

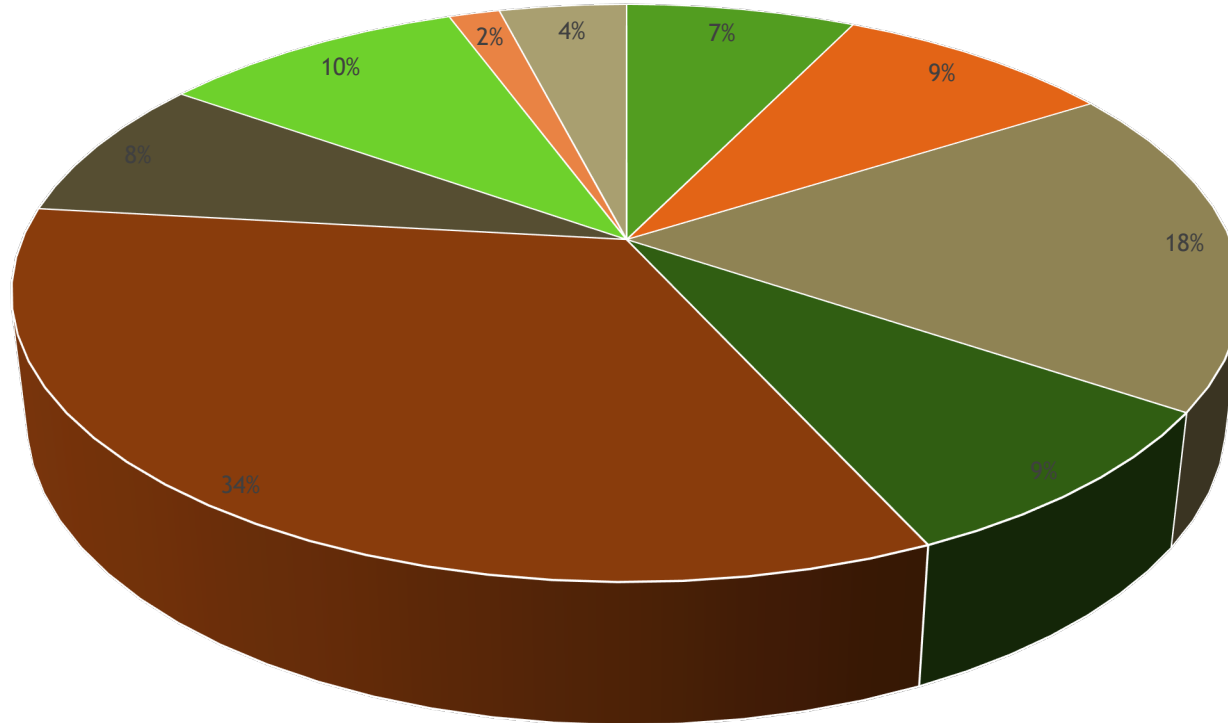
# SRA Diversity Survey 2023

Gardner Leader LLP encourages all employees and partners to complete an anonymous diversity survey provided by the SRA every two years. This is non-compulsory.

Data has been rounded, and only includes information that has been submitted directly by individuals and will therefore not be the full and accurate representation of the Firm.

