



## Diversity in Napthens 2023

# Introduction

At Napthens we value equality and diversity. As a firm we endeavour to encourage and support diversity across all teams. It is important to us to ensure our firm is a company where everyone can thrive, regardless of any differences.

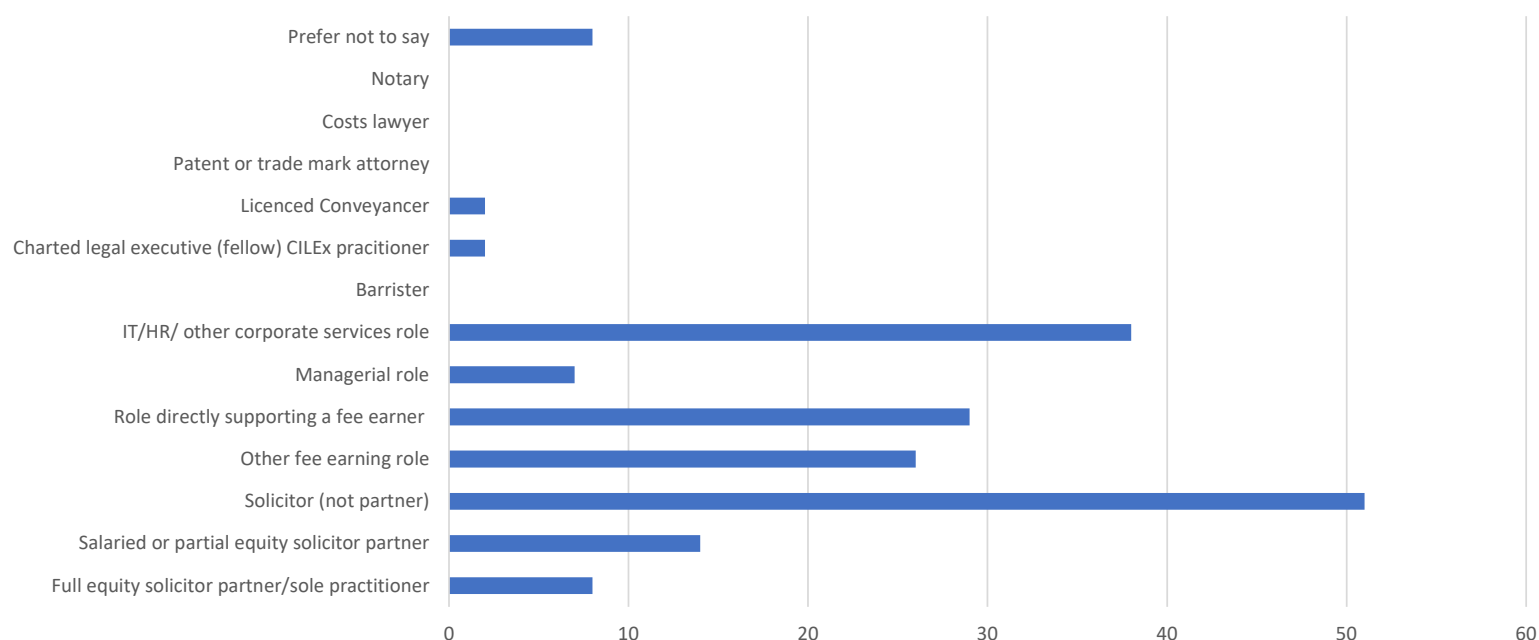
As you may know, every other year we send out EDI forms to collect information on our progress. Thank you to everyone who has taken part this year, it is very much appreciated.

The following graphs depict our findings.

