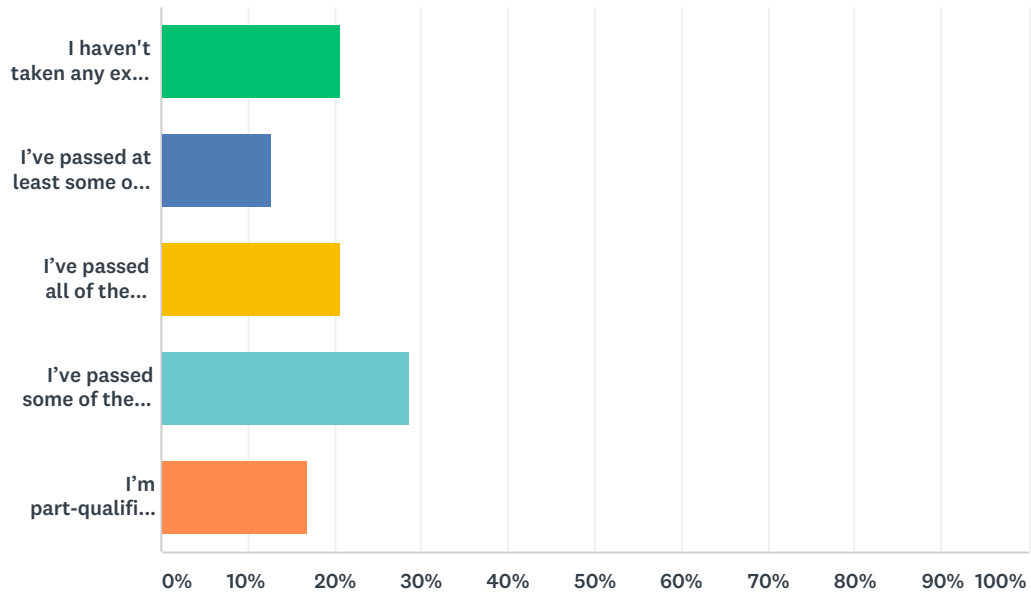


Q1 How far are you into your training?

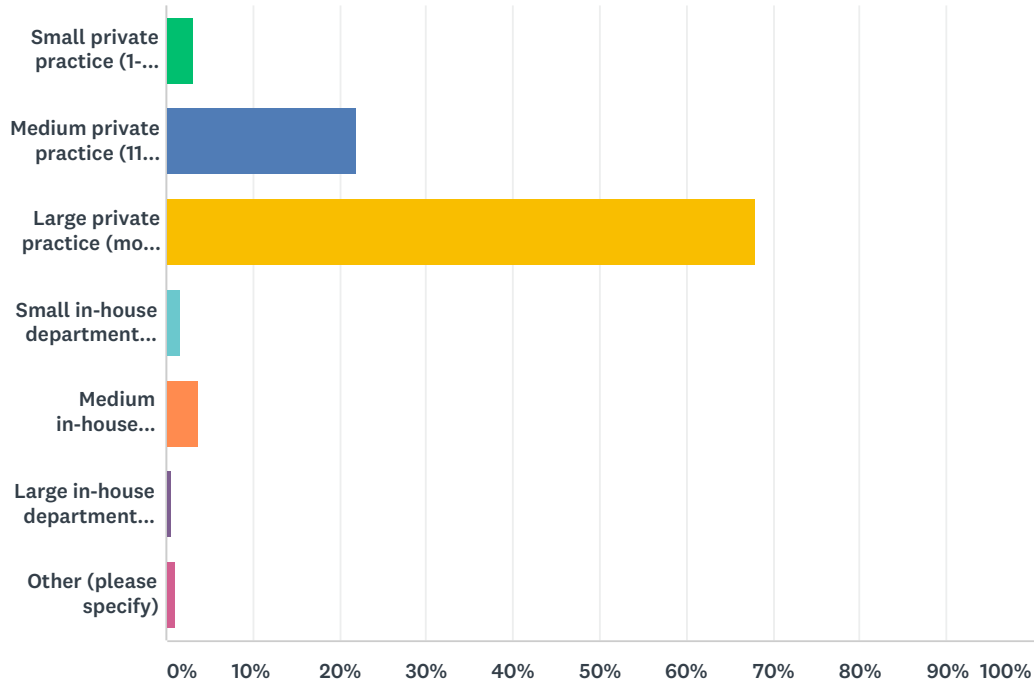
Answered: 188 Skipped: 3



ANSWER CHOICES	RESPONSES	
I haven't taken any exams yet	20.74%	39
I've passed at least some of the Foundation exams or an equivalent (eg Queen Mary) course	12.77%	24
I've passed all of the Foundation exams or an equivalent course	20.74%	39
I've passed some of the Final exams and/or some of the EQEs	28.72%	54
I'm part-qualified (either EPA or CPA but not both)	17.02%	32
TOTAL		188

Q2 What type of organisation do you work in?

