

Our commitment

Diversity

UK Firm Statistics 2021

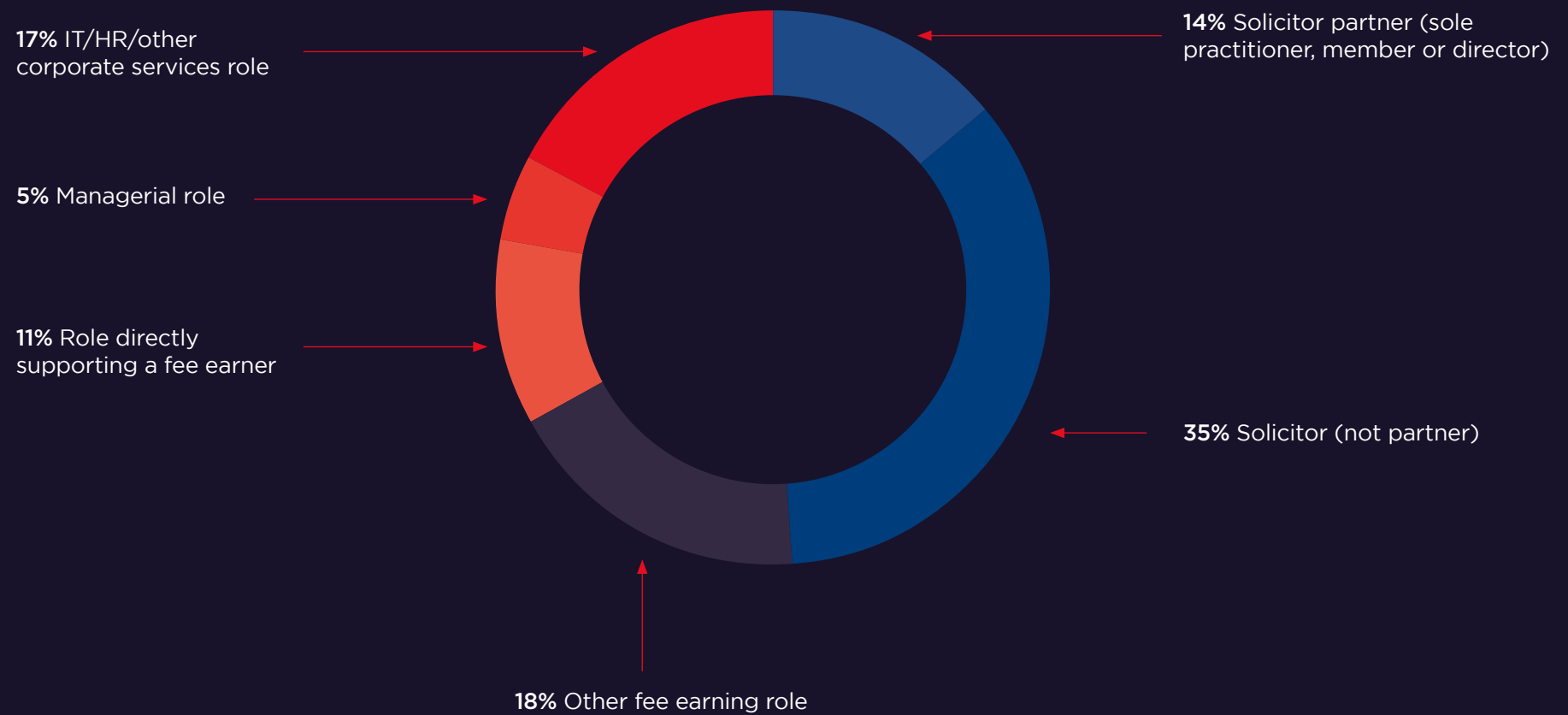
OUR COMMITMENT

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.

