

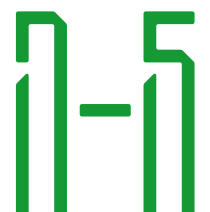
# HUNTERS


## 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%.





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%**

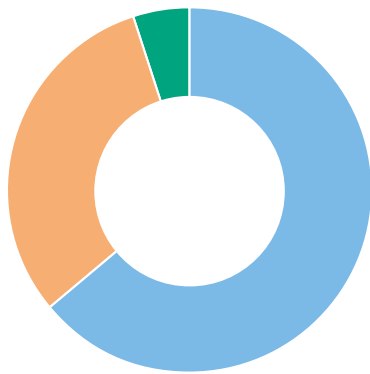
of our partners are primary carers for children under 18, compared to the SRA average of 28%.



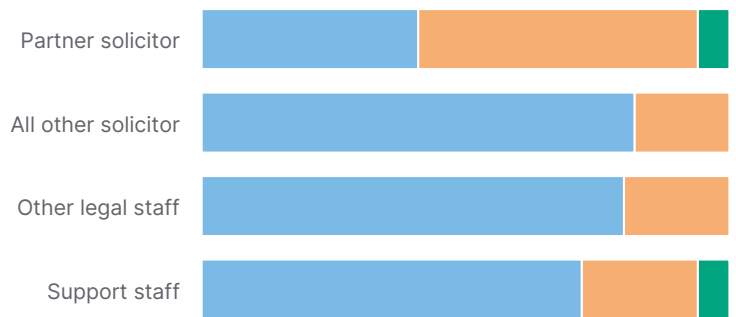
# Sex

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%



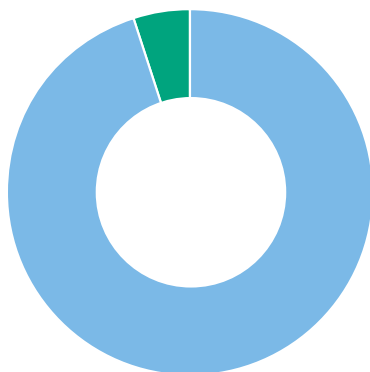
All staff



# 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

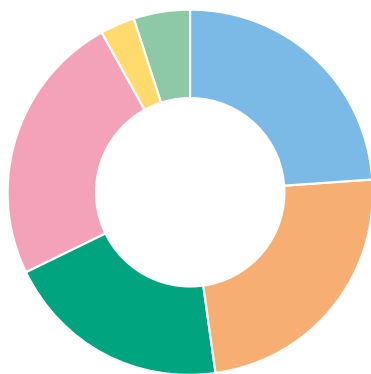




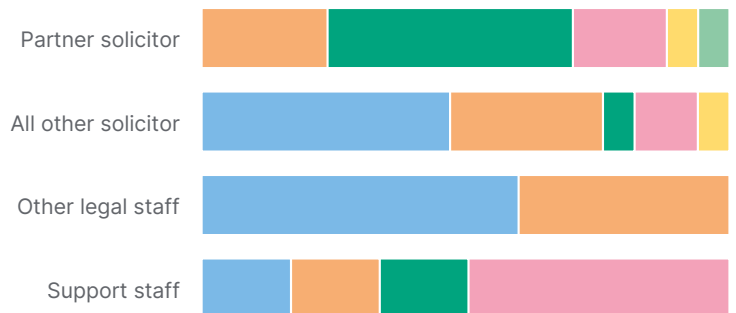
# Age

**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%	-	-	-



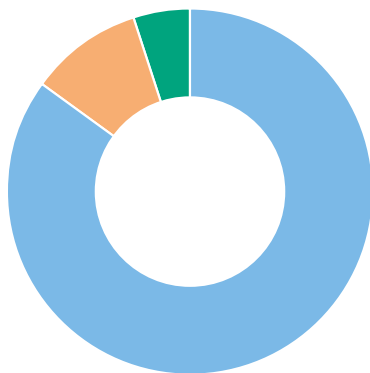
All staff



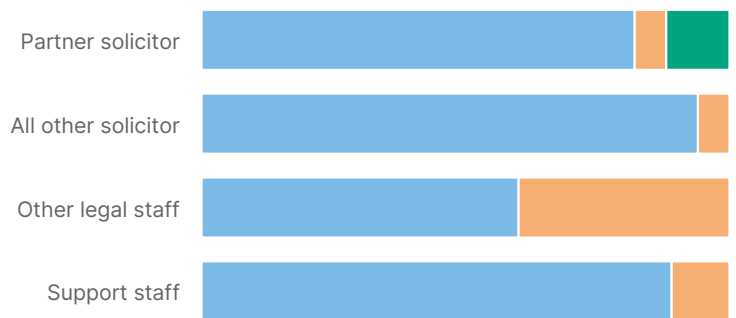
