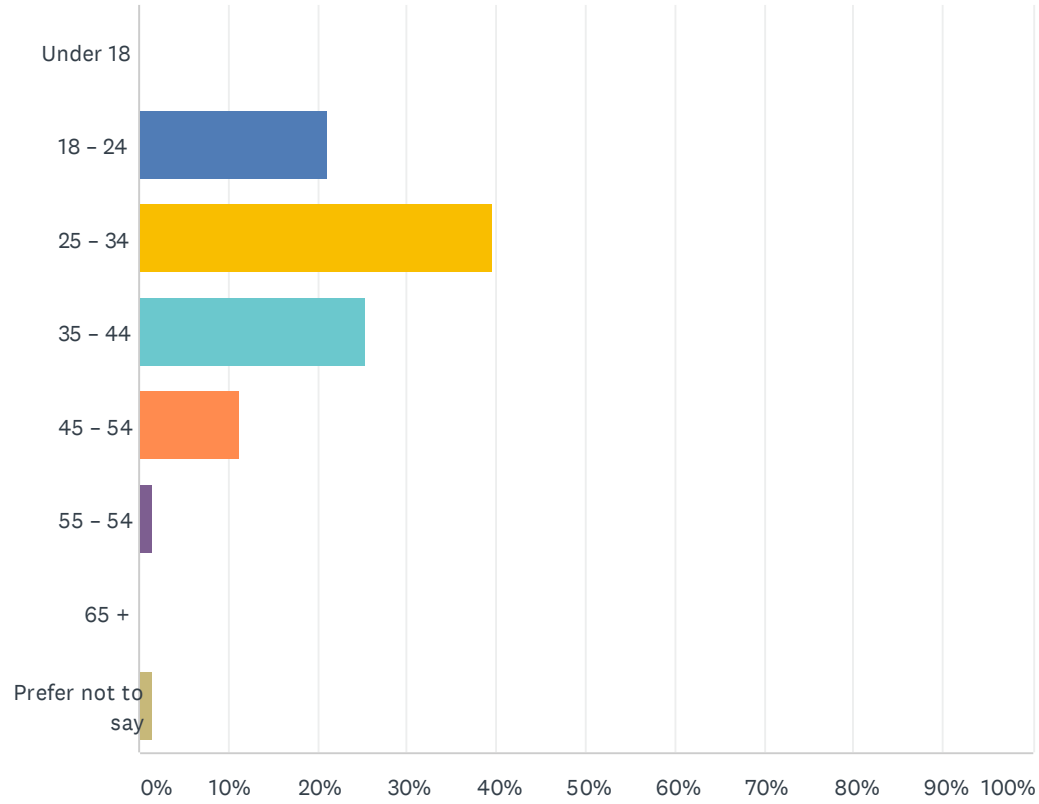


# Q1 What is your age?

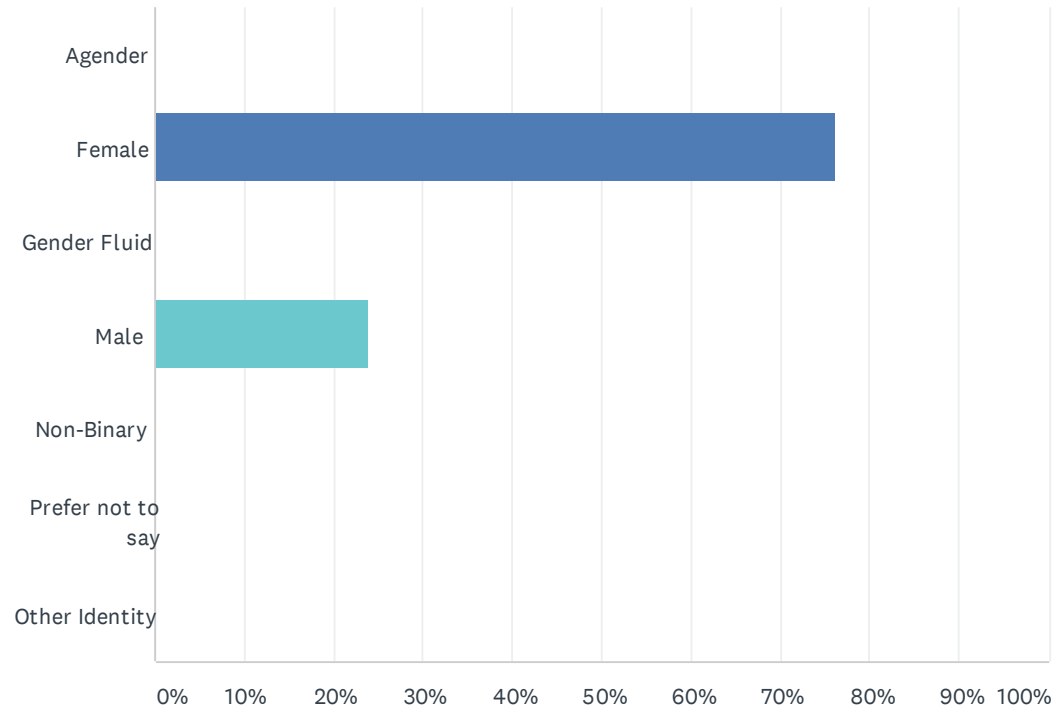
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18 – 24	21.13%	15
25 – 34	39.44%	28
35 – 44	25.35%	18
45 – 54	11.27%	8
55 – 54	1.41%	1
65 +	0.00%	0
Prefer not to say	1.41%	1
TOTAL		71

## Q2 Which best describes your Gender Identity? Gender Identity is the gender you identify as and not the gender assigned to you at birth.

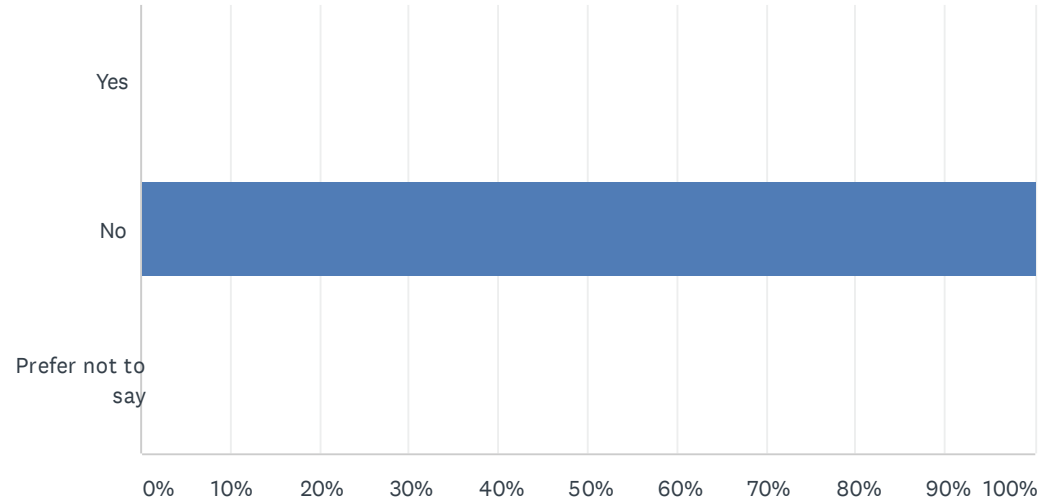
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Agender	0.00%	0
Female	76.06%	54
Gender Fluid	0.00%	0
Male	23.94%	17
Non-Binary	0.00%	0
Prefer not to say	0.00%	0
Other Identity	0.00%	0
TOTAL		71

### Q3 Do you Identify as Trans?

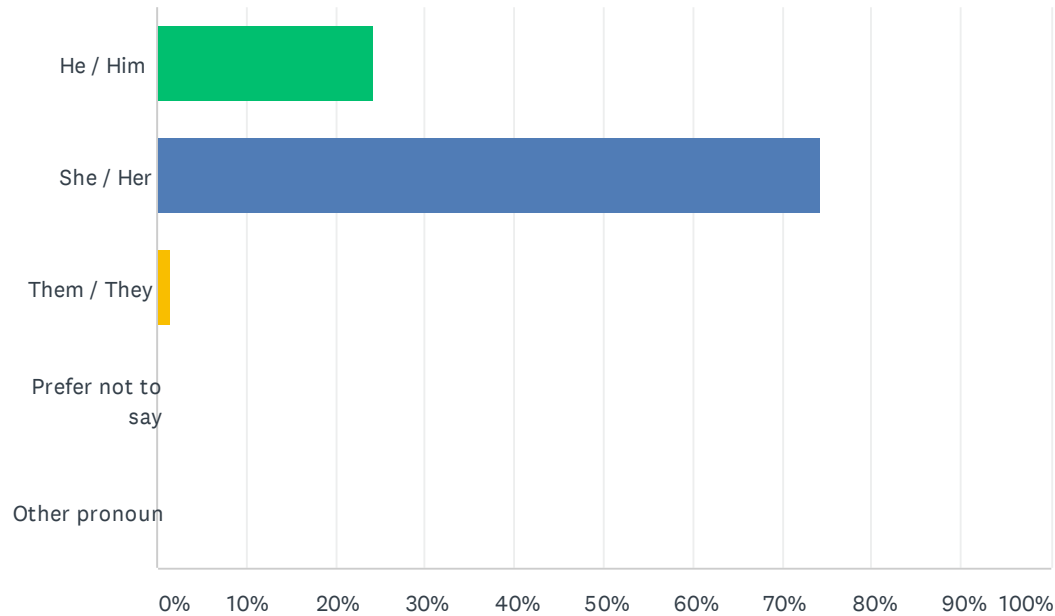
Answered: 70 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	0.00%	0
No	100.00%	70
Prefer not to say	0.00%	0
TOTAL		70

