Survey: ICAEW Diversity 2025 Submissions: 59 Completed: 59 Regulator Number: C007204565 Mike Villis

Survey: ICAEW Diversity 2025 Submissions: 59 Completed: 59 Regulator Number: C007204565

1. About you

																																		ſ	Prefer not
		ICAEW Cha	rtered Acco	untant		Other Cha	artered Acco	untant		Other accou	ıntant			Legally qu	alified			Other legal				Other prof	fession			Direct supp	ort staff				Other				to say
																																			Prefer
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training r	not to say
ICAEW Chartered Accountant																																			
Partner	9	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	4	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	2	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	2	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Chartered Accountant																					_			-											
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager Oualified	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training Other accountant	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	4	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	4	0	0	0	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Legally qualified		-			-		_		-			_							-	-				-	-						_				
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other legal		•										•																		•					
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other profession																																			
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0
Training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Direct support staff Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	n	0	0	n	0	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Qualified	9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	9	0	0	0	0	0	0	0
Training	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Other	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	0	0	0	0	0
Other							+ <u> </u>					-	-		·	-		+ -				·		-	-										
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0
Qualified	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Training	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0
Prefer not to say																																			



																																			Prefer not
		ICAEW Ch	artered Acc	ountant		Other Ch	artered Acco	untant		Other acco	untant			Legally qua	lified			Other legal	l			Other prof	fession			Direct sup	port staff				Other				to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Prefer not to say
16-24	9	0	0	1	1	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0
25-34	6	0	1	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
35-44	15	3	3	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	2	0
45-54		2	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	3	0	0	1	0	0
55-64	14	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	4	0	3	0	1	0	0	1
65 and over	4	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

3. Sex and Gender

																																		Prefer not
- 1	ICAEW Charter	ed Accou	ıntant		Other Cha	artered Accou	ntant		Other accou	ıntant			Legally qu	alified			Other legal				Other prof	ession			Direct supp	port staff				Other				to say
																																		Prefer
otals	Partner Ma	nager (Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	not to say
h?							·																											
39	2	3	1	1	0	1	1	0	0	0	4	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	9	2	6	0	1	1	2	1
20	7	1	1	1	0	1	2	0	0	0	0	3	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
h?	•																																	
39	2	3	1	1	0	1	1	0	0	0	4	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	9	2	6	0	1	1	2	1
20	7	1	1	1	0	1	2	0	0	0	0	3	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
same a	as your sex regi	stered at	t birth?																															
57	9	4	2	2	0	2	3	0	0	0	3	4	0	0	0	0	0	0	0	0	0	1	1	1	0	1	9	2	7	0	2	1	2	1
0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0
2 1	tals 1? 19 10 0 7 19 10 0 0 0 0 0 0	Partner Ma 17 19 2 10 0 7 0 0 7 10 0 7 10 0 0 0 0 0 0 0 0	tals Partner Manager 177 179 190 100 170 170 170 170 170 170 170 170 17	107 199	tals Partner Manager Qualified Training 77 79 9	tals	tals Partner Manager Qualified Training Partner Manager Partner Manager Partner Manager Partner Manager Partner Manager Partner Partner Manager Partner Partner Manager Partner Partner Partner Manager Partner Partne	tals Partner Manager Qualified Training Partner Manager Qualified 77 99	tals Partner Manager Qualified Training Partner Man	tals Partner Manager Qualified Training Partner Manager Qualified Training Partner 77 79 70 70 71 71 72 73 74 75 75 76 77 77 77 78 78 78 78 78 78	tals	tals	tals	tals	tals	tals	tals	tals	tals	tals	tals	tals	tals	tals	Tails Partner Manager Qualified Training Partner Ma	Lais Partner Manager Qualified Training Partner Man	tals Partner Manager Qualified Training Partner Man	Lais Partner Manager Qualified Training Partner Man	Tails Partner Manager Qualified Training Partner Ma	tals Partner Manager Qualified Training Other Training Partner Manager Qualified Train	Tails Partner Manager Qualified Training Partner Ma	tals Partner Manager Qualified Training Partner Man	tals Partner Manager Qualified Training Other Partner Manager Qualified Training Partn	ICAEW Chartered Accounts Other Chartered Acc

