

ICAEW Diversity Survey Results 2025

82 respondents - 75% response rate

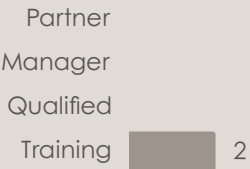


1. About you

ICAEW Chartered Accountant



Other Chartered Accountant



Other Accountant



Legally qualified



Other legal



Other profession



Direct support staff



Other



Prefer not to say



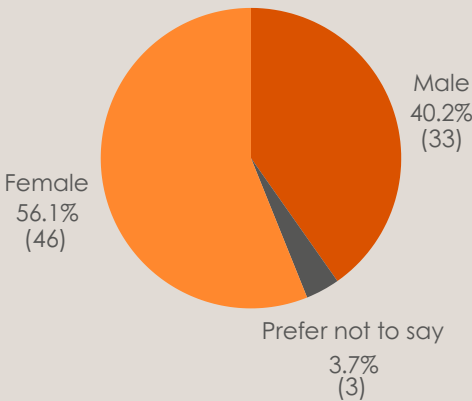
2. Age

What is your age?

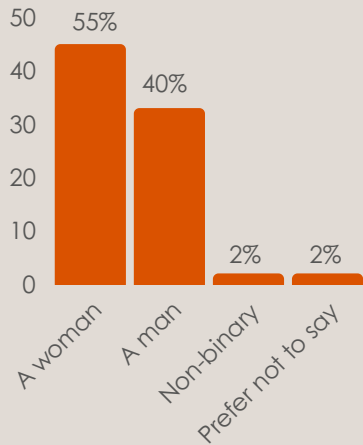


3. Sex and Gender

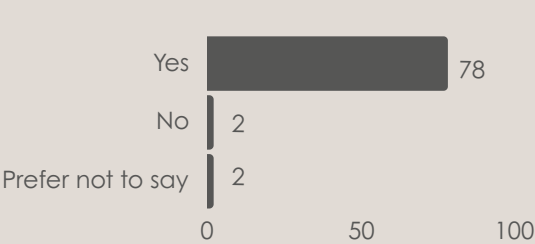
What is your sex registered at birth?



Which gender do you identify with?



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



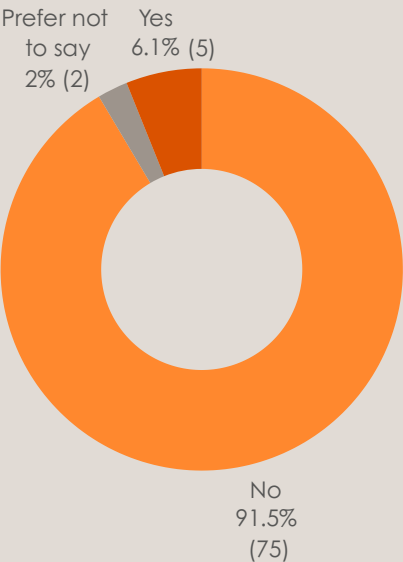
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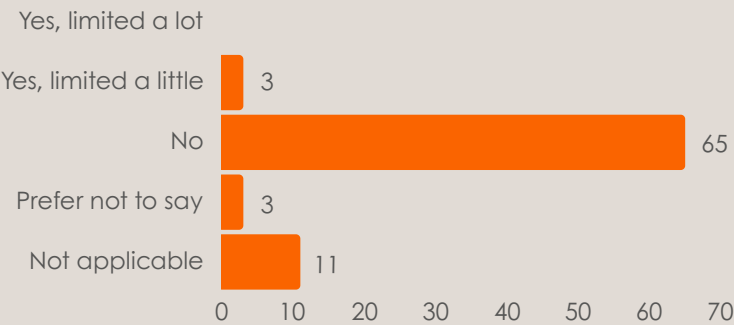


