

Equality and Diversity

Roebucks Solicitors are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures. This applies to our staff and professional dealings with clients and others.

We treat everyone equally and with the same attention, courtesy and respect regardless of:

sex (including marital status, gender reassignment, pregnancy, maternity and paternity);
 sexual orientation (including civil partnership status);
 race or racial group (including colour, nationality and ethnic or national origins);
 religion or belief;
 age;
 caring responsibility; or
 disability.

We take all reasonable steps to ensure that the firm and its staff do not unlawfully discriminate and we ensure compliance with all relevant legislation.

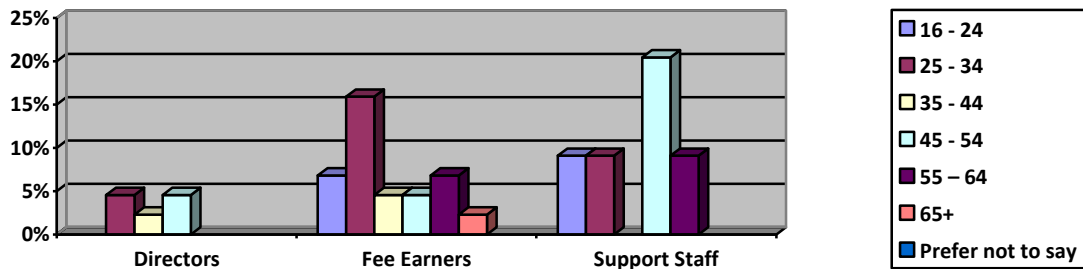
We are committed to meeting the diverse needs of clients and take steps to identify the needs of clients in the community ensuring the services which we provide are accessible to all.

We do not unlawfully discriminate in dealings with experts and third parties. All experts and third parties are instructed from a register of experts and have been assessed by the firm as being capable of meeting both our and our clients' requirements. Experts and third parties are instructed because they satisfy our selection criteria

We treat all job applicants equally and fairly and do not unlawfully discriminate against them. We consider all employees to be equal and create a working environment which is free from unlawful discrimination **(See our Diversity Statistics below).**

Age	Directors	Fee Earners	Support Staff	Totals
16 - 24		6.82%	9.09%	15.91%
25 - 34	4.55%	15.91%	9.09%	29.55%
35 - 44	2.27%	4.55%		6.82%
45 - 54	4.55%	4.55%	20.44%	29.54%
55 - 64		6.82%	9.09%	15.91%
65+		2.27%		2.27%
Totals	11.37%	40.92%	47.71%	100.00%

AGE



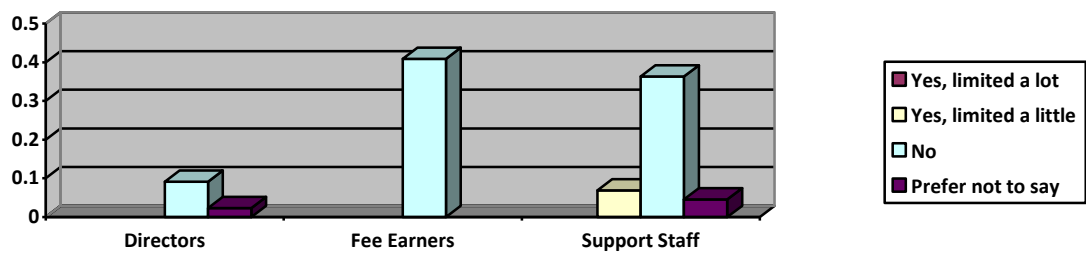
Gender	Directors	Fee Earners	Support Staff	Totals
Male	2.27%	11.36%	4.54%	18.17%
Female	9.09%	29.55%	43.19%	81.83%
Totals	11.36%	40.91%	47.73%	100.00%

