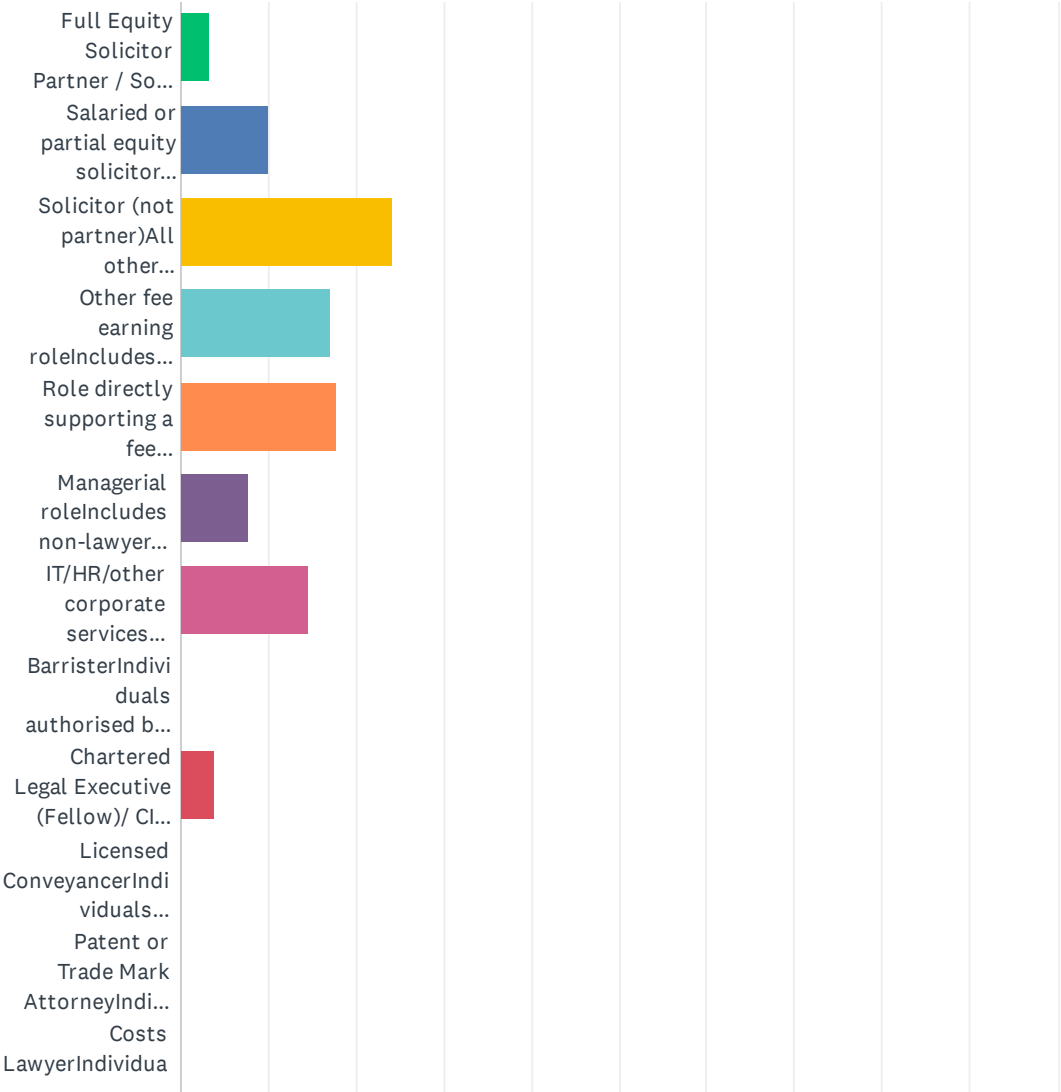
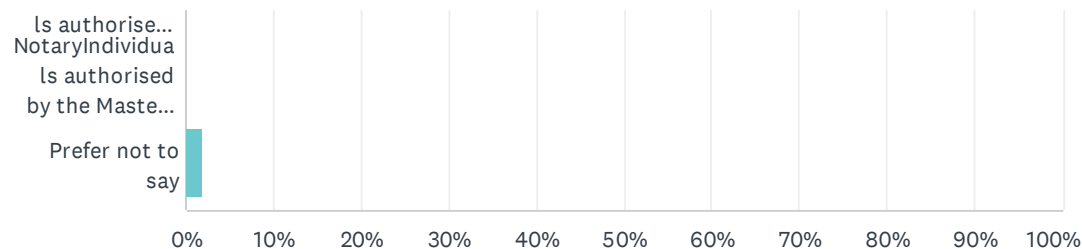


Q1 Select one category which best describes your role in the firm. (Reference to solicitors includes Registered Foreign Lawyers)

