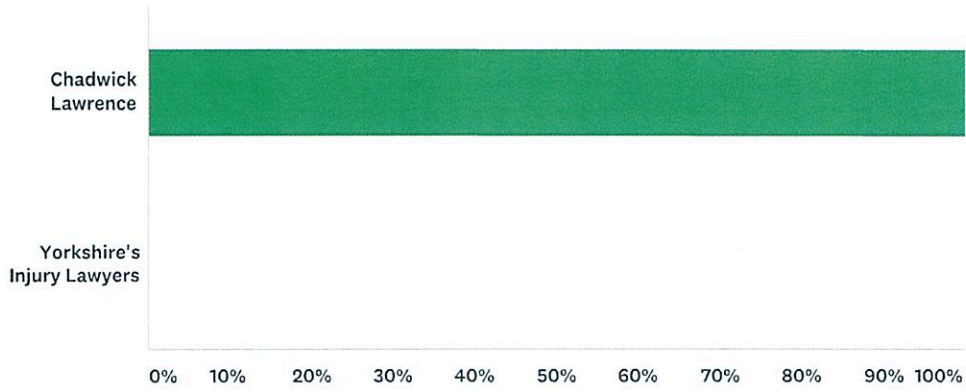


DIVERSITY QUESTIONNAIRE 2019

Q1 Which firm do you work for?

Answered: 119 Skipped: 0



ANSWER CHOICES

RESPONSES

Chadwick Lawrence	100.00%	119
Yorkshire's Injury Lawyers	0.00%	0
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q2 Select one category which best describes your role in the firm.
 (Reference to solicitors includes Registered European Lawyers and Registered Foreign Lawyers.)

Answered: 119 Skipped: 0



ANSWER CHOICES	RESPONSES	
Solicitor partner (sole practitioner, member or director)	10.08%	12
Solicitor (not partner)	9.24%	11
Other fee earning role	13.45%	16
Role directly supporting a fee earner	32.77%	39

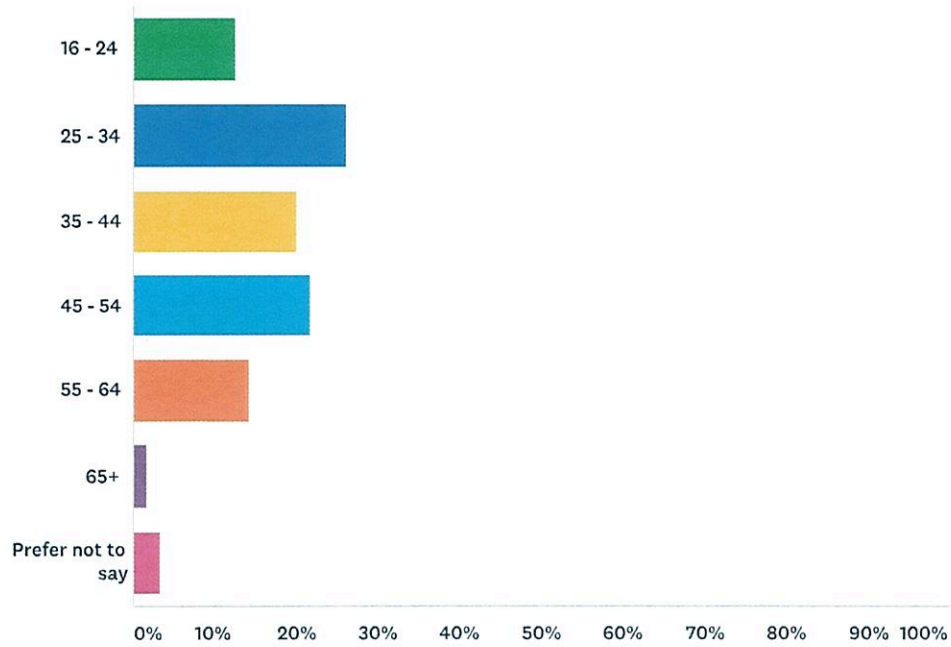
DIVERSITY QUESTIONNAIRE 2019

Managerial role	8.40%	10
IT/HR/other corporate services role	13.45%	16
Barrister	0.00%	0
Chartered Legal Executive (Fellow)/CILEx Practitioner	0.84%	1
Licensed Conveyancer	0.84%	1
Patent or Trade Mark Attorney	0.00%	0
Costs Lawyer	0.00%	0
Notary	0.84%	1
Prefer not to say	10.08%	12
Total Respondents: 119		

DIVERSITY QUESTIONNAIRE 2019

Q3 Which age category are you in?

