

Our people:

Totals

ICAEW Chartered Accountant

Partner	7
Manager	1
Qualified	0
Training	0

Other Chartered Accountant

Partner	0
Manager	0
Qualified	0
Training	0

Other accountant

Partner	0
Manager	1
Qualified	1
Training	0

Legally qualified

Partner	0
Manager	0
Qualified	0
Training	0

Other legal

Partner	0
Manager	0
Qualified	1
Training	0

Other profession

Partner	0
Manager	0
Qualified	2
Training	0

Direct support staff

Partner	0
Manager	2
Qualified	0
Training	0

Other

Partner	0
Manager	1
Qualified	0
Training	0

Prefer not to say

N/A	0
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Age of our people:

Totals

16-24	0
25-34	2
35-44	5
45-54	3
55-64	5
65 and over	1
Prefer not to say	0

Totals

(a) Which gender do you identify with?

Male	10
Female	6
Other	0
Prefer not to say	0

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

Yes	0
No	16
Prefer not to say	0

Totals

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

Yes	1
No	14
Prefer not to say	1

(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	0
Yes, limited a little	2
No	14
Prefer not to say	0

(c) If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?

Cognitive / learning	0
Digestive / continence	0
Manual dexterity	0
Mental health	0
Mobility	0
Physical coordination	0
Physical strength	1
Sensory	0
Not applicable	0
Other	0
Prefer not to say	1

		Totals
Asian/Asian British		
Bangladeshi		0
Chinese		0
Indian		0
Pakistani		0
Other Asian		0
Black/African/Caribbean/British		
African		0
Caribbean		0
Any other Black/African/Caribbean/Black British		0
Mixed/multiple ethnic groups		
White and Asian		0
White and Black African		0
White and Black Caribbean		0
Other mixed/multiple ethnic background		0
White		
British/English/Welsh/Northern Irish/Scottish		15
Irish		1
Gypsy or Irish Traveller		0
Any other White background		0

Arab

Arab	0
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Other

Other ethnic group	0
Prefer not to say	0

Totals

Buddhist	0
Christian	9
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion	0
No religion	3
Prefer not to say	4

Totals

Bisexual	1
Gay man	0
Gay woman / lesbian	0
Heterosexual / straight	13
Other	0
Prefer not to say	2

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 has a degree level qualification	9
At least one has A Level or vocational qualifications	6
Qualifications below A Level / vocational	1
I don't know	0
No formal qualifications	0
Not applicable	0
Other	0
Prefer not to say	0

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

A state-run or state-funded school	15
Attended school outside of the British Isles	0
Independent or fee-paying school	1
Selective on academic, faith or other grounds	0
Non-selective	0
I don't know	0
Prefer not to say	0

Totals

(a) 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	6
Qualifications below A Level	2
No formal qualifications	0
I don't know	0
Not applicable	0
Other	0
Prefer not to say	0

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

Yes	0
No	9
I don't know	7
Prefer not to say	0

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

Yes	0
No	13
I don't know	3
Prefer not to say	0

(c) 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?

<p>Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer</p>	1
<p>Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</p>	1
<p>Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive</p>	1
<p>Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver</p>	3
<p>Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</p>	3
<p>Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff</p>	0
<p>Armed forces personnel for example soldier, airman, naval or military police</p>	0
<p>Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican</p>	3

Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	4
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	0
Other	0
Prefer not to say	0

Totals

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

Yes	2
No	13
Prefer not to say	1

(b) 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	1
Yes, 50 or more hours per week	0
Prefer not to say	1

Totals

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	2
Married	10
In a registered same-sex civil partnership	0
Separated (but still legally married or still legally in a same-sex civil partnership)	1
Divorced or formally in a same-sex civil partnership which is now legally dissolved	1
Widowed or surviving partner from a same-sex civil partnership	1
Other	0
Prefer not to say	1

Totals

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

Yes	3
No	13

(b) If yes: i. Did you return to your current employer after the leave?

Yes	3
No	0

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

Yes	3
No	0
Not applicable	0

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

Yes	2
No	0
Not applicable	1

(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?

Yes	0
No	0
Not applicable	3