



Mincoffs Solicitors
Diversity Data
2019

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Diversity data

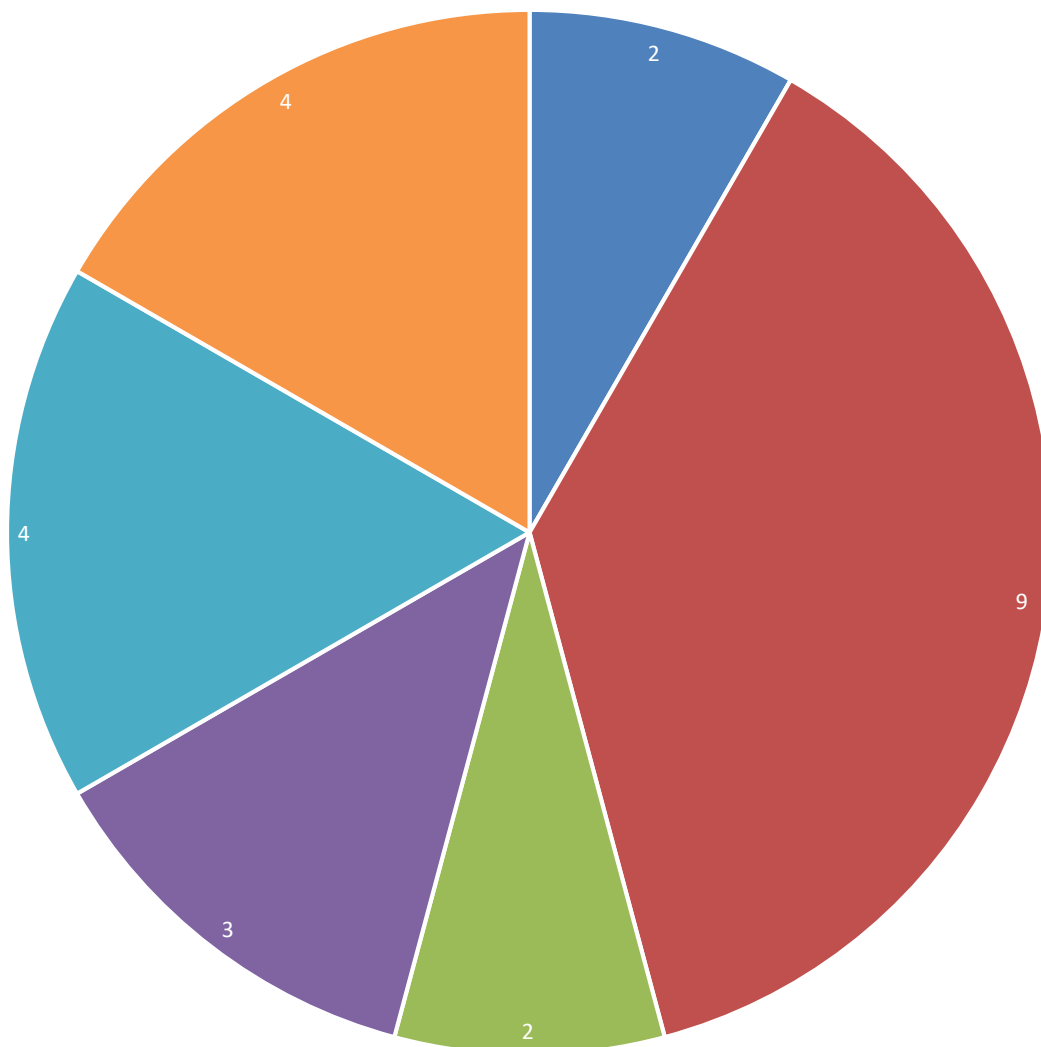
As part of our commitment to equality and diversity, we collect and publish data relating to the diversity of our staff.

The data is collected anonymously and on a voluntary basis and is submitted to the Solicitors Regulatory Authority (SRA) to assist them in monitoring the diversity of the legal profession as a whole.

We do not publish data which may enable individuals to be identified.

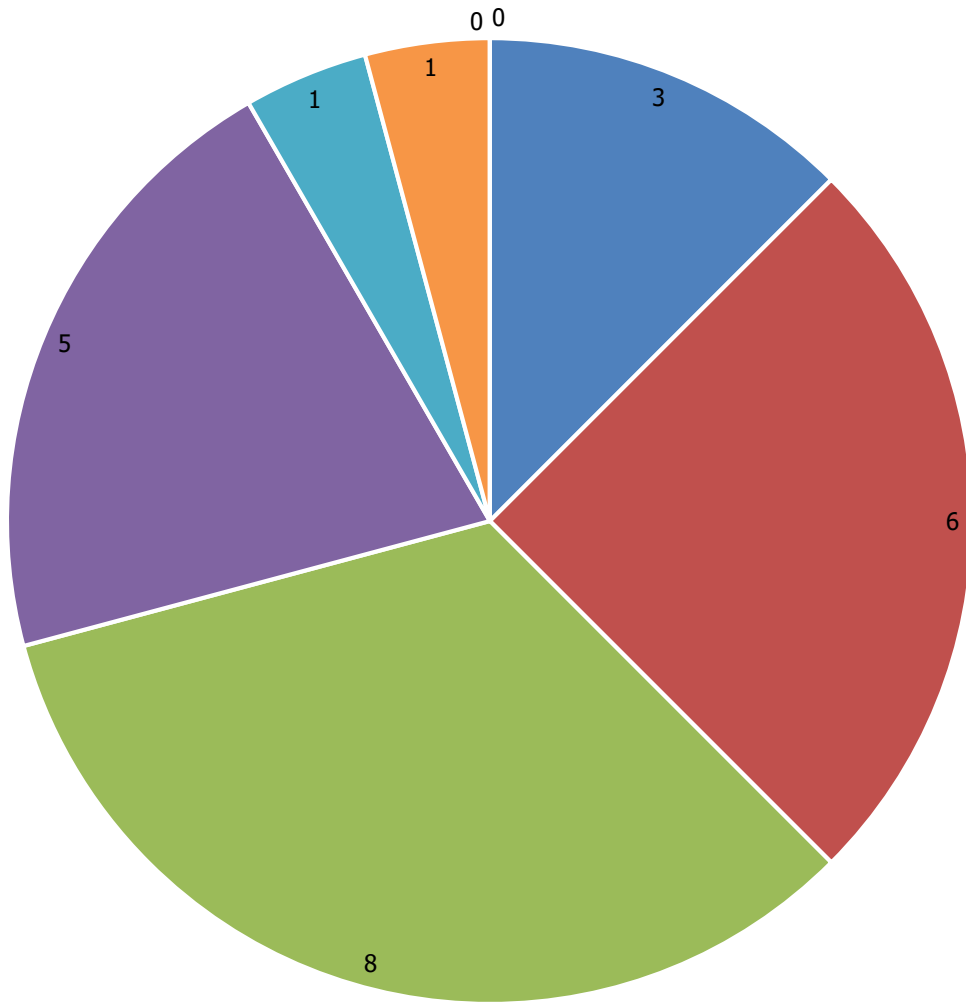
In 2019, 19% of our staff completed the diversity survey which included questions about roles, education, gender, sexual identity, disability and caring responsibilities.

