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Diversity & Inclusion Data

2023

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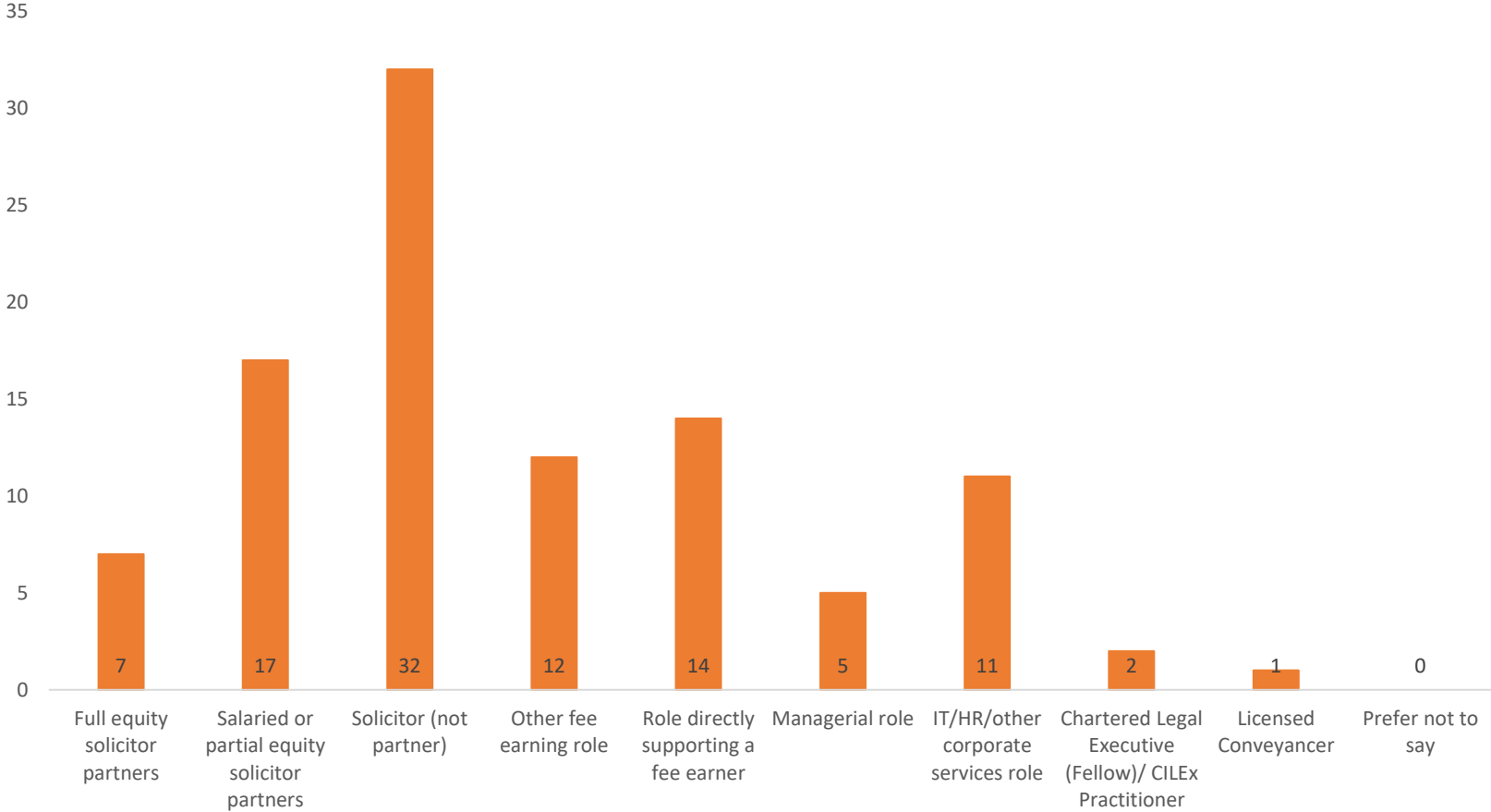


