



PETERS & PETERS

Diversity – UK Firm Statistics 2017

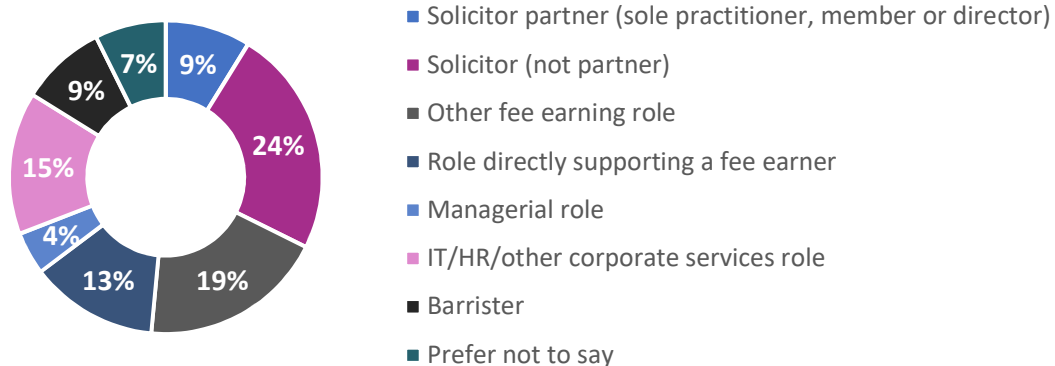
Our Commitment

We collect, report and publish workforce diversity data on a biennial basis to satisfy both our formal obligation to the SRA, and the responsibilities of our voluntary signatory to the **Law Society’s Diversity & Inclusion Charter**.

As a signatory, we demonstrate our shared commitment with the Law Society to promoting equality and diversity in the legal profession. We take these responsibilities seriously and aim, through our Diversity & Inclusion Committee and a range of positive initiatives, to ensure that our working environment is fair to all and that we provide equal opportunities for progression and development to everyone, irrespective of sex, race, age or any other factor.

These statistics represent data declared by 93% of UK staff and partners who participated in our August 2017 Diversity survey. Of those who undertook the survey, 100% responded to all questions shown below.

Breakdown of roles within the firm (those who responded)

