

David Allen

David Allen diversity reporting May 2021 – completed by 91 staff

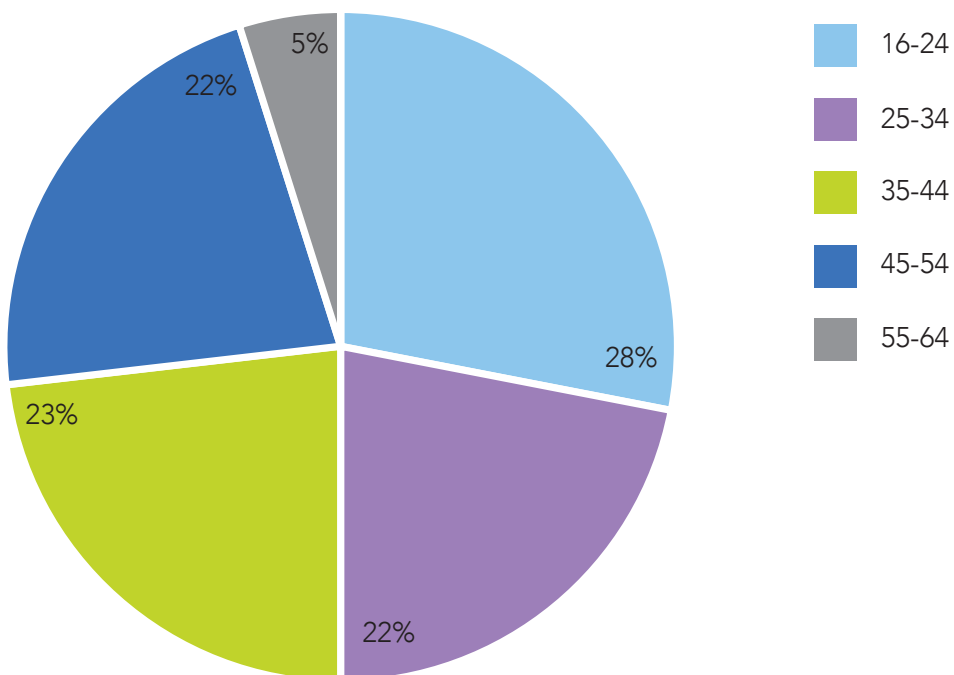


1. About you

Professional qualifications and position within firm

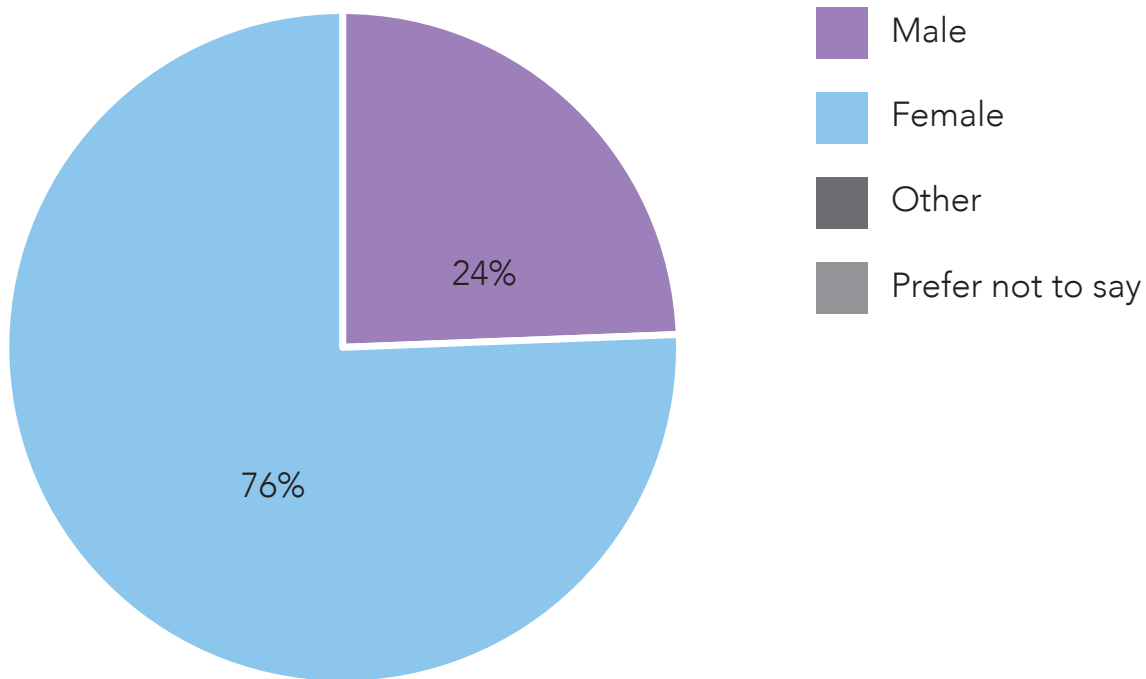


2. Age

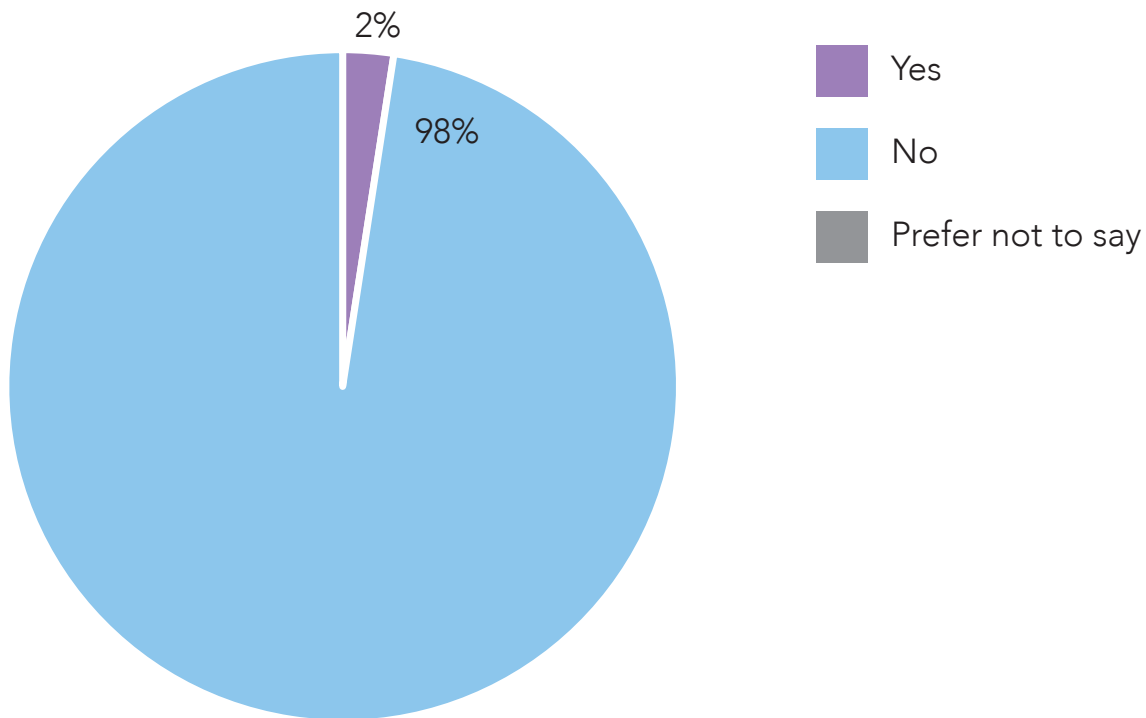


3. Sex/Gender

(a) Which gender do you identify with?

