



HUNTERS

Diversity survey results 2023

These data represent a snapshot of the diversity of our staff as at July 2023.

Due to rounding up of figures and those who prefer not to say, the percentages may not be exact and may not add up to 100%.

www.hunterslaw.com

At Hunters, we're committed to creating a diverse workplace where everyone is valued for the unique contribution they can make to the firm.

We know that our firm benefits from the variety of perspectives and experiences of our staff, and we're proud to be an equal opportunities employer.

Our diversity survey was completed by 66% of the firm, and has been shared with the Solicitors Regulation Authority (SRA) to support promotion of greater diversity within the legal profession.

64%

of our staff are female, compared to the SRA average of 64%.

41%

of our partners are female. The SRA average is 35%.

35%

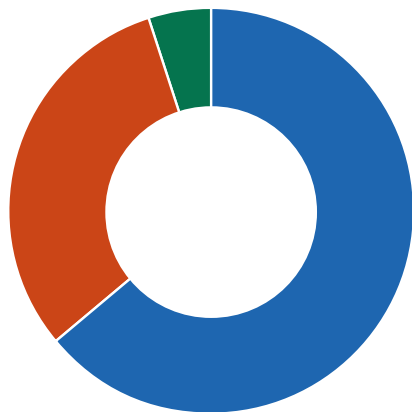
of our partners are primary carers for children under 18, compared to the SRA average of 28%.



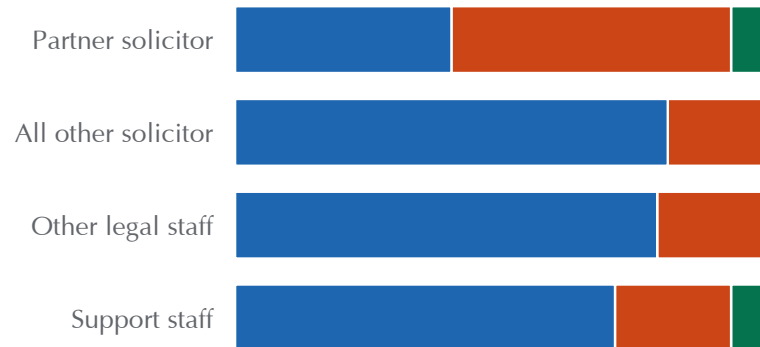
Sex

Question: What is your sex?

	All staff	Partner solicitor	All other solicitor	Other legal staff	Support staff
Female	64%	41%	82%	80%	72%
Male	31%	53%	18%	20%	22%
Prefer not to say	5%	6%	-	-	6%



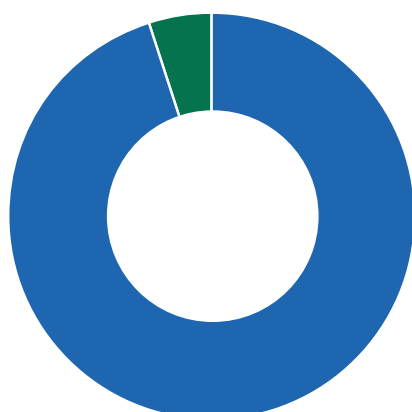
All staff



Gender identity

Question: Is the gender you identify with the same as your sex registered at birth?

	All staff	Partner solicitor	All other solicitor	Other legal staff	Support staff
Yes	95%	94%	100%	100%	94%
No	-	-	-	-	-
Prefer not to say	5%	6%	-	-	6%



