Equality & Diversity Data

2025

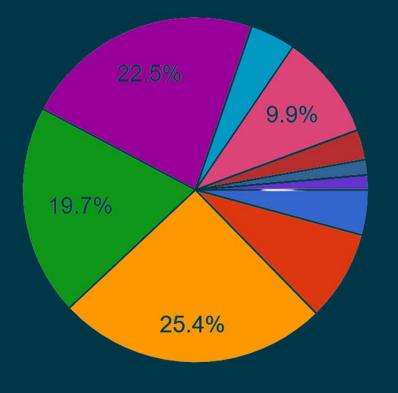


Equality & Diversity Data

This data was collated from a voluntary survey, so may not represent an accurate picture of our employee demographic. The survey was completed by 75% of Harding Evans employees at time of asking.



Responders by role:

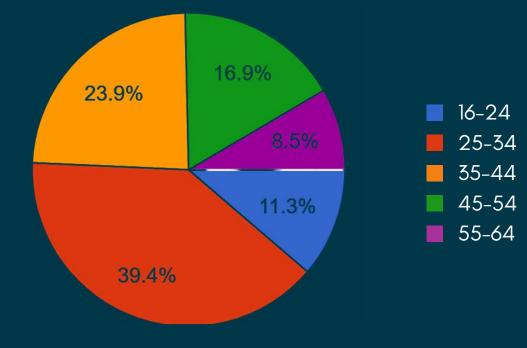


- Full equity solicitor partners
- Salaried or partial equity solicitor partners
- Solicitor (not partner)
- Other fee earning role
- Role directly supporting a fee earner
- Managerial role (includes non-lawyer managers and directors)
- IT/HR Other corporate service role (nonmanager)
- Chartered Legal Executive
- Licensed Conveyancer
- Prefer not to say

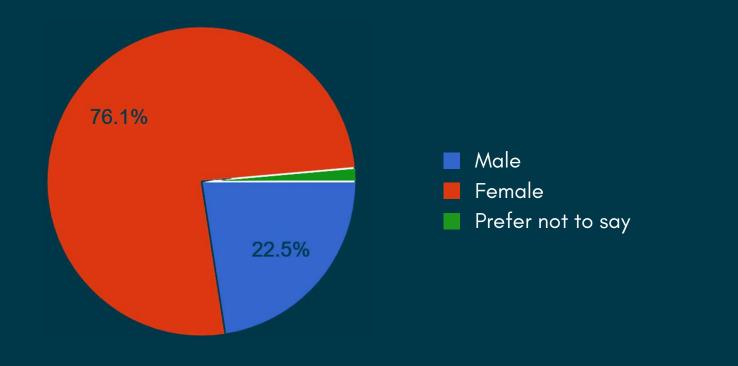
Age & Gender



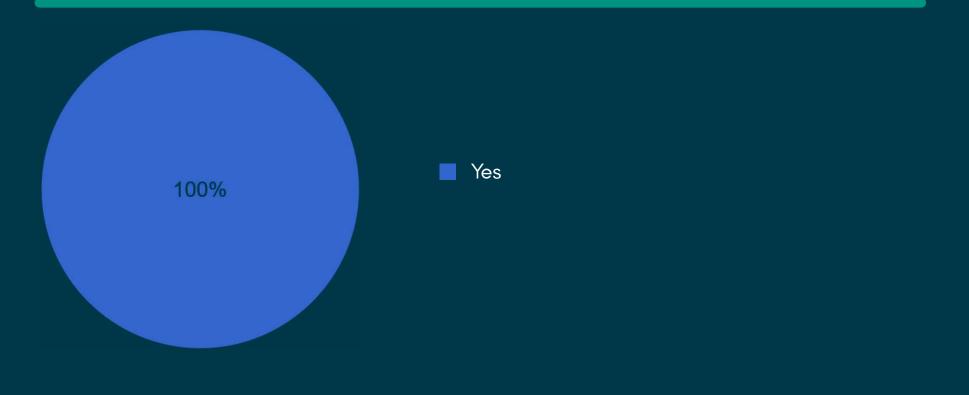
What age are our staff?



