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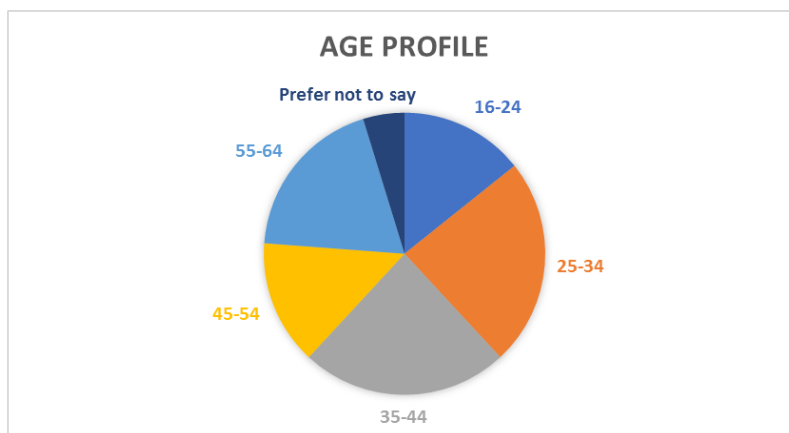
Diversity Survey 2021

We conducted our biennial survey of all staff with information being shown as at 31 March 2021. We have 22 members of staff and one did not respond, so our response rate was 95%; this is a better response rate than when the survey was last undertaken in 2019, probably due to the increased confidence in the anonymity of the results. Within the survey we still experience a significant number of “prefer not to say” responses which is possibly due to the fact that we are a small firm.

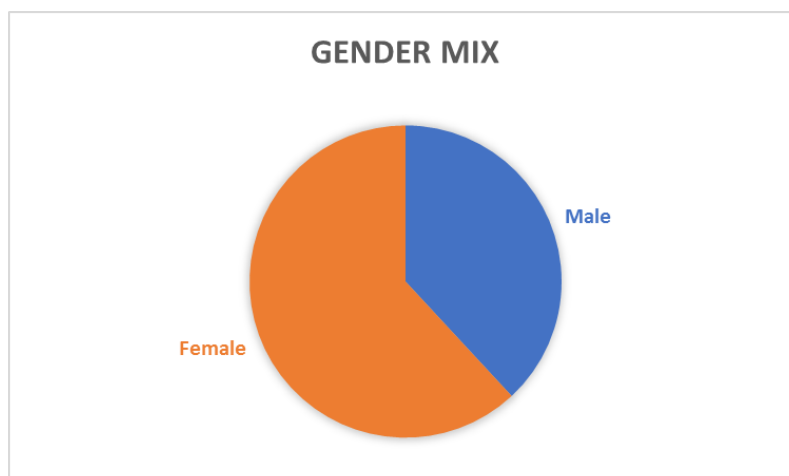
