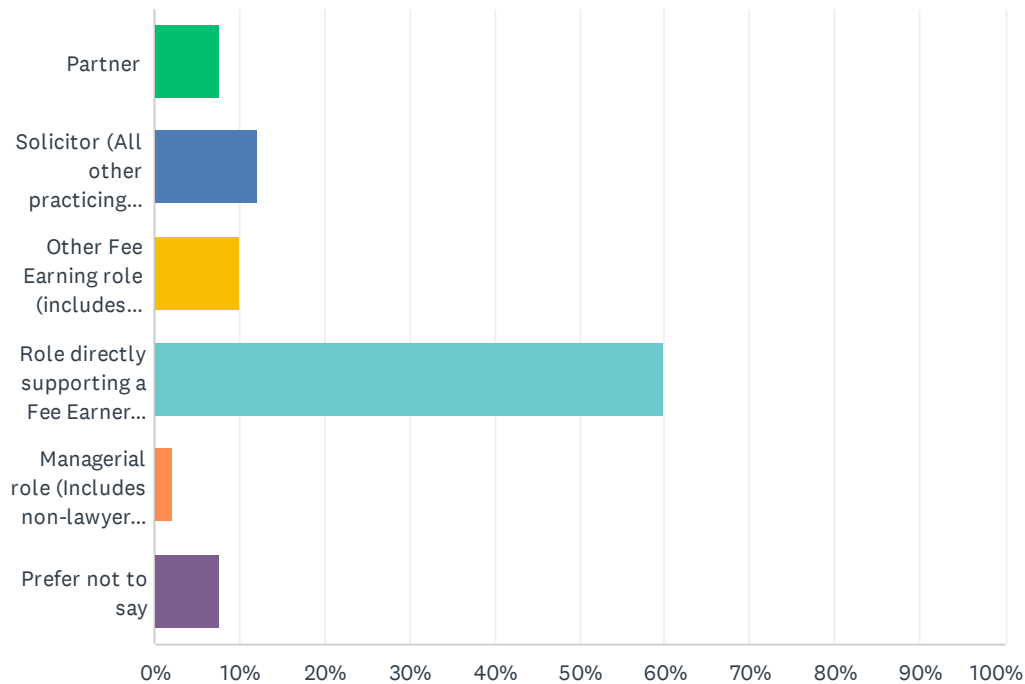


Q1 Select one category which best describes your role in the firm.

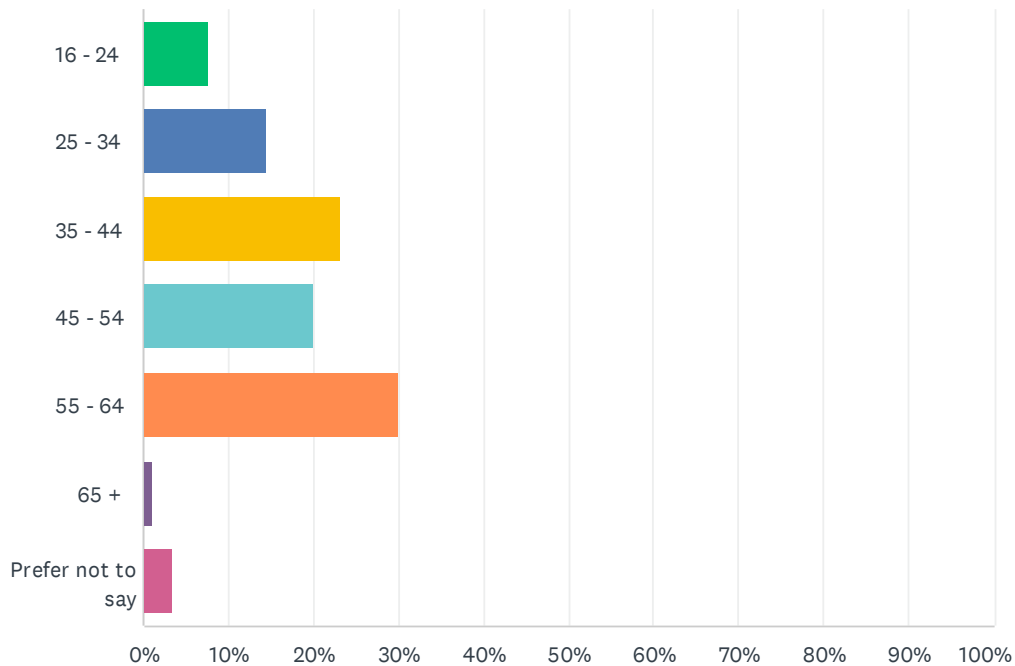
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|---|-----------|-----------|
| Partner | 7.78% | 7 |
| Solicitor (All other practicing solicitors, including assistant solicitors, associates, or consultants) | 12.22% | 11 |
| Other Fee Earning role (includes trainee solicitors, members of CILEX who are not Chartered Legal Executives or CILEX practitioners and paralegals) | 10.00% | 9 |
| Role directly supporting a Fee Earner (Includes legal secretaries, administrators, legal assistants or non-earning paralegals) | 60.00% | 54 |
| Managerial role (Includes non-lawyer managers, directors, or members and others such as Practice Managers, Finance or Account Managers) | 2.22% | 2 |
| Prefer not to say | 7.78% | 7 |
| TOTAL | | 90 |

Q2 Which age category are you in?

