

## Diversity Data for Hallmark Hulme Taken During 2019

Equality & 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 annually to collect, report and publish data on the diversity of our workforce. We have made our report to the SRA for our 2019 diversity data.

During 2019 our staff were asked to complete an anonymous diversity questionnaire. Completion of the questionnaire is not mandatory. Of our 36 staff, 20 staff responded, and the results are as follows:

**Gender** – 2 males and 18 females responded.

**Age** – Of those members of staff who answered the questionnaire, 1 was in the age range 16-24, 2 are 25-34, 8 in the range of 35-44, 4 in the range of 45-54, 3 are 55-64 and 2 are 65+.

**Disability** – 1 member of staff confirmed they suffered a disability which limited their activities a little, 19 staff have no disability.

**Schooling** – 11 had attended a UK state school, 7 attended at UK state faith school, 1 attended an independent fee-paying school and 1 attended a school not in those categories.

**Background** – of the staff who took the survey, the highest level of qualification achieved by their parents are as follows: -

At least one has a degree level qualification – 7

Qualifications below degree level - 8

Those who preferred not to say – 2

Those who did not know – 3

**When the staff were aged 14 the highest income earner in the household did the following work:** -

Professional occupation e.g. teacher, social worker, nurse, lecturer – 3

Clerical e.g. secretary, office work etc – 1

Senior Manager and Administrators – 2

Technical and craft occupations e.g. mechanic, fitter, inspector, plumber – 7

Routine Manual e.g. HGV driver, cleaner, packer – 2

Traditional Professional e.g. accountant, solicitor, scientist – 3

Middle Manager e.g. office manager retail manager, bank, restaurant – 1

Other – 1

Of those who took the survey 6 are primary carer for a child under 18 and 1 member of staff cares for someone with physical or mental ill health for between 1-19 hours per week.

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