



Diversity & Inclusion – as at 8 October 2018

Gender, Disability and Caring Responsibility

	<i>Gender</i>		<i>Disability</i>		<i>Caring Responsibility</i>		
	Female %	Male %	Declared Disability %	Not declared disability %	Primary Carer %	Not primary carer %	Prefer not to say %
Partner	30	70	9	91	53	41	6
Qualified Fee Earner	77	23	2	98	20	78	2
Other Fee earner	72	28	8	92	19	81	0
Support and secretarial	78	22	0	100	28	72	0
Total	70	30	4	96	26	73	1

Notes:

Data which relates to age and gender is provided for 100% of our people.

Data which relates to all other categories is provided for 65% of our people

Data which relates to Caring Responsibility is provided for 67% of our people.

Ethnic Origin

	<i>British/English/Welsh/ Northern Irish or Scottish %</i>	<i>Any other white background %</i>	<i>Other ethnic group %</i>	<i>Prefer not so say %</i>
Partner	74	9	14	3
Qualified fee earner	71	5	22	2
Other fee earner	63	7	28	1
Support and Secretarial	75	11	14	0
Total Partners and Staff	70	8	21	1

Data which relates to Ethnic Origin is provided for 67% of our people.

Age

	16-24 %	25/34 %	35-44 %	45-54 %	55-64 %	65+ %
Partner	0	0	39	53	6	2
Qualified fee earner	0	66	29	5	1	0
Other fee earner	21	46	25	9	0	0
Support and Secretarial	6	29	28	24	13	0
Total Partners and Staff	7	44	29	16	4	0

Data which relates to Age is provided for 99% of our people.

Social Economic Background

Education – Secondary School

	<i>UK State School %</i>	<i>UK Independent/Fee paying school %</i>	<i>Attended School outside the UK %</i>	<i>Prefer not to say</i>
Partner	66	29	0	6
Qualified Fee Earner	62	28	6	4
Other fee earners	66	22	9	3
Support and Secretarial	71	11	17	1
Total Partners and Staff	66	22	9	3

Data which relates to Education - Secondary School is provided for 67% of our people.

Education – University

	<i>First in their family to attend university %</i>	<i>Not first in family to attend University %</i>	<i>Prefer not to say %</i>
Partner	65	26	9
Qualified Fee Earner	33	62	5
Other fee earners	31	68	1
Support and Secretarial	30	65	4
Total Partners and Staff	36	60	4

Data which relates to Education - University is provided for 66% of our people.

Religion or Belief

	<i>No religion %</i>	<i>Buddhist %</i>	<i>Christian %</i>	<i>Hindu %</i>	<i>Jewish %</i>	<i>Muslim %</i>	<i>Sikh %</i>	<i>Any other religion %</i>	<i>Prefer not to say %</i>
Partner	20	0	63	0	0	3	3	0	11
Qualified fee earner	43	2	38	3	0	5	1	2	6
Other fee earner	46	1	29	1	1	4	3	3	10
Support and secretarial	40	0	47	1	0	6	0	1	4
Total Partners and Staff	40	1	41	2	0	5	1	2	7

Data which relates to Religious Belief is provided for 67% of our people.


Sexual Orientation

	<i>Bisexual %</i>	<i>Gay man %</i>	<i>Gay woman %</i>	<i>Heterosexual %</i>	<i>Other %</i>	<i>Prefer not to say %</i>
Partner	0	0	0	91	0	9
Qualified fee earner	0	2	2	91	0	5
Other fee earner	0	4	0	93	0	3
Support and secretarial	6	1	0	92	0	1
Total	1	2	1	92	0	4

Data which relates to Sexual Orientation is provided for 67% of our people.

Capsticks LLP

www.capsticks.com

 [@capsticksllp](https://twitter.com/capsticksllp)

London

1 St George's Road, London SW19 4DR

T +44 (0)20 8780 2211

F +44 (0)20 8780 1141

DX 300118 - Wimbledon Central

Birmingham

35 Newhall Street, Birmingham B3 3PU

T +44 (0)121 230 1500

F +44 (0)121 230 1515

DX 13003 - Birmingham

Leeds

Toronto Square, Toronto Street, Leeds LS1 2HJ

T +44 (0)113 322 5560

F +44 (0)113 242 2722

DX 713112 - Leeds Park Square

Winchester

Staple House, Staple Gardens, Winchester, SO23 8SR

T +44 (0)1962 678 300

F +44 (0)1962 678 311

DX 2532 - Winchester