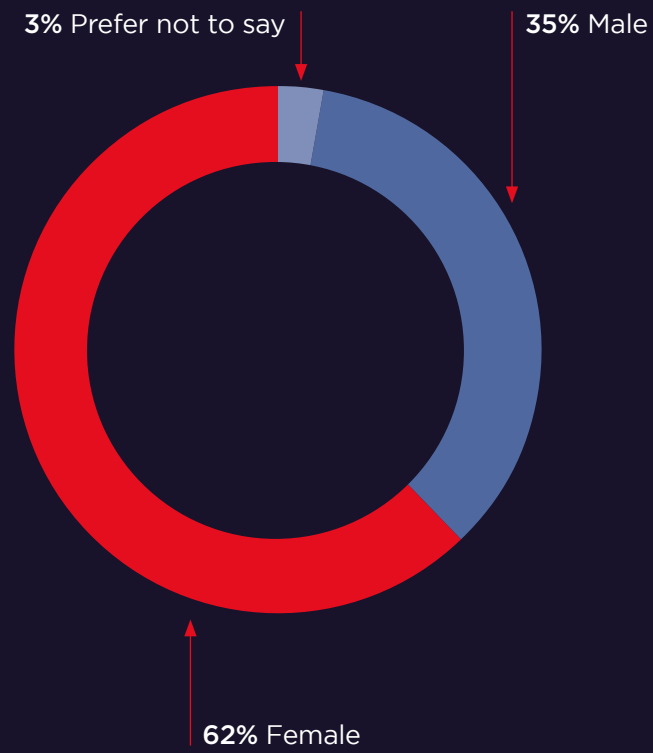
As a signatory to the Charter, we demonstrate our shared commitment with the Law Society to promoting equality and diversity in the legal profession. We take these responsibilities seriously and aim, through our Diversity & Inclusion Committee and a range of positive initiatives, to ensure that our working 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.

