



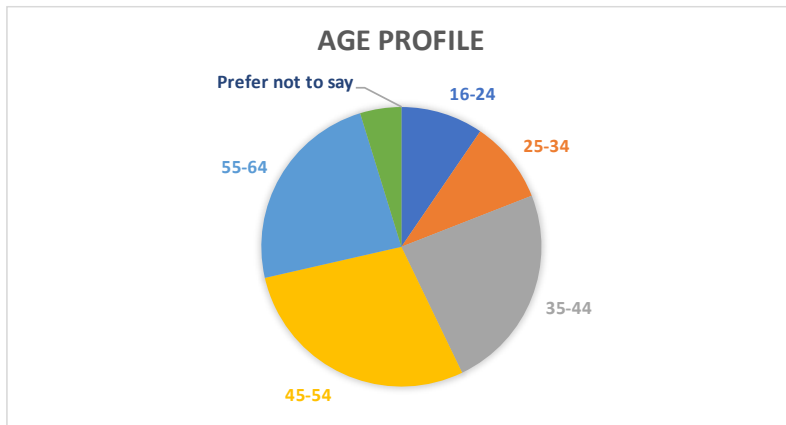
Diversity Survey 2023

We conducted our biennial survey of all staff with information being shown as at 31 March 2023. We have 21 members of staff, all of whom responded, so our response rate was 100%; this is a better response rate than when the survey was last undertaken in 2021, when it was 95%, probably due to the increased confidence of staff 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 but also because a number of people regard the questions being asked as being no one’s business but their own. We respect this view.

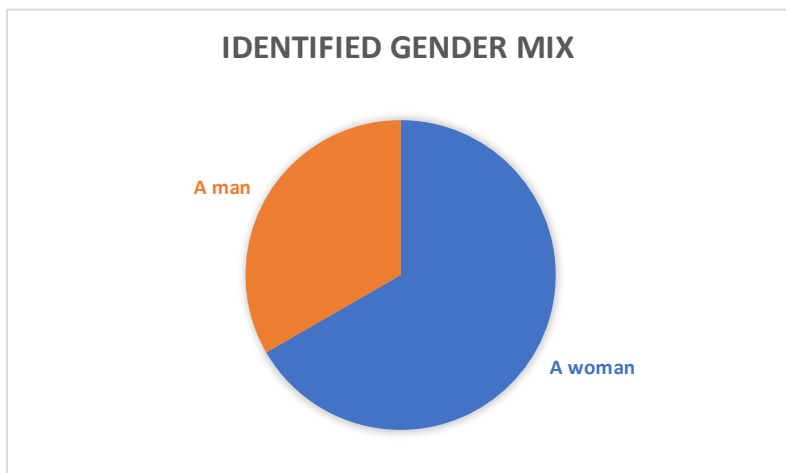
Some of the results were clearly skewed because respondents had not read the question properly where the numbers responding to secondary questions were in excess of the numbers responding affirmatively to the primary question. In these cases, the results have been treated as void and have not been included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

The firm’s staff members are based in largely in the York and Harrogate areas, although we do have one employee who lives elsewhere and is employed on a fully remote working arrangement. The demographics for York and Harrogate are 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.