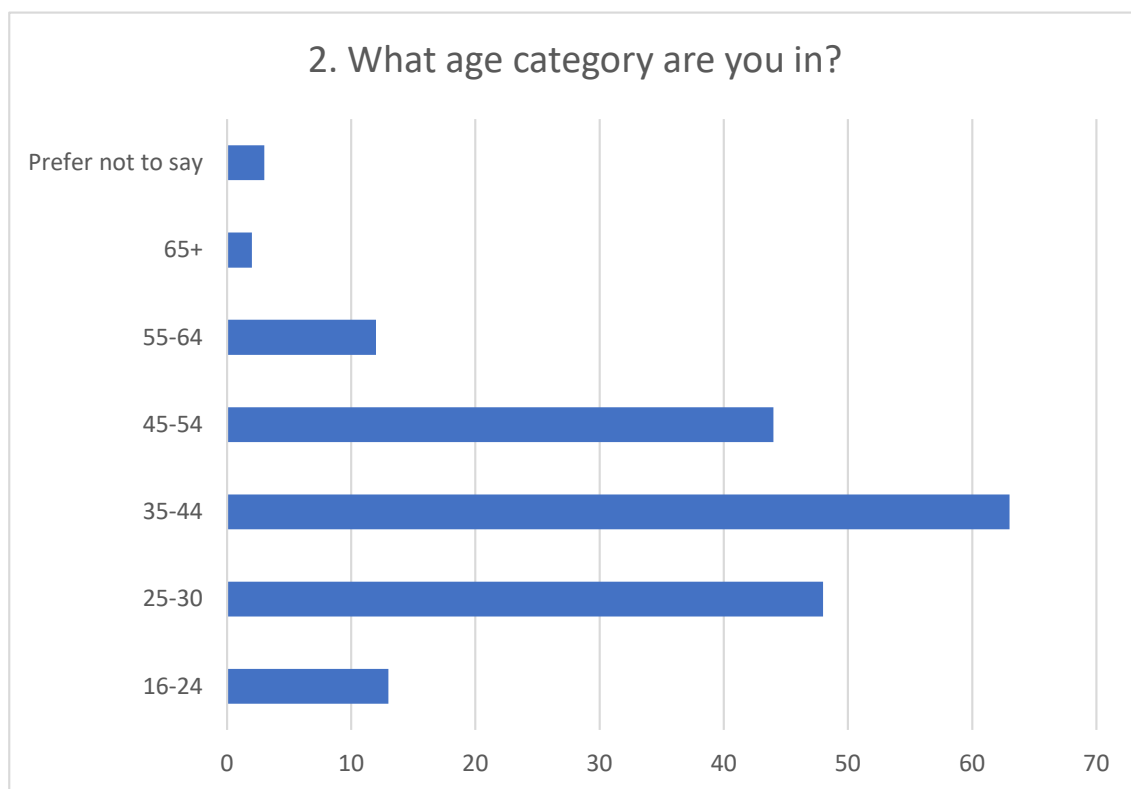
If anyone has any questions relating to the information in this document, please contact our HR Team.

