

## 1. About you

### Totals

#### ICAEW Chartered Accountant

Partner	1
Manager	3
Qualified	0
Training	1

#### Other Chartered Accountant

Partner	0
Manager	3
Qualified	3
Training	0

#### Other accountant

Partner	1
Manager	1
Qualified	2
Training	0

#### Legally qualified

Partner	0
Manager	0
Qualified	0
Training	0

#### Other legal

Partner	0
Manager	0
Qualified	0
Training	0

#### Other profession

Partner	0
Manager	0
Qualified	0
Training	0

#### Direct support staff

Partner	0
Manager	0
Qualified	0
Training	0
Other	3

#### Other

Partner	0
Manager	0
Qualified	1
Training	0

Prefer not to say

Prefer not to say	0
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## 2. Age

Totals

16-24	0
25-34	3
35-44	5
45-54	1
55-64	4
65 and over	1
Prefer not to say	0

## 3. Sex and Gender

Totals

(a) What is your sex registered at birth?

Female	11
Male	3
Prefer not to say	0

(b) Which gender do you identify with?

A woman	11
A man	3
Non-binary	0
Prefer to self-describe(please write in)	0
Prefer not to say	0

(c) Is the gender you identify with the same as your sex registered at birth?

Yes	14
No	0
Prefer not to say	0

## 4. Disability

Totals

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	2
No	12
Prefer not to say	0

(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

Yes, limited a lot	1
Yes, limited a little	1
No	11
Prefer not to say	0

<b>Not Applicable</b>	<b>1</b>
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(c) If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?

<b>Cognitive / learning</b>	<b>0</b>
<b>Digestive / continence</b>	<b>0</b>
<b>Manual dexterity</b>	<b>0</b>
<b>Mental health</b>	<b>0</b>
<b>Mobility</b>	<b>0</b>
<b>Physical coordination</b>	<b>0</b>
<b>Physical strength</b>	<b>0</b>
<b>Sensory</b>	<b>1</b>
<b>Other</b>	<b>1</b>
<b>Prefer not to say</b>	<b>0</b>
<b>Not Applicable</b>	<b>12</b>

## 5. Ethnic group

### Totals

#### Asian/Asian British

<b>Bangladeshi</b>	<b>0</b>
<b>Chinese</b>	<b>1</b>
<b>Indian</b>	<b>1</b>
<b>Pakistani</b>	<b>0</b>
<b>Other Asian</b>	<b>0</b>

#### Black/African/Caribbean/British

<b>African</b>	<b>0</b>
<b>Caribbean</b>	<b>0</b>
<b>Any other Black/African/Caribbean/Black British</b>	<b>1</b>

#### Mixed/multiple ethnic groups

<b>White and Asian</b>	<b>0</b>
<b>White and Black African</b>	<b>0</b>
<b>White and Black Caribbean</b>	<b>0</b>
<b>Other mixed/multiple ethnic background</b>	<b>0</b>

#### White

<b>British/English/Welsh/Northern Irish/Scottish</b>	<b>9</b>
<b>Irish</b>	<b>0</b>
<b>Gypsy or Irish Traveller</b>	<b>0</b>
<b>Any other White background</b>	<b>2</b>

#### Arab

<b>Arab</b>	<b>0</b>
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#### Other

<b>Other ethnic group</b>	<b>0</b>
<b>Prefer not to say</b>	<b>0</b>

## 6. Faith

### Totals

Buddhist	0
Christian	5
Hindu	1
Jewish	0
Muslim	0
Sikh	0
Any other religion	0
No religion	7
Prefer not to say	1

## 7. Sexual orientation

### Totals

Bisexual	0
Gay man	0
Gay woman / lesbian	0
Heterosexual / straight	13
Other	0
Prefer not to say	1

## 8. Socio-economic background

### Totals

(a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Yes	6
No	3
Did not attend	5
Prefer not to say	0

(b) What type of school did you mainly attend between the ages of 11 and 16?

Attended school outside the British Isles	2
State-run or state-funded school—non-selective	4
State-run or state-funded school—selective on academic, faith or other grounds	5
Independent or fee-paying school	2
I don't know	0
Prefer not to say	1

## 9. Social mobility

Totals

(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 had a degree level qualification	5
At least one had A Level or vocational qualifications	5
Qualifications below A Level / vocational	1
No formal qualifications	1
I don't know	2
Not applicable	0
Other	0
Prefer not to say	0

(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	8
A Level or vocational qualification	4
Qualifications below A Level	0
No formal qualifications	0
I don't know	0
Not applicable	0
Other	1
Prefer not to say	1

(c) i. Did your household receive income support?

Yes	0
No	12
I don't know	2
Prefer not to say	0

(c) ii. Were you entitled to free school meals?

Yes	0
No	13
I don't know	1
Prefer not to say	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	1
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Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	2
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	2
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	1
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	1
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0
Armed forces personnel for example soldier, airman, naval or military police	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	2
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0
Inactive (excluding those that are retired)	0
Retired	0
Not applicable	0
I don't know	1
Other	2
Prefer not to say	1

## 10. Caring responsibilities

Totals

(a) Do you look after, or give any help or support to family members, friends, neighbours or others because of either : Long term physical or mental ill-health / disability/Problems related to old-age?

No	12
Yes, 1-19 hours per week	2
Yes, 20-49 hours per week	0
Yes, 50 or more hours per week	0
Prefer not to say	0

(b) Are you a primary carer for a child or children under 18?

Yes	4
No	9
Prefer not to say	1

## 11. Marital Status

Totals

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	3
Married	9
In a registered same-sex civil partnership	0
Separated (but still legally married or still legally in a same-sex civil partnership)	0
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	1
Widowed or surviving partner from a same-sex civil partnership	0
Other	0
Prefer not to say	1

## 12. Maternity

Totals

(a) Have you taken maternity or paternity leave in the last 5 years?

Yes	3
No	11
Prefer not to say	0

(b) If yes: Did you return to the same employer after the leave?

Yes	3
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No	1
Prefer not to say	0
Not Applicable	10

(c) If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?

Yes	3
No	1
Prefer not to say	0
Not Applicable	10

(d) If yes: Did your employer offer you flexible working arrangements when you returned?

Yes	2
No	1
Prefer not to say	1
Not Applicable	10

(e) If yes: Has the ability to work from home been an important aid in your return to work?

Yes	1
No	3
Prefer not to say	0
Not Applicable	10

### 13. Neurodiversity

Totals

(a) Do you consider yourself to be neurodivergent?

Yes	1
No	11
Prefer not to say	2

(b) If yes: Have you shared information about your neurodivergence with your employer?

Yes	0
No	4
Prefer not to say	1
Not Applicable	9