

Diversity and equality

Results from our 2023
employee diversity survey

Helping you prosper

The page features several thick, light green curved lines of varying lengths scattered across the background. At the bottom, there is a cluster of approximately 15-20 small, light-colored wooden human figures standing upright. The text is centered in the upper half of the page in a bold, green, sans-serif font.

We are driven by our purpose of 'helping you prosper' and this applies across all that we do, not only for our clients but also for our people and our local communities

Our commitment to diversity and inclusion

UHY Hacker Young is fully committed to diversity and inclusion and wholeheartedly supports the principles and practices of equal opportunity.

We recognise that it is the duty of all employees to accept their personal responsibility for fostering a fully integrated community at work by adhering to the principles of equal opportunity and maintaining a harmonious working environment. The firm aims to create a culture that encourages and values diversity, and that appoints, rewards and promotes based on merit.

We actively promote equal opportunities throughout the firm via the application of employment policies, which ensure that individuals receive treatment that is fair and equitable and that they are recruited, selected, promoted and trained, consistent with their relevant aptitudes, potential, skills, experiences, and abilities.

No applicant will be placed at a disadvantage by any practices which, although they are applied to all, have the effect of disadvantaging people of a particular race, sex, sexual orientation, gender, religion or beliefs which are not necessary to the performance of the job, or which constitute indirect discrimination.

Additionally, the firm recognises that the detriment a person endures because of their disability can, in many instances, be removed by the adoption of reasonable adjustments.

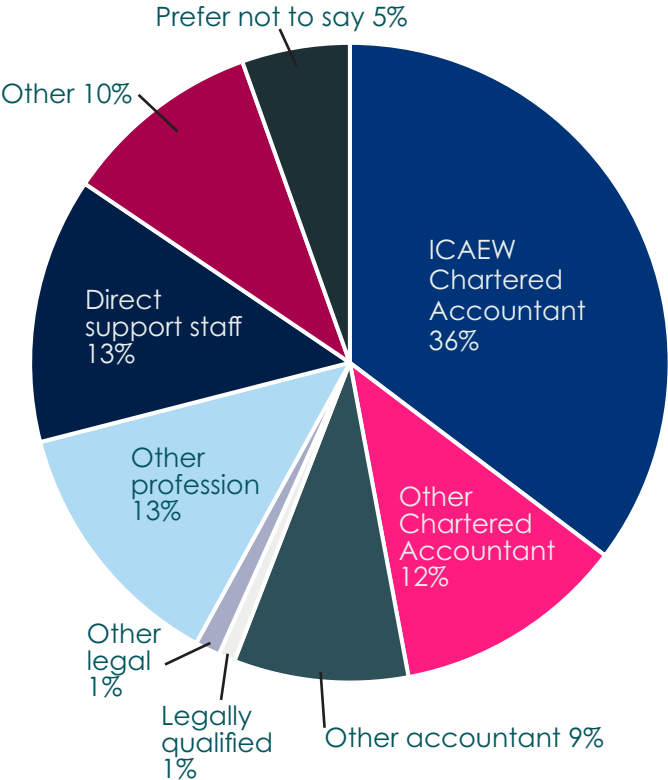
We are therefore committed to ensuring that such adjustments will be effected where reasonably practicable and where the detriment is substantial.

In 2021, the firm launched an internally run equality, diversity and inclusion (EDI) group, whose remit is to ensure we are doing all that we can as a firm to ensure we uphold our commitment to embracing, supporting and driving EDI. The group makes recommendations to the firm's Executive Committee, and have already developed a full and comprehensive updated EDI policy. We are also in the process of rolling out an EDI training programme in which every UHY team member will be involved.

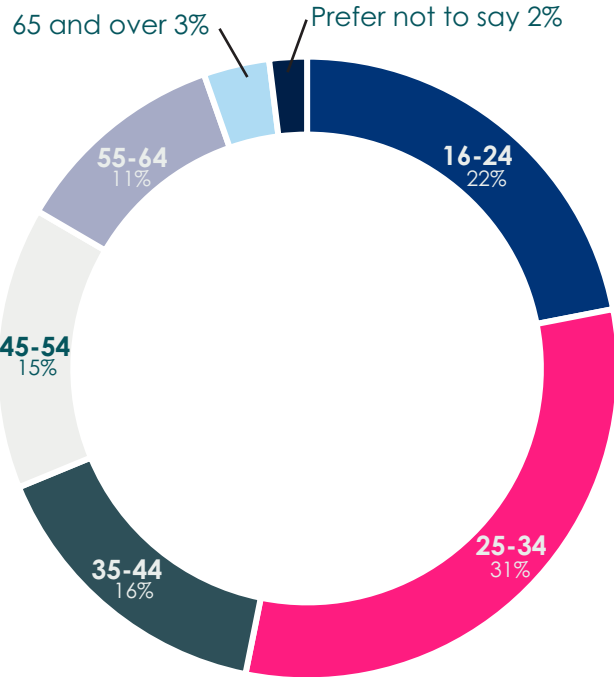
Everything we do at UHY is driven by our purpose of 'helping you prosper', and this applies to our teams, our clients and our communities. Our approach to EDI aligns with our purpose to ensure all of the team at UHY are working within an environment and culture within which they can thrive. Two of our four core values – Live Empathy and Enjoy It – also align with our commitment to EDI and ensuring all team mates demonstrate behaviours on a daily basis which enable a culture of equality and inclusion, and one that embraces diversity.

As a firm, we are fully committed to diversity and inclusion and ensuring equal opportunities for all colleagues, workers, and job applicants, and to ending unlawful and unfair discrimination.

