

What are we reporting?

Our regulator, the Solicitors Regulation Authority (SRA), requires us to conduct a survey among our colleagues to help them understand the diversity of law firms. They use this information to understand the changing make-up of the solicitors' profession and to promote a diverse and inclusive profession, better able to meet the needs of clients and reflect the communities that we serve.

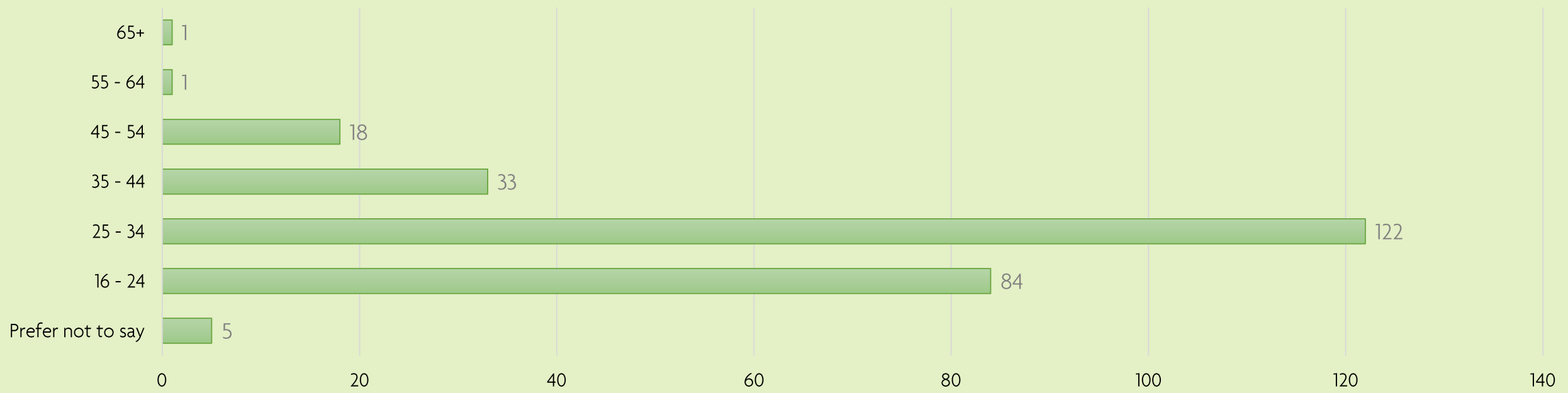
The SRA publishes aggregate data on its 'Diversity in the profession' web page, which can be viewed [here](#).

We are pleased to support the SRA in this and we fully support their aims to make the legal profession more modern, diverse and inclusive, and representative of our society.

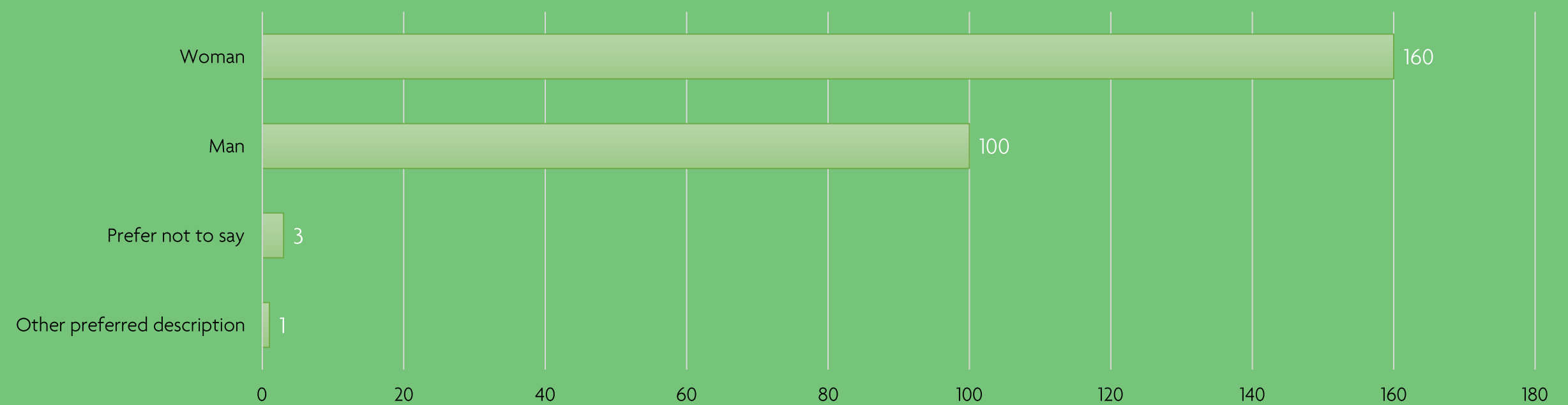
The survey was carried out between June and July 2019 and 264 Lowell Solicitors colleagues (approximately 80%) responded. A copy of the results has been provided to the SRA and published here in line with our regulatory requirements.

