Survey: ICAEW Diversity 2021
Submissions: 41
Completed: 35
Regulator Number: C002961684

Warr Co Ltd

1. About you

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
ICAEW Chartered Accountant																																		
Partner	3	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	1	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	4	0	0	0	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Chartered Accountant																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	3	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other accountant																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	3	0	0	0	1	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	3	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Legally qualified																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other legal																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other profession																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Qualified	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0
Training	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Direct support staff																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0
Qualified	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0
Training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Other																																		
Partner	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Manager	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Qualified	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Training	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
Prefer not to say																																		
N/A	8	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	8

2. Age

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
16-24	6	0	0	0	2	0	0	0	0	0	0	0	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0
25-34	3	0	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35-44	7	0	0	0	0	0	1	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	1
45-54	10	1	0	0	1	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	0	0	2
55-64	5	2	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
65 and over	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

3. Sex/Gender

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(a) Which gender do you identify with?																																		
Male	13	2	0	1	4	0	0	0	0	0	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
Female	19	1	0	0	0	0	1	3	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	3	0	0	1	2	0	0	1	0	1	4
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
(b) Is the gender you now identify with different from the sex you were assigned at birth?																																		
Yes	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	1
No	26	3	0	1	4	0	1	2	0	0	0	2	2	0	0	1	0	0	0	0	0	0	0	3	0	0	0	1	1	0	1	0	0	4
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3

4. Disability

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(a) Do you consider yourself to have a disability according to the definition in the Equality Act?																																		
Yes	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	32	3	0	1	4	0	1	3	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	1	0	1	0	1	5
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3
(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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, limited a little	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1	0	0	0	0	0
No	29	3	0	1	4	0	1	3	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	2	0	0	1	2	0	0	1	0	1	4
Prefer not to say	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
(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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Digestive / continence	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
Manual dexterity	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mental health	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Mobility	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Physical coordination	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Physical strength	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sensory	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3

5. Ethnic group

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
Asian/Asian British																																		
Bangladeshi	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Chinese	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Indian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Pakistani	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Black/African/Caribbean/British																																		
African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other Black/African/Caribbean/Black British	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mixed/multiple ethnic groups																																		
White and Asian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black African	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other mixed/multiple ethnic background	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
White																																		
British/English/Welsh/Northern Irish/Scottish	29	2	0	1	4	0	1	2	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	1	0	1	0	1	4
Irish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other White background	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Arab																																		
Arab	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other																																		
Other ethnic group	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

6. Faith

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
Buddhist	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Christian	10	0	0	1	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	1	0	0	3
Hindu	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Jewish	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Muslim	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Sikh	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Any other religion	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No religion	18	2	0	0	2	0	1	1	0	0	0	1	3	0	0	1	0	0	0	0	0	0	0	2	0	0	1	1	1	0	0	0	1	1
Prefer not to say	5	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

7. Sexual orientation

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
Bisexual	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gay man	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Gay woman / lesbian	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Heterosexual / straight	29	2	0	1	4	0	0	3	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	1	0	1	0	1	4
Other	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	6	1	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

8. Socio-economic background

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(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	9	1	0	1	4	0	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
At least one has A Level or vocational qualifications	5	0	0	0	0	0	0	0	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
Qualifications below A Level / vocational	4	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	0	0
I don't know	7	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	2	0	0	1	0	1	1
No formal qualifications	3	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Not applicable	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0
Prefer not to say	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
(b)What type of school did you mainly attend between the ages of 11 and 16?																																		
A state-run or state-funded school	26	2	0	0	3	0	0	3	0	0	0	1	3	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	1	0	1	0	1	4
Attended school outside of the British Isles	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Independent or fee-paying school	4	1	0	1	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Selective on academic, faith or other grounds	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Non-selective	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
I don't know	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Prefer not to say	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

9. Social mobility

	Totals	ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
		Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(a)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	8	1	0	1	2	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0
A Level or vocational qualification	11	0	0	0	2	0	1	1	0	0	0	1	2	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	0	0	0	0	0	2
Qualifications below A Level	7	0	0	0	0	0	0	1	0	0	0	0	1	0	0	1	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	1
No formal qualifications	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
I don't know	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	2	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0
Prefer not to say	5	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	4
(b)Did either (or both) of the following apply at any point during your school years? i.Did your household received income support?																																		
Yes	1	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	22	2	0	1	4	0	0	2	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	3	0	0	1	1	1	0	1	0	1	3
I don't know	7	1	0	0	0	0	0	1	0	0	0	0	2	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
Prefer not to say	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4
(b) ii.Were you entitled to free school meals?																																		
Yes	3	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0
No	25	3	0	1	4	0	0	2	0	0	0	1	2	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	0	0	1	0	1	3
I don't know	2	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Prefer not to say	5	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

(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?

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

10. Caring responsibilities

		ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(a) Are you a primary carer for a child or children under 18?																																		
Yes	11	0	0	0	1	0	1	2	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	1	1	0	0	1	0	0	3
No	21	3	0	1	3	0	0	1	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	2	0	0	0	1	1	0	0	0	1	2
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	27	3	0	1	4	0	1	2	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	2	0	0	1	1	1	0	1	0	1	3
Yes, 1-19 hours per week	3	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	0	0	0	0
Yes, 20-49 hours per week	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Yes, 50 or more hours per week	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Prefer not to say	4	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	4

11. Marital Status

		ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
What is your marital or civil partnership status?																																		
Single (never married or never registered a same-sex civil partnership)	13	0	0	1	3	0	0	0	0	0	0	2	3	0	0	0	0	0	0	0	0	0	0	2	0	0	0	0	1	0	0	0	1	0
Married	14	2	0	0	1	0	1	2	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	1	0	0	1	2	0	0	0	0	0	3
In a registered same-sex civil partnership	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Separated (but still legally married or still legally in a same-sex civil partnership)	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Divorced or formally in a same-sex civil partnership which is now legally dissolved	3	1	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0
Widowed or surviving partner from a same-sex civil partnership	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Other	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1
Prefer not to say	3	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	3

12. Maternity/Paternity

		ICAEW Chartered Accountant				Other Chartered Accountant				Other accountant				Legally qualified				Other legal				Other profession				Direct support staff				Other				Prefer not to say
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	N/A
(a)Have you taken maternity or paternity leave in the last 5 years?																																		
Yes	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	34	3	0	1	4	0	1	2	0	0	0	2	3	0	0	1	0	0	0	0	0	0	0	3	0	0	1	2	1	0	1	0	1	8
(b)If yes: i. Did you return to your current employer after the leave?																																		
Yes	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	6	0	0	0	1	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	3
(b)If yes: ii.Did your current employer give you additional leave for ante-natal appointments?																																		
Yes	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	5	0	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
(b)If yes: iii. Has your employer offered you flexible working arrangements?																																		
Yes	1	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	5	0	0	0	1	0	0	0	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2
(b)If 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	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
No	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Not applicable	6	0	0	0	1	0	0	1	0	0	0	1	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	2