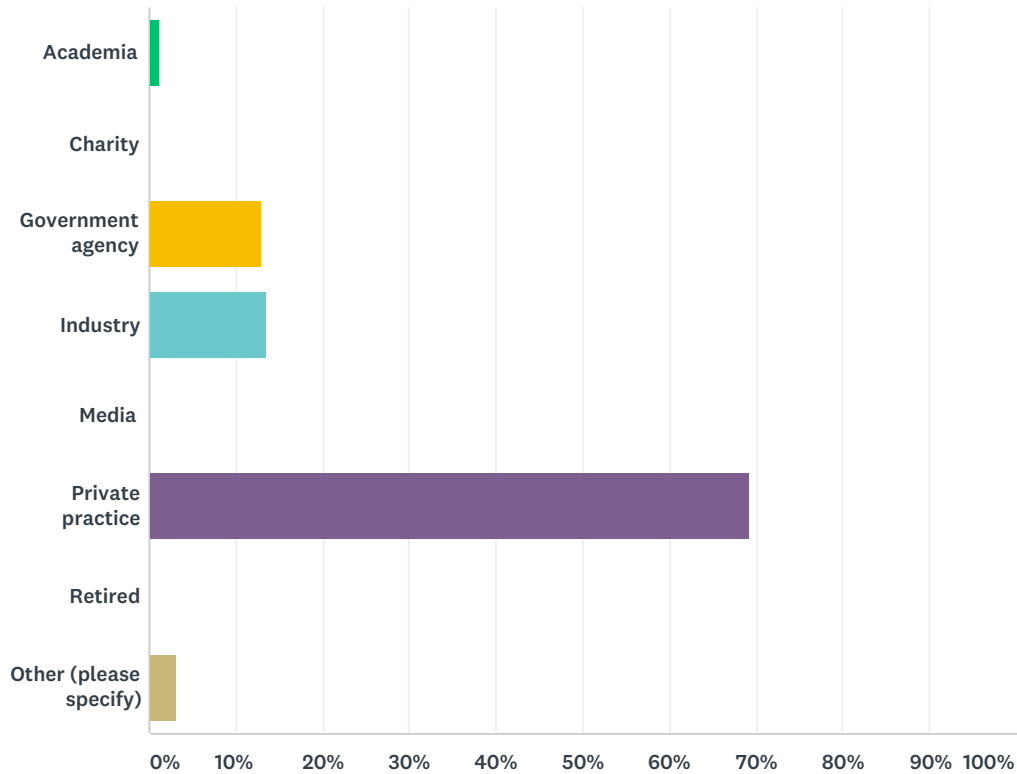


Q1 Which sector do you work in?

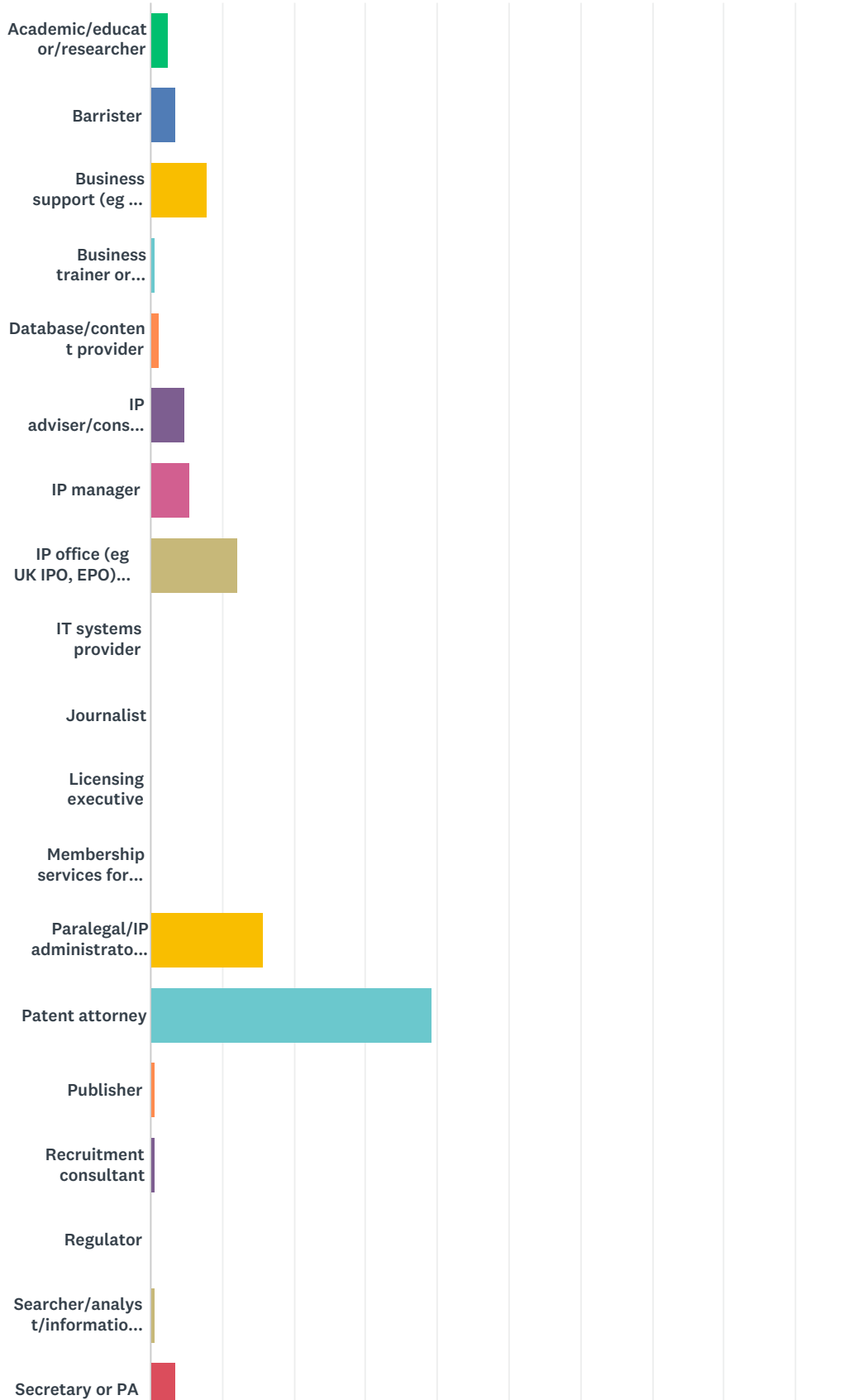
Answered: 163 Skipped: 2

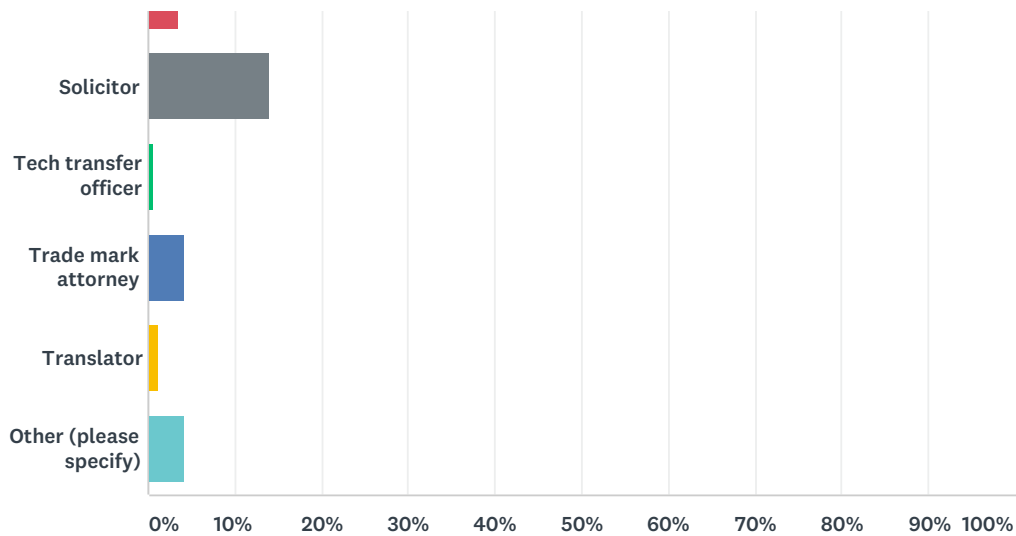


ANSWER CHOICES	RESPONSES
Academia	1.23% 2
Charity	0.00% 0
Government agency	12.88% 21
Industry	13.50% 22
Media	0.00% 0
Private practice	69.33% 113
Retired	0.00% 0
Other (please specify)	3.07% 5
TOTAL	163

