

Graeme John Limited Diversity Information 2023

Background

As part of our commitment to the promotion of the principles and values of Equality, Diversity & Inclusion, and in line with our regulatory requirements, we have collected diversity data from our staff. The data is used to test the effectiveness of our Equality, Diversity & Inclusion Policies, and to ensure that our firm benefits from as diverse and inclusive workforce as possible.

Data Collection Process

In order to collect this data, we used a questionnaire provided by our regulator, the Solicitors Regulation Authority which was provided to our staff. Although we encourage all staff to participate, the questionnaire was optional for staff to complete, which means that where some staff chose not to complete them, then we did not include them in our data analysis. Out of our staff 5% chose not to complete questionnaires, so the information in this report cannot be considered to be completely representative of the overall firm.

There was also an option for each of the questions contained in the questionnaire for staff to select "Prefer not to say" where they felt any given question was intrusive or an invasion of their privacy.

Privacy and Data Protection

While considering the method for publication of our diversity information, we took guidance from the Solicitors Regulation Authority "Publication Framework". This document makes statements about how any reported data must not breach Data Protection Legislation or invade the privacy of any of the personnel who completed a Diversity Questionnaire. To this end, where it is believed by us that it would be possible for any one individual to be identified from a particular piece of data or information, we either:

- Changed the data set to eliminate the risk of the individual being identified; or
- In some cases, may not have published the data about a given diversity category.

In all cases, apart from the data regarding roles, we have not broken down the data by role type.

Data Categories contained within this report

This report information is based on 20 personnel completing the questionnaire out of 21. This report contains information about the following:

1. Type of role within the firm
2. Age bandings
3. Sex identification
4. Gender identity at birth
5. Disability
6. Day to day limitations
7. Ethnicity
8. Religious beliefs
9. Sexual orientation
10. School attendance type
11. Parent attendance at university
12. Occupation of main household earner in past
13. Carer for child or children status
14. Carer status – care of others

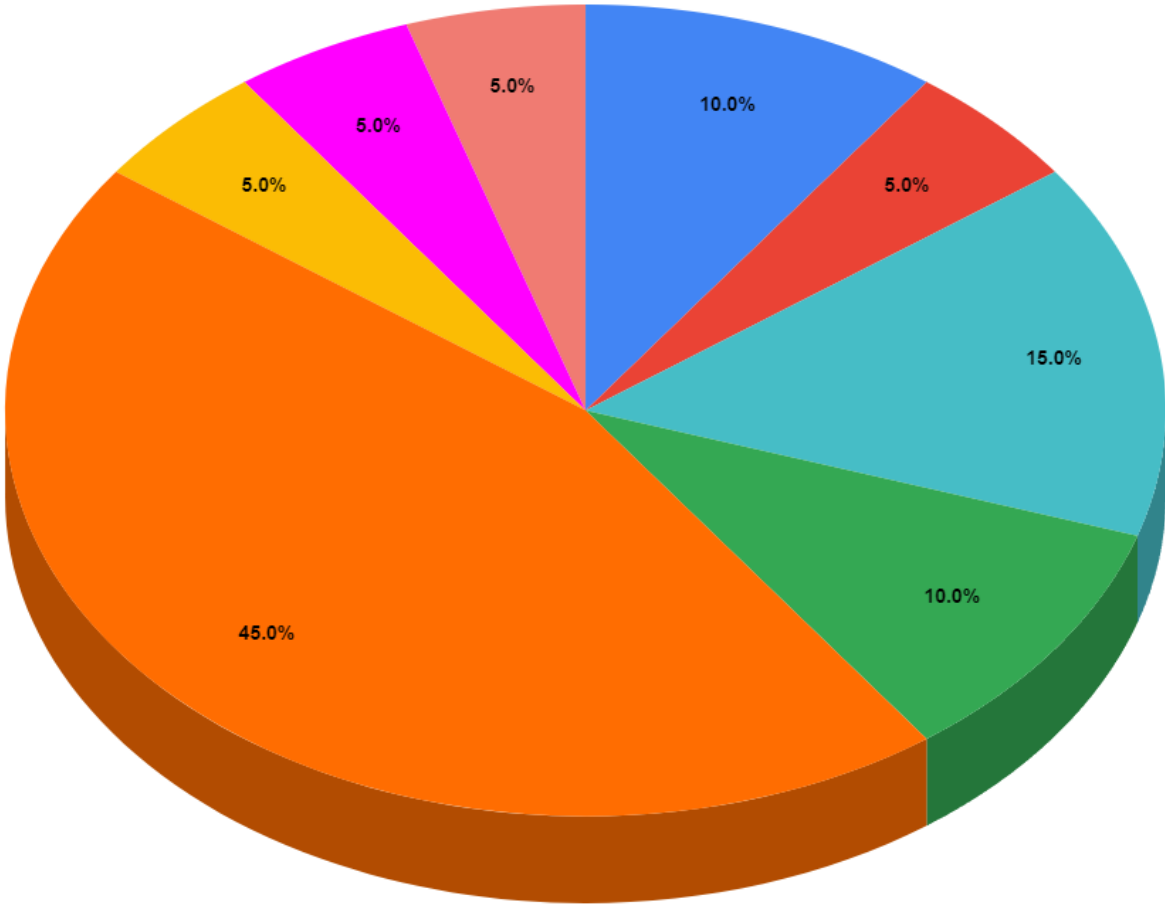
Diversity Data

1. Types of role within the firm

The following graph shows the types of role of personnel in the firm.