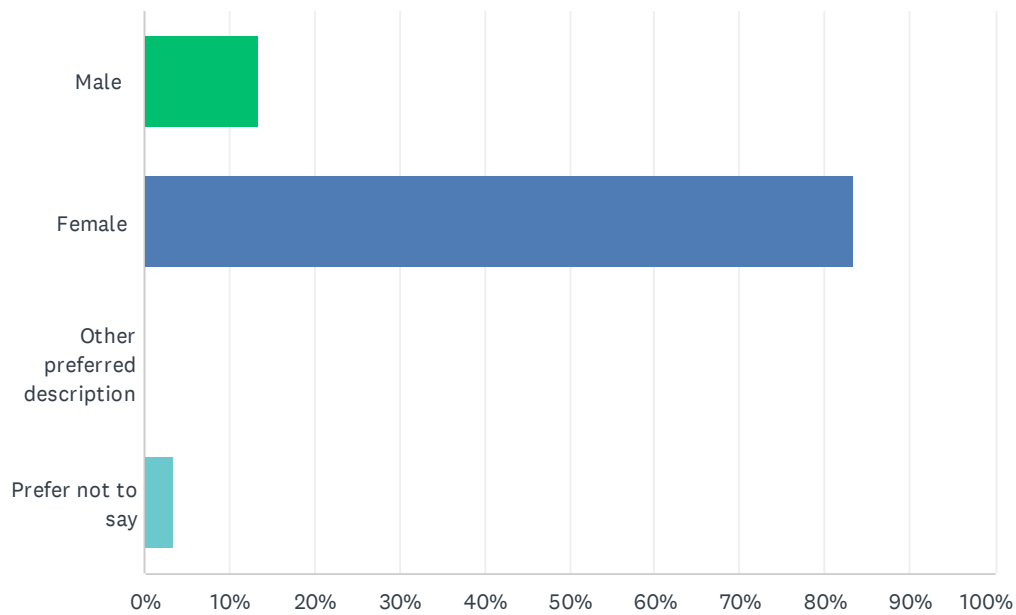
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|----|
| 16 - 24 | 7.78% | 7 |
| 25 - 34 | 14.44% | 13 |
| 35 - 44 | 23.33% | 21 |
| 45 - 54 | 20.00% | 18 |
| 55 - 64 | 30.00% | 27 |
| 65 + | 1.11% | 1 |
| Prefer not to say | 3.33% | 3 |
| TOTAL | | 90 |

Q3 What is your sex?

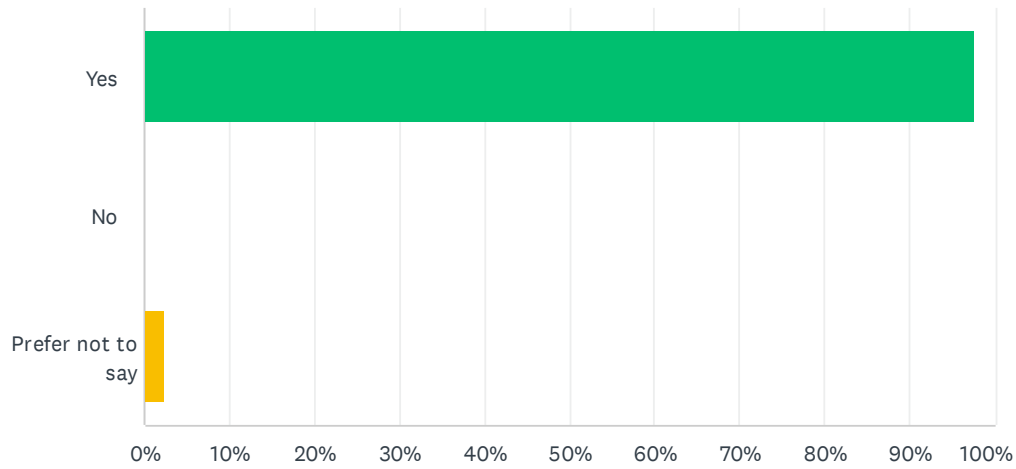
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------------|-----------|----|
| Male | 13.33% | 12 |
| Female | 83.33% | 75 |
| Other preferred description | 0.00% | 0 |
| Prefer not to say | 3.33% | 3 |
| TOTAL | | 90 |

