





**3. Sex/Gender**

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

Totals	ICAEW Chartered Account				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
	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) Which gender do you identify with?

Male	18	8	1	1	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	1	0	0	0	0	1
Female	30	1	2	3	2	0	0	0	2	0	0	4	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4	3	0	0	1	6
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	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	0

(b) Is the gender you now identify with different from the sex you were assigned at birth?

Yes	0	0	0	0	0	0	0	0	0	0	0	0	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	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	3	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	0	0























**12. Maternity/Paternity**

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

Totals	ICAEW Chartered Account				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
	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 or paternity leave 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	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 current employer after the leave?

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	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

(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

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	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
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	2	0	0	0	0	0	2

(b) If yes: iii. Has your employer offered you flexible working arrangements?

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	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
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	2	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	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	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
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	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.