Graph 1

Q1. Role Category



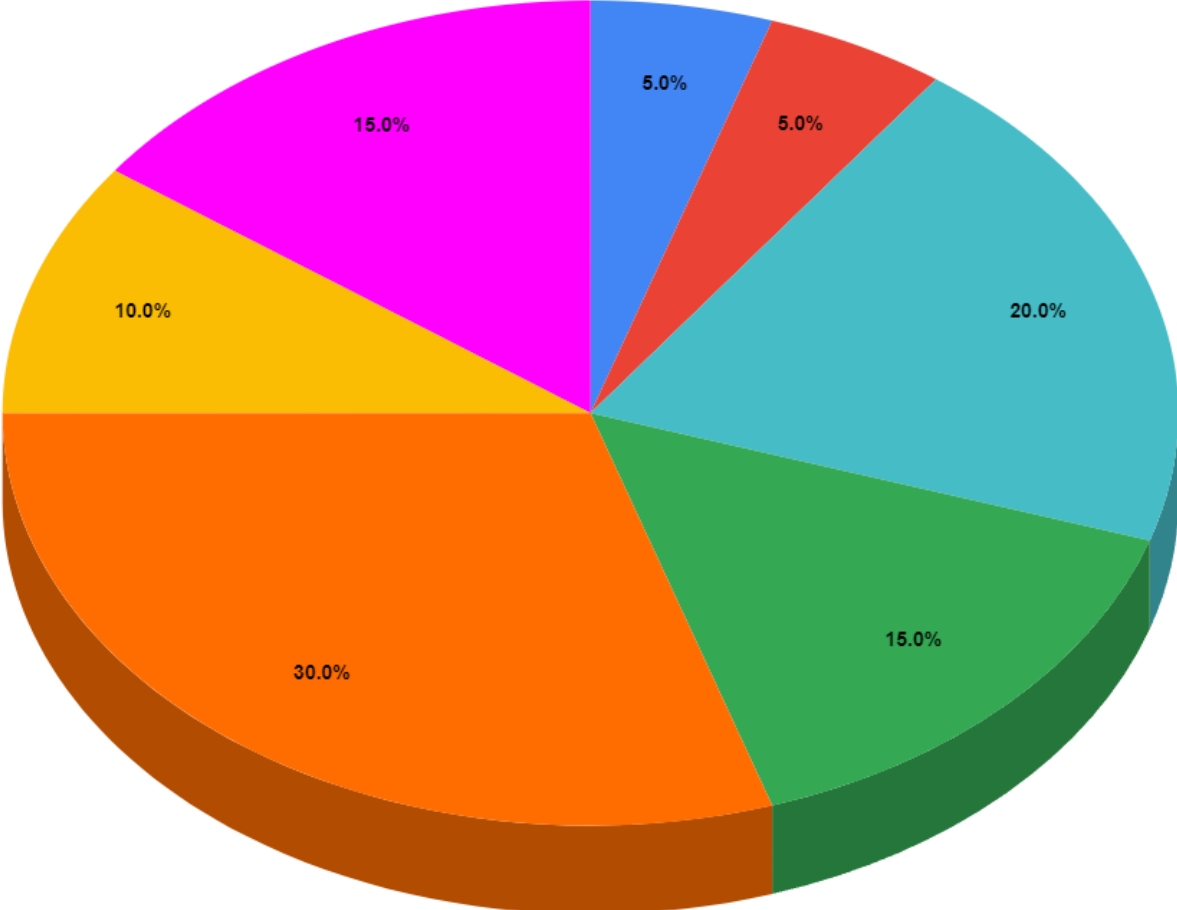
- Full equity solicitor partners
- Salaried or partial equity solicitor partners
- Solicitor (not partner)
- Other fee earning role
- Role directly supporting fee earner
- Managerial role
- IT/HR/Other corporate services role
- Prefer not to say

2. Age Bandings

The following graph shows the percentage of individuals who completed a questionnaire and shared their age groups.

Graph 2

Q2. Which age category are you in?



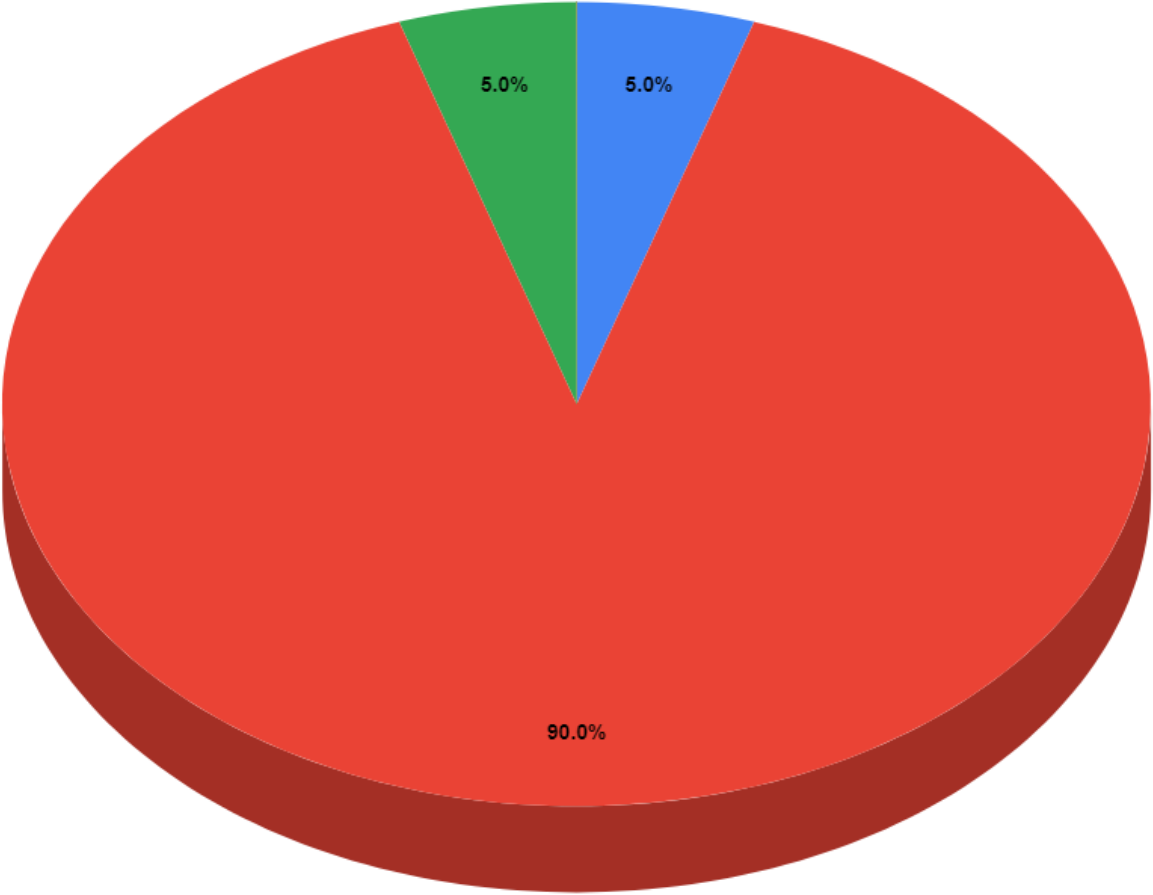
- 16-24
- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say
- Invalid/no response to this question

3. Sex identification

The following graph shows the percentages of sex types of those individuals who completed a questionnaire based on their responses.

Graph 3

Q3. What is your sex?



