

DIVERSITY STATISTICS  
2023

## DIVERSITY STATISTICS 2023

In July 2023 our staff were invited to complete the diversity survey provided by the Solicitors Regulation Authority (SRA). This survey is completed by every law firm in the UK and the data is reported back to the SRA. Our staff completed their entries anonymously, using a third-party provider and we had a fantastic response rate of 85% across our four offices.

### OUR MAKEUP BY ROLE

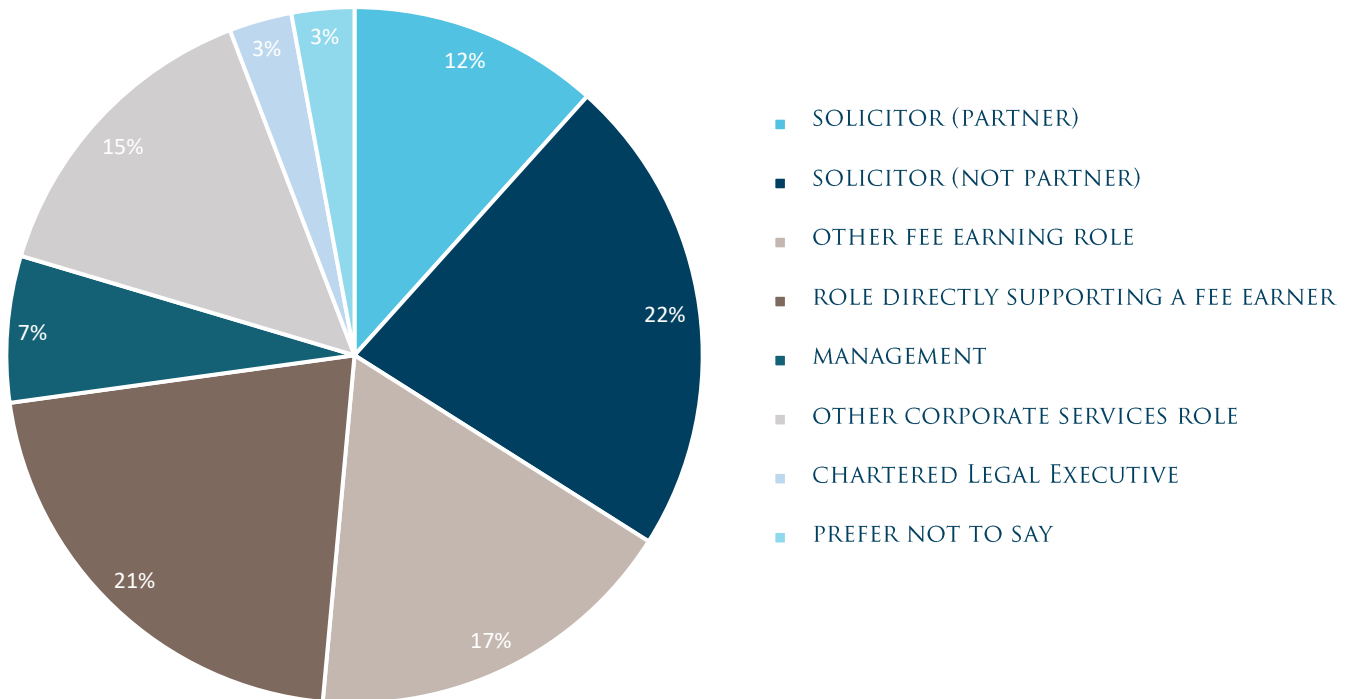


Figure 1 Select one category which best describes your role in the firm

## OUR MAKEUP BY AGE

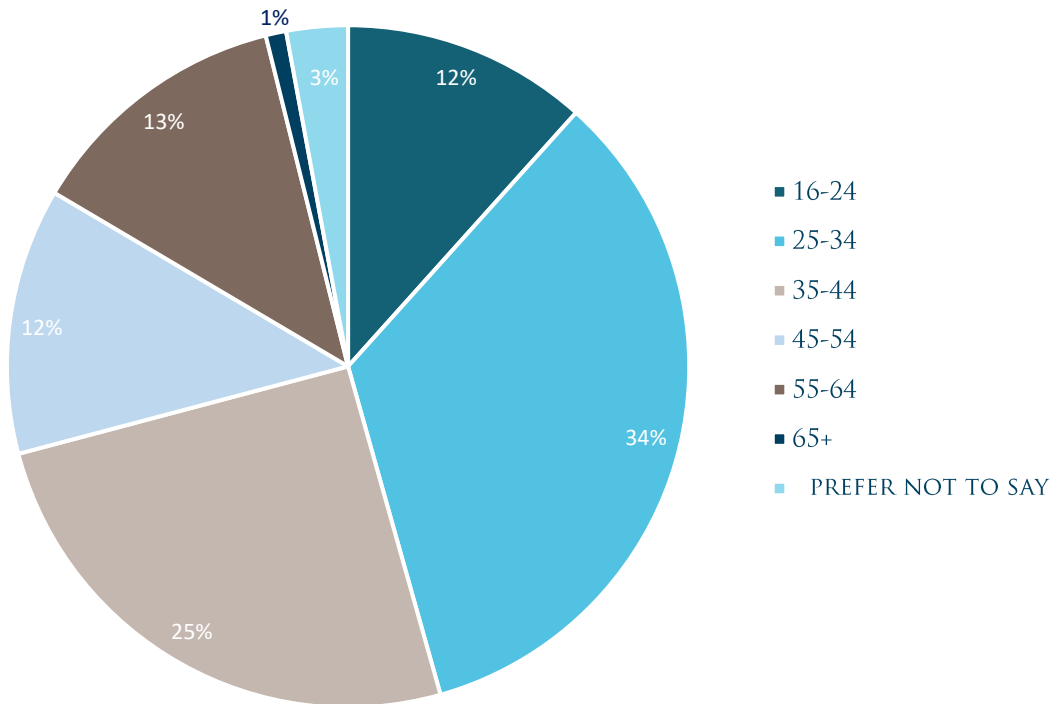


Figure 2 Which age category are you in?

## OUR MAKEUP BY SEX

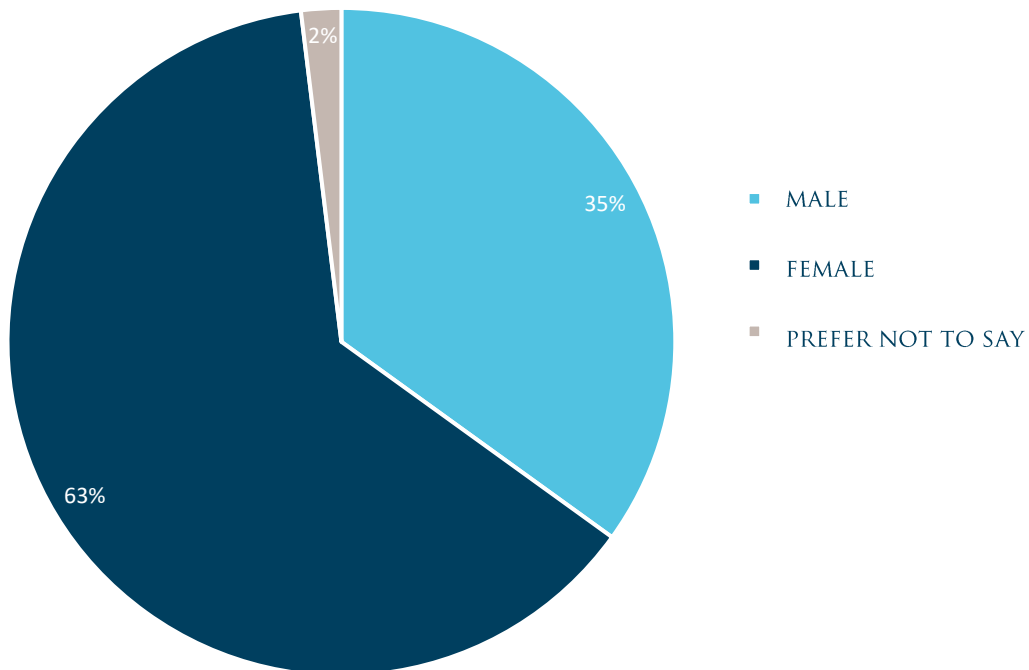


Figure 3 What is your sex?

A follow up question revealed that 99% of our staff identified with the same gender as their registered sex at birth

