

# Knights Lowe Diversity Statement

Firm name: **Knights Lowe**

Number of employees: **47**

Completed questionnaires: **33**

## 1 ABOUT YOU

ICAEW Chartered Accountant	<input type="text" value="3"/> Partner	<input type="text" value="2"/> Manager	<input type="text" value="2"/> Qualified	<input type="text" value="3"/> Training
Other Chartered Accountant	<input type="text"/> Partner	<input type="text" value="3"/> Manager	<input type="text" value="2"/> Qualified	<input type="text" value="2"/> Training
Other accountant	<input type="text"/> Partner	<input type="text" value="1"/> Manager	<input type="text" value="4"/> Qualified	<input type="text"/> Training
Legally qualified	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other legal	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other profession	<input type="text" value="0"/> Partner	<input type="text" value="2"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Direct support staff	<input type="text" value="4"/>			
Other	<input type="text" value="2"/>			
Prefer not to say	<input type="text" value="3"/>			

Total responses for question 1: **33**

## 2 AGE

<input type="text" value="5"/> 16-24	<input type="text" value="16"/> 25-34	<input type="text" value="3"/> 35-44	<input type="text" value="1"/> 45-54	<input type="text" value="2"/> 55-64	<input type="text" value="1"/> 65+	<input type="text" value="5"/> Prefer not to say
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Total responses for question 2: **33**

## 3 GENDER

<input type="text" value="12"/> Male	<input type="text" value="18"/> Female	<input type="text"/> Trans	<input type="text"/> Other	<input type="text" value="3"/> Prefer not to say
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Total responses for question 3: **33**

## 4 DISABILITY

(a)  Yes  31 No  2 Prefer not to say

(b)  Yes, limited a lot  1 Yes, limited a little  29 No  3 Prefer not to say

**Total responses for question 4:**  33

## 5 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

29 British/English/Welsh/Northern Irish/Scottish  Irish  Gypsy or Irish Traveller  1 Any other white background

### Arab

Arab

### Other

Other ethnic group  3 Prefer not to say

**Total responses for question 5:**  33

## 6 FAITH

Buddhist  14 Christian  Hindu  Jewish  Muslim  Sikh  1 Any other religion  
 13 No religion  5 Prefer not to say

Total responses for question 6:

33

## 7 SEXUAL ORIENTATION

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

Total responses for question 7:

33

## 8 SOCIO-ECONOMIC BACKGROUND

(a)  Yes       No       Did not attend       Prefer not to say

(b)  UK state school       UK independent/fee-paying school       Attended school outside the UK       Prefer not to say

Total responses for question 8:

33

## 9 SOCIAL MOBILITY

(a)  Yes       No       I don't know       Prefer not to say

(b)  1-4 O levels / CSEs / GCSEs (any grades), Entry Level, Foundation Diploma  
 NVQ Level 1, Foundation GNVQ, Basic Skills  
 5+ O levels (passes) / CSEs (grade 1) / GCSEs (A\*-C), School Certificate, 1 A level/2-3  
 AS levels/VCEs, Higher Diploma  
 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA  
 Diploma  
 Apprenticeship  
 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma  
 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National,  
 RSA Advanced Diploma  
 Undergraduate degree (eg, BA, BSc)

- 1 Master's degree (eg, MA, MSc)
- Doctorate degree (eg, PhD)
- NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level
- 12 Professional qualifications (eg, teaching, nursing, accountancy)
- Other vocational/work-related qualifications
- Non-UK qualifications
- No qualifications
- 7 Prefer not to say

- (c)  4 Yes       22 No       3 I don't know       4 Prefer not to say
- (d)  2 Yes       24 No       3 I don't know       4 Prefer not to say

**Total responses for question 9:** 33

#### 10 CARING RESPONSIBILITIES

- (a)  11 Yes       17 No       5 Prefer not to say
- (b)  16 No       Yes, 1-19 hours per week       Yes, 20-49 hours per week       Yes, 50 or more hours per week
- 16 Prefer not to say

**Total responses for question 10:** 33

#### REVIEW FINDINGS

Having received and collated the above information from the majority of staff we can summarise that we consider we are a diverse firm with a broad mix of answers across the board. We have a broad age range and a fair mix of males : females. There is a spread of answers across most boxes, although we do acknowledge that we have mostly a heterosexual/white orientated staff base. This is only derived at from the ability and suitability of the candidates who applied at the time and the most suited candidate being offered the position. We are a diverse firm who hold no preference to who we employ and we seek the most suited candidates based on their ability only.

