



## Howells LLP – Diversity Report Summary (July 2021)

**Number of responses:** 99

**Age of staff:**

16 – 24	9%
25 – 34	25%
35 – 44	23%
45 – 54	23%
55 – 64	18%
65 +	1%
<i>Prefer not to say</i>	1%

**Gender identified with:**

Male	15%
Female	85%
<i>Prefer not to say</i>	0%

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

Yes	0%
No	99%
<i>Prefer not to say</i>	1%

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

Yes	13%
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No 85%

*Prefer not to say* 2%

**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 16%

No, not limited 81%

*Prefer not to say* 3%

**Ethnic groups**

**Asian/Asian British**

Bangladeshi 0%

Chinese 1%

Indian 3%

Pakistani 4%

Any other Asian background 0%

**Black or Black British**

African 1%

Caribbean 0%

Any other black background 0%

**Mixed**

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

**White**

British (English/Welsh/Northern Irish/Scottish)	86%
Irish	1%
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>	1%

## Religion or belief

No religion or belief	50%
Buddhist	1%
Christian	36%
Hindu	1%
Jewish	0%
Muslim	5%
Sikh	3%
Any other religion or belief	2%
<i>Prefer not to say</i>	2%

## Sexual orientation

Bisexual	3%
Gay/lesbian	0%
Heterosexual/straight	93%
Other	4%
<i>Prefer not to say</i>	0%

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

Attended UK state school/selective	19%
Attended UK state run school, non-selective	73%
UK independent or fee-paying school - Bursary	1%
UK independent or fee-paying school – non-Bursary	3%
Attended school outside the UK	0%
Don't know	1%
<i>Prefer not to say</i>	2%

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

Neither of my parents attended university	79%
One or both of my parents attended university	20%
Don't know/not sure	0%
<i>Prefer not to say</i>	1%

**Work the main/highest income earner in your household did in their main job when you were 14.**

Modern professional/traditional	22.5%
Senior, middle or junior management	13%
Clerical and Intermediate	3%
Technical and craft	22.5%
Routine, semi routine manual	25%
Small business owner	6%
Long term unemployed	2%
Other, such as retired	2%
<i>Prefer not to say</i>	4%

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

Yes	30%
No	70%
<i>Prefer not to say</i>	0%

**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)	10%
Yes (20 – 49 hours a week)	0%
Yes (50 or more hours a week)	2%

*Prefer not to say*

2%