

Diversity and equality

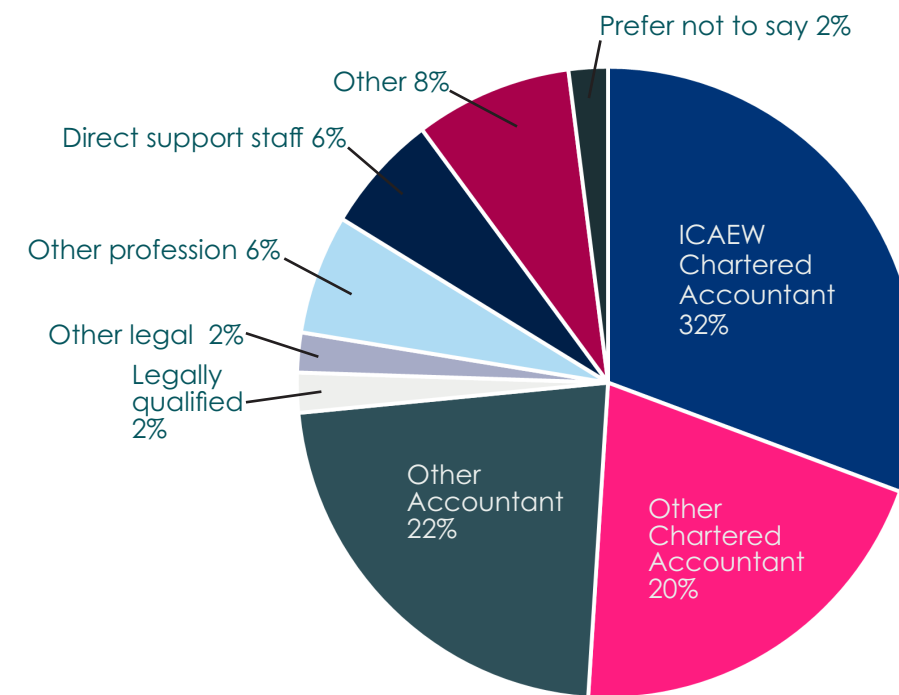
Results from our 2023
employee diversity survey

Helping you prosper

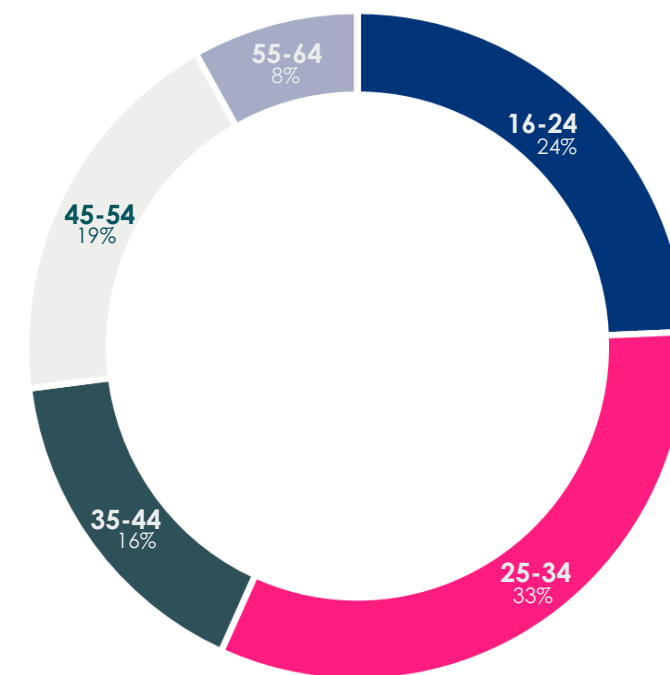
The survey reflects our approach to inclusivity with an increasingly diverse workforce, which contributes to our firms continuing success. We are driven by our purpose of 'helping you prosper' and this applies across all that we do, not only for our clients but also for our people and our local communities.



Q1 About you

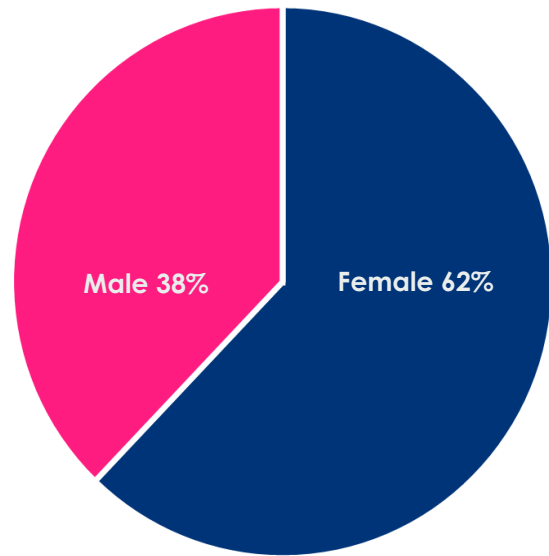


Q2 Age



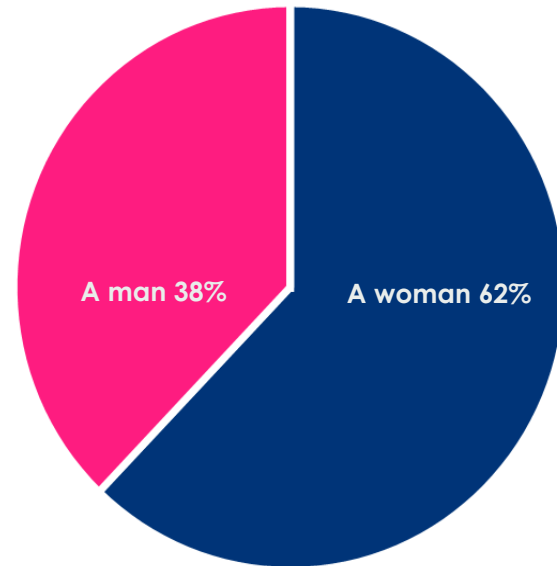
Q3a Sex/Gender

What is your registered sex at birth?



