

Equality & Diversity 2019

Survey Results



Introduction and Benefits

Introduction

- SAS Daniels provides Equality & Diversity data to the SRA each year. The firm follows best practice and continues to develop policies to support and encourage diversity within the firm. Our aim is to be an inclusive firm where all staff, clients and suppliers are given fair and equal opportunities.
- By conducting a survey of the staff, the firm is able to measure improvements year on year. Providing evidence to employees, the SRA, clients and potential new employees that SAS Daniels is an equal opportunities employer.
- The survey was sent out to staff on 14th May 2019, in time for the data to be analysed and submitted to the SRA by 1st July 2019. A grand total of 135 out of 140 employees willingly completed the survey, which was an excellent result.

Benefits of Equality and Diversity

- When cultural diversity is acknowledged and honoured we can find new ways to capitalise on the different skills, styles and sensibilities of staff from different cultures, backgrounds and of different age or gender for example. Some of the other benefits include:
 - Attracting, recruiting and retaining people from a wide "talent" base.
 - Reducing the costs of staff turnover and absenteeism.
 - Building employee commitment, moral and discretionary effort.
 - Enhancing creativity and innovation.
 - Improving knowledge of how to operate in different cultures.
 - Improving the understanding of the needs of clients, referrers and suppliers.
 - Assisting in the development of new products, services and marketing strategies.
 - Enhancing the firm's reputation and image with external stakeholders.
 - Prevent discrimination issues from occurring.
 - Increase demand for services and increase market share.

