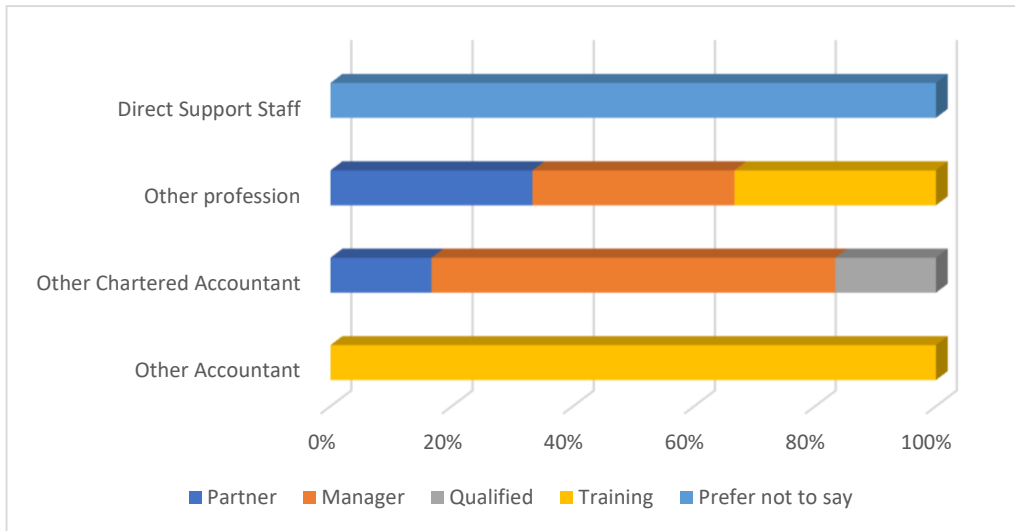
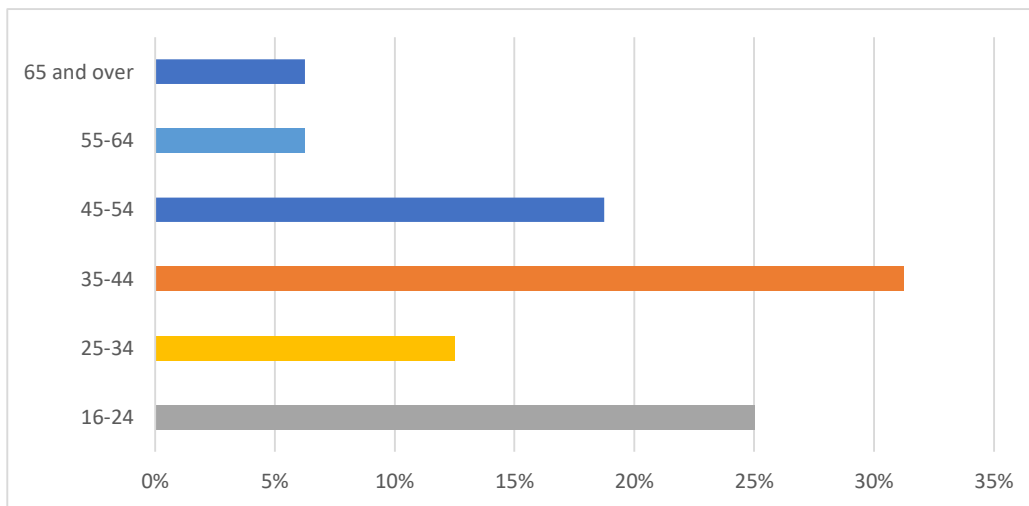


## RJP LLP Diversity Study 2025: Summary of Results

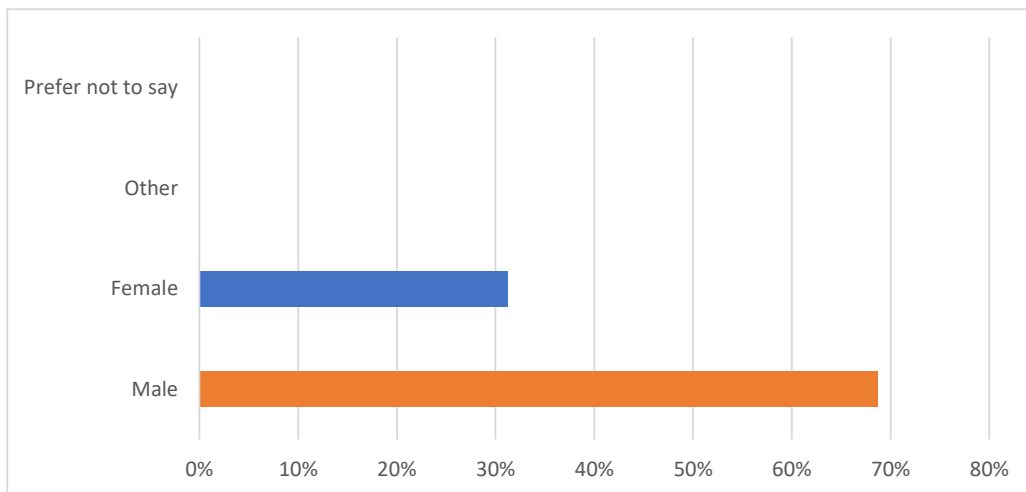
### Q1 Professional qualifications and the category of the role that best describes your position



