

pem.



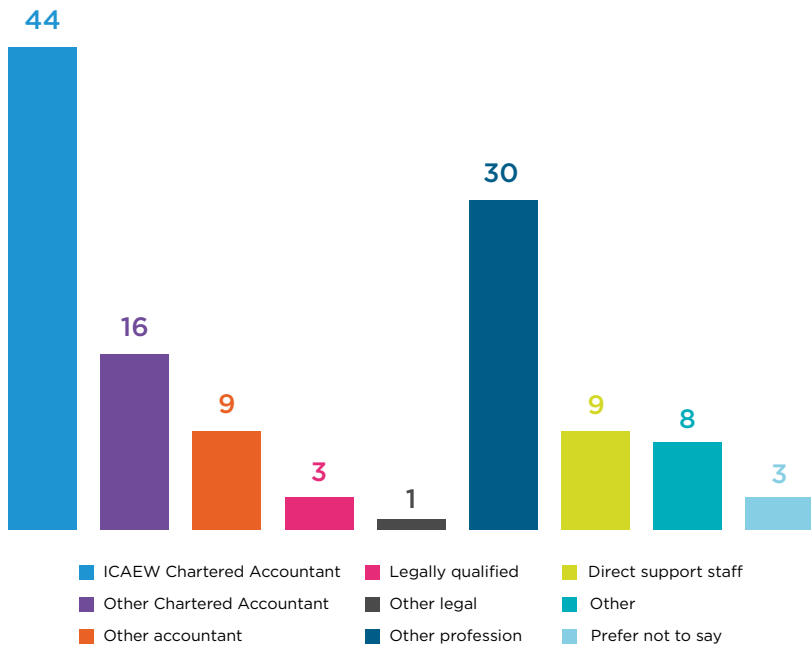
Diversity survey 2023.

Results of the PEM Diversity
questionnaire for 2023

Summary

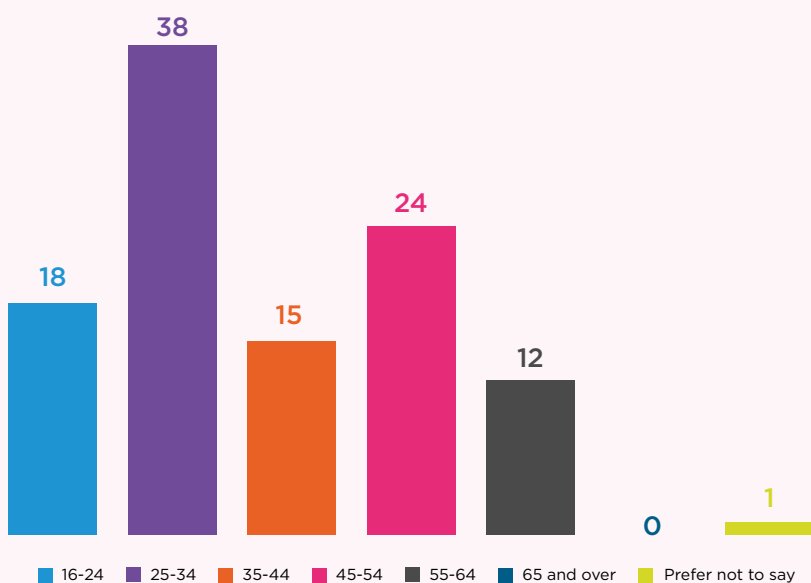
In March 2023, we carried out an anonymous and voluntary diversity survey completed by 108 members of staff at PEM, below are our findings from the survey.

1. About you



36%
of those that answered are ICAEW Chartered Accountants.

