



Venters Solicitors

Equality & Diversity Report

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

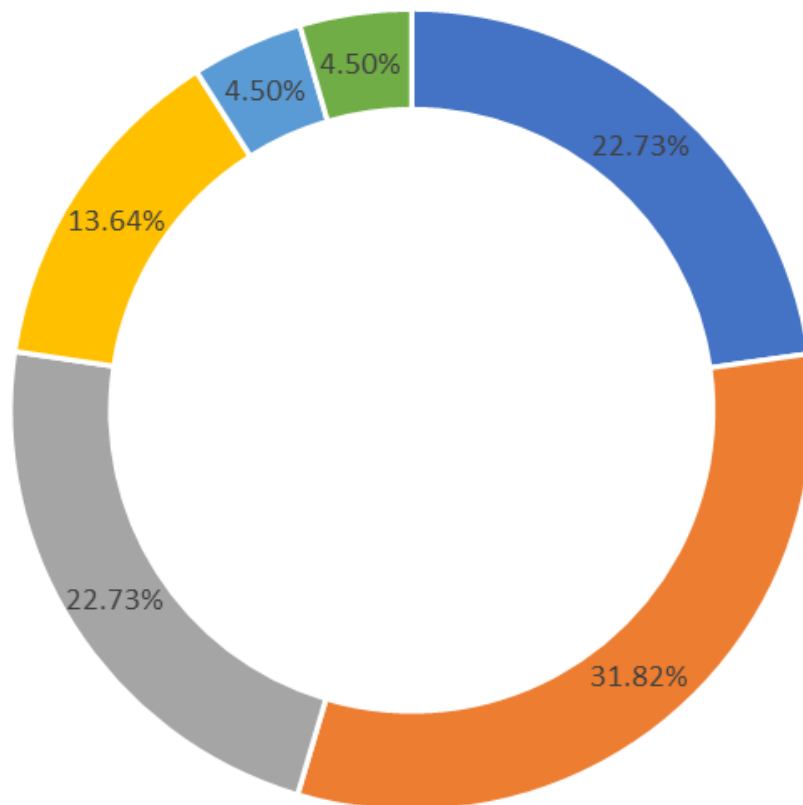
All regulated firms are required to collect, report and publish data about the diversity make-up of their workforce every two years. Employees are requested to fill out a Workforce Diversity monitoring survey, although, survey completion is not compulsory. Data is aggregated and reported to the Solicitors 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 Data will not be published in a way that allows individuals to be identified.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

Role



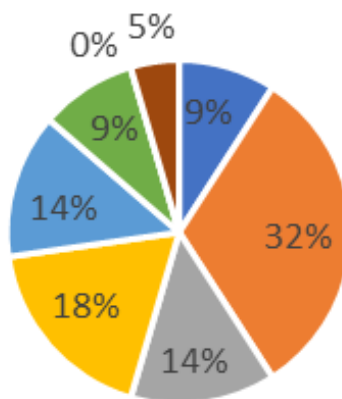
- Salaried or partial equity solicitor partners
- Solicitor (not partner)
- Other fee earning role
- Role directly supporting fee earner
- Managerial Role
- IT/ HR/ other corporate services role

