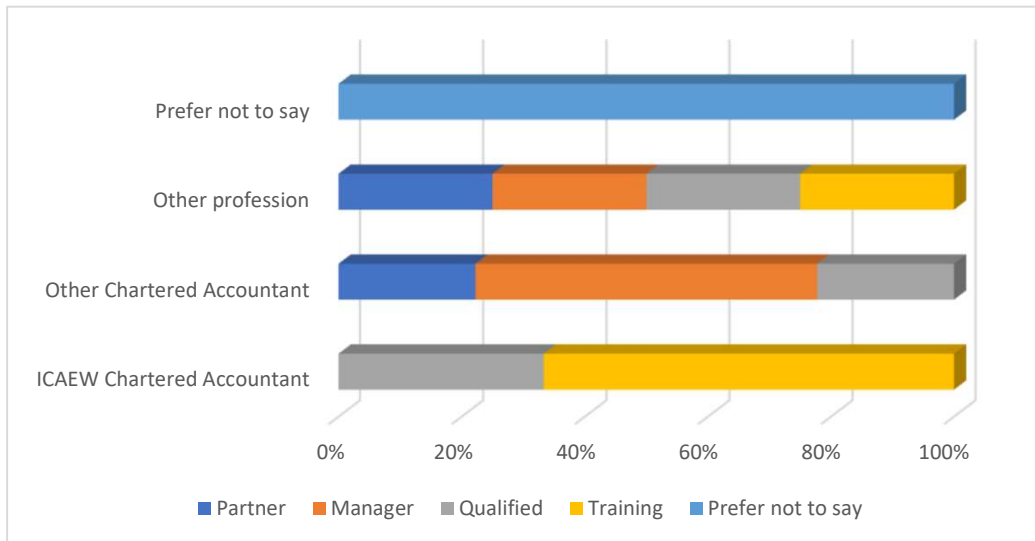
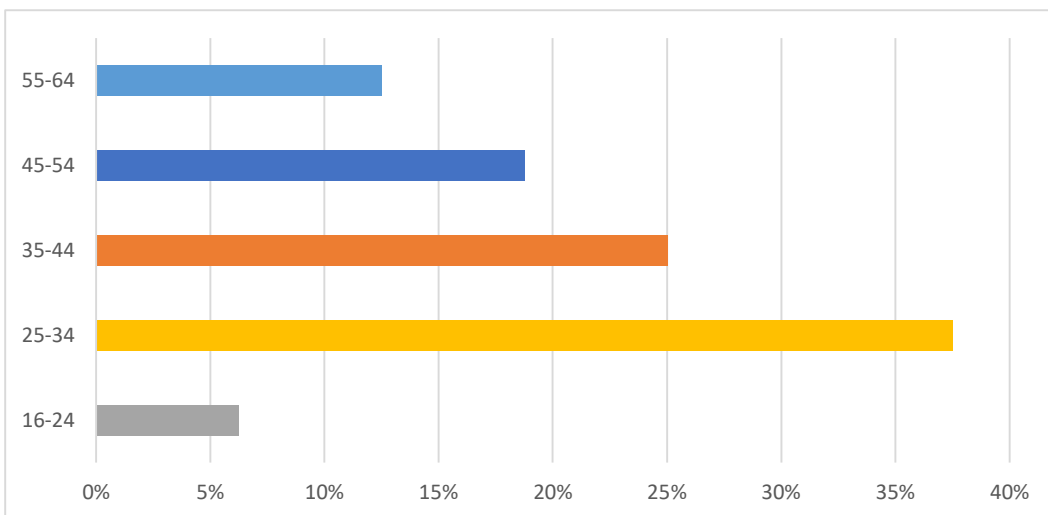


RJP LLP Diversity Study 2021: Summary of Results

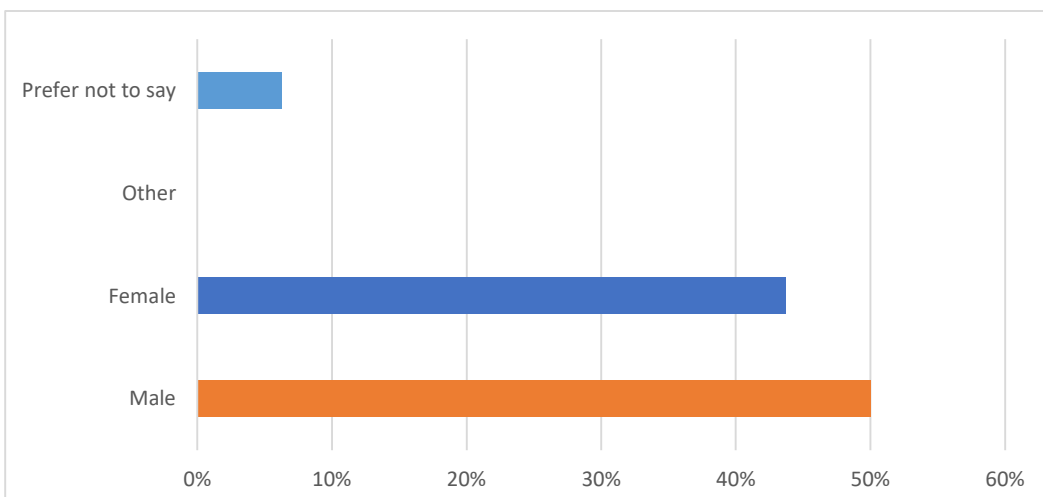
Q1 Professional qualifications and the category of the role that best describes your position



