Submission for INSTALAW LIMITED

Submitted on 02/07/25 at 15:35 UTC by Simon Howland

Full equity solicitor partner/sole practitioner (R01)

Yes

Salaried or partial equity solicitor partners (R02)

No

Solicitor (not partner) (R03)

Yes

Other fee earning role (R04)

Yes

Role directly supporting a fee earner (R05)

Yes

Managerial role (R06)

Yes

IT / HR / other corporate services role (R07)

No

Barrister (R08)

No

Chartered Legal Executive (Fellow) / CILEX practitioner (R09)

No

Licensed Conveyancer (R10)

No

Patent or Trade Attorney (R11)

No

Costs Lawyer (R12)

No

Notary (R13)

No

Prefer not to say (R14)

No

Invalid / no response to this question (R15)

No

Number of non-respondents (R16)

3

Number of respondents (S01-Q00)

2

Age (S01-Q01)

- 16 - 24: 0
- 25 - 34: 0
- 35 - 44: 2
- 45 - 54: 0
- 55 - 64: 0
- 65+: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Sex (S01-Q02)

- Male: 2
- Female: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Gender identity same as the sex registered at birth (S01-Q03)

- Yes: 2
- No: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Disability (S01-Q04)

- Yes: 0
- No: 2
- Prefer not to say: 0
- Invalid/no response to this question: 0

Activities limited (S01-Q05)

- Yes, limited a lot: 0
- Yes, limited a little: 0
- No: 2
- Prefer not to say: 0
- Invalid/no response to this question: 0

Asian / Asian British (S01-Q06-A)

- Bangladeshi: 0
- Chinese: 0
- Indian: 0
- Pakistani: 0
- Any other Asian background: 0

Black / Black British (S01-Q06-B)

- African: 0
- Caribbean: 0
- Any other Black background: 0

Mixed / multiple ethnic group (S01-Q06-M)

- White and Asian: 0
- White and Black African: 0
- White and Black Caribbean: 0
- Any other Mixed / Multiple ethnic background: 0

White (S01-Q06-W)

- British / English / Welsh / Northern Irish / Scottish: 2
- Irish: 0
- Gypsy or Irish Traveller: 0
- Roma: 0
- Any other White background: 0

Other ethnic group (S01-Q06-O)

- Arab: 0
- Any other ethnic background: 0

Prefer not to say (S01-Q06-P)

: 0

Invalid/no response to this question (S01-Q06-I)

: 0

Religion or belief (S01-Q07)

- No religion or belief: 0
- Buddhist: 0
- Christian: 2
- Hindu: 0
- Jewish: 0
- Muslim: 0
- Sikh: 0
- Any other religion or belief: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Sexual orientation (S01-Q08)

- Bi: 0
- Gay / Lesbian: 0
- Heterosexual: 2
- Other preferred description: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Occupation of main household earner (S01-Q09)

- Professional: 0
- Manager: 0
- Clerical: 0
- Technical: 0
- Routine: 0
- Small business: 0
- Unemployed: 0
- Other: 0
- Prefer not to say: 2
- Invalid/no response to this question: 0

School type (S01-Q10)

- State selective: 0
- State non-selective: 0
- Independent, bursary: 0
- Independent, no bursary: 0
- Overseas: 0
- Don’t know / not sure / other: 0
- Prefer not to say: 2
- Invalid/no response to this question: 0

Parents attended university and gained a degree (eg BA/BSc or equivalent) (S01-Q11)

- Yes, one or both parents attended university: 0
- No, neither parents attended university: 0
- Don’t know / not sure: 0
- Prefer not to say : 2
- Invalid/no response to this question: 0

Primary carer for a child or children under 18 (S01-Q12)

- Yes: 0
- No: 0
- Prefer not to say : 2
- Invalid/no response to this question: 0

Providing unpaid care for those with long term physical or mental ill health caused by disability or age (S01-Q13)

- No: 0
- Yes, 1 – 19 hours per week: 0
- Yes, 20 – 49 hours per week: 0
- Yes, 50 or more hours per week: 0
- Prefer not to say : 2
- Invalid/no response to this question: 0

Solicitor (not partner) (S03-Q00)

2

Age (S03-Q01)

