

QUALITY SOLICITORS J A HUGHES

Diversity Information compiled July 2023

Background

As part of our commitment to the promotion of the principles and values of Equality & Diversity, 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 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 Law Society approved questionnaire which was provided to our staff. 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 the Data Protection Act, or invade the privacy of any of the personnel who completed an Equality & 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

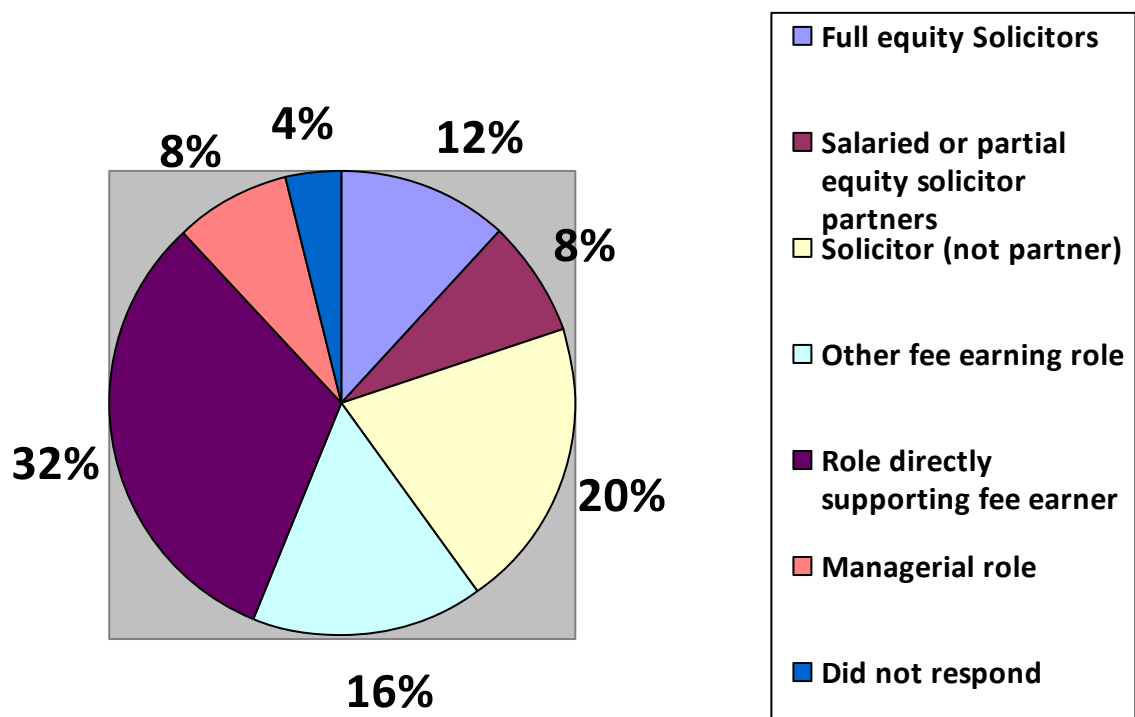
This report contains information about the following;

1. Type of role within the firm
2. Age
3. Sex
4. Gender identity
5. Disability (according to Equality Act)
6. Day-to day limitation to activities because of health problem or disability lasting 12 months
7. Ethnicity
8. Religion or belief
9. Sexual orientation
10. School type from 11 to 16

11. Did parents attend university
12. Profession of parents
13. Primary carer for a child under 18
14. Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

