

DIVERSITY DATA

2022/24

This report sets out diversity data relating to the Directors and Employees of Hodgkinsons Solicitors.





DIVERSITY DATA JULY 2023

INTRODUCTION

Hodgkinsons Solicitors are an equal opportunities employer, committed to eliminating discrimination and promoting equality and diversity by the proactive management of its own policies, practices and procedures.

Hodgkinsons seeks to be fair, open and transparent at all times. Part of our transparency procedure is to publish diversity data relating to our personnel.

Set out below is a summary of our diversity data, collated as of July 2023. This data is reviewed, updated and published every 2 years.

Diversity questionnaires were forwarded to all Company employees and Directors in July 2023. All personnel were asked to complete the questionnaire.

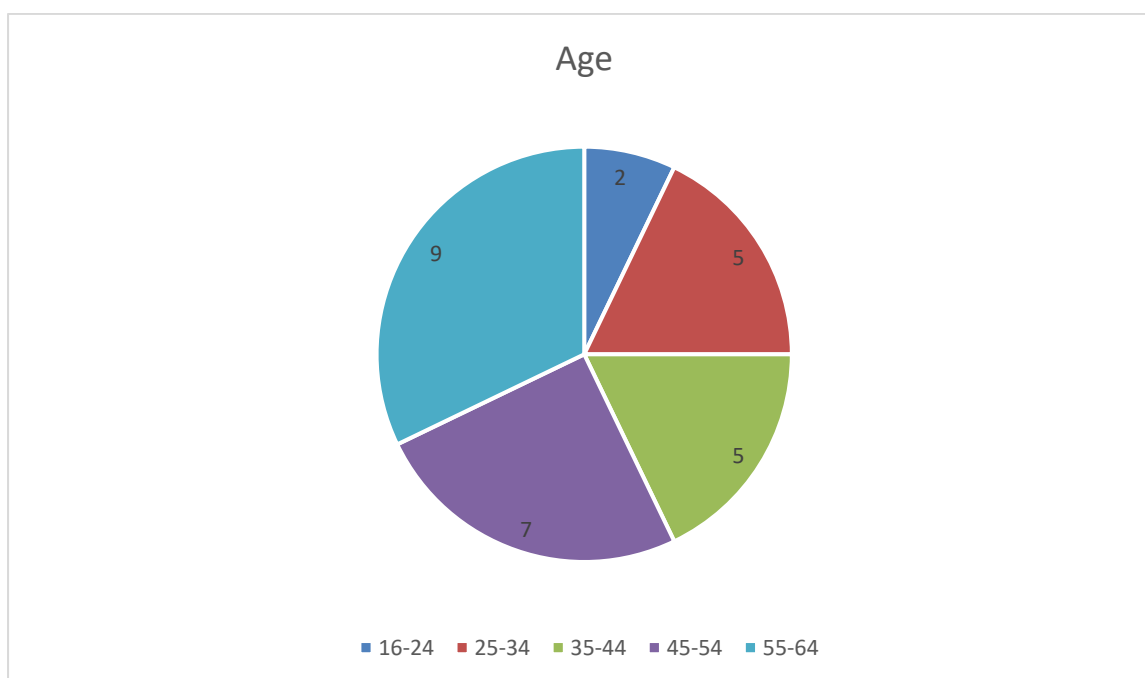
Hodgkinsons Solicitors respect the privacy rights of their personnel and therefore this report contains data relating only to those employees who wished to disclose such. Some employees chose not to disclose their data at all, or to limit the data that was submitted.

The data is correct as of the time of completion of questionnaires on 21 July 2023.

GENDER STATISTICS BASED ON RESPONSES RECEIVED

| Total Number of Responses | Total Number of Male Employees | Total Number of Female Employees |
|---------------------------|--------------------------------|----------------------------------|
| 25 | 6 | 19 |

SUMMARY OF AGE AND GENDER FOR THOSE COMPLETING THE SURVEY



Of those who responded to the survey, the age brackets were as follows: -

- Age 16 – 24 - 2 employees - 1 Male and 1 Female
- Age 25 – 34 - 5 employees - 1 Male and 4 Females
- Age 35 – 44 - 2 employees - 1 Male and 1 Female
- Age 45 – 54 - 7 employees - 2 Male and 5 Females
- Age 55 – 64 - 9 employees - 1 Male and 8 Females

