

Diversity at

bower bailey

SOLICITORS

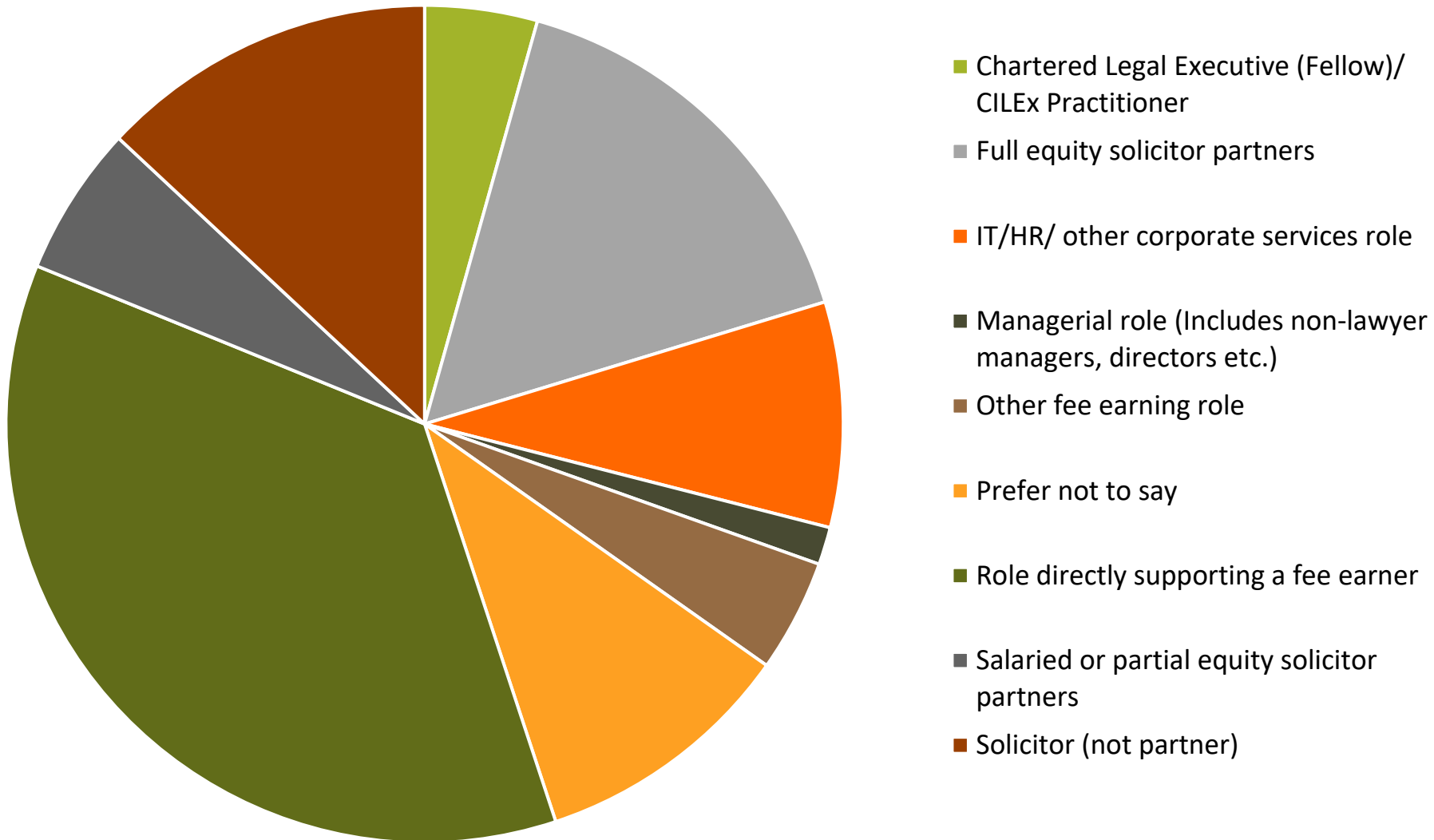
Bower Bailey is committed to promoting and encouraging equality and diversity and preventing any forms of discrimination and harassment.

This applies to the firm's professional dealings with staff and partners, other solicitors, barristers, clients and third parties.

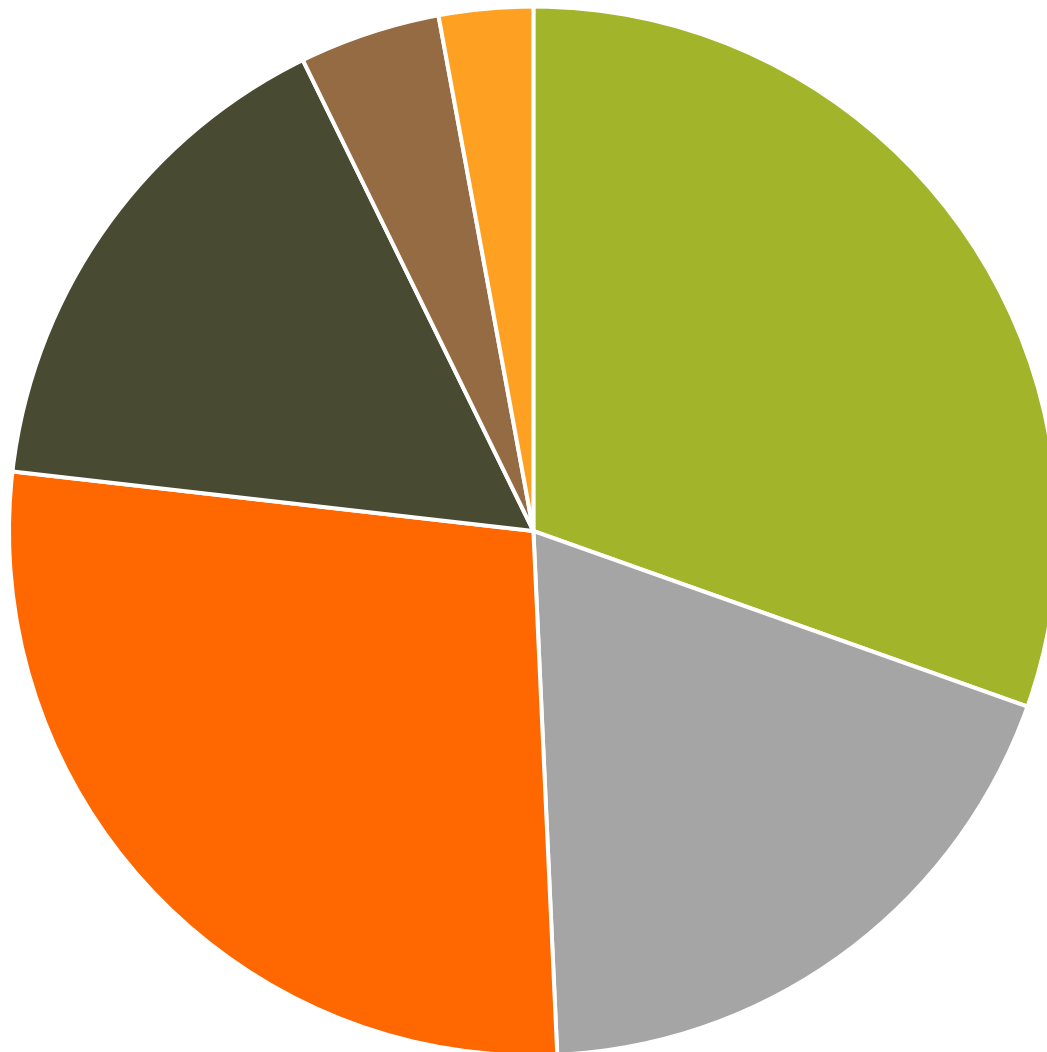
The firm intends to treat everyone fairly with the same respect regardless of their age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation. In the workplace we aim to create a working environment in which staff are able to make best use of their skills, free from discrimination or harassment and in which all decisions are based on merit. It is good business sense for the firm to ensure that its most important resource, its staff, is used in a fair and effective way.