Answered: 119 Skipped: 0



ANSWER CHOICES

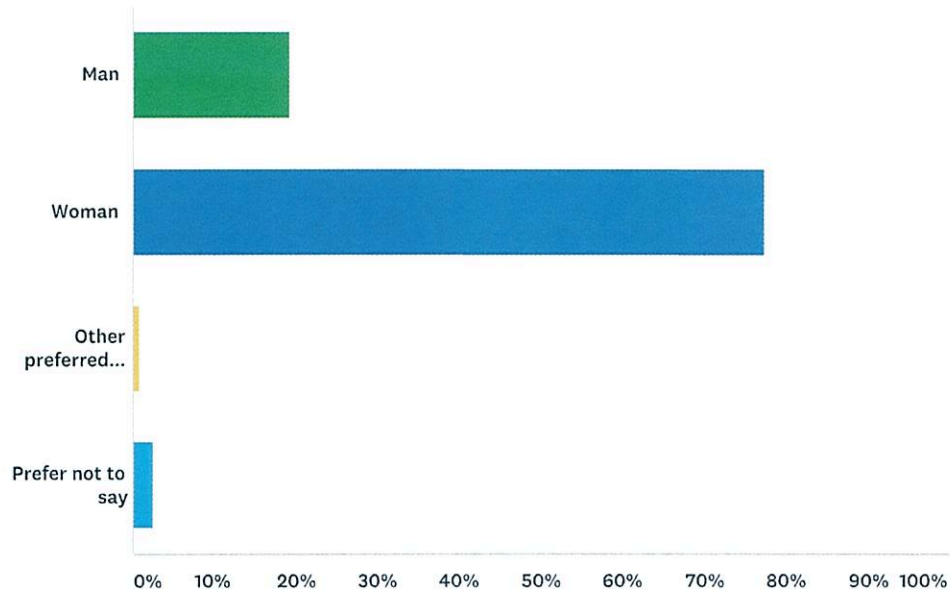
RESPONSES

16 - 24	12.61%	15
25 - 34	26.05%	31
35 - 44	20.17%	24
45 - 54	21.85%	26
55 - 64	14.29%	17
65+	1.68%	2
Prefer not to say	3.36%	4
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q4 Which gender do you identify with?

Answered: 119 Skipped: 0

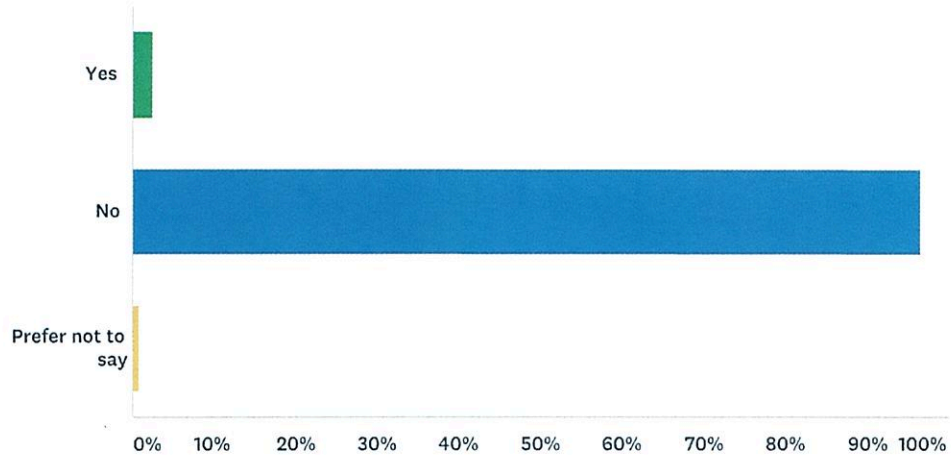


ANSWER CHOICES	RESPONSES	
Man	19.33%	23
Woman	77.31%	92
Other preferred description	0.84%	1
Prefer not to say	2.52%	3
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q5 Do you consider your gender identity to be different from your registered sex at birth?

Answered: 119 Skipped: 0

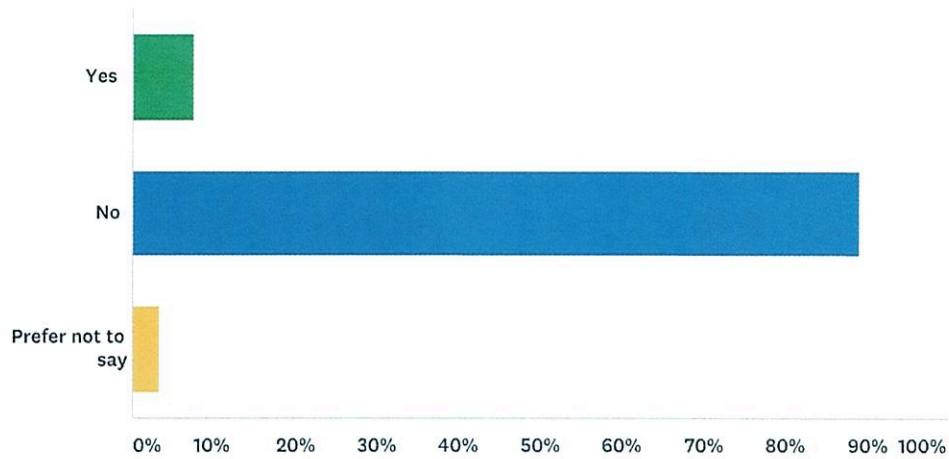


ANSWER CHOICES	RESPONSES	
Yes	2.52%	3
No	96.64%	115
Prefer not to say	0.84%	1
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q6 Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