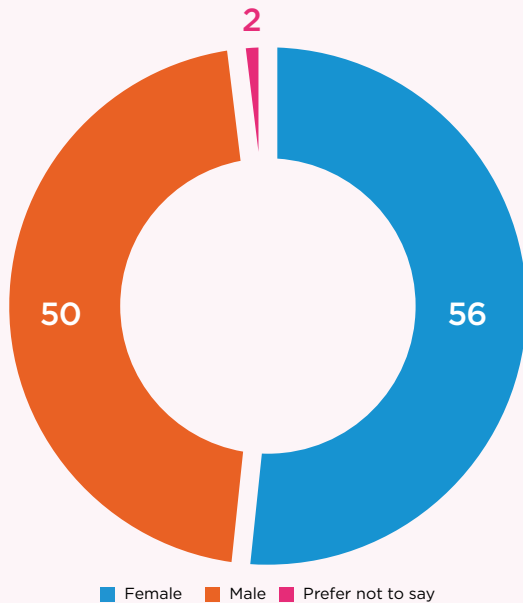
2. Age



35%
of those that answered are aged between 25-34 years old.

3. Sex/Gender

Which gender do you identify with?

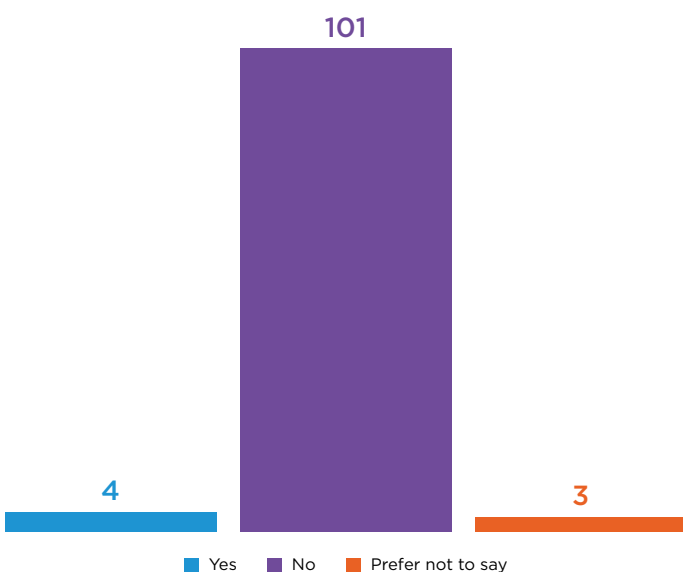


52%

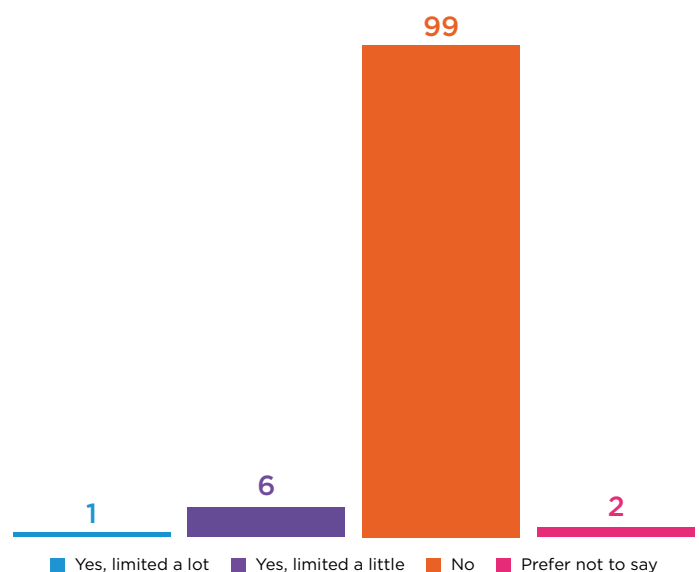
of those that answered
identify as Female.

