



## Stewarts Diversity Statistics 2019

The principles of inclusion, equal opportunity and diversity are important to us.

We are committed to being an equal opportunities employer. We seek to provide equality of opportunity and diversity, and oppose all forms of discrimination. Opportunities for employment within the firm are open to all on merit regardless of age, gender, disability, religion or belief, sex, race, colour, ethnic or national origin, sexual orientation, social background, part-time or fixed-term status.

### Note

Data is based on information provided by individuals within the SRA survey which had an overall participation rate of 59%.

We aim to create an inclusive culture that respects people's differences and gives everyone a chance to excel at what they do.

We believe that this is enhanced by embracing our staff's different backgrounds and personalities, and creating a positive working environment.

We believe in treating all of our employees equally and fairly, and pay people equally for the same or equivalent work regardless of their gender.

### All questions are voluntary

PNTS - Prefer not to say

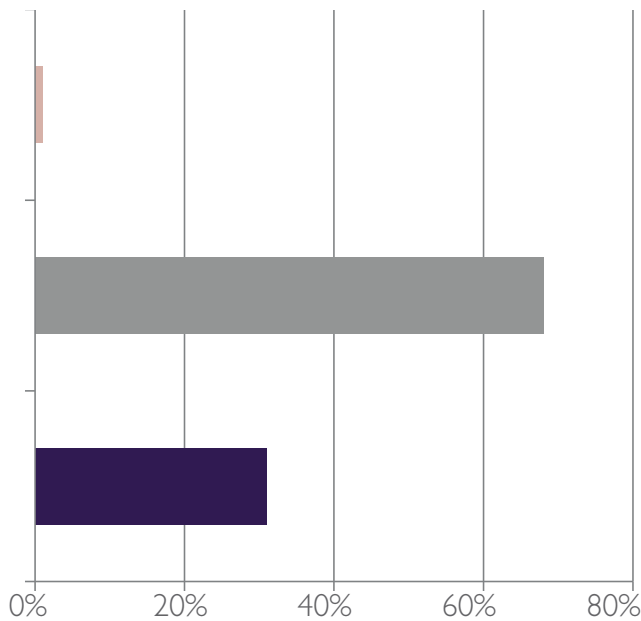
NR - No response

## Age



Age 25-34	46%
Age 35-44	24%
Age 45-54	14%
Age 16-24	10%
Age 55-64	4%
Age 65+	2%
PNTS	1%

## Gender



PNTS	1%
Female	68%
Male	31%

Those that consider their gender identity to be different from their registered sex at birth:

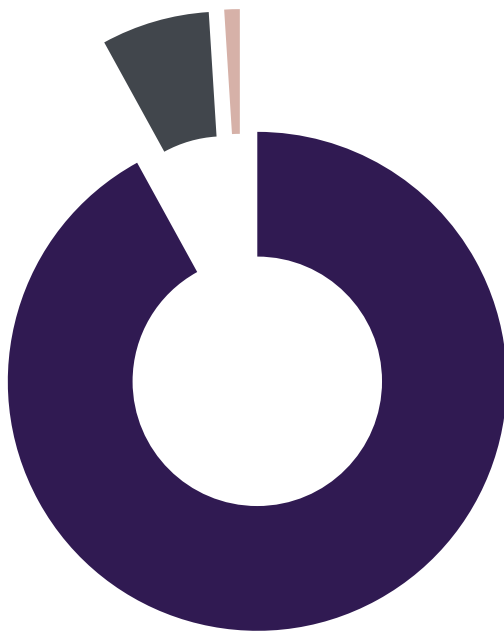
No:	92%
Yes:	7%
PNTS:	1%

Headcount as of 2019: 367  
Locations: London & Leeds

## Disability

Those who consider they have a disability according to the definition in the Equality Act 2010:

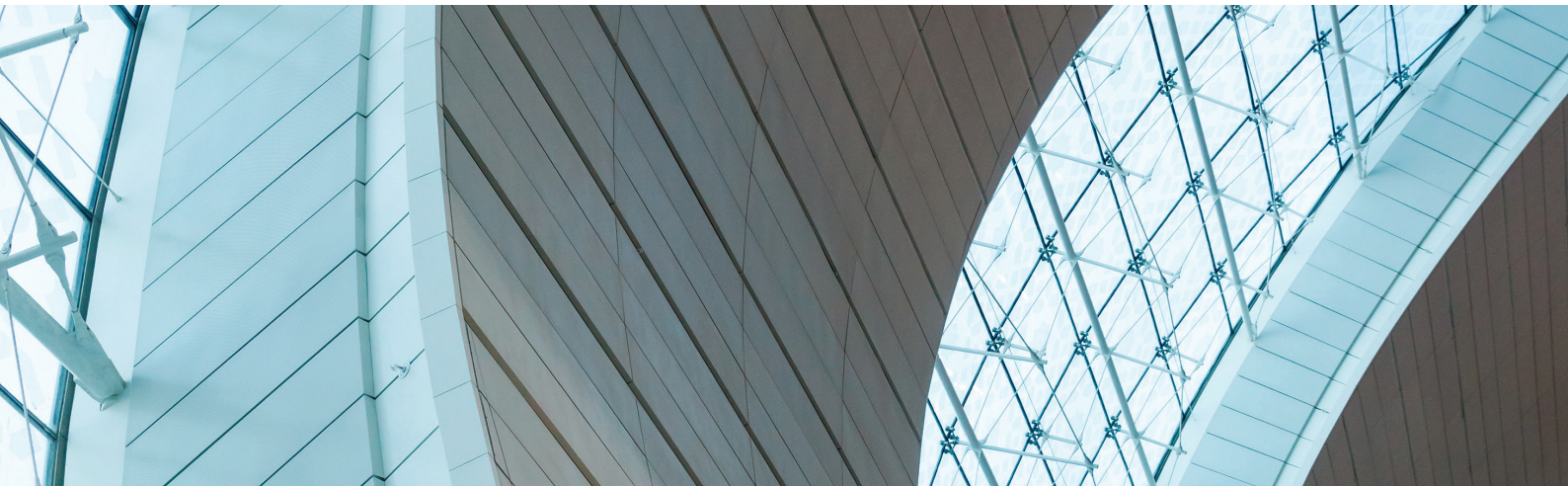
*You're disabled under the Equality Act 2010 if you have a physical or mental impairment that has a 'substantial' and 'long-term' negative effect on your ability to do normal daily activities. The Equality Act 2010 doesn't apply to Northern Ireland.*



