

# MASSERS

# SOLICITORS

## Diversity Questionnaire 2019

All firms regulated by the SRA are required to collect, report and publish data about the diversity of their workforce on a periodic basis as outlined by the Solicitors Regulation Authority (SRA).

Everyone at our firm has been given the opportunity to provide this data, however, it should be noted that individuals were not under any legal or regulatory obligation to complete the questionnaire or provide their diversity data, and some individuals declined. Those who did choose to complete this questionnaire, were also given the opportunity to answer with 'prefer not to say' to all questions.

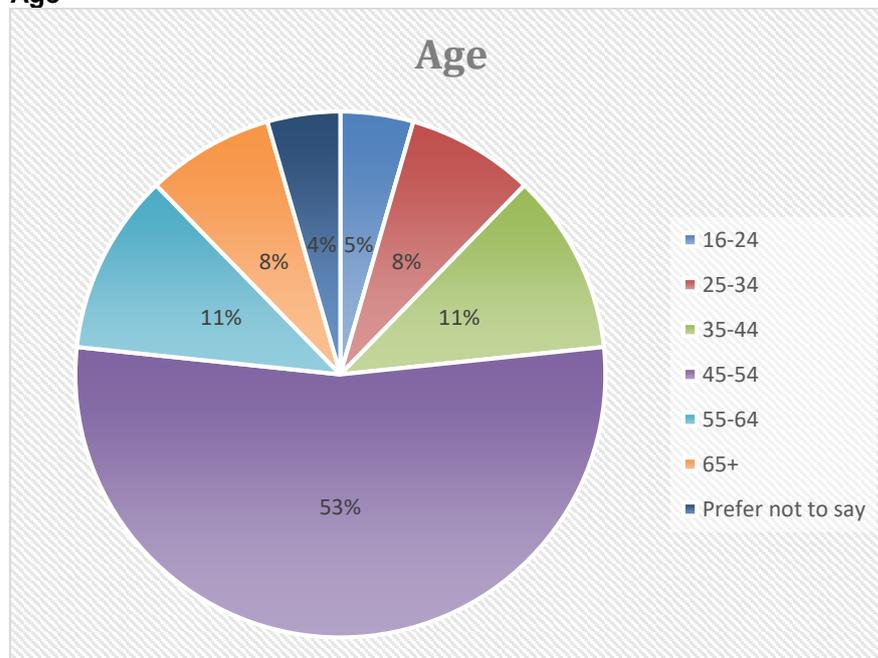
The total number of staff at the time of data collection was 35. The number of completed questionnaires was 29.

Our diversity data is published below and all figures are based on the completed questionnaires rather than the firm as a whole.

### Gender

Within the survey, 14% were male and 72% were female. 14% of respondents chose the 'prefer not to say' option.

### Age



## Disability

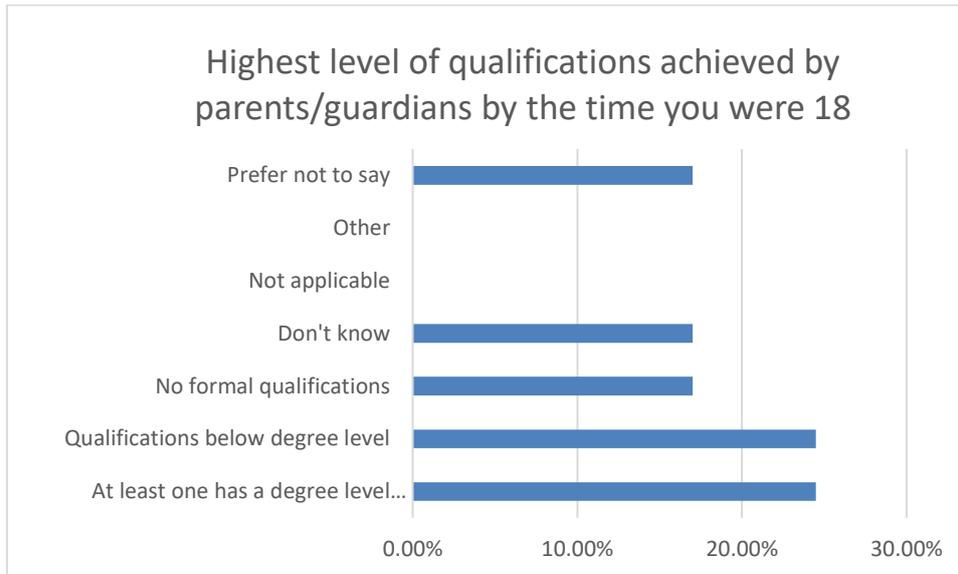
4% of the workforce have a disability as defined by The Equality Act 2010, 79% stated they didn't have a disability and 17% preferred not to say.

## Ethnicity

The workforce ethnicity split is 79% white, 3.5% from Black/Black British groups and 3.5% from Mixed/Multiple ethnic groups. 14% of respondents chose 'prefer not to say'.

## Socio-economic background (education) and caring responsibilities

86% of respondents attended UK state schools and the remaining 14% preferred not to say.



When asked to 'think back to when you were about 14, which best describes the sort of work the main/highest income earner did in your household'; the highest groups were Senior Managers/administrators, technical and craft occupations and routine manual all scoring 17% each.

Primary carers for children under the age of 18 make up 31% of the respondents.

86% of respondents stated that they weren't looking after/caring for someone long term physical or mental health ill health caused by disability or age. 14% preferred not to answer this question.