## DISABILITY

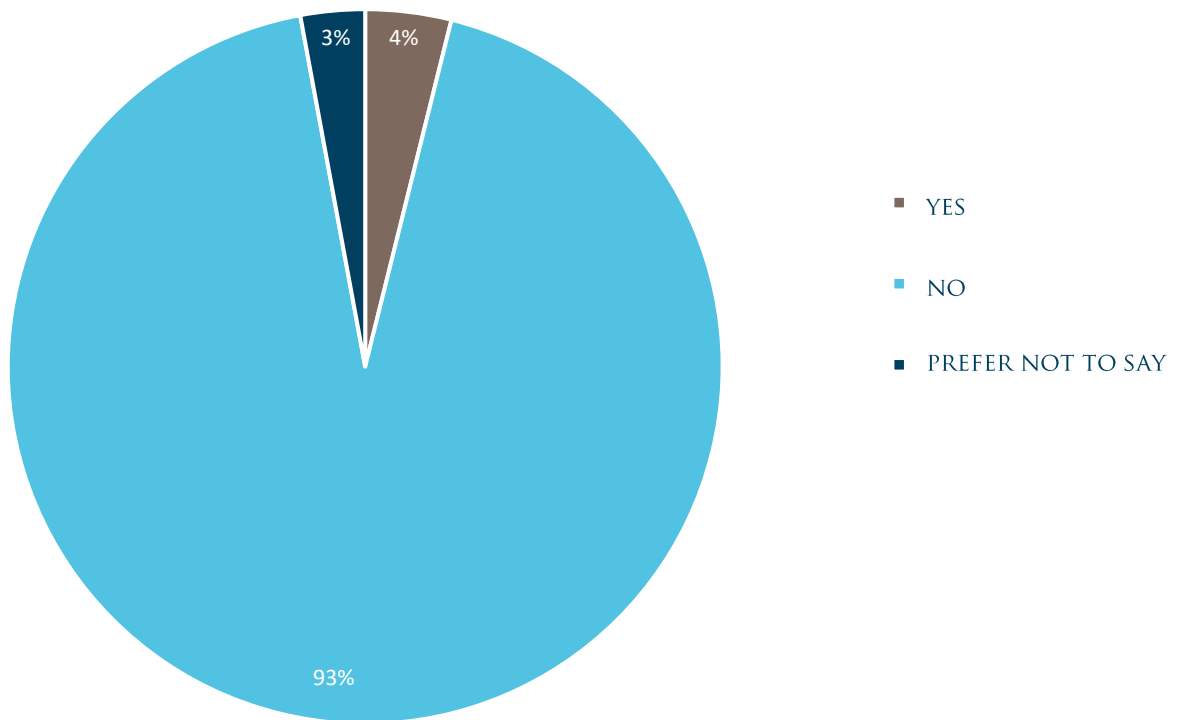


Figure 4 Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

## IMPACT ON DAY TO TO ACTIVITIES

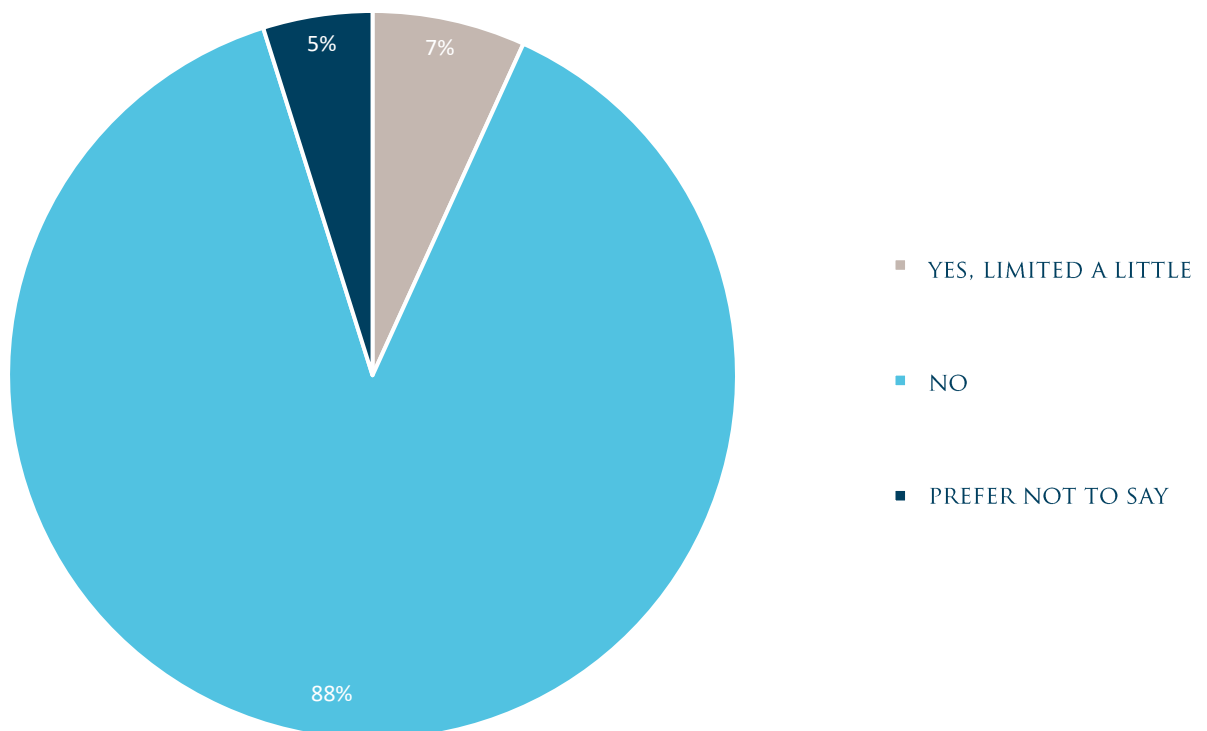


