



In accordance with Solicitors Regulation Authority (SRA) requirements, Jackamans workforce were asked to complete (on an anonymised basis) a Diversity Survey in July 2021. The following results have been compiled from those who participated, and are not representative of the firm as a whole

30 responses from a workforce of 48 as at 27 July 2021 (62.5%)

1. Select the category which best describes your role in the firm	Responses	% of Total
Solicitor partners (sole practitioner / member / director)	3	10
Solicitor (not partner)	5	17
Other fee earning role	4	13
Role directly supporting fee earner	13	43
Managerial Role	2	7
IT/ HR/ other corporate services role	0	0
Chartered Legal Executive (Fellow) / CILEx Practitioner	1	3
Prefer not to say	2	7
Total	30	100

2. Which age category are you in?	Responses	% of Total
16 - 24	2	7
25 - 34	2	7
35 - 44	1	3
45 - 54	7	23
55 - 64	13	43
65+	3	10
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

3. What is your sex?	Responses	% of Total
Male	10	33
Female	19	63
Other preferred description	0	0
Prefer not to say	1	3
Invalid / no response to this question	0	0
Total	30	100

4. Is the gender you identify with the same as your sex registered at birth?	Responses	% of Total
Yes, gender identity the SAME as sex at birth	29	97
No, gender identity NOT THE SAME as sex at birth	0	0
Prefer not to say	1	3
Invalid / no response to this question	0	0
Total	30	100

5. Do you consider yourself to have a disability according to the definition in the Equality Act 2010?	Responses	% of Total
Yes	0	0
No	28	93
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

6. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?	Responses	% of Total
Yes, limited a lot	0	0
Yes, limited a little	4	13
No	24	80
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

7. What is your ethnic group?	Responses	% of Total
Asian/Asian British	0	0
Black/Black British	0	0
Mixed/multiple ethnic groups	0	0
Any other Asian background	0	0
White	28	93
Other ethnic group	0	0
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

8. What is your religion or belief?	Responses	% of Total
No religion or belief	11	37
Buddhist	1	3
Christian	12	40
Hindu	0	0
Jewish	0	0
Muslim	0	0
Sikh	0	0
Any other religion or belief	1	3
Prefer not to say	4	13
Invalid / no response to this question	1	3
Total	30	100

9. What is your sexual orientation?	Responses	% of Total
Bi	1	3
Gay/Lesbian	1	3
Heterosexual	26	87
Other preferred description	0	0
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

10. Which type of school did you attend for the most time between the ages between the ages 11 and 16?	Responses	% of Total
State-run or state-funded school - selective on academic, faith or other grounds	8	27
State-run or state-funded school - non-selective	17	57
Independent / fee-paying school	3	10
Independent / fee-paying school, where I received a bursary covering 90% or more of my tuition	0	0
Attended school outside the UK	0	0
Don't know / not sure	0	0
Prefer not to say	2	7
Invalid / no response to this question	0	0
Total	30	100

11. Did either of your parents attend university by the time you were 18?	Responses	% of Total
No, neither of my parents attended university	25	83
Yes, one or both of my parents attended university	4	13
Don't know / not sure	0	0
Prefer not to say	1	3
Invalid / no response to this question	0	0
Total	30	100

12. What was the occupation of your main household earner when you were about 14?	Responses	% of Total
Modern professional 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	3	10
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	7	23
Clerical and intermediate occupations such as: secretary, personal assistant, call centre agent, clerical worker, nursery nurse	1	3
Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver	8	27

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	4	13
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	4	13
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0
Other, such as: retired, this question does not apply to me, I don't know	0	0
Prefer not to say)	3	10
Invalid / no response to this question	0	0
Question not asked	0	0
Total	30	100

13. Are you a primary carer for a child or children under 18?	Responses	% of Total
Yes	5	17
No	25	83
Prefer not to say	0	0
Invalid / no response to this question	0	0
Total	30	100

14. 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)?	Responses	% of Total
No	25	83
Yes, 1 - 19 hours a week	3	10
Yes, 20 - 49 hours a week	1	3
Yes, 50 or more hours a week	0	0
Prefer not to say	1	3
Invalid / no response to this question	0	0
Total	30	100