

# ICAEW Diversity results 2023

Firm Name: PM+M Solutions for Business LLP  
Regulator Number: 4492742  
Submissions: 140  
Completed questionnaires: 121



## Q1 ABOUT YOU

ICAEW Chartered Account	Partner	7	Manager	14	Qualified	5	Training	12	
Other Chartered Account	Partner	3	Manager	4	Qualified	2	Training	1	
Other Accountant	Partner	1	Manager	4	Qualified	6	Training	9	
Legally Qualified	Partner	1							
Other Legal									
Other Profession	Partner	3	Manager	6	Qualified	7	Training	6	
Direct Support Staff	Partner	1	Manager	6	Qualified	8	Training	5	Other 3
Other			Manager	1	Qualified	2	Training	1	
Prefer not to say		11							

## Q2 AGE

16-24 26 25-34 36 35-44 18 45-54 20 55-64 18 65+ 2 Prefer not to say 1

## Q3 GENDER

(a) What is your registered sex at birth?	Female	73	Male	47	Prefer not to say	1
(b) Which gender do you identify with?	A Woman	73	A Man	47	Prefer not to say	1
(c) Is the gender you identify with the same as your sex registered at birth?	Yes	120	No	0	Prefer not to say	1

## Q4 DISABILITY

(a) Do you consider yourself to have a disability according to the definition in the Equality Act?		Yes	4	No	115	Prefer not to say	2		
(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	1	Yes, limited a little	8	No	109	Prefer not to say	3
(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	2	Digestive/continence	2	Manual dexterity	0	Mental health	2		
Mobility	2	Physical coordination	0	Physical Strength	0	Sensory	1		
Not applicable	16	Other	2	Prefer not to say	2				

## Q5 ETHNIC GROUP

Asian/Asian British	Bangladeshi	0	Chinese	0	Indian	8	Pakistani	4	Other Asian	1
Black/African/Caribbean/British	African	0	Caribbean	0	Any other Black/African/Caribbean/Black British	0				
Mixed/Multiple ethnic groups	White and Asian	1	White and Black African	0	White and Black Caribbean	0	Other mixed/multiple ethnic background	1		
White	British/English/Welsh/Northern Irish/Scottish	102	Irish	1	Gypsy or Irish Traveller	0	Any other white background	0		
Arab							Arab	0		
Other					Other ethnic group	0	Prefer not to say	3		

## Q6 FAITH

Buddhist	1	Christian	55	Hindu	0	Jewish	0	Muslim	13	Sikh	0	Any other religion	3
								No religion	45	Prefer not to say	4		

## Q7 SEXUAL ORIENTATION

Bisexual	1	Gay Man	3	Gay woman	1	Heterosexual/Straight	113	Other	0	Prefer not to say	3
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## 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?

Yes	32	No	13	Did not attend	71	Prefer not to say	5
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(b) What type of school did you mainly attend between the ages of 11 and 16?

Attended school outside the British Isles	3	State-run or state-funded school-non-selective	71	State-run or state-funded school-selective on academic, faith or other grounds	29	Independent or fee-paying school	14
I don't know	0	Prefer not to say	4				

## 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?

At least one has a degree level qualification	23	At least one has A Level or vocational qualifications	36	Qualifications below A Level/ vocational	28	No formal qualifications	14
I don't know	14	Not applicable	0	Other	1	Prefer not to say	5

(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	49	A Level or vocational qualifications	53	Qualifications below A Level	11	No formal qualifications	2
I don't know	1	Not applicable	0	Other	1	Prefer not to say	4

(c) Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?

Yes	14	No	88	I don't know	11	Prefer not to say	8
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(c) ii. Were you entitled to free school meals?

Yes	8	No	100	I don't know	7	Prefer not to say	6
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(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	18
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	3
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	21
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	25
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	13
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	10
Armed forces personnel for example soldier, airman, naval or military police	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	8
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	7
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	1
Inactive (excluding those that are retired)	0
Retired	0
Not applicable	1
I don't know	1
Other	4
Prefer not to say	9

## Q10 CARING RESPONSIBILITIES

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

Yes  No  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 or problems related to old-age?

No  Yes, 1-19 hours per week  Yes, 20-49 hours per week  Yes, 50 or more hours per week   
Prefer not to say

## Q11 MARITAL STATUS

What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	<input type="text" value="50"/>	Married	<input type="text" value="57"/>
In a registered same-sex civil partnership	<input type="text" value="0"/>	Separated (but still legally married or still legally in a same-sex civil partnership)	<input type="text" value="2"/>
Divorced or formally in a same-sex civil partnership which is now legally dissolved	<input type="text" value="5"/>	Widowed or surviving partner from a same-sex civil partnership	<input type="text" value="0"/>
Other	<input type="text" value="4"/>	Prefer not to say	<input type="text" value="3"/>

## Q12 MATERNITY/PATERNITY

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

Yes  No

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

Yes  No  Not applicable

(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

Yes  No  Not applicable

(b) If yes: iii. Has your employer offered you flexible working arrangements?

Yes  No  Not applicable

(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?

Yes  No  Not applicable

The data collected via the PM+M 2023 probate diversity survey has been very insightful. Everyone at PM+M is treated fairly, regardless of race, gender, age, ethnic background, sexual orientation, or any other differences.

PM+M is committed to our diversity and inclusion and we ensure that our recruiting managers are open to all talent. Our data shows that, as our team grows, we are becoming more diverse. This can be seen especially with regards to ethnicity and faith. Providing an inclusive culture for all PM+M people is a long-term commitment for the firm. It is very important to us to keep learning and improving. Our diversity and inclusion programmes and policies are frequently reviewed to ensure we are making progress that addresses behavioural, process and cultural transformation throughout our firm.

The survey has highlighted the need to explain our policies on maternity and paternity in more detail, so that all who take family leave understand their entitlements. Our family policies are currently under review, so as part of this project we will ensure a better understanding for all as well as enhancing our benefits in this area.

As in previous years, we will consider the areas where members of the team have selected the option of 'prefer not to say', we will explore this and ensure the team feel they can be themselves within the workplace.