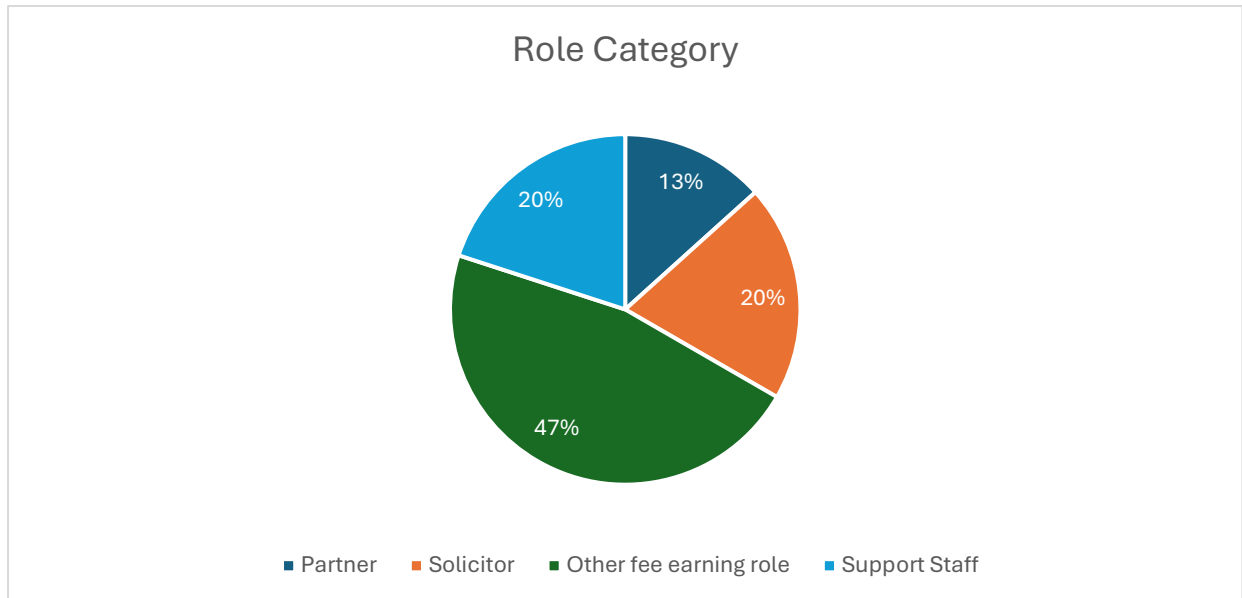
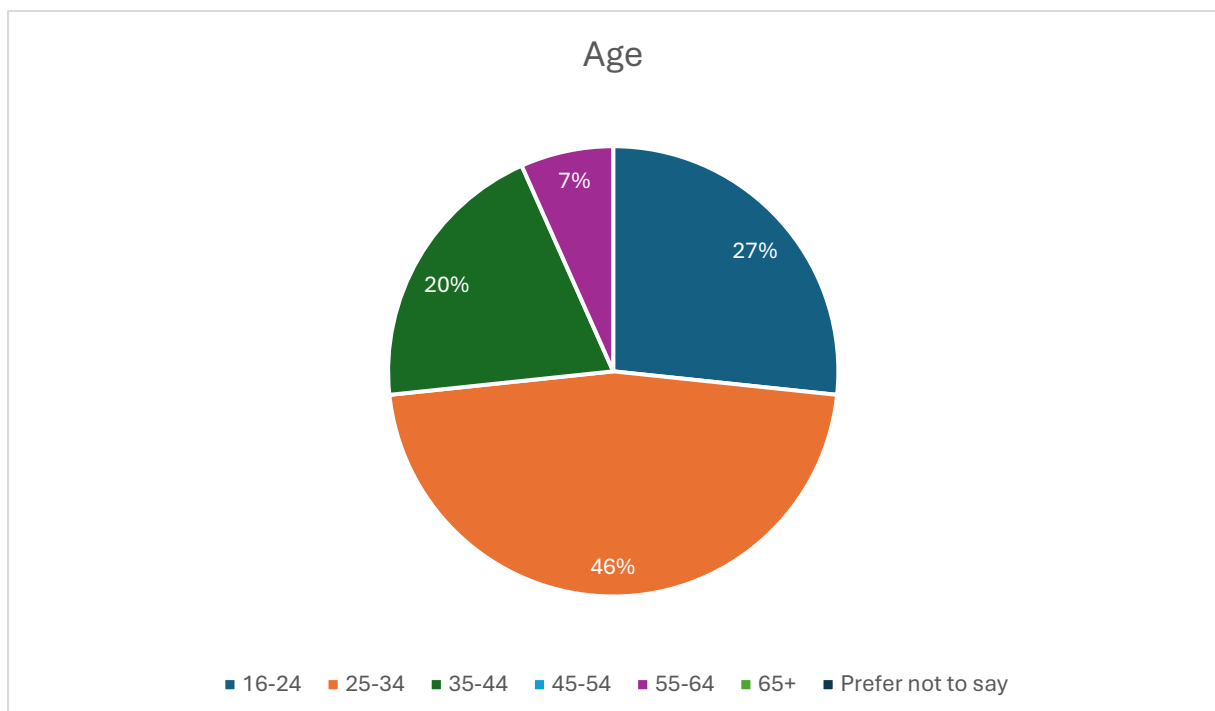


