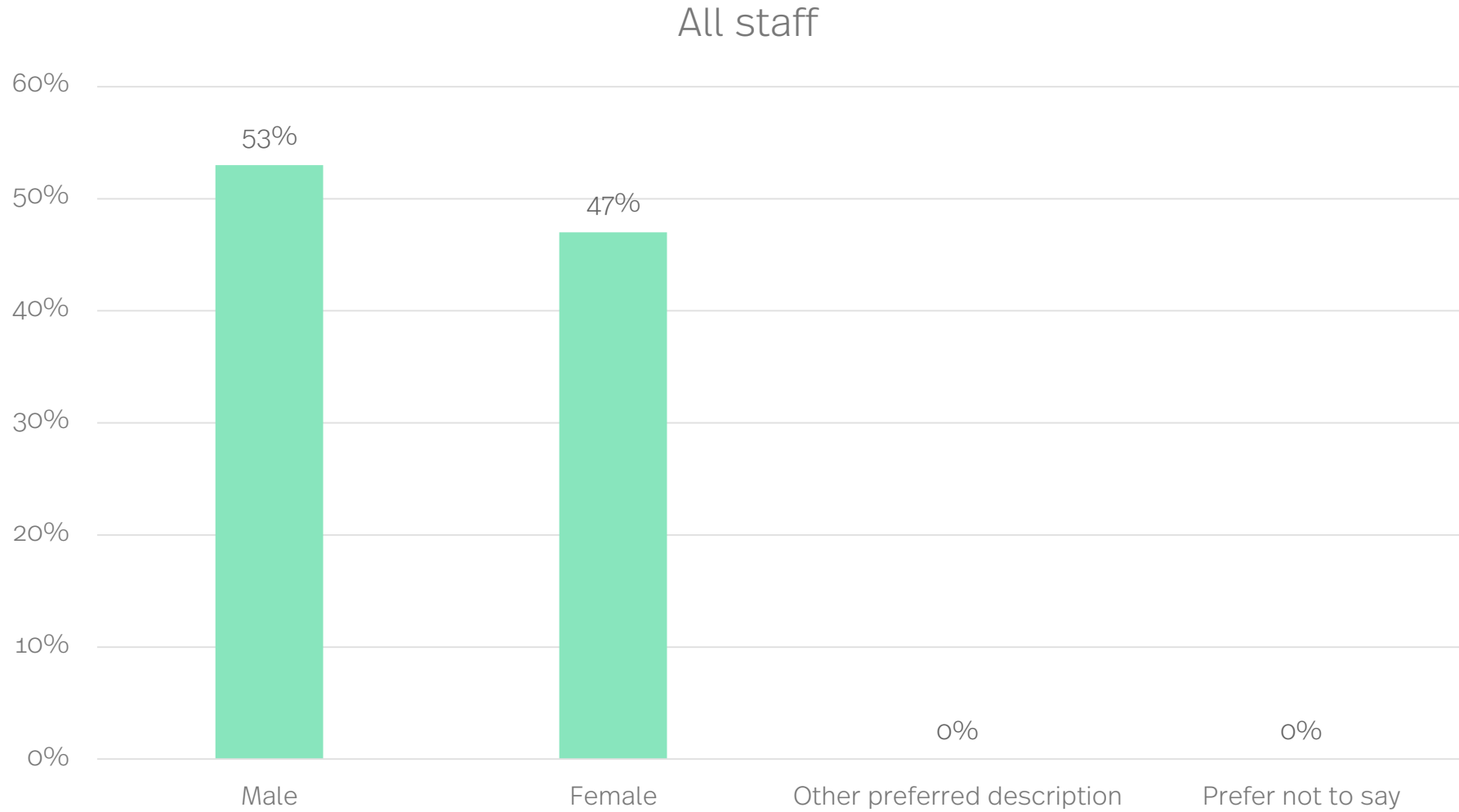


Belgium Diversity Audit Results 2026

DEIteam@simmons-simmons.com

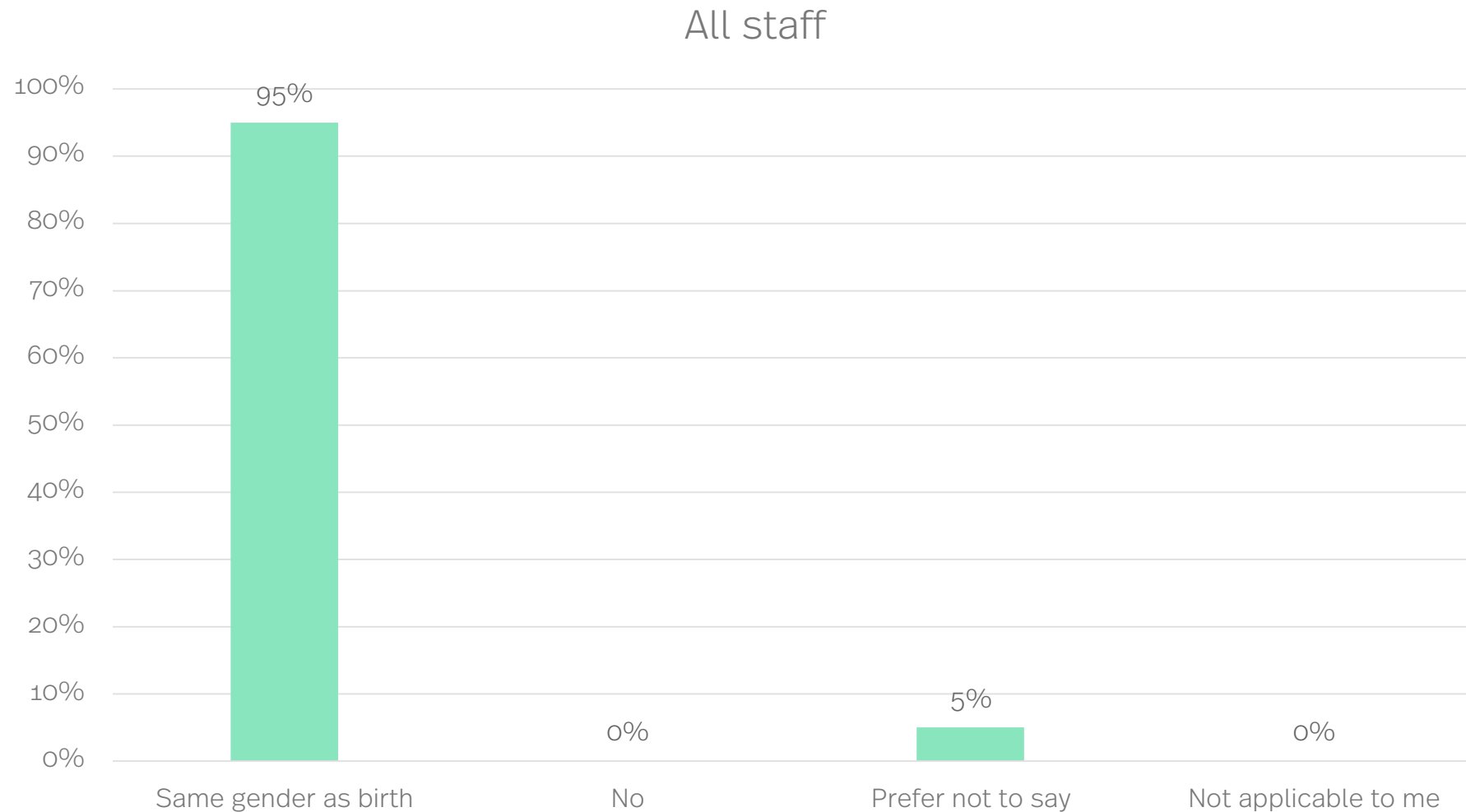
Data reported represents those who completed the 2026 Belgium Diversity Audit.
The Belgium completion rate for 2026 is 61%.

