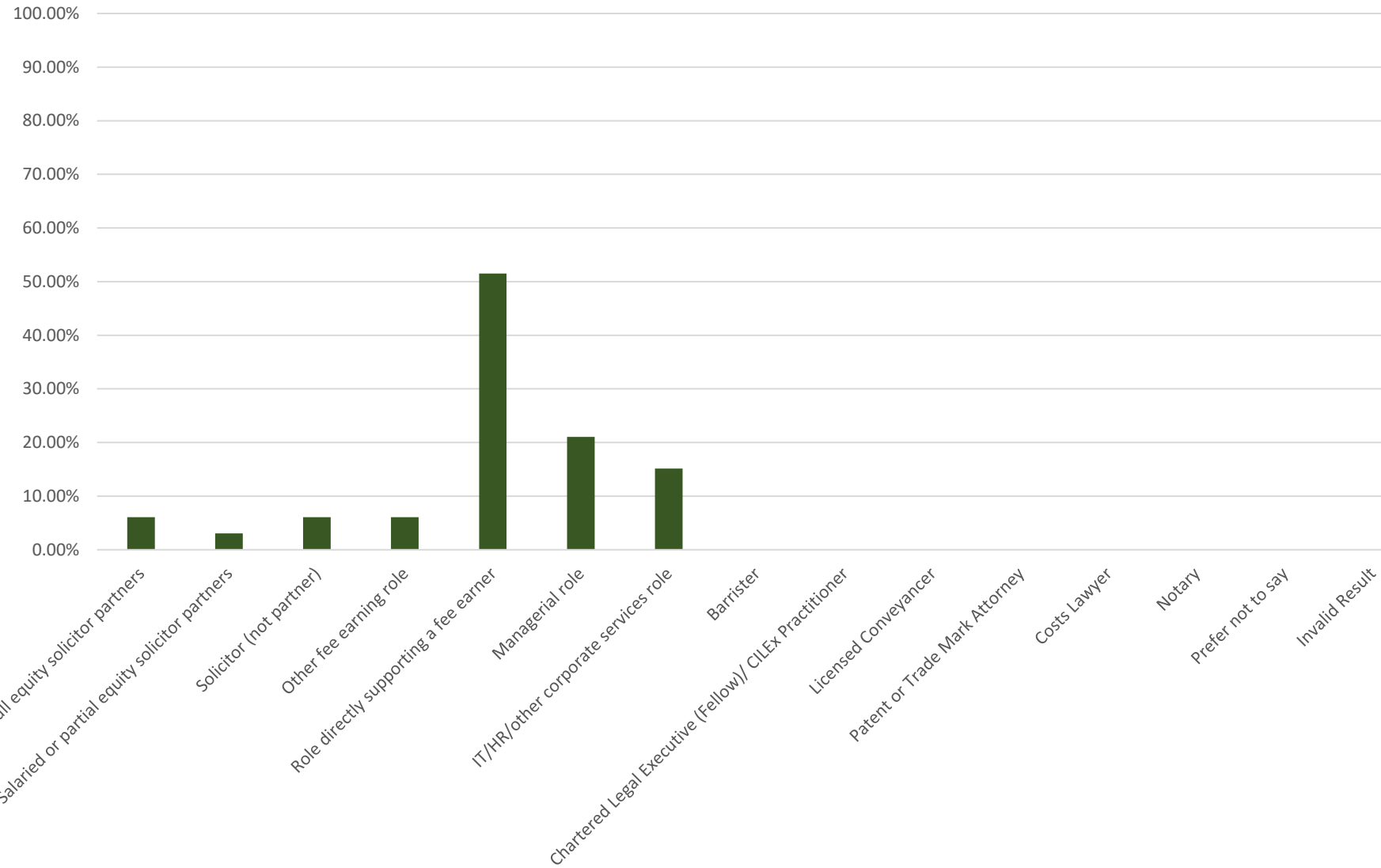


Dee & Griffin Diversity Questionnaire 2023

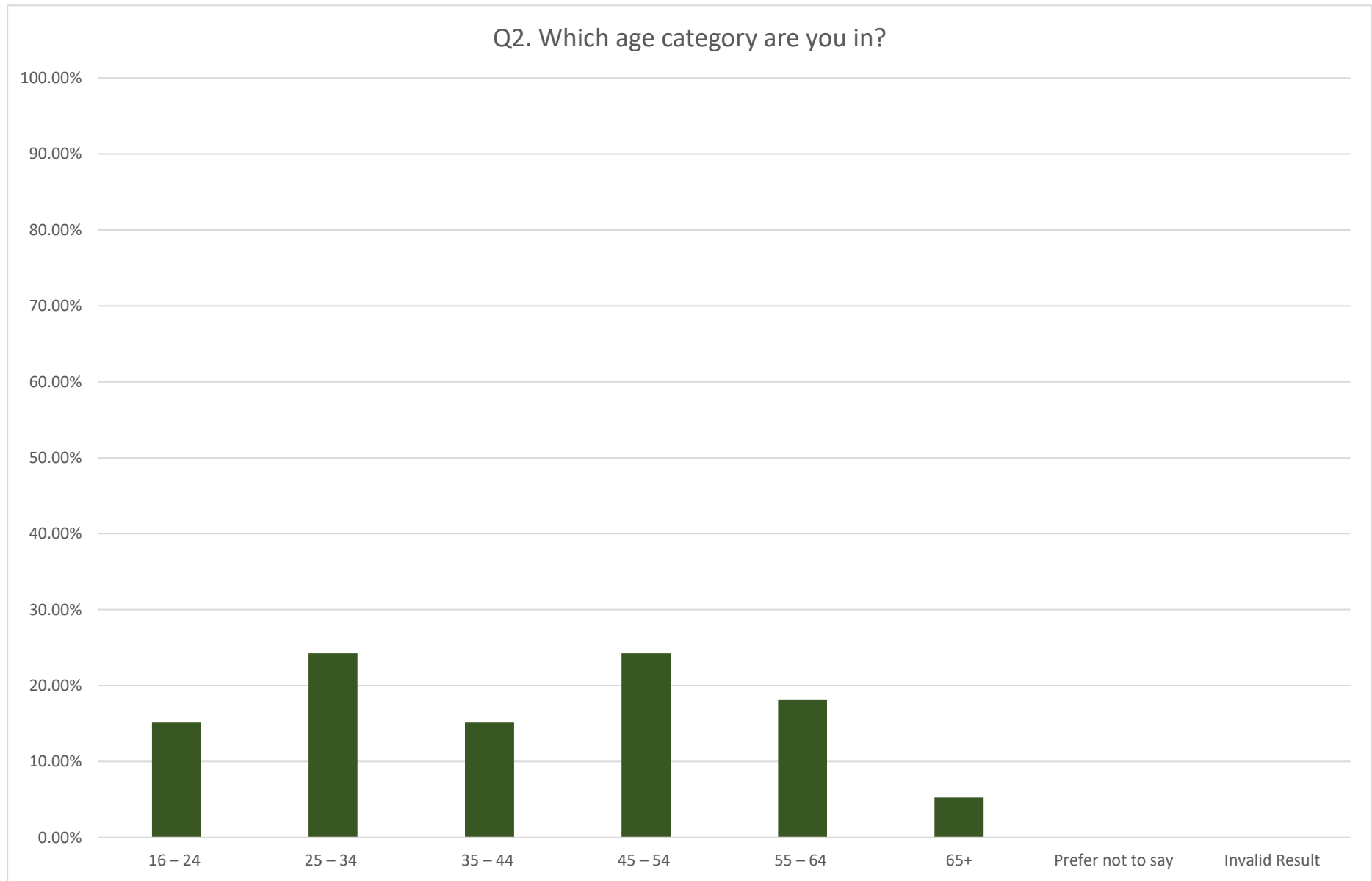
Q1. Select one category which best describes your role in the firm



