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Diversity Survey Data

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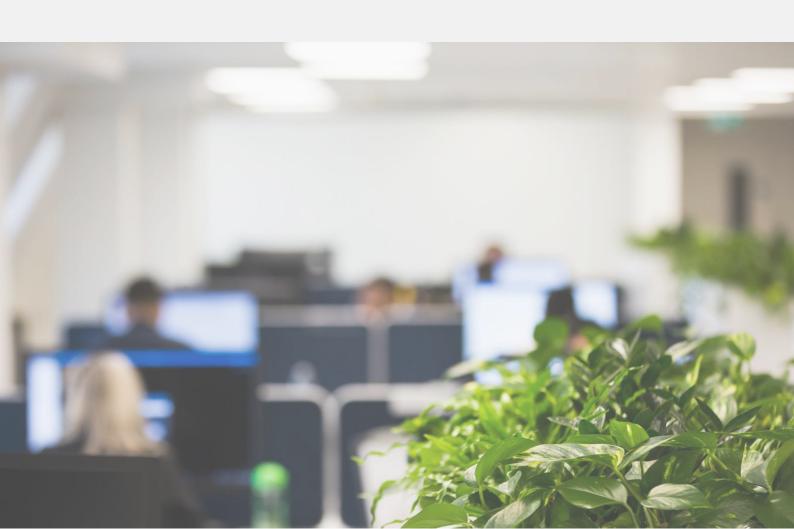
Harbottle & Lewis

Introduction

The following report gives a snapshot of the diversity of our firm gained from the results of the 2023 Biennial SRA Diversity Survey.

We had a 60% response rate - 139 out of 229 employees.

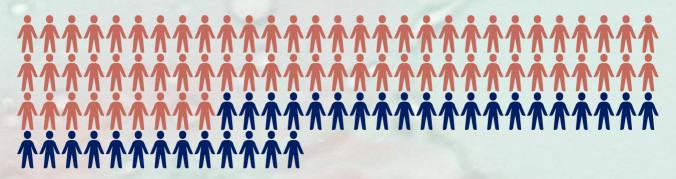
This analysis of diversity data provides valuable insights into the composition of our firm and will enable us to foster a more inclusive and equitable workplace.



Age Distribution of our Employees 40% 39.1% 30% 20% 20.3% 19.6% 13% 10% 5.1% Prefer not to say 0%

Sex & Gender

What is your sex?



Female: 67% / Male: 33% / Other preferred description: 0%

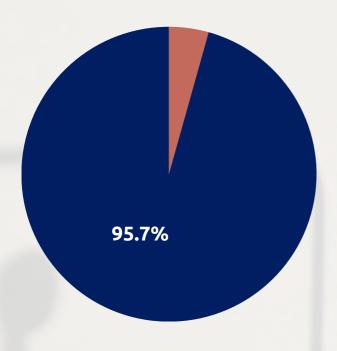
100% of respondents' gender identity is the same as their sex registered at birth



Other preferred description - 1%

Prefer not to say - 2%

Disability



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

Yes 4.3%
No 95.7%
Prefer not to say 0%

96.4%

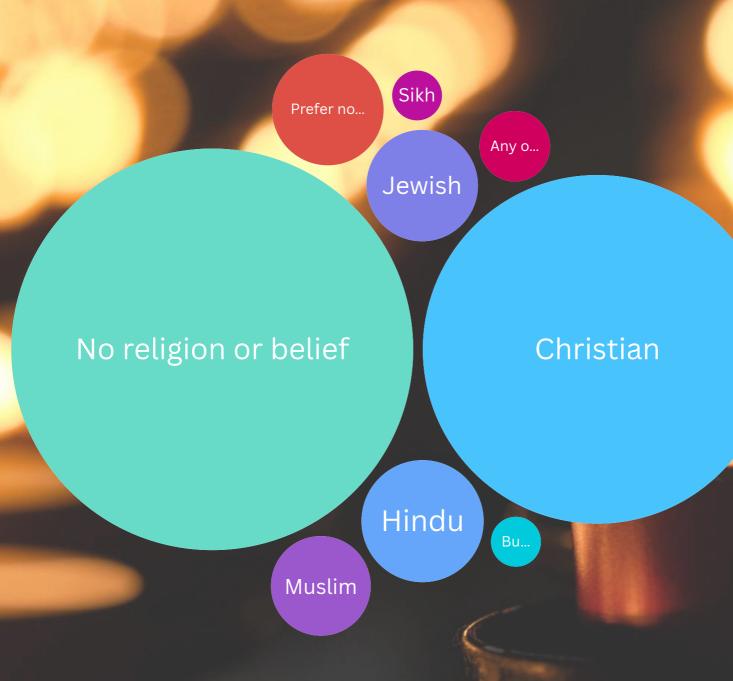
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot 0%
Yes, limited a little 3.6%
No 96.4%
Prefer not to say 0%

Ethnicity

- Bangladeshi 1.4%
- Chinese 2.2%
- Indian 5.1%
 - Pakistani 1.4%
 - Any other Asian background 2.2%
 - African 1.4%
- Caribbean 3.6%
- Any other Black background 0%
 - White and Asian 1.4%
 - White and Black African 1.4%
 - White and Black Caribbean 0.7%
 - Any other Mixed/Multiple ethnic background 2.2%
 - White British/English/Welsh/Northern Irish/Scottish 60.9%
 - Irish 5.1%
- Gypsy or Irish Traveller 0%
- **Roma 0%**
 - Any other White background 8.7%
 - Arab 0.7%
 - Any other ethnic group 1.4%

Religion or belief



No religion or belief 47.1%

Buddhist 0.7%

Christian 35.5%

Hindu 4.3%

Jewish 3.6%

Muslim 2.9%

Sikh 0.7%

Any other religion or belief 1.4%

Prefer not to say 3.6%

Education

Which type of school did you attend for the most time between the ages of 11 and 16?