Our Results

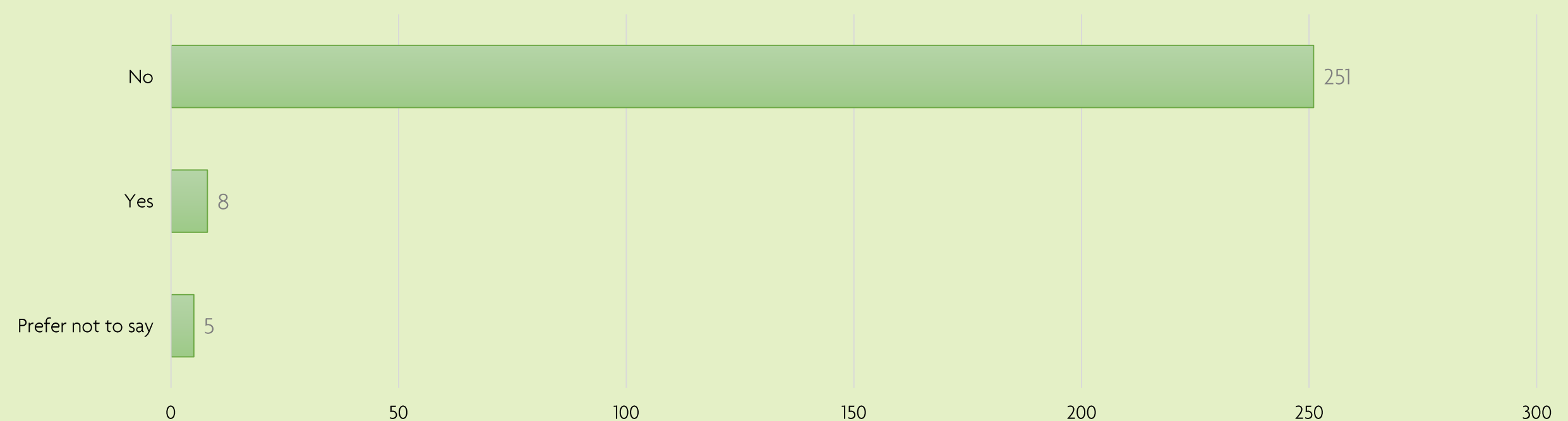
Age



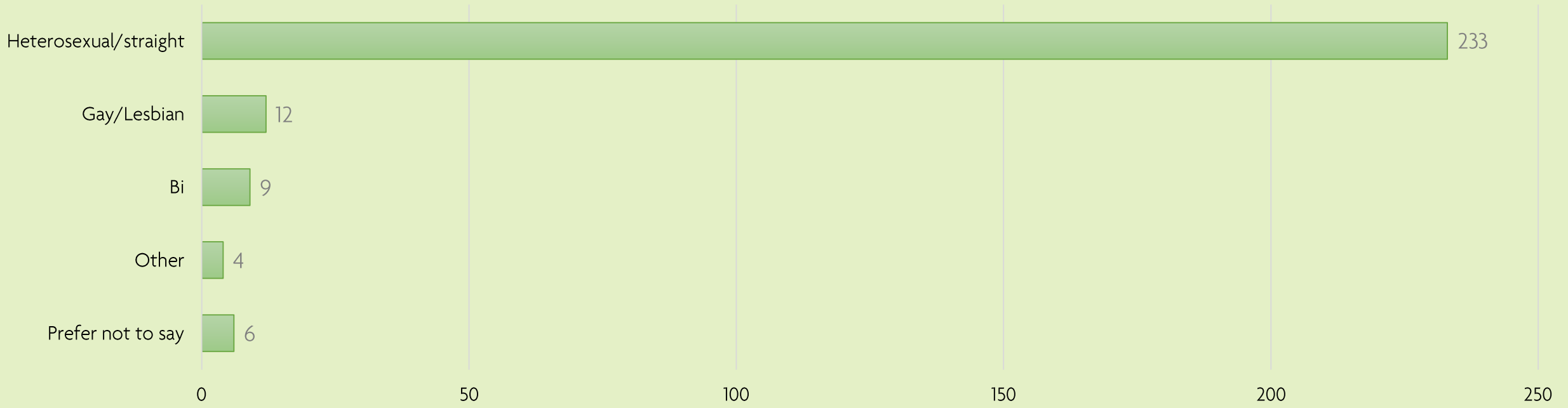
Gender Identity