Respondents - Sex



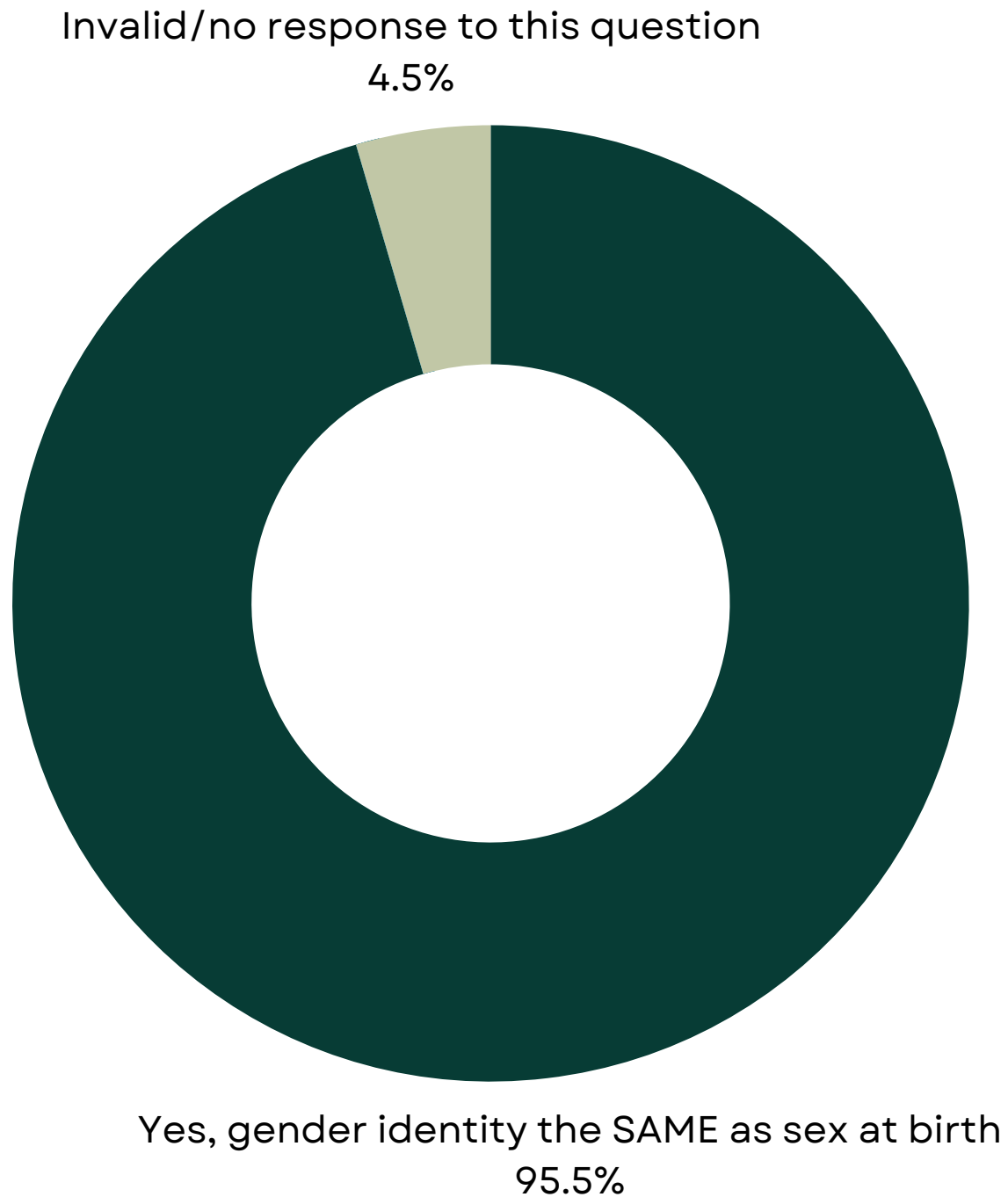
■ Female (95.5%) ■ Male (4.5%)

