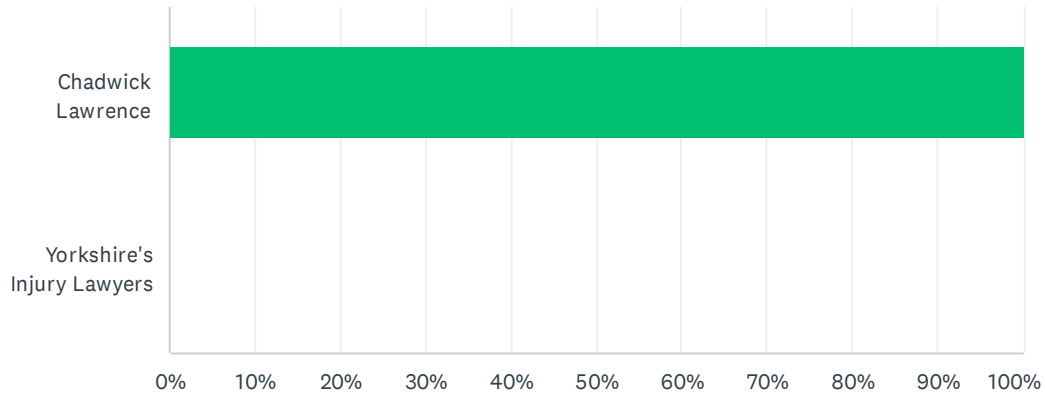


## Q1 Which firm do you work for?

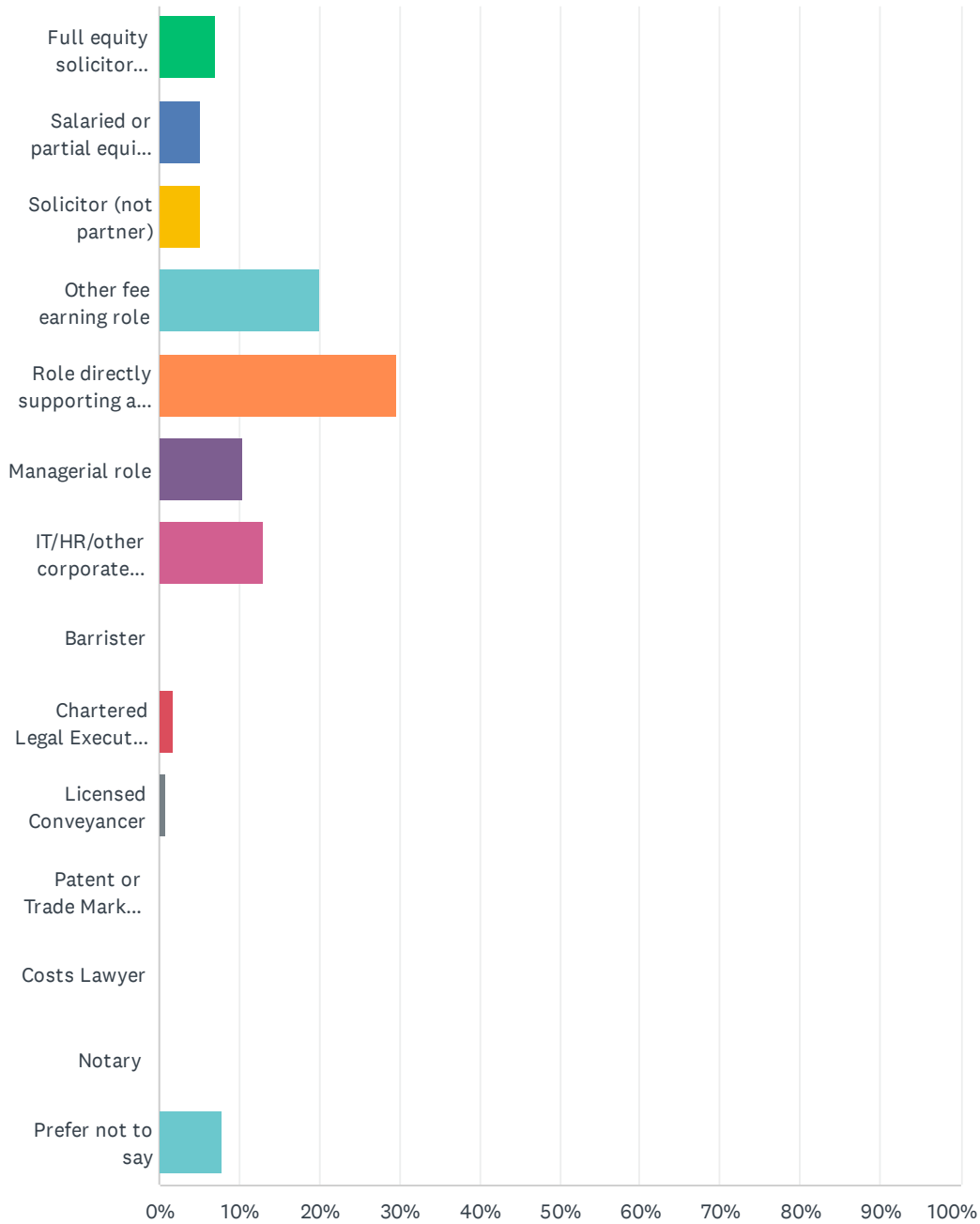
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
Chadwick Lawrence	100.00%	115
Yorkshire's Injury Lawyers	0.00%	0
<b>TOTAL</b>		<b>115</b>

