

# ICAEW Diversity Report

2023

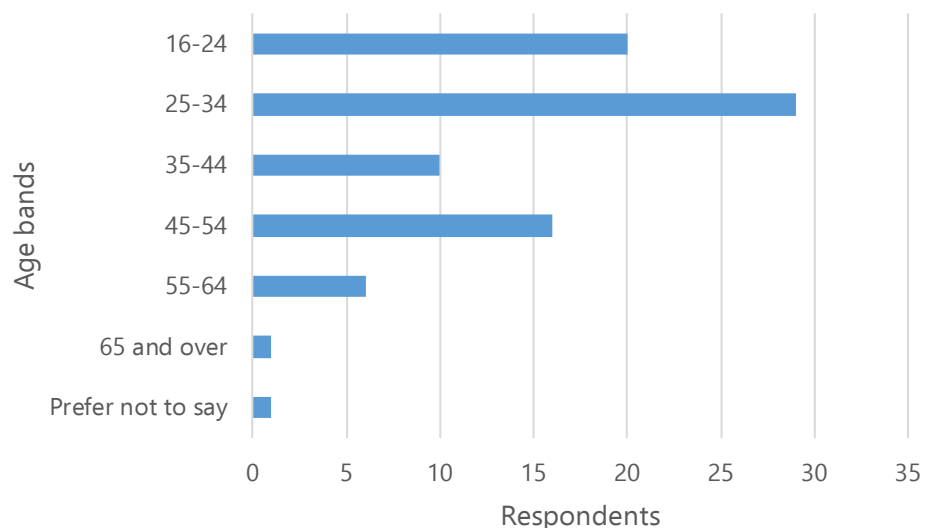


Rickard Luckin Limited has carried out a diversity survey, with the aim of collecting data to support a strong, independent, inclusive, and efficient workforce.

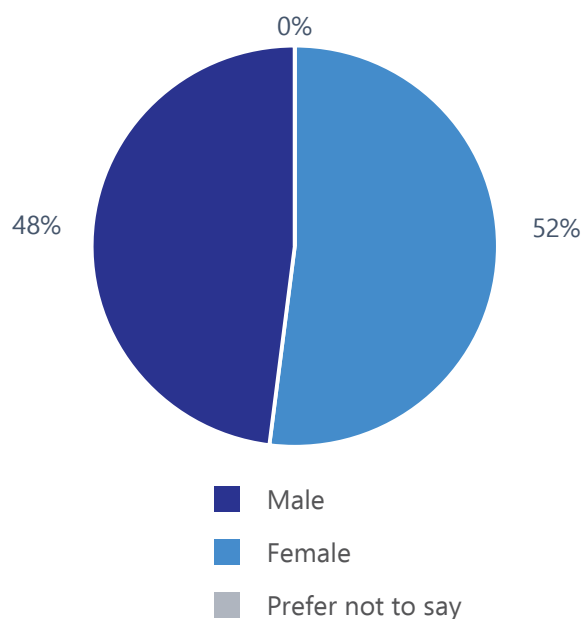
As part of our ICAEW licence to provide Probate services, we are required to undertake a periodic diversity survey and share this with the ICAEW.

We surveyed 160 team members and the data shown reflects the responses of 83 respondents.