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Full equity solicitor partners	6.06%	2
Salaried or partial equity solicitor partners	3.03%	1
Solicitor (not partner)	6.06%	2
Other fee earning role	6.06%	2
Role directly supporting a fee earner	51.52%	17
Managerial role	21.05%	4
IT/HR/other corporate services role	15.15%	5
Barrister	0.00%	0
Chartered Legal Executive (Fellow)/ CILEx Practitioner	0.00%	0
Licensed Conveyancer	0.00%	0
Patent or Trade Mark Attorney	0.00%	0
Costs Lawyer	0.00%	0
Notary	0.00%	0
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

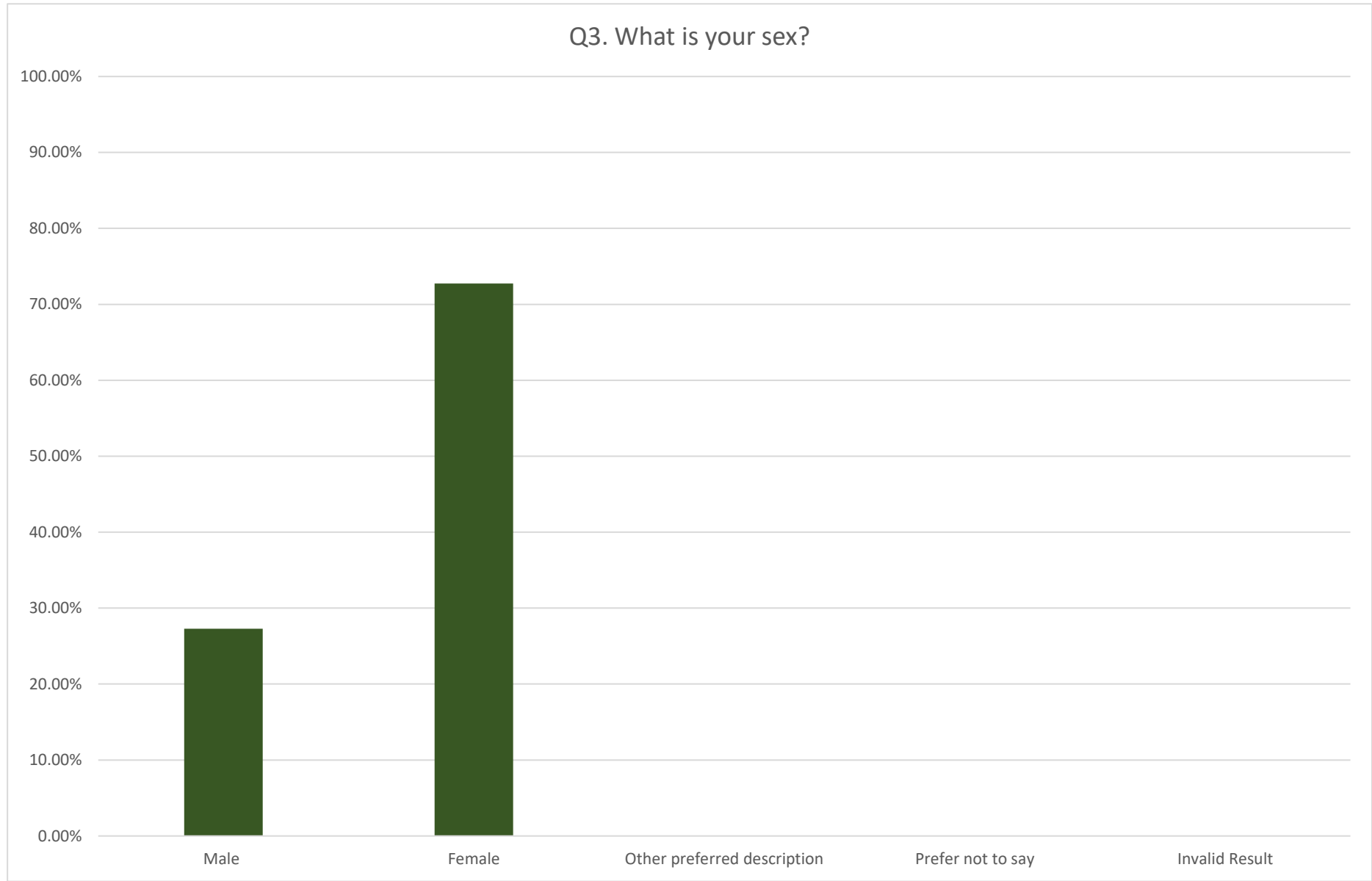
Dee & Griffin Diversity Questionnaire 2023



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
16 – 24	15.15%	5
25 – 34	24.24%	8
35 – 44	15.15%	5
45 – 54	24.24%	8
55 – 64	18.18%	6
65+	5.26%	1
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

