



# Diversity 2023

ALLEN AND HOOLE

# Summary

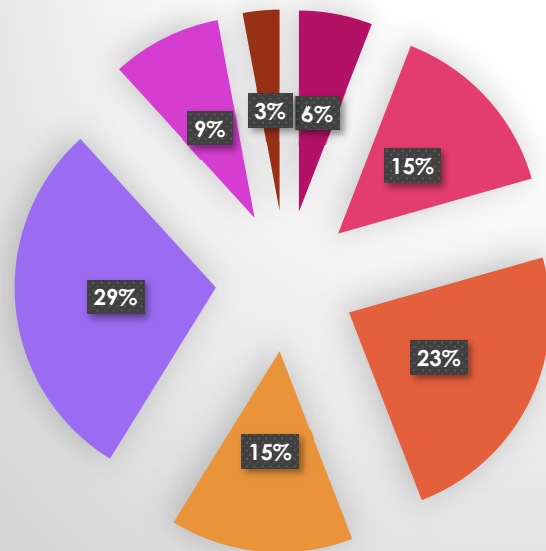
- ▶ 72% of the firm completed the survey.
- ▶ An average 3% of the answers were completed as prefer not to say
- ▶ 70% of the responses were ages 35 and above & 1 in the 16-24 category
- ▶ 73% reported being female, 23% male and 1 prefer not to say
- ▶ 85% report to NOT class themselves as having a disability but only 76% do not have their day to day activities limited due to a mental or physical disability.
- ▶ 5 responses state they have their day to day activities limited by a physical or mental disability
- ▶ Nearly 80% of the responses class themselves as British/English/Welsh/Northern Irish/Scottish.
- ▶ 44% of responses state no religion with 44% also responding as being of Christian faith with only 8% being of other faiths and 4% preferring not to say



## Summary cont...

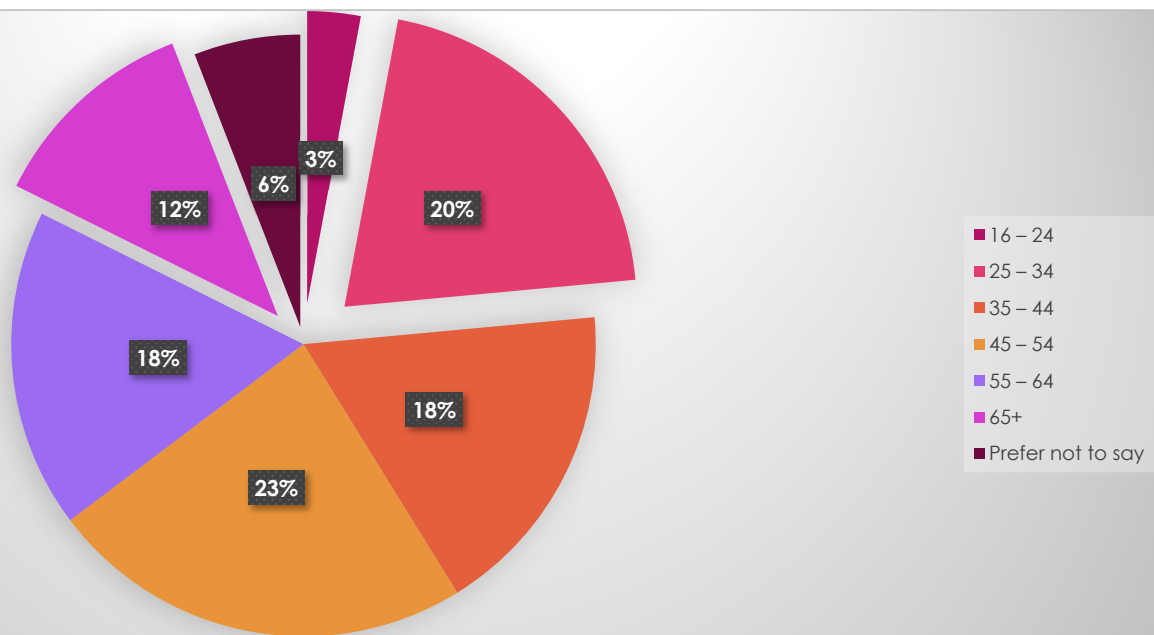
- ▶ 85% attended a state run school with 31% attended a non selective state run school
- ▶ 76% of the responses state neither parent attended university and 17% did
- ▶ There was a good spread of parents occupations with the highest number of responses being of modern and traditional professions
- ▶ Nearly 30% of the responses state they care for children under 18, 67% do not
- ▶ Over 90% of the responses do not look after someone with a mental or physical impairment

