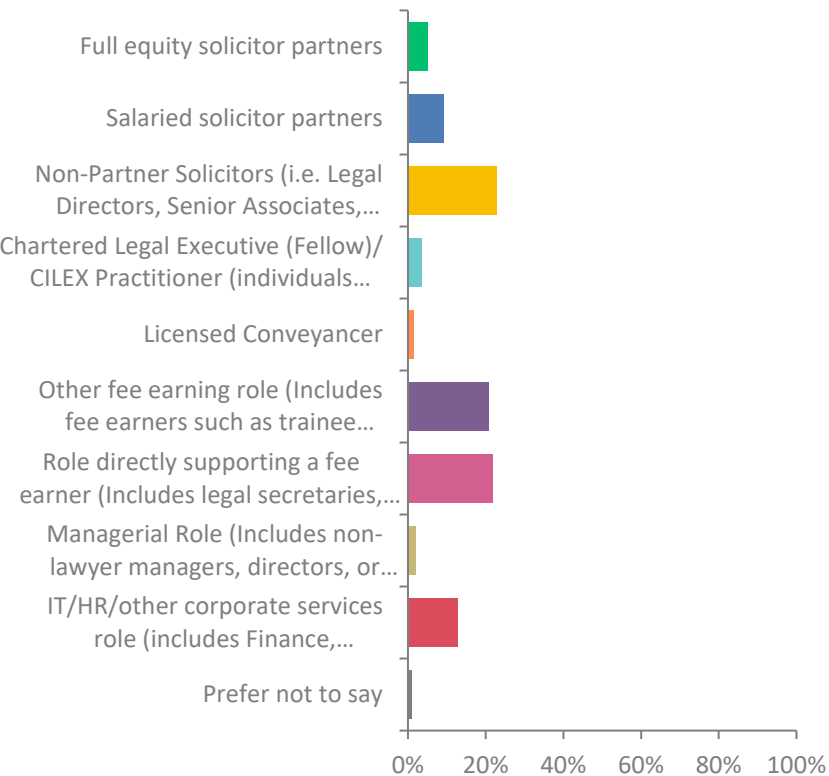




Diversity Questionnaire 2025

Q1: Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers).

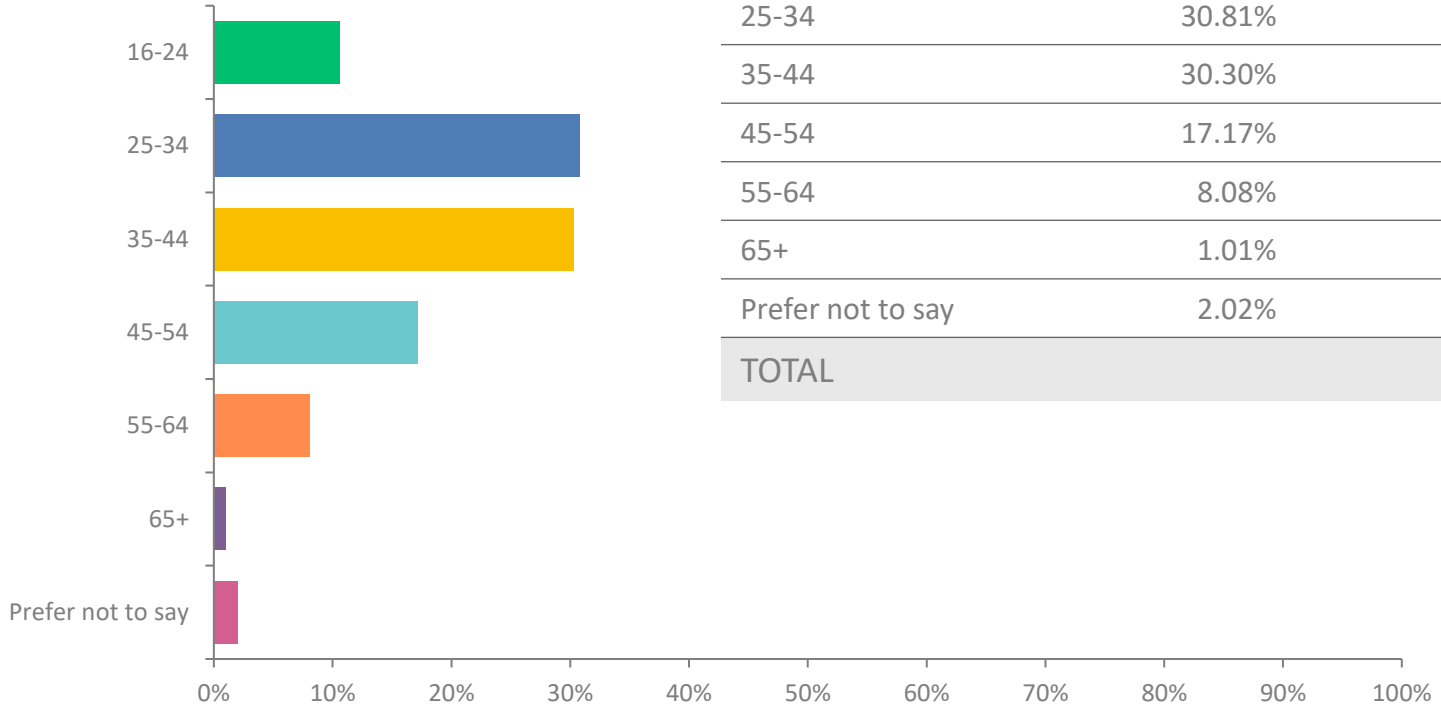
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Full equity solicitor partners | 5.05% | 10 |
| Salaried solicitor partners | 9.09% | 18 |
| Non-Partner Solicitors (i.e. Legal Directors, Senior Associates, Associates and Solicitors) | 22.73% | 45 |
| Chartered Legal Executive (Fellow)/ CILEX Practitioner (individuals authorised by by CILEx Regulation) | 3.54% | 7 |
| Licensed Conveyancer | 1.52% | 3 |
| Other fee earning role (Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows), or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons') | 20.71% | 41 |
| Role directly supporting a fee earner (Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals) | 21.72% | 43 |
| Managerial Role (Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers) | 2.02% | 4 |
| IT/HR/other corporate services role (includes Finance, Accountancy, Risk & Compliance, BD and Marketing roles) | 12.63% | 25 |
| Prefer not to say | 1.01% | 2 |
| TOTAL | | 198 |