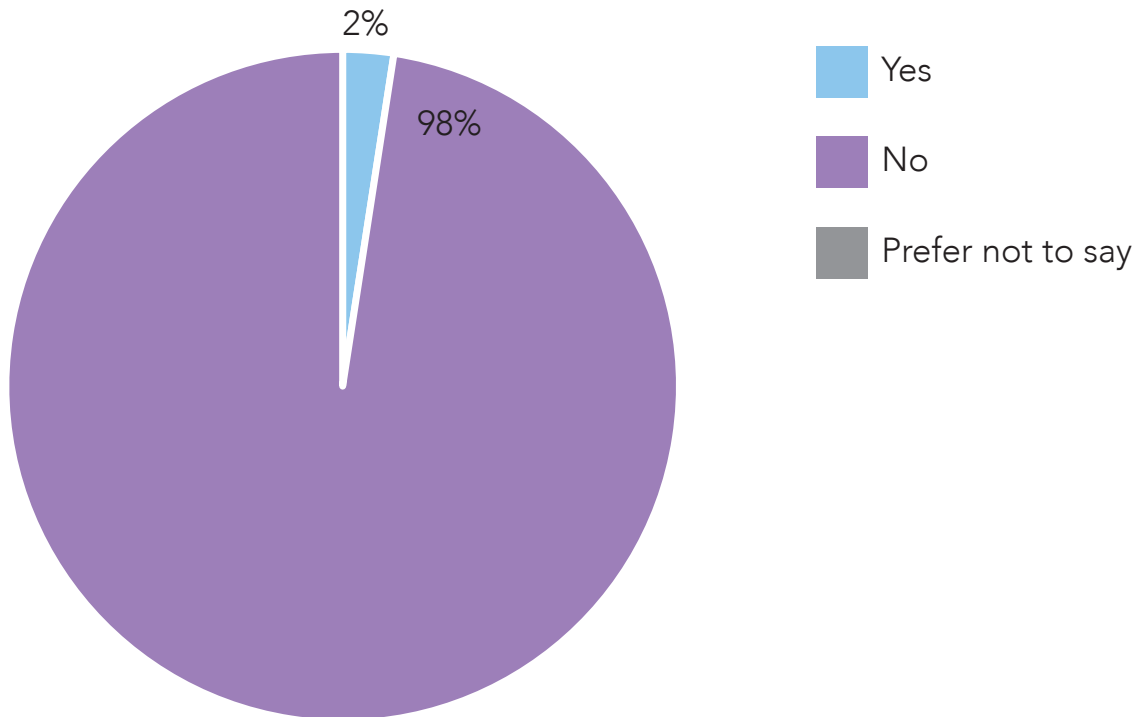


(b) Is the gender you now identify with different from the sex you were assigned at birth?

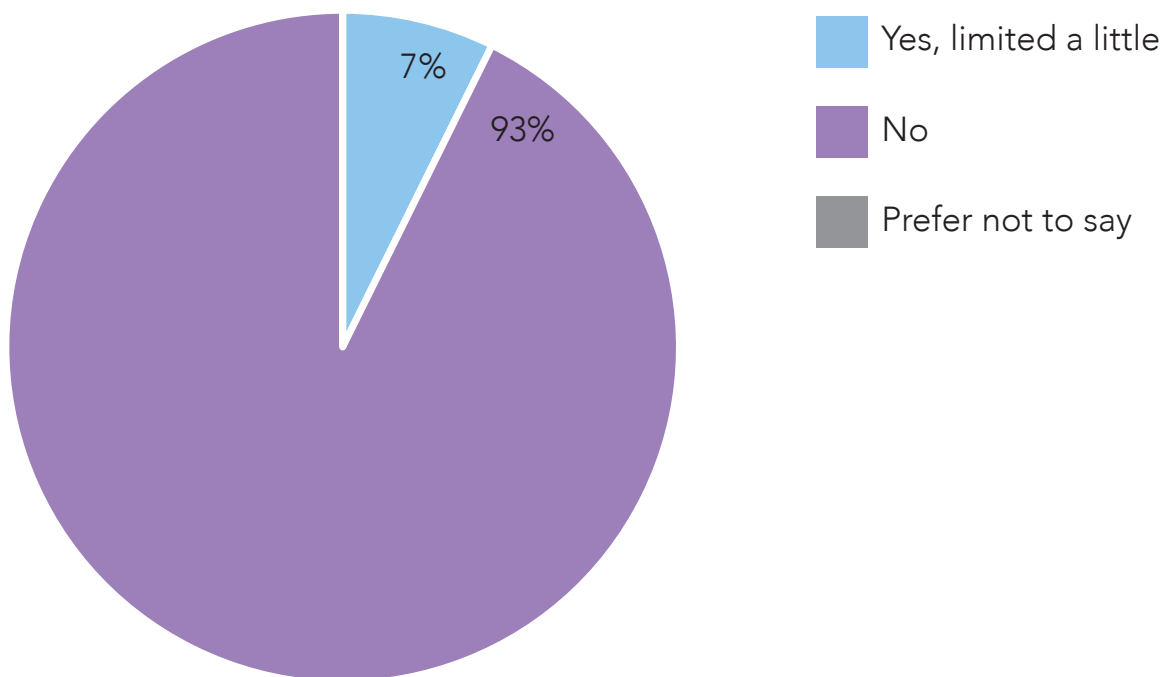


4. Disability

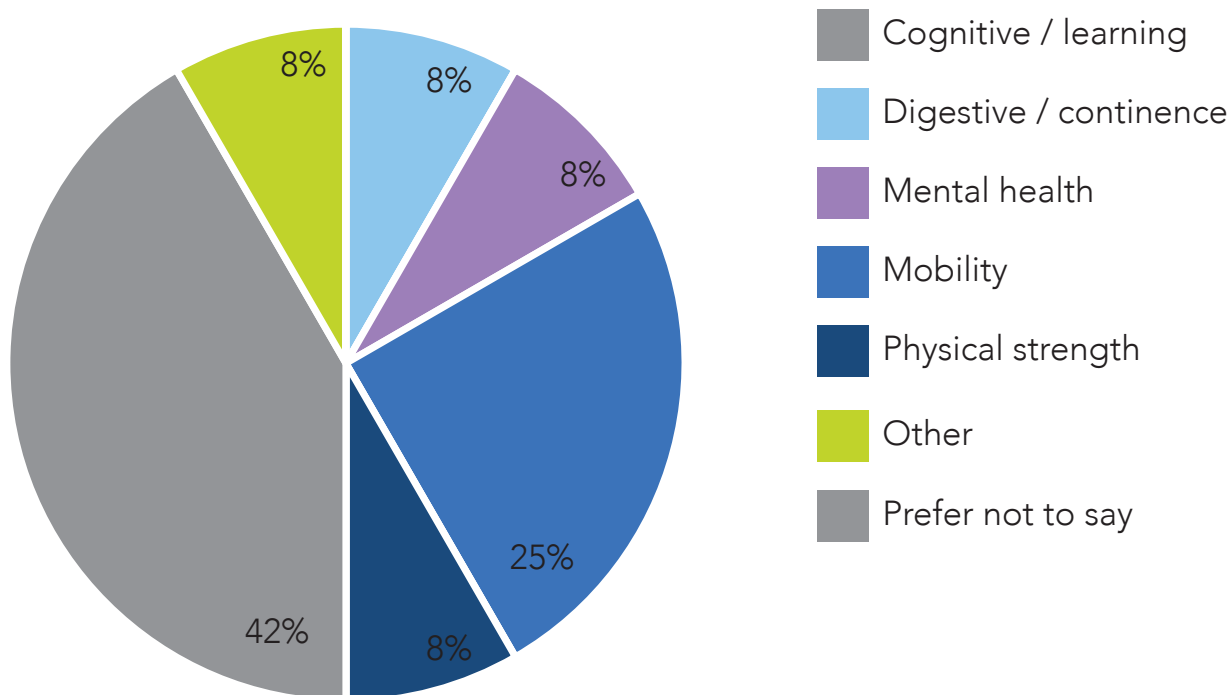
(a) Do you consider yourself to have a disability according to the definition in the Equality Act?



