

[illegible]

## 2. Age

[illegible]

### 3. Sex and Gender

[illegible]

#### 4. Disability

	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not 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	
(a) Do you consider yourself to have a disability according to the definition in the Equality 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		
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		
(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?																																				
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		
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		
No	40	6	2	2	1	0	1	0	0	0	0	3	2	0	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		
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	0	1	0	1	0	1	0	0	
(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems 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		
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		
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		
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	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	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		
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		
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		
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		
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	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

[illegible]

6. Faith

		ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other					Prefer not 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
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	3	2	4	0	1	1	0	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	
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	
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	
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	
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	0	0	0	0	0	0	0	

7. Sexual orientation

	Prefer not to say																																		
	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not 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
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	
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	
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	
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	
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	

## 8. Socio-economic background

[illegible]



## 9. Social mobility

[illegible]

[illegible]

## 10. Caring responsibilities

[illegible]

11. Marital Status

																																		Prefer not to say	
ICAEW Chartered Accountant					Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other						
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	
What is your marital or civil partnership status?																																			
Single (never married or never registered a same-sex civil partnership)	22	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	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		
Separated (but still legally married or still legally in a 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		
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	8	1	0	0	0	0	1	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		
Widowed or surviving partner from a same-sex civil	0	0	0	0	0	0	0	0	0	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		
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	1	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					Prefer not 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
(a) Have you taken maternity or paternity leave in the 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	57	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 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	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	57	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
(c) If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?																																			
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	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	57	8	4	2	2	0	2	3	0	0	0	4	4	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 working arrangements when you returned?																																			
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	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	57	8	4	2	2	0	2	3	0	0	0	4	4	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 an important aid in your return to work?																																			
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	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	57	8	4	1	2	0	2	3	0	0	0	4	4	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	6	0	2	1	2	1	

13. Neurodiversity

	ICAEW Chartered Accountant					Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other					Prefer not 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	
(a) Do you consider yourself to be neurodivergent?																																				
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		
(b) 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.