Q2: Which category are you in?

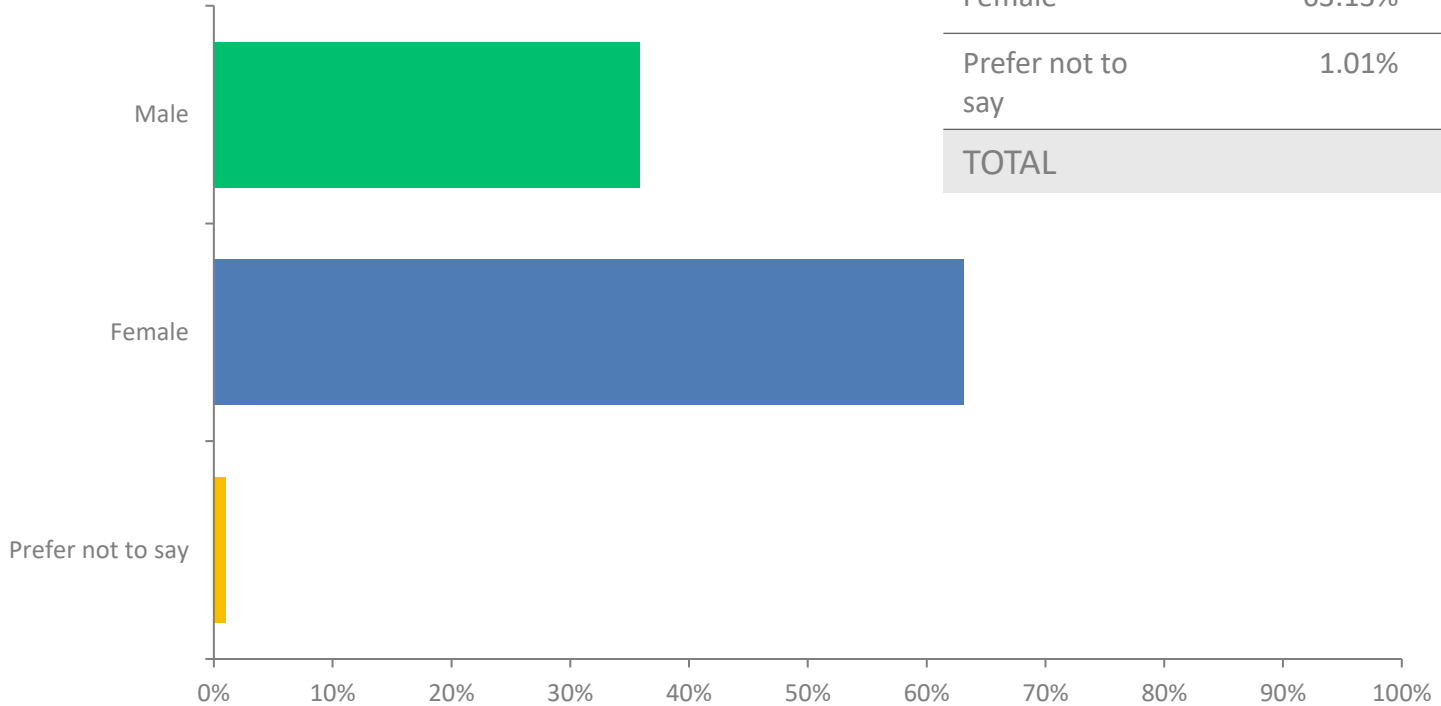
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| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|------------|
| 16-24 | 10.61% | 21 |
| 25-34 | 30.81% | 61 |
| 35-44 | 30.30% | 60 |
| 45-54 | 17.17% | 34 |
| 55-64 | 8.08% | 16 |
| 65+ | 1.01% | 2 |
| Prefer not to say | 2.02% | 4 |
| TOTAL | | 198 |

Q3: What is your sex?

