



IPReg

Intellectual Property
Regulation Board

Diversity Survey 2024

Research report

August 2024



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Research overview



Introduction from IPReg Chair

Diversity matters. It matters partly because the IP profession should look and feel like the population it serves; that is one of the ways in which consumer confidence is gained and sustained. It matters also because it's important that we secure the very best people to become patent and trade mark attorneys, and no-one should feel excluded by who they are. IPReg's survey of registered attorneys, which we first carried out three years ago, has now been re-done; and the results are not only really interesting, but they should give us pause for reflection, and they should also be a spur to action.

Nearly 40% of registered attorneys took part in this year's survey – marginally, but only marginally, more than last time. My hope is that the number taking part in what I trust will be these regular surveys will gradually grow. 40% is pretty good by comparison with many other similar surveys; and the results are statistically significant; but we can also aim to do better.

There are some particularly interesting items that leap out of the survey. Neurodiversity is one; eligibility for free school meals is another; and the number of attorneys who were the first in their family to go to university is also significant, and welcome. Perhaps most important is the result from the question about caring responsibilities. A third of all respondents have caring responsibilities – many for children, but some for adults and elderly relatives. This was a factor that emerged quite strongly from the last survey; and it prompted us to think very carefully about the need to re-shape the way in which CPD (continuous professional development) is carried out. In our regulatory review, we changed the approach to CPD radically, and it does seem that the new way of assessing how professional knowledge and skill has been kept up to date is working reasonably well. I hope that for those who have to take time out in order to care for someone the new system will be better and more appropriate for their return to the profession.

The diversity survey will not only help us to shape the profession better for consumers, and will not only help to encourage the brightest and best to enter the world of IP. It will also help us at IPReg to shape the regulatory environment to suit both the profession and our consumers. We will hope to continue to make progress over the years ahead.

Lord Chris Smith, Chair of IPReg



Background

IPReg is the independent regulatory body of Patent Attorneys and Trade Mark Attorneys, registering and regulating over 3,500 firms and attorneys across the UK.

IPReg is committed to encouraging an independent, strong, diverse and effective workforce. In 2021, IPReg conducted a survey to establish the diversity profile of its registrants and understand where greater diversity in the workforce needed to be encouraged. The diversity intelligence gathered also informed the development of IPReg regulatory arrangements, operational processes and other activities.

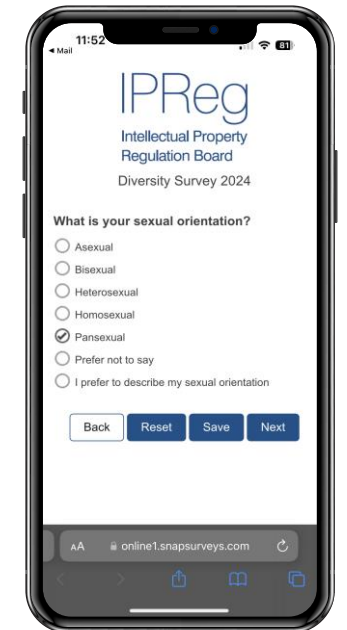
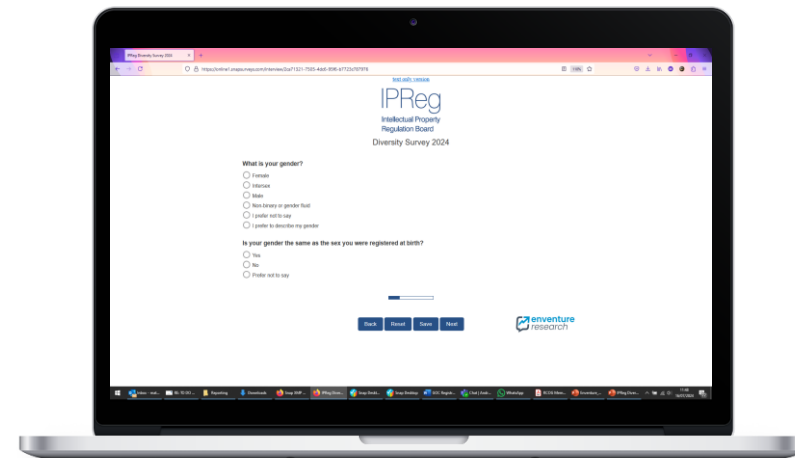
IPReg wished to conduct the same diversity survey again to establish an up to date profile of the profession and understand how the diversity of registrants may have changed since the survey was last conducted in 2021.

The survey was administered online to all IPReg registrants, with the aim of encouraging as positive a response rate as possible.



Survey methodology

- A questionnaire was designed by IPReg, with support from Enventure Research, covering a wide range of demographics and protected characteristics, including gender, age group, ethnicity, disability, and professional profiling questions.
- The survey could be completed online within 5 minutes and was open to all members.
- Email invitations with personalised links were sent to members, with follow-up reminders to encourage participation.
- The survey was also promoted via other channels such as social media, networks, and the IPReg website.
- The survey was open between 2 and 30 July 2024.



Survey response

A total of 1,392 responses were received, representing a 39% response rate – an increase of +2 percentage points from the 2021 survey.

Output	Result
Number in database provided by IPReg	3,633
Invitation emails successfully sent	3,606
Number of survey responses	1,392
Response rate	39%
Margin of error at 95% confidence level	±2%

Response rate: Number of completed surveys as a proportion of the number of invitations sent successfully

Margin of error: The “true” percentage of the whole membership population that would give a particular answer lies within these margins of the reported percentages 95 times out of 100

The average survey completion time (median) was 4 minutes



Interpreting the results

This report contains various tables and charts. In some instances, the responses may not add up to 100%. There are several reasons why this might happen:

- The question may have allowed each respondent to give more than one answer (multiple choice)
- Only the most common responses may be shown in the table or chart
- Individual percentages are rounded to the nearest whole number so the total may come to 99% or 101%
- A response of between 0% and 0.4% will be shown as 0%

Base sizes vary in some cases. For the analysis of some questions, 'don't know' and 'not applicable' responses have been excluded and some questions were not asked to all respondents. Base sizes are noted where applicable.

Statistical analysis has been used to explore differences in the results provided by key subgroup segments of members. Where base sizes for groups are not large enough, subgroups have been combined to create larger groups. Subgroup analysis is shown only where statistically significant differences between subgroups at the 95% confidence level have been found using the z-test.

Where possible, the following comparisons have been made:

- With data collected in the previous 2021 diversity survey and the IPReg CRM from 2017 to provide historical comparisons
- With the Legal Services Board's (LSB) Diversity Dashboard to provide comparison with the wider legal sector



Registration and location

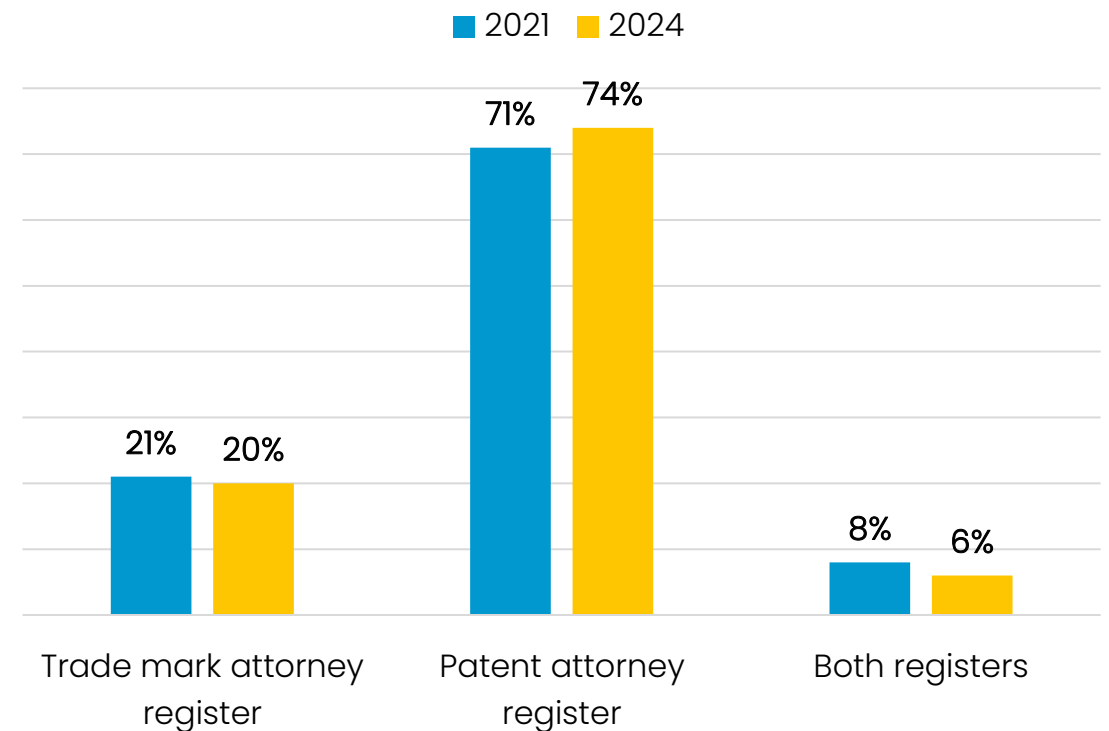
02.

Registration

Three quarters of registrants (74%) are on the patent attorney register and a fifth (20%) are on the trade mark attorney register.

Just 6% indicated that they were on both registers, a proportion which has fallen slightly since 2021 (-2%pts) as the proportion of those on the patent attorney register has increased (+3%pts).

Register	Number	Percent
Trade mark attorney register	285	20%
Patent attorney register	1,025	74%
Both registers	82	6%

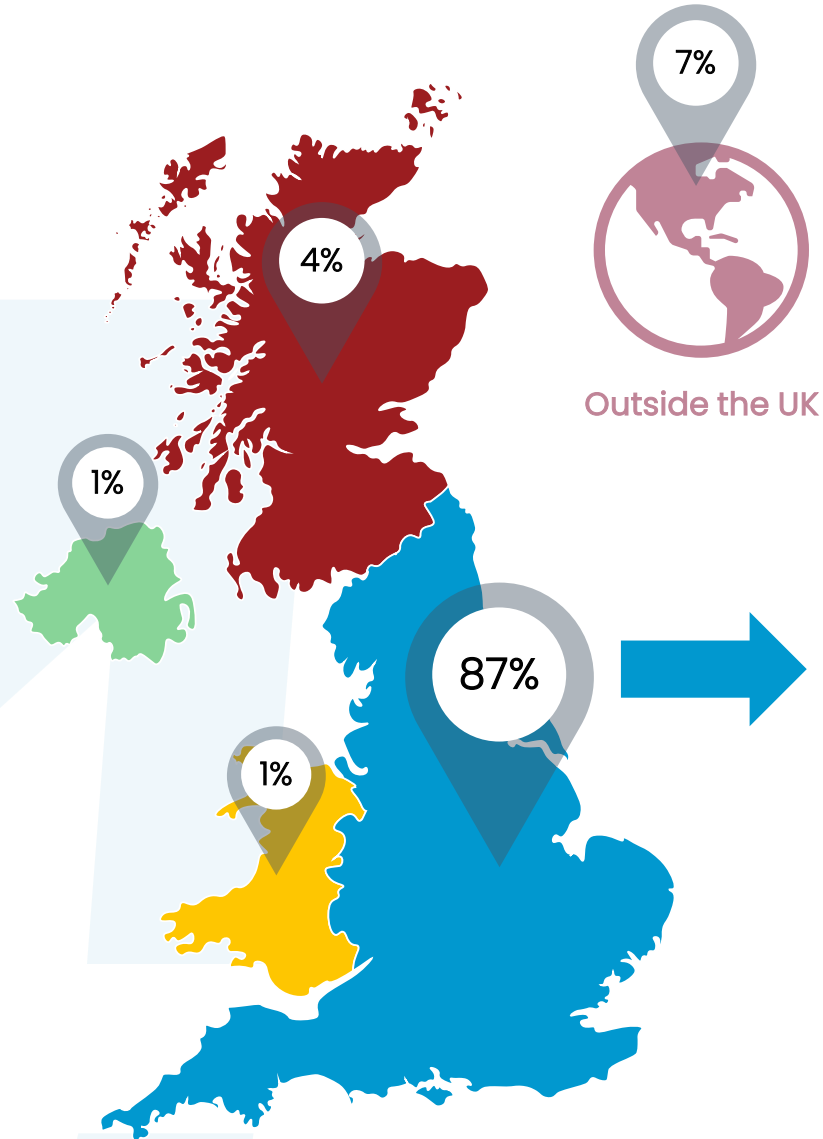


Question: Which register(s) are you on?
Base: All respondents 2021 (1,180); 2024 (1,392)

Location

The majority of survey respondents were practising in England (87%). Much smaller proportions were in Scotland (4%), Wales (1%), Northern Ireland (1%), or were outside the UK (7%).

The majority of respondents in England were based in the South, with 40% practising in Greater London and 21% in the South East.



Region	Percent
North West	5%
North East	1%
Yorkshire and Humber	6%
East Midlands	5%
West Midlands	5%
East of England	8%
Greater London	40%
South East	21%
South West	8%
Prefer not to say	1%



Question: Where do you practise?
Base: All respondents (1,392)

Age group

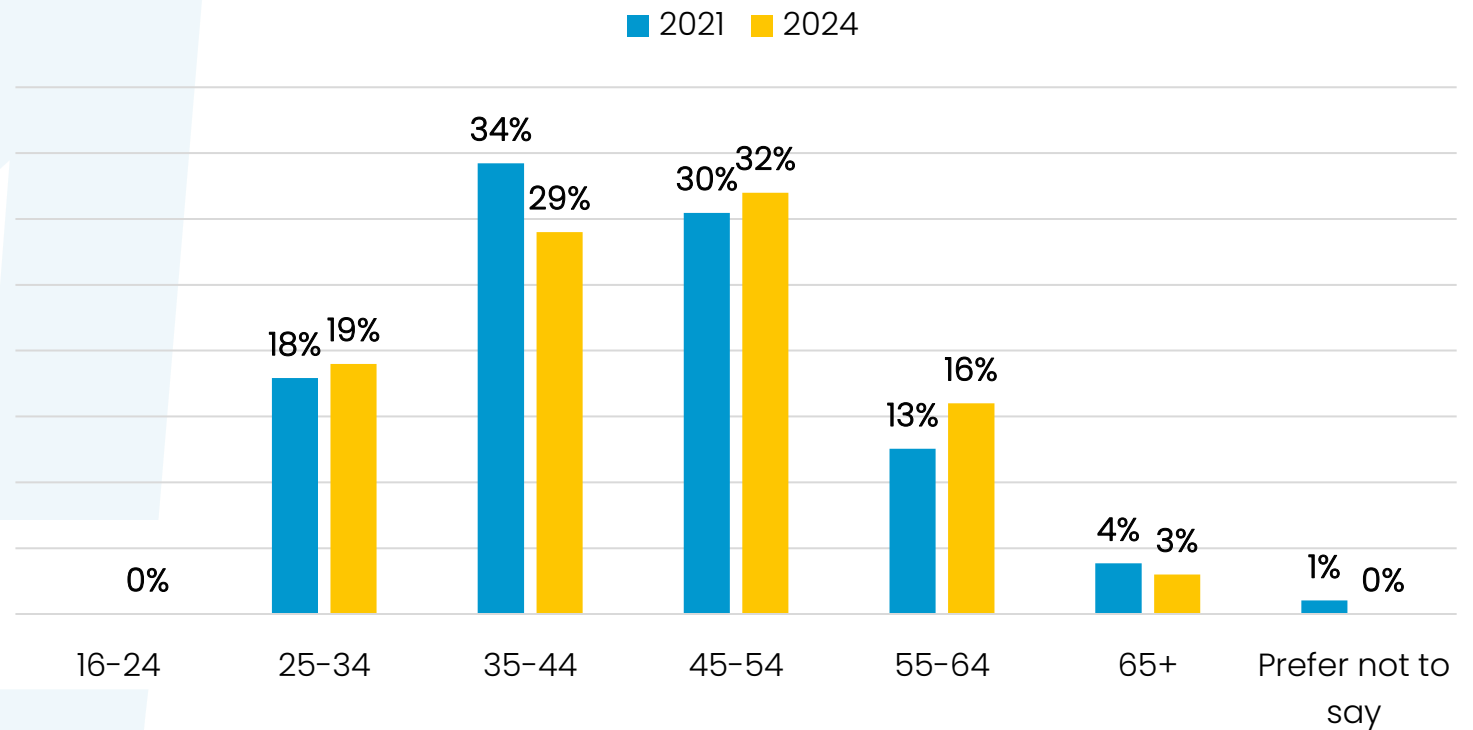
03.

Age group

The bulk of registrants are aged between 35 and 54 (a combined total of 62%).

The age profile is very similar to 2021, with a small increase in the proportion of registrants aged 55-64 (+3%pts) and decrease in those aged 35-44 (-5%pts).

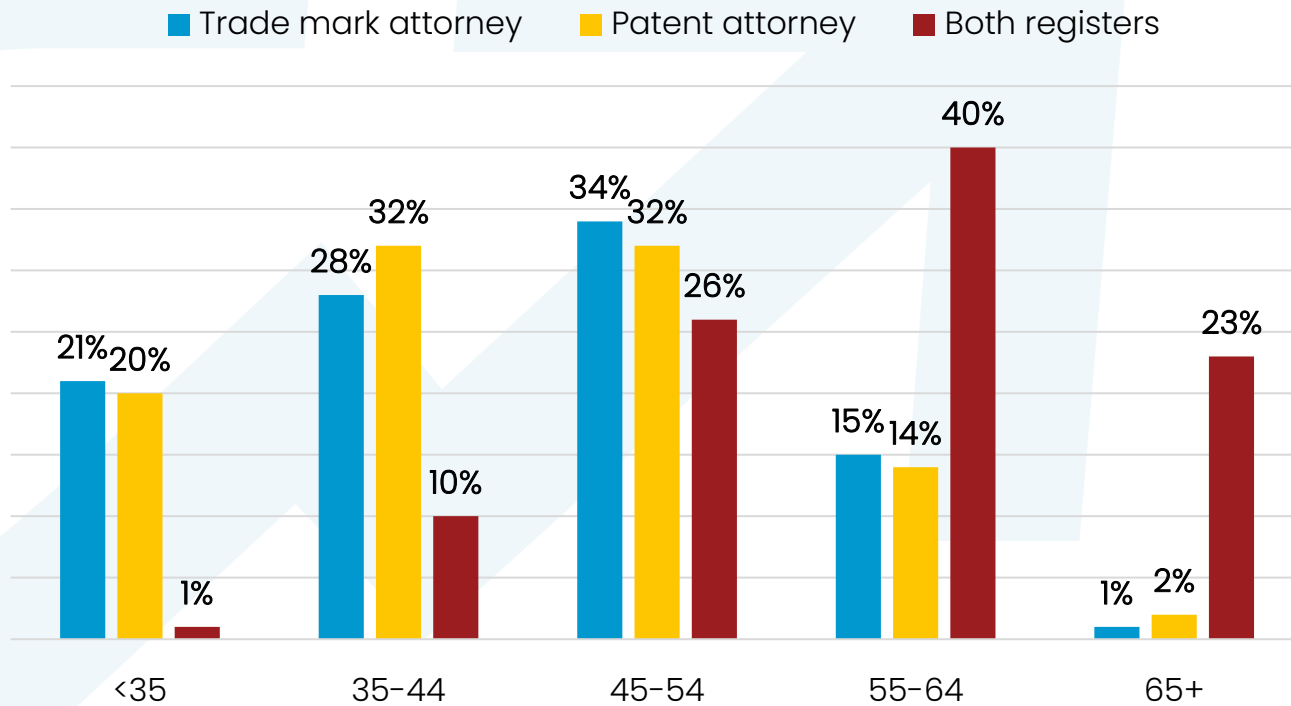
2024 results		
Age group	Number	Percent
16-24	1	0%
25-34	268	19%
35-44	410	29%
45-54	450	32%
55-64	216	16%
65+	41	3%
Prefer not to say	6	0%



Question: Which age group are you in?
Base: All respondents 2021 (1,172); 2024 (1,392)

Age group by register

The age profile of both professions is very similar, whereas those on both the trade mark and patent attorney registers were typically from older age groups.