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

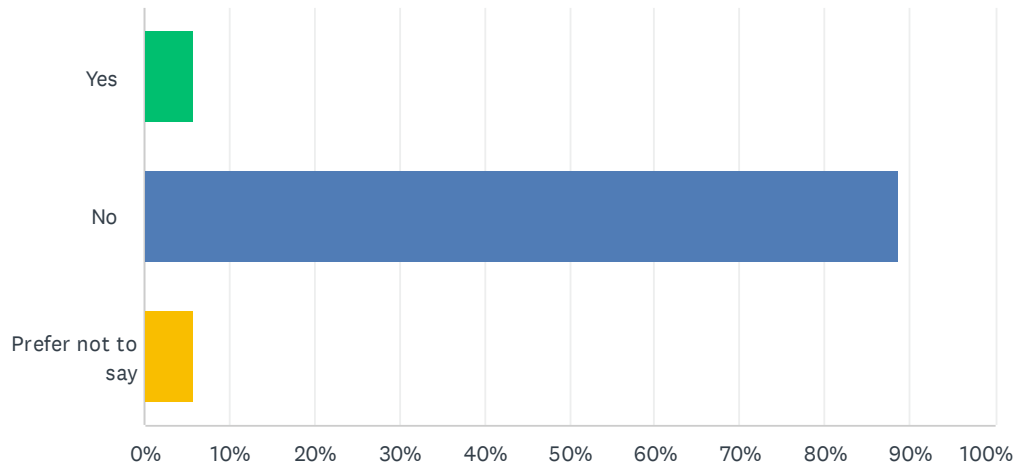
Answered: 89 Skipped: 1



| ANSWER CHOICES | | RESPONSES | |
|-------------------|--|-----------|----|
| Yes | | 97.75% | 87 |
| No | | 0.00% | 0 |
| Prefer not to say | | 2.25% | 2 |
| TOTAL | | | 89 |

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

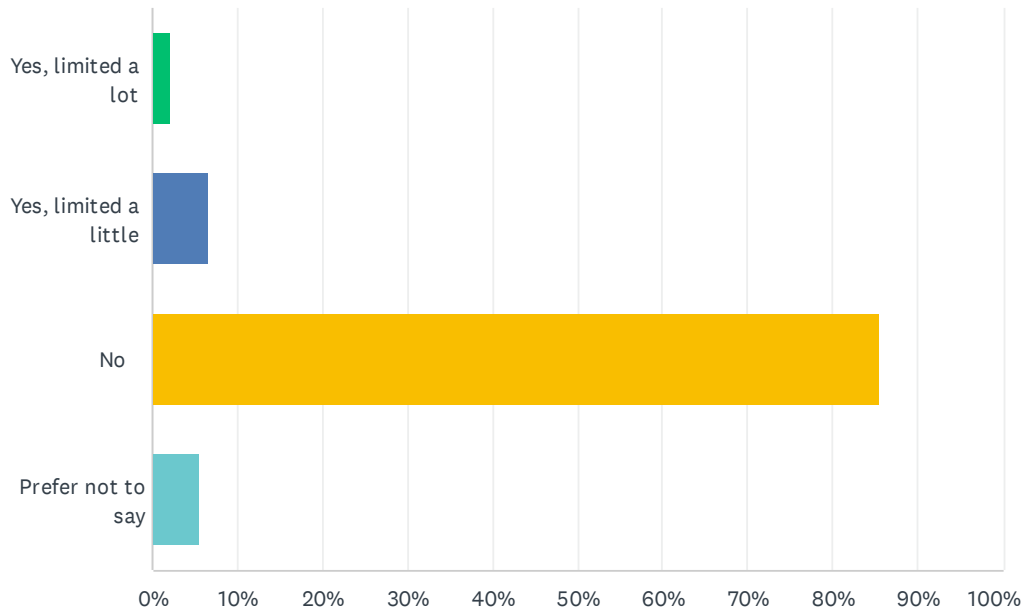
Answered: 88 Skipped: 2



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|----|
| Yes | 5.68% | 5 |
| No | 88.64% | 78 |
| Prefer not to say | 5.68% | 5 |
| TOTAL | | 88 |