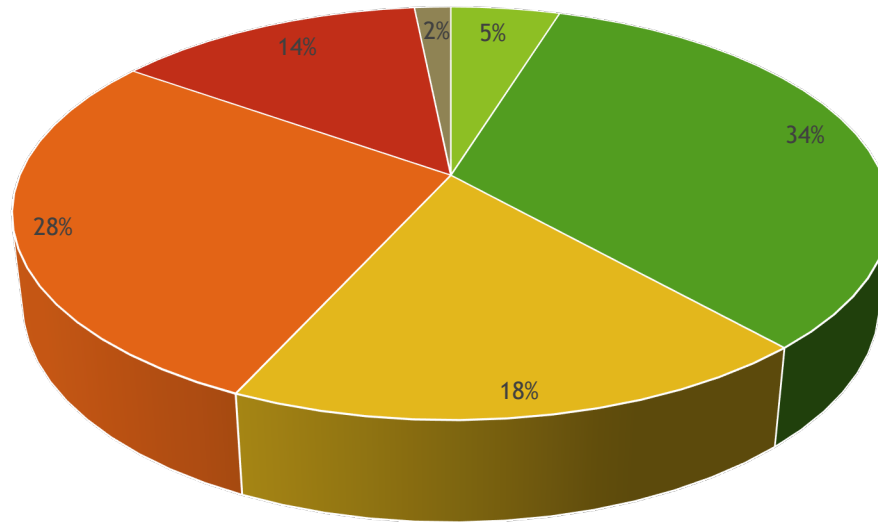
The 2023 survey has attracted a 66% response rate.

Role within Firm



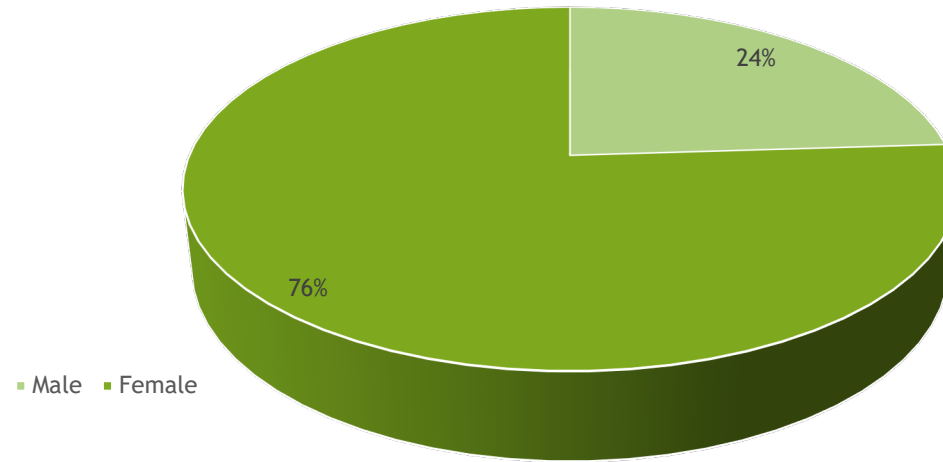
- Full Equity Partner
- Other fee-earning role
- IT/HR/Other Corporate Services
- Salaried or Partial Equity Partner
- Directly supporting fee-earner
- CILEX
- Practising Solicitor (not partner)
- Managerial Role
- Prefer not to say

