

Diversity survey — response breakdown

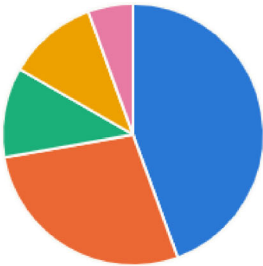
Pie charts generated from the ICAEW Diversity 2025 survey report file, one per question. Zero-count options are omitted from each chart. Sample sizes are small (n = 14 for most questions; n = 18 for professional category) — read percentages as indicative rather than statistically robust.

ABOUT YOU

Respondents were most commonly Other Chartered Accountants (8, 44%) and Direct support staff (5, 28%), with smaller numbers of Other accountants (2, 11%) and Other profession (2, 11%), and one respondent preferring not to say. No ICAEW Chartered Accountants, legally qualified staff, or 'Other legal' respondents took part.

Professional category

n = 18



Other Chartered Accountant — 8 (44%) Direct support staff — 5 (28%) Other accountant — 2 (11%) Other profession — 2 (11%) Prefer not to say — 1 (6%)

AGE

The age profile skews toward more experienced staff: over half of respondents (7 of 14, 50%) were aged 45 or above, while only one respondent (7%) was under 25. The largest single band was 45–54 (4, 29%).

Age band

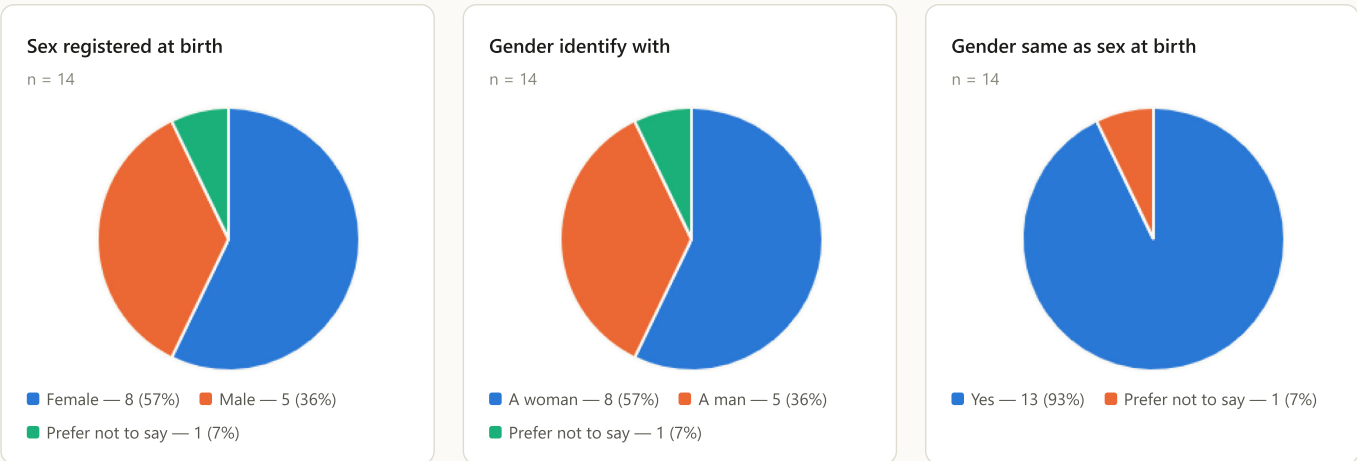
n = 14



16-24 — 1 (7%) 25-34 — 3 (21%) 35-44 — 2 (14%) 45-54 — 4 (29%) 55-64 — 2 (14%) 65 and over — 1 (7%) Prefer not to say — 1 (7%)

