

# Diversity Monitoring Report

April 2021

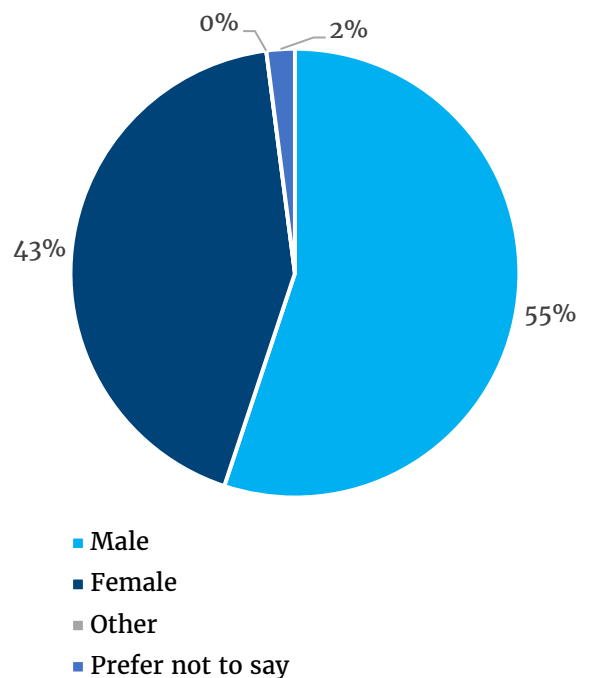
## Diversity statement 2021

As a firm Shipleys LLP is committed to providing equal opportunities for all employees, workers and job applicants. We aim to create a culture that encourages and values diversity and that appoints, rewards and promotes staff based on merit.

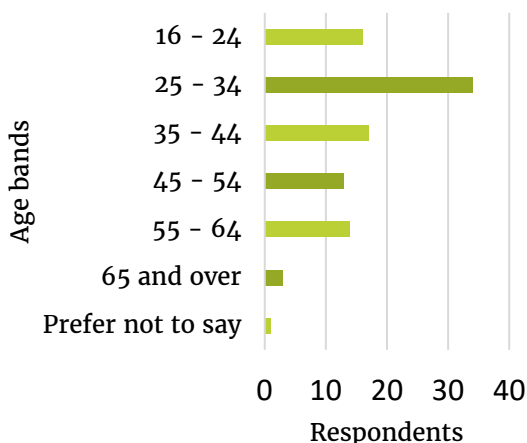
In this review, we were pleased to see the gender split and the age range of employees, however we will continue to improve these and all areas of diversity and inclusion.

We are committed to providing equal opportunities to more than the protected characteristics under the Equality Act, but also socio-economic background and social mobility.

## Gender split amongst employees



## Age distribution of employees



Data shown on this page reflects the responses of 98 respondents

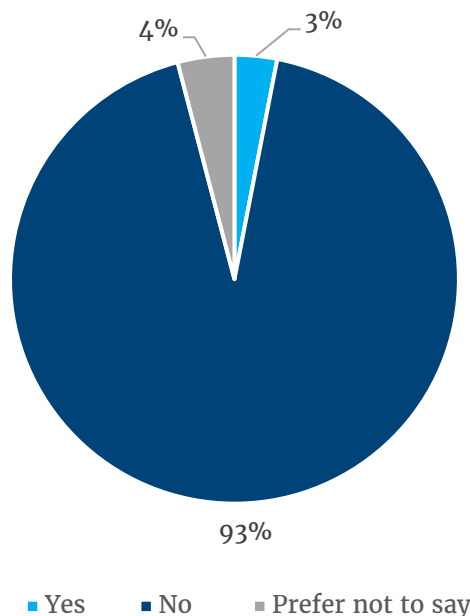
### Ethnic groups

Across our team, we have the following ethnic groups represented:

<b>Asian/Asian British</b>	
Bangladeshi	0
Chinese	3
Indian	3
Pakistani	1
Other Asian	0
<b>Black/African/Caribbean/Black British</b>	
African	2
Caribbean	2
Other	1
<b>Mixed/multiple ethnic groups</b>	
White and Asian	1
White and Black African	0
White and Black Caribbean	2
Other	1
<b>White</b>	
British/ English/ Welsh/ Northern Irish/ Scottish	73
Irish	1
Gypsy or Irish Traveller	0
Other	5
<b>Arab</b>	
Arab	0
<b>Other</b>	
Other ethnic group	1
Prefer not to say	2

