

Diversity Survey Results 2023



JS.

Introduction

We are pleased to present a summary of our 2023 Diversity Survey. The survey was conducted anonymously at the end of March 2023 using an independent survey firm (Reliance) to collect the data. More information about the background of the survey can be found on the ICAEW website. Aggregated survey results have been provided to ICAEW.

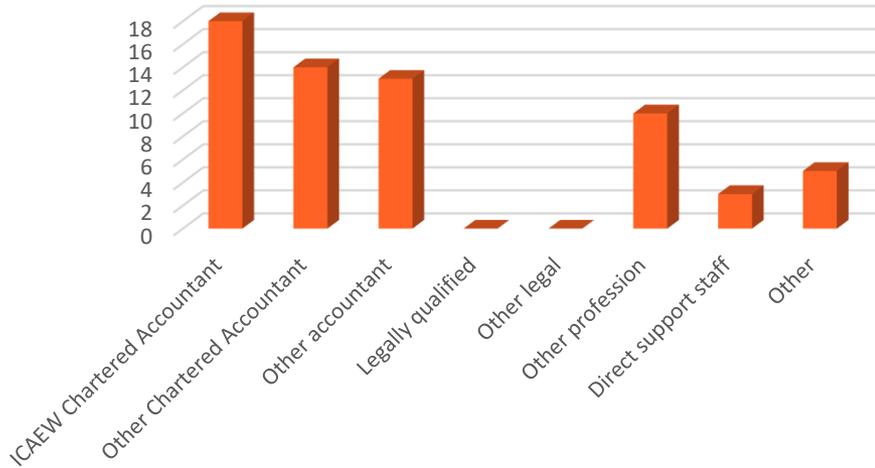
The partners believe that diversity in the workplace is an important element to achieving a committed, talented, and engaged group of employees. Our Management Board will incorporate the findings from this 2023 survey into the firm's strategy for the recruitment and retention of our team.

Response Rate

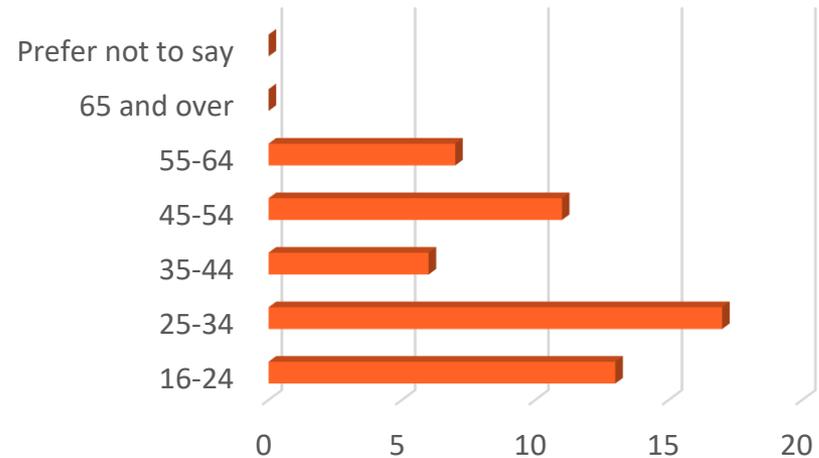
The survey response rate was 67.5%

The logo for JS, consisting of the letters 'JS' in a bold, white, sans-serif font, with a small orange circle to the right of the 'S'.

