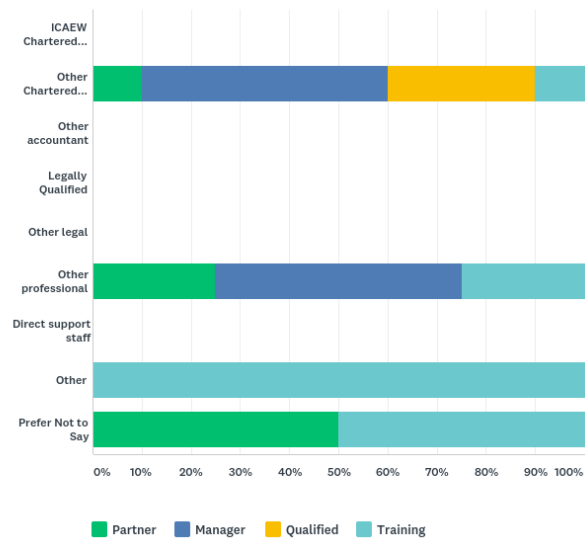


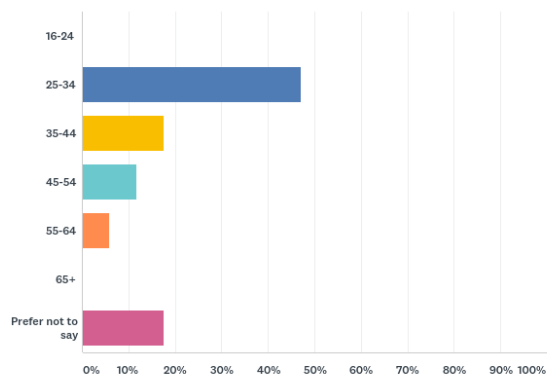
# RJP LLP Diversity Survey 2019: Summary of Results

## DEMOGRAPHY FINDINGS

Q1 Please indicate your professional qualifications and the category of role that best describes your position in the firm. E.g. Partner / Manager / Newly Qualified / In Training.

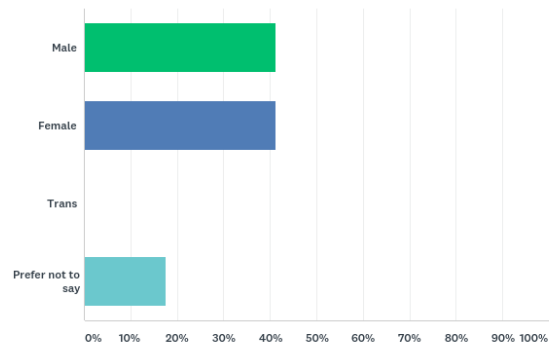


Q2 Please indicate your current age in years.

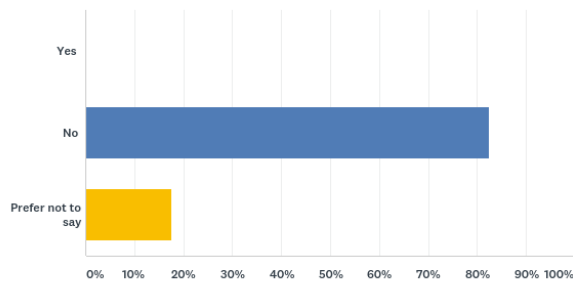


# RJP LLP Diversity Survey 2019: Summary of Results

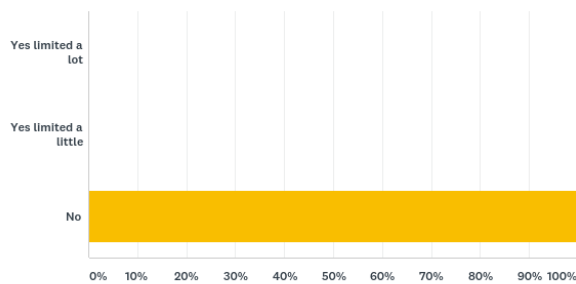
Q3 Please indicate your gender



Q4 Do you qualify as a person who is living with a disability according to the Equality Act 2010?



