



## Employee Diversity Statistics June 2023

We are required by the SRA (Solicitors Regulation Authority) to undertake a diversity questionnaire every two years. As part of this questionnaire we collect the required data directly from our employees to ensure the information is current and collate a summary of the responses to be reported to the SRA. We are also required to publish this data in an easy to understand summary format. This document summarises and explains the results of our latest diversity questionnaire and will be published to our website.

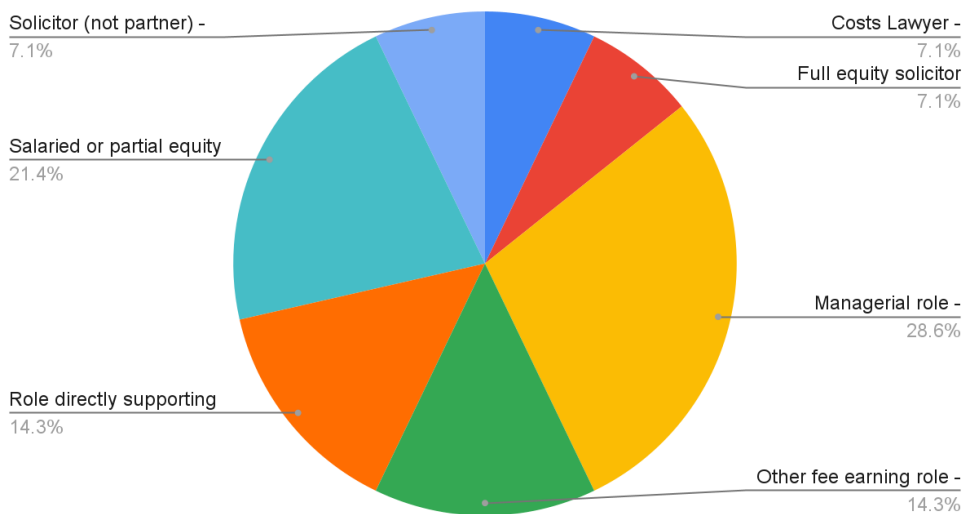
### Categories of roles within the firm

Below summarises the percentage of employees in each category of role within the firm.

This is broken down by:

- Solicitors (Who are not a Partner/Director)
- Salaried or partial equity Partners/Directors
- Role directly supporting a fee earner (Support Roles)
- Costs Lawyers
- Full Equity Partners/Directors (Owners)
- Managerial roles
- Other fee earning roles

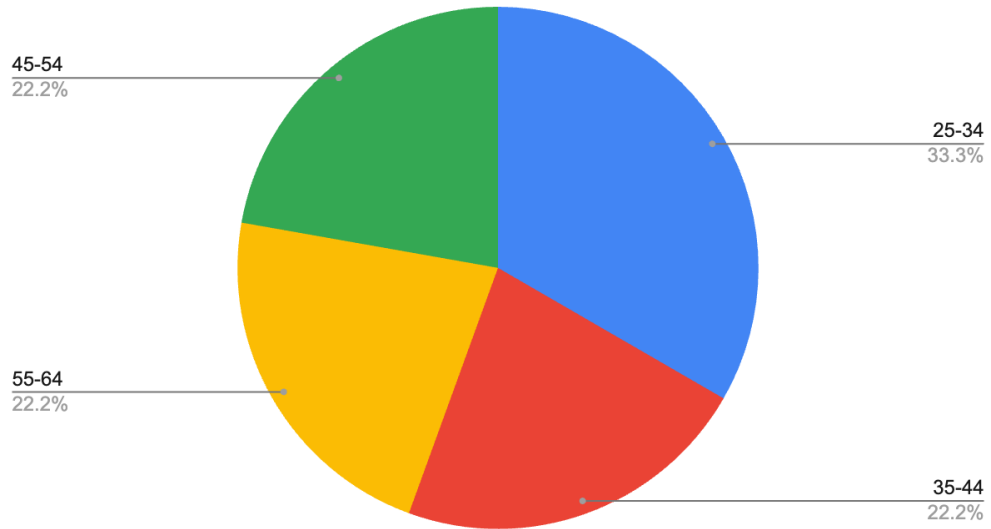
### Categories of roles within the firm



### **Age Category of Employees**

Below breaks down our employees by age range.

