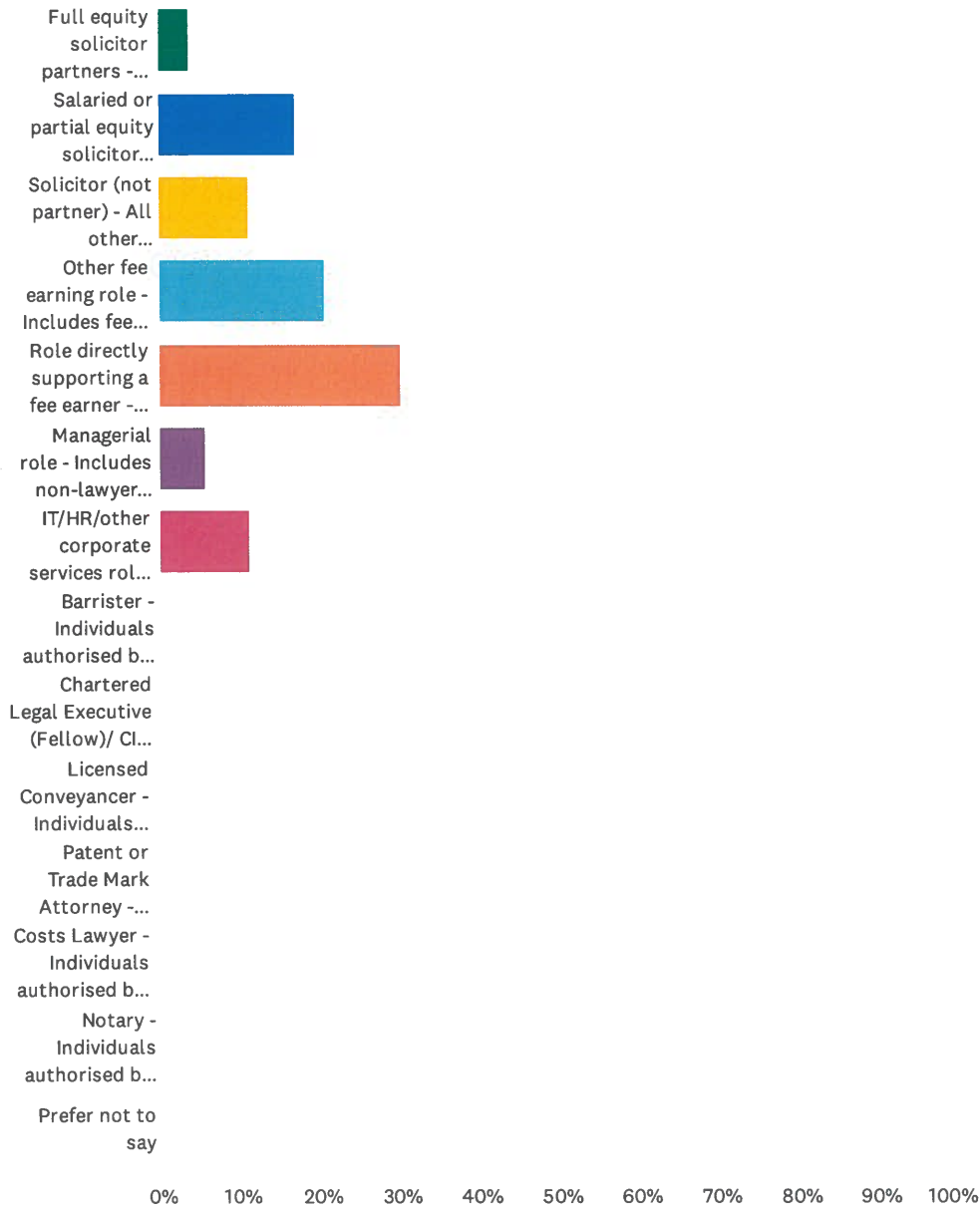


Diversity Questionnaire 2025

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

Answered: 53 Skipped: 0

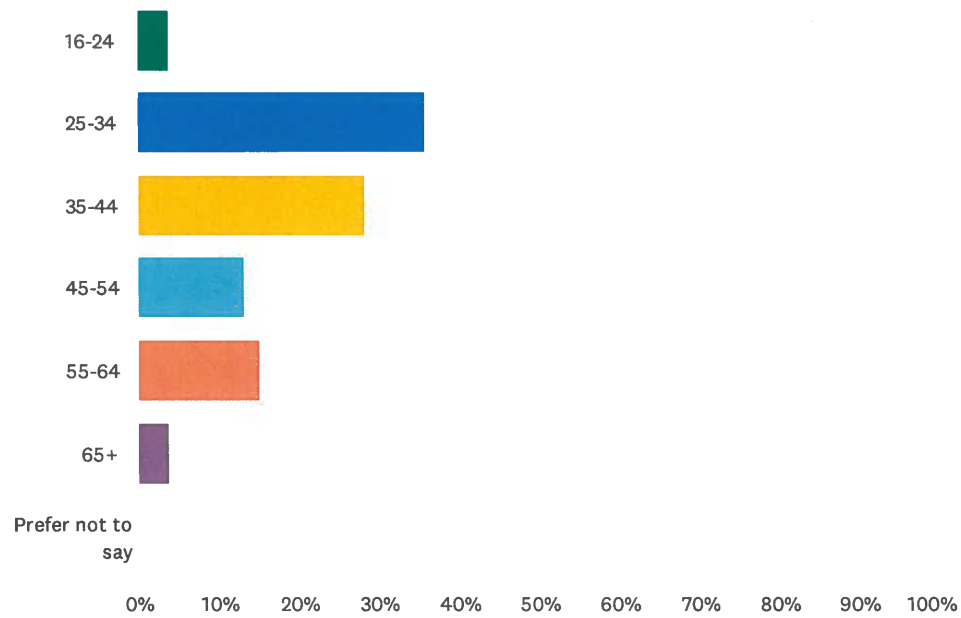


Diversity Questionnaire 2025

ANSWER CHOICES	RESPONSES	
Full equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	3.77%	2
Salaried or partial equity solicitor partners - Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	16.98%	9
Solicitor (not partner) - All other practising solicitors including assistant solicitors, senior associates, associates, or consultants.	11.32%	6
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'. (An "authorised person" is a person who is authorised by one of the approved regulators to carry on the relevant activity (defined by the Legal Services Act 2007). Solicitors with a current practising certificate and registered foreign lawyers and "authorised" by the SRA.)	20.75%	11
Role directly supporting a fee earner - Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	30.19%	16