Via indirect comparison to the LSB benchmark data (which uses slightly different age categories), the age profile of registrants is slightly older than the UK workforce, with a stark difference in the 16-24 year old category.

Age group	LSB benchmark	IPReg
16-24	11%	0%
25-34	23%	19%
35-44 (LSB = 35-49)	33%	30%
45-54		32%
55-64 (LSB = 50-64)	28%	16%
65+	4%	3%



Question: Which age group are you in?
 Base: Trade mark attorneys (285); Patent attorneys (1,025); Both registers (82)

Gender

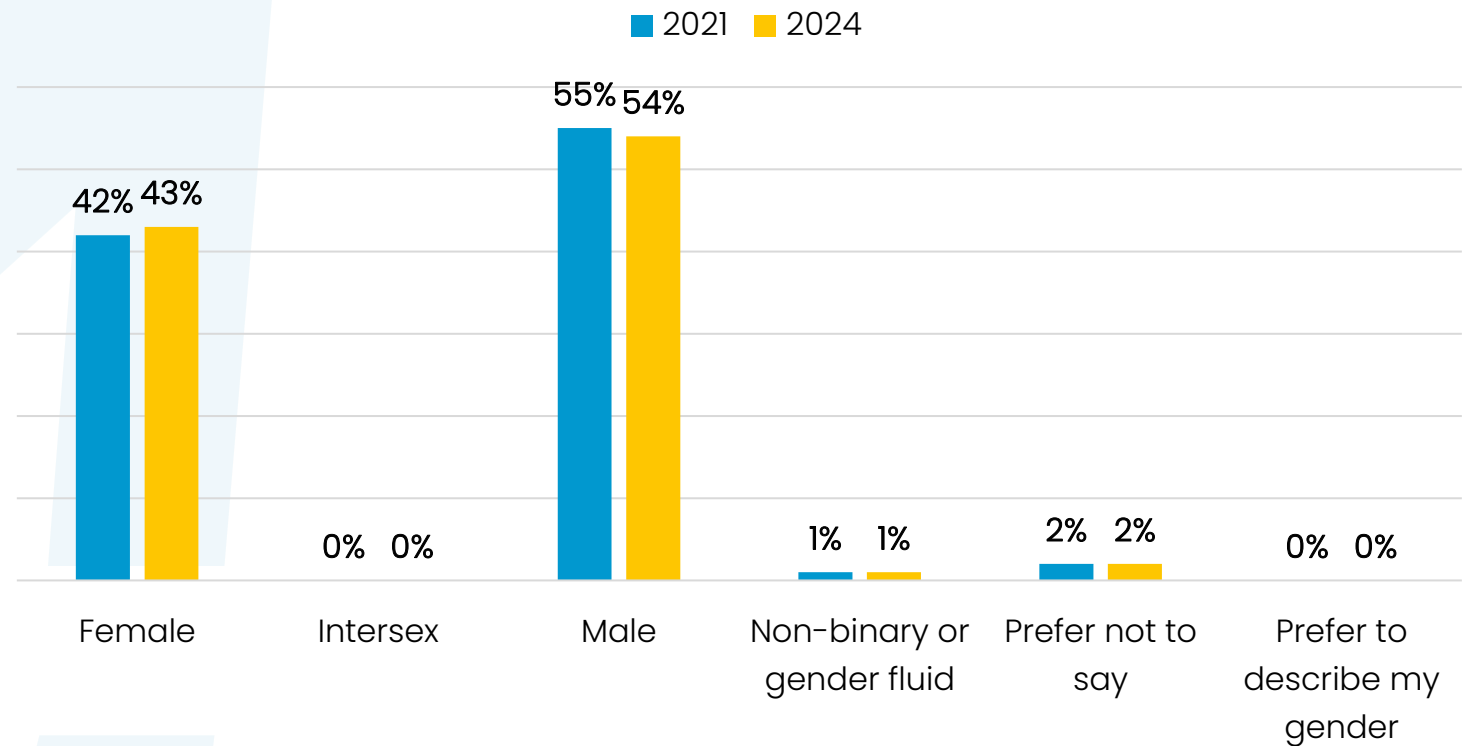
04.

Gender

A larger proportion of registrants are male (54%) than female (43%), and the split of gender is almost identical between 2021 and 2024.

This result continues to represent an increased proportion of women working in the professions, up from 33% in 2017.

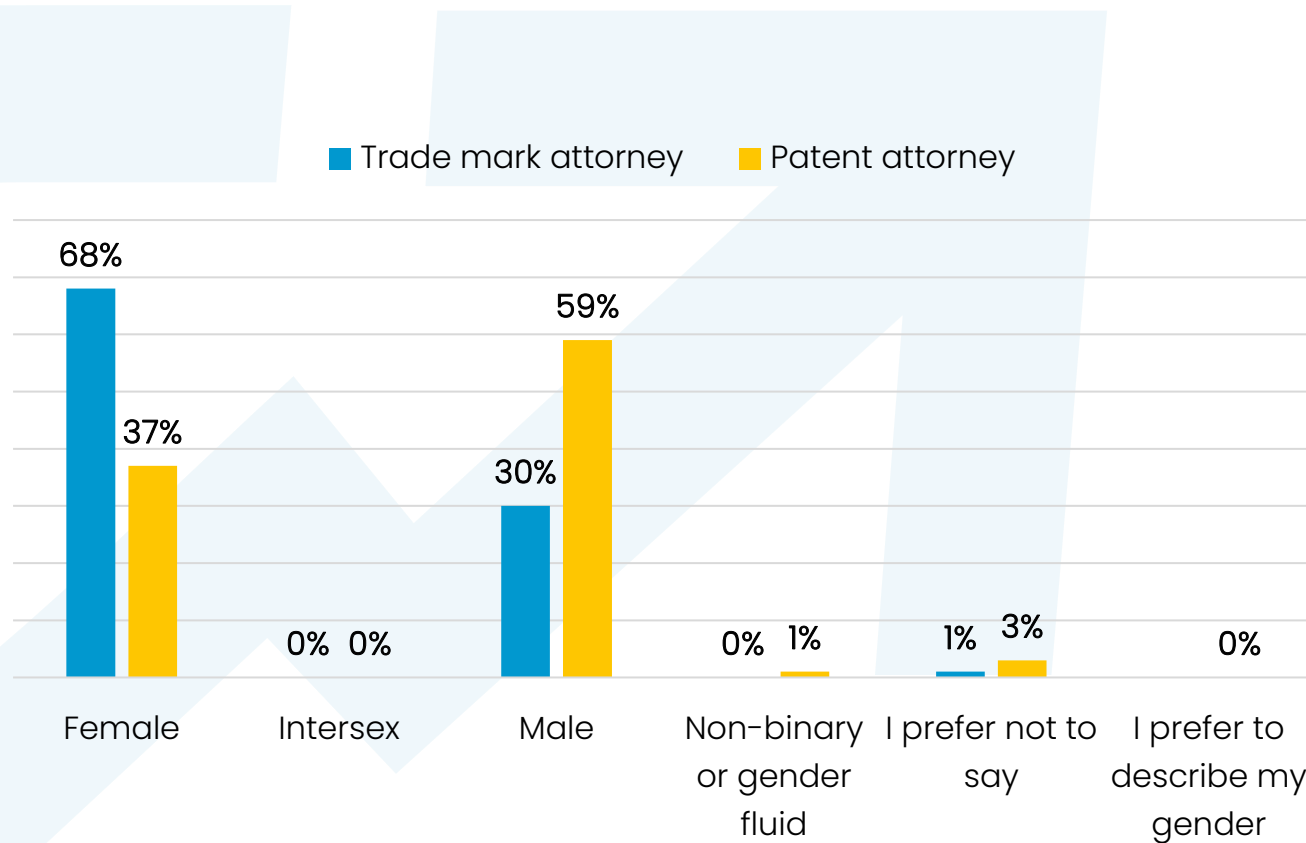
2024 results		
Gender	Number	Percent
Female	593	43%
Intersex	4	0%
Male	754	54%
Non-binary or gender fluid	7	1%
Prefer not to say	30	2%
Prefer to describe my gender	4	0%



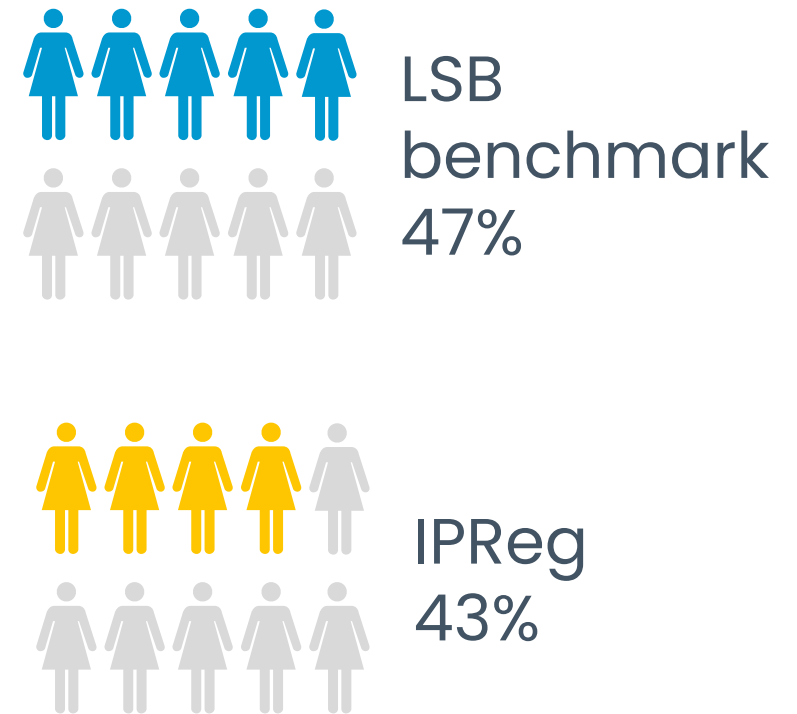
Question: What is your gender?
 Base: All respondents 2021 (1,170); 2024 (1,392)

Gender by register

A greater proportion of trade mark attorneys are female (68%) than male (30%), whereas patent attorneys are more likely to be male (59%) than female (37%).



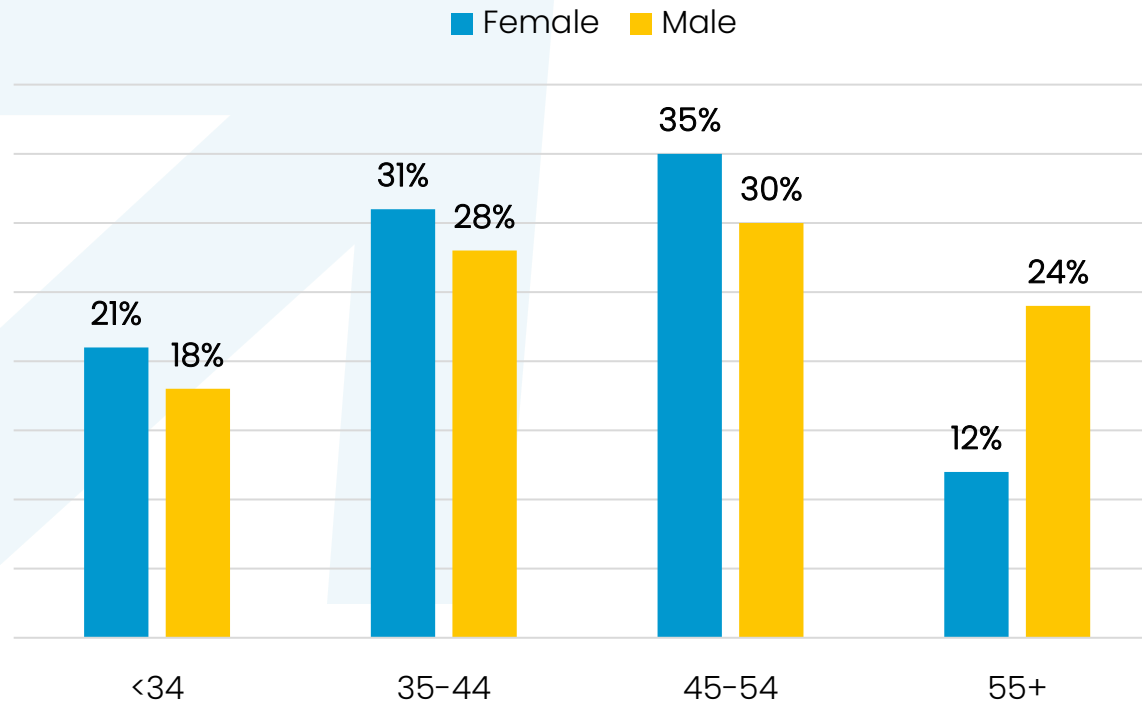
Comparison with the LSB benchmark highlights **under-representation of women** in the professions, although this is 1% closer than in 2021.



Question: What is your gender?
 Base: Trade mark attorneys (285); Patent attorneys (1,025)

Age group by gender

Female registrants are slightly better represented amongst age groups under 55, whereas a much larger proportion of male respondents are aged 55+.



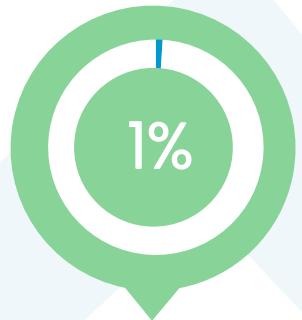
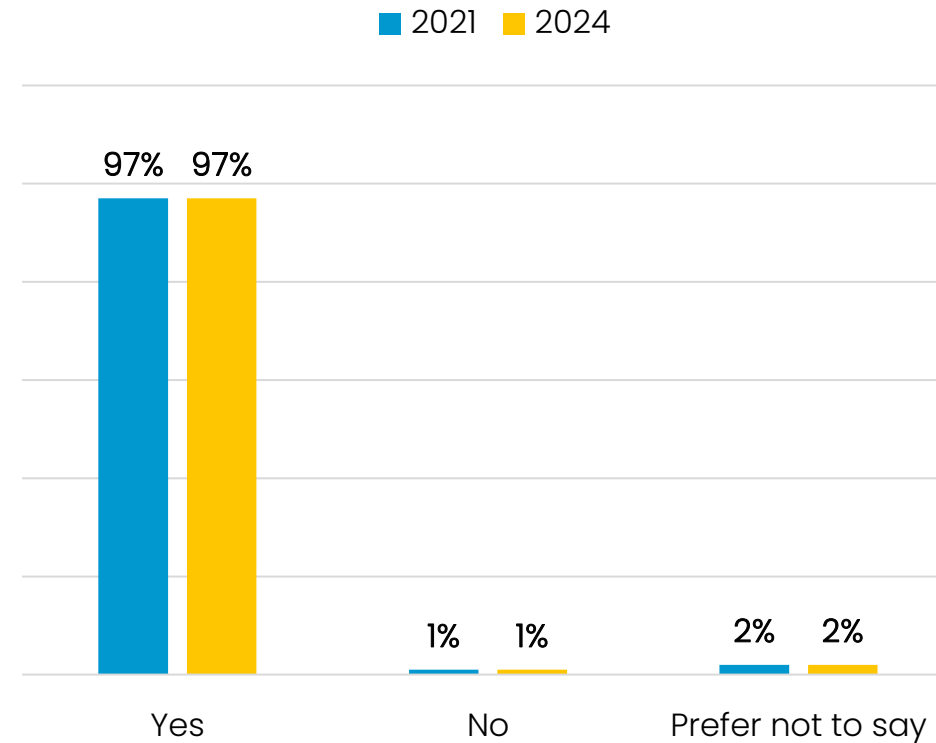
Question: Age group by gender
Base: <34 (269); 35-44 (410); 45-54 (450); 55+ (257)

Gender identity

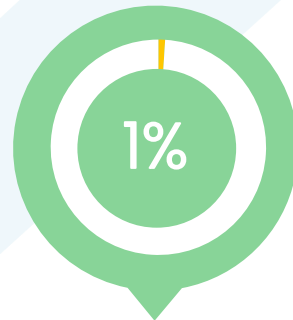
Just 1% of respondents indicated that their gender was different to the sex they were registered at birth, showing no change since 2021 and no difference between trade mark attorneys and patent attorneys.

This result is in line with the LSB benchmark (1%).

