

Equality and Diversity

Our Values

We are proud of our culture and the values we stand for at Minster Law. We stand together through a shared purpose and allow our creativity to flourish. We believe in having courageous conversations and ask ourselves how we can do better. We ultimately recognise that the difference between what is difficult and what is possible can be achieved by working together.

Our Commitment to Equality, Diversity and Inclusion

We believe that equality, diversity, and inclusion (EDI) is integral to a successful working environment. Our colleagues bring with them an incredible diversity of viewpoints, beliefs and attitudes which enrich our business.

Our EDI Committee

Our EDI committee is a colleague-led, CEO sponsored group who act as a communication channel with the Leadership Team, our colleagues and communities. Our group is passionate about creating an inclusive and supportive workplace and culture where everyone can be true to themselves and reach their full potential.

Our Key Commitments

- ▶ We are an organisation that actively oppose all forms of discrimination.
- ▶ We work continuously to educate ourselves on and promote equality and diversity across our business.
- ▶ We engage in conversation and actively try to eliminate all obstacles to opportunities faced by those in and out of the firm. We work to recruit, sustain and promote diverse talent.
- ▶ We shall ensure that every colleague feels valued and has a sense of belonging at Minster Law.

Our People

We have recently undertaken a diversity data collection exercise. This survey was voluntary and so the following data represents the responses received.

Our Ages

	% of responders
16-24	7
25-34	38
35-44	31
45-54	18
55-64	5
Prefer not to say	1

Our Ethnicity

	% of responders
African	1
Any other mixed / multiple ethnic background	1
British / English / Welsh / Northern Irish / Scottish	85
Any other white background	6
Indian	1
Irish	1
Pakistani	2
White and Asian	1
White and Black Carribean	1
Prefer not to say	2

Our Gender

	% of responders
Female	61
Male	37
Other preferred description	1
Prefer not to say	1

Our Educational Background

	% of responders
Attended school outside the UK	3
Independent fee paying school	1
Independent fee paying school with a bursary	1
State run / funded school with selective admission	27
Non selective state run / funded school	66
Don't know	1
Prefer not to say	1

Our Sexuality

	% of responders
Bi	2
Gay / Lesbian	2
Heterosexual	92
Other	2
Prefer not to say	2

Our Religion

	% of responders
Christian	39
Hindu	1
Muslim	4
Any other religion / belief	5
No religion / belief	51
Prefer not to say	2

Colleagues who are primary carers for someone under the age of 18

	% of responders
Yes	44
No	55
Prefer not to say	1

Colleagues who consider themselves disabled according to the definition outlined in the Equality Act

	% of responders
Yes	9
No	88
Prefer not to say	2

Colleagues who look after or care for someone with long term physical or mental ill health

	% of responders
Yes	11
No	86
Prefer not to say	3