

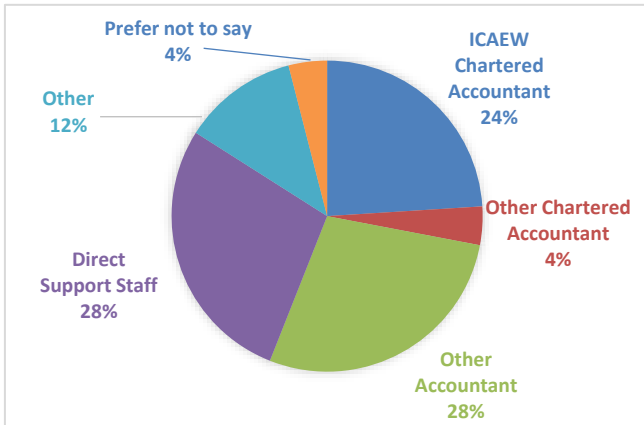
# HODGSONS PROBATE – DIVERSITY STATISTICS



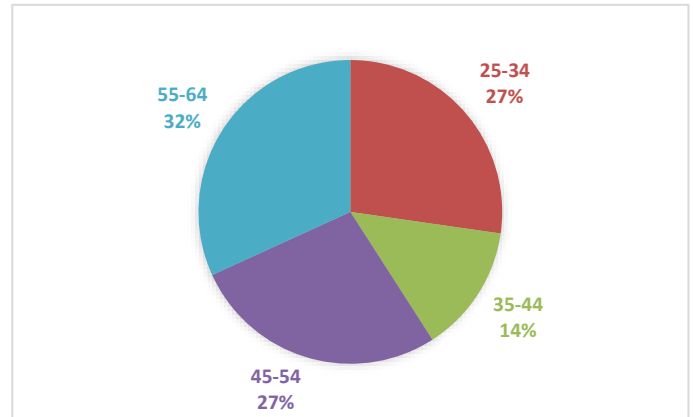
April 2021

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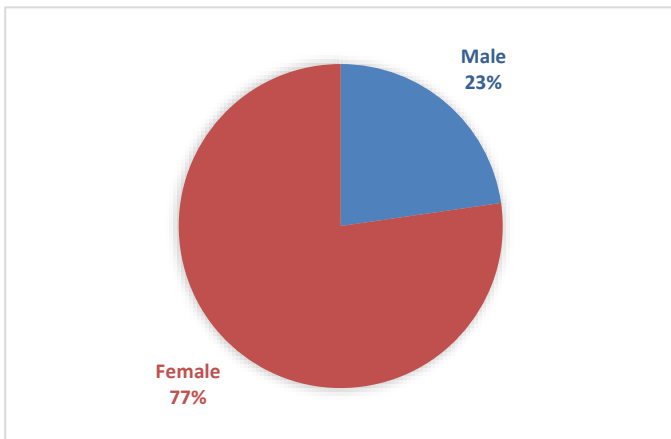
**Q1a About You**  
Professional Qualification