- 16 - 24: 0
- 25 - 34: 1
- 35 - 44: 1
- 45 - 54: 0
- 55 - 64: 0
- 65+: 0
- Prefer not to say: 0

- Invalid/no response to this question: 0

Sex (S03-Q02)

- Male: 2
- Female: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Gender identity same as the sex registered at birth (S03-Q03)

- Yes: 2
- No: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Disability (S03-Q04)

- Yes: 0
- No: 1
- Prefer not to say: 1
- Invalid/no response to this question: 0

Activities limited (S03-Q05)

- Yes, limited a lot: 0
- Yes, limited a little: 0
- No: 1
- Prefer not to say: 1
- Invalid/no response to this question: 0

Asian / Asian British (S03-Q06-A)

- Bangladeshi: 0
- Chinese: 0
- Indian: 0
- Pakistani: 0
- Any other Asian background: 0

Black / Black British (S03-Q06-B)

- African: 0
- Caribbean: 0
- Any other Black background: 0

Mixed / multiple ethnic group (S03-Q06-M)

- White and Asian: 0
- White and Black African: 0
- White and Black Caribbean: 0
- Any other Mixed / Multiple ethnic background: 0

White (S03-Q06-W)

- British / English / Welsh / Northern Irish / Scottish: 1
- Irish: 0
- Gypsy or Irish Traveller: 0
- Roma: 0
- Any other White background: 0

Other ethnic group (S03-Q06-O)

- Arab: 0
- Any other ethnic background: 0

Prefer not to say (S03-Q06-P)

: 1

Invalid/no response to this question (S03-Q06-I)

: 0

Religion or belief (S03-Q07)

- No religion or belief: 0
- Buddhist: 0
- Christian: 1
- Hindu: 0
- Jewish: 0
- Muslim: 0
- Sikh: 0
- Any other religion or belief: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Sexual orientation (S03-Q08)

- Bi: 0
- Gay / Lesbian: 0
- Heterosexual: 1
- Other preferred description: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Occupation of main household earner (S03-Q09)

- Professional: 1
- Manager: 0
- Clerical: 0
- Technical: 0
- Routine: 0
- Small business: 0
- Unemployed: 0
- Other: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

School type (S03-Q10)

- State selective: 0
- State non-selective: 1
- Independent, bursary: 0
- Independent, no bursary: 0
- Overseas: 0
- Don't know / not sure / other: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

Parents attended university and gained a degree (eg BA/BSc or equivalent) (S03-Q11)

- Yes, one or both parents attended university: 0
- No, neither parents attended university: 1
- Don't know / not sure: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Primary carer for a child or children under 18 (S03-Q12)

- Yes: 1
- No: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Providing unpaid care for those with long term physical or mental ill health caused by disability or age (S03-Q13)

- No: 1
- Yes, 1 – 19 hours per week: 0
- Yes, 20 – 49 hours per week: 0
- Yes, 50 or more hours per week: 0

- Prefer not to say : 1
- Invalid/no response to this question: 0

Other fee earning role (S04-Q00)

4

Age (S04-Q01)

- 16 - 24: 2
- 25 - 34: 2
- 35 - 44: 0
- 45 - 54: 0
- 55 - 64: 0
- 65+: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Sex (S04-Q02)

- Male: 1
- Female: 3
- Prefer not to say: 0
- Invalid/no response to this question: 0

Gender identity same as the sex registered at birth (S04-Q03)

- Yes: 4
- No: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Disability (S04-Q04)

- Yes: 0
- No: 4
- Prefer not to say: 0
- Invalid/no response to this question: 0

Activities limited (S04-Q05)

- Yes, limited a lot: 0
- Yes, limited a little: 0
- No: 3
- Prefer not to say: 0
- Invalid/no response to this question: 1

Asian / Asian British (S04-Q06-A)

- Bangladeshi: 0
- Chinese: 0
- Indian: 0
- Pakistani: 0
- Any other Asian background: 0

Black / Black British (S04-Q06-B)

- African: 0
- Caribbean: 0
- Any other Black background: 0

Mixed / multiple ethnic group (S04-Q06-M)

- White and Asian: 0
- White and Black African: 0
- White and Black Caribbean: 0
- Any other Mixed / Multiple ethnic background: 0

White (S04-Q06-W)

