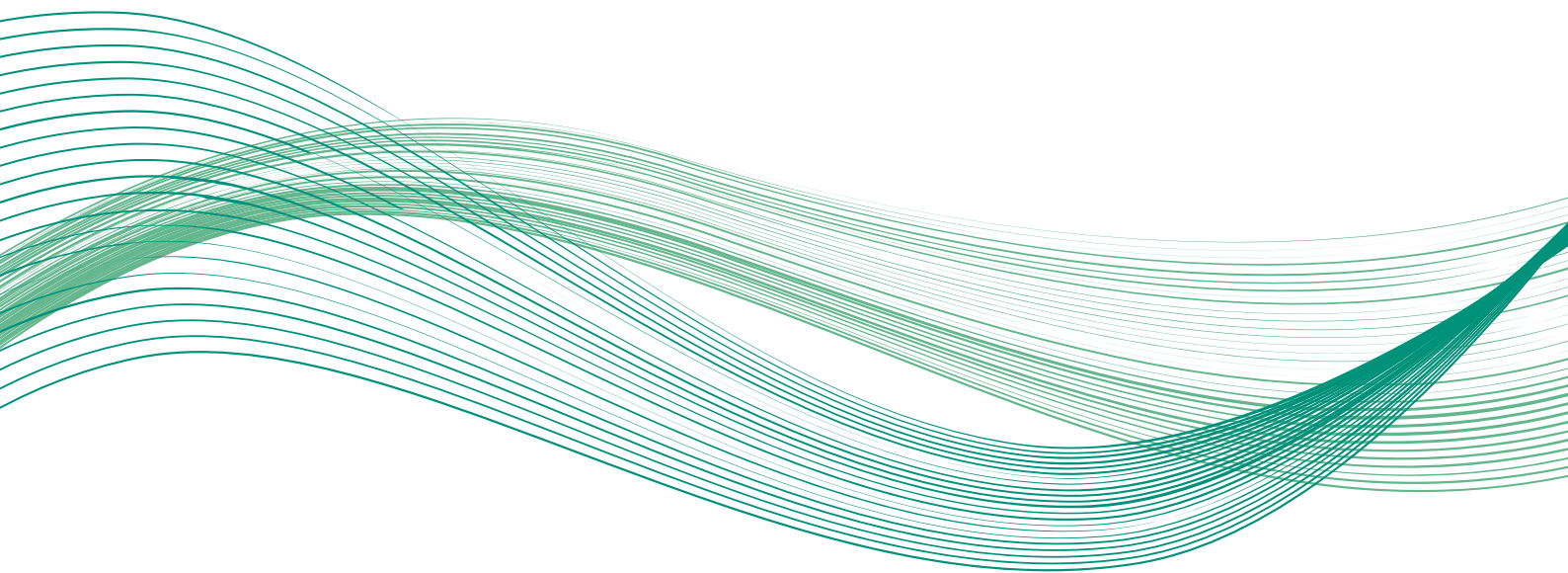


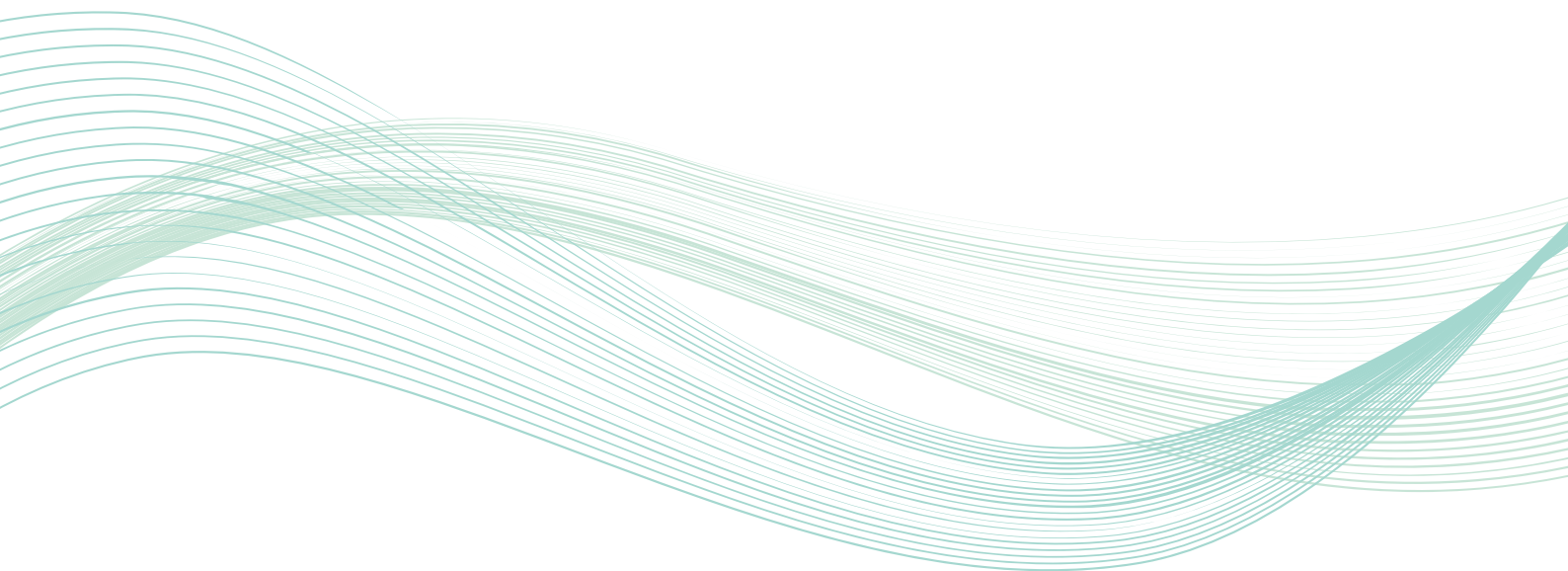
Diversity Monitoring Results 2025



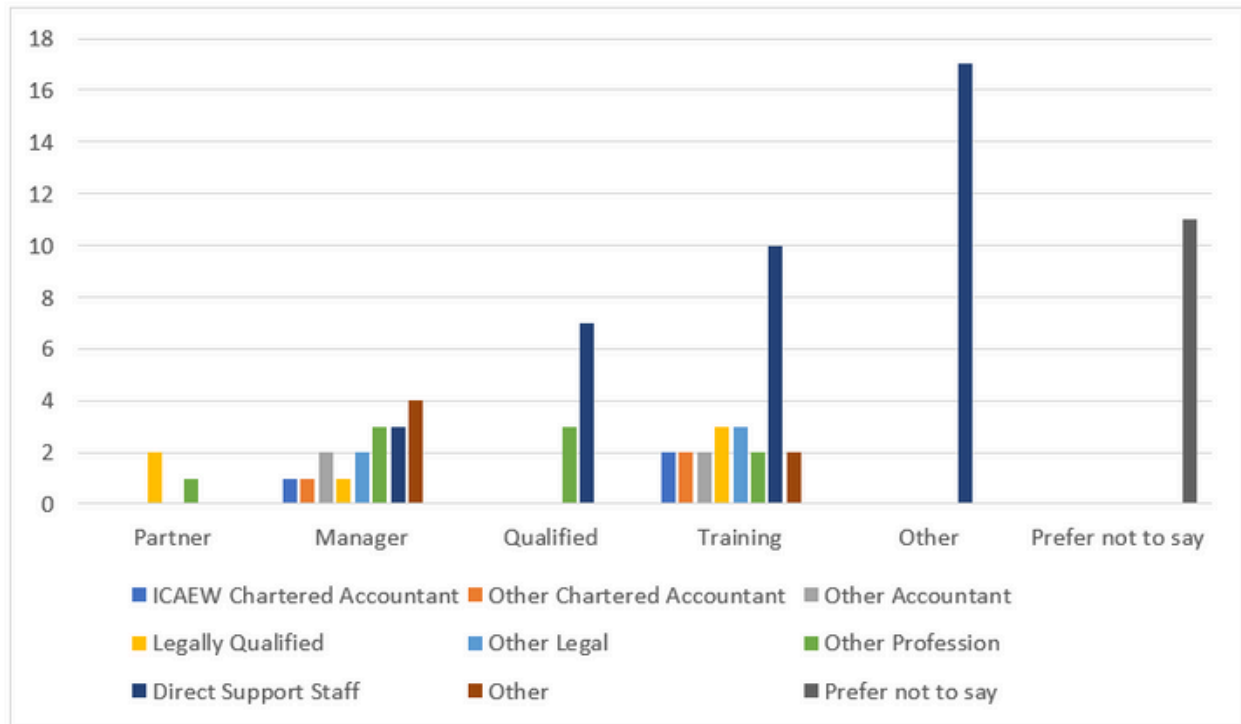
Leading Business Services Ltd is dedicated to encouraging a supportive and inclusive culture across the whole workforce. It is within our best interest to promote diversity and eliminate discrimination in the workplace and we are committed to supporting and celebrating the diverse voices of our team.

Whilst we are committed to encouraging diversity and inclusion, without data we won't be able to measure and further improve upon our efforts. Additionally, as part of our regulatory requirements, we are required to collect, report, and publish our workforce diversity data on annual basis.

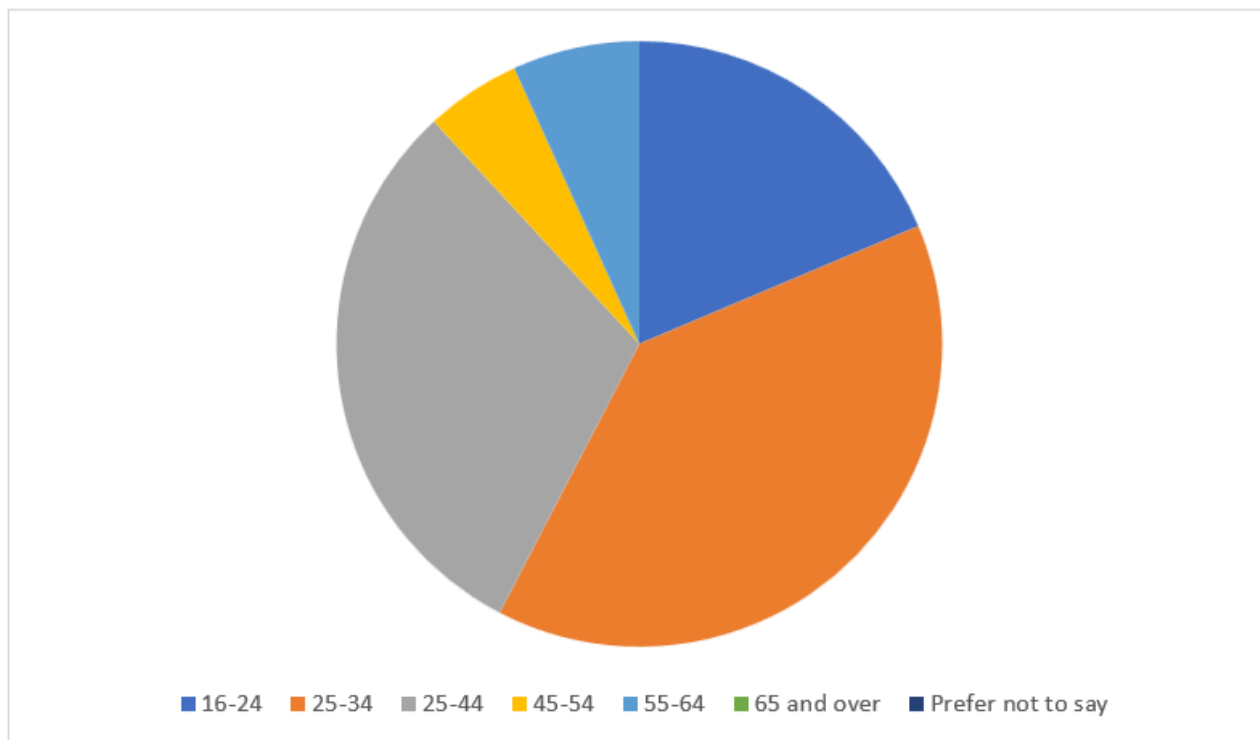
A summary of our most recent diversity data of 2025 is provided in this report. Please note some data has been omitted to protect the anonymity and confidentiality of our employees.



