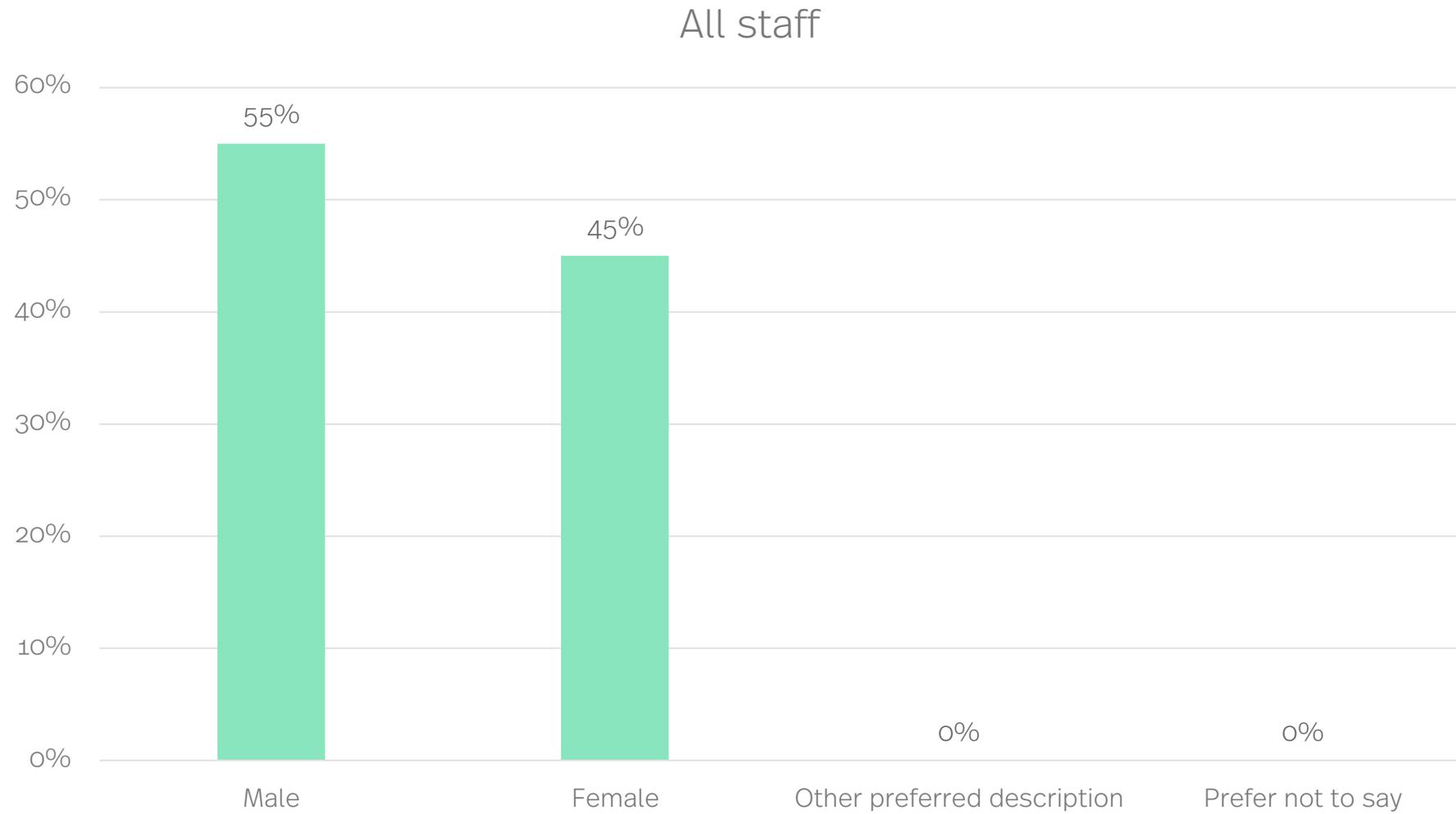


# Belgium Diversity Audit Results 2025

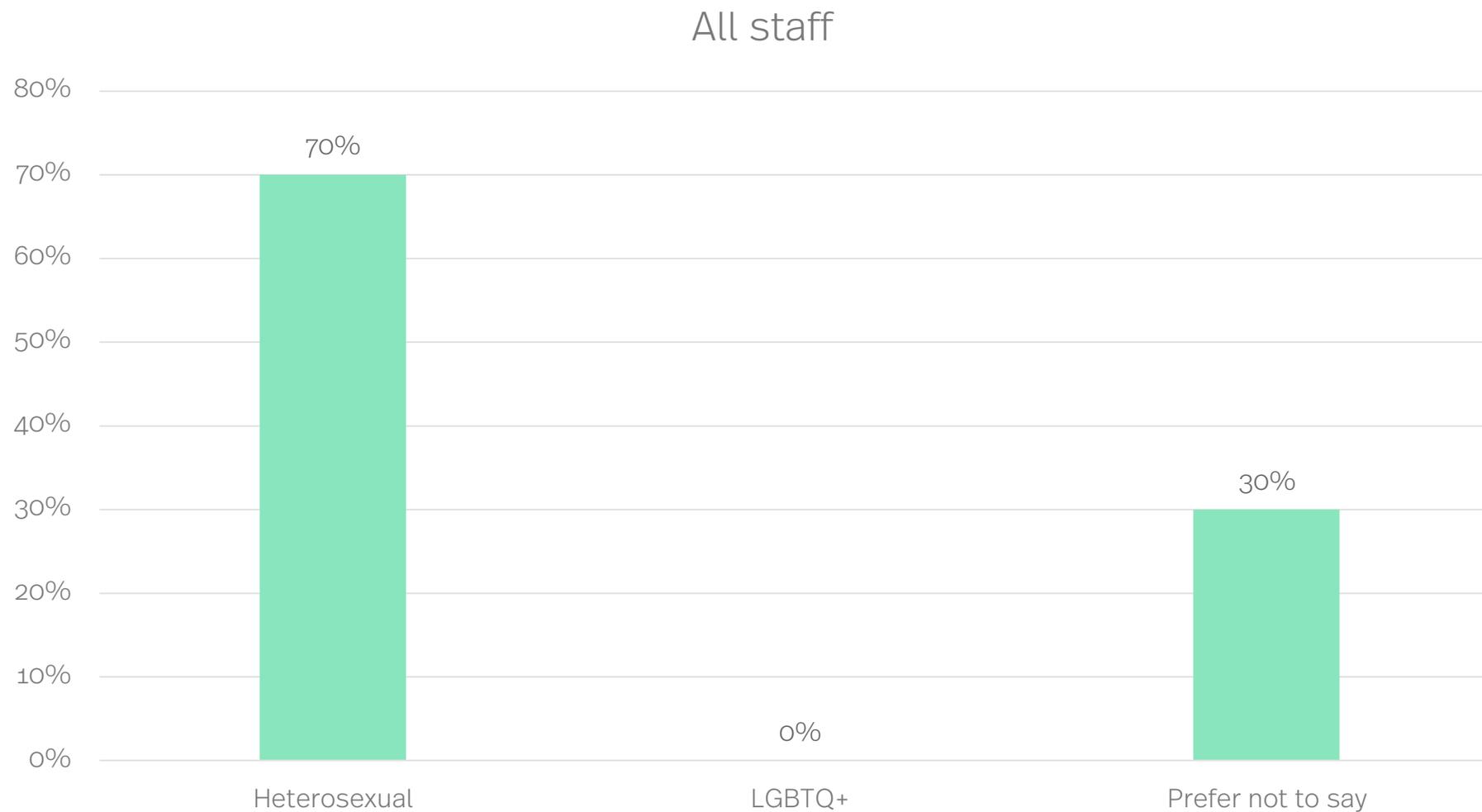
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[DElteam@simmons-simmons.com](mailto:DElteam@simmons-simmons.com)