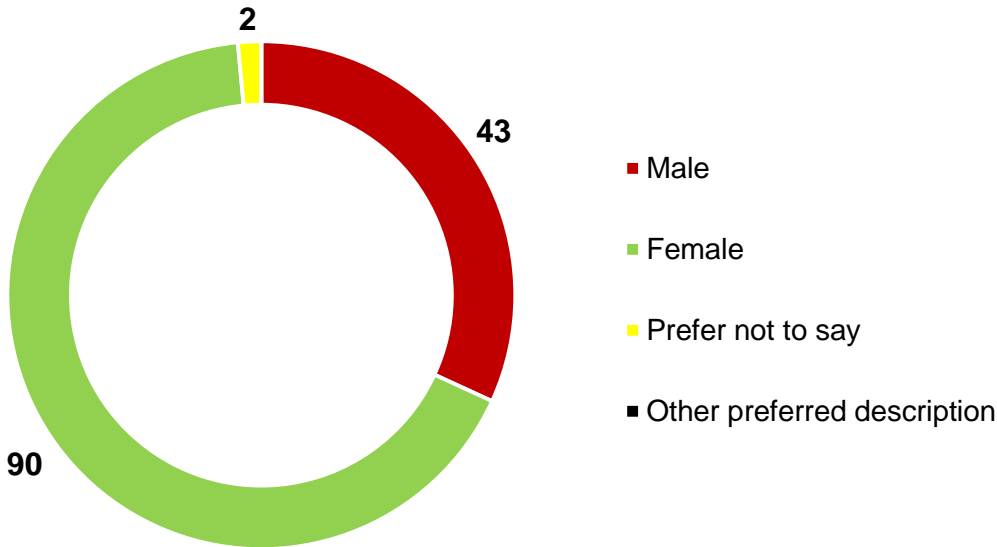
SAS Daniels Equality and Diversity

SAS Daniels Equality & Diversity Policies

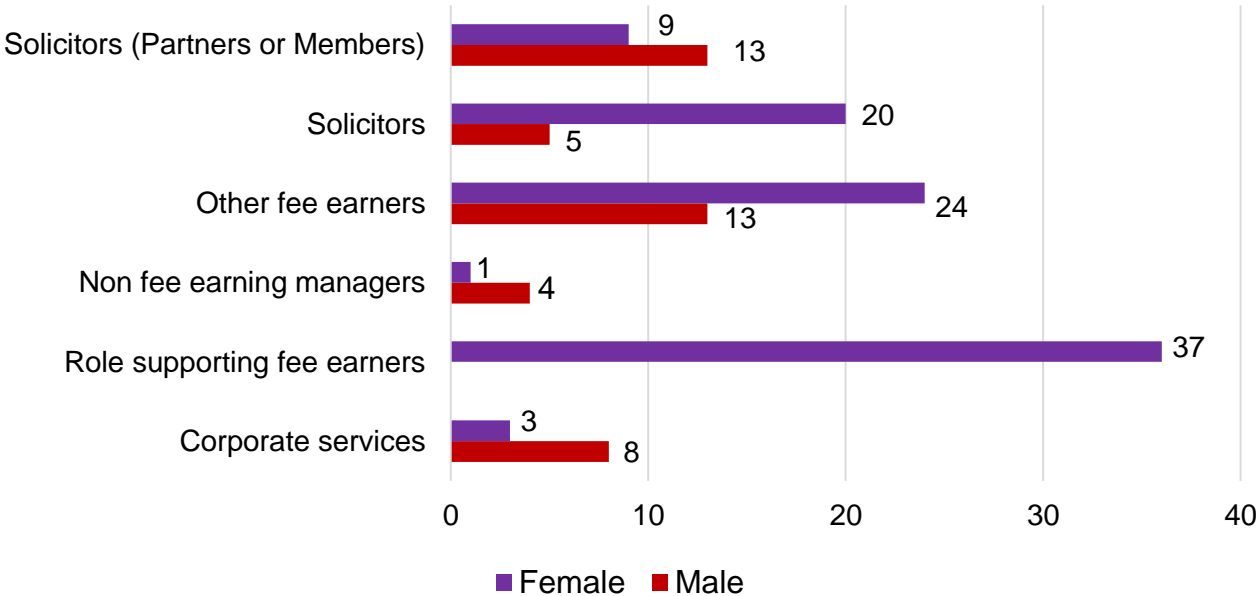
- The firm has a number of policies relating to Equality & Diversity, which are reviewed annually and updated if required. The policies relating to Equality & Diversity can be found in our SAS Protect Handbook under the 'Equal Opportunities Policy', 'Age Discrimination Policy', and the 'Culture Religion & Belief Policy'. Our Office Manual also details our approach to Equality & Diversity in section 2.9.
- The firm is aware of its responsibilities regarding E&D, and recognises the importance of reviewing its policies and considering new initiatives to help promote best practice. It is recognised that more E&D related activities are needed and that staff awareness of these needs to be improved. Initiatives carried out by the firm include:
 - Annual reviews of the firm's Equality and Diversity policies
 - An E & D brief in the Employee Handbook which all staff must read through and tick to confirm they have read and understood the policy
 - E & D Training is provided annually and sent out via email to all staff
 - Working with well-established recruitment agencies to ensure that our recruitment process is fair, transparent and E & D focussed.
 - Conducting the E&D survey on an annual basis to ensure that we meet our regulatory requirements and to audit ourselves against being an equal opportunities employer
 - Submitting the annual report to the SRA on the firm's E&D statistics
 - Publishing the firm's E&D statistics on our firm website
 - Ensuring that the importance of E&D is made clear to new staff in their induction process. New starters are provided with a personalised induction handbook in which E&D initiatives are highlighted.

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What is your gender?

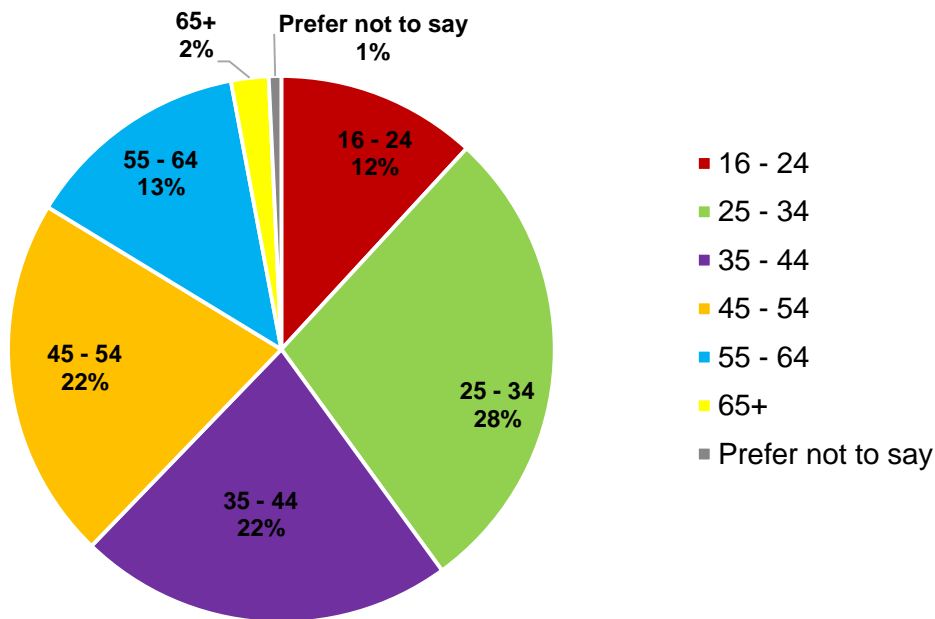


Gender/ role split (including all Partners)

