

**2023**

evolve

family law  
a new beginning

# DIVERSITY DATA



## 2023 DIVERSITY AND INCLUSION REPORT

Evolve Family Law

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# 2023 DIVERSITY AND INCLUSION REPORT

At Evolve Family Law we recognise the importance of treating everyone equally and with respect. Whether you are a client, supplier or a member of the Evolve Family Law team we want you to feel valued and respected for who you are.

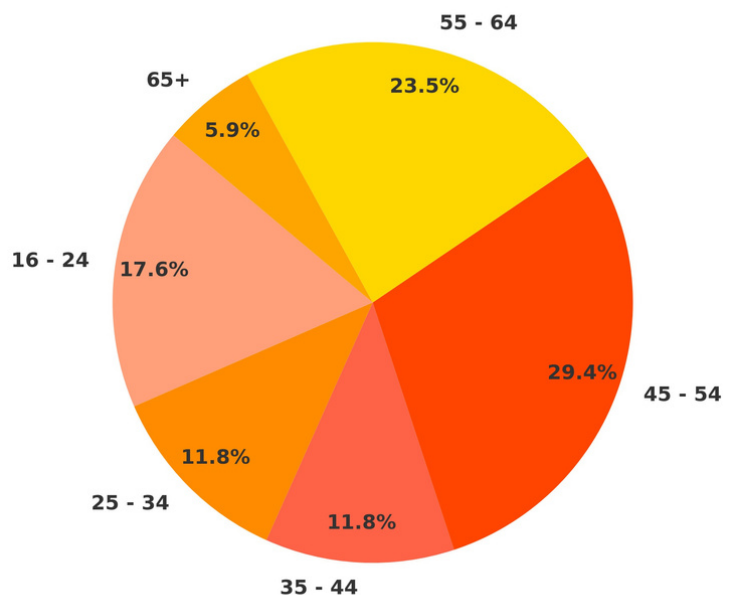
We strive to create a welcoming and supportive environment for individual clients as well as for those who currently work with us or who are hoping to do so. We believe that open dialogue about inclusion and diversity helps everyone feel valued and enables us to pull together as a team, using our differences to our advantage to create a collaborative environment with people from all backgrounds. As an employee-owned business, we value everyone who works with us and we are committed to employing the best people, regardless of their age, social background, gender, race, or sexual orientation. In an industry that isn't known for its social diversity, we are keen to promote from within our firm to encourage our talent.

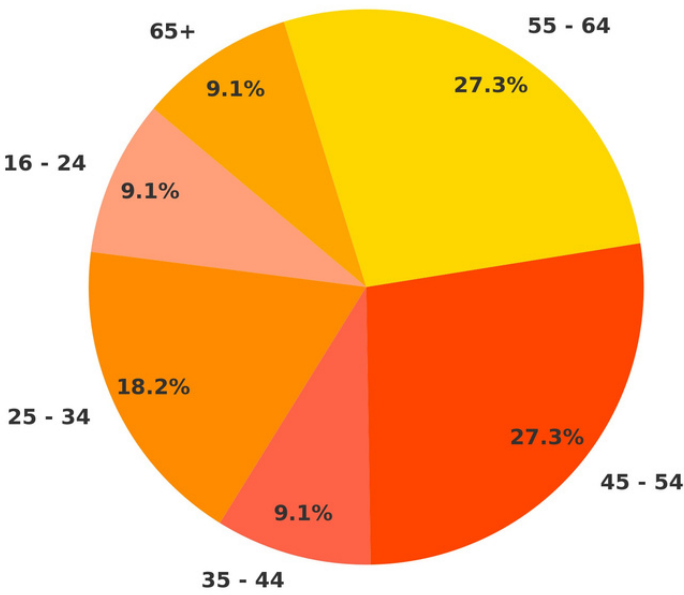
We measure our equality, diversity, and inclusion data to provide transparent information about the makeup of our firm, to provide a benchmark of where we are up to, and to show our progress.

Here is our 2023 equality diversity and inclusion data:

## AGE

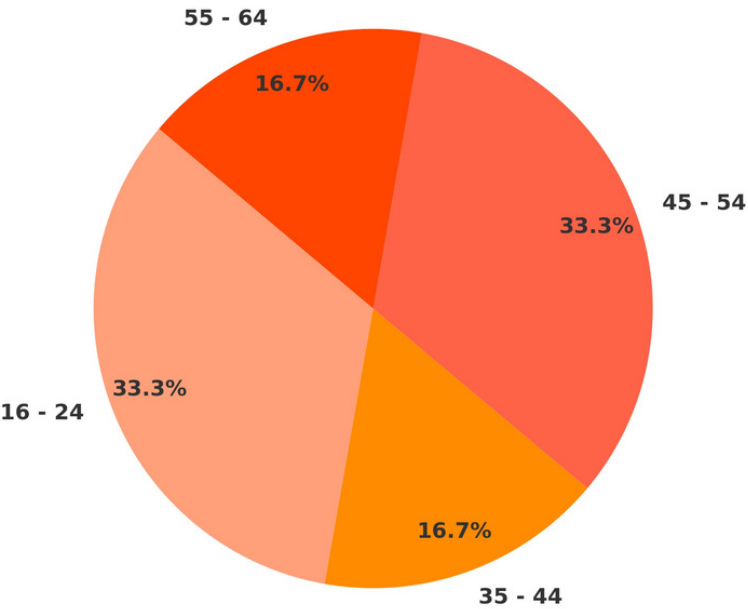
### AGE DISTRIBUTION ACROSS ALL ROLES





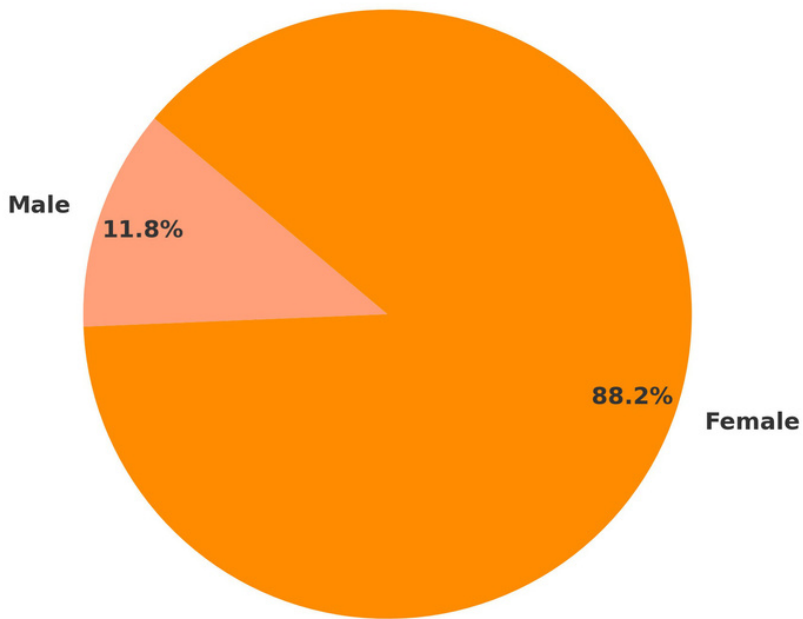
AGE DISTRIBUTION ACROSS SOLICITORS

AGE DISTRIBUTION ACROSS ALL OTHER STAFF



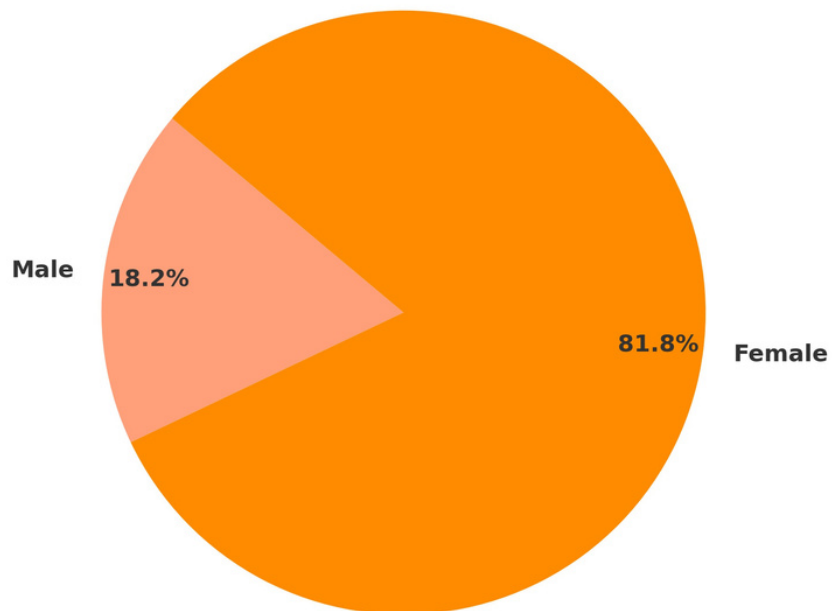
# SEX

Question: What is your Sex?