Select the category which best describes your role in the firm



- Solicitor partners (sole practitioner / member / director)
- Solicitor (not partner)
- Other fee earning role
- Role directly supporting fee earner
- Managerial Role
- IT/ HR/ other corporate services role

Which age category are you in?



■ 16 - 24

■ 35 - 44

■ 55 - 64

■ Prefer not to say

■ 25 - 34

■ 45 - 54

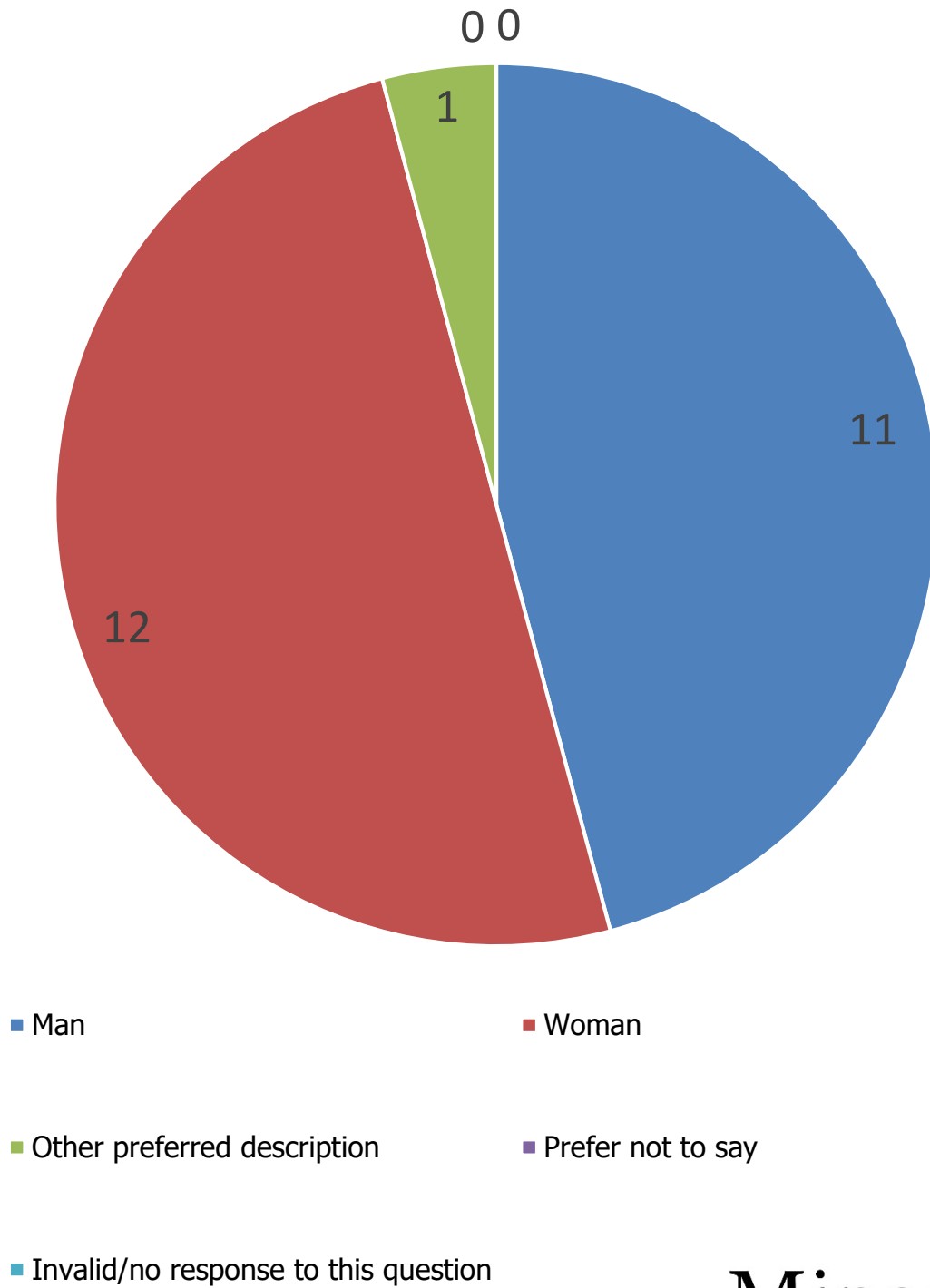
■ 65+

■ Invalid/no response to this question

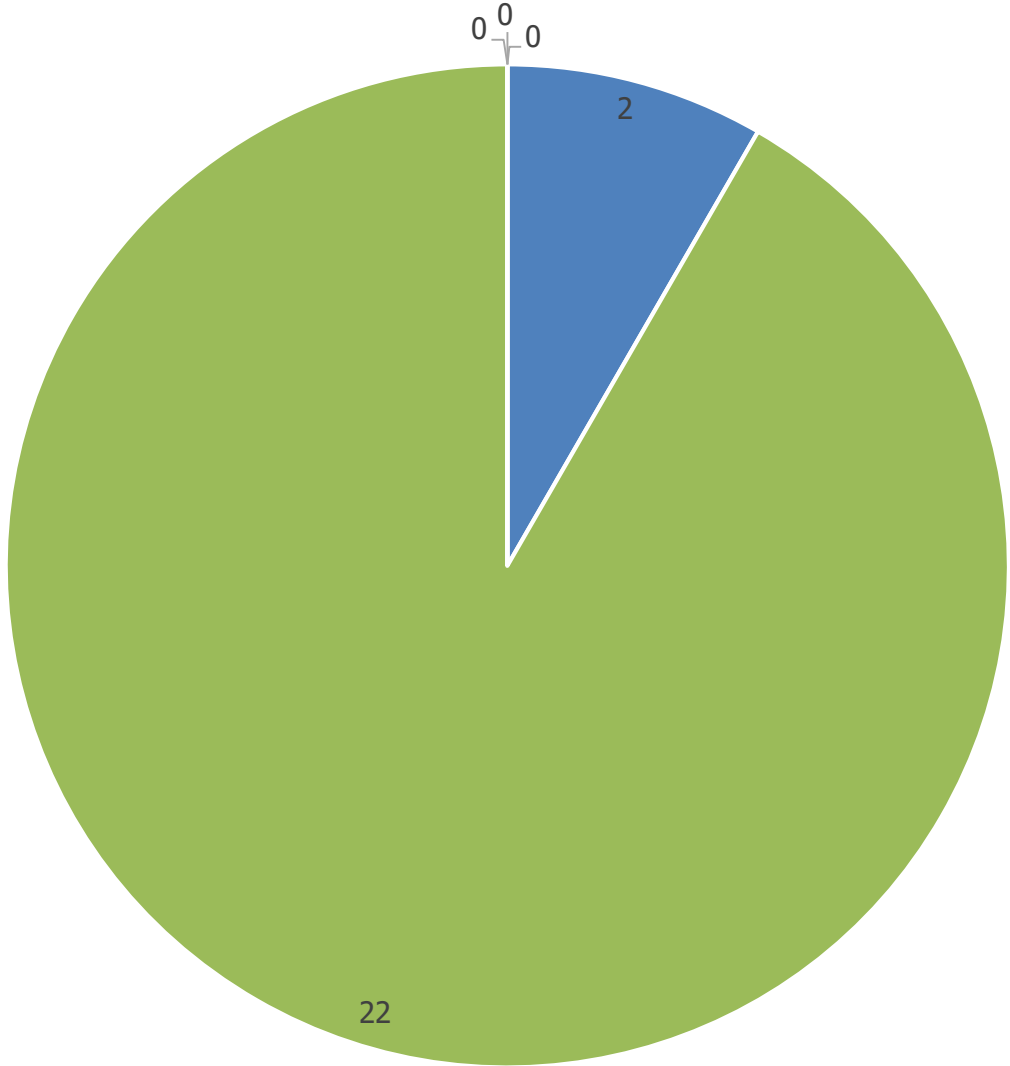
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Which gender do you identify with?

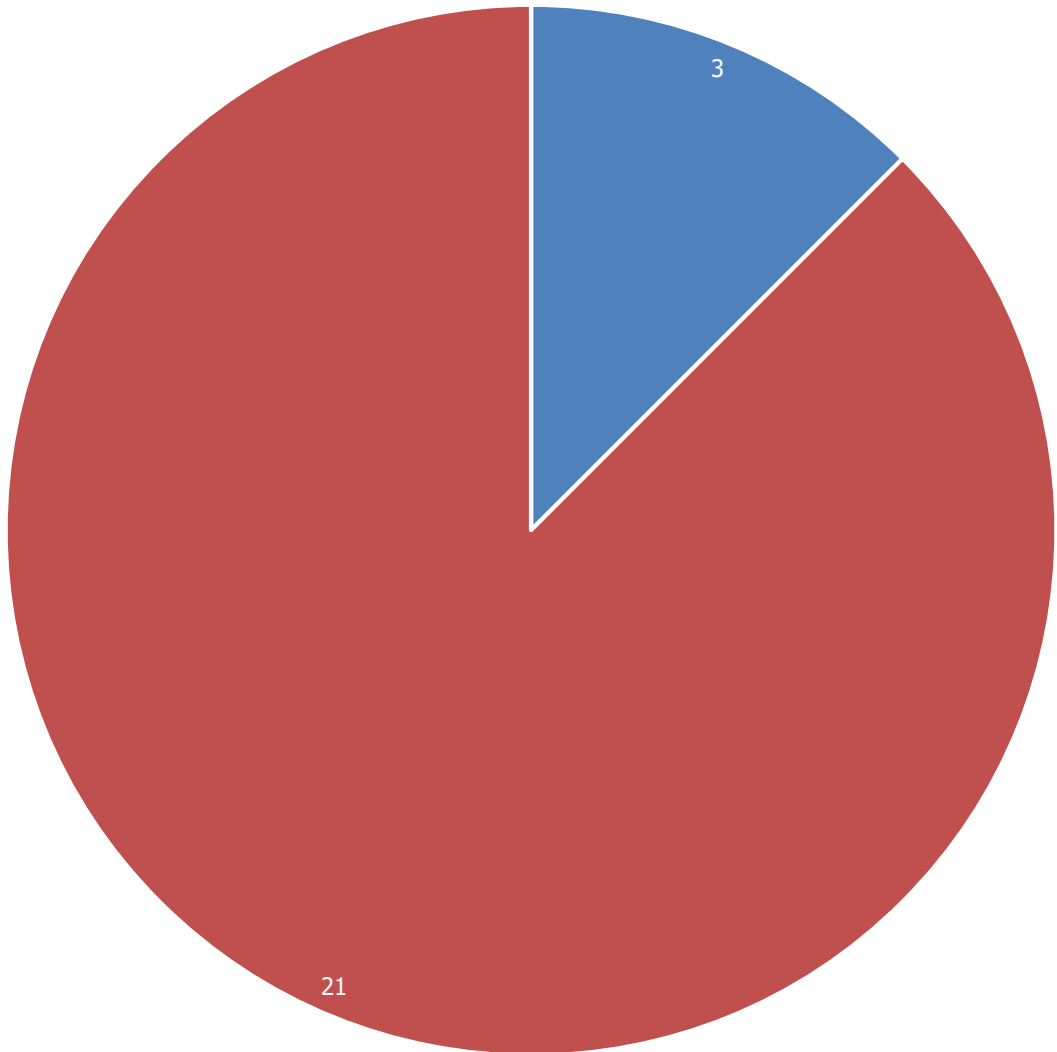


Do you consider your gender identity to be different from your registered sex at birth?



