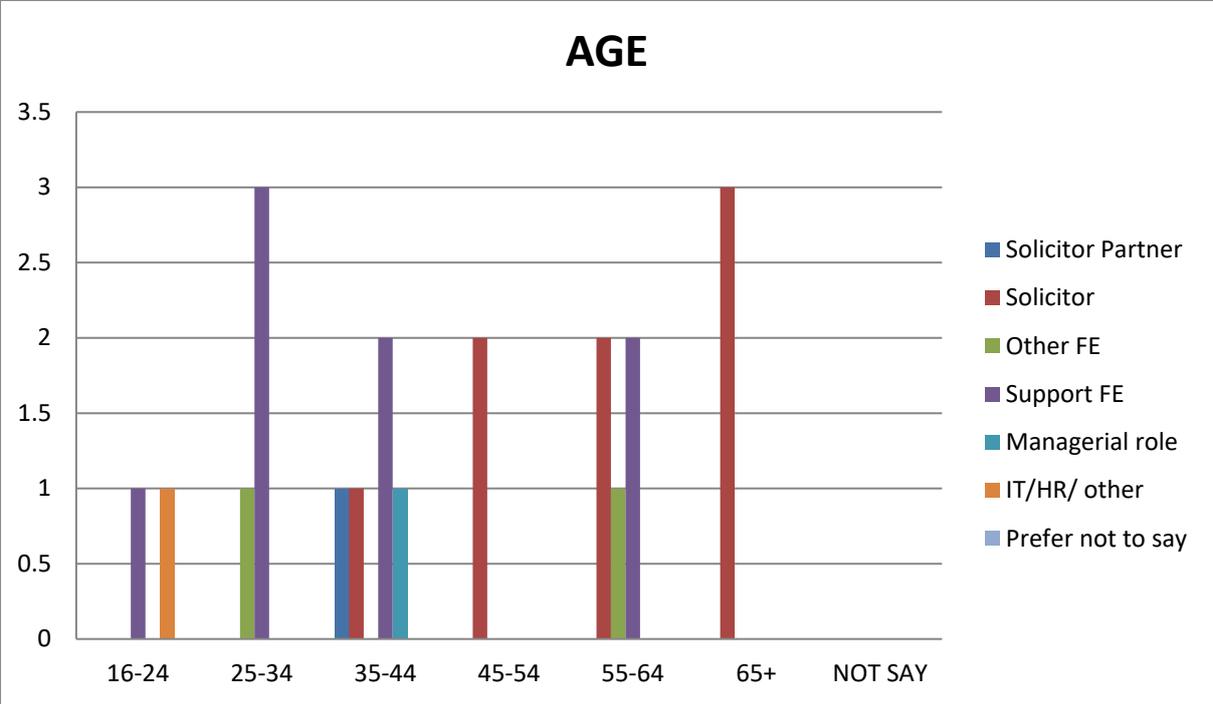
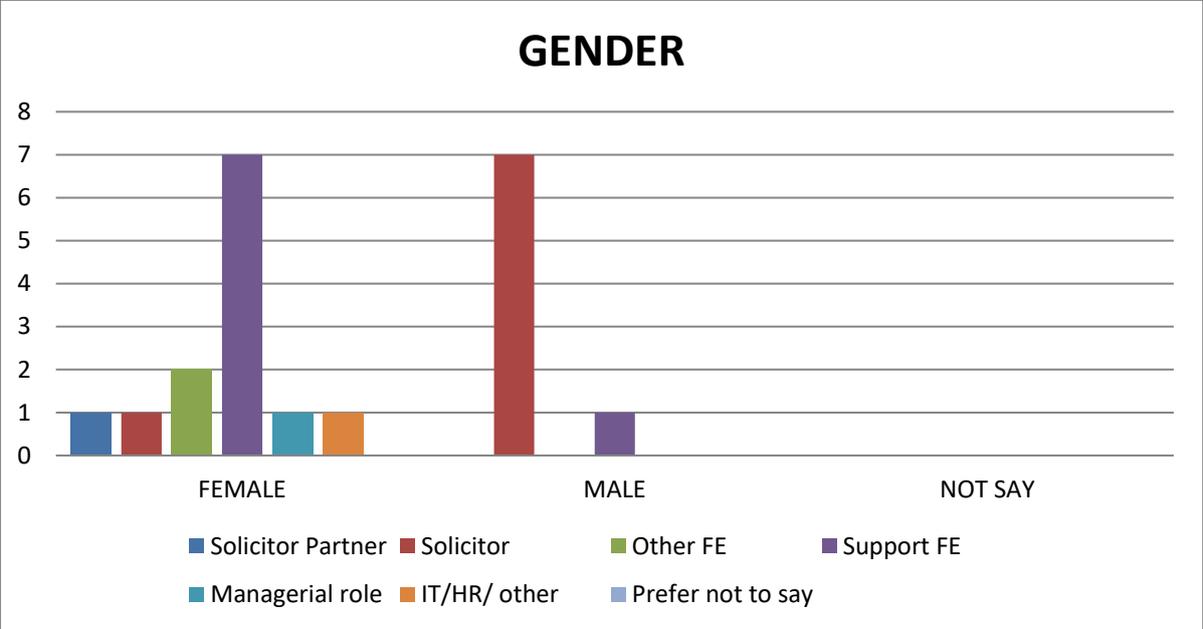


