

COMPASS ACCOUNTANTS

Equality & Diversity Report 2025

ICAEW Diversity Survey Results • 14 respondents

Introduction & Commitment

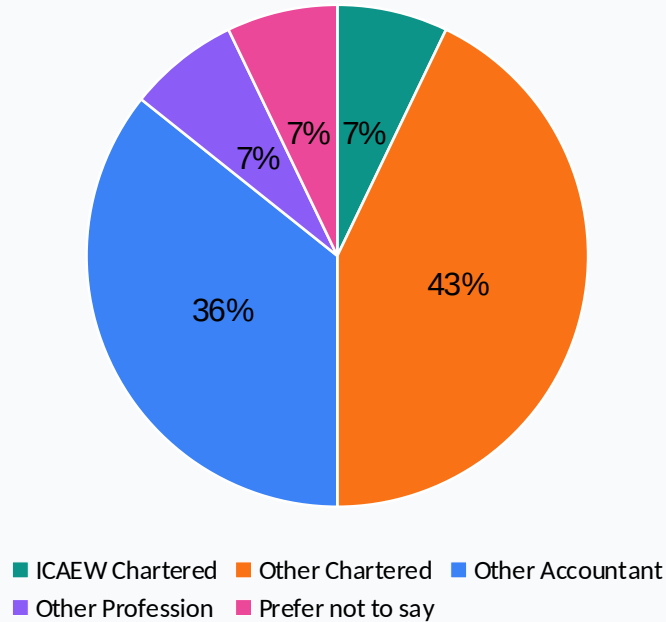
Compass Accountants is firmly committed to promoting the principles of equality and diversity in all its dealings with its clients, staff, associates, and job applicants.

We wholeheartedly support the principles of equal opportunities, and seek to ensure that the company respects and includes everyone and that no one is treated less favourably on the grounds of gender, gender reassignment, sexual orientation, marital/civil partnership status, pregnancy/maternity, religion, religious belief, age, disability or race (which includes colour, nationality, ethnic or national origins).

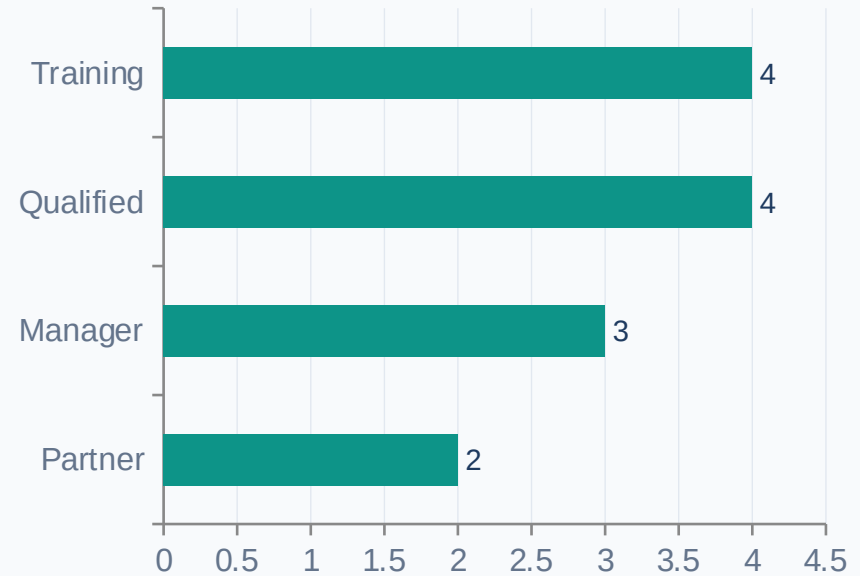
In simple terms, we look to embrace everyone and recognise that working with a diverse group of people allows Compass Accountants to continue to be innovative, creative, and successful.