Bi-annually we encourage our staff to take part in a survey which monitors the diversity make up of our firm. Below represents the data provided in response to the survey carried out June 2023.

Select the category which best describes your role in the firm

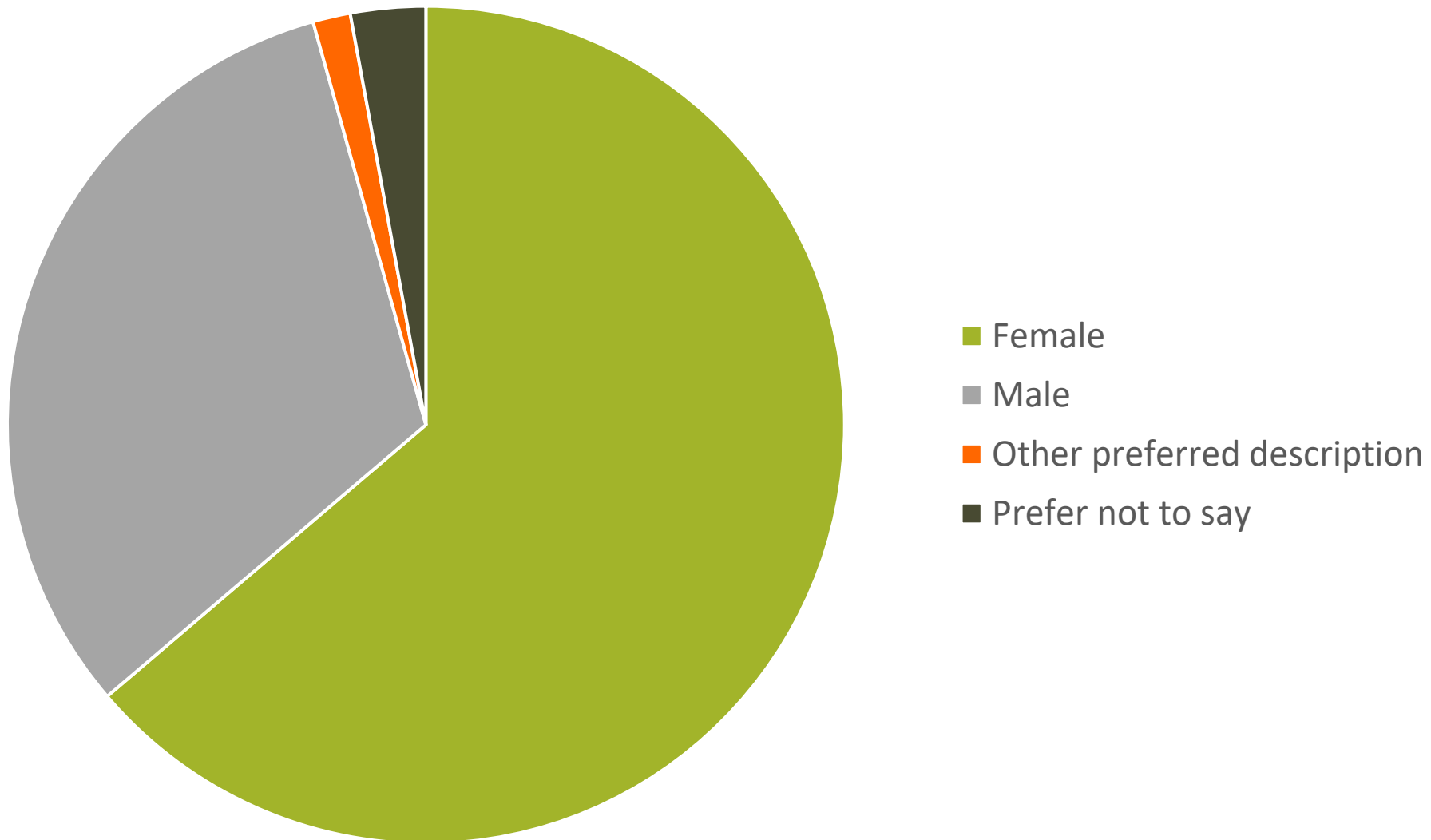


Which age category are you in?