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: 90 Skipped: 0

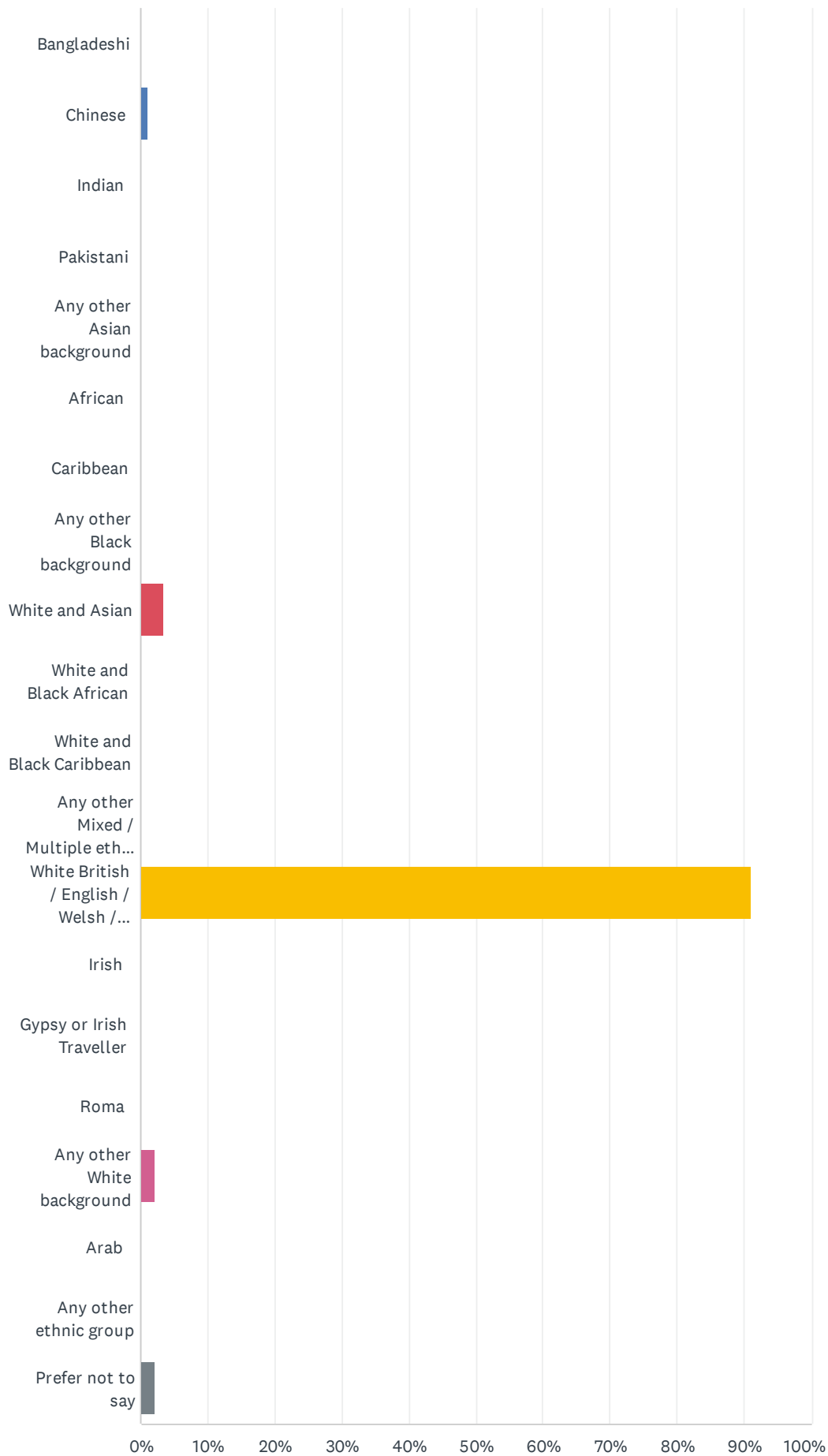


| ANSWER CHOICES | RESPONSES | |
|-----------------------|-----------|----|
| Yes, limited a lot | 2.22% | 2 |
| Yes, limited a little | 6.67% | 6 |
| No | 85.56% | 77 |
| Prefer not to say | 5.56% | 5 |
| TOTAL | | 90 |

Q7 What is your ethnic group?

