Survey: ICAEW Diversity 2025 Submissions: 16 Completed: 16 Regulator Number: C001002600

Easterbrook Eaton Limited

Filiance Excellence in compliance

EASTERBROOK EATON LIMITED
ICAEW FIRM NUMBER: C001002600
ICAEW Diversity Survey - 31 March 2025

		1. About y																																	
			artered Acc				rtered Acco			Other acco				Legally qu				Other lega				Other prof				Direct sup					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	Other	Partner	Manager	Qualified	Training	Prefer
ICAEW Chartered Accountant	3	2	0	0	0	Ι ο	Ι ο	Ι ο	0	0	0	l 0	T 0	0	0	0	Ι ο	Ι ο	Ι ο	Ι ο	0	0	0	0	0	0	0	Ι ο	Ι ο	Ι ο	T 0	0	0	0	0
Partner Manager	1	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	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	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	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	0
Manager	ō	0	0	0	0	0	0	0	0	0	0	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	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	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	0
Manager	1	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	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	0
Training	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	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	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	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	0
Other legal	U	- 0	U	U	U	0	1 0	1 0	U	U	0		0		0	U	1 0	0	1 0	0	U	U	U	U	0	0	U	1 0	0	1 0	0	U	0	0	
Partner	0	0	0	0	0	0	1 0	1 0	0	0	0	0	0	0	0	0	1 0	0	I 0	0	0	0	0	0	0	0	0	I 0	0	I 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	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	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	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	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	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	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	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	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	0
Qualified	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	1	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	0
Other	2	0	0	U	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1 0	0	0	0	0	0	0	U	0	0	0		0	0	0	0	U
Other Partner	0	0	0	0	0	0	0	1 0	0	0	0	0	1 0	0	0	0	1 0	0	0	0	0	0	0	0	0	0	0	0	0	Ι ο	0	0	0	0 1	0
Manager	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	0	2	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	0
Qualified 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	0
Prefer not to say	- V									3							1 0		1 0		- 3		_ J	_ J	J	0		1 0	1 0	1 0			0	_ J	•
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	0	4
Trade not to say																																			

2. Age								
ICAEW Chartered Accountant	Other Chartered Accountant	Other accountant	Legally qualified	Other legal	Other profession	Direct support staff	Other	Prefer not to say

		ICAEW (nartered	d Accoun	tant		Other Chai	rterea Acco	untant		Other acco	untant			Legally qua	alified			Other lega	1			Otner pro	tession			Direct sup	port staff				Otner				Prefer not to s
	Totals	Partne	r Man	ager Qı	alified	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	Other	Partner	Manager	Qualified	Training	Prefer
16-24	0	0	1 0)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	l 0	0	0	0	0	I 0	l 0	0	0	0	I 0	l 0	0	0	0	I 0	l 0	T 0
25-34	0	0	- 0)	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
35-44		1	1	1	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
45-54	5	0	C)	0	0	0	0	0	0	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1	0	0	2
55-64	5	2	C)	0	0	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	1	0	0	0
65 and over		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	0
Prefer not to say	2	0	C)	0	0	0	0	0	0	0	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

3. Sex and Gender

		J. JCA unu																																	
-		ICAEW Cha	rtered Acc	ountant		Other Cha	rtered Acco	ountant		Other acco	ountant			Legally qu	alified			Other lega	1			Other prof	ession			Direct sup	port staff				Other				Prefer n
	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	Other	Partner	Manager	Qualified	Training	Prefer
a) What is your sex registered at birth?																																			
Female		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	1	0	2	0	1	0	0	0
Male		3	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	1	0	0	1
Prefer not to say		0	0	0	0	0	0	0	0	0	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
) Which gender do you identify with?																																			
A woman		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	1	0	2	0	1	0	0	0
A man		3	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	1	0	0	1
Non-binary		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
refer to self-describe(please write in)		0	0	0	0	0	0	0	0	0	0	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		0	0	0	0	0	0	0	0	0	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
Is the gender you identify with the san	ne as your s	ex register	ed at birth?		•				•																										
Yes	13	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1
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
Prefer not to say		0	0	0	0	0	0	0	0	0	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

