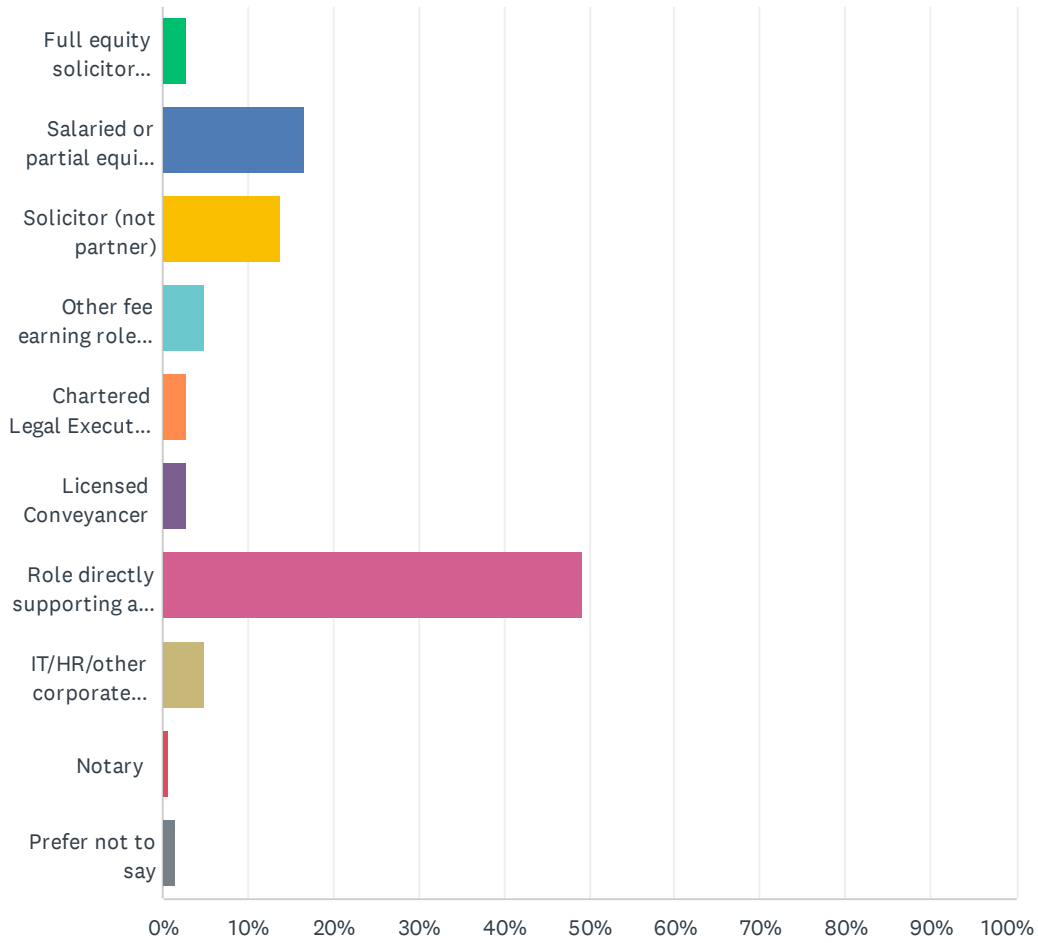


Q1 Select the category which best describes your role in the firm

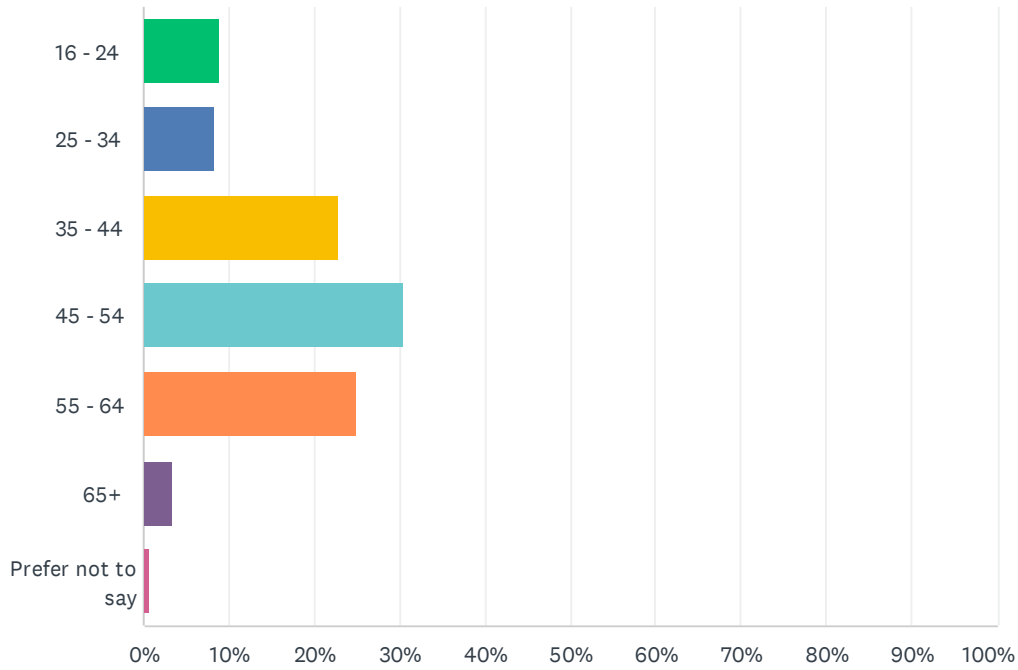
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ANSWER CHOICES	RESPONSES	
Full equity solicitor partner	2.78%	4
Salaried or partial equity solicitor partner	16.67%	24
Solicitor (not partner)	13.89%	20
Other fee earning role including trainees, paralegals and members of CILEX who are neither fellows nor practitioners.	4.86%	7
Chartered Legal Executive (Fellow)/CILEX Practitioner	2.78%	4
Licensed Conveyancer	2.78%	4
Role directly supporting a fee earner - includes administrators, legal secretaries, non fee earning paralegals	49.31%	71
IT/HR/other corporate services role-includes finance or accountancy roles	4.86%	7
Notary	0.69%	1
Prefer not to say	1.39%	2
TOTAL		144