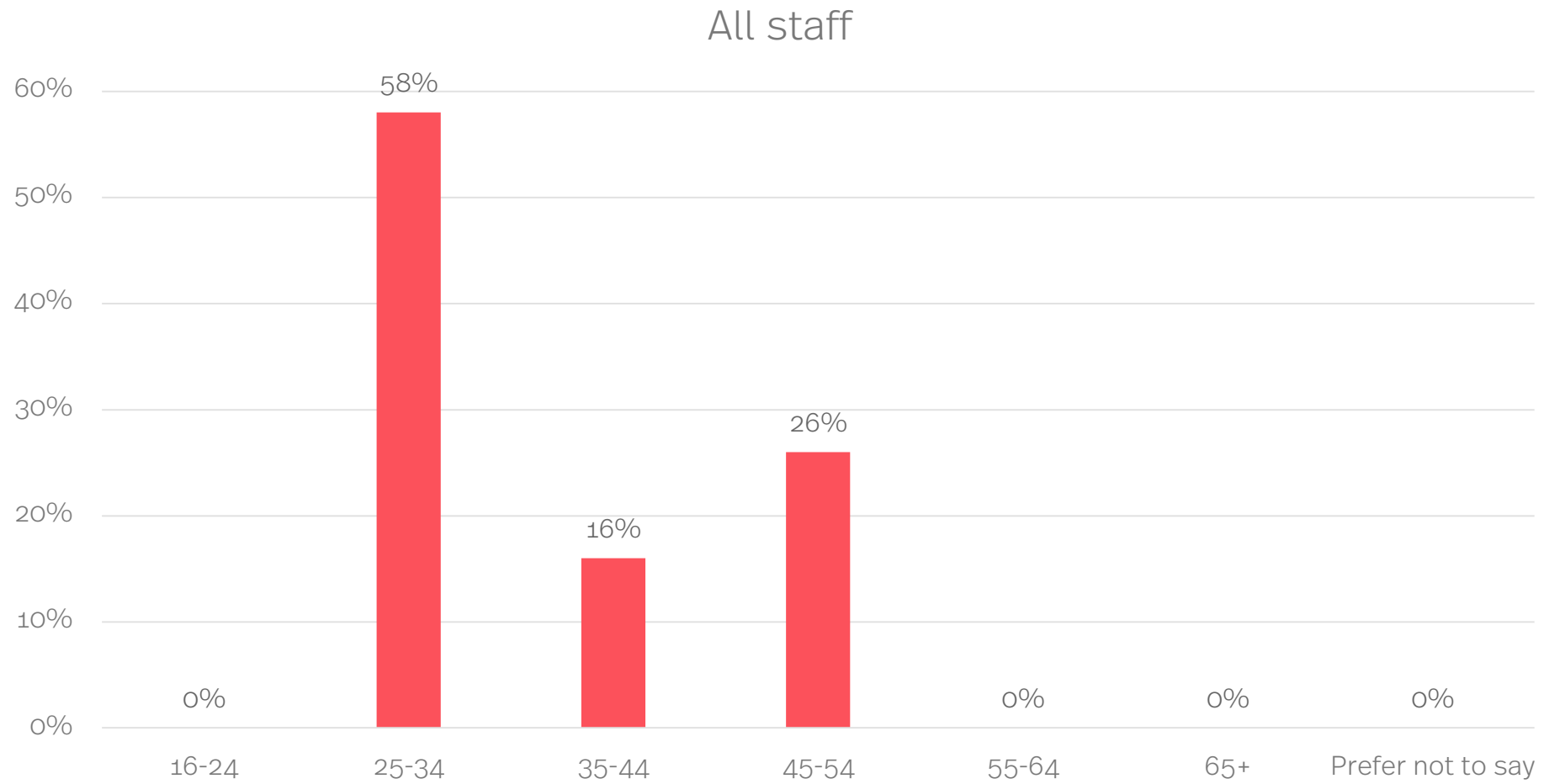


Gender identity

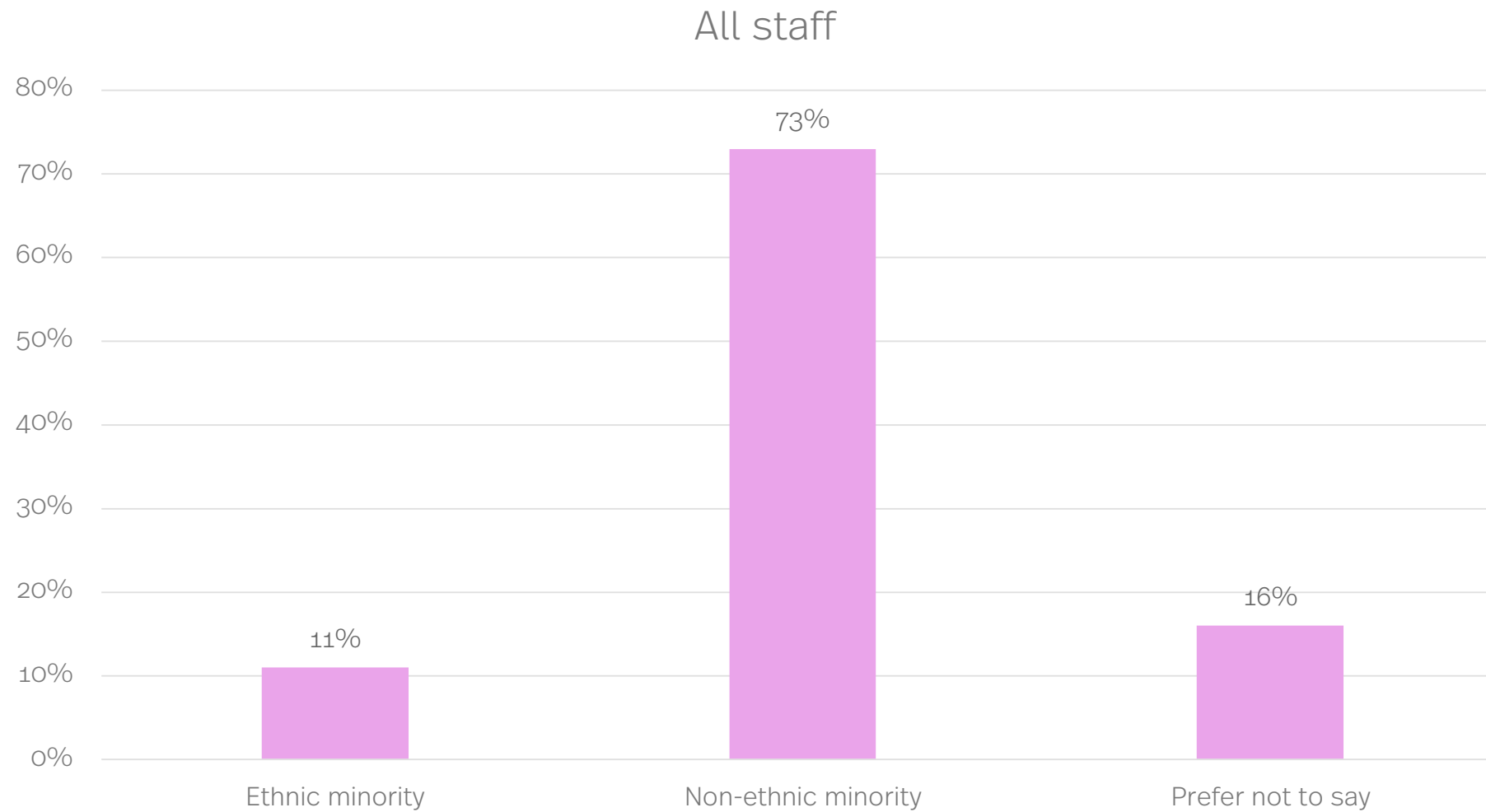


Is the gender you identify with (if any) the same as your sex at birth?