What sex are our staff?



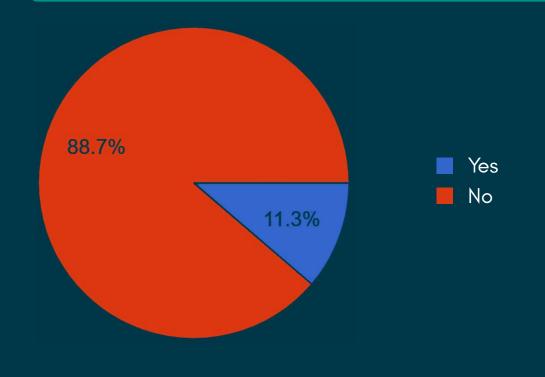
Do our staff identify with the same gender as assigned at birth?



Disabilities

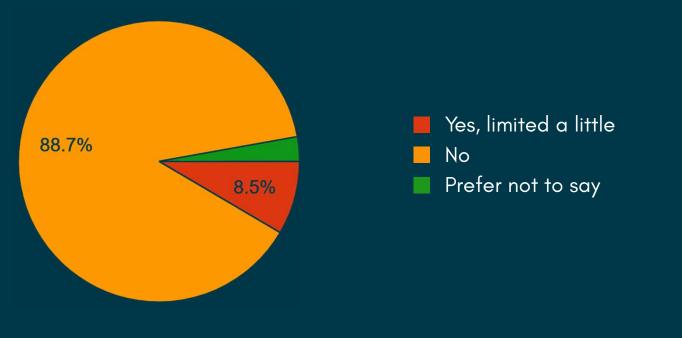


Do our staff have a disability (as per the definition in the Equality Act 2010)



Do our staff have limitations on day-to-day activities due to a health problem or disability?

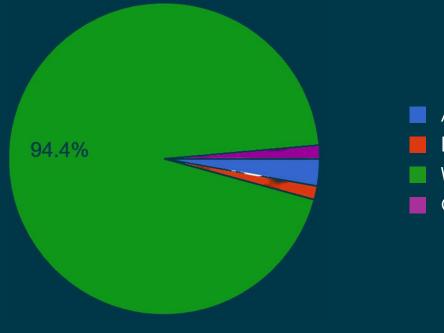
• which has lasted, or is expected to last, at least 12 months



Ethnicity

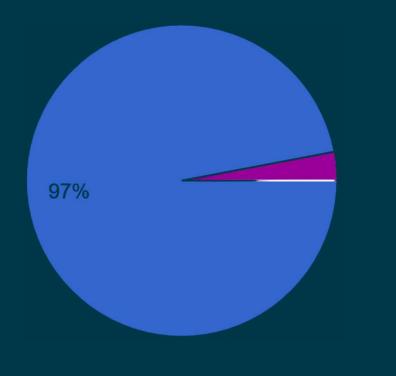


What ethnic groups are our staff?



