

GHERSON
SOLICITORS LLP



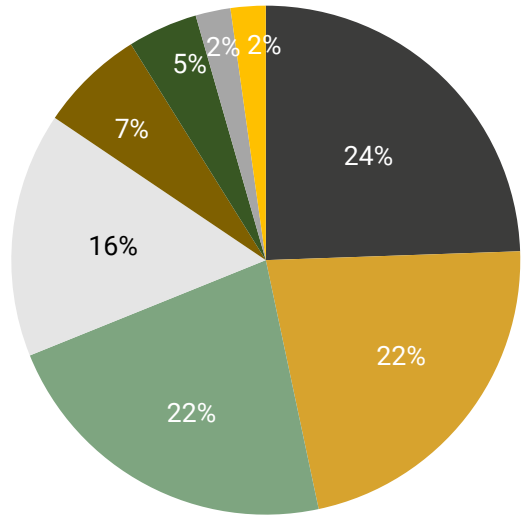
EQUALITY AND DIVERSITY DATA REPORT

2023

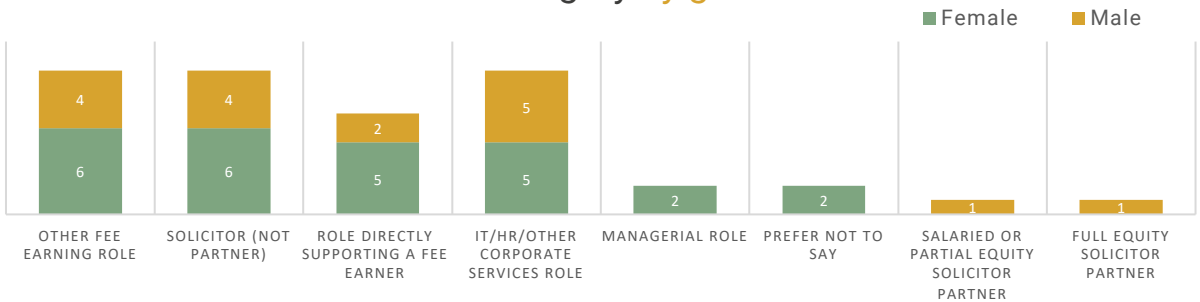
WWW.GHERSON.COM

Role category

- IT/HR/other corporate services role
- Other fee earning role
- Solicitor (not partner)
- Role directly supporting a fee earner
- Prefer not to say
- Managerial role
- Salaried or partial equity solicitor partner
- Full equity solicitor partner

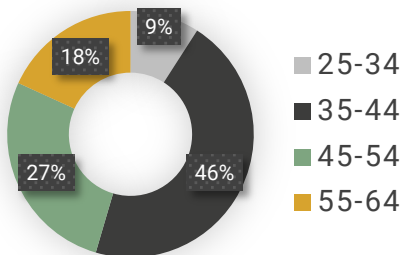


Role category by gender

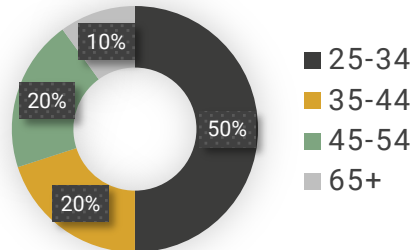


Role categories by age

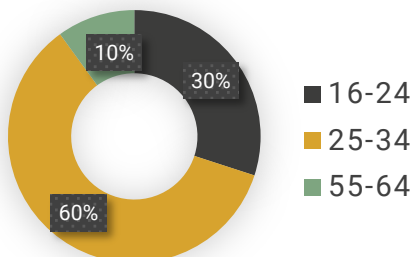
IT/HR/OTHER CORPORATE SERVICES ROLE



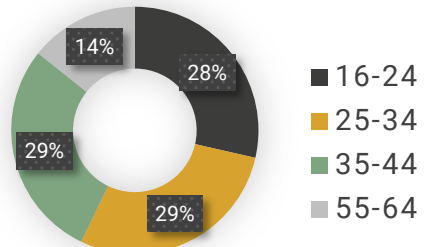
SOLICITOR (NOT PARTNER)



