#### Survey: ICAEW Diversity 2025 Submissions: 59 Completed: 59 Regulator Number: C007204565

1. About you

	l	CAEW Cha	tered Acc	ountant		Other (	hartered Ac	countant		Other acco	ountant			Legally qu	alified			Other lega	I			Other pro	fession			Direct sup	port staff				Other				to say
																																			Prefer
	Totals	Partner	Manager	Qualifie	d Training	Partn	er Manage	r Qualifie	d Training	Partner	Manager	Qualifie	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	
ICAEW Chartered Accountant																																			
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
Manager	4	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	0
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
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	0	0	0	0	0	0	0	0	0	0	0	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 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	0	0	0	0	0	0	0	0
Qualified	3	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
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
Other accountant	v	U	0	Ŭ	v	Ū	Ū	, v	0	v	Ū	Ū	Ū	U	v	Ū	Ū	U	U	Ŭ	Ū	v	v	, v	U U	Ū	U U	Ū	U U	Ū	Ū			Ŭ	
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
Qualified	4	0	0	0	0	0		0	0	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
Training	4	0	0	0	0	0	0	0	0	0	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
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
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
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					-	-		-	_	_		-	-				1										1	-							
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
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
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
Other profession	1	0	0	0	0	0	0	0	0	U	0	0	0	0	0	0	0	0	0	U	1	U	0	0	0	U	U	0	U	U	U	0		U	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	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	0	0	0	0	0	0	0	0	0
Qualified	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	0	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	1	0	0	0	0	0	0	0	0	0	0
Direct support staff						1				1																	1					4			
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	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
Qualified	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	9	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	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Other	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	7	0	0	0	0	0
Other								-	-			-	1											1			-	1						1	
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
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	0	0	0	0	2	0	0	0
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	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	2	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	-
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



Prefer not

2. Age

		ICAEW Cha Partner				Other Cha Partner				Other acco Partner		Qualified		Legally qua Partner		Qualified		Other legal Partner		Qualified		Other pro		Qualified		Direct sup Partner		Qualified	Training		Other Partner	Manager	Qualified		Prefer not to say Prefer not to say
16-24	9	0	0	1	1	0	0	0	0	0	0	0	4	0	0	0	0	0	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0
25-34	6	0	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	1	0	1	0	0	0	0	0
35-44	15	3	3	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	2	0
45-54		2	0	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	3	0	0	1	0	0
55-64	14	2	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	4	0	3	0	1	0	0	1
65 and over	4	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	0	0	1	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 and Gender

																																		Prefer not
	ICAEW Cha	artered Acco	ountant		Other Cha	artered Acco	ountant		Other acc	ountant			Legally qu	alified			Other lega	1			Other pro	fession			Direct sup	port staff				Other				to say
то	tals <b>Partner</b>	Manager	Qualified	Training	Partner	Manager	r Qualified	d Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	l Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Prefer not to say
(a) What is your sex registered at birth	1?				•					·		·			•			•	•	·	·	·	•		·		•	•			•			
	9 2	3	1	1	0	1	1	0	0	0	4	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	9	2	6	0	1	1	2	1
	0 7	1	1	1	0	1	2	0	0	0	0	3	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	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
(b) Which gender do you identify with	?																																	
A woman 3	9 2	3	1	1	0	1	1	0	0	0	4	1	0	0	0	0	0	0	0	0	0	1	1	1	0	0	9	2	6	0	1	1	2	1
A man 2	.0 7	1	1	1	0	1	2	0	0	0	0	3	0	0	0	0	0	0	0	1	0	0	0	0	0	1	0	0	1	0	1	0	0	0
Non-binary	0 0	0	0	0	0	0	0	0	0	0	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 to self-describe(please	0 0	0	0	0	0	0	0	0	0	0	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	same as your sex	<pre>registered</pre>	at birth?																															
Yes	7 9	4	2	2	0	2	3	0	0	0	3	4	0	0	0	0	0	0	0	0	0	1	1	1	0	1	9	2	7	0	2	1	2	1
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	2 0	0	0	0	0	0	0	0	0	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

