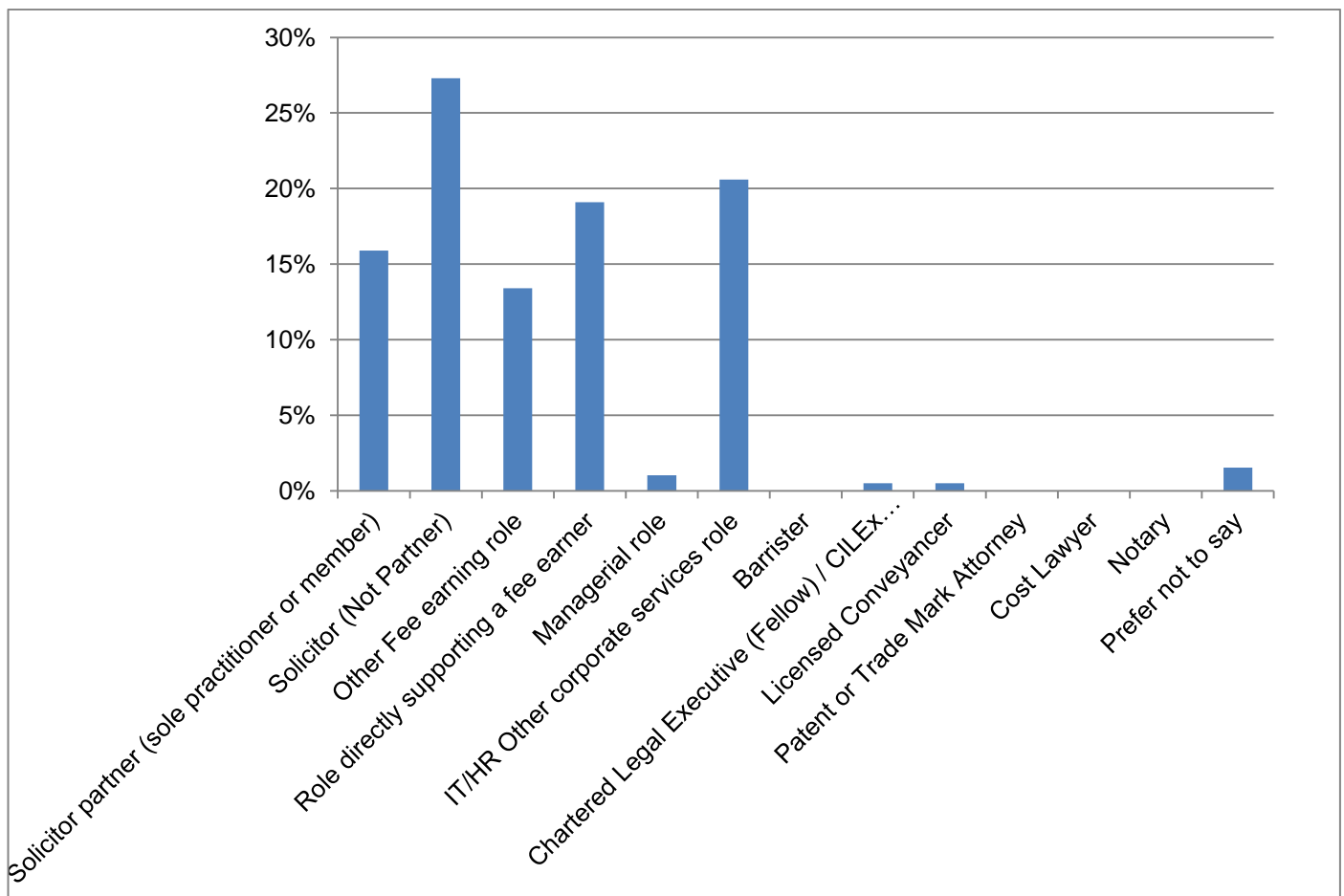


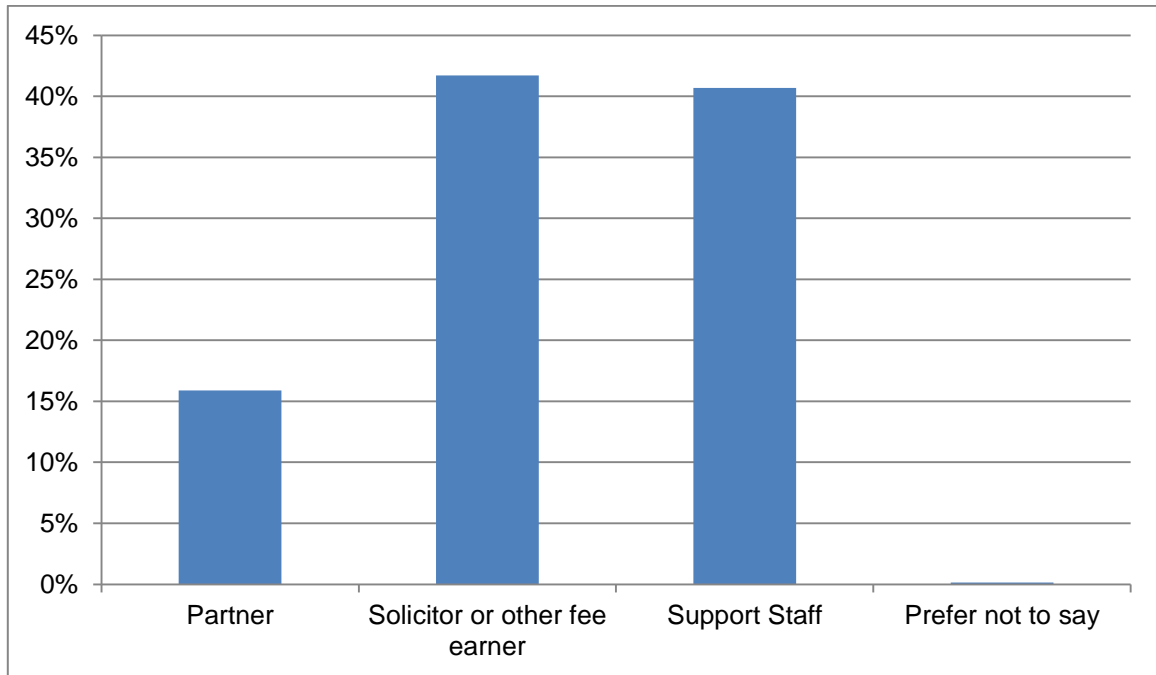
Equality & Diversity Data

The following figures relate to a confidential survey carried out by all staff and partners in relation to equality and diversity issued in May 2018 for the firm to implement its Equality and Diversity Policy, its commitment to the Law Society's