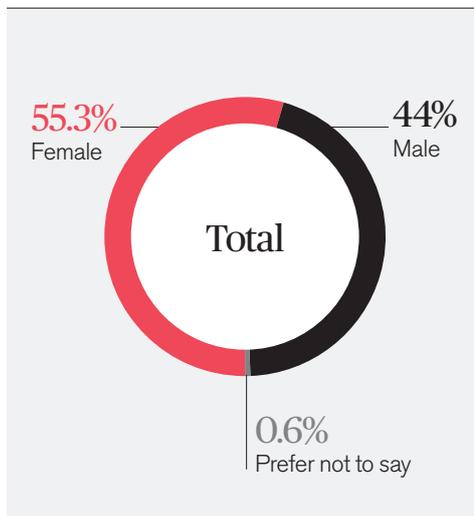


## Diversity at Macfarlanes

We strive to foster an inclusive culture throughout the firm, from entry level to partnership. For us, the focus is on recruitment, retention and promotion to ensure that our staff have the opportunity to develop and advance their careers. An inclusive forward-thinking culture also enables us to provide innovative solutions to our clients.

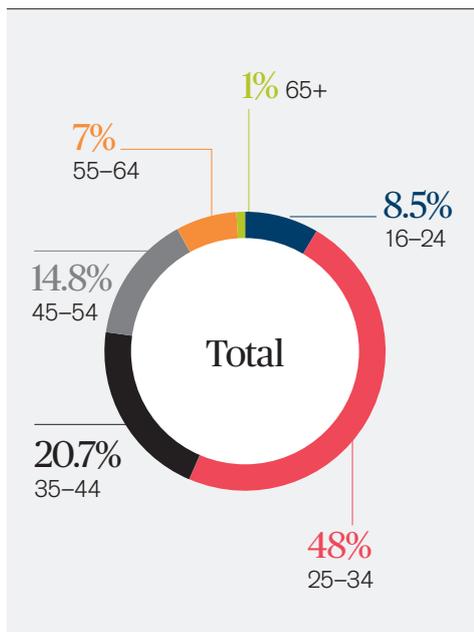
### Gender



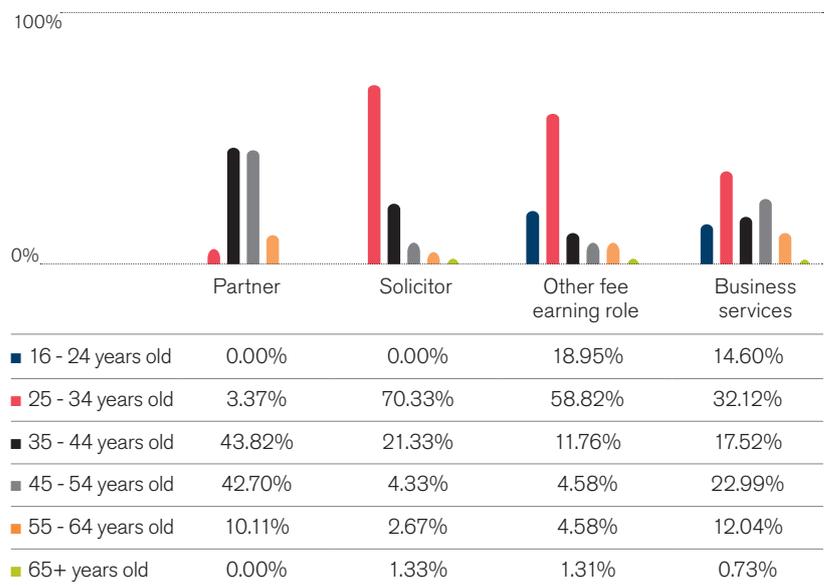
#### Breakdown



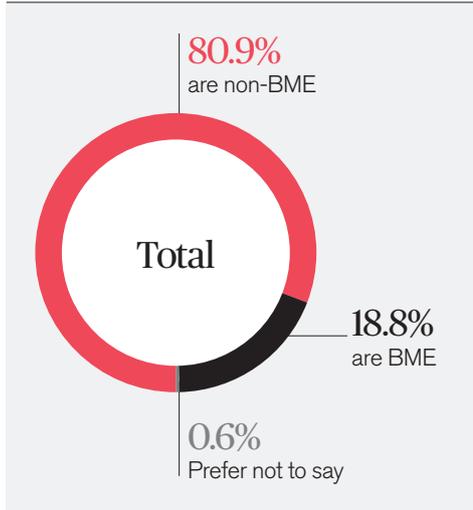
### Age



#### Breakdown



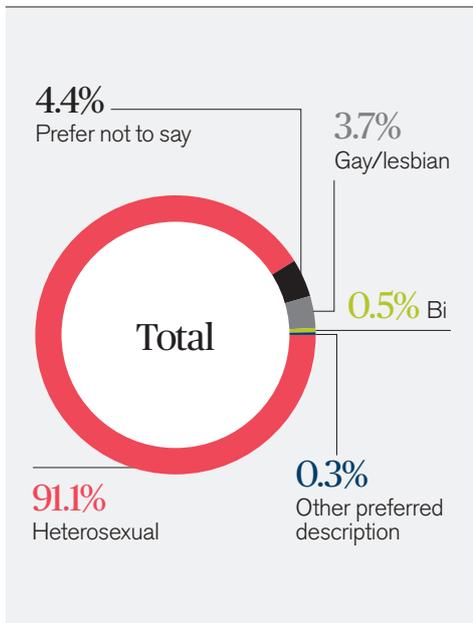
