

# Equality, Diversity & Inclusion Statistics

Summer 2023

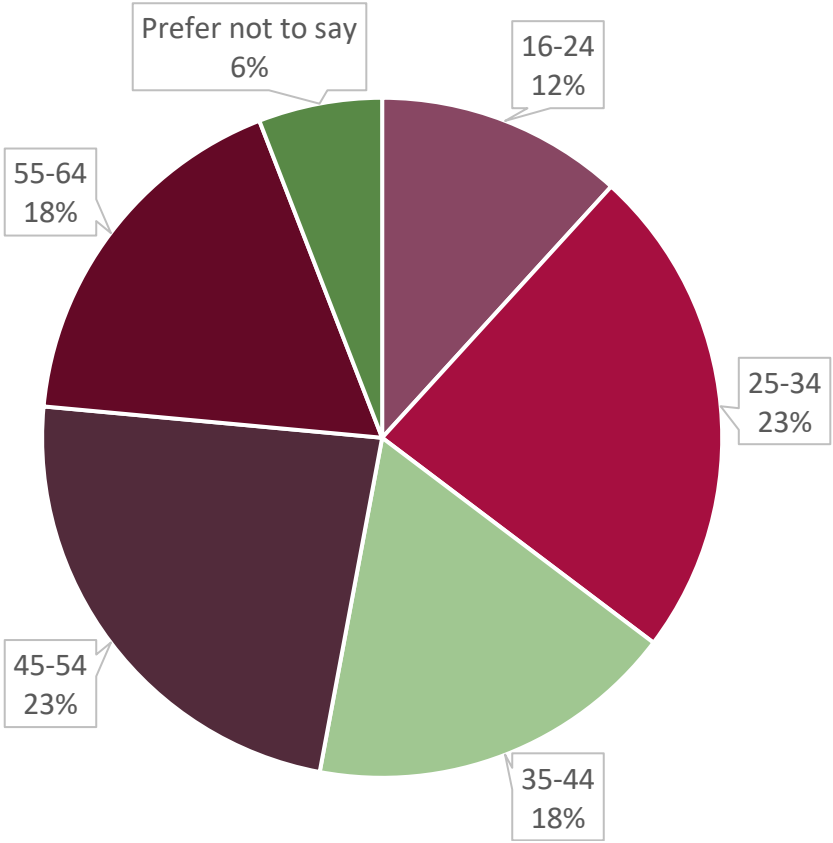
Arc Pensions Law

# Arc Pensions Law is a modern firm with diverse staff

- The statistics published in this document show a wide range of staff at Arc, across gender, age, disability, religion, socio-economic background and caring responsibilities
- Notably, the majority of Arc's owners and management are women
- These statistics are based on answers to a questionnaire carried out in Summer 2023
- Mindful of our staff's privacy, we have not published the answers on topics which might enable individuals to be identified
- In some cases we show the figures across all staff, in other cases lawyers only
- We will publish the statistics on our website
- We will keep these issues under review and update our statistics every year

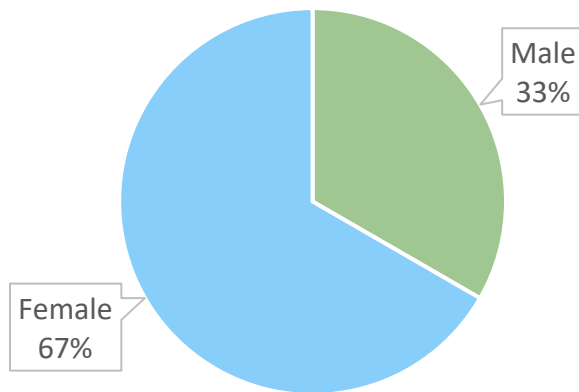
# Age diversity

Age distribution of staff across the whole firm



# Gender diversity - lawyers

Gender diversity across all lawyers



The latest SRA figures show that, across the profession, women make up:

53% of solicitors as a whole

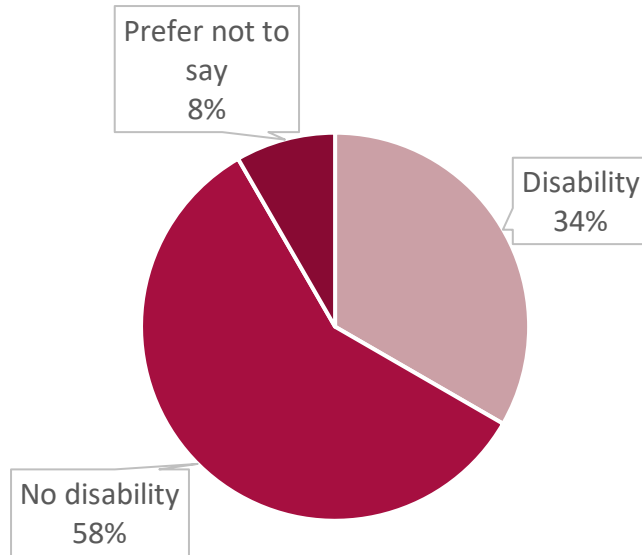
62% of non-partners

47% of partners

32% of full equity partners

# Lawyers with disabilities

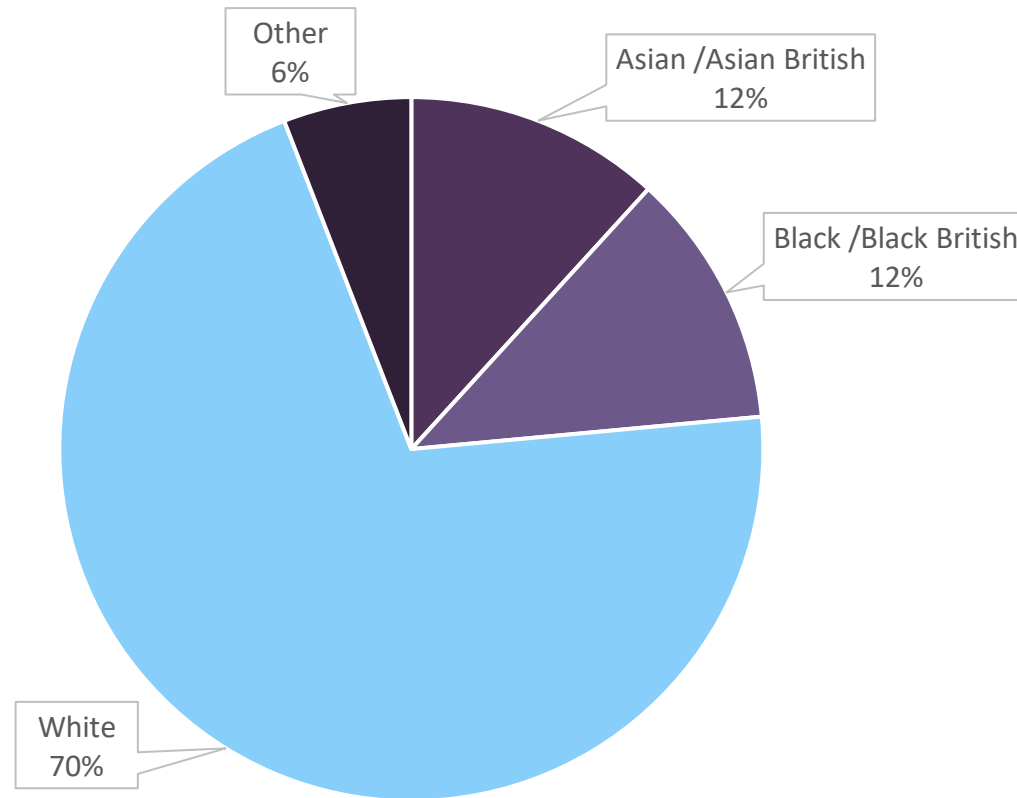
## Disability across all lawyers



- The 34% at Arc compares with 6% across the profession, and 16% across the UK workforce as a whole
- It's possible that Arc lawyers are simply more self-aware and/or willing to identify as having a disability

