

Our commitment

Diversity

UK Firm Statistics 2021



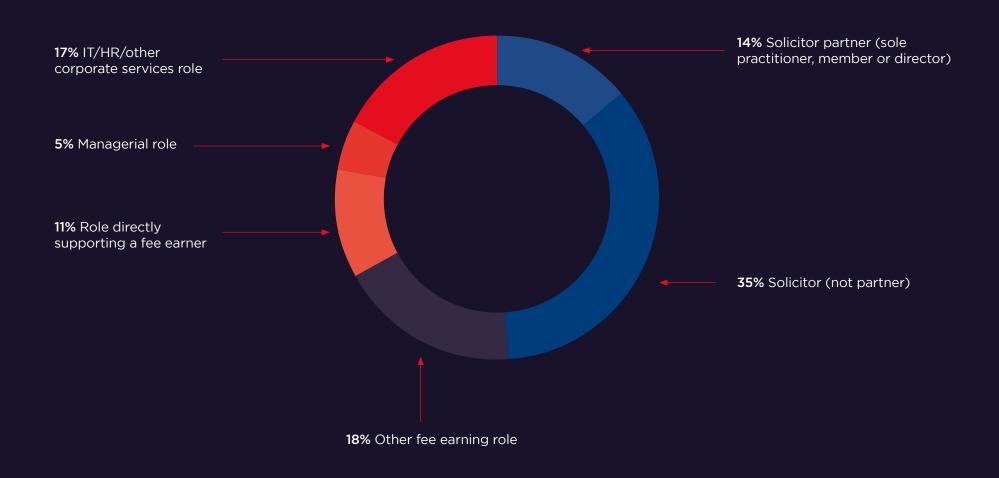
OUR COMMITMENT

We collect, report and publish workforce diversity data on a biennial basis to satisfy both our formal obligation to the SRA, and the responsibilities of our voluntary signatory to the Law Society's Diversity & Inclusion Charter. This is in addition to our ongoing equality data tracking across recruitment, training and promotion.

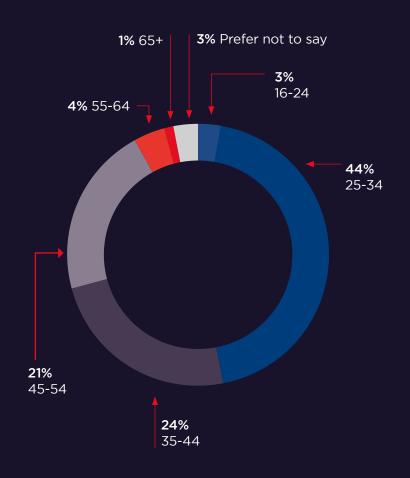
As a signatory to the Charter, we demonstrate our shared commitment with the Law Society to promoting equality and diversity in the legal profession. We take these responsibilities seriously and aim, through our Diversity & Inclusion Committee and a range of positive initiatives, to ensure that our working environment is fair to all and that we provide equal opportunities for progression and development to everyone, irrespective of sex, race, sexual orientation, age or any other factor.

These statistics represent data declared by those who participated in our August 2021 Diversity survey; 72 individuals in total. Of those who answered the survey, 100% responded to all questions below. As per SRA guidance, the data includes full and part-time employees (including those on maternity and sick leave willing to respond), and temporary staff working with us for 3 months or more. Those engaged in work outsourced by the firm, as well as barristers or experts engaged on individual matters, are excluded.