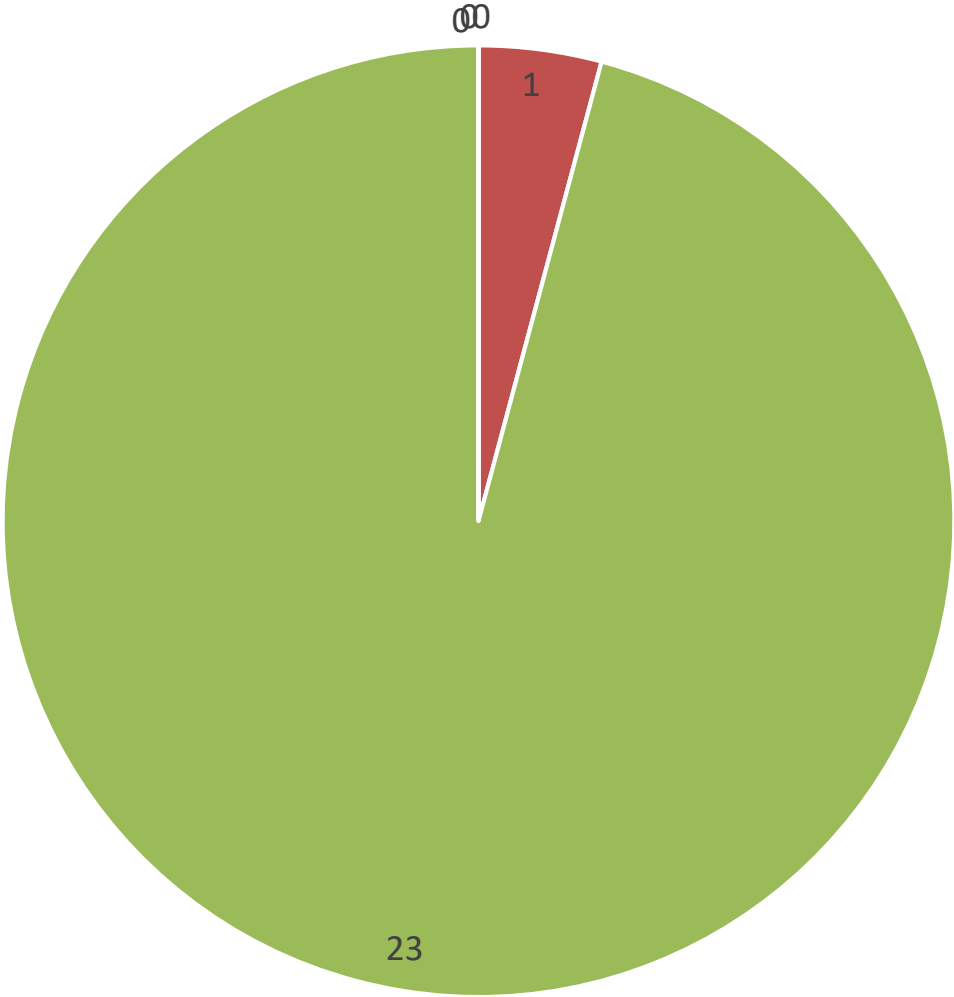
- Yes
- No
- Prefer not to say
- Invalid/no response to this question
- Question not asked

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



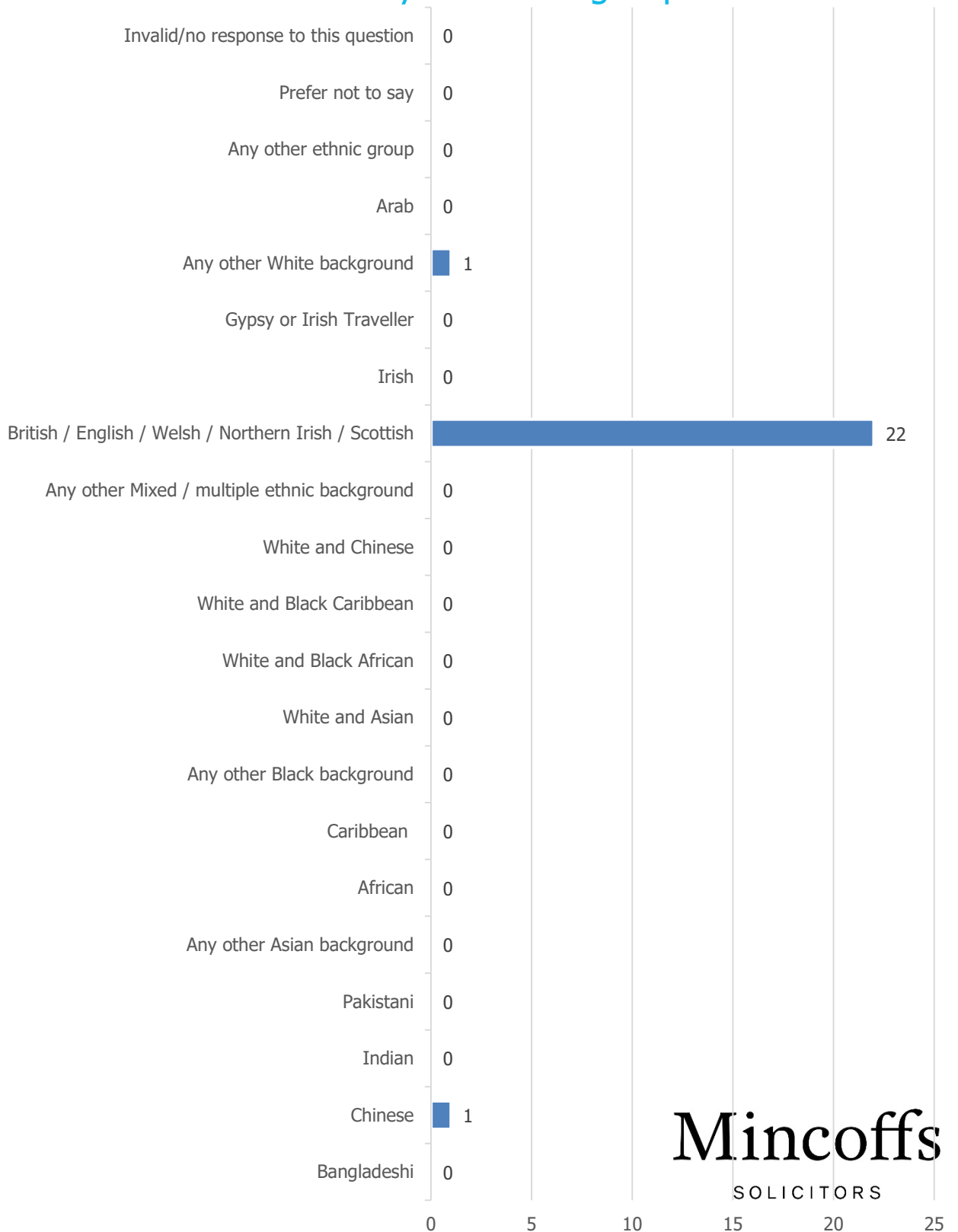
■ Yes ■ No ■ Prefer not to say ■ Invalid/no response to this question