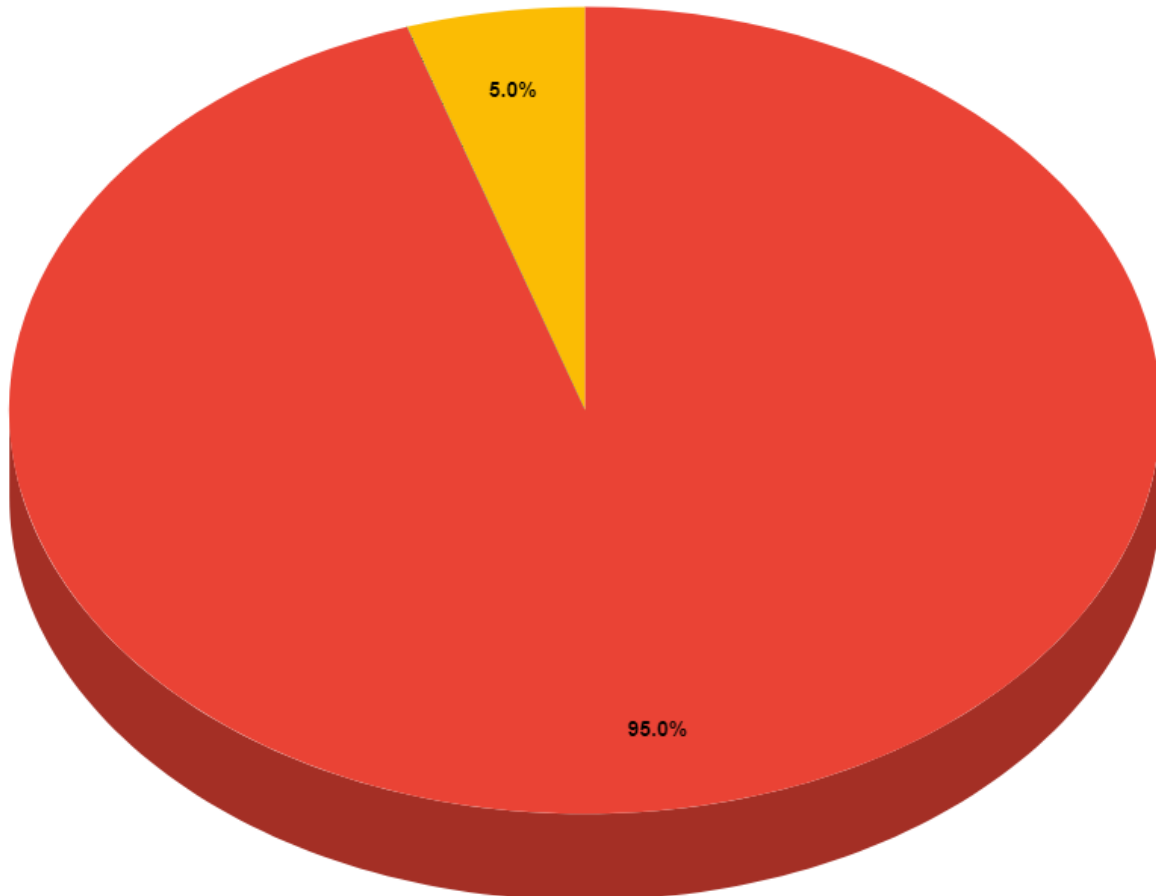
- Male
- Female
- Prefer not to say
- Invalid/no response to this question

4. Gender identity at birth

The following graph shows whether respondents considered their gender identity to be the same as their sex registered at birth.

Graph 4

Q4. Is the gender you identify with the same as your sex registered at birth?



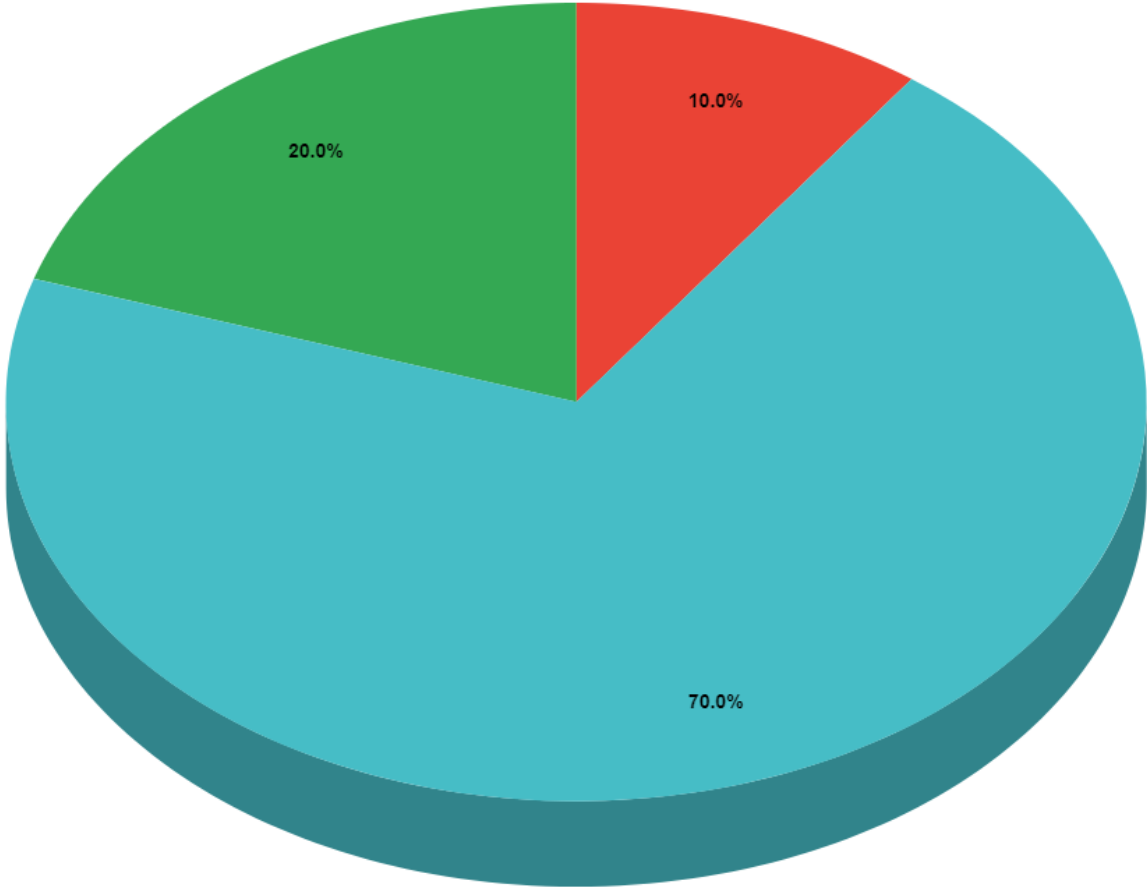
- Yes, gender identity the **SAME** as sex at birth
- No, gender identity **NOT THE SAME** as sex at birth
- Prefer not to say
- Invalid/no response to this question

5. Disability

The following graph shows whether respondents identified themselves as having a disability in accordance with the definition in the Equality Act 2010.