Age Profile

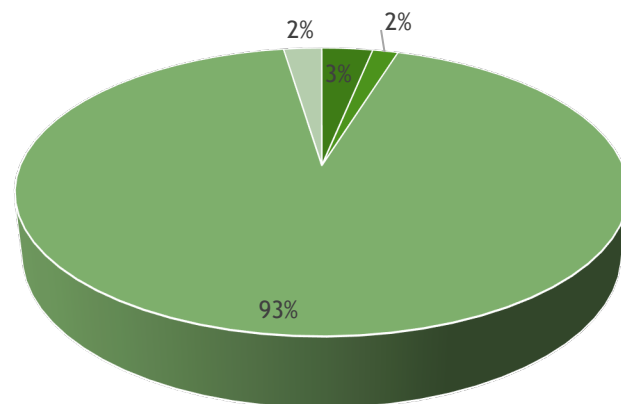


■ 16-24 ■ 25-34 ■ 35-44 ■ 45-54 ■ 55-64 ■ 65+

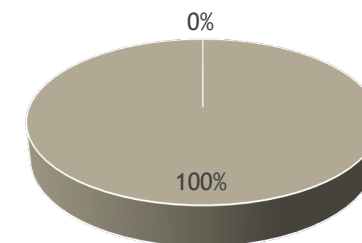
Gender Identity



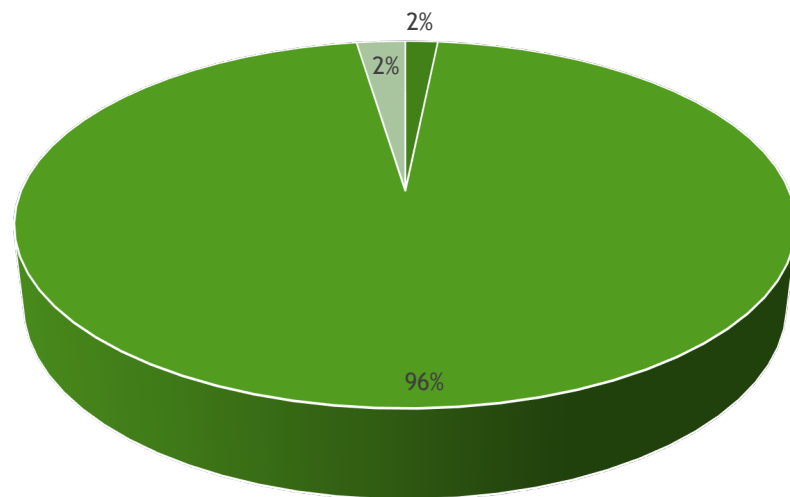
Sexual Orientation



Gender Identity Same as at Birth

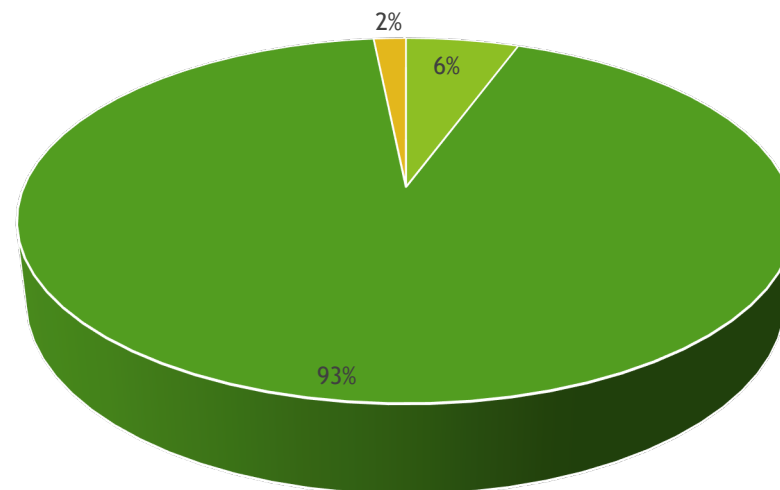


## Disability under Equality Act 2010

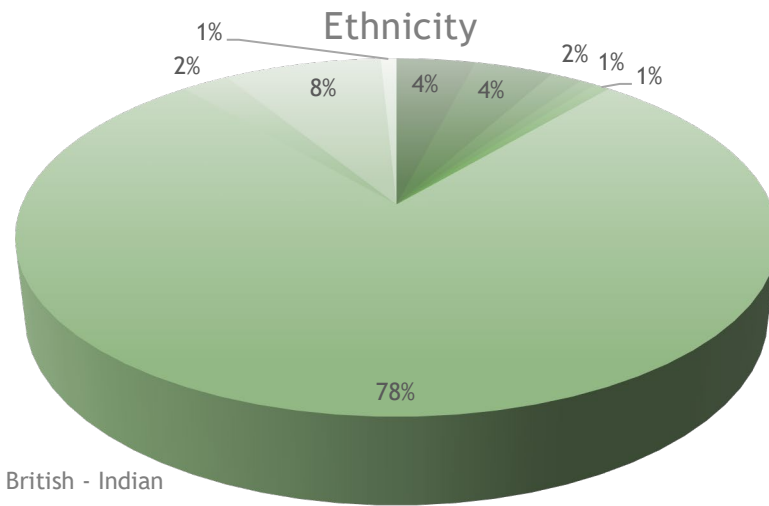


