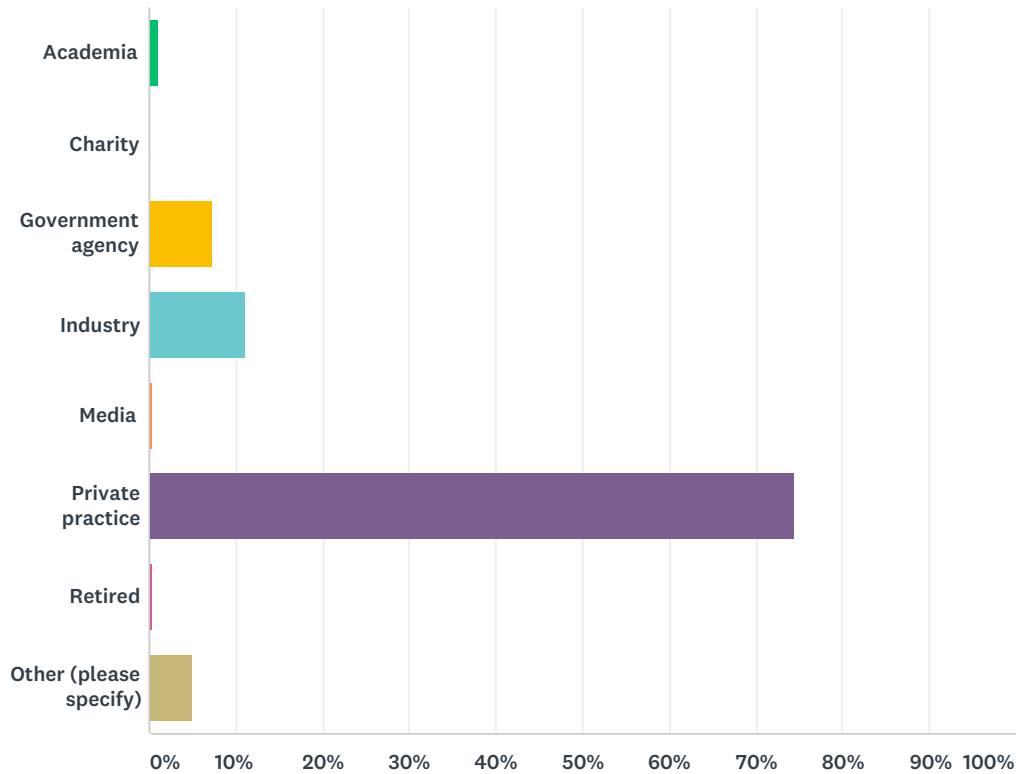


Q1 Which sector do you work in?

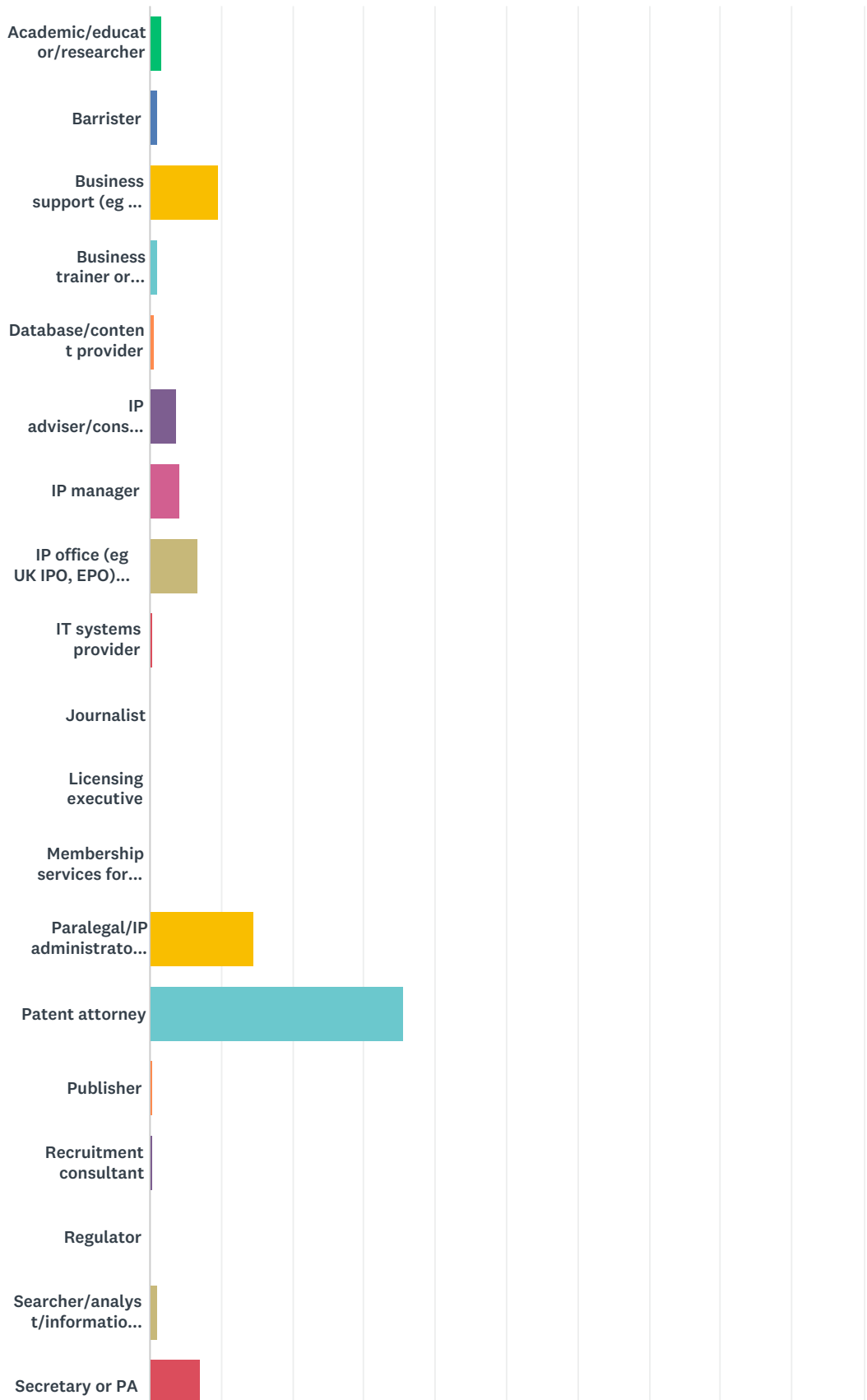
Answered: 621 Skipped: 5

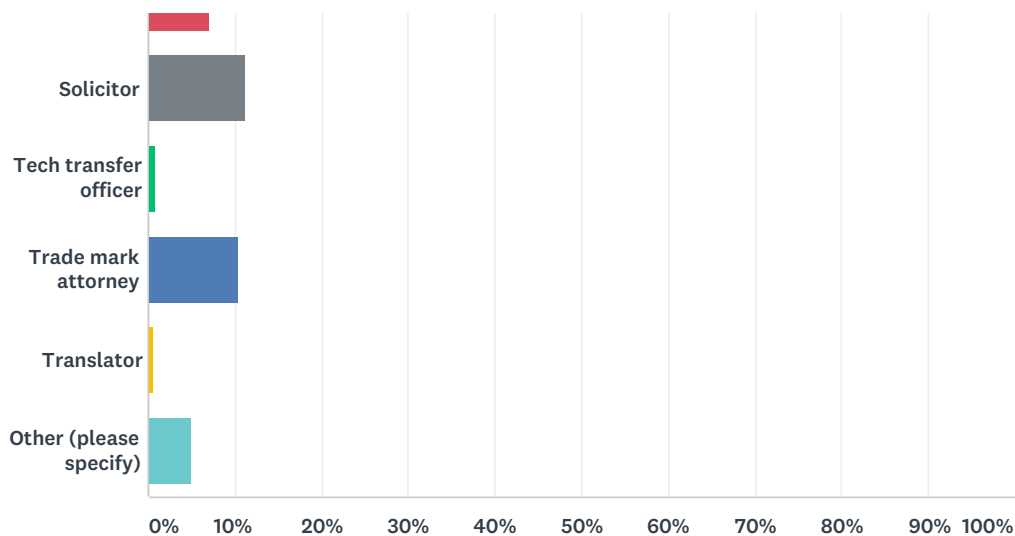


ANSWER CHOICES	RESPONSES	
Academia	1.13%	7
Charity	0.16%	1
Government agency	7.41%	46
Industry	11.11%	69
Media	0.48%	3
Private practice	74.40%	462
Retired	0.32%	2
Other (please specify)	4.99%	31
TOTAL		621

Q2 What job do you do in the IP field (tick as many as applicable)?