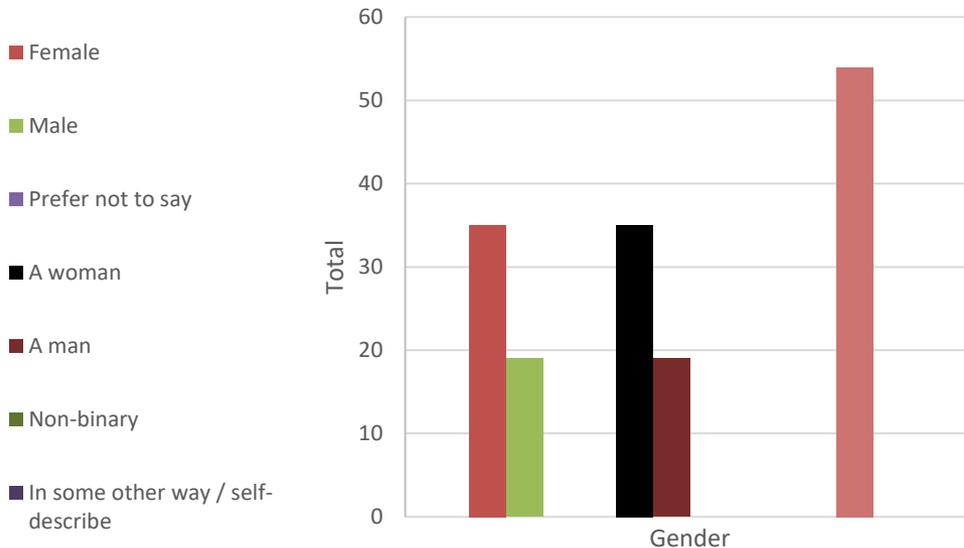
1. About You



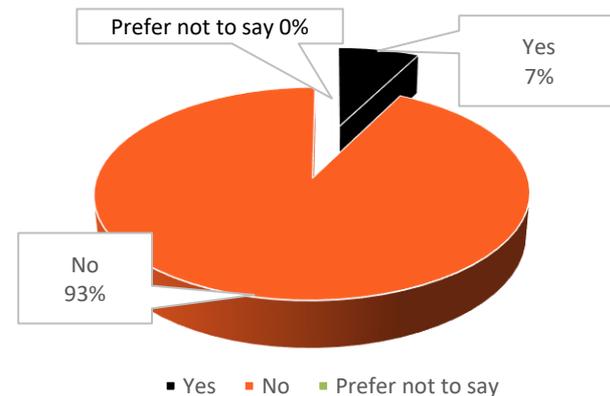
2. Age range of staff



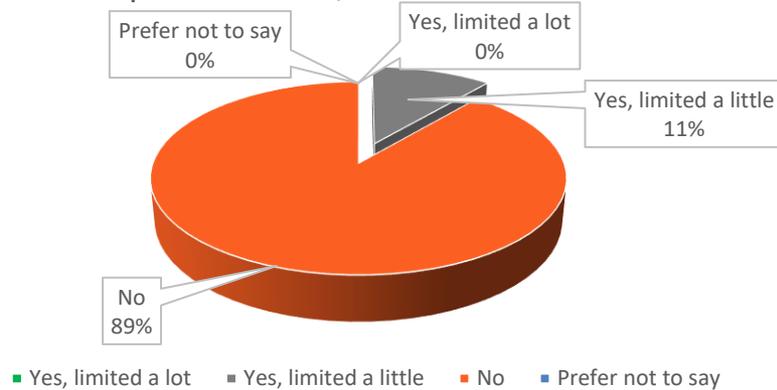
3. Gender



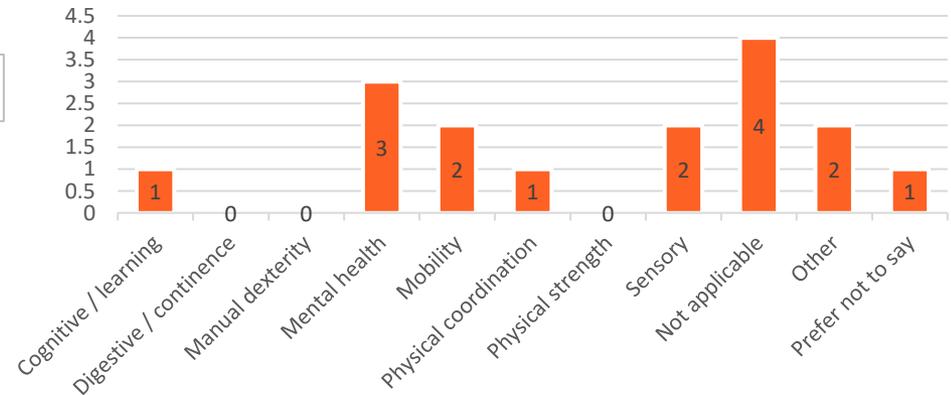
4. Part (a) - Do you consider yourself to have a disability according to the definition in the Equality Act?(a) Do you consider yourself to have a disability according to the definition in the Equality Act?