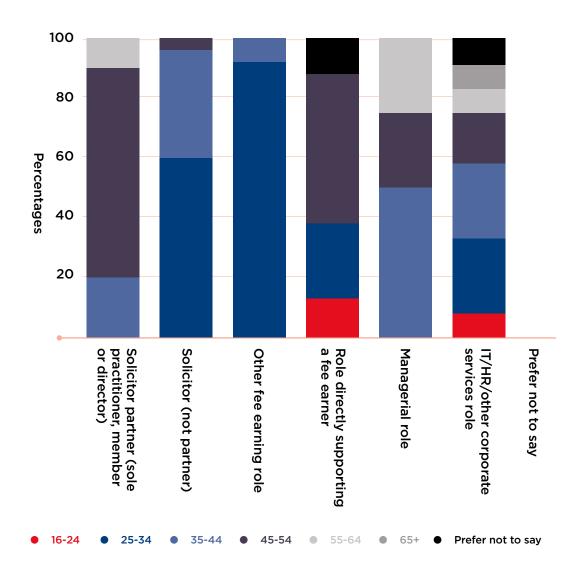
Breakdown of respondents' roles



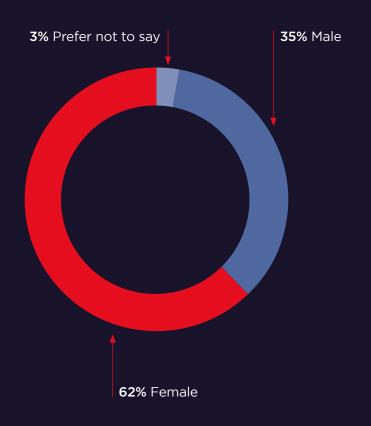
Age



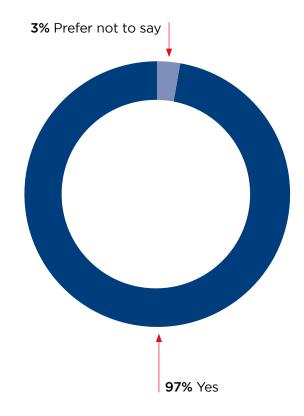
Age breakdown by role



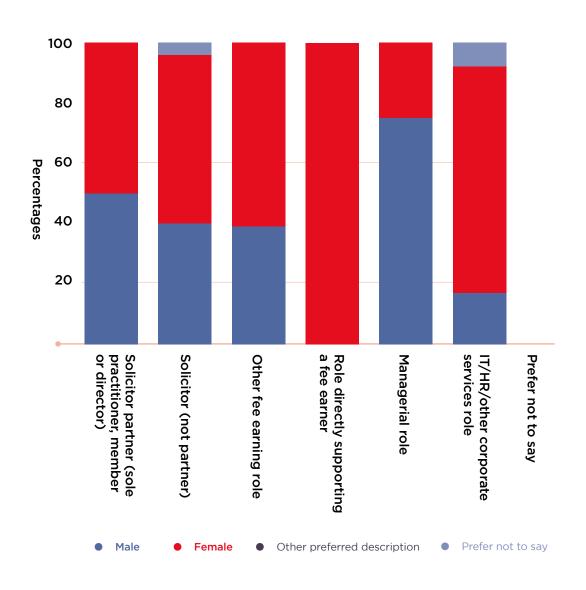
Gender identity



Gender identity same as at birth

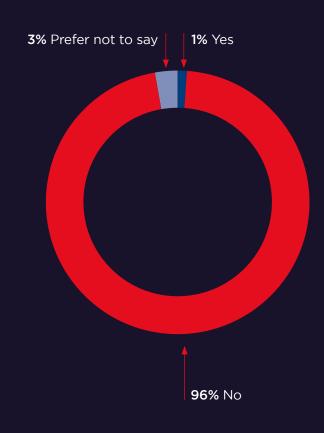


Gender identity breakdown by role

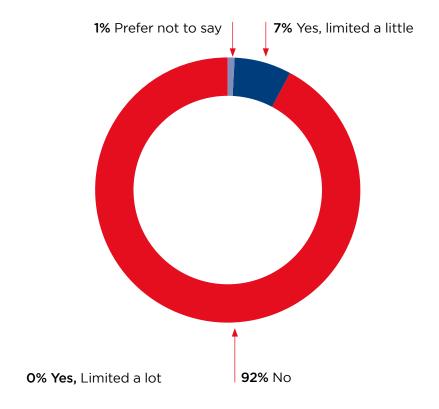


Disability

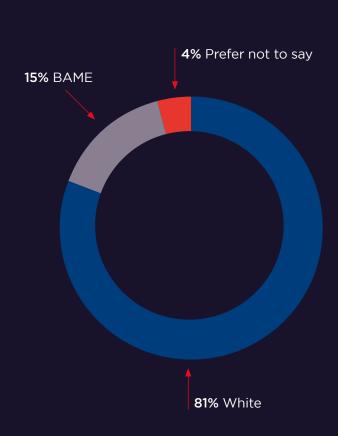
Individuals declaring disability



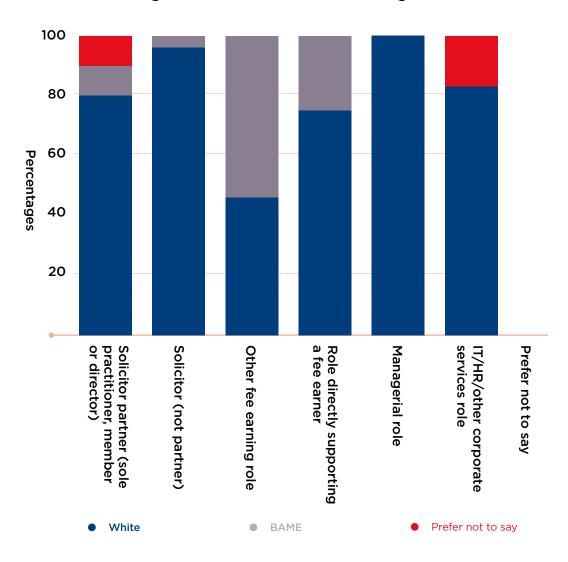
Individuals whose day to day activities are limited because of a health problem or disability which has lasted or is expected to last at least 12 months