## 4. Disability

		ICAEW Char	tered Acco	ountant		Other Ch	artered Acco	untant		Other acco	ountant			Legally qu	lified			Other lega	1			Other pro	fession			Direct sup	port staff				Other				Prefer not to say
(a) De yeu consider yeurself te b							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
(a) Do you consider yourself to ha	ave a disabi		ig to the de		the Equalit		0	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	58	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	0
Prefer not to say	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	/		2	0	2	0
(b) Are your day-to-day activities	U	0	0	0	U	U	U		0	0	0	0	U	0	U	U	U	0	U	U	0	U	0	U	U	0	0	0	0	0		U	0		0
	limited bec		aith probl	em or disat		has lasted	, or is expect	led to last,	at least 12 h	ionuns?	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0		0			0		0
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 40	0	0	0	1	0	0	0	0	Ŭ.	0	0	0	0	0	0	0	0	0	-	0	0	0	0	0	0	0	0	0	1	0	1	0	0	0
No	40	0	2	2	1	0	1	0	0	0	0	3	2	•	0	, v	0	· ·	0	0	0	0	1	1	1	0	1	8	<u> </u>		•	0	1		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	-
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	1	0	1	0	1	0	0	0
(c) If you have answered "Yes" to	o any of the		o question	s please id	entity whic		low nealth p	roblems of	disabilities	appiy?		-									-				-										
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	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	0	0	0	0	0	0	0	0	0	0	0	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	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	0	1	0	0	0
Physical coordination	Ő	0	0	0	0	0	0	0	0	0	0	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	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
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
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

																																		P	Prefer not
		ICAEW Cha	rtered Acco	untant		Other Cha	artered Acco	untant		Other acco	untant			Legally qu	alified			Other lega				Other pro	fession			Direct supp	ort staff				Other				to say
																																			Prefer
	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 n	iot 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	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	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/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	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/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
British																																	i		
Mixed/multiple ethnic groups																																			
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 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
Other mixed/multiple ethnic		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
background		U	U	0	U	0	0	0	U	0	0	0	0	0	0	0	0	U	0	U	U	U	U	U	U	U	U	U	0	U	U	U	0	0	U
White																																			
British/English/Welsh/Norther		0		2	2	0	2	2	0	0	0			0	0	0	0	0	0	0		0				0	4	0	2	-	0	2		2	
n Irish/Scottish	58	9	4	2	2	0	2	2	0	0	0	4	4	0	U	U	U	U	0	U	1	0	1	1	1	0	1	9	2		0	2		2	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 background		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
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	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	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
,					,					,	,															, ,			,			•			

6. Faith

		ICAEW C	hartered Ac	countant		Other Ch	artered Acco	untant		Other acco	ountant			Legally qu	alified			Other lega	1			Other prof	ession			Direct sup	port staff				Other				Prefer not to say
	Totals	Partner	Manager	r Qualified	I 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
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	0	3	2	4	0	1	1	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	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	0	0	0	0	0	0	0	0	0	0	0	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	1	0	0	0	0	0	0	0

#### 7. Sexual orientation

																																			refer not
		ICAEW Ch	artered Acc	ountant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qu	alified			Other lega				Other prof	ession			Direct supp	oort staff				Other				to say
																																			Prefer
	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 n	ot to say
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	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	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	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	0

## 8. Socio-economic background

																																		r	Prefer not
	10	CAEW Char	tered Acco	ountant		Other Chai	rtered Acco	untant		Other acco	untant			Legally qua	lified			Other lega				Other prot	fession			Direct supp	port staff				Other				to say
																																			Prefer
					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 r	hot to say
(a) If you went to university (to stud		c course o	r higher), v	vere you p	art of the fir	st generation	on of your f	amily to do	so?						-			-	-															·	
Yes	16	6	1	0	1	0	1	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	1	0	0	1	0	0	0
No	6	0	0	2	1	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Did not attend	36	3	3	0	0	0	1	0	0	0	0	3	3	0	0	0	0	0	0	0	1	0	1	0	0	0	1	7	1	7	0	1	1	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	1	0	0	0	0	0	0	0
(b)What type of school did you mai	inly attend	between	the ages of	f 11 and 16	?																														
Attended school outside the		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
British Isles	1	0	0	U	0	0	0	-	Ű	0	0	0	0	0	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	U	Ū	Ū	Ū	Ů	0
State-run or state-funded			4	2	1	0	2	1	0	0	0	4	4	0	0	0	0	0	0	0	1	0	1	1	1	0	1		2	6	0	2		2	1
school-non-selective	53	°	- T	-	-	0	-	-	0	0	0	- T	- T	0	0	0	0	0	0	0	-	0	-	-	-	0	-	Ů	-		Ŭ Ŭ				-
State-run or state-funded																															4		1 1	1 I	
school-selective on academic,		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	1	0	1	0	0	0	0	0
faith or other grounds	4																														4		1 1	1 I	
Independent or fee-paying	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	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	0	0	0	0	0	0	0	0	0	0	0	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