### Q2 Current Age

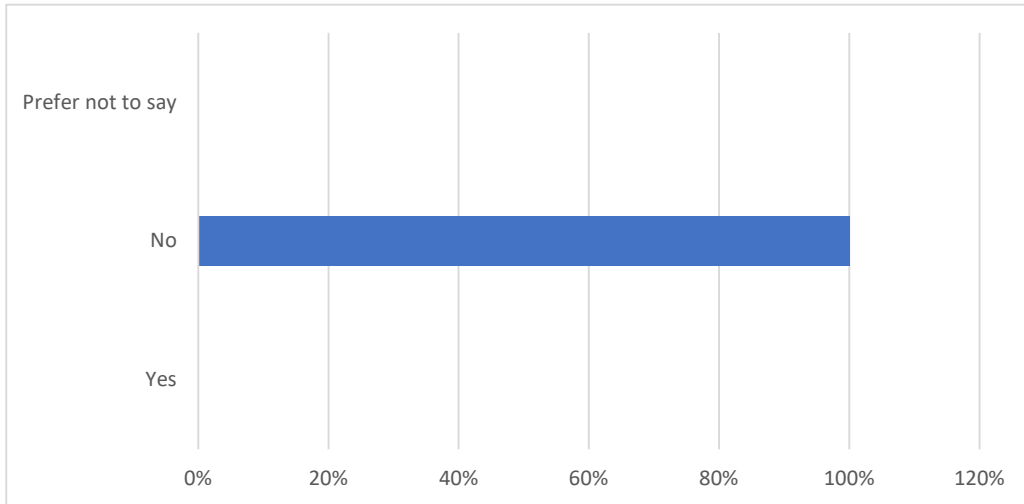


### Q3 Gender

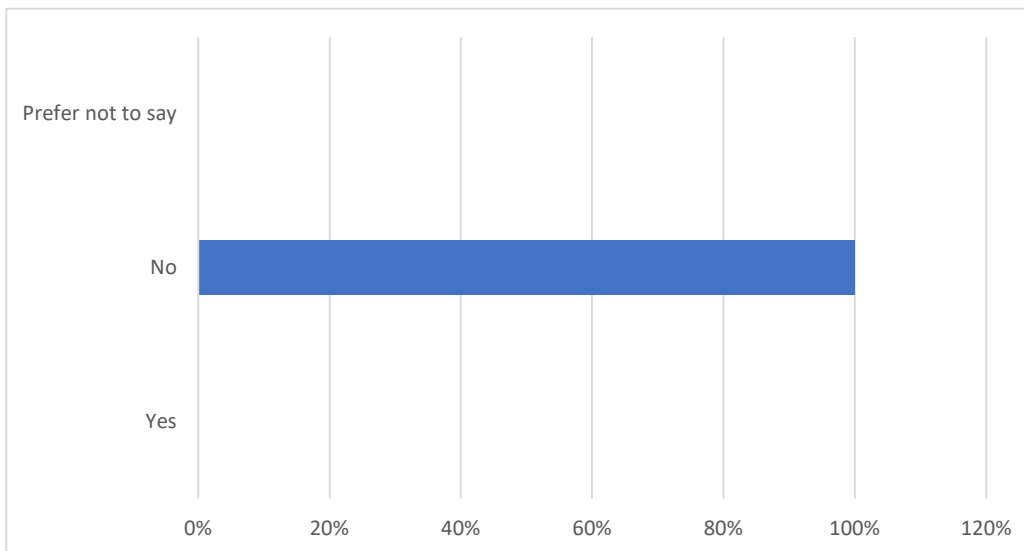


This survey was conducted online in April 2025 among all our employees, using the official questionnaire issued by the ICAEW

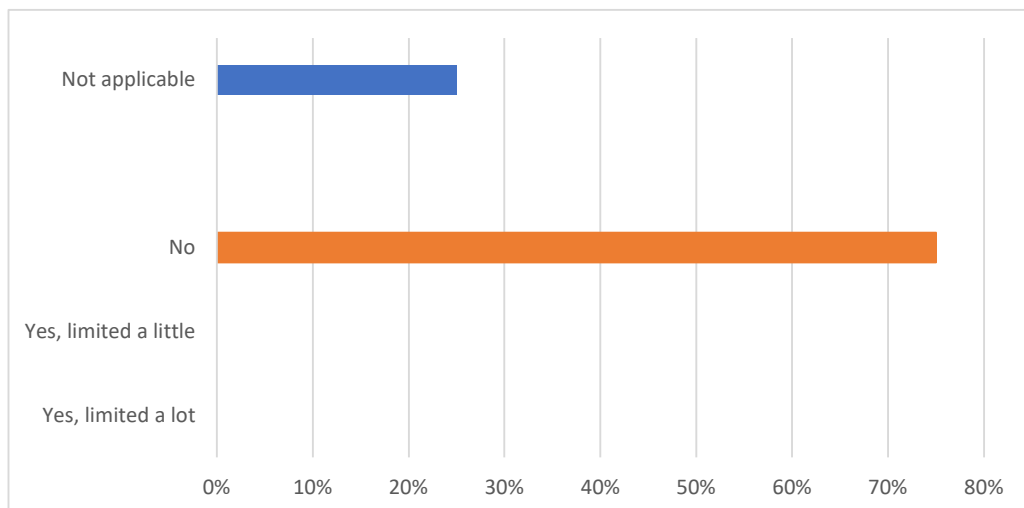
**Is the Gender you now identify with different from the sex you were assigned at birth?**