4. Disability

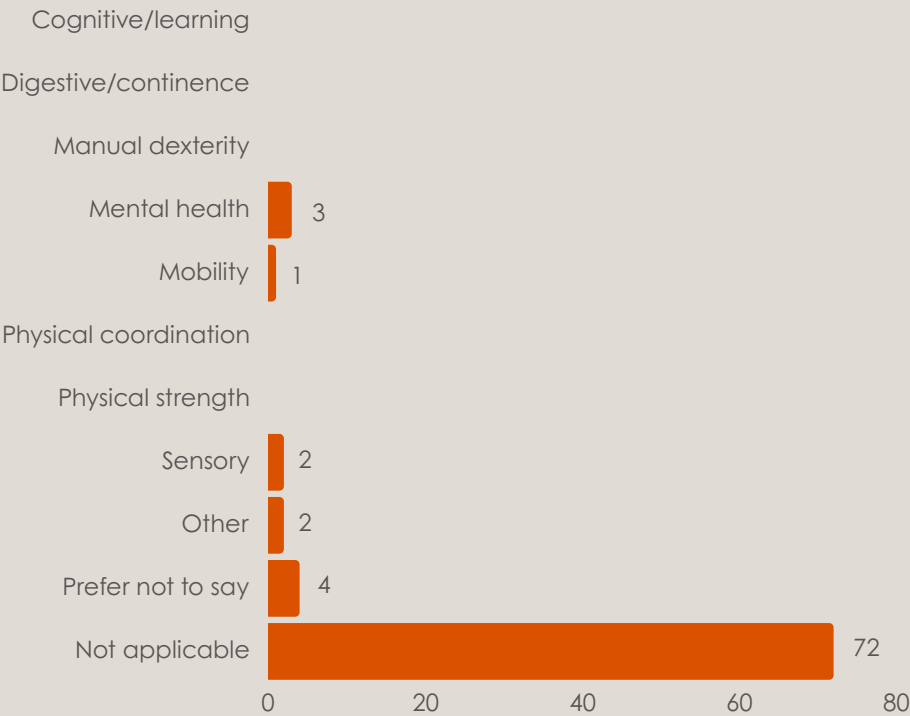
Do you consider yourself to have a disability according to the definition in the Equality Act?



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?



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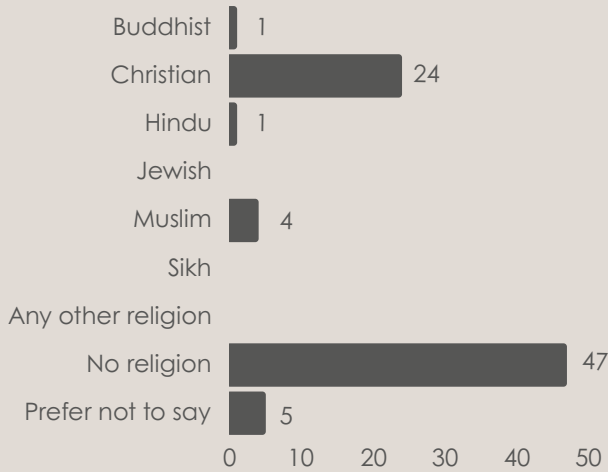
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5. Ethnic group

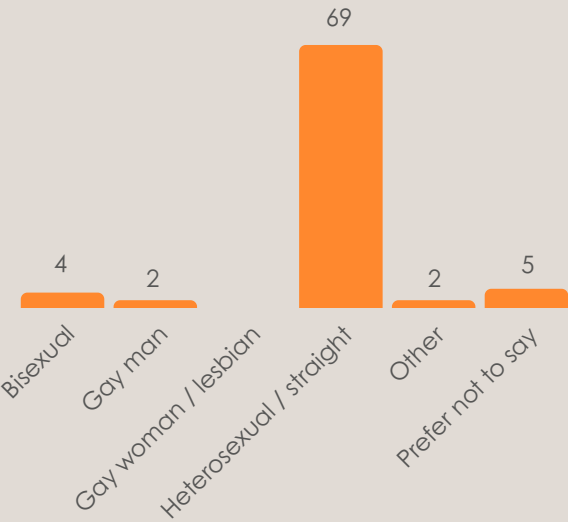


6. Faith



7. Sexual orientation

What is your sexual orientation?