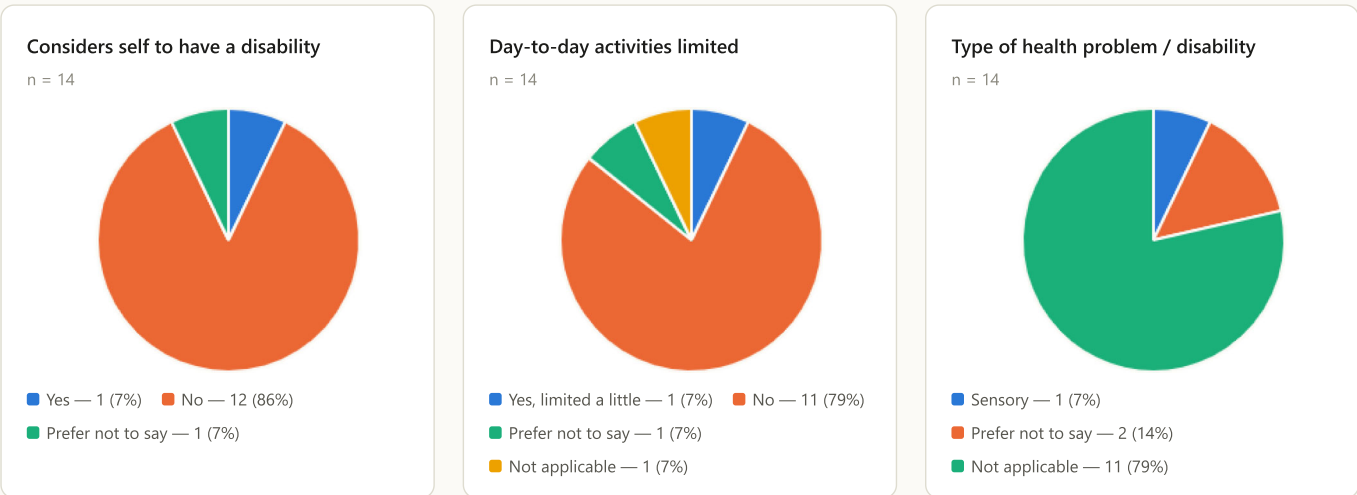
SEX AND GENDER

Respondents were 57% female (8) and 36% male (5), with one respondent preferring not to say. All respondents who answered reported that their gender identity matches their sex registered at birth, and none identified as non-binary or selected 'prefer to self-describe'.



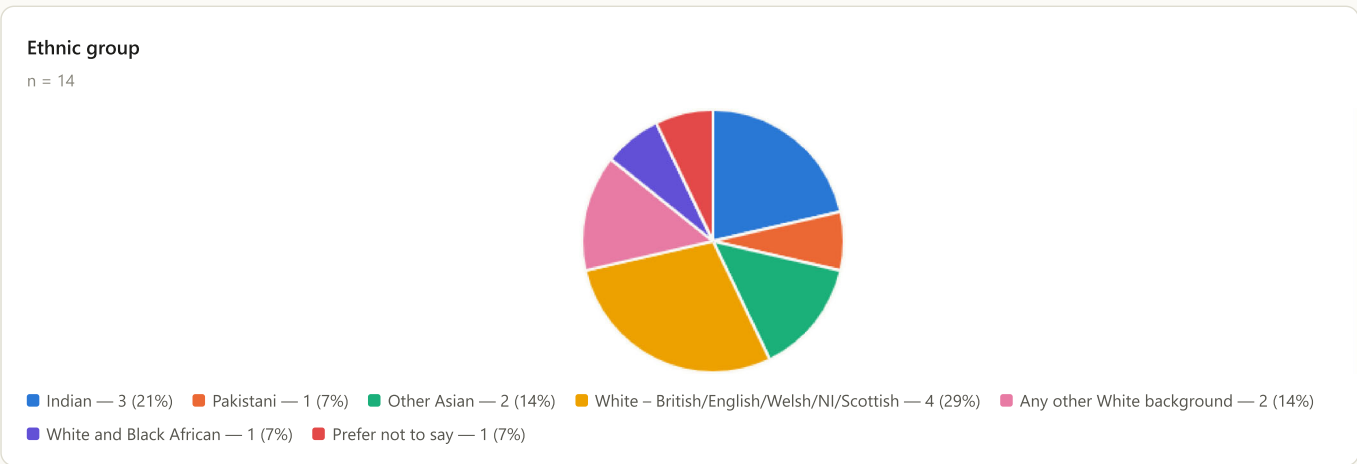
DISABILITY

The large majority of respondents (12, 86%) do not consider themselves to have a disability under the Equality Act, and 11 (79%) reported no limitation to day-to-day activities. One respondent identified a sensory impairment; other 'yes' or 'don't know' responses were too few to break down further by type.