Some of the results were clearly skewed because respondents had not read the question properly where the numbers responding to secondary questions were in excess of the numbers responding affirmatively to the primary question. In these cases, the results have been treated as void and have not been included below.

The firm’s staff members are based in York and Harrogate. The demographic for these areas is not typical of the UK’s national demographic, but we believe that the results of the survey are broadly in line with those of the areas in which we live and work.

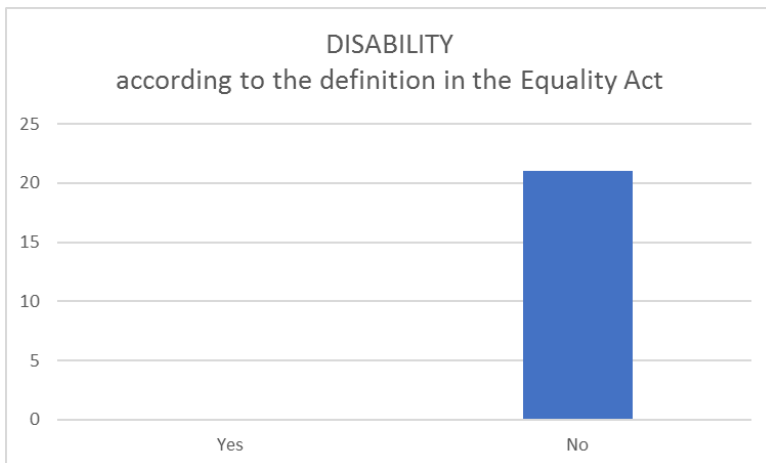
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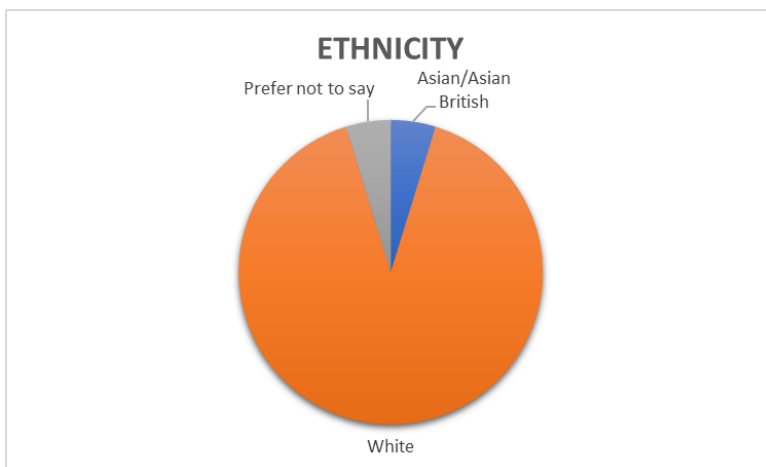
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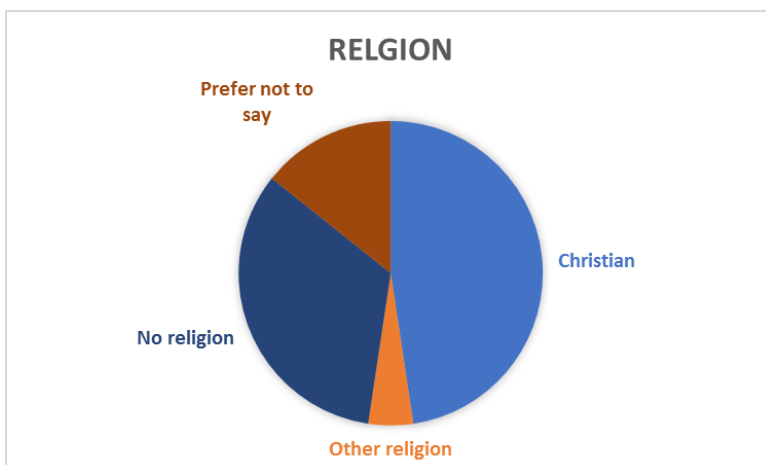
