

Graeme John Limited Diversity Information 2025

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.

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 17 personnel completing the questionnaire out of 17. This report contains information about the following:

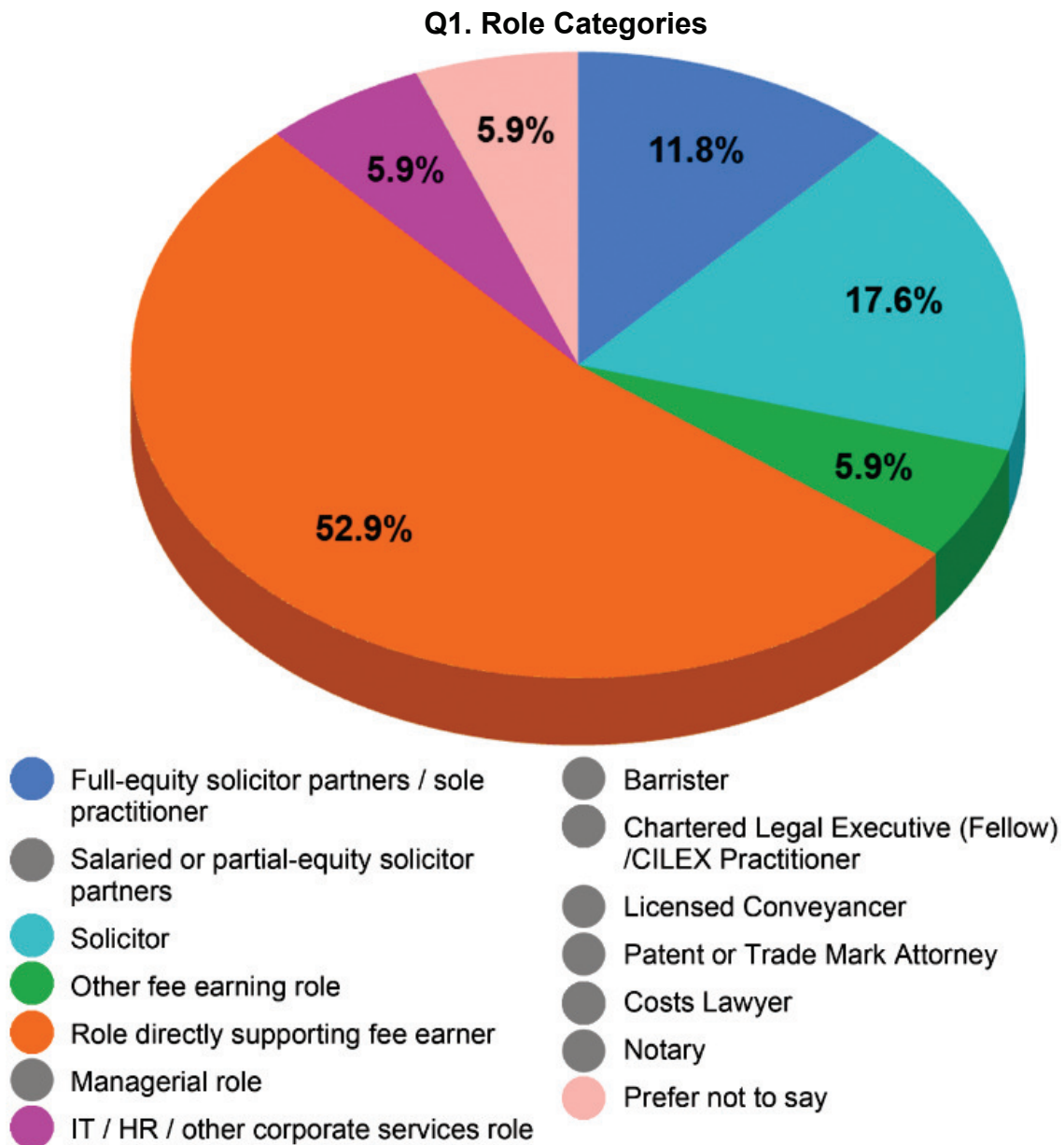
1. Type of role within the firm
2. Age bandings
3. Sex identification
4. Gender identity at birth
5. Disability
6. Day to day limitations
7. Ethnicity
8. Religious beliefs
9. Sexual orientation
10. Occupation of main household earner in past
11. School attendance type
12. Parent attendance at university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

