

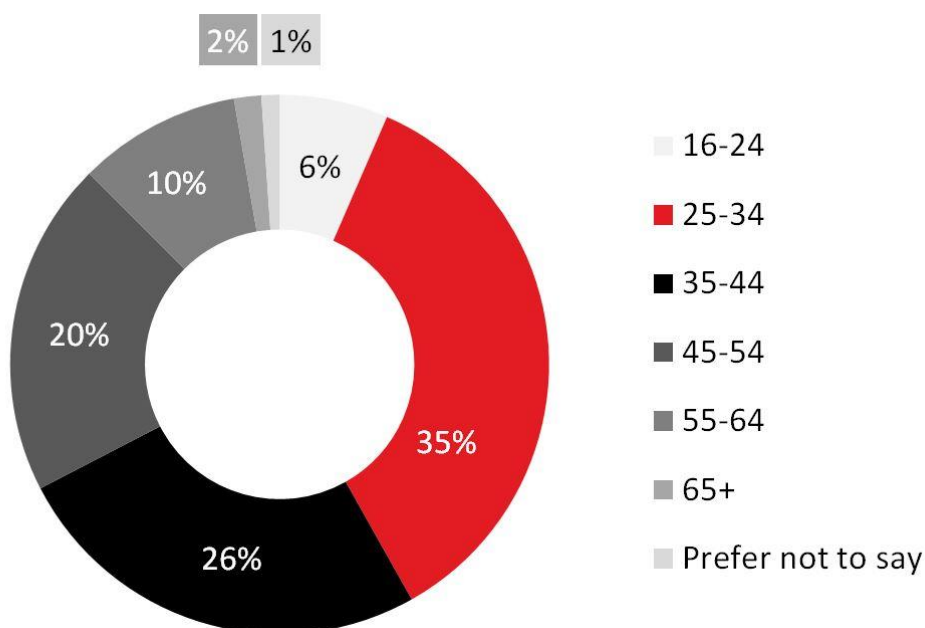
Diversity Survey Results 2019

VWV is committed to being an equal opportunities employer.

In order to assess our effectiveness, we monitor diversity in the firm. Our most recent diversity surveys were carried out in line with the SRA's requirements and include questions about socio-economic background and caring responsibilities. All staff and partners had the opportunity to complete the survey, although participation was voluntary.

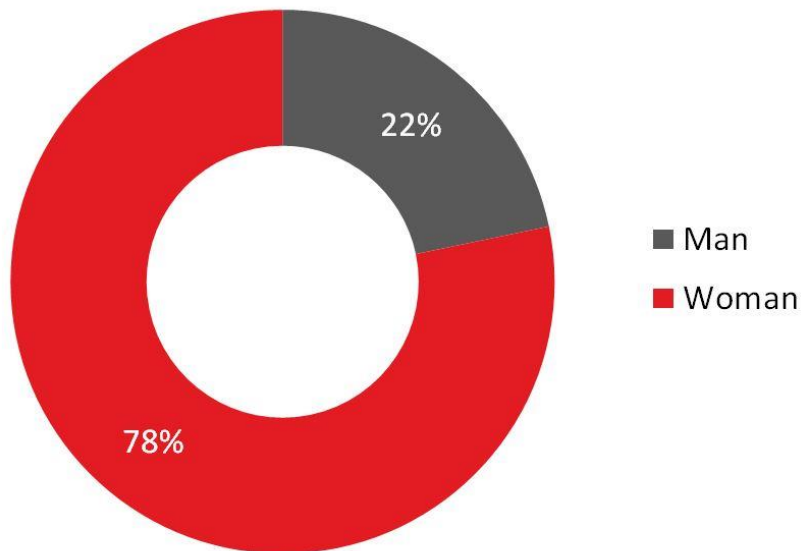
We are publishing these summary results to ensure that no individuals can be identified. The survey and results will be updated annually.

