

**1. About you**

		ICAEW Chartered Accountant			Other Chartered Accountant		Other accountant	Direct support staff	
		Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>ICAEW Chartered Accountant</b>									
Partner	3	3	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	1	0	1	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Other Chartered Accountant</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	1	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Other accountant</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	2	0	0	1	0	1	0	0	0
<b>Legally qualified</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Other legal</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Other profession</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Direct support staff</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	1	0	0	0	0	0	1	0	0
Training	1	0	0	1	0	0	0	0	0
Other	2	0	0	0	0	0	0	0	2
<b>Other</b>									
Partner	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0	0
<b>Prefer not to say</b>									
Prefer not to say	0	0	0	0	0	0	0	0	0

**2. Age**

		ICAEW Chartered Accountant			Other Chartered Accountant		Other accountant	Direct support staff	
		Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
16-24	2	0	0	0	1	0	1	0	0
25-34	0	0	0	0	0	0	0	0	0
35-44	1	0	0	0	0	0	0	1	0
45-54	5	3	0	0	1	0	0	0	1
55-64	1	0	0	0	0	0	0	0	1
65 and over	1	0	1	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0

**3. Sex and Gender**

		ICAEW Chartered Accountant			Other Chartered Accountant		Other accountant	Direct support staff	
		Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>(a) What is your sex registered at birth?</b>									
Female	5	1	0	0	1	0	1	0	2
Male	5	2	1	0	0	1	0	1	0
Prefer not to say	0	0	0	0	0	0	0	0	0
<b>(b) Which gender do you identify with?</b>									
A woman	5	1	0	0	1	0	1	0	2
A man	5	2	1	0	0	1	0	1	0
Non-binary	0	0	0	0	0	0	0	0	0
Prefer to self-describe (please write in)	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0
<b>(c) Is the gender you identify with the same as your sex registered at birth?</b>									
Yes	10	3	1	1	1	1	1	1	2
No	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0

**4. Disability**

		ICAEW Chartered Accountant			Other Chartered Accountant		Other accountant	Direct support staff	
		Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>(a) Do you consider yourself to have a disability according to the definition in the Equality Act?</b>									
Yes	1	0	0	0	0	0	0	0	1
No	9	3	1	1	1	1	1	1	1
Prefer not to say	0	0	0	0	0	0	0	0	0
<b>(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?</b>									
Yes, limited a lot	0	0	0	0	0	0	0	0	0
Yes, limited a little	1	0	0	0	0	0	0	0	1
No	9	3	1	1	1	1	1	1	1
Prefer not to say	0	0	0	0	0	0	0	0	0
Not Applicable	0	0	0	0	0	0	0	0	0
<b>(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply</b>									
Cognitive / learning	0	0	0	0	0	0	0	0	0
Digestive / continence	0	0	0	0	0	0	0	0	0
Manual dexterity	0	0	0	0	0	0	0	0	0
Mental health	0	0	0	0	0	0	0	0	0
Mobility	1	0	0	0	0	0	0	0	1
Physical coordination	0	0	0	0	0	0	0	0	0
Physical strength	0	0	0	0	0	0	0	0	0
Sensory	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0
Not Applicable	6	2	0	1	1	1	1	0	1

**5. Ethnic group**

ICAEW Chartered Accountant

	Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>Asian/Asian British</b>								
Bangladeshi	0	0	0	0	0	0	0	0
Chinese	0	0	0	0	0	0	0	0
Indian	1	0	0	0	0	1	0	0
Pakistani	0	0	0	0	0	0	0	0
Other Asian	0	0	0	0	0	0	0	0
<b>Black/African/Caribbean/British</b>								
African	1	0	0	0	1	0	0	0
Caribbean	0	0	0	0	0	0	0	0
Any other	0	0	0	0	0	0	0	0
<b>Black/African/Caribbean/Black British</b>								
0	0	0	0	0	0	0	0	0
<b>Mixed/multiple ethnic groups</b>								
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	1	0	0	0	0	0	0	1
<b>White</b>								
British/English/Welsh/Northern Irish/Scottish	7	3	1	1	0	0	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
<b>Arab</b>								
Arab	0	0	0	0	0	0	0	0
<b>Other</b>								
Other ethnic group	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

#### 6. Faith

##### ICAEW Chartered Accountant

	Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
Buddhist	0	0	0	0	0	0	0	0
Christian	7	2	1	1	1	1	0	1
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0
Any other religion	0	0	0	0	0	0	0	0
No religion	3	1	0	0	0	0	1	1
Prefer not to say	0	0	0	0	0	0	0	0

