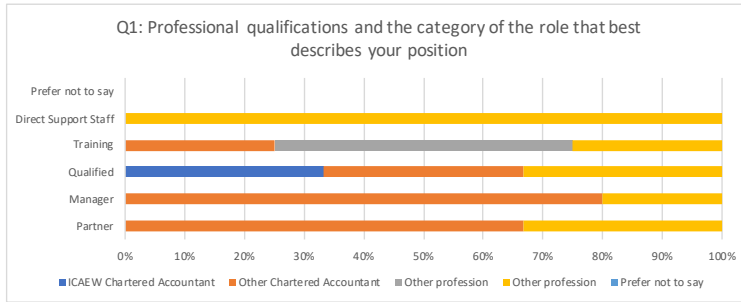


RJP LLP Diversity Study 2023: Summary of Results

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

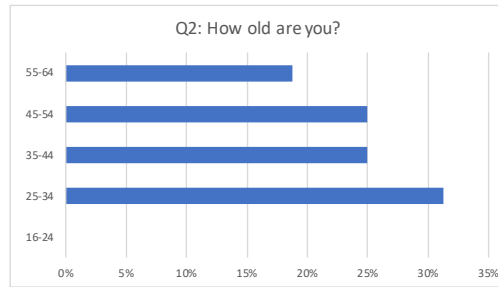


1
8
2
5
0

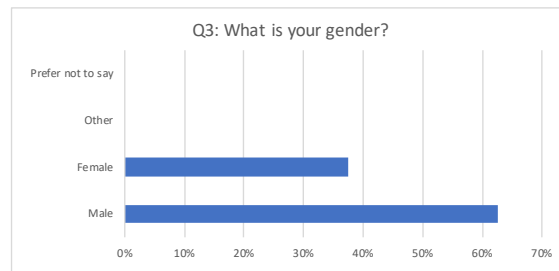
16

100%

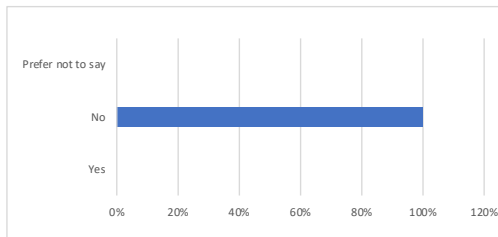
Q2 Current Age



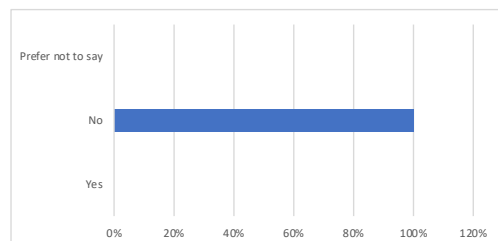
Q3 Gender



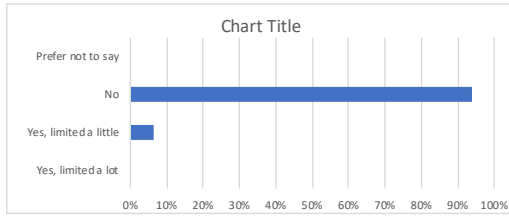
Gender - Is the Gender you now identify with different from the sex you were assigned at birth?



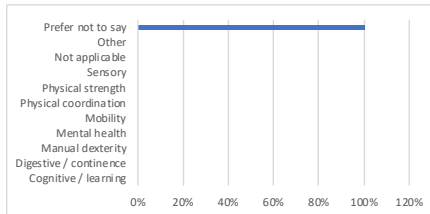
Q4 Do you consider yourself to have a disability according to the definition in the Equality Act?



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?

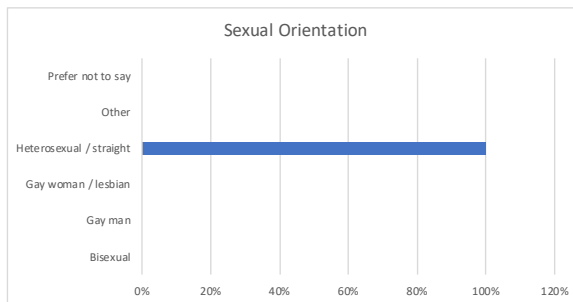
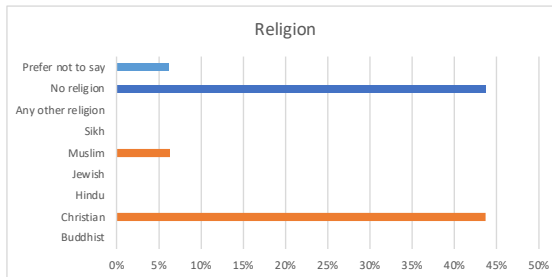
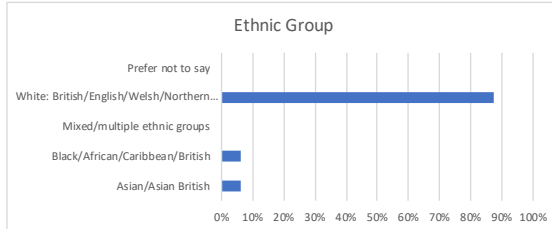


If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?

