

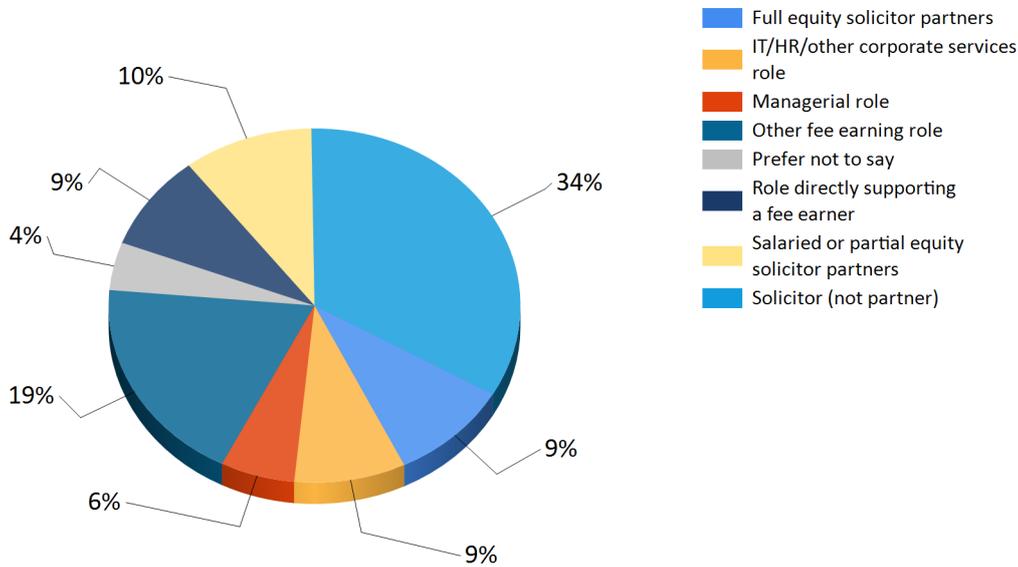
Existing Employee Equality & Diversity Survey Report