Diversity and Inclusion Charter and to ensure compliance with the SRA's Code. Please note that the summary below is based only upon the responses received to our survey (78%) so is not necessarily fully reflective of the actual diversity of Howes Percival LLP.

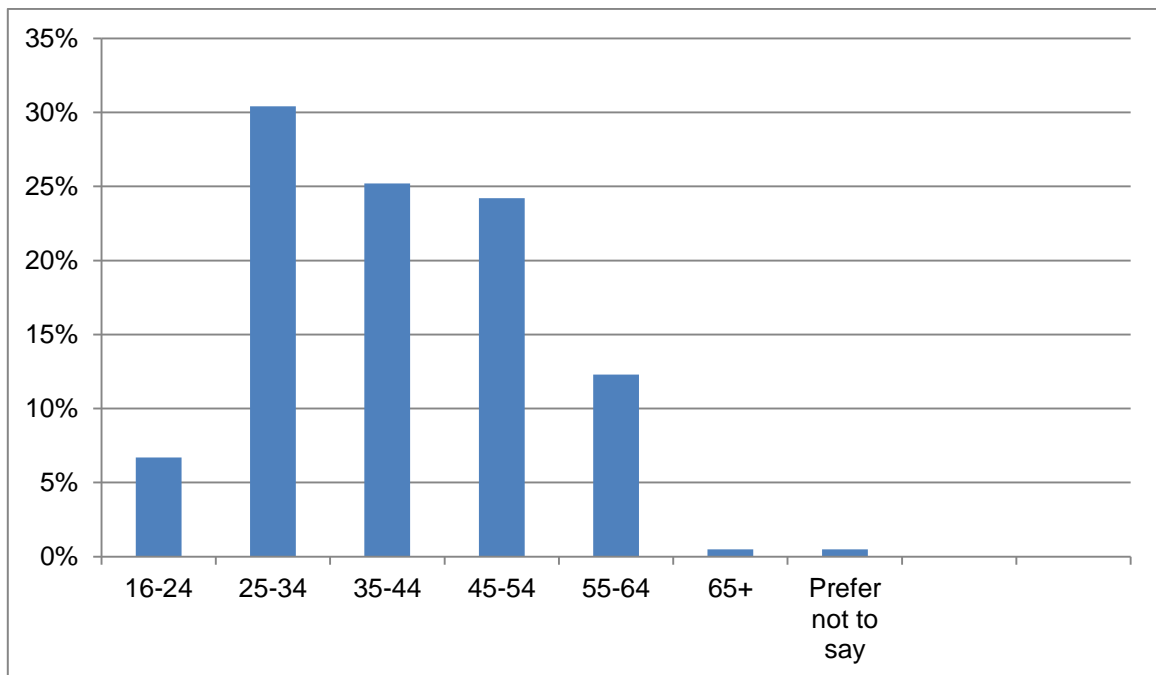
Total Percentage of Staff Completing the Survey