Graph 5

Q5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



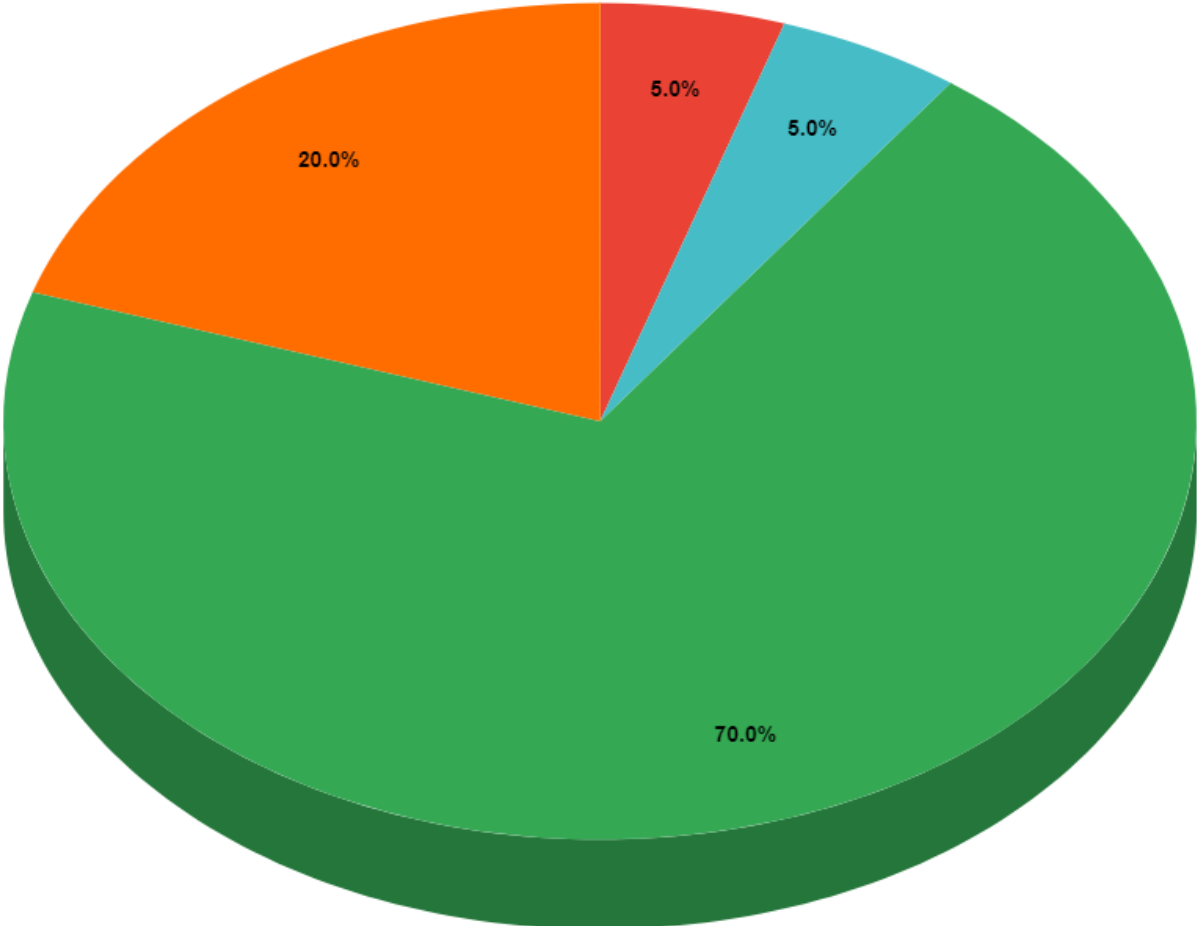
- Yes
- No
- Prefer not to say
- Invalid/no response to this question

6. Day to day activities

The following graph shows whether respondents identified themselves as having a condition which limited their work.

Graph 6

Q6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



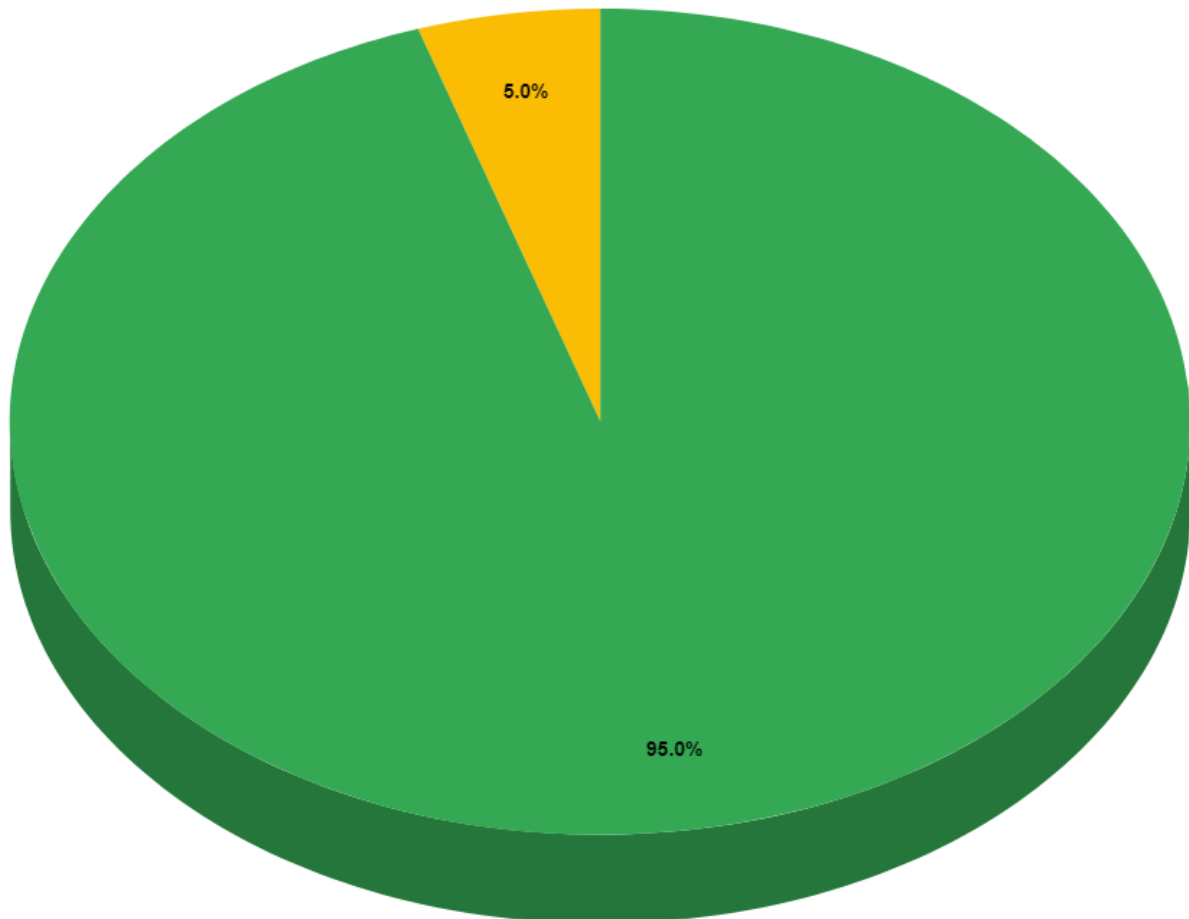
- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say
- Invalid/no response to this question

7. Ethnicity

The following graph shows which ethnic group the respondents identified as belonging to.

Graph 7

Q7. What is your ethnic group?



