

Equality & Diversity Questionnaire Results, July 2023

507970 GLANVILLES LLP Number of non-respondents: 36

Question	Response	Full equity solicitor partners	Solicitor (not partner)	Other fee earning role	Role directly supporting fee earner	IT/ HR/ other corporate services role	Chartered Legal Executive (Fellow) / CILEx Practitioner	Prefer not to say	Invalid Response / no response to this question
1. Role Category		3	8	7	18	8	4	4	2
	16 - 24			1	3	1			
	25 - 34	1	2	4	1	3		1	
	35 - 44	1	3		5	1	2		
	45 - 54		2		4	1	2	2	
2. Which age	55 - 64	1	1		3			1	2
category are you in?	65+			1	1				
- Aggregated data	Prefer not			1	1	2			
for your firm	to say			1	1				
	Invalid / no response to this question								
	Male	2	3	1		1			
	Female	1	5	5	17	7	4	4	
3. What is your	Other preferred descriptio n								
sex? - Aggregated data for your firm	Prefer not to say			1	1				
-	Invalid / no response to this question		<u> </u>						2

	Yes, gender identity the SAME as sex at birth	3	8	7	17	8	4	4	1
4. Is the gender you identify with the same as your sex registered at birth? - Aggregated data for your firm	identity NOT THE								
	Prefer not to say Invalid /				1				
	no response to this question								1
	Yes			1	2				
5. Do you consider	No	3	7	6	14	8	3	4	2
yourself to have a disability according	Prefer not to say				1				
to the definition in the Equality Act 2010? - Aggregated data for your firm	Invalid / no response to this question		1		1		1		
6. Are your day-to-	Yes, limited a lot								
day activities limited because of a health problem or	Yes, limited a little			2	1			1	
disability which has	No	3	8	5	16	8	4	3	2
	Prefer not				1				
expected to last, at least 12 months? -	to say								
Aggregated data for your firm	Invalid / no response to this question								
7. What is your ethnic group? -	Banglade shi								
Second Second :	Chinese								

Aggragated data for	Indian		,,						
Aggregated data for your firm	Indian D. Isistomi	 '	├ ────┤	'	ł'	<u> </u> '	·	 '	
	Pakistani	 '	├ ───┘	t'	<u>ا</u>	<u> </u> '	 '	 '	<u> </u>
	Any	'		1	1	1	1	'	
	other	'		1	1	1	1	'	
	Asian baakarou	'		1	1	1	1	'	
	backgrou	'		1	1	1	1	'	
	nd	 '	├─── ┤	├ ──── [′]	ł'	├ ──── [′]	·	 '	
	African	 '	↓]	I'	ł'	Į'	ł'	 '	·
	Caribbea	'		1	1	1	1	'	
	n	 '	↓	└──── ′	<mark>ا ــــــــــــــــــــــــــــــــــــ</mark>	 '	 '	 '	
	Any	'		1	1	1	1	'	
	other	'		1 '	1	1	1	'	
	Black	'		1	1	1	1	'	
	backgrou	'		1	1	1	1	'	
	nd	 '	↓]	<mark>ا'</mark>	۲ ــــــــــــــــــــــــــــــــــــ	├ ────'	ł'	 '	·
	White	'		1	1	1	1	'	
	and	'		1	1	1	1	'	
	Asian	<u> '</u>	ļ!	ب ــــــــــــــــــــــــــــــــــــ	ļ'	Į'	 '	↓ '	ļ
	White	'		1	1	1	1	'	
	and	'		1	1	1	1	'	
	Black	'	1	1 '	1	1		'	
	African	<u> '</u>	ļ!	ا ــــــــــــــــــــــــــــــــــــ		Į'	 '	<u> </u> '	ļ
	White	'	1	1 1		1	1	'	
	and	'	1 1	1 '	1	1	1	'	
	Black	'		1 '		1		'	
	Caribbea	'		1 '		1		'	
	n	<u> </u>	ļ	<u>ا</u>	ļ!	<u> </u>	ļ'	<u> </u>	
	Any	'	1	1 '	1	1		'	
	other	'		1 '		1		'	
	Mixed /	'	1	1 '	1	1		'	
	multiple	'	1	1 '	1	1		'	
	ethnic	'	1	1 '	1	1		'	
	backgrou	'	1	1 '	1	1		'	
	nd	<u> '</u>	ļ!	ا ــــــــــــــــــــــــــــــــــــ		Į'	 '	<u> </u> '	
	British /	'	1	1 '	1	1		'	
	English /	'	1	1 '	1	1		'	
	Welsh /	2	8	6	5 17	7	4	4	2
	Northern	- ^۲	آ ^۲ ا			1		י ⁻	-
	Irish /	'	1	1 '	1	1		'	
	Scottish	<u> </u>	ا <u>ــــــا</u>	ا ــــــــــــــــــــــــــــــــــــ	ļ!	↓ '	ļ'	<u> '</u>	
	Irish	<u> '</u>		<u> </u>	<u> </u>	<u> </u>	1	<u> </u> '	
	Gypsy or	ſ '	[1	1	 	1	ſ '	
	Irish			1 '	1	1	1	'	
	Traveller	'		I'	I		1'	'	
	Roma	· · ·		'				· ['	
	Any	, ,	[]	1	1	1	1	ļ,	
	other	'		1	1	1	1	'	
	White	'		1	1	1	1	'	
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	backgrou								
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	Arab								
	Any								
	other								
	ethnic								
	group								
	Prefer not				1				
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	response to this			1					
	question								
	No								
	religion	1	5	4	11	6	1	3	
	or belief	1	5	-	11	0	Ŧ	5	
	Buddhist								
	Christian	2	2	2	5	2	3	1	1
	Hindu	2	۷	۷_	J	۷	3	1	1
	Jewish								
	Muslim								
maliai an amhaliaf?	Sikh								
religion or belief? - Aggregated data for	Any								
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-	religion								
	or belief								
	Prefer not			1	1				
	to say								
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	response								1
	to this								
	question			1					
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	Gay/Lesb								
	ian								
	Heterose	3	8	6	16	7	3	3	2
9 What is your	xual								
sexual orientation?	Other								
- Aggregated data	preferred								
for your firm	descriptio								
	n Dí								
	Prefer not				2		1		
	to say								
	Invalid /					1		1	
	no								

