

# 2019 Diversity Survey – Summary

J H Greenwood & Company is committed to promoting equality at every opportunity, both as a provider of services and as an employer. We ensure diversity within the firm by actively recruiting, developing and promoting a diverse group of employees based on individual merit, qualities and performance. We aim to create an inclusive environment in which each person is valued as a key part of our culture and a critical factor in our ability to provide quality service to our clients.

We have summarised the results from our recent Diversity Survey and the results can be found below:

## 1. AGE

<b>From the list of age bands below, please indicate the category that includes your current age in years.</b>		
<input type="checkbox"/> 16-24 = 8%	<input type="checkbox"/> 25-34 = 25%	<input type="checkbox"/> 35-44 = 50%
<input type="checkbox"/> 45-54 = 17%	<input type="checkbox"/> 55-64	<input type="checkbox"/> 65 and over
<input type="checkbox"/> Prefer not to say		

## 2. GENDER

<b>What is your gender?</b>				
<input type="checkbox"/> Male = 50%	<input type="checkbox"/> Female = 50%	<input type="checkbox"/> Trans <sup>1</sup>	<input type="checkbox"/> Other <sup>2</sup>	<input type="checkbox"/> Prefer not to say

## 3. DISABILITY

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities.

<b>a) Do you consider yourself to have a disability according to the definition in the Equality Act?</b>			
<input type="checkbox"/> Yes = 8%	<input type="checkbox"/> No = 92%	<input type="checkbox"/> Prefer not to say	
<b>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?</b>			
<input type="checkbox"/> Yes, limited a lot	<input type="checkbox"/> Yes, limited a little	<input type="checkbox"/> No	<input type="checkbox"/> Prefer not to say

<sup>1</sup> People whose identity differs from what is typically associated with the gender they were assigned at birth.

<sup>2</sup> People who are not certain about their gender.

## 4. ETHNIC GROUP

What is your ethnic group?

<b>Asian / Asian British</b>			
<input type="checkbox"/> Bangladeshi	<input type="checkbox"/> Chinese	<input type="checkbox"/> Indian	<input type="checkbox"/> Pakistani
<input type="checkbox"/> Other Asian			
<b>Black / African / Caribbean / British</b>			
<input type="checkbox"/> African	<input type="checkbox"/> Caribbean	<input type="checkbox"/> Any other Black / African / Caribbean / Black British	
<b>Mixed / Multiple ethnic groups</b>			
<input type="checkbox"/> White and Asian	<input type="checkbox"/> White and Black African	<input type="checkbox"/> White and Black Caribbean	<input type="checkbox"/> Other mixed / multiple ethnic background
<b>White</b>			
<input checked="" type="checkbox"/> British / English / Welsh / Northern Irish / Scottish = 100%	<input type="checkbox"/> Irish	<input type="checkbox"/> Gypsy or Irish Traveller	<input type="checkbox"/> Any other White background
<b>Arab</b>			
<input type="checkbox"/> Arab			

## 5. FAITH

<b>What is your religion or belief?</b>	
<input type="checkbox"/> Buddhist	<input type="checkbox"/> Muslim
<input type="checkbox"/> Christian = 66%	<input type="checkbox"/> Sikh
<input type="checkbox"/> Hindu	<input type="checkbox"/> No religion = 34%
<input type="checkbox"/> Jewish	<input type="checkbox"/> Any other religion
<input type="checkbox"/> Prefer not to say	

## 6. SEXUAL ORIENTATION

<b>What is your sexual orientation?</b> Note: this will not be included in our firm's published data but will be provided in aggregated form to our regulator (ICAEW). ICAEW will collate the data and report across the profession as a whole.	
<input type="checkbox"/> Bisexual	<input type="checkbox"/> Heterosexual / straight = 100%
<input type="checkbox"/> Gay man	<input type="checkbox"/> Other
<input type="checkbox"/> Gay woman / lesbian	<input type="checkbox"/> Prefer not to say