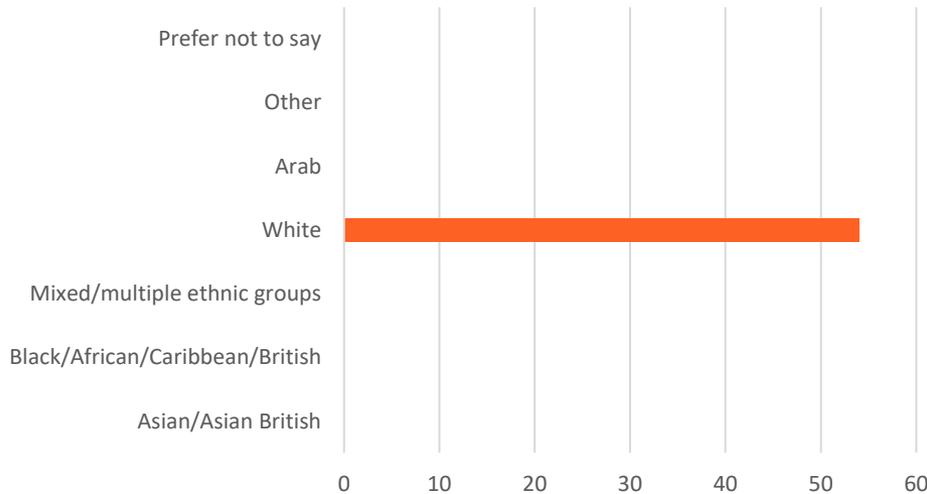
4. (b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



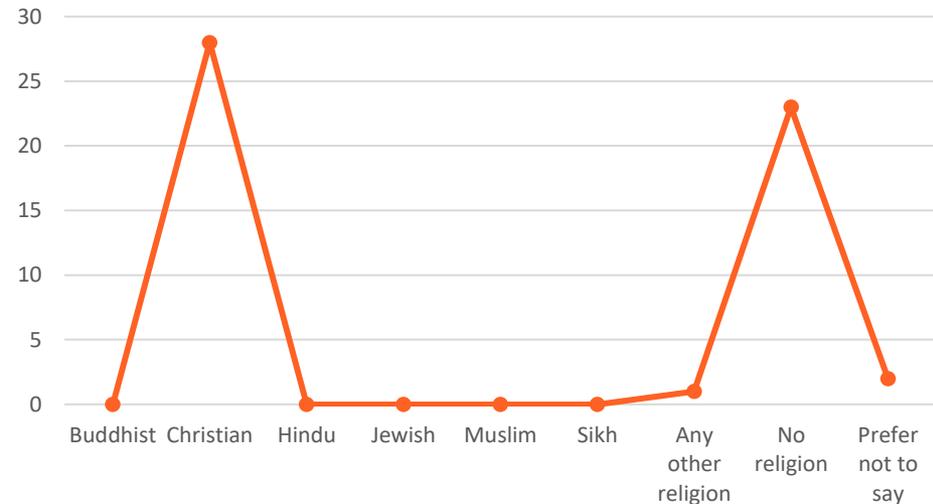
4. (c) If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?



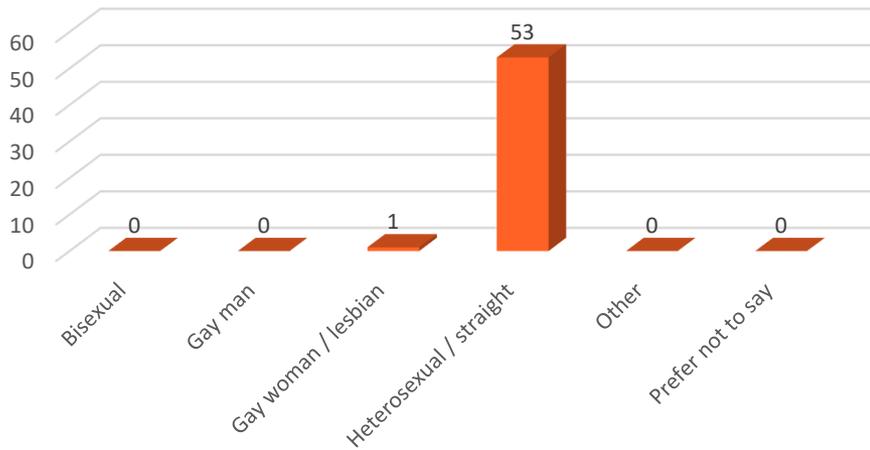
5. What is your Ethnic group?