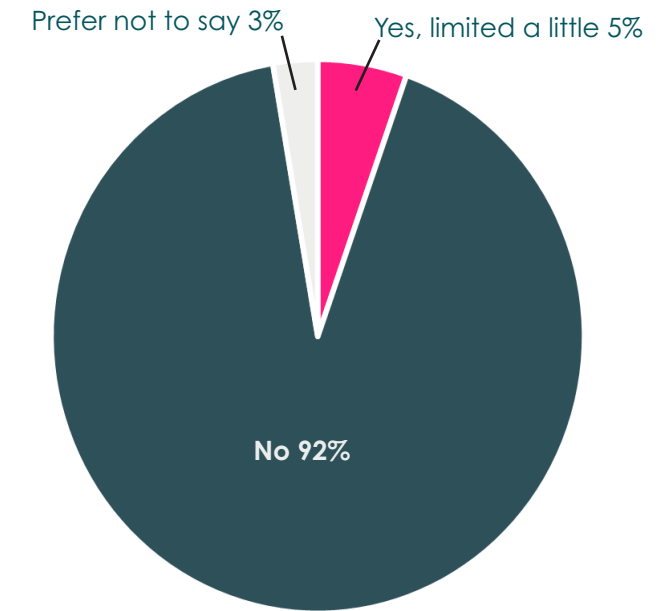
Q3b Sex/Gender

Which gender do you identify with?



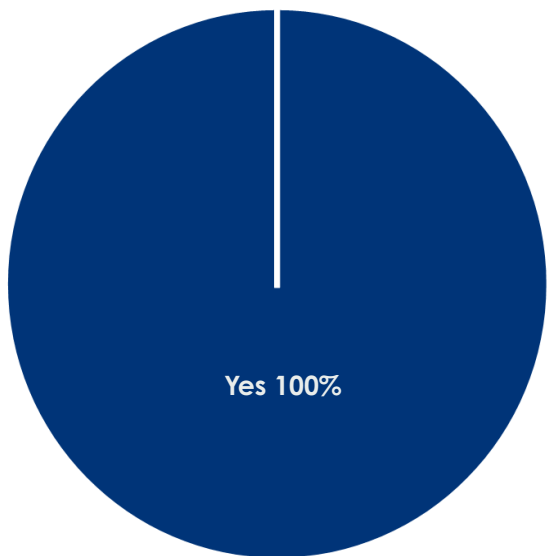
Q4b Disability

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?