Answered: 158 Skipped: 0



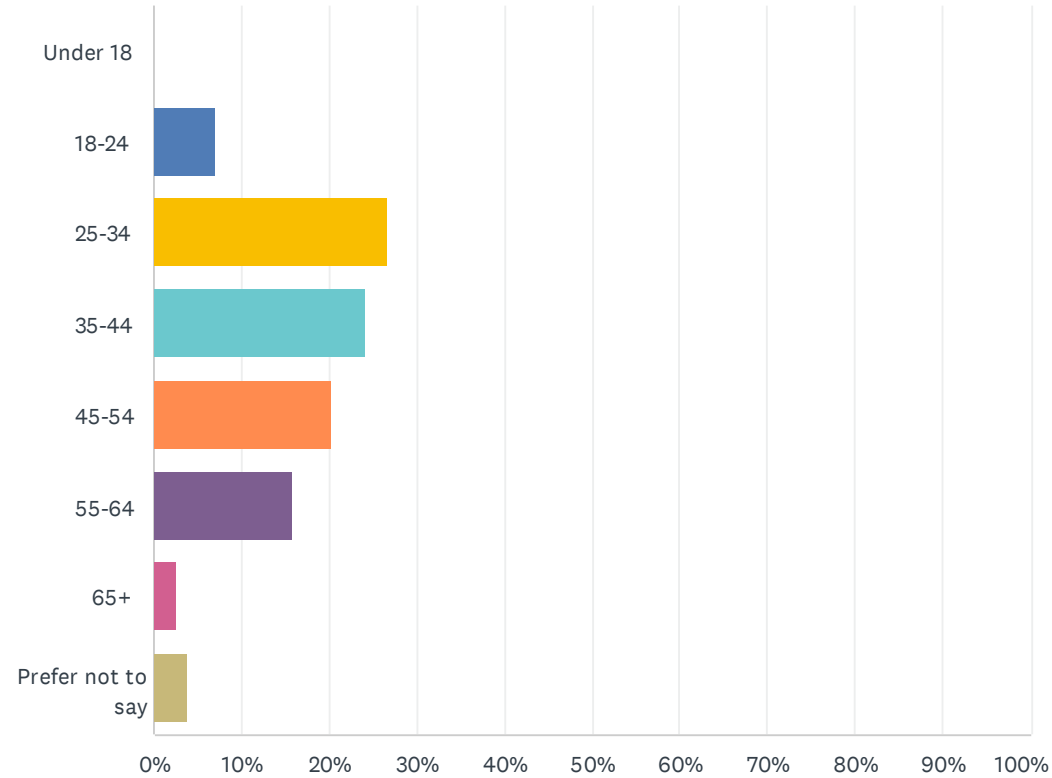
Lodders Diversity Questionnaire 2024



ANSWER CHOICES	RESPONSES	
Full Equity Solicitor Partner / Sole Practitioner Include here partners, members, directors and sole practitioners who are solicitors. Those holding these roles who are not solicitors should be recorded in the 'Managerial role' category below.	3.16%	5
Salaried or partial equity solicitor partners Partners, members or directors who are not solicitors should be recorded in the 'Managerial role' category below.	10.13%	16
Solicitor (not partner) All other practising solicitors including assistant solicitors, associates, or consultants.	24.05%	38
Other fee earning role Includes fee earners such as trainee solicitors, members of CILEx who are not Chartered Legal Executives (Fellows), or CILEx Practitioners and paralegals i.e. those who are not 'authorised persons'.	17.09%	27
Role directly supporting a fee earner Includes legal secretaries, administrators, legal assistants, or non-fee earning paralegals.	17.72%	28
Managerial role Includes non-lawyer managers, directors, or members and others such as practice managers, finance, or account managers etc.	7.59%	12
IT/HR/other corporate services role Not an authorised person and not individuals in a managerial role - includes finance or accountancy roles.	14.56%	23
Barrister Individuals authorised by the Bar Standards Board.	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner Individuals authorised by CILEx Regulation.	3.80%	6
Licensed Conveyancer Individuals authorised by the Council for Licensed Conveyancers.	0.00%	0
Patent or Trade Mark Attorney Individuals authorised by the Intellectual Property Regulation Board.	0.00%	0
Costs Lawyer Individuals authorised by the Costs Lawyer Standards Board.	0.00%	0
Notary Individuals authorised by the Master of the Faculties.	0.00%	0
Prefer not to say	1.90%	3
TOTAL		158

Q2 Which age category are you in?

Answered: 158 Skipped: 0

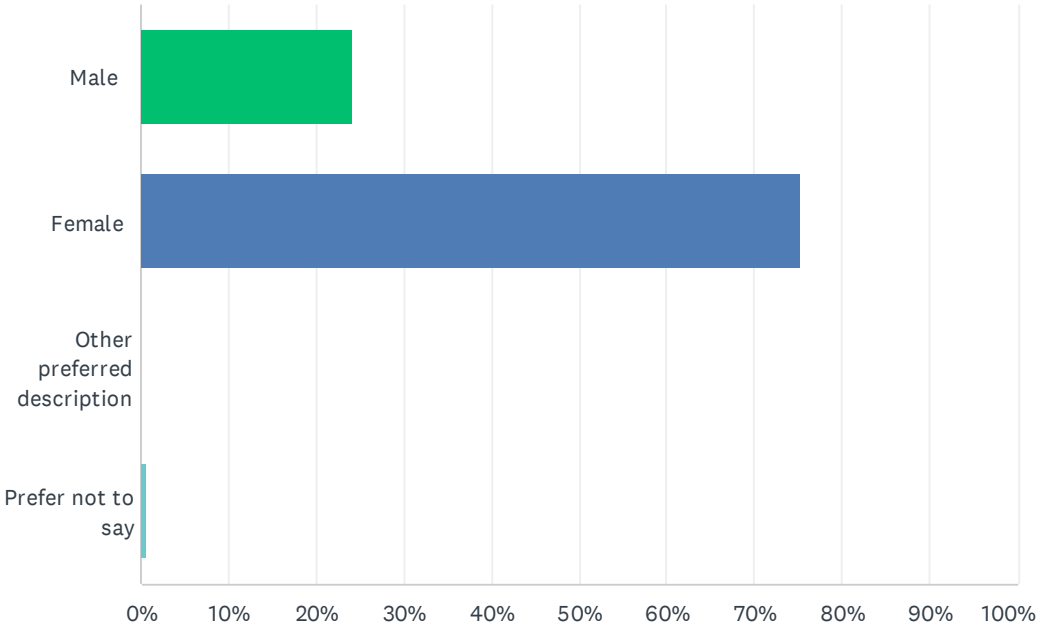


Lodders Diversity Questionnaire 2024

ANSWER CHOICES	RESPONSES	
Under 18	0.00%	0
18-24	6.96%	11
25-34	26.58%	42
35-44	24.05%	38
45-54	20.25%	32
55-64	15.82%	25
65+	2.53%	4
Prefer not to say	3.80%	6
TOTAL		158

Q3 What is your sex?

