

**Cartwright Cunningham Haselgrove & Co**  
**Diversity**

**The Firm's Commitment**

**General commitment**

*This firm is committed to eliminating discrimination and promoting equality and diversity in its own policies, practices and procedures and in those areas in which it has influence.*

*This applies to the firm's professional dealings with staff and partners, other solicitors, barristers, clients and third parties.*

*The firm intends to treat everyone equally and with same attention, courtesy and respect regardless of their disability, gender, marital status, race, racial group, colour, ethnic or national origin, nationality, religion or belief, sexual orientation or age.*

*Staff total 25 – one staff not willing to complete as at 04/08/21*

<b>Role</b>	<b>Staff Numbers</b>	<b>Male</b>	<b>Female</b>	<b>Prefer not to say</b>
Solicitor (Partner, member or director)		5		
Managerial role - Partner			1	
Solicitor		1	2	
Other fee earning role			2	
Role directly supporting a fee earner		2	8	1
IT/HR/ other corporate services role			1	
Chartered Legal Executive (Fellow of CILEx)		1		
Licensed Conveyancer				
<b>Totals</b>		<b>9</b>	<b>14</b>	<b>1</b>

*At present we do not have any staff that consider themselves Transgender.*

*Age bands*

<b>Role</b>	<b>16-24</b>	<b>25-34</b>	<b>35-44</b>	<b>45-54</b>	<b>55-64</b>	<b>65+</b>
Solicitor (Partner, member or director)			2	1	1	1
Managerial role - Partner				1		
Solicitor				3		
Other fee earning role		1		1		
Role directly supporting a fee earner	3	2	1	2	3	
IT/HR/ other corporate services role			1			
Chartered Legal Executive (Fellow of CILEx)					1	
Licensed Conveyancer						
<b>Totals</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>8</b>	<b>5</b>	<b>1</b>

*Education (1)*

<b>Role</b>	<b>UK state school</b>	<b>UK independent/fee paying school</b>	<b>School outside the UK</b>	<b>Prefer not to say</b>
Solicitor (Partner, member or director)	4	1		
Managerial role - Partner	1			
Solicitor	3			
Other fee earning role	1			1
Role directly supporting a fee earner	7	1	2	1
IT/HR/ other corporate services role	1			
Chartered Legal Executive (Fellow of CILEx)		1		
Licensed Conveyancer				
<b>Totals</b>	<b>17</b>	<b>3</b>	<b>2</b>	<b>2</b>

### *Ethnic Group*

<b>Role</b>	<b>British/ English /Welsh/ N.Ireland /Scottish</b>	<b>Pakistani</b>	<b>African</b>	<b>Caribbean</b>	<b>Indian</b>	<b>Asian other</b>	<b>Other white</b>	<b>Prefer not to say</b>
Solicitor (Partner, member or director)	4	1						
Managerial role - Partner	1							
Solicitor	1	1				1		
Other fee earning role	2							
Role directly supporting a fee earner	7	1	1		1		1	
IT/HR/ other corporate services role	1							
Chartered Legal Executive (Fellow of CILEx)	1							
Licensed Conveyancer								
<b>Totals</b>	<b>17</b>	<b>3</b>	<b>1</b>		<b>1</b>	<b>1</b>	<b>1</b>	

### *Religion or belief*

<b>Role</b>	<b>Christian</b>	<b>Jewish</b>	<b>Muslim</b>	<b>Sikh</b>	<b>No religion or belief / atheist</b>	<b>Prefer not to say</b>
Solicitor (Partner, member or director)	2	1	1		1	
Managerial role - Partner	1					
Solicitor			1	1	1	
Other fee earning role					1	1
Role directly supporting a fee earner	5		1	1	3	1
IT/HR/ other corporate services role					1	
Chartered Legal Executive (Fellow of CILEx)	1					
Licensed Conveyancer						
<b>Totals</b>	<b>9</b>	<b>1</b>	<b>3</b>	<b>2</b>	<b>7</b>	<b>2</b>

*At present, we do not have any staff that consider themselves to have a disability according to the definition in the Equality Act,*