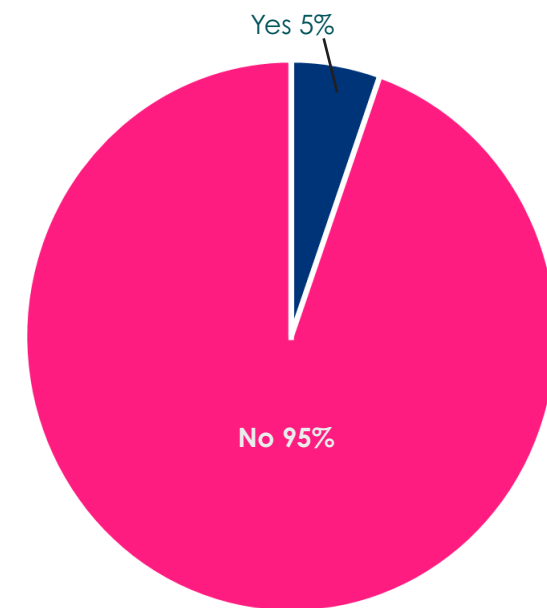
Q3c Sex/Gender

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



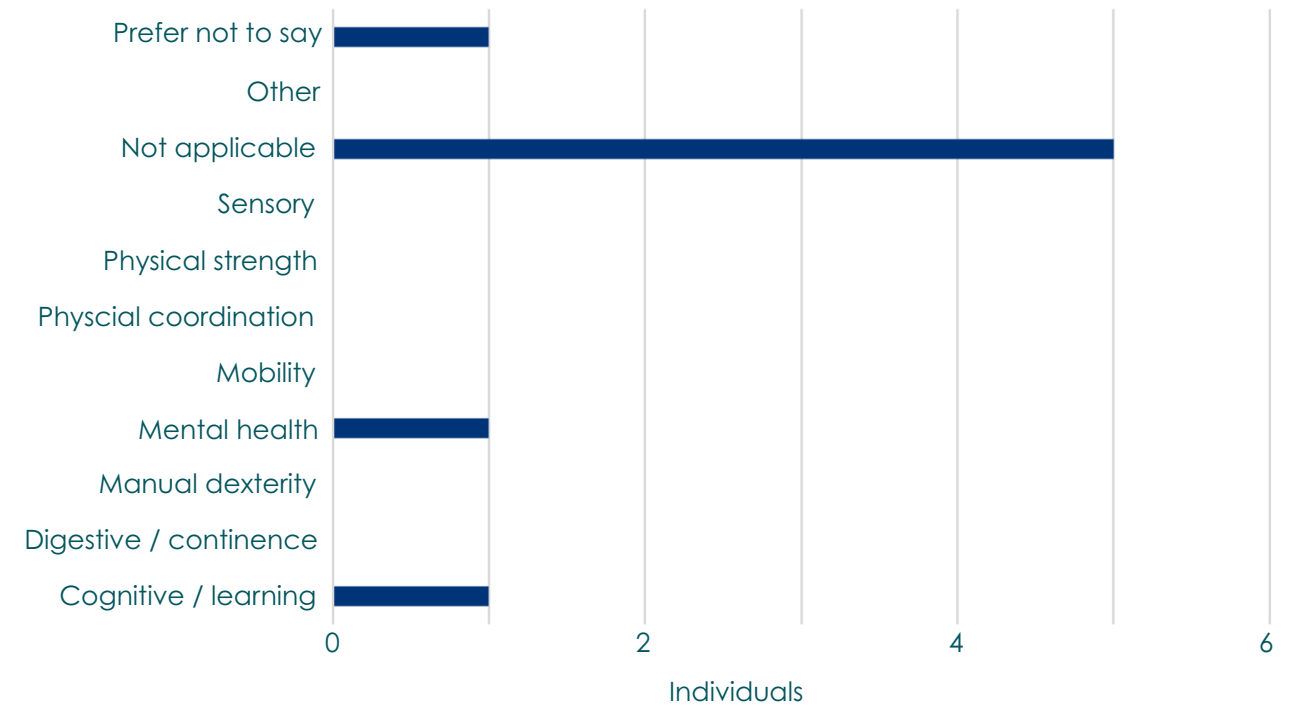
Q4a Disability

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

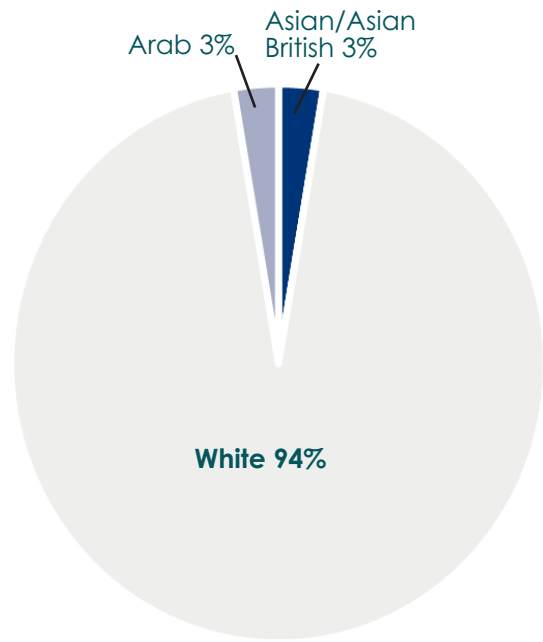


Q4c Disability

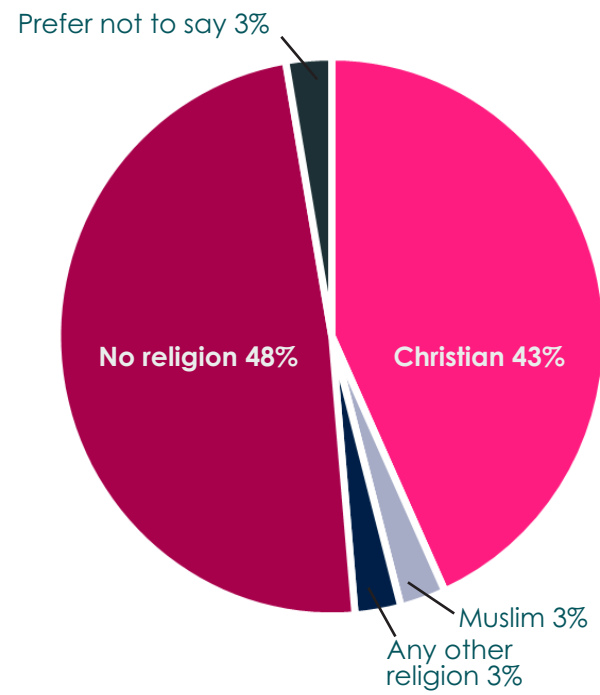
If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



