**Diversity Statement 2023**

We are committed to fostering an environment where diversity is respected and embraced. We recognise and value of the unique perspectives, experiences, and backgrounds that each person brings to our team.

Recruiting and retaining the most talented employees from various racial and ethnic backgrounds, genders, sexual orientations, abilities, ages, religious and socio-economic statuses is important to us. We are proud to be an equal opportunities employer.

Our inclusive culture ensures everyone feels valued, heard, and empowered. We value the wellbeing of our people and pride ourselves in being a supportive employer.

By embracing diversity, we are able to better understand and meet the diverse needs of our clients and the communities we serve. We avoid unlawful discrimination in our dealings with each other, our clients and third parties.

**Diversity Initiatives**

* We will create opportunities for all our people to fulfil their potential and enable them to take responsibility for their careers and career advancement.
* We will provide on a 2 yearly basis diversity and inclusion training sessions to all employees to increase awareness and foster further our inclusive working environment.
* We will continue to focus our efforts on encouraging the clear aspirations for working parents and continuing our policy of flexible working.

**Diversity Statistics**

Set out below is an extract from our diversity data collected in July 2023, which has been anonymised to protect the identity of individuals. The data reflects those participants who took part in our 2 yearly diversity survey.

GENDER

|  |  |  |  |
| --- | --- | --- | --- |
|  | Directors | Other Fee Earners and Managers | Support roles/prefer not to say |
| Female | 10% | 31% | 45% |
| Male | 3% | 5% | 3% |
| Prefer not to say | 3% | | |

AGE

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | 16-24 | 25-34 | 35-44 | 45-54 | 55-64 | Prefer not to say |
| Percentage | 3% | 29% | 18% | 26% | 21% | 3% |

ETHNICITY

|  |  |  |  |
| --- | --- | --- | --- |
|  | White British | Other White Background | Prefer not to say |
| Percentage | 89% | 8% | 3% |

DISABILITY

|  |  |  |
| --- | --- | --- |
|  | Individuals with a Disability According to the Definition In The Equality Act | None/prefer not to say |
| Percentage | 5% | 95% |

SOCIO-ECONOMIC BACKGROUND

Primary/Secondary Education:

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Type | Selective UK State School | UK State School Non-Selective | UK Independent School/Fee-Paying School | Other/prefer not to say |
| Percentage | 16% | 71% | 10% | 3% |

Parents Education:

|  |  |  |  |
| --- | --- | --- | --- |
| Type | Degree | No Degree | Prefer not to say |
| Percentage | 18% | 79% | 3% |

Caring Responsibilities

|  |  |  |  |
| --- | --- | --- | --- |
| Caring Responsibilities | Yes | No | Prefer not to say |
| Caring responsibilities with long term or mental ill health caused by disability or age (not in a paid capacity) | 8% | 87% | 8£ |
| Caring responsibility for a child or children under the age of 18 | 26% | 69% | 5% |