During period 01/04/2025 to 27/02/2026

Number of records 137

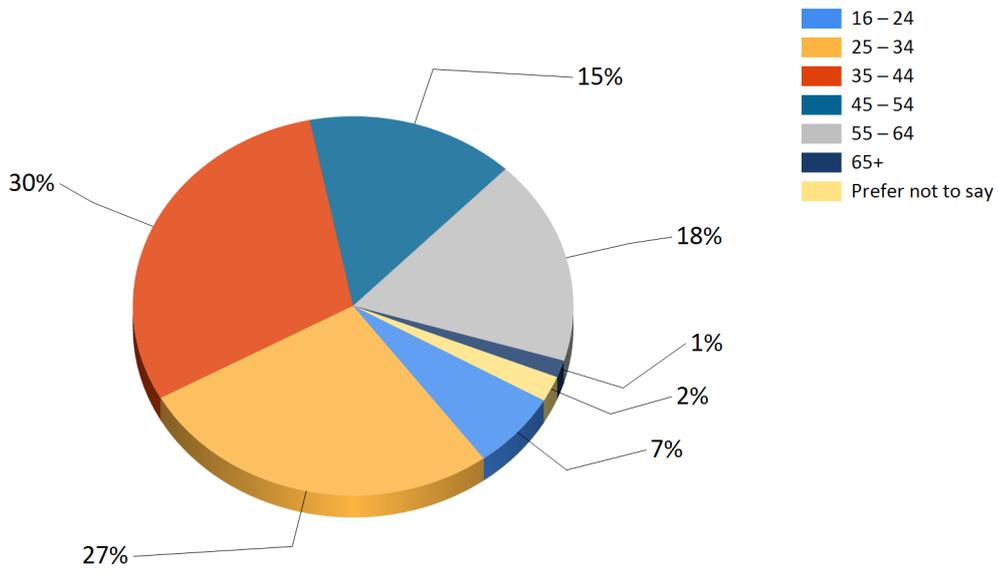
Section 1

1. Role categories



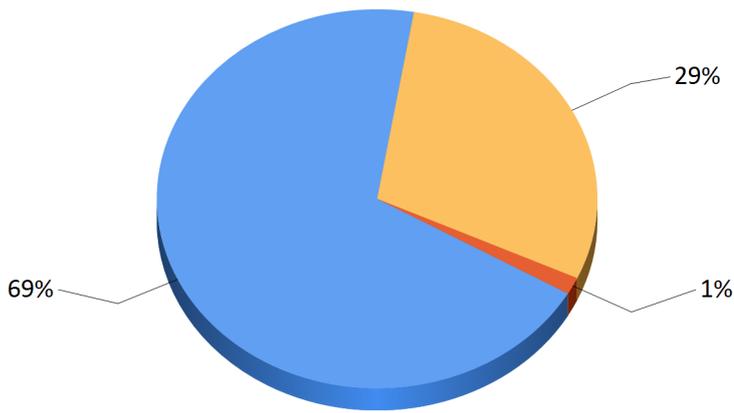
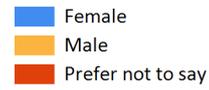
Category	Percentage
Barrister	0%
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0%
Costs Lawyer	0%
Full equity solicitor partners	9%
IT/HR/other corporate services role	9%
Licensed Conveyancer	0%
Managerial role	6%
Notary	0%
Other fee earning role	19%
Patent or Trade Mark Attorney	0%
Prefer not to say	4%
Role directly supporting a fee earner	9%
Salaried or partial equity solicitor partners	10%
Solicitor (not partner)	34%
Total	100%

2. Which age category are you in?



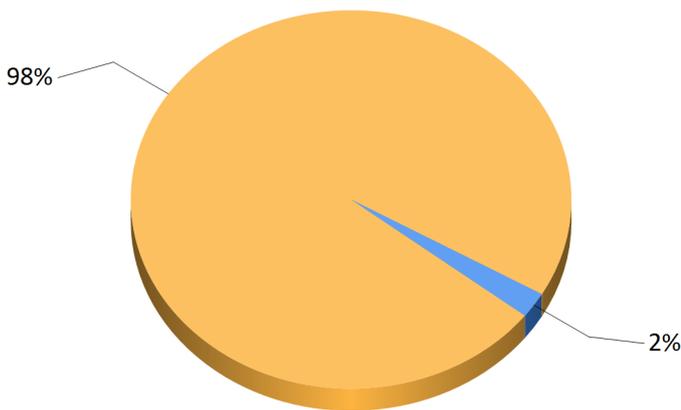
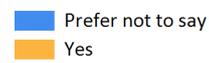
Category	Percentage
16 – 24	7%
25 – 34	27%
35 – 44	30%
45 – 54	15%
55 – 64	18%
65+	1%
Prefer not to say	2%
Total	100%

3. What is your sex?



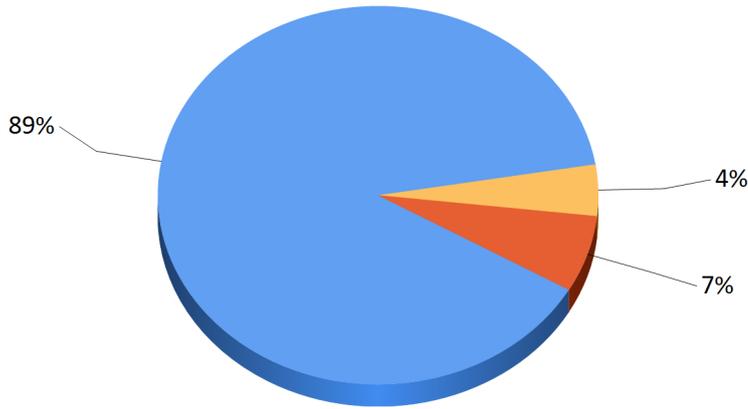
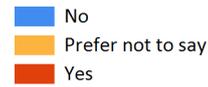
Category	Percentage
Female	69%
Male	29%
Other preferred description	0%
Prefer not to say	1%
Total	100%

