



SWITALSKIS
— SOLICITORS —

SRA Diversity Survey 2015

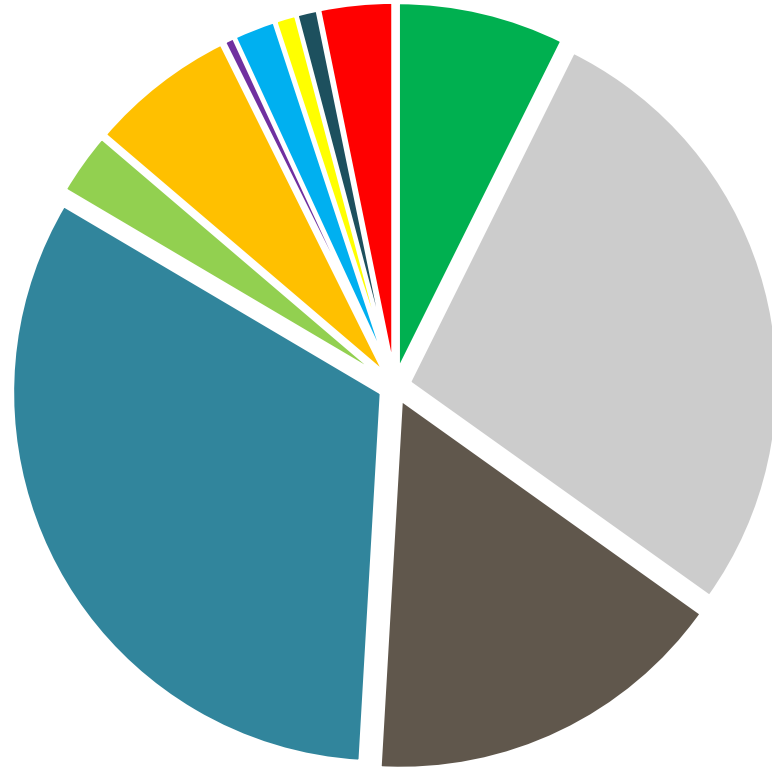
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In order to promote a diverse and inclusive legal profession our regulator, the SRA, requires us to carry out an annual survey of our Directors and Staff, and to report and publish the results. In total the survey received 218 responses.

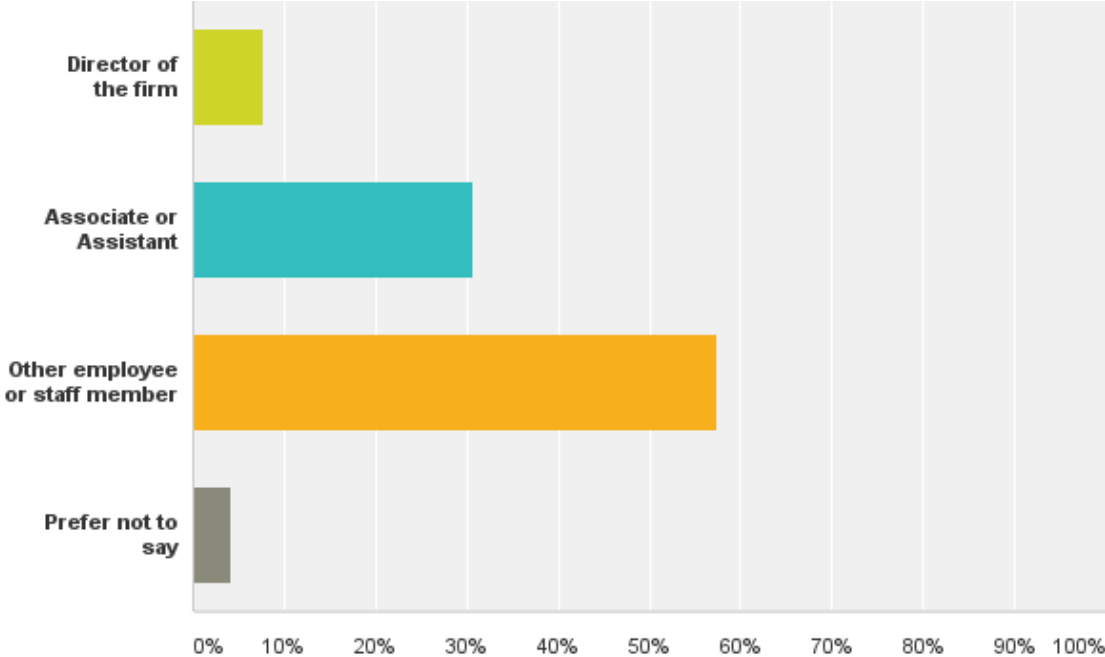
On the following pages are the results of our survey.

