

Diversity Questionnaire

Firm Name: Easterbrook Eaton Limited

ICAEW firm number: C001002600

Completed Questionnaires: 79% of staff totals

1. About You

| | | |
|----------------------------------|------------|---------|
| Chartered Accountant | Partner: | 10.53% |
| | Manager: | 5.26% |
| | Qualified: | 10.53% |
| Other accountant | Manager: | 10.53% |
| | Qualified: | 5.26% |
| | Training: | 0.00% |
| Direct Support Staff | Qualified | 10.53% |
| Prefer not to say/did not answer | | 47.37% |
| | | 100.00% |

2. Age

| | |
|----------------------------------|---------|
| 16 - 24 | 5.26% |
| 25 - 34 | 5.26% |
| 35 - 44 | 5.26% |
| 45 - 54 | 15.79% |
| 55 - 64 | 31.58% |
| 65 + | 0.00% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

3. Gender - which gender do you identify with?

| | |
|----------------------------------|---------|
| Male | 42.11% |
| Female | 21.05% |
| Trans* | 0.00% |
| Other** | 0.00% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

* (whose identity differs from what is typically associated with the gender they were assigned at birth)

** (people who are not certain about their gender,

| | |
|--|---------|
| - is the gender you now identify with different from the sex you were assigned at birth? | |
| Yes | 10.53% |
| No | 47.37% |
| Prefer not to say/did not answer | 42.11% |
| | 100.00% |

4. Disability

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

The Equality Act 2010 generally defines a disabled person as someone who has a mental or physical impairment that has a substantial and long-term adverse effect on the person's ability to carry out normal day-to-day activities

| | |
|----------------------------------|---------|
| (a) Yes | 0.00% |
| No | 63.16% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

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?

| | |
|----------------------------------|---------|
| (b) Yes - a lot | 0.00% |
| Yes - a little | 5.26% |
| No | 57.89% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

(c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply:

| | |
|----------------------------------|---------|
| Prefer not to say/did not answer | 100.00% |
|----------------------------------|---------|

5. Ethnic Group

| | |
|---|---------|
| British/English/Welsh/Northern Irish/Scottish | 63.16% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

6. Faith

| | |
|----------------------------------|---------|
| Christian | 31.58% |
| Other | 5.26% |
| No religion | 10.53% |
| Prefer not to say/did not answer | 52.63% |
| | 100.00% |

7. Sexual Orientation

| | |
|----------------------------------|---------|
| Bisexual | 0.00% |
| Gay man | 0.00% |
| Gay woman/lesbian | 0.00% |
| Heterosexual/straight | 63.16% |
| Other | 0.00% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

8. Socio-Economic Background

(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 Level or vocational qualifications | 15.79% |
| Qualifications below A Level / vocational | 26.32% |
| I don't know | 5.26% |
| No formal qualifications | 5.26% |
| Prefer not to say/did not answer | 47.37% |
| | 100.00% |

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

| | |
|---|---------|
| A state-run or state-funded school | 52.63% |
| Selective on academic, faith or other grounds | 5.26% |
| Non selective | 5.26% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

9. Social Mobility

(a) What is the highest level of qualification you hold, or if you are a qualified accountant, held prior to becoming qualified:

| | |
|-------------------------------------|---------|
| Degree level | 21.05% |
| A level or vocational qualification | 26.32% |
| Qualifications below A Level | 10.53% |
| No formal qualifications | 5.26% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

(b) Did either (or both) of the following apply at any point during your school years?

(bi) i. Did your household received income support?

| | |
|----------------------------------|---------|
| Yes | 0.00% |
| No | 52.63% |
| Prefer not to say/did not answer | 47.37% |
| | 100.00% |

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

| | |
|----------------------------------|---------|
| Yes | 10.53% |
| No | 36.84% |
| Don't know | 15.79% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |

(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 employment/job

| | |
|--|--------|
| Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse | 5.26% |
| Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver | 10.53% |
| Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant | 5.26% |
| Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff | 15.79% |
| Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican | 5.26% |
| Retired | 5.26% |
| Other | 5.26% |

| | |
|----------------------------------|---------|
| Prefer not to say/did not answer | 47.37% |
| | 100.00% |

10. Caring Responsibilities

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

| | |
|----------------------------------|---------|
| Yes | 10.53% |
| No | 47.37% |
| Prefer not to say/did not answer | 42.11% |
| | 100.00% |

(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

| | |
|----------------------------------|---------|
| Yes, 1-19 hours per week | 15.79% |
| No | 47.37% |
| Prefer not to say/did not answer | 36.84% |
| | 100.00% |