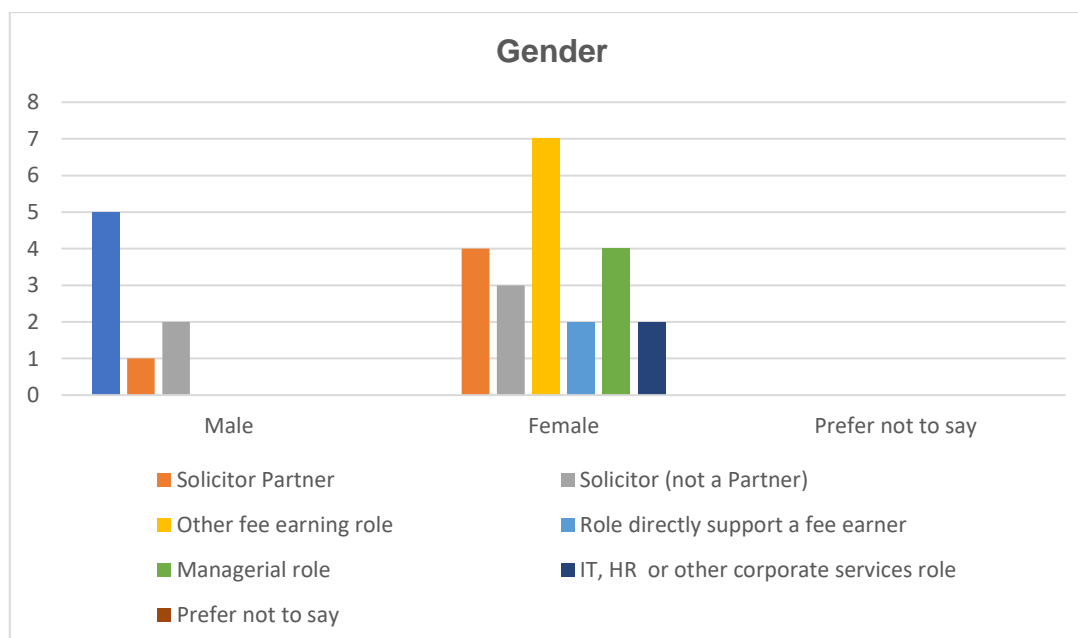
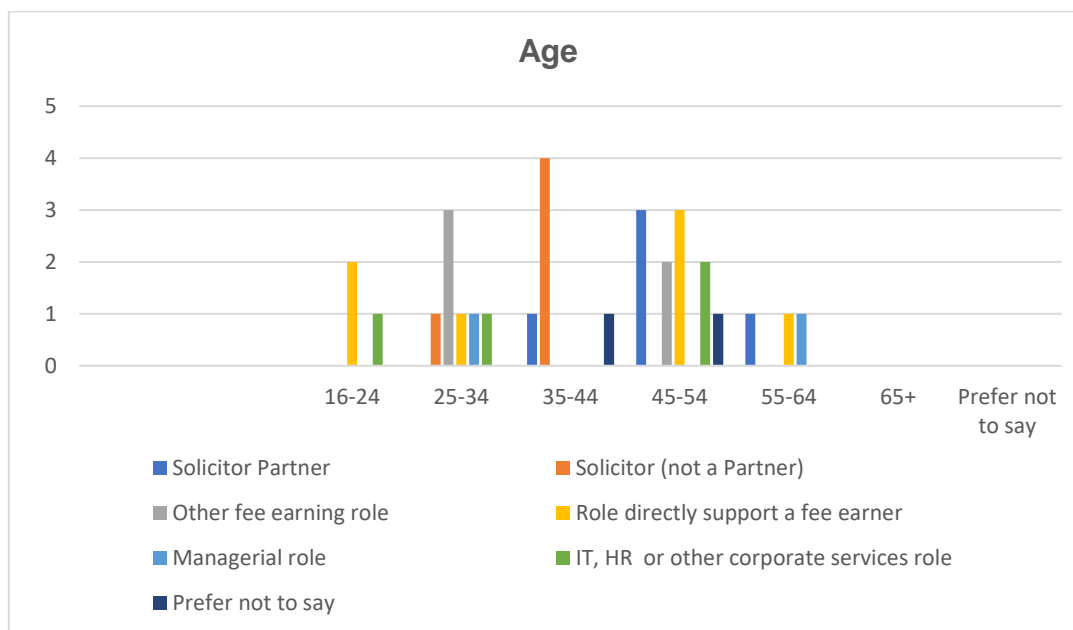


## Diversity in the Legal Sector

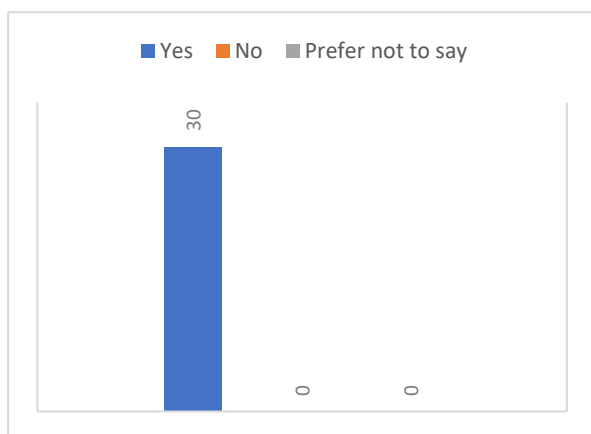
As part of our commitment to equality and diversity, we collect and publish data relating to the diversity of our staff. The data is collected bi-annually, anonymously and on a voluntary basis and then submitted to the Solicitors Regulatory Authority (SRA) to assist them in monitoring the diversity of the legal profession as a whole.