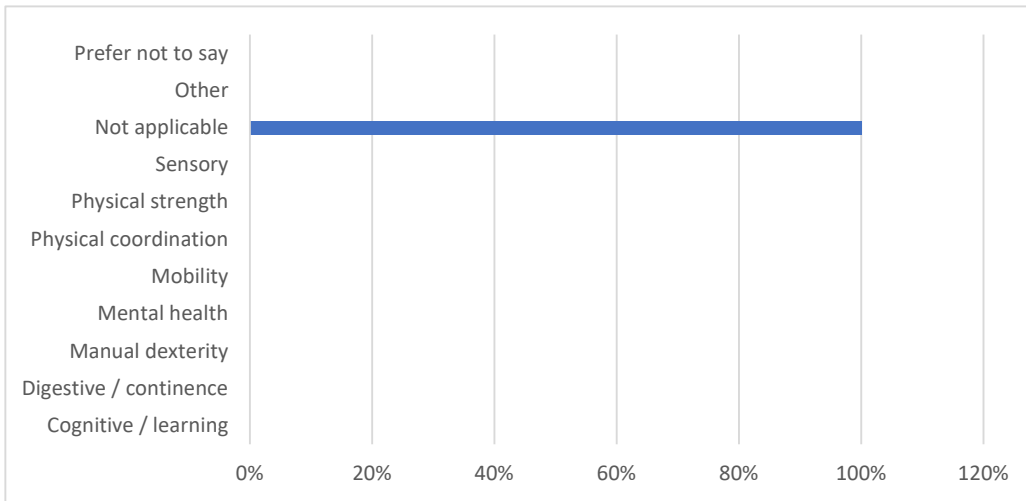
**Q4 Do you consider yourself to have a disability according to the definition in the Equality Act?**



**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?**

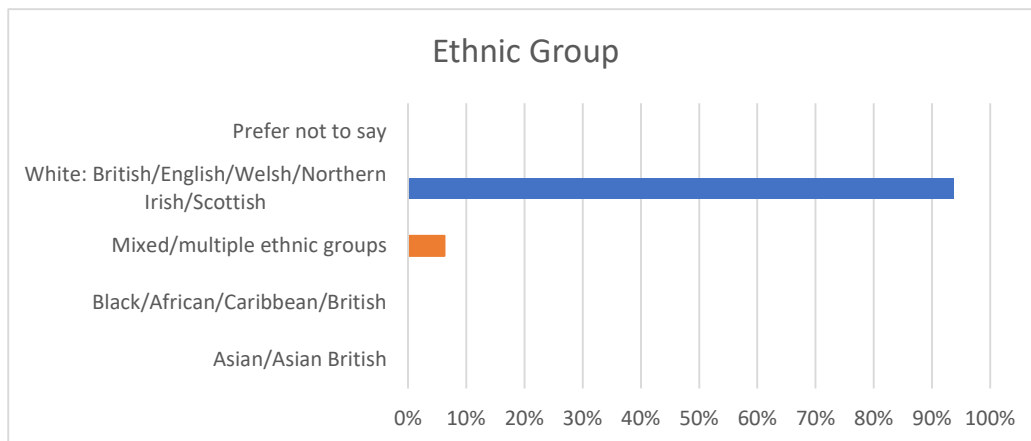


If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?