DIVERSITY QUESTIONNAIRE ANALYSIS 2023

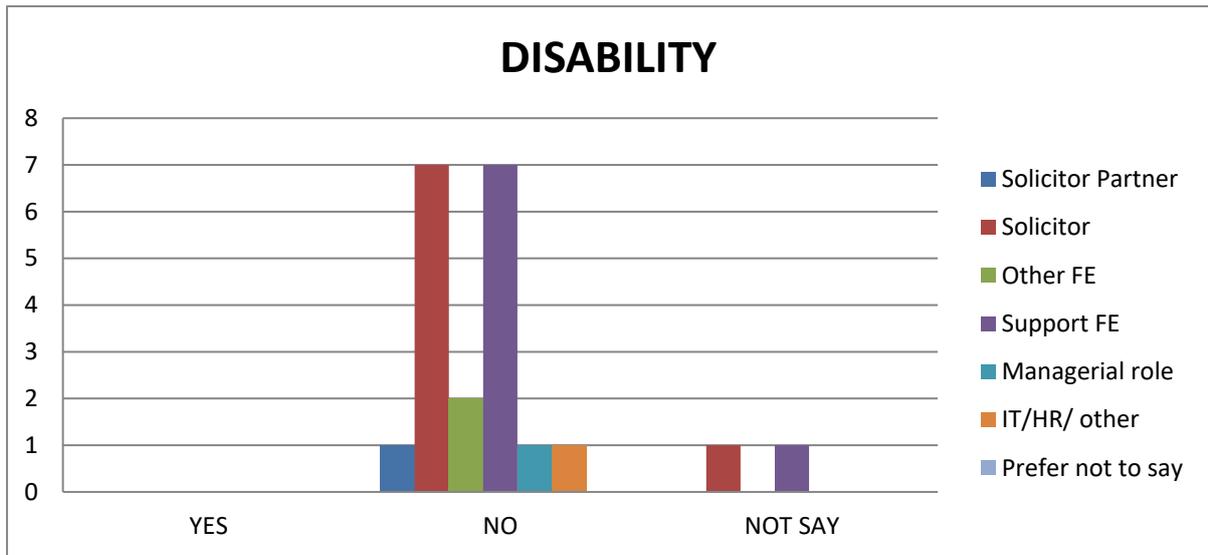
AGE



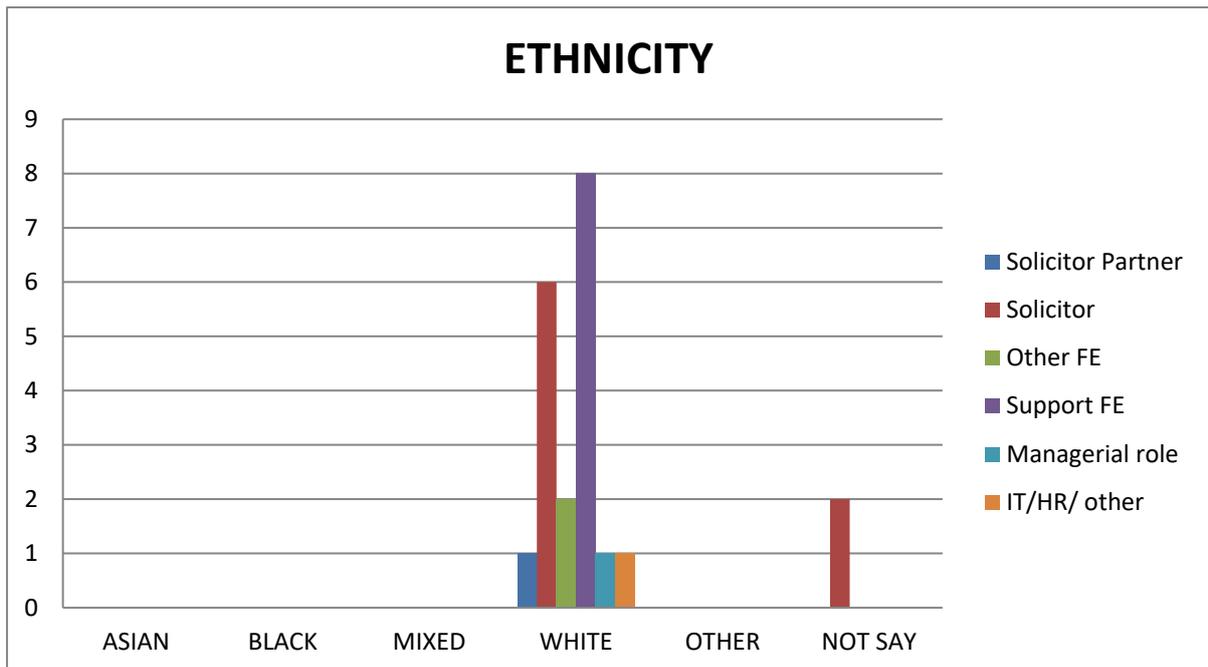
GENDER