Search: Field Seymour Parkes LLP

Diversity Survey 2023

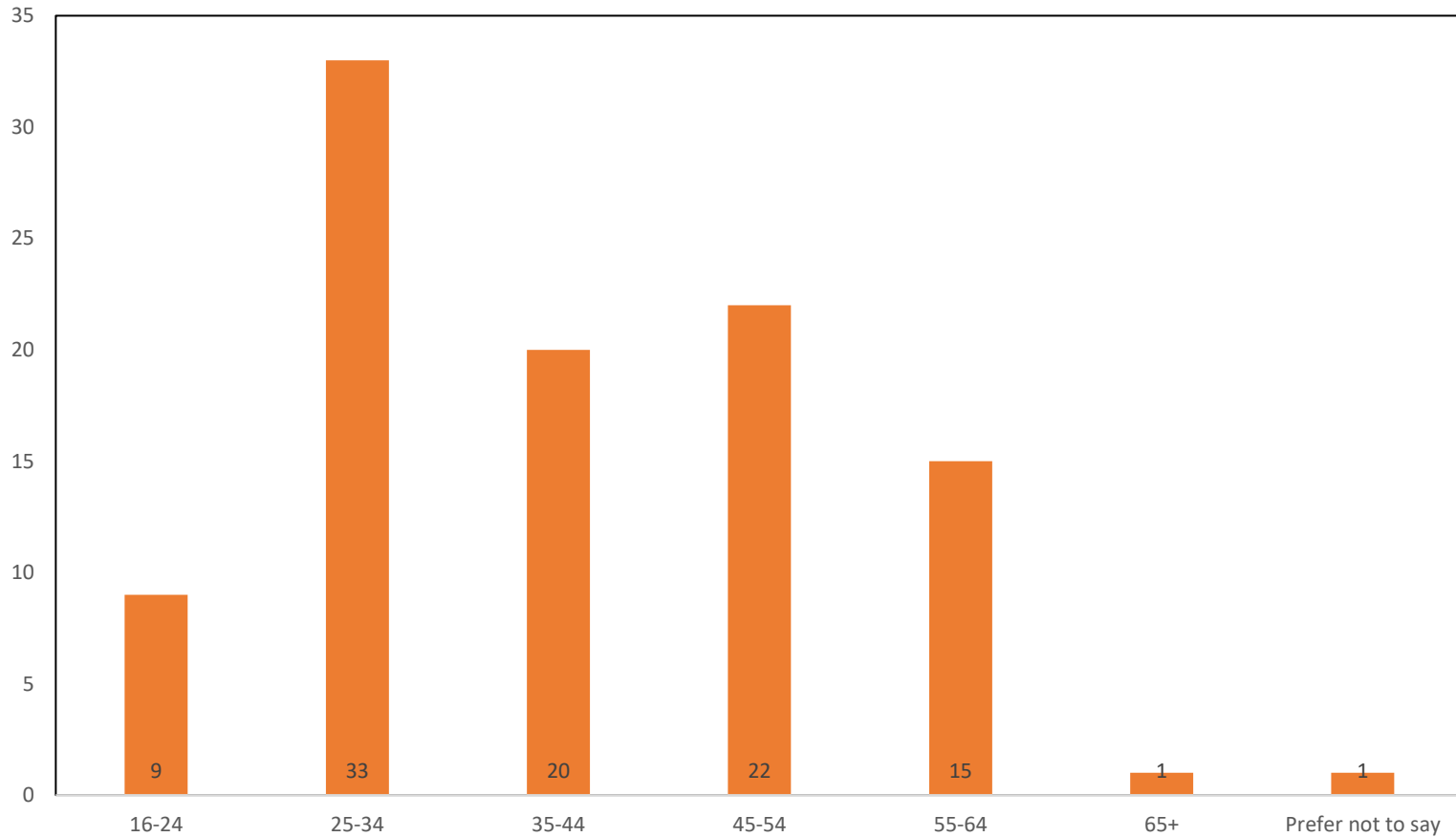
- FSP values inclusivity and aims to increase the diversity of our people. We are committed to avoiding unlawful and inappropriate discrimination and bias in all our activities including in all our management, employment and recruitment practices.
- The data which follows was obtained from an anonymous survey of FSP staff undertaken in June 2023 using a questionnaire prescribed by the Solicitors Regulation Authority.
- 84% of our partners and employees completed the survey. These results report the data obtained from those responses (i.e. the percentages given are percentages within the responses, not our total staff numbers). We have aggregated details where appropriate to protect individual identity.
- The SRA are seeking to better understand diversity at senior levels this year. Therefore, new for 2023 they have split the 'Solicitor partner (sole practitioner, member or director)' into two separate categories: full equity solicitor partners; and salaried or partial equity solicitor partners.
- To simplify the reports, we have generally not reported categories which were not selected by any respondent. We have also not reported on survey data where to do so may compromise personal confidentiality.
- While we are ambitious to achieve a still more diverse firm population, we have been pleased to see signs of progress since our last survey in 2021.