All staff

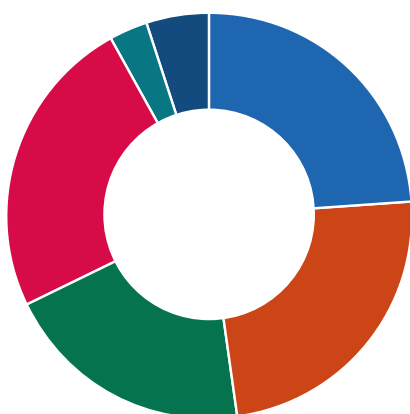




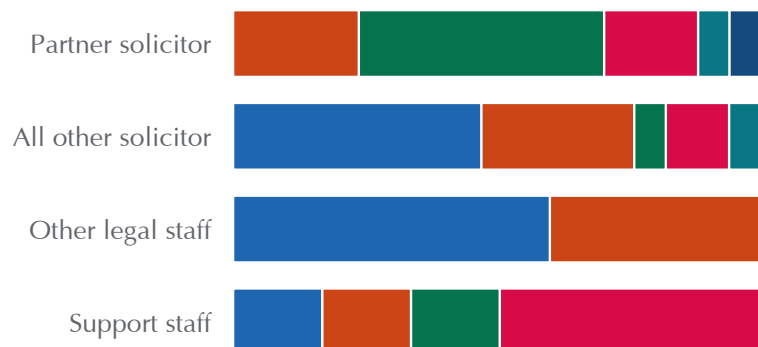
Age

Question: Which age category are you in?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ 16-24	-	-	-	-	-
■ 25-34	24%	-	47%	60%	17%
■ 35-44	24%	24%	29%	40%	17%
■ 45-54	20%	47%	6%	-	17%
■ 55-64	24%	18%	12%	-	50%
■ 65+	3%	6%	6%	-	-
■ Prefer not to say	5%	6%	-	-	-