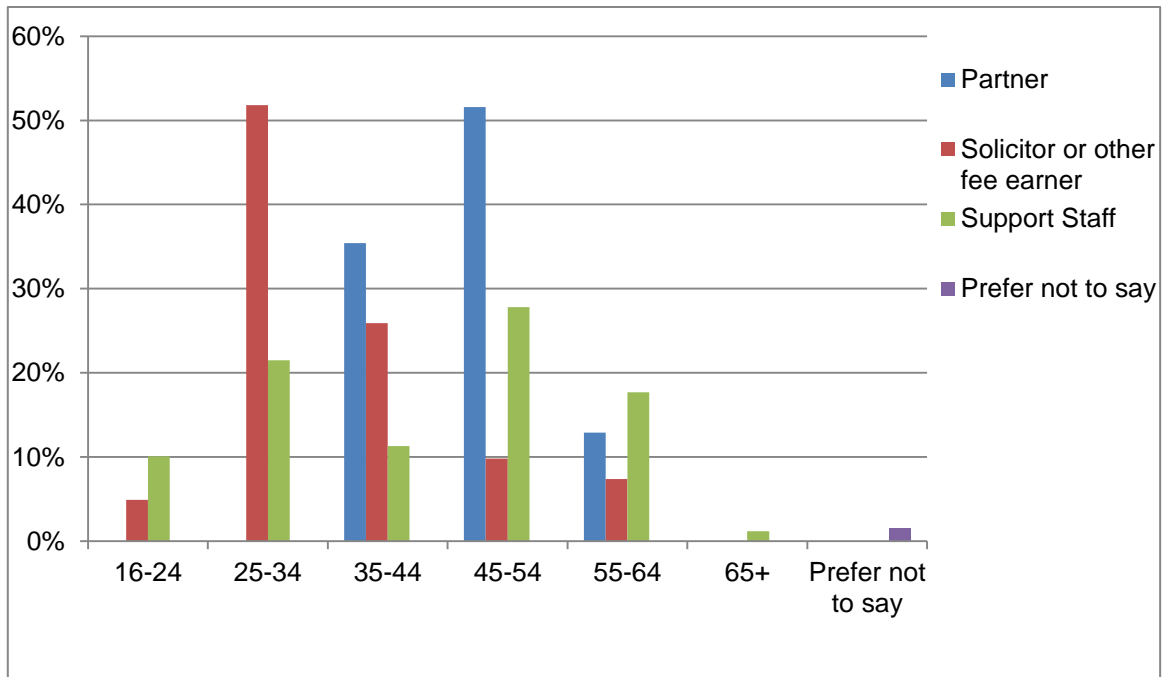
How would you describe your role in the firm?