Managerial role - Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	5.66%	3
IT/HR/other corporate services role - Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	11.32%	6
Barrister - Individuals authorised by the Bar Standards Board.	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner - Individuals authorised by CILEx Regulation	0.00%	0
Licensed Conveyancer - Individuals authorised by the Council for Licensed Conveyancers.	0.00%	0
Patent or Trade Mark Attorney - Individuals authorised by the Intellectual Property Regulation Board.	0.00%	0
Costs Lawyer - Individuals authorised by the Costs Lawyer Standards Board.	0.00%	0
Notary - Individuals authorised by the Master of the Faculties.	0.00%	0
Prefer not to say	0.00%	0
Total Respondents: 53		

Q2 Which age category are you in?

Answered: 53 Skipped: 0



ANSWER CHOICES

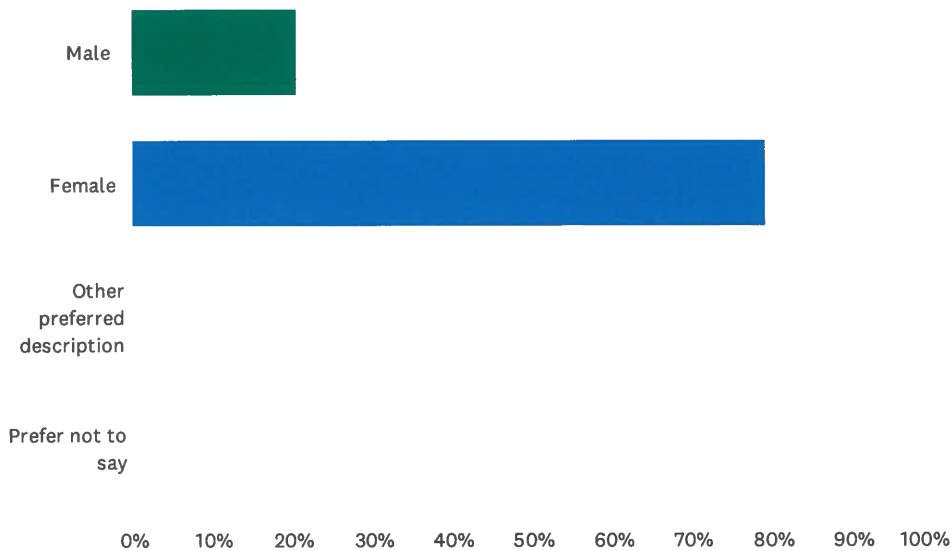
16-24
25-34
35-44
45-54
55-64
65+
Prefer not to say
Total Respondents: 53