# Disability

**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
<span style="color: blue;">■</span> No	85%	82%	94%	60%	89%
<span style="color: orange;">■</span> Yes	10%	6%	6%	40%	11%
<span style="color: green;">■</span> Prefer not to say	5%	12%	-	-	-

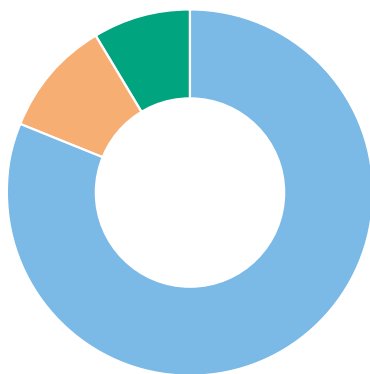


All staff

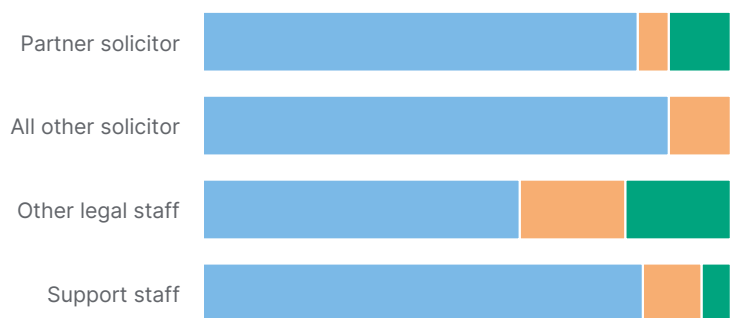


**Question:** Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
<span style="color: blue;">■</span> No	81%	82%	88%	60%	83%
<span style="color: orange;">■</span> Yes, limited a little	10%	6%	12%	20%	11%
<span style="color: green;">■</span> Prefer not to say	8%	12%	-	20%	6%



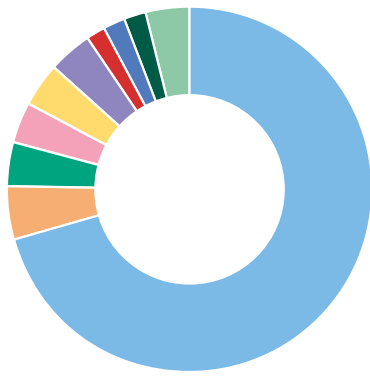
All staff



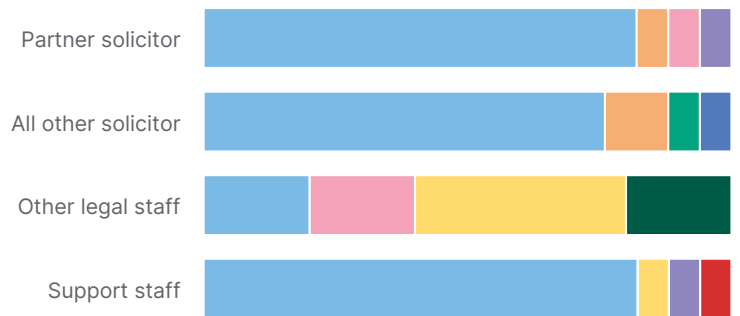
# Ethnic group

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%
Carribbean	2%	-	-	-	6%
Chinese	2%	-	6%	-	-
Pakistani	2%	-	-	20%	-
Prefer not to say	3%	-	-	-	-



All staff

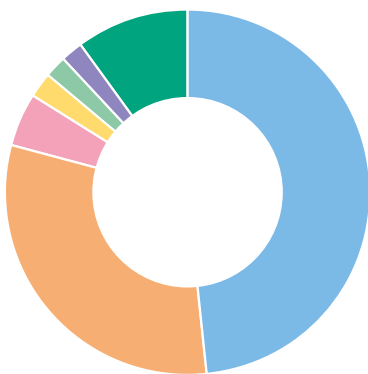




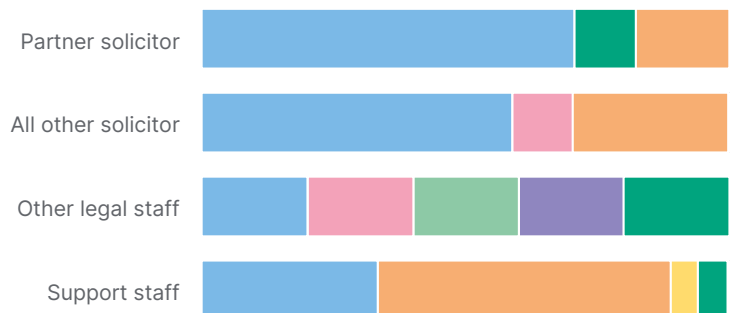
## Religion or belief

Question: What is your religion or belief?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
<span style="color: blue;">■</span> Christian	49%	71%	59%	20%	33%
<span style="color: orange;">■</span> No religion or belief	31%	18%	29%	-	56%
<span style="color: pink;">■</span> Jewish	5%	-	12%	20%	-
<span style="color: yellow;">■</span> Any other religion or belief	2%	-	-	-	6%
<span style="color: green;">■</span> Hindu	2%	-	-	20%	-
<span style="color: purple;">■</span> Sikh	2%	-	-	20%	-
<span style="color: darkgreen;">■</span> Prefer not to say	10%	12%	-	20%	6%



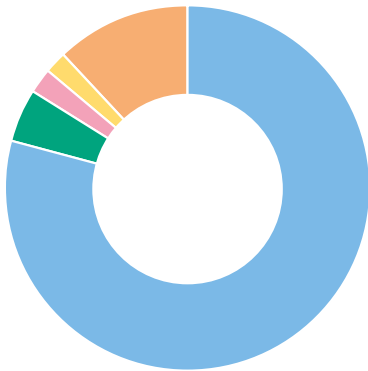
All staff



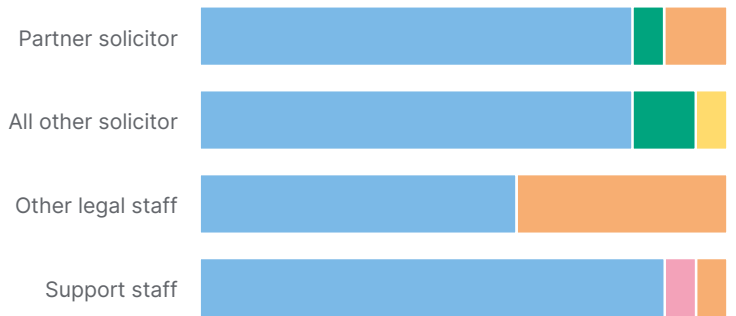
# Sexual orientation

Question: What is your sexual orientation?

	All staff	Partner/ solicitor	All other solicitor	Other legal staff	Support staff
<span style="color: blue;">■</span> Heterosexual	80%	82%	82%	60%	89%
<span style="color: green;">■</span> Gay / lesbian	5%	6%	12%	-	-
<span style="color: pink;">■</span> Bi	2%	-	-	-	6%
<span style="color: yellow;">■</span> Other preferred description	2%	-	6%	-	-
<span style="color: orange;">■</span> Prefer not to say	12%	12%	-	40%	6%



All staff

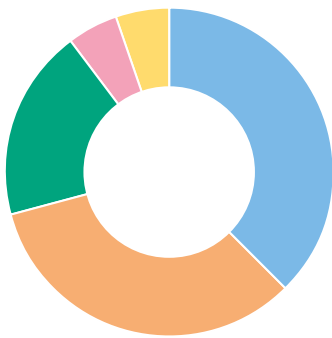




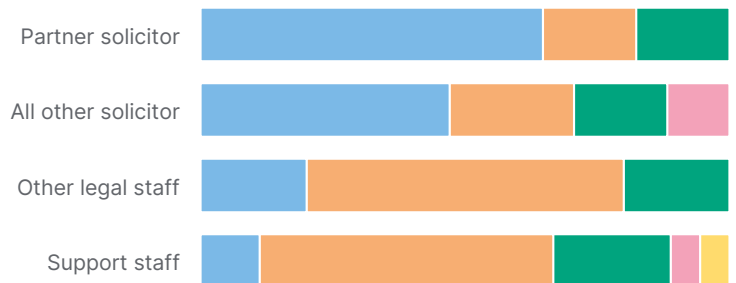
# Education

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

	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%

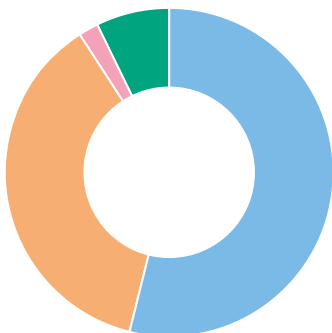


All staff

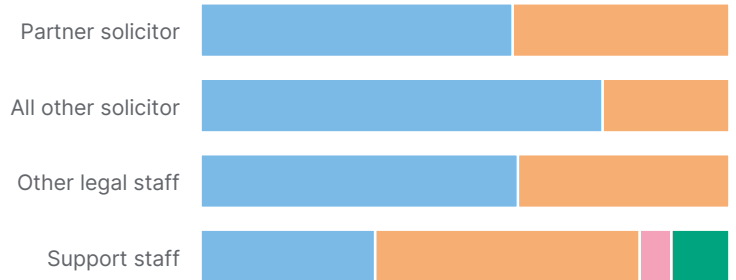


**Question:** Which type of school did you attend for the most time between the ages 11-16?

	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%



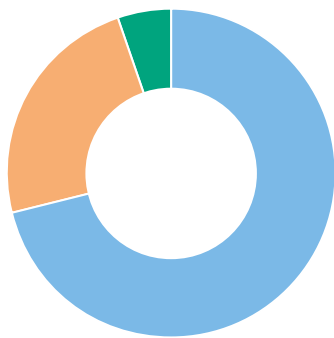
All staff



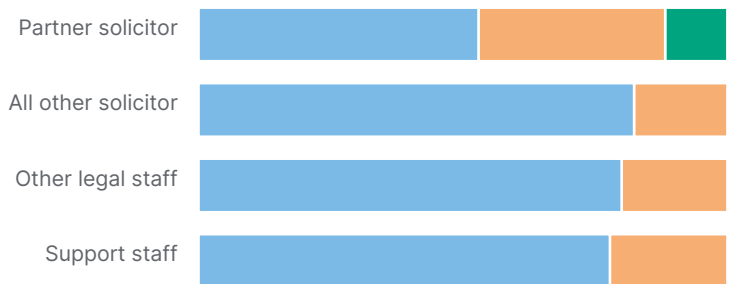
# Caring responsibilities

**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
<span style="color: blue;">■</span> No	71%	53%	82%	80%	78%
<span style="color: orange;">■</span> Yes	24%	35%	18%	20%	22%
<span style="color: green;">■</span> Prefer not to say	5%	12%	-	-	-

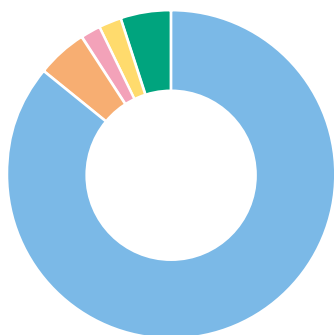


All staff



**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
<span style="color: blue;">■</span> No	86%	76%	100%	100%	83%
<span style="color: orange;">■</span> Yes, 1-19 hours	5%	12%	-	-	6%
<span style="color: pink;">■</span> Yes, 20-49 hours	2%	6%	-	-	-
<span style="color: yellow;">■</span> Yes, 50+ hours	2%	-	-	-	6%
<span style="color: green;">■</span> Prefer not to say	5%	6%	-	-	6%



All staff





# HUNTERS

**Hunters Law LLP**  
9 New Square  
Lincoln's Inn  
London WC2A 3QN

+44 (0)20 7412 0050  
[www.hunterslaw.com](http://www.hunterslaw.com)