Q1 About you

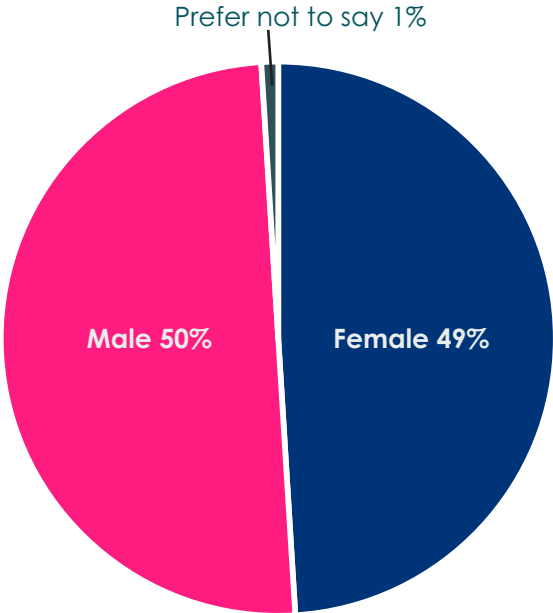


Q2 Age



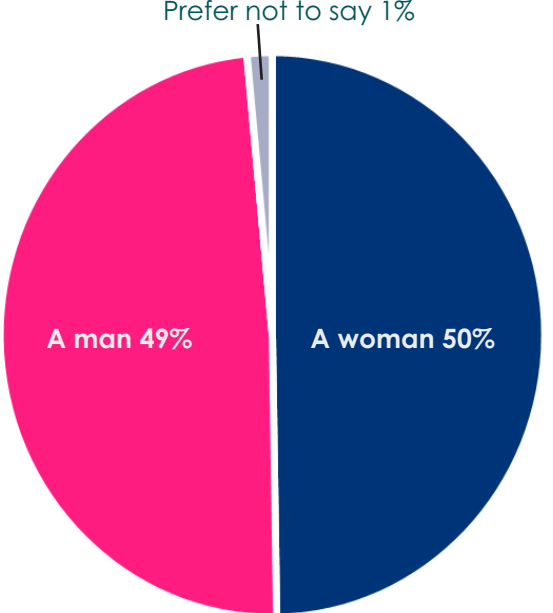
Q3a Sex/Gender

What is your registered sex at birth?



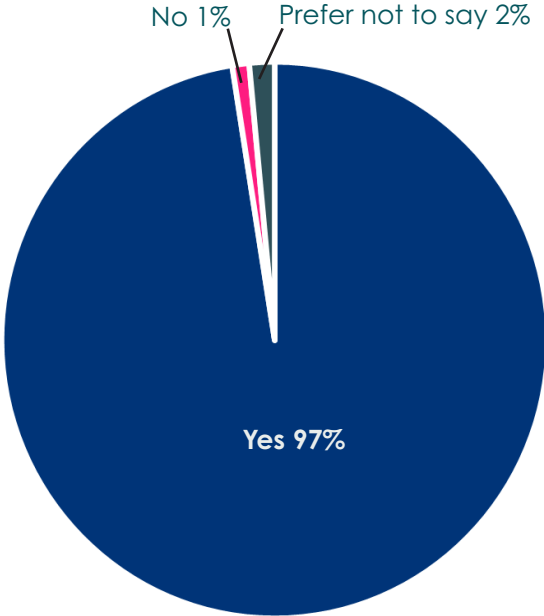
Q3b Sex/Gender

Which gender do you identify with?



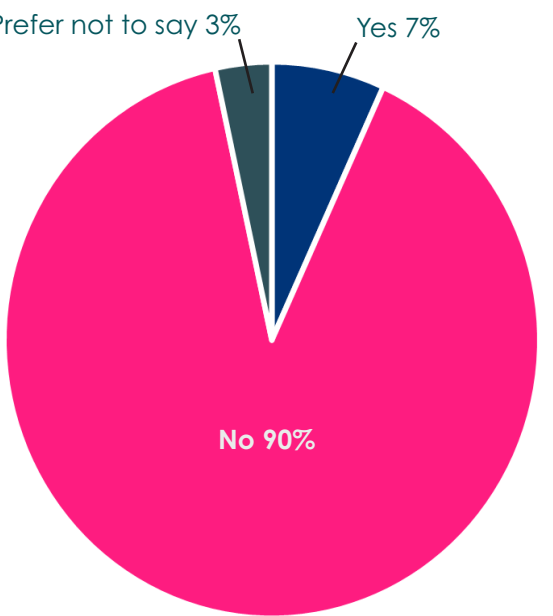
Q3c Sex/Gender

Is the gender you identify with the same as your sex registered at birth?



