

## Equality and Diversity

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SSL constantly strives to create a productive environment in which diversity is embraced and each employee feels respected.

SSL's Equality and Diversity Policy underpins a steadfast dedication to serve as an equal opportunities employer and this integral commitment extends to the way in which SSL works with its clients, applicants, suppliers, barristers and third parties.

In accordance with these fundamental principles and the requirement for all firms regulated by the Solicitors' Regulation Authority (SRA) to publish workforce diversity data, the following link provides an overview of our current workforce composition.

<b>Role *</b>	
Solicitor	3
Other fee earning role	6
Role directly supporting a fee earning role	3
Managerial role	2
IT/HR/other corporate services role	4
Chartered Legal Executive	4
<b>Age *</b>	
16 - 24	3
25 - 34	7
35 - 44	9
45 - 54	3
<b>Gender *</b>	
Female	17
Male	5

<b>Individuals who consider their gender to be different from that associated with sex at the time of birth</b>	
No or preferred not to say	22
<b>Disability *</b>	
Individuals who declared a disability in accordance with the Equality Act definition of a disability	1
Individuals who did not declare a disability in accordance with the Equality Act definition of a disability or indicated preferred not to say	21
<b>Limitations *</b>	
Individuals who reported that their day to day activities <b>are</b> limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months	4
Individuals who reported that their day to day activities <b>are not</b> limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months or preferred not to say	18
<b>Ethnicity *</b>	
British/English/Welsh/Northern Irish/Scottish	21
Indian	1
<b>Religion or belief *</b>	
No religion or belief/Atheist	8
Christian	10
Sikh	1
Preferred not to say	3
<b>Socio-economic background - Education between ages 11 - 18 *</b>	
UK State School	21
UK Independent/Fee paying School	1
<b>Socio-economic background - Higher education *</b>	
Individuals who reported on whether they attended University and, if applicable, were part of the first generation of their family to do so	
Did not attend university	16
Attended university and <b>were</b> part of the first generation to do so	4
Attended university and <b>were not</b> part of the first generation to do so	1
Preferred not to say	1

<b>Caring Responsibilities *</b>	
Individuals with primary carer responsibilities for a child or children under 18	12
Individuals with no primary carer responsibilities for a child or children under 18 or preferred not to say	10
<b>Individuals with primary carer responsibilities for someone with long term physical or mental ill health caused by a disability or age &amp; if so, hours spent</b>	
None or preferred not to say	20
Yes, 1 - 19 hours a week	2

Please note that as the collation of the data was subject to voluntary participation, the overview is indicative only and may not be fully reflective.

A copy of SSL's Equality and Diversity Policy is available on request by contacting the HR Department.