4. Disability

		ICAEW Cha	artered Acc	ountant		Other Cha	artered Acco	untant		Other acco	ountant			Legally qu	alified			Other lega	ı			Other prof	ession			Direct supp	port staff				Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualifie	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	f Training	Other	Partner	Manager	Qualified	Training	Prefer not to say
(a) Do you consider yourself to h	nave a disal	bility accord	ing to the d	efinition in	the Equalit	y Act?																													
Yes	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	58	9	4	2	1	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	7	0	2	1	2	1
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(b) Are your day-to-day activitie	s limited be	ecause of a h	health prob	lem or disal	bility which	has lasted,	or is expect	ted to last, a	it least 12 i	months?																					-	,,			
Yes, limited a lot	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, limited a little	3	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0
No	40	6	2	2	1	0	1	0	0	0	0	3	2	0	0	0	0	0	0	0	0	0	1	1	1	0	1	8	2	5	0	0	1	2	1
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable	16	3	2	0	0	0	1	3	0	0	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1	0	1	0	1	0	0	0
(c) If you have answered "Yes" t	o any of the	e previous t	wo question	ns please id	lentify whic	h of the bel	low health p	roblems or	disabilities	apply?																					•				
Cognitive / learning	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Digestive / continence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manual dexterity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mental health	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Mobility	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Physical coordination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical strength	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sensory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable	56	9	4	2	1	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	1	1	2	1

5. Ethnic group

																																		,	Prefer not
		ICAEW Cha	rtered Acco	untant		Other Cha	artered Acco	untant		Other acco	untant			Legally qu	alified			Other lega				Other prof	ession			Direct supp	ort staff				Other				to say
																																			Prefer
Asian/Asian British	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Iraining	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training r	not to say
	0	0	0	0		0	0	0		0	0	0	_ ^	0	0			0	n	^	_	_	0	^	^	_	0			_	0	0	0	_	0
Bangladeshi Chinese		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pakistani	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British		-		-						-	-					-	-	-	-	-			_		-	_	-		-						
African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other																																			
Black/African/Caribbean/Black		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
British	0																																		
Mixed/multiple ethnic groups																																			
White and Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other mixed/multiple ethnic background		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White							•	•				•		•		•					•														
British/English/Welsh/Norther				2	2	0	2	2		0	0	4		0	0	0			0										,	7	0				
n Irish/Scottish	58	,	*	2	2	U	- 2	2	U	U	0	*	*	U	U	U	U	U	0	U	1	U	1	1	1	U	1	,	- 2	,	U	- 2	-	2	-
Irish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other White background	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arab																																			
Arab	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other																																			
Other ethnic group Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Freier flot to say	-0	U	U	U	U	U	1 0	U	1 0	U	U	U	U	U	1 0	1 0	U	U	U	U	U	1 0	1 0	U	U	1 0	U	1 0	U	1 0	U	U		U	U

6. Faith

																																			Prefer not
		ICAEW Ch	artered Acc	ountant		Other Cha	rtered Acc	ountant		Other acco	untant			Legally qua	ilified			Other lega	ıl			Other prof	fession			Direct sup	port staff				Other				to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manage	r Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	d Training	Other	Partner	Manager	Qualified	Training	Prefer not to say
Buddhist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Christian	26	6	2	0	0	0	0	2	0	0	0	3	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	3	2	4	0	1	1	0	0
Hindu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Muslim		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other religion	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No religion	32	3	2	2	2	0	2	1	0	0	0	1	4	0	0	0	0	0	0	0	1	0	0	1	0	0	1	5	0	3	0	1	0	2	1
Prefer not to say	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

7. Sexual orientation

																																			Prefer not
		ICAEW Ch	artered Acc	ountant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qua	alified			Other lega	l			Other prof	ession			Direct sup	port staff				Other				to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Prefer not to say
Bisexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gay man	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gay woman / lesbian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Heterosexual / straight	58	9	4	2	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	8	2	7	0	2	1	2	1
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