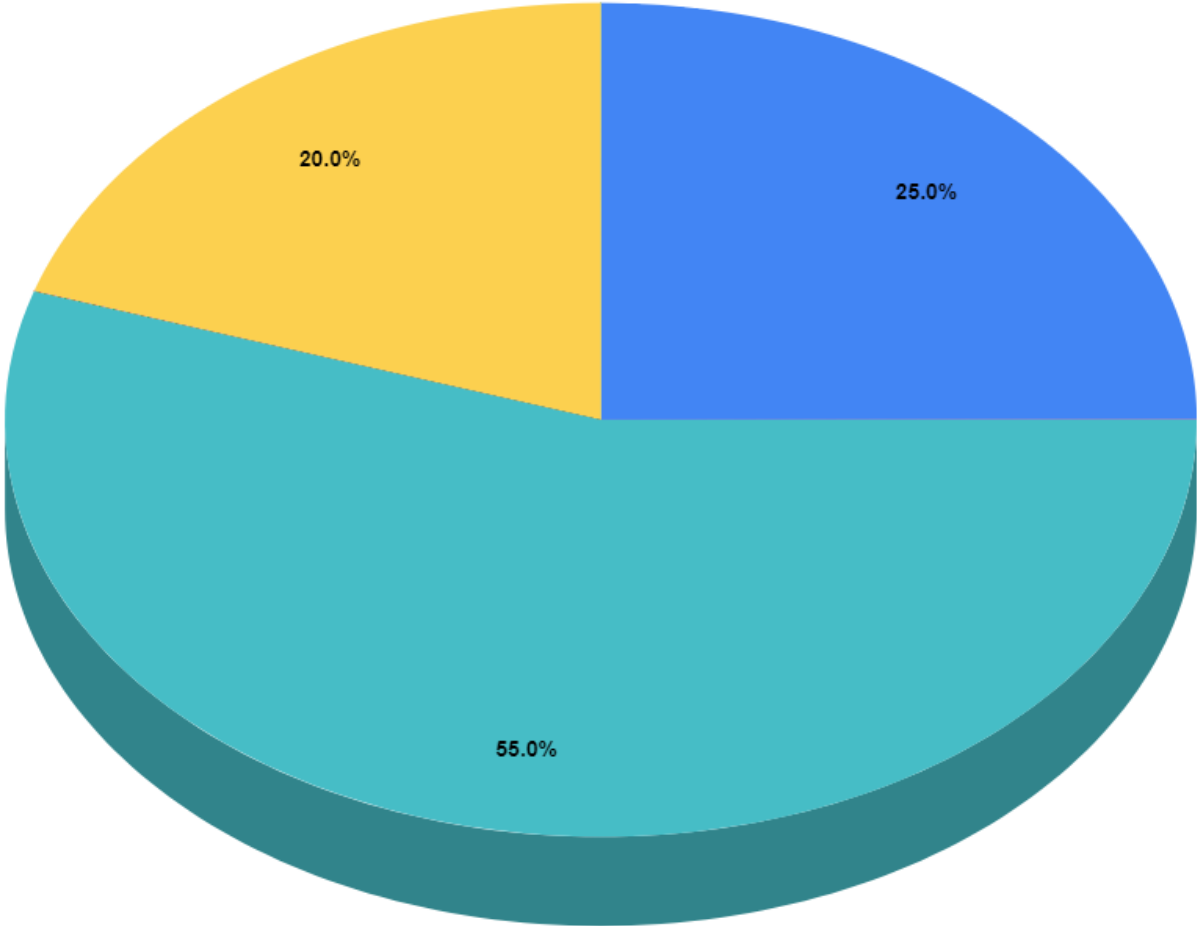
- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background
- African
- Caribbean
- Any other Black background
- White and Asian
- White and Black African
- White and Black Caribbean
- Any other Mixed/Multiple ethnic background
- British/English/Welsh/Northern Irish/Scottish
- Irish
- Gypsy or Irish Traveller
- Roma
- Any other White background
- Arab
- Any other ethnic group
- Prefer not to say
- Invalid/no response to this question

8. Religious beliefs

The following graph shows whether respondents identified themselves with a religion or belief.

Graph 8

Q8. What is your religion or belief?



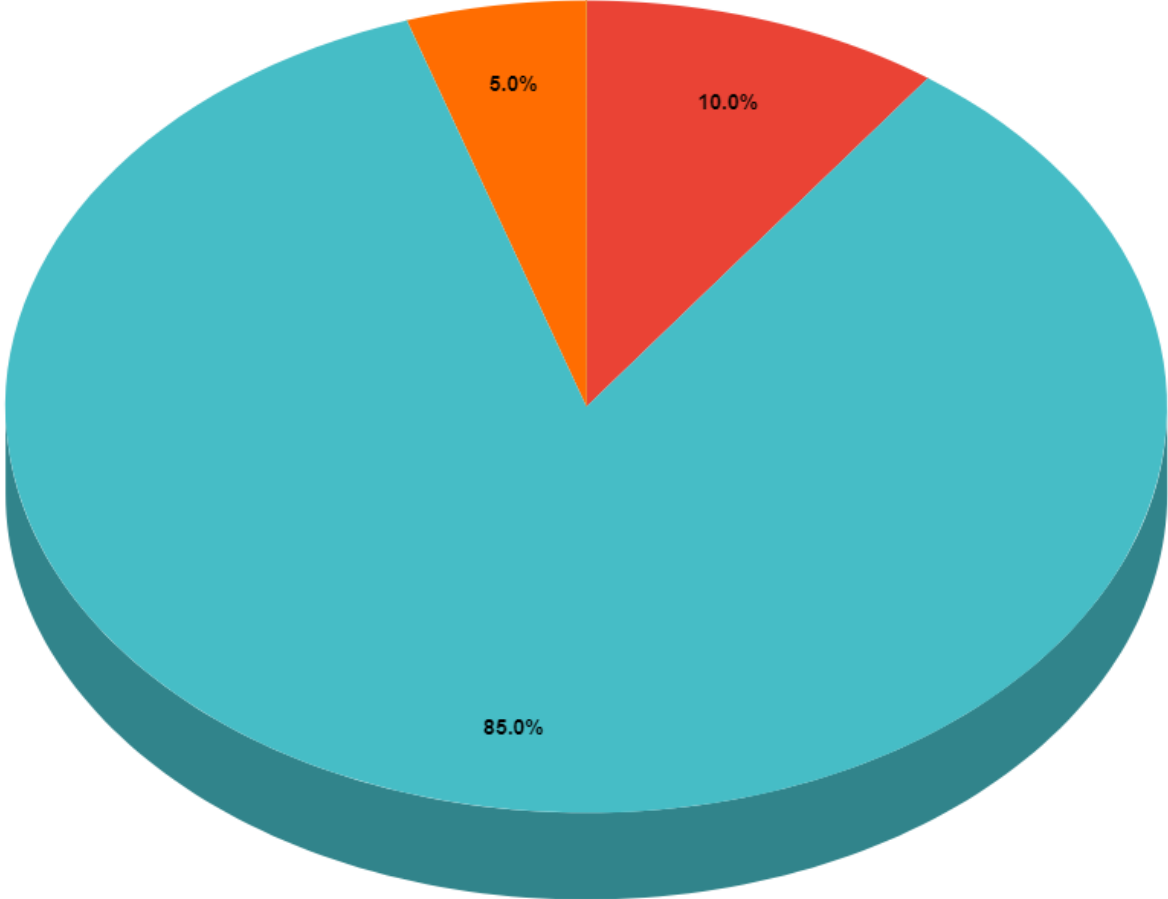
- No religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief
- Prefer not to say
- Invalid/no response to this question

9. Sexual orientation

The following graph shows which sexual orientation the respondents identified themselves with.

