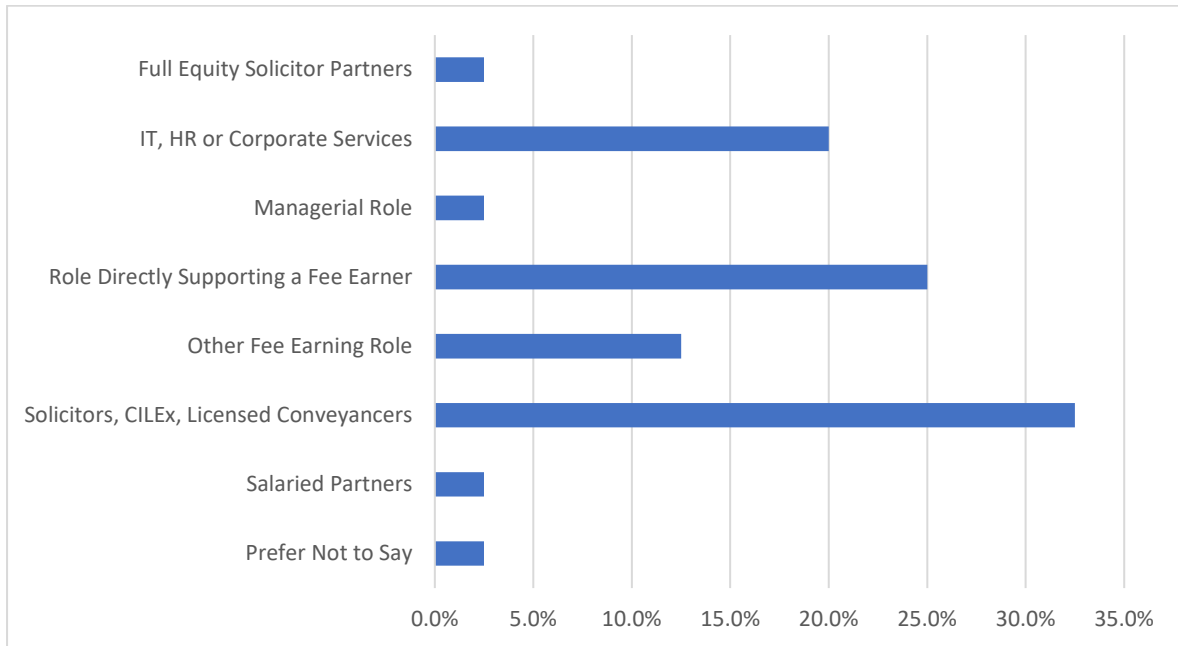


## Results of SRA Diversity Questionnaire 2023: Lennons Solicitors

40 out of 51 members of the workforce at Lennons Solicitors completed a diversity questionnaire with the following results:

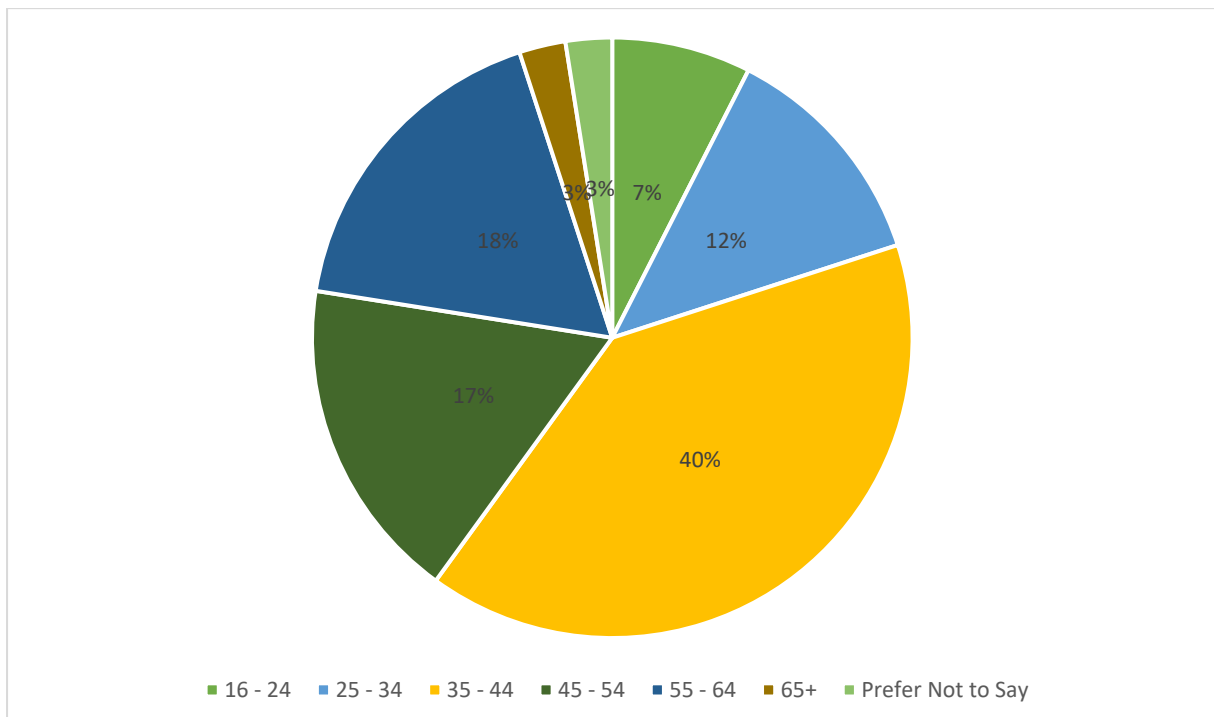
### Role Categories

Breakdown of the roles of employees who completed the questionnaire.



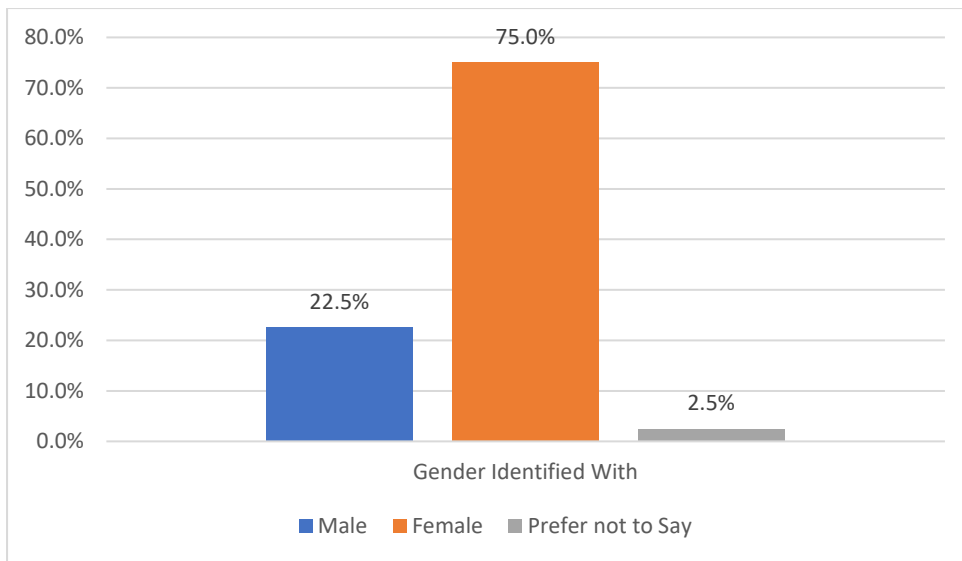
### Age Breakdown

A breakdown of the different age groups of staff completing the questionnaire.



## Gender Identified With

Employees who completed the questionnaire were asked what gender they identified with.



## Gender Identity

Staff were asked if they considered their gender to be different from that associated with their sex as registered at birth:

Yes: 0%

No: 97.5%

Prefer No to Say: 2.5%

## Disability

As defined by the Equality Act 2010, disability is described as a person with a mental or physical impairment that has a substantial or long term adverse effect on their ability to carry out normal day to day activities. Staff were asked if they considered themselves to have a disability according to the definition in the Equality Act 2010.

