

		1. About ICAEW C		d Accou	ntant	Other 0	Chartered	d Accour	ntant	Other a	iccounta	nt		Legally	qualified	ł		Other l	egal			Other p	orofessio	n		Direct s	upport s	taff			Other				refer not to say refer not
	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		to say
ICAEW Chartered Accountant																																			
Partner	9 5	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 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	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
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	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
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	0
Training	3	0	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
Other 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	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	0
Qualified	6	0	0	0	0	0	0	0	0	0	0	6	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
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 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 profession	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
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	3	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	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
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	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	2	0	0	0	0	0	0	0	0
Qualified	6	0	0	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	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	0	0	0	0	1	0	0	0	0	0	0
Other	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	2	0	0	0	0	0
Other																																			
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	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	3	0
Prefer not to say	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	0	4
Prefer not to say	4	0	0	0	0	0	0	0	0	0	0	0	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0	4

		2. Age ICAEW	Charter	ed Accou	intant	Other	Chartere	d Accour	ntant	Other a	iccounta	nt		Legally	qualified			Other le	egal			Other p	rofessio	n		Direct s	upport s	taff			Other				Prefer not to say
	Totals	Partner	Manage	r 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		Prefer not to say
16-24	4	0	0	1	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	1	0	0	0	0	0
25-34	6	0	2	0	1	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
35-44	14	2	3	1	0	0	0	0	2	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	3	0
45-54	11	2	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	4	0	1	0	0	0	0	1
55-64	11	2	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	1	0	0	0	0	0	0	3
65 and over	6	3	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	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

		3. Sex/G		d Accou	intant	Other (Chartered	d Accour	ntant	Other a	ccounta	nt		Legally	qualified	I		Other le	egal			Other p	rofessio	n		Direct s	upport s	taff			Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training				Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified		Prefer not to say
(a) What is your registered sex at birth?	Totals	Turtier	Manager	quumeu	Training	Turtifer	manager	quuineu	Training	Turtifici	manager	quannea	Training	rururer	manager	quannea	Truning	Turther	manager	quannea	Training	Turtifer	manager	quannea	Truning	Turtier	Manager	quannea	Training	other	- ur trier	manager	quantea	1101115	to say
Female	33	1	4	1	1	0	0	0	3	0	0	5	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	6	1	2	0	0	0	3	3
Male	19	8	1	1	1	0	2	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	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	0
(a) What is your sex registered at birth?																																			
Female	24	1	3	1	1	0	0	0	2	0	0	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	5	1	0	0	0	0	2	2
Male	15	6	1	1	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	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	0
(b) Which gender do you identify with?																																			
A woman	33	1	4	1	1	0	0	0	3	0	0	5	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	6	1	2	0	0	0	3	3
A man	18	8	1	1	1	0	2	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	1
Non-binary	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	0
In some other way / self-describe	0	0	0	0	0	0	0	0	0	0	0	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
(c) Is the gender you identify with the san	ne as yo	ur sex re	egistered	d at birtl	h?																														
Yes	51	9	5	2	2	0	2	1	3	0	0	6	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	4
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	0
Prefer not to say	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	0

		4. Disab		d Accou	ntant	Other (Chartere	d Accoun	tant	Other a	ccounta	nt		Legally	qualifie	d		Other l	egal			Other p	rofessio	n		Direct s	upport s	taff			Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manage	r 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 dis	ability a	ccordin	g to the	definitio	n in the	Equality	Act?						-																					· · · · ·	
Yes	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	0
No	51	9	5	2	2	0	2	1	3	0	0	6	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	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	0
(b) Are your day-to-day activities limited	because	e of a he	alth pro	blem or	disability	which	has laste	d, or is e	xpected	to last,	nt least 1	2 mont	ıs?																						
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	5	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	1	0	0	0	0	0	0	0
No	46	9	5	2	2	0	2	1	3	0	0	5	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	5	1	2	0	0	0	3	4
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
(c) If you have answered "Yes" to any of t	the prev	ious two	o questio	ons plea	se identil	fy which	n of the b	elow hea	alth pro	blems or	disabilit	ies appl	?																						
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	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	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	0
Mental health	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	0	1	0	0	0	0	0	0	0
Mobility	3	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Physical coordination	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
Physical strength	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	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
Not applicable	5	1	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	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	1	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

		thnic gro EW Char		ccounta	ant (Other Cl	hartered	l Accour	ntant	Other a	iccounta	nt		Legally	qualifie	d		Other le	egal			Other p	orofessio	n		Direct s	upport s	staff			Other				Prefer not to say
т	otals Parl	tner Man	ager Qua	alified Tr	aining	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	d Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	r Qualified		Prefer not to say
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
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
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
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
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
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/African/Caribbean/Black British	0 0	0 0		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed/multiple ethnic groups													1	-	r	-																			
	0 (0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 (-		-	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	0 () ()	0	0	0	0	0	0	0	0	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	0	0
White																																			
British/English/Welsh/Northern Irish/Scottish	51 9	9 5	;	2	2	0	2	1	2	0	1	6	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	4
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
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
Any other White background	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
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