- British / English / Welsh / Northern Irish / Scottish: 4
- Irish: 0
- Gypsy or Irish Traveller: 0
- Roma: 0
- Any other White background: 0

Other ethnic group (S04-Q06-O)

- Arab: 0
- Any other ethnic background: 0

Prefer not to say (S04-Q06-P)

: 0

Invalid/no response to this question (S04-Q06-I)

: 0

Religion or belief (S04-Q07)

- No religion or belief: 4
- Buddhist: 0
- Christian: 0

- Hindu: 0
- Jewish: 0
- Muslim: 0
- Sikh: 0
- Any other religion or belief: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Sexual orientation (S04-Q08)

- Bi: 0
- Gay / Lesbian: 0
- Heterosexual: 4
- Other preferred description: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Occupation of main household earner (S04-Q09)

- Professional: 1
- Manager: 0
- Clerical: 1
- Technical: 0
- Routine: 1
- Small business: 0
- Unemployed: 0
- Other: 1
- Prefer not to say: 0
- Invalid/no response to this question: 0

School type (S04-Q10)

- State selective: 1
- State non-selective: 3
- Independent, bursary: 0
- Independent, no bursary: 0
- Overseas: 0
- Don’t know / not sure / other: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Parents attended university and gained a degree (eg BA/BSc or equivalent) (S04-Q11)

- Yes, one or both parents attended university: 1
- No, neither parents attended university: 3
- Don’t know / not sure: 0
- Prefer not to say : 0

- Invalid/no response to this question: 0

Primary carer for a child or children under 18 (S04-Q12)

- Yes: 0
- No: 4
- Prefer not to say : 0
- Invalid/no response to this question: 0

Providing unpaid care for those with long term physical or mental ill health caused by disability or age (S04-Q13)

- No: 4
- Yes, 1 – 19 hours per week: 0
- Yes, 20 – 49 hours per week: 0
- Yes, 50 or more hours per week: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Role directly supporting a fee earner (S05-Q00)

4

Age (S05-Q01)

- 16 - 24: 4
- 25 - 34: 0
- 35 - 44: 0
- 45 - 54: 0
- 55 - 64: 0
- 65+: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Sex (S05-Q02)

- Male: 2
- Female: 2
- Prefer not to say: 0
- Invalid/no response to this question: 0

Gender identity same as the sex registered at birth (S05-Q03)

- Yes: 4
- No: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Disability (S05-Q04)

- Yes: 0
- No: 4
- Prefer not to say: 0
- Invalid/no response to this question: 0

Activities limited (S05-Q05)

- Yes, limited a lot: 0
- Yes, limited a little: 0
- No: 4
- Prefer not to say: 0
- Invalid/no response to this question: 0

Asian / Asian British (S05-Q06-A)

- Bangladeshi: 0
- Chinese: 0
- Indian: 0
- Pakistani: 0
- Any other Asian background: 0

Black / Black British (S05-Q06-B)

- African: 0
- Caribbean: 0
- Any other Black background: 0

Mixed / multiple ethnic group (S05-Q06-M)

- White and Asian: 0
- White and Black African: 0
- White and Black Caribbean: 1
- Any other Mixed / Multiple ethnic background: 0

White (S05-Q06-W)

- British / English / Welsh / Northern Irish / Scottish: 3
- Irish: 0
- Gypsy or Irish Traveller: 0
- Roma: 0
- Any other White background: 0

Other ethnic group (S05-Q06-O)

- Arab: 0
- Any other ethnic background: 0

Prefer not to say (S05-Q06-P)

: 0

Invalid/no response to this question (S05-Q06-I)

: 0

Religion or belief (S05-Q07)

- No religion or belief: 3
- Buddhist: 0
- Christian: 1
- Hindu: 0
- Jewish: 0
- Muslim: 0
- Sikh: 0
- Any other religion or belief: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Sexual orientation (S05-Q08)

- Bi: 0
- Gay / Lesbian: 0
- Heterosexual: 4
- Other preferred description: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Occupation of main household earner (S05-Q09)

- Professional: 3
- Manager: 0
- Clerical: 0
- Technical: 1
- Routine: 0
- Small business: 0
- Unemployed: 0
- Other: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

School type (S05-Q10)