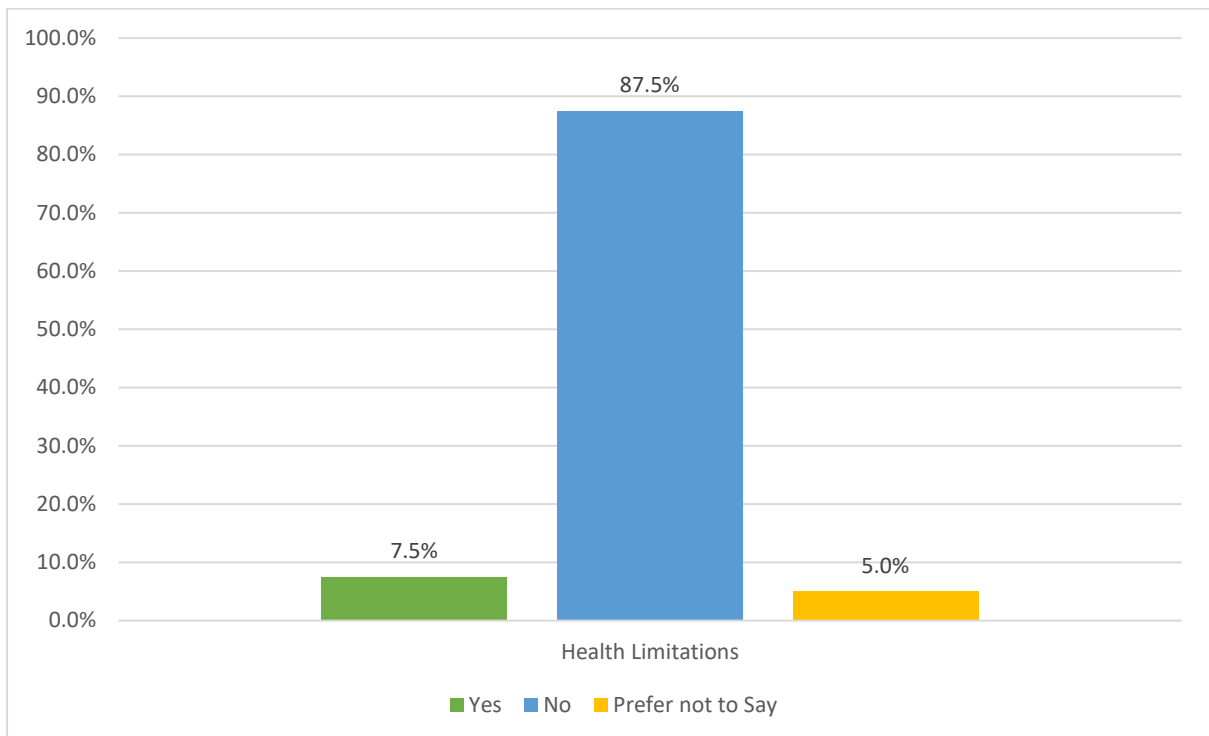
Yes: 5%

No: 92.5%

Prefer Not to Say: 2.5%

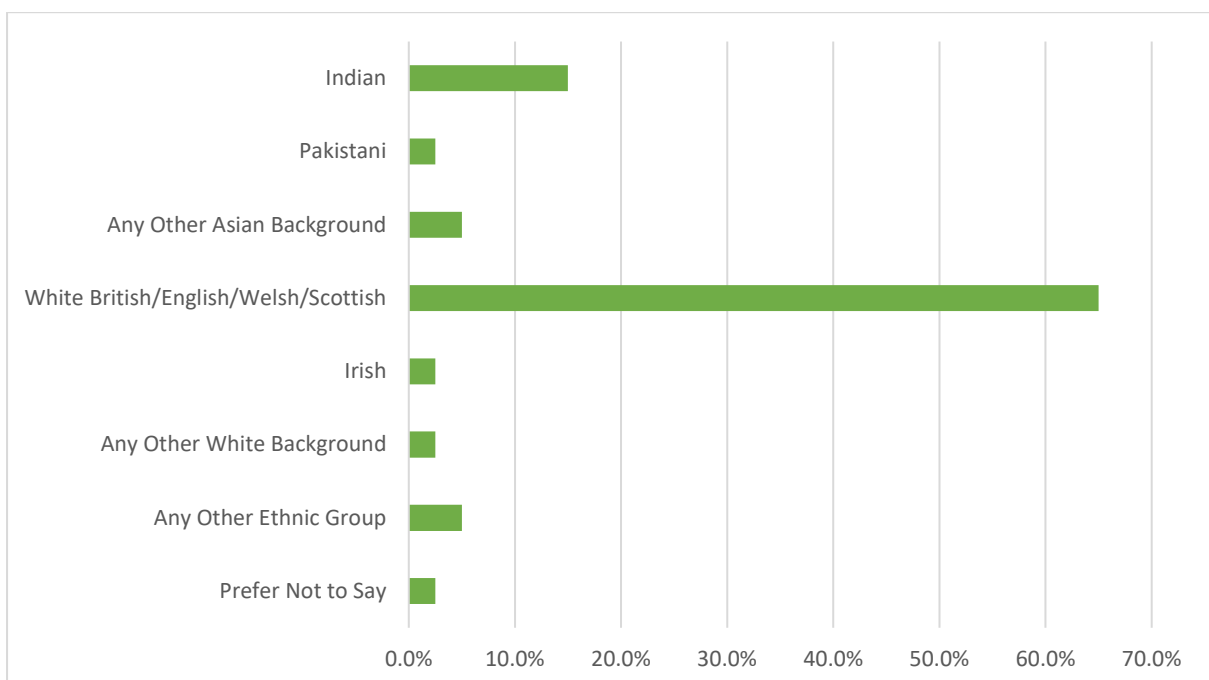
## Health Limitations

Staff were asked if they felt their