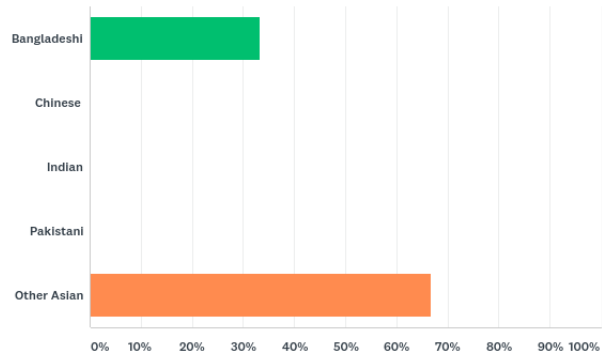
Q5 Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



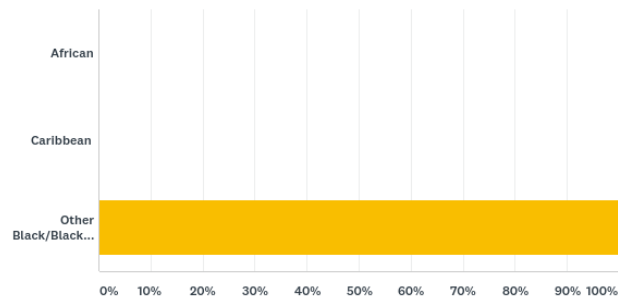
# RJP LLP Diversity Survey 2019: Summary of Results