# Role in the firm

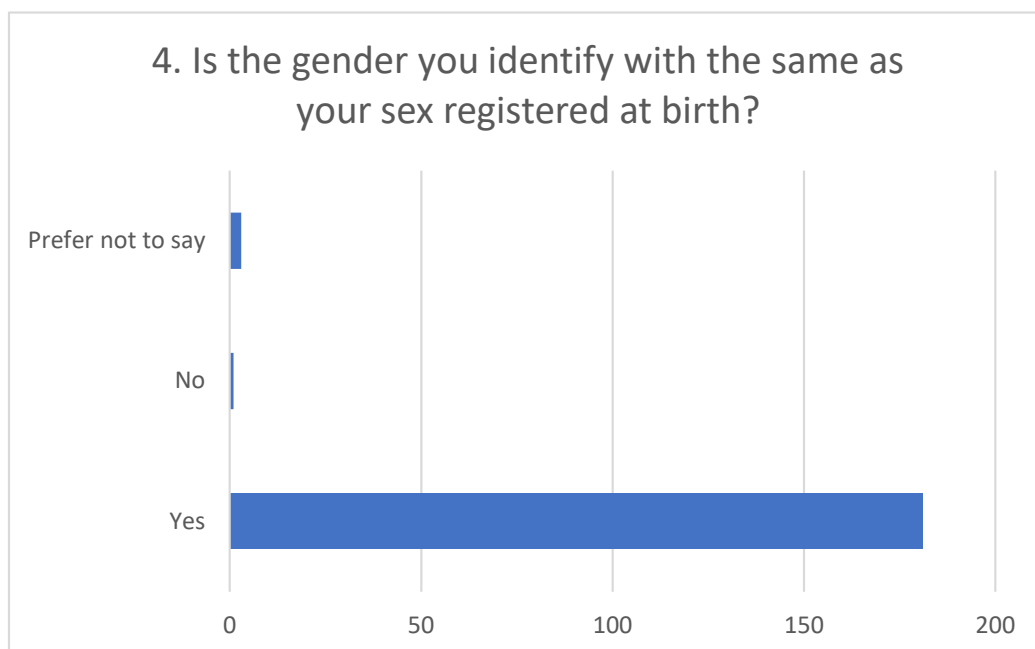
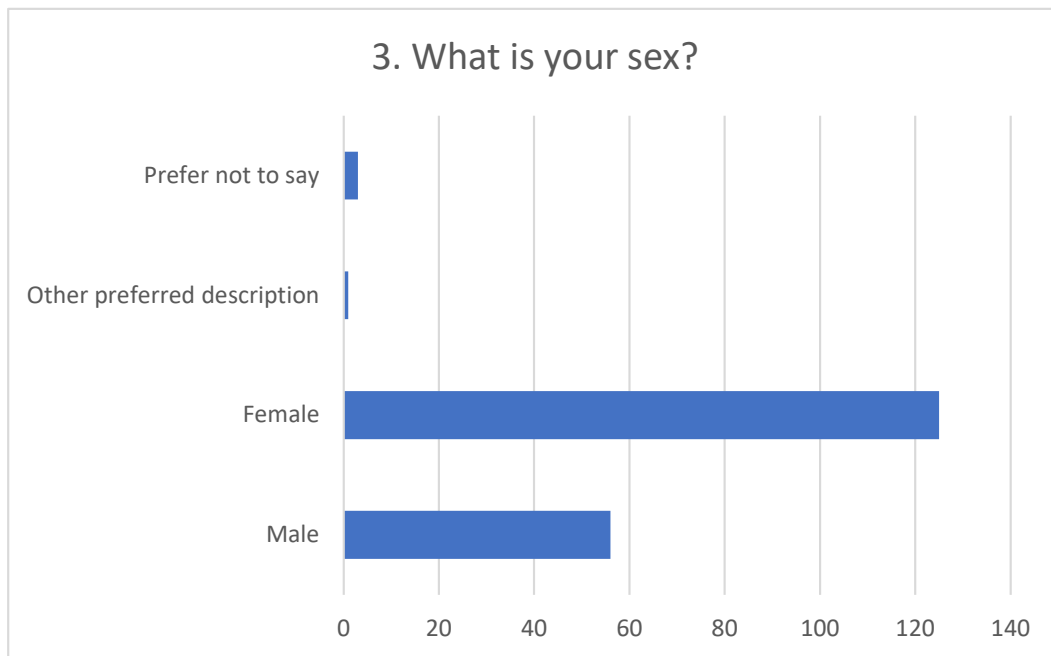
## 1. Which best describes your role in the firm?