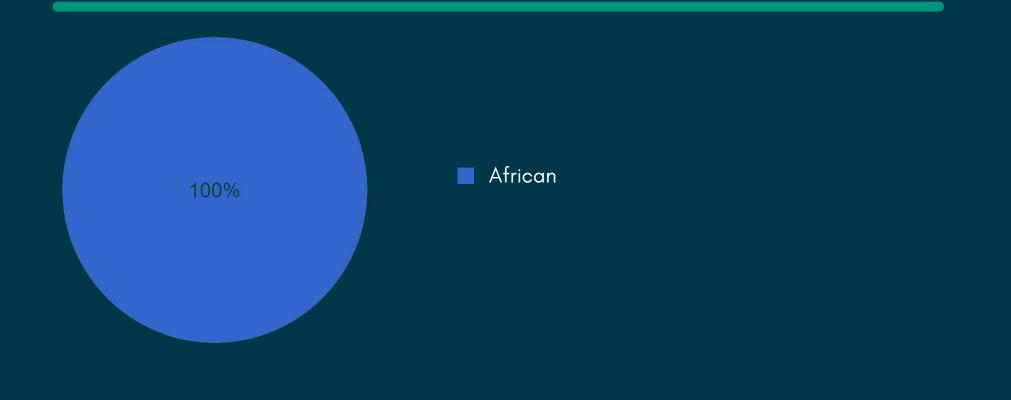
- Asian/Asian British
- Black/Black British
- White
- Other ethnic group