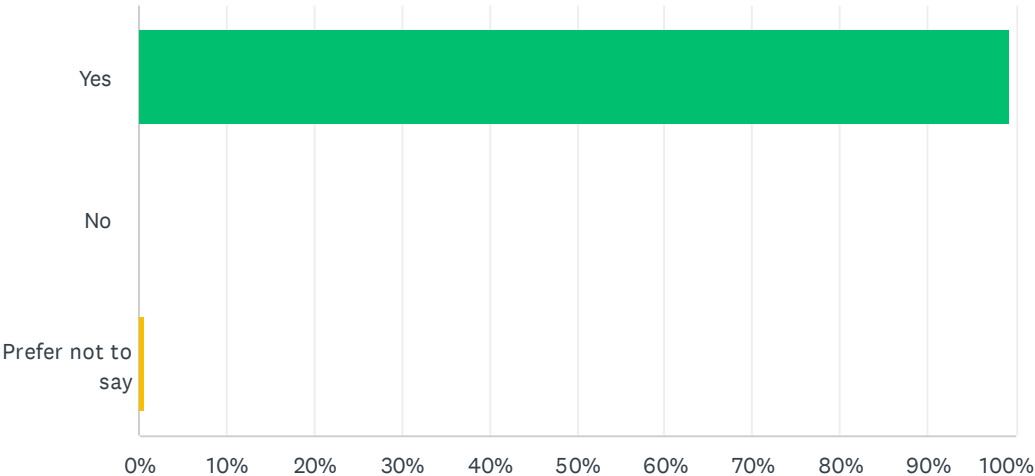
Answered: 158 Skipped: 0



ANSWER CHOICES		RESPONSES	
Male		24.05%	38
Female		75.32%	119
Other preferred description		0.00%	0
Prefer not to say		0.63%	1
TOTAL			158

Q4 Is the gender you identify with, the same as your sex registered at birth?

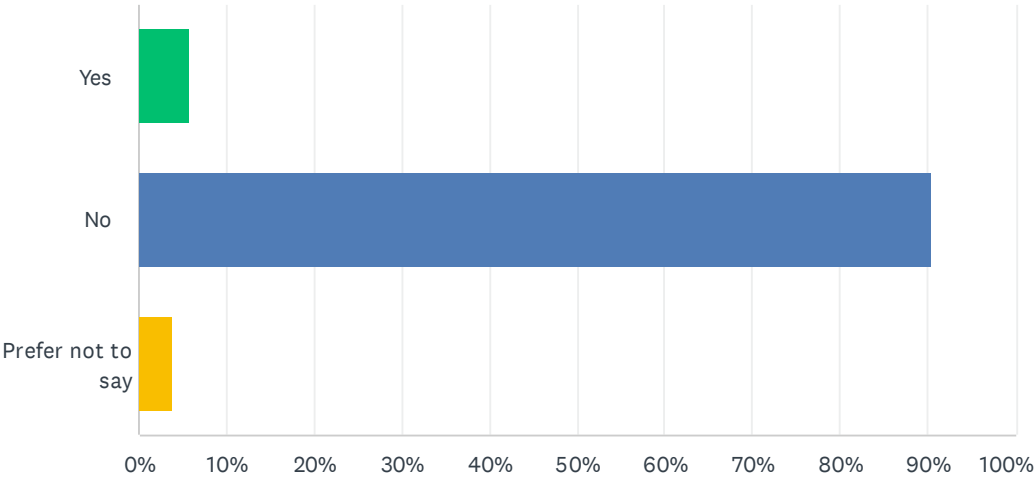
Answered: 158 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		99.37%	157
No		0.00%	0
Prefer not to say		0.63%	1
TOTAL			158

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

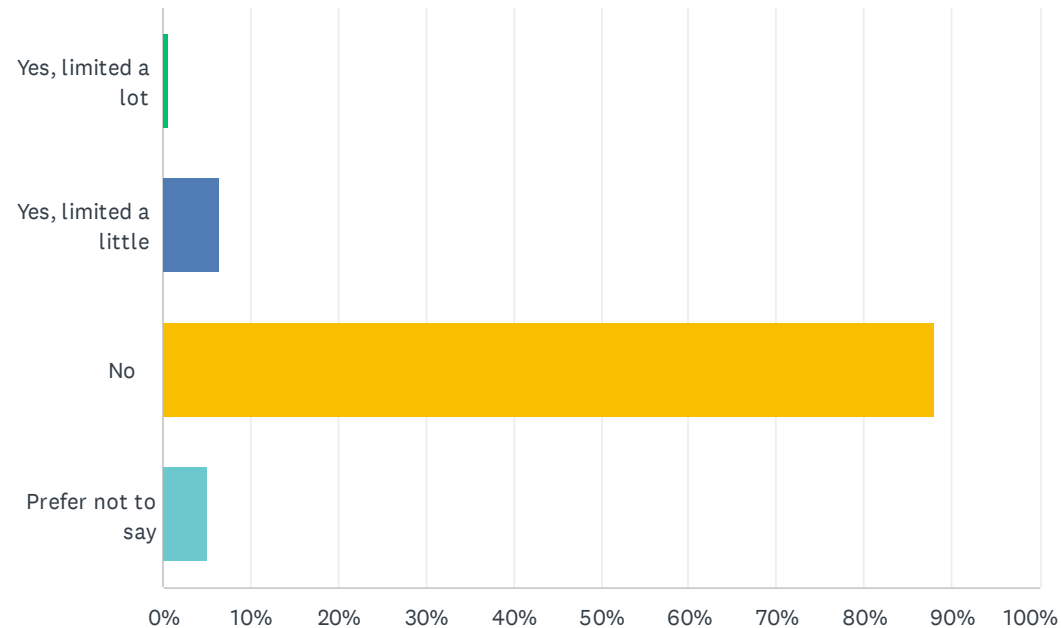
Answered: 158 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	5.70%	9
No	90.51%	143
Prefer not to say	3.80%	6
TOTAL		158

Q6 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?