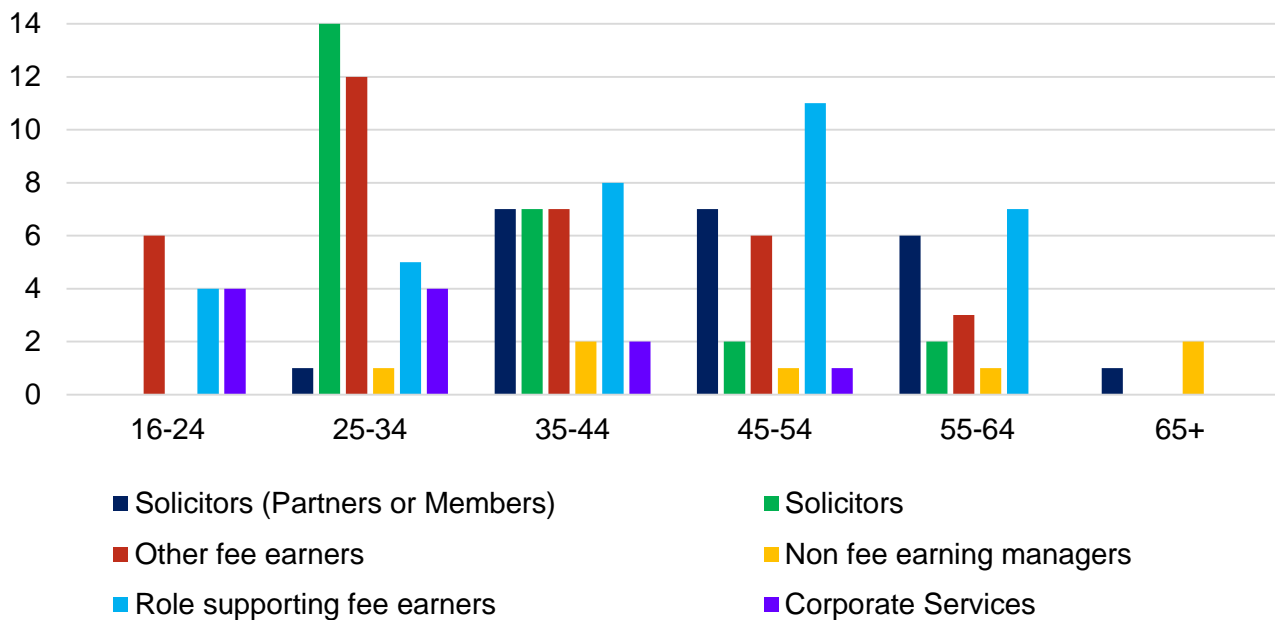


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What is your age?