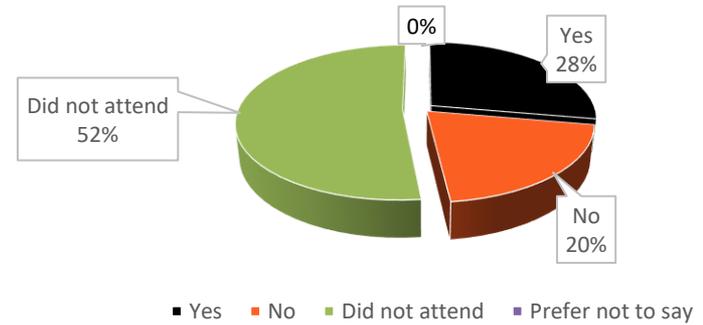
6. What is your religious beliefs?



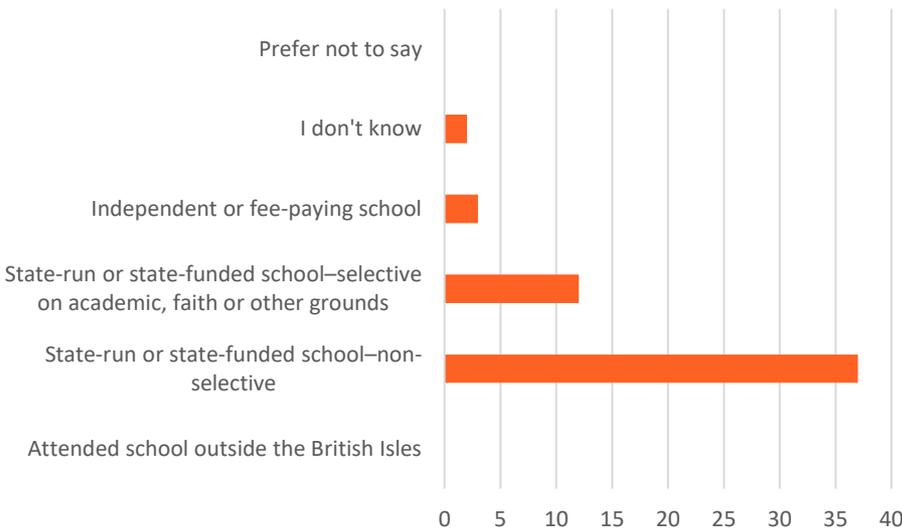
7. What is your sexual orientation?



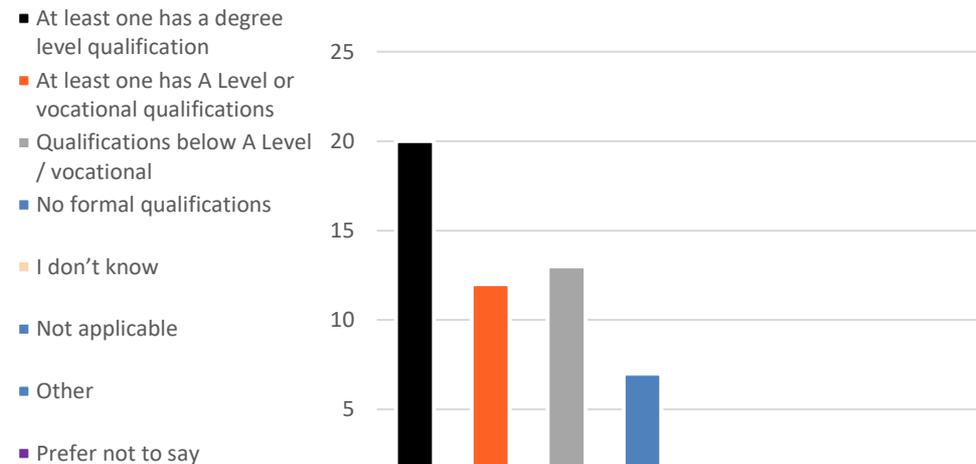
8. (a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