Answered: 90 Skipped: 0

Diversity Questionnaire 2025

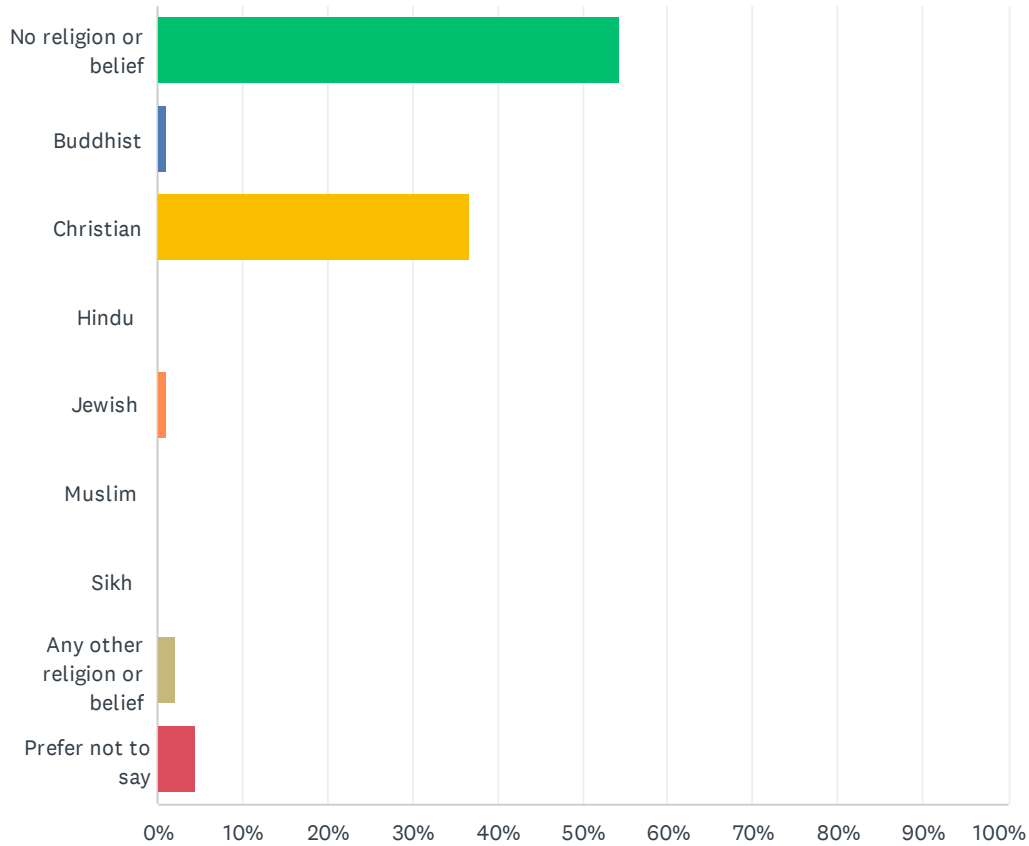


Diversity Questionnaire 2025

| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Bangladeshi | 0.00% | 0 |
| Chinese | 1.11% | 1 |
| Indian | 0.00% | 0 |
| Pakistani | 0.00% | 0 |
| Any other Asian background | 0.00% | 0 |
| African | 0.00% | 0 |
| Caribbean | 0.00% | 0 |
| Any other Black background | 0.00% | 0 |
| White and Asian | 3.33% | 3 |
| White and Black African | 0.00% | 0 |
| White and Black Caribbean | 0.00% | 0 |
| Any other Mixed / Multiple ethnic background | 0.00% | 0 |
| White British / English / Welsh / Northern Irish / Scottish | 91.11% | 82 |
| Irish | 0.00% | 0 |
| Gypsy or Irish Traveller | 0.00% | 0 |
| Roma | 0.00% | 0 |
| Any other White background | 2.22% | 2 |
| Arab | 0.00% | 0 |
| Any other ethnic group | 0.00% | 0 |
| Prefer not to say | 2.22% | 2 |
| TOTAL | | 90 |

Q8 What is your religion or belief?

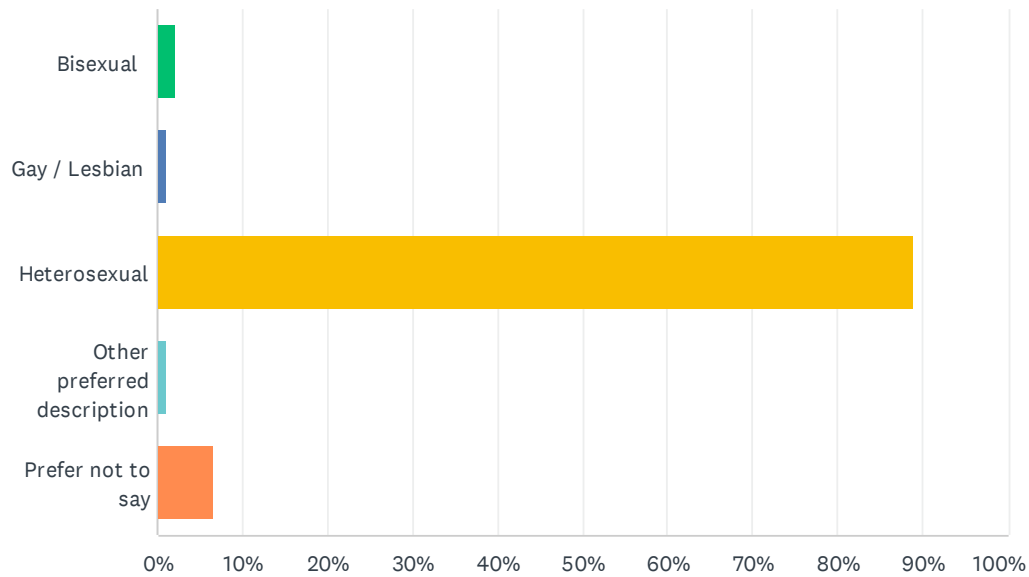
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|----|
| No religion or belief | 54.44% | 49 |
| Buddhist | 1.11% | 1 |
| Christian | 36.67% | 33 |
| Hindu | 0.00% | 0 |
| Jewish | 1.11% | 1 |
| Muslim | 0.00% | 0 |
| Sikh | 0.00% | 0 |
| Any other religion or belief | 2.22% | 2 |
| Prefer not to say | 4.44% | 4 |
| TOTAL | | 90 |

Q9 What is your sexual orientation?

