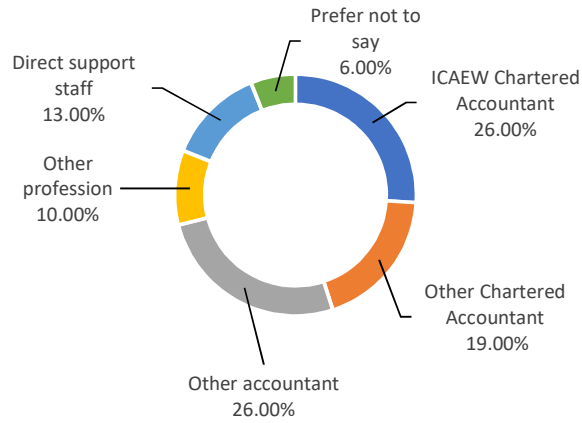


Jackson Stephen LLP - Diversity Survey 2019

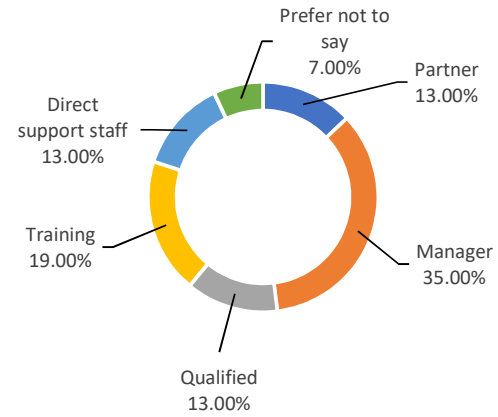
Q1a. ABOUT YOU

Professional Qualification

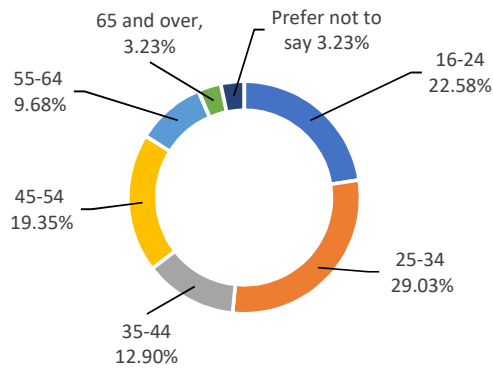


Q1b. ABOUT YOU

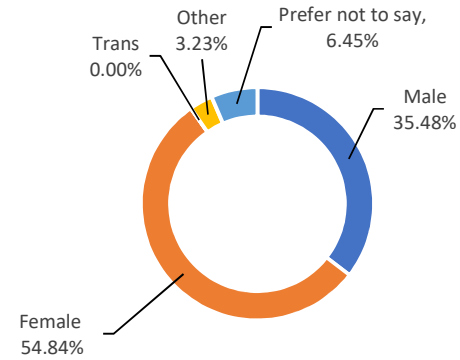
Position within the firm



Q2. AGE



Q3. GENDER



Q4a. DISABILITY

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

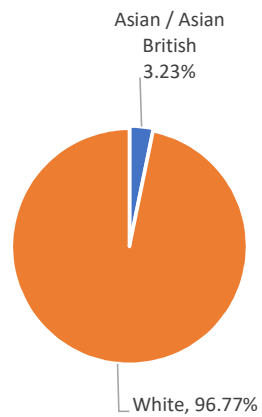
Not disclosed

Q4b. DISABILITY

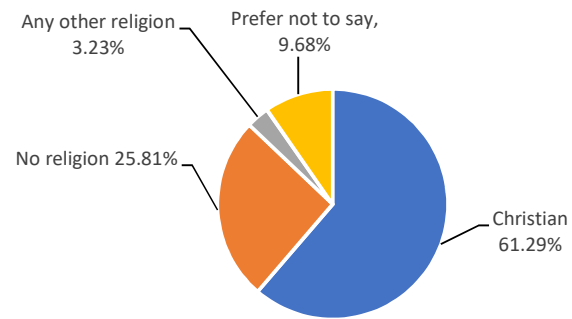
(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Not disclosed

