

Equality and Diversity Statistics

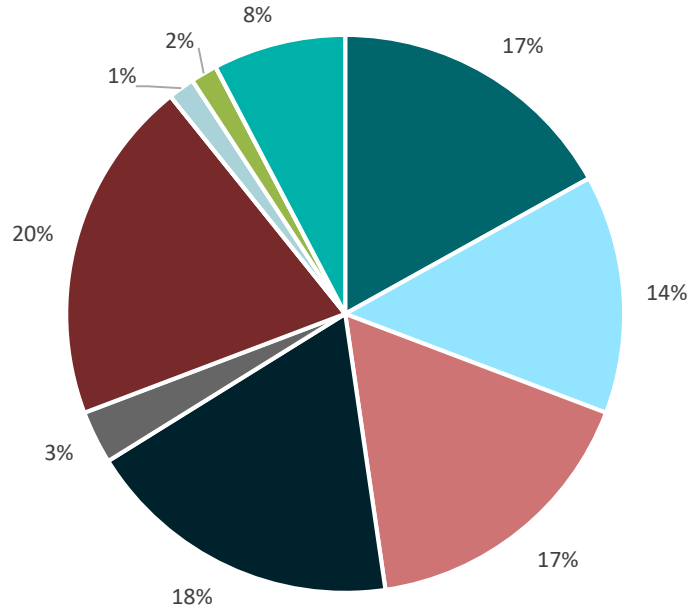
2019

Harding Evans Statistics 2019

- All employees were sent the questionnaire and assured that only the necessary data would be collated and that the questionnaire remained completely anonymous.
- Employees were encouraged to participate, however, had no obligation to complete.
- All collated data was reported to the SRA to aid in the monitoring of the legal professions as a whole.
- We did not publicly publish any data which may enable individuals to be identified.
- Our June 2019 questionnaire received a response rate of 63.11%.



Position %

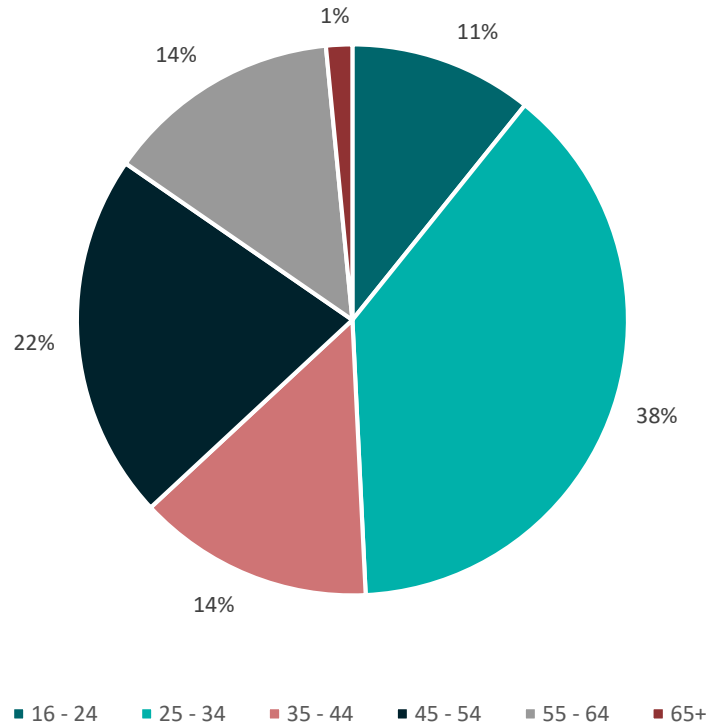


- Solicitor partner (sole practitioner, member or director)
- Other fee earning role
- Managerial role
- Barrister
- Licensed Conveyancer
- Costs Lawyer
- Prefer not to say