## Ethnicity



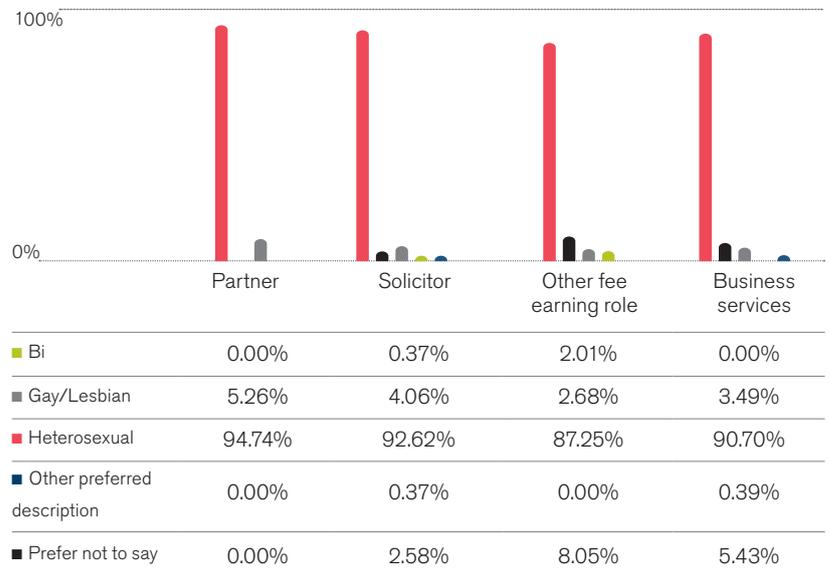
### Breakdown



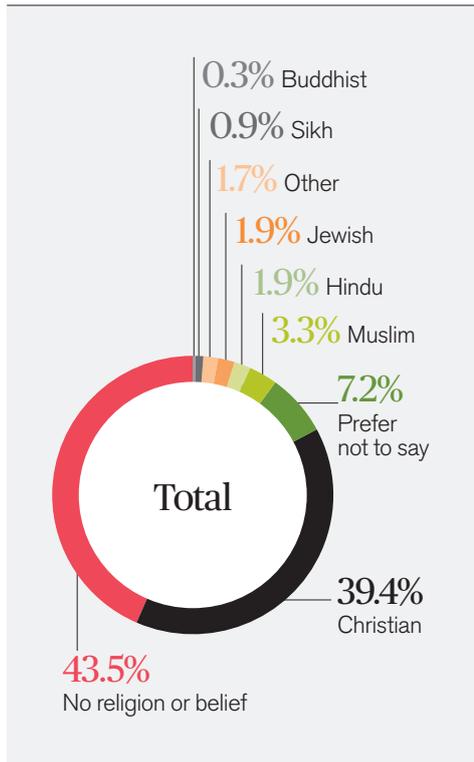
## Sexual orientation



### Breakdown



## Religious belief

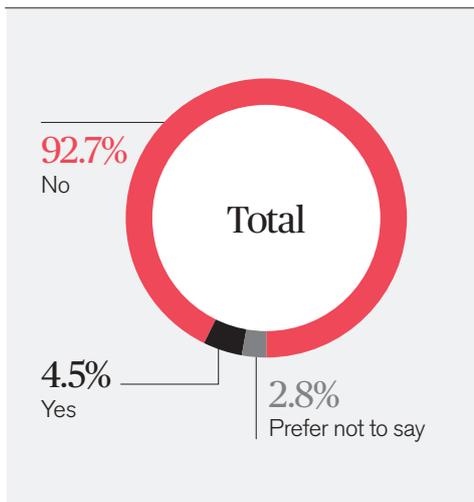


### Breakdown



Religion	Partner	Solicitor	Other fee earning role	Business services
Buddhist	1.32%	0.00%	0.00%	0.39%
Christian	59.21%	36.90%	37.58%	37.21%
Hindu	0.00%	1.48%	2.68%	2.33%
Jewish	0.00%	3.69%	1.34%	0.78%
Muslim	0.00%	2.21%	4.70%	4.65%
No religion/belief	34.21%	46.86%	42.95%	43.02%
Other	0.00%	1.11%	0.67%	3.49%
Prefer not to say	3.95%	6.64%	8.72%	7.75%
Sikh	1.32%	1.11%	1.34%	0.39%