About Us

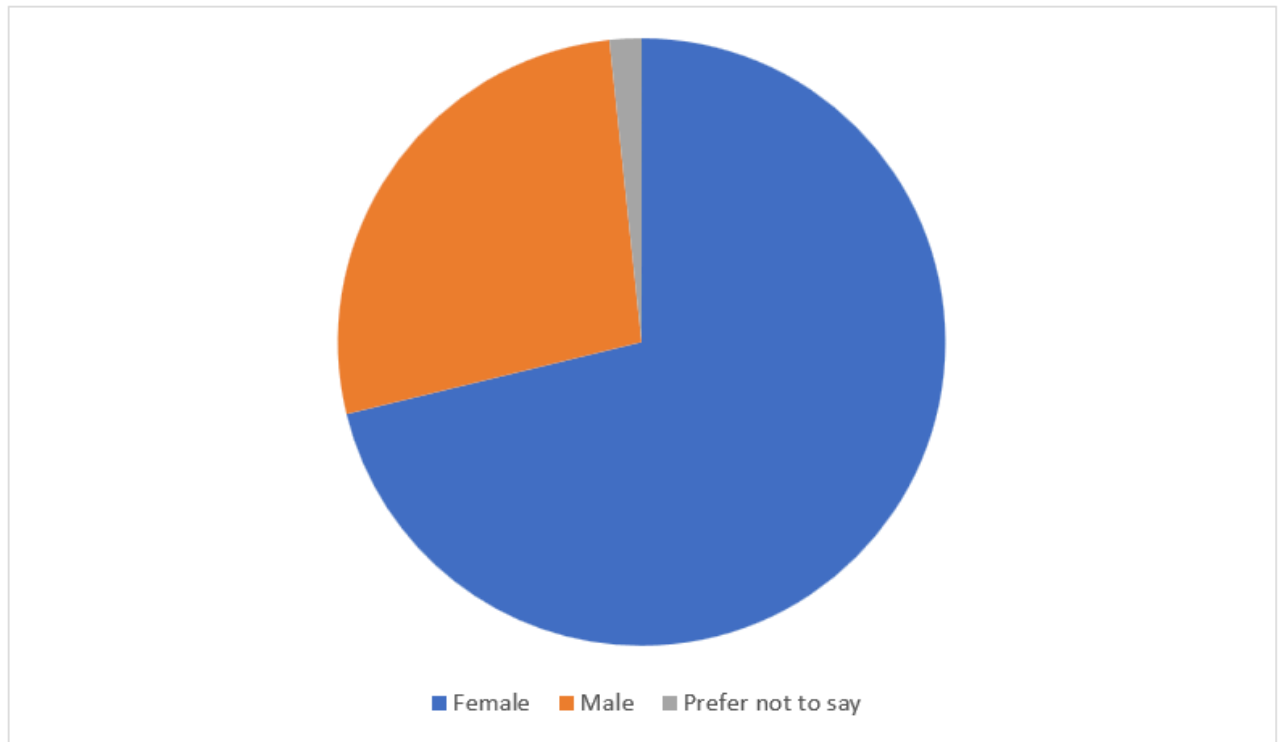


Age



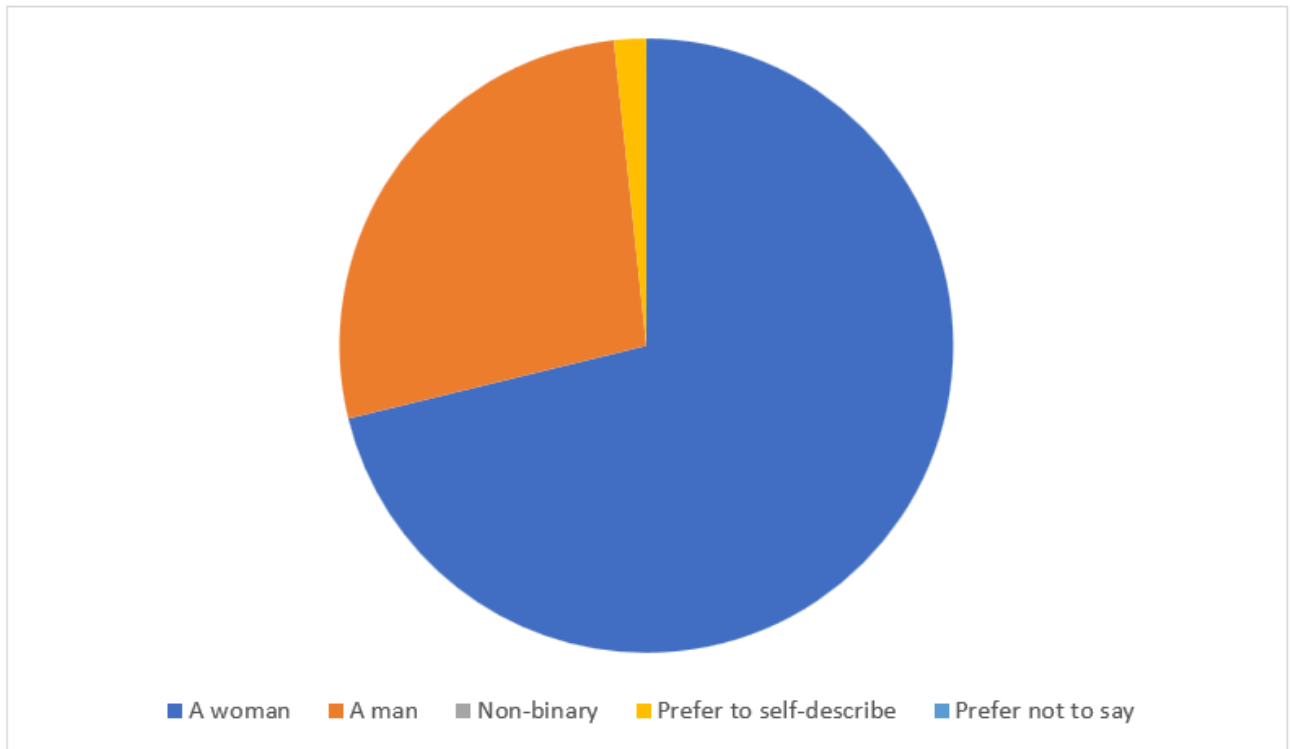
Sex & Gender

(a) What is your registered sex at birth?



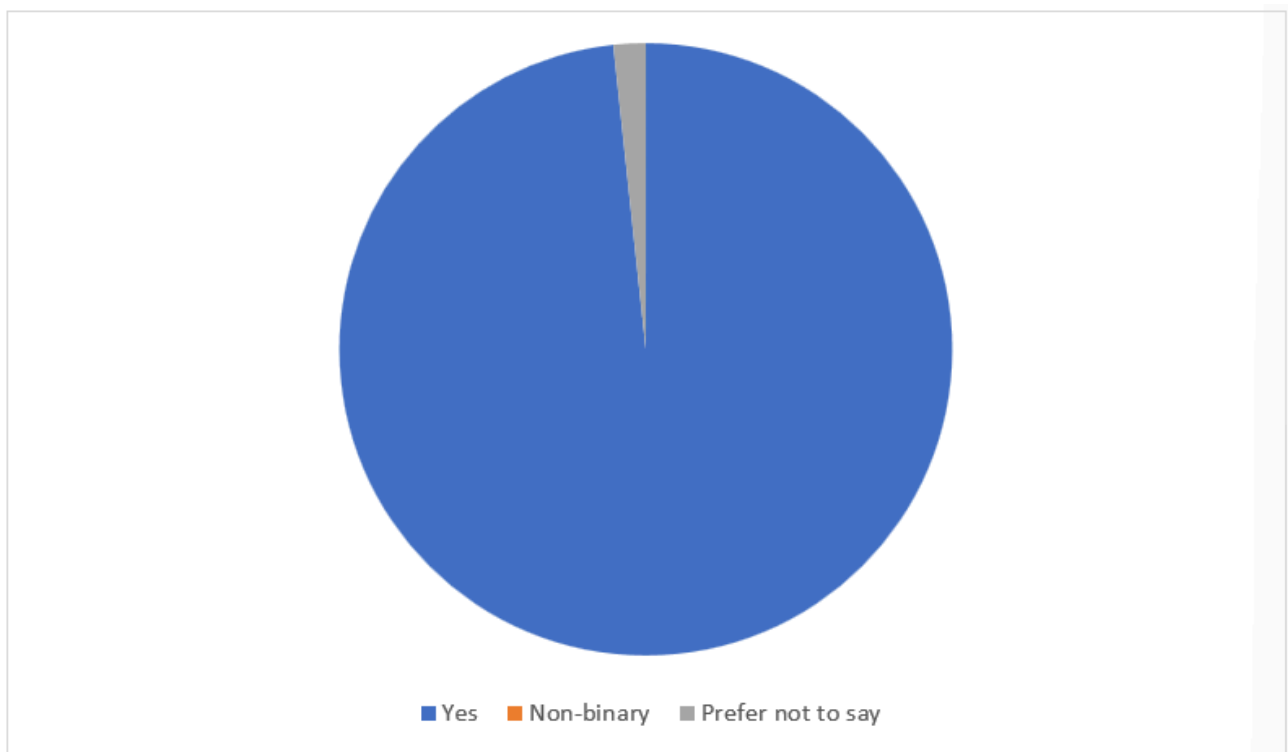
Sex & Gender

(b) Which gender do you identify with?



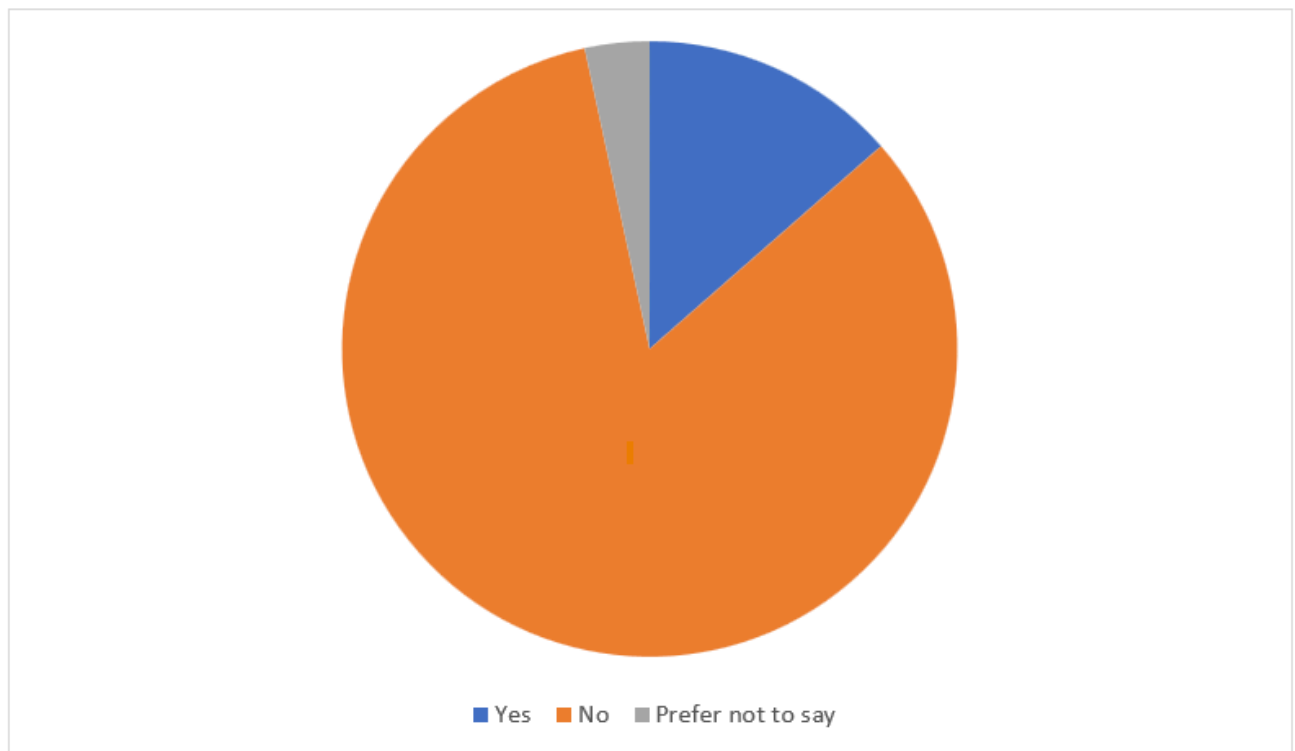
Sex & Gender

(c) Is the gender you identify with the same as your sex registered at birth?