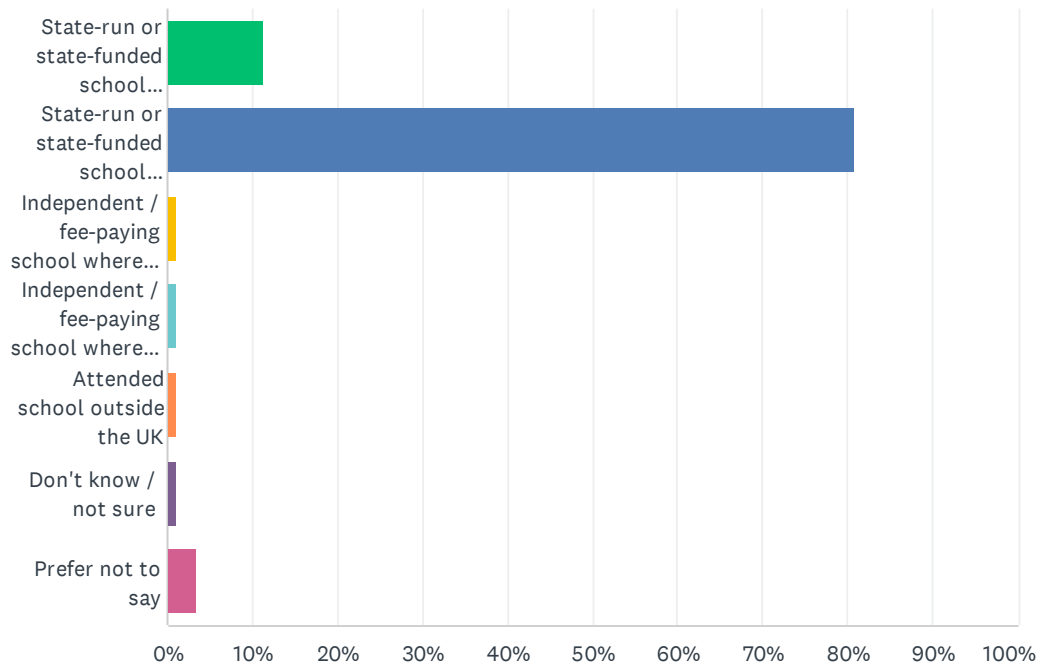
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|-----------------------------|-----------|----|
| Bisexual | 2.22% | 2 |
| Gay / Lesbian | 1.11% | 1 |
| Heterosexual | 88.89% | 80 |
| Other preferred description | 1.11% | 1 |
| Prefer not to say | 6.67% | 6 |
| TOTAL | | 90 |

Q10 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)

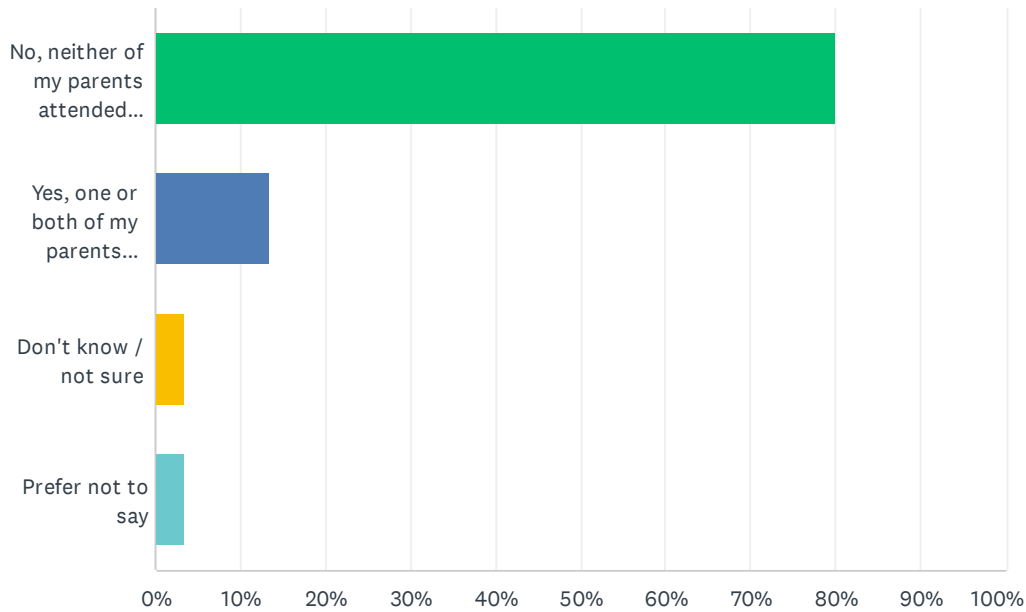
Answered: 89 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|--|-----------|-----------|
| State-run or state-funded school (selective on academic, faith or other grounds) | 11.24% | 10 |
| State-run or state-funded school (non-selective) | 80.90% | 72 |
| Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition. | 1.12% | 1 |
| Independent / fee-paying school where I received a bursary covering 90% or more of my tuition | 1.12% | 1 |
| Attended school outside the UK | 1.12% | 1 |
| Don't know / not sure | 1.12% | 1 |
| Prefer not to say | 3.37% | 3 |
| TOTAL | | 89 |

