

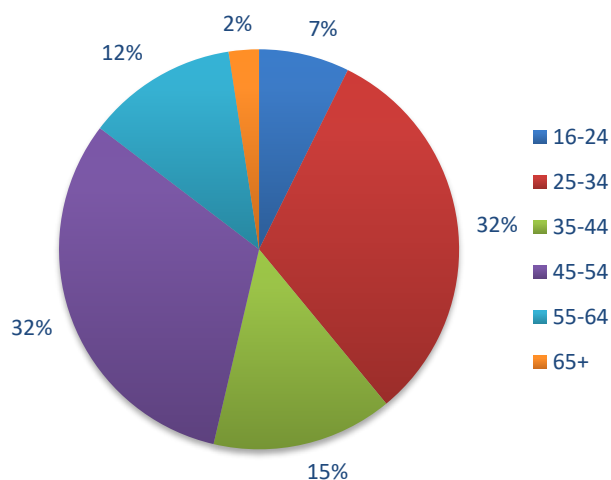


Diversity, Equality and Inclusion

We believe that Equality, Diversity and Inclusion are vital to the success and ethos of Loxley. Our commitment is valued by our staff and our clients and we endeavour to continue the meaningful progress we have made in broadening representation across the firm. Our aim is for all staff to feel valued and that they belong at Loxley.

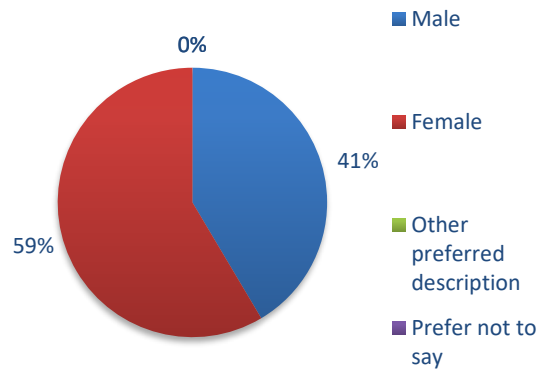
87% of staff responded to our recent voluntary diversity survey – the results of which are below:-

Age Category



Age	Partner	Solicitor	Other Fee Earner Role	Business Support
16-24	0%	0%	14%	33%
25-34	9%	35%	72%	17%
35-44	27%	18%	0%	0%
45-54	37%	35%	14%	33%
55 and over	27%	12%	0%	17%

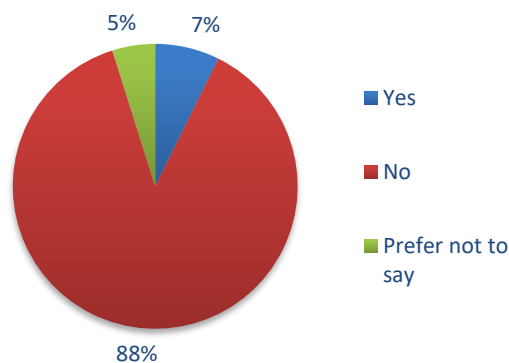
Gender



	Partner	Solicitor	Other fee-earning role	Business Support
Male	83%	24%	57%	0%
Female	17%	76%	43%	100%
Prefer not to say	0%	0%	0%	0%
Other preferred description	0%	0%	0%	0%

Disability

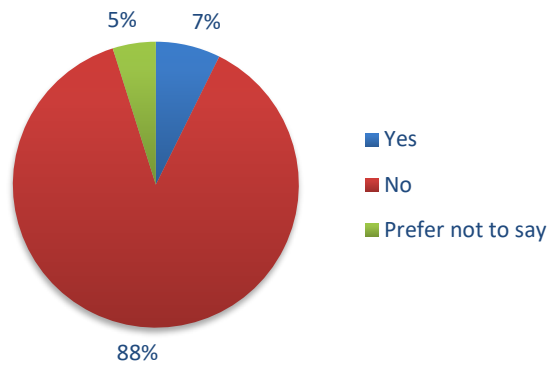
Staff were asked if they considered themselves to have a disability according to the definition in the Equality Act 2010. The Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.



Across whole Firm	
Yes	7%
No	88%
Prefer not to say	5%

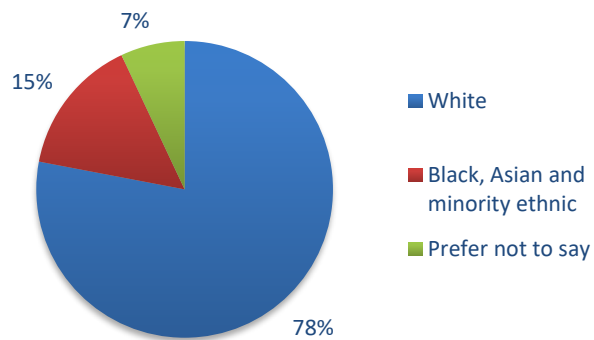
Long Term Health Conditions

Staff were asked whether their day-to-day activities were limited by their disability or condition.