8. Socio-economic background

																																		1	Prefer not
		ICAEW Ch	artered Acco	untant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qua	alified			Other legal				Other prof	fession			Direct supp	ort staff				Other				to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Prefer
(a) If you went to university (to										r di tilei	Manager	Quannea	1105	raranci	Manager	quamica	110111115	rarener	Manager	quamica	110111115	Turtifer	Manager	Qualifica	1101111116	rarara	manager	Quannea		Other	T di tiloi	Manager	quamica	1106	iot to say
Yes	16	6	1	0	1	0	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	1	0	0	0
No	6	0	0	2	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Did not attend	36	3	3	0	0	0	1	0	0	0	0	3	3	0	0	0	0	0	0	0	1	0	1	0	0	0	1	7	1	7	0	1	1	2	1
Prefer not to say	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
(b)What type of school did you	mainly atte	end betweer	the ages of	11 and 16	?		•																												
Attended school outside the British Isles	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
State-run or state-funded school-non-selective	53	8	4	2	1	0	2	1	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	8	2	6	0	2	1	2	1
State-run or state-funded school-selective on academic, faith or other grounds	4	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0
Independent or fee-paying	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

		ICAEW Cha	rtered Aco	ountant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qu	alified			Other legal				Other prof	ession			Direct supp	ort staff				Other				Prefer not to say
																																			Prefer
									Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	
(a) What is the highest level of on At least one had a degree level		achieved b	y either of	your parent	t(s) or guard	o 0	e time you	were 18?	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
qualification At least one had A Level or	9	1		2	2			1					2								U			U			U	1		U			U		
vocational qualifications	14	3	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	1	1	0	3	0	0	1	1	0
Qualifications below A Level / vocational	22	4	4	0	0	0	2	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	3	0	0	0	0	1
No formal qualifications	7	1	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	1	0	0	0
I don't know Not applicable	7	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say (b) What is the highest level of o			0 or if you are		0 I accountant	0 t or lawyer,		0 to becoming	0 qualified?	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Degree level	14	4	2	2	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0
A Level or vocational Qualifications below A Level	32 9	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5 2	0	3	0	1	0	1	0
No formal qualifications I don't know	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Other Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(c) i. Did your household receive	income su		U								U	U	U	U	U			- 1	Ū			-							U	U	U				
Yes No	9 42	7	3	0	0	0	2	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	7	1	2	0	0	0	0	0
I don't know	8	1	0	1	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0	0	1	0
Prefer not to say (c) ii. Were you entitled to free s	0 school mea	0 ls?	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes	11	2	2	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	0	0
No I don't know	41 7	6	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	5 3	0	5 0	0	1	0	1	0
Prefer not to say	0	0	0						0		0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(d) Thinking back to when you w Modern professional	ere aged a	bout 14, wn	ich best de	scribes the	sort of wor	k the main ,	/ nignest inc	ome earne	r in your noi	usenola ala	in their ma	in job?																							
occupations such as:																																			
teacher/lecturer, nurse, physiotherapist, social worker,		,	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0		0		0	0	0	0	0	0		0		0		
welfare officer, artist, musician, police officer			U	"		"	"		0	U	U	U	1	U			0	U	U	U	-	U	0	0	U	U	U	"		1	U	1	0		
(sergeant or above), software																																			
designer Clerical and intermediate	6																																		
occupations such as: secretary,																																			
personal assistant, clerical worker, office clerk, call centre		0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
agent, nursing auxiliary,																																			
nursery nurse Senior managers and	2																																		
administrators usually responsible for planning,																																			
organising and co-ordinating		4	1	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
work and for finance such as: finance manager, chief																																			
executive	10																																		
Technical and craft occupations such as: motor mechanic,																																			
fitter, inspector, plumber,		0	0	0	1	0	1	1	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	1	2	0	0	0	0	0
printer, tool maker, electrician,	12																																		
gardener, train driver service occupations such as:	12																																		
postal worker, machine																																			
operative, security guard, caretaker, farm worker,		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	1	0
catering assistant, receptionist,																																			
sales assistant occupations such as: HGV	4																																		
driver, van driver, cleaner,																																			
porter, packer, sewing machinist, messenger,		1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	1	1	0	1	0	0	0
labourer, waiter / waitress, bar																																			
staff Armed forces personnel for	10										_														_		_								
example soldier, airman, naval		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
or military police	0																																		

windle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	4	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist,		1	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Inactive (excluding those that are retired)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Retired		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I don't know		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Other	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Prefer not to say		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