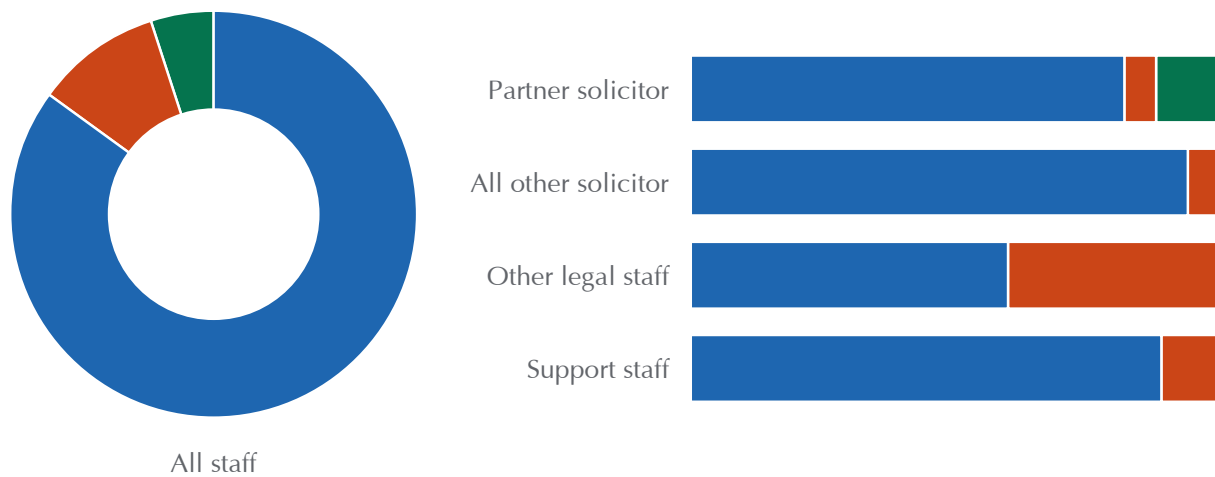
All staff



Disability

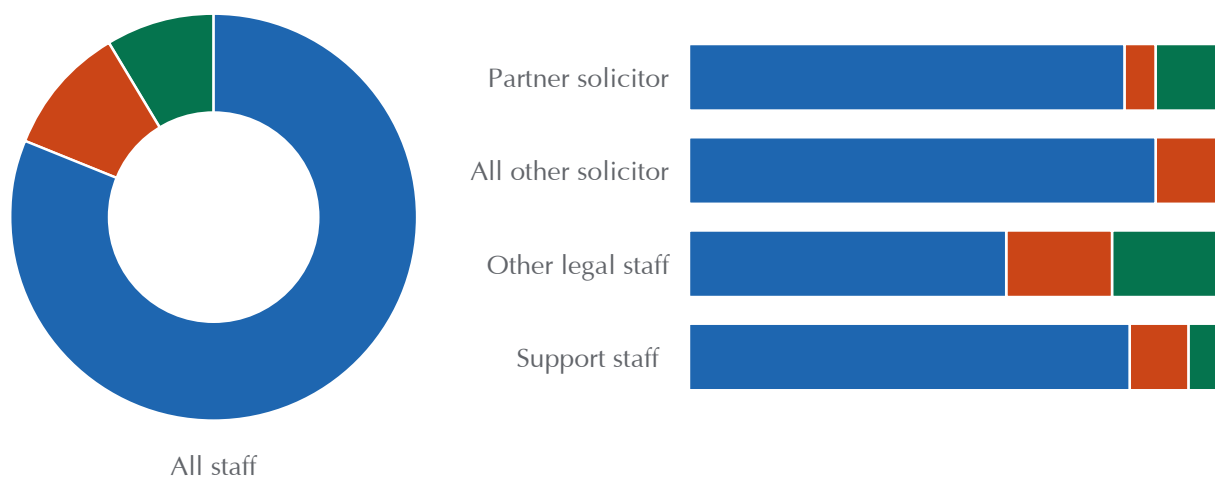
Question: Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ No	85%	82%	94%	60%	89%
■ Yes	10%	6%	6%	40%	11%
■ Prefer not to say	5%	12%	-	-	-



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?

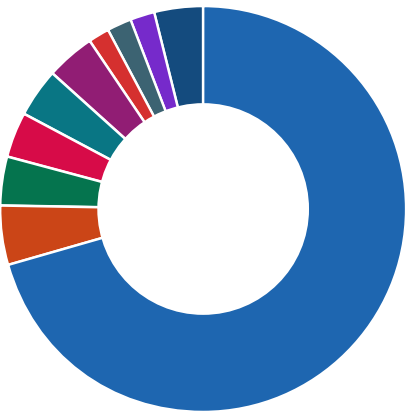
	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ No	81%	82%	88%	60%	83%
■ Yes, limited a little	10%	6%	12%	20%	11%
■ Prefer not to say	8%	12%	-	20%	6%



Ethnic group

Question: What is your ethnic group?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
British/English/Welsh/ Northern Irish/Scottish	73%	82%	76%	20%	83%
Any other White background	5%	6%	12%	-	-
Any other Asian Background	3%	-	6%	-	6%
Any other ethnic group	3%	6%	-	20%	-
Indian	3%	-	-	40%	-
White and Asian	3%	6%	-	-	6%
Carribean	2%	-	-	-	6%
Chinese	2%	-	6%	-	-
Pakistani	2%	-	-	20%	-
Prefer not to say	3%	-	-	-	-



