



PETERS & PETERS

OUR COMMITMENT

Diversity

UK Firm Statistics 2019



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Our commitment

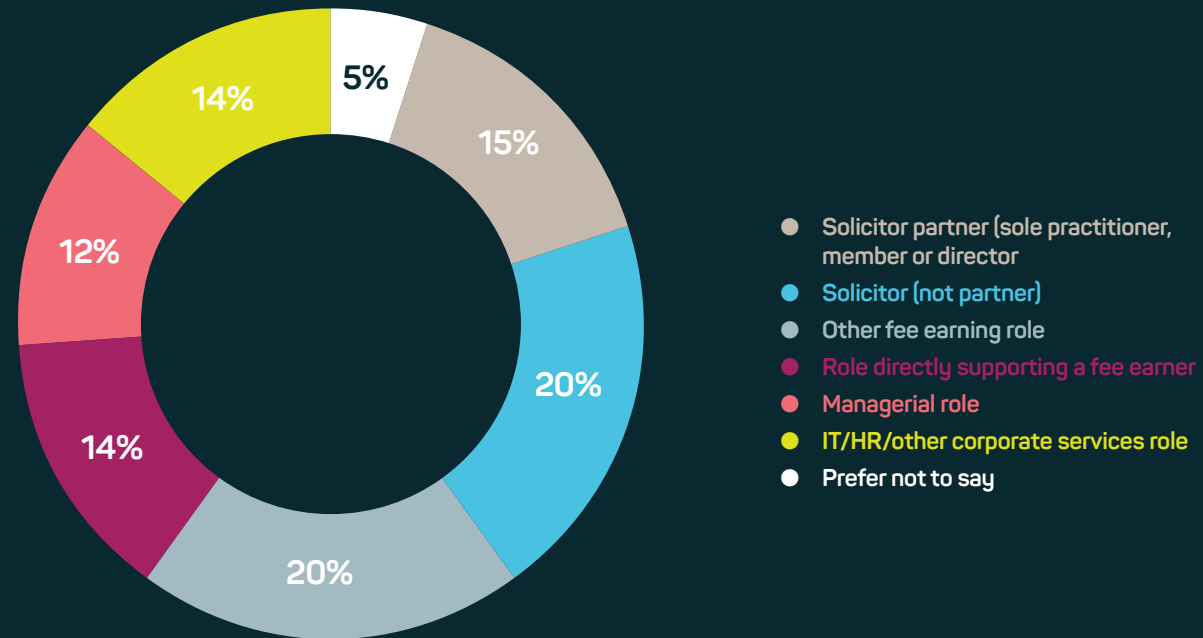
We collect, report and publish workforce diversity data on a biennial basis to satisfy both our formal obligation to the SRA, and the responsibilities of our voluntary signatory to the Law Society's Diversity & Inclusion Charter.

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 those who participated in our August 2019 Diversity survey; 65 individuals in total. Of those who answered the survey, 100% responded to all questions below. As per SRA guidance, the data includes full and part-time employees (including those on maternity and sick leave willing to respond), and temporary staff with us for 3 months or more. Those engaged in work outsourced by the firm, as well as barristers or experts engaged on individual matters, are excluded.



Breakdown of respondents' roles



Notes

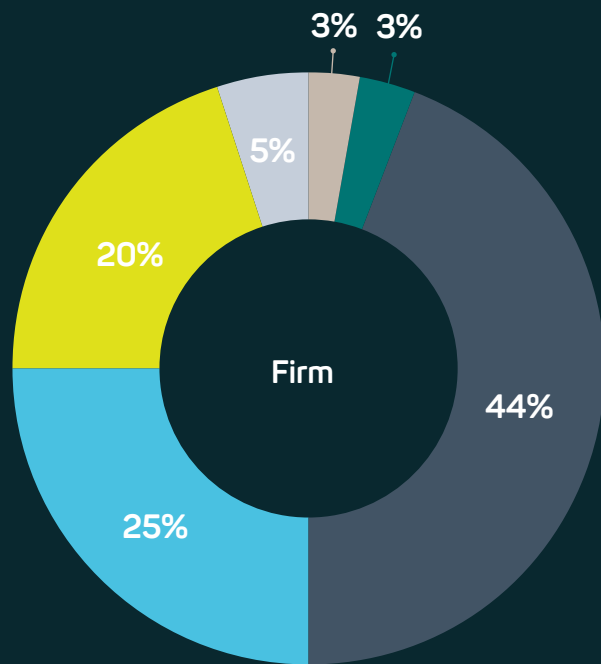
Given the size of our firm, and to ensure individuals' privacy is protected, the data is collected anonymously and uses the SRA's reporting categories in the following way:

- **Solicitor Partner** (Sole practitioner, member or director)
- **Solicitor Non-Partner** (All other practising solicitors including assistant solicitors, associates or consultants, 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 assistants and paralegals, i.e. those who are not "authorised persons")
- **Role directly supporting a fee earner** (legal secretaries, administrators, legal researchers, 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 combined with Non-Managerial staff in IT/HR/Accounts/Corporate services)

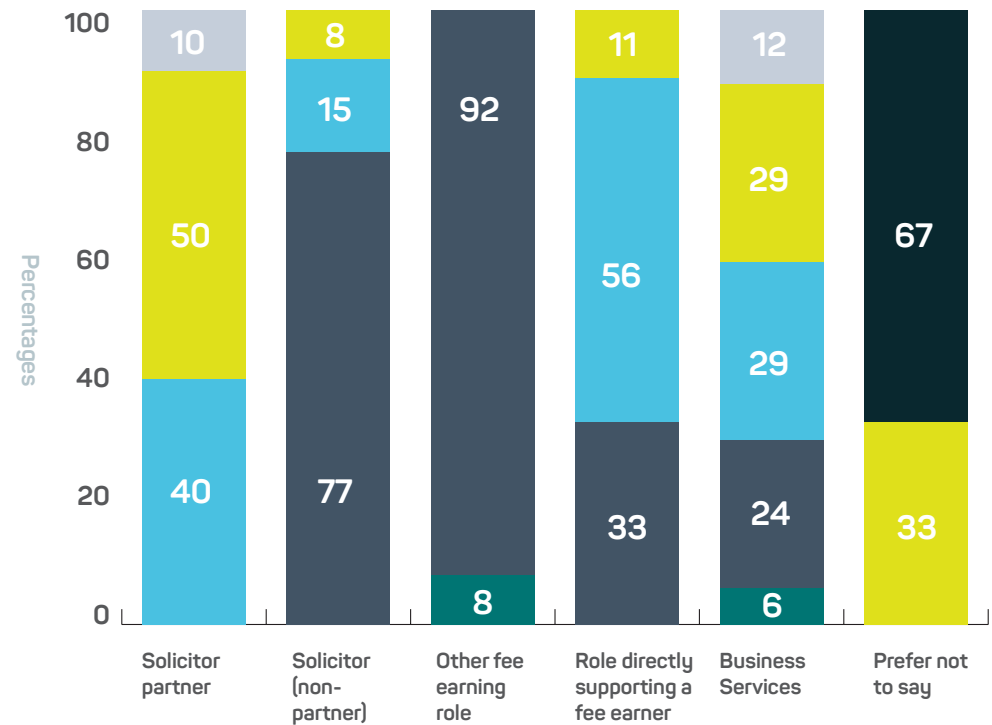


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Age



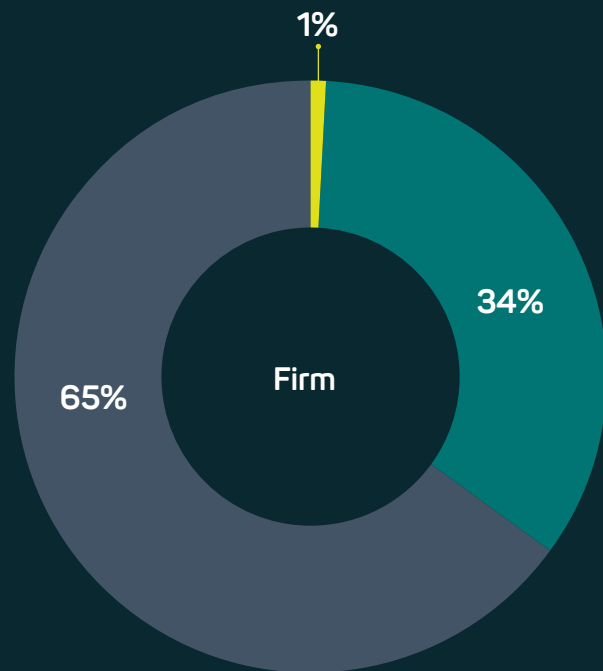
Age breakdown by role



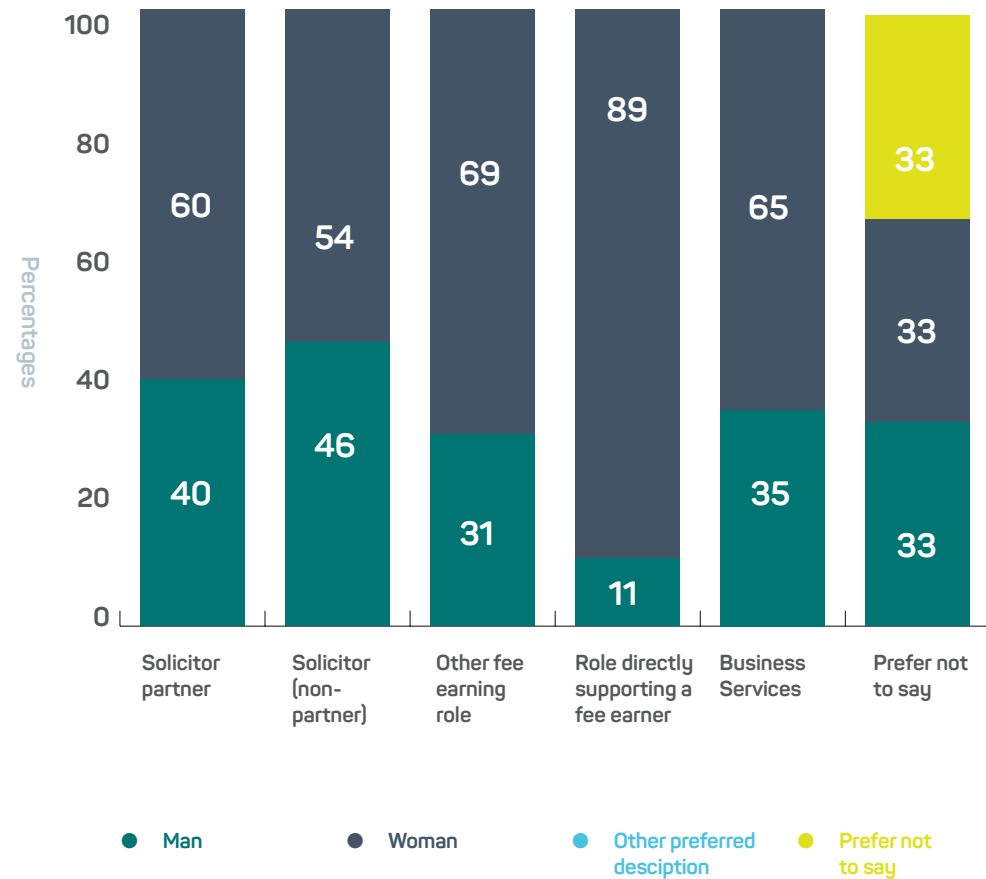
● 16-24 ● 25-34 ● 35-44 ● 45-54 ● 55-64 ● Prefer not to say