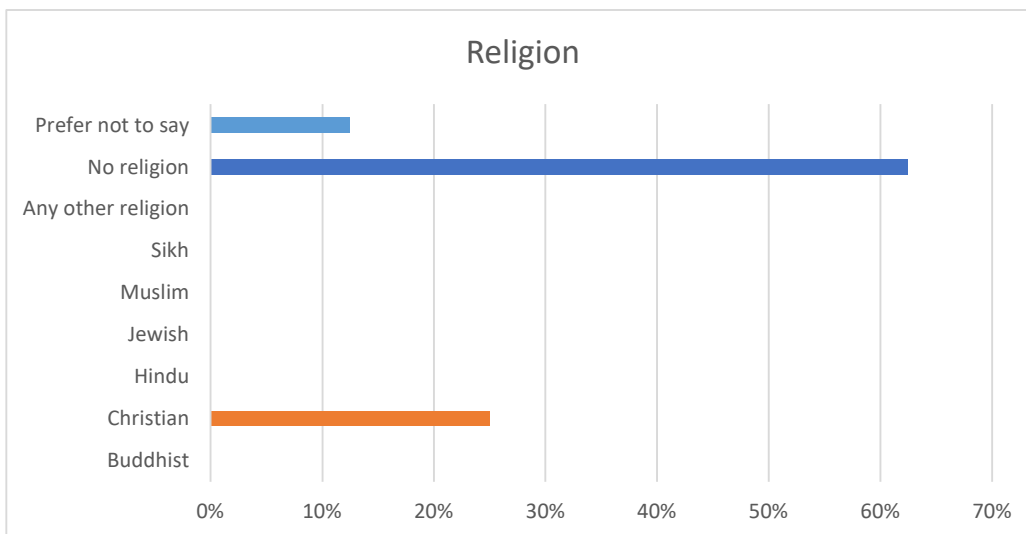


**Q5 ETHNICITY FINDINGS**

**Who Works here?**



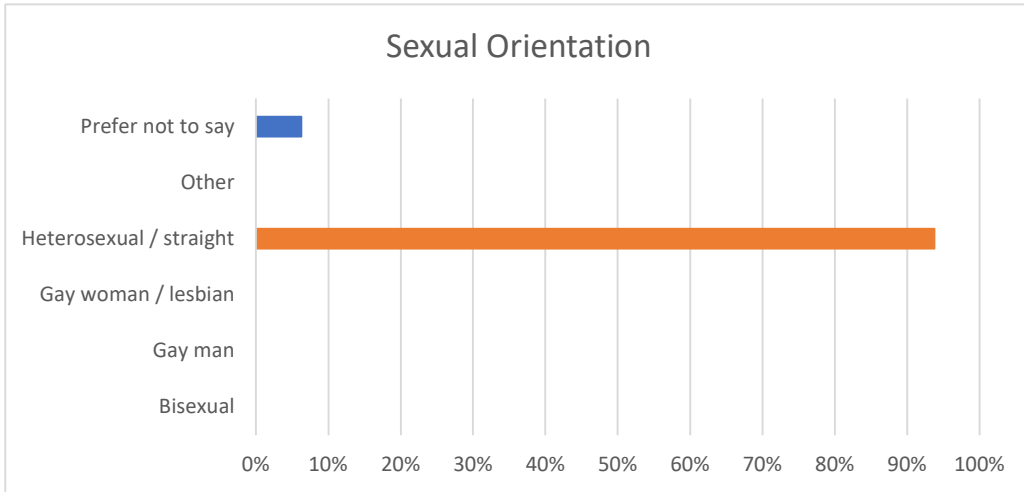
**Q6 FAITH FINDINGS**



This survey was conducted online in April 2025 among all our employees, using the official questionnaire issued by the ICAEW

