

Graeme John Limited Diversity Information 2021

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 30% 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 have either:

- Changed the data set to eliminate the risk of the individual being identified; or
- In some cases, may not publish 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 16 personnel completing the questionnaire out of 20 personnel. This report contains information about the following:

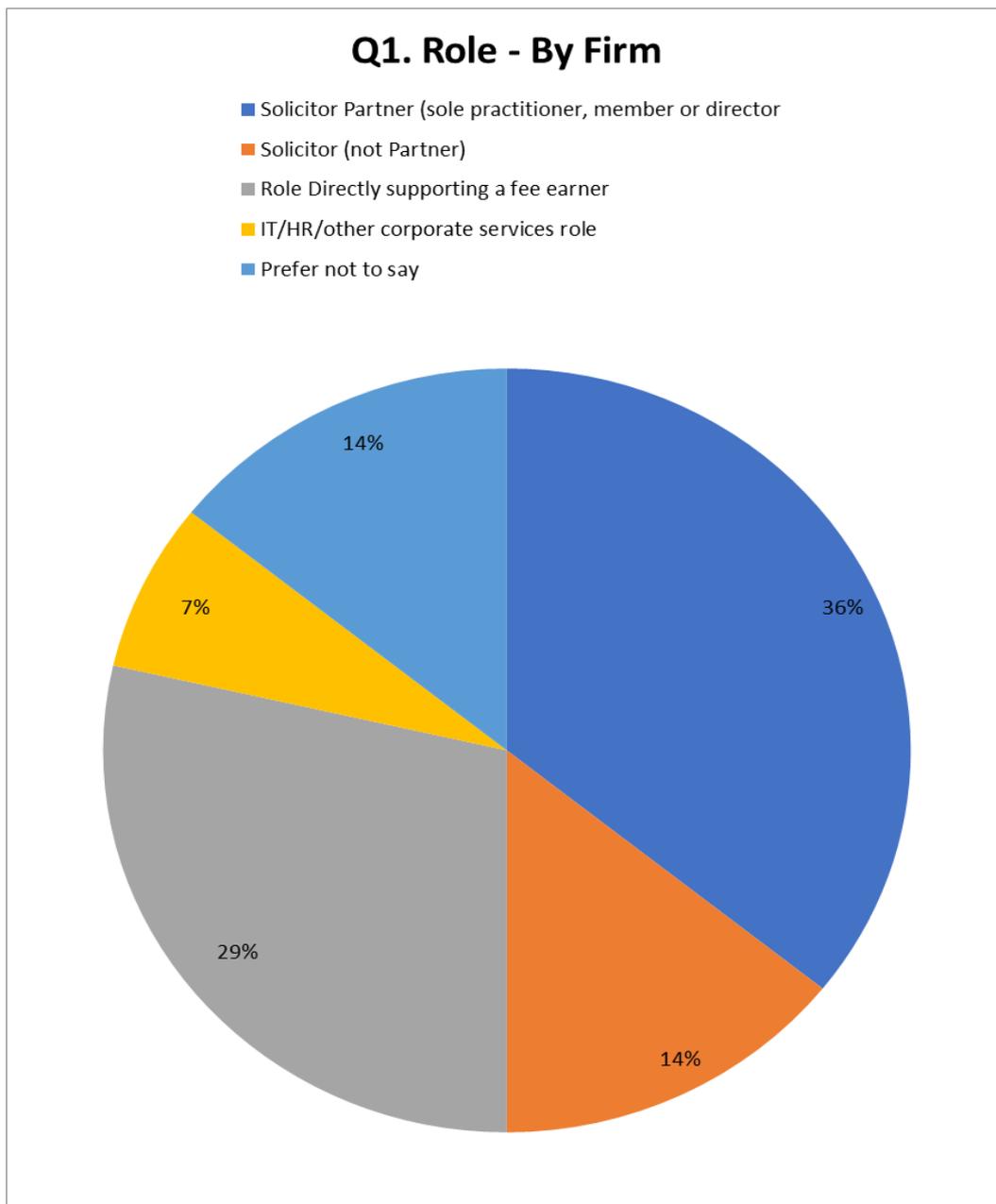
1. Type of role within the firm
2. Age bandings
3. Sex identification
4. Gender identity at birth
5. Disability
6. Day to day limitations
7. Ethnicity
8. School attendance type
9. Parent(s) attendance at university
10. Occupation of main household earner
11. Carer for children status
12. Carer for others status

Diversity Data

1. Types of role within the firm

The following graphs show the types of role of personnel in the firm.

