

Diversity Statistics

2025



Our Business: Diversity and Inclusion

At Bishop Fleming, we are proud to share the results of our 2025 Diversity Monitoring Survey. As a full-service accountancy firm with nine offices across the South West and Midlands, we invited 505 of our people to take part in this year’s survey, based on our headcount as of 31 March 2025.

As a probate-accredited firm, we’re required to collect and report on employee diversity data every two years in line with ICAEW requirements. In addition to this, we also carry out our own internal diversity monitoring. This helps us better understand and support our people and continue building a workplace that values inclusion, celebrates diversity, and champions equity.

We believe that diverse businesses are better businesses. Every individual at Bishop Fleming brings something unique, and by encouraging everyone to be themselves, we become a stronger and more resilient firm.

These insights enable us to track progress against our inclusion and diversity strategy, shape our future priorities, and benchmark ourselves against others in our sector. While we’re proud of the progress we’ve made, we’re committed to a long-term approach to improving diversity, equity, and inclusion at every level of our business.

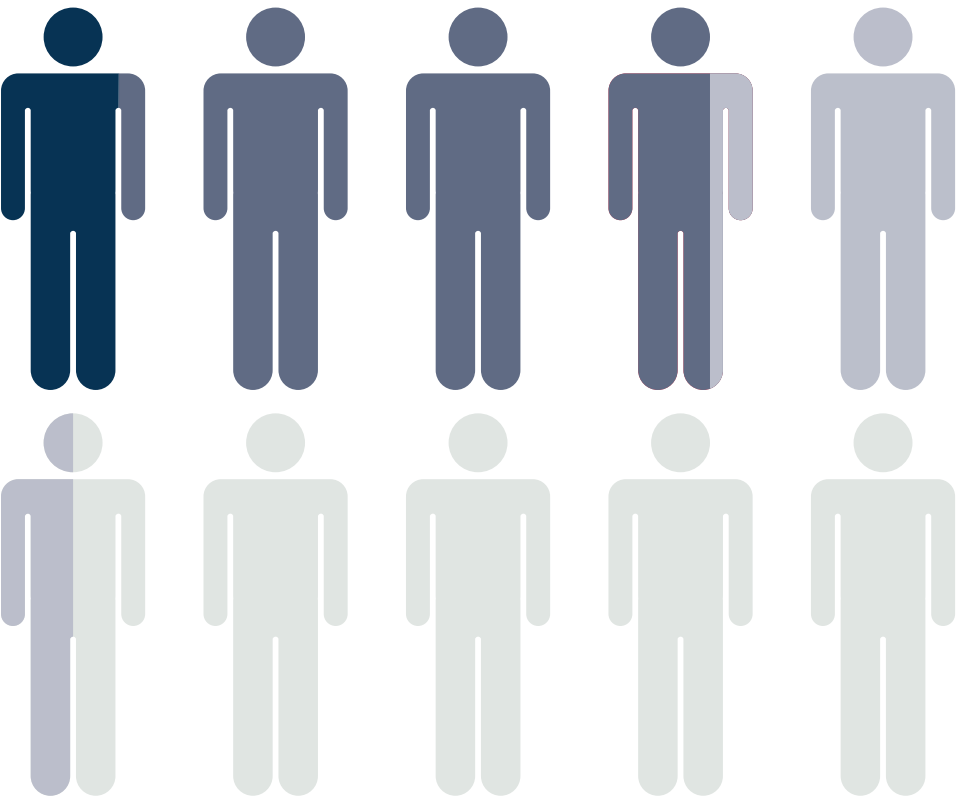
We recognise that this is an ongoing journey. Our workforce evolves throughout the year (especially as we welcome new cohorts of apprentices) and we understand that not everyone chooses to disclose personal information or identify with a specific characteristic. This naturally impacts the results, but it doesn’t lessen our commitment to ensuring everyone feels valued, respected, and supported.

To find out more about the specific actions we’re taking in this area, please visit our Responsible Business Hub.