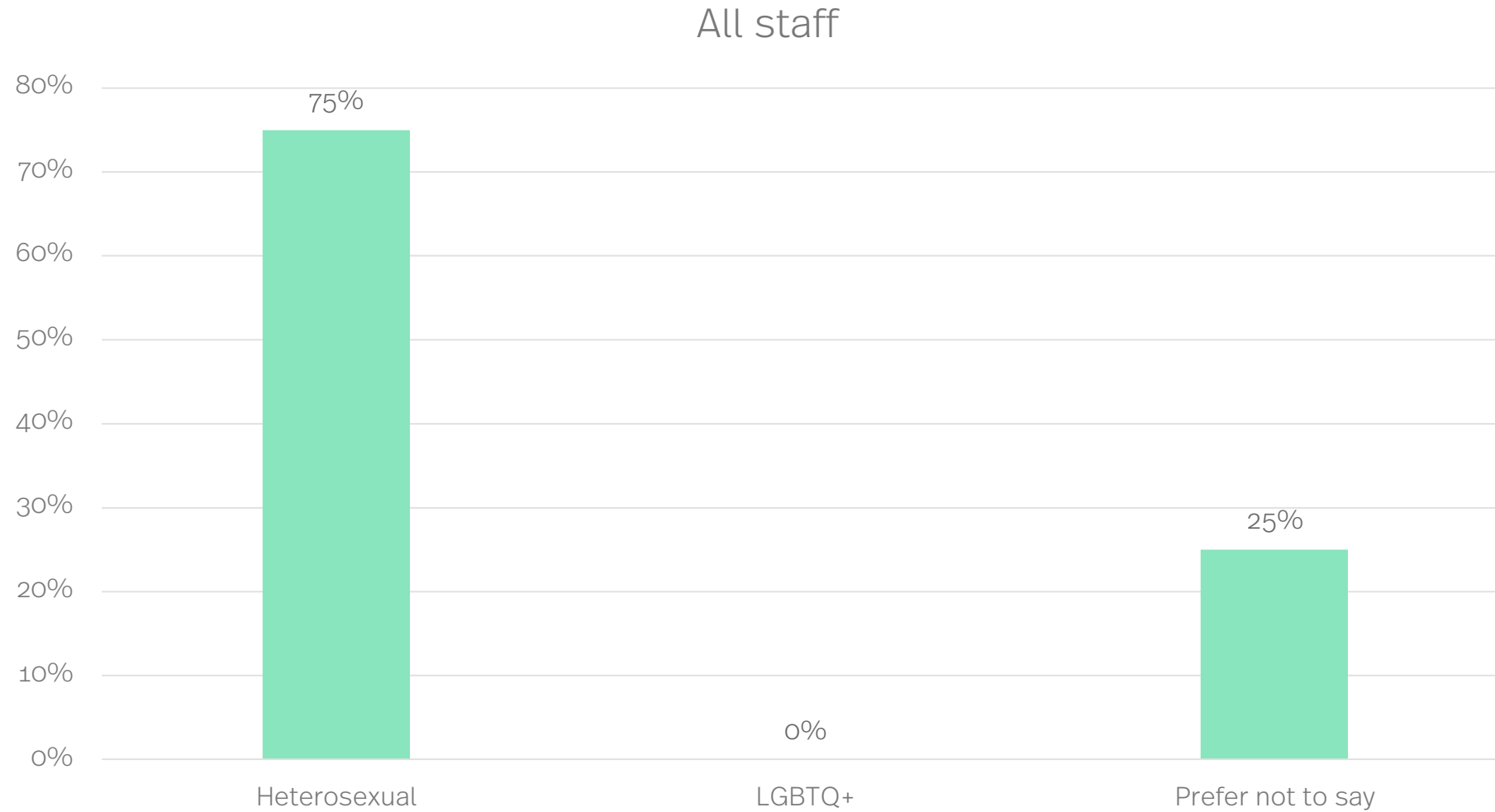


Ethnicity

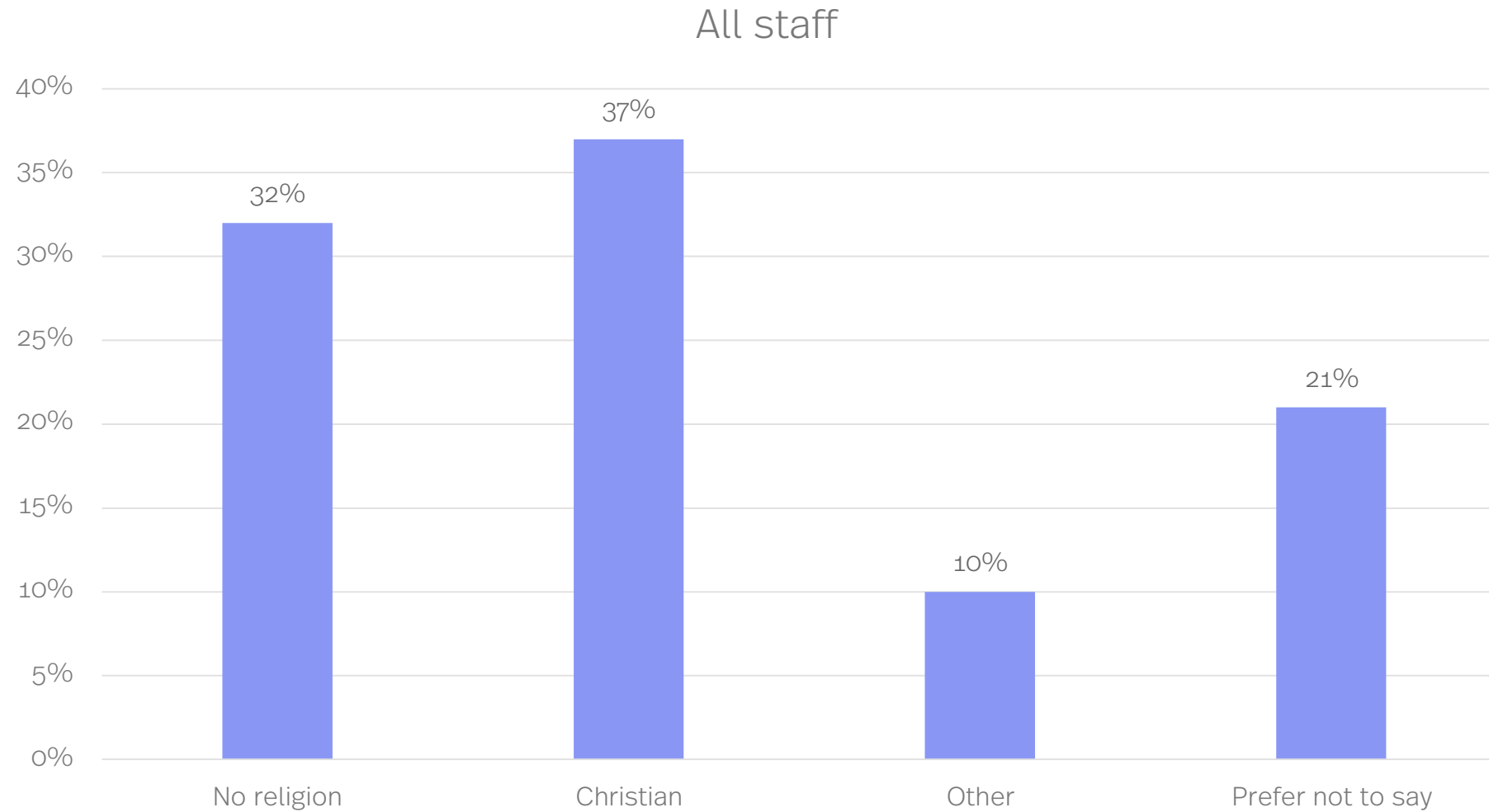


NB: Ethnic minority refers to individuals within the following ethnicity groups: Asian / Asian British (Indian, Pakistani, Bangladeshi, Chinese, any other Asian background), Black / Black British (Caribbean, African), Mixed (White and Black Caribbean, White and Black African, White and Asian, any other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