4. Disability

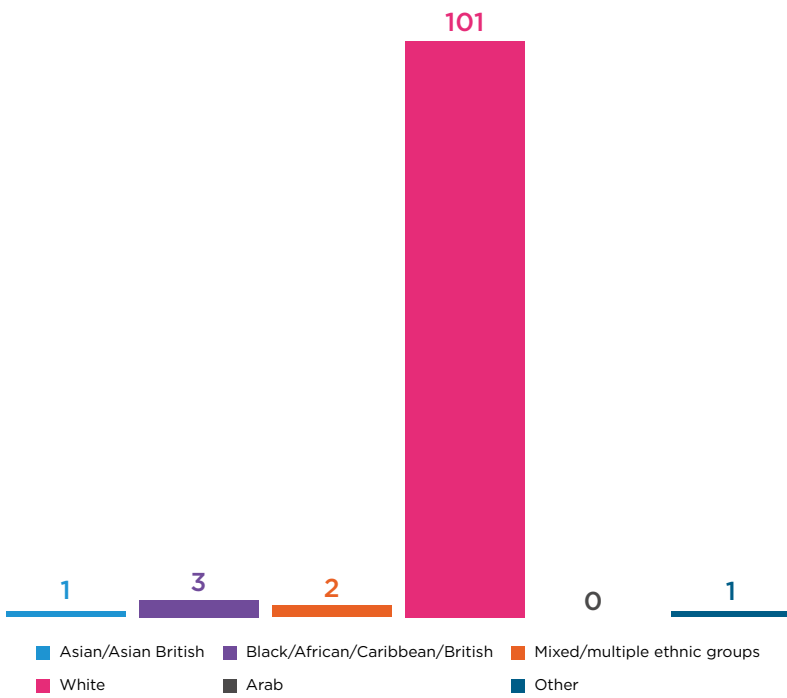
Do you consider yourself to have a disability according to the definition in the Equality Act?



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?



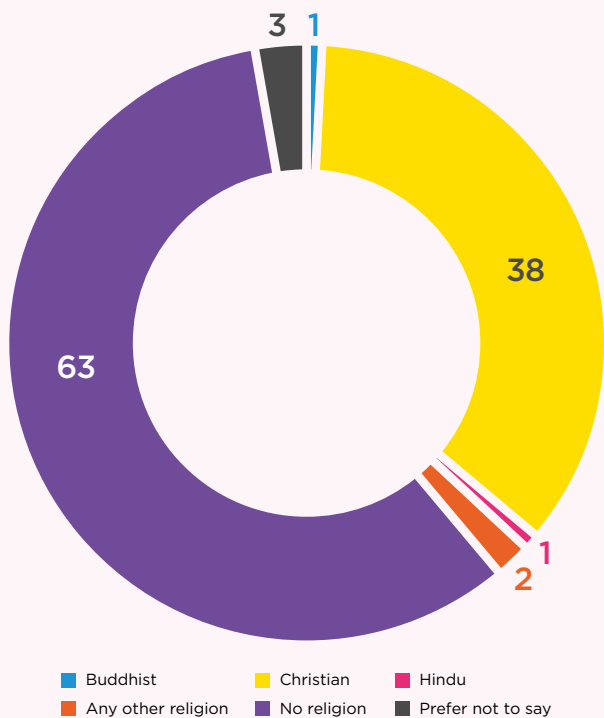
5. Ethnic group



94%

of those that answered are White/British.