We do not publish data which may enable individuals to be identified.

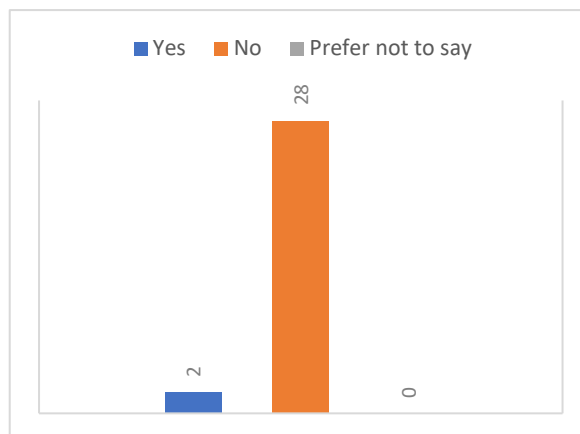
In 2021, 50% of our staff completed the diversity survey which included questions about roles, education, gender, sexual identity, disability and caring responsibilities



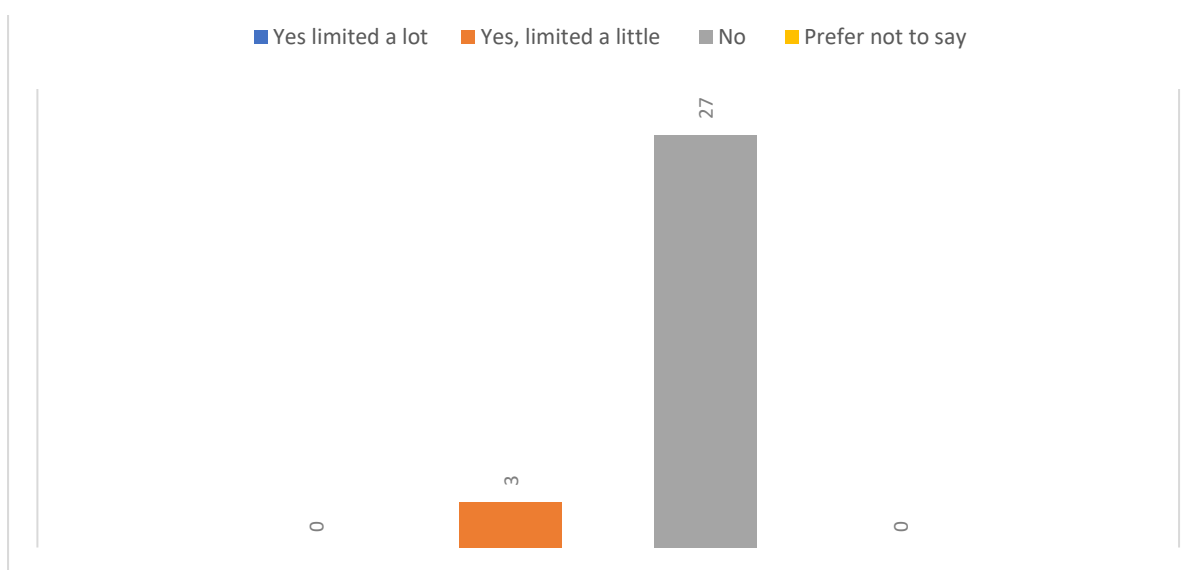
**Is the gender you identify with the same as your sex registered at birth?**



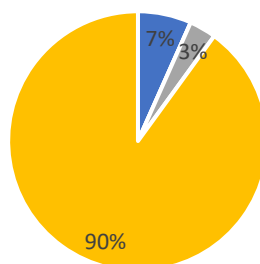
**Do you consider yourself to have a disability according to the definition in the Equality Act 2010?**



**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?**

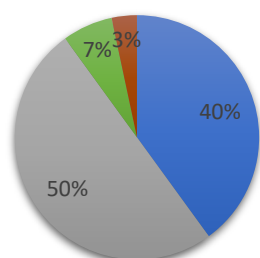


### Ethnic Group



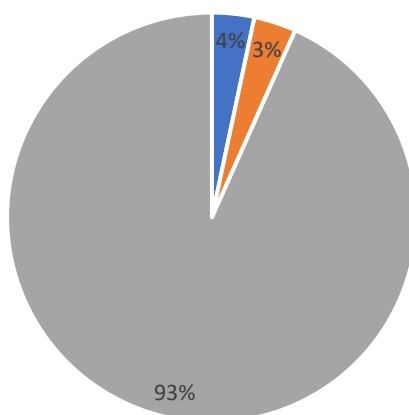
- Asian / Asian British
- Black / Black British
- Mixed / Multiple Ethnic Group
- White
- Other Ethnic Group
- Prefer not to say