Gender identity

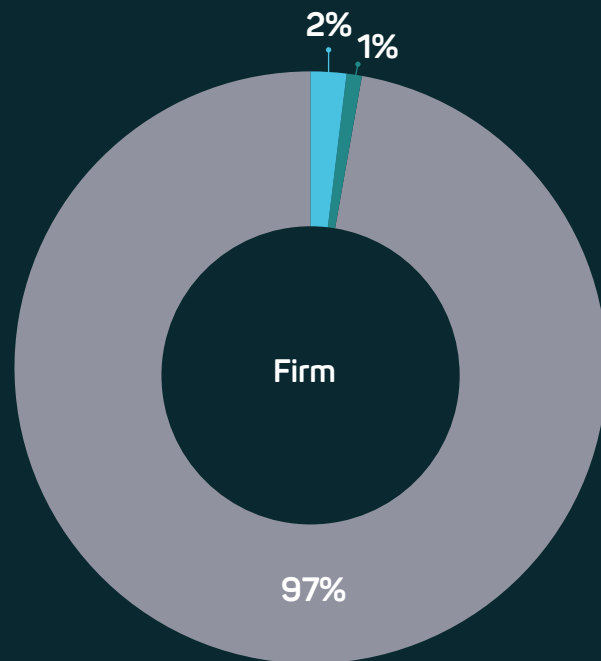


Gender identity breakdown by role



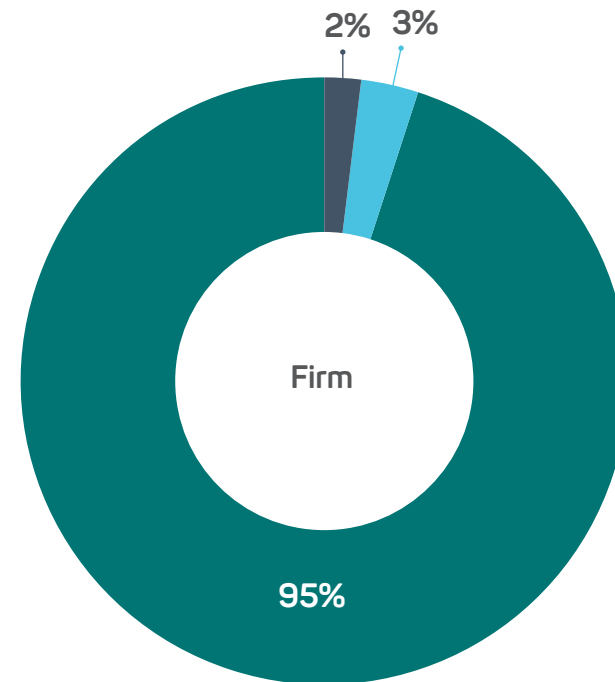


Gender identity same as assigned at birth



- Yes
- No
- Prefer not to say

Sexual Orientation

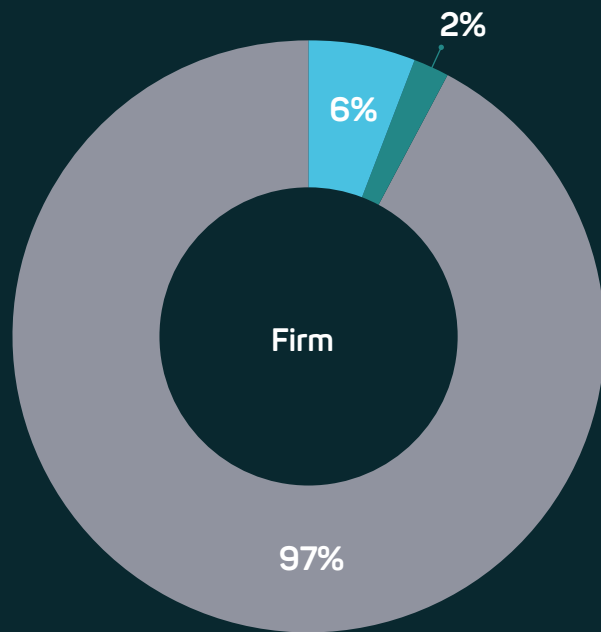


- Heterosexual/straight
- Other
- Prefer not to say



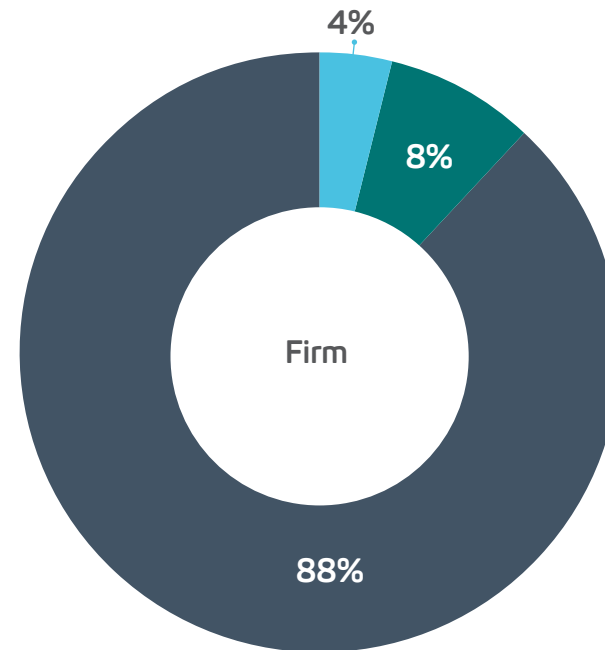