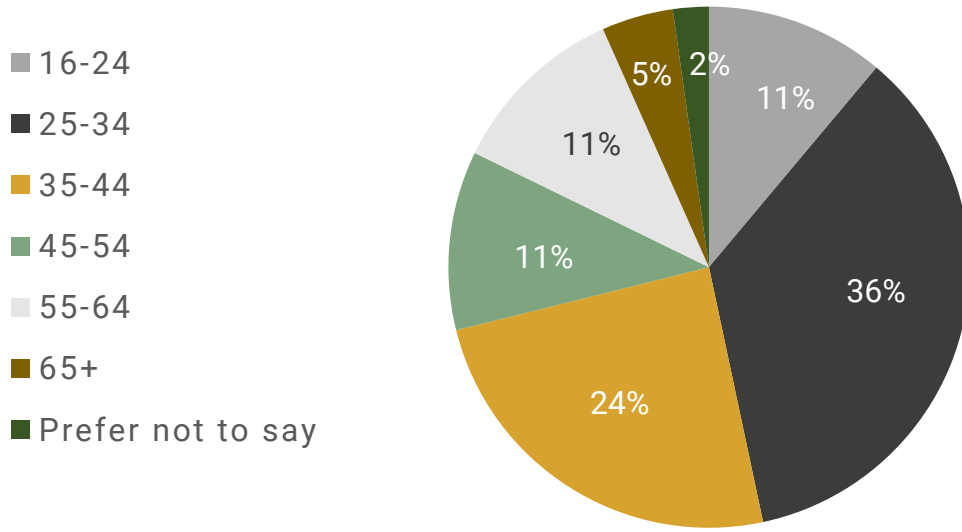
OTHER FEE EARNING ROLE



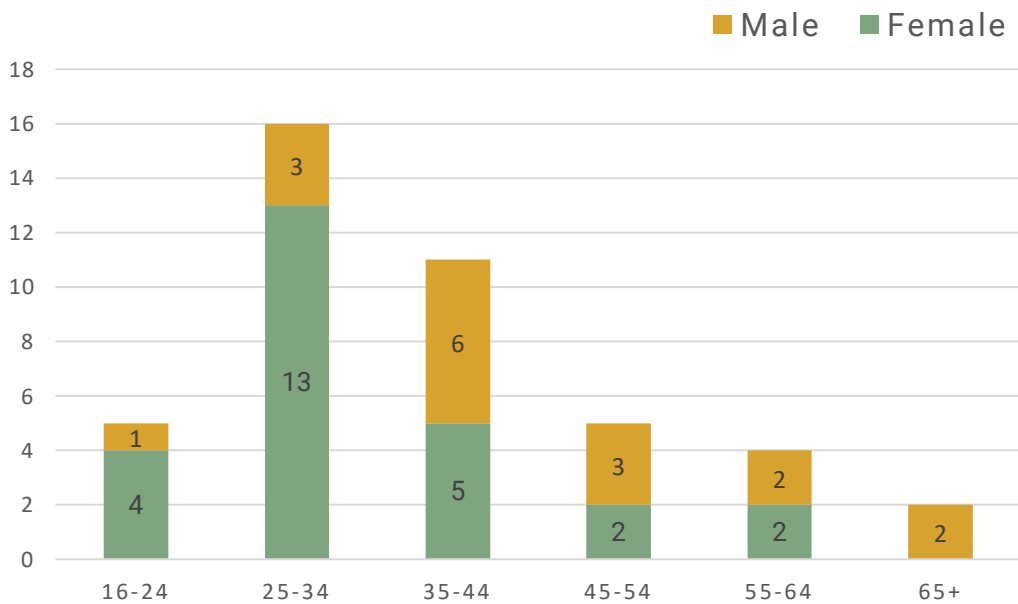
ROLE DIRECTLY SUPPORTING A FEE EARNER



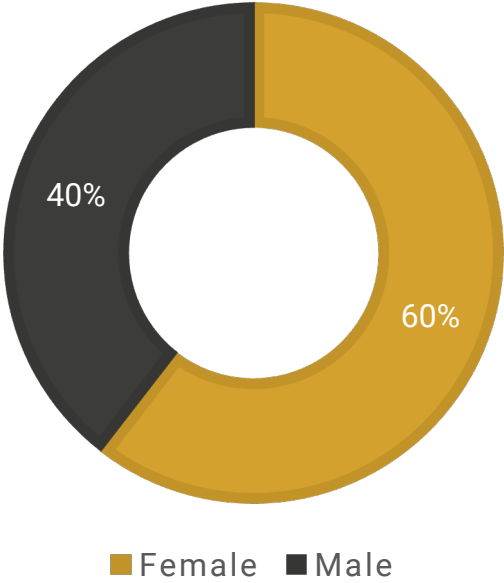
Age



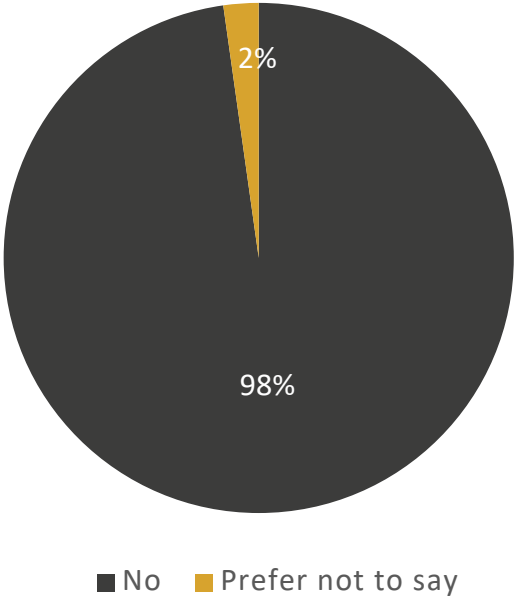