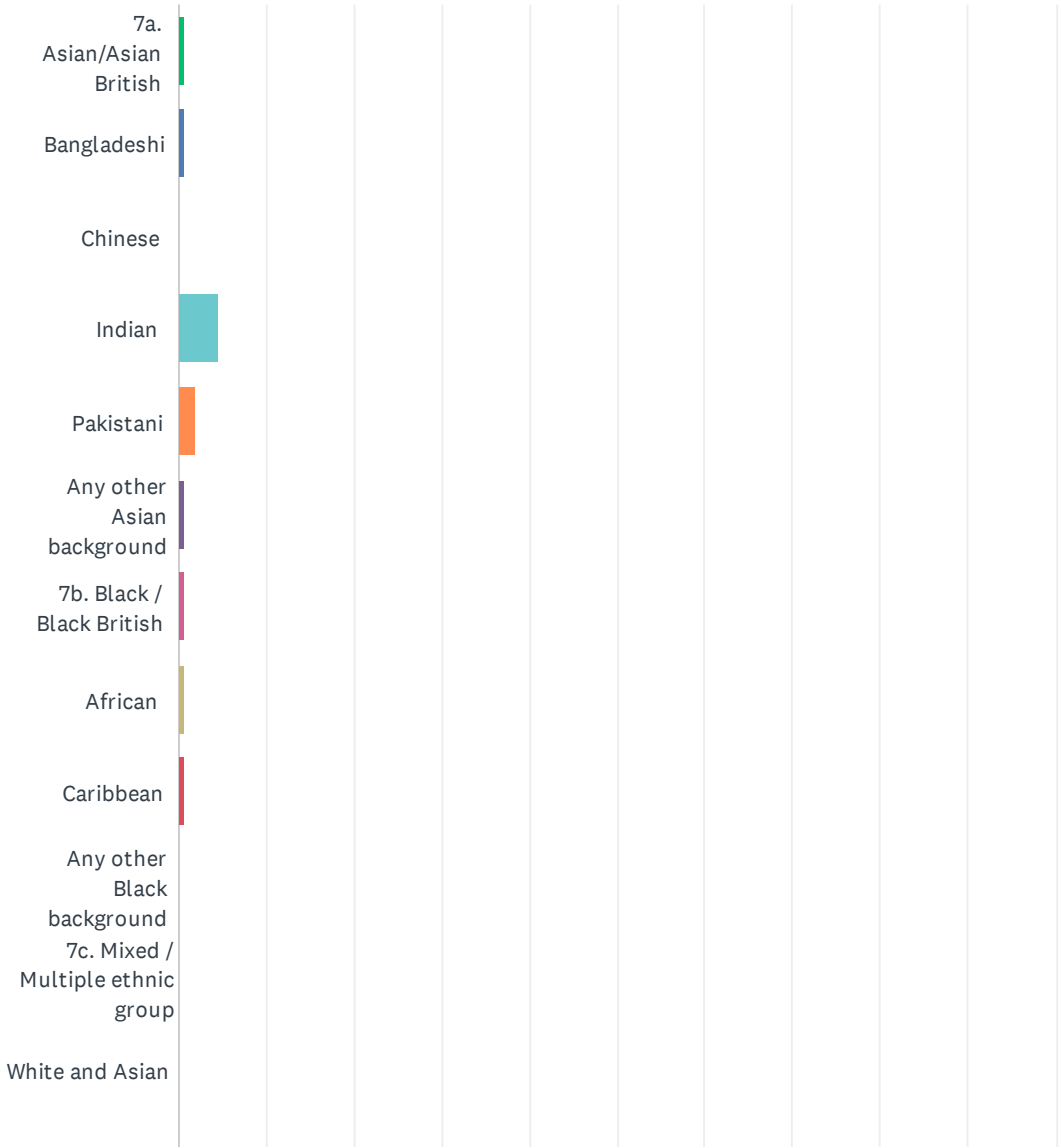
Answered: 158 Skipped: 0



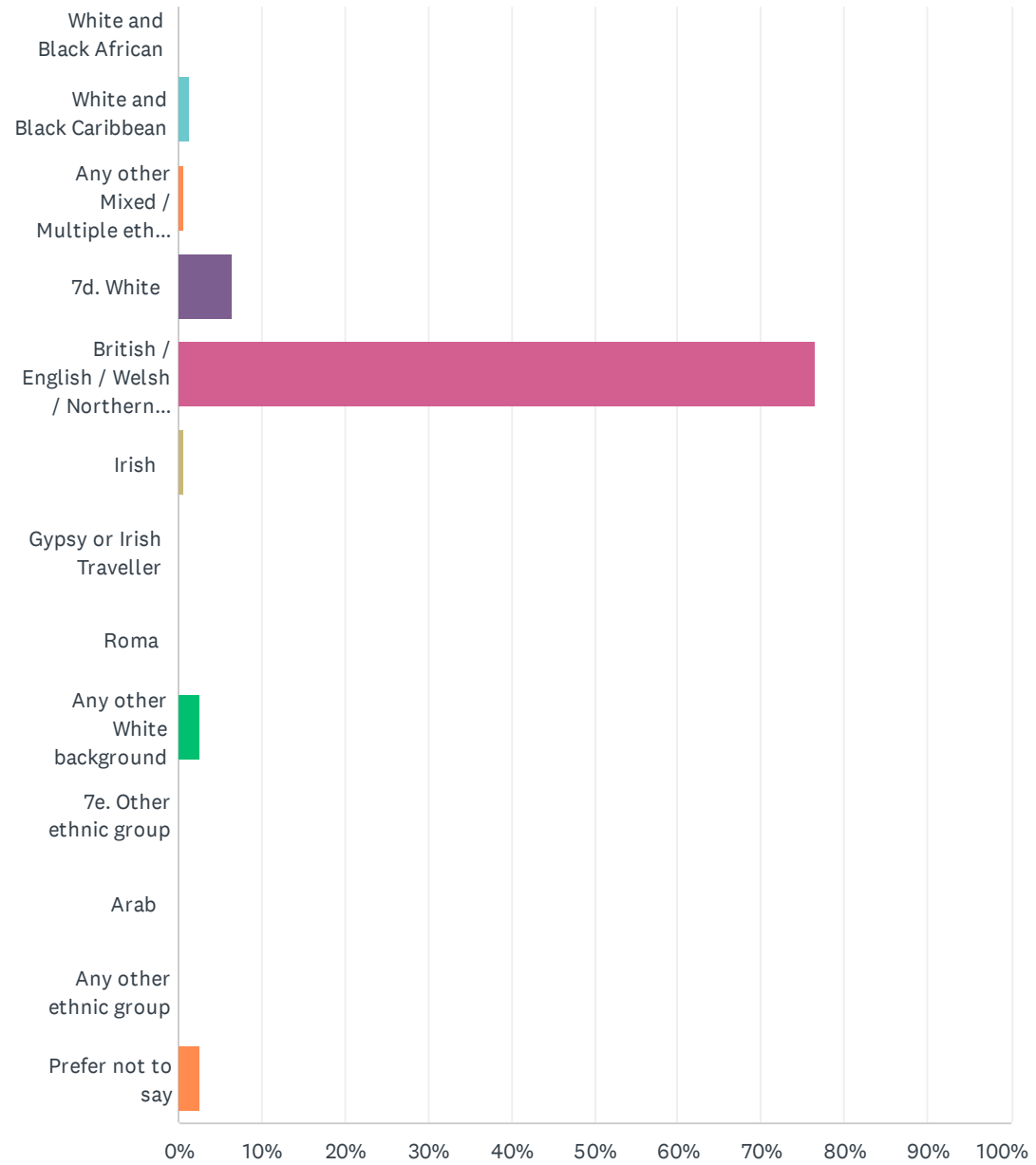
ANSWER CHOICES	RESPONSES	
Yes, limited a lot	0.63%	1
Yes, limited a little	6.33%	10
No	87.97%	139
Prefer not to say	5.06%	8
TOTAL		158

Q7 What is your ethnic group?

Answered: 158 Skipped: 0



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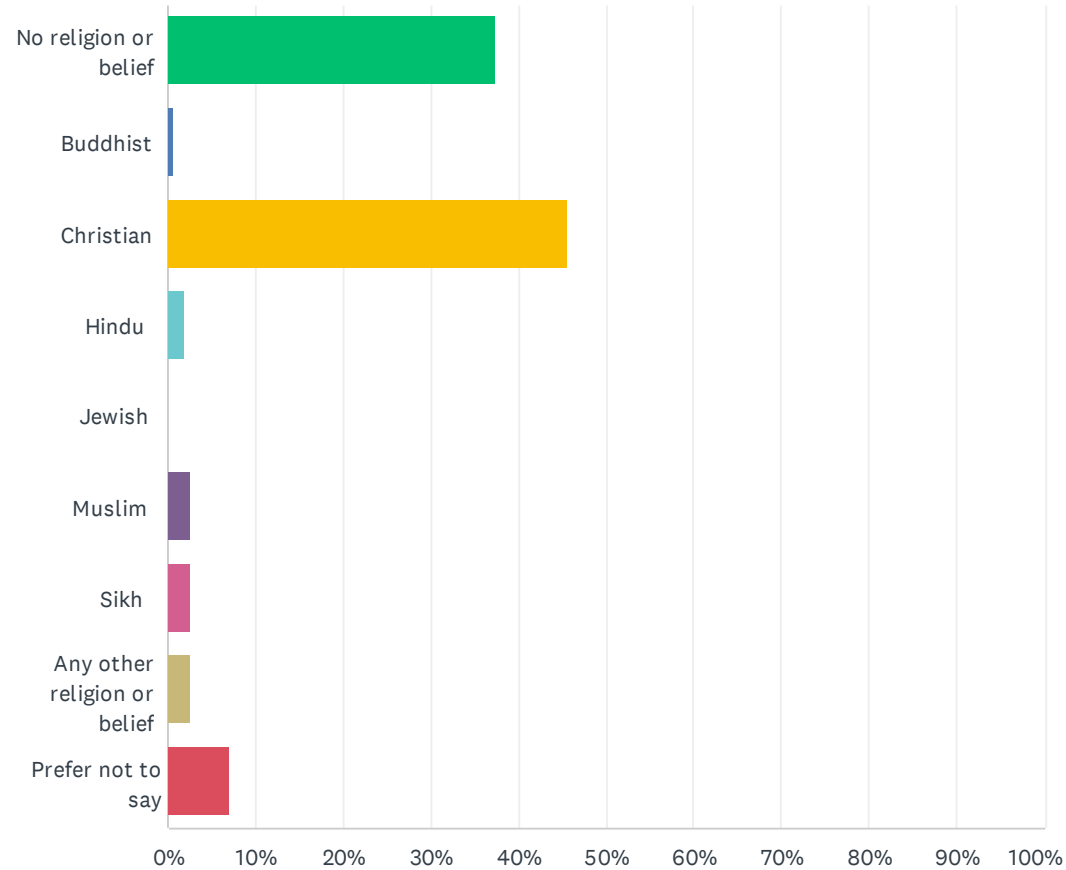
ANSWER CHOICES	RESPONSES	
7a. Asian/Asian British	0.63%	1
Bangladeshi	0.63%	1
Chinese	0.00%	0
Indian	4.43%	7
Pakistani	1.90%	3
Any other Asian background	0.63%	1
7b. Black / Black British	0.63%	1
African	0.63%	1
Caribbean	0.63%	1
Any other Black background	0.00%	0
7c. Mixed / Multiple ethnic group	0.00%	0
White and Asian	0.00%	0
White and Black African	0.00%	0
White and Black Caribbean	1.27%	2
Any other Mixed / Multiple ethnic background	0.63%	1
7d. White	6.33%	10
British / English / Welsh / Northern Irish / Scottish	76.58%	121
Irish	0.63%	1
Gypsy or Irish Traveller	0.00%	0
Roma	0.00%	0
Any other White background	2.53%	4
7e. Other ethnic group	0.00%	0
Arab	0.00%	0

