

R3 Diversity and Inclusion Survey 2021 – breakdown of findings

September 2021

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Breakdown by Gender

Professional type

	MALE	FEMALE	DIDN'T SAY
Licensed IP	63.7%	35.7%	0.6%
Part of a Licensed IP's team	31.3%	68.7%	0.0%
Legal Professional	48.3%	51.7%	0.0%
Restructuring/Turnaround	66.6%	33.4%	0.0%
Other (please specify)	40.0%	60.0%	0.0%

Field

	MALE	FEMALE	DIDN'T SAY
Personal Insolvency	60.0%	40.0%	0.0%
Corporate Insolvency	58.6%	41.4%	0.0%
Both	43.5%	55.1%	0.4%

Job level

	MALE	FEMALE	DIDN'T SAY
Assistant/Junior	0.0%	100.0%	0.0%
Associate	6.3%	93.7%	0.0%
Senior manager/Manager	29.9%	70.1%	0.0%
Partner	69.4%	30.6%	0.0%

Tenure (years)

	MALE	FEMALE	DIDN'T SAY
0-9	35.0%	65.0%	0.0%
10-19	44.3%	55.7%	0.0%
20-29	46.8%	53.2%	0.0%
30-39	62.2%	37.8%	0.0%

40-49	90.0%	10.0%	0.0%
50-59	100.0%	0.0%	0.0%

Working arrangements

	MALE	FEMALE	DIDN'T SAY
Full-time	55.5%	44.0%	0.5%
Part-time	30.3%	69.7%	0.0%

Long-term health conditions

	MALE	FEMALE	DIDN'T SAY
Yes	64.5%	35.5%	0.0%
No	51.5%	48.5%	0.0%
Not sure	33.3%	33.3%	33.3%

School background

	MALE	FEMALE	DIDN'T SAY
Attended outside the UK	0.0%	100.0%	0.0%
Independent or fee-paying (bursary)	68.2%	31.8%	0.0%
Independent or fee-paying (no bursary)	68.4%	31.6%	0.0%
State-run or state-funded (non-selective)	45.0%	55.0%	0.0%
State-run or state-funded (selective)	53.4%	46.6%	0.0%

Breakdown by Age

Professional type

(age)	20-29	30-39	40-49	50-59	60-69	70-79
Licensed IP	0.0%	15.2%	21.0%	39.9%	21.0%	2.9%
Part of a Licensed IP's team	6.2%	35.9%	29.7%	17.2%	10.9%	0.0%
Legal Professional	3.5%	24.6%	28.1%	36.8%	7.0%	0.0%
Restructuring/Turnaround	12.5%	25.0%	12.5%	37.5%	12.5%	0.0%
Other (please specify)	0.0%	0.0%	100.0%	0.0%	0.0%	0.0%

Field

(age)	20-29	30-39	40-49	50-59	60-69	70-79
Personal Insolvency	0.0%	33.3%	0.0%	33.3%	33.3%	0.0%
Corporate Insolvency	1.6%	24.0%	26.4%	30.4%	17.6%	0.0%
Both	3.0%	16.2%	22.1%	36.8%	16.1%	5.9%

Job level

<i>(age)</i>	20-29	30-39	40-49	50-59	60-69	70-79
Assistant/Junior	37.5%	50.0%	12.5%	0.0%	0.0%	0.0%
Associate	18.8%	50.0%	31.2%	0.0%	0.0%	0.0%
Senior manager/Manager	1.2%	32.9%	28.2%	27.0%	10.6%	0.0%
Partner	0.0%	11.5%	24.4%	42.3%	19.2%	2.6%

Tenure (years)

<i>(age)</i>	20-29	30-39	40-49	50-59	60-69	70-79
0-9	36.8%	47.4%	15.8%	0.0%	0.0%	0.0%
10-19	0.0%	60.3%	33.3%	6.4%	0.0%	0.0%
20-29	0.0%	2.6%	48.7%	42.1%	6.6%	0.0%
30-39	0.0%	0.0%	2.7%	67.6%	29.7%	0.0%
40-49	0.0%	0.0%	0.0%	0.0%	90.0%	10.0%
50-59	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%