_	ICAE	W Charter	ed Accou	intant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qua	alified			Other legal				Other prof	ession			Direct supp	port staff		1	T	Other			F	Prefer not to say
		rtner Ma	inager	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 r	Prefer not to say
(a) What is the highest level of qualifica At least one had a degree level	ation achie		her of yo	our parent	s) or guard 2	ian(s) by th 0	e time you	were 18?	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
qualification 9 At least one had A Level or		_		2													-																		
vocational qualifications 14 Qualifications below A Level /	4	3	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	1	0	0	1	1	0	3	0	0	1	1	0
vocational 22	2		4	0	0	0	2	0	0	0	0	3	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	1	3	0	0	0	0	1
No formal qualifications 7 I don't know 7			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	2	1	0	0	1	0	0	0
Not applicable 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	0
Other 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) What is the highest level of qualification Degree level 14		hold, or if y	ou are a	qualified	accountant 1	or lawyer,	held prior t	o becoming	qualified?	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	0
A Level or vocational 32	2	5	2	0	0	0	1	1	0	0	0	4	4	0	0	0	0	0	0	0	1	0	0	1	1	0	1	5	1	2	0	1	1	1	0
Qualifications below A Level 9 No formal qualifications 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	0	2	0	3	0	1	0	1	1 0
l don't know 0	C	0	0	0	0	0	0	0	0	0	0	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 Other 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
Prefer not to say 0 (c) i. Did your household receive incom			0	0	0	0	0	0	0	0	0	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 9	Ð	1	3	0	0	0	0	0	0			1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0		0	0
No 42 I don't know 8			1	1	2	0	2	2	0	0	0	2	3	0	0	0	0	0	0	0	1 0	0	0	0	1	0	0	2	0	4	0	2	1	1	1 0
Prefer not to say 0 (c) ii. Were you entitled to free school			0	0	0	0	0	0	0	0	0	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 11	.1	2	2	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1	2	0	0	0	-	0
No 41 I don't know 7			2	2	2	0	2	1	0	0	0	3	3 0	0	0	0	0	0	0	0	1	0	1	1	1	0	1	5	1	5	0	1	1	1	1
Prefer not to say 0	C	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 ag Modern professional	ged about	14, which b	best desc	ribes the s	ort of work	the main /	nignest inc	come earner	r in your no	usenola ala	in their ma	n job?																							
occupations such as: teacher/lecturer, nurse,																																			
physiotherapist, social worker,		2	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	1	0	1	0	0	0
welfare officer, artist, musician, police officer																																			
(sergeant or above), software																																			
Clerical and intermediate																																		<u> </u>	
occupations such as: secretary, personal assistant, clerical																																	, I		
worker, office clerk, call centre		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	1	0	0	0	0	0	0	0
agent, nursing auxiliary, nursery nurse 2	2																																, I		
Senior managers and administrators usually																																			
responsible for planning,													_				_		_			_									_				
organising and co-ordinating work and for finance such as:		4	1	1	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	0	0	0	0	0
finance manager, chief executive 10	.0																																		
Technical and craft occupations																																			
such as: motor mechanic, fitter, inspector, plumber,		0	0	0	1	0	1	1	0	0	0	2	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	2	1	2	0	0	0	0	0
printer, tool maker, electrician, gardener, train driver 12	2																																, I		
gardener, train driver 12 service occupations such as:	2																																		
postal worker, machine																																			
operative, security guard, caretaker, farm worker.		0	0	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	2	0	0	0	1	0
catering assistant, receptionist,																																			
sales assistant 4 occupations such as: HGV	4																																		
driver, van driver, cleaner, porter, packer, sewing																																	,		
machinist, messenger,		1	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	2	1	1	0	1	0	0	0
labourer, waiter / waitress, bar staff 10	.0																																		
Armed forces personnel for	-																																		
example soldier, airman, naval or military police 0	С	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0

Middie or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	4	1	0	0	0	0	o	1	o	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	o
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist,	7	1	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	2	0	0	0	0	0	0	0
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	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
I don't know	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
Other	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	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	0

