Survey: ICAEW Diversity 2021

Submissions: 65 Completed: 48

Regulator Number: C007204565



1. About you

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CAMP Chartered Accountant Patter 9 9 0 0 0 0 0 0 0 0																															Other				
Patter 9 9 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0			Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Train	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
Manager 3 3 0 8 8 0 0 10 0 0 0 0 0 0 0 0 0 0 0 0 0																																			
Other Chartered Accountant Father Q Q Q Q Q Q Q Q Q	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
Training 3 0 0 0 0 3 0 0 0 0 0 0 0 0 0 0 0 0 0	Manager	3	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	0	0	0	0
Other Charters Accountant Pathers Pathers All Descriptions Pathers Pathers	Qualified	4	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	0	0	0	0	0	0	0
Partner	Training	3	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	0	0
Minager 1 0 0 0 0 0 0 0 1 0 0 0 0 0 0 0 0 0 0	Other Chartered Accountar	nt								•	•														•							•			
Guilfied 1 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
Training 2 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	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
Training 2 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	Qualified	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
Other accountant Patter Patter O	Training	2		0	0	0			0	2	0		0			0	0				0				0	0	0				0	0			
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Qualified		1				-					_						_				-				_		-					_			_
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Qualified Qual				_	_	•		_		_	_			_				_		_		-	_	_		-	_				_	_		_	_
Training	•				_			_		_	_						_									_		_	_			_		_	
Other legal Partner	,																																		
Partner		U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U
Manager		0	0	0	0	^	0	0	0	0	0	0	^	0	١.	0	0	0	0	0	0	0	Λ	_	0	٥	0	^	0	0	0	0	0	١.	Λ
Qualified 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0											_																								
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Other profession Partner	,										_					_						_													_
Partner O O O O O O O O O O O O O O O O O O O		U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U	U
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Direct support staff Partner																_	_																		
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Manager 3 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0										-						_			_	_															
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Other Partner 0											_											_													_
Partner 0 </td <td></td> <td>3</td> <td>0</td> <td>3</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td> <td>0</td>		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	3	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	Other																																		
Qualified 1 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	
Training 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
Prefer not to say	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	1	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
	Prefer not to say				•		•		•	•		•	•	•		•	•		•																
	N/A	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	7

2. Age

		ICAEV	V Char	tered A	ccount	Other	Charte	ered A	ccount	Other	accou	ntant		Legall	y quali	fied		Other	legal			Other	profes	sion		Direct	suppo	rt staff		Other				Prefer not to
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Train	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
16-24	6	0	0	1	2	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	2
25-34	12	1	3	2	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	1	0	0	0	0	1
35-44	8	1	0	1	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0	1
45-54	13	4	0	0	0	0	1	1	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	1
55-64	6	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	2	0	0	0	0	1	0	2
65 and over	3	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	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

3.	Sex/	Genc	ler

CAEW Chartered Account Other Chartered Accounta Other account of the regulty qualified Other legal Other profession Direct support staff Other profession Other support staff Other profession Other profession Direct support staff Other profession Other profe				qualified	Legally														
(a) Which gender do you identify with? Male 18 8 1 1 1 0 1 1 0 0 1 0 0	a Quali Traini Partn Mana Quali Traini Partn Mana Quali Traini Partn Mana Quali Traini N/A	.: Dautu Mana C			Legany		untant	r accou	a Other	ccounta	tered A	r Chart	Other	ccount	ered A	Charte	ICAEW		
Male 18 8 1 1 1 0 1 1 0 0 1 0 <td></td> <td>ii Parth Iviana C</td> <td>ıali Trair</td> <td>Mana Q</td> <td>i Partn</td> <td>i Train</td> <td>a Quali</td> <td>Mana</td> <td>i Partn</td> <td>i Traini</td> <td>na Qual</td> <td>Mana</td> <td>Partn</td> <td>Traini</td> <td>Quali</td> <td>Mana</td> <td>Partn</td> <td>Totals</td> <td></td>		ii Parth Iviana C	ıali Trair	Mana Q	i Partn	i Train	a Quali	Mana	i Partn	i Traini	na Qual	Mana	Partn	Traini	Quali	Mana	Partn	Totals	
Female 30 1 2 3 2 0 0 0 4 1 0 </td <td></td> <td>?</td> <td>lentify with</td> <td>(a) Which gender do you id</td>																	?	lentify with	(a) Which gender do you id
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 1	0 0	0 0	0	0	0	0	1	0	0	1	1	0	1	1	1	8	18	Male
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 1 4 3 0 0 1 0 6	0 0	0 0	0	0	1	4	0	0	2	0	0	0	2	3	2	1	30	Female
(b) Is the gender you now identify with different from the sex you were assigned at birth?		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	Prefer not to say
										oirth?	ned at b	assign	ı were	ex you	n the s	nt fron	n differe	dentify wit	(b) Is the gender you now
		0 0	0 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	Yes
No 48 9 3 4 3 0 1 1 2 0 1 4 1 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0 0	0 0 0 0 0 0 0 3 5 3 0 0 1 0 7	0 0	0 0	0	0	1	4	1	0	2	1	1	0	3	4	3	9	48	No
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	0	0	0	Prefer not to say