2024 results		
Response	Number	Percent
Yes	1,348	97%
No	11	1%
Prefer not to say	33	2%



LSB benchmark



IPReg

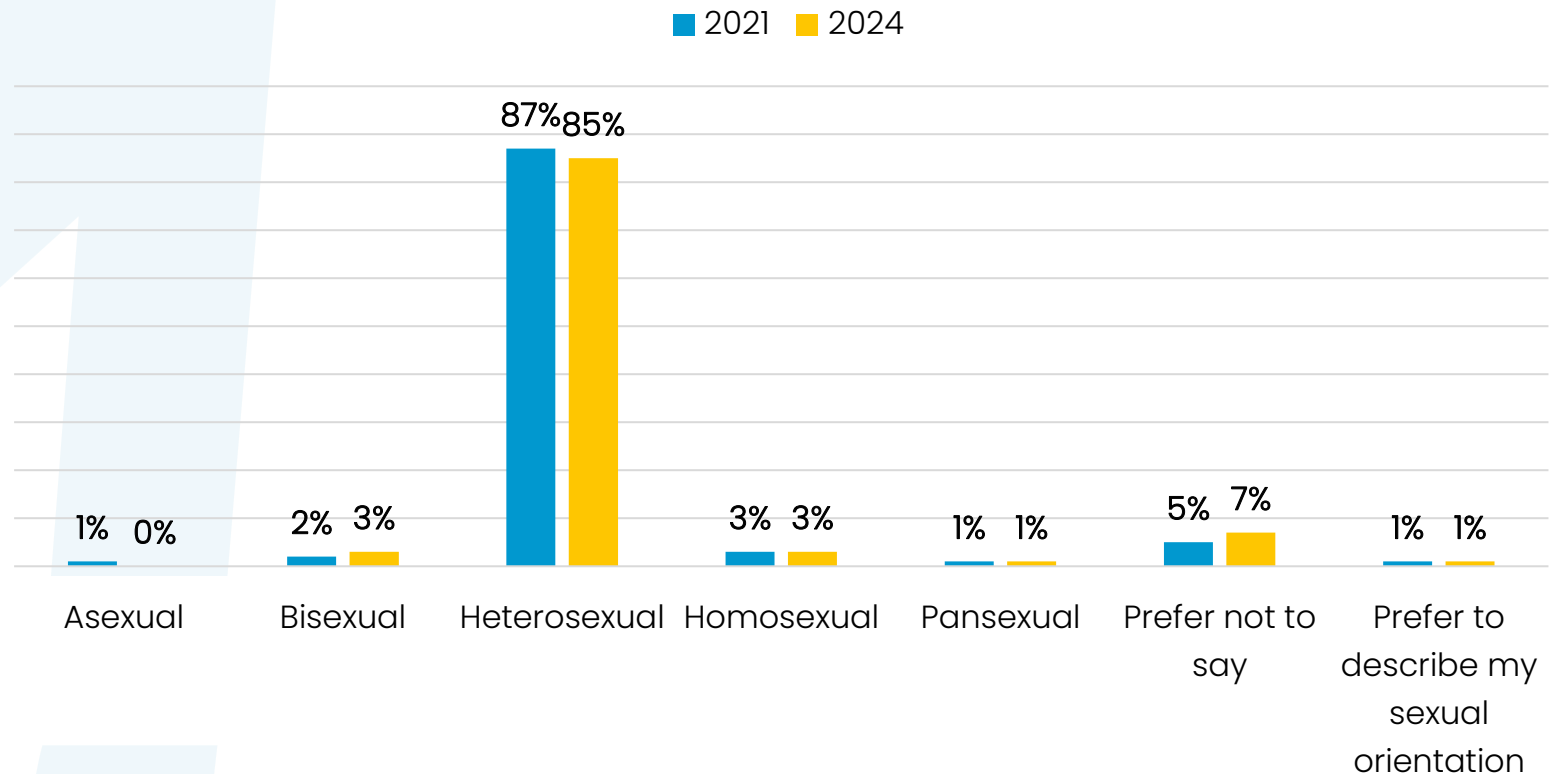
Sexual orientation

05.

Sexual orientation

The sexual orientation profile of registrants has remained broadly similar since 2021, with a small decrease in the proportion who described themselves as heterosexual (-2%pts), and an increase in the proportion who indicated that they preferred not to say (+2%pts).

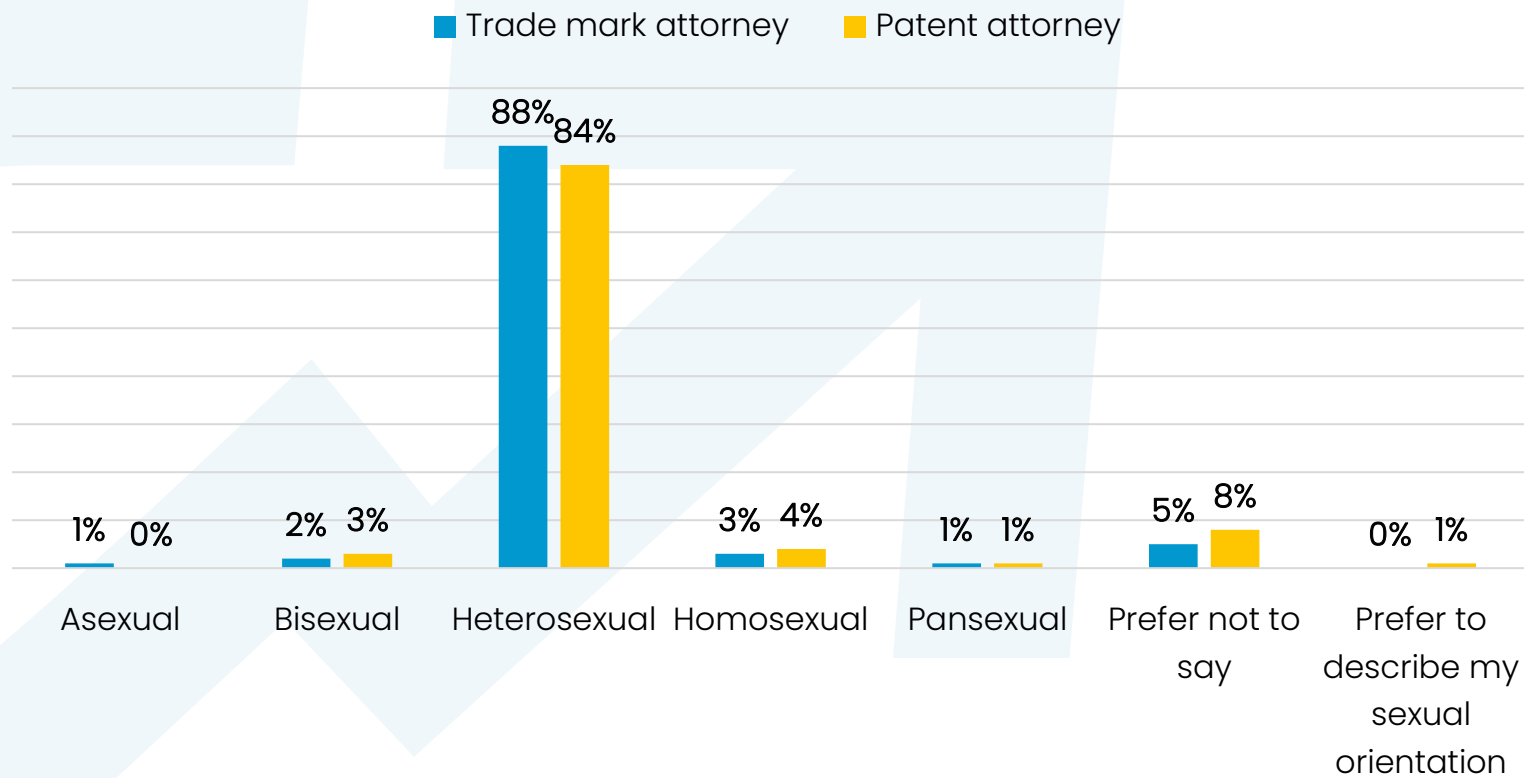
2024 results		
Sexual orientation	Number	Percent
Asexual	6	0%
Bisexual	38	3%
Heterosexual	1,185	85%
Homosexual	46	3%
Pansexual	11	1%
Prefer not to say	98	7%
Prefer to describe my sexual orientation	8	1%



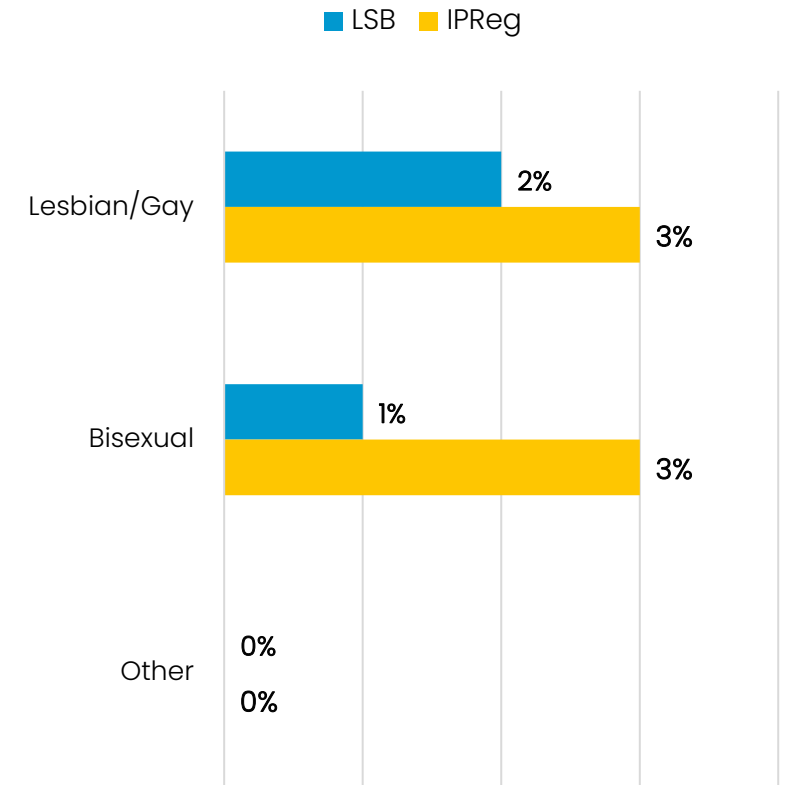
Question: What is your sexual orientation?
 Base: All respondents 2021 (1,152); 2024 (1,392)

Sexual orientation by register

A slightly larger proportion of trade mark attorneys described their sexual orientation as heterosexual (88%) when compared with patent attorneys (84%), who were more likely to answer 'prefer not to say' (8%).



As found in 2021, IPReg registrants represent a slightly more diverse sexual orientation profile when compared with the LSB benchmarks.



Question: What is your sexual orientation?
Base: Trade mark attorneys (285); Patent attorneys (1,025)

Ethnic group

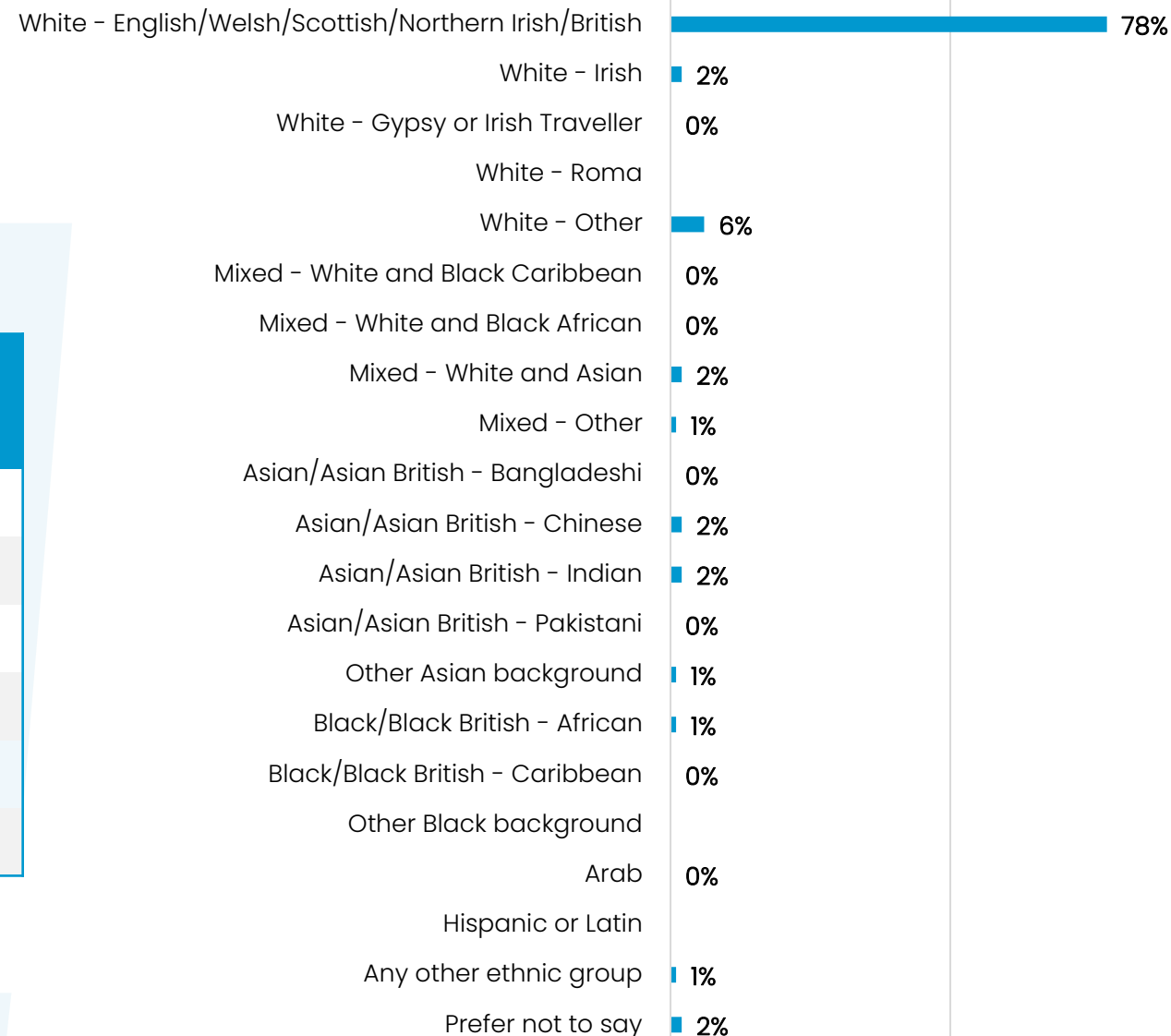
06.

Ethnic group

Over three quarters of registrants (87%) describe themselves as White (English, Welsh, Scottish, Northern Irish, British).

The table below shows the combined ethnic groups.

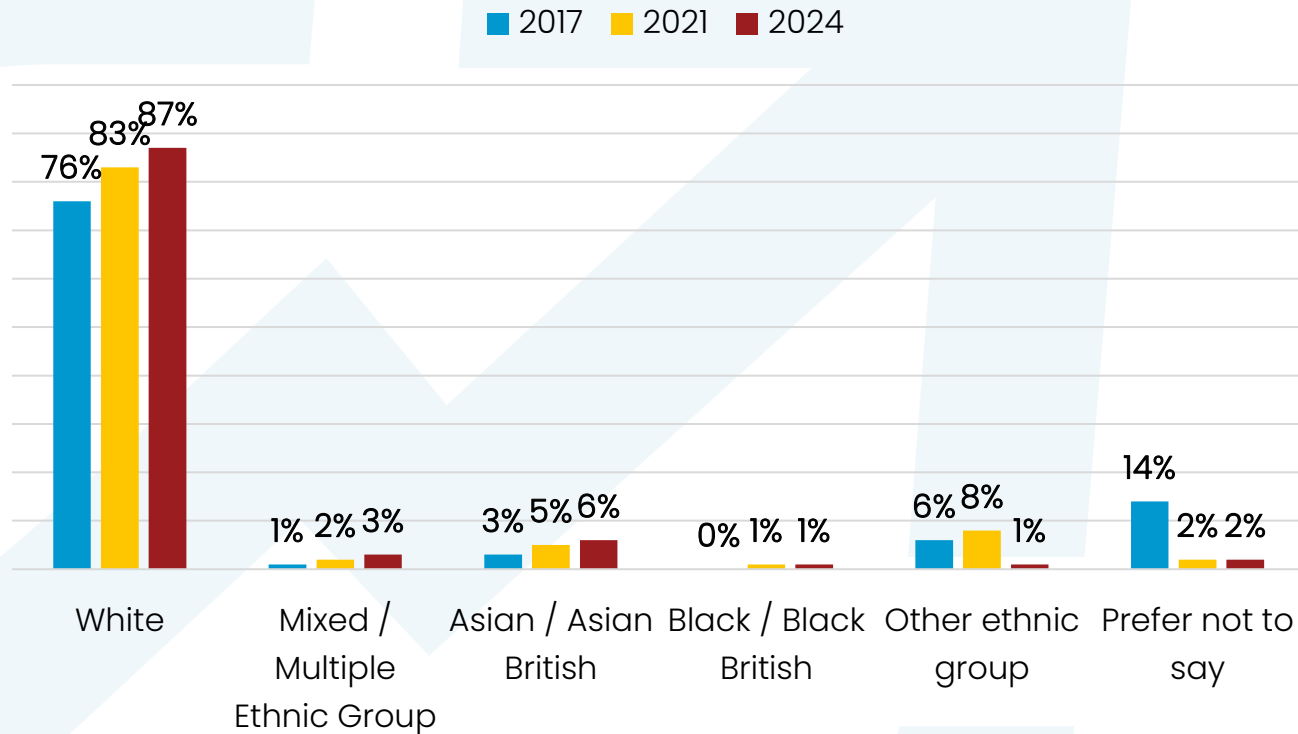
2024 results		
Ethnic group	Number	Percent
White	1,205	87%
Mixed / Multiple Ethnic Group	43	3%
Asian / Asian British	85	6%
Black / Black British	15	1%
Other ethnic group	16	1%
Prefer not to say	28	2%



Question: What is your ethnic group?
Base: All respondents 2024 (1,392)

Ethnic group

Analysis over time shows small increases in the proportions of registrants who describe themselves as being of Mixed/Multiple or Asian/Asian British ethnicity.