Data reported represents those who completed the 2025 Belgium Diversity Audit.  
The Belgium completion rate for 2025 is 67%.

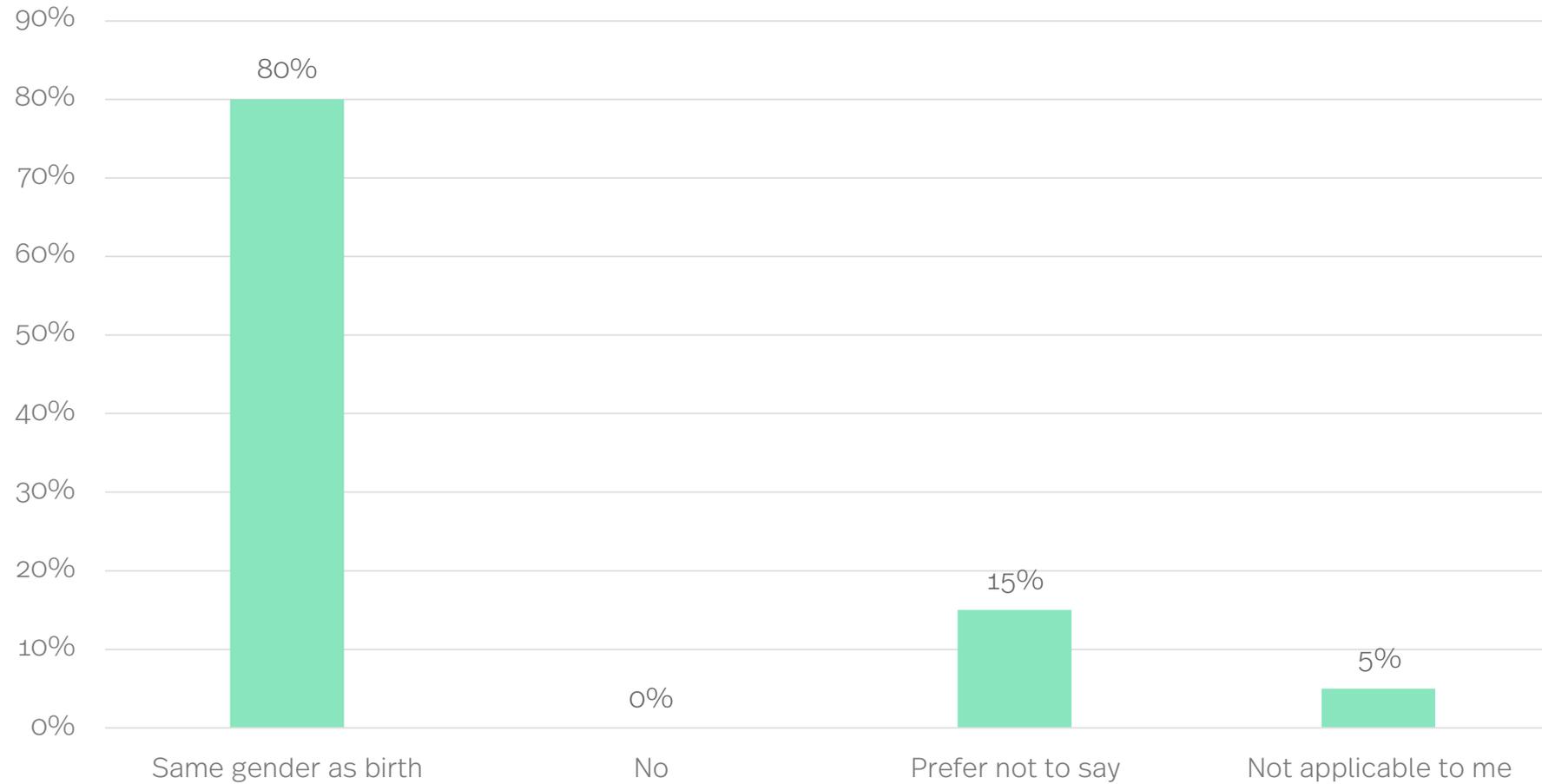


# Sexual orientation

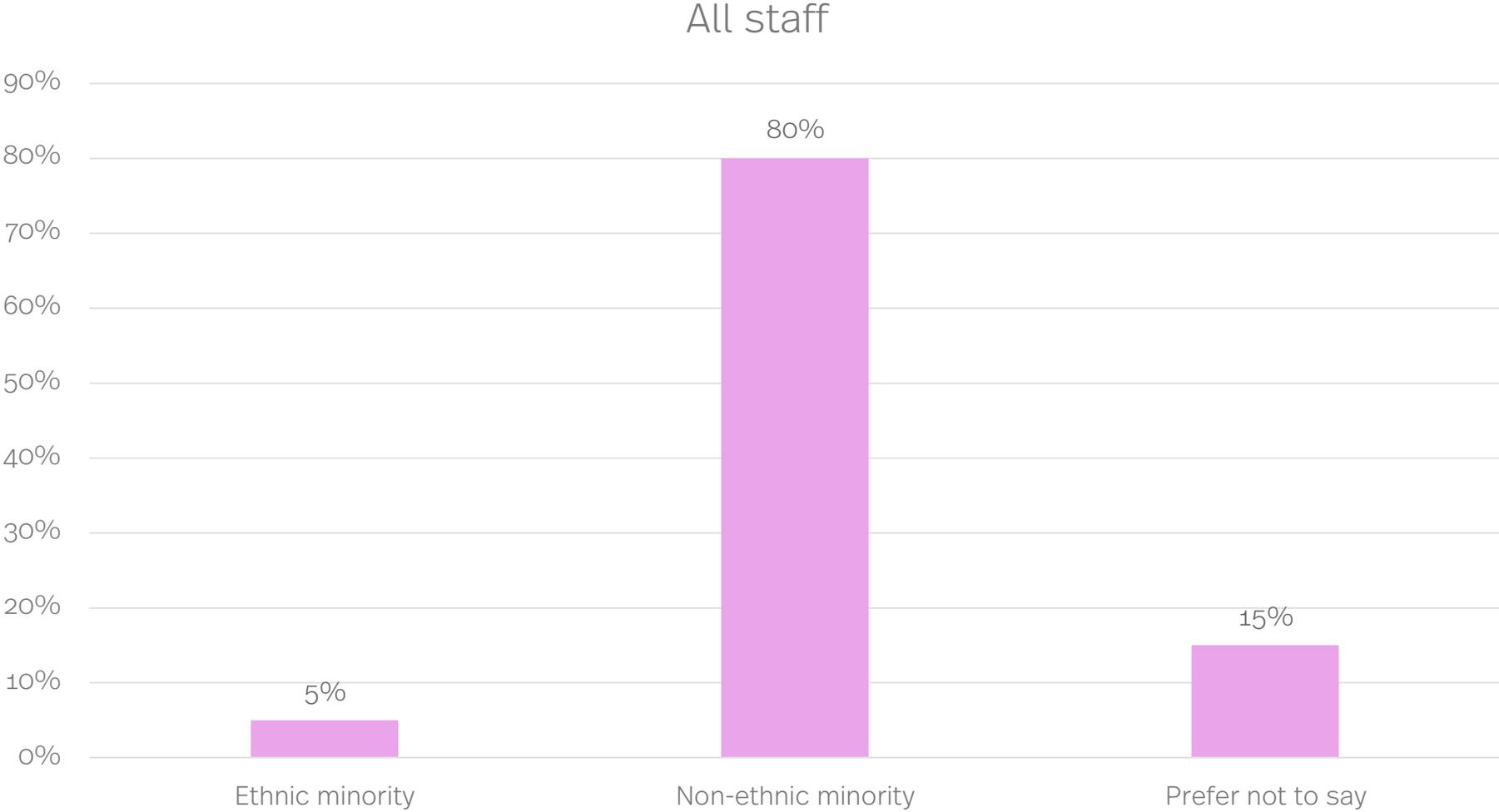