RESPONSES

16-24	3.77%	2
25-34	35.85%	19
35-44	28.30%	15
45-54	13.21%	7
55-64	15.09%	8
65+	3.77%	2
Prefer not to say	0.00%	0

Q3 What is your sex?

Answered: 53 Skipped: 0



ANSWER CHOICES

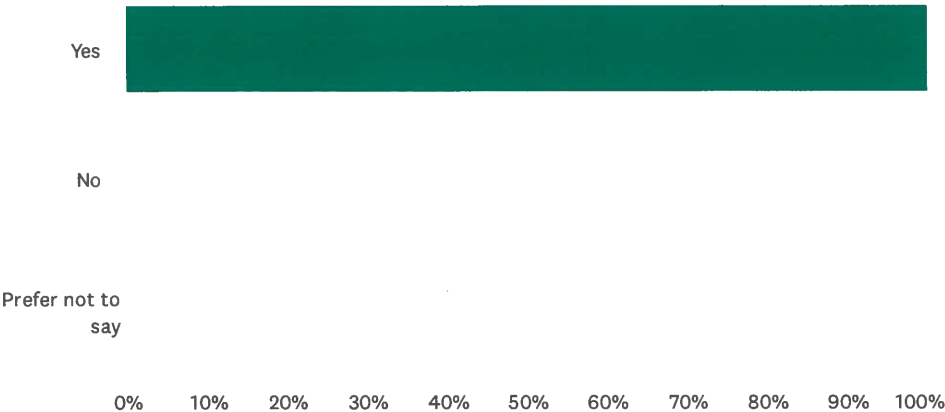
Male
Female
Other preferred description
Prefer not to say
Total Respondents: 53

RESPONSES

20.75%	11
79.25%	42
0.00%	0
0.00%	0

Q4 Is the gender you identify with the same as your sex registered at birth?

Answered: 53 Skipped: 0



ANSWER CHOICES

Yes

No

Prefer not to say

Total Respondents: 53

RESPONSES

100.00%

0.00%

0.00%

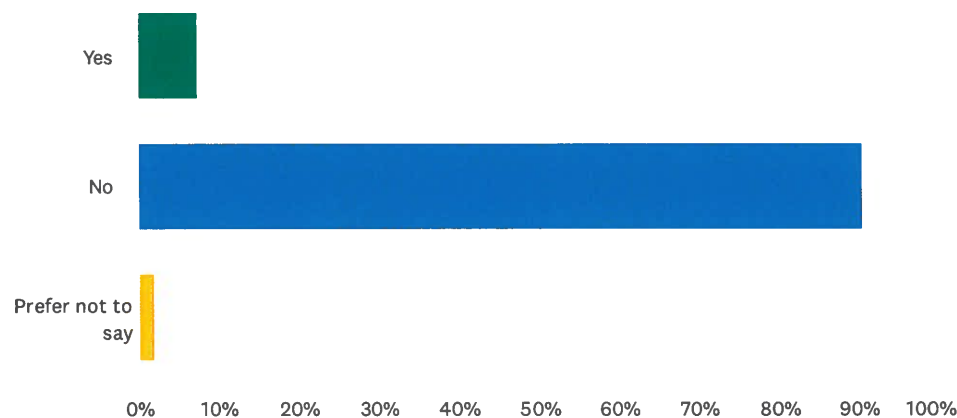
53

0

0

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act 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: 53 Skipped: 0