**Q7**

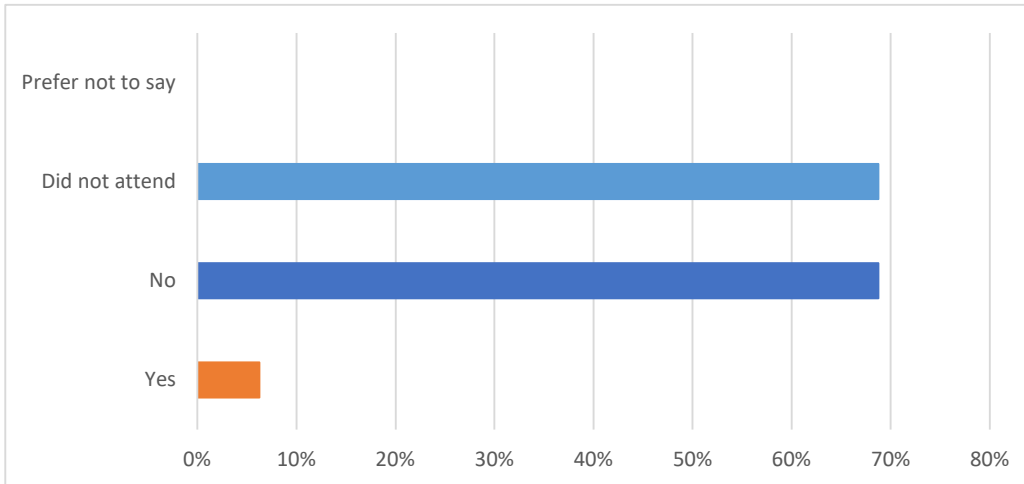
**SEXUAL ORIENTATION FINDINGS**



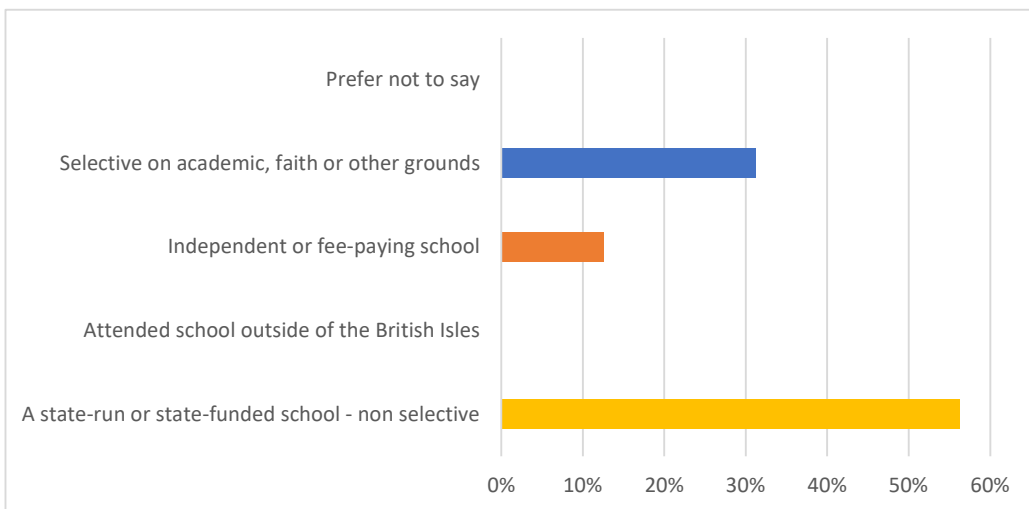
**Q8**

**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?**

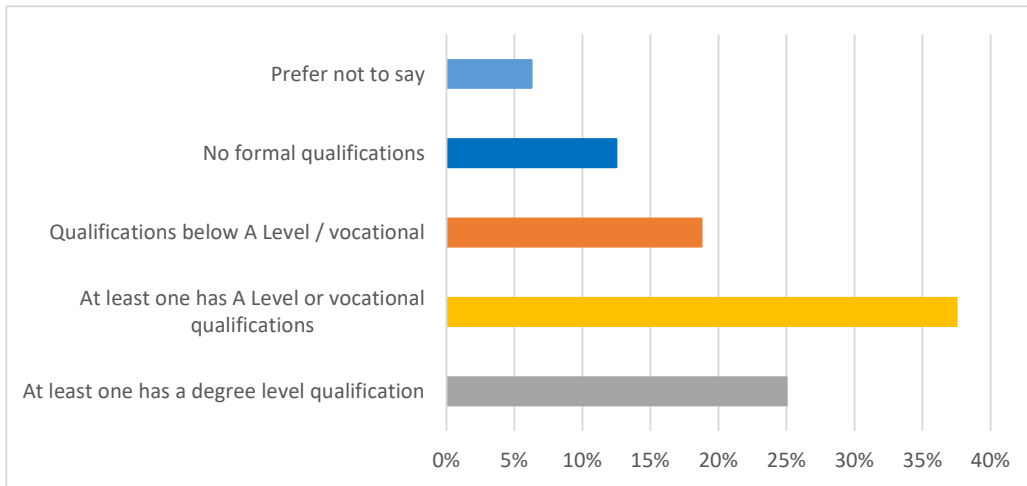


**(b) What type of school did you mainly attend between the ages of 11 and 16?**

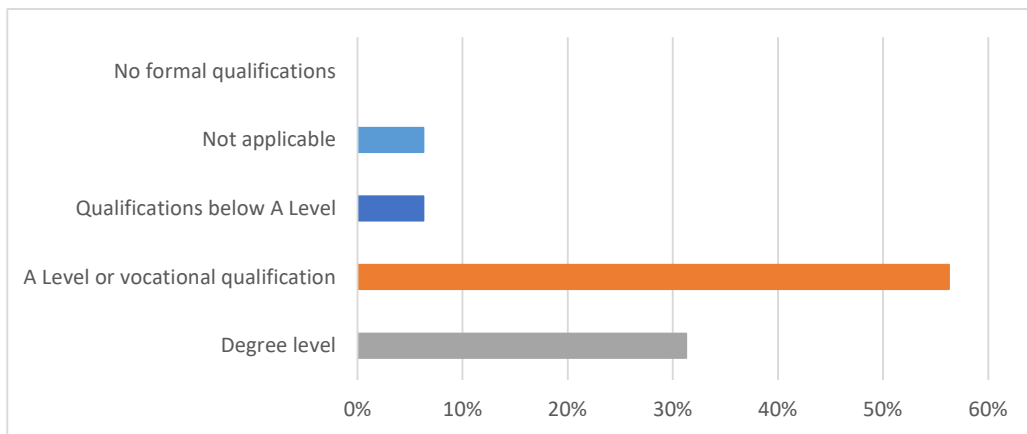


