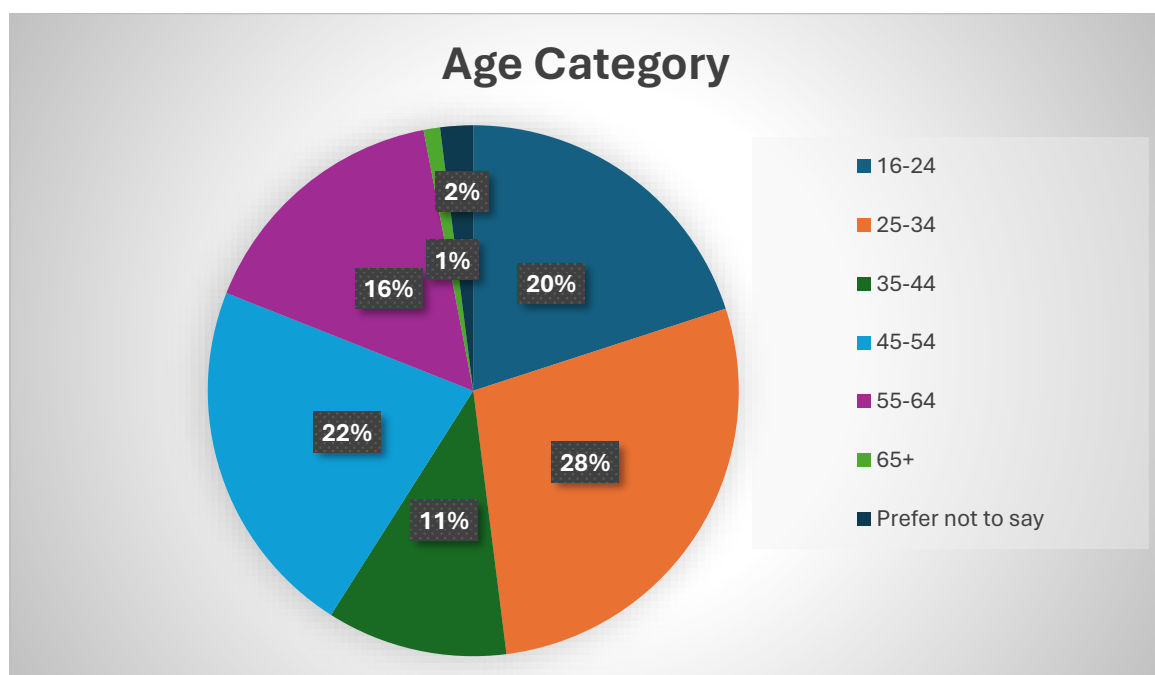
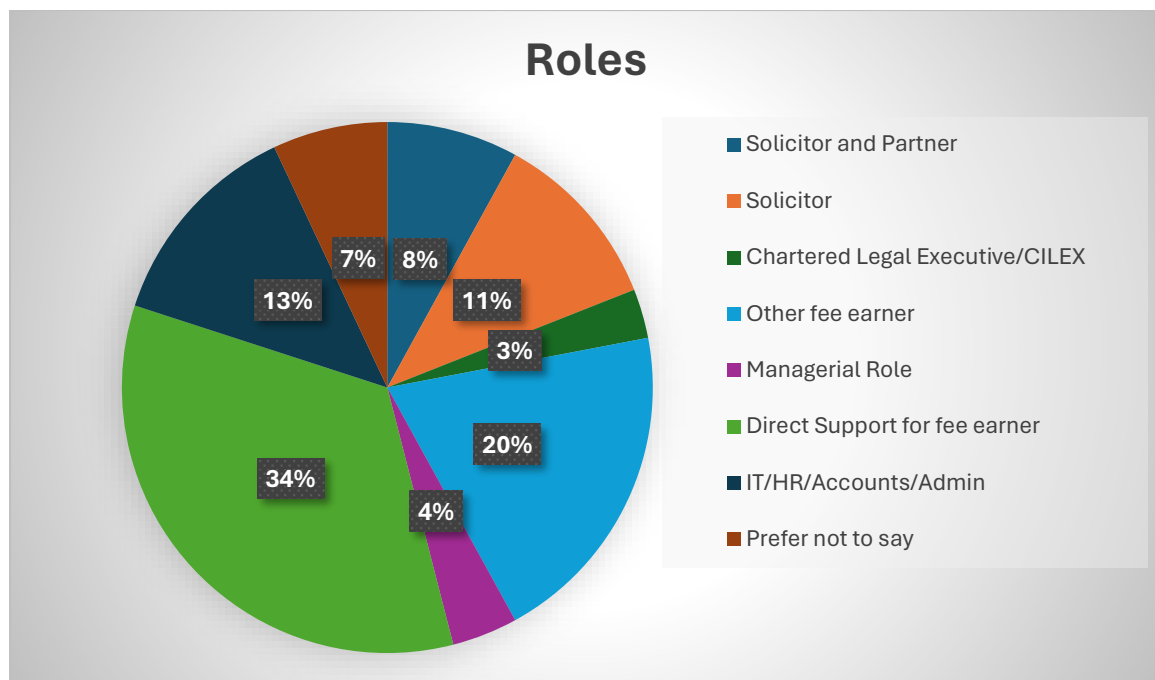