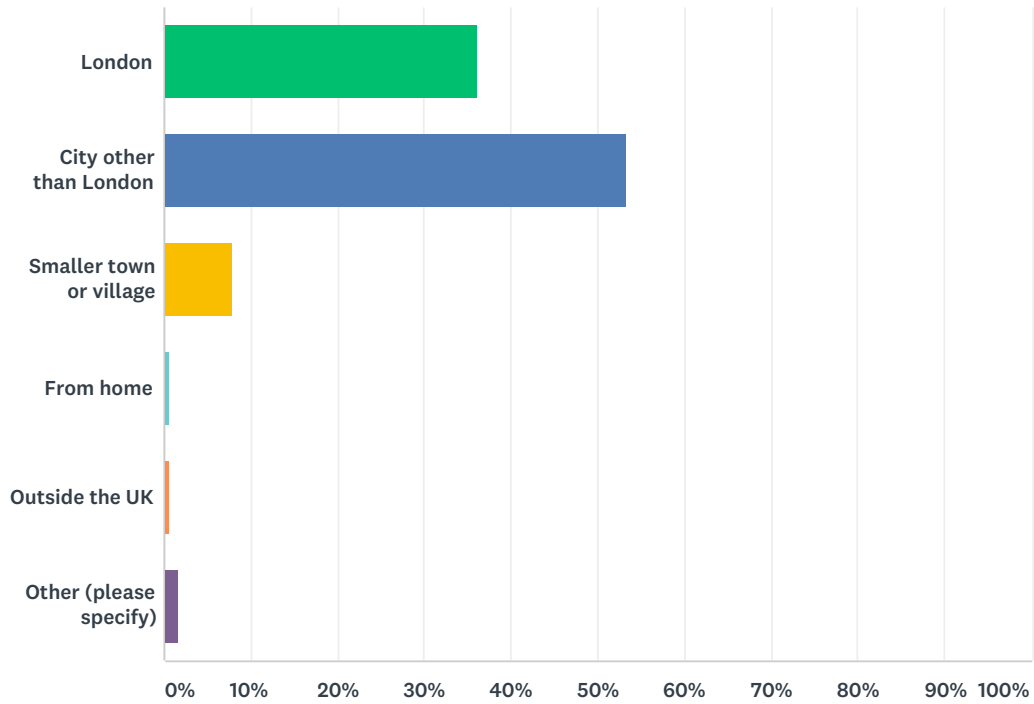
Answered: 191 Skipped: 0



ANSWER CHOICES	RESPONSES	
Small private practice (1-10 staff including partners/directors)	3.14%	6
Medium private practice (11-80 staff including partners/directors)	21.99%	42
Large private practice (more than 80 staff including partners/directors)	68.06%	130
Small in-house department (1-10 staff)	1.57%	3
Medium in-house department (11-50 staff)	3.66%	7
Large in-house department (more than 50 staff)	0.52%	1
Other (please specify)	1.05%	2
TOTAL		191

Q3 Where do you work, mostly?

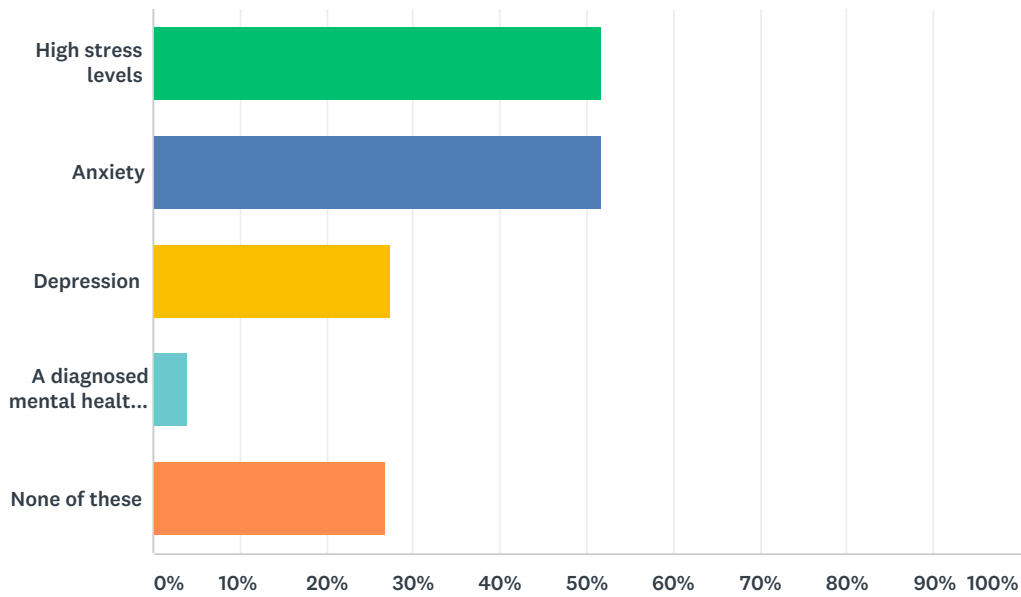
Answered: 191 Skipped: 0



ANSWER CHOICES	RESPONSES	
London	36.13%	69
City other than London	53.40%	102
Smaller town or village	7.85%	15
From home	0.52%	1
Outside the UK	0.52%	1
Other (please specify)	1.57%	3
TOTAL		191

Q4 Which of the following have adversely affected your work (select as many as applicable)?

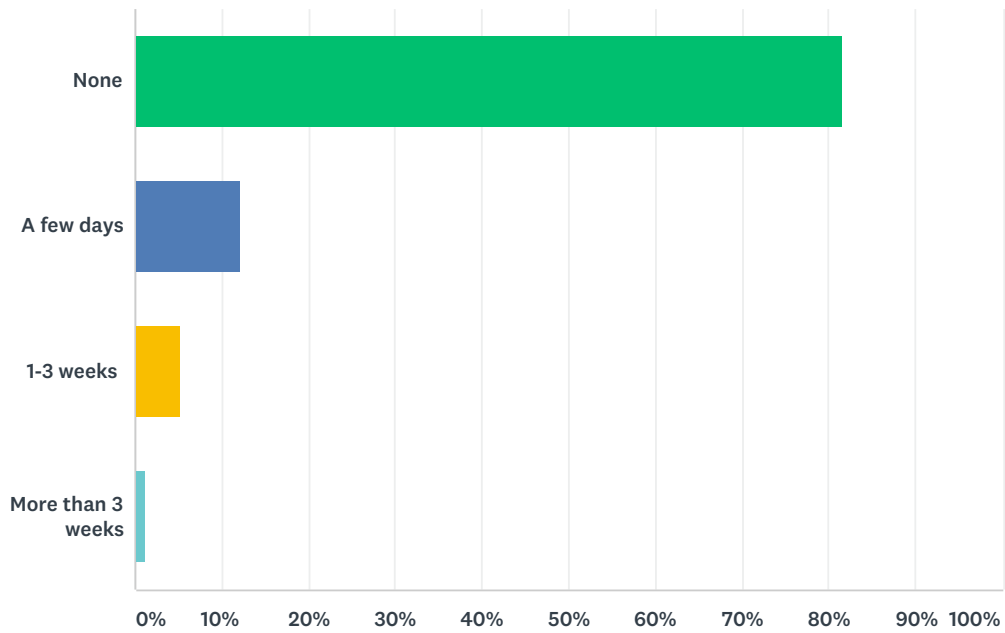
Answered: 172 Skipped: 19



ANSWER CHOICES	RESPONSES	
High stress levels	51.74%	89
Anxiety	51.74%	89
Depression	27.33%	47
A diagnosed mental health problem other than the above	4.07%	7
None of these	26.74%	46
Total Respondents: 172		

Q5 How much time have you had off work due to stress or mental health problems?

