

STAFF DIVERSITY QUESTIONNAIRE RESULTS

Firm: Roger Lugg & Co
Data collected: November 2015

QUESTION AND POSSIBLE RESPONSES

NO. OF RESPONSES

Q1. About you

Please indicate which category of role best describes your position in the firm. If you are an authorised person for the purposes of the Legal Services Act 2007 (ie, you hold a practising certificate issued by one of the approved regulators), a responsible individual under the Companies Act 2006 or a licensed insolvency practitioner under the Insolvency Act 1986 please indicate your professional qualification(s) and role (tick all that apply if you are dual qualified and have a current practising certificate from more than one approved regulator):

Chartered Accountant

| | | |
|-----------|---|-----|
| Partner | 3 | 20% |
| Manager | 3 | 20% |
| Qualified | 2 | 13% |
| Training | 3 | 20% |

Other accountant

| | | |
|-----------|---|----|
| Partner | 1 | 7% |
| Manager | 0 | 0% |
| Qualified | 0 | 0% |
| Training | 0 | 0% |

Legally qualified

| | | |
|---------------------|---|----|
| Partner | 0 | 0% |
| Assistant/Associate | 0 | 0% |
| Other | 0 | 0% |

Other legal

| | | |
|---------|---|----|
| Partner | 0 | 0% |
| Other | 0 | 0% |

Other profession

| | | |
|---------|---|----|
| Partner | 0 | 0% |
| Other | 1 | 7% |

| | | |
|--|---|-----|
| Direct support staff (all staff involved in delivering the services of the firm) | 2 | 13% |
| Other | 0 | 0% |
| Prefer not to say | 0 | 0% |

Total number of responses **15**

Q2. Age

From the list of age bands below, please indicate the category that includes your current age in years:

| | | |
|-------------------|---|-----|
| <35 | 6 | 46% |
| 35 - 44 | 2 | 15% |
| 45 - 54 | 1 | 8% |
| 55 - 64 | 3 | 23% |
| 65 and over | 1 | 8% |
| Prefer not to say | 0 | 0% |

Total number of responses **13**

Q3. Gender

What is your gender?

| | | |
|-------------------|---|-----|
| Male | 5 | 38% |
| Female | 8 | 62% |
| Prefer not to say | 0 | 0% |

Total number of responses **13**

Q4. Disability

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

a. Do you consider yourself to have a disability according to the definition in the Equality Act?

| | | |
|-------------------|----|------|
| Yes | 0 | 0% |
| No | 13 | 100% |
| Prefer not to say | 0 | 0% |

Total number of responses **13**

b. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

| | | |
|-----------------------|----|------|
| Yes, limited a lot | 0 | 0% |
| Yes, limited a little | 0 | 0% |
| No | 12 | 100% |
| Prefer not to say | 0 | 0% |

Total number of responses **12**

Q5. Ethnic group

What is your ethnic group?

Asian/Asian British

| | | |
|-------------|---|----|
| Bangladeshi | 0 | 0% |
| Chinese | 0 | 0% |
| Indian | 0 | 0% |
| Pakistani | 0 | 0% |
| Other | 0 | 0% |

Black/African/Caribbean/Black British

| | | |
|-----------|---|----|
| African | 0 | 0% |
| Caribbean | 0 | 0% |
| Other | 0 | 0% |

Mixed/multiple ethnic groups

| | | |
|---------------------------|---|----|
| White and Asian | 0 | 0% |
| White and Black African | 0 | 0% |
| White and Black Caribbean | 0 | 0% |
| White and Chinese | 0 | 0% |
| Other | 0 | 0% |

White

| | | |
|---|----|-----|
| British/English/Welsh/Northern Irish/Scottish | 12 | 92% |
| Irish | 0 | 0% |
| Gypsy or Traveller | 0 | 0% |
| Other | 1 | 8% |

Other ethnic group

| | | |
|--------------------|---|----|
| Arab | 0 | 0% |
| Other ethnic group | 0 | 0% |

Prefer not to say 0 0%

Total number of responses **13**

Q6. Sexual orientation

What is your sexual orientation?

| | | |
|-----------------------|----|-----|
| Bisexual | 0 | 0% |
| Gay man | 0 | 0% |
| Gay woman/lesbian | 0 | 0% |
| Heterosexual/straight | 11 | 85% |
| Other | 0 | 0% |
| Prefer not to say | 2 | 15% |

Total number of responses **13**

Q7. Socio-economic background

a. If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

| | | |
|---------------------------|---|-----|
| Yes | 2 | 15% |
| No | 6 | 46% |
| Did not attend university | 3 | 23% |
| Prefer not to say | 2 | 15% |

Total number of responses **13**

b. Did you mainly attend a state or fee-paying school between the ages of 11 and 18?

| | | |
|----------------------------------|---|-----|
| UK State School | 5 | 38% |
| UK Independent/Fee-paying school | 6 | 46% |
| Attended school outside the UK | 0 | 0% |
| Prefer not to say | 2 | 15% |

Total number of responses **13**