### Religion



- No religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- Prefer not to say

### Sexual Orientation



- Bi
- Gay / Lesbian
- Heterosexual
- Prefer not to say

**What type of school did you mainly attend between the ages of 11 and 16?**

UK state run or funded school (selective on academic, faith or other grounds)	6
UK state run or funded school (non-selective)	22
UK independent / fee-paying school (no bursary)	1
UK independent / fee-paying school (bursary)	0
Attended school outside the UK	1
Don't know / not sure	1
Prefer not to say	0

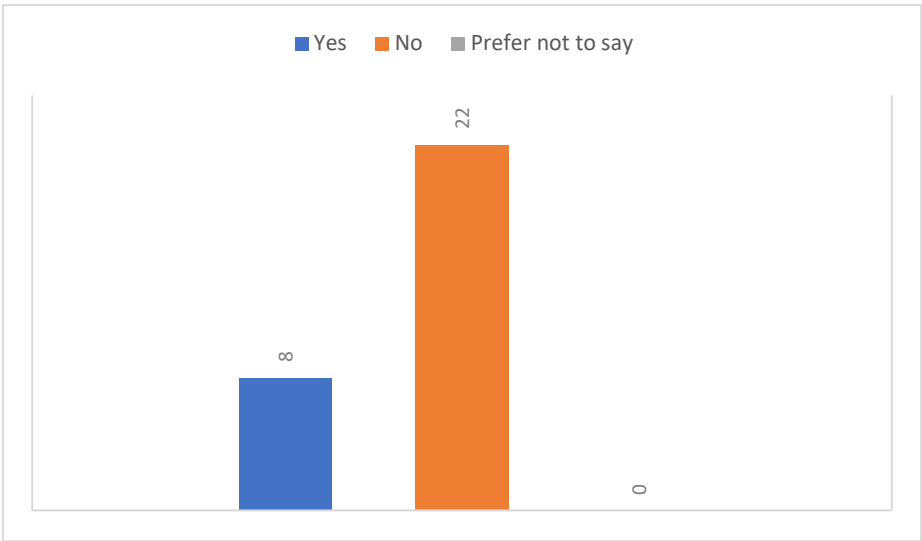
**Did either of your parents attend university by the time you were 18?**

No, neither of my parents attended university	22
Yes, one or both of my parents attended university	8
Don't know / not sure	0
Prefer not to say	0

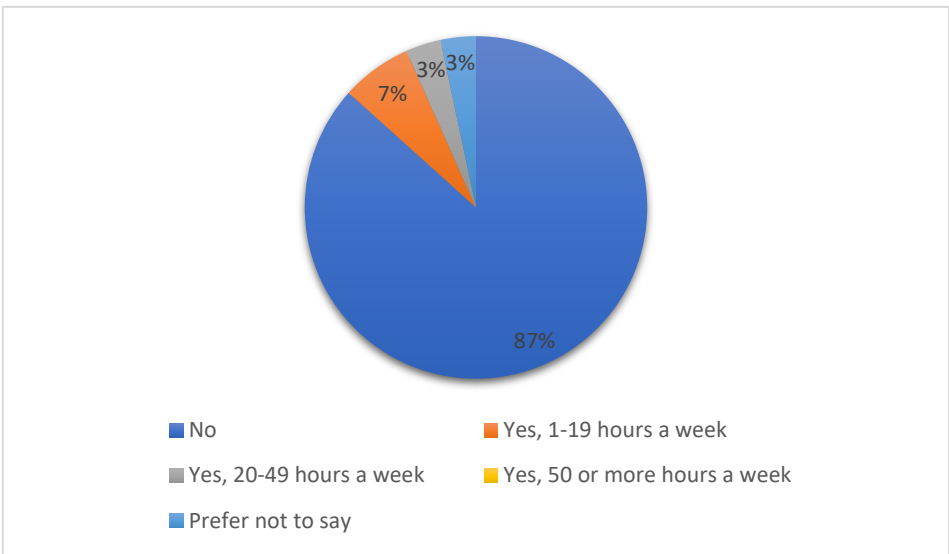
**What was the occupation of your main household earner when you were about 14?**

Modern and traditional professional occupations	11
Senior manager and administrators	6
Clerical and intermediate occupations	0
Technical and craft occupations	6
Routine, semi-routine manual and service occupations	3
Small business owners	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1
Other, such as: retired, this question does not apply to me, I don't know	0
Prefer not to say.	1

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



**Do you look after or care for someone with long term physical or mental ill health caused**



This data does not necessarily reflect the diversity of the firm since it is not compulsory for our staff to provide the relevant details. 50% of staff chose not to participate in the survey and some of the results would doubtless look different if there had been 100% participation.