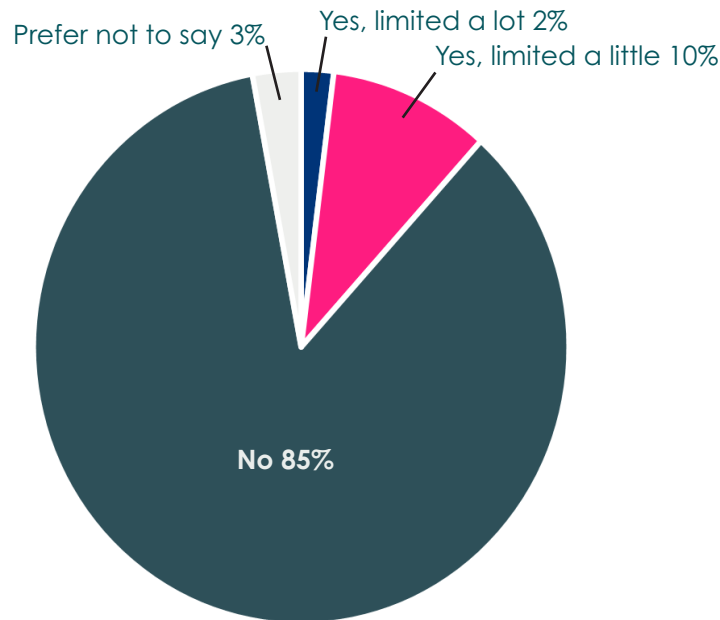
Q4a Disability

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



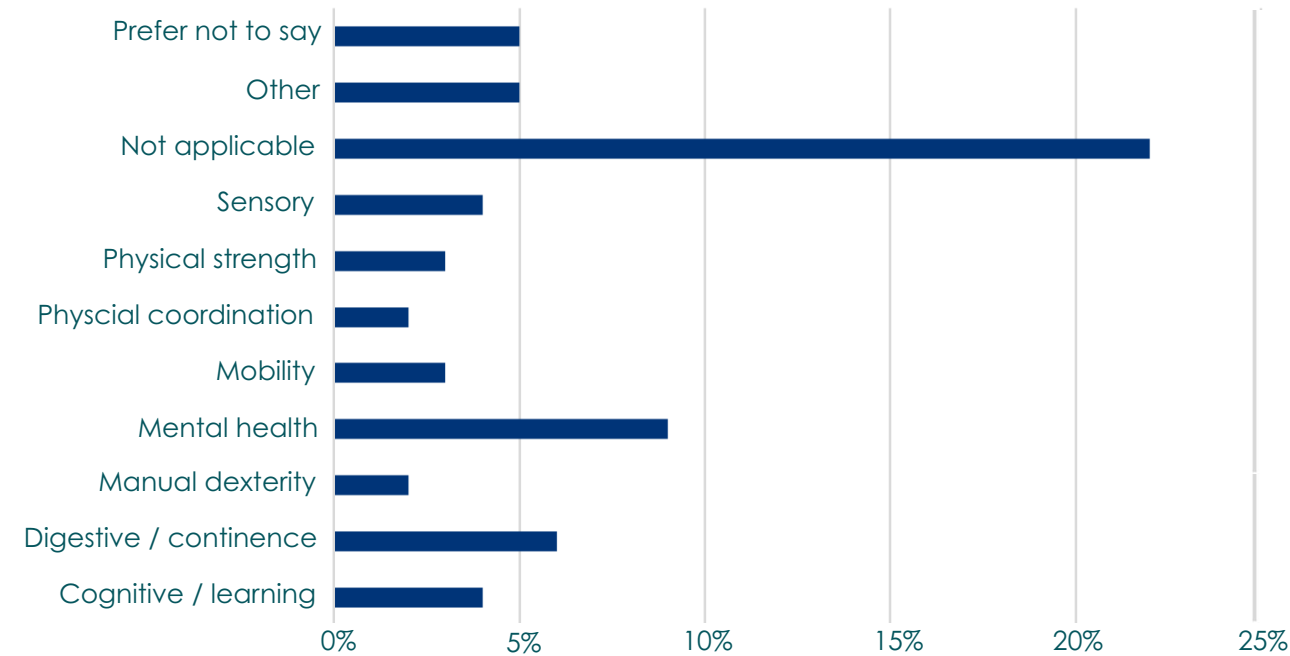
Q4b Disability

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?

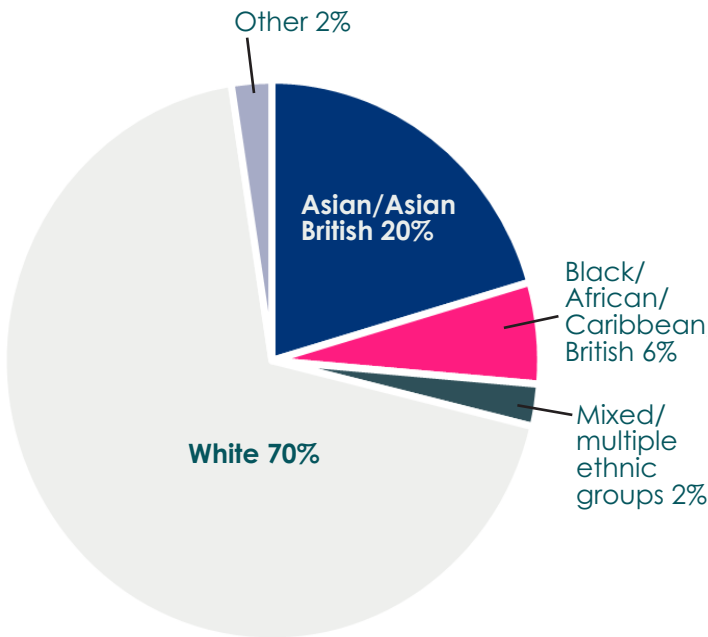


Q4c Disability

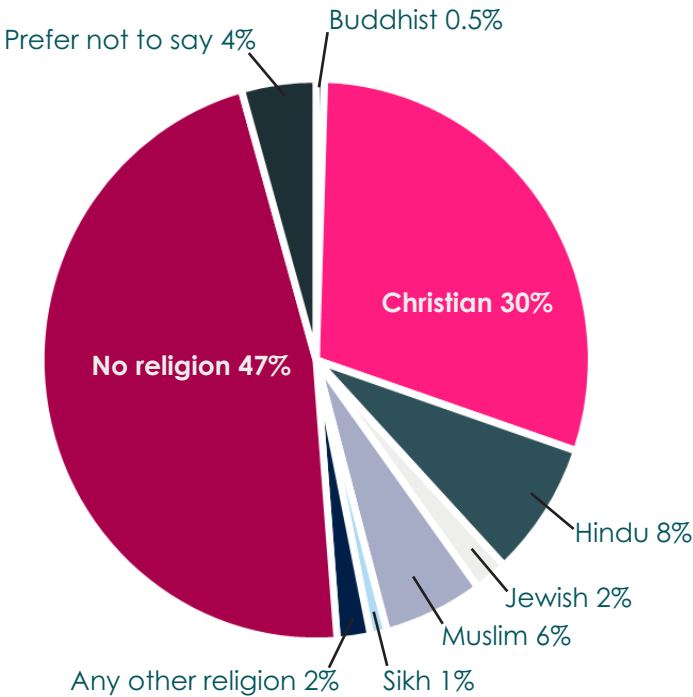
If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



