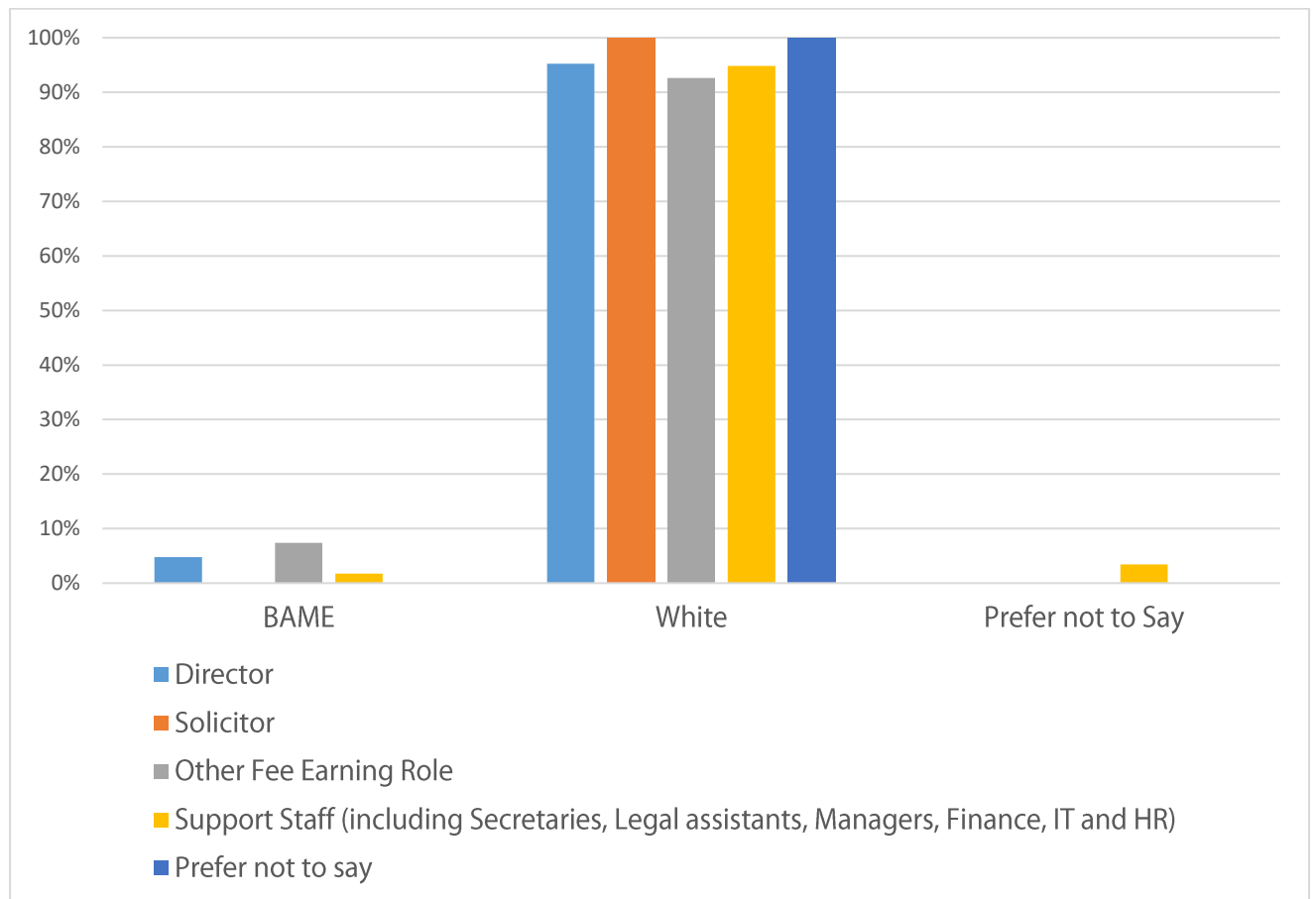


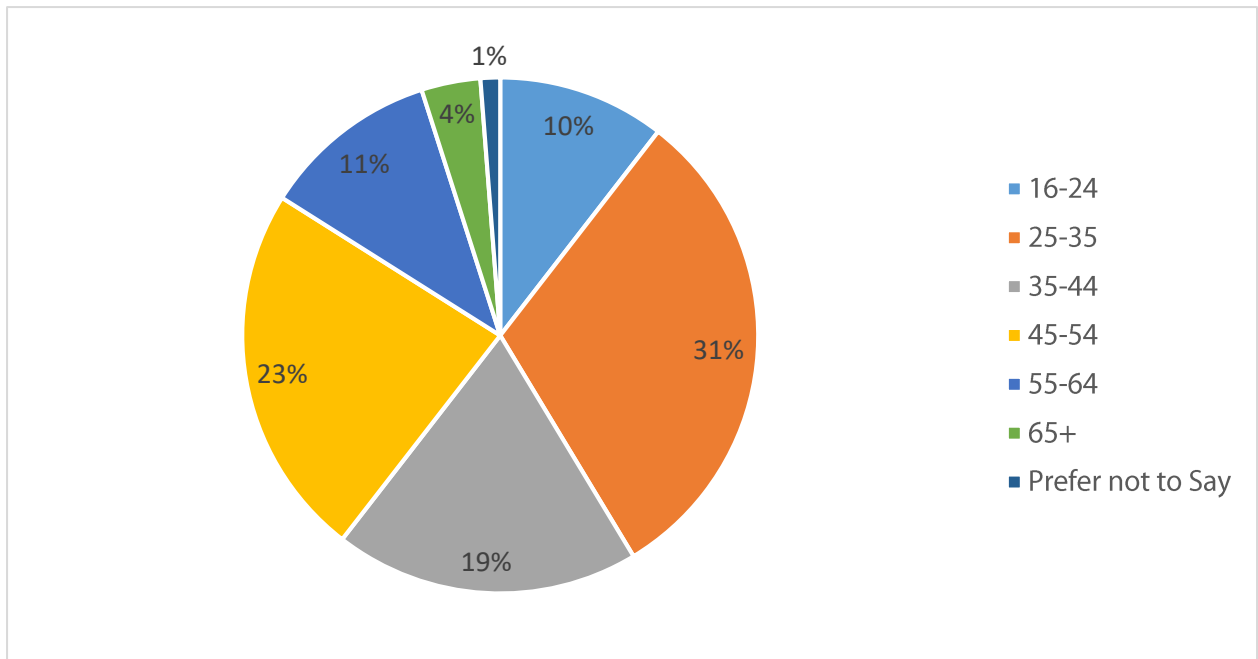
JCP Solicitors Equality and Diversity Survey - June 2019

Every two years we ask our employees to complete a questionnaire so that we can monitor diversity within our workforce and send the results to our governing body; the Solicitors Regulation Authority. The most recent survey received a response rate of 78%. At the time of this survey we employed 206 people.