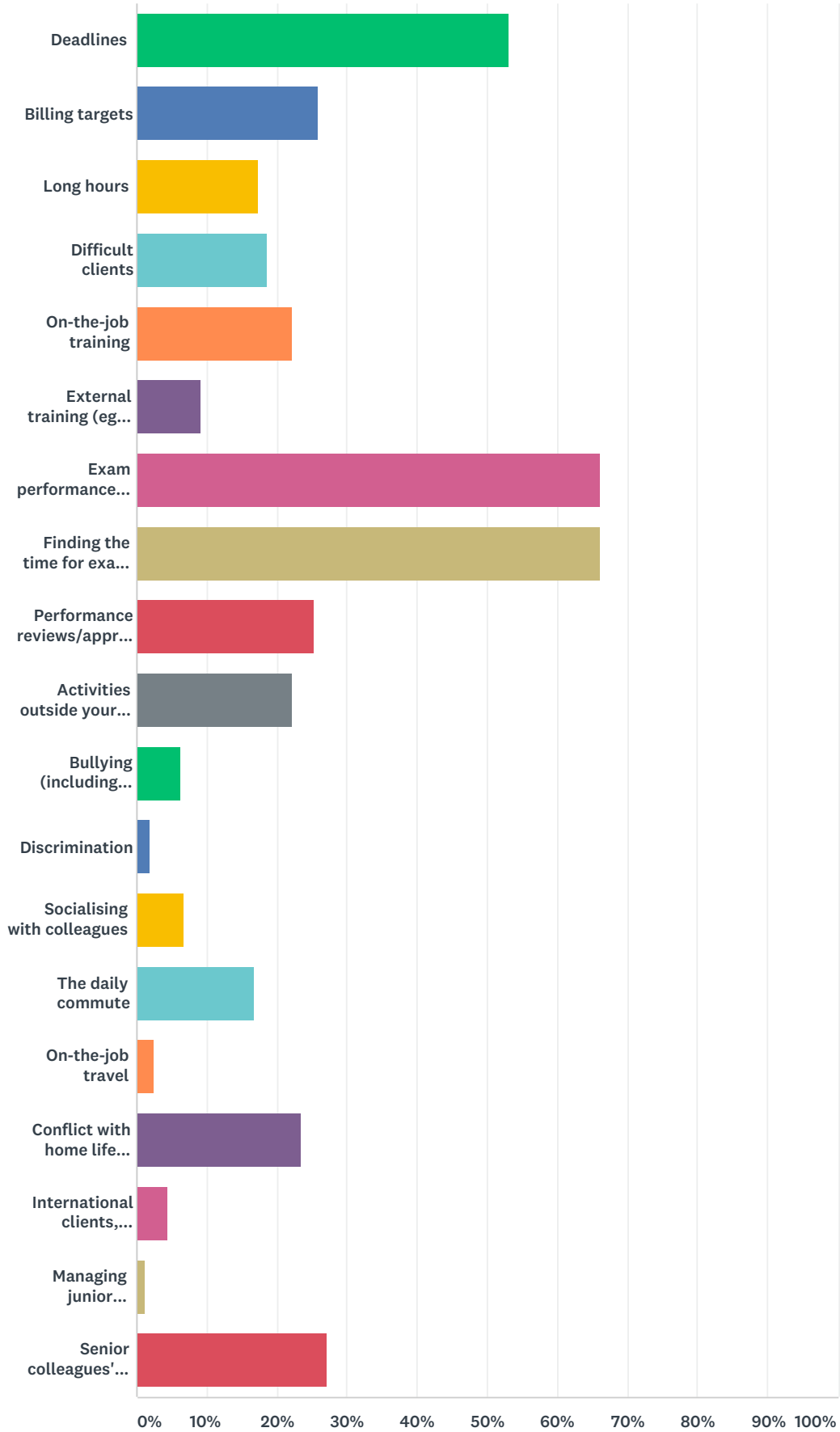
Answered: 173 Skipped: 18



ANSWER CHOICES	RESPONSES	
None	81.50%	141
A few days	12.14%	21
1-3 weeks	5.20%	9
More than 3 weeks	1.16%	2
TOTAL		173

Q6 Which of the following has caused you significant stress or anxiety at work (select as many as applicable)?

