

Harbottle & Lewis

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Diversity Survey Data

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Summer 2023

Introduction

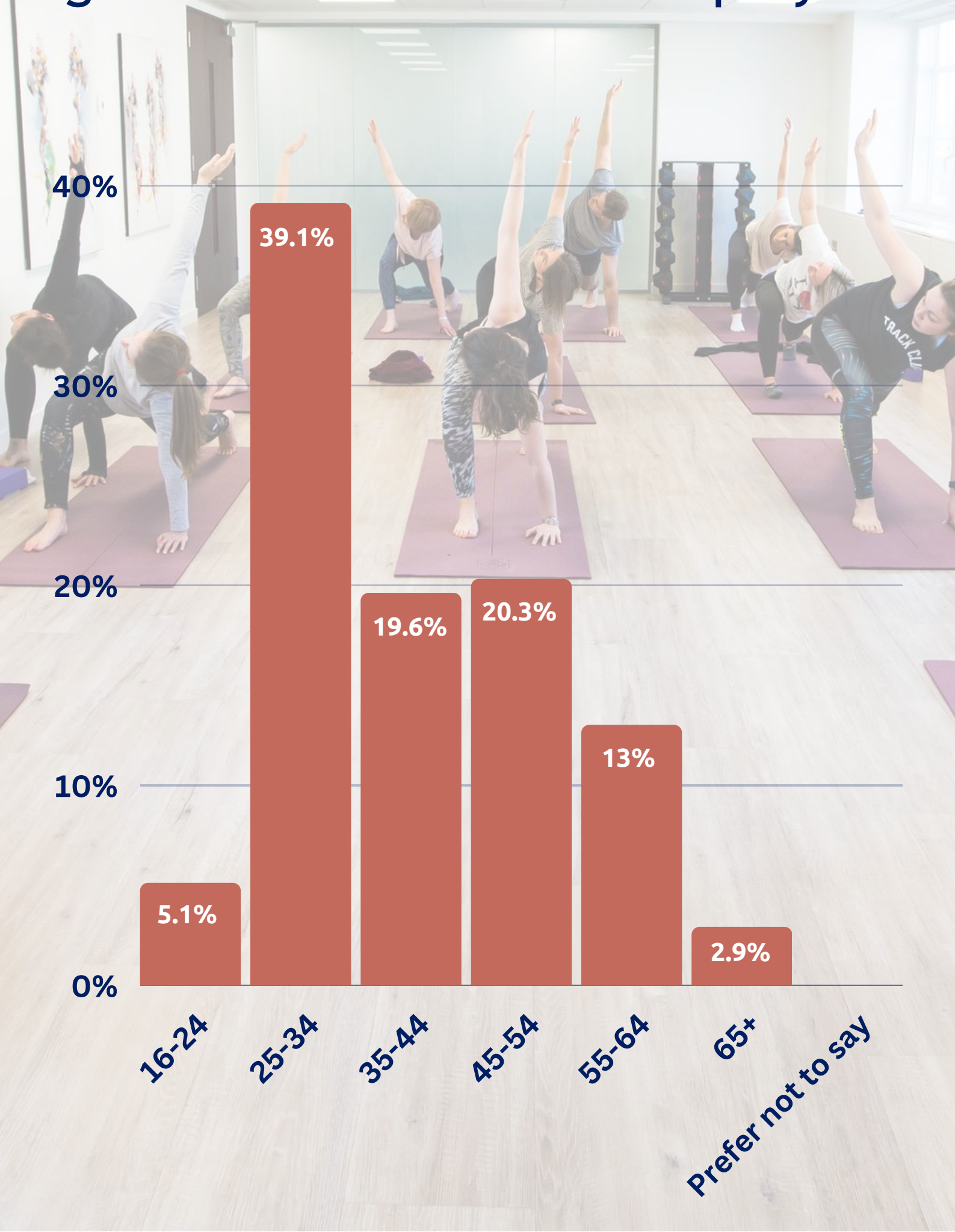
The following report gives a snapshot of the diversity of our firm gained from the results of the 2023 Biennial SRA Diversity Survey.

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.