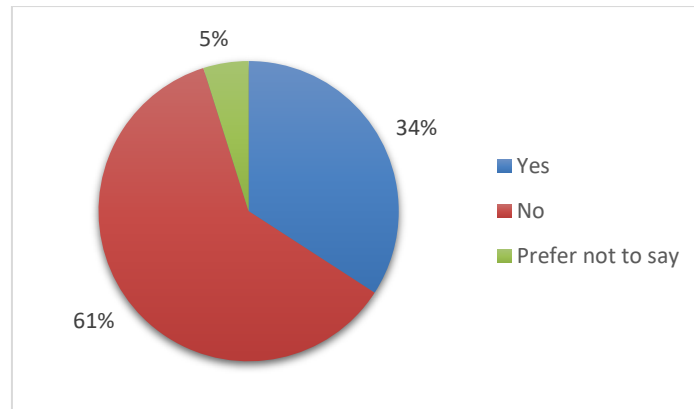
Across whole Firm	
Yes, limited a lot	0%
Yes, limited a little	7%
No	88%
Prefer not to say	5%

Ethnicity



Across whole Firm	
White	78%
Black, Asian and minority ethnic	15%
Prefer not to say	7%

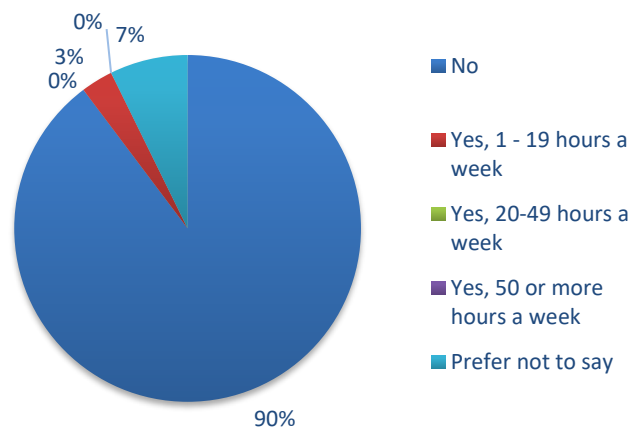
Primary carer responsibility for under 18's



Across whole Firm	
Yes	34%
No	61%
Prefer not to say	5%

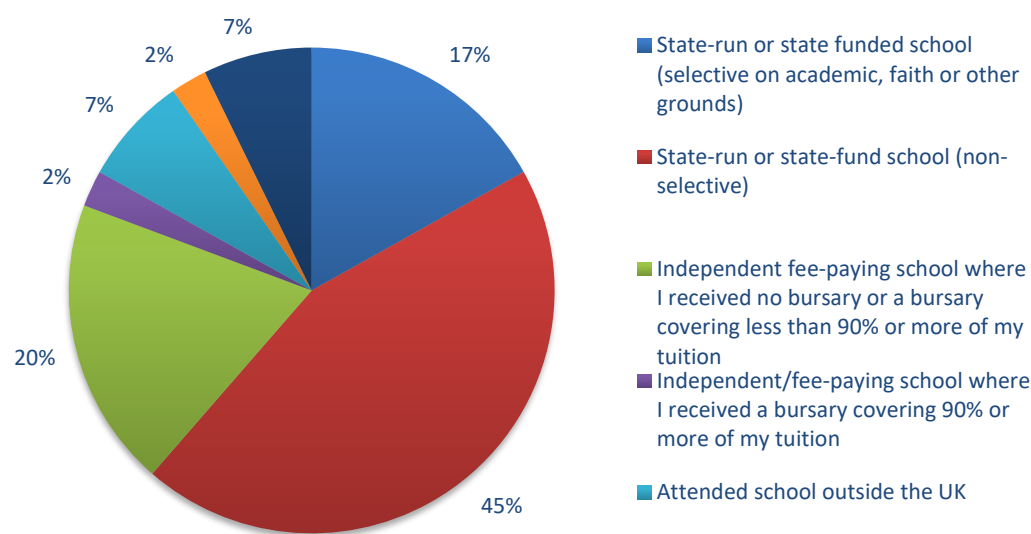
Carer responsibilities

We asked staff if they looked after or cared for someone with a long term physical or mental illness health caused by disability or age (not in a paid capacity).