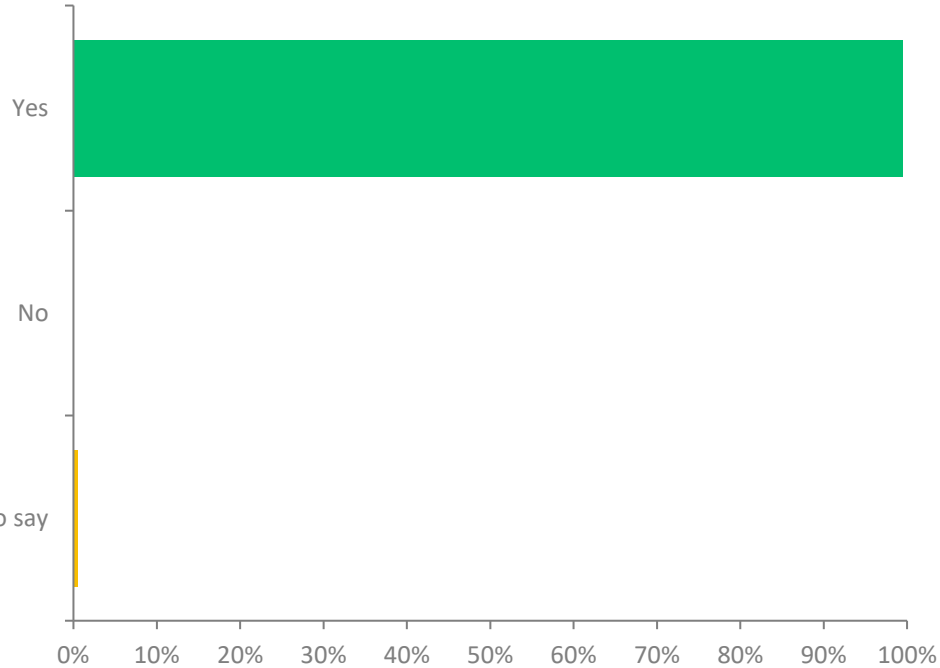
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|-------------------|------------|
| Male | 35.86% 71 |
| Female | 63.13% 125 |
| Prefer not to say | 1.01% 2 |
| TOTAL | 198 |

Q4: Is your gender identity the same as your sex registered at birth?

Answered: 198 Skipped: 0

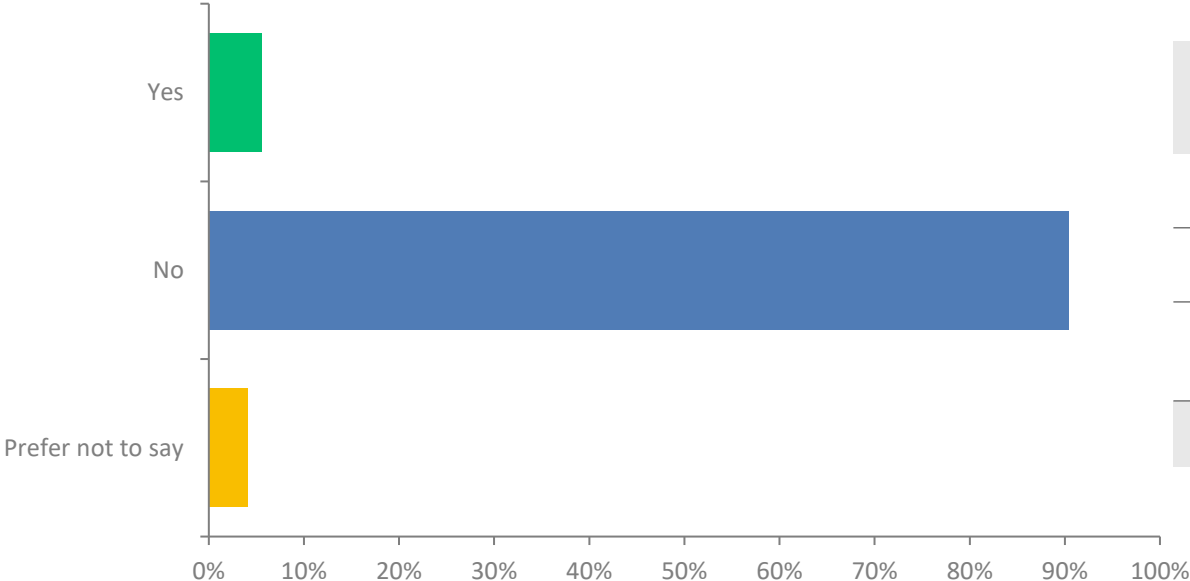


| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|------------|
| Yes | 99.49% | 197 |
| No | 0.00% | 0 |
| Prefer not to say | 0.51% | 1 |
| TOTAL | | 198 |

