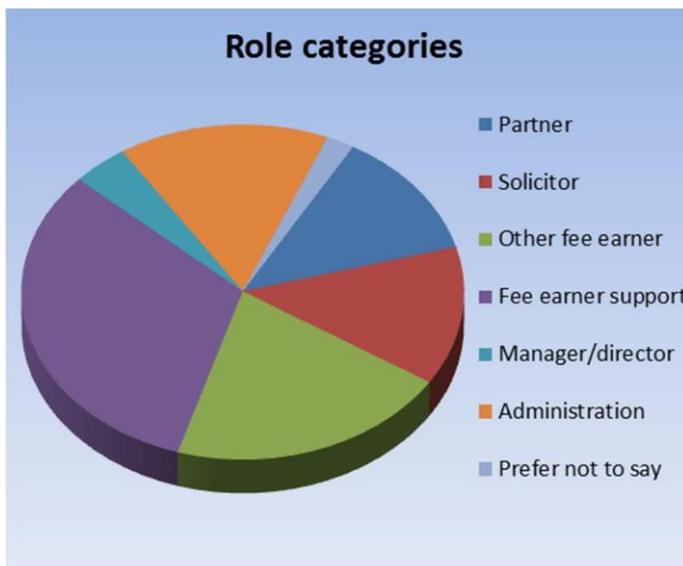
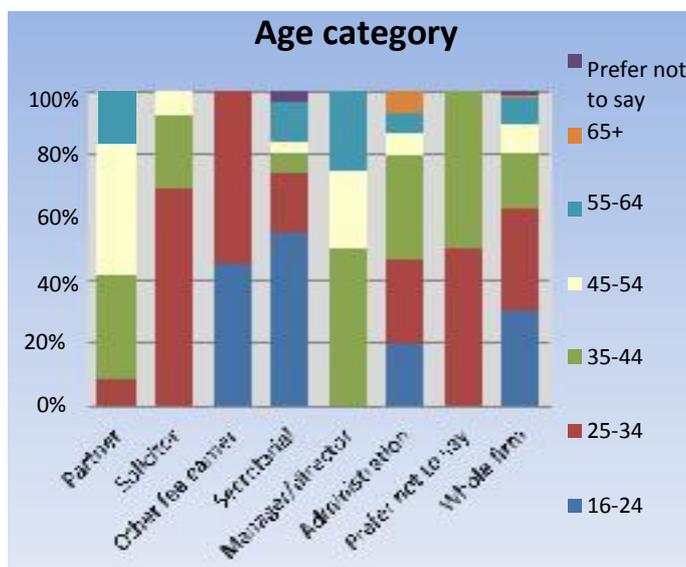


Hamlins LLP invited all our Partners and Staff to complete a voluntary diversity questionnaire in July 2017 using the format recommended by the Solicitors Regulation Authority (SRA). 85% of our people responded and the results are summarised graphically in this document. The detailed results have also been submitted to the SRA who will in turn publish the aggregated results of all UK regulated law firms and submit the data to the Legal Services Board.

All data collected from the 85% of people who responded was analysed between their specific role categories. The proportion of staff in each of these categories is shown here.

