Survey: ICAEW Diversity 2025
Submissions: 19
Completed: 19
Regulator Number: C006881063

Roger Lugg Co

1. About you

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
ICAEW Chartered Accountant					
Partner	2	2	0	0	0
Manager	1	0	1	0	0
Qualified	4	0	0	4	0
Training	1	0	0	0	1
Other Chartered Accountant					
Partner	0	0	0	0	0
Manager	1	0	0	0	0
Qualified	1	0	0	0	0
Training	1	0	0	0	1
Other accountant					
Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	1	0	0	0	1
Legally qualified					
Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	1	0	0	0	1
Other legal					
Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	0	0	0	0	0
Training	1	0	0	0	1
Other profession					

Partner	0	0	0	0	0
Manager	0	0	0	0	0
Qualified	2	0	0	0	0
Training	1	0	0	0	1

Direct support staff

Partner	0	0	0	0	0
Manager	1	0	0	0	0
Qualified	2	0	0	0	0
Training	2	0	0	1	1
Other	1	0	0	0	0

Other

Partner	0	0	0	0	0
Manager	2	0	0	0	0
Qualified	1	0	0	0	0
Training	2	0	0	0	1

Prefer not to say

Prefer not to say	1	0	0	0	0

2. Age

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
16-24	1	0	0	0	1
25-34	2	0	0	1	0
35-44	5	0	1	2	0
45-54	5	1	0	1	0
55-64	5	0	0	0	0
65 and over	1	1	0	0	0
Prefer not to say	0	0	0	0	0

3. Sex and Gender

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a) What is your sex registered at birth?					
Female	14	0	1	3	0
Male	5	2	0	1	1
Prefer not to say	0	0	0	0	0
(b) Which gender do you identify with?					
A woman	14	0	1	3	0
A man	5	2	0	1	1
Non-binary	0	0	0	0	0
Prefer to self-describe(please write in)	0	0	0	0	0
Prefer not to say	0	0	0	0	0
(c) Is the gender you identify with the same as your sex registered at birth?					
Yes	18	2	1	4	1
No	0	0	0	0	0
Prefer not to say	0	0	0	0	0

4. Disability

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a) Do you consider yourself to have a disability according to the definition in the Equality Act?					
Yes	2	1	0	1	0
No	16	1	1	3	1
Prefer not to say	1	0	0	0	0
(b) 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?					
Yes, limited a lot	0	0	0	0	0
Yes, limited a little	3	1	0	1	1
No	12	1	1	2	0
Prefer not to say	2	0	0	0	0
Not Applicable	2	0	0	1	0
(c) If you have answered “Yes” to any of the previous two questions please identify which of the below health problems or disabilities apply?					
Cognitive / learning	0	0	0	0	0
Digestive / continence	0	0	0	0	0
Manual dexterity	0	0	0	0	0
Mental health	0	0	0	0	0
Mobility	2	1	0	1	0
Physical coordination	0	0	0	0	0
Physical strength	0	0	0	0	0
Sensory	0	0	0	0	0
Other	1	0	0	0	1
Prefer not to say	2	0	0	0	0
Not Applicable	12	1	1	3	0

5. Ethnic group

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Asian/Asian British					
Bangladeshi	0	0	0	0	0
Chinese	0	0	0	0	0
Indian	1	0	0	0	0
Pakistani	0	0	0	0	0
Other Asian	0	0	0	0	0
Black/African/Caribbean/British					
African	0	0	0	0	0
Caribbean	0	0	0	0	0
Any other Black/African/Caribbean/Black British	0	0	0	0	0
Mixed/multiple ethnic groups					
White and Asian	0	0	0	0	0
White and Black African	0	0	0	0	0
White and Black Caribbean	0	0	0	0	0
Other mixed/multiple ethnic background	1	0	0	1	0
White					
British/English/Welsh/Northern Irish/Scottish	16	2	1	3	1
Irish	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0
Any other White background	1	0	0	0	0
Arab					
Arab	0	0	0	0	0
Other					
Other ethnic group	0	0	0	0	0
Prefer not to say	0	0	0	0	0