#### Age Category of Employees



### **Sex of Employees**

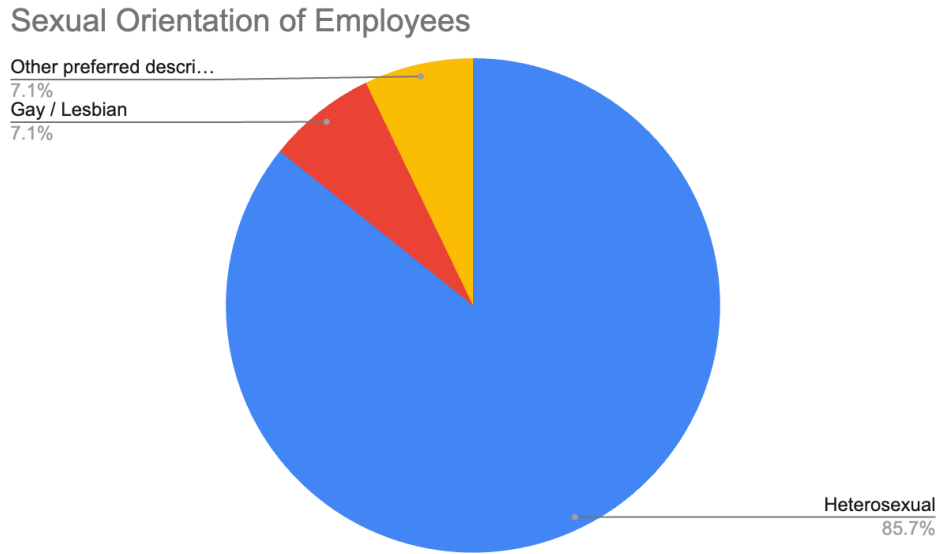
Below breaks down our employees by sex.

#### Sex of employees



### **Sexual Orientation of Employees**

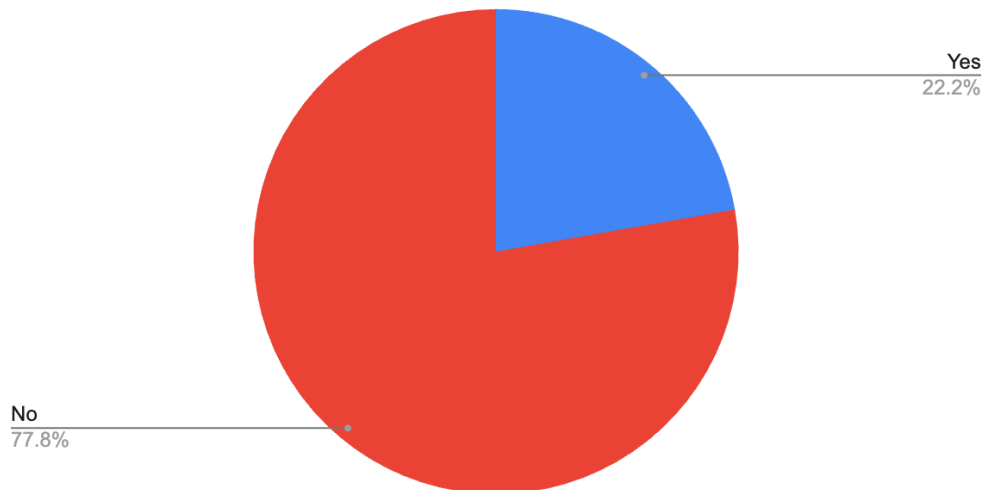
Below breaks down our employees by their sexual orientation.



### **Disabilities**

Below breaks down our employees who consider themselves to have a disability according to the definition in the Equality Act 2010.

