



DIVERSITY REPORT 2017.

Introduction

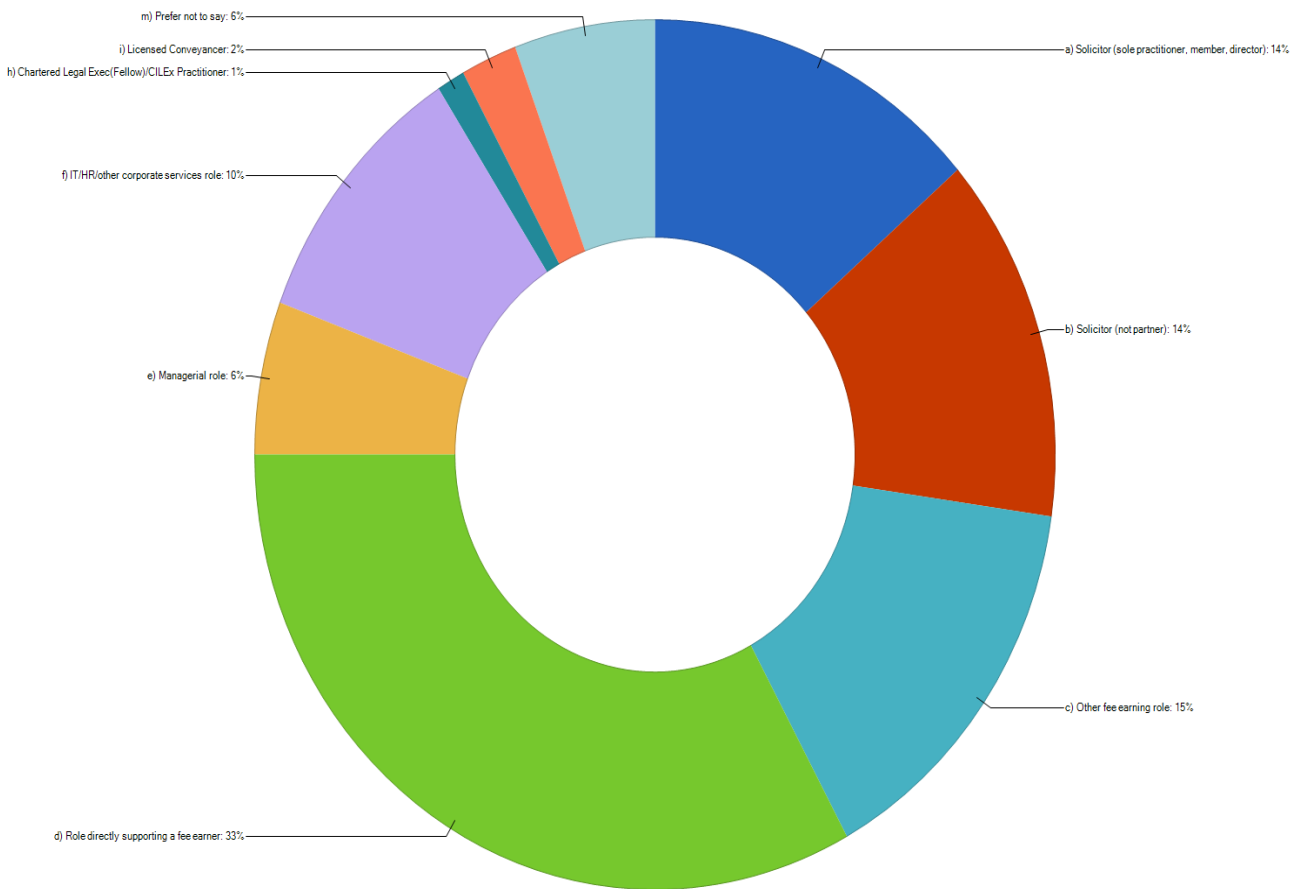
Gepp & Sons Solicitors LLP is strongly committed to eliminating discrimination and promoting equality and diversity. As part of our commitment, the firm completed and submitted its diversity data to the SRA in August 2017.