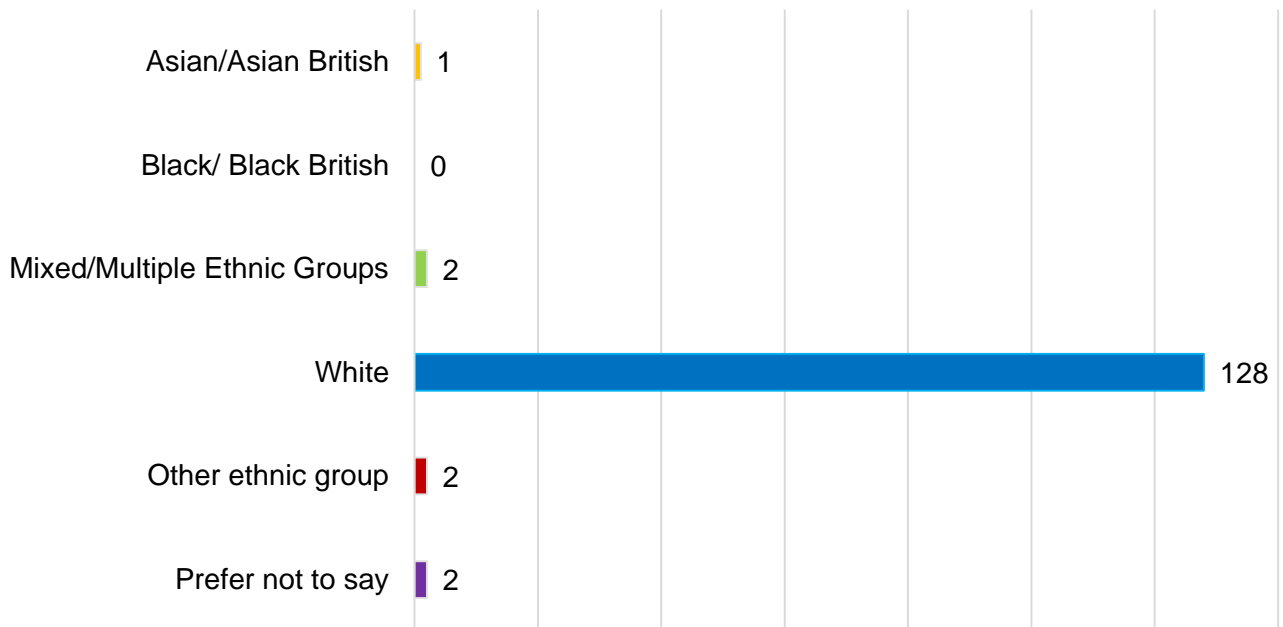


Staff age/ role split

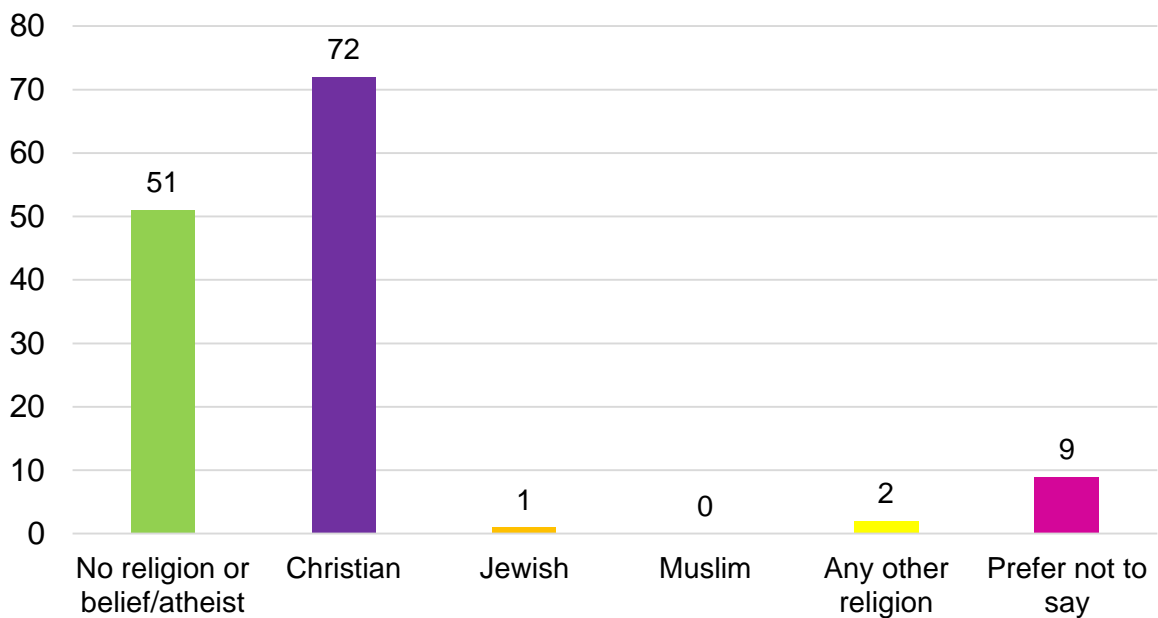


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What is your ethnic background?

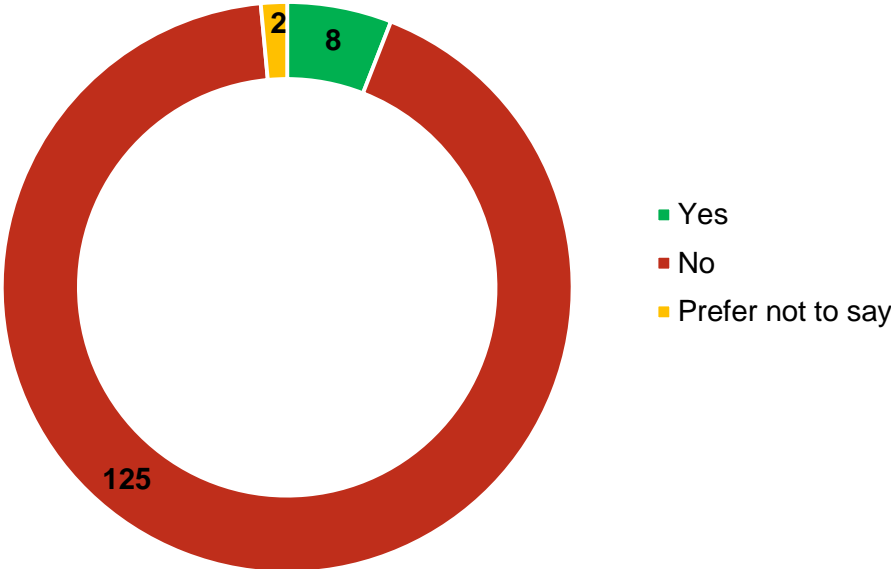


What is your religion or belief?

