

**Hatten Wyatt Diversity Demographics - July 2021**

Age	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
16 - 24	0	0.00%	0	0.00%	0	0.00%	2	3.03%	2	3.03%	4	6.06%
25 - 34	0	0.00%	3	4.55%	1	1.52%	1	1.52%	0	0.00%	5	7.58%
35 - 44	2	3.03%	3	4.55%	1	1.52%	0	0.00%	2	3.03%	8	12.12%
45 - 54	2	3.03%	2	3.03%	0	0.00%	3	4.55%	1	1.52%	8	12.12%
55 - 64	0	0.00%	1	1.52%	0	0.00%	0	0.00%	1	1.52%	2	3.03%
65+	0	0.00%	1	1.52%	0	0.00%	1	1.52%	2	3.03%	4	6.06%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	1.52%	0	0.00%	1	1.52%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Gender	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Male	2	3.03%	8	12.12%	0	0.00%	0	0.00%	3	4.55%	13	19.70%
Female	2	3.03%	2	3.03%	2	3.03%	8	12.12%	5	7.58%	19	28.79%
Other preferred description	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Transgender	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No	4	6.06%	10	15.15%	2	3.03%	8	12.12%	8	12.12%	32	48.48%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
											0	
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Disability	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No	2	3.03%	10	15.15%	2	3.03%	8	12.12%	8	12.12%	30	45.45%
Prefer not to say	2	3.03%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	2	3.03%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Day-to-day activities limited due to health problem or disability lasting at least 12 months	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes, limited a lot	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Yes, limited a little	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No	4	6.06%	9	13.64%	2	3.03%	8	12.12%	8	12.12%	31	46.97%
Prefer not to say	0	0.00%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Ethnicity	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Bangladeshi	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Chinese	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Indian	2	3.03%	2	3.03%	0	0.00%	0	0.00%	0	0.00%	4	6.06%
Pakistani	0	0.00%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Any other Asian background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
African	0	0.00%	2	3.03%	0	0.00%	0	0.00%	0	0.00%	2	3.03%
Caribbean	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other Black background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White and Asian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White and Black African	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
White and Black Caribbean	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other Mixed / multiple ethnic background	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
British, English, Welsh, Northern Irish, Scottish	0	0.00%	5	7.58%	2	3.03%	8	12.12%	8	12.12%	23	34.85%
Irish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Gypsy or Irish Traveller	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Roma	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Any other White background	1	1.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Arab	1	1.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Any other ethnic group	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Religion or belief	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
No religion or belief	0	0.00%	1	1.52%	0	0.00%	3	4.55%	4	6.06%	8	12.12%
Buddhist	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Christian	2	3.03%	5	7.58%	2	3.03%	3	4.55%	4	6.06%	16	24.24%
Hindu	0	0.00%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Jewish	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Muslim	0	0.00%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Sikh	2	3.03%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	3	4.55%
Any other religion or belief	0	0.00%	0	0.00%	0	0.00%	1	1.52%	0	0.00%	1	1.52%
Prefer not to say	0	0.00%	1	1.52%	0	0.00%	1	1.52%	0	0.00%	2	3.03%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Sexual orientation	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Bi	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Gay/Lesbian	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.52%	1	1.52%
Heterosexual	4	6.06%	10	15.15%	2	3.03%	7	10.61%	7	10.61%	30	45.45%
Other preferred description	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	0	0.00%	0	0.00%	1	1.52%	0	0.00%	1	1.52%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Schooling type	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
State-run or state-funded school - selective on academic, faith or other grounds	1	1.52%	2	3.03%	1	1.52%	2	3.03%	1	1.52%	7	10.61%
State-run or state-funded school - non-selective	1	1.52%	3	4.55%	1	1.52%	5	7.58%	5	7.58%	15	22.73%
Independent / fee-paying school	1	1.52%	1	1.52%	0	0.00%	0	0.00%	2	3.03%	4	6.06%
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Attended school outside the UK	1	1.52%	3	4.55%	0	0.00%	0	0.00%	0	0.00%	4	6.06%
Don't know / not sure	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	0	0.00%	1	1.52%	0	0.00%	1	1.52%	0	0.00%	2	3.03%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Parents attend university by the time you were 18?	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
No, neither of my parents attended university	2	3.03%	2	3.03%	2	3.03%	7	10.61%	5	7.58%	18	27.27%
Yes, one or both of my parents attended university	0	0.00%	7	10.61%	0	0.00%	1	1.52%	3	4.55%	11	16.67%
Don't know / not sure	1	1.52%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Prefer not to say	1	1.52%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	2	3.03%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Question not asked	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Work of the main / highest income earner in your household when you were aged about 14	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
occupations such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner,	0	0.00%	4	6.06%	0	0.00%	2	3.03%	2	3.03%	8	12.12%
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	0	0.00%	2	3.03%	1	1.52%	1	1.52%	1	1.52%	5	7.58%
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	1	1.52%	0	0.00%	0	0.00%	1	1.52%	1	1.52%	3	4.55%
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	0	0.00%	0	0.00%	0	0.00%	2	3.03%	2	3.03%	4	6.06%
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	0	0.00%	0	0.00%	1	1.52%	0	0.00%	1	1.52%	2	3.03%
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	0	0.00%	2	3.03%	0	0.00%	1	1.52%	0	0.00%	3	4.55%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0.00%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	1	1.52%
Other, such as: retired, this question does not apply to me, I don't know	0	0.00%	0	0.00%	0	0.00%	1	1.52%	1	1.52%	2	3.03%
Prefer not to say)	3	4.55%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	4	6.06%
Invalid / no response to this question	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Question not asked	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Primary carer for a child under 18	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
Yes	2	3.03%	4	6.06%	0	0.00%	3	4.55%	2	3.03%	11	16.67%
No	1	1.52%	5	7.58%	2	3.03%	5	7.58%	6	9.09%	19	28.79%
Prefer not to say	1	1.52%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	2	3.03%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%

Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age	Partners		Solicitors		Fee Earning Role		Legal Support Staff		Business Services		Total No.	Total Percent
	No.	Percent	No.	Percent	No.	Percent	No.	Percent	No.	Percent		
No	1	1.52%	7	10.61%	2	3.03%	8	12.12%	7	10.61%	25	37.88%
Yes, 1 - 19 hours a week	0	0.00%	2	3.03%	0	0.00%	0	0.00%	0	0.00%	2	3.03%
Yes, 20 - 49 hours a week	0	0.00%	0	0.00%	0	0.00%	0	0.00%	1	1.52%	1	1.52%
Yes, 50 or more hours a week	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%	0	0.00%
Prefer not to say	3	4.55%	1	1.52%	0	0.00%	0	0.00%	0	0.00%	4	6.06%
No Survey Submitted	3	4.55%	5	7.58%	3	4.55%	20	30.30%	3	4.55%	34	51.52%
	7	10.61%	15	22.73%	5	7.58%	28	42.42%	11	16.67%	66	100.00%