Diversity Data

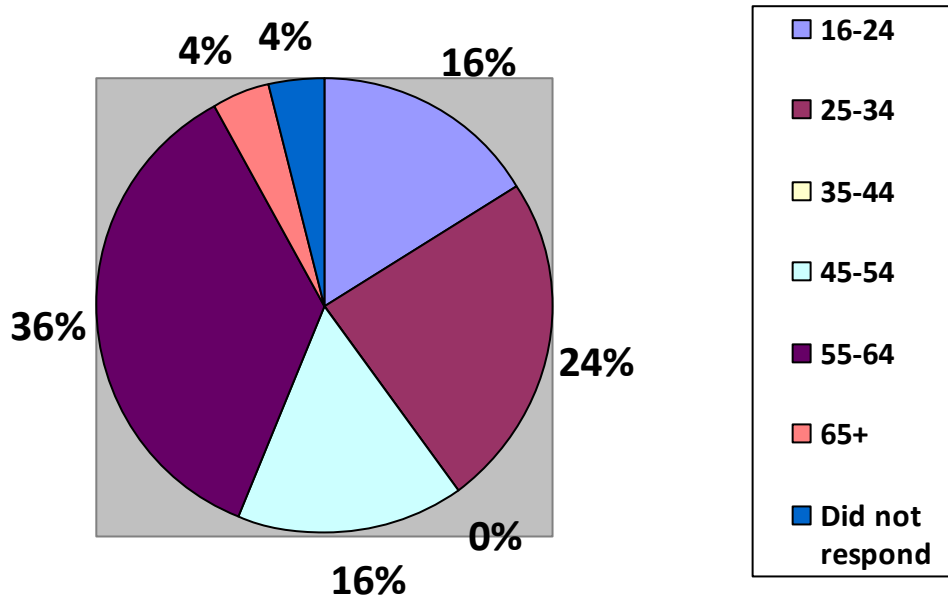
1. Types of roles within the firm



The above pie chart shows the percentage of individuals who completed a questionnaire by their general role type in the firm.

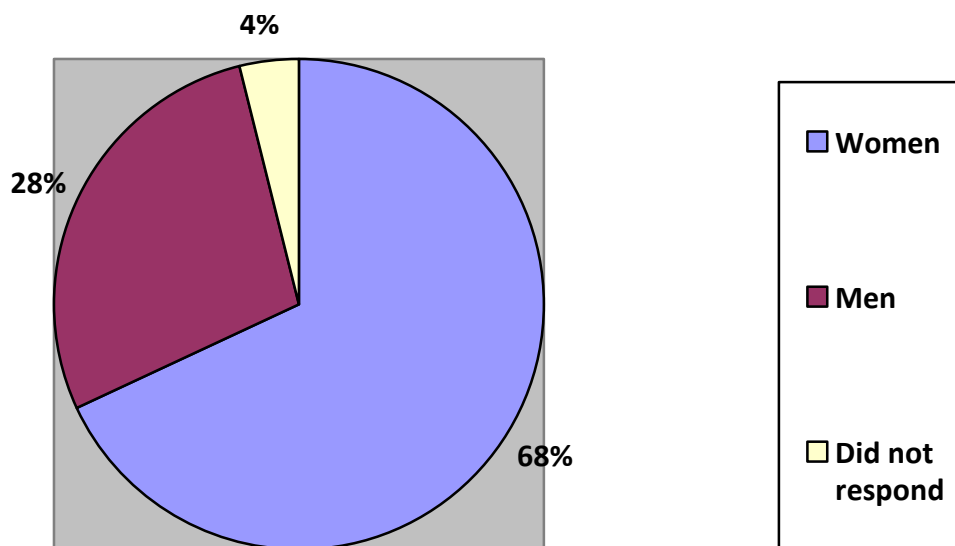


2. Age



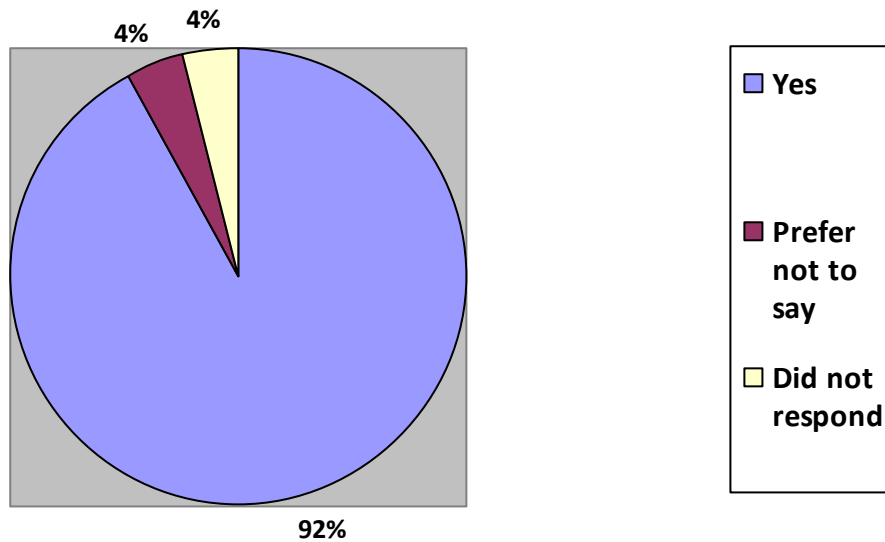
The above pie chart shows the percentage of individuals who completed a questionnaire by their age groups.

