

Profession

	Partner	Manager	Qualified	Training	Other
ICAEW Chartered Accountant	3	6	10	8	0
Other Chartered Accountant	2	2	2	2	0
Other Accountant	0	2	2	3	0
Legally Qualified	0	0	0	1	0
Other Legal	0	0	0	1	0
Other Profession/Direct Support Staff	1	6	7	2	0
Prefer Not to Say	0	0	0	0	10

Age

16-24	8
25-34	28
35-44	13
45-54	4
55-64	7
65 and over	0
Prefer Not to Say	0

Sex/Gender

Q1: Which gender do you identify with?

Male	34
Female	26
Prefer Not to Say	0

Q2: Is the gender you now identify with different from the sex you were assigned at birth?

Yes	16
No	44
Prefer Not to Say	0

Disability

	Yes	No	Prefer Not to Say
Declared Disabled	2	58	0

Ethnic Background

Asian/Asian British: Indian	2
Asian/Asian British: Pakistani	1
Black/African/Caribbean/Black British	1
White British/English/Welsh/Northern Irish/Scottish	55
Any other White background	1
Prefer not to say	0

Faith

Buddhist	0
Christian	22
Hindu	0
Jewish	0
Muslim	1
Sikh	2
Other	0
No Religion	35
Prefer Not to Say	0

Sexual Orientation

Bisexual	0
Gay Man	1
Gay Woman/Lesbian	0
Heterosexual/Straight	58
Other	0
Prefer not to say	1

Socio Economic Background

Q1: 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	13
At least one has A Level or vocational qualifications	22
Qualifications below A Level / vocational	14
I don't know	7
No formal qualifications	2
Other	1
Prefer not to say	1

Q2: What type of school did you mainly attend between the ages of 11 and 16?

UK State School	53
UK Independent/Fee School	5
Attended School outside UK	1
Selective on academic, faith or other grounds	2
Non selective	1

Social Mobility

Q1: 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	26
A Level or vocational qualification	27
Qualifications below A Level	3
No formal qualifications	1
I don't know	0
Not applicable	2
Other	0
Prefer not to say	1

Q2: Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?

Yes	8
No	45
I don't know	5
Prefer Not to Say	2

Q3: Were you entitled to free school meals?

Yes	3
No	51
I don't know	5
Prefer Not to Say	1

Q4: 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	8
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	2
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	13
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	10

Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	3
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	2
Armed forces personnel for example soldier, airman, naval or military police	2
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse	9
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	5
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0
Inactive (excluding those that are retired)	1
Retired	0
Not applicable	0
I don't know	1
Other	1
Prefer not to say	3

Caring Responsibilities

Q1: Are you a primary carer for a child or children under 18?

Yes	16
No	43
Prefer not to say	1

Q2: 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	52
Yes, 1-19 hours per week	7
Yes, 20-49 per week	0
Yes, 50 or more hours per week	0
Prefer not to say	1

Marital Status

Q1: What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	27
Married	29
In a registered same-sex civil partnership	0
Separated (but still legally married or still legally in a same-sex civil partnership)	0
Divorced or formally in a same-sex civil partnership which is now legally dissolved	3
Widowed or surviving partner from a same-sex civil partnership	0
Other	1
Prefer not to say	0

Maternity/Paternity

Q1: Have you taken maternity or paternity leave in the last 5 years?

Yes	8
No	52

If yes: i. Did you return to your current employer after the leave?

Yes	8
No	7

If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

Yes	5
No	4
Not applicable	13

If yes: iii. Has your employer offered you flexible working arrangements?

Yes	5
No	1
Not applicable	15

If yes: iv. Has the ability to work from home been an important aide in your return to work?

Yes	3
No	1
Not applicable	17

*Completed March 2021