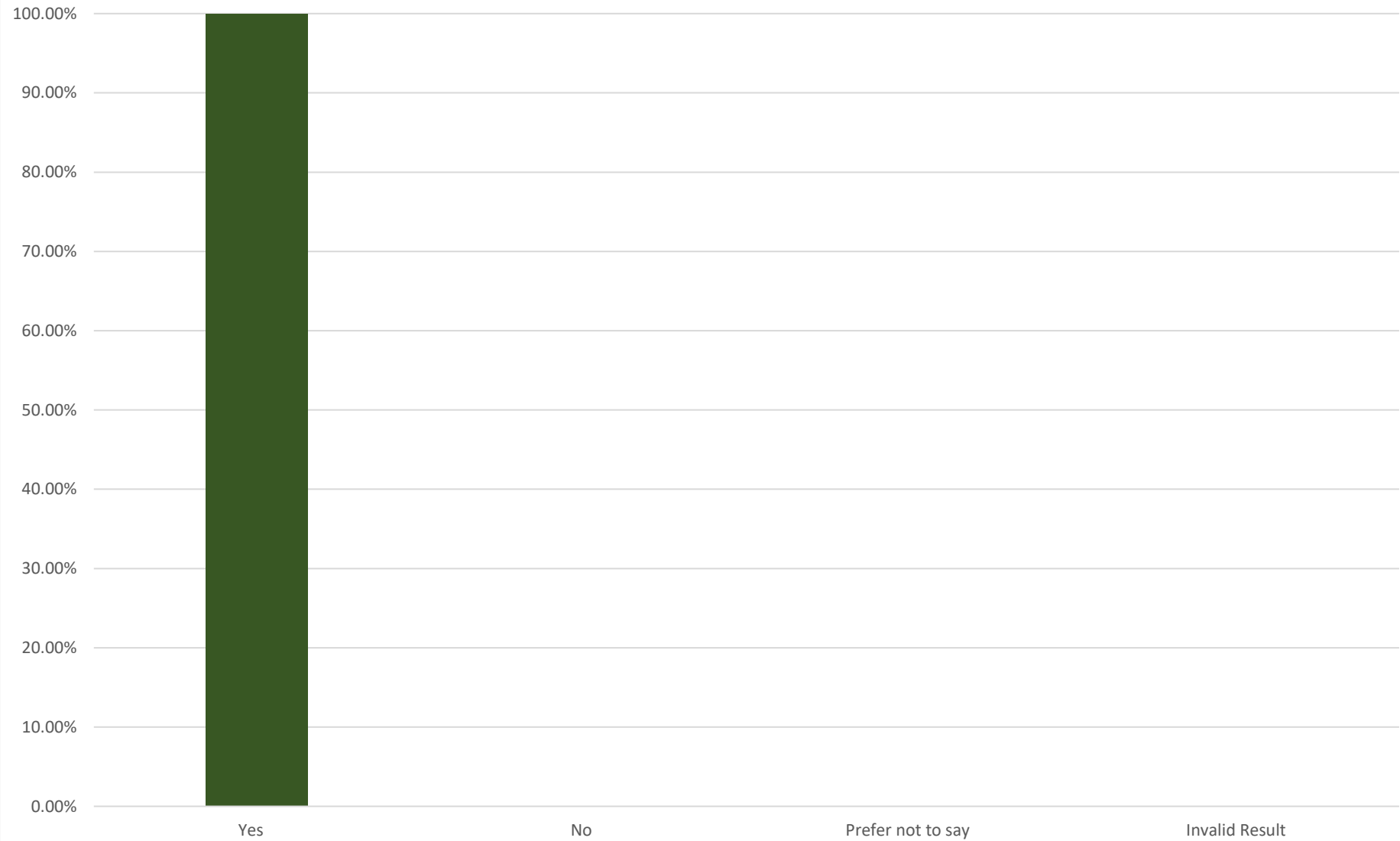


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Male	27.27%	9
Female	72.73%	24
Other preferred description	0.00%	0
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

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

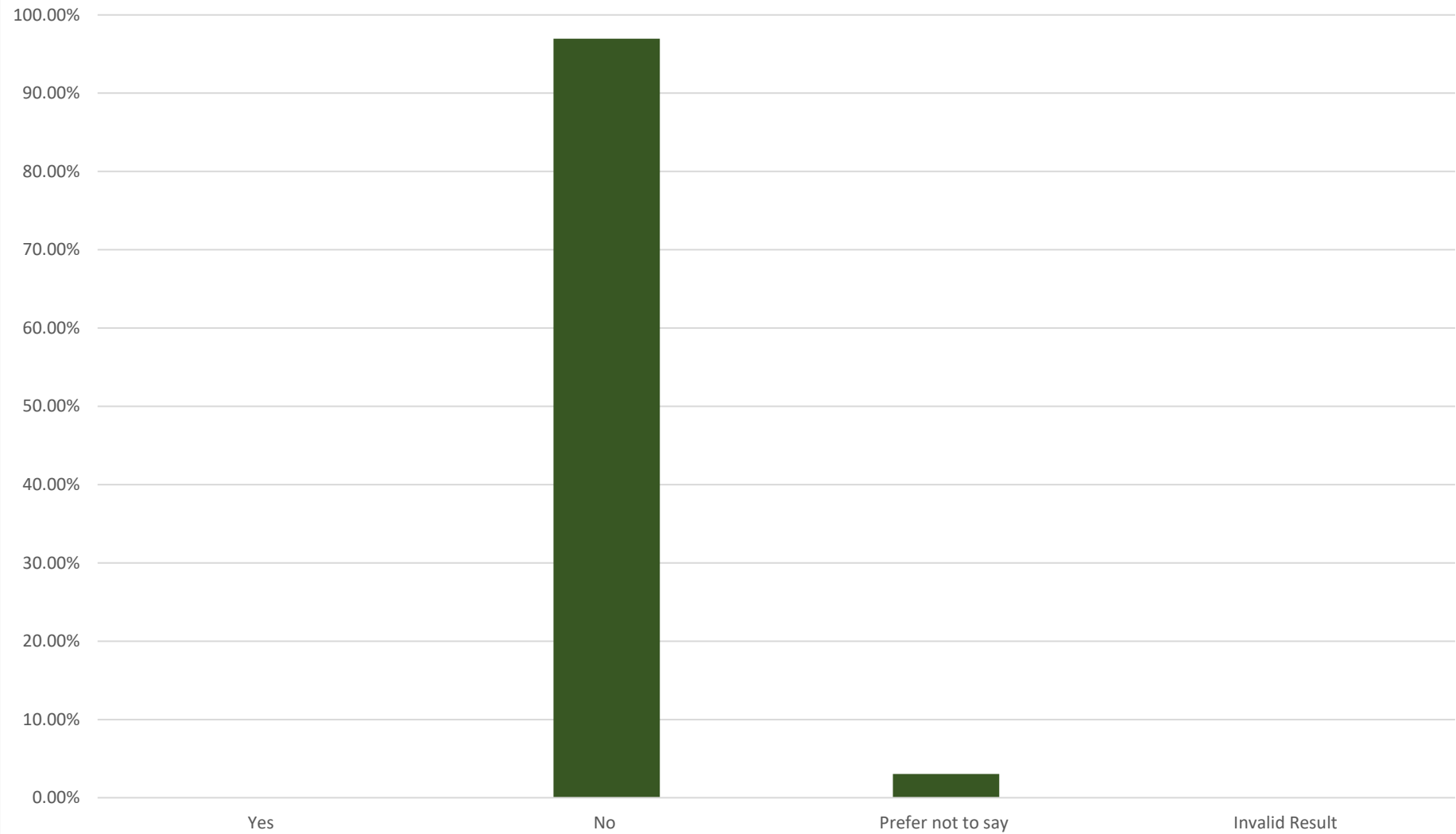


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Yes	100.00%	33
No	0.00%	0
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

