

About You

Totals

ICAEW Chartered Accountant	
Partner	2
Manager	0
Qualified	2
Other Chartered Accountant	
Manager	2
Qualified	3
Training	1
Other accountant	
Qualified	2
Training	1
Direct support staff	
Qualified	1
Other	
Training	2

Age

Totals

16-24	2
25-34	4
35-44	1
45-54	4
55-64	2
65 and over	0
Prefer not to say	1

Sex/Gender**Totals**

(a) What is your registered sex at birth?

Female	7
Male	7
Prefer not to say	0

(b) Which gender do you identify with?

A woman	7
A man	7
Non-binary	0
In some other way / self-describe	0
Prefer not to say	0

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

Yes	14
No	0
Prefer not to say	0

Disability**Totals**

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

Yes	1
No	13
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?

No	14
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	1
Other	0
Prefer not to say	0

Ethnic Group

Totals

Asian/Asian British

Bangladeshi	1
Indian	2
Other Asian	1

White

British/English/Welsh/Northern Irish/Scottish	10
---	----

Faith

Totals

Christian	4
Hindu	2
Muslim	2
No religion	6

Sexual Orientation

Totals

Bisexual	1
Heterosexual / straight	13

Socio-Economic Background

Totals

(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
No	4
Did not attend	6
Prefer not to say	1

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

Attended school outside the British Isles	1
State-run or state-funded school–non-selective	11
Independent or fee-paying school	1
Prefer not to say	1

Social Mobility

Totals

(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
At least one has A Level or vocational qualifications	2
Qualifications below A Level / vocational	2
No formal qualifications	3
I don't know	1
Prefer not to say	2

(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	5
A Level or vocational qualification	6
Qualifications below A Level	1
Prefer not to say	2

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

Yes	1
No	10
I don't know	1
Prefer not to say	2

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

Yes	1
No	12
Prefer not to say	1

(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
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	1
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	1
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	2
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	2
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	1
Prefer not to say	2

Caring Responsibilities

Totals

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

No	14
----	----

(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	8
Yes, 1-19 hours per week	2
Prefer not to say	4

Marital Status

Totals

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	6
Married	7
Prefer not to say	1

Maternity

Totals

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

No	14
----	----

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

Not applicable	11
----------------	----

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

Not applicable	11
----------------	----

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

Not applicable	10
----------------	----

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

Not applicable	10
----------------	----

Summary of Results

We are a small firm with few employees and so care must be taken when trying to draw meaningful conclusions from a small dataset.

The results above are from Mercer Lewin Ltd, and also our subsidiary firm, VJH Accountancy Ltd, as some employees work across both firms.

Despite the small dataset we consider that the results show a good amount of diversity in a number of areas. We have a 50:50 mix of males and females and a broad spread of ages.

Employment decisions are made on the basis of suitability for the posts we are looking to fill and we hold no preference about the candidates other than this.