



Equality and Diversity Statistics 2019

Introduction

Our regulator, the Solicitors Regulation Authority, (SRA) requires us to collect, report and publish data about the diversity make-up of our workforce. This data is collected every other year, the latest collection being June 2019.

The Survey

The SRA set 14 questions which cover gender, age, sexual orientation, religion and socio-economic background. Responses from individuals within our company are provided anonymously and voluntarily. As a result, we have no way of verifying whether the answers given by individuals are accurate.

Data Protection

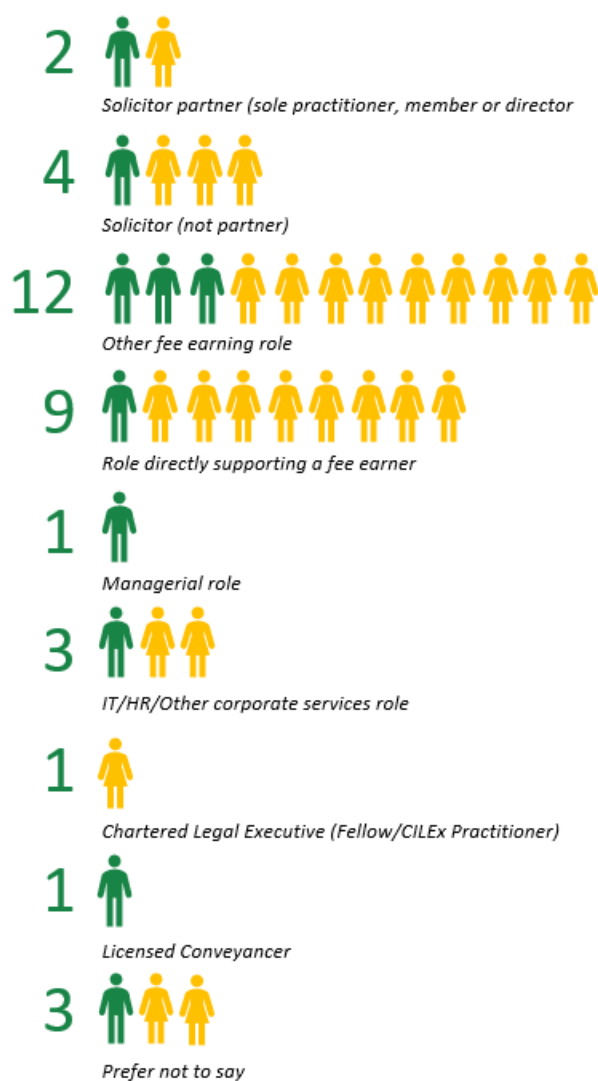
Our company employs less than 50 staff so some of the data collected may make it easy to identify individuals and we have chosen not to publish information about religion or belief, sexual orientation or transgender as we believe this to be sensitive personal information and so some of the information is not published.

Results

Roles

Approximately 70% of our workforce is female. Women hold key positions throughout our practice including Director, Solicitors, Chartered Legal Executives and other fee earning roles.

Roles with Easthams Solicitors

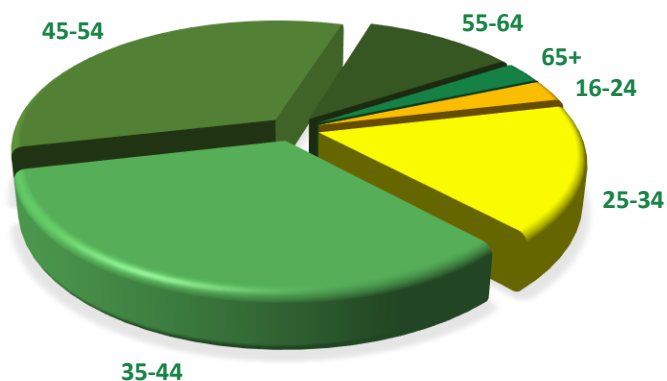


Age Profile

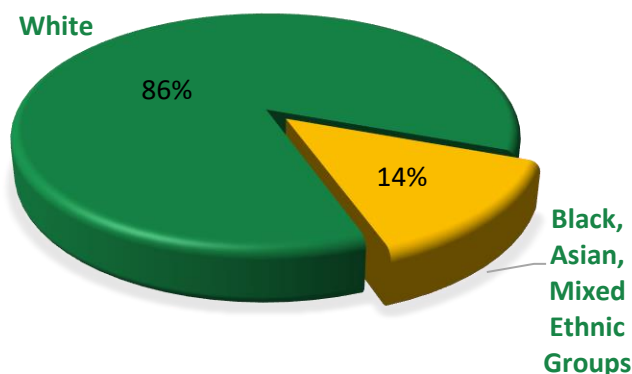
We are proud that more than 20% of our team have been with us for over 20 years and that over half our staff have been with us for at least 5 years.

Our age profile reflects the number of staff who have “grown up” with us, with two-thirds of our staff being aged between 35 and 54 years of age.

Approximately 20% of our team are aged between 16 and 34.



Ethnicity

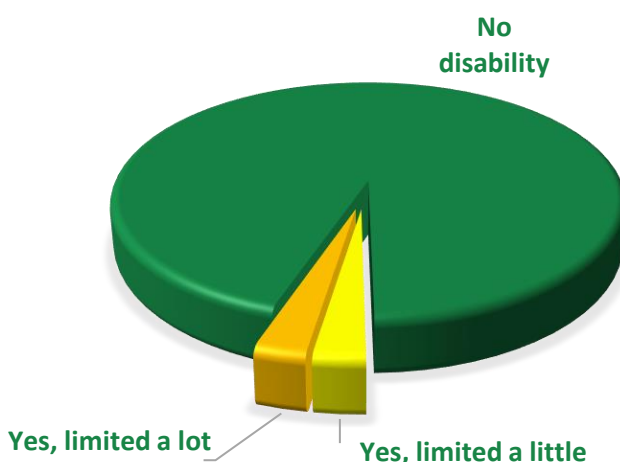


The 2011 Census showed that just 3.3% of Blackpool’s residents consider themselves as part of an ethnic minority group. We are pleased to say that the ethnicity of our staff shows a much greater diversity than the general local population.