Respondents



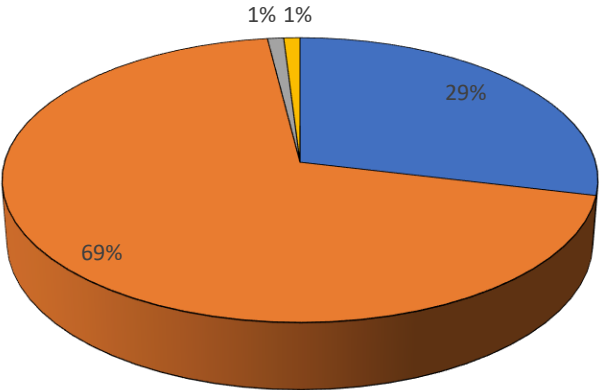
Age

Staff by Age category

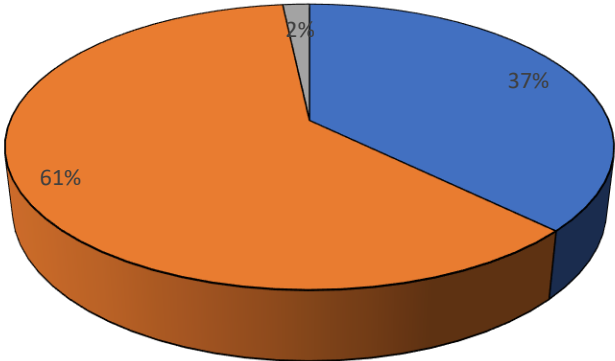


Sex

% all staff



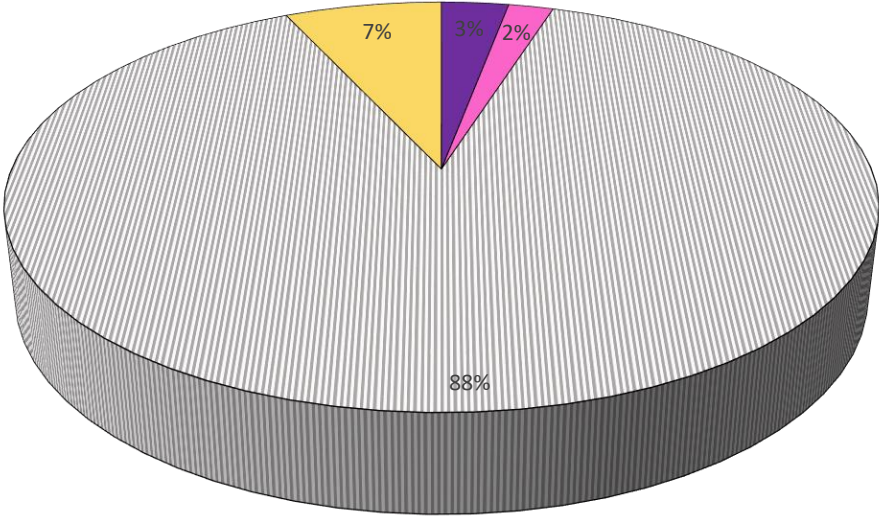
% all lawyers



- Male
- Female
- Other preferred description
- Prefer not to say

Sexual Orientation

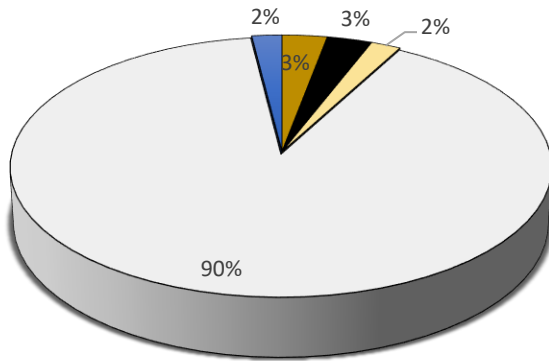
% sexual orientation



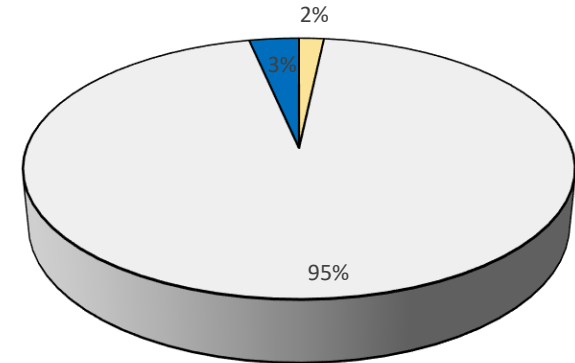
■ Bi ■ Gay / Lesbian ■ Hetrosexual ■ Prefer not to say