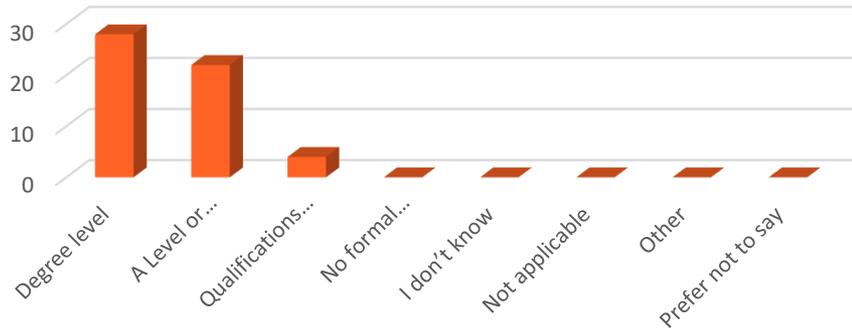
8. (b) What type of school did you mainly attend between the ages of 11 and 16?



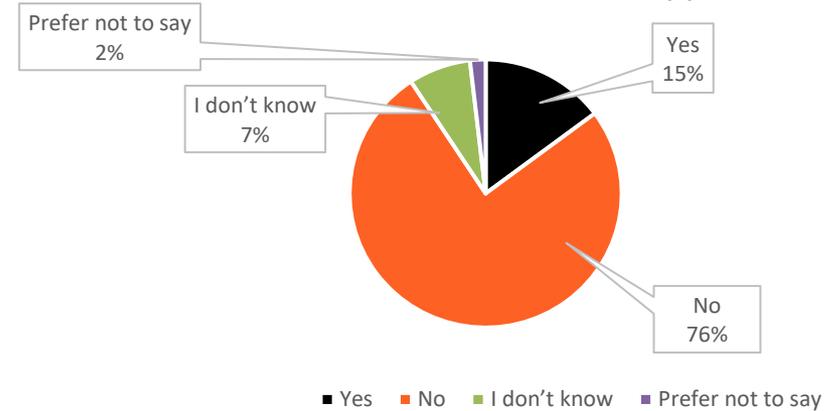
9.(a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



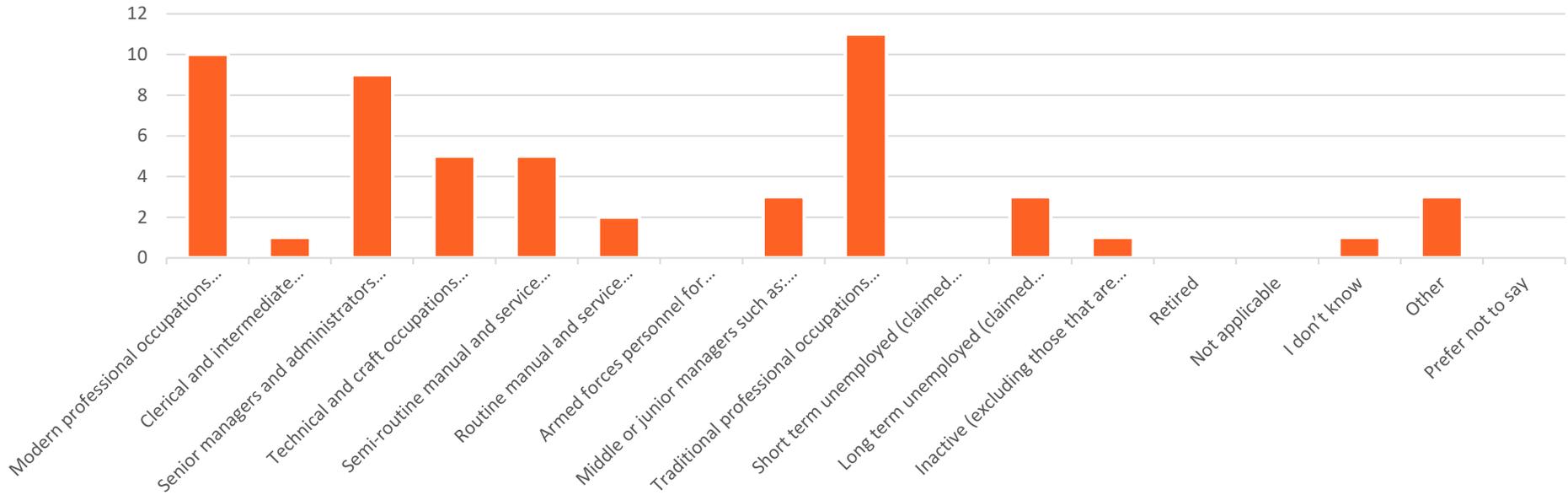
9. (b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



