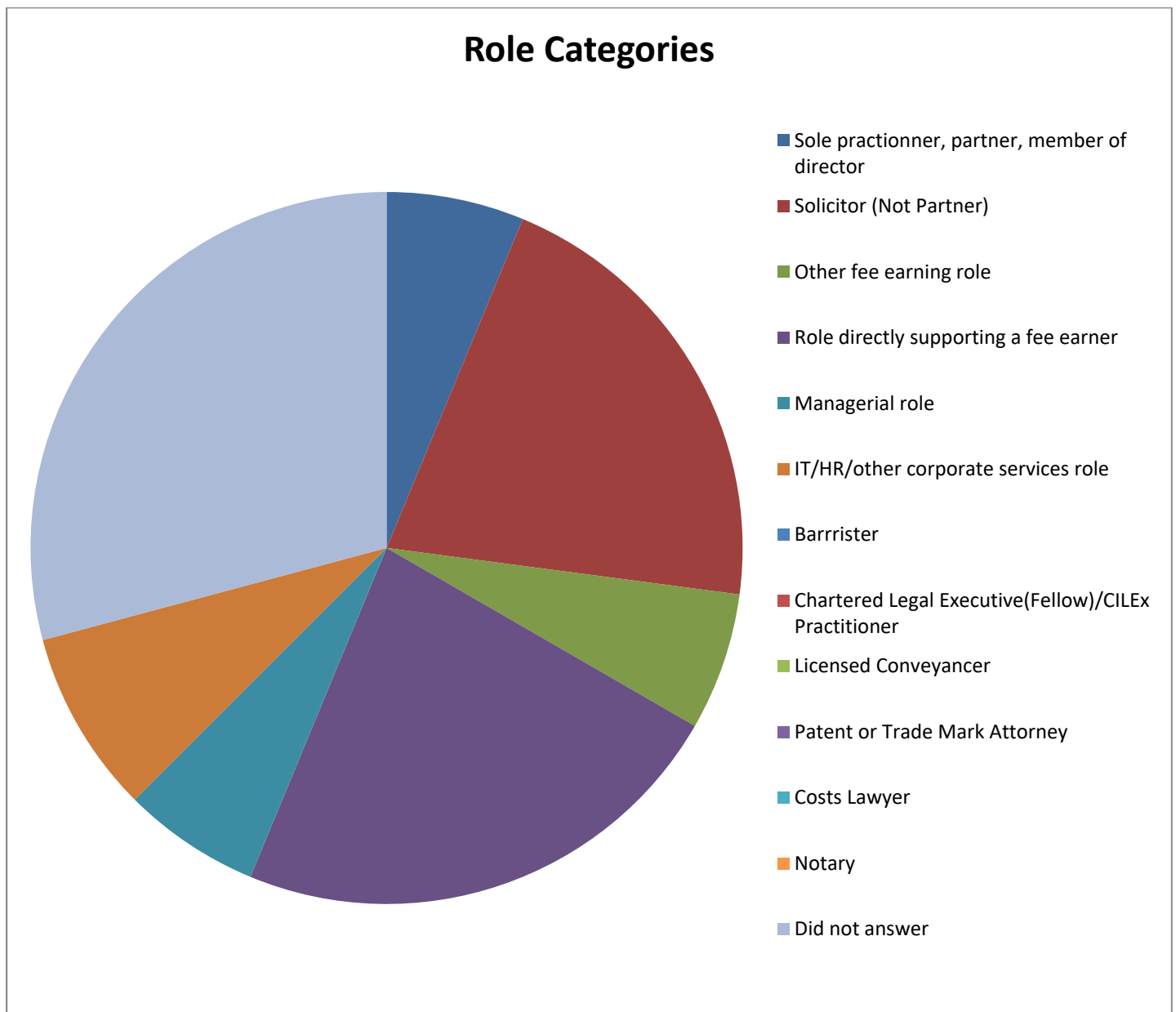


At Stevens Solicitors and Advocates we value diversity, inclusion and equality.

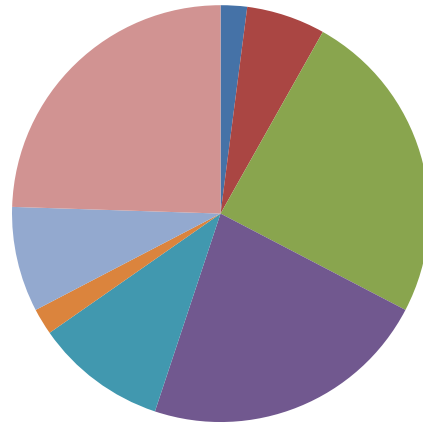
Our Policy on Discrimination, Equality and Diversity covers all professional dealings by our personnel with clients, other solicitors, barristers and third parties. It also extends to the recruitment, training and promotion of people within the practice. It is important to us that all that come into contact with us feel welcomed and supported and are not discriminated against on the grounds of their race or racial group (including colour, nationality and ethnic or national origins), gender (including marital or civil--partnership status, gender reassignment, pregnancy, maternity and paternity), sexual orientation, religion or belief, age or disability.