(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?

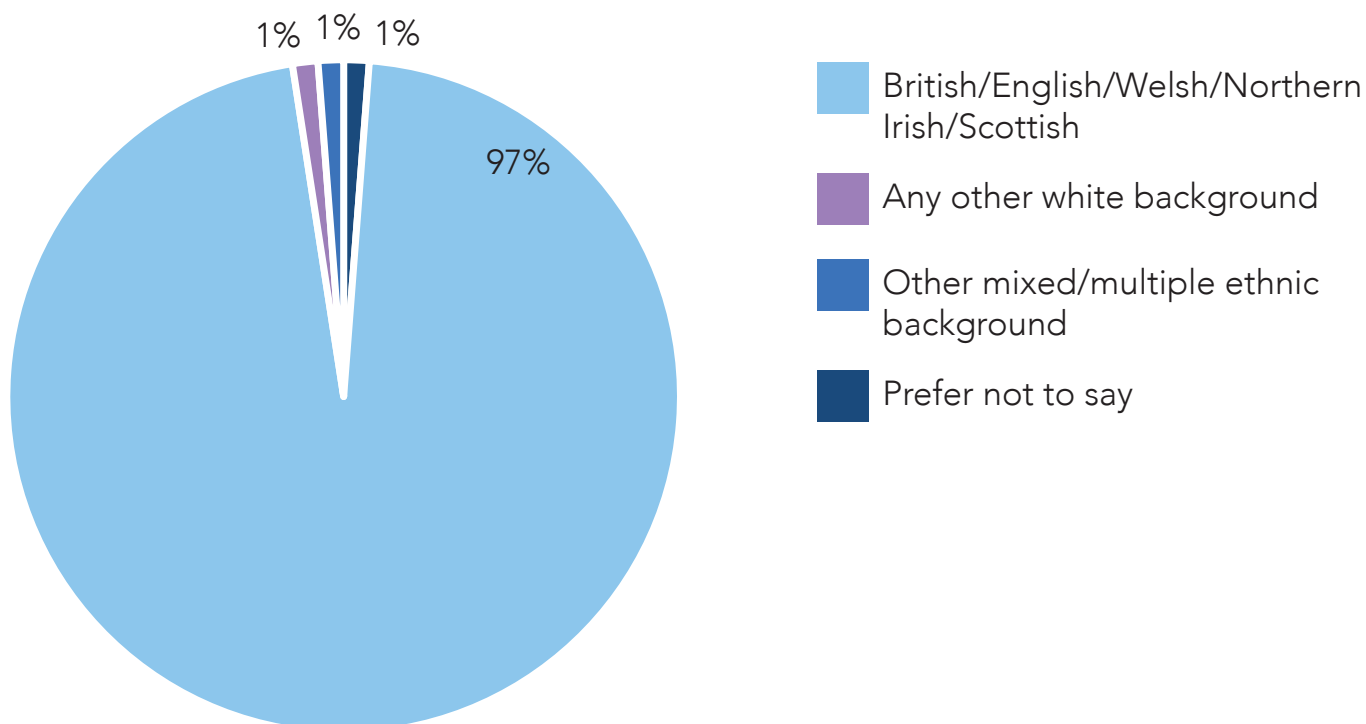


(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?