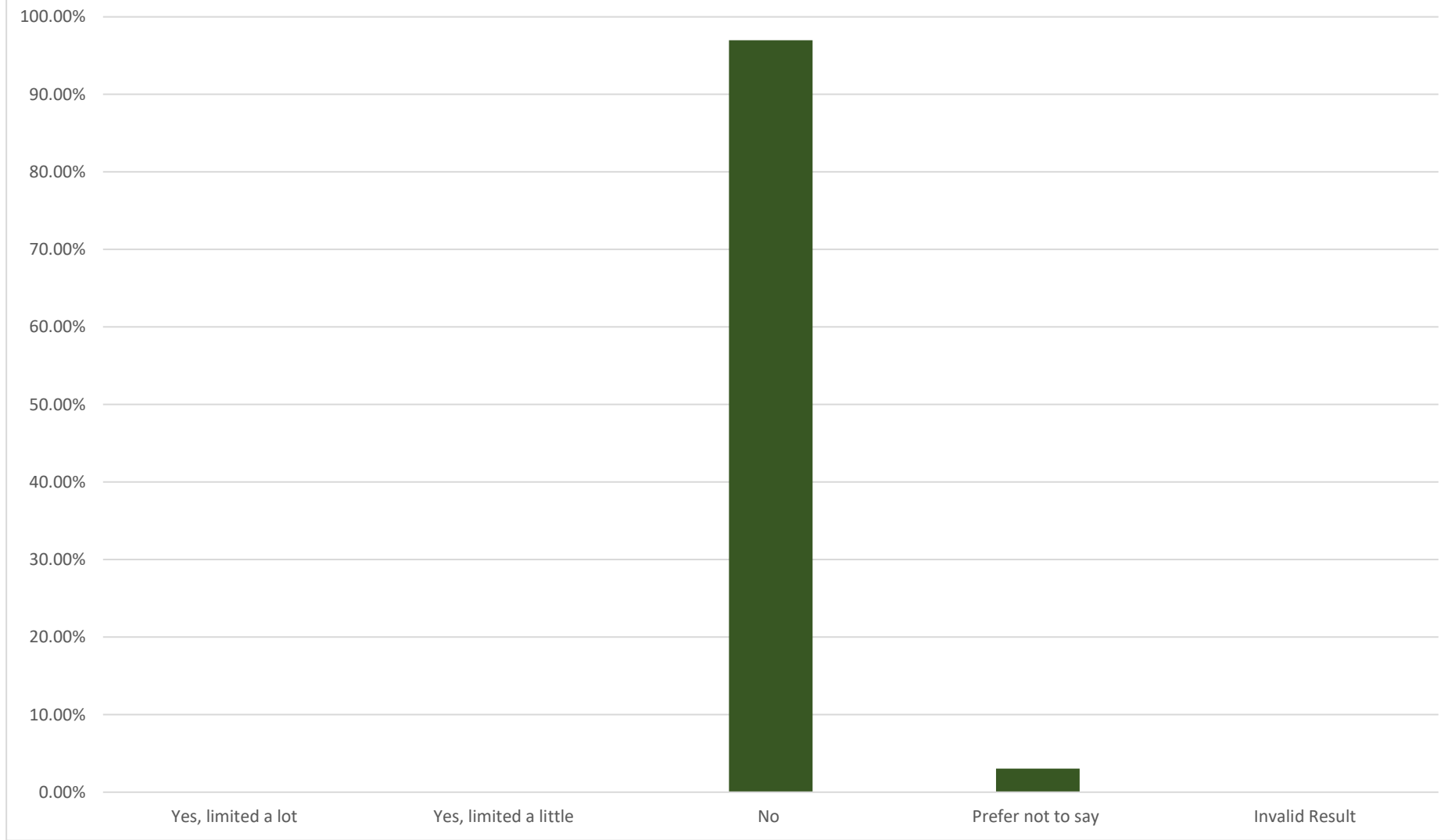


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Yes	0.00%	0
No	96.97%	32
Prefer not to say	3.03%	1
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

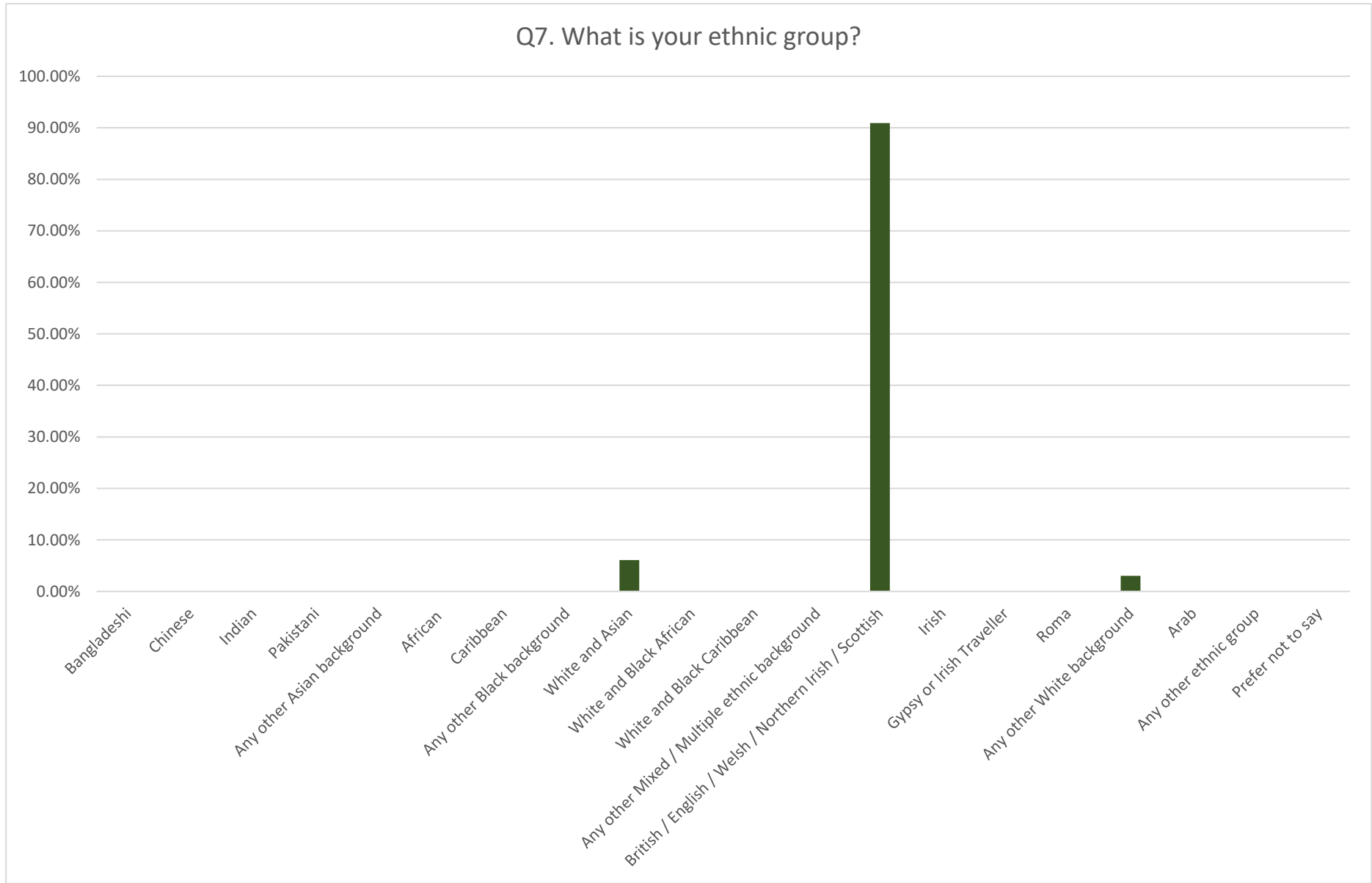
Q6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Yes, limited a lot	0.00%	0
Yes, limited a little	0.00%	0
No	96.97%	32
Prefer not to say	3.03%	1
Invalid Result	0.00%	0
Total		33

