

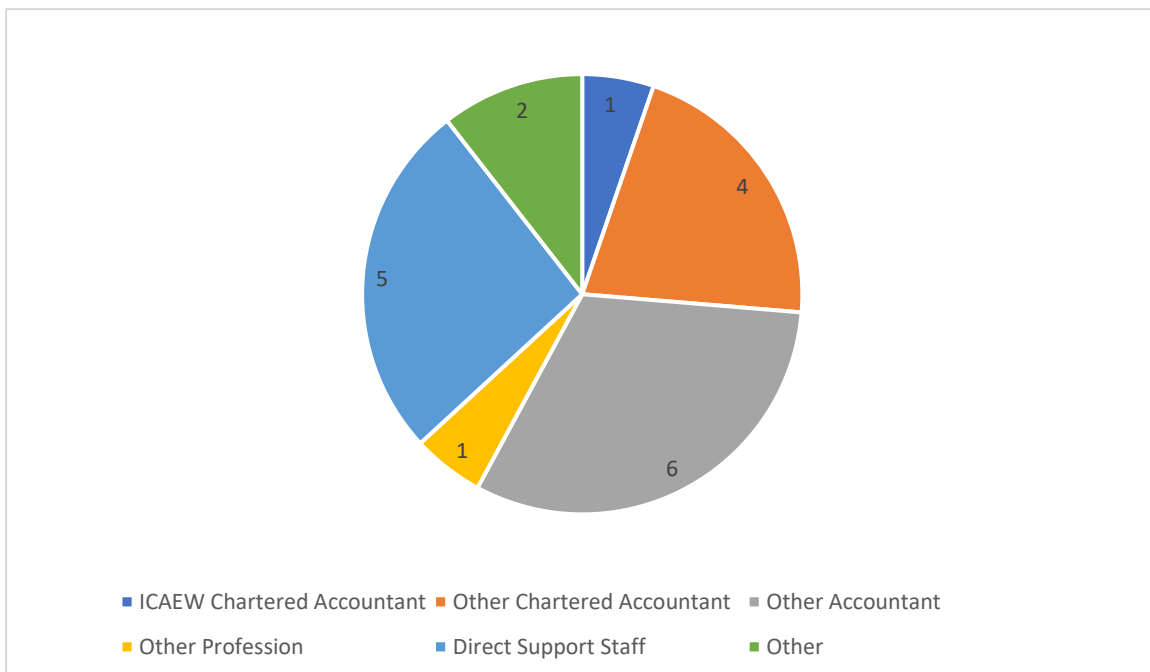
The Practice is firmly committed to promoting the principles of equality and diversity in all its dealings with its clients, staff, associates, and job applicants.

The Practice wholeheartedly supports the principles of equal opportunities, and we seek to ensure that the company respects and includes everyone and that no one is treated less favourable on the grounds of gender, gender reassignment, sexual orientation, marital/civil partnership status, pregnancy/maternity, religion, religious belief, age, disability or race (which includes colour, nationality, ethnic or national origins).

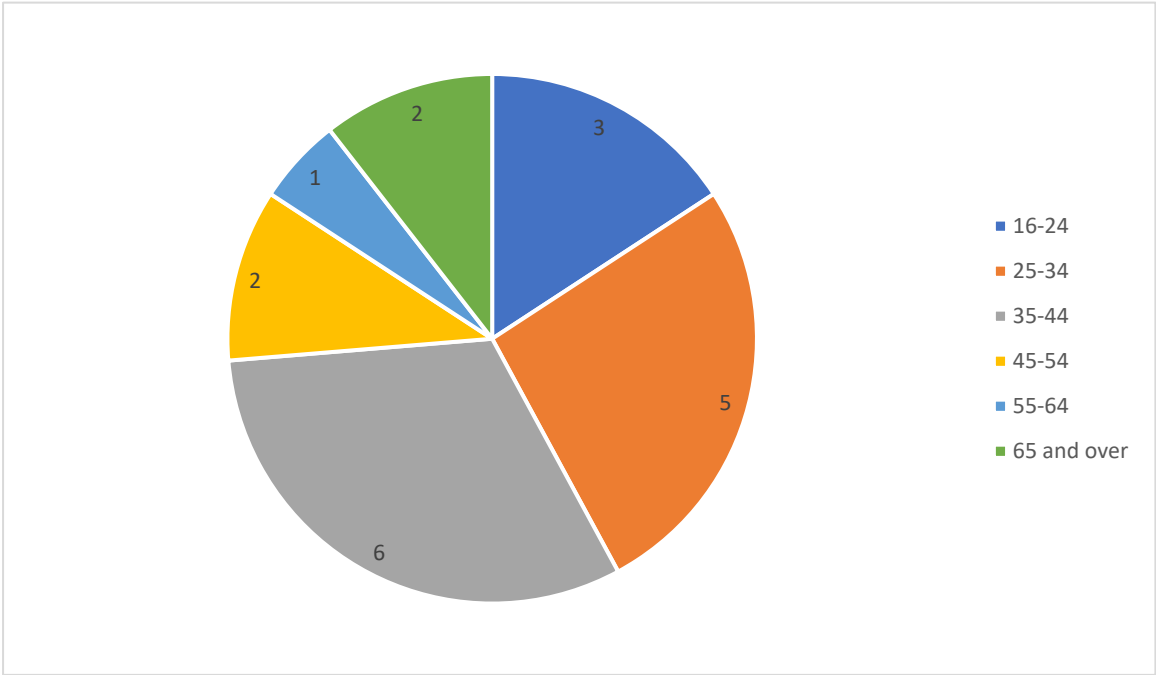
In simple terms, we look to embrace everyone and recognise that working with a diverse group of people allows the practice to continue to be innovative, creative, and successful.

The results of our ICAEW Diversity Survey for 2023 are below:

What is your title?

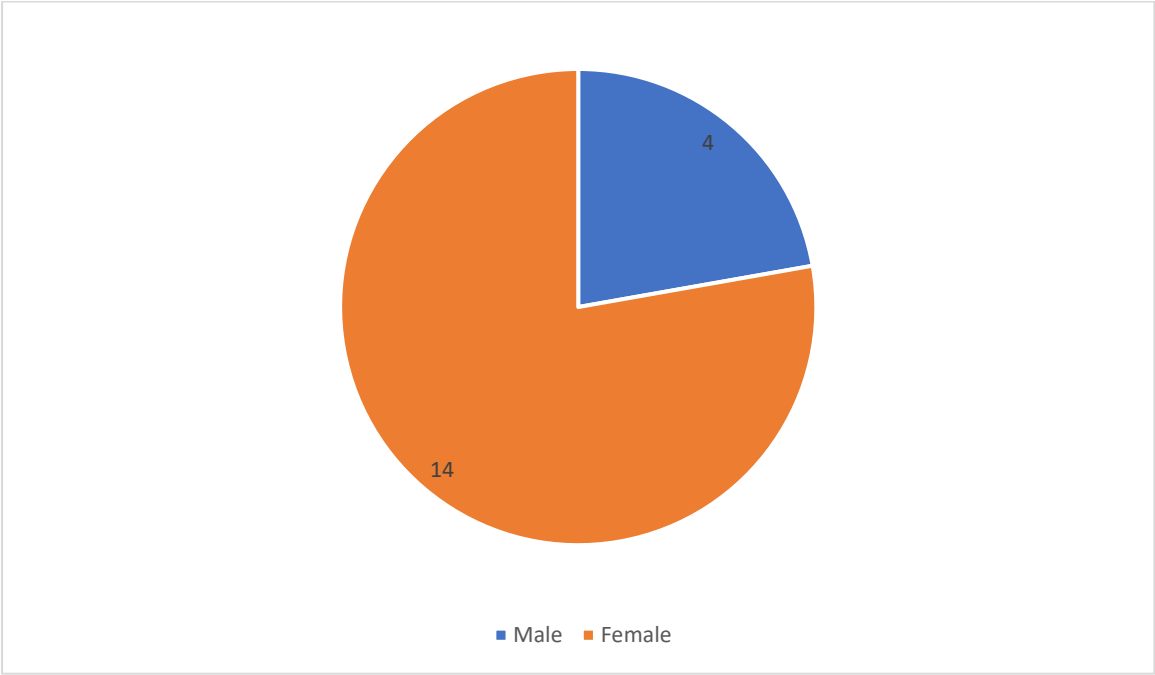


What is your age?

