

D&I SURVEY 2023



COOPER PARRY

EXECUTIVE SUMMARY

This report is for the D&I Survey 2023, which took place in July. We received a **good response rate of 71%**, increased on the previous year, which provides us confidence that the data expressed in the survey is representative of Cooper Parry as a whole.

Cooper Parry is a diverse workforce, and two thirds of our employees are under the age of 35. We are **ahead of industry averages for gender equality** – with women comprising 53% of all employees and 28% of all partners. Although we are in a strong position compared to other accountancy firms, we continue to ensure our hiring practices and development processes are inclusive and review these regularly.

In the FY22-23, Cooper Parry invested more in Diversity & Inclusion than ever before. With the hard work of our dedicated D&I Advisor and D&I Committee, we have seen **improvements on our inclusivity scores** across almost all measures. Our average D&I Index score (the average of 5 questions that are considered standard practise for assessing feelings of voice, belonging and equality) increased to 7.9 across the company (2022: 7.7).

This increased investment means 84% of employees believe that leaders prioritise D&I appropriately at Cooper Parry (2022: 80%). In our Open Text questions, we received 129 comments noting the positive impact of the D&I Committee.

While we have seen positive improvements from last year's survey results, there is always **room for improvement**. For example, our ethnicity diversity falls behind averages for the accountancy industry – of all employees, 10% are Asian, 2% are Black, and 2% are from multiple ethnic groups. We are unable to compare this to previous years due to different measuring tools used, however we are seeing an increase in more diversity of religion year-on-year.

It's important we continue our positive momentum for engaging in diversity and inclusion. Cooper Parry has never been the kind of company to hold back and our

employees are hungry to see more. 20% of responses to the two open text questions mentioned a desire for greater **buy-in for D&I from leadership** and **more diverse representation** across senior positions.

Moving forward over the next financial year, we have plans to continue to build on our D&I work, reinforcing our foundation before moving towards opportunities for advancement. Our strategy will be closely informed by this report and the findings of this survey. A few **actions we hope to take in FY23-24** following this feedback include:

- Rolling out a company-wide D&I training process
- Signing the Women in Finance charter
- Conducting a thorough review of our job descriptions and recruitment processes through a D&I lens, and introducing diversity data collection to our job application process
- More awareness campaigns championed by our D&I Committee, focusing on areas raised in this survey
- An inclusive review of our Family leave policy and benefits offering, to include supporting those responsible for the care of adults
- Trialling a mutual mentoring scheme, connecting senior leaders with diverse CPer from more junior positions

Diversity & Inclusion work isn't just a tickbox exercise at Cooper Parry. We want to meaningfully engage with our employees and communities to truly live up to our slogan of Disrupt, Lead and Make Life Count. The rest of this report covers the results of the survey in more detail, and we'd encourage you to explore it. If you would like to **find out more** about our work in this area or our D&I Committee, speak to our D&I Advisor, Lydia Stott.

D&I INDEX

The D&I Index is based on five questions that are considered standard practise for measuring voice, representation, opportunities, belonging and fairness. Full breakdowns of the D&I Index scores from different identity demographics can be found throughout this report.

	<u>2023</u>	<u>2022</u>	
D&I Index	7.9	7.7	+3%
Voice I feel comfortable voicing my opinion, even if it is different from my colleagues'	7.9	7.8	+1%
Diversity I can identify people similar to myself in leadership positions at this company	7.7	7.7	0%
Opportunities I believe that everyone has the same access to success at Cooper Parry, regardless of their background or characteristics	8.1	7.6	+6%
Belonging I don't feel I need to mask or downplay aspects of my physical, cultural, spiritual or emotional self at work	8.1	7.9	+2%
Fairness I feel that promotion decisions are made fairly here	7.5	7.3	+3%

DIVERSITY BREAKDOWN

Age			
	2023	2022	
16-24	19%	25%	(-6%)
25-34	48%	38%	(+10%)
35-44	22%	21%	(+1%)
45-54	9%	13%	(-4%)
55-64	2%	3%	(-1%)

Gender			
	2023	2022	
Male	47%	43%	(+5%)
Female	53%	57%	(-5%)

Gender			
	2023	2022	
Cisgender	100%	100%	(0%)

Socioeconomic Background			
	2023	*2022 not comparable due to change in measurement tool	
Lower	26%		
Intermediate	10%		
Professional	64%		

Religion			
	2023	2022	
Christian	28%	34%	(-6%)
Hindu	3%	1%	(+2%)
Muslim	4%	1%	(+3%)
No Religion	59%	55%	(+4%)
Non-Religious Beliefs	6%	8%	(-2%)

Sexual Orientation			
	2023	2022	
Bisexual or Pansexual	3%	3%	(0%)
Gay/Lesbian	2%	2%	(0%)
Straight	95%	95%	(0%)

Ethnicity			
	2023	*2022 not comparable due to change in measurement tool	
Asian / Asian British	10%		
Black / Black British / Caribbean / African	2%		
Multiple Ethnic Groups	2%		
White / White British	86%		

Responsible for the Care of Adults			
	2023	2022	
Yes	7%	4%	(+3%)
No	93%	96%	(-3%)

Parent / Carer of Children			
	2023	2022	
Yes	38%	36%	(+2%)
No	62%	64%	(-2%)

Disabled			
	2023	2022	
Yes	11%	11%	(0%)
No	89%	89%	(0%)

(Of disabled CPers) Open about Disability			
	2023	2022	
Yes	54%	47%	(+7%)
No	46%	53%	(-7%)

Where figures fall below our confidentiality thresholds, they have not been included. Therefore the omission of certain identities in these statistics doesn't necessarily mean there are no people from that identity within CP.