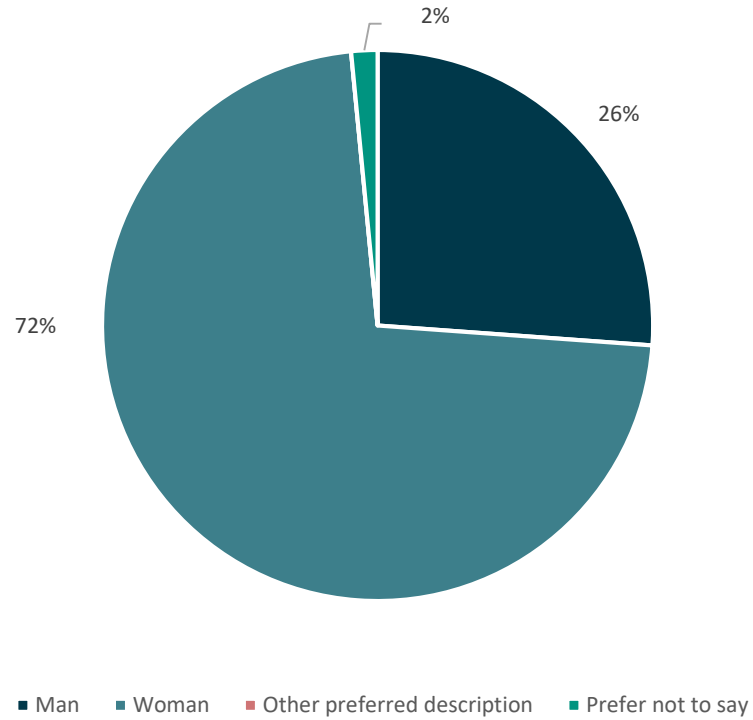
- Solicitor (not partner)
- Role directly supporting a fee earner
- IT/HR/other corporate services role
- Chartered Legal Executive (Fellow)/CILEx Practitioner
- Patent or Trade Mark Attorney
- Notary