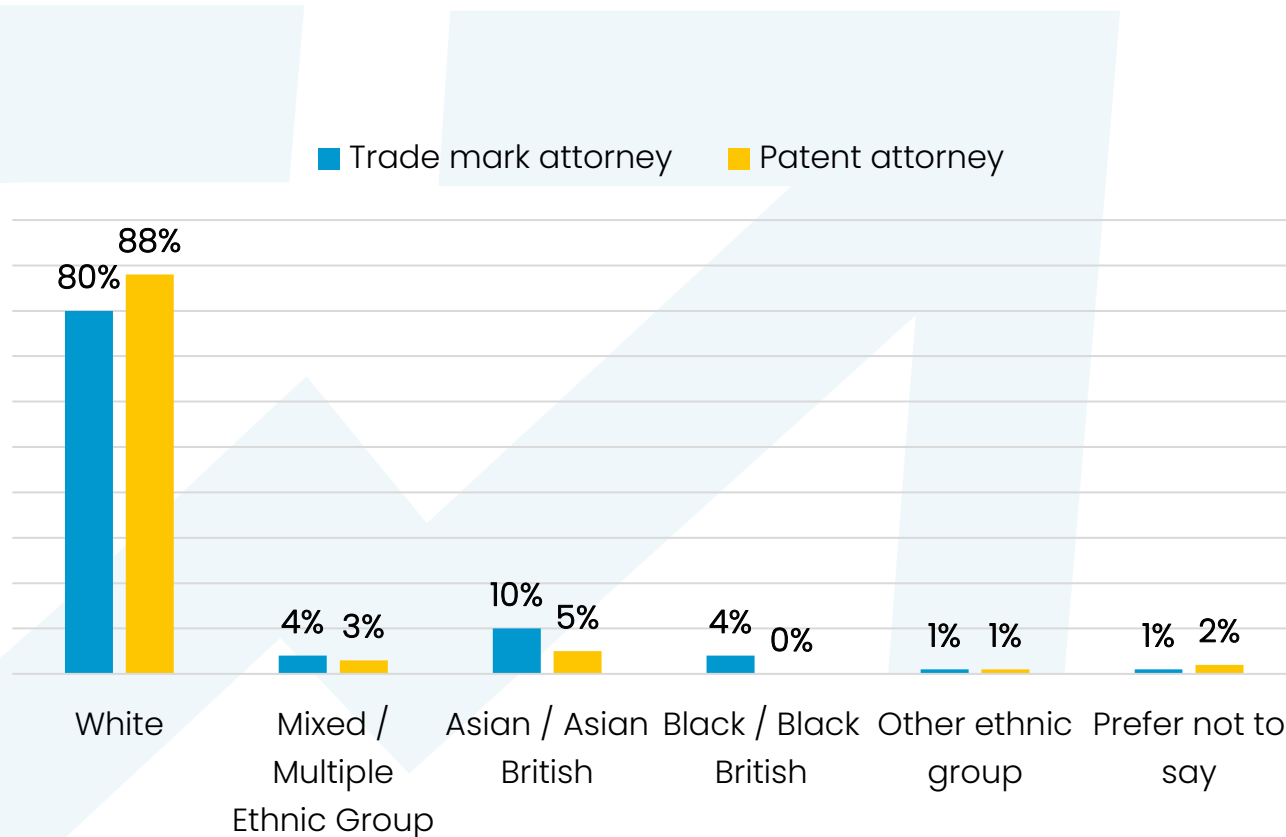
Question: What is your ethnic group?

Base: All respondents 2017 (2,927 – IPReg CRM); 2021 (1,151); 2024 (1,392)

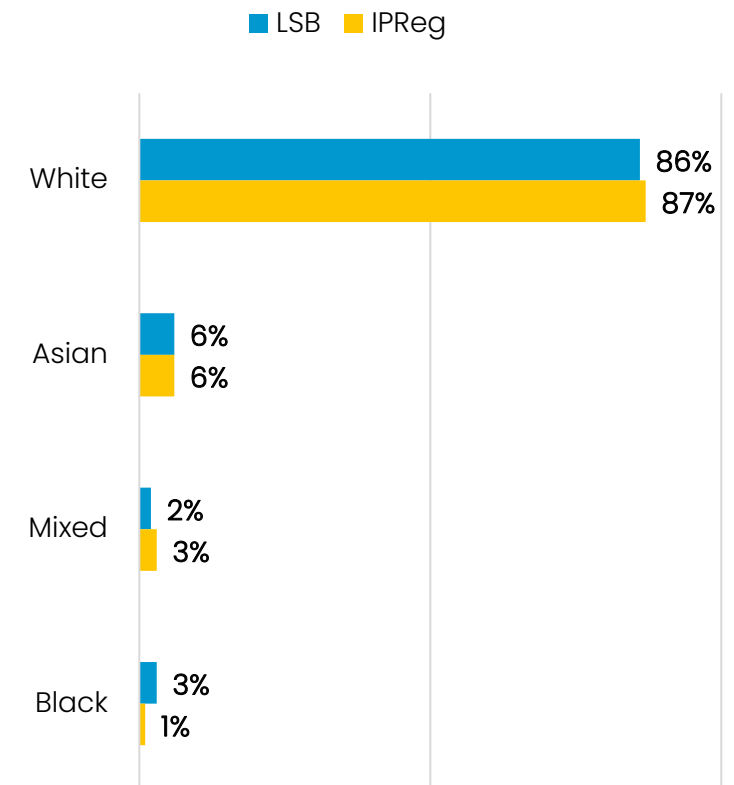
Ethnic group	2024 results	
	Number	Percent
White – English/Welsh/Scottish/Northern Irish/British	1090	78%
White – Irish	31	2%
White – Gypsy or Irish Traveller	1	0%
White – Roma	-	
White – Other	83	6%
Mixed – White and Black Caribbean	5	0%
Mixed – White and Black African	4	0%
Mixed – White and Asian	24	2%
Mixed – Other	10	1%
Asian/Asian British – Bangladeshi	3	0%
Asian/Asian British – Chinese	34	2%
Asian/Asian British – Indian	33	2%
Asian/Asian British – Pakistani	6	0%
Other Asian background	9	1%
Black/Black British – African	9	1%
Black/Black British – Caribbean	6	0%
Other Black background	-	
Arab	4	0%
Hispanic or Latin	-	
Any other ethnic group	12	1%
Prefer not to say	28	2%

Ethnic group by register

There is a slightly greater level of ethnic diversity amongst trade mark attorneys when compared with patent attorneys.



IPReg registrants are almost in line with LSB benchmarks in terms of ethnic group, but greater representation of those of Black ethnicity is still required.



Question: What is your ethnic group?
 Base: Trade mark attorneys (285); Patent attorneys (1,025)

Disability

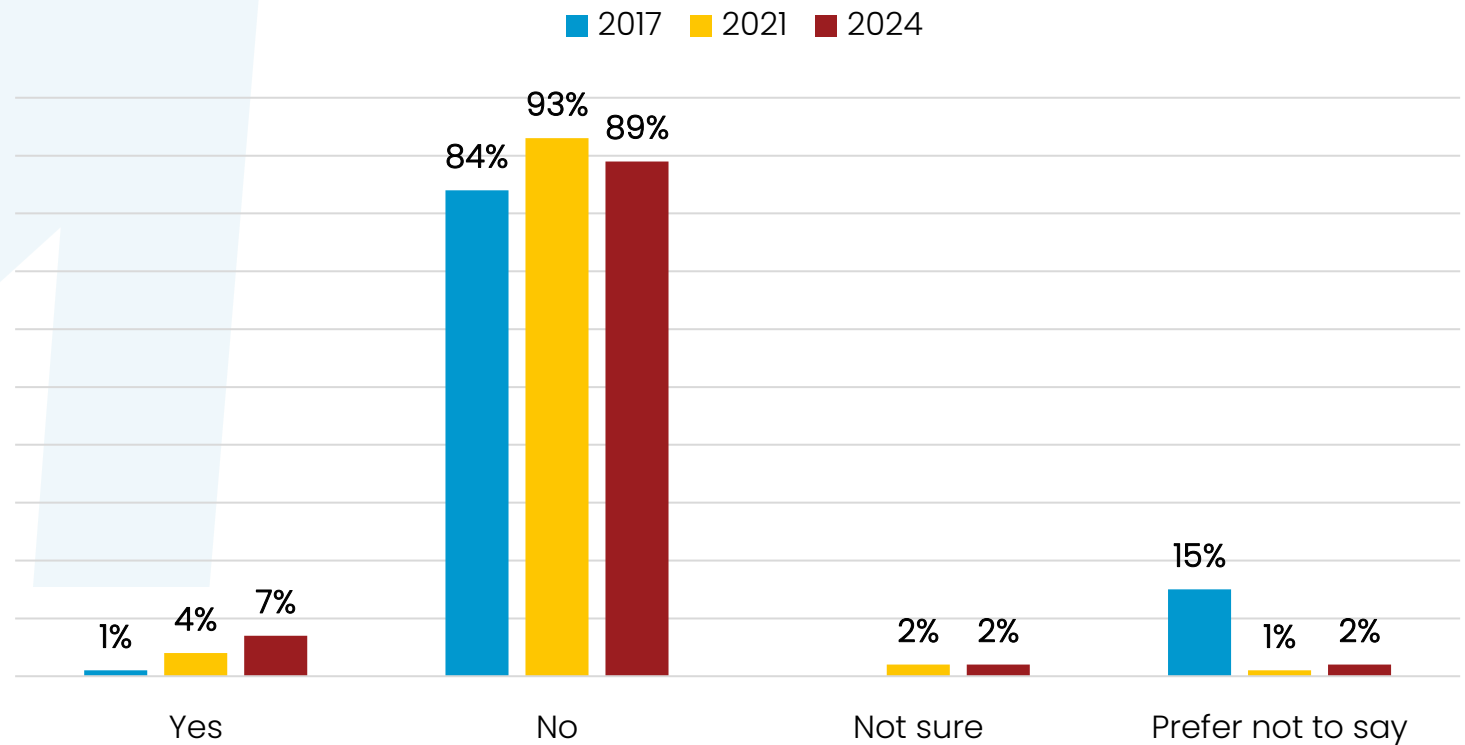
07.

Disability

One in fourteen registrants (7%) indicated that they had a disability as defined in the Equality Act 2010.

The proportion of those who had a disability has increased from 1% in 2017 to 7% in 2024 (+6%pts).

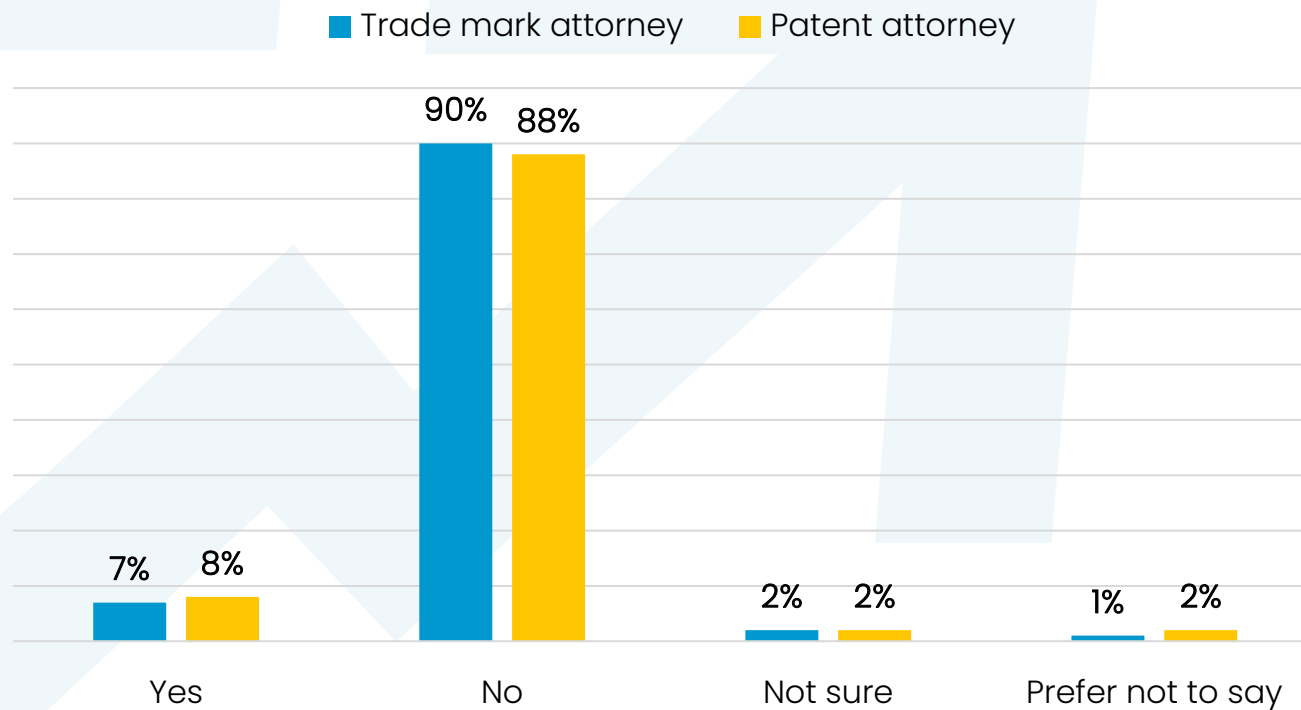
2024 results		
Response	Number	Percent
Yes	103	7%
No	1,235	89%
Not sure	26	2%
Prefer not to say	28	2%



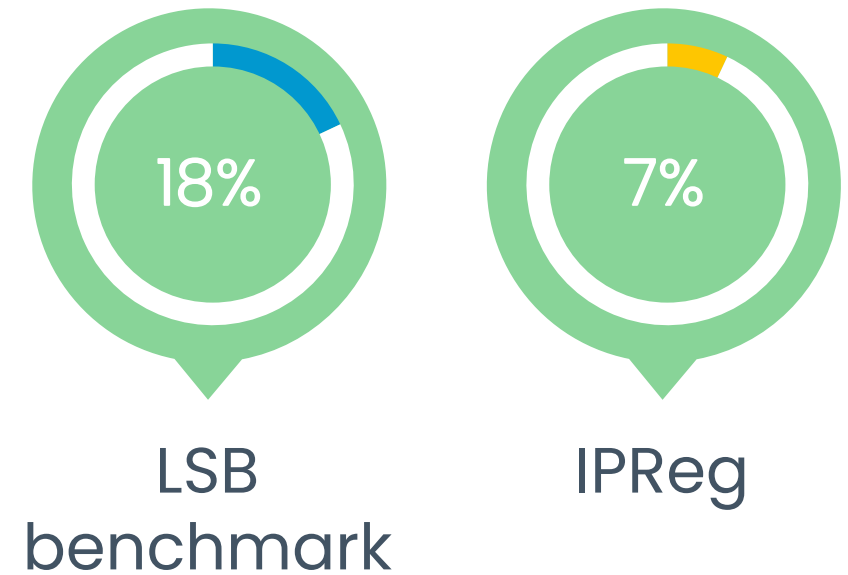
Question: Do you consider yourself to have a disability as defined in the Equality Act 2010?
Base: All respondents 2017 (2,927 – IPReg CRM); 2021 (1,150); 2024 (1,392)

Disability by register

A similar proportion of trade mark attorney and patent attorney registrants indicated that they had a disability.



Comparison with the LSA benchmark highlights **under-representation of people with a disability** in the professions.



Question: Do you consider yourself to have a disability as defined in the Equality Act 2010?
Base: Trade mark attorneys (285); Patent attorneys (1,025)

Neurodiversity

08.

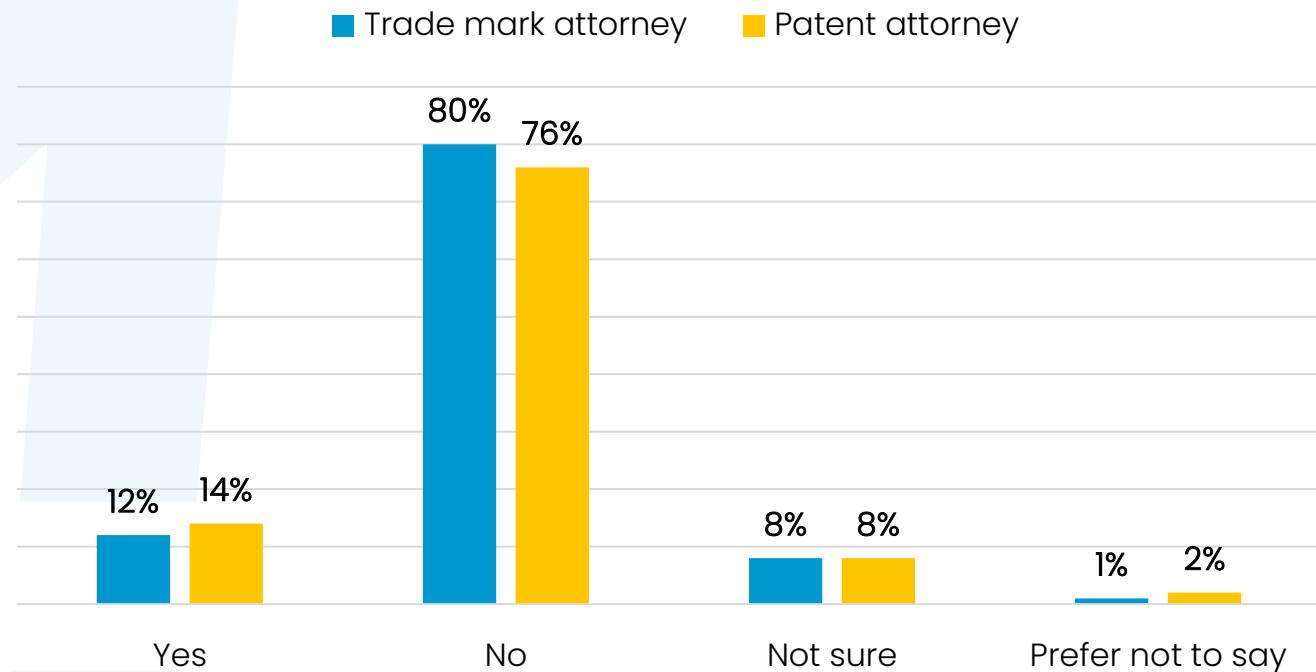
Neurodiversity

One in eight registrants (13%) considered themselves to be neurodivergent.

A slightly larger proportion of patent attorneys considered themselves to be neurodivergent (14%) when compared with trade mark attorneys (12%).

It is estimated that approximately 15% of the population are neurodiverse¹, highlighting that the IPReg registrant population is almost in line with the national average.