Q5 Ethnic group

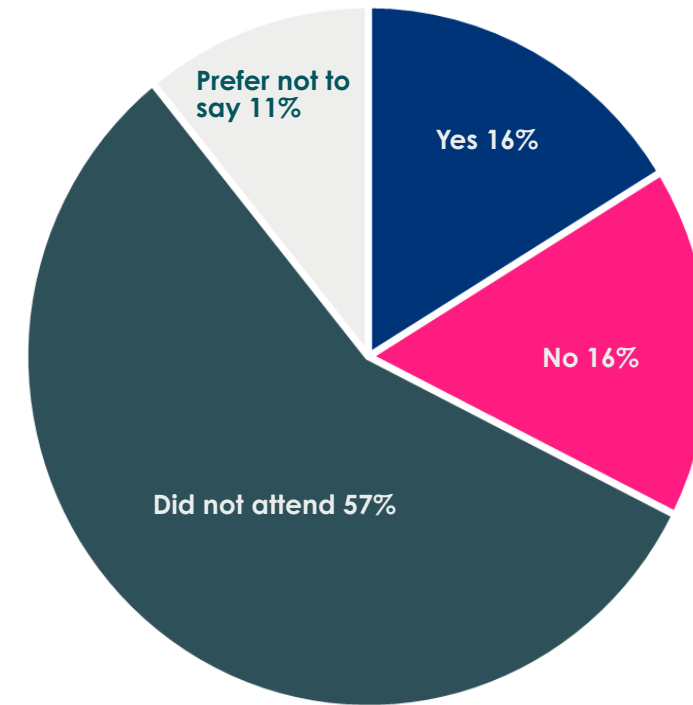


Q6 Faith

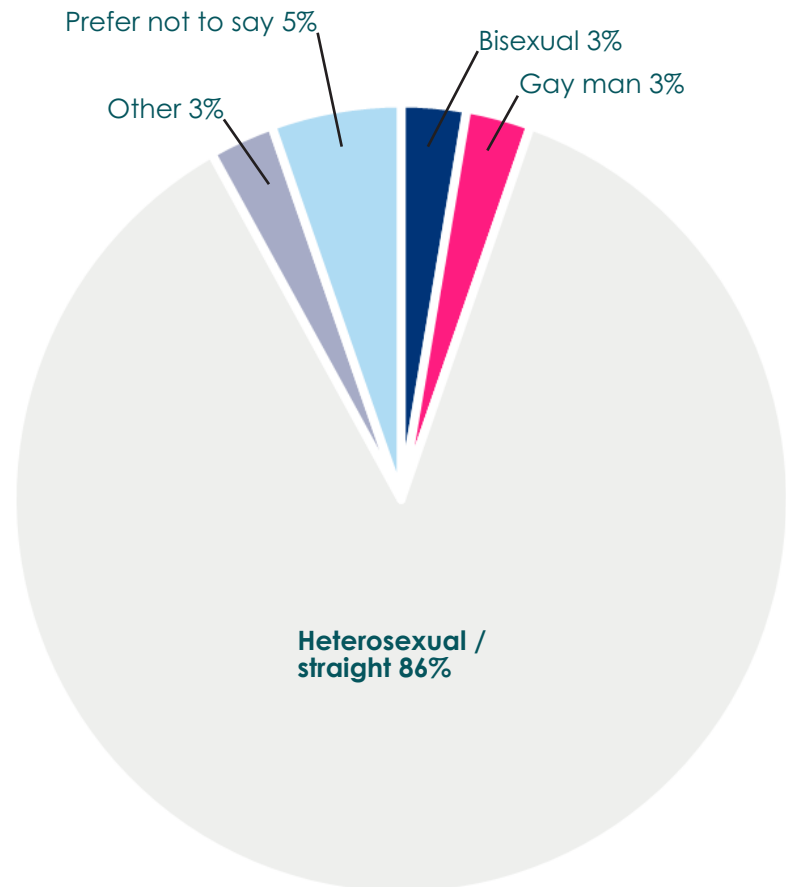


Q8a Socio-economic background

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?