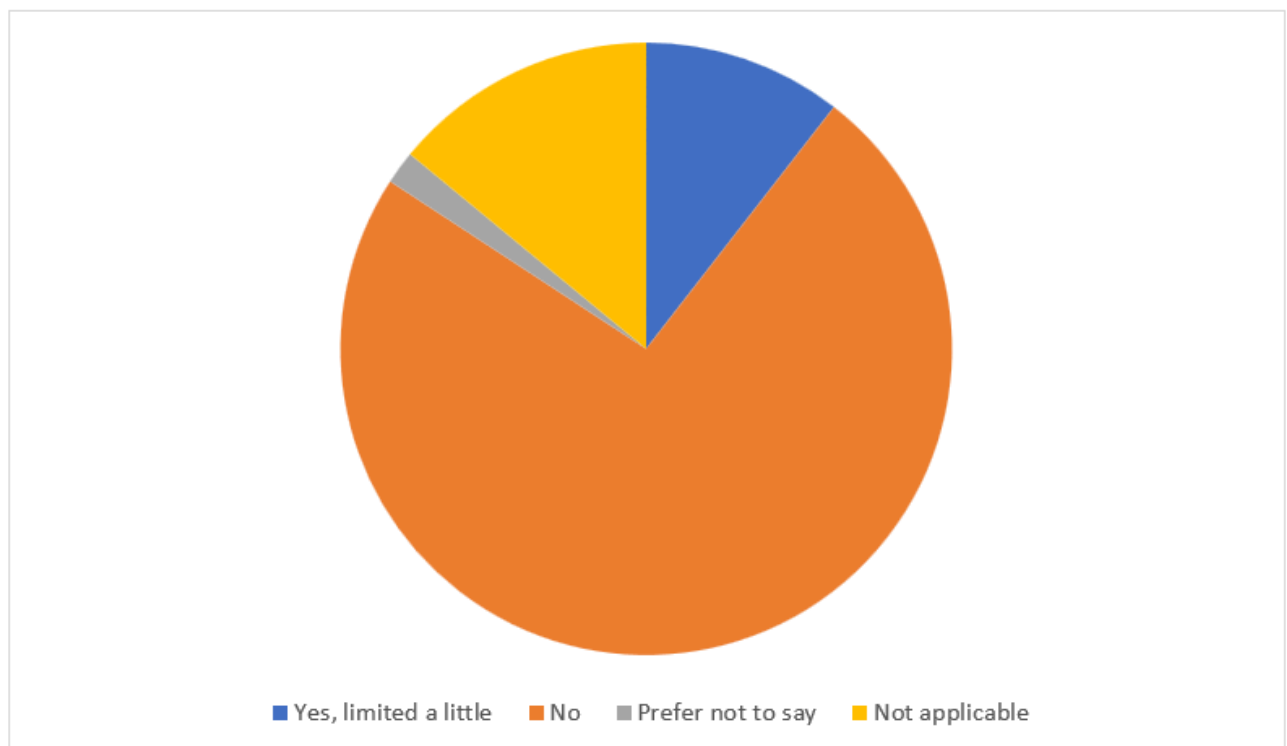
Disability

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?



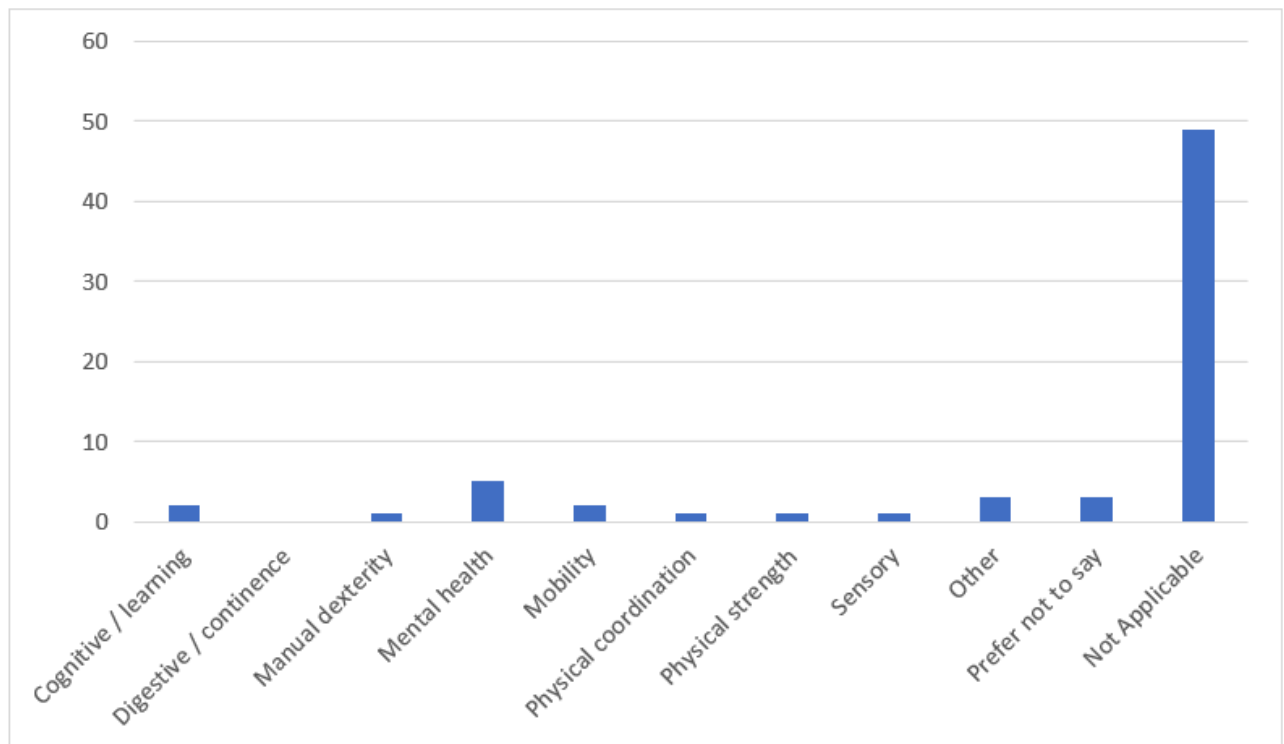
Disability

(b) 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?

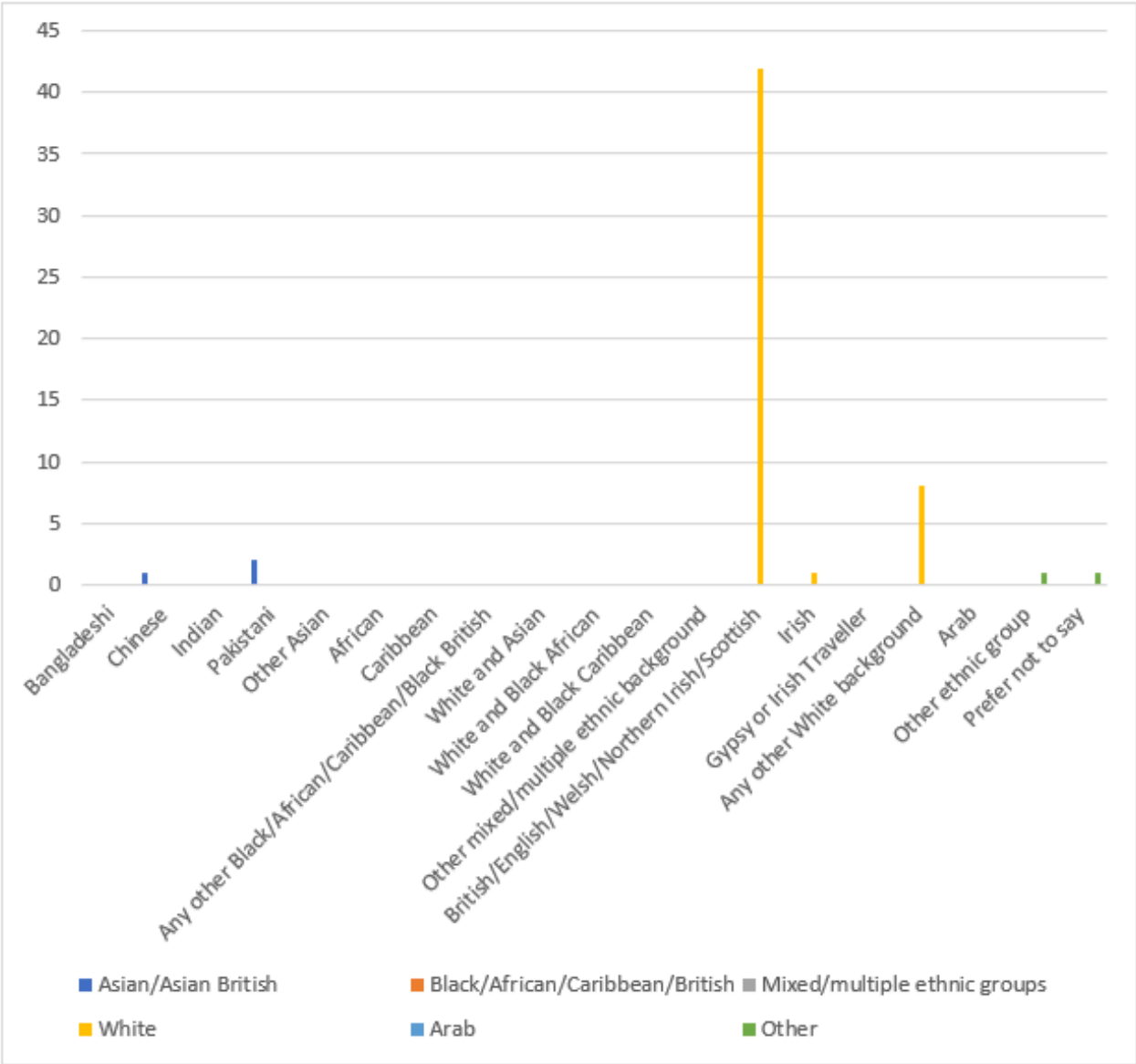


Disability

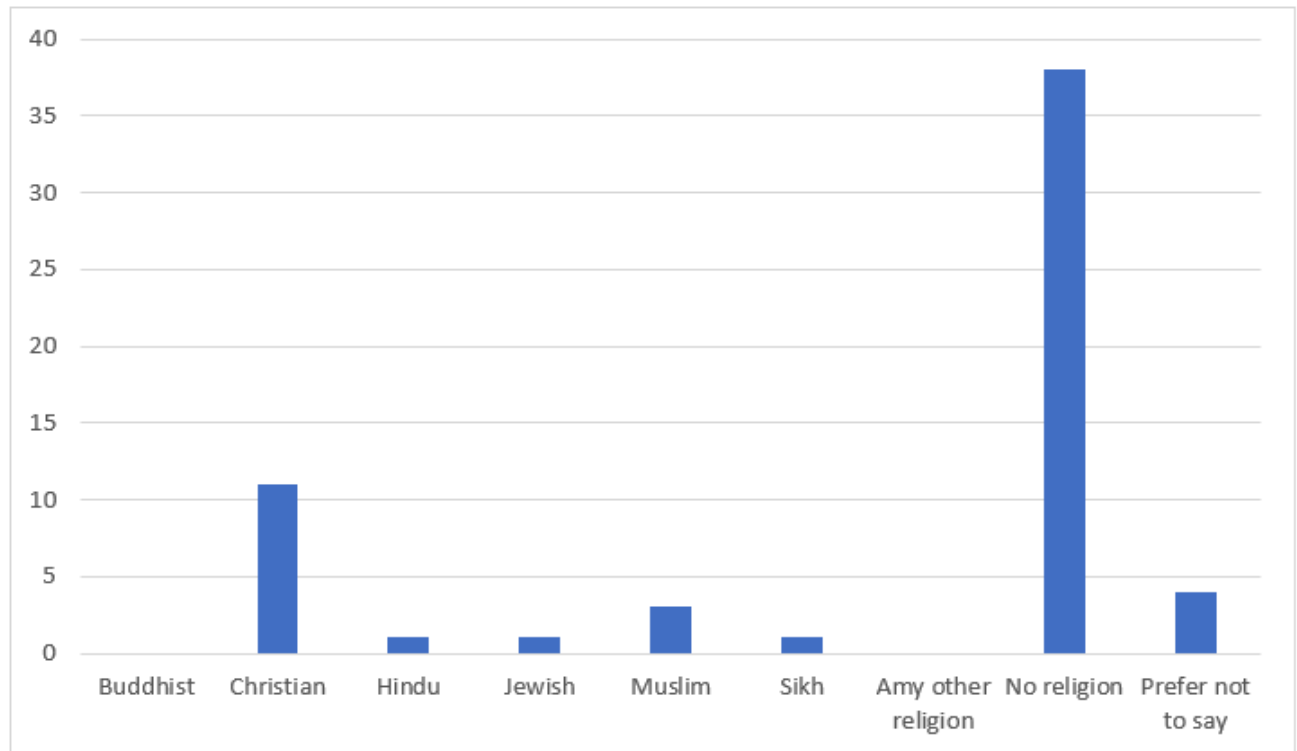
(c) If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?