3. Sex



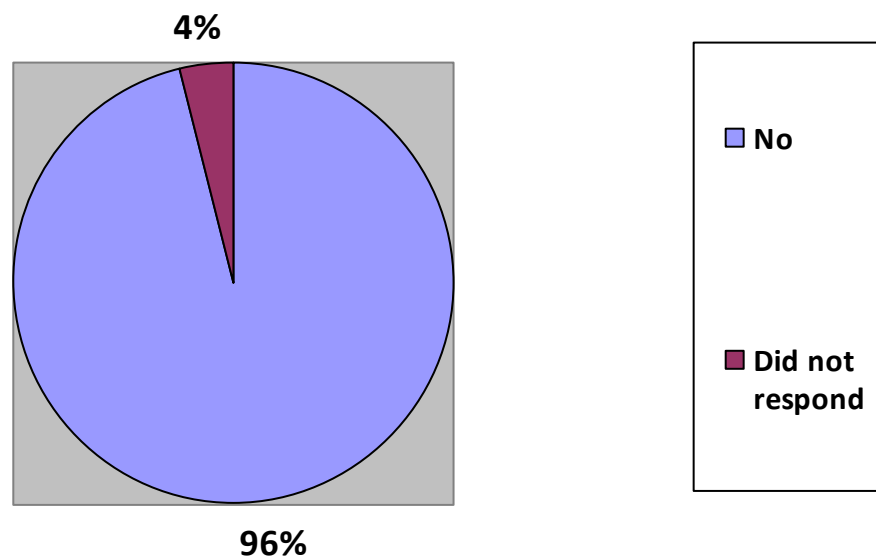
The above pie chart shows the percentage of individuals who completed a questionnaire by their sex.

4. Gender Identity – Is the gender you identify with the same as your sex registered at birth?



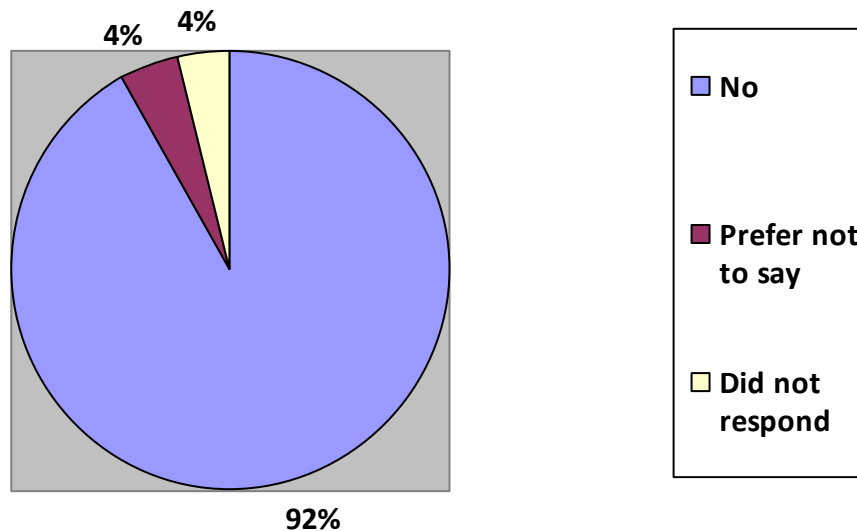
The above pie chart shows the percentage of individuals who completed a questionnaire by their gender identity if different from birth.

