



Diversity

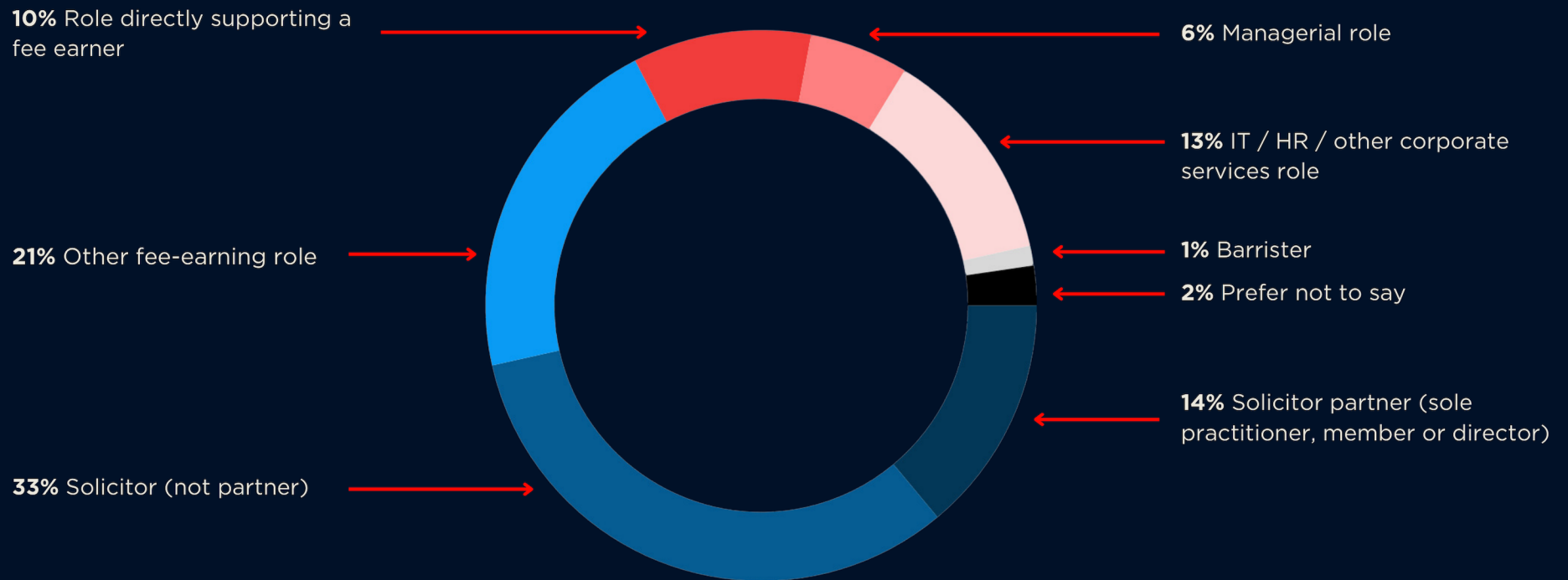
Peters & Peters Firm Statistics 2023

OUR COMMITMENT

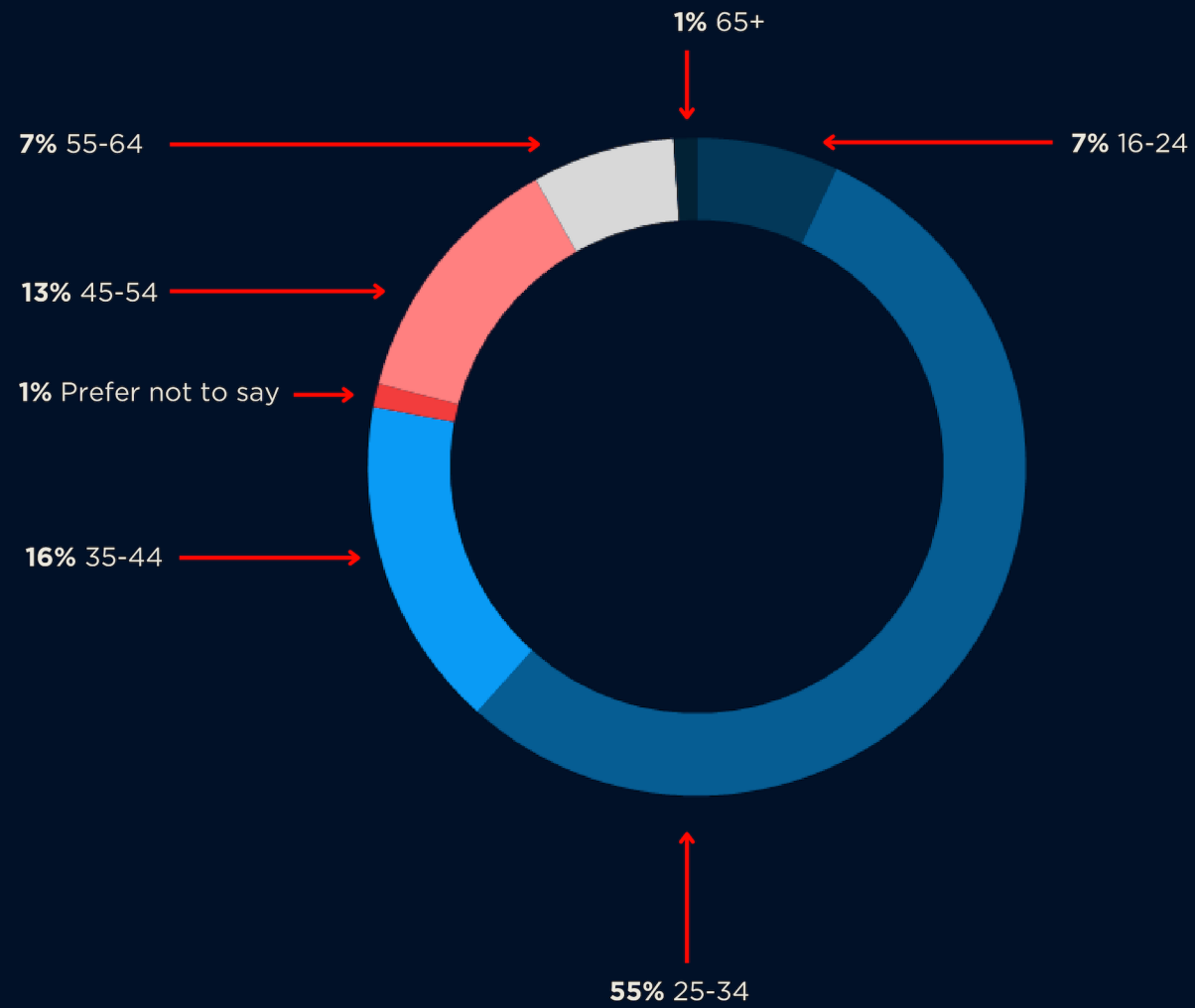
We collect, report and publish workforce diversity data on a biennial basis to satisfy our formal obligation to the SRA and to align with the Law Society's new Diversity & Inclusion Framework. This is in addition to our ongoing tracking of recruitment, training and promotion equality data.

We take our diversity responsibilities seriously and aim, through our Diversity, Equality & 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 July 2023 Diversity survey: 86 individuals in total. Of those who answered the survey, 100% responded to all questions below. In accordance with the 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 three months or more. Those engaged in work outsourced by the firm, as well as barristers or experts engaged on individual matters, are excluded.