Diversity Data

1. Type of role within the firm

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

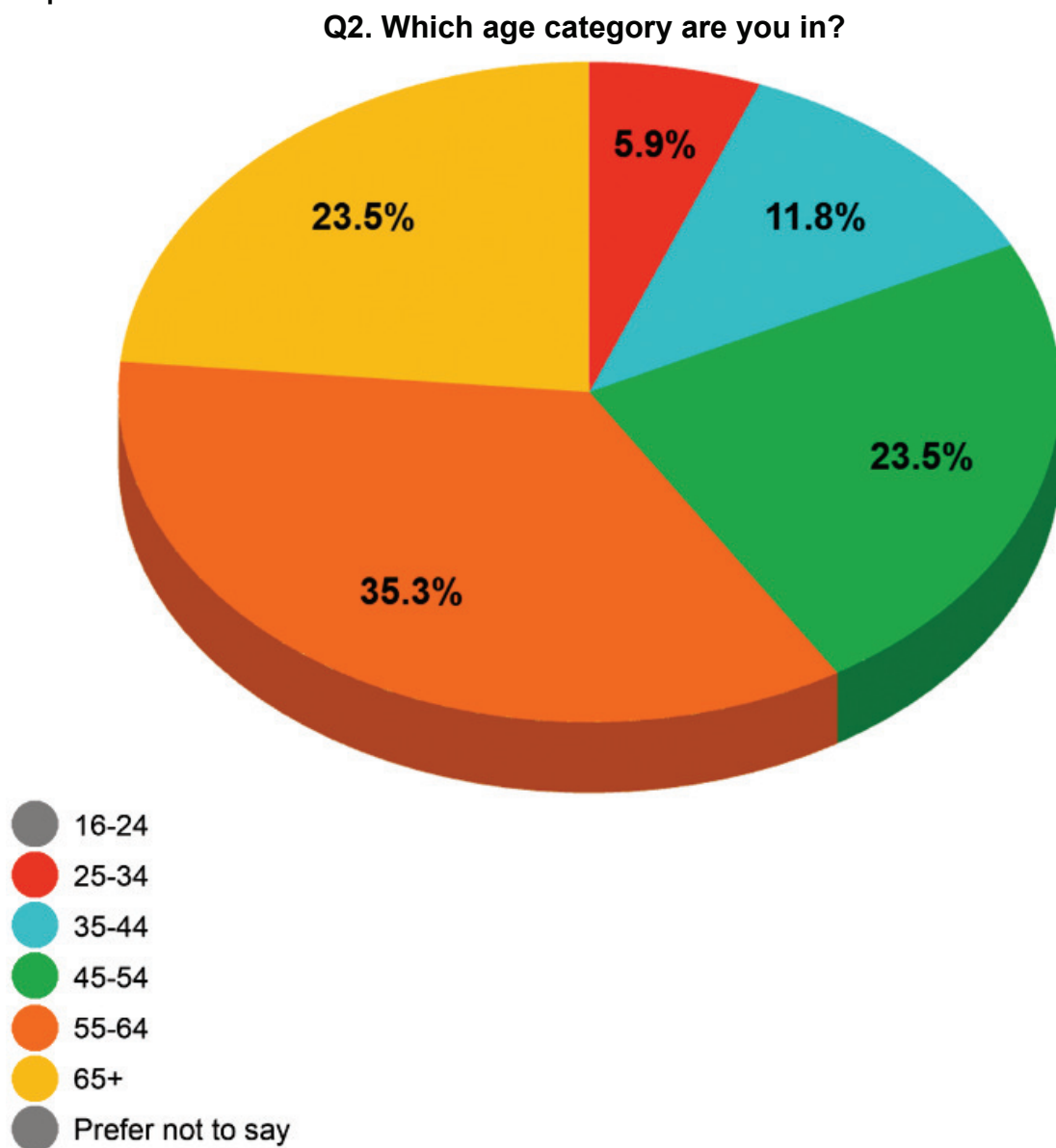
Graph 1



2. Age Bandings

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

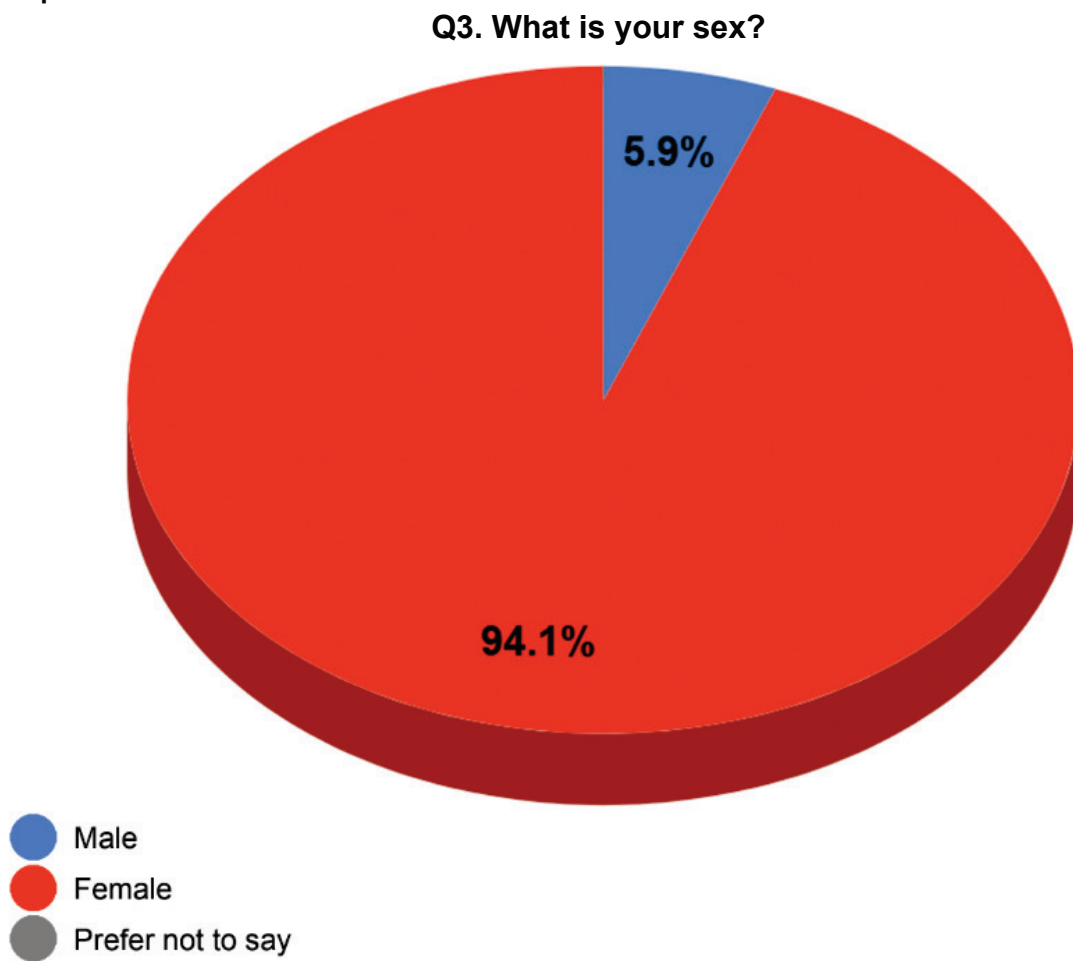
Graph 2



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

