

Diversity Report

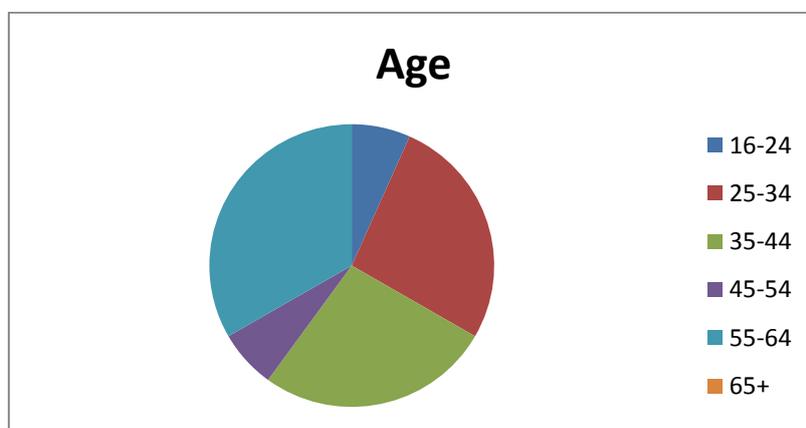
We are required by the SRA to collect diversity information to help them monitor the diversity of the workforce within law firms in the UK. We did so using the SRA Diversity Questionnaire.

The Data collection was divided into the following sections:

- Age
- Gender & Gender Identity
- Disability
- Health Issues
- Ethnicity
- Religion
- Sexual orientation
- Education
- Caring responsibilities

Age

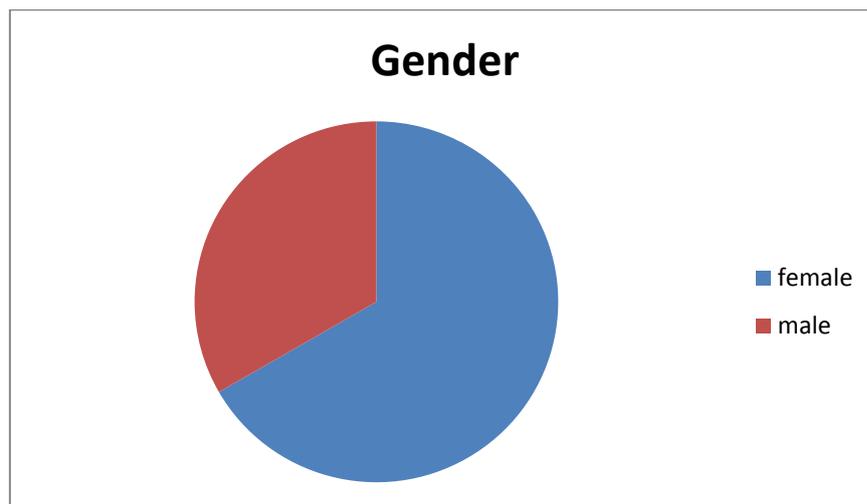
From the employees who participated in the survey, the majority fell in the 55-64 age bands, with 32%. There were 27% within the 22-34 years & 35-44 years bracket. Finally, in the 16-24 years & 45-54 years category there were 7%.



Gender & Gender Identity

The majority of participants were female, accounting for 67% of those surveyed.

None of the participants surveyed considered their gender identity to be different from at their birth.