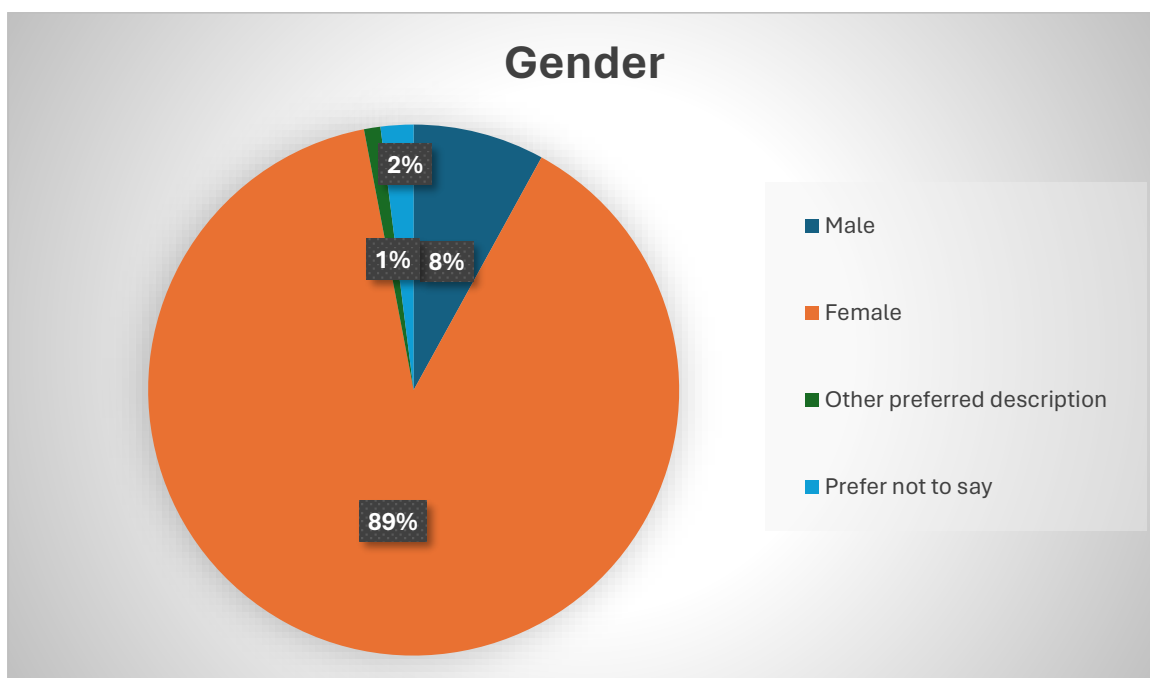