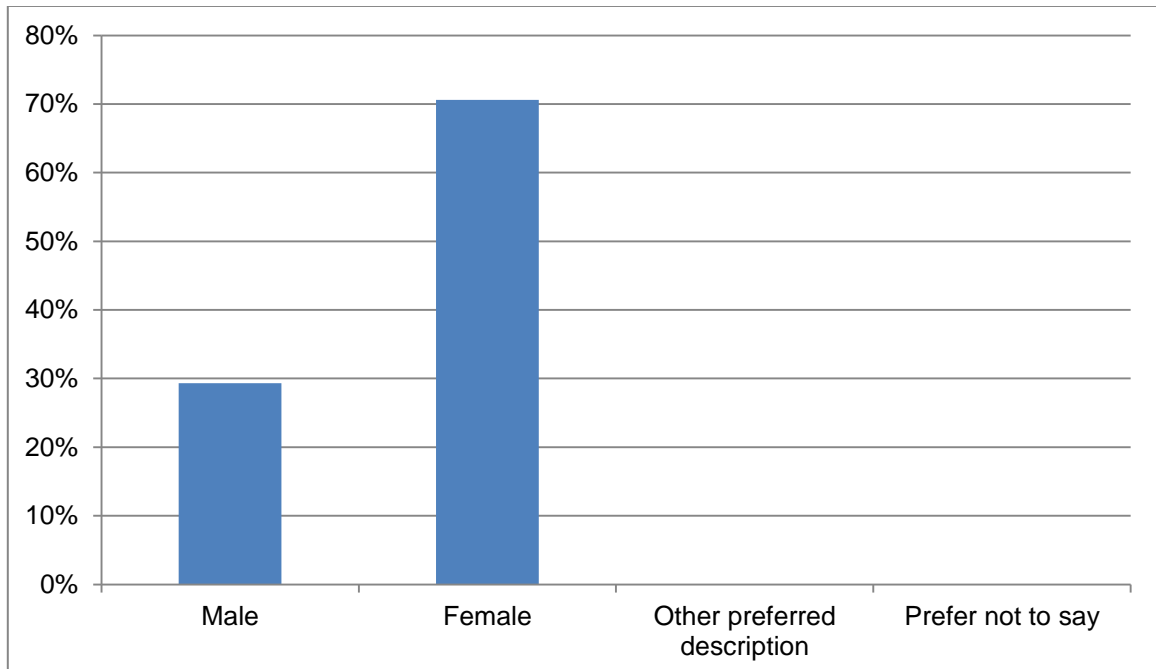
Age Group overall



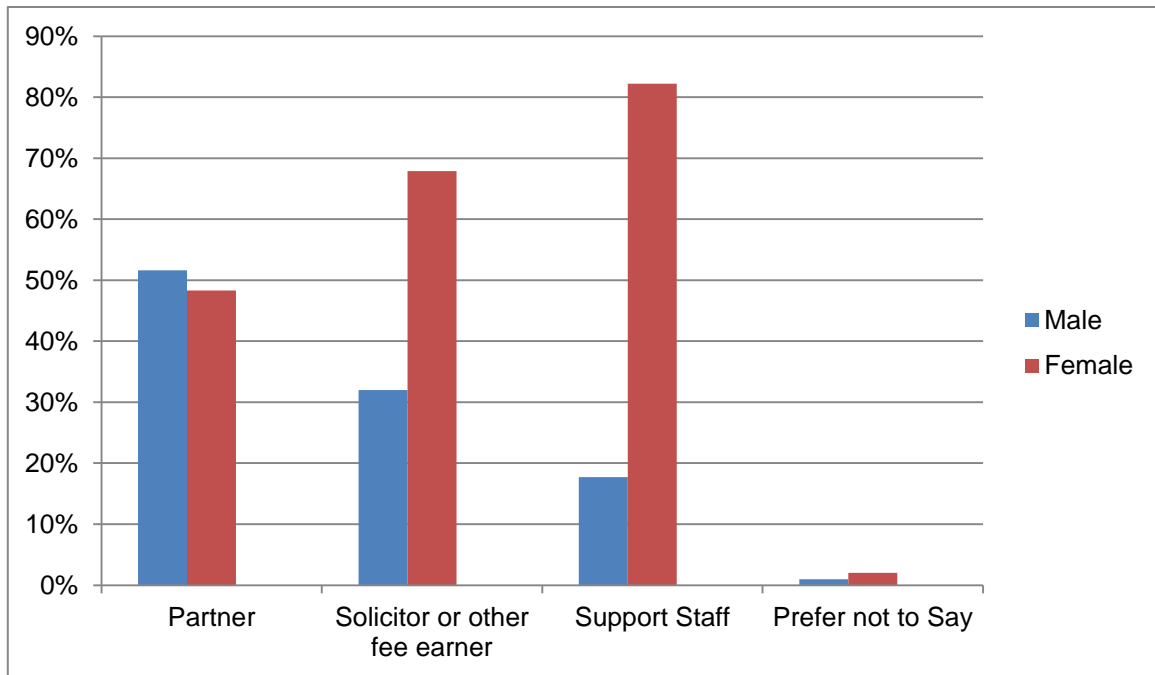
Age Group by job role



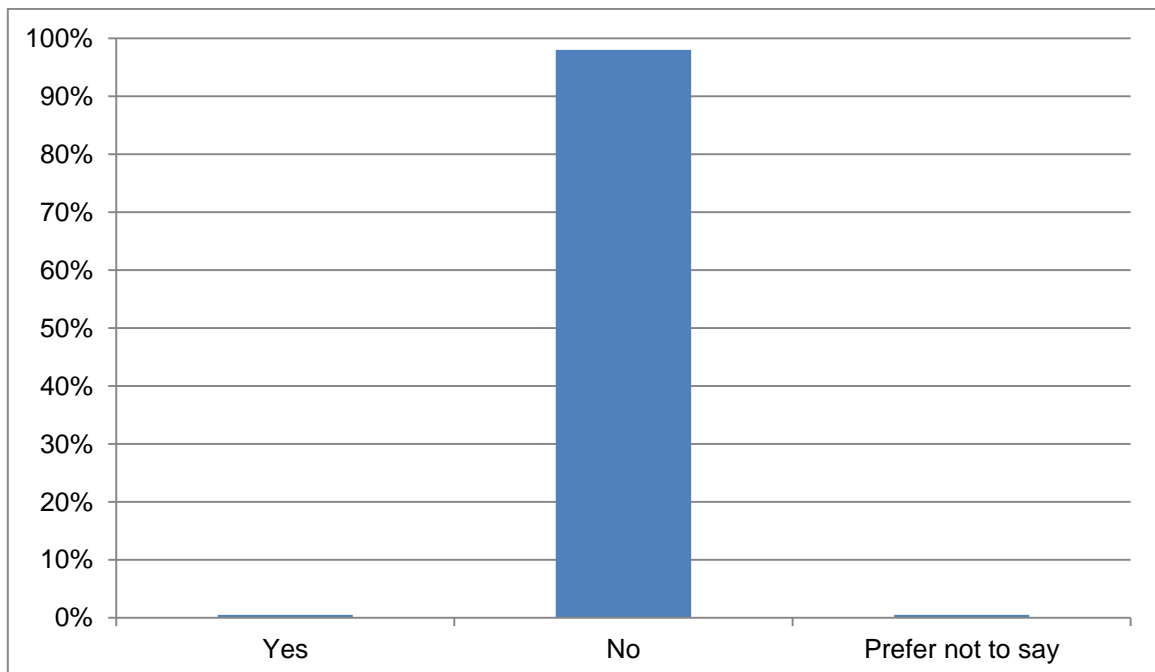
Which gender do you identify with?