All individuals were given the opportunity to provide their diversity data by filling out a questionnaire without any legal or regulatory obligations. The response rate to this questionnaire was 92%

Findings

Role Categories

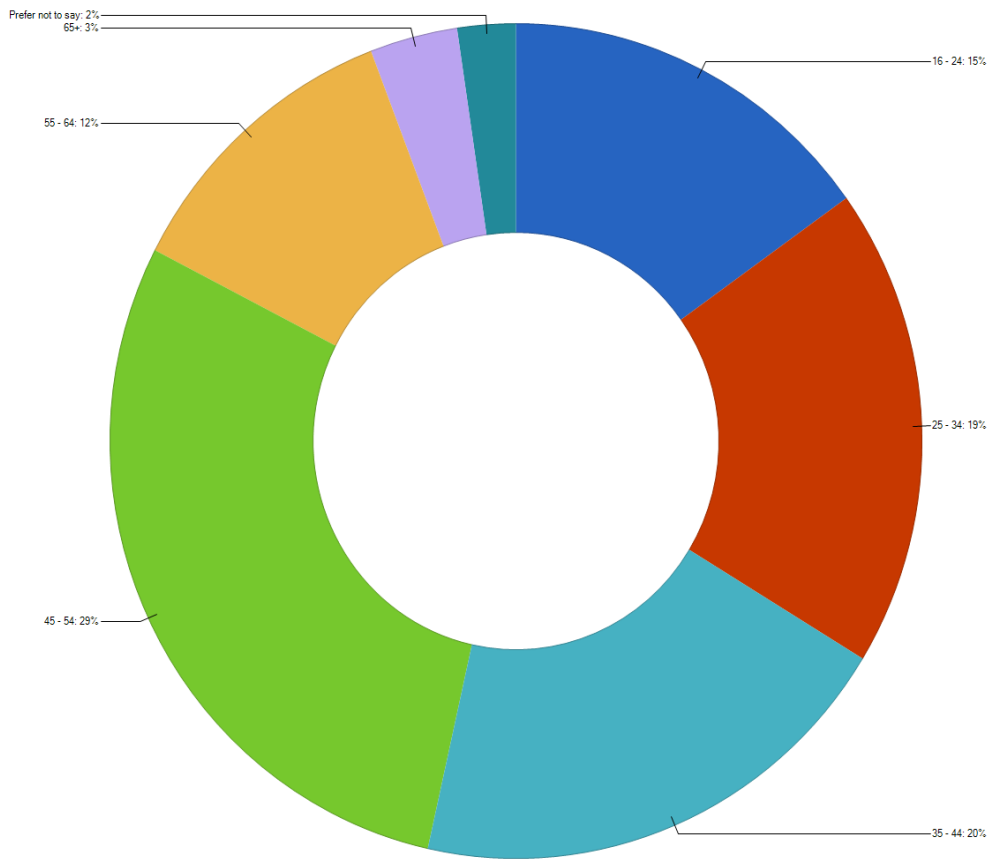
This chart indicates the workforce profile of Gepp & Sons Solicitors LLP.



	a) Solicitor (member, director)	b)Solicitor (not partner)	c) Other fee earning role	d)Role directly supporting a fee earner	e) Managerial role	f)IT/HR/ other corporate services role	h)CILEX	i) Licensed Conveyancer	m) prefer not to say
Counts	12	12	13	29	5	9	1	2	5