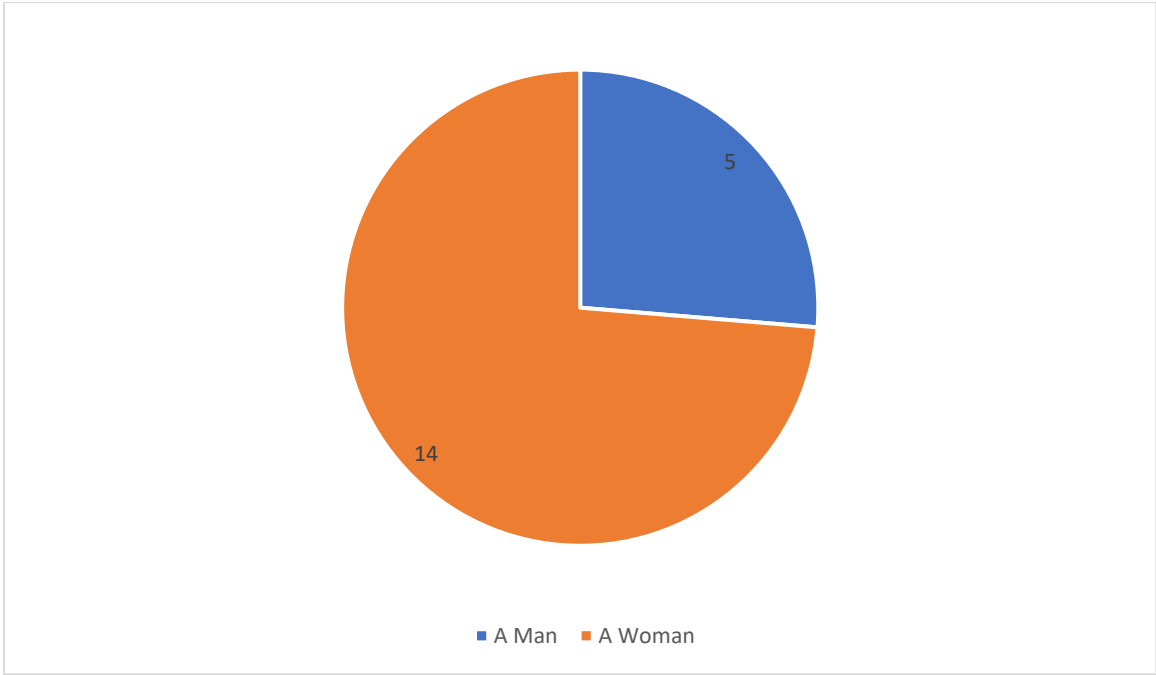


What is your

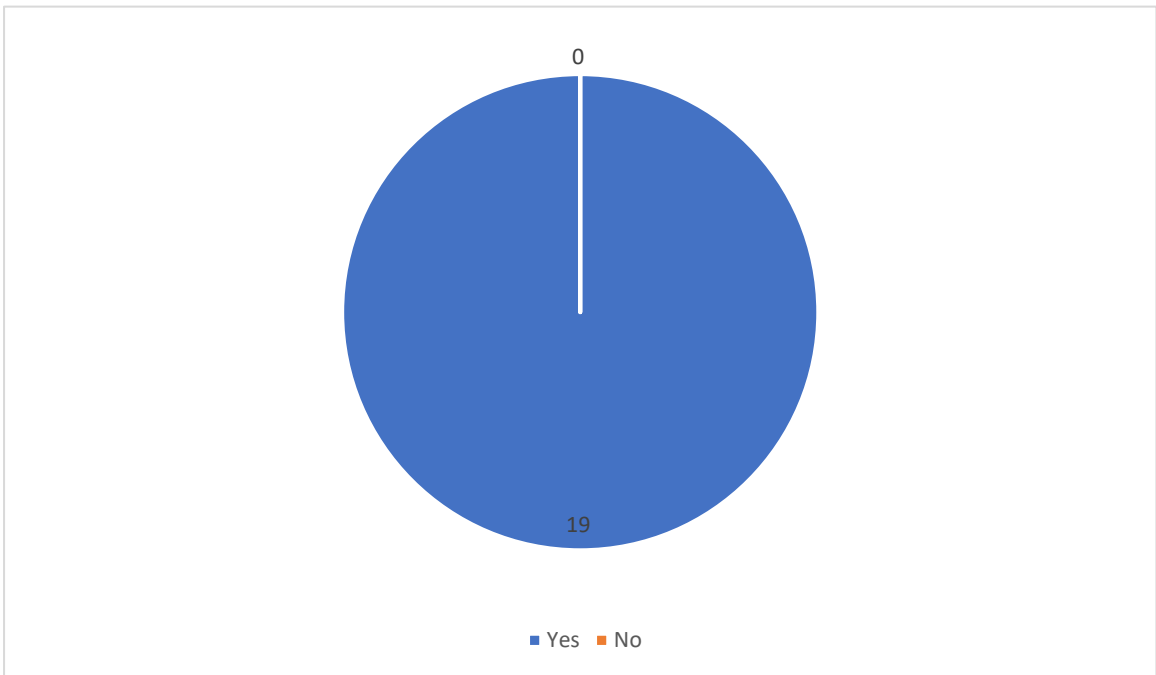
registered sex at birth?



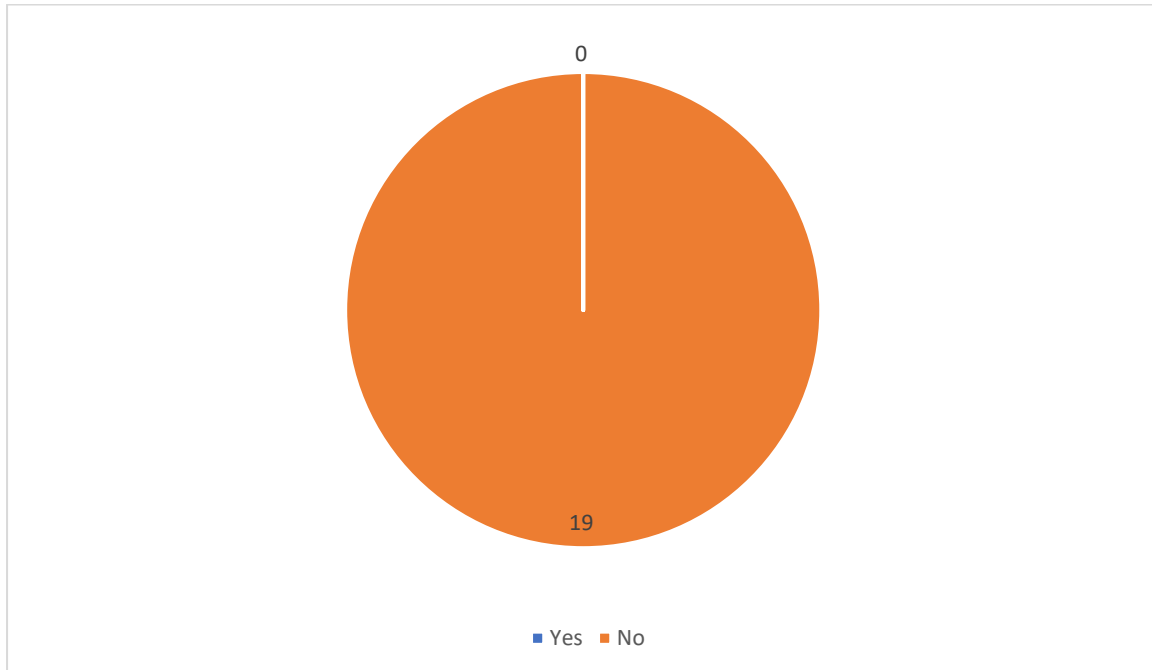
Which gender do you identify with?