Working arrangements

<i>(age)</i>	20-29	30-39	40-49	50-59	60-69	70-79
Full-time	100.0%	91.7%	90.0%	90.0%	78.0%	50.0%
Part-time	0.0%	8.3%	10.0%	10.0%	22.0%	50.0%

Long-term health conditions

<i>(age)</i>	20-29	30-39	40-49	50-59	60-69	70-79
Yes	28.6%	5.0%	12.9%	10.0%	17.1%	25.0%
No	71.4%	95.0%	87.1%	90.0%	80.5%	75.0%
Not sure	0.0%	0.0%	0.0%	0.0%	2.4%	0.0%

School background

<i>(age)</i>	20-29	30-39	40-49	50-59	60-69	70-79
Attended outside the UK	0.0%	11.1%	44.4%	33.3%	11.1%	0.0%
Independent or fee-paying (bursary)	0.0%	4.5%	13.7%	40.9%	31.8%	9.0%
Independent or fee-paying (no bursary)	0.0%	10.5%	23.7%	39.5%	21.0%	5.3%
State-run or state-funded	4.8%	31.0%	27.8%	27.8%	8.7%	0.0%

(non-selective)						
State-run or state-funded (selective)	1.4%	17.8%	24.7%	38.4%	17.8%	0.0%

Breakdown by ethnic group

Professional type

	WHITE	BLACK	ASIAN	MIXED
Licensed IP	92.7%	2.9%	3.6%	0.8%
Part of a Licensed IP's team	93.3%	1.7%	1.7%	3.3%
Legal Professional	85.7%	3.7%	7.1%	3.6%
Restructuring/Turnaround	88.9%	0.0%	0.0%	11.1%
Other (please specify)	100.0%	0.0%	0.0%	0.0%

Field

	WHITE	BLACK	ASIAN	MIXED
Personal Insolvency	100.0%	0.0%	0.0%	0.0%
Corporate Insolvency	91.9%	2.4%	4.1%	1.6%
Both	93.9%	3.1%	1.5%	1.5%

Job level

	WHITE	BLACK	ASIAN	MIXED
Assistant/Junior	62.5%	12.5%	0.0%	25.0%
Associate	81.3%	0.0%	12.5%	6.2%
Senior manager/Manager	93.1%	1.6%	4.6%	1.7%
Partner	92.9%	3.2%	2.6%	1.3%

Tenure (years)

	WHITE	BLACK	ASIAN	MIXED
0-9	70.0%	5.0%	10.0%	15.0%
10-19	89.9%	2.5%	6.3%	1.3%
20-29	89.6%	3.9%	3.9%	2.6%
30-39	98.6%	1.4%	0.0%	0.0%
40-49	100.0%	0.0%	0.0%	0.0%
50-59	100.0%	0.0%	0.0%	0.0%

Working arrangements

	WHITE	BLACK	ASIAN	MIXED
Full-time	91.9%	2.6%	4.3%	1.2%
Part-time	97.0%	0.0%	0.0%	3.0%

Long-term health conditions

	WHITE	BLACK	ASIAN	MIXED
Yes	89.3%	3.7%	0.0%	7.1%
No	91.6%	2.1%	4.2%	2.1%
Not sure	100.0%	0.0%	0.0%	0.0%

School background

	WHITE	BLACK	ASIAN	MIXED
Attended outside the UK	77.8%	0.0%	11.1%	11.1%
Independent or fee-paying (bursary)	95.2%	4.8%	0.0%	0.0%
Independent or fee-paying (no bursary)	94.6%	2.7%	0.0%	2.7%
State-run or state-funded (non-selective)	88.3%	1.6%	7.0%	3.1%
State-run or state-funded (selective)	95.8%	4.2%	0.0%	0.0%



APPENDIX 1: Summary of top-line statistics

283 out of 2,682 R3 members responded to the survey, providing a sample of more than 10% of R3's membership.

