



Solicitors
Regulation
Authority

SRA Equality & Diversity
Annual Monitoring Report of Regulatory Activity
2008

Annual Monitoring Report of Regulatory Activity 2008

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Introduction

The SRA published its first Equality and Diversity Strategy in March 2009 after a comprehensive consultation exercise. The strategy provides us with a framework for progressing equality and diversity and ensures fairness in the work we do as a regulator and employer. The strategy is also our initial response to Lord Ouseley's independent review into disproportionate outcomes for black and ethnic minority (BME) solicitors.

Since the publication of Lord Ouseley's report the SRA has undertaken a programme of equality impact assessments and is working closely with the diverse stakeholder groups to develop its policies and receive feedback. This work was acknowledged by Lord Ouseley in his interim review report published in June 2009.

We want to demonstrate that we are a fair regulator and are committed to regular monitoring of our regulatory activities and outcomes. Monitoring is an essential part of our equality and diversity strategy, helping us to ensure that we carry out our regulatory activities in a fair, proportionate and non-discriminatory way and are open and transparent about the way we work.

This report provides statistical data about key aspects of our regulatory activities for the calendar year 2008 (predating our strategy), broken down by ethnicity, gender and age. We are currently conducting a diversity survey to improve our data on the diversity of the profession. This is vital to enable us to monitor the impact of our activities on all equality groups and respond to any adverse impact that we may find. Solicitors can respond to the diversity census online at <http://www.sra.org.uk/diversitycensus>

We have recognised the continued statistical disproportionality and have commissioned further research to understand the reason for disproportionality. This is an important piece of work and it needs to sit alongside the initiatives and changes we are undertaking to demonstrate that we are a fair, transparent and non discriminatory regulator and employer.

We would be happy to provide more detailed data in relation to equality and diversity where we have it. For queries or comments on this report please contact: ManagementInformation@sra.org.uk

Summary tables

The following summary tables provide an overview of the data provided in the report. 'Conduct Investigations Outcomes' have been excluded from the summary table because the tables in that section compare outcomes for each group against one another rather than against the solicitor population.

The percentages shown in the unshaded cells are calculated as a proportion of solicitors for whom equality data is known, not as a proportion of the whole solicitor population.

The light grey cells provide a separate set of percentages, giving the proportion of the total whose group is either known or unknown

The darkest grey cells provide the total actual number of individuals for each action.

SRA 2008 summary by ethnicity	Solicitor Population	New Conduct Investigations	Accounts Inspections	Interventions	Referrals to the SDT	Late Accountant's Reports
BME total	10.1%	15.8%	22.2%	25.8%	22.8%	16.9%
Asian or Asian British	6.9%	9.9%	14.9%	8.1%	12.4%	9.6%
Black or Black British	1.9%	4.8%	6.7%	16.1%	9.6%	7.3%
Chinese or other ethnic group	1.2%	0.6%	0.5%	1.6%	0.3%	0.0%
Mixed	0.6%	0.5%	0%	0%	0.5%	0%
White / European	89.9%	84.2%	77.8%	74.2%	77.2%	83.1%
Ethnicity known	86.9%	85.1%	85.1%	70.2%	79.0%	98.7%
Ethnicity not known	13.1%	14.9%	14.9%	29.8%	21.0%	1.3%
TOTAL INDIVIDUALS	109,952	3,507	228	88	461	306

Summary tables (continued)

SRA 2008 summary by gender	Solicitor Population	New Conduct Investigations	Accounts Inspections	Interventions	Referrals to the SDT	Late Accountant's Reports
Female	44.6%	27.2%	24.6%	25.9%	17.8%	24.8%
Male	55.4%	72.8%	75.4%	74.1%	82.2%	75.2%
TOTAL of KNOWN gender	100%	100%	100%	100%	100%	100%
Gender not known	0%	0%	0%	0%	0%	0%
TOTAL INDIVIDUALS	109,952	3,507	228	88	461	306