## ETHNICITY FINDINGS

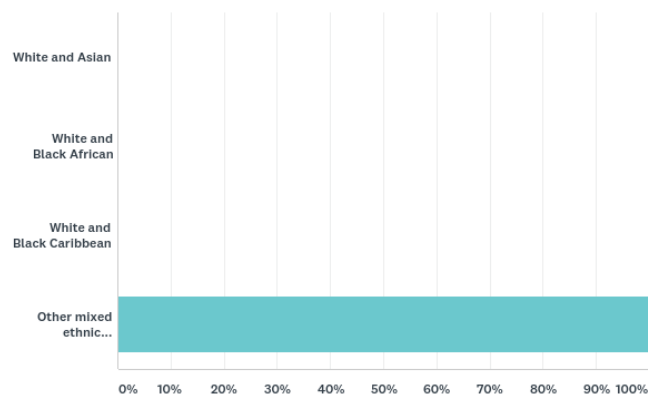
Q6 Who works here: Ethnic group A



Q7 Who works here: Ethnic group B

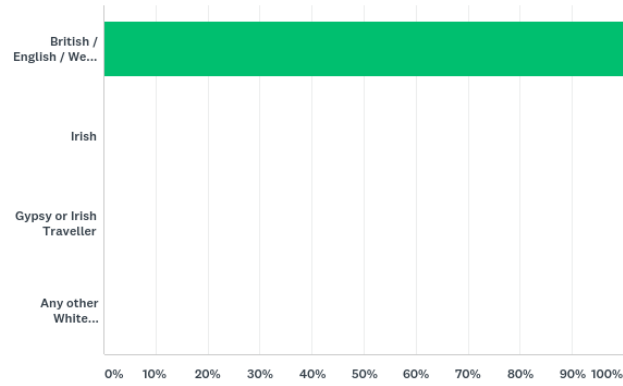


Q8 Who works here: Ethnic group C

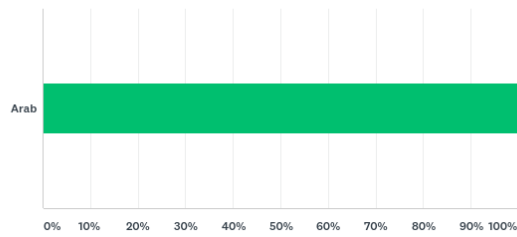


# RJP LLP Diversity Survey 2019: Summary of Results

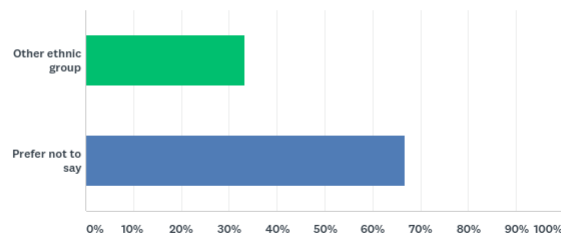
## Q9 Who works here: Ethnic group D



## Q10 Who works here: Ethnic group E

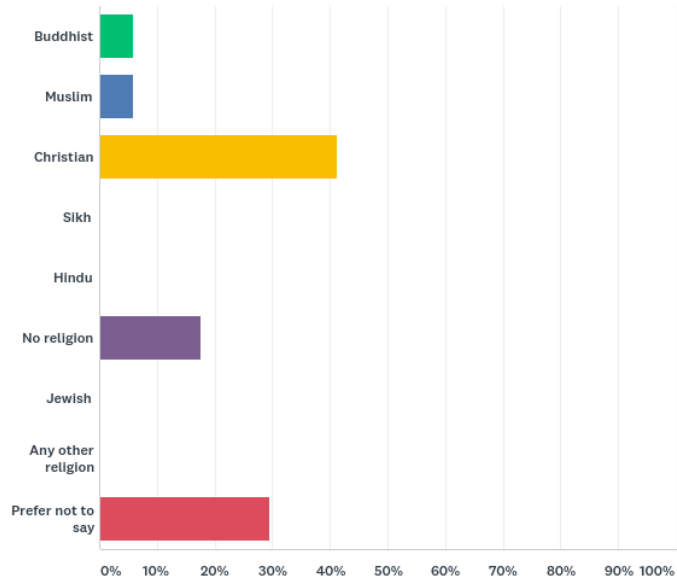


## Q11 Who works here: Ethnic group F

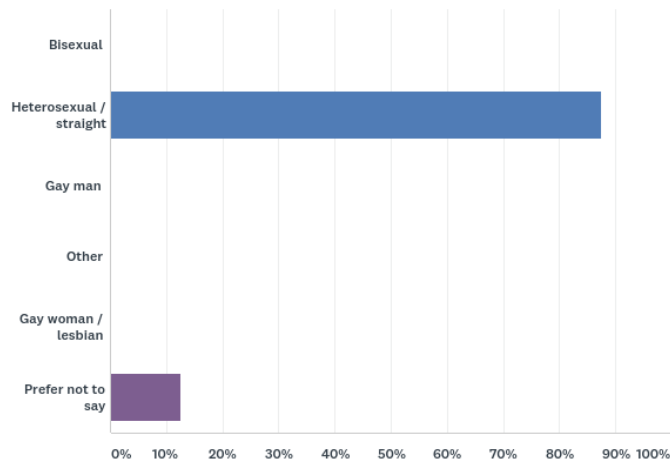


# RJP LLP Diversity Survey 2019: Summary of Results

## Q12 What is your religion or belief?

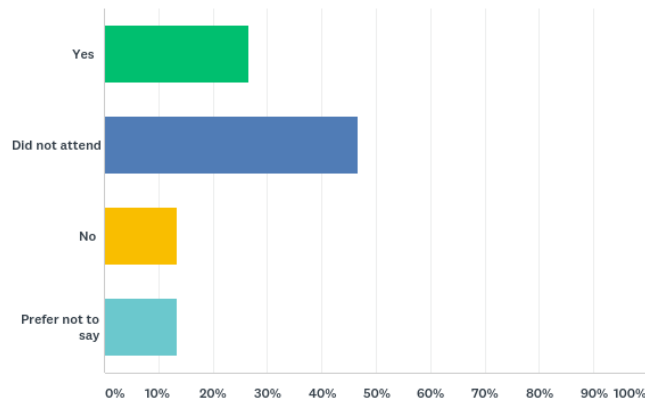