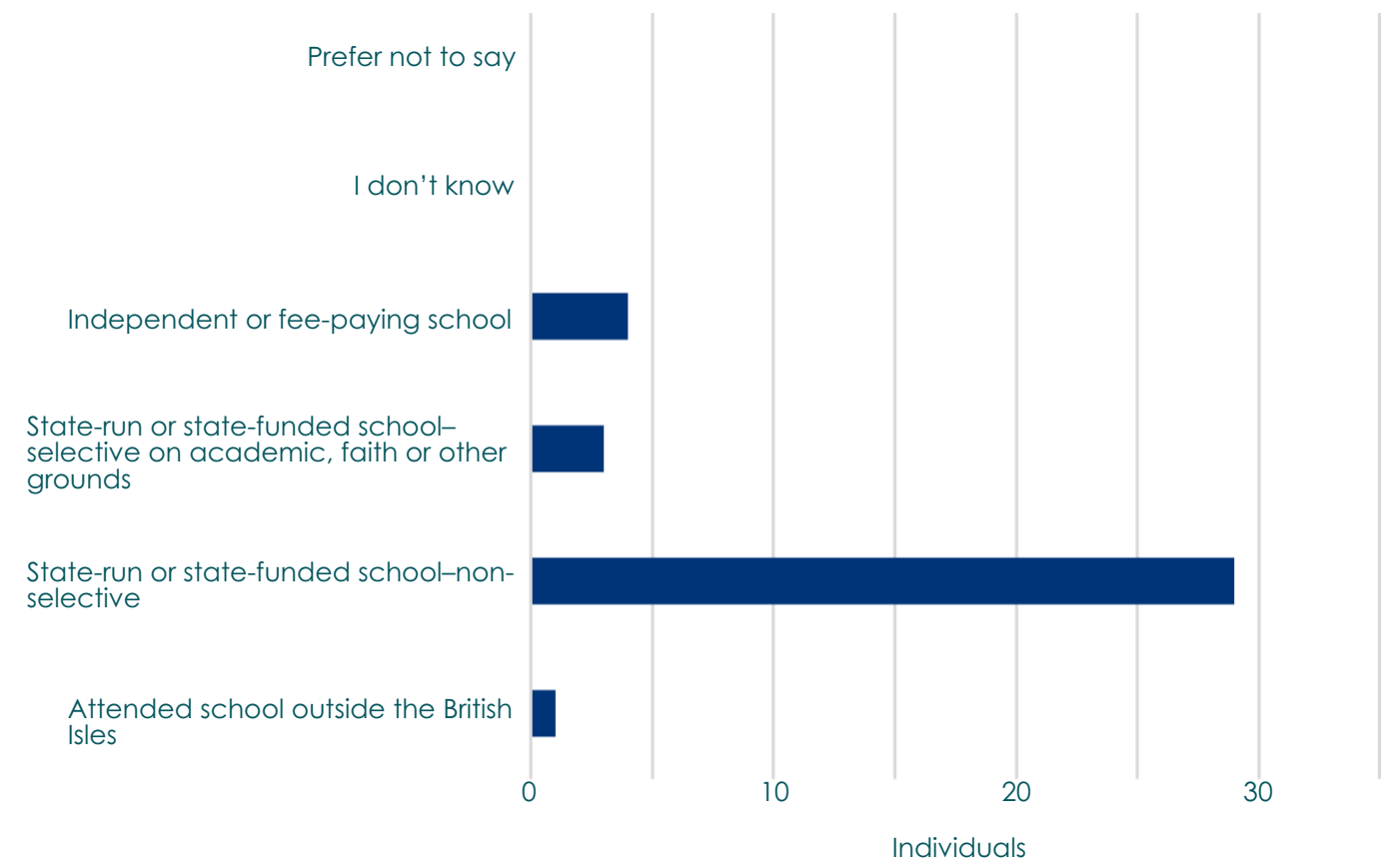


Q7 Sexual orientation



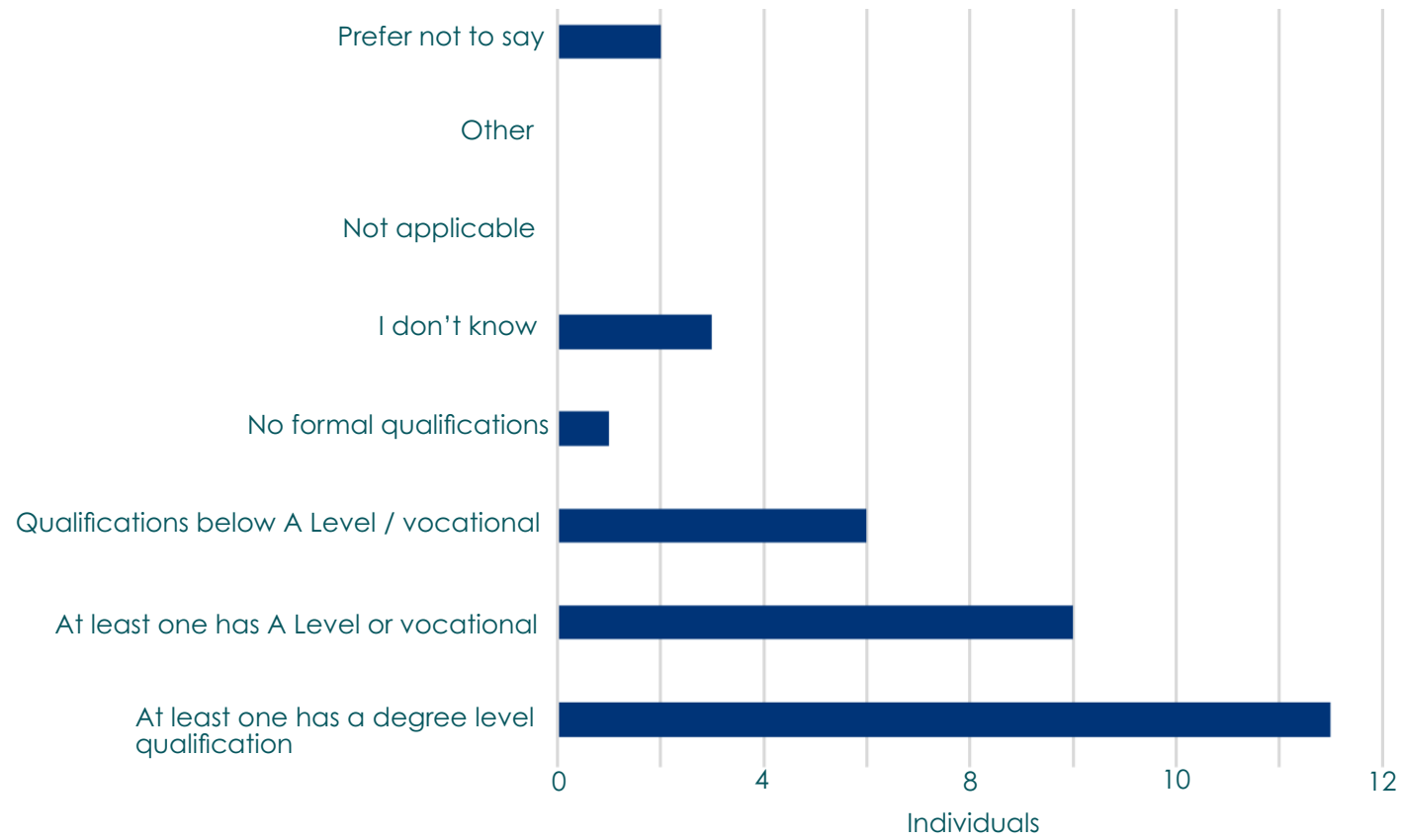
Q8b Socio-economic background

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



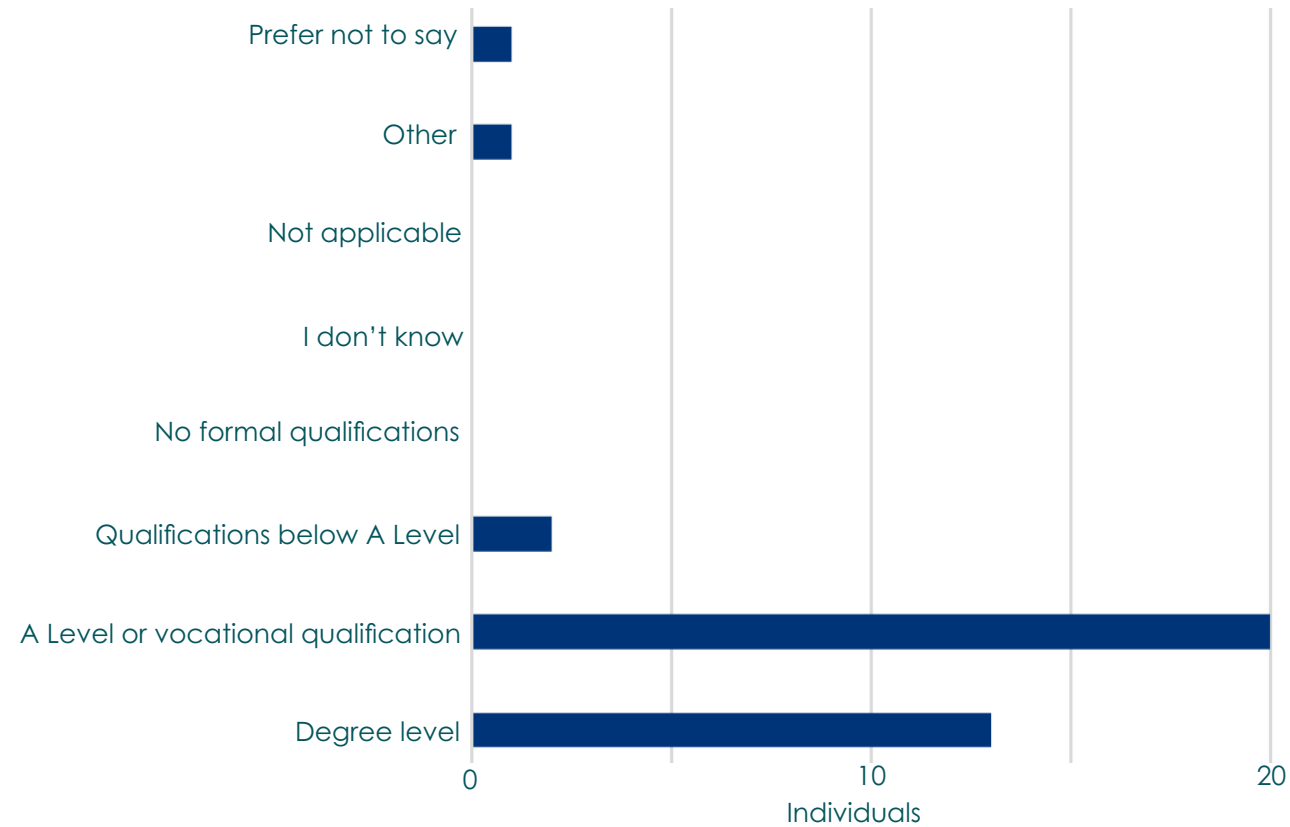
Q9a Social mobility

