

Life in the Law 2025 (Individuals)



Thank you for participating in this online survey. We are aiming to understand more about the experience and wellbeing of those working within the legal sector. Your answers will help inform the future strategy of LawCare.

This survey is designed to be answered from your individual perspective. You can also share information on your organisation's approach to wellbeing in our [Life in the Law \(Organisations\) survey](#).

Full details on this project can be found in the [Project Information Sheet](#).

Taking part in Life in the Law 2025



Please read the following statements carefully and tick the box at the bottom to confirm your consent. If you have any questions please contact Dr Emma Jones at emma.j.jones@sheffield.ac.uk

I have read and understood the [project information sheet dated January 2025](#). (If you will answer No to this question please do not proceed with this consent form until you are fully aware of what your participation in the project will mean.)

I have been given the opportunity to ask questions about the project.

I agree to take part in the project. I understand that taking part in the project will include completing an online survey.

I understand that by choosing to participate as a volunteer in this research, this does not create a legally binding agreement nor is it intended to create an employment relationship with the University of Sheffield.

I understand that my taking part in the online survey is voluntary and that I can withdraw from the online survey at any time up to 14 days after I complete and submit the survey. I do not have to give any reasons for why I no longer want to take part and there will be no adverse consequences if I choose to withdraw.

How my information will be used during and after the project

I understand my personal details will not be revealed to people outside the project.

I understand and agree that my online survey responses may be quoted in publications, reports, web pages, and other research outputs. I understand that I will not be named in these outputs.

So that the information you provide can be used legally by the researchers

I agree to assign the copyright I hold in any materials generated as part of this project to The University of Sheffield.

I consent to the above statements.

* Indicates required question

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Your profession and location



In which location do you mainly work? *

- England
- Wales
- Scotland
- Northern Ireland
- Jersey
- Guernsey
- Isle of Man



How long have you been working in the legal sector? *

- 0-5 years
- 6-10 years
- 11-20 years
- 21+ years

Are you currently in pre-qualification training? *

- Yes
- No

What is your role in the legal sector?

Please note that we realise we will not have captured every role, please choose the option which you feel is closest.

- Business Services/other (for example, clerks, secretaries, human resources professionals, information te...
- Pupil Barrister/ Devil
- Junior Barrister/ Advocate
- Senior Barrister/Advocate
- Chartered Legal Executive
- Legal Executive
- Solicitor Apprentice
- Trainee Solicitor
- Junior Solicitor (Assistant/Associate or equivalent)
- Senior Solicitor (Senior Associate/Senior Counsel or equivalent)
- Partner/director or equivalent
- Costs Lawyer
- Licensed Conveyancer
- Notary
- Paralegal
- Patent Attorney
- Trade Mark Attorney
- Judge/Sheriff
- Magistrate

Your work



Which type of organisational structure do you work in? *

- Law firm/legal services provider
- Barristers Chambers/ Stable/ Library
- In-house for a company/corporation/public sector
- Freelance/Self-employed (excluding Barristers within Chambers/ Stable/ Library)
- Other...



Approximately how many people work in the organisation? *

- 1-10
- 11- 50
- 51 - 250
- 251+

What is the main area of law that you work in? *

- Administrative Law and Public Law
- Charities Law
- Civil Litigation/Dispute Resolution
- Clinical Negligence
- Commercial Litigation
- Corporate & Commercial /Mergers & Acquisitions
- Criminal
- Employment
- Energy, Utilities & Transport
- Environmental and Planning
- Family & Children
- Finance/Financial Services
- General Practice
- Housing
- Human Rights
- Immigration & Asylum
- Insolvency
- Intellectual Property, Media & IT
- Licensing
- Mental Health
- Personal Injury
- Professional negligence
- Private Client
- Property
- Regulation and compliance
- Other...

On average, regardless of what your usual contractual hours are, how many extra hours do you estimate you work per week? *

- Up to 5 hours
- 6-10 hours
- 11-20 hours
- 21+ hours
- Not applicable - I do not have contractual hours
- Not applicable - I do not work any extra hours

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Vocational training



The next section concerns your experience of training to work in the legal sector.