Is the gender you identify with (if any) the same as your sex at birth?

All staff



# Ethnicity



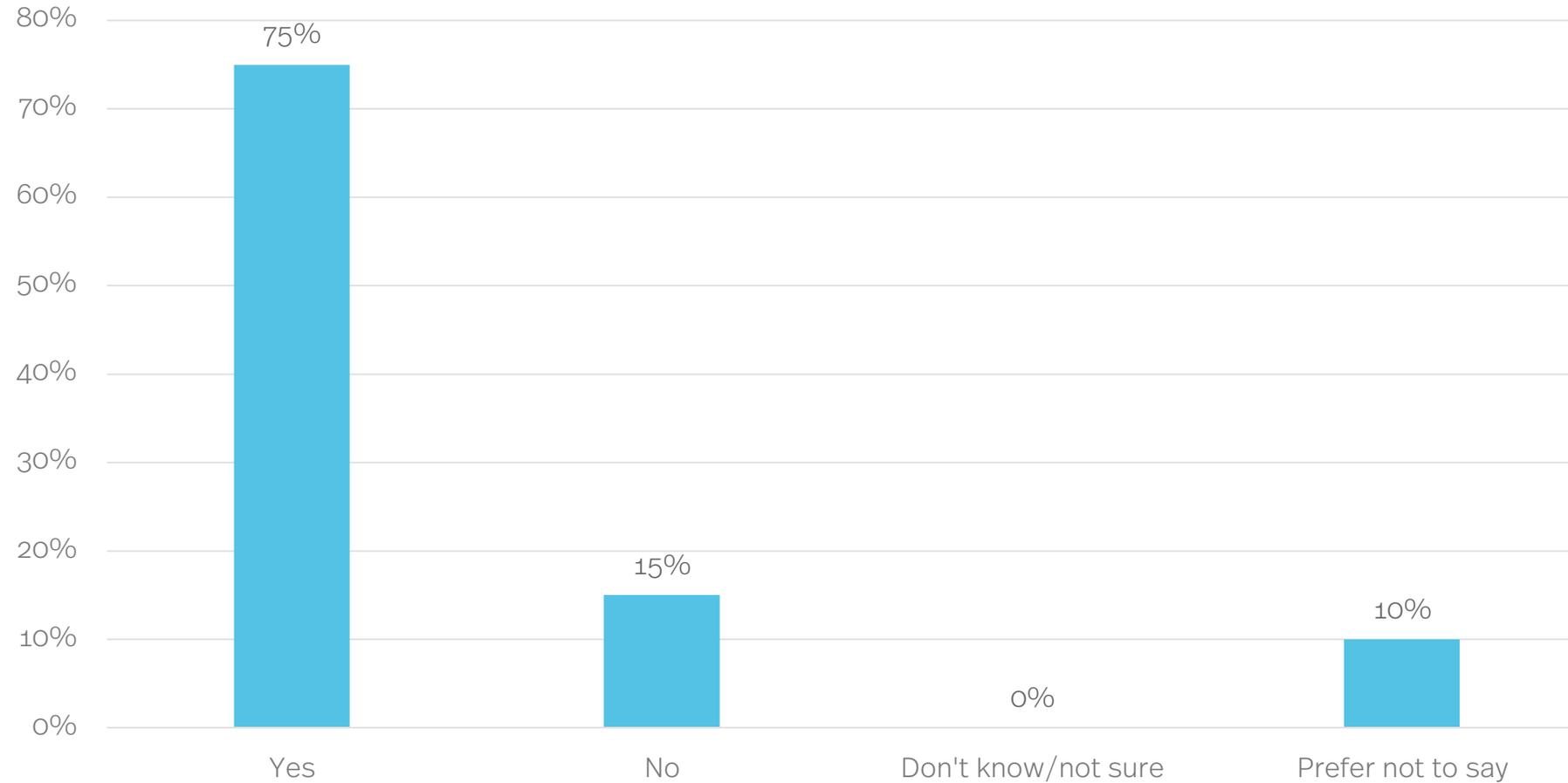
NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other mixed / multiple ethnic background), Other – any other ethnic group).

