





Counterculture recognises that providing equality of opportunity, valuing diversity, celebrating differences and promoting a culture of inclusion are vital to providing the best possible service to our clients. We want our staff and partners to reflect the diversity of our clients and the wider society. By creating an environment in which individuals can utilise their skills and talents to the full without fear of prejudice or harassment, we aim to foster a culture where everyone can flourish and reach their full potential.

The Solicitors Regulation Authority (SRA) requires all regulated firms to collect and publish data about the diversity of their workforce.

The following relates to diversity data submitted to the SRA, as reported in July 2023.

The data relates to all those working in our firm in England and Wales, at the time of reporting. The questions and categories used are those required by the SRA. Only those providing a response to every question are included in the submission, in line with SRA guidance. For further details about this reporting requirement, please see SRA website (www.sra.org.uk).

Select one category which best describes your role in the firm?

Total respondents 72

2

Which age category are you in?

Total respondents 71

3

What is your sex?

Total respondents 75

11

Full equity SOLICITOR PARTNER

2

IT/HR/other corporate services role (non-managerial)

3

Managerial role (includes NON LAWYER PARTNERS, and admin managers)

1

Other FEE EARNER (non-partner non-solicitor) (including trainee solicitors, paralegals)

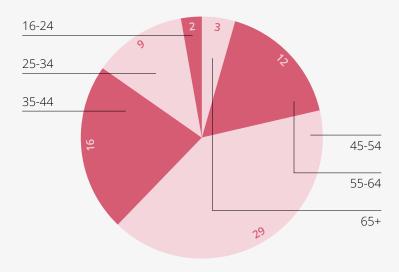
1

Role directly supporting fee earners (legal secretaries, administrators, legal assistants)

4

Salaried or partial equity SOLICITOR PARTNER

SOLICITOR (not partner)





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Is the gender you identify with the same as your sex registered at birth?

Total respondents 75



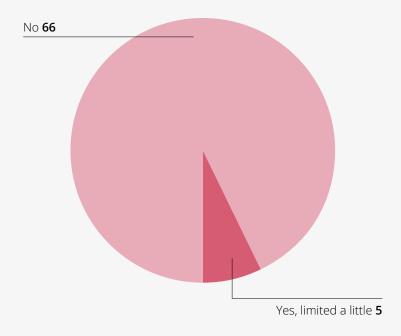
Do you consider yourself to have a disability according to the definition in the Equality Act 2010 (someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day to day activities)? If you have a condition which fits the Equality Act definition, please tick 'Yes' even if you are not limited by your condition

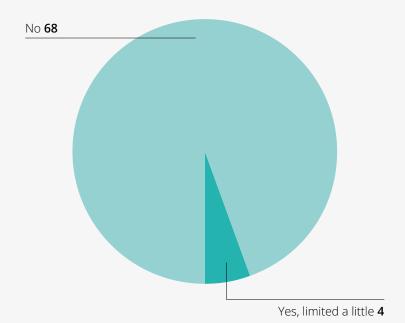


Are your day to day activities limited because of a health problem or disability which has lasted (or is expected to last) at least 12 months?

Total respondents 72







**7**What is your ethnic group?

Total respondents 75

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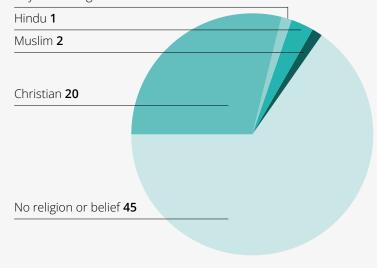
What is your religion or belief?

Total respondents 69

9
What is your sexual orientation?

1 African 2 Any other Asian background Any other Black background 2 Any other Mixed/multiple ethnic background Any other White background British/English/Welsh/Northern Irish/Scottish 2 Chinese 2 Indian 3 Irish 2 White & Asian

Any other religion or belief 1



Bi **2** 

Gay/Lesbian 1

Heterosexual **64** 

Other preferred description **1** 

What type of school did you attend for most time between the ages between 11 and 16? (if you changed schools, please base your answer on the last two years of your education)

Total respondents 70

## 11

Did either of your parent(s) or guardian(s) attend university by the time you were 18?

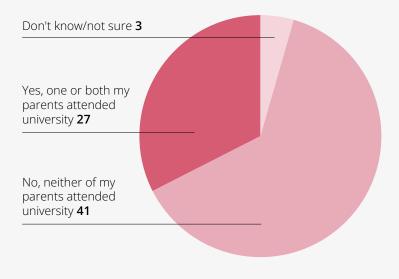
Total respondents 71

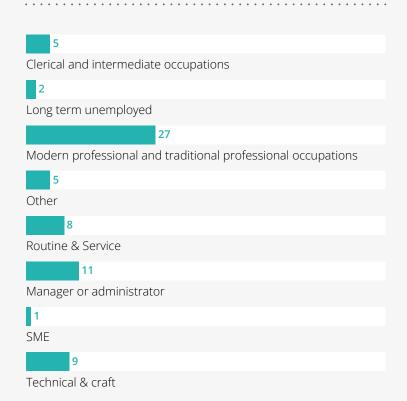
## 12

What was the occupation of your main household earner when you about 14?

Total respondents 68







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

Total respondents 75

14

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)?

Total respondents 73