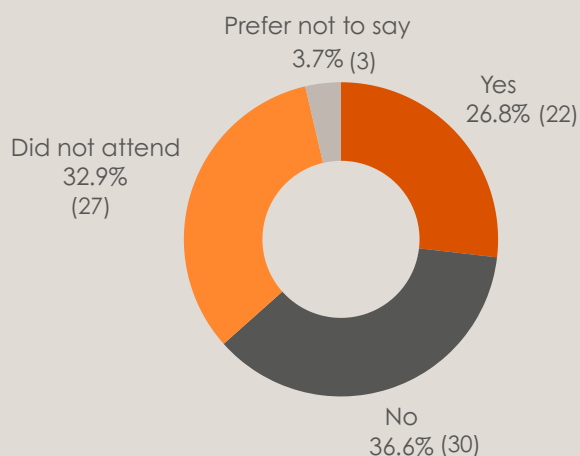
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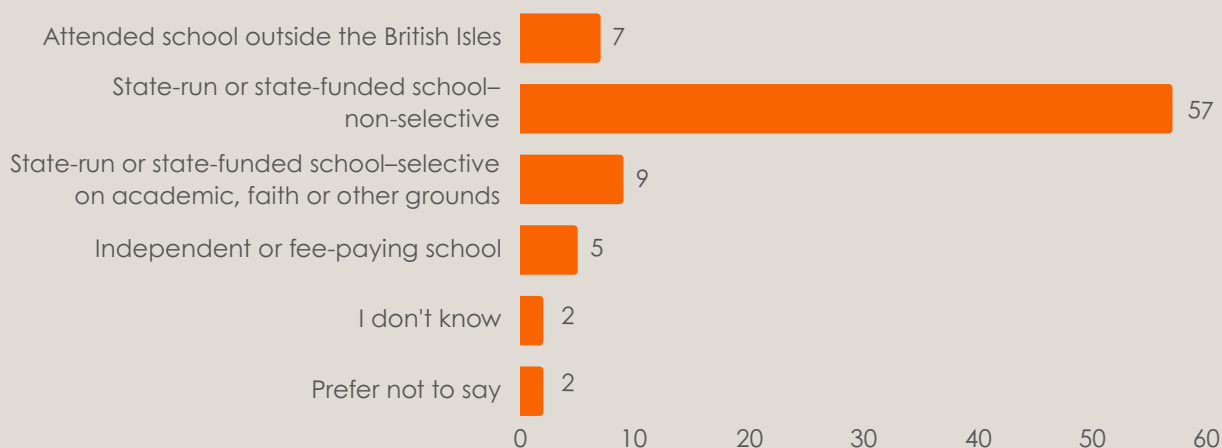


8. Socio-economic background

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?

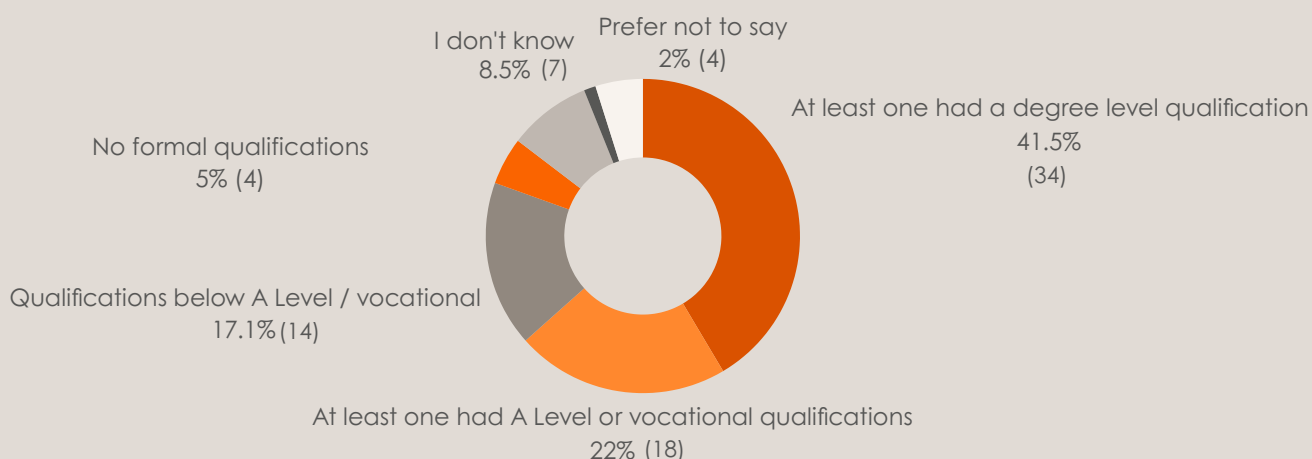


What type of school did you mainly attend between the ages of 11 and 16?



