

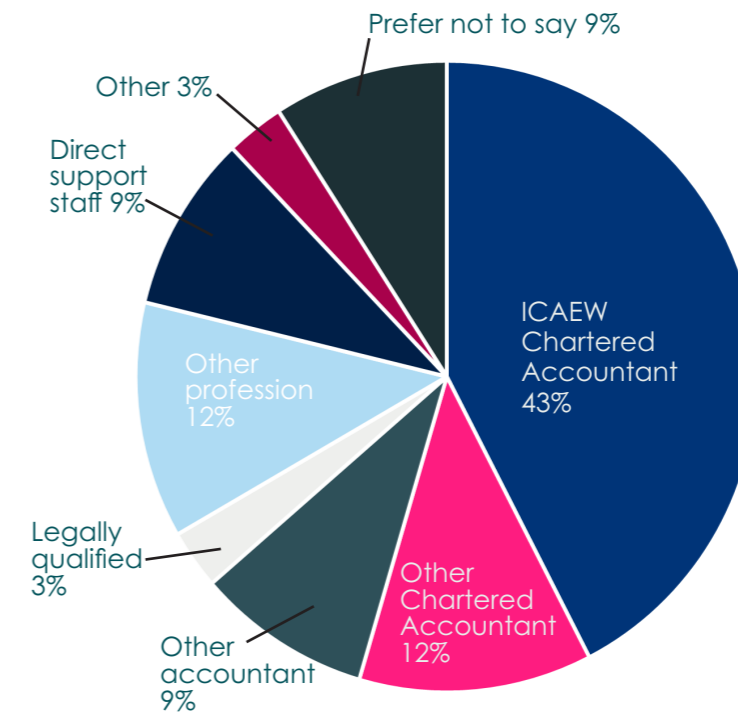
# Diversity and equality

Results from our 2023 employee diversity survey

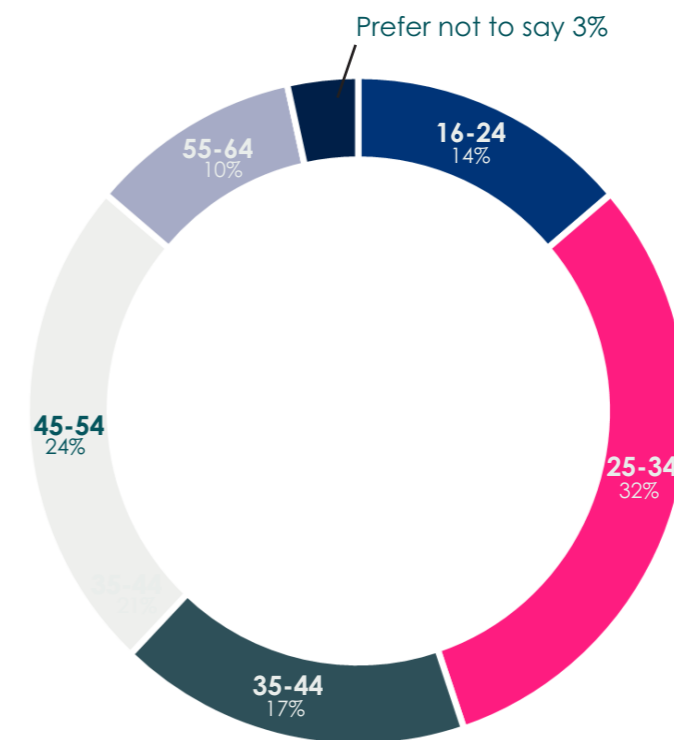
**As an employer, we always take pride in a recruitment process that is open and fair to all and we are pleased to see that this is reflected in the current workforce. We are driven by our purpose of 'helping you prosper' and this applies across all that we do, not only for our clients but also for our people and our local communities**



Q1 About you

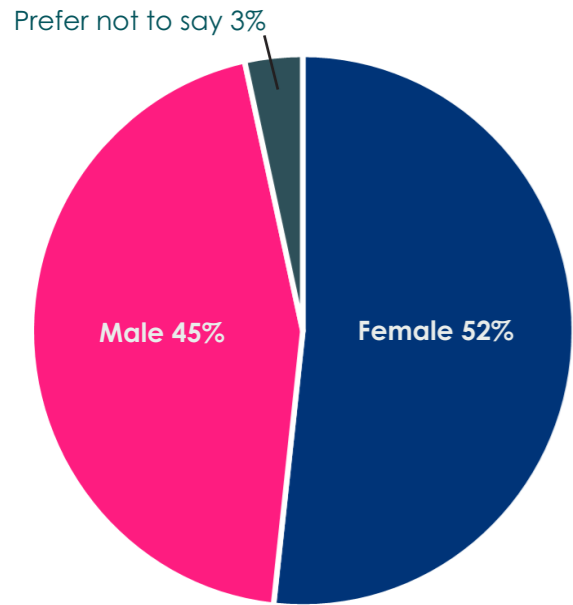


Q2 Age



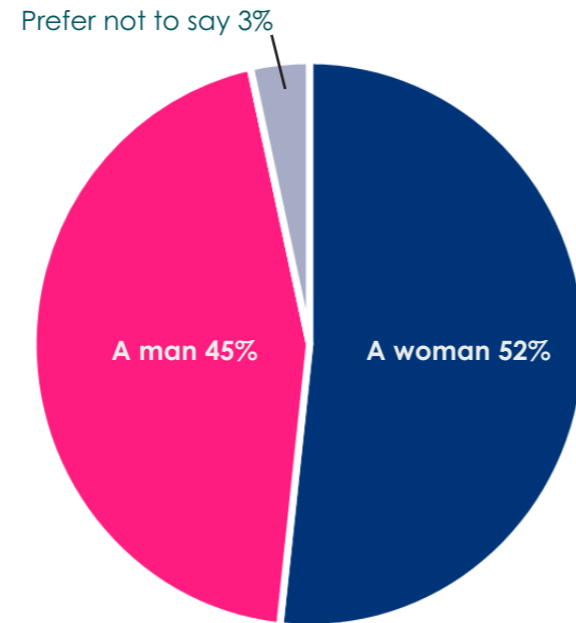
**Q3a Sex/Gender**

What is your registered sex at birth?