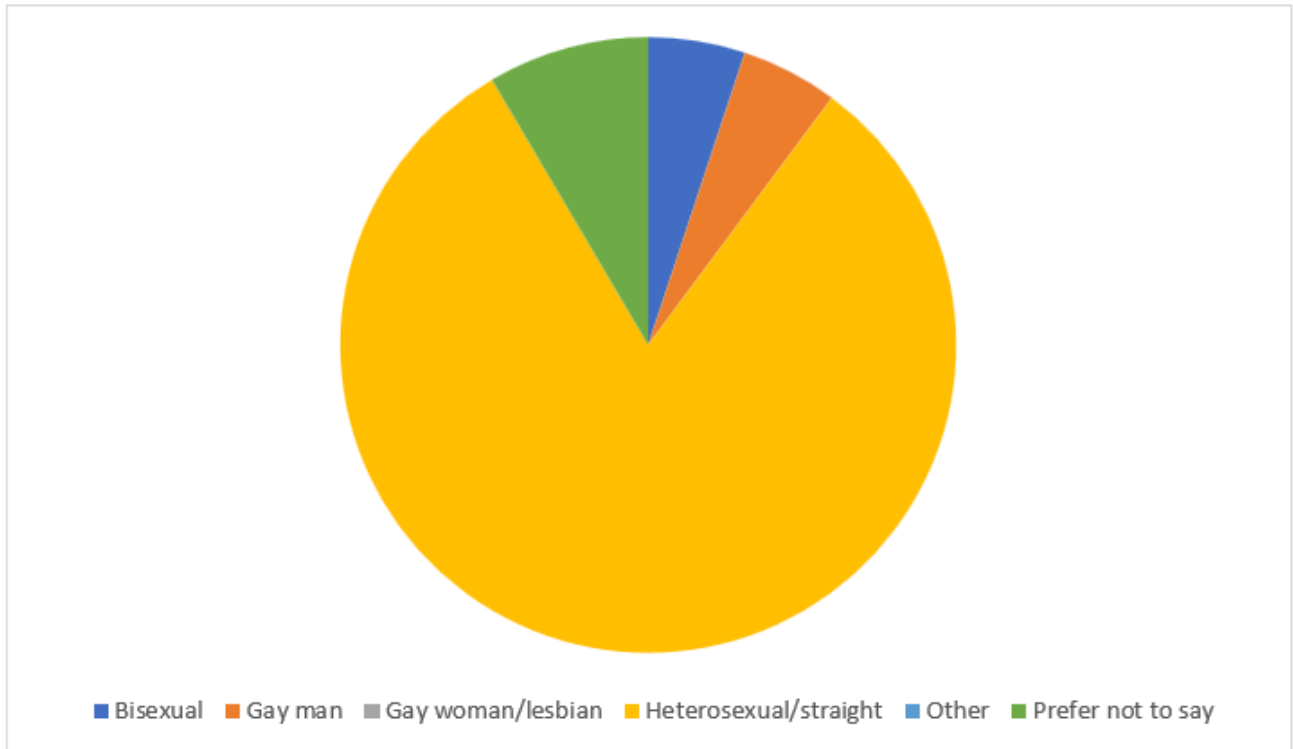
Ethnic Group



Faith

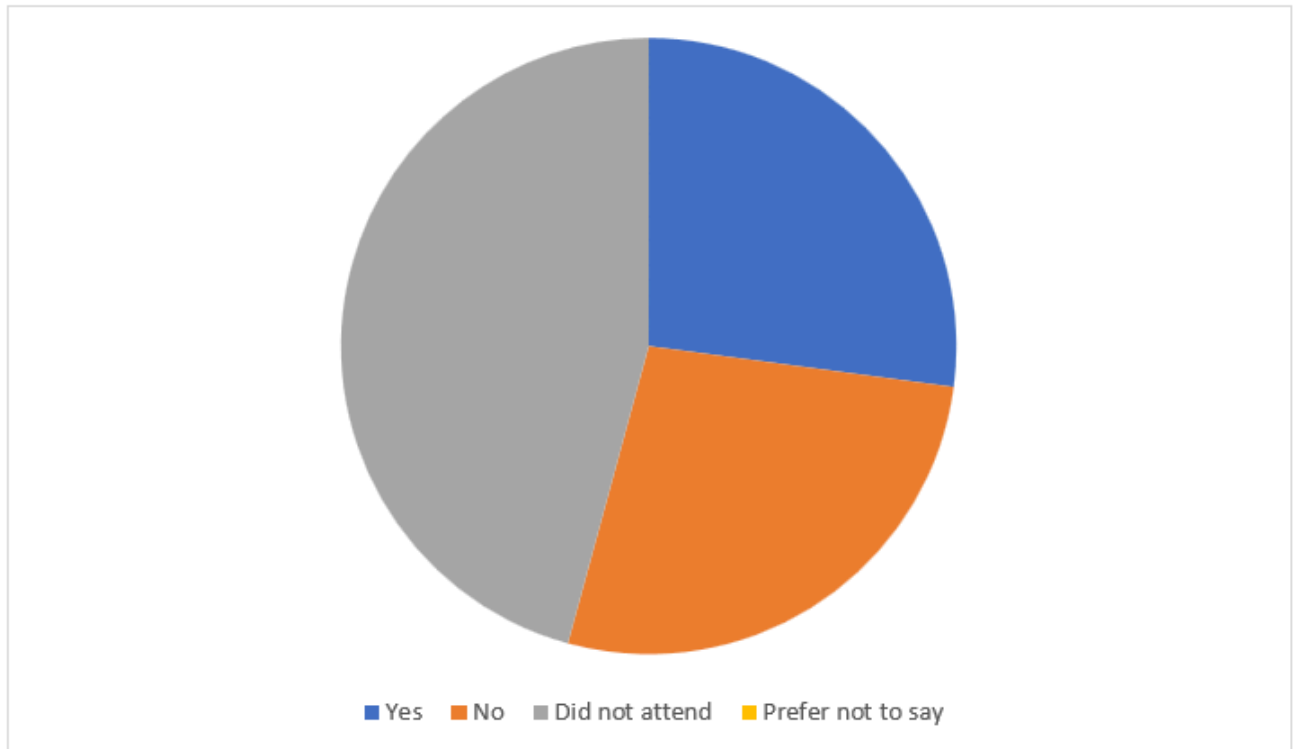


Sexual Orientation



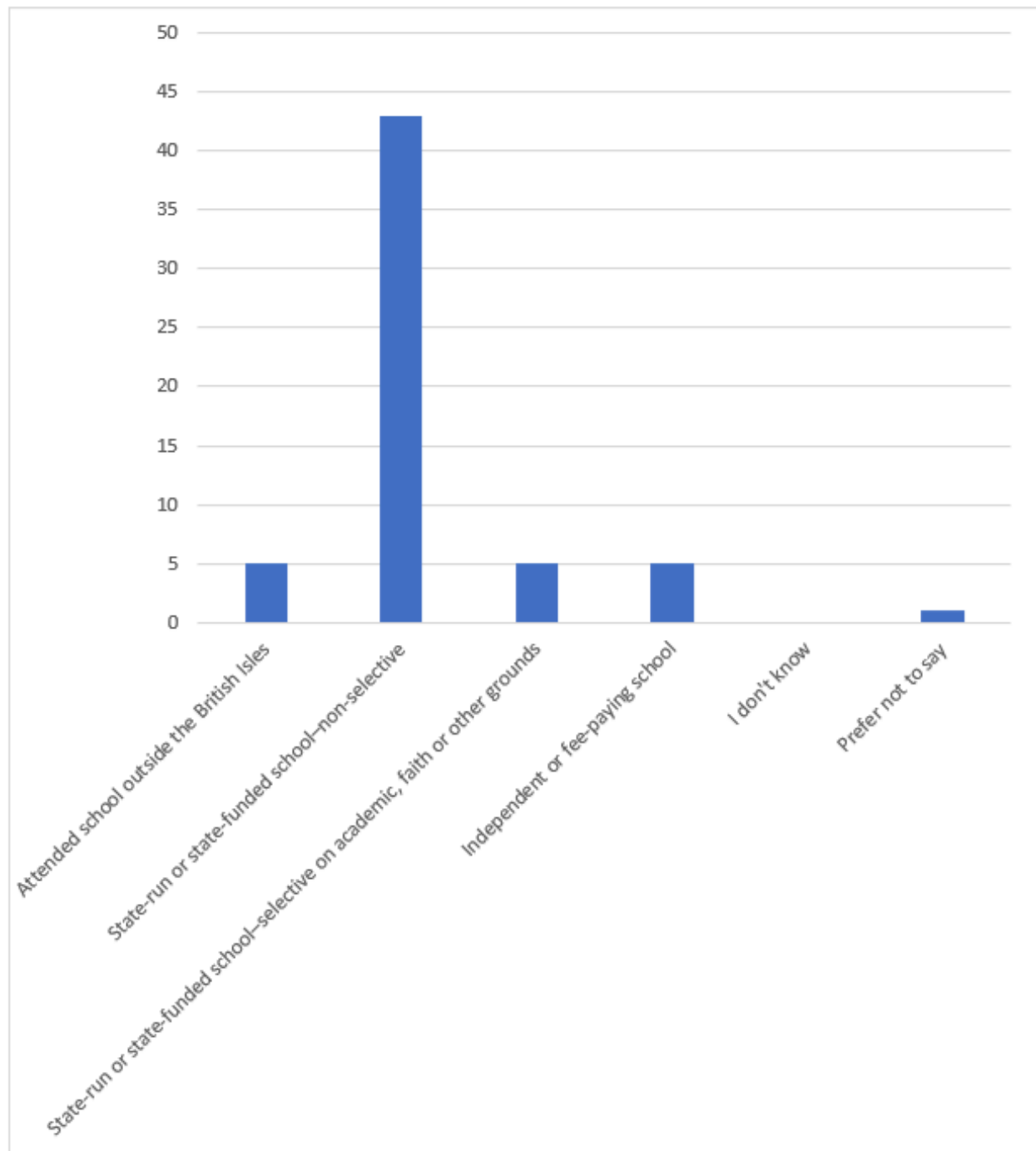
Socio-Economic Background

(a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



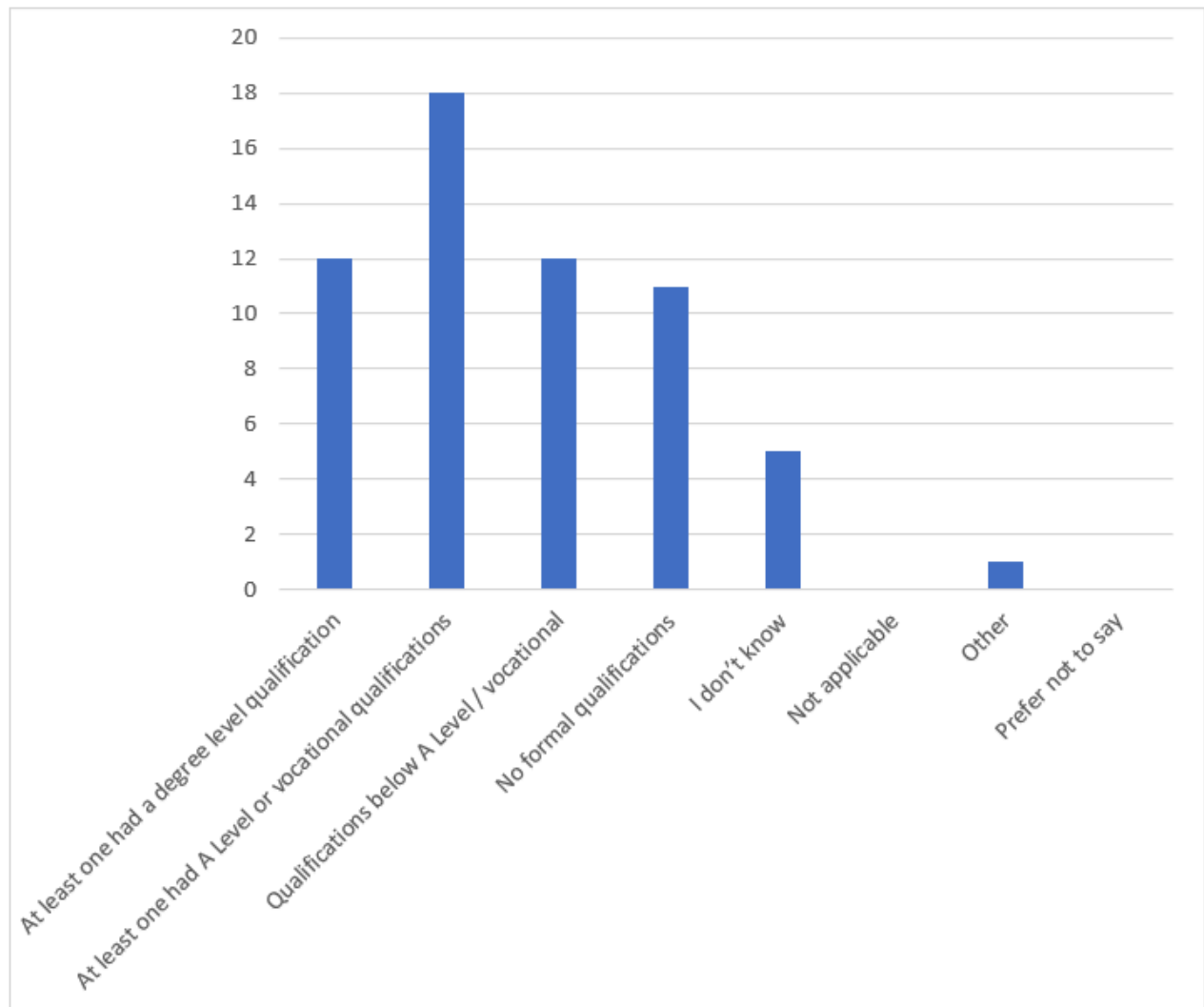
Socio-Economic Background

(b) What type of school did you mainly attend between the ages of 11 and 16?



