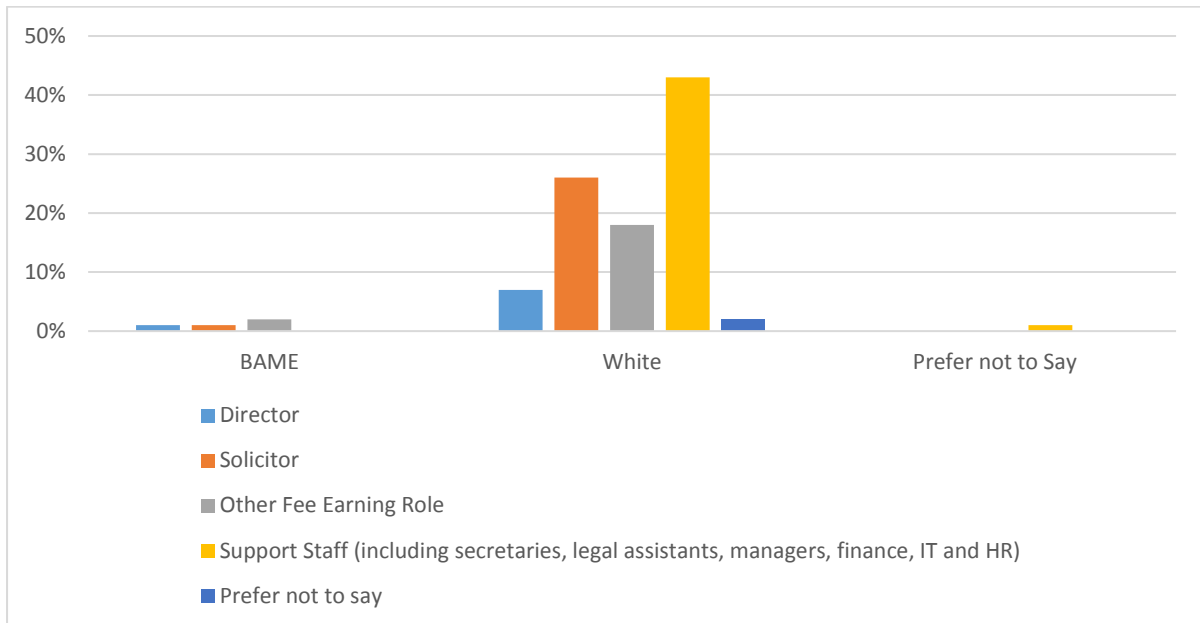


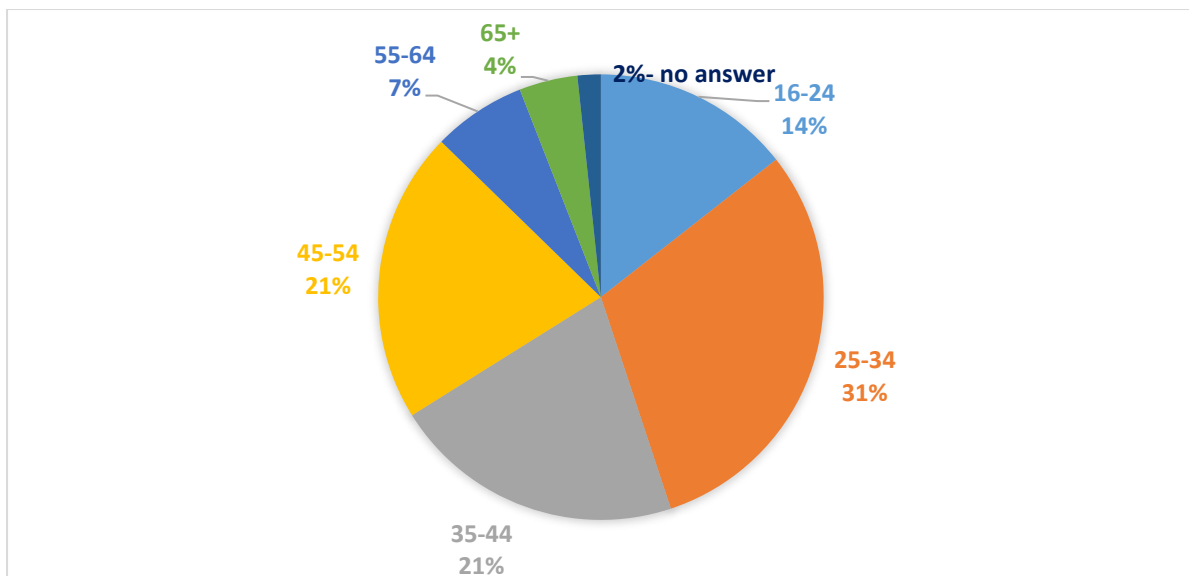
## JCP Solicitors Equality and Diversity Survey – June 2021

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 64%. At the time of this survey, we employed 186 people.