Q2 Current Age

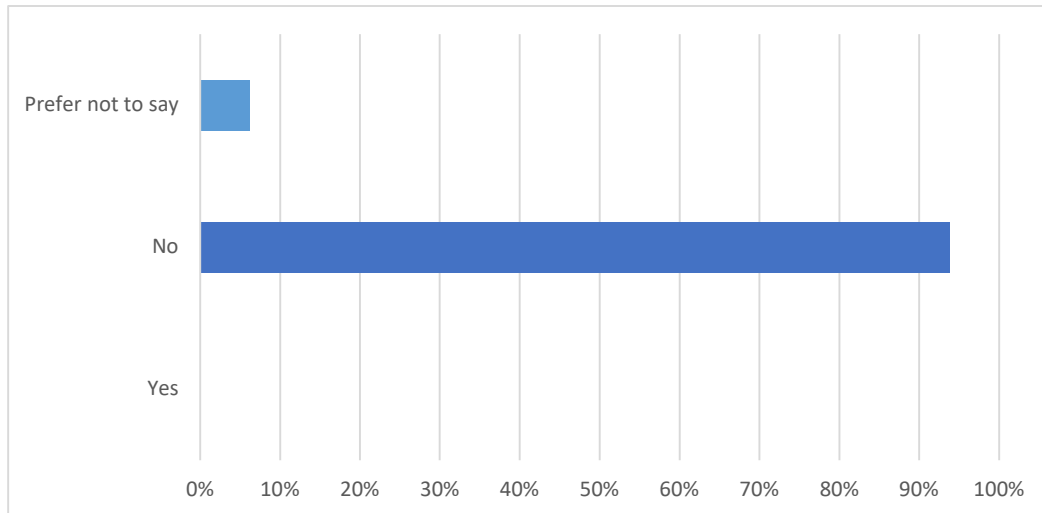


Q3 Gender

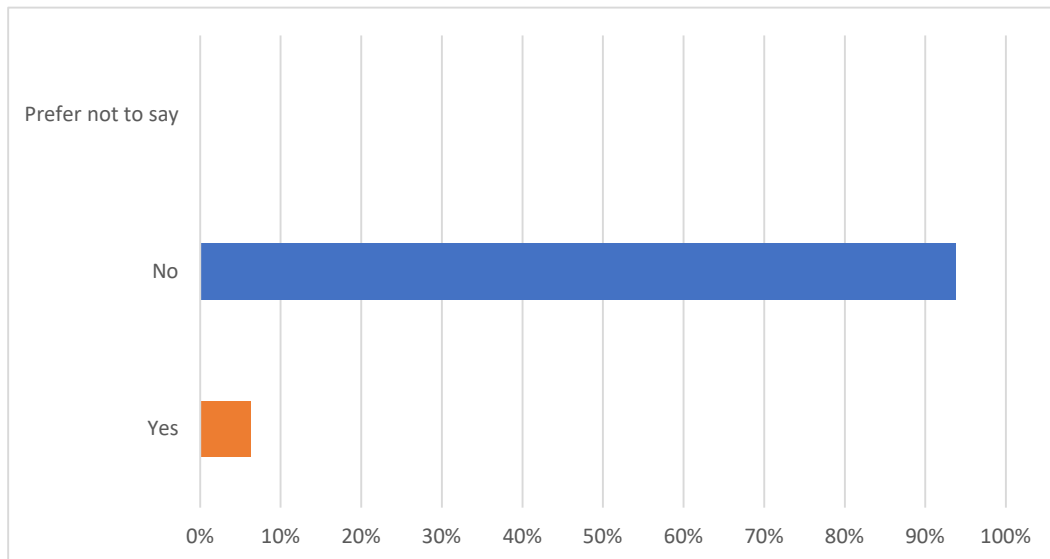


This survey was conducted online in April 2021 among all our employees, using the official questionnaire issued by the ICAEW