2024 results		
Response	Number	Percent
Yes	179	13%
No	1,078	77%
Not sure	107	8%
Prefer not to say	28	2%



Question: Do you consider yourself to be neurodivergent?
Base: All respondents 2024 (1,392); Trade mark attorneys (285); Patent attorneys (1,025)

¹ <https://adhdaware.org.uk/what-is-adhd/neurodiversity-and-other-conditions/>

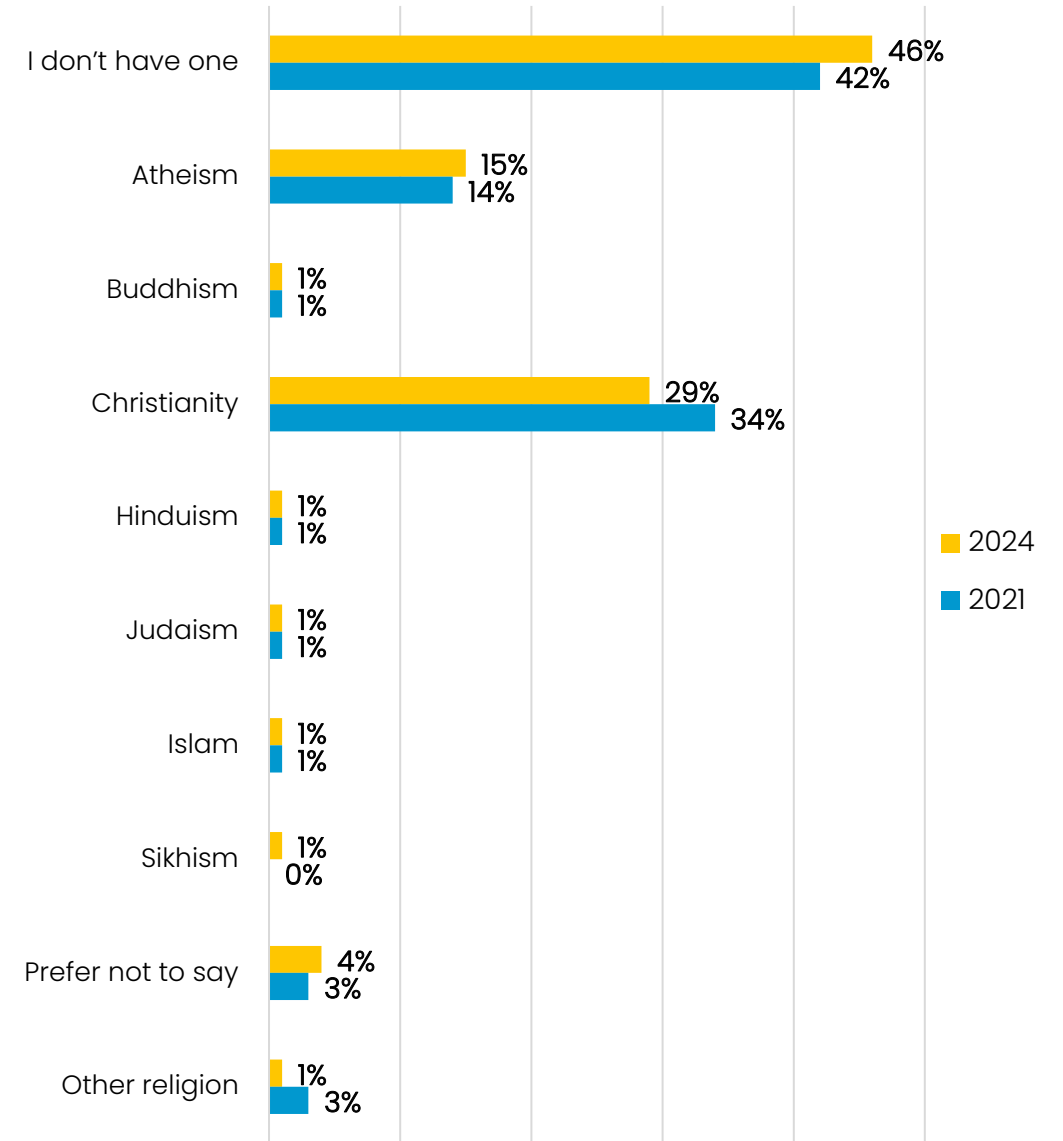
Religion

09.

Religion

Almost half of registrants (46%) said they did not have a religion, an increase since 2021 (+4%pts).

2024 results		
Religion	Number	Percent
I don't have one	638	46%
Atheism	206	15%
Buddhism	15	1%
Christianity	408	29%
Hinduism	13	1%
Judaism	18	1%
Islam	13	1%
Sikhism	11	1%
Prefer not to say	61	4%
Other religion	9	1%



Question: What is your ethnic group?
 Base: All respondents 2021 (1,148); 2024 (1,392)

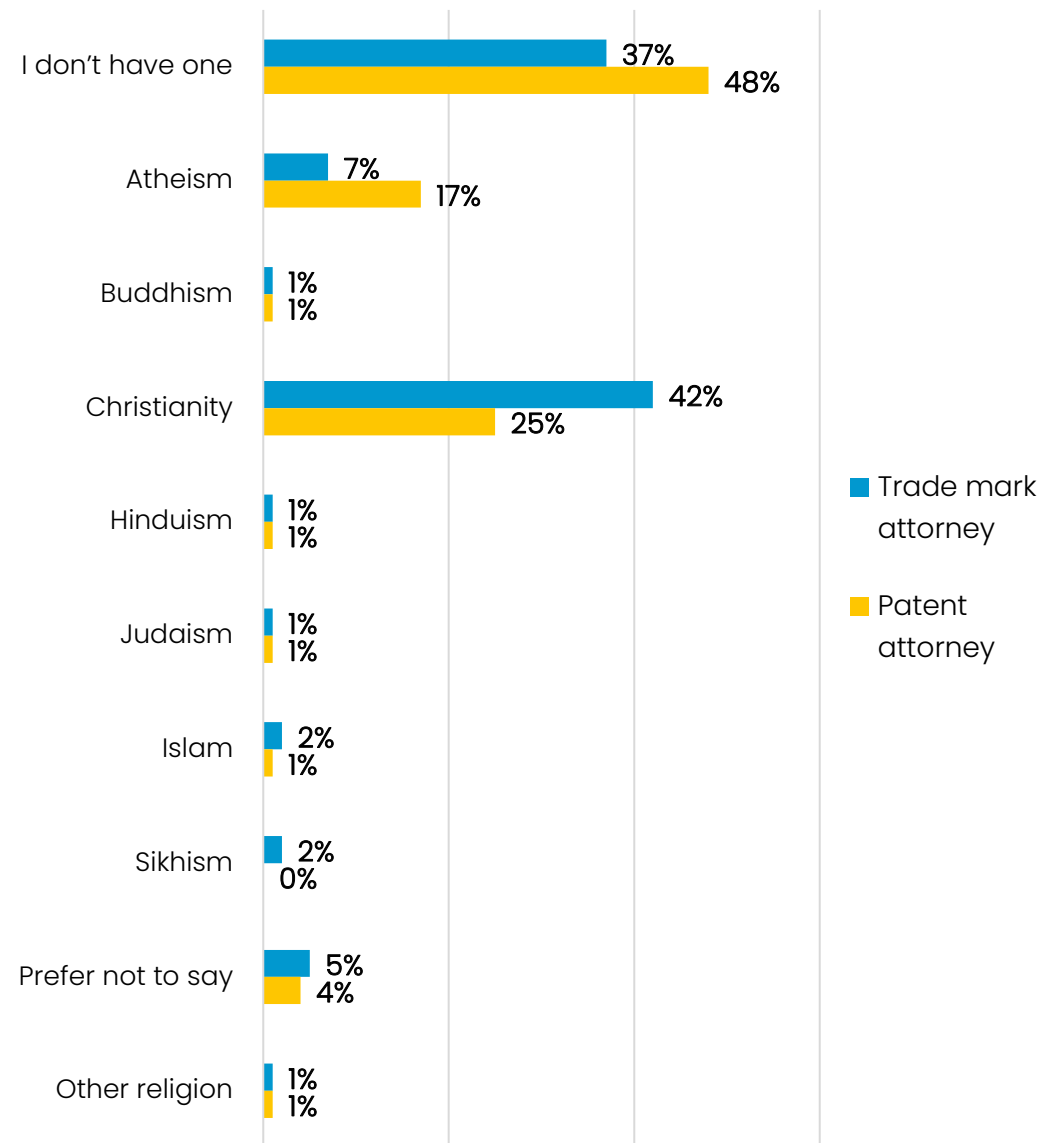
Religion by register

Patent attorneys were more likely to indicate that they had no religion or were atheist when compared with trade mark attorneys.

In contrast, a larger proportion of trade mark attorneys indicated that they were Christian.

In comparison with the LSB benchmark, IPReg registrants are more likely to have no religion or be atheist.

Religion	IPReg	LSB benchmark
I don't have one	46%	36%
Atheism	15%	-
Buddhism	1%	1%
Christianity	29%	41%
Hinduism	1%	2%
Judaism	1%	2%
Islam	1%	6%
Sikhism	1%	2%
Prefer not to say	4%	-
Other religion	1%	2%



Question: What is your ethnic group?
 Base: Trade mark attorneys (285); Patent attorneys (1,025)

Caring responsibilities



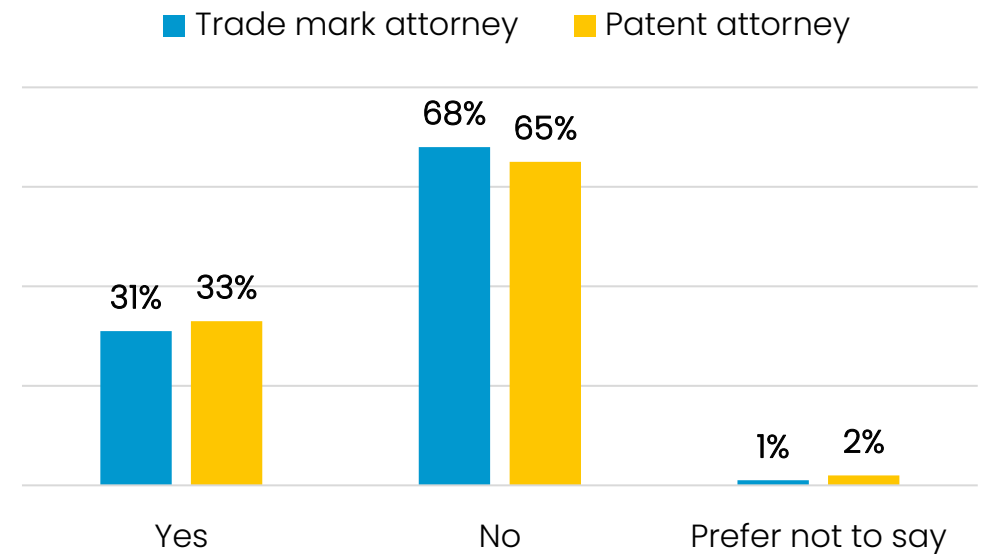
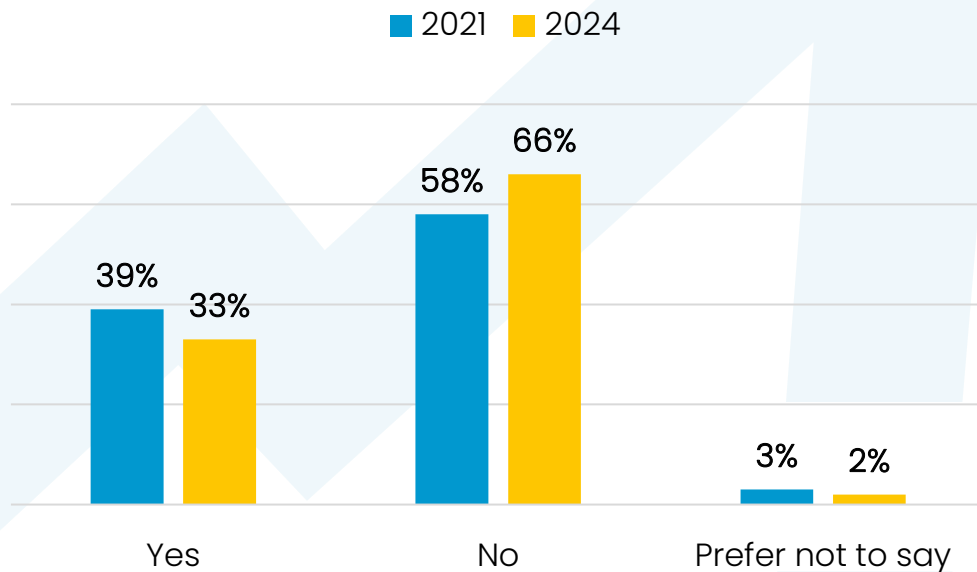
Caring responsibilities

A third of registrants (33%) said they had caring responsibilities for minors or otherwise look after, or give any help or support to anyone because they have long-term physical or mental health conditions or illnesses, including problems related to old age.

The proportion who said they have these caring responsibilities has fallen since 2021 (-6%pts). This year's question made the requirements of caring responsibilities clearer so not to be misinterpreted as being a parent, which may explain this difference.

Patent attorneys were slightly more likely to have caring responsibilities when compared with trade mark attorneys.

2024 results		
Response	Number	Percent
Yes	454	33%
No	912	66%
Prefer not to say	26	2%



Question: Do you have any caring responsibilities for minors or otherwise look after, or give any help or support to anyone because they have long-term physical or mental health conditions or illnesses, including problems related to old age?

Base: All respondents 2021 (1,148); 2024 (1,392); Trade mark attorney (285); Patent attorney (1,025)

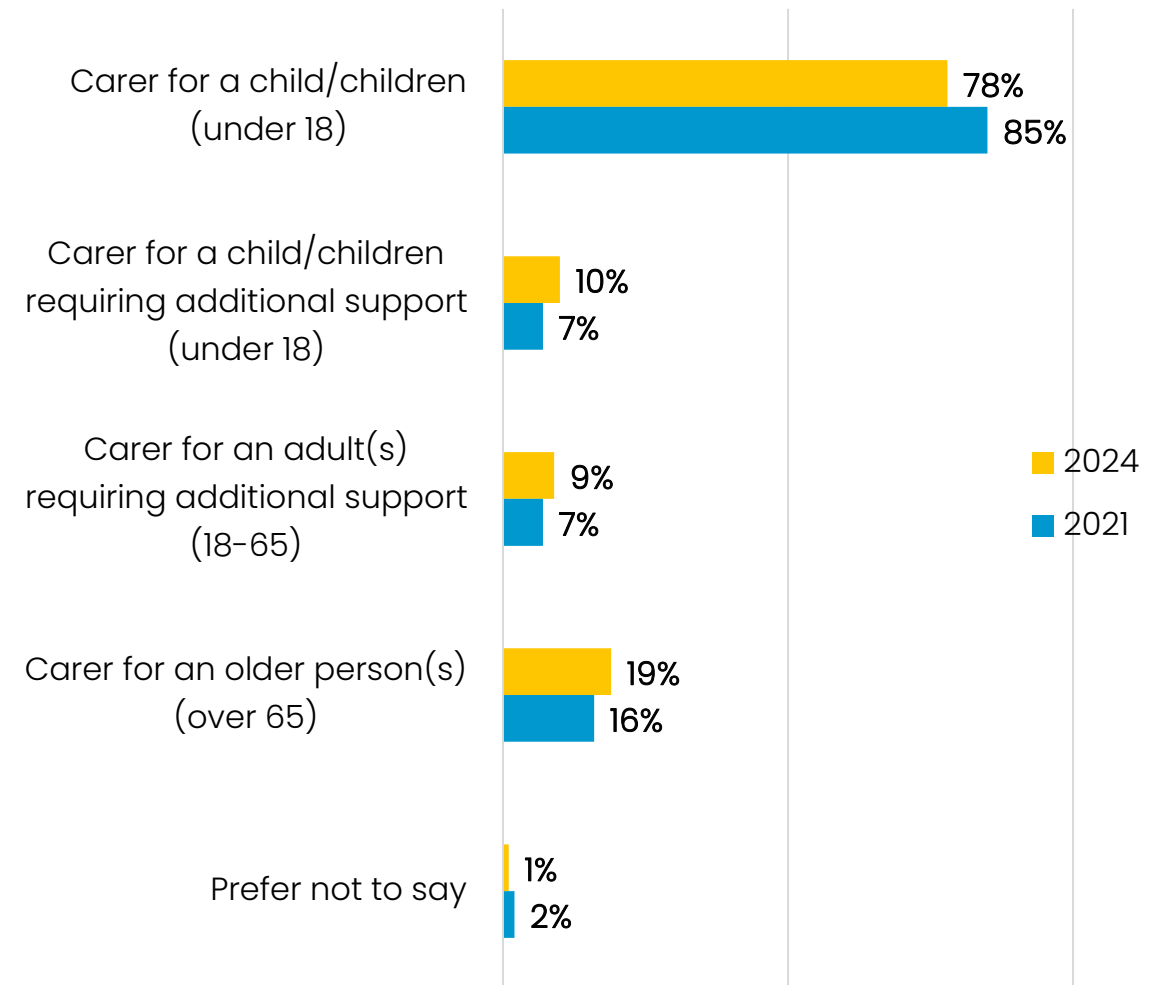


Type of caring responsibilities

Over three quarters of those with caring responsibilities (78%) specified that this was for a child/children under 18. This proportion has decreased since 2021, again highlighting the change in how the question was asked.

In total, 88% had caring responsibilities for a child/children and 28% had caring responsibilities for an adult(s).

2024 results		
Response	Number	Percent
Carer for a child/children (under 18)	353	78%
Carer for a child/children requiring additional support (under 18)	45	10%
Carer for an adult(s) requiring additional support (18-65)	41	9%
Carer for an older person(s) (over 65)	86	19%
Prefer not to say	6	1%

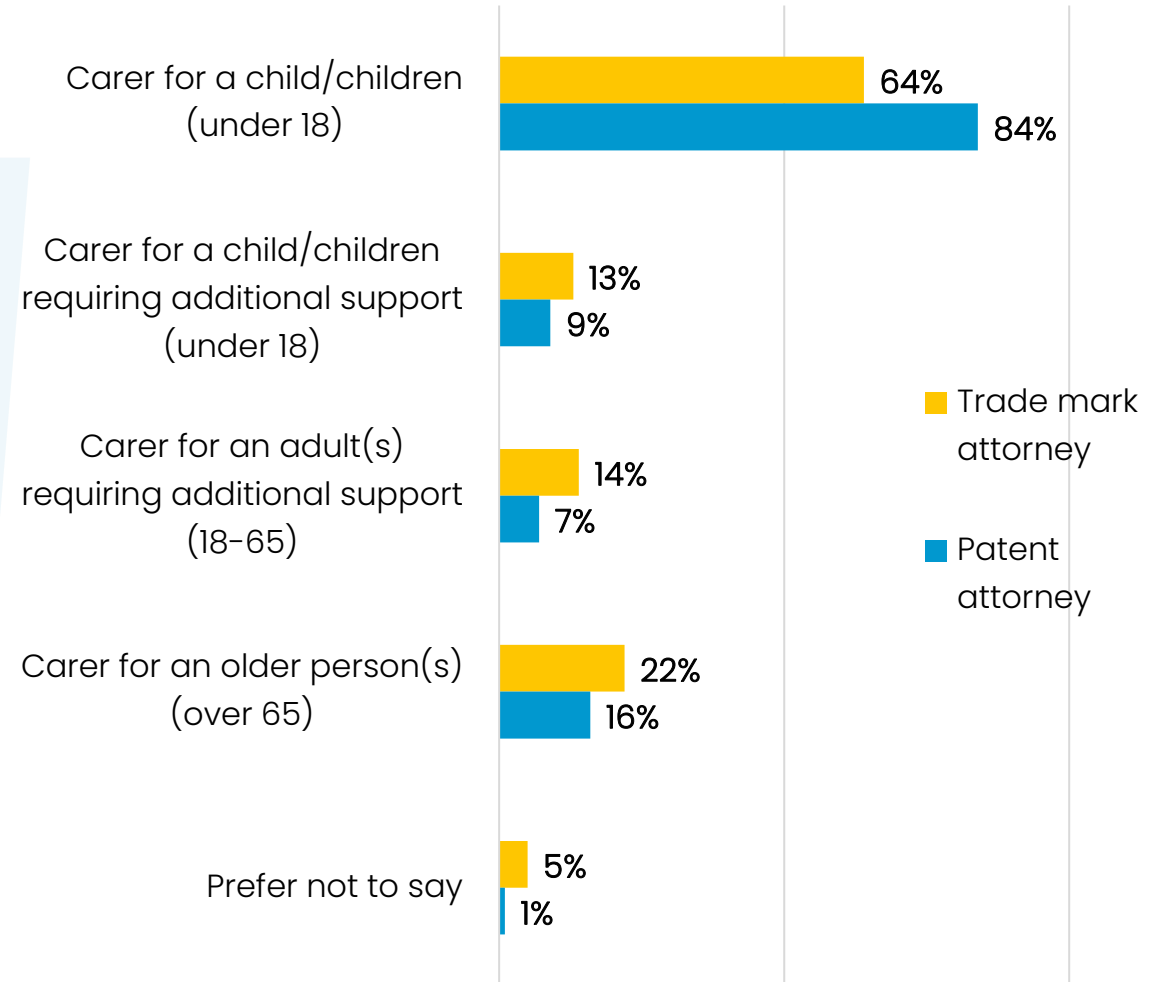


Question: Which, if any, of these caring responsibilities do you have?
 Base: Those with caring responsibilities 2021 (444); 2024 (454)

Type of caring responsibilities by register

Patent attorneys were more likely to have caring responsibilities for a child/children under 18 when compared with trade mark attorneys.