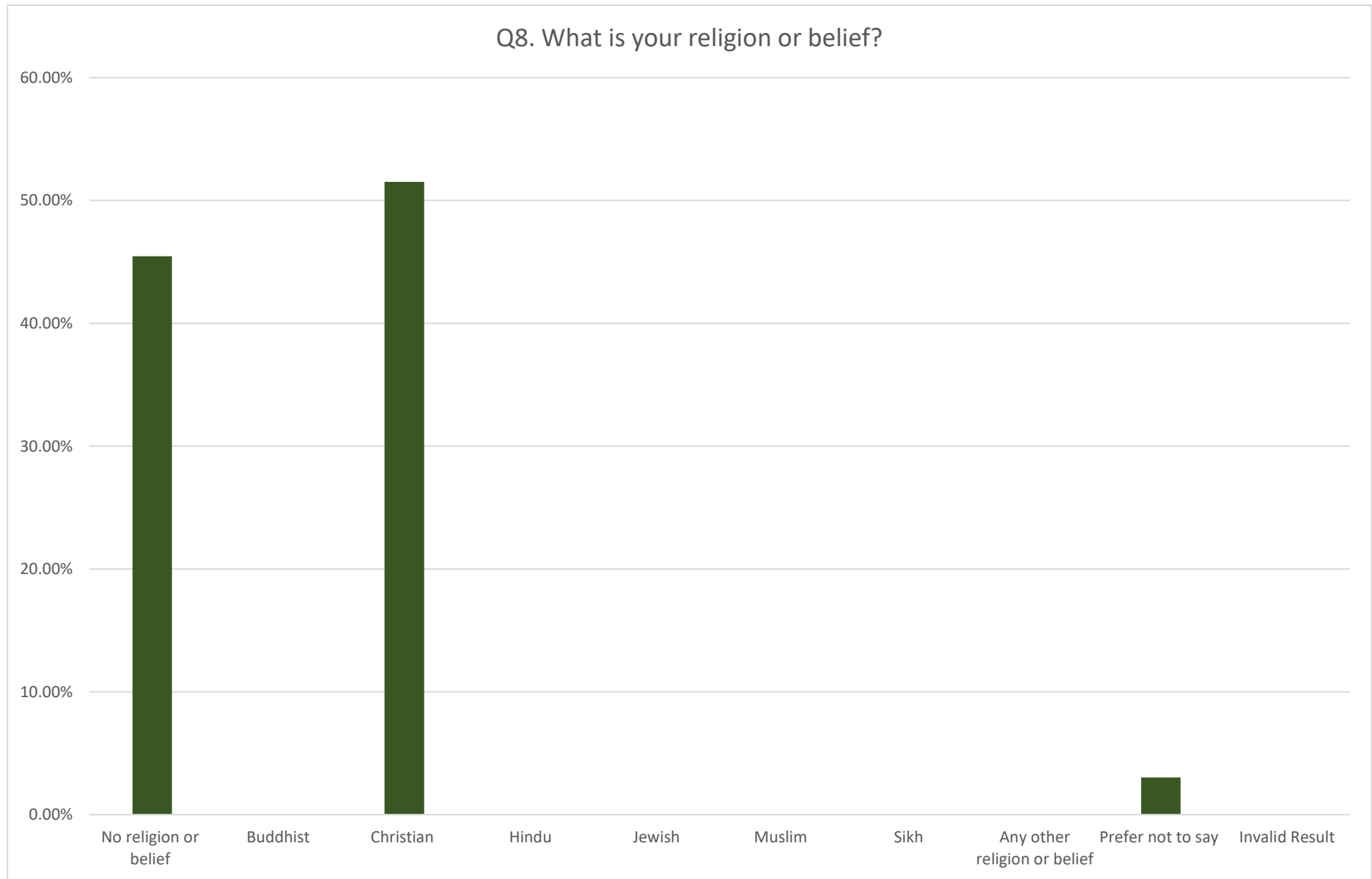
Dee & Griffin Diversity Questionnaire 2023



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Bangladeshi	0.00%	0
Chinese	0.00%	0
Indian	0.00%	0
Pakistani	0.00%	0
Any other Asian background	0.00%	0
African	0.00%	0
Caribbean	0.00%	0
Any other Black background	0.00%	0
White and Asian	6.06%	2
White and Black African	0.00%	0
White and Black Caribbean	0.00%	0
Any other Mixed / Multiple ethnic background	0.00%	0
British / English / Welsh / Northern Irish / Scottish	90.91%	30
Irish	0.00%	0
Gypsy or Irish Traveller	0.00%	0
Roma	0.00%	0
Any other White background	3.03%	1
Arab	0.00%	0
Any other ethnic group	0.00%	0
Prefer not to say	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

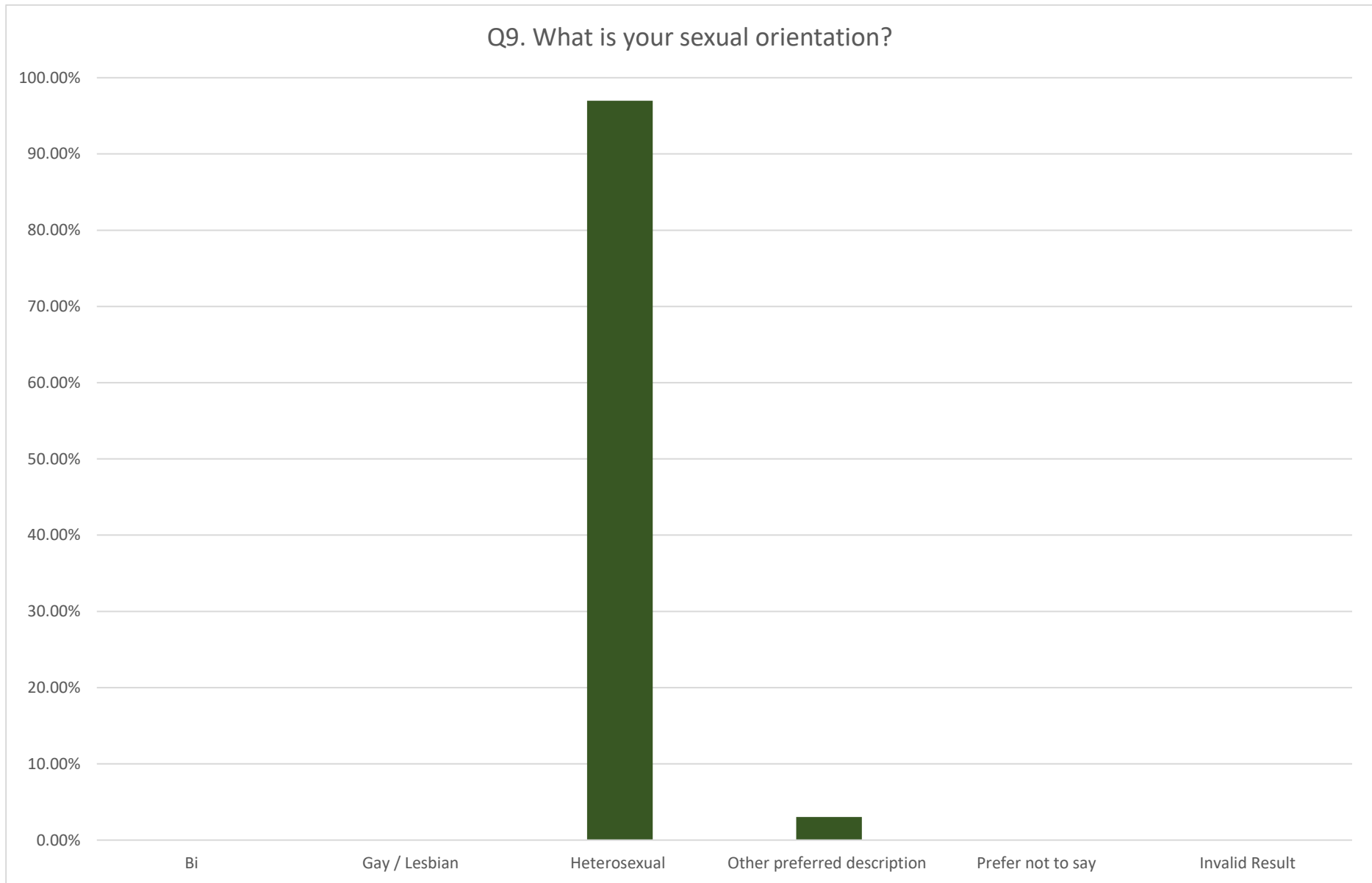


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
No religion or belief	45.45%	15
Buddhist	0.00%	0
Christian	51.52%	17
Hindu	0.00%	0
Jewish	0.00%	0
Muslim	0.00%	0
Sikh	0.00%	0
Any other religion or belief	0.00%	0
Prefer not to say	3.03%	1
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