1. Role / Position in the Firm

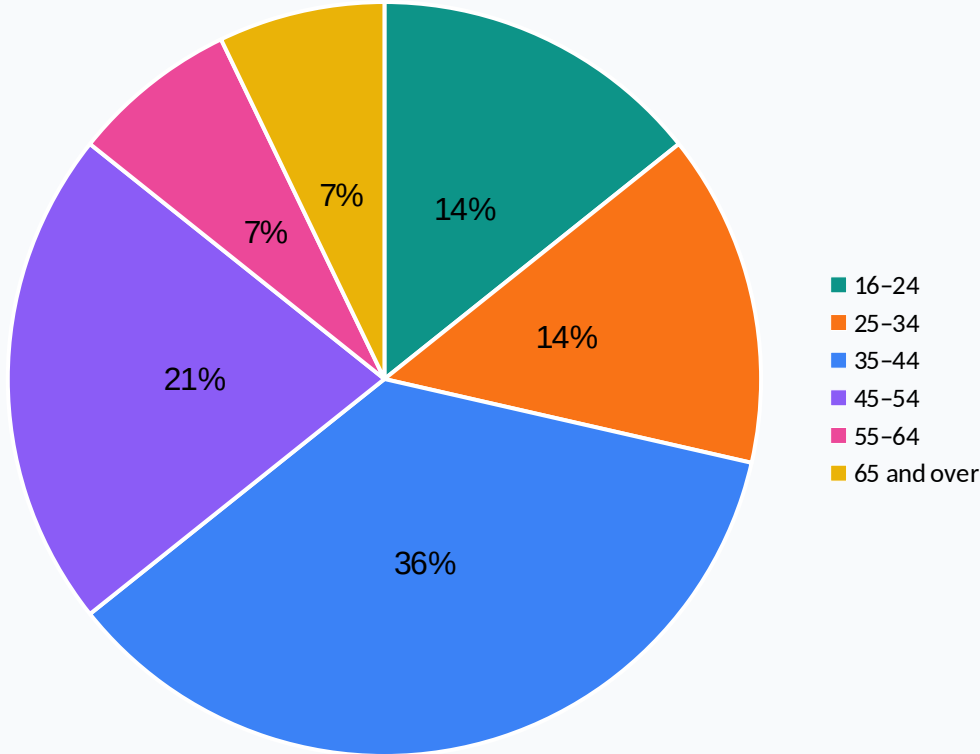
By Qualification Category



By Role Level



2. Age Distribution

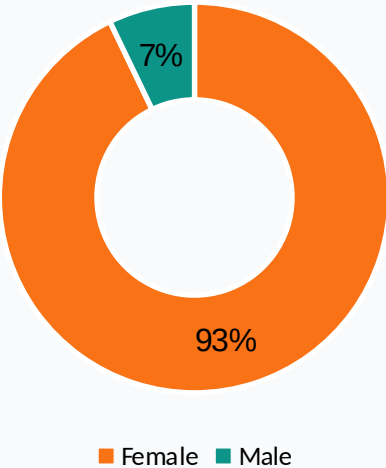


Key Insight

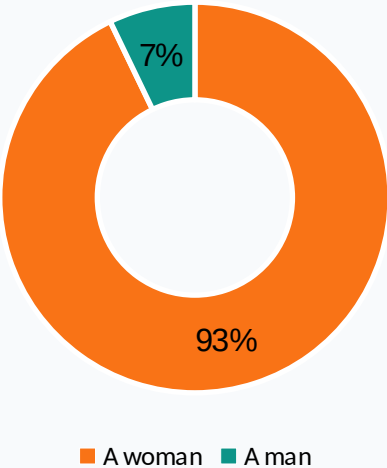
The largest age group is 35-44 (36%), reflecting a mid-career workforce. Younger and older cohorts are present, supporting a balanced age profile.

