



HJ.

DIVERSITY, EQUITY & INCLUSION 2025

SHAPING A MORE INCLUSIVE FUTURE

Diversity in Hiring

A Recruiter's Role

At Harvey John, we believe diversity isn't just a goal, it's the foundation of success. Over the past year, we've collected data across our core markets – Accountancy & Finance, Tax & Treasury, and Legal – to better understand the candidate landscape and address systemic gaps.

Recruiters play a vital role in DEI, working closely with hiring managers to shape inclusive hiring strategies. Beyond the moral imperative, diversity makes business sense. Research shows that companies in the top **25%** for ethnic diversity are **33%** more likely to achieve above-average profits. Inclusive teams outperform because they bring different perspectives and foster innovation.

Moreover, recruiters are instrumental in connecting organisations with underrepresented groups, often through partnerships with community networks and diversity-focused job boards. Research suggests that **73%** of talent professionals believe diversity is a top priority for their organisation, but many struggle to access diverse talent pools. Here, recruiters can bridge the gap by utilising proactive sourcing techniques, building trust within marginalised communities, and ensuring that inclusivity is at the forefront of every hiring decision.

As gatekeepers of talent, recruiters influence who gets through the door. At Harvey John, we take this responsibility seriously, embedding DEI into every stage of our recruitment process. From initial outreach to final placement, we aim to help our clients build teams that are not just diverse but equitable and inclusive, because it's not just good business; it's the right thing to do.



While progress is being made across the Accountancy, Tax & Treasury, and Legal professions, they have historically fallen short in diversity and inclusion. These sectors, often viewed as being dominated by white, cisgendered men, are now observing incremental changes.

Candidate Diversity

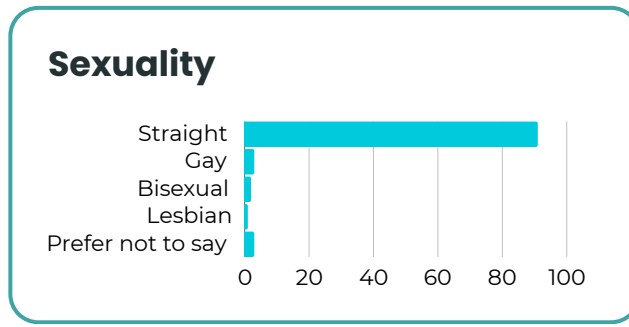
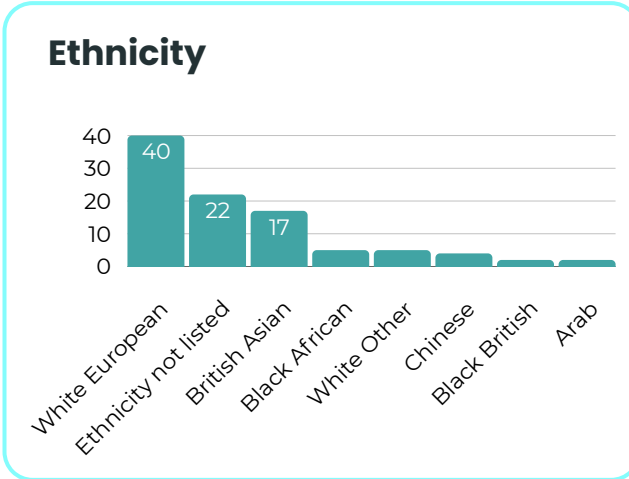
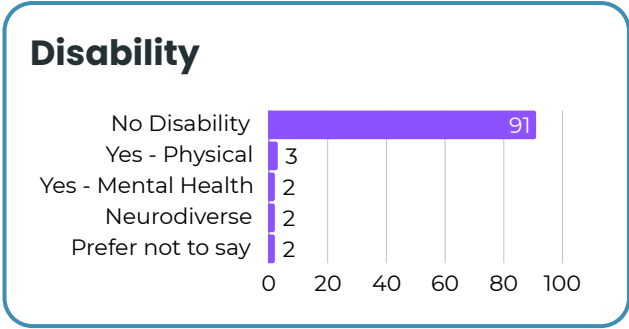
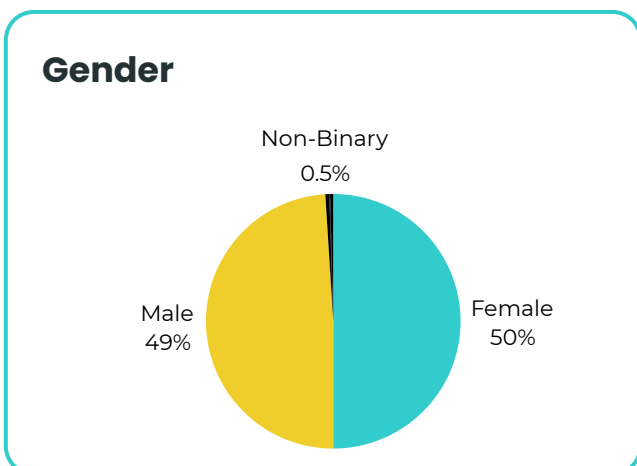
What our data tells us...