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

Answered: 165 Skipped: 0



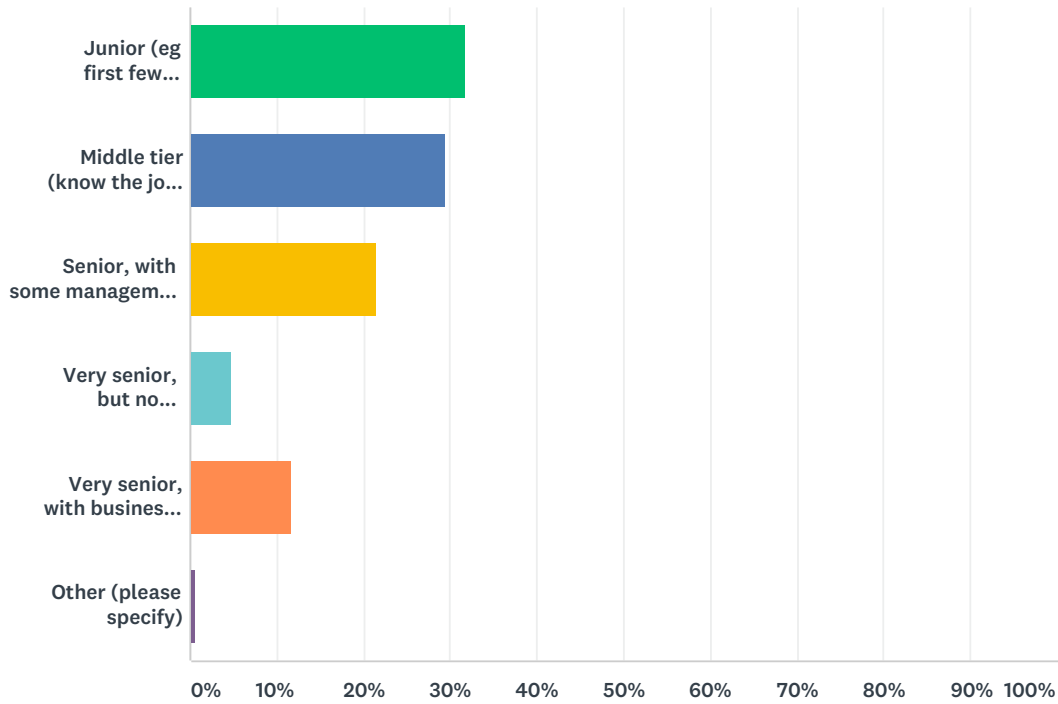


ANSWER CHOICES	RESPONSES	
Academic/educator/researcher	2.42%	4
Barrister	3.64%	6
Business support (eg HR, IT, marketing, office management &c)	7.88%	13
Business trainer or coach	0.61%	1
Database/content provider	1.21%	2
IP adviser/consultant	4.85%	8
IP manager	5.45%	9
IP office (eg UK IPO, EPO) employee	12.12%	20
IT systems provider	0.00%	0
Journalist	0.00%	0
Licensing executive	0.00%	0
Membership services for IP professionals	0.00%	0
Paralegal/IP administrator/formalities clerk	15.76%	26
Patent attorney	39.39%	65
Publisher	0.61%	1
Recruitment consultant	0.61%	1
Regulator	0.00%	0
Searcher/analyst/information scientist	0.61%	1
Secretary or PA	3.64%	6
Solicitor	13.94%	23
Tech transfer officer	0.61%	1
Trade mark attorney	4.24%	7
Translator	1.21%	2

Other (please specify)	4.24%	7
Total Respondents: 165		

Q3 Which of the following best describes your career level?

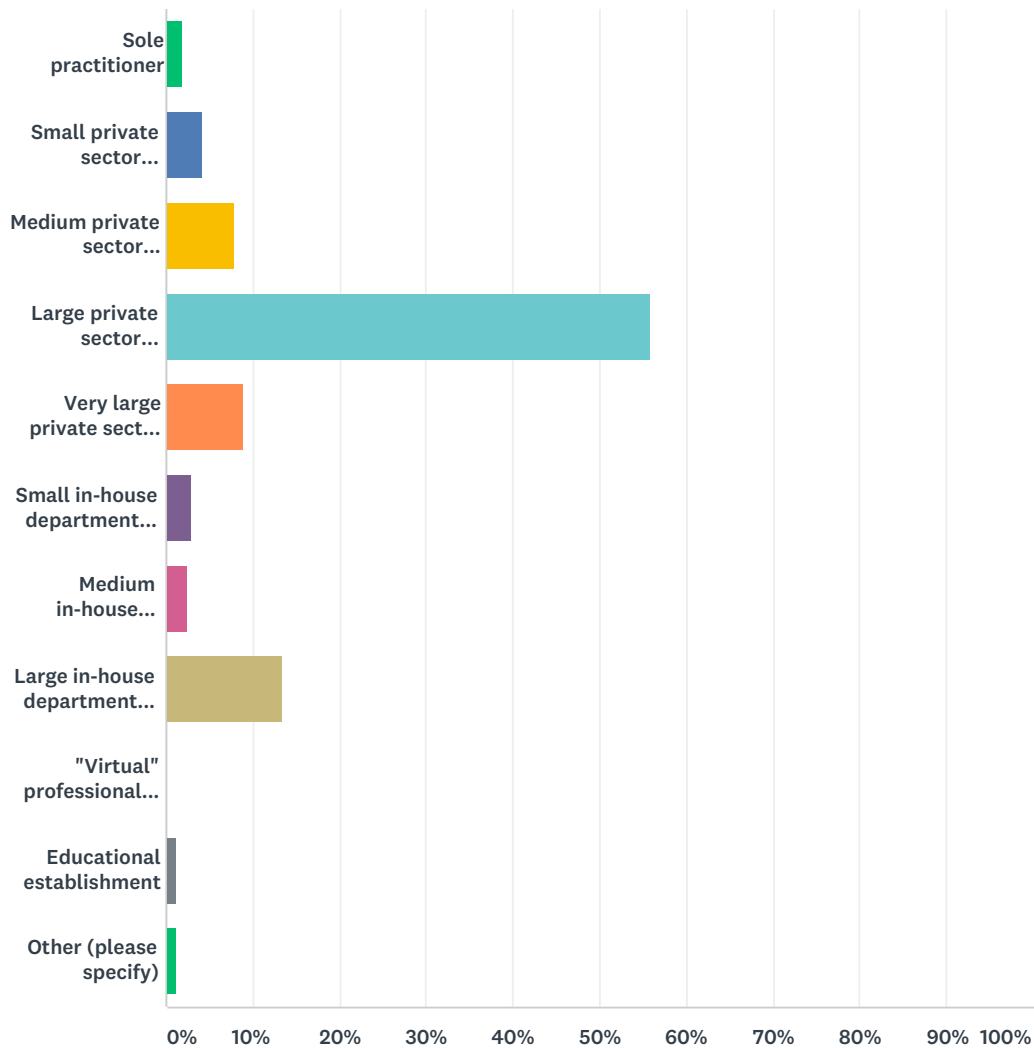
Answered: 163 Skipped: 2



ANSWER CHOICES	RESPONSES	
Junior (eg first few years, still training)	31.90%	52
Middle tier (know the job, but not yet "senior")	29.45%	48
Senior, with some management responsibilities	21.47%	35
Very senior, but no ownership of the business	4.91%	8
Very senior, with business ownership	11.66%	19
Other (please specify)	0.61%	1
TOTAL		163