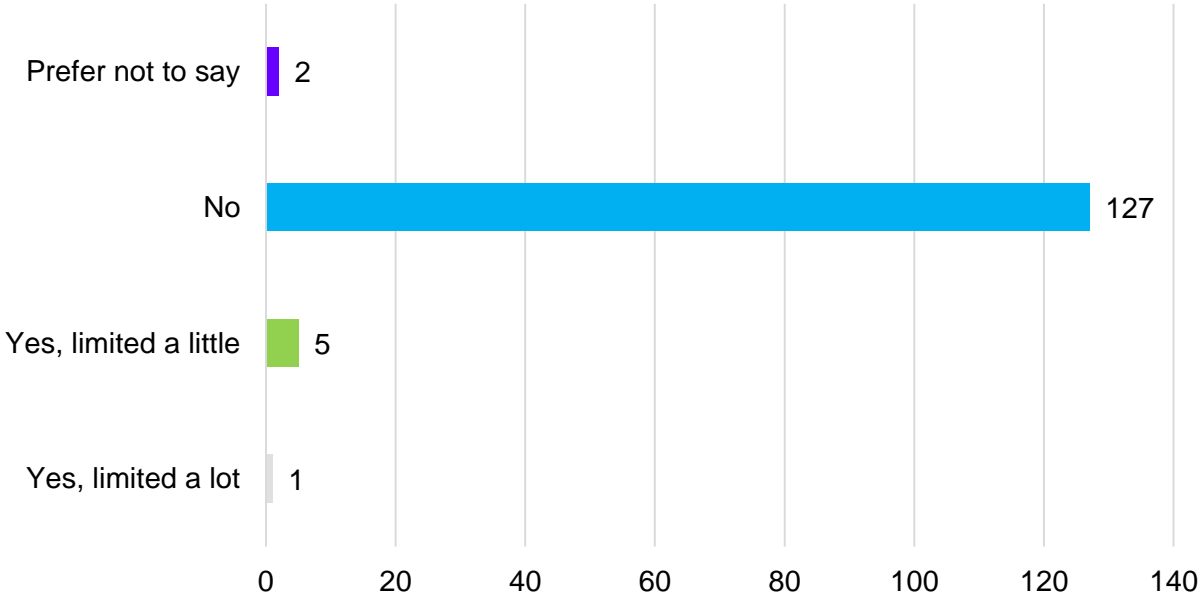


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Do you consider yourself to have a disability?