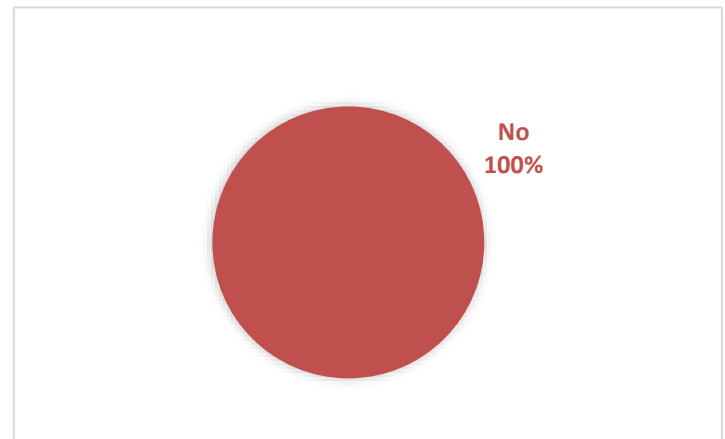
**Q2 Age**



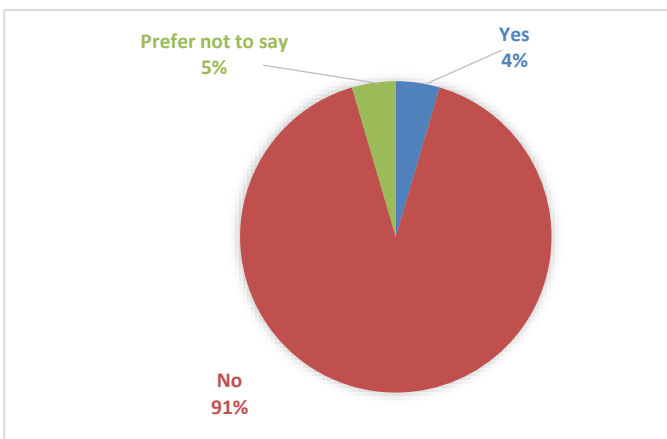
**Q3a Gender**



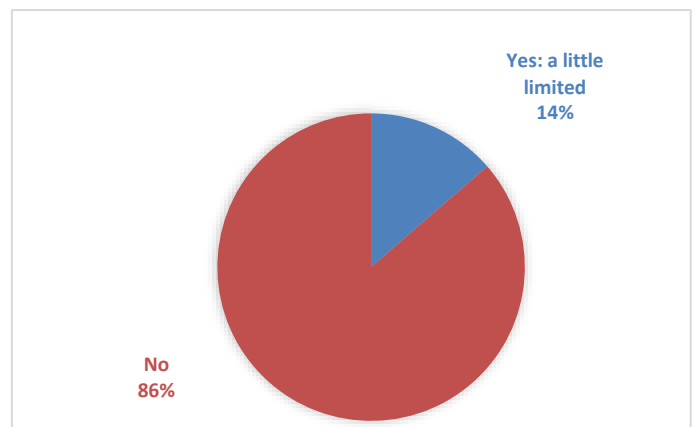
**Q3b Gender**  
Is the gender you now identify with different from the sex you were assigned at birth?



**Q4a Disability**  
Do you consider yourself to have a disability according to the definition of the equality act?



**Q4b Disability**  
Are your day to day activities limited because of a health problem or disability which has lasted or is expected to last at least 12months?



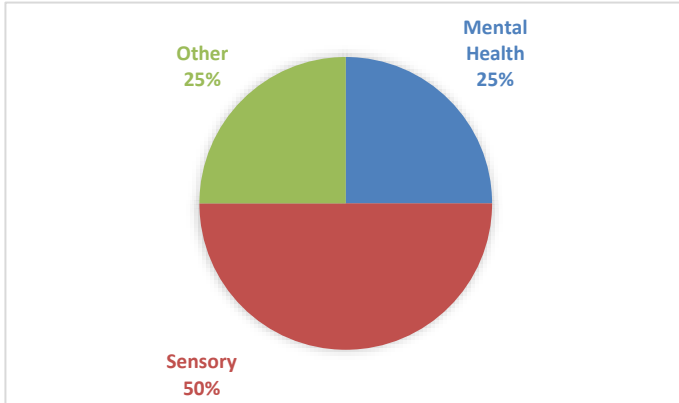
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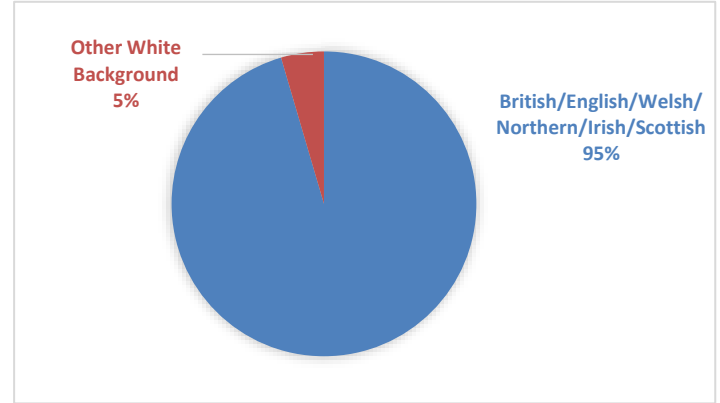
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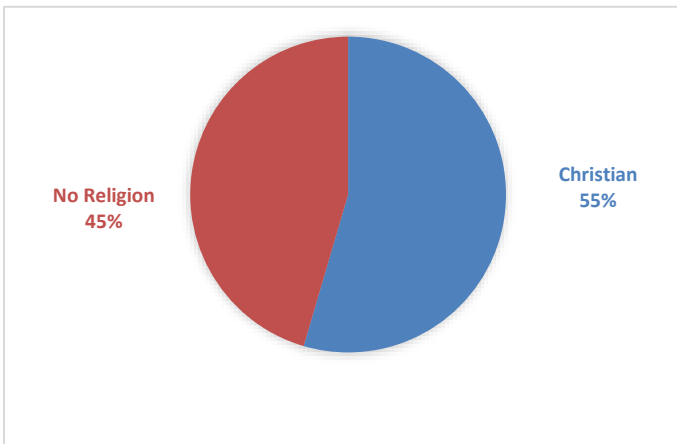
**Q4C Disability**  
If you have answered yes to any of the previous 2 questions, please identify which of the below health problems or disabilities apply.