Ethnic Group

% all staff



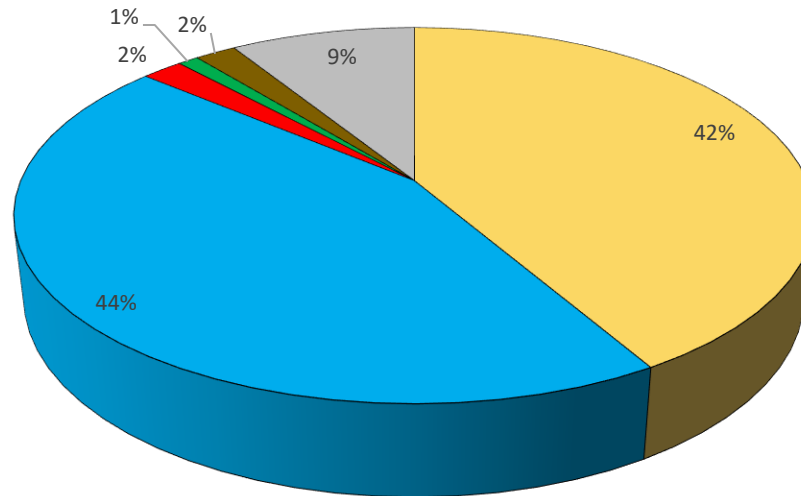
% lawyers



- Asian / Asian British
- Black / Black British
- Mixed / Multiple ethnic group
- White
- Prefer not to say

Religion or belief

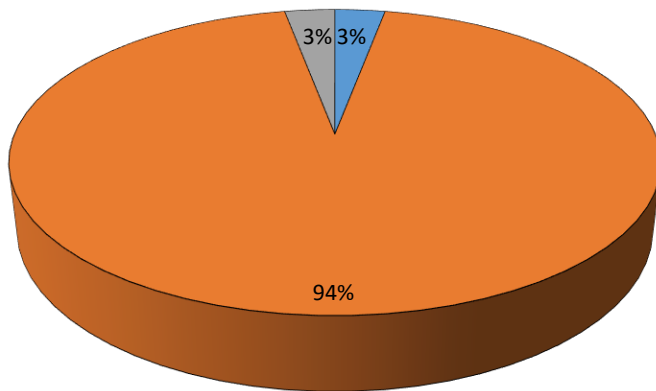
% all staff



■ No religion or belief ■ Christian ■ Hindu ■ Muslim ■ Any other religion or belief ■ Prefer not to say