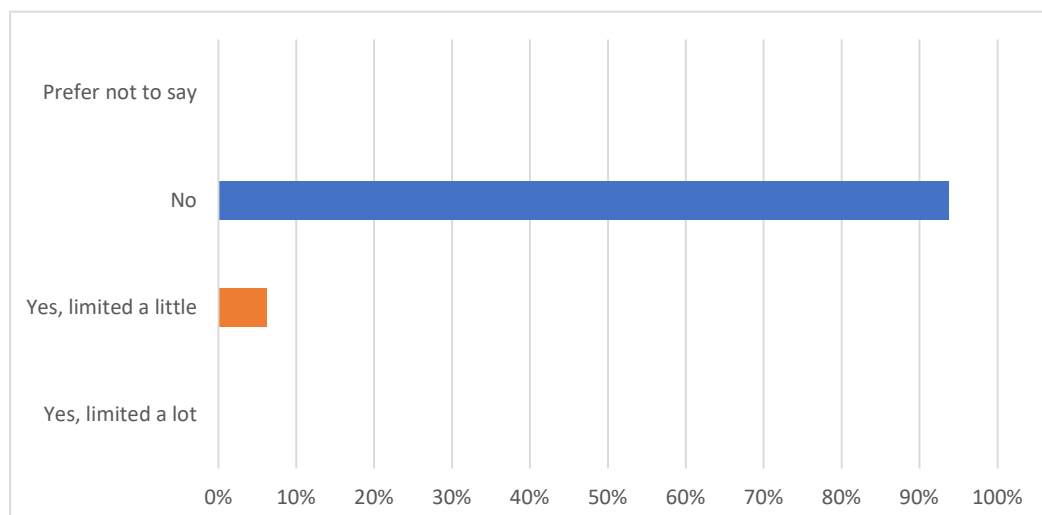
Is the Gender you now identify with different from the sex you were assigned at birth?



Q4 Do you consider yourself to have a disability according to the definition in the Equality Act?