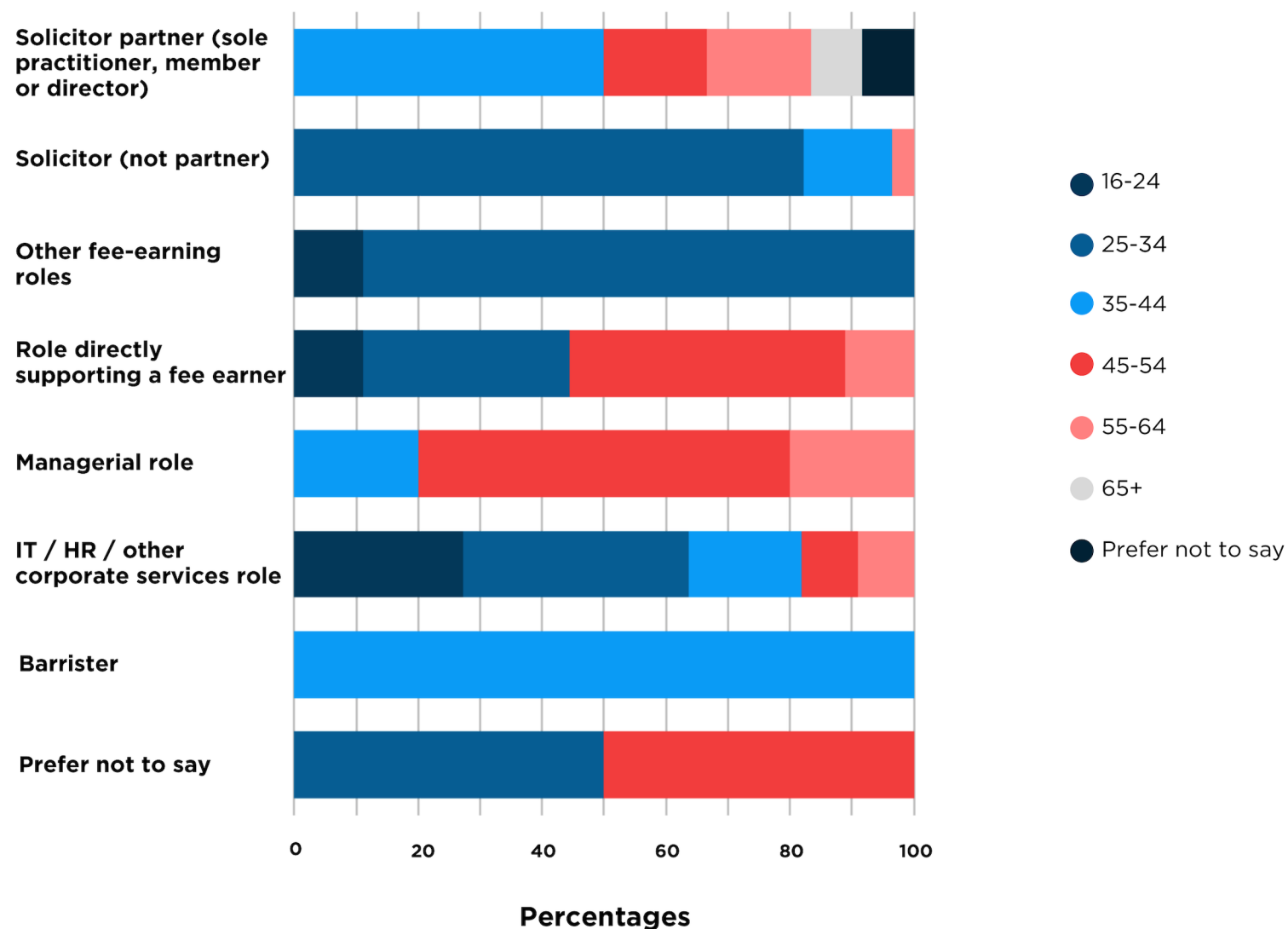
Breakdown of respondents' roles



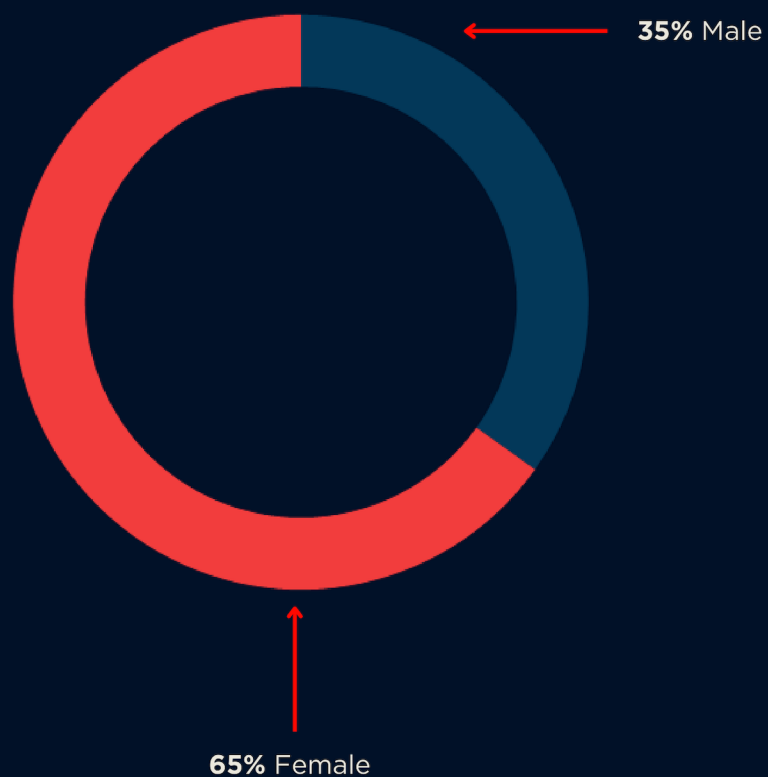
Age



Age breakdown by role

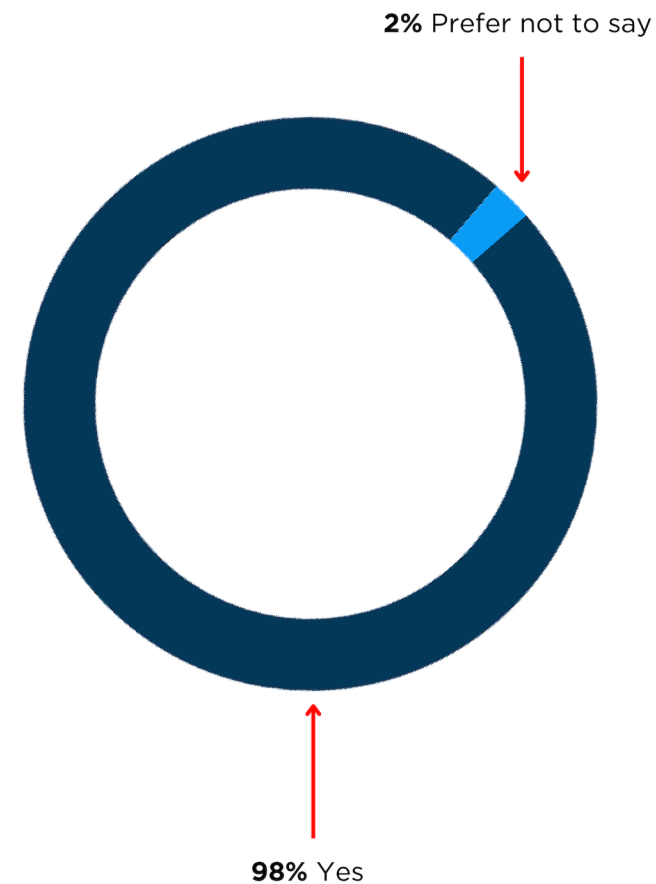


Gender identity



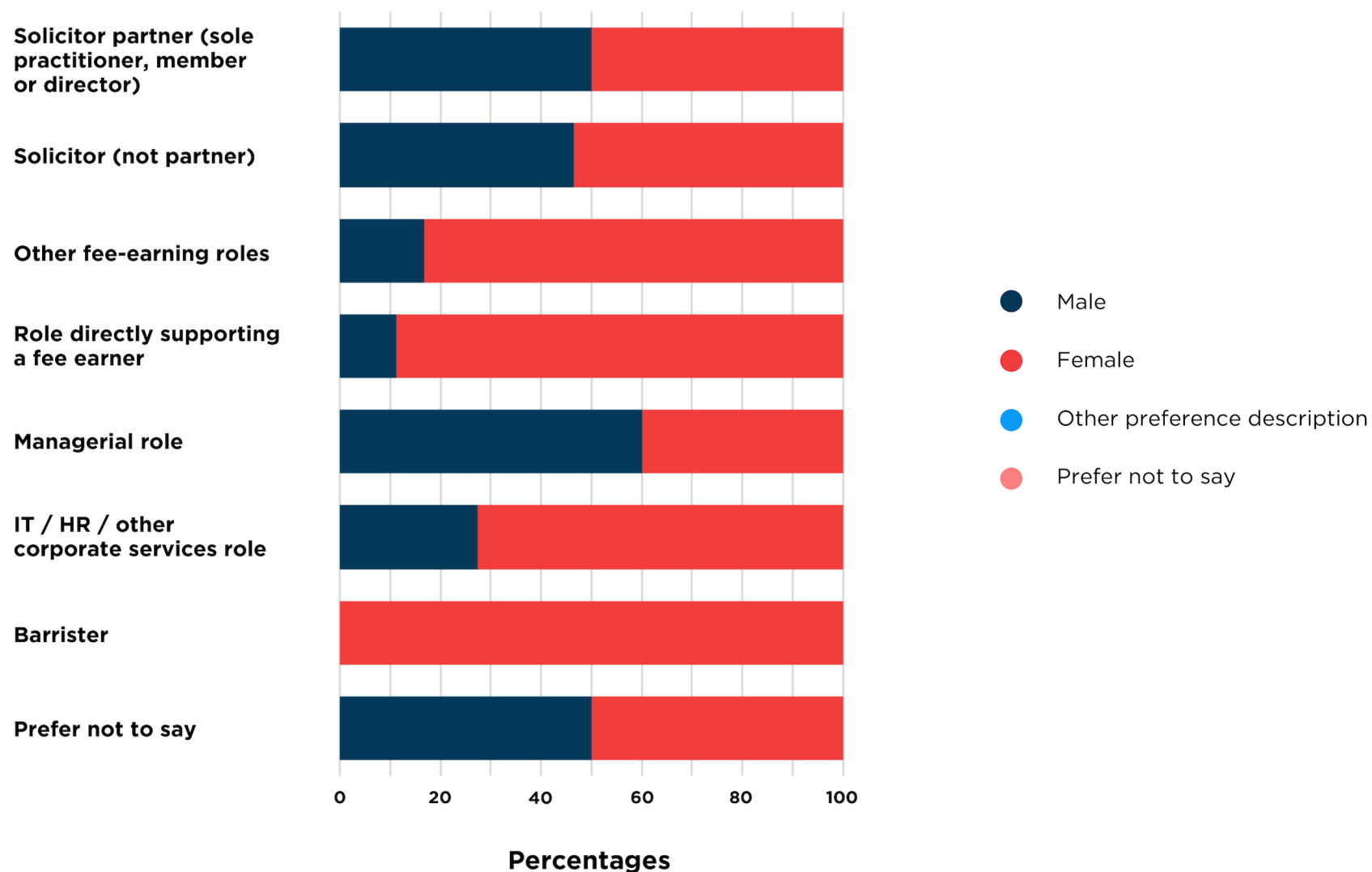
0% Other preferred description
0% Prefer not to say