Age by gender



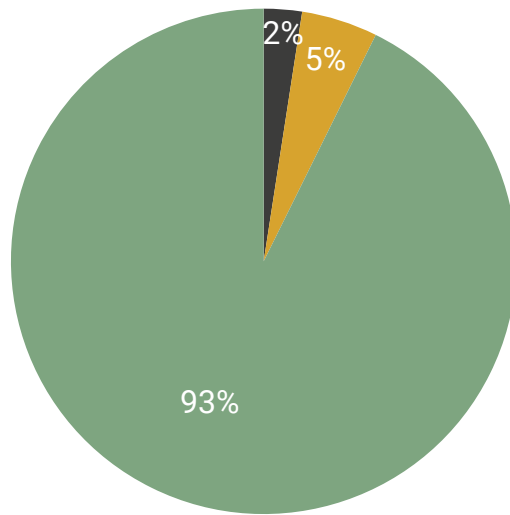
Gender



Gender identity different to sex registered at birth

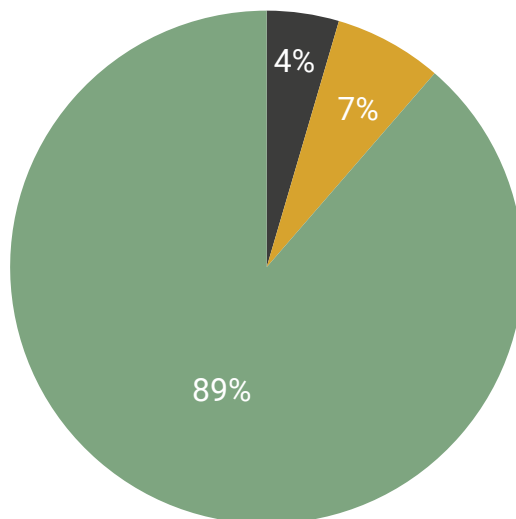


Those with a disability according to the definition
in the Equality Act 2010