All staff

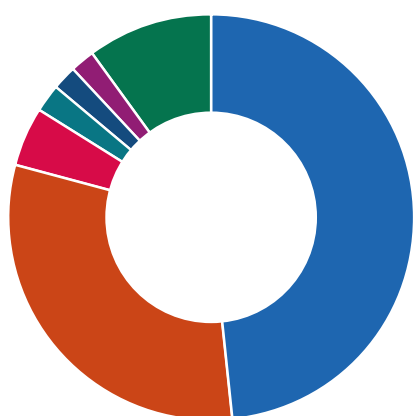




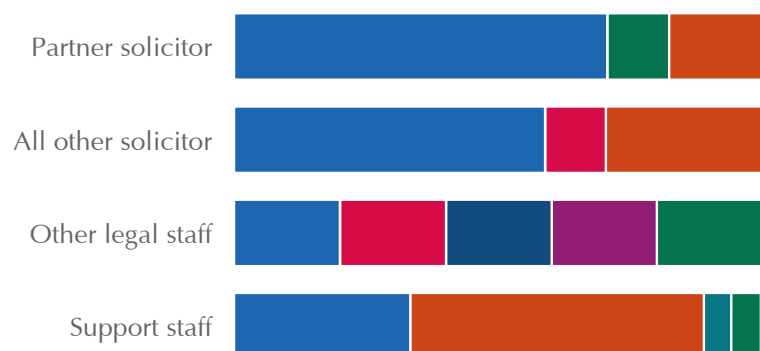
Religion or belief

Question: What is your religion or belief?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ Christian	49%	71%	59%	20%	33%
■ No religion or belief	31%	18%	29%	-	56%
■ Jewish	5%	-	12%	20%	-
■ Any other religion or belief	2%	-	-	-	6%
■ Hindu	2%	-	-	20%	-
■ Sikh	2%	-	-	20%	-
■ Prefer not to say	10%	12%	-	20%	6%



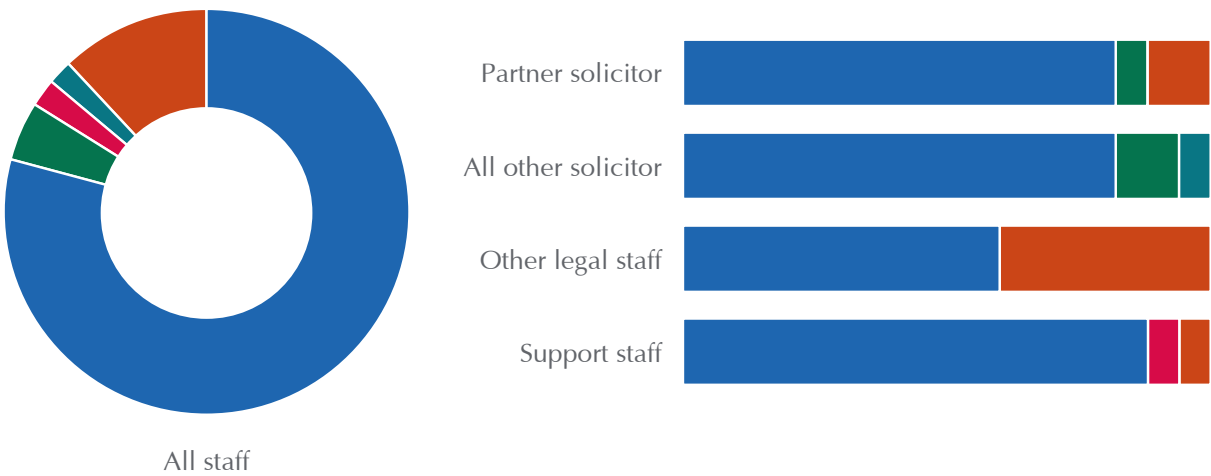
All staff



Sexual orientation

Question: What is your sexual orientation?

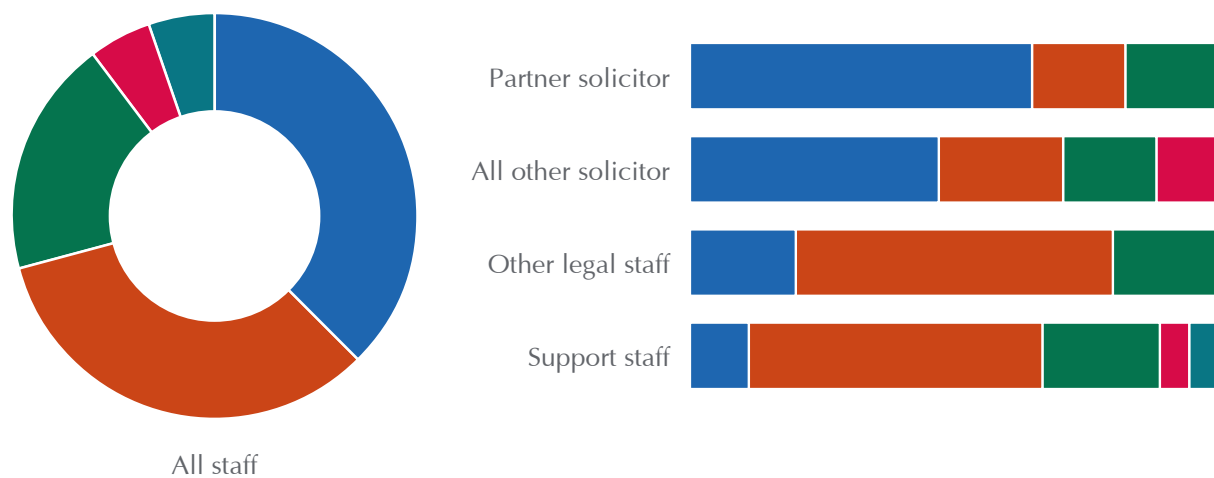
	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
<div></div> Heterosexual	80%	82%	82%	60%	89%
<div></div> Gay / lesbian	5%	6%	12%	-	-
<div></div> Bi	2%	-	-	-	6%
<div></div> Other preferred description	2%	-	6%	-	-
<div></div> Prefer not to say	12%	12%	-	40%	6%



Education

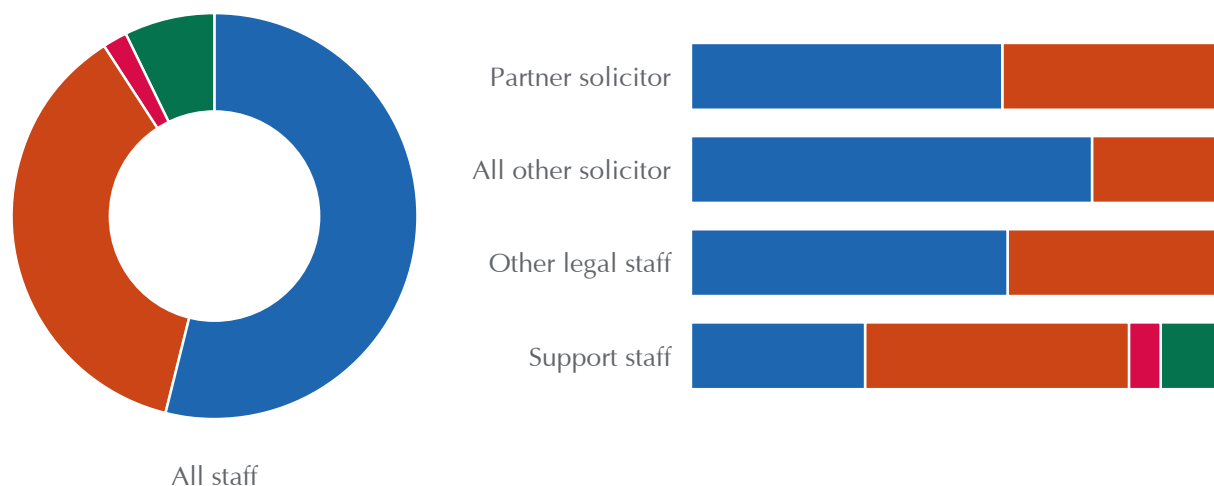
Question: Which type of school did you attend for the most time between the ages 11 and 16?

	All staff	Partner/solicitor	All other solicitor	Other legal staff	Support staff
Independent / fee paid	37%	65%	47%	20%	11%
State (non-selective)	34%	18%	24%	60%	56%
State (selective)	19%	18%	18%	20%	22%
Outside UK	5%	-	12%	-	6%
Prefer not to say	5%	-	-	-	6%



Question: Did either of your parents attend university by the time you were 18?

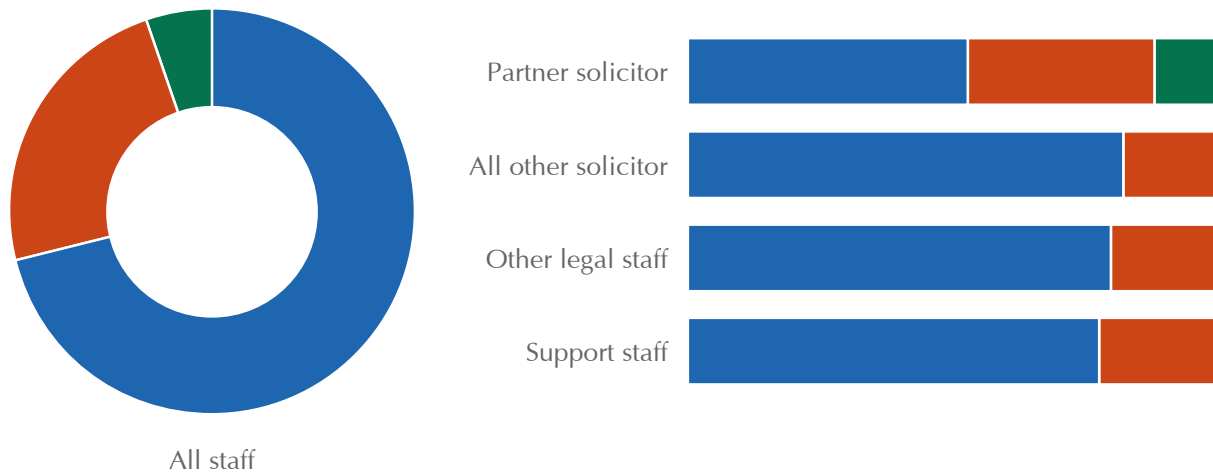
	All staff	Partner/solicitor	All other solicitor	Other legal staff	Support staff
Yes (one/both parents)	54%	59%	76%	60%	33%
No (neither parent)	37%	41%	24%	40%	50%
Don't know / not sure	2%	-	-	-	6%
Prefer not to say	7%	-	-	-	11%



Caring responsibilities

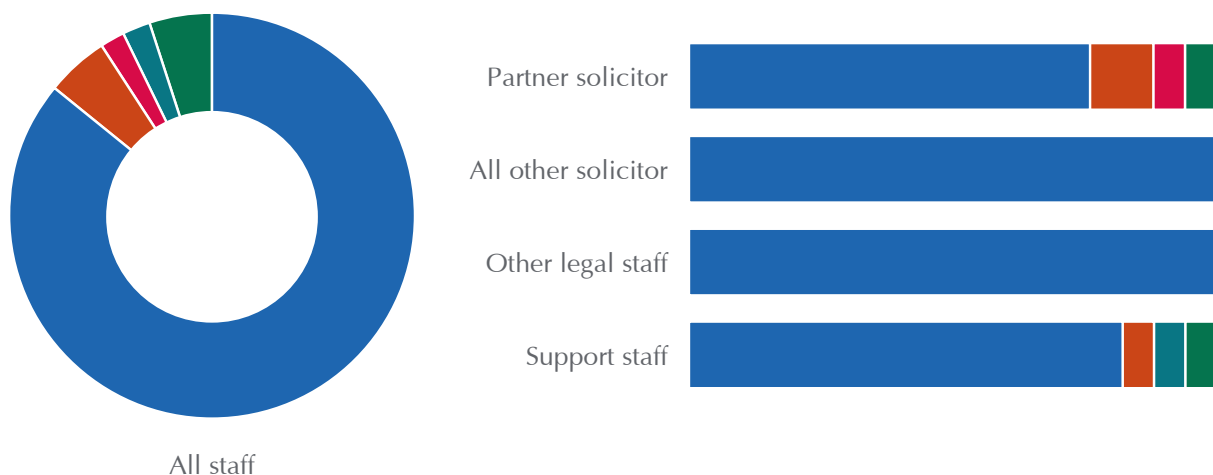
Question: Are you a primary carer for a child or children under 18?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ No	71%	53%	82%	80%	78%
■ Yes	24%	35%	18%	20%	22%
■ Prefer not to say	5%	12%	-	-	-



Question: Do you look after or care for someone with long-term physical or mental health issues caused by disability or age (not in a paid capacity)?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
■ No	86%	76%	100%	100%	83%
■ Yes, 1-19 hours	5%	12%	-	-	6%
■ Yes, 20-49 hours	2%	6%	-	-	-
■ Yes, 50+ hours	2%	-	-	-	6%
■ Prefer not to say	5%	6%	-	-	6%



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