

Equality & Diversity Report 2025



VENTERS
SOLICITORS

Equality & Diversity

Venters Solicitors is an equal opportunities employer. We are committed to working with our employees, clients and suppliers to ensure all our places of work are free from unlawful discrimination. We encourage equality and diversity for 'all' in our employment and in the provision of services and ensure there is no discrimination on the grounds of gender, marital status, civil partnership, race, gender reassignment, pregnancy and maternity, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion and belief or age.

We are committed to attracting, recruiting and retaining a diverse workforce because we understand the benefits to the Company and Clients in retaining a collection of skills and experiences so that a greater variety of resources can be offered.

Monitoring/Reporting

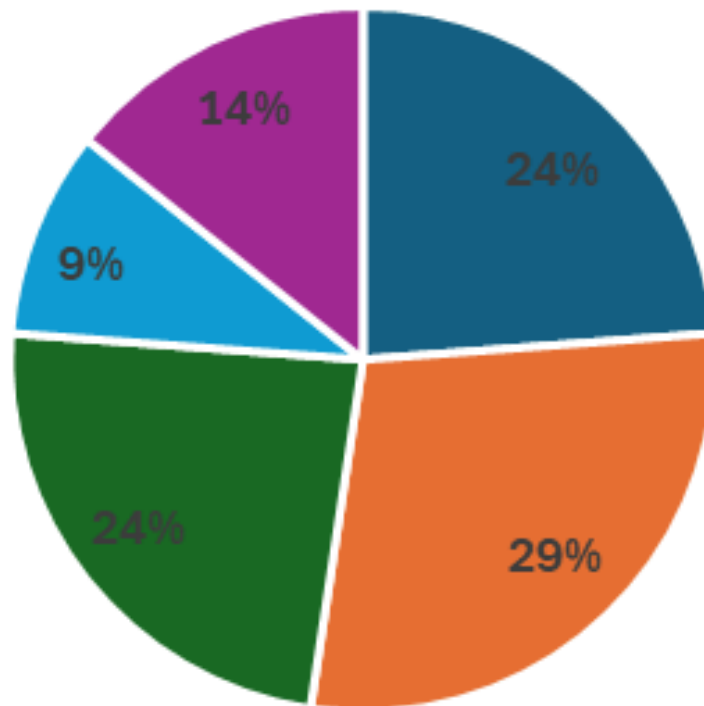
All regulated firms are required to collect, report and publish data about the diversity make-up of their workforce every two years. Employees are requested to fill out a Workforce Diversity monitoring survey, although, survey completion is not compulsory. Data is aggregated and reported to the Solicitors Regulation Authority (SRA) and the SRA publish the data aggregated across the profession. The SRA will collate and report firm data across the whole firm population of England and Wales and will not publish the aggregated data of any individual firm.

Publishing

The Company will publish a summary of workforce diversity data of respondents in accordance with SRA requirements, although, there is no requirement to publish workforce diversity data relating to religion or belief, sexual orientation or transgender. Data will not be published in a way that allows individuals to be identified. In summary, we encourage a culture that respects and values each other's differences, that promotes dignity, equality and diversity and encourages individuals to develop and maximise their true potential ensuring that all employees and job applicants receive fair and equal access in relation to employment whether part-time, full-time or temporary regarding terms and conditions, training, promotion, volunteering and services. A full copy of our Equality and Diversity Policy is available on request by contacting our Compliance Officer for Legal Practice: Carly Fiander at Carly.Fiander@venters.co.uk