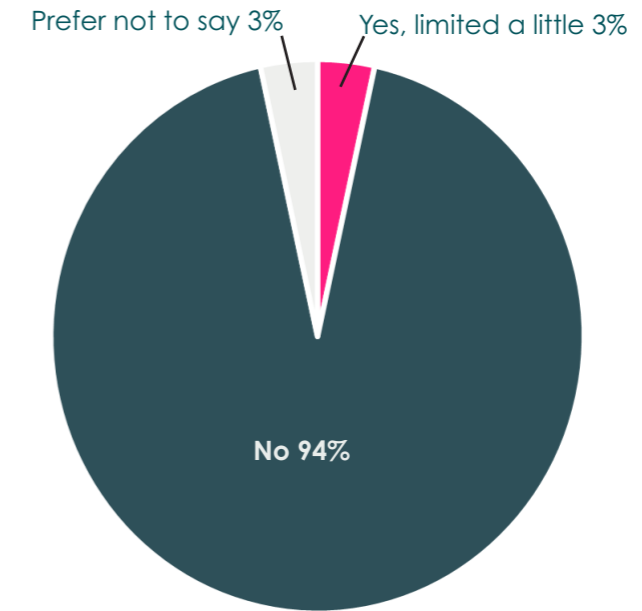
**Q3b Sex/Gender**

Which gender do you identify with?



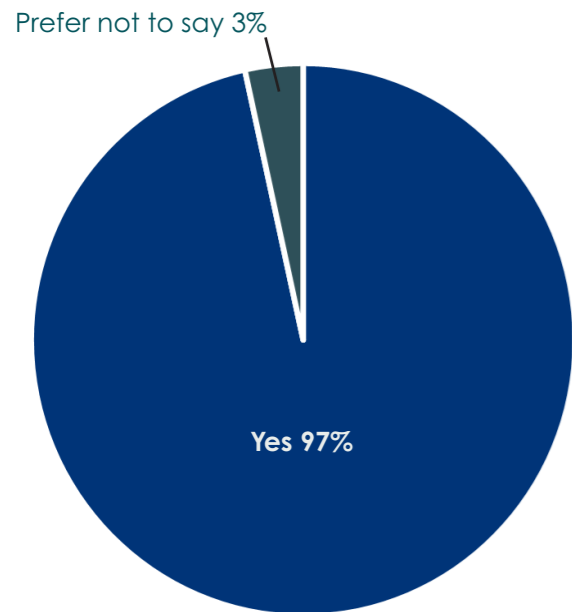
**Q4b Disability**

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?