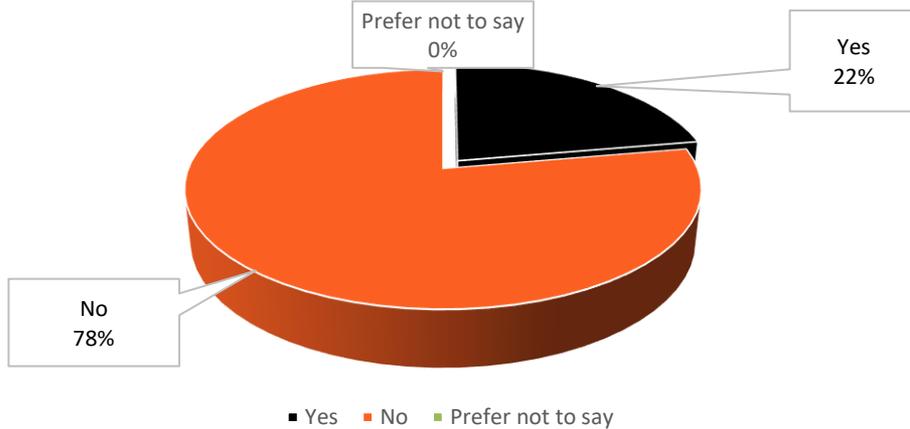
9. (c) ii. Did either (or both) of the following apply at any point during your school years? i. Did your household receive income support?



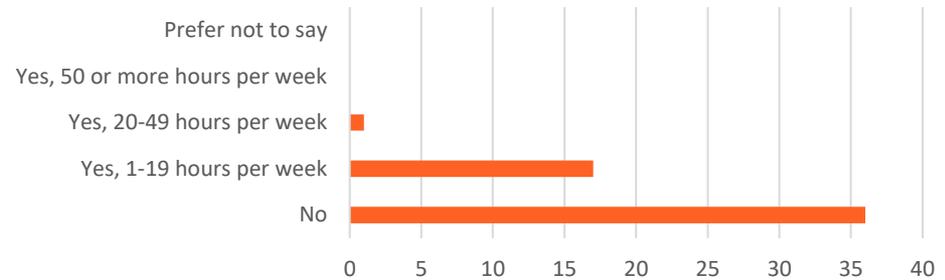
9. (d) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