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

Answered: 115 Skipped: 0

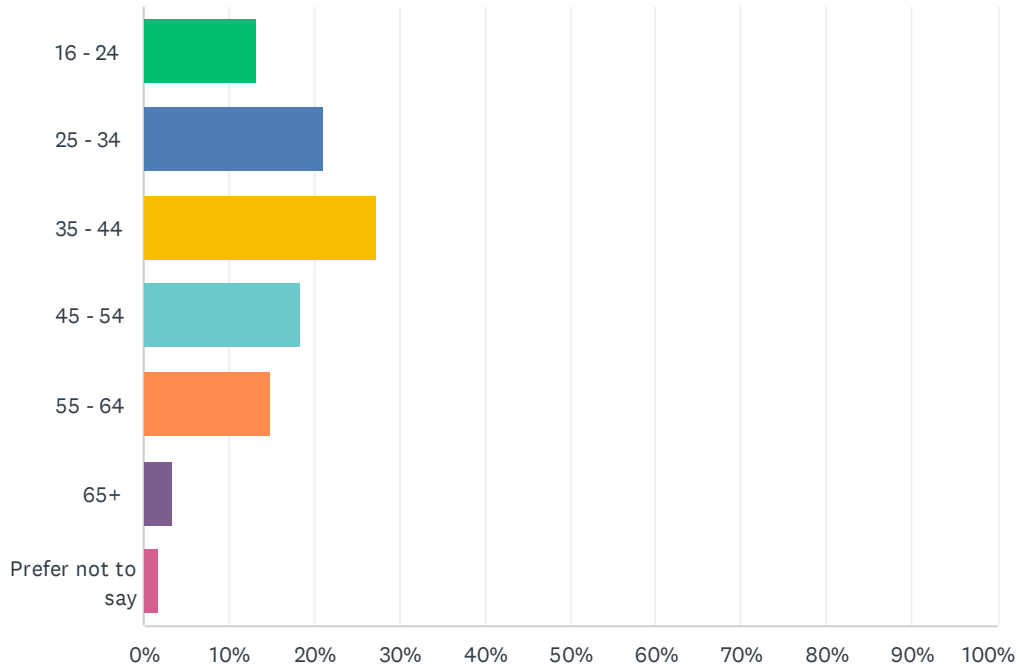


## Equality and Diversity Questionnaire 2023

ANSWER CHOICES	RESPONSES	
Full equity solicitor partners	6.96%	8
Salaried or partial equity solicitor partners	5.22%	6
Solicitor (not partner)	5.22%	6
Other fee earning role	20.00%	23
Role directly supporting a fee earner	29.57%	34
Managerial role	10.43%	12
IT/HR/other corporate services role	13.04%	15
Barrister	0.00%	0
Chartered Legal Executive (Fellow)/CILEx Practitioner	1.74%	2
Licensed Conveyancer	0.87%	1
Patent or Trade Mark Attorney	0.00%	0
Costs Lawyer	0.00%	0
Notary	0.00%	0
Prefer not to say	7.83%	9
<b>Total Respondents: 115</b>		

### Q3 Which age category are you in?

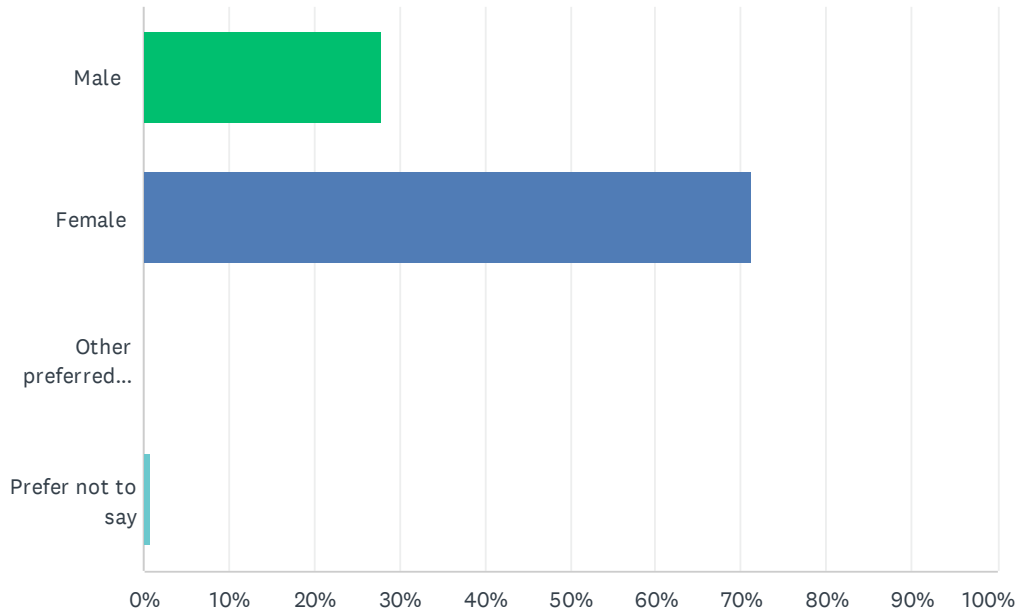
Answered: 114 Skipped: 1



ANSWER CHOICES	RESPONSES	
16 - 24	13.16%	15
25 - 34	21.05%	24
35 - 44	27.19%	31
45 - 54	18.42%	21
55 - 64	14.91%	17
65+	3.51%	4
Prefer not to say	1.75%	2
<b>TOTAL</b>		<b>114</b>

## Q4 What is your sex?

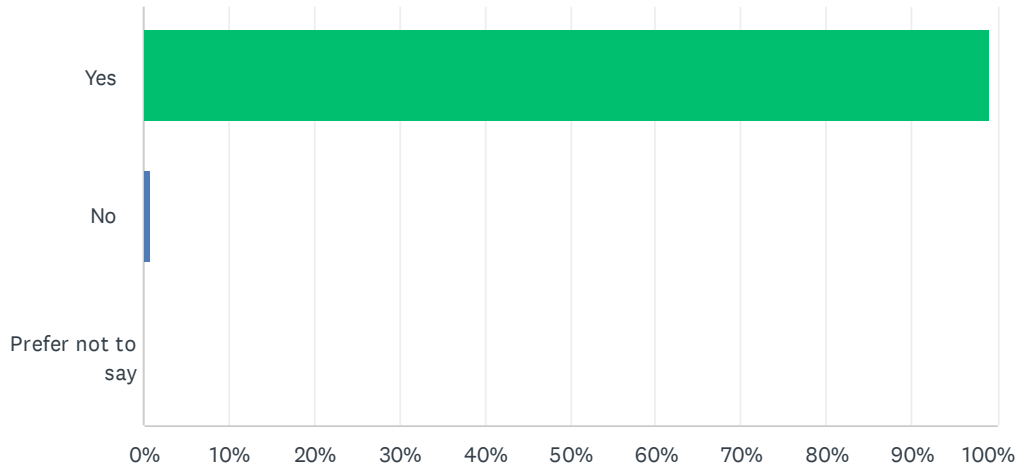
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	27.83%	32
Female	71.30%	82
Other preferred description	0.00%	0
Prefer not to say	0.87%	1
<b>TOTAL</b>		<b>115</b>