Q5. ETHNIC GROUP



Q6. FAITH

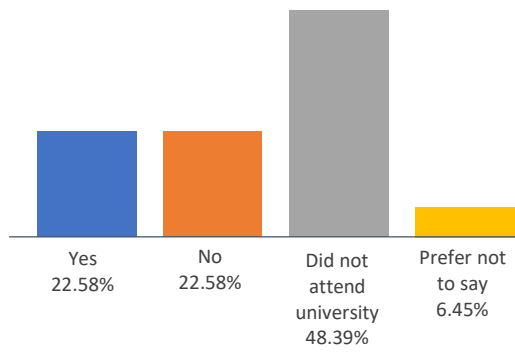


Q7. SEXUAL ORIENTATION

Not disclosed

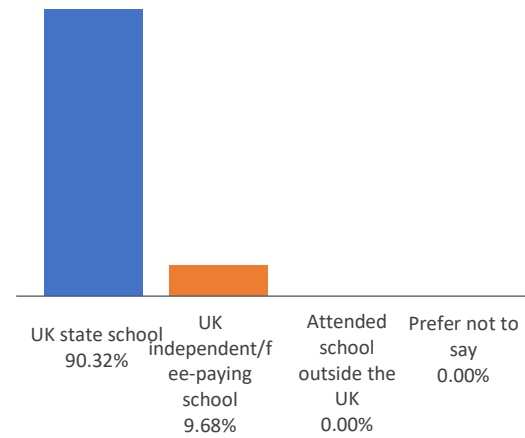
Q8a. SOCIO-ECONOMIC BACKGROUND

First in the family to attend University



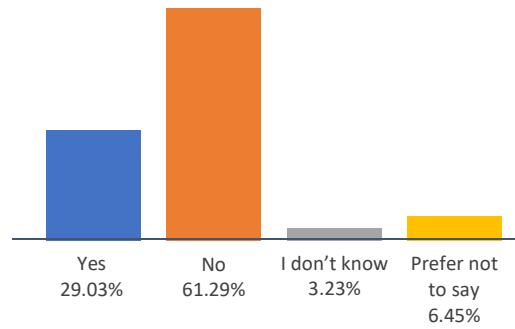
Q8b. SOCIO-ECONOMIC BACKGROUND

School attended between the ages of 11 to 18

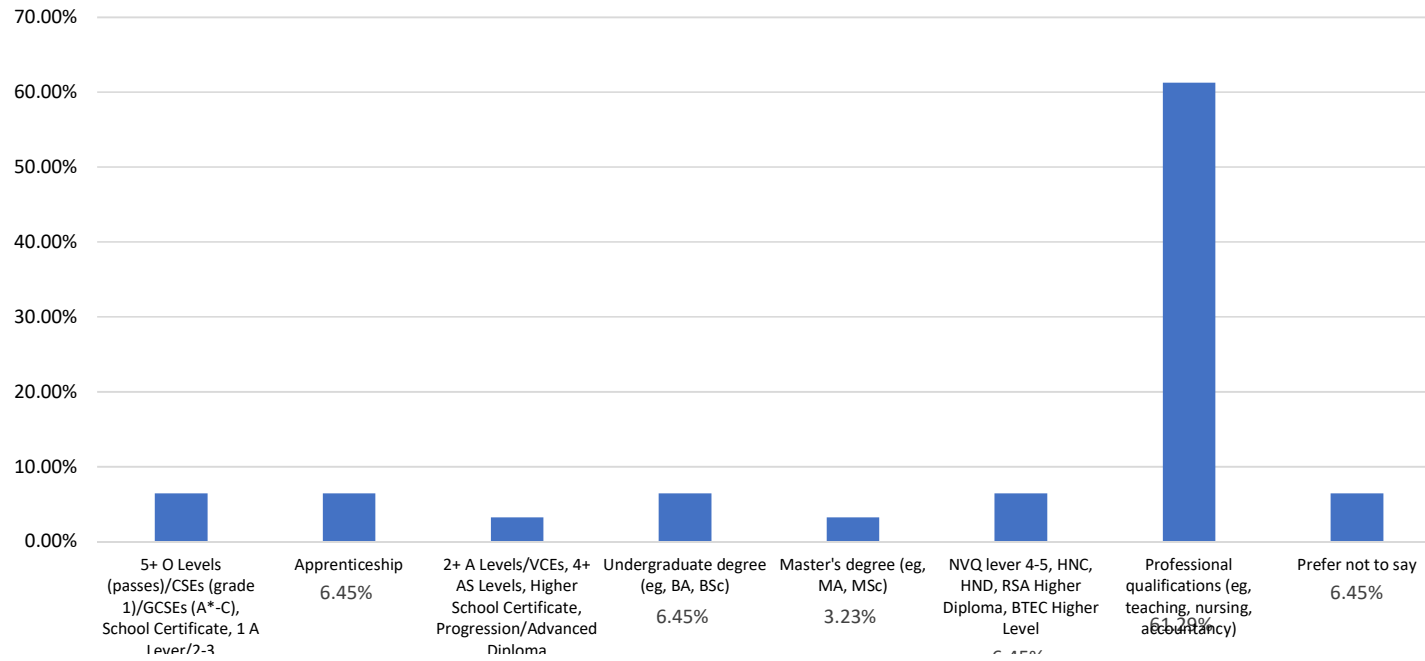


Q9a. SOCIAL MOBILITY

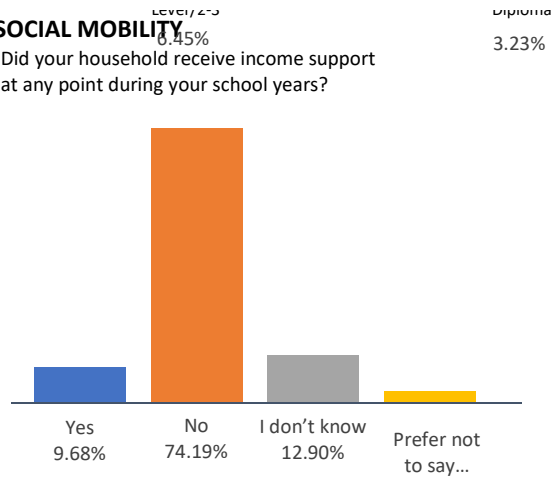
Did your parent(s) or guardian(s) complete a degree course or equivalent?



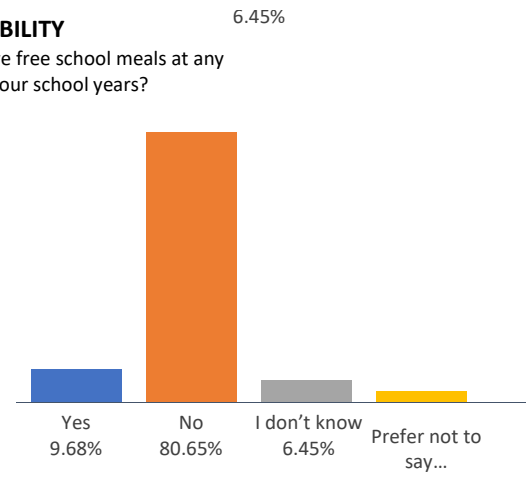
Q9b. Please refer to the commentary



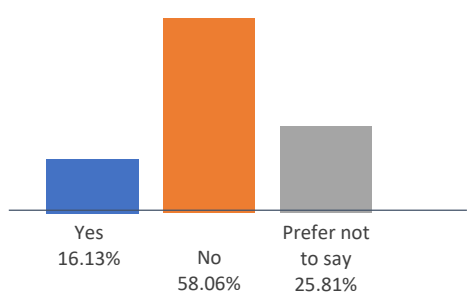
Q9c. SOCIAL MOBILITY
 Did your household receive income support at any point during your school years?



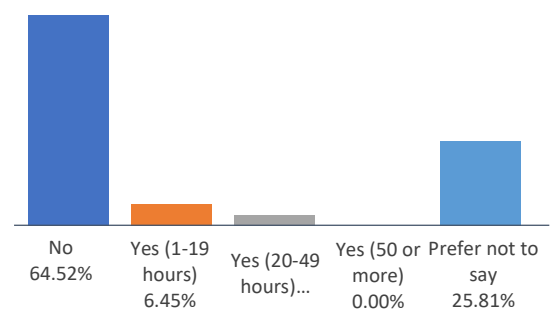
Q9d. SOCIAL MOBILITY
 Did you receive free school meals at any point during your school years?



Q10a. CARING RESPONSIBILITIES
 Are you a primary carer for a child or children under 18?



Q10b. CARING RESPONSIBILITIES
 Do you look after someone with long term physical or mental ill-health?



The partners believe that diversity is an important element to achieving a committed, talented and engaged workforce. Our Management Board will incorporate the outcomes of this 2019 Diversity Survey into the practice's strategy for recruitment and retention of our team.