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



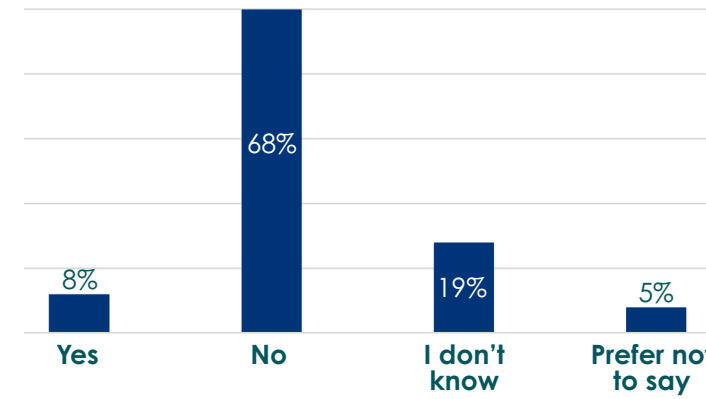
Q9b Social mobility

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



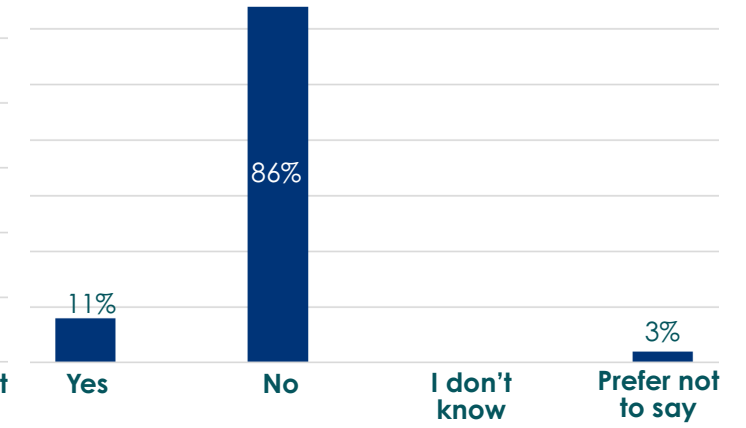
Q9c Social mobility

