



Fladgate LLP's diversity statistics - 2019

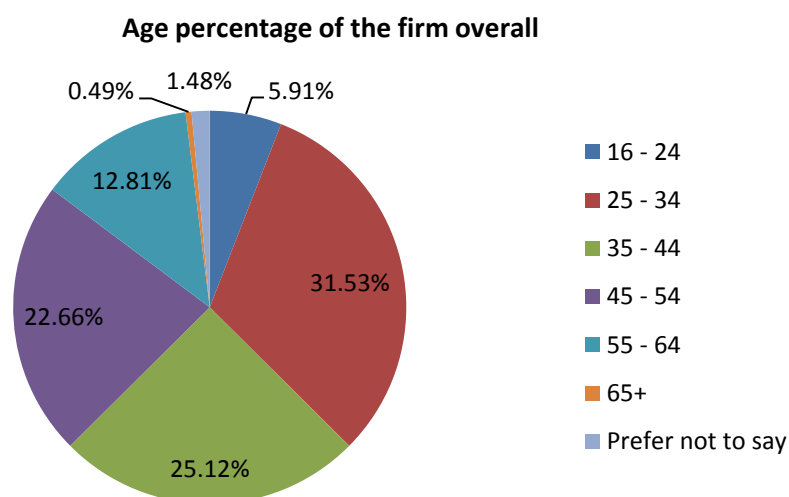
Fladgate collates diversity information annually as requested by the Solicitors Regulation Authority. The information below was collected as a result of the survey completed in June 2019. The data results from the SRA survey which was completed by 77% of our staff and partners. The data is represented as 100% for the purpose of the table and charts below.

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1. Age

1.1 Table and chart to show the age profile across the firm overall:

Age Profile	Percentage
16 - 24	5.91%
25 - 34	31.53%
35 - 44	25.12%
45 - 54	22.66%
55 - 64	12.81%
65+	0.49%
Prefer not to say	1.48%



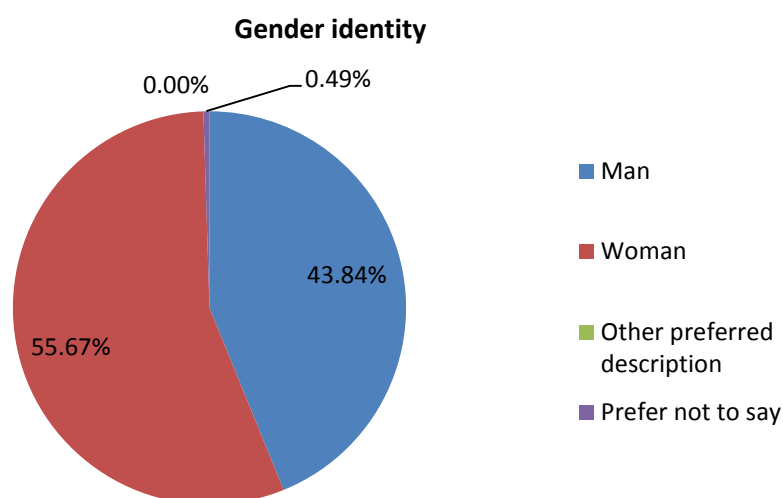
1.2 Table to show age profiles across the firm, by staff categories:

Age Group	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
16 - 24	0.00%	1.61%	17.65%	13.33%
25 - 34	0.00%	62.90%	70.59%	21.67%
35 - 44	34.38%	25.81%	11.76%	18.33%
45 - 54	43.75%	3.23%	0.00%	26.67%
55 - 64	21.88%	4.84%	0.00%	15.00%
65+	0.00%	1.61%	0.00%	0.00%
Prefer not to say	0.00%	0.00%	0.00%	5.00%

2. Gender identity

2.1 Table and chart to show the gender identity profile across the firm overall:

Gender identity	Percentage
Man	43.84%
Woman	55.67%
Other preferred description	0.00%
Prefer not to say	0.49%



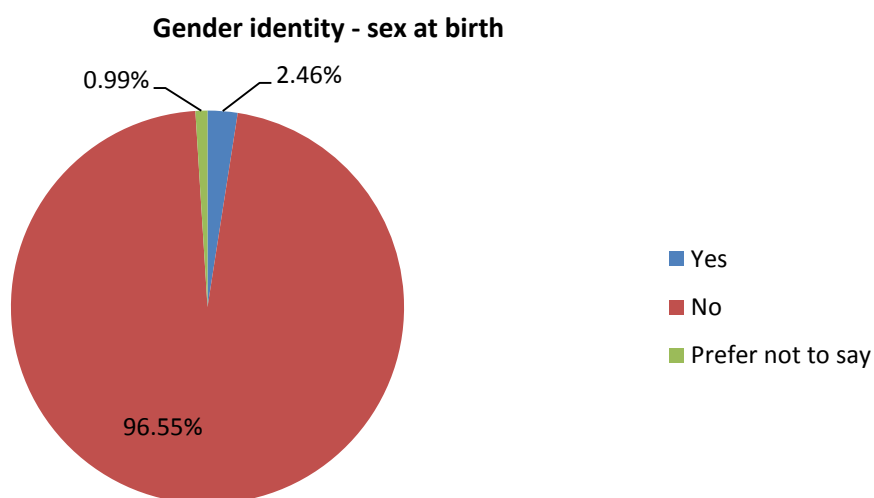
2.2 Table to show gender identity profiles across the firm, by staff categories:

Gender identity	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Man	73.44%	32.26%	41.18%	25.00%
Woman	26.56%	67.74%	58.82%	73.33%
Other preferred description	0.00%	0.00%	0.00%	0.00%
Prefer not to say	0.00%	0.00%	0.00%	1.67%

3. Gender identity (at birth)

3.1 Table and chart to show the profile of staff across the firm who consider their gender identity to be different to their registered sex at birth

Gender Identity different to registered sex at birth	Percentage
Yes	2.46%
No	96.55%
Prefer not to say	0.99%



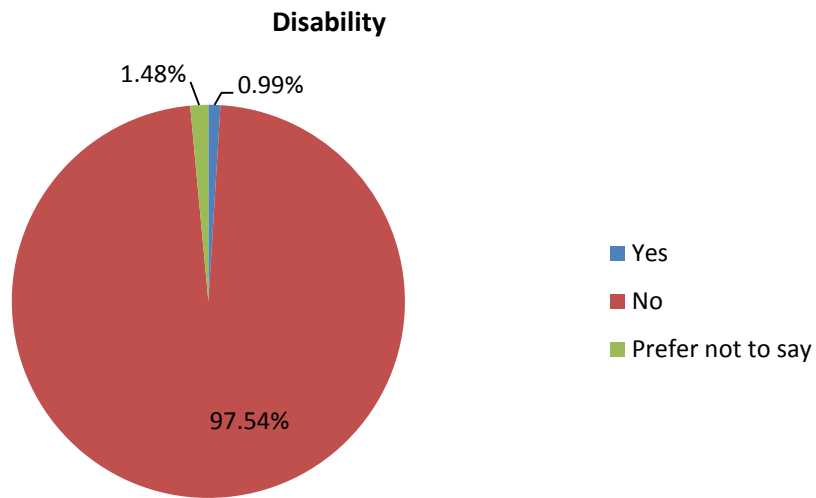
3.2 Table to show the profile of staff across the firm who consider their gender identity to be different to their registered sex at birth, by staff categories:

Gender Identity different to registered sex at birth	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Yes	1.56%	3.23%	0.00%	3.33%
No	96.88%	96.77%	100.00%	95.00%
Prefer not to say	1.56%	0.00%	0.00%	1.67%

5. Disability

5.1 Table and chart to show the profile of staff across the firm who consider themselves to have a disability according to the definition of the Equality Act:

Disability	Percentage
Yes	0.99%
No	97.54%
Prefer not to say	1.48%

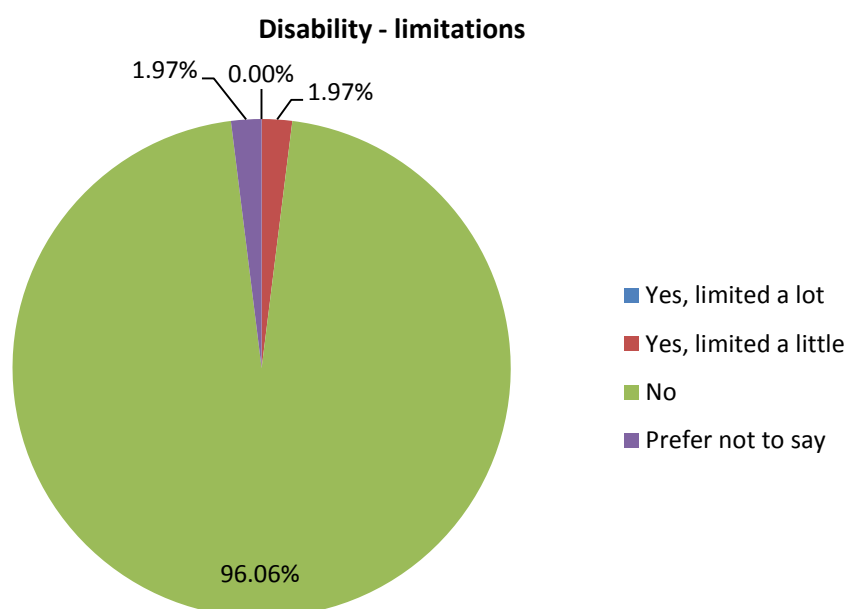


5.2 Table to show the profile of staff across the firm who consider themselves to have a disability according to the definition of the Equality Act, by staff categories:

Disability	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Yes	1.56%	1.61%	0.00%	0.00%
No	96.88%	98.39%	100.00%	96.67%
Prefer not to say	1.56%	0.00%	0.00%	3.33%

5.3 Table and chart to show the profile of staff across the firm who experience limitations to day-to-day activities due to a health issue or disability which has lasted or is expected to last at least 12 months, across the firm overall:

Day-to-day activities limited because of a health problem or disability	Percentage
Yes, limited a lot	0.00%
Yes, limited a little	1.97%
No	96.06%
Prefer not to say	1.97%



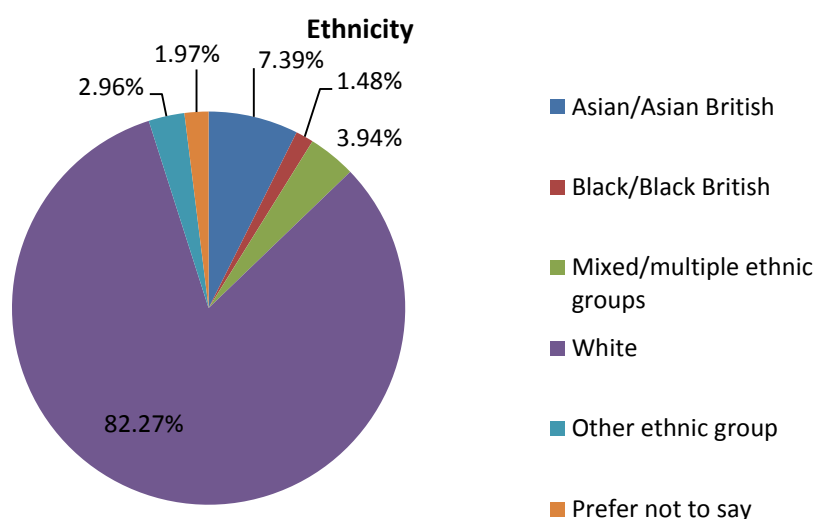
5.4 Table to show the profile of staff across the firm who experience limitations to day-to-day activities due to a health issue or disability which has lasted or is expected to last at least 12 months, by staff categories:

Day-to-day activities limited because of a health problem or disability	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Yes, limited a lot	0.00%	0.00%	0.00%	0.00%
Yes, limited a little	3.13%	1.61%	0.00%	1.67%
No	95.31%	98.39%	100.00%	93.33%
Prefer not to say	1.56%	0.00%	0.00%	5.00%

6. Ethnicity

6.1 Table and chart to show the ethnicity profile across the firm overall:

Ethnic group	Percentage
Asian/Asian British	7.39%
Black/Black British	1.48%
Mixed/multiple ethnic groups	3.94%
White	82.27%
Other ethnic group	2.96%
Prefer not to say	1.97%



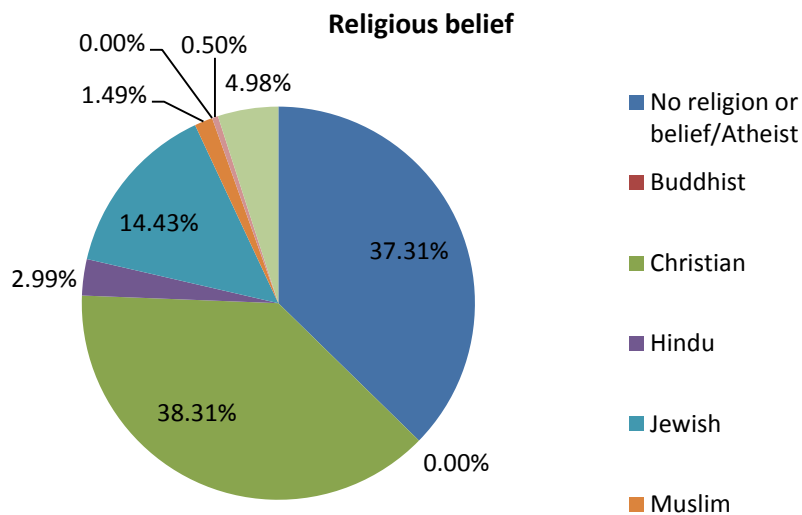
5.2 Table to show the ethnicity profile across the firm, by staff categories:

Ethnicity	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Asian/Asian British	4.69%	9.68%	11.76%	6.67%
Black/Black British	0.00%	0.00%	0.00%	5.00%
Mixed/multiple ethnic groups	1.56%	4.84%	5.88%	5.00%
White	84.38%	80.65%	82.35%	81.67%
Other ethnic group	4.69%	4.84%	0.00%	0.00%
Prefer not to say	4.69%	0.00%	0.00%	1.67%

7. Religious belief

7.1 Table and chart to show the profile of religious beliefs across firm overall:

Religious belief	Percentage
No religion or belief/Atheist	37.31%
Buddhist	0.00%
Christian	38.31%
Hindu	2.99%
Jewish	14.43%
Muslim	1.49%
Sikh	0.00%
Any other religion or belief	0.50%
Prefer not to say	4.98%



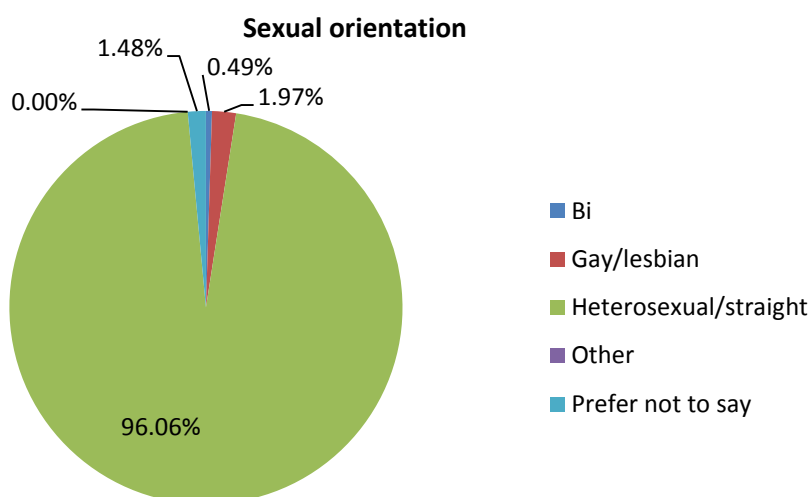
7.2 Table to show the profile of religious beliefs across the firm, by staff categories:

Religious belief	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
No religion or belief/Atheist	26.56%	43.55%	60.00%	36.67%
Buddhist	0.00%	0.00%	0.00%	0.00%
Christian	32.81%	35.48%	26.67%	50.00%
Hindu	3.13%	3.23%	0.00%	3.33%
Jewish	28.13%	12.90%	0.00%	5.00%
Muslim	0.00%	3.23%	0.00%	1.67%
Sikh	0.00%	0.00%	0.00%	0.00%
Any other religion or belief	1.56%	0.00%	0.00%	0.00%
Prefer not to say	7.81%	1.61%	13.33%	3.33%

8. Sexual orientation

8.1 Table and chart to show the profile of sexual orientation across the firm overall:

Sexual orientation	Percentage
Bi	0.49%
Gay/lesbian	1.97%
Heterosexual/straight	96.06%
Other	0.00%
Prefer not to say	1.48%



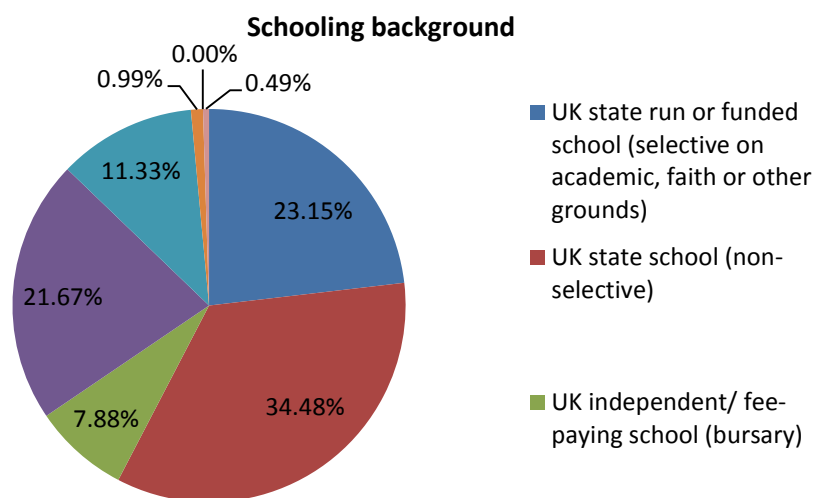
8.2 Table to show the sexual orientation profile across the firm, by staff categories:

Sexual orientation	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Bi	0.00%	0.00%	5.88%	0.00%
Gay/lesbian	0.00%	4.84%	0.00%	1.67%
Heterosexual/straight	98.44%	95.16%	94.12%	95.00%
Other	0.00%	0.00%	0.00%	0.00%
Prefer not to say	1.56%	0.00%	0.00%	3.33%

9. Socio-economic background – primary / secondary education

9.1 Table and chart to show the profile of staff who mainly attended a state or fee-paying school between the ages of 11 and 16, across the firm overall:

Schooling background	Percentage
UK state run or funded school (selective on academic, faith or other grounds)	23.15%
UK state school (non-selective)	34.48%
UK independent/ fee-paying school (bursary)	7.88%
UK independent/ fee-paying school (no bursary)	21.67%
Attended school outside the UK	11.33%
Other	0.99%
Don't know	0.00%
Prefer not to say	0.49%



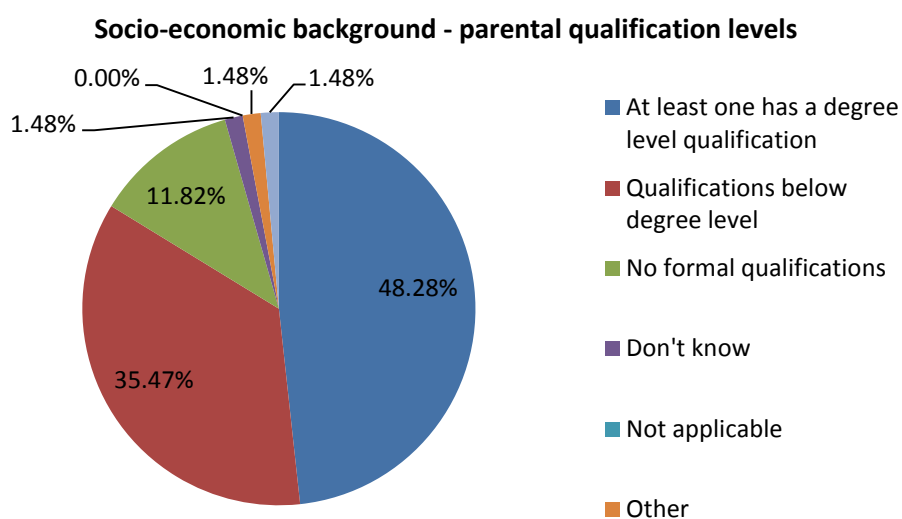
9.2 Table to show the profile of staff who mainly attended a state or fee-paying school between the ages of 11 and 16, by staff categories:

School	Partner	Solicitor (not partner)	Other fee earning role	Secretarial/Business Services/Other
UK state run or funded school (selective on academic, faith or other grounds)	25.00%	20.97%	11.76%	26.67%
UK state school (non-selective)	18.75%	30.65%	41.18%	53.33%
UK independent/ fee-paying school (bursary)	12.50%	4.84%	17.65%	3.33%
UK independent/ fee-paying school (no bursary)	28.13%	33.87%	17.65%	3.33%
Attended school outside the UK	12.50%	9.68%	11.76%	11.67%
Other	3.13%	0.00%	0.00%	0.00%
Don't know	0.00%	0.00%	0.00%	0.00%
Prefer not to say	0.00%	0.00%	0.00%	1.67%

10. Socio-economic background – parental qualification levels

10.1 Table and chart to show the profile of the highest level of qualification achieved by the parents or guardians of staff members by the time the parents were 18, across the firm overall:

Family education level	Percentage
At least one has a degree level qualification	48.28%
Qualifications below degree level	35.47%
No formal qualifications	11.82%
Don't know	1.48%
Not applicable	0.00%
Other	1.48%
Prefer not to say	1.48%



10.2 Table to show the profile of the highest level of qualification achieved by the parents or guardians of staff members by the time the parents were 18, by staff categories:

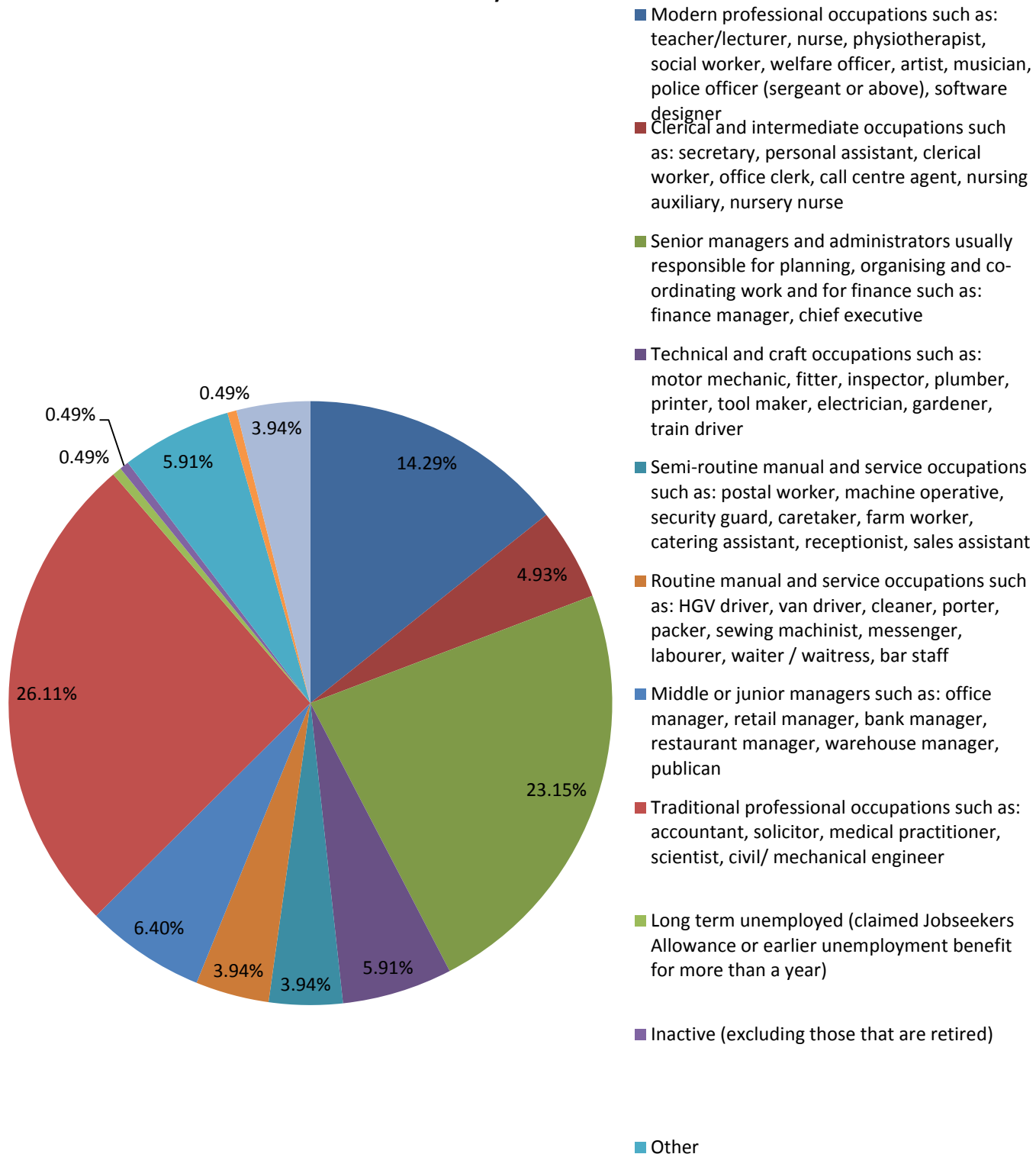
Family education	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
At least one has a degree level qualification	59.38%	53.23%	58.82%	28.33%
Qualifications below degree level	32.81%	32.26%	23.53%	45.00%
No formal qualifications	6.25%	12.90%	17.65%	15.00%
Don't know	0.00%	1.61%	0.00%	3.33%
Not applicable	0.00%	0.00%	0.00%	0.00%
Other	0.00%	0.00%	0.00%	5.00%
Prefer not to say	1.56%	0.00%	0.00%	3.33%

11. Socio-economic background – family income

11.1 Table and chart to show the profile of the type of work of the main / highest income earner in the household, when staff members were aged about 14, across the firm overall:

Family income	Percentage
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	14.29%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	4.93%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	23.15%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	5.91%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	3.94%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	3.94%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	6.40%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	26.11%
Short term unemployed (claimed Jobseekers Allowance or earlier unemployment benefit for a year or less)	0.00%
Long term unemployed (claimed Jobseekers Allowance or earlier unemployment benefit for more than a year)	0.49%
Inactive (excluding those that are retired)	0.49%
Retired	0.00%
Not applicable	0.00%
Other	5.91%
Don't know	0.49%
Prefer not to say	3.94%

Family income



11.1 Table and chart to show the profile of the type of work of the main / highest income earner in the household, when staff members were aged about 14, by staff categories:

Family income	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	20.31%	19.35%	0.00%	6.67%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	3.13%	1.61%	0.00%	11.67%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	25.00%	25.81%	29.41%	16.67%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0.00%	3.23%	0.00%	16.67%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	1.56%	1.61%	5.88%	8.33%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	1.56%	1.61%	11.76%	6.67%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	4.69%	4.84%	11.76%	8.33%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/ mechanical engineer	34.38%	25.81%	35.29%	15.00%
Short term unemployed (claimed Jobseekers Allowance or earlier unemployment benefit for a year or less)	0.00%	0.00%	0.00%	0.00%
Long term unemployed (claimed Jobseekers Allowance or earlier unemployment benefit for more than a	0.00%	1.61%	0.00%	0.00%

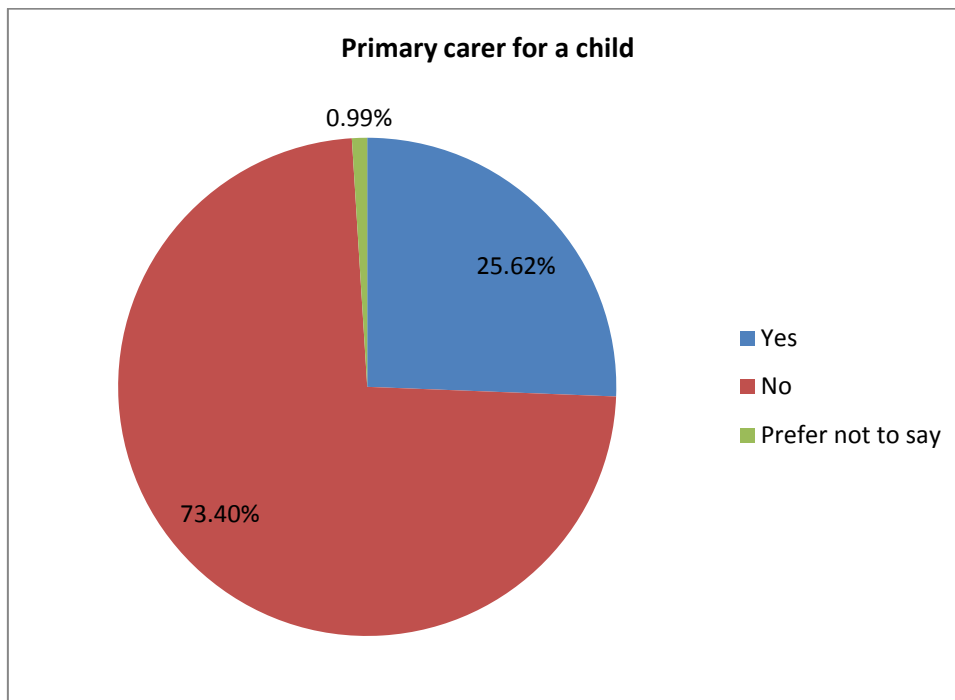
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year)				
Inactive (excluding those that are retired)	0.00%	1.61%	0.00%	0.00%
Retired	0.00%	0.00%	0.00%	0.00%
Not applicable	0.00%	0.00%	0.00%	0.00%
Other	4.69%	9.68%	5.88%	3.33%
Don't know	0.00%	0.00%	0.00%	1.67%
Prefer not to say	4.69%	3.23%	0.00%	5.00%

12. Caring responsibilities

12.1 Table and chart to show the profile of staff who are a primary carer for a child or children under the age of 18, across the firm overall:

Those who are a primary carer for a child or children under the age of 18	Percentage
Yes	25.62%
No	73.40%
Prefer not to say	0.99%

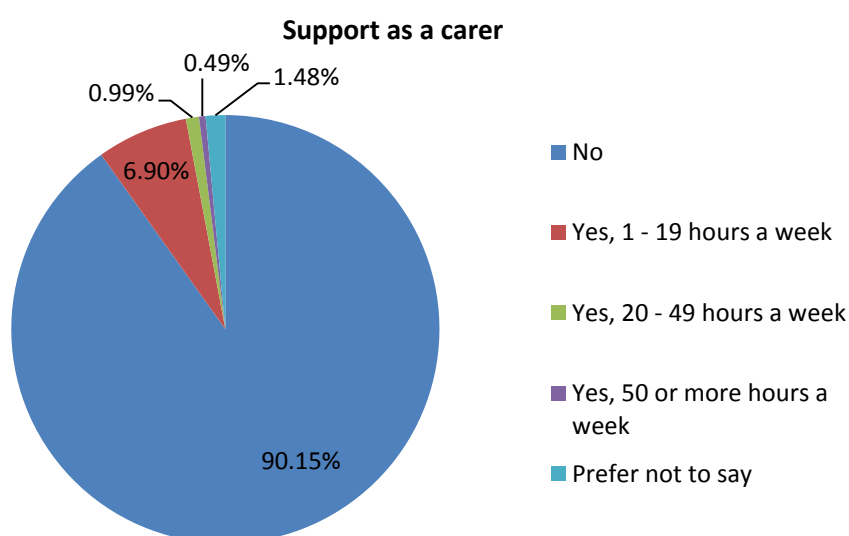


12.2 Table to show the profile of staff across the firm who are a primary carer for a child or children under the age of 18, by staff categories:

Those who are a primary carer for a child or children under the age of 18	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
Yes	35.94%	29.03%	5.88%	16.67%
No	62.50%	70.97%	94.12%	81.67%
Prefer not to say	1.56%	0.00%	0.00%	1.67%

12.3 Table and chart to show the profile of staff who look after or care for someone with long term physical or mental ill health caused by a disability or age, in an unpaid capacity, across the firm overall:

Those who provide help or support as a carer	Percentage
No	90.15%
Yes, 1 - 19 hours a week	6.90%
Yes, 20 - 49 hours a week	0.99%
Yes, 50 or more hours a week	0.49%
Prefer not to say	1.48%



12.4 Table to show the profile of staff who look after or care for someone with long term physical or mental ill health caused by a disability or age, in an unpaid capacity, by staff categories:

Those who provide help or support as a carer	Partner	Solicitor (not partner)	Other fee earning role	Secretarial / Business Services / Other
No	90.63%	91.94%	88.24%	88.33%
Yes, 1 - 19 hours a week	7.81%	6.45%	11.76%	5.00%
Yes, 20 - 49 hours a week	0.00%	1.61%	0.00%	1.67%
Yes, 50 or more hours a week	0.00%	0.00%	0.00%	1.67%
Prefer not to say	1.56%	0.00%	0.00%	3.33%