This year, we've made significant strides in capturing DEI data across all our divisions –Accountancy & Finance, Tax & Treasury, and Legal. With the help of advanced tools, we can now track key metrics, providing us with valuable insights into our candidate registrations and placements

While this is a solid foundation, we recognise that there's more to uncover. As we refine our approach, we aim to gather even more detailed, nuanced data, helping us identify systemic barriers and tailor our strategies to address them effectively.

By continuously improving how we capture and interpret data, we're better equipped to support our clients in building truly inclusive teams. This is just the beginning. We're committed to driving meaningful change through innovation, transparency, and accountability.

Candidate Registrations in 2024



Placed Candidates in 2024

- 10% identified neurodiverse**
- 10% said they had a mental health disability**
- 70% were female-identifying**
- 50% identified as White**
- 80% recorded their sexuality as straight**

Challenges in representation

Despite progress in recent years, the recruitment markets we serve—Accountancy & Finance, Tax & Treasury and Legal—still face significant challenges in terms of representation. Our data highlights key areas where representation differs.

Gender: Although we've seen improvements, women continue to be underrepresented in leadership roles across many sectors. Our data shows that 0.5% of individuals identify as non-binary, aligning with the latest UK census figures. We anticipate this number to grow in the coming year

Ethnicity: The majority of candidates we registered in 2024 identified as White British (91%). There remains a noticeable gap in the representation of Black, Asian, and other ethnic minority groups; this calls for targeted outreach and better diversity practices to ensure these groups are better represented.

Disability: Candidates with disabilities make up a small proportion of placements, with the majority of candidates identifying as having "no disability." We must do more to create accessible opportunities and encourage candidates with physical and mental health disabilities to apply.

While these challenges are clear, they also highlight opportunities for improvement. At Harvey John, we are committed to making real, lasting change by addressing these gaps and striving for a more inclusive future in recruitment.

Driving Inclusivity in Recruitment

Why it matters:

- Diverse teams drive performance. Research suggests physical diversity alone leads to better outcomes, while diverse companies experience cash flow **2.9** times higher than less inclusive ones.
- Public scrutiny of DEI efforts, or lack thereof, has increased. Non-diverse companies face reputational and hiring challenges due to their perceived lack of inclusivity.
- Stronger Employee Engagement: Diverse workplaces report **19%** higher engagement, according to Gallup.

While our markets have made progress, biases remain, and it's our role as recruiters to actively address them.



Going forward

Our commitment for 2025

The Accountancy, Tax & Treasury, and Legal sectors have a grand platform to build diverse teams at scale. This isn't just good for business; it's good for people. By fostering positive and inclusive environments, companies expect to attract, retain, and develop top talent while staying ahead in competitive markets.

Harvey John is committed to being part of the solution. We're evolving our approach to recruitment and working with hiring managers to ensure inclusive practices are embedded at every stage.

Candidates are assessed solely on their skills and qualifications, no room for discriminatory criteria or biases. We ensure a fair, lawful recruitment process for every vacancy and assignment.

Although the UK is ahead of the global average, there remains a mountain to climb. Together, we can make diversity more than a goal; it can be the standard.

Let's shape a more inclusive future together.

Our Pledges

Employers

We always discuss a company's diversity and inclusion policies when taking job orders. This helps us align with your commitments and suggest best practices, ensuring your recruitment process is inclusive and effective.

Unbiased Tools

Where possible, our recruiters use blind CV searches to reduce unconscious bias. Tools like LinkedIn Recruiter allow us to conduct searches while omitting personal details, such as names, age, and profile pictures that may influence decisions.

Shortlists

When creating shortlists, we actively source from a diverse pool of candidates. This involves using multiple platforms, focusing on competency-based screening, and regularly reviewing our candidate pools to ensure they reflect industry diversity.

DEI Champions

In 2022, we established a team of diversity champions at Harvey John. We hold several meetings annually to stay informed on key DE&I matters; these serve to educate the team and enable us to address concerns raised by candidates, clients, or within the company, working together to find solutions.

Training

We're committed to annual training for all staff regarding equal opportunities and diversity. This ensures our team stays up to date with the latest DE&I practices and guidelines.

Annual Review

We review our Diversity, Equity, and Inclusion policy annually, and if any concerns arise, we're committed to making improvements to uphold the highest legal and ethical standards.