# Socio-economic diversity



Did either of your parents attend university by the time you were 18?

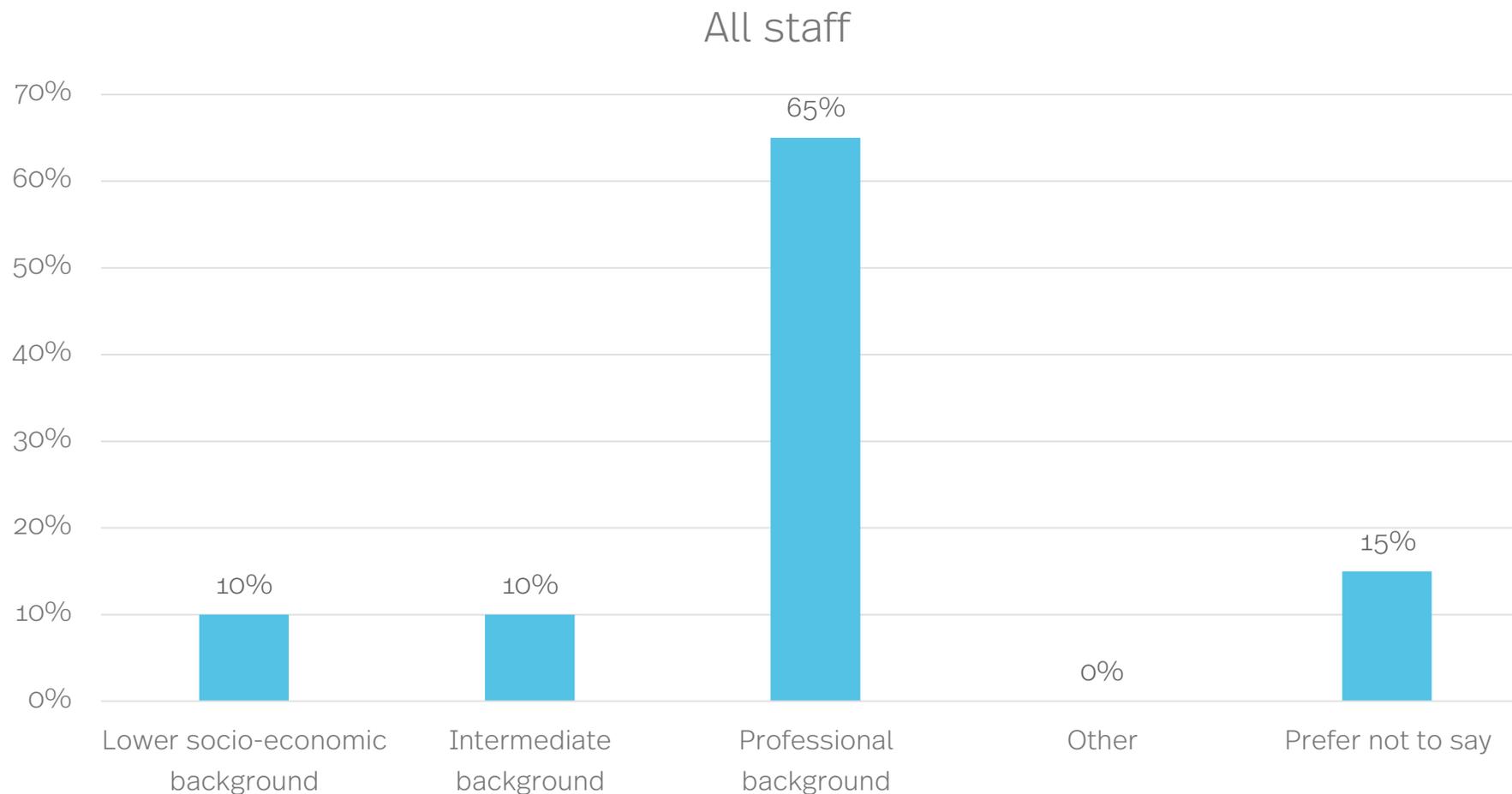
All staff



# Socio-economic diversity



What was the occupation of your main household earner when you were about 14?



