

Survey: ICAEW Diversity 2021

Craufurd Hale LLP



Submissions: 36

Completed: 31

Craufurd Hale LLP

Regulator Number: COO5358498

Diversity Survey April 2021

	Totals
ICAEW Chartered Accountant	
Partner	3
Manager	2
Qualified	3
Training	2
Other Chartered Accountant	
Partner	0
Manager	1
Qualified	1
Training	1
Other accountant	
Partner	0
Manager	1
Qualified	2
Training	1
Legally qualified	
Partner	0
Manager	0
Qualified	0
Training	0
Other legal	
Partner	0
Manager	0
Qualified	0
Training	0
Other profession	
Partner	0
Manager	3
Qualified	3

Training	2
Direct support staff	
Partner	0
Manager	0
Qualified	1
Training	2
Other	
Partner	0
Manager	1
Qualified	1
Training	0
Prefer not to say	
N/A	3

Totals

16-24	3
25-34	5
35-44	7
45-54	4
55-64	8
65 and over	3
Prefer not to say	1

Totals	
--------	--

(a) Which gender do you identify with?

Male	16
Female	14
Other	0
Prefer not to say	1

(b) Is the gender you now identify with different from the sex you were assigned at birth?

Yes	0
No	26
Prefer not to say	2

Totals

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

Yes	0
No	27
Prefer not to say	4

(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?

Yes, limited a lot	0
Yes, limited a little	0
No	26
Prefer not to say	5

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

Cognitive / learning	0
Digestive / continence	0
Manual dexterity	0
Mental health	0
Mobility	0
Physical coordination	0
Physical strength	0
Sensory	0
Not applicable	2
Other	0

Totals

Asian/Asian British

Bangladeshi	0
Chinese	0
Indian	3
Pakistani	0
Other Asian	0

Black/African/Caribbean/British

African	0
Caribbean	1
Any other Black/African/Caribbean/Black British	0

Mixed/multiple ethnic groups

White and Asian	0
White and Black African	0
White and Black Caribbean	0
Other mixed/multiple ethnic background	0

White

British/English/Welsh/Northern Irish/Scottish	20
Irish	1
Gypsy or Irish Traveller	0
Any other White background	4

Arab

Arab	0
------	---

Other

Other ethnic group	0
Prefer not to say	2

Totals

Buddhist	0
Christian	14
Hindu	1
Jewish	0
Muslim	0
Sikh	2
Any other religion	0
No religion	8
Prefer not to say	6

Totals	
--------	--

Bisexual	0
Gay man	0
Gay woman / lesbian	0
Heterosexual / straight	26
Other	0
Prefer not to say	5

Totals

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

At least one has a degree level qualification	6
At least one has A Level or vocational qualifications	3
Qualifications below A Level / vocational	8
I don't know	3
No formal qualifications	6
Not applicable	0
Other	0
Prefer not to say	5

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

A state-run or state-funded school	15
Attended school outside of the British Isles	3
Independent or fee-paying school	6
Selective on academic, faith or other grounds	4
Non-selective	0
I don't know	0
Prefer not to say	3

Totals

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

Degree level	20
A Level or vocational qualification	3
Qualifications below A Level	3
No formal qualifications	0
I don't know	0
Not applicable	2
Other	1
Prefer not to say	2

(b)Did either (or both) of the following apply at any point during your school years? i.Did your household received income support?

Yes	1
No	21
I don't know	4
Prefer not to say	5

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

Yes	3
No	20
I don't know	1
Prefer not to say	7

(c) 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?

<p>Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer</p>	<p>3</p>
<p>Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</p>	<p>3</p>
<p>Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive</p>	<p>7</p>
<p>Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver</p>	<p>7</p>
<p>Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</p>	<p>1</p>

Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0
Armed forces personnel for example soldier, airman, naval or military police	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	6
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0
Inactive (excluding those that are retired)	0
Retired	0
Not applicable	0
I don't know	0
Other	0
Prefer not to say	3

Totals

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

Yes	5
No	22
Prefer not to say	4

(b) 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 - Problems related to old-age?

No	24
Yes, 1-19 hours per week	3
Yes, 20-49 hours per week	0
Yes, 50 or more hours per week	1
Prefer not to say	3

Totals

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	13
Married	15
In a registered same-sex civil partnership	0
Separated (but still legally married or still legally in a same-sex civil partnership)	0
Divorced or formally in a same-sex civil partnership which is now legally dissolved	1
Widowed or surviving partner from a same-sex civil partnership	0
Other	0
Prefer not to say	2

Totals

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

Yes	3
No	28

(b) If yes: i. Did you return to your current employer after the leave?

Yes	3
No	4

(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

Yes	1
No	3
Not applicable	9

(b) If yes: iii. Has your employer offered you flexible working arrangements?

Yes	2
No	2
Not applicable	9

(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?

Yes	1
No	2
Not applicable	10