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About us



Partner	9%
Manager	29%
Qualified	15%
Training	47%

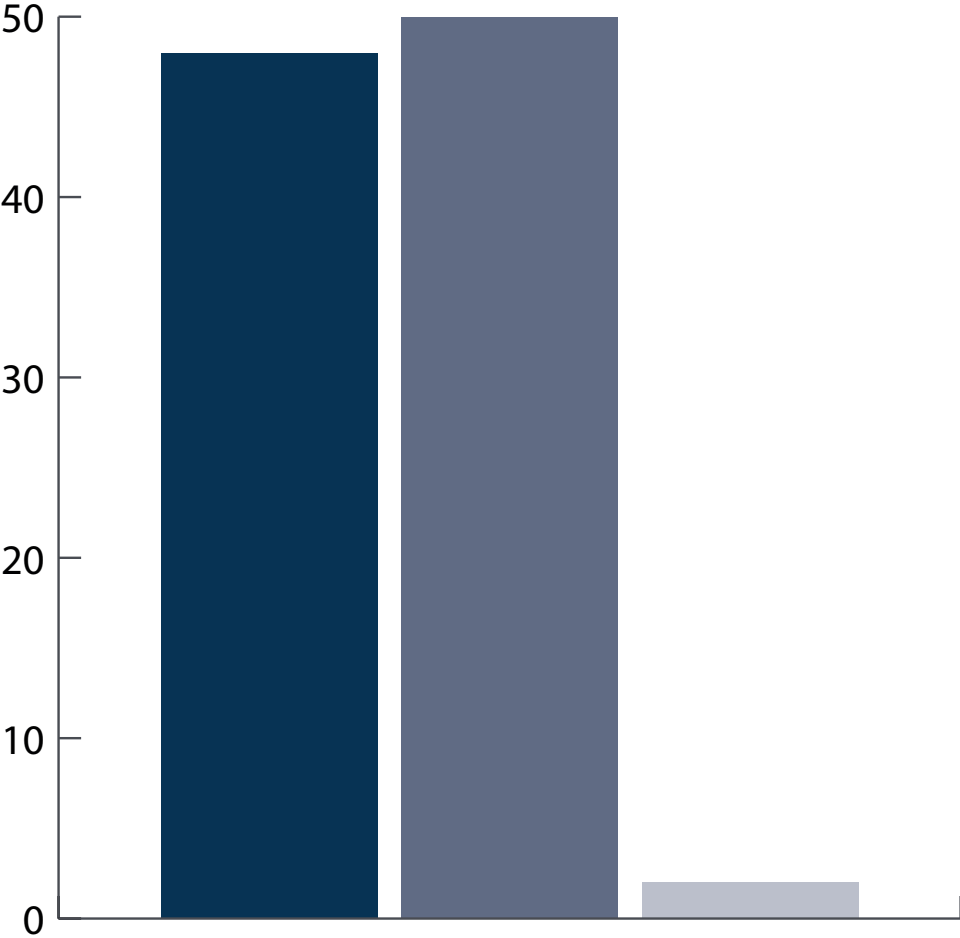
Including ICAEW Chartered Accountant trainees and Direct support staff

Age



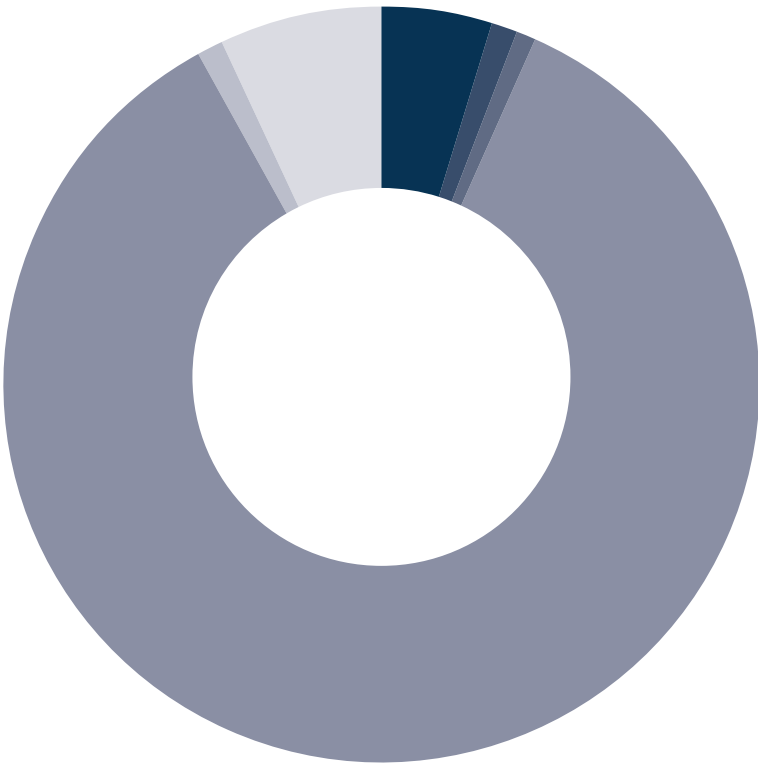
16-24	30%
25-34	37%
35-44	13%
45-54	13%
55-64	7%
65 and over	0%
Prefer not to say	10%

