

Diversity Data for Hallmark Hulme Taken During 2017

Equality and diversity is important to us. We aim to achieve the highest professional standards and expect our team to demonstrate courtesy to and respect for colleagues, clients and others at all times. We have policies and procedures designed to ensure that discrimination does not occur.

Our policies relating to equality and diversity are reviewed annually.

We are regulated by The Solicitors Regulation Authority (SRA) and, as a regulated practice, we are required to annually collect, report and publish data on the diversity of our workforce annually. We have made our report to the SRA for our 2017 diversity data.

During 2017 our staff were asked to complete an anonymous diversity questionnaire. Completion of the questionnaire is not mandatory. Of our 35 members, 20 chose to complete the questionnaire.

These are the survey results:-

Age – Of those members of staff who answered the questionnaire, 1 was in the age range of 16-24, 2 are 25-34, 8 in the range of 35-44, 5 in the range of 45-54, 4 were 55-64.

Gender – Of those members of staff who answered the questionnaire, 15 were female and 5 were male.

Ethnicity – Of those members of staff who answered the questionnaire, 19 fall into the category of British/English/Welsh/Northern Irish/Scottish and 1 Bangladeshi.

Role within the firm – Of those members of staff who answered the questionnaire, 3 were business owners, 4 were Associates or Assistants, 13 were other employees.

Socio-economic background (education) and caring responsibilities – of those members of staff who answered the questionnaire all confirmed that they do not or support family members, friends or neighbours because of ill health/disability or old age

18 members of staff who answered the questionnaire confirmed they attended UK state schools between the ages of 11-18, 2 were privately educated.

15 of those who responded attended University and 8 of those were the first generation of their family to do so. 5 members did not attend university.

8 members of staff stated that they were primary carers for a child under eighteen. 12 members did not have primary responsibility for children.

Disability – Of those members of staff who responded, 1 considered themselves to have a disability according to the definition in the Equality Act of 2010 and their day-to-day activities were limited a little because of their health problem which has lasted or expected to last at least 12 months. 19 members confirmed they had no disability.

Sexual Orientation, Religion or belief – There is no requirement to publish the answers given to these questions.