## Q5 Is the gender you identify with the same as your sex registered at birth?

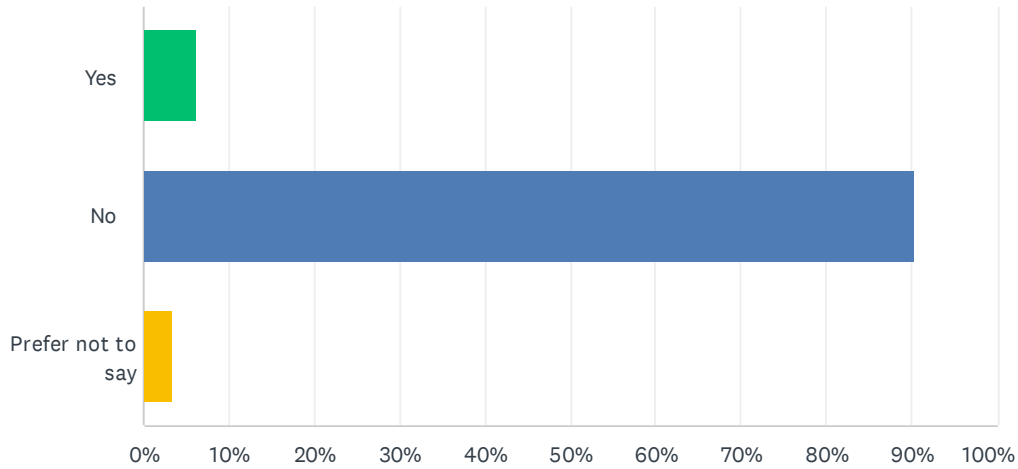
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	99.13%	114
No	0.87%	1
Prefer not to say	0.00%	0
<b>TOTAL</b>		<b>115</b>

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

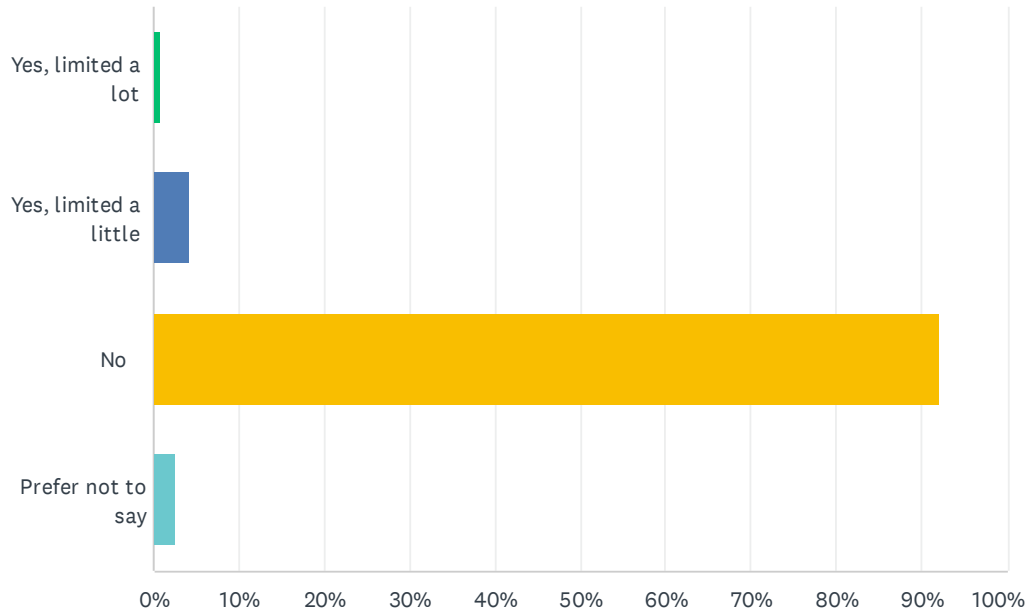
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES
Yes	6.09% 7
No	90.43% 104
Prefer not to say	3.48% 4
TOTAL	115