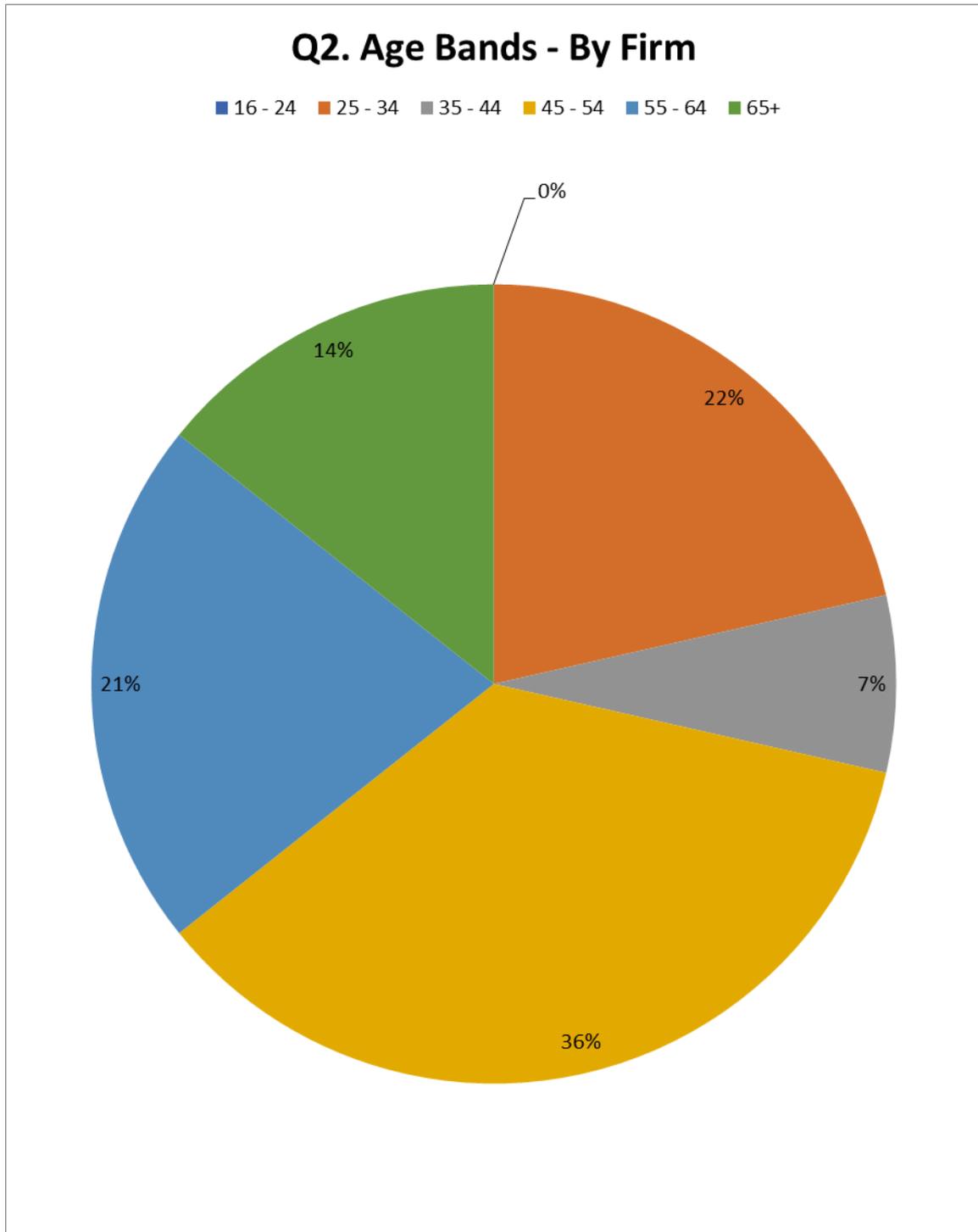
Graph 1



2. Age Bandings

Graph 2 below shows the percentage of individuals who completed a questionnaire and shared their age groups.