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



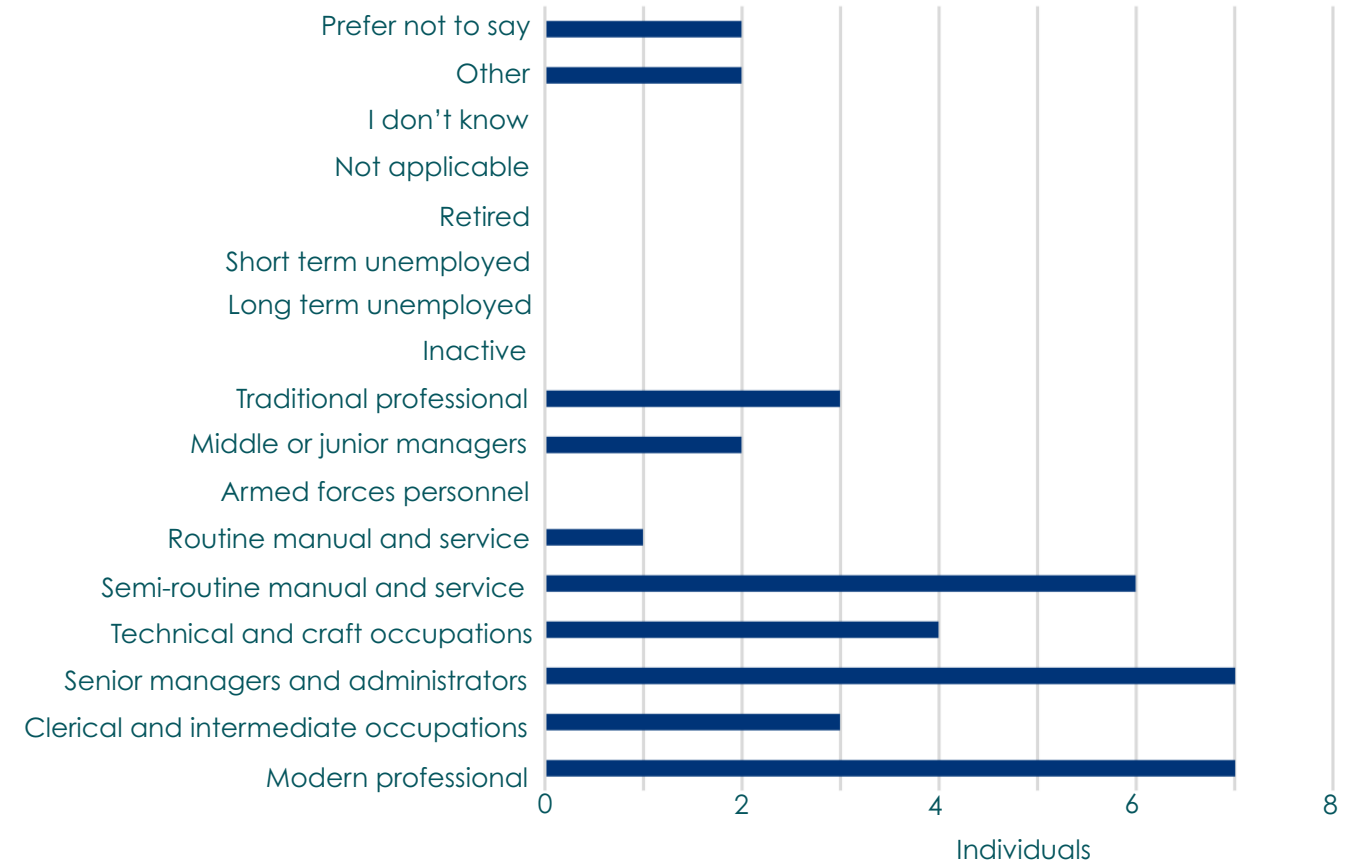
Q9c ii. Social mobility

Were you entitled to free school meals?



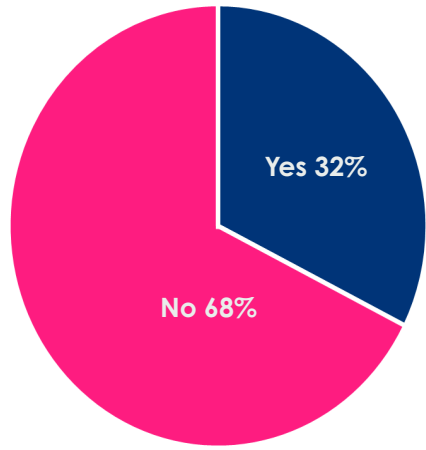
Q9d Social mobility

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?