## 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: 115 Skipped: 0

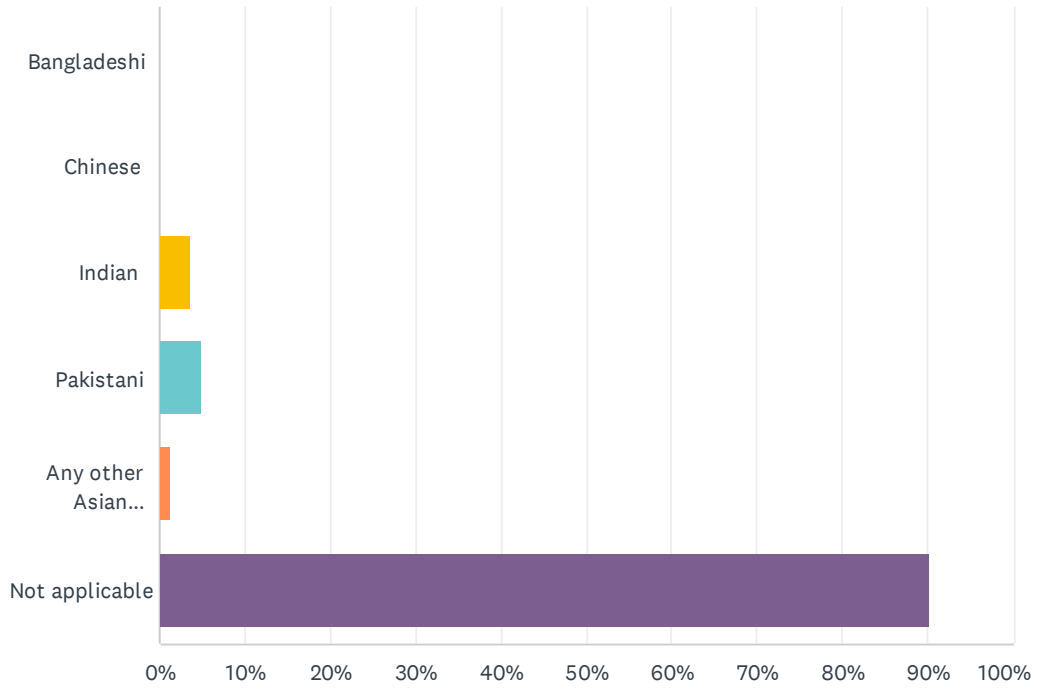


ANSWER CHOICES	RESPONSES	
Yes, limited a lot	0.87%	1
Yes, limited a little	4.35%	5
No	92.17%	106
Prefer not to say	2.61%	3
<b>TOTAL</b>		<b>115</b>



## Q8 Asian/Asian British

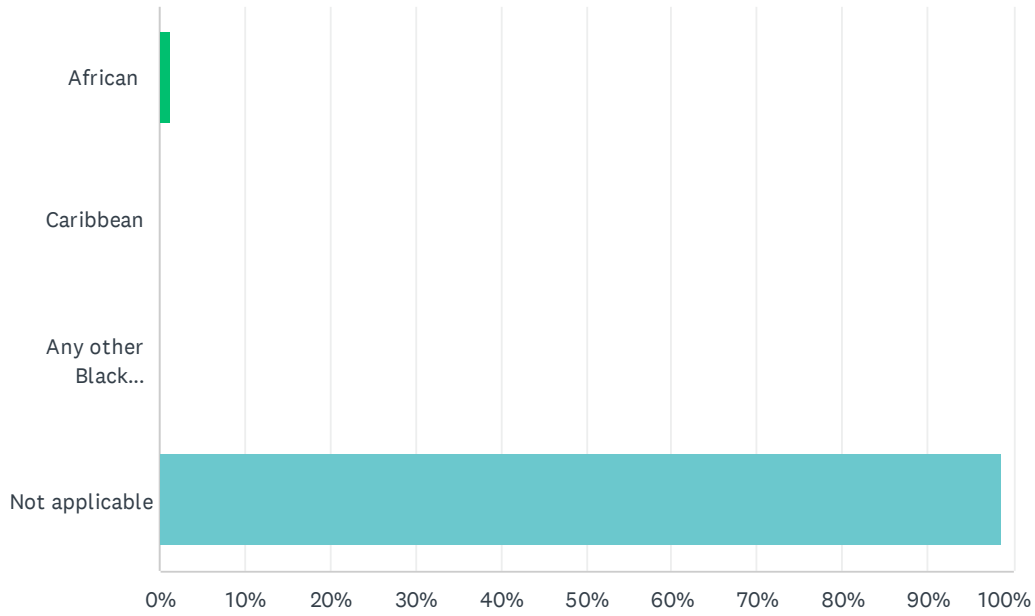
Answered: 81 Skipped: 34



ANSWER CHOICES	RESPONSES
Bangladeshi	0.00% 0
Chinese	0.00% 0
Indian	3.70% 3
Pakistani	4.94% 4
Any other Asian background	1.23% 1
Not applicable	90.12% 73
Total Respondents: 81	

## Q9 Black/Black British

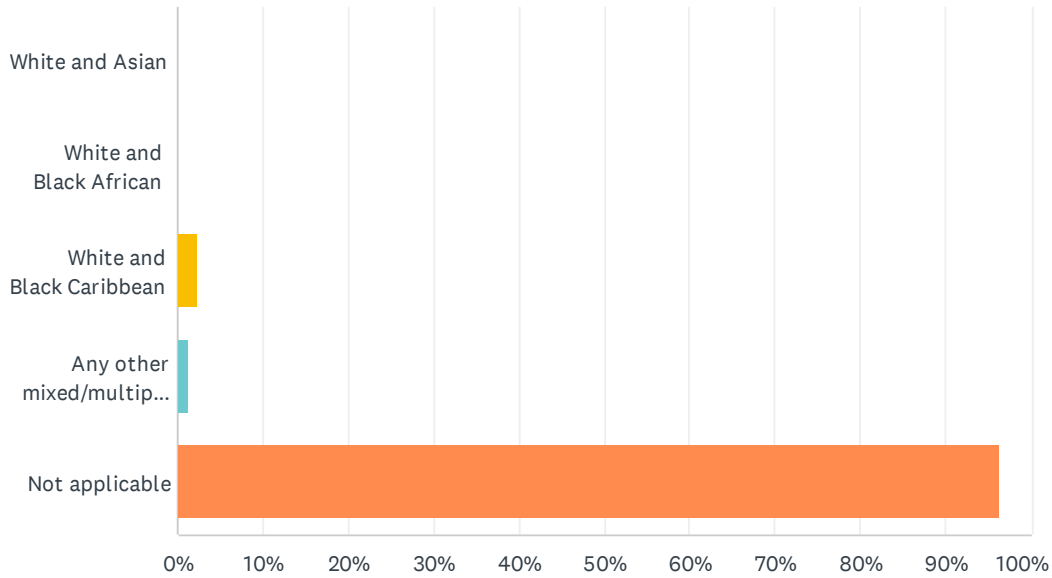
Answered: 80 Skipped: 35



ANSWER CHOICES	RESPONSES
African	1.25% 1
Caribbean	0.00% 0
Any other Black background	0.00% 0
Not applicable	98.75% 79
Total Respondents: 80	