3. Sex and Gender

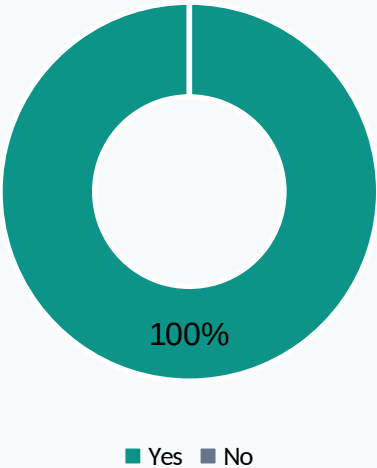
Sex registered at birth



Gender identity



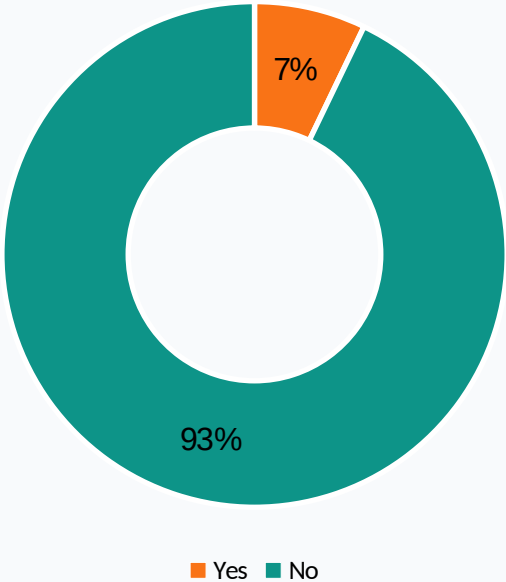
Gender same as sex at birth



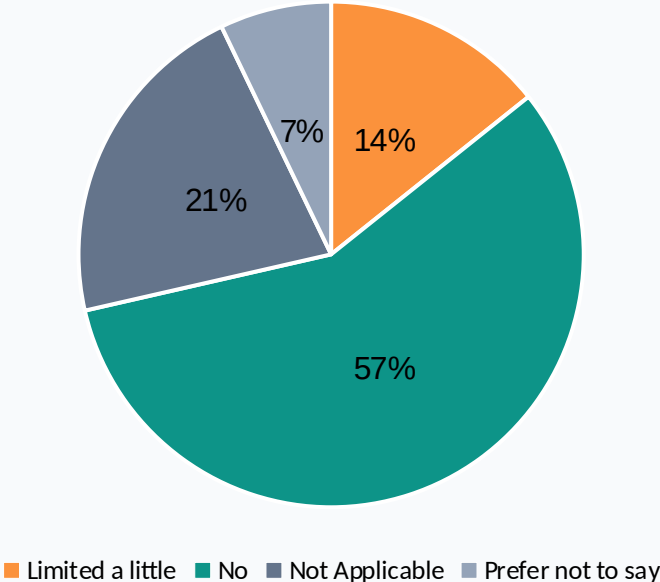
100% of respondents identify with a gender that matches their sex registered at birth. The firm is predominantly female (93%).

4. Disability

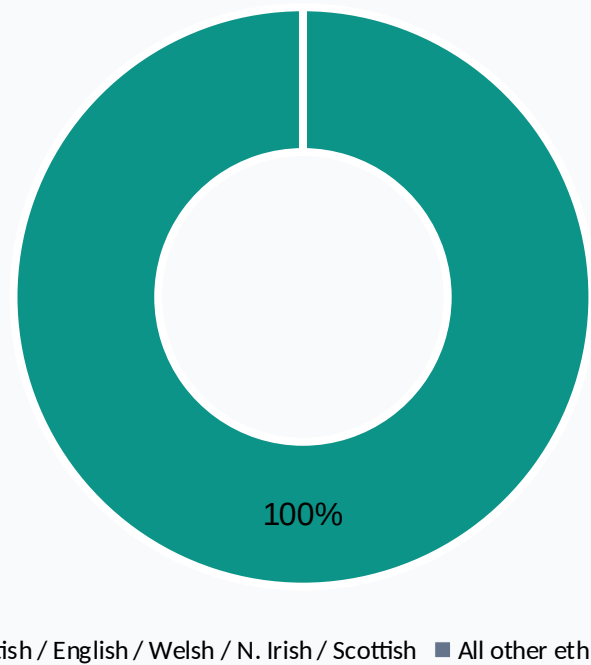
Consider themselves to have a disability
(Equality Act definition)