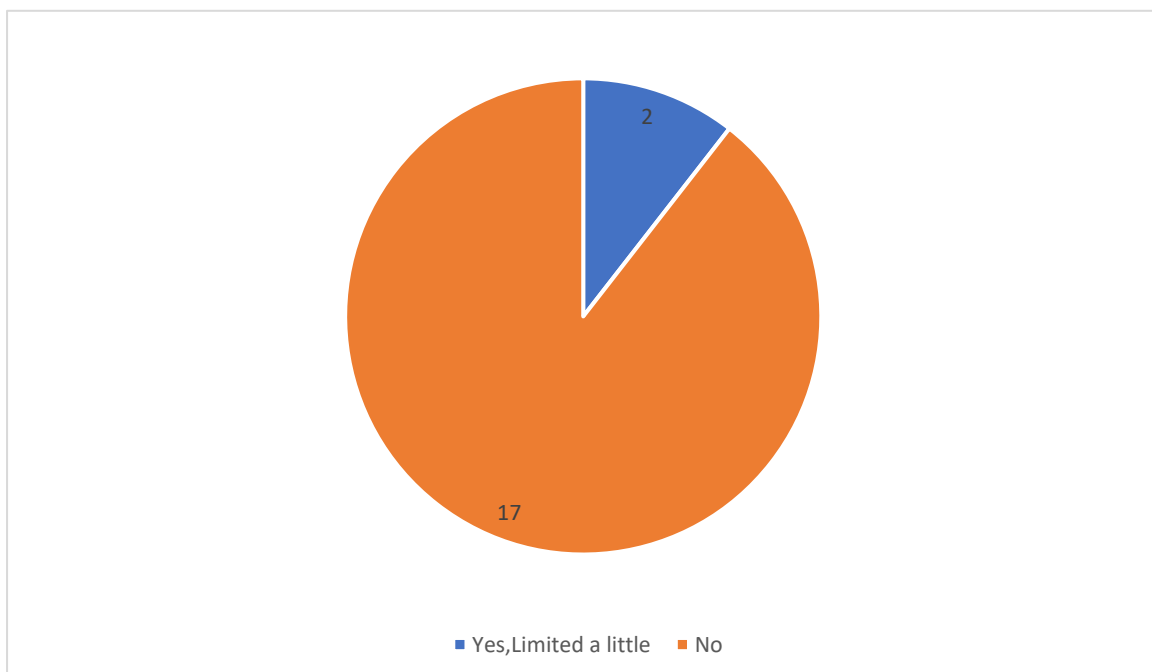
Is the gender you identify with the same as your sex registered at birth?



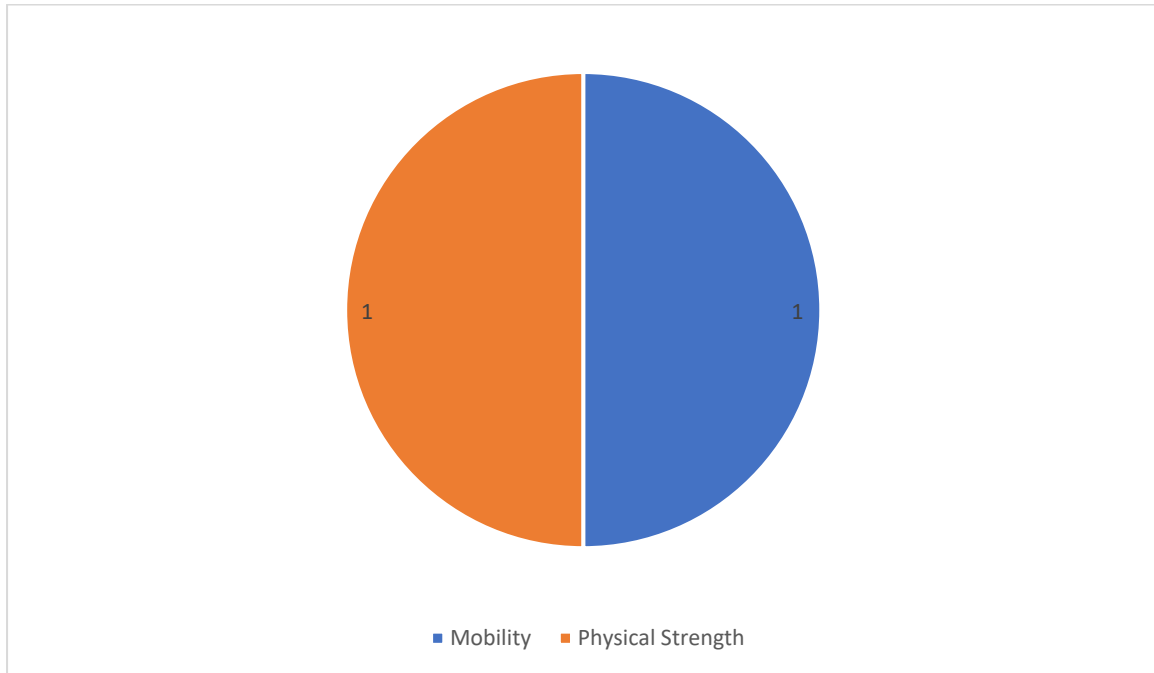
Do you consider yourself to have a disability according to the definition in the equality act?



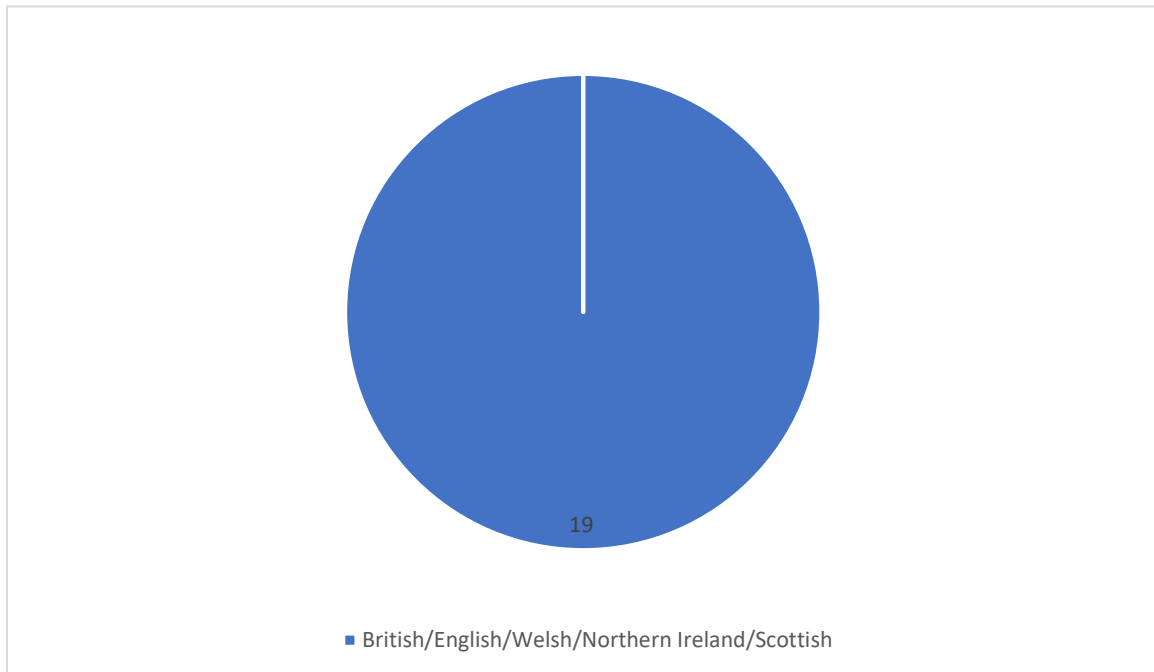
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 Months?