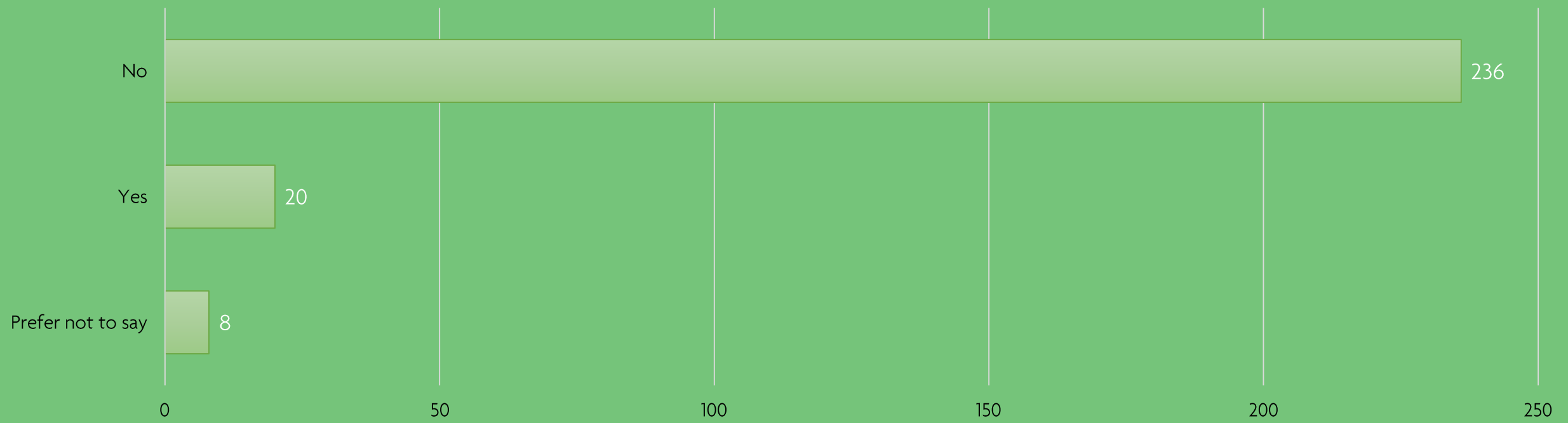
Transgender (gender identity different from your registered sex at birth)