## Q10 Mixed/multiple ethnic groups

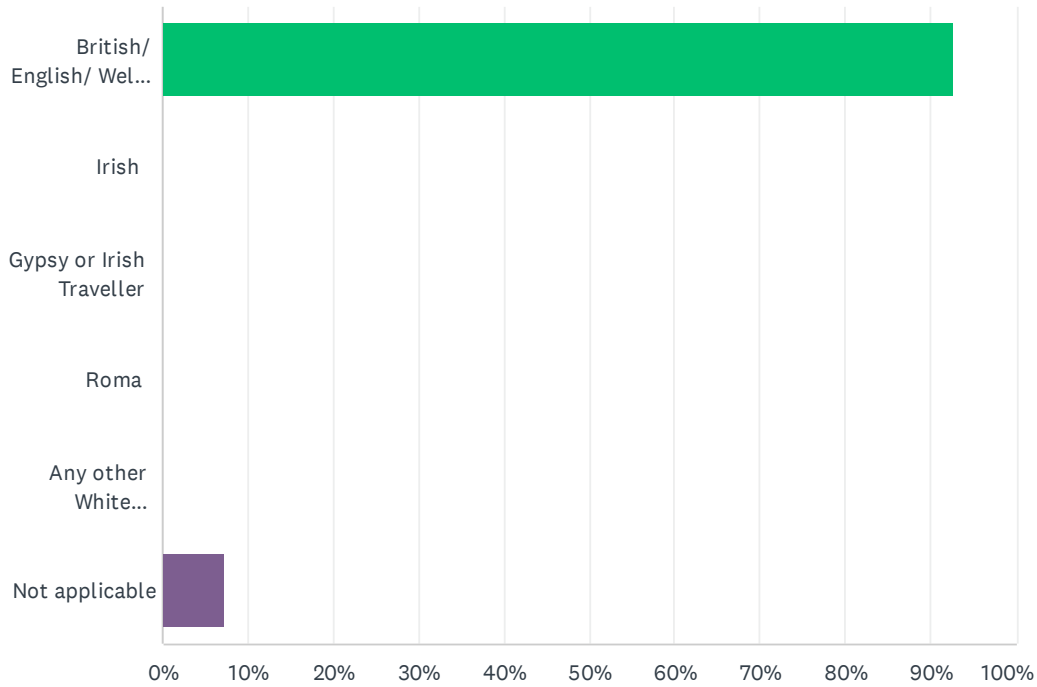
Answered: 83 Skipped: 32



ANSWER CHOICES	RESPONSES	
White and Asian	0.00%	0
White and Black African	0.00%	0
White and Black Caribbean	2.41%	2
Any other mixed/multiple ethnic background	1.20%	1
Not applicable	96.39%	80
Total Respondents: 83		

## Q11 White

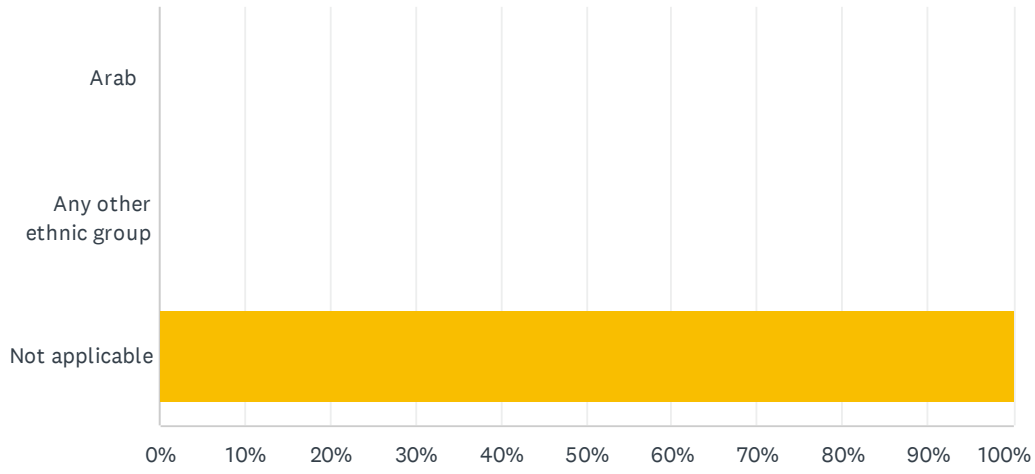
Answered: 111 Skipped: 4



ANSWER CHOICES	RESPONSES	
British/ English/ Welsh/ Northern Irish/ Scottish	92.79%	103
Irish	0.00%	0
Gypsy or Irish Traveller	0.00%	0
Roma	0.00%	0
Any other White background	0.00%	0
Not applicable	7.21%	8
Total Respondents: 111		

## Q12 Other ethnic group

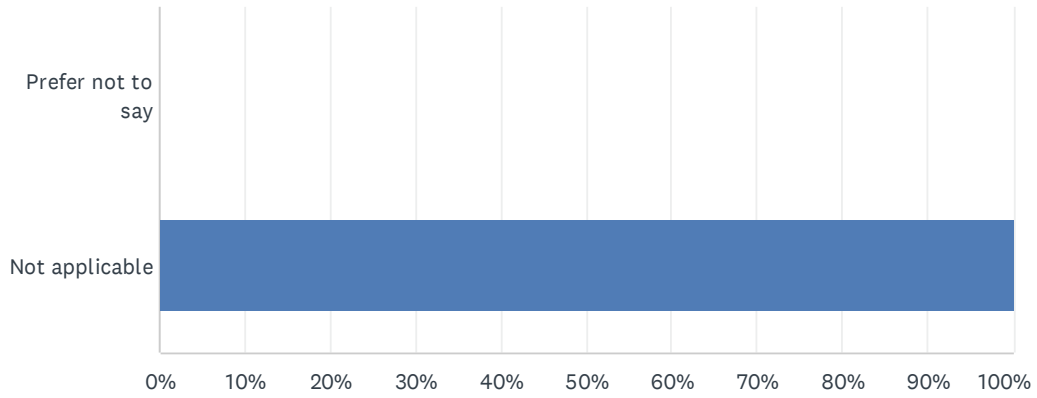
Answered: 84 Skipped: 31



ANSWER CHOICES	RESPONSES
Arab	0.00% 0
Any other ethnic group	0.00% 0
Not applicable	100.00% 84
Total Respondents: 84	