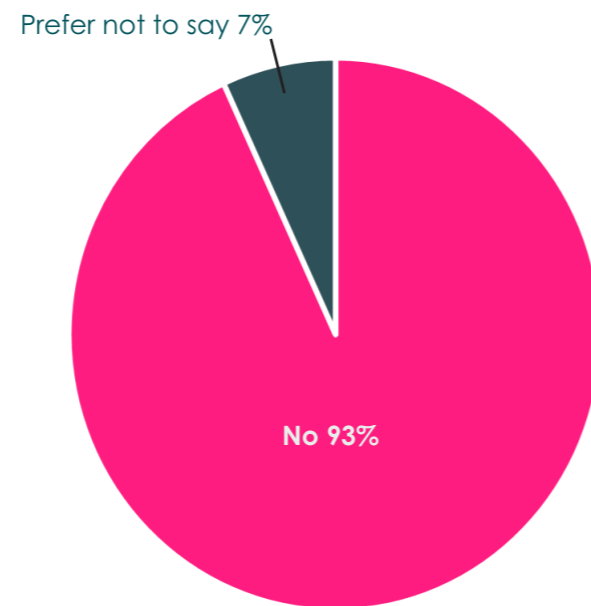
**Q3c Sex/Gender**

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



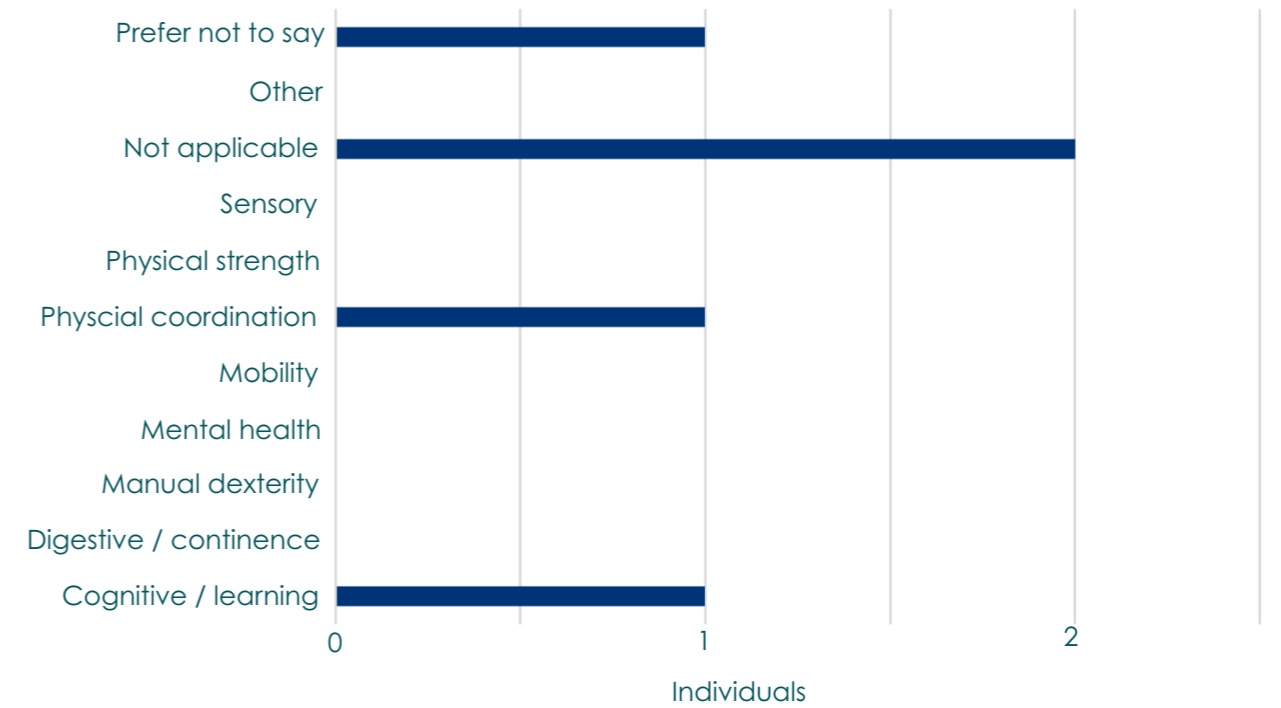
**Q4a Disability**

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

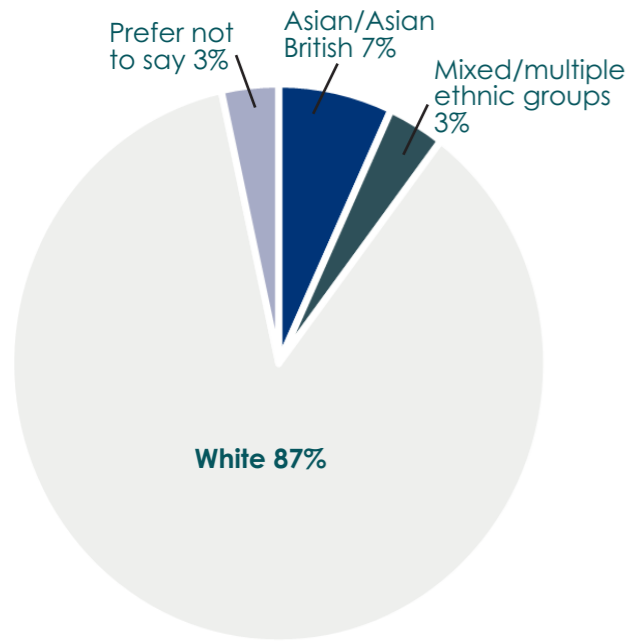


**Q4c Disability**

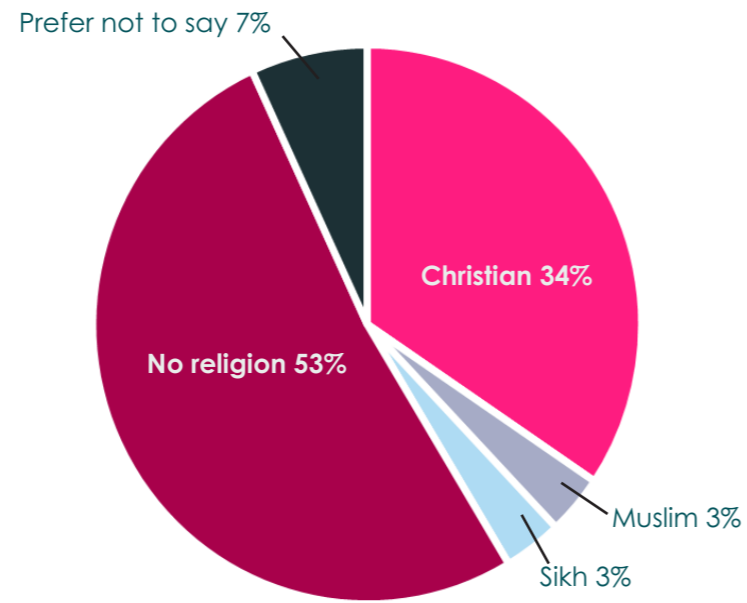
If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