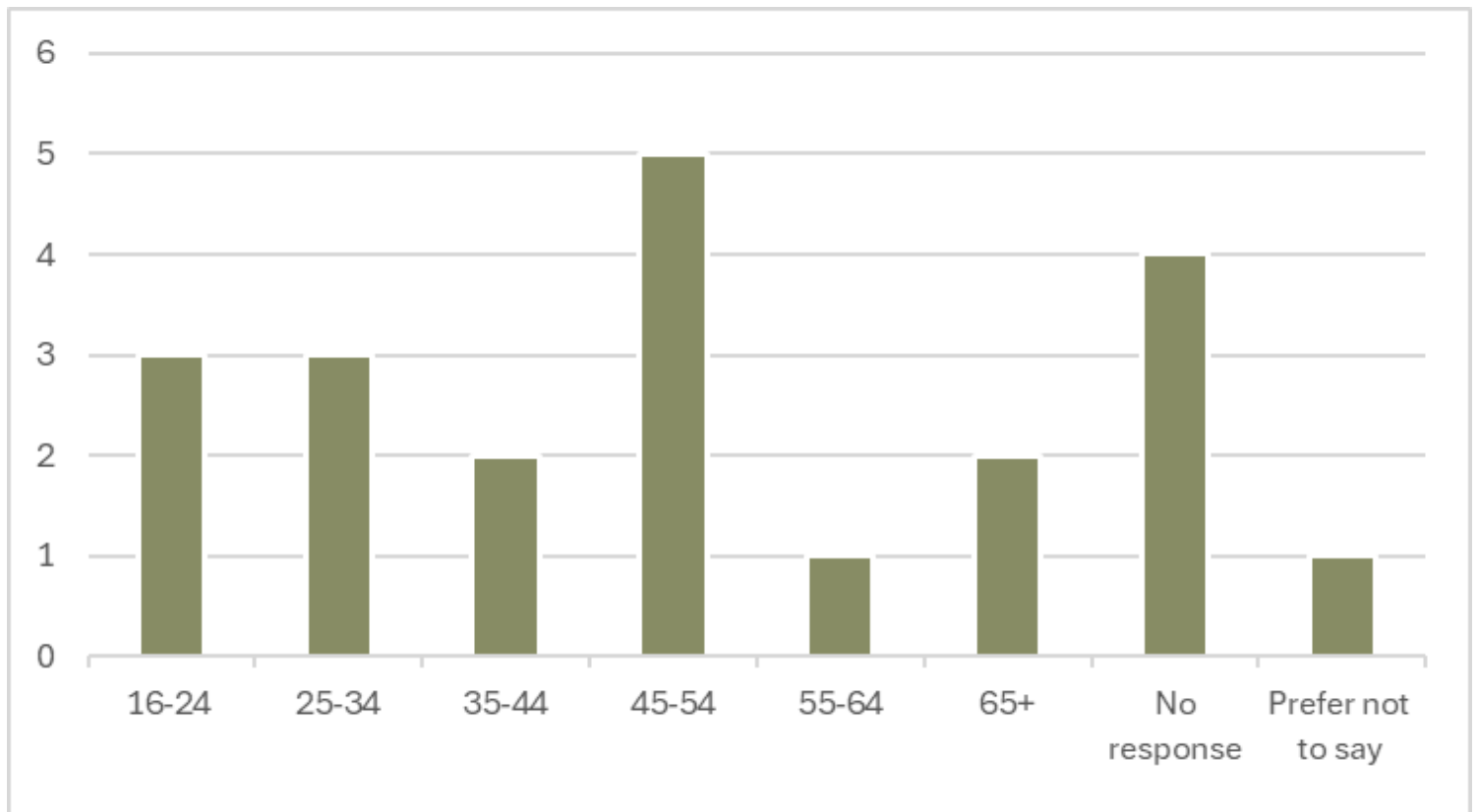
Summary of Venters Solicitors Workforce Diversity Data 2025