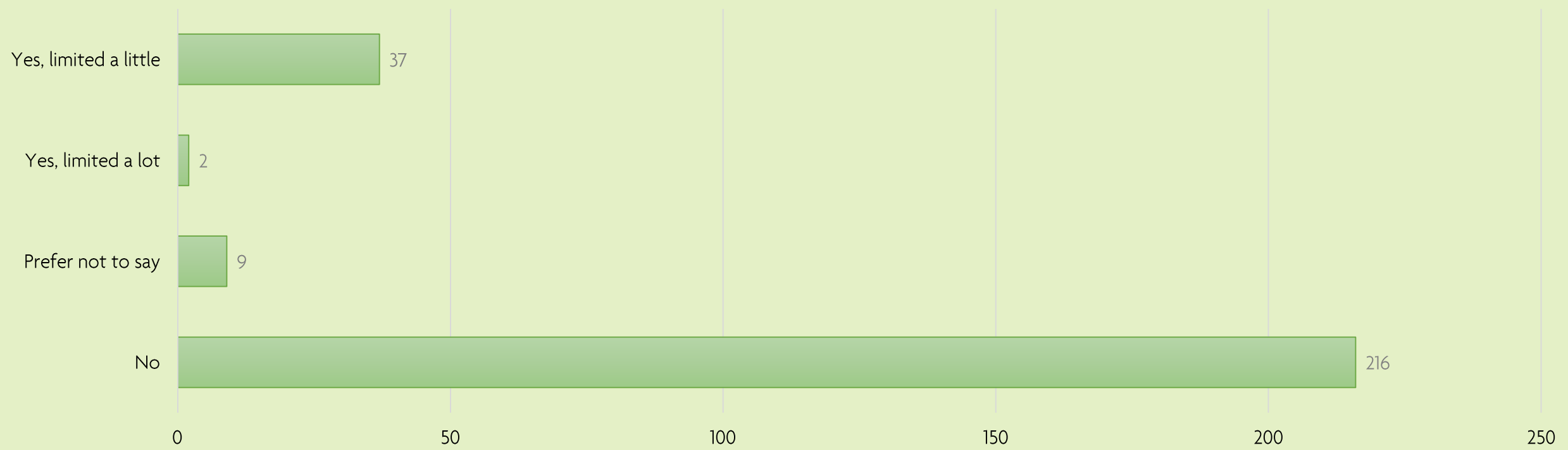
Sexual Orientation



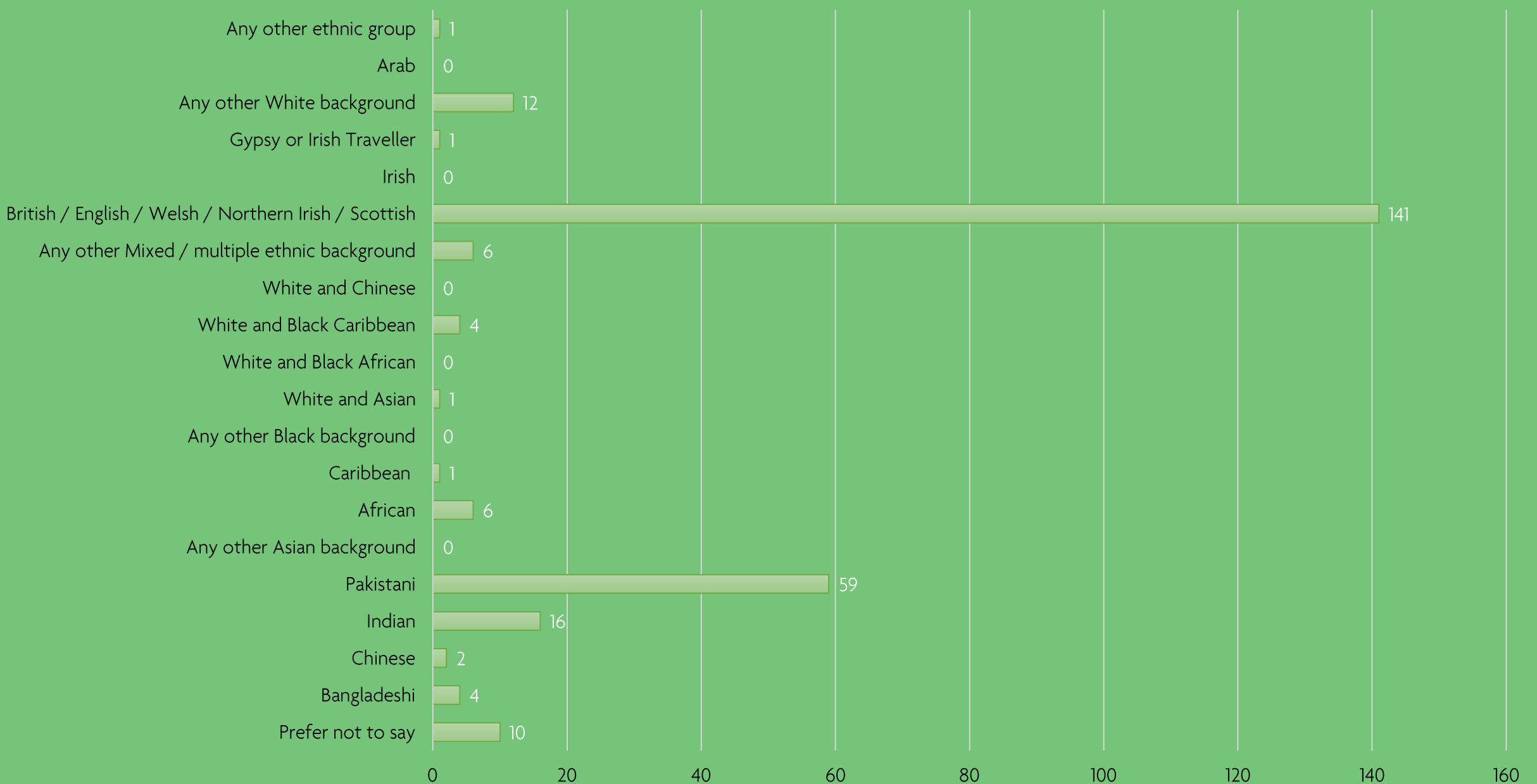
Disability



