

**Firm name:** PM+M Solutions for Business LLP  
**ICAEW firm number:** C001375307  
**Number of employees:** 112  
**Completed questionnaires:** 111



**Q1, ABOUT YOU**

<b>ICAEW Chartered Accountant</b>	<input type="text" value="8"/> Partner	<input type="text" value="7"/> Manager	<input type="text" value="6"/> Qualified	<input type="text" value="6"/> Training
<b>Other Chartered Accountant</b>	<input type="text" value="3"/> Partner	<input type="text" value="2"/> Manager	<input type="text" value="3"/> Qualified	<input type="text" value="3"/> Training
<b>Other accountant</b>	<input type="text"/> Partner	<input type="text" value="4"/> Manager	<input type="text" value="4"/> Qualified	<input type="text" value="9"/> Training
<b>Legally qualified</b>	<input type="text" value="1"/> Partner	<input type="text" value="1"/> Manager	<input type="text" value="1"/> Qualified	<input type="text"/> Training
<b>Other legal</b>	<input type="text"/> Partner	<input type="text" value="1"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
<b>Other profession</b>	<input type="text"/> Partner	<input type="text" value="6"/> Manager	<input type="text" value="6"/> Qualified	<input type="text" value="4"/> Training
<b>Direct support staff</b>	<input type="text" value="19"/>			
<b>Other</b>	<input type="text" value="14"/>			
<b>Prefer not to say</b>	<input type="text" value="3"/>			

**Q2, AGE**

16-24     25-34     35-44     45-54     55-64     65+     Prefer not to say

**Q3, GENDER**

What is your gender?     Male     Female     Trans     Other     Prefer not to say

**Q4, DISABILITY**

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

Yes     No     Prefer not to say

**(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 alot     Yes, limited a little     No     Prefer not to say

### Q5, ETHNIC GROUP

Asian/Asian British  Bangladeshi  Chinese  Indian  Pakistani  Other

Black/African/Caribbean/British  African  Caribbean  Any other Black/African/Caribbean/Black British

Mixed/multiple ethnic groups  White and Asian  White and Black African  White and Black Caribbean  Other mixed/multiple ethnic background

White  100 British/English/Welsh/Northern Irish/Scottish  1 Irish  Gypsy or Irish Traveller

Arab  Arab

Other  Other  4 Prefer not to say

### Q6, FAITH

Buddhist  72 Christian  1 Hindu  Jewish  3 Muslim  Sikh

5 Other  1 No religion  29 Prefer not to say

### Q7, SEXUAL ORIENTATION

Bisexual  1 Gay man  1 Gay woman  101 Heterosexual/straight

Other  8 Prefer not to say

### 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?

20 Yes  15 No  70 Did not attend  7 Prefer not to say

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

91 UK state school  12 UK independent/fee-paying school  2 Attended school outside the UK  5 Prefer not to say

### Q9, SOCIAL MOBILITY

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

24 Yes  80 No  2 I don't know  5 Prefer not to say

(b) Which of these is your highest level of qualifications?

1-4 O levels / CSEs / GCSEs (any grade) . Entry Level, Foundation Diploma

3

NVQ Level 1, Foundation GNVQ, Basic Skills	2
5+ O levels (passes) / CSEs (grade 1) / GCSEs (A* - C), School Certificate, 1 A level/2-3	4
AS levels/VCEs, Higher Diploma	2
NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA	5
Diploma	3
Apprenticeship	2
2+ A levels/VCEs, 4+AS levels, Higher School Certificate, Progression/Advanced Diploma	14
NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National	5
RSA Advanced Diploma	1
Undergraduate degree (eg, BA, BSc)	9
Master's degree (eg, MA, MSc)	1
Doctorate degree (eg PhD)	
NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level	5
Professional Qualifications (eg, teaching, nursing, accountancy)	50
Other vocational/work-related qualifications	1
Non-UK qualifications	
No qualifications	
Prefer not to say	6

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

Your household received income support	10 Yes	85 No	11 I don't know	5 Prefer not to say
You received free school meals	7 Yes	91 No	7 I don't know	4 Prefer not to say

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

24 Yes

85 No

2 Prefer not to say

**(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?

(Do not count anything you do as part of your paid employment)

104 No

4 Yes, 1-19 hours per week

Yes, 20-49 hours per week

Yes, 50 or more hours per week

3 Prefer not to say