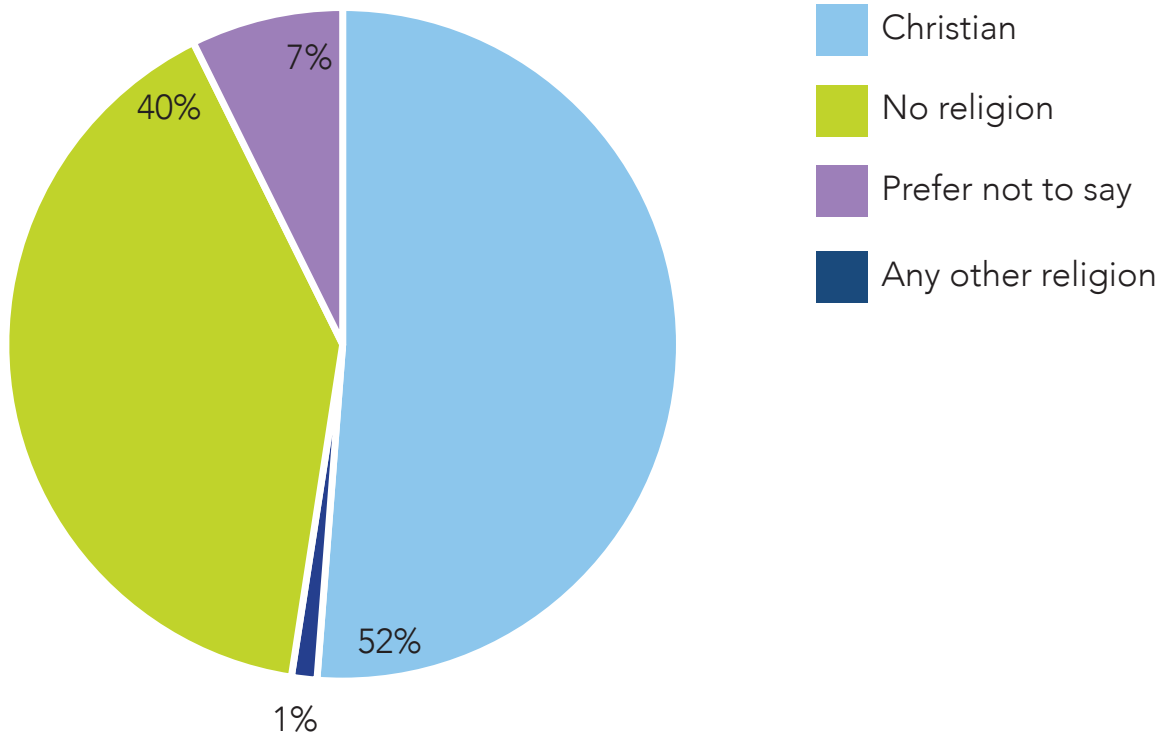


5. Ethnic group

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

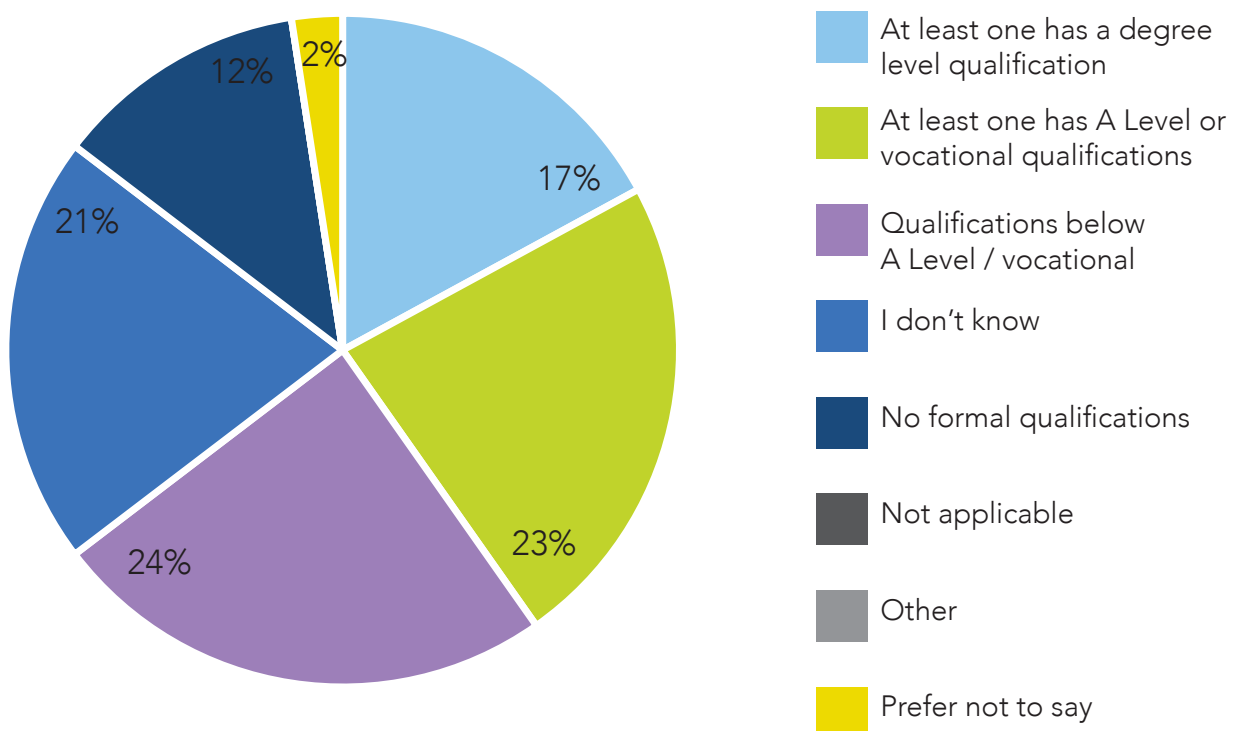


6. Faith

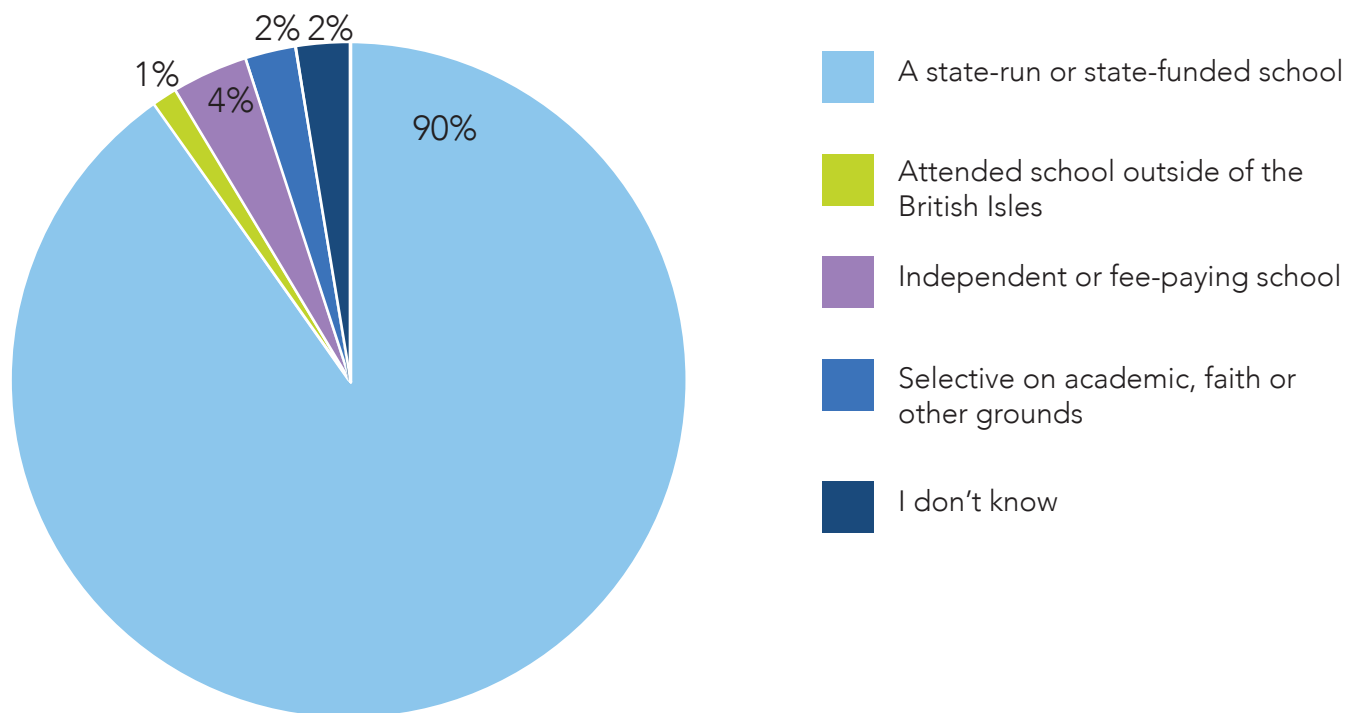


8. Socio-economic background

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