9. Social mobility

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



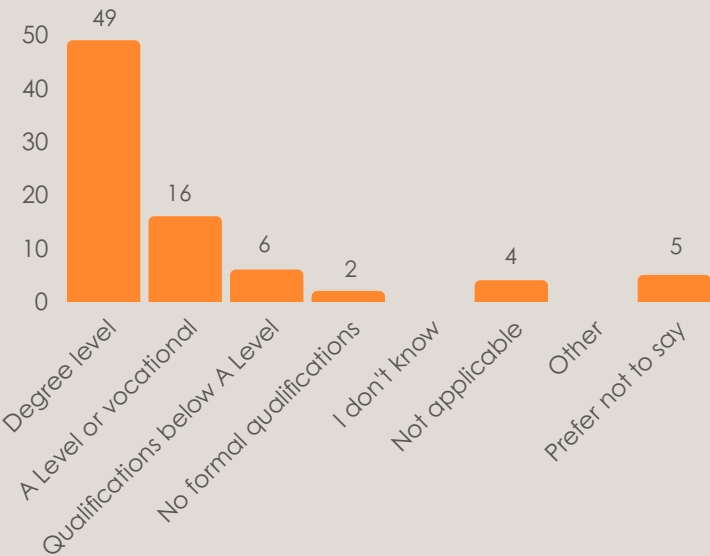
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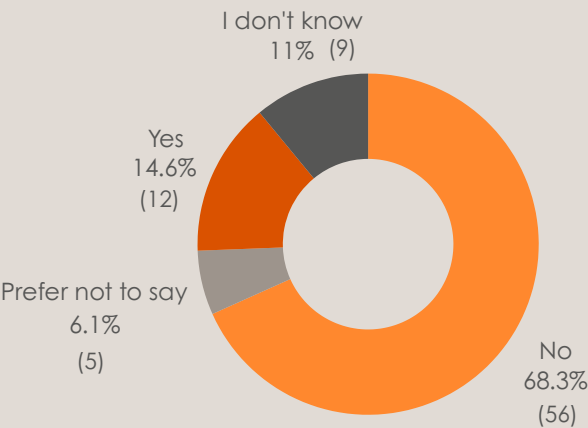


9. Social mobility (continued)

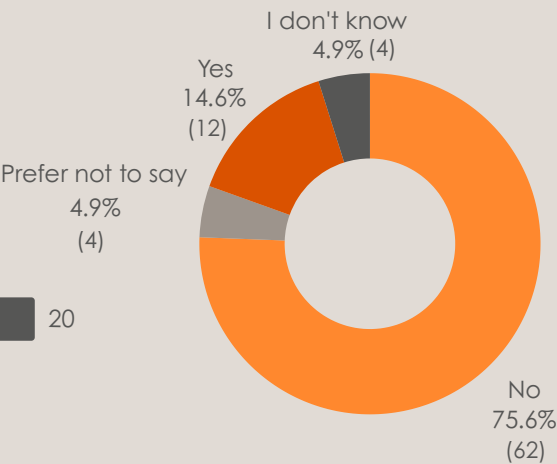
What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



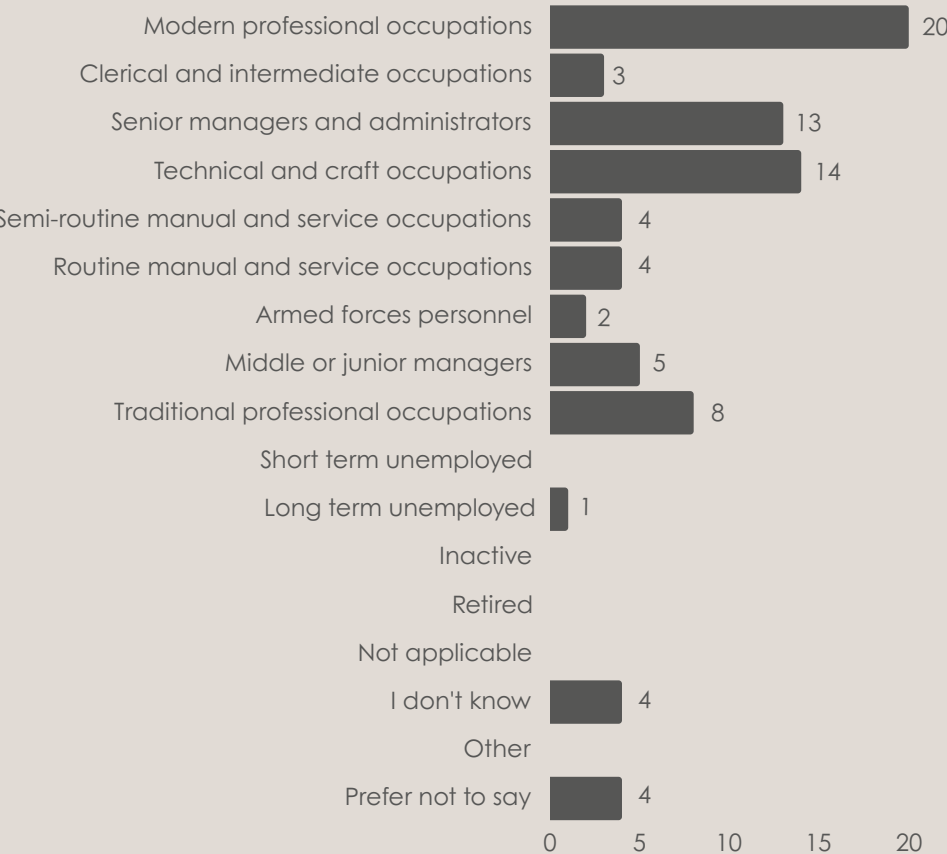
Did your household receive income support?