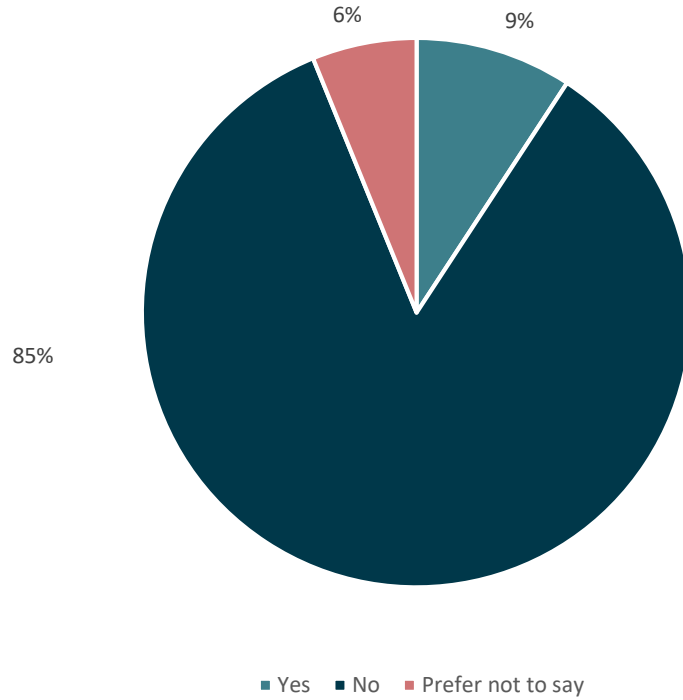
Age Range %



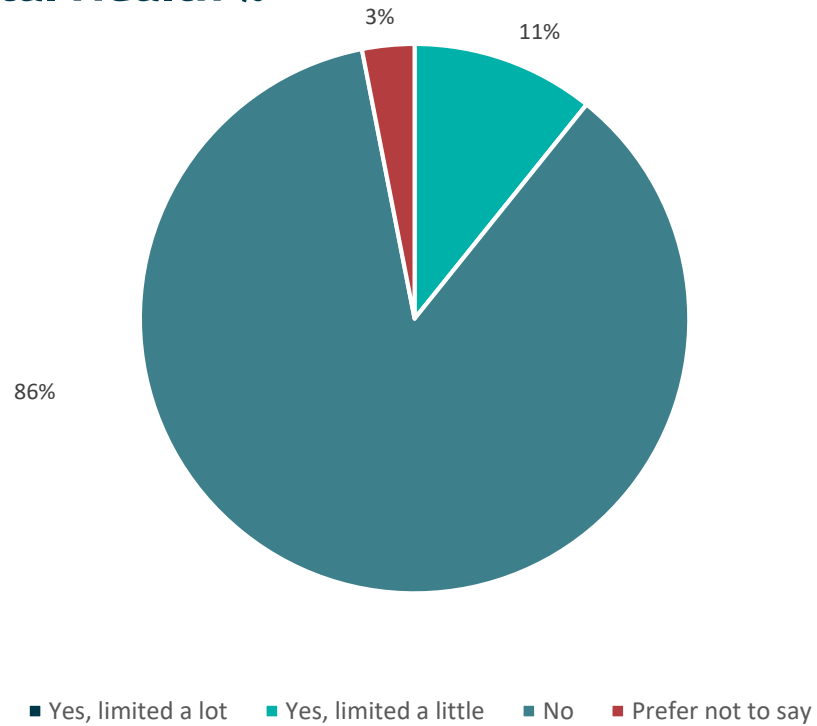
Gender %



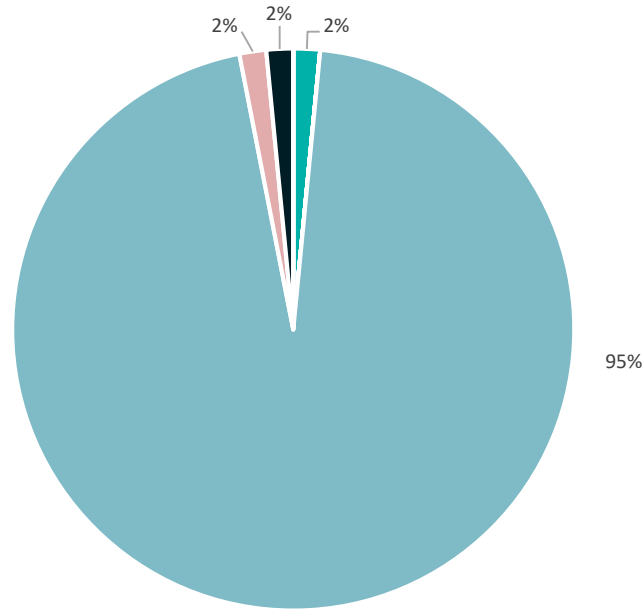
Disability %



Limited due to Disability / Mental Health %



Ethnic Group %



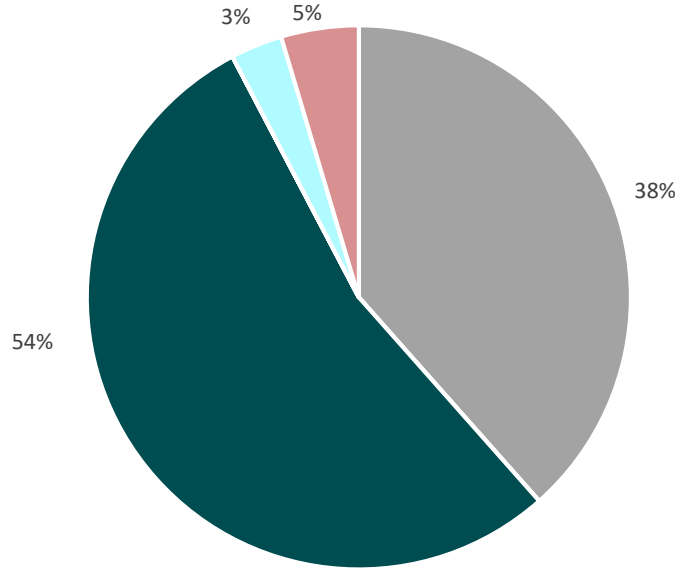
- Bangladeshi
- Pakistani
- Caribbean
- White and Black African
- Any other Mixed/multiple ethnic background
- Gypsy or Irish Traveller
- Any other ethnic group