6. Faith

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Buddhist	0	0	0	0	0
Christian	7	1	0	3	0
Hindu	0	0	0	0	0
Jewish	0	0	0	0	0
Muslim	0	0	0	0	0
Sikh	1	0	0	0	0
Any other religion	0	0	0	0	0
No religion	8	1	1	1	0
Prefer not to say	3	0	0	0	1

7. Sexual orientation

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
Bisexual	0	0	0	0	0
Gay man	0	0	0	0	0
Gay woman / lesbian	0	0	0	0	0
Heterosexual / straight	19	2	1	4	1
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0

8. Socio-economic background

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(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?					
Yes	4	0	0	1	0
No	6	1	1	3	0
Did not attend	8	1	0	0	1
Prefer not to say	1	0	0	0	0
(b) What type of school did you mainly attend between the ages of 11 and 16?					
Attended school outside the British Isles	1	0	0	0	0
State-run or state-funded school–non-selective	12	0	0	2	1
State-run or state-funded school–selective on academic, faith or other grounds	2	0	0	1	0
Independent or fee-paying school	4	2	1	1	0
I don't know	0	0	0	0	0
Prefer not to say	0	0	0	0	0

9. Social mobility

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?					
At least one had a degree level qualification	11	1	1	2	1
At least one had A Level or vocational qualifications	3	0	0	2	0
Qualifications below A Level / vocational	1	0	0	0	0
No formal qualifications	1	0	0	0	0
I don't know	2	1	0	0	0
Not applicable	1	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0
(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?					
Degree level	8	1	1	4	0
A Level or vocational qualification	6	0	0	0	1
Qualifications below A Level	1	1	0	0	0
No formal qualifications	0	0	0	0	0
I don't know	0	0	0	0	0
Not applicable	1	0	0	0	0
Other	1	0	0	0	0
Prefer not to say	2	0	0	0	0
(c) i. Did your household receive income support?					
Yes	2	0	0	0	0
No	16	2	1	3	1
I don't know	1	0	0	1	0
Prefer not to say	0	0	0	0	0
(c) ii. Were you entitled to free school meals?					
Yes	1	0	0	0	0
No	17	2	1	4	1
I don't know	1	0	0	0	0

Prefer not to say	0	0	0	0	0
(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?					
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	4	0	0	1	0
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	2	0	0	1	0
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	6	2	1	0	0
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	3	0	0	1	1
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	1	0	0	0	0

Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	1	0	0	0	0
Armed forces personnel for example soldier, airman, naval or military police	0	0	0	0	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0	0	0	0	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	2	0	0	1	0
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0	0	0	0	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0	0	0	0
Inactive (excluding those that are retired)	0	0	0	0	0
Retired	0	0	0	0	0
Not applicable	0	0	0	0	0
I don’t know	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0

10. Caring responsibilities

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a)Do you look after, or give any help or support to family members, friends, neighbours or others because of either : </br> Long term physical or mental ill-health /					
No	12	1	0	2	1
Yes, 1-19 hours per week	6	1	1	1	0
Yes, 20-49 hours per week	0	0	0	0	0
Yes, 50 or more hours per week	1	0	0	1	0
Prefer not to say	0	0	0	0	0
(b) Are you a primary carer for a child or children under 18?					
Yes	9	0	1	2	0
No	10	2	0	2	1
Prefer not to say	0	0	0	0	0

11. Marital Status

ICAEW Chartered Accountant

What is your marital or civil partnership status?

	Totals	Partner	Manager	Qualified	Training
Single (never married or never registered a same-sex civil partnership)	3	0	0	1	1
Married	14	2	1	2	0
In a registered same-sex civil partnership	0	0	0	0	0
Separated (but still legally married or still legally in a same-sex civil partnership)	1	0	0	1	0
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	0	0	0	0	0
Widowed or surviving partner from a same-sex civil partnership	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	1	0	0	0	0

