

Diversity Survey Results:

1 About you - please indicate which category of role best describes your position in the firm.

	Partner	Manager	Qualified	Training	Totals
ICAEW Chartered Accountant	2	-	-	-	2
Other Chartered Accountant	1	2	3	2	8
Other accountant	-	1	-	4	5
Legally qualified	-	-	-	-	0
Other legal	-	1	-	3	4
Other profession	-	-	-	-	0
Totals	3	4	3	9	19

Direct support staff: 8

Other: -

Prefer not to say: -

2 Age

	Total
16-24	2
25-34	2
35-44	4
45-54	3
55-64	9
65 and over	-
Prefer not to say	7
Total	27

3 Gender

	Total
Male	9
Female	15
Trans	-
Other	-
Prefer not to say	3
Totals	27

4a Disability - do you consider yourself to have a disability?

	Total
Yes	1
No	24
Prefer not to say	2
Totals	27

4b Disability - are day to day limited because of health problems or disability which has lasted, or is expected to last, at least 12 months?

	Total
Yes, limited a lot	-
Yes, limited a little	-
No	27
Prefer not to say	-
Totals	27

5 Ethnic group

	Bangladeshi	Chinese	Indian	Pakistani	Other Asian	Total
Asian / Asian British	-	1	2	-	1	4

	African	Caribbean	Any other Black/African/Caribbean/British	Total
Black/African/Caribbean/British	-	-	-	0

	White and Asian	White and Black African	White and Black Caribbean	Other mixed / multiple ethnic background	Total
Mixed/multiple ethnic groups	-	-	-	-	0

	British/English/ Welsh/Northern Irish/Scottish	Irish	Gypsy or Irish Traveller	Other white background	Total
White	14	-	-	1	15

	Total
Arab	-

	Other Ethnic group	Prefer not to say	Total
Other		8	8

6 Faith

	Total
Buddhist	2
Christian	6
Hindu	1
Jewish	-
Muslim	1
Sikh	1
No religion	6
Other	1
Prefer not to say	9
Total	27

7 Sexual orientation

	Total
Bisexual	-
Gay man	-
Gay woman/lesbian	-
Heterosexual/straight	17
Other	
Prefer not to say	10
Total	27

8a Socio-economic background - If you went to university, were you the first of the first generation of your family to do so?

	Total
Yes	4
No	4
Did not attend	12
Prefer not to say	7
Total	27

8b Socio-economic background - between ages 11-18 did you mainly attend a state or fee-paying school?

	Total
UK state school	14
UK independent/fee paying school	4
Attend school outside the UK	3
Prefer not to say	6
Total	27

9a Social Mobility - did any of your parents/guardians complete a university degree/peak?

	Total
Yes	7
No	14
Did not attend	1
Prefer not to say	5
Total	27

9b Social Mobility - which of these is your highest level of qualification?

	Total
1-4 O levels/CSEs/GCSEs (any level) Entry level, Foundation Diploma	4
NVQ Level 1, Foundation GNVQ, Basic Skills	-
5+ O Levels (passes)/CSEs (grade 1)/GCSEs (A*-C), School certificate, 1 A level/2-3	4
AS Levels / VCEs, Higher Diploma	-
NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma	-
Diploma	2
Apprenticeship	1
2+ A levels/VCEs, 4+ AS Levels, Higher School Certificate, Progression/Advanced Diploma	1
NVQ level 3, Advanced GNVQ, City and Guilds Advanced craft, ONC, OND, BTEC National	-
RSA Advaced Diploma	-
Undergraduate degree	5
Master's Degree	2
Doctorate Degree	-
NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher level	-
Professional qualifications	4
Other vocational/work-related qualifications.	-
Non-UK Qualifications	-
No Qualifications	-
Prefer not to say	4
Total	27

9c Social-mobility - Did either of these apply at any point during your school years?

Your household received income support?

	Total
Yes	1
No	15
I don't know	6
Prefer not to say	5
Total	27

You received free school meals?

	Total
Yes	4
No	17
I don't know	1
Prefer not to say	5
Total	27

10a Caring responsibilities - are you a primary care of a child or children under age of 18?

	Total
Yes	6
No	12
Prefer not to say	9
Total	27

10b Caring responsibilities - do you look after a family member, friend or neighbour or others because of either:

a) long term physical or mental health/disability

b) problems related to age

	Total
No	15
Yes, 1 - 19 hours	1
Yes, 20 - 49 hours per week	1
Yes, 50 or more hours week	-
Prefer not to say	10
Total	27