

RPG

Chartered  
Accountants

RPG

Chartered  
Financial Planners

RPG

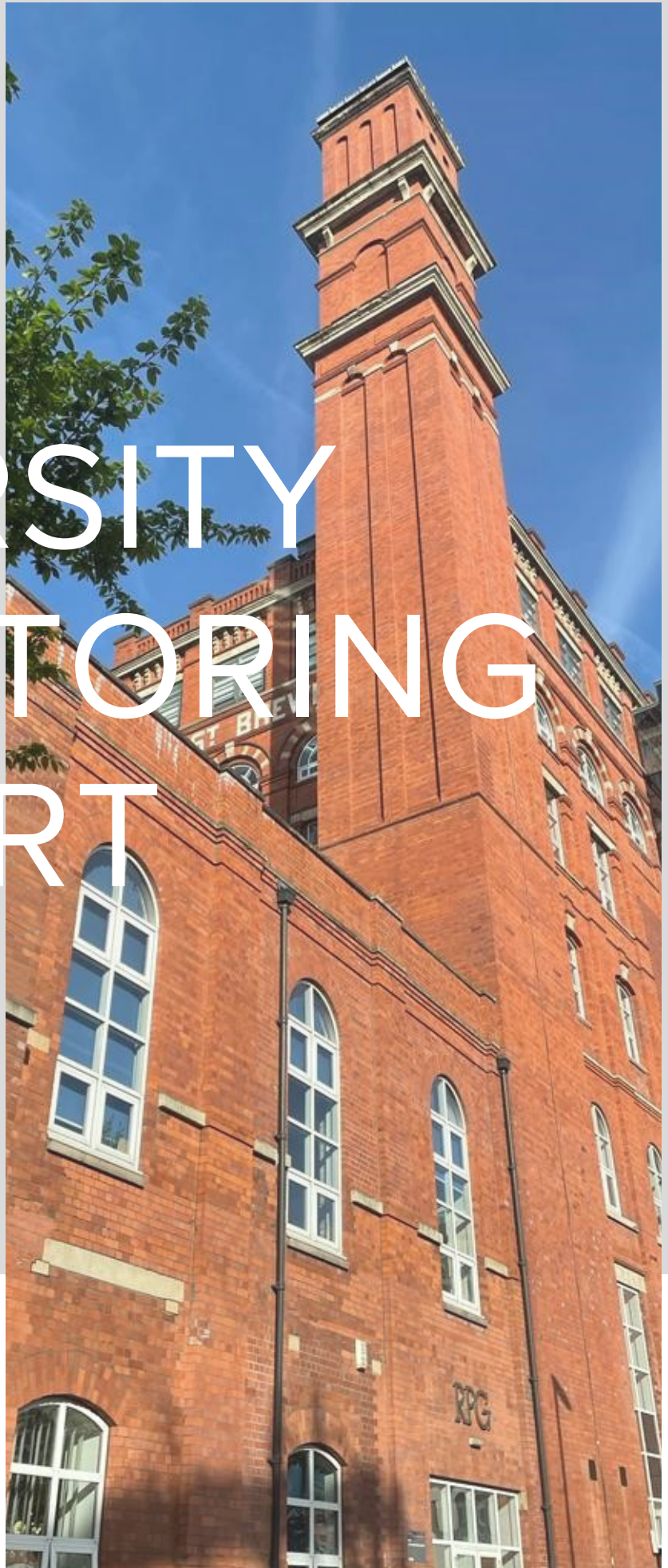
Business  
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# DIVERSITY MONITORING REPORT

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May  
2023



# Diversity Monitoring Report

May 2023

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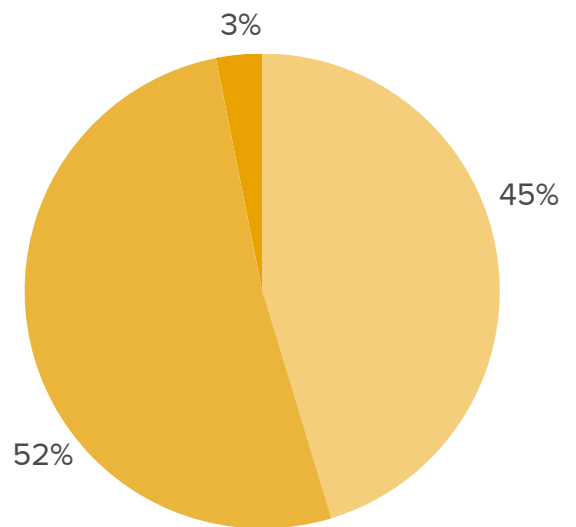
## Diversity Monitoring Report

During March 2023, all Directors and employees of the Royce Peeling Green Group were invited to complete a questionnaire to enable us to assess the diversity within our team. 77% of all people employed at the time responded.