## Our Equality and Diversity Survey Results

Tilly Bailey & Irvine LLP regularly collects and reports data from the partners and employees within the firm, in accordance with our obligations under the Solicitors' Regulation Authority (SRA) and our commitment to ensure compliance with our Equality and Diversity Policy.

The latest survey was completed on an anonymous and voluntary basis in July 2023. 166 surveys were returned and the results are set out below.





**Transgender (Is the gender you identify as the same as you were registered at birth?)**

One of our team members is transgender

**Disability**

5% of our team members consider themselves to have a disability in accordance with the definition in the Equality Act 2010

**Limited Activities**

One team member’s day to day activities are limited a lot and 9 team members activities are limited a little due to a health problem or disability that has lasted, or is likely to last, more than 12 months

**Ethnicity**

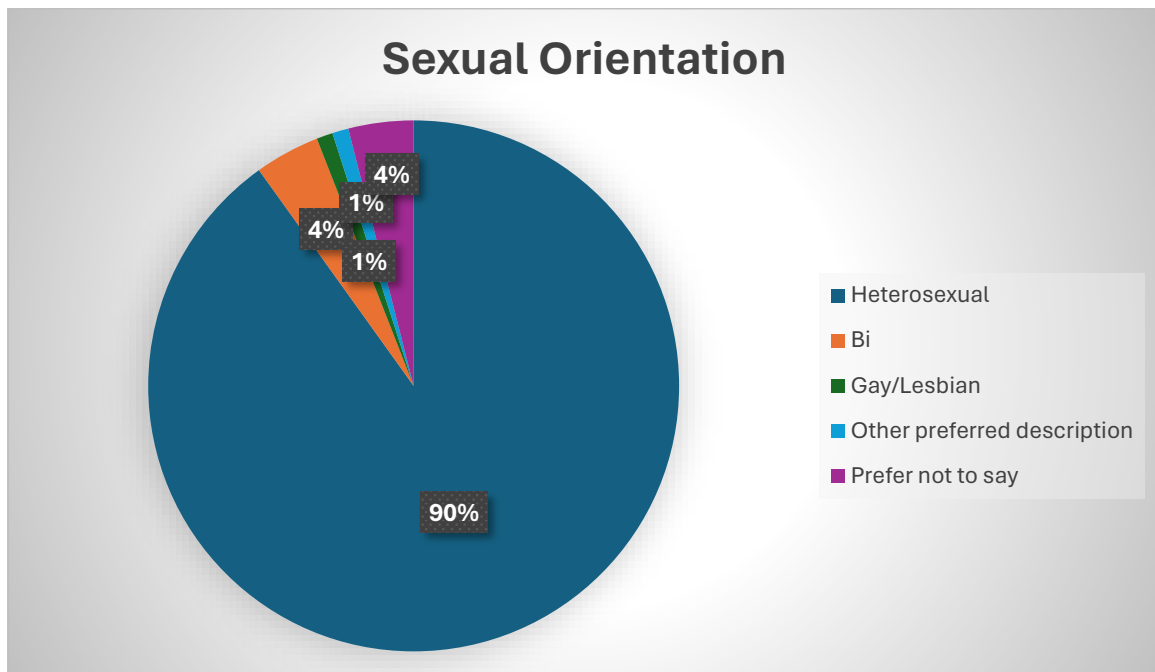
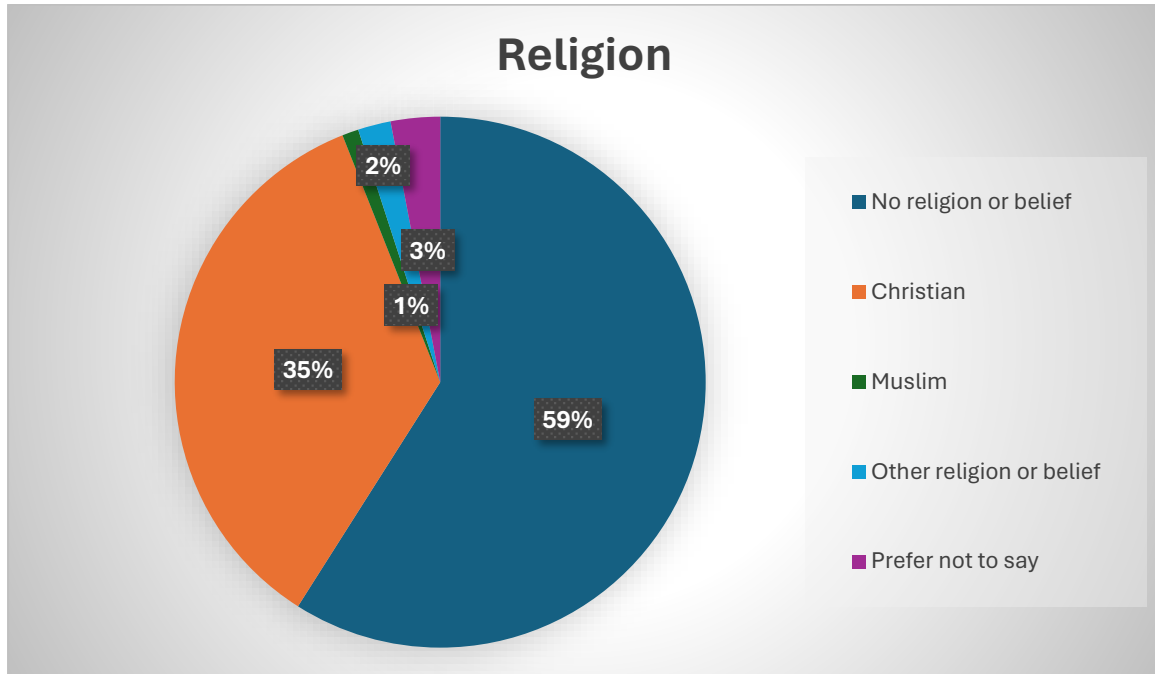
British – English/Scottish/Welsh/Northern Irish	155
Pakistani	1
White and Black African	1
Roma	1
Any other white background	5