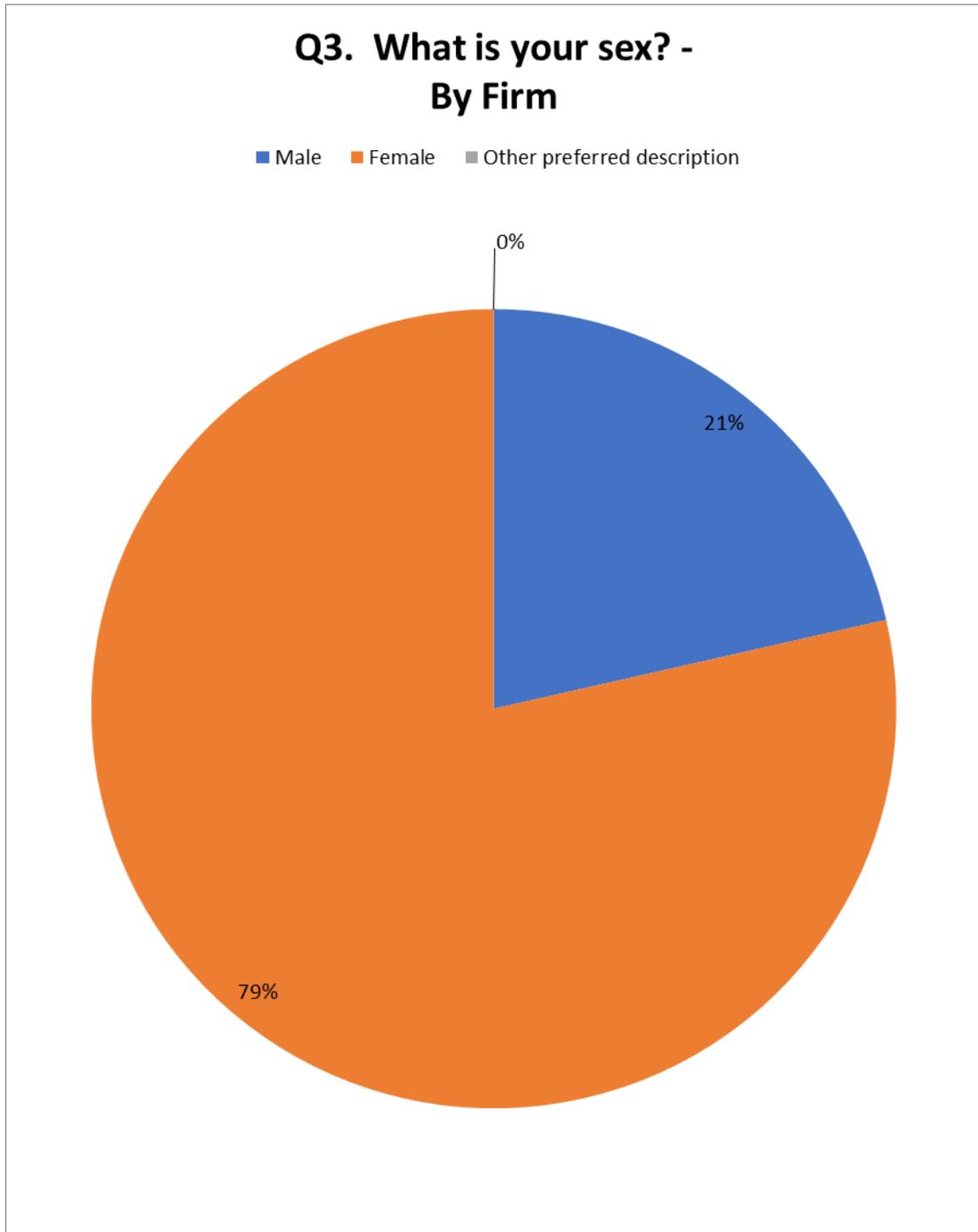
Graph 2



3. Sex Identification

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

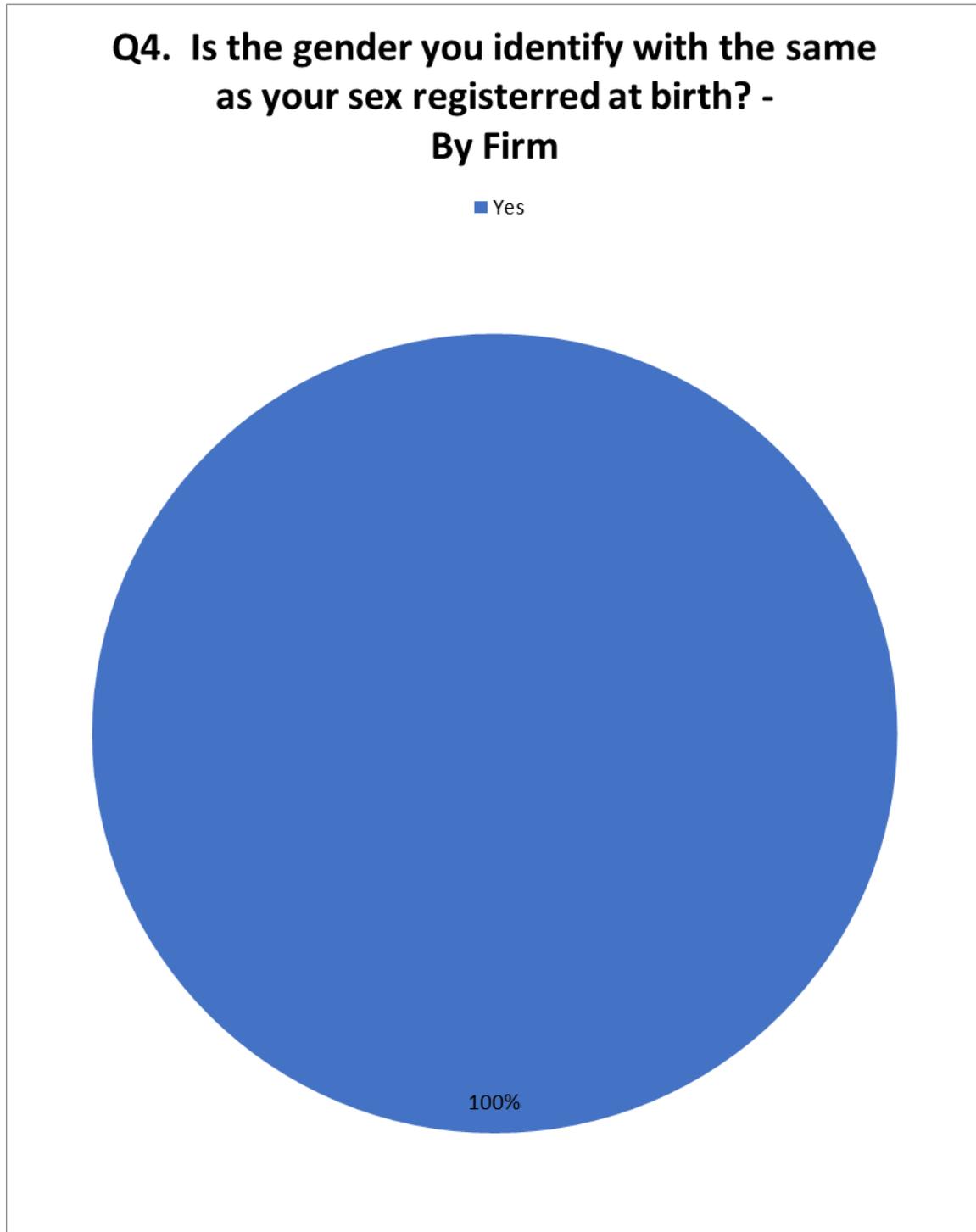
Graph 3



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.