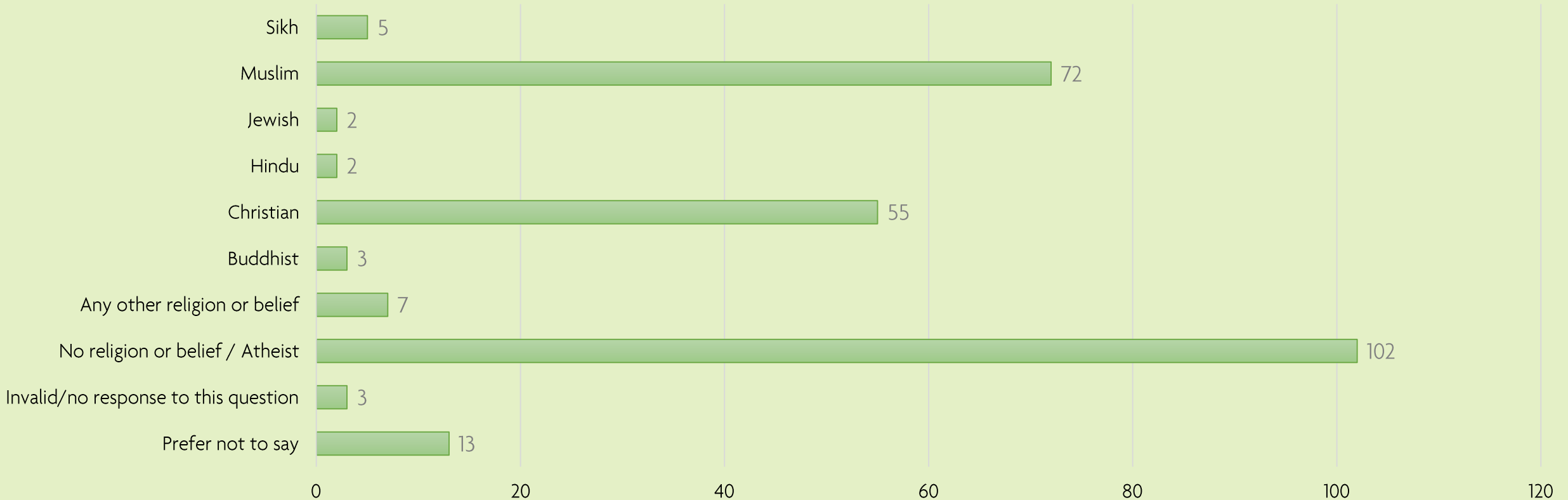
Day-to-day activities limited due to health problem or disability lasting at least 12 months