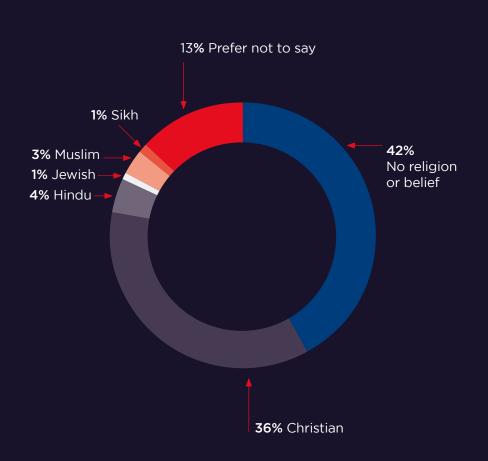
Ethnicity



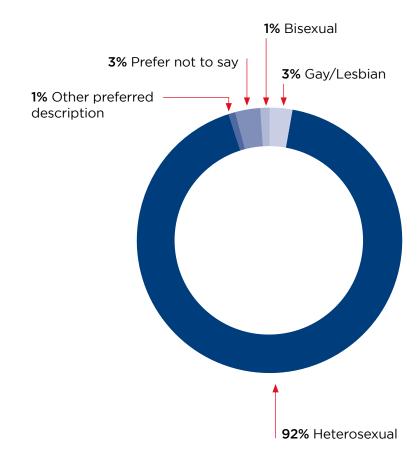
Ethnicity breakdown by role



Religion or belief

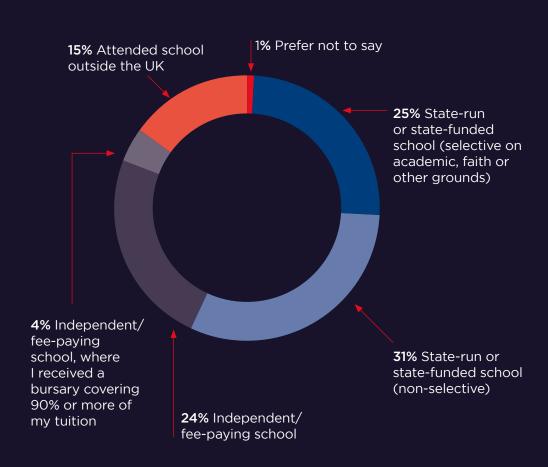


Sexual orientation

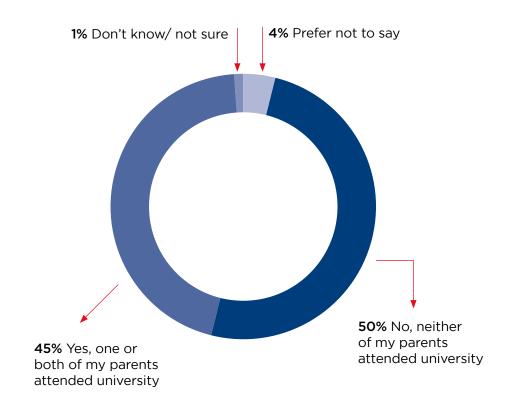


Education

Type of school attended between the ages of 11 and 18



Highest level qualification achieved by parents



Social economic background

Type of work the main/highest income earner in individuals' households did in their main job when the individual was aged 14

1% Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

12% Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner

10% Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.

11% Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

3% Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

3% Other, such as: retired, this question does not apply to me, I don't know

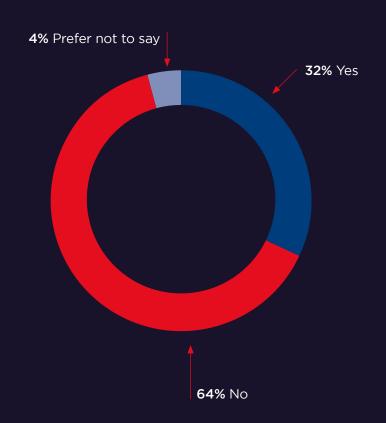
6% Prefer not to say

35% Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.

19% Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.

Caring responsibilites

Individuals with a primary carer responsibility for a child or children under 18



Individuals who are looking after or caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

