the survey or to choose “prefer not to say” to any of the questions.

The following data has been collected and published in accordance with the Solicitors Regulation Authority’s annual diversity survey.

61.22% of employees completed the June 2023 diversity survey.

# Keelys LLP

## Diversity Data

Role Categories	%
Full equity solicitor partners	13.33%
Salaried or partial equity solicitor partners	16.67%
Solicitor (not partner)	23.33%
Other fee earning role	10.00%
Role directly supporting a fee earner	20.00%
Managerial role	6.67%
IT/HR/other corporate services role	6.67%
Barrister	0.00%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	3.33%
Licensed Conveyancer	0.00%
Prefer not to say	0.00%
<b>Total</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Which age category are you in?	16-24	25-34	35-44	45-54	55-64	65+	Prefer not to say	Total
Full equity solicitor partners	0.00%	0.00%	0.00%	3.33%	10.00%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	0.00%	0.00%	6.67%	6.67%	3.33%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	0.00%	3.33%	16.67%	3.33%	0.00%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	3.33%	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	3.33%	3.33%	10.00%	3.33%	0.00%	0.00%	<b>20.00%</b>
Managerial role	0.00%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	0.00%	0.00%	3.33%	3.33%	0.00%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>3.33%</b>	<b>6.67%</b>	<b>36.67%</b>	<b>26.67%</b>	<b>23.33%</b>	<b>3.33%</b>	<b>0.00%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

What is your sex?	Male	Female	Other preferred description	Prefer not to say	Total
Full equity solicitor partners	10.00%	3.33%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	3.33%	13.33%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	3.33%	20.00%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	10.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	16.67%	0.00%	3.33%	<b>20.00%</b>
Managerial role	0.00%	6.67%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	3.33%	3.33%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	3.33%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>20.00%</b>	<b>76.67%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Is the gender you identify with the same as your sex registered at birth?	Yes	No	Prefer not to say	Total
Full equity solicitor partners	13.33%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	16.67%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	23.33%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	10.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	20.00%	0.00%	0.00%	<b>20.00%</b>
Managerial role	6.67%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	6.67%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	3.33%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>100.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Yes	No	Prefer not to say	Total
Full equity solicitor partners	0.00%	13.33%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	3.33%	13.33%	0.00%	<b>16.67%</b>
Solicitor (not partner)	0.00%	23.33%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	10.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	20.00%	0.00%	<b>20.00%</b>
Managerial role	0.00%	6.67%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	3.33%	3.33%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	3.33%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>6.67%</b>	<b>93.33%</b>	<b>0.00%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?	Yes, limited a lot	Yes, limited a little	No	Prefer not to say	Total
Full equity solicitor partners	0.00%	0.00%	13.33%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	3.33%	0.00%	13.33%	0.00%	<b>16.67%</b>
Solicitor (not partner)	0.00%	3.33%	20.00%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	3.33%	6.67%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	0.00%	20.00%	0.00%	<b>20.00%</b>
Managerial role	0.00%	0.00%	6.67%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	3.33%	0.00%	3.33%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	0.00%	3.33%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>6.67%</b>	<b>6.67%</b>	<b>83.33%</b>	<b>3.33%</b>	<b>100.00%</b>



# Keelys LLP

## Diversity Data

What is your ethnic group?	Asian / Asian British	Mixed / Multiple ethnic group	White	Prefer not to say	Total
Full equity solicitor partners	0.00%	0.00%	13.33%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	6.67%	0.00%	10.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	3.33%	0.00%	20.00%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	3.33%	6.67%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	0.00%	16.67%	3.33%	<b>20.00%</b>
Managerial role	3.33%	0.00%	3.33%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	0.00%	0.00%	6.67%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	3.33%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>13.33%</b>	<b>3.33%</b>	<b>80.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

What is your religion or belief?	No religion or belief	Buddhist	Christian	Hindu	Jewish	Muslim	Sikh	Any other religion or belief	Prefer not to say	Total
Full equity solicitor partners	10.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	3.33%	0.00%	10.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	0.00%	0.00%	20.00%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	6.67%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	6.67%	0.00%	10.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	<b>20.00%</b>
Managerial role	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	3.33%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>33.33%</b>	<b>0.00%</b>	<b>53.33%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>10.00%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