Answered: 119 Skipped: 0

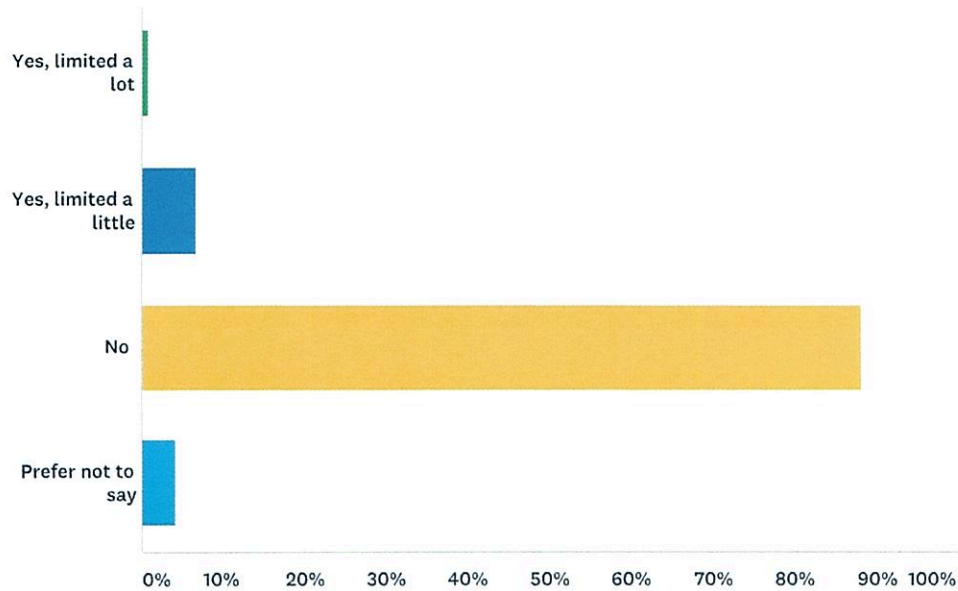


ANSWER CHOICES	RESPONSES	
Yes	7.56%	9
No	89.08%	106
Prefer not to say	3.36%	4
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q7 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: 119 Skipped: 0

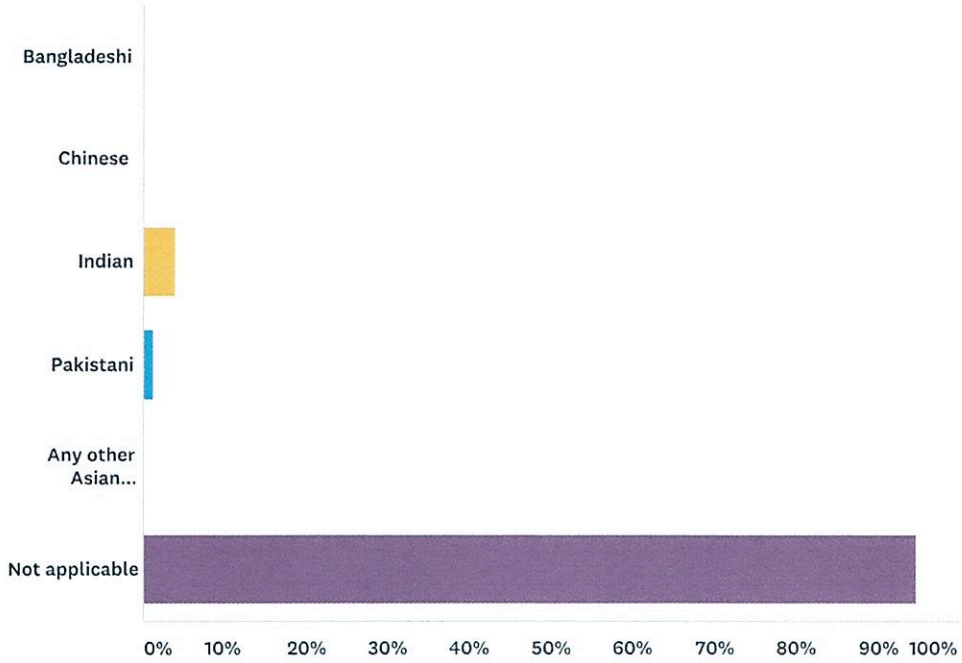


ANSWER CHOICES	RESPONSES	
Yes, limited a lot	0.84%	1
Yes, limited a little	6.72%	8
No	88.24%	105
Prefer not to say	4.20%	5
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q8 Asian/Asian British

Answered: 76 Skipped: 43

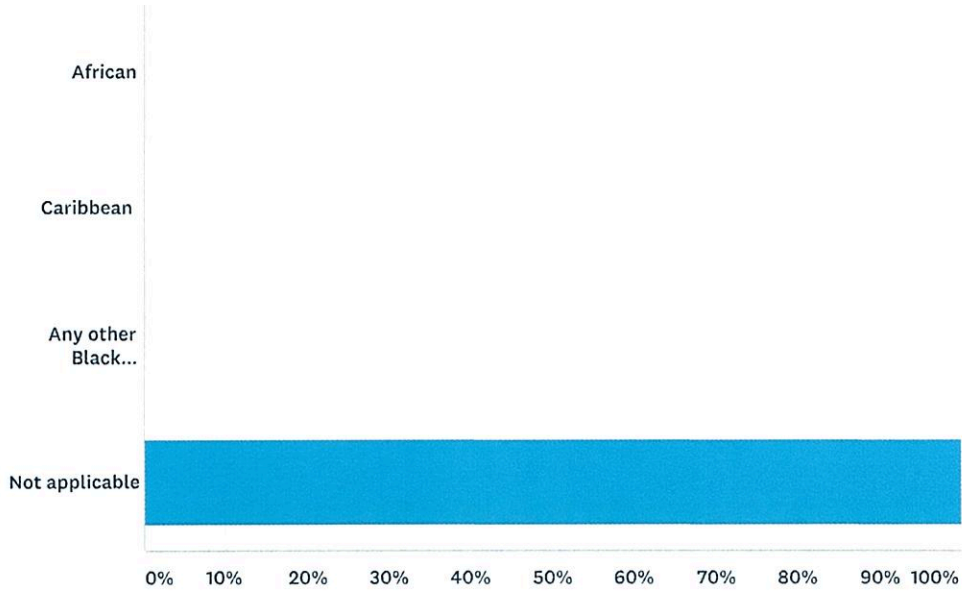


ANSWER CHOICES	RESPONSES	
Bangladeshi	0.00%	0
Chinese	0.00%	0
Indian	3.95%	3
Pakistani	1.32%	1
Any other Asian background	0.00%	0
Not applicable	94.74%	72
Total Respondents: 76		