Answered: 162 Skipped: 29



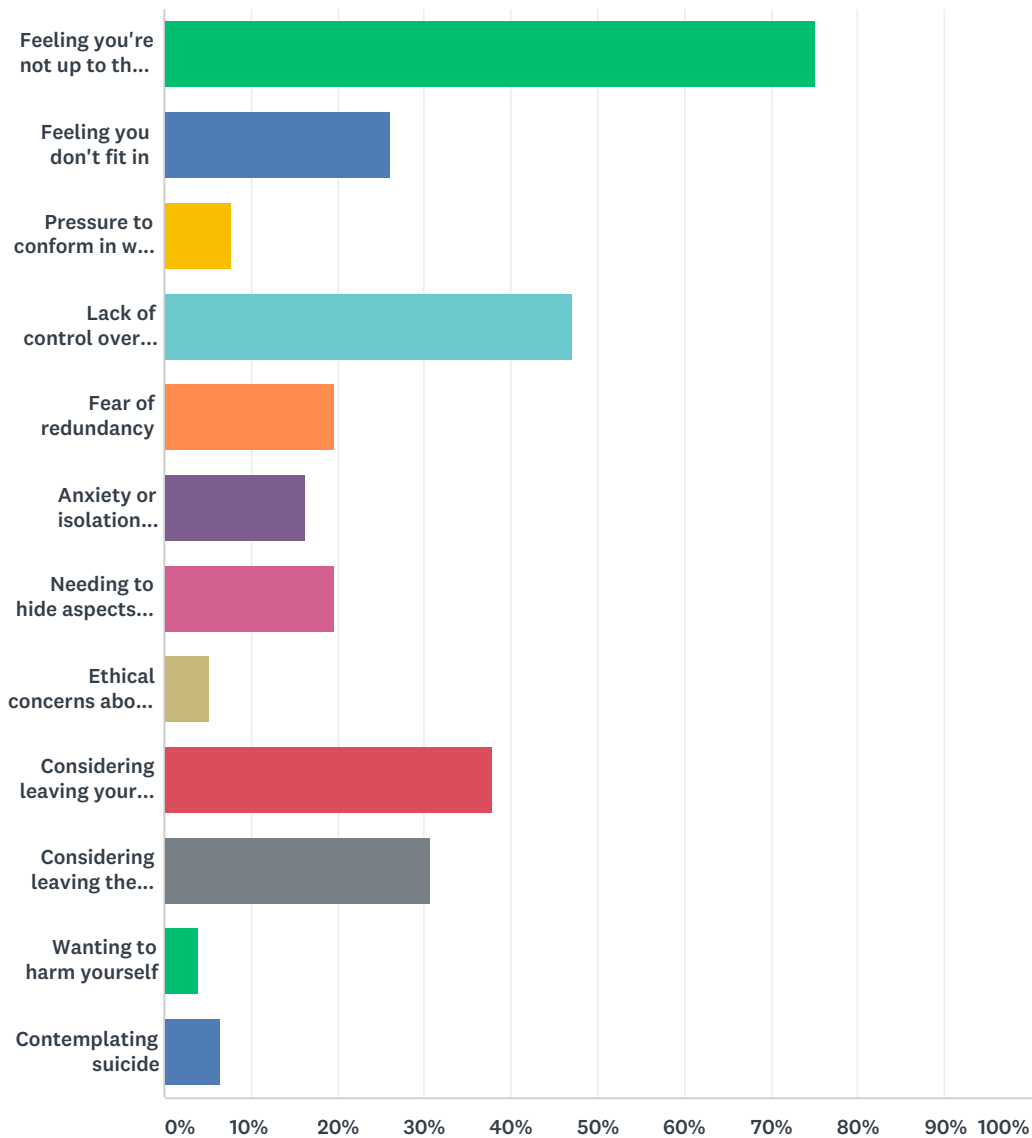
ANSWER CHOICES

RESPONSES

Deadlines	53.09%	86
Billing targets	25.93%	42
Long hours	17.28%	28
Difficult clients	18.52%	30
On-the-job training	22.22%	36
External training (eg courses)	9.26%	15
Exam performance fears	66.05%	107
Finding the time for exam preparation	66.05%	107
Performance reviews/appraisals	25.31%	41
Activities outside your comfort zone (eg presentations, formal hearings, "networking")	22.22%	36
Bullying (including inappropriate banter) or harassment	6.17%	10
Discrimination	1.85%	3
Socialising with colleagues	6.79%	11
The daily commute	16.67%	27
On-the-job travel	2.47%	4
Conflict with home life and/or personal (eg caring) responsibilities	23.46%	38
International clients, different time zones and the need for 24-hour availability	4.32%	7
Managing junior colleagues	1.23%	2
Senior colleagues' behaviour	27.16%	44
Total Respondents: 162		

Q7 Which of the following negative feelings have troubled you at work (select as many as applicable)?

Answered: 153 Skipped: 38

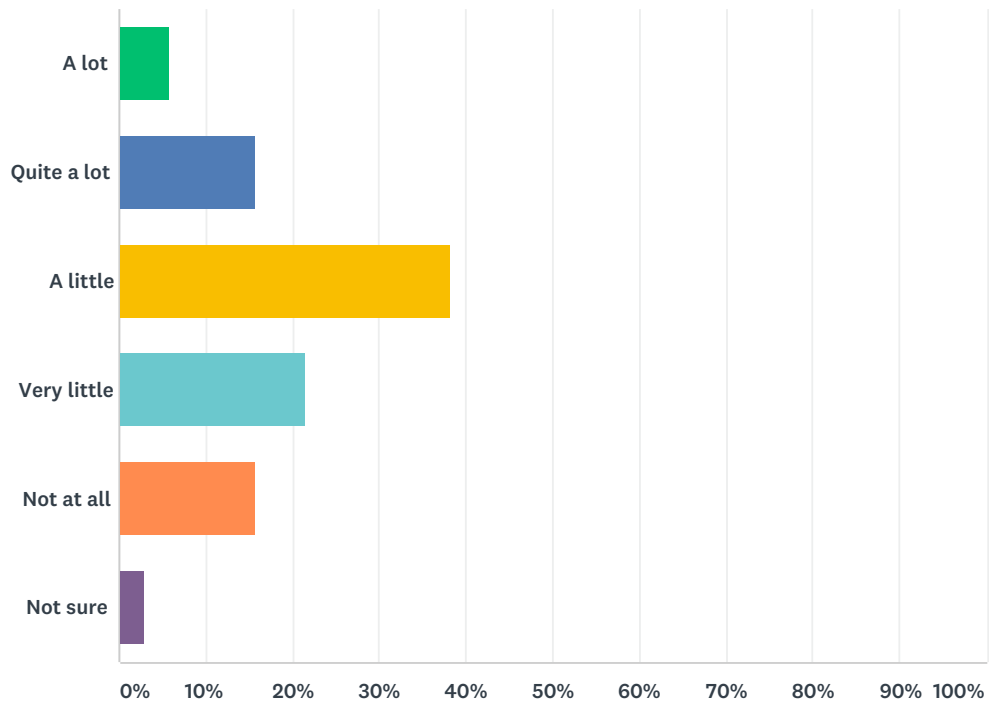


ANSWER CHOICES	RESPONSES
Feeling you're not up to the job	75.16% 115
Feeling you don't fit in	26.14% 40
Pressure to conform in ways you're uncomfortable with	7.84% 12
Lack of control over workload	47.06% 72
Fear of redundancy	19.61% 30
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	16.34% 25

Needing to hide aspects of yourself or your life from colleagues	19.61%	30
Ethical concerns about the work you're asked to do	5.23%	8
Considering leaving your current job	37.91%	58
Considering leaving the profession	30.72%	47
Wanting to harm yourself	3.92%	6
Contemplating suicide	6.54%	10
Total Respondents: 153		

Q8 To what extent has stress at work affected your relationships outside of work?