Lodders Diversity Questionnaire 2024

Any other ethnic group	0.00%	0
Prefer not to say	2.53%	4
Total Respondents: 158		

Q8 What is your religion or belief?

Answered: 158 Skipped: 0

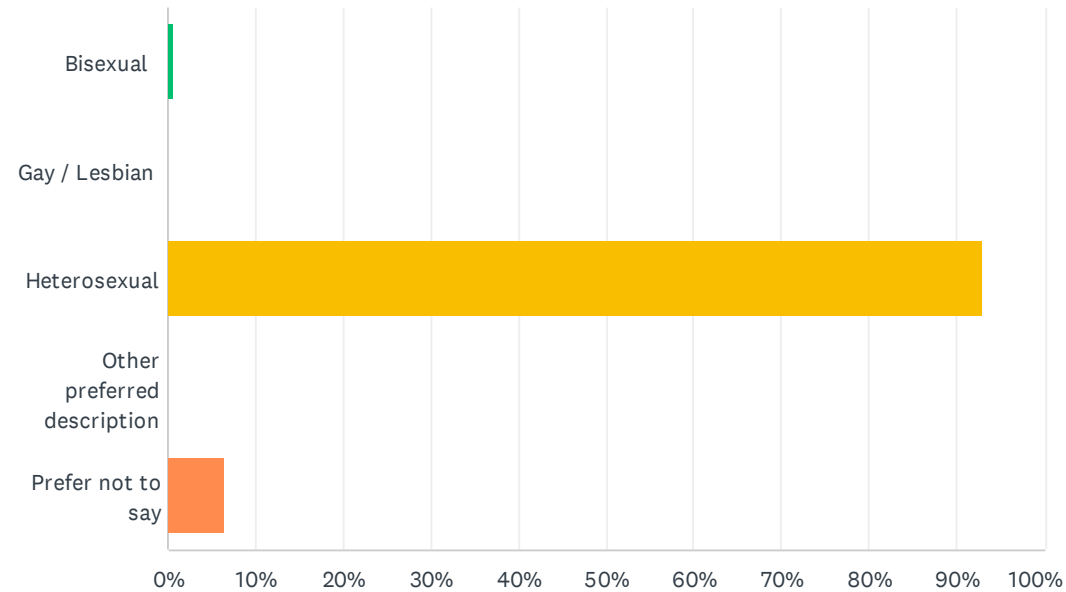


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ANSWER CHOICES	RESPONSES	
No religion or belief	37.34%	59
Buddhist	0.63%	1
Christian	45.57%	72
Hindu	1.90%	3
Jewish	0.00%	0
Muslim	2.53%	4
Sikh	2.53%	4
Any other religion or belief	2.53%	4
Prefer not to say	6.96%	11
TOTAL		158

Q9 What is your sexual orientation?

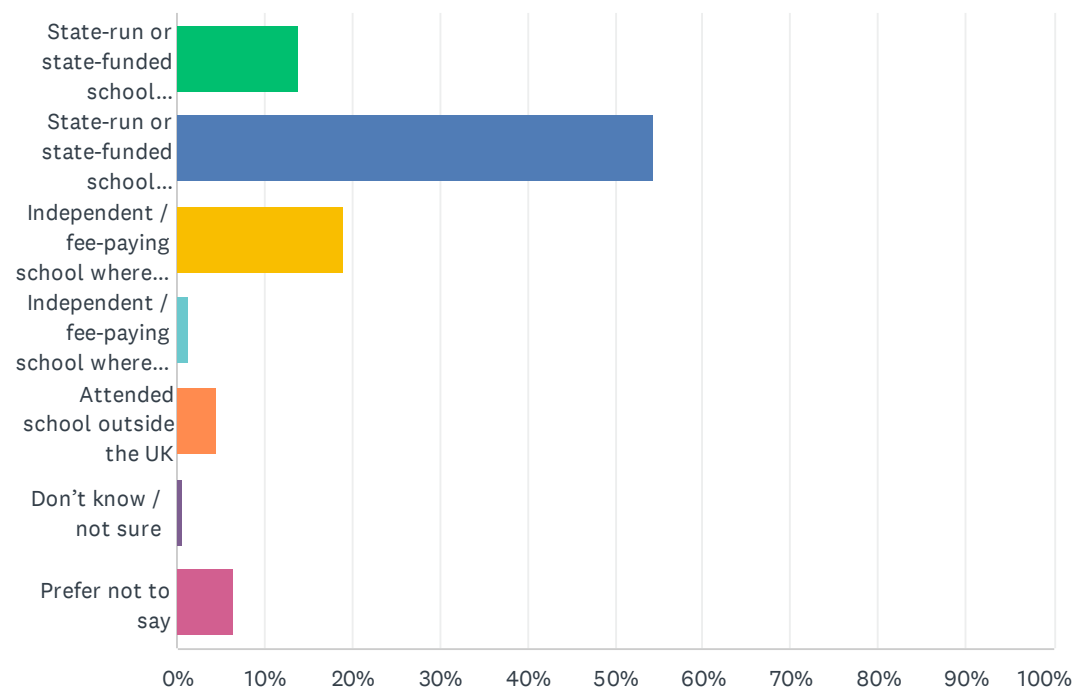
Answered: 158 Skipped: 0



ANSWER CHOICES	RESPONSES	
Bisexual	0.63%	1
Gay / Lesbian	0.00%	0
Heterosexual	93.04%	147
Other preferred description	0.00%	0
Prefer not to say	6.33%	10
TOTAL		158

Q10 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 two years of your education.