Q5: 5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

(The Equality Act 2010 defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition)

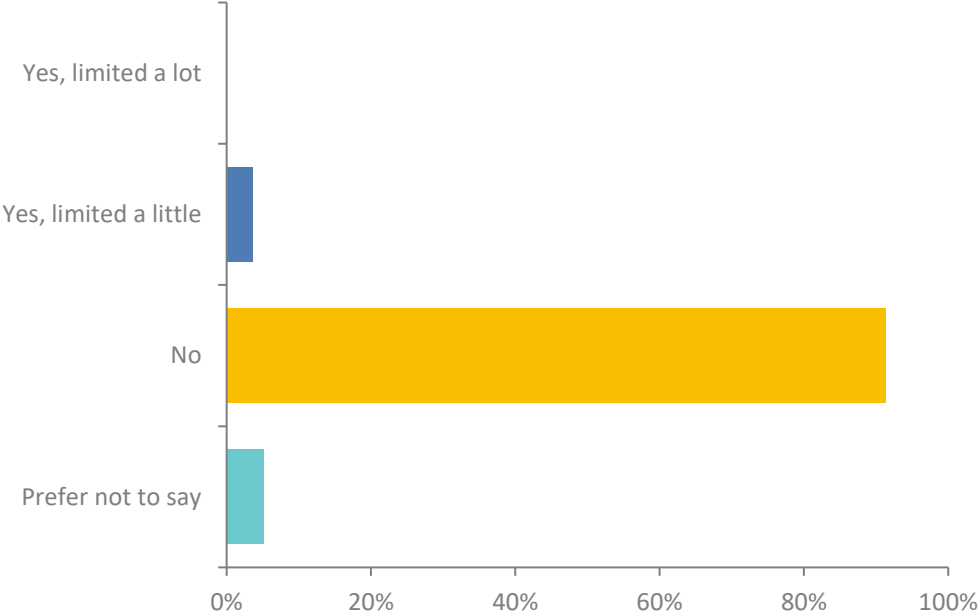
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|------------|
| Yes | 5.56% | 11 |
| No | 90.40% | 179 |
| Prefer not to say | 4.04% | 8 |
| TOTAL | | 198 |

Q6: Are your day-to-day activities limited by your disability or condition?

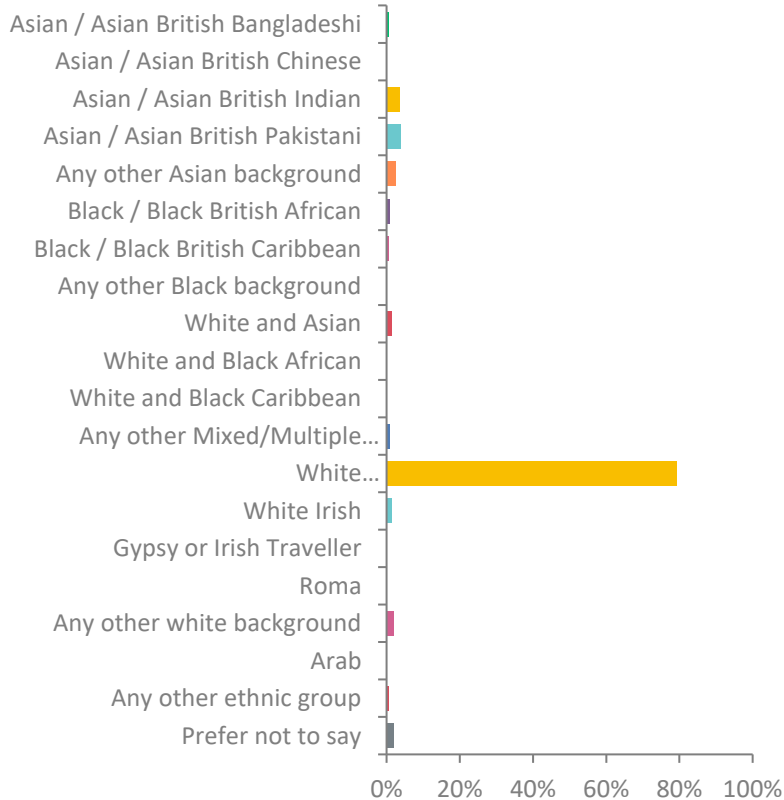
Answered: 196 Skipped: 2



| ANSWER CHOICES | RESPONSES |
|-----------------------|------------|
| Yes, limited a lot | 0.00% 0 |
| Yes, limited a little | 3.57% 7 |
| No | 91.33% 179 |
| Prefer not to say | 5.10% 10 |
| TOTAL | 196 |

Q7: What is your ethnicity?

