

Diversity Monitoring

Smailes Goldie Group is committed to the promotion of diversity, equality, and inclusion in all areas of its work. As part of its regulatory obligations one of the businesses within the group, Smailes Goldie Watson Limited (“SGW”), undertakes diversity monitoring which collects data on the type and shape of the practice and the characteristics of those that work in it. This data is intended to assist with strategic future planning. The latest diversity monitoring survey was conducted in March 2023, the results of which are summarised below:

Participation in the survey was not mandatory but 74% of SGW’s staff took part. The summarised data showed that 60% of respondents identified as female and 40% as male. There was a range of age groups: 15% of respondents were in the 16-24 age bracket, 20% aged between 25-34, 5% between 35-44, 20% between 45-54 and 40% between 55-64. 35% of respondents reported being single, 50% married, 5% being divorced, 5% widowed and 5% preferred not to say. 10% of respondents had taken maternity/paternity leave in the past 5 years, half of whom were offered flexible working arrangements on their return to work. 15% are a primary carer for children under 18 and 15% provide caring help and support to family, friends, and neighbours.

35% of staff hold a chartered accountancy qualification, a further 5% hold other professional qualifications and 25% of staff are in training towards one of these qualifications. 60% of respondents did not attend university and 75% attended state schools. 40% of respondents hold degrees, with a further 30% having “A” level qualifications and the remaining 30% either not holding “A” level qualifications or preferring not to say. 40% of staff came from backgrounds where the main income earner was a traditional tradesman or manual worker. 10% of respondents received free school meals and/or income support.

Responses from staff regarding disability, ethnicity and sexual orientation show a majority of able bodied, British, heterosexual workforce with 5% of respondents reporting a disability. 25% of respondents identified as Christian, 55% said that they had no religion with 20% preferring not to say.

Full details of the survey have been submitted to the ICAEW for collation with the nationwide data.