Q1: Select the category which best describes your role in the firm

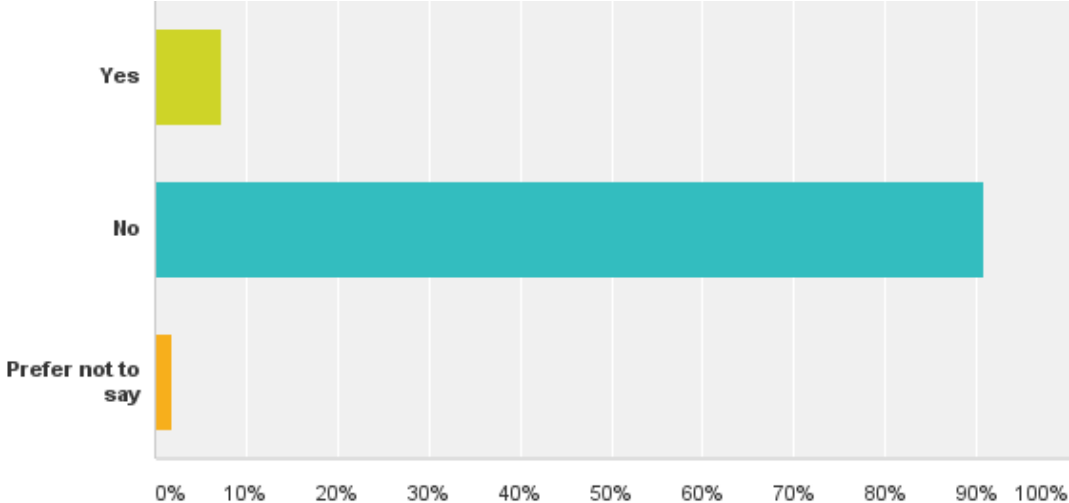
- Solicitor & Director
- Solicitor (other)
- Other fee earning role
- Role supporting fee earner
- Managerial role (including non-lawyer Directors)
- IT, HR or Accounts role
- Barrister
- Chartered Legal Executive
- Licensed Conveyancer
- Costs Lawyer
- Prefer not to say



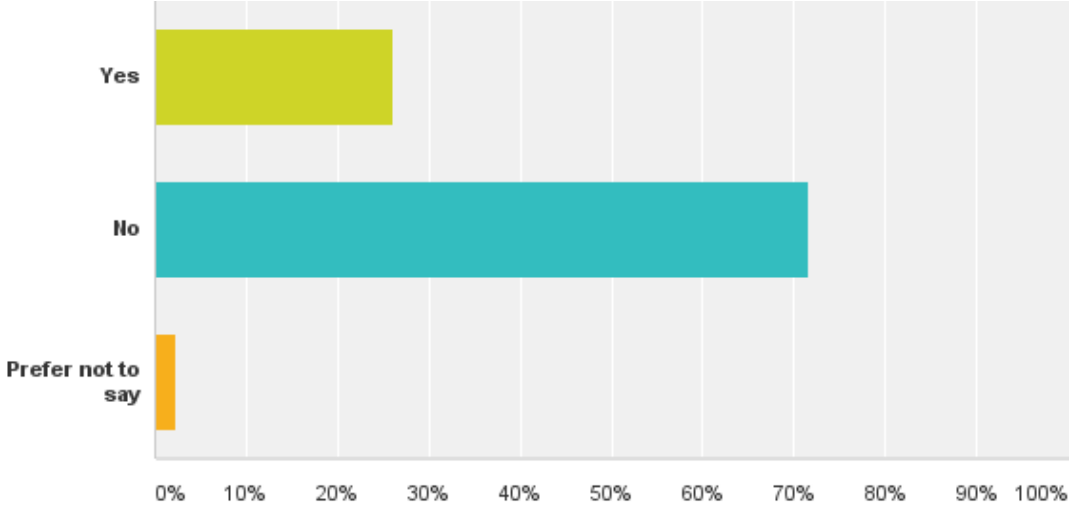
Q2: How would you describe your role in the firm?