Age Distribution

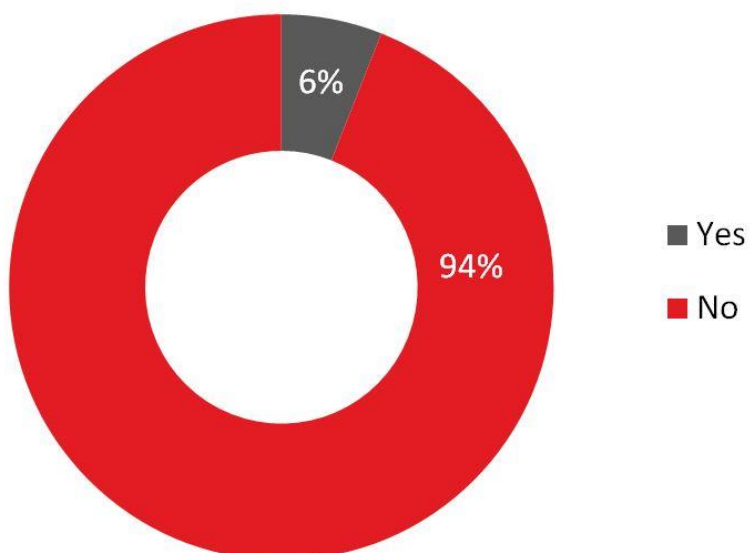


Gender

Which gender do you identify with?

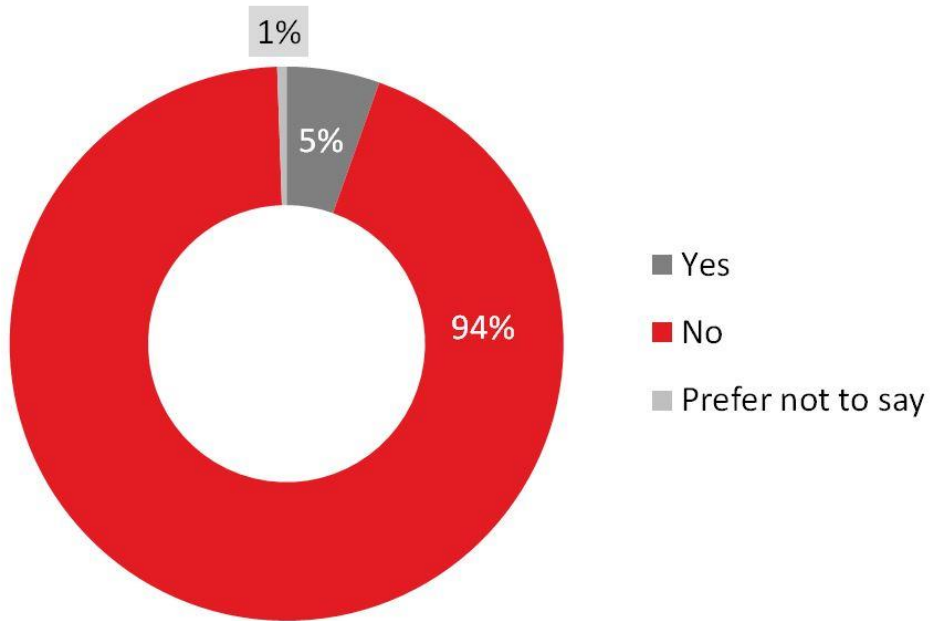


Do you consider your gender identity to be different from your registered sex at birth?

