

STAFF DIVERSITY QUESTIONNAIRE RESULTS

Firm: Brebners
Data collected: January 2016

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	16	15%
Manager	10	10%
Qualified	9	9%
Training	16	15%

Other accountant

Partner	5	5%
Manager	4	4%
Qualified	8	8%
Training	7	7%

Legally qualified

Partner	0	0%
Assistant/Associate	1	1%
Other	2	2%

Other legal

Partner	0	0%
Other	2	2%

Other profession

Partner	1	1%
Other	6	6%

Direct support staff (all staff involved in delivering the services of the firm)	11	11%
Other	3	3%
Prefer not to say	3	3%

Total number of responses **104**

Q2. Age

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

<35	40	43%
35 - 44	15	16%
45 - 54	18	19%
55 - 64	15	16%
65 and over	3	3%
Prefer not to say	2	2%

Total number of responses **93**

Q3. Gender

What is your gender?

Male	48	52%
Female	40	43%
Prefer not to say	4	4%

Total number of responses **92**

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	2	2%
No	87	95%
Prefer not to say	3	3%

Total number of responses **92**

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	89	97%
Prefer not to say	3	3%

Total number of responses **92**

Q5. Ethnic group

What is your ethnic group?

Asian/Asian British

Bangladeshi	0	0%
Chinese	3	3%
Indian	16	17%
Pakistani	0	0%
Other	2	2%

Black/African/Caribbean/Black British

African	0	0%
Caribbean	0	0%
Other	0	0%

Mixed/multiple ethnic groups

White and Asian	1	1%
White and Black African	1	1%
White and Black Caribbean	0	0%
White and Chinese	0	0%
Other	1	1%

White

British/English/Welsh/Northern Irish/Scottish	62	67%
Irish	0	0%
Gypsy or Traveller	0	0%
Other	3	3%

Other ethnic group

Arab	0	0%
Other ethnic group	1	1%

Prefer not to say 3 3%

Total number of responses **93**

Q6. Sexual orientation

What is your sexual orientation?

Bisexual	2	2%
Gay man	3	3%
Gay woman/lesbian	0	0%
Heterosexual/straight	79	86%
Other	1	1%
Prefer not to say	7	8%

Total number of responses **92**

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	35	38%
No	26	28%
Did not attend university	26	28%
Prefer not to say	6	6%

Total number of responses **93**

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

UK State School	65	70%
UK Independent/Fee-paying school	11	12%
Attended school outside the UK	11	12%
Prefer not to say	6	6%

Total number of responses **93**