Q5 Ethnic group

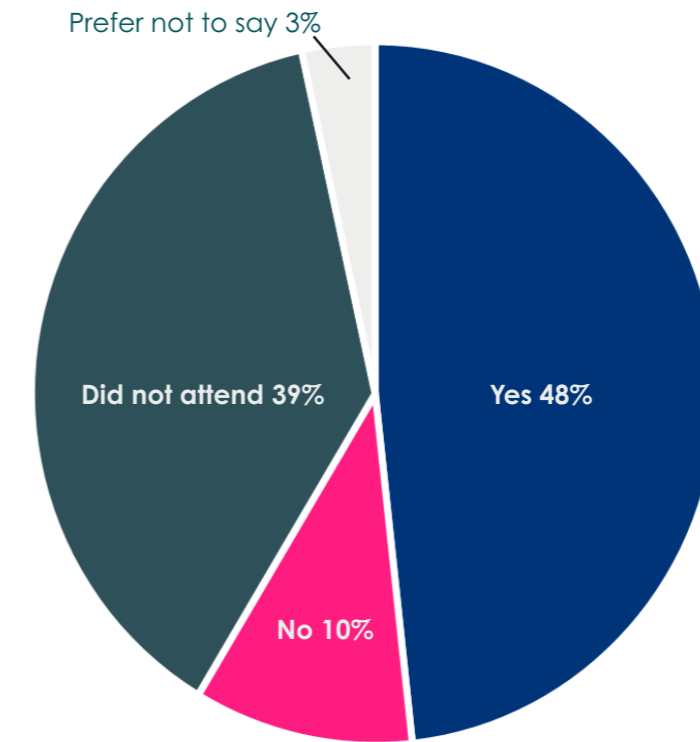


Q6 Faith

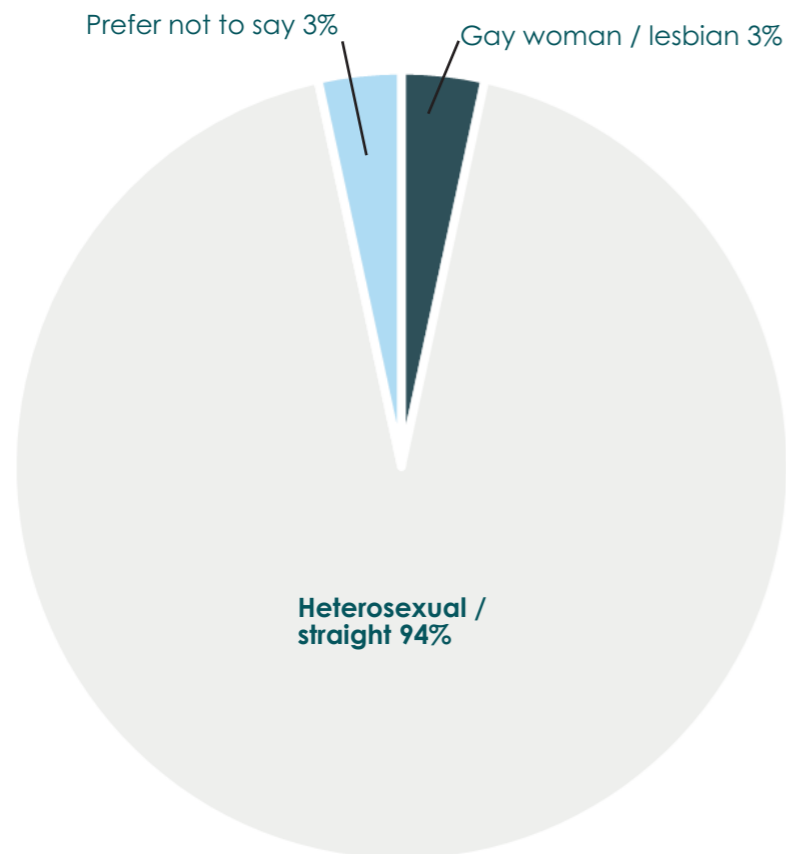


Q8a Socio-economic background

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?