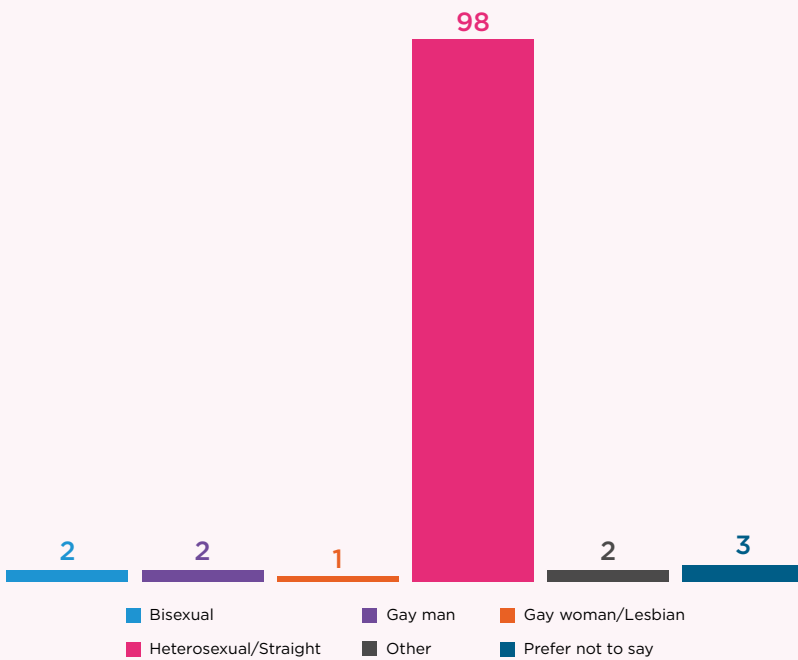
6. Faith



58%

of those that answered have no religion.

7. Sexual Orientation

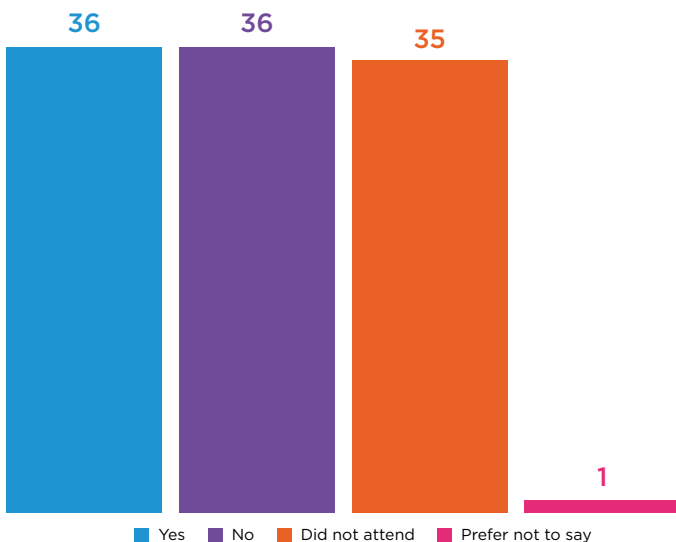


91%

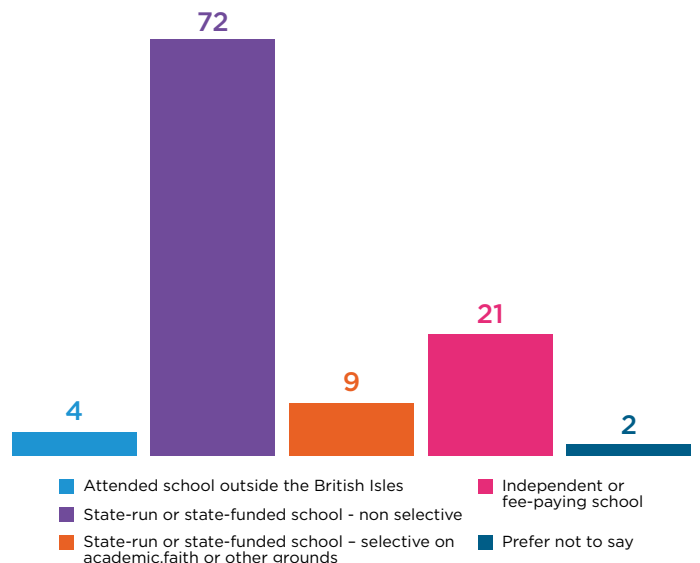
of those that answered are Heterosexual.

8. Socio Economic Background

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?