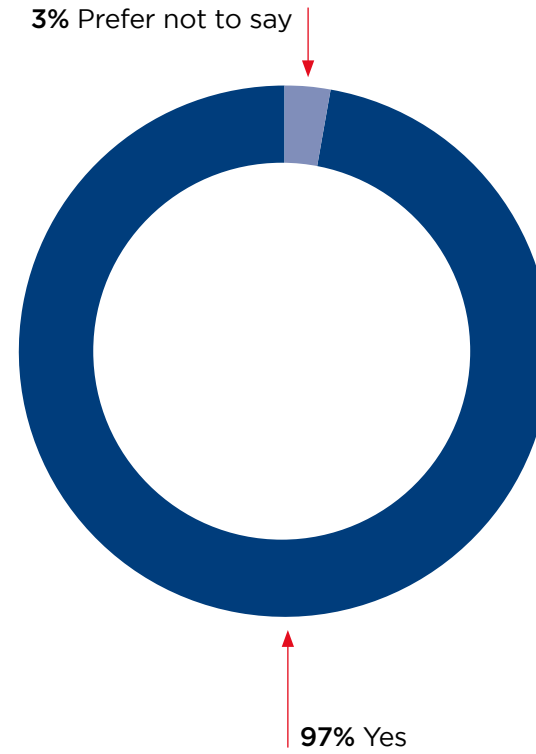
Breakdown of respondents' roles



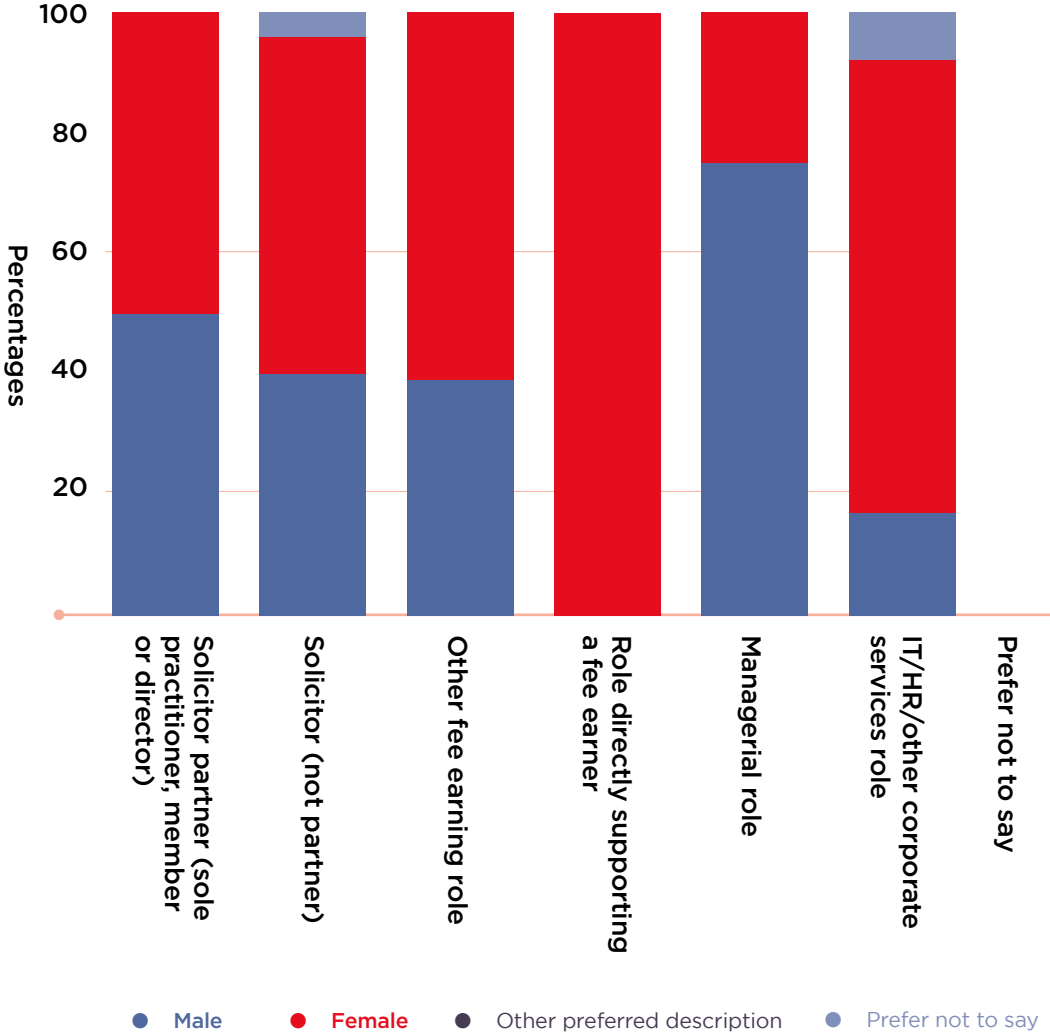
Gender identity



Gender identity same as at birth

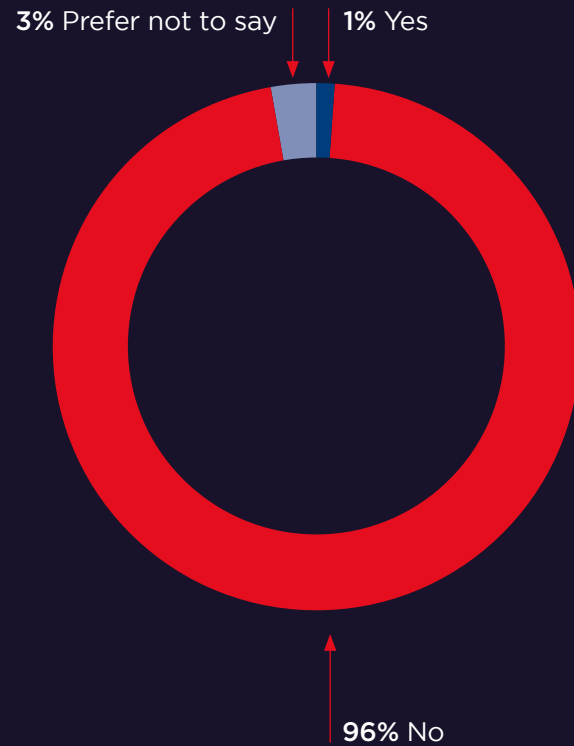


