

1. About you

		About you	Prefer not to cav								
		AEW Chartered Accountar							Prefer not to say		
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say		
ICAEW Chartered Accountant				1				1			
Partner	5	5	0	0	0	0	0	0	0		
Manager	1	0	1	0	0	0	0	0	0		
Qualified	6	0	1	5	0	0	0	0	0		
Training	6	0	0	0	6	0	0	0	0		
Other Chartered Accountant			1			-			1		
Partner	0	0	0	0	0	0	0	0	0		
Manager	0	0	0	0	0	0	0	0	0		
Qualified	0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Other accountant											
Partner	0	0	0	0	0	0	0	0	0		
Manager	0	0	0	0	0	0	0	0	0		
Qualified	1	0	0	0	0	1	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Legally qualified											
Partner	0	0	0	0	0	0	0	0	0		
Manager	0	0	0	0	0	0	0	0	0		
Qualified	1	0	0	0	0	1	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Other legal				•		•	•	•	•		
Partner	0	0	0	0	0	0	0	0	0		
Manager	0	0	0	0	0	0	0	0	0		
Qualified	0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Other profession				•	•	•	•	•	•		
Partner	0	0	0	0	0	0	0	0	0		
Manager	1	0	0	0	0	0	1	0	0		
Qualified	0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Direct support staff											
Partner	0	0	0	0	0	0	0	0	0		
Manager	0	0	0	0	0	0	0	0	0		
Qualified	0	0	0	0	0	0	0	0	0		
Training	1	0	0	0	1	0	0	0	0		
Other	2	0	0	0	0	0	0	2	0		
Other			•	•		;	•				
Partner	0	0	0	0	0	0	0	0	0		
Manager	1	0	0	0	0	0	1	0	0		
Qualified	0	0	0	0	0	0	0	0	0		
Training	0	0	0	0	0	0	0	0	0		
Prefer not to say											
Prefer not to say	1	0	0	0	0	0	0	0	1		

		2. Age ICAEW Chartered Accountant											
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say				
16-24	3	0	0	0	3	0	0	0	0				
25-34	5	1	0	1	3	0	0	0	0				
35-44	11	3	1	3	0	1	0	2	1				
45-54	3	1	0	1	0	0	1	0	0				
55-64	0	0	0	0	0	0	0	0	0				
65 and over	0	0	0	0	0	0	0	0	0				
Prefer not to say	0	0	0	0	0	0	0	0	0				

3. Sex and Gender	
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		ICAEW Chartered Accountant	:						Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
(a) What is your sex registered at birth?				-					
Female	11	3	0	3	2	1	0	2	0
Male	10	2	1	2	4	0	1	0	0
Prefer not to say	1	0	0	0	0	0	0	0	1
(b) Which gender do you identify with?									
A woman	11	3	0	3	2	1	0	2	0
A man	10	2	1	2	4	0	1	0	0
Non-binary	0	0	0	0	0	0	0	0	0
Prefer to self-describe(please write in)	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	0	1
(c) Is the gender you identify with the san	ne as your s	sex registered at birth?							
Yes	21	5	1	5	6	1	1	2	0
No	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	0	1

		4. Disability							
		ICAEW Chartered Accountant	t						Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
(a) Do you consider yourself to have a dis	sability acco	rding to the definition in the E	quality Act?						
Yes	0	0	0	0	0	0	0	0	0
No	21	5	1	5	5	1	1	2	1
Prefer not to say	1	0	0	0	1	0	0	0	0
(b) Are your day-to-day activities limited	because of	a health problem or disability	which has lasted, or is expected	ed to last, at least 12 months?					
Yes, limited a lot	0	0	0	0	0	0	0	0	0
Yes, limited a little	0	0	0	0	0	0	0	0	0
No	19	4	1	4	5	1	1	2	1
Prefer not to say	0	0	0	0	0	0	0	0	0
Not Applicable	3	1	0	1	1	0	0	0	0
(c) If you have answered "Yes" to any of	the previous	s two questions please identify	which of the below health pr	oblems or disabilities apply?	_				
Cognitive / learning	0	0	0	0	0	0	0	0	0
Digestive / continence	0	0	0	0	0	0	0	0	0
Manual dexterity	0	0	0	0	0	0	0	0	0
Mental health	0	0	0	0	0	0	0	0	0
Mobility	0	0	0	0	0	0	0	0	0
Physical coordination	0	0	0	0	0	0	0	0	0
Physical strength	0	0	0	0	0	0	0	0	0
Sensory	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0
Not Applicable	22	5	1	5	6	1	1	2	1