## 10. Caring responsibilities

																																			Prefer not
		ICAEW Ch	artered Acco	ountant		Other Cha	rtered Acco	untant		Other acco	ountant			Legally qu	alified			Other lega				Other pro	ession			Direct sup	port staff				Other				to say
																																			Prefer
	Totals																		Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	not to say
(a)Do you look after, or give an	y help or su	pport to fan	nily member	s, friends, n	neighbours	or others b	ecause of ei	ther :	⊷ul> <li>Lo</li>	ng term phy	sical or mer	ntal ill-healt	h / disabilit	ty <li>P</li>	roblems rela	ted to old-a	age? </th <th>ul&gt;</th> <th></th>	ul>																	
No	50	9	4	1	2	0	1	3	0	0	0	2	2	0	0	0	0	0	0	0	1	0	1	1	1	0	1	9	2	5	0	2	0	2	1
Yes, 1-19 hours per week	7	0	0	1	0	0	1	0	0	0	0	2	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Yes, 20-49 hours per week	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	1	0	0	1	0	0
Yes, 50 or more hours per		0	0	0	0	0	0	0	0	0	0	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
(b) Are you a primary carer for	a child or c	hildren unde	r 18?																																
Yes	19	5	2	1	0	0	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	1	0	0	3	1	1	0	0	1	1	0
No	40	4	2	1	2	0	1	3	0	0	0	3	4	0	0	0	0	0	0	0	1	0	1	0	0	0	1	6	1	6	0	2	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

# 11. Marital Status

																																			Prefer not
	ICAE	V Chartered	Accourt	ntant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qua	lified			Other lega	I			Other pro	fession			Direct sup	nort staff				Other				to say
	TC/ 12	Charteret	, needan	land		other end	itered /ieeo	diredire		other acco	diffearie			cegany que	lineu			other lega					10001			Direct Sup	porestari				Other				(0 Suy
																																			Prefer
То	otals Par	ner Man	ager Q	ualified	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	not to say
What is your marital or civil partnersh																						•													
Single (never married or never																																			
registered a same-sex civil		1 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
	22																																		
	28	7 2	2	1	0	0	1	1	0	0	0	2	0	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				0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
partnership	0	· ·	-	Ŭ	Ŭ	Ŭ	Ŭ	Ŭ	Ŭ	Ű	Ů	Ŭ	Ŭ	Ũ	Ŭ	Ū	Ŭ	Ŭ	Ŭ	Ũ	Ũ	Ŭ		Ű	Ŭ	Ŭ	, in the second	Ű	Ű	Ŭ	Ű		Ů	Ļ	, in the second
Separated (but still legally																																			
married or still legally in a		) (	)	0	0	0	0	0	0	0	0	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 partnership)	0																																	<u> </u>	
Divorced or formerly in a same-				0	0	0						0		0		0				0	0			0	0	0									
sex civil partnership which is			,	0	0	0	1	0	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	0
now legally dissolved Widowed or surviving partner	8		-																															<u> </u>	
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	) (	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
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	1	0	0	0	0	0	0	0

## 12. Maternity

	ICAEW Chartered Accountant					Other Chartered Accountant					ountant			Legally qu	alified	Other legal					Other profession					Direct supp	port staff		Other					Prefer not to say		
	Totals				Training	Partne	er Manag	er Qualifie	d 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 of	or paternity l	eave in the la	st 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	0	
(b) If yes: Did you return to the	e same emplo	oyer 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	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	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	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	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	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	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	
(d) If yes: Did your employer o	offer you flexi	ble working a		nts when y		12				1	1		1					1										1 -	1							
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	0	0	0	0	0	0	0	0	0	0	0	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	
Not Applicable	5,	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		2	1	
(e) If yes: Has the ability to wo	ork from nom	e been an im	portant aid	i in your re	turn to wor	κ <u>γ</u>								-			-	-	-		- 1	-			-											
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		0	0	0	0	0	
No Drofor pot to cov	0	0	0	0	0	0	0	0	0	0	0	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		8	4	1	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	

### 13. Neurodiversity

																																			Prefer not
		ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qu	alified	Other legal					Other profession				Direct support staff						Other			to say	
	Totals	Partner	Manager	Qualified	Training	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	Other	Partner	Manager	Qualified	Training	Prefer not to say
(a) Do you consider yourself to be																																			
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		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
(b) If yes: Have you shared informa	b) If yes: Have you shared information about your neurodivergence with your employer?															· · · ·																			
Yes		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		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
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.