Q2 Which age category are you in?

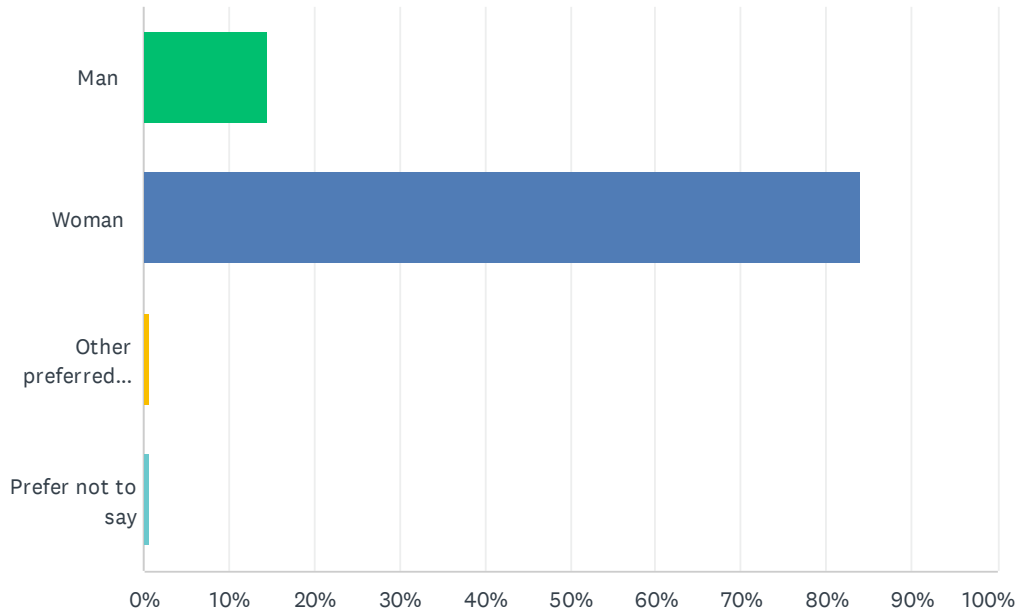
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ANSWER CHOICES	RESPONSES	
16 - 24	9.03%	13
25 - 34	8.33%	12
35 - 44	22.92%	33
45 - 54	30.56%	44
55 - 64	25.00%	36
65+	3.47%	5
Prefer not to say	0.69%	1
TOTAL		144

Q3 Which gender do you identify with?

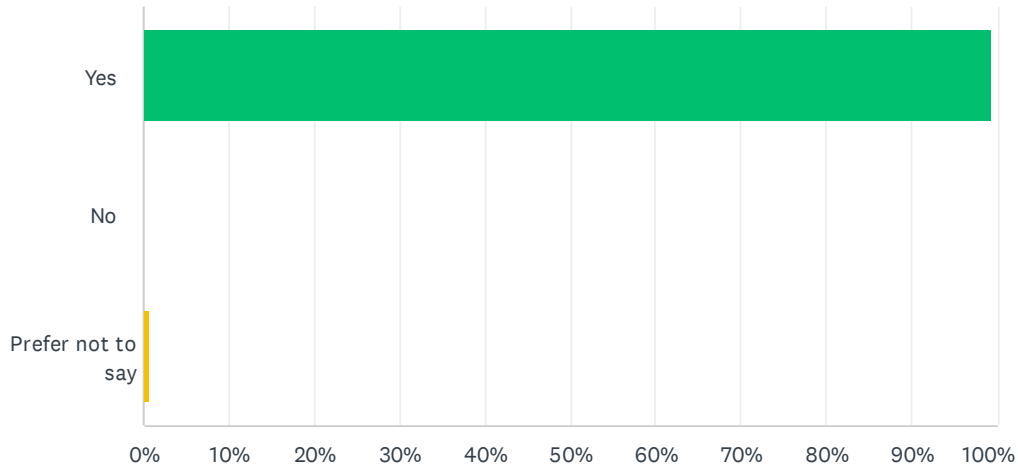
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ANSWER CHOICES	RESPONSES	
Man	14.58%	21
Woman	84.03%	121
Other preferred description	0.69%	1
Prefer not to say	0.69%	1
TOTAL		144