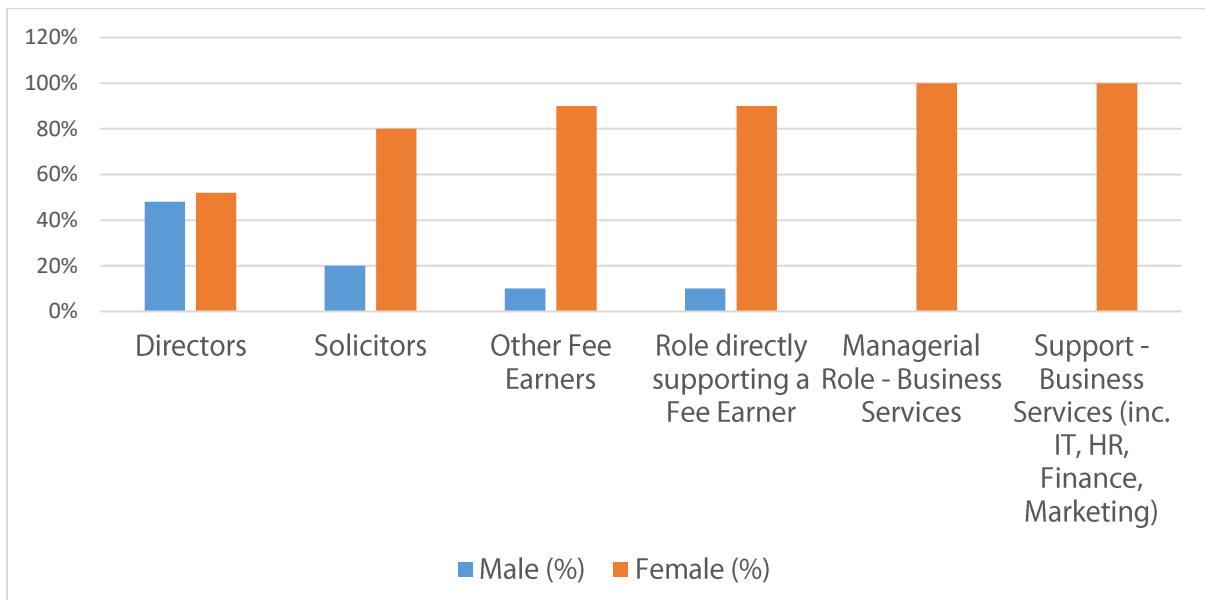
Ethnic Origin



Age Distribution

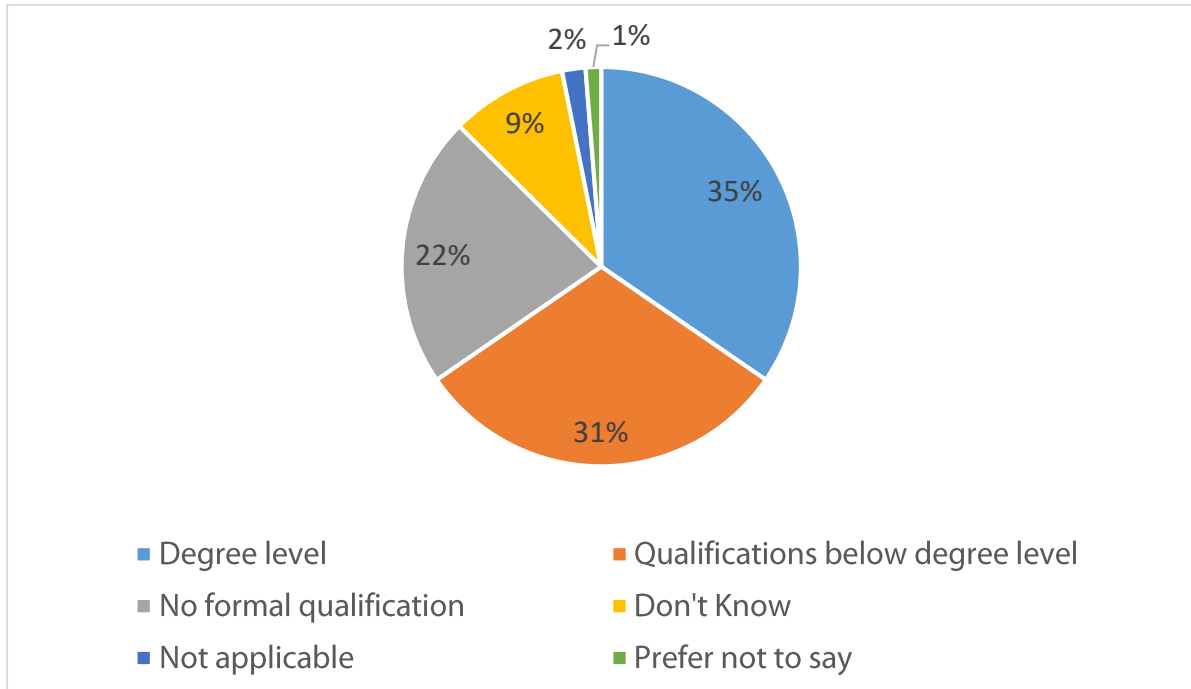


Gender and Role



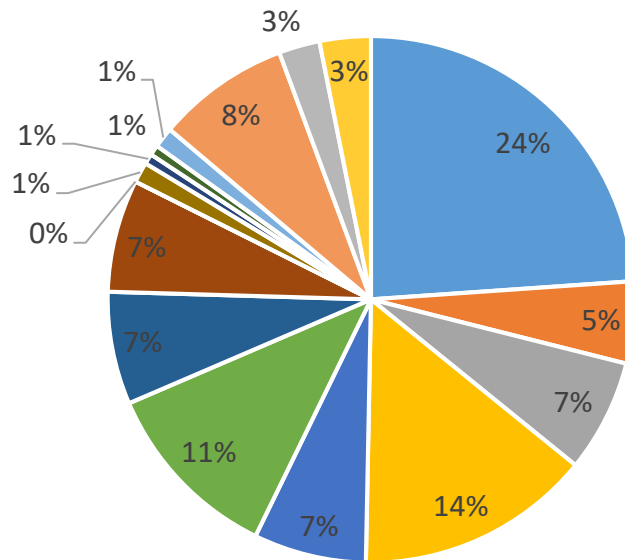
Parent or Guardian Qualifications

Respondents were asked what was the highest level of qualifications achieved by either of their parents/guardians by the time they turned 18.



Household Profession during Adolescence

Respondents were asked at age 14, what described the work the main/highest income earner in their household did in their main job.



- Modern Professional
- Clerical and Intermediate Occupations
- Senior Managers and Administrators
- Technical and Craft Occupations
- Semi-routine Manual and Service Occupations
- Routine Manual and Service Operations
- Middle or Junior Managers
- Traditional Professional Occupations
- Short Term Unemployed
- Long Term Unemployed
- Inactive
- Retired
- n/a
- Other
- Don't know

Further Statistics

- 88% of employees went to a state run or funded secondary school, 4% a fee paying school, 2% attended school outside the UK and the remainder did not know or did not answer.
- 33% of employees are the primary carer for a child under 18.
- 26% of employees look after or support someone with a long-term physical or mental ill-health/disability or with problems related to old age.
- 8% of employees say their day to day activities are limited because of a health problem or disability which has lasted (or is likely to last) more than 12 months with over 4% classing themselves as disabled.

JCP Solicitors is an equal opportunities employer and is committed to ensuring that our recruitment process is open, fair and not influenced by irrelevant considerations. JCP Solicitors recognises and actively promotes the benefits of a diverse workforce and is committed to treating all employees with dignity and respect regardless of race, gender, disability, age, sexual orientation, religion or belief; we therefore welcome applications from all sections of the community.

For further information please contact recruitment@jcpsolicitors.co.uk