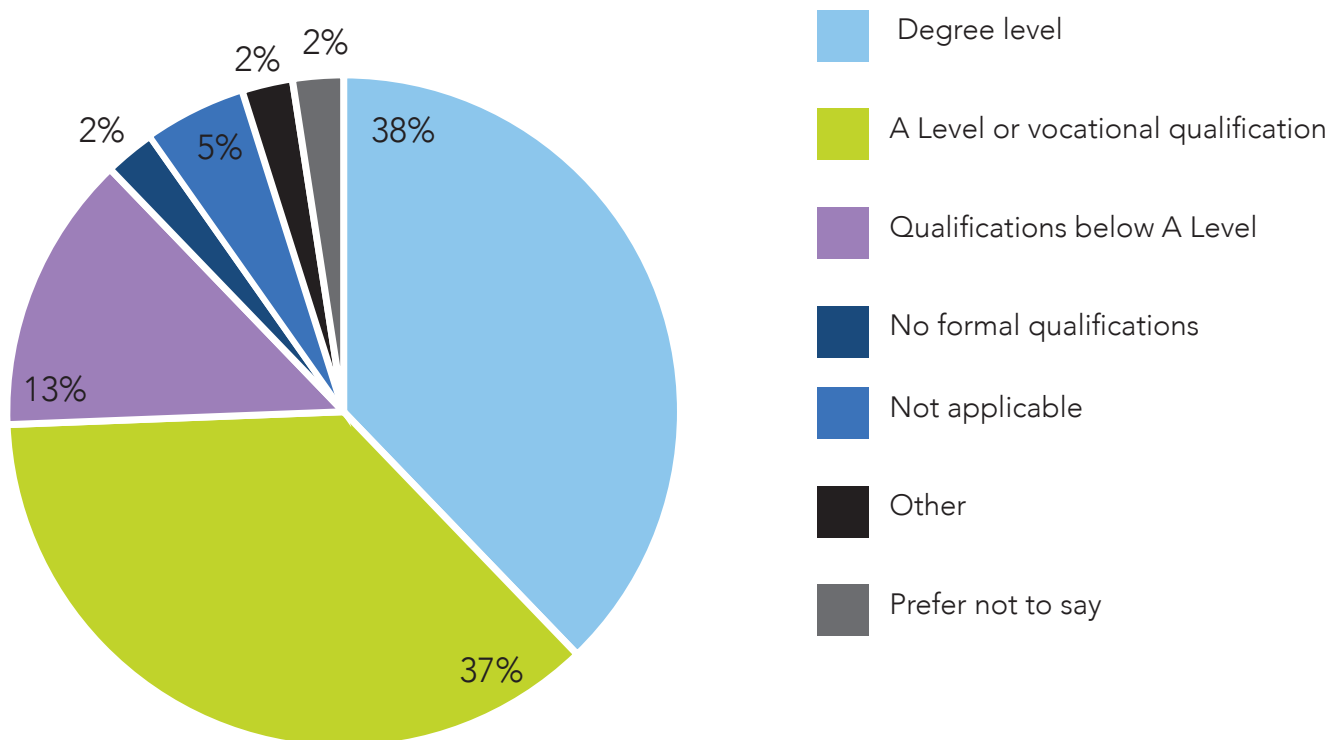


(b) What type of school did you mainly attend between the ages of 11 and 16?

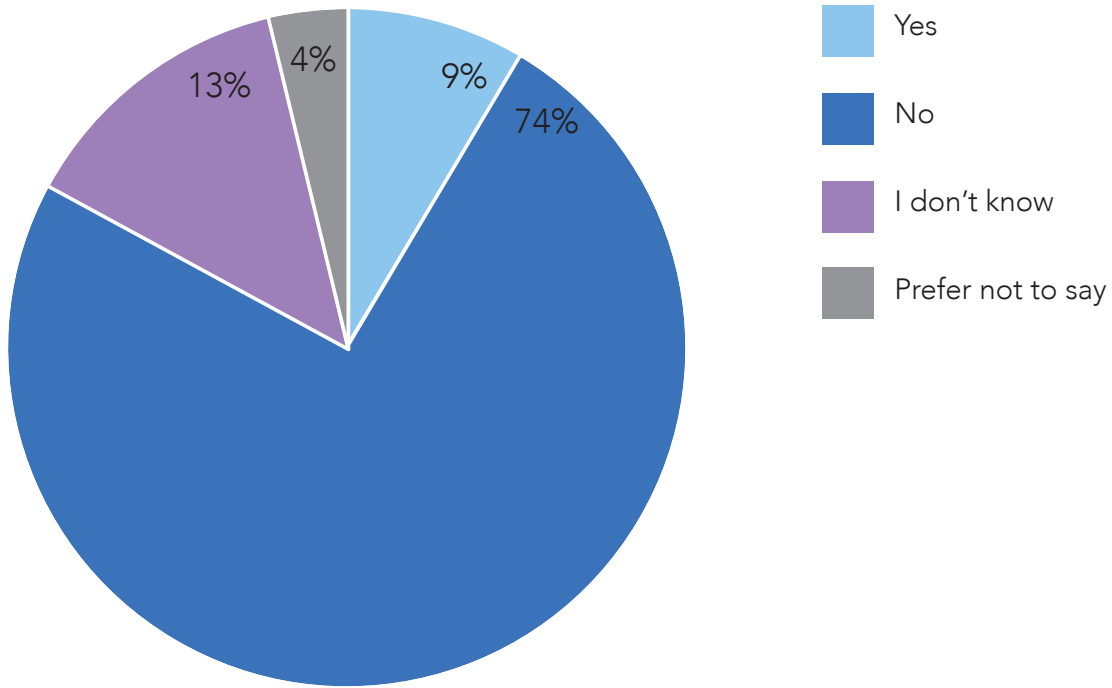


9. Social mobility

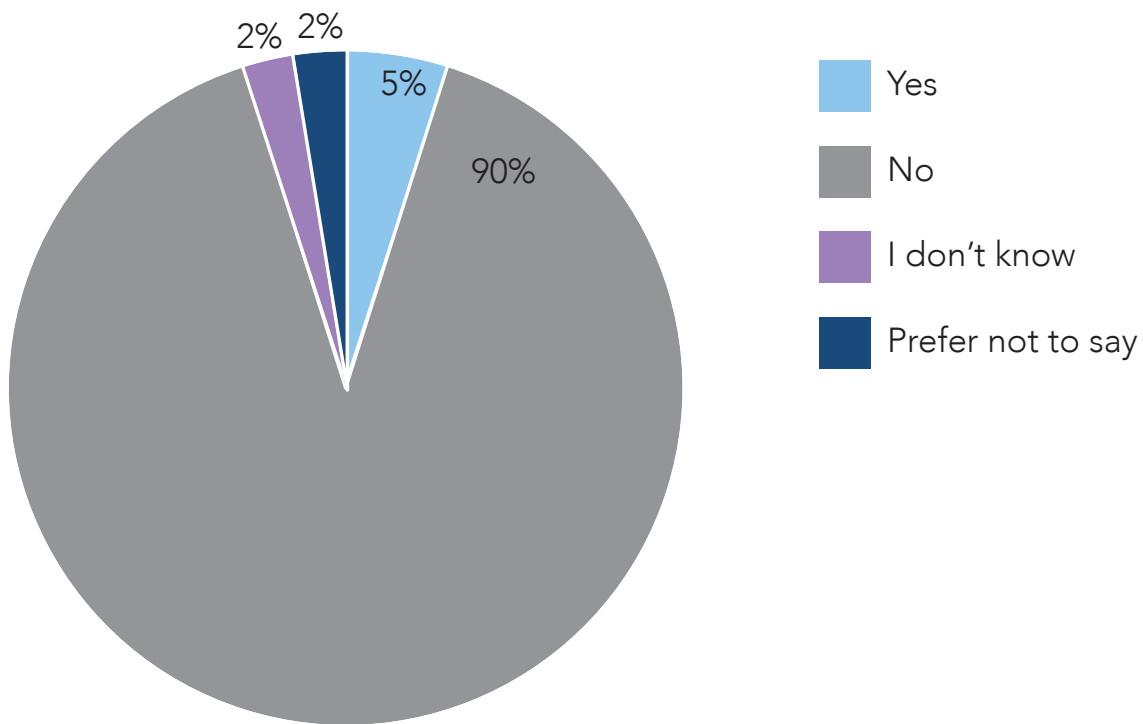
(a) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