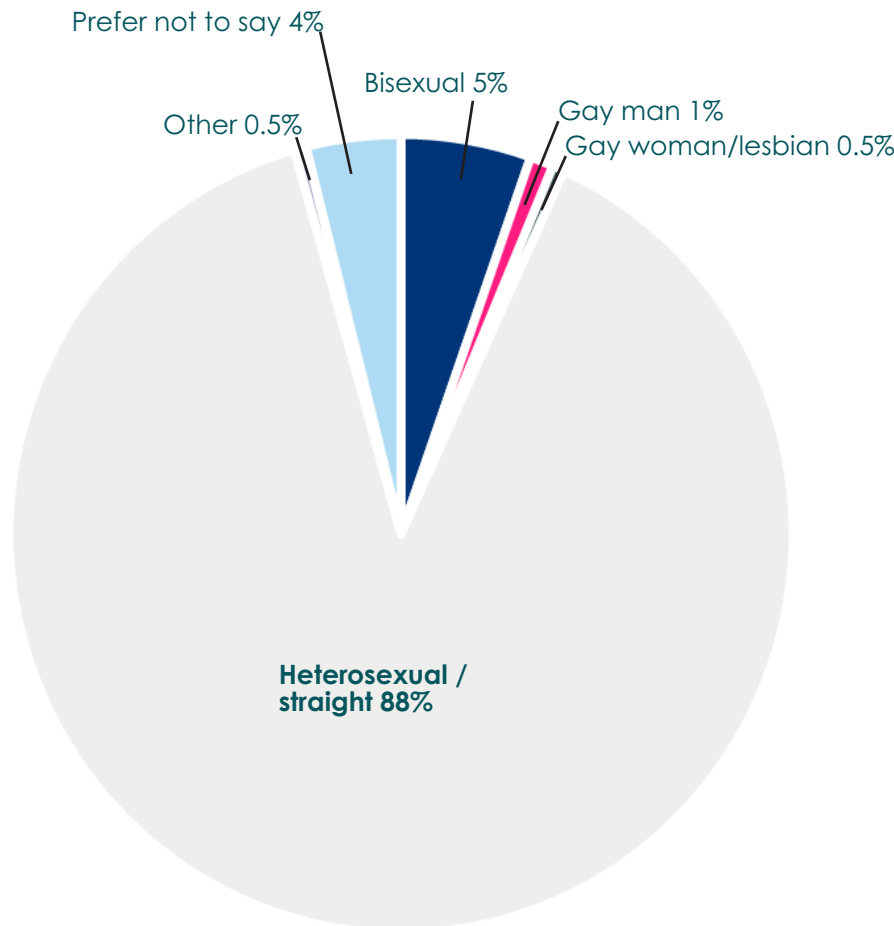
Q5 Ethnic group



Q6 Faith

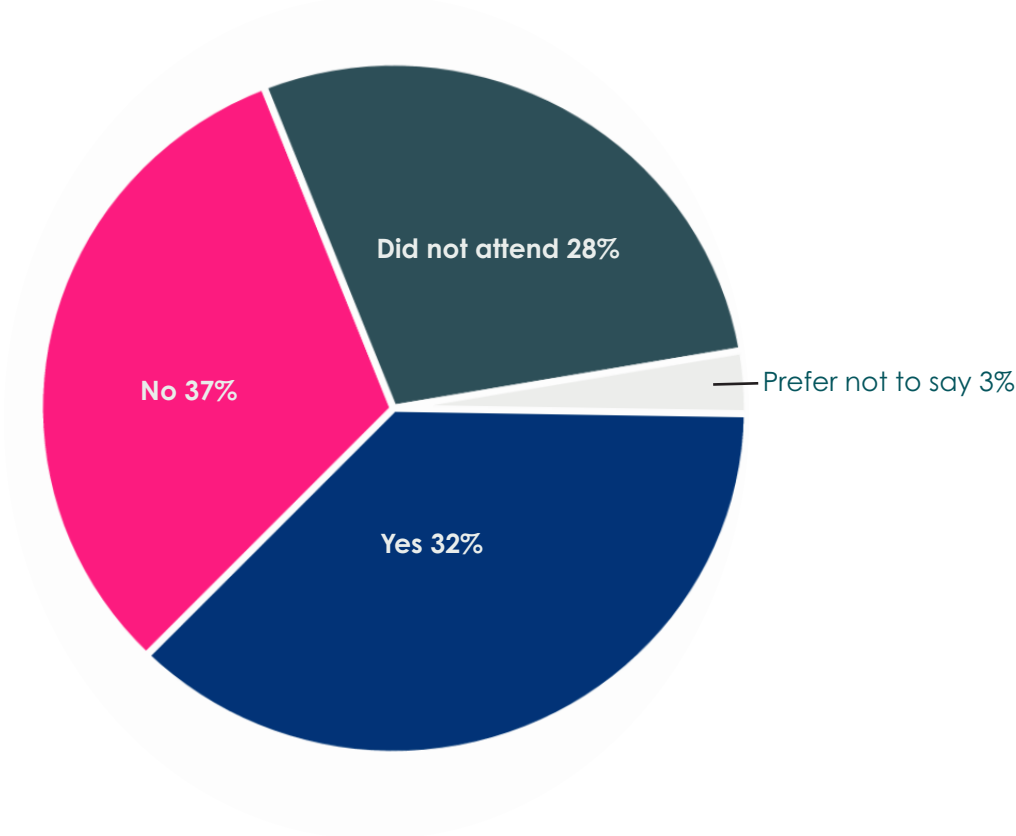


Q7 Sexual orientation



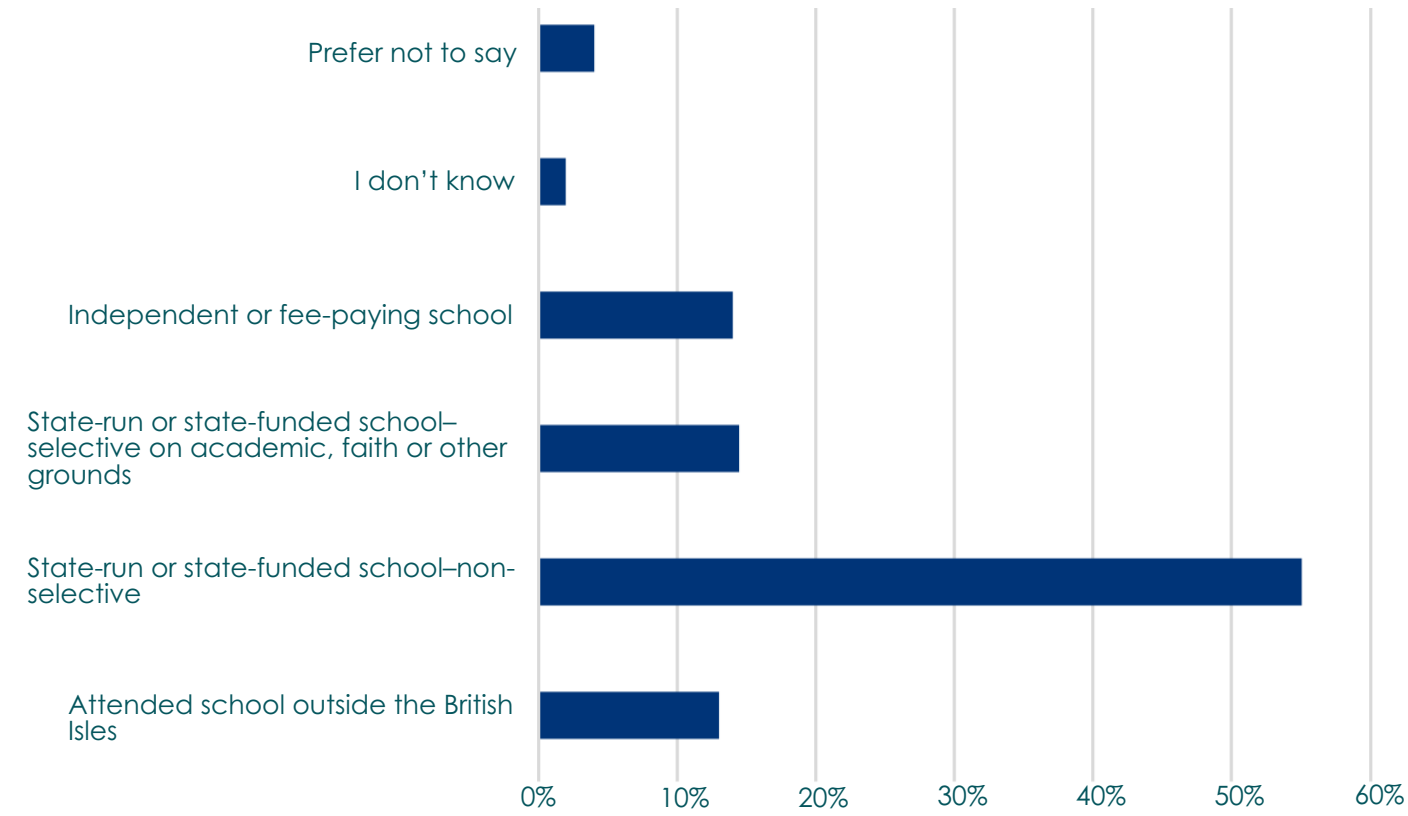
Q8a Socio-economic background