	1		I						,1
	response								
	to this								
	question								
	State-run								
	or state-								
	funded								
	school -								
	selective		1	1	3		1	1	
	on		1	1	5		1	1	
	academic								
	, faith or								
	other								
	grounds								
	State-run								
	or state-								
	funded	3	4	5	13	6	3	3	1
	school -								
	non-								
	selective								
	Independ								
	ent / fee-								
	paying								
10. Which type of school did you	school, where I								
	received								
	no								
ages of 11 and 16? -			3	1	1	1			
Aggregated data for			5	-	1	1			
	bursary								
	covering								
	less than								
	90% of								
	my								
	tuition								
	Independ								
	ent / fee-								
	paying								
	school,								
	where I								
	received								1
	a bursary								1
	covering								
	90% or								
	more of								
	my								
	tuition								
	Attended					1			
	school								

	1	1	1						1
	outside the UK								
	Don't								
	know /								
	not sure								
	Prefer not				1				
	to say				1				
	Invalid /								
	no								
	response								
	to this								
	question No,								
	neither of								
	my		5	5	11	7	1	2	1
	parents	3	5	5	11	7	4	3	1
11. Did either of	attended								
	university								
	Yes, one								
your parants attand	or both of								
	my parents		3		3			1	1
a degree (e.g.	attended								
BA/BSc or	university								
equivalent) by the	Don't								
time you were 18? - Aggregated data for	know /				2	1			
your firm	not sure								
	Prefer not				1				
	to say								
	Invalid /								
	no response			2	1				
	to this			-	Ŧ				
	question								
	Modern								
	professio								
	nal and								
12. What was the	traditiona			1	F	1	1		
occupation of your	l professio		5	1	5	1	1	2	
main household	nal								
earner when you	occupatio								
Aggregated data for your firm	Senior,								
J • • • • • • • • • • • • • • • • • • •	middle or								
	junior	1	2	2	3	1	1		1
	managers								
	or								

 1				1			r1
administr							
ators							
such as:							
finance							
manager,							
chief							
executive							
, large							
business							
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office							
manager,							
retail							
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bank							
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secretary,							
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agent,							
clerical							
worker,							
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Technical						L	
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occupatio							
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mechanic		1	5	1	1	1	
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plumber,							
printer,							
electricia							
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gardener,							
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	train driver								
	Routine,								
	semi-								
	routine								
	manual	1	1	1	3				1
	and .	-	-	-	-				_
	service								
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	Small								
	business								
	owners					-			
	who				1	2	1		
	employed								
	less than								
	25 people								
	Long								
	term								
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	Jobseeker								
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	e or								
	earlier								
	unemploy								
	ment benefit								
	for more								
	than a								
	year)								
	Other,								
	such as: retired,								
	this								
	question								
	does not							1	
	apply to								
	me, I								
	don't								
	know								
	Prefer not						 		
	to say			1	1	2			
	Invalid /								
	no								
	response								
	response								

	to this	1							
	question	<u>ا</u>							
	Yes	1	4	1	7	1	3		
12 Are you a	No	2	4	6	10	7	1	2	2
primary caref for a	Prefer not to say				1			1	
under 18? - Aggregated data for your firm	response to this question								
	No	3	8	7	14	7	3	4	1
	Yes, 1 - 19 hours a week					1	1		
someone with long	Yes, 20 - 49 hours a week								1
mental ill health caused by disability or age (not in a paid					2				
Aggregated data for your firm	Prefer not to say				2				
	Invalid / no response to this question								