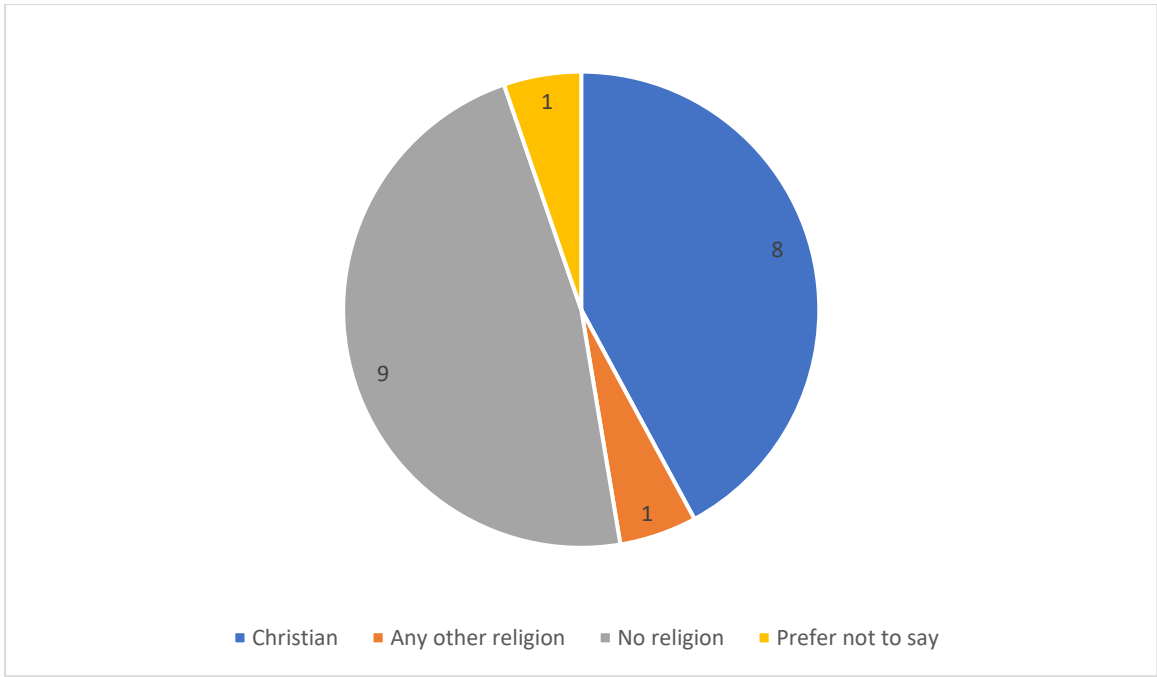
If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?



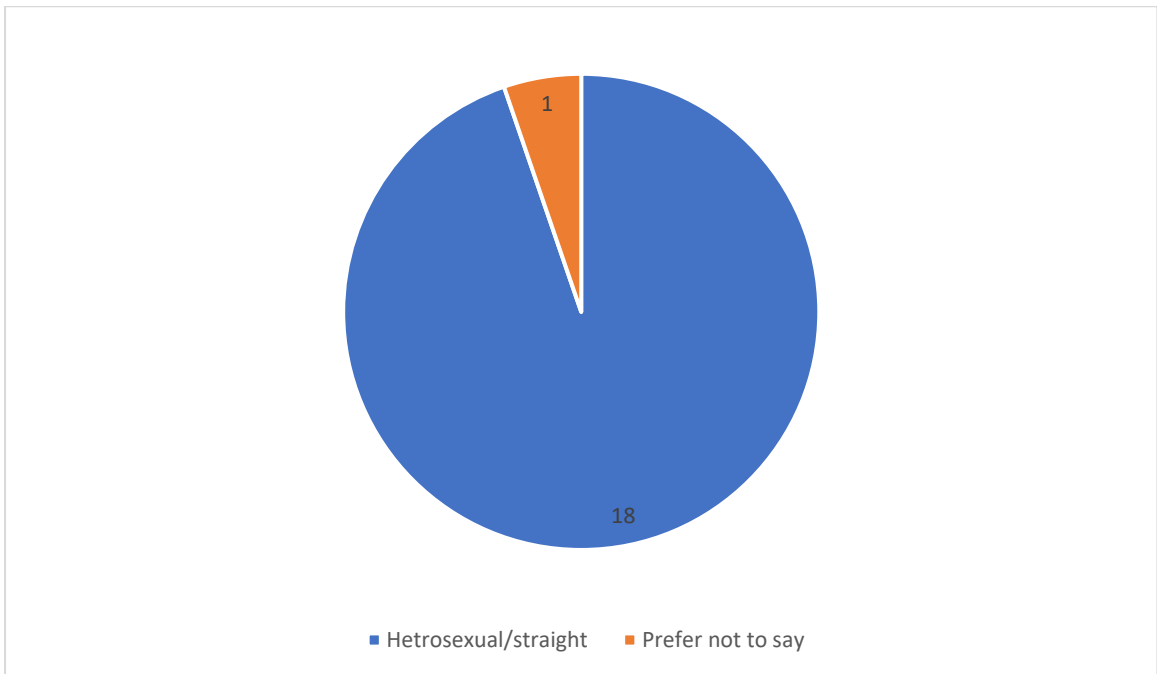
What is your Ethnic group?



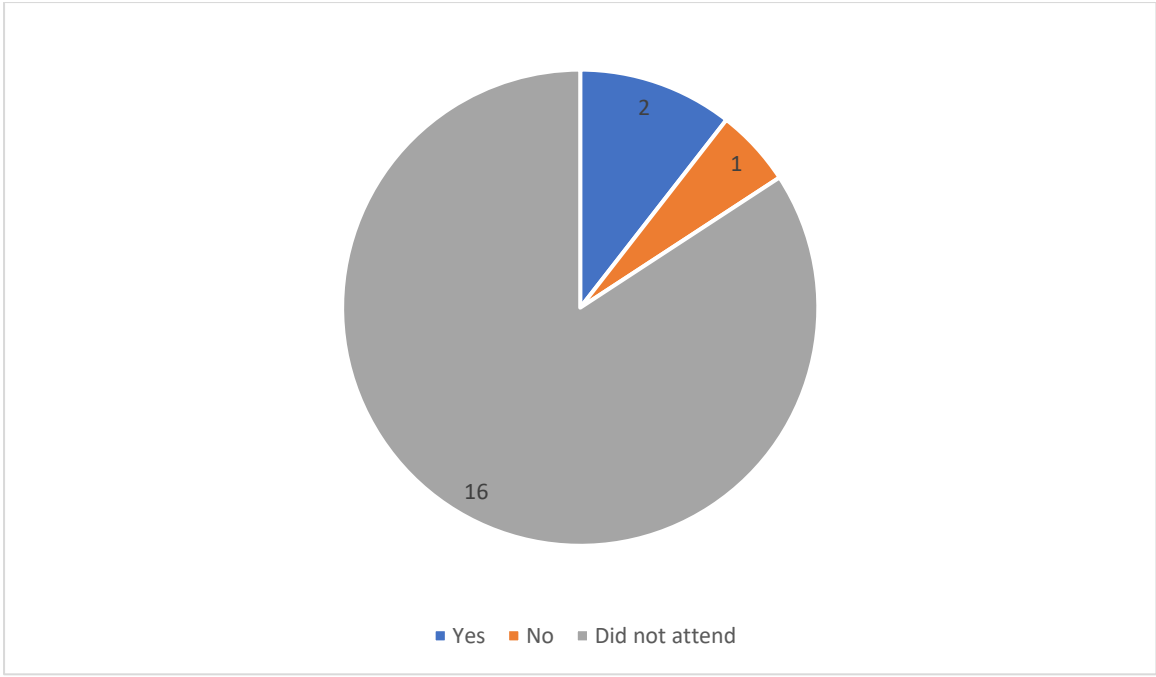
What is your faith?