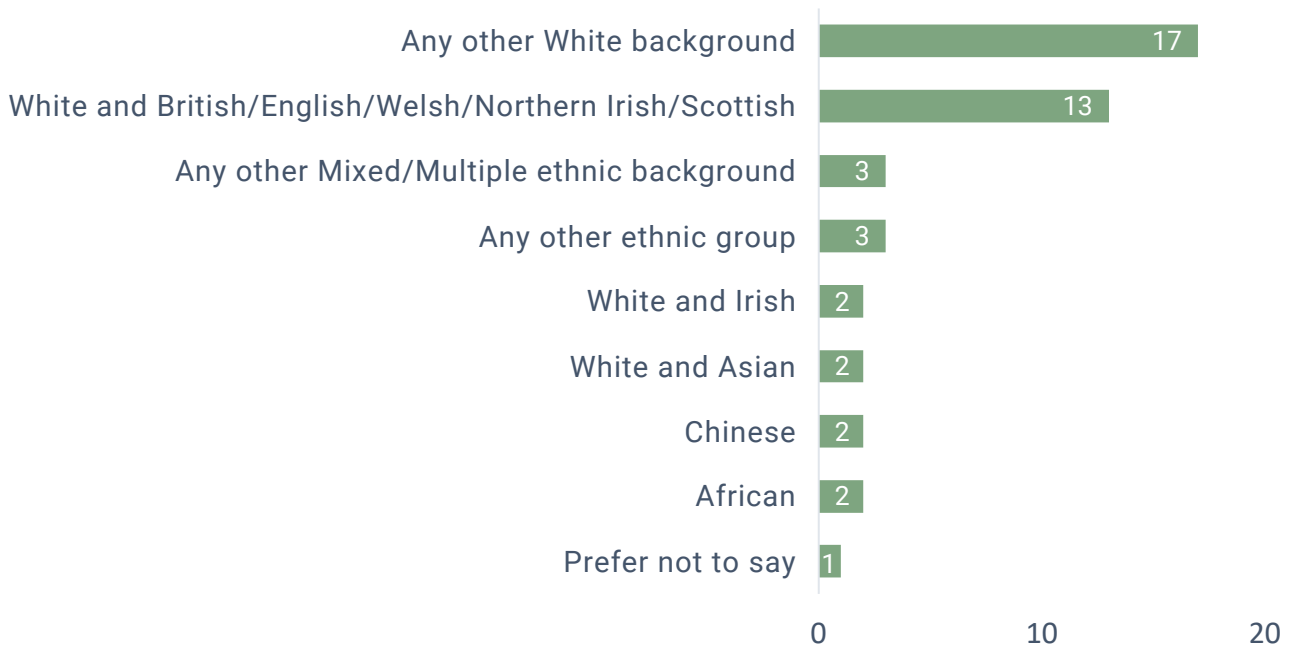
■ Yes ■ Prefer not to say ■ Not limited

Those with day-to-day activities limited due to a health
problem or disability which has lasted, or is expected to
last, at least 12 months