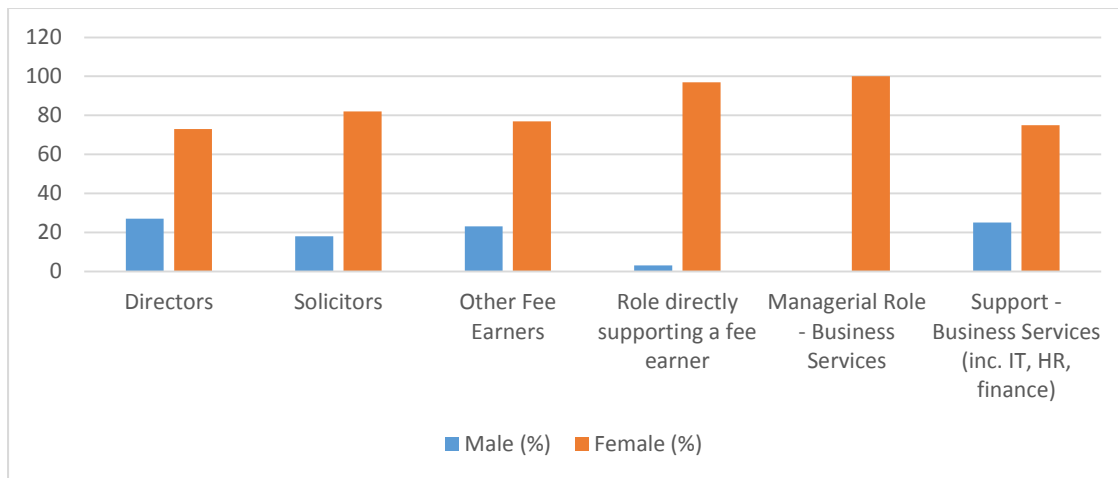
### Ethnic Origin (16 people skipped this question)