GENDER



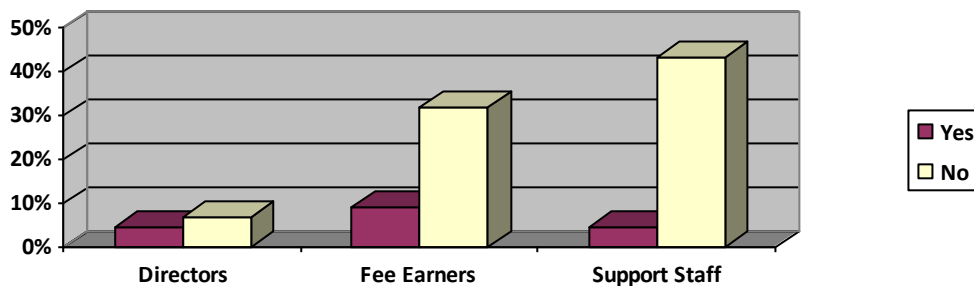
Disability	Directors	Fee Earners	Support Staff	Totals
Day-to-day activities limited because of a health problem or disability				
Yes, limited a lot				
Yes, limited a little			6.82%	6.82%
No	9.09%	40.91%	36.37%	86.37%
Prefer not to say	2.27%		4.54%	6.81%
Totals	11.36%	40.91%	47.73%	100.00%

DISABILITY

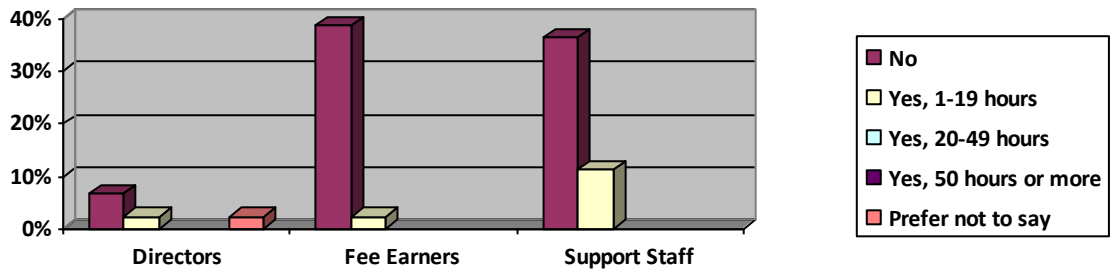


Caring	Directors	Fee Earners	Support Staff	Totals
Primary Carer for a child or children under 18				
Yes	4.54%	9.09%	4.54%	18.17%
No	6.82%	31.82%	43.19%	81.83%
Totals	11.36%	40.91%	47.73%	100.00%
Giving help or support to family, friends, neighbours or other per week				
No	6.82%	38.64%	36.37%	81.83%
Yes, 1-19 hours	2.27%	2.27%	11.36%	15.90%
Yes, 20-49 hours				
Yes, 50 hours or more				
Prefer not to say	2.27%			2.27%
Totals	11.36%	40.91%	47.73%	100.00%

PRIMARY CARER

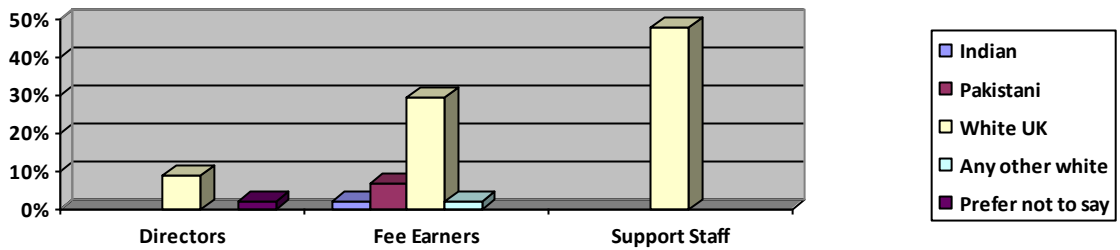


CARER



Ethnicity	Directors	Fee Earners	Support Staff	Totals
Indian		2.27%		2.27%
Pakistani		6.82%		6.82%
White UK	9.09%	29.55%	47.73%	86.37%
Any other white		2.27%		2.27%
Prefer not to say	2.27%			2.27%
Totals	11.36%	40.91%	47.73%	100.00%

ETHNICITY



Socio-economic	Directors	Fee Earners	Support Staff	Totals
Attended UK State School	9.09%	36.37%	45.46%	90.92%
Attended Independent or fee-paying School		4.54%		4.54%
Prefer not to say	2.27%		2.27%	4.54%
Totals	11.36%	40.91%	47.73%	100.00%
Studied a BA, BSc or higher at university being part of first generation of family to do so				
Yes	6.82%	11.36%	2.27%	20.45%
No	2.27%	22.74%	9.09%	34.10%
Did not attend		6.82%	34.09%	40.91%
Prefer not to say	2.27%		2.27%	4.54%
Totals	11.36%	40.92%	47.72%	100.00%

SOCIO-ECONOMIC