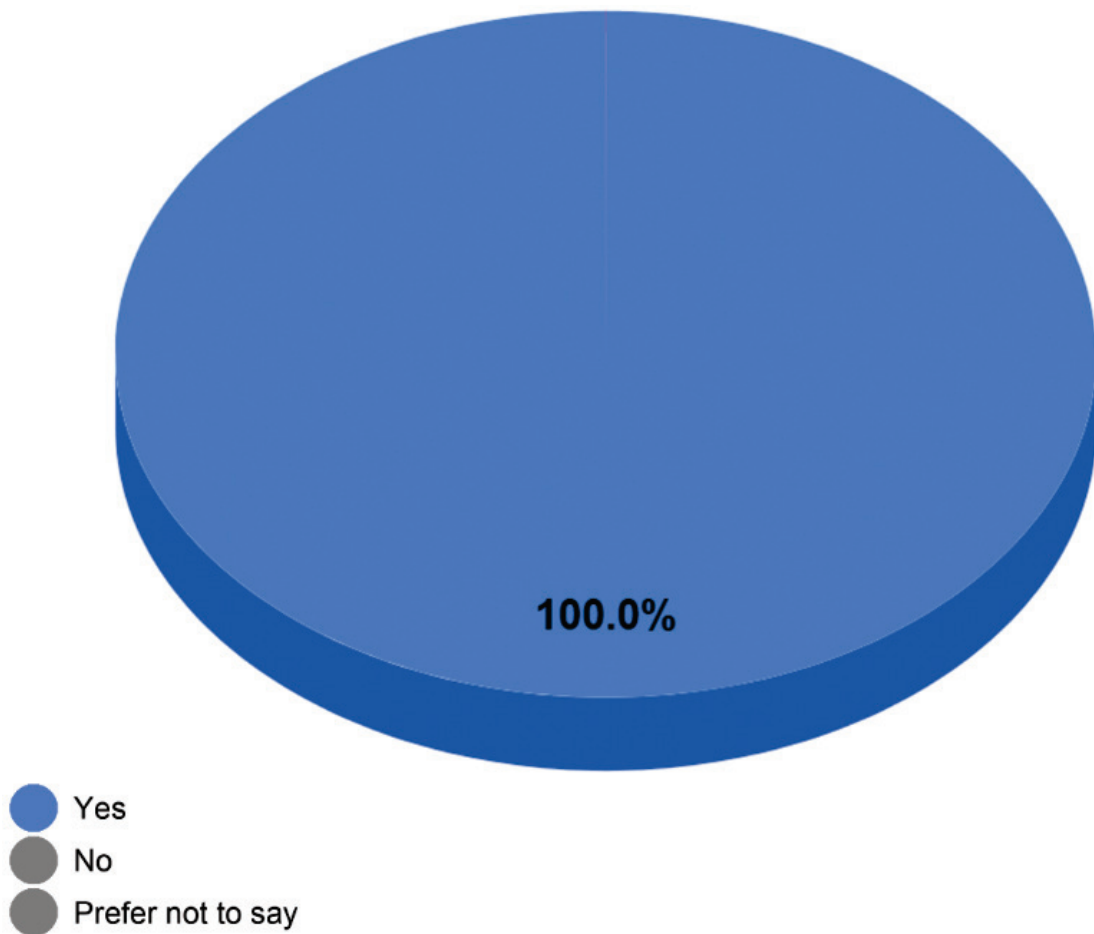


4. Gender identity at birth

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

Graph 4

Q4. Is your gender identity the same as your sex registered at birth?

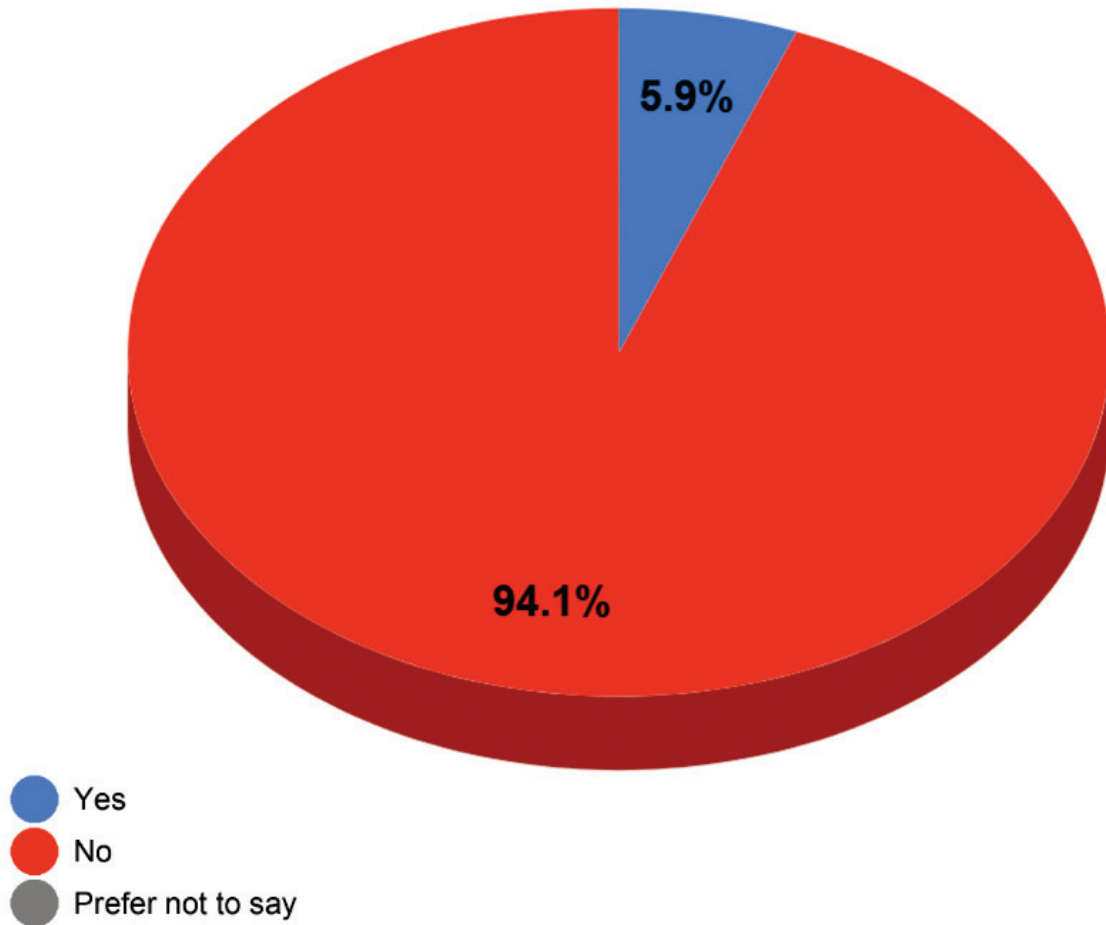


5. Disability

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?