Day-to-day activities limited
(health problem / disability ≥12 months)

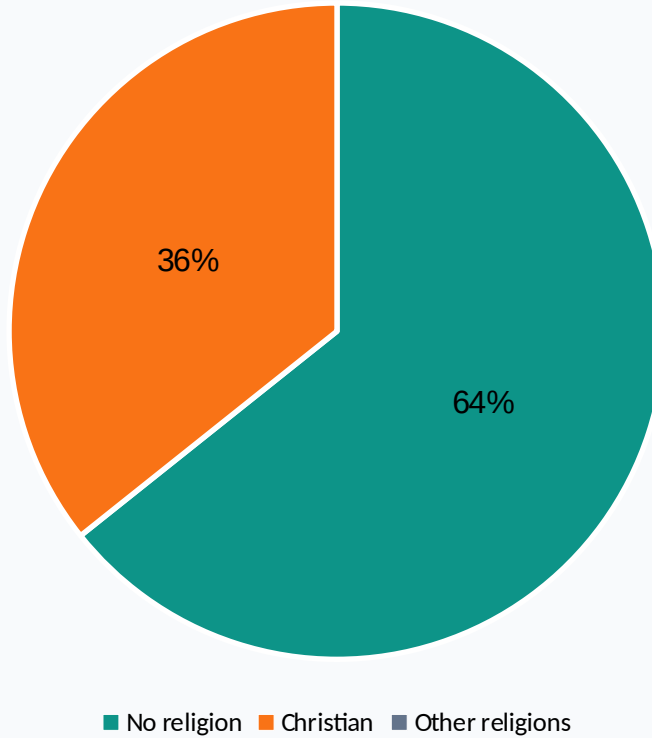


5. Ethnic Group

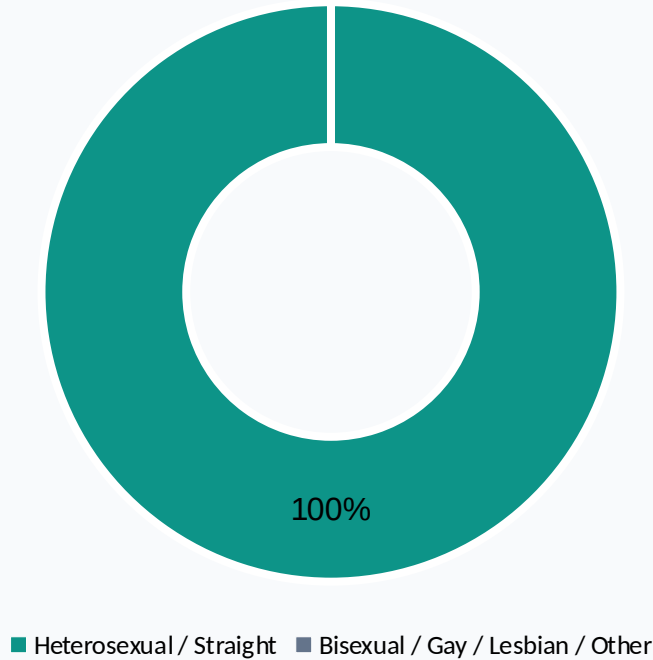


All 14 respondents (100%) identified as White British / English / Welsh / Northern Irish / Scottish. No respondents selected other ethnic categories or preferred not to say.

6. Faith & Religion



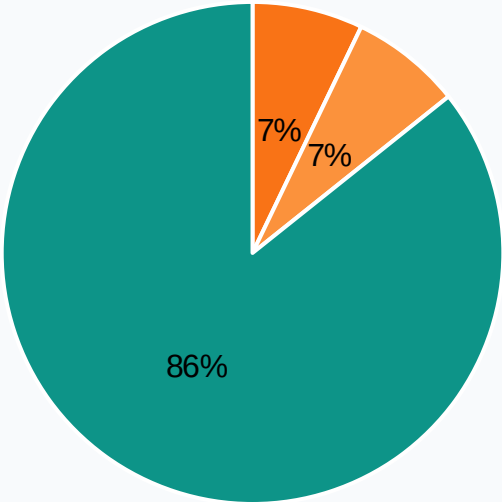
7. Sexual Orientation



All 14 respondents (100%) identified as Heterosexual / Straight. No respondents selected other orientations or preferred not to say.