What is your sexual orientation?	Bi	Gay / Lesbian	Hetrosexual	Other preferred description	Prefer not to say	Total
Full equity solicitor partners	0.00%	0.00%	13.33%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	0.00%	0.00%	16.67%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	3.33%	0.00%	20.00%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	0.00%	10.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	0.00%	16.67%	0.00%	3.33%	<b>20.00%</b>
Managerial role	0.00%	0.00%	6.67%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	0.00%	0.00%	6.67%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	3.33%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>3.33%</b>	<b>0.00%</b>	<b>93.33%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Which type of school did you attend for the most time between the ages of 11 and 16?	State-run or state-funded school (selective on academic, faith or other grounds)	State-run or state-funded school (non-selective)	Independent / fee-paying school	Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	Attended school outside the UK	Don't know / not sure	Prefer not to say	Total
Full equity solicitor partners	3.33%	6.67%	0.00%	3.33%	0.00%	0.00%	0.00%	13.33%
Salaried or partial equity solicitor partners	10.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	16.67%
Solicitor (not partner)	10.00%	13.33%	0.00%	0.00%	0.00%	0.00%	0.00%	23.33%
Other fee earning role	3.33%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	10.00%
Role directly supporting a fee earner	3.33%	13.33%	0.00%	0.00%	0.00%	0.00%	3.33%	20.00%
Managerial role	0.00%	6.67%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
IT/HR/other corporate services role	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	6.67%
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
<b>Total</b>	<b>33.33%</b>	<b>60.00%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?	No, neither of my parents attended university	Yes, one or both of my parents attended university	Don't know / not sure	Prefer not to say	Total
Full equity solicitor partners	3.33%	10.00%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	16.67%	0.00%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	20.00%	3.33%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	6.67%	3.33%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	16.67%	0.00%	0.00%	3.33%	<b>20.00%</b>
Managerial role	6.67%	0.00%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	6.67%	0.00%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	3.33%	0.00%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>80.00%</b>	<b>16.67%</b>	<b>0.00%</b>	<b>3.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

What was the occupation of your main household earner when you were about 14?	Modern professional and traditional professional occupations	Senior, middle, or junior managers or administrators	Clerical and intermediate occupations	Technical and craft occupations	Routine, semi-routine, manual, and service occupations	Small business owners who employed less than 25 people	Long term unemployed	Other, such as: retired / this question does not apply to me / I don't know	Prefer not to say	Total
Full equity solicitor partners	6.67%	3.33%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	<b>13.33%</b>
Salaried or partial equity solicitor	0.00%	0.00%	0.00%	6.67%	6.67%	3.33%	0.00%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	13.33%	0.00%	0.00%	3.33%	0.00%	6.67%	0.00%	0.00%	0.00%	<b>23.33%</b>
Other fee earning role	0.00%	3.33%	0.00%	0.00%	0.00%	6.67%	0.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	0.00%	0.00%	0.00%	10.00%	0.00%	3.33%	0.00%	0.00%	6.67%	<b>20.00%</b>
Managerial role	0.00%	0.00%	0.00%	3.33%	0.00%	3.33%	0.00%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	0.00%	0.00%	0.00%	3.33%	3.33%	0.00%	0.00%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	3.33%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>20.00%</b>	<b>6.67%</b>	<b>0.00%</b>	<b>26.67%</b>	<b>10.00%</b>	<b>23.33%</b>	<b>0.00%</b>	<b>0.00%</b>	<b>13.33%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Are you a primary carer for a child or children under 18?	Yes	No	Prefer not to say	Total
Full equity solicitor partners	3.33%	6.67%	3.33%	<b>13.33%</b>
Salaried or partial equity solicitor partners	6.67%	6.67%	3.33%	<b>16.67%</b>
Solicitor (not partner)	16.67%	6.67%	0.00%	<b>23.33%</b>
Other fee earning role	3.33%	6.67%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	10.00%	10.00%	0.00%	<b>20.00%</b>
Managerial role	0.00%	6.67%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	0.00%	6.67%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	3.33%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>40.00%</b>	<b>53.33%</b>	<b>6.67%</b>	<b>100.00%</b>

# Keelys LLP

## Diversity Data

Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?	No	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week	Prefer not to say	Total
Full equity solicitor partners	13.33%	0.00%	0.00%	0.00%	0.00%	<b>13.33%</b>
Salaried or partial equity solicitor partners	16.67%	0.00%	0.00%	0.00%	0.00%	<b>16.67%</b>
Solicitor (not partner)	13.33%	3.33%	0.00%	3.33%	3.33%	<b>23.33%</b>
Other fee earning role	10.00%	0.00%	0.00%	0.00%	0.00%	<b>10.00%</b>
Role directly supporting a fee earner	10.00%	6.67%	0.00%	0.00%	3.33%	<b>20.00%</b>
Managerial role	6.67%	0.00%	0.00%	0.00%	0.00%	<b>6.67%</b>
IT/HR/other corporate services role	6.67%	0.00%	0.00%	0.00%	0.00%	<b>6.67%</b>
Barrister	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0.00%	3.33%	0.00%	0.00%	<b>3.33%</b>
Licensed Conveyancer	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
Prefer not to say	0.00%	0.00%	0.00%	0.00%	0.00%	<b>0.00%</b>
<b>Total</b>	<b>76.67%</b>	<b>10.00%</b>	<b>3.33%</b>	<b>3.33%</b>	<b>6.67%</b>	<b>100.00%</b>