

ICAEW Diversity Report

2025

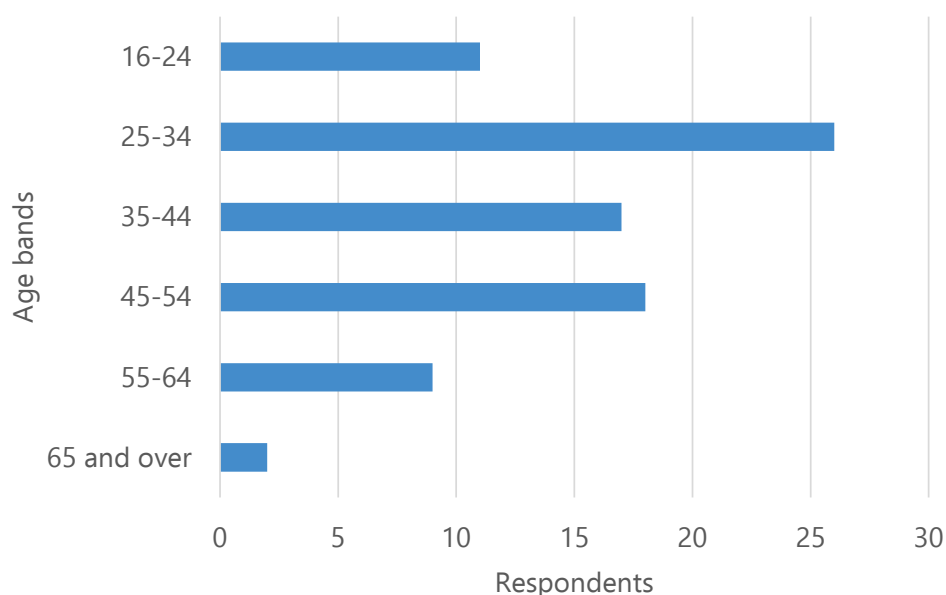


Rickard Luckin Limited has carried out a diversity survey, with the aim of collecting data to support a strong, independent, inclusive, and efficient workforce.

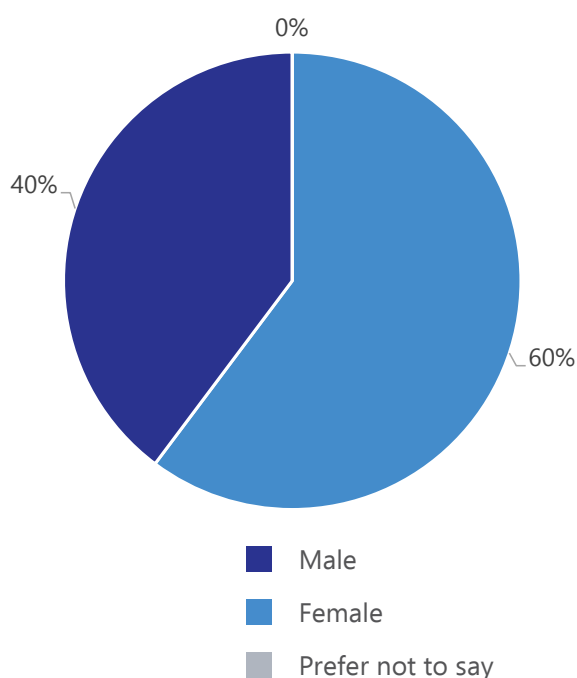
As part of our ICAEW licence to provide Probate services, we are required to undertake a periodic diversity survey and share this with the ICAEW.

We surveyed 147 team members and the data shown reflects the responses of 83 respondents.