Gender identity same as at birth



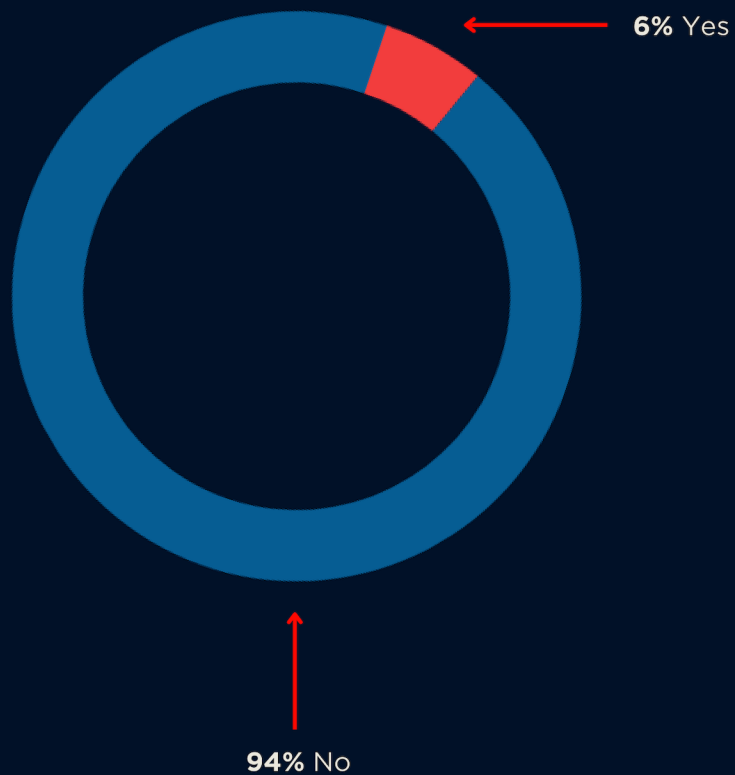
0% No

Gender identity breakdown by role



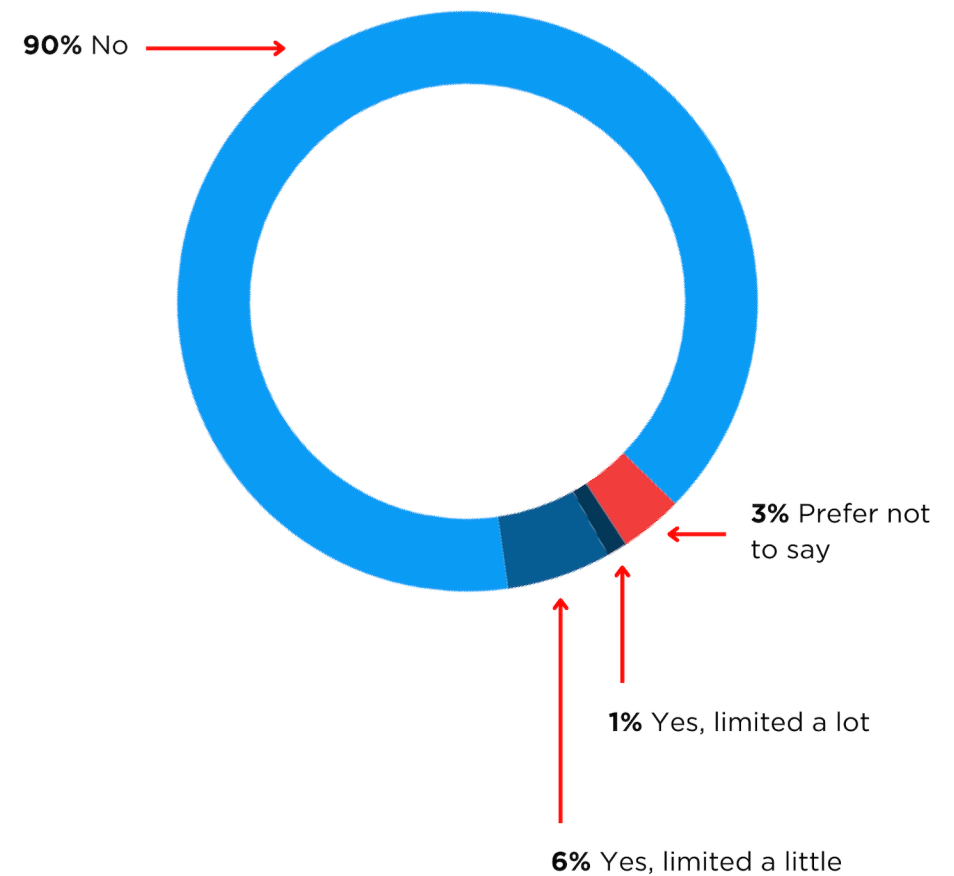
Disability

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



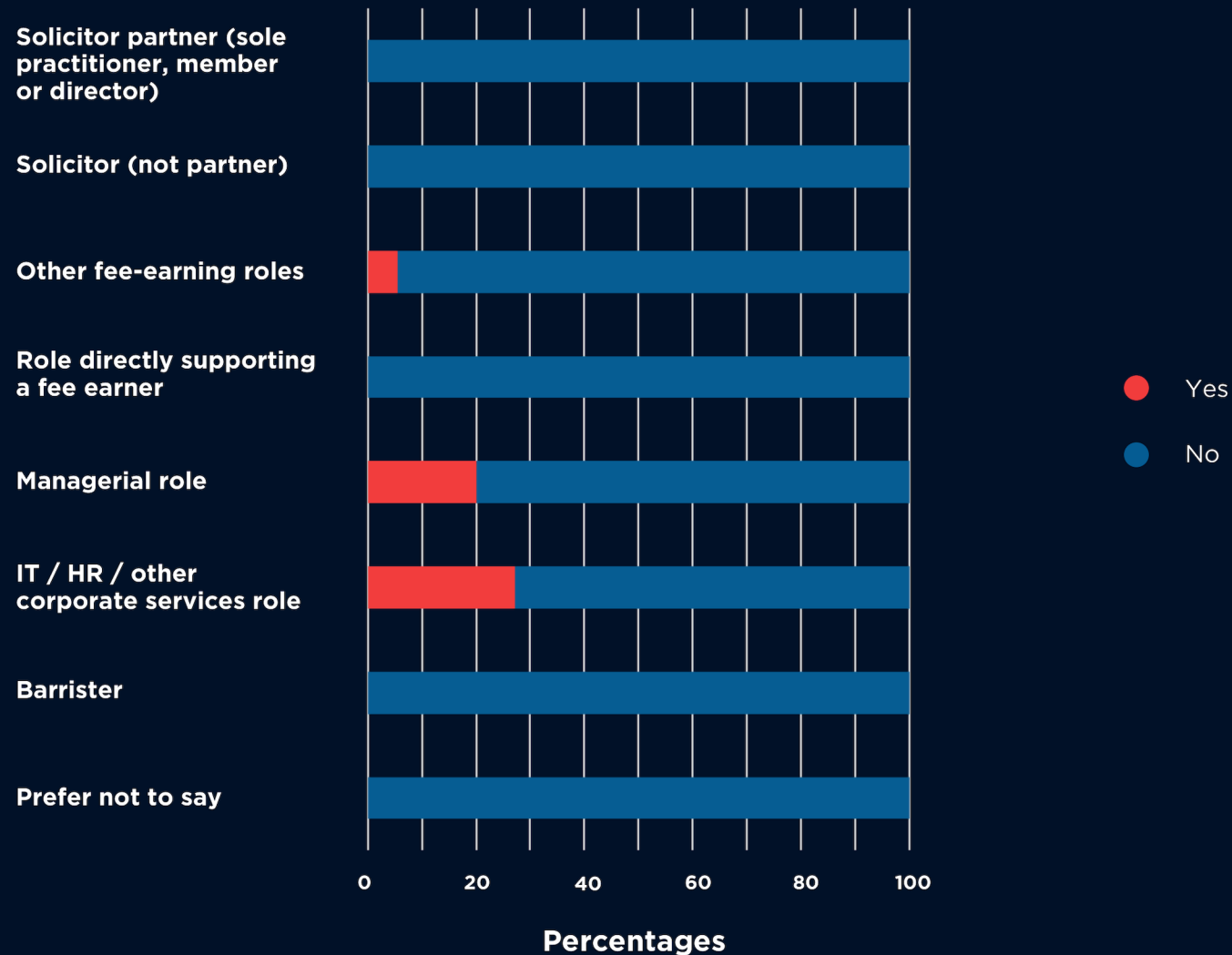
0% Prefer not to say

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



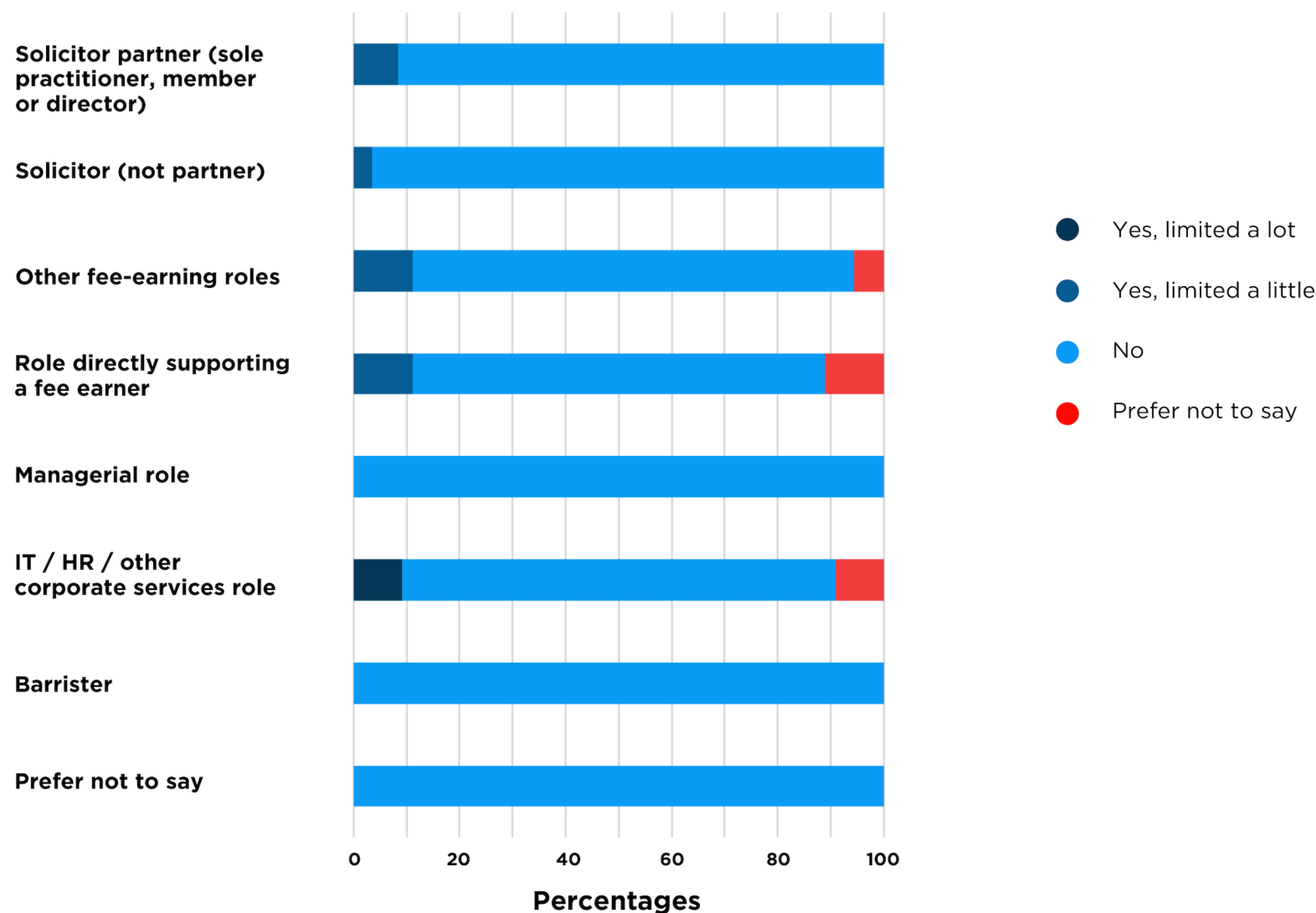