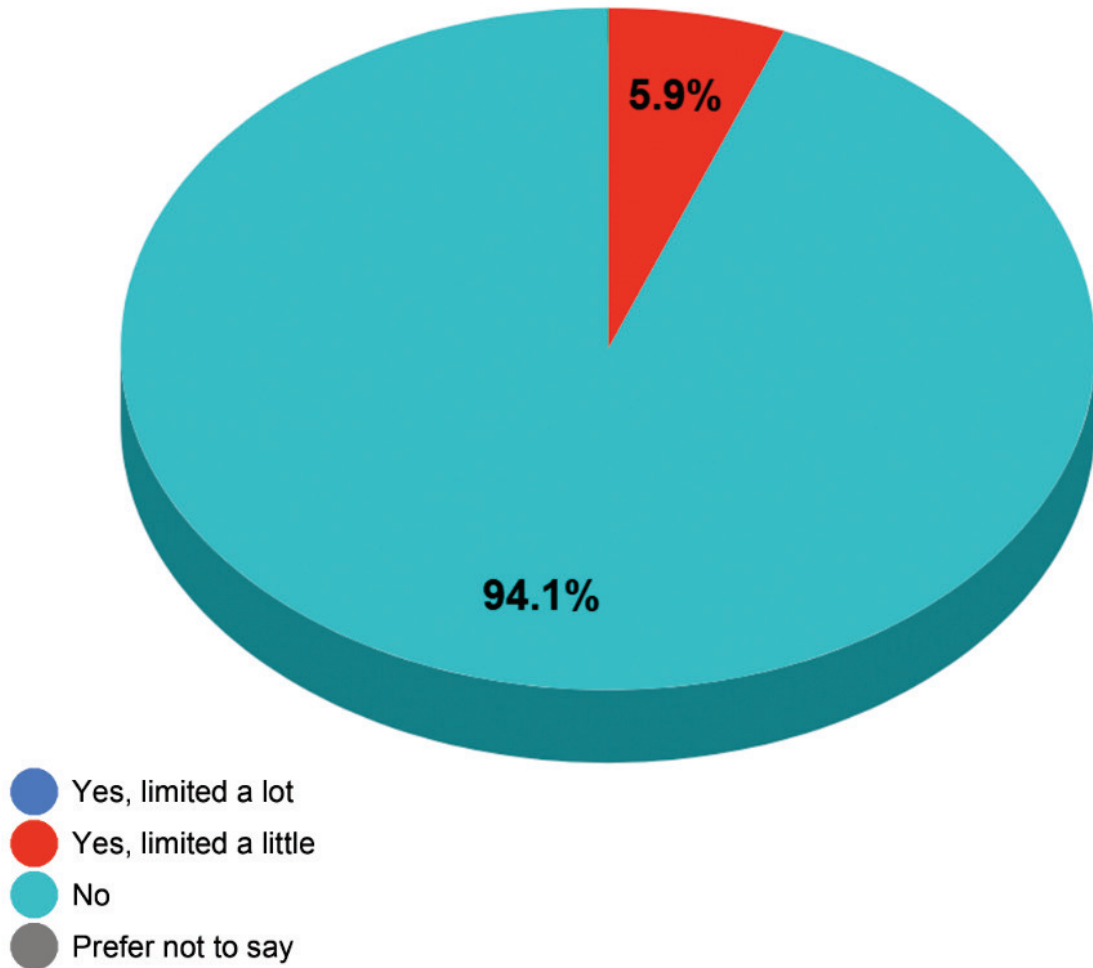


6. Day to day limitations

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 by your disability or condition?

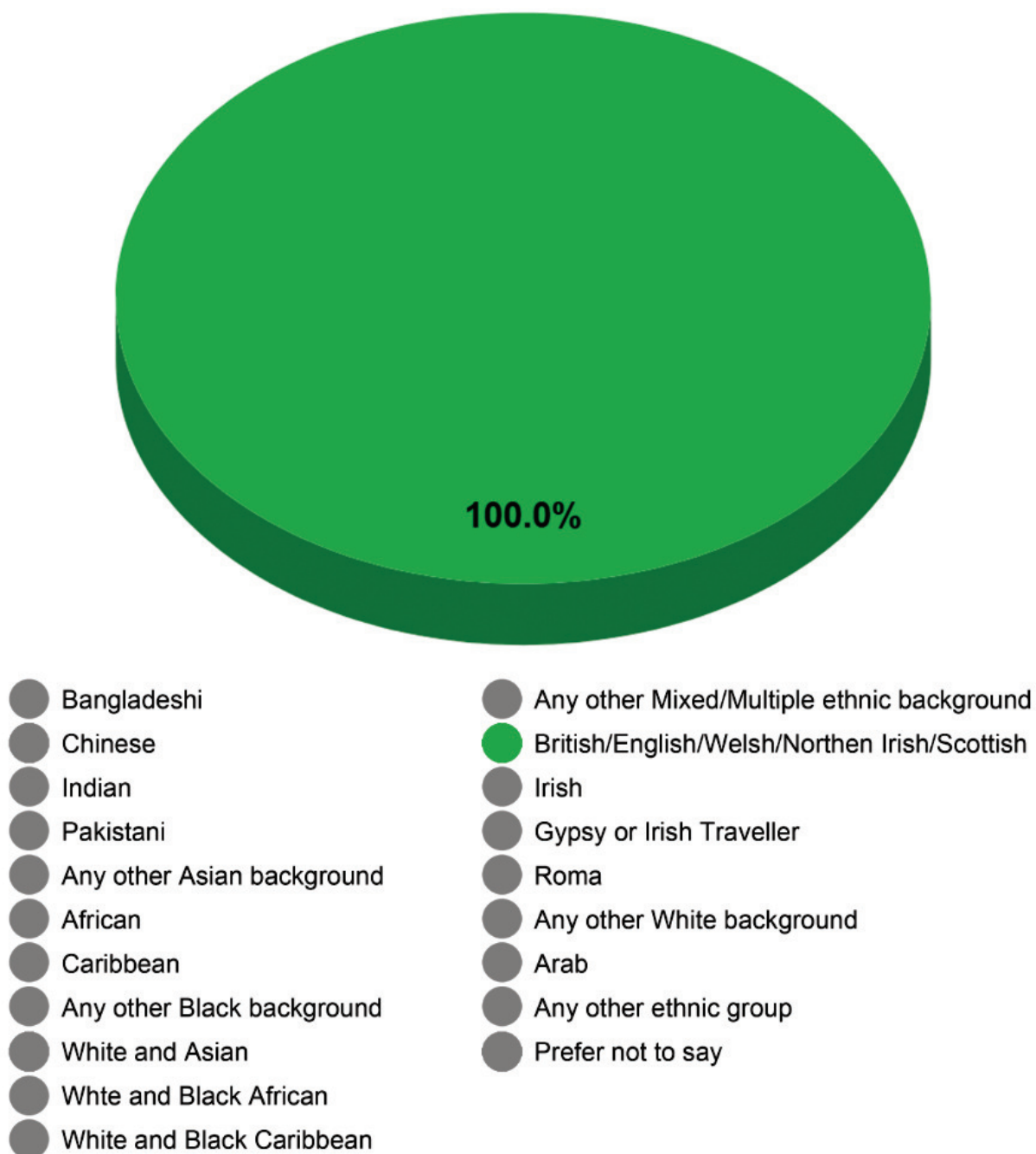


7. Ethnicity

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

Graph 7

Q7. What is your ethnicity?