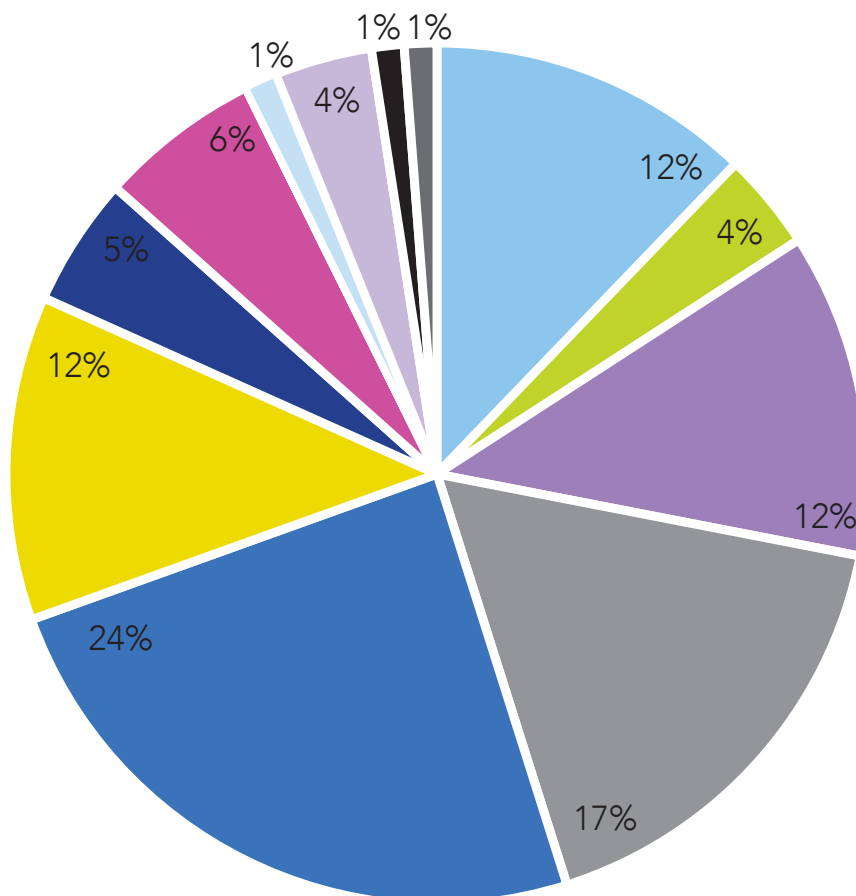
Did either (or both) of the following apply at any point during your school years?
i. Did your household received income support?"



ii. Were you entitled to free school meals?



(c) 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?



Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer

Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse

Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive

Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver

Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant

Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff

Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican

Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer

Not applicable

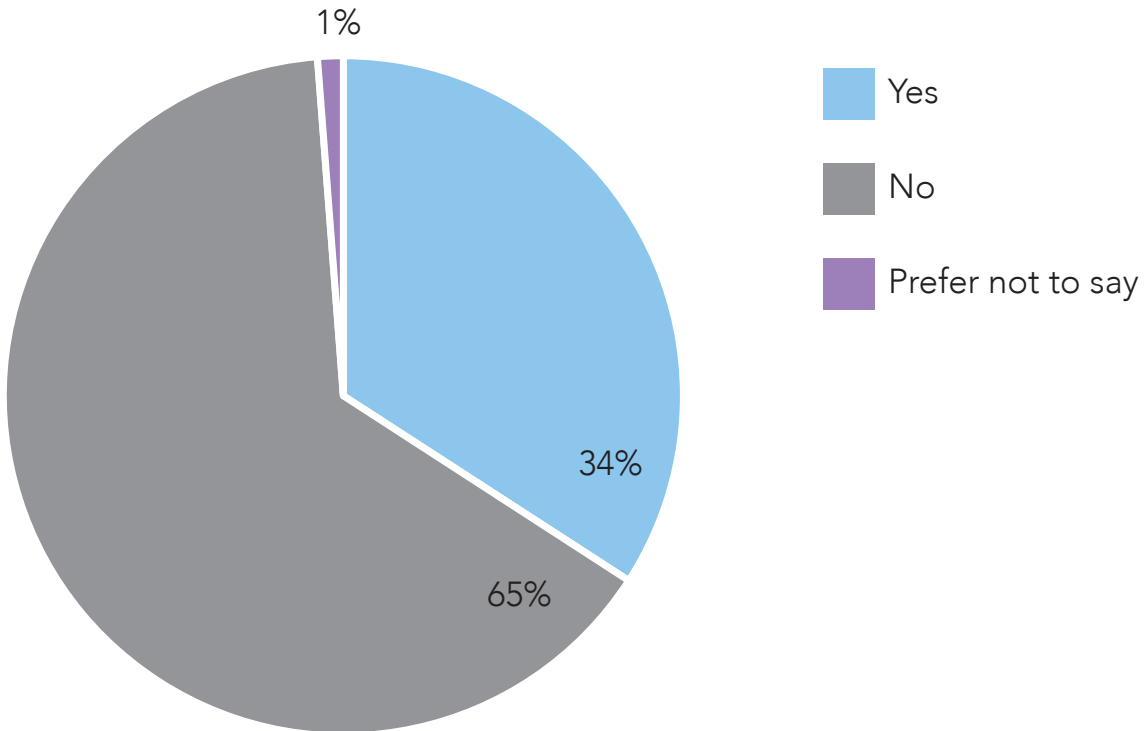
I don't know

Other

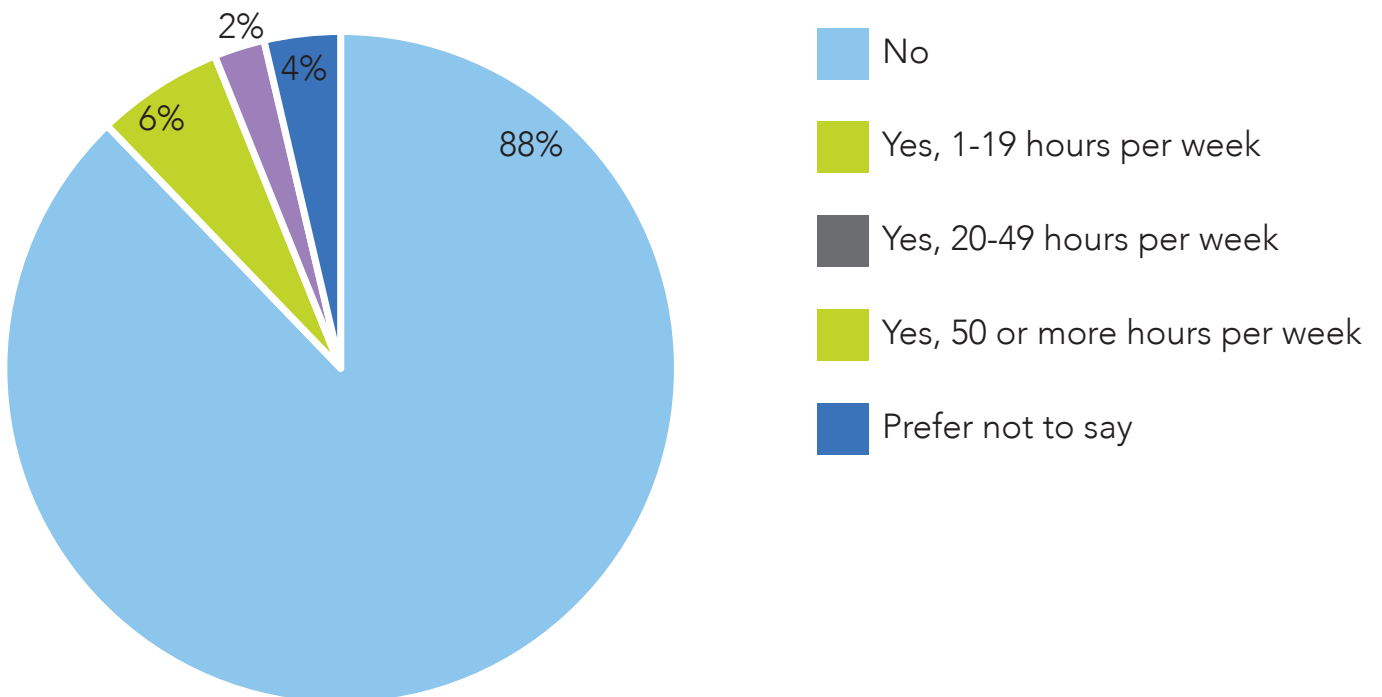
Prefer not to say

10. Caring responsibilities

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

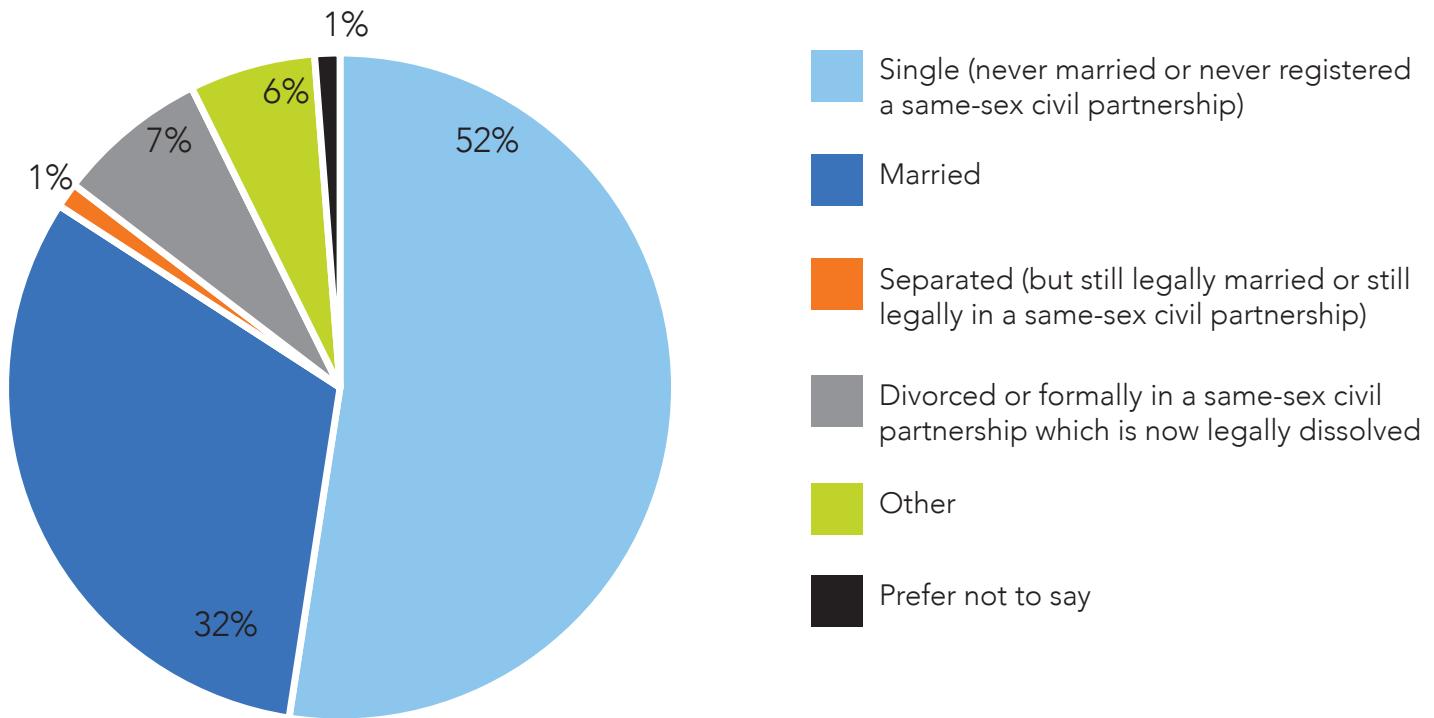


(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either : - Long term physical or mental ill-health / disability - Problems related to old-age?



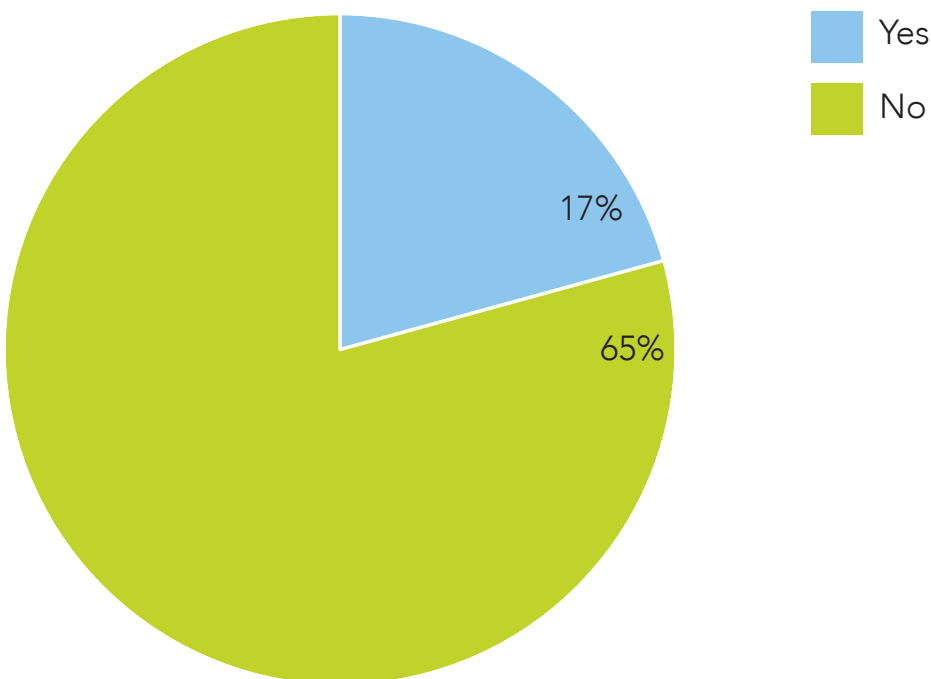
11. Marital Status

What is your marital or civil partnership status?



