

Diversity Report

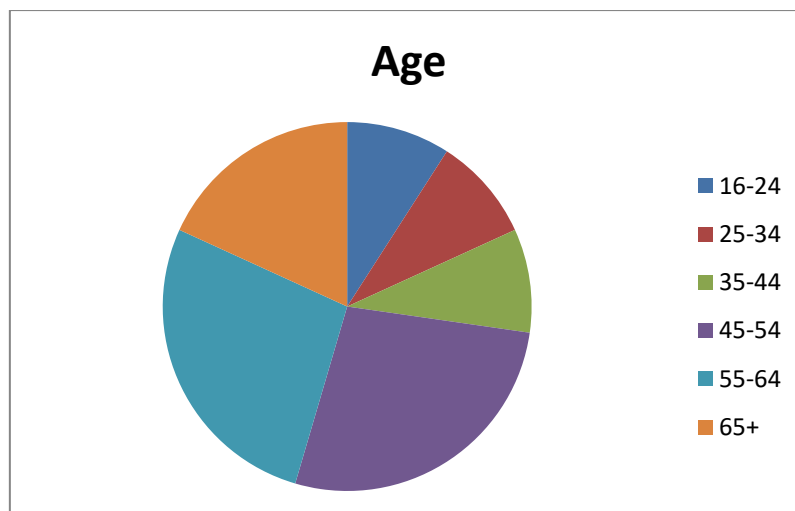
We are required by the SRA to collect diversity information to help them monitor the diversity of the workforce within law firms in the UK. We did so using the SRA Diversity Questionnaire.

The Data collection was divided into the following sections:

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

Age

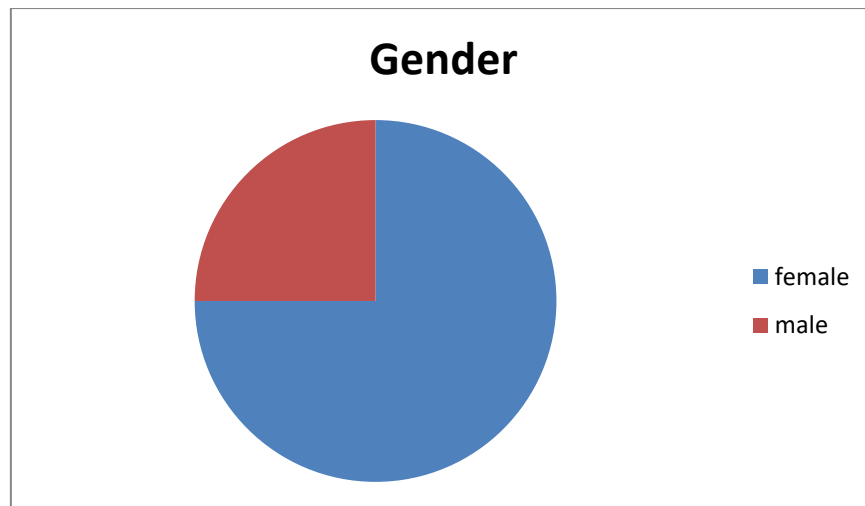
From the employees who participated in the survey, the majority fell in the 45-54 and 55-64 age bands, with 27%. There were 9% within the 16-24, 25-34- & 35-44-years bracket. Finally, in the 65+ age category there were 18%.



Gender & Gender Identity

Most participants were female, accounting for 75% of those surveyed.

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



Disability

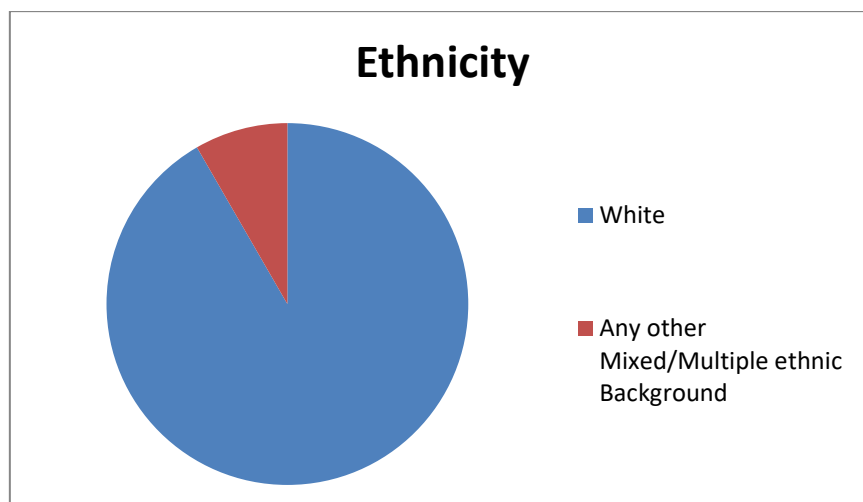
None of the participants surveyed considered themselves to have a disability.