We were very pleased by the gender split and age range, also the ethnic and religious diversity demonstrated within the firm. Levels of qualifications and social mobility indicated by our people's responses were very positive. The number of people with caring responsibilities is noteworthy.

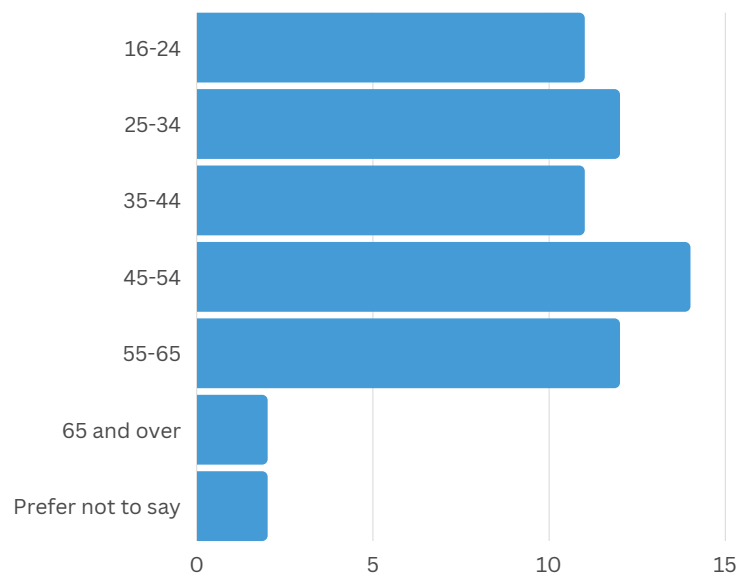
Royce Peeling Green is committed to promoting equality, harmony and respect amongst individuals with a view to creating a diverse, culturally rich and inclusive environment. We recruit the best candidates regardless of gender, sexual orientation, disability, marital status, race, colour, national or ethnic origin or nationality. All of our people are treated equally and we appoint, reward and promote based on people's ability and merit. All are welcome.

## Gender split amongst respondents



Male Female Prefer not to say

## Age distribution of respondents



Data on this page reflects the responses of 77% of all people employed by RPG at the time.

# Diversity Monitoring Report

May 2023



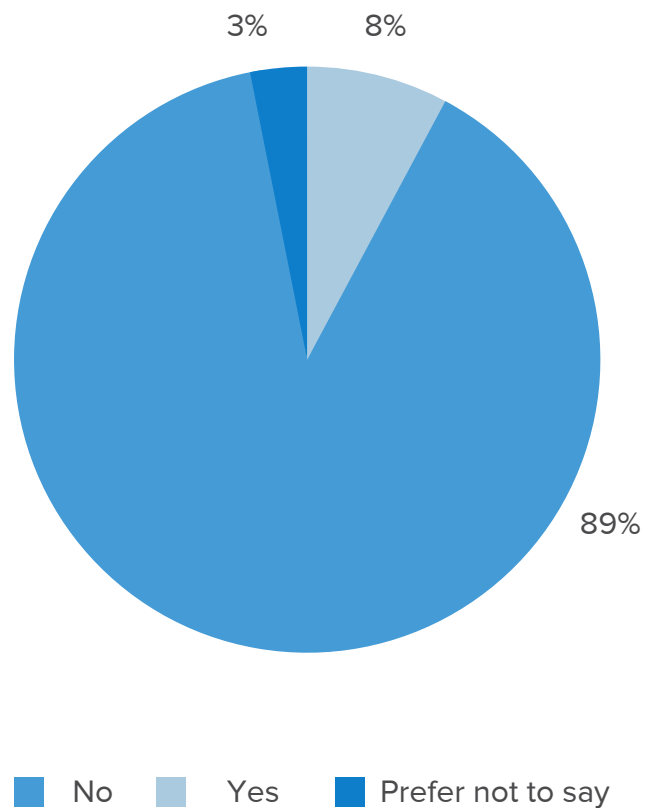
## Ethnicity groups

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

Ethnicity Group	No of people
<b>Asian / Asian British</b>	
Chinese	1
Indian	2
Pakistani	3
Other Asian	0
<b>Black/African/Carribbean/Black British</b>	
African	1
Other	0
<b>Mixed/Multiple ethnic groups</b>	
White and Asian	1
Other	0
<b>White</b>	
British/English/Welsh/ Northern Irish/Scottish	52
Irish	1
Other	2
<b>Other</b>	
Other ethnic group	1
Prefer not to say	1