DIVERSITY QUESTIONNAIRE 2019

Q9 Black/Black British

Answered: 74 Skipped: 45

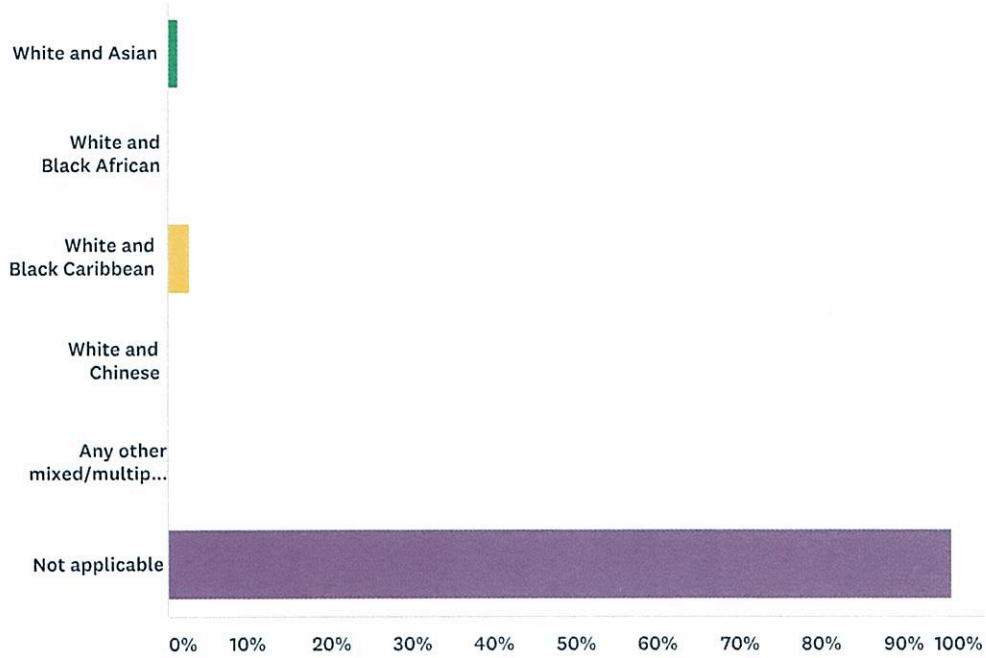


ANSWER CHOICES	RESPONSES	
African	0.00%	0
Caribbean	0.00%	0
Any other Black background	0.00%	0
Not applicable	100.00%	74
Total Respondents: 74		

DIVERSITY QUESTIONNAIRE 2019

Q10 Mixed/multiple ethnic groups

Answered: 74 Skipped: 45

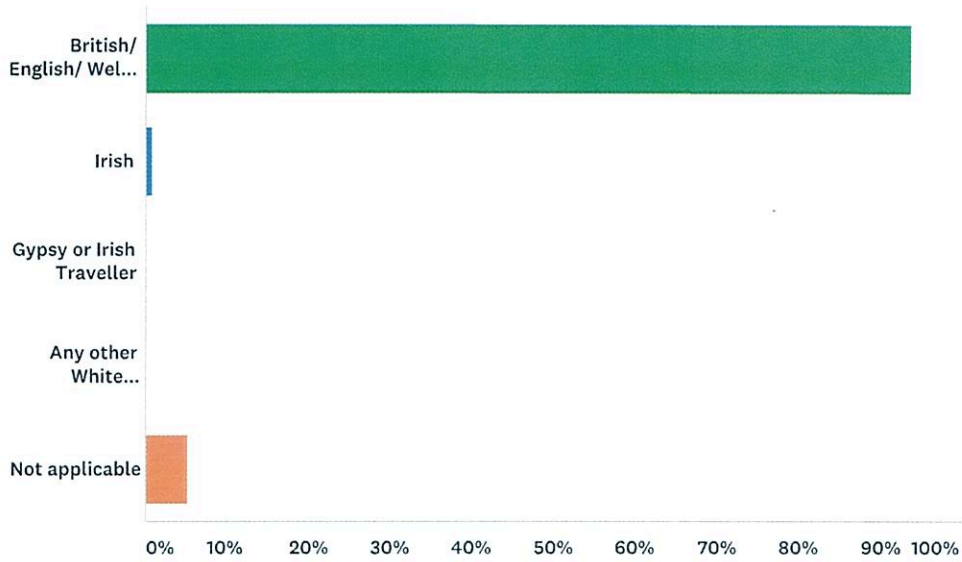


ANSWER CHOICES	RESPONSES	
White and Asian	1.35%	1
White and Black African	0.00%	0
White and Black Caribbean	2.70%	2
White and Chinese	0.00%	0
Any other mixed/multiple ethnic background	0.00%	0
Not applicable	95.95%	71
Total Respondents: 74		