Respondents - Age



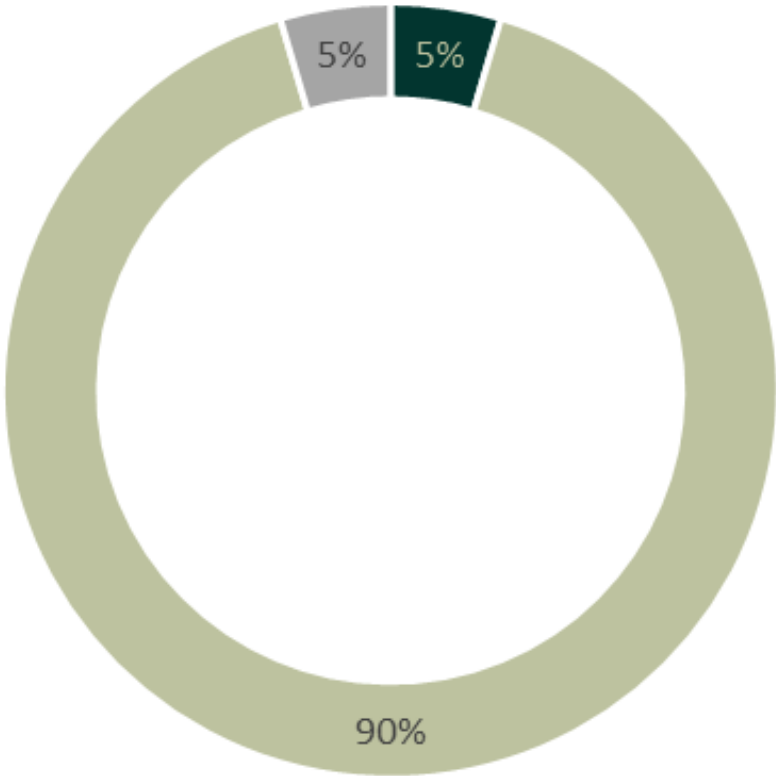
■ 16 - 24 ■ 25 - 34
■ 35 - 44 ■ 45 - 54
■ 55 - 64 ■ 65+
■ Prefer not to say ■ Invalid / no response to this question