		4. Disabilit																																	
			rtered Accou				rtered Acco			Other aco				Legally qua				Other lega				Other prof				Direct supp					Other				Prefer not to say
1	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	Other	Partner	Manager	Qualified	Training	Prefer
(a) Do you consider yourself to have a disabil	lity accord	ding to the	definition in	the Equal	ity 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	0
No	12	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1
Prefer not to say	4	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	3
(b) Are your day-to-day activities limited bec	cause of a	health pro	blem or disa	bility whic	h has laste	d, or is exp	ected to las	t, at least 1	2 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	0
Yes, limited a little	0	0	0	0	0	0	0	0	0	0	0	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	9	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	0
Prefer not to say	4	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	3
Not Applicable	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	1	0	1	0	0	1
(c) If you have answered "Yes" to any of the	previous 1	two questi	ons please ic	lentify wh	ich of the b	elow healtl	n problems	or disabilit	ies 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	0
Digestive / continence	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	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	0
Mental health	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
Mobility	0	0	0	0	0	0	0	0	0	0	0	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 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	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	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	0
	0	0	0	0	0	0	0	0	0	0	0	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	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	3
	12	-			^	_	1 ^	_	_	0	- 1	0		0	_	^		1 0	_	_	^	_	0	n	0	0	_		0		0		n	0	

5. Ethnic group

		5. EUIIIIC																																	
			nartered Acc				artered Acc			Other aco				Legally qu				Other lega				Other pro				Direct sup					Other				Prefer not to
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	r Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Preter
ian/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	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	10	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	0
Pakistani	0	0	0	0	0	0	0	0	0	0	0	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	0
ack/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	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	0
																														l .					
Any 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
lack/African/Caribbean/Black British	0																																		
ixed/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	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	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	0
Other mixed/multiple ethnic		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
background	0																																		
hite																																			
British/English/Welsh/Northern		3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	- 1	0	2	0	2	0	0	1
Irish/Scottish	13								_						_		_		_	_	_				_								-		
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	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	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	0
ab																																			
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	0
her																																			
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	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	0	3

6. Faith

		0																																	
		ICAEW Ch	artered Acc	ountant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qu	alified			Other lega	al			Other pro	fession			Direct supp	port 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	Other	Partner	Manager	Qualified	Training	Prefer
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		1	0	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
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	0	0	0	0	0	0	0	0	0	0	0	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		0	0	0	0	0	0	0	0	0	0	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 religion	10	1	1	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	0	2	0	2	0	0	2
Prefer not to say	3	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	2

7. Sexual orientation

		ICAEW Ch	nartered Ao	countant		Other Cha	rtered Acco	untant		Other acco	ountant			Legally q	ualified			Other lega	I			Other prof	fession			Direct sup	port 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	Other	Partner	Manager	Qualified	Training	Prefer
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		3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1
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		0	0	0	0	0	0	0	0	0	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

8. Socio-economic background

		0. 5000 0	.ononne bu	cingi o u i i u																															
		ICAEW Cha	artered Acc	ountant		Other Cha	rtered Acco	untant		Other acco	untant			Legally qu	alified			Other lega	l .			Other prof	ession			Direct supp	ort staff				Other				Prefer not to sa
	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	Other	Partner	Manager	Qualified	Training	Prefer
(a) If you went to university (to study a B	A, BSc cour	se or higher), were you	part of the	first gener	ation of you	r family to	do so?																											
Yes		2	0	1	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		0	0	0	0	0	0	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
Did not attend		1	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	1	0	2	0	1	0	0	1
Prefer not to say		0	0	0	0	0	0	0	0	0	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)What type of school did you mainly at	tend betwe	en the ages	of 11 and 1	.6?																															
Attended school outside the British		_			0	_	0	_		0	_	_	_	0		0			_	0	0	_	_	_		0	0	_	0	_	0	0		0	
Isles	0	U U	U	U	U	0	U	U .	U	U	0	U .	U U	U	U	U	U	0	_ "	U	U	U	U U		U	U	U	U	0	U	U	U	0	_ ·	
State-run or state-funded school-non-		- 1	1		0	_	0	_	_	0		_	- 1	0	0	0	_	_	_	0	0	_	_	_	0	0	0		0	,		-			1
selective	11	1	1	1	U	0	U	0	U	U	-	U	1	U	U	U	U	U	0	U	U	U	0	0	0	U	U	-	U		U	- 4	U	0	1
State-run or state-funded																																			
school-selective on academic, faith or		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	0
other grounds																																			
Independent or fee-paying school	0	0	0	0	0	0	0	0	0	0	0	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		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	3