Percentage of staff by role type

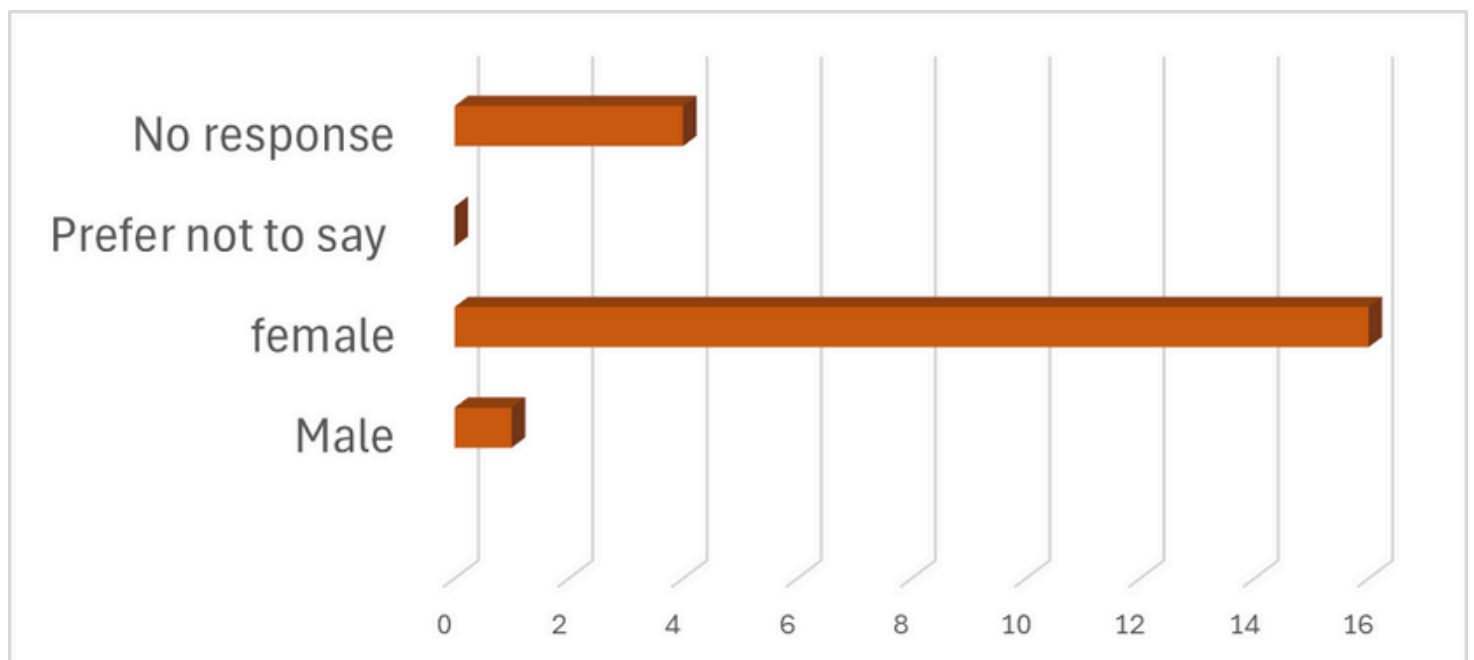


- Salaried or partial equity partner
 - Solicitor
 - Other Fee Earning Role
 - Managerial Role
 - Role Directly Supporting FE
-