■ Yes ■ No ■ Prefer not to say

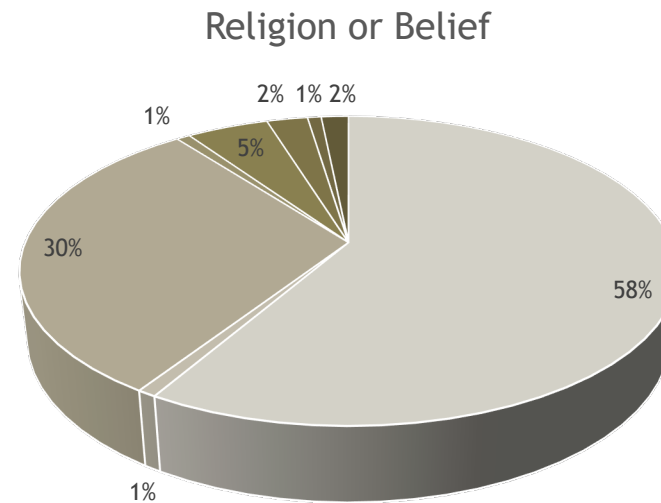
## Limitations due to Disability



■ Limited a little ■ No ■ Prefer not to say

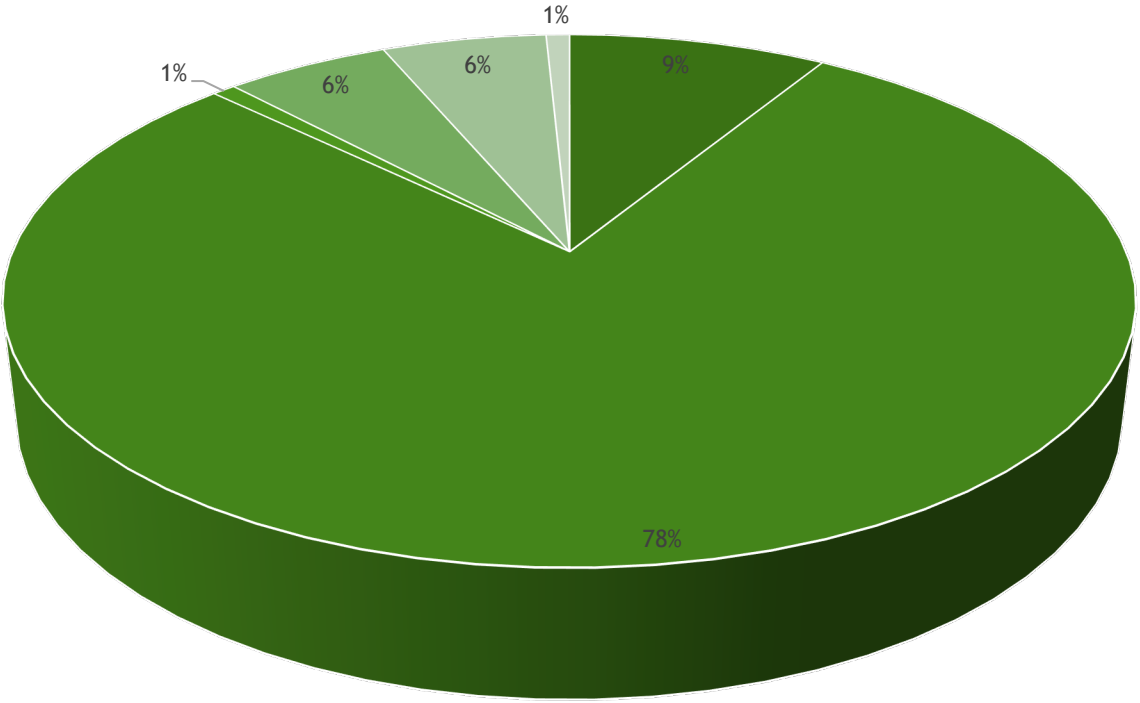


- Asian/Asian British - Indian
- Asian/Asian British - Pakistani
- Black/Black British - African
- Black/Black British - Caribbean
- Mixed/Multiple Ethnic Group