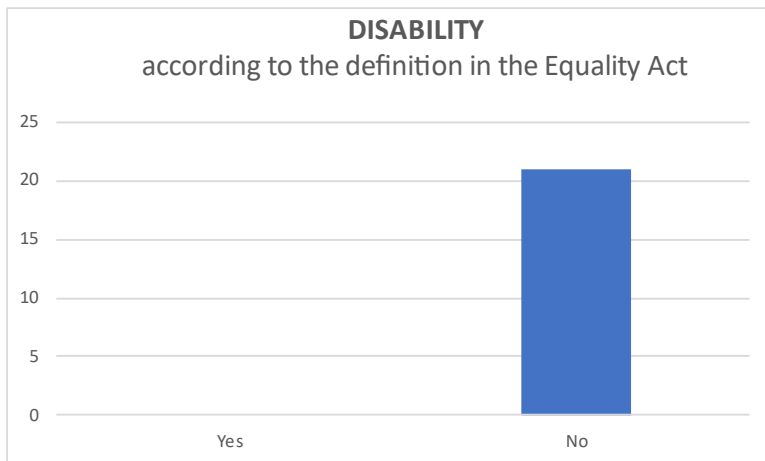
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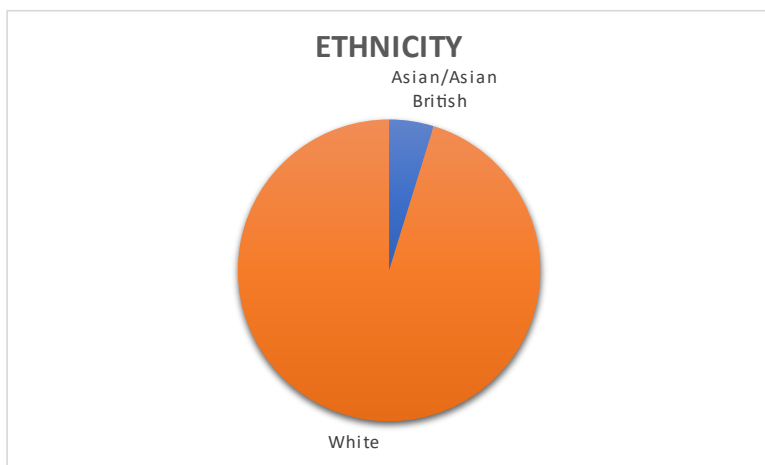
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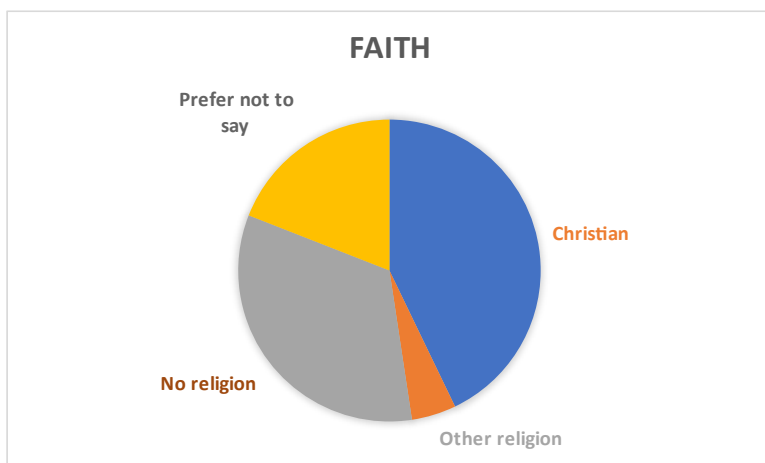
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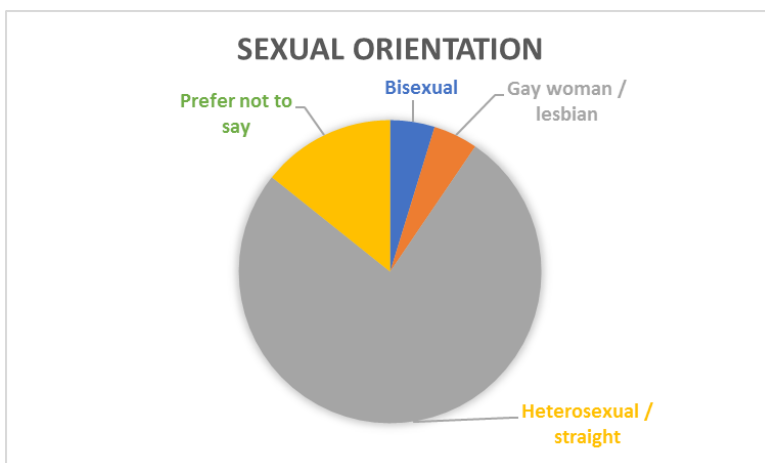
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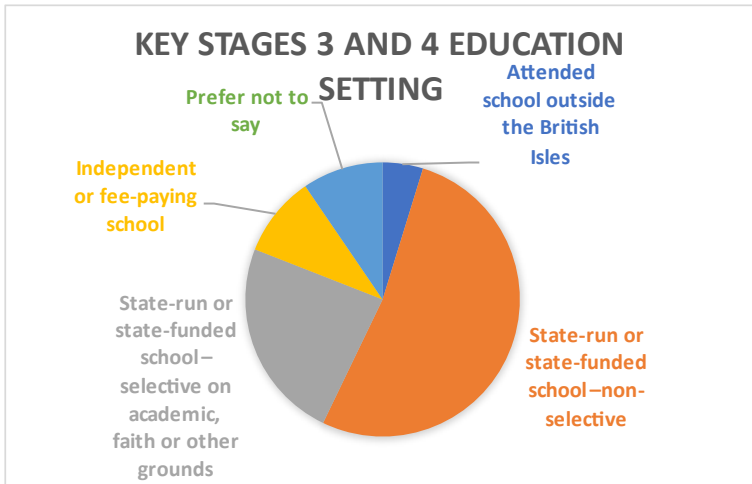