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

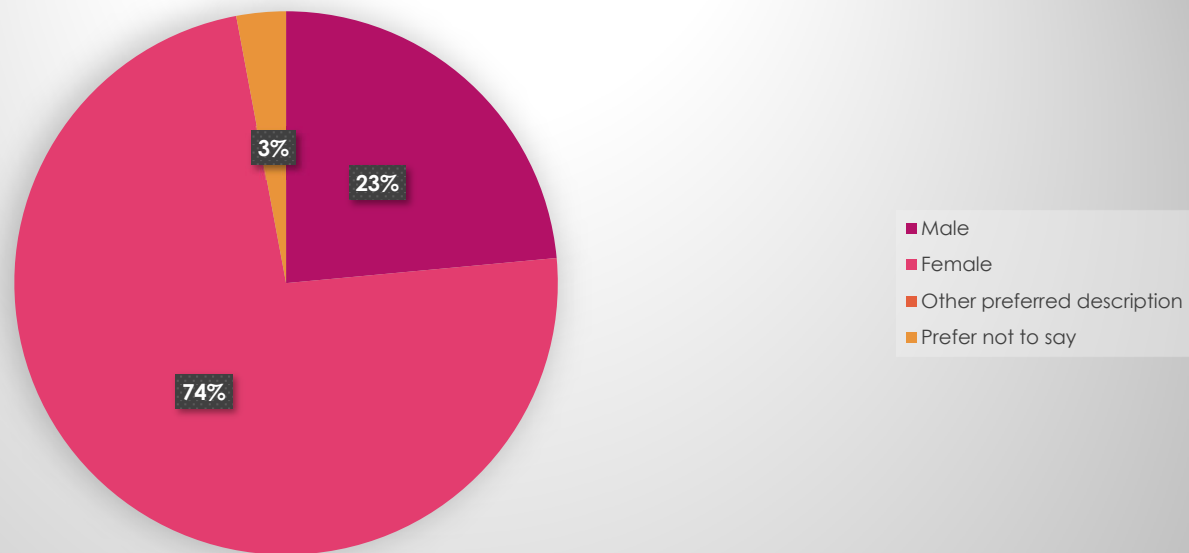


- Full equity solicitor partners
- Salaried or partial equity solicitor partners
- Solicitor (not partner)
- Other fee earning role
- Role directly supporting a fee earner
- Managerial role
- IT/HR/other corporate services role
- Barrister
- Chartered Legal Executive (Fellow)/ CILEx Practitioner

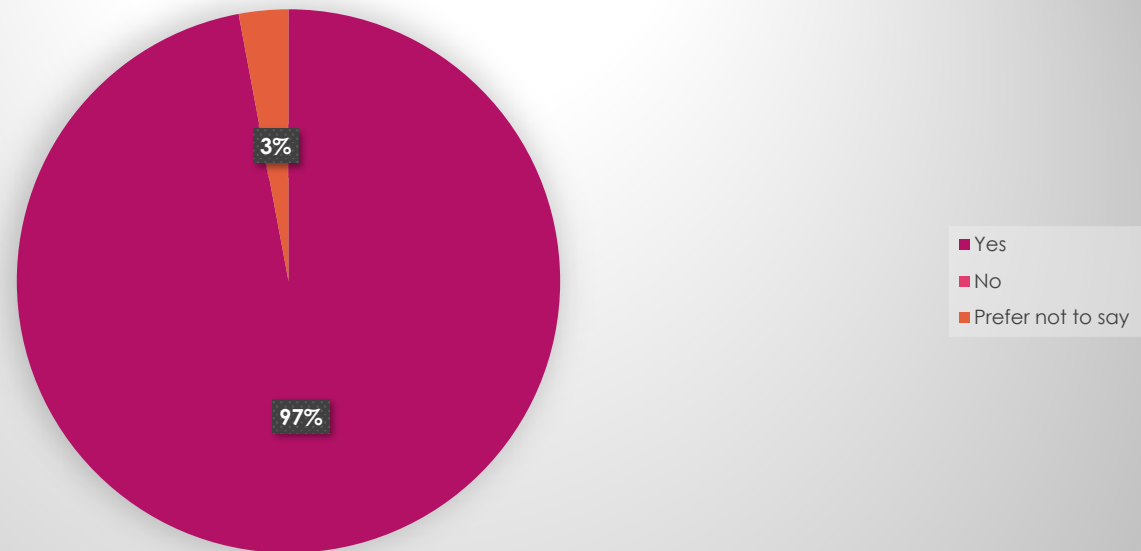
## 2. Which age category are you in?