In contrast, trade mark attorneys were more likely to have caring responsibilities for an older person(s) over 65 when compared with patent attorneys.



Question: Which, if any, of these caring responsibilities do you have?
Base: Those with caring responsibilities Trade mark attorney (88); Patent attorney (340)

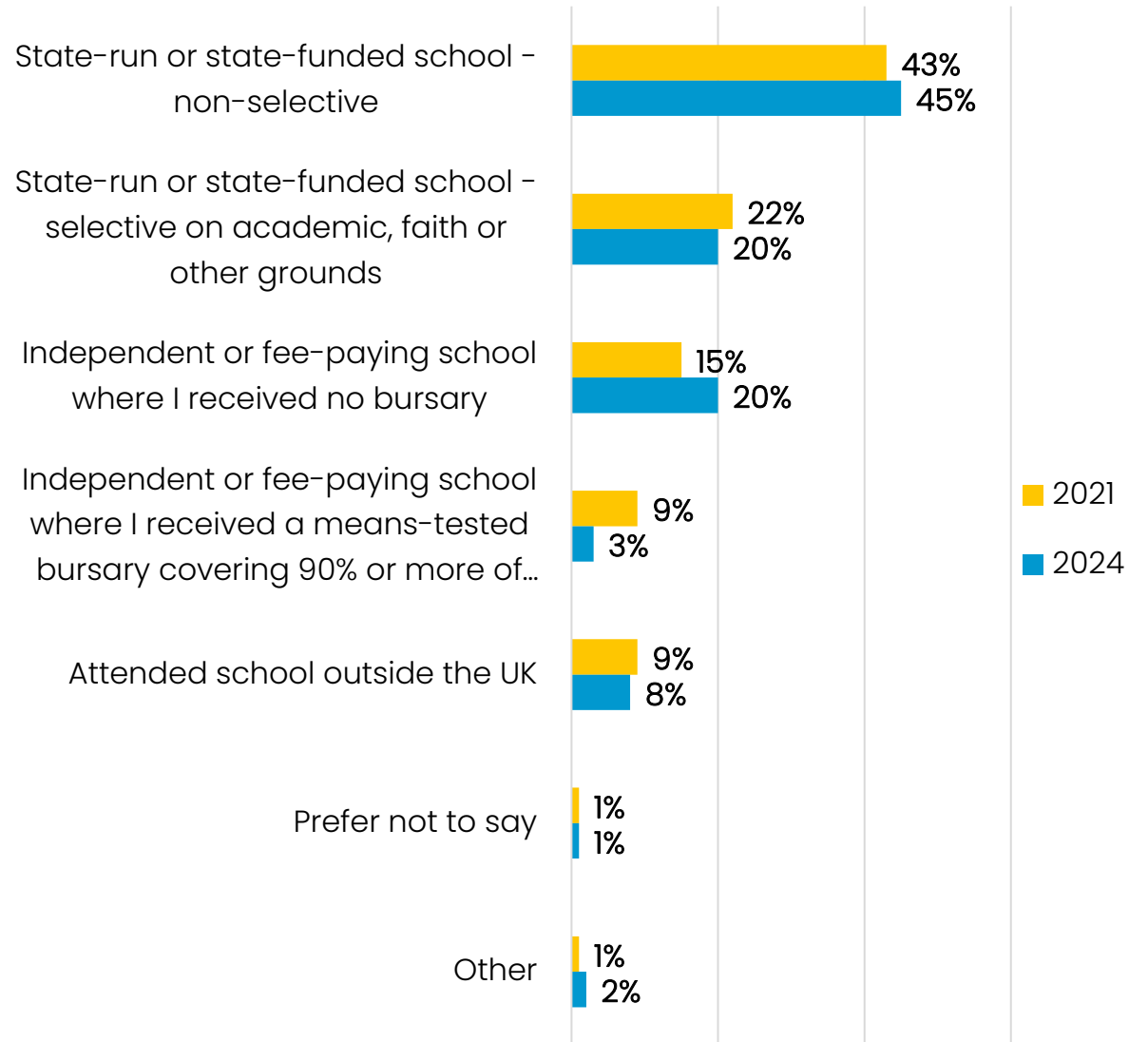
Social mobility



School type

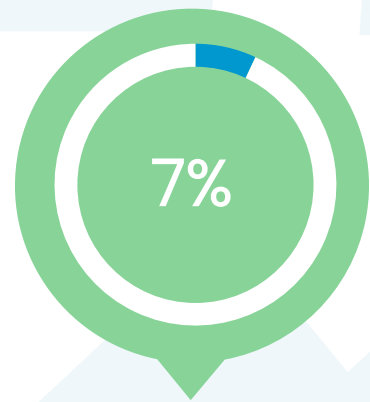
The majority of registrants (65%) attended a state-run or state-funded school. A total of 23% attended an independent school and 8% attended a school outside the UK.

2024 results		
Response	Number	Percent
State-run or state-funded school - non-selective	630	45%
State-run or state-funded school - selective on academic, faith or other grounds	280	20%
Independent or fee-paying school where I received no bursary	282	20%
Independent or fee-paying school where I received a means-tested bursary covering 90% or more of the overall cost of attending	38	3%
Attended school outside the UK	113	8%
Prefer not to say	18	1%
Other	31	2%

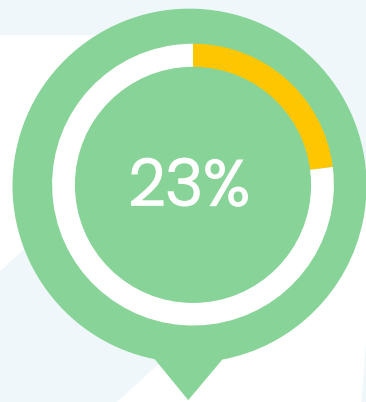


School type by register

Comparison with the LSB benchmark highlights **over-representation of people who had attended a fee-paying school** in the professions.

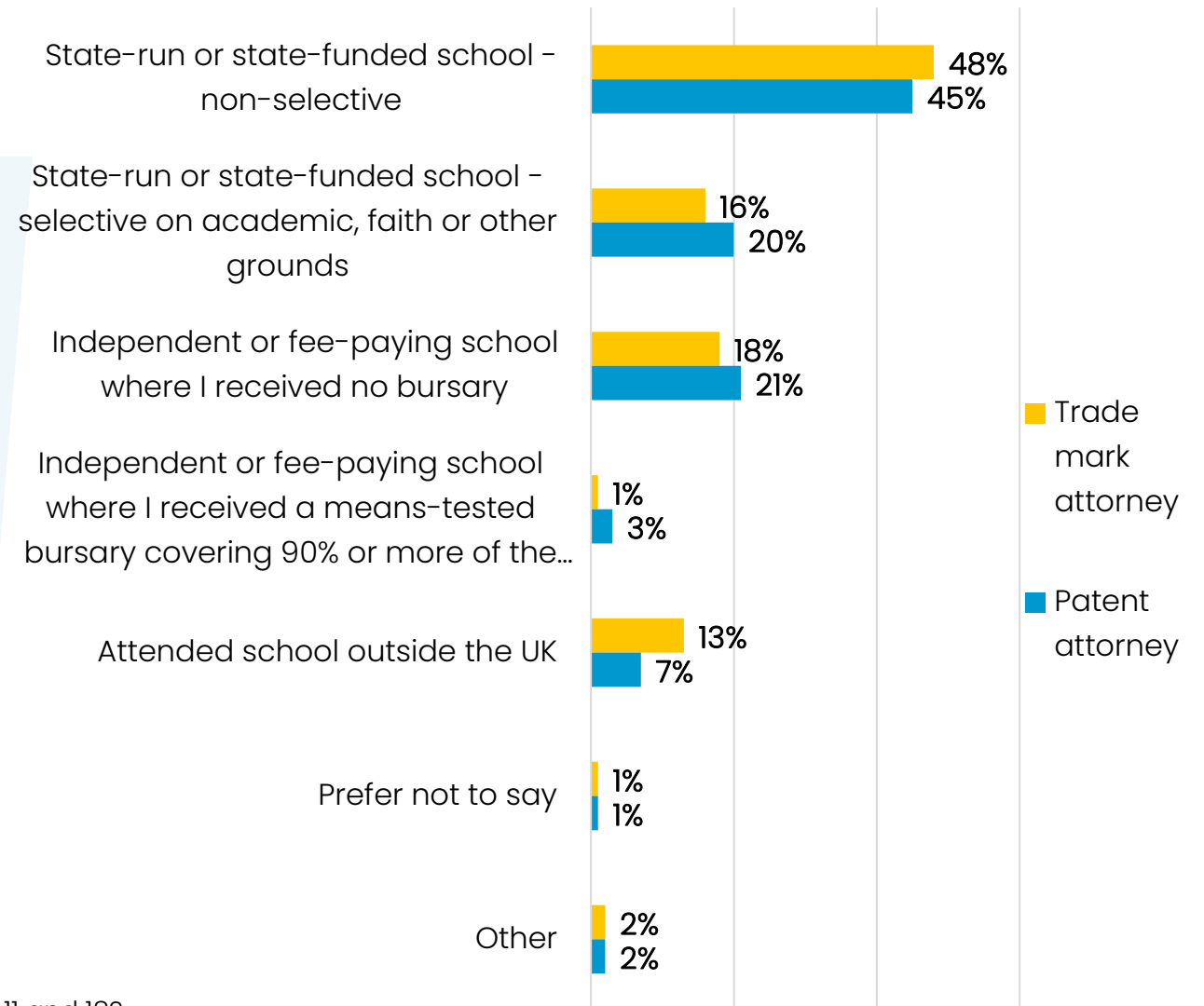


LSB
benchmark



IPReg

There is little difference between trade mark attorneys and patent attorneys in the type of school attended within the UK. However, a larger proportion of trade mark attorneys had attended a school outside the UK.

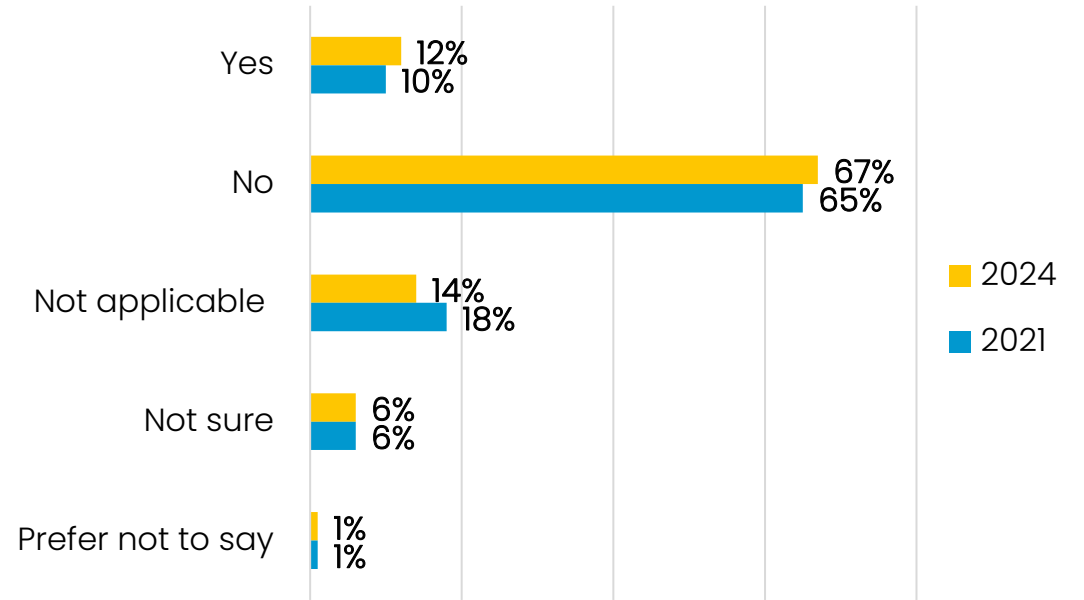


Question: What type of school did you mainly attend between the ages of 11 and 18?
Base: Trade mark attorneys (285); Patent attorneys (1,025)

School meals

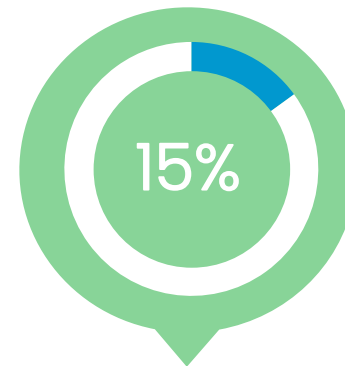
One in eight registrants (12%) said they were eligible for free school meals during their school years.

This result is very similar to that recorded in 2021, and the same proportion of trade mark attorneys and patent attorneys were eligible for free school meals (12%).

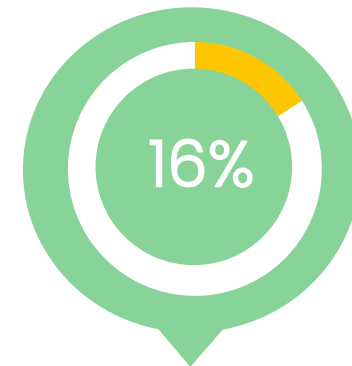


2024 results		
Response	Number	Percent
Yes	161	12%
No	935	67%
Not applicable (finished school before 1980 or went to school overseas)	191	14%
Not sure	86	6%
Prefer not to say	19	1%

To provide context to this result, 15% of pupils at state-funded schools are eligible for free school meals¹. 16% of registrants who attended a state-funded school said they were eligible, in line with the national-average.



National



IPReg



Question: If you went to school in the UK and finished school after 1980, were you eligible for free school meals at any point during your school years?
 Base: All respondents 2021 (1,136); 2024 (1,392)

¹ https://socialmobility.independent-commission.uk/app/uploads/2023/08/SMC-Employers-Toolkit_WEB_updated_July2021.pdf 42

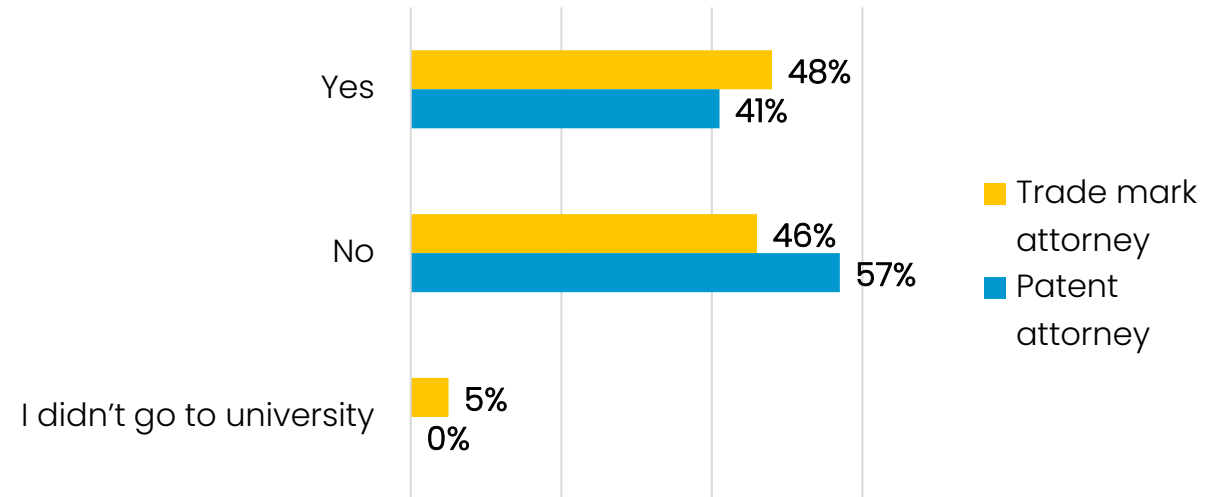
Attending university

Just over two in five registrants (43%) said they were part of the first generation of their family to go to university.

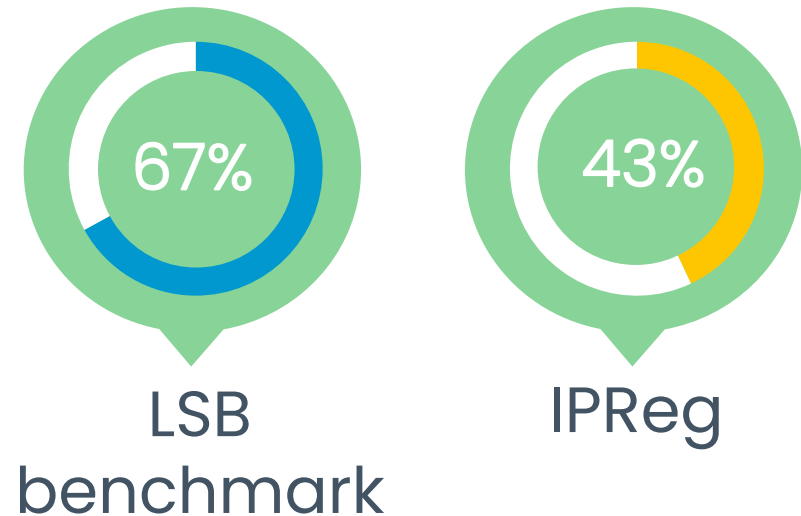
This result is very similar to that found in 2021.

Response	2024 results		2021 results
	Number	Percent	Percent
Yes	602	43%	45%
No	752	54%	52%
I didn't go to university	17	1%	2%
Not sure	4	0%	1%
Prefer not to say	17	1%	1%

Trade mark attorneys were more likely to indicate that they were part of the first generation in their family to attend university.