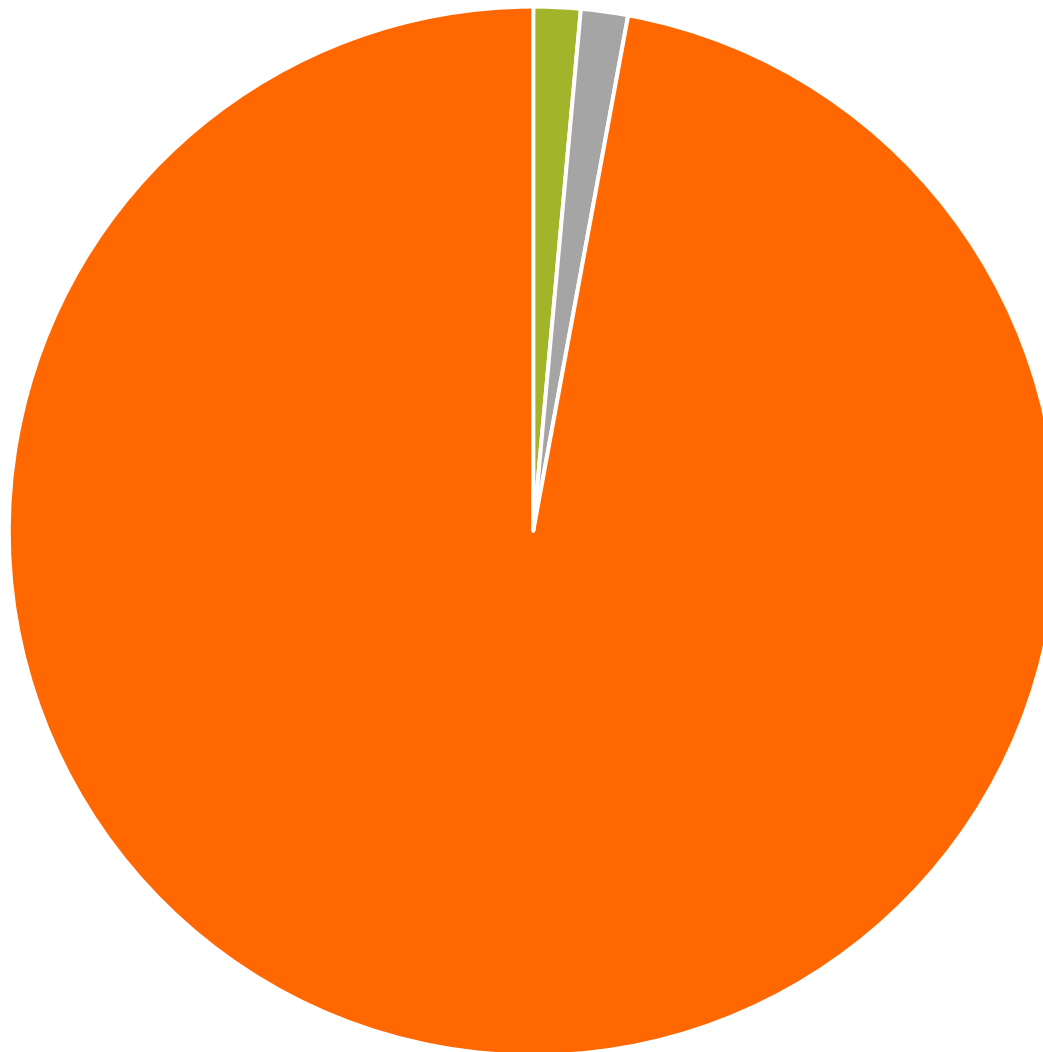


- 25-34
- 35-44
- 45-54
- 55-64
- 65+
- Prefer not to say

What is your sex?

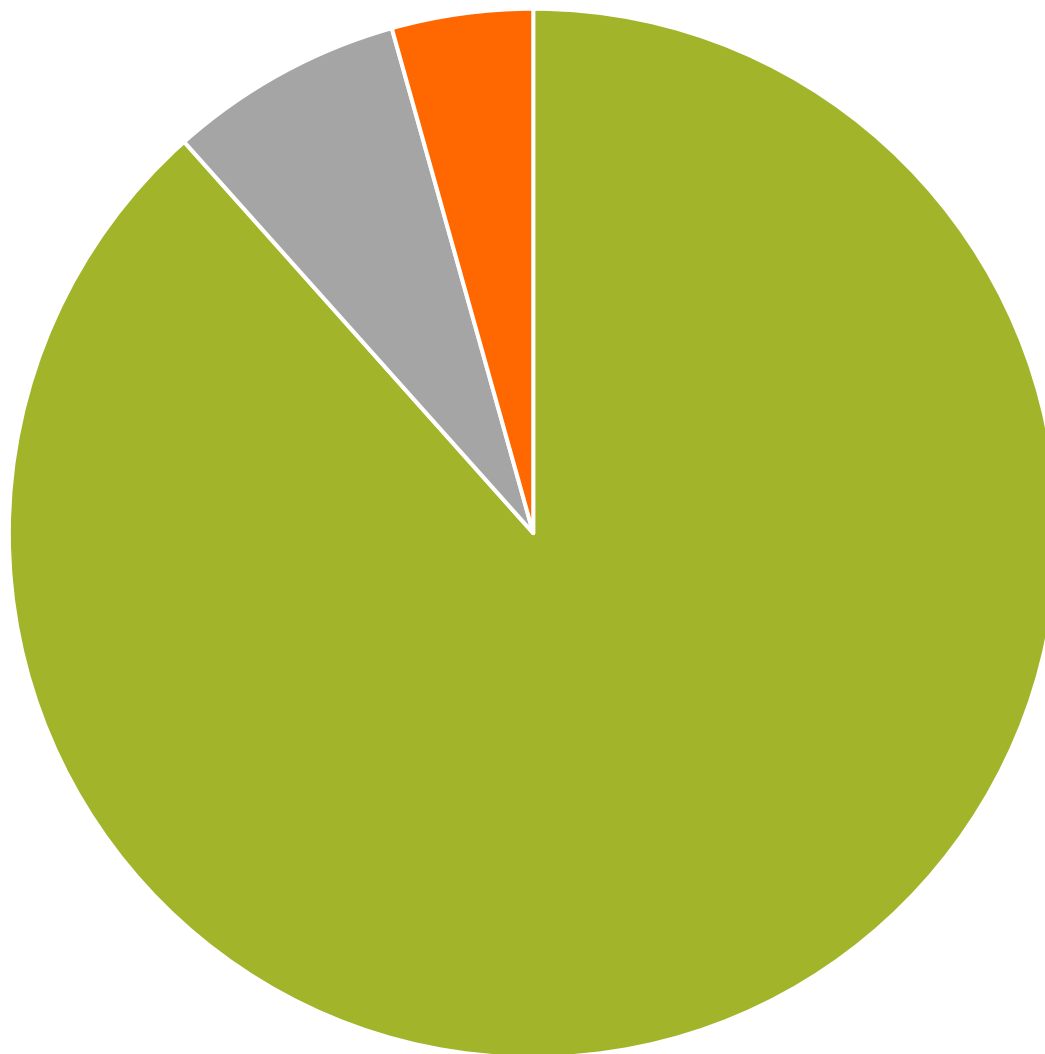


Is the gender you identify with the same as your sex registered at birth?