ANSWER CHOICES

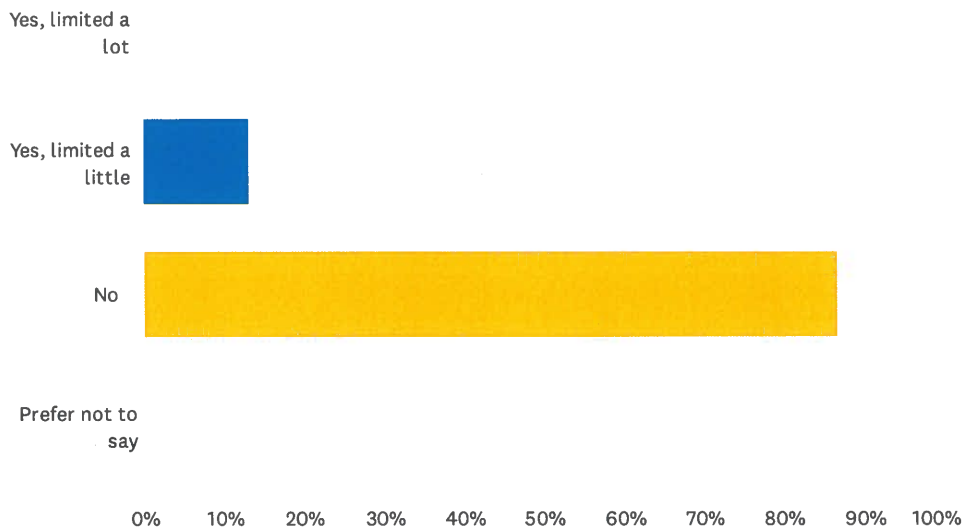
Yes
No
Prefer not to say
Total Respondents: 53

RESPONSES

7.55%	4
90.57%	48
1.89%	1

Q6 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?

Answered: 53 Skipped: 0



ANSWER CHOICES

Yes, limited a lot

Yes, limited a little

No

Prefer not to say

Total Respondents: 53

RESPONSES

0.00% 0

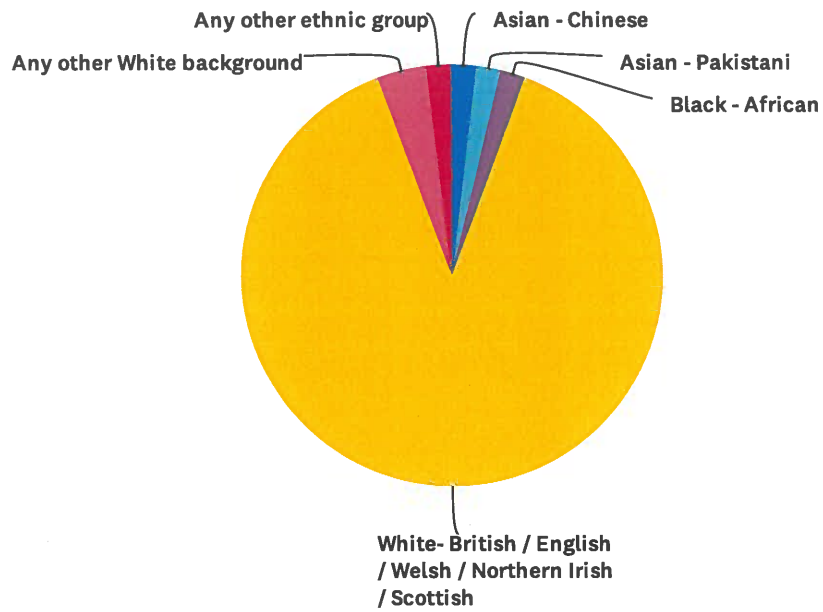
13.21% 7

86.79% 46

0.00% 0

Q7 What is your ethnic group?