DIVERSITY QUESTIONNAIRE 2019

Q11 White

Answered: 115 Skipped: 4

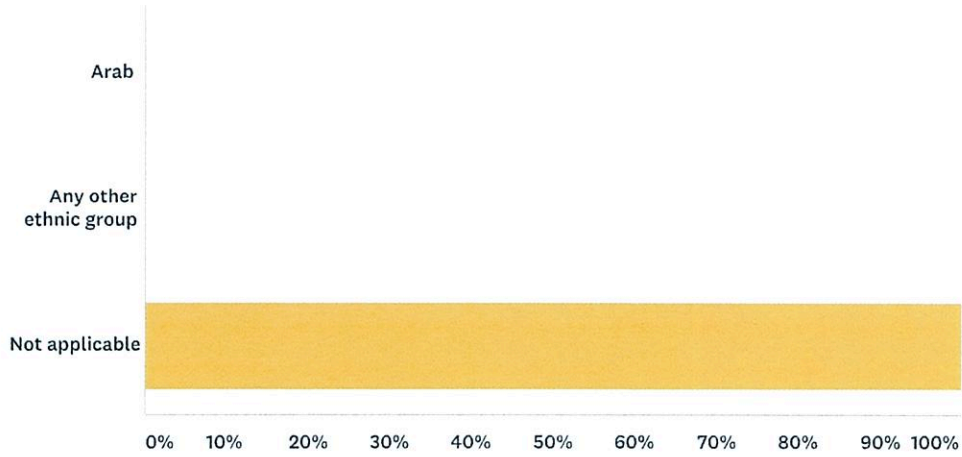


ANSWER CHOICES	RESPONSES	
British/ English/ Welsh/ Northern Irish/ Scottish	93.91%	108
Irish	0.87%	1
Gypsy or Irish Traveller	0.00%	0
Any other White background	0.00%	0
Not applicable	5.22%	6
Total Respondents: 115		

DIVERSITY QUESTIONNAIRE 2019

Q12 Other ethnic group

Answered: 79 Skipped: 40

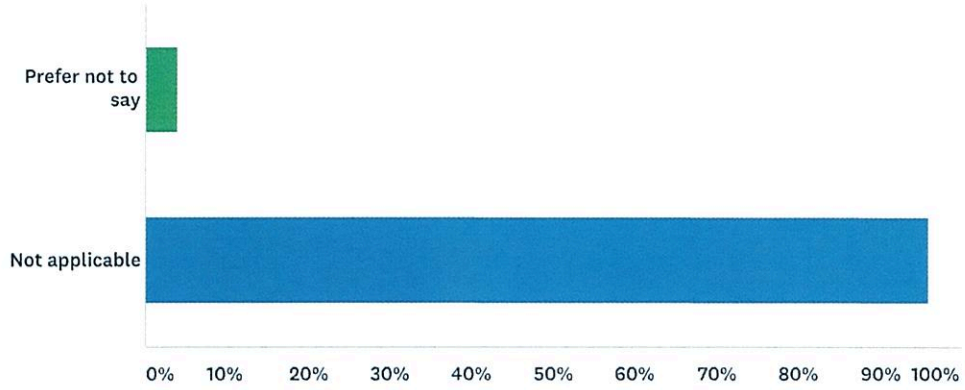


ANSWER CHOICES	RESPONSES	
Arab	0.00%	0
Any other ethnic group	0.00%	0
Not applicable	100.00%	79
Total Respondents: 79		

DIVERSITY QUESTIONNAIRE 2019

Q13 Prefer not to say

Answered: 77 Skipped: 42



ANSWER CHOICES

RESPONSES

Prefer not to say

3.90%

3

Not applicable

96.10%

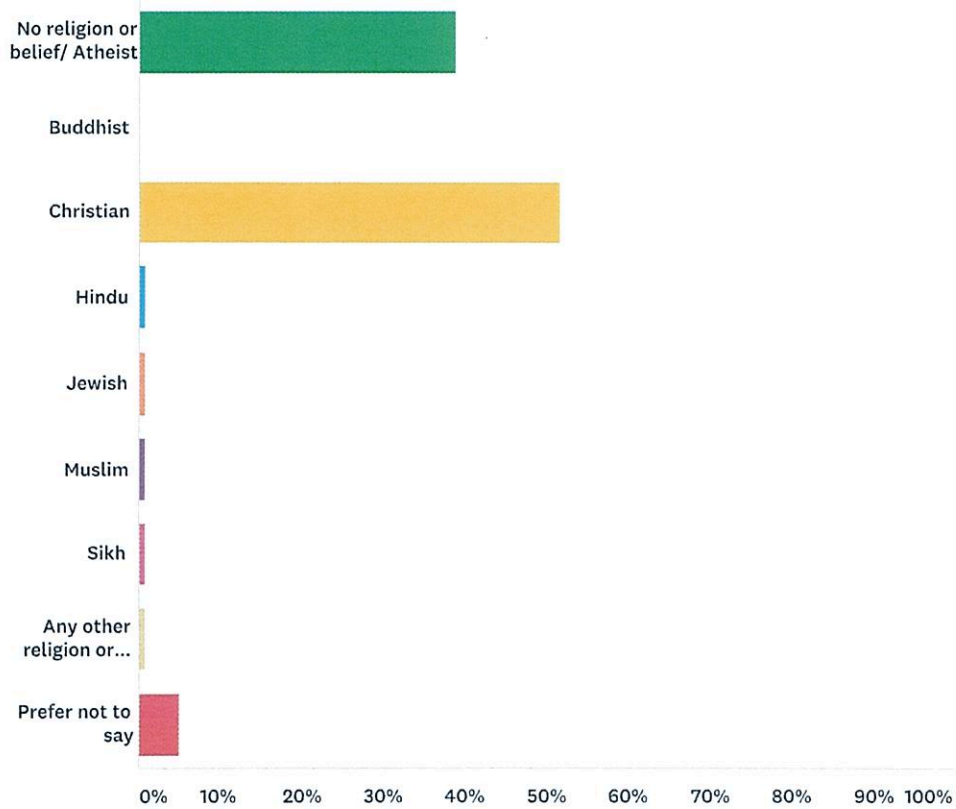
74

Total Respondents: 77

DIVERSITY QUESTIONNAIRE 2019

Q14 What is your religion or belief?