#### 8. Socio-economic background

##### ICAEW Chartered Accountant

	Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>(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?</b>								
Yes	5	3	1	0	1	0	0	0
No	0	0	0	0	0	0	0	0
Did not attend	5	0	0	1	0	1	1	2
Prefer not to say	0	0	0	0	0	0	0	0
<b>(b) What type of school did you mainly attend between the ages of 11 and 16?</b>								
Attended school outside the British Isles	1	0	0	0	0	0	0	1
State-run or state-funded school–non-selective	6	3	0	0	1	0	1	1
State-run or state-funded school–selective on academic, faith or other grounds	2	0	0	1	0	1	0	0
Independent or fee-paying school	1	0	1	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

#### 9. Social mobility

##### ICAEW Chartered Accountant

	Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>(a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?</b>								
At least one had a degree level qualification	3	0	0	1	0	1	0	1
At least one had A Level or vocational qualifications	2	1	0	0	0	0	0	1
Qualifications below A Level / vocational	2	2	0	0	0	0	0	0
No formal qualifications	2	0	1	0	1	0	0	0
I don't know	1	0	0	0	0	0	1	0
Not applicable	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
<b>(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified</b>								
Degree level	5	3	1	0	0	0	1	0
A Level or vocational qualification	3	0	0	0	1	1	0	1
Qualifications below A Level	2	0	0	1	0	0	0	1
No formal qualifications	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0
Not applicable	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
<b>(c) i. Did your household receive income support?</b>								
Yes	1	1	0	0	0	0	0	0
No	8	1	1	1	1	1	1	2
I don't know	1	1	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
<b>(c) ii. Were you entitled to free school meals?</b>								
Yes	1	1	0	0	0	0	0	0
No	9	2	1	1	1	1	1	2
I don't know	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
<b>(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</b>								
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	2	0	0	1	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	2	0	0	0	0	0	1	1
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	1	1	0	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	0	0	0	0	0	0	0	0
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	2	1	0	0	1	0	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	0	1
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	0	0	0	0	0	0	0	0
Other	1	0	1	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0

#### 10. Caring responsibilities

ICAEW Chartered Accountant

Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
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(a) Do you look after, or give any help or support to family members, friends, neighbours or others because of either : <ul><li>Long term physical or mental ill-health / disability</li><li>Problems related to old-age?</li></ul>							
No	8	3	0	1	1	1	1
Yes, 1-19 hours per week	1	0	1	0	0	0	0
Yes, 20-49 hours per week	1	0	0	0	0	0	1
Yes, 50 or more hours per week	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0

(b) Are you a primary carer for a child or children under 18?							
Yes	2	1	0	1	0	0	0
No	8	2	1	0	1	1	2
Prefer not to say	0	0	0	0	0	0	0

#### 11. Marital Status

ICAEW Chartered Accountant

Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
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What is your marital or civil partnership status?							
Single (never married or never registered a same-sex civil partnership)	3	1	0	1	0	1	0
Married	4	2	1	0	1	0	0
In a registered same-sex civil partnership	0	0	0	0	0	0	0
Separated (but still legally married or still legally in a same-sex civil partnership)	1	0	0	0	0	1	0
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	0	0	0	0	0	0	0
Widowed or surviving partner from a same-sex civil partnership	2	0	0	0	0	0	2
Other	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0

#### 12. Maternity

ICAEW Chartered Accountant

Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
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(a) Have you taken maternity or paternity leave in the last 5 years?							
Yes	1	0	0	1	0	0	0
No	9	3	1	0	1	1	2
Prefer not to say	0	0	0	0	0	0	0

(b) If yes: Did you return to the same employer after the leave?							
Yes	1	0	0	1	0	0	0
No	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0
Not Applicable	8	3	0	0	1	1	2

(c) If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?							
Yes	1	0	0	1	0	0	0
No	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0
Not Applicable	7	2	0	0	1	1	2

(d) If yes: Did your employer offer you flexible working arrangements when you returned?							
Yes	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0

Prefer not to say	0	0	0	0	0	0	0	0
Not Applicable	8	2	0	1	1	1	1	2
<b>(e) If yes: Has the ability to work from home been an important aid in your return to work:</b>								
Yes	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
Not Applicable	8	2	0	1	1	1	1	2

**13. Neurodiversity**

ICAEW Chartered Accountant

	Totals	Partner	Qualified	Training	Manager	Training	Qualified	Other
<b>(a) Do you consider yourself to be neurodivergent?</b>								
Yes	0	0	0	0	0	0	0	0
No	10	3	1	1	1	1	1	2
Prefer not to say	0	0	0	0	0	0	0	0
<b>(b) If yes: Have you shared information about your neurodivergence with your employer:</b>								
Yes	0	0	0	0	0	0	0	0
No	1	1	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
Not Applicable	9	2	1	1	1	1	1	2