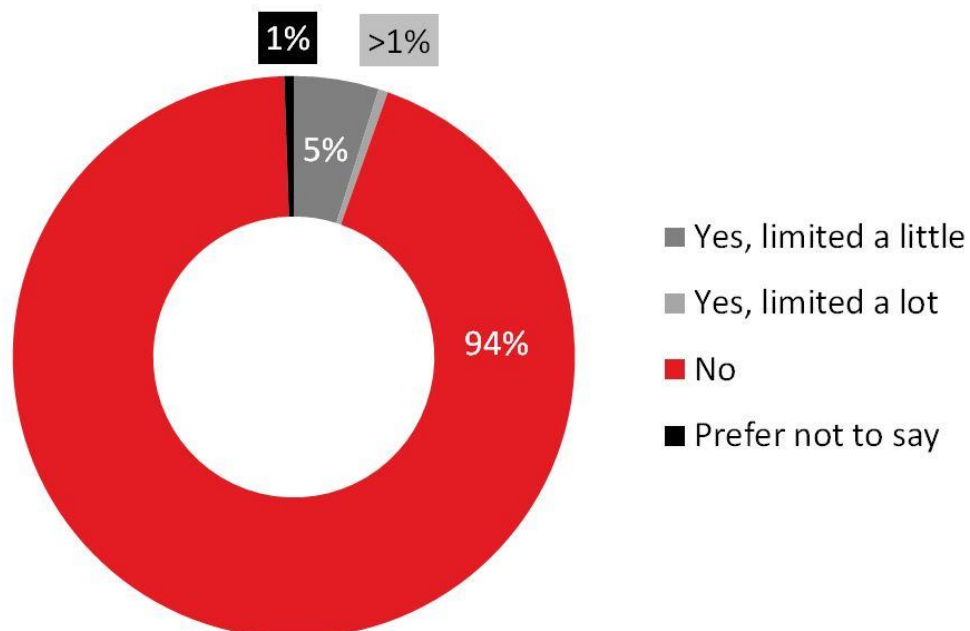


Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



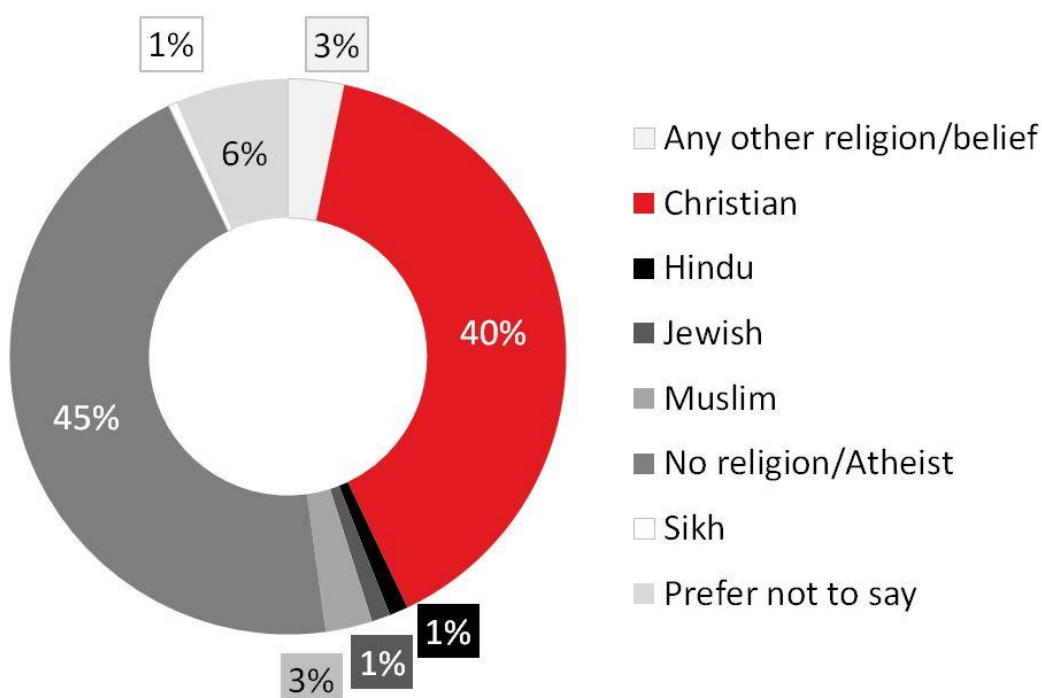
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



