

# HODGE JONES & ALLEN

## Diversity & Inclusion Stats

### Some of our key statistics are:

- 63% of our Management Board are female
- 75% of partners are female

### Gender Breakdown

Staff Category	Female	Male
Partners	75%	25%
Solicitors	81%	19%
Other Fee Earners	76%	24%
Business Services	73%	27%
Total Firm Breakdown	76%	24%

### Ethnicity Breakdown

Staff Category	Bangladeshi	Chinese	Indian	Pakistani	Other Asian
Partners	4%	2%	8%	2%	
Solicitors	2%		5%	5%	5%
Other Fee Earners	2%	2%	10%	6.5%	3%
Business Services	8%		14%	8%	5%
Total Headcount	4%	1%	10%	6%	4%

### Ethnicity Breakdown

Staff Category	African	Caribbean	Other Black	White & Asian	White & Black African
Partners			2%	2%	
Solicitors	5%	2%		4%	2%
Other Fee Earners	1.5%			1.5%	
Business Services	4.5%	1.5%		1.5%	1.5%
Total Headcount	3%	1%	0.5%	2%	1%

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## Diversity & Inclusion Data

### Ethnicity Breakdown

Staff Category	White & Chinese	White & Black Caribbean	Other Mixed	Other Ethnic Group	British White
Partners		2%	2%	2%	41%
Solicitors		2%		3.5%	46%
Other Fee Earners			1.5%		63.5%
Business Services		1.5%	9%		26%
Total Headcount		1.5%	3.5%	1.5%	44%

### Ethnicity Breakdown

Staff Category	Irish	Other White	Prefer Not To Say	No Response
Partners	6%	3%	2%	20%
Solicitors	5%	6%	2%	7%
Other Fee Earners	2%	5%	2%	
Business Services		6.5%	2%	5%
Total Headcount	3%	15%	2%	7%

### Age distribution of partners and employees across the whole firm

Age	%*
16-24	18.5%
25-34	36%
35-44	18%
45-54	18%
55-64	8.5%
65+	2%

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