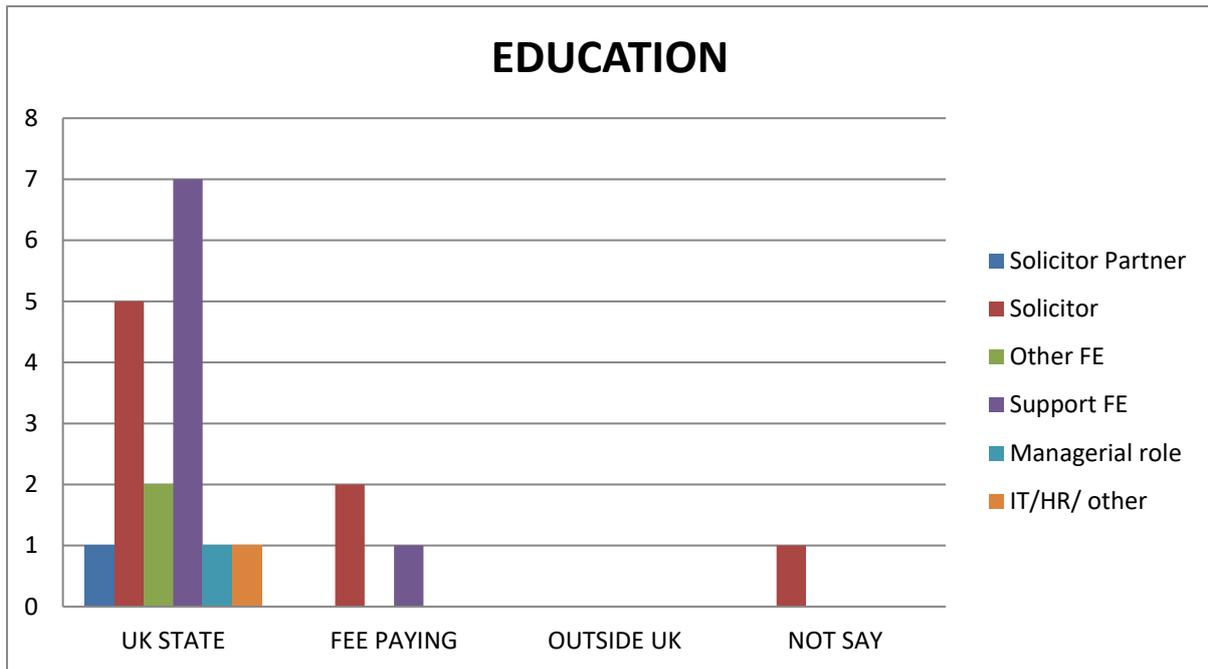
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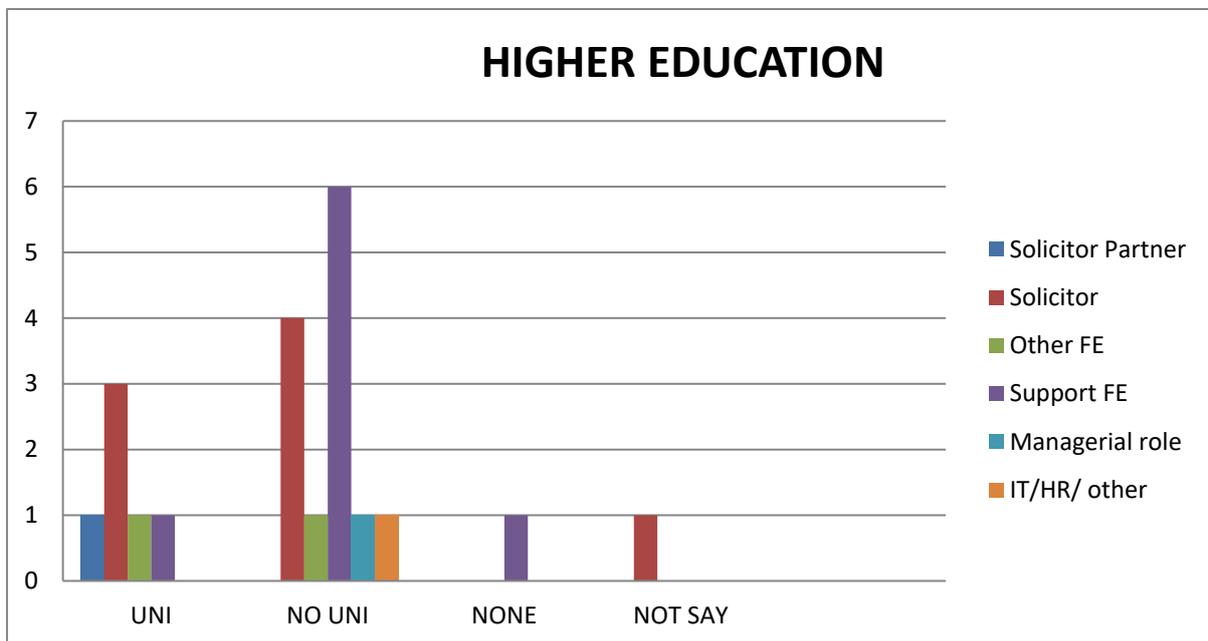
ETHNICITY