## Q13 Prefer not to say

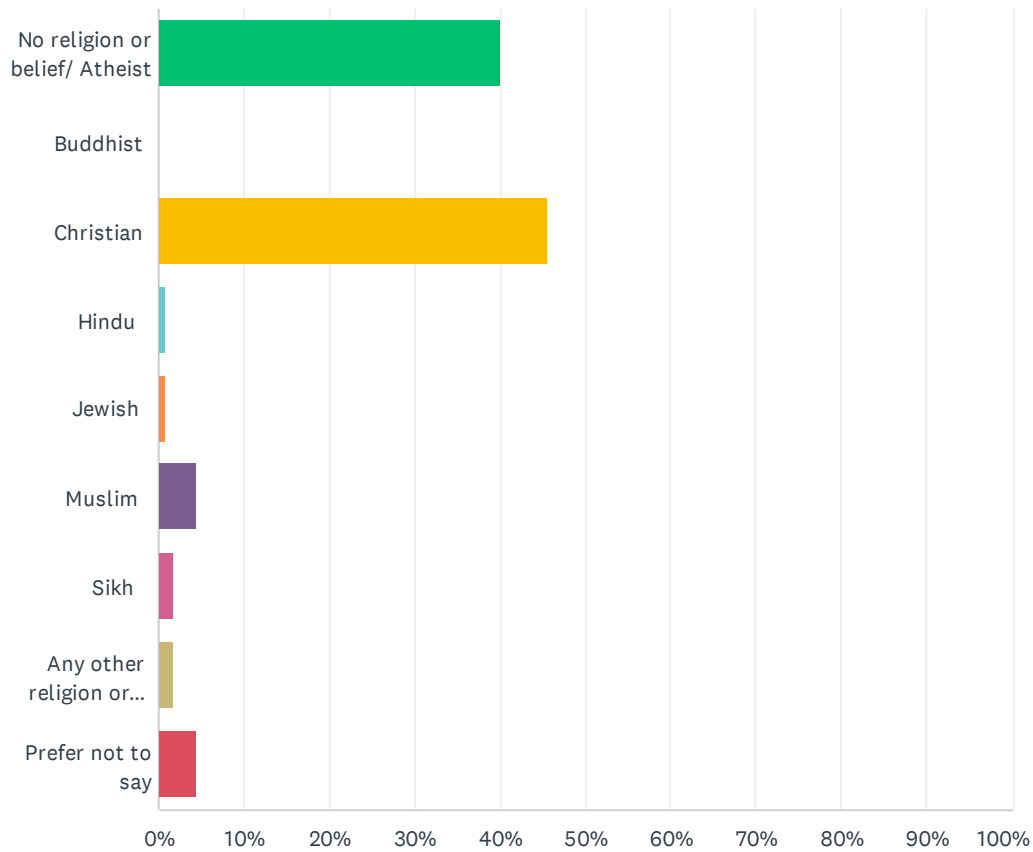
Answered: 81 Skipped: 34



ANSWER CHOICES	RESPONSES	
Prefer not to say	0.00%	0
Not applicable	100.00%	81
Total Respondents: 81		

## Q14 What is your religion or belief?

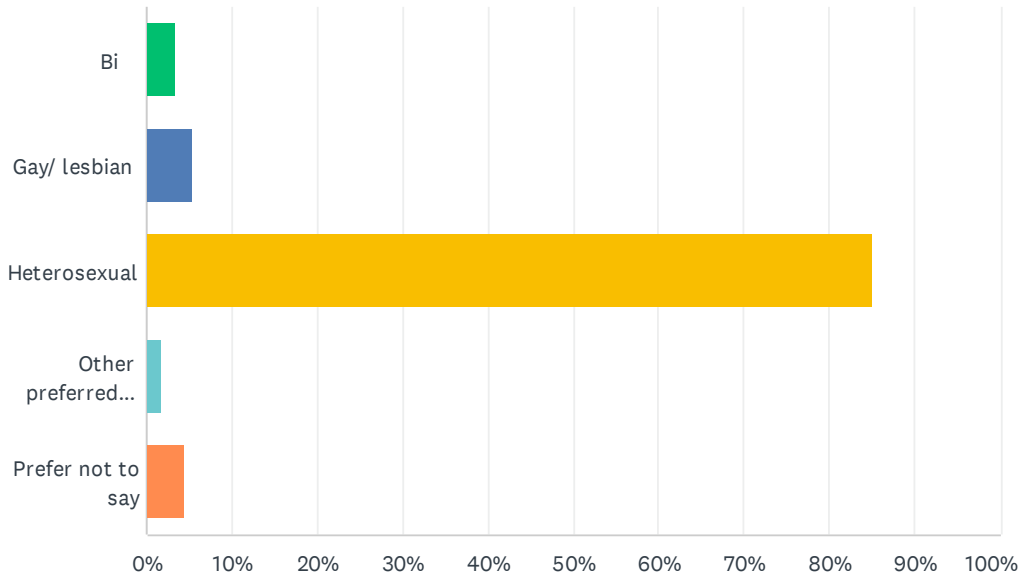
Answered: 112 Skipped: 3



ANSWER CHOICES	RESPONSES	
No religion or belief/ Atheist	40.18%	45
Buddhist	0.00%	0
Christian	45.54%	51
Hindu	0.89%	1
Jewish	0.89%	1
Muslim	4.46%	5
Sikh	1.79%	2
Any other religion or belief	1.79%	2
Prefer not to say	4.46%	5
Total Respondents: 112		