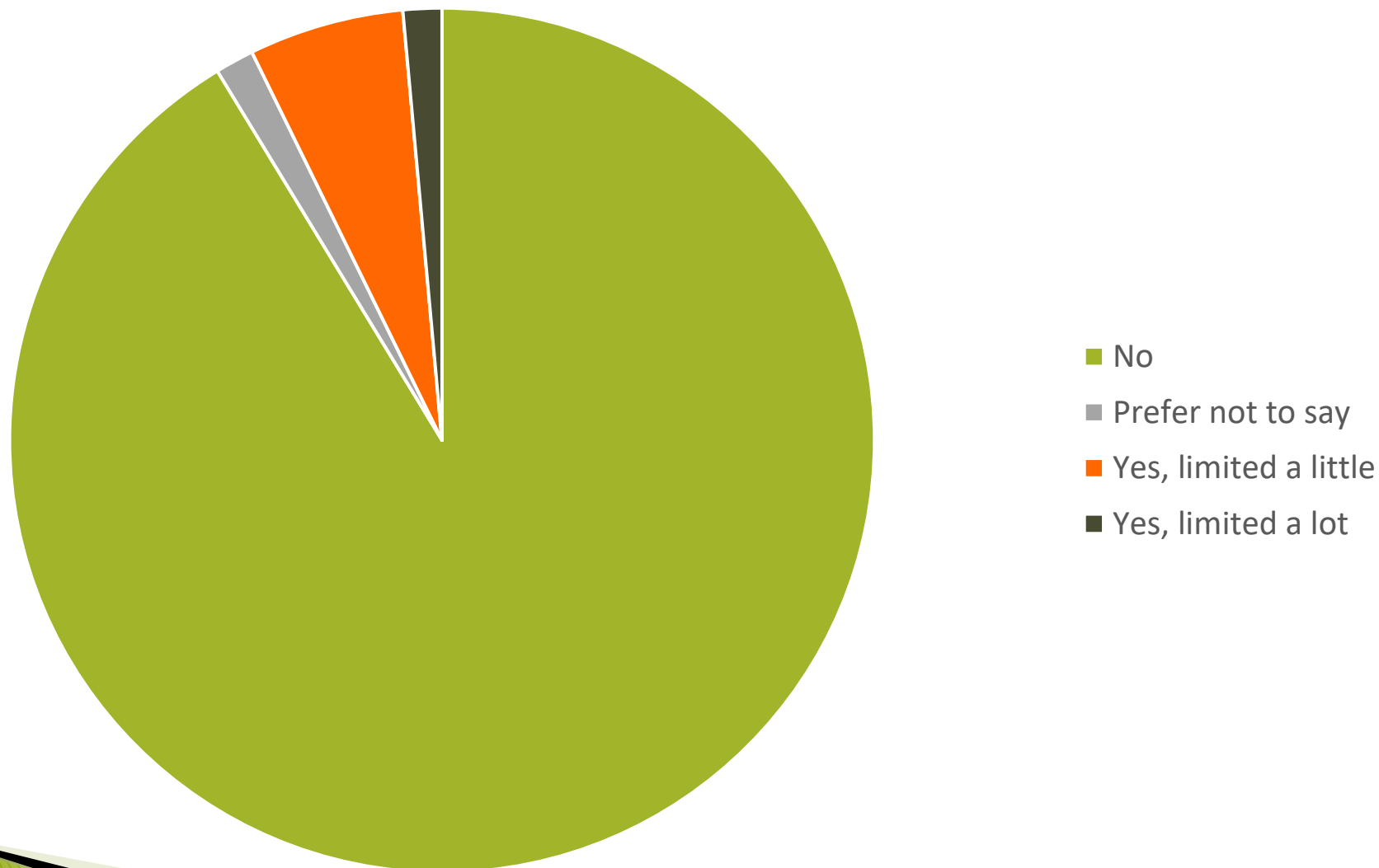
- No
- Prefer not to say
- Yes

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?