### Q4 What are your preferred Pronouns?Pronouns are the gender identifiers you use to ensure you gender identity is respect when being referred to

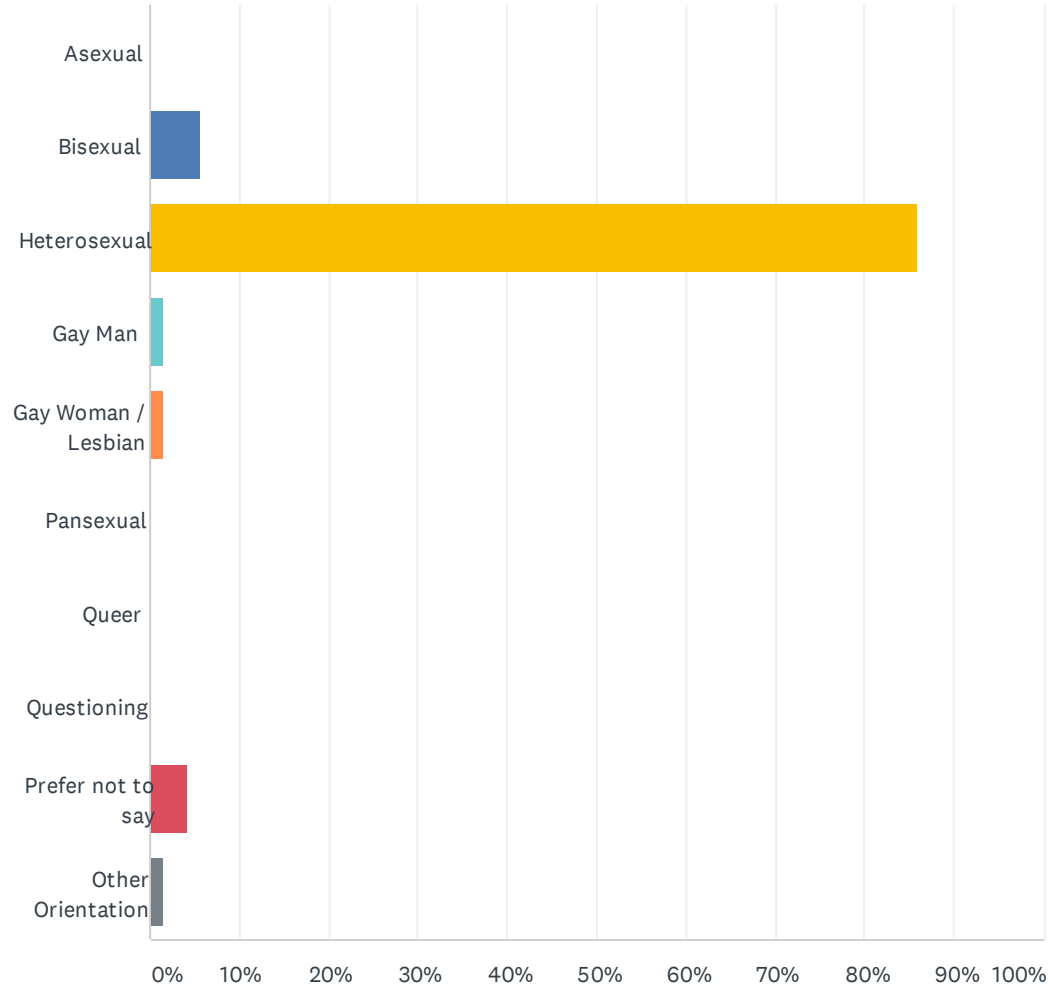
Answered: 70 Skipped: 1



ANSWER CHOICES	RESPONSES	
He / Him	24.29%	17
She / Her	74.29%	52
Them / They	1.43%	1
Prefer not to say	0.00%	0
Other pronoun	0.00%	0
<b>TOTAL</b>		<b>70</b>

# Q5 What is your Sexual Orientation?

Answered: 71 Skipped: 0

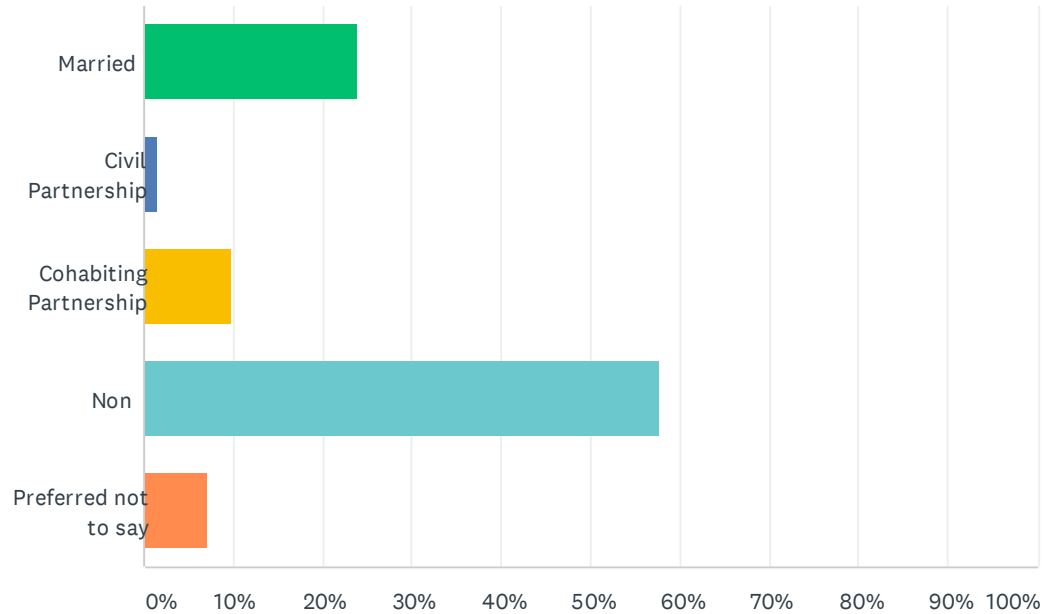


ANSWER CHOICES	RESPONSES	
Asexual	0.00%	0
Bisexual	5.63%	4
Heterosexual	85.92%	61
Gay Man	1.41%	1
Gay Woman / Lesbian	1.41%	1
Pansexual	0.00%	0
Queer	0.00%	0
Questioning	0.00%	0
Prefer not to say	4.23%	3
Other Orientation	1.41%	1
TOTAL		71



## Q6 Are you Married, in a Civil Partnership or in a Cohabiting Partnership?

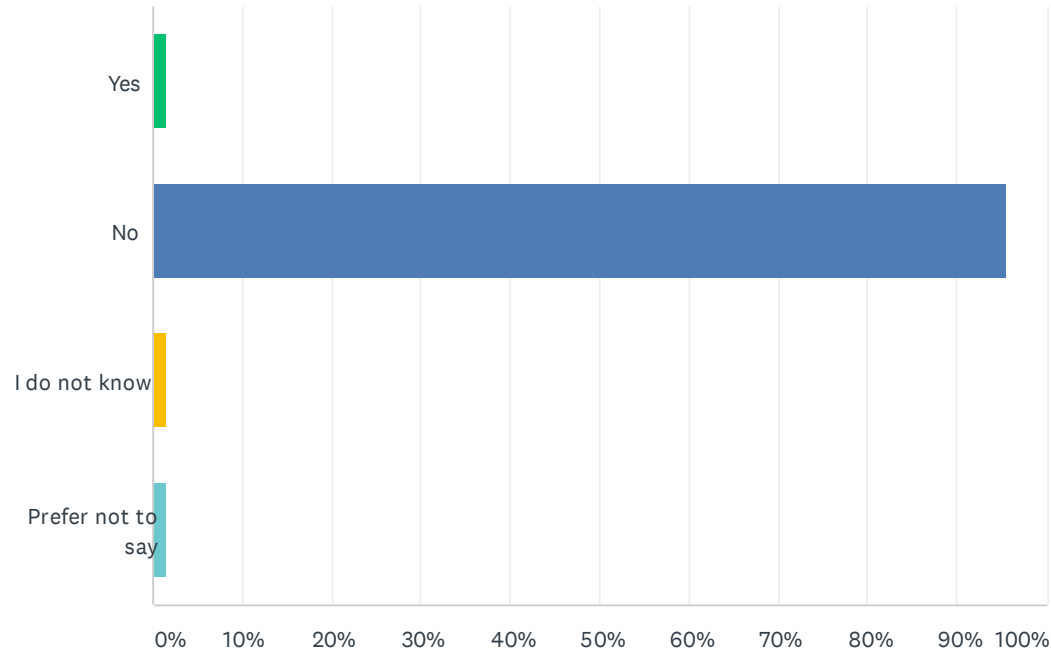
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Married	23.94%	17
Civil Partnership	1.41%	1
Cohabiting Partnership	9.86%	7
Non	57.75%	41
Preferred not to say	7.04%	5
<b>TOTAL</b>		<b>71</b>

Q7 Do you consider yourself to have a disability under the Equality Act 2010?The Equality Act 2010 defines a disabled person as someone who has a physical or mental impairment, which has a substantial and long-term adverse effect on their ability to carry out day-to-day activities.

