

# 1. About you

## ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
ICAEW Chartered Accountant					
Partner	2	2	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	2	0	0	0	2

## Other Chartered Accountant

Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	2	0	0	0	2

## Other accountant

Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	2	0	0	0	2

## Legally qualified

Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	3	0	0	0	2

## Other legal

Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	2	0	0	0	2

## Other profession

Partner	0	0	0	0	0
Manager	2	0	0	0	2
Qualified	0	0	0	0	0
Training	0	0	0	0	0

Direct support staff

Partner	0	0	0	0	0
Manager	2	0	0	0	2
Qualified	0	0	0	0	0
Training	0	0	0	0	0

Other

Partner	2	0	0	0	2
Manager	0	0	0	0	0
Qualified	1	0	0	0	0
Training	0	0	0	0	0

Prefer not to say

N/A	3	0	0	0	0
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**2. Age**

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
16-24	2	0	0	0	0
25-34	1	0	0	0	0
35-44	2	0	0	0	2
45-54	0	0	0	0	0
55-64	1	1	0	0	0
65 and over	1	1	0	0	0
Prefer not to say	1	0	0	0	0

### 3. Sex/Gender

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(a) Which gender do you identify with?

Male	3	1	0	0	1
Female	5	1	0	0	1
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0

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

Yes	0	0	0	0	0
No	8	2	0	0	2
Prefer not to say	0	0	0	0	0

#### 4. Disability

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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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
No	7	2	0	0	2
Prefer not to say	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 to last, at least 12 months?

Yes, limited a lot	0	0	0	0	0
Yes, limited a little	0	0	0	0	0
No	7	2	0	0	2
Prefer not to say	1	0	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
Digestive / continence	0	0	0	0	0
Manual dexterity	0	0	0	0	0
Mental health	0	0	0	0	0
Mobility	0	0	0	0	0
Physical coordination	0	0	0	0	0
Physical strength	0	0	0	0	0
Sensory	0	0	0	0	0
Not applicable	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	2	0	0	0	0

## 5. Ethnic group

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Asian/Asian British					
Bangladeshi	0	0	0	0	0
Chinese	0	0	0	0	0
Indian	0	0	0	0	0
Pakistani	0	0	0	0	0
Other Asian	0	0	0	0	0
Black/African/Caribbean/British					
African	0	0	0	0	0
Caribbean	0	0	0	0	0
Any other Black/African/Caribbean/Black British	0	0	0	0	0
Mixed/multiple ethnic groups					
White and Asian	0	0	0	0	0
White and Black African	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0
Other mixed/multiple ethnic background	0	0	0	0	0
White					
British/English/Welsh/Northern Irish/Scottish	6	2	0	0	1
Irish	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0
Any other White background	1	0	0	0	1
Arab					
Arab	0	0	0	0	0
Other					
Other ethnic group	0	0	0	0	0
Prefer not to say	1	0	0	0	0

**6. Faith**

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Buddhist	0	0	0	0	0
Christian	2	1	0	0	1
Hindu	0	0	0	0	0
Jewish	0	0	0	0	0
Muslim	0	0	0	0	0
Sikh	0	0	0	0	0
Any other religion	0	0	0	0	0
No religion	4	1	0	0	1
Prefer not to say	2	0	0	0	0

## 7. Sexual orientation

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Bisexual	0	0	0	0	0
Gay man	0	0	0	0	0
Gay woman / lesbian	0	0	0	0	0
Heterosexual / straight	6	2	0	0	2
Other	0	0	0	0	0
Prefer not to say	2	0	0	0	0



### 8. Socio-economic background

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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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 has a degree level qualification	2	0	0	0	2
At least one has A Level or vocational qualifications	0	0	0	0	0
Qualifications below A Level / vocational	0	0	0	0	0
I don't know	1	0	0	0	0
No formal qualifications	3	2	0	0	0
Not applicable	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	2	0	0	0	0

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

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

### 9. Social mobility<sup>2</sup>

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(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	5	1	0	0	2
A Level or vocational qualification	1	1	0	0	0
Qualifications below A Level	0	0	0	0	0
No formal qualifications	1	0	0	0	0
I don't know	0	0	0	0	0
Not applicable	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	1	0	0	0	0

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

Yes	0	0	0	0	0
No	4	1	0	0	2
I don't know	1	1	0	0	0
Prefer not to say	3	0	0	0	0

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

Yes	0	0	0	0	0
No	4	1	0	0	2
I don't know	1	1	0	0	0
Prefer not to say	3	0	0	0	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?

Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	1	0	0	0	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	1	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	2	1	0	0	1
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0	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	0	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	0	0	0	0	0
Armed forces personnel for example soldier, airman, naval or military police	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
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	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
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0	0	0	0
Inactive (excluding those that are retired)	0	0	0	0	0
Retired	0	0	0	0	0
Not applicable	0	0	0	0	0
I don't know	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	3	1	0	0	0

### 10. Caring responsibilities

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(a) Are you a primary carer for a child or children under 18?

Yes	3	0	0	0	2
No	5	2	0	0	0
Prefer not to say	0	0	0	0	0

(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 - Pro

No	6	2	0	0	2
Yes, 1-19 hours per week	0	0	0	0	0
Yes, 20-49 hours per week	0	0	0	0	0
Yes, 50 or more hours per week	0	0	0	0	0
Prefer not to say	2	0	0	0	0

### 11. Marital Status

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	2	0	0	0	0
Married	6	2	0	0	2
In a registered same-sex civil partnership	0	0	0	0	0
Separated (but still legally married or still legally in a same-sex civil partnership)	0	0	0	0	0
Divorced or formally in a same-sex civil partnership which is now legally dissolved	0	0	0	0	0
Widowed or surviving partner from a same-sex civil partnership	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0

## 12. Maternity/Paternity

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(a) Have you taken maternity or paternity leave in the last 5 years?