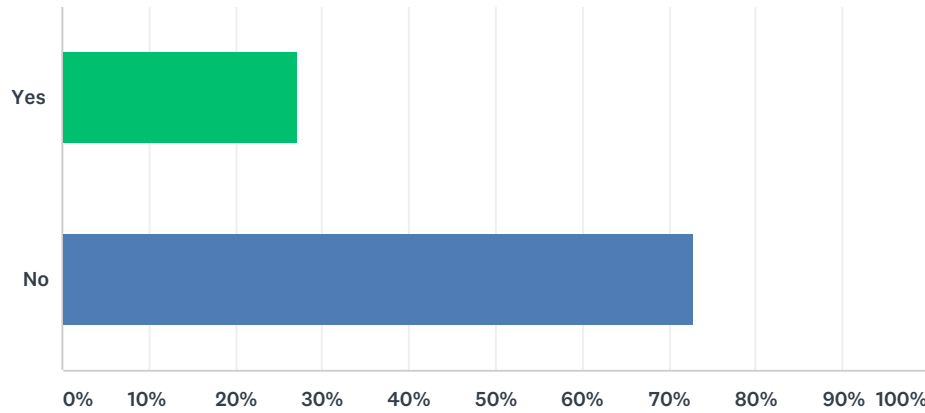
Answered: 172 Skipped: 19



ANSWER CHOICES	RESPONSES	
A lot	5.81%	10
Quite a lot	15.70%	27
A little	38.37%	66
Very little	21.51%	37
Not at all	15.70%	27
Not sure	2.91%	5
Total Respondents: 172		

Q9 Are you aware of the support available from the charity LawCare, which supports mental health in the legal community?

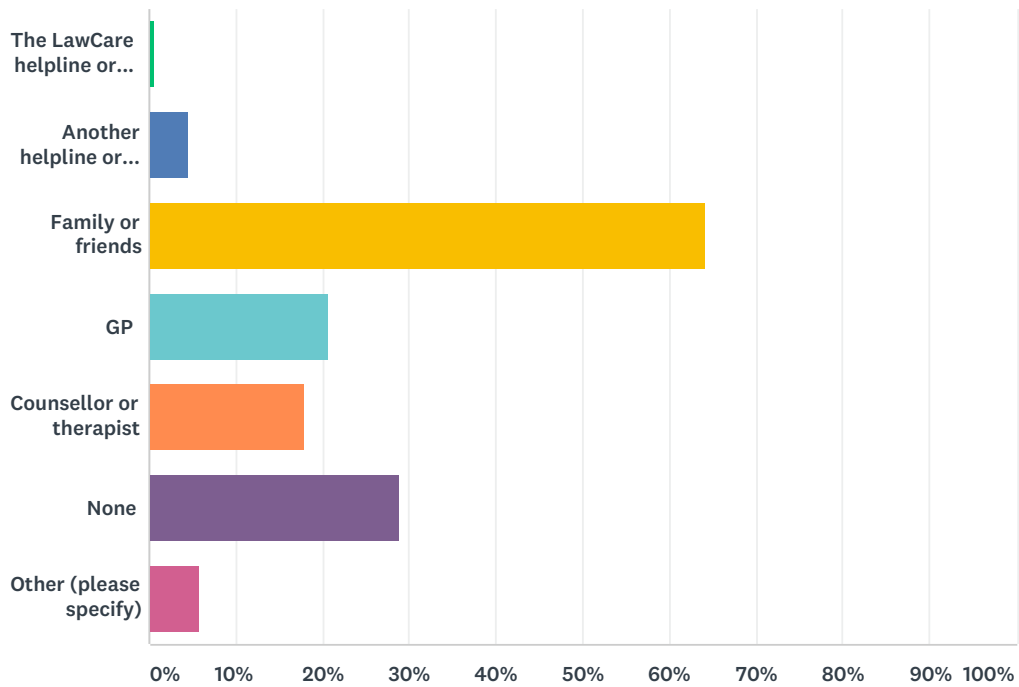
Answered: 173 Skipped: 18



ANSWER CHOICES	RESPONSES	
Yes	27.17%	47
No	72.83%	126
TOTAL		173

Q10 Which, if any, of the following forms of support have you drawn on (select as many as applicable)?