Answered: 625 Skipped: 1



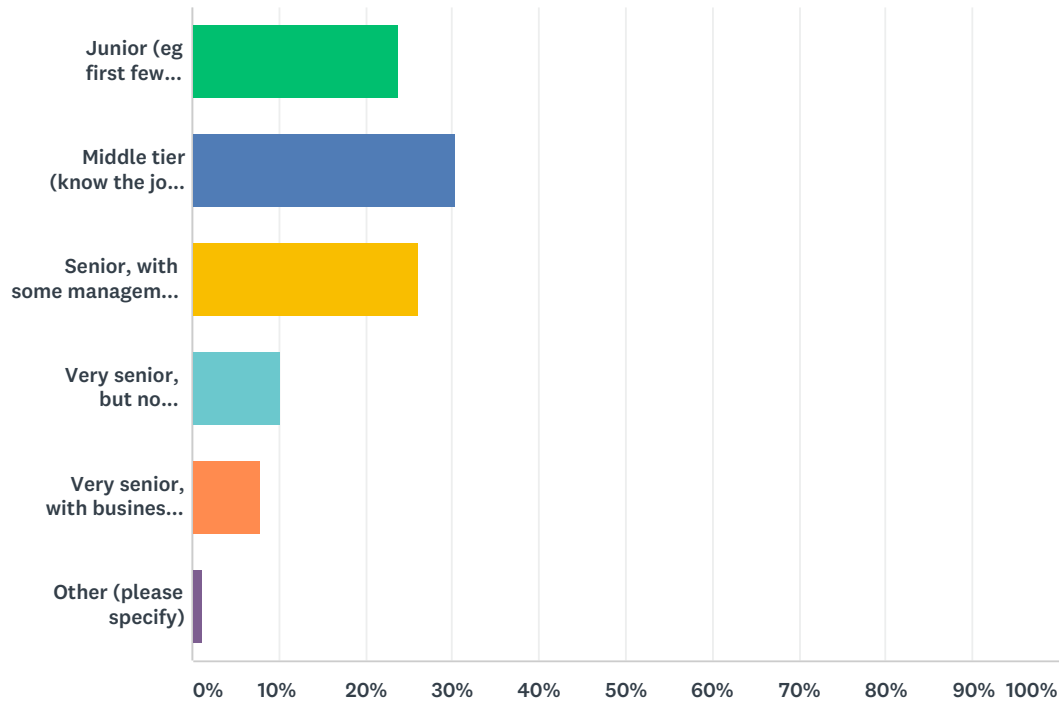


ANSWER CHOICES	RESPONSES	
Academic/educator/researcher	1.60%	10
Barrister	0.96%	6
Business support (eg HR, IT, marketing, office management &c)	9.60%	60
Business trainer or coach	1.12%	7
Database/content provider	0.64%	4
IP adviser/consultant	3.68%	23
IP manager	4.16%	26
IP office (eg UK IPO, EPO) employee	6.72%	42
IT systems provider	0.48%	3
Journalist	0.16%	1
Licensing executive	0.16%	1
Membership services for IP professionals	0.16%	1
Paralegal/IP administrator/formalities clerk	14.56%	91
Patent attorney	35.52%	222
Publisher	0.48%	3
Recruitment consultant	0.32%	2
Regulator	0.00%	0
Searcher/analyst/information scientist	0.96%	6
Secretary or PA	7.20%	45
Solicitor	11.20%	70
Tech transfer officer	0.80%	5
Trade mark attorney	10.40%	65
Translator	0.64%	4

Other (please specify)	5.12%	32
Total Respondents: 625		

Q3 Which of the following best describes your career level?

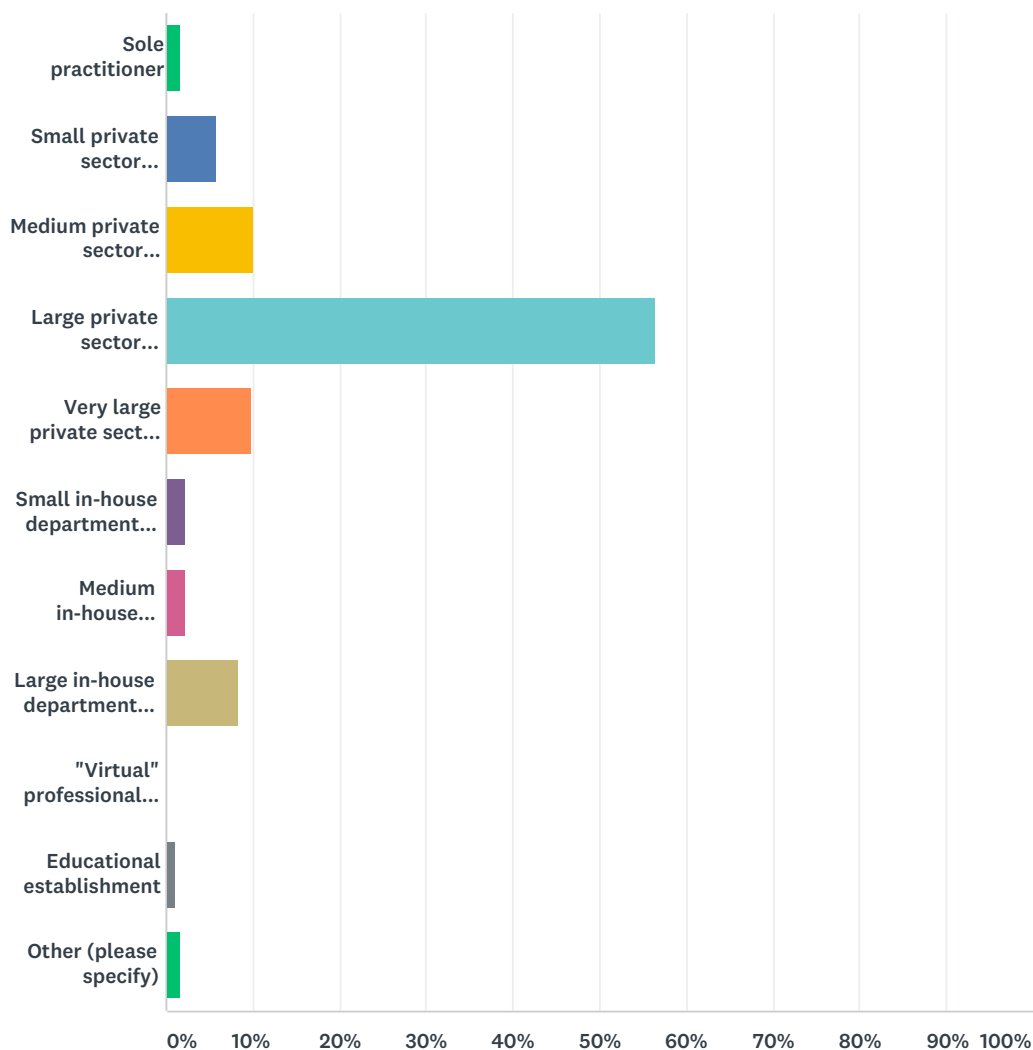
Answered: 621 Skipped: 5



ANSWER CHOICES	RESPONSES	
Junior (eg first few years, still training)	23.83%	148
Middle tier (know the job, but not yet "senior")	30.43%	189
Senior, with some management responsibilities	26.25%	163
Very senior, but no ownership of the business	10.31%	64
Very senior, with business ownership	7.89%	49
Other (please specify)	1.29%	8
TOTAL		621

Q4 What type of organisation do you work in? (Note that "in-house" here also covers government agencies and charities.)