Each year all our personnel are asked to participate in an Equality and Diversity survey to update our diversity data and in our most recent survey in May 2019 75% of our staff participated. We have chosen to publish our diversity data on our website and this is regularly updated.



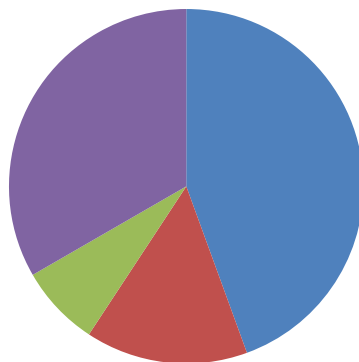
Age and Gender

Age



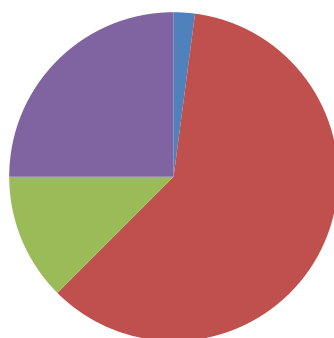
- 16 - 24
- 25 - 34
- 35 - 44
- 45 - 54
- 55 - 64
- 65+
- Prefer not to say
- Did not answer

Which gender do you identify with ?



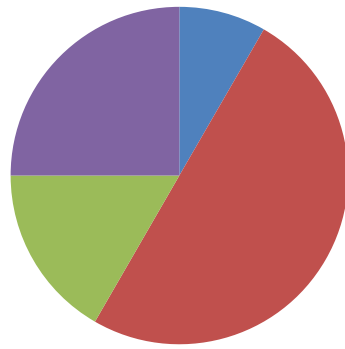
- Female
- Male
- Prefer not to say
- Did not answer

Do you consider your own gender identity to be different from that associated with your sex as registered at birth ?



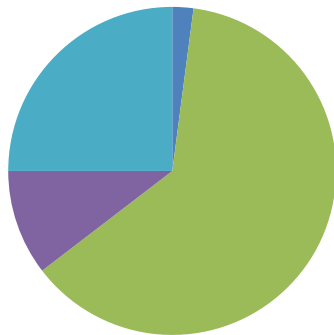
- Yes
- No
- Prefer not to say
- Did not answer

Disabilty According to definition in the Equality Act 2010 ?



- Yes
- No
- Prefer not to say
- Did not answer

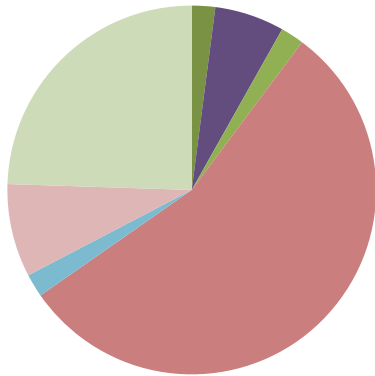
Limited day to day activities because of health problems



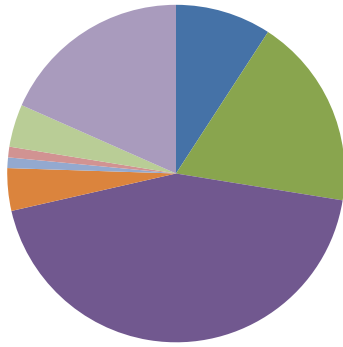
- Yes, limited a lot
- Yes, limited a little
- No
- Prefer not to say
- Did not answer

Ethnic Group

- Bangladeshi
- Chinese
- Indian
- Pakistani
- Any other Asian background
- African
- Caribbean
- Any other Black background
- White and Asian
- White and Black African
- White and Black Caribbean
- White and Chinese
- Any other Mixed/multiple ethnic
- British/English/Welch/Northern Irish/Scottish
- Irish
- Gypsy or Traveller
- Any other white background
- Arab
- Any other ethnic group
- Prefer not to say

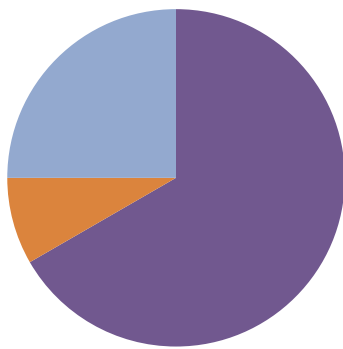


What is your religion or belief ?



- No religion
- Buddhist
- Christian
- Hindu
- Jewish
- Muslim
- Sikh
- Any other religion or belief

Sexual Orientation



- Bisexual
- Gay Man
- Gay Woman/lesbian
- Heterosexual/straight
- Other
- Prefer Not to Say
- Did not answer