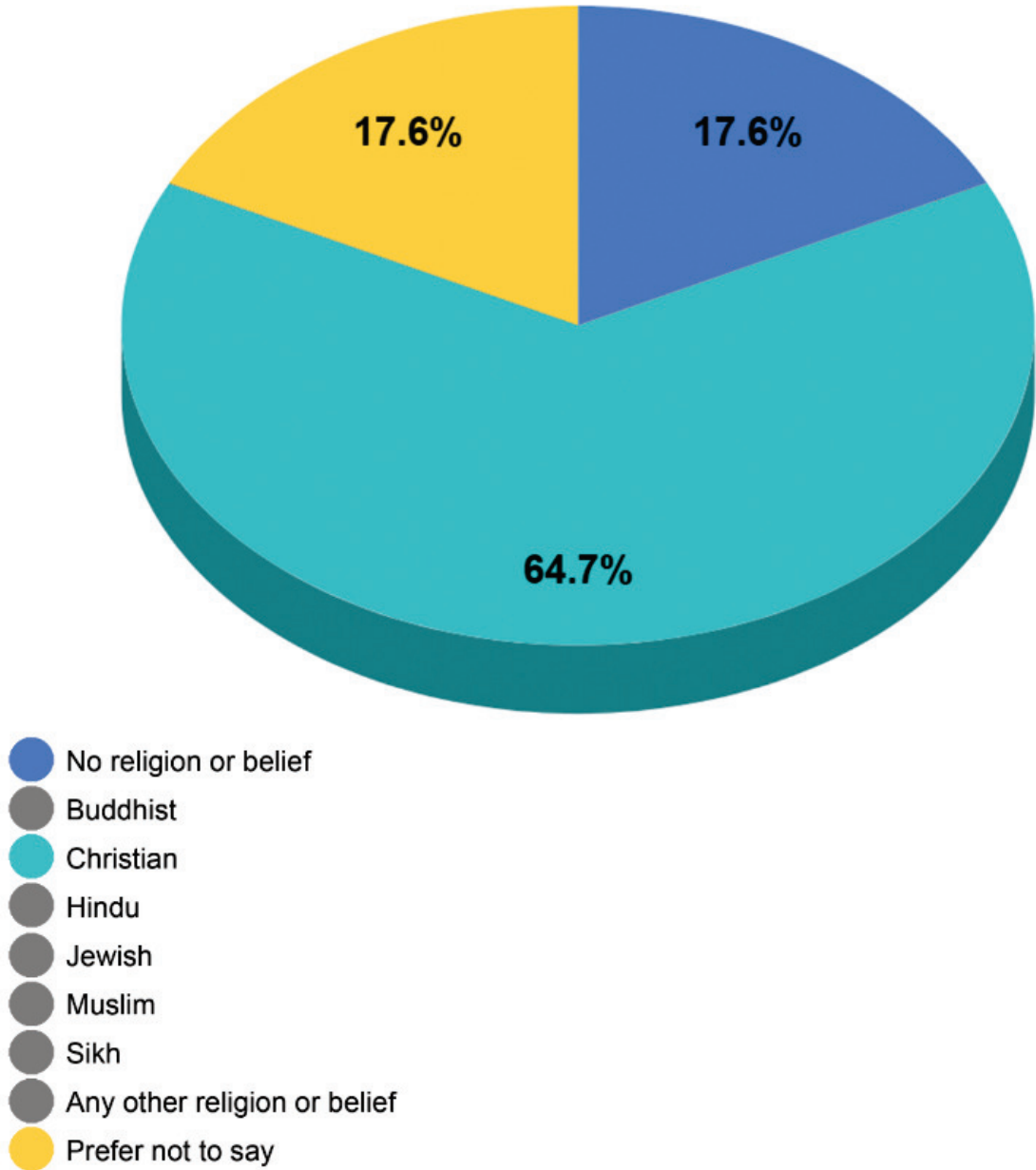


8. Religious beliefs

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

Graph 8

Q8. What is your religion or belief?