Figure 5 Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

## OUR MAKEUP BY SEXUAL ORIENTATION

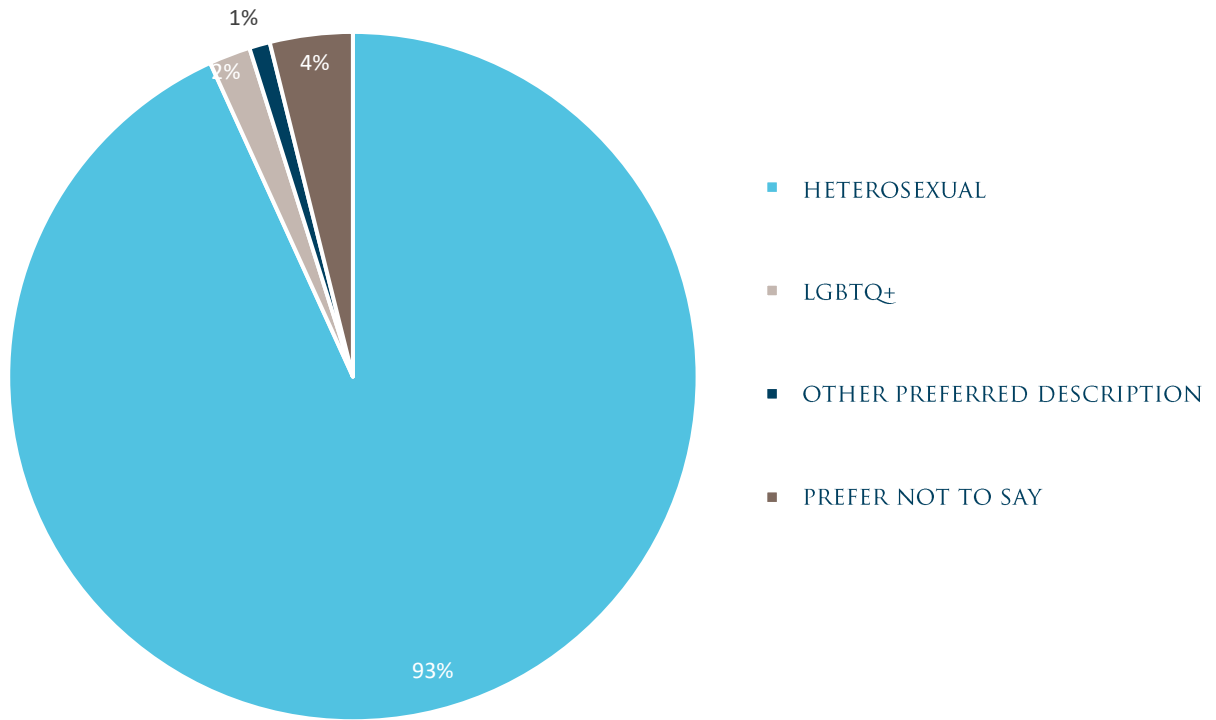


Figure 6 What is your sexual orientation?