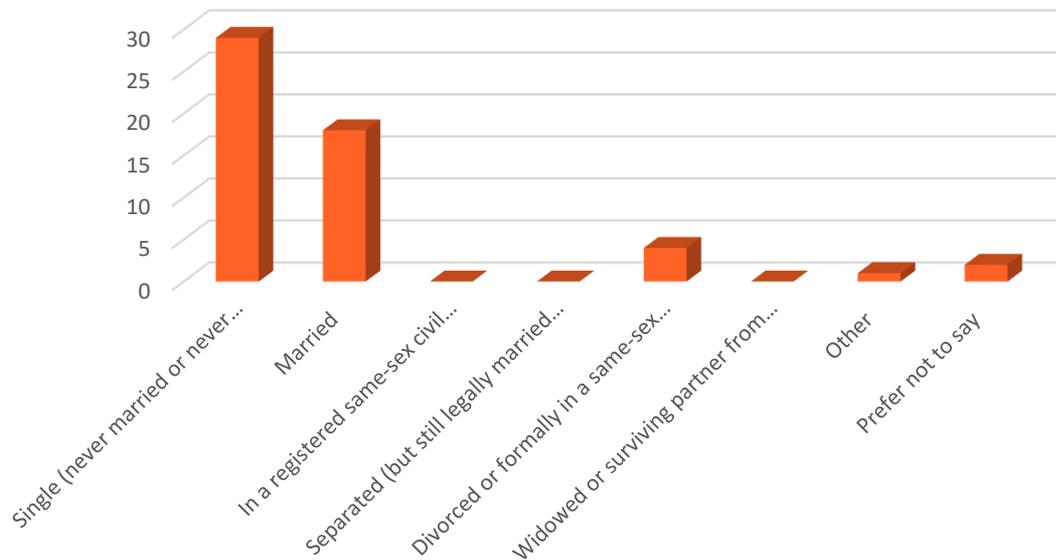
10. (a) Are you a primary carer for a child or children under 18?



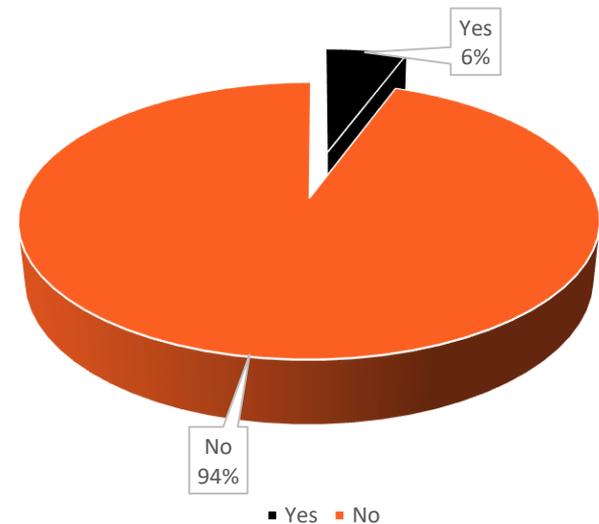
10. (b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either : Long term physical or mental ill-health / disability/ problems related to old-age?



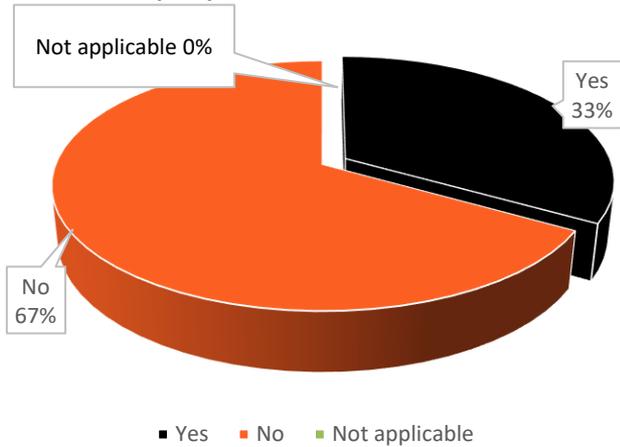
11. What is your marital or civil partnership status?



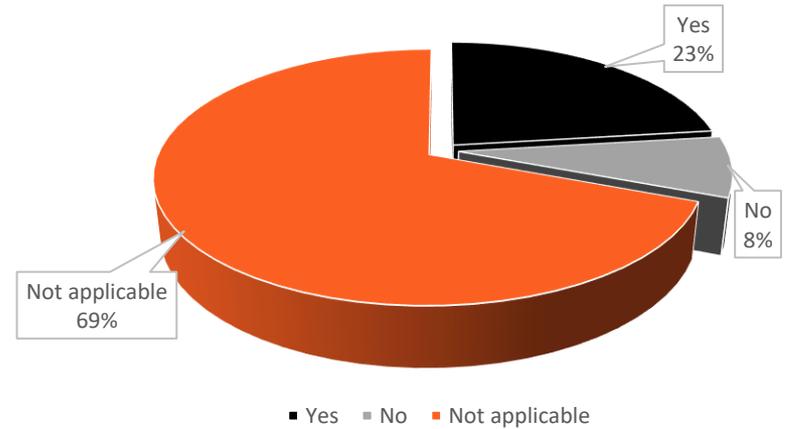
12. (a) Have you taken maternity or paternity leave in the last 5 years?