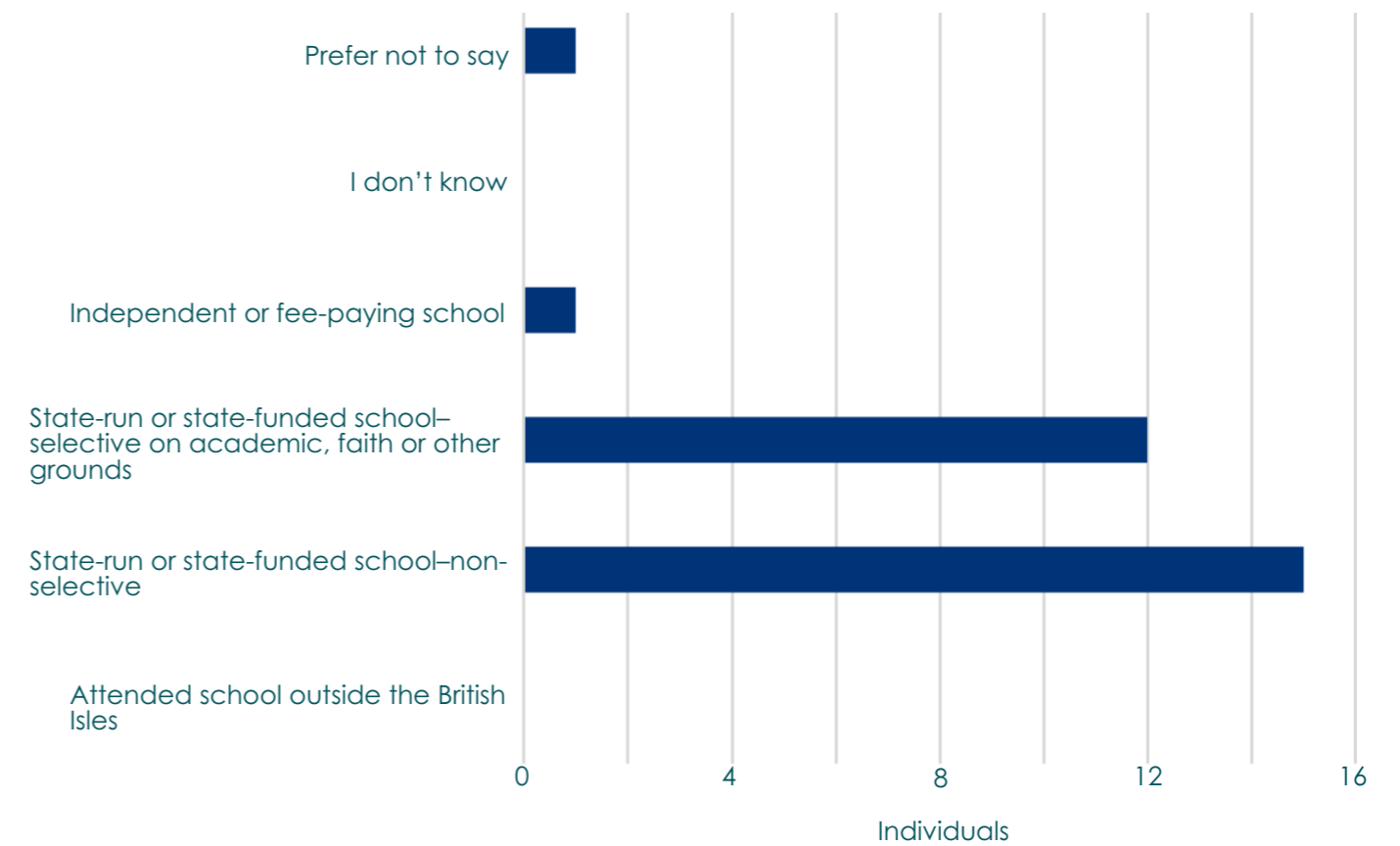


Q7 Sexual orientation



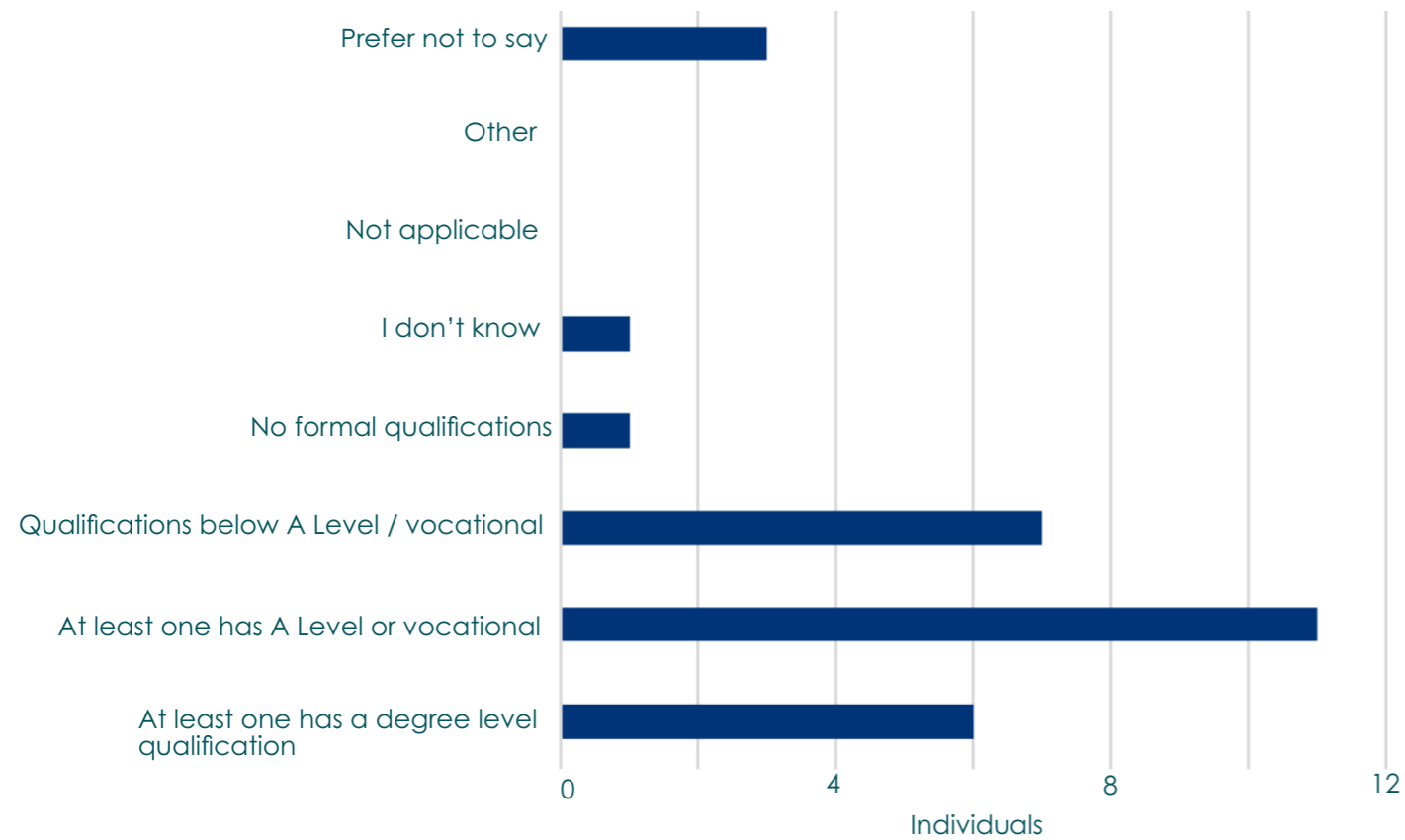
Q8b Socio-economic background

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



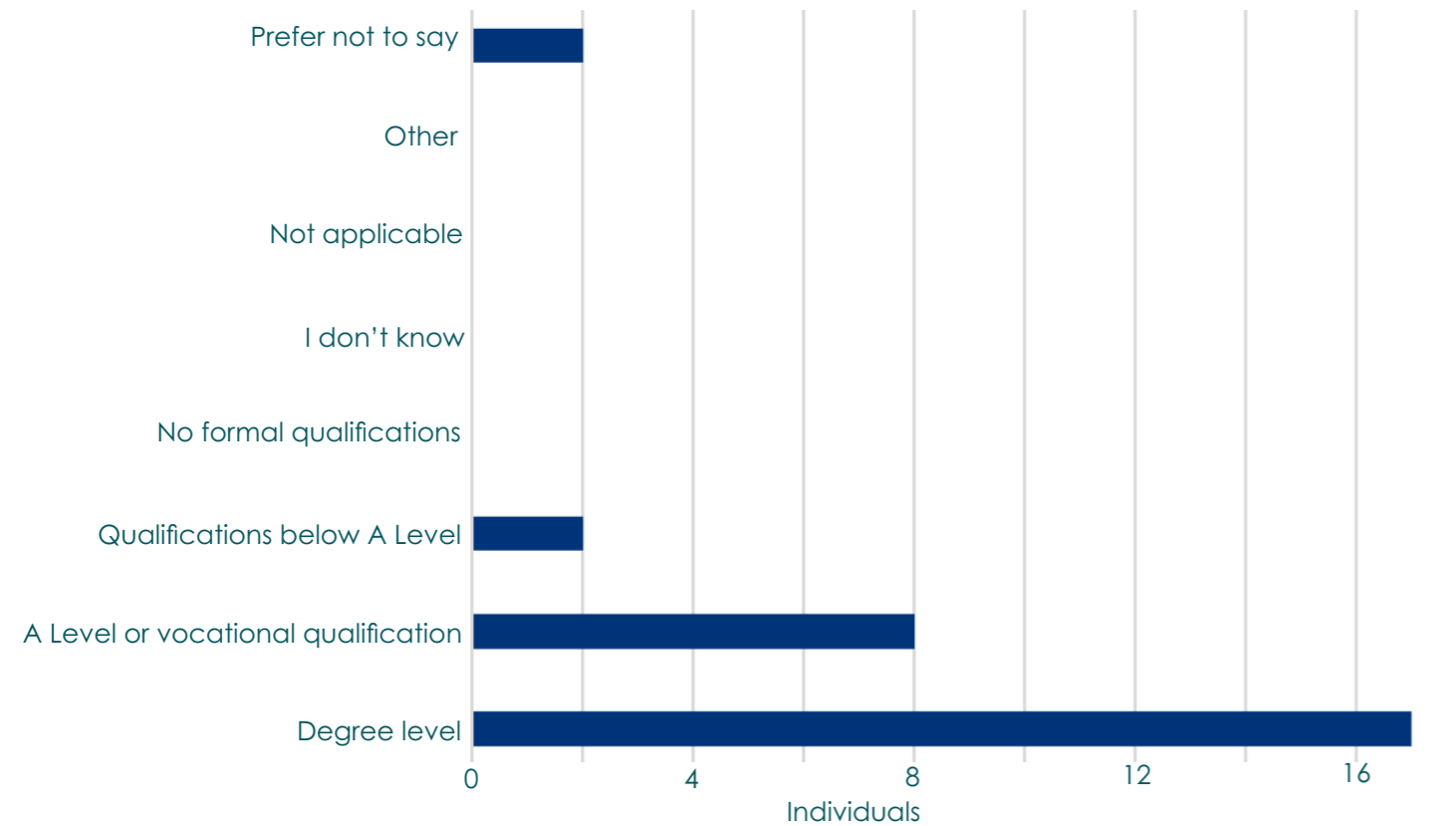