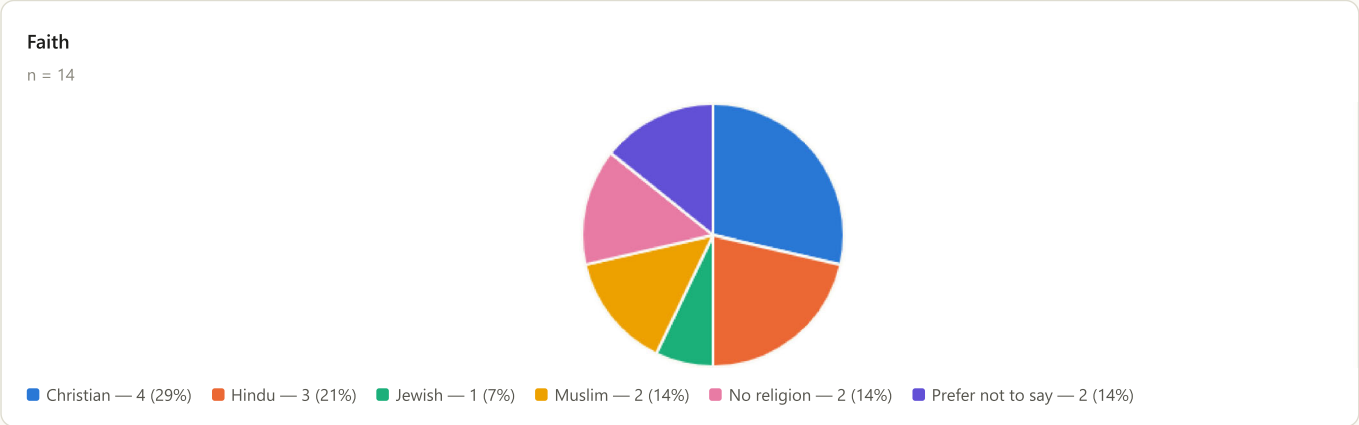
ETHNIC GROUP

Ethnic background was fairly evenly split between White (6, 43%: 4 British/English/Welsh/NI/Scottish, 2 other White background) and Asian (6, 43%: 3 Indian, 1 Pakistani, 2 other Asian) respondents, with one respondent of mixed White and Black African heritage and one preferring not to say.



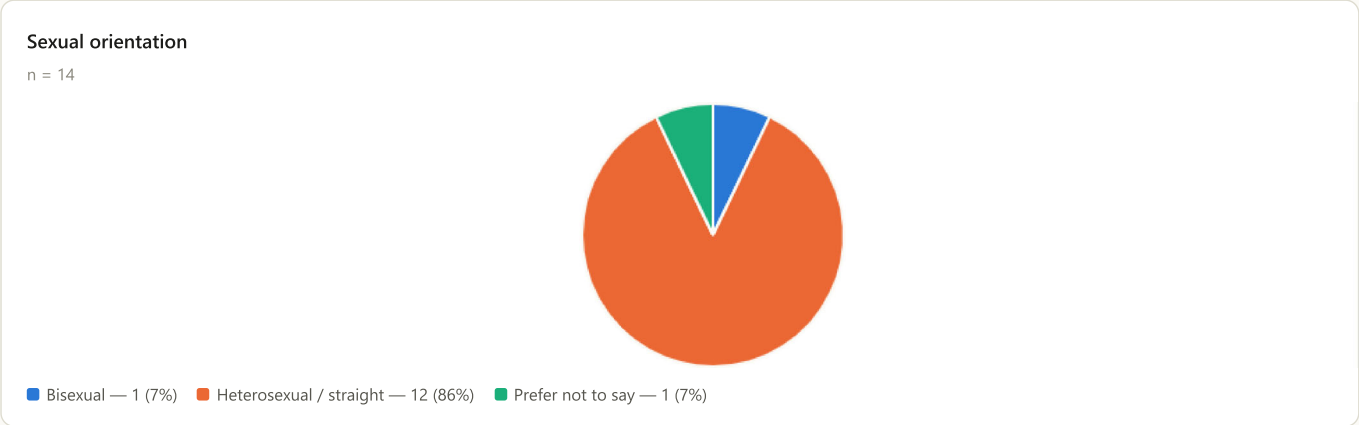
FAITH

Christian was the most common faith (4, 29%), followed by Hindu (3, 21%) and Muslim (2, 14%). Two respondents (14%) reported no religion and two preferred not to say.