Comparison with the LSB benchmark highlights **under-representation of people who were the first in their family to go to university in the professions.**



Question: If you went to university, were you part of the first generation of your family to do so?
 Base: All respondents 2021 (1,134); 2024 (1,392); Trade mark attorney (285); Patent attorney (1,025)

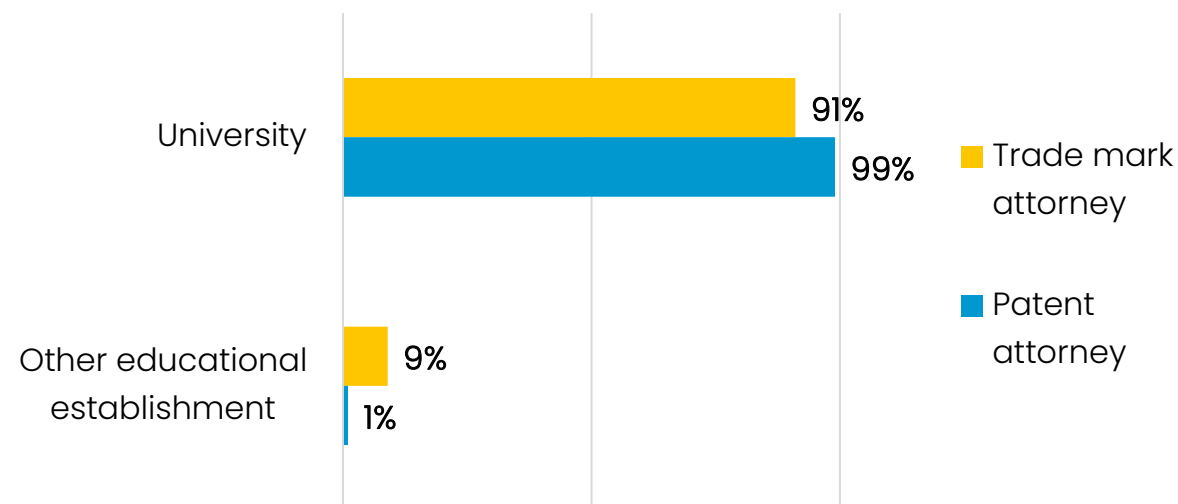
Highest academic qualification

Almost all registrants (96%) obtained their highest academic qualification from a university.

This result shows little change since 2021.

Response	2024 results		2021 results
	Number	Percent	Percent
School or sixth form college	12	1%	0%
College of further education	9	1%	1%
Polytechnic	12	1%	1%
University	1,338	96%	97%
Not applicable	1	0%	0%
Prefer not to say	15	1%	0%
Other	5	0%	0%

Trade mark attorneys were more likely to indicate that they had obtained their highest academic qualification at educational establishments that were not a university when compared with patent attorneys.



Question: From what type of educational establishment did you obtain your highest academic qualification (in the UK or another country)?
 Base: All respondents 2021 (1,131); 2024 (1,392); Trade mark attorney (285); Patent attorney (1,025)

Socio-economic background

Just over half of registrants (52%) indicated that, when they were aged about 14, their main householder earner had a professional occupation.

This national benchmarking question can be used to assess socio-economic background by grouping professions into three groups:

- Professional backgrounds – modern professional and traditional occupations; senior or junior managers or administrators
- Intermediate backgrounds – clerical and intermediate occupations; small business owners
- Working class backgrounds – technical and craft occupations; long-term unemployed; routine, semi-routine manual and service occupations

This analysis is presented on the next slide.

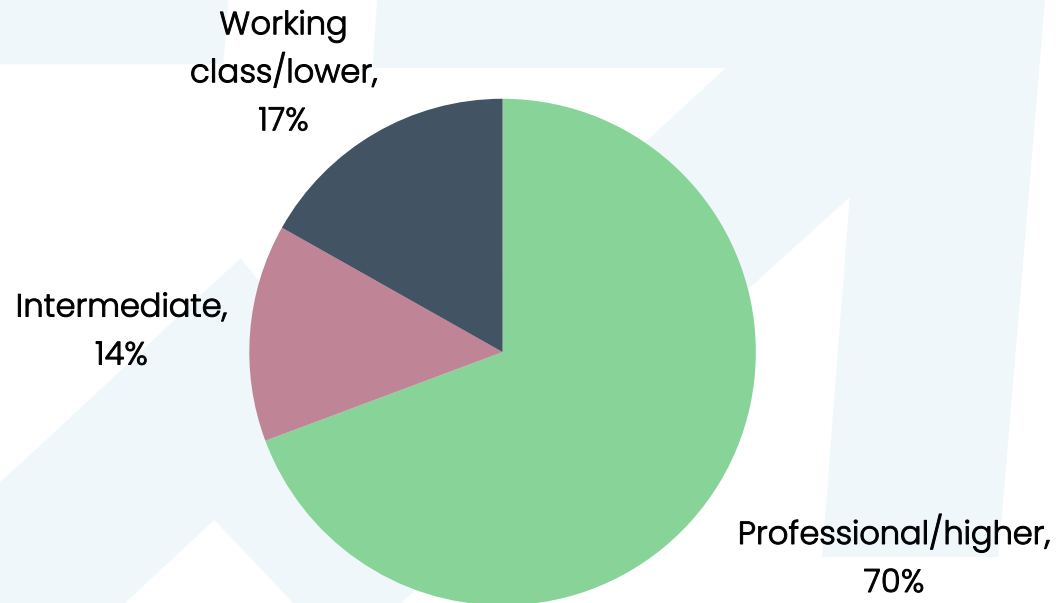
2024 results		
Profession	Number	Percent
Professional occupations such as accountant, solicitor, medical practitioner, teacher, police officer (sergeant or above), software designer, scientist, engineer	718	52%
Senior, middle or junior managers or administrators such as finance manager, chief executive, large business owner, office or retail manager	204	15%
Clerical and intermediate occupations such as personal assistant, secretary, clerical worker, nursery worker	70	5%
Technical and craft occupations such as mechanic, plumber, electrician, gardener, train driver	103	7%
Routine manual and service occupations such as postal worker, machine operator, farm worker, HGV driver, cleaner, bar staff	97	7%
Small business owners who were either sole traders or who employed fewer than 20 people such as small plumbing or building companies, retail store owners, single restaurant or café owners	112	8%
Long term unemployed	22	2%
Not sure	10	1%
Prefer not to say	32	2%
Other	24	2%



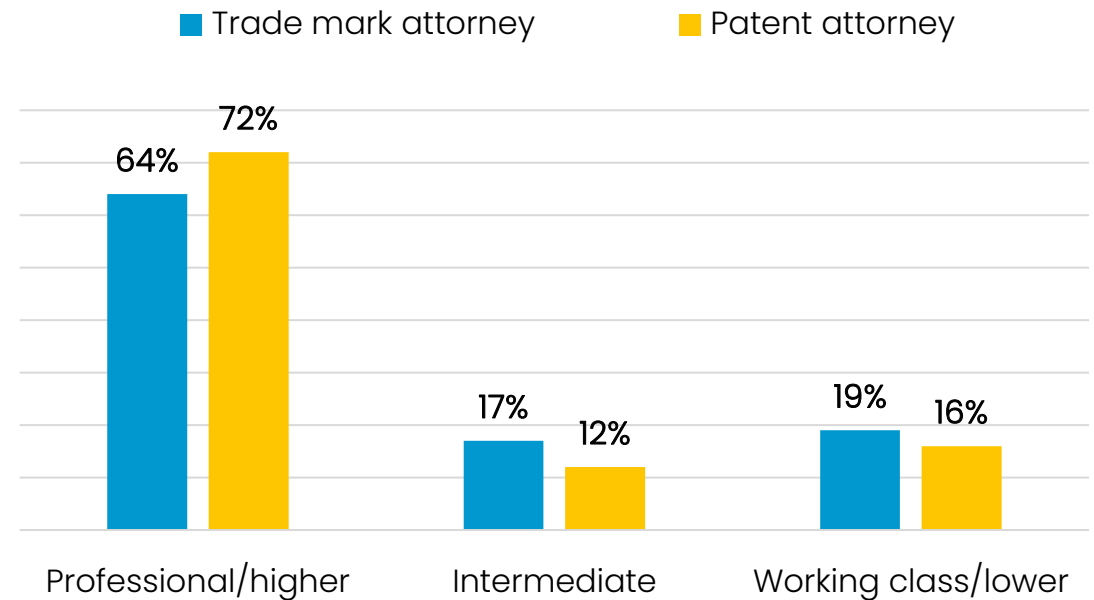
Question: What was the occupation of your main household earner when you were aged about 14?
Base: All respondents (1,392)

Socio-economic background by register

Grouping of occupations shows that 70% of registrants are of a professional/higher socio-economic background, with smaller proportions from intermediate (14%) or working class/lower (17%) backgrounds.



Patent attorneys are more likely to come from a professional/higher socio-economic background when compared with trade mark attorneys.



Professional role and career



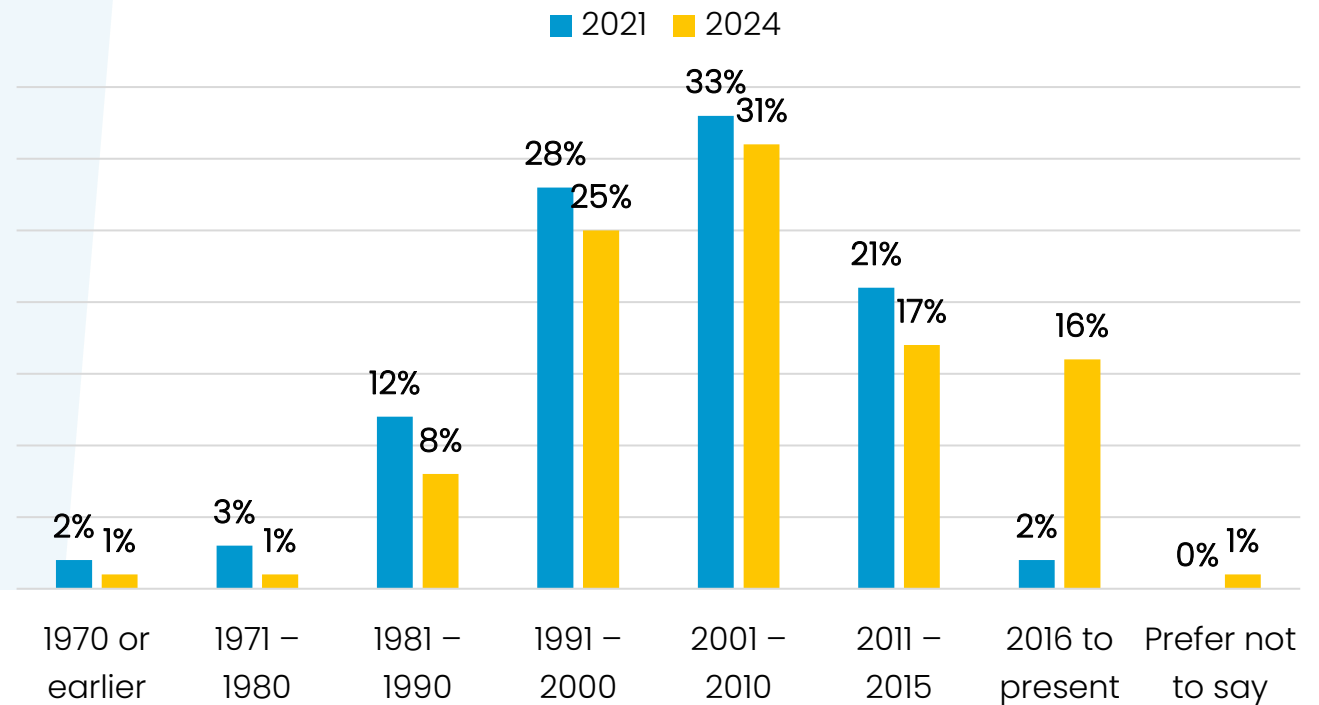
Joining the IP sector

The bulk of registrants had started their first job in the IP sector between 1991 and 2010 (a combined total of 56%).

One in six (16%) were relatively new to the IP sector, having started their first job since 2016.

In comparison to the 2021 results, there has been a large increase in the proportion who started their first job in the IP sector since 2016 (+14%pts), and smaller decreases in the proportions who joined before 2000.

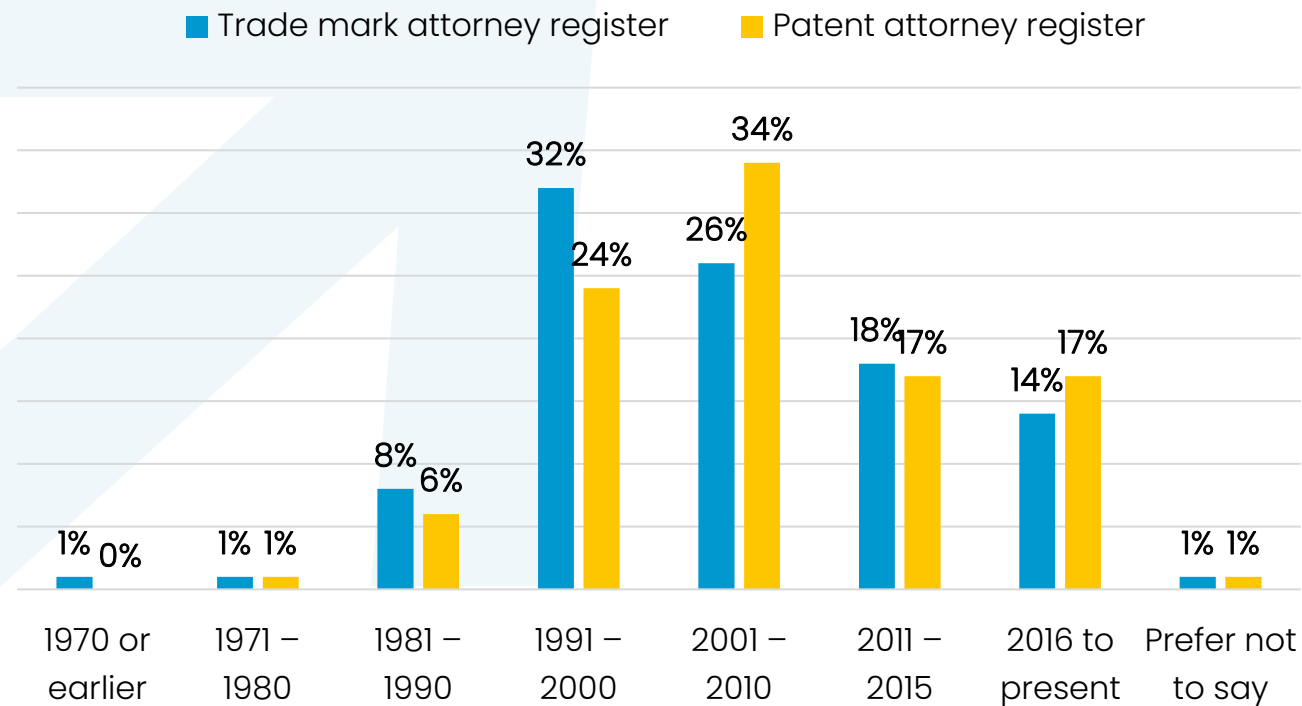
2024 results		
Date of first job in IP sector	Number	Percent
1970 or earlier	12	1%
1971 – 1980	17	1%
1981 – 1990	116	8%
1991 – 2000	353	25%
2001 – 2010	435	31%
2011 – 2015	231	17%
2016 to present	219	16%
Prefer not to say	9	1%



Question: When did you start your first job in the IP sector?
 Base: All respondents 2021 (1,145); 2024 (1,392)

Joining the IP sector by register

A larger proportion of trade mark attorneys started their first IP sector job between 1991 and 2000 when compared with patent attorneys, whereas patent attorneys were more likely to have started between 2001 and 2010 when compared with trade mark attorneys.



Question: When did you start your first job in the IP sector?
Base: Trade mark attorneys (285); Patent attorneys (1,025)

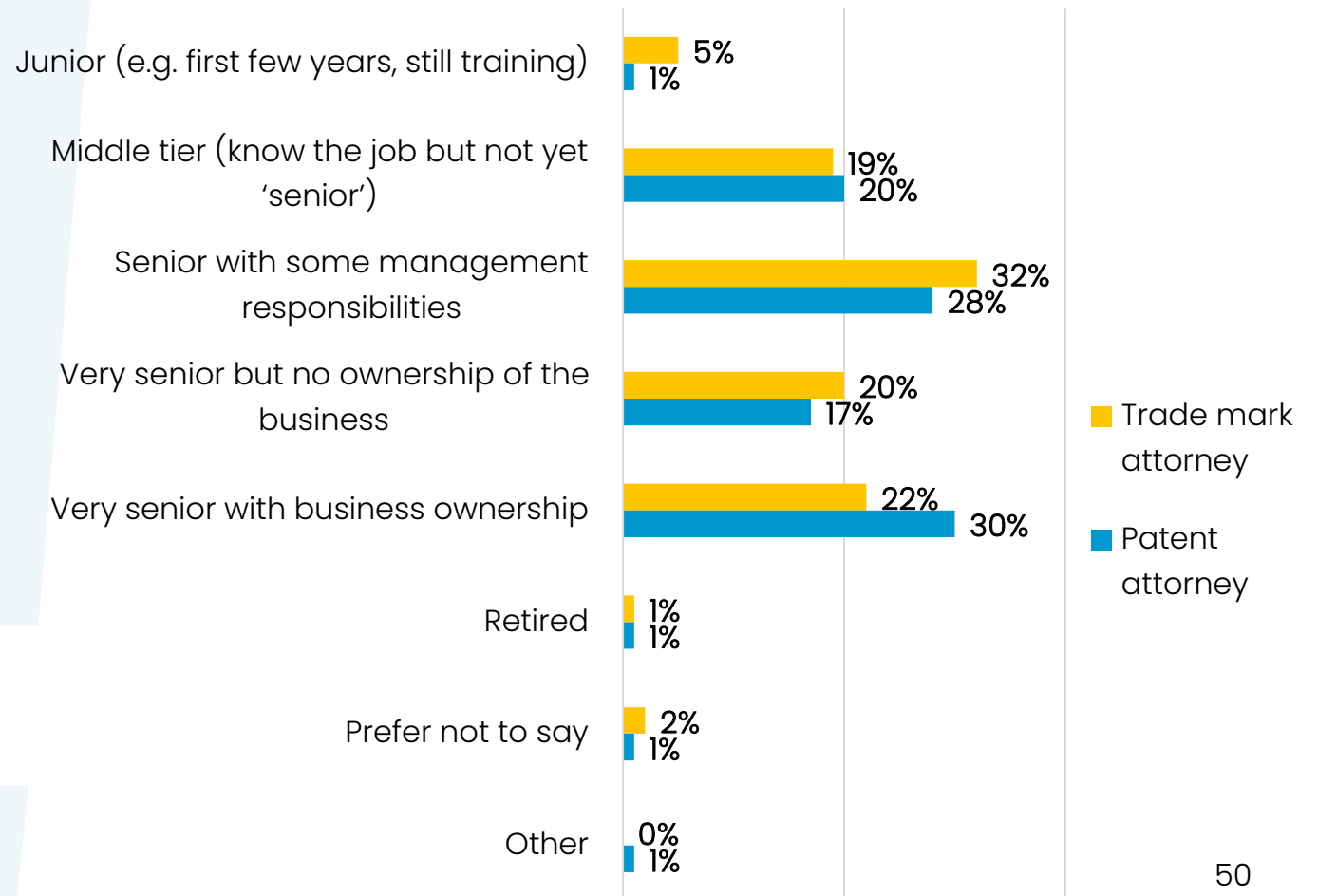
Career level

A variety of career levels were included in the survey sample. The largest proportion worked at a very senior level with business ownership (30%), closely followed by those who worked at a senior level with some management responsibilities (28%).