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

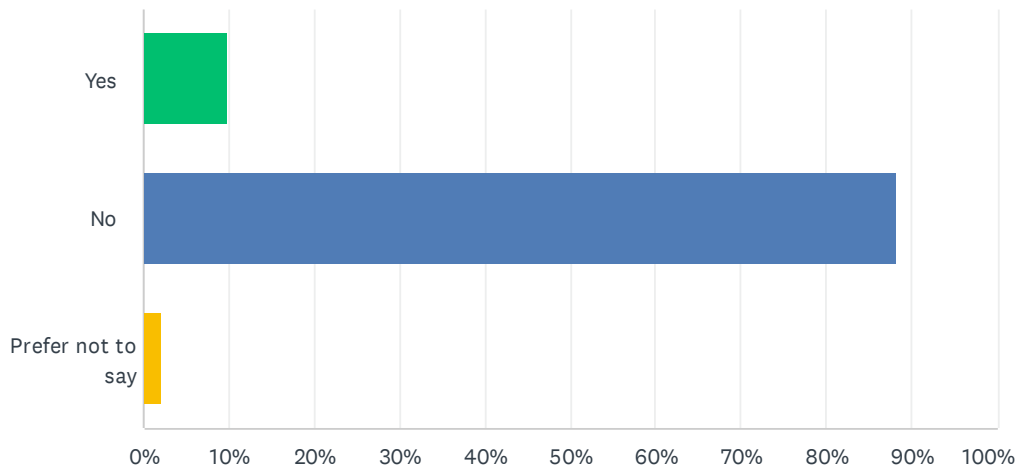
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ANSWER CHOICES	RESPONSES	
Yes	99.30%	142
No	0.00%	0
Prefer not to say	0.70%	1
TOTAL		143

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

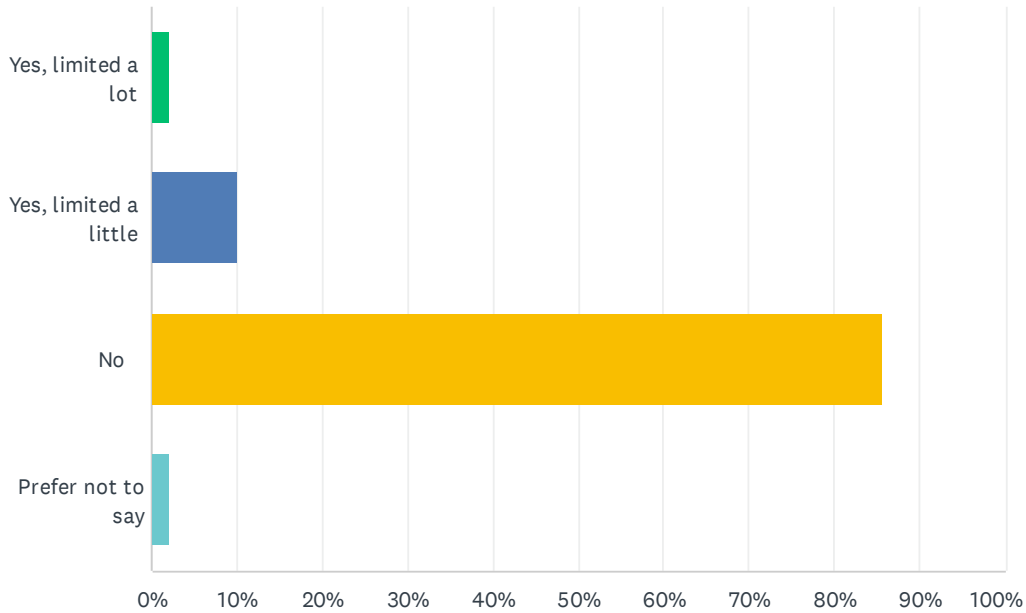
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ANSWER CHOICES	RESPONSES
Yes	9.72% 14
No	88.19% 127
Prefer not to say	2.08% 3
TOTAL	144

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?