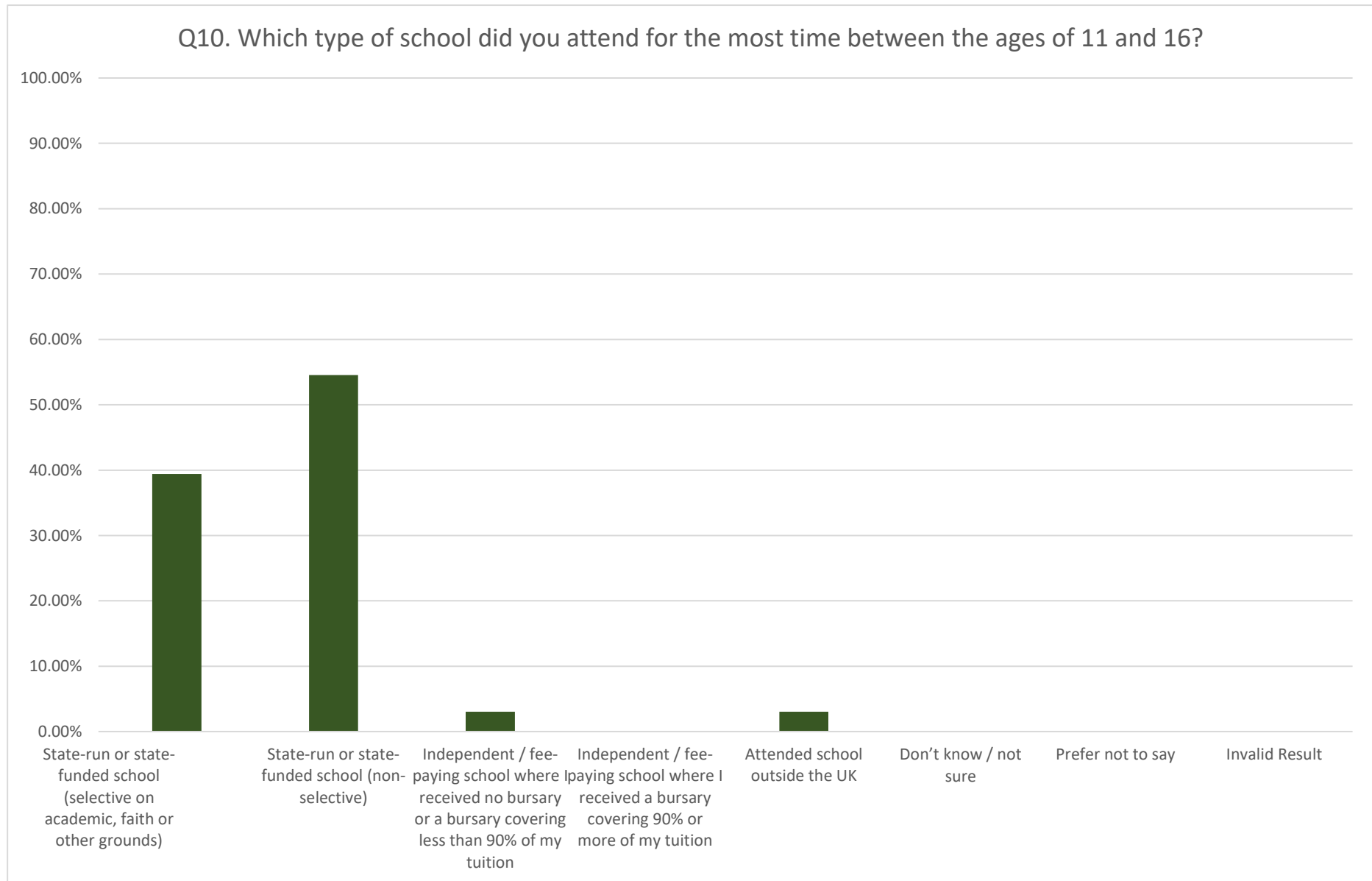
Q9. What is your sexual orientation?



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Bi	0.00%	0
Gay / Lesbian	0.00%	0
Heterosexual	96.97%	32
Other preferred description	3.03%	1
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