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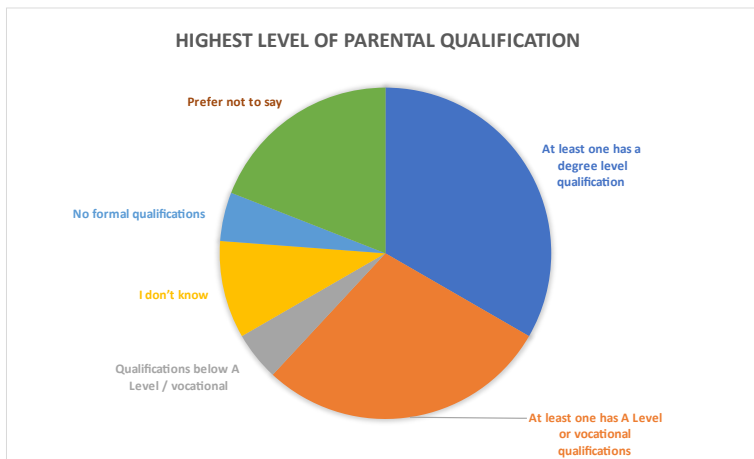
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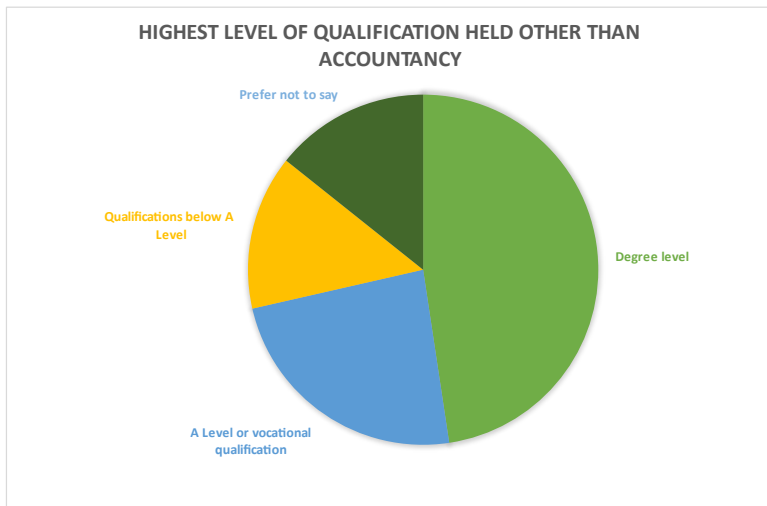
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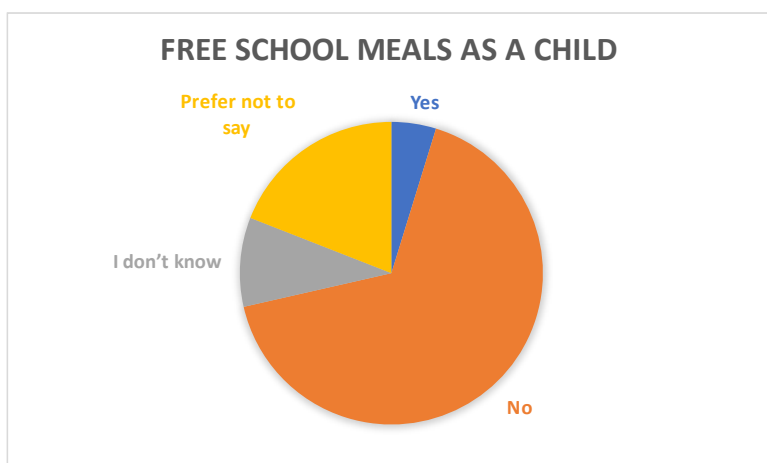
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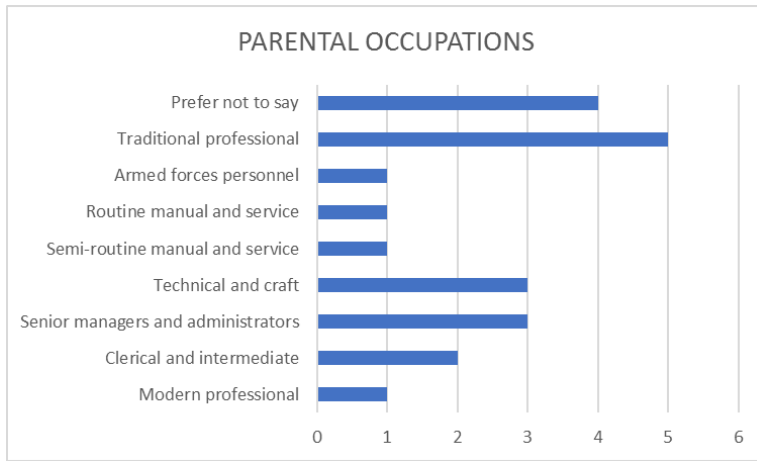