day-to-day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months.



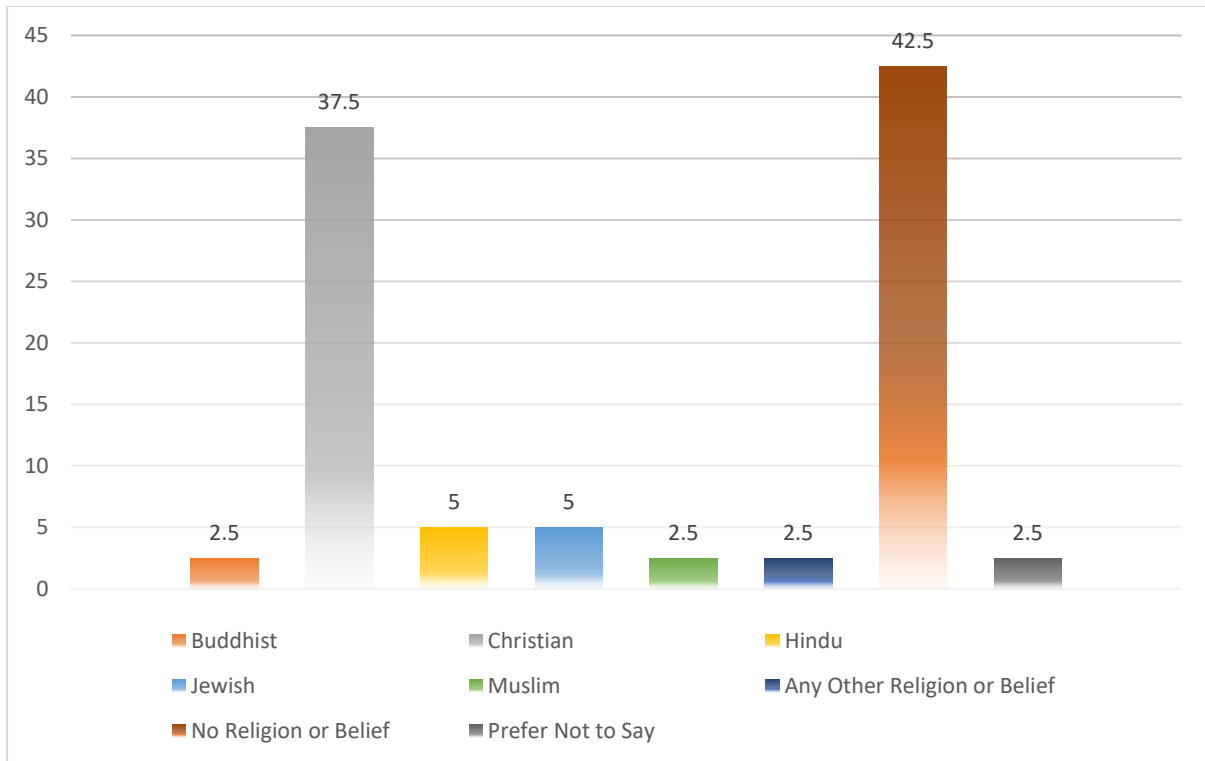
## Ethnic Group

A breakdown of Ethnic groups provided by employees who answered the questionnaire.



