

1. About you

Totals

ICAEW Chartered Accountant

Partner	5
Manager	4
Qualified	5
Training	5

Other Chartered Accountant

Partner	1
Manager	11
Qualified	5
Training	5

Other accountant

Partner	1
Manager	3
Qualified	6
Training	13

Legally qualified

Partner	0
Manager	0
Qualified	1
Training	1

Other legal

Partner	0
Manager	0
Qualified	0
Training	0

Other profession

Partner	0
Manager	1
Qualified	1
Training	1

Direct support staff

Partner	1
Manager	2
Qualified	2
Training	0
Other	1

Other

Partner	0
Manager	0
Qualified	0
Training	0

Prefer not to say

Prefer not to say	7
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## 2. Age

	Totals
16-24	18
25-34	15
35-44	12
45-54	9
55-64	13
65 and over	2
Prefer not to say	2

## 3. Sex and Gender

	Totals
<b>(a) What is your sex registered at birth?</b>	
Female	39
Male	30
Prefer not to say	2
<b>(b) Which gender do you identify with?</b>	
A woman	39
A man	29
Non-binary	0
Prefer to self-describe(please write in)	0
Prefer not to say	3
<b>(c) Is the gender you identify with the same as your sex registered at birth?</b>	
Yes	68
No	0
Prefer not to say	2

## 4. Disability

	Totals
<b>(a) Do you consider yourself to have a disability according to the definition in the Equality Act?</b>	
Yes	3
No	65
Prefer not to say	3
<b>(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?</b>	
Yes, limited a lot	1
Yes, limited a little	7
No	49
Prefer not to say	3
Not Applicable	11

(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	3
Digestive / continence	0
Manual dexterity	0
Mental health	2
Mobility	4
Physical coordination	1
Physical strength	3
Sensory	1
Other	1
Prefer not to say	3
Not Applicable	30

Ethnic Group

Totals

Asian/Asian British

Bangladeshi	0
Chinese	1
Indian	0
Pakistani	0
Other Asian	1

Black/African/Caribbean/British

African	0
Caribbean	0
Any other Black/African/Caribbean/Black British	1

Mixed/multiple ethnic groups

White and Asian	0
White and Black African	1
White and Black Caribbean	1
Other mixed/multiple ethnic background	0

White

British/English/Welsh/Northern Irish/Scottish	63
Irish	0
Gypsy or Irish Traveller	0
Any other White background	1

Arab

Arab	0
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Other

Other ethnic group	0
Prefer not to say	2

6. Faith

Totals

Buddhist	0
Christian	30
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion	2
No religion	33
Prefer not to say	6

## 7. Sexual Orientation

Totals

Bisexual	1
Gay man	0
Gay woman / lesbian	0
Heterosexual / straight	65
Other	0
Prefer not to say	5

## 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	12
No	11
Did not attend	45
Prefer not to say	3

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

Attended school outside the British Isles	3
State-run or state-funded school–non-selective	54
State-run or state-funded school–selective on academic, faith or other grounds	4
Independent or fee-paying school	6
I don't know	1
Prefer not to say	3

## 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	17
At least one had A Level or vocational qualifications	25
Qualifications below A Level / vocational	8
No formal qualifications	4

I don't know	10
Not applicable	0
Other	0
Prefer not to say	7

(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	22
A Level or vocational qualification	39
Qualifications below A Level	1
No formal qualifications	1
I don't know	1
Not applicable	0
Other	1
Prefer not to say	6

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

Yes	6
No	53
I don't know	8
Prefer not to say	4

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

Yes	4
No	56
I don't know	7
Prefer not to say	4

(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	12
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	4
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	8
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	14
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	2
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	4
Armed forces personnel for example soldier, airman, naval or military police	1
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	6
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	8
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	4
Other	1
Prefer not to say	7

## 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	62
Yes, 1-19 hours per week	4
Yes, 20-49 hours per week	1
Yes, 50 or more hours per week	0
Prefer not to say	4

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

Yes	18
No	50
Prefer not to say	3

## 11. Marital Status

Totals

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	28
Married	31
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 formerly in a same-sex civil partnership which is now legally dissolved	6
Widowed or surviving partner from a same-sex civil partnership	0
Other	2
Prefer not to say	3

## 12. Maternity

Totals

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

Yes	9
No	59

Prefer not to say	3
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(b) If yes: Did you return to the same employer after the leave?

Yes	10
No	1
Prefer not to say	2
Not Applicable	52

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

Yes	6
No	2
Prefer not to say	2
Not Applicable	53

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

Yes	5
No	2
Prefer not to say	2
Not Applicable	55

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

Yes	5
No	1
Prefer not to say	3
Not Applicable	54

### 13. Neurodiversity

Totals

(a) Do you consider yourself to be neurodivergent?

Yes	6
No	59
Prefer not to say	6

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

Yes	1
No	10
Prefer not to say	3
Not Applicable	57

## **SUMMARY OF RESULTS**

Having received and collated the above information from the majority of staff we can summarise that we consider we are a diverse firm with a fair mix of answers across the board. As a growing firm, we are more diverse across most areas this year compared to two years ago. We have a broad age range with a mix from 16 to over 65 years, with our majority in the 16-24 years age range bracket. We have a mix of males and females. There is a spread of answers across most boxes, although we do acknowledge that we have mostly a heterosexual/white British orientated staff base. This is only derived at from the ability and suitability of the candidates who applied at the time and the most suited candidate being offered the position. Due to our small business size and location out of a city where mostly local people apply who are of white British origin this is what leads us to the trend of having predominantly white British staff. We are a diverse firm who hold no preference to whom we employ and we seek the most suited candidates based on their ability only.