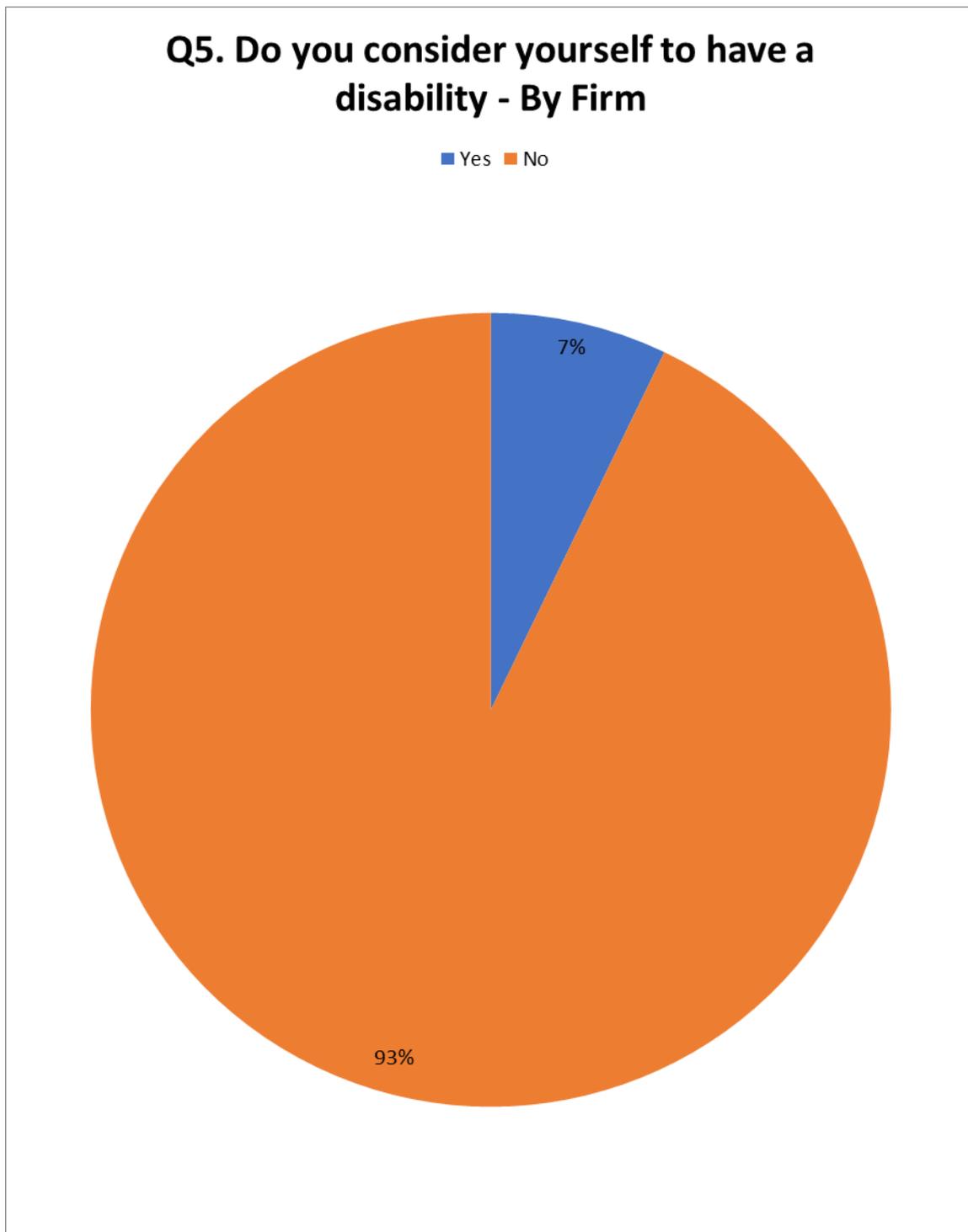
Graph 4



5. Disability

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

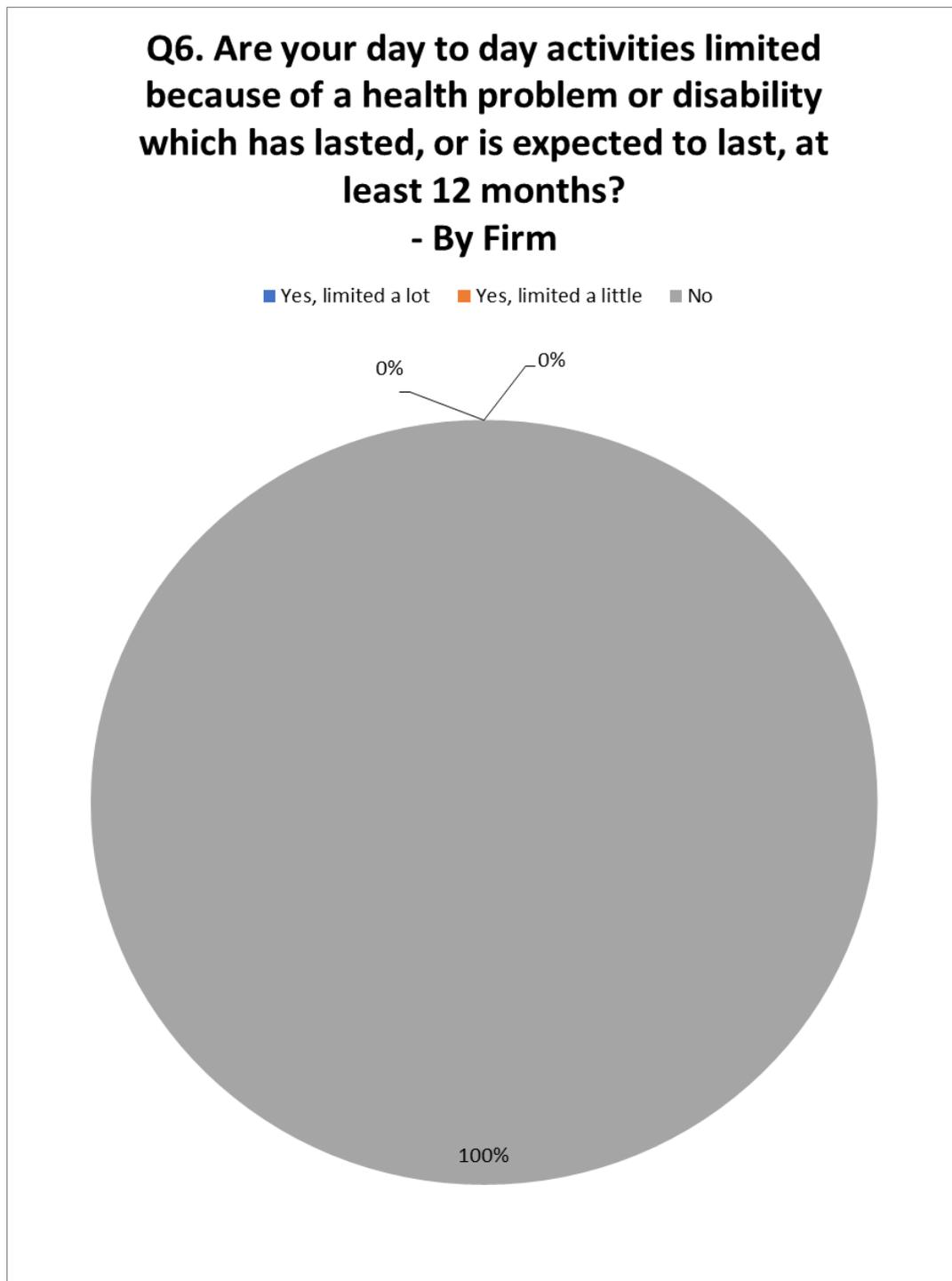
Graph 5



6. Day to day activities

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