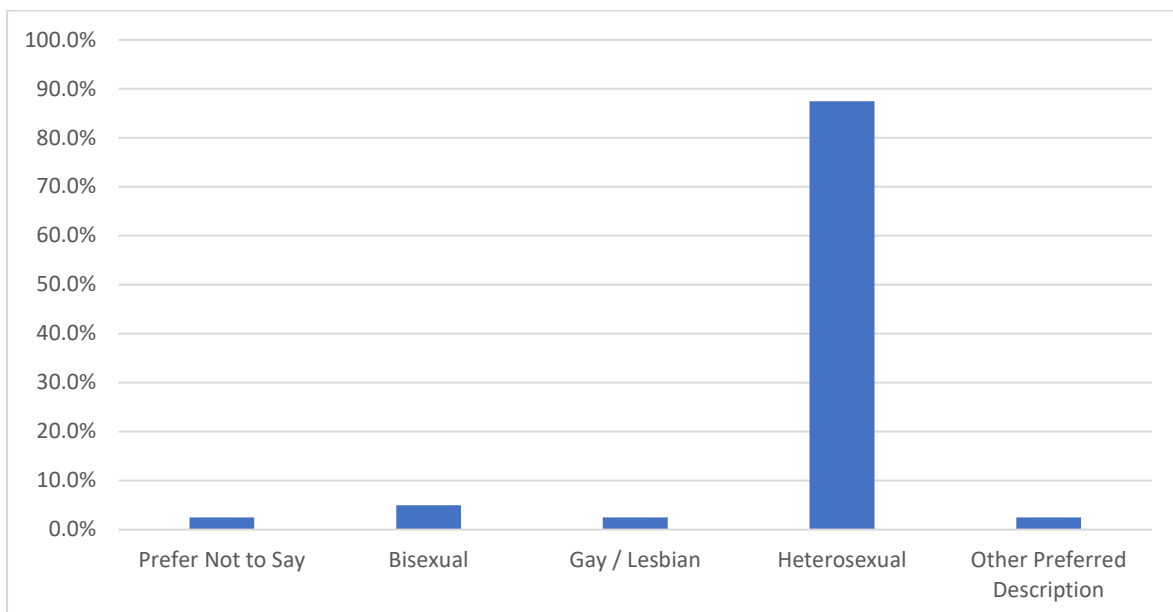
## Religion or Belief

Staff were asked to state their religion or belief.