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

Answered: 165 Skipped: 0

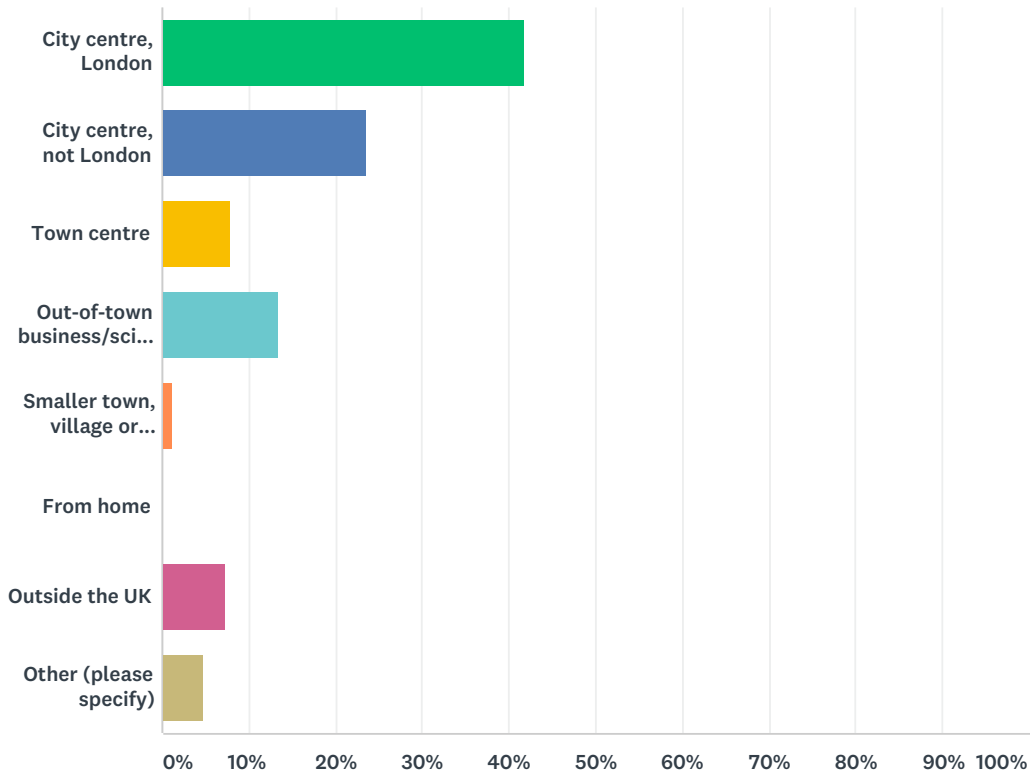


ANSWER CHOICES	RESPONSES	
Sole practitioner	1.82%	3
Small private sector organisation (1-20 staff including partners/directors)	4.24%	7
Medium private sector organisation (21-80 staff including partners/directors)	7.88%	13
Large private sector organisation (more than 80 staff including partners/directors)	55.76%	92
Very large private sector organisation (more than 500 staff including partners/directors)	9.09%	15
Small in-house department (1-10 staff)	3.03%	5
Medium in-house department (11-50 staff)	2.42%	4
Large in-house department (more than 50 staff)	13.33%	22
"Virtual" professional network	0.00%	0

Educational establishment	1.21%	2
Other (please specify)	1.21%	2
TOTAL		165

Q5 Where do you work, mostly?

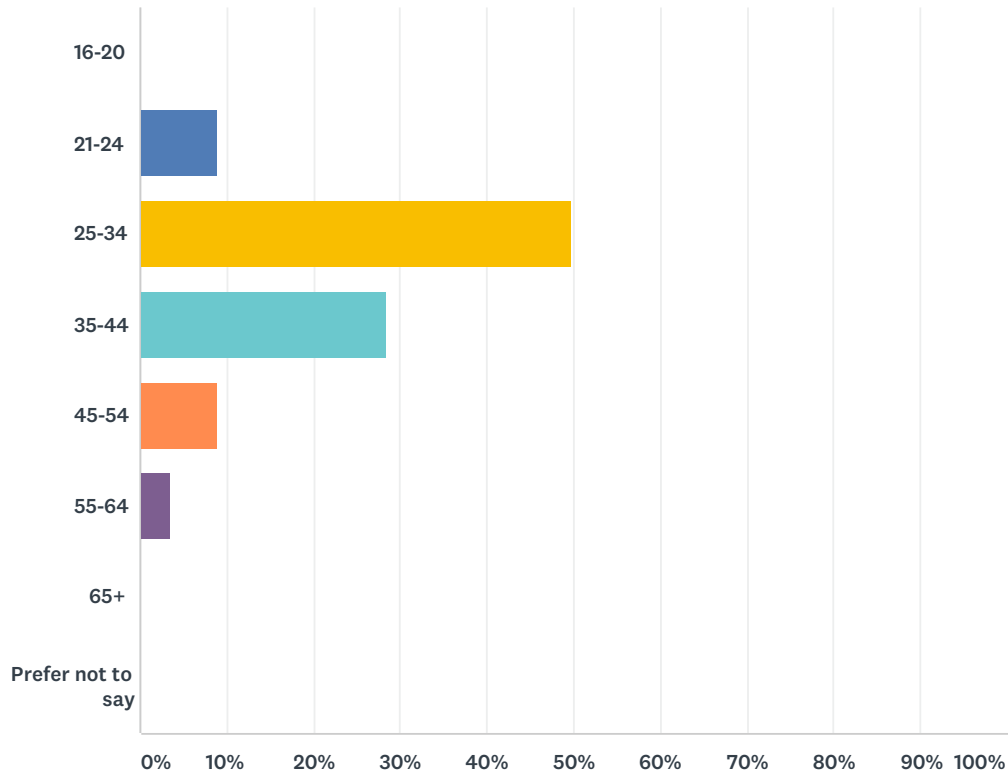
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
City centre, London	41.82%	69
City centre, not London	23.64%	39
Town centre	7.88%	13
Out-of-town business/science park	13.33%	22
Smaller town, village or rural location	1.21%	2
From home	0.00%	0
Outside the UK	7.27%	12
Other (please specify)	4.85%	8
TOTAL		165

Q6 What age are you?

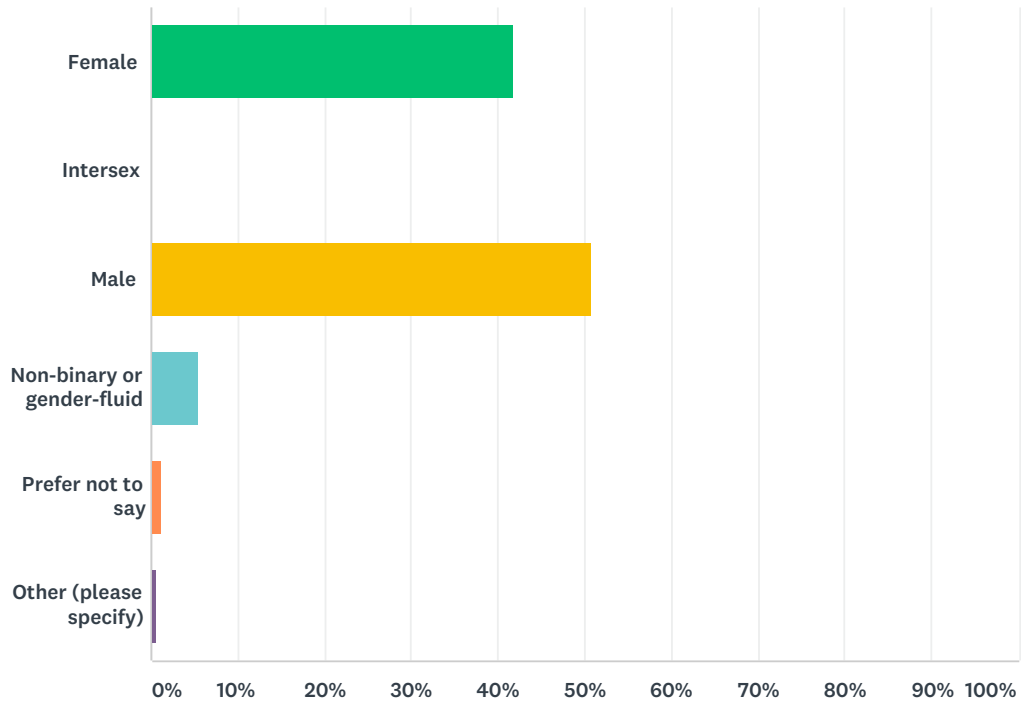
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES
16-20	0.00% 0
21-24	9.09% 15
25-34	49.70% 82
35-44	28.48% 47
45-54	9.09% 15
55-64	3.64% 6
65+	0.00% 0
Prefer not to say	0.00% 0
TOTAL	165

Q7 How do you describe your gender identity?

