

# HODGE JONES & ALLEN

## Diversity & Inclusion Data

### Key data about the team at Hodge Jones & Allen Solicitors

- 63% of our Management Board are female
- 64% of partners are female

### Gender Breakdown

Staff Category	Female	Male
Partners	67%	33%
Solicitors	72%	28%
Other Fee Earners	88%	12%
Business Services	68%	32%
Total Firm Breakdown	73%	27%

### Ethnicity Breakdown

Staff Category	Bangladeshi	Chinese	Indian	Pakistani	Other Asian	African	Caribbean	Other Black
Partners	2%	2%	2%	2%				
Solicitors	3.5%	2%	10.5%		2%	2%		2%
Other Fee Earners	7.5%	2.5%	5%	2.5%	12%	5%		
Business Services	3%		8%	1.5%	3%	3%		5%
Total Headcount	4%	1.5%	6.5%	1.5%	4%	2.5%		2%

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### Ethnicity Breakdown

Staff Category	White & Asian	White & Black African	White & Black Caribbean	Other Mixed	British White	Irish	Other White	Prefer Not To Say	No Response
Partners			2%	2%	29%	4%	4%	6%	45%
Solicitors				5%	38%	2%	3.5%	2%	29.5%
Other Fee Earners		2.5%		5%	29%	2.5%	5%		22%
Business Services	1.5%	1.5%	3%	1.5	38.5%	1.5%	11%		18.5%
Total Headcount	0.5%	1%	1.5%	3.5%	34%	2.5%	6%	2%	28%

### Gender Breakdown

\*Please note totals may not equal 100% due to rounding.

Age	%*
16-24	10%
25-34	35%
35-44	27%
45-54	20%
55-64	7%
65+	1%