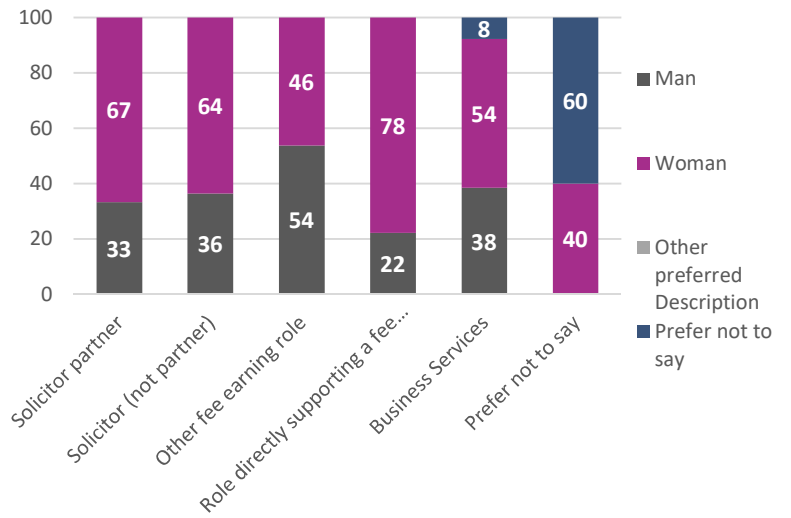
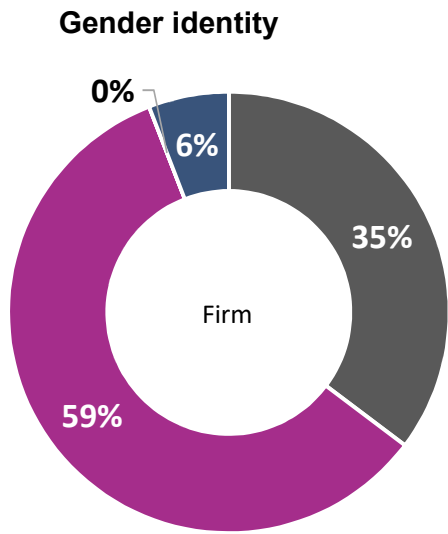
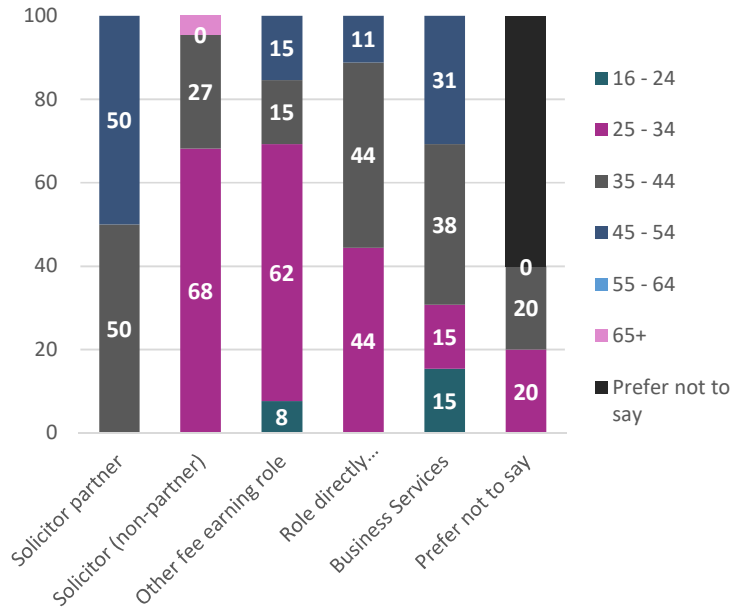
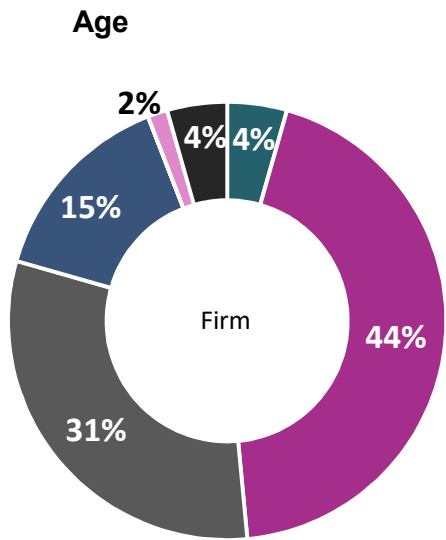


Notes

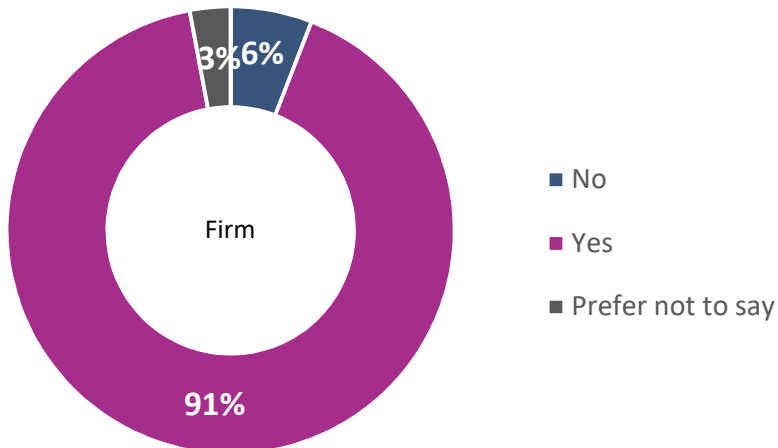
Given the size of our firm, and to ensure individuals’ privacy is protected, reporting categories shown in the remainder of the data are as follows:

- **Solicitor Partner** (Sole practitioner, member or director)
- **Solicitor Non-Partner** (All other practising solicitors including assistant solicitors, associates or consultants, Barristers, and Of Counsel)
- **Other Fee Earner roles** (Includes fee earners such as Trainees, members of CILEx who are not Chartered Legal Executives (Fellows) or CILEx Practitioners, Legal Researchers and Paralegals, i.e. those who are not “authorised persons”)
- **Role directly supporting a fee earner** (Legal secretaries, administrators, legal assistants, and non-fee earning paralegals)
- **Business Services** (Managerial roles - Includes non-lawyer partners, directors, or members and others such as practice managers, finance/ account managers and Non-Managers in IT/HR/Corporate services)