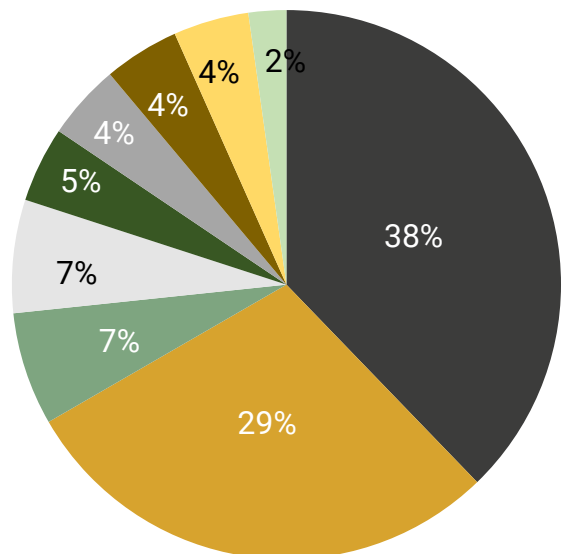


■ Prefer not to say ■ Yes, limited a little ■ Not limited

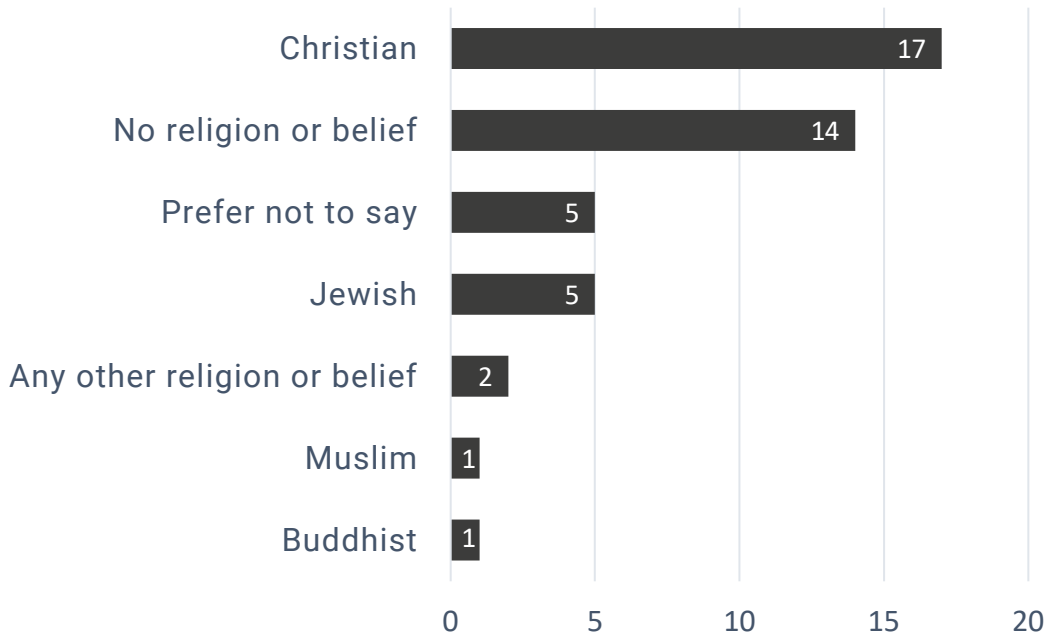
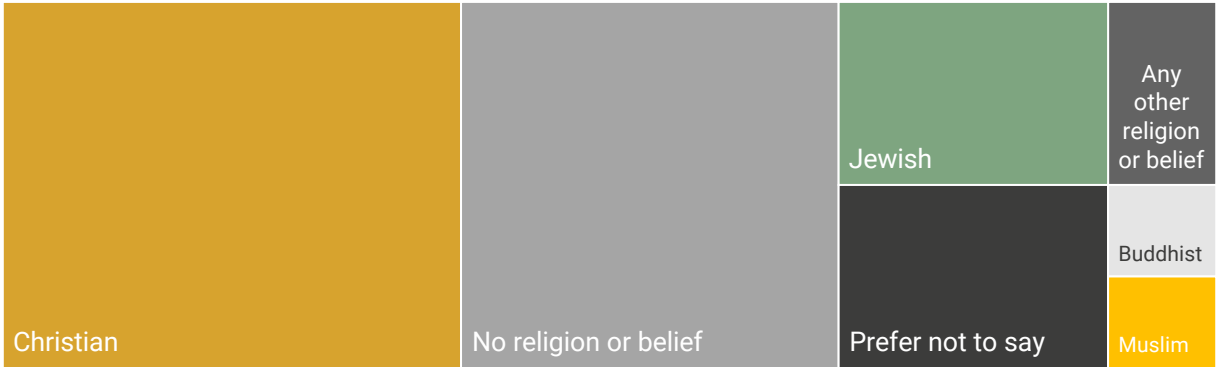
Ethnicity



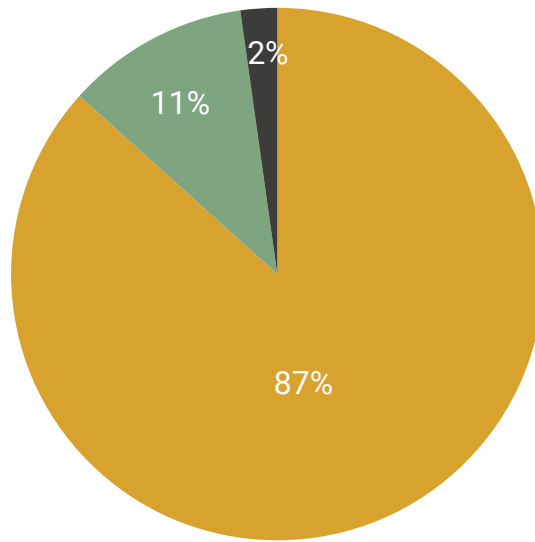
- Any other White background
- White and British/English/Welsh/Northern Irish/Scottish
- Any other ethnic group
- Any other Mixed/Multiple ethnic background
- African
- Chinese
- White and Asian
- White and Irish
- Prefer not to say