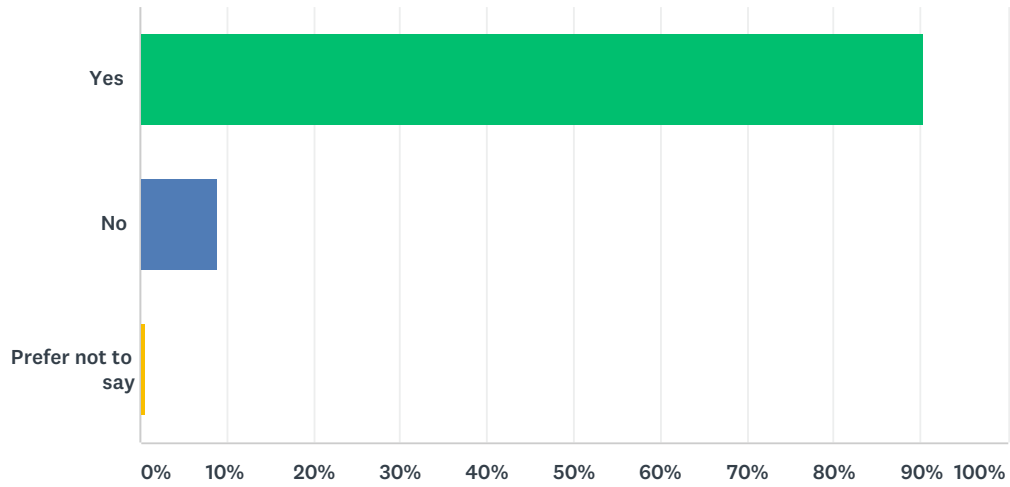
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
Female	41.82%	69
Intersex	0.00%	0
Male	50.91%	84
Non-binary or gender-fluid	5.45%	9
Prefer not to say	1.21%	2
Other (please specify)	0.61%	1
TOTAL		165

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

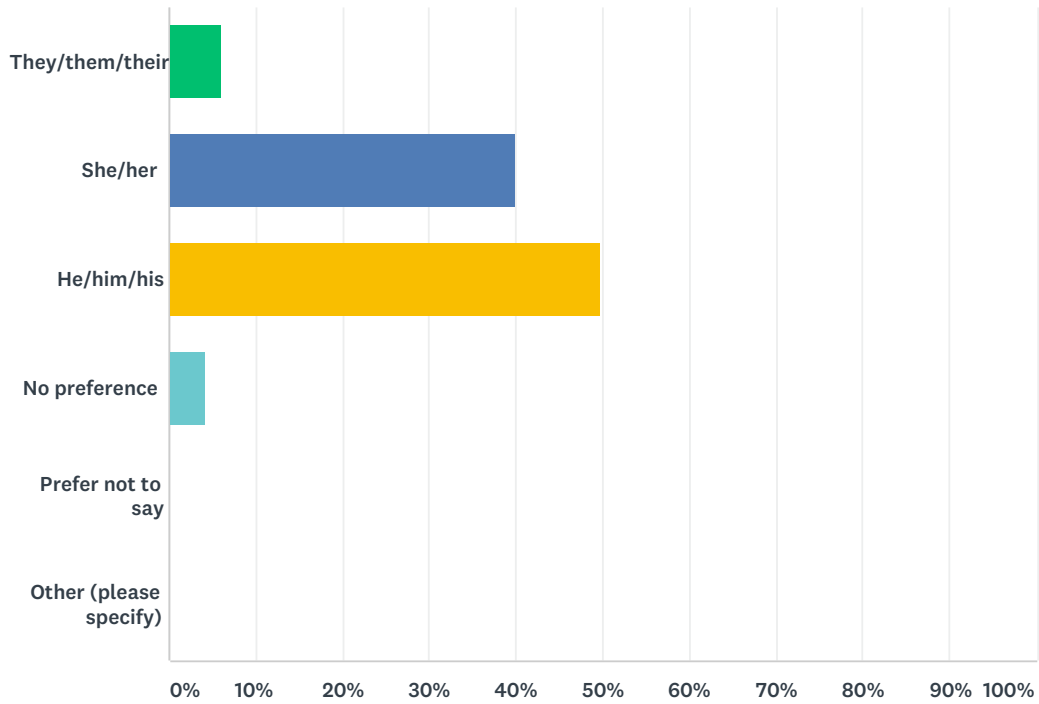
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
Yes	90.30%	149
No	9.09%	15
Prefer not to say	0.61%	1
TOTAL		165

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

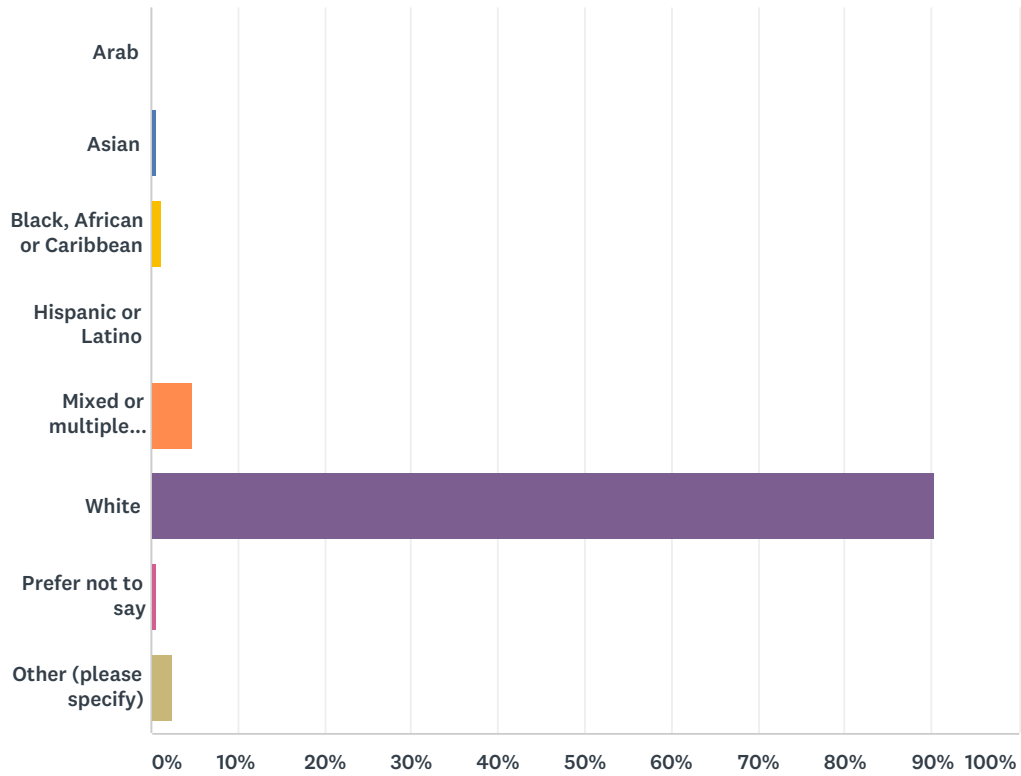
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
They/them/their	6.06%	10
She/her	40.00%	66
He/him/his	49.70%	82
No preference	4.24%	7
Prefer not to say	0.00%	0
Other (please specify)	0.00%	0
TOTAL		165

Q10 Which of the following best describes your ethnicity?