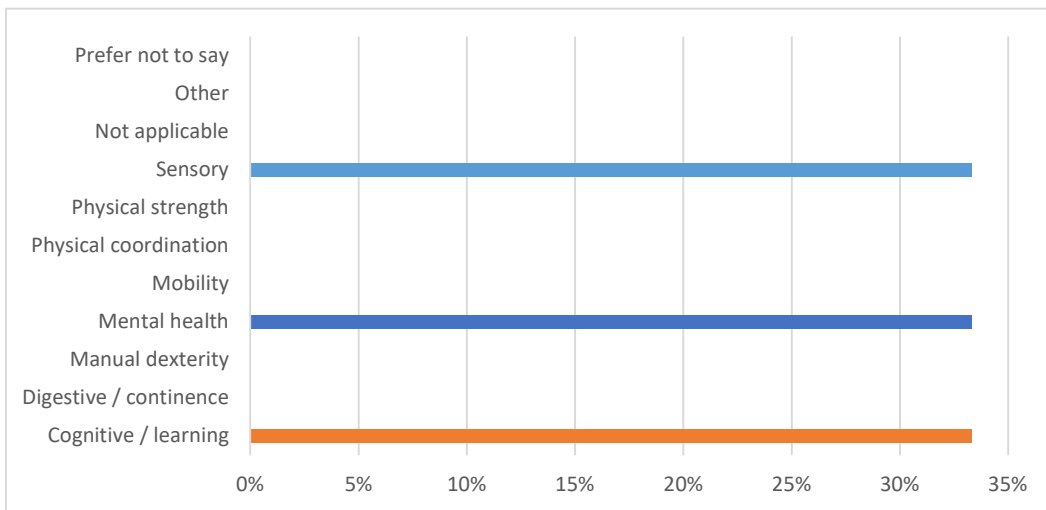


Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



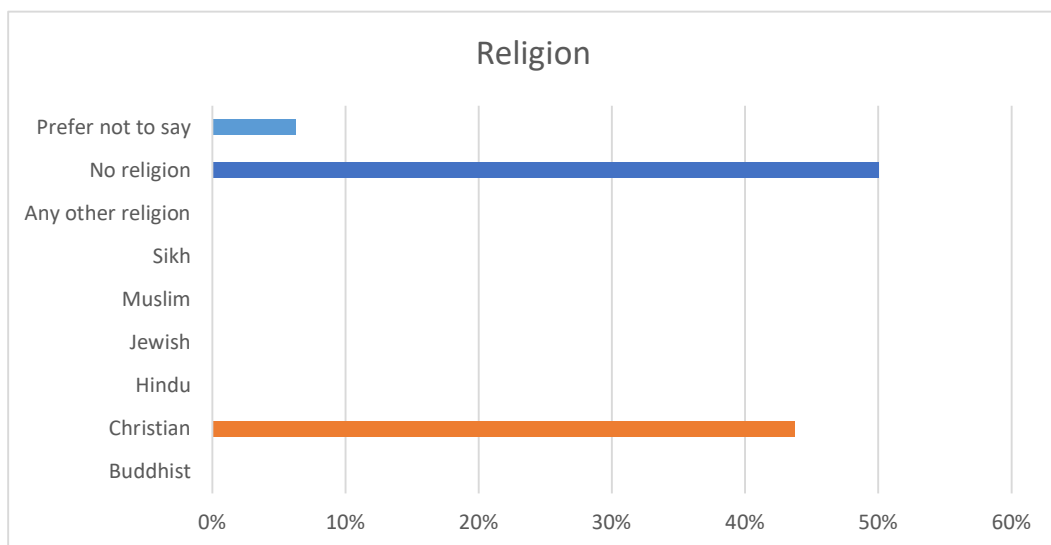
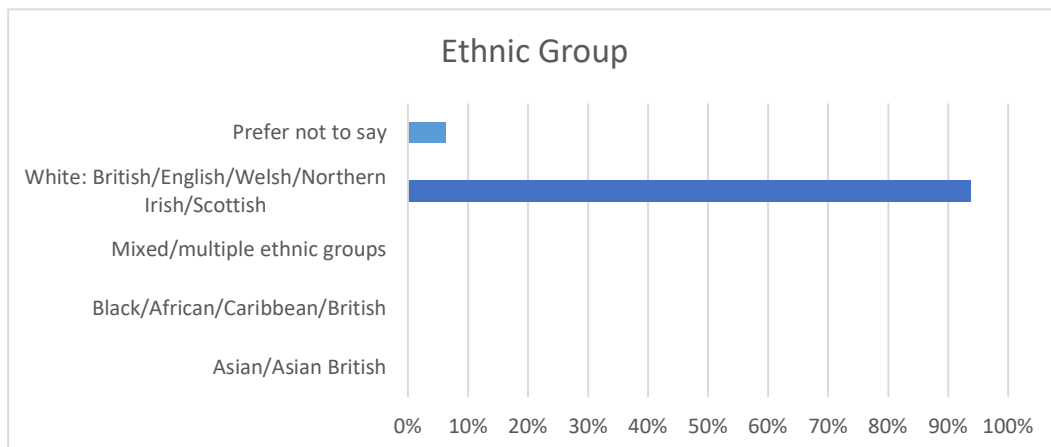
This survey was conducted online in April 2021 among all our employees, using the official questionnaire issued by the ICAEW

If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?

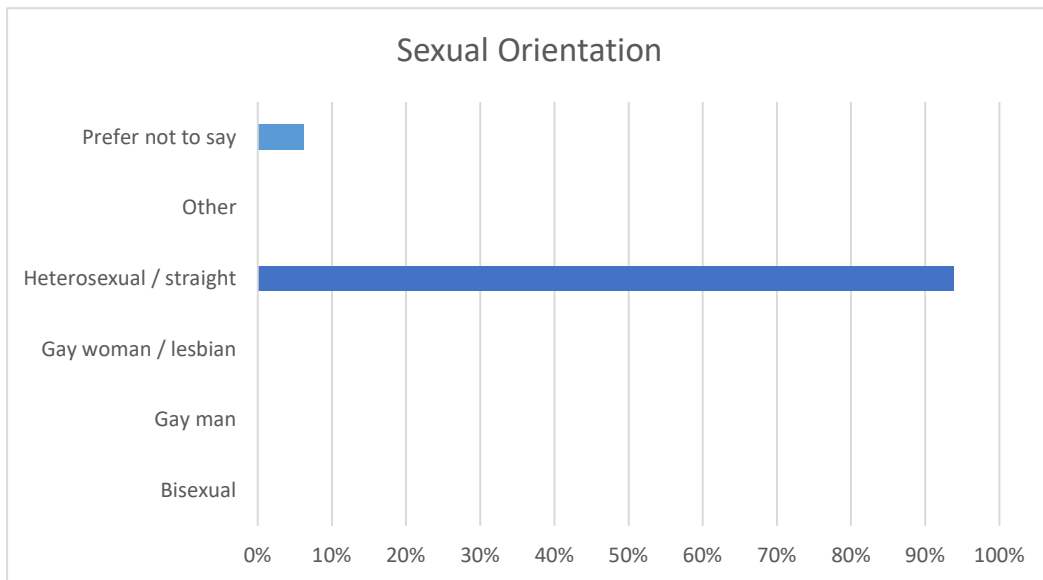


Q5 ETHNICITY FINDINGS

Who Works here?