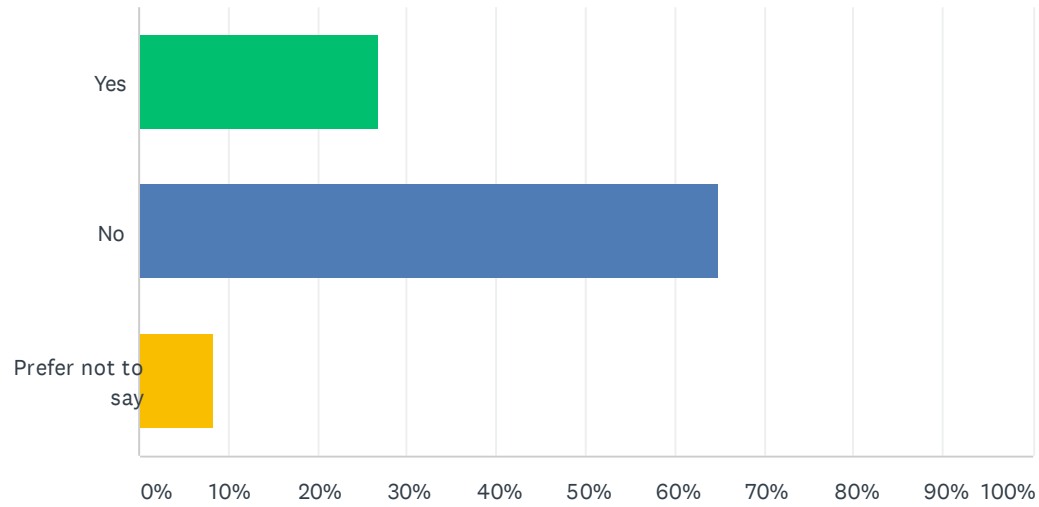
Answered: 69 Skipped: 2



ANSWER CHOICES	RESPONSES	
Yes	1.45%	1
No	95.65%	66
I do not know	1.45%	1
Prefer not to say	1.45%	1
<b>TOTAL</b>		<b>69</b>

# Q8 Would you describe yourself as someone who is experiencing or having experienced mental health problems?

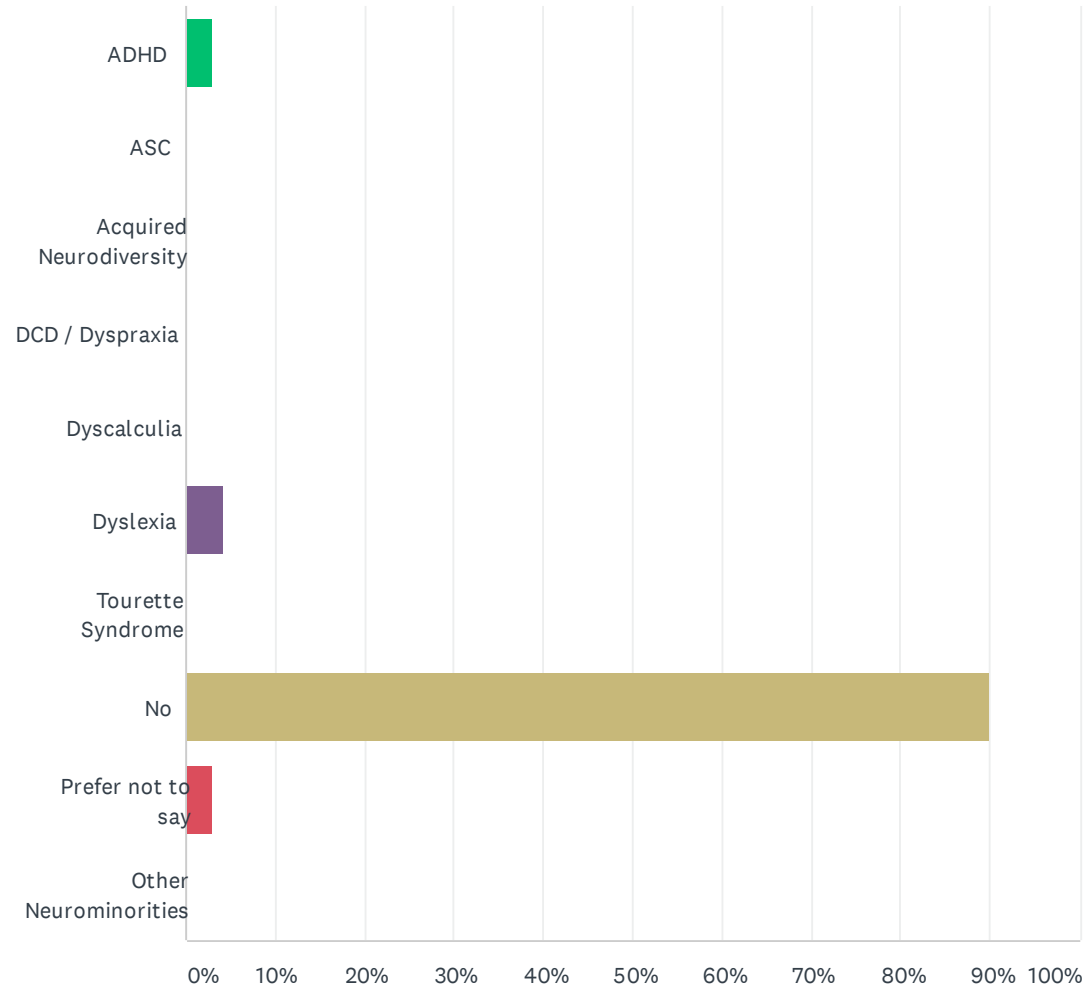
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	26.76%	19
No	64.79%	46
Prefer not to say	8.45%	6
<b>TOTAL</b>		<b>71</b>