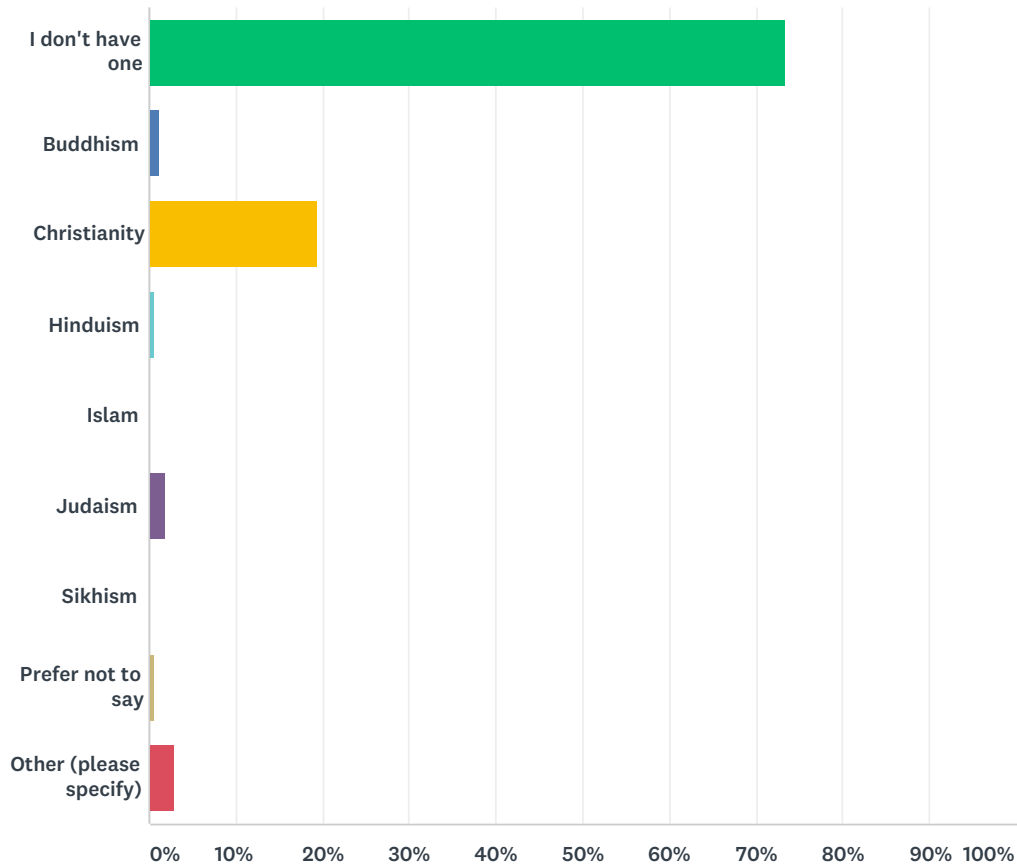
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES
Arab	0.00% 0
Asian	0.61% 1
Black, African or Caribbean	1.21% 2
Hispanic or Latino	0.00% 0
Mixed or multiple ethnicity	4.85% 8
White	90.30% 149
Prefer not to say	0.61% 1
Other (please specify)	2.42% 4
TOTAL	165

Q11 What is your religion or faith?

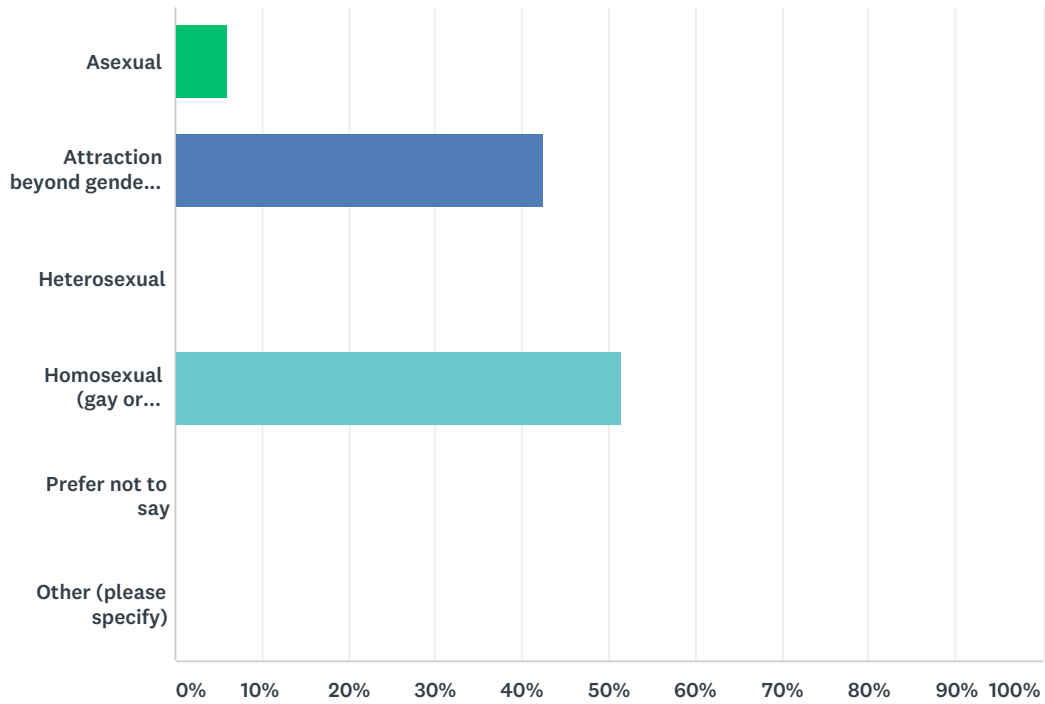
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
I don't have one	73.33%	121
Buddhism	1.21%	2
Christianity	19.39%	32
Hinduism	0.61%	1
Islam	0.00%	0
Judaism	1.82%	3
Sikhism	0.00%	0
Prefer not to say	0.61%	1
Other (please specify)	3.03%	5
TOTAL		165

Q12 What is your sexual orientation?

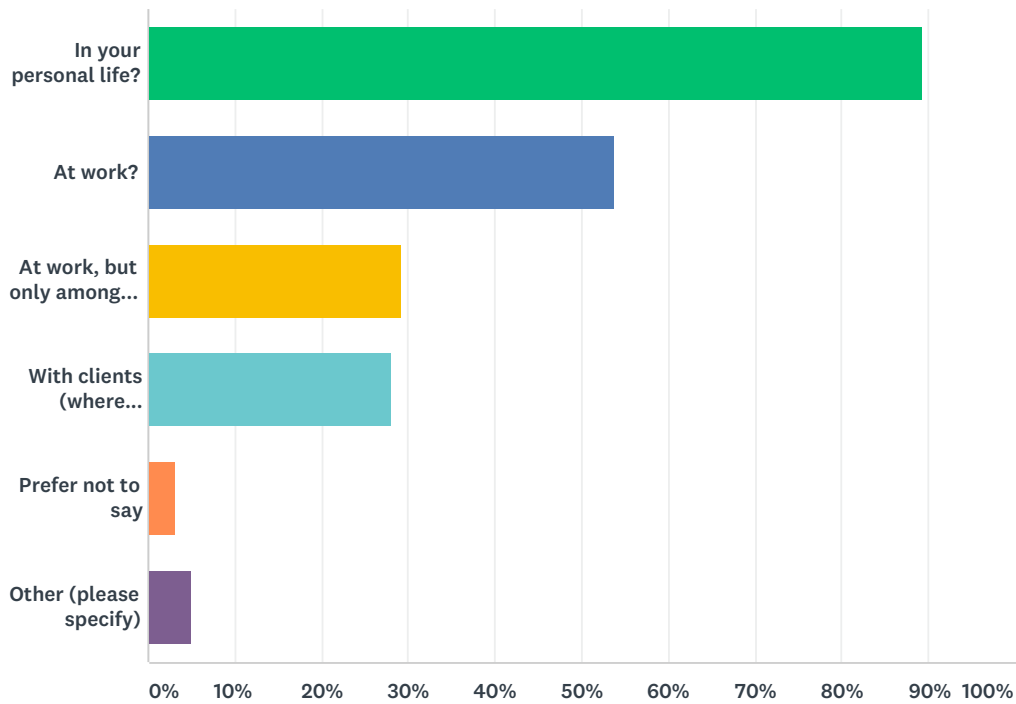
Answered: 165 Skipped: 0



ANSWER CHOICES	RESPONSES	
Asexual	6.06%	10
Attraction beyond gender (eg bisexual, pansexual)	42.42%	70
Heterosexual	0.00%	0
Homosexual (gay or lesbian)	51.52%	85
Prefer not to say	0.00%	0
Other (please specify)	0.00%	0
TOTAL		165