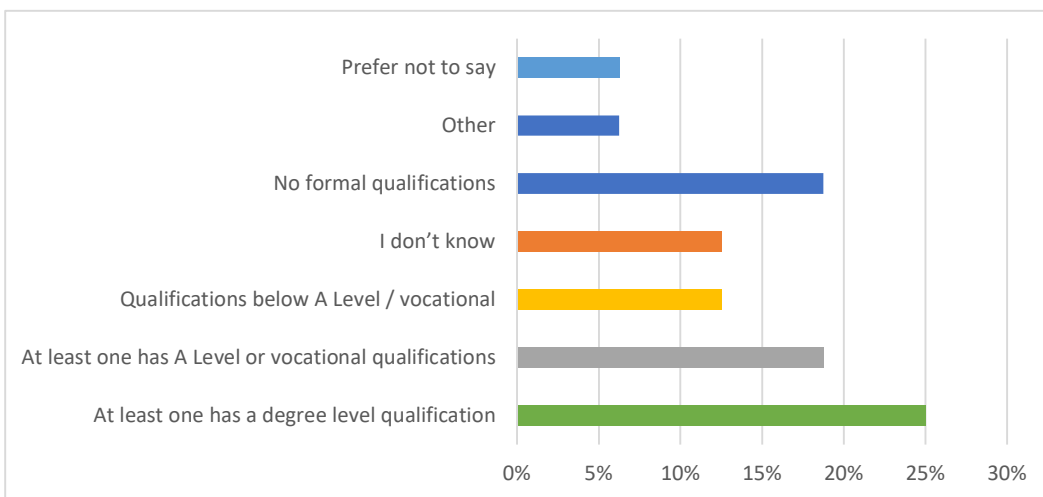


This survey was conducted online in April 2021 among all our employees, using the official questionnaire issued by the ICAEW

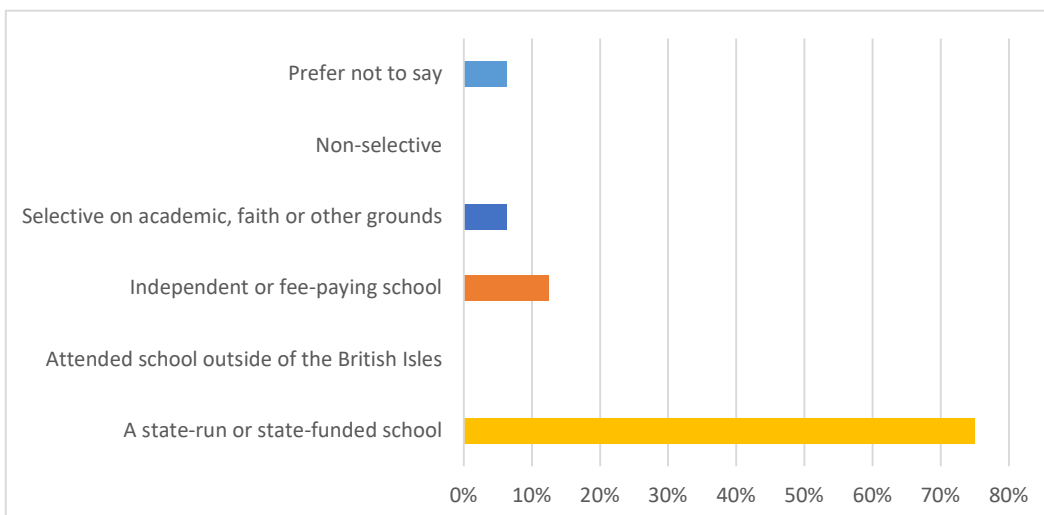


Q6 SOCIO-ECONOMIC BACKGROUND

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

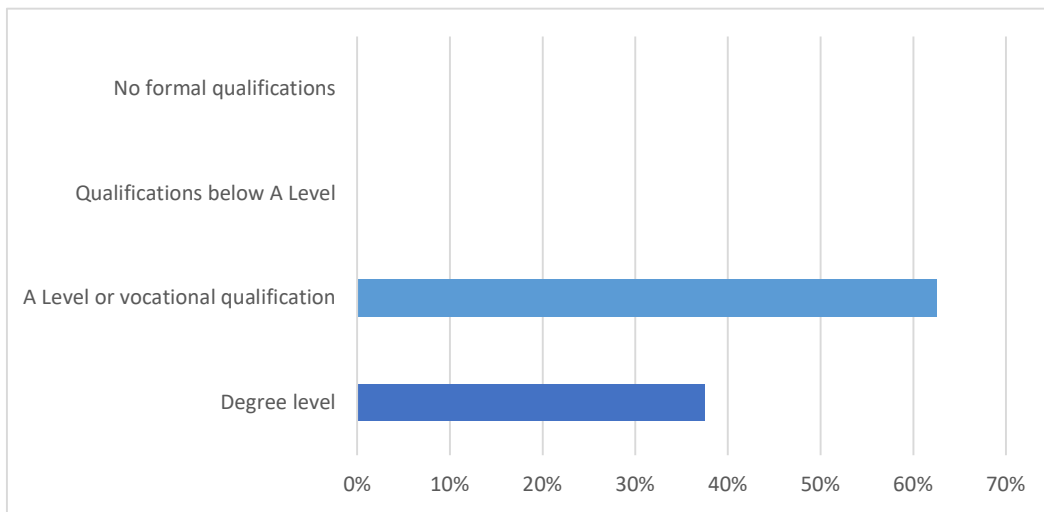


(b) What type of school did you mainly attend between the ages of 11 and 16?