### Q9 Do you consider yourself part a one of the following Neurominorities?

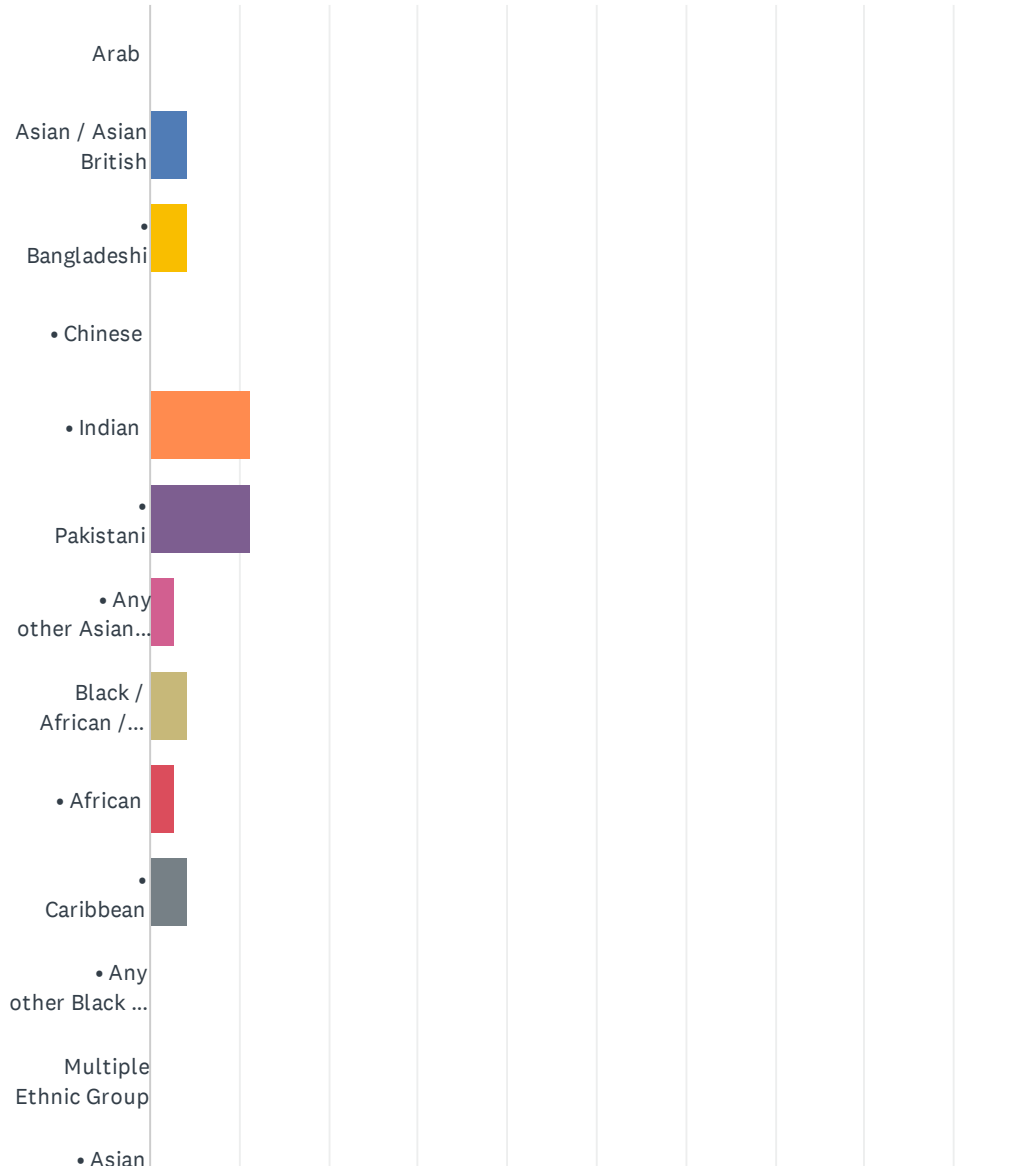
Answered: 70 Skipped: 1

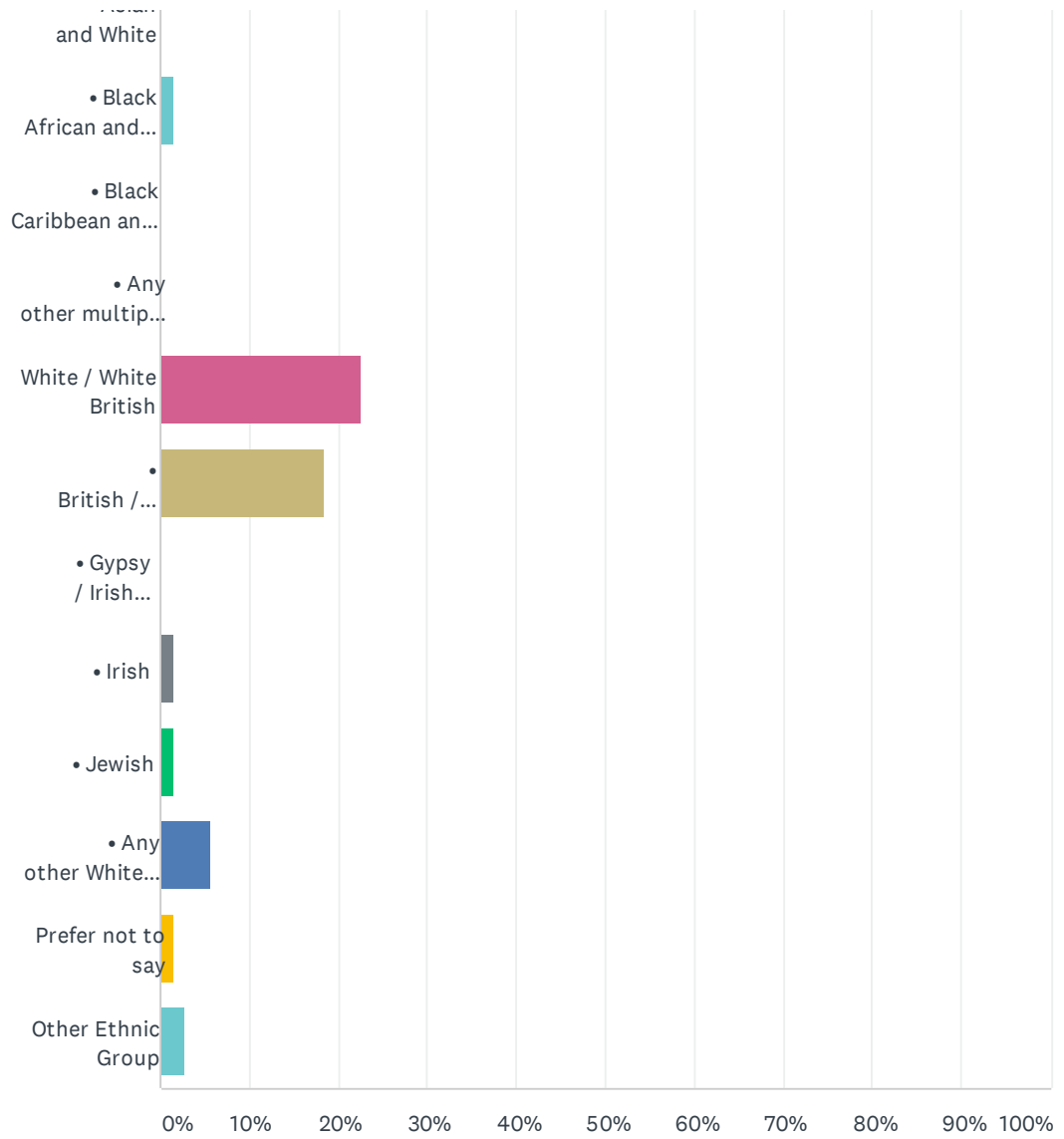


ANSWER CHOICES	RESPONSES	
ADHD	2.86%	2
ASC	0.00%	0
Acquired Neurodiversity	0.00%	0
DCD / Dyspraxia	0.00%	0
Dyscalculia	0.00%	0
Dyslexia	4.29%	3
Tourette Syndrome	0.00%	0
No	90.00%	63
Prefer not to say	2.86%	2
Other Neurominorities	0.00%	0
TOTAL	70	

# Q10 What is your Ethnic Group?

Answered: 71 Skipped: 0





ANSWER CHOICES	RESPONSES	
Arab	0.00%	0
Asian / Asian British	4.23%	3
• Bangladeshi	4.23%	3
• Chinese	0.00%	0
• Indian	11.27%	8
• Pakistani	11.27%	8
• Any other Asian background	2.82%	2
Black / African / Caribbean / Black British	4.23%	3
• African	2.82%	2
• Caribbean	4.23%	3
• Any other Black / African / Caribbean background	0.00%	0
Multiple Ethnic Group	0.00%	0
• Asian and White	0.00%	0
• Black African and White	1.41%	1
• Black Caribbean and White	0.00%	0
• Any other multiple ethnic background	0.00%	0
White / White British	22.54%	16
• British / English / Northern Irish / Scottish / Welsh	18.31%	13
• Gypsy / Irish Traveller / Roma	0.00%	0
• Irish	1.41%	1
• Jewish	1.41%	1
• Any other White background	5.63%	4
Prefer not to say	1.41%	1

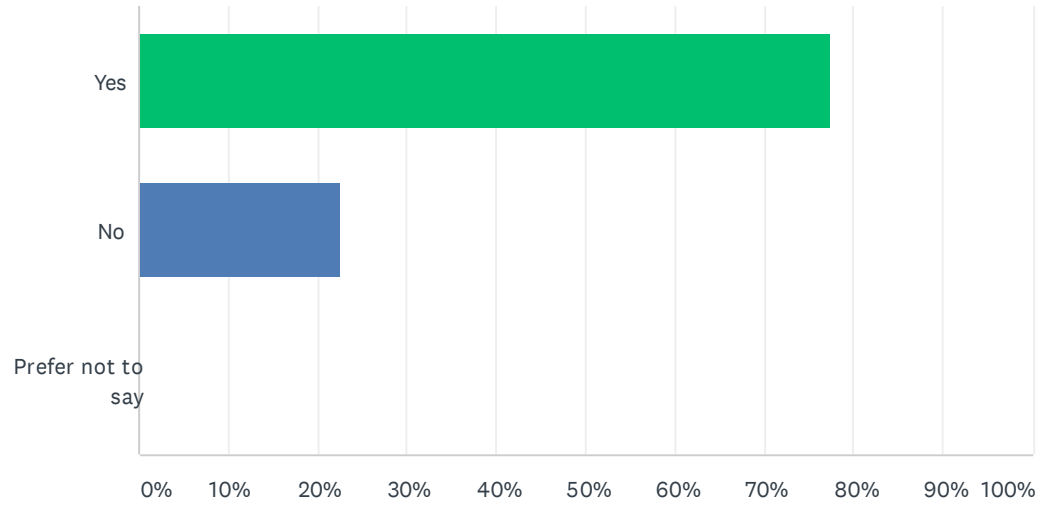


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Other Ethnic Group	2.82%	2
TOTAL		71