Sexual orientation



Religion and belief

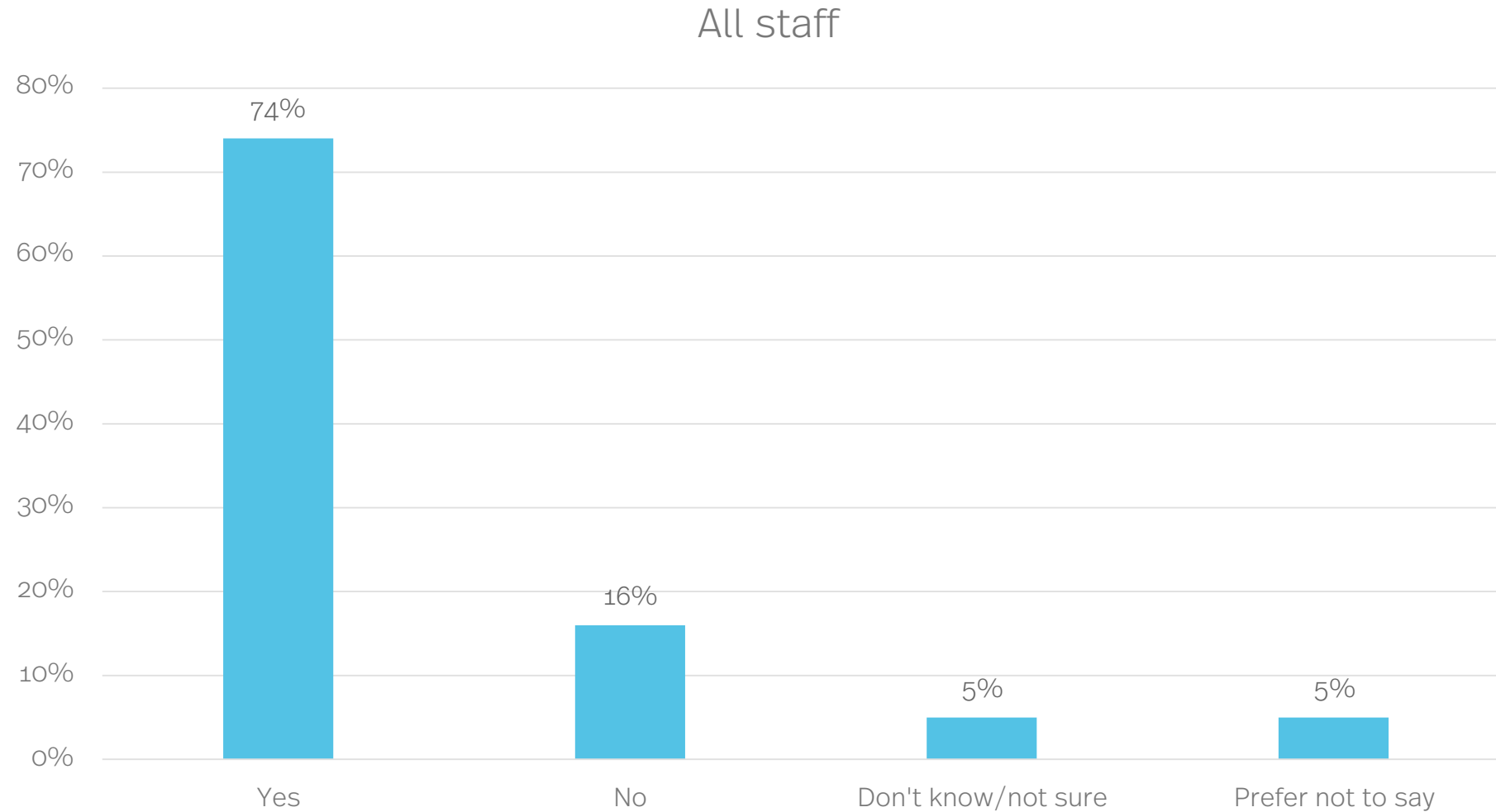


- NB:
- 'No Religion' includes Atheists.
 - 'Christian' includes Church of England, Catholic, Protestant, and all other Christian denominations.
 - Other includes Buddhist, Hindu, Jewish, Muslim (including Shia(h), Sunni, and all other Muslim denominations).