**Q9 SOCIAL MOBILITY**

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

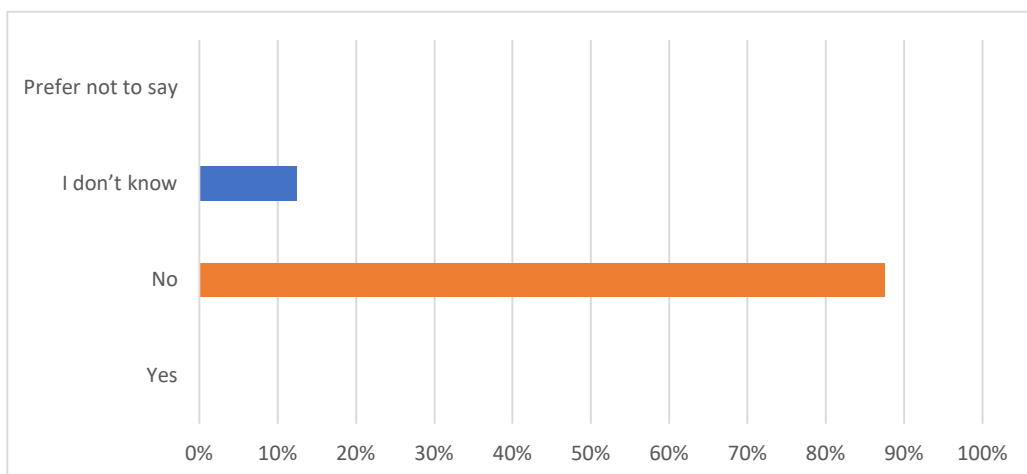


**(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?**

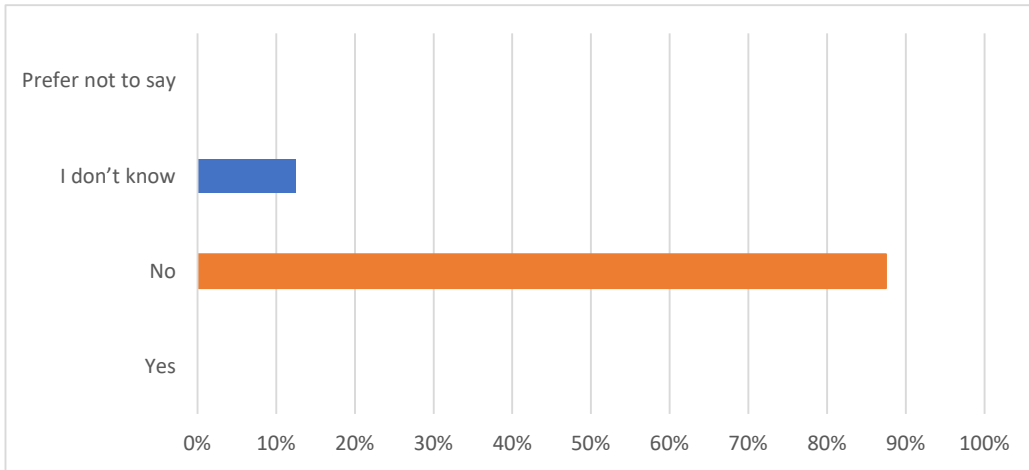


**(c) Did either (or both) of the following apply at any point during your school years?**

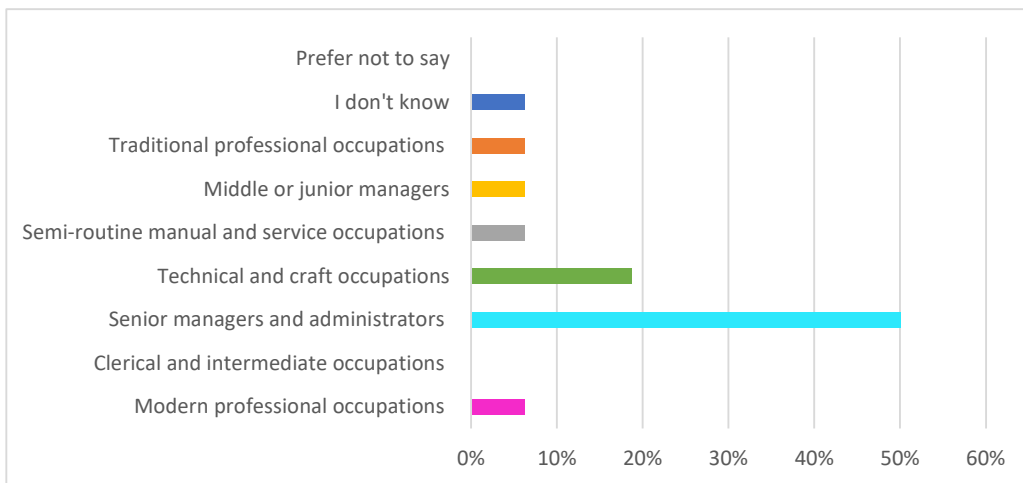
**i. Did your household receive income support?**