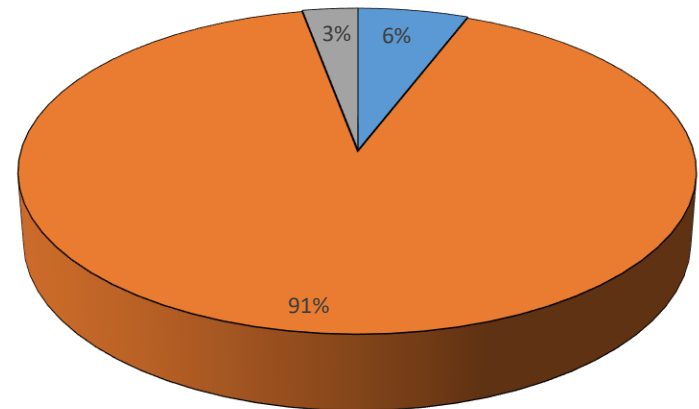
Disability

% all staff identifying themselves as having a disability



■ Have a disability ■ Do not have disability ■ Prefer not to say

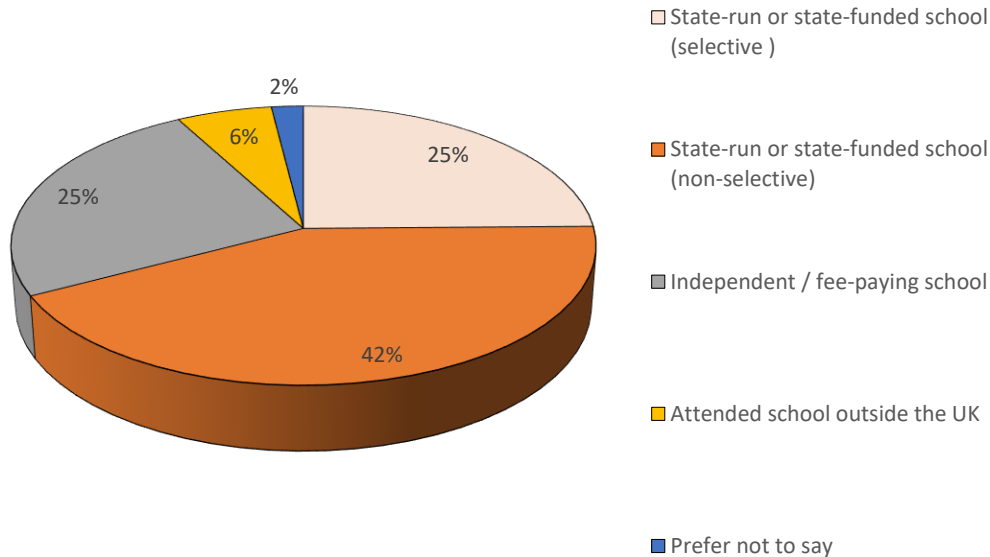
% all staff whose activities are limited due to health problem/disability



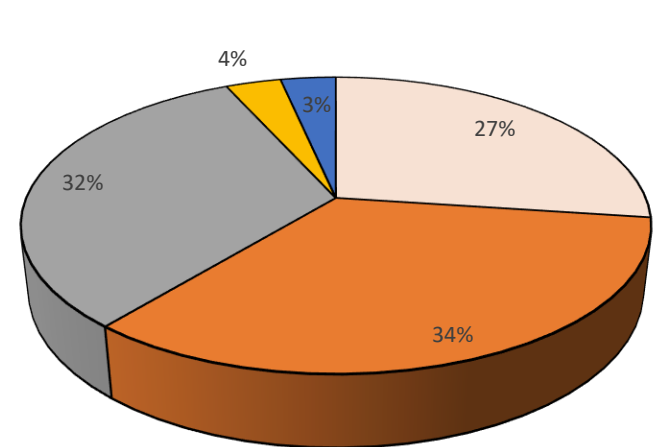
■ Limited a little ■ Not limited ■ Prefer not to say

Educational background

% all staff by school attended (11 to 16 yrs.)



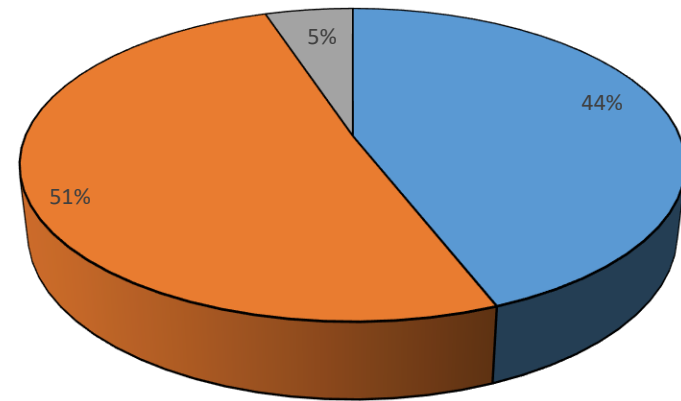
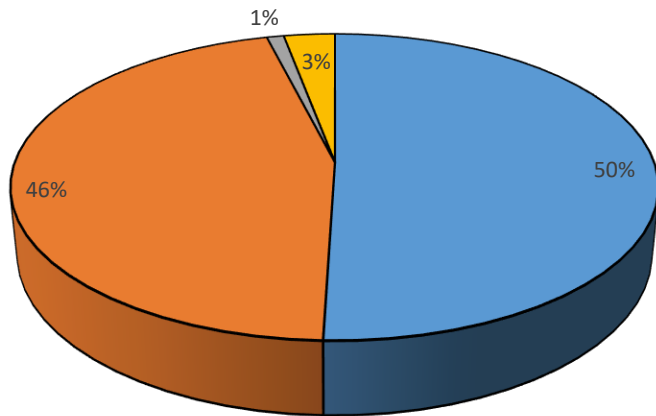
% lawyers by school attended (11 to 16 yrs.)



Parental education

% all staff with parents who attended university

% lawyers with parents who attended university



- No, neither of my parents attended university
- Yes, one or both of my parents attended university
- Don't know / not sure
- Prefer not to say