Graph 9

Q9. What is your sexual orientation?



- Bi
- Gay/Lesbian
- Heterosexual
- Other preferred description
- Prefer not to say
- Invalid/no response to this question

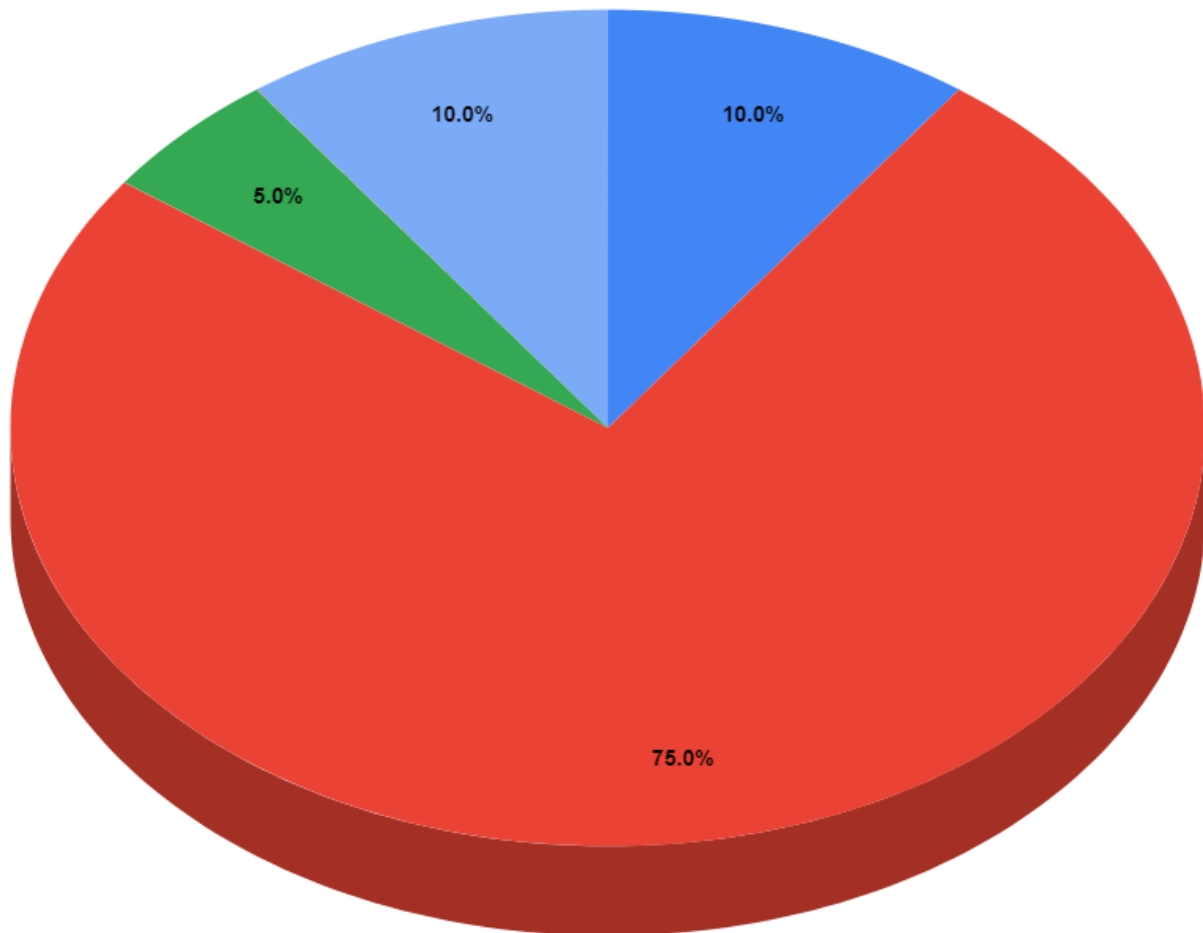
10. School attendance type

This category is about the type of schooling respondents received between the ages of 11 and 16.

The graph below shows the percentages of those individuals that completed a questionnaire and attended the relevant school type.

Graph 10

Q10. Which type of school did you attend for the most time between the ages of 11 and 16?



- State-run or state-funded school - selective on academic, faith or other grounds
- State-run or state-funded school - non-selective
- Independent / fee-paying school, where I received no bursary or a bursary covering less than 90% of my tuition
- Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition
- Attended school outside the UK
- Don't know/not sure
- Prefer not to say
- Invalid/no response to this question