Disability breakdown by role

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

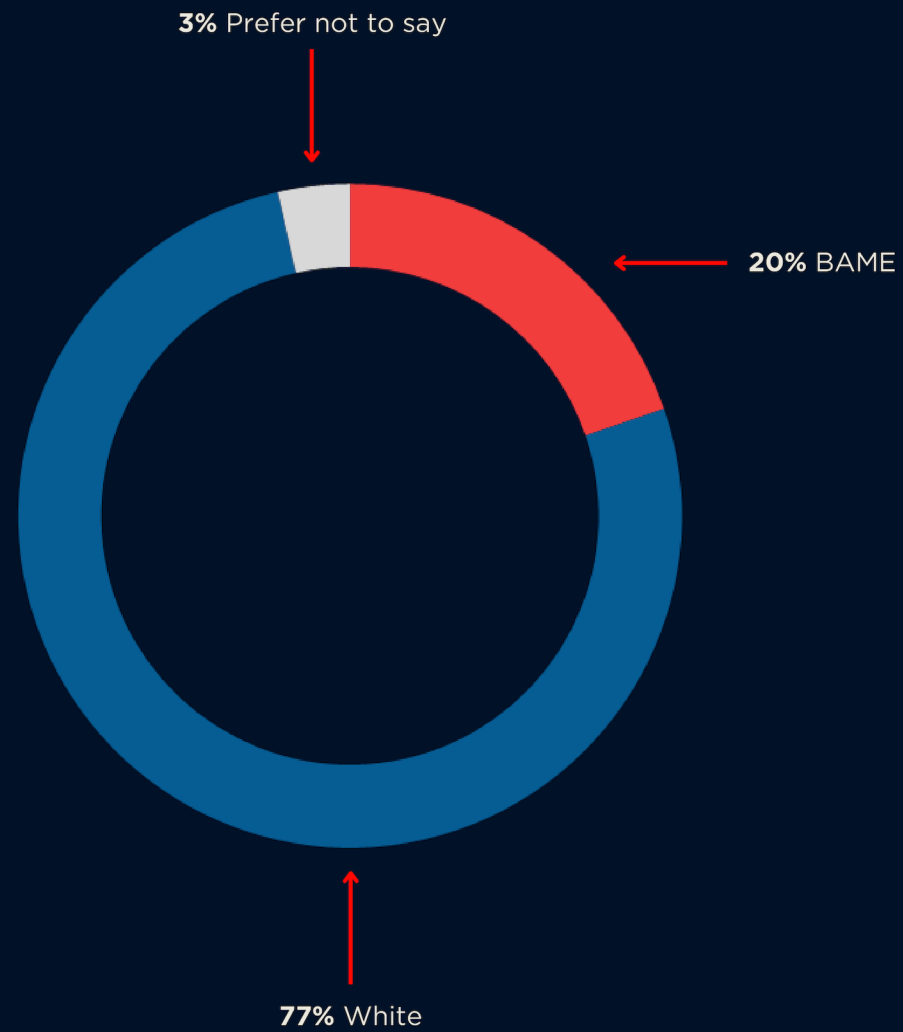


Disability breakdown by role

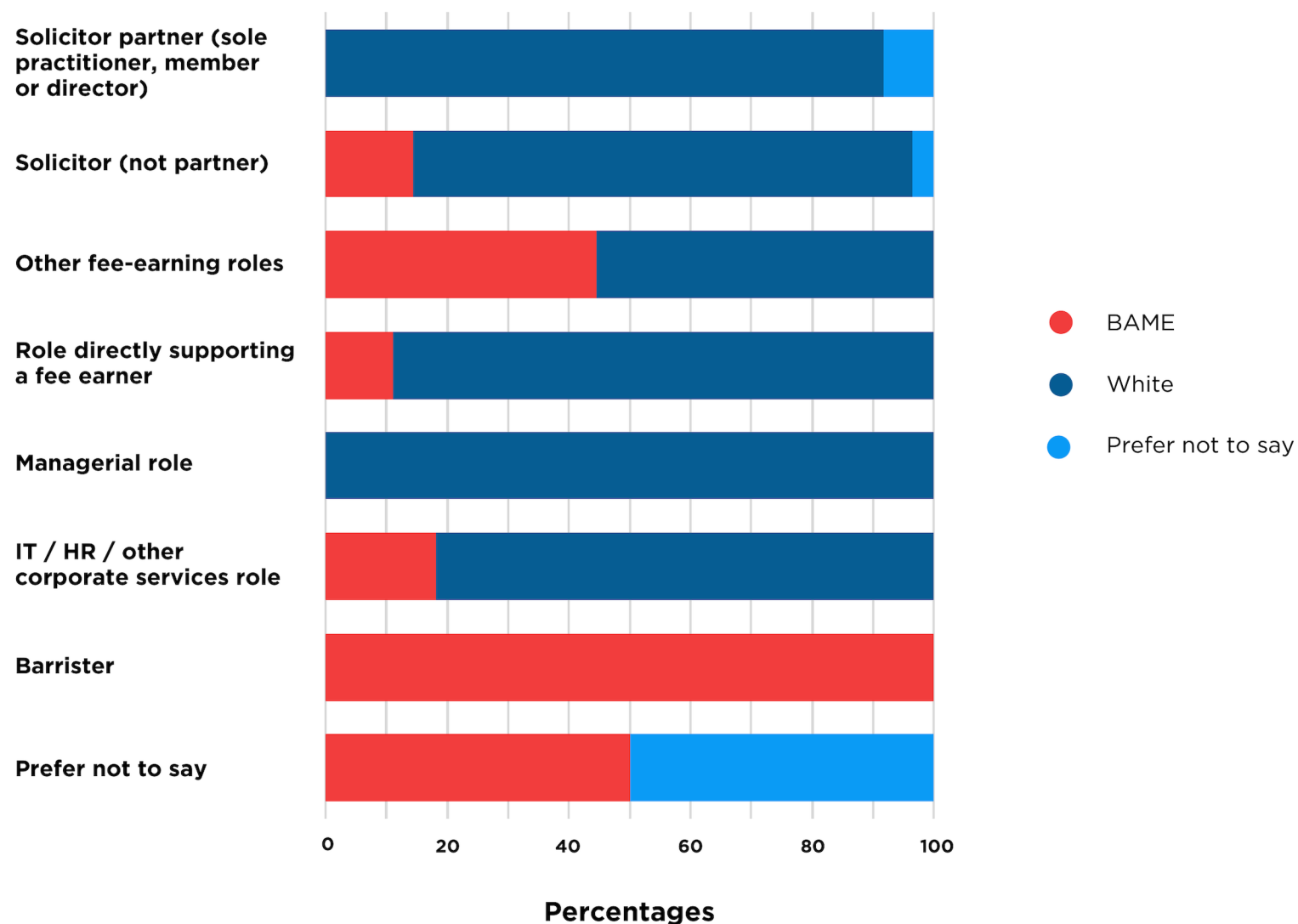
Individuals whose day-to-day activities are limited because of a health problem or disability which has lasted or is expected to last at least 12 months