Socio-economic diversity

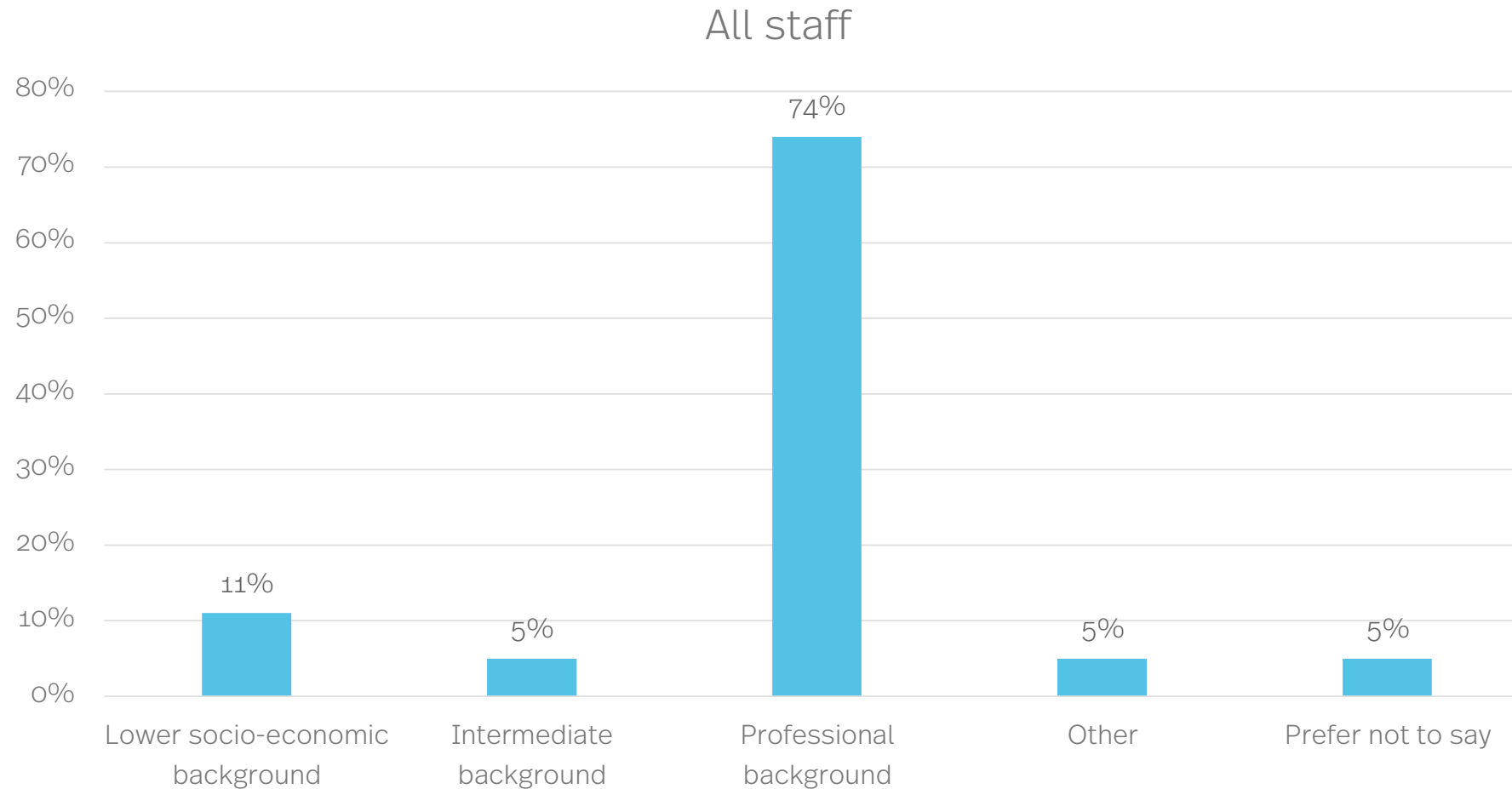


Did either of your parents attend university (or equivalent) and gain a degree (eg BA/BSc or equivalent) by the time you were 18?



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)

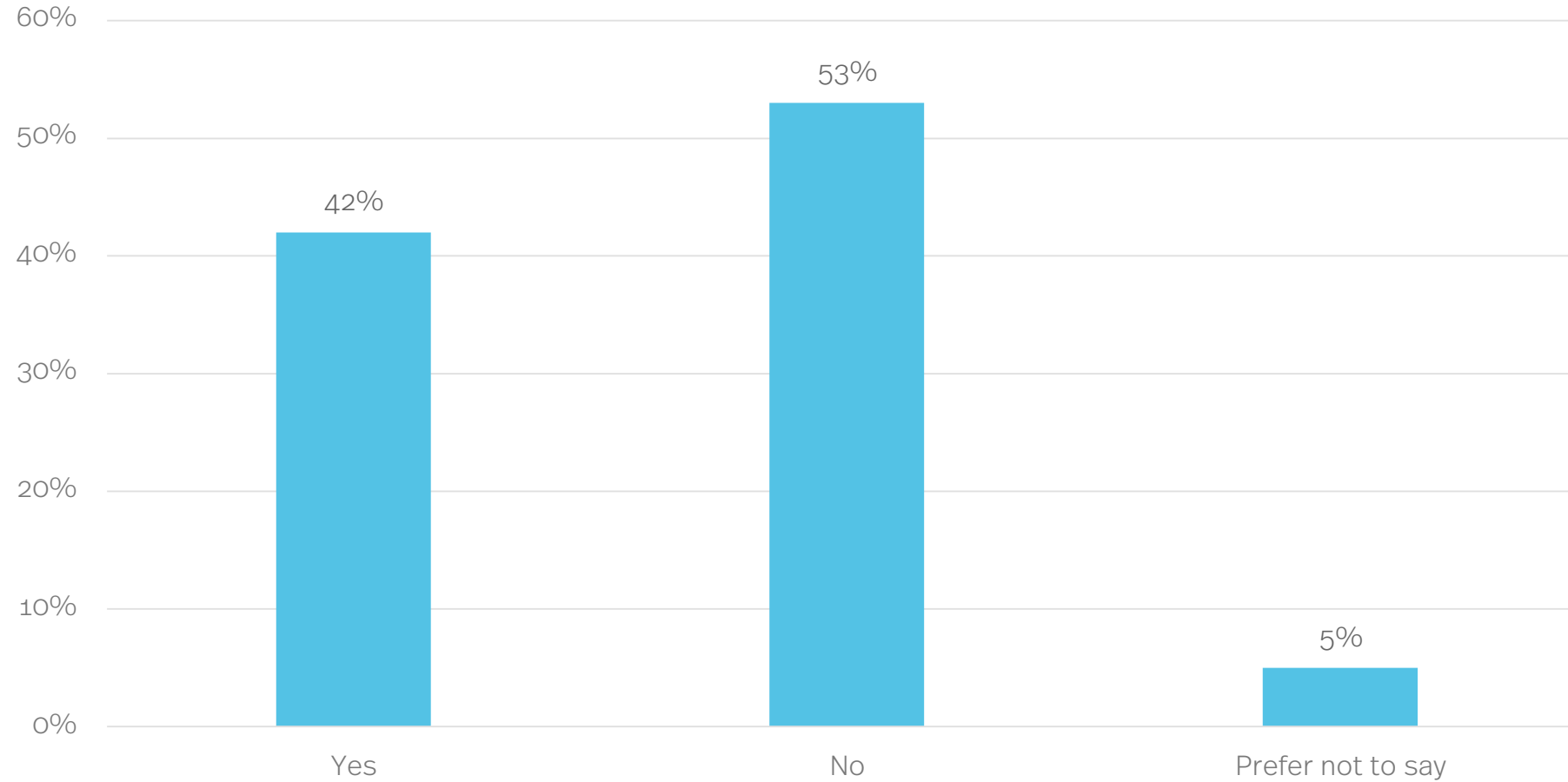
Other: Option 8 (Retired, this question does not apply to me, I don't know)