White team members

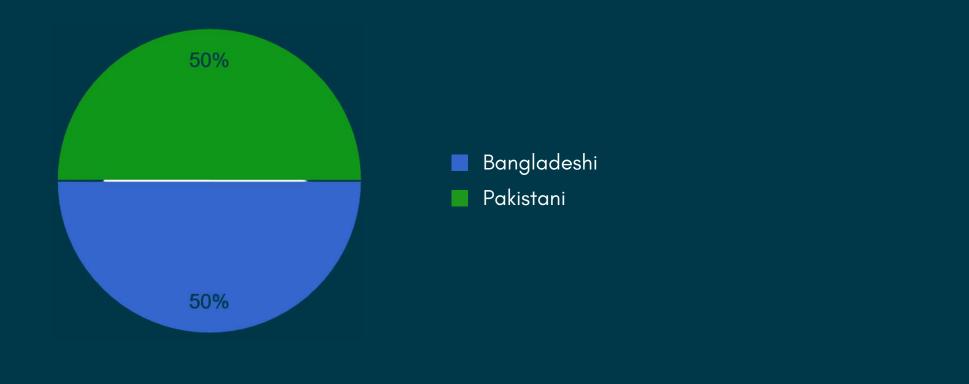


British/Englis/Welsh/Northern Irish/ScottishAny other white background

Black team members



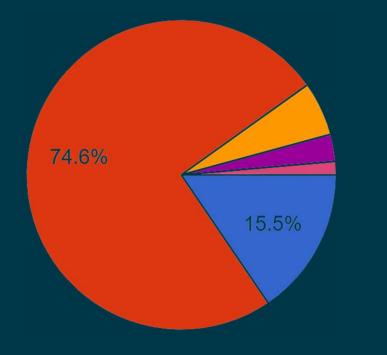
Asian/Asian British team members



Education & background

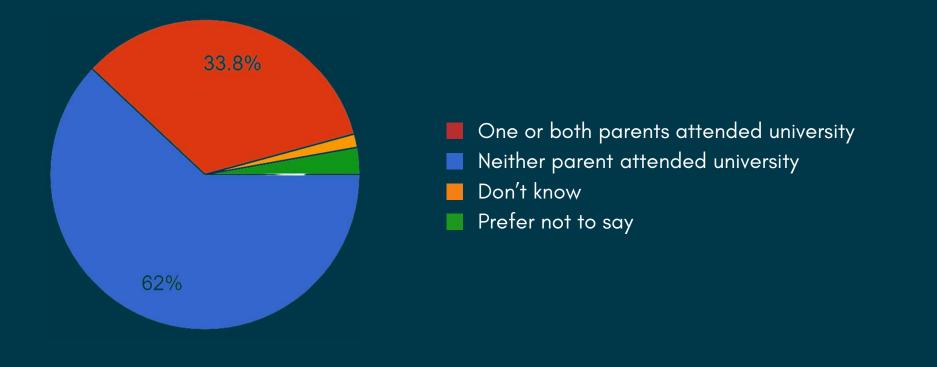


School attended aged 11-16



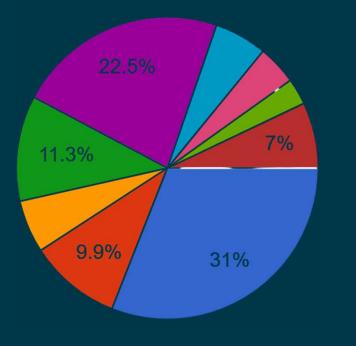
- State-run or state-funded (non-selective)
- State-run or state-funded (selected on acedemic/faith/other)
- Independent/fee-paying (no bursary, or bursary covering less than 90% of fees)
- Attended school outside of UK
- Prefer not to say

Parents educational background



Do our staff have limitations on day-to-day activities due to a health problem or disability?

• when employee was around 14 years old

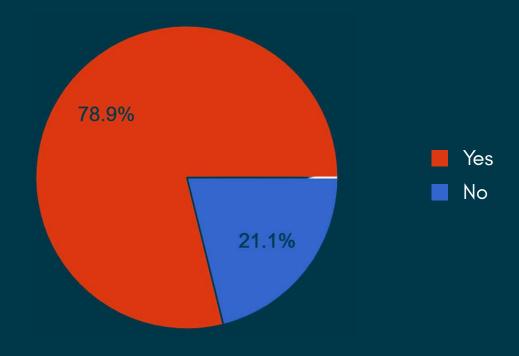


- Routine, semi-routine, manual and service occupations
- Small business owners with <25 employees</p>
- Long-term unemployed
- Other/Does not apply/Don't know
- Prefer not to say
- Modern professional/traditional professional occupations
- Senior/Middle/Junior Managers or Administrators
- Clerical/Intermediate occupations
- Technical and Craft Occupations

Caregiving responsibilities

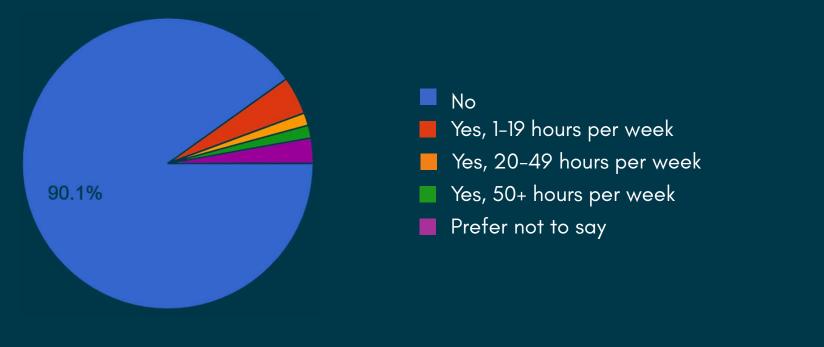


Primary carer for child(ren) under 18:



Unpaid carer

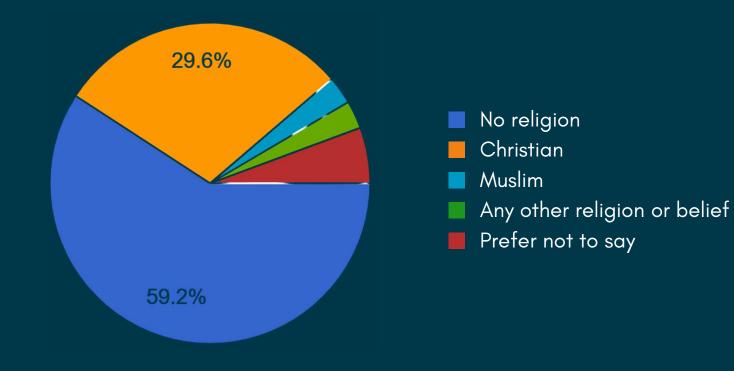
• look after or care for someone with long-term physical or mental ill health, caused by disability or age.



Additional questions



Religious beliefs



Sexual orientation