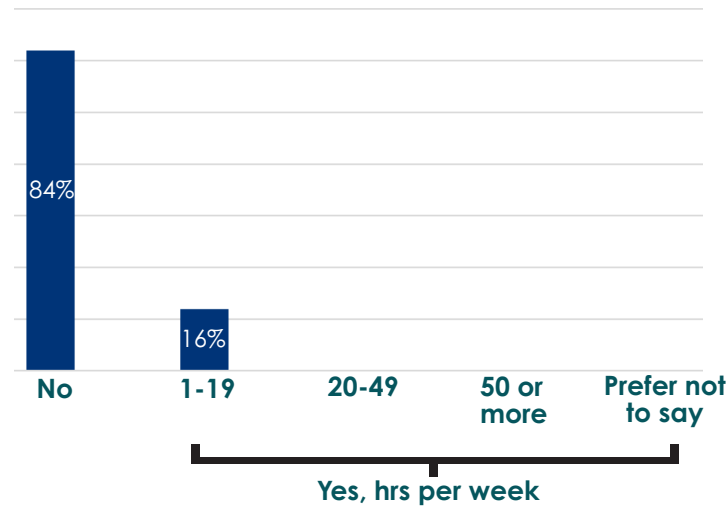
Q10a Caring responsibilities

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



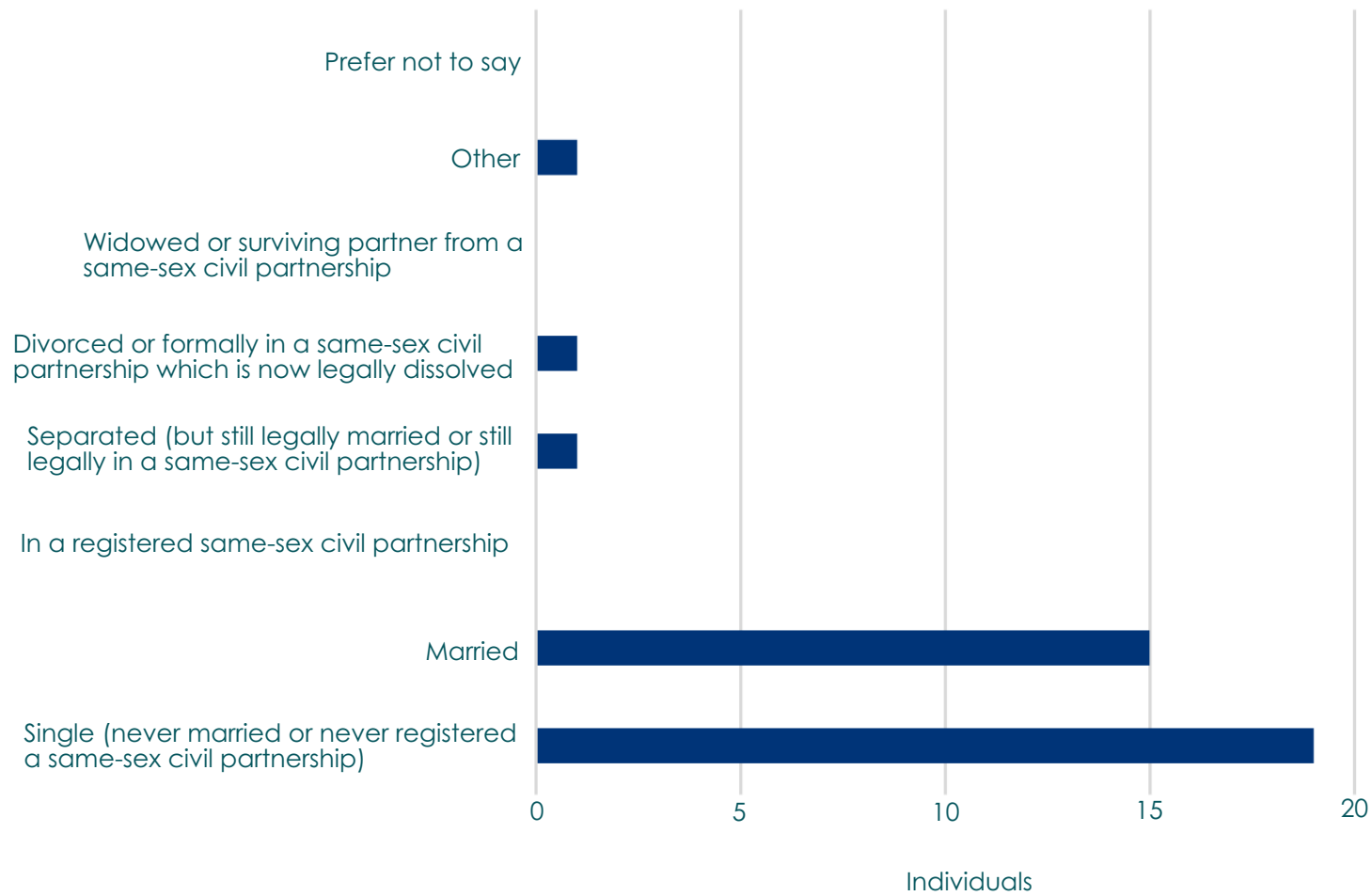
Q10b Caring responsibilities

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



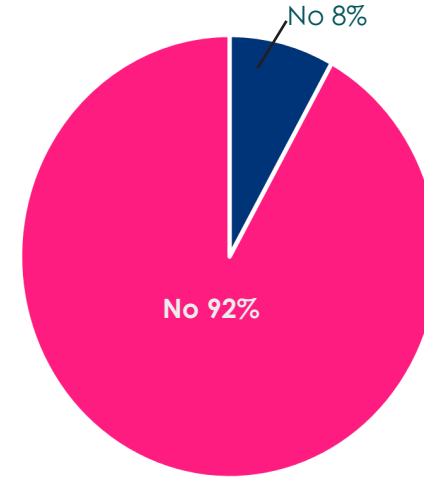
Q11 Marital status

What is your marital or civil partnership status?



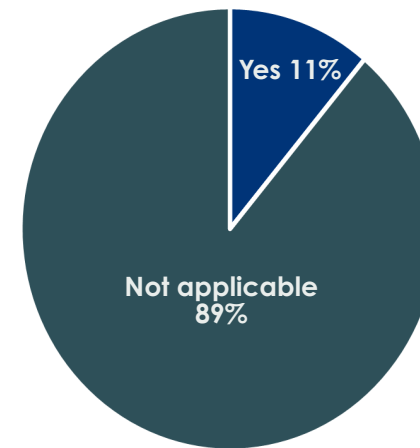
Q12a Maternity

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



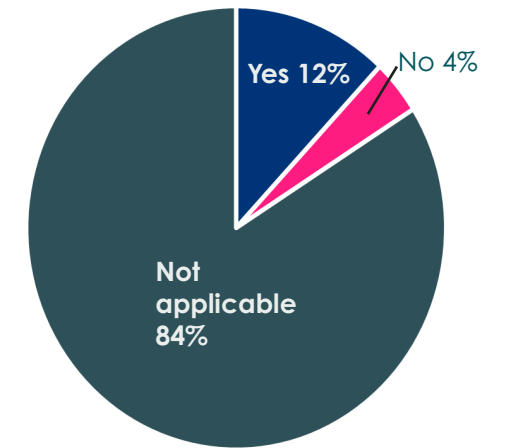
Q12b ii. Maternity

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



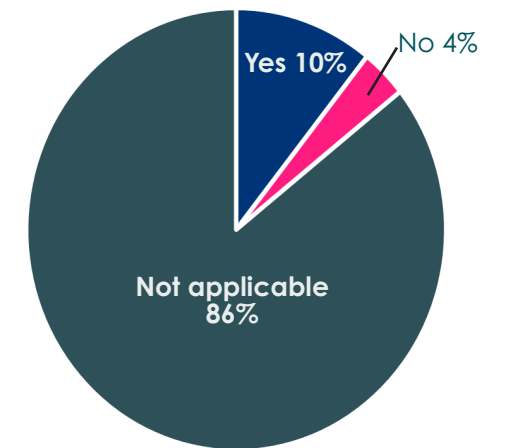
Q12b i. Maternity

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



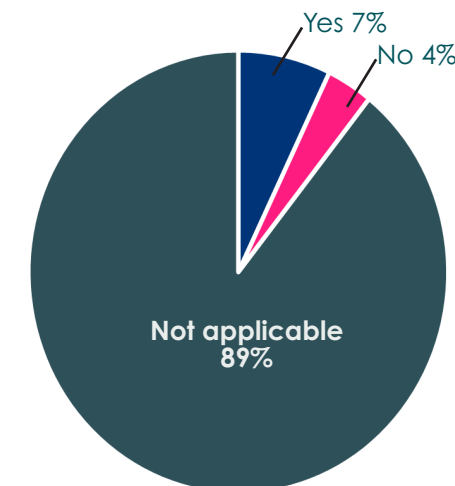
Q12b iii. Maternity

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?



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 Calvert Smith (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 herein 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 Calvert Smith 2023

Helping you prosper