PROFESSIONAL DESCRIPTION

- **51.9%** are *licensed insolvency practitioners*.
- **22.8%** are *part of an insolvency practitioner's team*.
- **20.3%** are *legal professionals*.
- **3.2%** were *restructuring/turnaround professionals*.

PROFESSIONAL FOCUS

- **61.5%** spend most of their time on *corporate insolvencies*.
- **33.8%** spend most of their time on *both corporate and personal insolvencies*.
- **4.7%** spend most of their time on *personal insolvencies*.

GENDER

- **52.3%** are *male*.
- **47.3%** are *female*.
- **98.9%** identify with the same sex registered at birth.

HEALTH

- **87.9%** *DID NOT* have a physical or mental health condition expected to last 12 months or more.
- **11.0%** *HAD* a physical or mental health condition expected to last 12 months or more.
- **54.8%** stated their condition(s) *DID NOT* reduce at all their ability to carry out day-to-day work.
- **45.2%** stated their condition(s) *DID* reduce their ability to carry out day-to-day work A LITTLE.

GEOGRAPHICAL LOCATION

- **33.2%:** London.
- **13.4%:** North West of England.
- **13.0%:** South East of England.
- **8.3%:** Yorkshire and the Humber.
- **6.5%:** East of England.
- **6.1%:** Scotland.
- **5.4%:** South West of England.
- **4.0%:** East Midlands.
- **3.2%:** West Midlands.
- **2.9%:** North East of England.
- **2.2%:** Wales.
- **1.1%:** Northern Ireland.
- **0.7%:** outside of the UK.

WORK ARRANGEMENTS

- **88.1%** work *full-time*.
- **11.9%** work *part-time*.

AGE

- The average age of respondents is **48.3 years**.

ETHNICITY

- **91.0%** identify as *White*:
 - **86.3%** as *White – English / Welsh / Scottish / Northern Irish / British*.
 - **2.5%** as *Any other White background*.
 - **2.2%** as *White – Irish*.

- **4.3%** identify as *Asian*:
 - **3.2%** as *Asian / Asian British – Indian*.
 - **1.1%** as *Asian / Asian British – Pakistani*.
- **2.5%** identify as *Black*:
 - **1.4%** as *Black / African / Caribbean / Black British*.
 - **0.7%** as *Black / African / Caribbean / Black British – African*.
 - **0.4%** as *Any other Black / African / Caribbean background*.
- **1.9%** identify as *Mixed*:
 - **1.1%** as *Mixed / multiple ethnic groups – White and Asian*.
 - **0.4%** as *Mixed / multiple ethnic groups – White and Black Caribbean*.
 - **0.4%** as *Mixed / multiple ethnic groups – White and Black African*.

RELIGION

- **59.2%** identify as *Christian*.
- **34.3%** declare as having *No religion*.
- **1.8%** identify as *Jewish*.
- **1.4%** identify as *Muslim* under the option *Any other religion*.
- **1.4%** identify as *Sikh*.
- **1.1%** identify as *Hindu*.
- **0.4%** identify as *Buddhist*.

SEXUAL ORIENTATION

- **91.4%** identify as *Heterosexual or Straight*.
- **6.1%** identify as *Gay or Lesbian*.
- **0.7%** identify as *Bisexual*.
- **1.8%** have not expressed an opinion.

EDUCATIONAL BACKGROUND

- AGE 11 – AGE 16
 - **48.0%** went to *non-selective state-run or state-funded schools*.
 - **26.7%** went to *selective state-run or state-funded schools*.
 - **13.9%** went to *independent or fee-paying schools with no bursaries*.
 - **8.0%** went to *independent or fee-paying schools with bursaries*.
 - **3.3%** went to *school outside the UK*.
- EDUCATIONAL QUALIFICATION
 - **97.8%** *HAVE an educational qualification for which they received a certificate.*
 - **2.2%** *DO NOT HAVE an educational qualification for which they received a certificate.*
- VOCATIONAL EDUCATION
 - **85.7%** *HAVE a vocational qualification for which they received a certificate.*
 - **14.3%** *DO NOT HAVE a vocational qualification for which they received a certificate.*
- QUALIFICATIONS
 - **47.2%** have a *degree level or equivalent qualification*.
 - **35.2%** have a *postgraduate degree level or equivalent qualification*.
 - **17.6%** have *another kind of qualification*.

