

## 2021 Diversity Report

The Firm commits itself to promoting equal opportunities both in its employment of staff and in its dealings with clients and all other persons with whom it comes into contact. All employees must adhere to the guidelines laid down in our Quality Standards policy “QS 2.1 Equality and Diversity”.

The Firm will not discriminate on the grounds of the nine protected characteristics as defined by The Equality Act 2010 i.e age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex or sexual orientation in its:-

- recruitment, selection, training, treatment, payment or promotion of employees;
- recruitment, selection, training, treatment, payment or promotion of Partners;
- acceptance of instructions from and treatment of clients;
- instruction of Counsel and other experts.

The Firm’s commitment to equal opportunities is based on the fact that equality of opportunity is a matter of professionalism and good management practice.

The results of the 2021 Diversity Survey are set out below. 152 Partners/Staff Members were eligible to take part in the survey and all 152 completed the survey.

The roles identified by those completing the survey comprised of:

- Solicitor (Partner/Member/Director)
- Solicitor (Not Partner)
- Other Fee Earning Role
- Role directly supporting a Fee Earner
- Managerial role
- IT/HR/Other corporate services role
- Chartered Legal Executive (Fellow)/CILEx Practitioner
- Prefer not to say

## Category of Role within the Firm

Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
15	20	20	68	9	8	5	7

## Age

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
16-24			2	19		1		2
25-34		8	8	18		3	1	
35-44	5	5	3	9	4	1	1	1
45-54	8	2	4	13	2		2	1
55-64	2	4	3	8	3		1	
65+				1		1		
Prefer not to say		1						3

## Gender

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Woman	8	14	16	64	8	6	4	3
Man	7	5	4	4	1	2	1	1
Other preferred description								
Prefer not to say		1						3

## Disability (according to Equality Act 2010)

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Yes		4	1	2	9	1		5
No	15	14	19	64		7	5	
Prefer not to say		2		2				2

## Day to day limitation to activities because of health problem or disability lasting (or expected to last) at least 12 months

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Yes – limited a lot				1				
Yes – limited a little	1	5	1	3				1
No	14	12	19	64	9	8	5	3
Prefer not to say		3						3

## Ethnicity

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Asian/Asian British	1		1	4	1	1		1
Black/Black British				1				
Mixed/Multiple Ethnic Group			2	3				
White	13	20	16	60	8	7	5	4
Other Ethnic Group								
Prefer not to say	1		1					2

## Type of school mainly attended between the ages of 11 and 16

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
UK State run or funded School (selective on academic, faith or other grounds)	1	2	2	12	2	1		1
UK State run or funded School (non selective)	12	12	17	49	5		5	2
UK Independent/ Fee paying school (bursary)		1						
UK Independent/ Fee paying school (non bursary)	1	4		3	1			
Attended school outside the UK				4				
Other								
Don't know								1
Prefer not to say	1	1	1		1			3

## Did parents attend university?

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
No, neither parent attended university	11	13	14	51	8	7	4	3
Yes, one or both parents attended university	3	7	6	14		1	1	

Don't know/not sure				2				
Prefer not to say	1			1	1			4

### Occupation of main household earner when staff member was about 14

	Solicitor (Partner etc)	Solicitor (Not Solicitor)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Modern Professional and traditional Occupations	8	8	6	17	1		1	
Senior, middle or junior Managers and Administrators	2	7	5	14	3	2	1	
Clerical and intermediate occupations			2	5	1			
Technical and craft occupations			1	16	2	1	3	
Routine, semi routine manual and service occupations	2		4	6	1	2		3
Small Business Owner	1	3		4		1		
Long term unemployed	1			1				
Other such as retired			1	2		1		
Prefer not to say	1	2	1	3	1	1		4

### Primary Carer for a Child/Children under 18

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
Yes	7	7	11	13	1	5	3	1
No	8	13	9	54	8	3	2	3
Prefer not to say				1				3

### Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

	Solicitor (Partner etc)	Solicitor (Not Partner)	Other Fee Earning Role	Directly supporting a Fee Earner	Managerial role	IT/HR/Other corporate services	Chartered Legal Executive (Fellow)/CILEx Practitioner	Prefer not to say
No	15	20	18	64	7	8	5	52
Yes – 1-19 hrs a week			1	2	1			
Yes – 20-49 hrs a week				1				
Yes – 50 or more hours a week			1					
Prefer not to say				1	1			