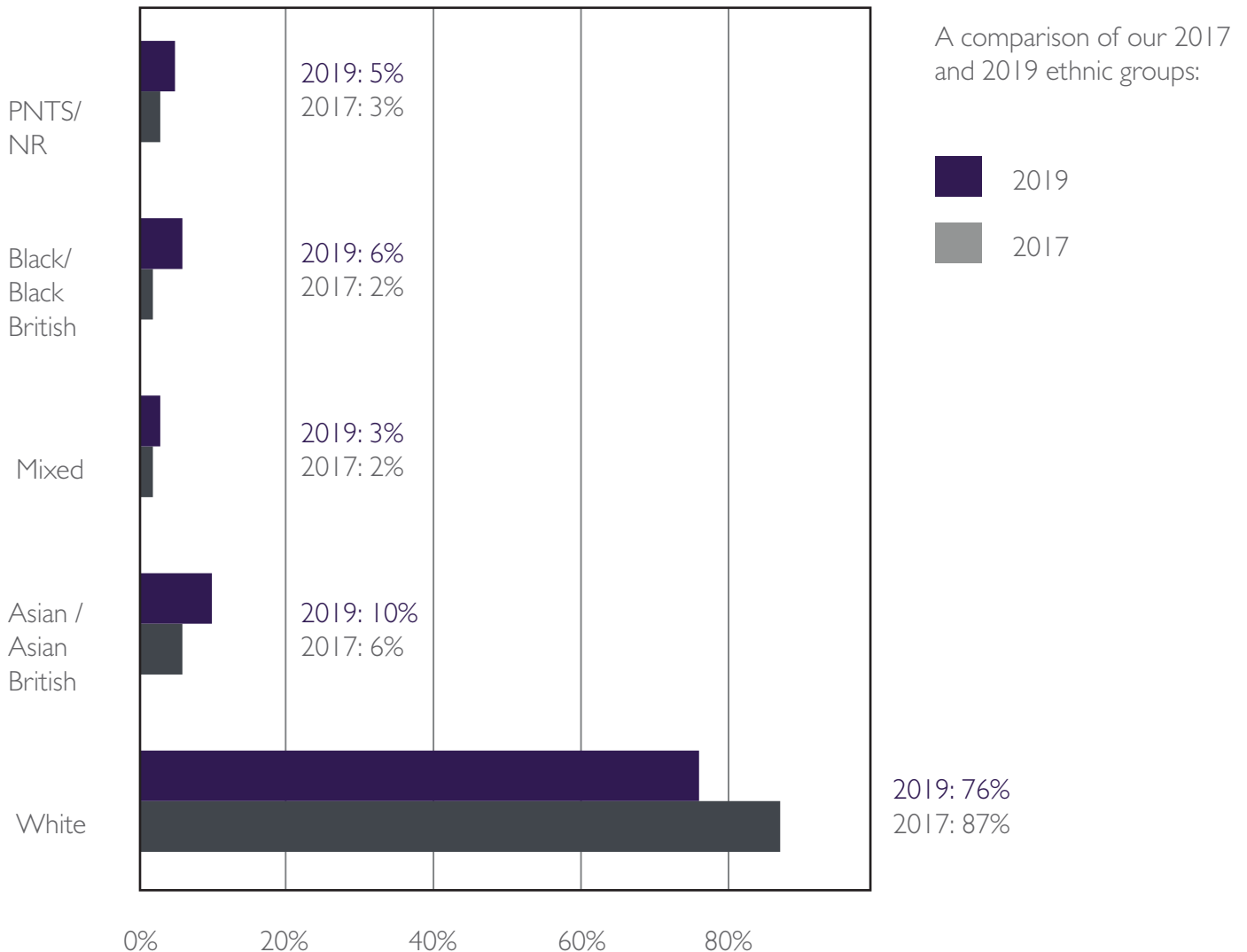
PNTS	2%
Yes	3%
No	94%

Those who consider their day to day activities are limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months:

Not limited:	92%
A little limited:	5%
PNTS:	3%



## Ethnicity



## Inclusion Committee

In order to manage the issues surrounding diversity and inclusion we have a committee made up of a cross-section of our employees. The committee is responsible for driving the firm’s diversity and inclusion strategy and for implementing initiatives that embed inclusion into the firm’s activities and actions.

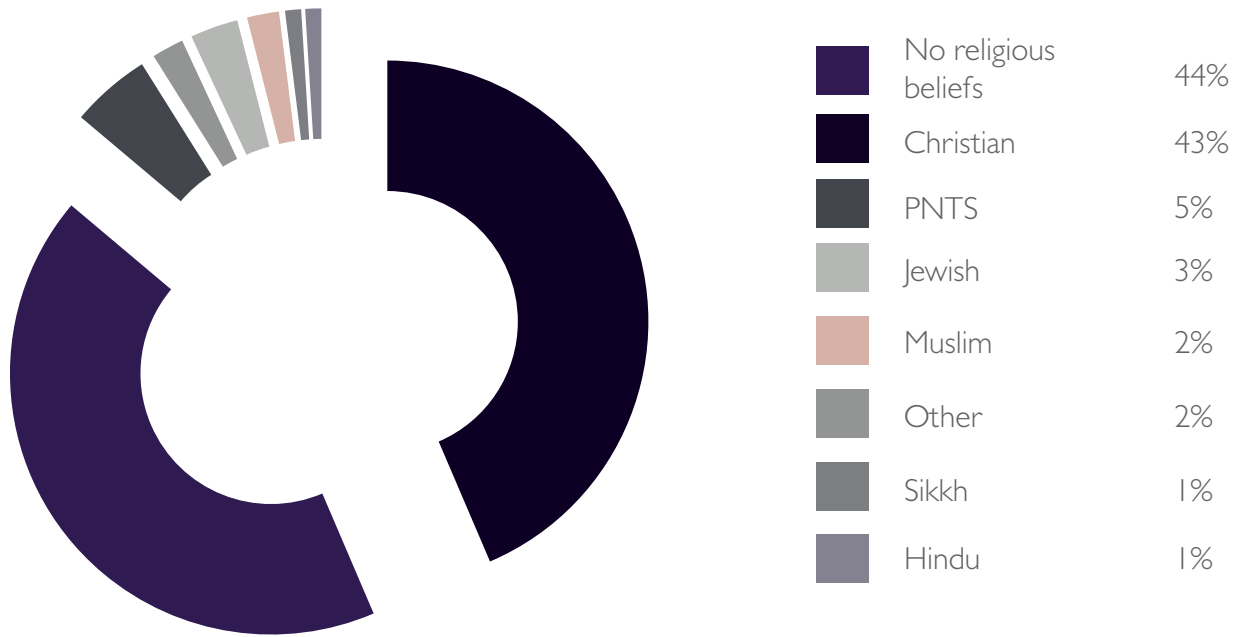
The committee meets regularly, looking at how best to address issues within the firm, identifying what our priorities ought to be, and how to structure and organise ourselves so we can harness the enthusiasm and experience of people within the firm who wish to be involved.

