

JT AccountS Ltd
Membership Number: 217978

1. About you
 ICAEW Chartered Accountant

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

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

Direct support staff

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

Other

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

Prefer not to say

Prefer not to say	0	0	0	0	0
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2. Age

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
16-24	1	0	0	0	0
25-34	0	0	0	0	0
35-44	0	0	0	0	0
45-54	3	0	0	0	0
55-64	1	0	0	0	0
65 and over	0	0	0	0	0
Prefer not to say	0	0	0	0	0

3. Sex/Gender

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(a) What is your registered sex at birth?

Female	5	0	0	0	0
Male	0	0	0	0	0
Prefer not to say	0	0	0	0	0

(b) Which gender do you identify with?

A woman	5	0	0	0	0
A man	0	0	0	0	0
Non-binary	0	0	0	0	0
In some other way / self-describe	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	5	0	0	0	0
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
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(a) Do you consider yourself to have a disability according to the definition in the Equality Act?

Yes	0	0	0	0	0
No	5	0	0	0	0
Prefer not to say	0	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	0	0	0	0	0
No	5	0	0	0	0
Prefer not to say	0	0	0	0	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	0	0	0	0	0
Physical coordination	0	0	0	0	0
Physical strength	0	0	0	0	0
Sensory	0	0	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

5. Ethnic group

ICAEW Chartered Accountant

	Totals	Partner	Manager	Qualified	Training
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Asian/Asian British

Bangladeshi	0	0	0	0	0
Chinese	0	0	0	0	0
Indian	0	0	0	0	0
Pakistani	0	0	0	0	0
Other Asian	1	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	0	0	0	0	0

White

British/English/Welsh/Northern Irish/Scottish	2	0	0	0	0
Irish	0	0	0	0	0
Gypsy or Irish Traveller	0	0	0	0	0
Any other White background	2	0	0	0	0

Arab

Arab	0	0	0	0	0
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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	1	0	0	0	0
Christian	3	0	0	0	0
Hindu	0	0	0	0	0
Jewish	0	0	0	0	0
Muslim	0	0	0	0	0
Sikh	0	0	0	0	0
Any other religion	0	0	0	0	0
No religion	1	0	0	0	0
Prefer not to say	0	0	0	0	0

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	4	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	1	0	0	0	0

8. Socio-economic background

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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(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	3	0	0	0	0
No	0	0	0	0	0
Did not attend	2	0	0	0	0
Prefer not to say	0	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	4	0	0	0	0
State-run or state-funded school—selective on academic, faith or other grounds	0	0	0	0	0
Independent or fee-paying school	0	0	0	0	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
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(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	1	0	0	0	0
At least one has A Level or vocational qualifications	1	0	0	0	0
Qualifications below A Level / vocational	1	0	0	0	0
No formal qualifications	1	0	0	0	0
I don't know	1	0	0	0	0
Not applicable	0	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	5	0	0	0	0
A Level or vocational qualification	0	0	0	0	0
Qualifications below A Level	0	0	0	0	0
No formal qualifications	0	0	0	0	0
I don't know	0	0	0	0	0
Not applicable	0	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	0	0	0	0	0

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

Yes	0	0	0	0	0
No	4	0	0	0	0
I don't know	1	0	0	0	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	3	0	0	0	0
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	0	0	0	0	0
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	1	0	0	0	0
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	0	0	0	0	0
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0	0	0	0	0
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0	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	1	0	0	0	0
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1	0	0	0	0
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	1	0	0	0	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
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(a) Are you a primary carer for a child or children under 18?

Yes	1	0	0	0	0
No	4	0	0	0	0
Prefer not to say	0	0	0	0	0

(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 / c

No	3	0	0	0	0
Yes, 1-19 hours per week	2	0	0	0	0
Yes, 20-49 hours per week	0	0	0	0	0
Yes, 50 or more hours per week	0	0	0	0	0
Prefer not to say	0	0	0	0	0

11. Marital Status

ICAEW Chartered Accountant

Totals	Partner	Manager	Qualified	Training
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What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership)	1	0	0	0	0
Married	3	0	0	0	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)	0	0	0	0	0
Divorced or formally 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	1	0	0	0	0
Other	0	0	0	0	0
Prefer not to say	0	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	0	0	0	0	0
No	5	0	0	0	0
(b) If yes: i. Did you return to your current employer after the leave?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Not applicable	0	0	0	0	0
(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Not applicable	0	0	0	0	0
(b) If yes: iii. Has your employer offered you flexible working arrangements?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Not applicable	0	0	0	0	0
(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?					
Yes	0	0	0	0	0
No	0	0	0	0	0
Not applicable	0	0	0	0	0

Summary of the Results

JT AccountS employ 5 members of staff. 2 are employed on a full-time basis and 3 on a part-time basis