**ii. Were you entitled to free school meals?**

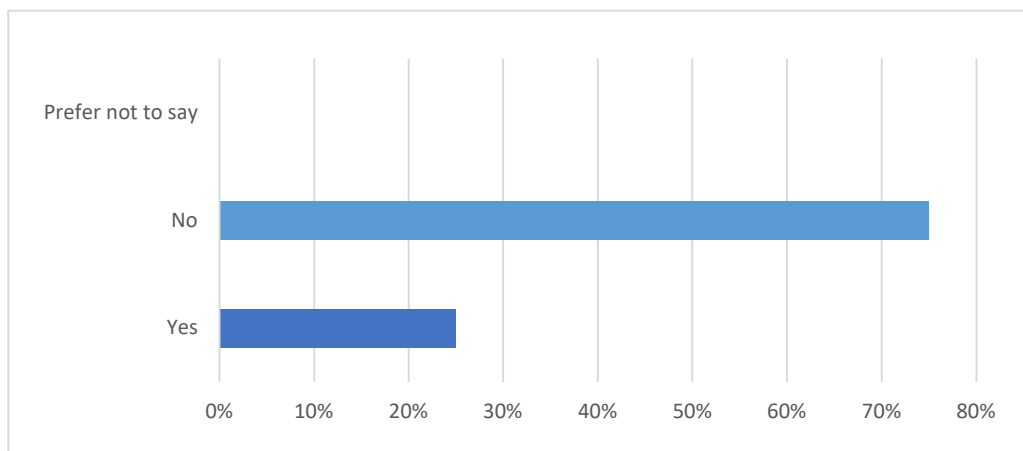


**(d) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?**

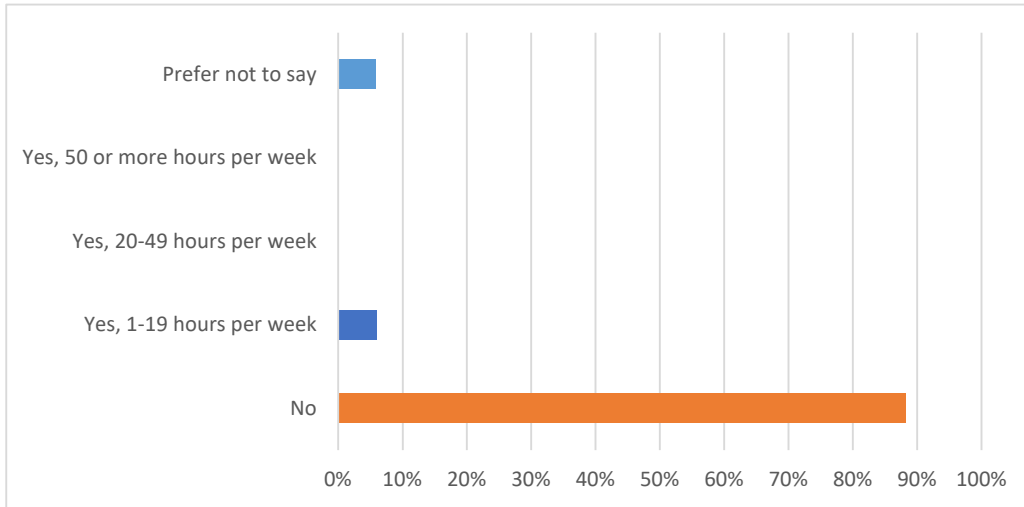


**Q10 CARING RESPONSIBILITIES**

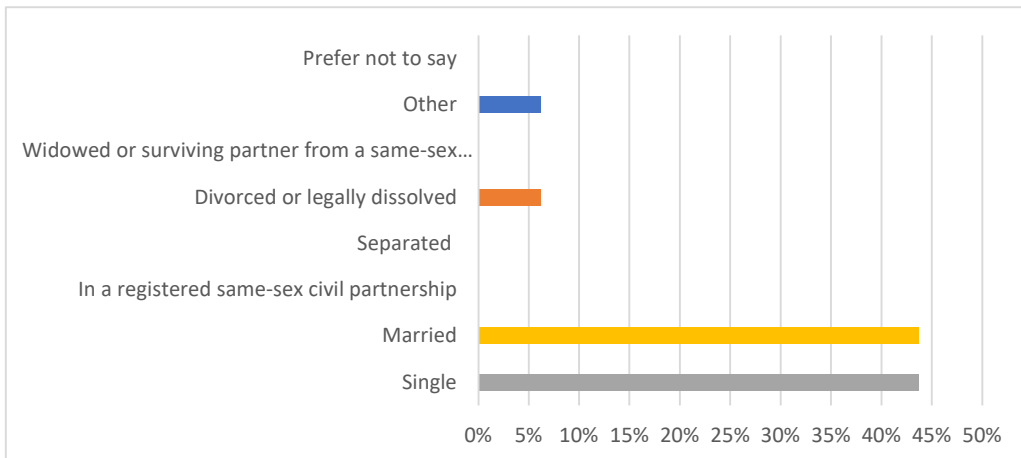
**(a) Are you a primary carer for a child or children under 18?**