Answered: 118 Skipped: 1

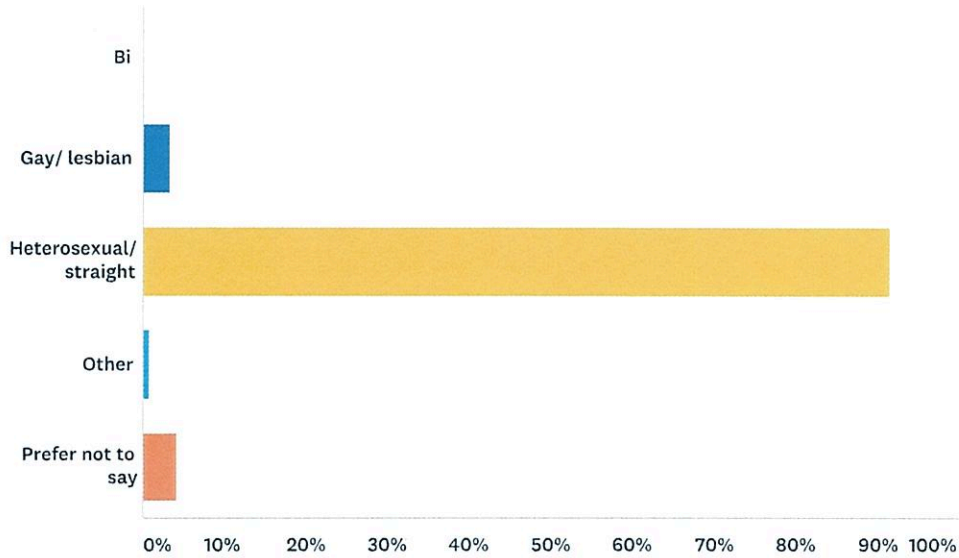


ANSWER CHOICES	RESPONSES	
No religion or belief/ Atheist	38.98%	46
Buddhist	0.00%	0
Christian	51.69%	61
Hindu	0.85%	1
Jewish	0.85%	1
Muslim	0.85%	1
Sikh	0.85%	1
Any other religion or belief	0.85%	1
Prefer not to say	5.08%	6
Total Respondents: 118		

DIVERSITY QUESTIONNAIRE 2019

Q15 What is your sexual orientation?

Answered: 119 Skipped: 0

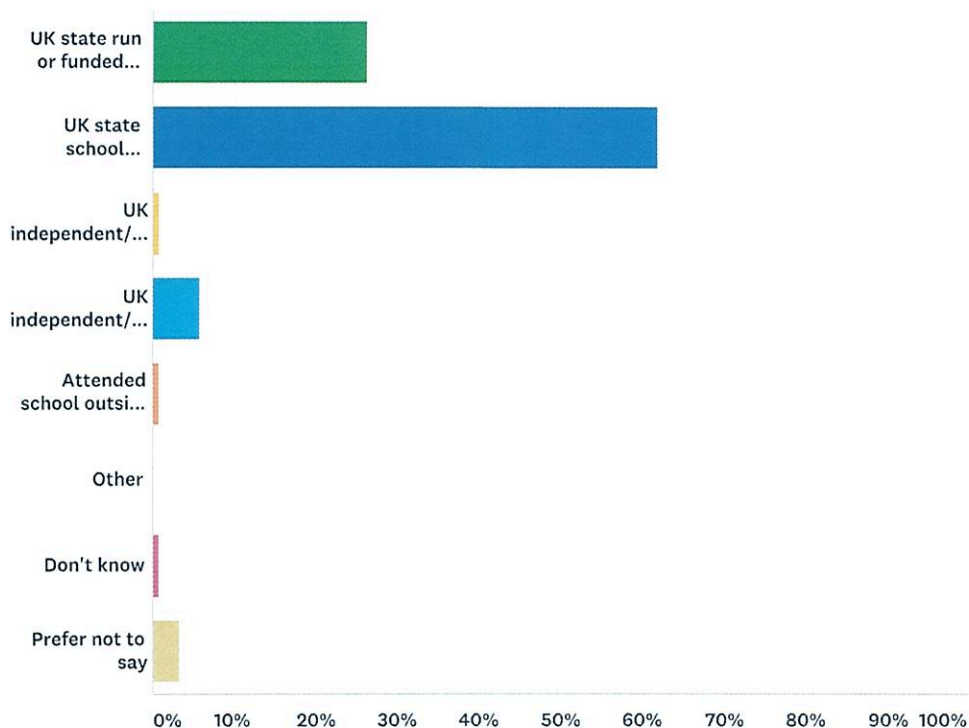


ANSWER CHOICES	RESPONSES	
Bi	0.00%	0
Gay/ lesbian	3.36%	4
Heterosexual/ straight	91.60%	109
Other	0.84%	1
Prefer not to say	4.20%	5
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q16 What type of school did you mainly attend between the ages of 11 and 16? (If you changed schools, please base your answer on the last 2 years of your education.)