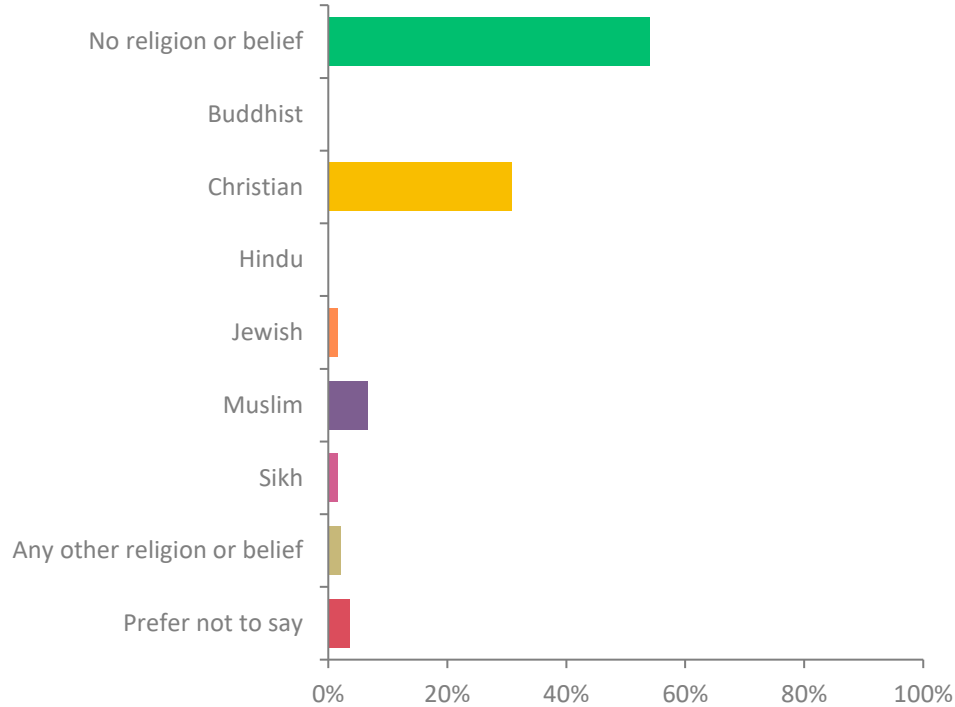
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|------------|
| Asian / Asian British Bangladeshi | 0.51% | 1 |
| Asian / Asian British Chinese | 0.00% | 0 |
| Asian / Asian British Indian | 3.54% | 7 |
| Asian / Asian British Pakistani | 4.04% | 8 |
| Any other Asian background | 2.53% | 5 |
| Black / Black British African | 1.01% | 2 |
| Black / Black British Caribbean | 0.51% | 1 |
| Any other Black background | 0.00% | 0 |
| White and Asian | 1.52% | 3 |
| White and Black African | 0.00% | 0 |
| White and Black Caribbean | 0.00% | 0 |
| Any other Mixed/Multiple ethnic background | 1.01% | 2 |
| White British/English/Welsh/Northern Irish/Scottish | 79.29% | 157 |
| White Irish | 1.52% | 3 |
| Gypsy or Irish Traveller | 0.00% | 0 |
| Roma | 0.00% | 0 |
| Any other white background | 2.02% | 4 |
| Arab | 0.00% | 0 |
| Any other ethnic group | 0.51% | 1 |
| Prefer not to say | 2.02% | 4 |
| TOTAL | | 198 |

Q8: What is your religion or belief?

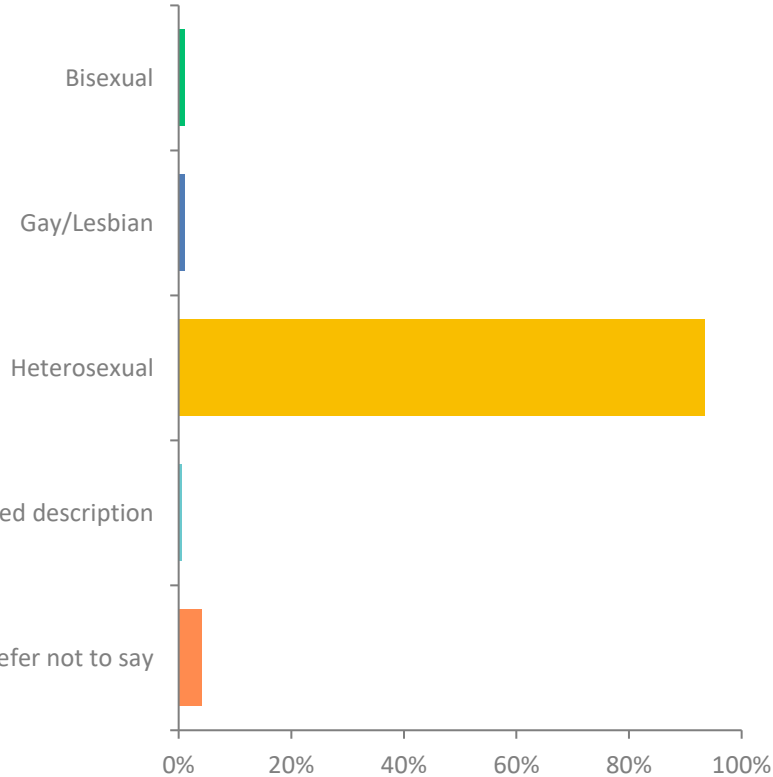
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|------------|
| No religion or belief | 54.04% | 107 |
| Buddhist | 0.00% | 0 |
| Christian | 30.81% | 61 |
| Hindu | 0.00% | 0 |
| Jewish | 1.52% | 3 |
| Muslim | 6.57% | 13 |
| Sikh | 1.52% | 3 |
| Any other religion or belief | 2.02% | 4 |
| Prefer not to say | 3.54% | 7 |
| TOTAL | | 198 |

Q9: What is your sexual orientation?