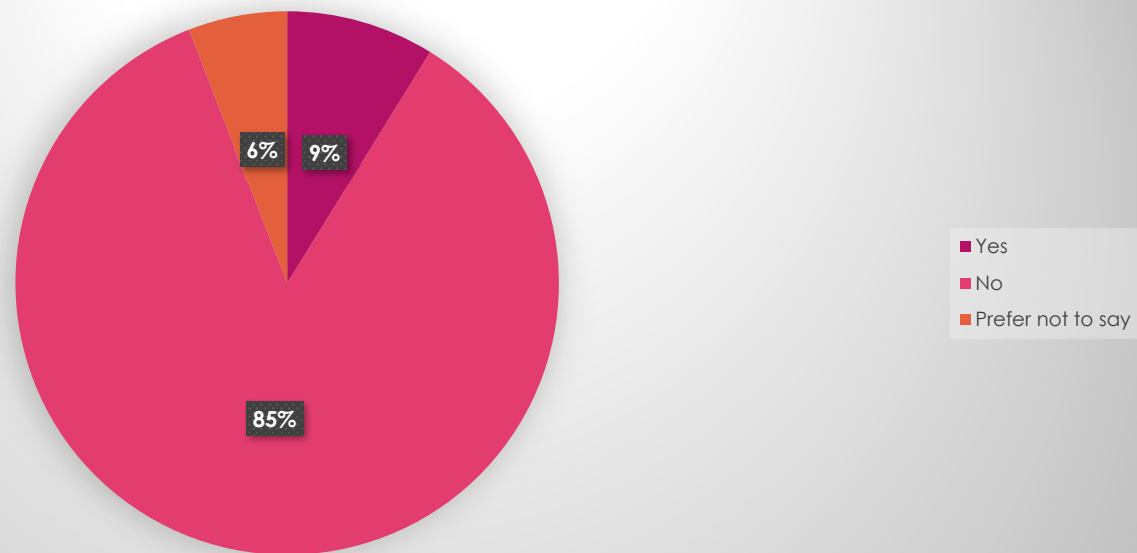
### 3. What is your sex?