Caretaking responsibilities



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

All staff

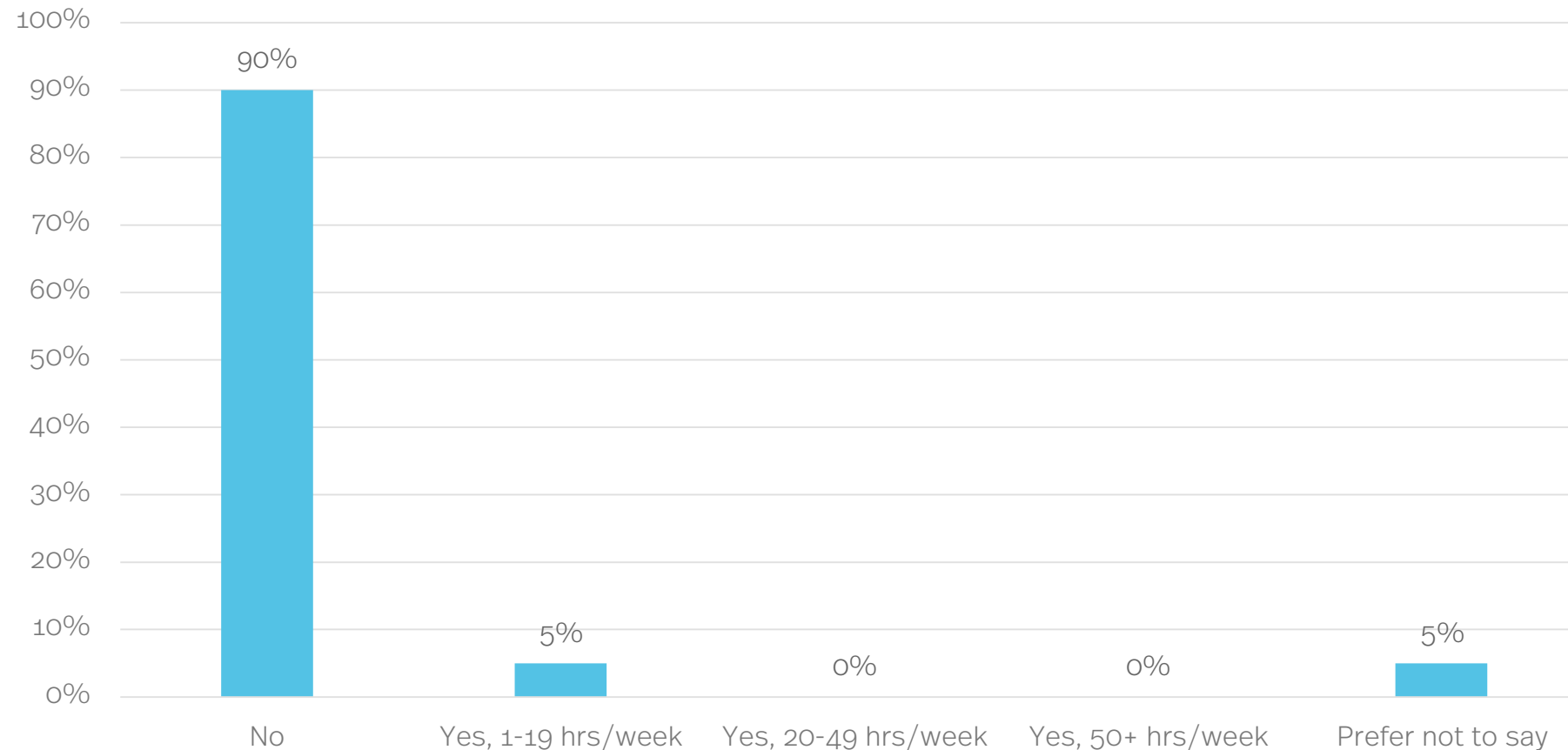


Caretaking responsibilities



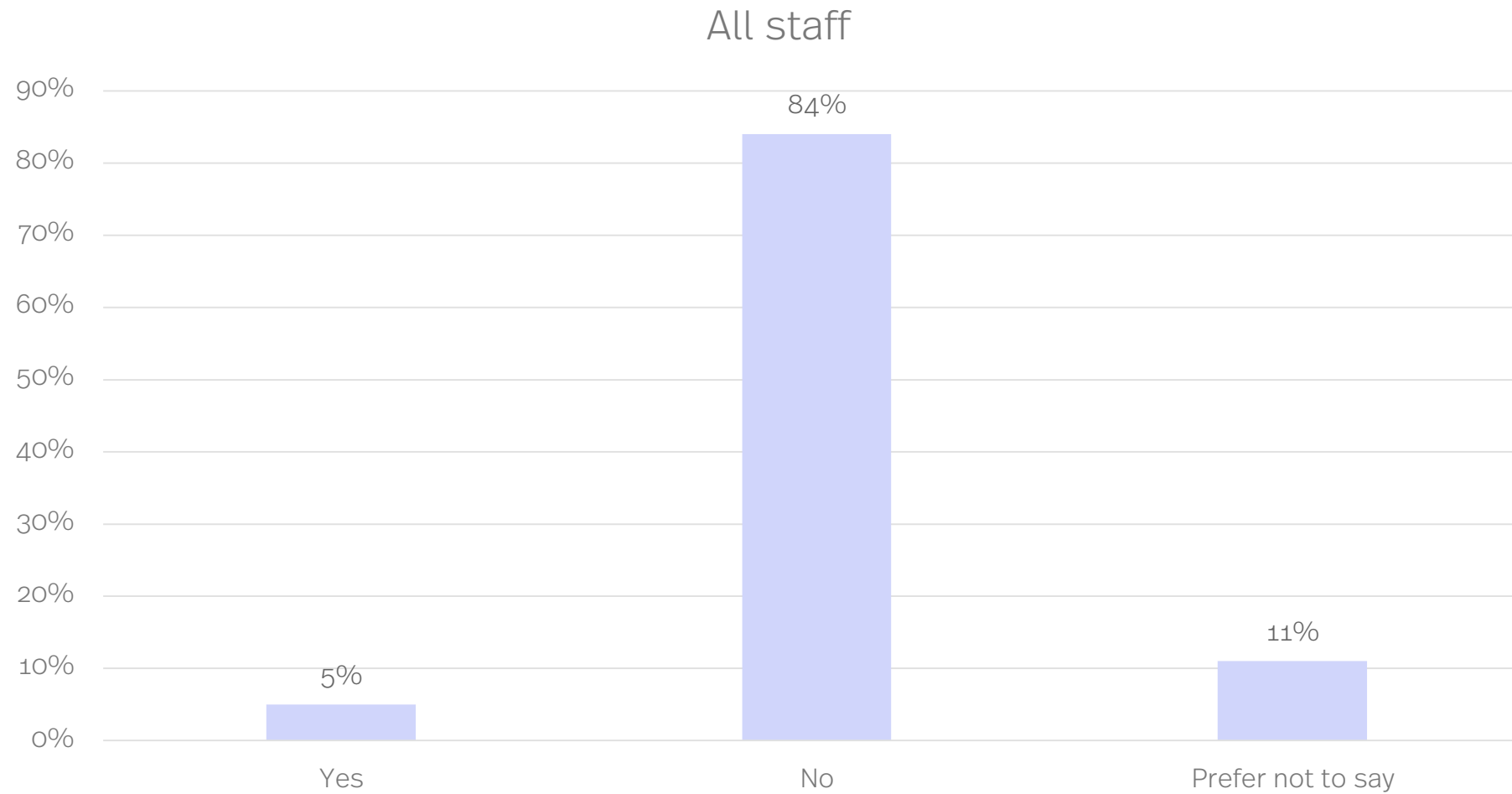
Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?

