

Equality and Diversity Policy

Stevens Defence LLP 2025

At Stevens Defence we value diversity, inclusion and equality.

Our Policy on Discrimination, Equality and Diversity covers all professional dealings by our personnel with clients, other solicitors, barristers and third parties. It also extends to the recruitment, training and promotion of people within the practice. It is important to us that all that come into contact with us feel welcomed and supported and are not discriminated against on the grounds of their race or racial group (including colour, nationality and ethnic or national origins), gender (including marital or civil-partnership status, gender reassignment, pregnancy, maternity and paternity), sexual orientation, religion or belief, age or disability.

Each year all our personnel are asked to participate in an Equality and Diversity survey to update our diversity data and in our most recent survey in June 2025 32 out of 44 staff members participated. We have chosen to publish our diversity data on our website and this is regularly updated.

Breakdown of staff roles and genders		
Role category	Male	Female
Full equity Partner	1	1
Salaried or partial equity	1	0
Solicitor (Not Partner)	2	3
Other Fee Earning role	1	5
Role directly supported by a fee earner	0	11
Managerial role	0	3
IT/HR/other corporate services role	0	1
Barrister	0	0
CILEX	0	1
PNTS	1	
NO ANSWERS	1	
Did not complete the survey	12	

Age

Breakdown of staff age	
Age category	
16 - 24	7
25 - 34	0
35 - 44	7
45 - 54	9
55 - 64	7
65+	0
PNTS	1
DID NOT ANSWER	1
Did not complete the survey	12

Ethnicity

Breakdown of ethnicity	
Ethnic group	
White (British/English/Welsh/Northern Irish/Scottish)	28
Asian / Asian British - Indian	2
Asian / Asian British - Pakistani	0
PNTS	1
DID NOT ANSWER	1
Did not complete the survey	12