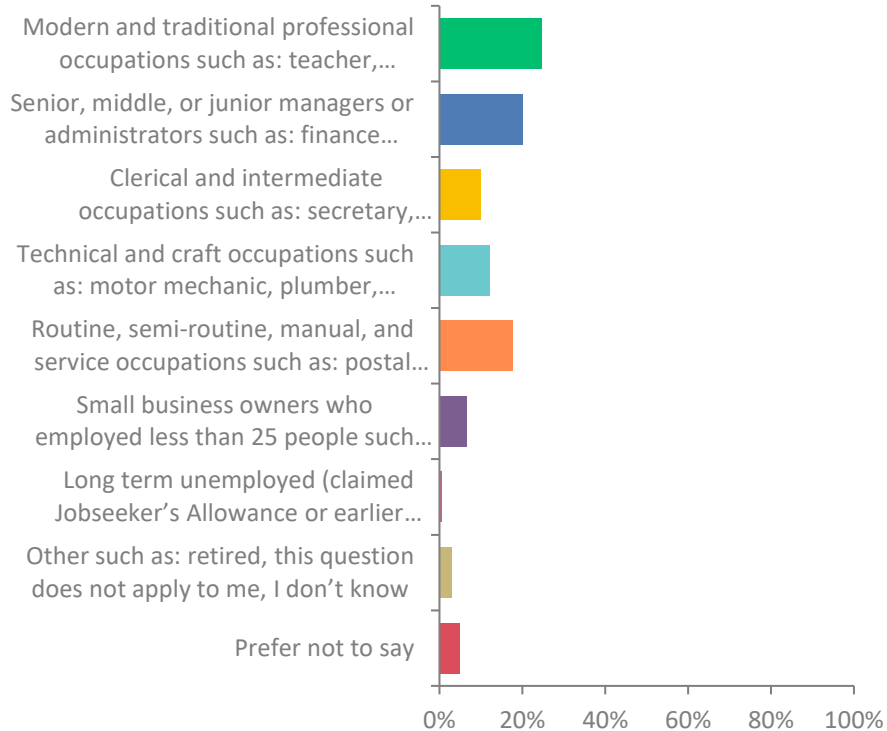
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------------|-----------|------------|
| Bisexual | 1.01% | 2 |
| Gay/Lesbian | 1.01% | 2 |
| Heterosexual | 93.43% | 185 |
| Other preferred description | 0.51% | 1 |
| Prefer not to say | 4.04% | 8 |
| TOTAL | | 198 |

Q10: What was the occupation of your main household earner when you were about 14?

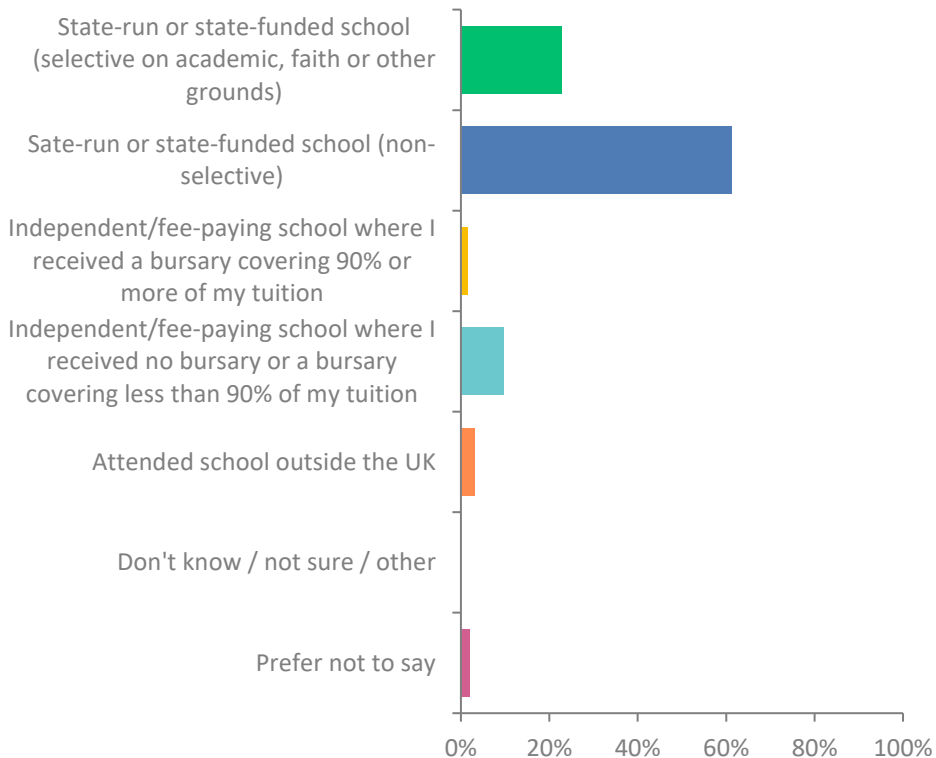
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Modern 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. | 24.75% | 49 |
| 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. | 20.20% | 40 |
| Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse. | 10.10% | 20 |
| Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver. | 12.12% | 24 |
| 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, laborer, waiter/waitress, bar staff. | 17.68% | 35 |
| 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. | 6.57% | 13 |
| Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) | 0.51% | 1 |
| Other such as: retired, this question does not apply to me, I don't know | 3.03% | 6 |
| Prefer not to say | 5.05% | 10 |
| TOTAL | | 198 |