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



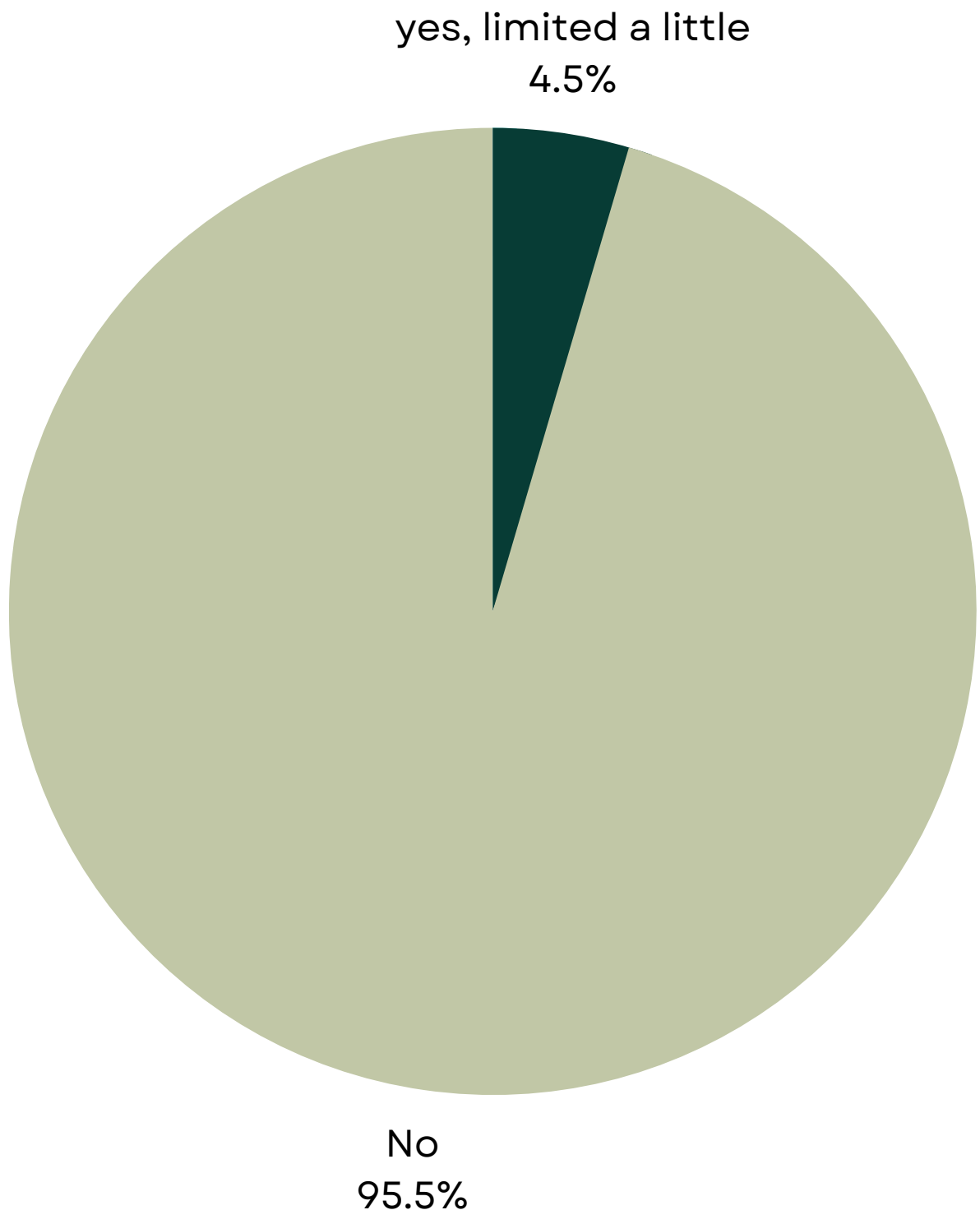
Respondents - Disability

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

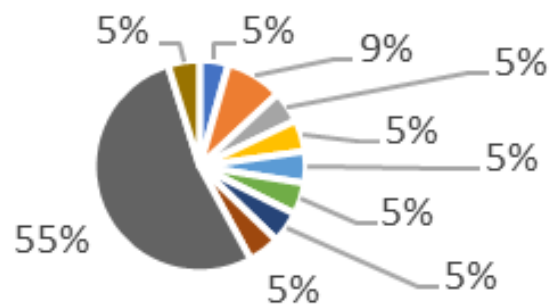


■ Yes ■ No ■ Prefer not to say

Are your day to day activities limited because of a health problem or disability

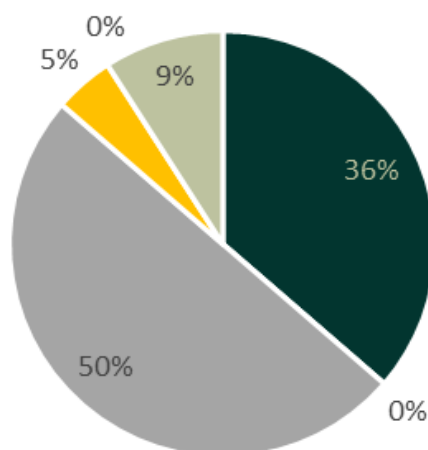


Respondents - Ethnic group



- Bangladeshi
- Indian
- Pakistani
- Any other Asian background
- African
- Caribbean
- Any other Black background