	5. Ethnic group ICAEW Chartered Accountant											
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say Prefer not to say			
Asian/Asian British												
Bangladeshi	0	0	0	0	0	0	0	0	0			
Chinese	0	0	0	0	0	0	0	0	0			
Indian	1	0	0	0	1	0	0	0	0			
Pakistani	0	0	0	0	0	0	0	0	0			
Other Asian	2	0	0	0	1	1	0	0	0			
Black/African/Caribbean/British												
African	0	0	0	0	0	0	0	0	0			
Caribbean	0	0	0	0	0	0	0	0	0			
Any other		0	0	0	0	0	0	0	0			
Black/African/Caribbean/Black British	0											
Mixed/multiple ethnic groups White and Asian	0	0							0			
	0	0	0	0	0	0	0	0	0			
White and Black African White and Black Caribbean	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			
White												
British/English/Welsh/Northern Irish/Scottish	19	5	1	5	4	0	1	2	1			
Irish	0	0	0	0	0	0	0	0	0			
Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0			
Any other White background	0	0	0	0	0	0	0	0	0			
Arab												
Arab	0	0	0	0	0	0	0	0	0			
Other												
Other ethnic group	0	0	0	0	0	0	0	0	0			
Prefer not to say	0	0	0	0	0	0	0	0	0			

		6. Faith ICAEW Chartered Accountan	t						Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
			1	1	1	1		1	1
Buddhist	0	0	0	0	0	0	0	0	0
Christian	4	2	0	2	0	0	0	0	0
Hindu	3	0	0	0	2	1	0	0	0
Jewish	0	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0
Any other religion	0	0	0	0	0	0	0	0	0
No religion	13	3	1	3	4	0	1	1	0
Prefer not to say	2	0	0	0	0	0	0	1	1

		7. Sexual orientation ICAEW Chartered Accountant										
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say			
Bisexual	0	0	0	0	0	0	0	0	0			
Gay man	1	0	0	1	0	0	0	0	0			
Gay woman / lesbian	0	0	0	0	0	0	0	0	0			
Heterosexual / straight	21	5	1	4	6	1	1	2	1			
Other	0	0	0	0	0	0	0	0	0			
Prefer not to say	0	0	0	0	0	0	0	0	0			

		8. Socio-economic backgroun ICAEW Chartered Accountant							Prefer not to say		
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say		
(a) If you went to university (to study a BA	A, BSc cours	se or higher), were you part of	the first generation of your fa	amily to do so?							
Yes	11	3	1	2	4	0	1	0	0		
No	7	2	0	3	2	0	0	0	0		
Did not attend	3	0	0	0	0	1	0	2	0		
Prefer not to say	1	0	0	0	0	0	0	0	1		
(b)What type of school did you mainly att	(b)What type of school did you mainly attend between the ages of 11 and 16?										
Attended school outside the British		0	0	0	0	1	0	0	0		
Isles	1	8	0	8	8	-	0	8	8		
State-run or state-funded school-non-		4	0	2	2	0	0	0	1		
selective	10	7	0	2	5	8	0	8	-		
State-run or state-funded											
school-selective on academic, faith or		1	1	1	2	0	0	0	0		
other grounds	5										
Independent or fee-paying school	4	0	0	2	1	0	1	0	0		
I don't know	1	0	0	0	0	0	0	1	0		
Prefer not to say	1	0	0	0	0	0	0	1	0		

		9. Social mobility ICAEW Chartered Accountant							Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
(a) What is the highest level of qualification	on achieved	by either of your parent(s) or	guardian(s) by the time you v	vere 18?					
At least one had a degree level qualification	7	1	0	3	2	0	1	0	0
At least one had A Level or vocational qualifications	2	1	0	0	0	0	0	0	1
Qualifications below A Level / vocational	5	1	0	1	3	0	0	0	0
No formal qualifications	2	0	0	0	1	1	0	0	0
l don't know	4	2	0	1	0	0	0	1	0
Not applicable	0	0	0	0	0	0	0	0	0
Other	1	0	1	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	1	0
(b) What is the highest level of qualification		-		-					
Degree level	18	5	1	5	6	0	1	0	0
A Level or vocational qualification	4	0	0	0	0	1	0	2	1
Qualifications below A Level	0	0	0	0	0	0	0	0	0
No formal gualifications	0	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0	0
Not applicable	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0
(c) i. Did your household receive income s	-	-	•		-	-			-
Yes	1	0	0	0	1	0	0	0	0
No	19	4	1	5	5	1	1	1	1
I don't know	2	1	0	0	0	0	0	1	0
Prefer not to say	0	0	0	0	0	0	0	0	0
(c) ii. Were you entitled to free school me	-	Ū.		ŭ	Ŭ		<u> </u>	, i i i i i i i i i i i i i i i i i i i	Ů Ů
Yes	2	0	0	0	2	0	0	0	0
No	17	4	1	5	3	1	1	1	<u> </u>
I don't know	3	1	0	0	1	0	0	1	0
Prefer not to say	0	0	0	0	0	0	0	0	0
(d) Thinking back to when you were aged	-					Ū.		0	Ŭ
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	1	1	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	1	0	0	1	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	8	3	0	1	2	0	1	0	1