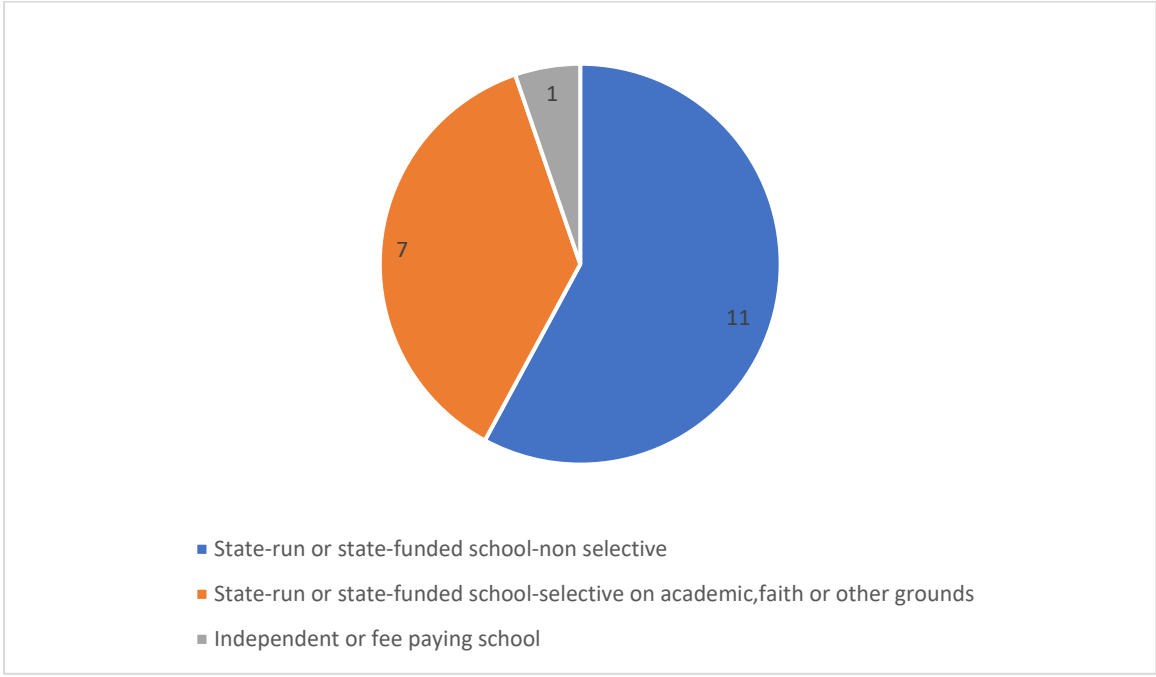
What is your sexual orientation?



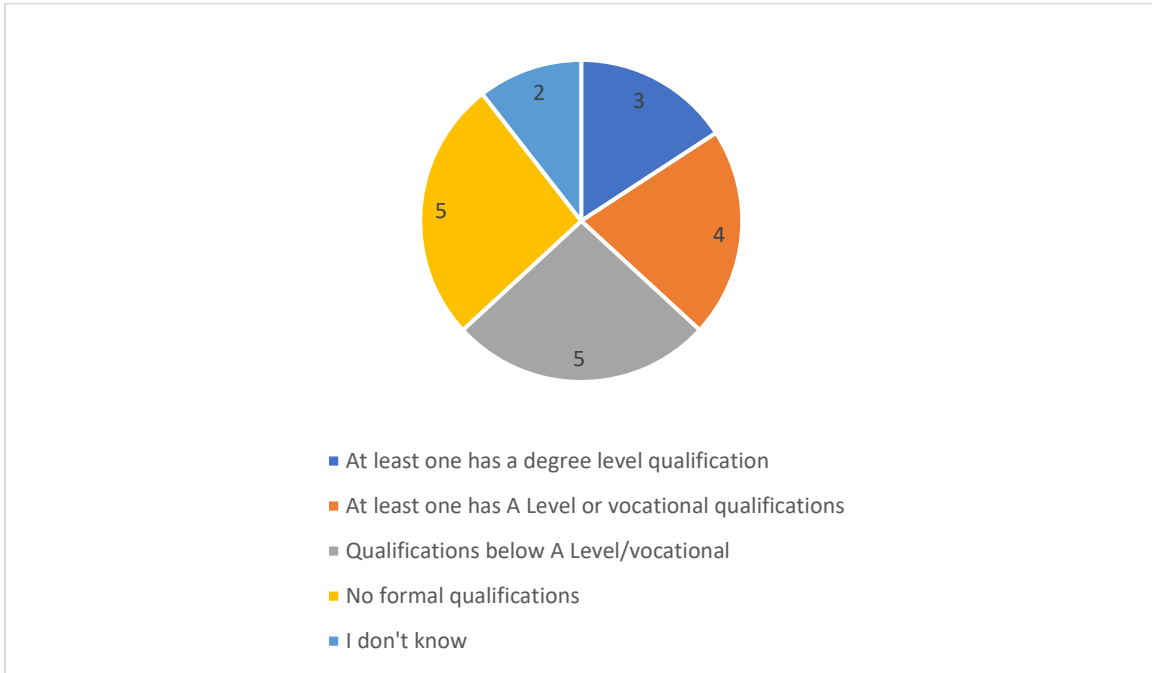
If you went to university (to study a BA, BSc course or higher) were you part of the first generation of your family to do so?



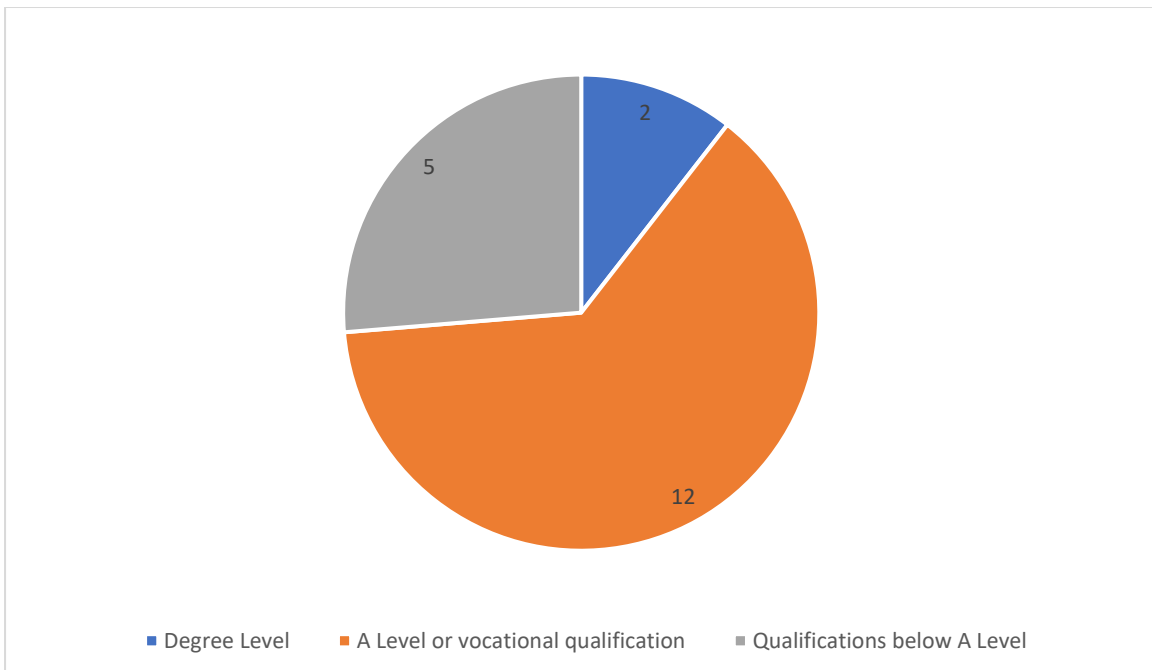
What type of school did you mainly attend between the ages of 11 and 16?