**(b) 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?**

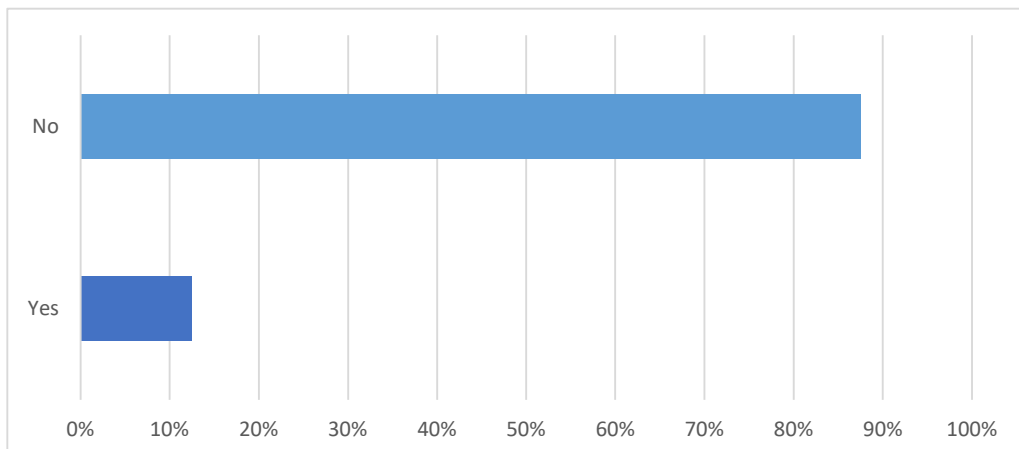


**Q11 What is your marital or civil partnership status?**

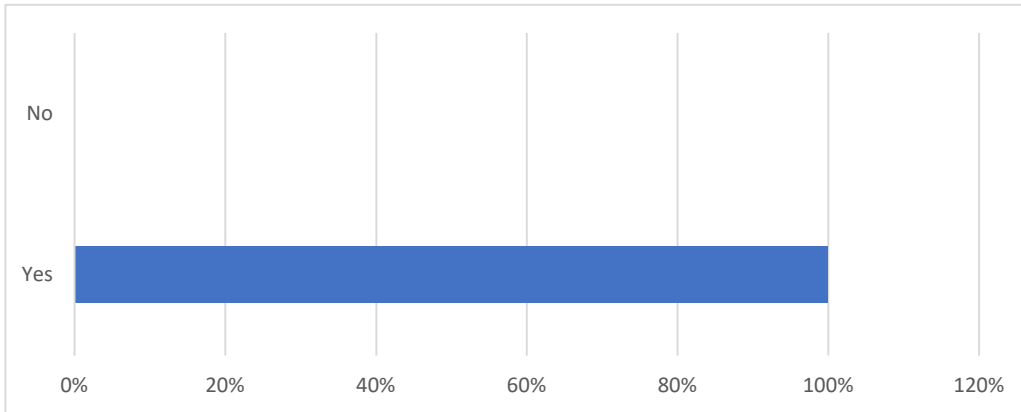


**Q12 MATERNITY**

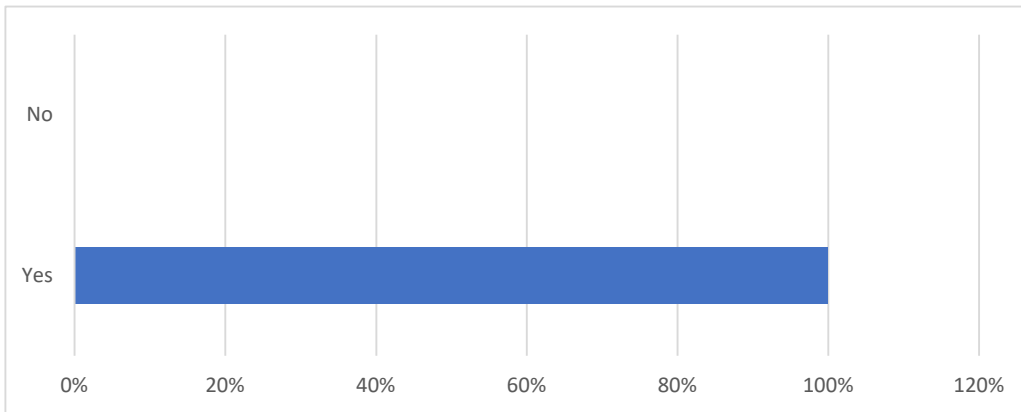
**(a) Have you taken maternity or paternity leave in the last 5 years?**



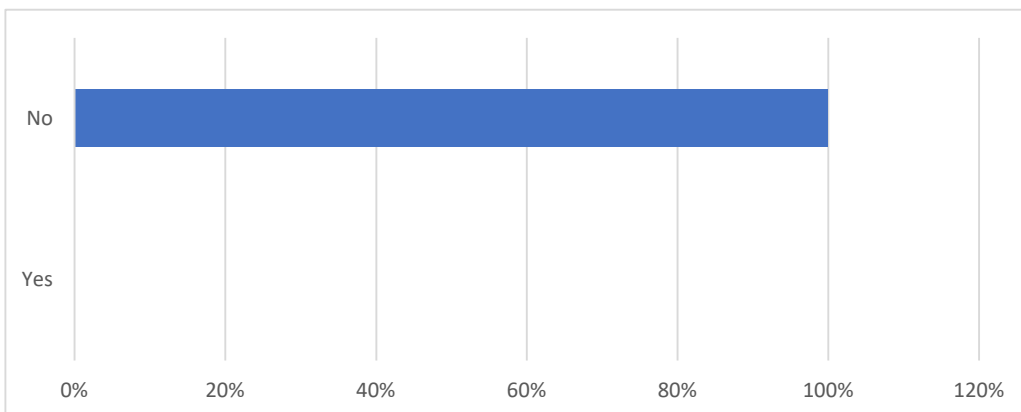
**(b) If yes: Did you return to your current employer after the leave?**



**(c) If yes: Did your employer allow you time off for ante-natal appointments?**



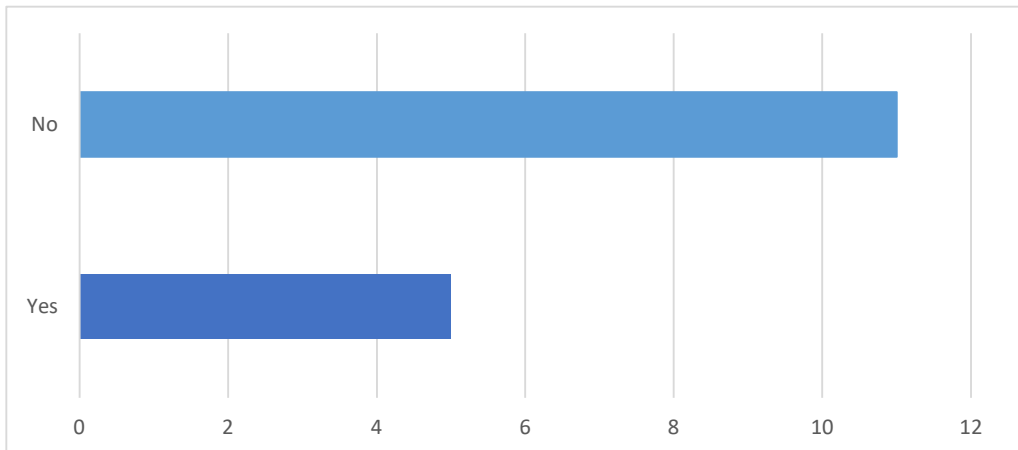
**(d) If yes: Did your employer offer you flexible working arrangements when you returned?**



None of the respondents felt the ability to work from home was an important aid to returning to work.

**Q13 NEURODIVERSITY**

**(a) Do you consider yourself to be neurodivergent?**



**(b) If yes: Have you shared information about your neurodivergence with your employer?**