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

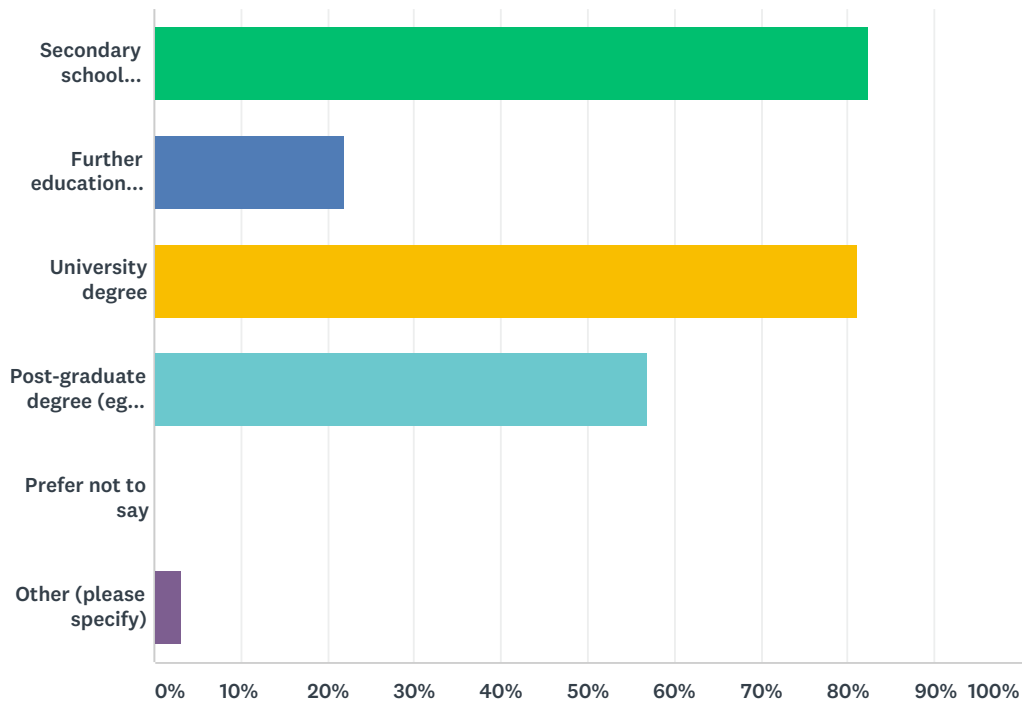
Answered: 160 Skipped: 5



ANSWER CHOICES	RESPONSES	
In your personal life?	89.38%	143
At work?	53.75%	86
At work, but only among certain colleagues?	29.38%	47
With clients (where appropriate)?	28.13%	45
Prefer not to say	3.13%	5
Other (please specify)	5.00%	8
Total Respondents: 160		

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

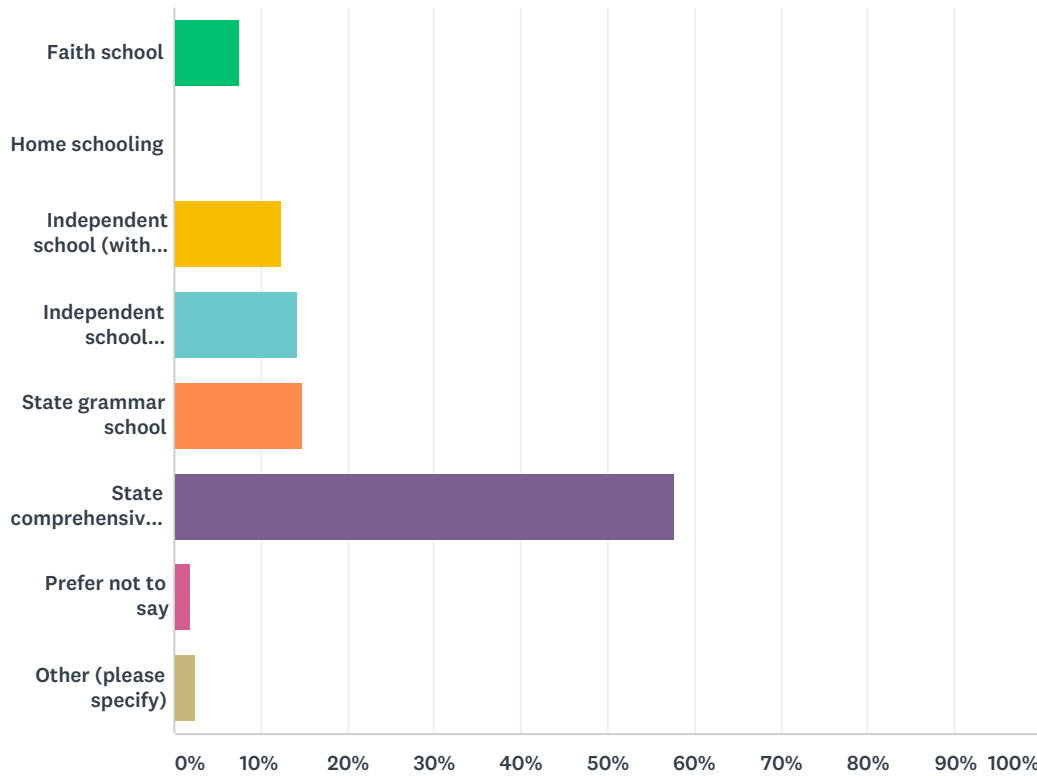
Answered: 160 Skipped: 5



ANSWER CHOICES	RESPONSES	
Secondary school qualifications (eg GCSEs or A-levels)	82.50%	132
Further education qualifications (eg NVQs)	21.88%	35
University degree	81.25%	130
Post-graduate degree (eg Masters or Doctorate)	56.88%	91
Prefer not to say	0.00%	0
Other (please specify)	3.13%	5
Total Respondents: 160		

**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.)**

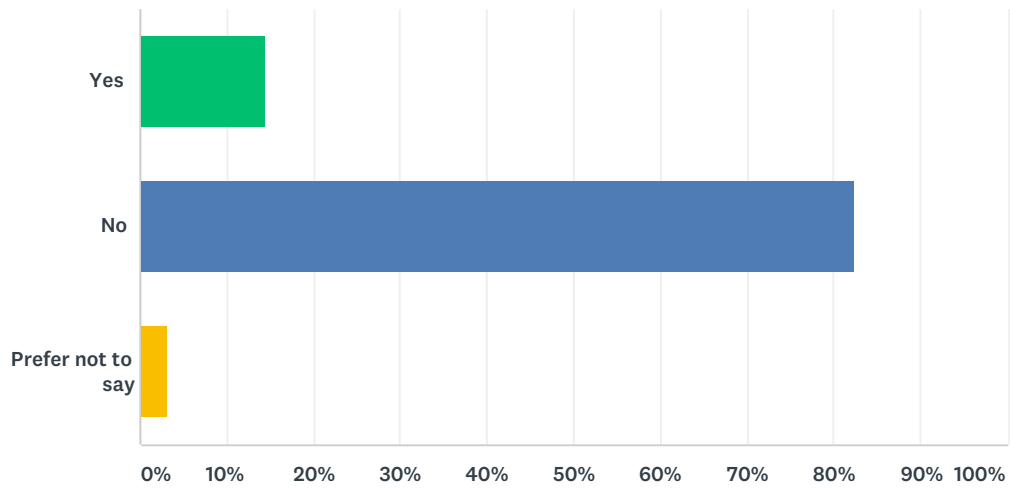
Answered: 161 Skipped: 4



ANSWER CHOICES	RESPONSES	
Faith school	7.45%	12
Home schooling	0.00%	0
Independent school (with bursary)	12.42%	20
Independent school (self-funded)	14.29%	23
State grammar school	14.91%	24
State comprehensive school (including non-selective academy)	57.76%	93
Prefer not to say	1.86%	3
Other (please specify)	2.48%	4
Total Respondents: 161		