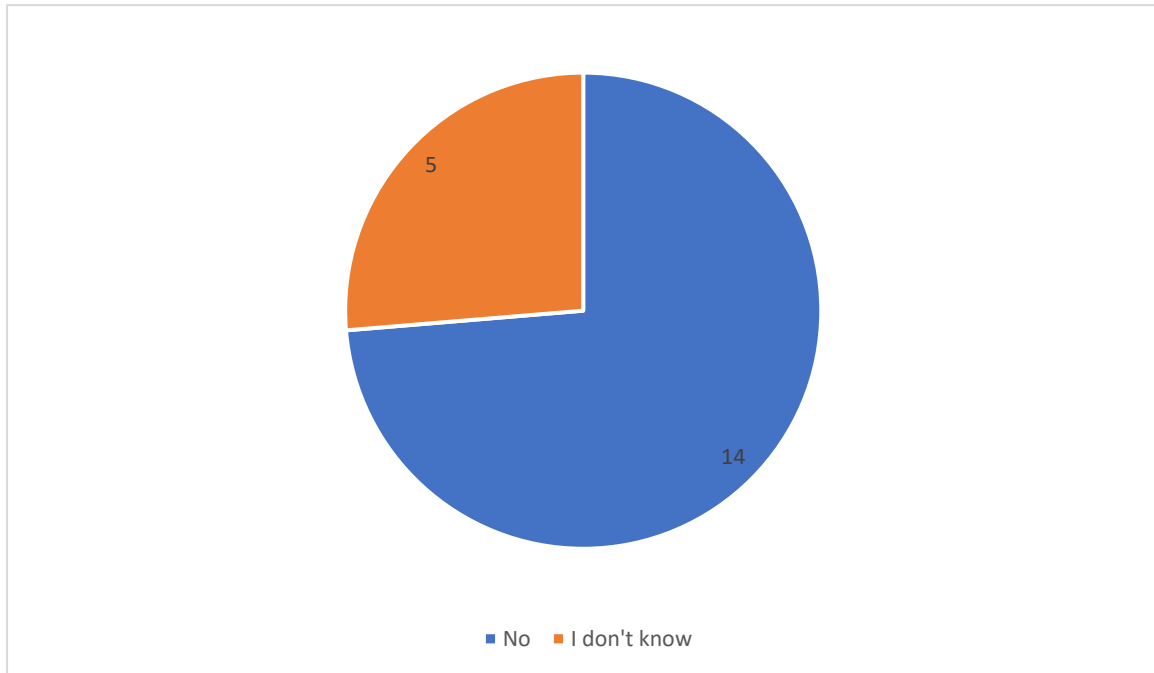
What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



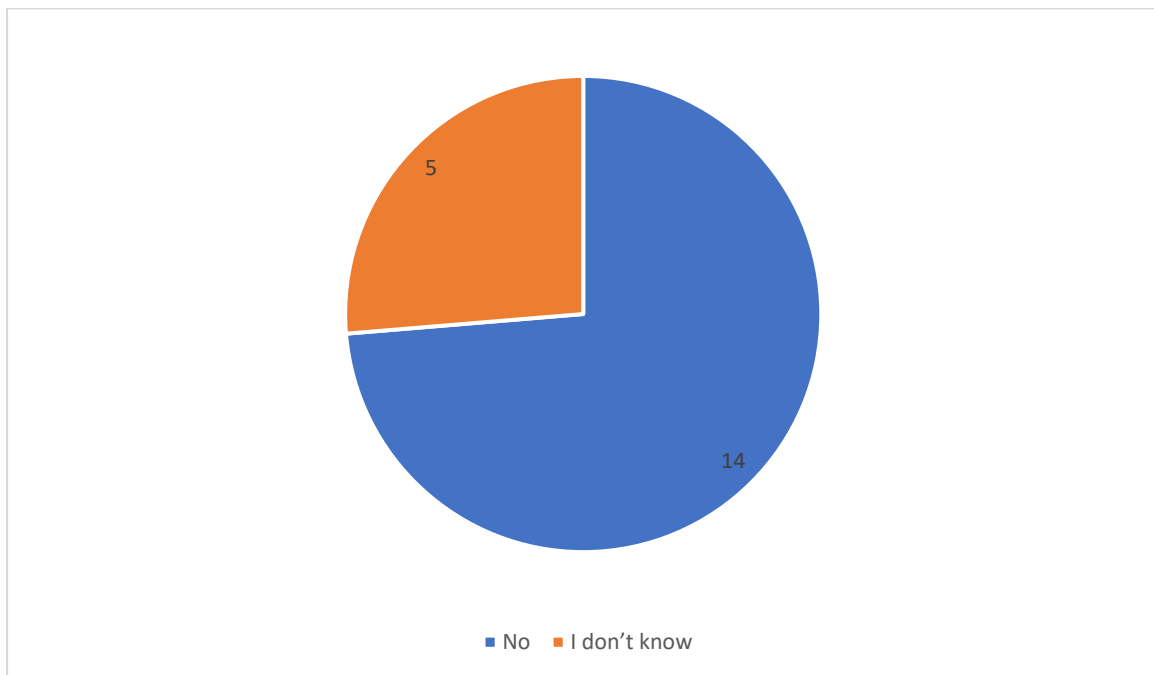
What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



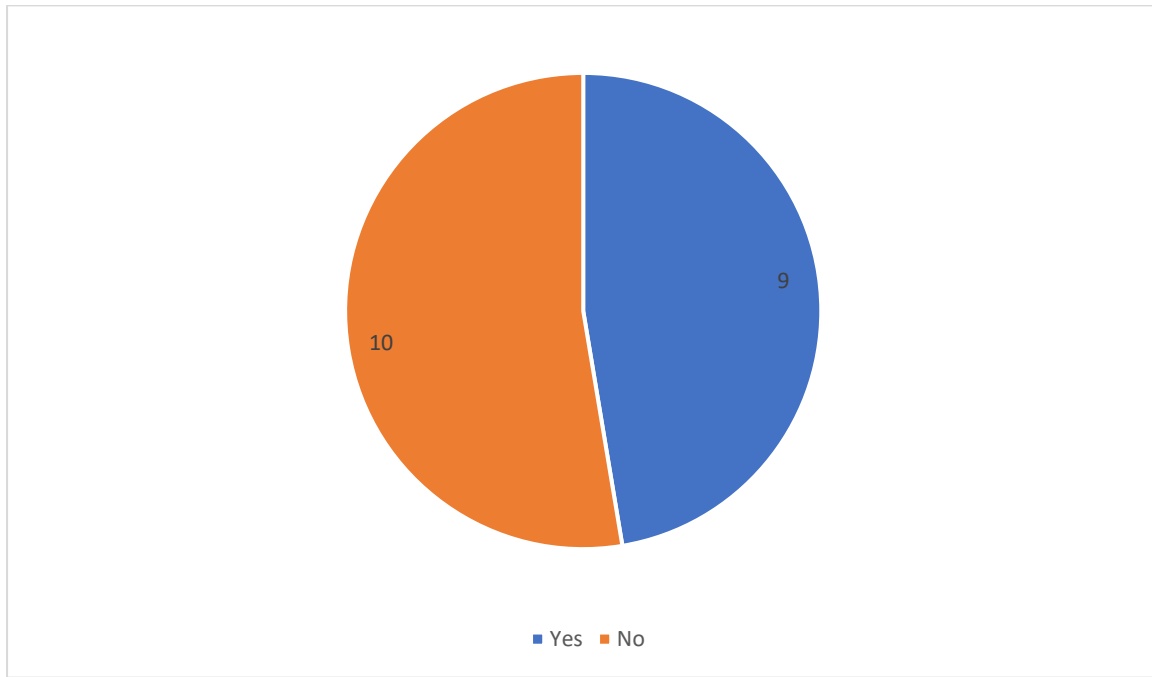
Did your household receive income support during your school years?