SRA 2008 summary by age profile	Solicitor Population	New Conduct Investigations	Accounts Inspections	Interventions	Referrals to the SDT	Late Accountant's Reports
22 – 30	18.7%	5.8%	1.3%	0%	2.0%	0.7%
31 – 40	34.9%	21.8%	16.7%	17.6%	24.3%	21.1%
41 – 50	25.1%	32.0%	35.7%	37.6%	34.8%	31.0%
51 – 60	15.9%	27.9%	33.5%	35.3%	26.3%	35.3%
61 – 65	3.7%	7.8%	7.9%	1.2%	9.0%	8.6%
65+	1.6%	4.7%	4.8%	8.2%	3.7%	3.3%
TOTAL of KNOWN age	99.6%	95.5%	99.6%	100%	99.1%	99.0%
Age not known	0.4%	1.5%	0.4%	0%	0.9%	1.0%
TOTAL INDIVIDUALS	109,952	3,507	228	88	461	306

Understanding the data tables

The majority of data tables in this report are presented in a consistent format and show the following information:

- The number of individuals from each equality group and the proportion that this represents of those of known ethnicity, gender or age
- The proportion whose ethnicity, gender or age is unknown against the total

We refer to 'known' and 'unknown' groups in the tables for ethnicity and age to illustrate the proportion of individuals for whom we hold the data. This is not necessary for the gender tables as we hold the gender data for the whole solicitor population. The unknown group includes individuals who have expressly declined to provide the data when asked.

For the ethnicity tables we have set out figures for the BME group (Black and Minority Ethnic) as well as the four ethnicity categories which make up that group. For more detail about the ethnicity categories used in this report please see Appendix A.

Actual numbers are provided in the 'Total' column, with the percentage of the known group provided in brackets. Actual numbers are always supplied alongside percentages to avoid mis-interpretation as it is not possible to draw reliable conclusions when the numbers are relatively small.

The 'Solicitor Population' column sets out the total number of solicitors on the roll who hold a current practising certificate. This data is a snapshot of the solicitor population on the last day of the calendar year. The actual numbers are also shown as a percentage of the known group.

An example of the data table layout is provided and further explained below:

Accounts Inspections 2008 by ethnicity	Total	Solicitor Population
BME total	43 (22.2%)	9,700 (10.1%)
Asian or Asian British	29 (14.9%)	6,191 (6.5%)
Black or Black British	13 (6.7%)	1,800 (1.9%)
Chinese or other ethnic group	1 (0.5%)	1,119 (1.2%)
Mixed	0 (0.0%)	590 (0.6%)
White/European	151 (77.8%)	85,891 (89.9%)
Total of KNOWN ethnicity	194	95,591
Ethnicity not known	34 (14.9%)	14,361 (13.1%)
TOTAL	228	100%

Number of individuals

Percentage based on the known total: 43 / 194

Total solicitor population - actual numbers and proportion calculated against the total known population

Actual number of the known group, against which the above percentages are calculated

Overall total number of individuals

Actual number in the unknown group shown also as a percentage of the overall total

Based on the above table we find that (excluding those whose ethnicity is not known to us) 22.2% of individuals who were subject to accounts inspections were from BME groups (43 out of 194 of known ethnicity). The remaining 77.8% were White/European.

A total of 228 individuals were identified in accounts inspections for 2008 and we hold ethnicity data for 194 of these. We do not hold ethnicity data for 34 of these individuals which represent 14.9% of the total.

The Conduct Investigations Outcomes tables are different, setting out the numbers as a proportion of each individual group rather than the whole known solicitor population. In the example shown below, it can be seen that 736 closed conduct investigations which were upheld involved men, which represents 27.6% of the total of closed investigations involving men (2,665).

