

David Allen

Diversity Survey 2025



Diversity Statement 2025

The results provided from the David Allen Chartered Accountants diversity statement demonstrate that we are committed to promoting the principles of equality and diversity in all our dealings with clients, employees, and job applicants. We are committed to being an inclusive employer and seek to ensure that we show respect for all, regardless of gender, gender reassignment, marital/partnership status, pregnancy/maternity, religion, religious belief, age, disability, or race.

Any form of discrimination or victimisation is neither accepted nor tolerated. We believe that managing diversity successfully will help our business to nurture creativity and innovation. We recognise that having a diverse and inclusive workforce brings fresh ideas and perspectives to our business and helps improve our services, products and working environment. Our people are appointed, rewarded and recognised based on merit.

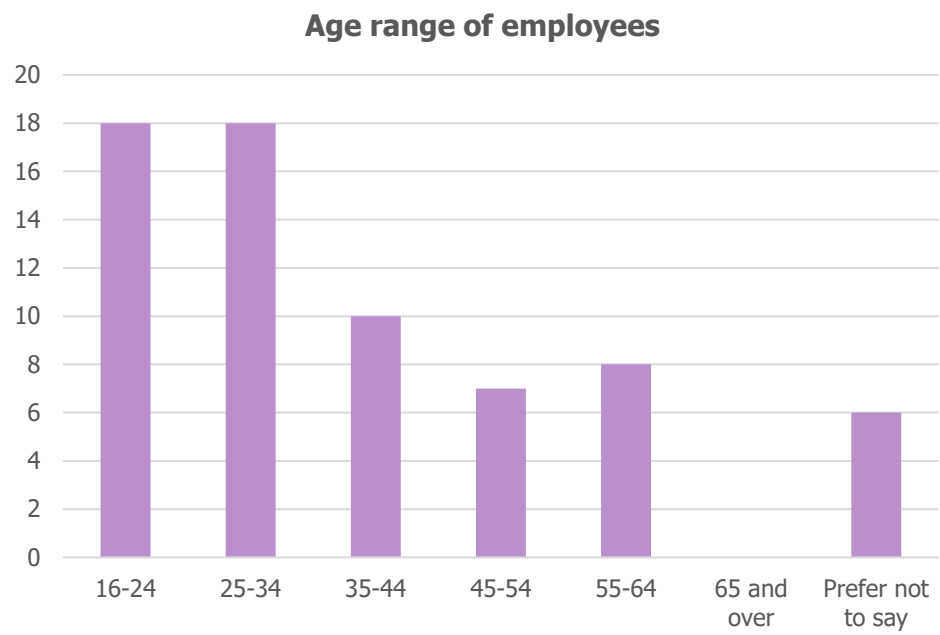
Where anonymity could be compromised, we have not published the results.

1. About you

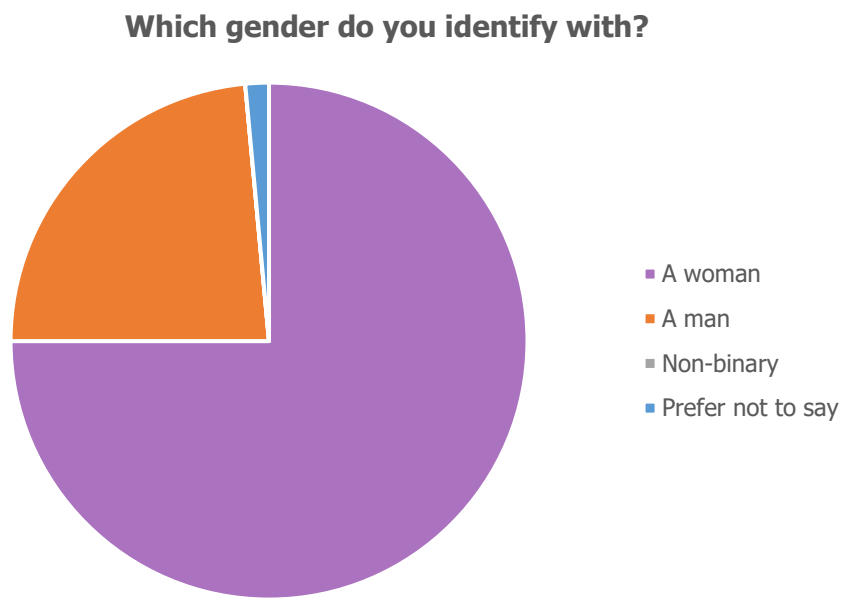
The results have been collected based on the categories of roles within the firm. If an individual is an authorised person for the purposes of the Legal Services Act 2007 (i.e., holding a practising certificate issued by one of the approved regulators), a responsible individual under the Companies Act 2006, or a licensed insolvency practitioner under the Insolvency Act 1986, their professional qualification(s) and role have been indicated. This includes ticking all that apply if they are dual-qualified and hold a current practising certificate from more than one approved regulator. With this approach there may be more than one response for individuals with multiple qualifications.



