

Our Diversity and Inclusion Profile 2019

We constantly strive to create a work culture that is representative and diverse in which everyone contributes to the success of the Firm. Capitalising on what is unique about individuals and drawing on their different perspectives and experiences will add value to the way we do business.

By accessing, recruiting and developing talent from the widest possible talent pool we can gain an insight into different markets and generate greater creativity in anticipating client needs.

We undertake regular surveys and the diversity data summary below represents the responses received in April 2019 and is not based on the total number of employees in the Firm.

Gender Profile

Male	42.12%
Female	55.01%
Trans (people whose identity differs from what is typically associated with the gender they were assigned at birth)	0.86%
Other (people who are not certain about their gender)	0.29%
Prefer not to say	1.72%

Age Profile

16-24	18.62%
25-34	34.10%
35-44	14.90%
45-54	16.05%
55-64	11.75%
65 and over	1.43%
Prefer not to say	3.15%

Disability Profile

Yes	3.15%
No	94.56%
Prefer not to say	2.29%

Ethnicity Profile

Bangladeshi	0.57%
British/English/Welsh/Northern Irish/Scottish	83.91%
Caribbean	0.29%
Chinese	1.15%
Gypsy or Irish Traveller	0.57%
Indian	1.44%
Irish	1.72%
Pakistani	0.57%
White and Asian	1.44%
Any other Black/African/Caribbean/Black British	0.57%
Any other white background	3.74%
Other Asian	0.86%
Other ethnic group	0.29%
Other mixed/multiple ethnic background	0.57%
Prefer not to say	2.30%