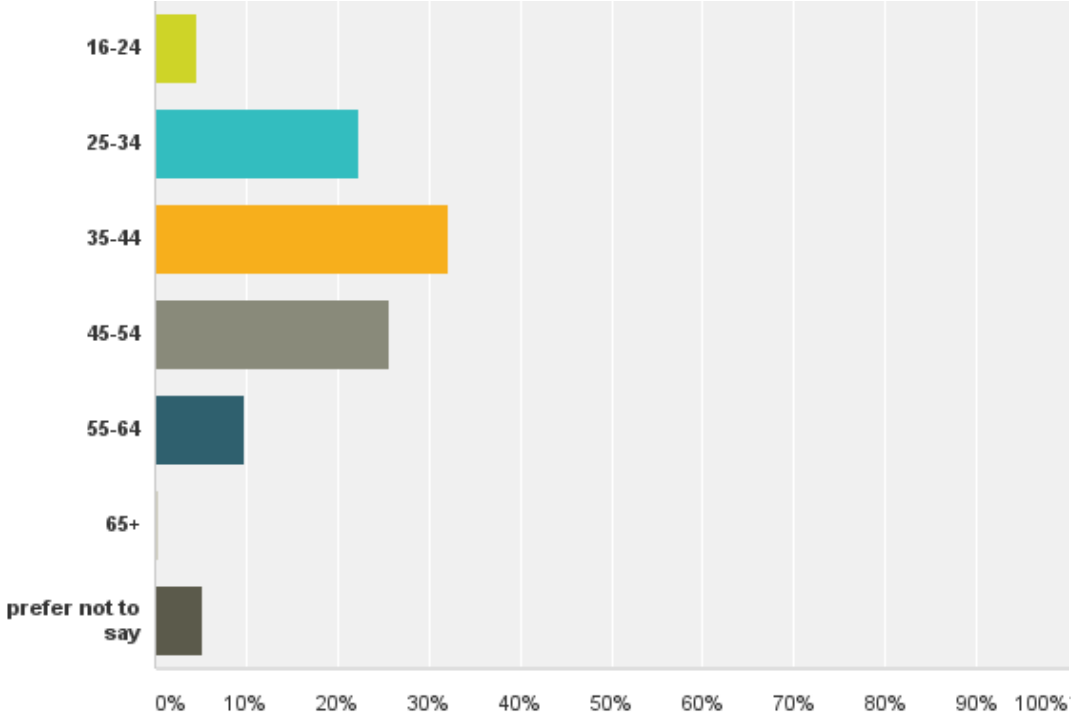
Q3: Do you have a share in the ownership of your organisation?