Conduct Investigations Outcomes - Gender	A : Upheld		B : Not upheld		A + B : Total	
	No.	% upheld	No.	% not upheld	No.	%
Female	196	20.4%	763	79.6%	959	100%
Male	736	27.6%	1,929	72.4%	2,665	100%
TOTAL	932	25.7%	2,692	74.3%	3,624	100%

For the ethnicity and age tables we have entered the number of individuals in the known and unknown groups above the total row here

Total number of upheld closed investigations

Percentages are shown for each group - % upheld and not upheld total 100% for each group

Other important points to note

- The solicitor population figures cannot be used for a direct comparison with the data provided for our regulatory activities, although it is provided alongside the regulatory data as a useful reference point. This is because the SRA is not just responsible for regulating practising solicitors and the regulatory data will therefore cover action that we have taken against solicitors on the roll without a practising certificate, Registered Foreign Lawyers, Registered European Lawyers, and individuals who work for a solicitors firm.
- The data presented in this report relates to those individuals that have been recorded for each case dealt with by the SRA which are referred to as matters. A single matter can relate to one or more individuals who may be from different equality groups and may be subject to different investigation outcomes. In some cases, there will be no individual recorded against a conduct file (most commonly amongst those closed quickly due to lack of evidence of misconduct). There may also be several matters open in relation to a single individual. The majority of tables in this report do not take into consideration multiple matters for the same individual. Whether an individual is subject to one or four conduct investigations, they are counted once. This is in contrast to the outcomes tables where each individual is counted under each matter where they are listed as a subject individual in order that we can provide a breakdown by outcome. The notes for each section explain what the data represents.

Solicitor Population

The 2008 solicitor population data seen below is repeated in other data tables for comparative purposes (see the note at page 7 above).

Data tables:

The tables provide the total number of solicitors on the roll who hold a current practising certificate. This data is a snapshot of the solicitor population on the last day of the calendar year. The actual numbers are also shown as a percentage of the known solicitor population.

Ethnicity	2006 Total	2007 Total	2008 Total
BME total	8,320 (9.2%)	9,055 (9.7%)	9,700 (10.1%)
Asian or Asian British	5,427 (6.0%)	5,879 (6.3%)	6,191 (6.5%)
Black or Black British	1,641 (1.8%)	1,735 (1.9%)	1,800 (1.9%)
Chinese or other ethnic group	891 (1.0%)	984 (1.1%)	1,119 (1.2%)
Mixed	361 (0.4%)	457 (0.5%)	590 (0.6%)
White/European	81,937 (90.8%)	84,388 (90.3%)	85,891 (89.9%)
Total of KNOWN ethnicity	90,257	93,443	95,591
Ethnicity not known	13,952 (13.4%)	14,375 (13.3%)	14,361 (13.1%)
TOTAL	104,209	107,818	109,952

Gender	2006 Total	2007 Total	2008 Total
Female	44,585 (42.8%)	47,206 (43.8%)	49,022 (44.6%)
Male	59,624 (57.2%)	60,612 (56.2%)	60,930 (55.4%)
Gender not known	0 (0%)	0 (0%)	0 (0%)
TOTAL	104,209	107,818	109,952

Age	2006 Total	2007 Total	2008 Total
22 – 30	19,516 (18.8%)	20,281 (18.9%)	20,460 (18.7%)
31 – 40	36,758 (35.5%)	37,641 (35.1%)	38,233 (34.9%)
41 – 50	25,974 (25.1%)	26,794 (25.0%)	27,466 (25.1%)
51 – 60	16,580 (16.0%)	17,151 (16.0%)	17,426 (15.9%)
61 – 65	3,191 (3.1%)	3,702 (3.5%)	4,086 (3.7%)
65+	1,618 (1.6%)	1,709 (1.6%)	1,787 (1.6%)
Total of KNOWN age	103,637	107,278	109,458
Age not known	572 (0.5%)	540 (0.5%)	494 (0.4%)
TOTAL	104,209	107,818	109,952

New Conduct Investigations

Every time that we receive information alleging that a solicitor has breached the Solicitors' Code of Conduct, a new 'conduct matter' is opened. A number of these matters are closed relatively quickly as there is no evidence of misconduct.

