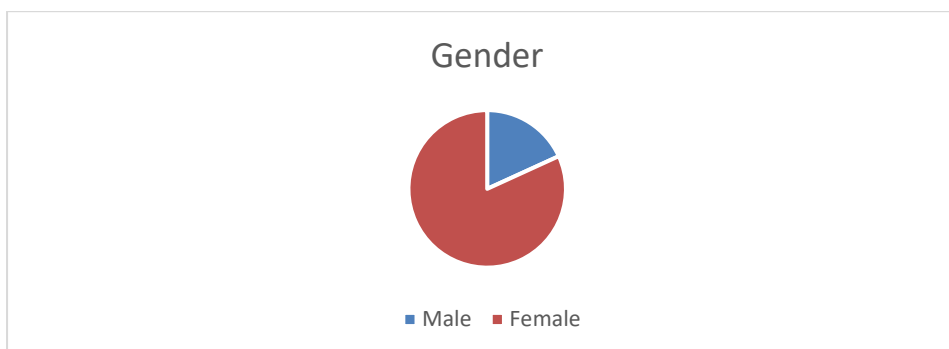
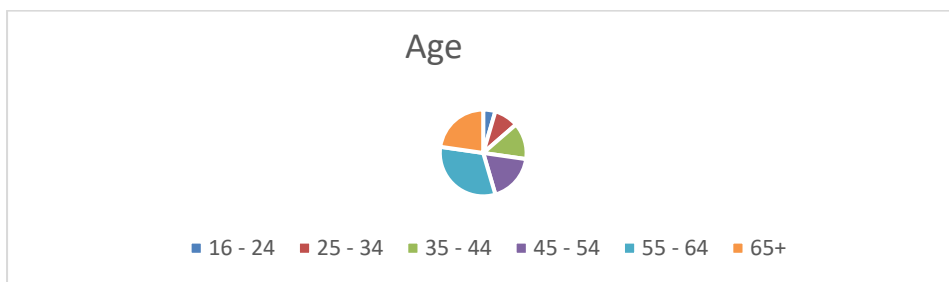
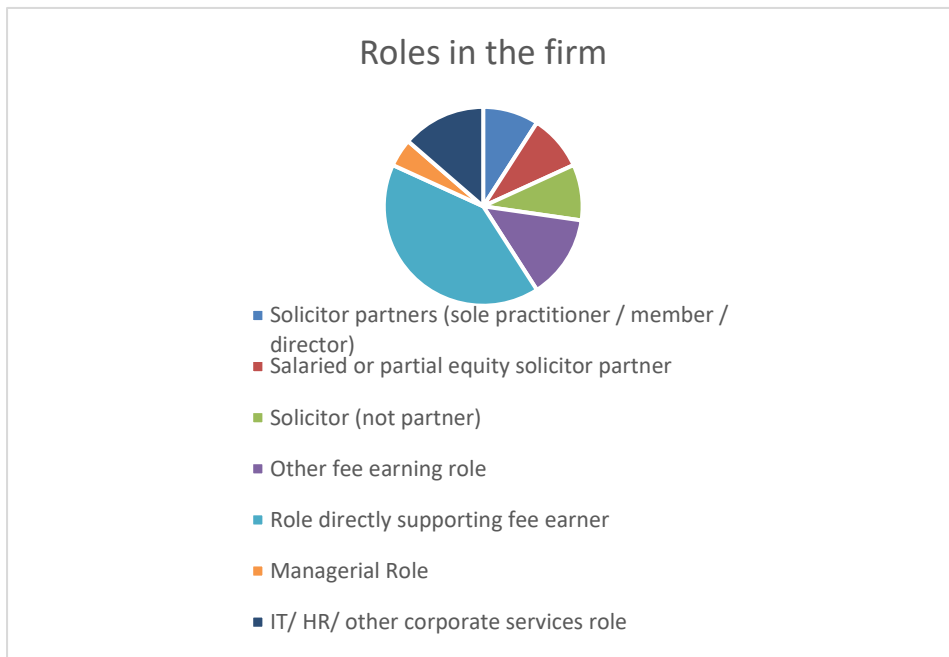


DIVERSITY SURVEY 2023

In accordance with the Solicitors Regulation Authority's requirements all partners and staff of Marshall Hatchick LLP were asked to complete a diversity questionnaire. The questionnaire was completed anonymously and the following results were recorded from those who participated.

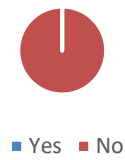
FROM A WORKFORCE OF 30 AS AT 14 JULY 2023 THERE WERE 22 RESPONSES



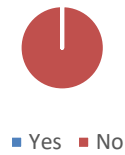
Gender identified with same as sex registered at birth



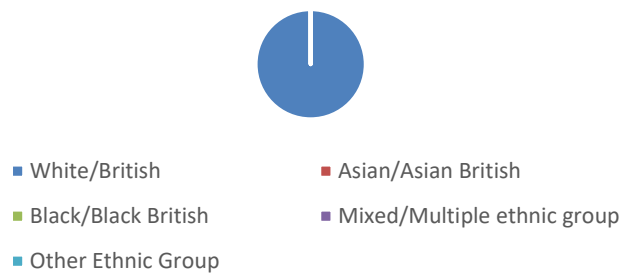
Disability according to the Definition in the Equalities Act 2010



Day to day activities limited due to health problem or disability lasting at least 12 months



Ethnic Group



Religion or belief



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

Sexual Orientation



- Bi
- Gay/Lesbian
- Heterosexual
- Other preferred description
- Prefer not to say

School attended between 11 and 16



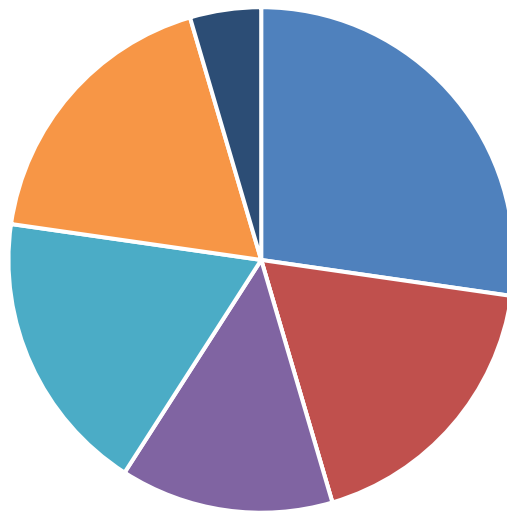
- State-run or state-funded school - selective on academic, faith or other grounds
- State-run or state-funded school - non-selective
- Independent / fee-paying school
- Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition
- Prefer not to say

Parents who attended university



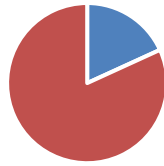
- No, neither of my parents attended university
- Yes, one or both of my parents attended university
- Prefer not to say

Occupation of main earner when you were 14



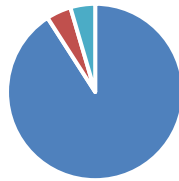
- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanica
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver
- 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
- 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
- Prefer not to say

Primary carer of child/children under 18



■ Yes ■ No

Care for someone with long term physical or mental illhealth caused by a disability or age (not in a paid capacity)



■ No ■ Yes, 1 - 19 hours a week
■ Yes, 20 - 49 hours a week ■ Yes, 50 or more hours a week
■ Prefer not to say