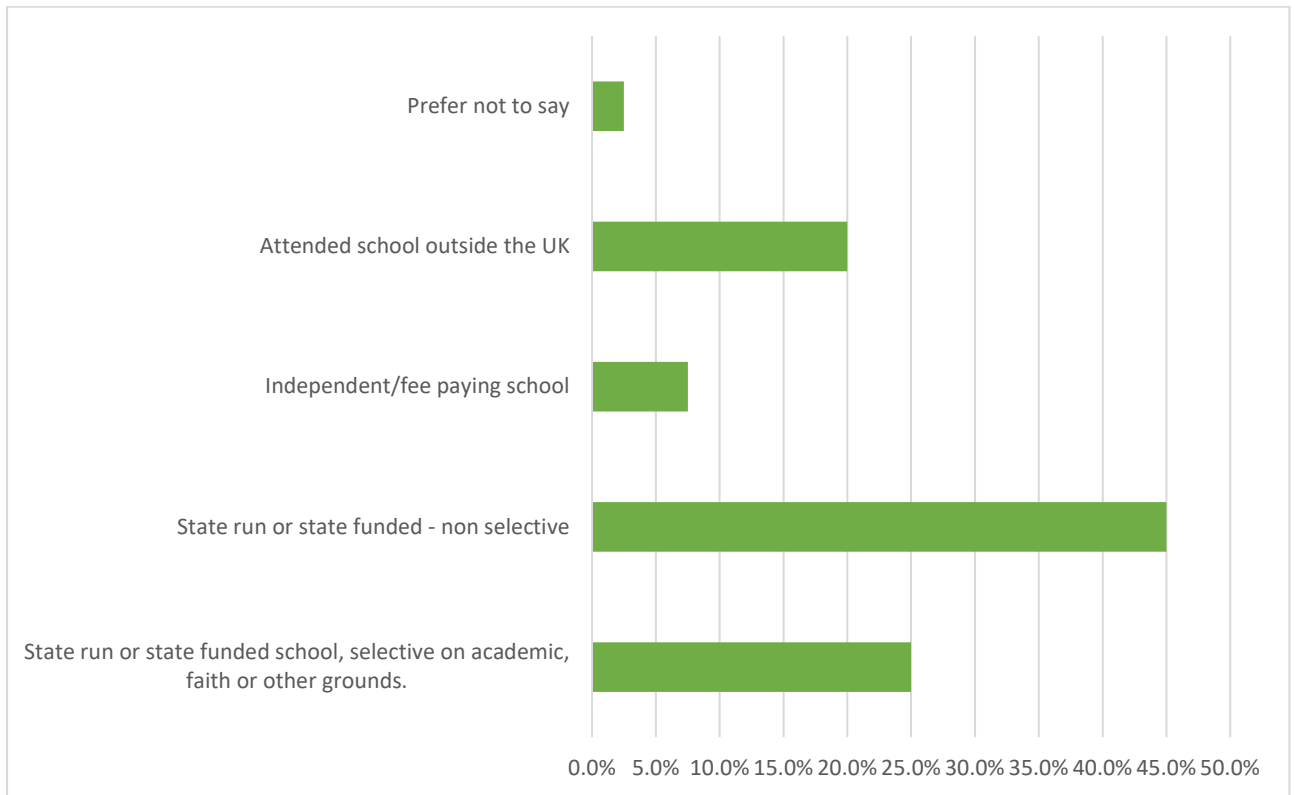
## Sexual Orientation

Employees were asked to state their sexual orientation.



## Education

Employees were asked to provide information about the type of school they attended for the most time between the ages of 11 and 16.



## Further Education

Employees were asked if either of their parents attended university and did they gain a degree by the time the employee was 18.