Gender identity breakdown by role

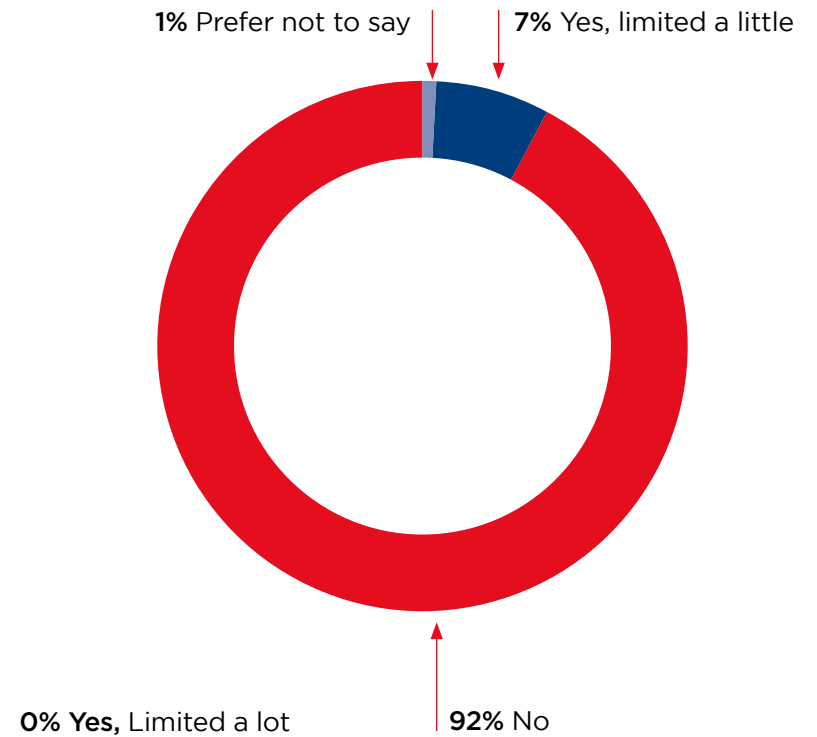


Disability

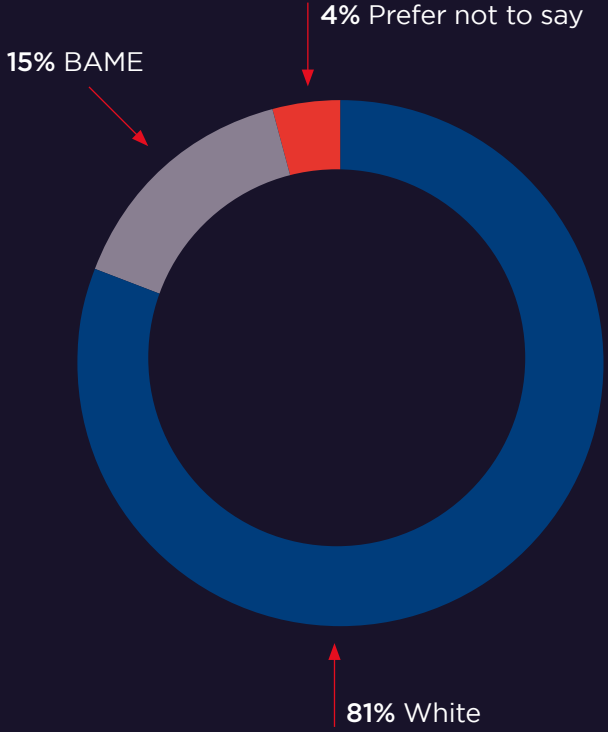
Individuals declaring disability