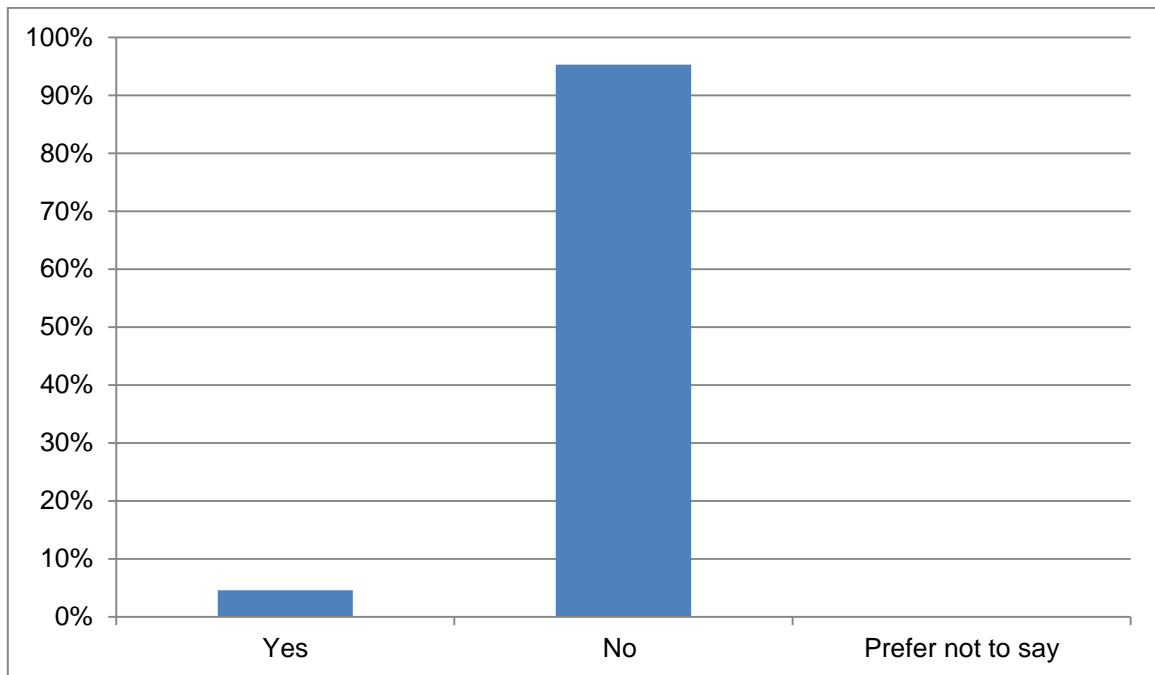
Gender by job role



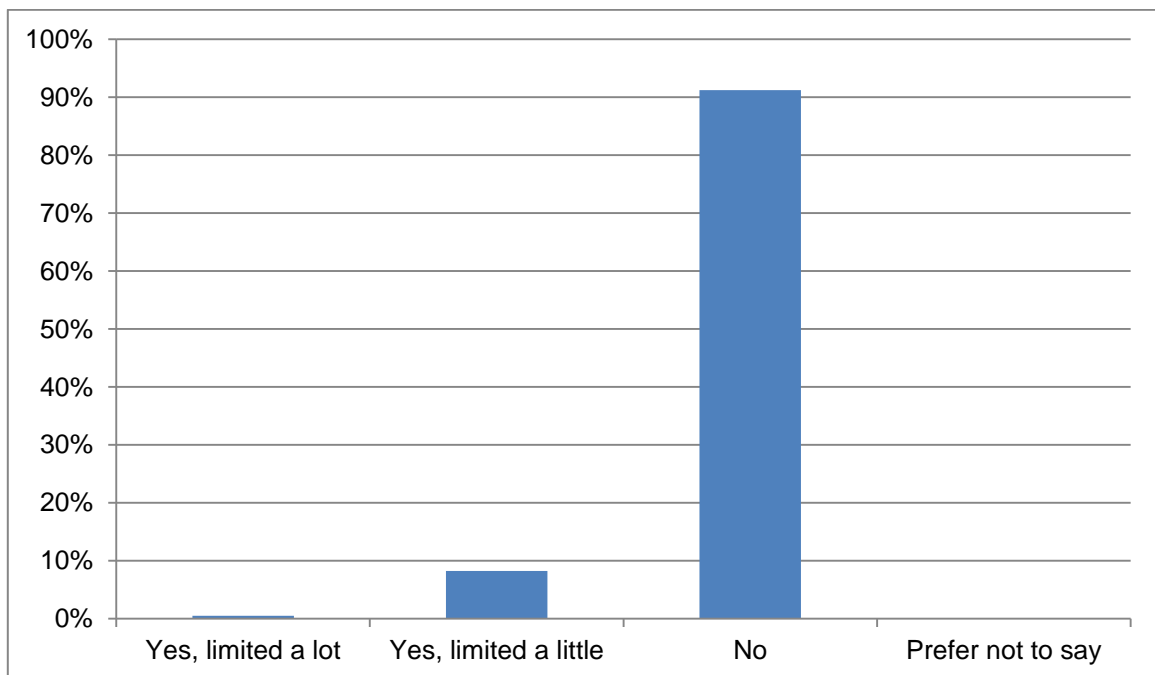
Do you consider your own gender identity to be different from that associated with your sex as registered at birth?