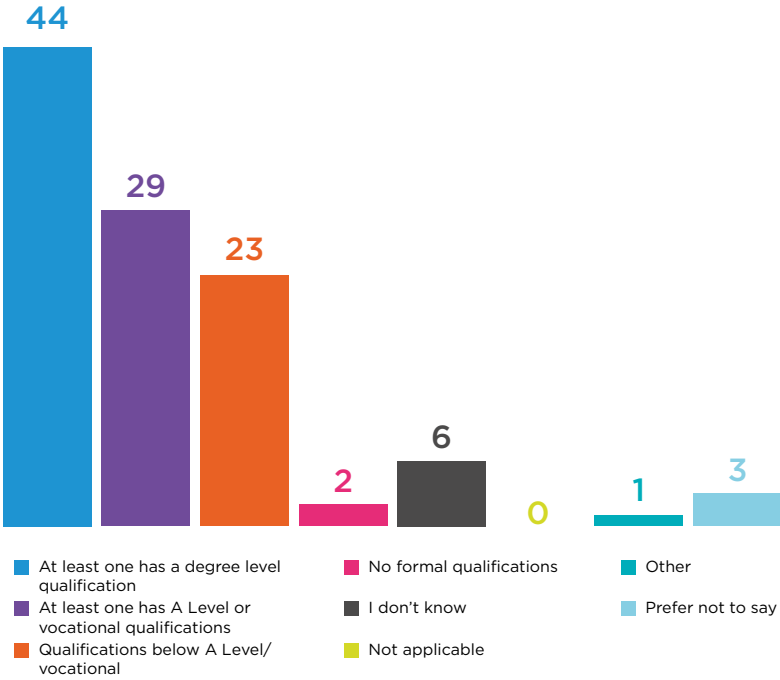


What type of school did you mainly attend between the ages of 11 and 16?



9. Social Mobility

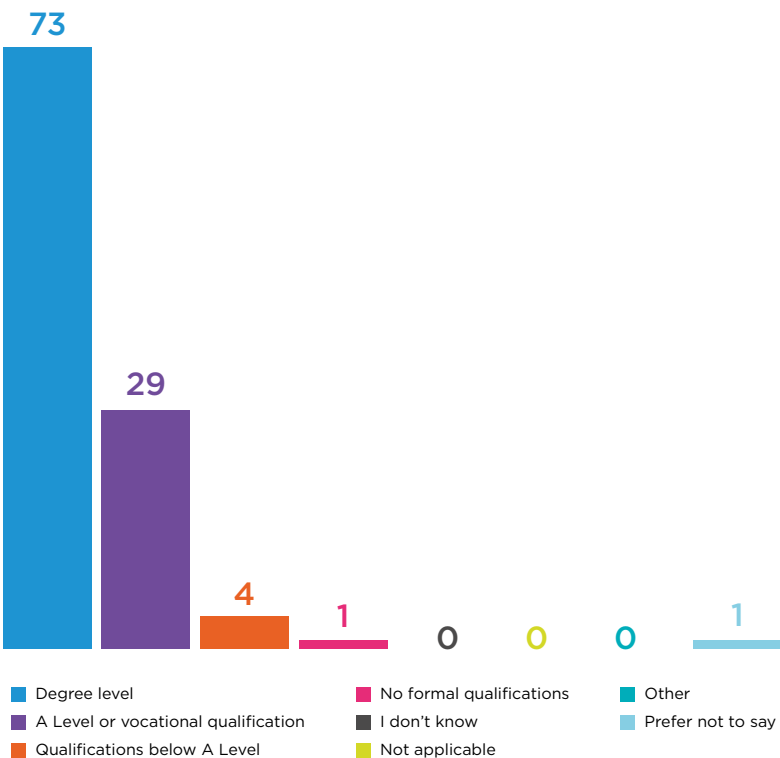
What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



41%

of those that answered have parents or guardians that have a degree.