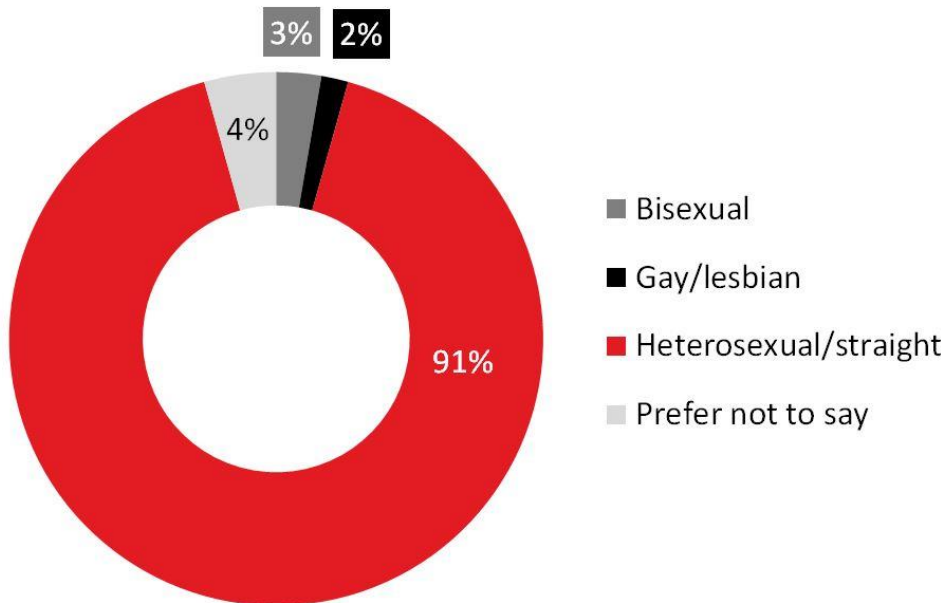
Ethnic Group

White: British / English / Welsh / Northern Irish / Scottish	79.9%
White: Any other White background	3.3%
Asian / Asian British: Bangladeshi	2.2%
Asian / Asian British: Indian	2.2%
Black / Black British: Caribbean	2.2%
Prefer not to say	2.2%
White: Irish	2.2%
Black / Black British: African	1.6%
Asian/Asian British: Any other Asian background	1.6%
Mixed / multiple ethnic groups: White and Black Caribbean	1.1%
Mixed / multiple ethnic groups: White and Asian	0.5%
Mixed / multiple ethnic groups: Any other mixed / multiple ethnic background	0.5%
Other ethnic group: Arab	0.5%

