

1. About you

ICAEW Chartered Accountant

Prefer not to say

Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
ICAEW Chartered Accountant								
Partner	5	0	0	0	0	0	0	0
Manager	1	1	0	0	0	0	0	0
Qualified	6	0	1	5	0	0	0	0
Training	6	0	0	6	0	0	0	0
Other Chartered Accountant								
Partner	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other accountant								
Partner	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0
Qualified	1	0	0	0	1	0	0	0
Training	0	0	0	0	0	0	0	0
Legally qualified								
Partner	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0
Qualified	1	0	0	0	1	0	0	0
Training	0	0	0	0	0	0	0	0
Other legal								
Partner	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Other profession								
Partner	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	1	0	0
Qualified	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Direct support staff								
Partner	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0
Training	1	0	0	1	0	0	0	0
Other	2	0	0	0	0	0	2	0
Other								
Partner	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	1	0	0
Qualified	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0
Prefer not to say								
Prefer not to say	1	0	0	0	0	0	0	1

4. Disability

ICAEW Chartered Accountant

Prefer not to say

Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
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(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	0	0	0	0	0	0	0	0
No	21	5	1	5	5	1	1	2
Prefer not to say	1	0	0	0	1	0	0	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	0	0	0	0	0	0	0	0
Yes, limited a little	0	0	0	0	0	0	0	0
No	19	4	1	4	5	1	1	2
Prefer not to say	0	0	0	0	0	0	0	0
Not Applicable	3	1	0	1	1	0	0	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	0	0	0	0	0	0	0
Digestive / continence	0	0	0	0	0	0	0	0
Manual dexterity	0	0	0	0	0	0	0	0
Mental health	0	0	0	0	0	0	0	0
Mobility	0	0	0	0	0	0	0	0
Physical coordination	0	0	0	0	0	0	0	0
Physical strength	0	0	0	0	0	0	0	0
Sensory	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0
Prefer not to say	0	0	0	0	0	0	0	0
Not Applicable	22	5	1	5	6	1	1	2

9. Social mobility

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Totals	Partner	Manager	Qualified	Training	Qualified	Manager	Other	Prefer not to say
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(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	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
I 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 you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?

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 qualifications	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 support?

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 meals?

Yes	2	0	0	0	2	0	0	0	0
No	17	4	1	5	3	1	1	1	1
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 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	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

Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	4	0	1	2	1	0	0	0	0
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	1	0	0	0	1	0	0	0	0
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	1	0	0	0	1	0	0	0	0
Armed forces personnel for example soldier, airman, naval or military police	0	0	0	0	0	0	0	0	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0	0	0	0	0	0	0	0	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	3	1	0	1	1	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
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
Inactive (excluding those that are retired)	0	0	0	0	0	0	0	0	0
Retired	0	0	0	0	0	0	0	0	0
Not applicable	0	0	0	0	0	0	0	0	0
I don't know	1	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

11. Marital Status

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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
Married	11	3	1	3	0	1	1	2
In a registered same-sex civil partnership	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
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	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
Other	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	1

12. Maternity

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	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 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 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 flexible working arrangements when you returned?									
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. Neurodiversity

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	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 neurodivergence with your employer?									
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