9. Social mobility

		Social mo																																	
Tot			rtered Acco		Training		rtered Acco			Other acco		Qualified		Legally qua		Qualified	Training	Other lega Partner		Qualified		Other prof		Qualified		Direct supp Partner		Qualified	Training		Other	Manager	Qualified		Prefer not to sa
(a) What is the highest level of qualification ach																																			_
At least one had a degree level qualification 0	,	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
At least one had A Level or vocational		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	1	0	0	0	0	0
qualifications 3 Qualifications below A Level /	3																																		
vocational 6	5	1	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	1	0	0	1
No formal qualifications 2 I don't know 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	0	0
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	0
Other 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	0	3
(b) What is the highest level of qualification you		r if you ar														_								_								_			_
Degree level 4 A Level or vocational qualification 4		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	0
Qualifications below A Level 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	2	0	0	1
No formal qualifications 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	0
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	0
Other 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	0	3
(c) i. Did your household receive income suppor																																			
Yes 1 No 10	0	2	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	2	0	0	1
I don't know 2	2	1	0			0		0			0	0	0	0	0					0	0	0	0	0	0	0	0	0	0	1	0	0			0
Prefer not to say 3 (c) ii. Were you entitled to free school meals?		0	0	0	0	1 0	1 0	0	U	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	3
Yes 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
No 9 I don't know 3		2	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	3
(d) Thinking back to when you were aged about	t 14, whi	ch best de	escribes the	sort of wo	ork the mai	in / highest	income ear	ner in your l	nousehold o	did in their	main job?																								
Modern professional occupations such																																			
as: teacher/lecturer, nurse, physiotherapist, social worker, welfare		0	0	0	0	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
officer, artist, musician, police officer																																			
(sergeant or above), software designer		_																															_		
Clerical and intermediate occupations																								_											
such as: secretary, personal assistant, clerical worker, office clerk, call centre		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
agent, nursing auxiliary, nursery nurse																																			
Senior managers and administrators																																			
usually responsible for planning,		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	
organising and co-ordinating work and for finance such as: finance manager,		-	ŭ	ŭ		"		ľ	Ů	ŭ		"	"	ľ	Ŭ		"	"	Ů	Ŭ	Ů				Ü	Ů	ŭ			"	"				
chief executive 1																																			
Technical and craft occupations such as:																																			
motor mechanic, fitter, inspector,		0	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	0
plumber, printer, tool maker,	,																																		
electrician, gardener, train driver 7																																			
Semi-routine manual and service																																			
occupations such as: postal worker, machine operative, security guard,		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
caretaker, farm worker, catering																																			
assistant, receptionist, sales assistant 2																																			
Routine manual and service																																	4		
occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing		0	0	0	0	0	0	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
machinist, messenger, labourer, waiter																																			
/ waitress, bar staff 1																																			
Armed forces personnel for example		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
soldier, airman, naval or military police 0 Middle or junior managers such as:)																																		
office manager, retail manager, bank		0	0	0	0	0	0	0	0	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, restaurant manager, warehouse manager, publican	, _	١	٥		"	"	"	"				"	"			"	"	"	"	·		"		١	Ü			"	"	"	"	"		"	, "
Traditional professional occupations																																			
such as: accountant, solicitor, medical		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
practitioner, scientist, civil/mechanical engineer 0																																			
Short term unemployed (claimed																																			
Jobseeker's Allowance or earlier unemployment benefit for a year or		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
less) 0)																																		, I

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	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		0	0	0	0	0	0	0	0	0	0	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		0	0	0	0	0	0	0	0	0	0	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
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		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	3