Age Profile

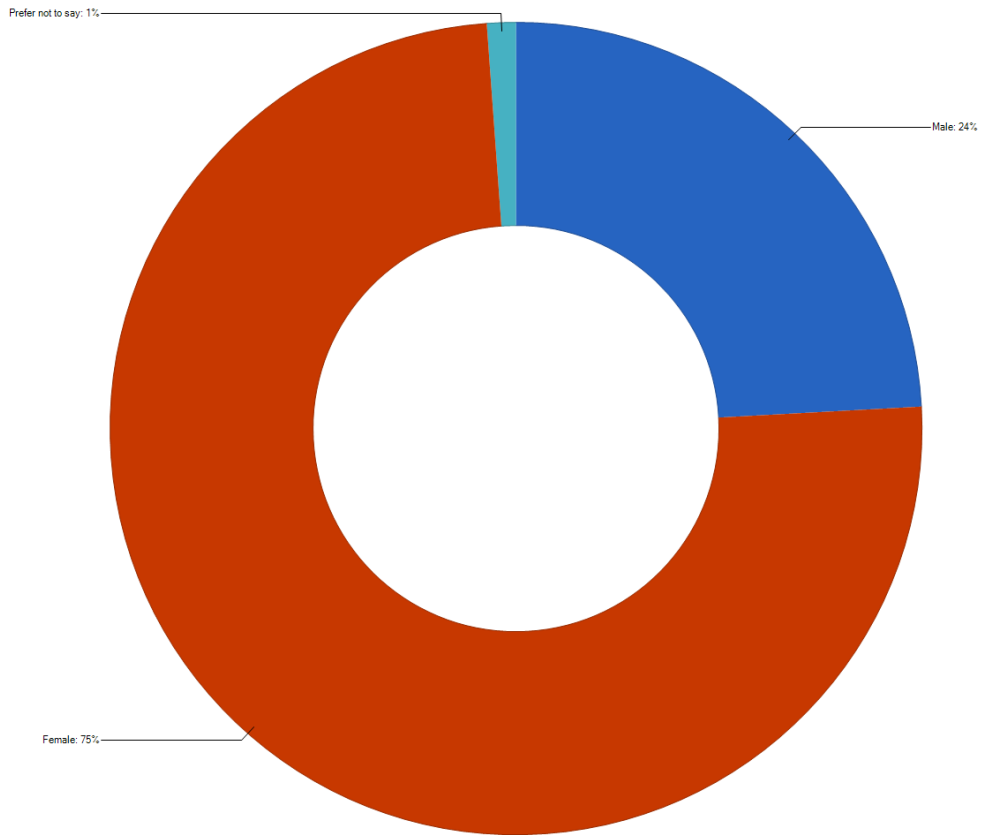
The chart below shows the ages of our workforce.



	16 - 24	25 - 34	35 - 44	45 - 54	55 - 64	65+	Prefer not to say
Counts	13	16	17	25	10	3	2

Gender Profile

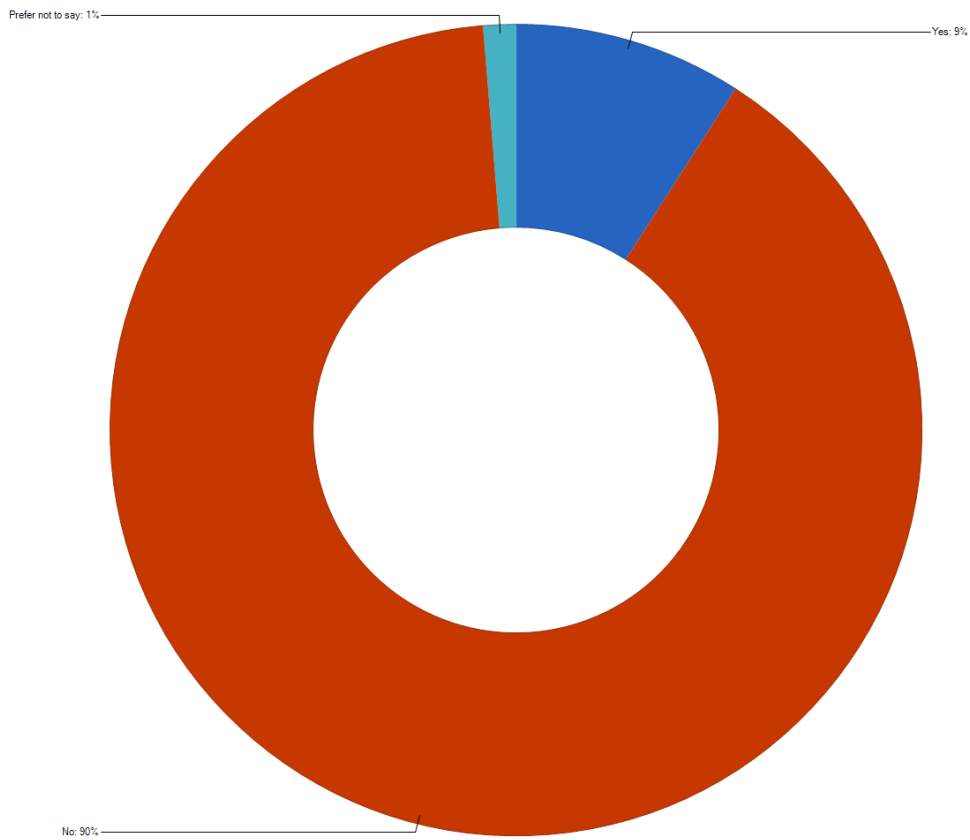
The chart below is self-explanatory.