4. Disability

		4. Disa	ability																															
		ICAEW	/ Chart	ered A	ccount	Other	Charte	red Ac	counta	Other	accou	ntant		Legall	y qual	fied		Other	legal			Other	profes	sion		Direct	suppo	rt staff	:	Other				Prefer not to say
ĺ	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
(a) Do you consider yourself																																		
Yes	1	0	n	Λ.	0	0	0	0	0	0	1	0	Λ	0	Λ	0	n	0	Λ	0	n	0	Λ	Λ	Λ	Λ	0	0	0	0	0	Λ	0	0
No	47	9	3	4	2	0	1	1	2	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	-	3		0	1	0	7
	47	_	3	4	3	ŭ	1	1	2		0	4	1	ŭ	0	0	0	0	0	0	0	0	-	0	0	0	3	5	3	0	-	1	_	/
Prefer not to say	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	U	U	0	0	0	0	0	0	Ü	0	0
(b) Are your day-to-day acti	ivities limite	ed beca	use of	a heal	th prob	lem or	disabi	lity wh	ich has	lasted	, or is (expecte	ed to la	ist, at I	east 1	2 mont	ns?																	
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	2	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	1	0	0	0	0	0	0	0
No	46	9	3	4	3	0	1	1	2	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	3	0	0	1	0	7
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
(c) If you have answered "Yo	es" to any o	of the p	reviou	s two o	questio	ns plea	se ide	ntify w	hich of	the be	low he	alth pr	oblem	s or di	sabiliti	es appl	y?			•												•		
Cognitive / learning	0	0	0	0	0	0	0	0	0	0	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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	1	0	0	0	0	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
Not applicable	3	0	0	2	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
Other	1	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
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

5. Ethnic group

		5. Eth	_																															
				tered A										Legall				Other					profes			Direct				Other				Prefer not
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
Asian/Asian British																																		
Bangladeshi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
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
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
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
Black/African/Caribbean/Br	ritish																																	
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
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
Any other																																		
Black/African/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
Black British	0																																	
Mixed/multiple ethnic grou	ps																																	
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
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
White and 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
Other mixed/multiple		0	0	0	0	0	l 0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	n	0	0
ethnic background	0	U	U	U			U	U	U	U	U	U	U	U	U		U	U	U	U	U	U	U	U	U	U	U	U		Ŭ	U	U	U	o
White																																		
British/English/Welsh/No		9	3	1	3	0	1	1	2	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	3	0	0	1	0	7
rthern Irish/Scottish	48		3	7	3	Ů	_	_	2	O	1	7	1	Ů	U	Ů	Ů	U	Ů	Ů		O	Ů	Ů	O	Ü	3			L ŭ	Ü	1		,
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
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
Any other White	0	0	0	0	0	0	0	0	0	0	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
Other																																		
Other ethnic group	0	0	0	0	0	0	0	0	0	0	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