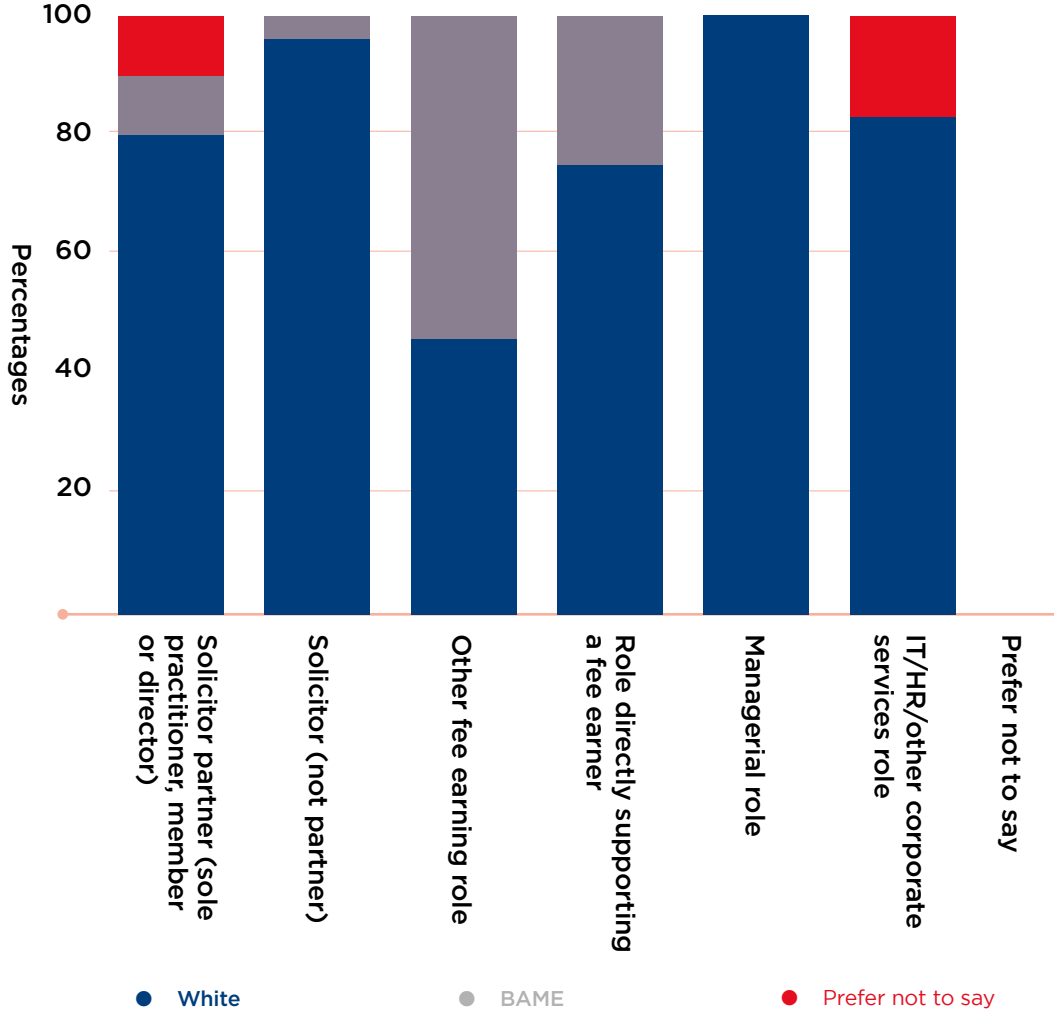
Individuals whose day to day activities are limited because of a health problem or disability which has lasted or is expected to last at least 12 months