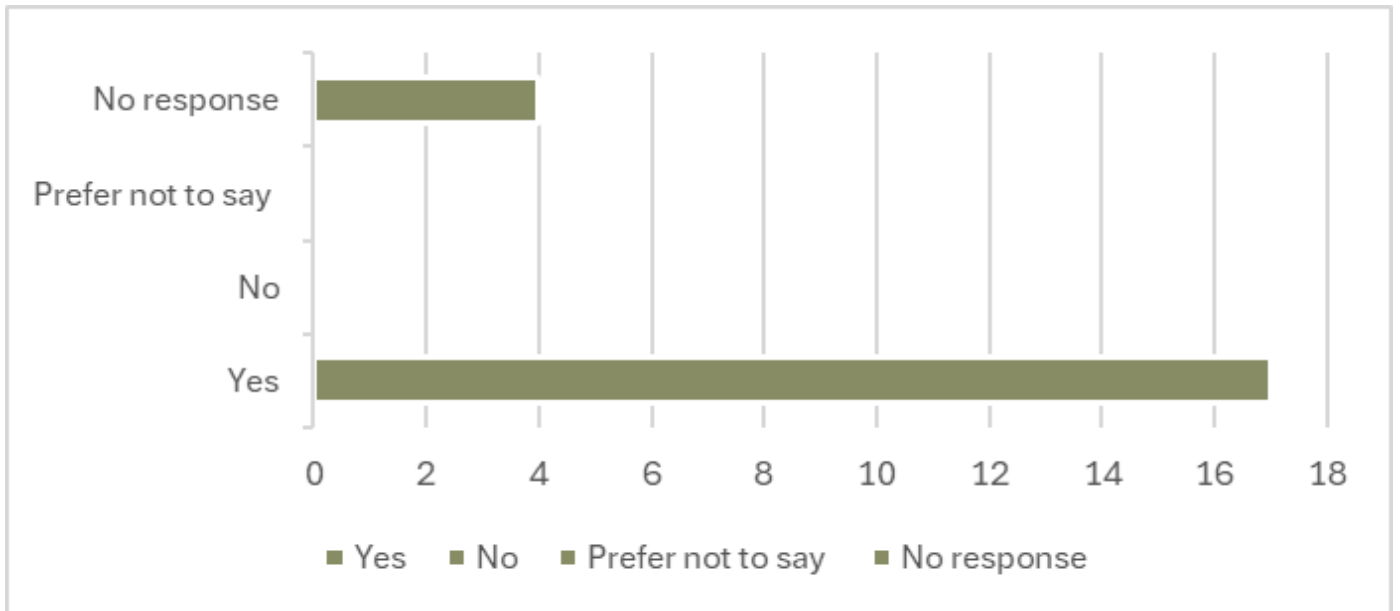
Respondents - Age



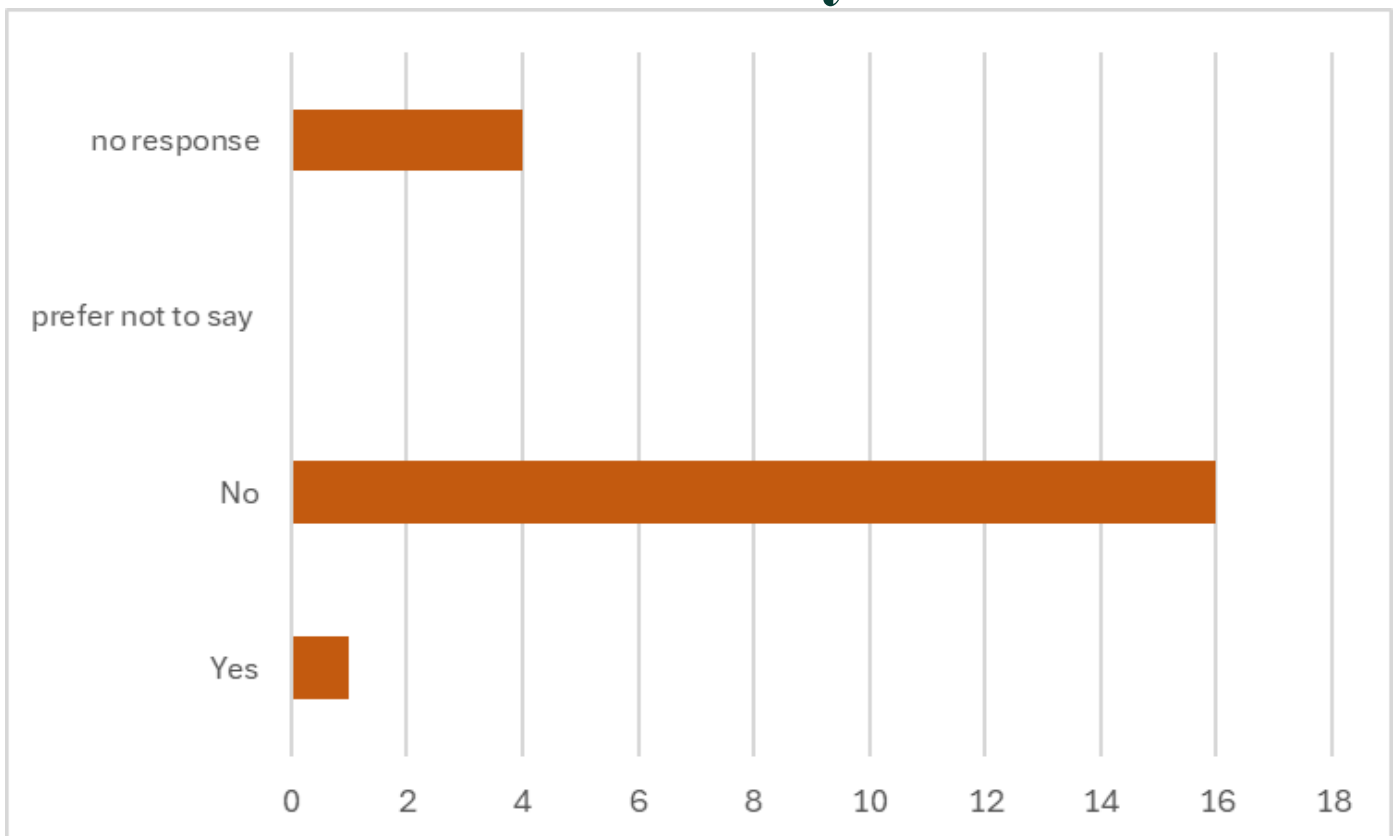
Respondents - Sex