5. Disability



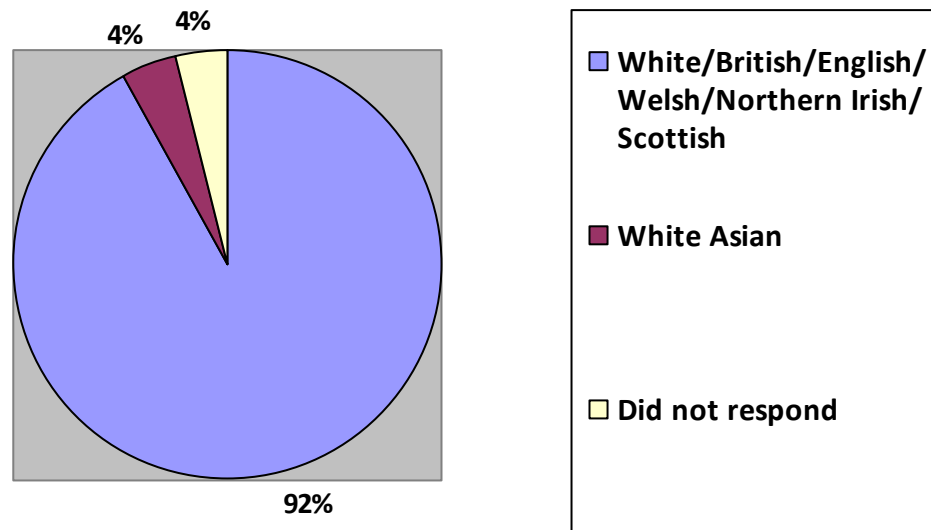
The above pie chart shows the percentage of individuals who completed a questionnaire by their disability.

6. Day-to-day limitation to activities because of health problems or disability lasting 12 months



The above pie chart shows the percentage of individuals who completed a questionnaire by their day-to-day limitation to activities because of health problems or disability lasting 12 months.

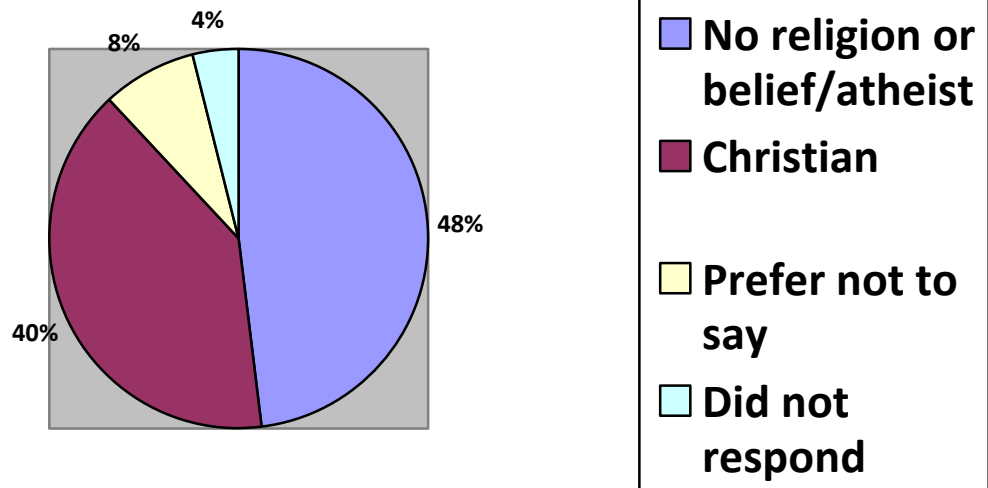
7. Ethnicity



The above pie chart shows the percentage of individuals who completed the questionnaire in relation to their ethnic group.