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

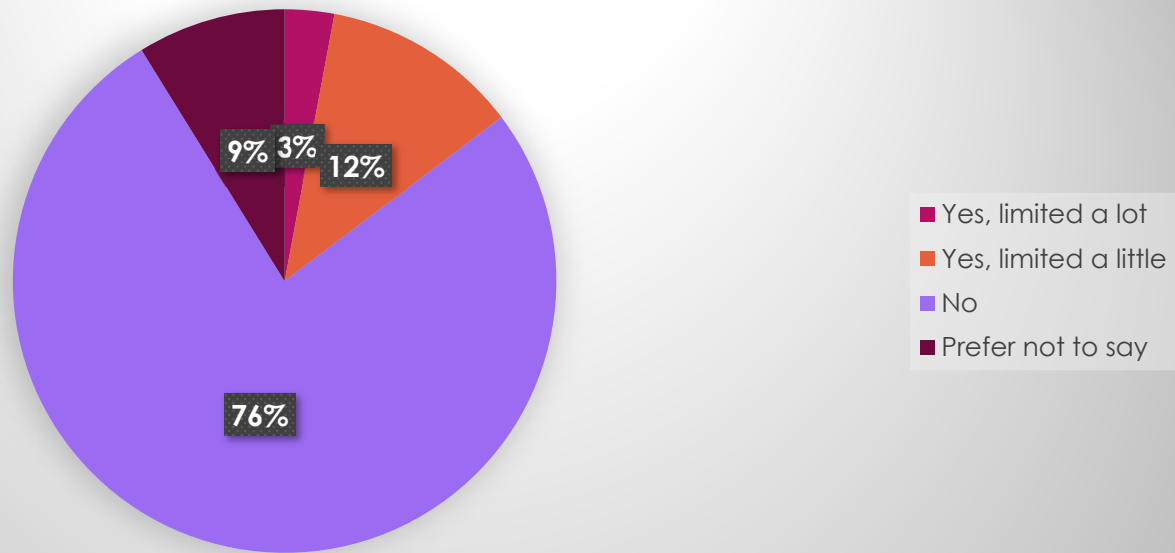


5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