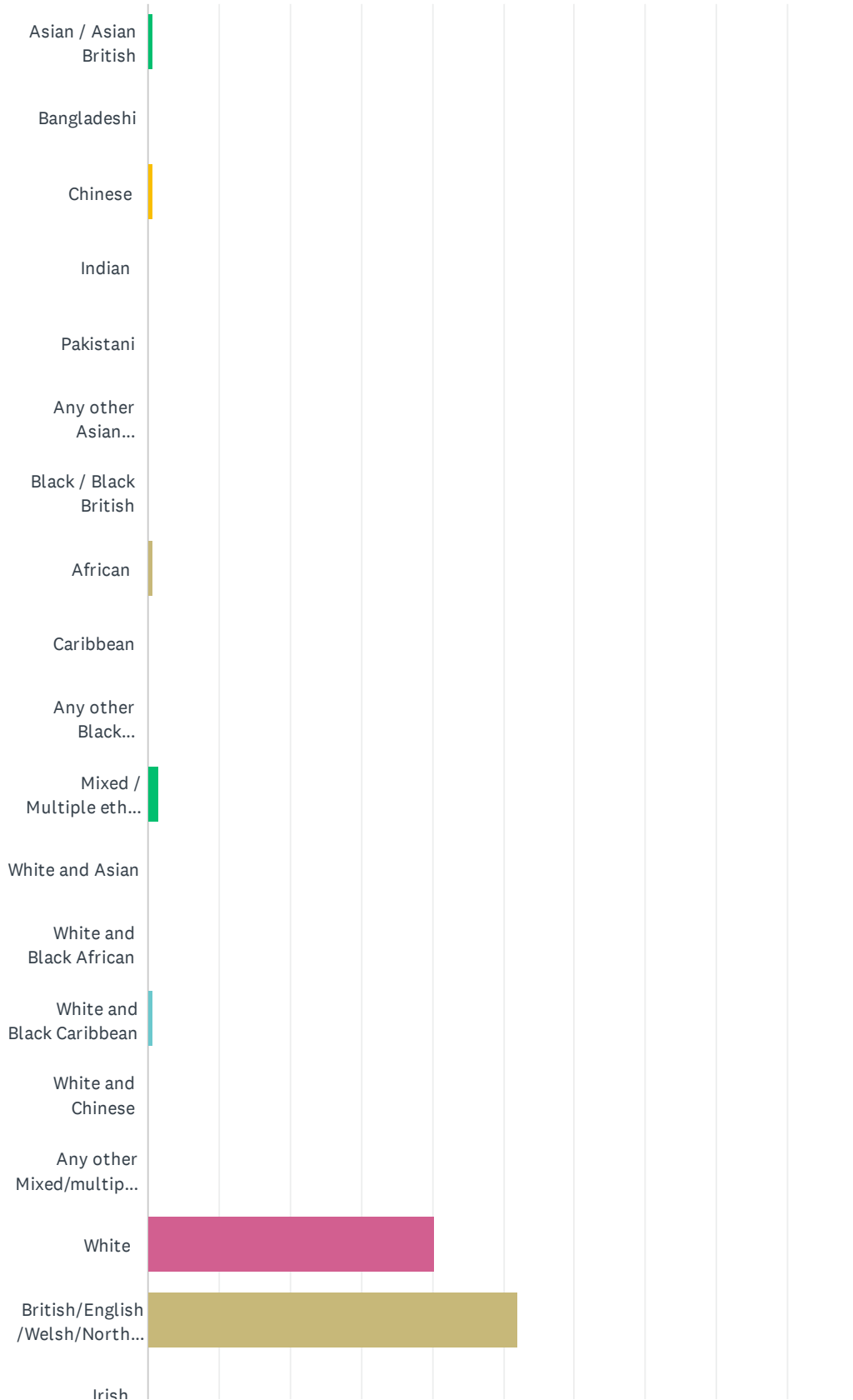
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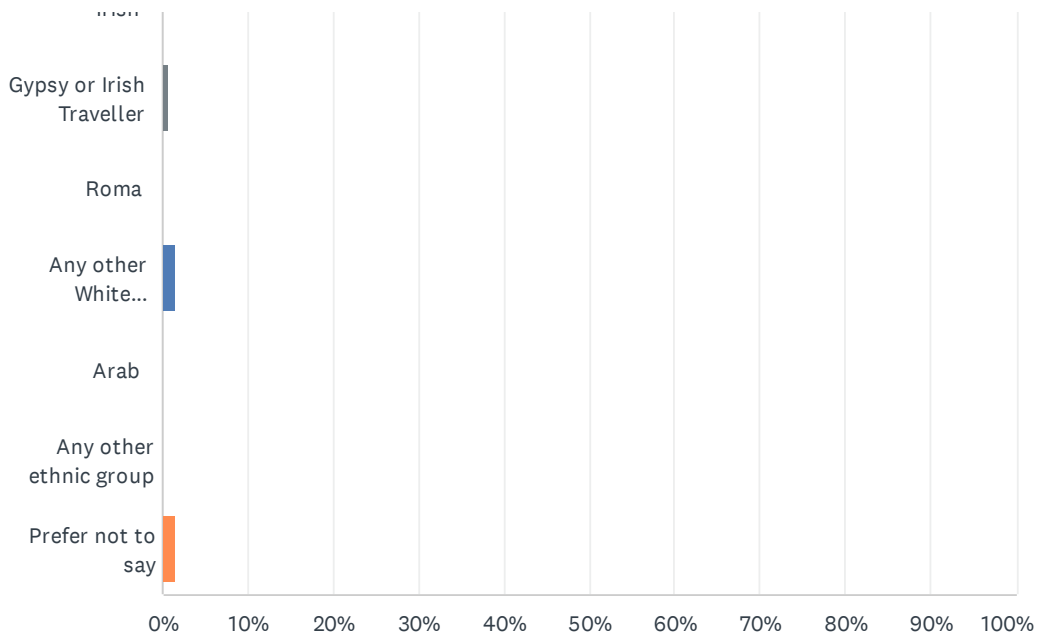


ANSWER CHOICES	RESPONSES	
Yes, limited a lot	2.13%	3
Yes, limited a little	9.93%	14
No	85.82%	121
Prefer not to say	2.13%	3
TOTAL		141

Q7 What is your ethnic group?