2. Age



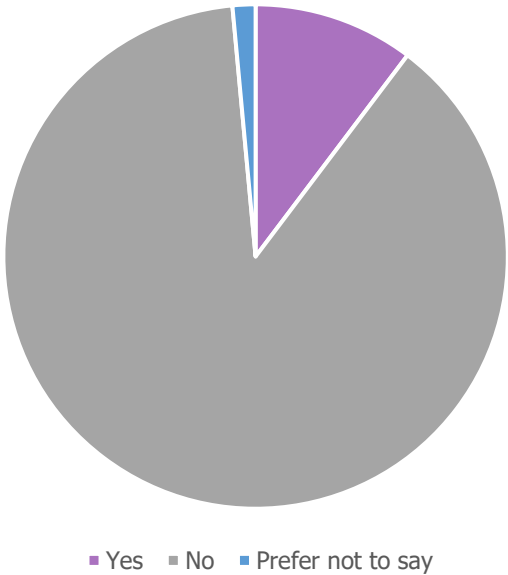
3. Sex and Gender



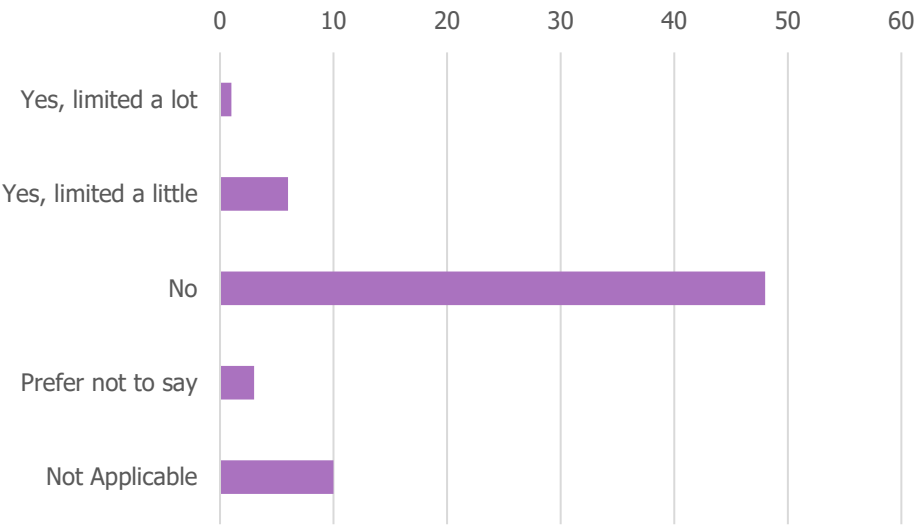
4. Disability

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person’s ability to carry out normal day-to-day activities.