# Current age

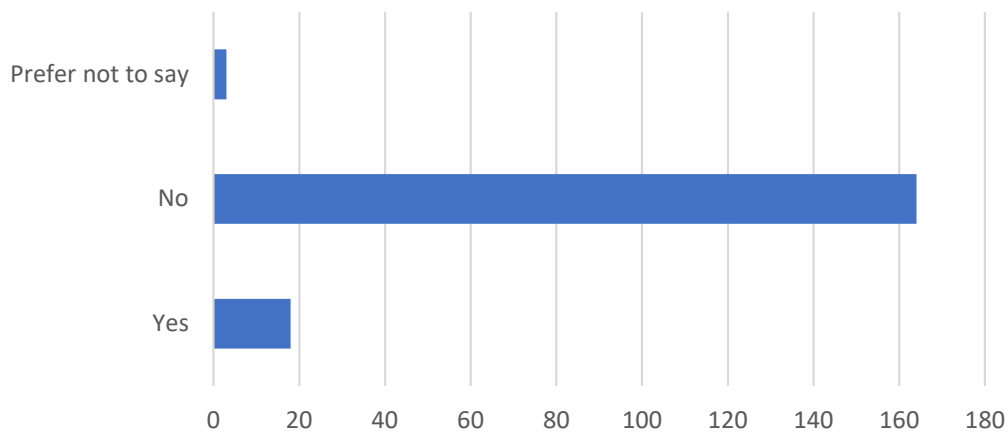


# Sex and Gender

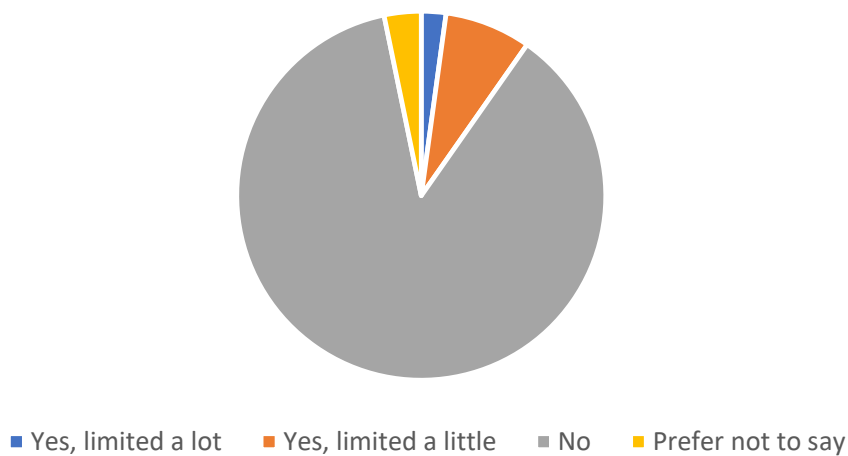


# Health and Disability

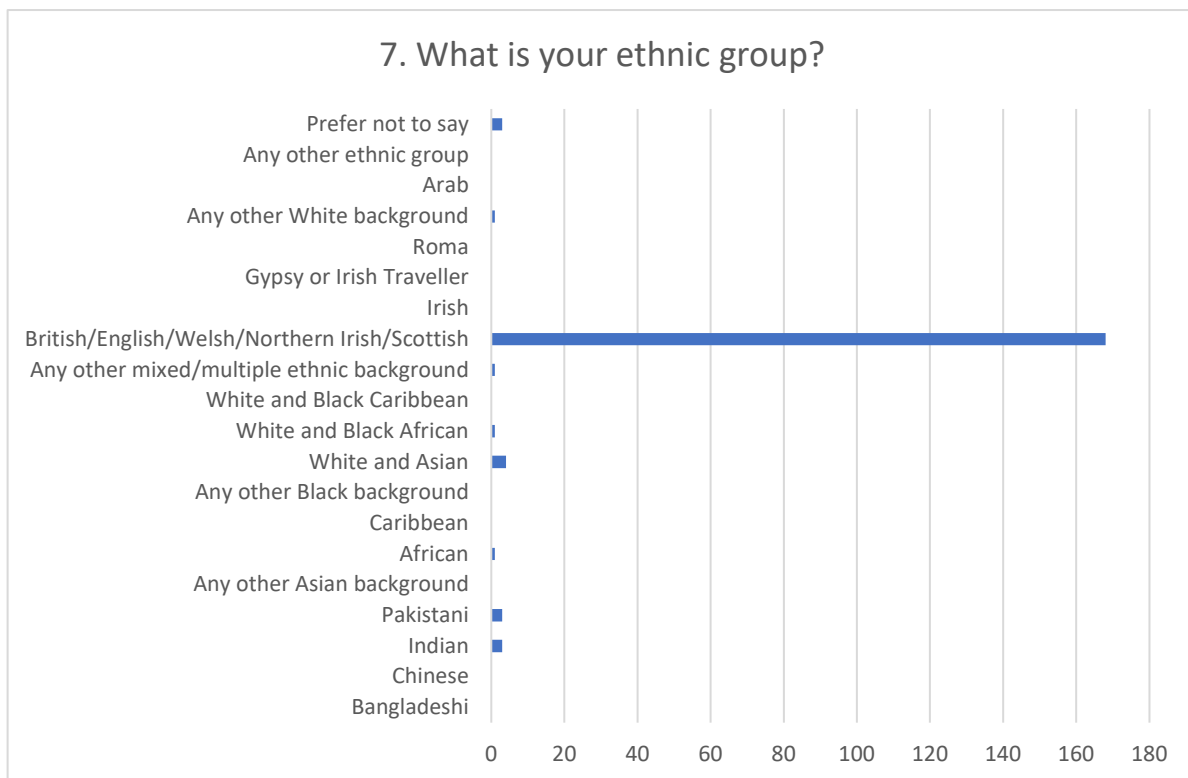
5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