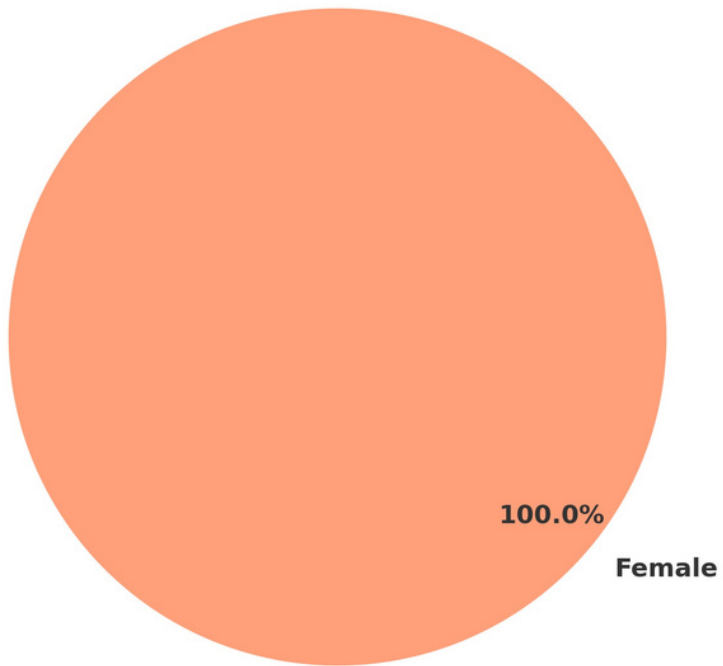


## SEX DISTRIBUTION ACROSS ALL ROLES

## SEX DISTRIBUTION ACROSS SOLICITORS

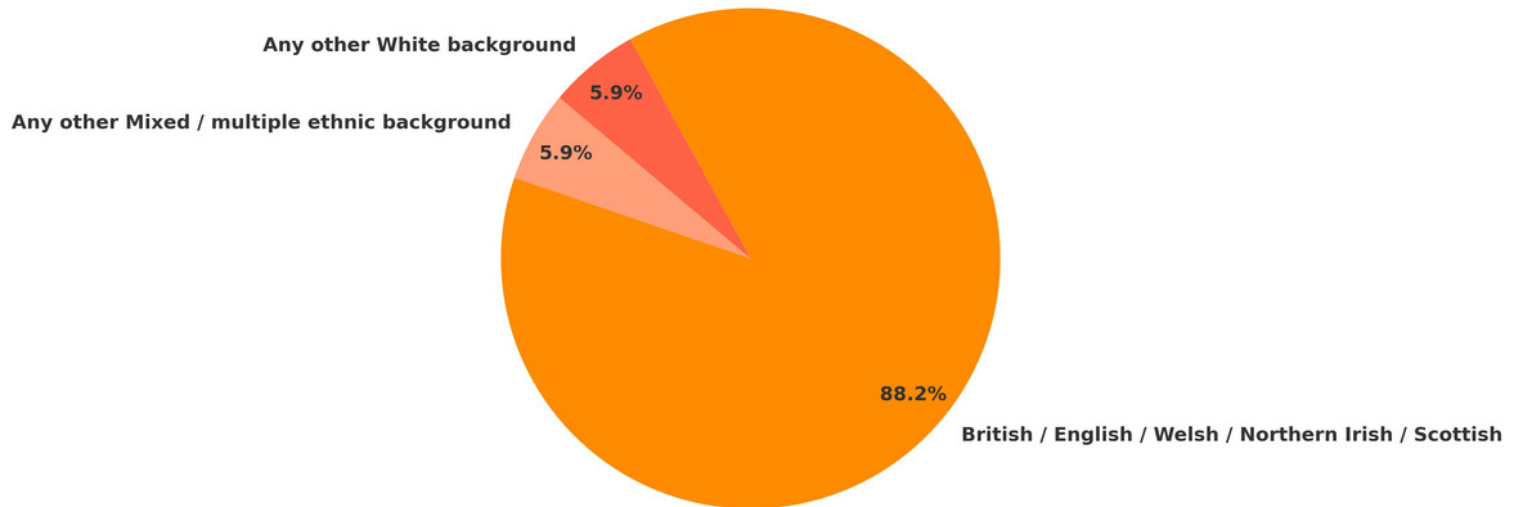


## SEX DISTRIBUTION ACROSS ALL OTHER STAFF



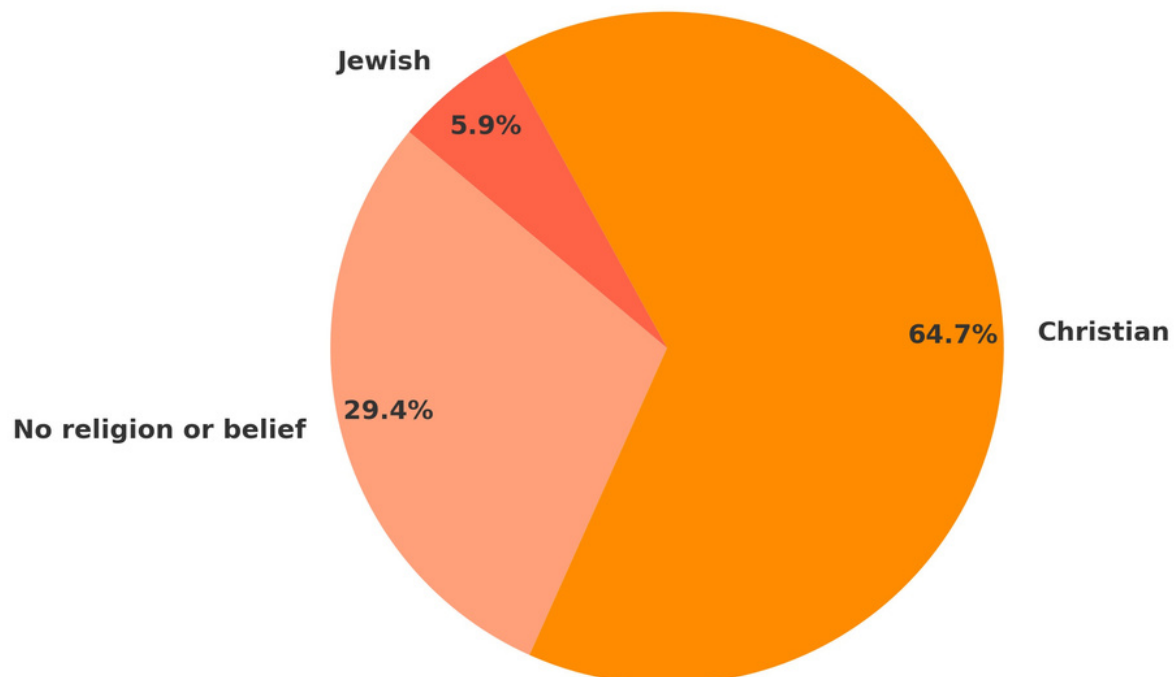
# ETHNICITY

Across all roles