Respondents - Religion or belief



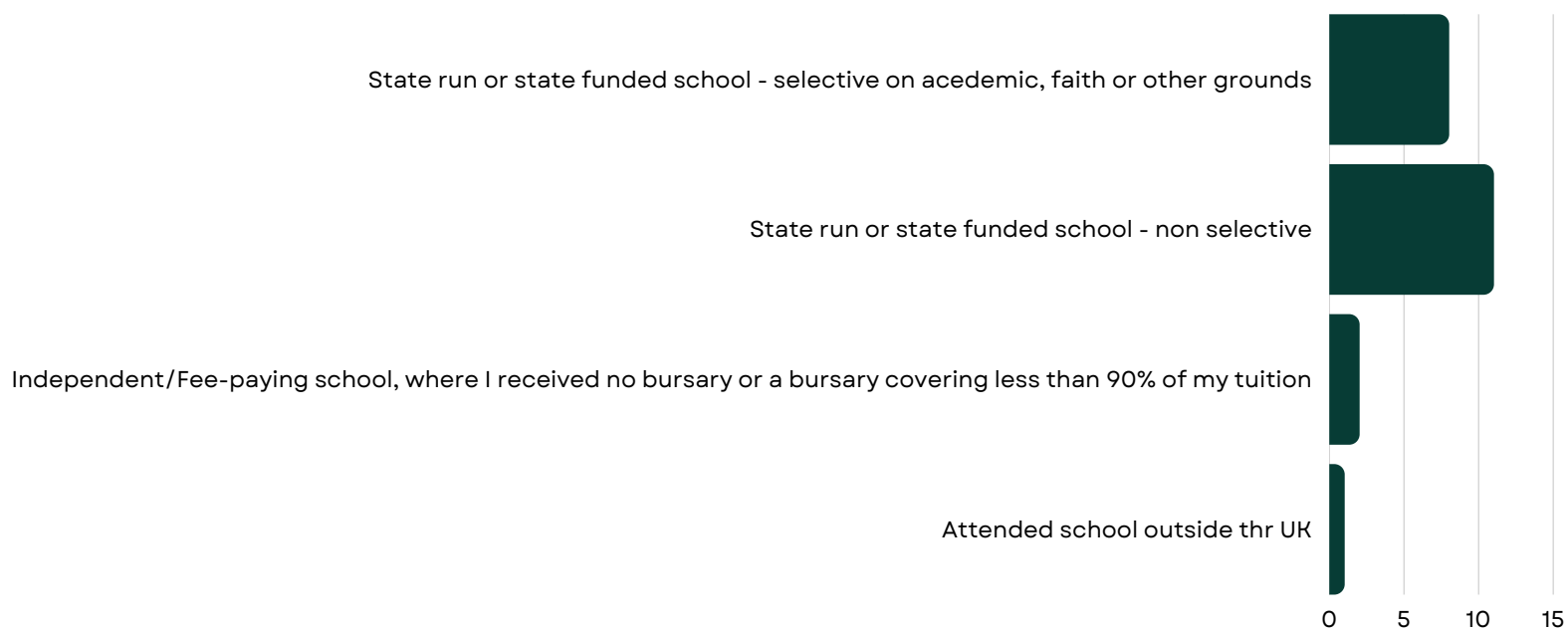
- No religion or belief
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim

Respondents - Sexual orientation

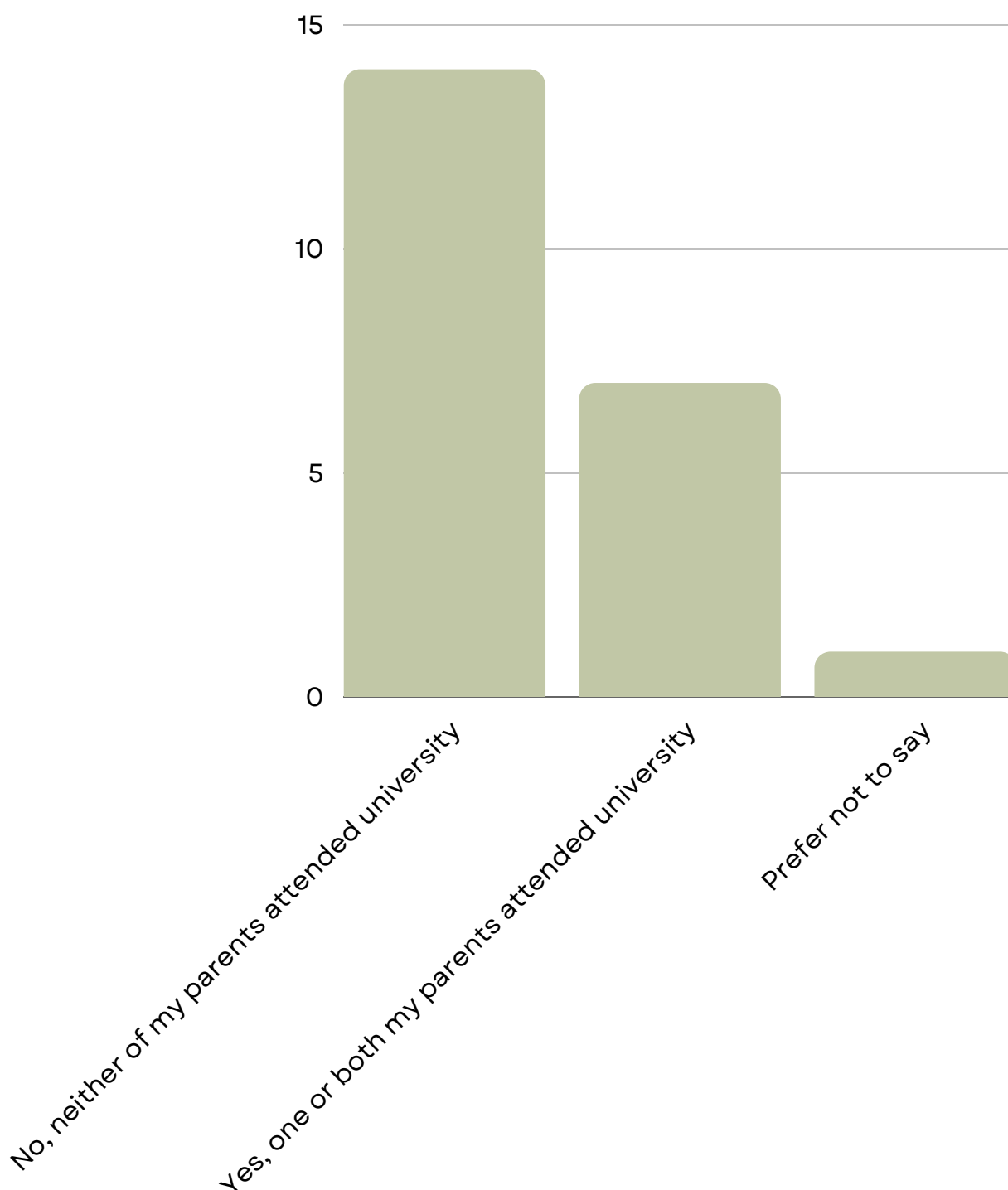


Heterosexual
100%

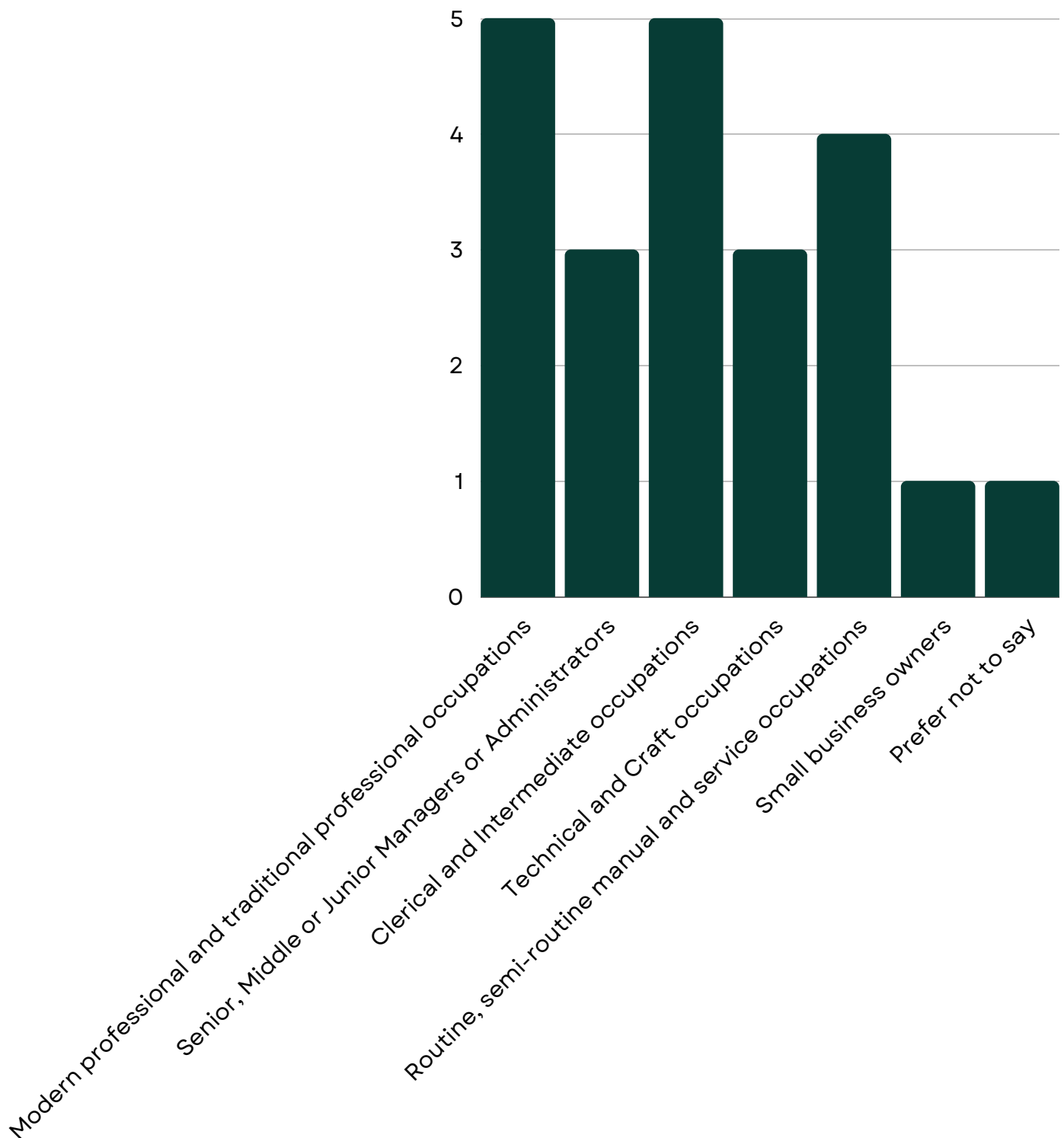
Respondents - school attended between ages 11 and 16



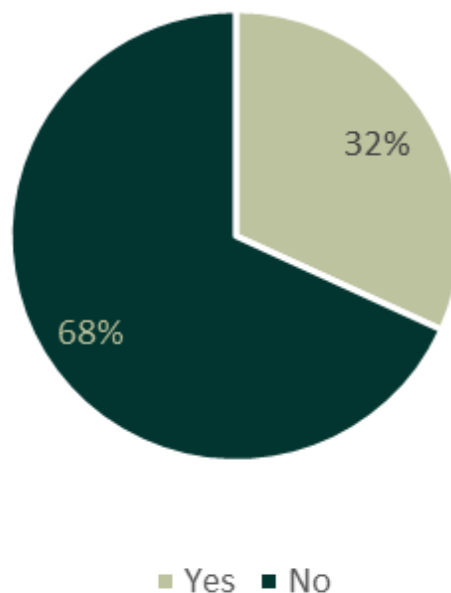
Respondents - Parents attended University/attained a degree by the time respondents were aged 18



Respondents - Main parental occupation of main household earner when respondents were age 14



Respondents - Primary carer for child/children under 18



Respondents - Employees who report other carer responsibilities