	Male	Female	Prefer not to say
Counts	21	65	1

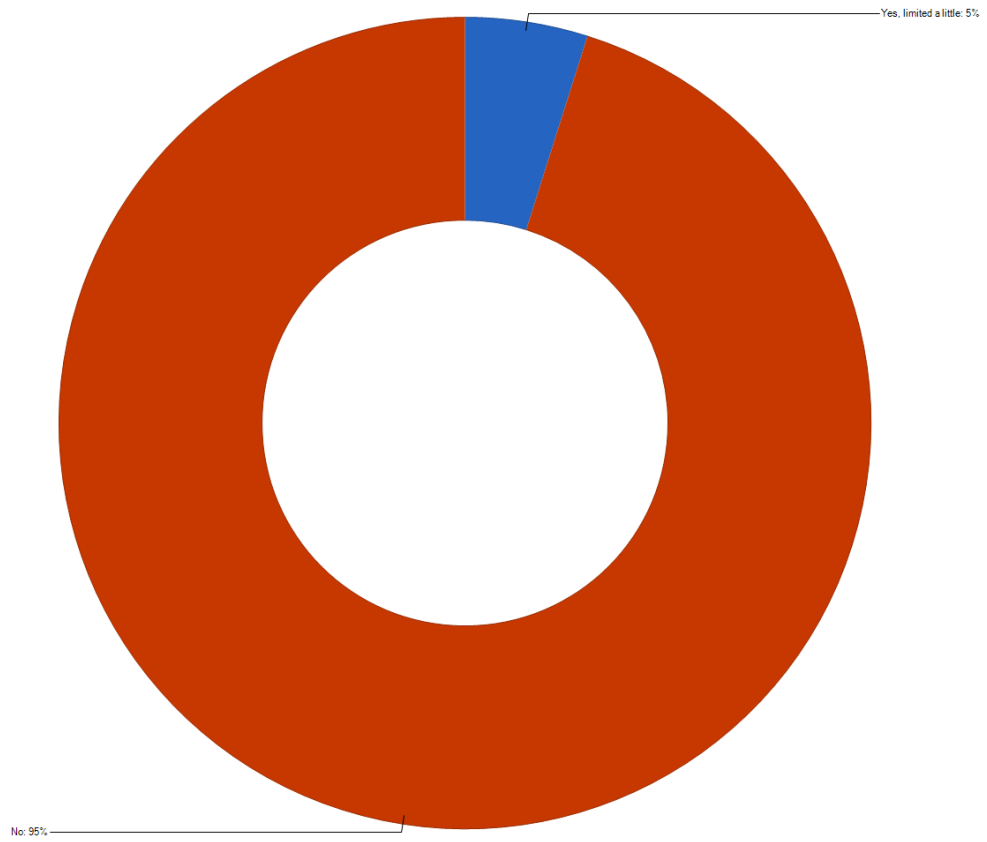
Disability Profile

The chart below indicates that 4% of our workforce considers themselves to have a disability in accordance with the definition of the Equality Act 2010.