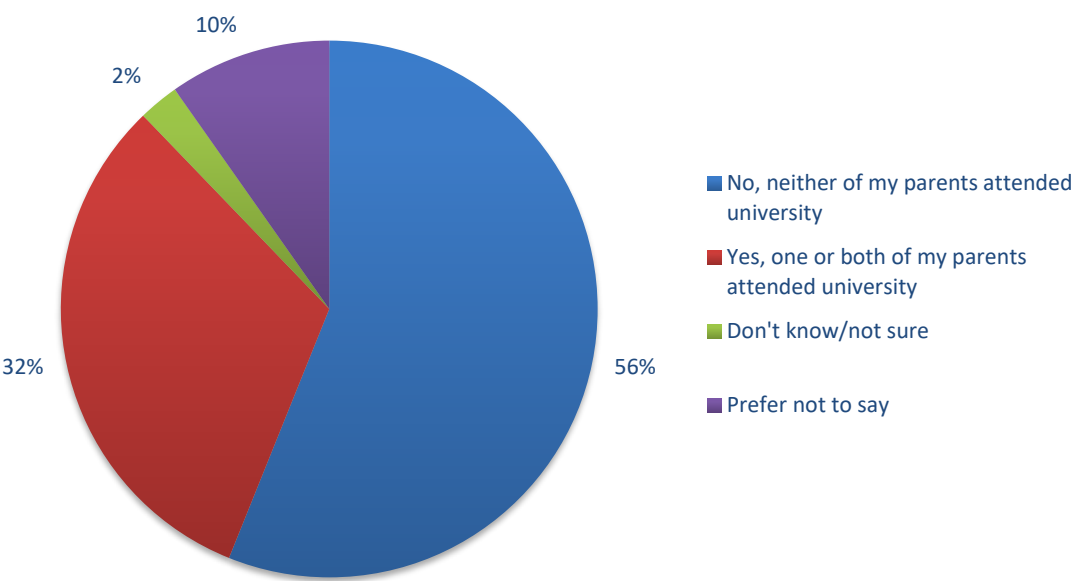
Across whole Firm	
	90%
Yes, 1 - 19 hours a week	3%
Yes, 20-49 hours a week	0%
Yes, 50 or more hours a week	0%
Prefer not to say	7%

Social Mobility – Secondary Education



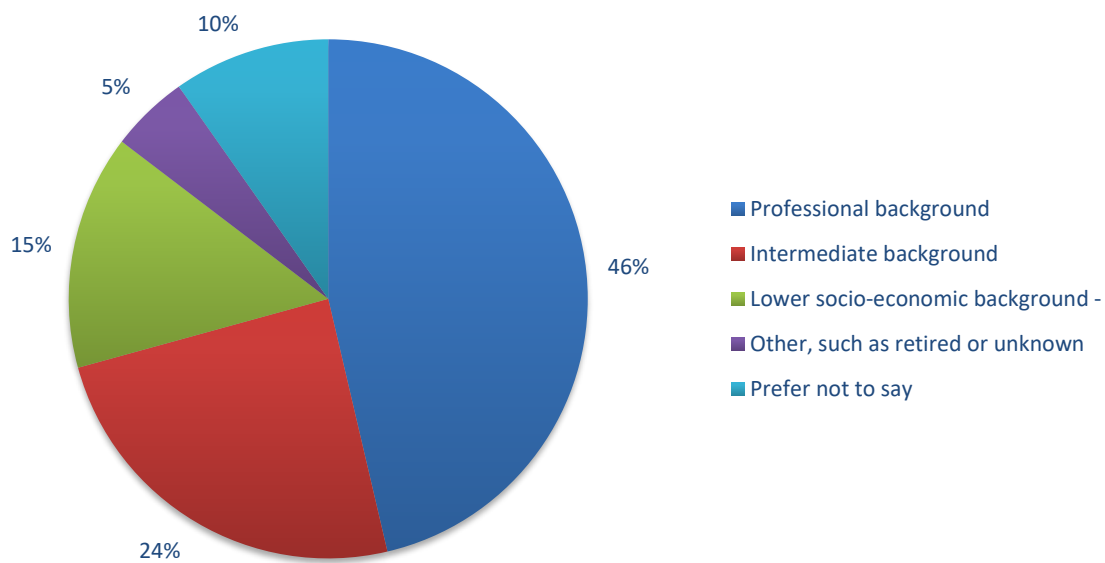
Across whole Firm	
State-run or state funded school (either selective on academic, faith or other grounds or non-selective)	62%
Independent fee-paying school (with or without bursary)	22%
Attended school outside the UK	7%
Prefer not to say	9%

Social Mobility – Parental level of education



	Across whole Firm
Neither parent attended university	56%
One or both parents attended university	32%
Prefer not to say	12%

Social Mobility – Parental occupations growing up



	Across whole Firm
Professional background - including teachers, accountants, solicitors, doctors, police officers, bank managers, large business owners	46%
Intermediate background - small business owners, secretarial, paralegals	24%
Lower socio-economic background - technical, craft, routine and service occupations	15%
Other, such as retired, long-term unemployed or unknown	5%
Prefer not to say	10%