

9. Social mobility

	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) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

At least one has a degree level 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	1	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	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	0	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	1		
I don't know	6	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	1	0	0	0	0	2	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	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	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 you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?

Degree level	17	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	
A Level or vocational qualification	24	5	4	0	0	0	0	0	3	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	4	0	0	0	2	0
Qualifications below A Level	8	0	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	1	0	0	1	0	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	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	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	0	0	1	0	0	0	0
Other	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	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

(c) Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?

Yes	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	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	0	0	0	3	0	0	2	6	1	1	0	0	2	1
I don't know	8	1	0	0	1	0	0	1	0	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	0	0	0	0	0	0	0	0	0	0	0	0	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) ii. Were you entitled to free school meals?

Yes	10	2	1	0	1	0	1	1	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	1	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	0	0	0	2	0	0	2	5	1	1	0	0	3	2
I don't know	5	1	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	0	0	0	1	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	0	

(d) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main 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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	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	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	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	0	0	1	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	1	0	0	2	0	0	0	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	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1

12. Maternity

Prefer not to say

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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	3	0	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	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	0	0	0	3	0	0	2	6	1	2	0	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	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	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	0	0	1	0	2	0	0	0	0	0

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

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	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	0	0
Not applicable	12	1	1	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	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	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	0	0
Not applicable	12	1	1	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	0	0	0	0

(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	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	0	0
Not applicable	12	1	1	0	0	0	0	1	0	1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	2	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.