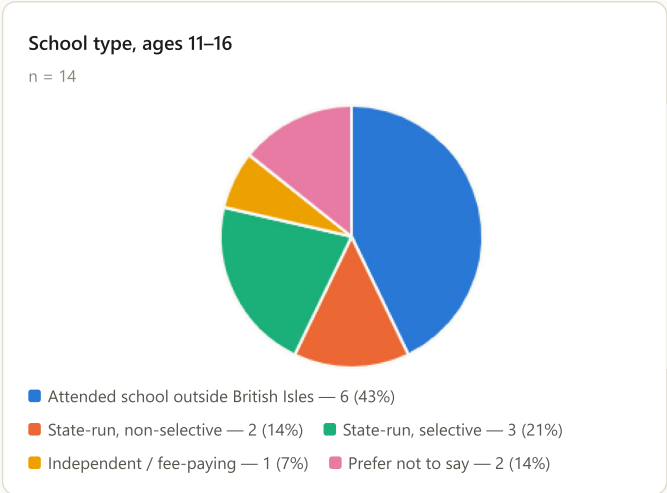
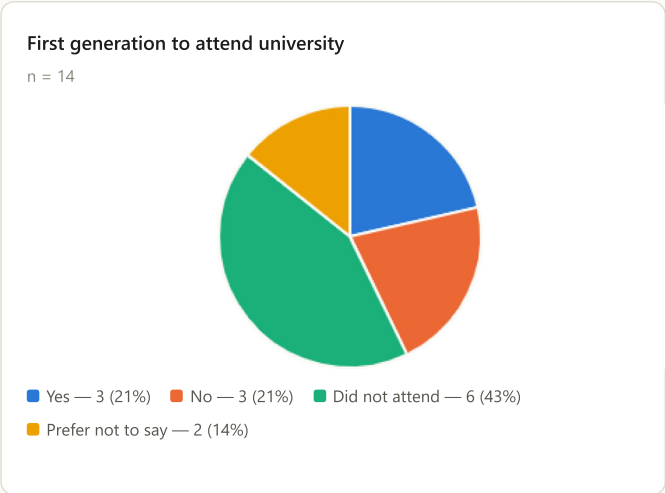
SEXUAL ORIENTATION

The large majority of respondents (12, 86%) identified as heterosexual/straight, with one bisexual respondent and one preferring not to say. No respondents identified as gay.



SOCIO-ECONOMIC BACKGROUND

Almost half of respondents (6, 43%) did not attend university, while the remainder were evenly split between first-generation university attendees (3, 21%) and those who were not (3, 21%). A similar share (6, 43%) attended school outside the British Isles; among UK-educated respondents, state-run selective schools (3, 21%) were more common than non-selective (2, 14%) or independent schools (1, 7%).



Half of respondents (7, 50%) hold a degree as their highest qualification, and a further 5 (36%) hold A-level or vocational qualifications. Most respondents' households did not receive income support (10, 71%) or free school meals (9, 64%) growing up. Where the main household earner's occupation at age 14 is known, technical and craft occupations were most common (5, 36%).

Parents' / guardians' highest qualification by age 18

n = 14



- At least one had a degree — 3 (21%)
- At least one had A level / vocational — 2 (14%)
- Below A level / vocational — 1 (7%)
- No formal qualifications — 3 (21%)
- I don't know — 2 (14%)
- Other — 1 (7%)
- Prefer not to say — 2 (14%)

Own highest qualification

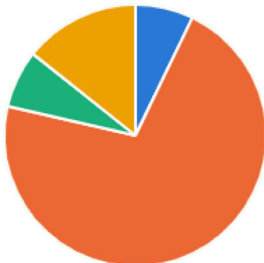
n = 14



- Degree level — 7 (50%)
- A level or vocational — 5 (36%)
- Prefer not to say — 2 (14%)
- I don't know — 1 (7%)

Household received income support

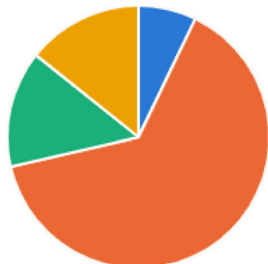
n = 14



- Yes — 1 (7%)
- No — 10 (71%)
- I don't know — 1 (7%)
- Prefer not to say — 2 (14%)

Entitled to free school meals

n = 14



- Yes — 1 (7%)
- No — 9 (64%)
- I don't know — 2 (14%)
- Prefer not to say — 2 (14%)