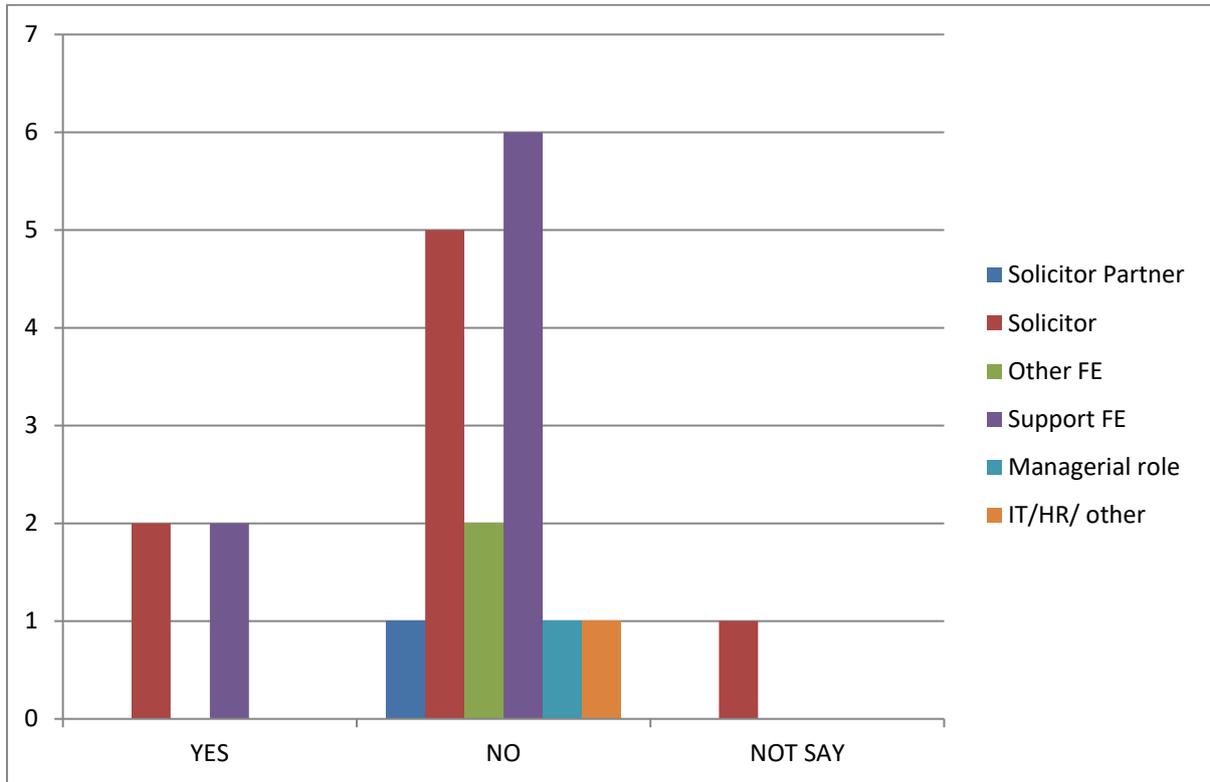
EDUCATION



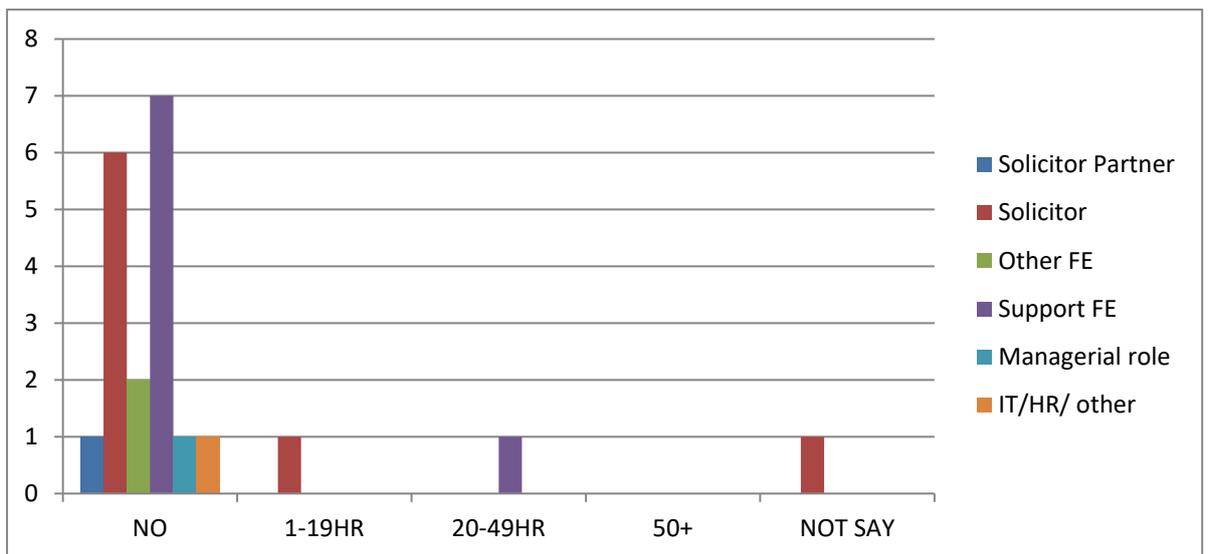
HIGHER EDUCATION OF PARENTS



CARING FOR UNDER 18'S



CARING FOR OTHERS



SUMMARY

- Age:** numbers sit similar to previous years with movement shown between the age bands. There has been a decrease in 65+ category with partner level retirements occurring.
- Gender:** still higher female to male ratio within the firm
- Disability:** entire workforce shows no disability
- Ethnicity:** comparison to last data analysis, the figures are the same.
- Education:** no significant change to that of previous data
- Care:** most roles have no need to care for others. Only a very small proportion of staff care for others

10 staff members did not return their questionnaires.