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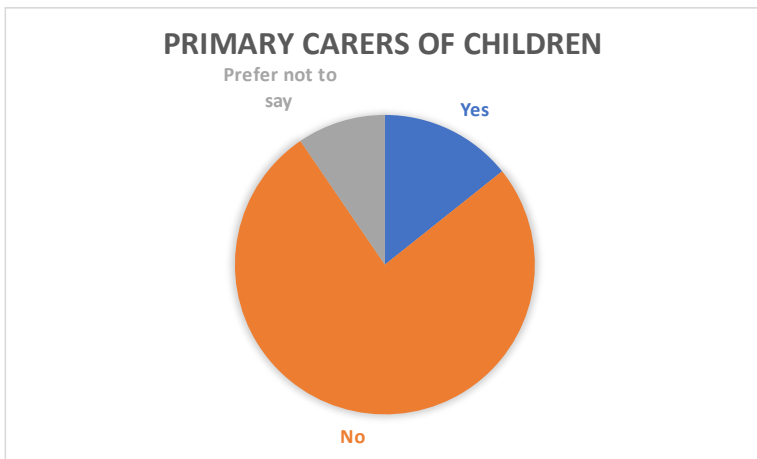
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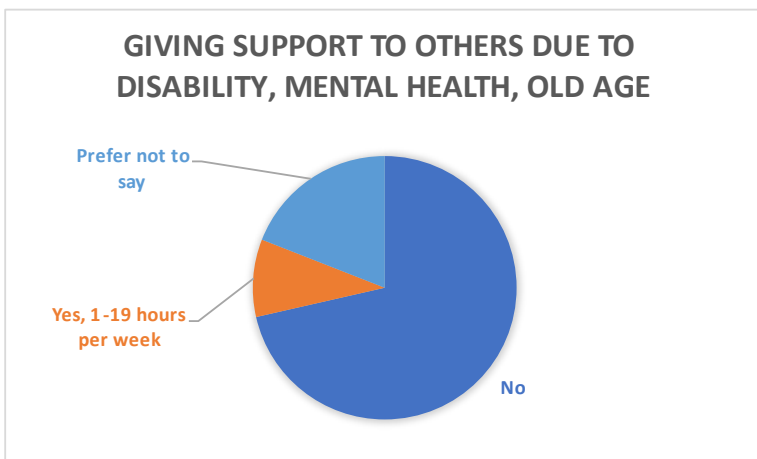
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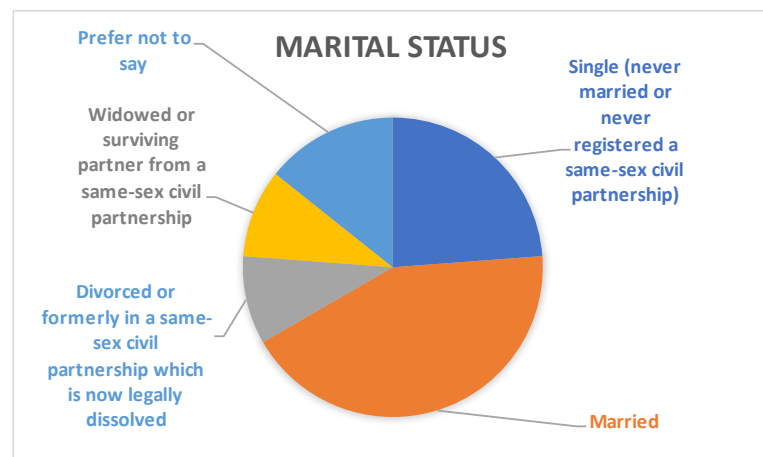
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**TAKEN MATERNITY OR PATERNITY LEAVE
WITHIN LAST FIVE YEARS**