### Q11 Is English your first Language

Answered: 71 Skipped: 0



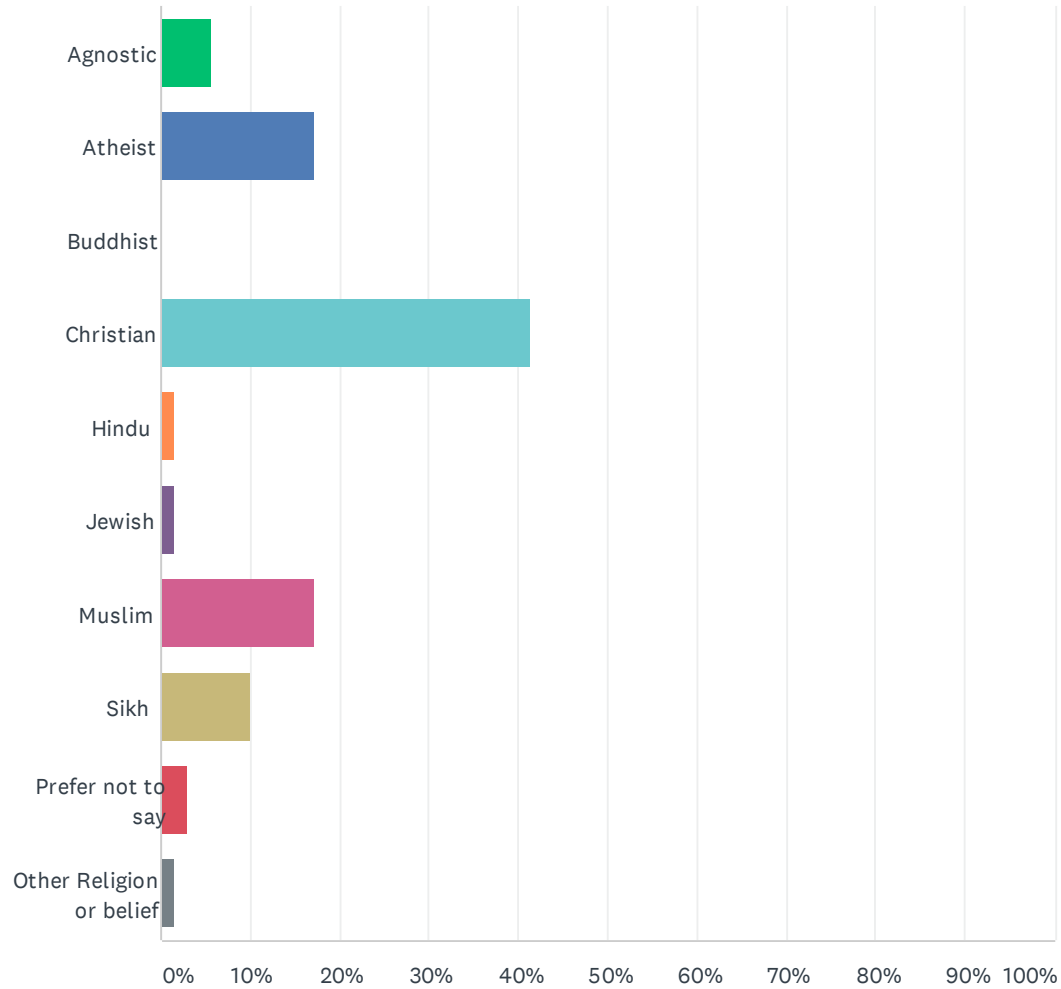
ANSWER CHOICES	RESPONSES	
Yes	77.46%	55
No	22.54%	16
Prefer not to say	0.00%	0
<b>TOTAL</b>		<b>71</b>

## Q12 Other than English, what languages do you speak?

Answered: 54 Skipped: 17

### Q13 What is your current religion or belief, if any?

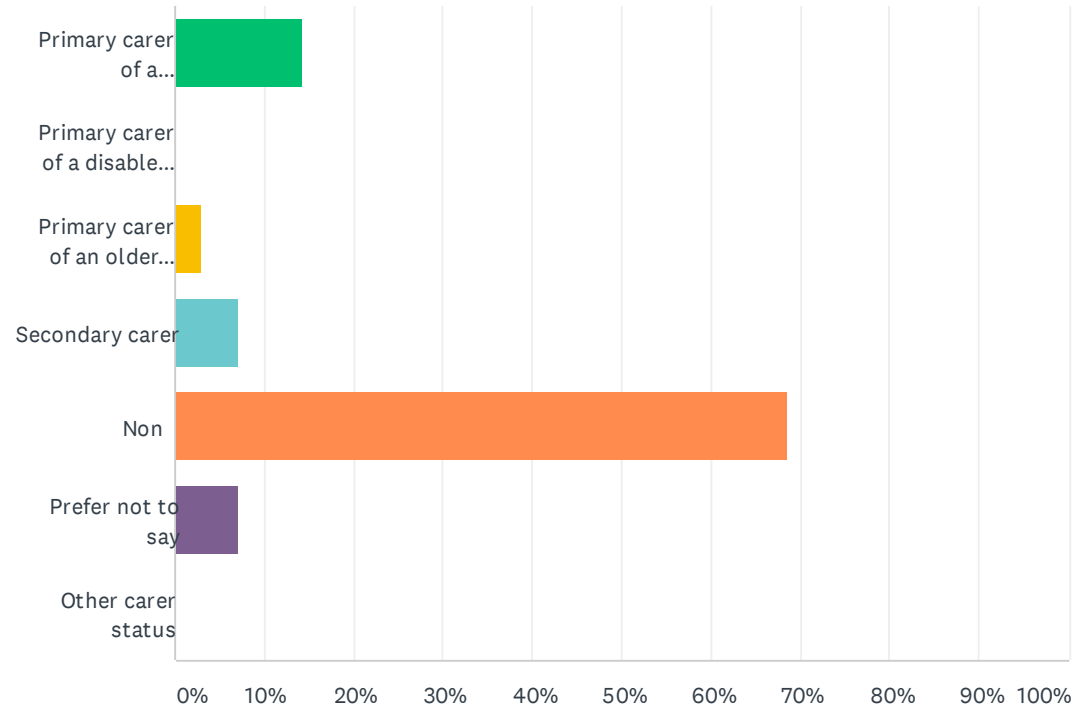
Answered: 70 Skipped: 1



ANSWER CHOICES	RESPONSES	
Agnostic	5.71%	4
Atheist	17.14%	12
Buddhist	0.00%	0
Christian	41.43%	29
Hindu	1.43%	1
Jewish	1.43%	1
Muslim	17.14%	12
Sikh	10.00%	7
Prefer not to say	2.86%	2
Other Religion or belief	1.43%	1
TOTAL		70

### Q14 Do you have caring responsibilities? If yes, please mark all that apply.

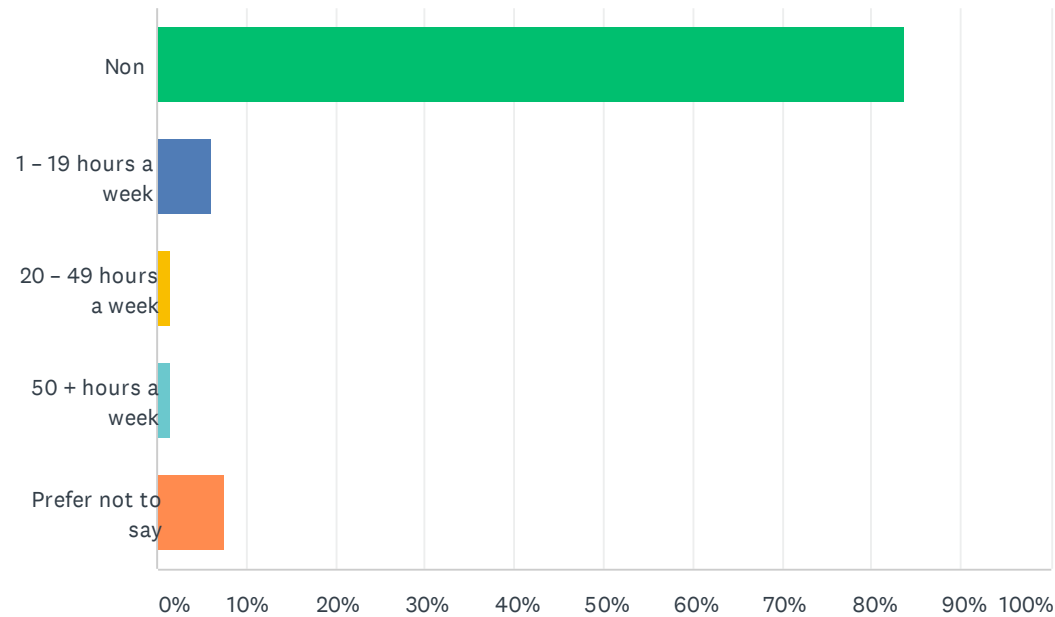
Answered: 70 Skipped: 1



ANSWER CHOICES	RESPONSES	
Primary carer of a child/children under 18	14.29%	10
Primary carer of a disabled adult (over 18)	0.00%	0
Primary carer of an older person(s)	2.86%	2
Secondary carer	7.14%	5
Non	68.57%	48
Prefer not to say	7.14%	5
Other carer status	0.00%	0
TOTAL		70

### Q15 How much time do you spend providing unpaid care for those with long term physical or mental ill health caused by disability or age?