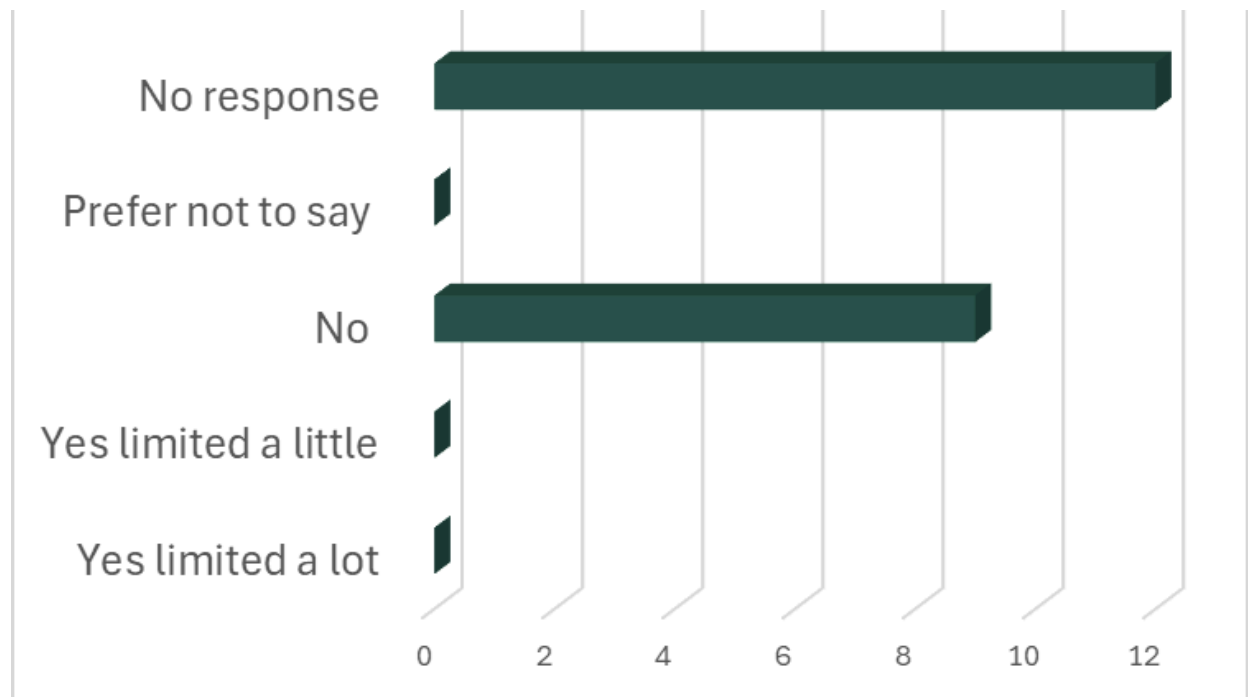
Is the gender you identify with the same as registered at birth?