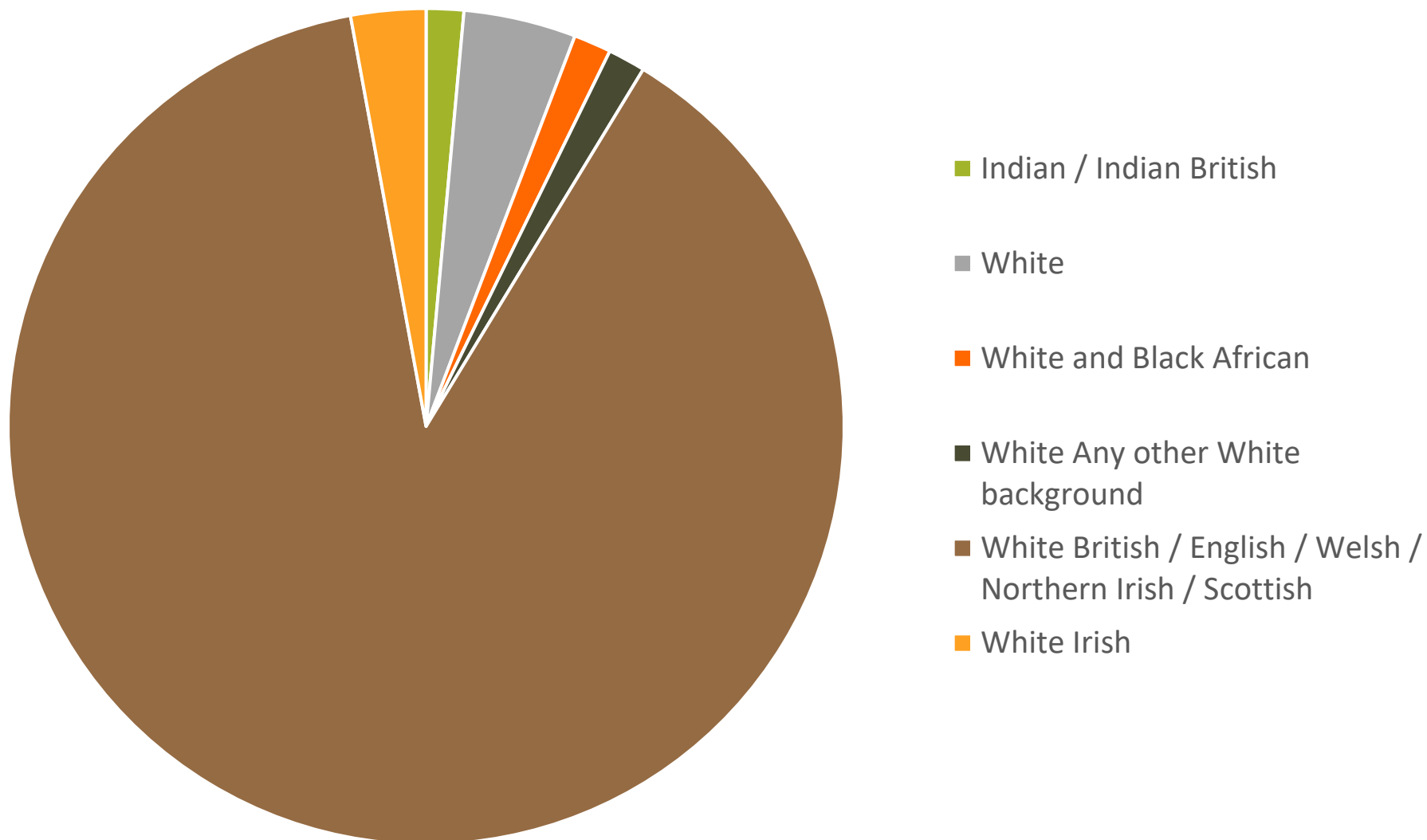


- No
- Prefer not to say
- Yes

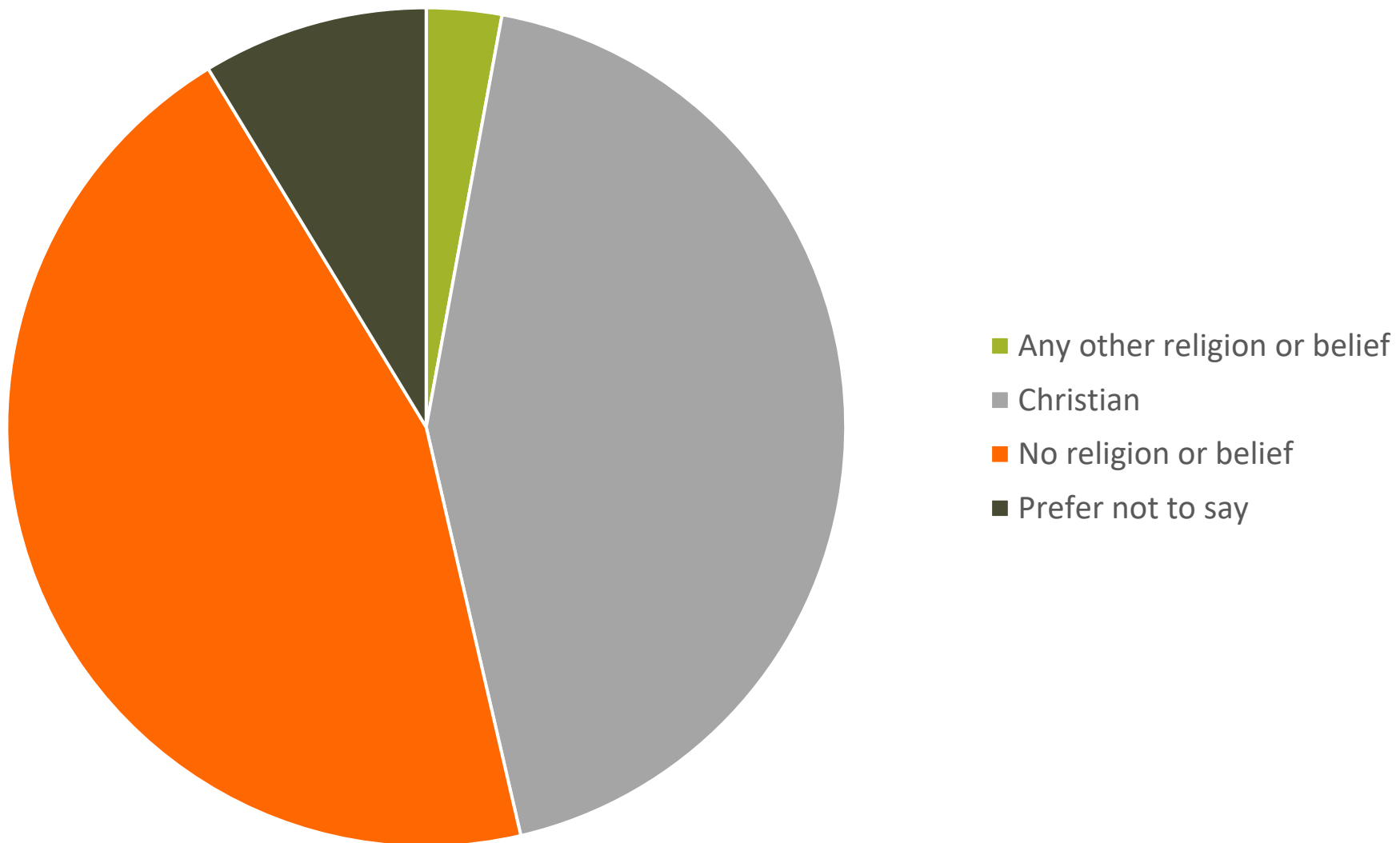
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