If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



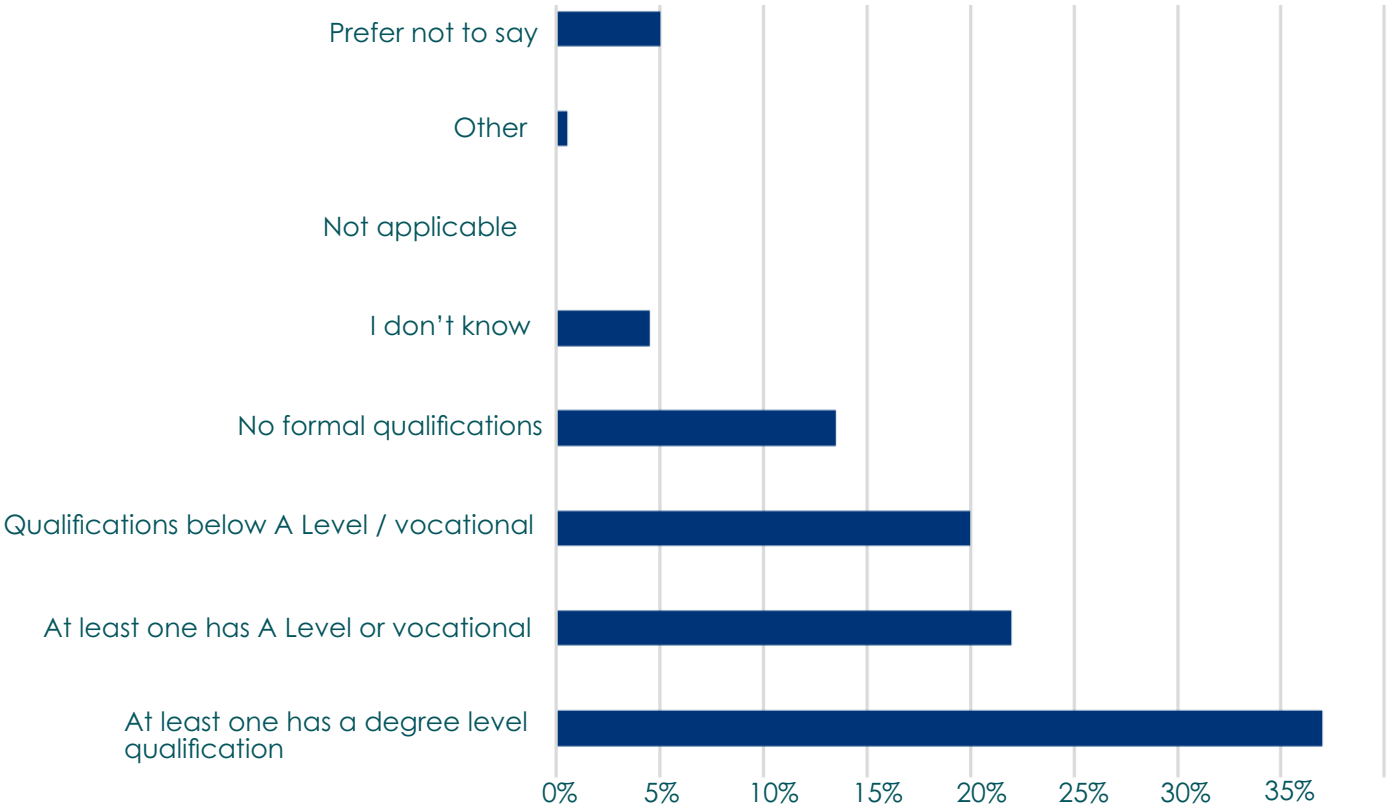
Q8b Socio-economic background

What type of school did you mainly attend between the ages of 11 and 16?