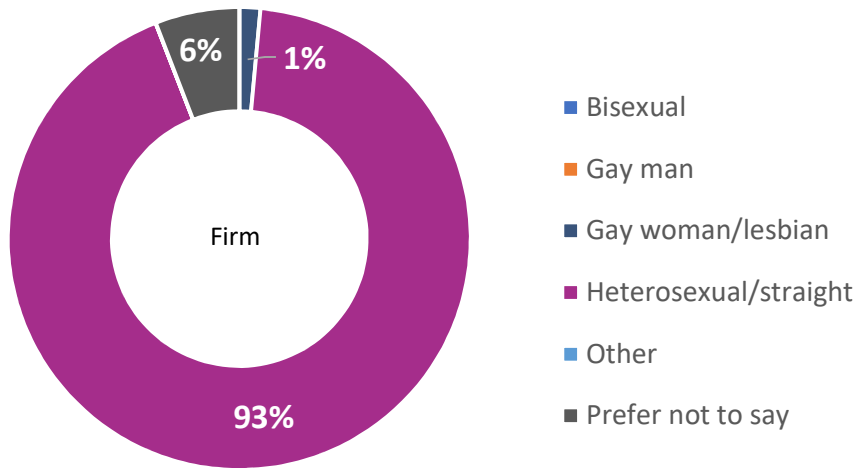
PETERS & PETERS – Diversity Data 2017



Gender identity same as assigned at birth

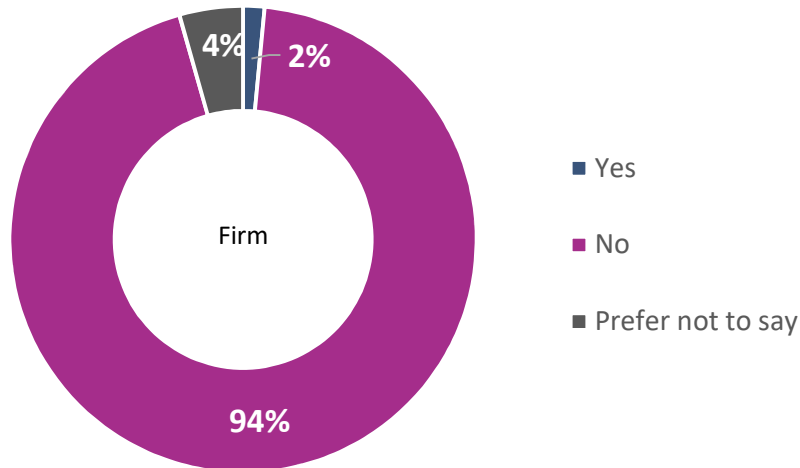


Sexual Orientation

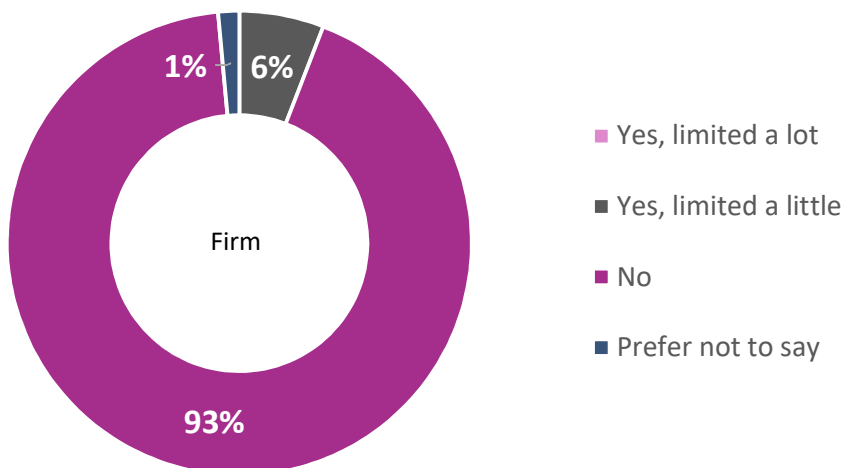


Disability

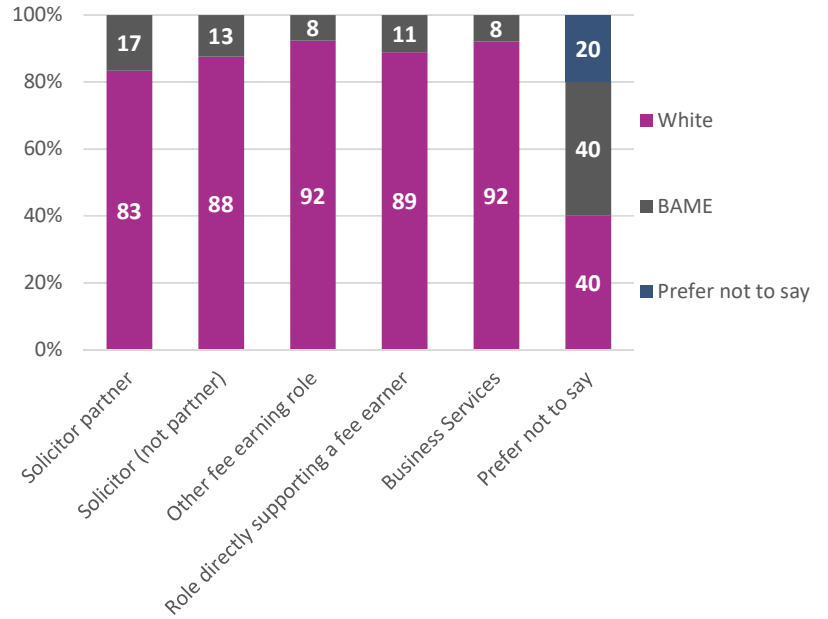