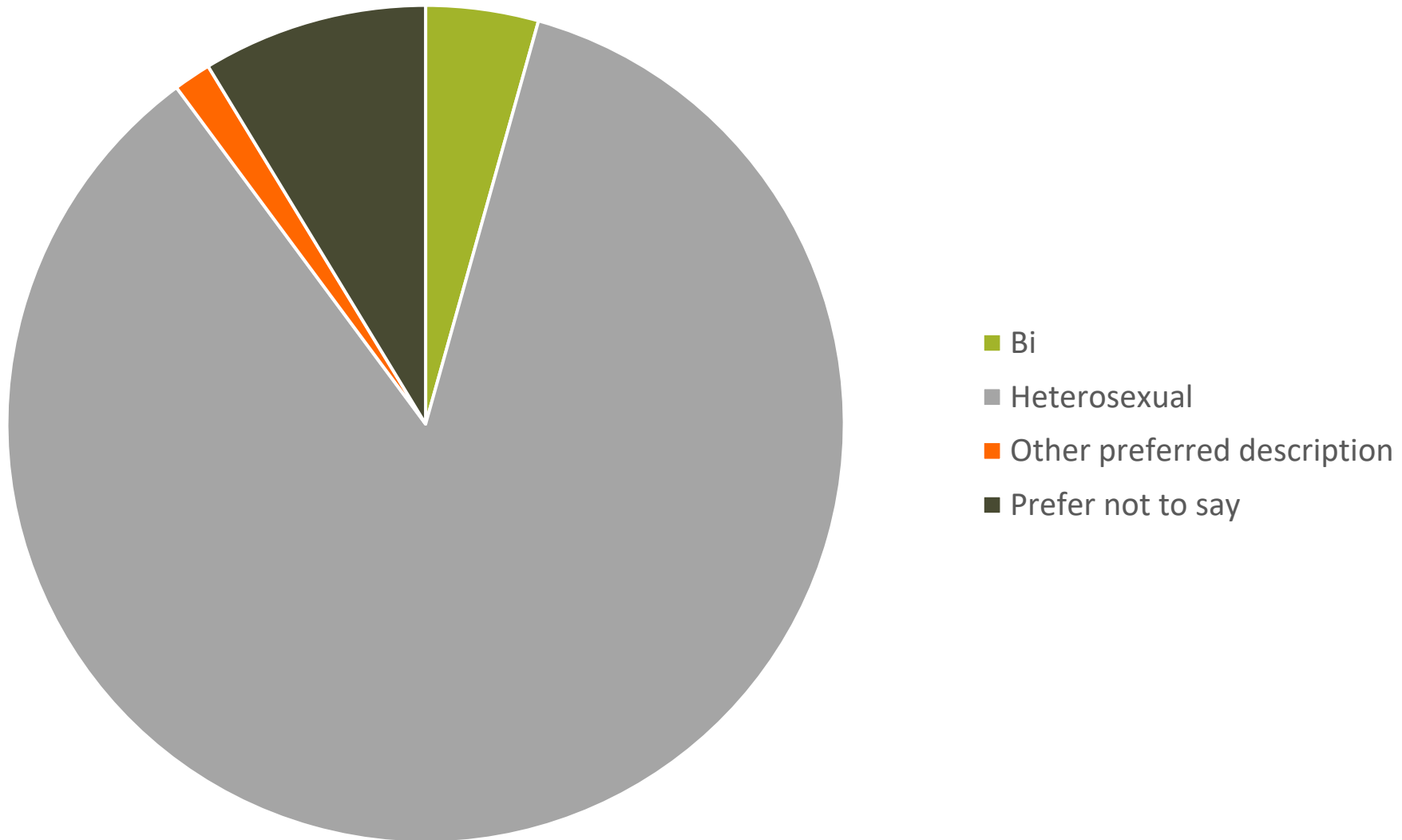
What is your ethnic group?



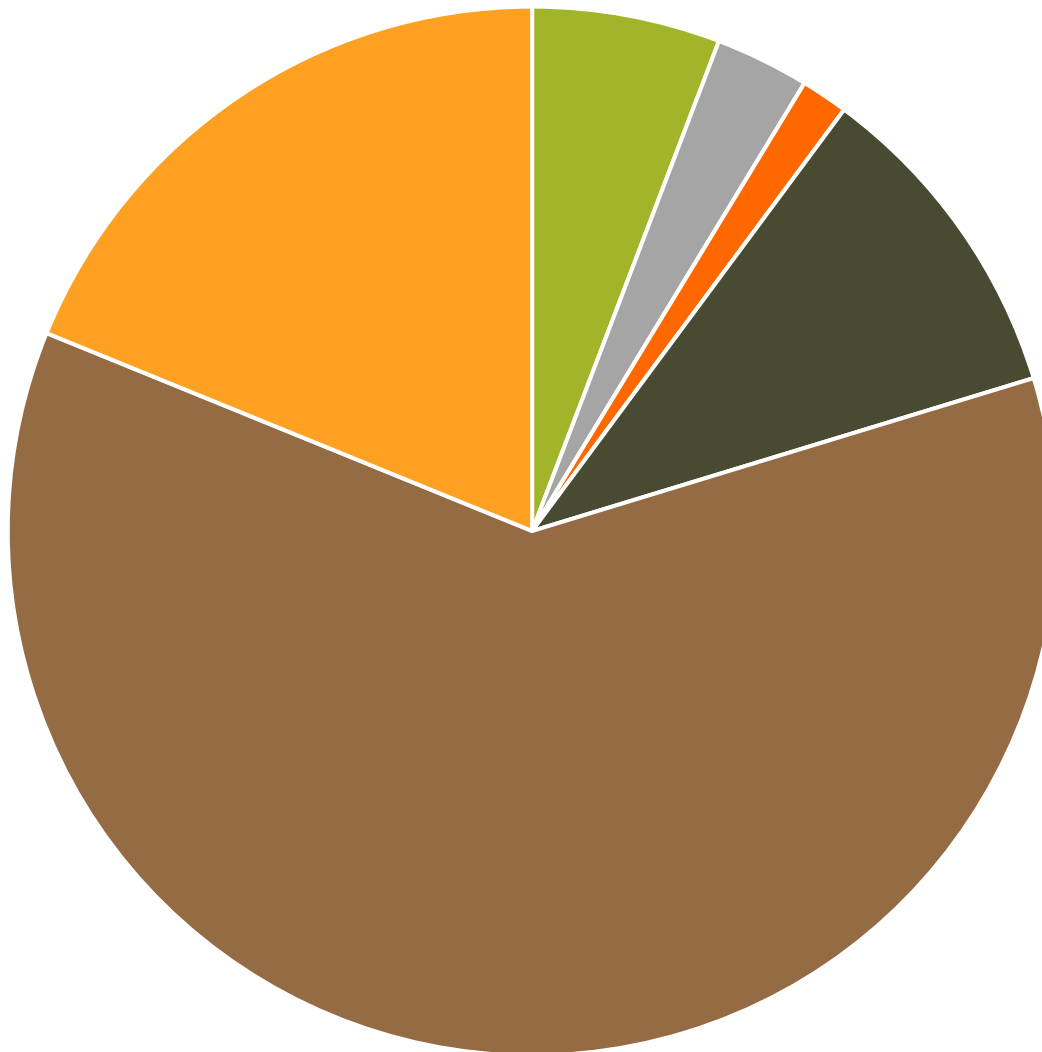
What is your religion or belief?