	Yes	No	Prefer not to say
Counts	3	82	1

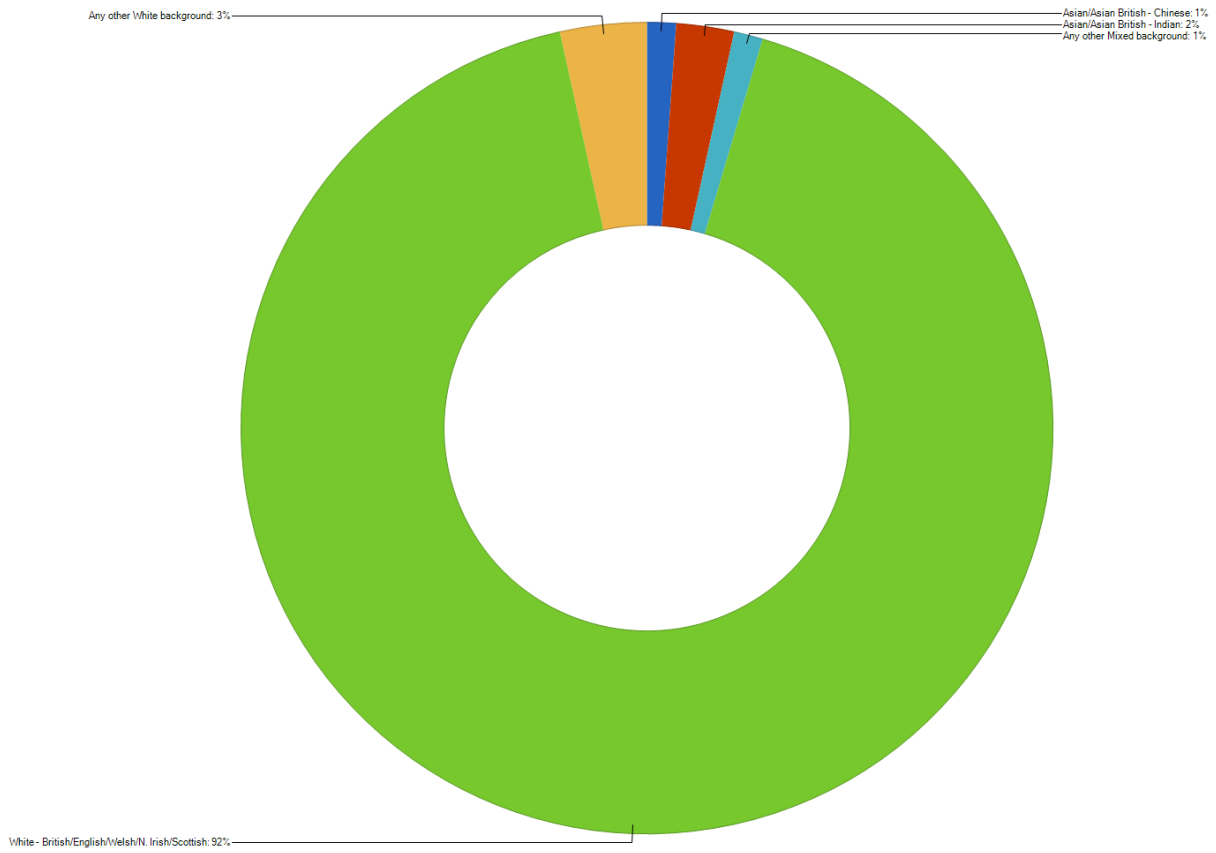
The chart below indicates what percentage of our workforce's day to day activities are limited due to health problems of disability that has lasted, or is expected to last at least 12 months.