Gender



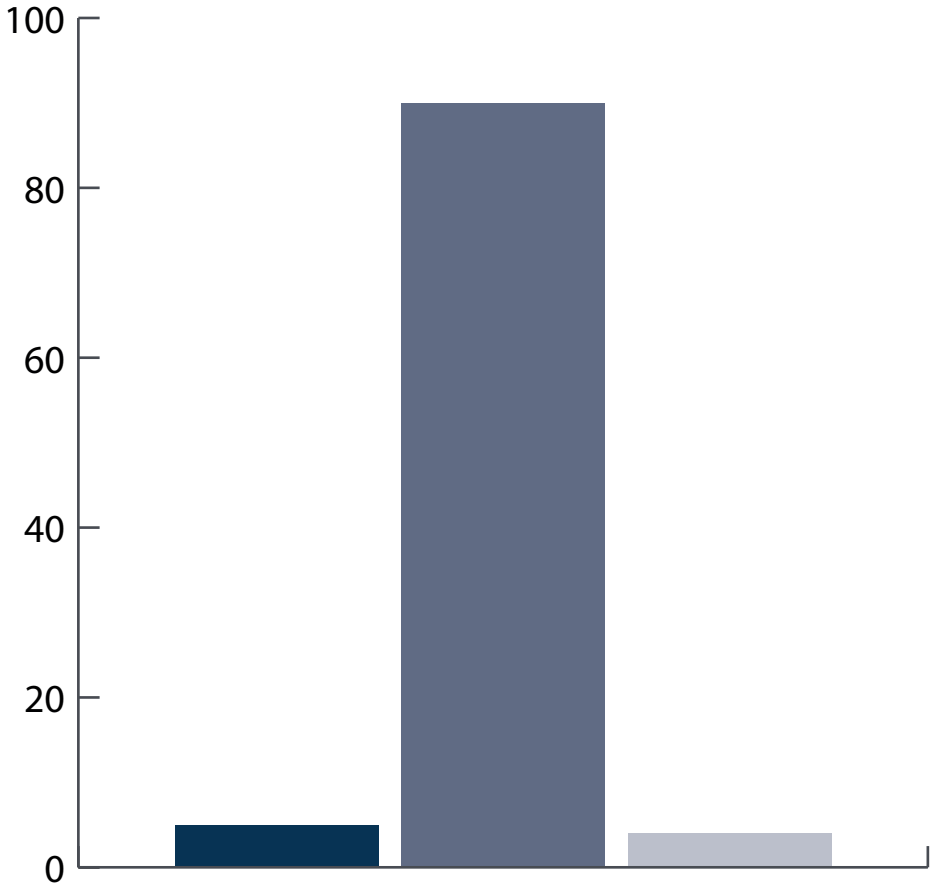
Female	48%
Male	50%
Prefer not to say	2%

Sexual orientation



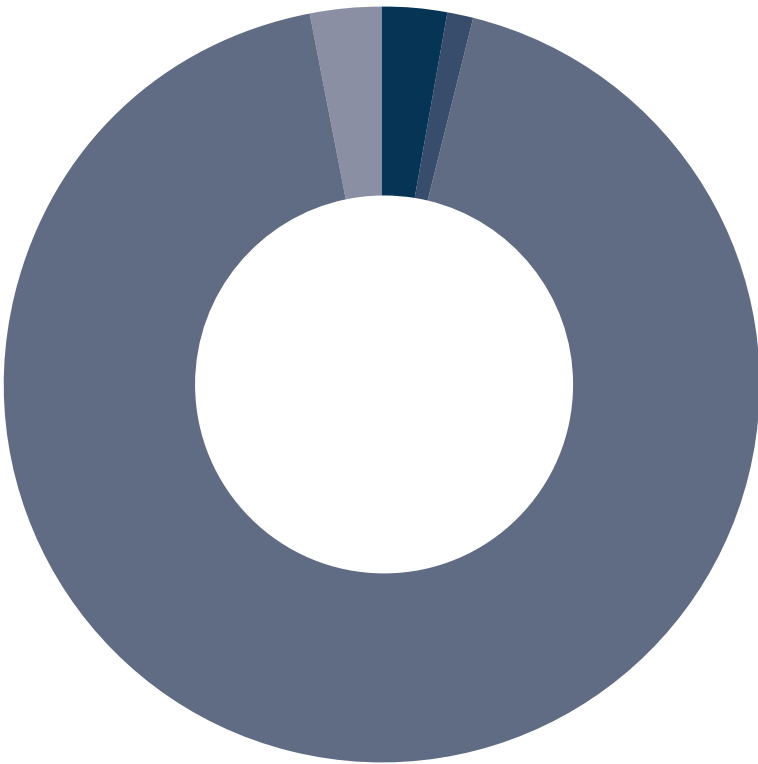
Bisexual	5%
Gay man	1%
Gay woman / lesbian	0%
Heterosexual / straight	86%
Other	1%
Prefer not to say	7%