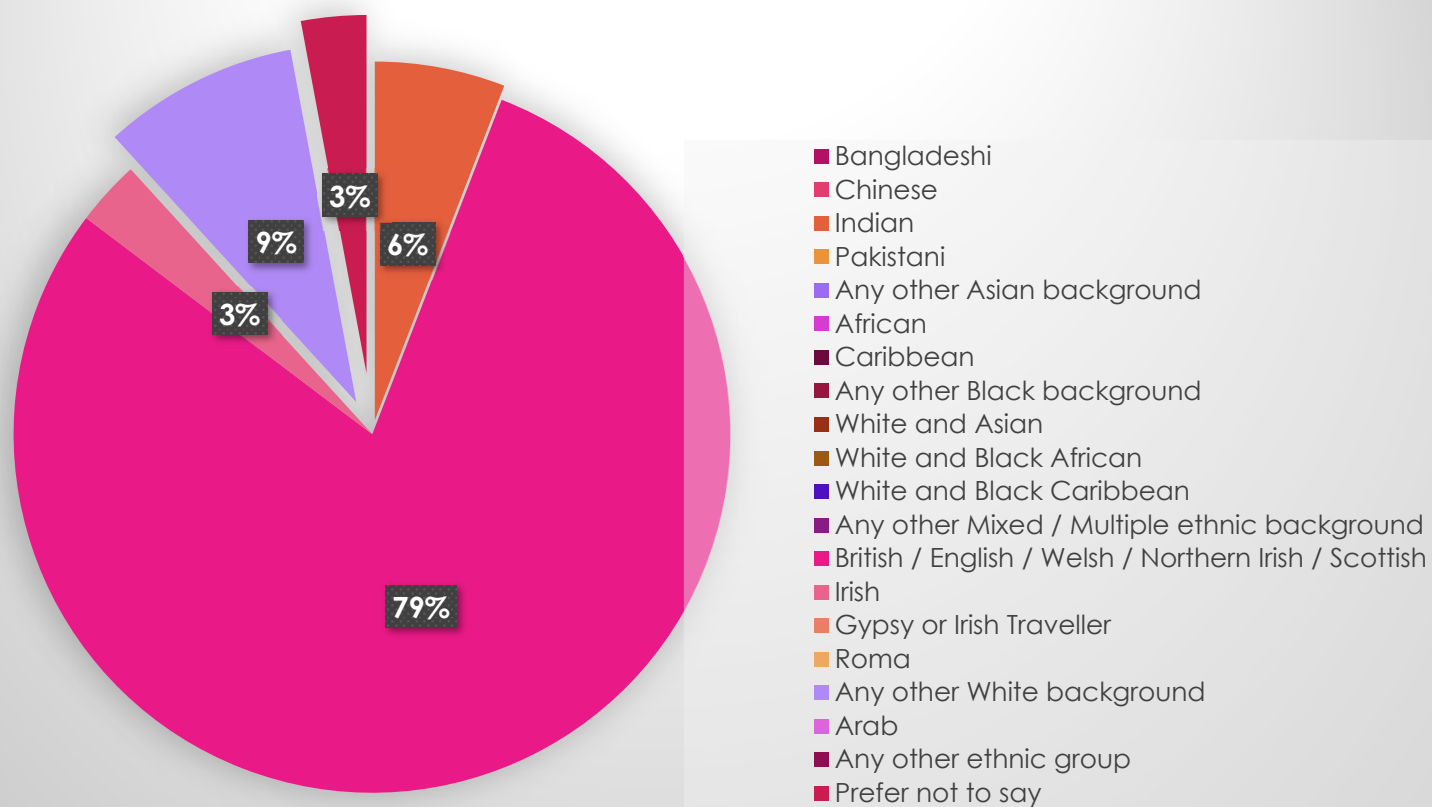




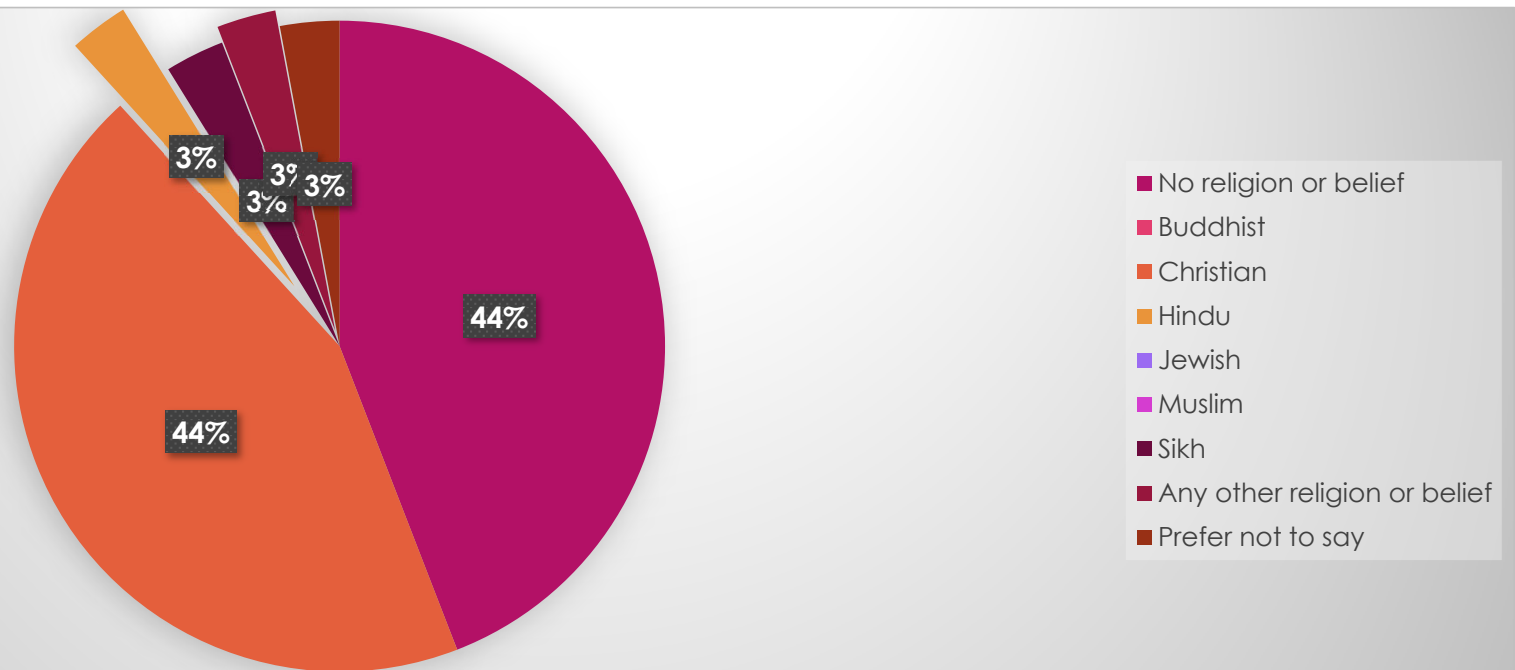
6. Are your day to day activities limited because of a health problem or disability?