Religion or belief

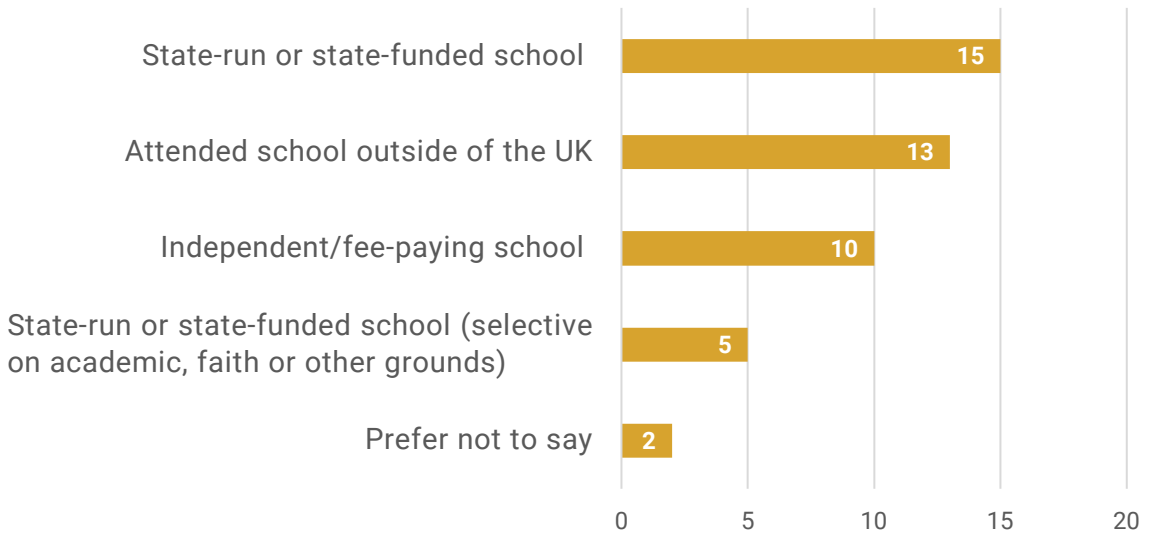


Sexual orientation

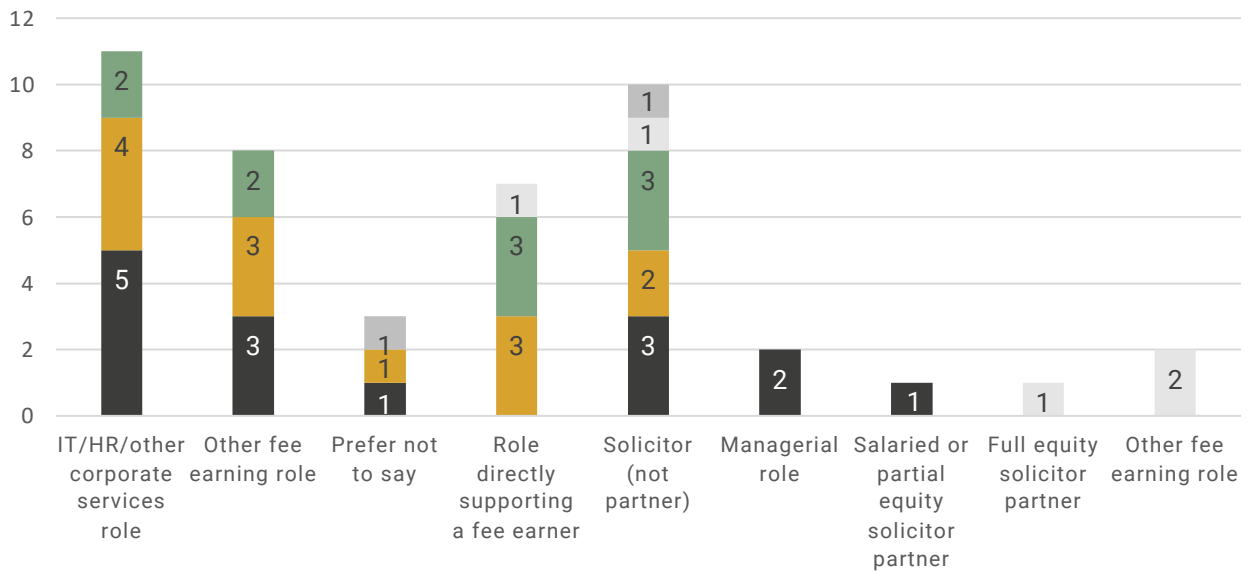


■ Heterosexual ■ Prefer not to say ■ Gay/Lesbian

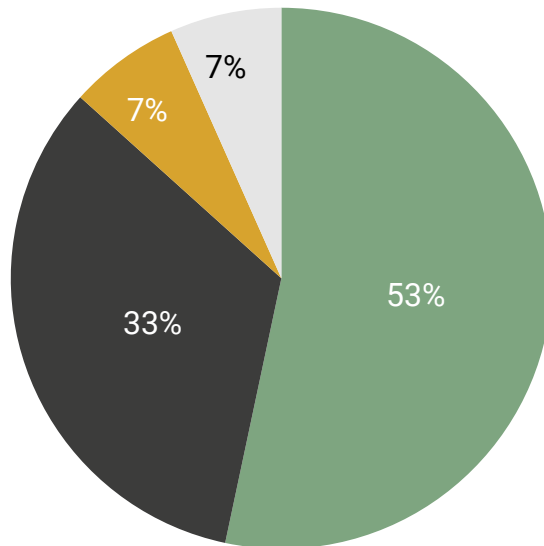
School attended between age of 11 and 16



- Prefer not to say
- State-run or state-funded school (selective on academic, faith or other grounds)
- Independent/fee-paying school
- Attended school outside of the UK
- State-run or state-funded school