Disability

Individuals declaring disability



- Yes
- No
- Prefer not to say

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

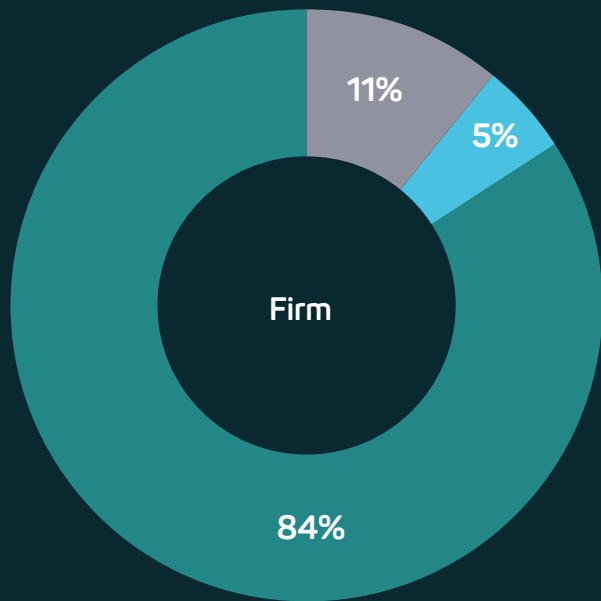


- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say



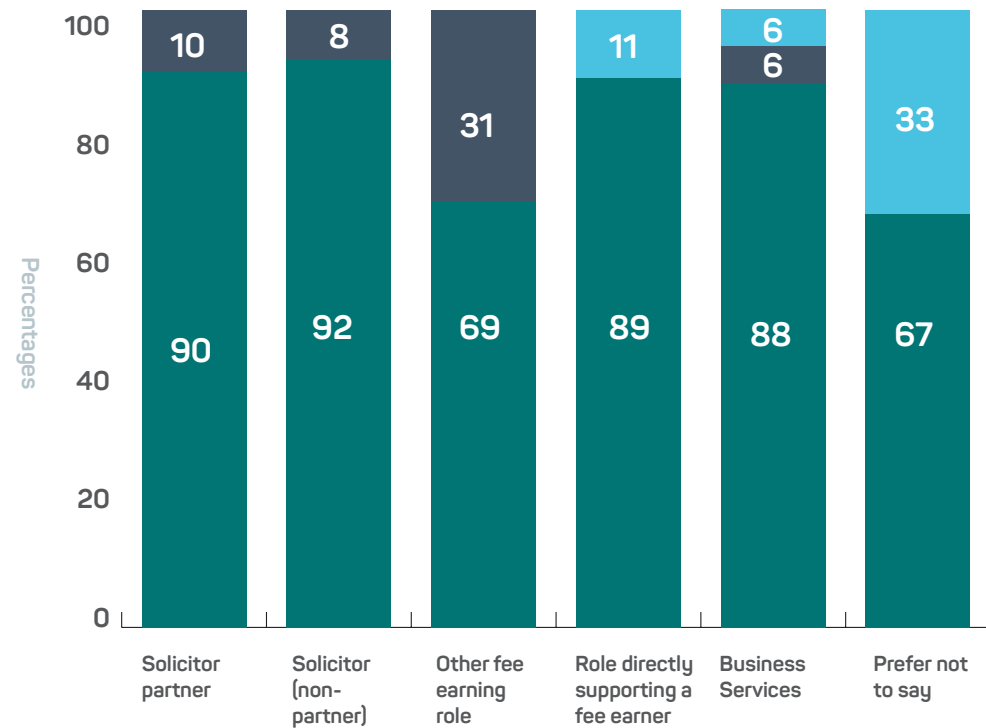
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Ethnicity



