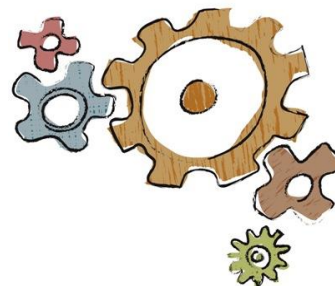


# Smart Accounting & Tax Solutions LLP

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## Diversity Monitoring

As part of our probate licence we are required to undertake an annual survey of our staff and subcontractors regarding their diversity. The survey is self assessed regarding their age, gender, sexuality, ethnicity, socio economic background and disability.

As we are a very small firm we are not required to breakdown the survey results but we are required to publish details of the survey publicly as part of the access to the professions agenda for encouraging more diversity in the professional sector. A cause which we fully support and we have published the data from the survey as well as summarising the information which we consider should be made publicly available. Our full survey results have been forwarded to the ICAEW and forms part of the Institute's monitoring of diversity in firms of Chartered Accountants.

Our survey findings are below:

| Age bracket | No of Staff and Subcontractors |
|-------------|--------------------------------|
| 16-24       | 1                              |
| 25-34       | 3                              |
| 35-44       | 2                              |
| 45-54       | 2                              |
| 55-64       | 3                              |
| 65 +        | 1                              |

## *Disability*

At the time of the survey we employed people who consider themselves to be disabled under the Equality Act. Additionally we employ people where day to day activities are limited due to health problems which have lasted or are expected to last for more than 12 months.

## *Faith & Ethnicity*

Whilst the greater majority of our staff and subcontractors identify themselves as white or christians for their ethnic and religious groupings, we have staff from a variety of ethnic and religious groups.

## *Socio Economic Background & Social Mobility*

We are a small practice of approximately a dozen staff and subcontractors with a diverse range of socio economic backgrounds. We offer flexible working arrangements suitable for those who are bringing up families either as sole or joint parents.

Our diversity survey recently confirmed that our staff attended either state run education or they were educated outside of the UK. Whilst the majority of our staff are University graduates, either in the UK or overseas, they are predominately the first generation of their family to attend University.