The staff members are diverse across a number of categories as shown below:

- 1/ role within the company - there are two fully trained ; one member of staff who is a student of the ICB and is being trained up on Payroll; one member of staff who is t and one member of staff who is a medical undergraduate degree student who helps out to earn money in her spare time;
- 2/ age: mixed across the age groups ranging from 16-24 through to the 55-64 age group;
- 3/ sex/gender: all members of staff are female and identify as female from birth;
- 4/ disability: no members of staff are registered with a disability;
- 5/ ethnic group: mixed including White, Other White backgrounds and other Asian background;
- 6/ faith: we have a diverse range of faiths/non-faith employees:

6/ faith: we have a diverse range of faiths/non faith employees,

7/ sexual orientation: ranges from heterosexual to 'prefer not to say';

8/ socio-economic background:

a/ we have 3 members of staff who were the first generation within their families to go to university. 2 members of staff did not attend university;

b/ one member of staff attended school outside of the British Isles, 3 members attended state-run schools and 1 member abstained from answering;

9/ social mobility:

a/ 1 member has at least one parent who has obtained a degree, 1 with an A-Level or vocational qualification, 1 with qualifications below A-Level or vocational qualification;

b/ 4 members of staff have a degree qualification and 1 member of staff abstained from answering;

c(i)/ In terms of household receiving income support: 3 members of staff said no, 1 said 'I don't know' and 1 abstained from answering;

c(ii)/ Entitlement to free school meals: 1 member said yes, 3 said no, and 1 doesn't know;

d/ main job of the highest earner in the household - 1 replied with clerical and intermediate occupations, 1 with routine manual and service occupations, 1 with armed forces

1 replied with traditional professional occupations;

10/ caring responsibilities:

a/ 1 member of staff has primary carer for a child under 18 whereas the other 4 don't;

b/ in terms of those providing support to others with long term physical or mental ill-health / disability / problems related to old-age – 1 member of staff falls within this

11/ marital status: 3 members of staff are married, 1 is a widower and 1 is single;

12/ maternity/paternity: this does not currently apply to anyone in the practice.

JT AccountS are proud to invest in staff training and staff development to enable staff members to both increase and progress in their professional qualifications, gaining past couple of years alone:

- The Administrative Assistant has been fully trained up to a Wills & LPA advisor and provides these services to the practice's Certainty clients;

- The Senior Accountant is now fully trained up to act as the practice's Probate & Estate Management Advisor and provides these services to the practice's Certainty clients;

- The Senior Bookkeeper has now be trained up and taken on the additional role of processing company accounts for the practice's clients;

- The part-time administrator has been trained up to undertake social media activities;

- The part-time MLRO/Marketing Manager is now a student of the ICB training up to take over payroll within the practice for its clients;

- Both the Senior Bookkeeper and the Marketing Manager continue to undertake an annual CPD accredited refresher Quickbooks course for bookkeeping advancement;

- All staff have been trained on GDPR;

- All staff continue to be trained on Anti-Money Laundering;

- All staff continuously undertake CPD training throughout the year to ensure they are up-to-date with changes both within the accountancy and within their expert fields.

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Other Chartered Accountant

Other accountant

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

Other Chartered Accountant

Other accountant

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

Other accountant

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

Other accountant

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

Other accountant

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	1
0	0	0	0	0	0
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Other Chartered Accountant

Other accountant

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

Other accountant

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

Problems related to old-age?

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

Other Chartered Accountant

Other accountant

Other Chartered Accountant			Other accountant		
Partner	Manager	Qualified	Training	Partner	Manager
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
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trained up in the Certainly side of the business;

ion, 1 with no formal qualifications and 1 who doesn't know;

ources personnel, 1 with middle or junior management and

bracket of providing 1-19 hours of care; 3 said no and 1 abstained from answering

CPD accreditation whilst being employed by JT AccountS. Within the

its;

s as well as in the wider field.

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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
1	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
1	0	0	0	0	0
0	0	0	0	0	0
0	0	0	0	0	0
1	0	0	0	0	0
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Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
0	0	0	0	0	0
1	0	0	0	0	0
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0	0	0	0	0	0
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Legally qualified

Qualified	Training	Partner	Manager	Qualified	Training
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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
1	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
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	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
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
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
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
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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
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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
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Legally qualified

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

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

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

0	0	0	0	0	0
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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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	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	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	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

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

Direct support staff

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

0	0	0	0	0	0
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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

Direct support staff

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

Direct support staff

Qualified	Training	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	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	0	0	0	0
0	0	0	0	0	0
0	0	0	0	1	0

0	0	0	0	0	0
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Other

Prefer not to say

Other	Partner	Manager	Qualified	Training	Prefer not to say
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	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

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

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	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