Disability

The SRA survey asked whether our staff consider that their day-to-day activities are limited because of a health problem or disability which is expected to last at least 12 months.

The vast majority of our staff enjoy good health but 5% suffer some form of limitation to their daily lives.

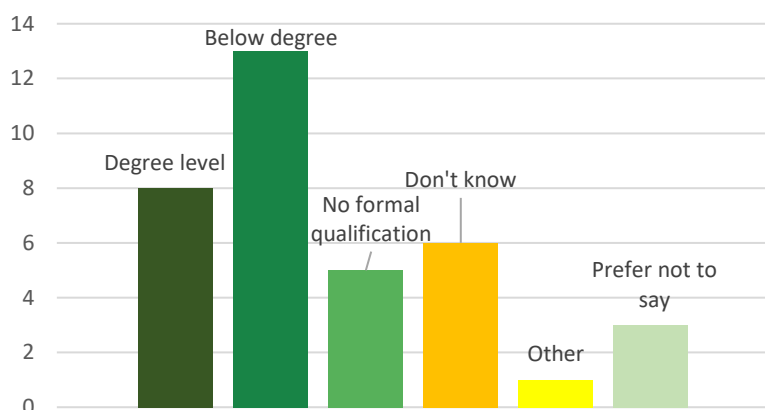
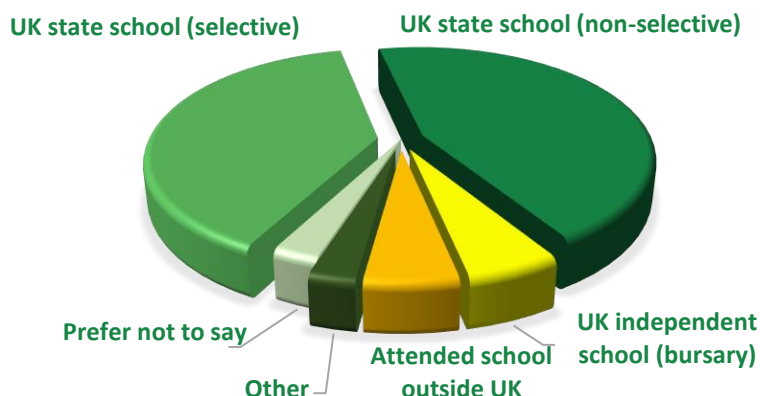


Socio-Economic Background

The SRA survey seeks to establish the socio-economic background of our employees. Questions ask what type of school was attended between 11 and 16 years of age, what qualifications our parents obtained and what type of work our parents did.

What type of school did you attend between the age of 11 and 16?

Just 6% of staff attended a UK independent school. Another 6% attended school outside the UK with 83% of our staff attending a UK state school.

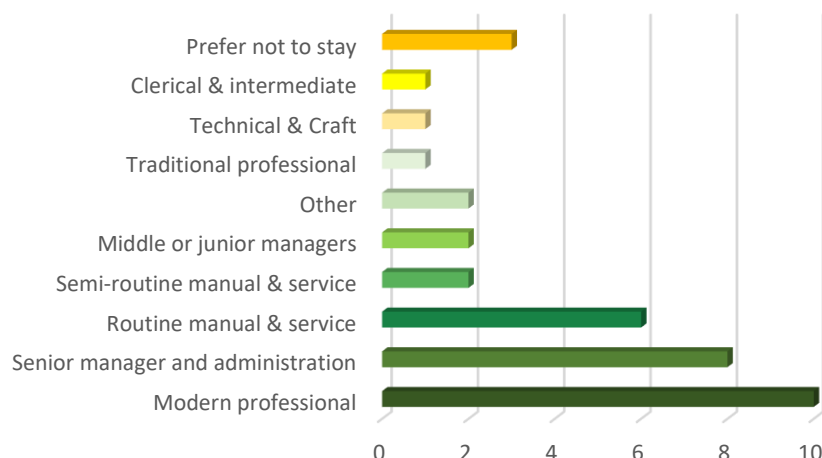


What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

Questions regarding your parent's education can be seen by many as overly intrusive and the answers given to the survey reflect this feeling.

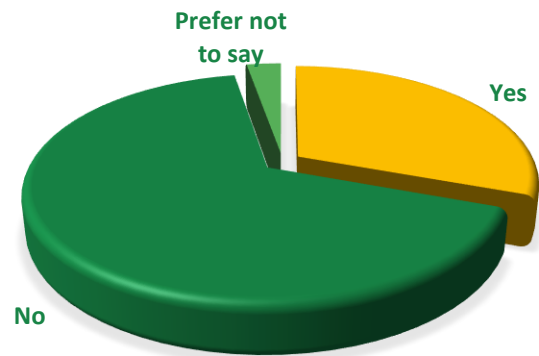
Which category best describes the sort of work the main income earner in your household did?

The Modern Professional category includes occupations such as teachers, nurses, physiotherapists, social workers, welfare officers, artists, musicians, police officers and software designers.



Are you a primary carer for a child under 18 years old?

Two-thirds of our staff are not a primary carer for a child. This is reflective of our age profile of staff with many of our staff now having grown-up families.



Do you care for someone with long term physical or mental illness?

The final question relates to care of someone with long term illness. 1 in 12 people look after or care for someone up to 19 hours per week.