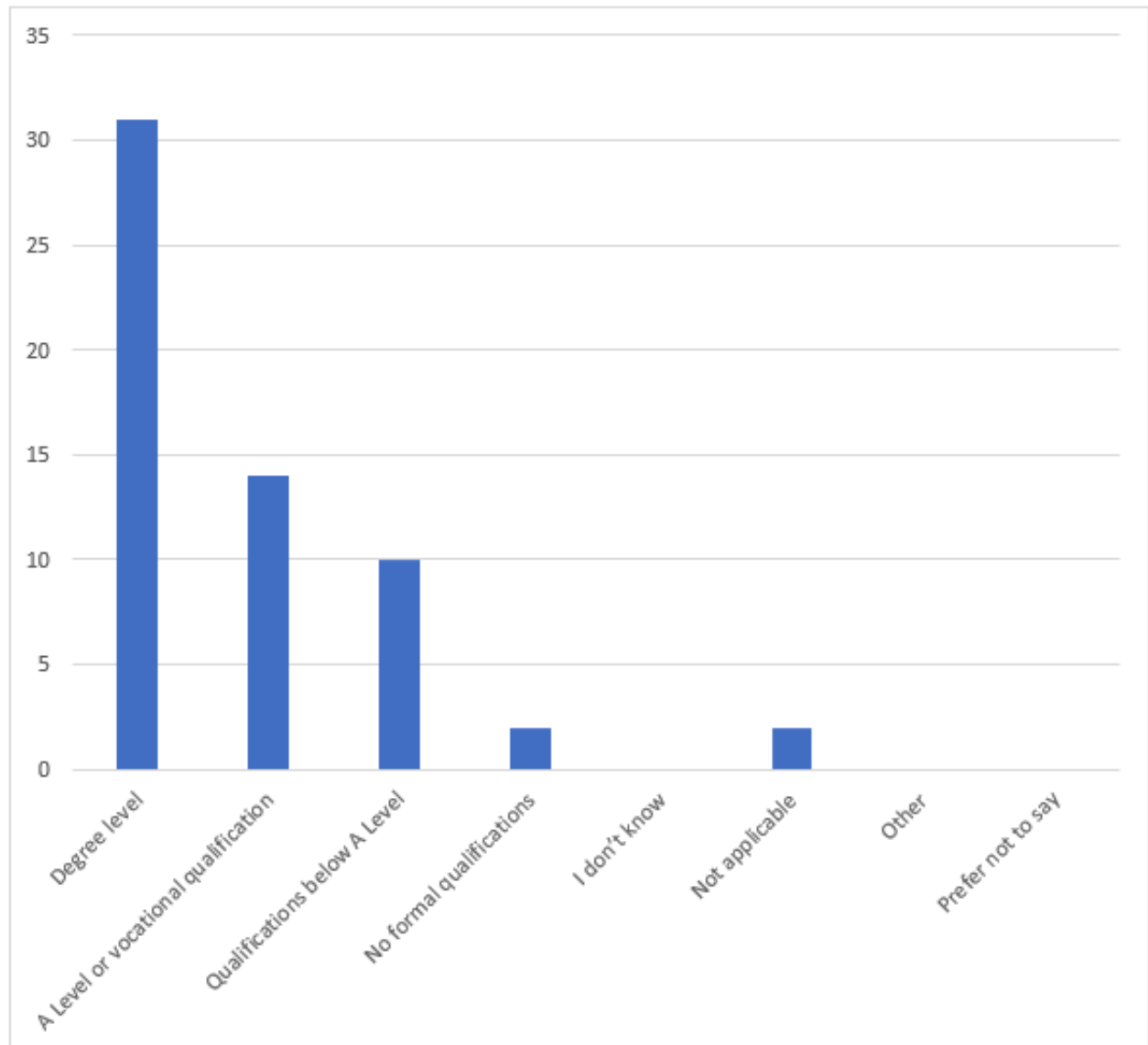
Social Mobility

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



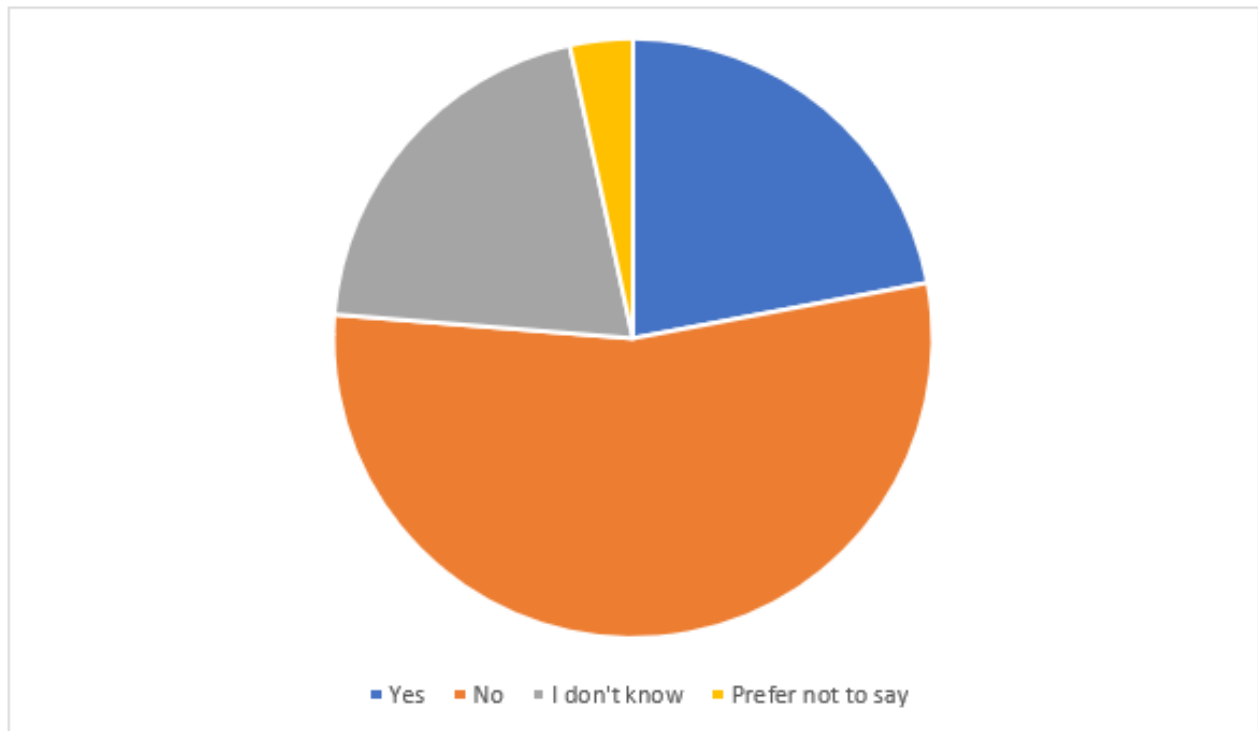
Social Mobility

(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



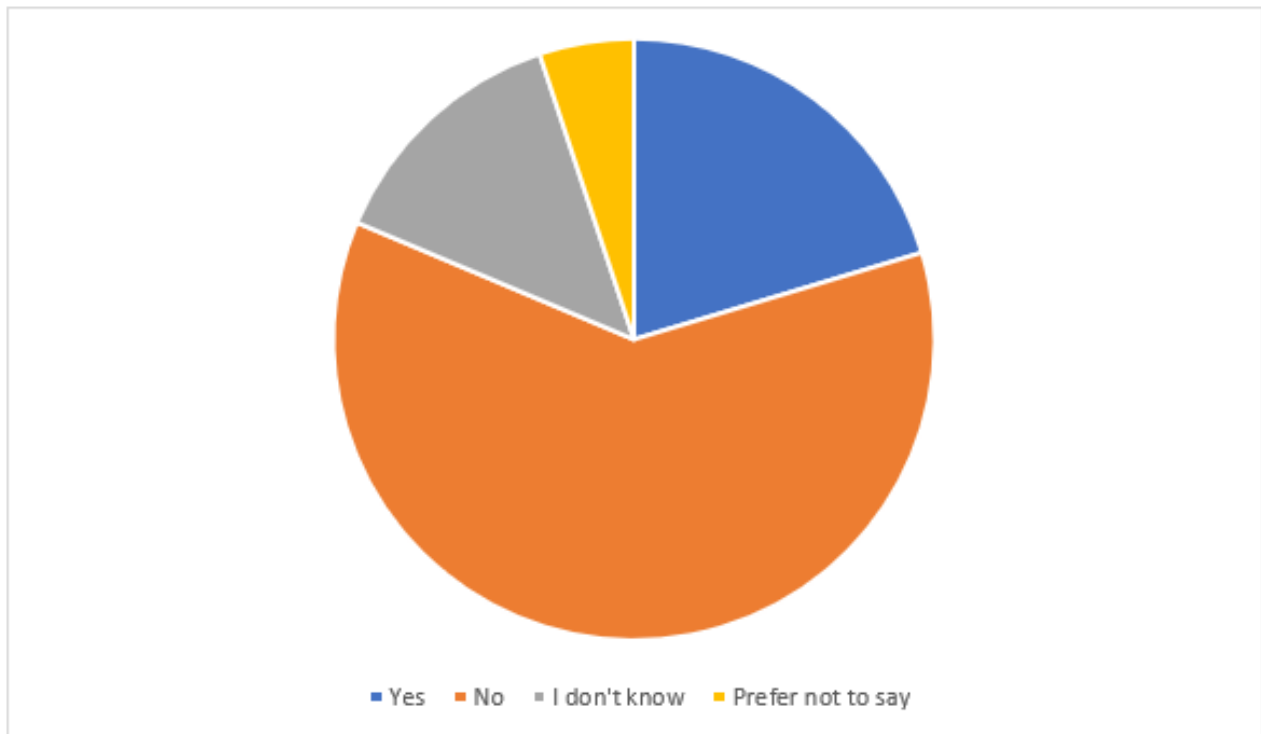
Social Mobility

(c) i. Did your household receive income support?



