



## Howells LLP – Diversity Report Summary (July 2017)

**Number of responses:** 120 (89%)

<b>Age of staff:</b>	16 – 24	10%
	25 – 34	29%
	35 – 44	26%
	45 – 54	24%
	55 – 64	9%
	65 +	0%
	<i>Prefer not to say</i>	2%

### **Gender identified with:**

Male	16%
Female	82%
<i>Prefer not to say</i>	2%

### **Percentage of staff who consider their own gender identity to be different from that associated with their sex registered at birth.**

Yes	2%
No	95%
<i>Prefer not to say</i>	3%

### **Percentage of individuals who consider themselves to have a disability according to the definition of the Equality Act 2010:**

Yes	8.5%
-----	------

No 89%

*Prefer not to say* 2.5%

**Percentage of individuals whose day to day activities are limited because of a health problem or disability which has lasted, or is expected to last at least 12 months:**

Yes, limited a lot 0%

Yes, limited a little 3%

No, not limited 95%

*Prefer not to say* 2%

**Ethnic groups**

**Asian/Asian British**

Bangladeshi 1%

Chinese 0%

Indian 1%

Pakistani 5%

Any other Asian background 2%

**Black or Black British**

African 0%

Caribbean 1%

Any other black background 1%

**Mixed**

White & Asian	1%
White & Black African	0%
White & Black Caribbean	0%
White & Chinese	1%
Any other mixed background	0%

### **White**

British (English/Welsh/Northern Irish/Scottish)	84%
Irish	0%
Gypsy, Roma or Irish Traveller	0%
Any other white background	1%

### **Other ethnic group**

Arab	0%
Any other ethnic background	0%
<i>Prefer not to say</i>	2%

### **Religion or belief**

No religion or belief	53%
-----------------------	-----

Buddhist	0%
Christian	33%
Hindu	1%
Jewish	0%
Muslim	4%
Sikh	1%
Any other religion or belief	1%
Prefer not to say	7%

### **Sexual orientation**

Bisexual	1%
Gay man	0%
Gay woman/lesbian	2%
Heterosexual/straight	95%
Other	0%
Prefer not to say	2%

**Socio-economic backgrounds: whether individuals mainly attended a state or fee paying school between the ages of 11 and 18:**

Attended UK state school/comprehensive	92.5%
Attended UK independent/fee-paying school	4%
Attended school outside the UK	1%
<i>Prefer not to say</i>	2.5%

**Socio-economic background: if individuals attended university whether they were part of the first generation of their family to do so:**

Yes	32%
No	22%
Did not attend university	42.5%
<i>Prefer not to say</i>	5%

**Caring responsibilities: whether individuals are primary carer for a child or children under 18:**

Yes	37%
No	62%
<i>Prefer not to say</i>	1%

**Caring responsibilities: whether individuals look after or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill health/disability or problems related to old age:**

No	85%
Yes (1 – 19 hours a week)	9%
Yes (20 – 49 hours a week)	3.5%
Yes (50 or more hours a week)	1%
<i>Prefer not to say</i>	1.5%