## Q15 What is your sexual orientation?

Answered: 114 Skipped: 1

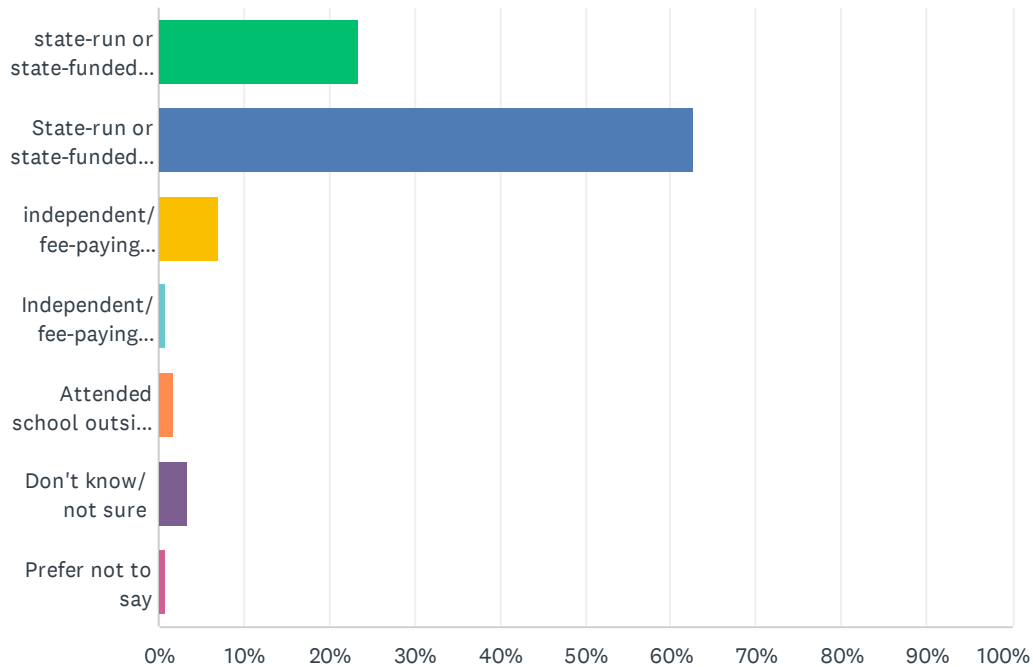


ANSWER CHOICES	RESPONSES	
Bi	3.51%	4
Gay/ lesbian	5.26%	6
Heterosexual	85.09%	97
Other preferred description	1.75%	2
Prefer not to say	4.39%	5
<b>TOTAL</b>		<b>114</b>



**Q16 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 2 years of your education.)**

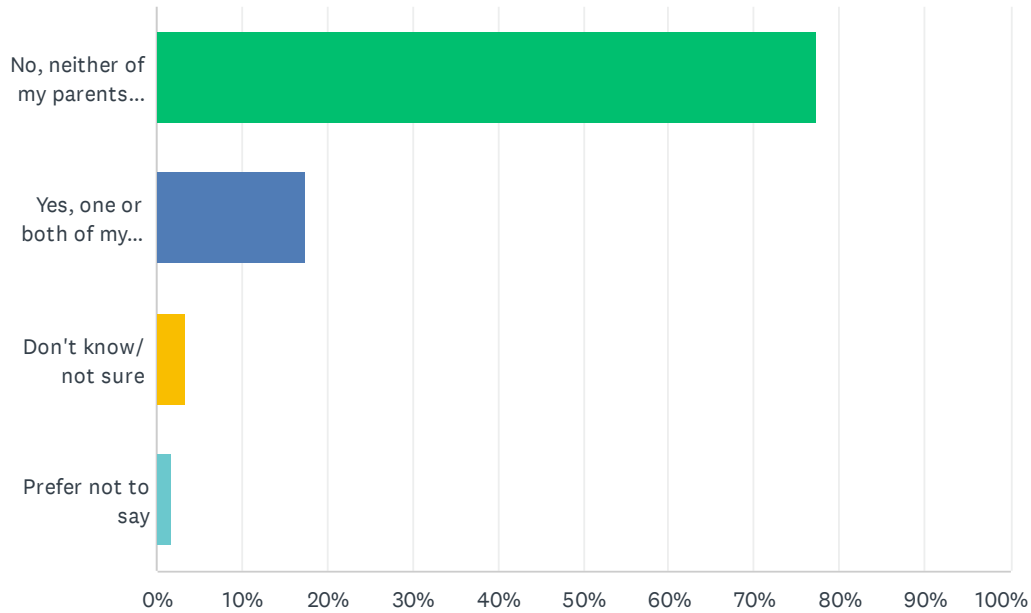
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
state-run or state-funded school (selective on academic, faith or other grounds)	23.48%	27
State-run or state-funded school (non-selective)	62.61%	72
independent/ fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition	6.96%	8
Independent/ fee-paying school, where I received a bursary covering 90% or more of my tuition	0.87%	1
Attended school outside the UK	1.74%	2
Don't know/ not sure	3.48%	4
Prefer not to say	0.87%	1
Total Respondents: 115		

### Q17 Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

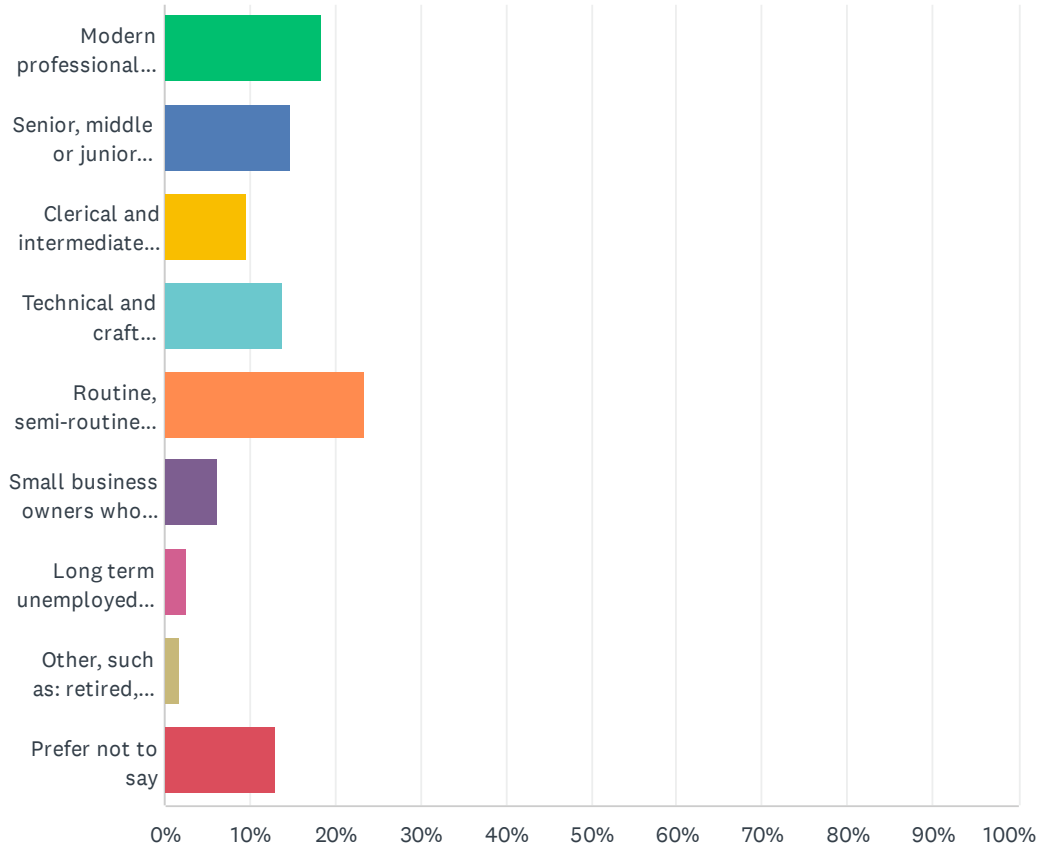
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, neither of my parents attended university	77.39%	89
Yes, one or both of my parents attended university	17.39%	20
Don't know/ not sure	3.48%	4
Prefer not to say	1.74%	2
<b>TOTAL</b>		<b>115</b>

