



Diversity Questionnaire 2023

All firms regulated by the Solicitors Regulatory Authority (SRA) are required to collect, report and publish data about the diversity of their workforce on a periodic basis. Further details can be found at:

<https://www.sra.org.uk/solicitors/resources/diversity-toolkit/>

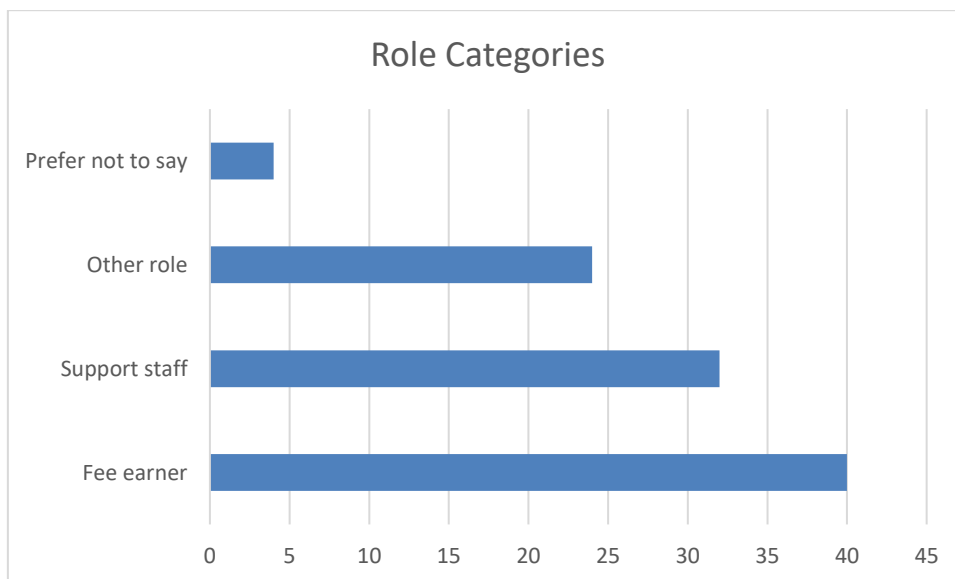
Everyone at the firm has been given the opportunity to provide this data. However it should be noted that individuals were not under any legal or regulatory obligation to complete the questionnaire or provide their diversity data. Those who did choose to complete the questionnaire were also given the opportunity to respond to questions by selecting the “prefer not to say” option.

The total number of staff at the time of data collection was 32. The number of completed questionnaires was 25.

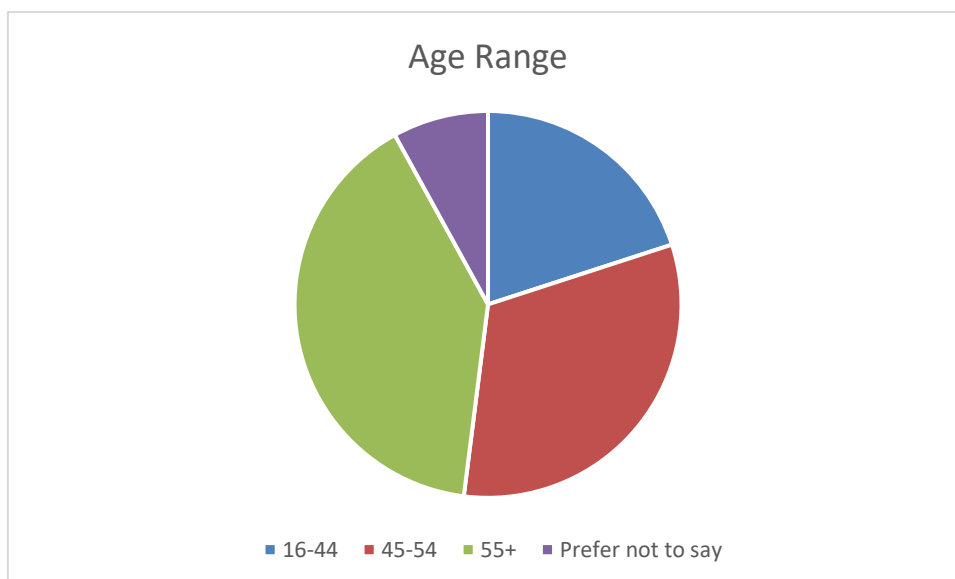
The results of the returned questionnaires are below:

Role Categories.

Completed questionnaires were returned by people who hold the following job types within the organisation:



Age Range of Staff



Sex, Gender Identification and Sexual Orientation.

Staff were asked to identify their sex, 80% identified as female, 16% male and 4% preferred not to say. Respondents were then asked whether the gender they identify with is the same as their sex registered at birth. 96% of people said that they still identify as the same sex as they were when registered at birth, 4% of people preferred not to say.

The majority of staff, 92%, are heterosexual, 8% preferred not to say.

Staff Disability and Caring for Dependents.

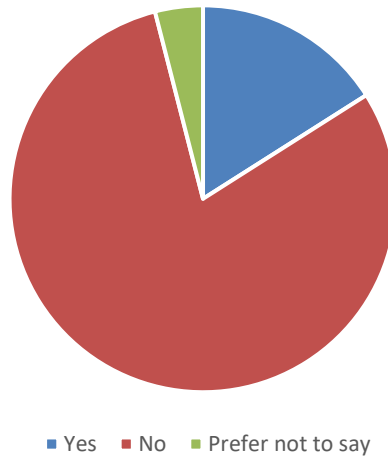
A disability for the purpose of the questionnaire, was defined by the Equality Act 2010. This states a disabled person is someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

96% of people stated that they did not have a disability as defined above, with 4% of people preferring not to say.