Were you entitled to free school meals?

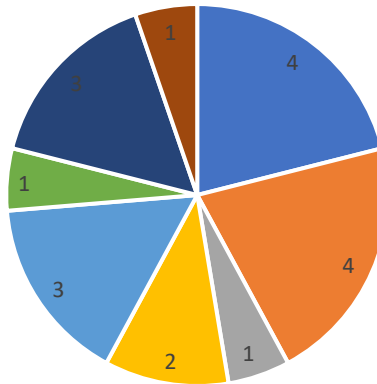


Are you a primary carer for a child or children under the age of 18?



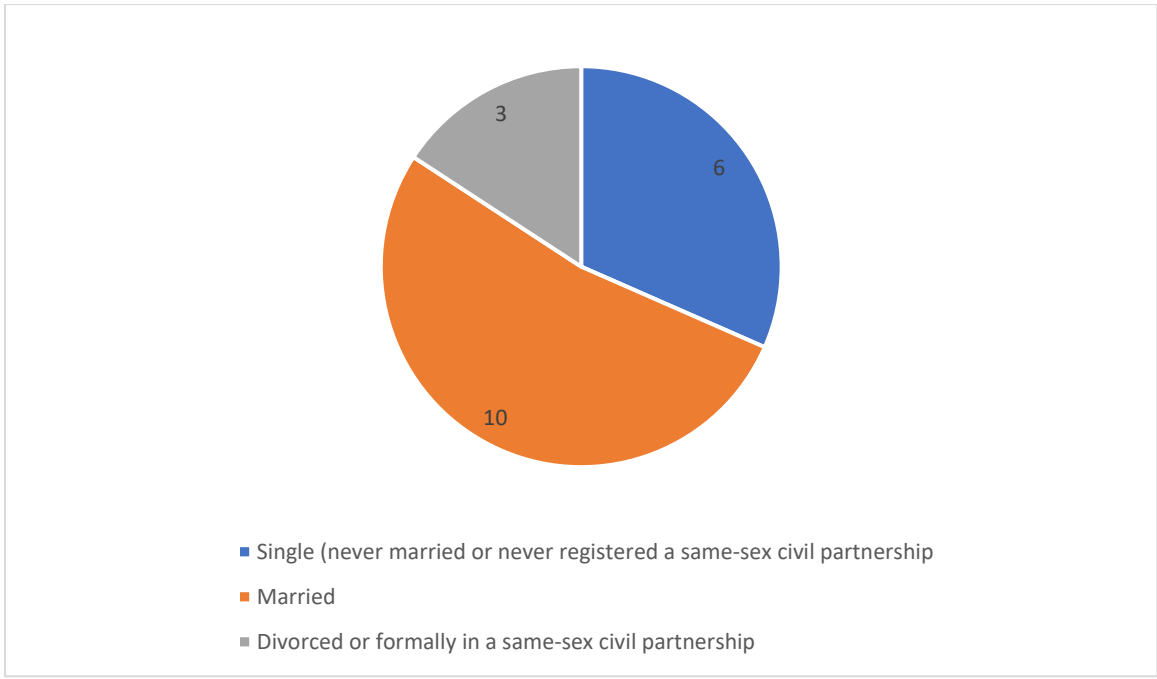
Thinking back to when you aged about 14, which describes the sort of work the main/highest income earner in your household did in their main job?

Sales

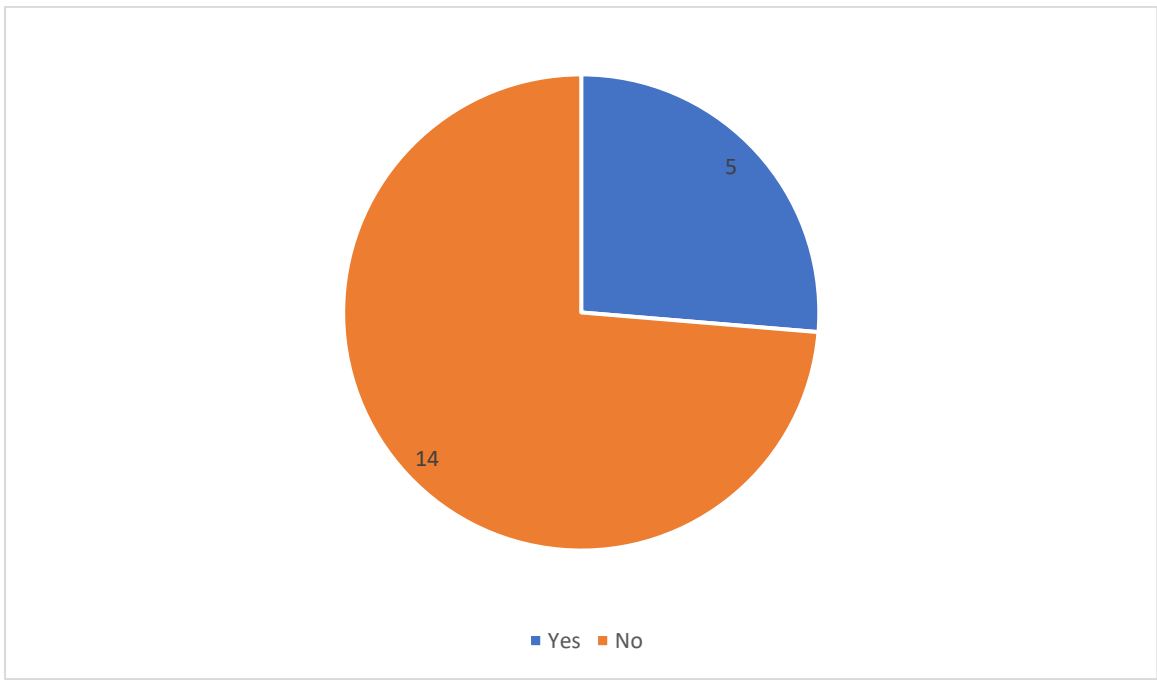


- Senior managers and administrators usually responsible for planning, organising and co ordinating work and for finance such as: Finance manager, chief executive
- Modern professional occupations such as:teacher/lecturer,nurse,physiotherapist,social worker,welfare officer,artist,musician,police officer (sergeant or above),software designer
- Clerical and intermediate occupations such as: Secretary,personal assistant,clerical worker,office clerk,call centre agent, nursing auxillary,nursery nurse
- Technical and craft occupations such as motor such as: Motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
- Semi-routine manual and service occupations such as: Postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist,sales assistant
- Armed forces personell for example soldier,airman,naval or millitary policy
- Middle or junior managers such as office manager, retail manager, bank manager, restaurant manager, warehouse manager, publician
- Traditional professional occupations such as: Accountant,solicitor,medical practioner, scientist,civil/mechanical engineer

