

Diversity Summary 2021

ICAEW Chartered Accountant

Partner	2
Manager	3
Qualified	1
Training	1

Other Chartered Accountant

Partner	0
Manager	2
Qualified	2
Training	2

Other accountant

Partner	0
Manager	2
Qualified	1
Training	5

Legally qualified

Partner	0
Manager	1
Qualified	1
Training	1

Other legal

Partner	0
Manager	0
Qualified	0
Training	2

Other profession

Partner	1
Manager	0
Qualified	1
Training	1

Direct support staff

Partner	0
Manager	1
Qualified	3
Training	1

Other

Partner	0
Manager	0
Qualified	0
Training	1

Prefer not to say

N/A	2
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16-24	6
25-34	7
35-44	9

45-54	5
55-64	2
65 and over	0
Prefer not to say	1

Total 30

(a) Which gender do you identify with?

Male	10
Female	20
Other	0
Prefer not to say	0

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

Yes	0
No	30
Prefer not to say	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
Yes, limited a little	0
No	30
Prefer not to say	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
Digestive / continence	0
Manual dexterity	0
Mental health	0
Mobility	0
Physical coordination	0
Physical strength	0
Sensory	0
Not applicable	2
Other	0
Prefer not to say	0

Total 30

Asian/Asian British

Bangladeshi	0
Chinese	0
Indian	0
Pakistani	0
Other Asian	0

Black/African/Caribbean/British

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

Mixed/multiple ethnic groups

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

White

British/English/Welsh/Northern Irish/Scottish Irish	29
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	0

Total 30

Buddhist	0
Christian	11
Hindu	0
Jewish	0
Muslim	0
Sikh	0
Any other religion	0
No religion	18
Prefer not to say	1

Total 30

Bisexual	1
Gay man	0
Gay woman / lesbian	1
Heterosexual / straight	28
Other	0
Prefer not to say	0

Total 30

(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	6
At least one has A Level or vocational qualifications	8
Qualifications below A Level / vocational	9
I don't know	4
No formal qualifications	3
Not applicable	0
Other	0
Prefer not to say	0

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

A state-run or state-funded school	27
Attended school outside of the British Isles	1
Independent or fee-paying school	2
Selective on academic, faith or other grounds	0
Non-selective	0
I don't know	0
Prefer not to say	0

Total 30

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	14
A Level or vocational qualification	11
Qualifications below A Level	4
No formal qualifications	1
I don't know	0
Not applicable	0
Other	0
Prefer not to say	0

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

Yes	5
No	22
I don't know	3
Prefer not to say	0

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

Yes	2
No	25
I don't know	3
Prefer not to say	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?

<p>Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer</p>	5
<p>Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse</p>	3
<p>Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive</p>	4

<p>Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver</p>	8
<p>Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant</p>	1
<p>Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff</p>	4
<p>Armed forces personnel for example soldier, airman, naval or military police</p>	2

Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	1
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	1
Not applicable	0
I don't know	0
Other	0
Prefer not to say	0

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

Yes	10
No	20
Prefer not to say	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 - Problems related to old-age?

No	27
Yes, 1-19 hours per week	3
Yes, 20-49 hours per week	0
Yes, 50 or more hours per week	0
Prefer not to say	0

Total 30

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	12
Married	15
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	0

Widowed or surviving partner from a same-sex civil partnership	1
Other	2
Prefer not to say	0

Total 30

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

Yes	4
No	26