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?

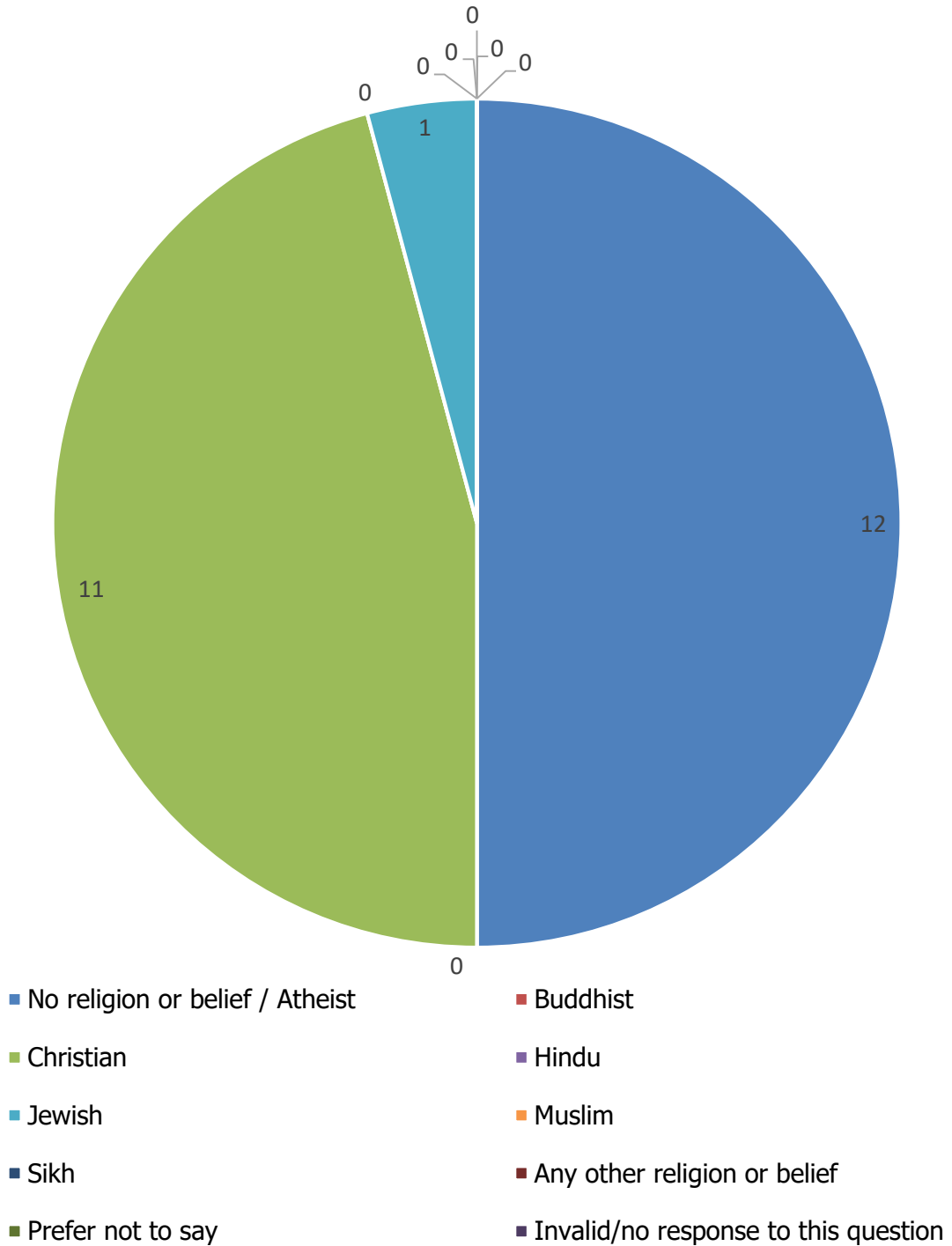


- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say
- Invalid/no response to this question