Yes	1	0	0	0	0
No	7	2	0	0	2

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

Yes	1	0	0	0	0
No	0	0	0	0	0

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

Yes	1	0	0	0	0
No	0	0	0	0	0
Not applicable	1	0	0	0	0

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

Yes	1	0	0	0	0
No	0	0	0	0	0
Not applicable	1	0	0	0	0

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

Yes	1	0	0	0	0
No	0	0	0	0	0
Not applicable	1	0	0	0	0

Other Chartered Accountant

Other accountant

[illegible]





Other Chartered Accountant

Other accountant

[illegible]

Other Chartered Accountant

Other accountant

[illegible]

### Other Chartered Accountant

Other accountant

Partner	Manager	Qualified	Training	Partner	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	0	0
0	0	0	0	0	0

[illegible]

Other Chartered Accountant

Partner	Manager	Qualified	Training	Partner	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	0	0
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0	0	0	0	0	0
0	0	0	0	0	0

Other accountant

Other Chartered Accountant

Other accountant

[illegible]

Other Chartered Accountant

Other accountant

[illegible]

Other Chartered Accountant

Other accountant

[illegible]



Other Chartered Accountant

Partner	Manager	Qualified	Training	Partner	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	0	0
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[illegible]

[illegible]

Other Chartered Accountant

Other accountant

Partner	Manager	Qualified	Training	Partner	Manager
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

blems related to old-age?

0	0	0	0	0	0
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

Other accountant

[illegible]

Other Chartered Accountant

Partner	Manager	Qualified	Training	Partner	Manager
0	0	0	0	0	0
0	0	0	0	0	0

Other 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	0
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Qualified	Training	Partner	Manager	Qualified	Training
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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	Training	Partner	Manager	Qualified	Training
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[illegible]

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	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	0
0	0	0	0	0	1
0	0	0	0	0	0

Qualified	Training	Partner	Manager	Qualified	Training
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	1

[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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0	0	0	0	0	0
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Legally qualified

[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible][illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]

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[illegible]

[illegible]

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	1

Legally qualified

[illegible]

[illegible][illegible]

Other legal

Other profession

Partner	Manager	Qualified	Training	Partner	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
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Other legal

Other profession

[illegible]



Other legal

Other profession

[illegible]

Other legal

Other profession

Partner	Manager	Qualified	Training	Partner	Manager
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[illegible]

Other legal

Partner	Manager	Qualified	Training	Partner	Manager
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Other profession

Other legal

Other profession

[illegible]

Other legal

Other profession

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Other profession

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[illegible]

Other legal

Other legal				Other profession	
Partner	Manager	Qualified	Training	Partner	Manager
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Other legal

Other profession

[illegible]

Other legal

Partner	Manager	Qualified	Training	Partner	Manager
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Other profession

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Qualified	Training	Partner	Manager	Qualified	Training
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Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0



Qualified	Training	Partner	Manager	Qualified	Training
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	0

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]

Qualified	Training	Partner	Manager	Qualified	Training
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[illegible][illegible]



[illegible]

[illegible]





Qualified	Training	Partner	Manager	Qualified	Training
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[illegible]



Other

Prefer not to say

Partner	Manager	Qualified	Training	N/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	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0

0	0	0	0	0
0	0	0	0	0
0	0	0	0	0
0	0	0	0	0

0	0	0	0	0
0	0	0	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	0	0	0	2
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Other				Prefer not to say
Partner	Manager	Qualified	Training	N/A
0	0	0	0	1
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	1	0	0

Other				Prefer not to say
Partner	Manager	Qualified	Training	N/A
0	0	1	0	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	1	0	2
0	0	0	0	0

Other					Prefer not to say
Partner	Manager	Qualified	Training	N/A	
0	0	0	0	0	
0	0	1	0	2	
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	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
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	



Other

Prefer not to say

[illegible]

Other				Prefer not to say
Partner	Manager	Qualified	Training	N/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	0	0	0
0	0	0	0	2
0	0	1	0	0

Other					Prefer not to say
Partner	Manager	Qualified	Training	N/A	
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	
0	0	0	0	1	

Other	Prefer not to say			
Partner	Manager	Qualified	Training	N/A
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	0	0
0	0	0	0	0
0	0	1	0	0
0	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	0
0	0	0	0	1
0	0	0	0	0

Other				Prefer not to say
Partner	Manager	Qualified	Training	N/A
0	0	1	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	0	0	0
0	0	0	0	1
0	0	0	0	0
0	0	0	0	1
0	0	0	0	0
0	0	1	0	1
0	0	0	0	0
0	0	0	0	1
0	0	0	0	0
0	0	1	0	1
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

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

[illegible]

Other					Prefer not to say
Partner	Manager	Qualified	Training	N/A	
0	0	0	0	1	
0	0	1	0	1	
0	0	0	0	0	
0	0	0	0	2	
0	0	0	0	0	
0	0	0	0	0	
0	0	0	0	0	
0	0	1	0	0	



Other

Prefer not to say

[illegible]

Other					Prefer not to say
Partner	Manager	Qualified	Training	N/A	
0	0	0	0	1	
0	0	1	0	1	
0	0	0	0	1	
0	0	0	0	0	
0	0	0	0	1	
0	0	0	0	0	
0	0	0	0	1	
0	0	0	0	1	
0	0	0	0	0	
0	0	0	0	1	
0	0	0	0	1	
0	0	0	0	0	
0	0	0	0	1	