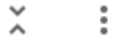
How well do you feel your vocational training equipped you for the realities of working in the legal sector? *

- Very well
- Somewhat
- Not at all
- Not applicable - I did not undertake any vocational training

What, if anything, do you think should be changed about vocational training for the legal sector?

Long-answer text

Managing people



Do you think training should be mandatory for individuals who are managing people? *

Yes

No

Please explain your answer.

Long-answer text

Do you manage people in your role? *

Yes

No

Have you had any training to support you in managing people? *

Yes

No

If yes, what training have you found helpful/has assisted you in managing people?

Long-answer text

Is there any additional training that would support you in managing people? *

Yes

No

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Managing people continued



Please explain what additional training would support you in managing people.

Long-answer text

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Are your targets or billable hours adjusted to take into account the time you need to spend managing others or the time spent undertaking appropriate training to fulfil your role? *

Yes

No

Is this adjustment adequate?

Yes

No

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Please explain why you do not see this adjustment as adequate.

Long-answer text

*

Is the time and effort you spend managing others recognised in how your performance is measured (e.g. through KPIs, annual objectives and appraisals, etc.)?

Yes

No

Please explain your answer.

Long-answer text

Work intensity

The following questions concern the intensity of your work

*

	Strongly disagree	Disagree	Neither disagree/agree	Agree	Strongly agree
My workload is unpredictable	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work is fast-paced with tight deadlines	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I need to check my emails outside of my regular work hours to keep up with my workload	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
My work requires me to be available to clients 24/7	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I worry about meeting my chargeable hours or billing targets	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Burnout

The following questions are designed to measure your level of burnout

*

	Strongly disagree	Disagree	Agree	Strongly agree
I always find new and interesting aspects in my work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
There are days when I feel tired before I arrive at work	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It happens more and more often that I talk about my work in a negative way	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
After work, I tend to need more time than in the past in order to relax and feel better	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
I can tolerate the pressure of my work very well	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Lately, I tend to think less at work and do my job almost mechanically	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

I find my work to be a positive challenge

During my work, I often feel emotionally drained

Over time, one can become disconnected from this type of work

After working, I have enough energy for my leisure activities

Sometimes I feel sickened by my work tasks

After my work, I usually feel worn out and weary

This is the only type of work that I can imagine myself doing

Usually, I can manage the amount of my work well

I feel more and more engaged in my work

When I work, I usually feel energised



To what extent were your answers to the last five questions influenced by your experience at work during the last two weeks?

- Very significantly influenced
- Somewhat influenced
- Not at all influenced



Please explain your answer.

Long-answer text

Your mental health

The following questions concern your mental health over the **last 12 months**

In the last 12 months, how often have you experienced each of the following, as a result of your work? *

	Not at all	Sometimes	Often	Very often	All of the time
Anxiety	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Depression	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Low mood	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Self-harm	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Stress-related physical symptoms (e.g. chest pains, nausea)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Strain on relationships or family life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Suicidal thoughts	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Unable to cope due to stress	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Vicarious trauma	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>



In the last 12 months, have you talked to anyone at work about any mental ill-health you have experienced?

Please tick all that apply.

- Yes - to my line manager/supervisor
- Yes - to my Human Resources department
- Yes - to my peers
- No - I have not experienced any mental ill-health
- No - I have experienced mental ill-health but I have not disclosed this at work
- Prefer not to say

If you have experienced mental ill-health but have not disclosed this at work, please explain why you have chosen not to.

If you do not wish to answer this question, please click 'next' to proceed.

Long-answer text

.....

Psychological safety and wellbeing support at work



The following questions measure your level of psychological safety. If you do not work in a team, please answer them by reference to those people you have the most interactions with in your workplace. *

	Strongly disagree	Disagree	Neither disagree/agree	Agree	Strongly agree
If you make a mistake on my team, it is often held against you	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Members of my team are able to bring up problems and tough issues	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
People in my team sometimes reject others for being different	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is safe to take a risk in my team	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
It is difficult to ask other members of my team for help	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

No one in my team would deliberately act in a way that undermines my efforts

Working with members of my team, my unique skills and talents are valued and utilised

Has your workplace implemented any mental wellbeing initiatives, services, or support programmes that you have found helpful? *

Yes

No

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What are they and why have they helped?