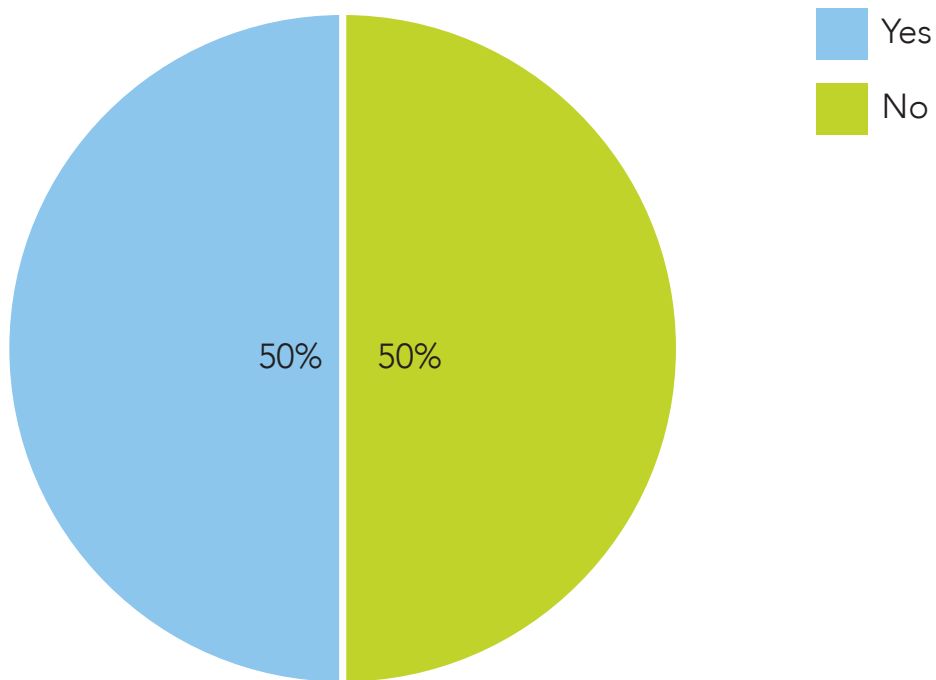
12. Maternity/Paternity

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



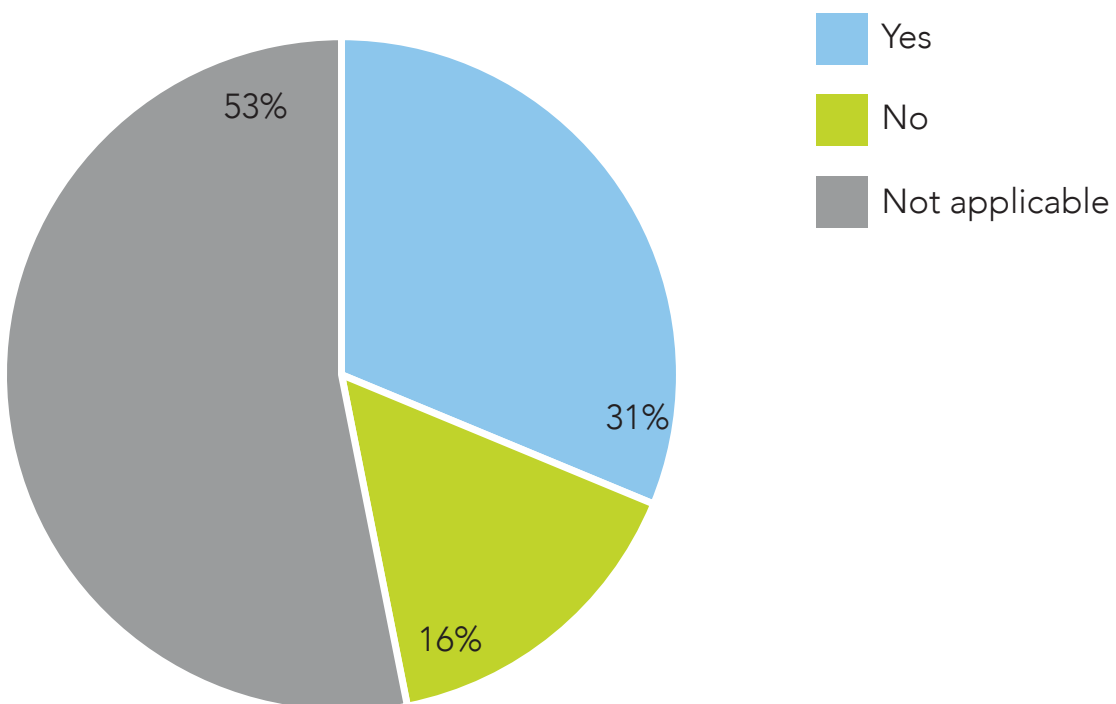
(b) If yes:

i. Did you return to your current employer after the leave?



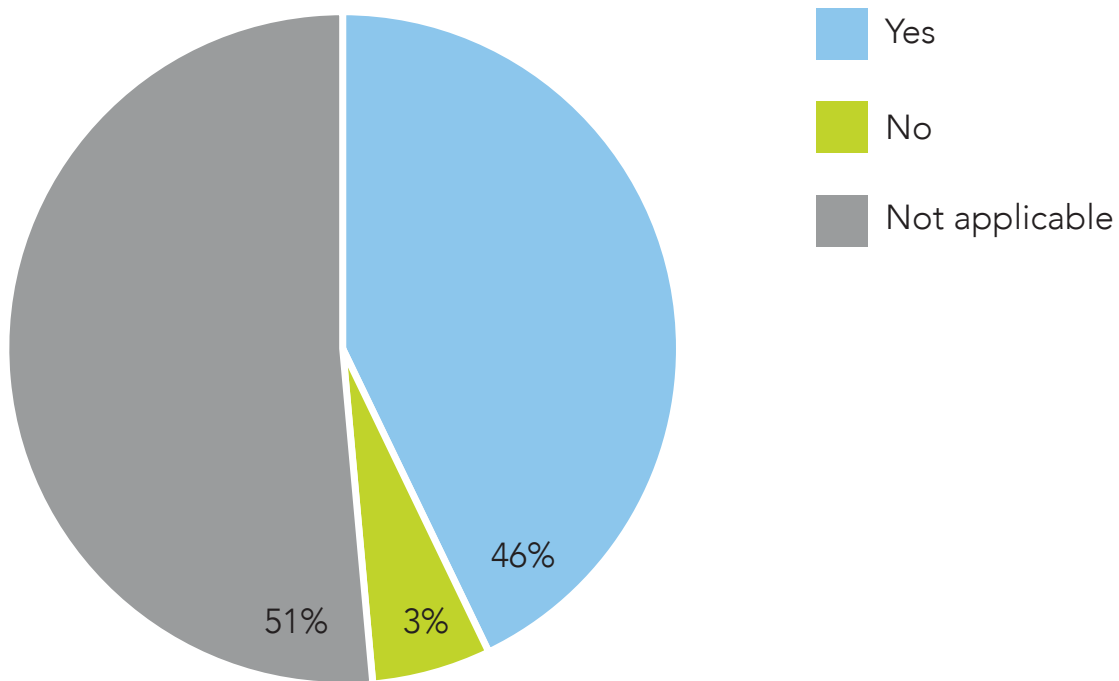
(b) If yes:

ii. Did your current employer give you additional leave for ante-natal appointments?



(b) If yes:

iii. Has your employer offered you flexible working arrangements?



(b) If yes:

iv. Has the ability to work from home been an important aide in your return to work?