- Chinese
- Any other Asian background
- Any other Black background
- White and Black Caribbean
- British/English/Welsh/Northern Irish/Scottish
- Any other White background
- Prefer not to say

- Indian
- African
- White and Asian
- White and Chinese
- Irish
- Arab



Religion or Belief %



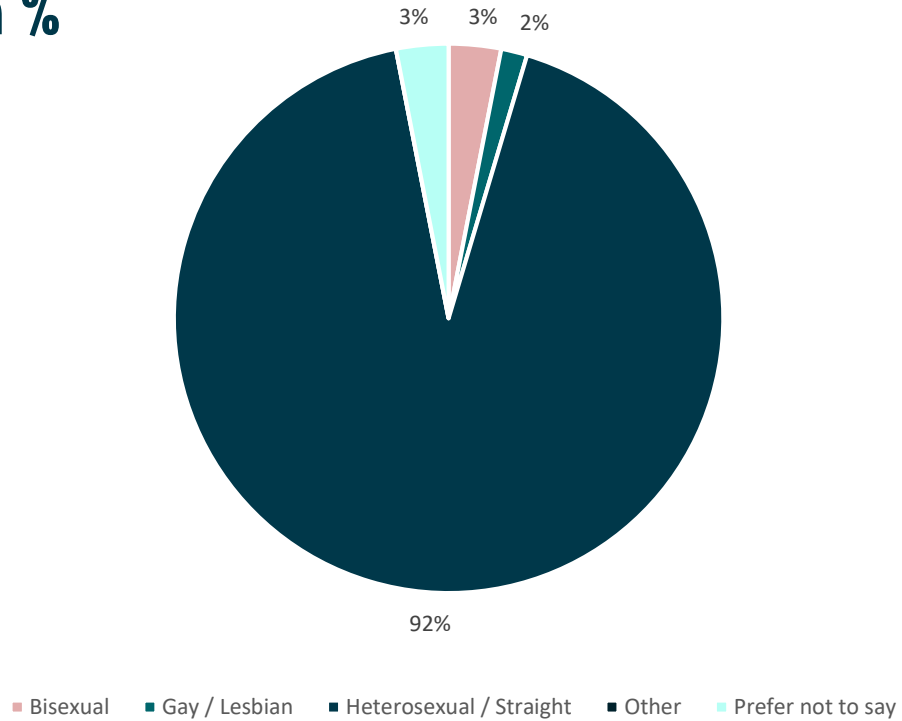
■ No religion or belief/Atheist
■ Hindu
■ Sikh

■ Buddhist
■ Jewish
■ Any other religion or belief

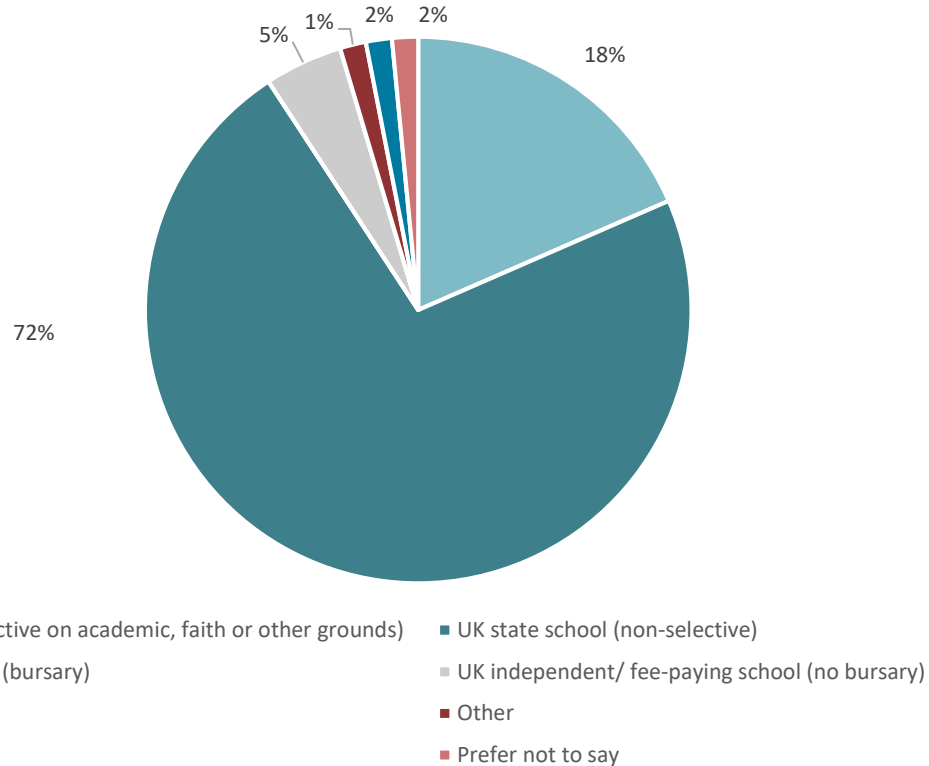
■ Christian
■ Muslim
■ Prefer not to say