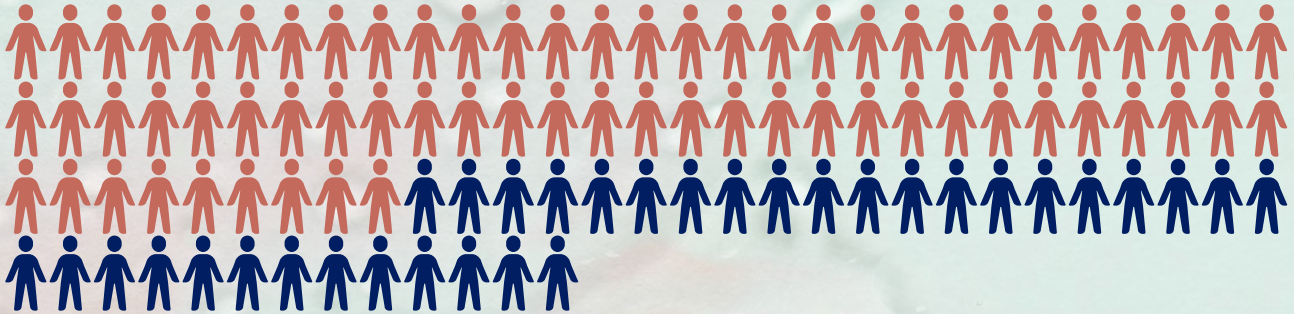


Age Distribution of our Employees



Sex & Gender

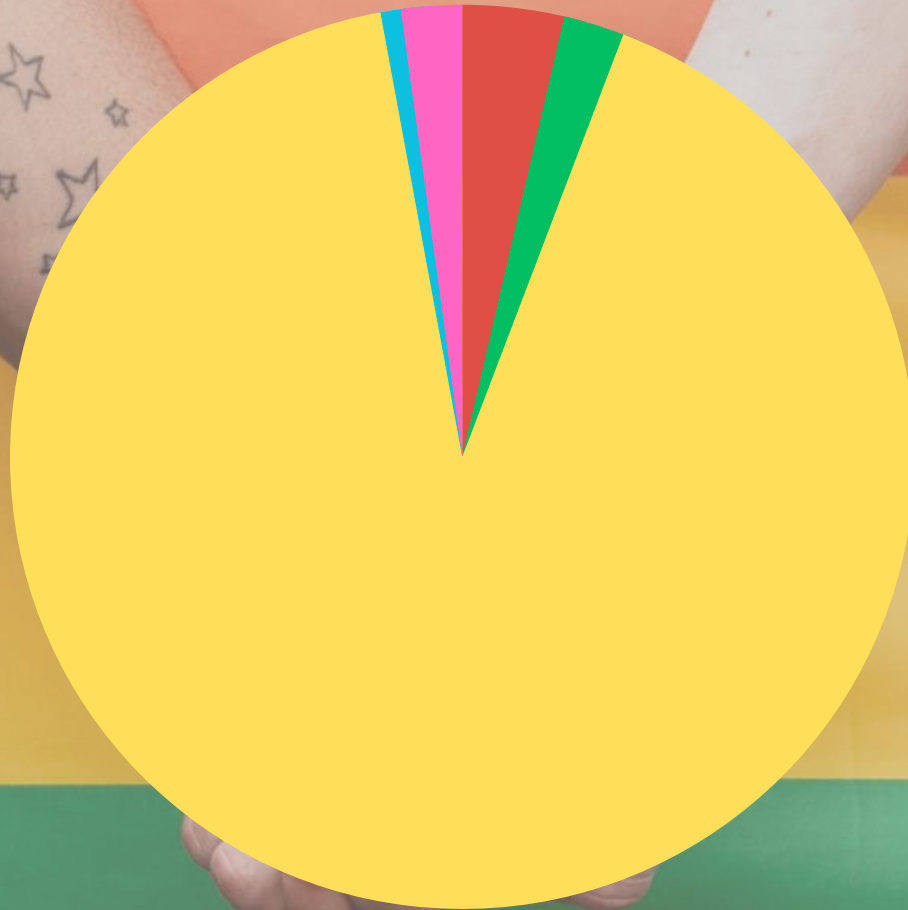
What is your sex?