The following tables show the number of solicitors involved in conduct investigations and relates to conduct matters opened in 2008. The outcomes for solicitors involved in conduct investigations closed during 2008 are shown on page 11.

Data tables:

The tables that follow give a breakdown of individuals who were investigated as compared with the solicitor population. Each individual is counted once even if they appear in multiple investigations. Within each grouping, we have also set out the average number of new matters opened for each individual.

Please see the "Understanding the Data Tables" section above for further guidance on interpreting this information.

Conduct investigations started 2008 by ethnicity	Total	Solicitor population	Average files per individual
BME total	472 (15.8%)	9,700 (10.1%)	1.44
Asian or Asian British	294 (9.9%)	6,191 (6.5%)	1.41
Black or Black British	144 (4.8%)	1,800 (1.9%)	1.47
Chinese or other ethnic group	18 (0.6%)	1,119 (1.2%)	1.67
Mixed	16 (0.5%)	590 (0.6%)	1.56
White/European	2,511 (84.2%)	85,891 (89.9%)	1.20
Total of KNOWN ethnicity	2,983	95,591	1.24
Ethnicity not known	524 (14.9%)	14,361 (13.1%)	1.31
TOTAL	3,507	109,952	1.25

Conduct investigations started 2008 by gender	Total	Solicitor population	Average files per solicitor
Female	955 (27.2%)	49,022 (44.6%)	1.20
Male	2,552 (72.8%)	60,930 (55.4%)	1.27
TOTAL	3,507	109,952	1.25

New Conduct Investigations (continued)

Please see notes on previous page concerning the data in this table.

Conduct investigations started 2008 by age profile	Total	Solicitor population	Average files per solicitor
22 - 30	201 (5.8%)	20,460 (18.7%)	1.17
31 - 40	753 (21.8%)	38,233 (34.9%)	1.17
41 - 50	1,107 (32.0%)	27,466 (25.1%)	1.34
51 - 60	962 (27.9%)	17,426 (15.9%)	1.24
61 - 65	268 (7.8%)	4,086 (3.7%)	1.24
65+	163 (4.7%)	1,787 (1.6%)	1.21
Total of KNOWN age	3,454	109,458	1.25
Age not known	53 (1.5%)	494 (0.4%)	1.17
TOTAL	3,507	109,952	1.25

Conduct Investigations Outcomes

Conduct investigations can lead to one of four possible outcomes as shown in the data tables below as categories A to D.

Category A (upheld) and B (not upheld) refer to investigations which have been concluded one way or the other by a decision of the SRA.

Category C (referred to the SDT/ongoing action) is made up of:

- individuals referred by the SRA to the Solicitors Disciplinary Tribunal (SDT).¹
- matters closed because the allegations are being pursued through other ongoing action.

Category D (other) includes matters which were initially closed but have since been reopened for further investigation; or matters closed without any investigation e.g. because the allegations fall outside the SRA's jurisdiction.

Data tables:

Each individual is counted under each matter where they are listed as a subject individual in order that we can provide a breakdown by outcome. This is in contrast to the figures for subjects of new conduct allegations where each individual is just counted once.

The table below summarises the outcomes for individuals of these conduct investigations:

Category of outcome	No. of individual investigations	Percentage breakdown
A. Allegation Upheld	932	21%
B. Allegation Not Upheld	2,692	61%
C. Referred to SDT / ongoing action	384	9%
D. Other	414	9%
TOTAL	4,422	100%

The data in the ethnicity, gender and age tables below is based on those 82% files which are concluded by the SRA where allegations are either found to be upheld (21% in row A) or not upheld (61% in row B). This provides a more meaningful picture of the proportion of individuals who had allegations against them upheld or not upheld by the SRA, as files referred elsewhere for a final decision have been excluded.

Rather than a percentage breakdown which is used on the other tables within this report, this outcome analysis shows the percentage upheld and percentage not upheld for each group. The proportions of each group who are subject to each outcome can therefore be compared against one another.