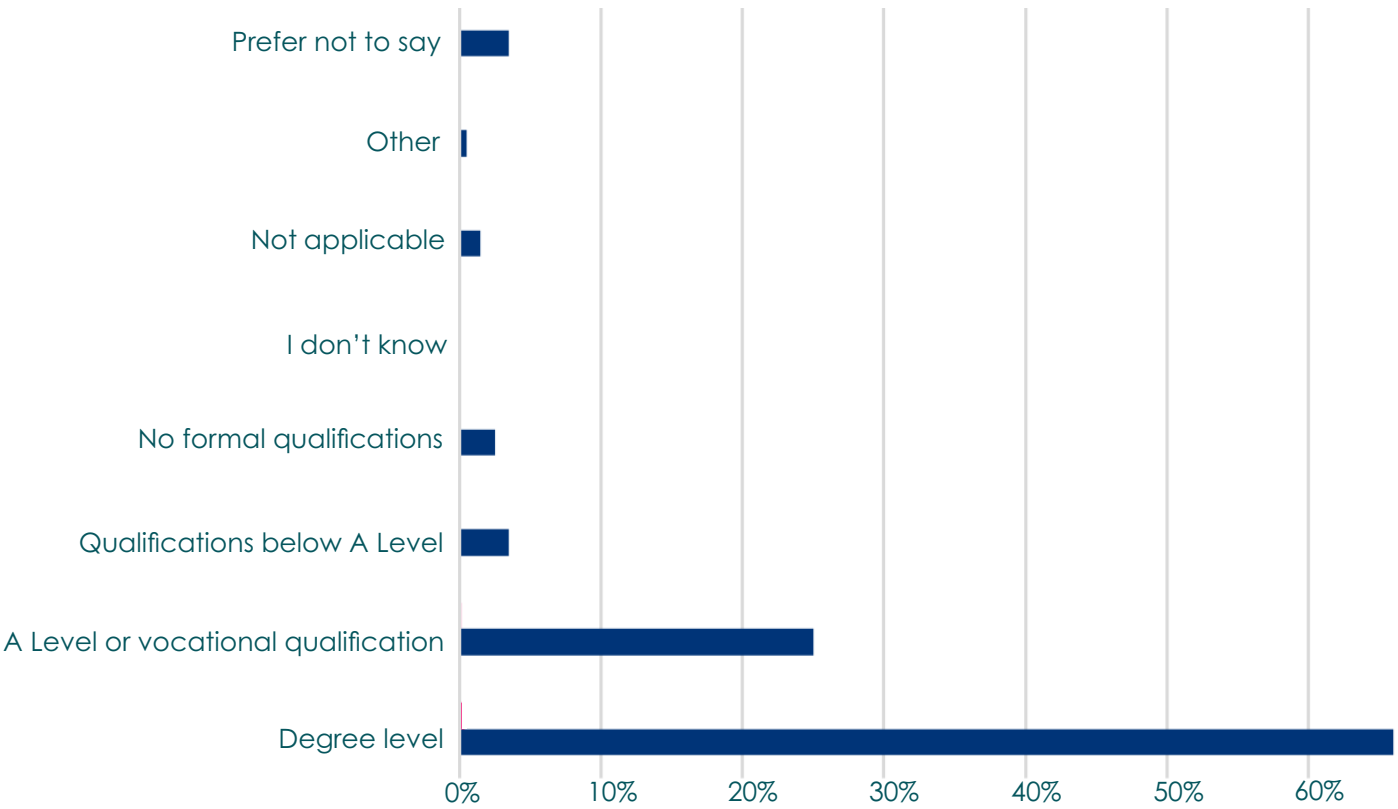
Q9a Social mobility

What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



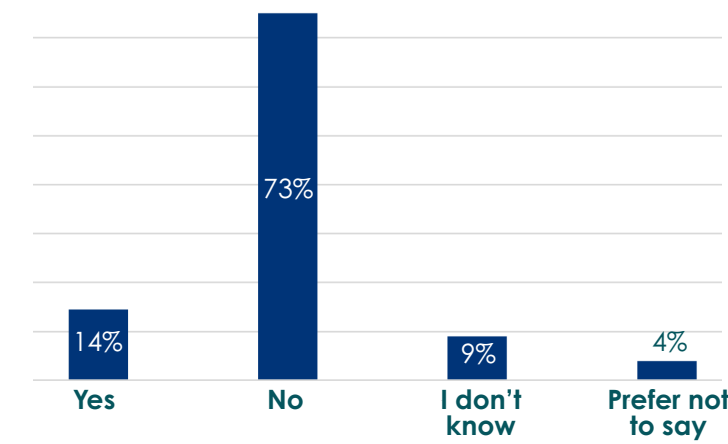
Q9b Social mobility

What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



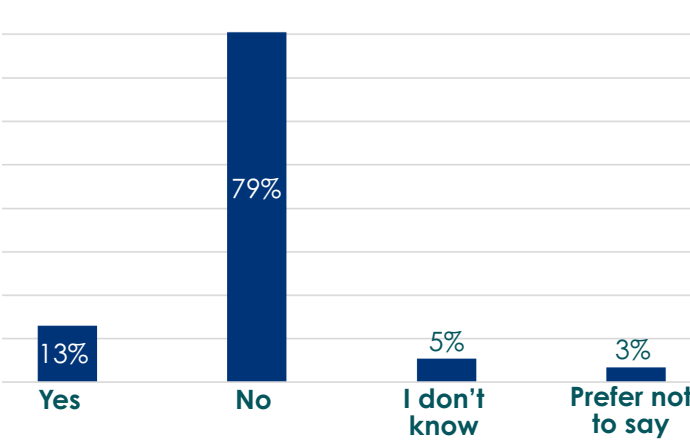
Q9c Social mobility

Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?



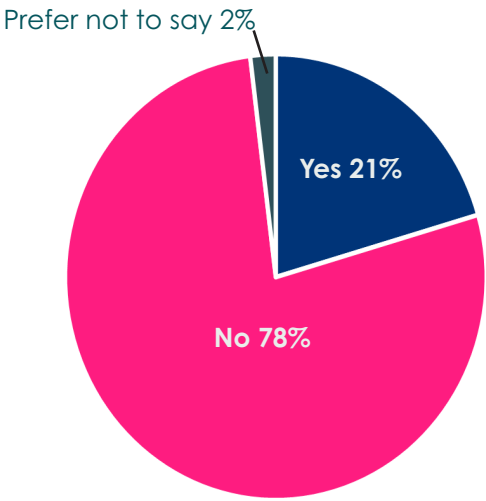
Q9c ii. Social mobility

Were you entitled to free school meals?



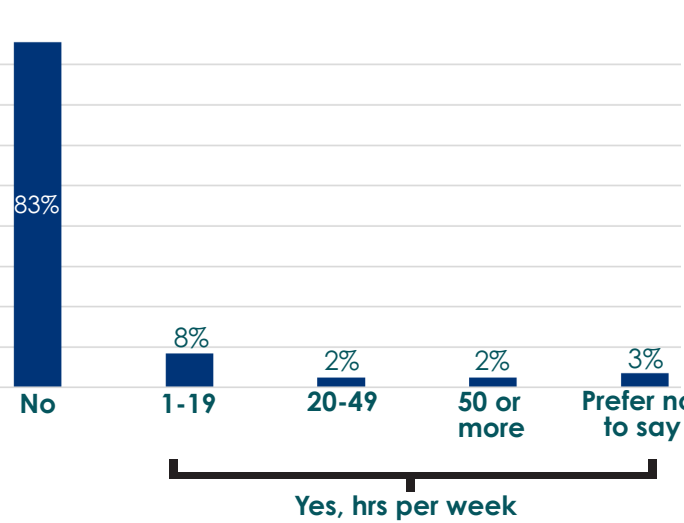
Q10a Caring responsibilities

Are you a primary carer for a child or children under 18?