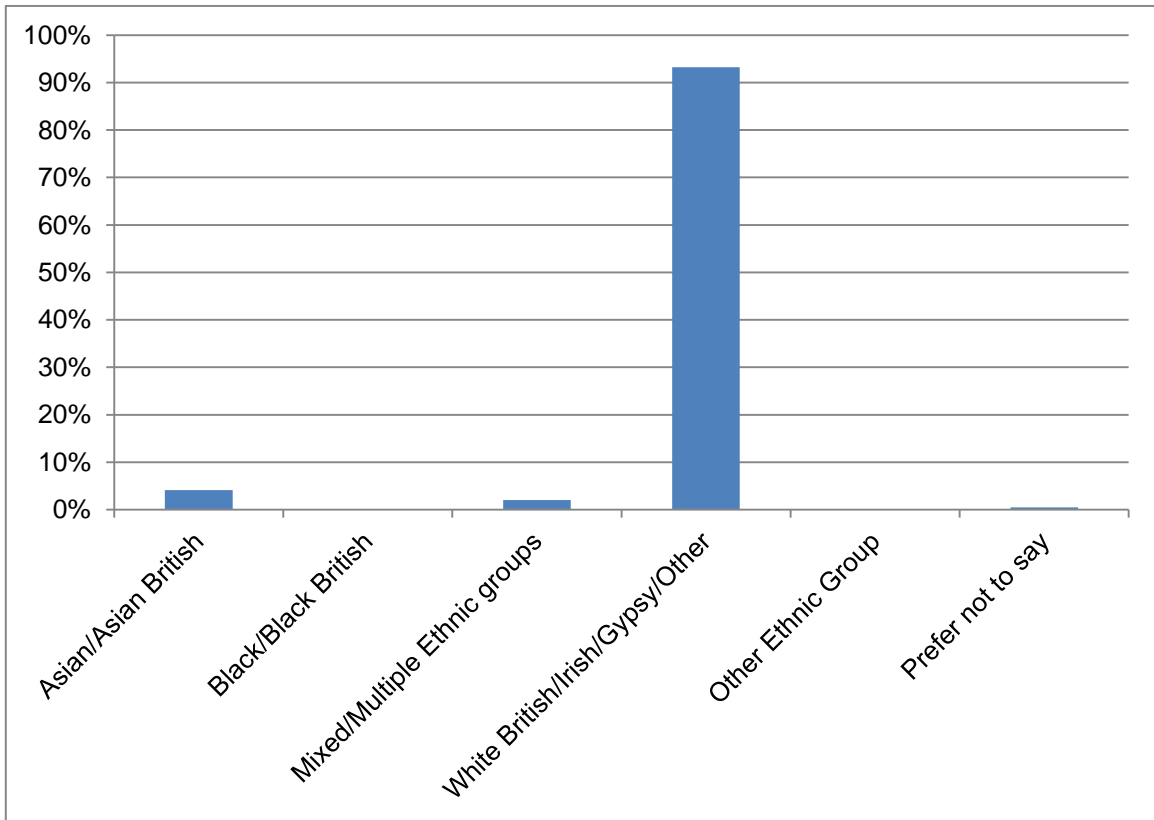
Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



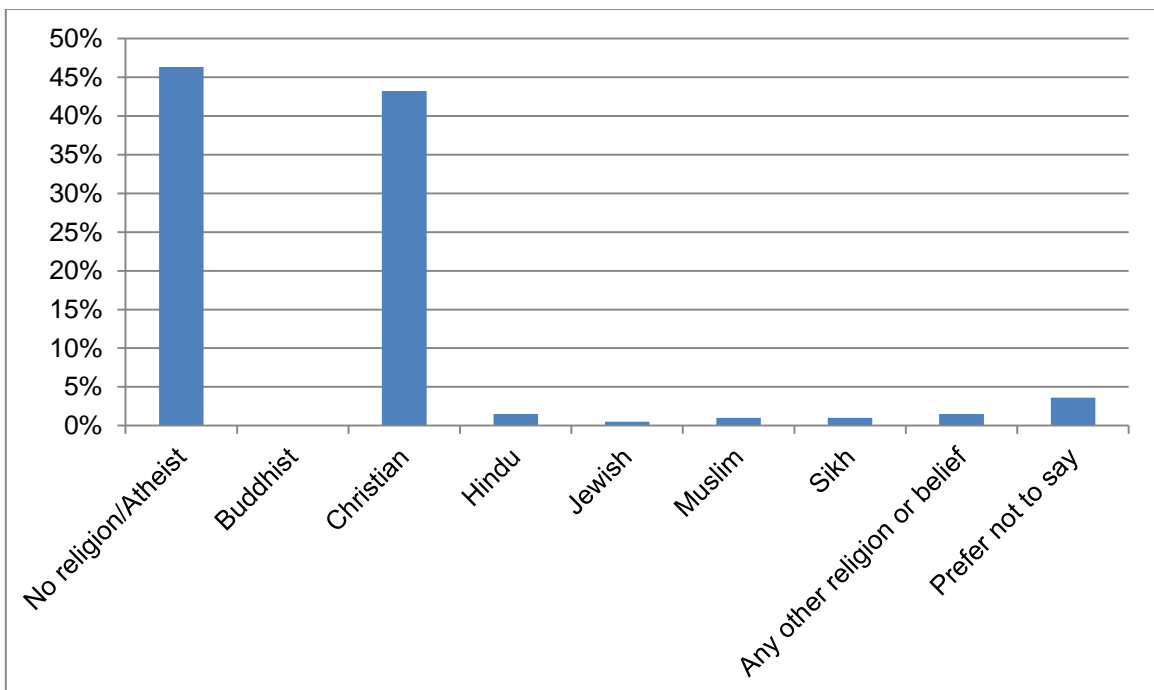
Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