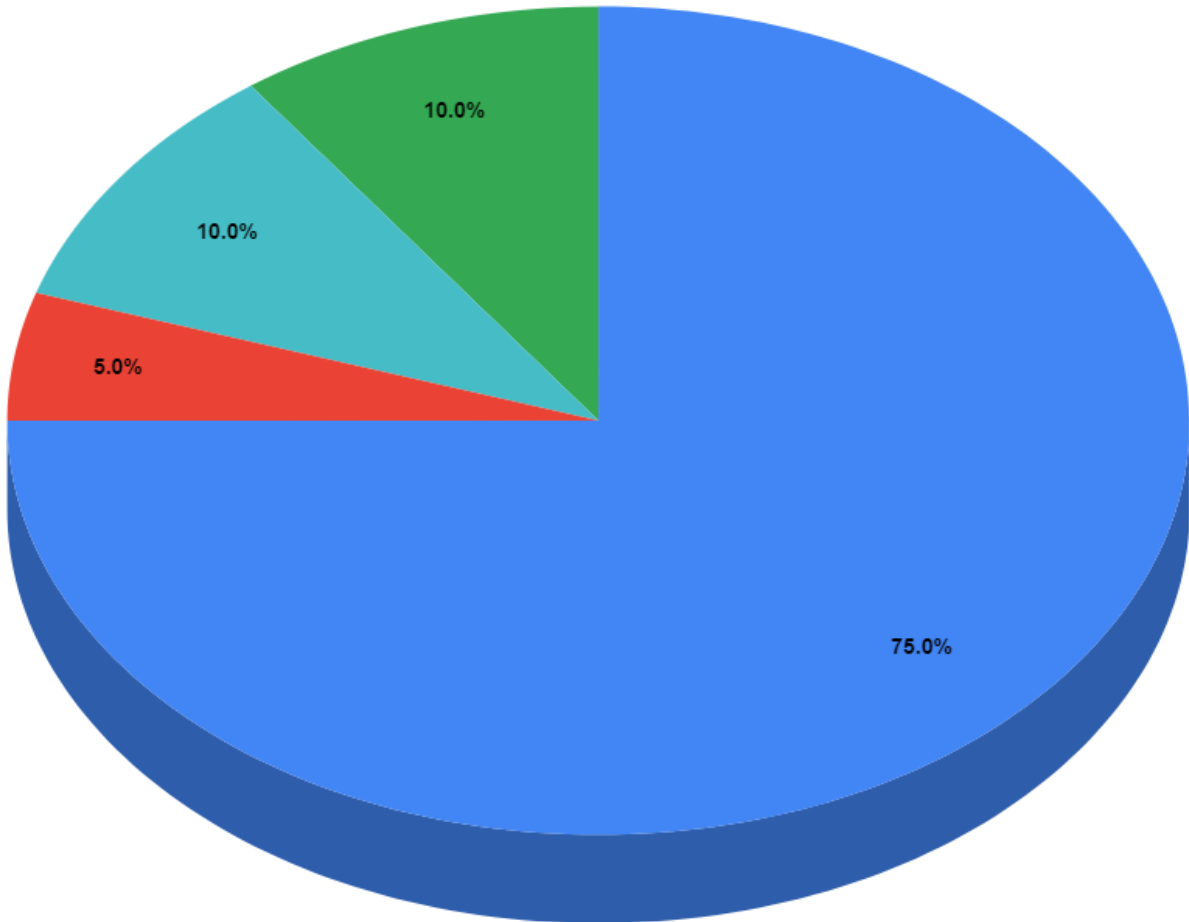
11. Parent attendance at university

This category is about whether either parent attended university by the time the respondent was 18 years old.

The following graph shows the percentage of individuals where neither parent attended university, one or both parents attended university, did not know/not sure or preferred not to say.

Graph 11

Q11. Did either of your parents attend university and gain a degree (e.g. BA/BSc or equivalent) by the time you were 18?



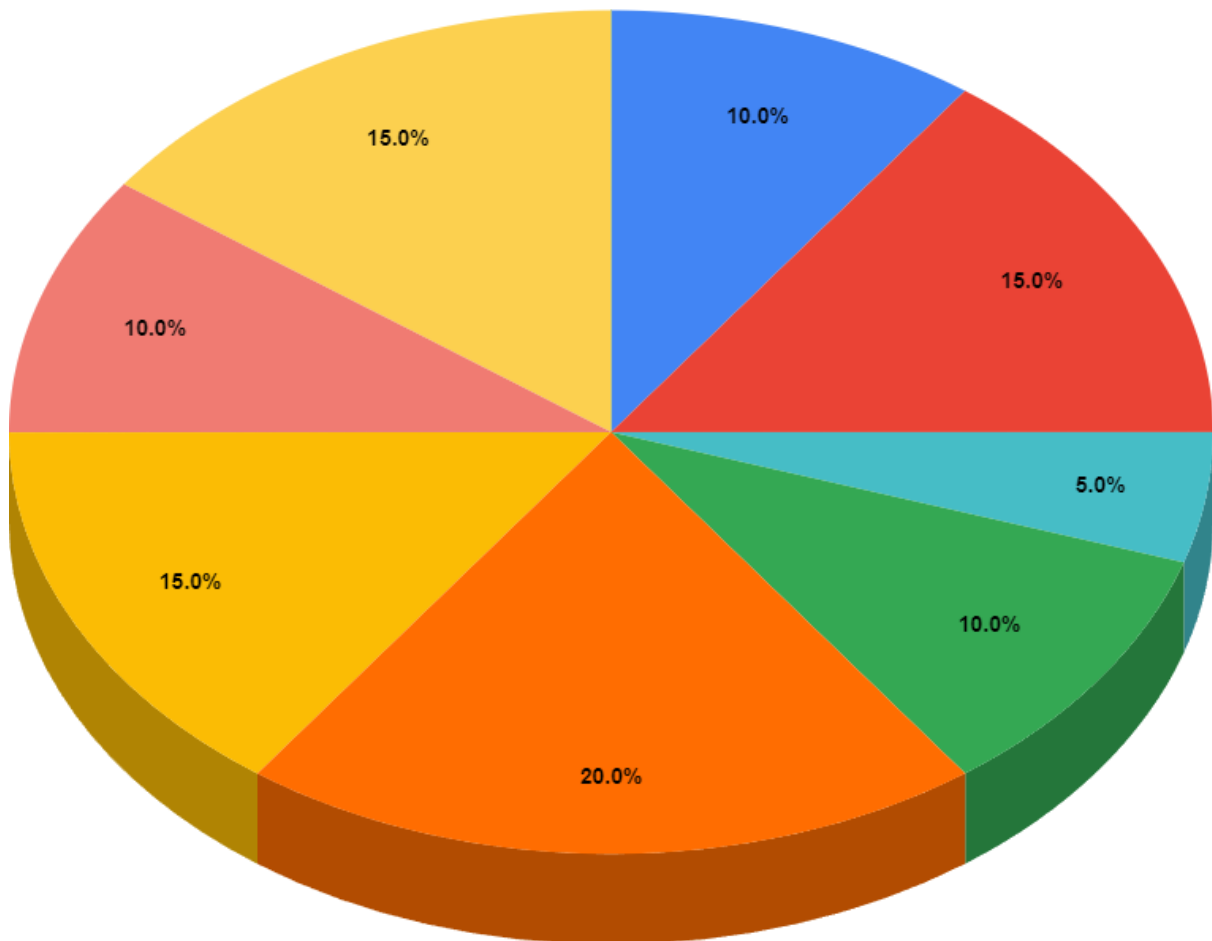
- No, neither of my parents attended university
- Yes, one or both of my parents attended university
- Don't know/not sure
- Prefer not to say
- Invalid/no response to this question

12. Occupation of main household earner in past

This category is about what best describes the occupation of the main earner in the household when the respondent was aged about 14. The percentages according to the answers of those who responded to the questionnaire are displayed in the graph below.

Graph 12

Q12. What was the occupation of your main household earner when you were 14?