Answered: 53 Skipped: 0

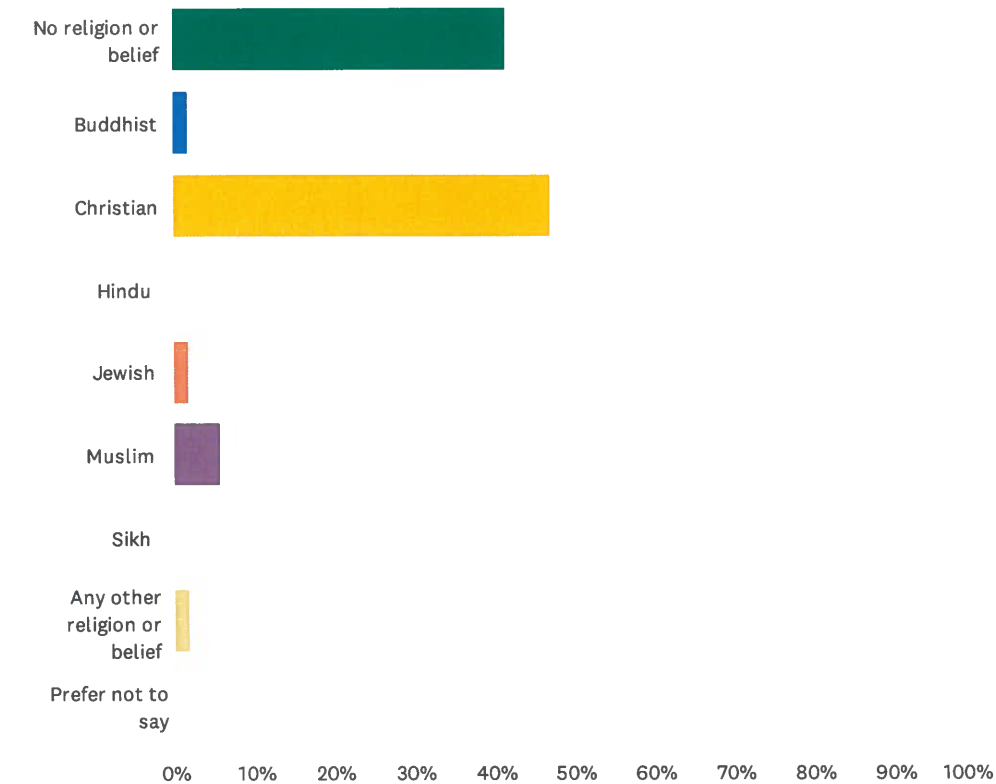


Diversity Questionnaire 2025

ANSWER CHOICES	RESPONSES	
Asian - Bangladeshi	0.00%	0
Asian - Chinese	1.89%	1
Asian - Indian	0.00%	0
Asian - Pakistani	1.89%	1
Any other Asian background	0.00%	0
Black - African	1.89%	1
Black - Caribbean	0.00%	0
Any other Black background	0.00%	0
Mixed/Multiple Ethnic Group - White and Asian	0.00%	0
Mixed/Multiple Ethnic Group - White and Black African	0.00%	0
Mixed/Multiple Ethnic Group - White and Black Caribbean	0.00%	0
Any other Mixed / Multiple ethnic background	0.00%	0
White- British / English / Welsh / Northern Irish / Scottish	88.68%	47
White - Irish	0.00%	0
Gypsy or Irish Traveller	0.00%	0
White - Roma	0.00%	0
Any other White background	3.77%	2
Other ethnic group - Arab	0.00%	0
Any other ethnic group	1.89%	1
Prefer not to say	0.00%	0
TOTAL		53

Q8 What is your religion or belief?