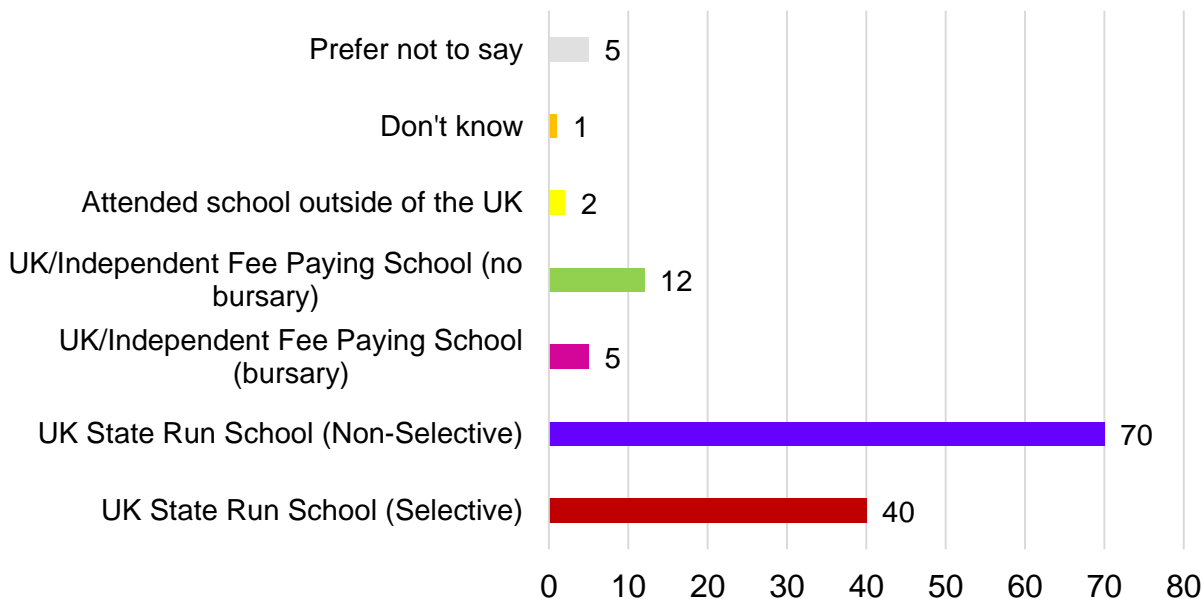


Are your day to day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

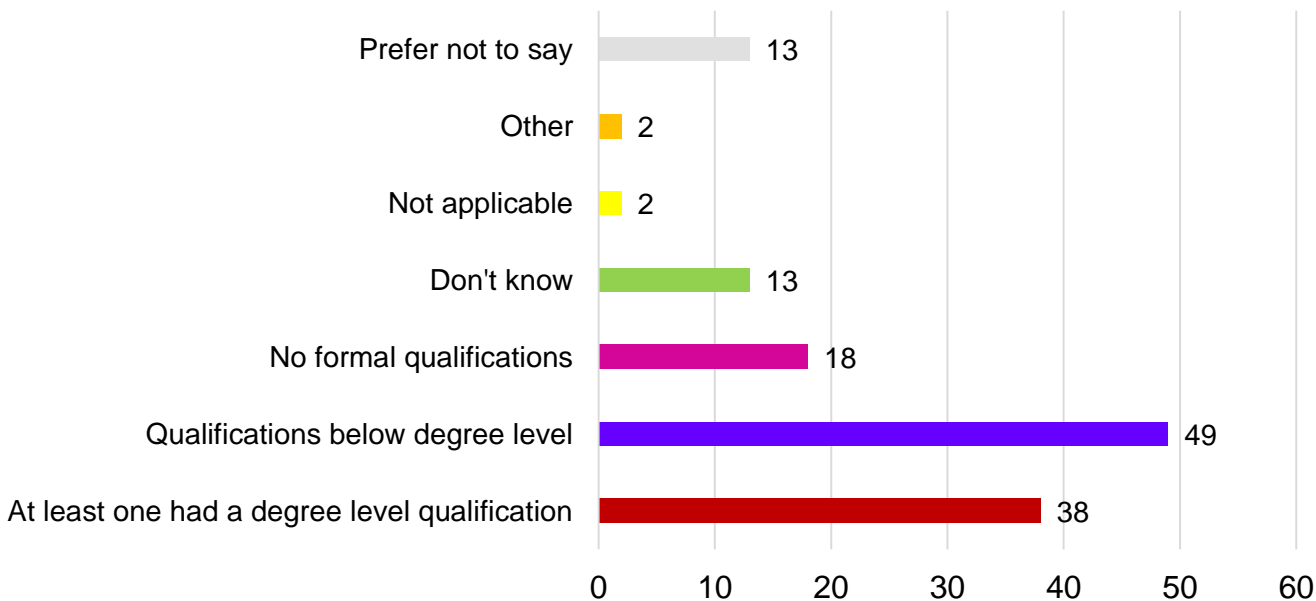


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Did you mainly attend a state or fee paying school between the ages of 11 - 18?

