

CHP Accountants Limited

Diversity Survey Results

Surveys Completed

31/03/2023

	Number	%
Total surveys completed	10	

1. About you

ICAEW Chartered Accountant

Partner	3	30%
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Other Chartered Accountant

Manager	1	10%
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Training	1	10%
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Other accountant

Qualified	1	10%
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Legally qualified

Other legal

Other profession

Direct support staff

Manager	1	10%
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Training	1	10%
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Other

Prefer not to say

Prefer not to say	2	20%
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2. Age

16-24	1	10%
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25-34	1	10%
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35-44	2	20%
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45-54	1	10%
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55-64	3	30%
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65 and over	2	20%
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Prefer not to say	0	
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3. Sex/Gender

(a) What is your registered sex at birth

Female	5	50%
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Male	5	50%
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Prefer not to say	0	
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(a) Which gender do you identify with?

A woman	5	50%
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A man	5	50%
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Non-binary	0	
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In some other way / self-describe	0	
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Prefer not to say	0	
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(b) Is the gender you identify with the same as your sex registered at birth?

Yes	10	100%
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No	0	
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Prefer not to say	0	
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4. Disability

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

Yes	1	10%
No	9	90%
Prefer not to say	0	

(b) 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?

Yes, limited a lot	0	
Yes, limited a little	0	
No	10	100%
Prefer not to say	0	

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

Cognitive / learning	0
Digestive / continence	0
Manual dexterity	0
Mental health	0
Mobility	0
Physical coordination	0
Physical strength	0
Sensory	0
Not applicable	0
Other	0
Prefer not to say	0

5. Ethnic group

Asian/Asian British

Bangladeshi	0	
Chinese	0	
Indian	3	30%
Pakistani	0	
Other Asian	0	

Black/African/Caribbean/British

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

Mixed/multiple ethnic groups

White and Asian	0
White and Black African	0
White and Black Caribbean	0
Other mixed/multiple ethnic background	0

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White		
British/English/Welsh/Northern Irish/Scottish	7	70%
Irish	0	
Gypsy or Irish Traveller	0	
Any other White background	0	
Arab		
Arab	0	
Other		
Other ethnic group	0	
Prefer not to say	0	

6. Faith

Buddhist	0	
Christian	3	30%
Hindu	3	30%
Jewish	0	
Muslim	0	
Sikh	0	
Any other religion	0	
No religion	3	30%
Prefer not to say	1	10%

7. Sexual orientation

Bisexual	0	
Gay man	0	
Gay woman / lesbian	0	
Heterosexual / straight	10	100%
Other	0	
Prefer not to say	0	

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	3	30%
No	3	30%
Did not attend	4	40%
Prefer not to say	0	

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

Attended school outside the British Isles	2	20%
State-run or state-funded school–non-selective	7	70%
State-run or state-funded school–selective on academic, faith or other grounds	1	10%
Independent or fee-paying school	0	
I don't know	0	

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Prefer not to say	0
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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	4	40%
At least one has A Level or vocational qualifications	0	
Qualifications below A Level / vocational	1	10%
I don't know	2	20%
No formal qualifications	0	
Not applicable	1	10%
Other	1	10%
Prefer not to say	1	10%

(b) 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	3	30%
A Level or vocational qualification	5	50%
Qualifications below A Level	0	
No formal qualifications	0	
I don't know	0	
Not applicable	1	10%
Other	0	
Prefer not to say	1	10%

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

Yes	0	
No	8	80%
I don't know	2	20%
Prefer not to say	0	

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

Yes	0	
No	9	90%
I don't know	0	
Prefer not to say	1	10%

(d) 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	3	30%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	0	

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Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	0	20%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	2	
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0	
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0	
Armed forces personnel for example soldier, airman, naval or military police	0	
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1	10%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	0	
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)	0	
Retired	0	10%
Not applicable	1	
I don't know	0	
Other	2	
Prefer not to say	1	

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10. Caring responsibilities

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

Yes	1	10%
No	9	90%
Prefer not to say	0	

(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?

No	10	100%
Yes, 1-19 hours per week	0	
Yes, 20-49 hours per week	0	
Yes, 50 or more hours per week	0	
Prefer not to say	0	

11. Marital Status

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	2	20%
Married	6	60%
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	1	10%
Widowed or surviving partner from a same-sex civil partnership	1	10%
Other	0	
Prefer not to say	0	

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12. Maternity

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

Yes	0	100%
No	10	

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

Yes	0
No	0

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

Yes	0	10%
No	0	
Not applicable	1	

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

Yes	0	20%
No	0	
Not applicable	2	

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

Yes	0	20%
No	0	
Not applicable	2	