## Q13 What is your sexual orientation?

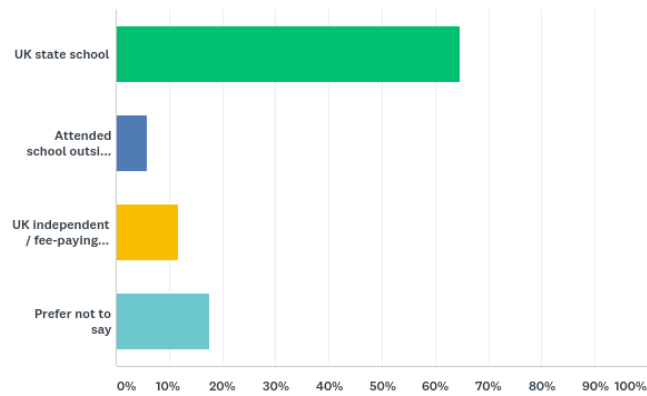


## RJP LLP Diversity Survey 2019: Summary of Results

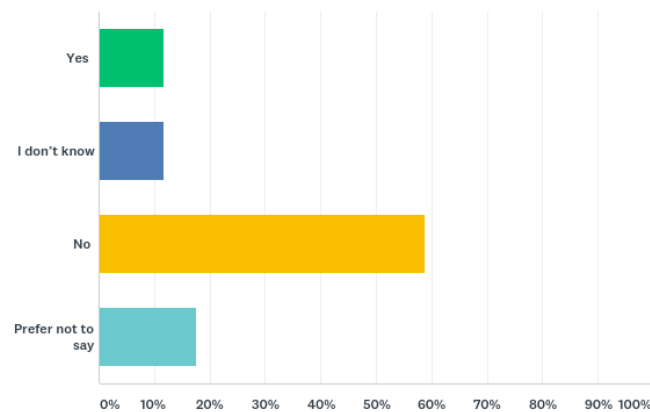
Q14 SOCIO-ECONOMIC BACKGROUND (a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



Q15 SOCIO-ECONOMIC BACKGROUND: (b) Did you mainly attend a state or fee-paying school between the ages 11–18?

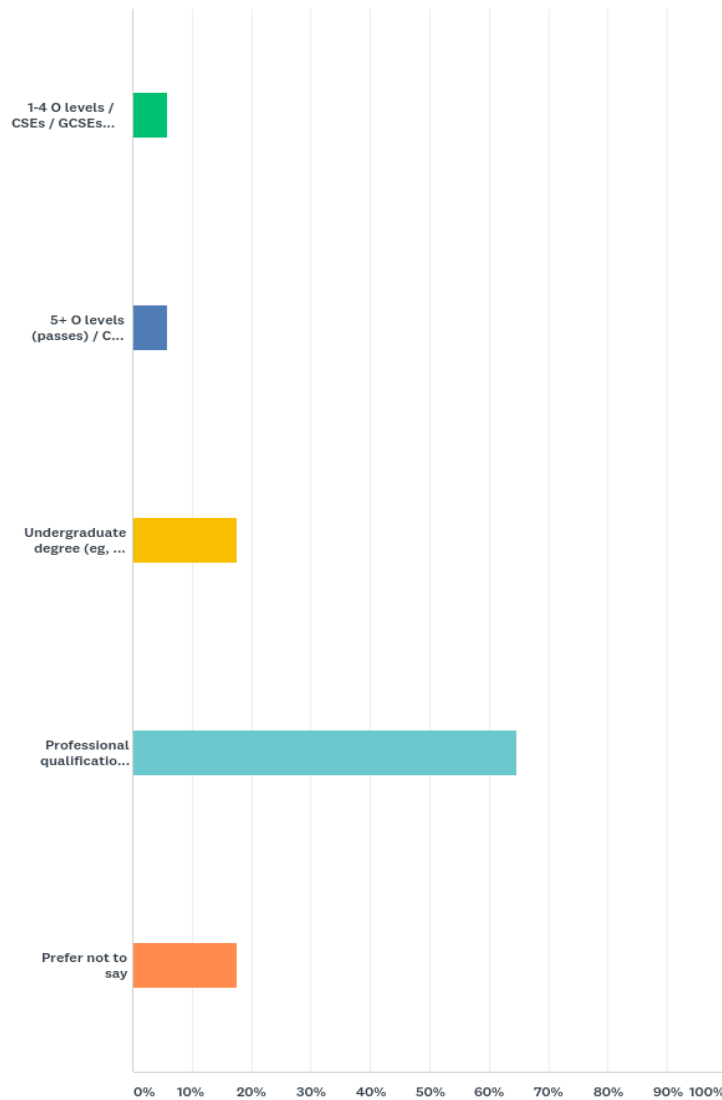


Q16 SOCIAL MOBILITY: (a) Did any of your parent(s) or guardian(s) complete a university degree course or equivalent (eg, BA, BSc or higher)?