## 7. SOCIO-ECONOMIC BACKGROUND

<b>(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?</b>	
<input type="checkbox"/> Yes = <b>17%</b>	<input type="checkbox"/> Did not attend = <b>67%</b>
<input type="checkbox"/> No = <b>8%</b>	<input type="checkbox"/> Prefer not to say = <b>8%</b>

<b>(b) Did you mainly attend a state or fee-paying school between the ages 11–18?</b>	
<input type="checkbox"/> UK state school = <b>75%</b>	<input type="checkbox"/> Attended school outside the UK
<input type="checkbox"/> UK independent / fee-paying school = <b>25%</b>	<input type="checkbox"/> Prefer not to say

## 8. SOCIAL MOBILITY

<b>(a) Did any of your parent(s) or guardian(s) complete a university degree course or equivalent (eg, BA, BSc or higher)?</b>	
<input type="checkbox"/> Yes	<input type="checkbox"/> I don't know
<input type="checkbox"/> No = <b>92%</b>	<input type="checkbox"/> Prefer not to say = <b>8%</b>

<b>(b) Which of these is your highest level of qualifications?</b>
<input type="checkbox"/> 1-4 O levels / CSEs / GCSEs (any grades), Entry Level, Foundation Diploma
<input type="checkbox"/> NVQ Level 1, Foundation GNVQ, Basic Skills
<input checked="" type="checkbox"/> 5+ O levels (passes)/CSEs (grade 1)/GCSEs(grades A*-C), School Certificate, 1 A level = <b>25%</b>
<input type="checkbox"/> AS levels / VCEs, Higher Diploma
<input type="checkbox"/> NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First / General Diploma, RSA
<input type="checkbox"/> Diploma
<input type="checkbox"/> Apprenticeship
<input checked="" type="checkbox"/> 2+A levels/VCEs, 4+AS levels, Higher School Certificate, Progression/Advanced Diploma = <b>25%</b>
<input type="checkbox"/> NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National
<input type="checkbox"/> RSA Advanced Diploma
<input checked="" type="checkbox"/> Undergraduate degree (eg, BA, BSc) = <b>8%</b>
<input type="checkbox"/> Master's degree (eg, MA, MSc)
<input type="checkbox"/> Doctorate degree (eg, PhD)
<input type="checkbox"/> NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level
<input type="checkbox"/> Professional qualifications (eg, teaching, nursing, accountancy)
<input type="checkbox"/> Other vocational/work-related qualifications
<input type="checkbox"/> Non-UK qualifications

<input type="checkbox"/> No qualifications
<input checked="" type="checkbox"/> Prefer not to say = <b>42%</b>

<b>(c) Did either (or both) of the following apply at any point during your school years?</b>	
<b>i. Your household received income support</b>	
<input type="checkbox"/> Yes = <b>17%</b>	<input type="checkbox"/> I don't know
<input type="checkbox"/> No = <b>83%</b>	<input type="checkbox"/> Prefer not to say
<b>ii. You received free school meals</b>	
<input type="checkbox"/> Yes = <b>8%</b>	<input type="checkbox"/> I don't know = <b>8%</b>
<input type="checkbox"/> No = <b>84%</b>	<input type="checkbox"/> Prefer not to say

## 9. CARING RESPONSIBILITIES

<b>(a) Are you a primary carer for a child or children under 18?</b>	
<input type="checkbox"/> Yes = <b>42%</b>	<input type="checkbox"/> Prefer not to say
<input type="checkbox"/> No = <b>58%</b>	

<b>(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either<sup>3</sup>:</b>	
<ul style="list-style-type: none"> <li>• Long term physical or mental ill-health / disability</li> <li>• Problems related to old-age?</li> </ul>	
<input type="checkbox"/> No = <b>100%</b>	<input type="checkbox"/> Yes, 50 or more hours per week
<input type="checkbox"/> Yes, 1-19 hours per week	<input type="checkbox"/> Prefer not to say
<input type="checkbox"/> Yes, 20-49 hours per week	

<sup>3</sup> Do not count anything you do as part of your paid employment.