## Disability

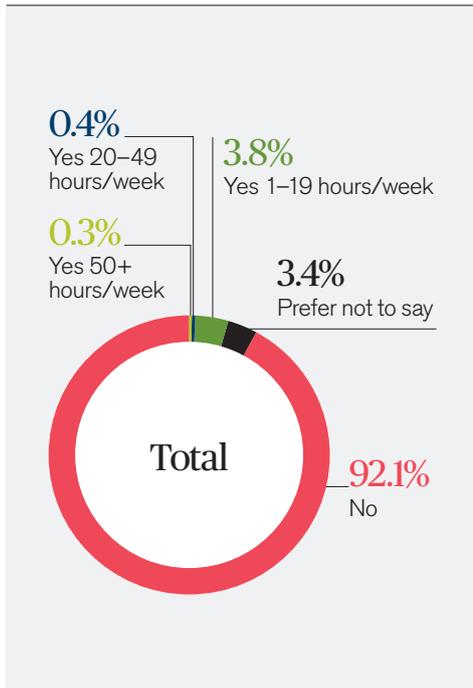


### Breakdown

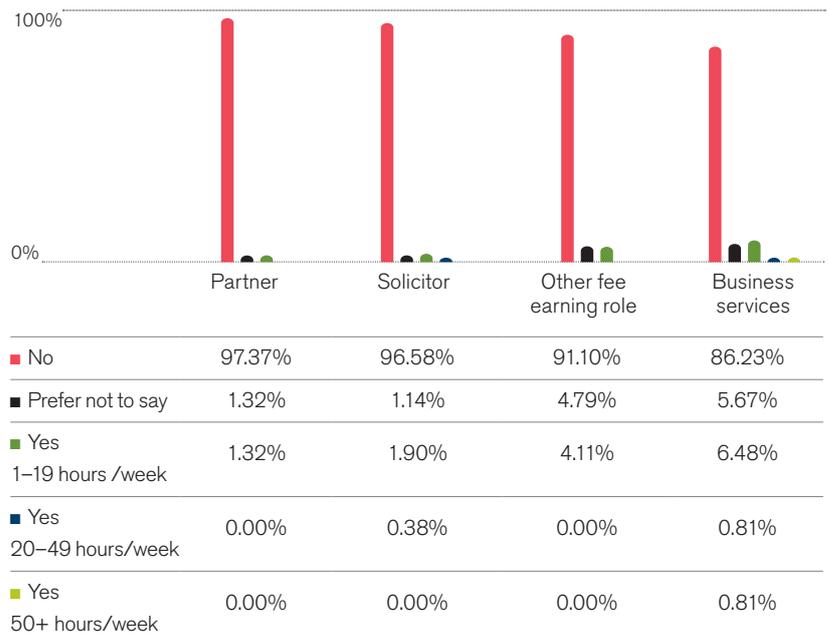


Disability Status	Partner	Solicitor	Other fee earning role	Business services
No	92.11%	94.16%	89.86%	93.00%
Prefer not to say	1.32%	2.55%	2.03%	3.89%
Yes	6.58%	3.28%	8.11%	3.11%

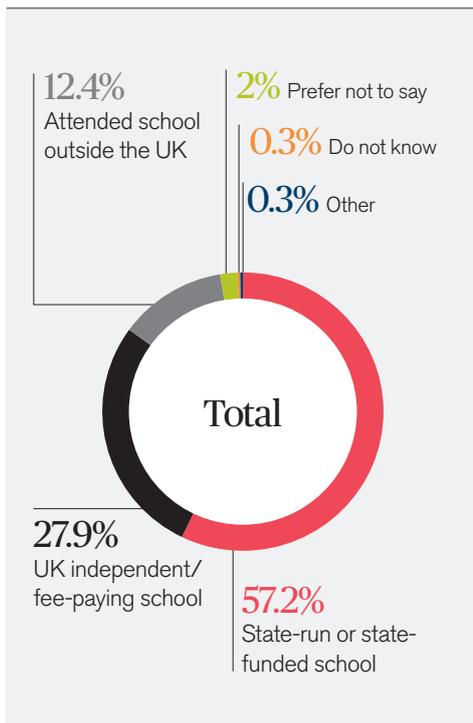
## Care for someone with long term disability