## Age distribution of team members

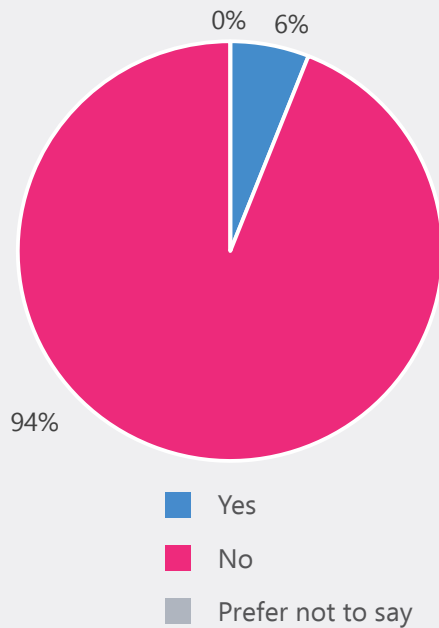


## Gender split amongst team members



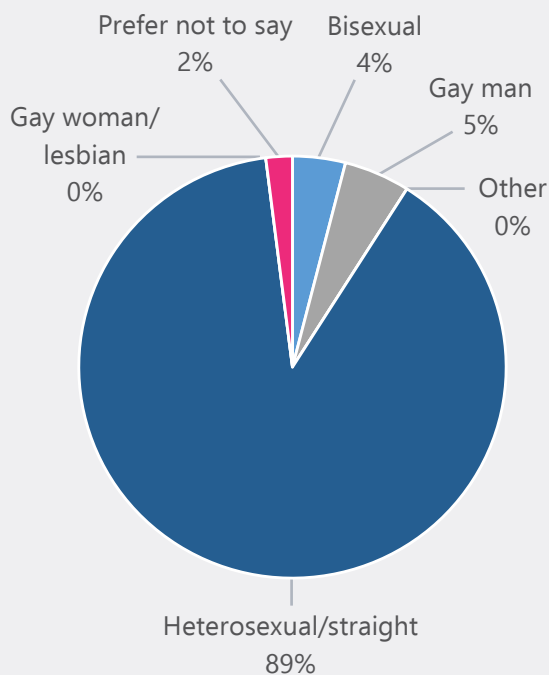
## Disability

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	1
Indian	1
Pakistani	0
Other Asian	0
Black/African/Caribbean/British	
African	1
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	1
Other mixed/multiple ethnic background	2
White	
British/English/Welsh/Northern Irish/Scottish	76
Irish	0
Gypsy or Irish Traveller	0
Any other White background	1
Arab	
Arab	0
Other	
Other ethnic group	0
Prefer not to say	0

## Faith

Buddhist	0
Christian	26
Hindu	1
Jewish	0
Muslim	0
Sikh	0
Any other religion	0
No religion	55
Prefer not to say	1

## 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	54
State-run or state-funded school–selective on academic, faith or other grounds	22
Independent or fee-paying school	5
I don't know	0
Prefer not to say	2
Attended school outside the British Isles	0

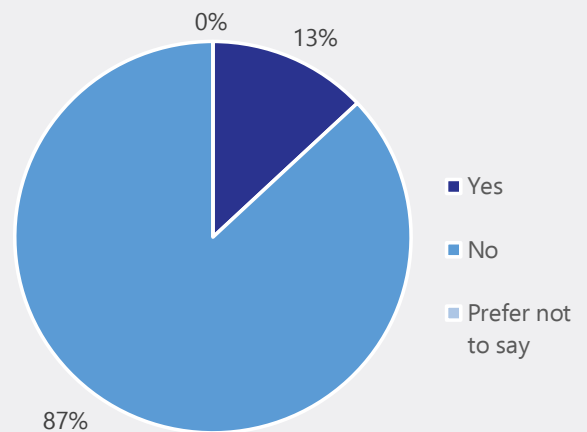
## Social mobility

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	39
A Level or vocational qualification	38
Qualifications below A Level	2
No formal qualifications	2
I don't know	0
Not applicable	1
Other	0
Prefer not to say	1

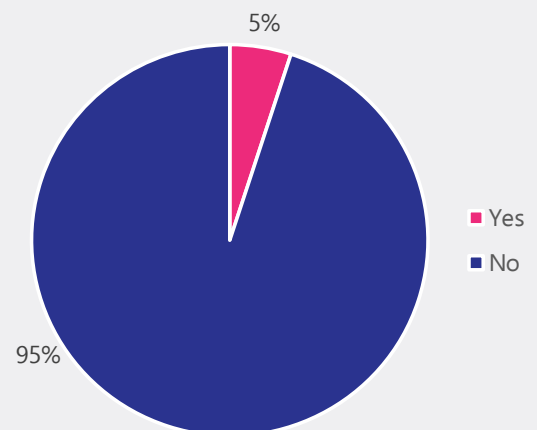
## Caring responsibilities

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.



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