Equality and Diversity Data 2023

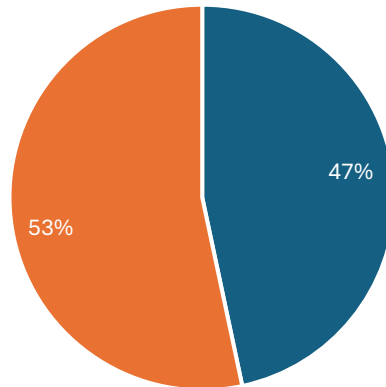
- Based on 71.43% of staff having completed the data
- The results shown do not necessarily represent the diversity of the Firm as a whole



- In order to adhere to data protection legislation and to protect the individuals who have provided personal data, our results are not broken down by role in the practice

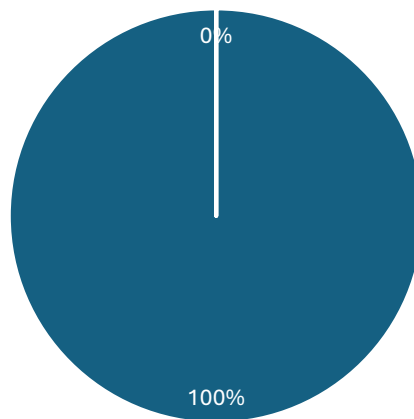


Sex



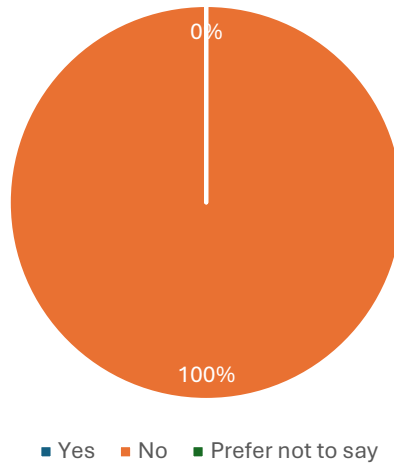
■ Male ■ Female ■ Other preferred description ■ Prefer not to say