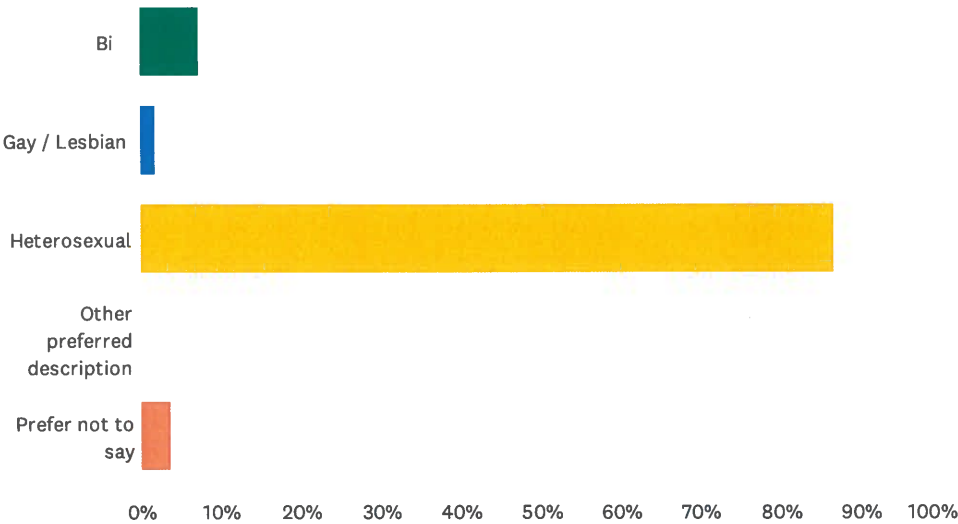
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
No religion or belief	41.51%	22
Buddhist	1.89%	1
Christian	47.17%	25
Hindu	0.00%	0
Jewish	1.89%	1
Muslim	5.66%	3
Sikh	0.00%	0
Any other religion or belief	1.89%	1
Prefer not to say	0.00%	0
TOTAL		53

Q9 What is your sexual orientation?

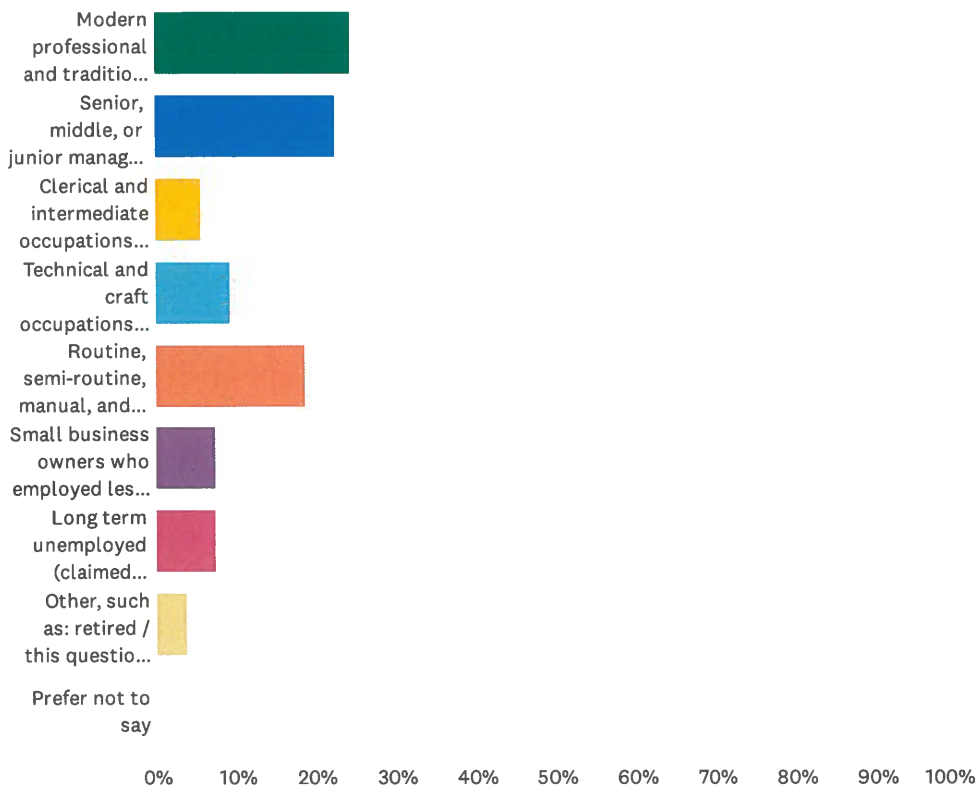
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
Bi	7.55%	4
Gay / Lesbian	1.89%	1
Heterosexual	86.79%	46
Other preferred description	0.00%	0
Prefer not to say	3.77%	2
Total Respondents: 53		