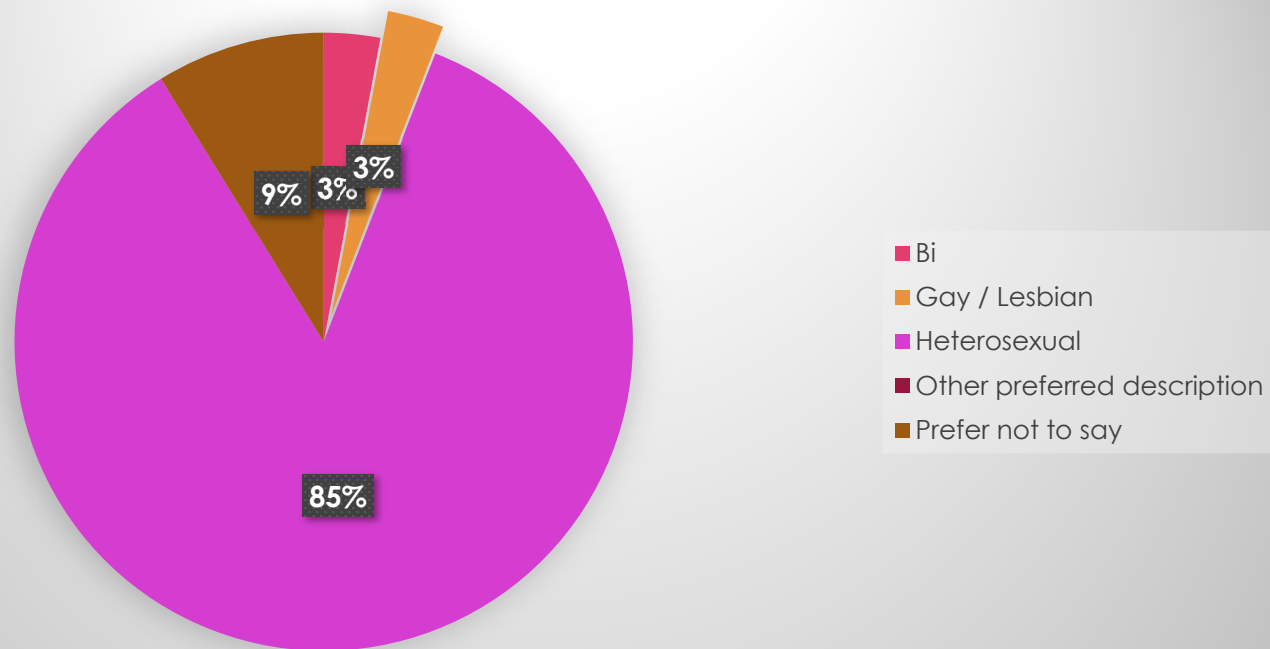
## 7. What is your ethnic group?



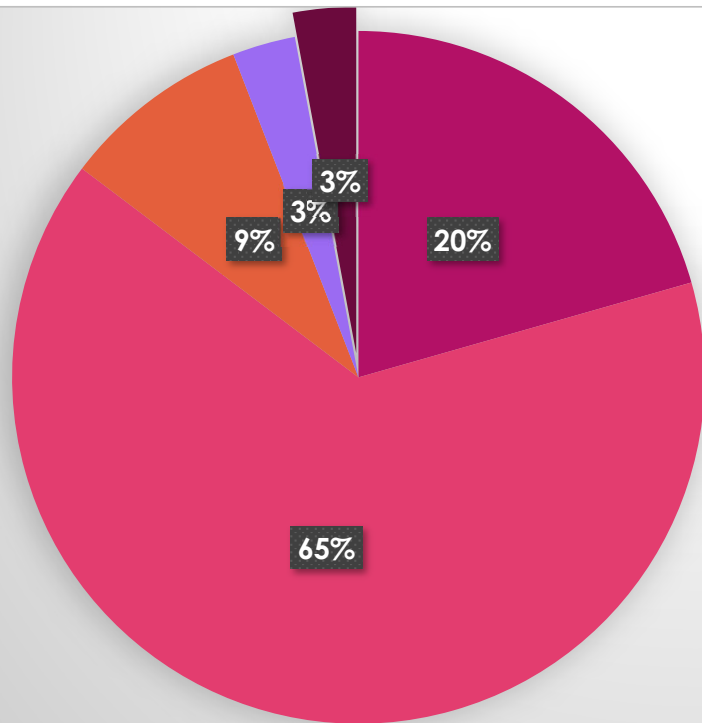
8 What is your religion or belief?