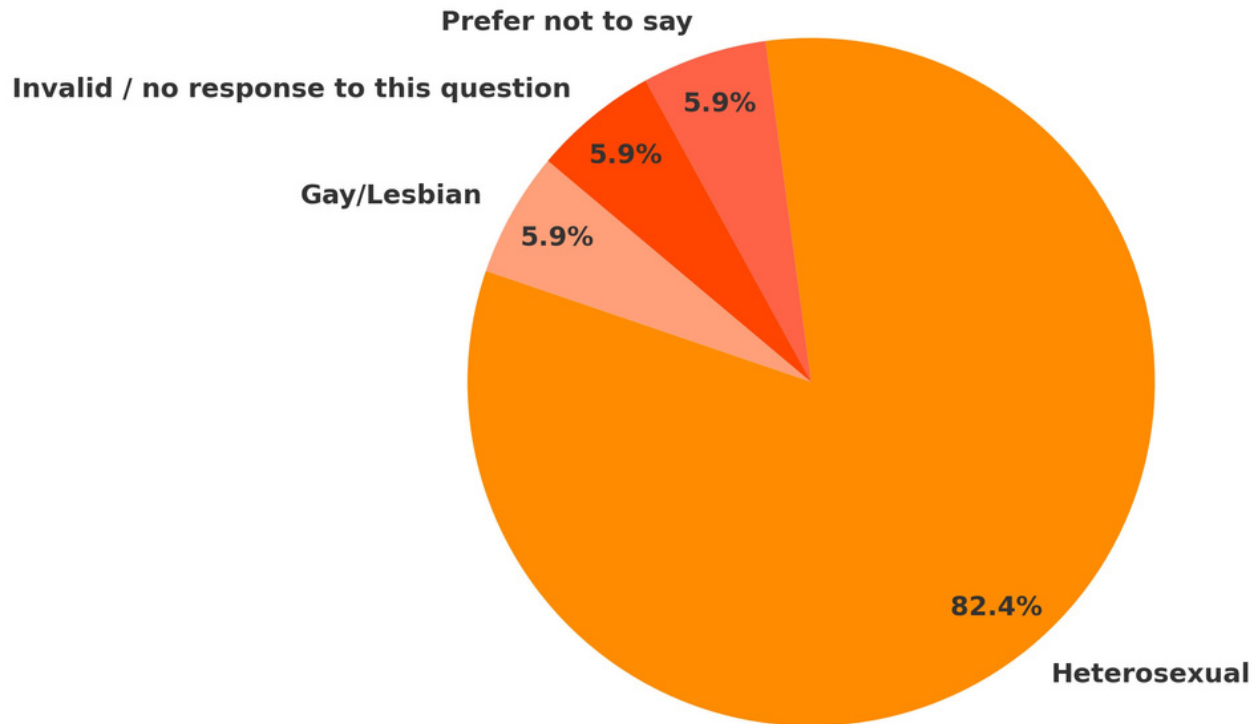
# RELIGION OR BELIEF

Across all roles



# SEXUAL ORIENTATION

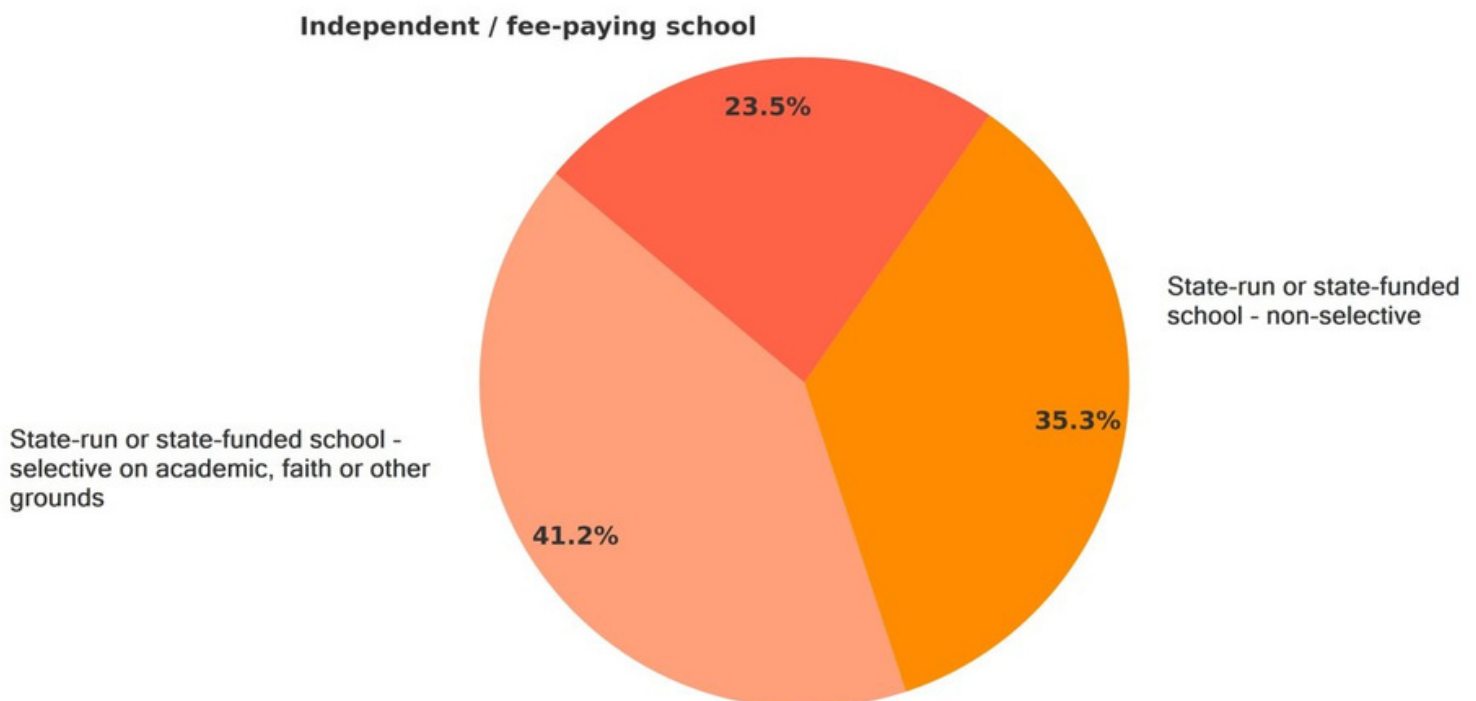
Across all roles



# SCHOOL TYPE

Question: School type from 11 to 16

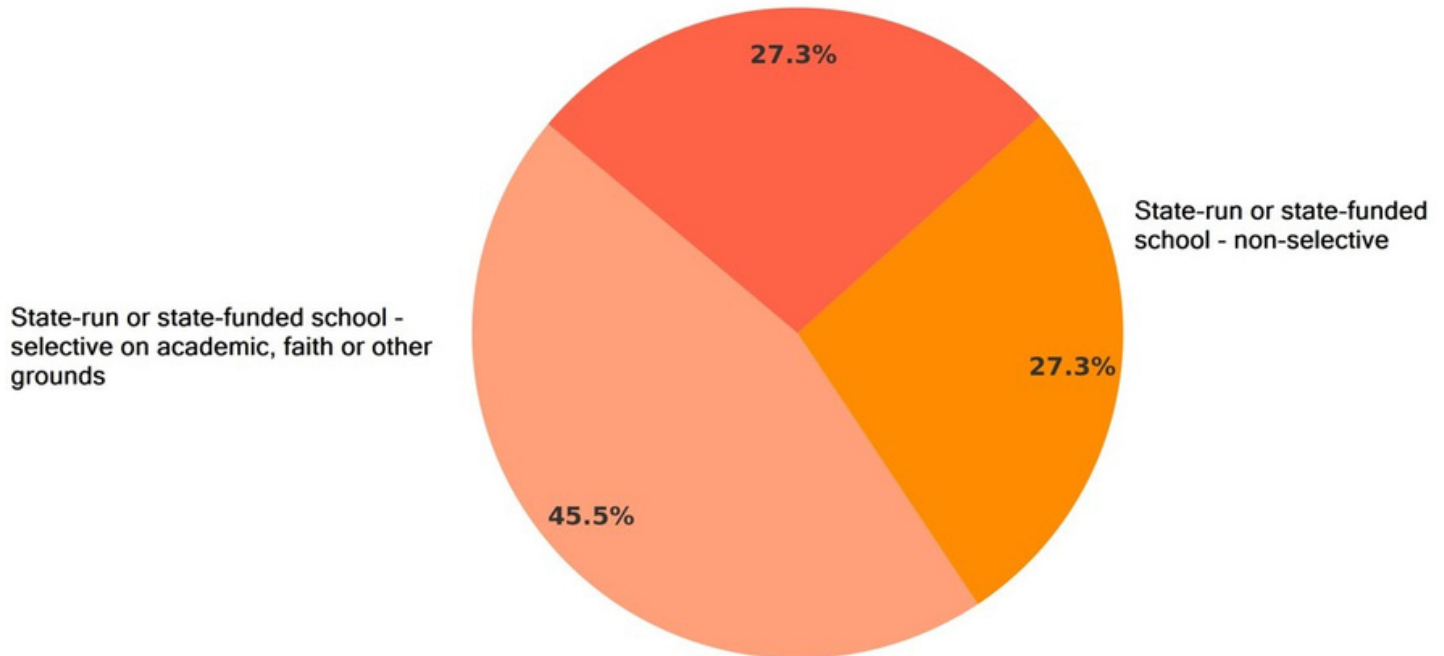
## SCHOOL TYPE DISTRIBUTION ACROSS ALL STAFF