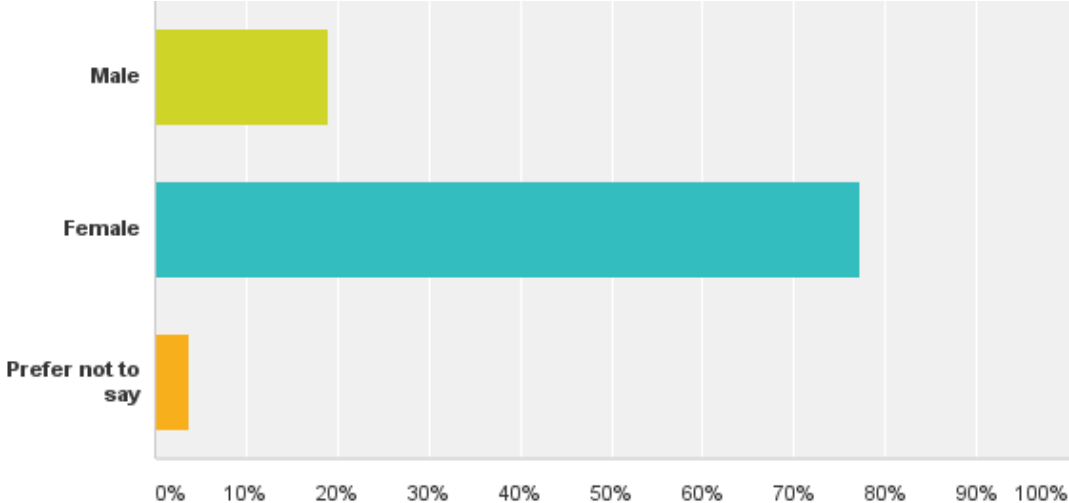
Q4: Do you have responsibility for supervising or managing the work of lawyers or other employees?



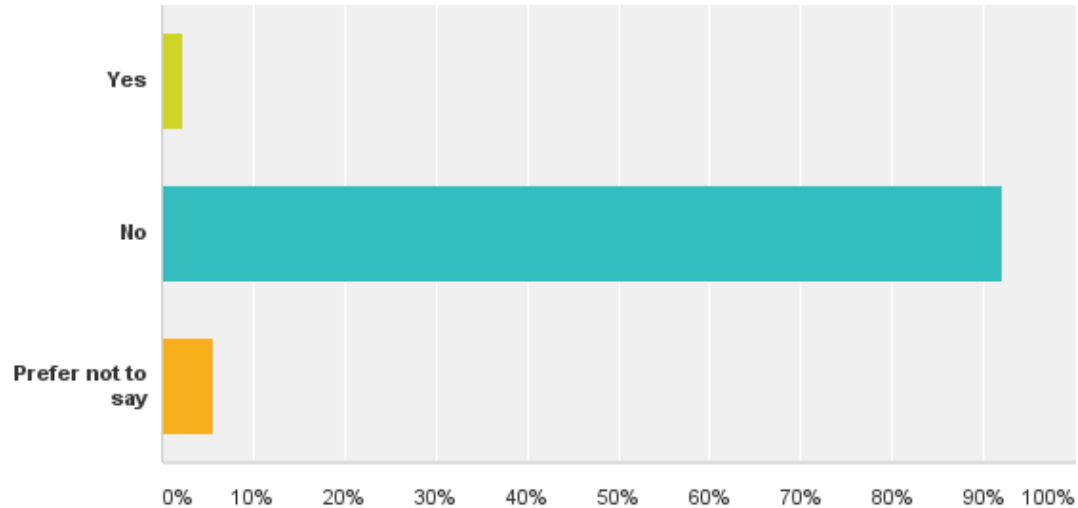
Q5: From the list of age bands below, please indicate the category that includes your current age in years