All staff



Neurodiversity

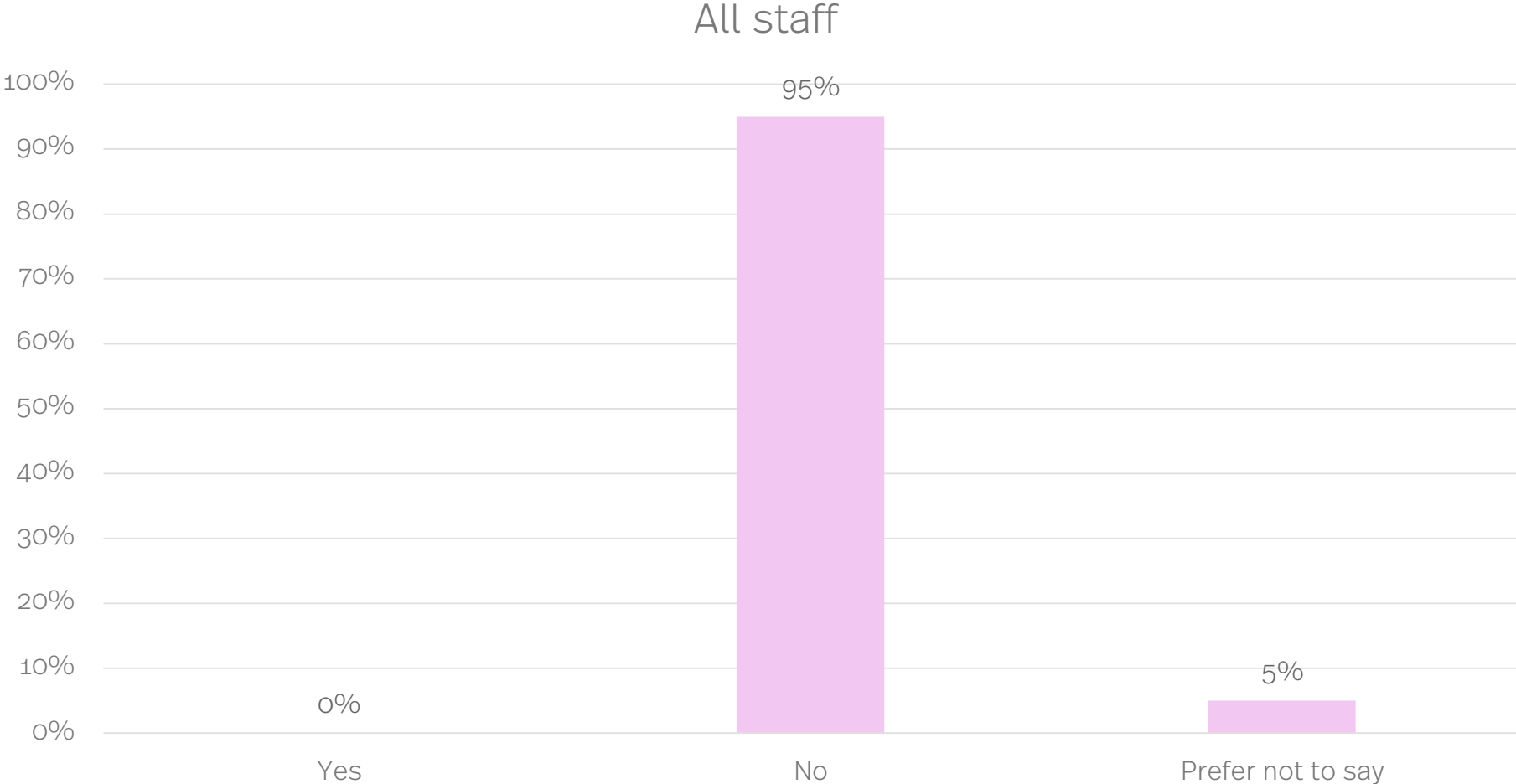
Are you neurodiverse?



Disability



Do you consider yourself to have a disability according to the definition in the UK Equality Act 2010?



The UK Equality Act defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities. If you have a condition which fits the UK Equality Act definition, please tick 'Yes' even if you are not limited by your condition.

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