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

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

Sexual Orientation



Bisexual - 4%

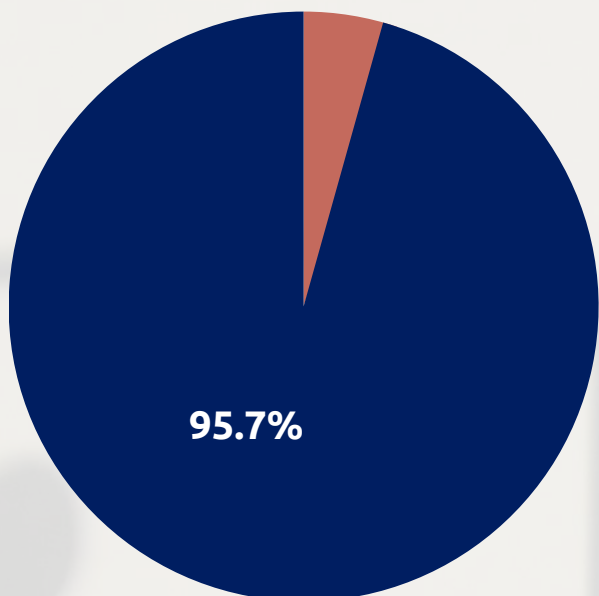
Gay/Lesbian - 2%

Heterosexual - 91%

Other preferred description - 1%

Prefer not to say - 2%

Disability

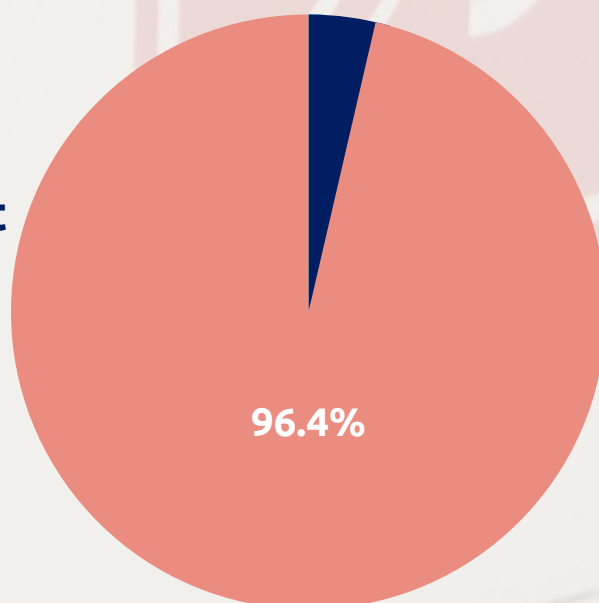


Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

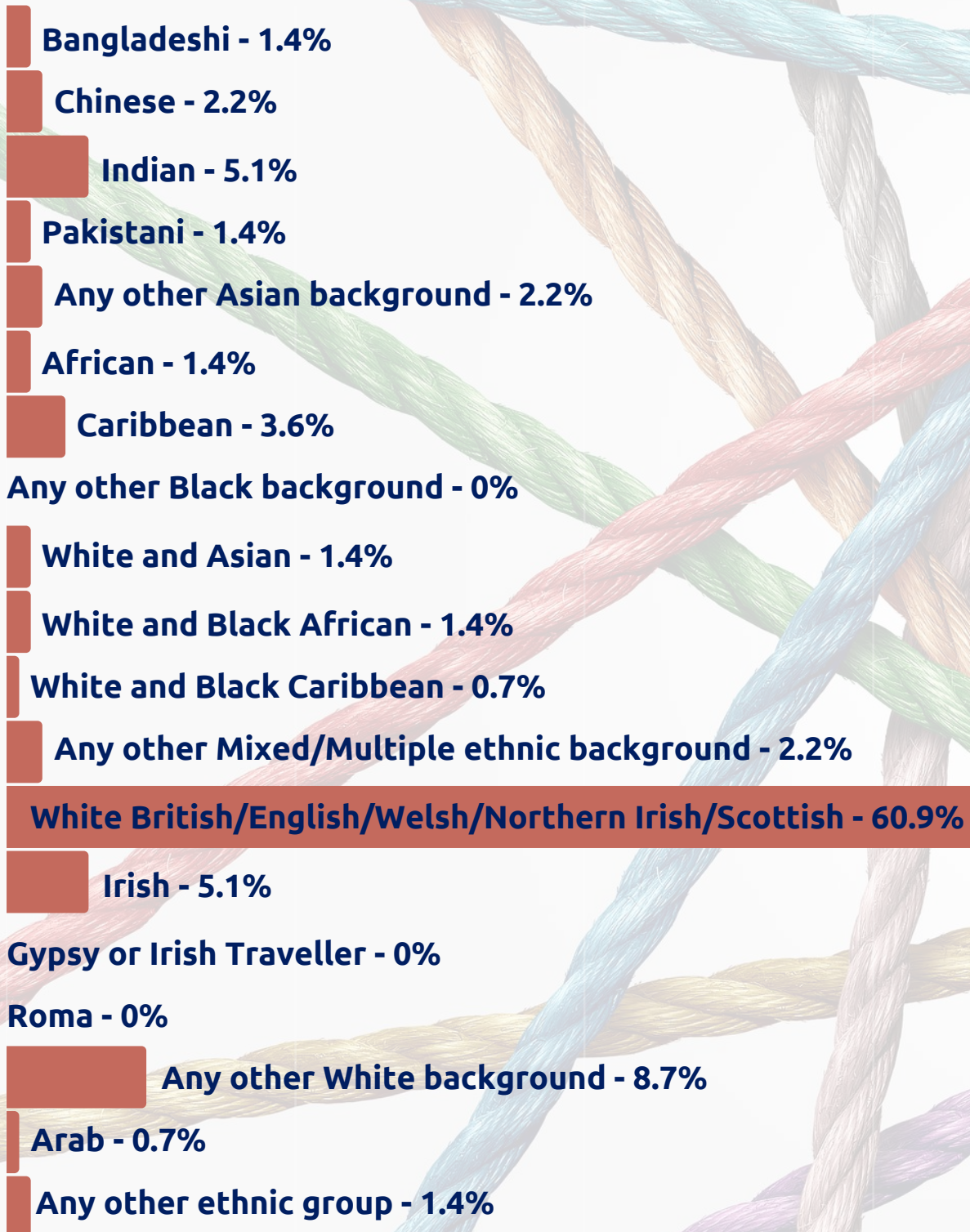
Yes	4.3%
No	95.7%
Prefer not to say	0%

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?

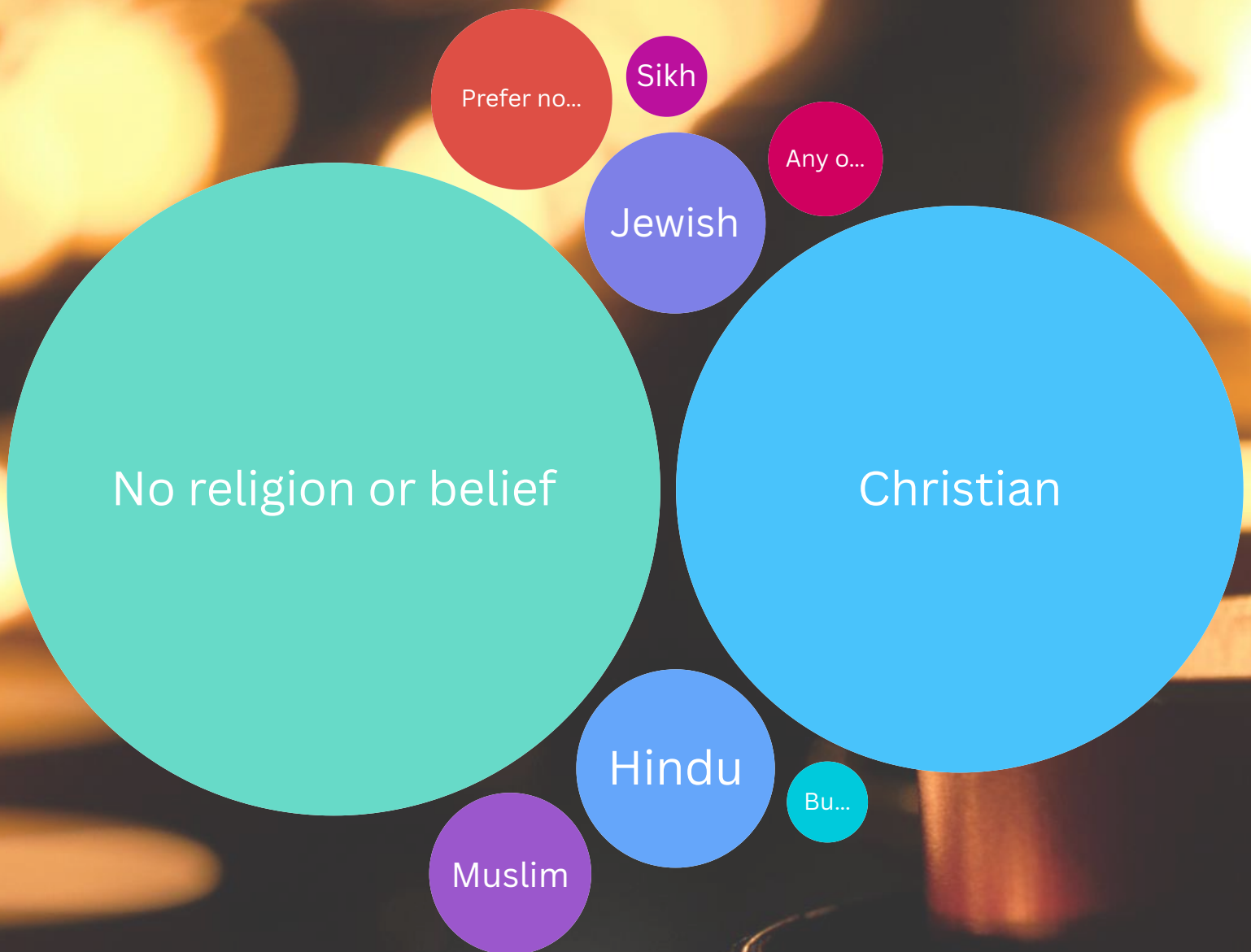
Yes, limited a lot	0%
Yes, limited a little	3.6%
No	96.4%
Prefer not to say	0%