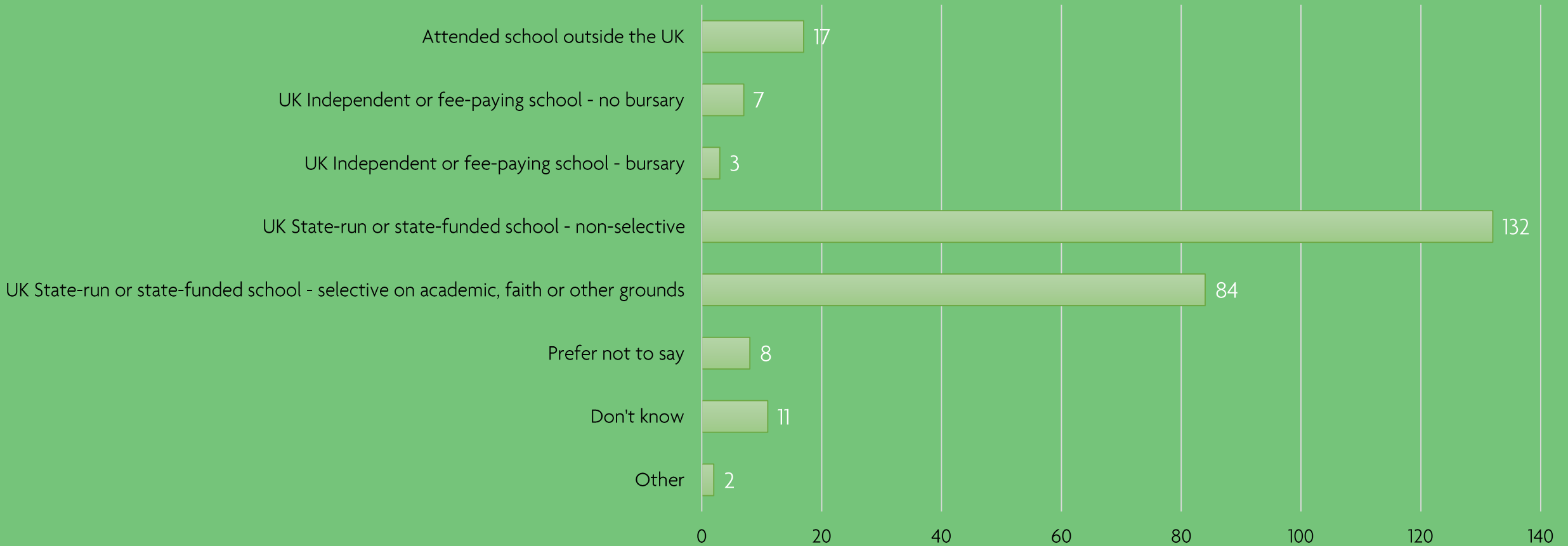
Ethnicity



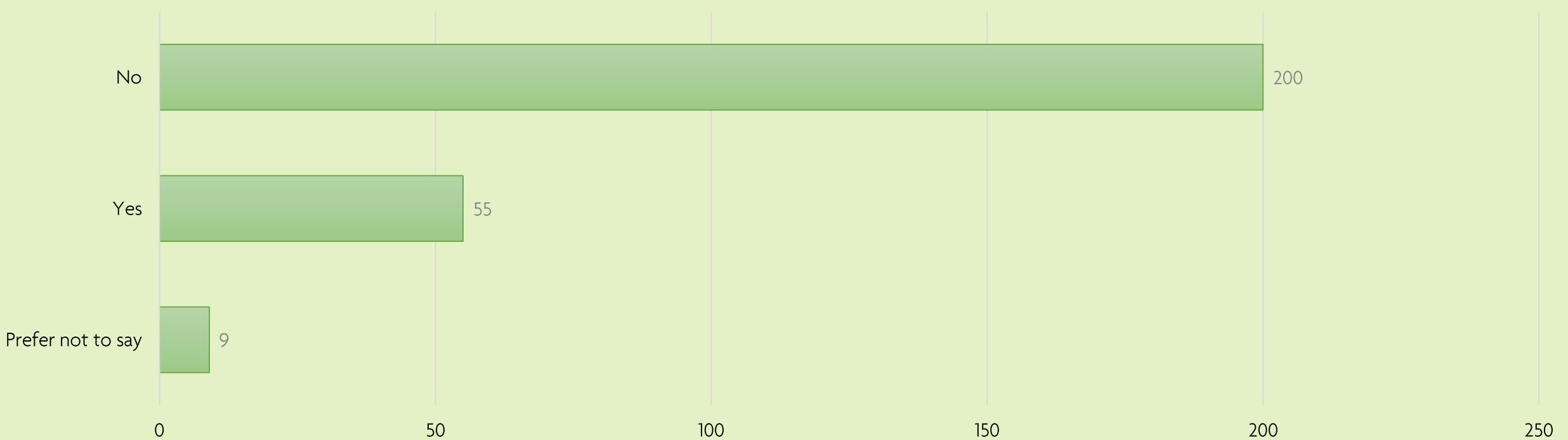
Religion or belief



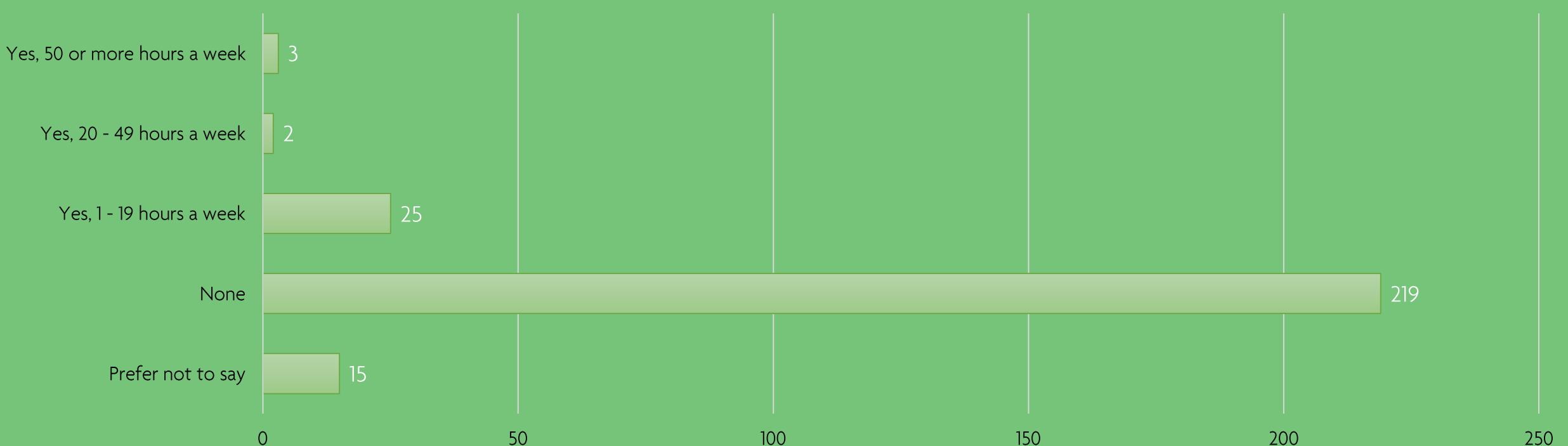
School type from 11 to 16



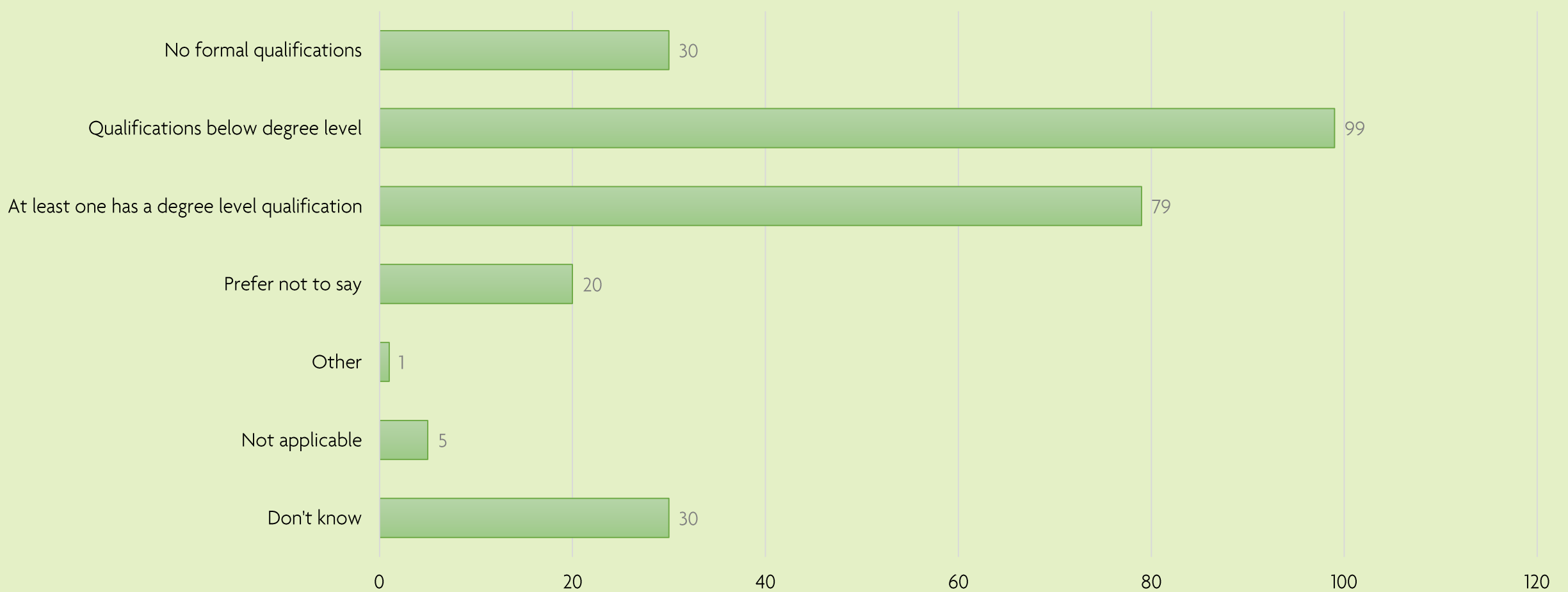
Primary carer for a child under 18



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



Highest level of qualifications achieved by either of your parent(s)/guardian(s) by the time you were 18



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



Our commitment to diversity

Lowell Solicitors Limited (LSL) is committed to creating an inclusive culture: avoiding discrimination and promoting diversity in our interactions with colleagues, clients and others. We aim to provide a welcoming, fair and respectful workplace environment that enables all our colleagues to reach their full potential.

We always seek to recruit or promote the very best candidate for any role and we welcome applications from candidates of all backgrounds.

Where needed, we will provide 'reasonable adjustments', and we always aim to give appropriate support to all our colleagues to help them to flourish in their roles and careers.

James Riley
 Managing Director
 Lowell Solicitors Limited