Lower socio-economic background: Option 4 (Technical and craft operations), Option 5 (Routine, semi-routine, manual and service occupations), Option 7 (Long term unemployed)

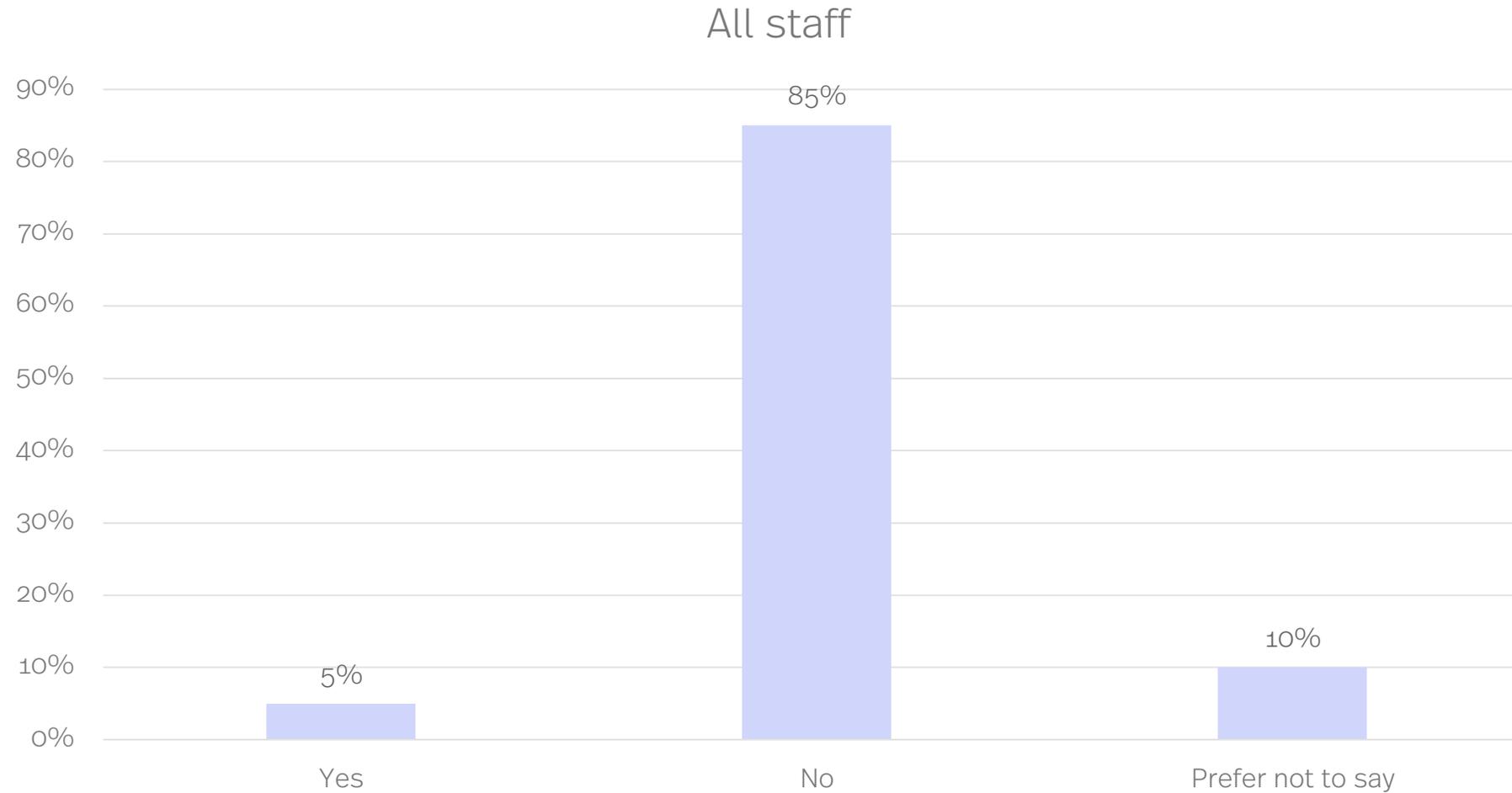
Intermediate background: Option 3 (Clerical and intermediate occupations), Option 6 (Small business owners who employed less than 25 people)

Professional background: Option 1 (Modern professional and traditional professional occupations), Option 2 (Senior, middle or junior managers or administrators)