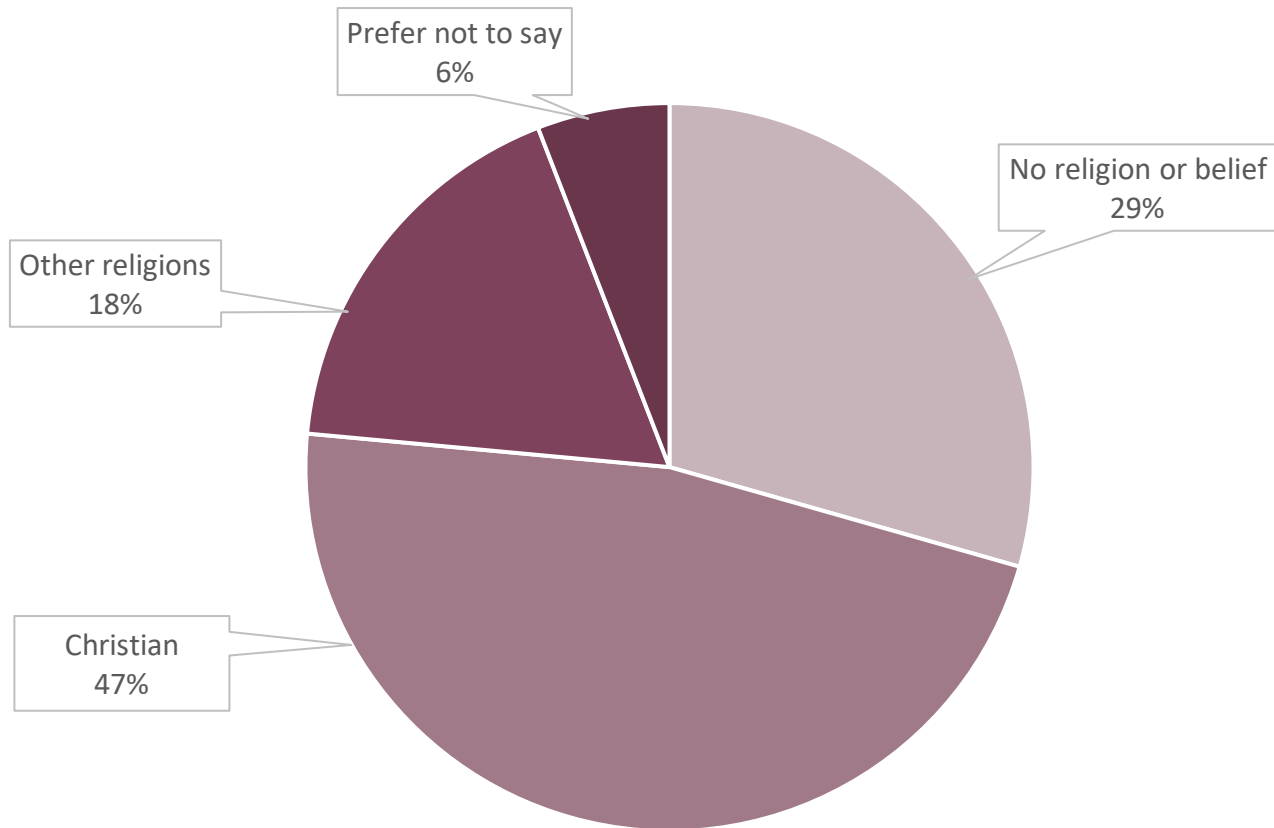
# Ethnic groups

Ethnicity as a percentage of all staff



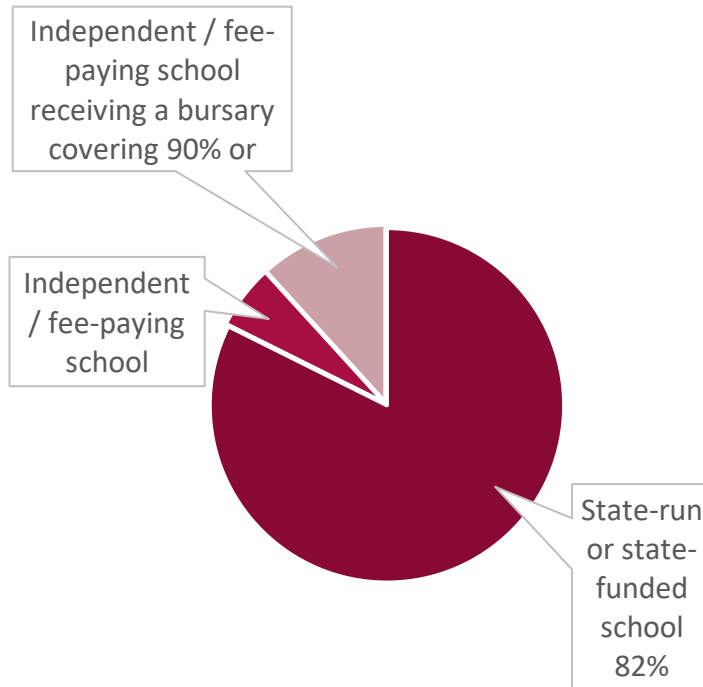
# Religious beliefs

Religion and beliefs as a percentage of all staff

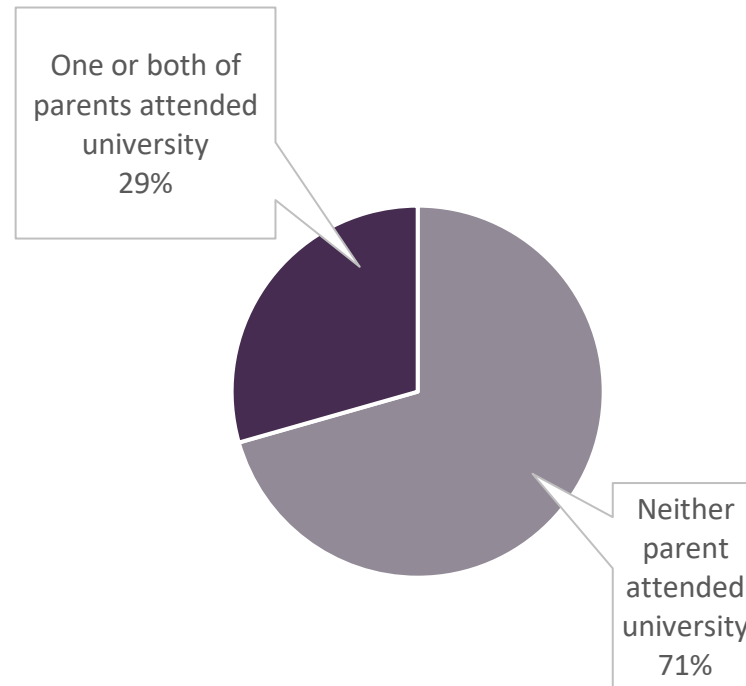


# Social Mobility - Socioeconomic diversity across the firm

## Education of staff (age 11-16)



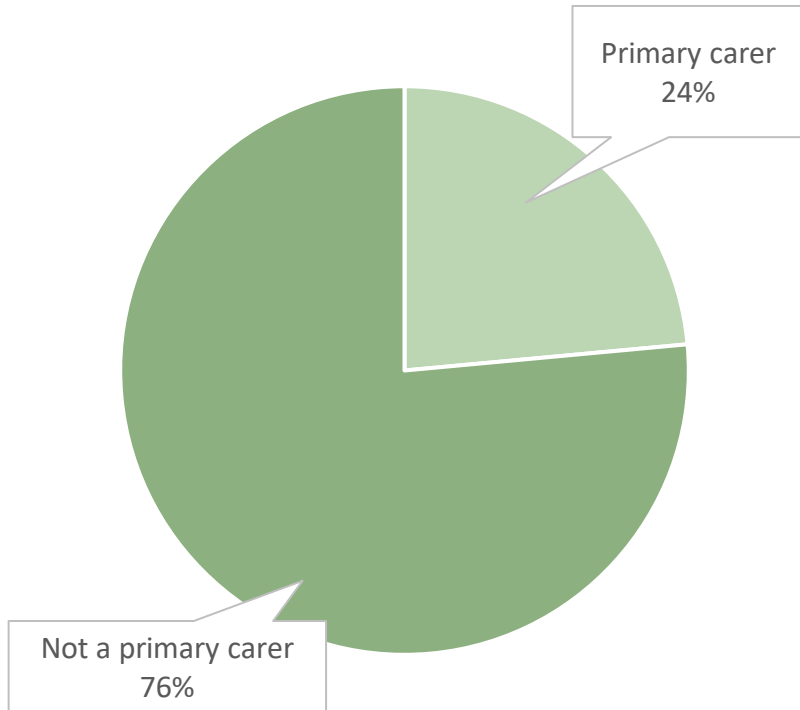