## OUR MAKEUP BY ETHNIC BACKGROUND

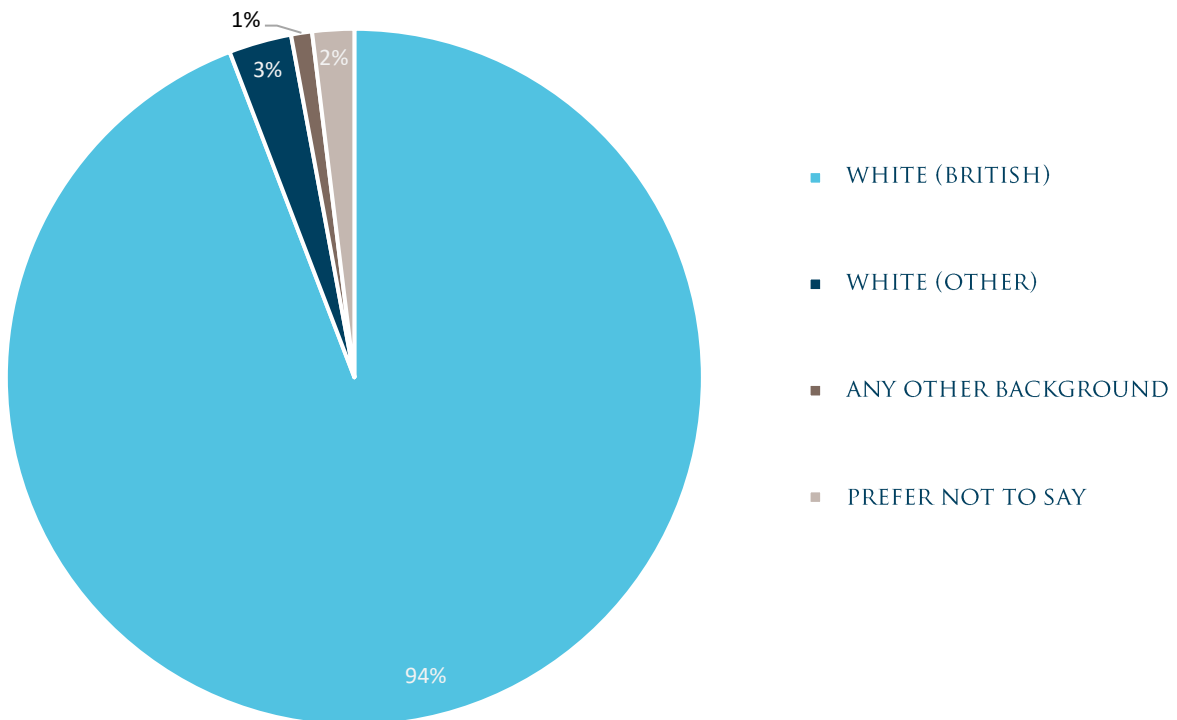


Figure 7 What is your ethnic group?

We grouped some of the responses together to avoid identifying our team members

## OUR MAKEUP BY RELIGION OR BELIEF

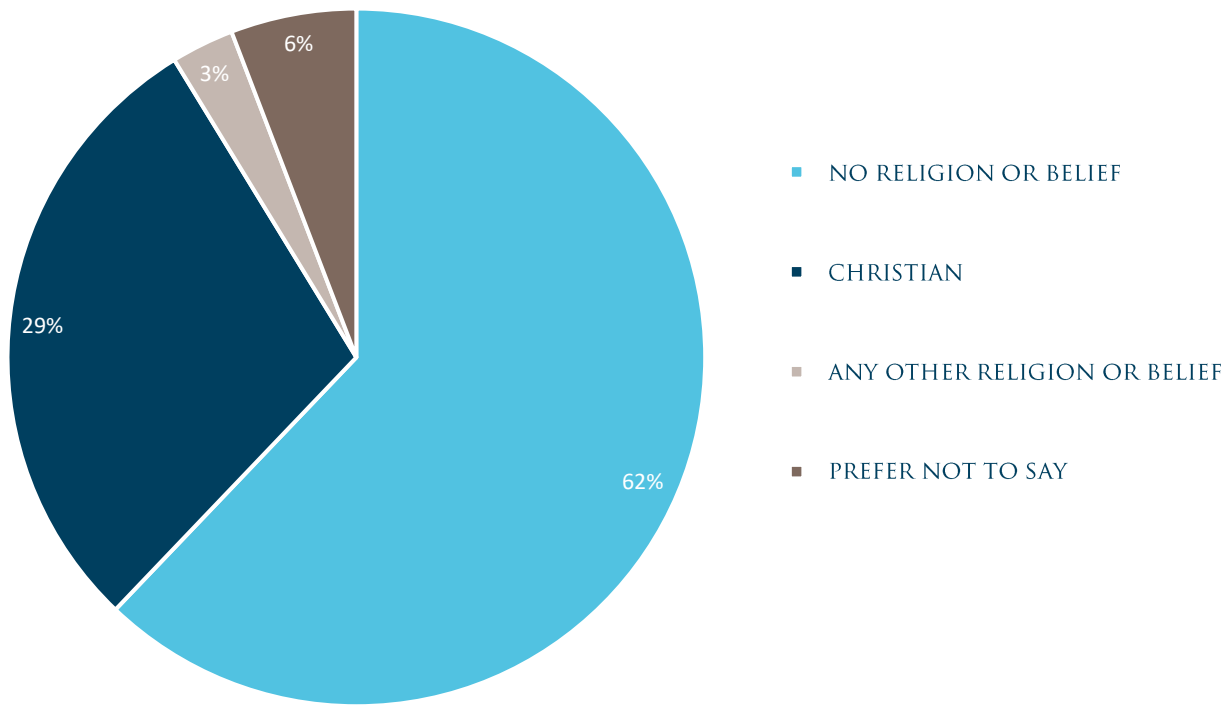


Figure 8 What is your religion or belief?