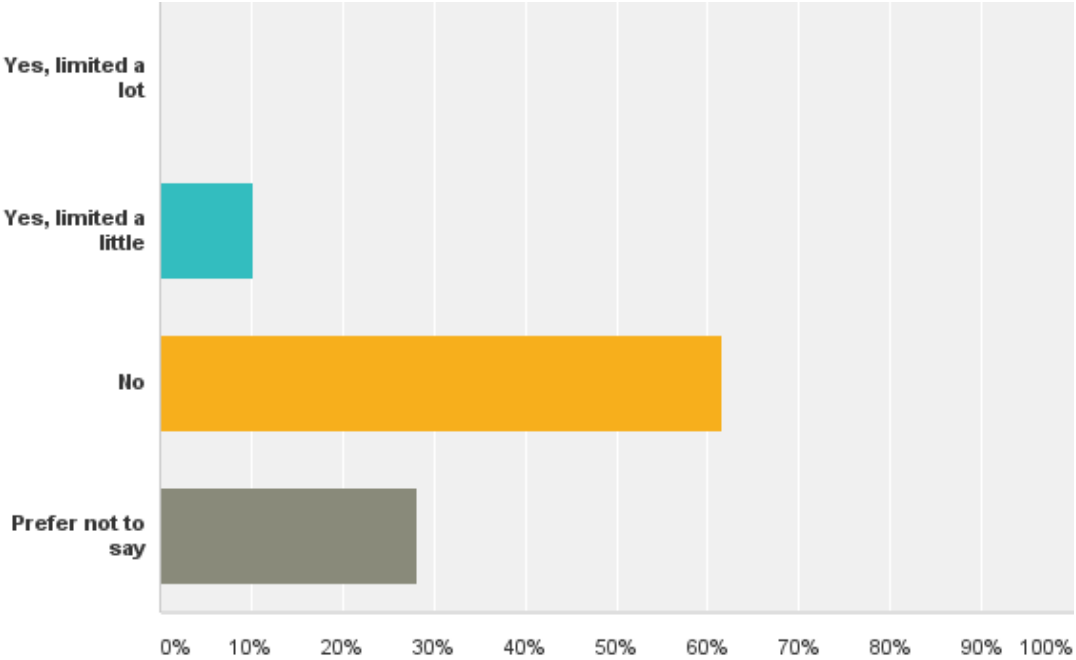
Q6: Are you male or female?



Q7: The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. Do you consider yourself to have a disability according to the definition in the Equality Act?

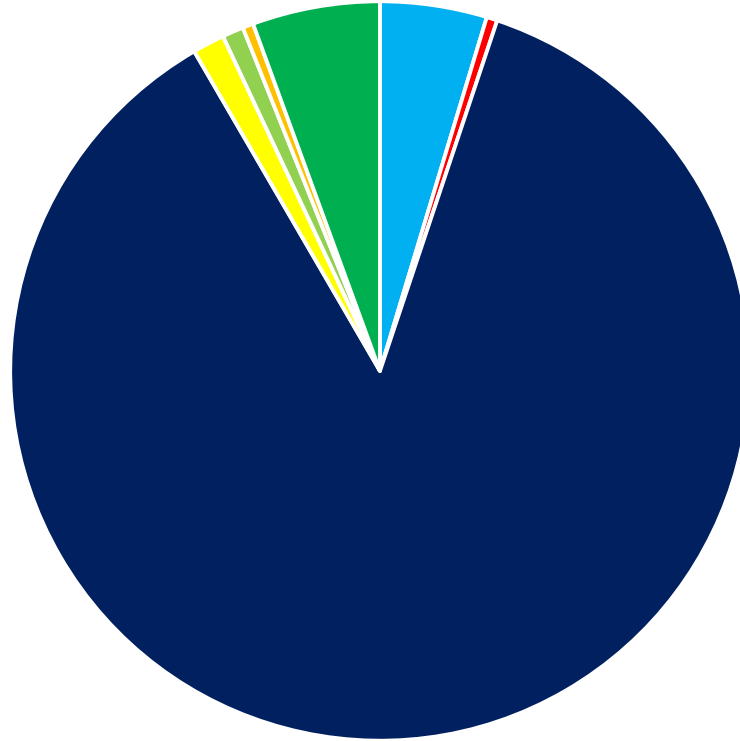


Q8: If you answered 'yes' to Question 7 above, are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? (You do not need to answer this question if you did not answer 'yes' to Question 7.)