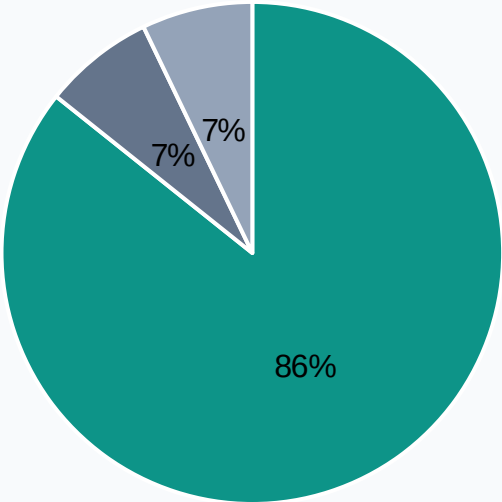
8. Socio-economic Background & Education

University Attendance



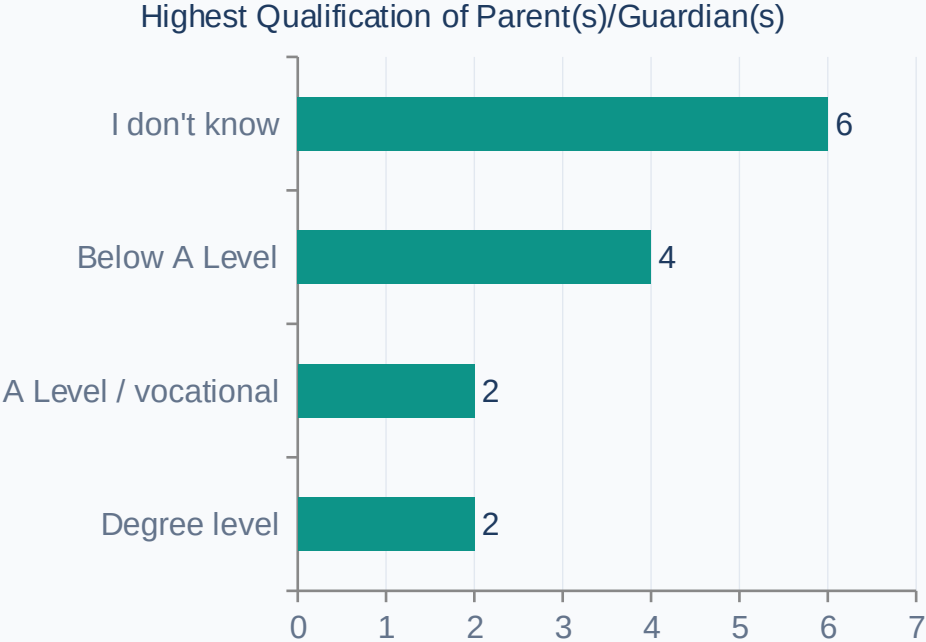
- First-generation university
- Attended (not first gen)
- Did not attend university

School Type (Ages 11–16)

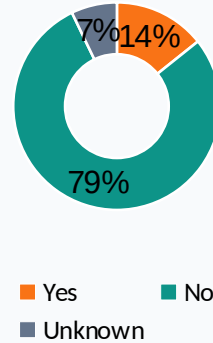


- State-run (non-selective)
- I don't know
- Prefer not to say

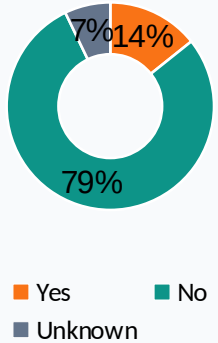
9. Social Mobility & Household Background