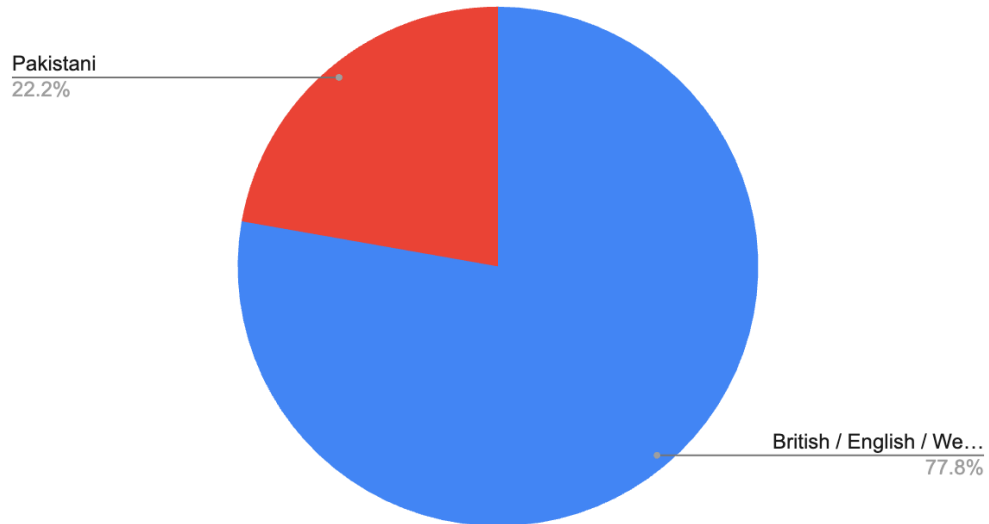
Employees who consider themselves to have a disability according to the definition in the Equality Act 2010.



## **Ethnicity**

Below breaks down our employees by ethnicity.

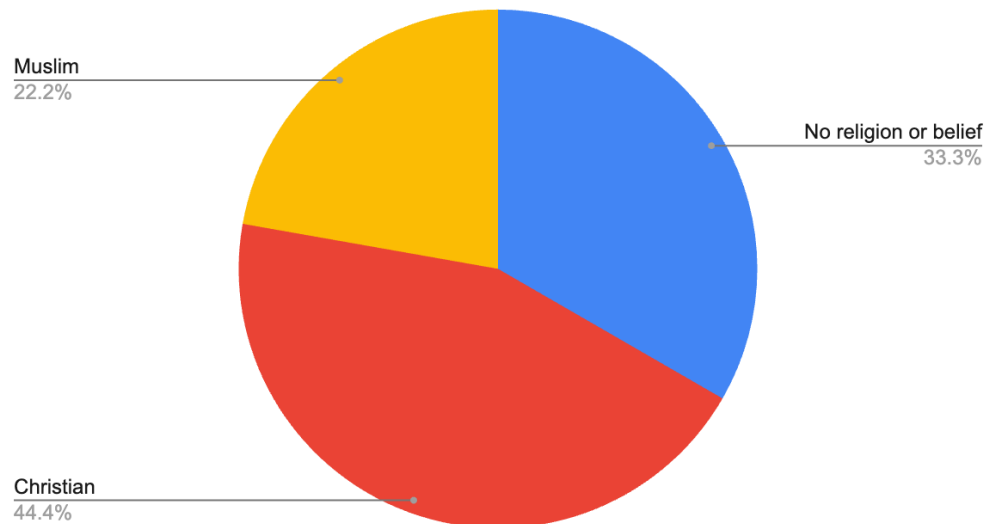
Ethnic group of employees



## **Religion**

Below breaks down our employees by religion or beliefs.