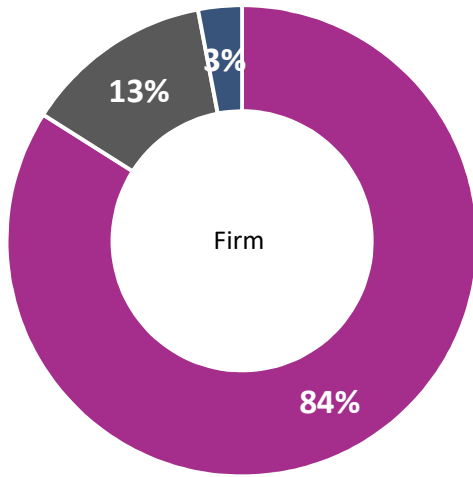
Individuals declaring disability



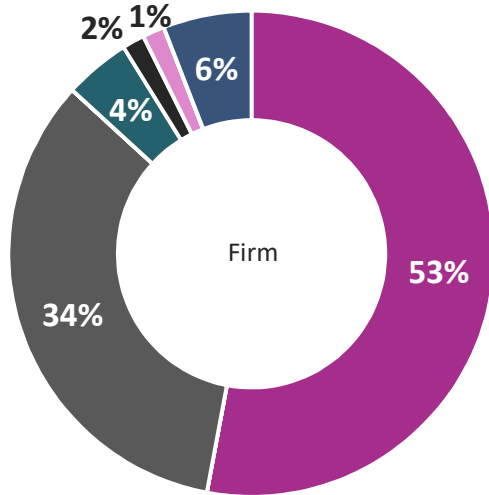
Individuals whose day to day activities are limited because of a health problem or disability which has lasted or is expected to last at least 12 months