Income Support



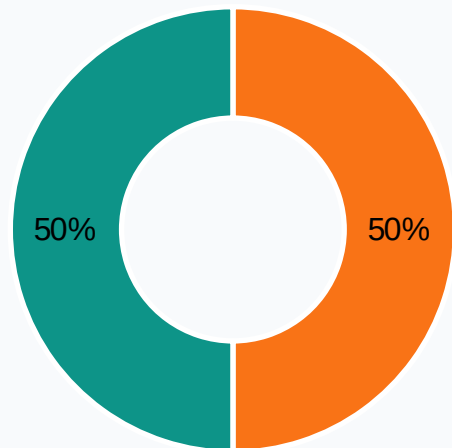
Free School Meals



14% of respondents reported household receipt of Income Support and/or entitlement to Free School Meals during schooling.

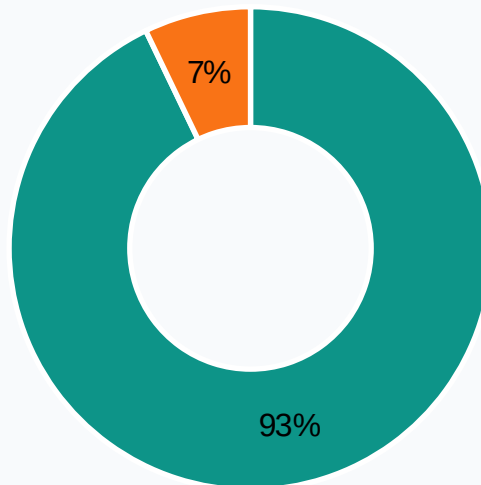
10. Caring Responsibilities & Flexible Working

Primary Carer for Children Under 18



■ Yes – primary carer for children under 18
■ No

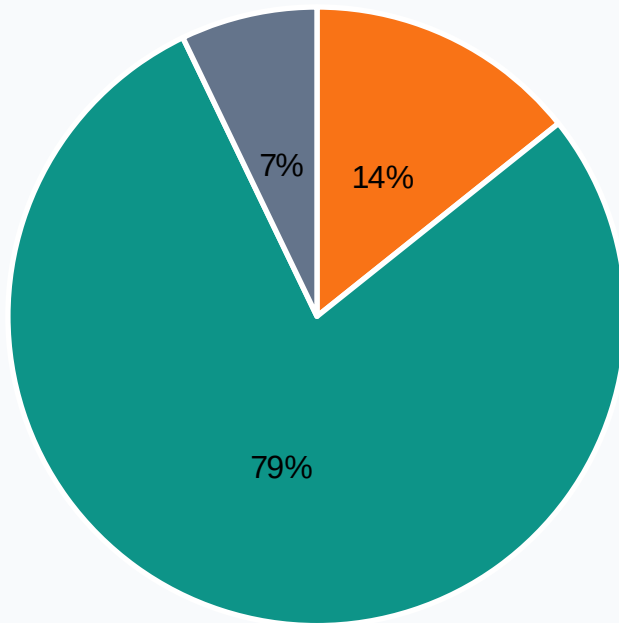
Unpaid Care for Family / Friends



■ No unpaid care ■ Yes (1-19 hrs/week)

Maternity / Paternity (last 5 years): 2 staff took leave; both returned to the same employer and were allowed flexible working & time off for appointments (100%).

11. Neurodiversity



■ Yes – consider themselves neurodivergent ■ No
■ Prefer not to say

Shared with employer

Of those who consider themselves neurodivergent (or preferred not to say):

- 1 Yes
- 1 No
- 1 Prefer not to say

Summary Snapshot

Workforce

14 respondents
Predominantly female (93%)
Age peak 35–44 (36%)

Background

100% White British
86% did not attend university
86% state school

Inclusion

7% disability
14% neurodivergent
50% primary carers

Support

100% returned after leave
Flexible working supported
Strong family-friendly practices