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



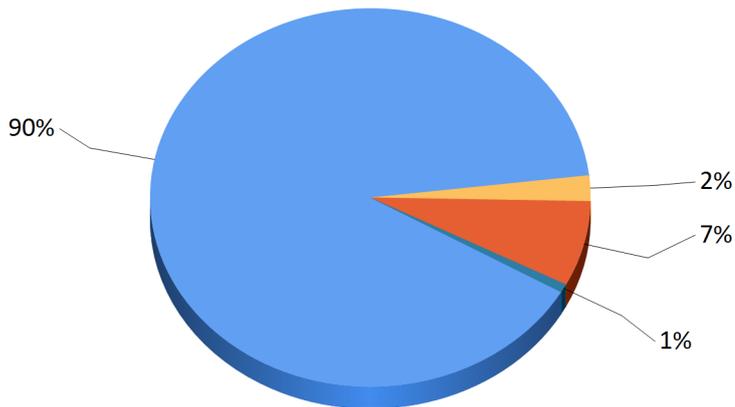
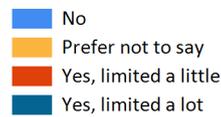
Category	Percentage
No	0%
Prefer not to say	2%
Yes	98%
Total	100%

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



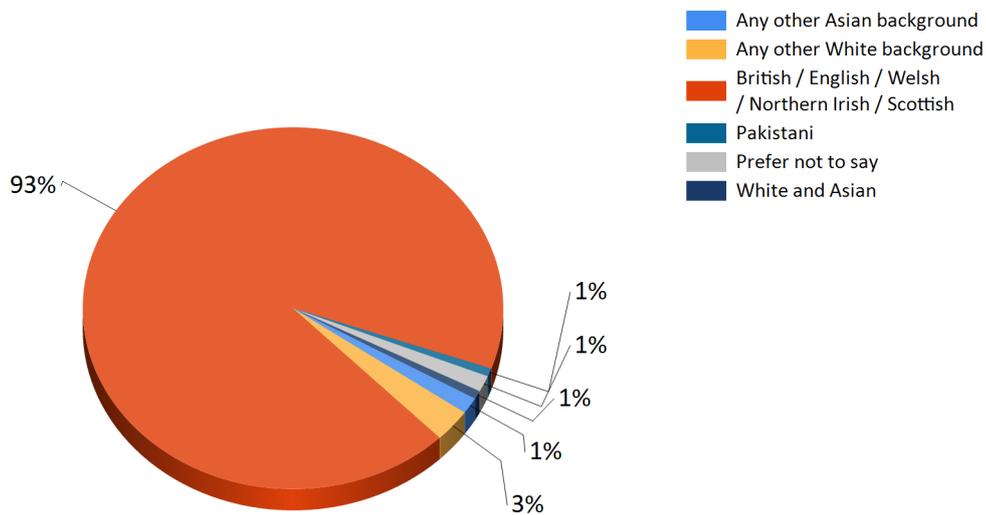
Category	Percentage
No	89%
Prefer not to say	4%
Yes	7%
Total	100%

6. 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?



Category	Percentage
No	90%
Prefer not to say	2%
Yes, limited a little	7%
Yes, limited a lot	1%
Total	100%

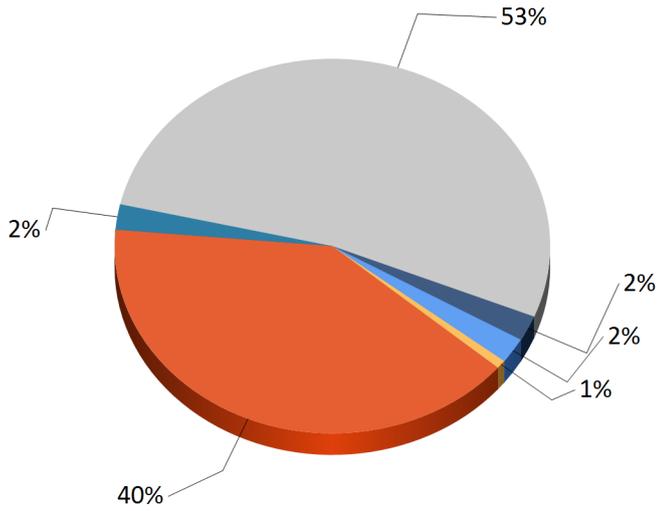
7. What is your ethnic group?



