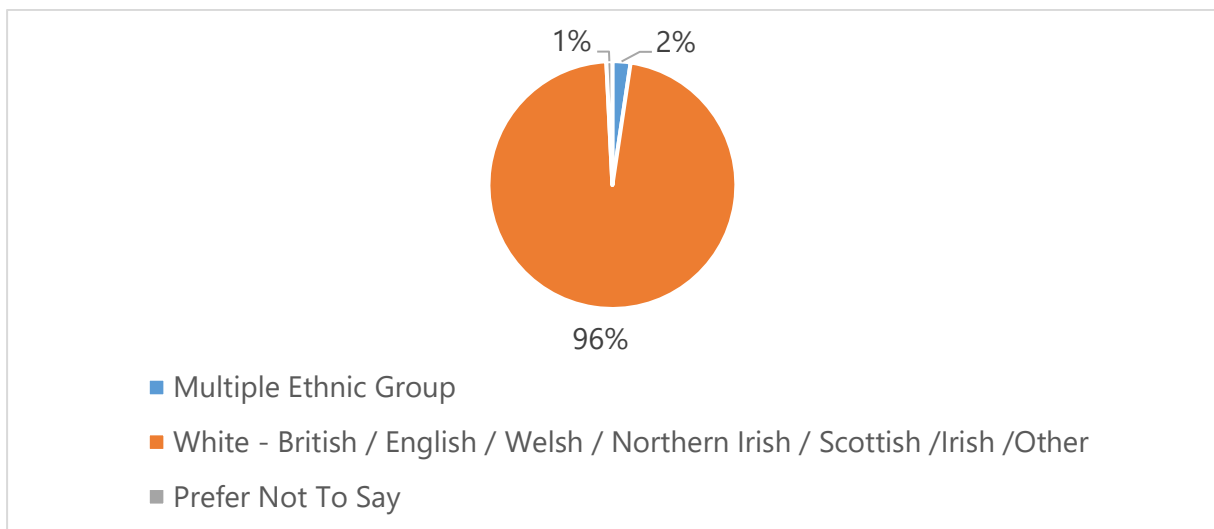


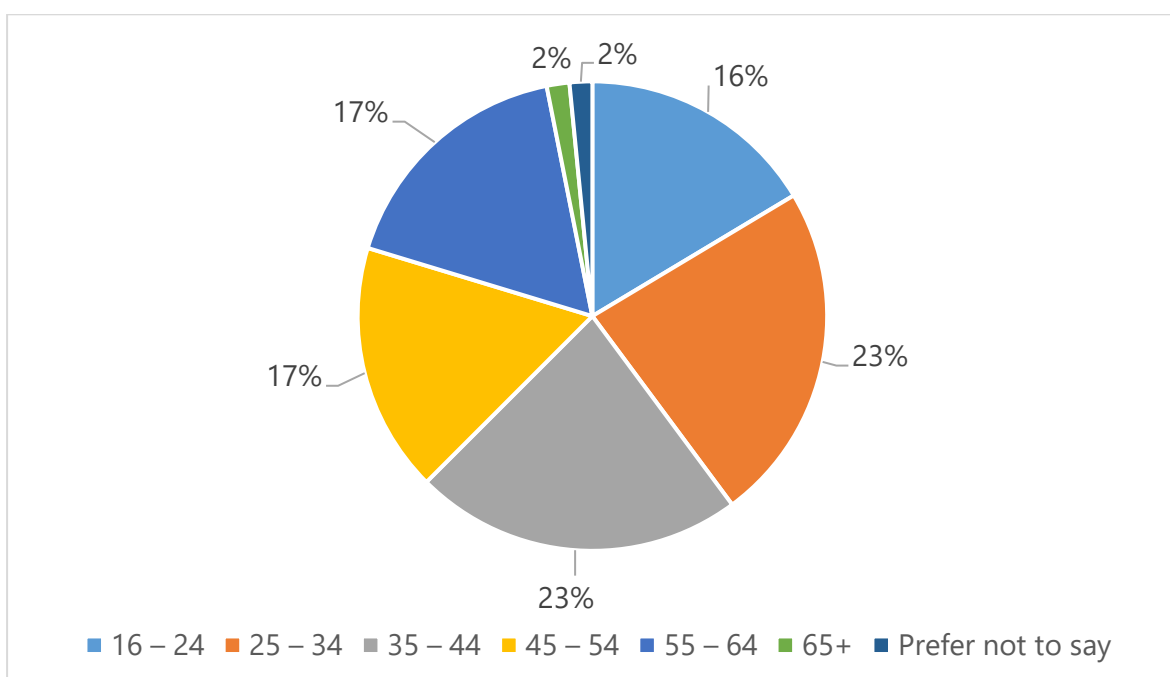
JCP Solicitors Equality and Diversity Survey - June 2025

Every year we ask our colleagues 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 survey received a response rate of between 70% and 80%.