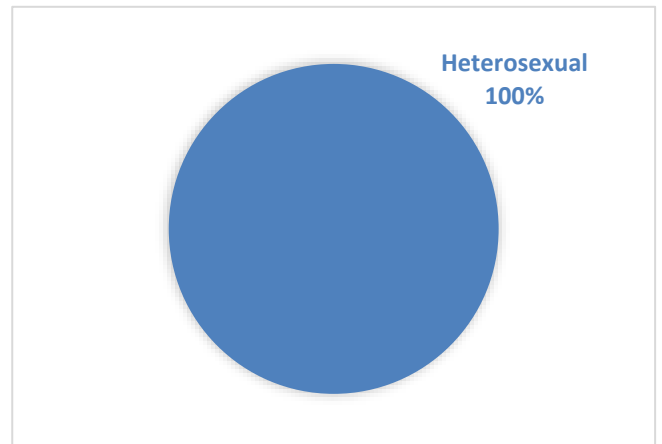
**Q5 Ethnic Group**



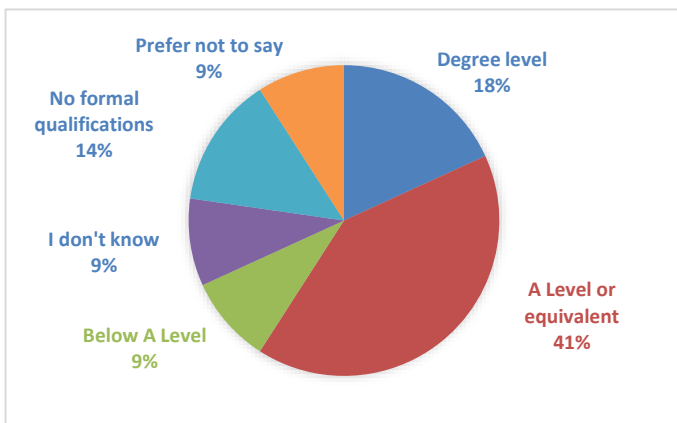
**Q6 Faith**



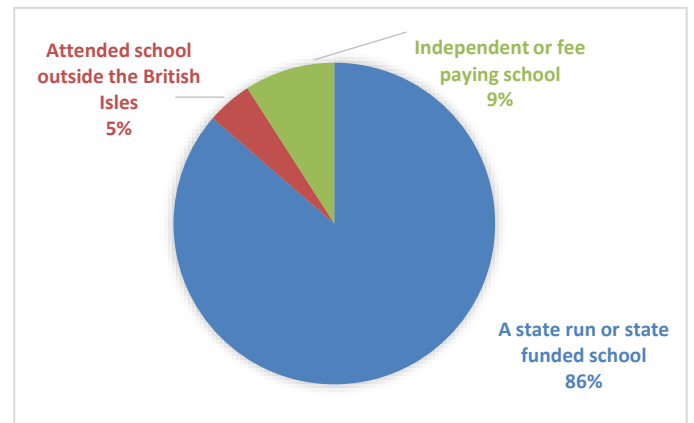
**Q7 Sexual Orientation**



**Q8a Socio-Economic Background**  
What is the highest level of qualification achieved by either of your parent(s) by the time you were 18?