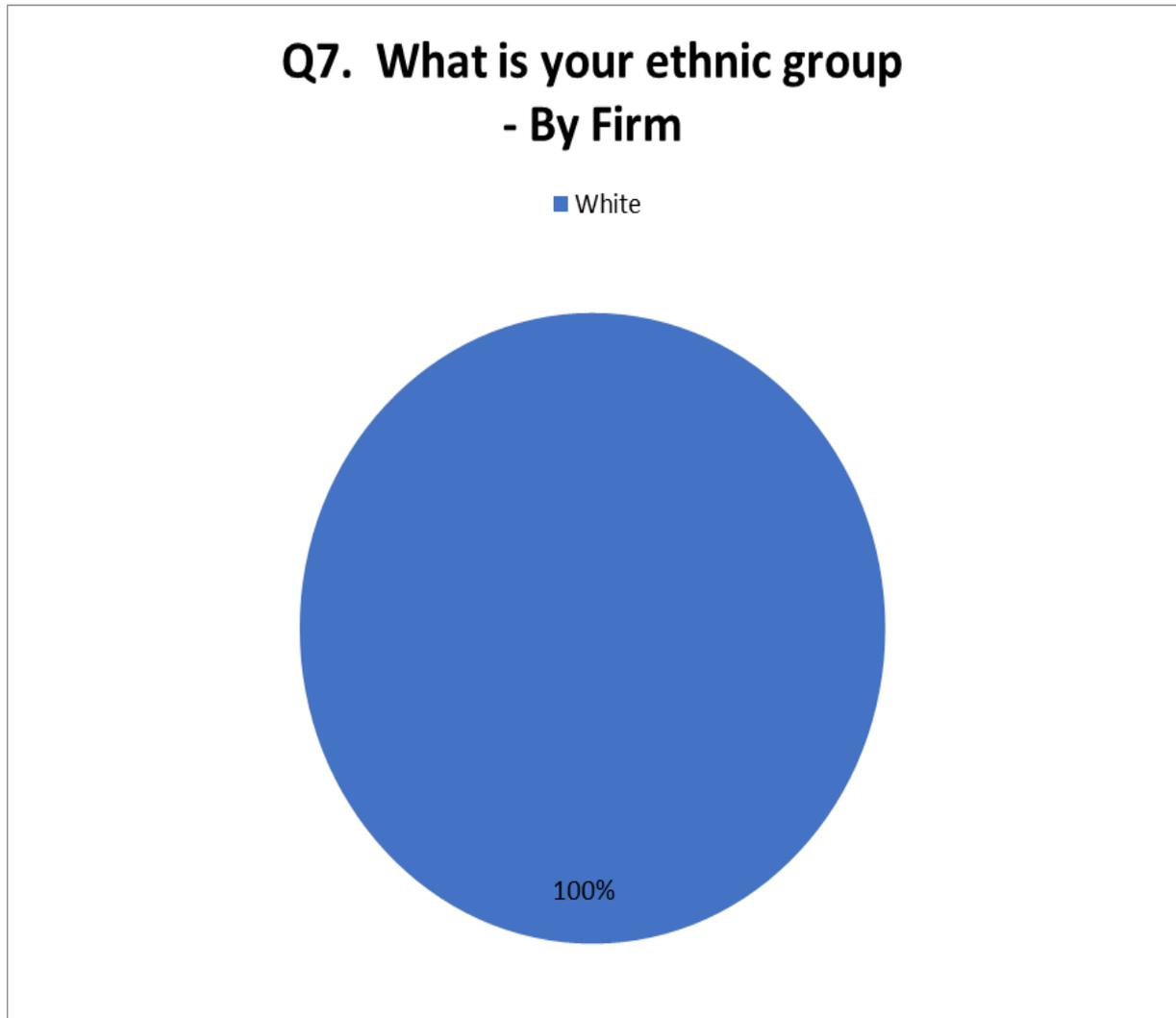
Graph 6



7. Ethnicity

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

Graph 7

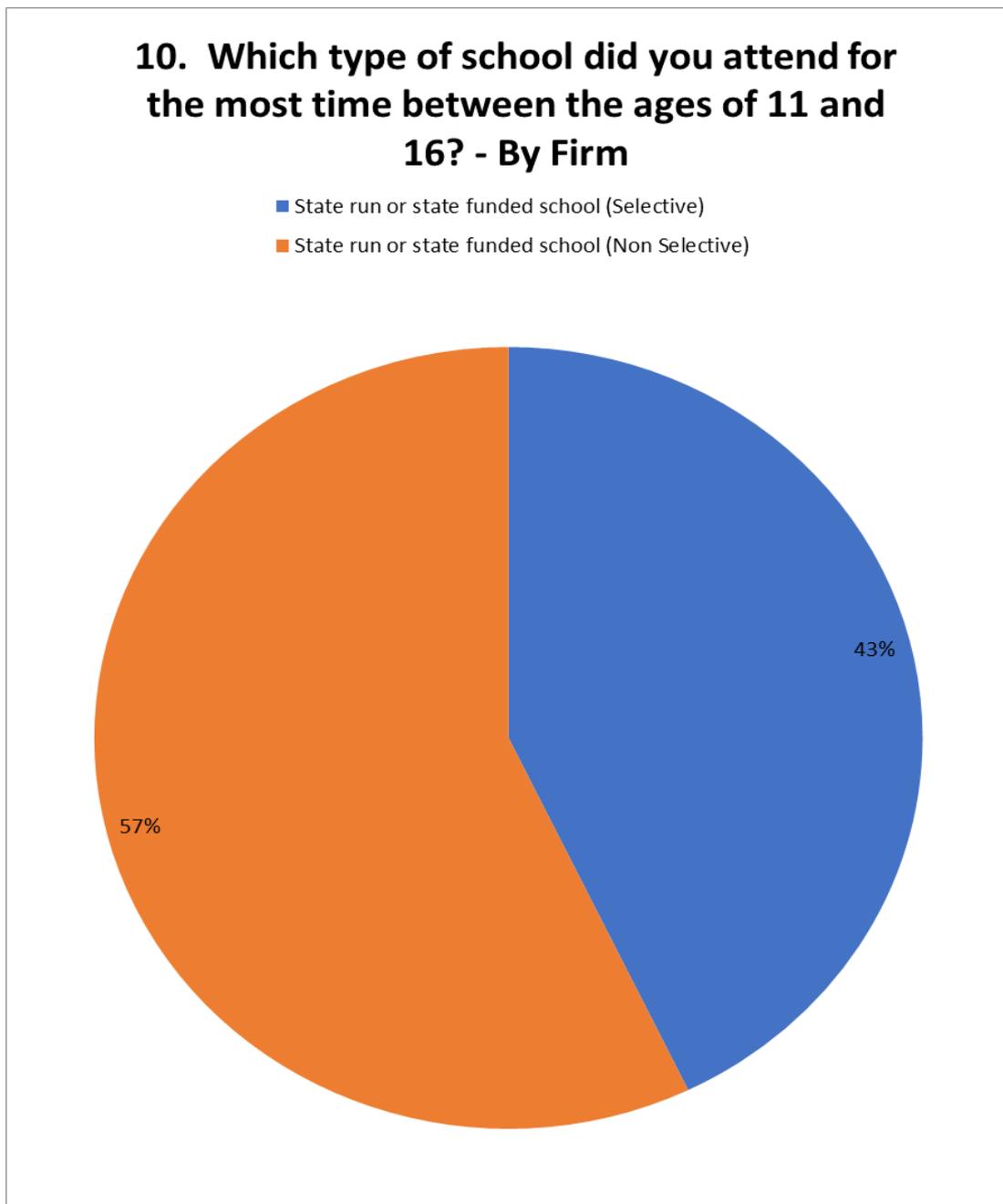


8. Socio-economic background – School attendance type

This category is about whether an individual attended a selective state run or funded school, a non-selective state run or funded school, an independent/fee paying school (with or without a bursary) or attended a school outside the UK 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.