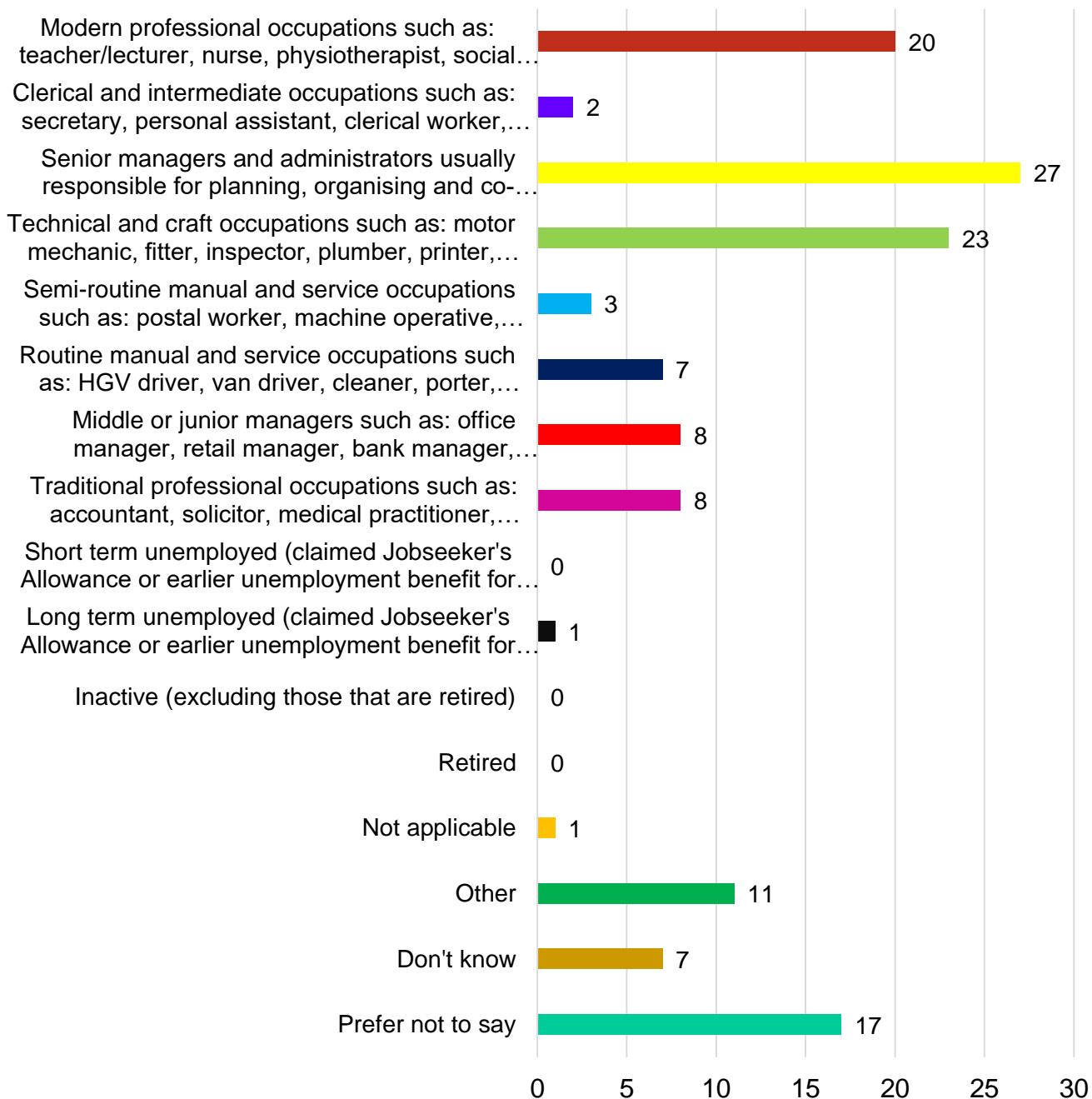


What is the highest level of qualifications achieved by either of your parent(s) or guardian(s) by the time you were 18?



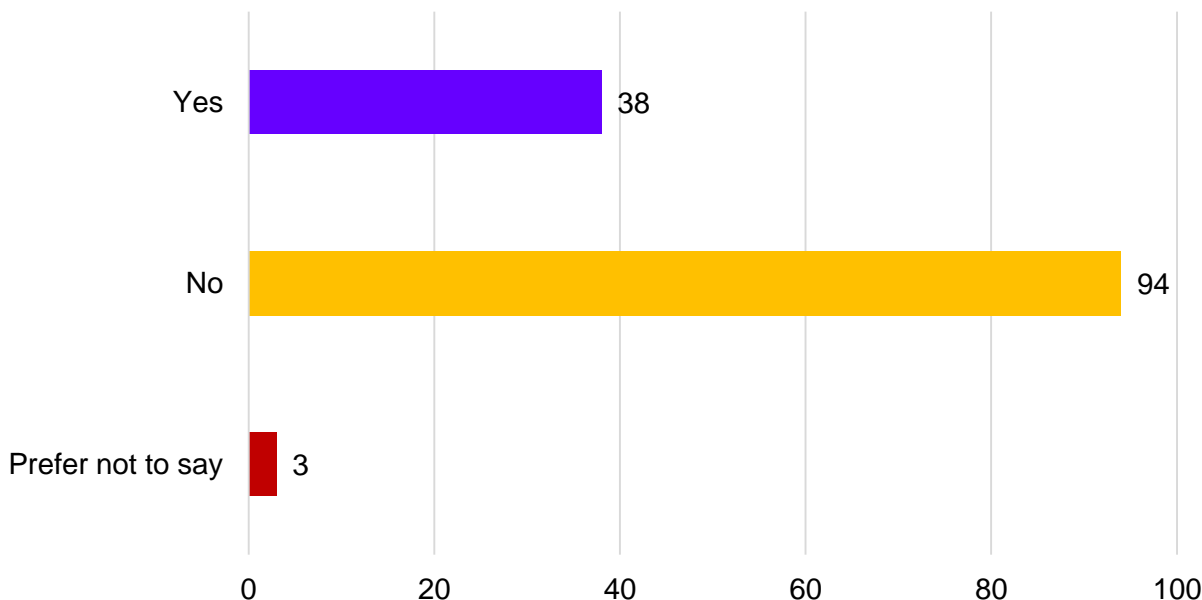
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Thinking back to when you were aged about 14, which best describes the sort of work the highest income earner in your household did in their main job?