Answered: 144 Skipped: 0

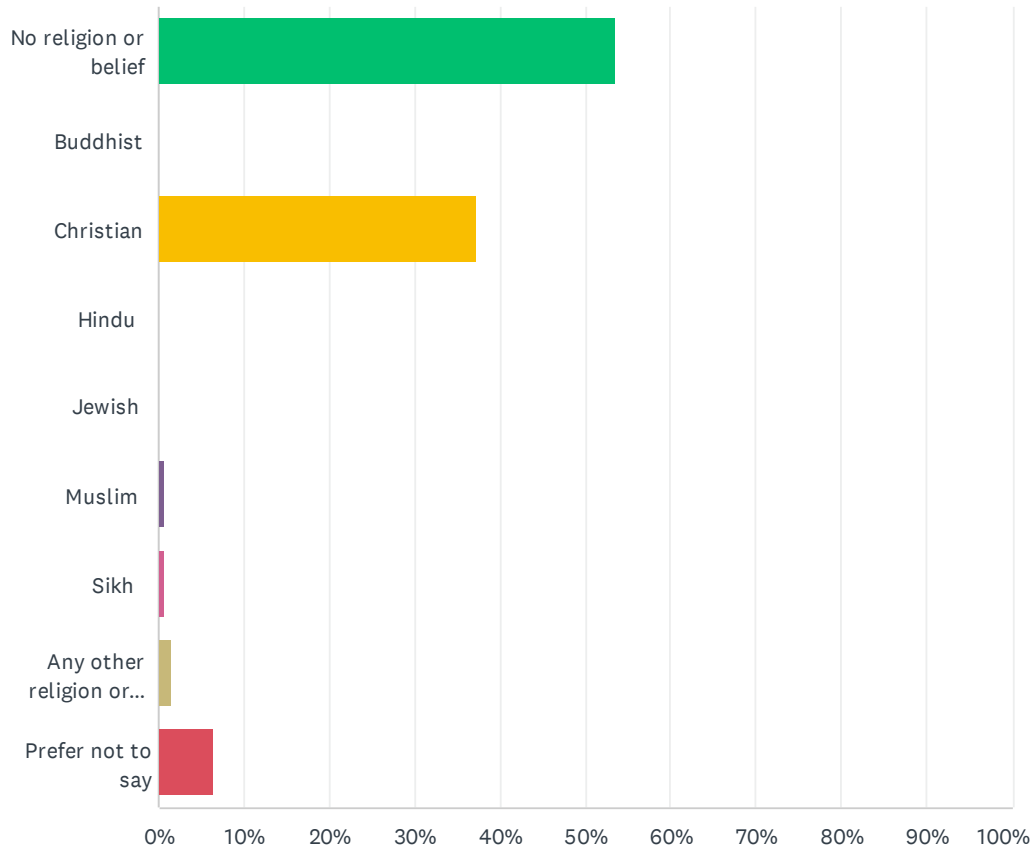




ANSWER CHOICES	RESPONSES	
Asian / Asian British	0.69%	1
Bangladeshi	0.00%	0
Chinese	0.69%	1
Indian	0.00%	0
Pakistani	0.00%	0
Any other Asian background	0.00%	0
Black / Black British	0.00%	0
African	0.69%	1
Caribbean	0.00%	0
Any other Black background	0.00%	0
Mixed / Multiple ethnic group	1.39%	2
White and Asian	0.00%	0
White and Black African	0.00%	0
White and Black Caribbean	0.69%	1
White and Chinese	0.00%	0
Any other Mixed/multiple ethnic background	0.00%	0
White	40.28%	58
British/English/Welsh/Northern Irish/Scottish	52.08%	75
Irish	0.00%	0
Gypsy or Irish Traveller	0.69%	1
Roma	0.00%	0
Any other White background	1.39%	2
Arab	0.00%	0
Any other ethnic group	0.00%	0
Prefer not to say	1.39%	2
TOTAL		144

Q8 What is your religion or belief?