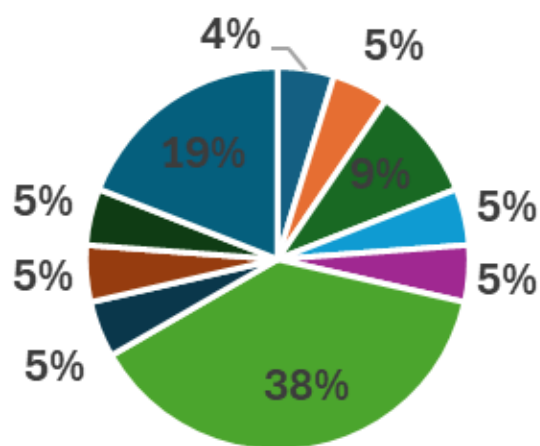
Disability



Are your activities limited by a health problem or disability?

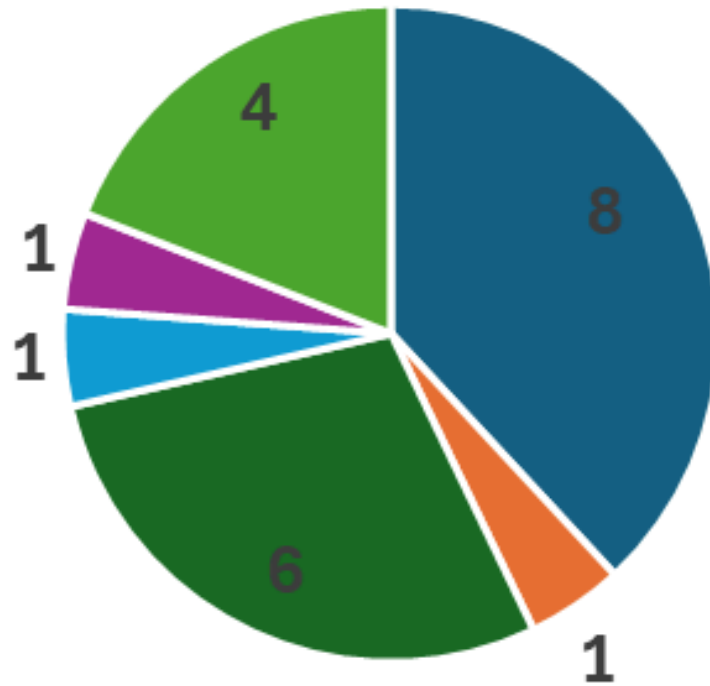


Ethnicity of the workforce



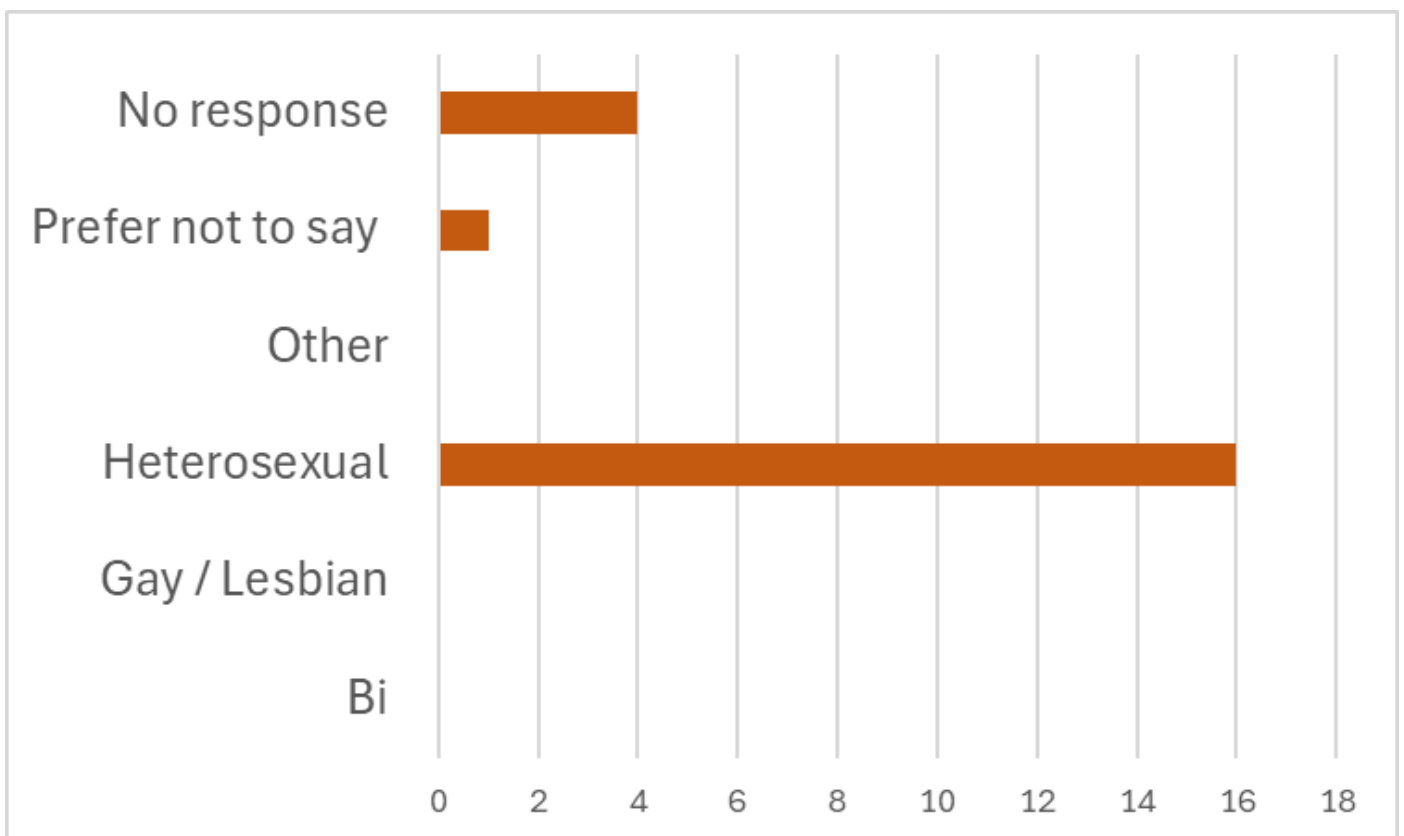
- Asian/Asian British-Bangladeshi
- Asian/Asian British- Indian
- Black/Black British-Caribbean
- Any other black background
- Any other white background
- Asian/Asian British-Pakistani
- Black/Black British-African
- White - British
- Prefer not to say
- No response