Disability



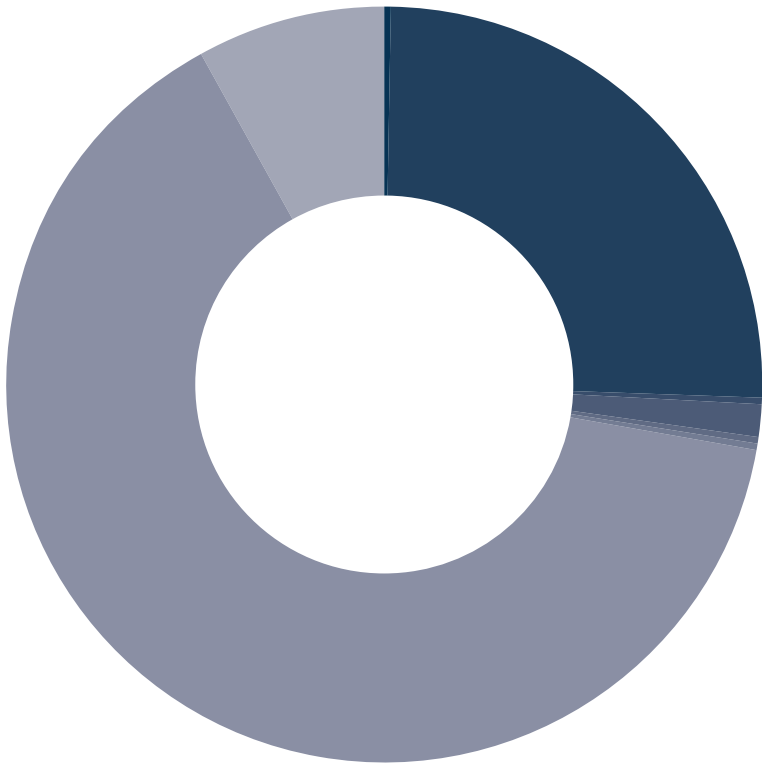
Yes	5%
No	90%
Prefer not to say	4%

Ethnic group



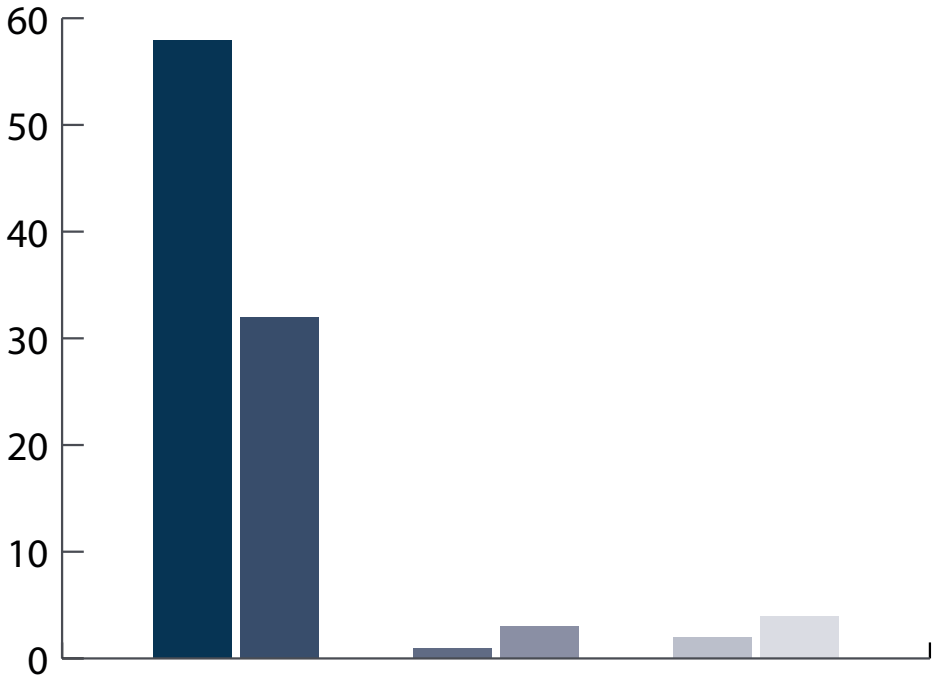
Asian/Asian British	3%
Black/African/Caribbean/British	1%
White	93%
Arab	0%
Other	3%