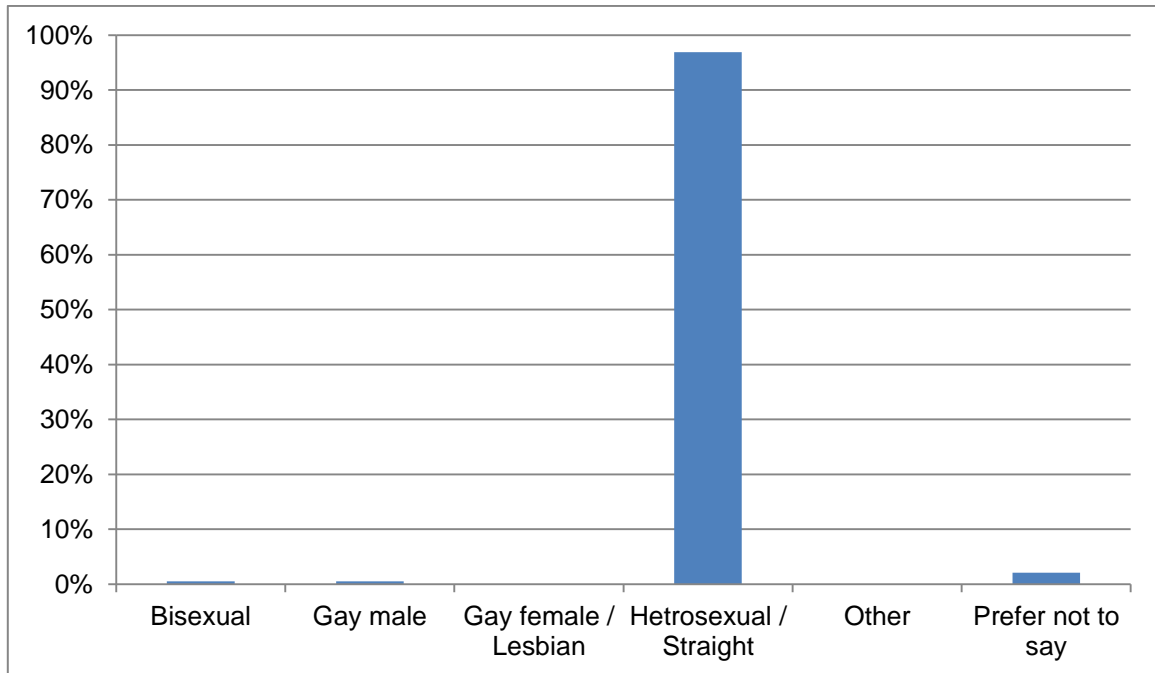
What is your ethnic group?



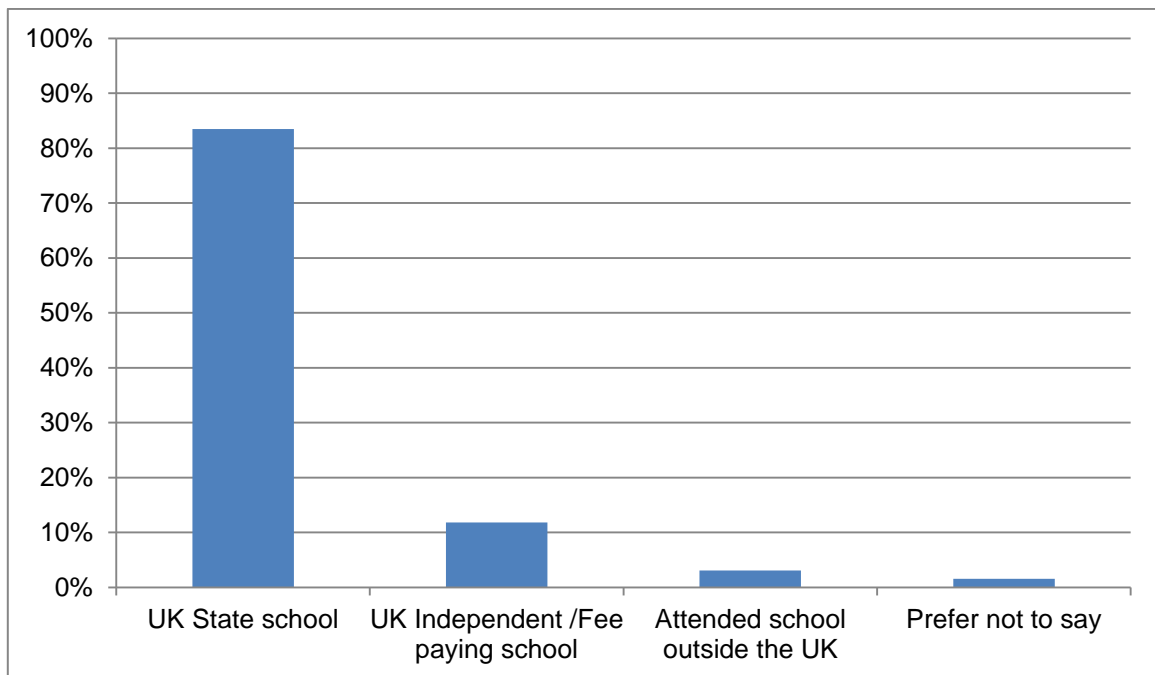
What is your religion or belief?



