

Diversity Survey 2021

Summary Results

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

16-24	9%
25-34	23%
35-44	27%
45-54	18%
55-64	9%
65 and over	5%
Prefer not to say	9%

2. Sex/Gender

(a) Which gender do you identify with?

Male	32%
Female	59%
Other	
Prefer not to say	9%

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

Yes	14%
No	77%
Prefer not to say	9%

3. Disability

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

Yes	5%
No	8600%
Prefer not to say	9%

(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	
Yes, limited a little	5%
No	86%
Prefer not to say	9%

4. Ethnic group

Asian/Asian British

Bangladeshi	
Chinese	
Indian	
Pakistani	
Other Asian	

Black/African/Caribbean/British

African	
Caribbean	
Any other Black/African/Caribbean/Black British	

Mixed/multiple ethnic groups

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

White

British/English/Welsh/Northern Irish/Scottish	91%
Irish	
Gypsy or Irish Traveller	
Any other White background	

Arab

Arab	
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Other

Other ethnic group	
Prefer not to say	9%

5. Faith

Buddhist	
Christian	59%
Hindu	
Jewish	
Muslim	
Sikh	
Any other religion	5%
No religion	27%
Prefer not to say	9%

6. Sexual orientation

Bisexual	5%
Gay man	
Gay woman / lesbian	
Heterosexual / straight	86%
Other	
Prefer not to say	9%

7. Socio-economic background

(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	9%
At least one has A Level or vocational qualifications	31%
Qualifications below A Level / vocational	9%
I don't know	18%
No formal qualifications	14%
Not applicable	
Other	5%
Prefer not to say	14%

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

A state-run or state-funded school	68%
Attended school outside of the British Isles	
Independent or fee-paying school	18%
Selective on academic, faith or other grounds	
Non-selective	
I don't know	
Prefer not to say	14%

8. Social mobility

(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	31%
A Level or vocational qualification	50%
Qualifications below A Level	5%
No formal qualifications	
I don't know	
Not applicable	
Other	
Prefer not to say	14%

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

Yes	9%
No	68%
I don't know	14%
Prefer not to say	9%

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

Yes	5%
No	81%
I don't know	5%
Prefer not to say	9%

9. Caring responsibilities

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

Yes	14%
No	68%
Prefer not to say	18%

(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	86%
Yes, 1-19 hours per week	
Yes, 20-49 hours per week	
Yes, 50 or more hours per week	
Prefer not to say	14%

10. Marital Status

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	41%
Married	41%
In a registered same-sex civil partnership	
Separated (but still legally married or still legally in a same-sex civil partnership)	
Divorced or formally in a same-sex civil partnership which is now legally dissolved	
Widowed or surviving partner from a same-sex civil partnership	5%
Other	5%
Prefer not to say	8%

11. Maternity/Paternity

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

Yes	18%
No	82%