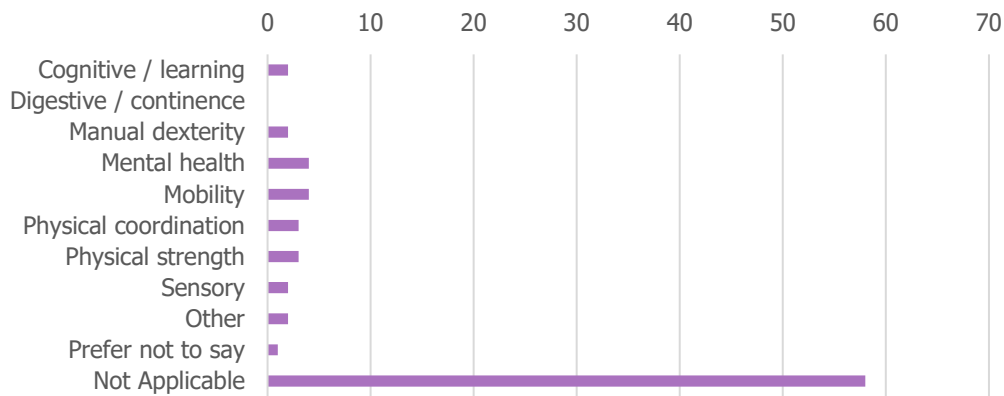
Do you consider yourself to have a disability according to the definition in the Equality Act?



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?

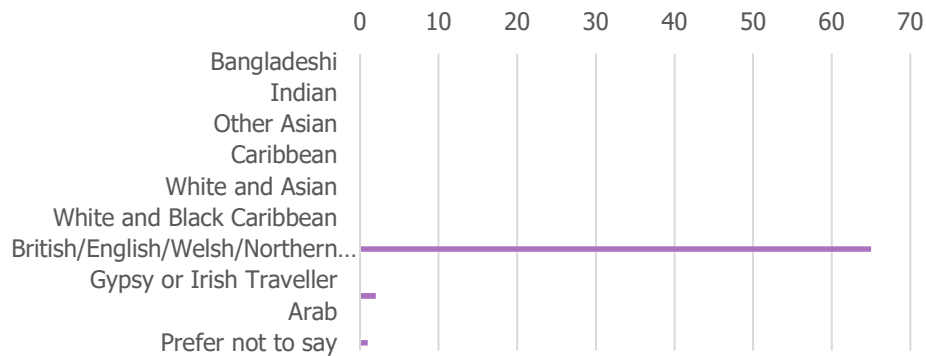


If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



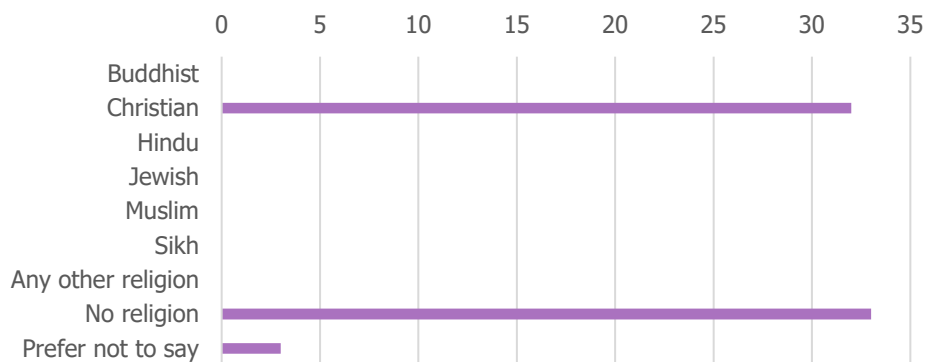
5. Ethnic group

What is your ethnic group?



6. Faith

What is your religion or belief?