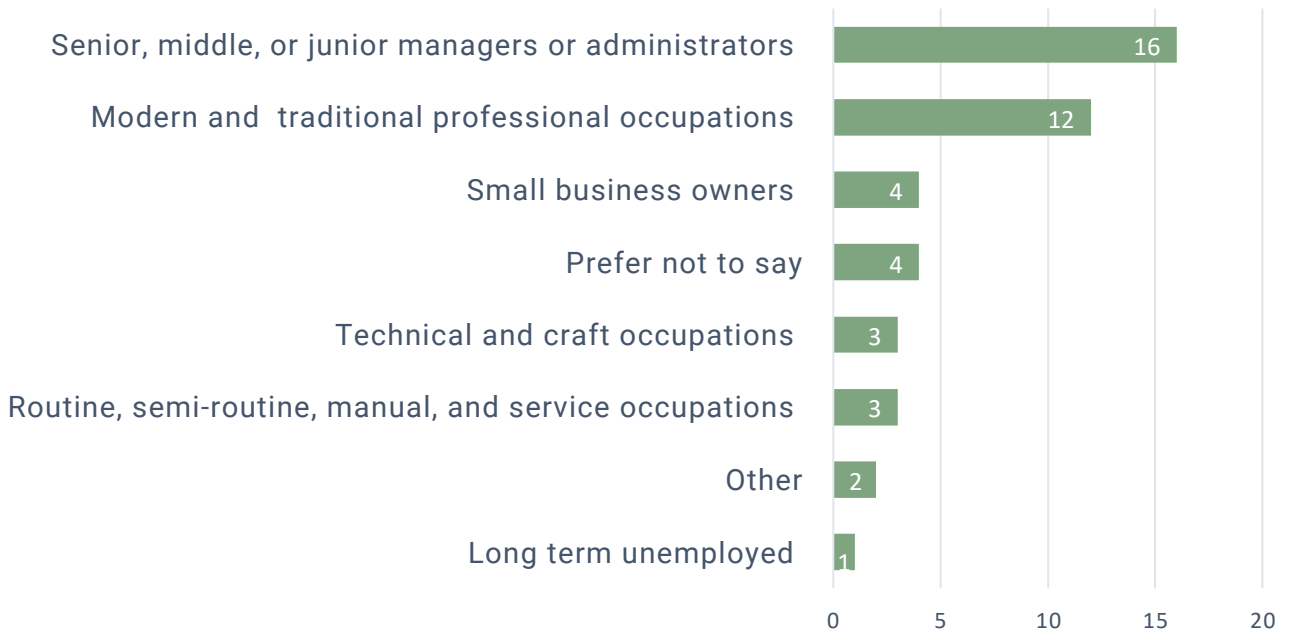


Highest qualification of parent



- Yes, one or both of my parents attended university
- No, neither of my parents attended university
- Don't know/not sure
- Prefer not to say

Occupation of main household earner (when you were about 14)



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.

Modern 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.

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.

Technical and craft occupations

such as: motor mechanic, plumber, printer, electrician, gardener, train driver.

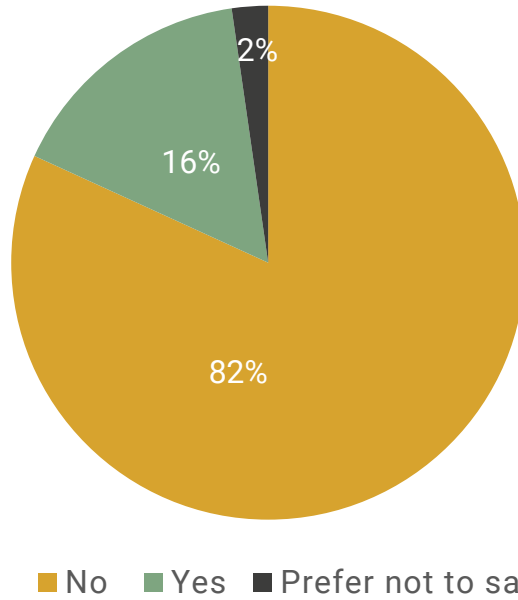