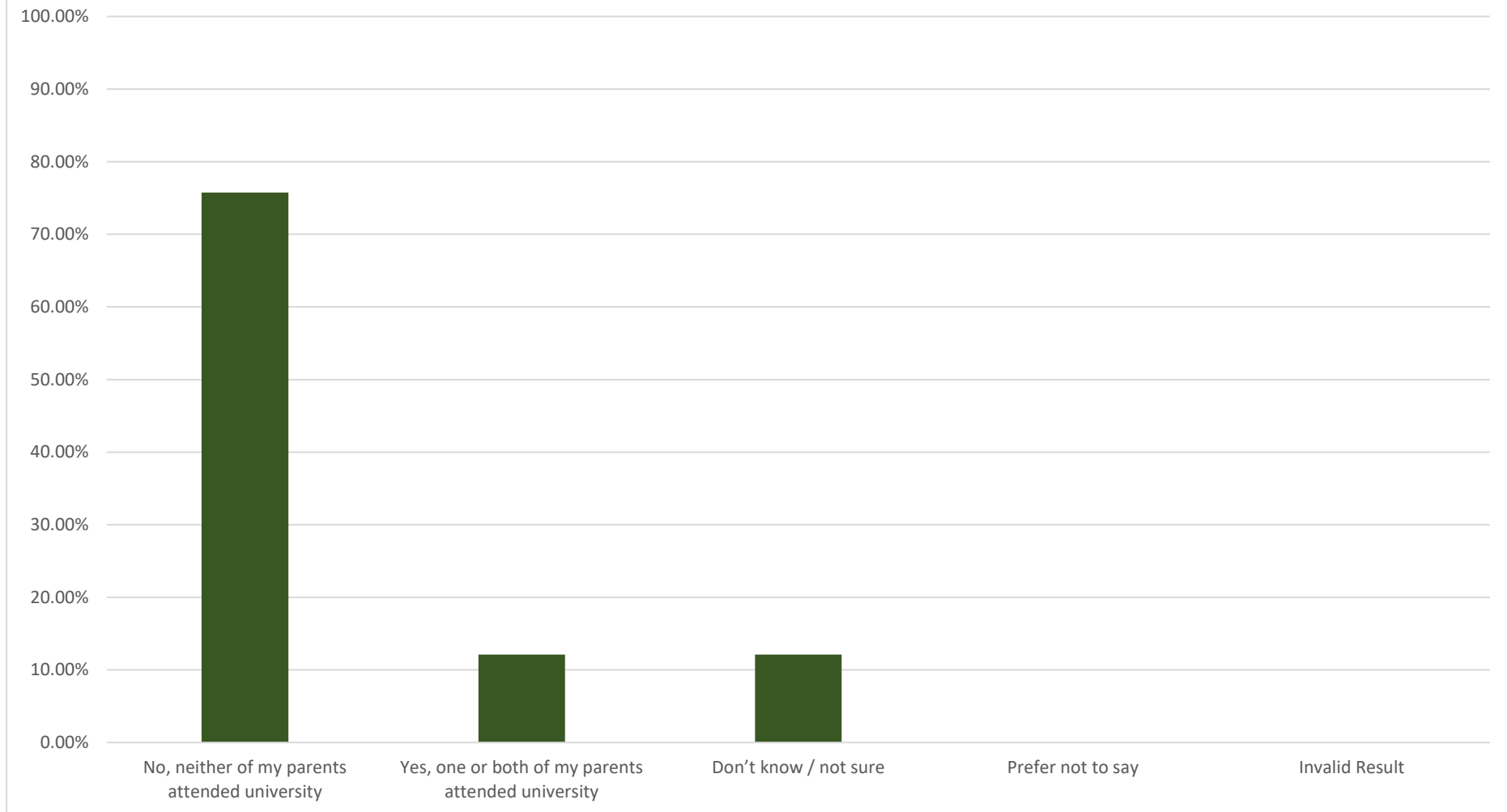


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
State-run or state-funded school (selective on academic, faith or other grounds)	39.39%	13
State-run or state-funded school (non-selective)	54.55%	18
Independent / fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	3.03%	1
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	0.00%	0
Attended school outside the UK	3.03%	1
Don't know / not sure	0.00%	0
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

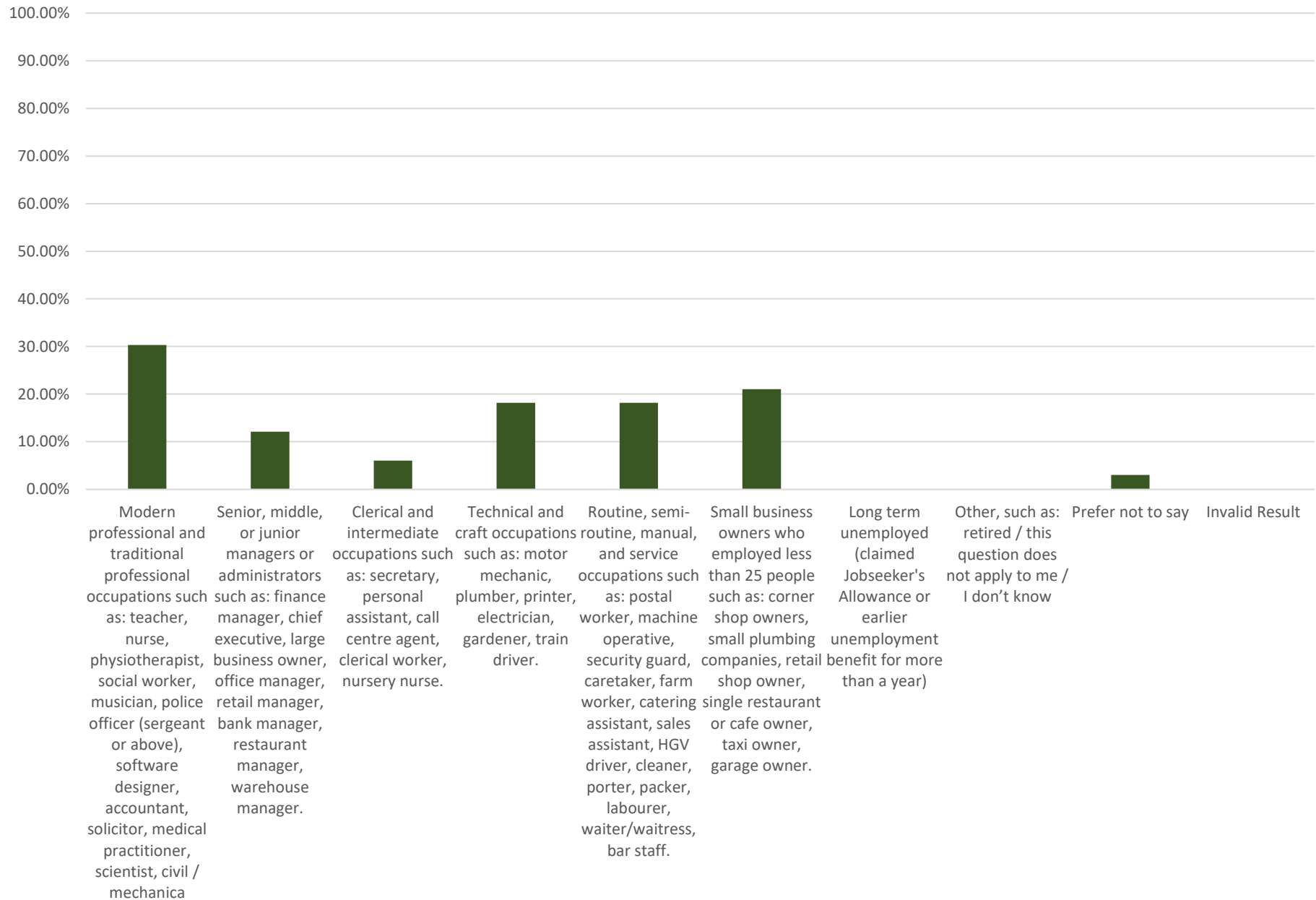
Q11. Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
No, neither of my parents attended university	75.76%	25
Yes, one or both of my parents attended university	12.12%	4
Don't know / not sure	12.12%	4
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