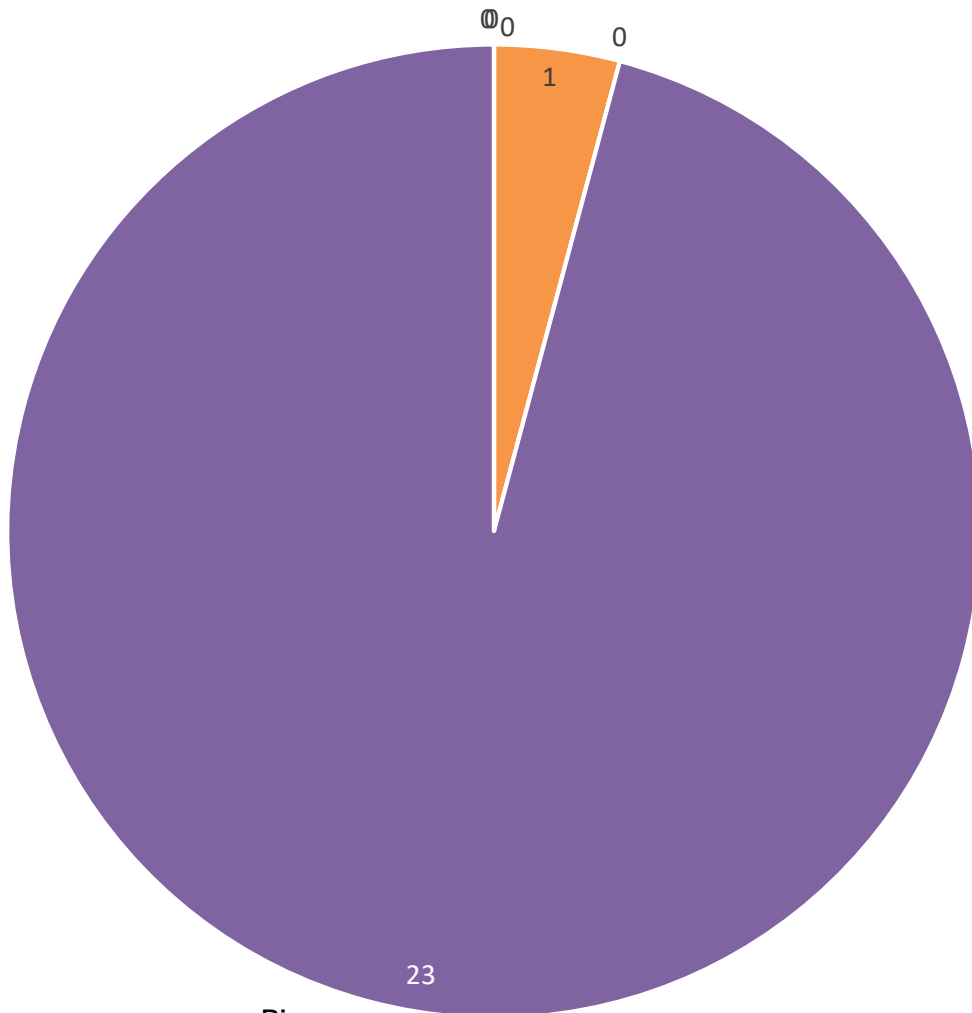
What is your ethnic group?



What is your religion or belief?

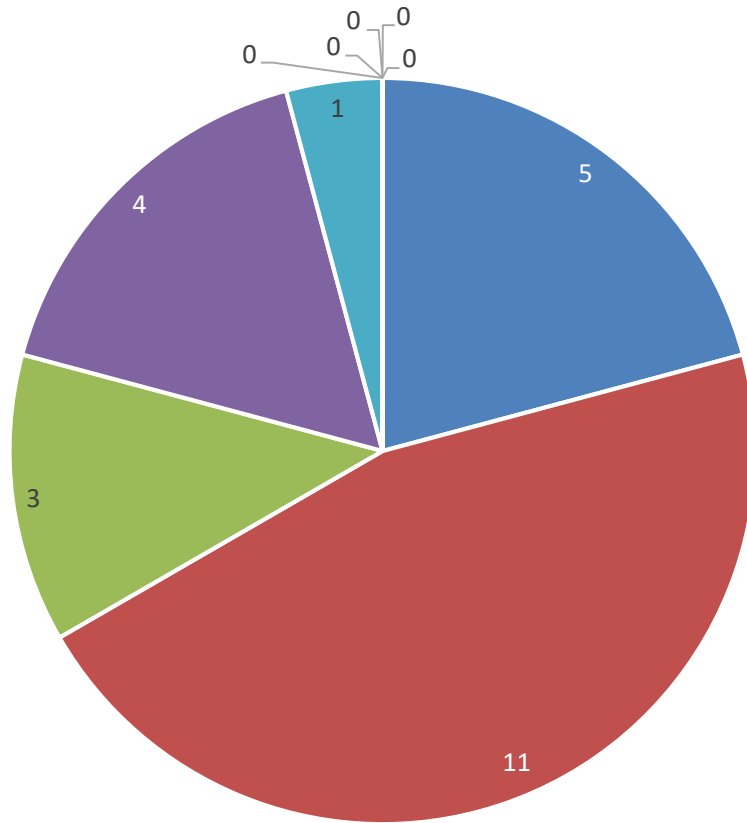


What is your sexual orientation?



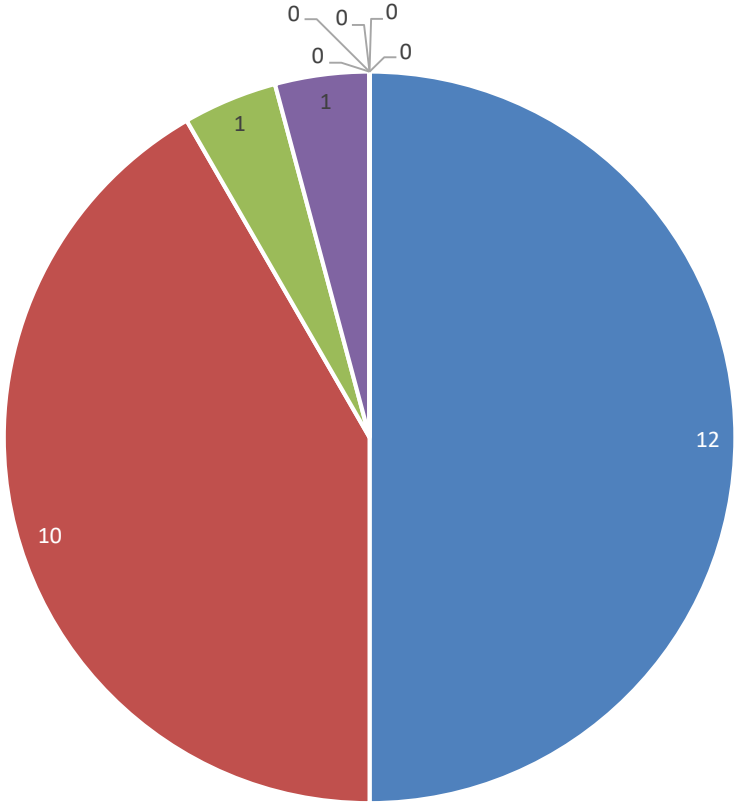
- Bi
- Gay/Lesbian
- Heterosexual/straight
- Other
- Prefer not to say
- Invalid/no response to this question

What type of school did you mainly attend between the ages between the ages 11 and 16?