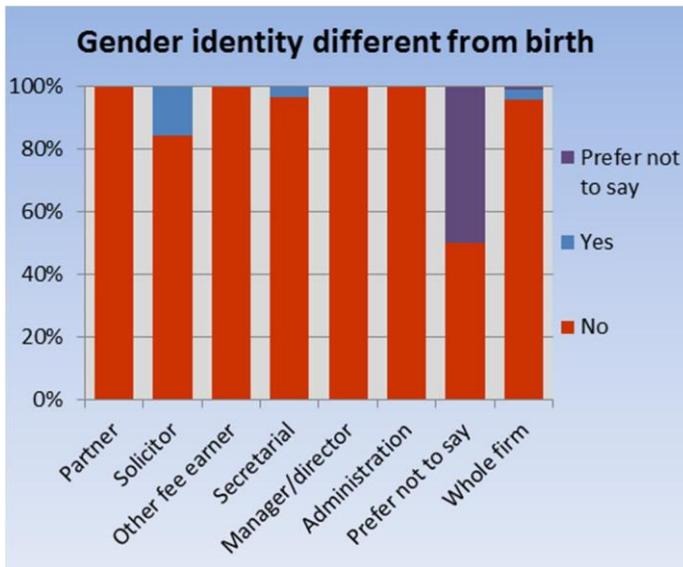
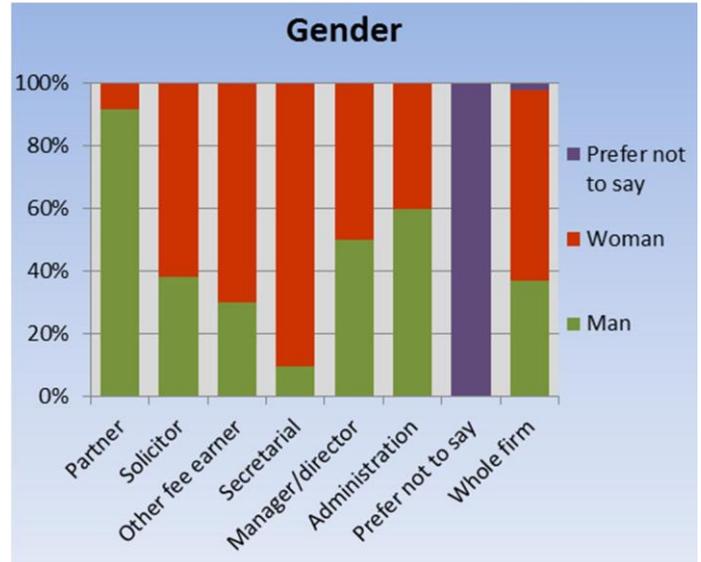


The following graphs summarise the responses to the individual questions asked:



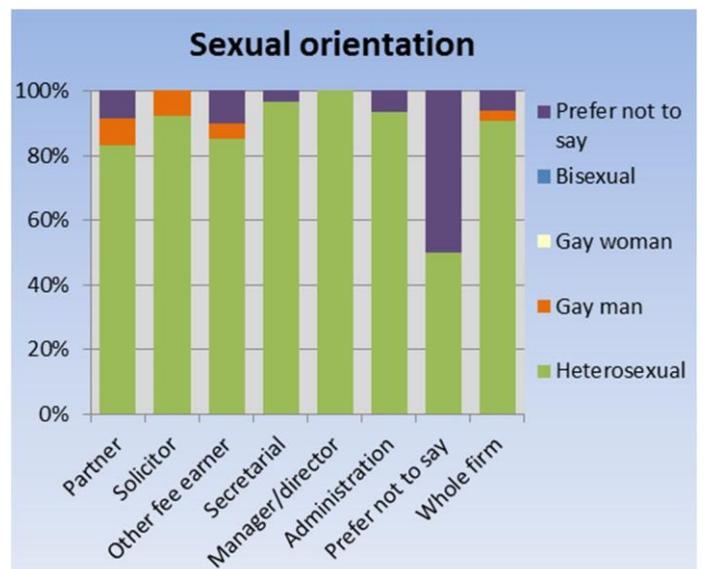
“Which age category are you in?”

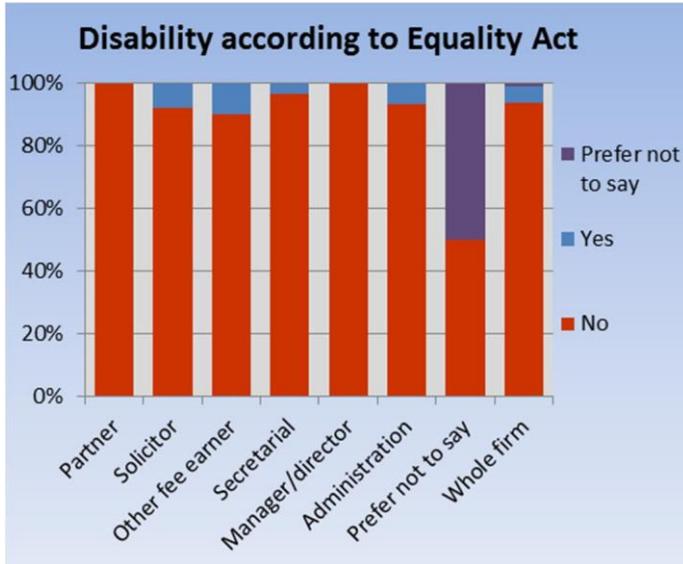
“Which gender do you identify with?”