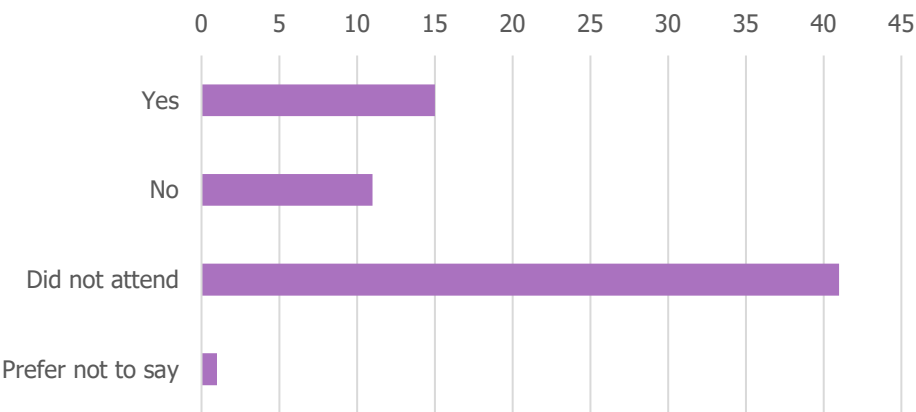


7. Sexual orientation

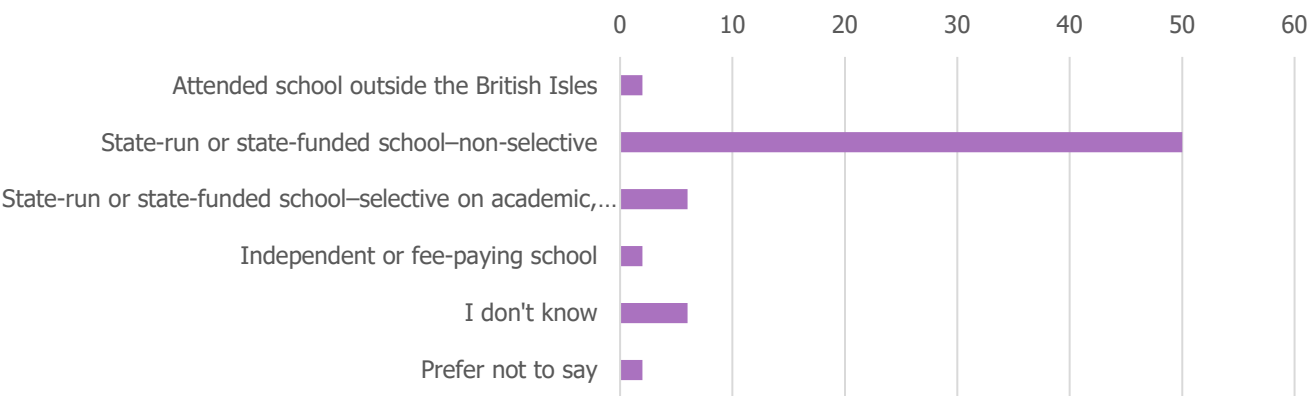
Please note that this information will not be included in our firm's published data. Instead, it has been provided in aggregated form to our regulator, the ICAEW. The ICAEW will collect this data and report across the profession as a whole, ensuring that individual firm data remains confidential.

8. Socio-economic background

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?