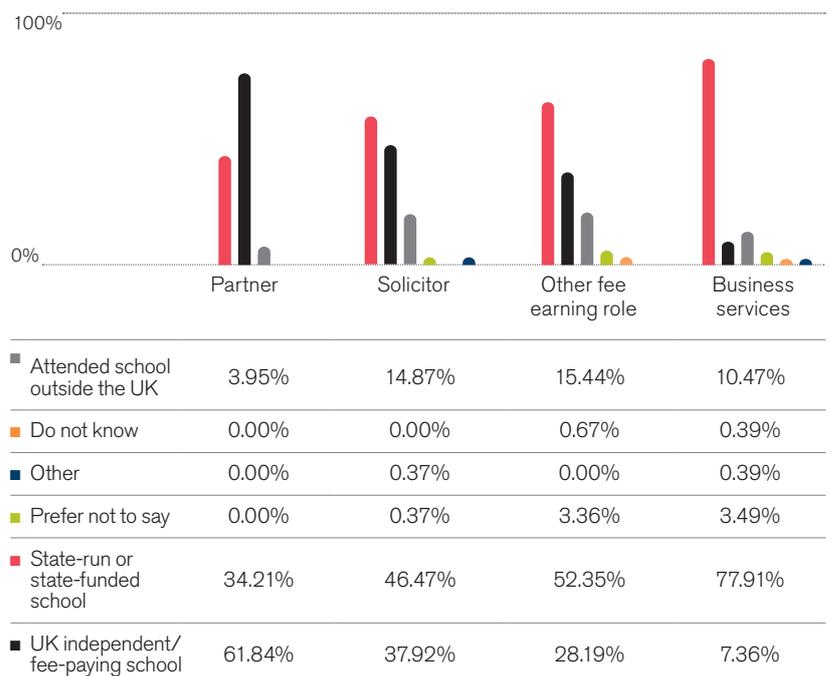
### Breakdown



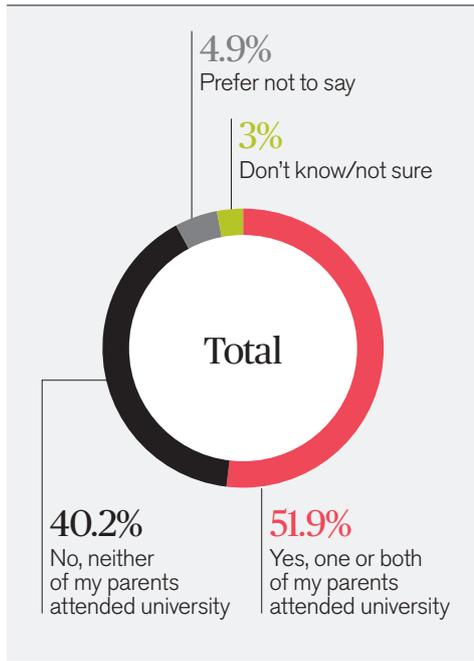
## School type



### Breakdown



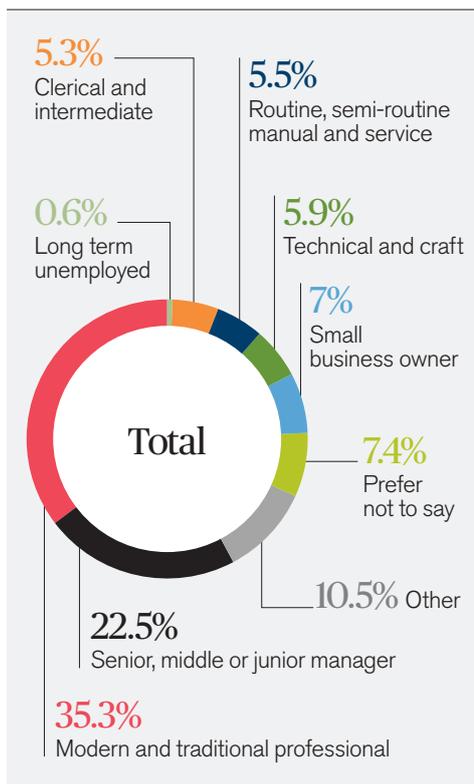
## Did either of your parents attend university