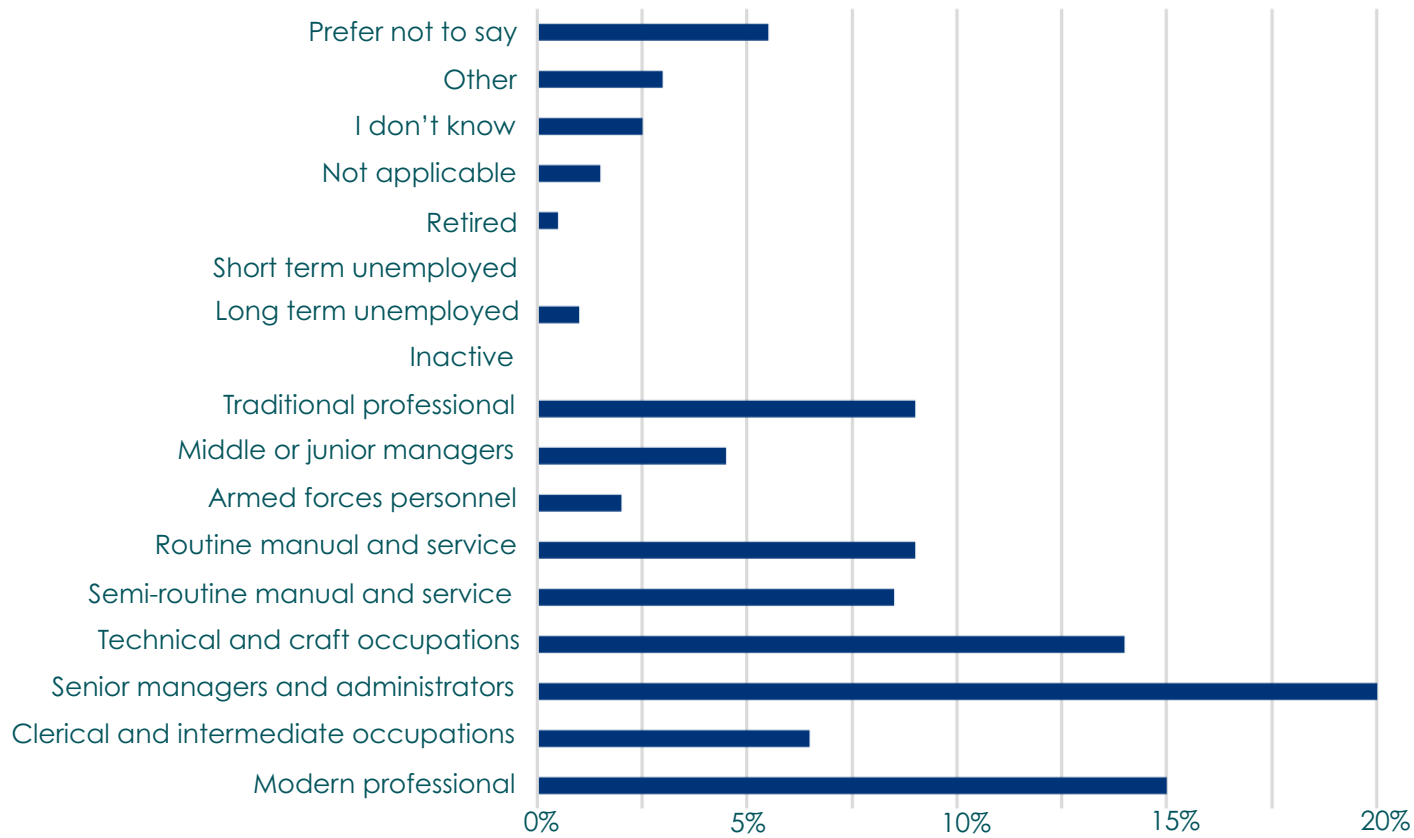
Q10b Caring responsibilities

Do you look after, or give any help or support to family members, friends, neighbours or others because of either: Long term physical or mental ill-health / disability related problems