### Age Distribution

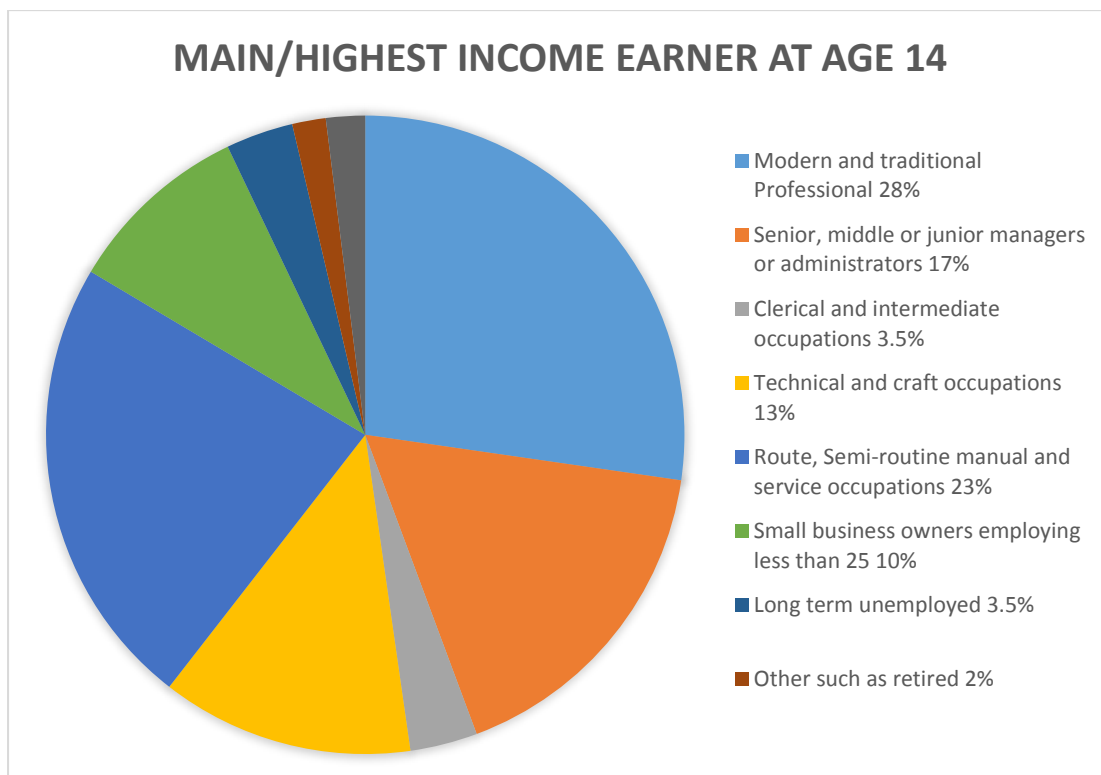


## Gender and Role

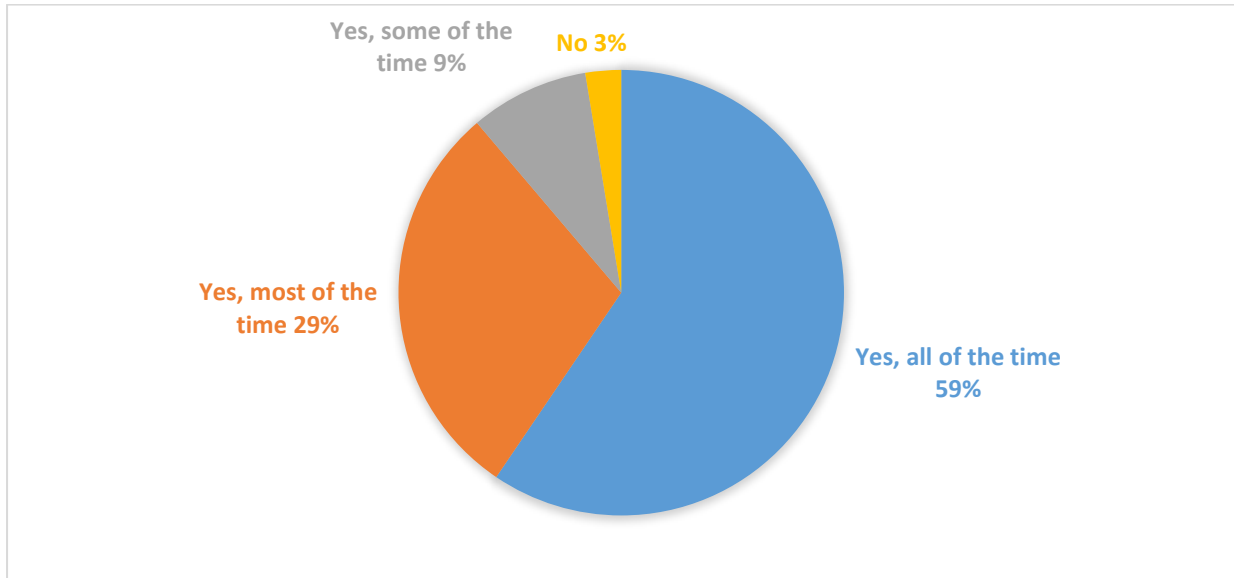


## Household Profession during Adolescence

Respondents were asked for the occupation of the main household earner when they were aged about 14.



**We also chose to ask our employees if they feel they can be their true authentic self when in work to inform our Diversity & Inclusion group**



### **Further Statistics**

- 93% of respondents went to a state run or funded secondary school, 5% a fee paying school, 1% attended outside the UK and the remainder did not know or did not answer
- 39% of respondents are the primary carer for a child under 18
- 16% of respondents look after or support someone with a long-term physical or mental ill-health/disability or with problems related to old age
- Over 11% of respondents class 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, nationality, gender, disability, age, sexual orientation, religion or belief, or any other prejudice.

**For further information, please contact [recruitment@jcpsolicitors.co.uk](mailto:recruitment@jcpsolicitors.co.uk)**