**Q8b Socio-Economic Background**  
School attended between ages 11 to 16



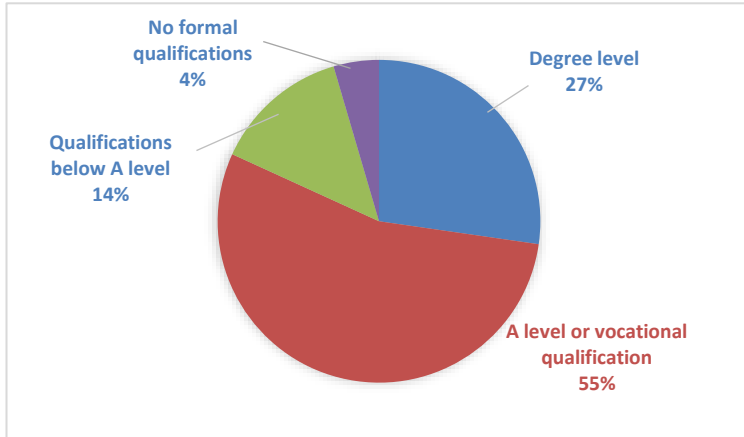
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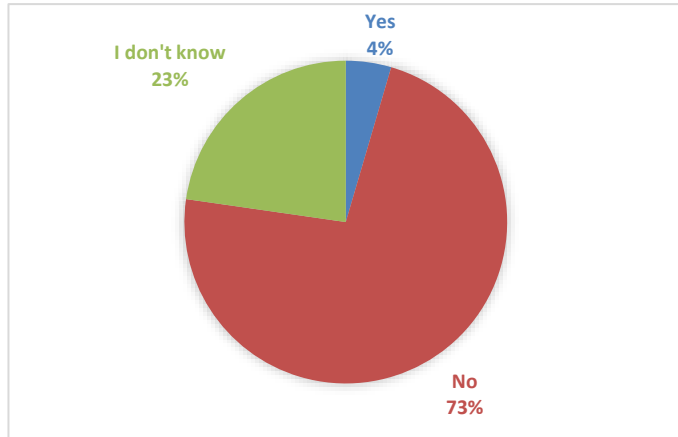
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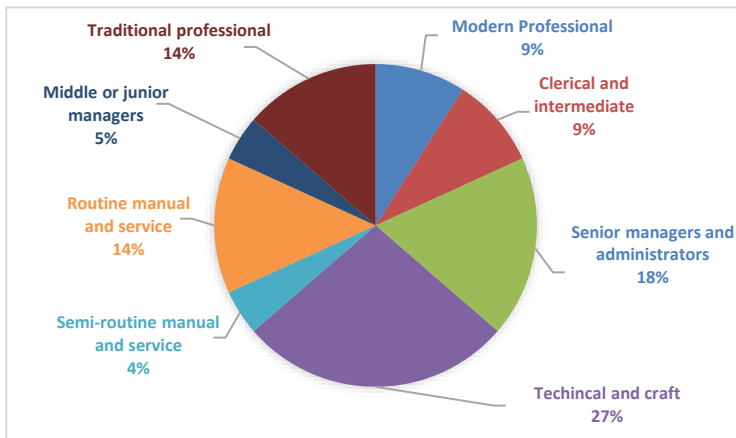
**Q9a Social Mobility**  
What is the highest level of qualification you hold, or if you are qualified accountant or lawyer, held prior to becoming qualified?



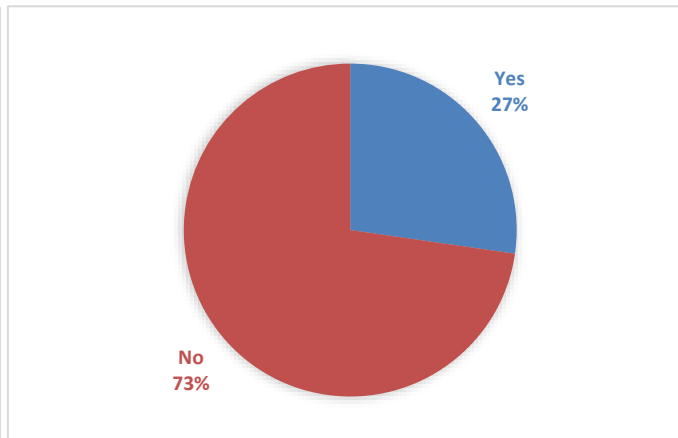
**Q9b Social Mobility**  
Were you entitled to free school meals?