Answered: 624 Skipped: 2

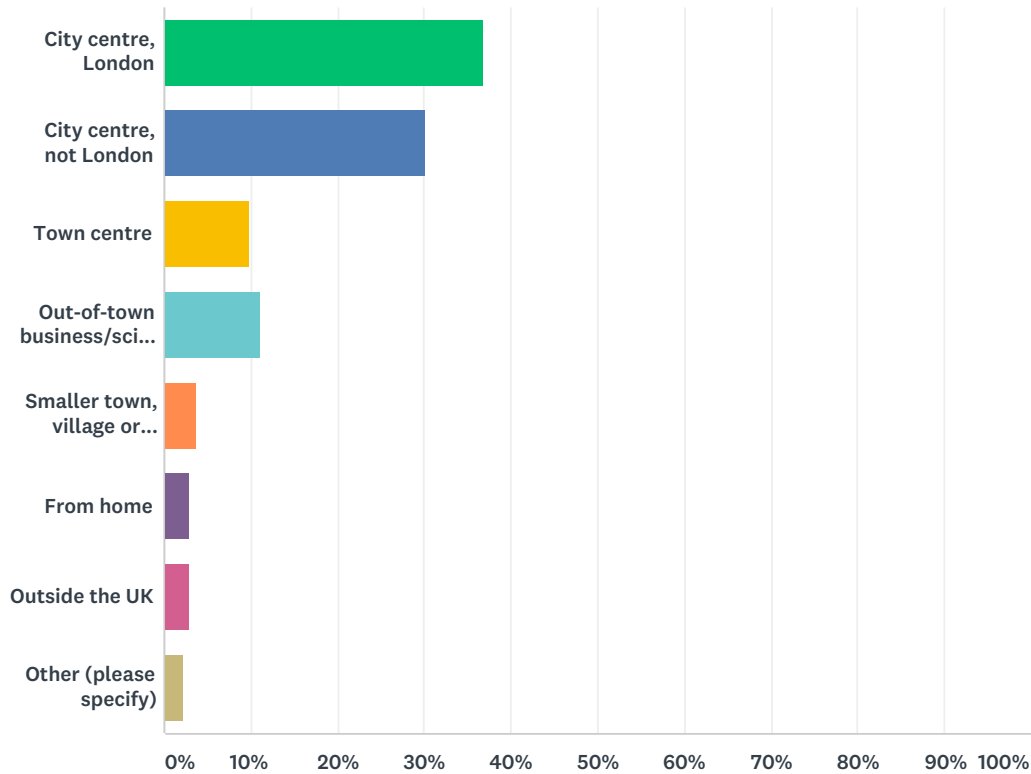


ANSWER CHOICES	RESPONSES	
Sole practitioner	1.76%	11
Small private sector organisation (1-20 staff including partners/directors)	5.93%	37
Medium private sector organisation (21-80 staff including partners/directors)	10.10%	63
Large private sector organisation (more than 80 staff including partners/directors)	56.57%	353
Very large private sector organisation (more than 500 staff including partners/directors)	9.94%	62
Small in-house department (1-10 staff)	2.24%	14
Medium in-house department (11-50 staff)	2.40%	15
Large in-house department (more than 50 staff)	8.33%	52
"Virtual" professional network	0.00%	0

Educational establishment	0.96%	6
Other (please specify)	1.76%	11
TOTAL		624

Q5 Where do you work, mostly?

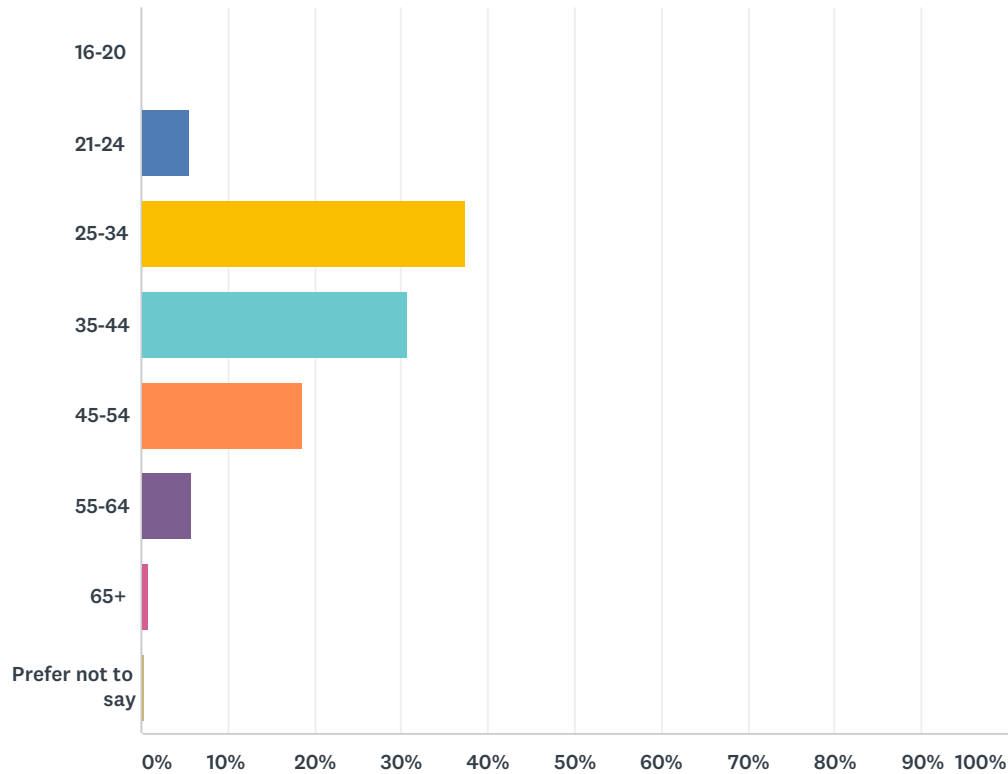
Answered: 626 Skipped: 0



ANSWER CHOICES	RESPONSES	
City centre, London	36.90%	231
City centre, not London	30.19%	189
Town centre	9.74%	61
Out-of-town business/science park	11.18%	70
Smaller town, village or rural location	3.83%	24
From home	2.88%	18
Outside the UK	2.88%	18
Other (please specify)	2.40%	15
TOTAL		626

Q6 What age are you?

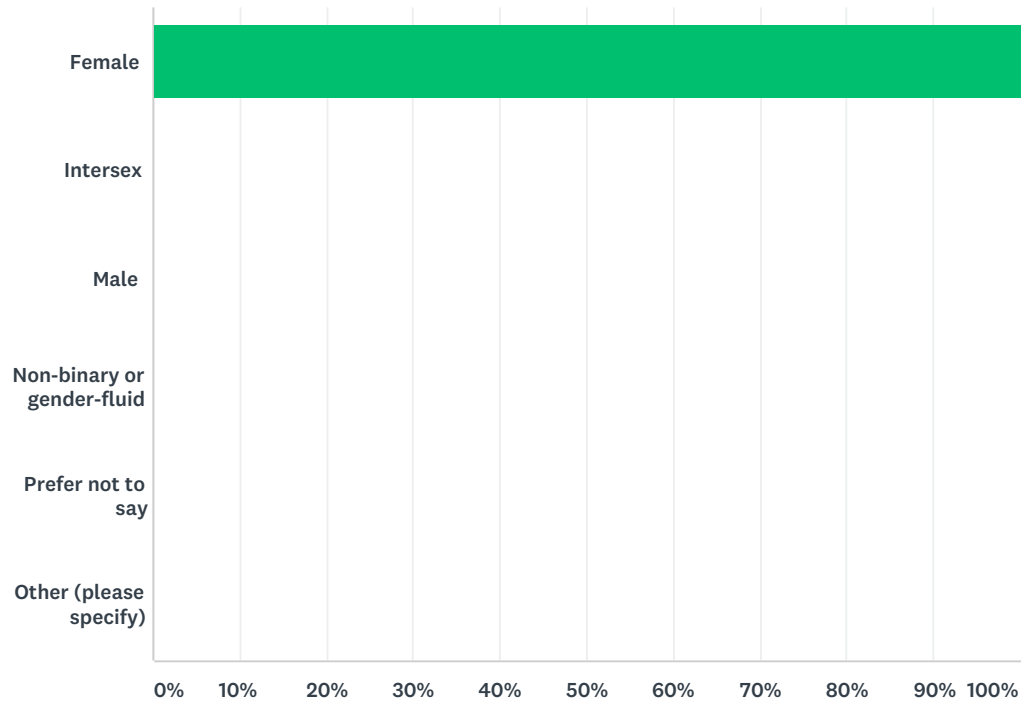
Answered: 626 Skipped: 0



ANSWER CHOICES	RESPONSES	
16-20	0.16%	1
21-24	5.75%	36
25-34	37.38%	234
35-44	30.83%	193
45-54	18.69%	117
55-64	5.91%	37
65+	0.80%	5
Prefer not to say	0.48%	3
TOTAL		626

Q7 How do you describe your gender identity?