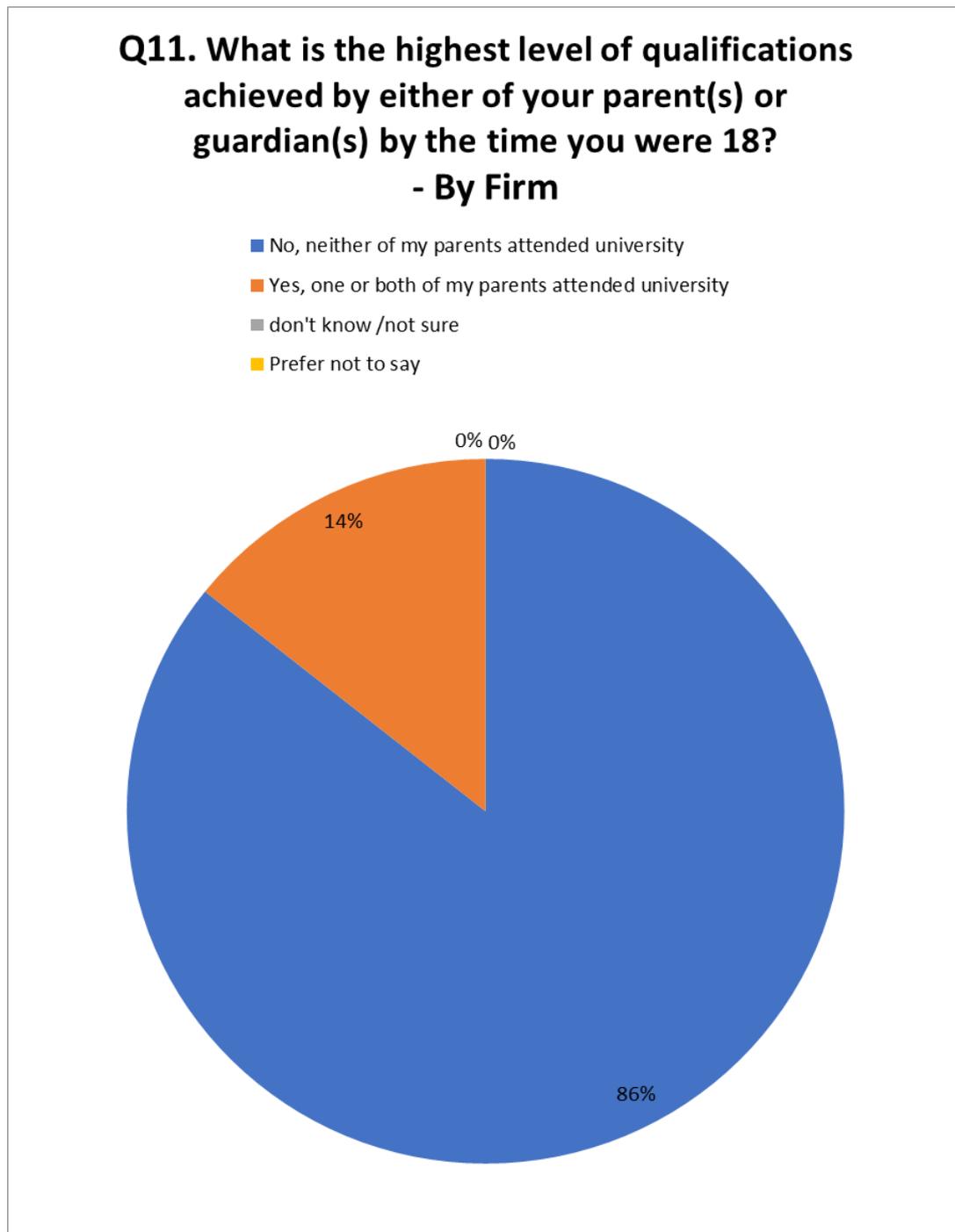
Graph 8



9. Socio-economic background – Parent(s) 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.

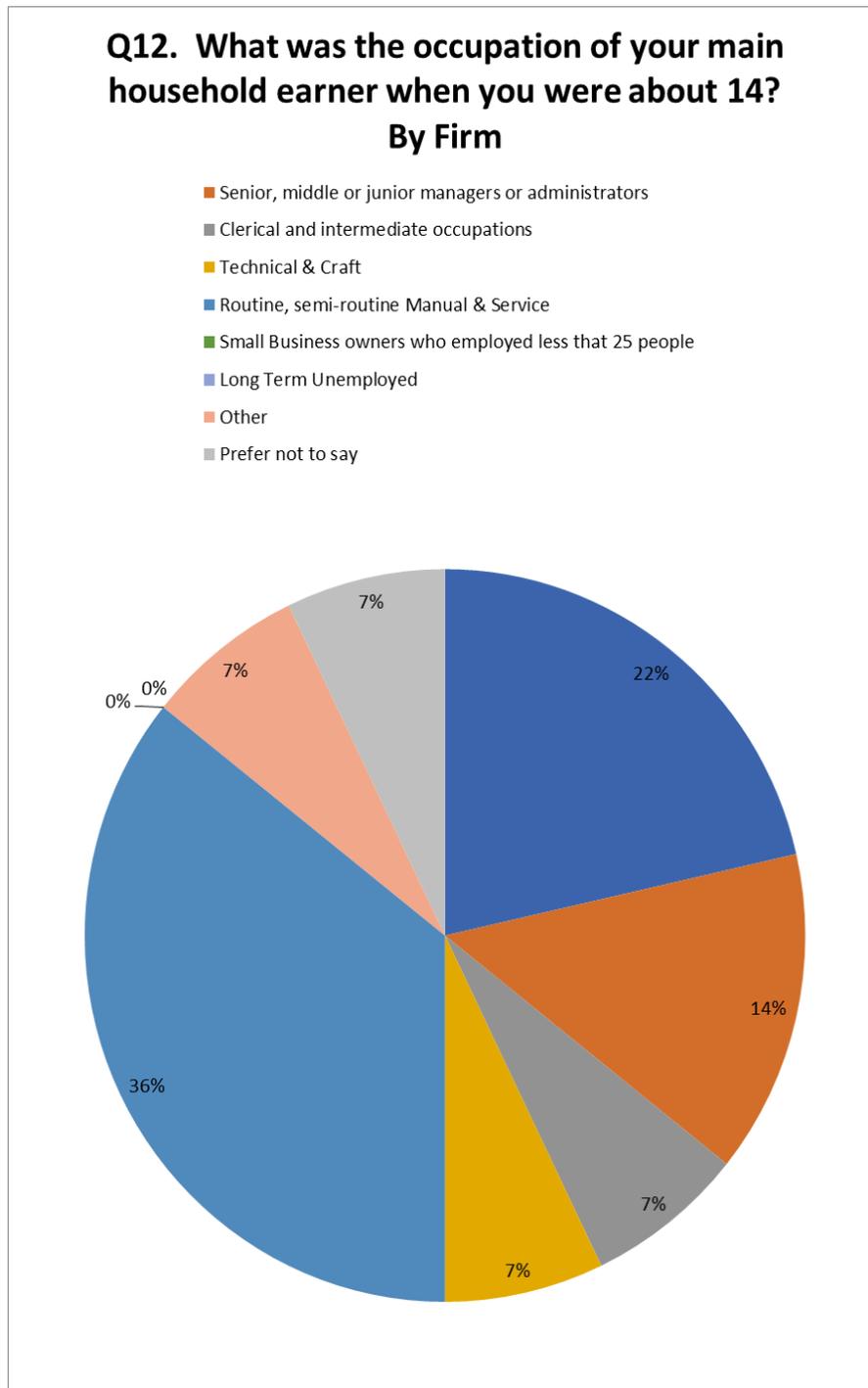
Graph 9



10. Socio-economic background - Occupation of main household earner

This category is about what best describes the occupation which the main earner in the household when the respondent was aged about 14. The following graph shows the percentages of those who answered either modern and traditional professional, senior/middle/junior managers or administrators, clerical/intermediate, technical/craft, routine/semi-routine manual/service, small business owners employing less than 25 people, long term unemployed, other or preferred not to say.