What is your sexual orientation?

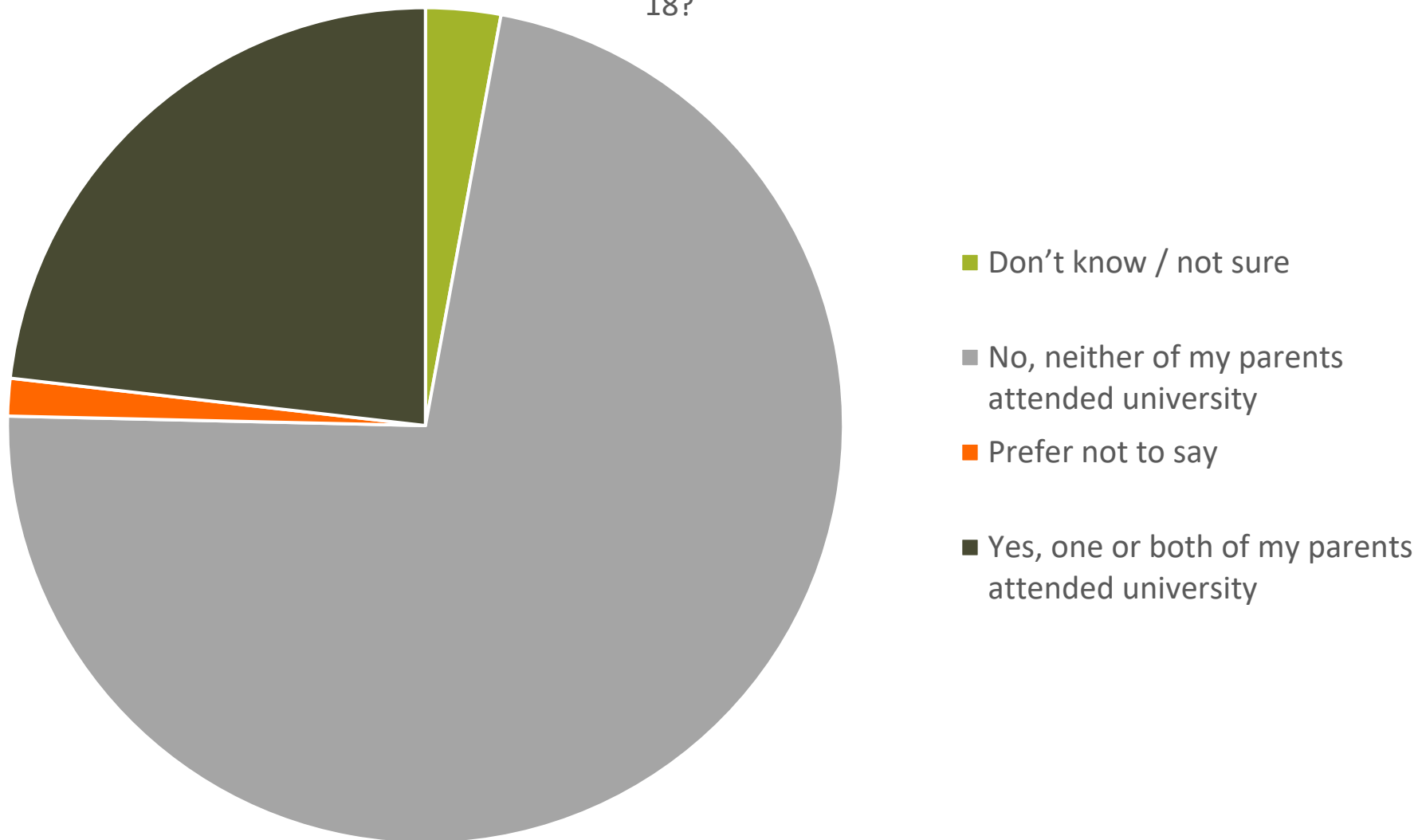


What type of school did you mainly attend between the ages of 11 and 16?