Answered: 67 Skipped: 4

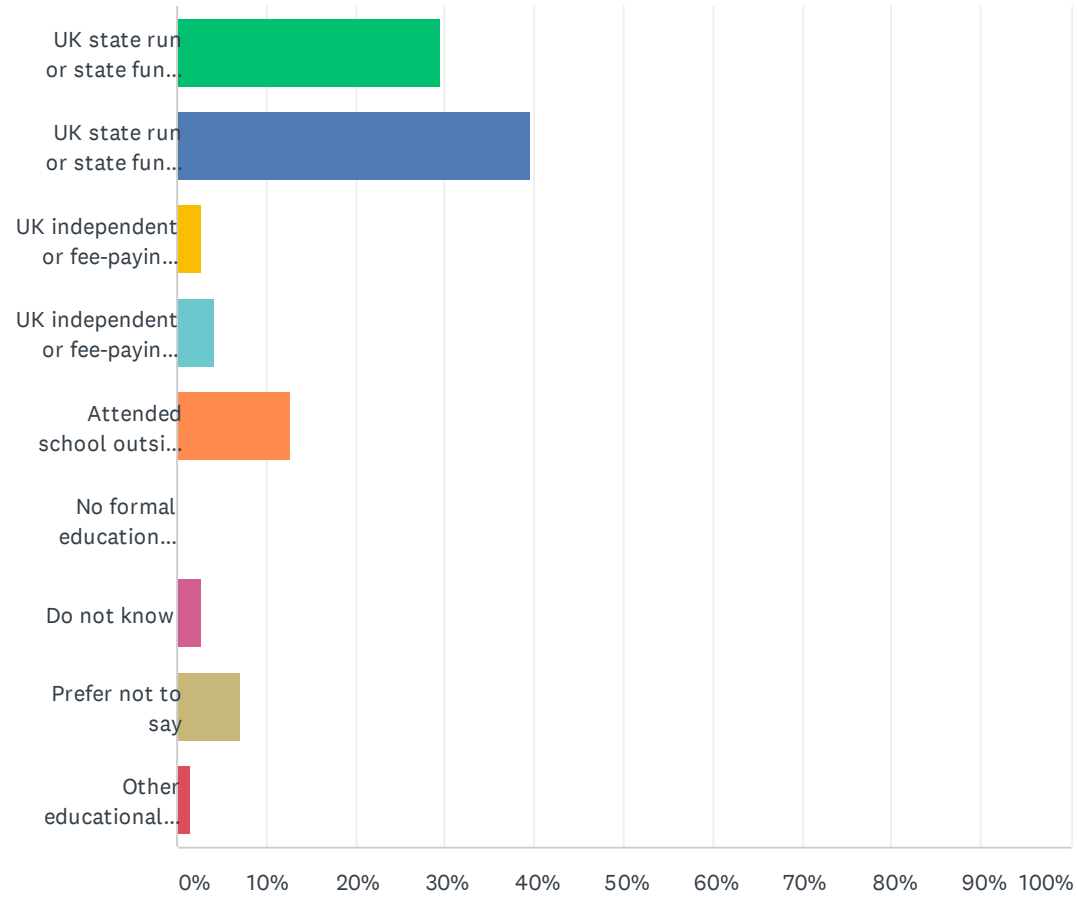


ANSWER CHOICES	RESPONSES	
Non	83.58%	56
1 – 19 hours a week	5.97%	4
20 – 49 hours a week	1.49%	1
50 + hours a week	1.49%	1
Prefer not to say	7.46%	5
<b>TOTAL</b>		<b>67</b>



### Q16 Which best describes your educational background between ages 11 – 16 ?

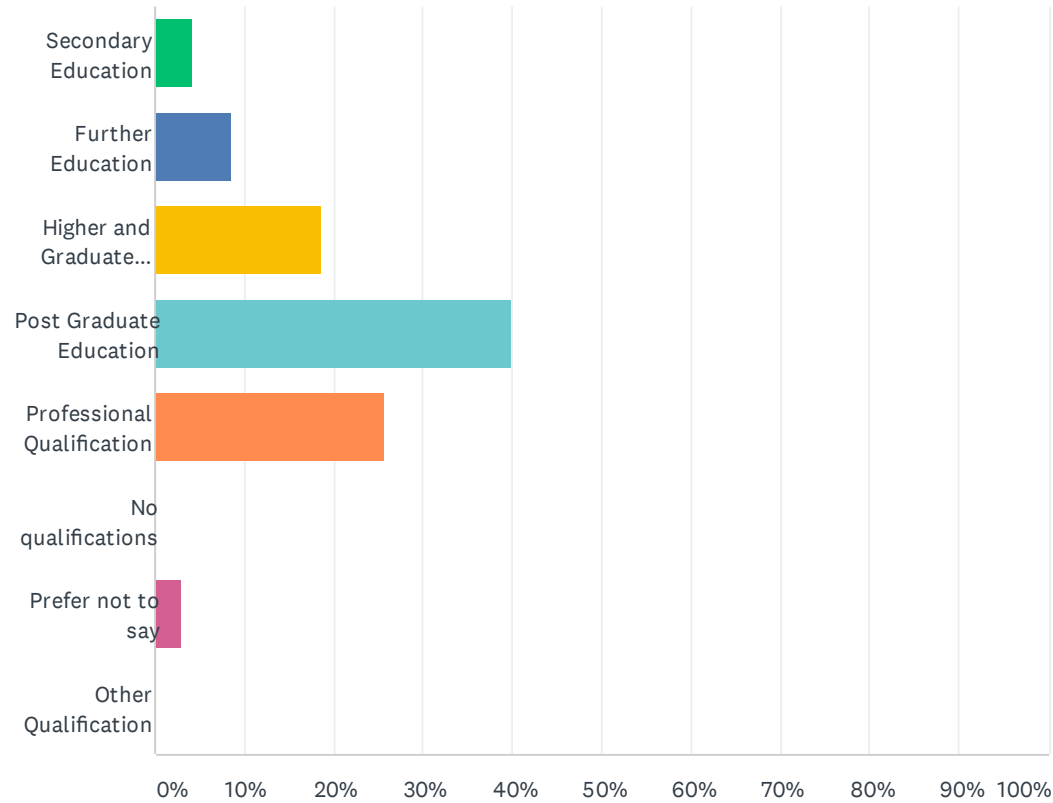
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
UK state run or state funded school on academic, faith or other grounds	29.58%	21
UK state run or state funded non selective school	39.44%	28
UK independent or fee-paying school with bursary	2.82%	2
UK independent or fee-paying school without bursary	4.23%	3
Attended school outside the UK	12.68%	9
No formal education between 11 – 16	0.00%	0
Do not know	2.82%	2
Prefer not to say	7.04%	5
Other educational background	1.41%	1
<b>TOTAL</b>		<b>71</b>

Q17 How would you describe your highest level of academic qualification attainment? Please note that qualifications such as BTEC and NVQ are equivalent to one the below, dependent on the level of the qualification.

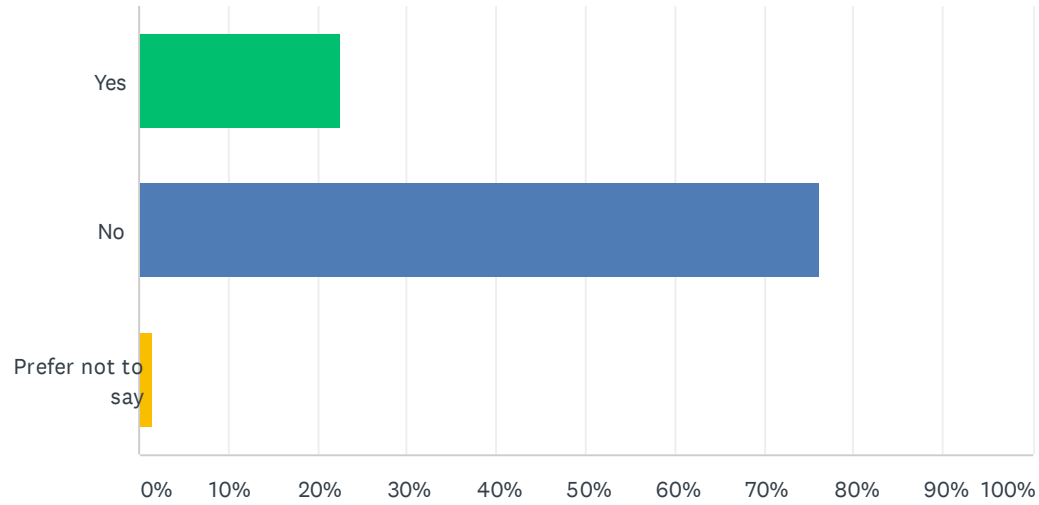
Answered: 70 Skipped: 1



ANSWER CHOICES	RESPONSES	
Secondary Education	4.29%	3
Further Education	8.57%	6
Higher and Graduate Education	18.57%	13
Post Graduate Education	40.00%	28
Professional Qualification	25.71%	18
No qualifications	0.00%	0
Prefer not to say	2.86%	2
Other Qualification	0.00%	0
TOTAL		70