Were you entitled to free school meals?



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?



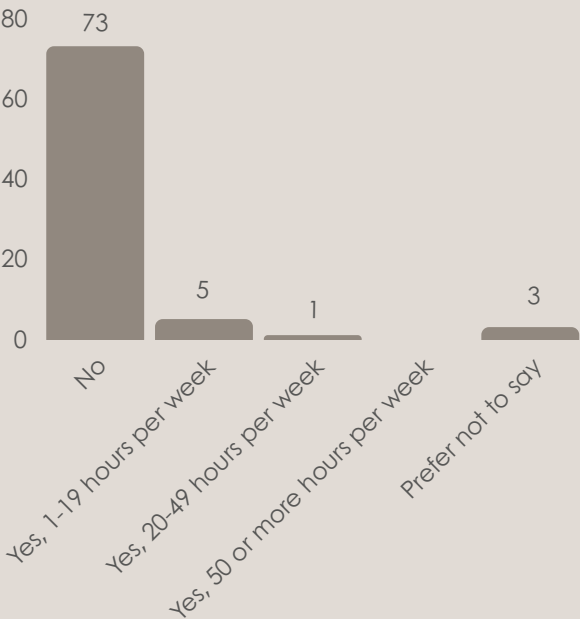
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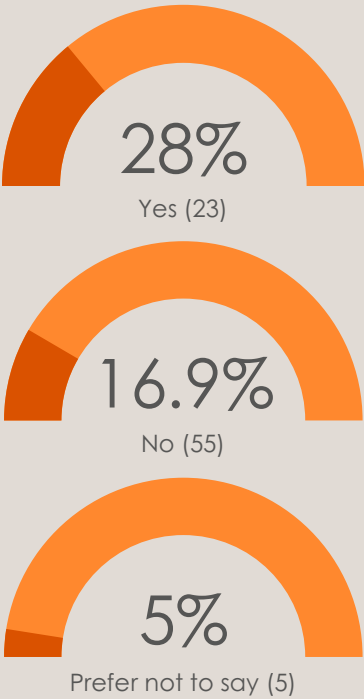


10. Caring responsibilities

Do you look after, or give any help or support to family members, friends, neighbours or others because of long-term physical or mental ill-health, disability, or problems related to old age?



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



11. Marital status

Are you married or in a civil partnership?

Single - 44% - 36 respondents



Married - 37% - 30 respondents



Prefer not to say - 6% - 5 respondents



Divorced or formerly in a same-sex civil partnership - 7% - 6 respondents



Other - 6% - 5 respondents



0 respondents for:

- In a registered same-sex civil partnership
- Widowed or surviving partner from a same-sex civil partnership
- Separated (still legally married or in a civil partnership)

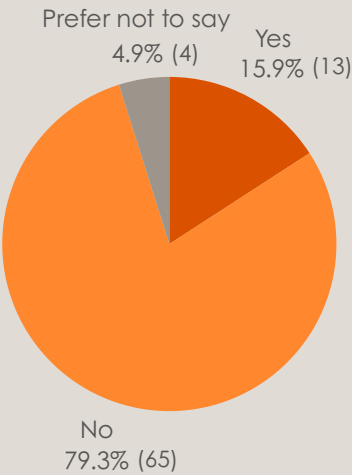
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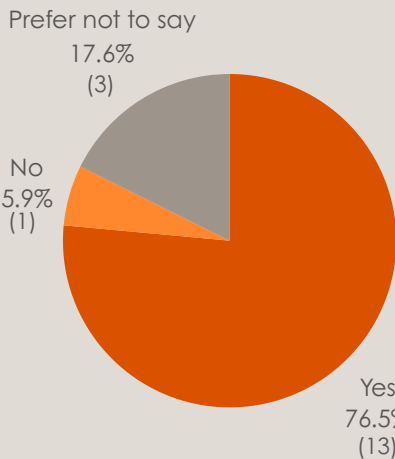