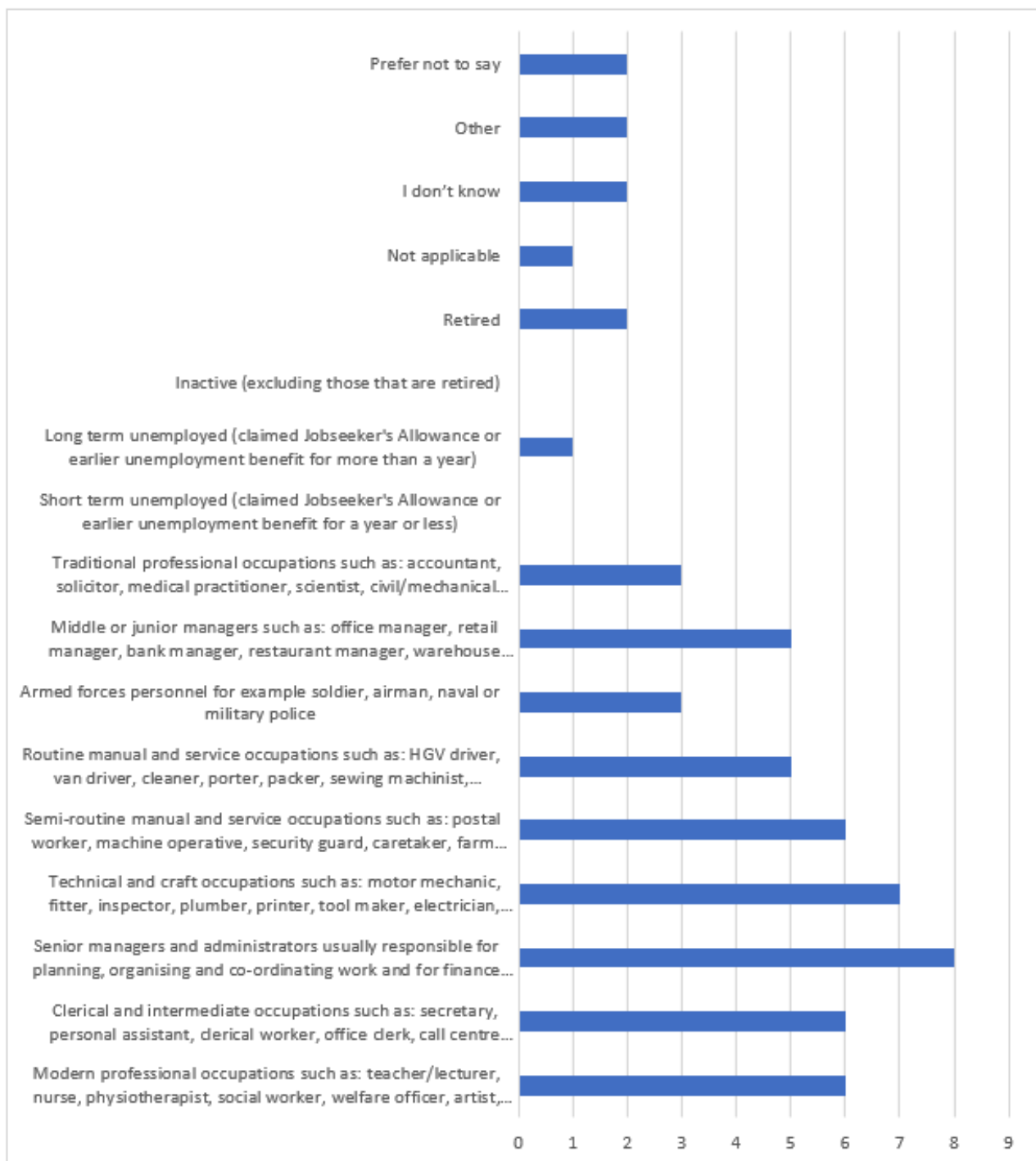
Social Mobility

(c) ii. Were you entitled to free school meals?



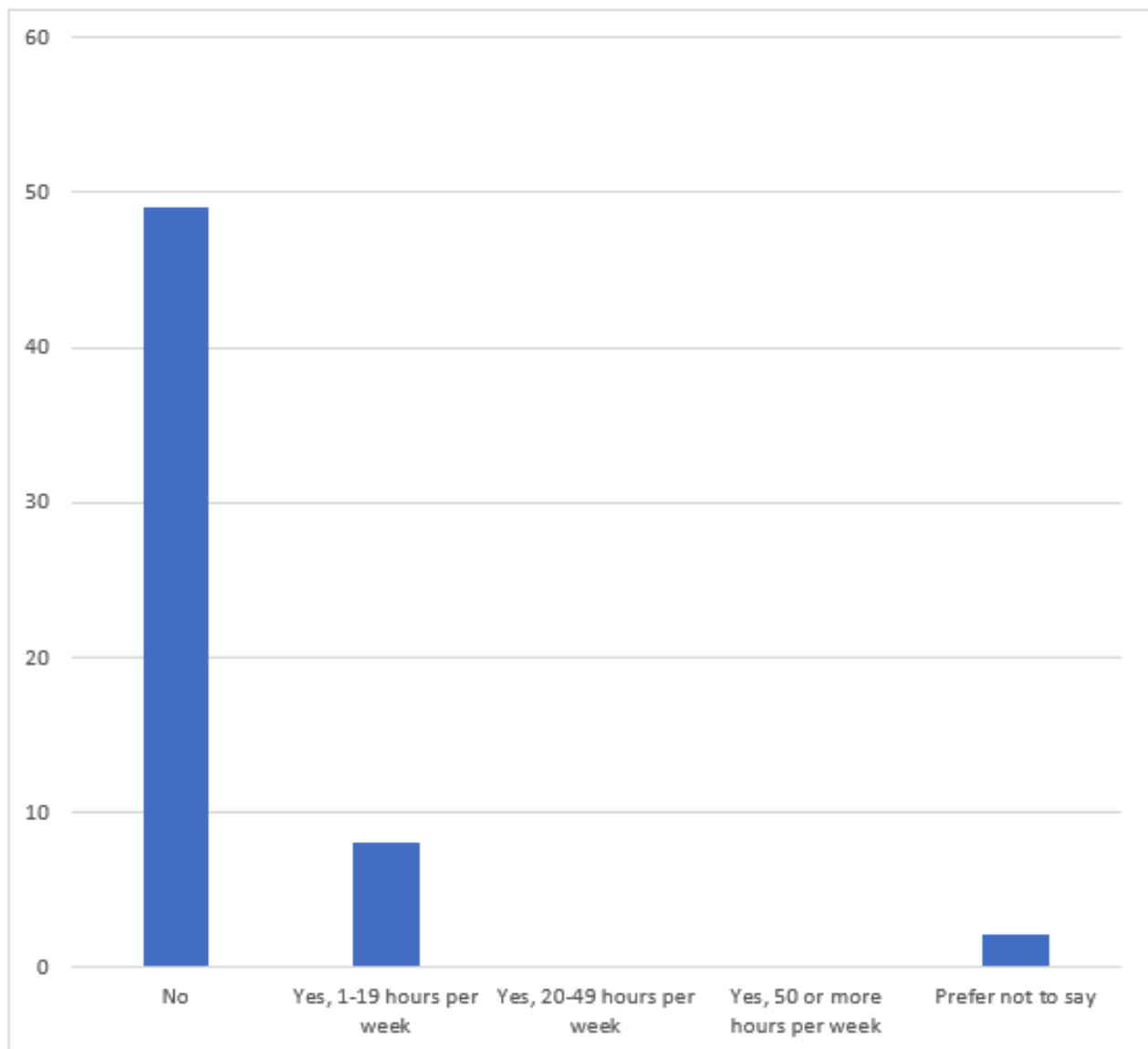
Social Mobility

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



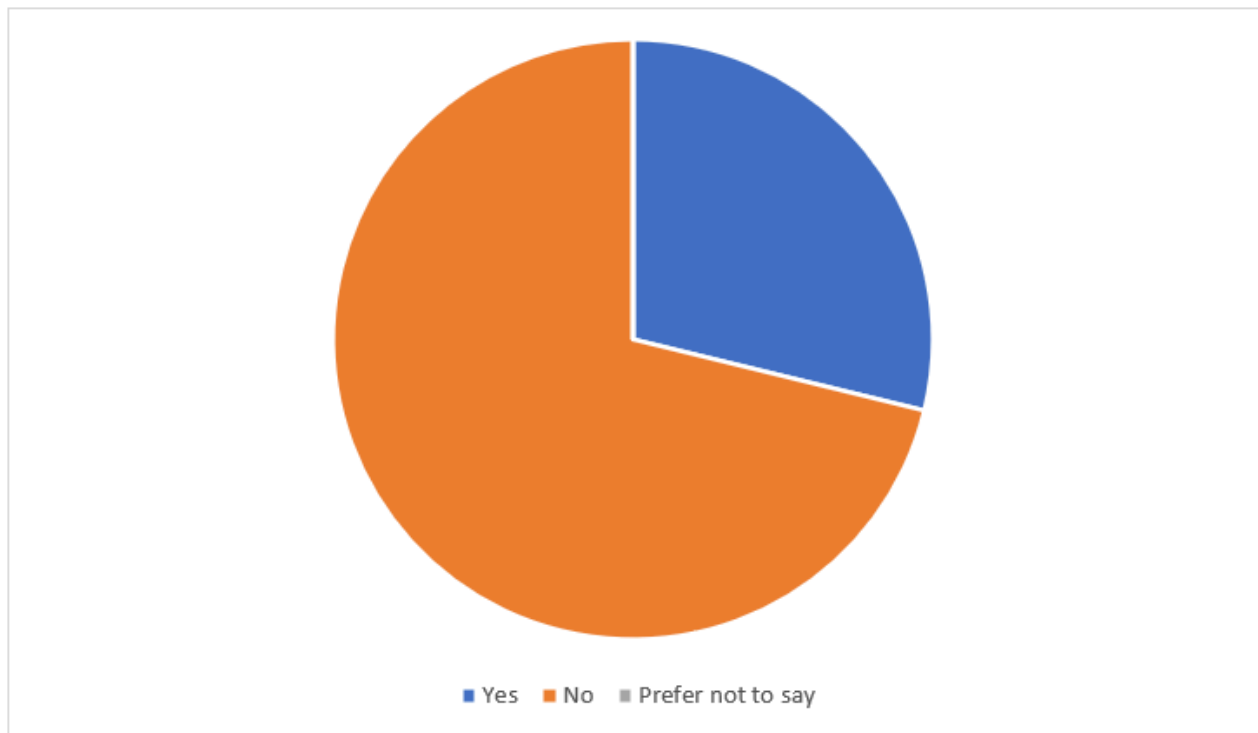
Caring Responsibilities

(a) 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?