PROFESSIONAL BACKGROUND

- JOB LEVEL
 - **58.5%** described themselves as *partners* in the workplace.
 - **32.6%** described themselves as *senior managers/managers* in the workplace.
 - **5.9%** described themselves as *associates* in the workplace.
 - **3.0%** described themselves as *assistants/juniors* in the workplace.
- PROFESSIONAL TENURE
 - The average tenure in the profession among respondents is **23 years**.

FAMILY BACKGROUND

- EDUCATIONAL BACKGROUND OF PARENT(S)/GUARDIAN(S)
 - **36.3%** had a parent/guardian with *at least one degree level qualification* by the time they were 18.

- **35.2%** had a parent/guardian with *qualifications below degree level* by the time they were 18.
- **25.6%** had a parent/guardian with *no formal qualifications* by the time they were 18.
- **2.6%** have stated they *did not know*.
- **PROFESSIONAL BACKGROUND OF PARENT(S)/GUARDIAN(S)**
 - **23.8%** had a parent/guardian in *modern professional occupations (e.g. teacher, nurse, social worker, etc.)* by the time they were 14.
 - **15.8%** had a parent/guardian in *traditional professional occupations (e.g. accountant, solicitor, scientist, etc.)* by the time they were 14.
 - **15.4%** had a parent/guardian in *technical and craft occupations (e.g. motor mechanic, plumber, electrician, etc.)* by the time they were 14.
 - **14.7%** had a parent/guardian as *senior managers and administrators* by the time they were 14.
 - **9.5%** had a parent/guardian in *semi-routine manual and service occupations (postal worker, security guard, sales assistant, etc.)* by the time they were 14.
 - **6.2%** had a parent/guardian as *middle or junior managers* by the time they were 14.
 - **5.5%** had a parent/guardian in *routine manual and service occupations (HGV driver, labourer, cleaner)* by the time they were 14.
 - **5.1%** had a parent/guardian in *clerical and intermediate occupations (secretary, officer clerk, clerical worker)* by the time they were 14.
 - **1.1%** had a parent/guardian in *long-term unemployment* by the time they were 14.
- **WORKPLACE STATUS OF PARENT(S)/GUARDIAN(S)**
 - **72.4%** had a parent/guardian who was an *employee* by the time they were 14.
 - **15.0%** had a parent/guardian who was *self-employed with employees* by the time they were 14.
 - **10.7%** had a parent/guardian who was *self-employed without employees* by the time they were 14.
 - **1.5%** had a parent/guardian who was *not working* by the time they were 14.
 - **59.7%** had a parent/guardian who was employed alongside/who employed *25 or more employees* by the time they were 14.
 - **17.9%** had a parent/guardian who was employed alongside/who employed *between 1 and 24 employees* by the time they were 14.
 - **53.7%** *HAD a parent/guardian who supervised other employees* by the time they were 14.
 - **23.5%** *DID NOT HAVE a parent/guardian who supervised other employees* by the time they were 14.
- **FREE/SCHOOL MEAL ELIGIBILITY**

- **57.3%** who finished school before 1980 *WERE NOT eligible for free school meals* during their school years.
 - **18.6%** stated that the question was *not applicable* – either because they finished school before 1980 or went to school overseas.
 - **16.1%** who finished school before 1980 *WERE eligible for free school meals* during their school years.
 - **8.0%** stated that they *did not know* how to answer this question.
- **SOCIO-ECONOMIC BACKGROUND**
 - **66.1%** stated *they DID NOT come from a lower socio-economic background*.
 - **28.5%** stated *they DID come from a lower socio-economic background*.
 - **5.1%** stated that they *did not know* how to answer this question.