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

Answered: 53 Skipped: 0



Diversity Questionnaire 2025

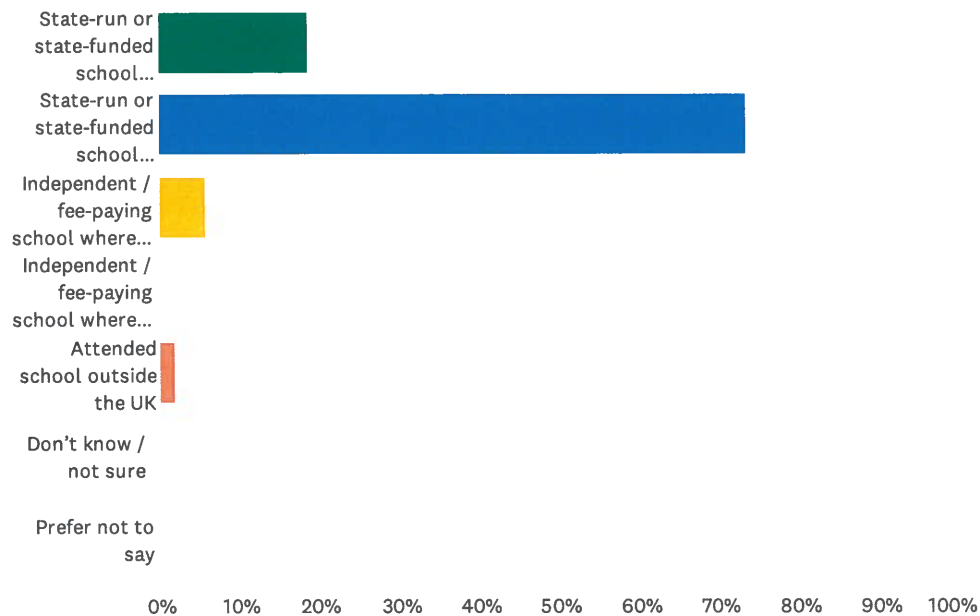
ANSWER CHOICES

RESPONSES

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.	24.53%	13
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.	22.64%	12
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	5.66%	3
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	9.43%	5
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.	18.87%	10
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.	7.55%	4
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	7.55%	4
Other, such as: retired / this question does not apply to me / I don't know	3.77%	2
Prefer not to say	0.00%	0
Total Respondents: 53		

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: 53 Skipped: 0



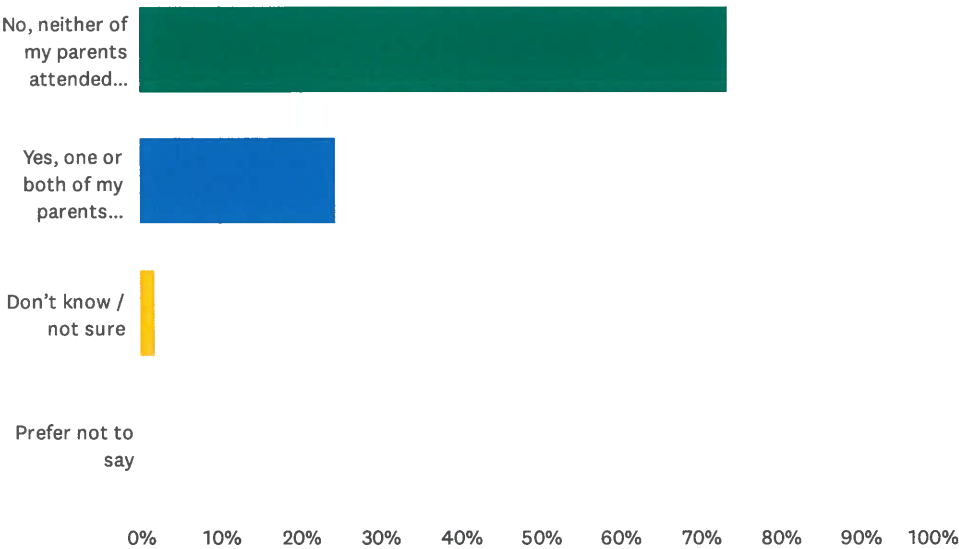
ANSWER CHOICES

RESPONSES

State-run or state-funded school (selective on academic, faith or other grounds)	18.87%	10
State-run or state-funded school (non-selective)	73.58%	39
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	5.66%	3
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	0.00%	0
Attended school outside the UK	1.89%	1
Don't know / not sure	0.00%	0
Prefer not to say	0.00%	0
Total Respondents: 53		

Q12 Did either of your parents attend university by the time you were 18?