Disability

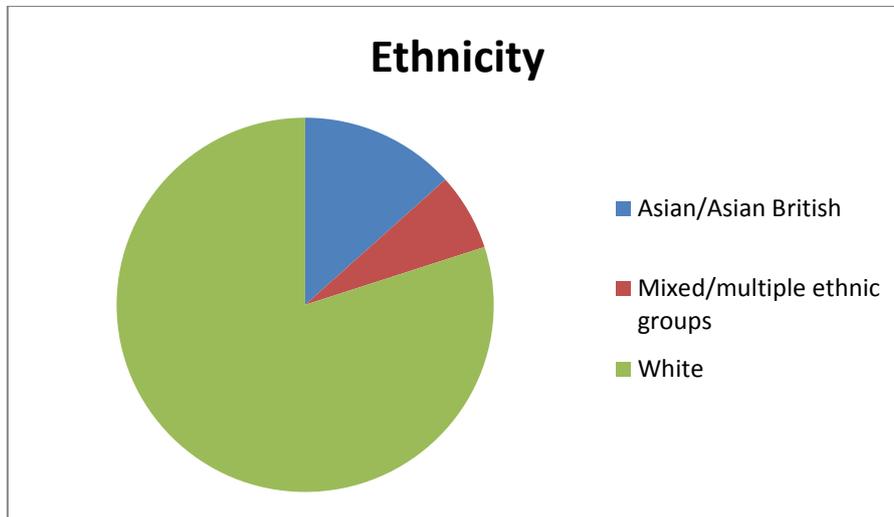
None of the participants surveyed considered themselves to have a disability.

Health

None of the participants surveyed considered their day to day activities to be limited due to a health problems or disability expected to last at least 12 months.

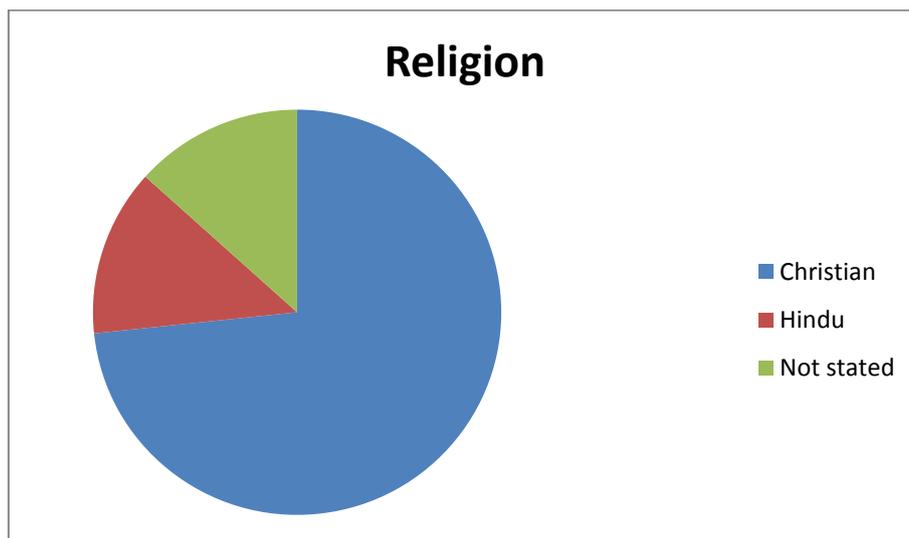
Ethnicity

Of those that completed the questionnaire, 80% were categorised as white, whilst 13% were from Asian/Asian British and 7% were mixed/multiple ethnic groups.



Religion

73% of those surveyed were Christian, 13% were Hindu, whilst the remaining 13% preferred not to say.