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

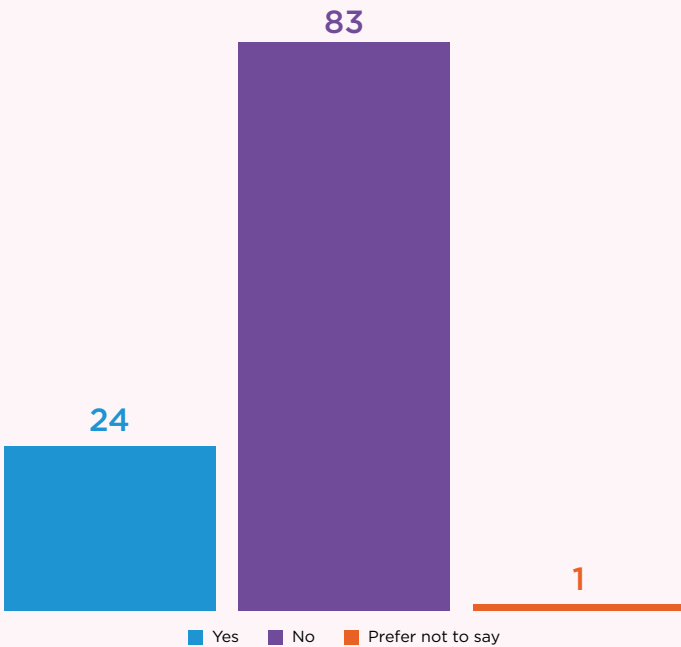


68%

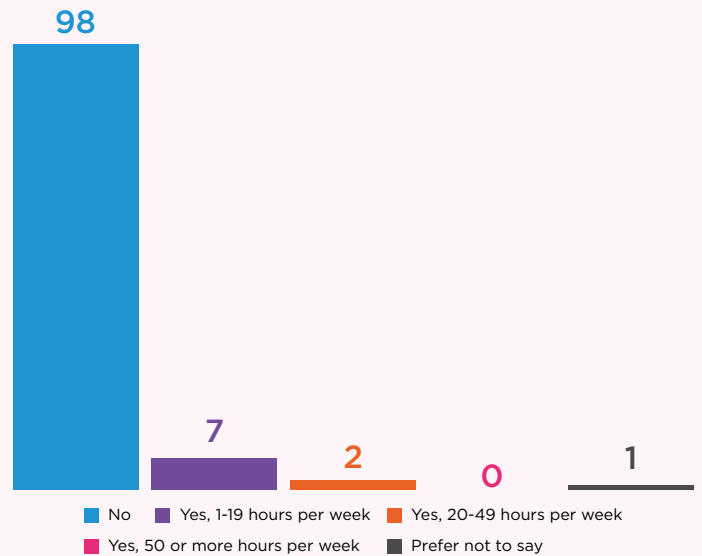
of those that answered held a degree before becoming qualified.

10. Caring Responsibilities

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

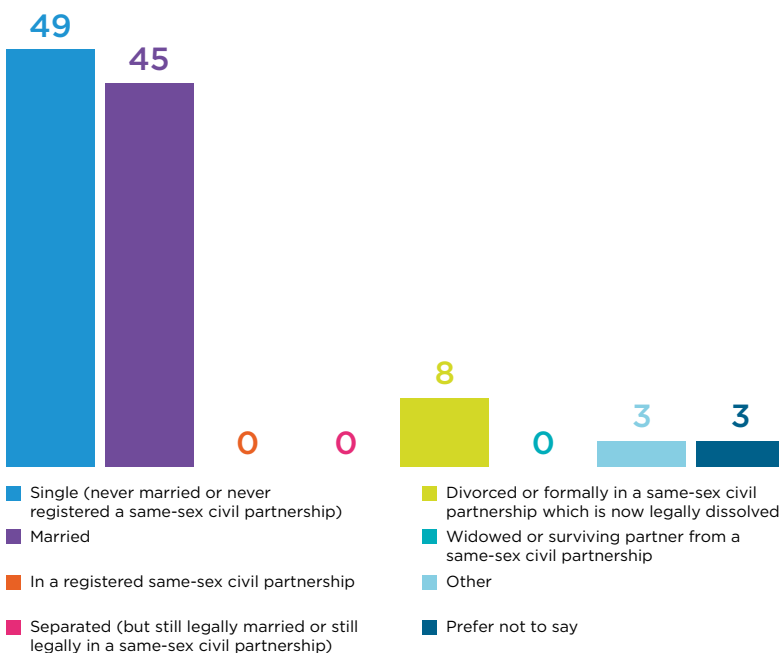


Do you look after, or give any help or support to family members, friends, neighbours or others because of either: Long term physical or mental ill-health/disability or Problems related to old-age?



11. Marital Status

What is your marital or civil partnership status?



45%
of those that answered are single.

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