

DIVERSITY STATISTICS 2023

Howell Jones is an inclusive firm that embraces diversity and promotes a safe environment free from discrimination, harassment, and victimisation. We are committed to encouraging equal opportunities and endeavor to treat everyone equally with dignity, courtesy and respect regardless of any personal characteristics.

We asked our staff to participate in our 2023 diversity survey and had an 92% response rate. Our staff's statistics as of 29 June 2023 are detailed below. The percentages have been rounded to the nearest whole number.

Role within the firm

	% of all responders			
	Total	Male	Female	Invalid / No response
Full equity solicitor partners	9%	3%	10%	
Salaried or partial equity solicitor partners	10%	3%	7%	
Solicitor (not Partner)	24%	7%	16%	
Other fee earning role	7%	3%	4%	
Role directly supporting fee earner	30%	10%	24%	
Managerial role	4%	3%	1%	
IT/HR/ Other corporate services role	6%		4%	1%
Chartered Legal Executive / CILEx Practitioner	4%		4%	
Licensed Conveyancer	4%		4%	

Age category

	% of all responders					
	16-24	25-34	35-44	45-54	55-64	65 +
	7%	19%	22%	24%	13%	7%

Gender identified with the same as the sex registered at birth

	% of all responders		
	Yes	No	Prefer not to say
	9%		
	9%		1%
	24%		
	7%		
	30%		
	4%		
	6%		
	4%		
	4%		

Disability under the Equality Act 2010

	% of all responders	
	Yes	No
	4%	
		94%
		1%

Day-to-day activities limited due to a health problem or disability lasting at least 12 months?

	% of all responders	
	Yes, limited a little	No
	6%	
		94%

Sexual Orientation

	% of all responders	
	Gay / Lesbian	Heterosexual
	1%	
		94%
		4%

DIVERSITY STATISTICS 2023 (CONTINUED)

Ethnicity

% of all responders

Bangladeshi, Chinese, Indian, Pakistani, or any other Asian background 12%

African, Caribbean or any other Black background 3%

White and Asian, Mixed, multiple ethnic background 4%

British, Irish or any other White background 81%

Religion

% of all responders

No religion or belief 33%

Christian 51%

Hindu 3%

Jewish 1%

Muslim 6%

Any other religion or belief 3%

Prefer not to say 3%

Type of school attended between the ages 11-16

% of all responders

State-run or state-funded school (Selective on academic, faith or other grounds) 24%

State-run or state-funded school (Non-selective) 60%

Independent / fee-paying school 7%

Attended school outside of the UK 4%

Prefer not to say 4%

Did either of your parents attend university and gain a degree by the time you were 18?

% of all responders

No, neither of my parents attended university 69%

Yes, one or both of my parents attended university 25%

Don't know / not sure 1%

Prefer not to say 4%

Primary carer for a child under 18 %

Yes 31%

No 69%

Work of the main / highest income earner in your household when you were around the age of 14?

% of all responders

Modern professional and traditional professional occupations such as: teacher, nurse, physiotherapist, social worker, musician. Police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer 21%

Senior, middle or junior managers or administrators such as: finances manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager. 16%

Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse. 6%

Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver 12%

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. 19%

Small business owners who employed less than 25 people such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or café owner, taxi owner, garage owner 1%

Other such as: retired, this question does not apply to me, I don't know 3%

Prefer not to say 4%

Time spent looking after or providing unpaid care for someone with long-term physical or mental ill health caused by disability or age

% of all responders

No 90%

Yes – 1-19 hours a week 3%

Yes – 20-49 hours a week 3%

Prefer not to say 3%

Invalid / No response 1%