- No religion or belief
- Buddhist
- Christian
- Hindu
- Muslim
- Sikh
- Any Other
- Prefer not to say

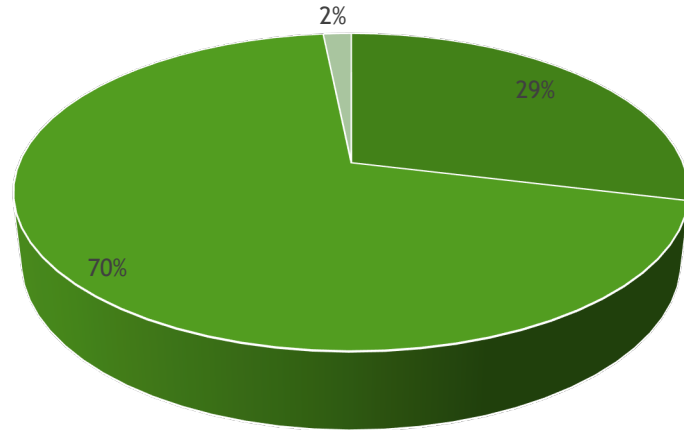
# Socio-Economic - Education



- Selective State School
- Non-Selective State School
- Independent/fee paying - bursary
- Independent/fee paying - no bursary
- Attended School outside UK
- Don't Know/Not Sure

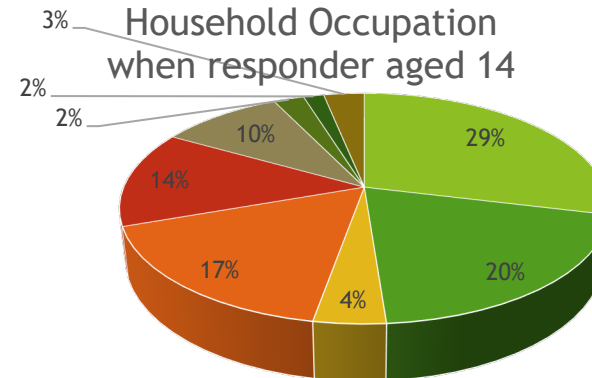


## Socio-Economic - Background



- One or both parents attended University
- Neither parent attended University
- Don't Know/Not sure

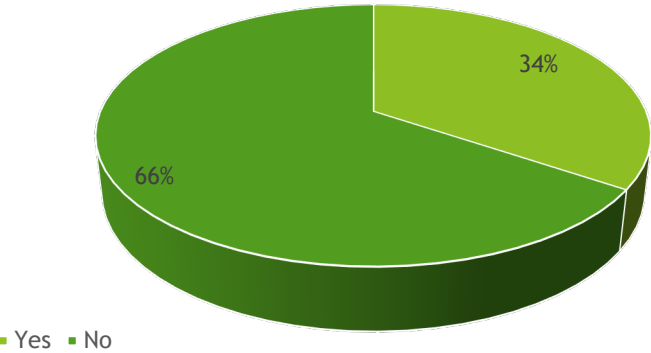
## Household Occupation when responder aged 14



- Modern Professional
- Senior, middle or junior Management
- Clerical
- Technical or Craft
- Routine Manual
- Small business owner
- Long term unemployed
- Others, such as retired
- Prefer not to say

# Caring Responsibilities

Primary Carer for child under 18



Carer for someone with long-term physical or mental ill health