Please see the "Understanding the Data Tables" section above for further guidance on interpreting this information.

¹ The SDT is an independent tribunal (<http://www.solicitortribunal.org.uk/>)

Conduct Investigations Outcomes (continued)

Please see the notes on the previous page in relation to these data tables.

Conduct investigations closed 2008 by ethnicity	A : Upheld		B : Not upheld		A + B : Total
	No.	% upheld	No.	% not upheld	No.
BME total	127	26.1%	360	73.9%	487
Asian or Asian British	82	25.3%	242	74.7%	324
Black or Black British	35	27.1%	94	72.9%	129
Chinese or other ethnic group	6	33.3%	12	66.7%	18
Mixed	4	25.0%	12	75.0%	16
White/European	678	25.8%	1,951	74.2%	2,629
Ethnicity not known	127	25.0%	381	75.0%	508
TOTAL	932	25.7%	2,692	74.3%	3,624

Conduct investigations closed 2008 by gender	A : Upheld		B : Not upheld		A + B : Total
	No.	% upheld	No.	% not upheld	No.
Female	196	20.4%	763	79.6%	959
Male	736	27.6%	1,929	72.4%	2,665
TOTAL	932	25.7%	2,692	74.3%	3,624

Conduct investigations closed 2008 by age profile	A : Upheld		B : Not upheld		A + B : Total
	No.	% upheld	No.	% not upheld	No.
22 - 30	35	18.2%	157	81.8%	192
31 - 40	173	23.0%	579	77.0%	752
41 - 50	276	24.3%	859	75.7%	1,135
51 - 60	291	28.1%	744	71.9%	1,035
61 - 65	106	35.0%	197	65.0%	303
65+	38	24.1%	120	75.9%	158
Age not known	13	26.5%	36	73.5%	49
TOTAL	932	25.7%	2,692	74.3%	3,624

Accounts Inspections

The SRA will carry out inspections of the accounts of solicitors firms which pose the highest risk to consumers and the public. In the more serious cases, inspections will lead to an investigation and subsequently to a referral to the SDT for disciplinary action. The information below does not take into account the outcomes of accounts inspections.

The following tables show the numbers of individual solicitors specified in an accounts inspection by the SRA, where the inspection occurred during 2008. Some accounts inspections may specify an entire firm rather than specific individuals. The following data relates only to individuals specified as part of the accounts inspection file.

Data tables:

Each individual is counted once even if they appear in multiple inspections. Please see the “Understanding the Data Tables” section above for guidance on interpreting this information.

Accounts Inspections 2008 by ethnicity	Total	Solicitor population
BME total	43 (22.2%)	9,700 (10.1%)
Asian or Asian British	29 (14.9%)	6,191 (6.5%)
Black or Black British	13 (6.7%)	1,800 (1.9%)
Chinese or other ethnic group	1 (0.5%)	1,119 (1.2%)
Mixed	0 (0.0%)	590 (0.6%)
White/European	151 (77.8%)	85,891 (89.9%)
Total of KNOWN ethnicity	194	95,591
Ethnicity not known	34 (14.9%)	14,361 (13.1%)
TOTAL	228	109,952

Accounts Inspections 2008 by gender	Total	Solicitor population
Female	56 (24.6%)	49,022 (44.6%)
Male	172 (75.4%)	60,930 (55.4%)
TOTAL	228	109,952

Accounts Inspections 2008 by age profile	Total	Solicitor population
22 - 30	3 (1.3%)	20,460 (18.7%)
31 - 40	38 (16.7%)	38,233 (34.9%)
41 - 50	81 (35.7%)	27,466 (25.1%)
51 - 60	76 (33.5%)	17,426 (15.9%)
61 - 65	18 (7.9%)	4,086 (3.7%)
65+	11 (4.8%)	1,787 (1.6%)
Total of KNOWN age	227	109,458
Age not known	1 (0.4%)	494 (0.4%)
TOTAL	228	109,952

Interventions

An intervention is where the SRA takes control of a practice, or part of a practice, that the SRA believes is putting the interests of clients at risk. An intervention is not a disciplinary outcome for the individuals involved, but a regulatory step designed to protect clients' interest and client money. It may be that individuals from the firm intervened into are subjected to separate conduct investigations, although that data is not provided in the following tables.