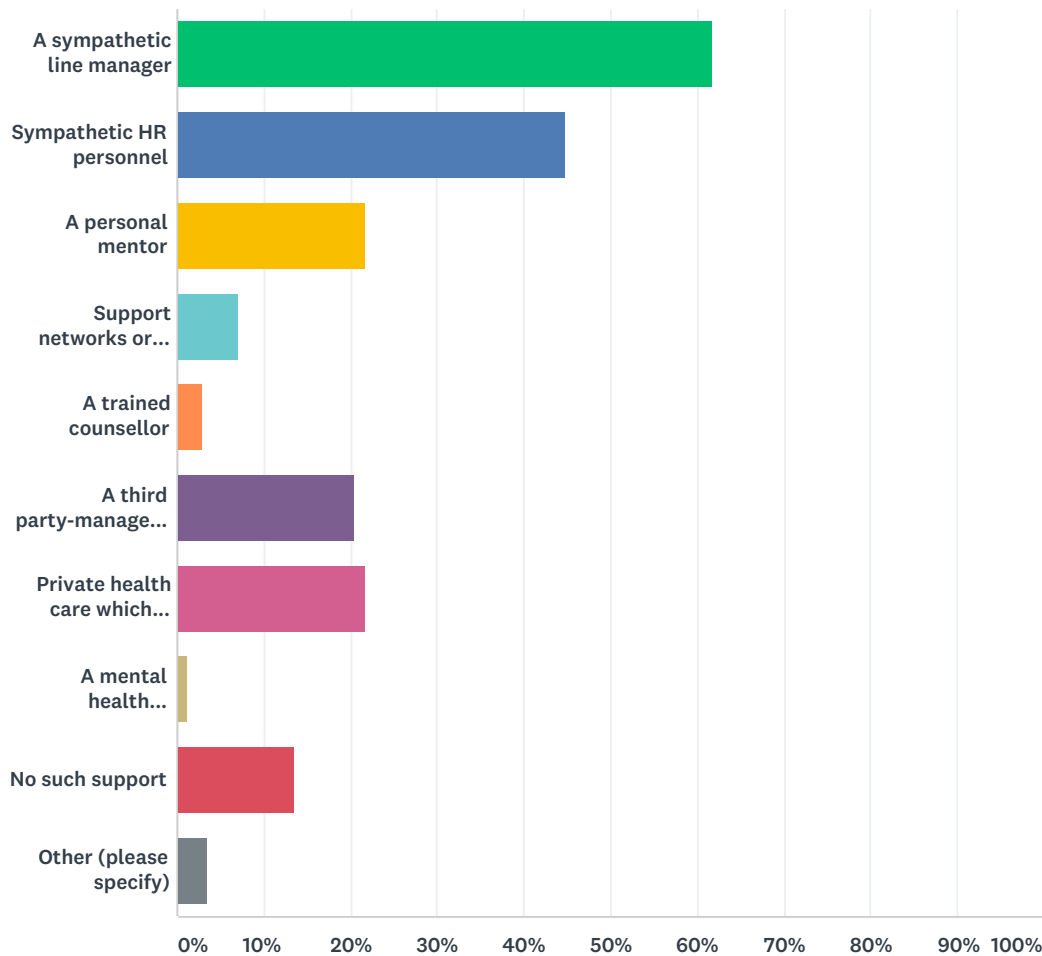
Answered: 173 Skipped: 18



ANSWER CHOICES	RESPONSES	
The LawCare helpline or website	0.58%	1
Another helpline or charity (eg The Samaritans) (please use the box below to specify which)	4.62%	8
Family or friends	64.16%	111
GP	20.81%	36
Counsellor or therapist	17.92%	31
None	28.90%	50
Other (please specify)	5.78%	10
Total Respondents: 173		

Q11 Which of the following forms of support do you have access to through work (select as many as applicable)?

Answered: 170 Skipped: 21

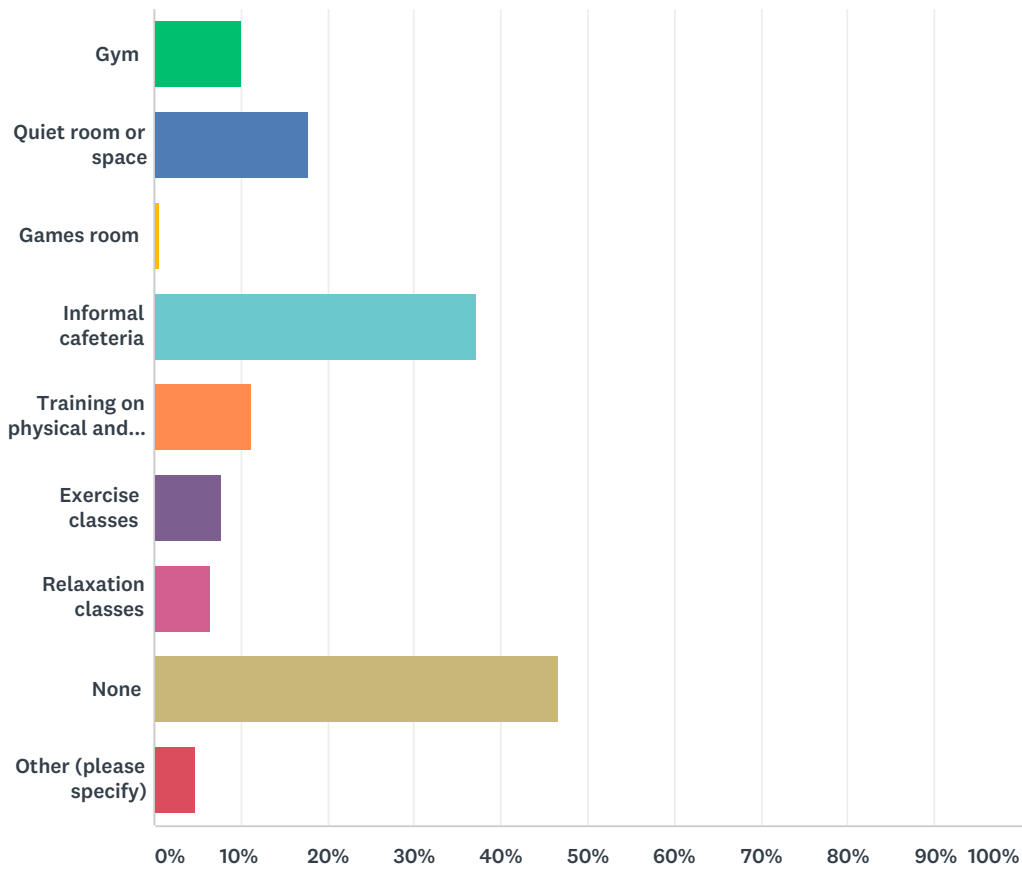


ANSWER CHOICES	RESPONSES	
A sympathetic line manager	61.76%	105
Sympathetic HR personnel	44.71%	76
A personal mentor	21.76%	37
Support networks or groups (eg for women, LGBT+, BAME)	7.06%	12
A trained counsellor	2.94%	5
A third party-managed "employee assistance programme"	20.59%	35
Private health care which extends to mental health problems	21.76%	37
A mental health "first-aider" or similar	1.18%	2
No such support	13.53%	23
Other (please specify)	3.53%	6

Total Respondents: 170

Q12 What well-being activities or facilities do you have access to through work (select as many as applicable)?