Any other ethnic group

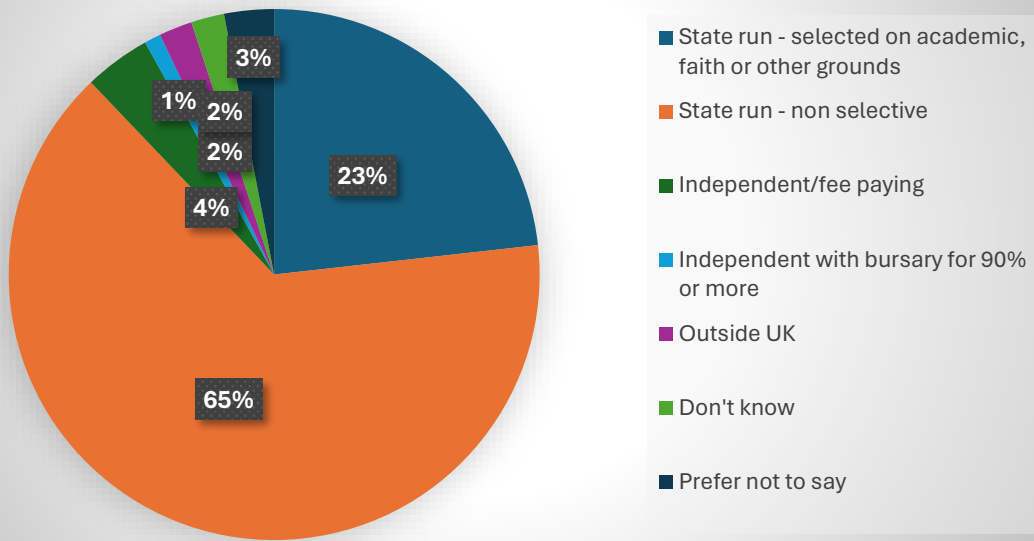
1

Prefer not to say

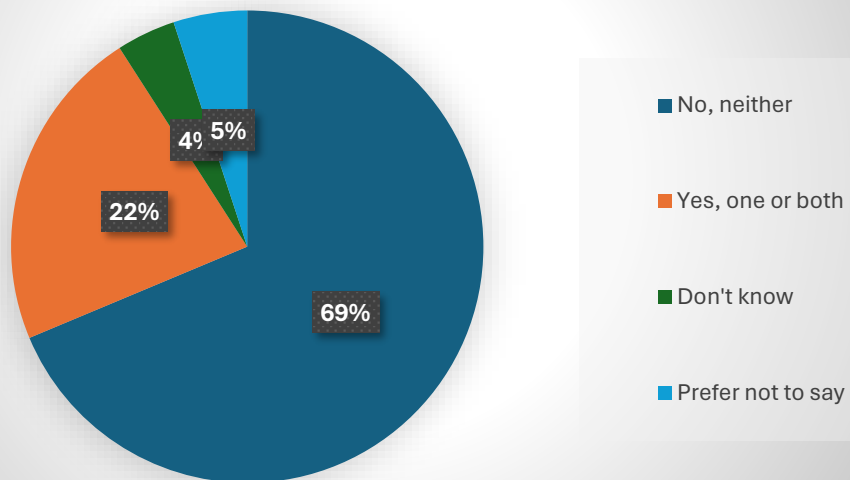
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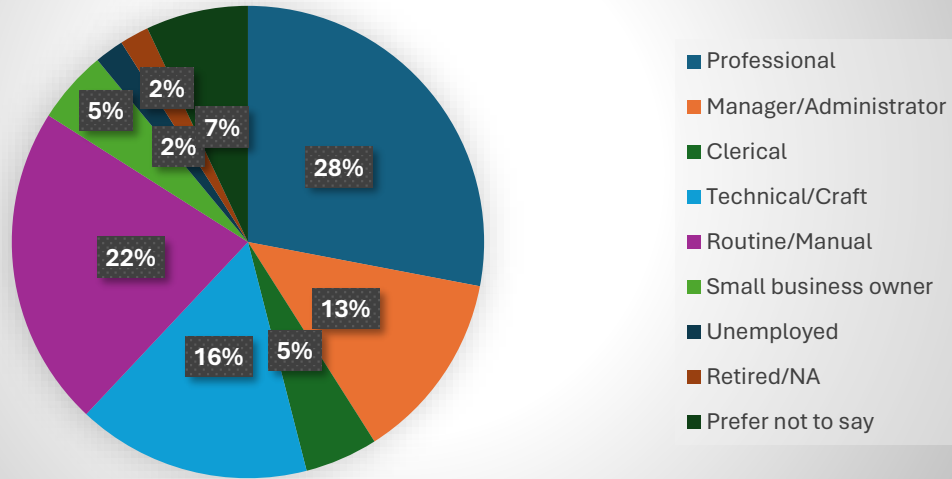
## School attended from age 11 to 16



## Parents attended university and gained a degree



## Occupation of Main Earner when team member was 14



### Primary Carer for Child under 18

26% of our team members are the primary carer for a child under 18

### Carer for individual with long term physical or mental ill health due to disability of age

15 of our team members care for another person for 1 to 19 hours per week, 2 care for someone for 20 to 49 hours per week and 1 cares for another for more than 50 hours per week