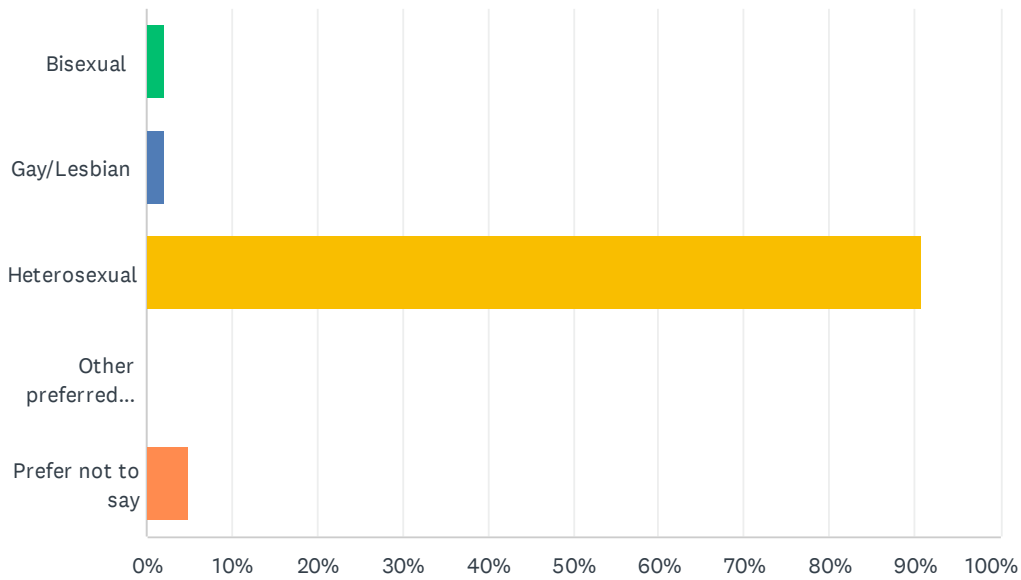
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ANSWER CHOICES	RESPONSES	
No religion or belief	53.52%	76
Buddhist	0.00%	0
Christian	37.32%	53
Hindu	0.00%	0
Jewish	0.00%	0
Muslim	0.70%	1
Sikh	0.70%	1
Any other religion or belief	1.41%	2
Prefer not to say	6.34%	9
TOTAL		142

Q9 What is your sexual orientation?

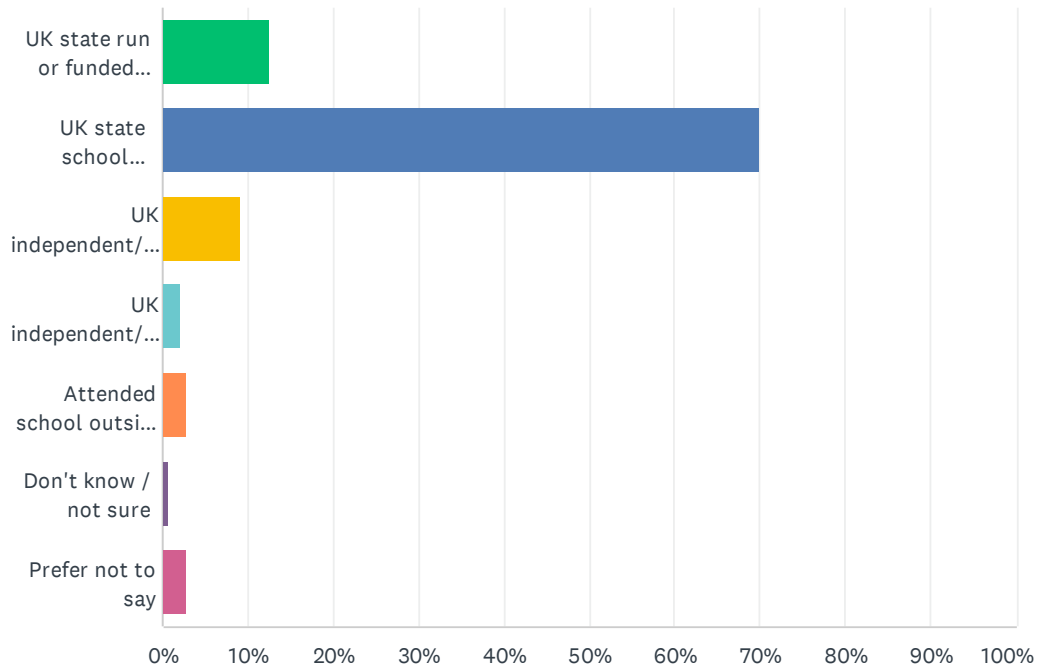
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ANSWER CHOICES	RESPONSES	
Bisexual	2.10%	3
Gay/Lesbian	2.10%	3
Heterosexual	90.91%	130
Other preferred description	0.00%	0
Prefer not to say	4.90%	7
TOTAL		143

Q10 What type of school did you mainly attend between the ages between the ages 11 and 16? If you changed schools, please base your answer on the last two years of your education.