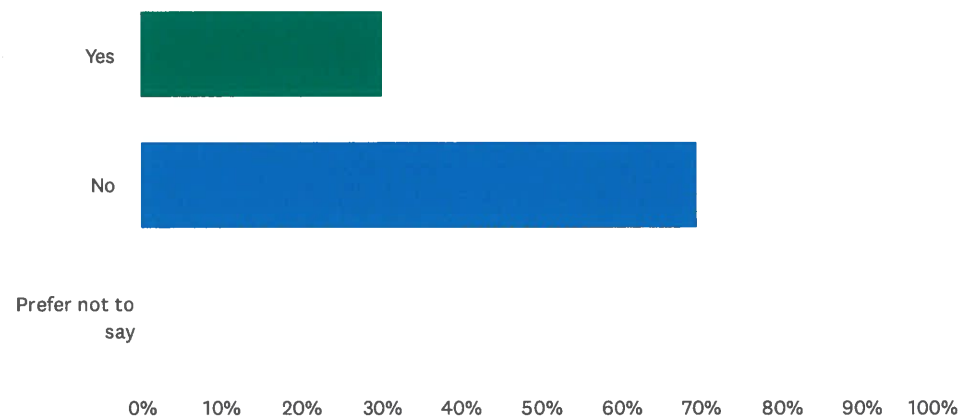
Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, neither of my parents attended university	73.58%	39
Yes, one or both of my parents attended university	24.53%	13
Don't know / not sure	1.89%	1
Prefer not to say	0.00%	0
Total Respondents: 53		

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

Answered: 53 Skipped: 0



ANSWER CHOICES

Yes

No

Prefer not to say

Total Respondents: 53

RESPONSES

30.19%

69.81%

0.00%

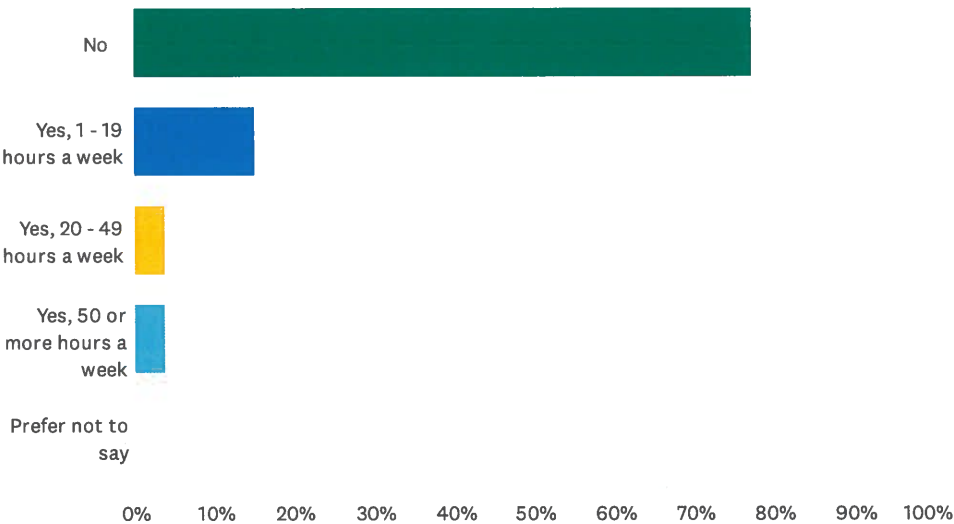
16

37

0

Q14 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)?

Answered: 53 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	77.36%	41
Yes, 1 - 19 hours a week	15.09%	8
Yes, 20 - 49 hours a week	3.77%	2
Yes, 50 or more hours a week	3.77%	2
Prefer not to say	0.00%	0
Total Respondents: 53		