Q11: Which type of school did you attend for the most time between the ages of 11 and 16? (If you changed schools, please base your answer on the last two years of your education)

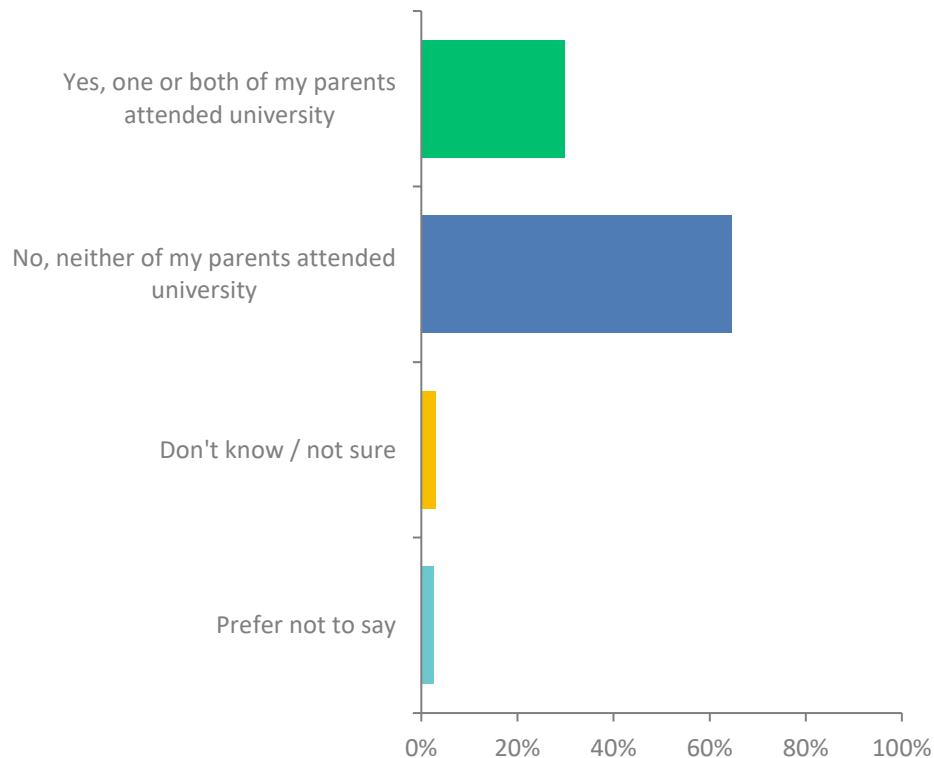
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES |
|---|------------|
| State-run or state-funded school (selective on academic, faith or other grounds) | 22.73% 45 |
| State-run or state-funded school (non-selective) | 61.11% 121 |
| Independent/fee-paying school where I received a bursary covering 90% or more of my tuition | 1.52% 3 |
| Independent/fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition | 9.60% 19 |
| Attended school outside the UK | 3.03% 6 |
| Don't know / not sure / other | 0.00% 0 |
| Prefer not to say | 2.02% 4 |
| TOTAL | 198 |