Main earner's occupation, age 14

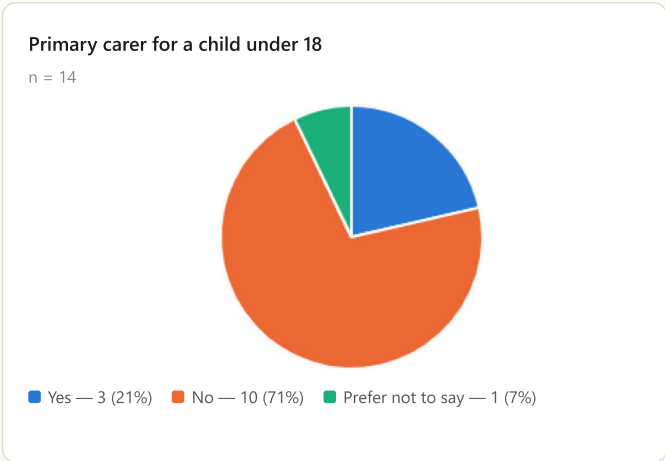
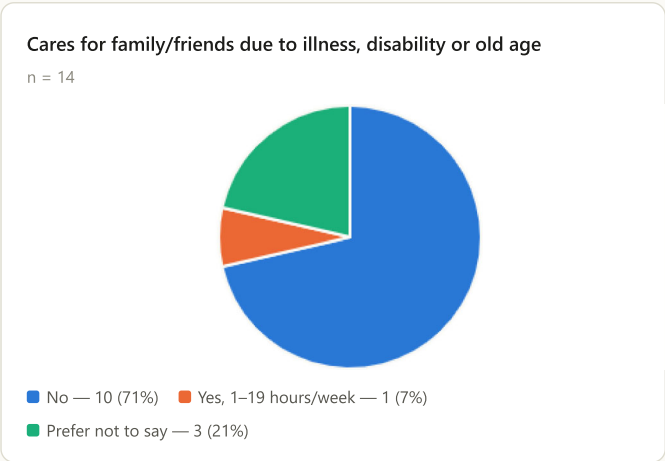
n = 14



- Modern professional — 1 (7%)
- Senior managers / administrators — 2 (14%)
- Technical and craft — 5 (36%)
- Semi-routine manual / service — 1 (7%)
- Routine manual / service — 1 (7%)
- Armed forces — 1 (7%)
- Traditional professional — 1 (7%)
- Prefer not to say — 2 (14%)
- I don't know — 1 (7%)

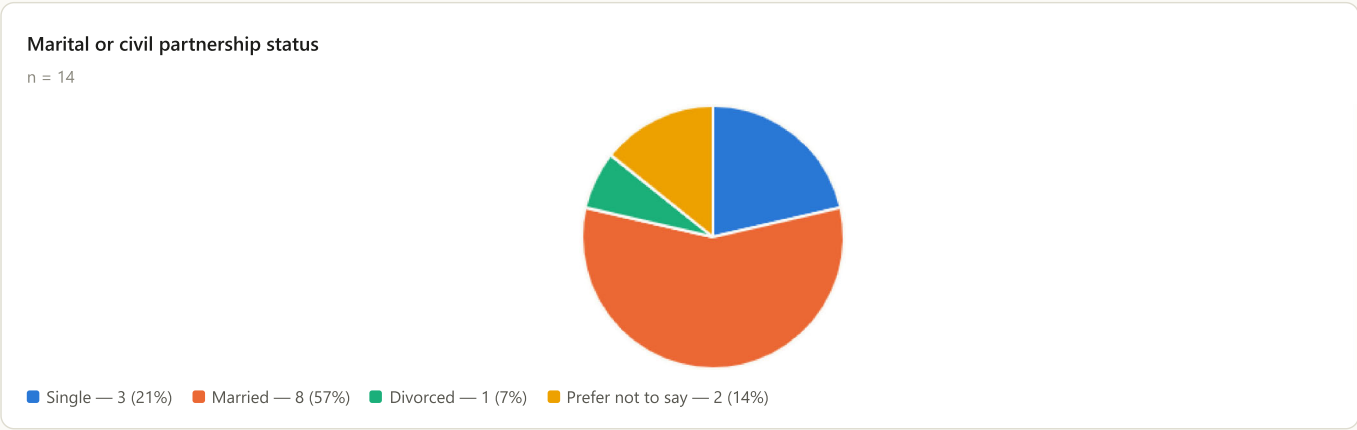
CARING RESPONSIBILITIES

Most respondents (10, 71%) do not care for family or friends due to illness, disability or old age, and a similar proportion (10, 71%) are not a primary carer for a child under 18. Three respondents (21%) are a primary carer for a child, and three preferred not to say whether they have other caring responsibilities.