Answered: 118 Skipped: 1

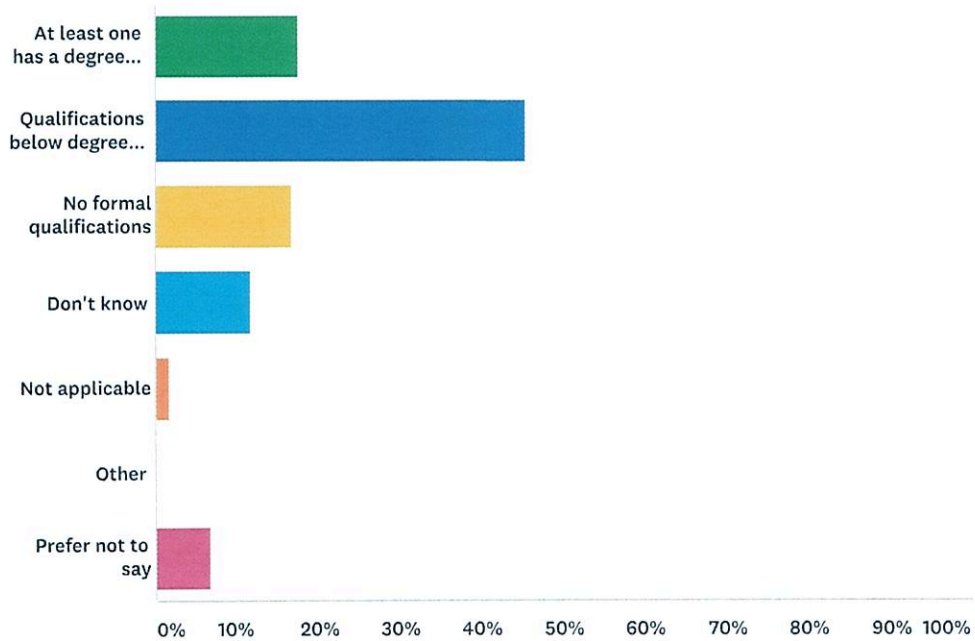


ANSWER CHOICES	RESPONSES	
UK state run or funded school (selective on academic, faith or other grounds)	26.27%	31
UK state school (non-selective)	61.86%	73
UK independent/ fee-paying school (bursary)	0.85%	1
UK independent/ fee-paying school (no bursary)	5.93%	7
Attended school outside the UK	0.85%	1
Other	0.00%	0
Don't know	0.85%	1
Prefer not to say	3.39%	4
Total Respondents: 118		

