

RPG

Chartered
Accountants

RPG

Chartered
Financial Planners

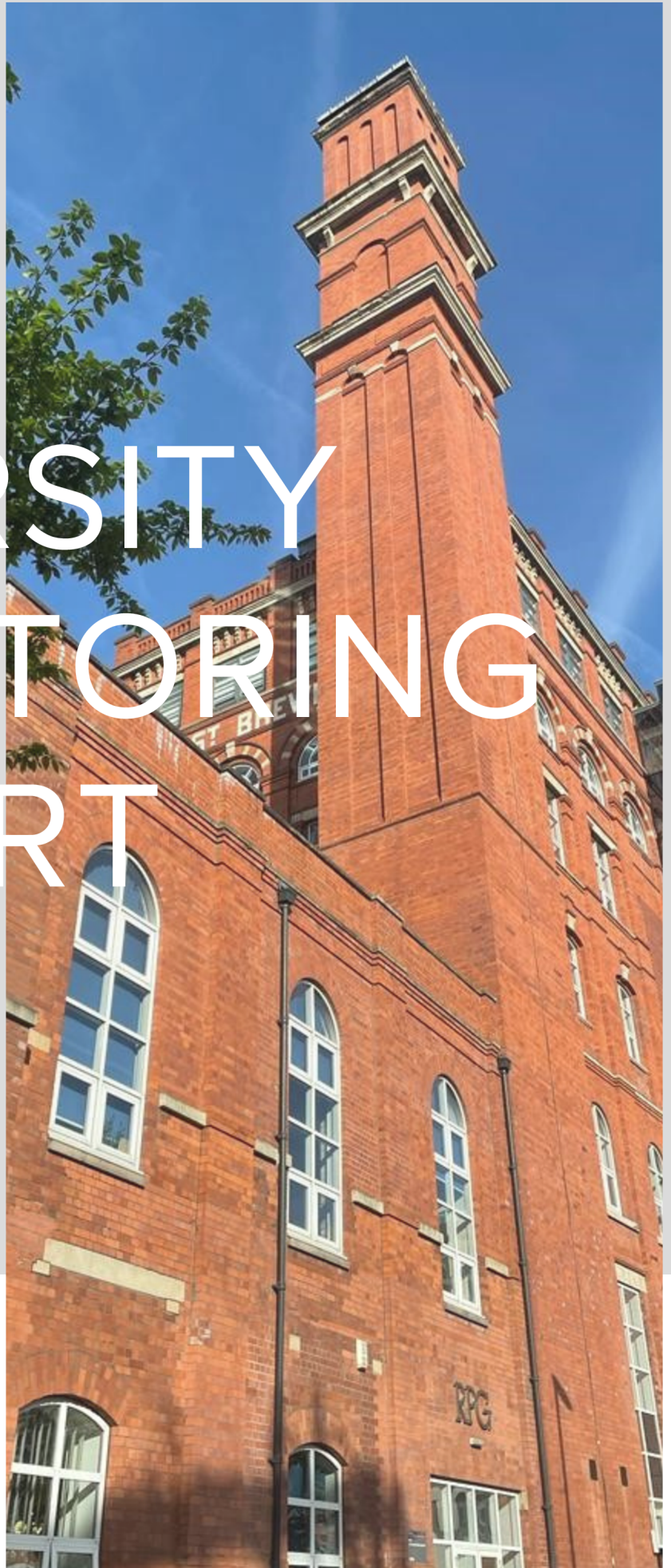
RPG

Business
Recovery

Incorporating **Crawfords**

DIVERSITY MONITORING REPORT

May
2025



Diversity Monitoring Report

May 2025

Diversity Monitoring Report

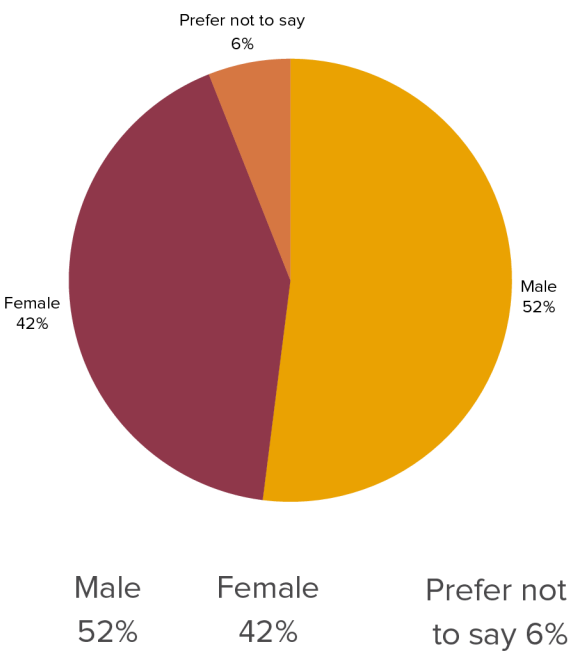
During March 2025, all Directors and team members of the RPG Group were invited to complete a questionnaire to enable us to assess the diversity within our team. 81% of all people employed at the time responded.

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.

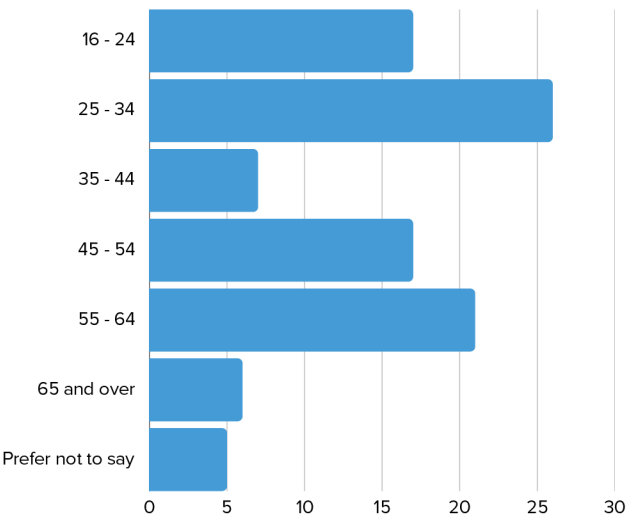