Long-answer text

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What is the one thing that you would ask your employer, supervisor, or manager to do to help improve your well-being? Or if self employed what measure would help you in your role?

Long-answer text

Bullying, harassment and discrimination at work

This section concerns your experiences of bullying, harassment, and discrimination at work

In the last 12 months, do you feel you have been bullied, harassed, or discriminated against at work? *

- Yes
- No
- Prefer not to say

Concerning how you have felt over the last 12 months, please tick all that apply. *

- I have felt bullied at work
- I have felt harassed at work
- I have felt discriminated against at work
- Prefer not to say

Who do you feel bullied, harassed, or discriminated by?

Please tick all that apply.

- By clients
- By managers/supervisors
- By peers
- By judiciary
- By others
- Prefer not to say
- Other...

Do you feel you have been bullied, harassed, or discriminated at work for any of the following? *

We have listed the protected characteristics as contained in the Equality Act 2010 as potential choices in response to this question – however you can add any other reasons that are appropriate for you under 'Other.'

- Age
- Disability
- Gender reassignment
- Marriage or civil partnership
- Pregnancy or maternity
- Race
- Religion and/or beliefs
- Sex
- Sexual orientation
- Prefer not to say
- Unsure/unknown
- Other...

...

Have you personally observed bullying, harassment or discrimination in your organisation/in the legal sector in the last 12 months? *

- Yes
- No



Was this bullying, harassment or discrimination dealt with appropriately? *

- Yes
- No
- Don't know/Unsure

Please explain your answer

Long-answer text

Your career



Nearly there! The following questions centre around your recent experience in the legal sector and your future career

To what extent has your experience of working in the legal sector changed since January 2020 ^{*} (prior to the Covid-19 pandemic)?

- It has changed significantly
- It has changed somewhat
- It has not changed



Please select the option which best explains the impact of these changes upon your wellbeing.

- Very positive
- Somewhat positive
- Neutral
- Somewhat negative
- Very negative

What has been the key change you have experienced?

Long-answer text

Could you see yourself leaving your current workplace...? *

- in the next 6 months
- in the next year
- in the next 3 years
- in the next 5 years
- sometime after the next 5 years
- I don't see myself leaving my current employer for reasons other than retirement

...

Could you see yourself leaving the legal sector (other than because of retirement)...? *

- in the next 6 months
- in the next year
- in the next 3 years
- in the next 5 years
- sometime after the next 5 years
- I don't see myself leaving the legal sector for reasons other than retirement

Please explain your reasons.

Long-answer text

How likely are you to recommend a career in the legal sector to others? *

- Not likely
- Somewhat likely
- Likely
- Very likely

Please can you expand on your response above

Long-answer text

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Diversity and inclusion



Finally, a few questions around diversity and inclusion.

What best describes your gender identity? *

- Female
- Male
- Prefer to self-describe (please specify in 'other')
- Prefer not to say
- Other...



Please confirm your age.

- 18 - 25
- 26 - 35
- 36 - 45
- 46 - 55
- 56 - 65
- 66 - 74
- 75+
- Prefer not to say



Which of the following best describes your ethnicity?

- Arabian or Arabian British
- Asian or Asian British
- Black African/Caribbean or Black British
- East Asian or East Asian British
- Romani or Traveller
- White or White British
- Mixed or Multiple Ethnicities
- Prefer not to say
- Other...



Do you consider yourself to be disabled for the purposes of the Equality Act 2010?

Under the Equality Act 2010, you are disabled if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities.

- Yes
- No
- Not sure
- Prefer not to say

Do you identify as neurodivergent? *

- Yes
- No
- Prefer not to say



Are you a carer?

For the purposes of this survey, a carer is anyone who is a parent of a child under the age of 18 or anyone who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support.

- Yes
- No
- Not sure
- Prefer not to say