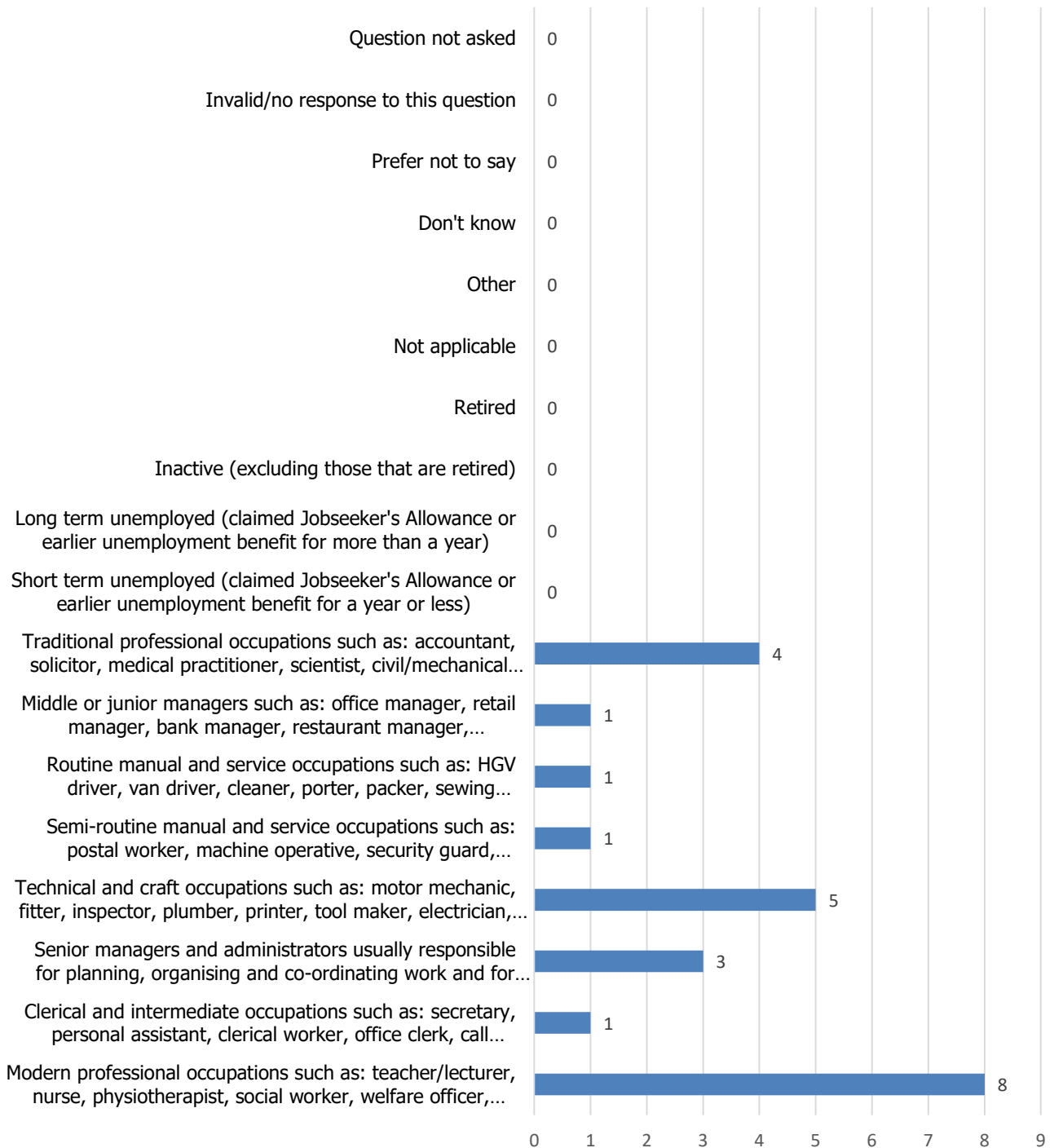
- UK State-run or state-funded school - selective on academic, faith or other grounds
- UK State-run or state-funded school - non-selective
- UK Independent or fee-paying school - bursary
- UK Independent or fee-paying school - no bursary
- Attended school outside the UK
- Other
- Don't know
- Prefer not to say
- Invalid/no response to this question
- Question not asked

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?