Category	Percentage
African	0%
Any other Asian background	1%
Any other Black background	0%
Any other ethnic group	0%
Any other Mixed / Multiple ethnic background	0%
Any other White background	3%
Arab	0%
Bangladeshi	0%
British / English / Welsh / Northern Irish / Scottish	93%
Caribbean	0%
Chinese	0%
Gypsy or Irish Traveller	0%
Indian	0%
Irish	0%
Pakistani	1%
Prefer not to say	1%
Roma	0%
White and Asian	1%
White and Black African	0%
White and Black Caribbean	0%
Total	100%

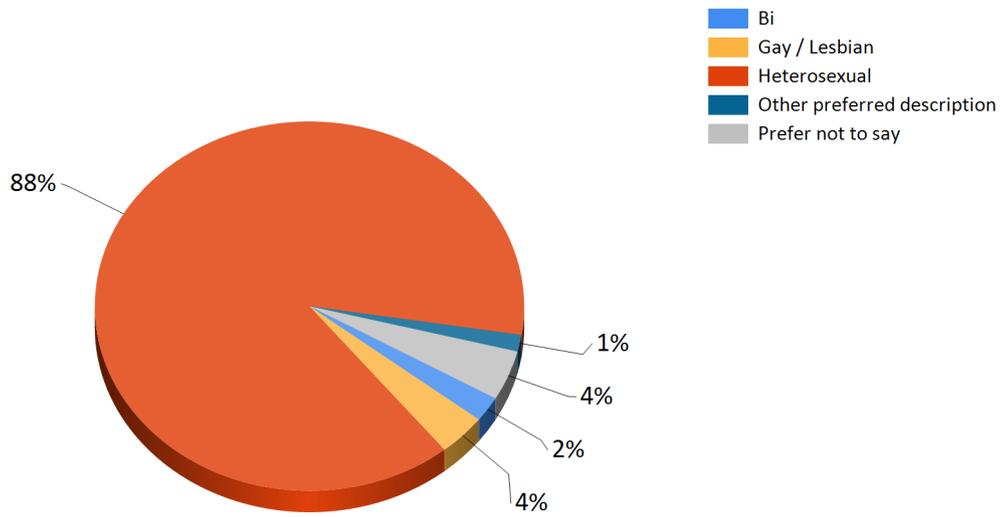
8. What is your religion or belief?

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



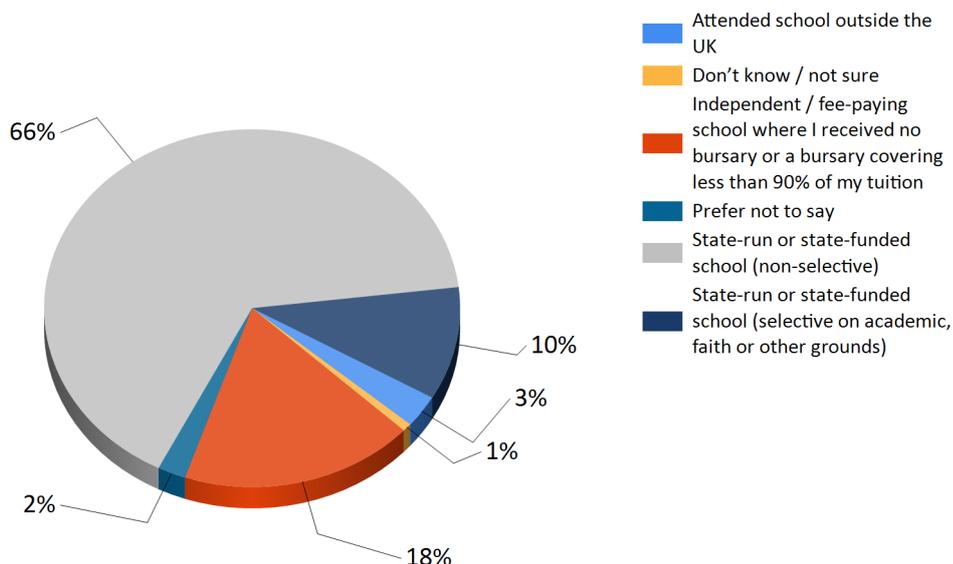
Category	Percentage
Any other religion or belief	2%
Buddhist	1%
Christian	40%
Hindu	0%
Jewish	0%
Muslim	2%
No religion or belief	53%
Prefer not to say	2%
Sikh	0%
Total	100%