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

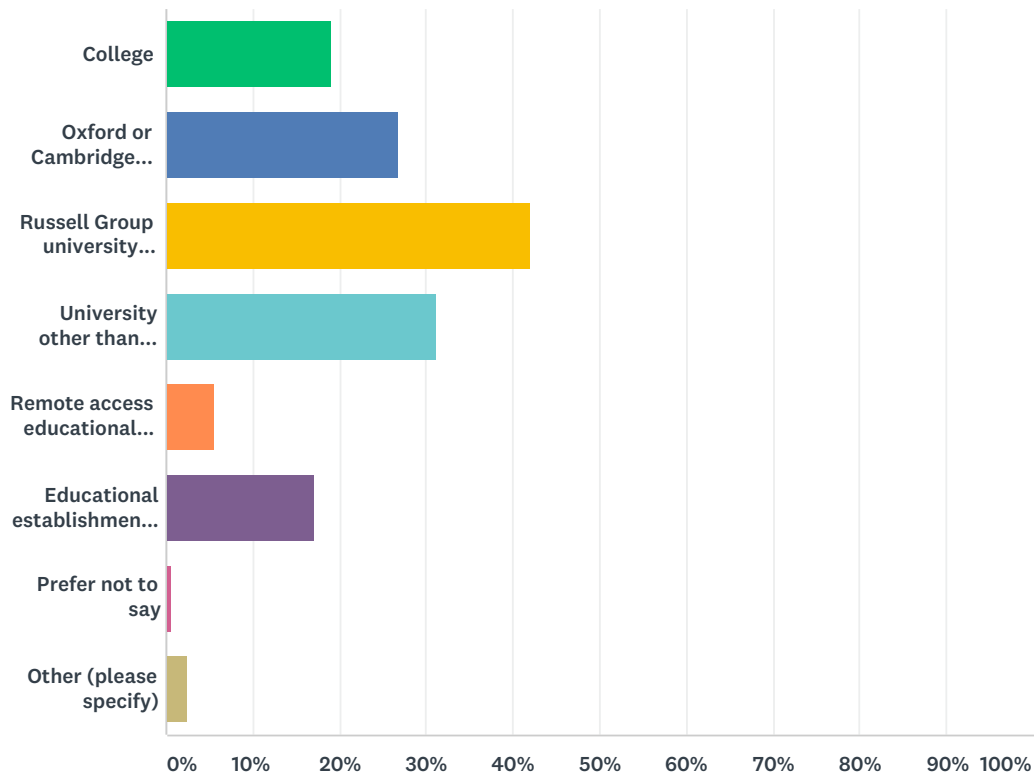
Answered: 160 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes	14.37%	23
No	82.50%	132
Prefer not to say	3.13%	5
TOTAL		160

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

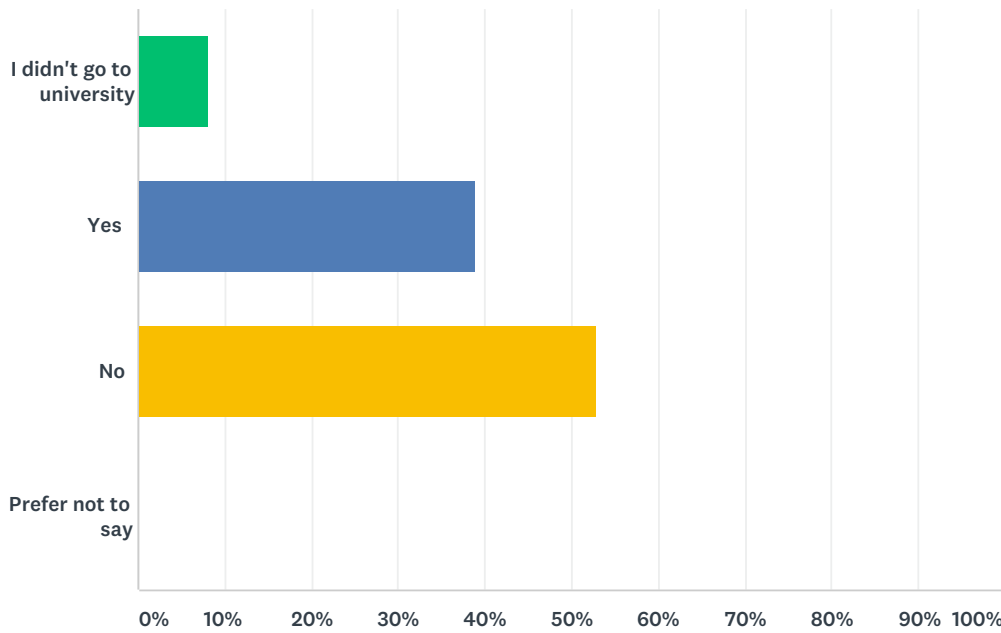
Answered: 157 Skipped: 8



ANSWER CHOICES	RESPONSES	
College	19.11%	30
Oxford or Cambridge University	26.75%	42
Russell Group university other than Oxford or Cambridge (see the list here)	42.04%	66
University other than Russell Group	31.21%	49
Remote access educational establishment (eg Open University)	5.73%	9
Educational establishment outside the UK	17.20%	27
Prefer not to say	0.64%	1
Other (please specify)	2.55%	4
Total Respondents: 157		

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

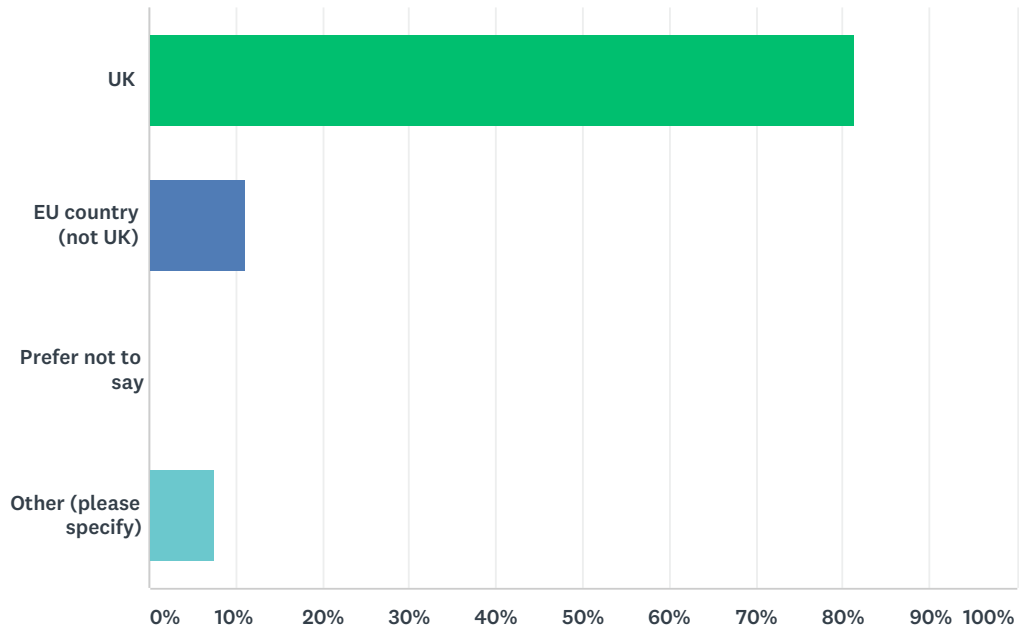
Answered: 159 Skipped: 6



ANSWER CHOICES	RESPONSES	
I didn't go to university	8.18%	13
Yes	38.99%	62
No	52.83%	84
Prefer not to say	0.00%	0
TOTAL		159

Q19 Which country were you born in?