## Parental history of education



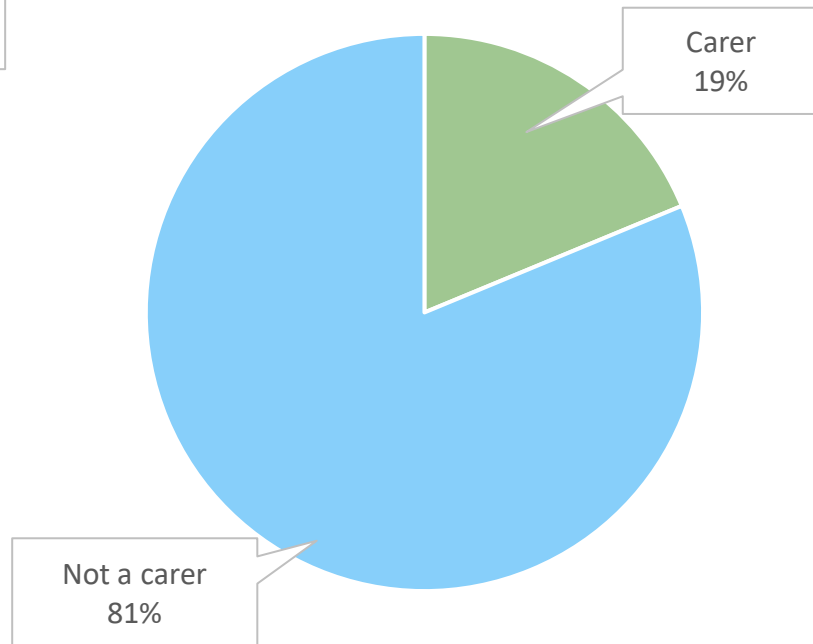


# Caregiver responsibilities across all staff

Caring responsibilities for someone under 18



Caring responsibilities for someone with long term physical or mental ill health caused by disability or old age



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