9. What is your sexual orientation?

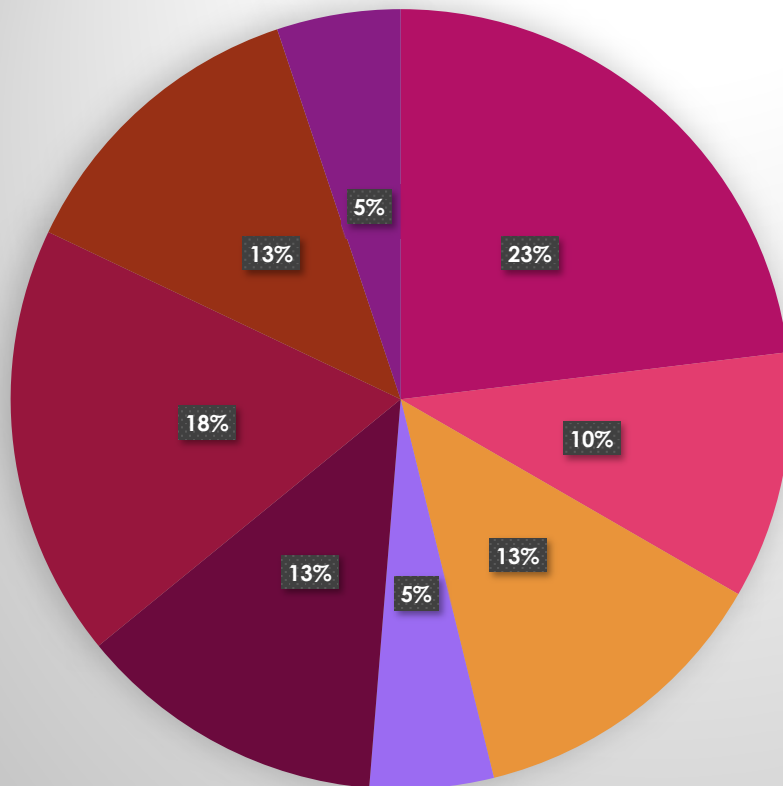


## 10. Which type of school did you attend for the most time between the ages of 11 and 16?



- 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 where I received no bursary or a bursary covering less than 90% of my tuition
- Independent / fee-paying school where I received a bursary covering 90% or more of my tuition
- Attended school outside the UK
- Don't know / not sure
- Prefer not to say

## 12. What was the occupation of your main household earner when you were about 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 / mechanical engineer, 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.

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■ Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.

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■ 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.

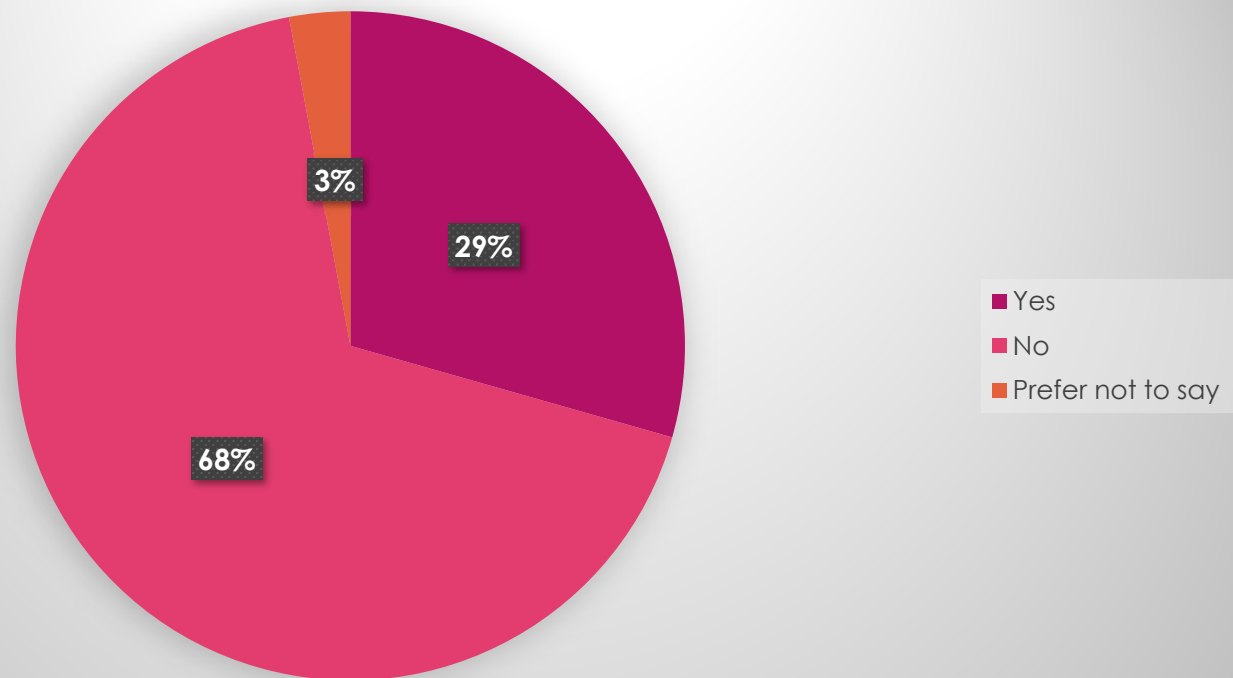
■ Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.

■ Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)

■ Other, such as: retired / this question does not apply to me / I don't know

■ Prefer not to say

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



14. 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)?