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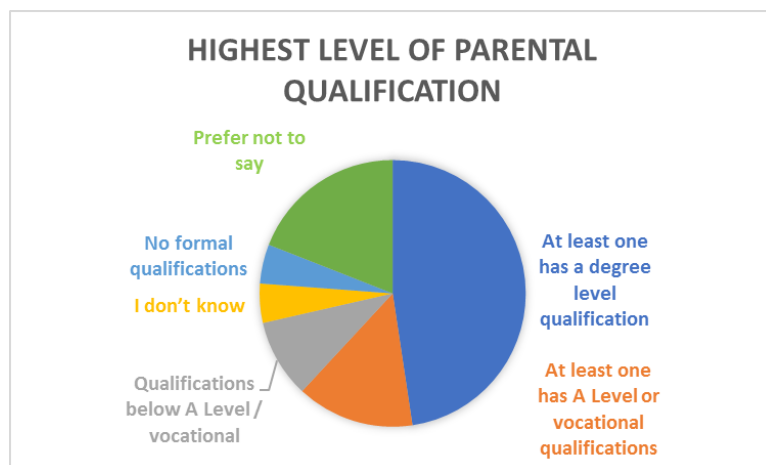
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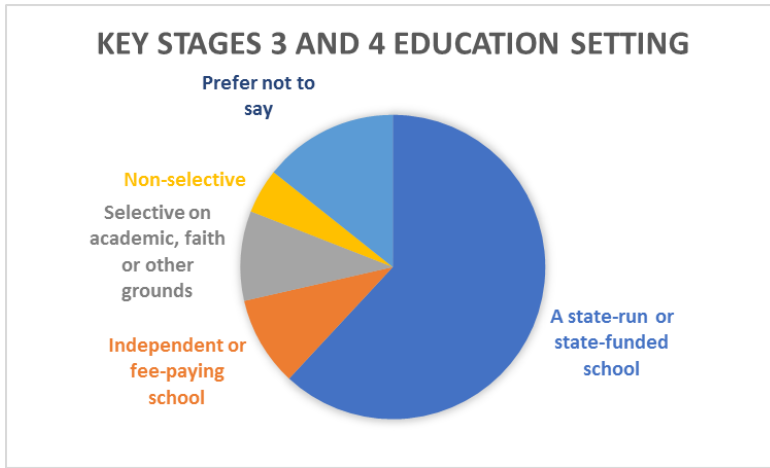
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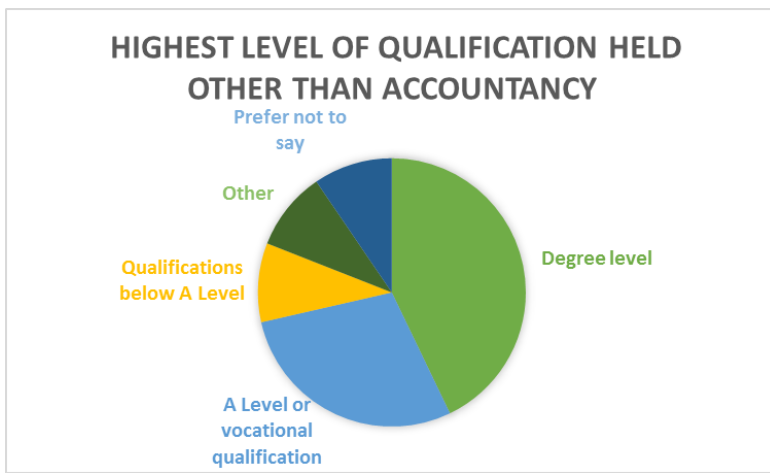
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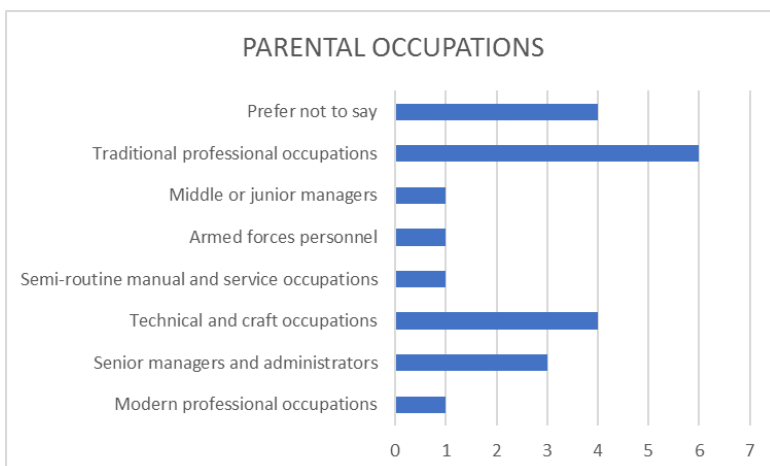
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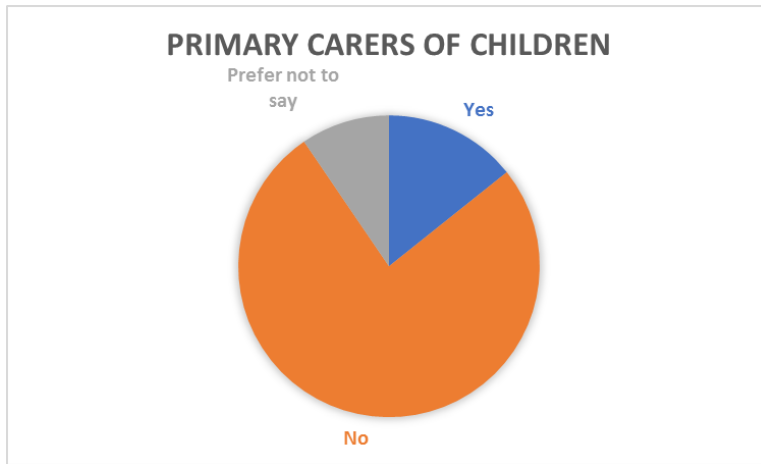
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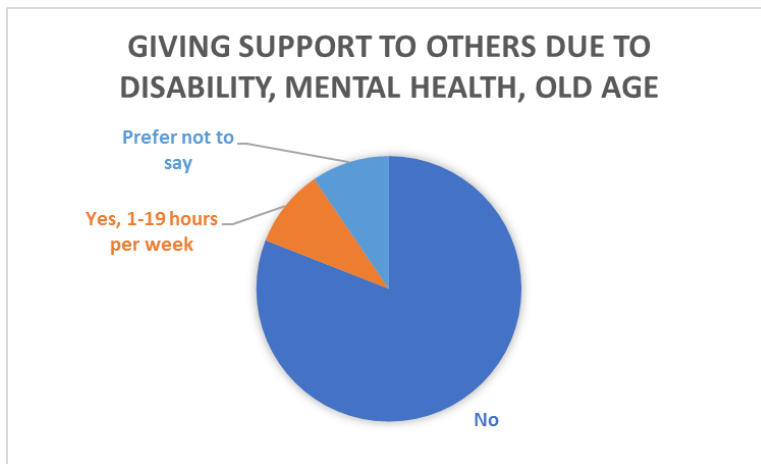
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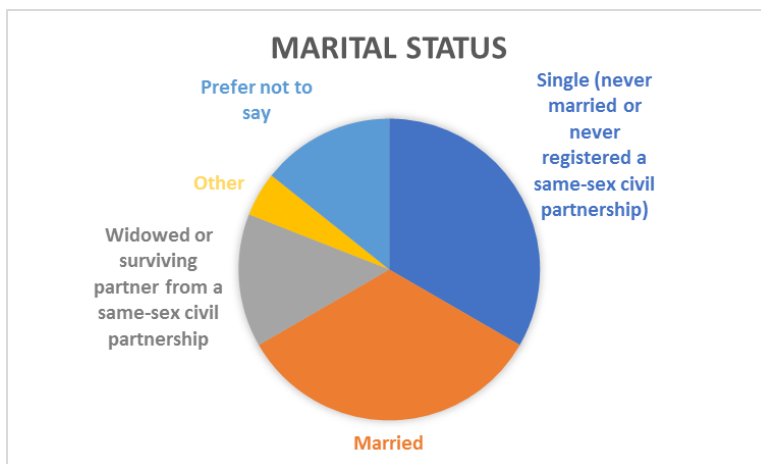
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