## OUR MAKEUP BY EDUCATION

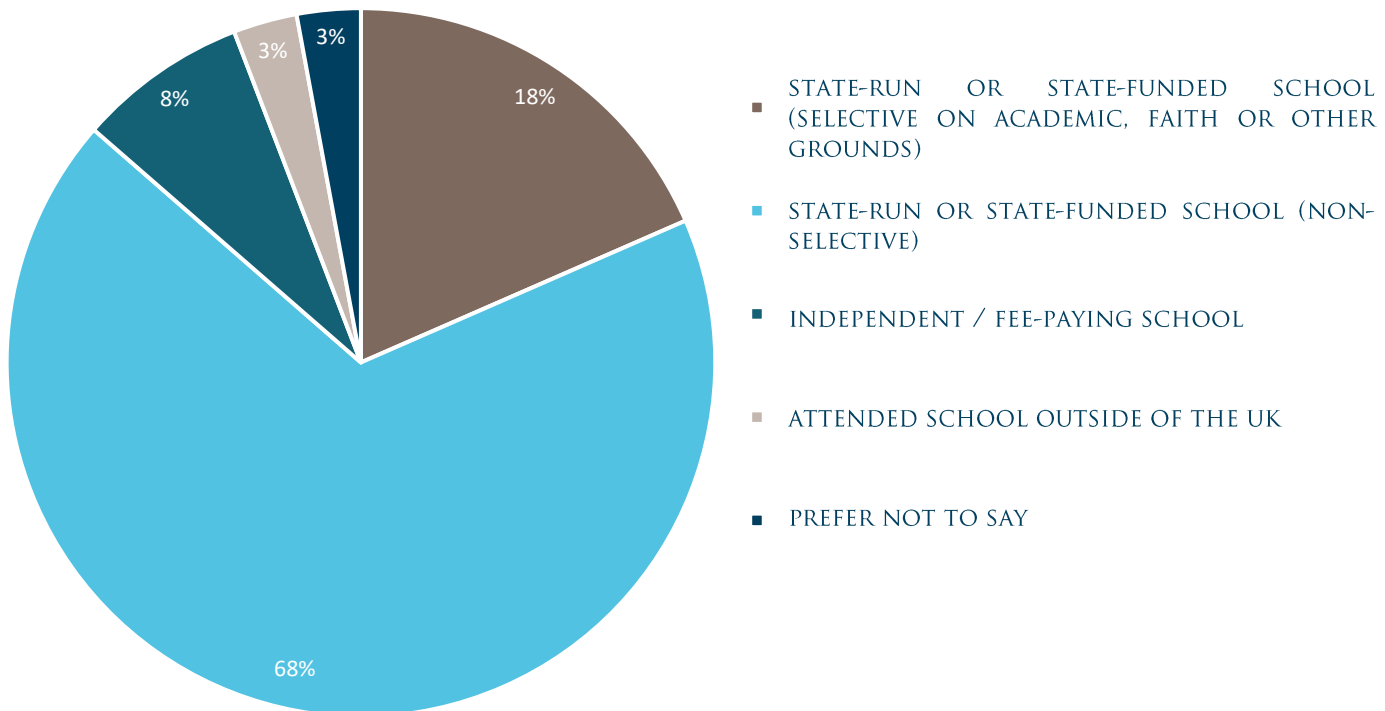


Figure 9 Which type of school did you attend for the most time between the ages between the ages 11 and 16?