	Yes	No
Counts	4	78

Ethnicity Profile

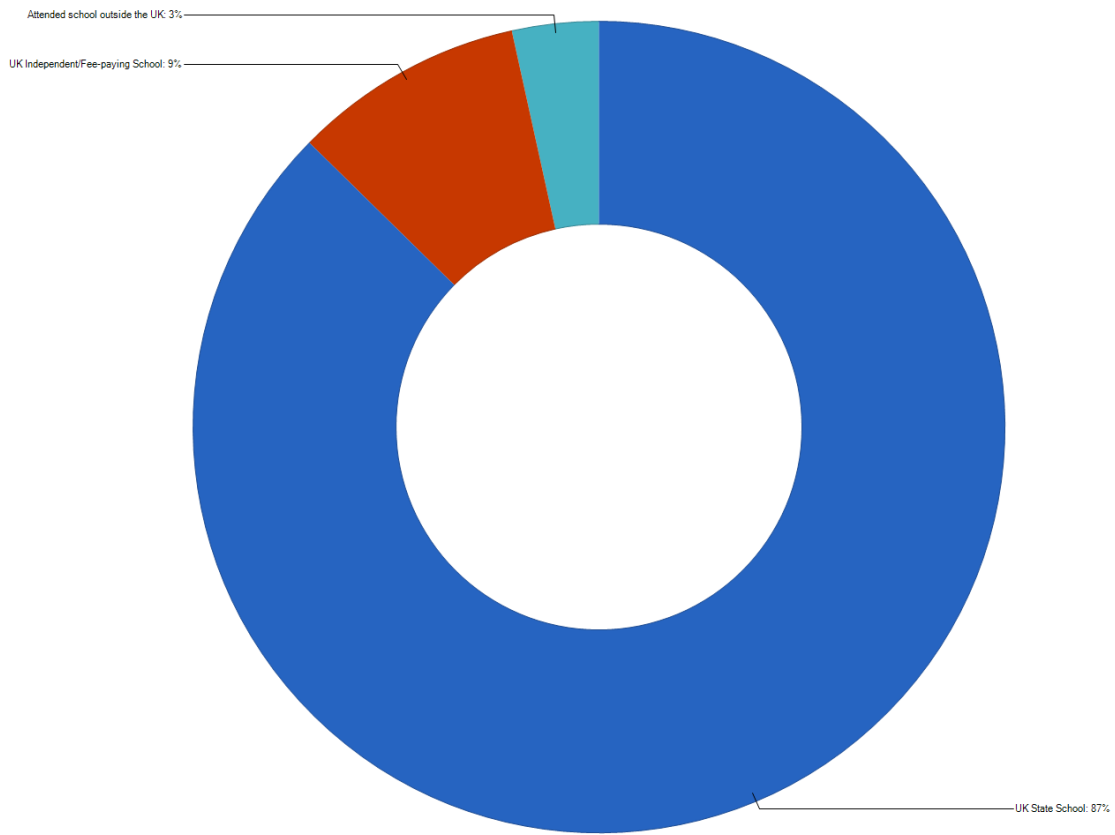
The chart below indicates the ethnicity profile of our workforce.



	Asian / Asian British - Chinese	Asian / Asian British - Indian	Any other mixed background	White - British / English / Welsh / N. Irish / Scottish	Any other White background
Counts	1	2	1	80	3

Socio-economic background (education)