Gender Identity

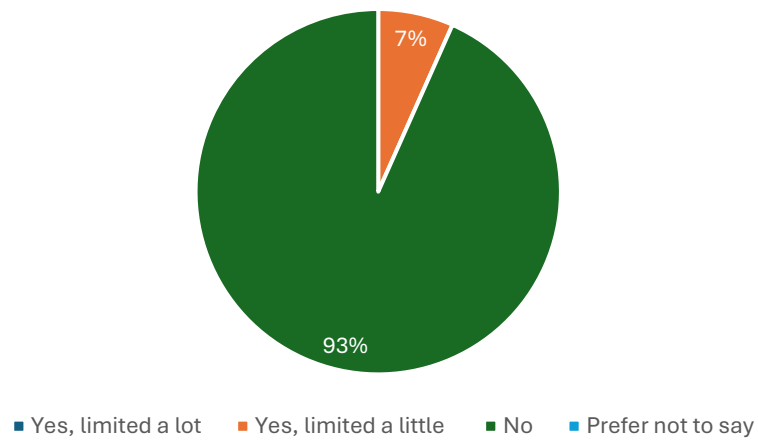


■ Same as sex at birth ■ Not same as sex at birth ■ Prefer not to say

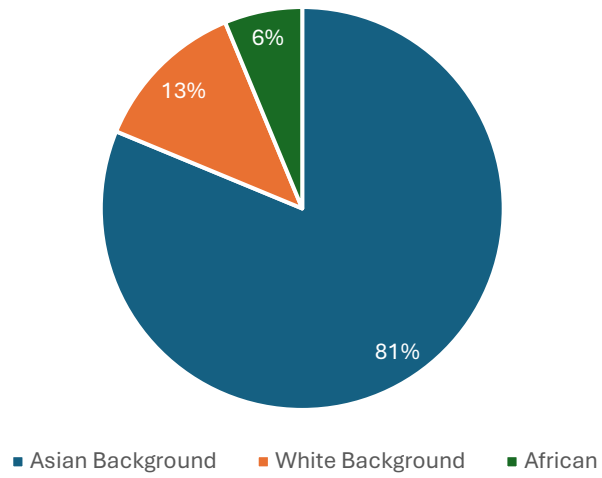
Disability



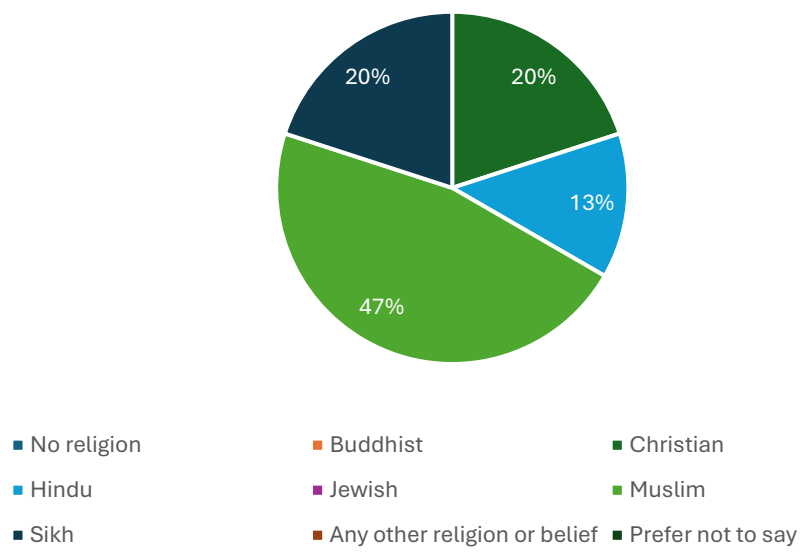
Day-to-Day activity limited due to health problem or disability that has lasted or is expected to last for 12 months



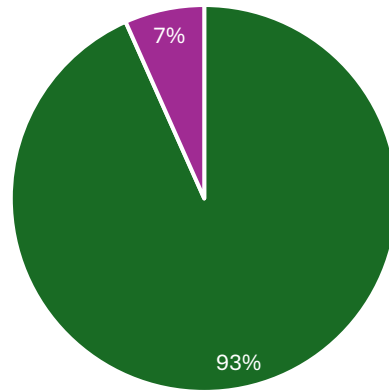
Ethnic Group



Religious Belief

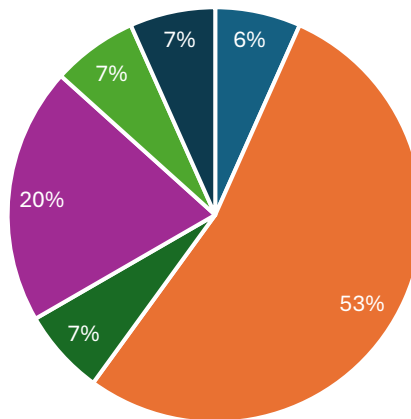


Sexual Orientation



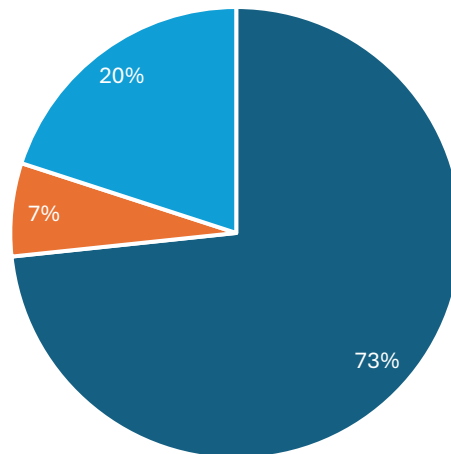
■ Bi ■ Gay/Lesbian ■ Heterosexual ■ Other preferred description ■ Prefer not to say

Type of School Attended



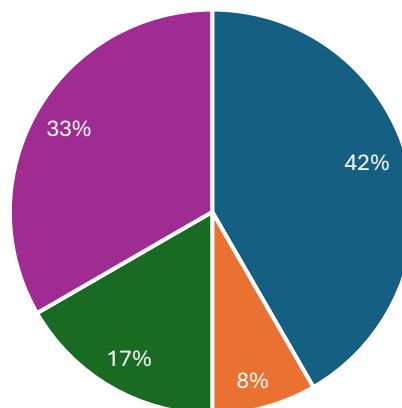
■ State-run or state-funded - selective on academic, faith or other grounds
■ State-run or state-funded - non-selective
■ Independent / fee-paying school, where no bursary received or bursary received covering less than 90% of the tuition
■ Independent/fee-paying school where bursary received covering 90% or more of tuition
■ Attended school outside the UK
■ Don't know/not sure
■ Prefer not to say

University & Education - Parents who attended university



■ No, neither parents attended university ■ Yes, one or both parents attended university
■ Don't know/Not sure ■ Prefer not to say

Occupation of main household earner when aged 14



■ Professional background ■ intermediate background ■ Lower socio-economic background ■ Prefer not to say

- Professional background – Modern professional & traditional professional occupations / Senior, middle or junior managers or administrators
- Intermediate background – clerical and intermediate occupations / Small business owners who employ less than 25 people
- Lower Socio-Economic – Technical and craft occupations / Routine, semi-routine manual and service occupations / Long-term unemployed