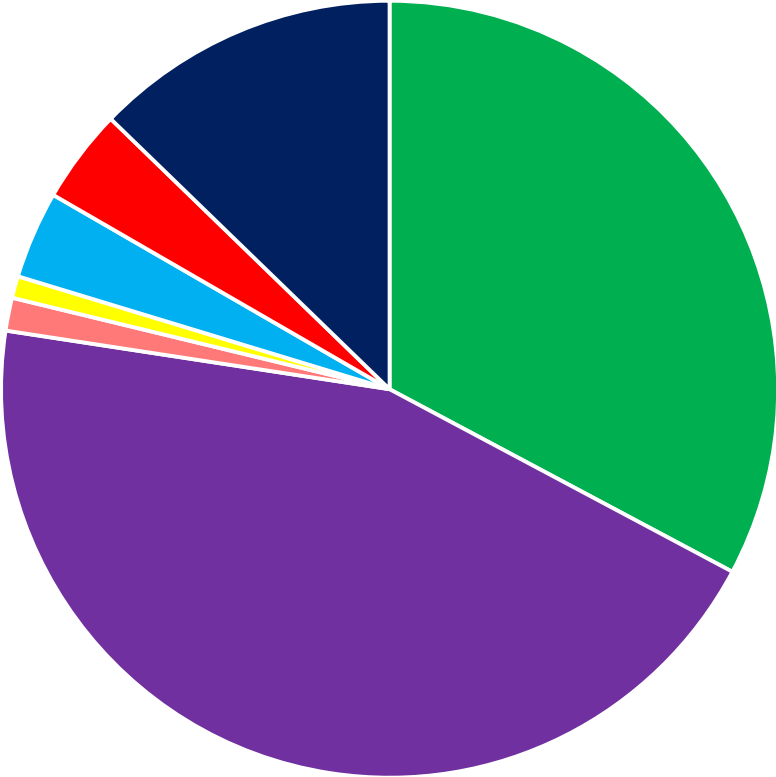
Q9: What is your ethnic group?

- British Asian
- Black British
- White - British/English/Welsh/Northern Irish/Scottish
- White - Irish
- Other white background
- Other ethnic group
- Prefer not to say