**Q9a Social mobility**

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



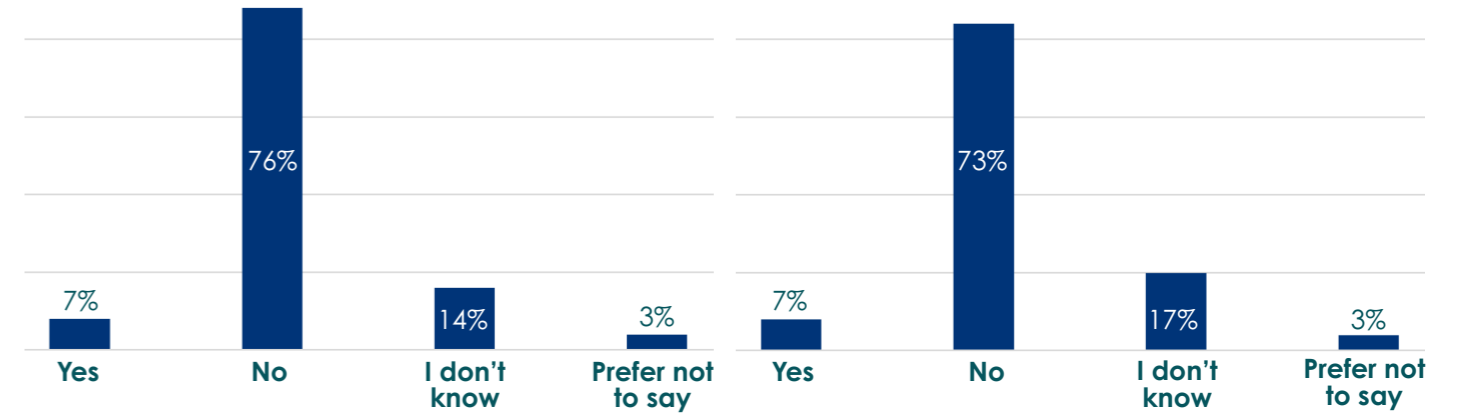
**Q9b Social mobility**

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



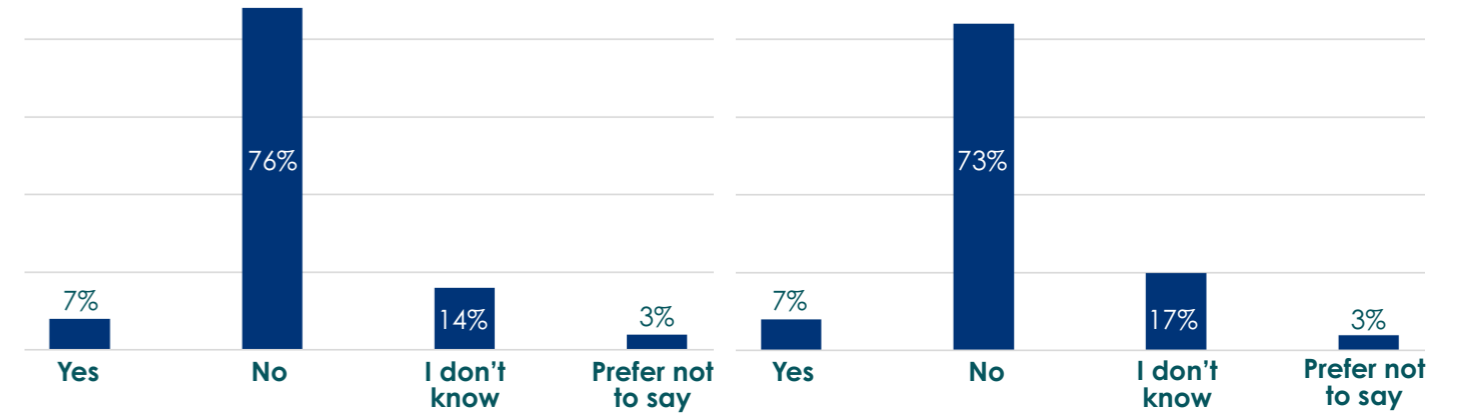
**Q9c Social mobility**

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