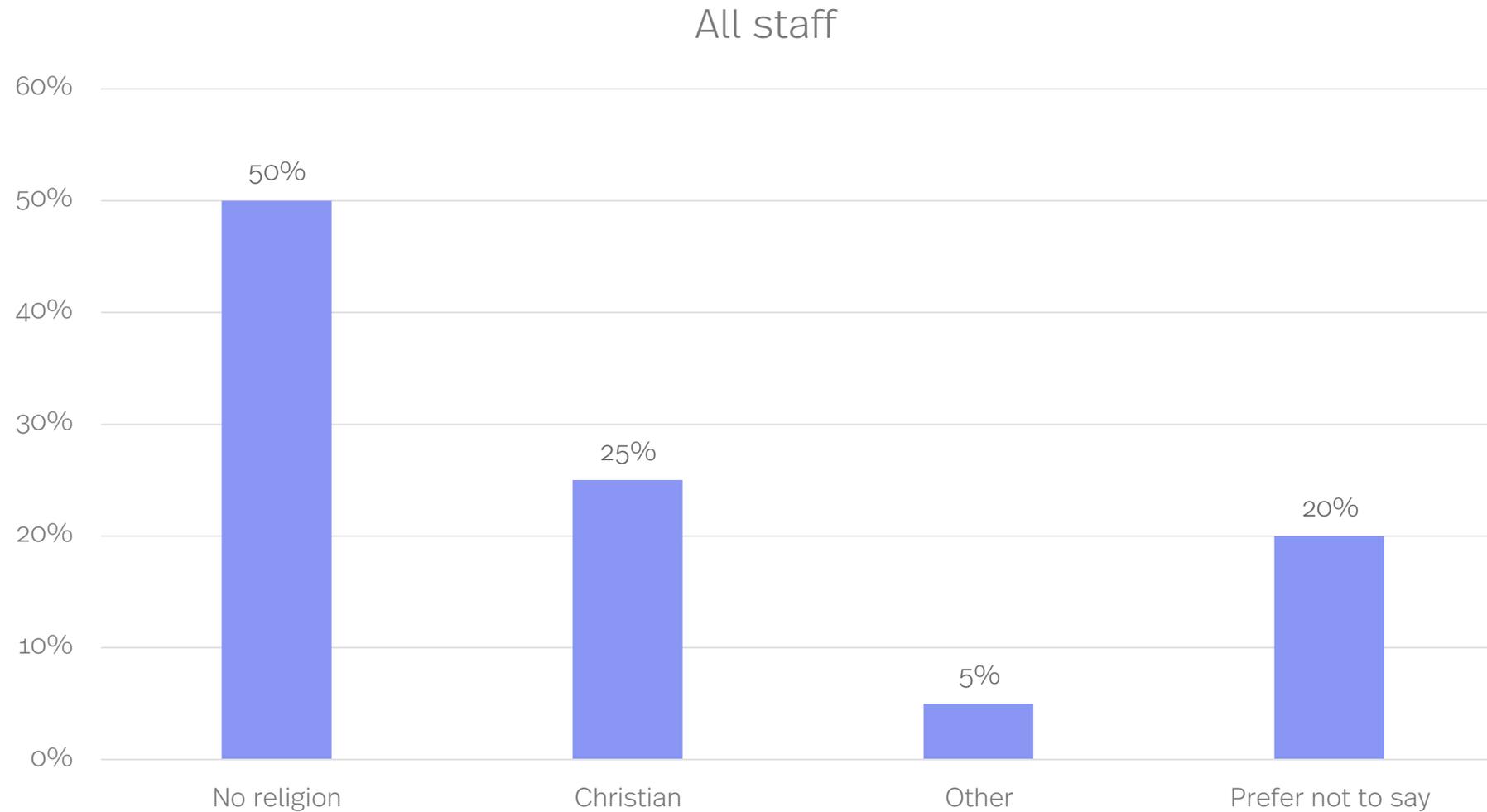
Other: Option 8 (Retired, this question does not apply to me, I don't know)

# Neurodiversity

Are you neurodiverse?



# Religion and belief

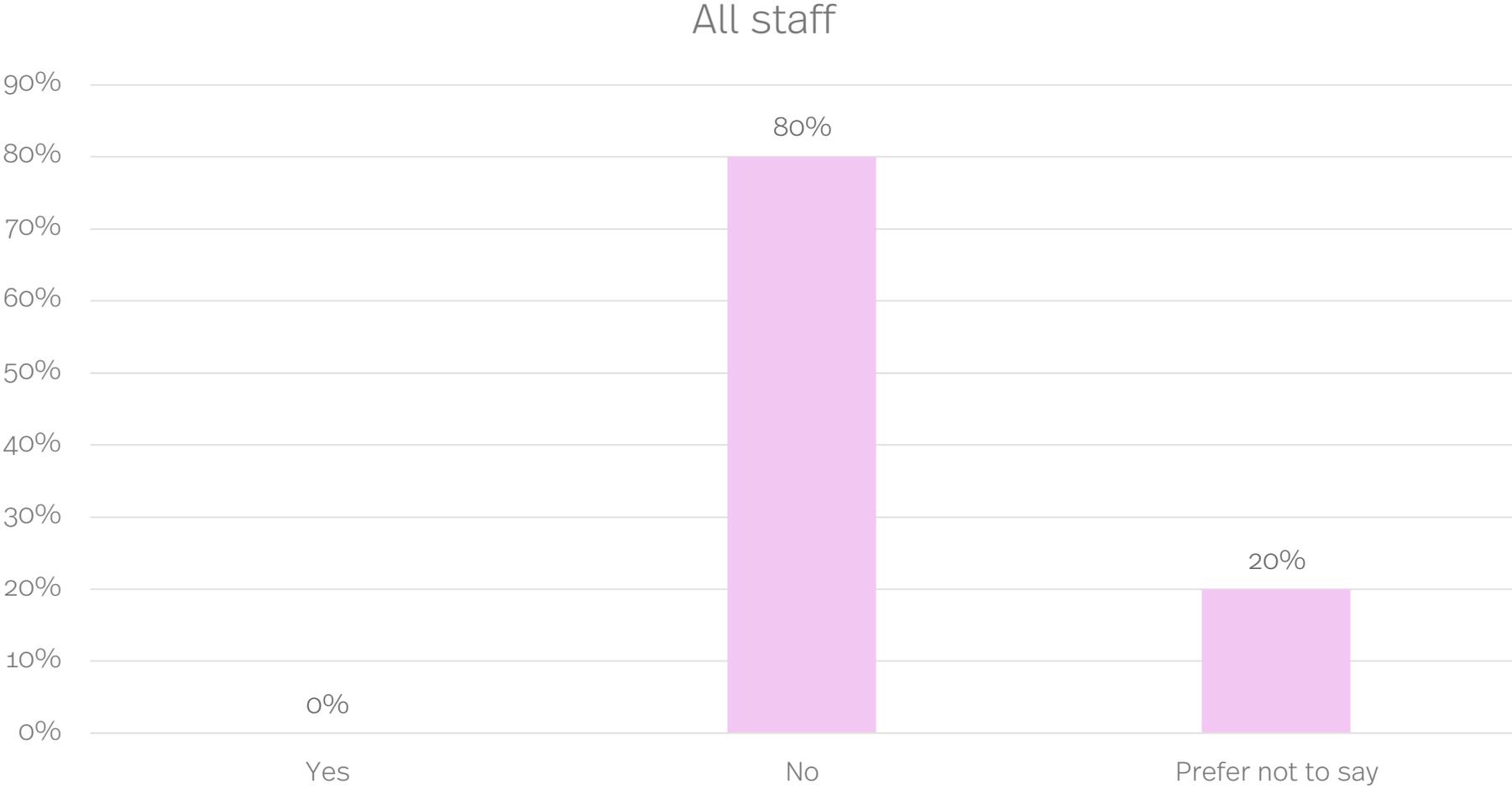


- NB:
- 'No Religion' includes Atheists.
  - 'Christian' includes Church of England, Catholic, Protestant, and all other Christian denominations.
  - Other includes Buddhist, Hindu, Jewish, Muslim (including Shia(h), Sunni, and all other Muslim denominations).