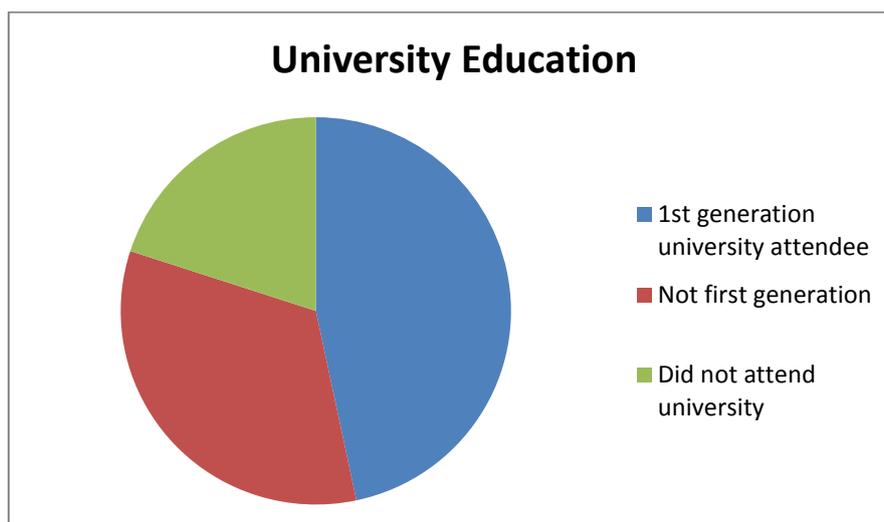
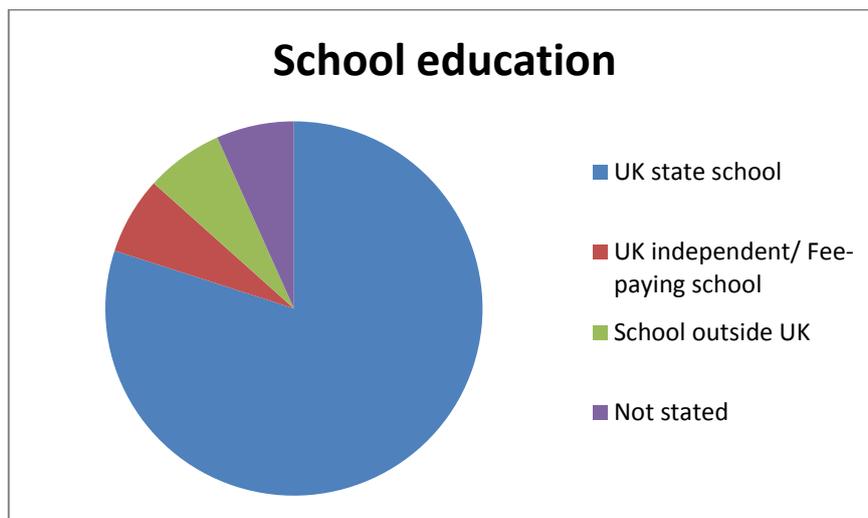
Sexual Orientation

All participants in the questionnaire considered themselves to be heterosexual.

Education

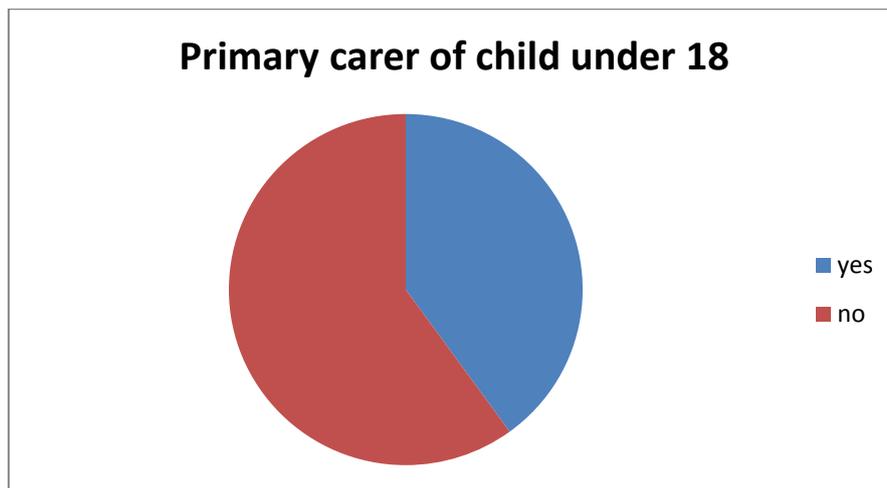
The education section of the questionnaire took into consideration participant's schooling from the ages of 11-18 and any university experience. From those surveyed, the majority (80%) attended state school in the UK.

With regards to university, 80% of those surveyed attended university, of these, 58% were part of the first generation of their family to do so.



Caring responsibilities

40% of those surveyed were primary carers of one or more children under 18. None of those participating in the survey were responsible for caring for someone with long term illness or mental ill health caused by disability or age.



12/07/2017