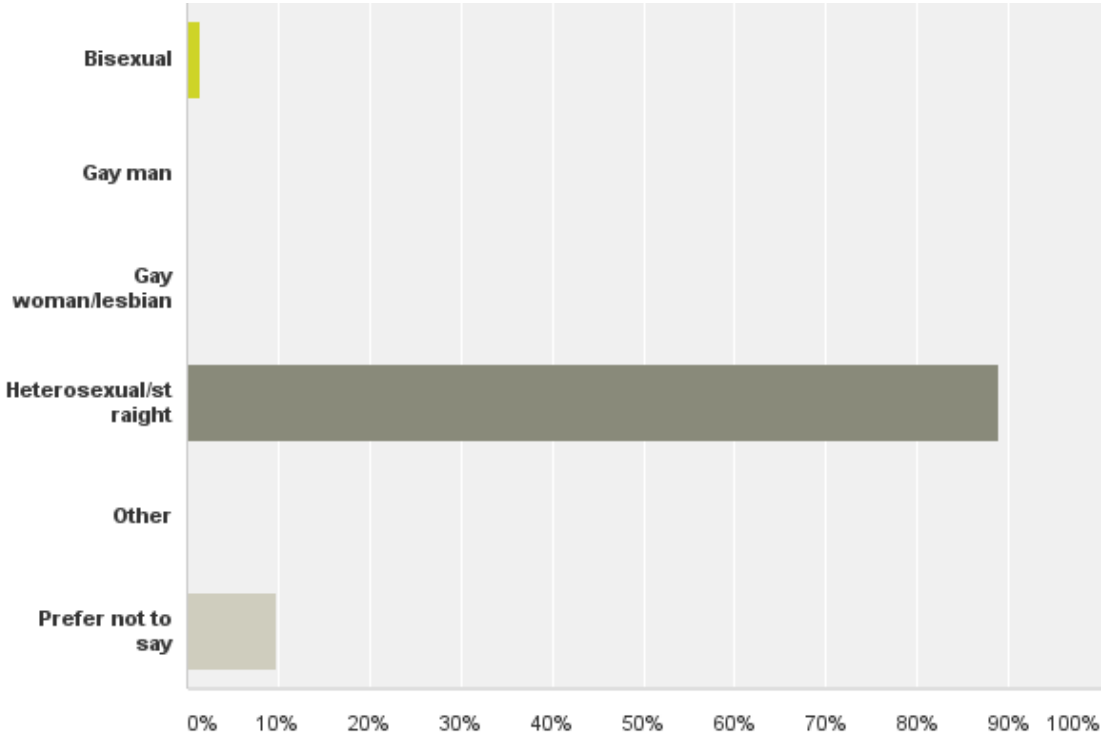


Q10: What is your religion or belief?

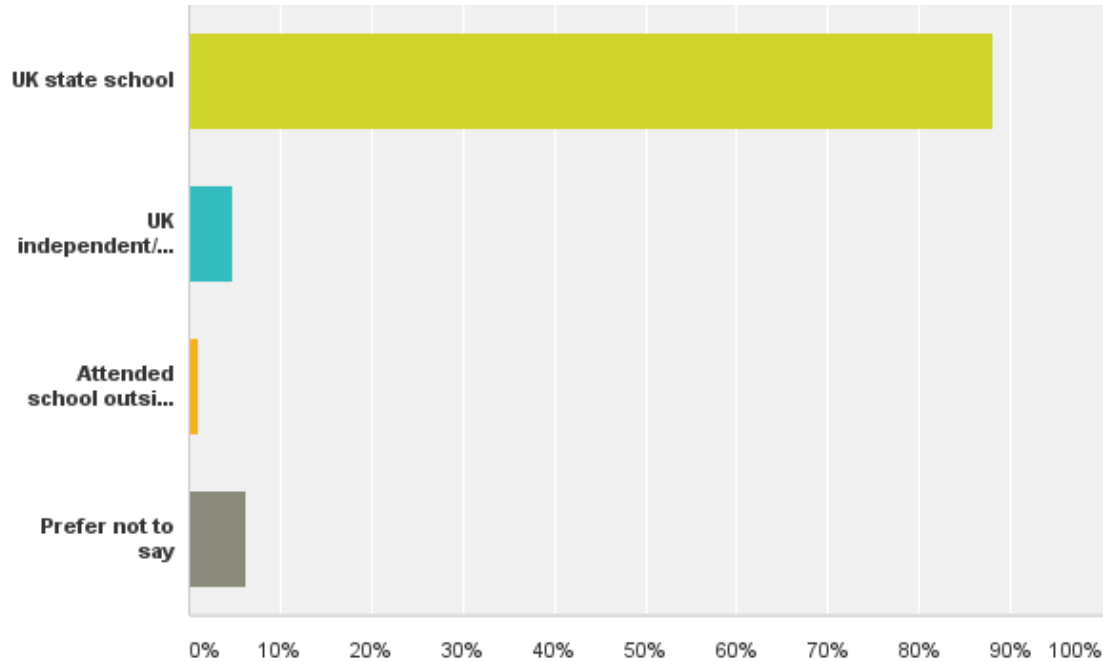
- No religion or belief / Atheist
- Christian
- Hindu
- Jewish
- Muslim
- Other religion
- Prefer not to say