# Disability



Do you have a disability or a long standing health issue?

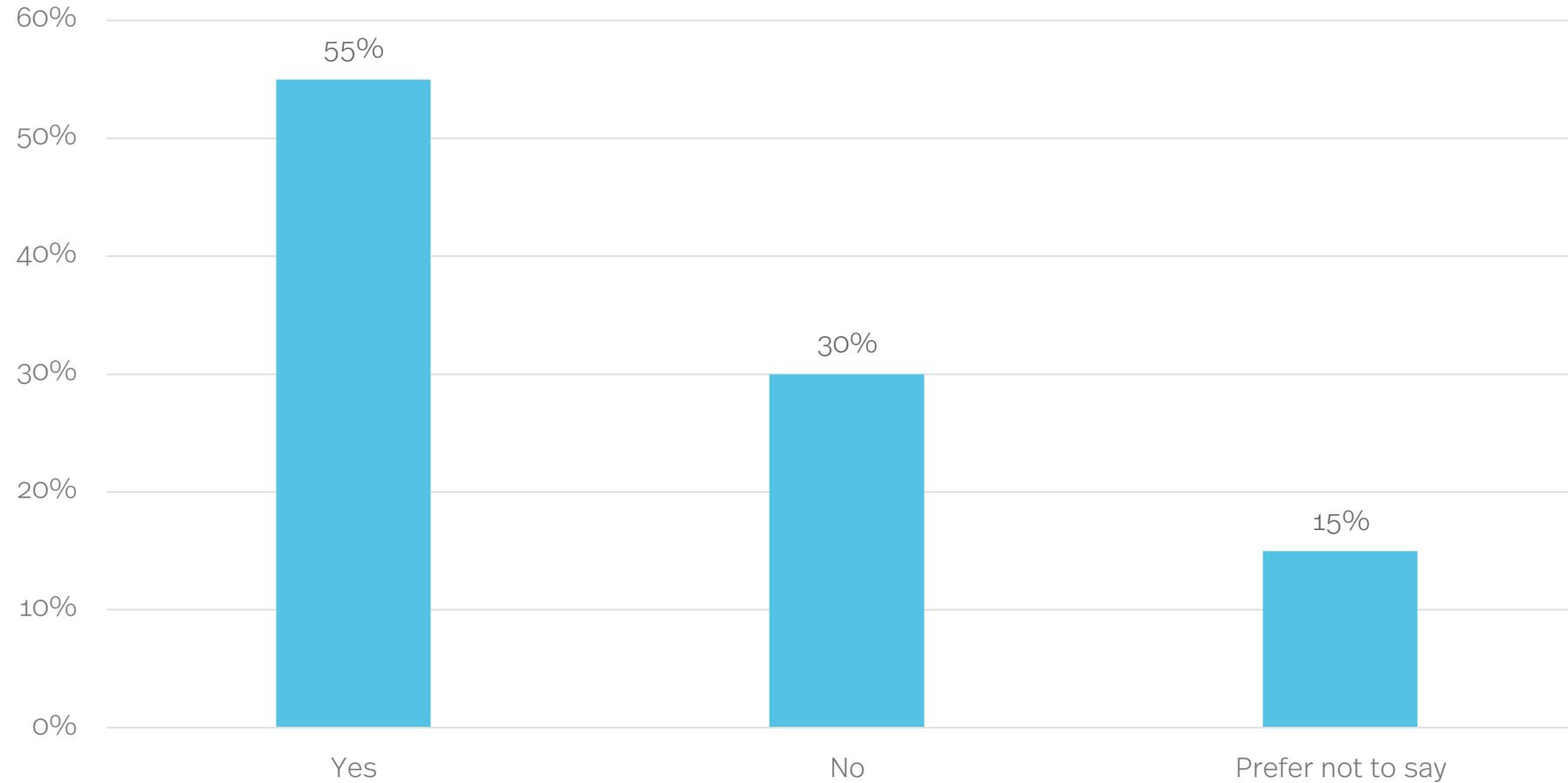


# Caretaking responsibilities



Are you the primary carer for a child or children under 18?