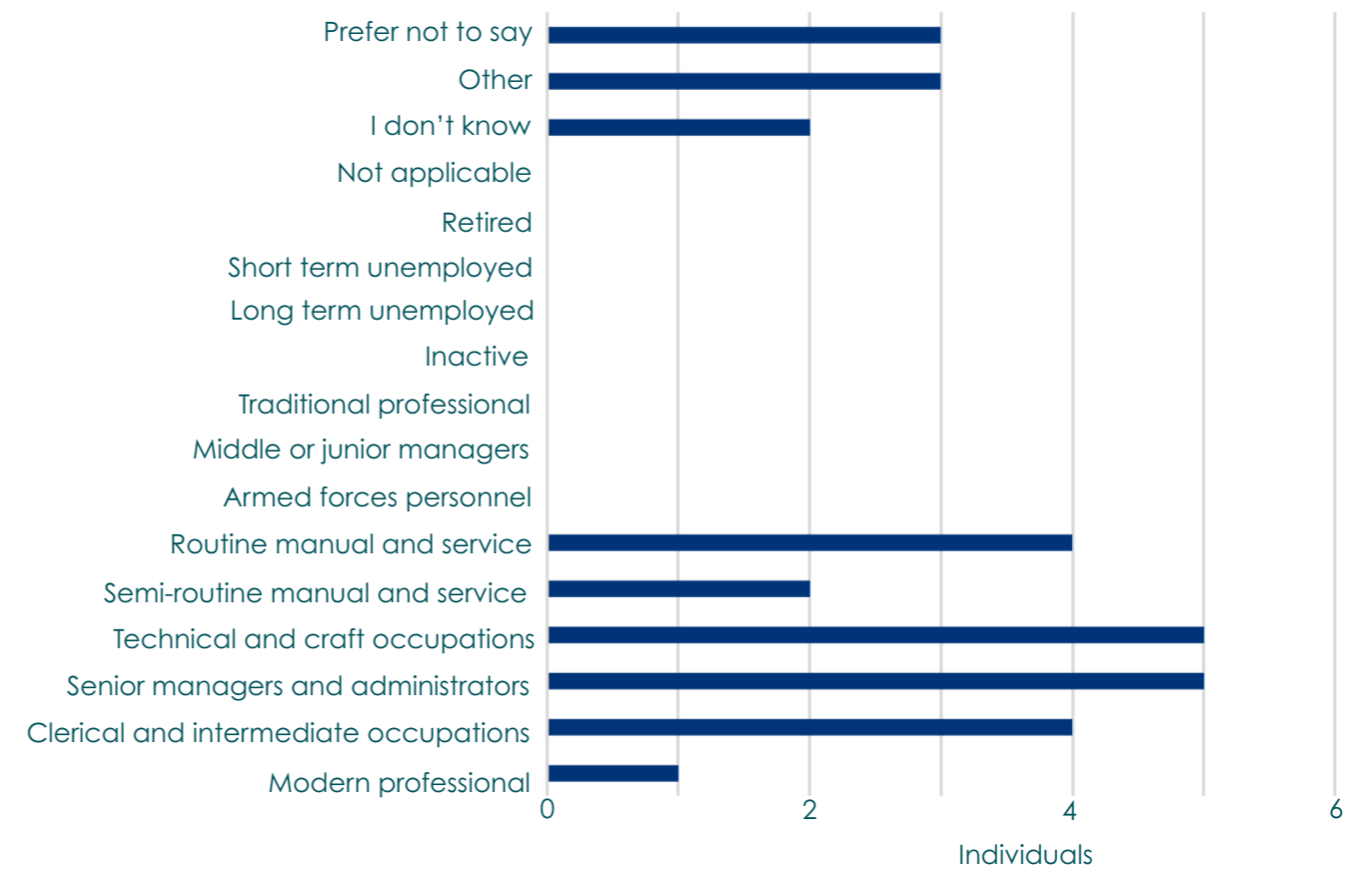
**Q9c ii. Social mobility**

Were you entitled to free school meals?



**Q9d Social mobility**

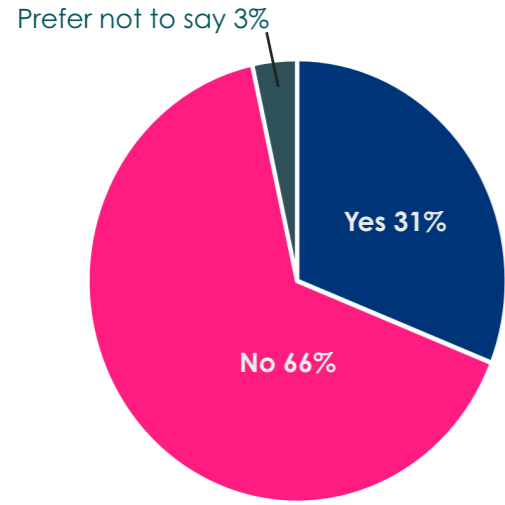
Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?





