

DIVERSITY REPORT - AUGUST 2023

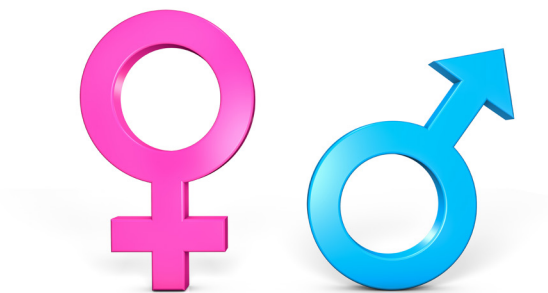
"At Lawson West Solicitors, we are committed to diversity and making our workplace integrated and culturally diverse."

We recognise the benefits to our firm and to our clients of investing in and recruiting people from different social and ethnic backgrounds and we're committed to the recruitment of people with varied and experienced career paths.

I'm pleased to share our diversity figures with you."



Vicky Jones
Managing Director



An overview of gender, age and ethnicity follows, with percentages of the number of respondents to our internal diversity survey 2023.

GENDER

	Full Equity Solicitor Director	Salaried or Partial Equity Solicitor Director	Solicitor (not Director)	Other Fee Earning Role	Role Directly Supporting a Fee Earner	Managerial Role	IT/HR/ other Corporate Services Role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer not to say
Male	0	0	2%	2%	4%	2%	0	0	0	2%
Female	4%	2%	11%	9%	29%	9%	11%	2%	2%	5%
Other Preferred Description	0	0	0	0	0	0	0	0	0	0

- 75% of our board are female
- 82% of the firm is female

AGE

	Full Equity Solicitor, Director	Salaried or Partial Equity Solicitor Director	Solicitor (not Director)	Other fee Earning Role	Role Directly Supporting a Fee Earner	Managerial Role	IT/HR/other Corporate Services Role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer Not To Say
16 - 24	0	0	0	0	2%	0	0	0	0	0
25 - 34	0	2%	11%	4%	7%	2%	2%	0	0	2%
35 - 44	2%	0	0	2%	2%	2%	0	0	0	0
45 - 54	2%	0	2%	0	7%	2%	7%	0	2%	4%
55 - 64	0	0	0	5%	11%	5%	2%	2%	0	2%
65+	0	0	0	0	2%	0	2%	0	0	0

- our firm has a broad spread of ages, at many levels

ETHNICITY

	Full Equity Solicitor Director	Salaried or Partial Equity Solicitor Director	Solicitor (not Director)	Other Fee Earning Role	Role Directly Supporting a Fee Earner	Managerial Role	IT/HR/other Corporate Services Role	Chartered Legal Executive/ Fellow of CILEx)	Licensed Conveyancer	Prefer not to say
Indian/Asian	2%	0	4%	0	2%	2%	2%	0	0	2%
Mixed / Multiple Ethnic Group	0	0	0	0	2%	0	0	0	0	0
Black / Black British	0	0	0	2%	0	0	2%	0	0	0
White/British	2%	2%	9%	9%	29%	9%	7%	2%	2%	5%

- Non-White Groups make up 20% of our firm.

Lawson West Solicitors Limited is registered in England and Wales (registered number 7514625).

Registered office: 4 Dominus Way, Meridian Business Park, Leicester, LE19 1RP. A list of Directors is available for inspection at this address.

Lawson West Solicitors Limited is authorised and regulated by the Solicitors Regulation Authority. SRA number: 557518.

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