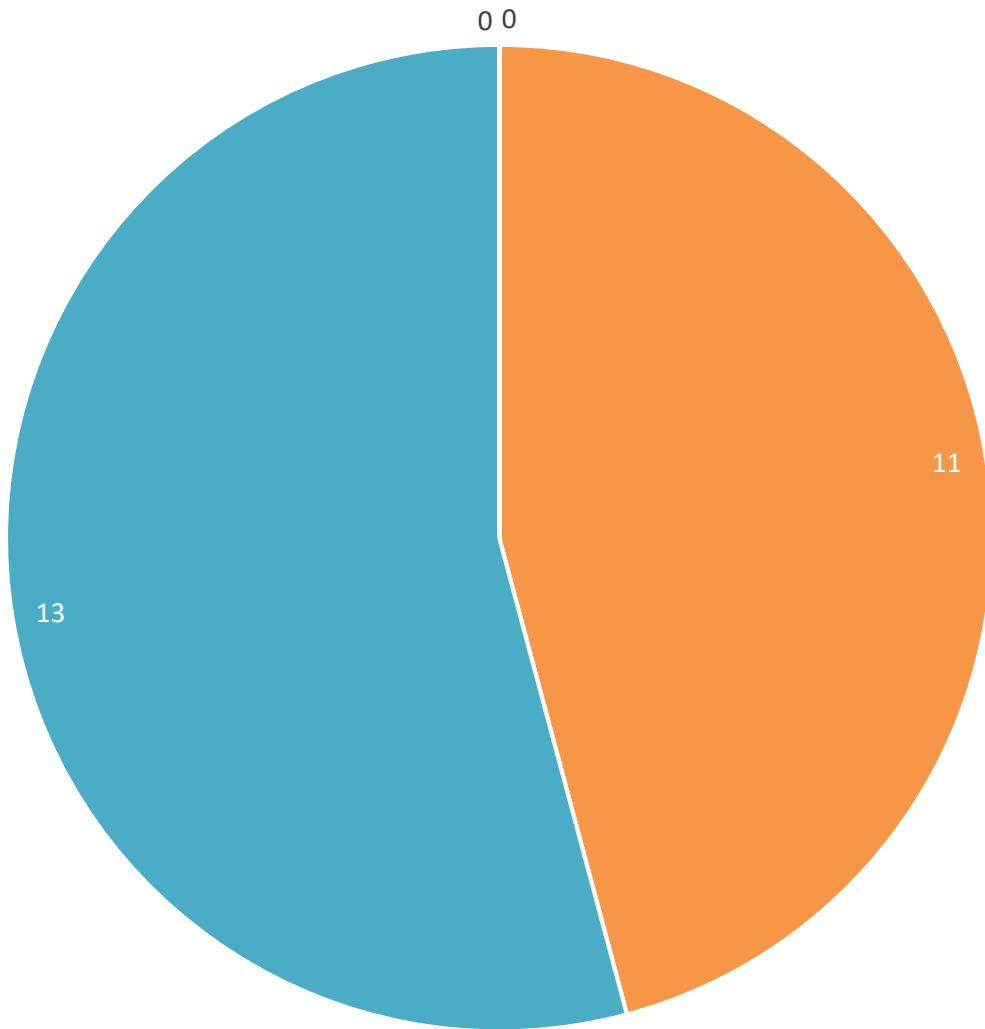


- At least one has a degree level qualification
- Qualifications below degree level
- No formal qualifications
- Don't know
- Not applicable
- Other
- Prefer not to say
- Invalid/no response to this question
- Question not asked

Thinking back to when you were aged about 14, which best describes the sort of work the main/ highest income earner in your household did in their main job?

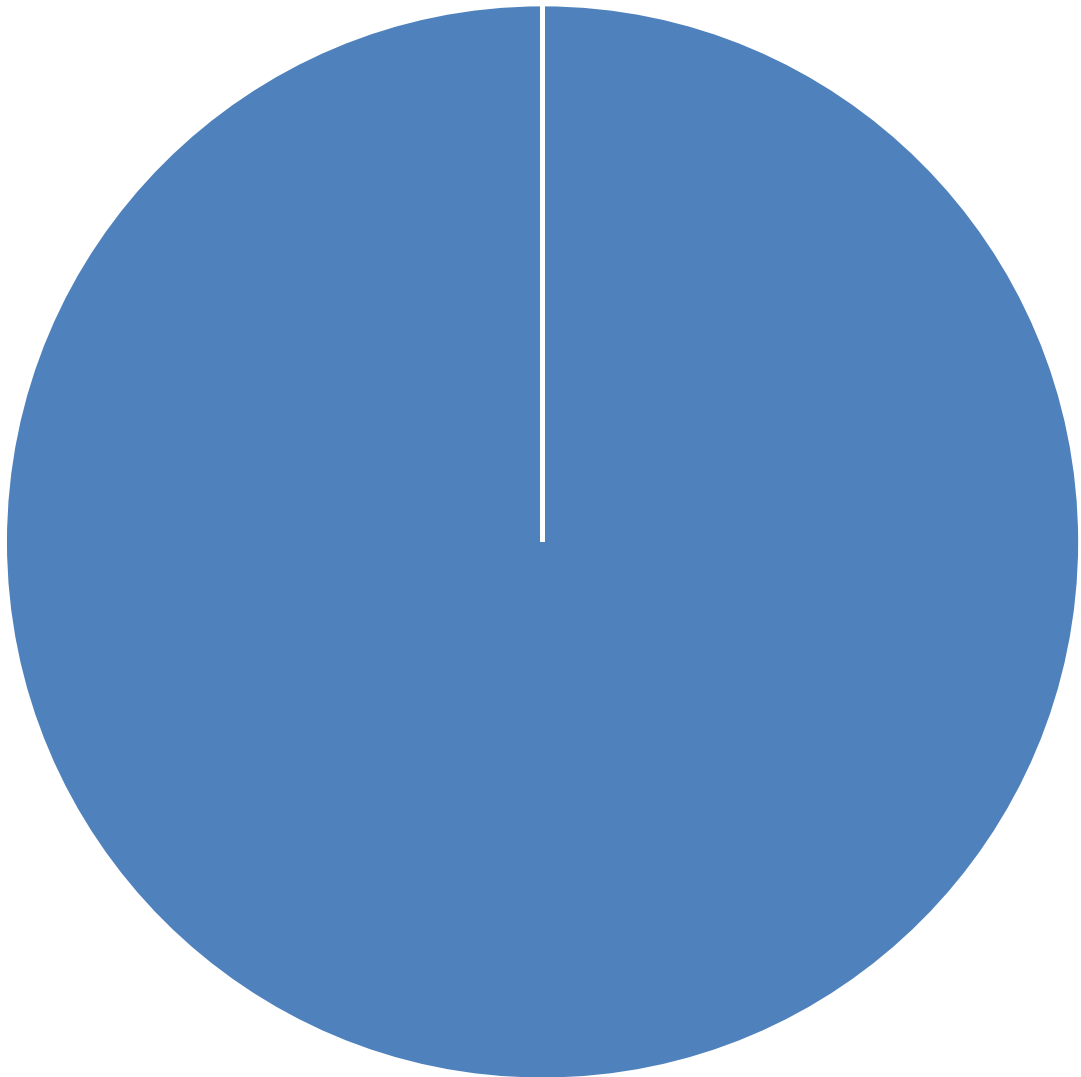


Are you a primary carer for a child or children under 18?



■ Yes ■ No ■ Prefer not to say ■ Invalid / no response to this question

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)?



- No
- Yes, 1 - 19 hours a week
- Yes, 20 - 49 hours a week
- Yes, 50 or more hours a week
- Prefer not to say
- Invalid / no response to this question

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