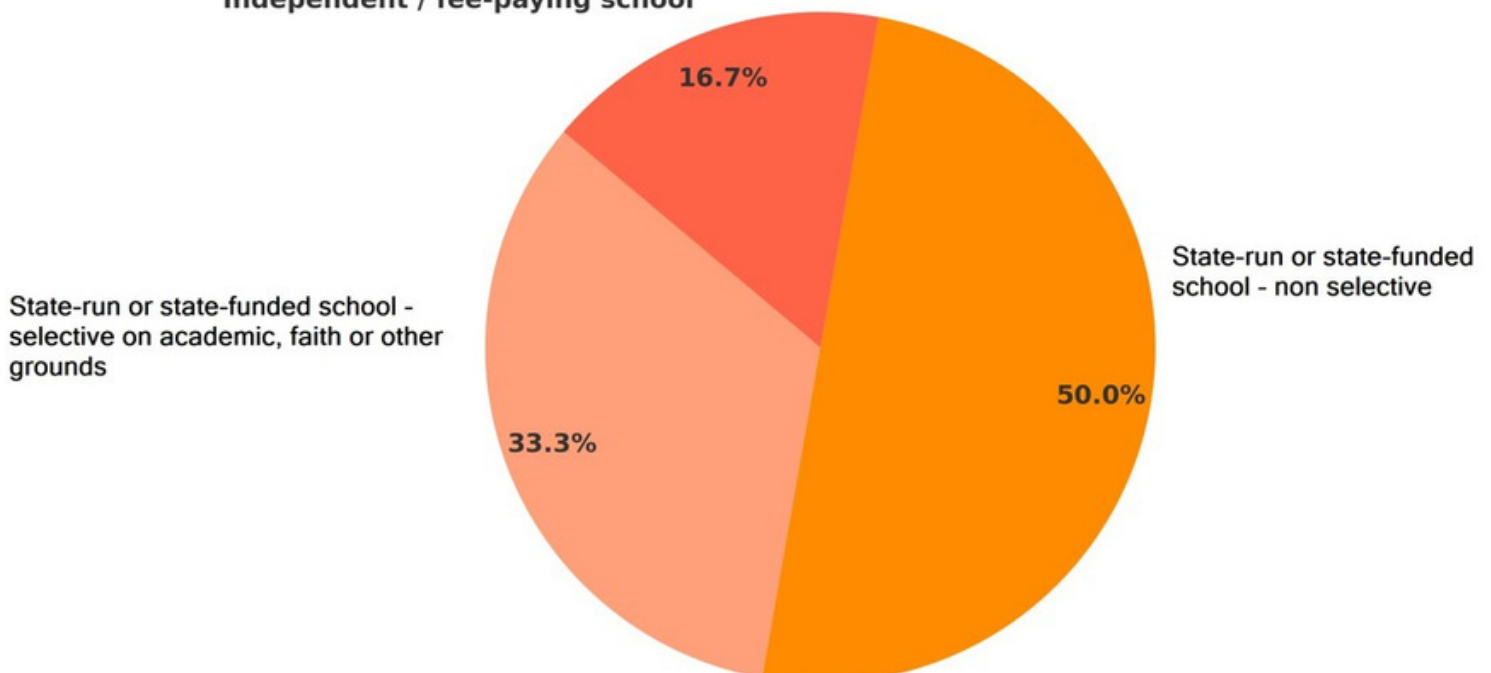
## SCHOOL TYPE DISTRIBUTION ACROSS SOLICITORS

