

ICAEW Diversity Report 2023 - summary

Firm name:	Karen Crawford Limited	
ICAEW firm number (C00/A00):	C009130354	
Number of employees:		6
Completed questionnaires:		6

1. About you

ICAEW Chartered Accountant	1 Partner
Other accountant	1 Training
Direct support staff	2 Qualified
Direct support staff	1 Training
Prefer not to say	1

2. Age

16-24	2
45-54	3
55-64	1

3. Sex/Gender

(a) What is your sex registered at birth?

Female	3
Male	3
Prefer not to say	

(b) Which gender do you identify with?

A woman	3
A man	3
Non-binary	
In some other way / self-describe	
Prefer not to say	

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

Yes	6
No	
Prefer not to say	

4. Disability

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

Yes	2
No	4
Prefer not to say	0

(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	1
Yes, limited a little	1
No	4
Prefer not to say	0

(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	1
Digestive / continence	0
Manual dexterity	0

Mental health	0
Mobility	0
Physical coordination	0
Physical strength	0
Sensory	1
Not applicable	0
Other	2
Prefer not to say	0

5. Ethnic group

Asian/Asian British

Bangladeshi	0
Chinese	0
Indian	0
Pakistani	0
Other Asian	0

Black/African/Caribbean/British

African	0
Caribbean	0
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	6
Irish	0
Gypsy or Irish Traveller	0
Any other White background	0

Arab

Arab	0
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Other

Other ethnic group	0
Prefer not to say	0

6. Faith

Buddhist	0
Christian	2
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion	0
No religion	4
Prefer not to say	0

7. Sexual orientation

Bisexual	1
Gay man	0
Gay woman / lesbian	0
Heterosexual / straight	4
Other	0
Prefer not to say	1

8. 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?

Yes	0
No	4
Did not attend	1
Prefer not to say	1

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

Attended school outside the British Isles	0
State-run or state-funded school–non-selective	3
State-run or state-funded school–selective on academic, faith or other grounds	2
Independent or fee-paying school	1
I don't know	0
Prefer not to say	0

9. 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?

At least one has a degree level qualification	5
At least one has A Level or vocational qualifications	1
Qualifications below A Level / vocational	0
No formal qualifications	0
I don't know	0
Not applicable	0
Other	0
Prefer not to say	0

(b) 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	4
A Level or vocational qualification	2
Qualifications below A Level	0
No formal qualifications	0
I don't know	0
Not applicable	0
Other	0
Prefer not to say	0

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

Yes	0
No	4
I don't know	2
Prefer not to say	0

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

Yes	0
No	6
I don't know	0
Prefer not to say	0

(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?

Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	1
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	0
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	1
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	1
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	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	2

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	1

10. Caring responsibilities

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

Yes	2
No	4
Prefer not to say	0

(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	3
Yes, 1-19 hours per week	2
Yes, 20-49 hours per week	0
Yes, 50 or more hours per week	0
Prefer not to say	1

11. Marital Status

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	2
Married	4
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	0
Widowed or surviving partner from a same-sex civil partnership	0
Other	0
Prefer not to say	0

12. Maternity

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

Yes	0
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No	6
(b)If yes: i. Did you return to your current employer after the leave?	
Yes	0
No	0
(b)If yes: ii. Did your current employer give you additional leave for ante-natal appointments?	
Yes	0
No	0
Not applicable	0
(b)If yes: iii. Has your employer offered you flexible working arrangements?	
Yes	0
No	0
Not applicable	0
(b)If yes: iv. Has the ability to work from home been an important aide in your return to work?	
Yes	0
No	0
Not applicable	0