10. Caring responsibilities

		ICAEW Cha	ortered Acc	ountant		Other Cha	artered Acco	ountant		Other acco	untant			Legally qu	alified			Other lega	ı			Other pro	fession			Direct sup	nort staff				Other				Prefer not to say
														1000																					Prefer
																			Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	not to say
(a)Do you look after, or give any h	nelp or sup	pport to fam	ily membei	rs, friends, r	neighbours	or others b	ecause of e	ither :	- Lo	ng term phy:	sical or me	ntal ill-heal	th / disabili	:y P	roblems rel	ated to old-	age?<,	/ul>																	
No		9	4	1	2	0	1	3	0	0	0	2	2	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	5	0	2	0	2	1
Yes, 1-19 hours per week		0	0	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Yes, 20-49 hours per week	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0
Yes, 50 or more hours per		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(b) Are you a primary carer for a c	child or ch	ildren unde	r 18?	•	•	•			•	•	•	•		•		•	•		•		•	•	•	•		•	•	•	•					•	
Yes	19	5	2	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	1	1	0	0	1	1	0
No	40	4	2	1	2	0	1	3	0	0	0	3	4	0	0	0	0	0	0	0	1	0	1	0	0	0	1	6	1	6	0	2	0	1	1
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

11. Marital Status

		ICAEW Cha	rtered Acco	ountant		Other Cha	artered Acco	untant		Other accou	untant			Legally qua	alified			Other legal				Other prof	ession			Direct sup	port staff				Other				Prefer not to say
																																			Prefer
	Totals		Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	not to say
What is your marital or civil part		atus?																																	
Single (never married or never																																/		1	4
registered a same-sex civil partnership)		1	2	1	2	0	0	2	0	0	0	2	4	0	0	0	0	0	0	0	1	0	0	0	0	0	0	4	1	1	0	0	0	1	0
Married	28	7	2	1	0	0	1	1	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	1	5	0	1	1	0	1
In a registered same-sex civil				_	_	_				_			_	_	_	_		_		_	_	_	_	_	_	_	_	_		_					
partnership		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Separated (but still legally																																			
married or still legally in a		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
same-sex civil partnership)																																			
Divorced or formerly in a same	,																															7			
sex civil partnership which is		1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	1	0	1	0	1	0
now legally dissolved																																			4
Widowed or surviving partner			_			_	_		_	_		_			0				_	_	_	_		_	_		0		_		0		0		
from a same-sex civil		0	0	U	0	0	0	U	U	U	U	U	U	U	U	U	U	U	U	0	0	0	0	0	U	0	0	0	0	0	0	U	U	U	U
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0

12. Maternity

	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified			Other legal				Other profession				Direct support staff					Other					to say
Tot	tals Partne	r Manager	Qualified	I Training	Partne	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training I	Prefer not to say
(a) Have you taken maternity or pater	nity leave in th	e last 5 years	?																															
Yes	2 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No 5	7 8	4	2	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
(b) If yes: Did you return to the same of	employer after	the leave?	•	•		· ·	•	•	•						•	•													•					
Yes	2 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No (0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable 5		4	2	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1
(c) If yes: Did your employer allow you	to take time o	off with full pa	ay for ante-	natal appoi	intments?																													
Yes	2 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable 5	Ö	4	2	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1
(d) If yes: Did your employer offer you	flexible worki	ng arrangeme	ents when y	ou returne	d?																													
Yes :	2 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	7 8	4	2	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1
(e) If yes: Has the ability to work from	home been ar	important a	d in your re	eturn to wo	rk?																													
Yes	2 1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No (0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not Applicable 5	7 8	4	1	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1

Prefer not

13. Neurodiversity

																																			Prefer not	
	ICAEW Chartered Accountant					Other Chartered Accountant				Other accou	untant		Legally qualified			Other legal					Other profession					Direct sup	port staff			Other				1		
то	otals I	Partner I	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	l Training	Other	Partner	Manager	Qualified	Training	Prefer not to say	
(a) Do you consider yourself to be ne	urodiverg	gent?																																		
Yes	3	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
No	55	9	3	2	1	0	2	3	0	0	0	3	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1	
Prefer not to say	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
(b) If yes: Have you shared information	If yes: Have you shared information about your neurodivergence with your employer?																																			
Yes	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
No	2	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	
Prefer not to say	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Not Applicable	56	9	3	2	1	0	2	3	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1	

Policy and Review Findings:

Maxwells Chartered Accountants is committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination.

The aim is for our workforce to be truly representative of all sections of society and our customers, and for each employee to feel respected and able to give their best.

The organisation in providing services is also committed against unlawful discrimination of customers or the public.

The results of the questionnaire continue to show that the Firm is well diversified and understands that good diversity and inclusion policies can positively effect our staff and clients.