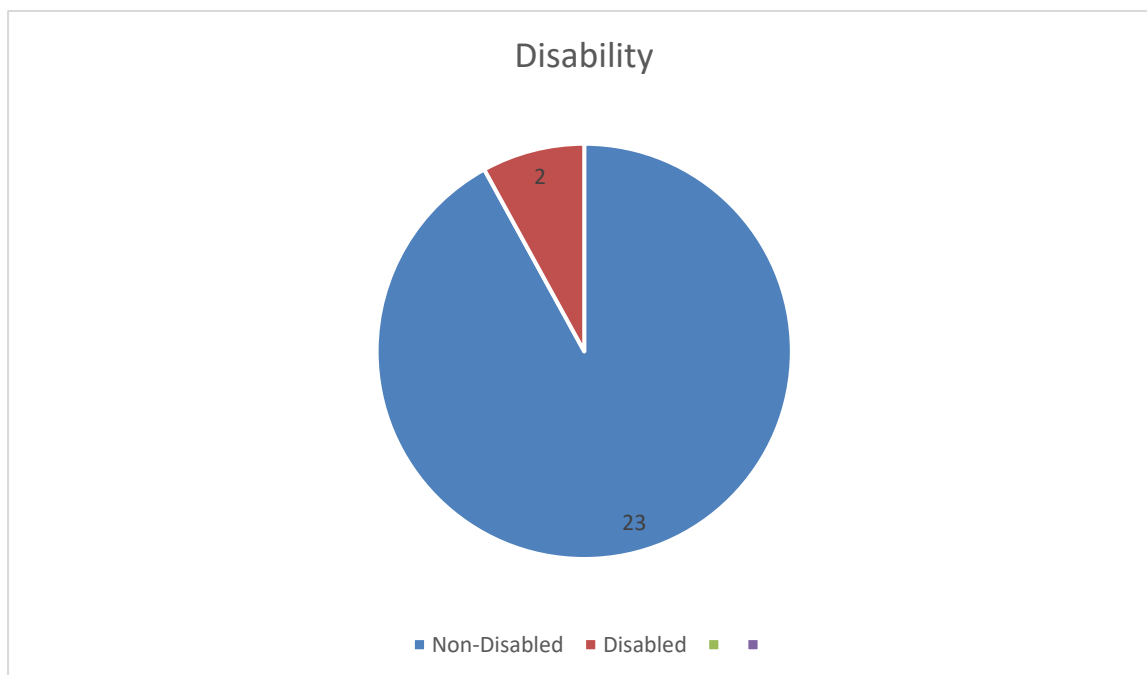
Hodgkinsons Solicitors works with local schools and colleges to provide training opportunities for young people, which includes providing short work-placement opportunities and longer-term apprenticeship training.

We employ people from age 16 and have no upper age limit.

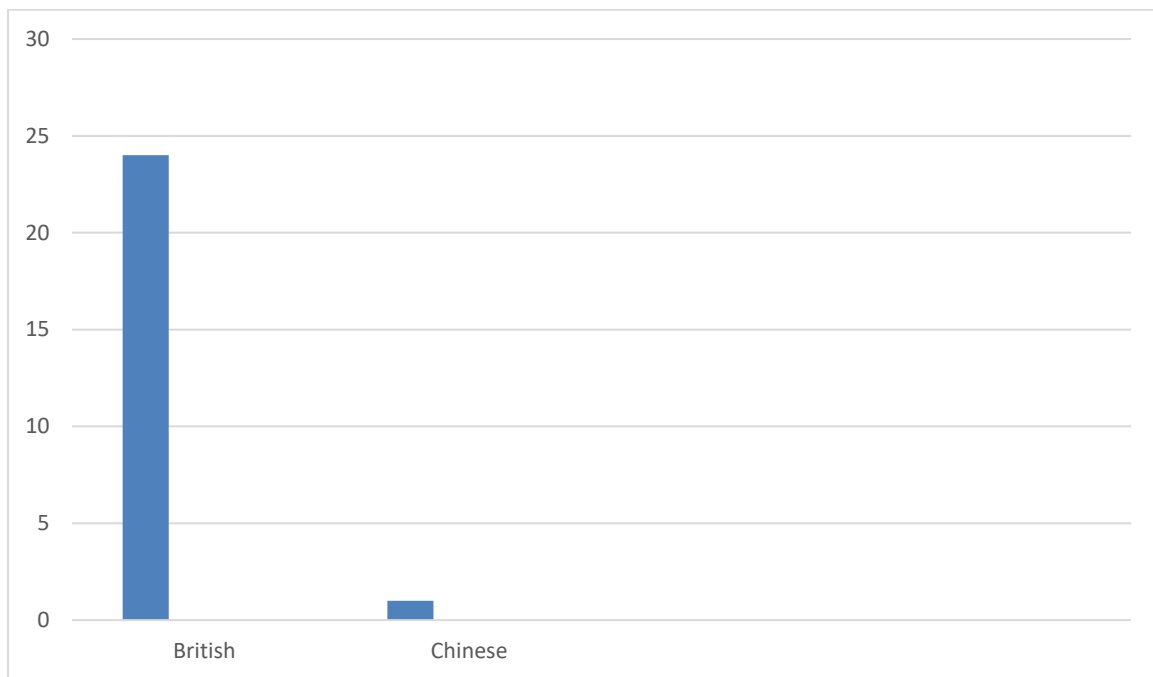
POSITIONS HELD

| Position Held | Number | Gender | Age |
|--|--------|-------------------------------|---|
| Director | 4 | 2 Male & 1 Female 1 x Male | 3 x 45 - 54 1 x 35 - 44 |
| Solicitors/Chartered Legal Executives/Legal Advisors | 9 | 2 x Male 7 x Female | 3 x 25-34 2 x 45-54 4 x 55-64 |
| Support Services | 12 | 1 x Male 11 x Female | 2 x 16-24 2 x 25-34 1 x 35-44 2 x 45-54 5 x 55-64 |

NUMBER OF DISABLED EMPLOYEES



NATIONALITY





S O L I C I T O R S

Hodgkinsons Solicitors Ltd

7 Heath Road, Skegness,
Lincolnshire, PE25 3ST

Tel: 01754 897150

Hodgkinsons Solicitors is an Equal Opportunities Employer.
If you have any queries in relation to Equality and Diversity,
please contact Marie Leary, HR Manager, at:

Email: mleary@hodgkinsons.co.uk

www.hodgkinsons.co.uk