The effect of an intervention in most circumstances is to close down the practice of the firm, or the individual. It is an extremely serious regulatory action which is authorised by statute, and reserved for situations such as suspected dishonesty, abandonment of practice, breaches of the Solicitors Accounts Rules or incapacity due to illness or accident.

Data tables:

An intervention is recorded against one or more partners of a firm (or members of an LLP, directors of a company) who have overall responsibility for the practice. The tables that follow relate to the 71 interventions which took place during 2008, involving a total of 88 individuals. Each individual is counted once even if they appear in multiple interventions.

Please see the "Understanding the Data Tables" section above for further guidance on interpreting this information.

2008 Interventions by ethnicity	Total	Solicitor population
BME total	15 (25.8%)	9,700 (10.1%)
Asian or Asian British	5 (8.1%)	6,191 (6.5%)
Black or Black British	10 (16.1%)	1,800 (1.9%)
Chinese or other ethnic group	1 (1.6%)	1,119 (1.2%)
Mixed	0 (0.0%)	590 (0.6%)
White/European	46 (74.2%)	85,891 (89.9%)
Total of KNOWN ethnicity	59	95,591
Ethnicity not known	26 (29.6%)	14,361 (13.1%)
TOTAL	88	109,952

Interventions (continued)

Please see the notes on the previous page in relation to these data tables.

2008 Interventions by gender	Total	Solicitor population
Female	22 (25.0%)	49,022 (44.6%)
Male	66 (75.0%)	60,930 (55.4%)
TOTAL	88	109,952

2008 Interventions by age profile	Total	Solicitor population
22 – 30	1 (1.1%)	20,460 (18.7%)
31 – 40	18 (20.5%)	38,233 (34.9%)
41 – 50	32 (36.4%)	27,466 (25.1%)
51 – 60	28 (31.8%)	17,426 (15.9%)
61 – 65	1 (1.1%)	4,086 (3.7%)
65+	8 (9.1%)	1,787 (1.6%)
Total of KNOWN age	88	109,458
Age not known	0	494 (0.4%)
TOTAL	88	109,952

Referrals to the Solicitors Disciplinary Tribunal

In serious case of misconduct, the SRA may refer an individual to the Solicitors Disciplinary Tribunal (SDT) which is an independent tribunal that adjudicates upon alleged breaches of the rules of professional conduct for solicitors.

Individuals may be referred to the SDT in relation to several matters investigated by the SRA. The SDT has the power to strike individuals from the roll of solicitors, suspend a solicitor from practice and apply fines and reprimands.

The tables do not provide any information about the outcome of the cases referred to the SDT, this data is provided by the SDT itself and is available on the SRA website.²

Data tables:

Each individual is counted once even if they appear in multiple referrals. Please see the “Understanding the Data Tables” section above for guidance on interpreting this information.

Referrals to the SDT 2008 by ethnicity	Total	Solicitor population
BME total	83 (22.8%)	9,700 (10.1%)
Asian or Asian British	45 (12.4%)	6,191 (6.5%)
Black or Black British	35 (9.6%)	1,800 (1.9%)
Chinese or other ethnic group	1 (0.3%)	1,119 (1.2%)
Mixed	2 (0.5%)	590 (0.6%)
White/European	281 (77.2%)	85,891 (89.9%)
Total of KNOWN ethnicity	364	95,591
Ethnicity not known	97 (21.0%)	14,361 (13.1%)
TOTAL	461	109,952

Referrals to the SDT 2008 by gender	Total	Solicitor population
Female	82 (17.8%)	49,022 (44.6%)
Male	379 (82.2%)	60,930 (55.4%)
TOTAL	461	109,952

² The decisions of the SDT can be found at <http://www.sra.org.uk/consumers/solicitor-check/prosecutions/tribunal-findings.page>

Referrals to the SDT (continued)

Please see the notes on the previous page in relation to this data table.