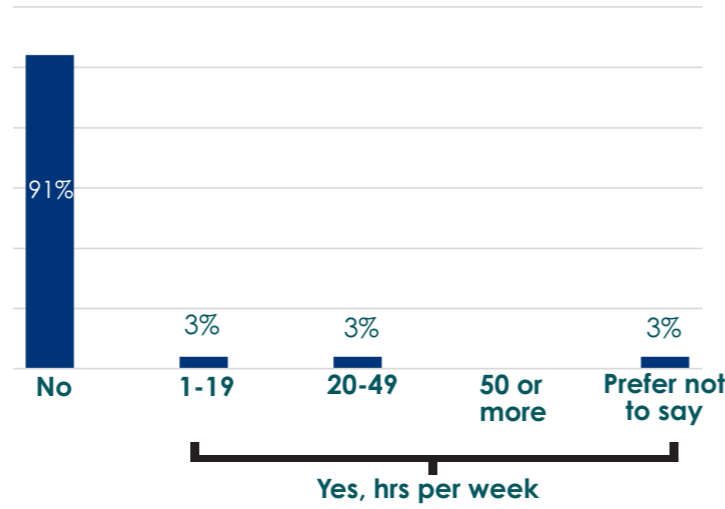
**Q10a Caring responsibilities**

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



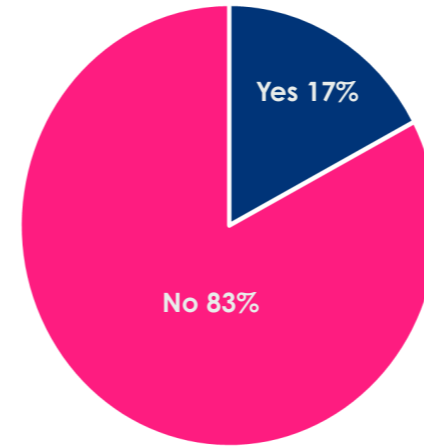
**Q10b Caring responsibilities**

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



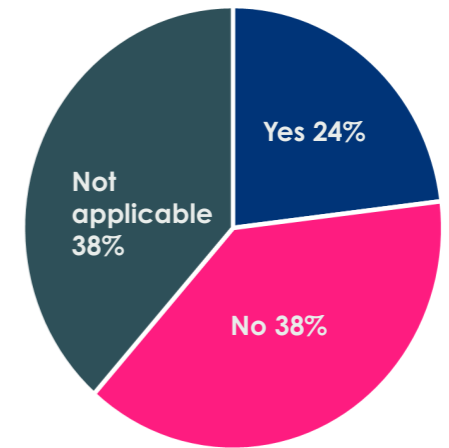
**Q12a Maternity**

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



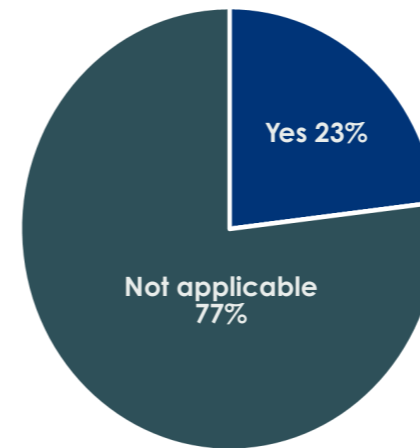
**Q12b i. Maternity**

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



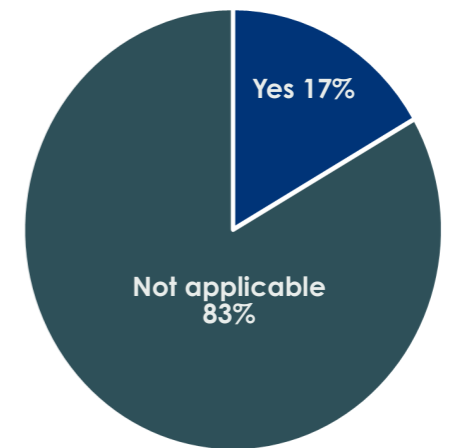
**Q12b ii. Maternity**

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



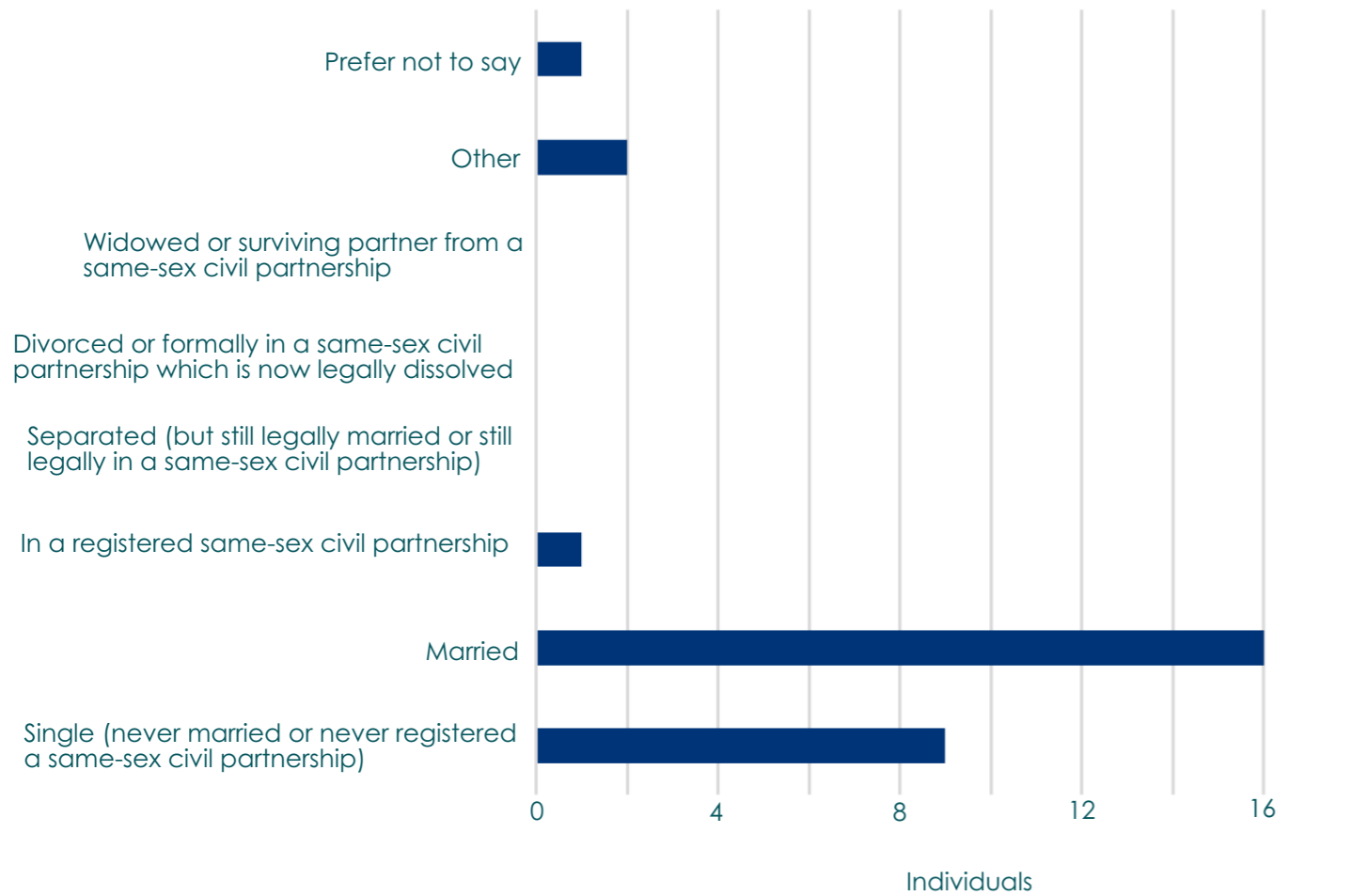
**Q12b iii. Maternity**

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



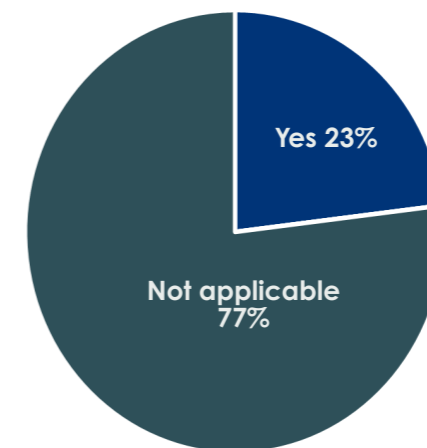
**Q11 Marital status**

What is your marital or civil partnership status?



**Q12b iv. Maternity**

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



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**Helping you prosper**