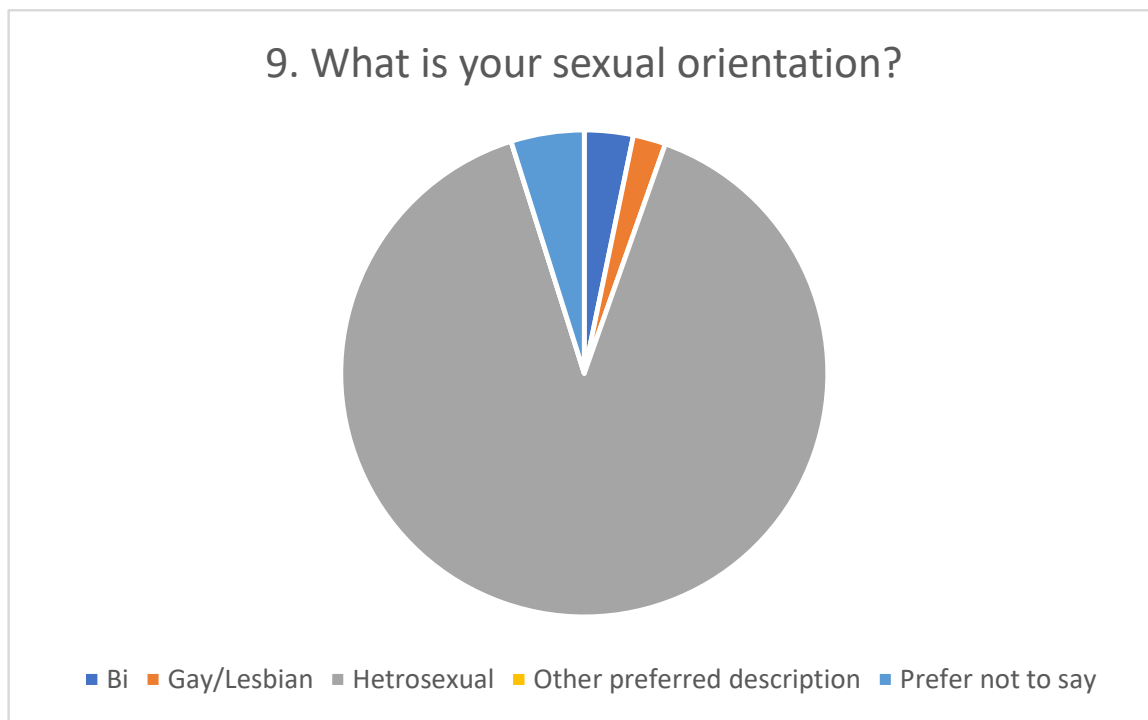
6. Are your day-to-day activities limited because of a health problem/disability which has or is due to last at least 12 months?