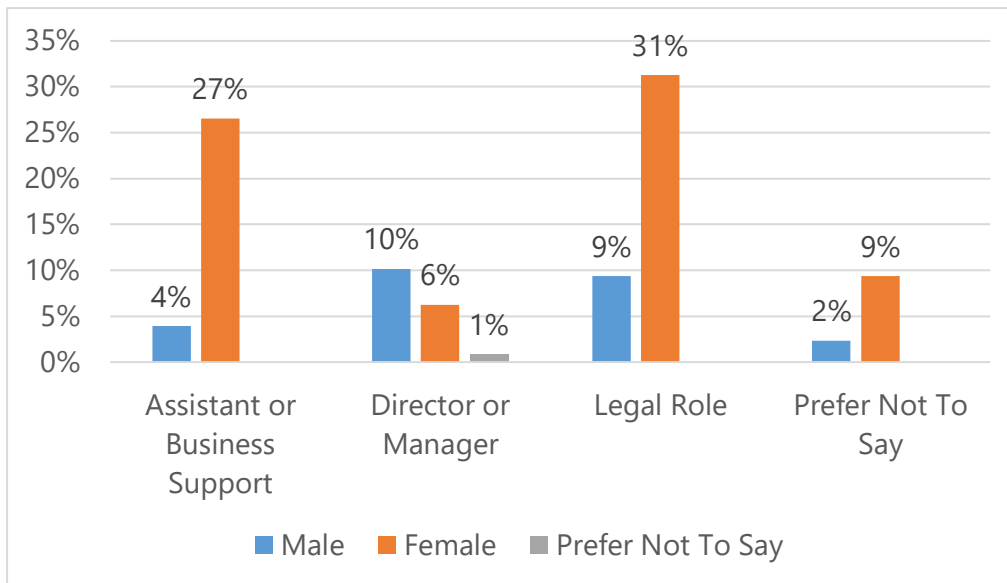
What is your Ethnicity



Age Distribution

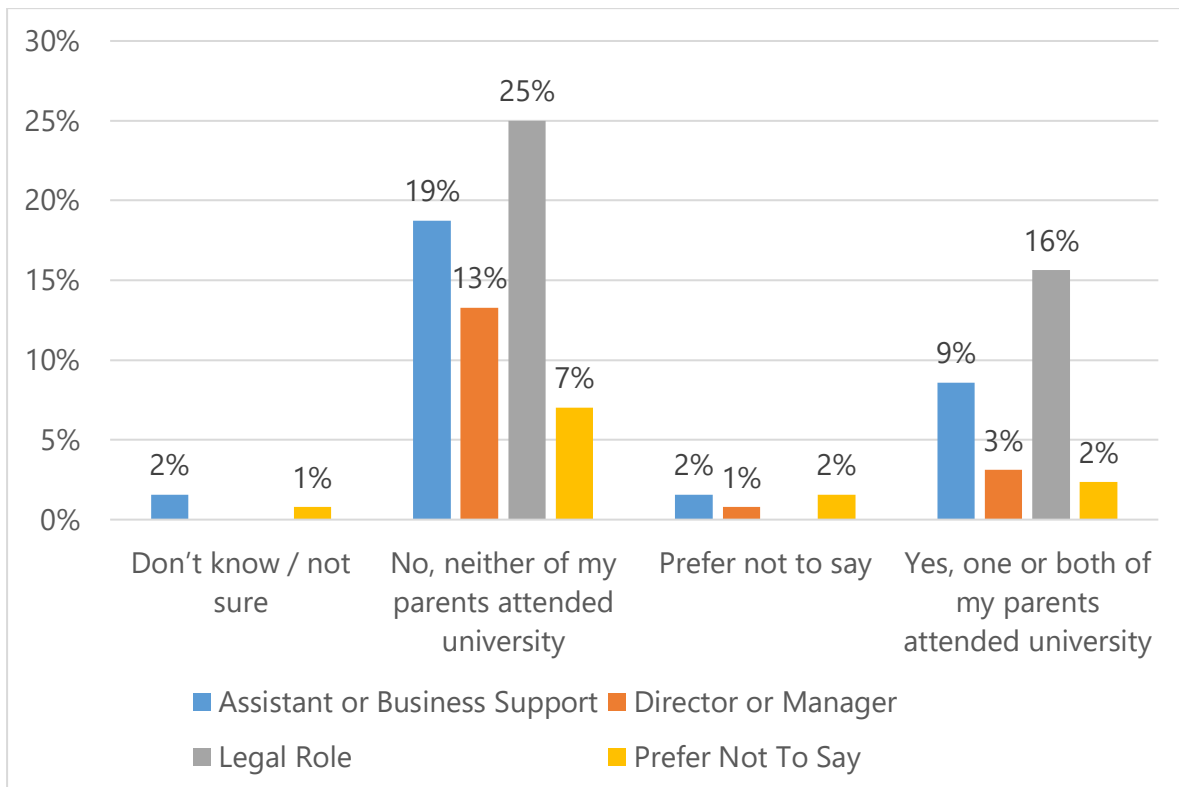


Role and Sex



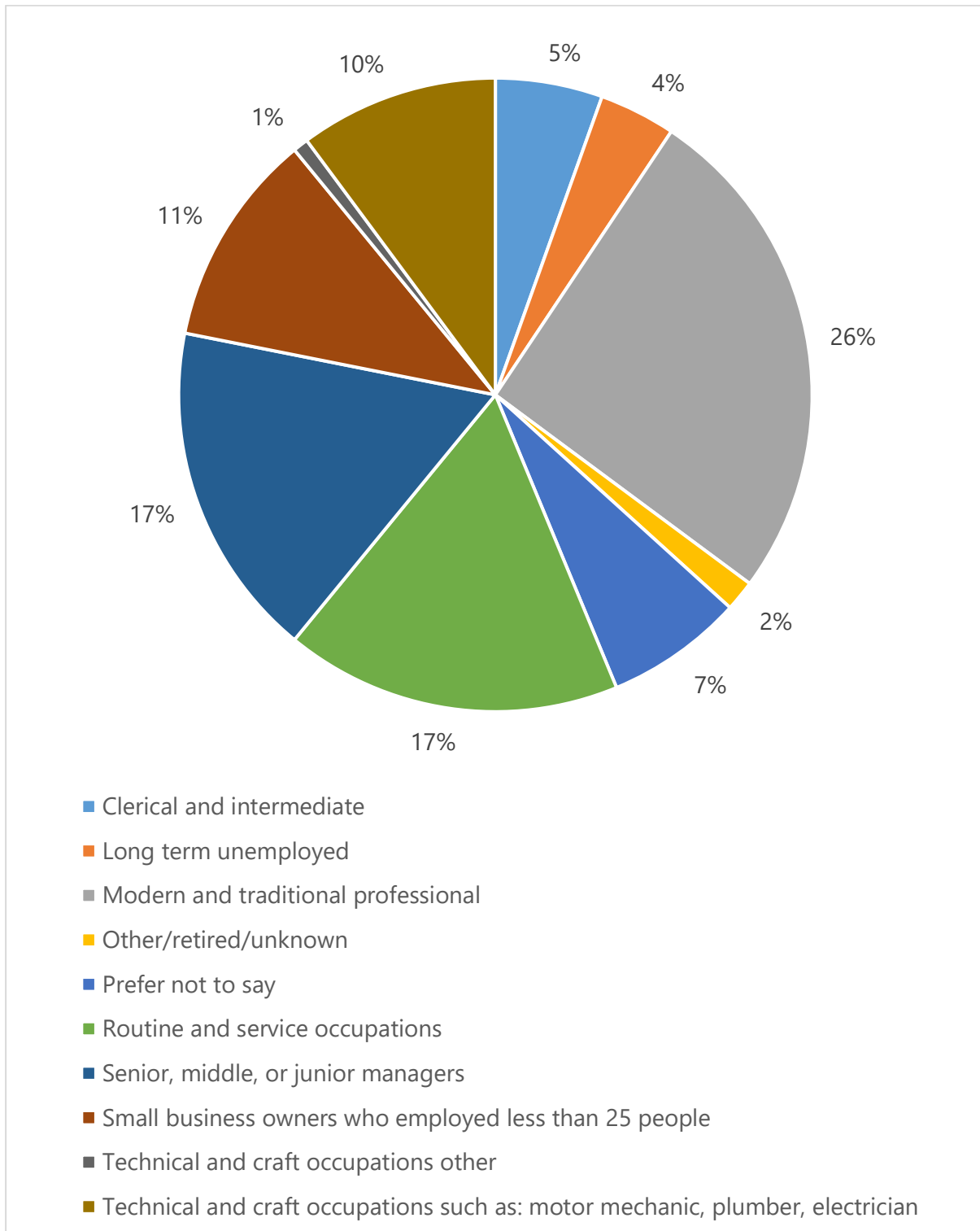
Parent's Qualifications

Respondents were asked did either of their parents attend university and gain a degree (eg BA/BSc or equivalent) by the time they were 18.



Household 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. *



Further Statistics

- 92% identified as heterosexual.
- 52% said they did not have a religion or belief.
- 32% are the primary carer for a child under 18.
- 5% look after or care for someone over 18 with a long term physical or mental ill health caused by disability or age in an unpaid capacity.

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

***Complete choices for parents' occupation**

- *Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse.*
- *Long term unemployed (claimed job seekers allowance or earlier unemployment benefit for more than a year)*
- *Modern and traditional professional occupations, such as: teacher, nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer, accountant, solicitor, medical practitioner, scientist, civil / mechanical engineer.*
- *Other, such as: retired / this question does not apply to me, I don't know the answer*
- *Prefer not to say*
- *Routine, semi-routine, manual, and service occupations, such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, sales assistant, HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.*
- *Senior, middle, or junior managers or administrators, such as: finance manager, chief executive, large business owner, office manager, retail manager, bank manager, restaurant manager, warehouse manager.*
- *Small business owners who employed less than 25 people, such as: corner shop owners, small plumbing companies, retail shop owner, single restaurant or cafe owner, taxi owner, garage owner.*
- *Technical and craft occupations*
- *Technical and craft occupations, such as: motor mechanic, plumber, printer, electrician, gardener, train driver.*