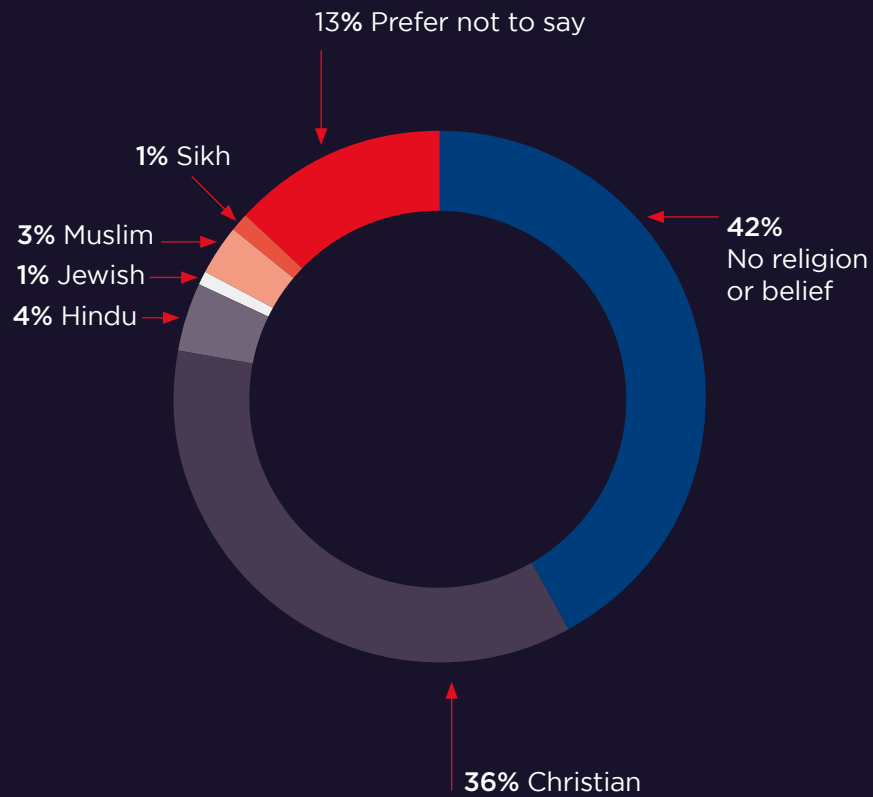
Ethnicity



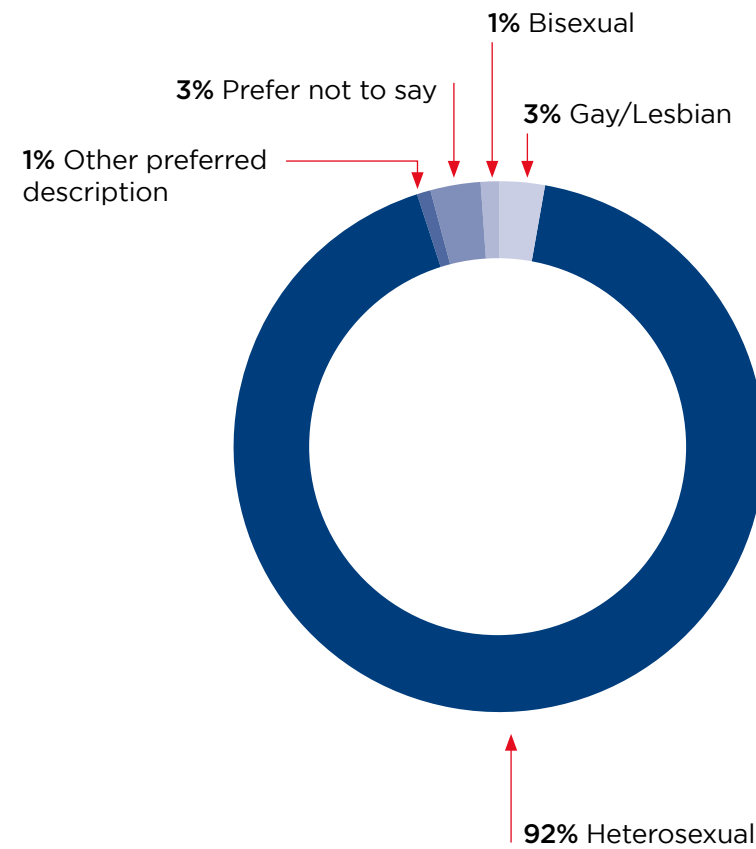
Ethnicity breakdown by role



Religion or belief

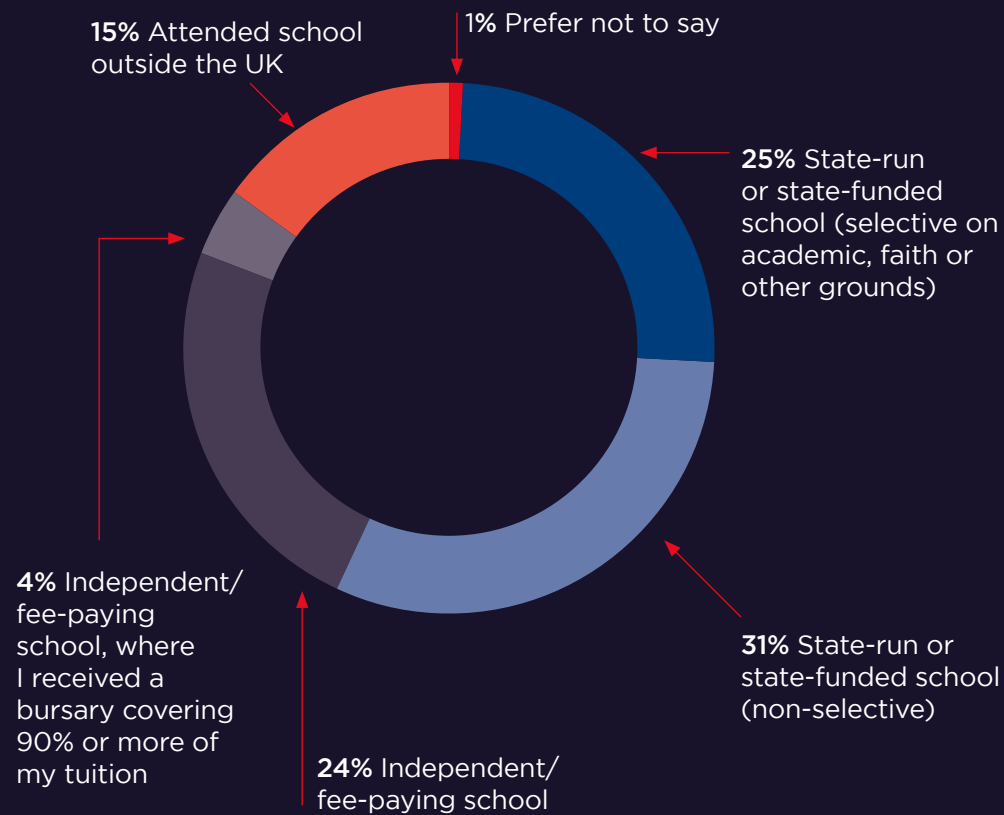


Sexual orientation