- White
- BAME
- Prefer not to say

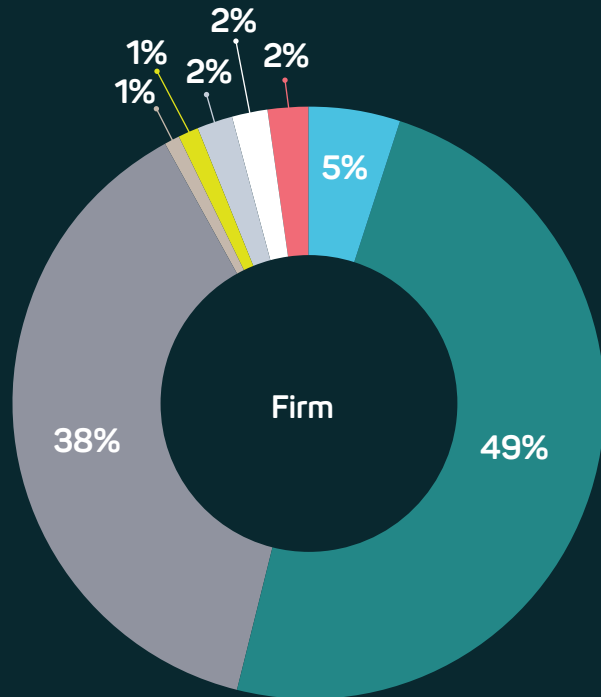
Ethnicity breakdown by role



- Prefer not to say
- BAME
- White



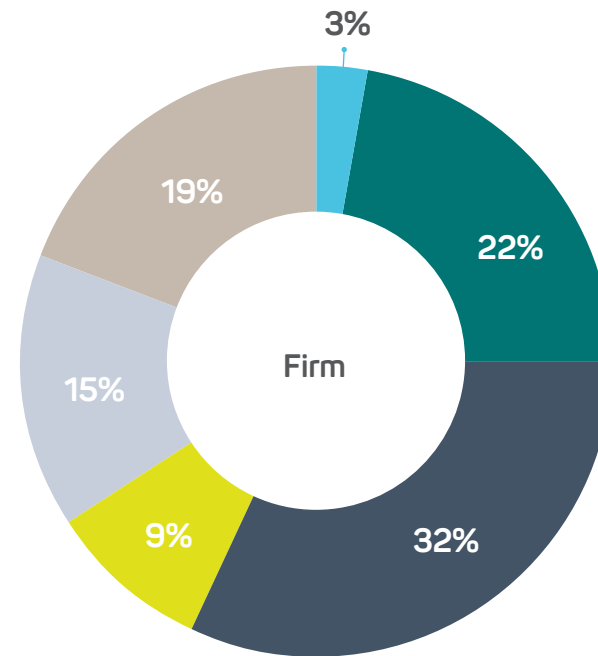
Religion or Belief



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

Socio-economic background

Type of school attended between the ages of 11 and 18

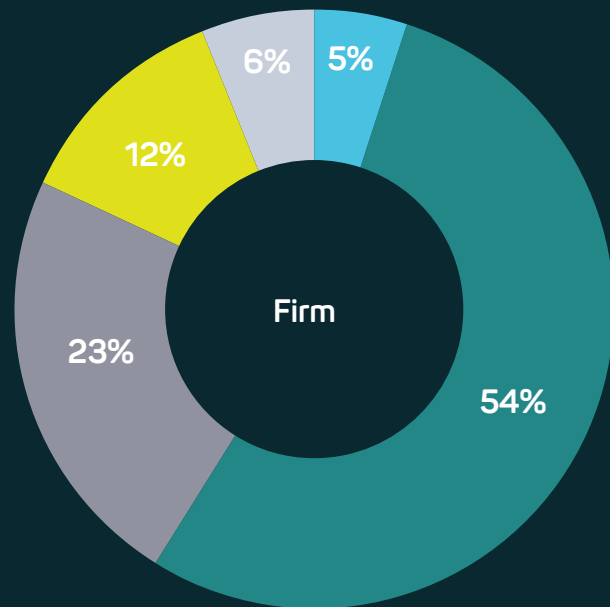


- UK state run or funded school (selective on academic, faith or other grounds)
- UK state school (non-selective)
- UK independent/fee-paying school (bursary)
- UK independent/fee-paying school (no bursary)
- Attended school outside the UK
- Prefer not to say