Stewarts is a Stonewall Diversity Champion.

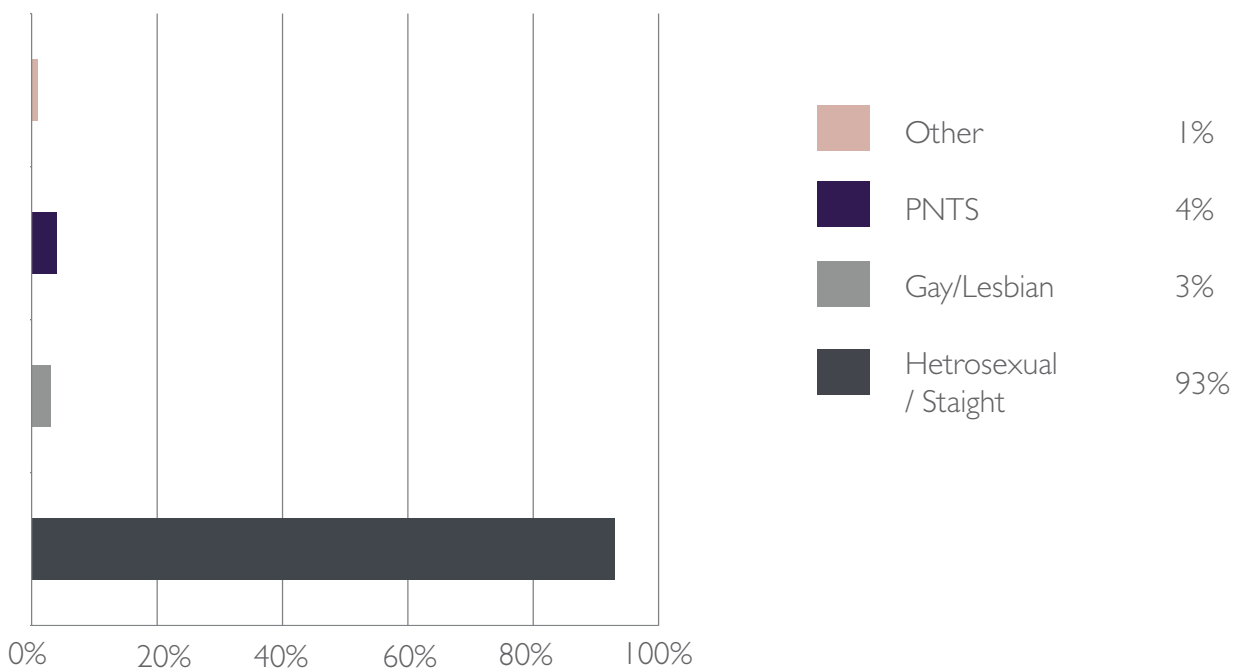
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## Religion



## Sexual Orientation





## Education

What type of school was attended between the ages of 11-18:



UK state school (non-selective):	42%
UK independant/ fee paying school (no bursary):	21%
UK state or funded school (selective on acedemic, faith or other grounds):	18%
School outside of UK:	12%
UK independant /fee paying school (bursary):	5%
Other	1%
Don't know	1%



## Care



Those who are a primary carer for a child or children under the age of 18:

No	75%
Yes	22%
PNTA	1%
NR:	2%

Those who look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity):

No	93%
Yes: 1-19 hours per week	22%
Yes: 20-49 hours per week	1%
PNTS	1%
NR	1%