12. Maternity

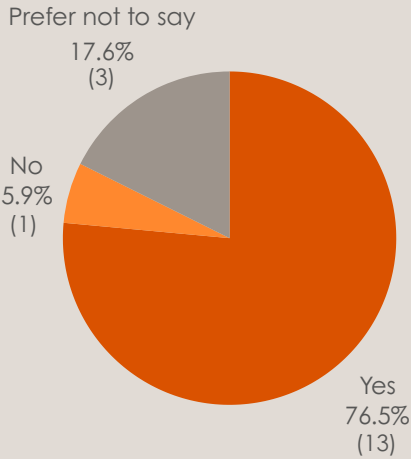
Have you taken maternity or paternity leave in the last 5 years?



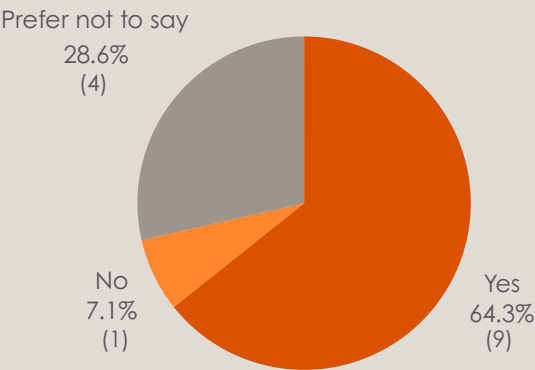
If yes: Did you return to the same employer after the leave?



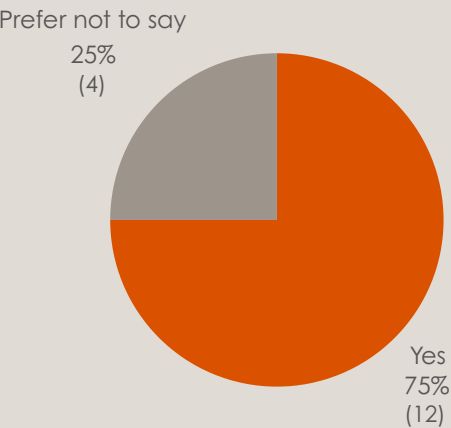
If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



If yes: Did your employer offer you flexible working arrangements when you returned?



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



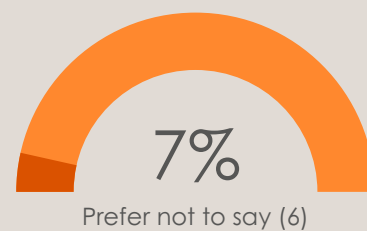
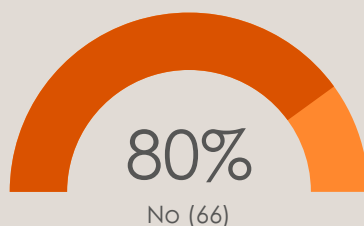
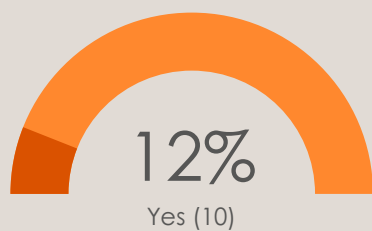
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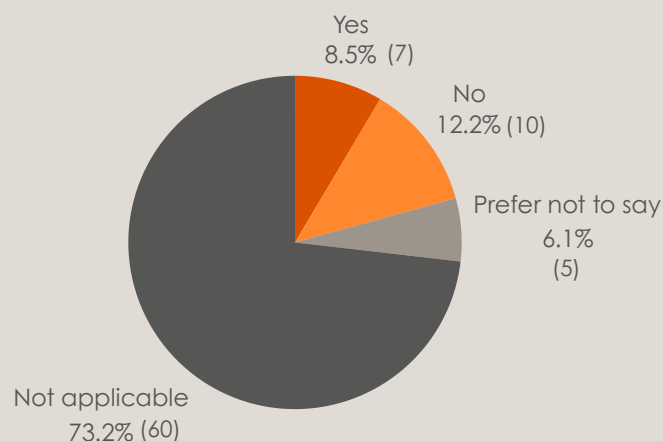


13. Neurodiversity

Do you consider yourself to be neurodivergent?



If yes: Have you shared information about your neurodivergence with your employer?



Any questions?

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