Q12: Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

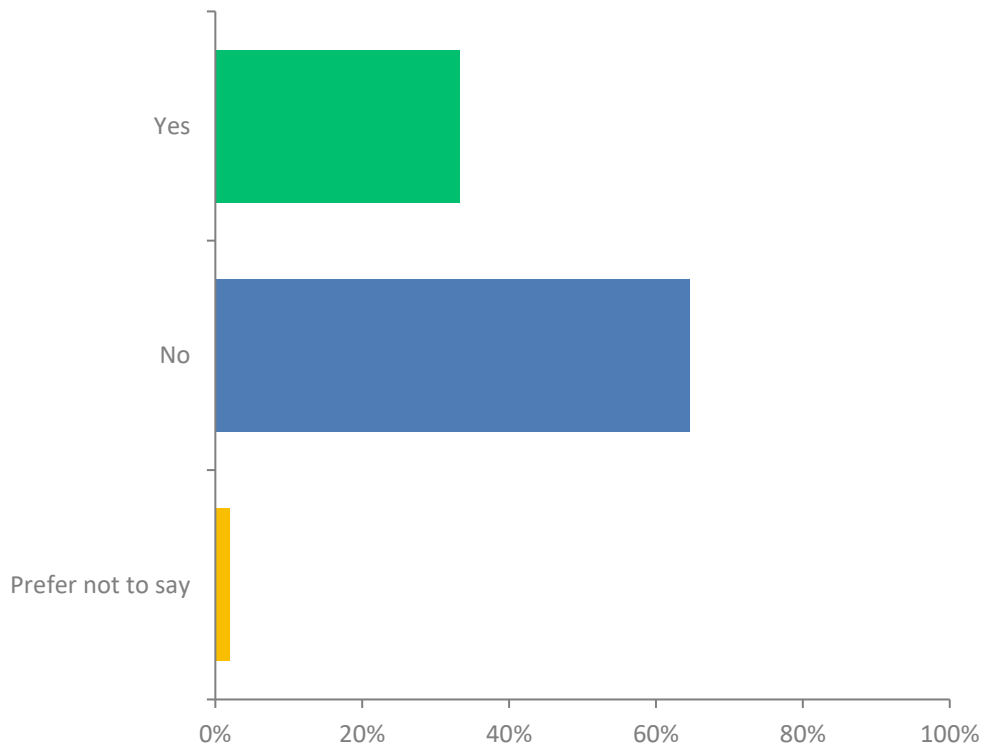
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|------------|
| Yes, one or both of my parents attended university | 29.80% | 59 |
| No, neither of my parents attended university | 64.65% | 128 |
| Don't know / not sure | 3.03% | 6 |
| Prefer not to say | 2.53% | 5 |
| TOTAL | | 198 |

Q13: Are you a primary carer for a child or children under 18?

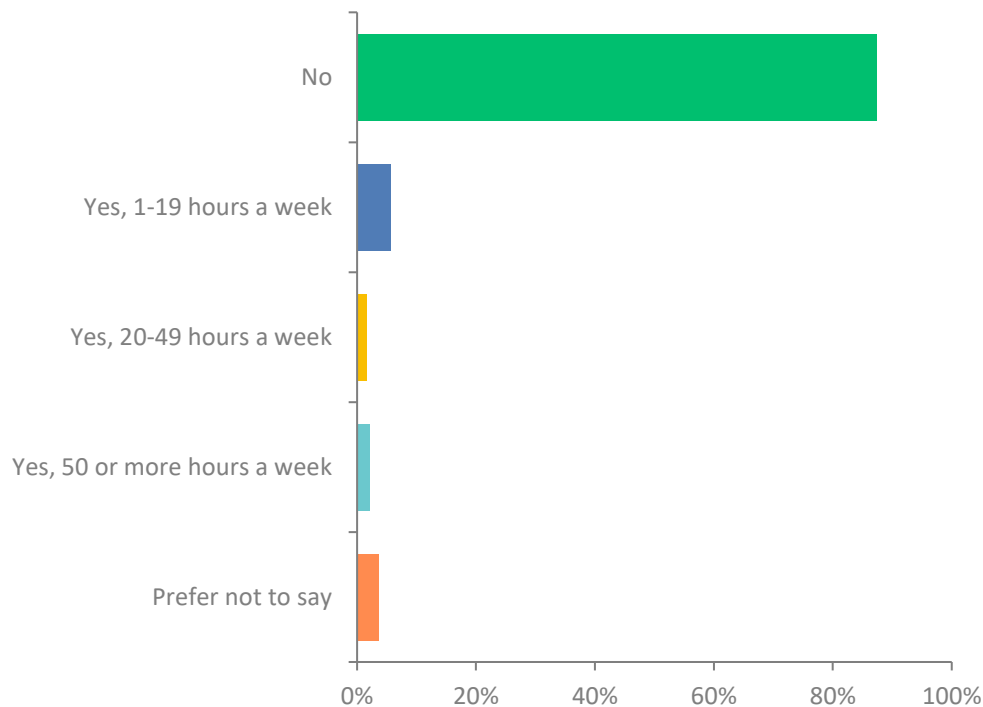
Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|------------|
| Yes | 33.33% | 66 |
| No | 64.65% | 128 |
| Prefer not to say | 2.02% | 4 |
| TOTAL | | 198 |

Q14: Do you look after or care for someone 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

Answered: 198 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|------------|
| No | 87.37% | 173 |
| Yes, 1-19 hours a week | 5.56% | 11 |
| Yes, 20-49 hours a week | 1.52% | 3 |
| Yes, 50 or more hours a week | 2.02% | 4 |
| Prefer not to say | 3.54% | 7 |
| TOTAL | | 198 |