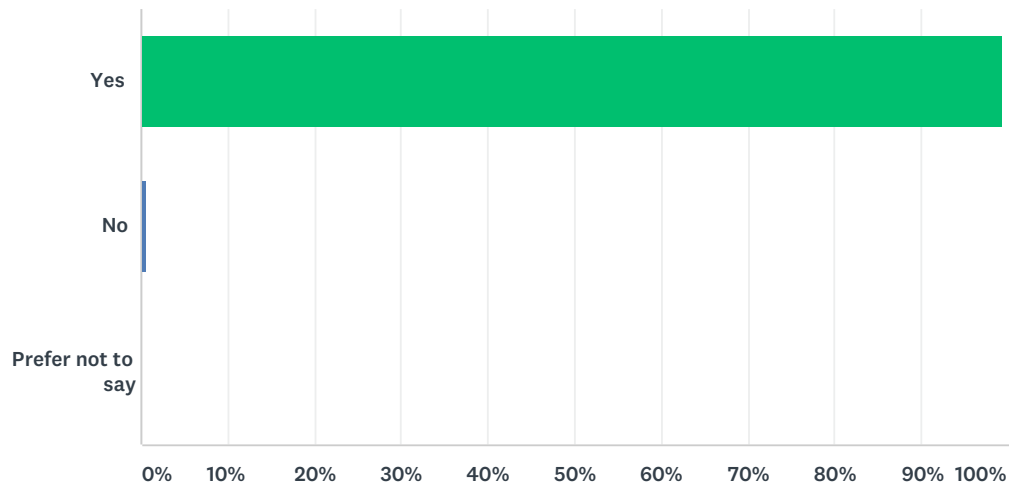
Answered: 626 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	100.00%	626
Intersex	0.00%	0
Male	0.00%	0
Non-binary or gender-fluid	0.00%	0
Prefer not to say	0.00%	0
Other (please specify)	0.00%	0
TOTAL		626

Q8 Is your gender identity the same as the sex you were assigned at birth?

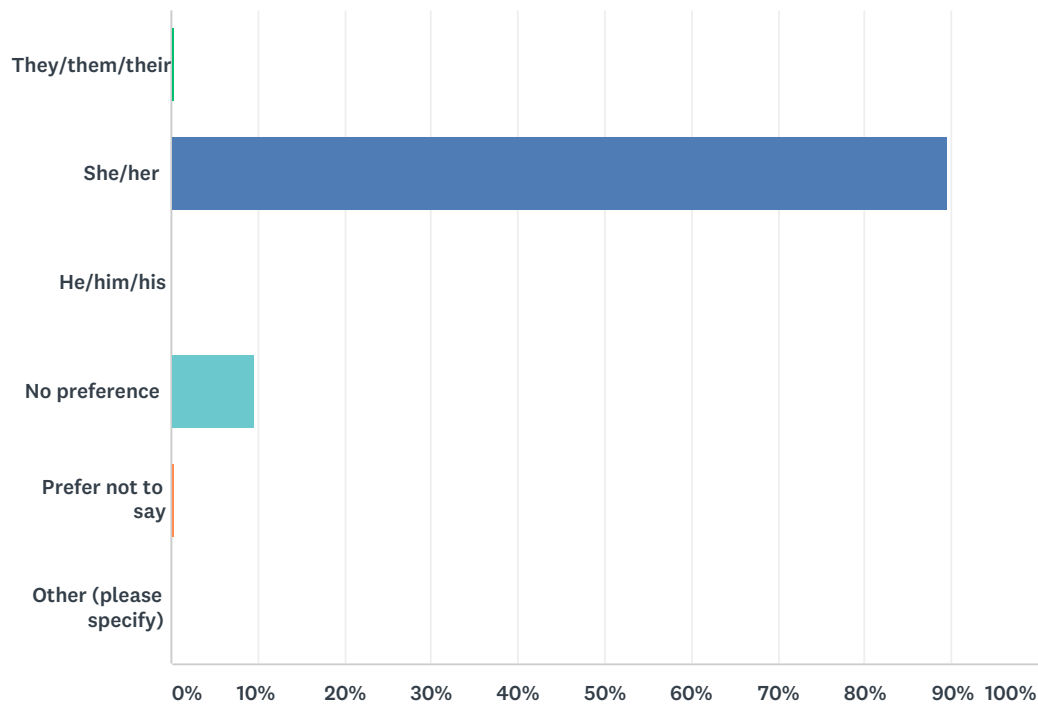
Answered: 626 Skipped: 0



ANSWER CHOICES		RESPONSES	
Yes		99.36%	622
No		0.64%	4
Prefer not to say		0.00%	0
TOTAL			626

Q9 What pronouns do you prefer people to use for you?

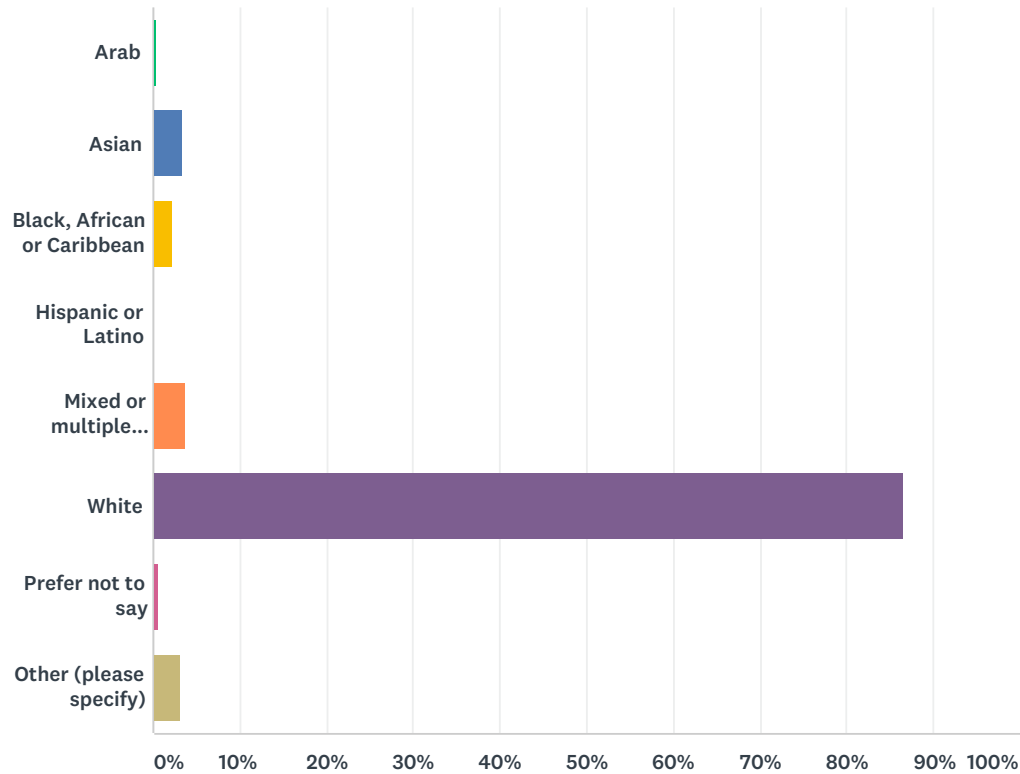
Answered: 626 Skipped: 0



ANSWER CHOICES	RESPONSES	
They/them/their	0.32%	2
She/her	89.62%	561
He/him/his	0.00%	0
No preference	9.58%	60
Prefer not to say	0.32%	2
Other (please specify)	0.16%	1
TOTAL		626

Q10 Which of the following best describes your ethnicity?