Answered: 158 Skipped: 0

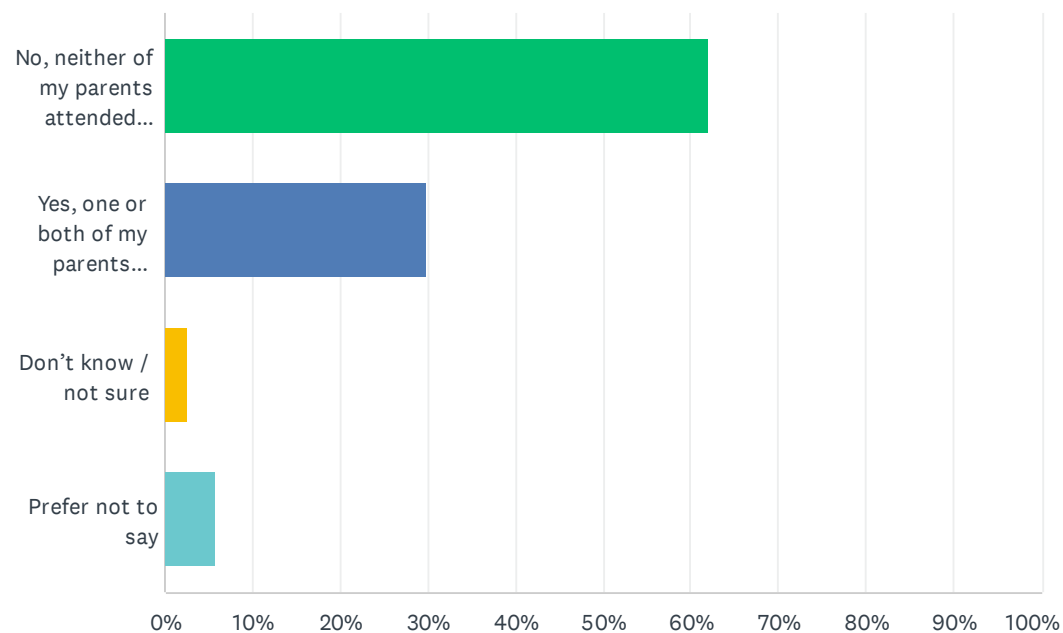


Lodders Diversity Questionnaire 2024

ANSWER CHOICES	RESPONSES	
State-run or state-funded school (selective on academic, faith or other grounds)	13.92%	22
State-run or state-funded school (non-selective)	54.43%	86
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	18.99%	30
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	1.27%	2
Attended school outside the UK	4.43%	7
Don't know / not sure	0.63%	1
Prefer not to say	6.33%	10
TOTAL		158

Q11 Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

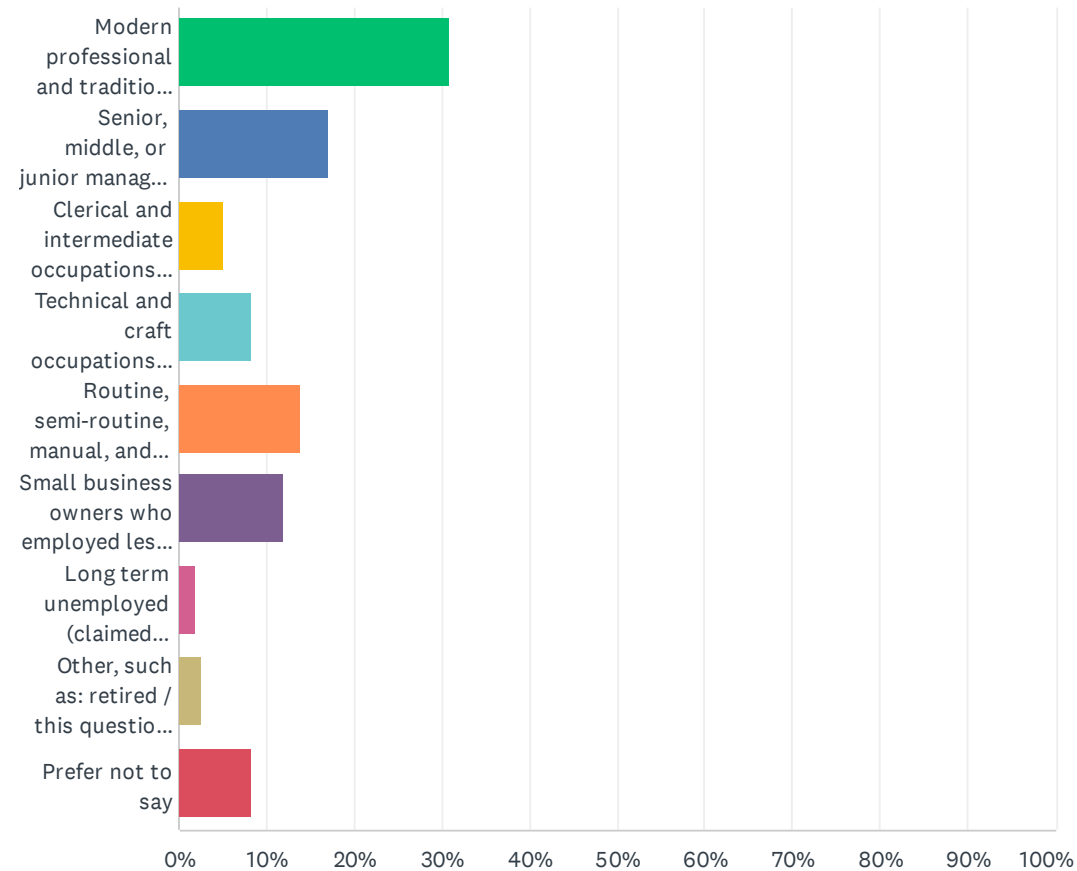
Answered: 158 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, neither of my parents attended university	62.03%	98
Yes, one or both of my parents attended university	29.75%	47
Don't know / not sure	2.53%	4
Prefer not to say	5.70%	9
TOTAL		158