by the time you were 18



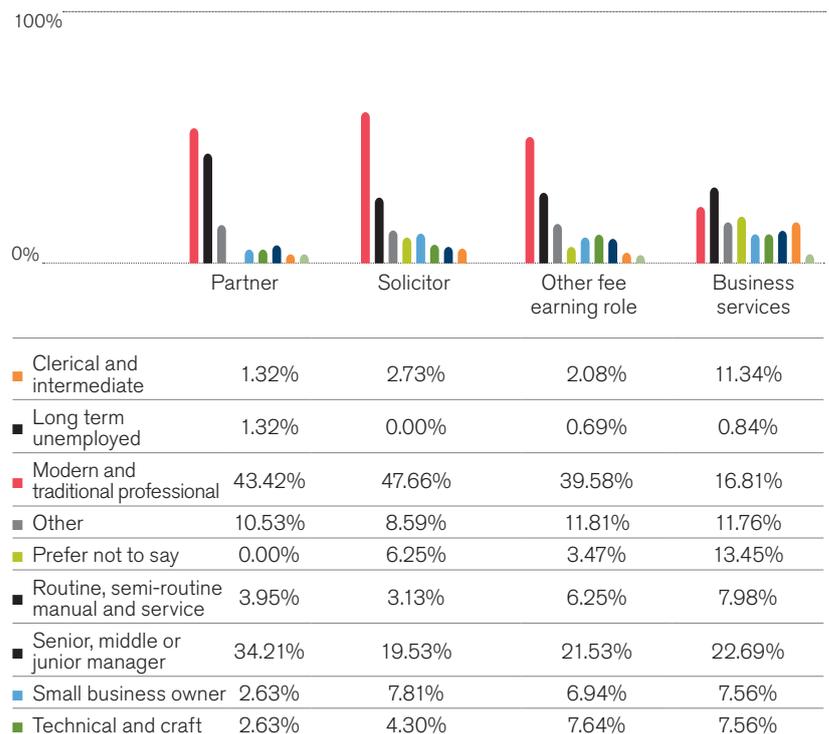
### Breakdown



## Occupation of your main household earner when you were about 14



### Breakdown



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