Royce Peeling Green is committed to promoting equality, harmony and respect amongst individuals with a view to creating a diverse, culturally rich and inclusive environment. We recruit the best candidates regardless of gender, sexual orientation, disability, marital status, race, colour, national or 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.

Data on this page reflects the responses of 81% of all people employed by RPG at the time.

Gender split amongst respondents



Age distribution of respondents



Diversity Monitoring Report

May 2025



Ethnicity groups

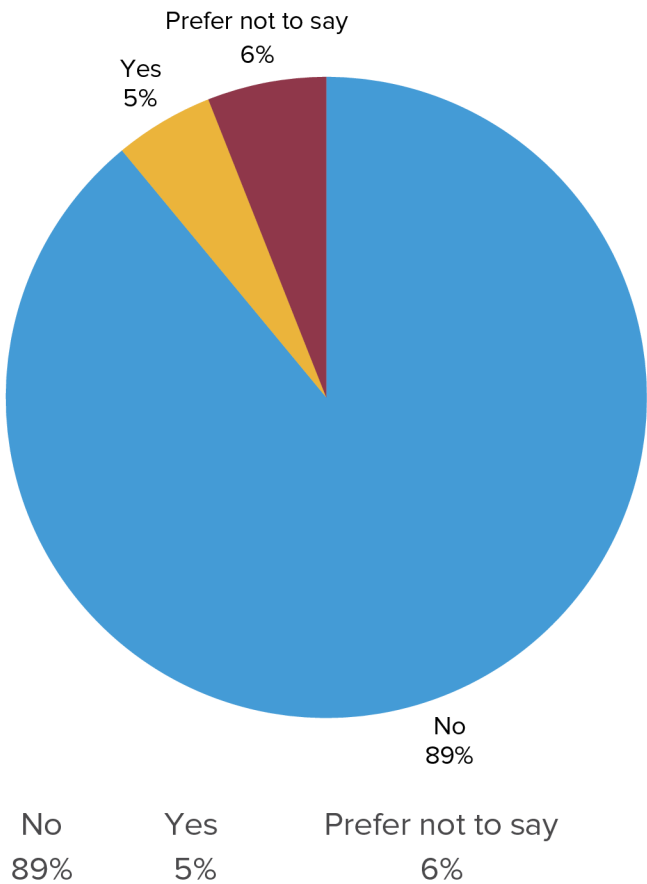
Across our team, we have the following ethnic groups represented:

Asian / Asian British	% of people
Chinese	2
Indian	1
Pakistani	1
Other Asian	1
Black/African/Caribbean/Black British	
African	1
Other	0
Mixed/Multiple ethnic groups	
White and Asian	2
Other	0
White	
British/English/Welsh/Northern Irish/Scottish	77
Irish	4
Other	5
Other	
Other ethnic group	1
Prefer not to say	4

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Disability

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



Faith

Our colleagues indicated their faiths were as follows:

Christian	47
Jewish	6
Muslim	2
Any other religion	0
No religion	37
Prefer not to say	7

Socio-economic background

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

Attended school outside the British Isles	5
A state-funded school-non-selective	52
State-run or state-funded school-selective on academic, faith or other grounds	26
Independent or fee-paying school	10
Prefer not to say	7

Social mobility

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

Degree level	54
A Level or vocational qualification	22
Qualifications below A Level	10
No formal qualifications	1
Other	6
Prefer not to say	7

Social mobility

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

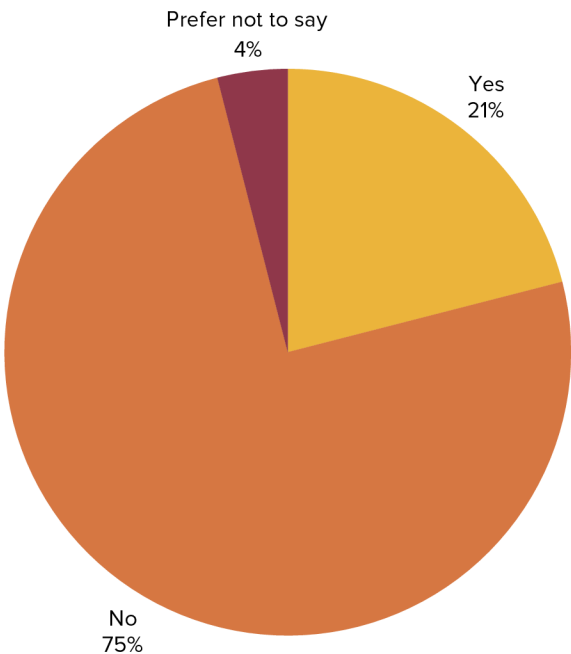
At least one has a degree level qualification	28
At least one has A Level or vocational qualification	25
Qualifications below A Level/vocational	12
No formal qualifications	12
I don't know	13
Prefer not to say	10

Data on this page reflects the responses of 81% of all people employed by RPG at the time.



Caring responsibilities: Primary carer for a child or children under 18

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

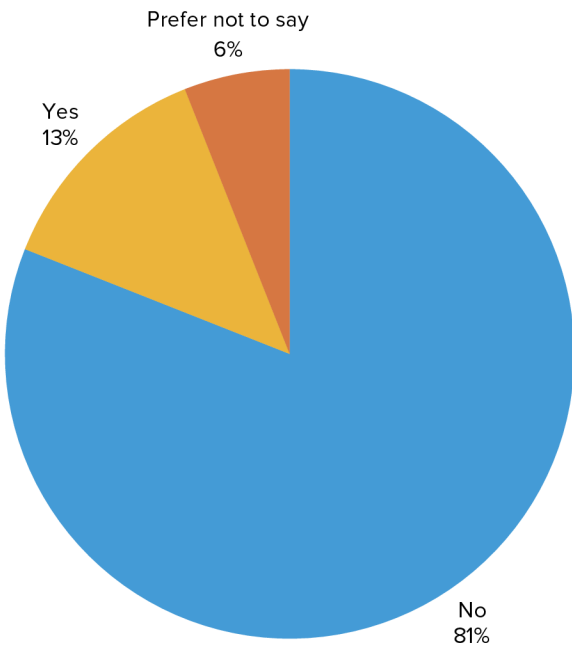


No	Yes	Prefer not to say
75%	21%	4%

Data on this page reflects the responses of 81% of all people employed by RPG at the time.


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
81%	13%	6%



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