# Religion and Ethnicity



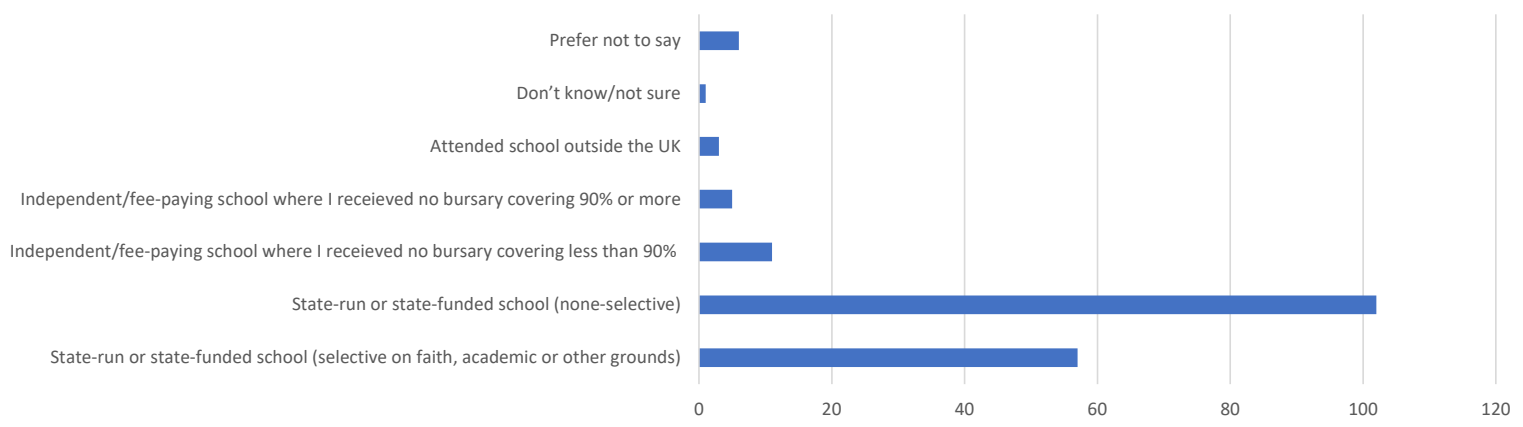
# Sexual orientation



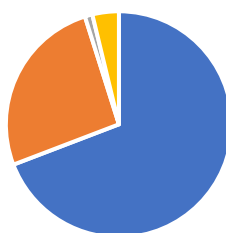


# Education

10. Which type of school did you attend between the ages of 11 and 16?



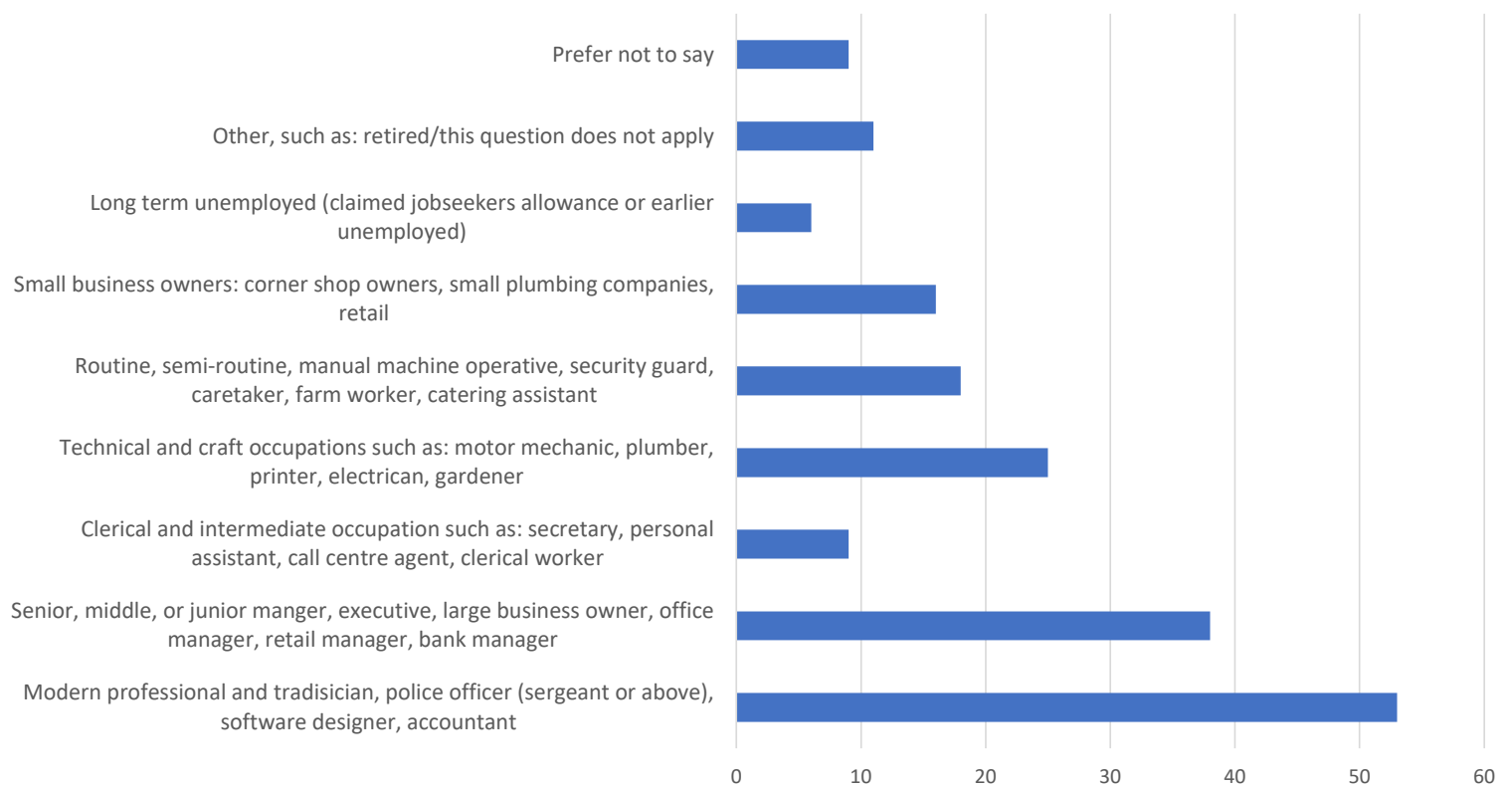
11. Did either of your parents attend University and gain a degree, by the time you were 18?



- No, neither of my parents attended University
- Yes, one or both of my parents attended University
- Don't know/not sure
- Prefer not to say

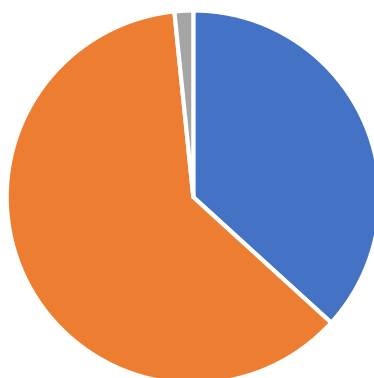
# Parental occupation

12. What was the occupation of your main household earner when you were about 14?



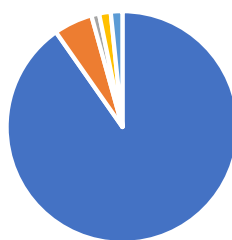
# Carers

13. Are you a primary carer for a child or children under 18?



■ Yes ■ No ■ Prefer not to say

14. Do you care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity) ?



■ No ■ Yes, 1-19 hours a week  
■ Yes, 20-49 hours a week ■ Yes, 50 or more hours a week  
■ Prefer not to say