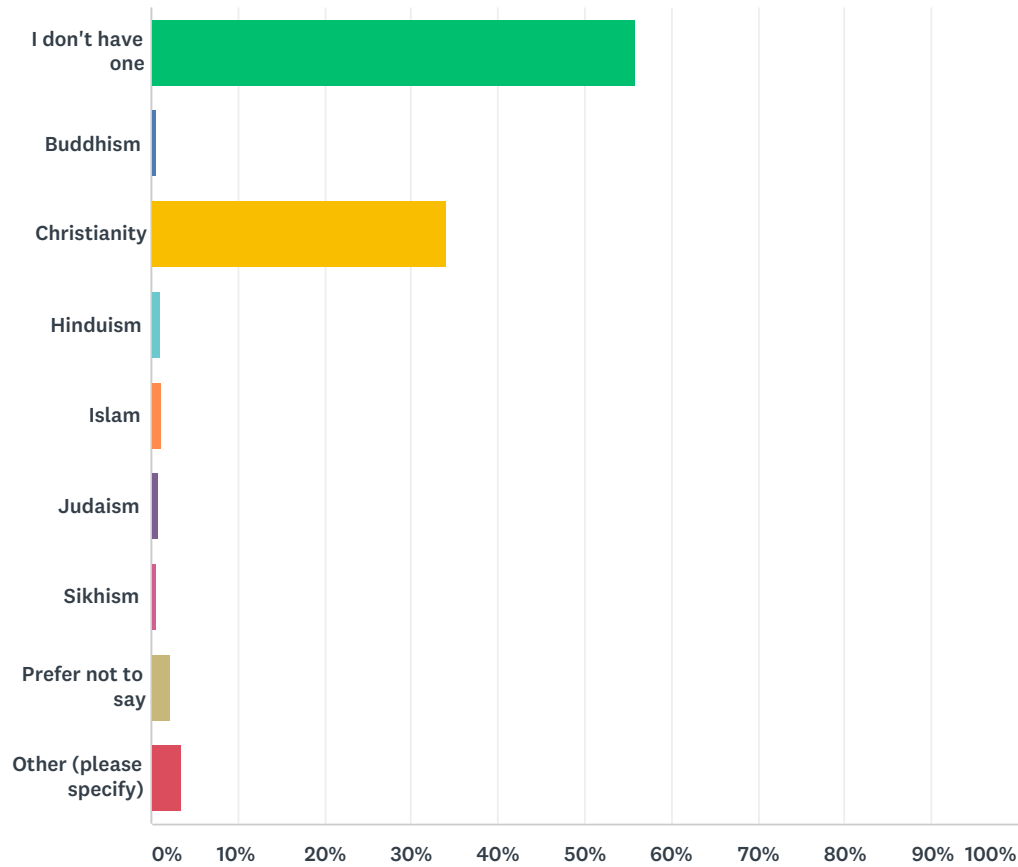
Answered: 624 Skipped: 2



ANSWER CHOICES	RESPONSES	
Arab	0.32%	2
Asian	3.37%	21
Black, African or Caribbean	2.24%	14
Hispanic or Latino	0.00%	0
Mixed or multiple ethnicity	3.69%	23
White	86.54%	540
Prefer not to say	0.64%	4
Other (please specify)	3.21%	20
TOTAL		624

Q11 What is your religion or faith?

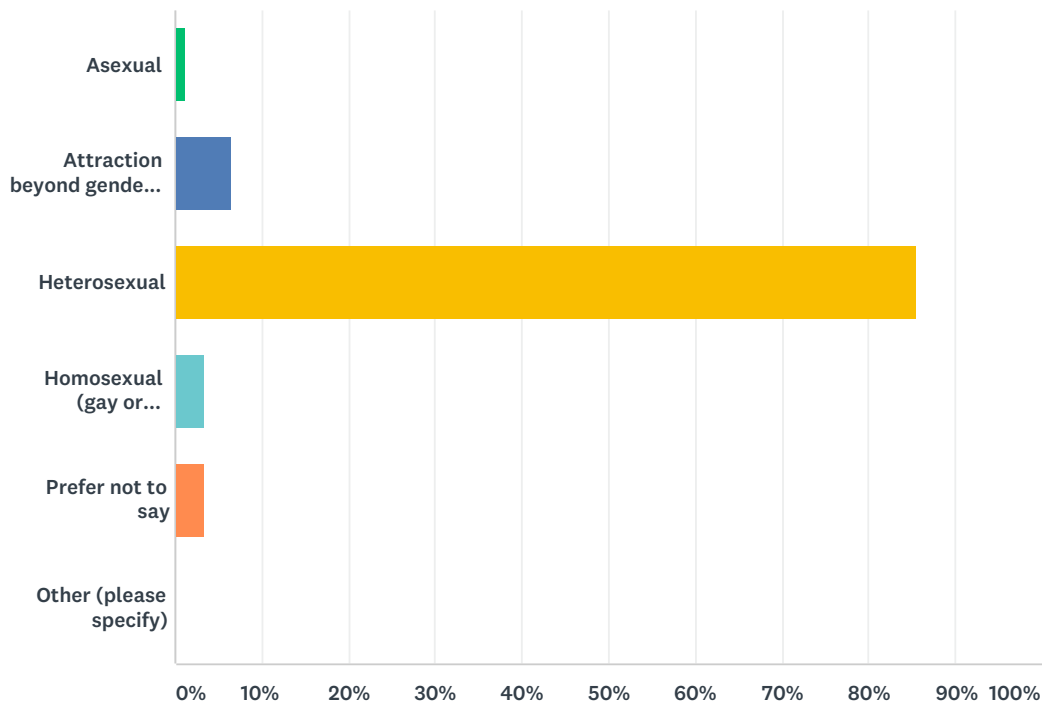
Answered: 625 Skipped: 1



ANSWER CHOICES	RESPONSES	
I don't have one	55.84%	349
Buddhism	0.64%	4
Christianity	34.08%	213
Hinduism	0.96%	6
Islam	1.28%	8
Judaism	0.80%	5
Sikhism	0.64%	4
Prefer not to say	2.24%	14
Other (please specify)	3.52%	22
TOTAL		625

Q12 What is your sexual orientation?

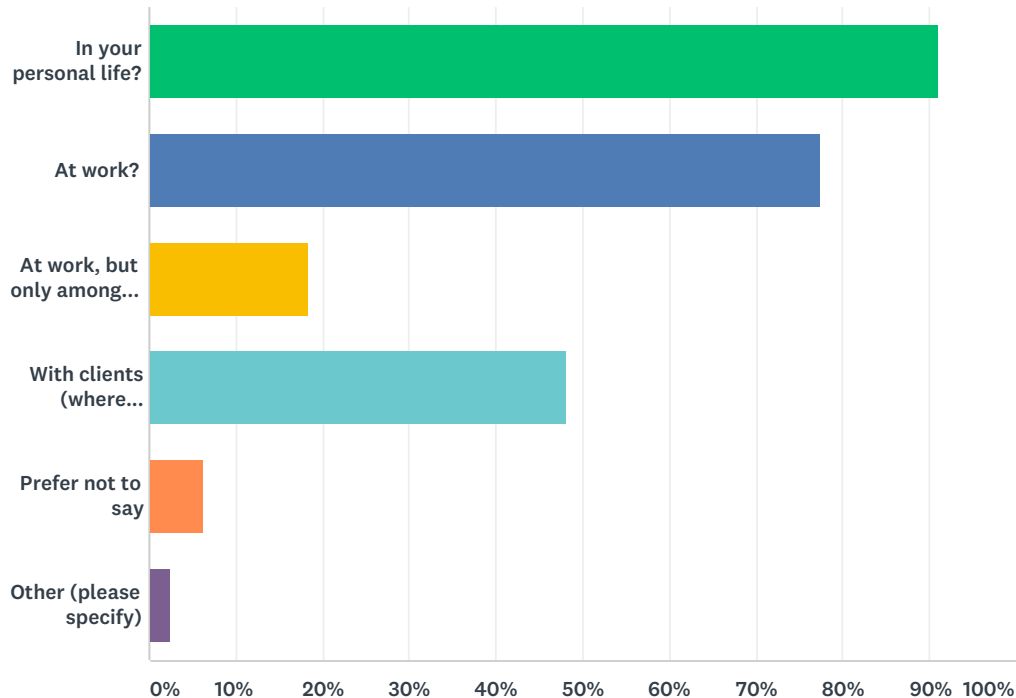
Answered: 619 Skipped: 7



ANSWER CHOICES	RESPONSES	
Asexual	1.29%	8
Attraction beyond gender (eg bisexual, pansexual)	6.46%	40
Heterosexual	85.46%	529
Homosexual (gay or lesbian)	3.39%	21
Prefer not to say	3.39%	21
Other (please specify)	0.00%	0
TOTAL		619