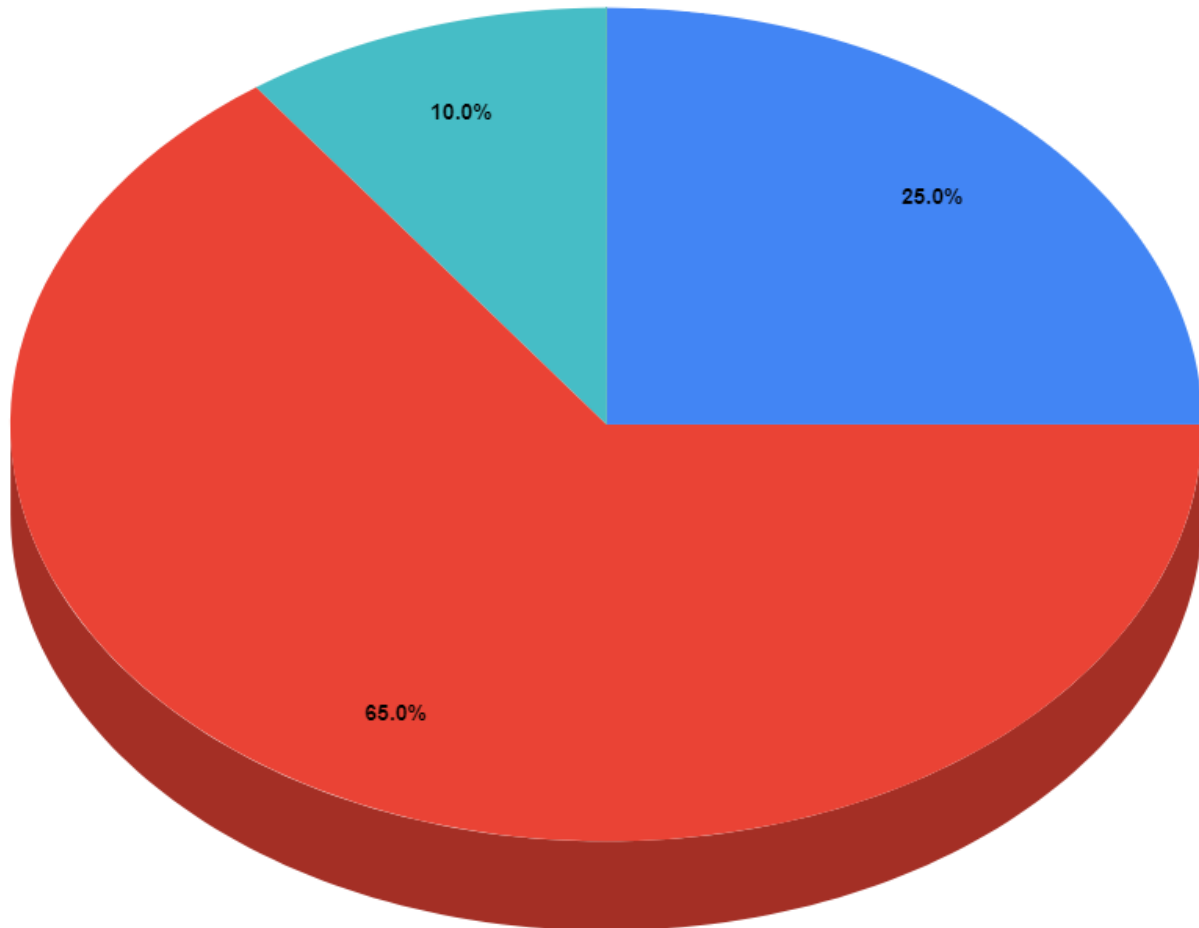
- Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanic engineer
- Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager
- Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse
- 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
- 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
- Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Other, such as: retired, this question does not apply to me, I don't know
- Prefer not to say
- Invalid/no response to this question

13. Carer for child or children status

This category is about whether any individual who completed a questionnaire is a primary carer for a child or children under 18 years of age, and the following graph shows the percentages of those who answered accordingly.

Graph 13

Q13. Are you a primary carer for a child or children under 18?



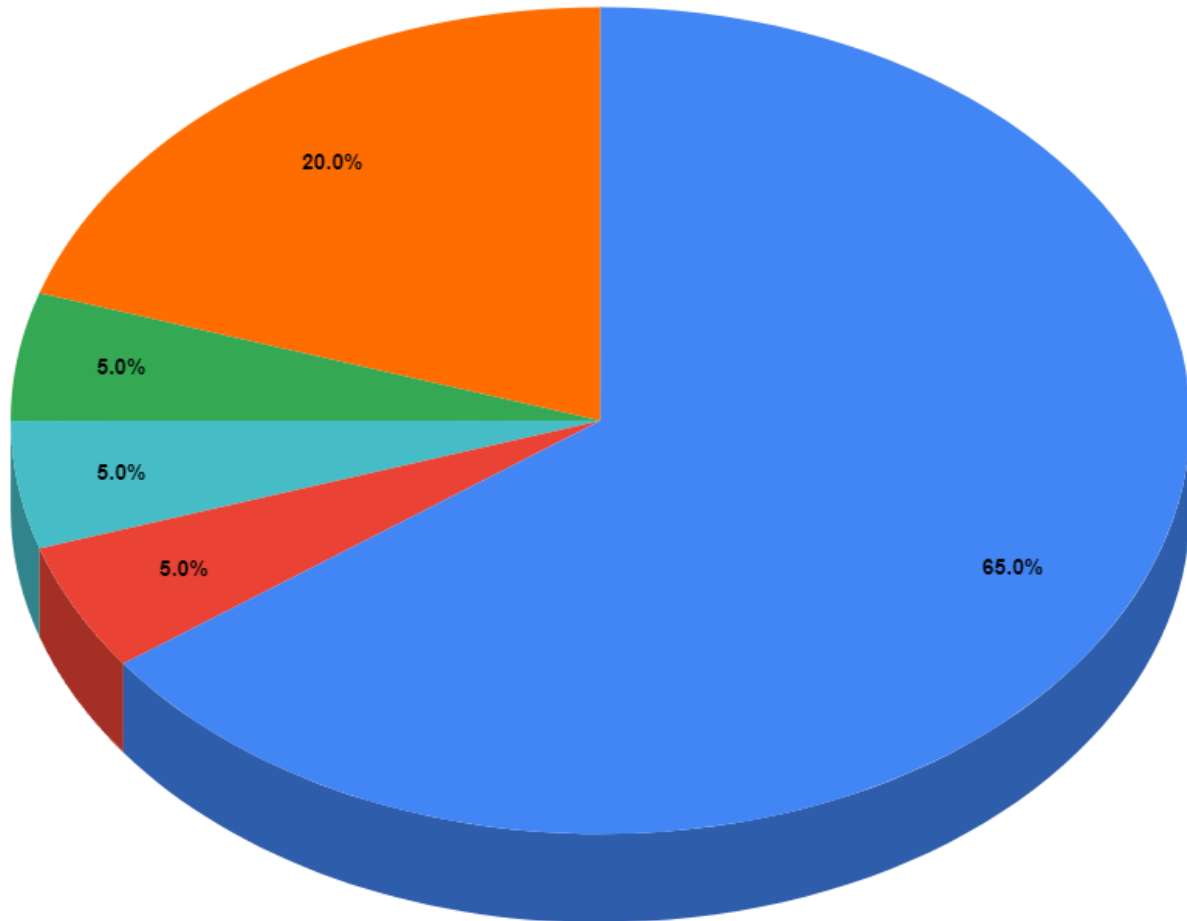
- Yes
- No
- Prefer not to say
- Invalid/no response to this question

14. Care status - care of others

This category is about whether any individual cares for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity). The following graph displays the answers by percentage, of those who answered the questionnaire.

Graph 14

Q14. Do you look after or care for someone with long term physical or mental ill health cause by disability or age (not in a paid capacity)?



- No
- Yes, 1 - 10 hours a week
- Yes, 20 - 49 hours a week
- Yes, 50 or more hours a week
- Prefer not to say
- Invalid/no response to this question

Review

The diversity data of the firm will be collected and reviewed again by a Director to ascertain whether the firm is achieving its aspirations to have an inclusive and diverse workforce.

Equality, Diversity & Inclusion Policy

We are happy to provide a copy of our Equality, Diversity & Inclusion Policy on request.