Religious Beliefs



■ No religion ■ Hindhu ■ Christian
■ Muslim ■ Prefer not to say ■ No response

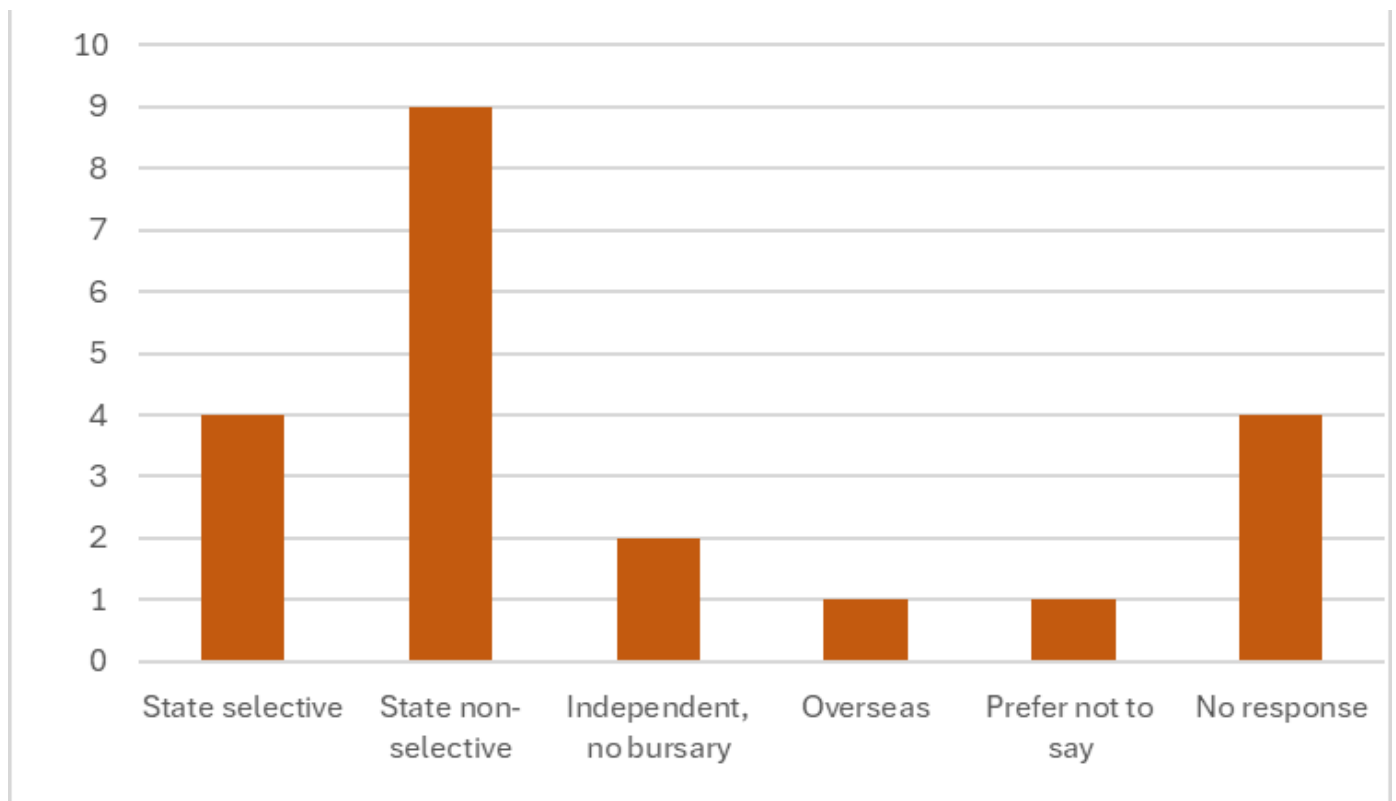
Sexual Orientation



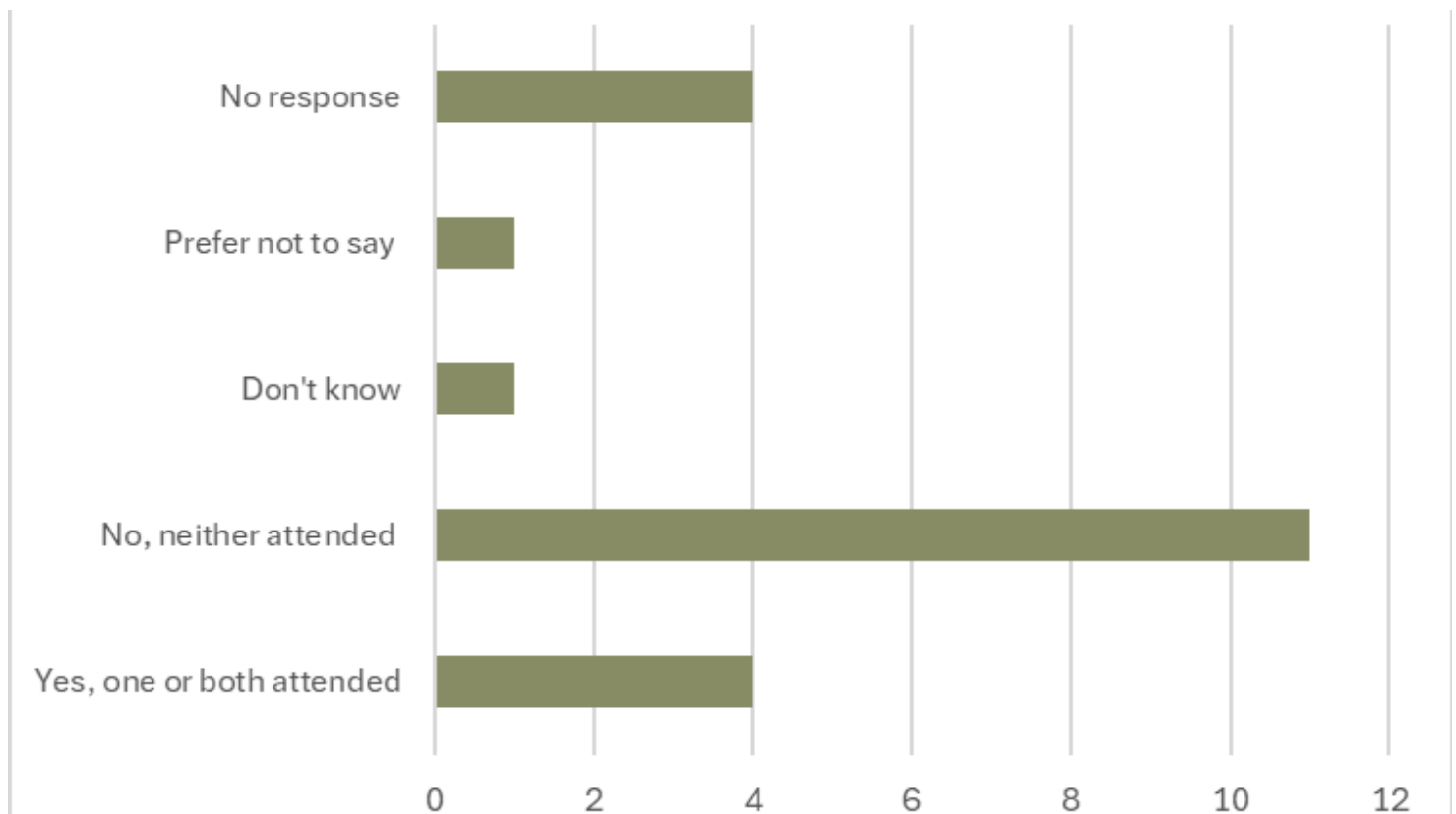
Occupations of main household earner



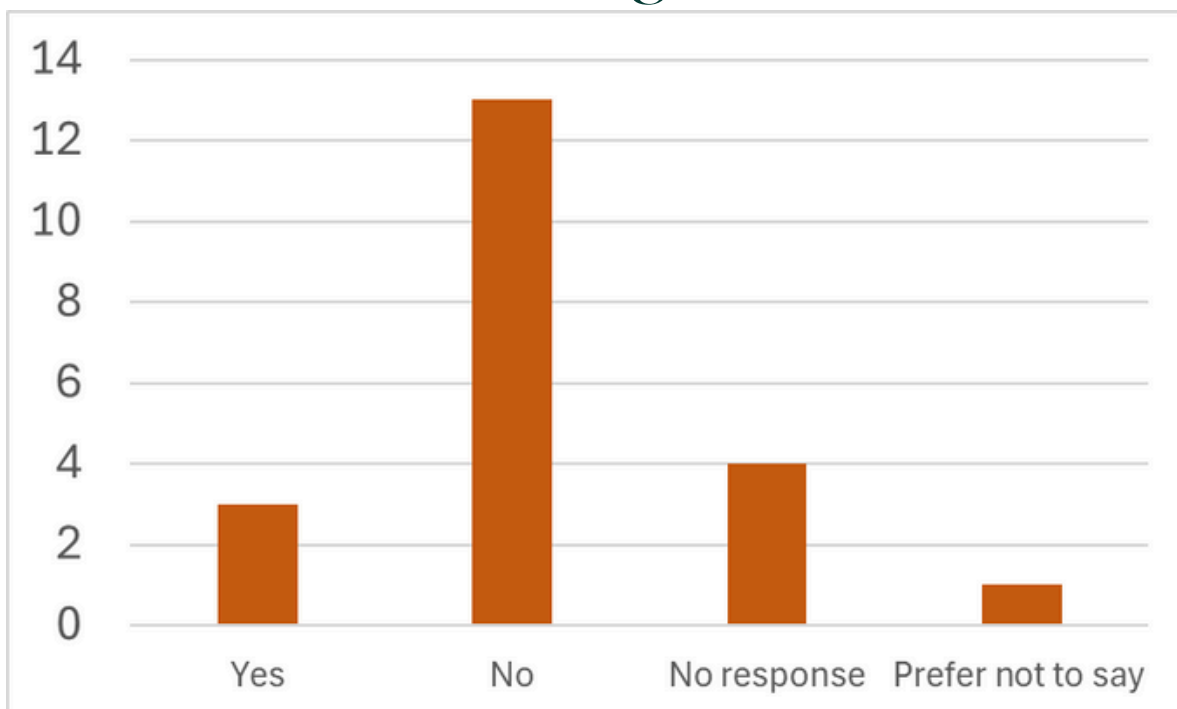
School type by respondent



Number of parents that attended university and attained a degree



Are you a primary carer for a child/ren under the age of 18?



Do you provide unpaid care for those with long term physical or mental health caused by disability or age?