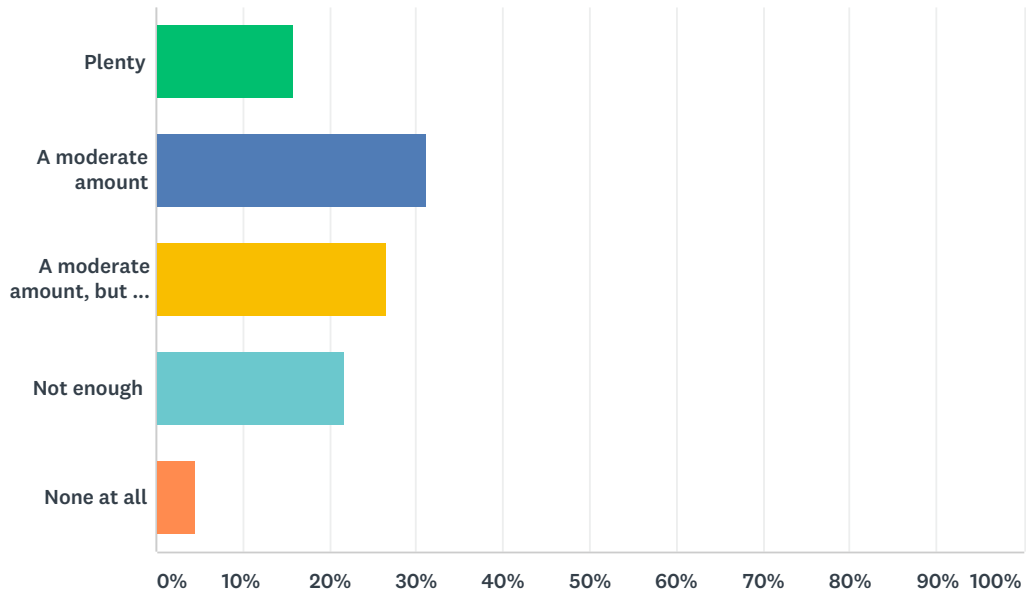
Answered: 169 Skipped: 22



ANSWER CHOICES	RESPONSES	
Gym	10.06%	17
Quiet room or space	17.75%	30
Games room	0.59%	1
Informal cafeteria	37.28%	63
Training on physical and/or mental well-being	11.24%	19
Exercise classes	7.69%	13
Relaxation classes	6.51%	11
None	46.75%	79
Other (please specify)	4.73%	8
Total Respondents: 169		

Q13 How much flexibility do you have in your working arrangements?

Answered: 170 Skipped: 21



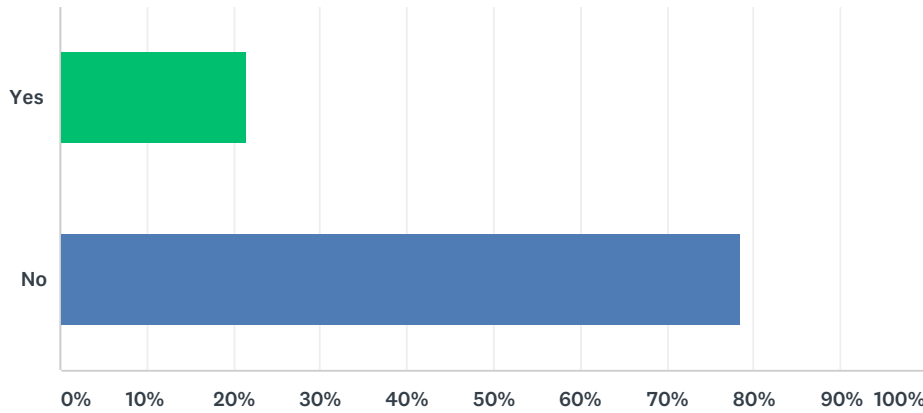
ANSWER CHOICES	RESPONSES	
Plenty	15.88%	27
A moderate amount	31.18%	53
A moderate amount, but I have to justify it	26.47%	45
Not enough	21.76%	37
None at all	4.71%	8
TOTAL		170

Q14 What further support would you like to have access to, either in the workplace or through CIPA?

Answered: 37 Skipped: 154

Q15 In the last two years, have you experienced a medically diagnosed mental health problem?

Answered: 162 Skipped: 29



ANSWER CHOICES	RESPONSES	
Yes	21.60%	35
No	78.40%	127
TOTAL		162

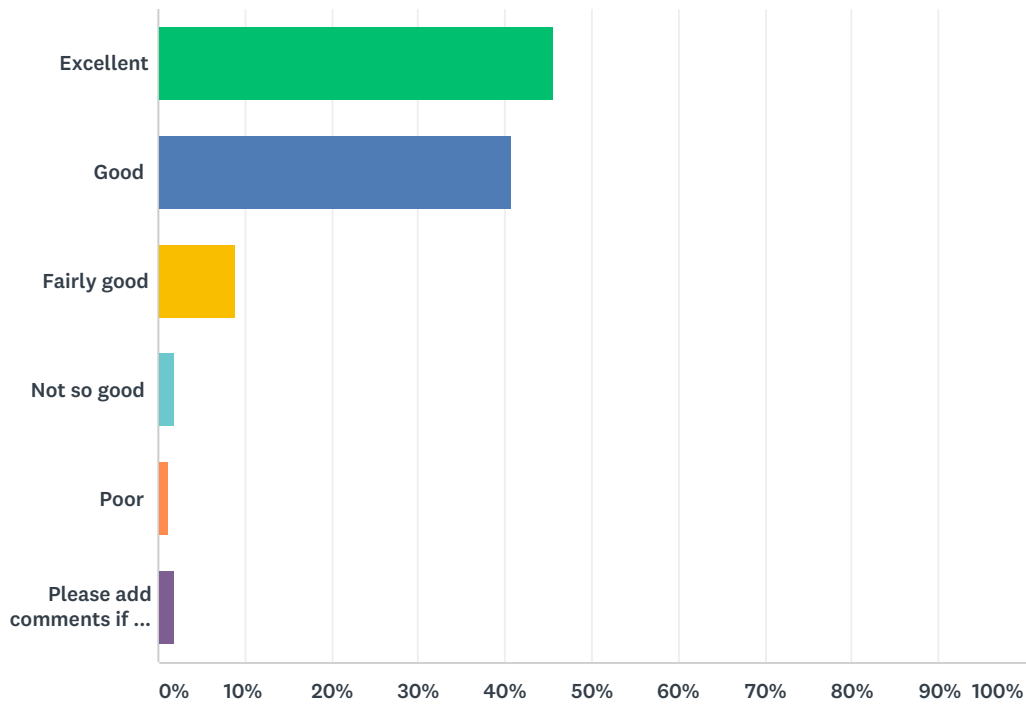
Q16 If so, and you're willing to provide further information, please tell us briefly:

Answered: 34 Skipped: 157

ANSWER CHOICES	RESPONSES	
What was the problem?	97.06%	33
What if any treatment did you undergo (eg medication, counselling, CBT)?	97.06%	33
Roughly how much time, if any, did it cause you to take off work?	94.12%	32
How supportive was your employer?	91.18%	31
How supportive were your colleagues?	85.29%	29
If applicable, how easy did you find the return to work?	64.71%	22
What kind of back-to-work support did your organisation provide (eg a phased return)?	64.71%	22

Q17 When your work is going well, how would you describe your level of job satisfaction?