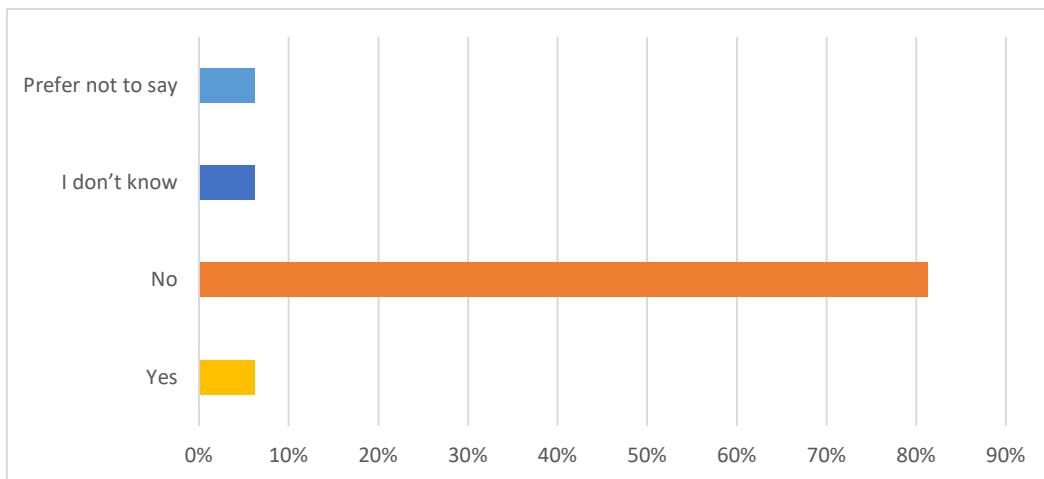
Q7 SOCIAL MOBILITY

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

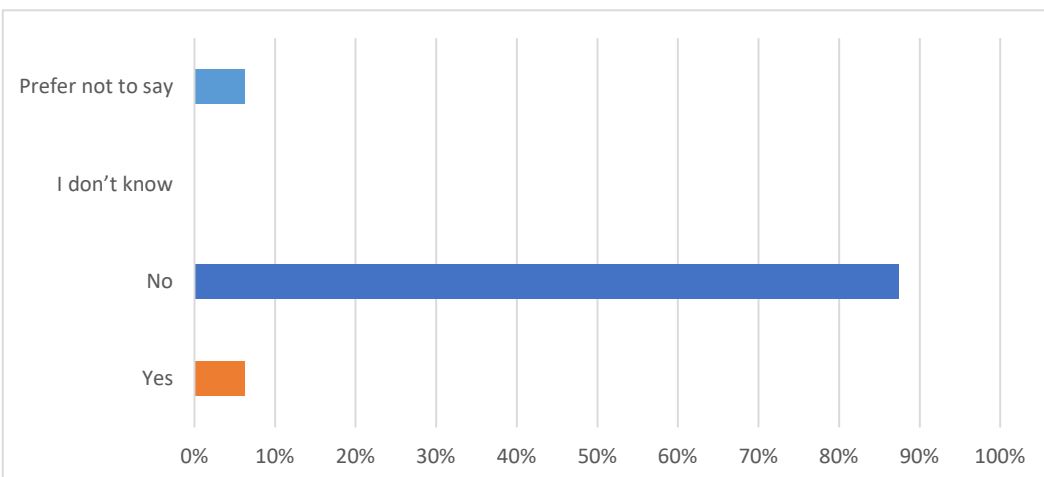


(b) Did either (or both) of the following apply at any point during your school years?

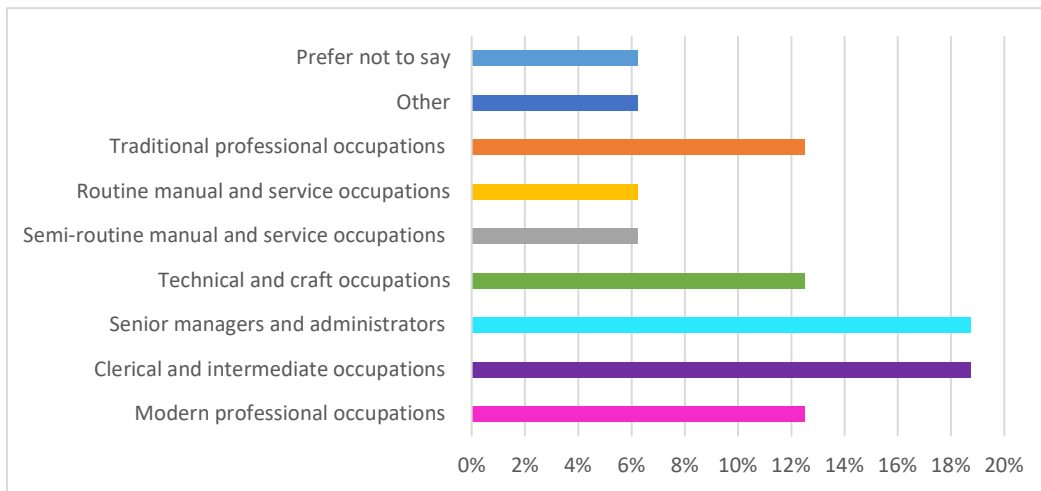
i. Did your household receive income support?