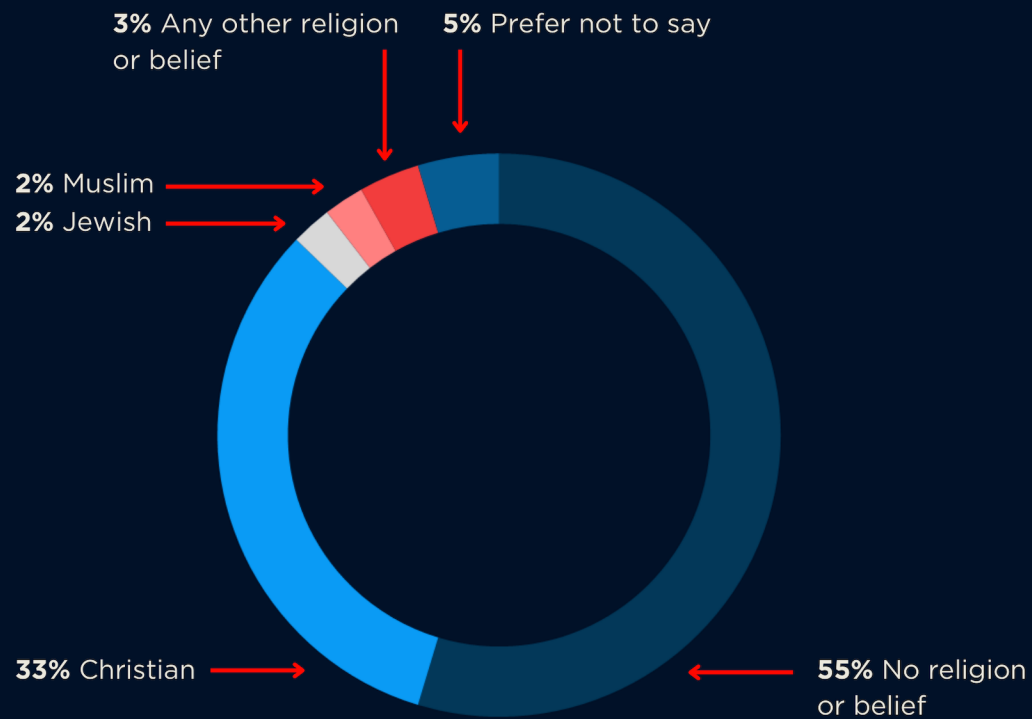
Ethnicity



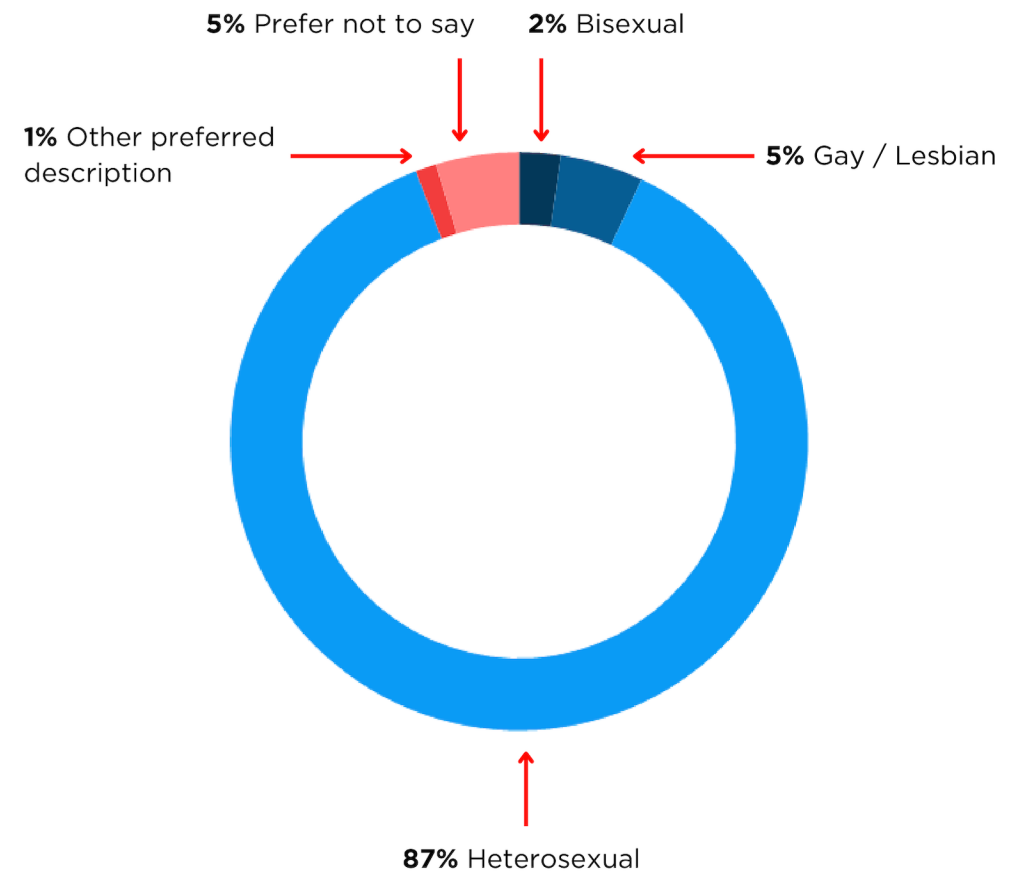
Ethnicity breakdown by role



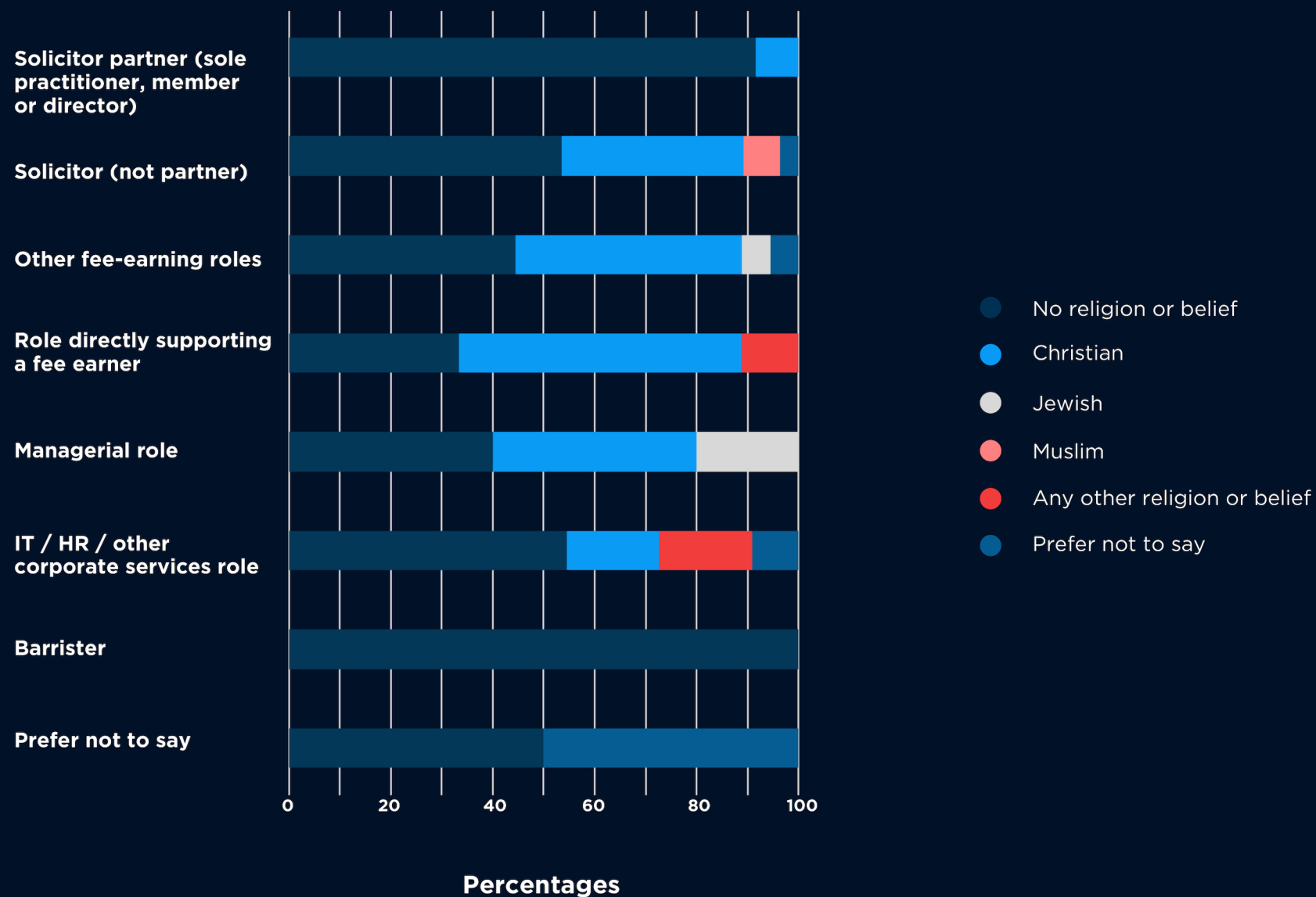
Religion or belief



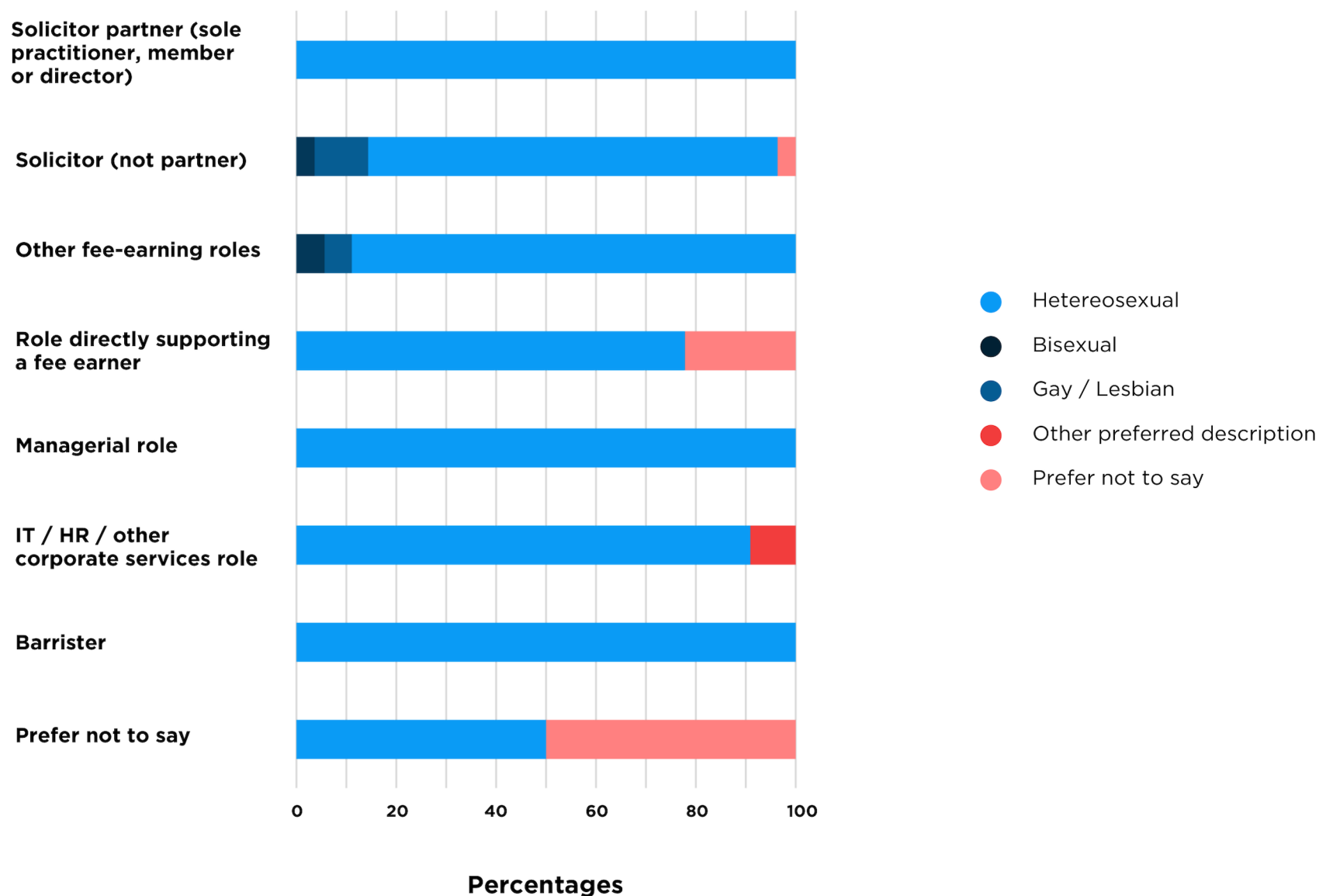
Sexual orientation



Religion or belief breakdown by role

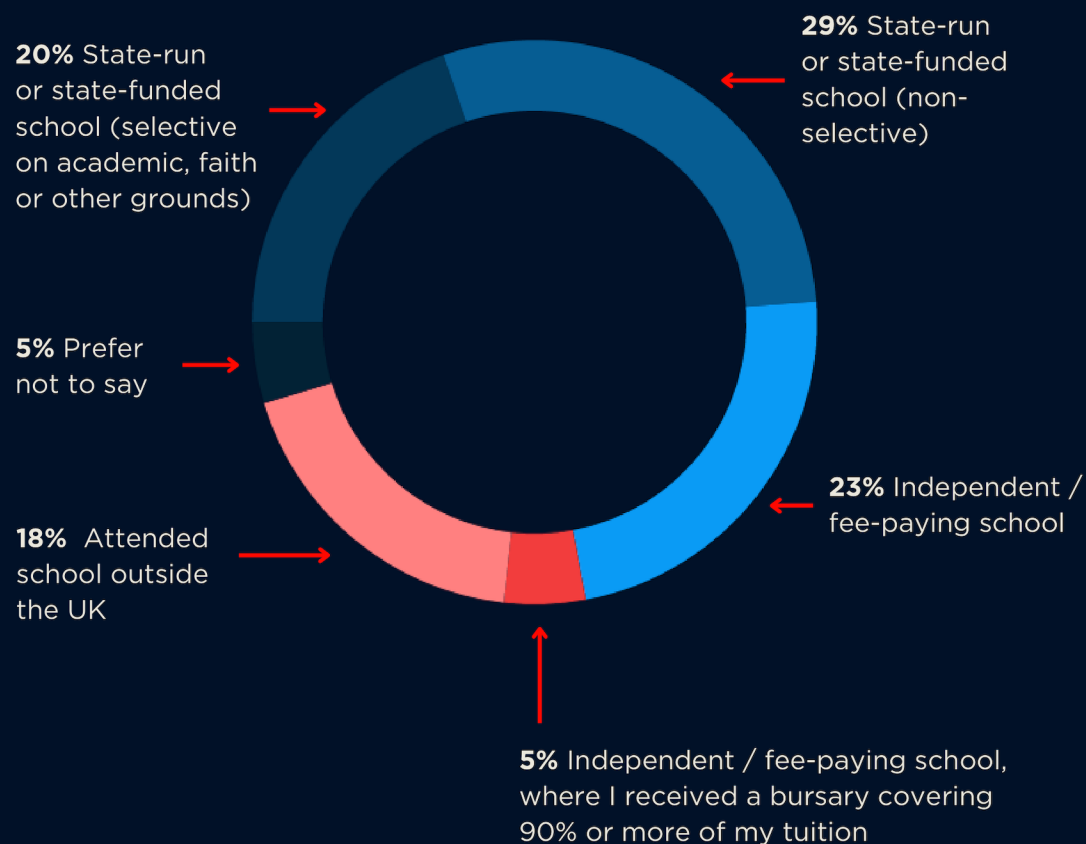


Sexual orientation breakdown by role

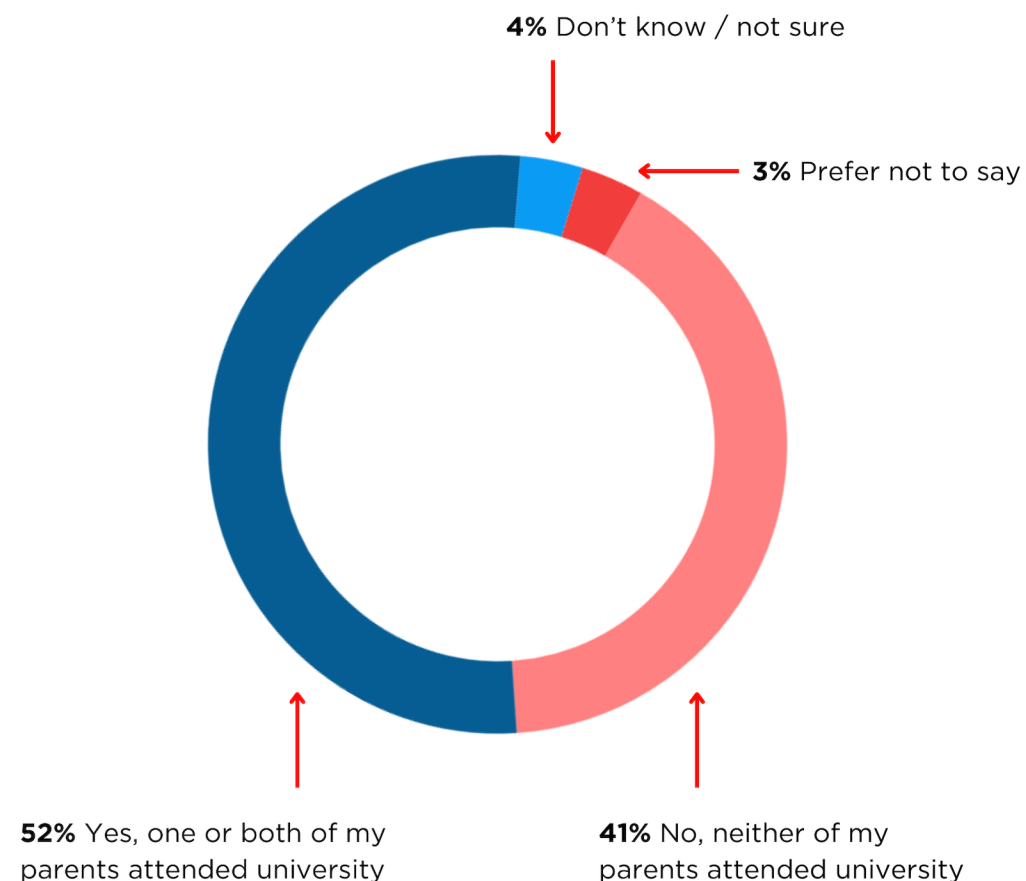


Education

Type of school attended between the ages of 11 and 16

