

2. Age

Totals	ICAEW Chartered Accountant		Other accountant	Direct support staff	Other		Prefer not to say	
	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
16-24	0	0	0	0	0	0	0	0
25-34	3	1	2	0	0	0	0	0
35-44	2	2	0	0	0	0	0	0
45-54	1	0	0	0	1	0	0	0
55-64	4	1	0	1	0	0	1	1
65 and over	0	0	0	0	0	0	0	0
Prefer not to say	2	0	0	0	1	0	0	1

3. Sex/Gender

	ICAEW Chartered Accountant		Other accountant	Direct support staff	Other		Prefer not to say	
Totals	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
(a) Which gender do you identify with?								
Male	5	3	1	1	0	0	0	0
Female	6	1	1	0	0	2	1	1
Other	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	1
(b) Is the gender you now identify with different from the sex you were assigned at birth?								
Yes	0	0	0	0	0	0	0	0
No	10	4	2	1	0	2	0	1
Prefer not to say	1	0	0	0	0	0	0	1

6. Faith

Totals	ICAEW Chartered Accountant		Other accountant	Direct support staff	Qualified	Other		Prefer not to say
	Partner	Manager	Partner	Partner		Partner	Qualified	N/A
Buddhist	0	0	0	0	0	0	0	0
Christian	6	2	1	0	1	0	1	1
Hindu	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0
Muslim	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0
Any other religion	0	0	0	0	0	0	0	0
No religion	5	2	1	1	1	0	0	0
Prefer not to say	1	0	0	0	0	0	0	1

7. Sexual orientation

Totals	ICAEW Chartered Accountant		Other accountant	Direct support staff	Other		Prefer not to say	
	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
Bisexual	0	0	0	0	0	0	0	0
Gay man	0	0	0	0	0	0	0	0
Gay woman / lesbian	0	0	0	0	0	0	0	0
Heterosexual / straight	10	4	2	1	0	2	0	1
Other	0	0	0	0	0	0	0	0
Prefer not to say	2	0	0	0	0	0	1	1

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	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	1	0	0	1	0	0	0	0	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	1	1	0	0	0	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	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	0	1

10. Caring responsibilities

ICAEW Chartered Accountant

Other accountant

Direct support staff

Other

Prefer not to say

Totals	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
(a) Are you a primary carer for a child or children under 18?								
Yes	4	2	1	0	0	0	0	1
No	7	2	1	1	0	2	0	0
Prefer not to say	1	0	0	0	0	0	0	1
(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 - Problems related to old-age?								
No	9	4	2	1	0	0	1	0
Yes, 1-19 hours per week	1	0	0	0	0	1	0	0
Yes, 20-49 hours per week	1	0	0	0	0	0	0	1
Yes, 50 or more hours per week	0	0	0	0	0	0	0	0
Prefer not to say	1	0	0	0	0	0	0	1

11. Marital Status

ICAEW Chartered Accountant

Other accountant

Direct support staff

Other

Prefer not to say

Totals	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
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What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	5	2	1	0	0	1	0	1	0
Married	3	1	1	0	0	0	0	0	1
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 formally 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	1	0	0	0	0	1	0	0	0
Other	0	0	0	0	0	0	0	0	0
Prefer not to say	3	1	0	1	0	0	0	0	1

12. Maternity/Paternity

ICAEW Chartered Accountant

Other accountant

Direct support staff

Other

Prefer not to say

	Totals	Partner	Manager	Partner	Partner	Qualified	Partner	Qualified	N/A
(a) Have you taken maternity or paternity leave in the last 5 years?									
Yes	1	0	1	0	0	0	0	0	0
No	11	4	1	1	0	2	0	1	2
(b) Yes: i. Did you return to your current employer after the leave?									
Yes	1	0	1	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0
(b) Yes: ii. Did your current employer give you additional leave for ante-natal appointments?									
Yes	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0
Not applicable	2	1	1	0	0	0	0	0	0
(b) Yes: iii. Has your employer offered you flexible working arrangements?									
Yes	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0
Not applicable	2	1	1	0	0	0	0	0	0
(b) Yes: iv. Has the ability to work from home been an important aide in your return to work?									
Yes	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0
Not applicable	2	1	1	0	0	0	0	0	0