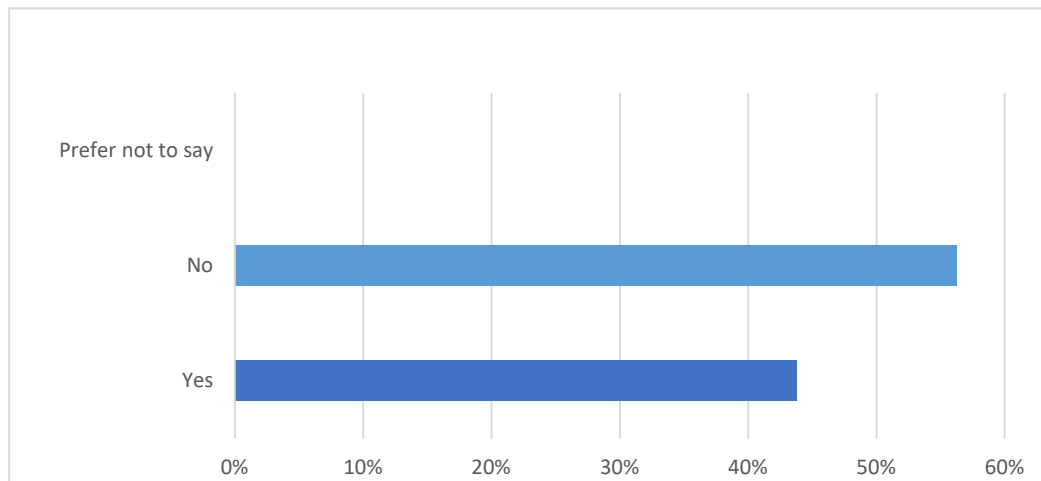
ii. Were you entitled to free school meals?



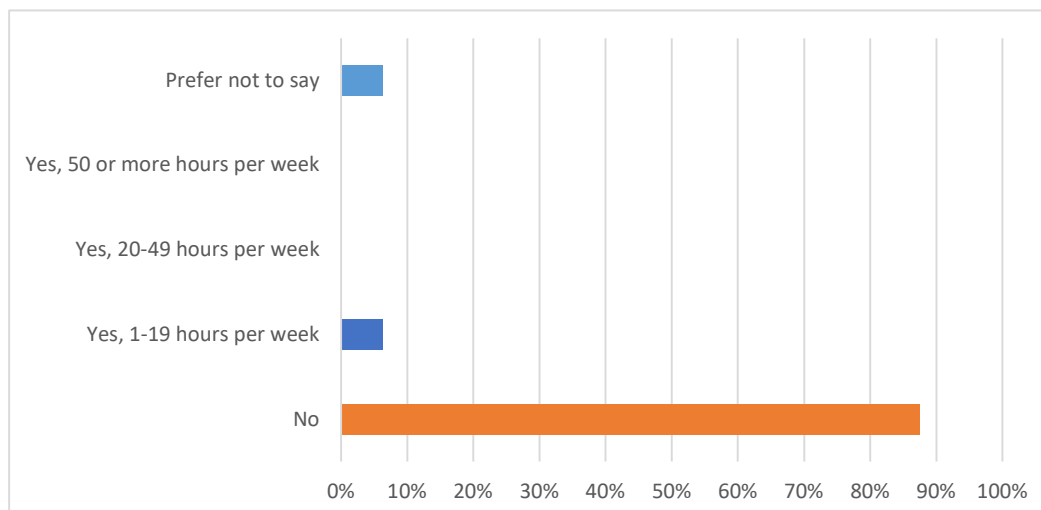
(c) **Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?**