All staff

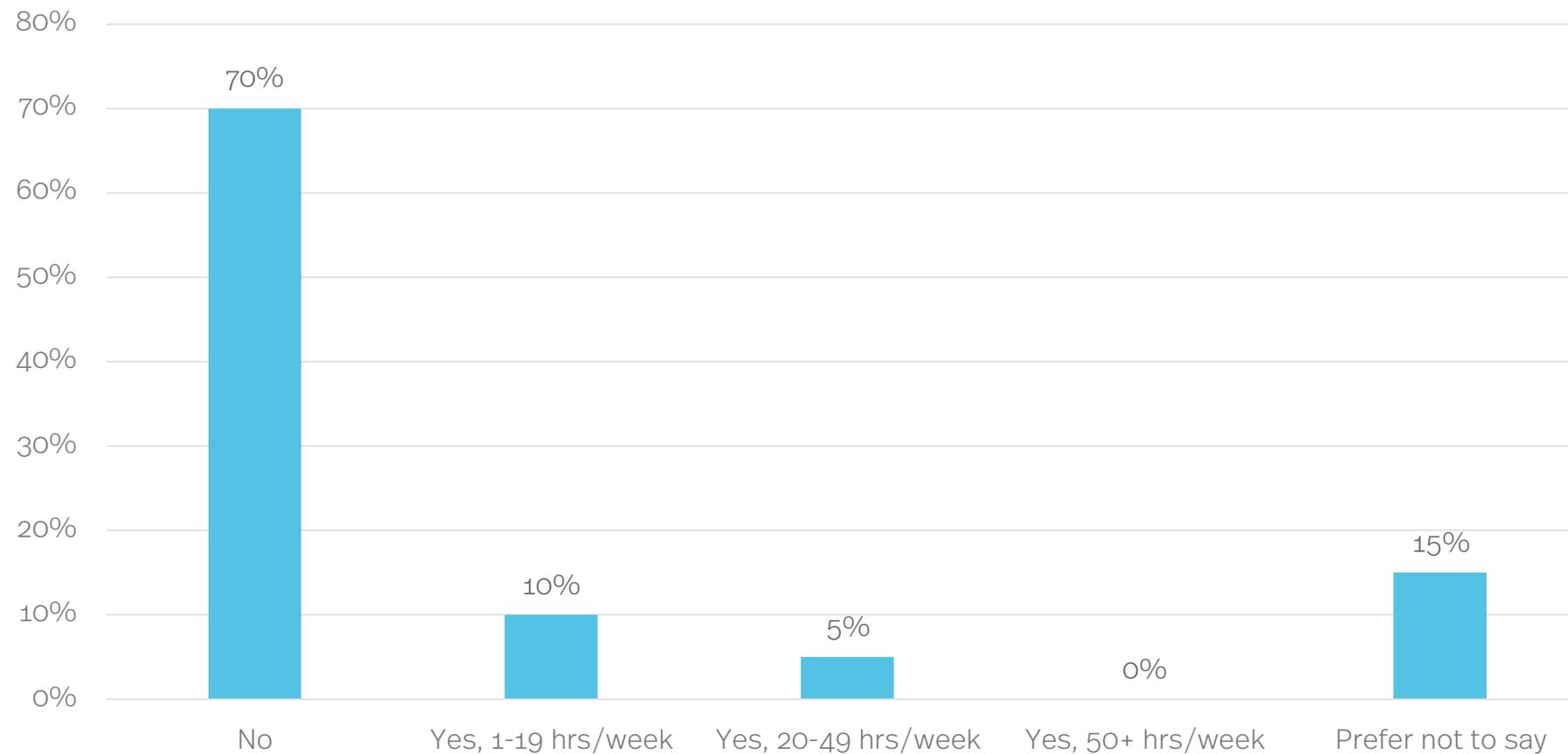


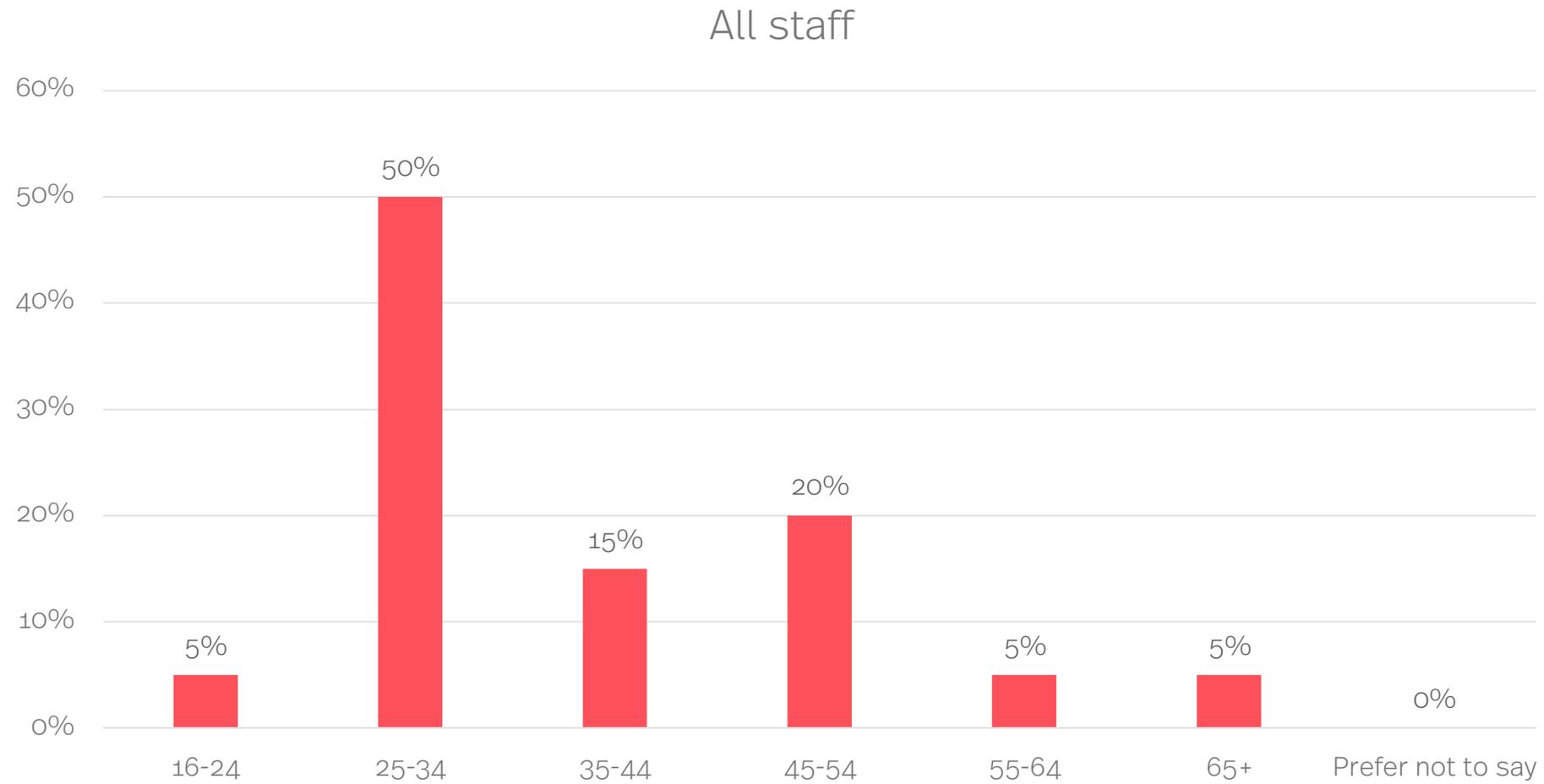
# Caretaking responsibilities



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

All staff





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