Routine, semi-routine, manual, and service occupations

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.

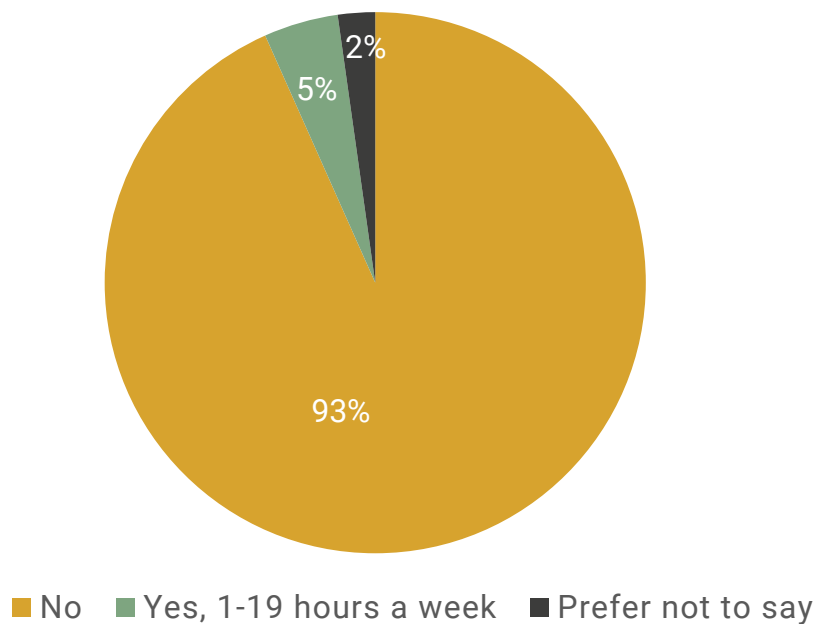
Other

such as: retired / this question does not apply to me / I don't know

Those who are the primary carer for a child under 18



Those who are a carer for someone with long term physical or mental ill health caused by disability or age 'not in a paid capacity'



GHERSON
SOLICITORS LLP

GHERSON SOLICITORS LLP
17a-19 Harcourt Street
London, W1H 4HF

TEL: +44(0)207 724 4488
FAX: +44(0)207 724 4888
EMAIL: CONTACT@GHERSON.CO.UK

WWW.GHERSON.COM