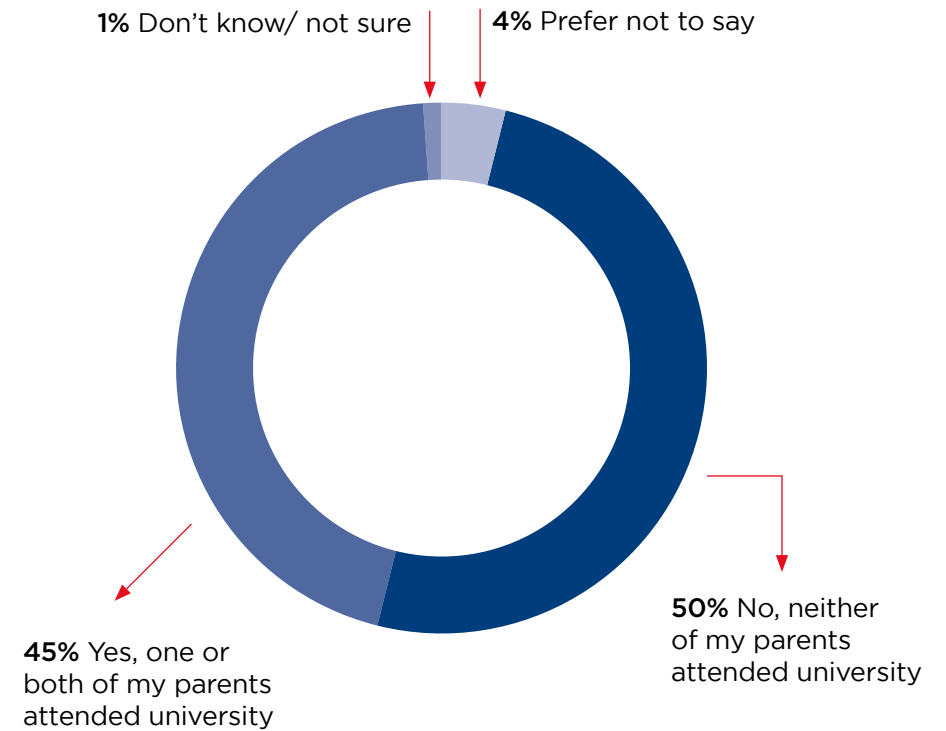


Education

Type of school attended between the ages of 11 and 18

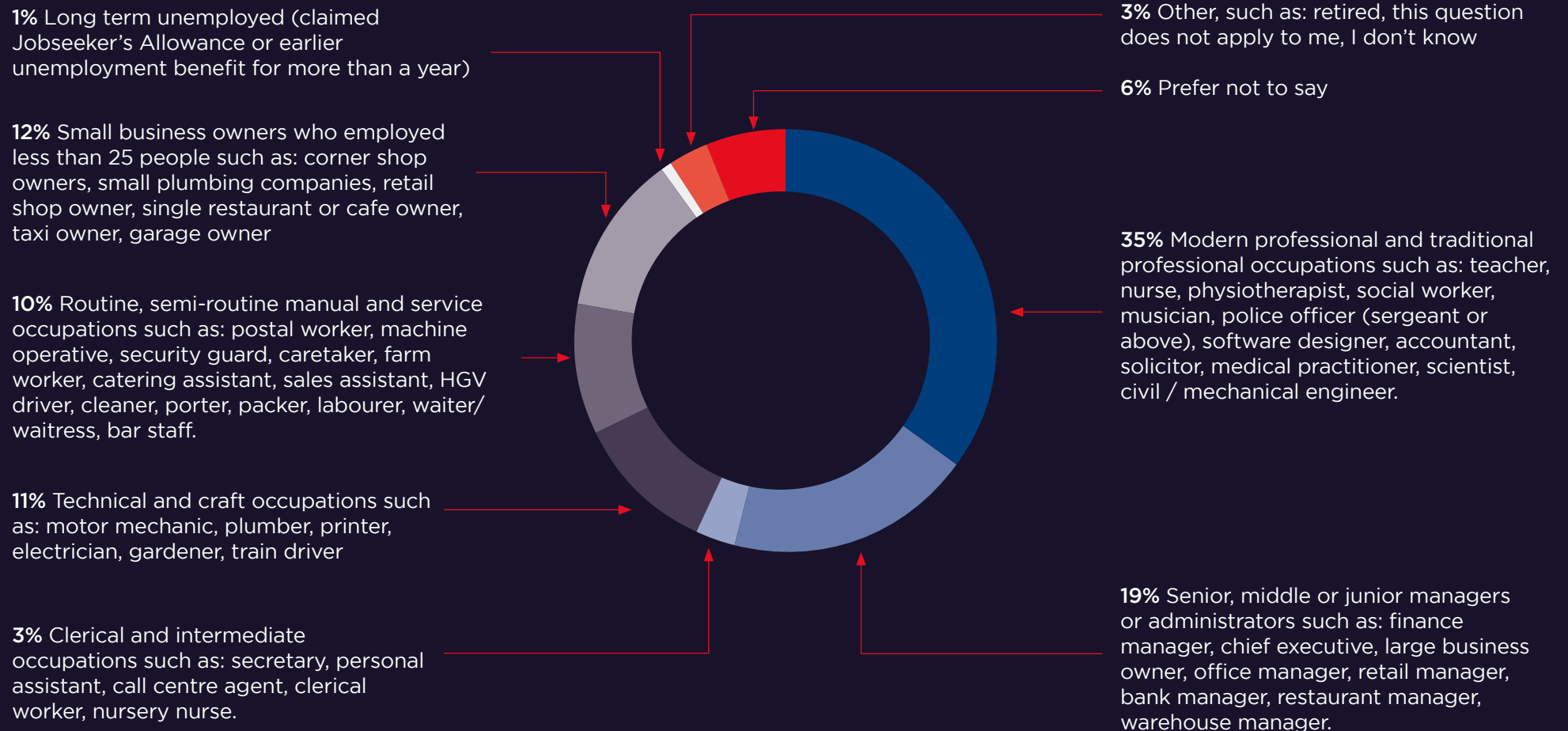


Highest level qualification achieved by parents