		6. Faith ICAEW		ed Accou	intant	Other (Chartere	d Accour	ntant	Other a	ccounta	nt		Legally	qualified			Other le	egal			Other p	orofessio	n		Direct s	support s	taff			Other				Prefer not to say Prefer not
	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	I 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	25	5	3	0	0	0	1	1	0	0	0	5	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	3	1	0	0	0	0	2	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	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	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	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	0
No religion	26	4	2	2	2	0	1	0	3	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	3	0	2	0	0	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

		7. Sexu ICAEW	al orien Chartere		intant	Other (hartere	d Accou	ntant	Other a	ccounta	nt		Legally	qualified	1		Other le	egal			Other p	rofessio	n		Direct s	support s	taff			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
Bisexual	1	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	0	0	0
Gay man	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	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	50	9	5	1	2	0	2	1	2	0	1	6	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	4
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

		8. Socio	-econor	nic back	•																														Prefer not
		ICAEW	Chartere	d Accou	ntant	Other (Chartere	d Accou	ntant	Other a	ccounta	nt		Legally	qualified			Other I	egal	-		Other p	rofessio	n		Direct s	support s	taff	_	_	Other				to say
																																			Prefer not
	Totals	Partner										Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	d Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	to say
(a) If you went to university (to study a B	A, BSc c	ourse o	r higher)	, were yo	ou part c	of the fir	st gener	ation of	your fam	ily to do	so?																								
Yes	15	4	1	1	0	0	2	0	1	0	1	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	1	0	0	0	0	0	0
No	7	0	0	1	2	0	0	1	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0
Did not attend	29	5	4	0	0	0	0	0	1	0	0	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	5	0	2	0	0	0	3	3
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	1
(b)What type of school did you mainly at	tend be	tween tl	ne ages o	of 11 and	16?																														
Attended school outside the British Isles	1	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	0	0	0
State-run or state-funded school-non- selective	44	6	5	1	2	0	2	1	2	0	1	6	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	1
State-run or state-funded school–selective on academic, faith or other grounds	4	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	2
Independent or fee-paying school	2	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	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	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	1

	Totals	ICAEW (Manager	d Accour	Training	Partner	Manager	Qualified	Training	Other a		Qualified	Training	Legally Partner	qualified Manager	Qualified	Training	Other le	gal Manager	Qualified	Training	Other p	rofessio Manager	N Qualified	Training	Direct s	upport s Manager	taff Qualified	Training	Other	Other Partner	Manager	Qualified	Training	Prefer not to say Prefer not to say
(a) What is the highest level of qualificatio At least one has a degree level		eved by e		your pa	rent(s) o			the time																											
qualification	9	2	0	1	2	0	0	1	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	0	1
At least one has A Level or vocational qualifications	8	3	0	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	0	0	0	0	0	1	0
Qualifications below A Level /																																		-	
vocational	20	3	4	0	0	0	1	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	1	0	0	0	0	2	1
No formal qualifications	7	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	0	0	0	0	1
I don't know Not applicable	6 0	0	0	0	0	0	0	0	1	0	0	2	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	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	2	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	1
(b) What is the highest level of qualification	<u> </u>		if you ar	e a quali	ified acc		or lawye	r, held p		`	g qualifie			-				-	-	-		-			_						-	-	_	_	
Degree level A Level or vocational qualification	17 24	4	1	2	2	0	2	1	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	1
Qualifications below A Level	24 8	0	4	0	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	4	0	1	0	0	0	1	3
No formal qualifications	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
l 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	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
Other Prefer not to say	1 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	0	0	0	0	0	0	0	0	0
(c) Did either (or both) of the following ap	-												0	0	0	U	U	0	U	U	0	0	0	U	0	U	U	U	0	U	U	0	0	0	U
	9	1	4	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
No	35	7	1	2	1	0	2	0	3	0	0	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	1	0	0	0	2	1
I don't know	8	1	0	0	1	0	0	1	0	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	2
Prefer not to say (c) ii. Were you entitled to free school mea	0	0	0	0	0	0	0	0	0	0	0	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	10	2	1	0	1	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	0	0	1
No	37	6	4	2	1	0	1	0	3	0	0	4	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	5	1	1	0	0	0	3	2
l don't know	5	1	0	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	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	0
(d) Thinking back to when you were aged	about .	L4, Whici	n best de	escribes	the sort	OF WORK	the main	n / nigne	est incon	ie earne	r in your	nousen		n their m	ain job?																				
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	5	2	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	4	1	0	0	0	0	1	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
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	4	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	1	0	0	0	0	0	0	0	0
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	8	0	0	0	0	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	0	0	1	1
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	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	1	0	0	0	1	1

Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	9	1	2	0	0	0	0	0	1	0	0	3	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0
Armed forces personnel for example soldier, airman, naval or military policy	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	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	7	2	1	0	0	0	1	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	1	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	6	2	0	1	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	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	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	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	0
Not applicable	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	1	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
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	0	0	0	0	0	0	0	1

			• •	onsibiliti																															Prefer not
		ICAEW	Chartere	ed Accou	ntant	Other (Chartere	d Accou	ntant	Other a	iccounta	int		Legally	qualified	ł		Other I	egal			Other p	rofessio	n		Direct s	upport s	staff			Other				to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	d Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	r Qualified	d Training	Prefer not to say
(a) Are you a primary carer for a child o	r children	under 1	18?	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
Yes	15	3	3	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	0	0	2	1
No	37	6	2	1	2	0	2	1	2	0	1	5	0	0	0	0	0	0	0	0	0	0	0	2	0	0	2	5	0	2	0	0	0	1	3
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)Do you look after, or give any help or	support	to famil	y memb	ers, frier	ıds, neig	hbours c	or others	because	e of eith	er :	> 	Long ter	rm phys	ical or m	ental ill-h	ealth / d	lisability		Problem	s related	d to old-a	age?													
No	46	9	5	2	2	0	1	1	3	0	0	5	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	4	1	2	0	0	0	3	3
Yes, 1-19 hours per week	4	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	0	1	0	0	0	0	0	0	1
Yes, 20-49 hours per week	2	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	1	0	0	0	0	0	0	0
Yes, 50 or more 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	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

		11. Ma ICAEW			intant	Other C	Chartered	Accour	itant	Other a	ccounta	nt		Legally	qualified			Other l	egal			Other p	rofessio	n		Direct s	upport s	taff			Other				Prefer not to say
	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	Prefer not to say
What is your marital or civil partnership	status?																																		
Single (never married or never																																	1	1	
registered a same-sex civil	15	1	2	1	2	0	0	1	1	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	1	0	0	0	1	0
partnership)																																			
Married	29	6	3	1	0	0	1	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	4	1	1	0	0	0	0	4
In a registered same-sex civil																									0										
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	U	0	U	0	0	0	0	0
Separated (but still legally married or																																			
still legally in 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	1	0
partnership)																																	1		
Divorced or formally in a same-sex																																-		1	
civil partnership which is now legally	7	2	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0	0	1	0
dissolved						-					-	-	-	-			-	-		-		-											1	1	
Widowed or surviving partner from 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	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

	12. Maternity ICAEW Chartered Accountant					Chartere	ntant	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	Manage	Qualified					Training	Partner	Manager	Qualified	I Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified		Prefer not to say
(a)Have you taken maternity or paternity	/ leave in the last	5 years	2	-	-	-	-	-	-	-		-	-	-	-	-	-	-	-	-	-		-	-	-			-		-	-	-	-	-
Yes	3 0	2	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	49 9	3	2	2	0	2	1	3	0	1	5	0	0	0	0	0	0	0	0	0	0	0	3	0	0	2	6	1	2	0	0	0	3	4
(b)If yes: i. Did you return to your current employer after the leave?																																		
Yes	3 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	0	0	0	0
No	2 0	0	0	0	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	0	0	0	0
Not applicable	6 0	1	0	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	0	0	0	0
(b)If yes: ii.Did your current employer giv	ve you additional	leave fo	r ante-n	atal app	ointme	nts?																												
Yes	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	0	0	0	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	0
Not applicable	12 1	1	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	0	0	0	0	0
(b)If yes: iii. Has your employer offered you flexible working arrangements?																																		
Yes	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	0	0	0	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	0
Not applicable	12 1	1	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	0	0	0	0	0
(b)If yes: iv. Has the ability to work from h	(b)If yes: iv. Has the ability to work from home been an important aide in your return to work?																																	
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	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
Not applicable	12 1	1	0	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	0	0	0	0	0

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.