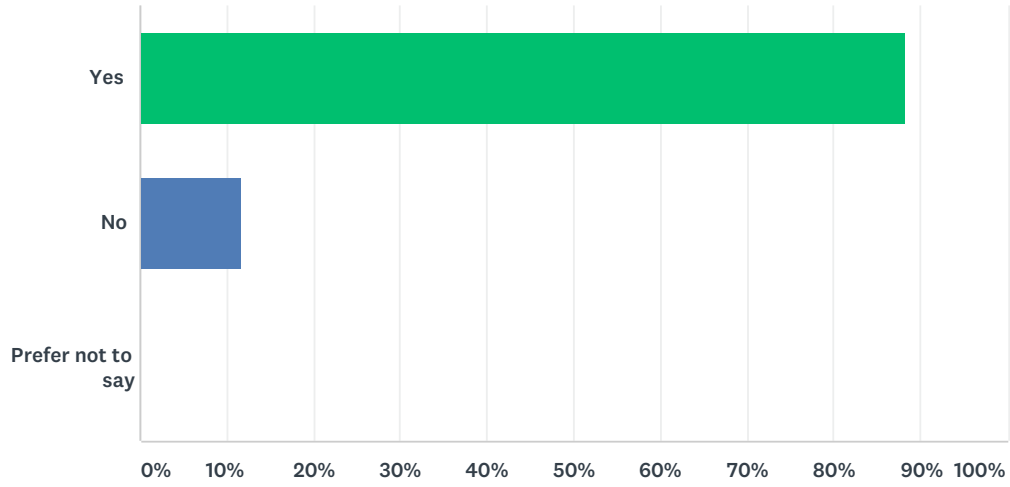
Answered: 161 Skipped: 4



ANSWER CHOICES	RESPONSES	
UK	81.37%	131
EU country (not UK)	11.18%	18
Prefer not to say	0.00%	0
Other (please specify)	7.45%	12
TOTAL		161

Q20 Do you have UK citizenship?

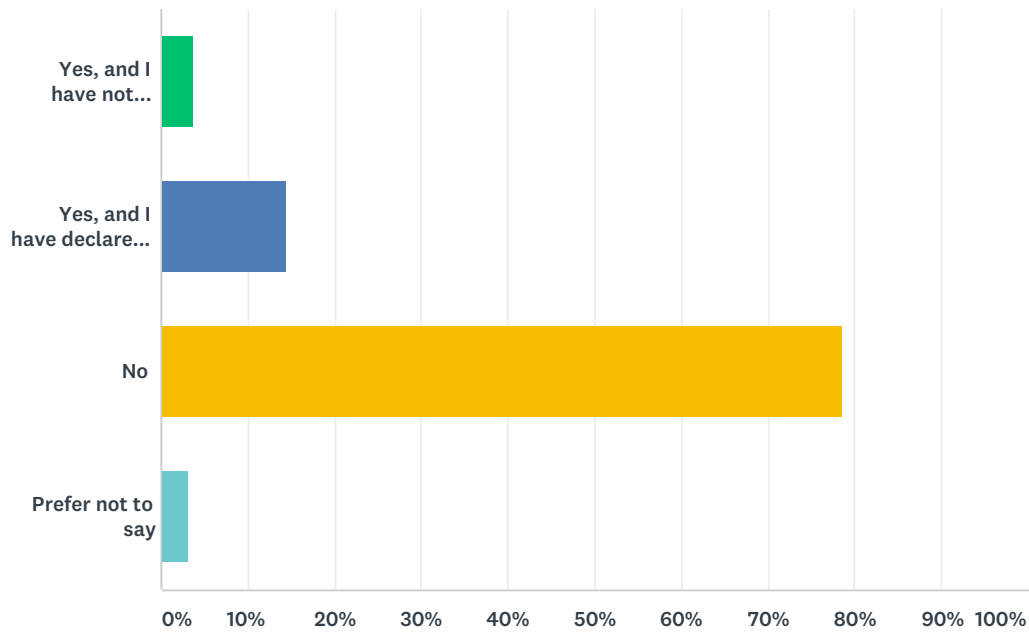
Answered: 161 Skipped: 4



ANSWER CHOICES	RESPONSES	
Yes	88.20%	142
No	11.80%	19
Prefer not to say	0.00%	0
TOTAL		161

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

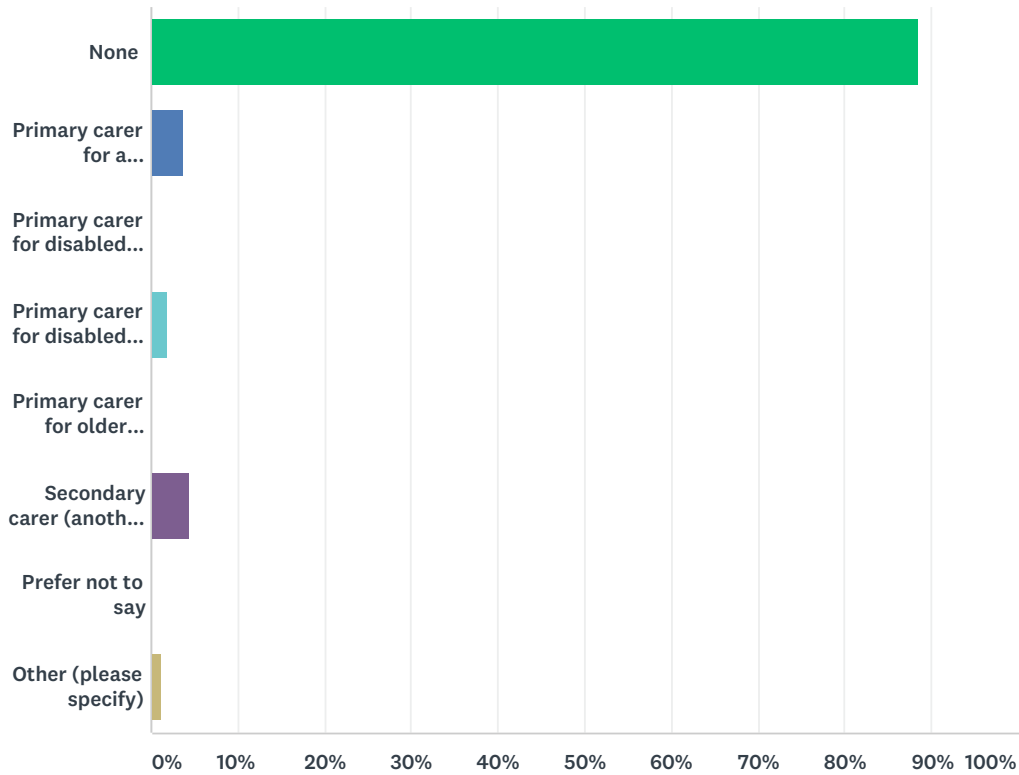
Answered: 160 Skipped: 5



ANSWER CHOICES	RESPONSES	
Yes, and I have not declared this to my employer	3.75%	6
Yes, and I have declared this to my employer	14.37%	23
No	78.75%	126
Prefer not to say	3.13%	5
TOTAL		160

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

Answered: 157 Skipped: 8



ANSWER CHOICES	RESPONSES	
None	88.54%	139
Primary carer for a child/children (under 18)	3.82%	6
Primary carer for disabled child/children	0.00%	0
Primary carer for disabled adult (18-65)	1.91%	3
Primary carer for older person (over 65)	0.00%	0
Secondary carer (another person carries out the main caring role)	4.46%	7
Prefer not to say	0.00%	0
Other (please specify)	1.27%	2
Total Respondents: 157		

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: 16 Skipped: 149