Q13 Are you open about your sexual orientation (tick as many as applicable):

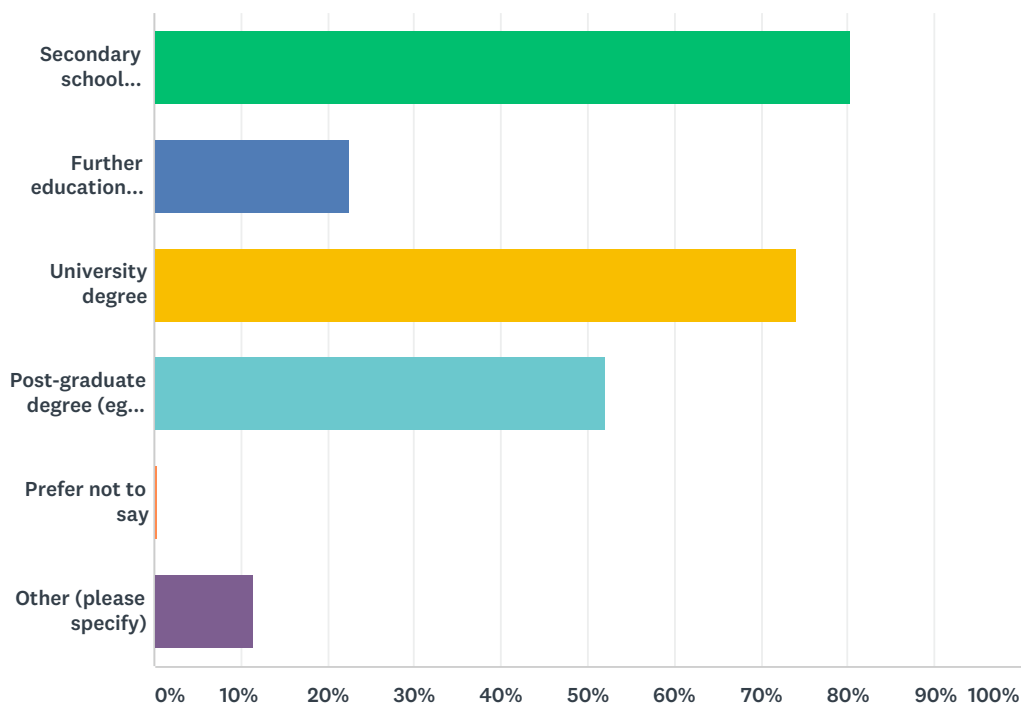
Answered: 608 Skipped: 18



ANSWER CHOICES	RESPONSES	
In your personal life?	90.95%	553
At work?	77.30%	470
At work, but only among certain colleagues?	18.42%	112
With clients (where appropriate)?	48.03%	292
Prefer not to say	6.25%	38
Other (please specify)	2.47%	15
Total Respondents: 608		

Q14 Which of these qualifications do you have (tick as many as applicable)?

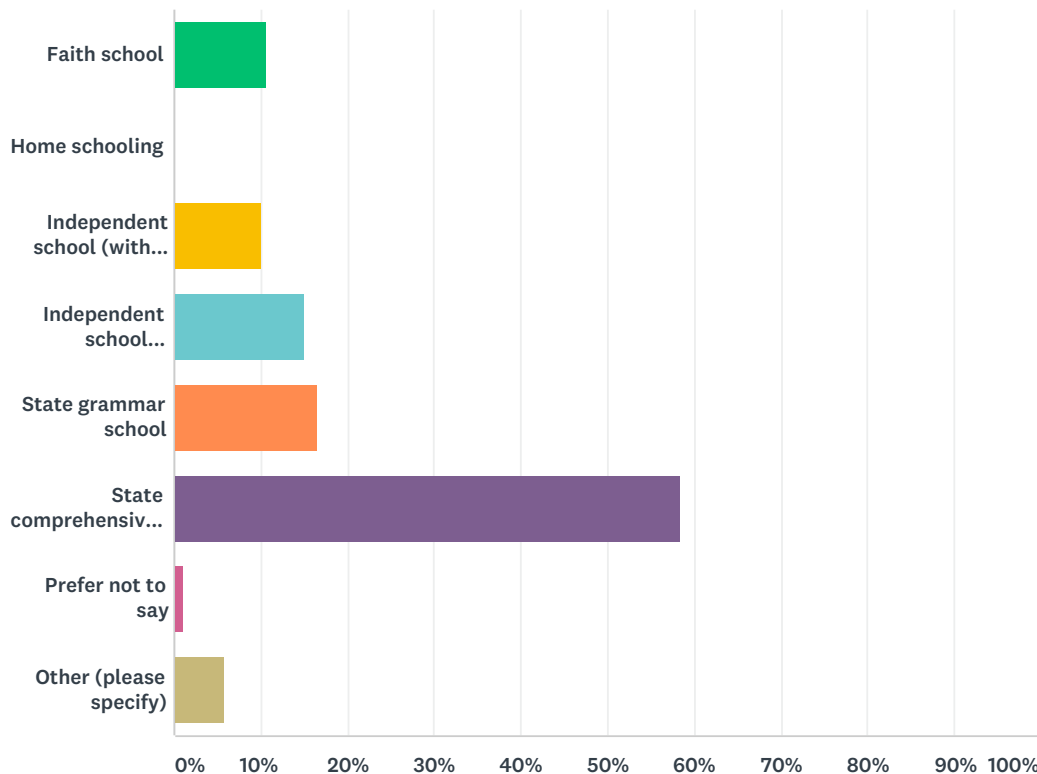
Answered: 613 Skipped: 13



ANSWER CHOICES	RESPONSES	
Secondary school qualifications (eg GCSEs or A-levels)	80.26%	492
Further education qualifications (eg NVQs)	22.51%	138
University degree	74.06%	454
Post-graduate degree (eg Masters or Doctorate)	52.04%	319
Prefer not to say	0.49%	3
Other (please specify)	11.42%	70
Total Respondents: 613		

Q15 What type(s) of school did you attend (tick as many as applicable)?
 (If you were schooled outside the UK, please pick the nearest possible option, or tell us more in the "other" box.)

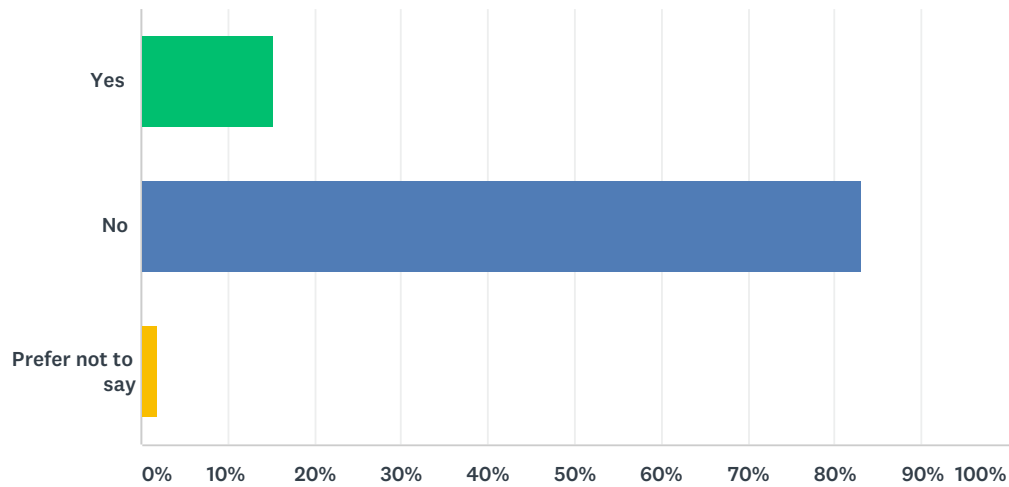
Answered: 614 Skipped: 12



ANSWER CHOICES	RESPONSES	
Faith school	10.59%	65
Home schooling	0.00%	0
Independent school (with bursary)	10.10%	62
Independent school (self-funded)	14.98%	92
State grammar school	16.61%	102
State comprehensive school (including non-selective academy)	58.47%	359
Prefer not to say	0.98%	6
Other (please specify)	5.86%	36
Total Respondents: 614		

Q16 Did you qualify for free school meals for any period during your schooling?