Q12 What was the occupation of your main household earner when you were about 14?

Answered: 158 Skipped: 0

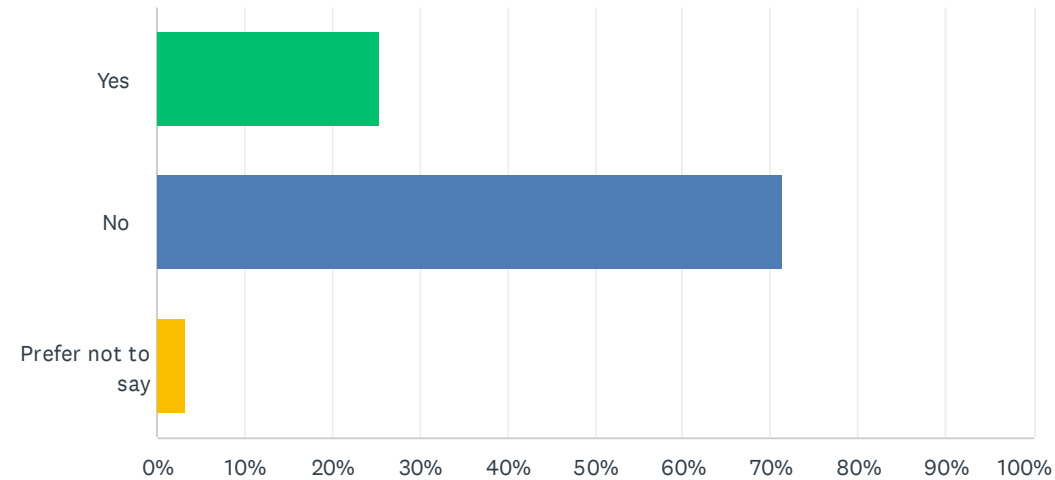


Lodders Diversity Questionnaire 2024

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.	31.01%	49
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.	17.09%	27
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	5.06%	8
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	8.23%	13
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.	13.92%	22
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.	12.03%	19
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1.90%	3
Other, such as: retired / this question does not apply to me / I don't know	2.53%	4
Prefer not to say	8.23%	13
TOTAL		158

Q13 Are you a primary carer for a child or children under 18?

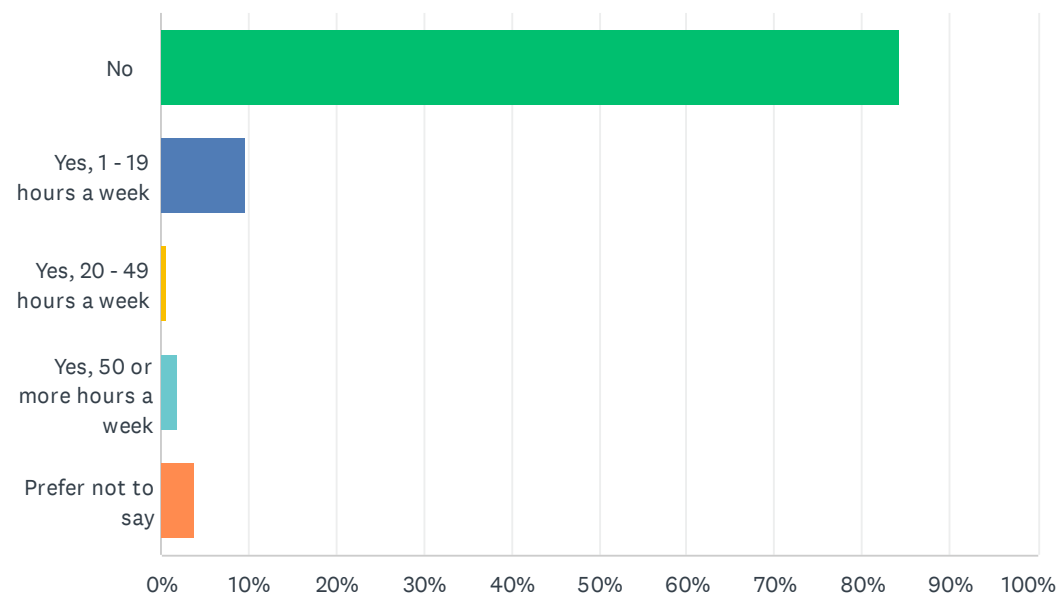
Answered: 158 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	25.32%	40
No	71.52%	113
Prefer not to say	3.16%	5
TOTAL		158

Q14 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: 158 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	84.18%	133
Yes, 1 - 19 hours a week	9.49%	15
Yes, 20 - 49 hours a week	0.63%	1
Yes, 50 or more hours a week	1.90%	3
Prefer not to say	3.80%	6
TOTAL		158