Age distribution of team members

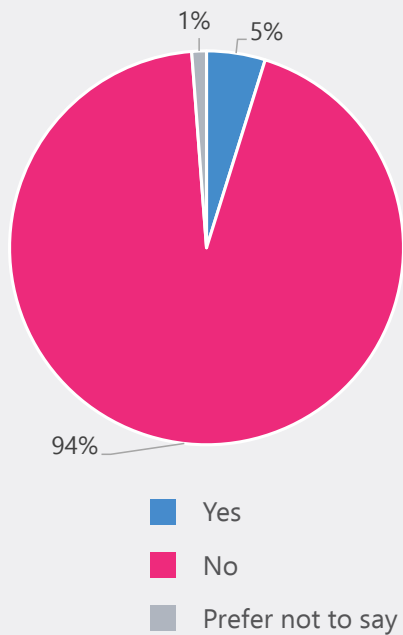


Gender split amongst team members



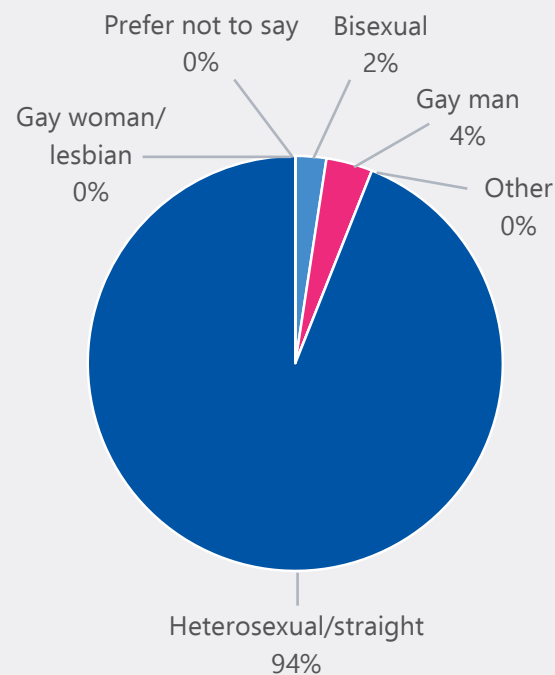
Disability

We asked our team members “Do you consider yourself to have a disability according to the definition in the Equality Act?”



Sexual orientation

In answer to a question regarding sexual orientation, our team members responded as follows.



Ethnic groups

Asian/Asian British	
Bangladeshi	0
Chinese	0
Indian	2
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	1
White and Black Caribbean	0
Other mixed/multiple ethnic background	1
White	
British/English/Welsh/Northern Irish/Scottish	77
Irish	0
Gypsy or Irish Traveller	0
Any other White background	2
Arab	
Arab	0
Other	
Other ethnic group	0
Prefer not to say	0

Faith

Buddhist	0
Christian	24
Hindu	2
Jewish	0
Muslim	0
Sikh	0
Any other religion	1
No religion	53
Prefer not to say	3

Socio-economic background

Our team members attended the following types of school between the ages of 11 and 16:

State-run or state-funded school–non-selective	58
State-run or state-funded school–selective on academic, faith or other grounds	20
Independent or fee-paying school	3
I don't know	0
Prefer not to say	0
Attended school outside the British Isles	2

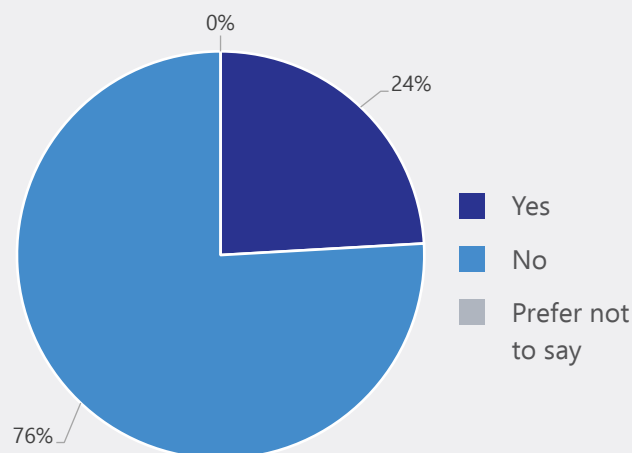
Social mobility

We asked our team members "What is the highest level of qualification you hold, or if you are a qualified accountant, held prior to becoming qualified?"

Degree level	37
A Level or vocational qualification	40
Qualifications below A Level	1
No formal qualifications	2
I don't know	0
Not applicable	2
Other	0
Prefer not to say	1

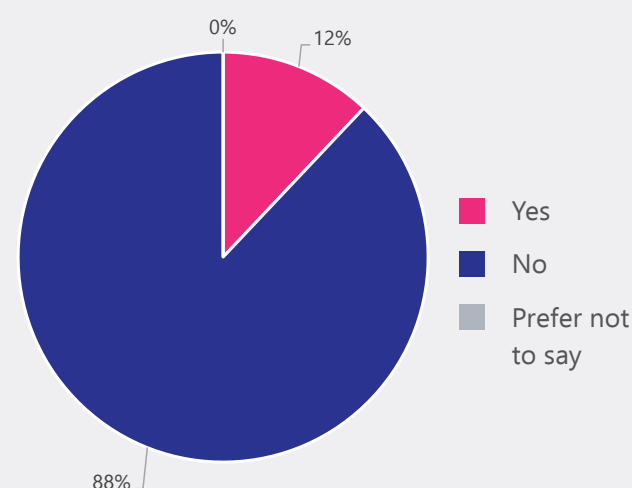
Caring responsibilities

We asked our team members if they are a primary carer for a child or children under 18.



Maternity and paternity leave

Our team members were asked if they have taken maternity or paternity leave in the last five years.



BASILDON
01268 548127

Suite 8, Phoenix House,
Christopher Martin Road,
Basildon, Essex
SS14 3EZ

CHELMSFORD
01245 254200

First Floor, County House
100 New London Road,
Chelmsford, Essex
CM2 0RG

SOUTHEND
01702 347771

19 Clifftown Road,
Southend-on-Sea,
Essex
SS1 1AB

Rickard Luckin
Chartered Accountants and Tax Advisers

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