

Diversity Monitoring Report

April 2023

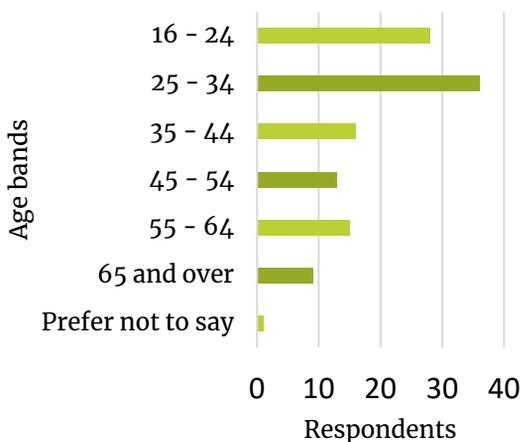
Diversity statement 2023

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, the age range of employees and that we have become a more diverse workforce since our last diversity questionnaire was completed. We will however continue to improve these and all areas of diversity and inclusion.

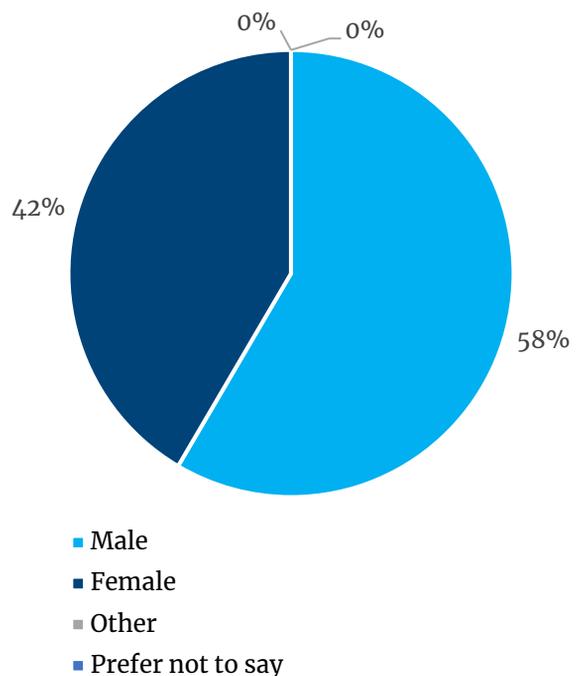
We are committed to providing equal opportunities to more than the protected characteristics under the Equality Act, but also socio-economic background and neurodiversity.

Age distribution of employees



Data shown on this page reflects the responses of 118 respondents

Gender split amongst employees



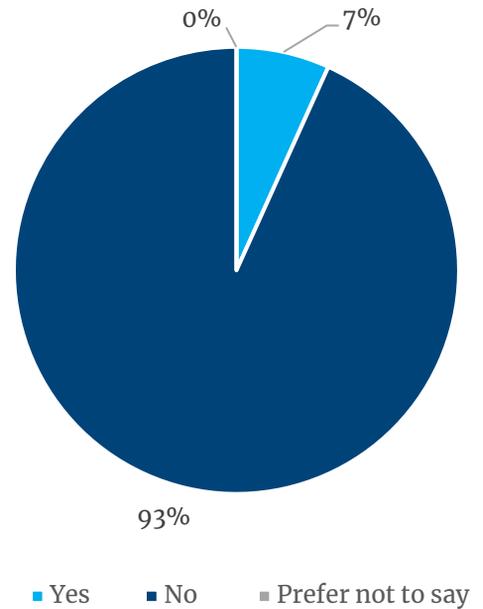
Ethnic groups

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

Asian/Asian British	
Bangladeshi	3
Chinese	3
Indian	3
Pakistani	2
Other Asian	0
Black/African/Caribbean/Black British	
African	2
Caribbean	2
Other	3
Mixed/multiple ethnic groups	
White and Asian	1
White and Black African	0
White and Black Caribbean	0
Other	1
White	
British/ English/ Welsh/ Northern Irish/ Scottish	87
Irish	6
Gypsy or Irish Traveller	0
Other	3
Arab	
Arab	0
Other	
Other ethnic group	0
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:



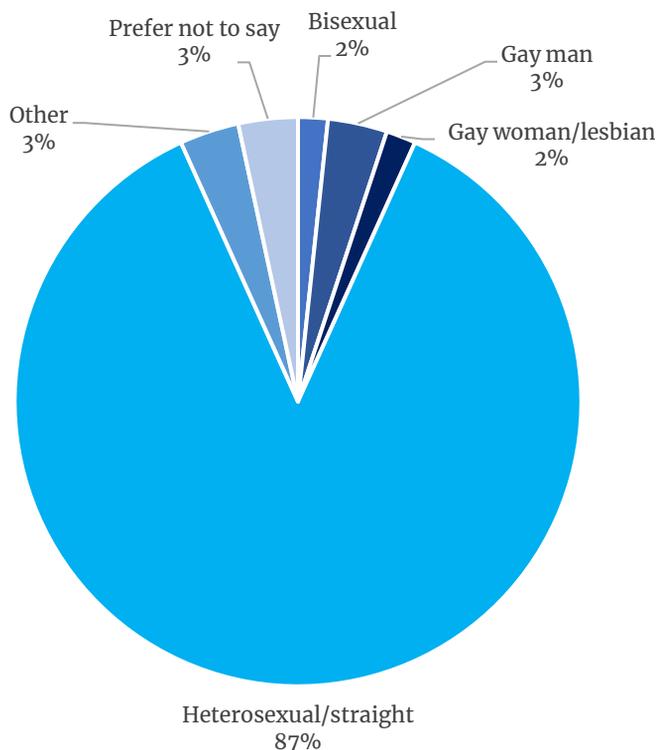
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Faith

Our employees indicated their faith was as follows:

Buddhist	0
Christian	51
Hindhu	0
Jewish	1
Muslim	5
Sikh	2
Any other religion	0
No Religion	52
Prefer not to say	7

Sexual orientation



Socio-economic background

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

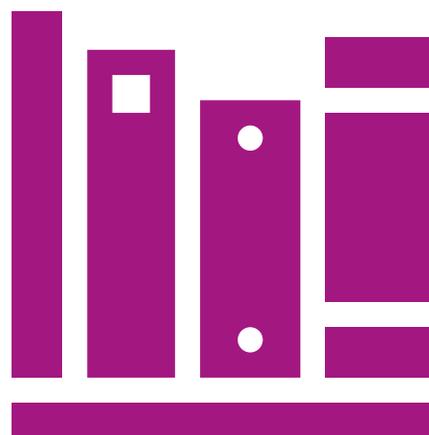
State-run or state-funded school-non-selective	60
State-run or state-funded school-selective on academic, faith or other grounds	23
Independent or fee-paying school	20
I don't know	1
Prefer not to say	4
Attended school outside the British Isles	10

Social mobility

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

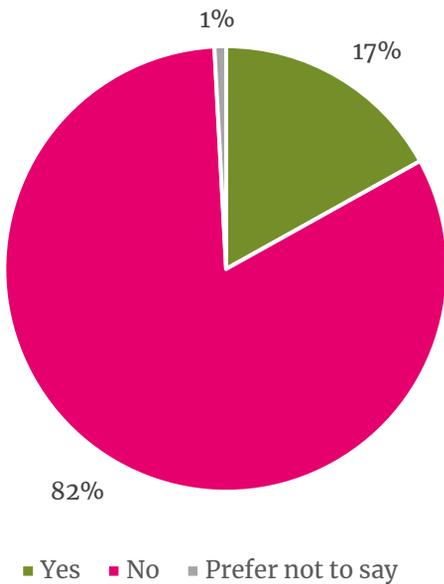
Degree level	73
A Level or vocational qualification	32
Qualifications below A Level	6
No formal qualifications	1
I don't know	0
Not applicable	1
Other	2
Prefer not to say	3

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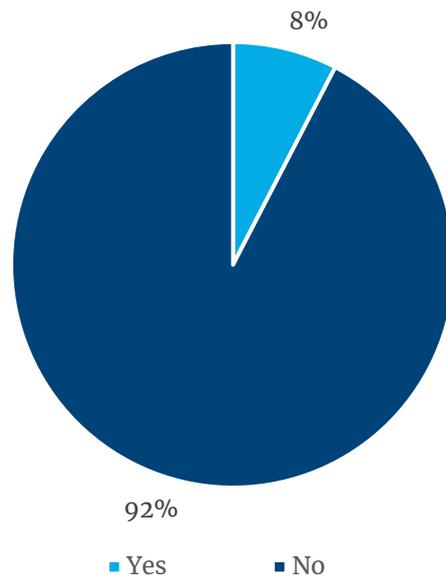
Caring responsibilities

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, 8 had returned to their current employer after the leave.

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