

DIVERSITY DATA FOR THE DM PARTNERSHIP COLLECTED JUNE 2023

As a firm we are committed to eliminating unlawful discrimination and to promoting equality and diversity within our policies, practices and procedures. This applies to our professional dealings with staff, clients and others.

We treat everyone equally and with the same attention, courtesy and respect regardless of:

- sex (including pregnancy, maternity and paternity)
- marital or civil partnership status
- gender reassignment
- sexual orientation
- race or racial group (including colour, nationality and ethnic or national origins)
- religion or belief
- age (or perceived age)
- caring responsibility or
- disability (past or present)

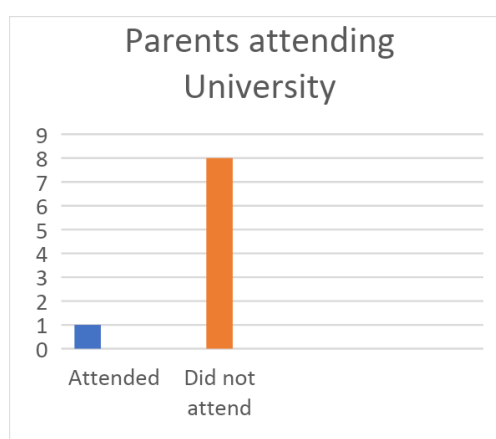
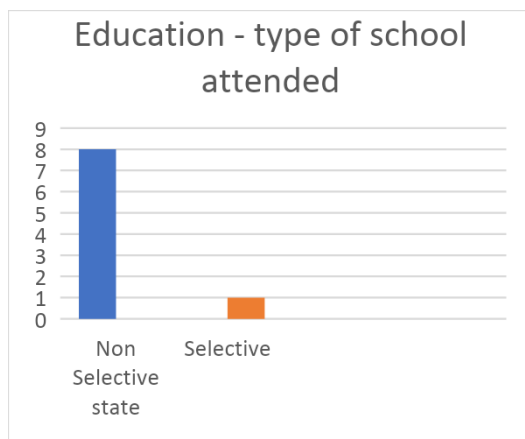
We take all reasonable steps to ensure that the firm and its staff do not unlawfully discriminate, or are discriminated under:

- the Equality Act 2010
- the Employment Rights Act 1996
- the Human Rights Act 1998
- the Part-Time Workers (Prevention of Less Favourable Treatment) Regulations 2000
- the Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations 2000
- the Work and Families Act 2006
- the Civil Partnership Act 2004 and

The DM Partnership is a small Solicitors practice and so, to protect anonymity and comply to Data Protection, we are only able to publish a summary of our diversity data.

Members of the Firm

- Gender. 89% of the roles in the firm are female.
- There are no disabled (as defined by the equality act 2010) in the firm.
- Only one member of the firm is the primary carer for a child under 18.
- No members of the firm are long term carers.

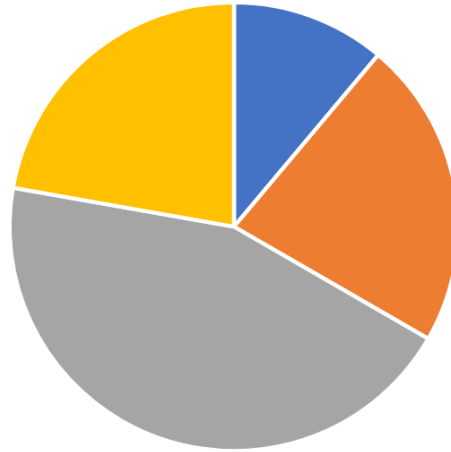


Roles in the Firm



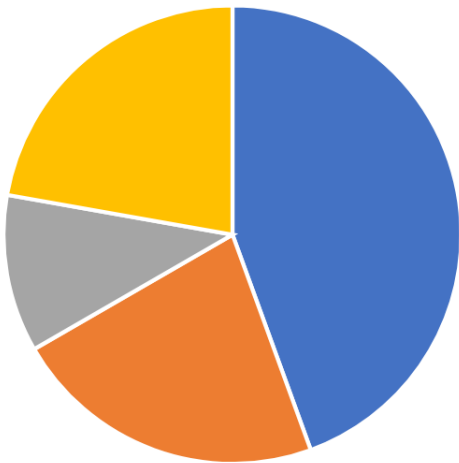
- Partners
- Solicitors not Partners
- Other Fee Earners
- Support
- Managerial

Age



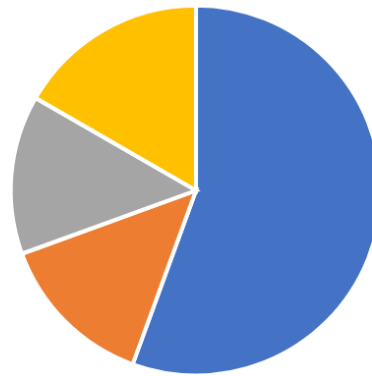
- 25-34
- 45-54
- 55-64
- 65+

Religious Belief



- Christian
- Hindu
- Muslim
- Sikh

Sales



- Indian
- Pakistani
- White and Black African
- British/English