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

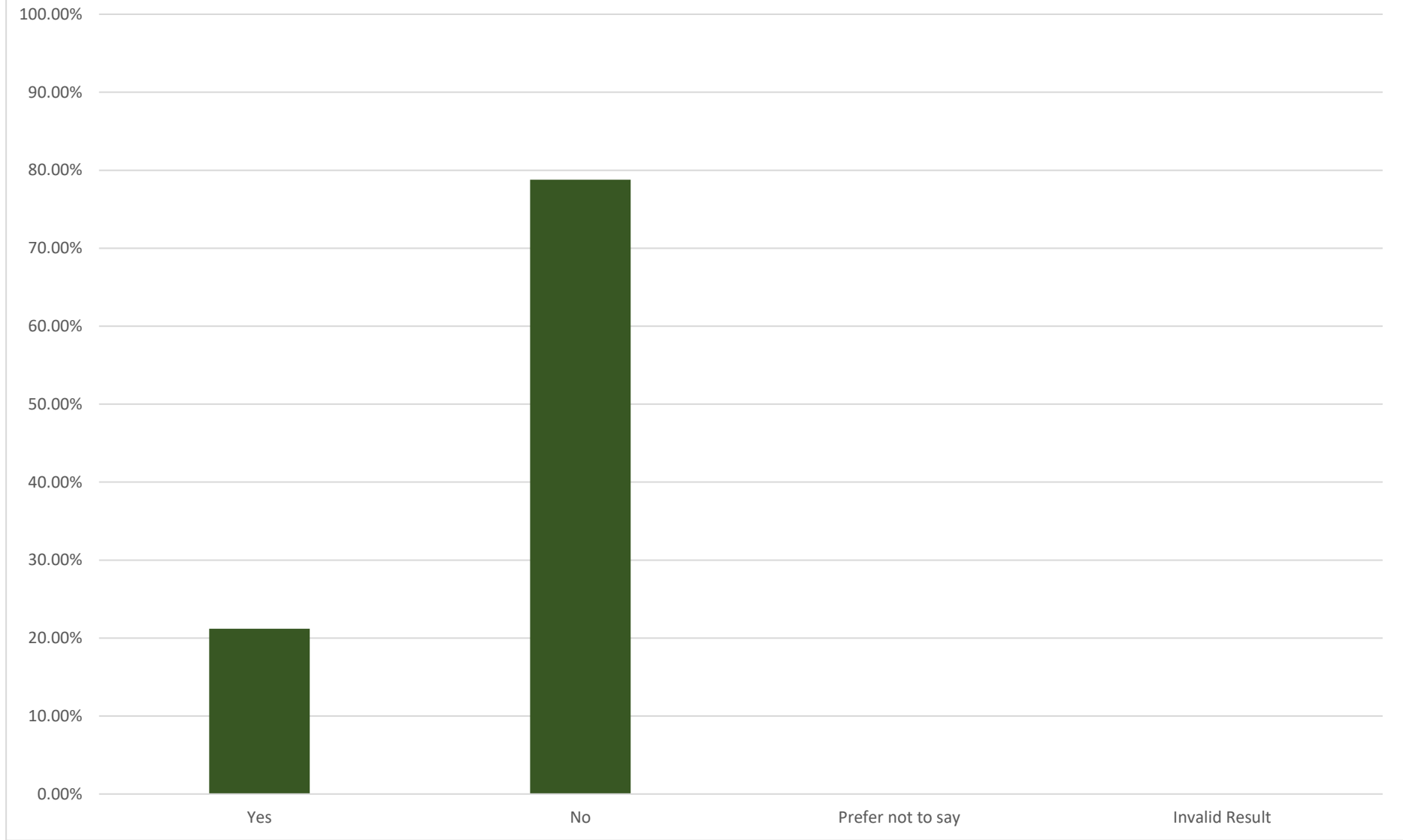


Dee & Griffin Diversity Questionnaire 2023

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.	30.30%	10
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.	12.12%	4
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	6.06%	2
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.	18.18%	6
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.	18.18%	6
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.	21.05%	4
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0.00%	0
Other, such as: retired / this question does not apply to me / I don't know	0.00%	0
Prefer not to say	3.03%	1
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

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

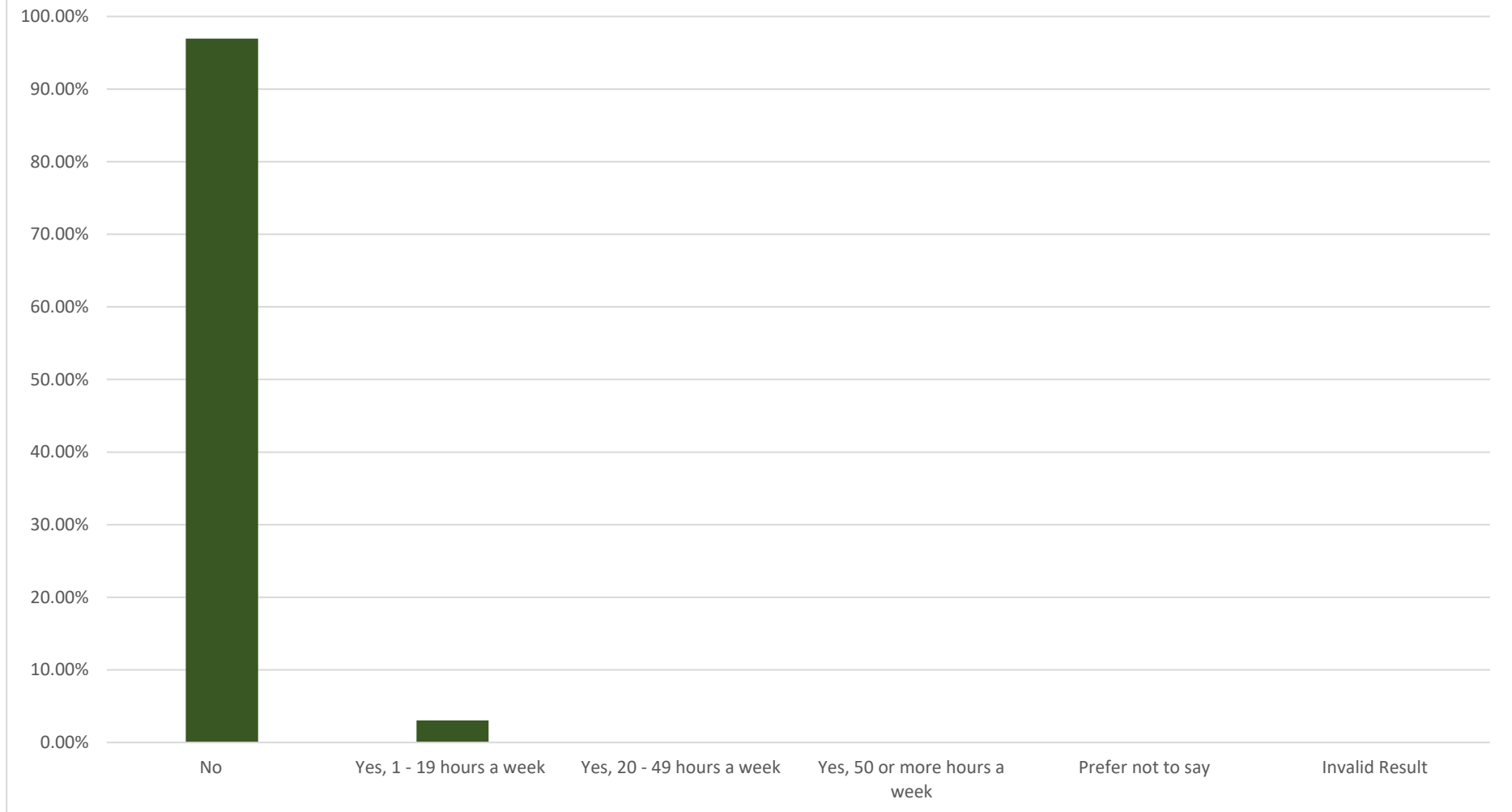


Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
Yes	21.21%	7
No	78.79%	26
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33

Dee & Griffin Diversity Questionnaire 2023

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)?



Dee & Griffin Diversity Questionnaire 2023

Answer Choices	Responses	
No	96.97%	32
Yes, 1 - 19 hours a week	3.03%	1
Yes, 20 - 49 hours a week	0.00%	0
Yes, 50 or more hours a week	0.00%	0
Prefer not to say	0.00%	0
Invalid Result	0.00%	0
Total		33