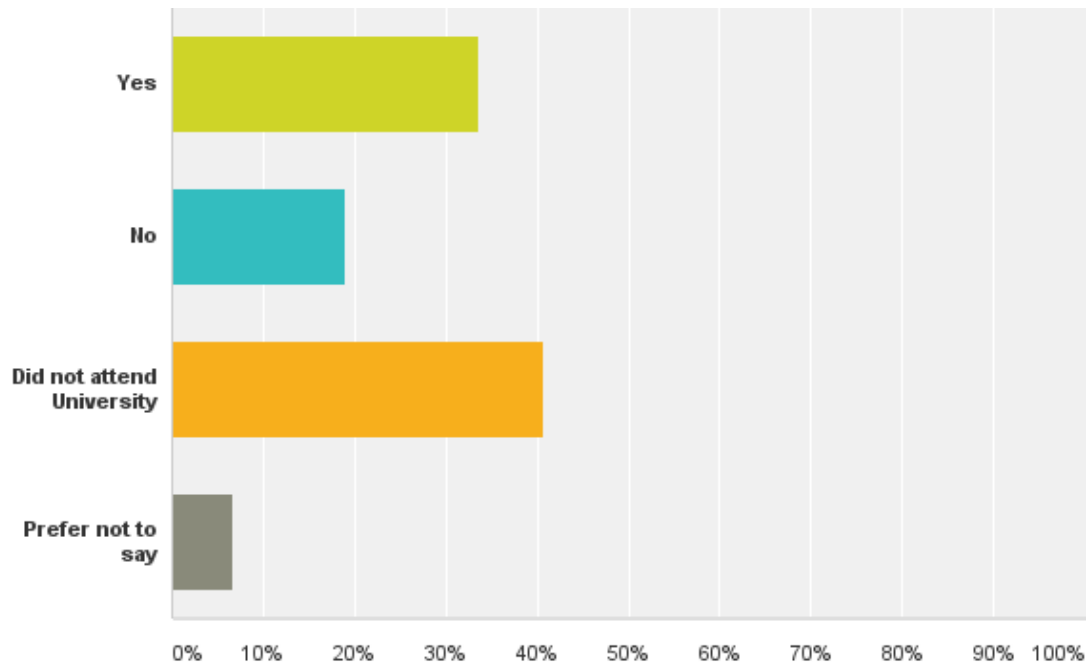
Q11: What is your sexual orientation?



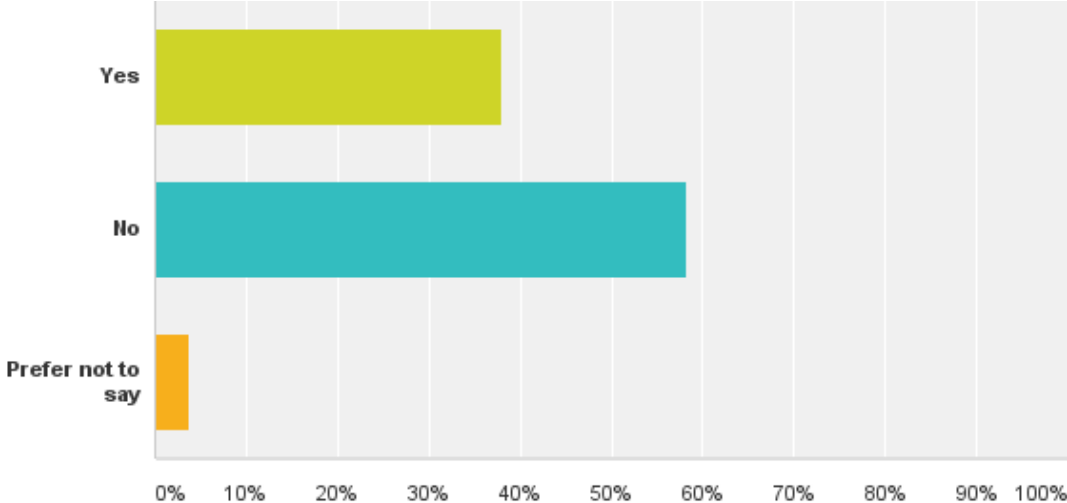
Q12: Did you mainly attend a state or fee paying school between the ages of 11 and 18?



Q13: If you went to University (to study a BA, BSc course or higher) were you part of the first generation of your family to do so?



Q14: Are you a primary carer for a child or children under 18?



Q15: Do you look after, or give any help or support to family members, friends, neighbours or others because of either:- Long-term physical or mental ill-health/disability- Problems related to old age? If you look after one person, please total the hours spent caring for all individuals (do not count anything you do as part of your paid employment).