9. What is your sexual orientation?



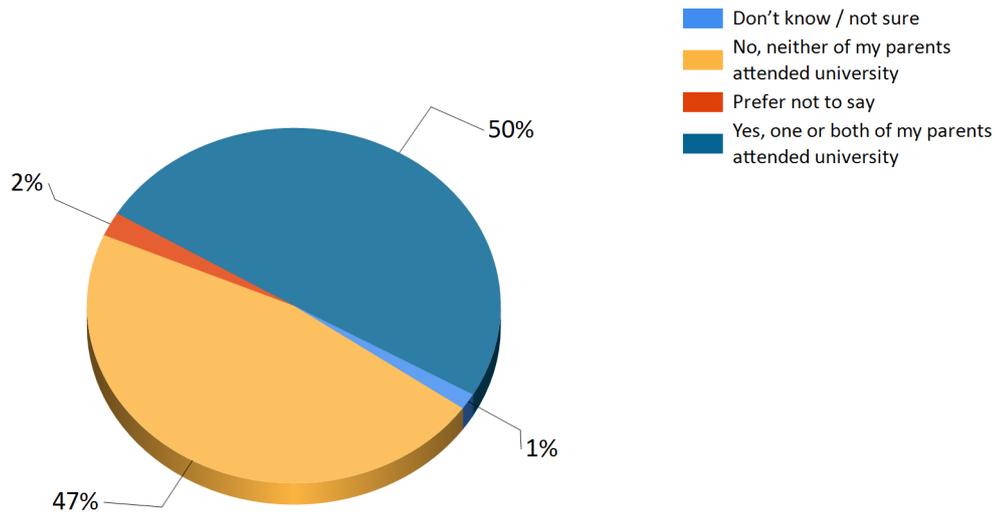
Category	Percentage
Bi	2%
Gay / Lesbian	4%
Heterosexual	88%
Other preferred description	1%
Prefer not to say	4%
Total	100%

10. Which type of school did you attend for the most time between the ages of 11 and 16?



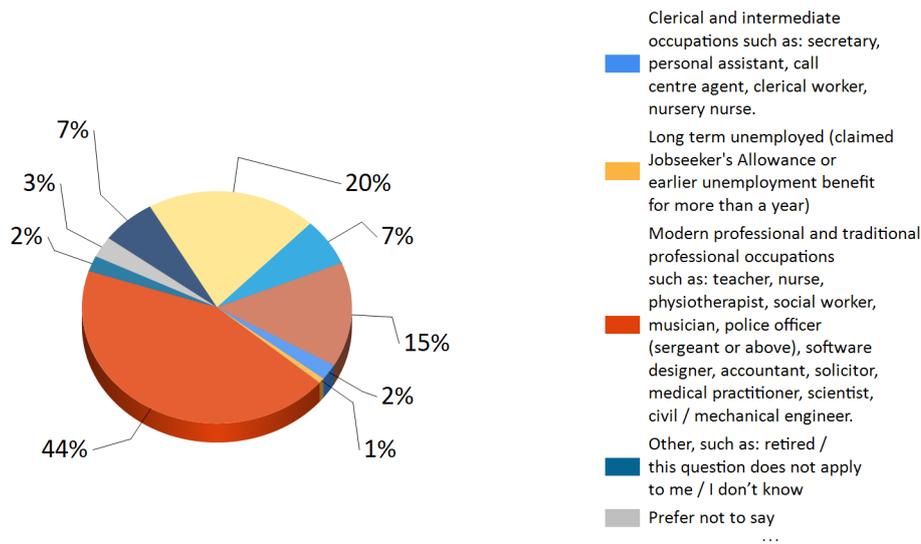
Category	Percentage
Attended school outside the UK	3%
Don't know / not sure	1%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	0%
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	18%
Prefer not to say	2%
State-run or state-funded school (non-selective)	66%
State-run or state-funded school (selective on academic, faith or other grounds)	10%
Total	100%