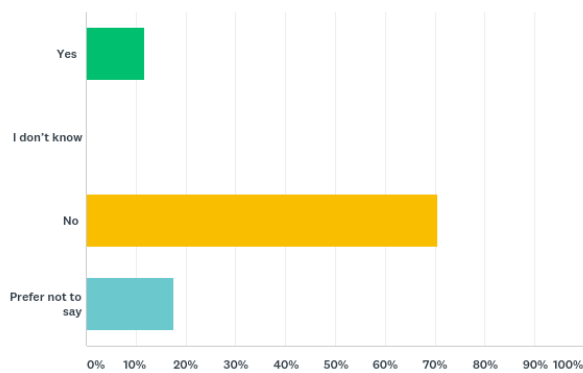


# RJP LLP Diversity Survey 2019: Summary of Results

Q17 SOCIAL MOBILITY: (b) Which of these is your highest level of qualifications?

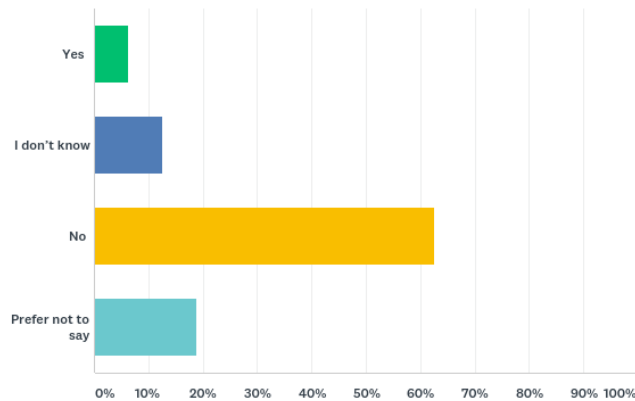


Q18 SOCIAL MOBILITY: (c) Did either (or both) of the following apply at any point during your school years?i. Your household received income support

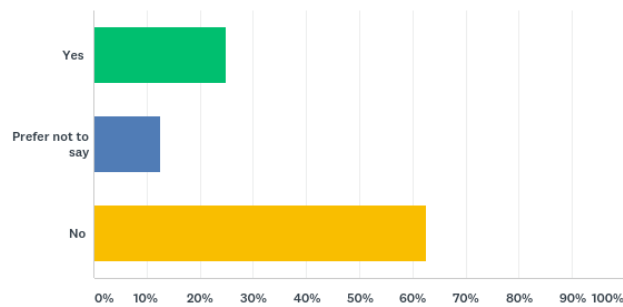


## RJP LLP Diversity Survey 2019: Summary of Results

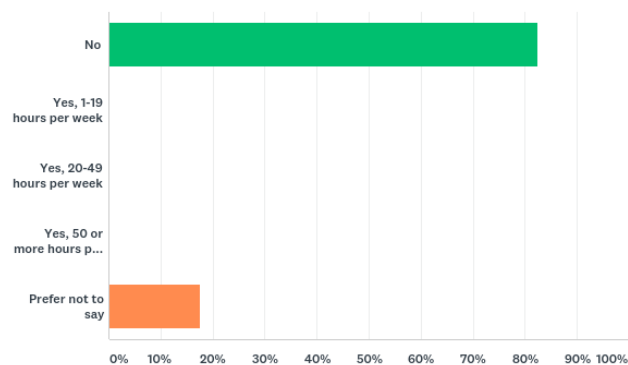
Q19 SOCIAL MOBILITY: (c) Did either (or both) of the following apply at any point during your school years?ii. You received free school meals



Q20 Are you a primary carer for a child or children under 18?



Q21 Do you look after, or give any help or support to family members, friends, neighbours or others because of disability, ill-health or old age?



This survey was conducted online in April 2019 among all our employees, using the official questionnaire issued by the ICAEW.