Independent / fee-paying school



## SCHOOL TYPE DISTRIBUTION ACROSS ALL OTHER STAFF

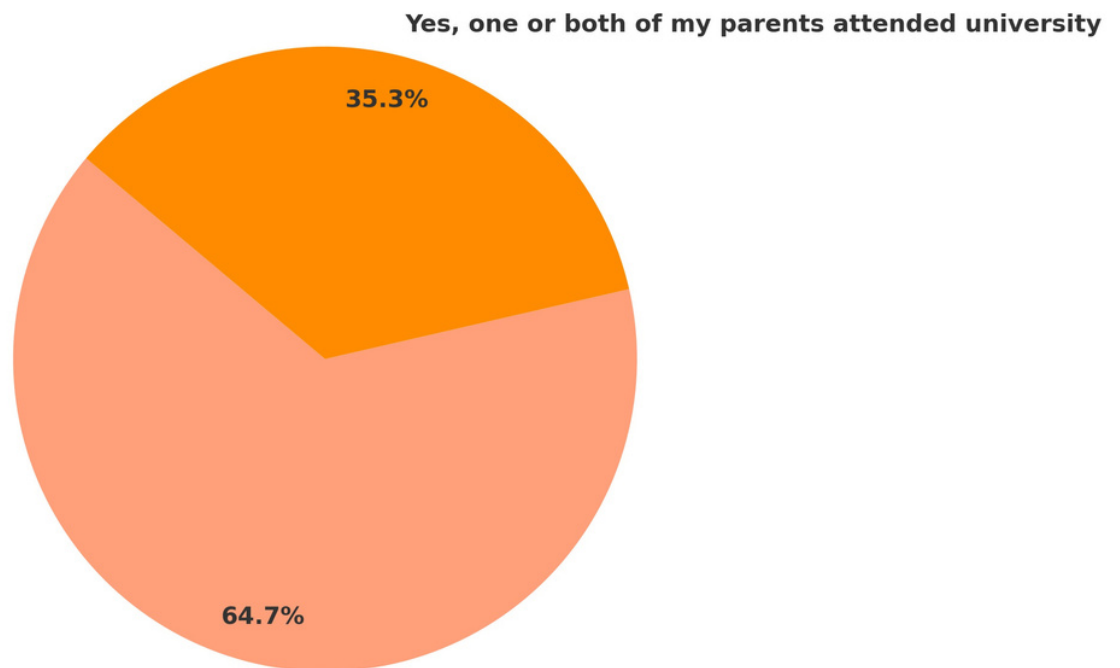
Independent / fee-paying school



# PARENTS ATTENDING UNIVERSITY

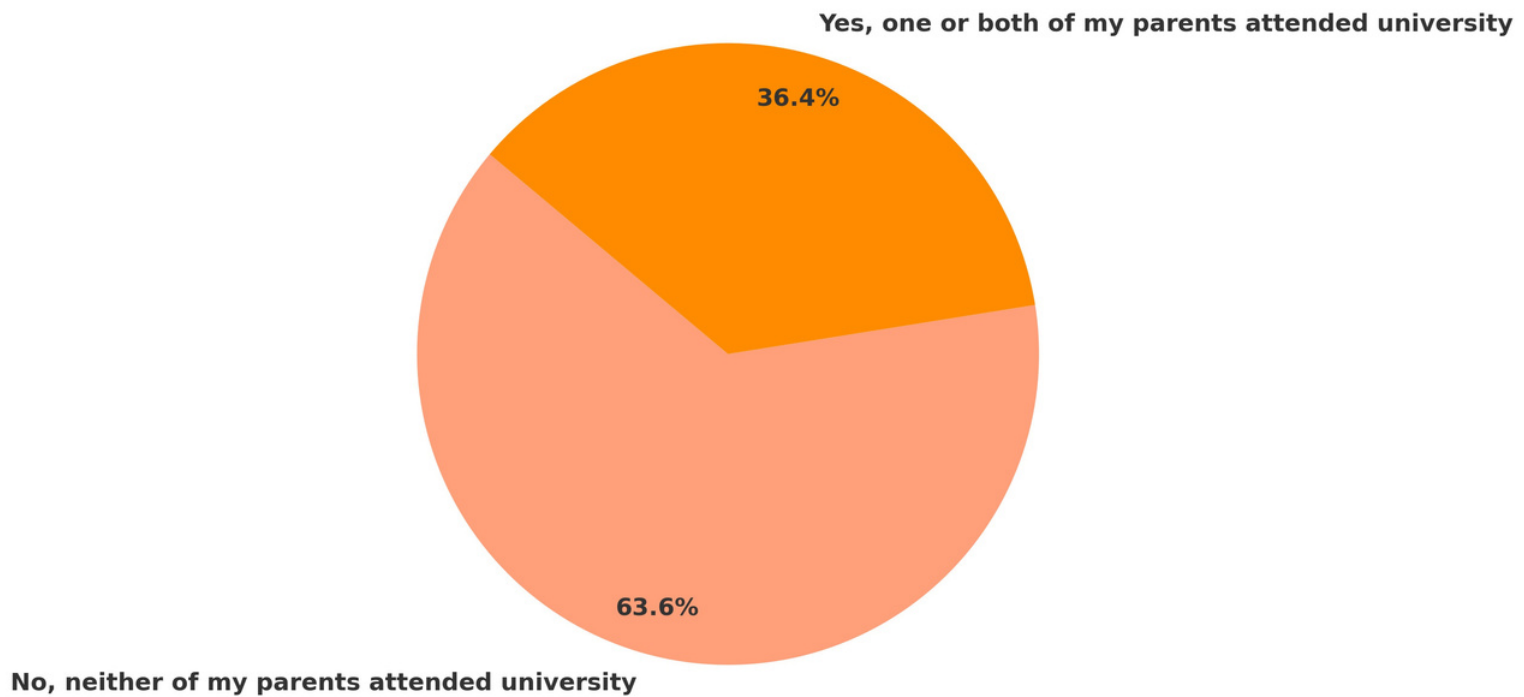
Question: Did either of your parents attend university by the time you were 18?