## 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 colleagues indicated their faiths were as follows:

Buddhist	0
Christian	30
Hindu	0
Jewish	4
Muslim	4
Sikh	0
Any other religion	0
No religion	24
Prefer not to say	2

## Socio-economic background

Colleagues mainly attended the following types of school between the ages of 11 & 16:

Attended school outside the British Isles	4
A state-funded school-non-selective	46
State-run or state-funded school-selective on academic, faith or other grounds	9
Independent or fee-paying school	4
I don't know	0
Prefer not to say	1

## Social mobility

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

Degree level	36
A Level or vocational qualification	16
Qualifications below A Level	6
Not applicable	3
Other	1
Prefer not to say	2

## Social mobility

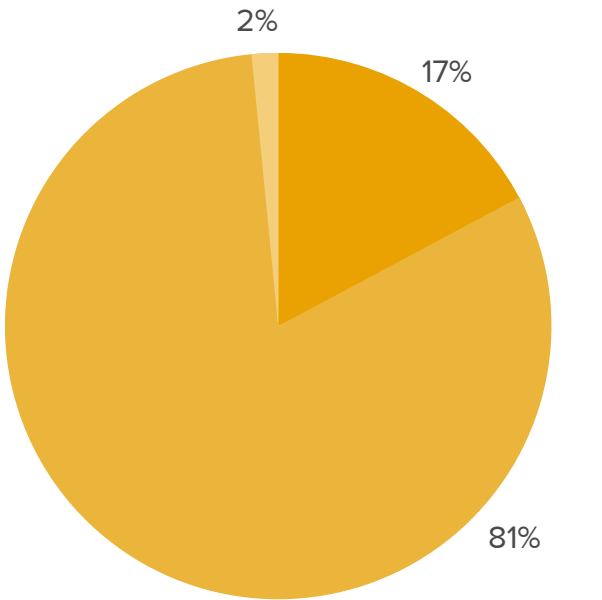
The highest level of qualification held by our respondents' parents:

At least one has a degree level qualification	19
At least one has A Level or vocational qualification	17
Qualifications below A Level/vocational	11
No formal qualifications	9
I don't know	6
Prefer not to say	2

Data on this page reflects the responses of 77% of all people employed by RPG at the time.

## Caring responsibilities Primary carer for a child or children

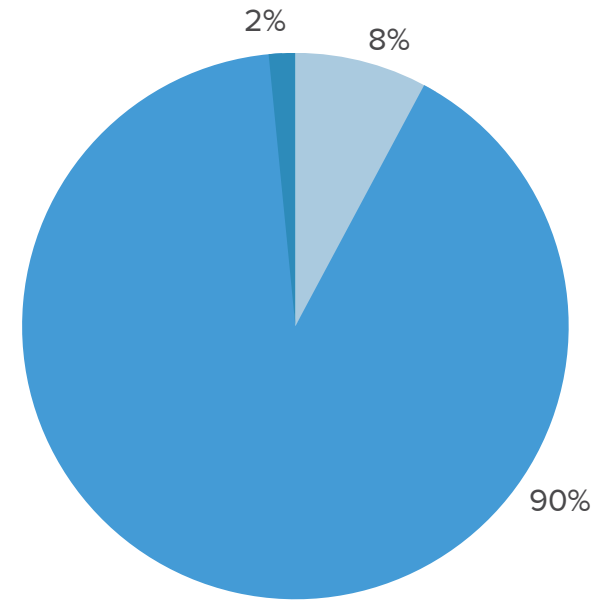
Employees were asked if they were a primary carer for a child or children under 18.



■ No ■ Yes ■ Prefer not to say

## Caring responsibilities Primary carer for other family member or friend


Employees were also asked if they were a primary carer for an other family member or for a friend.




■ No ■ Yes ■ Prefer not to say

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