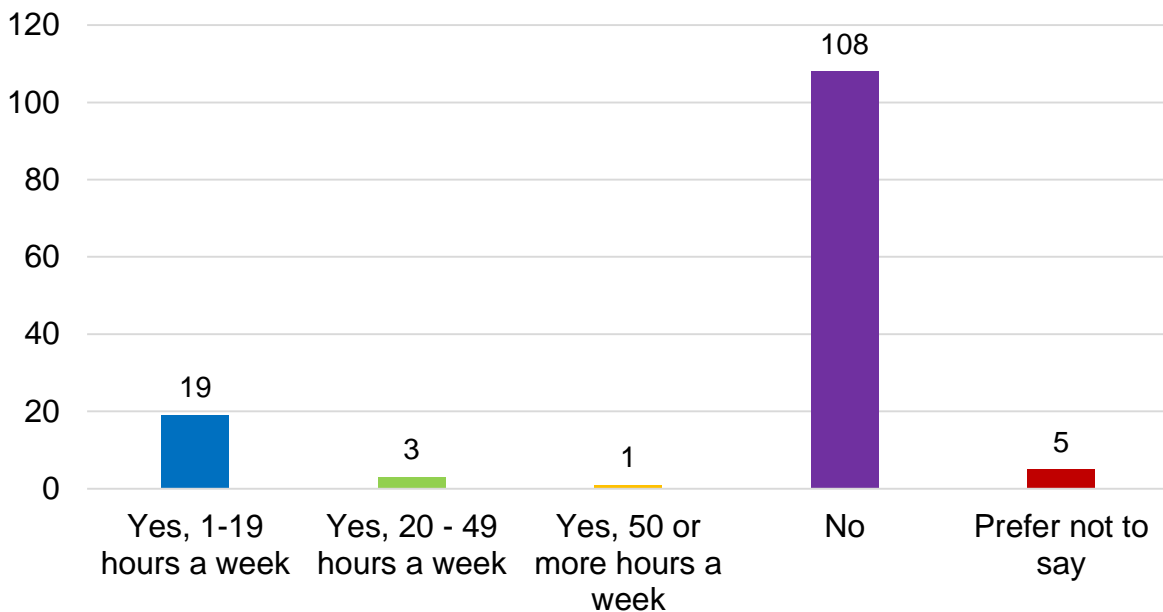


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Are you a primary carer for a child or children under 18?



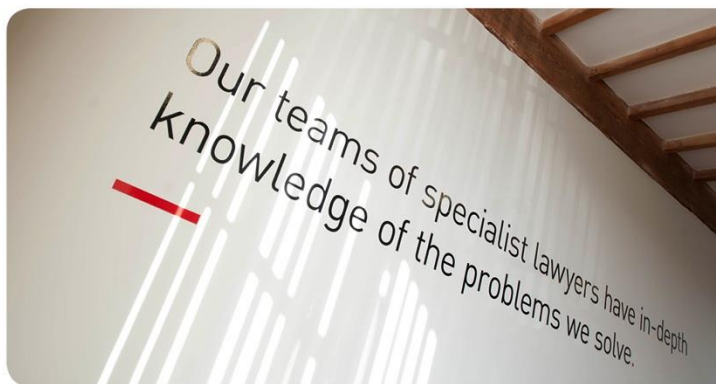
Do you look after, or give any help or support to family members, friends, neighbours or others because of either long-term physical or mental ill-health / disability or problems related to old age?



Thank you.

Chris Swerling
Head of HR

Jack Kelly
HR & H&S Assistant



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