11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



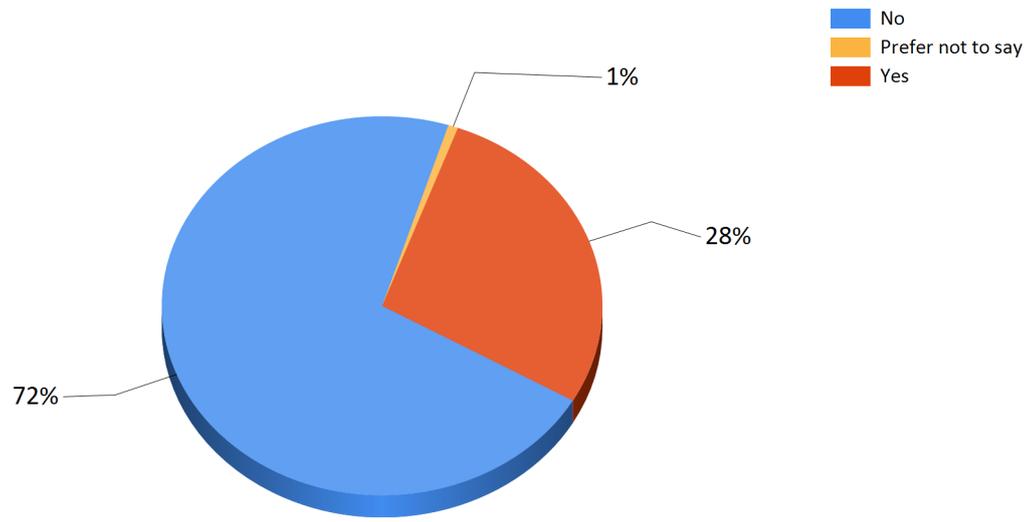
Category	Percentage
Don't know / not sure	1%
No, neither of my parents attended university	47%
Prefer not to say	2%
Yes, one or both of my parents attended university	50%
Total	100%

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



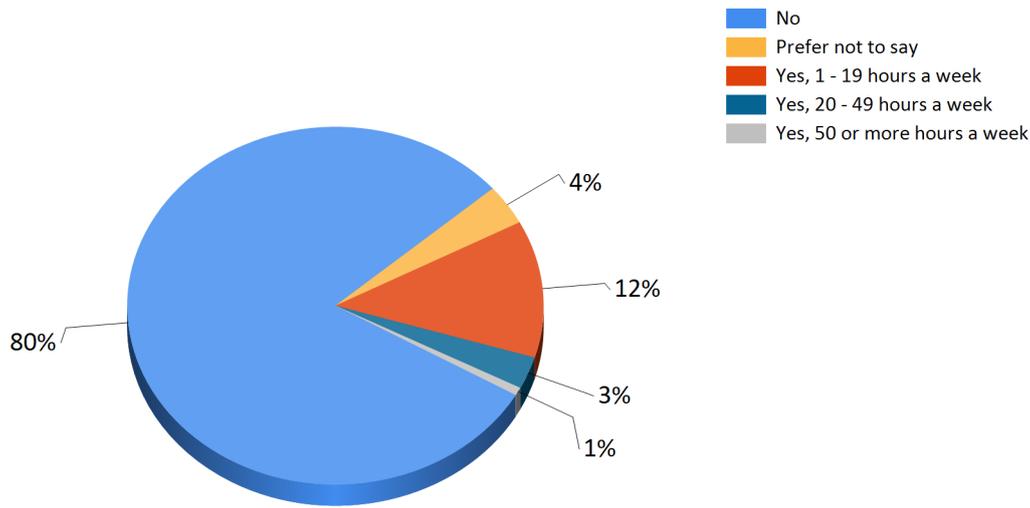
Category	Percentage
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	2%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1%
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	44%
Other, such as: retired / this question does not apply to me / I don't know	2%
Prefer not to say	3%
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.	7%
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.	20%
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.	7%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	15%
Total	100%

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



Category	Percentage
No	72%
Prefer not to say	1%
Yes	28%
Total	100%

14. Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



Category	Percentage
No	80%
Prefer not to say	4%
Yes, 1 - 19 hours a week	12%
Yes, 20 - 49 hours a week	3%
Yes, 50 or more hours a week	1%
Total	100%