Religion or beliefs of employees

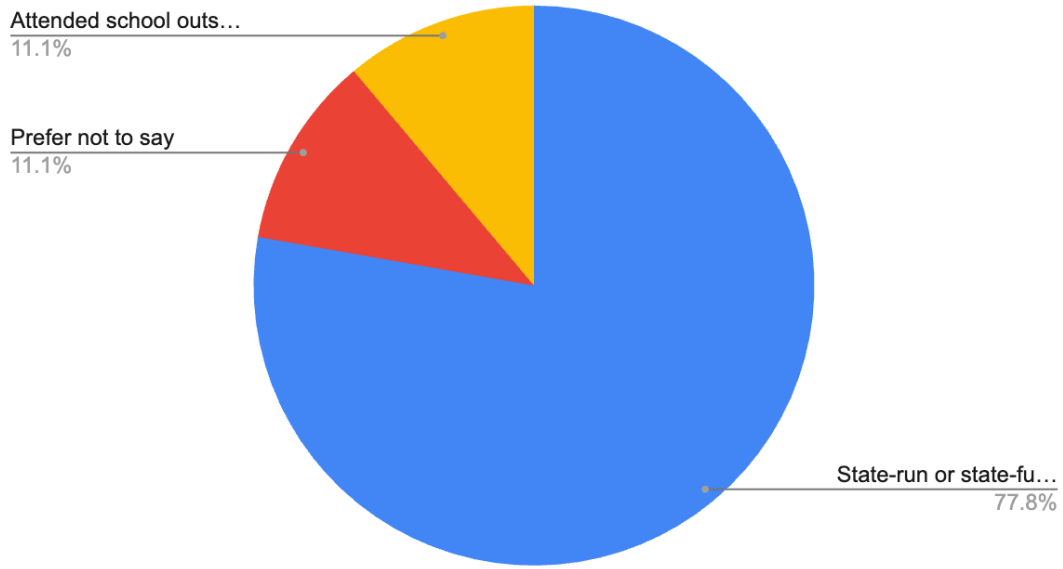


## **Education**

Below breaks down our employees by the type of education they received between the ages of 11 and 16. Our employees fit into the following categories:

- Attended school outside of the UK
- Attended a State-Run or State-Funded school (non-selective)
- Prefer not to say

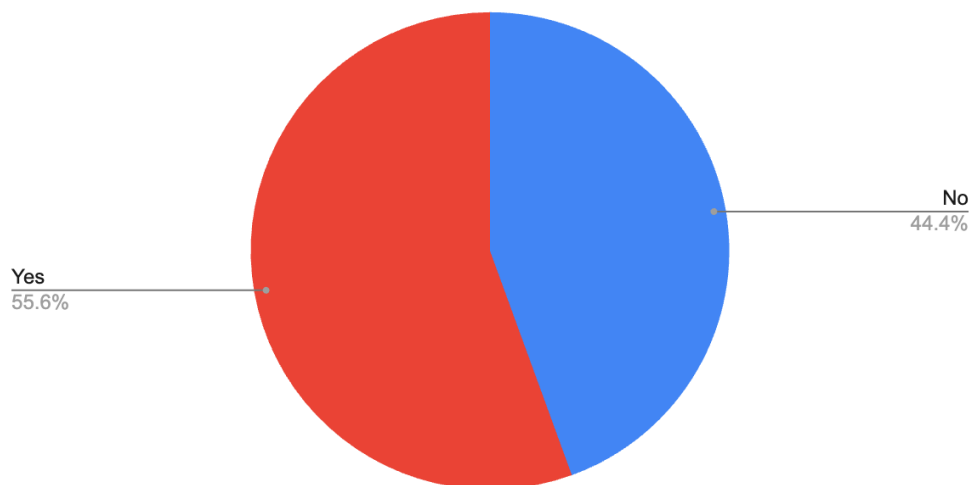
### Type of school attended by employees



## **Children**

Below breaks down our employees by whether they are a primary carer for a child or children under the age of 18.