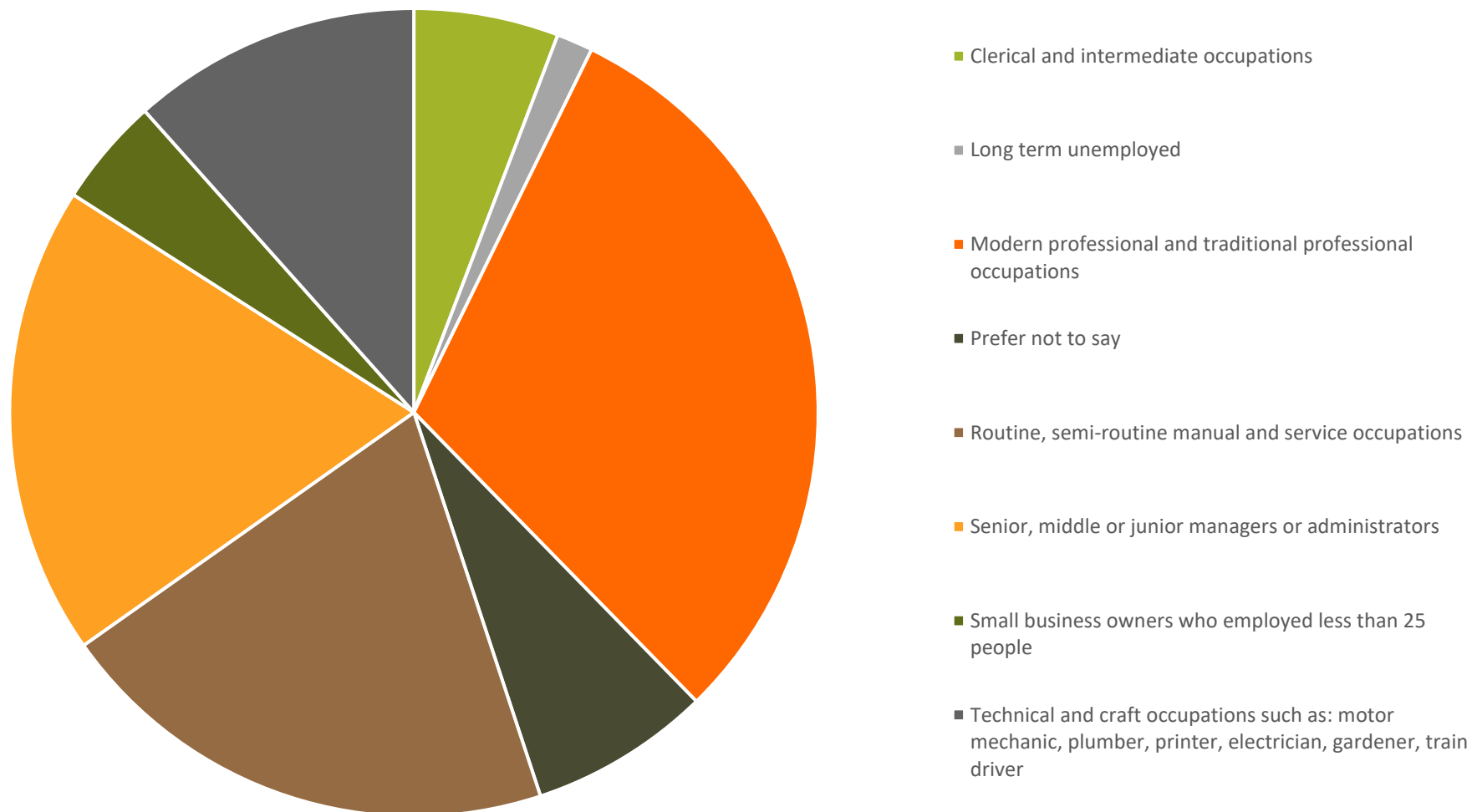
- Attended school outside the UK
- Prefer not to say
- UK independent / fee-paying school (bursary)
- UK independent / fee-paying school (no bursary)
- UK state run or funded school (non-selective)
- UK state run or funded school (selective on academic, faith or other grounds)

Did either of your parents attend university and gain a degree (eg BA/BSc or equivalent) by the time you were 18?

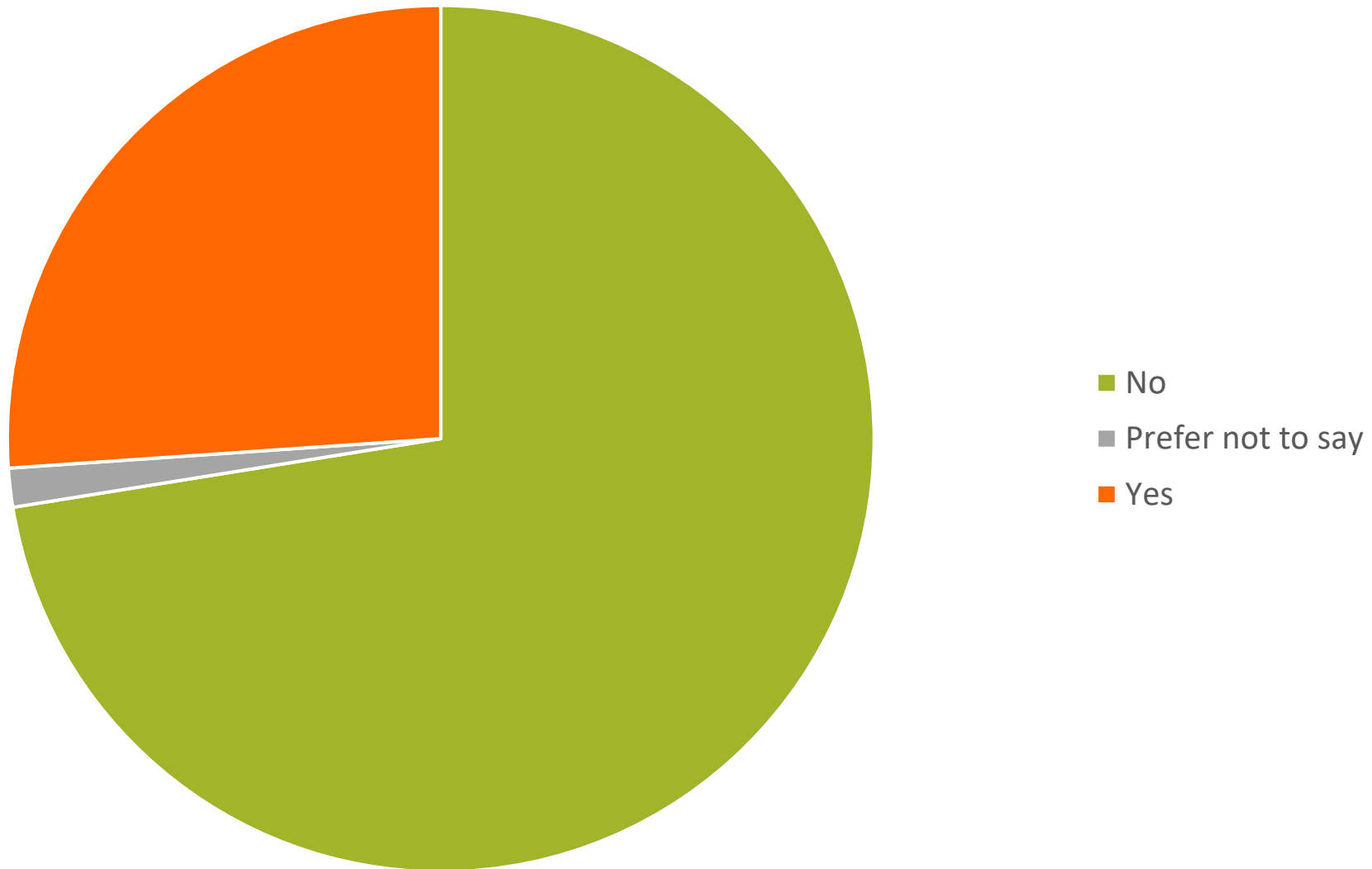


What was the occupation of your main household earner when you were about 14?

Total



Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

