

J W Smith & Co Ltd – C001266470

Diversity Report – March 2023

1. Aggregated Results

Non responses or prefer not to say – 27% - results below based on actual responders

- a. Sex: Male 33%, Female 67%
- b. Age profile: 25-34 (15%); 35-44 (8%); 45-54 (23%); 55-64 (46%); 65+ (8%):
- c. Manager level and above: Female (50%); Male (50%)
- d. Ethnicity: White British (100%)
- e. Disability: 0%
- f. Religion: Christian (31%); No religion (69%)
- g. Higher level schooling: 1st Generation University (23%)
- h. Mandatory schooling: State school (77%)

2. Summary

J W Smith are a Yorkshire based, multiple office practice open to employing any person (regardless of sex, gender, disability, race, orientation etc) with the correct skill sets for available vacancies.

50% of the senior team are female as are 67% of the total staff employed.

Staff ages range across the whole age group and a number of staff have worked for the firm (and its predecessors) in excess of 30 years.