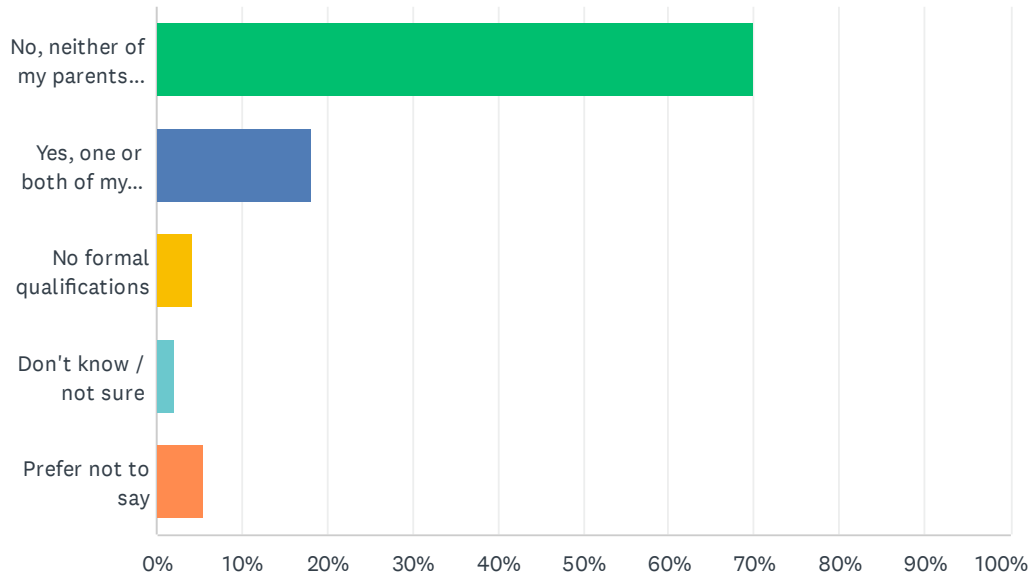
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ANSWER CHOICES	RESPONSES	
UK state run or funded school (selective on academic, faith or other grounds)	12.59%	18
UK state school (non-selective)	69.93%	100
UK independent/fee-paying school where I received no bursary or a bursary covering less than 90% of my tuition	9.09%	13
UK independent/fee-paying school where I received a bursary covering 90% or more of my tuition	2.10%	3
Attended school outside the UK	2.80%	4
Don't know / not sure	0.70%	1
Prefer not to say	2.80%	4
TOTAL		143

Q11 Did either of your parents or guardian(s) attend university by the time you were 18?

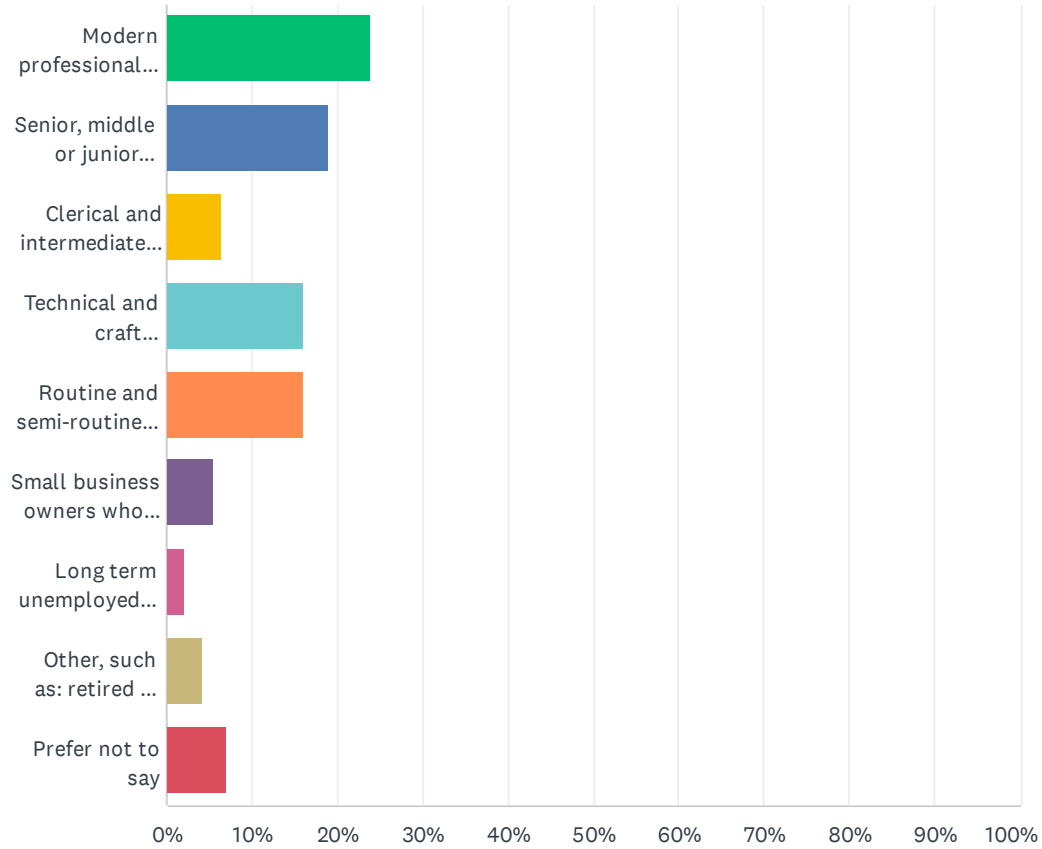
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ANSWER CHOICES	RESPONSES	
No, neither of my parents attended university	69.93%	100
Yes, one or both of my parents attended university	18.18%	26
No formal qualifications	4.20%	6
Don't know / not sure	2.10%	3
Prefer not to say	5.59%	8
TOTAL		143