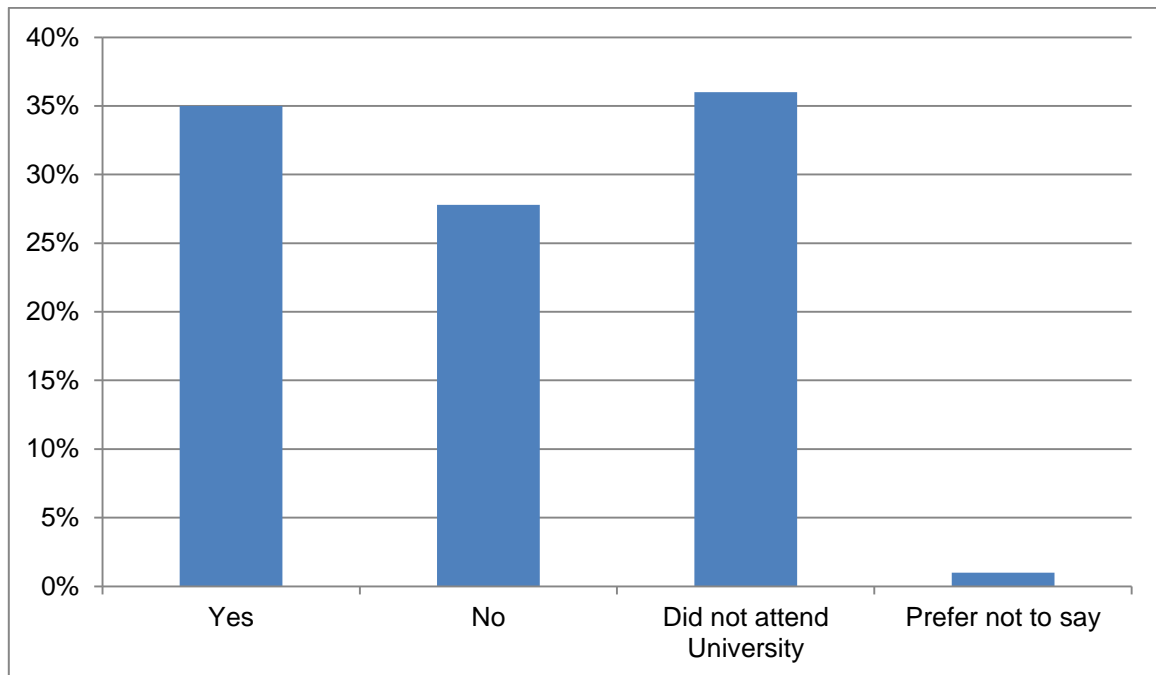
What is your sexual orientation?



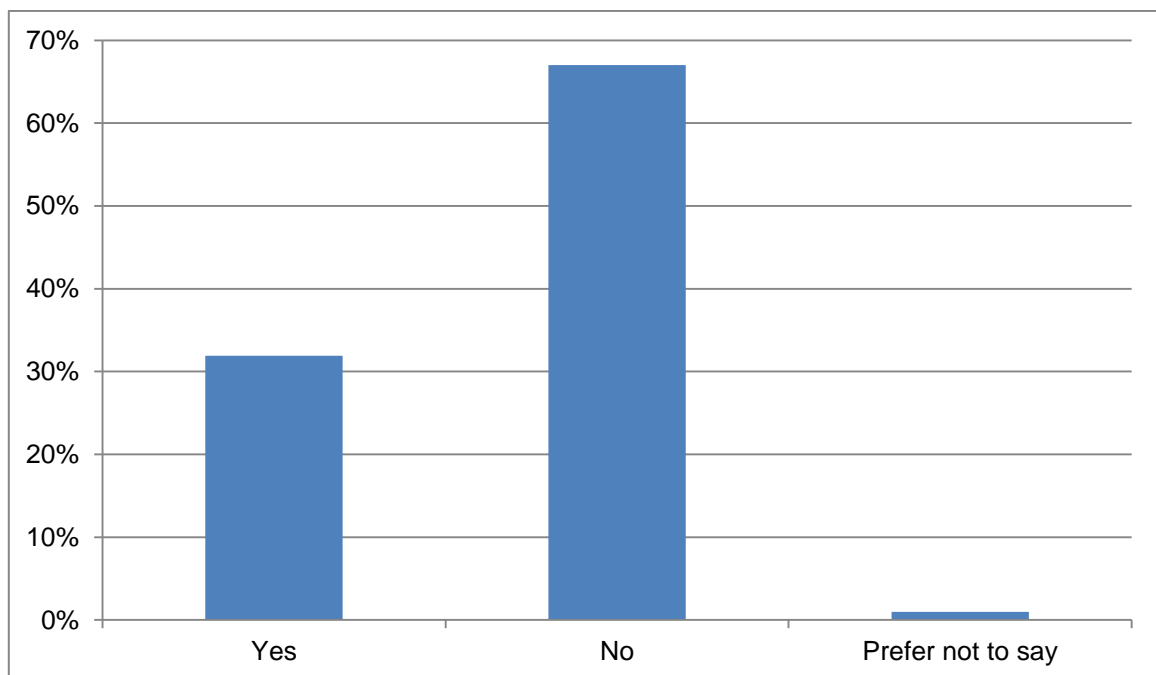
Did you mainly attend a state or fee paying school between the ages 11-18?



If you went to University (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



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



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)?