10. Caring responsibilities

		ICAEW Ch	artered Acc	countant		Other Cha	rtered Acco	ountant		Other acco	ountant			Legally qu	alified			Other leg	al			Other pro	fession			Direct sup	port 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	Other	Partner	Manager	Qualified	Training	Prefer
(a)Do you look after, or give any help or	upport to f	amily meml	ers, friend	s, neighbou	rs or other	s because of	either: <td>or>or></td> <td>Long term p</td> <td>hysical or n</td> <td>nental ill-he</td> <td>alth / disat</td> <td>ilityility</td> <td>Problems i</td> <td>elated to ol</td> <td>d-age?</td> <td></td>	or> or>	Long term p	hysical or n	nental ill-he	alth / disat	ility ility	Problems i	elated to ol	d-age?																			
No	10	1	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	2	0	0	1
Yes, 1-19 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	1	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		0	0	0	0	0	0	0	0	0	0	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		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	3
(b) Are you a primary carer for a child or	children ur	der 18?																																	
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	1
No		2	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	1	0	2	0	2	0	0	0
Prefer not to say		0	0	0	0	0	0	0	0	0	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

11. Marital Status

			Julus																																
_	ICAEW Chartered Accountant					Other Cha	rtered Acco	untant		Other acco	ountant			Legally qu	alified			Other lega	al			Other prof	fession			Direct sup	port staff		Other						Prefer not
	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	Other	Partner	Manager	Qualified	Training	Prefer
What is your marital or civil partnership sta	itus?																																		
Single (never married or never		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
registered a same-sex civil partnership)																																			
Married		3	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	2	0	1	0	0	0
In a registered same-sex civil		0	0	0	0	0		0	0	0	0	0		0	0	0	0		0	0	0	0	0	0	0	0	0	0	0		0	0	0	0	0
partnership	0	U	U	U	U	0	0	0	U	U	U	U	0	0	U	U	U	0	0	U	0	U	U	U	U	U	U	U	0	0	0	U	0	0	0
Separated (but still legally married or																																			
still legally in a same-sex civil		0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
partnership)	0																																		
Divorced or formerly in a same-sex civil																																			
partnership which is now legally		0	0	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
dissolved																																			
Widowed or surviving partner from a		_	0	0					0	0	_	_	_	0	0		_		_	0	0	_		0	_	_	_				0	0			
same-sex civil partnership	0	J J		U	"	"	"		U	U	0		"	U U	U	0	"	"	"	0	U	"	L 0	U	_ "	U	U	"	"	"	0	U	"	"	"
Other		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	0
Prefer not to say		0	0	0	0	0	0	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	4

12. Maternity

		IZ. WIELE																																		
		ICAEW Chartered Accountant					rtered Acco			Other acco				Legally qu				Other lega				Other prof				Direct sup			Other					Prefer not		
	Totals	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	Training	Partner	Manager	Qualified	d Training	Partner	Manager	Qualified	Training	Other	Partner	Manager	Qualified	Training	Prefer													
(a) Have you taken maternity or paternity leave in the last 5 years?																																				
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	0	
No		3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1	
Prefer not to say		0	0	0	0	0	0	0	0	0	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) If yes: Did you return to the same	you return to the same employer after the leave?																																			
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	
Prefer not to say		0	0	0	0	0	0	0	0	0	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	
Not Applicable	13	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1	
(c) if yes: Did your employer allow you to take time off with full pay for ante-natal appointments?																																				
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	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	0	
Prefer not to say		0	0	0	0	0	0	0	0	0	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	
Not Applicable	13	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1	
	es: Did your employer offer you flexible working arrangements when you returned?																																			
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	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	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	0	3	
Not Applicable	13	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1	
(e) If yes: Has the ability to work from	n home been a	an important	aid in your	return to w	vork?																															
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	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	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	0	3	
Not Applicable	13	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	2	0	0	1	
Not Applicable	15	3																																		

13. Neurodiversity

	ICAEW Chartered Accountant						Other Chartered Accountant				Other accountant			Legally qualified				Other legal					Other profession					Direct support staff							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	Other	Partner	Manager	Qualified	Training	Prefer
(a) Do you consider yourself to be neur	odivergent?																																		
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	1	0	0	1
No	10	3	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	1	0	1	0	0	0
Prefer not to say		0	0	0	0	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	3
(b) If yes: Have you shared information																																			
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		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	1
Prefer not to say		0	0	0	0	0	0	0	0	0	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
Not Applicable	10	2	1	1	0	0	0	0	0	0	1	0	1	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	2	0	1	0	0	0