8. Religion or Belief

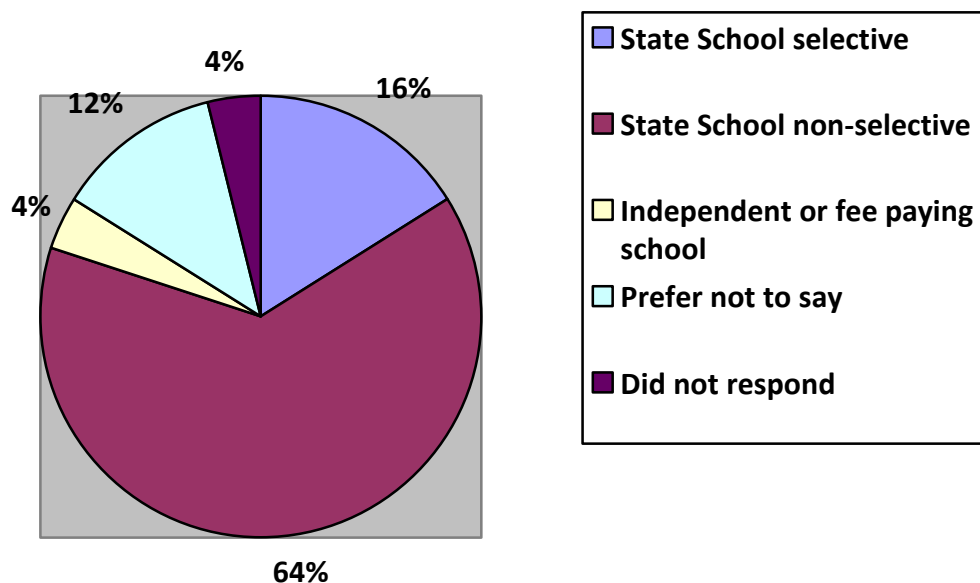


The above shows the percentage of individuals who completed the questionnaire in relation to their religion/belief.

9. Sexual orientation

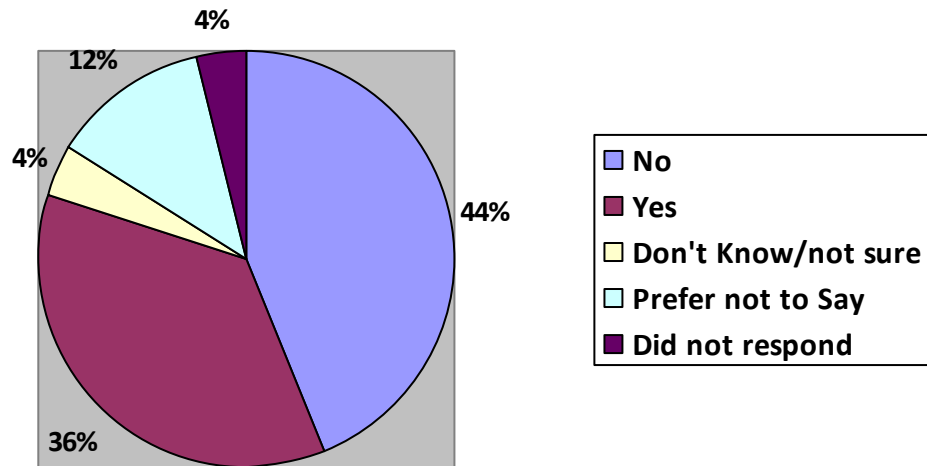
We have not produced a pie chart for this category, as all the individuals who completed the questionnaire were heterosexual or preferred not to say.

10. School type from 11-16



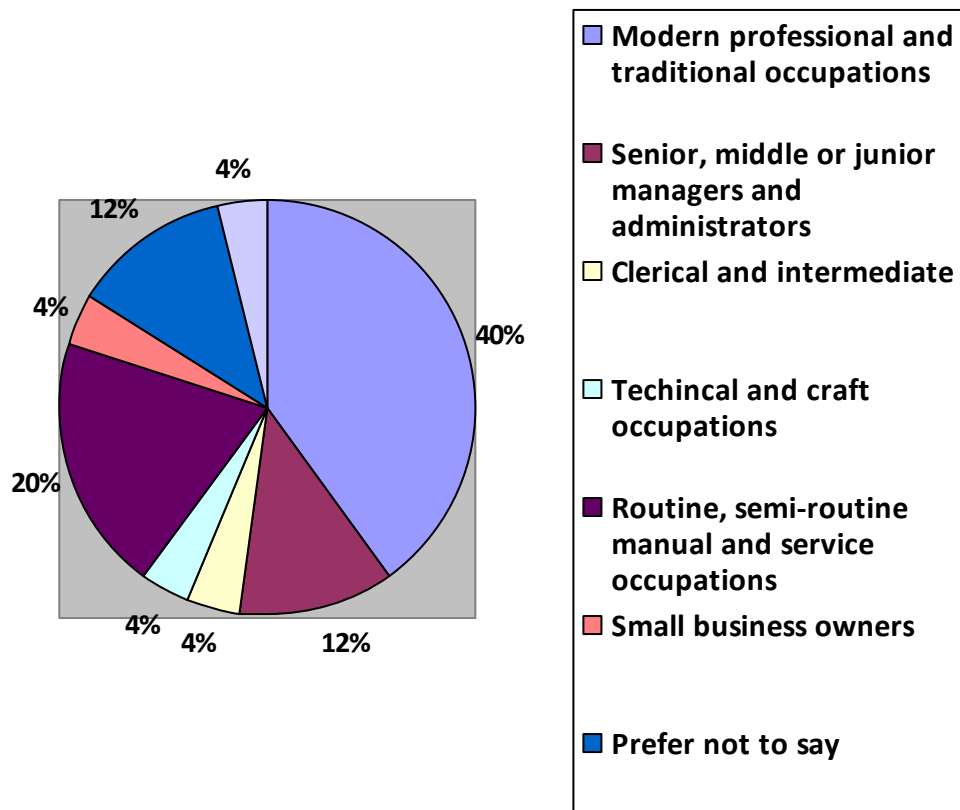
The above pie chart shows the percentages of those individuals that completed a questionnaire and attended a UK state school or a UK independent/fee paying school.