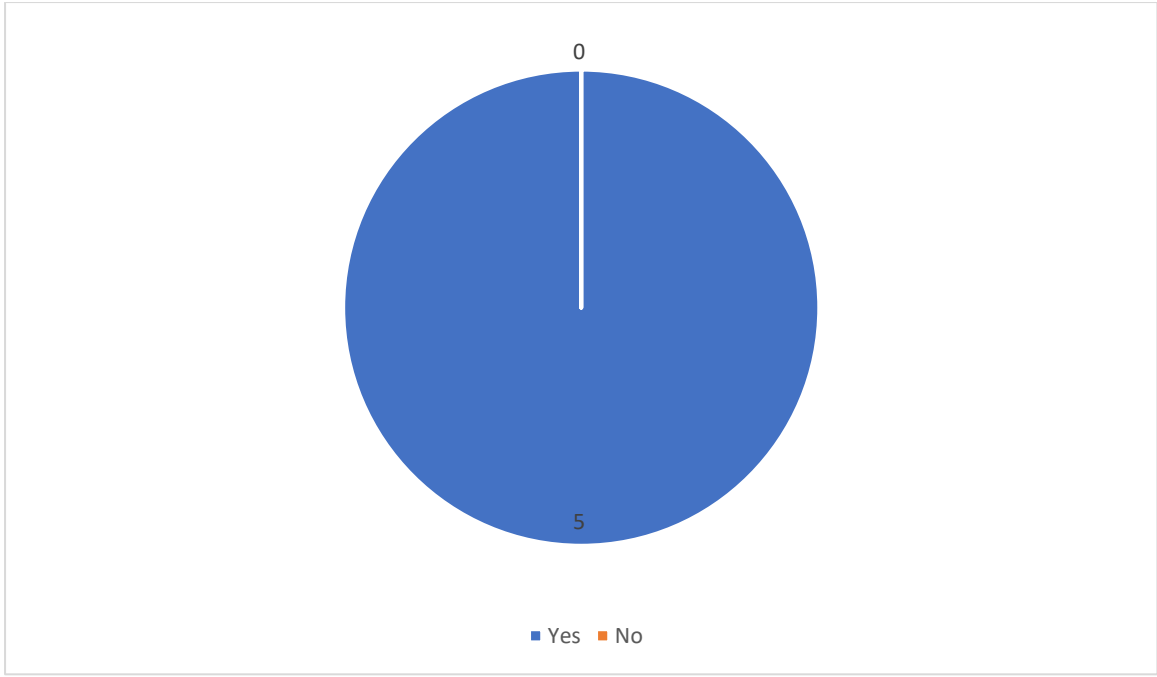
What is your marital status?



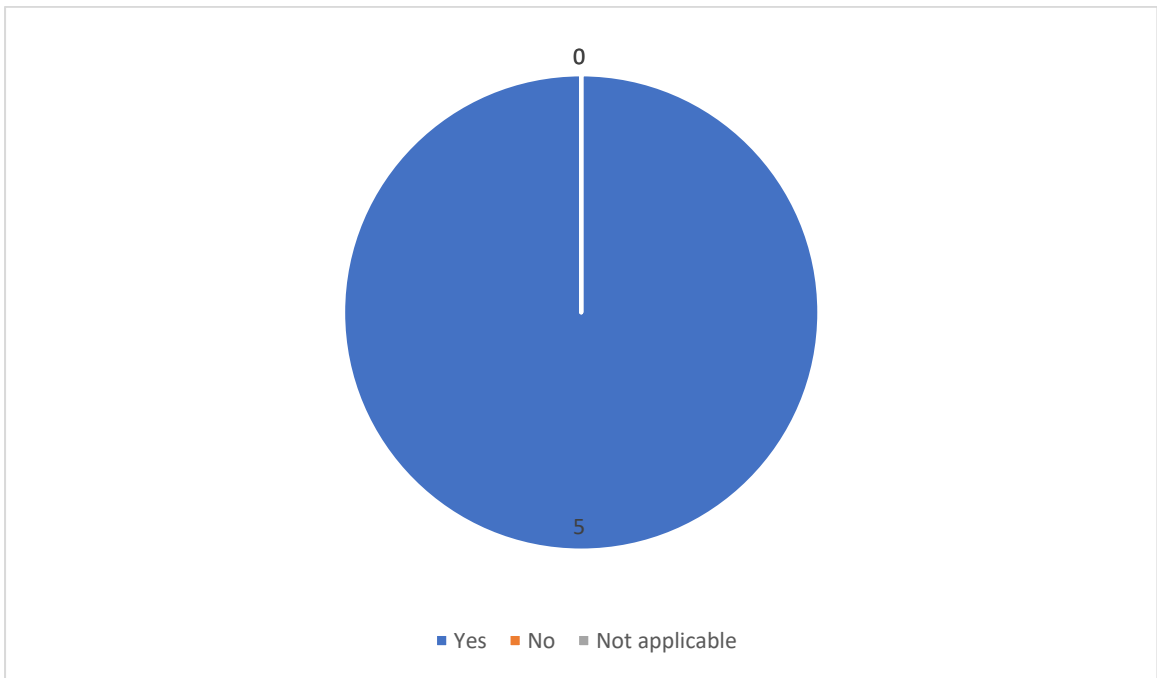
Have you taken maternity or paternity leave in the last 5 years?



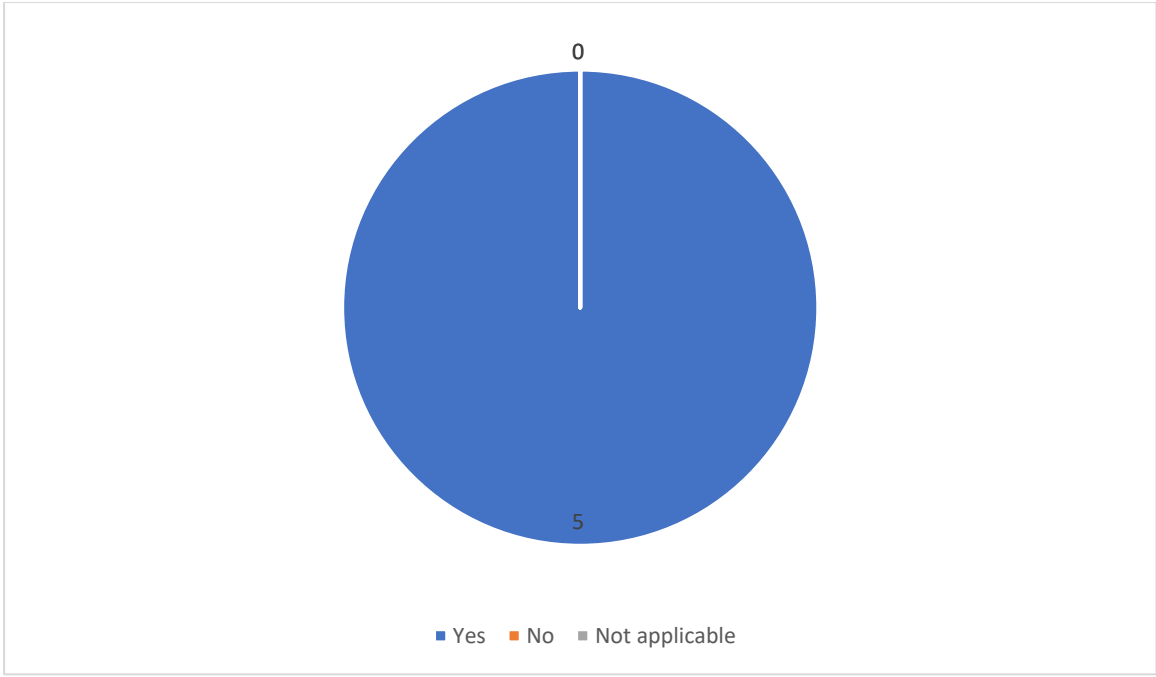
If yes, did you return to your current employer after the leave?



If yes, did your current employer give you additional leave for ante-natal appointments?



If yes, has your employer offered you flexible working arrangements?



If yes, has the ability to work from home been an important aide in your return to work?