12. Maternity

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a) Have you taken maternity or paternity leave in the last 5 years?					
Yes	1	0	0	0	0
No	18	2	1	4	1
Prefer not to say	0	0	0	0	0
(b) If yes: Did you return to the same employer after the leave?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Prefer not to say	0	0	0	0	0
Not Applicable	19	2	1	4	1
(c) If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?					
Yes	0	0	0	0	0
No	1	0	0	0	0
Prefer not to say	0	0	0	0	0
Not Applicable	18	2	1	4	1
(d) If yes: Did your employer offer you flexible working arrangements when you returned?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Prefer not to say	0	0	0	0	0
Not Applicable	19	2	1	4	1
(e) If yes: Has the ability to work from home been an important aid in your return to work?					
Yes	0	0	0	0	0
No	1	1	0	0	0
Prefer not to say	0	0	0	0	0
Not Applicable	18	1	1	4	1

13. Neurodiversity

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
(a) Do you consider yourself to be neurodivergent?					
Yes	1	0	0	1	0
No	16	2	1	2	1
Prefer not to say	2	0	0	1	0
(b) If yes: Have you shared information about your neurodivergence with your employer?					
Yes	0	0	0	0	0
No	2	1	0	1	0
Prefer not to say	2	0	0	1	0
Not Applicable	15	1	1	2	1

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant

Other accountant

Partner	Manager	Qualified	Training	Partner	Manager
0	1	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	1	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant

Partner	Manager	Qualified	Training
0	0	0	0
0	0	1	0
0	0	0	0
0	0	0	0
0	0	0	0
0	1	0	0
0	0	0	0
0	0	0	0
0	0	0	0

Other accountant

Partner	Manager
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0
0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant

Other accountant

Partner	Manager	Qualified	Training	Partner	Manager
0	0	1	0	0	0
0	0	0	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	1	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0

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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0

0	1	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
disability - Problems related to old-age?					
0	0	1	0	0	0
0	1	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	1	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0

Other Chartered Accountant				Other accountant	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other Chartered Accountant

Other accountant

Partner	Manager	Qualified	Training	Partner	Manager
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	1	1	0	0	0

Other Chartered Accountant

Partner	Manager	Qualified	Training
0	0	0	0
0	1	1	0
0	0	0	0

Partner	Manager	Qualified	Training
0	0	0	0
0	0	0	0
0	0	0	0
0	1	1	0

Other accountant

Partner	Manager
0	0
0	0
0	0

Partner	Manager
0	0
0	0
0	0
0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
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0	0	0	0	0	0
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0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other legal				Other profession	
Partner	**Manager**	**Qualified**	**Training**	**Partner**	**Manager**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	1	0	0
1	0	0	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0

0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0
1	0	0	0	1	0
0	0	0	1	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	1	1	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
1	0	0	1	0	0
1	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0

1	0	0	0	0	0
1	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
2	0	0	0	0	0
0	0	0	1	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0
1	0	0	1	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0

0	0	0	0	0	0

1	0	0	0	0	0
0	0	0	1	0	0
1	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
1	0	0	1	1	0
1	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

2	0	0	0	1	0
0	0	0	1	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
2	0	0	1	1	0

Direct support staff

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
1	0	0	1	1	0
1	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0
1	0	0	1	1	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0

0	0	0	0	0	0
0	0	2	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0

0	0	0	0	0	1

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
0	0	0	0	1	0
0	0	1	0	0	0
1	0	0	0	0	0
0	0	1	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0

1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

1	0	2	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	1	0	0	1
0	0	0	0	1	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0
1	0	2	0	0	0

Other					Prefer not to say
Other	**Partner**	**Manager**	**Qualified**	**Training**	**Prefer not to say**
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
1	0	0	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	0	1	0	0	1

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	0	1
0	0	0	0	1	0

0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
1	0	2	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	1
0	0	1	0	1	0
0	0	0	0	1	0
1	0	2	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	2	0	1	1
1	0	0	0	0	0

0	0	0	0	0	0

1	0	0	0	1	0
0	0	0	0	0	0
0	0	1	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	1	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	2	0	1	1
1	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0

0	0	1	0	1	0
1	0	1	0	0	1
0	0	0	0	0	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
1	0	0	0	0	0
0	0	2	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	1	0
1	0	2	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	1	0
0	0	0	0	0	0
1	0	2	0	0	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1

Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
0	0	0	0	0	0
1	0	2	0	1	1
0	0	0	0	0	0

0	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	2	0	1	1