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.

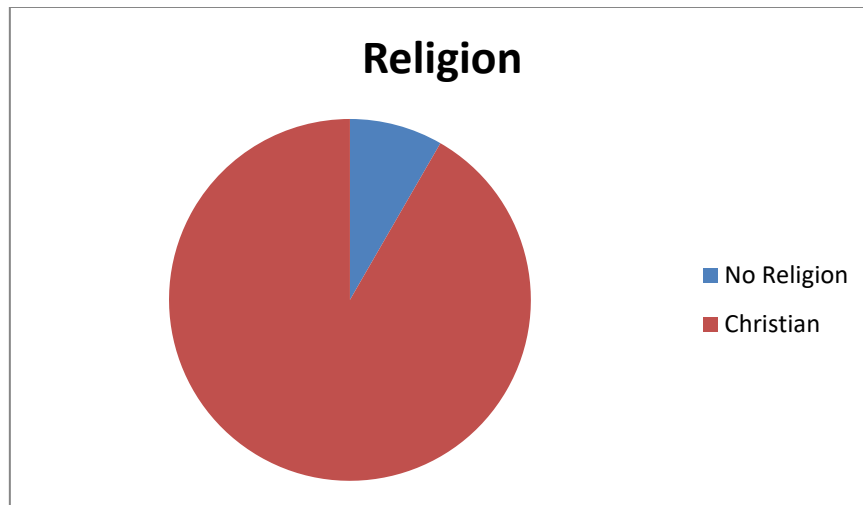
Ethnicity

Of those that completed the questionnaire, 92% were categorised as white, whilst 8% were mixed/multiple ethnic groups.



Religion

92% of those surveyed were Christian whilst 1% had no religion/atheist.

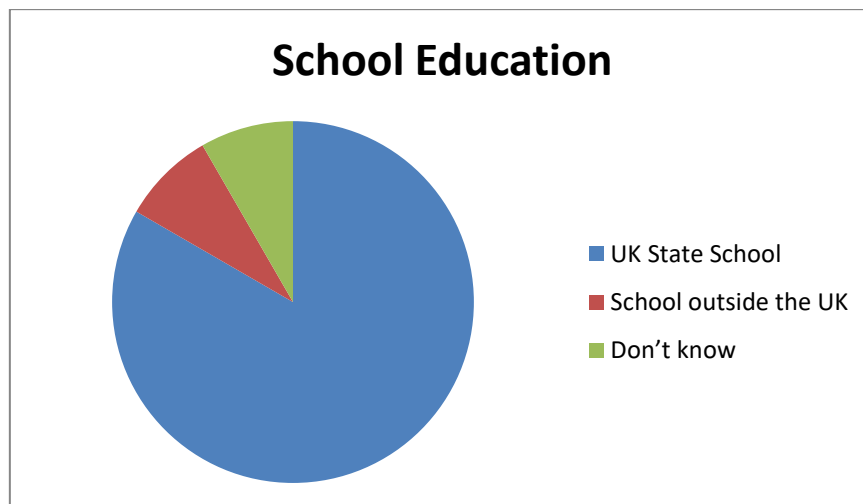


Sexual Orientation

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 (83%) attended state school in the UK.



Caring responsibilities

33% of those surveyed were primary carers of one or more children under 18. 80% of those participating in the survey were not responsible for caring for someone with long term illness or mental ill health caused by disability or age, however 10% care for someone between 1-19 hours per week and another 10% care for someone between 20-49 hours per week.