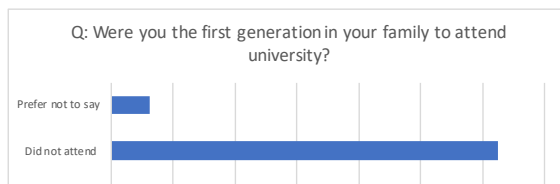


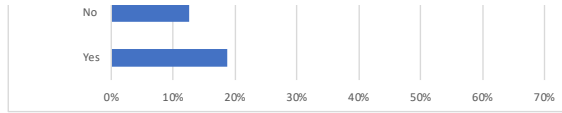
Q5 ETHNICITY FINDINGS

Who Works here?

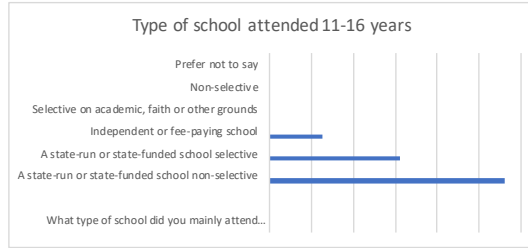


Q: If you went to university were you the first generation to do so?



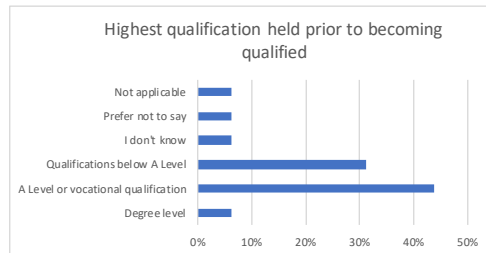


(b) What type of school did you mainly attend between the ages of 11 and 16?



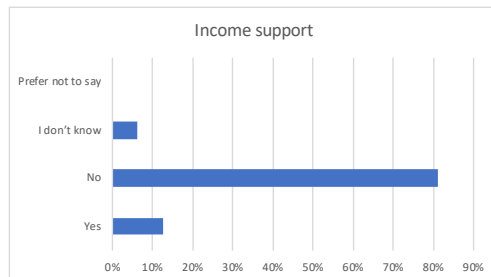
Q7 SOCIAL MOBILITY

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



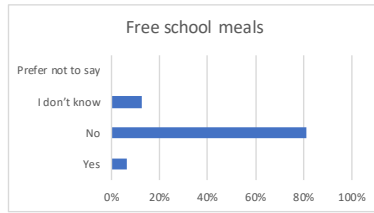
(b) Did either (or both) of the following apply at any point during your school years?

i. Did your household receive income support?

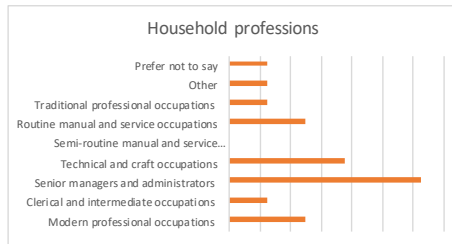


(b) Did either (or both) of the following apply at any point during your school years?

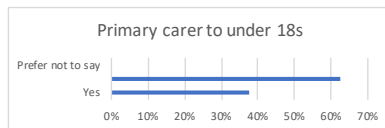
ii. Were you entitled to free school meals?



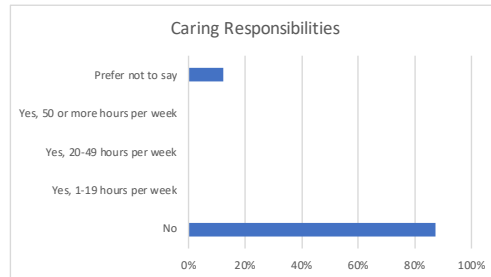
(c) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



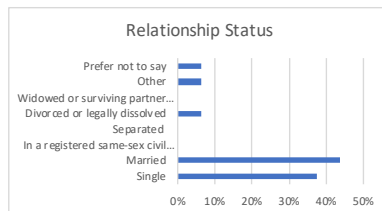
Q8 Are you a primary carer for a child or children under 18?



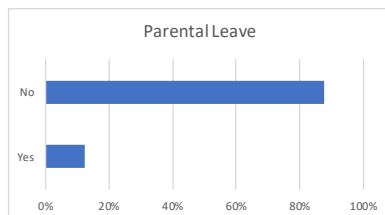
Q9 Do you look after, or give any help or support to family members, friends, neighbours or others because of either - Long term physical or mental ill-health / disability - Problems related to old-age?



Q10 What is your marital or civil partnership status?

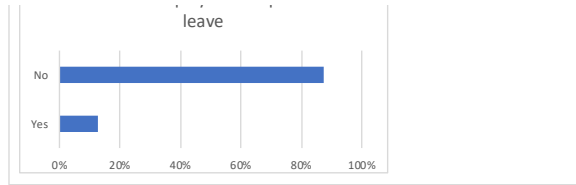


Q11 Have you taken maternity or paternity leave in the last 5 years?



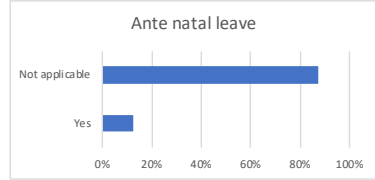
(b) If yes: i. Did you return to your current employer after the leave?

Return to employer after parental

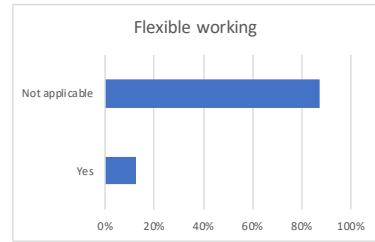


For respondents who answered 'yes' to parental leave

Did your employer give you additional leave for ante natal appointments?



Did your employer offer you the option of flexible working?



Has the ability to work from home been an important aide in your return to work?