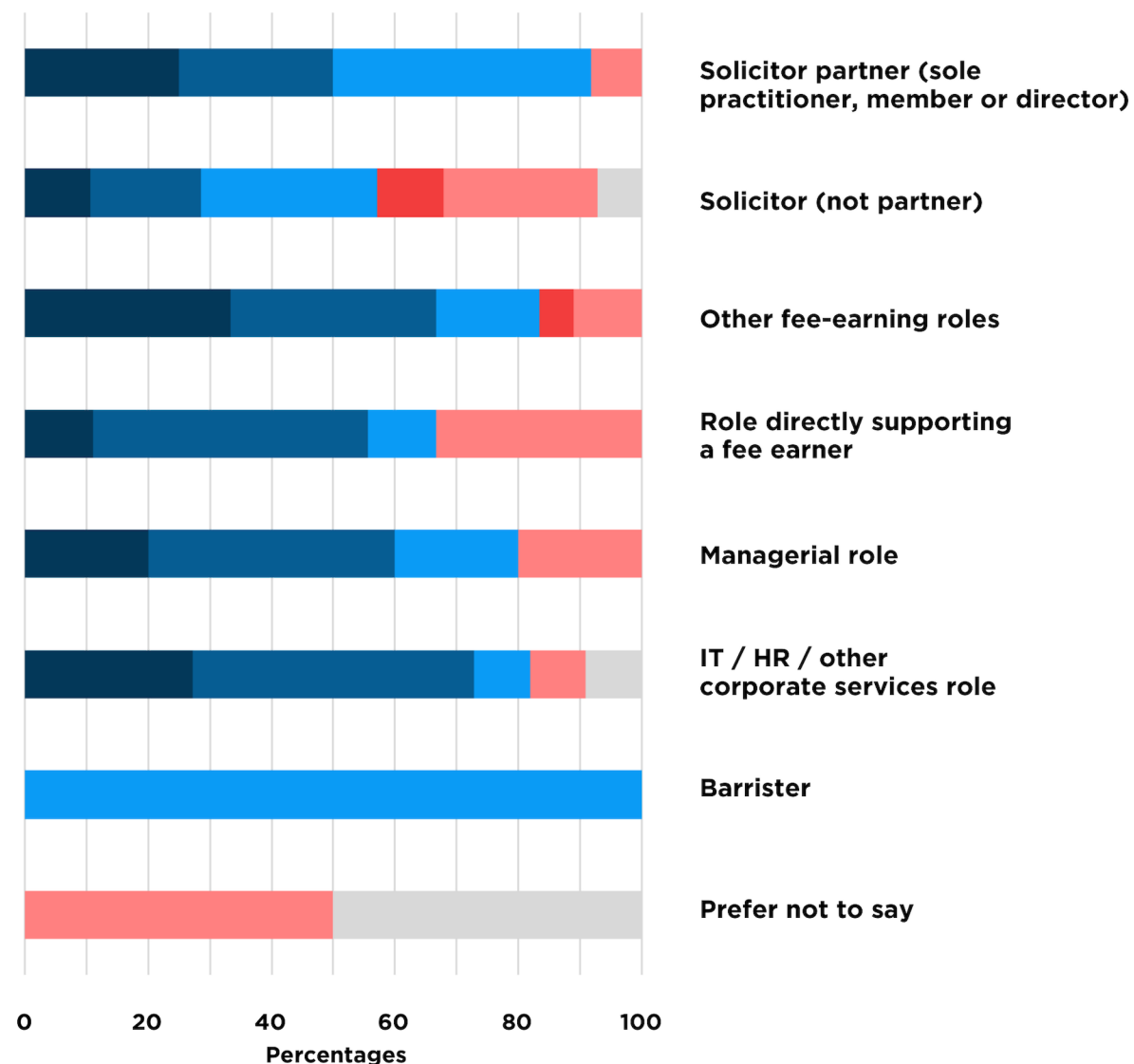


Highest-level qualification achieved by parents



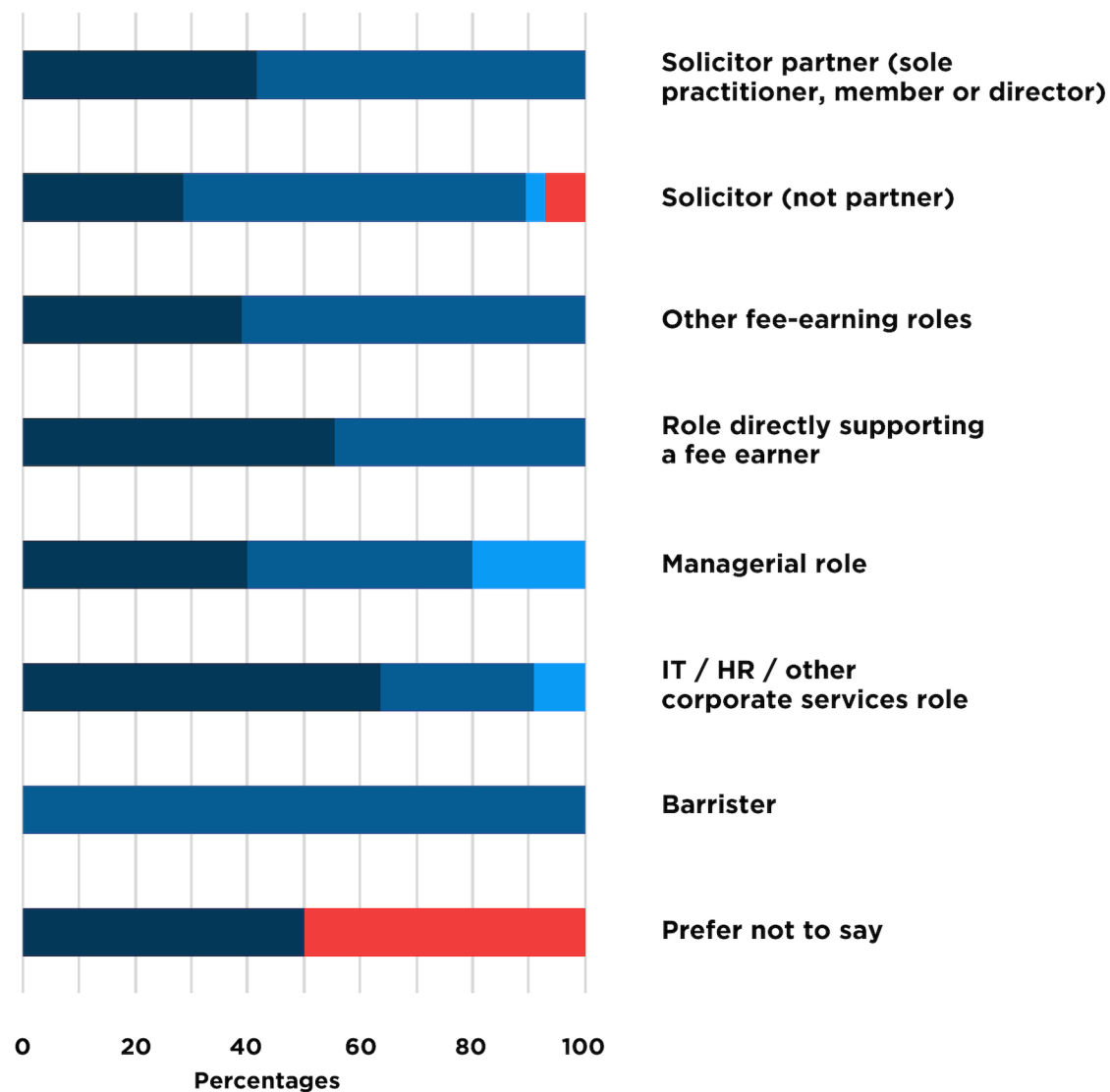
Education breakdown by role

Type of school attended between the ages of 11 and 16



Education breakdown by role

Highest-level qualification achieved by parents



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

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

7% Small business owners who employed fewer than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner

8% 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

10% Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver

4% Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse

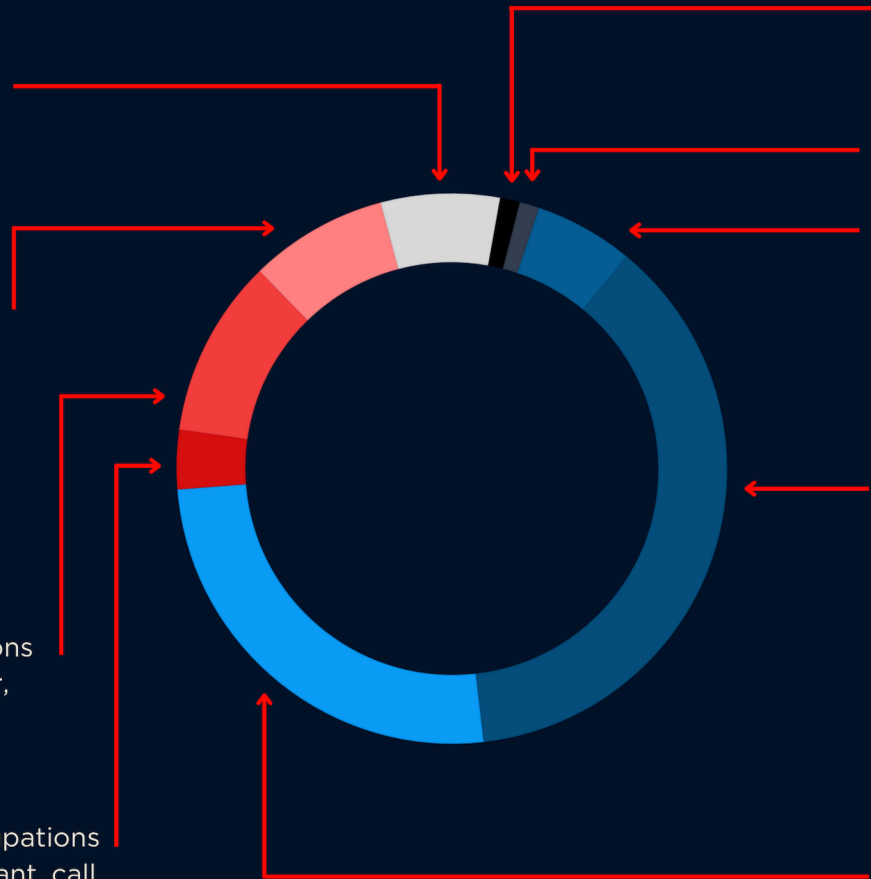
1% Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

1% Other, such as: retired / this question does not apply to me / I don't know

6% Prefer not to say

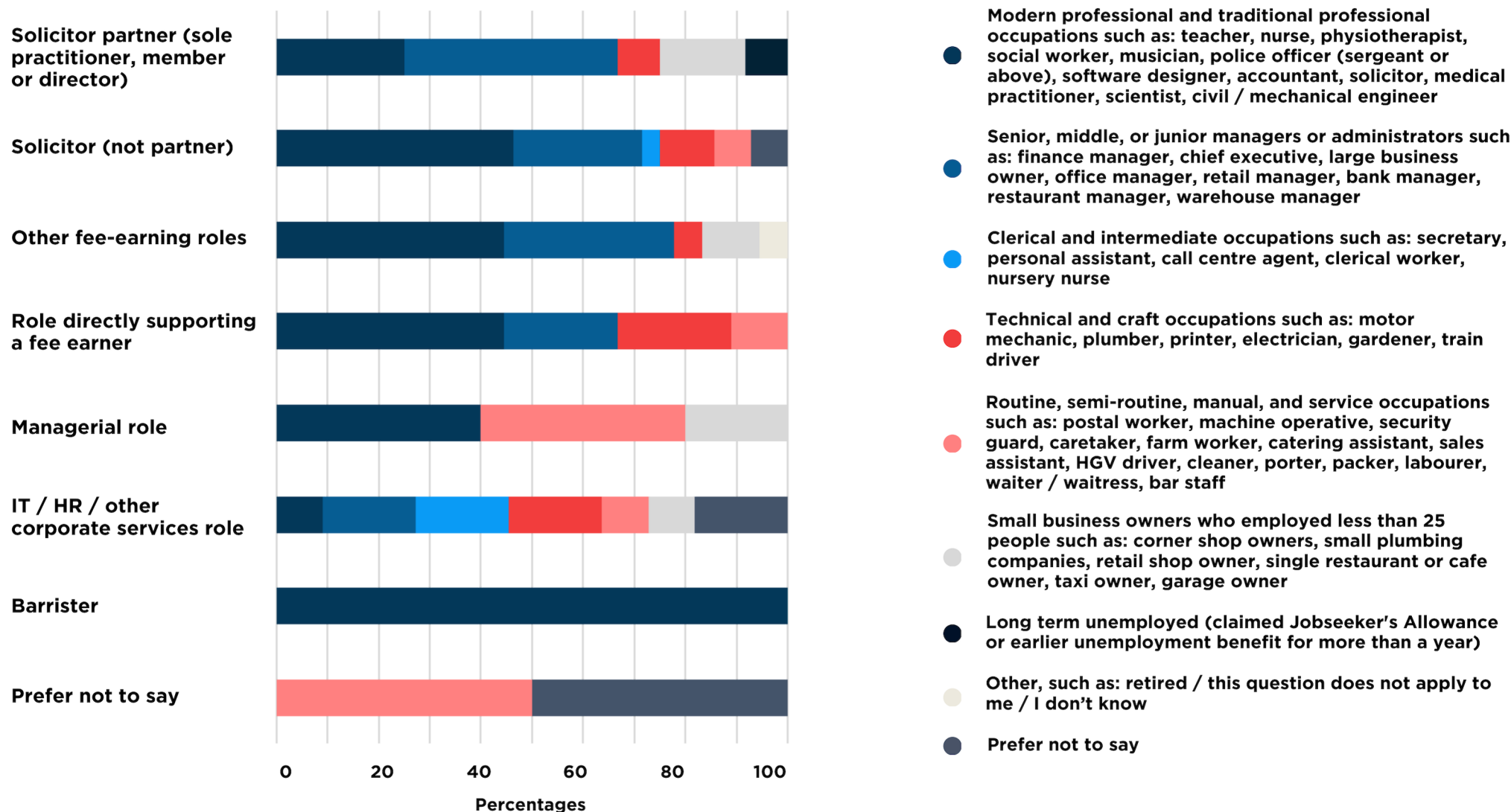
37% Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanic

26% 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



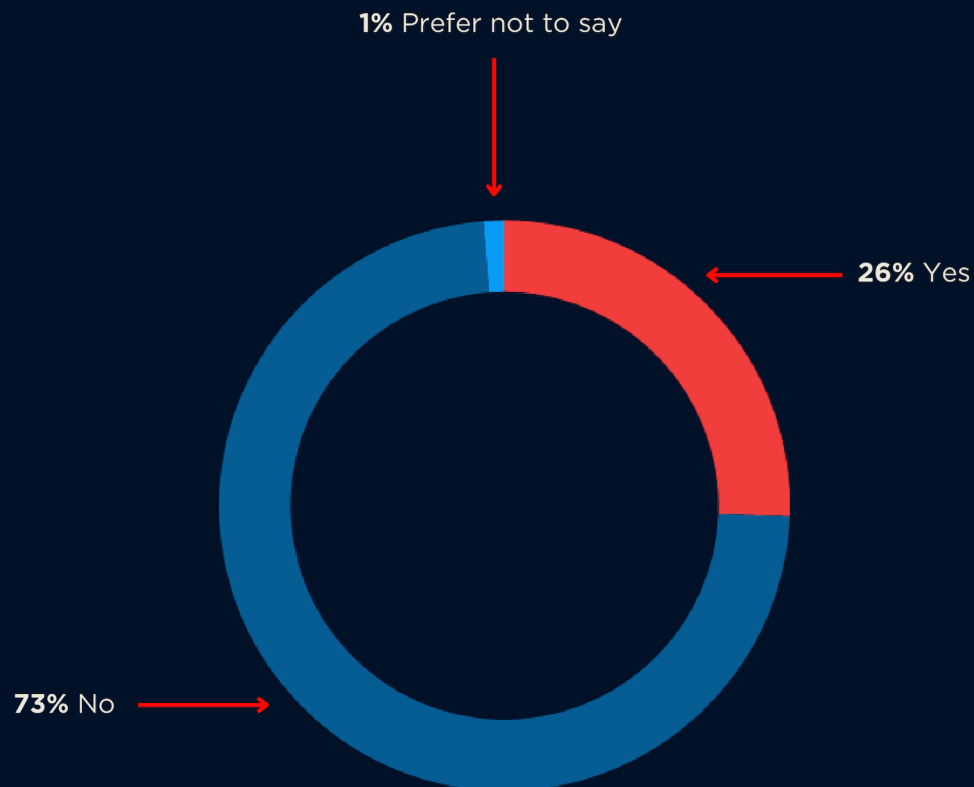
Social economic background breakdown by role

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



Caring responsibilities

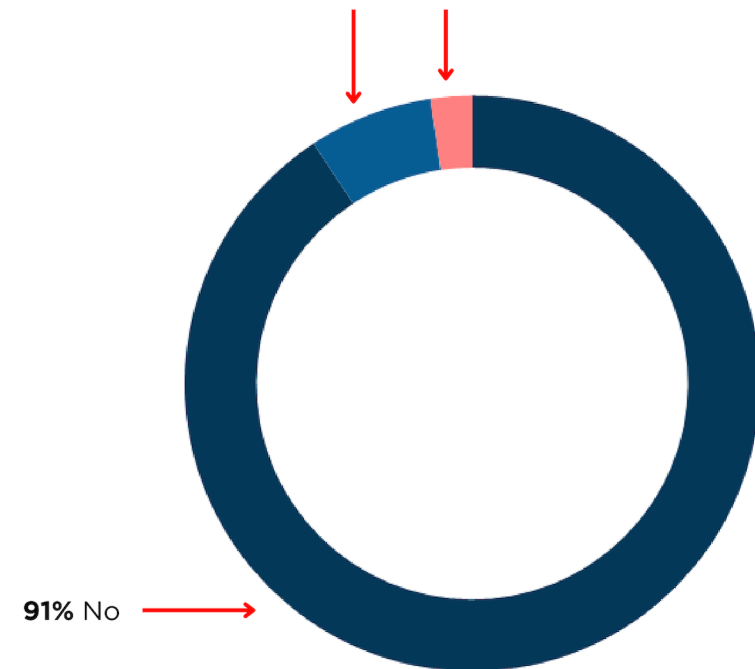
Individuals with a primary carer responsibility for a child or children under 18



0% Prefer not to say

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)

7% Yes, 1-19 hours a week 2% Prefer not to say



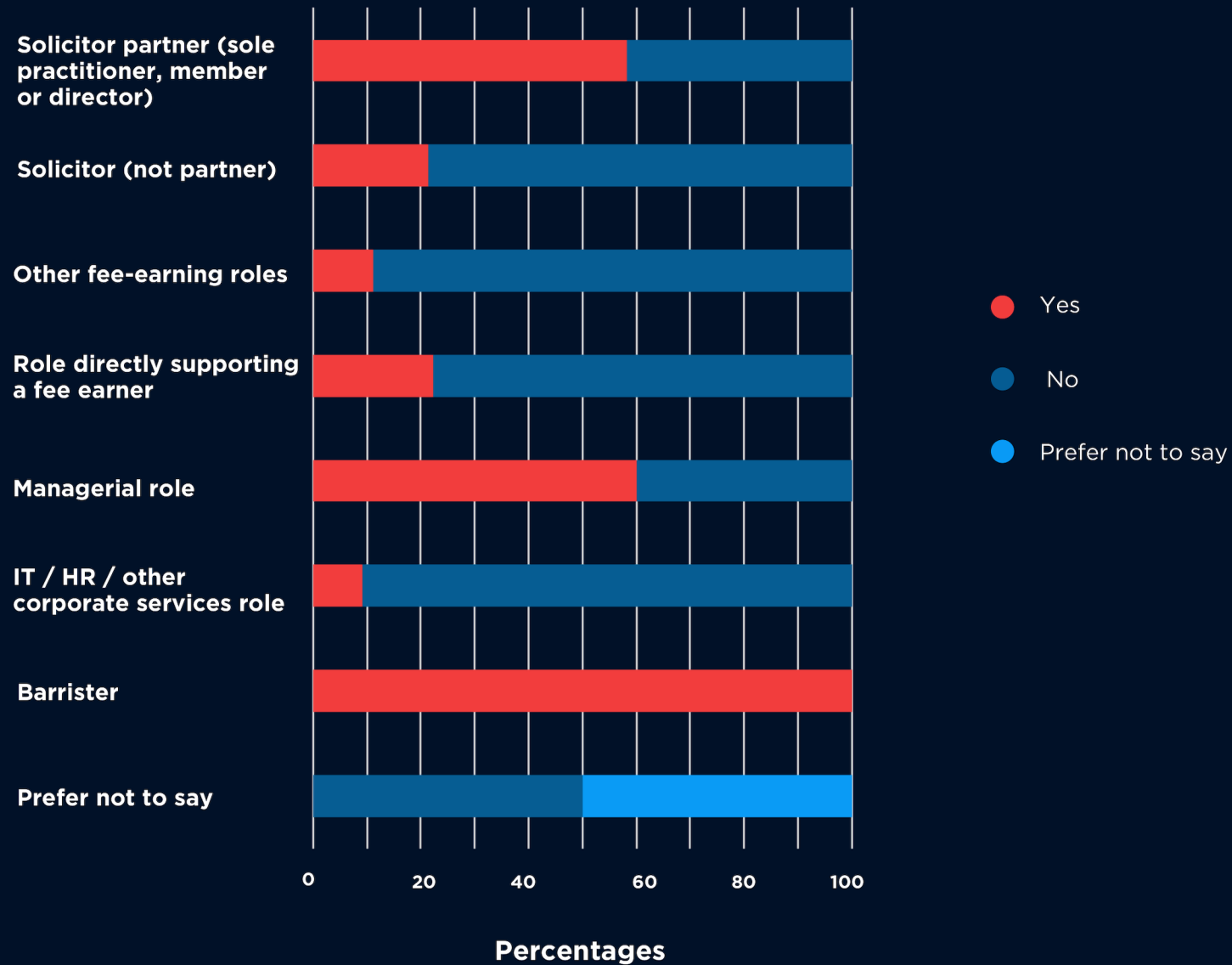
91% No

0% Yes, 20-49 hours a week

0% Yes, 50 or more hours a week

Caring responsibilities breakdown by role

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



Caring responsibilities breakdown by role

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)

