

# DIVERSITY STATS 2023

Stevens & Bolton is committed to providing equal opportunities and encouraging diversity and inclusion in employment. It is the firm's policy to promote an environment free from discrimination, harassment and victimisation. The firm's vision is to be an inclusive firm that embraces diversity and nurtures and rewards talent and we are committed to achieving that vision. We asked our staff to participate in our 2023 diversity survey and we had a 61% response rate. The results set out below represent our staff's statistics as of July 2023. The percentages have been rounded to the nearest whole number.

Role of survey responders	
	% of all responders
Solicitor (partner)	16%
Solicitor (not partner)	35%
Other fee earning role	8%
Role directly supporting a fee earner	10%
Managerial role	7%
IT/HR/Other corporate services role	24%
Prefer not to say	1%

Which age category are you in?	
	% of all responders
16-24	5%
25-34	33%
35-44	27%
45-54	19%
55-64	11%
65+	2%
Prefer not to say	1%

What is your sex	
	% of all responders
Male	32%
Female	66%
Other preferred description	0%
Prefer not to say	2%

Is the gender you identify with the same as your sex registered at birth?	
	% of all responders
Yes	99%
No	0%
Prefer not to say	1%

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	
	% of all responders
Yes	5%
No	92%
Prefer not to say	3%

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?	
	% of all responders
Yes, limited a lot	1%
Yes, limited a little	7%
No	90%
Prefer not to say	4%

What is your ethnic group?	
	% of all responders
Bangladeshi, Chinese, Indian, Pakistani or any Asian Background	4%
African, Caribbean or any other black background	2%
Mix, multiple ethnic background	1%
British, Irish or any other white background	89%
Any other ethnic group	1%
Prefer not to say	1%

What is your religion or belief?	
	% of all responders
No religion or belief	46%
Buddhist	1%
Christian	41%
Hindu	1%
Jewish	-
Muslim	2%
Sikh	-
Any other religion or belief	2%
Prefer not to say	5%

What is your sexual orientation?	
	% of all responders
Bi	1%
Gay/Lesbian	2%
Heterosexual	91%
Other preferred description	-
Prefer not to say	5%

# DIVERSITY STATS 2023 (CONTINUED)

Did either of your parents attend university by the time you were 18?	
	% of all responders
No, neither of my parents attended university	53%
Yes, one or both my parents attended university	42%
Don't know/not sure	3%
Prefer not to say	2%

Are you a PRIMARY carer of a child or children under 18?	
	% of all responders
Yes	34%
No	64%
Prefer not to say	2%

School attended between the ages 11 – 16	
	% of all responders
State-run or state-funded school (Selective on academic, faith or other grounds)	17%
State-run or state-funded school (non-selective)	45%
Independent/fee paying school	24%
Independent/fee paying school where I received a bursary covering 90% or more of my tuition	2%
Attended school outside the UK	9%
Don't know/not sure	-
Prefer not to say	2%

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)?	
	% of all responders
No	87%
Yes, 1-19 hours a week	6%
Yes, 20-49 hours a week	2%
Yes, 50 or more hours a week	4%
Prefer not to say	2%

What was the occupation of your main household earner when you were about 14?	
	% of all responders
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.	40%
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.	27%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.	5%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	10%
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.	1%
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	1%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	-
Other, such as: retired, this question does not apply to me, I don't know	1%
Prefer not to say	-