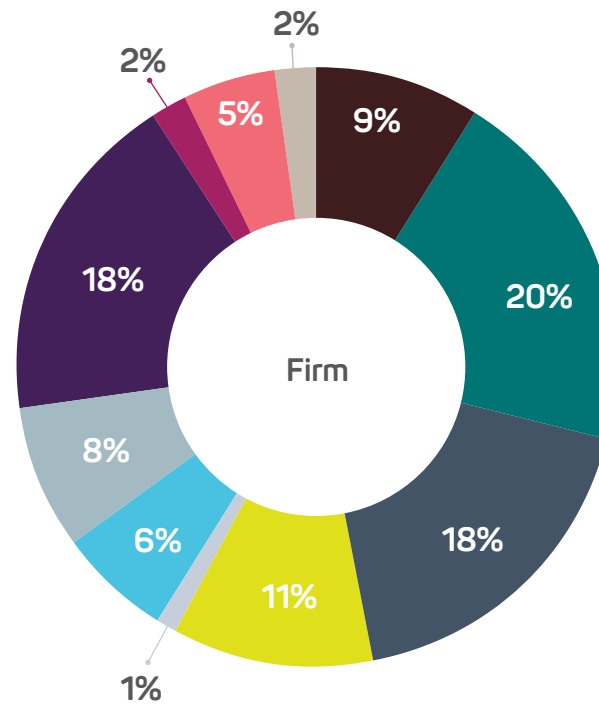
Socio-economic background

Highest level qualification achieved by parents



- At least one has a degree level qualification
- Qualifications below degree level
- No formal qualifications
- Don't know
- Prefer not to say

Type of work the main/ highest income earner in individuals' households did in their main job when the individual was aged 14

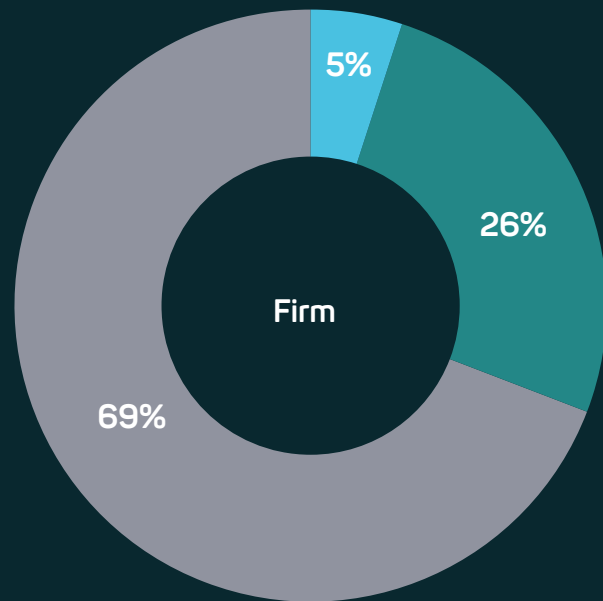


- Modern professional occupation eg. teacher/lecturer, nurse, social worker
- Senior managers and administrators organising and co-ordinating work eg. finance manager, CEO
- Technical and craft occupations eg. mechanic, plumber, electrician, gardener, train driver
- Semi-routine manual and service occupations eg. postal worker, security guard, catering assistant, receptionist
- Routine manual and service occupations eg. van driver, cleaner, labourer, waiter
- Middle or junior managers eg. office/retail manager/bank manager
- Traditional professional occupations eg. accountant, solicitor, medical, scientist, civil/mechanical engineer
- Inactive (excluding those that are retired)
- Other
- Don't know
- Prefer not to say



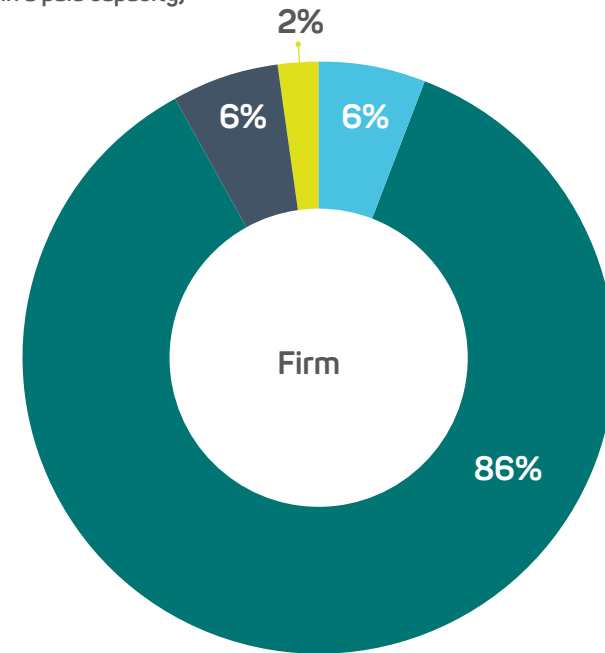
Caring responsibilities

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



- Yes
- No
- Prefer not to say

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)



- No
- Yes, 1-19 hours a week
- Yes, 50 or more hours a week
- Prefer not to say