Faith



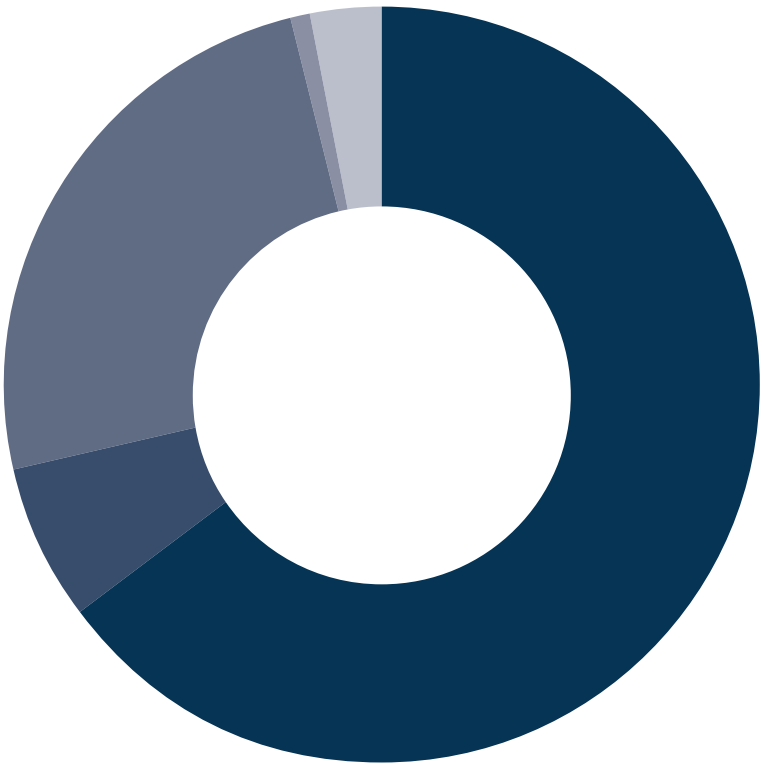
Buddhist	0.44%
Christian	25.33%
Hindu	0.22%
Jewish	0.00%
Muslim	1.33%
Sikh	0.44%
Any other religion	0.22%
No religion	64.22%
Prefer not to say	7.78%

Marital Status



Single (never married or never registered a same-sex civil partnership)	58%
Married	32%
In a registered same-sex civil partnership	0%
Separated (but still legally married or still legally in a same-sex civil partnership)	1%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	3%
Widowed or surviving partner from a same-sex civil partnership	0%
Other	2%
Prefer not to say	4%

Caring responsibilities



No	87%
Yes, 1-19 hours per week	9%
Yes, 20-49 hours per week	33%
Yes, 50 or more hours per week	1%
Prefer not to say	4%

Social Mobility

Qualification achieved by either of your parent(s) or guardian(s)

At least one had a degree level qualification	42%
At least one had A Level or vocational qualifications	30%
Qualifications below A Level / vocational	14%
No formal qualifications	4%
I don't know	4%
Not applicable	0%
Other	0%
Prefer not to say	5%

Qualifications include

Degree level	62%
A Level or vocational qualification	30%
Qualifications below A Level	1.5%
No formal qualifications	0%
I don't know	0.4%
Not applicable	0.4%
Other	0.8%
Prefer not to say	4%

Main income earners' occupation

Modern professional	22.22%
Clerical and intermediate	4.67%
Senior managers and administrators	19.56%
Technical and craft	14.67%
Semi-routine manual and service	5.33%
Routine manual and service	4.67%
Armed forces personnel	2.00%
Middle or junior managers	7.78%
Traditional professional	10.22%
Short term unemployed	0.22%
Long term unemployed	0.44%
Inactive	0.22%
Retired	0.22%
Not applicable	0.22%
I don't know	16.67%
Other	2.00%
Prefer not to say	4.89%

During school years

Type of school

Attended school outside the British Isles	2%
State-run or state-funded school–non-selective	61%
State-run or state-funded school–selective on academic, faith or other grounds	20%
Independent or fee-paying school	12%
I don't know	0%
Prefer not to say	4%

Entitled to free school meals

Yes	32%
No	32%
Did not attend	31%
Prefer not to say	4%

Household received income support

Yes	11%
No	75%
I don't know	10%
Prefer not to say	4%