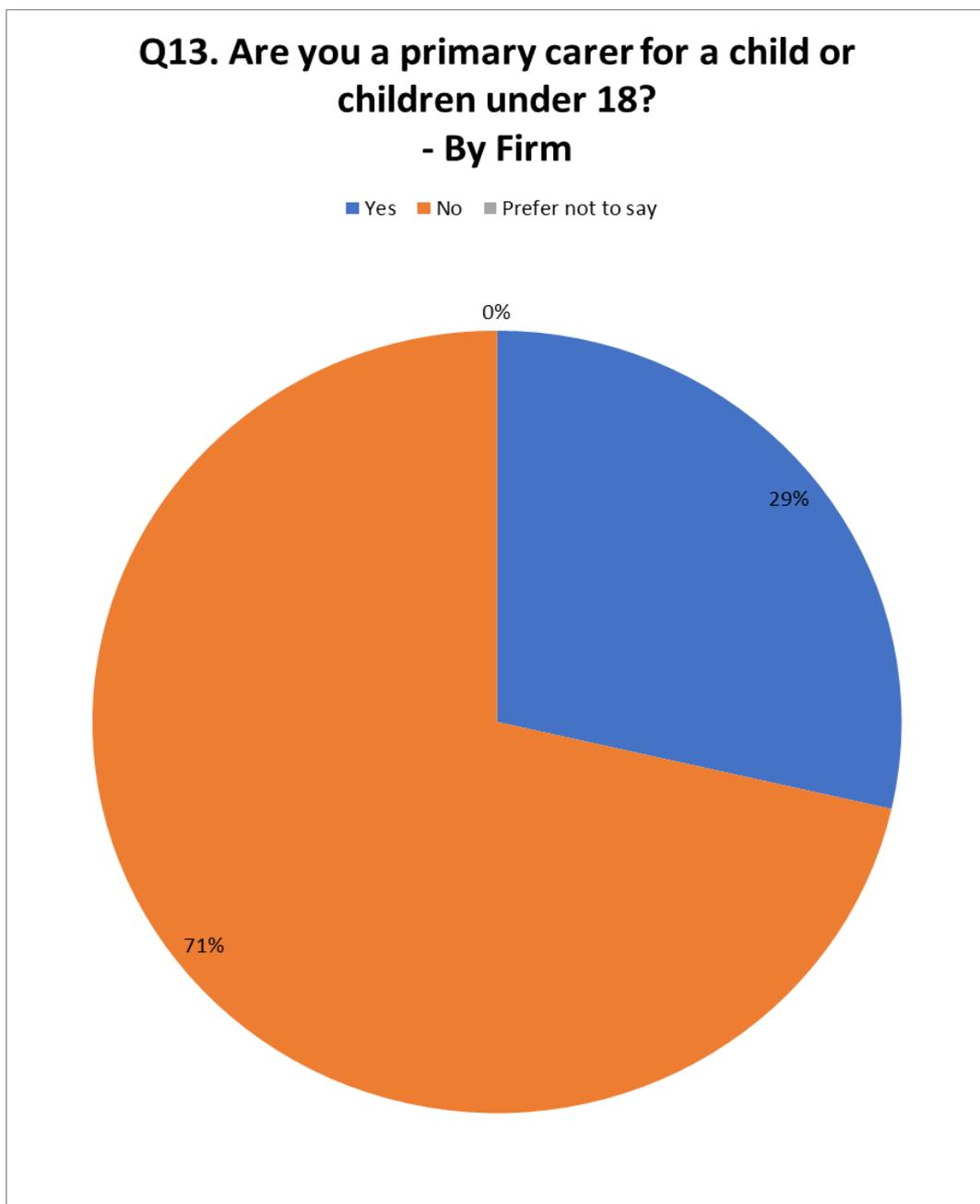
Graph 10



11. Carer status – primary carer for child or children

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 “yes”, those who answered “no” or preferred not to say.

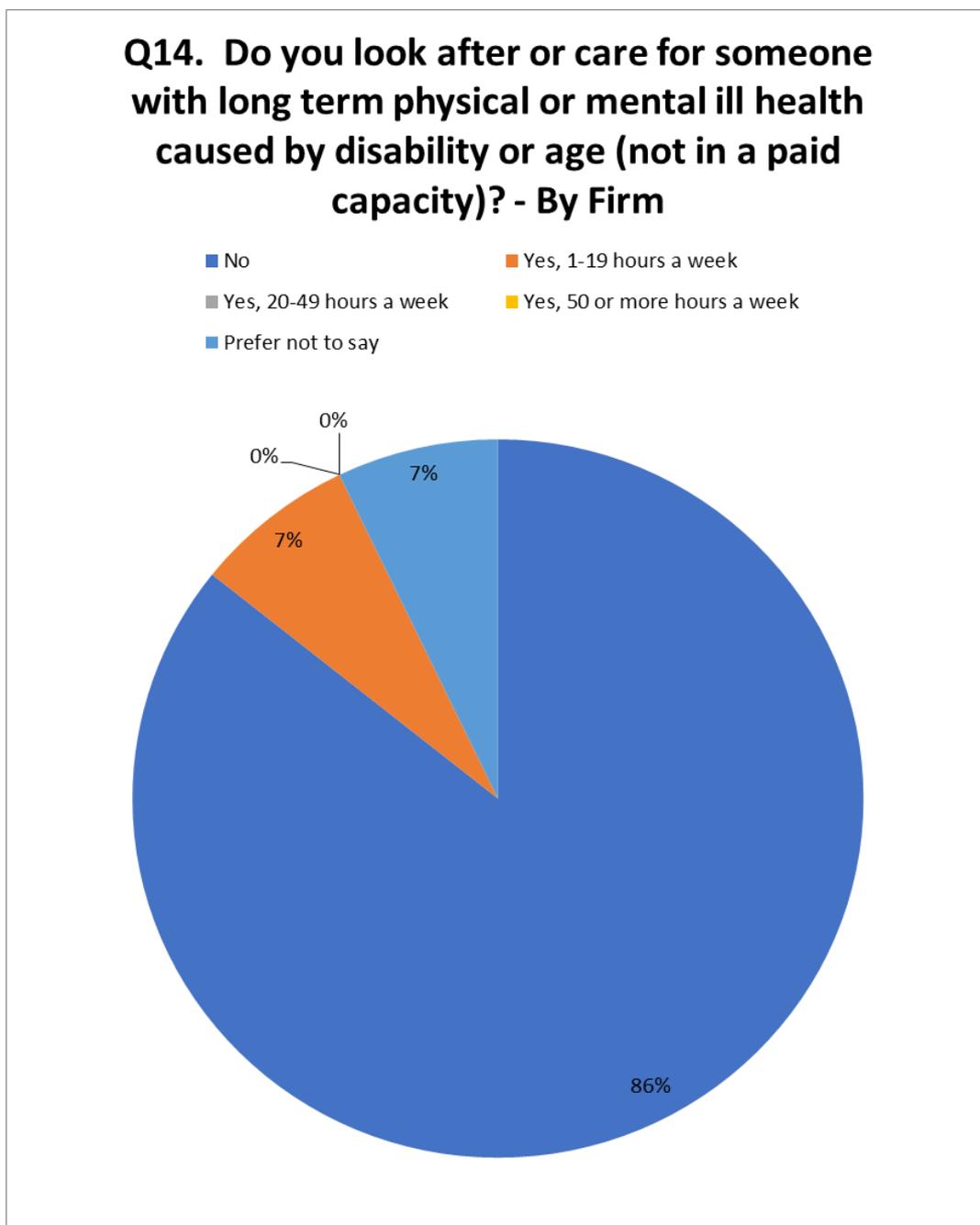
Graph 11



12. Carer status – care of others

This category is about whether any of the individuals who completed the questionnaire have any caring responsibilities for others, and how many hours per week they spend providing care support to those others. The graph below shows the percentages of individuals who completed a questionnaire who have no caring responsibilities and those that do in bands of the hours they spend providing support.

Graph 12



Annual Review

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

The next diversity report will be published in 2023.

Equality, Diversity & Inclusion Policy

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