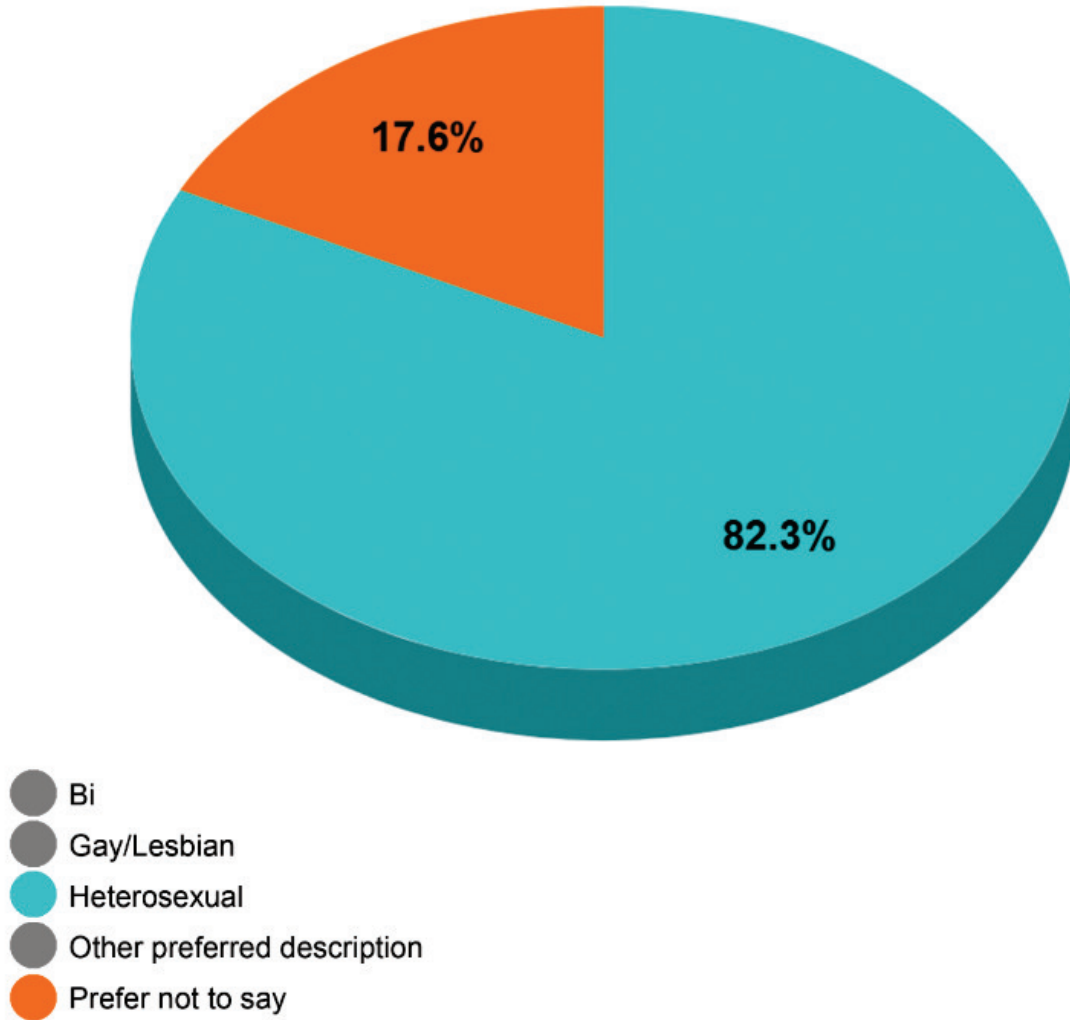


9. Sexual orientation

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

Graph 9

Q9. What is your sexual orientation?

