



Duncan Lewis

DIVERSITY DATA ANNUAL REPORT

JUNE 2019

1. OVERVIEW

Survey

Duncan Lewis would like to thank our employees and consultants who completed the voluntary online Solicitors Regulation Authority's (SRA) Diversity Questionnaire in May / June 2019. The response rate was 61%, of which, 30% completed the Questionnaire in full and 31% opted out from participating. We are regulated by the SRA, who oblige us to collect, report and publish data about the diversity make up of our workforce, each time a new set of diversity data is collected. This exercise is being undertaken on a bi-annual basis. Our analysis of the survey results are summarised below at section 3.

Our Commitment

Duncan Lewis has long been committed to Equality, Diversity and Inclusion across our practice. We are committed to providing services to our clients across London and throughout England and Wales in a manner which embraces diversity and promotes equality of opportunity. The Company is proud of its extensively diverse workforce, and in 2016, we signed up to be a member of The Law Society Diversity and Inclusion Charter.

Having a diverse workforce with people from different racial, educational and social backgrounds and a diverse age range, ensures that as a Company, we are well placed to understand the needs of a wide range of clients through our 25 legal practice areas. A significant cross section of the Company's client base is vulnerable, many of which are publicly funded.

Duncan Lewis places a great value on the unique and varied talents of our work force as illustrated in this annual diversity data and we understand that meaningful diversity within the Company contributes directly to excellence in our client service. We believe this is achieved by recruiting and retaining diverse talent, understanding / delivering the needs of our clients, and supporting the diverse community that we serve.

Our commitment to diversity and inclusion is recognised across the legal industry. Since 2015, Duncan Lewis has been shortlisted in three consecutive years in the National Law Society Excellence Awards in Diversity and Inclusion and was awarded the LawWorks Pro

Bono Law Firm of the Year Award (London Head Office). Further, we were recognised as having contributed to the Refugee Legal Support Athens (RLS) success in the 2018 LexisNexis Legal Awards in Pro Bono matters.

2. KEY DATA ANALYSIS: GENDER & AGE

The Company has a workforce of 684 staff members, including consultants.

Full Workforce

- 70% is female;
- 60% are Black, Asian and Minority Ethnic (BAME).
- 65% aged under 35 years and 12% being over the age of 44 years.

Directors

- The Company's Board engages 55 Directors - 52% are female and 61% are BAME.

Fee Earners & Support Staff

- 72% of our fee earning staff is female.
- In relation to admitted staff (Solicitors), 37% of our solicitors are within the age range of 25 years to 34 years and 43% are BAME.
- In relation to non-admitted staff (trainees and caseworkers), 74% are within the age range of 25 years to 34 years and 32% are BAME.
- There is a 62% to 38% female/male split across our personnel/support staff positions.

3. SURVEY RESULTS & ANALYSIS

A total of 201 of the Company's employees and consultants completed our June 2019 diversity Questionnaire, which makes approximately 30% of the workforce. Based on the Survey the following was established.

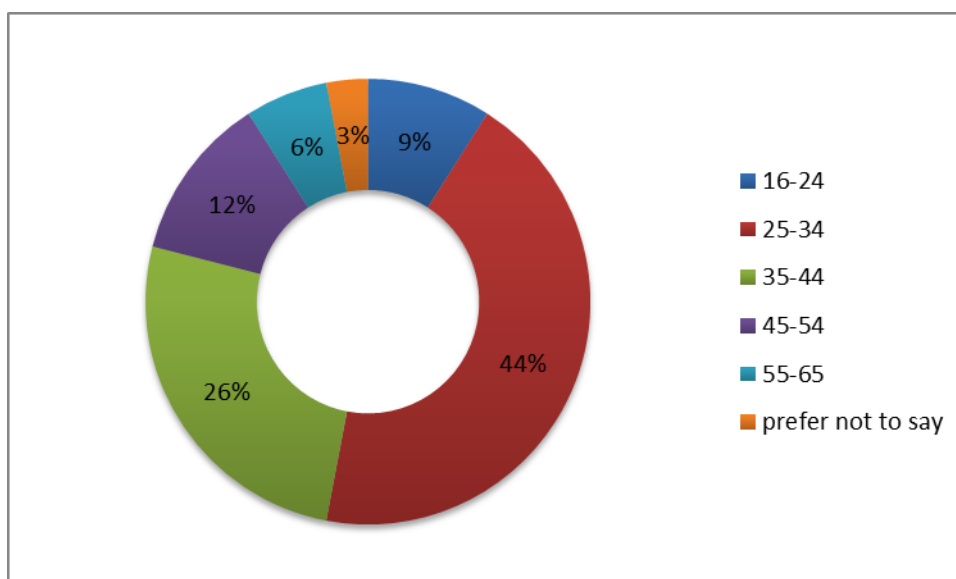
(i) GENDER BREAKDOWN AS A PERCENTAGE OF ALL STAFF BY ROLE CATEGORY

<u>Role</u>	<u>Male</u>	<u>Female</u>
Directors	26%	74%
Admitted fee earners	25%	75%
Non-admitted fee earners	23%	77%
Support Staff (eg. admin, IT, HR, finance)	17%	83%