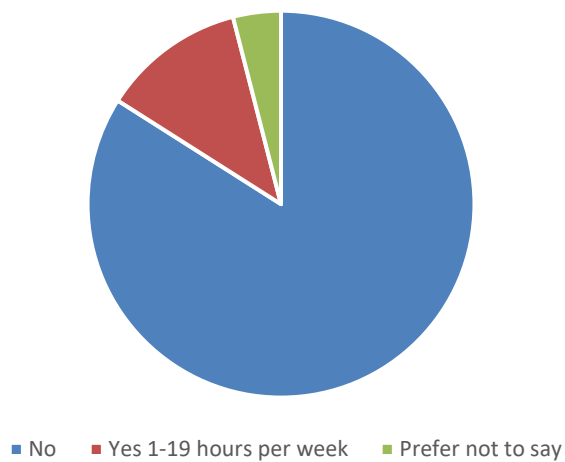
Staff were asked if their day-to-day activities were limited because of a health problem or disability which has lasted or is expected to last at least 12 months? 92% of people said they did not have health problems, 4% were a little limited and 4% preferred not to say.

Further questions surrounded caring for a child or children under the age of 18 as well as caring for someone with a long term physical or mental ill health caused by disability or age and not in a paid capacity. The results of these questions are below:

Primary Carer for a person/s under 18



Look after or care for someone else



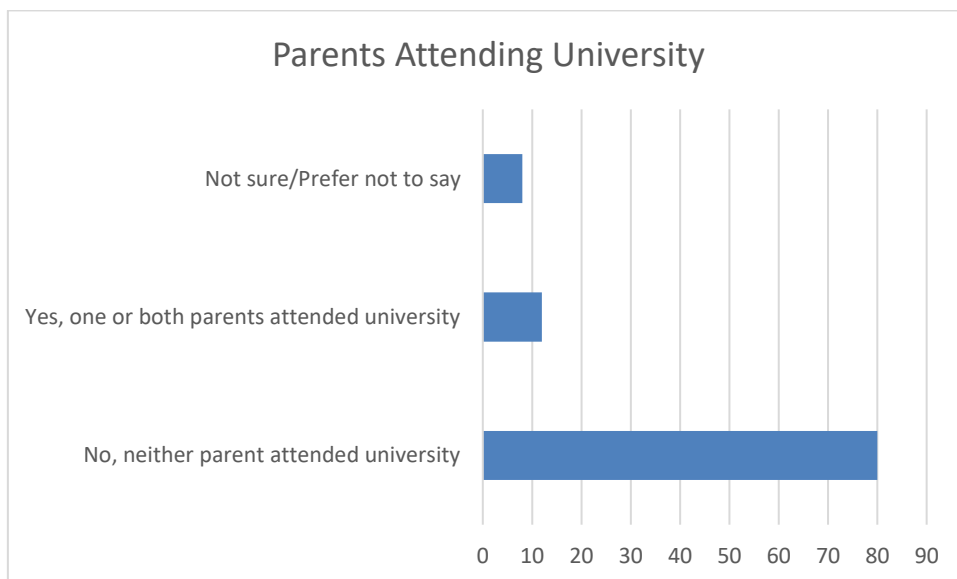
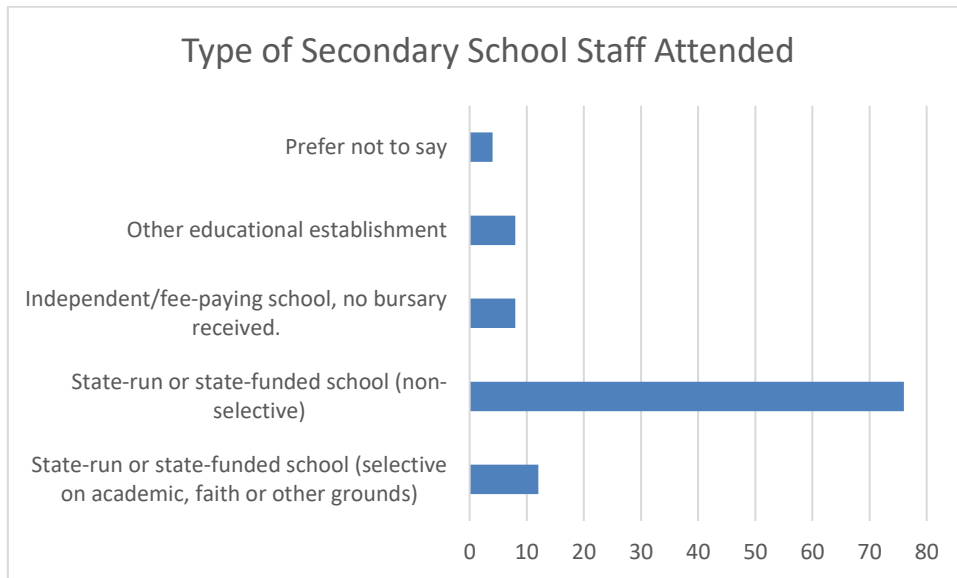
Ethnicity and Religion.

Questionnaires received saw that 80% of people were from a British/English/Welsh/N Irish/Scottish White background. 8% were from Black/Black British background, 4% were from Mixed/Multiple ethnic group and 8% preferred not to say.

With regards religion and belief, 52% of staff said that they had no religion or belief, 44% identified as Christian with 4% preferring not to say.

Education and Occupation.

Staff were asked what type of secondary educational establishment they attended. They were also asked whether their parents attended university, the results of these questions can be found below:



Home Life.

The final question was surrounding the occupation of the main household earner when the individual was around 14 years old:

