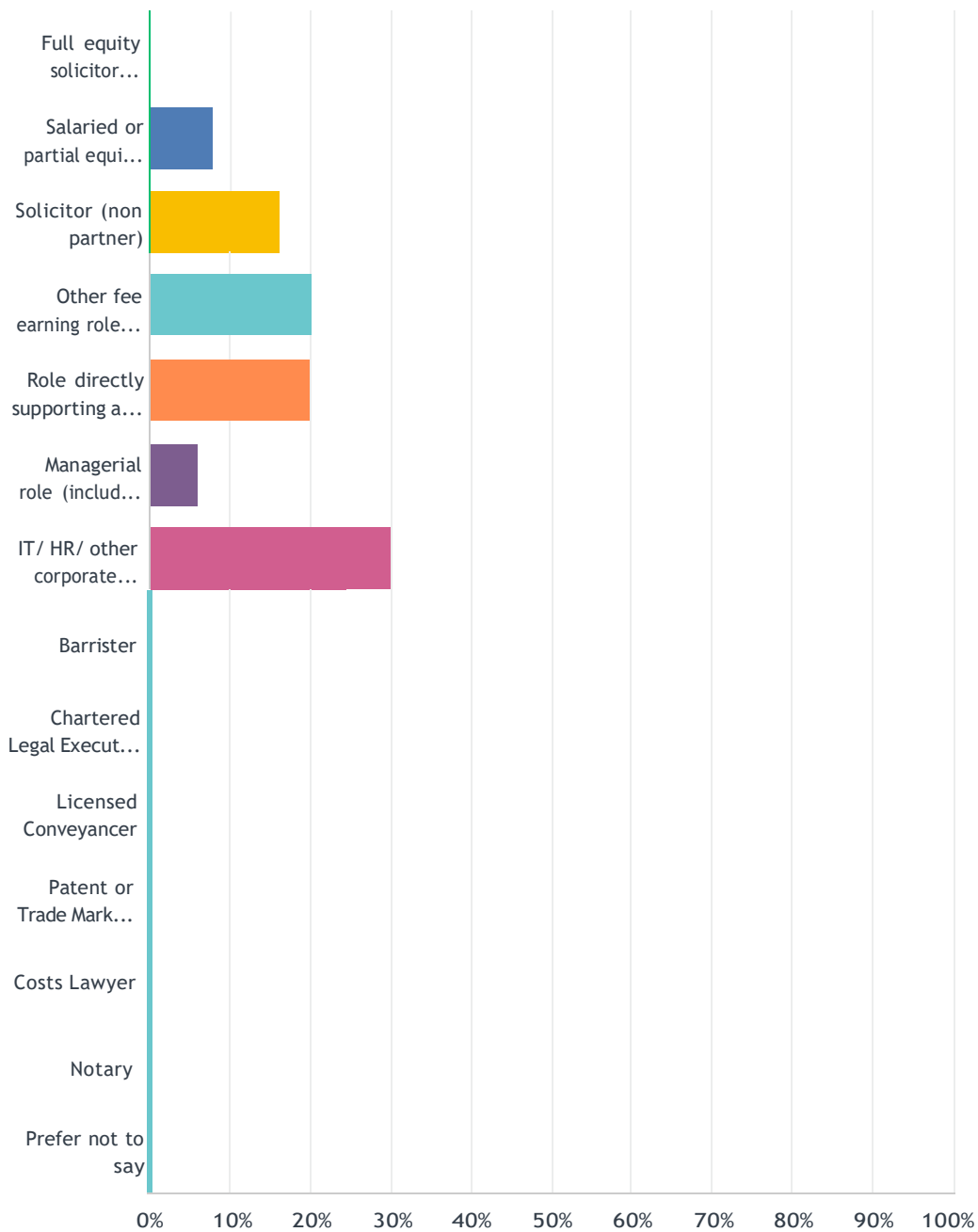


Q1 Select the category which best describes your role in the firm?

Answered: 167 Skipped: 0

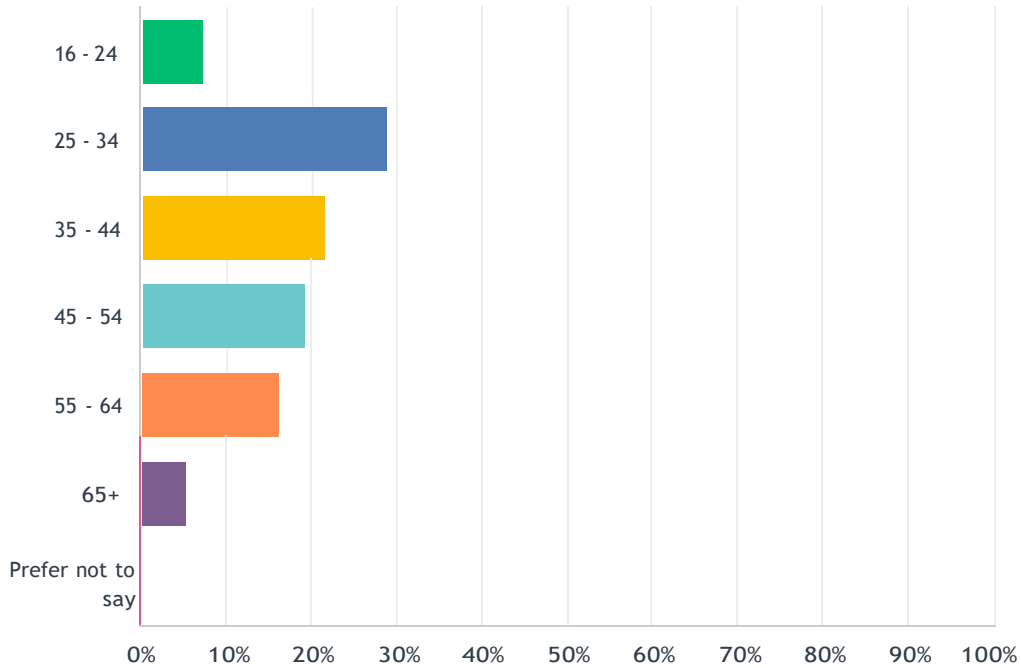


Redkite Solicitors Diversity Questionnaire 2023

ANSWER CHOICES	RESPONSES	
Full equity solicitor partners	1.20%	2
Salaried or partial equity solicitor partners	7.78%	13
Solicitor (non partner)	16.17%	27
Other fee earning role (including trainee solicitors)	20.36%	34
Role directly supporting a fee earner	19.76%	33
Managerial role (including non solicitor partner or director, finance/accounts manager)	5.99%	10
IT/ HR/ other corporate services role (accounts, receptionist)	24.55%	41
Barrister	0.00%	0
Chartered Legal Executive (Fellow of CILEx)	1.80%	3
Licensed Conveyancer	0.60%	1
Patent or Trade Mark Attorney	0.00%	0
Costs Lawyer	0.00%	0
Notary	0.00%	0
Prefer not to say	1.80%	3
TOTAL		167

Q2 From the list of age bands below, please indicate the category that includes your current age in years

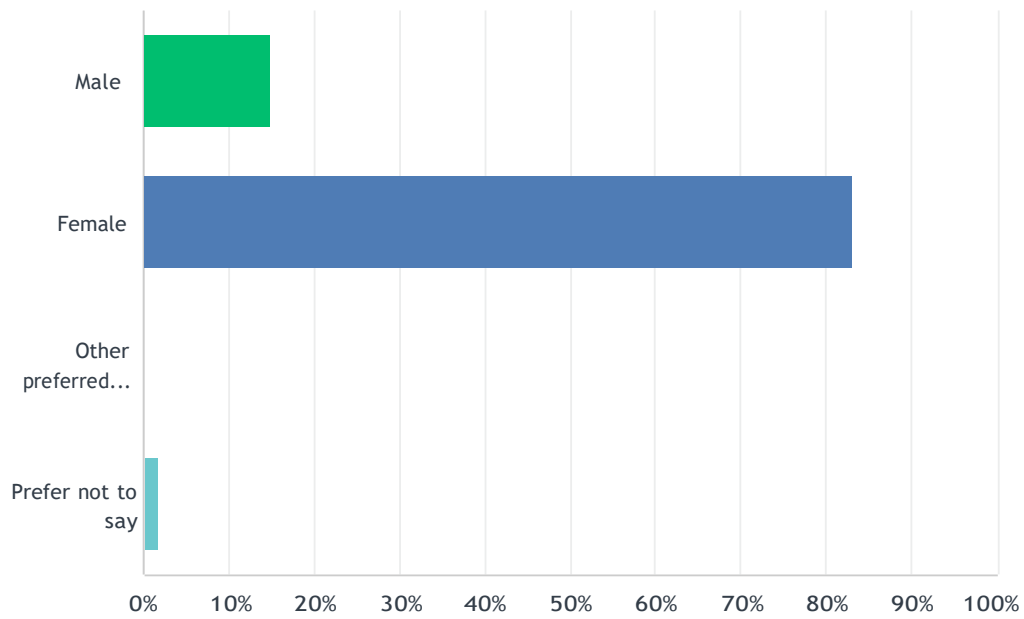
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
16 - 24	7.19%	12
25 - 34	28.74%	48
35 - 44	21.56%	36
45 - 54	19.16%	32
55 - 64	16.17%	27
65+	5.39%	9
Prefer not to say	1.80%	3
TOTAL		167

Q3 What is your sex?

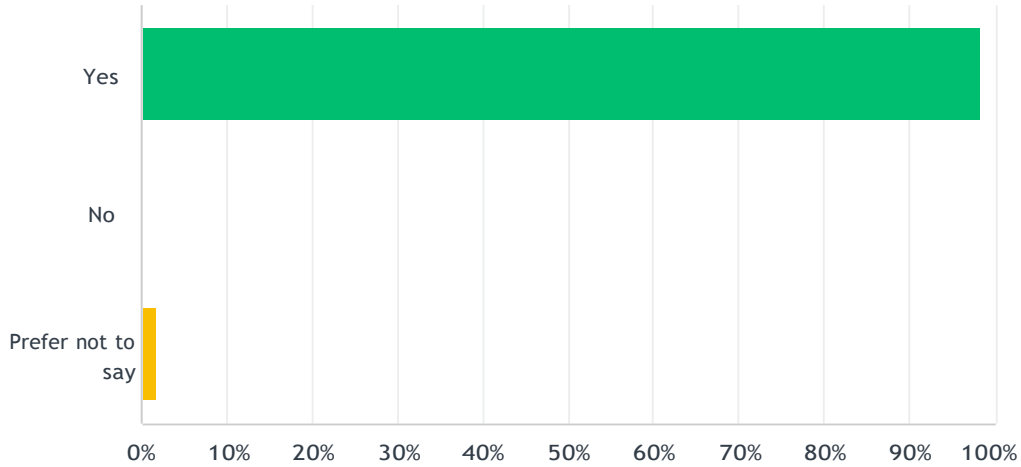
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Male	14.97%	25
Female	83.23%	139
Other preferred description	0.00%	0
Prefer not to say	1.80%	3
TOTAL		167

Q4 Is the gender you identify with the same as your registered sex at birth?

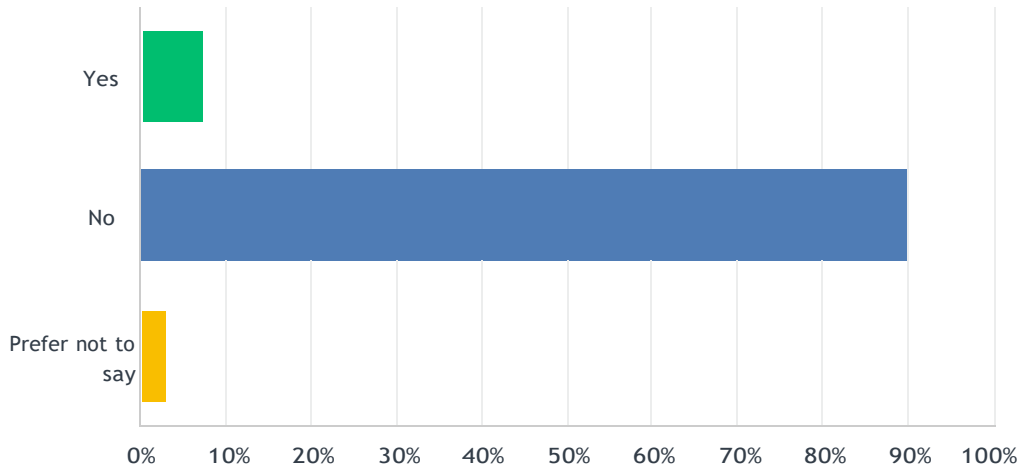
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	98.20%	164
No	0.00%	0
Prefer not to say	1.80%	3
TOTAL		167

Q5 Do you consider yourself to have a disability according to the definition in the Equality Act 2010? The Equality Act 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. If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

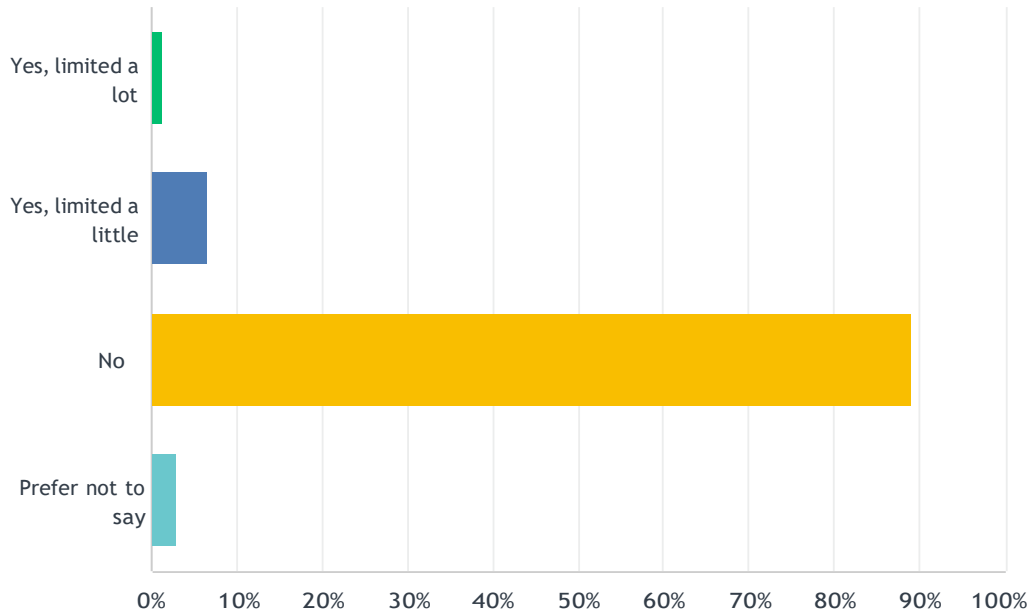
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	7.19%	12
No	89.82%	150
Prefer not to say	2.99%	5
TOTAL		167

Q6 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?

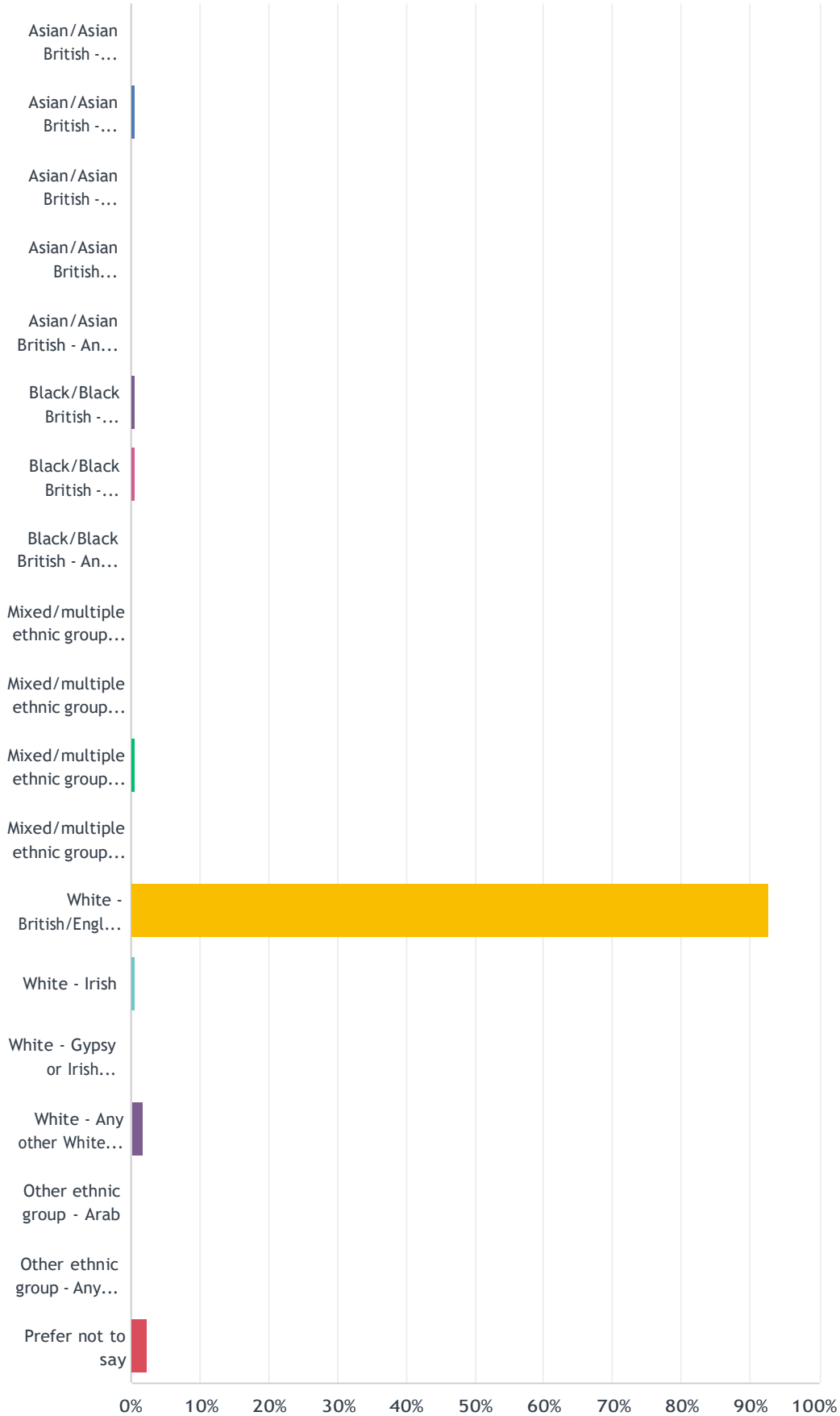
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, limited a lot	1.20%	2
Yes, limited a little	6.59%	11
No	89.22%	149
Prefer not to say	2.99%	5
TOTAL		167

Q7 What is your ethnic group?

Answered: 167 Skipped: 0

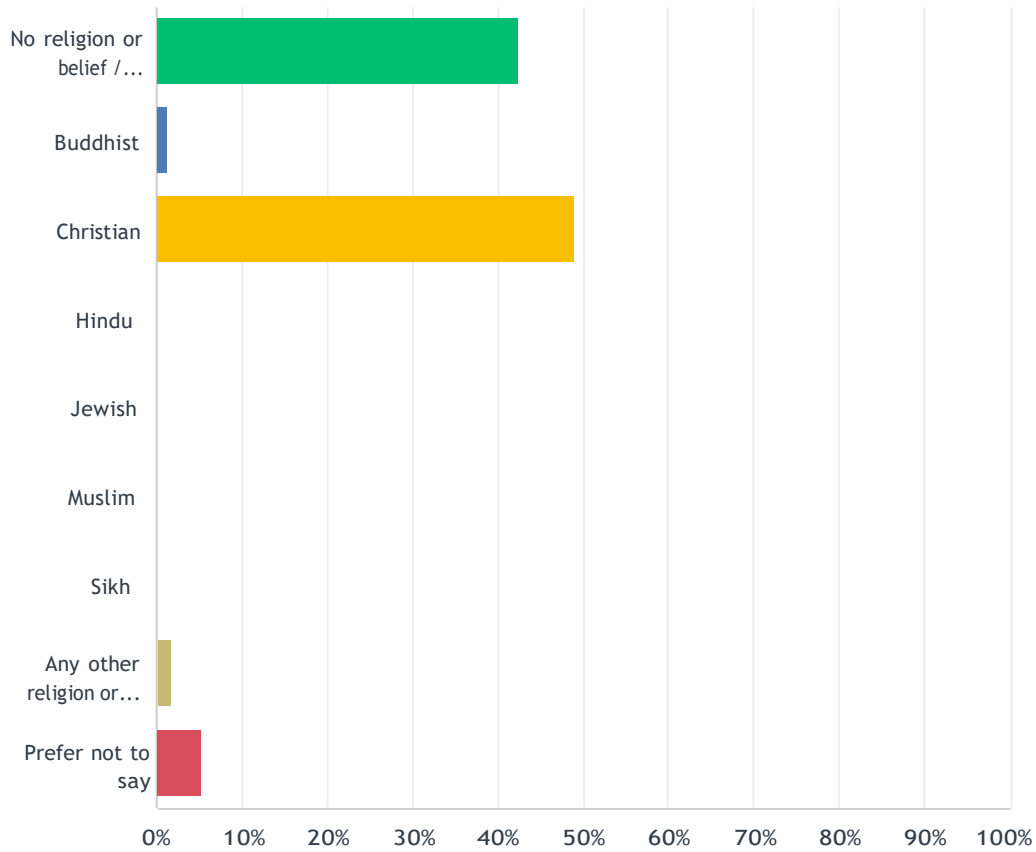


Redkite Solicitors Diversity Questionnaire 2023

ANSWER CHOICES	RESPONSES	
Asian/Asian British - Bangladeshi	0.00%	0
Asian/Asian British - Chinese	0.60%	1
Asian/Asian British - Indian	0.00%	0
Asian/Asian British -Pakistani	0.00%	0
Asian/Asian British - Any other Asian background	0.00%	0
Black/Black British - African	0.60%	1
Black/Black British - Caribbean	0.60%	1
Black/Black British - Any other Black background	0.00%	0
Mixed/multiple ethnic groups - White and Asian	0.00%	0
Mixed/multiple ethnic groups - White and Black African	0.00%	0
Mixed/multiple ethnic groups - White and Black Caribbean	0.60%	1
Mixed/multiple ethnic groups - Any other Mixed/multiple ethnic background	0.00%	0
White - British/English/Welsh/Northern Irish/Scottish	92.81%	155
White - Irish	0.60%	1
White - Gypsy or Irish Traveller	0.00%	0
White - Any other White background	1.80%	3
Other ethnic group - Arab	0.00%	0
Other ethnic group - Any other ethnic group	0.00%	0
Prefer not to say	2.40%	4
TOTAL		167

Q8 What is your religion or belief?

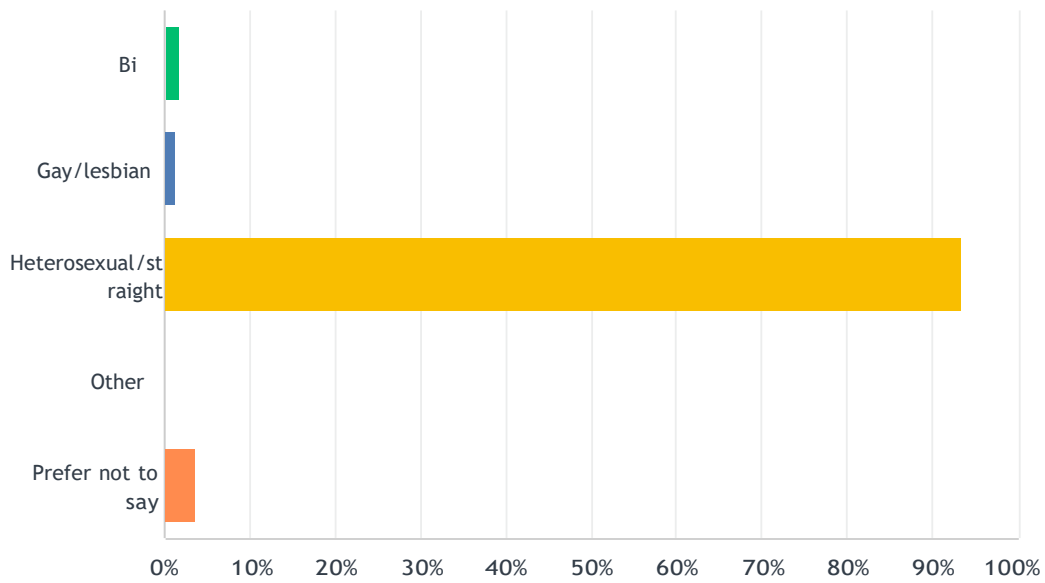
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
No religion or belief / Atheist	42.51%	71
Buddhist	1.20%	2
Christian	49.10%	82
Hindu	0.00%	0
Jewish	0.00%	0
Muslim	0.00%	0
Sikh	0.00%	0
Any other religion or belief	1.80%	3
Prefer not to say	5.39%	9
TOTAL		167

Q9 What is your sexual orientation?

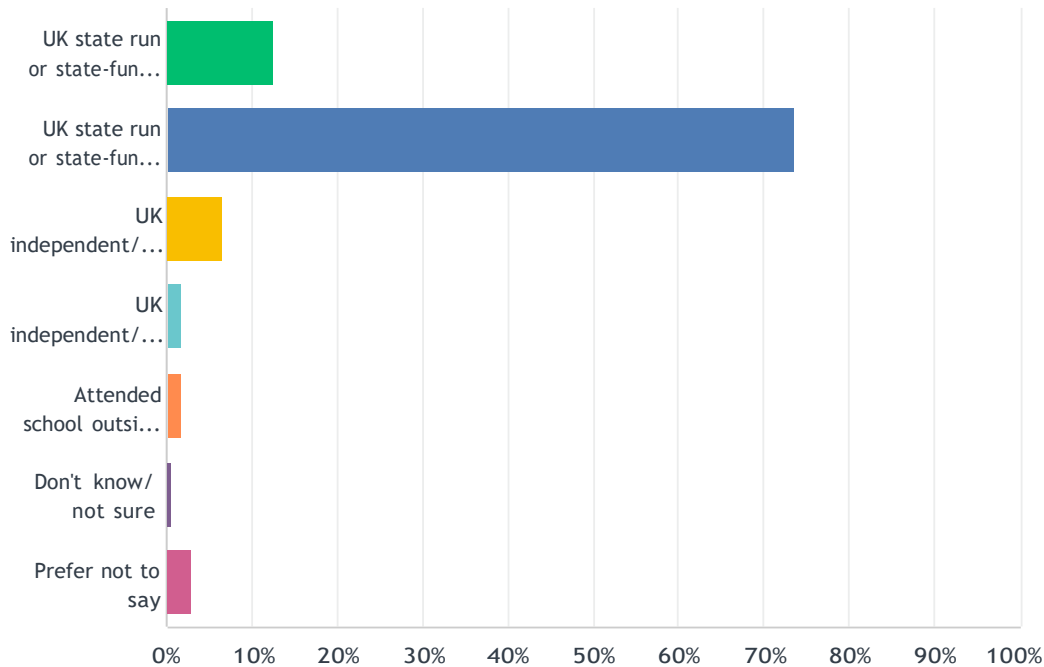
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Bi	1.80%	3
Gay/lesbian	1.20%	2
Heterosexual/straight	93.41%	156
Other	0.00%	0
Prefer not to say	3.59%	6
TOTAL		167

Q10 What type of school did you mainly attend between the ages of 11 and 16? (If you changed schools please base your answer on the last two years of your education)

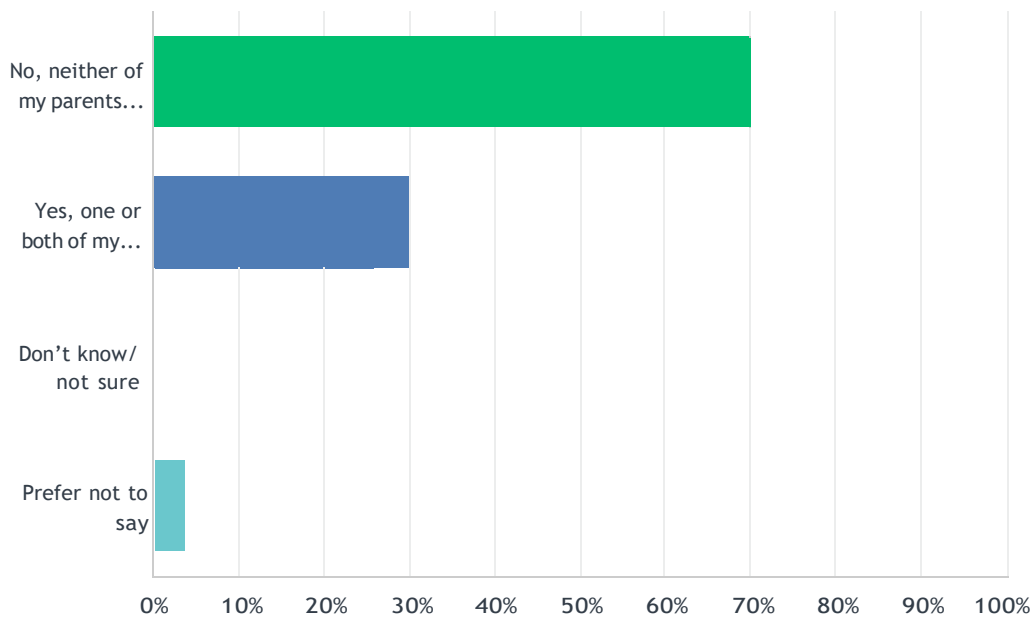
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
UK state run or state-funded school (selective on academic, faith or other grounds)	12.57%	21
UK state run or state-funded school (non-selective)	73.65%	123
UK independent/fee-paying school (no bursary)	6.59%	11
UK independent/fee-paying school (bursary of at least 90% of cost)	1.80%	3
Attended school outside of the UK	1.80%	3
Don't know/ not sure	0.60%	1
Prefer not to say	2.99%	5
TOTAL		167

Q11 Did either of your parents attend university by the time you were 18?

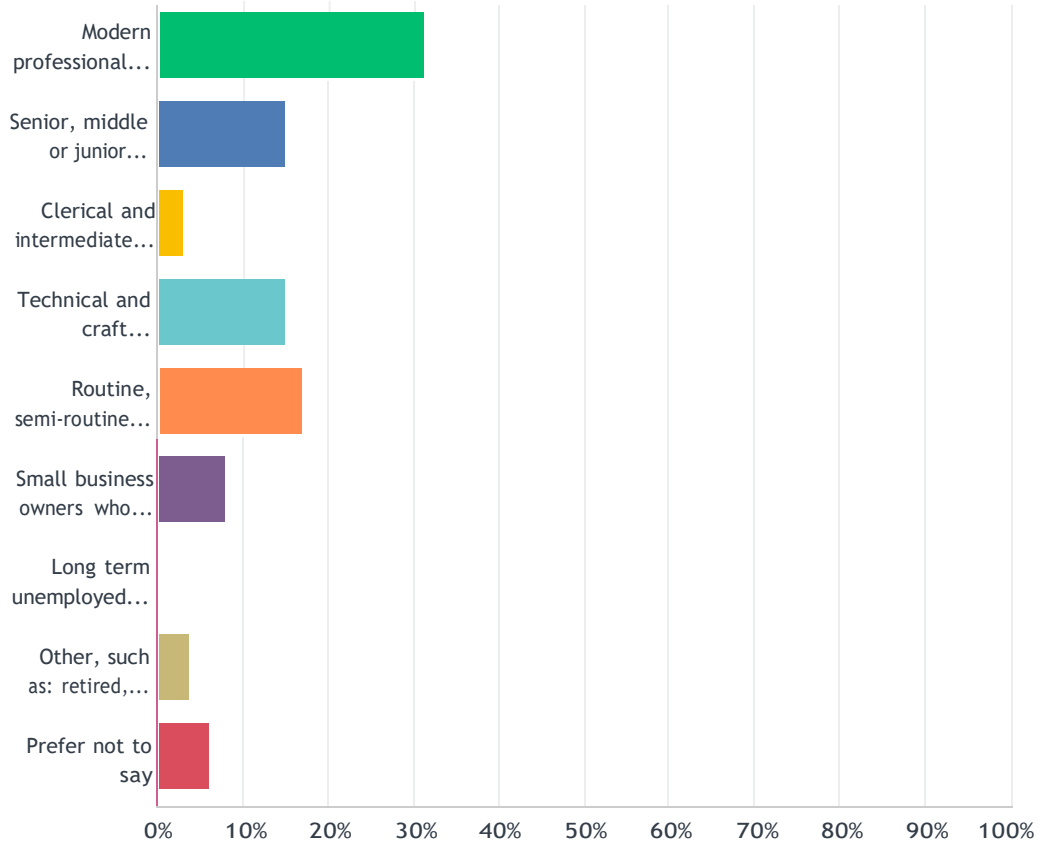
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
No, neither of my parents attended university	70.66%	118
Yes, one or both of my parents attended university	25.75%	43
Don't know/ not sure	0.00%	0
Prefer not to say	3.59%	6
TOTAL		167

Q12 What was the occupation of your main household earner when you were about 14?

Answered: 167 Skipped: 0

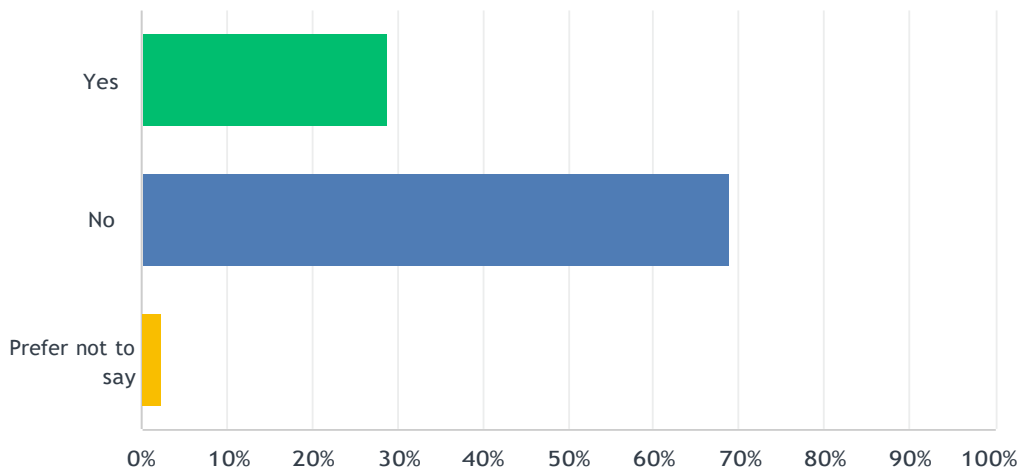


Redkite Solicitors Diversity Questionnaire 2023

ANSWER CHOICES	RESPONSES	
Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer	31.14%	52
Senior, middle or junior managers or administrators such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager	14.97%	25
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	2.99%	5
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	14.97%	25
Routine, semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff	16.77%	28
Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner	7.78%	13
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1.80%	3
Other, such as: retired, this question does not apply to me, I don't know	3.59%	6
Prefer not to say	5.99%	10
TOTAL		167

Q13 Are you a primary carer for a child or children under 18?

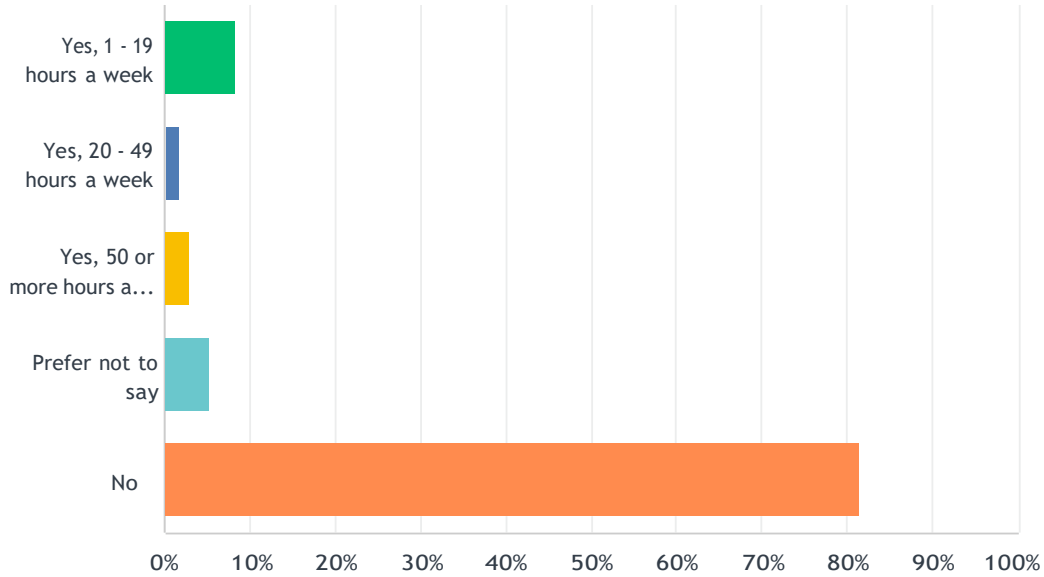
Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	28.74%	48
No	68.86%	115
Prefer not to say	2.40%	4
TOTAL		167

Q14 Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

Answered: 167 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes, 1 - 19 hours a week	8.38%	14
Yes, 20 - 49 hours a week	1.80%	3
Yes, 50 or more hours a week	2.99%	5
Prefer not to say	5.39%	9
No	81.44%	136
TOTAL		167