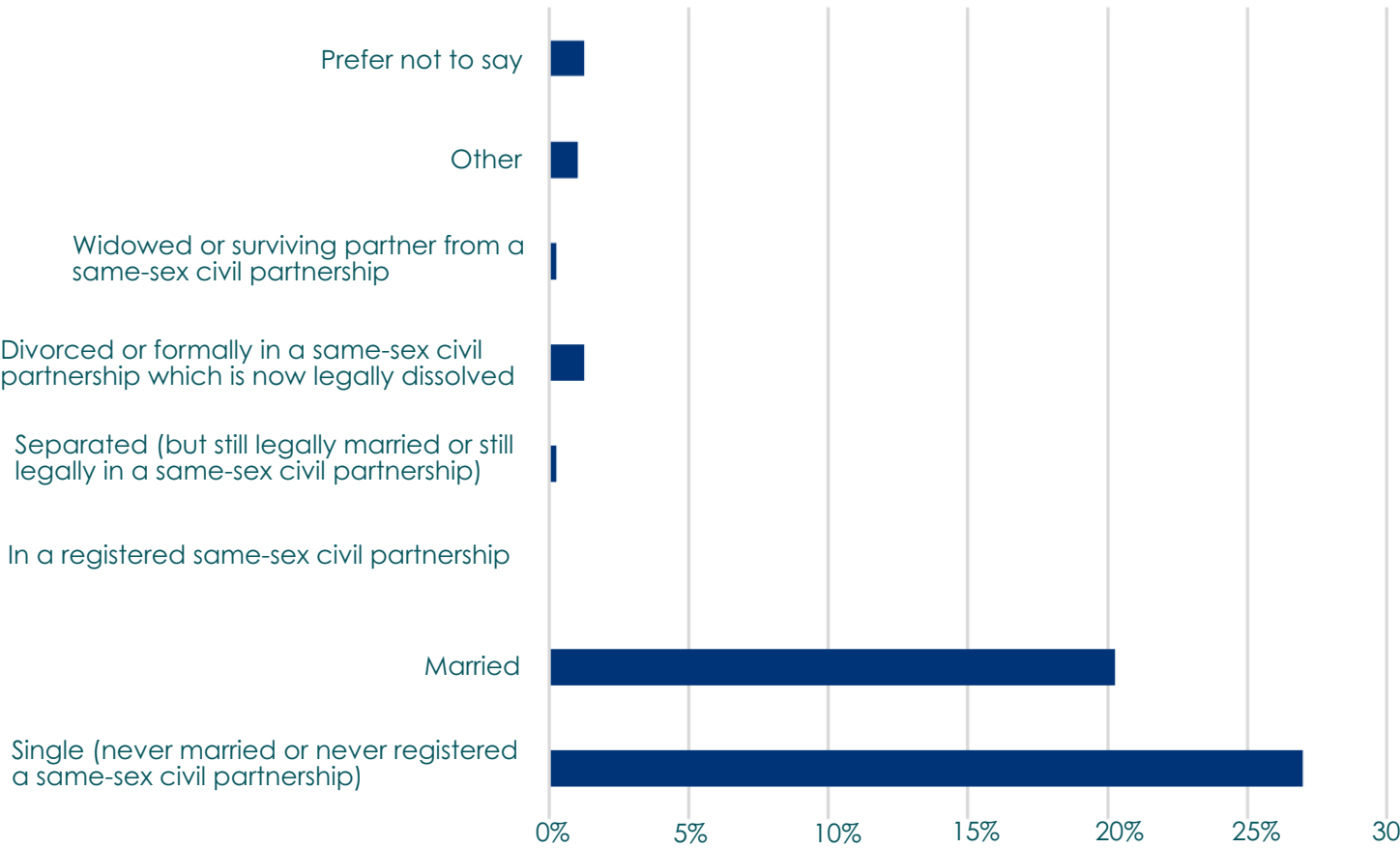
Q9d Social mobility

Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



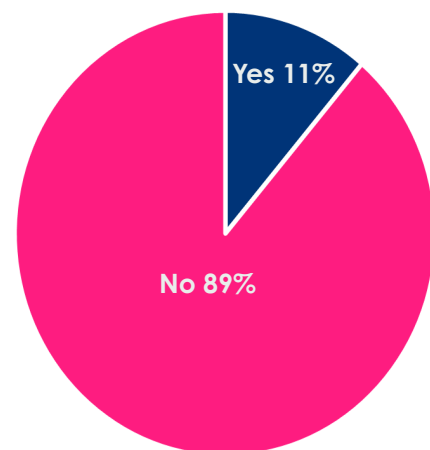
Q11 Marital status

What is your marital or civil partnership status?



Q12a Maternity

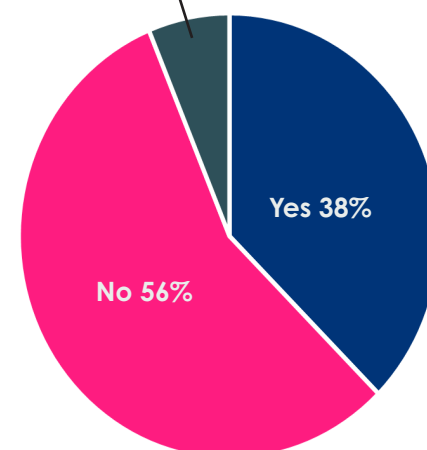
Have you taken maternity or paternity leave in the last 5 years?



Q12b i. Maternity

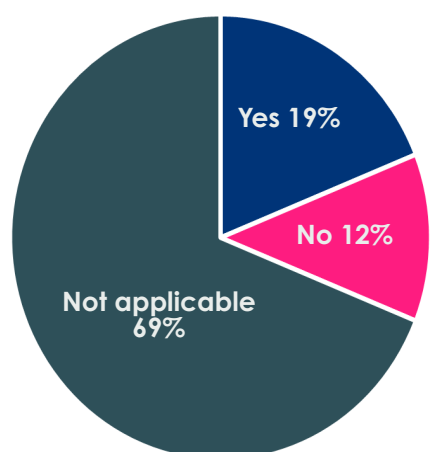
If yes: Did you return to your current employer after the leave?

Not applicable 6%



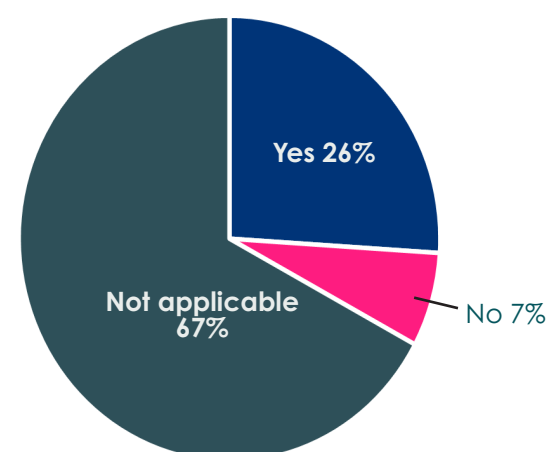
Q12b ii. Maternity

Did your current employer give you additional leave for ante-natal appointments?



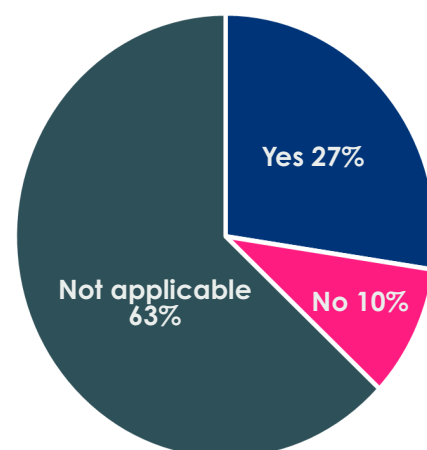
Q12b iii. Maternity

If yes: Did you return to your current employer after the leave?



Q12b iv. Maternity

Has the ability to work from home been an important aide in your return to work?



“Our biggest asset is our people and at UHY we strive to attract and retain the best talent. Our recruitment process aims at securing the best talent but also to ensure that people we bring through the door feel that they belong with us.”



Subarna Banerjee,
Managing partner



UHY Hacker Young Associates is a UK company which is the organising body of the UHY Hacker Young Group, a group of independent UK accounting and consultancy firms. Any services described herein are provided by the member firms and not by UHY Hacker Young Associates Limited. Each of the member firms is a separate and independent firm, a list of which is available on our website. Neither UHY Hacker Young Associates Limited nor any of its member firms has any liability for services provided by other members.

UHY Hacker Young (the "Firm") is a member of Urbach Hacker Young International Limited, a UK company, and forms part of the international UHY network of legally independent accounting and consulting firms. UHY is the brand name for the UHY international network. The services described here in are provided by the Firm and not by UHY or any other member firm of UHY. Neither UHY nor any member of UHY has any liability for services provided by other members.



This publication is intended for general guidance only. No responsibility is accepted for loss occasioned to any person acting or refraining from actions as a result of any material in this publication.

© UHY Hacker Young 2023

www.uhy-uk.com

Helping you prosper