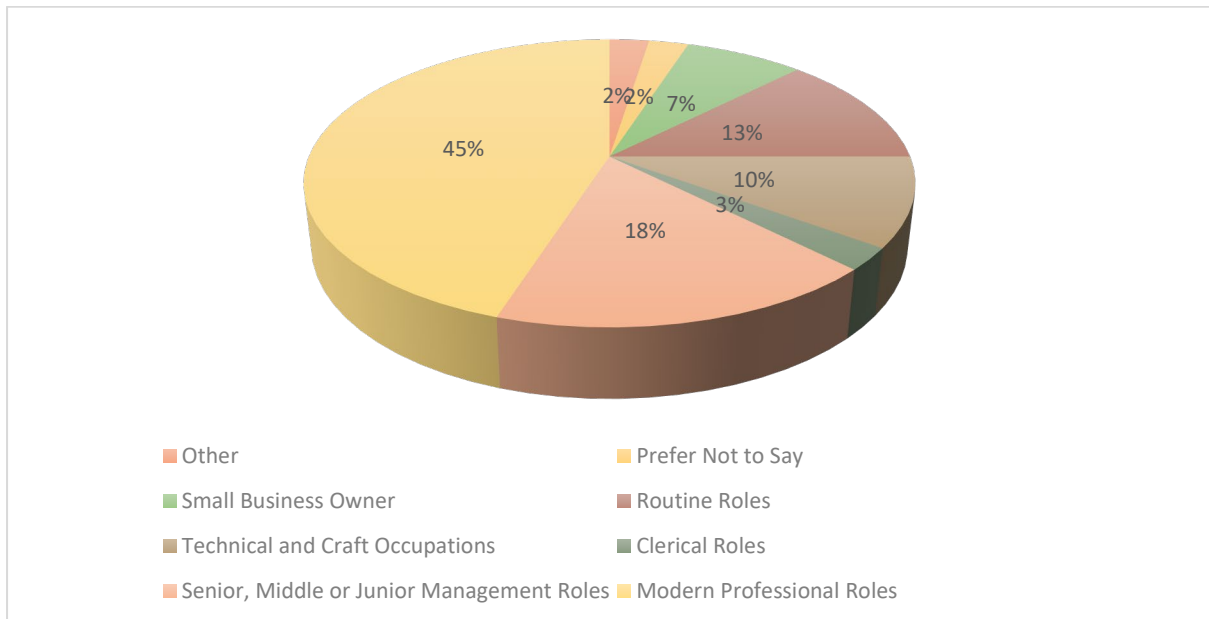
Yes: 22.5%

No: 75%

Prefer Not to Say: 2.5%

## Parental Employment

When aged approximately 14, staff were asked what sort of work was the main/highest income earner in their household doing.



## Primary Carer - Children

Employees who are a primary carer for a child/children under the age of 18.

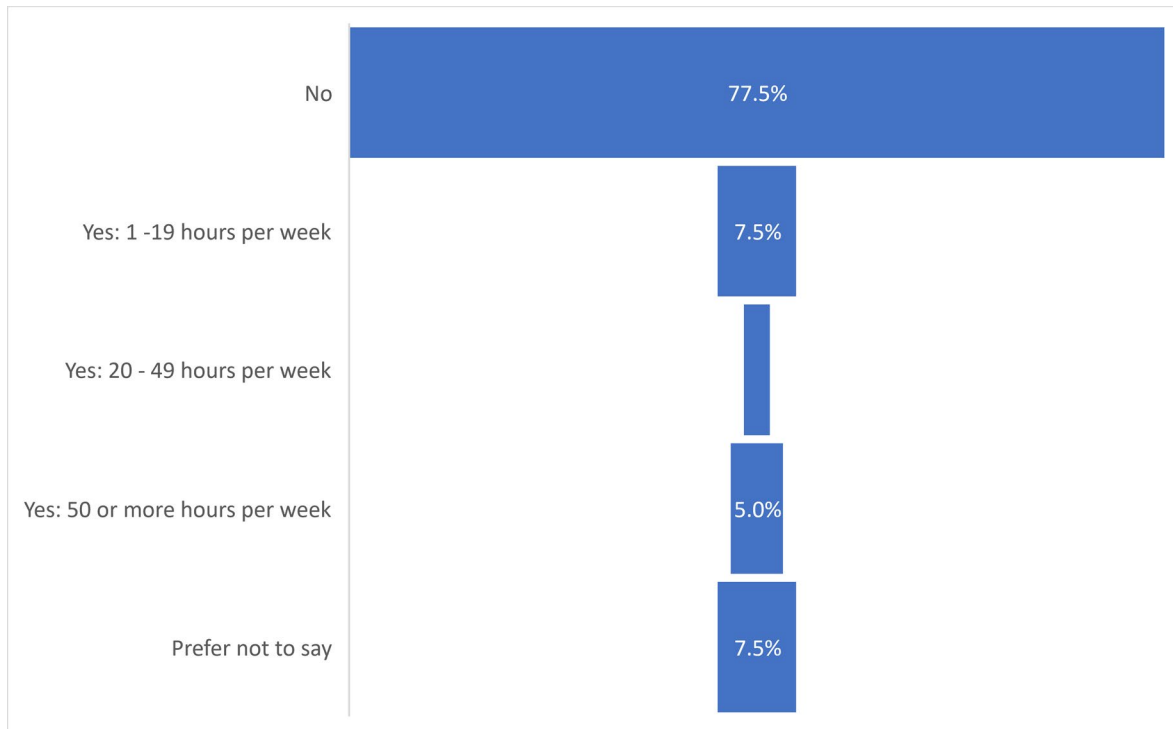
Yes – 35%

No – 62.5%

Prefer not to say – 2.5%

### Carer – Other

Employees were asked to state if they look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity).



### Languages

Additional languages spoken other than English by members of the Lennox Team:

Hindi – 2.5%

Gujarati – 5.0%

Tamil – 2.5%

Malayalam – 2.5%

Sinhalese – 2.5%

Swahili – 2.5%

Romanian – 2.5%

Hungarian – 2.5%

French – 5.0%

German – 5.0%

Urdu – 2.5%

Nepalese – 2.5%