

Diversity Questionnaire - Survey Date 31 March 2023

Firm Name: Easterbrook Eaton Limited

ICAEW firm number: C001002600

Completed Questionnaires: 94% of staff totals

1. About You

ICAEW Chartered Accountant	Partner:	18.18%
	Manager:	4.55%
	Qualified:	4.55%
	Training:	4.55%
Other Chartered Accountant	Manager:	0.00%
	Qualified:	0.00%
	Training:	9.09%
Other Accountant	Manager:	4.55%
	Qualified:	4.55%
	Training:	4.55%
Legaly Qualified	Training:	4.55%
Other Legal	Training:	4.55%
Direct Support Staff	Qualified	4.55%
	Training:	4.55%
	Other	9.09%
Other	Manager:	4.55%
	Training:	4.55%
Prefer not to say		9.09%
		100.00%

2. Age

16 - 24	12.50%
25 - 34	6.25%
35 - 44	12.50%
45 - 54	25.00%
55 - 64	31.25%
65 +	0.00%
Prefer not to say	12.50%
	100.00%

3. Sex/Gender

(a) What is your registered sex at birth?

Male	68.75%
Female	18.75%
Prefer not to say	12.50%
	100.00%

(b) Which gender do you identify with?

A woman	18.75%
A man	68.75%
Non-binary	0.00%
In some other way/self describe	0.00%
Prefer not to say	12.50%
	100.00%

(c) Is the gender you identify with the same as your sex registered at birth?

Yes	87.50%
No	0.00%
Prefer not to say	12.50%
	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	87.50%
	Prefer not to say	12.50%
		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 - limited a lot	0.00%
	Yes - limited a little	12.50%
	No	75.00%
	Prefer not to say	12.50%
		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	100.00%
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5. Ethnic Group

British/English/Welsh/Northern Irish/Scottish	81.25%
Prefer not to say	18.75%
	100.00%

6. Faith

Christian	25.00%
Other	0.00%
No religion	37.50%
Prefer not to say	37.50%
	100.00%

7. Sexual Orientation

Bisexual	0.00%
Gay man	0.00%
Gay woman/lesbian	0.00%
Heterosexual/straight	75.00%
Other	0.00%
Prefer not to say	25.00%
	100.00%

8. Socio-Economic Background

(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	25.00%
	No	6.25%
	Did not attend	43.75%
	Prefer not to say	25.00%
		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	56.25%
	Selective on academic, faith or other grounds	18.75%
	Don't know	6.25%
	Prefer not to say	18.75%
		100.00%

9. Social Mobility

(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	6.25%
	At least one has A level or vocational qualifications	6.25%
	Qualifications below A Level	31.25%
	I don't know	25.00%
	Prefer not to say	31.25%
		100.00%

(a)	What is the highest level of qualification you hold, or if you are a qualified accountant, held prior to becoming qualified?	
	Degree level	37.50%
	A level or vocational qualification	31.25%
	Qualifications below A Level	6.25%
	I don't know	6.25%
	No formal qualifications	0.00%
	Prefer not to say	18.75%
		100.00%

(b)	Did either (or both) of the following apply at any point during your school years?	
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(bi)	i. Did your household received income support?	
	Yes	0.00%
	No	56.25%
	I don't know	25.00%
	Prefer not to say	18.75%
		100.00%

(bii)	ii. Were you entitled to free school meals?	
	Yes	0.00%
	No	56.25%
	Don't know	25.00%
	Prefer not to say	18.75%
		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	
	Modern professional occupations such as: teacher, lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer	6.25%
	Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	12.50%
	Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	31.25%
	Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	12.50%
	Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	6.25%

Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0.00%
Retired	0.00%
Other	6.25%
Prefer not to say	25.00%
	100.00%

10. Caring Responsibilities

(a)	Are you a primary carer for a child or children under 18?	
	Yes	18.75%
	No	56.25%
	Prefer not to say	25.00%
		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	12.50%
	Yes, 50 or more hours per week	6.25%
	No	62.50%
	Prefer not to say	18.75%
		100.00%

11. Marital Status

	What is your marital or civil partnership status?	
	Single (never married or never registered a same-sex civil partnership)	18.75%
	Married	50.00%
	Divorced or formally in a same-sex civil partnership which is now legally dissolved	0.00%
	Prefer not to say	31.25%
		100.00%

12. Maternity/Paternity

(a)	Have you taken maternity or paternity leave in the last 5 years?	
	Yes	6.25%
	No	93.75%
	Prefer not to say	0.00%
		100.00%
(b)	If yes: i. Did you return to your current employer after the leave?	
	Yes	14.29%
	No	0.00%
	Not applicable	85.71%
		100.00%
(c)	If yes: ii. Did your current employer give you additional leave for ante-natal appointments?	
	Yes	16.67%
	No	0.00%
	Not applicable	83.33%
		100.00%
(d)	If yes: iii. Has your employer offered you flexible working arrangements?	
	Yes	16.67%
	No	0.00%
	Not applicable	83.33%
		100.00%
€	If yes: iv. Has the ability to work from home been an important aide in your return to work?	
	Yes	16.67%
	No	0.00%
	Not applicable	83.33%
		100.00%