Ethnicity



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

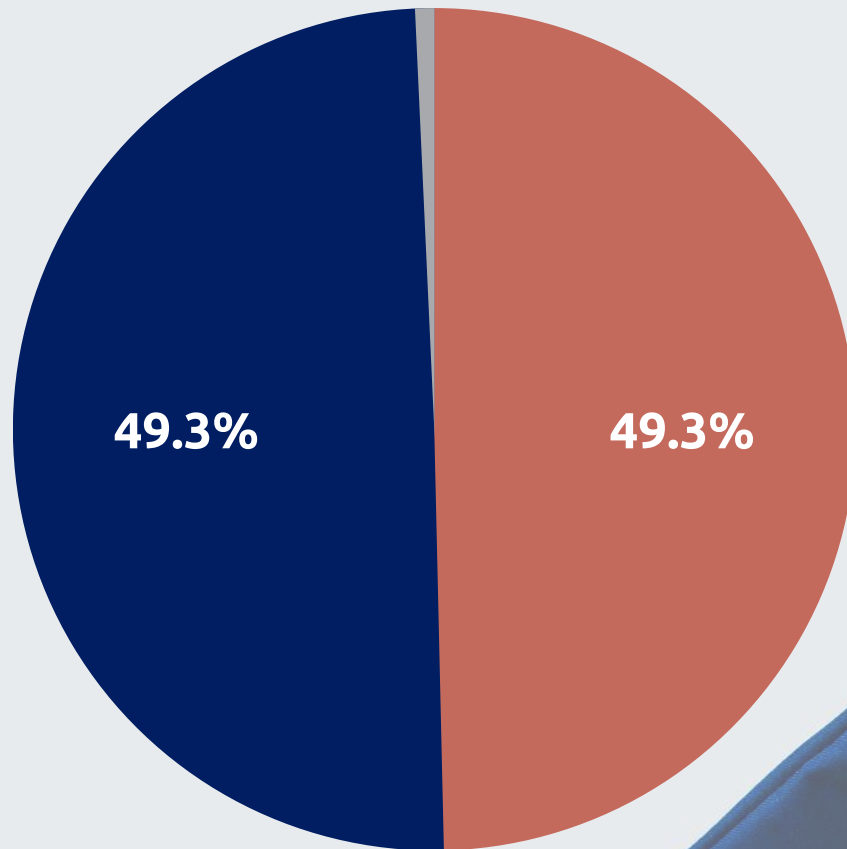
8%

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?