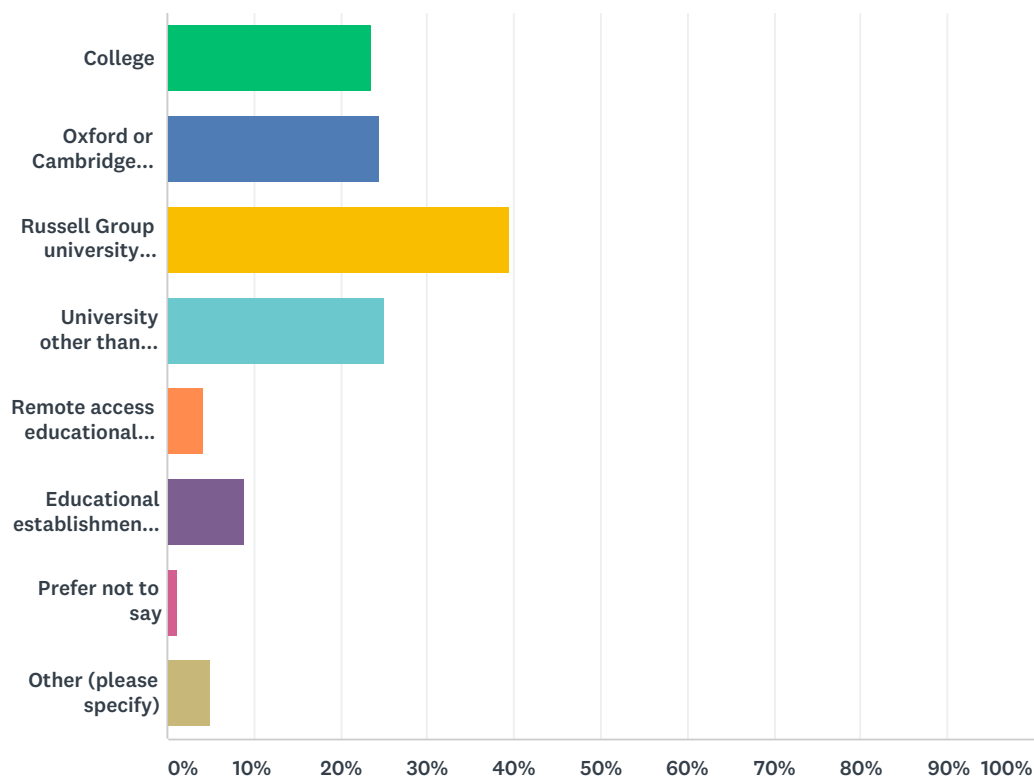
Answered: 611 Skipped: 15



ANSWER CHOICES		RESPONSES	
Yes		15.22%	93
No		82.98%	507
Prefer not to say		1.80%	11
TOTAL			611

Q17 What type(s) of higher or further education establishment did you study at (tick as many as applicable)?

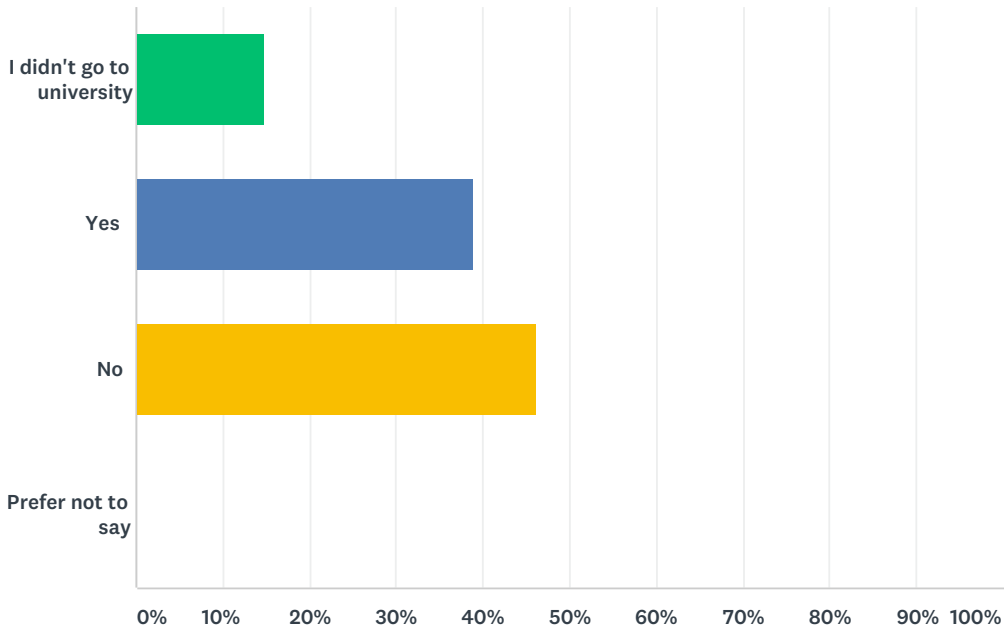
Answered: 607 Skipped: 19



ANSWER CHOICES	RESPONSES	
College	23.56%	143
Oxford or Cambridge University	24.38%	148
Russell Group university other than Oxford or Cambridge (see the list here)	39.54%	240
University other than Russell Group	25.21%	153
Remote access educational establishment (eg Open University)	4.28%	26
Educational establishment outside the UK	8.90%	54
Prefer not to say	1.15%	7
Other (please specify)	5.11%	31
Total Respondents: 607		

Q18 If you went to university, were you part of the first generation of your family to do so?

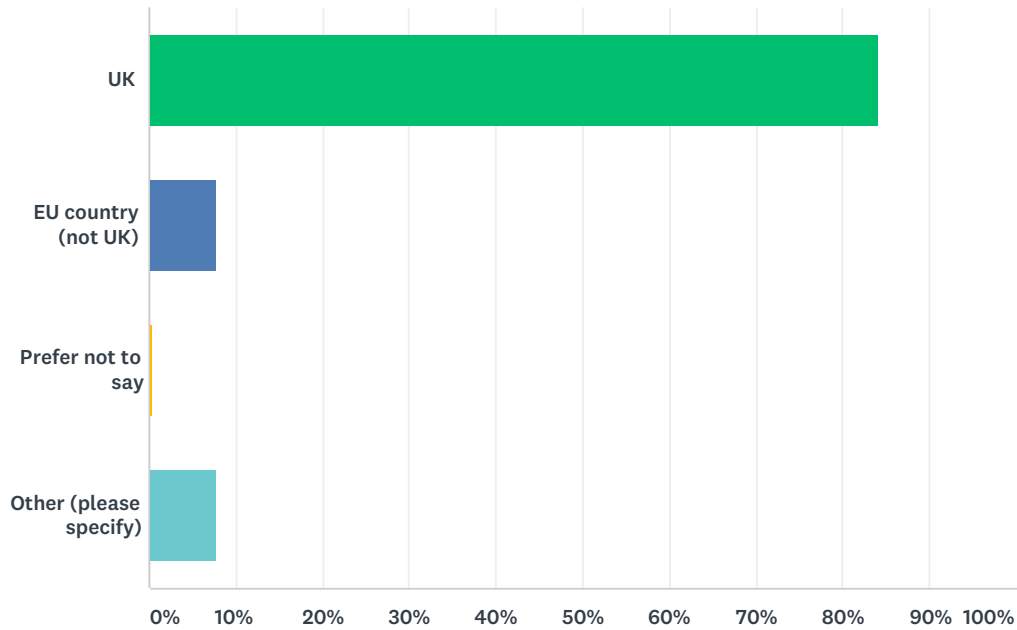
Answered: 608 Skipped: 18



ANSWER CHOICES	RESPONSES	
I didn't go to university	14.80%	90
Yes	38.82%	236
No	46.22%	281
Prefer not to say	0.16%	1
TOTAL		608

Q19 Which country were you born in?