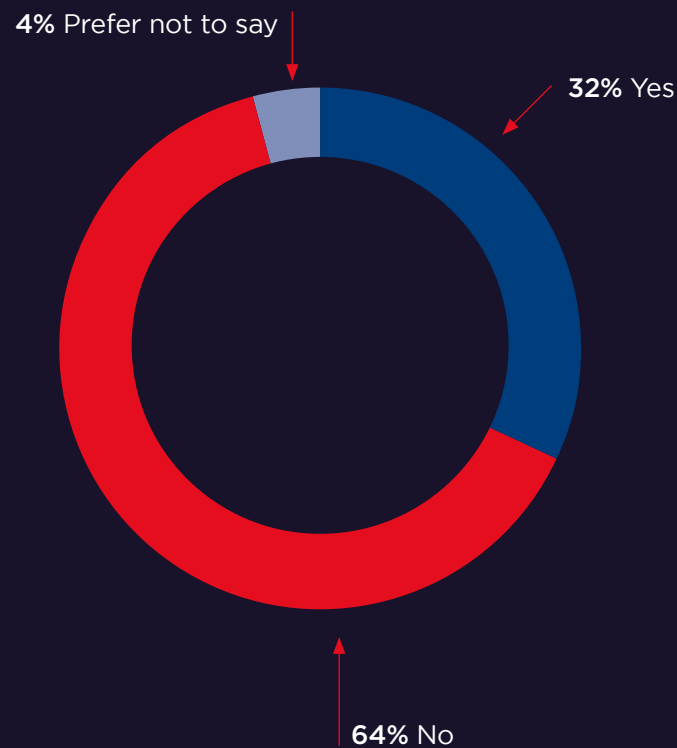
Social economic background

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



Caring responsibilities

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)