State-run or state-funded school (selective on academic, faith or other grounds)

26.8%

State-run or state-funded school (non-selective)

38.4%

Independent/fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition

21%

5.8%

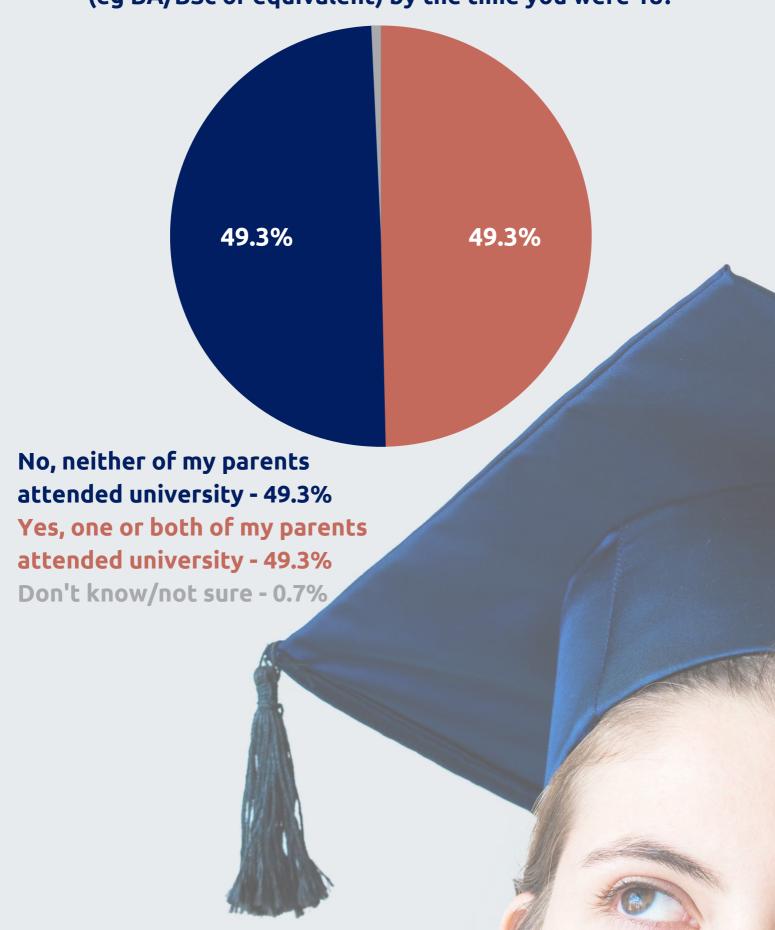
Independent/fee-paying school where I received a bursary covering 90% or more of my tuition

8%

Attended school outside the UK

Background

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



Background

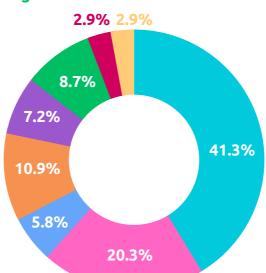
What was the occupation of your main household earner when you were about 14?

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 - 7.2%

> Technical and craft occupations such as: motor mechanic. plumber, printer, electrician, gardener. train driver - 10.9%

Clerical and intermediate occupations such as: secretary. personal assistant, call centre agent, clerical worker, nursery nurse - 5.8%

Small business owners who employed less than 25 people such as: corner unemployed (claimed shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner - 8.7%



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 - 20.3%

Long term Jobseeker's Allowance or earlier unemployment benefit for more than a year) - 2.9%

Other, such as: retired/this question does not apply to me/I don't know - 2.9%

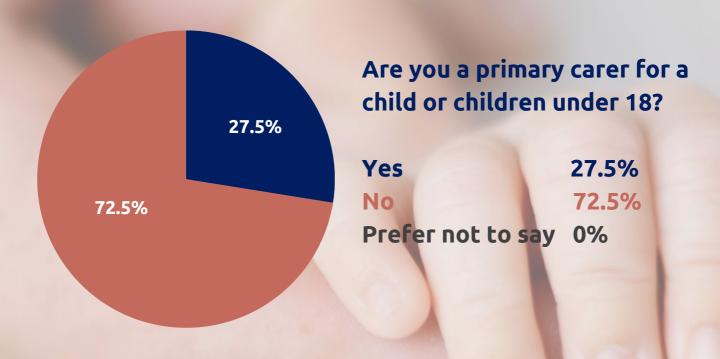
Modern professional and traditional professional occupations such as: teacher. nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer - 41.3%







Caring



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)?

No 91.3%
Yes, 1-19 hours a week 5.1%
Yes, 20-49 hours a week 0%
Yes, 50 or more hours a week 2.2%
Prefer not to say 1.4%