### Q18 Are you currently or due to start studying towards a qualification?

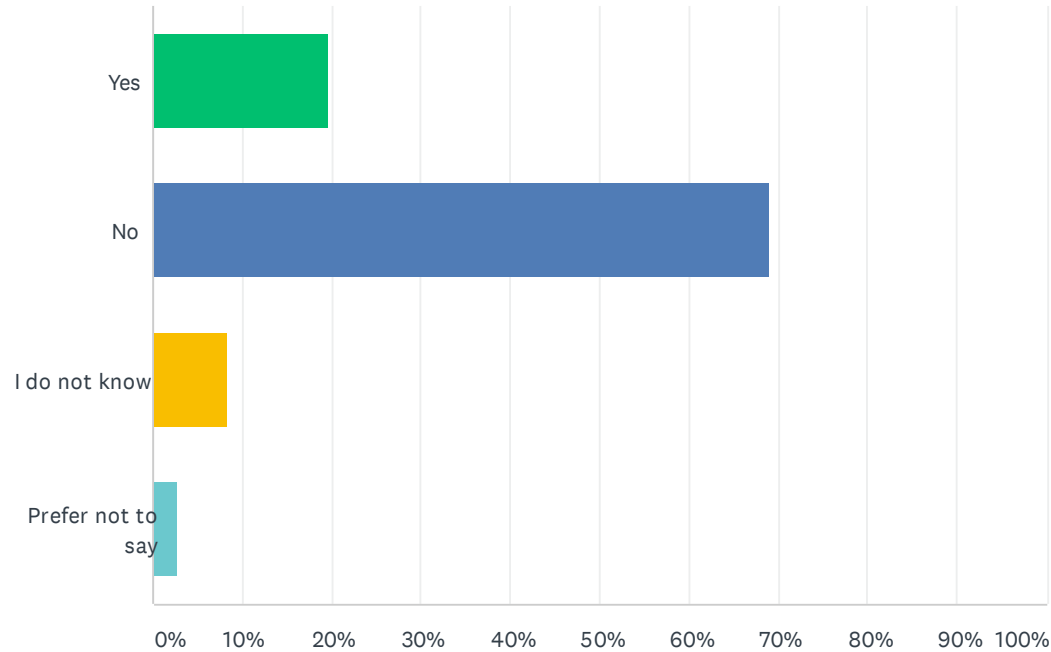
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	22.54%	16
No	76.06%	54
Prefer not to say	1.41%	1
<b>TOTAL</b>		<b>71</b>

# Q19 Do you consider yourself to be from a disadvantaged socio-economic background?

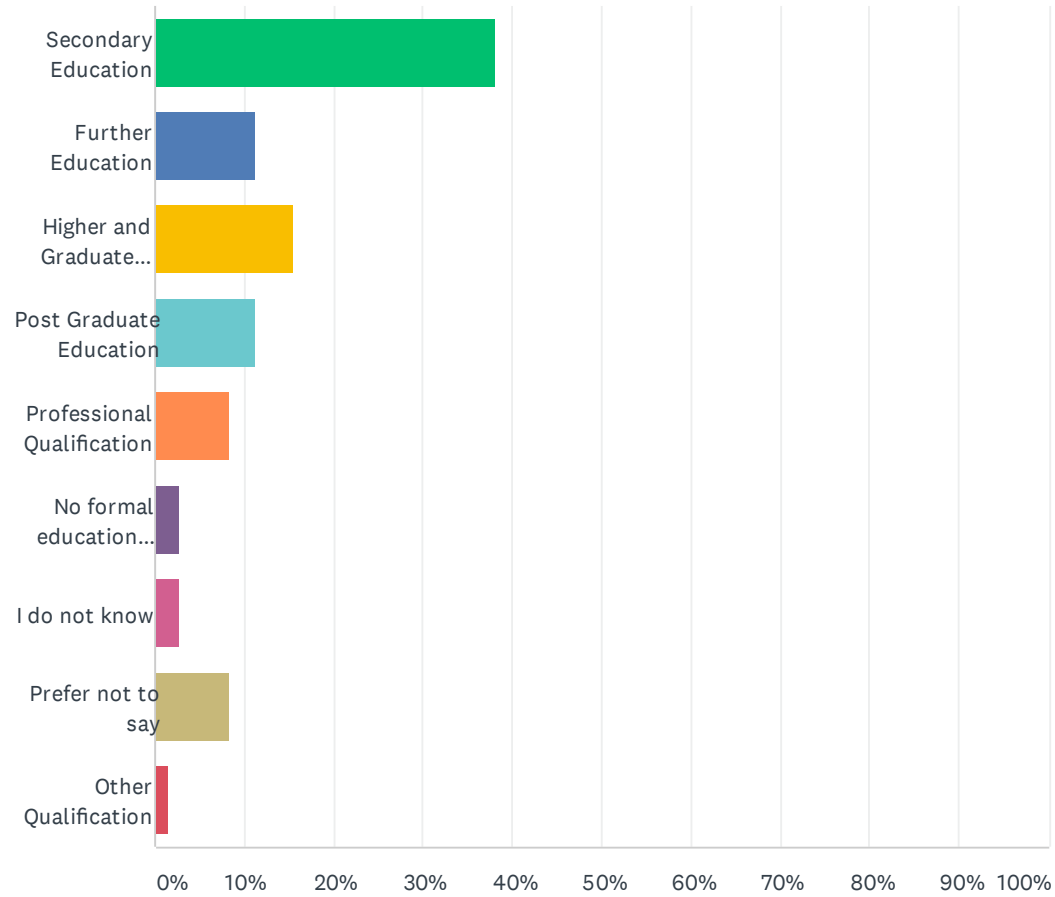
Answered: 71 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	19.72%	14
No	69.01%	49
I do not know	8.45%	6
Prefer not to say	2.82%	2
<b>TOTAL</b>		<b>71</b>