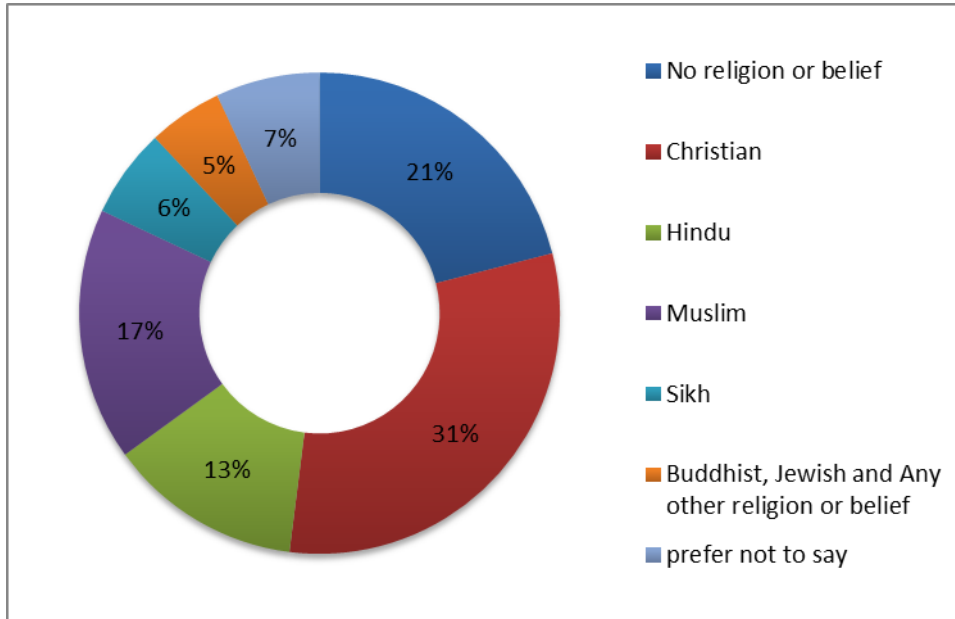
(ii) ETHNICITY BREAKDOWN AS A PERCENTAGE OF ALL STAFF BY ROLE CATEGORY

Role	Asian/Asian British	Black/Black British	Mixed/multiple/ Other ethnic groups	White
Directors	26%	18%	12%	44%
Admitted fee earners	44%	7%	7%	42%
Non-admitted fee earners	30%	9%	16%	45%
Support staff	37%	17%	13%	33%

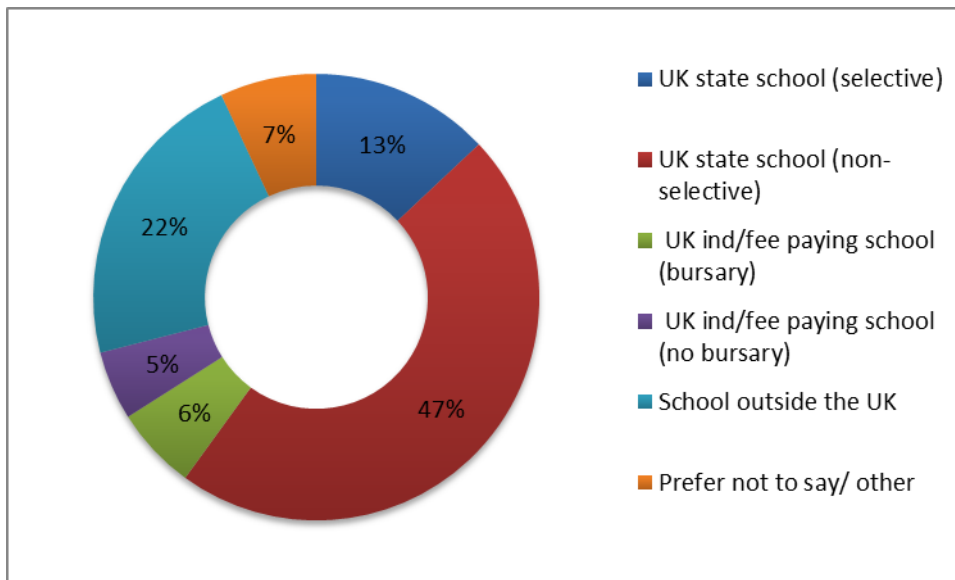
(iii) AGE CATEGORY BREAKDOWN AS PERCENTAGE OF ALL STAFF



(III) RELIGION OR BELIEF BREAKDOWN AS PERCENTAGE OF ALL STAFF



(IV) SOCIO-ECONOMIC PERCENTAGE BREAKDOWN AS PERCENTAGE OF ALL STAFF



4. LOOKING AHEAD

Over the next year, the Company will continue to embed and promote good practice by integrating diversity and inclusion of our workforce as an important part of our business. We will continue to deliver our Diversity and Inclusion Policy and focus in driving this forward.

NOTE

In generating this report, we are satisfied that data has been retrieved, collated and published in a way that does not allow any individuals to be identified. We are satisfied we have published this report in accordance with the Information Commissioner's Office (ICO) published code of practice on publishing anonymous data.