# Q18 What was the occupation of your main household earner when you were about 14?

Answered: 115 Skipped: 0

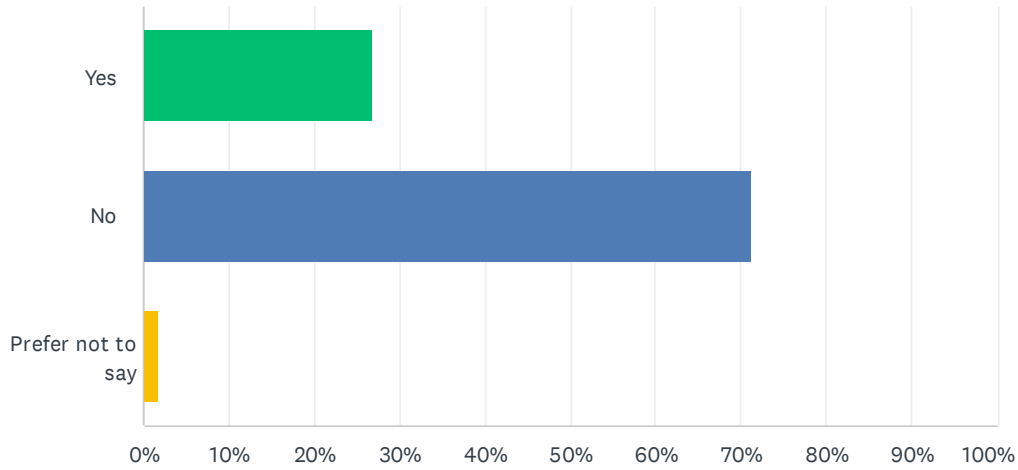


## Equality and Diversity Questionnaire 2023

ANSWER CHOICES	RESPONSES	
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	18.26%	21
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	14.78%	17
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	9.57%	11
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	13.91%	16
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.	23.48%	27
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	6.09%	7
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2.61%	3
Other, such as: retired, this question does not apply to me, I don't know	1.74%	2
Prefer not to say	13.04%	15
Total Respondents: 115		

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

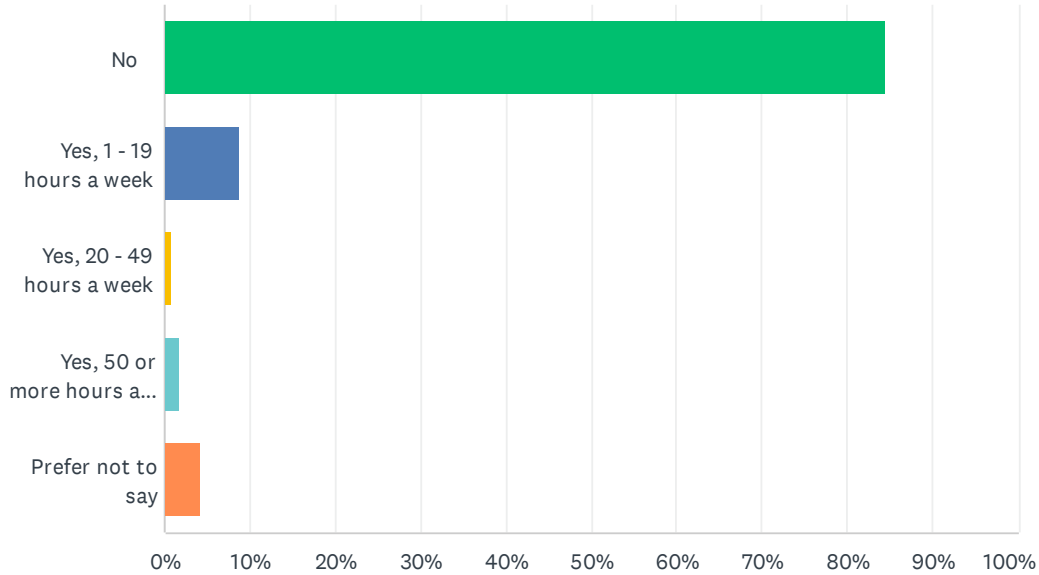
Answered: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	26.96%	31
No	71.30%	82
Prefer not to say	1.74%	2
<b>TOTAL</b>		<b>115</b>

## 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: 115 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	84.35%	97
Yes, 1 - 19 hours a week	8.70%	10
Yes, 20 - 49 hours a week	0.87%	1
Yes, 50 or more hours a week	1.74%	2
Prefer not to say	4.35%	5
<b>TOTAL</b>		<b>115</b>