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

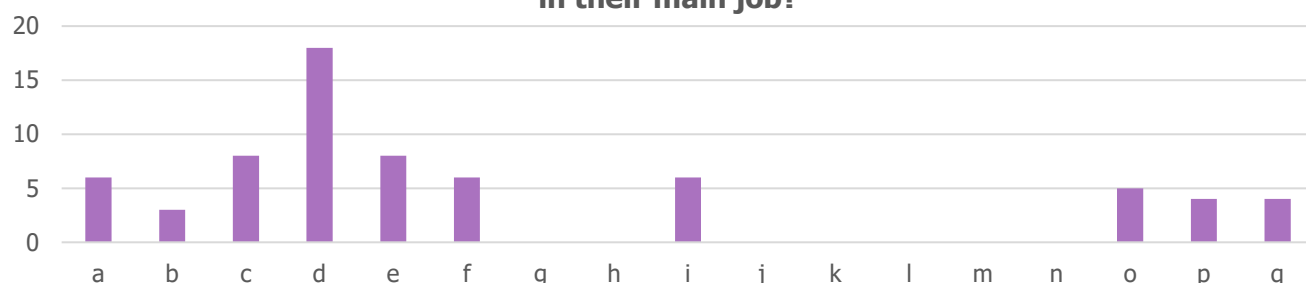


9. Social mobility

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



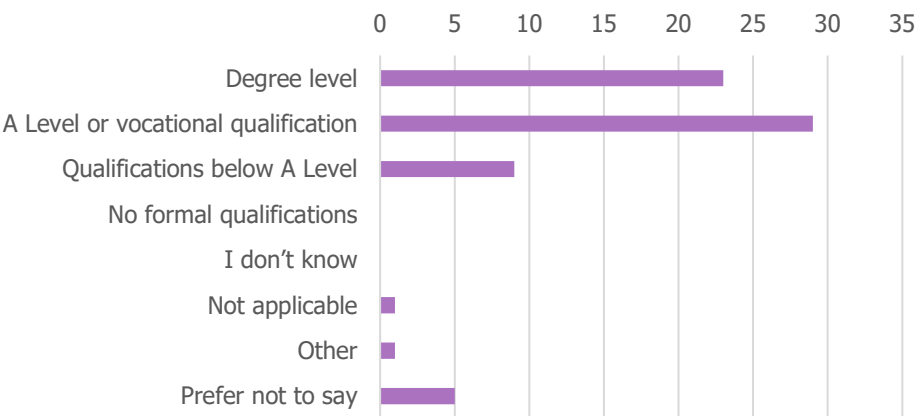
Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



a	Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer
b	Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse
c	Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive
d	Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
e	Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
f	Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff
g	Armed forces personnel for example soldier, airman, naval or military police
h	Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
i	Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer
j	Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)
k	Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
l	Inactive (excluding those that are retired)
m	Retired
n	Not applicable
o	I don't know
p	Other

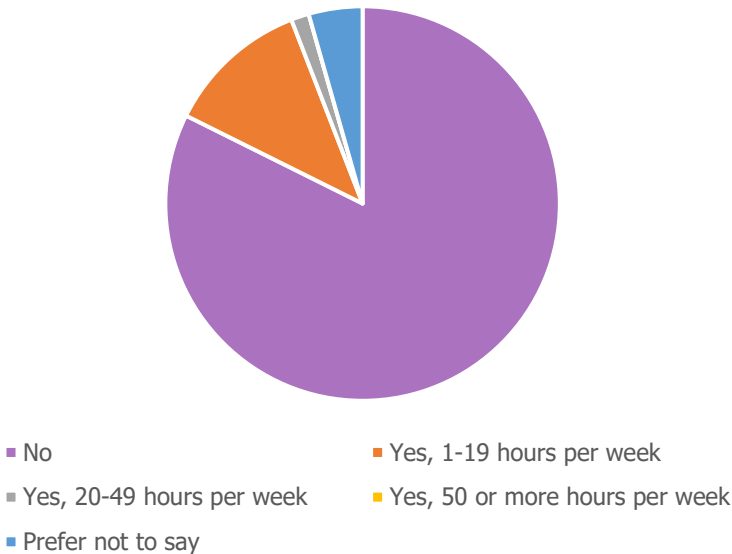
q	Prefer not to say
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What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?

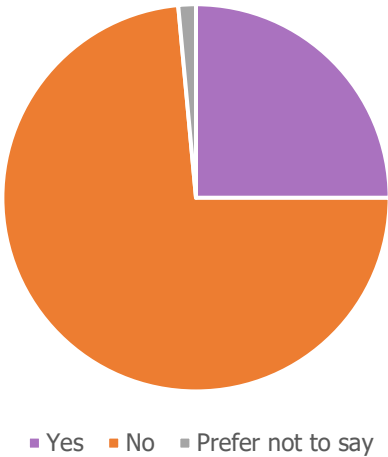


10. Caring responsibilities

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?