“Do you consider your own gender identity to be different from that associated with your sex as registered at birth?”

“What is your sexual orientation?”

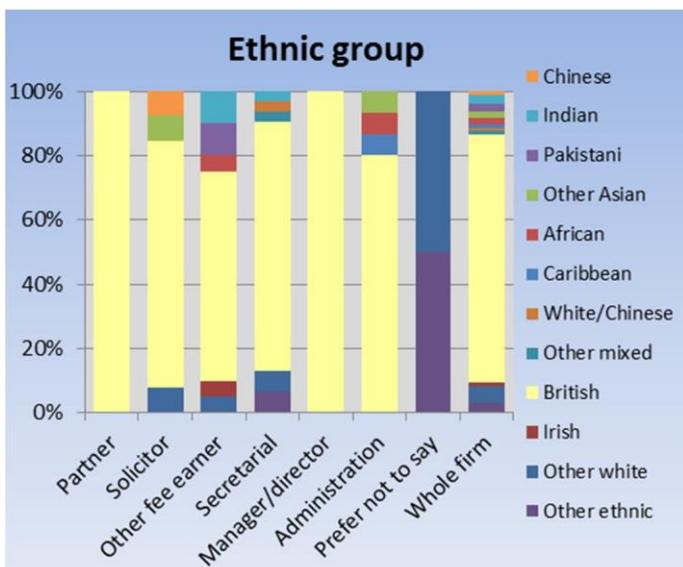
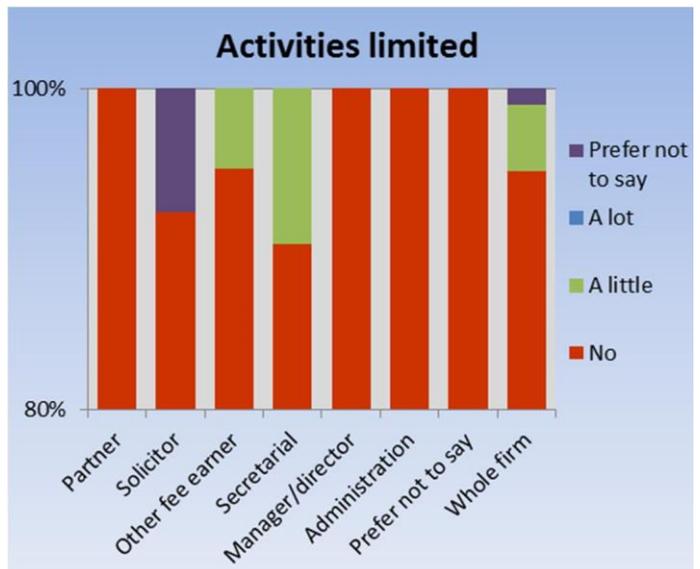




The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

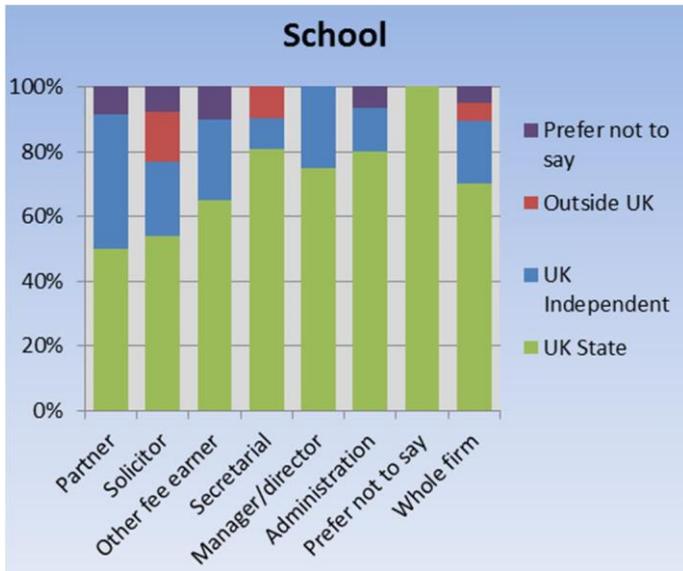
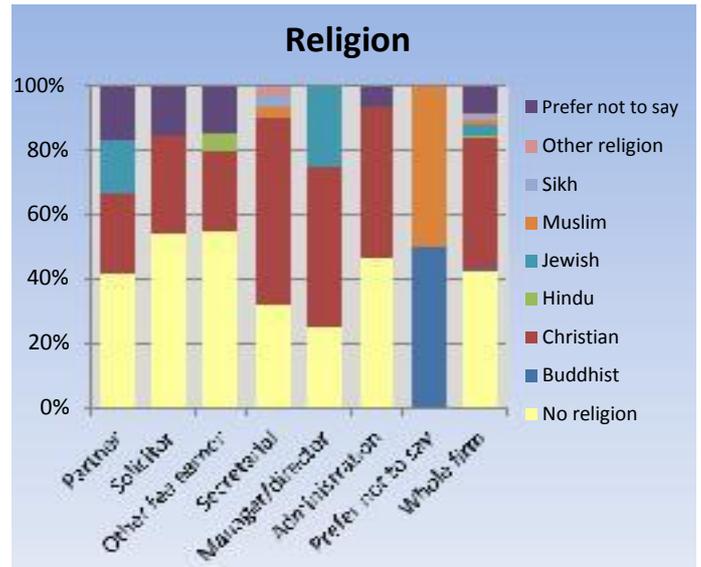
“Do you consider yourself to have a disability according to the definition in the Equality Act...(even if you are not limited by your condition)?”