## OUR PARENTS' EDUCATION

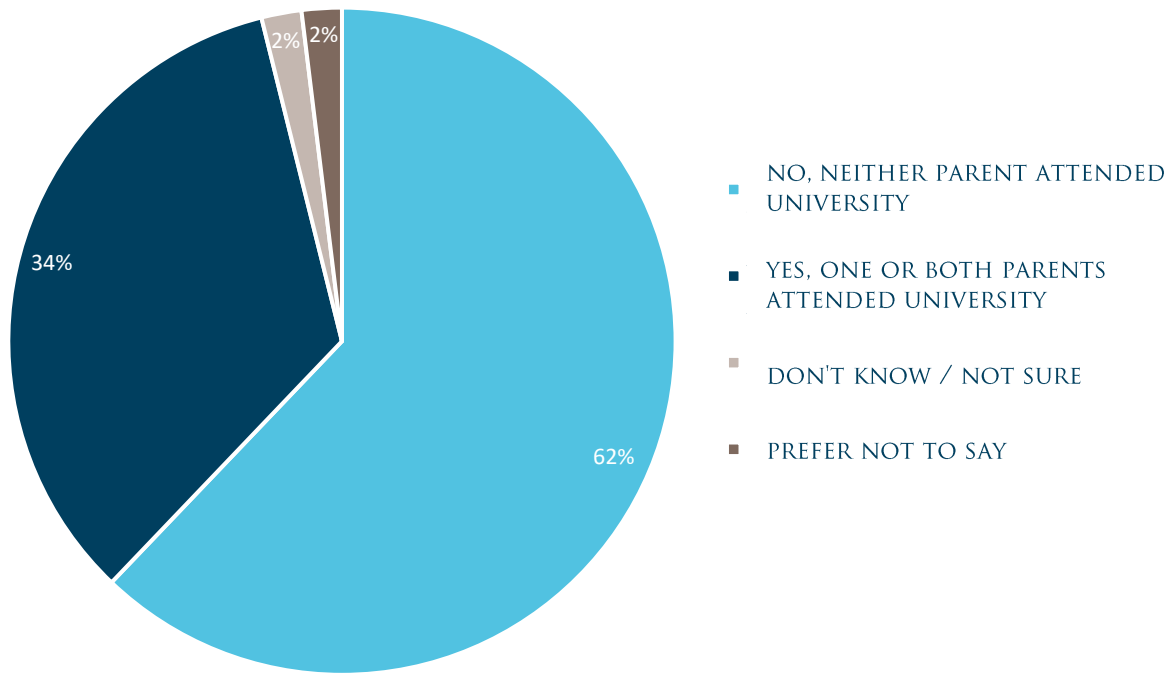


Figure 10 Did either of your parents attend university by the time you were 18?

## OUR PARENTS' JOBS WHEN WE WERE 14

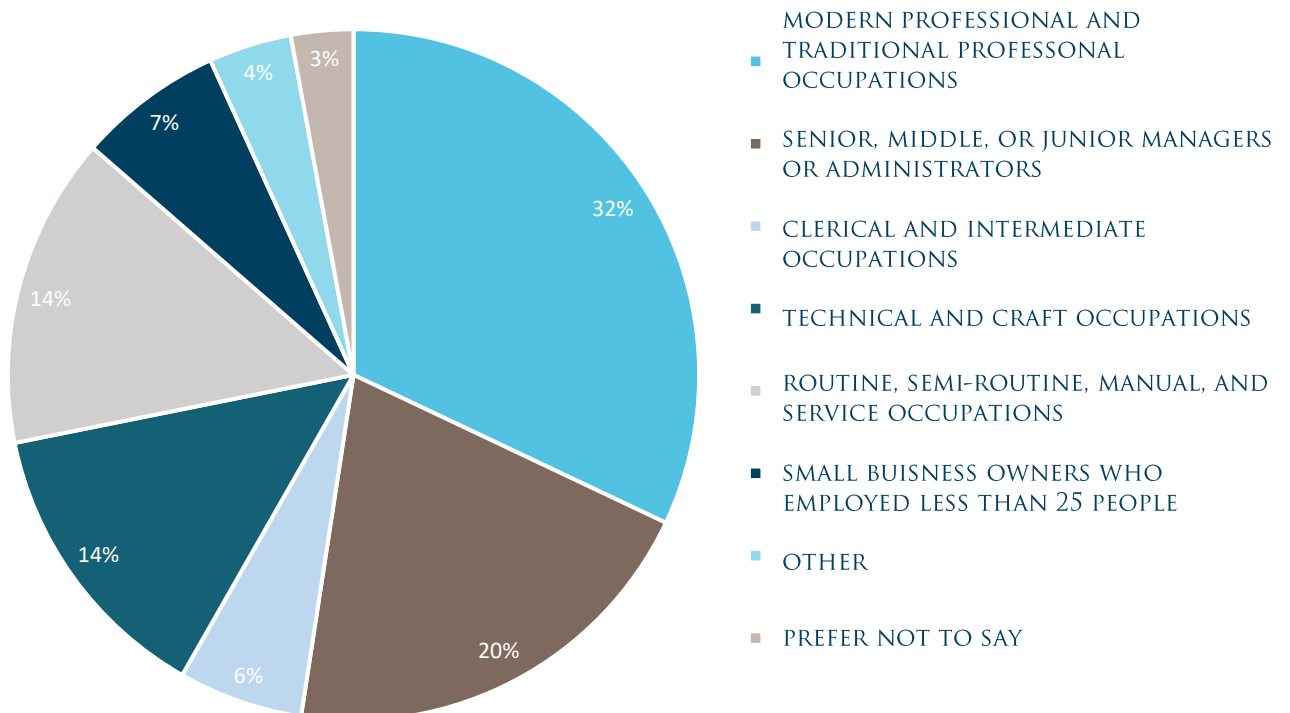


Figure 11 What was the occupation of your main household earner when you were about 14?