### Q20 How would you describe your parents / guardians' highest level of academic attainments?

Answered: 71 Skipped: 0

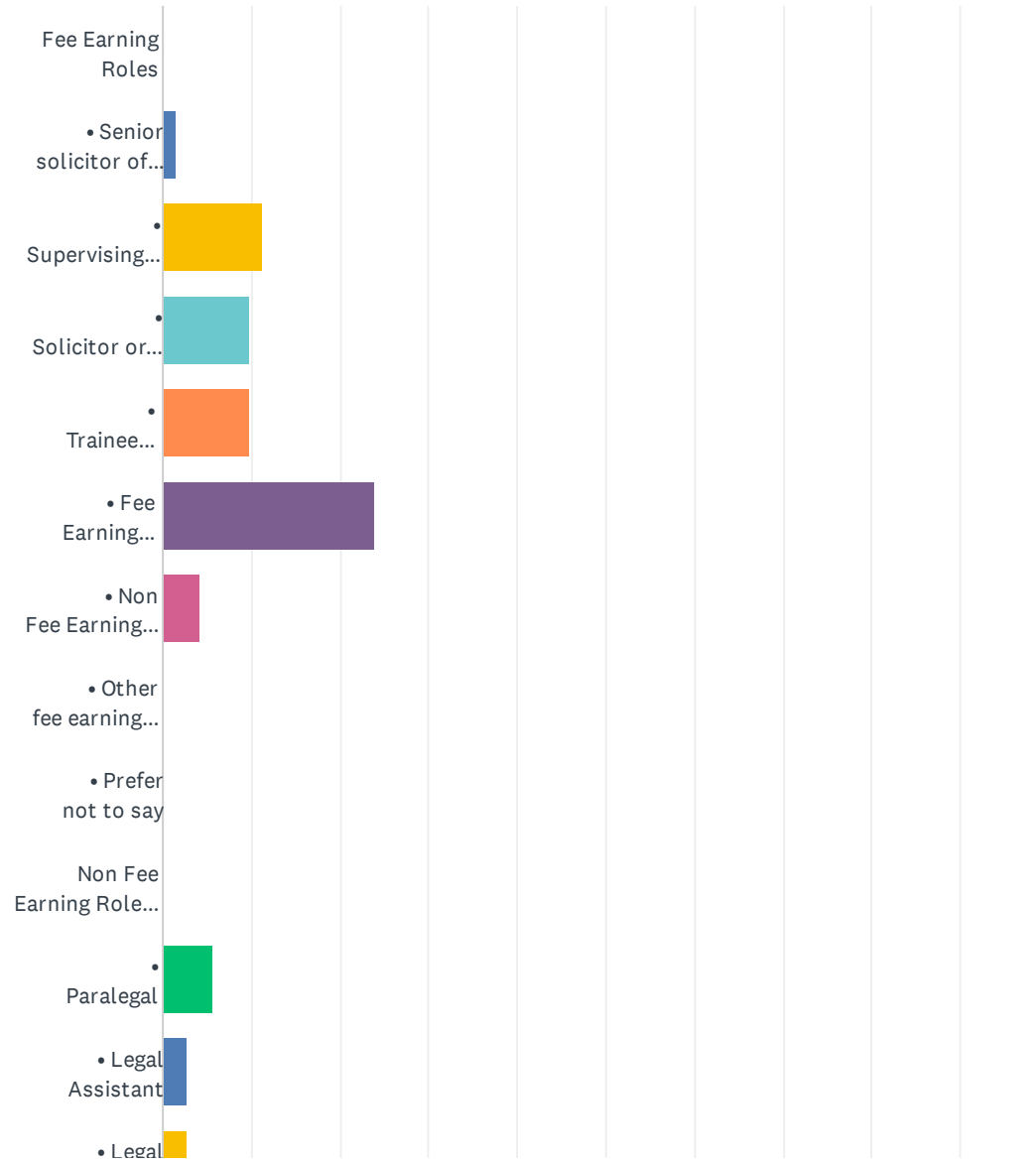


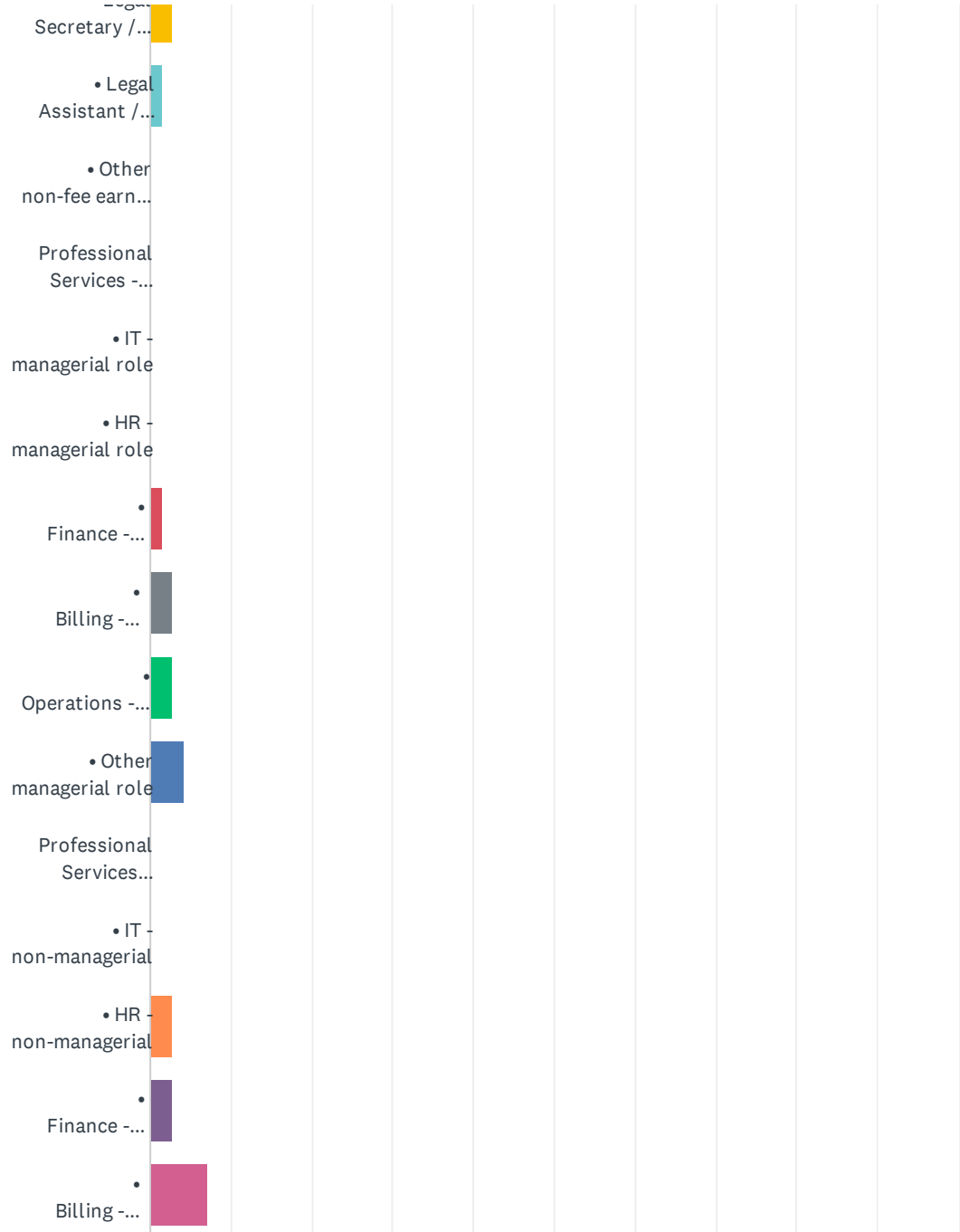
ANSWER CHOICES	RESPONSES	
Secondary Education	38.03%	27
Further Education	11.27%	8
Higher and Graduate Education	15.49%	11
Post Graduate Education	11.27%	8
Professional Qualification	8.45%	6
No formal education between 11 – 16	2.82%	2
I do not know	2.82%	2
Prefer not to say	8.45%	6
Other Qualification	1.41%	1
TOTAL		71

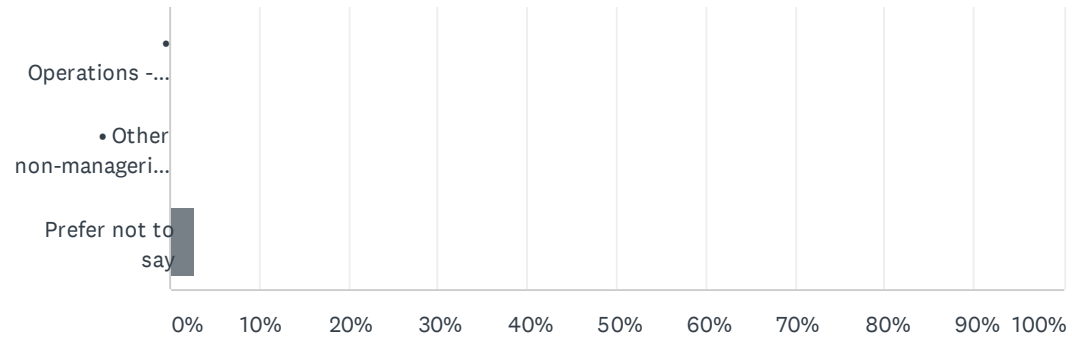


# Q21 Which best describes your role within the Firm?

Answered: 71 Skipped: 0







ANSWER CHOICES	RESPONSES	
Fee Earning Roles	0.00%	0
• Senior solicitor of Chartered Legal Executive – e.g. Head of Department	1.41%	1
• Supervising Solicitor or Chartered Legal Executive	11.27%	8
• Solicitor or Chartered Legal Executive	9.86%	7
• Trainee Solicitor	9.86%	7
• Fee Earning Paralegal	23.94%	17
• Non Fee Earning Paralegal	4.23%	3
• Other fee earning role	0.00%	0
• Prefer not to say	0.00%	0
Non Fee Earning Role directly supporting a fee earner	0.00%	0
• Paralegal	5.63%	4
• Legal Assistant	2.82%	2
• Legal Secretary / Secretary	2.82%	2
• Legal Assistant / Administrator	1.41%	1
• Other non-fee earning role directly supporting a fee earner	0.00%	0
Professional Services - Managerial role	0.00%	0
• IT - managerial role	0.00%	0
• HR - managerial role	0.00%	0
• Finance - managerial role	1.41%	1
• Billing - managerial role	2.82%	2
• Operations - managerial role	2.82%	2
• Other managerial role	4.23%	3
Professional Services Non-managerial roles:	0.00%	0

Diversity and Inclusion

SurveyMonkey

• IT - non-managerial	0.00%	0
• HR - non-managerial	2.82%	2
• Finance - non-managerial	2.82%	2
• Billing - non-managerial	7.04%	5
• Operations - non-managerial	0.00%	0
• Other non-managerial role	0.00%	0
Prefer not to say	2.82%	2
<b>TOTAL</b>		<b>71</b>

Q22 All of the information provided is confidential and used to ensure the Firm continues to grow and improve our D&I culture. If you would like the HR department to take any of your answers into consideration in other areas of the business, please provide your name:

Answered: 11 Skipped: 60