6. Faith

			•••																															
		ICAEV	V Char	tered A	ccount	Other	Charte	ered A	counta	Other	accou	ntant		Legall	y quali	fied		Other	legal			Other	profes	sion		Direct	suppo	rt staff		Other				Prefer
	Totals												Train							Quali										Partn	Mana	Quali	Traini	i N/A
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
Christian	27	6	2	2	1	0	1	1	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3	1	0	0	1	0	3
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	1	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
No religion	20	3	1	2	2	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	2	0	0	0	0	4
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

7. Sexual orientation

		ICAEV	V Chart	tered A	ccount	Other	Charte	ered Ac	counta	Other	accour	ntant		Legall	y qualit	fied		Other	legal			Other	profes	sion		Direct	suppo	rt staff		Other				Prefer not
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
· ·												Ť				·				Ť								,						
D'	2		1 0							_	•	•			•		•			•				•									1 .	
Bisexual	2	0	0	U	1	0	U	Ü	1	0	0	0	U	Ü	0	0	0	0	Ü	0	Ü	0	0	U	U	Ü	0	Ü	Ü	Ü	U	U	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	46	9	3	4	2	0	1	1	1	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	3	0	0	1	0	7
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

8. Socio-economic background

		ICAEW	/ Chart	ered A	ccount	Other	Charte	ered Ac	counta	Other	accou	ntant		Legall	y quali	fied		Other	legal			Other	profes	sion		Direct	suppo	rt staff	:	Other				Prefer	not to sa
[Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A	
(a)What is the highest level	of qualifica	ition ac	hieved	l by eit	her of y	our pa	rent(s) or gua	ardian(:	s) by th	ne time	you w	ere 18	?																					
At least one has a degree level qualification	8	3	0	1	1	0	0	1	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	
At least one has A Level or vocational	13	5	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	4	
Qualifications below A Level / vocational	15	0	2	3	2	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	1	0	1	
I don't know	5	1	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0	0	0	
No formal qualifications	6	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	1	1	1	0	0	0	0	1	
Not applicable	0	0	0	0	0	0	0	0	0	0	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	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	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)What type of school did y	ou mainly	attend	betwe	en the	ages o	f 11 an	d 16?																												
A state-run or state-	44	7	3	4	2	0	1	1	2	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	4	3	0	0	1	0	7	
Attended school outside of the British Isles	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	
Independent or fee-	3	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	1	0	0	0	0	0	0	
Selective on academic, faith or other grounds	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	
Non-selective	0	0	0	0	0	0	0	0	0	0	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	
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	

9. Social mobility

		9. Soc	ial mo	bility																															
_		ICAEW												Legall				Other					profes			Direct				Other					not to say
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A	
(a)What is the highest level	of qualifica	tion yo	u hold	, or if y	ou are	a qual	ified ac	counta	nt or l	awyer,	held p	rior to l	becom	ing qua	lified?																				
Degree level	17	5	0	3	2	0	1	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	
A Level or vocational	24	4	3	1	1	0	0	0	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	3	2	0	0	0	0	2	
Qualifications below A	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	1	1	0	0	1	0	4	
No formal qualifications	0	0	0	0	0	0	0	0	0	0	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	
Not applicable	0	0	0	0	0	0	0	0	0	0	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	
(b)Did either (or both) of the	e following	apply a	at any	point d	uring y	our sc	hool ye	ears? i.l	Did you	ır hous	ehold	receive	d inco	me sup	port?																				
Yes	9	1	2	3	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	1	
No	31	7	1	1	2	0	1	0	2	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	2	0	0	0	0	4	
I don't know	8	1	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	
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) ii.Were you entitled to fr	ee school i	meals?																																	
Yes	7	2	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	1	0	0	1	0	1	
No	37	6	3	2	2	0	1	0	2	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	3	5	2	0	0	0	0	6	
I don't know	4	1	0	0	1	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	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	
(c) Thinking back to when yo	ou were ag	ed abo	ut 14,	which l	est de	scribes	the so	ort of w	ork th	e main	/ high	est inco	ome ea	rner ir	your l	nouseh	old did	in the	ir main	job?															
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social	3	2	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	
worker, welfare officer, artist, musician, police officer (sergeant or above), software designer																																			
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	3	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	1	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	8	3	0	1	1	0	0	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	1	

Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	14	0	0	0	0	0	1	0	1	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	2	0	0	1	0	3
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	5	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	6	1	2	0	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	1
Armed forces personnel for example soldier, airman, naval or military policy	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
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	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	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	5	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	1	1	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	0	0	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)	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
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	0	0	0	0	0	0	0	0	0	0	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	1	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
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

10. Caring responsibilit	ies
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		ICAEW Chartered Account Other Chartered Accounta Other accountant Legally qualified Other legal Other profession Direct support staff Other																																	
		ICAEV	V Chart	tered A	ccoun	t Other	Charte	ered Ac	counta	Other	accou	ntant		Legally qualified Other legal							Other profession					Direct support staff				Other			Prefer no		
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A	
(a) Are you a primary carer	for a child	or child	lren un	nder 18	?																														
Yes	10	1	1	3	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	2	
No	38	8	2	1	3	0	1	1	1	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	3	0	0	1	0	5	
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)Do you look after, or give	e any help o	or supp	ort to f	family ı	membe	ers, frie	nds, ne	eighbou	urs or c	thers I	oecaus	e of eit	her : -	Long to	erm ph	ysical c	or ment	tal ill-he	ealth /	disabil	ity - Pro	oblems	relate	d to old	-age?										
No	43	9	3	4	2	0	1	1	2	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	4	3	0	0	1	0	7	
Yes, 1-19 hours per week	4	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	
Yes, 20-49 hours per week	0	0	0	0	0	0	0	0	0	0	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, 50 or more hours per	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	
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	

11. Marital Status

	ICAEW Chartered Account Other Chartered Accounta Other accountant Legally qualified Other legal Other profession Direct support staff																																	
		ICAEW	/ Chart	ered A	ccount	Other	Charte							Legally qualified				Other	legal			Other	profes	sion	Direct support staff					Other				Prefer no
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
What is your marital or civil	partnershi	ip statu	s?																															
Single (never married or																																		
never registered a same-		1	1	2	3	0	0	1	0	0	1	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	3
sex civil partnership)	18																																	
Married	23	6	2	2	0	0	1	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	2	0	0	0	0	0	4
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		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
same-sex civil	1																																	
Divorced or formally in a																																		
same-sex civil partnership		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	1	1	1	0	0	1	0	0
which is now legally	6																																	
Widowed or surviving		_		_		_	_	_		_		_			_				•	^		_			•	•		0			_			
partner from a same-sex	0	0	0	0	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	U	0	0	0	0	U	0	U	0	0	0	0	0	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
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

12. Maternity/Paternity

				,, . a.c.		041	Chartered Accounta Other accountant							Legally qualified Other legal								Other profession						Direct support staff						D
																														Other				Prefer not to
	Totals	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	Partn	Mana	Quali	Traini	N/A
a)Have you taken maternity	y or paterni	ty leave	e in the	last 5	years?	,																												
Yes	4	0	1	2	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
No	44	9	2	2	3	0	1	1	2	0	1	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	2	5	3	0	0	1	0	7
b)If yes: i. Did you return to	your curre	nt emp	loyer a	after th	e leave	2?												•								•						•		
Yes	4	0	1	2	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
No	4	0	0	0	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0
b)If yes: ii.Did your current	employer g	give you	ı addit	ional le	ave for	r ante-i	natal a	ppoint	ments?	1																								
Yes	4	0	1	2	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
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	1	0	0	0	0	0	0
Not applicable	7	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	2
b)If yes: iii. Has your emplo	yer offered	you fle	xible v	vorking	garran	gemen	ts?																											
Yes	4	0	1	2	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
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	1	0	0	0	0	0	0
Not applicable	6	0	0	0	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	1
b)If yes: iv.Has the ability to	work from	home	been a	an imp	ortant	aide in	your r	eturn t	o work	?				•												•						•		
Yes	2	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	1	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	1	0	0	0	0	0	0
Not applicable	8	0	0	2	0	0	0	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	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.