

HODGE JONES & ALLEN

Diversity & Inclusion Stats

Some of our key statistics are:

- 67% of our Management Board are female
- 67% of partners are female

Gender Breakdown

Staff Category	Female	Male
Partners	67%	33%
Solicitors	79%	21%
Other Fee Earners	76%	24%
Business Services	68%	32%
Total Firm Breakdown	72%	28%

Ethnicity Breakdown

Staff Category	Bangladeshi	Chinese	Indian	Pakistani	Other Asian
Partners	2%	2%	5.5%	2%	
Solicitors	2%		12.5%	2%	5.5%
Other Fee Earners	2%	2%	4%		2%
Business Services	6.5%	1.5%	9%	1.5%	9%
Total Headcount	3.5%	1.5%	8%	1.5%	5%

Ethnicity Breakdown

Staff Category	African	Caribbean	Other Black	White & Asian	White & Black African
Partners					
Solicitors	2%	2%		2%	
Other Fee Earners	4%	2%		2%	4%
Business Services	9%	3%	1.5%	5%	3%
Total Headcount	4.5%	4.5%	0.5%	1.5%	2%

HODGE JONES & ALLEN

Diversity & Inclusion Data

Ethnicity Breakdown

Staff Category	White & Chinese	White & Black Caribbean	Other Mixed	Other Ethnic Group	British White
Partners		2%	5.5%		47%
Solicitors			3.5%		45%
Other Fee Earners			4%		56%
Business Services	1.5%	1.5%		1.5%	31%
Total Headcount	0.5%	1%	3%	0.5%	43.5%

Ethnicity Breakdown

Staff Category	Irish	Other White	Prefer Not To Say	No Response
Partners	5.5%	3.5%	7%	18%
Solicitors	2%	8.5%	2%	12%
Other Fee Earners	4%	10%		4%
Business Services		12%		8.5%
Total Headcount	2.5%	9%	2%	10.5%

Age distribution of partners and employees across the whole firm

Age	%*
16-24	11.5%
25-34	36.5%
35-44	23%
45-54	19.5%
55-64	9%
65+	1%

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