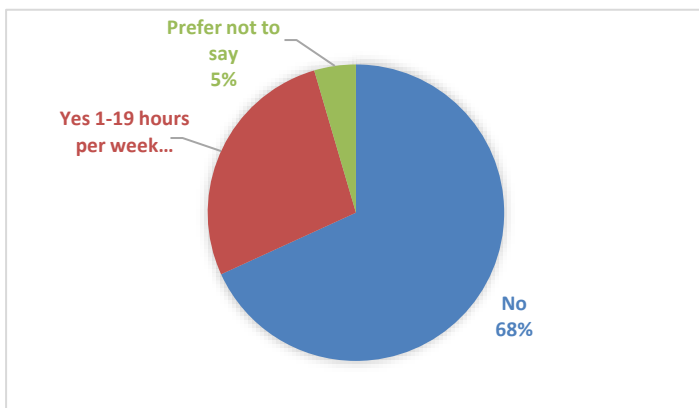
**Q9c Social Mobility**  
Which best describes the sort of work the main/highest income earner in your household did in their main job?



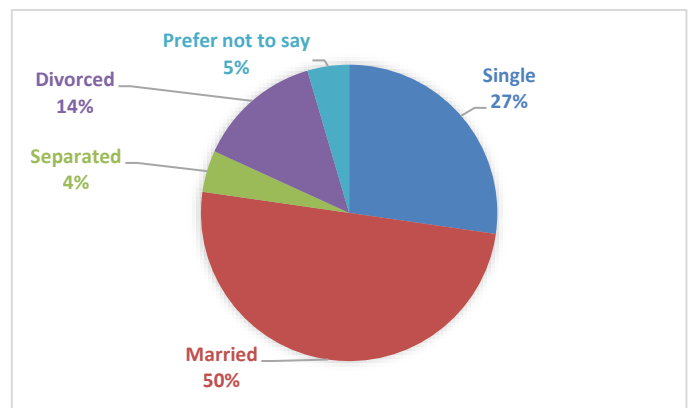
**Q10a Caring Responsibilities**  
Are you a primary carer for a child under 18?



**Q10b Caring Responsibilities**  
Do you look after someone with long term physical or mental ill-health, disability or problems related to old age?



**Q11 What is your marital or civil partnership status?**



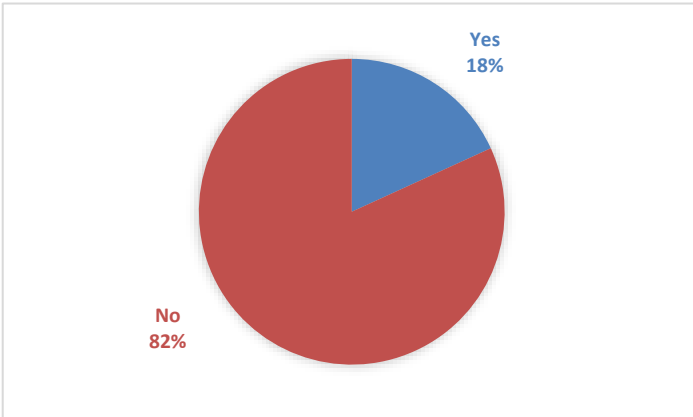
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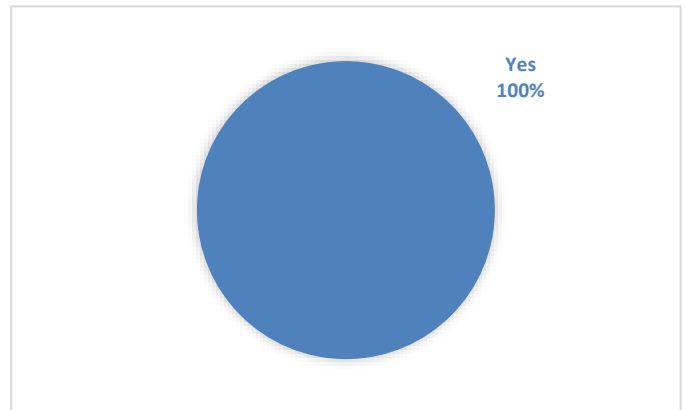
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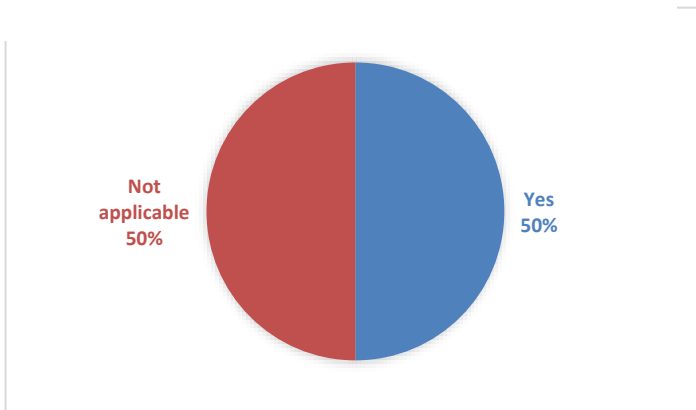
Q12a **Maternity**  
Have you taken any maternity or paternity in the last 5 years?