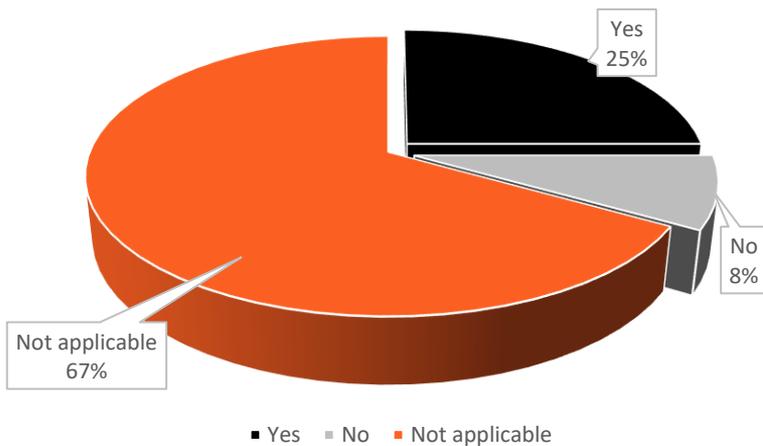
12. (b) If yes: i. Did you return to your current employer after the leave?



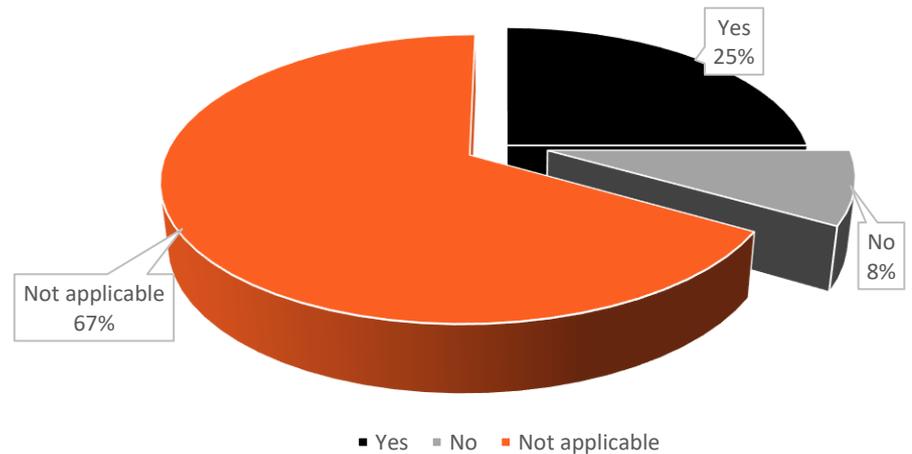
12. (b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?



12. (b) If yes: iii. Has your employer offered you flexible working arrangements?



12. (b) If yes: iv. Has the ability to work from home been an important aide in your return to work?



JS. Company Values

We CARE



Competence

We are clear in our communication, find solutions and pay attention to the details.



Accountability

We are transparent from the outset and keep all information secure and in the strictest confidence.



Relationships

We always pick up the phone and keep our clients up to date. We are your trusted partner.



Excellence

We have some of the most talented individuals in the industry, so you are in safe hands.

JS. Service Standards

We CARE

We pride ourselves on our professionalism and exceptionally high standards.

STRONG RELATIONSHIPS

We always pick up the phone and keep our clients up to date. We are your trusted partner.



RESPONSIVE

We respond to all client contact within 24 hours. Someone will always be on hand to help.

QUALITY WORK

We are creative advisors who find solutions, have a keen eye for detail and make sure everything is communicated jargon free.



TRUSTED

All matters are treated with the strictest confidence, and we ensure that no work is undertaken without prior discussion and agreement.

TIMELY DELIVERY

We always work to our clients timescales and manage expectations from the outset. We never overpromise and under deliver.





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