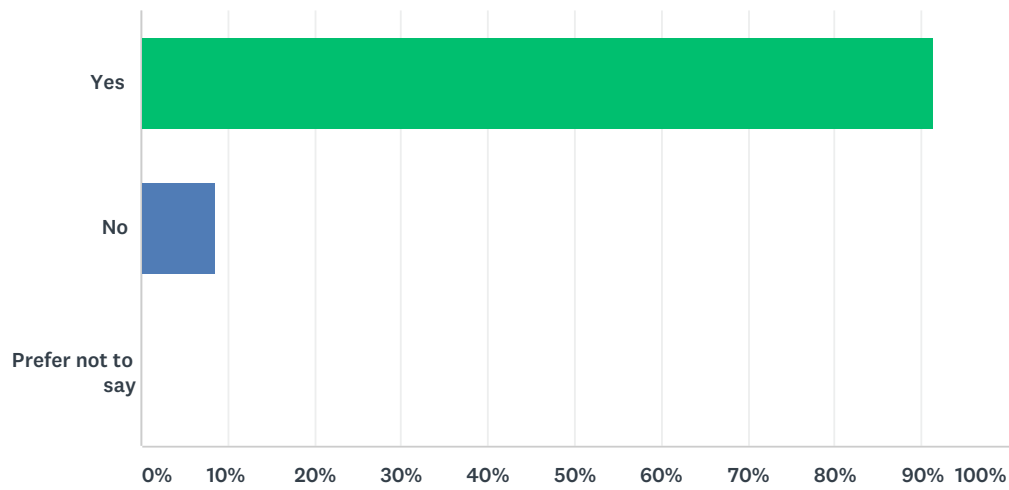
Answered: 614 Skipped: 12



ANSWER CHOICES	RESPONSES	
UK	84.04%	516
EU country (not UK)	7.82%	48
Prefer not to say	0.49%	3
Other (please specify)	7.65%	47
TOTAL		614

Q20 Do you have UK citizenship?

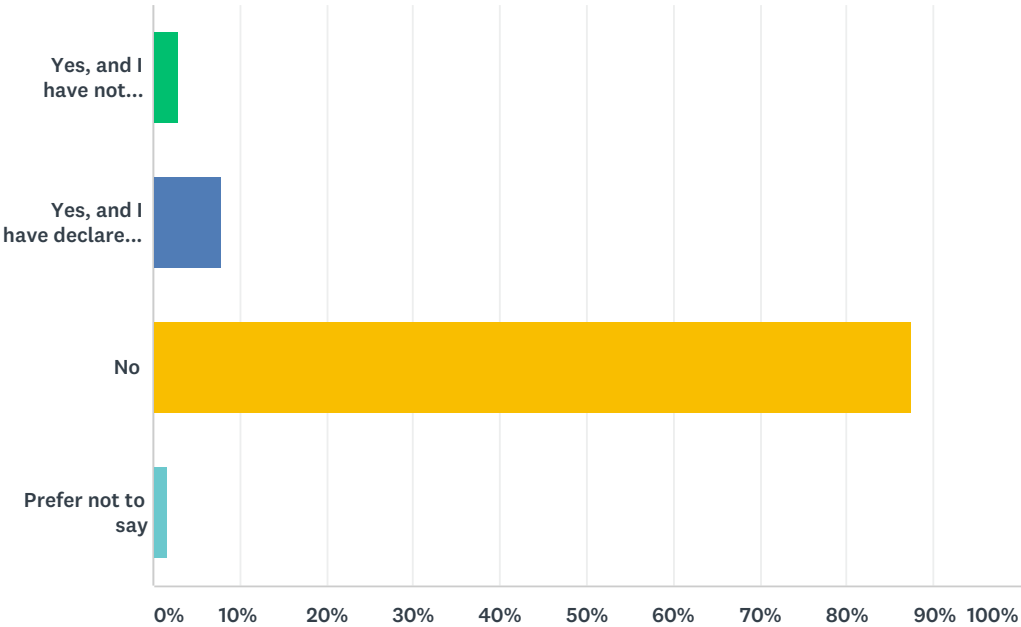
Answered: 612 Skipped: 14



ANSWER CHOICES		RESPONSES	
Yes		91.34%	559
No		8.50%	52
Prefer not to say		0.16%	1
TOTAL			612

Q21 Do you consider yourself to have a disability or health condition, or to be otherwise disabled?

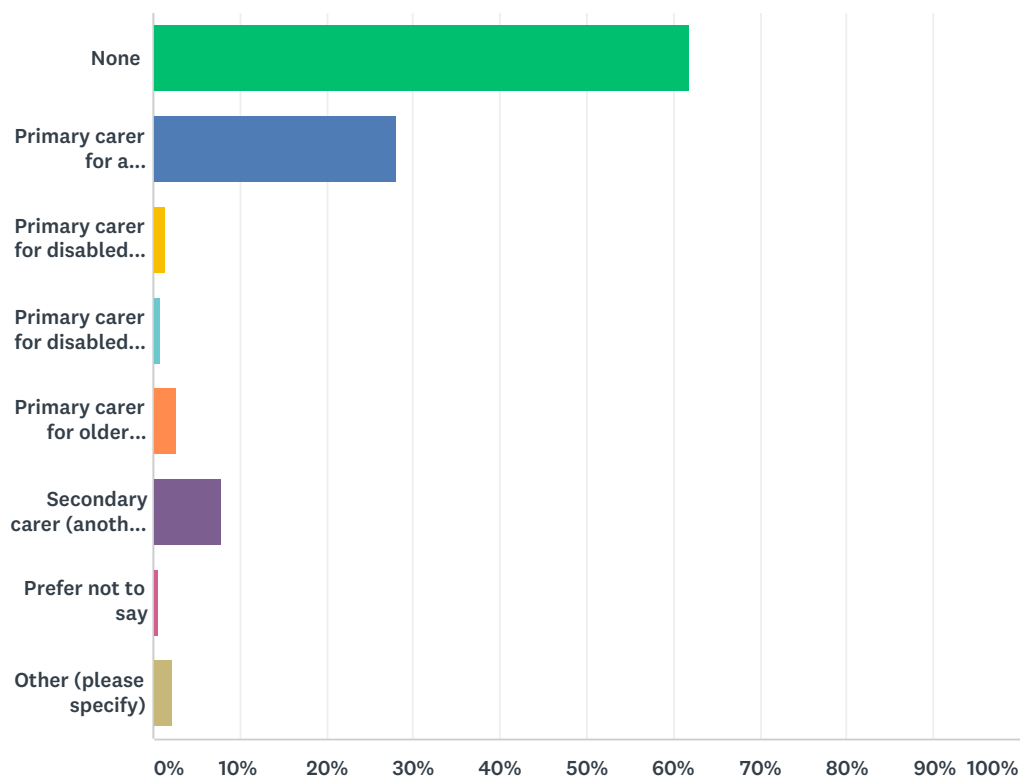
Answered: 613 Skipped: 13



ANSWER CHOICES	RESPONSES	
Yes, and I have not declared this to my employer	2.94%	18
Yes, and I have declared this to my employer	7.99%	49
No	87.44%	536
Prefer not to say	1.63%	10
TOTAL		613

Q22 Which if any of these caring responsibilities do you have (tick as many as applicable)?

Answered: 608 Skipped: 18



ANSWER CHOICES	RESPONSES	
None	61.84%	376
Primary carer for a child/children (under 18)	28.13%	171
Primary carer for disabled child/children	1.48%	9
Primary carer for disabled adult (18-65)	0.82%	5
Primary carer for older person (over 65)	2.63%	16
Secondary carer (another person carries out the main caring role)	7.89%	48
Prefer not to say	0.66%	4
Other (please specify)	2.30%	14
Total Respondents: 608		

Q23 You can use this optional box to offer your comments on the survey questions. Please be constructive - we will try to take your feedback on board in developing future diversity surveys.

Answered: 50 Skipped: 576