Q11 Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

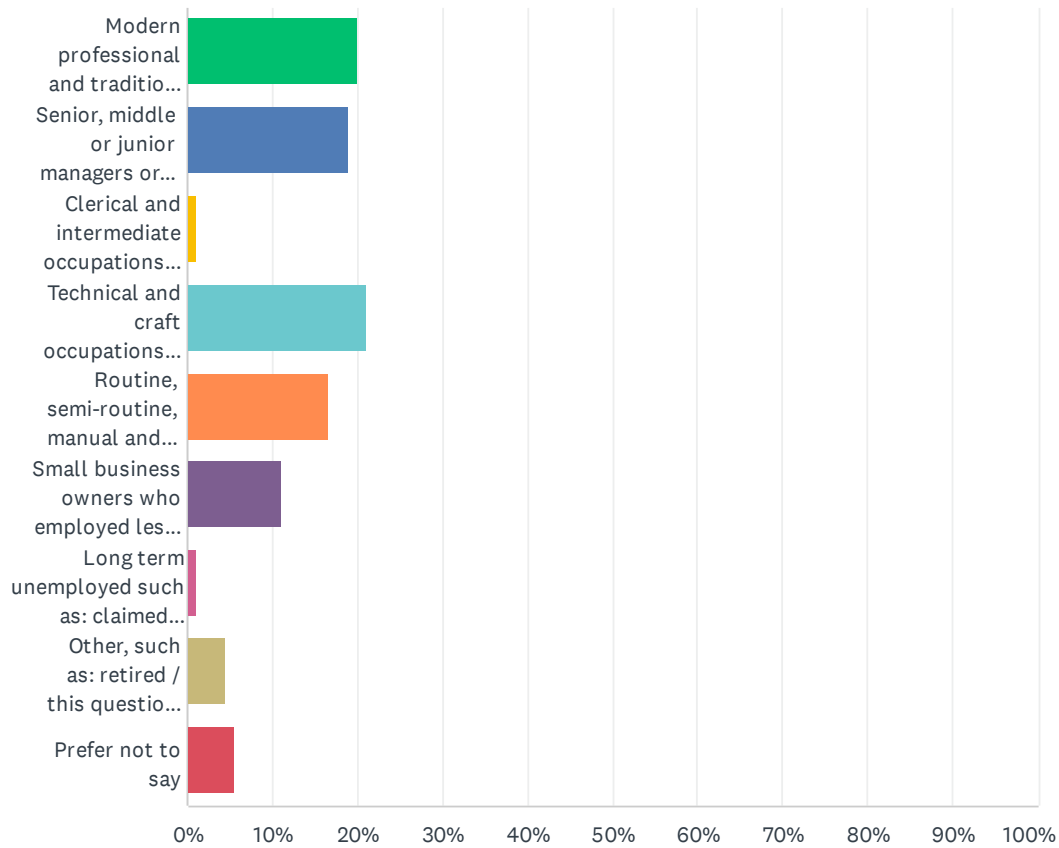
Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|--|-----------|----|
| No, neither of my parents attended university | 80.00% | 72 |
| Yes, one or both of my parents attended university | 13.33% | 12 |
| Don't know / not sure | 3.33% | 3 |
| Prefer not to say | 3.33% | 3 |
| TOTAL | | 90 |

Q12 What was the occupation of your main household earner when you were about 14?