No, neither of my parents attended university - 49.3%

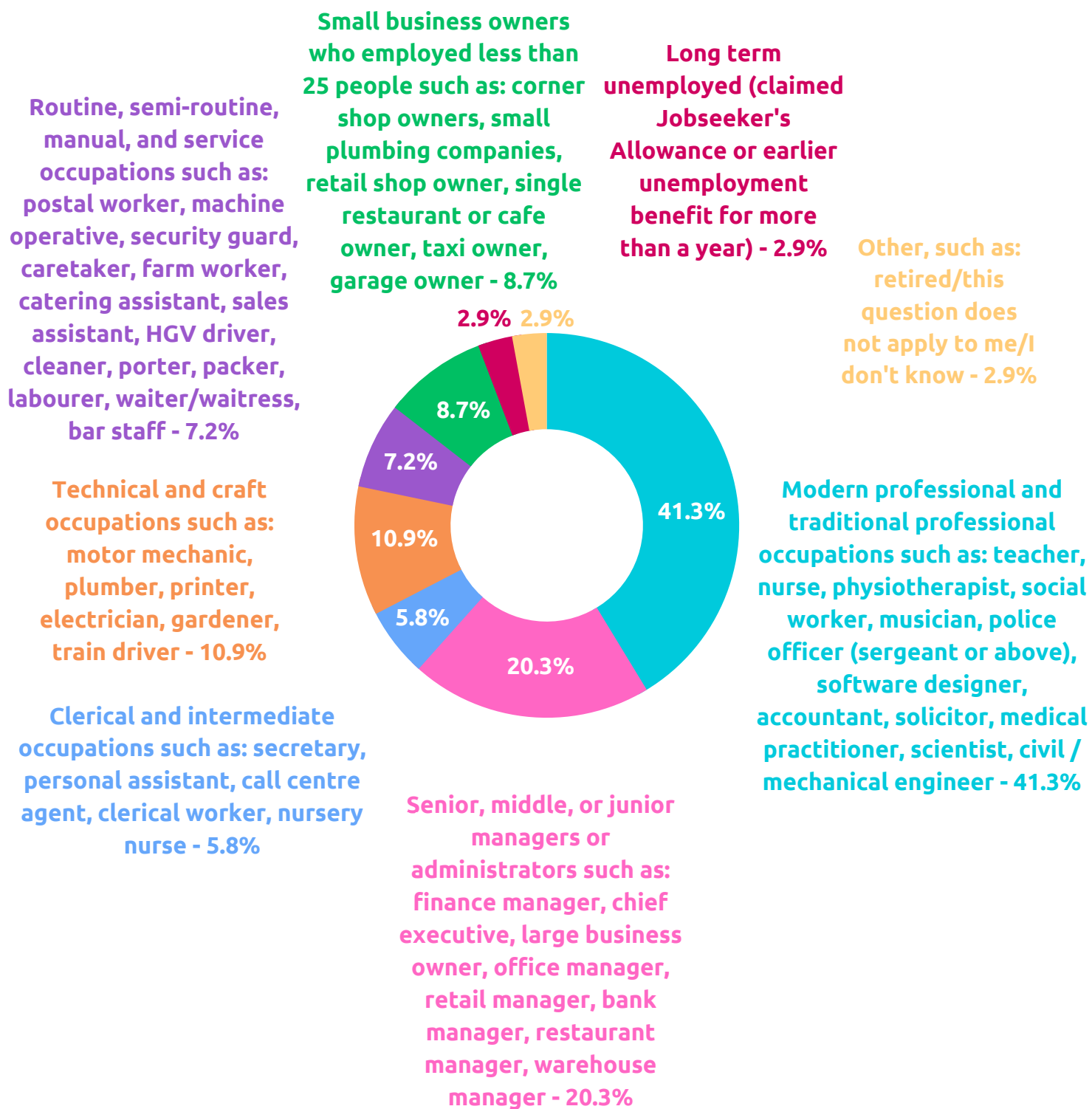
Yes, one or both of my parents attended university - 49.3%

Don't know/not sure - 0.7%

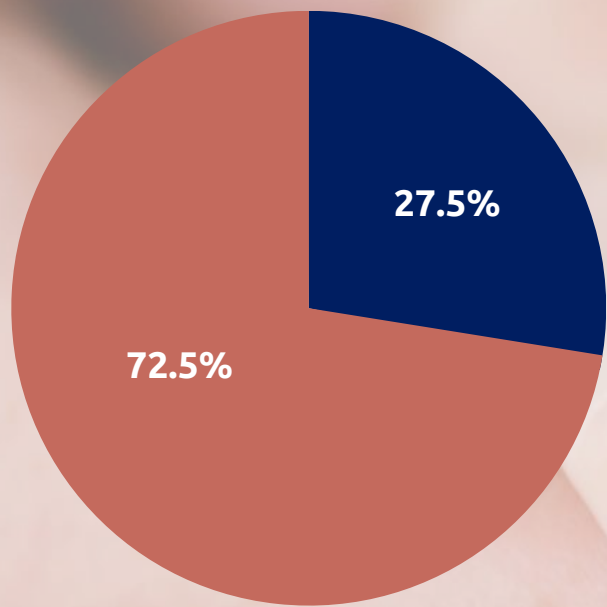


Background

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



Caring



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

Yes	27.5%
No	72.5%
Prefer not to say	0%

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%