### SOME OF US ARE RAISING YOUNGSTERS

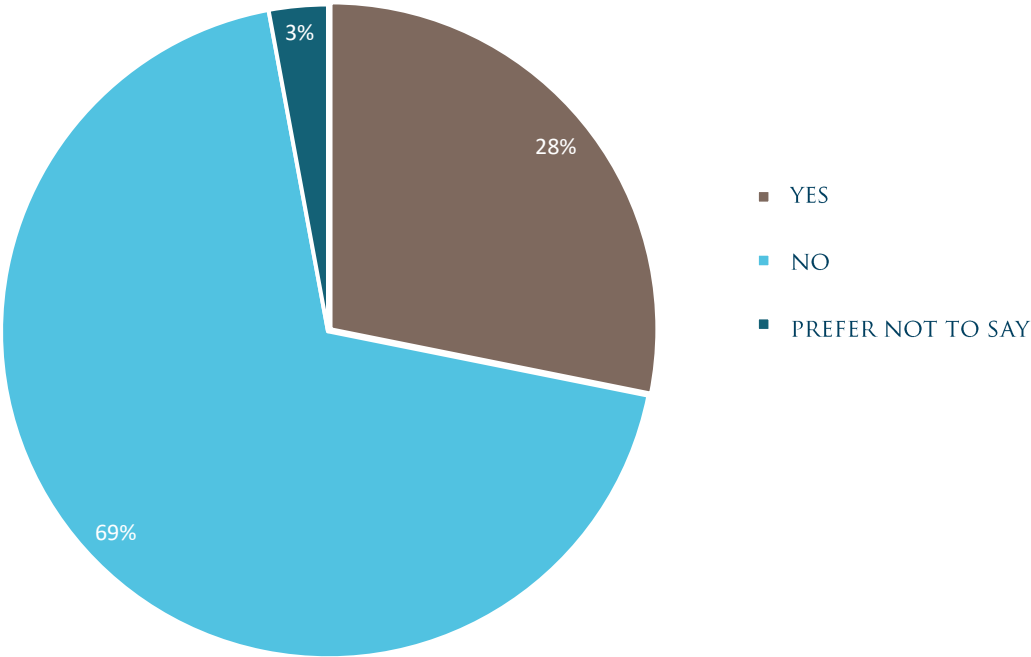


Figure 12 Are you a primary carer for a child or children under 18?

### SOME OF US ARE CARERS

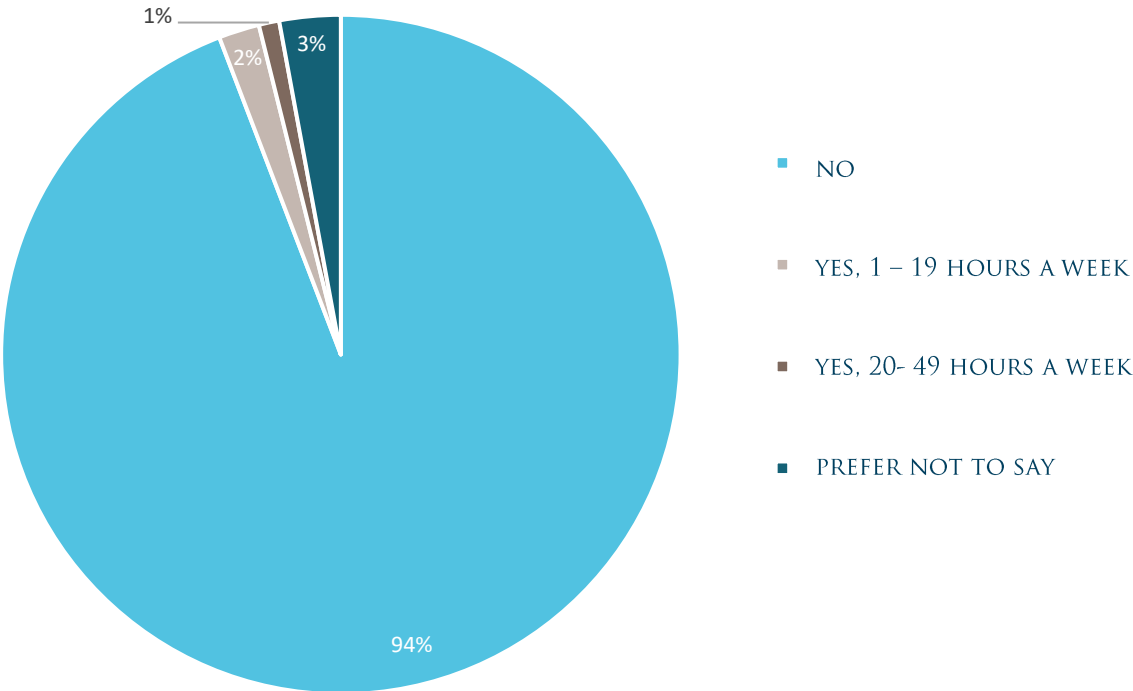


Figure 13 Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?