11. Did either of your parents attend university by the time you were 18?



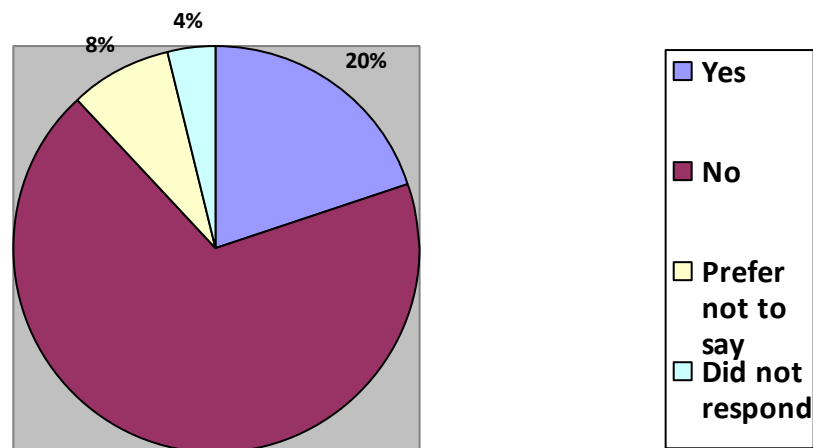
The above pie chart shows the percentage of parents who attended university.

12. Work of the main/highest income earner in your household when aged about 14



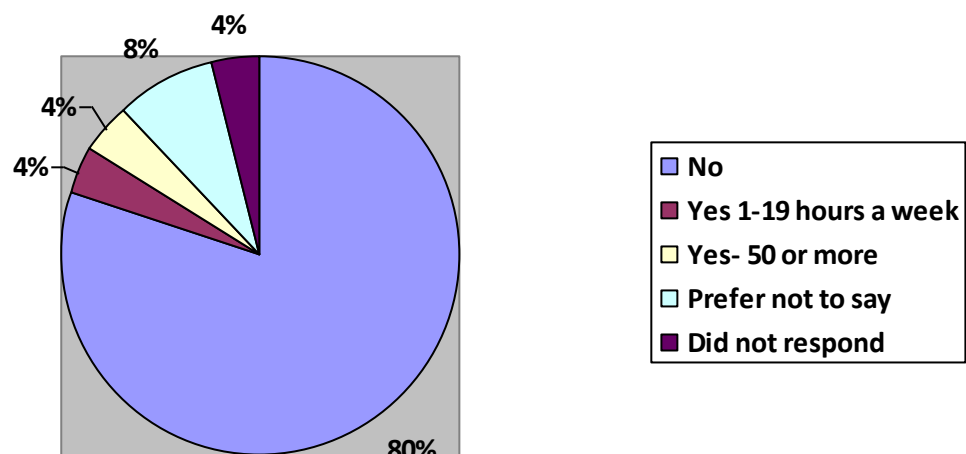
This category is about the work of the main/highest income earner in their household when they were 18 and the above pie chart shows the percentage of each profession.

13. Primary carer for a child under 18



This category is about whether any individual who completed a questionnaire is a primary carer for one or more children under 18 years of age, and the above pie chart shows the percentages of those who answered "yes" and those who answered "no."

14. Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age



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 above pie chart 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.

Annual Review

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

Equality & Diversity Policy

We are happy to provide a copy of our Equality & Diversity Policy on request. This can be done by requesting a copy from the Reception areas of any of our offices