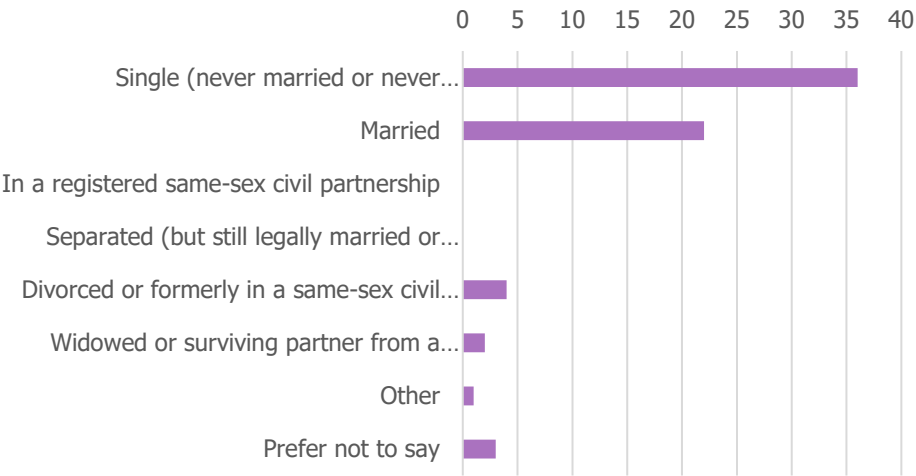


Are you a primary carer for a child or children under 18?



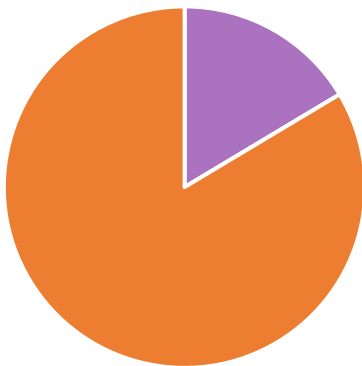
11. Marital Status

What is your marital or civil partnership status?



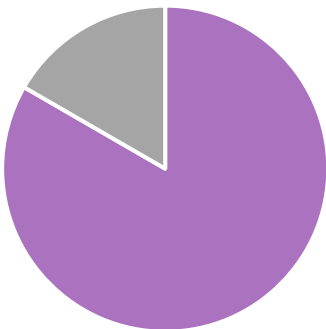
12. Maternity

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



■ Yes ■ No

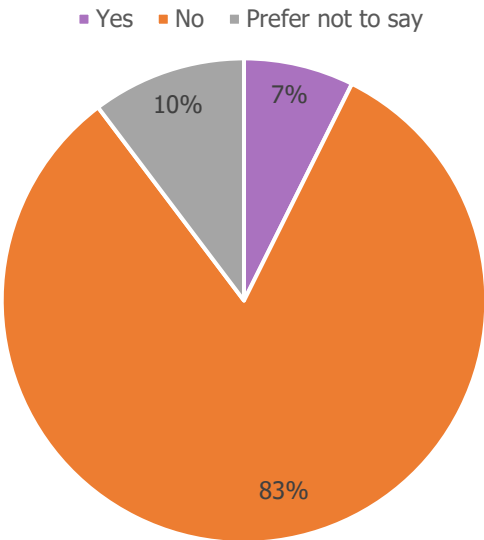
If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



■ Yes ■ No

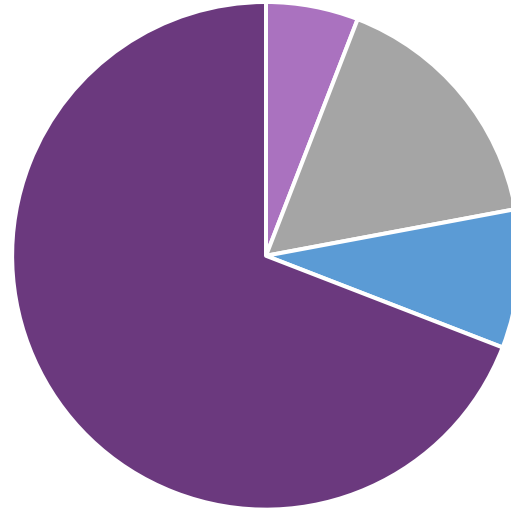
13. Neurodiversity

Do you consider yourself to be neurodivergent?



■ Yes ■ No ■ Prefer not to say

If yes: Have you shared information about your neurodivergence with your employer?



■ Yes ■ No ■ Prefer not to say ■ Not Applicable