

| | | | | | | | | |
|---|----|---|---|---|---|---|---|---|
| Bangladeshi | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Chinese | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Indian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Pakistani | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other Asian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Black/African/Caribbean/British | | | | | | | | |
| African | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Caribbean | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Any other Black/African/Caribbean/Black British | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Mixed/multiple ethnic groups | | | | | | | | |
| White and Asian | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White and Black African | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White and Black Caribbean | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other mixed/multiple ethnic background | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| White | | | | | | | | |
| British/English/Welsh/Northern Irish/Scottish | 11 | 4 | 2 | 1 | 0 | 2 | 1 | 1 |
| Irish | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gypsy or Irish Traveller | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Any other White background | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Arab | | | | | | | | |
| Arab | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Other | | | | | | | | |
| Other ethnic group | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

6. Faith

| Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | Other |
|--------------------|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|
| | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager |
| Buddhist | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Christian | 8 | 3 | 2 | 0 | 0 | 2 | 1 |
| Hindu | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Jewish | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Muslim | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Sikh | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Any other religion | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| No religion | 4 | 1 | 0 | 1 | 0 | 1 | 0 |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

7. Sexual orientation

| Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | Other |
|-------------------------|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|
| | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager |
| Bisexual | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gay man | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Gay woman / lesbian | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Heterosexual / straight | 12 | 4 | 2 | 1 | 0 | 3 | 1 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 |

8. Socio-economic background

| Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | Other | |
|--|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|--|
| | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager | |
| (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 | 7 | 4 | 2 | 0 | 0 | 1 | 0 | |
| No | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Did not attend | 4 | 0 | 0 | 1 | 0 | 2 | 1 | |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 | |
| (b) What type of school did you mainly attend between the ages of 11 and 16? | | | | | | | | |
| Attended school outside the British Isles | 1 | 0 | 0 | 0 | 0 | 1 | 0 | |
| State-run or state-funded school–non-selective | 11 | 4 | 2 | 1 | 0 | 2 | 1 | |
| State-run or state-funded school–selective on academic, faith or other grounds | 1 | 1 | 0 | 0 | 0 | 0 | 0 | |
| Independent or fee-paying school | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| I don't know | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

9. Social mobility

| Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | Other | |
|--|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|--|
| | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager | |
| (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 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| At least one has A Level or vocational qualifications | 2 | 1 | 0 | 0 | 0 | 1 | 0 | |
| Qualifications below A Level / vocational | 5 | 3 | 0 | 1 | 0 | 1 | 0 | |
| No formal qualifications | 3 | 0 | 2 | 0 | 0 | 1 | 0 | |
| I don't know | 2 | 0 | 0 | 0 | 0 | 1 | 1 | |
| Not applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 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 | 8 | 5 | 2 | 0 | 0 | 1 | 0 | |
| A Level or vocational qualification | 4 | 0 | 0 | 1 | 0 | 2 | 0 | |
| Qualifications below A Level | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| No formal qualifications | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| I don't know | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Not applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Other | 1 | 0 | 0 | 0 | 0 | 0 | 1 | |
| Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 | 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 | 3 | 2 | 0 | 0 | 0 | 1 | 0 | |
| No | 8 | 2 | 2 | 1 | 0 | 2 | 1 | |
| I don't know | 1 | 0 | 0 | 0 | 0 | 1 | 0 | |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 | |
| (c) ii. Were you entitled to free school meals? | | | | | | | | |
| Yes | 3 | 2 | 0 | 0 | 0 | 1 | 0 | |
| No | 8 | 2 | 2 | 1 | 0 | 3 | 0 | |
| I don't know | 1 | 0 | 0 | 0 | 0 | 0 | 1 | |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 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 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 |
| Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 0 |
| Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 |
| Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff | 3 | 2 | 0 | 0 | 0 | 1 | 0 | 0 |
| Armed forces personnel for example soldier, airman, naval or military police | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |
| Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 |
| Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Inactive (excluding those that are retired) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Retired | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| I don't know | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Prefer not to say | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 |

10. Caring responsibilities

| | Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | | Other |
|---|--------|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|-------|
| | | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager | |
| (a) Are you a primary carer for a child or children under 18? | | | | | | | | | |
| Yes | 3 | 1 | 0 | 0 | 0 | 2 | 0 | 0 | |
| No | 10 | 4 | 2 | 1 | 0 | 1 | 1 | 1 | |
| Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| (b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either : <ul style="list-style-type: none"> Long term physical or mental ill-health / disability Problems related to old-age? | | | | | | | | | |
| No | 12 | 5 | 2 | 1 | 0 | 3 | 0 | 1 | |
| Yes, 1-19 hours per week | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | |
| Yes, 20-49 hours per week | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Yes, 50 or more hours per week | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

11. Marital Status

| | Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | | Other |
|--|--------|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|-------|
| | | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager | |
| What is your marital or civil partnership status? | | | | | | | | | |
| Single (never married or never registered a same-sex civil partnership) | 5 | 2 | 0 | 1 | 0 | 1 | 1 | 0 | |
| Married | 8 | 3 | 2 | 0 | 0 | 2 | 0 | 1 | |
| In a registered same-sex civil partnership | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Separated (but still legally married or still legally in a same-sex civil partnership) | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Divorced or formally in a same-sex civil partnership which is now legally dissolved | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Widowed or surviving partner from a same-sex civil partnership | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Other | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Prefer not to say | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |

12. Maternity

| | Totals | ICAEW Chartered Accountant | | | Other Chartered Accountant | | Other accountant | | Other |
|--|--------|----------------------------|-----------|----------|----------------------------|-----------|------------------|---------|-------|
| | | Partner | Qualified | Training | Manager | Qualified | Qualified | Manager | |
| (a) Have you taken maternity or paternity leave in the last 5 years? | | | | | | | | | |
| Yes | 3 | 0 | 0 | 0 | 0 | 2 | 0 | 1 | |
| No | 10 | 5 | 2 | 1 | 0 | 1 | 1 | 0 | |
| (b) If yes: i. Did you return to your current employer after the leave? | | | | | | | | | |
| Yes | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | |
| No | 3 | 1 | 0 | 0 | 0 | 1 | 1 | 0 | |
| Not applicable | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| (b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments? | | | | | | | | | |
| Yes | 2 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | |
| No | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Not applicable | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | |
| (b) If yes: iii. Has your employer offered you flexible working arrangements? | | | | | | | | | |
| Yes | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | |
| No | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | |
| Not applicable | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | |

(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?

| | | | | | | | | |
|----------------|---|---|---|---|---|---|---|---|
| Yes | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| No | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 |
| Not applicable | 3 | 1 | 0 | 0 | 0 | 1 | 0 | 1 |