Ethnicity



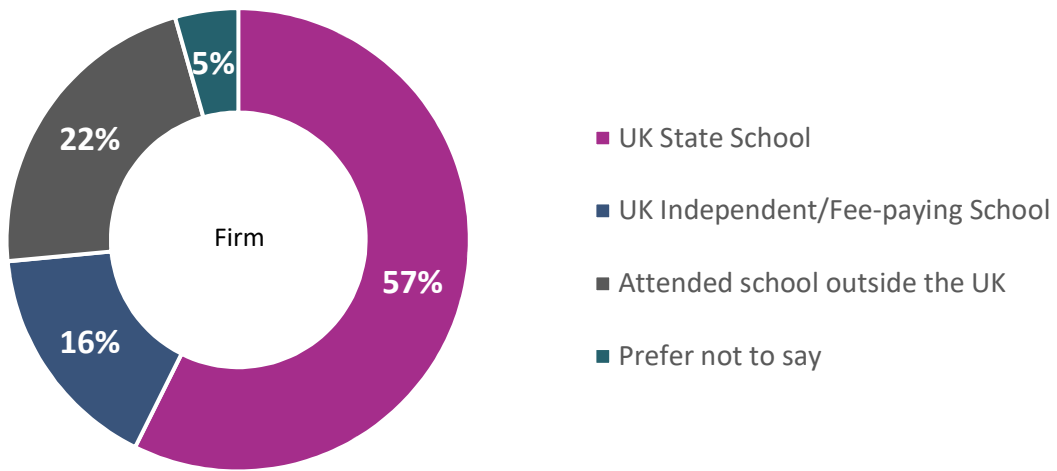
Religion or Belief



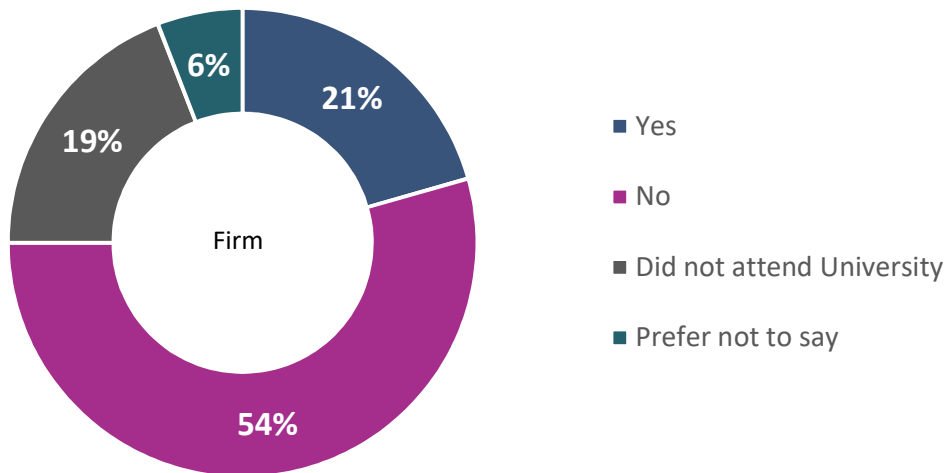
- No religion or belief/Atheist
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- Prefer not to say

Socio-economic background

Type of school attended between the ages of 11 and 18

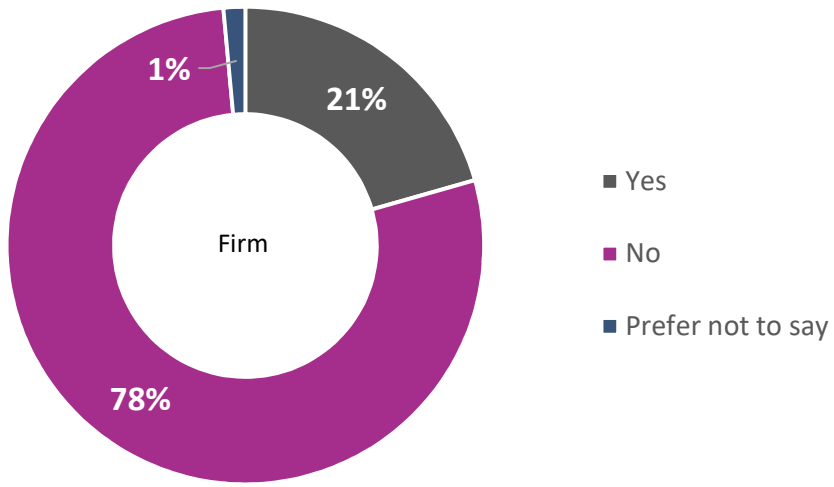


Individuals from the first generation of their family to attend University



Caring responsibilities

Individuals with a primary carer responsibility for a child or children under 18



Individuals who are looking after or caring for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)