michiki, messeger, kolver, waires, korstaff / wairess, korstaff / wair									1	
access performs such sets performs under, general spectral manager, spectral manager, performs and a set five diver, spectral manager, spect	as: motor mechanic, fitter, inspector, plumber, printer, tool maker,	4	0	1	2	1	0	0	0	0
accurations such as HeV driver, van wachinger, messenger, labour, will as ' unairess, bet staffDeDeDeDeDeDeDewachinger, estensions for xanger, such valieres, bet staffDeD	occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering	1	0	0	0	1	0	0	0	0
solitic priman, pay lor military police 0 Image solitic prima p	occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter		0	0	0	1	0	0	0	0
office manager, retail manager, bank manager, bank	Armed forces personnel for example soldier, airman, naval or military police	0	0	0	0	0	0	0	0	0
Traditional professional occupations such as: accountant, solicitor, medical enginee Image: solicitor, medical enginee Imag	office manager, retail manager, bank manager, restaurant manager,	0	0	0	0	0	0	0	0	0
Jobseeker's Allowance or earlier unemployment benefit for a year or les)000	such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical	3	1	0	1	1	0	0	0	0
Jobseeker's Allowance or earlier unemployment benefit for more than a year)DDDDDDDDInactive (excluding those that are retired)00 </th <th>Jobseeker's Allowance or earlier unemployment benefit for a year or</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th> <th>0</th>	Jobseeker's Allowance or earlier unemployment benefit for a year or	0	0	0	0	0	0	0	0	0
retired) 0<	Jobseeker's Allowance or earlier unemployment benefit for more than a year)		0	0	0	0	0	0	0	0
Not applicable 0	retired)	0	0	0	0	0	0	0	0	0
Not applicable 0	Retired	0	0	0	0	0	0	0	0	0
I don't know 1 0 0 0 0 1 0 Other 1 0 0 0 0 1 0 0 0								0		
		1	0	0	0	0	0	0		0
Prefer not to say 1 0 0 0 0 0 0 0 0 1 0	Other	1	0	0	0	0	1	0	0	0
	Prefer not to say	1	0	0	0	0	0	0	1	0

10. Caring responsibilities

		ICAEW Chartered Accountant	t						Prefer not to say		
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say		
(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											
No	22	5	1	5	6	1	1	2	1		
Yes, 1-19 hours per week	0	0	0	0	0	0	0	0	0		
Yes, 20-49 hours per week	0	0	0	0	0	0	0	0	0		
Yes, 50 or more hours per week	0	0	0	0	0	0	0	0	0		
Prefer not to say	0	0	0	0	0	0	0	0	0		
(b) Are you a primary carer for a child or	children und	der 18?	-								
Yes	7	2	0	2	0	1	0	1	1		
No	15	3	1	3	6	0	1	1	0		
Prefer not to say	0	0	0	0	0	0	0	0	0		

		11. Marital Status ICAEW Chartered Accountant	t						Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
What is your marital or civil partnership status?									
Single (never married or never registered a same-sex civil partnership)	10	2	0	2	6	0	0	0	0
Married	11	3	1	3	0	1	1	2	0
In a registered same-sex civil partnership	0	0	0	0	0	0	0	0	0
Separated (but still legally married or still legally in a same-sex civil partnership)	0	0	0	0	0	0	0	0	0
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	0	0	0	0	0	0	0	0	0
Widowed or surviving partner from a same-sex civil partnership	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	0	1

12. Maternity

		ICAEW Chartered Accountant							Prefer not to say	
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say	
(a) Have you taken maternity or paternity leave in the last 5 years?										
Yes	6	2	0	2	0	0	0	1	1	
No	16	3	1	3	6	1	1	1	0	
Prefer not to say	0	0	0	0	0	0	0	0	0	
(b) If yes: Did you return to the same en	(b) If yes: Did you return to the same employer after the leave?									
Yes	6	2	0	2	0	0	0	1	1	
No	1	0	0	1	0	0	0	0	0	
Prefer not to say	0	0	0	0	0	0	0	0	0	
Not Applicable	15	3	1	2	6	1	1	1	0	
(c) If yes: Did your employer allow you	to take time o	off with full pay for ante-natal	appointments?							
Yes	6	2	0	2	0	0	0	1	1	
No	0	0	0	0	0	0	0	0	0	
Prefer not to say	0	0	0	0	0	0	0	0	0	
Not Applicable	16	3	1	3	6	1	1	1	0	
(d) If yes: Did your employer offer you	lexible workir	ng arrangements when you re	turned?							
Yes	5	2	0	2	0	0	0	1	0	
No	1	0	0	0	0	0	0	0	1	
Prefer not to say	0	0	0	0	0	0	0	0	0	
Not Applicable	16	3	1	3	6	1	1	1	0	
(e) If yes: Has the ability to work from home been an important aid in your return to work?										
Yes	6	2	0	2	0	0	0	1	1	
No	0	0	0	0	0	0	0	0	0	
Prefer not to say	0	0	0	0	0	0	0	0	0	
Not Applicable	16	3	1	3	6	1	1	1	0	

13.	Neuroc	liversity
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ICAEW Chartered Accountant									Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
(a) Do you consider yourself to be neurodivergent?									
Yes	1	1	0	0	0	0	0	0	0
No	20	4	1	5	6	1	1	1	1
Prefer not to say	1	0	0	0	0	0	0	1	0
(b) If yes: Have you shared information	about your ne	eurodivergence with your em	ployer?						
Yes	0	0	0	0	0	0	0	0	0
No	1	1	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0	0
Not Applicable	21	4	1	5	6	1	1	2	1