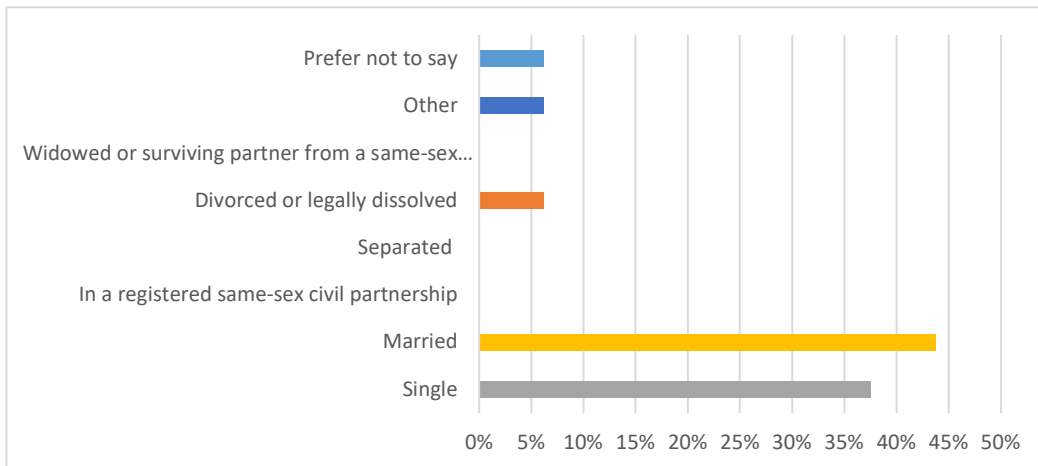
Q8 Are you a primary carer for a child or children under 18?



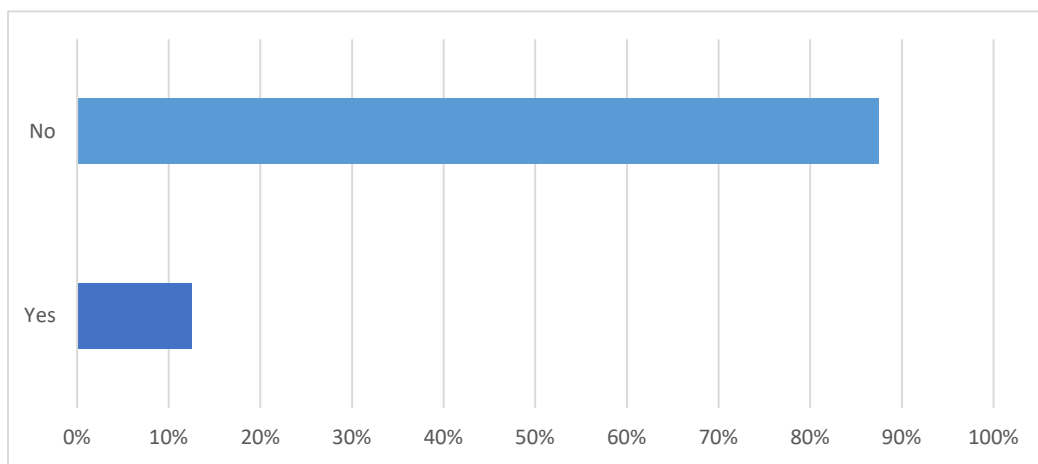
Q9 Do you look after, or give any help or support to family members, friends, neighbours or others because of either : - Long term physical or mental ill-health / disability - Problems related to old-age?



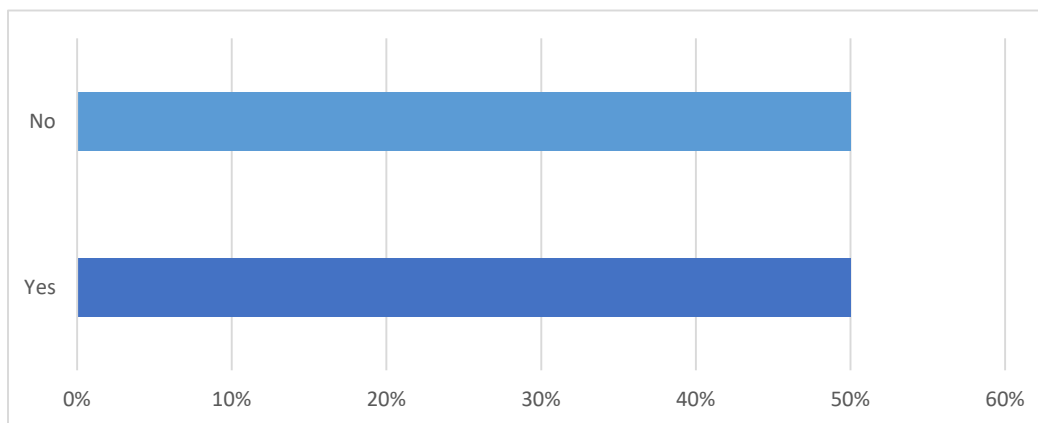
Q10 What is your marital or civil partnership status?



Q11 Have you taken maternity or paternity leave in the last 5 years?



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



The responders considered the following 'not applicable' to their circumstances:

- Did your current employer give you additional leave for ante-natal appointments?
- Has your employer offered you flexible working arrangements?
- Has the ability to work from home been an important aide in your return to work?