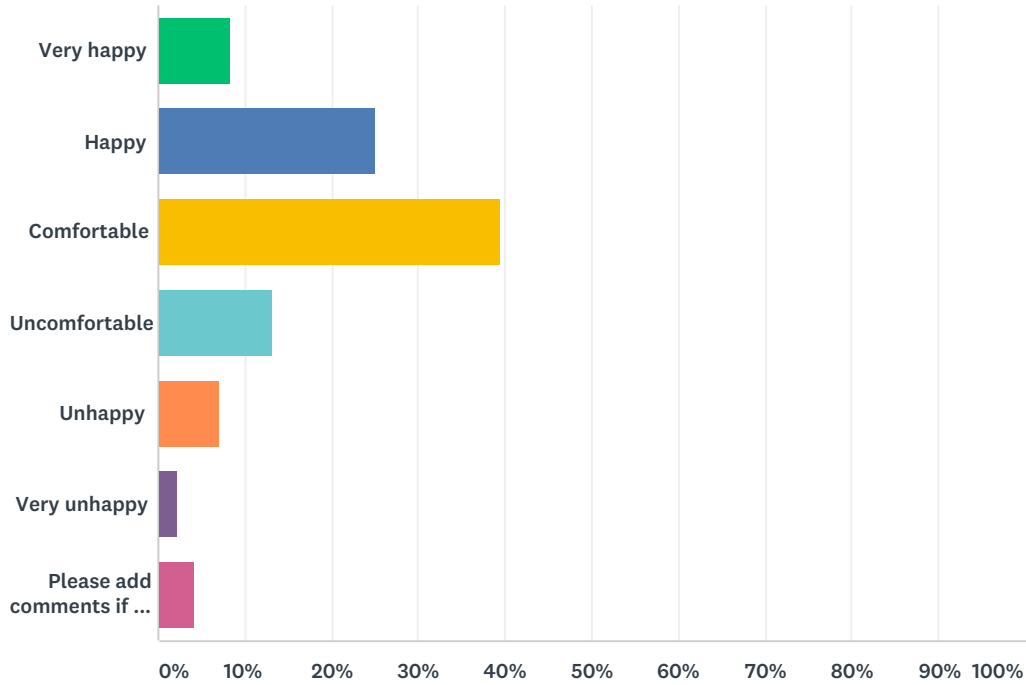
Answered: 167 Skipped: 24



ANSWER CHOICES	RESPONSES	
Excellent	45.51%	76
Good	40.72%	68
Fairly good	8.98%	15
Not so good	1.80%	3
Poor	1.20%	2
Please add comments if you wish.	1.80%	3
TOTAL		167

Q18 How would you describe your current mood at work?

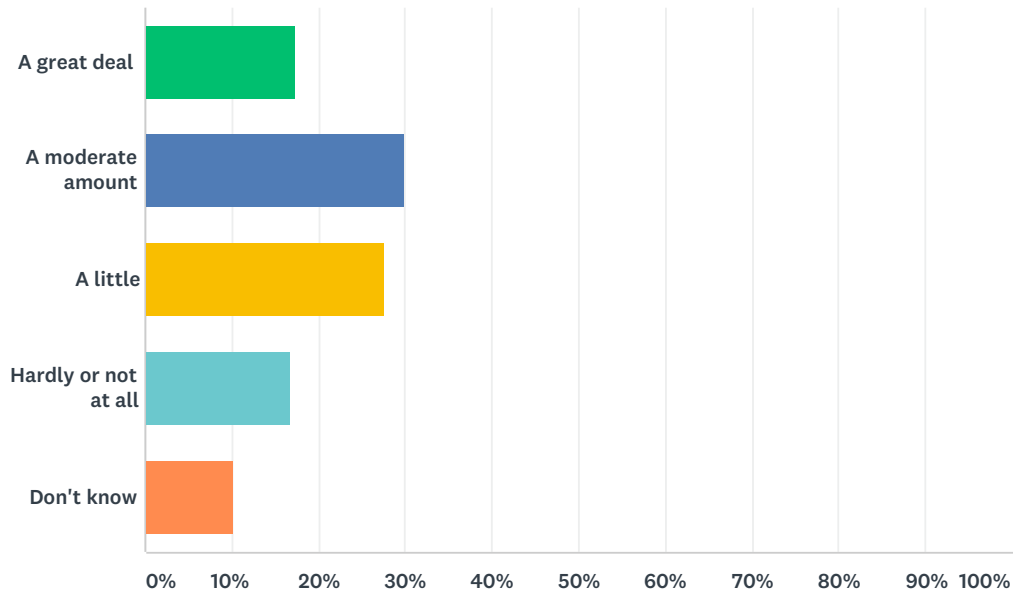
Answered: 167 Skipped: 24



ANSWER CHOICES	RESPONSES	
Very happy	8.38%	14
Happy	25.15%	42
Comfortable	39.52%	66
Uncomfortable	13.17%	22
Unhappy	7.19%	12
Very unhappy	2.40%	4
Please add comments if you wish.	4.19%	7
TOTAL		167

Q19 To what extent would your current job satisfaction level be improved by a more open and sensitive approach to mental health in your workplace?

Answered: 167 Skipped: 24



ANSWER CHOICES	RESPONSES	
A great deal	17.37%	29
A moderate amount	29.94%	50
A little	27.54%	46
Hardly or not at all	16.77%	28
Don't know	10.18%	17
Total Respondents: 167		