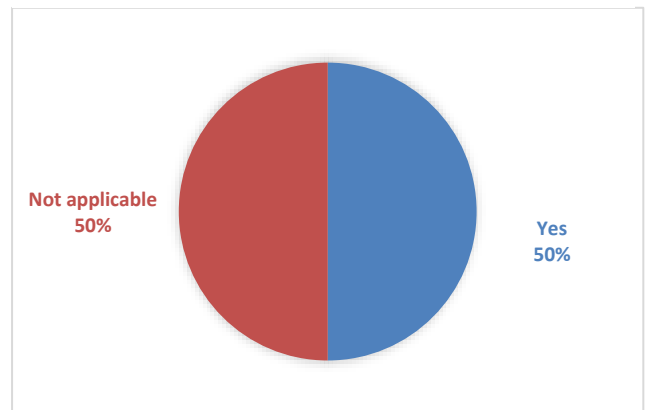
Q12b(i) **Maternity**  
If yes: Did you return to your current employer after the leave?



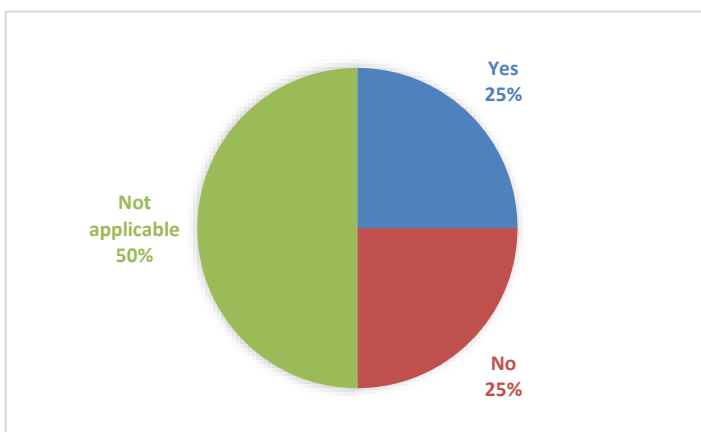
Q12b (ii) **Maternity**  
If yes: Did your current employer give you additional leave for ante- natal appointments?



Q12b (iii) **Maternity**  
If yes: Has your employer offered you flexible working arrangements?



Q12b (iv) **Maternity**  
If yes: Has the ability to work from home been an important aide in your return to work?



Above is a summary of the survey statistics April 2021. This time around 50% of the personal completed some or all of the survey. This is in comparison to 30% in March 2019. Given the increased participation, the results should show a more accurate representation of the Hodgsons personal, although with relatively small samples, conclusions should be drawn carefully.

Hodgsons is committed to eliminating discrimination and encouraging diversity amongst our workforce. Each employee should feel respected and able to give of their best.

As an aide memoir, Hodgsons Equal Opportunities Policy states, we are committed to eliminating discrimination and encouraging diversity amongst our workforce.

To that end, the purpose of this policy is to provide equality and fairness in all our employment and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. The results do show compliance with such, although some areas show greater than others.

Hodgsons  
26<sup>th</sup> April 2021