

# Smith Sutcliffe Solicitors

## Discrimination and Diversity

Smith Sutcliffe are required by our Regulator, and to achieve compliance with the "Lexcel Standard" promoted by the Law Society, to maintain a Diversity and non – Discrimination Policy and to review that policy on an annual basis, to ensure that it is effective and understood by managers and staff within the firm.

Part of the operation of that policy requires us to monitor the composition of our workforce in terms of age, gender, ethnicity and those affected by disability which may affect their working ability.

It is now a requirement of our Regulator, the Solicitors Regulation Authority, that the data collected should be published on an annual basis and we are pleased to set out the details of our firm as at 31<sup>st</sup> January 2014.

The data is collected by survey, in which all staff are invited to take part. There is no compulsion on staff to take part, nor to answer any specific questions within the survey.

In order to protect the identity of individual staff members the data for our firm is presented so as to group data for our professional staff – Partners, Solicitors, and other legally qualified staff who carry out front facing work for our firm, and support staff. Data within that group is presented as a percentage of the total workforce. Staff not responding or not taking part are included to ensure an accurate calculation.

At the date of the survey, we had 32 full and part time staff members.

Count of Gender	Gender	
Int code	Female	Male
Professional Staff	25.00%	21.88%
Support Staff	43.75%	9.38%
Grand Total	68.75%	31.25%

	Disability present	
	No	Prefer Not To Say
Professional Staff	28.13%	18.75%
Support Staff	37.50%	15.63%
Grand Total	65.63%	34.38%

	Ethnic Origin					
	Not Disclosed	Prefer Not to Say	White - British /English/Welsh/Northern Irish/Scot	White British	White Other	Grand Total
Professional Staff	0.00%	6.25%	31.25%	9.38%	0.00%	46.88%
Support Staff	3.13%	3.13%	37.50%	6.25%	3.13%	53.13%
Grand Total	3.13%	9.38%	68.75%	15.63%	3.13%	100.00%

Age Range	%
Prefer not to say	5.89
<25	2.94
25 - 35	17.65
35 - 45	11.76
45 - 55	29.41
55 - 65	29.41
>65	2.94
	100