Referrals to the SDT 2008 by age profile	Total	Solicitor population
22 - 30	9 (2.0%)	20,460 (18.7%)
31 - 40	111 (24.3%)	38,233 (34.9%)
41 - 50	159 (34.8%)	27,466 (25.1%)
51 - 60	120 (26.3%)	17,426 (15.9%)
61 - 65	41 (9.0%)	4,086 (3.7%)
65+	17 (3.7%)	1,787 (1.6%)
Total of KNOWN age	457	109,458
Age not known	4 (0.9%)	494 (0.4%)
TOTAL	461	109,952

Late / Outstanding Accountants' Reports

Solicitors who fail to file an accountant's report, or do so late, are required to give the SRA notice before applying for their next practising certificate and the SRA has a discretion in such cases to grant or refuse a practising certificate, or to place conditions on a solicitor's practice. Responsibility for the delivery of these accounts lies with the partners (or equivalent) within a firm.

The regulatory activity described above is triggered for all late or outstanding submissions as compared to the other regulatory activities covered in this report where the SRA takes a risk based decision on whether or not to proceed.

All cases of late or outstanding accountants' reports are included in the figures below, regardless of whether any further action was subsequently taken.

Data tables:

Each individual is counted once even if they appear against multiple late/outstanding reports. Please see the "Understanding the Data Tables" section above for guidance on interpreting this information.

Late / outstanding accountant's reports 2008 by ethnicity	Total	Solicitor population
BME total	51 (16.9%)	9,700 (10.1%)
Asian or Asian British	29 (9.6%)	6,191 (6.5%)
Black or Black British	22 (7.3%)	1,800 (1.9%)
Chinese or other ethnic group	0 (0.0%)	1,119 (1.2%)
Mixed	0 (0.0%)	590 (0.6%)
White/European	251 (83.1%)	85,891 (89.9%)
Total of KNOWN ethnicity	302	95,591
Ethnicity not known	4 (1.3%)	14,361 (13.1%)
TOTAL	306	109,952

Late / outstanding accountant's reports 2008 by gender	Total	Solicitor population
Female	76 (24.8%)	49,022 (44.6%)
Male	230 (75.2%)	60,930 (55.4%)
TOTAL	306	109,952

Late / Outstanding Accountants' Reports (continued)

Please see the notes on the previous page in relation to this data table.

Late / outstanding accountant's reports 2008 by age profile	Total	Solicitor population
22 - 30	2 (0.7%)	20,460 (18.7%)
31 - 40	64 (21.1%)	38,233 (34.9%)
41 - 50	94 (31.0%)	27,466 (25.1%)
51 - 60	107 (35.3%)	17,426 (15.9%)
61 - 65	26 (8.6%)	4,086 (3.7%)
65+	10 (3.3%)	1,787 (1.6%)
Total of KNOWN age	303	109,458
Age not known	3 (1.0%)	494 (0.4%)
TOTAL	306	109,952

Appendix A – Ethnicity groupings

The ethnic groupings used in this report do not exactly reflect the options presented when the information was captured. They have been categorised as described in the following table which shows which specific ethnicity options have been used in each broader reporting category.

Ethnicity Groupings	Comprising
Asian / Asian British	Asian Asian / Bangladeshi Asian / Indian Asian / Pakistani
Black / Black British	African Afro - Caribbean Black / African Black / Other
Chinese or other ethnic group	Asian / Chinese Chinese Chinese other
Mixed	Mixed other White & Asian White & Black African White & Black Caribbean
Unknown	Other Genuine Reply Unknown
White / European	British Irish White / European White other