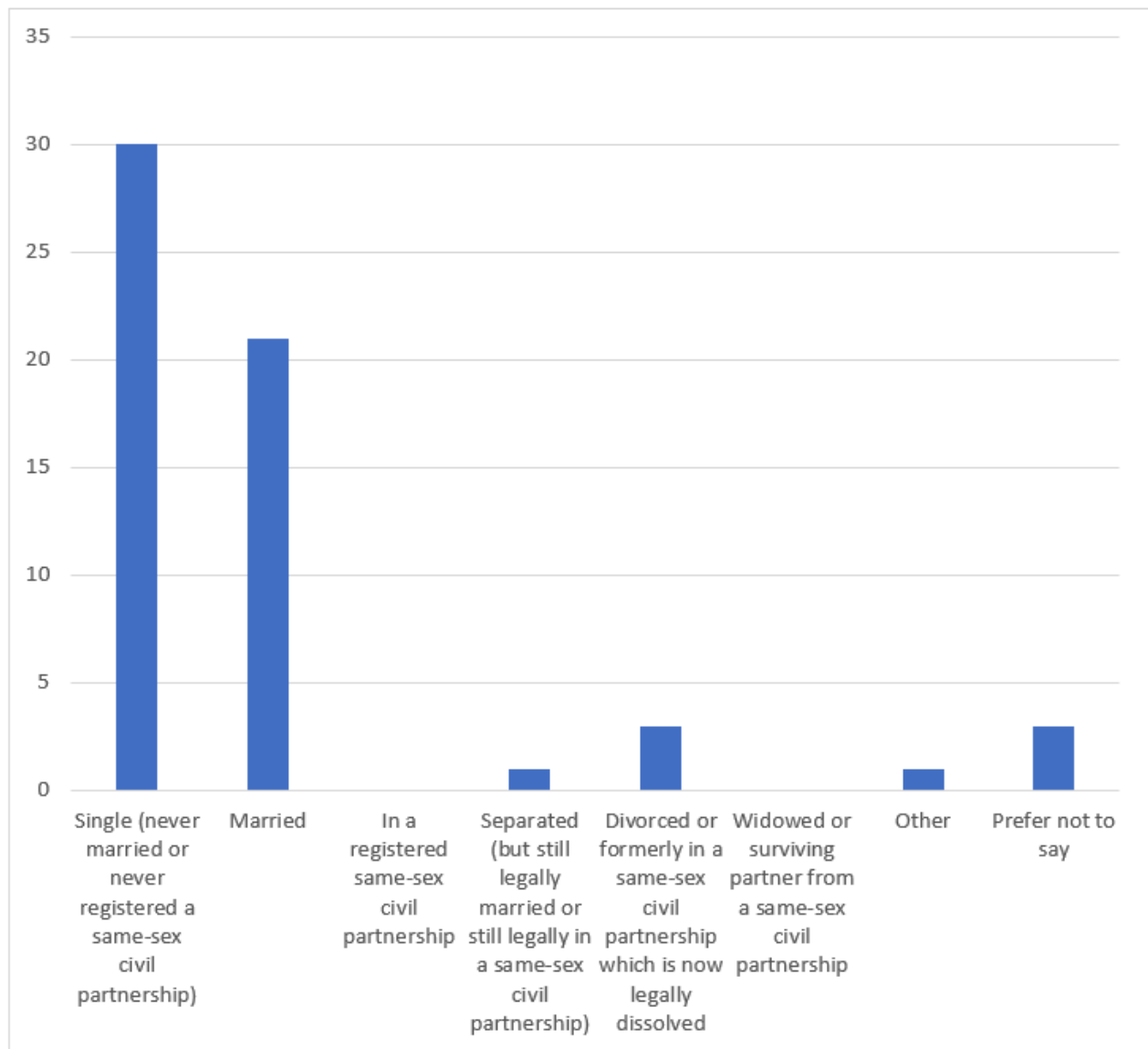
Caring Responsibilities

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



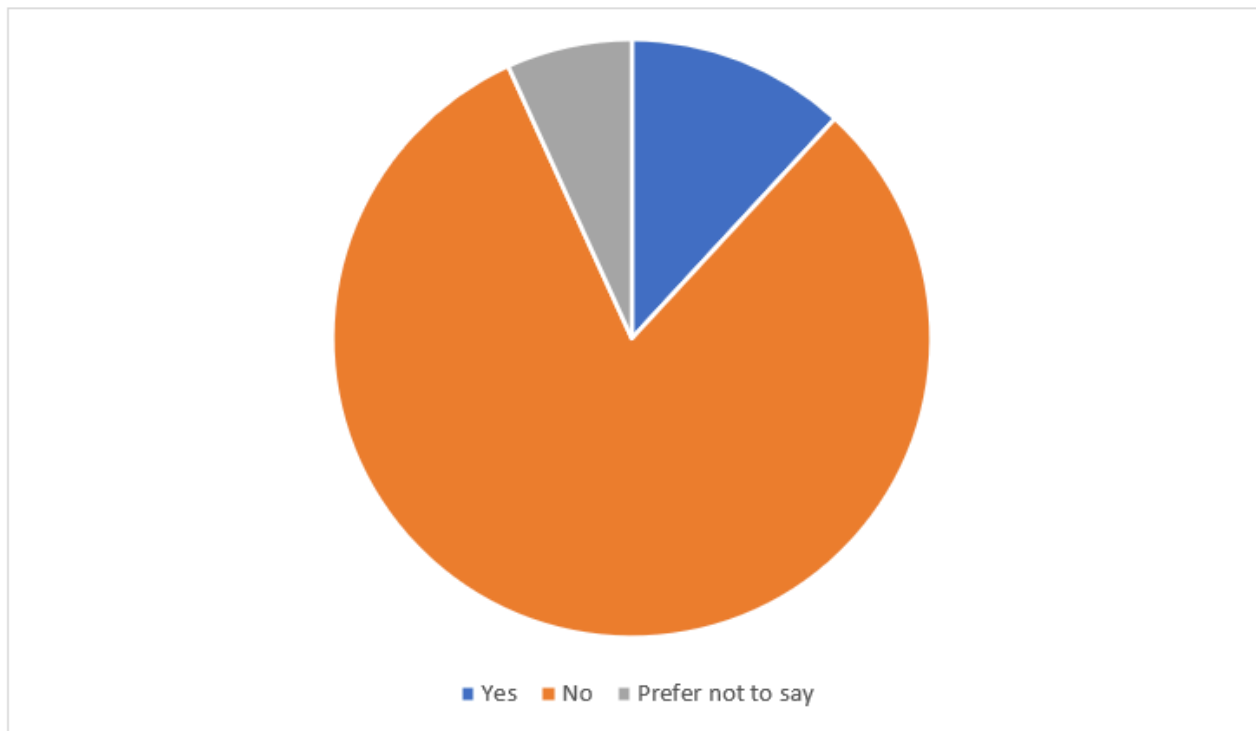
Marital Status

What is your marital or civil partnership status?



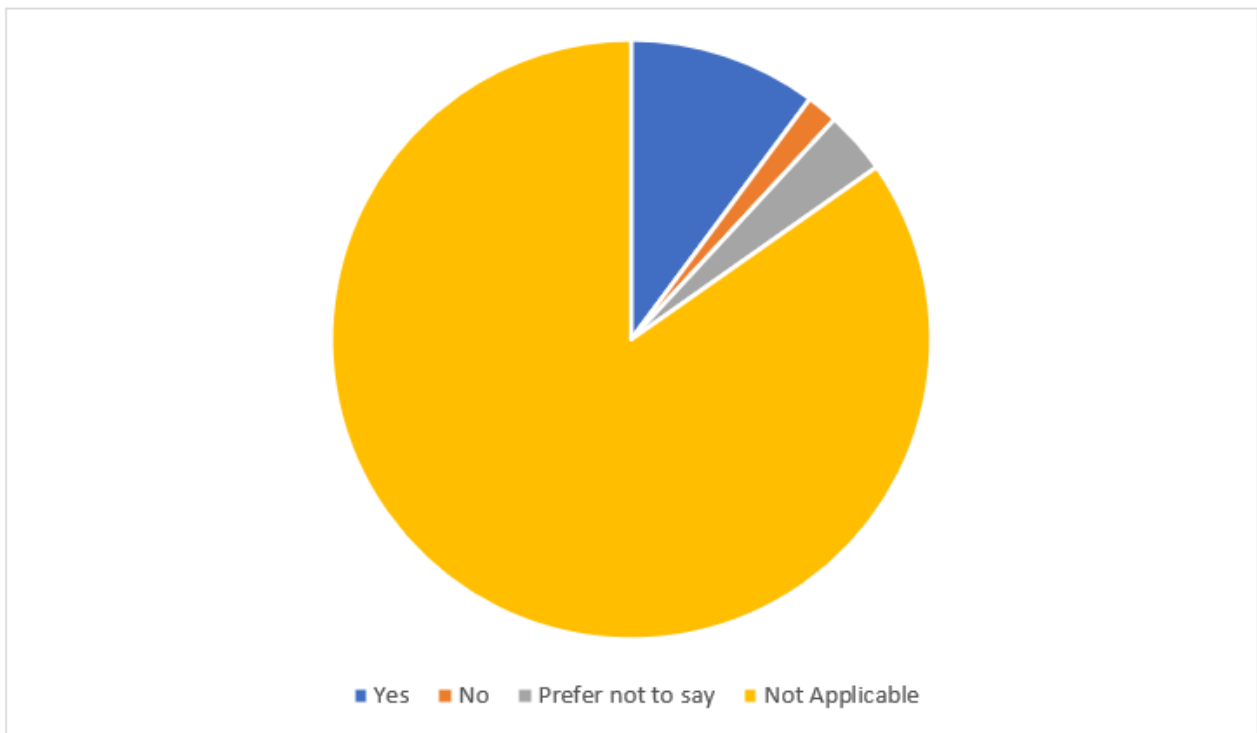
Maternity

(a) Have you taken maternity or paternity leave in the last 5 years?



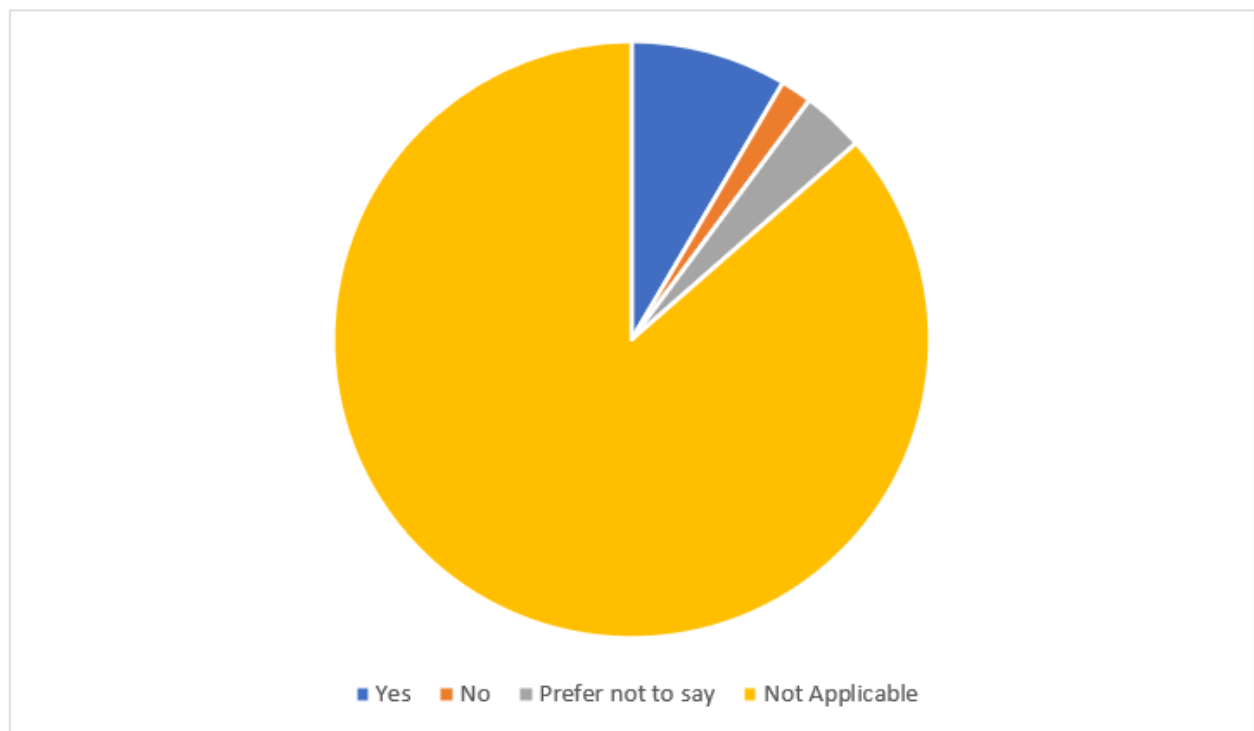
Maternity

(b) If yes: Did you return to the same employer after the leave?