## PARENTS ATTENDING UNIVERSITY DISTRIBUTION ACROSS ALL STAFF

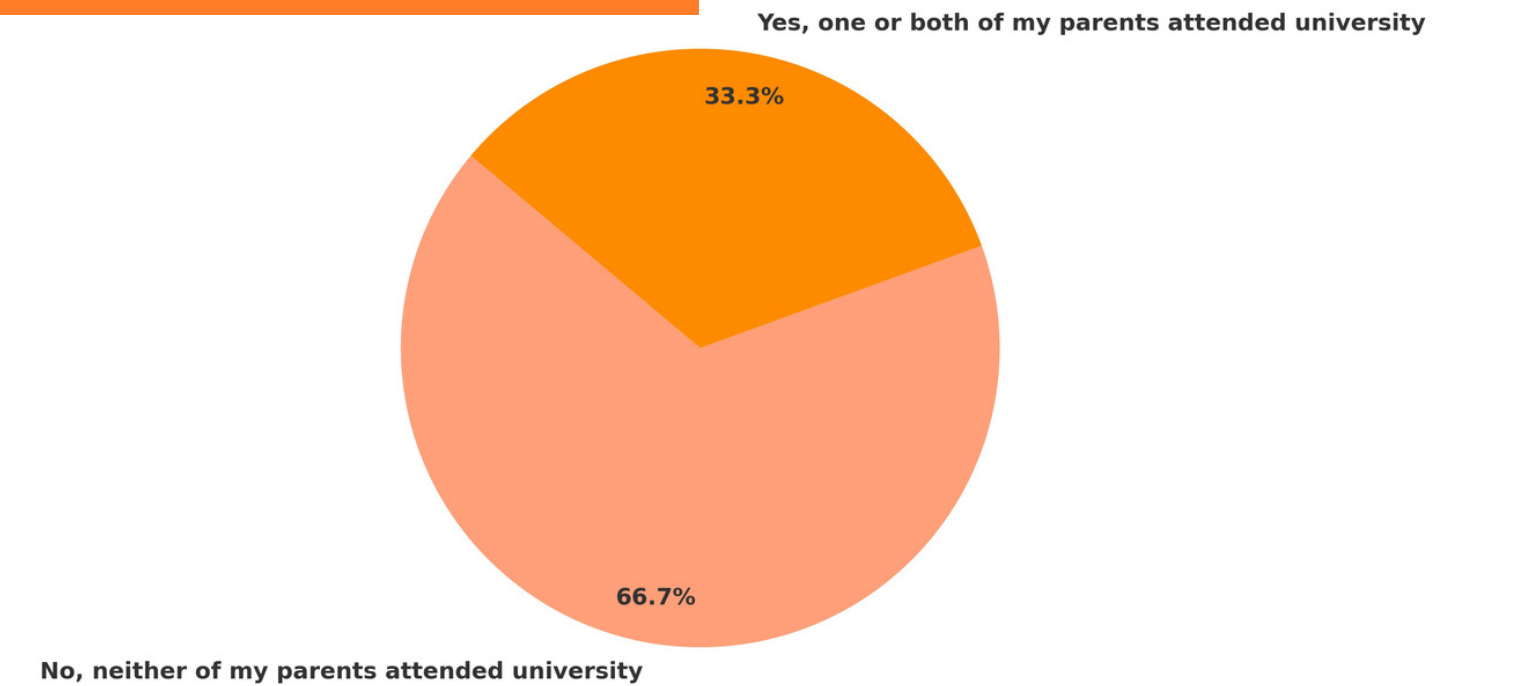


No, neither of my parents attended university

**PARENTS ATTENDING  
UNIVERSITY DISTRIBUTION  
ACROSS SOLICITORS**



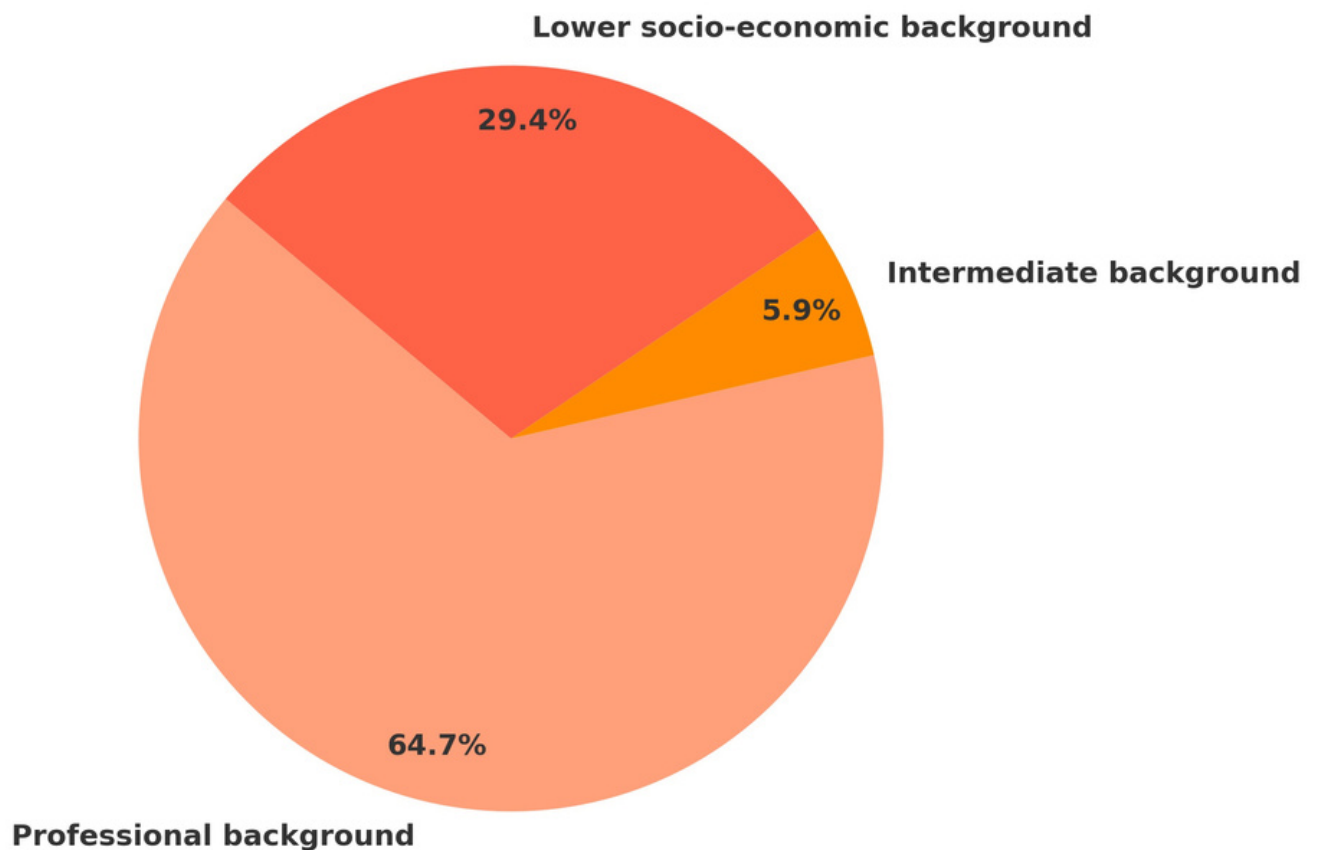
**PARENTS ATTENDING  
UNIVERSITY DISTRIBUTION  
ACROSS ALL OTHER STAFF**



# WORK OF THE HIGHEST INCOME EARNER

Question: Work of the main / highest income earner in your household when you were aged about 14