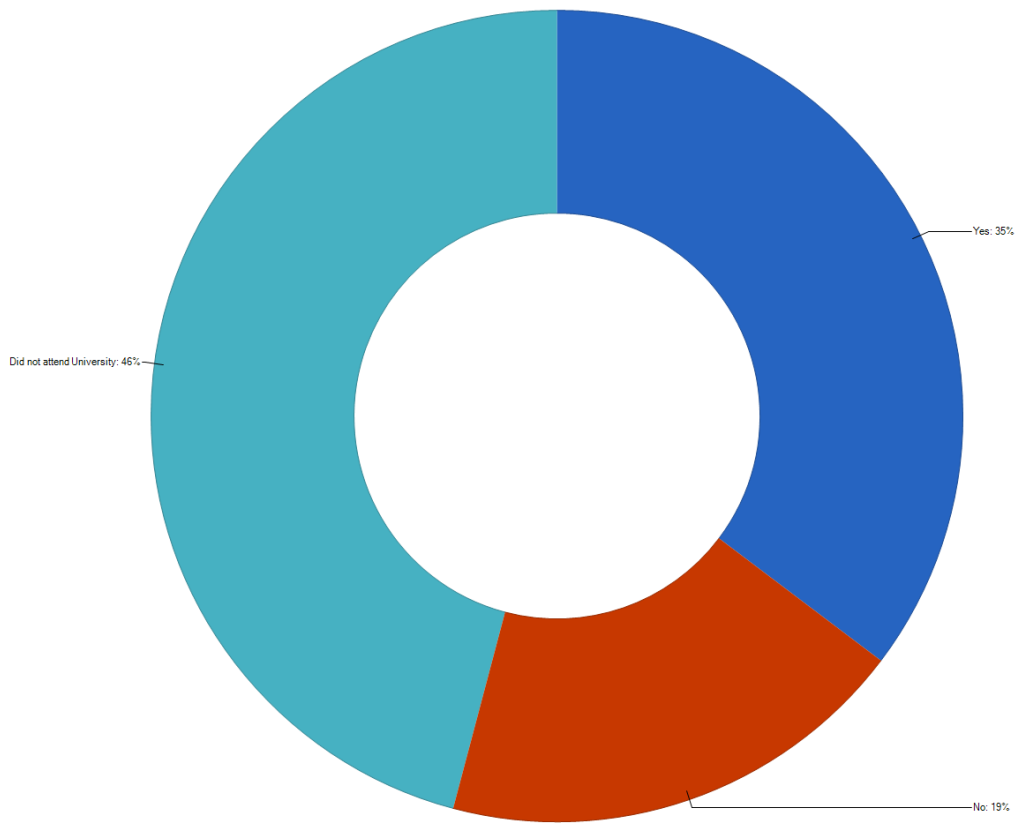
The chart below indicates what proportion of our workforce attended a state or fee paying school between the ages of 11 and 18.



	UK State School	UK Independent / Fee-paying school	Attended school outside the UK
Counts	76	8	3

Attendance of University

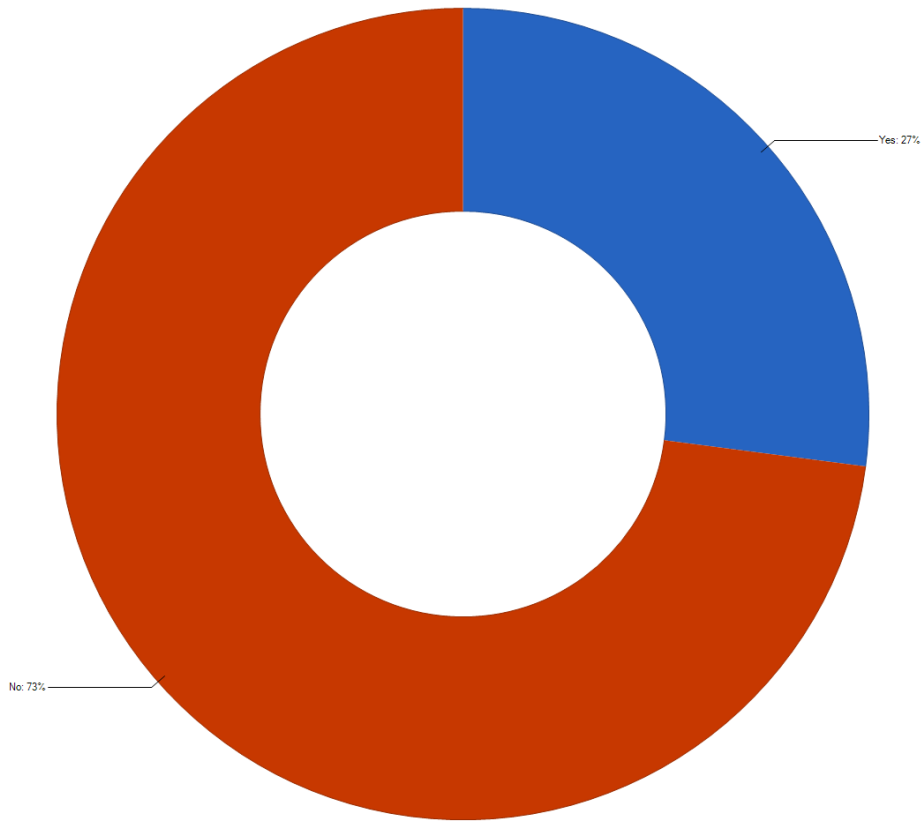
The chart below indicates what proportion of our workforce are the first generation of their family to attend university.



