



LEWIS BROWNLEE

CHARTERED ACCOUNTANTS | TAX ADVISERS | REGISTERED AUDITORS

# Equality & Diversity Questionnaire Results

## As at 31 March 2021

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*Number of staff (including Directors) at time of survey: 45*

*Number of staff (including Directors) that completed the survey: 45*

## ROLE CATEGORIES

Role Category	Partner	Manager	Qualified	Training	TOTAL
ICAEW Chartered Accountant	4	0	3	2	<b>9</b>
Other Chartered Accountant	0	2	3	0	<b>5</b>
Other accountant	0	3	2	6	<b>11</b>
Legally qualified	0	0	0	0	<b>0</b>
Other legal	0	0	0	0	<b>0</b>
Other profession	1	0	3	1	<b>5</b>
Direct Support Staff	0	0	2	2	<b>4</b>
Other					<b>4</b>
Prefer not to say					<b>7</b>

## AGE

Age Band	TOTAL
16 - 24	<b>5</b>
25 - 34	<b>17</b>
35 - 44	<b>5</b>
45 - 54	<b>11</b>
55 - 64	<b>6</b>
65 and over	<b>0</b>
Prefer not to say	<b>1</b>

## GENDER

Which gender do you identify with?	TOTAL
Male	17
Female	27
Trans	0
Other	0
Prefer not to say	1

Is the gender you now identify with different from the sex you were assigned at birth?	TOTAL
Yes	8
No	35
Prefer not to say	2

## DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act?	TOTAL
Yes	1
No	43
Prefer not to say	1

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?	TOTAL
Yes, limited a lot	0
Yes, limited a little	3
No	41
Prefer not to say	1

## DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act?	TOTAL
Cognitive / learning	0
Digestive / continence	1
Manual dexterity	0
Mental health	2
Mobility	0
Physical coordination	0
Physical strength	1
Sensory	0
Not applicable	0
Other	1
Prefer not to say	0

## ETHNIC GROUP

Asian / Asian British	TOTAL
Bangladeshi	0
Chinese	1
Indian	0
Pakistani	0
Other Asian	0

Black / African / Caribbean / British	TOTAL
African	0
Caribbean	0
Any other Black/African/Caribbean/Black British	0

Mixed / multiple ethnic groups	TOTAL
White & Asian	0
White & Black African	1
White & Black Caribbean	0
Other mixed/multiple ethnic background	0

White	TOTAL
British/English/Welsh/Northern Irish/Scottish	39
Irish	1
Gypsy or Irish Traveller	0
Any other White background	2

Other ethnic groups	TOTAL
Arab	0
Any other ethnic group	0

Prefer not to say	TOTAL
Prefer not to say	1

## FAITH

What is your religion or belief?	TOTAL
Buddhist	0
Christian	16
Hindu	0
Jewish	0
Muslim	0
Sikh	0
No religion	25
Any other religion	0
Prefer not to say	4

## SEXUAL ORIENTATION

What is your sexual orientation?	TOTAL
Bisexual	1
Gay man	0
Gay woman/Lesbian	0
Heterosexual/Straight	41
Other	0
Prefer not to say	3

## SOCIO-ECONOMIC BACKGROUND

What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?	TOTAL
At least one has a degree level qualification	<b>15</b>
At least one has A Level or vocational qualifications	<b>6</b>
Qualifications below A Level / vocational	<b>8</b>
I don't know	<b>8</b>
No formal qualifications	<b>5</b>
Not applicable	<b>0</b>
Other	<b>0</b>
Prefer not to say	<b>3</b>

## SOCIO-ECONOMIC BACKGROUND

What type of school did you mainly attend between the ages of 11 and 16?	TOTAL
A state-run or state-funded school	<b>35</b>
Attended school outside the British Isles	<b>2</b>
Independent or fee-paying school	<b>3</b>
Selective on academic, faith or other grounds	<b>3</b>
Non-selective	<b>0</b>
I don't know	<b>0</b>
Prefer not to say	<b>2</b>

## SOCIAL MOBILITY

What is the highest level of qualification you hold, or if you are a qualified accountant, held prior to becoming qualified?	TOTAL
Degree level	<b>18</b>
A Level or vocational qualification	<b>18</b>
Qualifications below A Level	<b>5</b>
No formal qualifications	<b>1</b>
Not applicable	<b>0</b>
Other	<b>1</b>
Prefer not to say	<b>2</b>

During your school years did your household receive income support?	TOTAL
Yes	<b>2</b>
No	<b>31</b>
I don't know	<b>8</b>
Prefer not to say	<b>4</b>

## SOCIAL MOBILITY

During your school years did your household receive income support?	TOTAL
Yes	<b>2</b>
No	<b>31</b>
I don't know	<b>8</b>
Prefer not to say	<b>4</b>

During your school years did you receive free school meals?	TOTAL
Yes	<b>1</b>
No	<b>35</b>
I don't know	<b>5</b>
Prefer not to say	<b>4</b>

## SOCIAL MOBILITY

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?	TOTAL
Armed forces personnel for example soldier, airman, naval or military police	1
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	3
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	5
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	4
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	1
Senior managers and administrators usually responsible for planning, organising and coordinating work and for finance such as: finance manager, chief executive	8
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	6
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	5
Other	2
Prefer not to say	5

## CARING RESPONSIBILITIES

Are you a primary carer for a child or children under 18?	TOTAL
Yes	9
No	32
Prefer not to say	4

Do you look after, or give any help or support to family members, friends, neighbours or others because of either: <ul style="list-style-type: none"> <li>• Long-term physical or mental ill-health / disability</li> <li>• Problems related to old age?</li> </ul> (Do not count anything you do as part of your paid employment)	TOTAL
No	33
Yes, 1 – 19 hours per week	5
Yes, 20 – 49 hours per week	1
Yes, 50 or more hours per week	0
Prefer not to say	6

## MARITAL STATUS

What is your marital or civil partnership status?	TOTAL
Single (never married or never registered a same-sex civil partnership)	<b>24</b>
Married	<b>13</b>
In a registered same-sex civil partnership	<b>0</b>
Separated (but still legally married or still legally in a same-sex civil partnership)	<b>0</b>
Divorced or formally in a same-sex civil partnership which is now legally dissolved	<b>4</b>
Widowed or surviving partner from a same-sex civil partnership	<b>0</b>
Other	<b>1</b>
Prefer not to say	<b>3</b>

## MATERNITY

Have you taken maternity or paternity leave in the last 5 years?	TOTAL
Yes	<b>4</b>
No	<b>38</b>
Prefer not to say	<b>3</b>

If yes...

Did you return to your current employer after the leave?	YES	NO
	<b>4</b>	<b>0</b>

Did your current employer give you additional leave for ante-natal appointments?	YES	NO
	<b>4</b>	<b>0</b>

Has your employer offered you flexible working arrangements?	YES	NO
	<b>4</b>	<b>0</b>

Has the ability to work from home been an important aide in your return to work?	YES	NO
	<b>2</b>	<b>2</b>