

1. About you

		66	
		Totals	%
ICAEW Chartered Accountant			
Partner		4	6%
Manager		3	5%
Qualified		4	6%
Training		8	12%
Other Chartered Accountant			
Partner		1	2%
Manager		3	5%
Qualified		5	8%
Training		7	11%
Other accountant			
Partner		0	
Manager		4	6%
Qualified		6	9%
Training		3	5%
Legally qualified			
Partner		0	
Manager		0	
Qualified		0	
Training		1	2%
Other legal			
Partner		0	
Manager		0	
Qualified		0	
Training		1	2%
Other profession			
Partner		0	
Manager		1	2%
Qualified		2	3%
Training		3	5%
Direct support staff			
Partner		0	
Manager		5	8%
Qualified		5	8%
Training		4	6%
Other		0	
Other			
Partner		0	
Manager		1	2%
Qualified		2	3%
Training		3	5%
Prefer not to say			
Prefer not to say		4	6%

2. Age

		Totals	
16-24		9	14%
25-34		22	33%
35-44		14	21%
45-54		11	17%
55-64		8	12%
65 and over		0	
Prefer not to say		2	3%

3. Sex/Gender

		Totals	
(a) What is your registered sex at birth?			
Female		40	61%
Male		24	36%
Prefer not to say		2	3%
(b) Which gender do you identify with?			
A woman		40	61%
A man		24	36%
Non-binary		0	
In some other way / self-describe		0	
Prefer not to say		2	3%
(c) Is the gender you identify with the same as your sex registered at birth?			
Yes		63	95%
No		0	
Prefer not to say		1	2%

4. Disability

Totals

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	4	6%
No	61	92%
Prefer not to say	1	2%

(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	
Yes, limited a little	5	8%
No	57	86%
Prefer not to say	4	6%

(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	1	2%
Digestive / continence	1	2%
Manual dexterity	0	
Mental health	2	3%
Mobility	0	
Physical coordination	0	
Physical strength	0	
Sensory	1	2%
Not applicable	7	11%
Other	1	2%
Prefer not to say	3	5%

5. Ethnic group

Totals

Black/African/Caribbean/British

African	1	2%
Caribbean	0	
Any other Black/African/Caribbean/Black British	0	

White

British/English/Welsh/Northern Irish/Scottish	62	94%
Irish	0	
Gypsy or Irish Traveller	0	
Any other White background	1	2%

Arab

Arab	1	2%
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Other

Prefer not to say	1	2%
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6. Faith

Totals

Buddhist	0	
Christian	17	26%
Hindu	0	
Jewish	0	
Muslim	1	2%
Sikh	0	
Any other religion	0	
No religion	42	64%
Prefer not to say	6	9%

7. Sexual orientation

Totals

Bisexual	0	
Gay man	2	3%
Gay woman / lesbian	0	
Heterosexual / straight	61	92%
Other	0	
Prefer not to say	3	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	17	26%
No	17	26%
Did not attend	26	39%
Prefer not to say	6	9%

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

Attended school outside the British Isles	0	
State-run or state-funded school—non-selective	59	89%
State-run or state-funded school—selective on academic, faith or other grounds	2	3%
Independent or fee-paying school	1	2%
I don't know	0	
Prefer not to say	4	6%

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 has a degree level qualification	18	27%
At least one has A Level or vocational qualifications	11	17%
Qualifications below A Level / vocational	18	27%
No formal qualifications	5	8%
I don't know	7	11%
Not applicable	1	2%
Other	0	
Prefer not to say	6	9%

(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	30	45%
A Level or vocational qualification	23	35%
Qualifications below A Level	6	9%
No formal qualifications	0	
I don't know	0	
Not applicable	0	
Other	1	2%
Prefer not to say	6	9%

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

Yes	10	15%
No	41	62%
I don't know	11	17%
Prefer not to say	4	6%

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

Yes	10	15%
No	47	71%
I don't know	5	8%
Prefer not to say	4	6%

(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	11	17%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	6	9%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	7	11%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	14	21%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	4	6%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	7	11%
Armed forces personnel for example soldier, airman, naval or military police	0	
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	3	5%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	5	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)	2	3%
Inactive (excluding those that are retired)	0	
Retired	1	2%
Not applicable	0	
I don't know	0	
Other	1	2%
Prefer not to say	5	8%

10. Caring responsibilities

Totals

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

Yes	18	27%
No	46	70%
Prefer not to say	2	3%

(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	50	76%
Yes, 1-19 hours per week	8	12%
Yes, 20-49 hours per week	2	3%
Yes, 50 or more hours per week	2	3%
Prefer not to say	4	6%

11. Marital Status

	Totals	
What is your marital or civil partnership status?		
Single (never married or never registered a same-sex civil partnership)	29	44%
Married	30	45%
In a registered same-sex civil partnership	0	
Separated (but still legally married or still legally in a same-sex civil partnership)	0	
Divorced or formally in a same-sex civil partnership which is now legally dissolved	3	5%
Widowed or surviving partner from a same-sex civil partnership	0	
Other	0	
Prefer not to say	4	6%

12. Maternity

	Totals	
(a) Have you taken maternity or paternity leave in the last 5 years?		
Yes	9	14%
No	57	86%
(b) If yes: i. Did you return to your current employer after the leave?		
Yes	8	12%
No	11	17%
Not applicable	0	
(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?		
Yes	5	8%
No	3	5%
Not applicable	15	23%
(b) If yes: iii. Has your employer offered you flexible working arrangements?		
Yes	7	11%
No	0	
Not applicable	16	24%
(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?		
Yes	8	12%
No	0	
Not applicable	14	21%