	Yes	No	Did not attend University
Counts	30	16	39

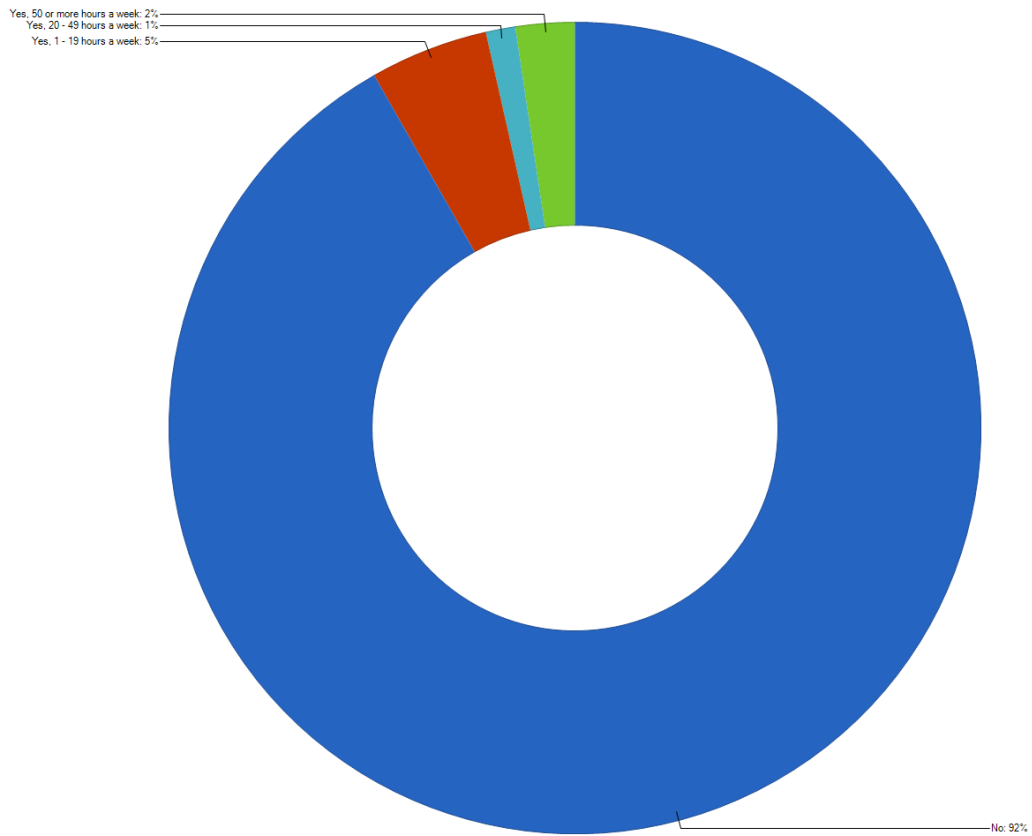
A primary carer for a child or children under 18

The chart below indicates what proportion of our workforce are primary carers for one or more children.



	Yes	No
Counts	23	62

Care support for family members/friends



	No	Yes, 1 - 19 hours a week	Yes, 20 - 49 hours a week	Yes, 50 or more hours a week
Counts	78	4	1	2