“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?”



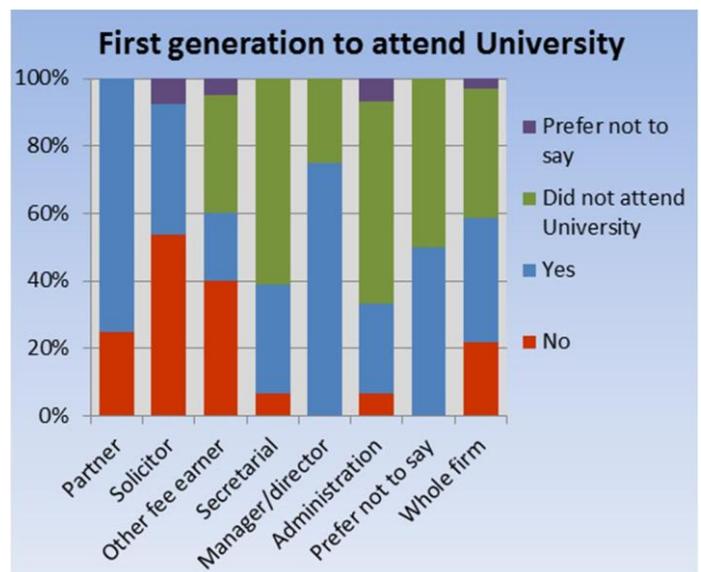
“What is your ethnic group?”

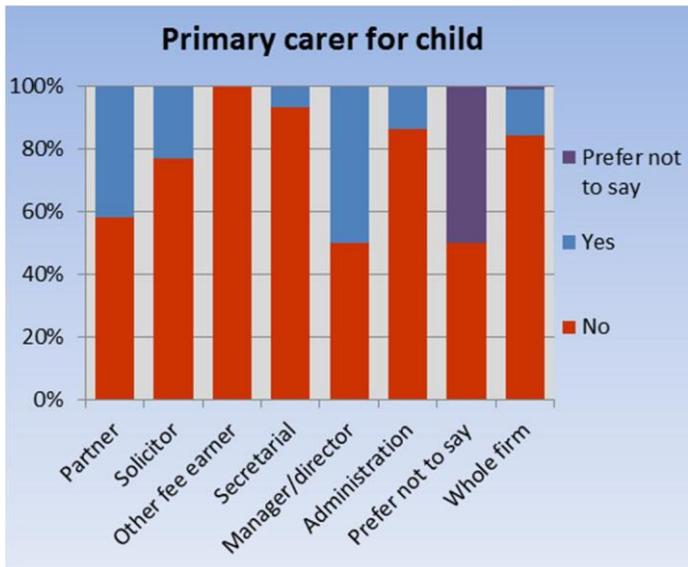
“What is your religion or belief?”



“Did you mainly attend a state or fee paying school between the ages 11 – 18?”

“If you went to University (to study a BA, BSC course or higher), were you part of the first generation of your family to do so?”





“Are you a primary carer for a child or children under 18?”

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