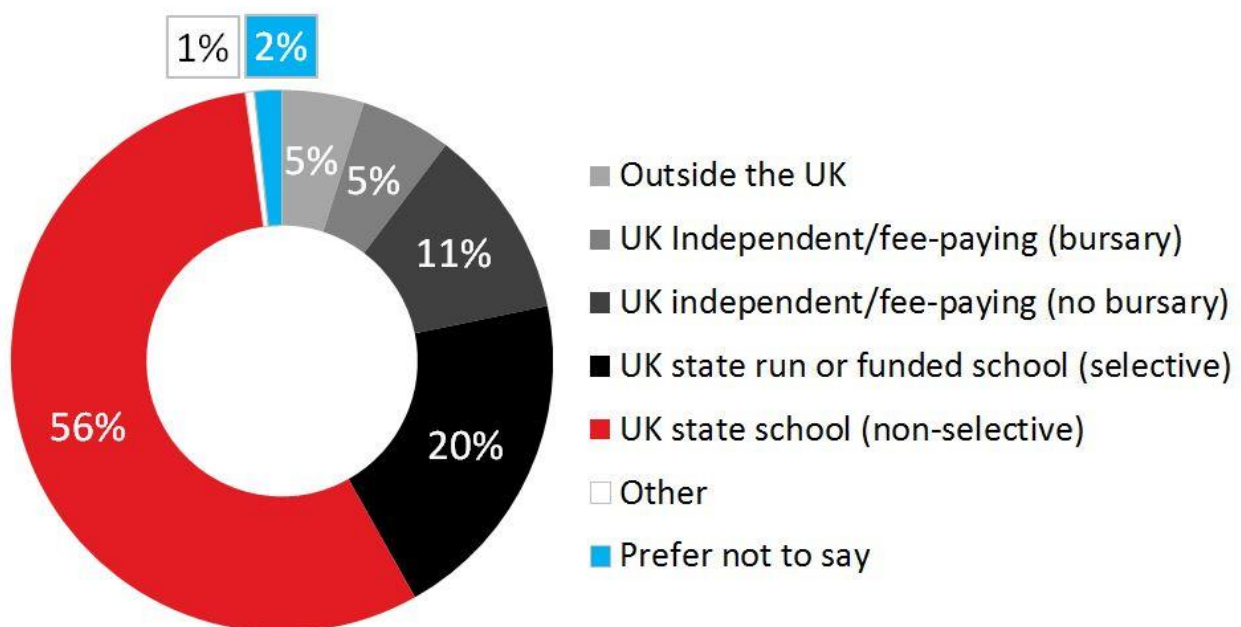
Religion or Belief



Sexual Orientation

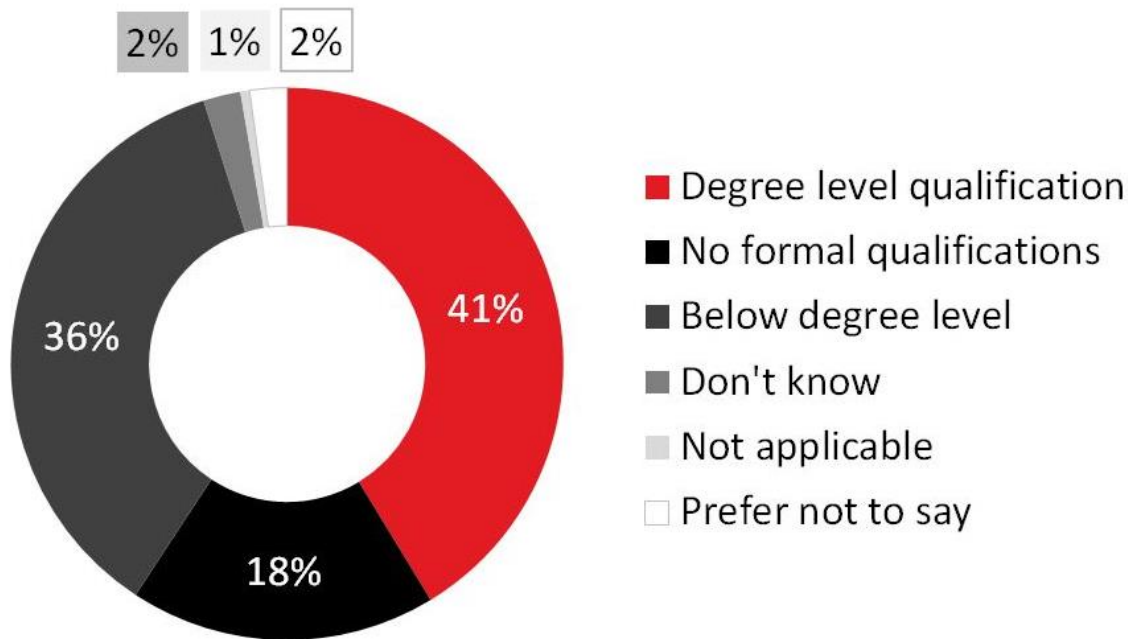


Secondary School Background



Qualifications

What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?



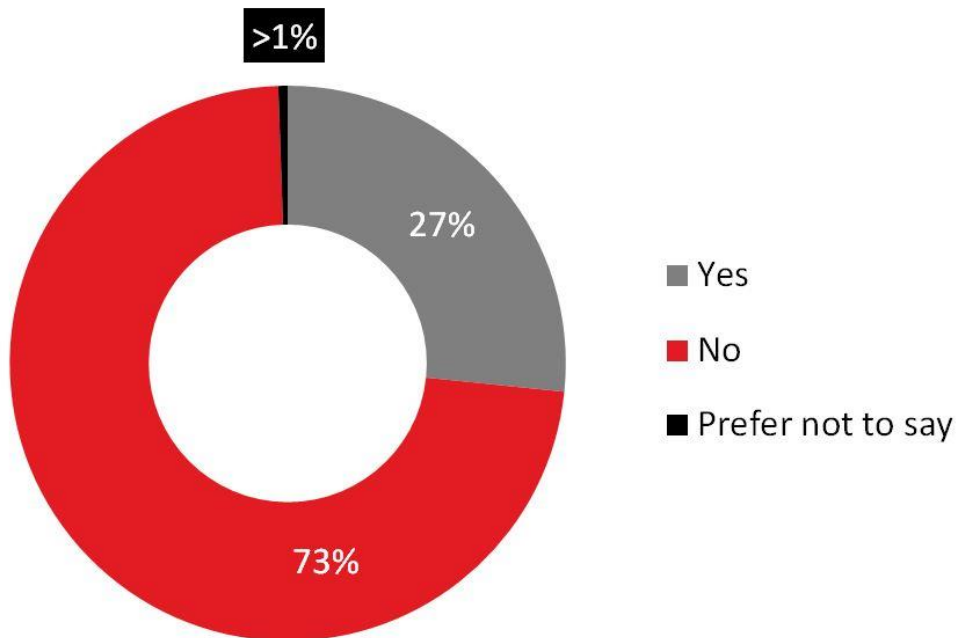
Socio-Economic Background

Thinking back to when you were aged about 14, which best describes the sort of work the main/highest income earner in your household did in their main job?

Modern professional	19%
Traditional professional	16%
Senior managers and administrators	16%
Technical and craft	13%
Semi-routine manual and service	8%
Routine manual and service	7%
Middle or junior managers	6%
Other	5%
Clerical and intermediate	4%
Prefer not to say	3%
Retired	1%
Long term unemployed	1%
Not Applicable	1%

Caring Responsibilities

Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