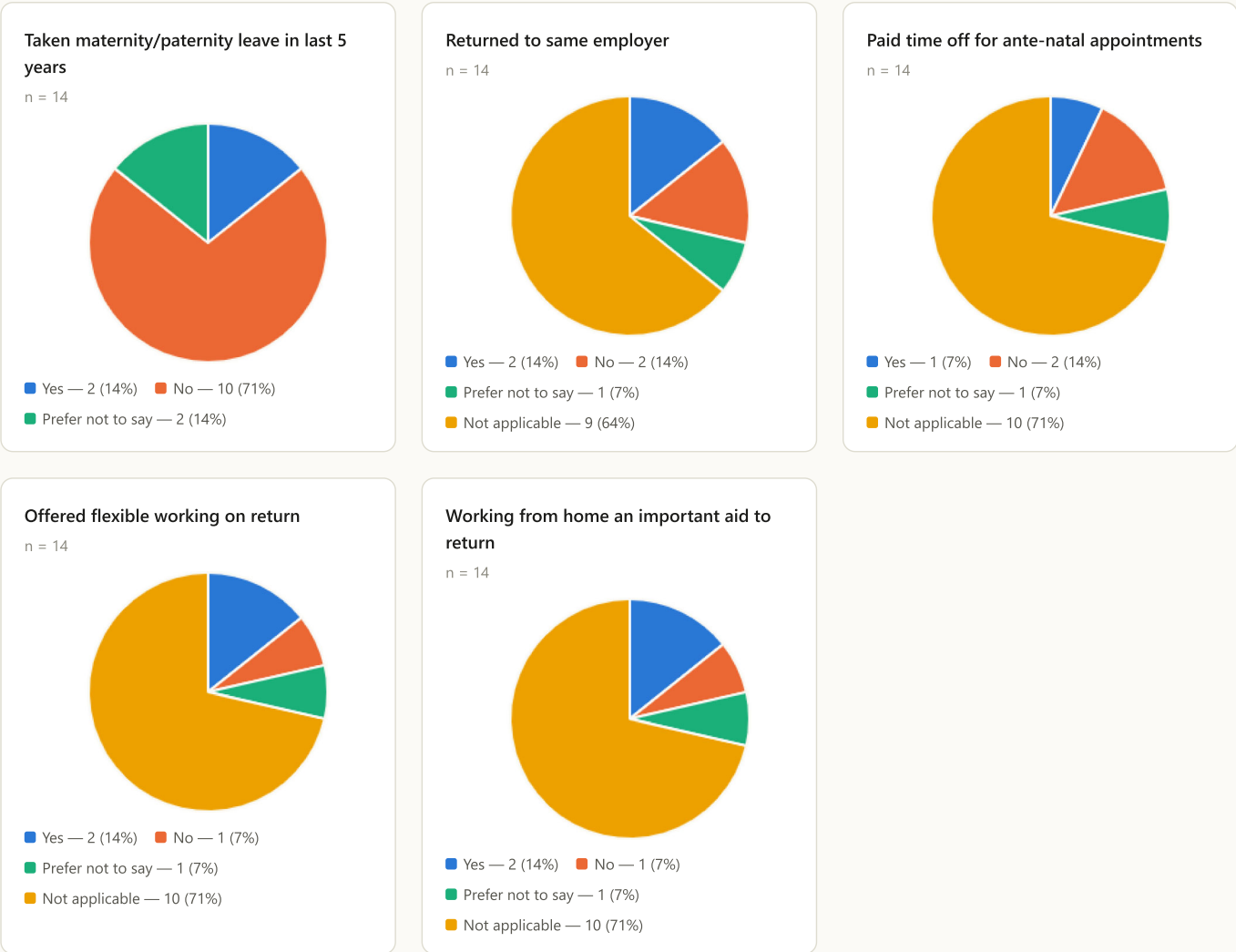
MARITAL STATUS

The majority of respondents are married (8, 57%), with 3 (21%) single, 1 (7%) divorced, and 2 (14%) preferring not to say.



MATERNITY

Only two respondents (14%) have taken maternity or paternity leave in the last five years, so most answers in this section are 'Not applicable'. Of those who took leave, experiences were generally positive — most returned to the same employer, were offered flexible working, and found working from home an important aid to their return.



NEURODIVERSITY

The large majority of respondents (12, 86%) do not consider themselves neurodivergent, with one respondent identifying as neurodivergent and one preferring not to say. Given the small numbers involved, disclosure-to-employer results are not statistically meaningful.