DIVERSITY QUESTIONNAIRE 2019

Q17 What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

Answered: 119 Skipped: 0

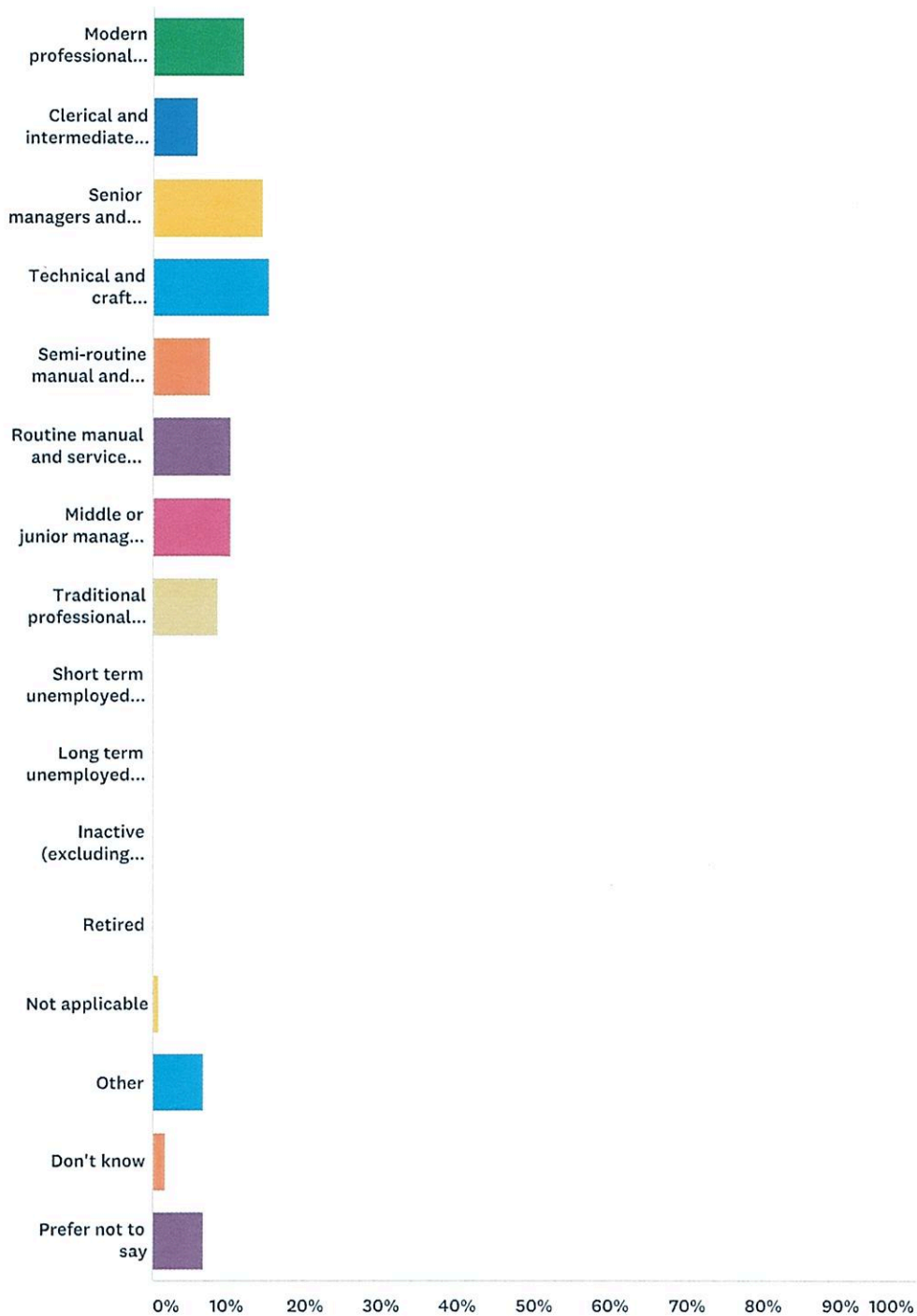


ANSWER CHOICES	RESPONSES	
At least one has a degree level qualification	17.65%	21
Qualifications below degree level	45.38%	54
No formal qualifications	16.81%	20
Don't know	11.76%	14
Not applicable	1.68%	2
Other	0.00%	0
Prefer not to say	6.72%	8
TOTAL		119

DIVERSITY QUESTIONNAIRE 2019

Q18 Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

Answered: 118 Skipped: 1



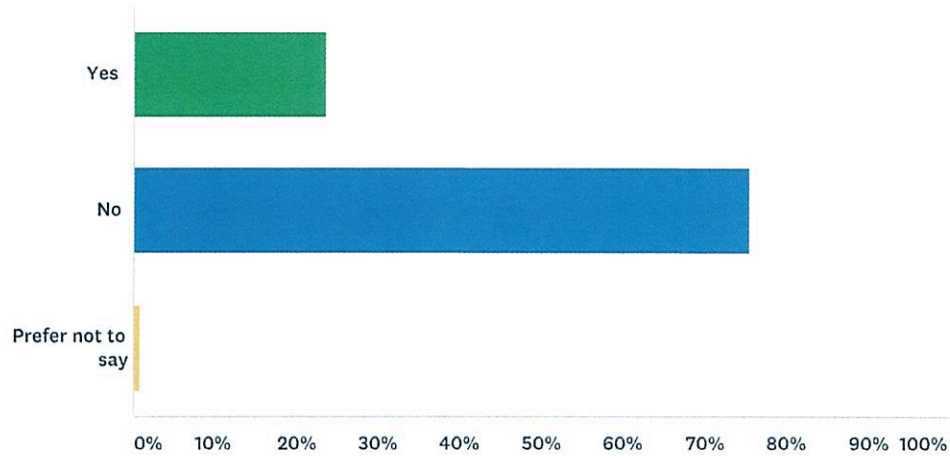
DIVERSITY QUESTIONNAIRE 2019

ANSWER CHOICES	RESPONSES	
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	11.86%	14
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5.93%	7
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	14.41%	17
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	15.25%	18
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	7.63%	9
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/ waitress, bar staff	10.17%	12
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	10.17%	12
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	8.47%	10
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0.00%	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0
Inactive (excluding those that are retired)	0.00%	0
Retired	0.00%	0
Not applicable	0.85%	1
Other	6.78%	8
Don't know	1.69%	2
Prefer not to say	6.78%	8
Total Respondents: 118		

DIVERSITY QUESTIONNAIRE 2019

Q19 Are you a primary carer for a child or children under 18?

Answered: 118 Skipped: 1



ANSWER CHOICES

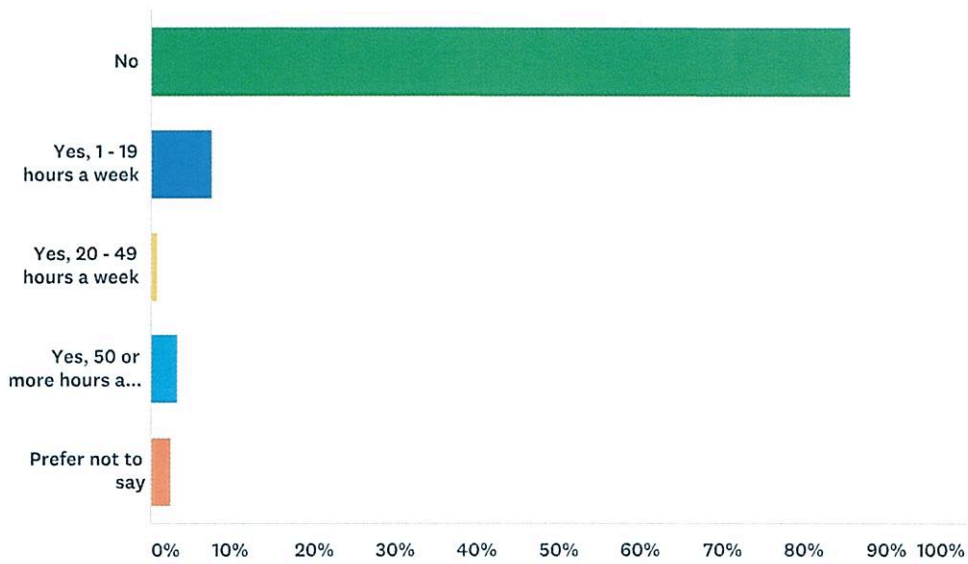
RESPONSES

Yes	23.73%	28
No	75.42%	89
Prefer not to say	0.85%	1
TOTAL		118

DIVERSITY QUESTIONNAIRE 2019

Q20 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)?

Answered: 119 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	85.71%	102
Yes, 1 - 19 hours a week	7.56%	9
Yes, 20 - 49 hours a week	0.84%	1
Yes, 50 or more hours a week	3.36%	4
Prefer not to say	2.52%	3
TOTAL		119