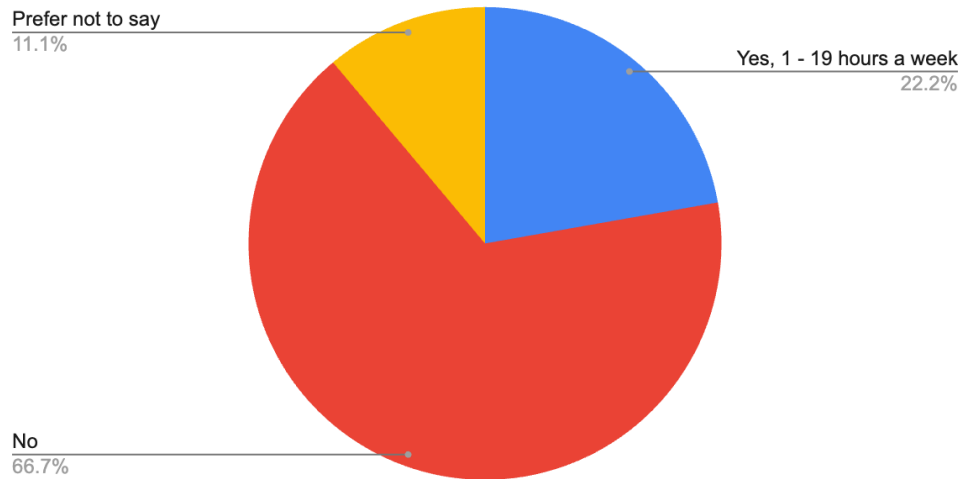
### Employees who are a primary carer for a child or children under 18



## **Carers**

Below breaks down our employees by whether they care for someone with a long term physical or mental health issue caused by disability or age, and by how many hours they spend doing so.

Employees who look after or care for someone with long term physical or mental ill health caused by disability or age

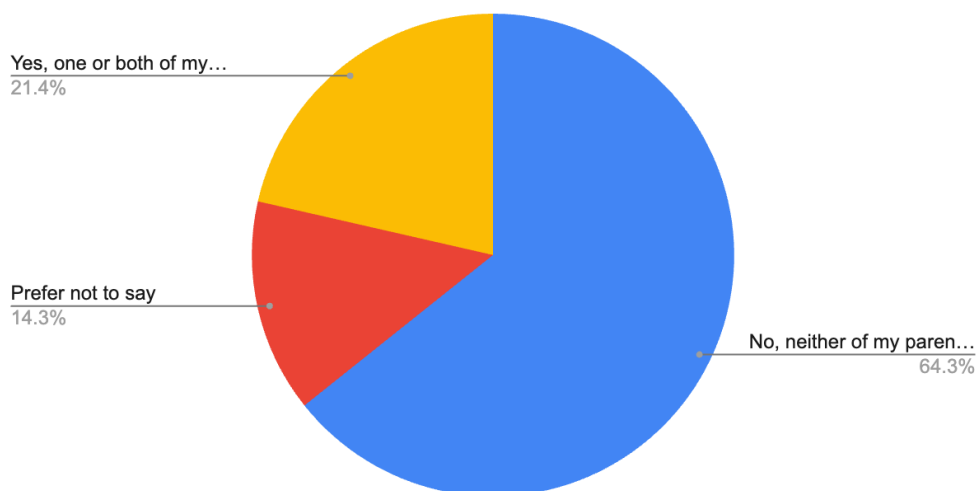


## **Socio-Economic Background**

Employees were asked questions about their socio-economic background.

1. Employees were asked if their parents attended university and gained a degree qualification by the time they were 18. The responses were as follows:

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



2. Employees were asked what the occupation of their main household earner was when they were around 14 years of age. Their responses were broken down by the following categories:

**Professional Background**

- Modern Professional and Traditional Professional Occupations
- Senior, Middle or Junior Managers and Administrators

**Intermediate Background**

- Clerical and Intermediate Occupations
- Small Business Owners who employ less than 25 people

**Lower Socio-Economic Background**

- Technical and Craft Occupations
- Routine, Semi-Routine Manual and Service Occupations
- Long-Term Unemployed

**Excluded from the above categories**

- Other
- Prefer not to say

Their responses were as follows:

Count of Socio-Economic Background