### Disability

When asked if they considered themselves to have a disability according to the Equality Act's definition, colleagues answered as follows:



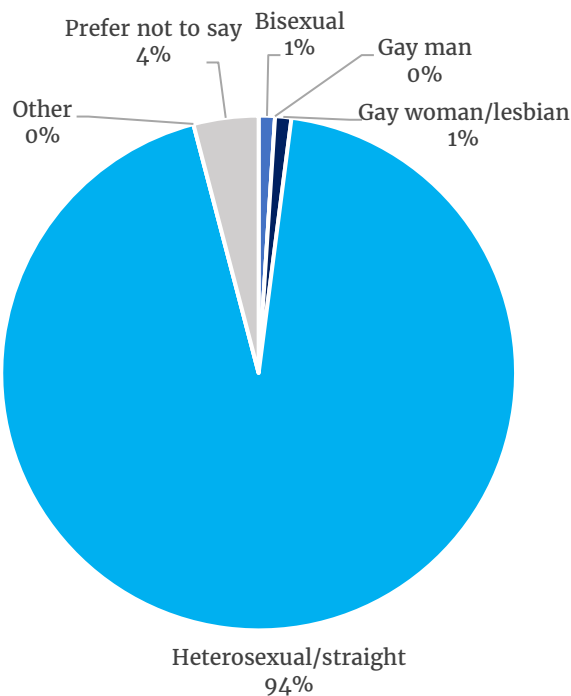
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### Faith

Our employees indicated their faith was as follows:

Buddhist	0
Christian	43
Hindhu	1
Jewish	0
Muslim	3
Sikh	1
Any other religion	0
No Religion	43
Prefer not to say	7

### Sexual orientation



Data on this page reflects the responses of 98 respondents

### Socio-economic background

Employees mainly attended the following types of school between the ages of 11 and 16:

A state-run or state-funded school	55
Independent or fee-paying school	19
Selective on academic, faith or other grounds	13
Non-selective	0
Attended school outside the British Isles	6
I don't know	1
Prefer not to say	4

### Social mobility

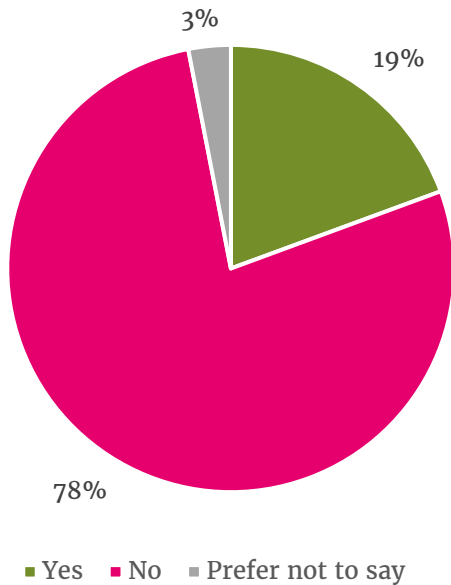
The highest level of qualification our respondents held, or if they are a qualified accountant, held prior to becoming qualified is:

Degree level	61
A Level or vocational qualification	21
Qualifications below A Level	10
No formal qualifications	1
I don't know	0
Not applicable	2



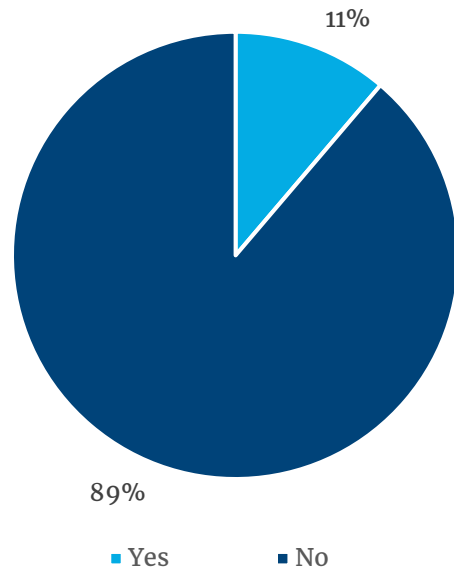
### Caring responsibilities

Employees were asked if they were a primary carer for a child or children under 18.



### Maternity and paternity leave

Colleagues were asked if they had taken maternity or paternity leave in the last 5 years.



Out of those who selected yes, 11 had returned to their current employer after the leave.

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