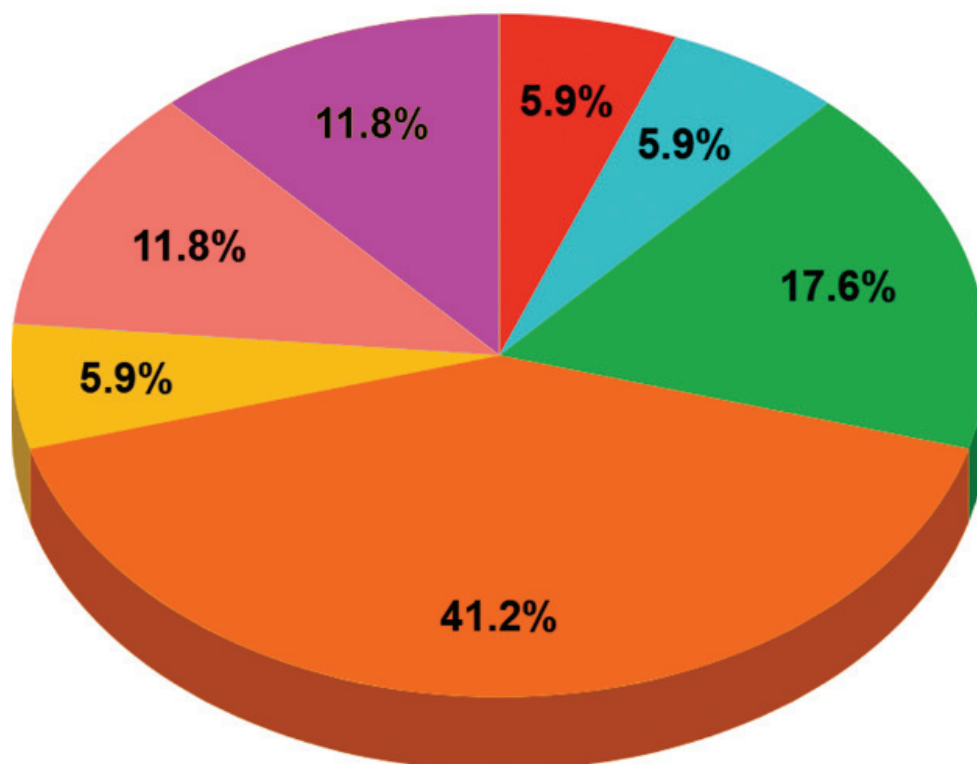


10. Occupation of main household earner in past

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 10

Q10. 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

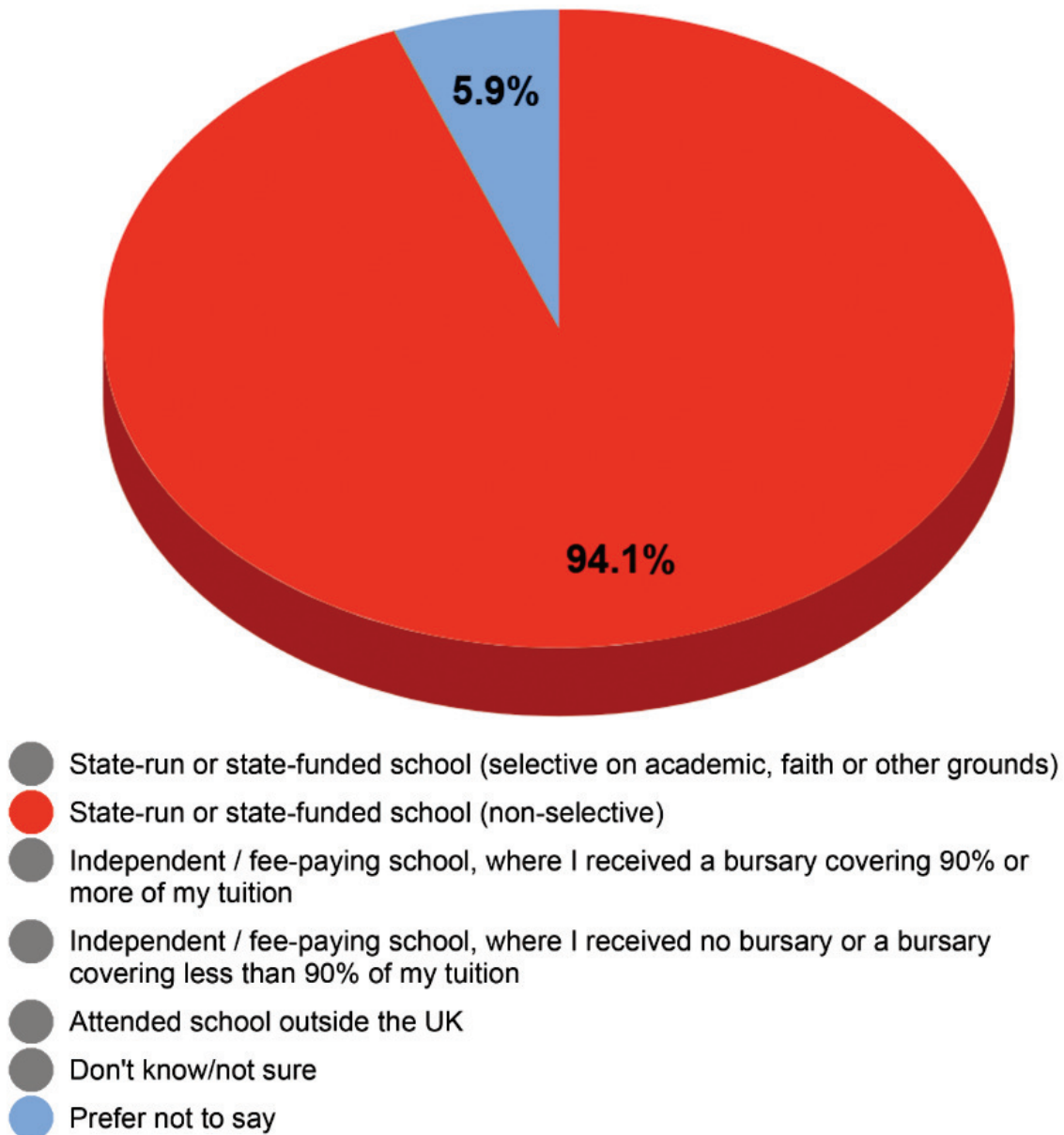
11. School attendance type

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 11

Q11. Which type of school did you attend for the most time between the ages of 11 and 16?



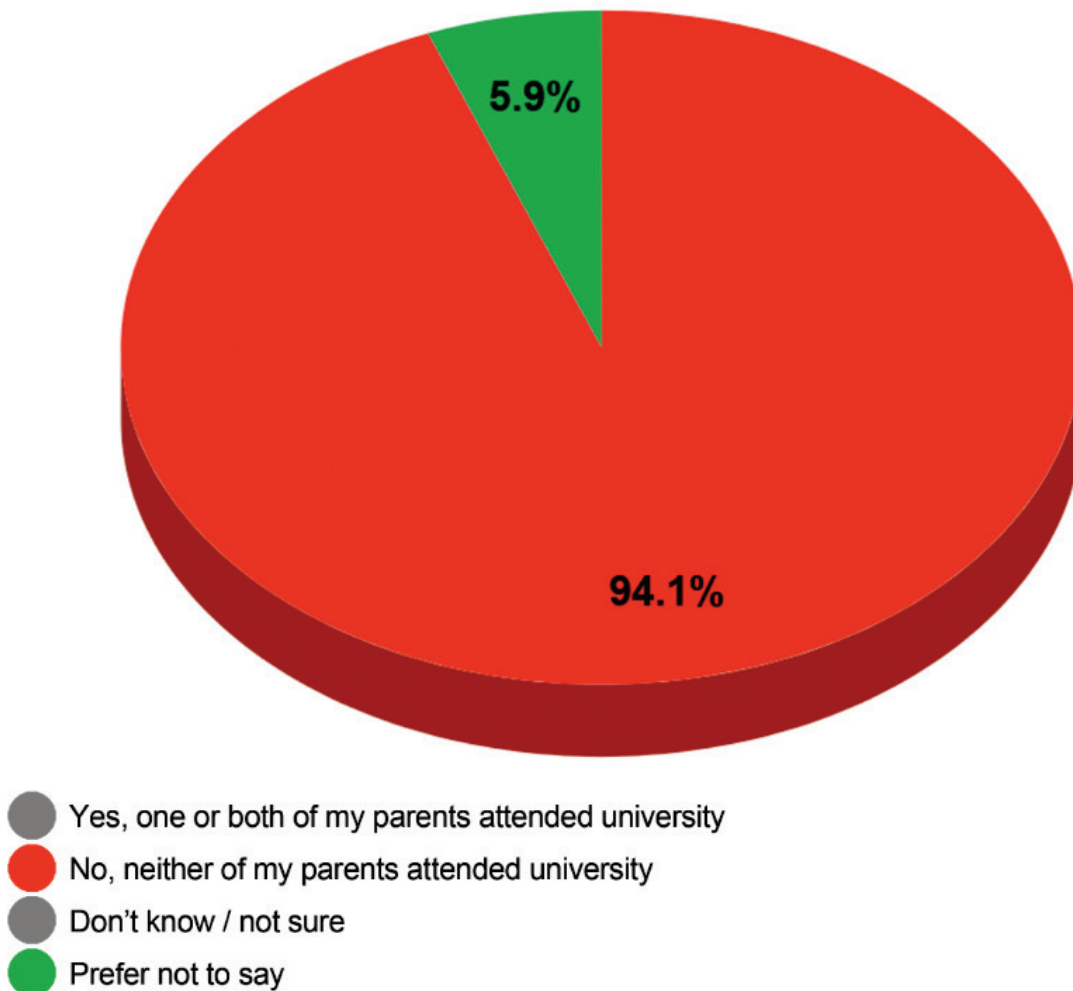
12. Parent attendance at university

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 12

Q12. Did either of your parents attend university and gain a degree (e.g. BA / BSc or equivalent) by the time you were 18?