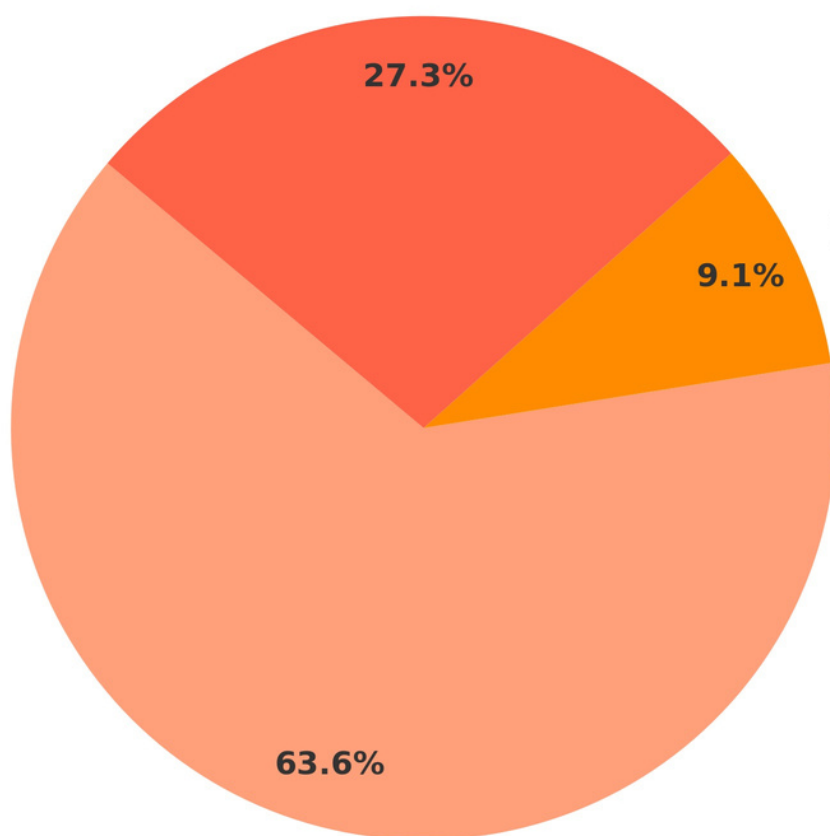
## WORK OF THE HIGHEST INCOME EARNER DISTRIBUTION ACROSS ALL STAFF



## WORK OF THE HIGHEST INCOME EARNER DISTRIBUTION ACROSS SOLICITORS

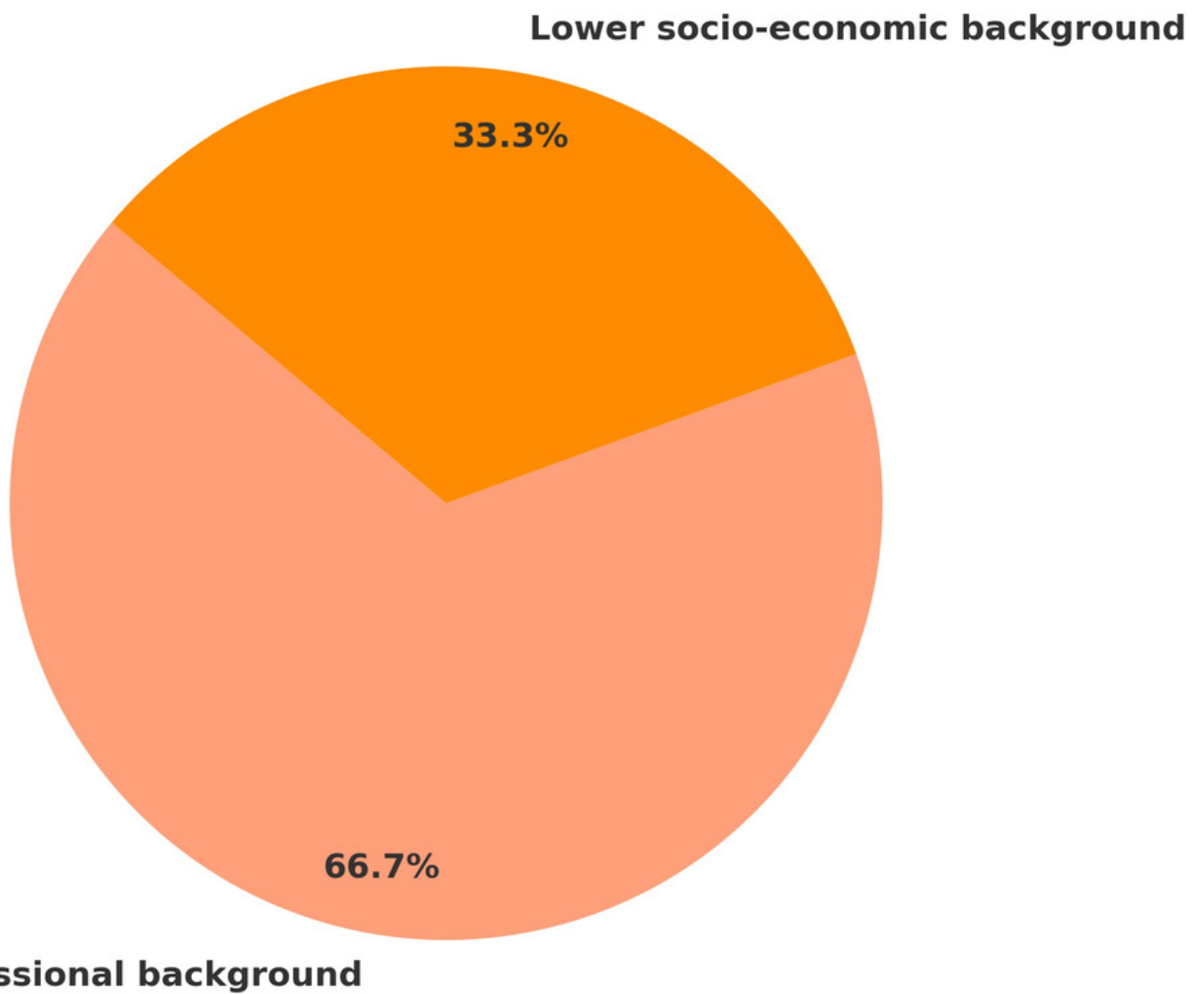
**Lower socio-economic background**

**Intermediate background**



**Professional background**

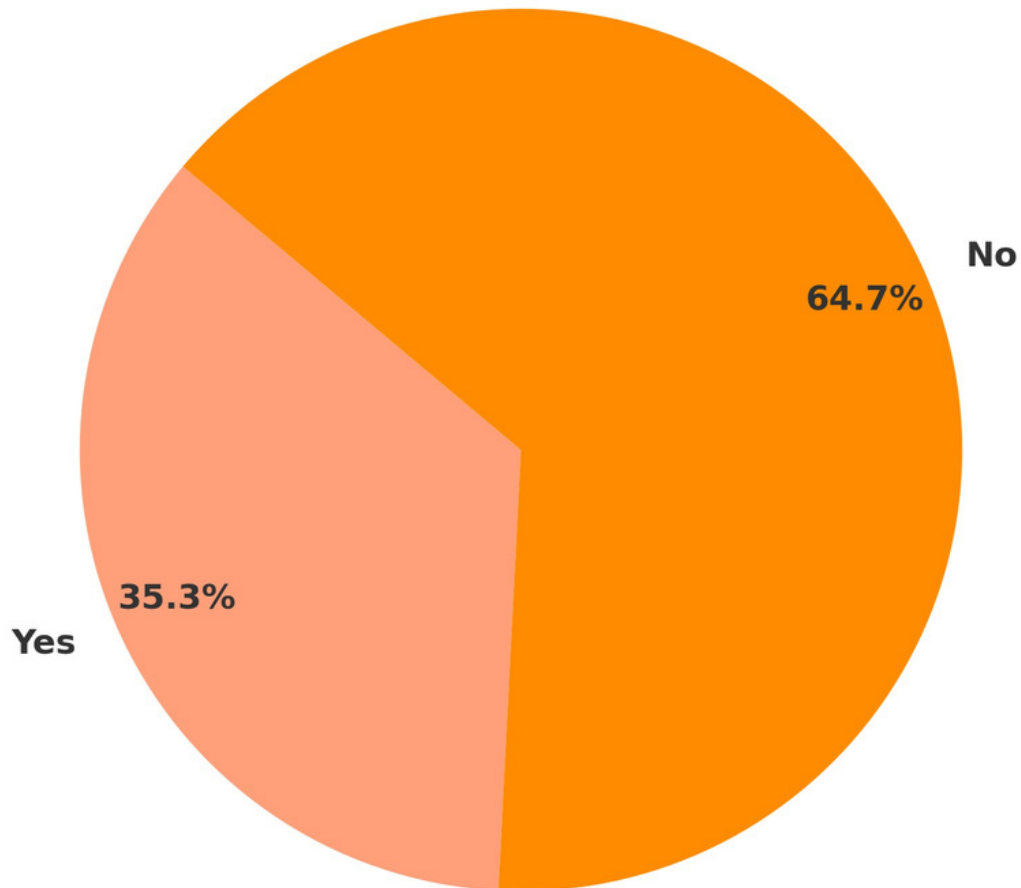
**WORK OF THE HIGHEST  
INCOME EARNER  
DISTRIBUTION ACROSS ALL  
OTHER STAFF**



# PRIMARY CARER FOR A CHILD

Question: Primary carer for a child under 18

Across all roles



# CARE FOR THOSE WITH LONG TERM ILL HEALTH

Question: Time spent providing unpaid care for those with long term physical or mental ill health caused by disability or age

Across all roles

**Yes, 1 - 19 hours a week**