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

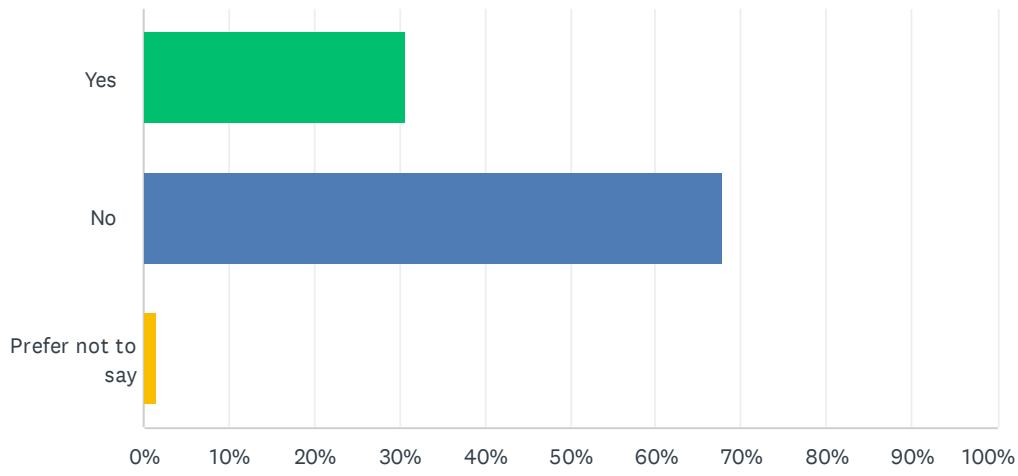
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ANSWER CHOICES	RESPONSES	
Modern professional and traditional professional occupations such as: teacher/lecturer, nurse, physiotherapist, accountant, solicitor, social worker, musician, civil/mechanical engineer, scientist, police officer (sergeant or above), software designer	23.78%	34
Senior, middle or junior managers and administrators such as: finance manager, chief executive, large business owner, bank manager, office manager, restaurant manager, warehouse manager	18.88%	27
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	6.29%	9
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	16.08%	23
Routine and semi-routine, manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant, HGV driver, cleaner, porter, packer, labourer, waitress, bar staff	16.08%	23
Small business owners who employed fewer than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, garage owner	5.59%	8
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	2.10%	3
Other, such as: retired / this question does not apply to me / I don't know	4.20%	6
Prefer not to say	6.99%	10
TOTAL		143

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

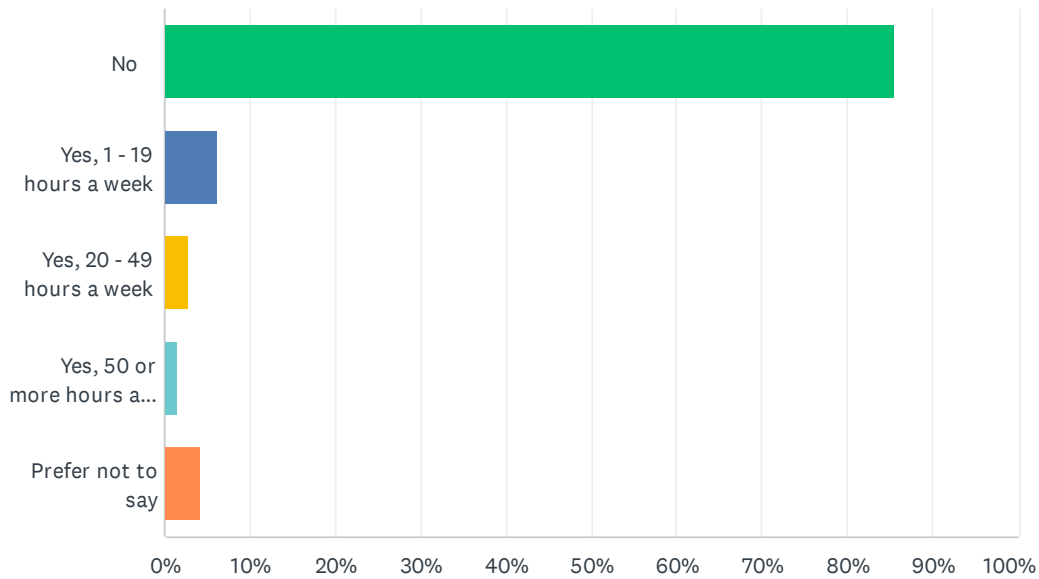
Answered: 143 Skipped: 1



ANSWER CHOICES	RESPONSES	
Yes	30.77%	44
No	67.83%	97
Prefer not to say	1.40%	2
TOTAL		143

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)?

Answered: 144 Skipped: 0



ANSWER CHOICES	RESPONSES	
No	85.42%	123
Yes, 1 - 19 hours a week	6.25%	9
Yes, 20 - 49 hours a week	2.78%	4
Yes, 50 or more hours a week	1.39%	2
Prefer not to say	4.17%	6
TOTAL		144