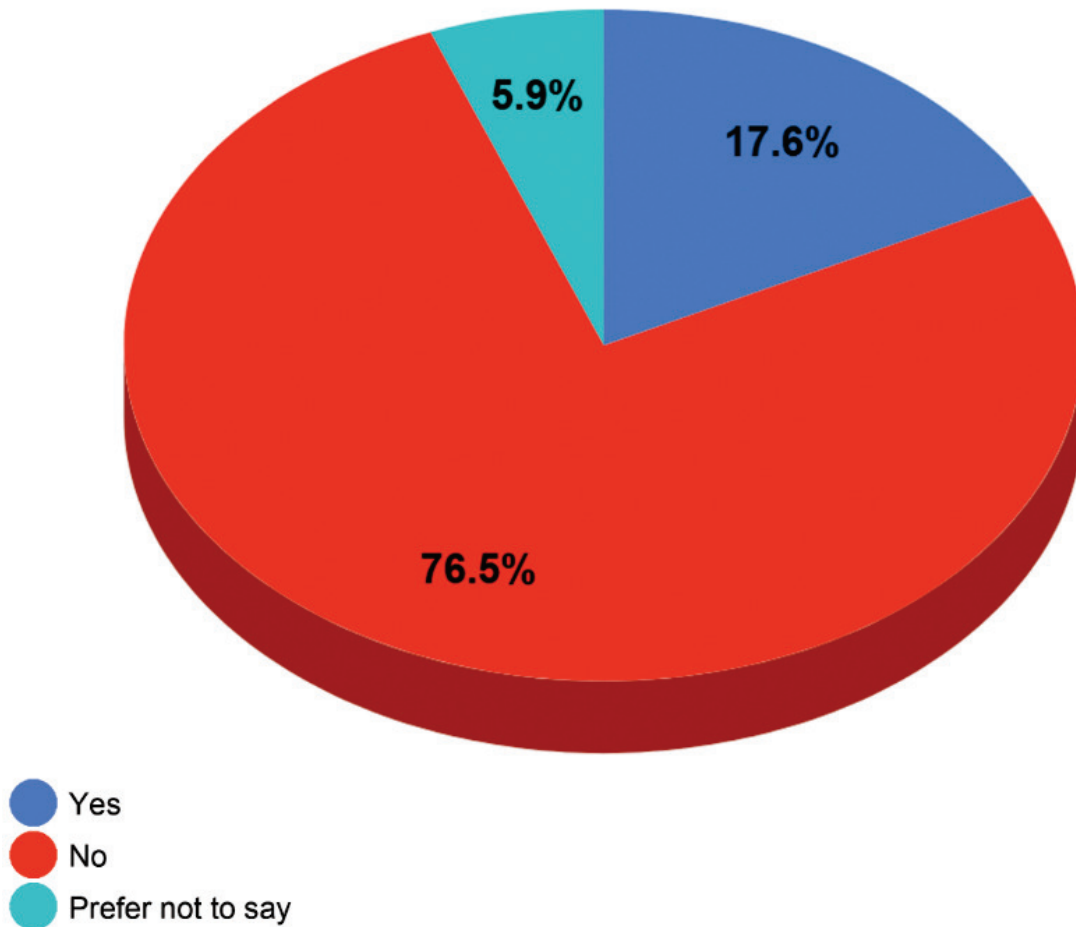


13. Carer for child or children status

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?

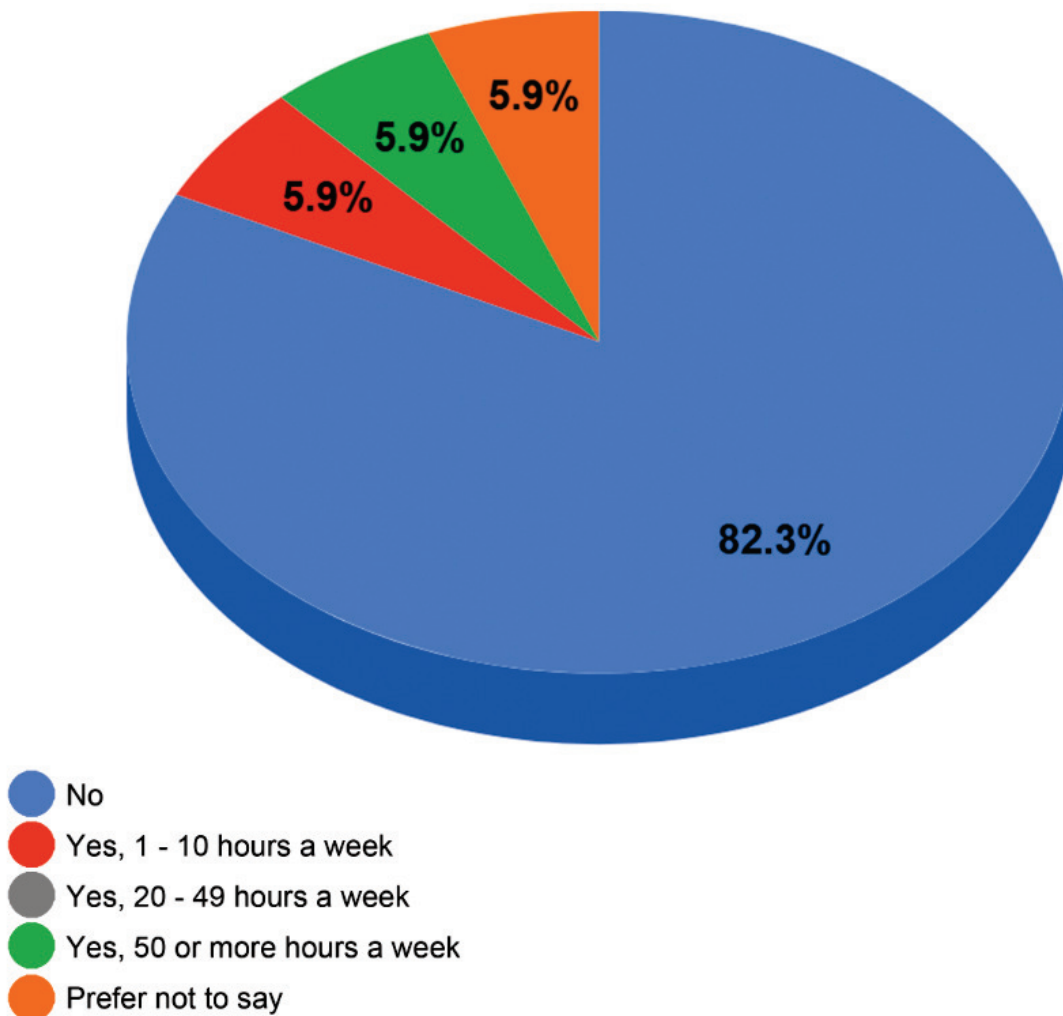


14. Care status - care of others

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 18 or over with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



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.