2024 results		
Career level	Number	Percent
Junior (e.g. first few years, still training)	21	2%
Middle tier (know the job but not yet 'senior')	263	19%
Senior with some management responsibilities	391	28%
Very senior but no ownership of the business	242	17%
Very senior with business ownership	417	30%
Retired	22	2%
Prefer not to say	17	1%
Other	19	1%

The results collected in 2021 and 2024 are almost identical, showing very little change in career level.

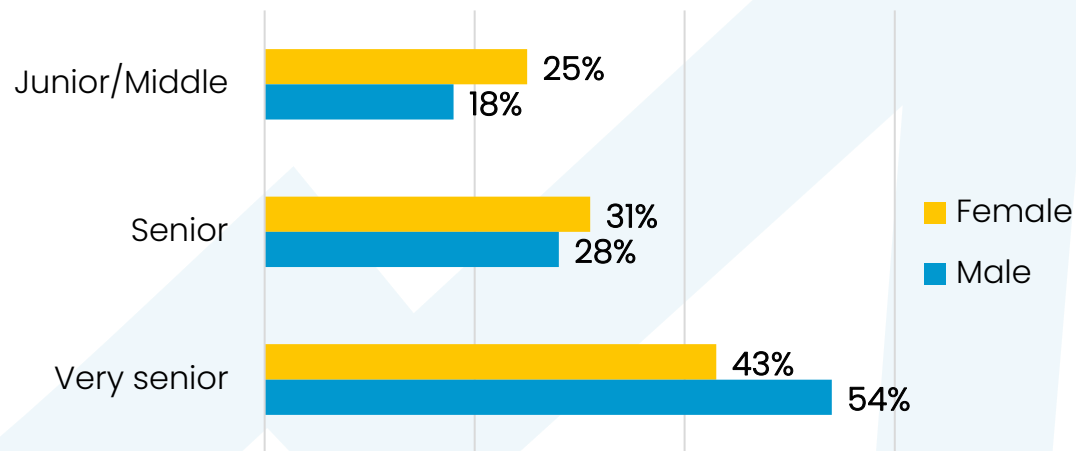
In terms of profession, there is a greater concentration of trade mark attorneys working in junior roles and senior roles with some management responsibility, and a greater proportion of patent attorneys working at a very senior level with business ownership.



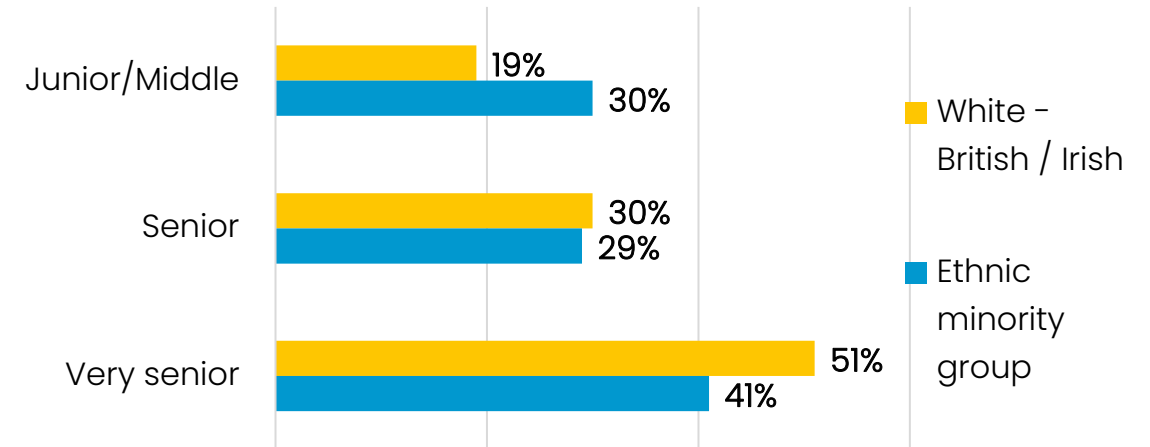
Career level by gender, ethnicity and sexuality

Demographic subgroup analysis highlights several differences at career level.

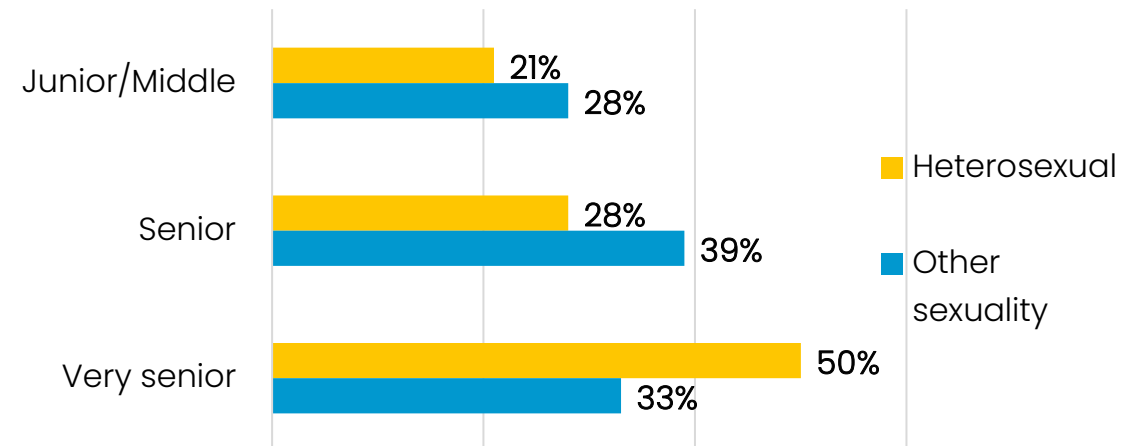
Male registrants are more likely to be in very senior positions when compared with female registrants, who instead are more likely to be working at junior or middle tier level.



A greater proportion of those working at very senior levels were of White British or Irish ethnicity, whereas those from ethnic minority groups were more likely to be working at a junior or middle tier level.



Those working at a very senior level were more likely to be heterosexual, whereas those of other sexualities were more likely to be working at a senior level.



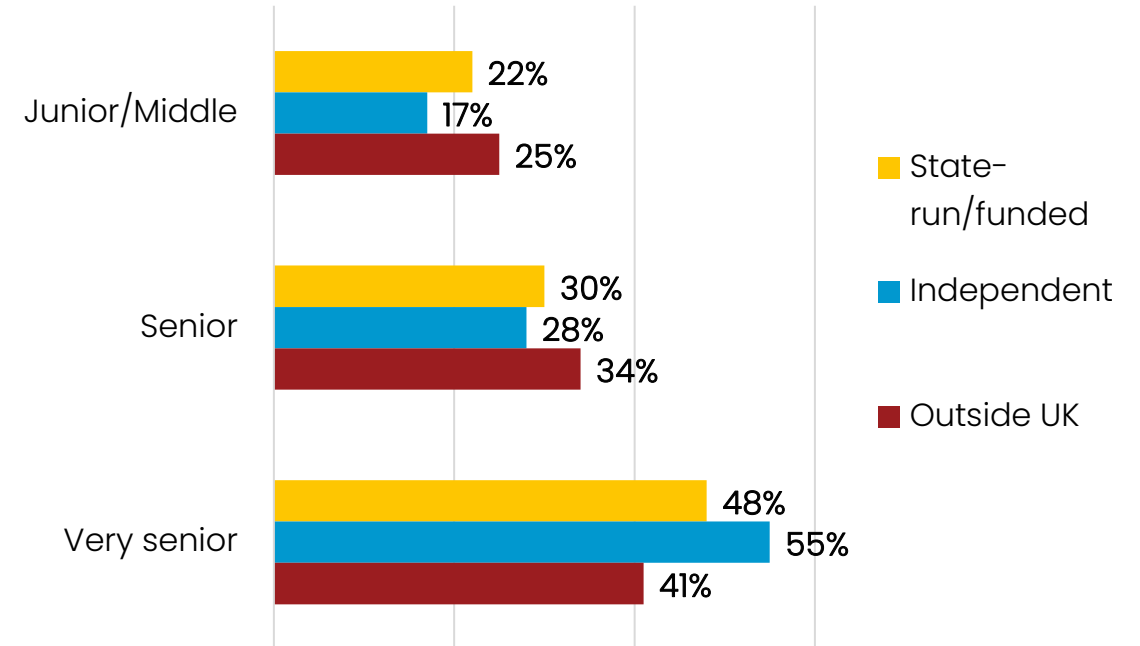
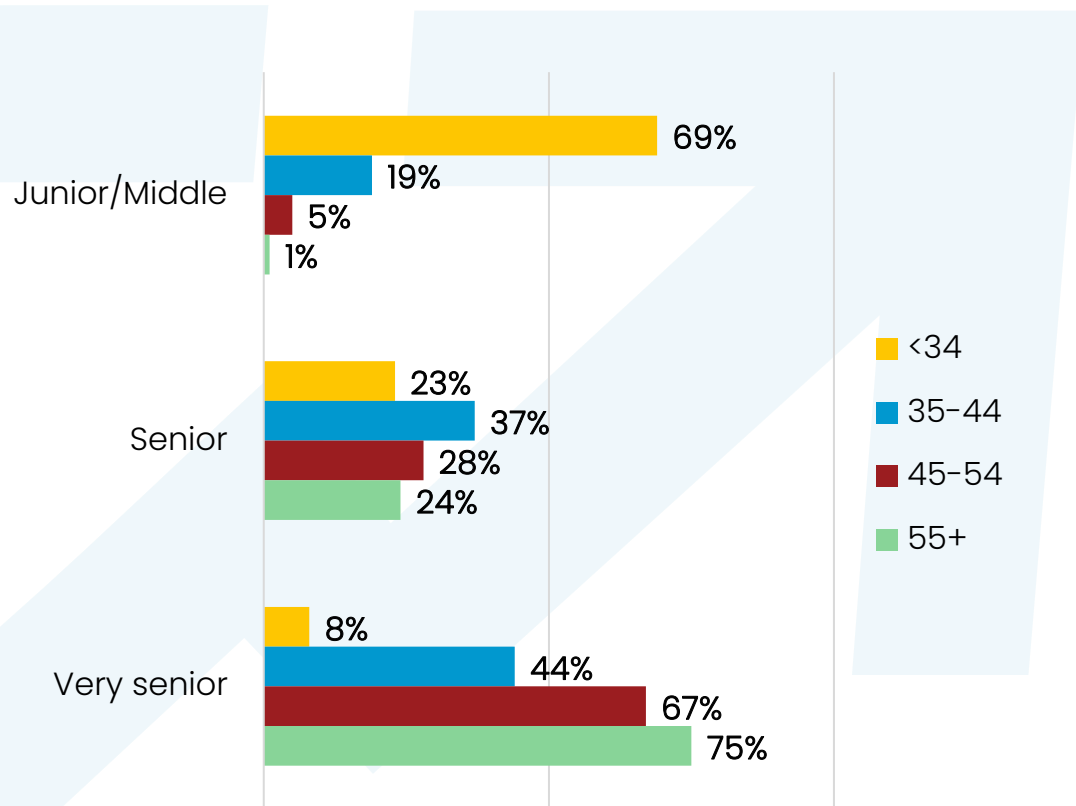
Question: Which of the following best describes your career level?

Base: Female (593); Male (754); White British/Irish (1,121); Ethnic minority group (243); Heterosexual (1,142); Other sexuality (106)

Career level by age group and school type

Analysis by age group highlights the concentration of older registrants working in very senior roles, and that those aged 25-34 are much more likely to be working at junior/middle tier level.

In relation to social mobility, those who attended an independent school were more likely to be working in very senior roles when compared with those who attended state-run/funded schools or schools outside the UK.



Question: Which of the following best describes your career level?

Base: <34 (266); 35-44 (405); 45-54 (433); 55+ (228); State run/funded (884); Independent (305); Outside UK (108)

Sector

In total, 75% of registrants work in private practice and 18% work in-house.

The majority of registrants (54%) work in private practice for a large firm with over 80 employees, partners, members or directors. This proportion has increased slightly since 2021 (+4%pts).

In contrast to 2021, this year a smaller proportion of registrants work in private practice for a small firm with 1-20 employees, partners, members or directors (-5%pts).

There is little other change between 2021 and 2024.

Sector	2024 results		2021 results
	Number	Percent	Percent
Consultant	29	2%	3%
Educational establishment	3	0%	0%
In-house (includes government agencies and charities) Small department (1-20 employees)	108	8%	7%
In-house (includes government agencies and charities) Medium department (21-80 employees)	67	5%	4%
In-house (includes government agencies and charities) Large department (>80 employees)	78	6%	7%
Not in active practice	16	1%	1%
Private practice Small firm (1-20 employees/partners/members/directors)	131	9%	14%
Private practice Medium-sized firm (21-80 employees/partners/members/directors)	156	11%	11%
Private practice Large firm (>80 employees/partners/members/directors)	746	54%	50%
Sole practitioner (working alone or employing others)	40	3%	3%
Virtual professional network	4	0%	0%
Prefer not to say	10	1%	0%
Other	4	0%	1%



Question: In which sector do you mainly work?
Base: All respondents 2021 (1,140); 2024 (1,392)

Sector by register

Patent attorneys are more likely to work in-house within a small department when compared with trade mark attorneys.

In contrast, trade mark attorneys are more likely to work in private practice within a medium sized firm and as sole practitioners when compared with patent attorneys.

Sector	2024 results	
	Trade mark attorney	Patent attorney
Consultant	1%	2%
Educational establishment	-	0%
In-house (includes government agencies and charities) Small department (1-20 employees)	3%	9%
In-house (includes government agencies and charities) Medium department (21-80 employees)	4%	5%
In-house (includes government agencies and charities) Large department (>80 employees)	8%	5%
Not in active practice	1%	1%
Private practice Small firm (1-20 employees/partners/members/directors)	8%	8%
Private practice Medium-sized firm (21-80 employees/partners/members/directors)	15%	10%
Private practice Large firm (>80 employees/partners/members/directors)	55%	56%
Sole practitioner (working alone or employing others)	5%	2%
Virtual professional network	-	0%
Prefer not to say	1%	1%
Other	-	0%



Question: In which sector do you mainly work?
Base: Trade mark attorneys (285); Patent attorneys (1,025)

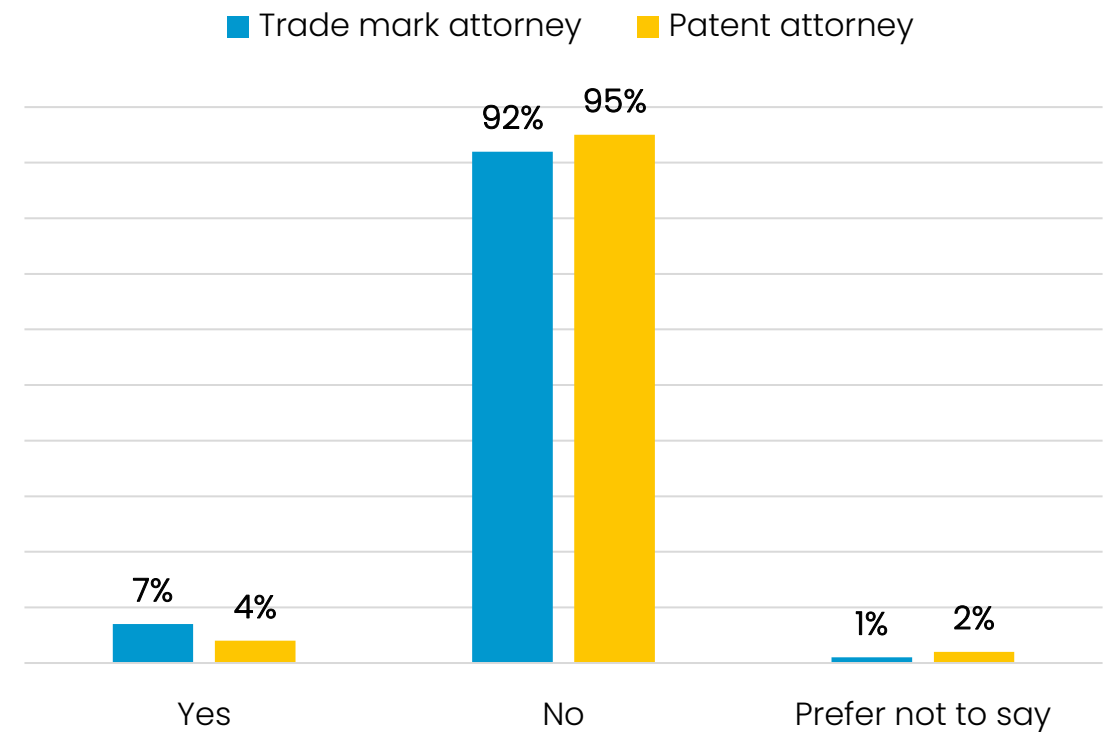
Redundancy

Just 4% of registrants indicated that they had been made redundant or accepted voluntary redundancy in the last five years. This was more likely amongst trade mark attorneys when compared with patent attorneys.

2024 results		
Redundancy	Number	Percent
Yes	60	4%
No	1,312	94%
Prefer not to say	20	1%

Analysis by sector highlights that those working in-house within a small department (10%) and as sole practitioners (10%) were more likely to have been made redundant or accepted voluntary redundancy in the last five years.

Analysis by ethnicity finds that those from ethnic minority groups were more likely to have been made redundant or accepted voluntary redundancy (9%) when compared to White British/Irish registrants (3%).



Question: Have you been made redundant or accepted voluntary redundancy in the last five years?
Base: Trade mark attorneys (285); Patent attorneys (1,025)



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