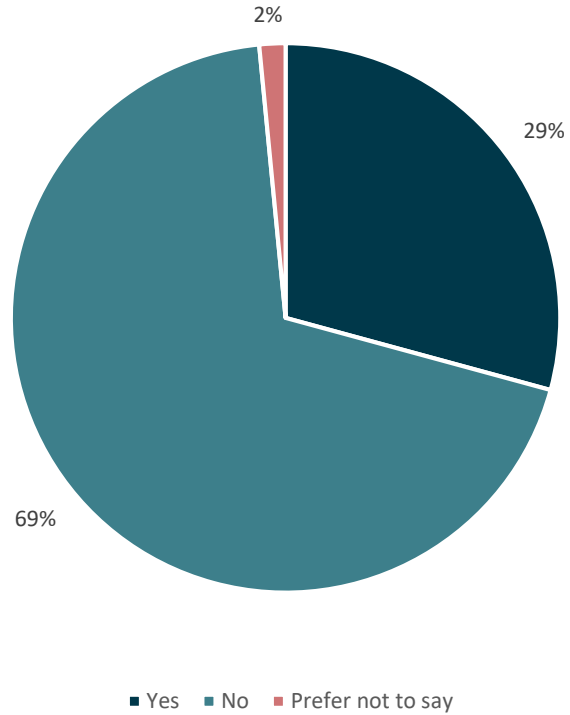
Sexual Orientation %



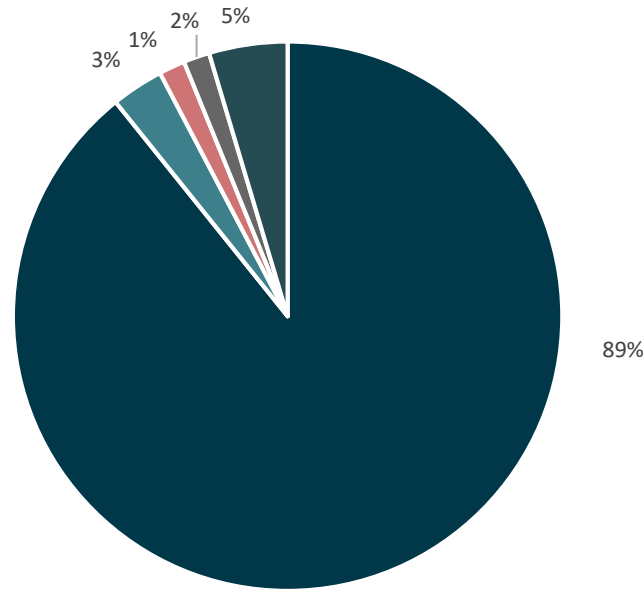
School Band %



Primary carer of child(ren) under 18 yrs %



Long term carer for someone of physical / mental health %



■ No ■ Yes, 1 - 19 hours a week ■ Yes, 20 - 49 hours a week ■ Yes, 50 or more hours a week ■ Prefer not to say