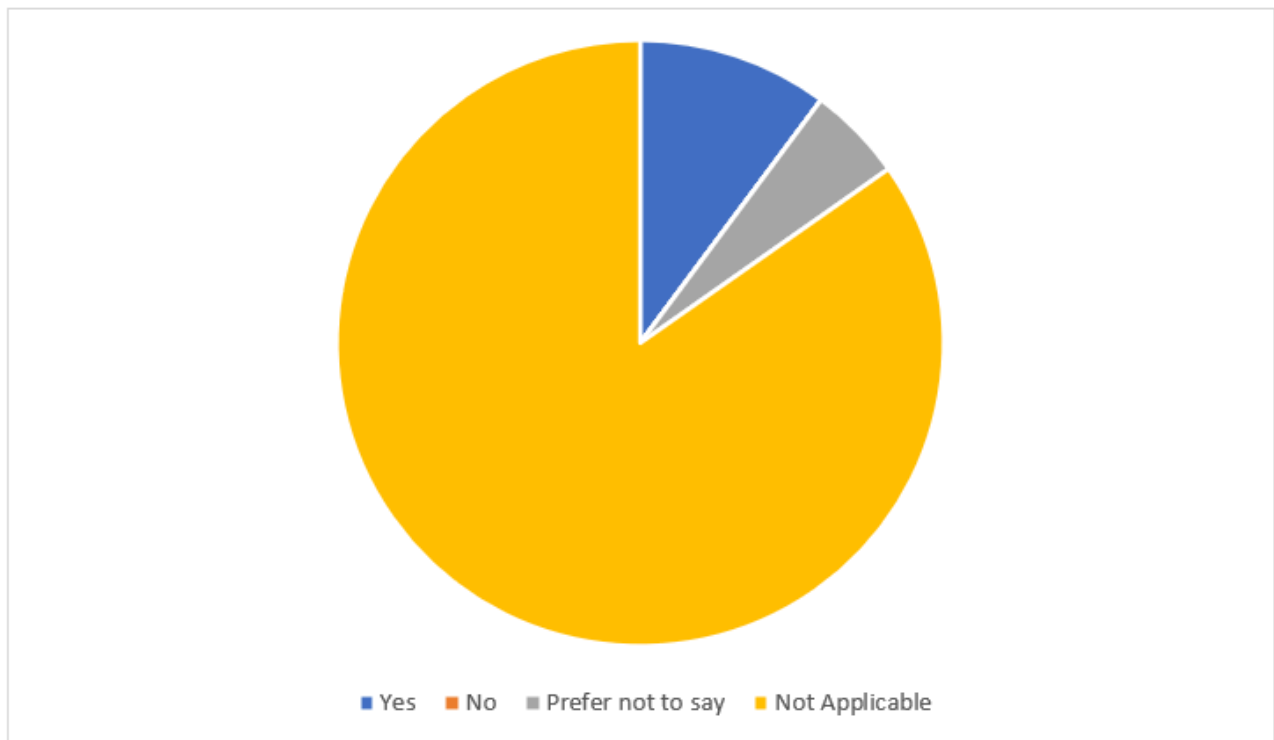
Maternity

(c) If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



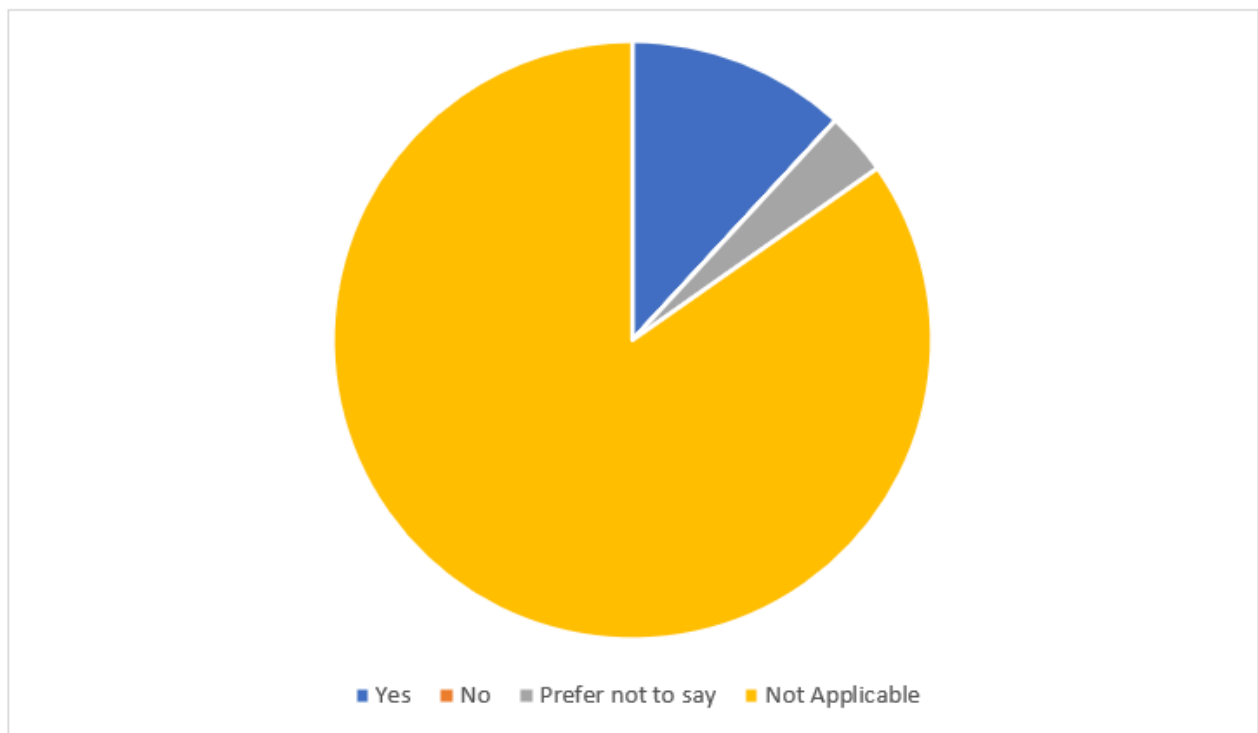
Maternity

(d) If yes: Did your employer offer you flexible working arrangements when you returned?



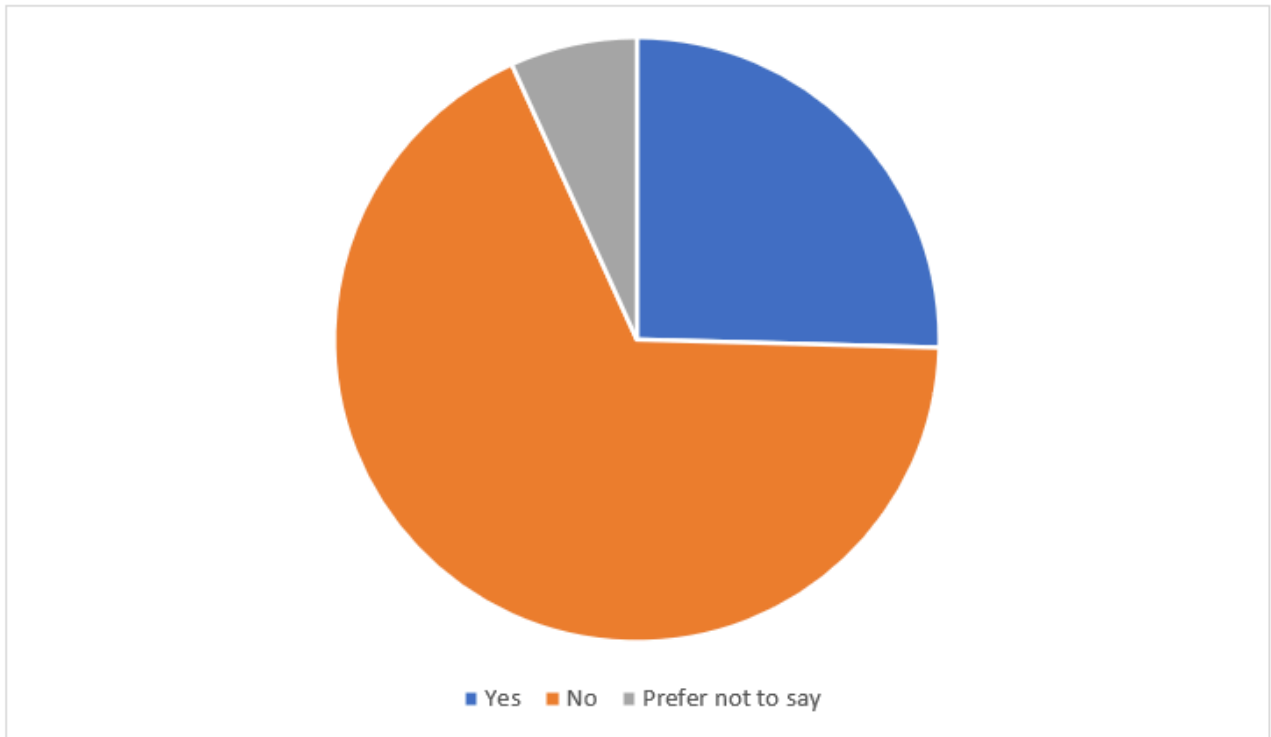
Maternity

(e) If yes: Has the ability to work from home been an important aid in your return to work?



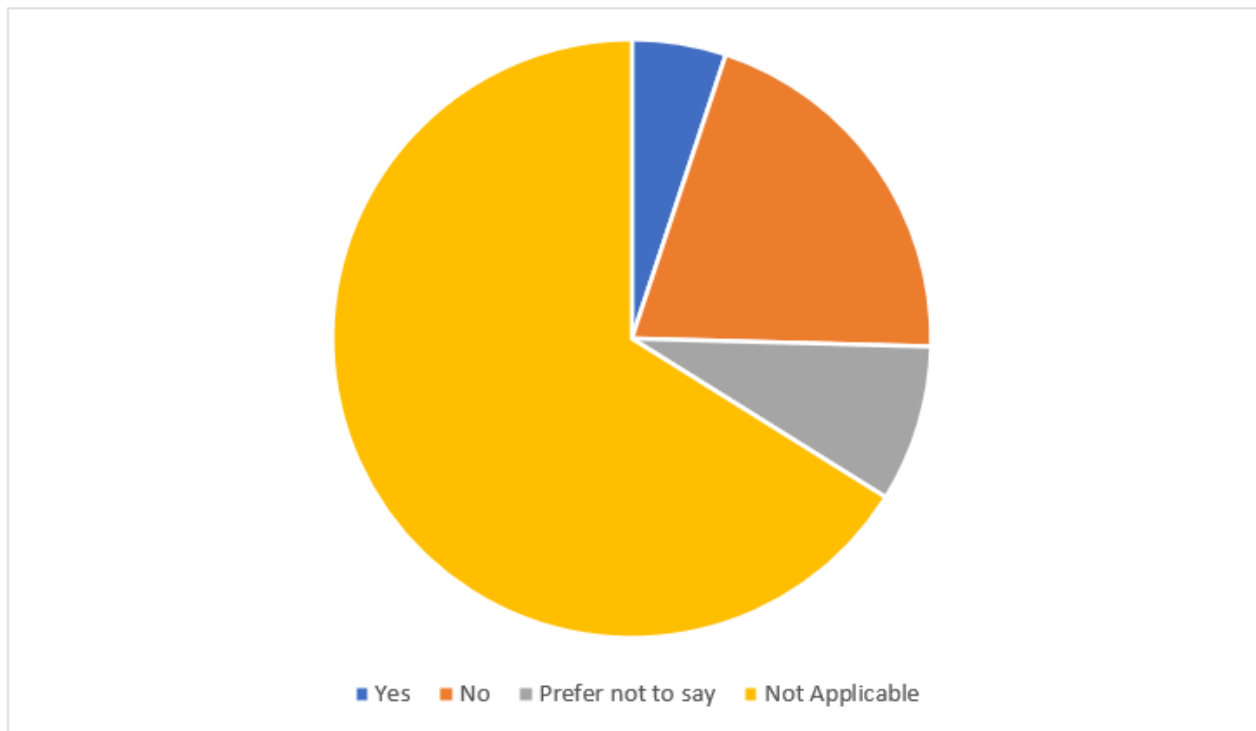
Neurodiversity

(a) Do you consider yourself to be neurodivergent?



Neurodiversity

(b) If yes: Have you shared information about your neurodivergence with your employer?



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