



Diversity

We are committed to promoting equality and diversity and recognise the benefits of a diverse team. We seek to employ the best person for a role regardless of race, gender, religion or any other parameter and are proud to provide a working place setting which is free from any form of discrimination.

As part of our professional obligations as a member of the Institute of Chartered Accountants in England and Wales ICAEW, we are required to periodically monitor the diversity profile of our team through an anonymous voluntary collection of data.

The information below details the information ascertained from our survey at the end of March 2021. We have limited the information disclosed where it would otherwise break the confidentiality of our team.

From our request for information using set parameters, responses were received from approximately 87% of the team.

Age range

% of responses

16 – 24	14%
25 – 34	10%
35 – 44	28%
45 – 54	19%
55 – 64	14%
65 and over	10%
Prefer not to say	5%

Gender

Female	52%
Male	43%
Prefer not to say	5%

Disability

2% of the responders indicated that they have a disability according to the definition of the Equality Act.

Ethnicity**% of responses**

British / English /Welsh/ Northern Irish / Scottish	95%
Other Asian	5%

Faith

For religion or belief, the response included 38% Christian faith and 43% with no religion.

Socio-economic background

Went to University as a 1st generation	10%
Went to University not as a 1st generation	10%
Did not go to University	75%
Prefer not to say	5%
School education at a UK state school	71%
School education at a UK independent / fee paying school	19%
School outside of the UK	5%
Prefer not to say	5%

Social mobility

The responders indicated that 38% had achieved a professional qualification and 52% achieved other academic qualifications ranging from 'O' levels to undergraduate degree, a further 10% preferred not to say.

Caring responsibilities

The responders indicated that 19% are primary carer for a child or children under 18 and 5% preferred not to say.

The responders also indicated that 14% provide help or support to others for between 1 and 19 hours per week and, 5% preferred not to say.

1st June 2021