Answered: 90 Skipped: 0

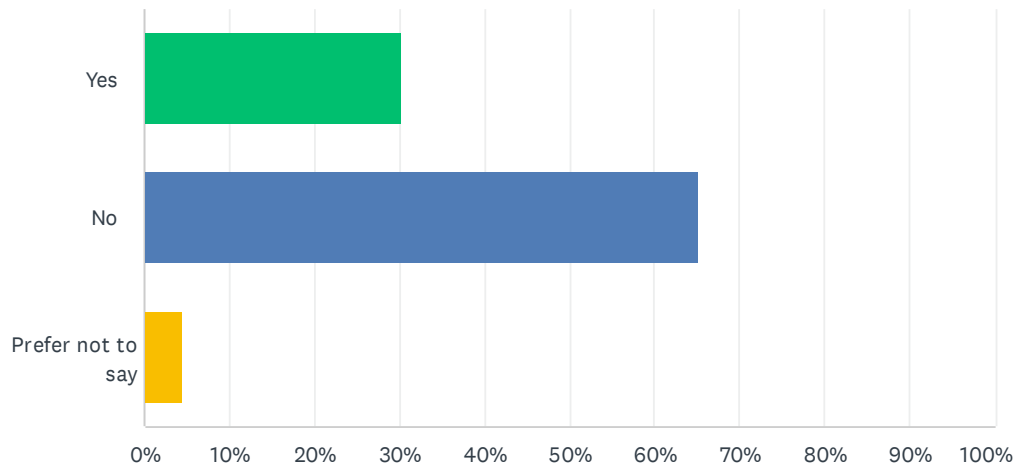


Diversity Questionnaire 2025

| ANSWER CHOICES | RESPONSES | |
|---|-----------|----|
| Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician , police officer, software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer | 20.00% | 18 |
| Senior, middle or junior managers or administrators such as: finance manager, chief executive, larger business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager | 18.89% | 17 |
| Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse | 1.11% | 1 |
| Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver | 21.11% | 19 |
| 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 | 16.67% | 15 |
| 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 | 11.11% | 10 |
| Long term unemployed such as: claimed Jobseeker's allowance or earlier unemployment benefit for more than a year | 1.11% | 1 |
| Other, such as: retired / this question does not apply to me / I don't know | 4.44% | 4 |
| Prefer not to say | 5.56% | 5 |
| TOTAL | | 90 |

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

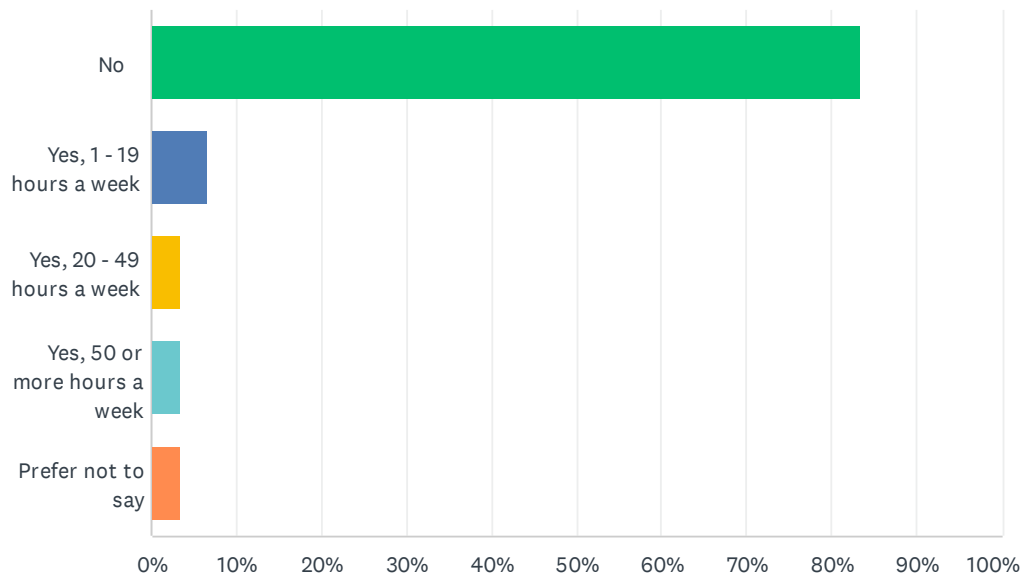
Answered: 89 Skipped: 1



| ANSWER CHOICES | RESPONSES | |
|-------------------|-----------|----|
| Yes | 30.34% | 27 |
| No | 65.17% | 58 |
| Prefer not to say | 4.49% | 4 |
| TOTAL | | 89 |

Q14 Do you look after or care for someone with long term physical or mental ill health caused by a disability or age (not in a paid capacity)?

Answered: 90 Skipped: 0



| ANSWER CHOICES | RESPONSES | |
|------------------------------|-----------|----|
| No | 83.33% | 75 |
| Yes, 1 - 19 hours a week | 6.67% | 6 |
| Yes, 20 - 49 hours a week | 3.33% | 3 |
| Yes, 50 or more hours a week | 3.33% | 3 |
| Prefer not to say | 3.33% | 3 |
| TOTAL | | 90 |