- State selective: 2
- State non-selective: 2
- Independent, bursary: 0
- Independent, no bursary: 0
- Overseas: 0
- Don’t know / not sure / other: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Parents attended university and gained a degree (eg BA/BSc or equivalent) (S05-Q11)

- Yes, one or both parents attended university: 1
- No, neither parents attended university: 2
- Don’t know / not sure: 1
- Prefer not to say : 0
- Invalid/no response to this question: 0

Primary carer for a child or children under 18 (S05-Q12)

- Yes: 0
- No: 3
- Prefer not to say : 1
- Invalid/no response to this question: 0

Providing unpaid care for those with long term physical or mental ill health caused by disability or age (S05-Q13)

- No: 4
- Yes, 1 – 19 hours per week: 0
- Yes, 20 – 49 hours per week: 0
- Yes, 50 or more hours per week: 0
- Prefer not to say : 0
- Invalid/no response to this question: 0

Managerial role (S06-Q00)

1

Age (S06-Q01)

- 16 - 24: 0
- 25 - 34: 1
- 35 - 44: 0
- 45 - 54: 0
- 55 - 64: 0
- 65+: 0
- Prefer not to say: 0

- Invalid/no response to this question: 0

Sex (S06-Q02)

- Male: 0
- Female: 1
- Prefer not to say: 0
- Invalid/no response to this question: 0

Gender identity same as the sex registered at birth (S06-Q03)

- Yes: 1
- No: 0
- Prefer not to say: 0
- Invalid/no response to this question: 0

Disability (S06-Q04)

- Yes: 0
- No: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

Activities limited (S06-Q05)

- Yes, limited a lot: 0
- Yes, limited a little: 0
- No: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

Asian / Asian British (S06-Q06-A)

- Bangladeshi: 0
- Chinese: 0
- Indian: 0
- Pakistani: 0
- Any other Asian background: 0

Black / Black British (S06-Q06-B)

- African: 0
- Caribbean: 0
- Any other Black background: 0

Mixed / multiple ethnic group (S06-Q06-M)

- White and Asian: 0
- White and Black African: 0
- White and Black Caribbean: 0
- Any other Mixed / Multiple ethnic background: 0

White (S06-Q06-W)

- British / English / Welsh / Northern Irish / Scottish: 0
- Irish: 0
- Gypsy or Irish Traveller: 0
- Roma: 0
- Any other White background: 0

Other ethnic group (S06-Q06-O)

- Arab: 0
- Any other ethnic background: 0

Prefer not to say (S06-Q06-P)

: 1

Invalid/no response to this question (S06-Q06-I)

: 0

Religion or belief (S06-Q07)

- No religion or belief: 0
- Buddhist: 0
- Christian: 0
- Hindu: 0
- Jewish: 0
- Muslim: 0
- Sikh: 0
- Any other religion or belief: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Sexual orientation (S06-Q08)

- Bi: 0
- Gay / Lesbian: 0
- Heterosexual: 0
- Other preferred description: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Occupation of main household earner (S06-Q09)

- Professional: 0
- Manager: 0
- Clerical: 0
- Technical: 0
- Routine: 0
- Small business: 0
- Unemployed: 0
- Other: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

School type (S06-Q10)

- State selective: 0
- State non-selective: 0
- Independent, bursary: 0
- Independent, no bursary: 0
- Overseas: 0
- Don't know / not sure / other: 0
- Prefer not to say: 1
- Invalid/no response to this question: 0

Parents attended university and gained a degree (eg BA/BSc or equivalent) (S06-Q11)

- Yes, one or both parents attended university: 0
- No, neither parents attended university: 0
- Don't know / not sure: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Primary carer for a child or children under 18 (S06-Q12)

- Yes: 0
- No: 0
- Prefer not to say : 1
- Invalid/no response to this question: 0

Providing unpaid care for those with long term physical or mental ill health caused by disability or age (S06-Q13)

- No: 0
- Yes, 1 – 19 hours per week: 0
- Yes, 20 – 49 hours per week: 0
- Yes, 50 or more hours per week: 0

- Prefer not to say : 1
- Invalid/no response to this question: 0

Have you published this diversity data? (P01)

Yes

Where has this data been published? (P02)

Notice in office