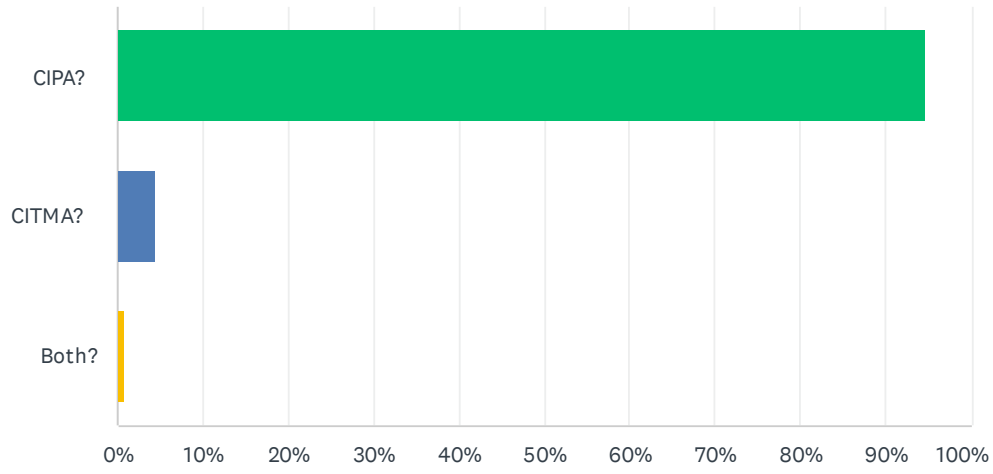


Q1 Are you a student member of:

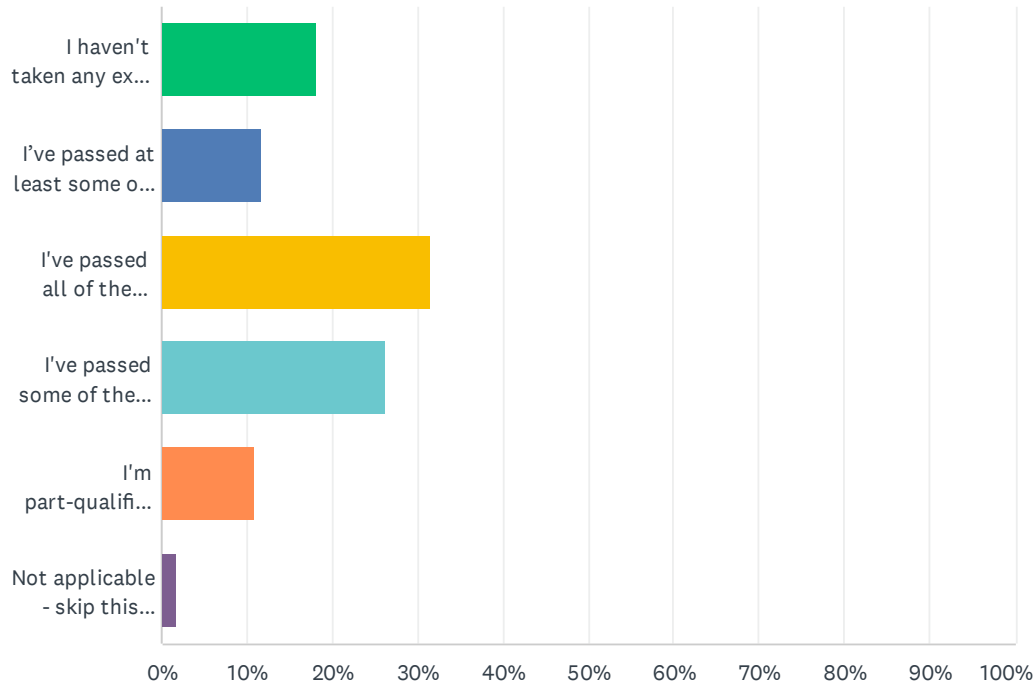
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES
CIPA?	94.59% 105
CITMA?	4.50% 5
Both?	0.90% 1
TOTAL	111

Q2 If you are a student member of CIPA, how far are you into your training?

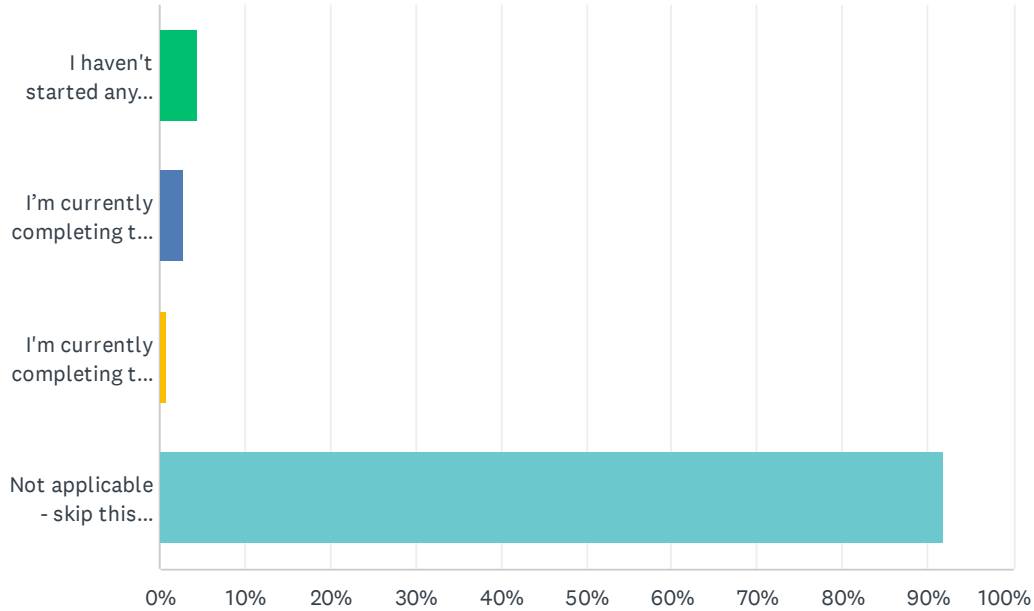
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
I haven't taken any exams yet	18.02%	20
I've passed at least some of the Foundation exams or an equivalent (eg Queen Mary) course	11.71%	13
I've passed all of the Foundation exams or an equivalent course	31.53%	35
I've passed some of the Final exams and/or some of the EQEs	26.13%	29
I'm part-qualified (either EPA or CPA but not both)	10.81%	12
Not applicable - skip this question	1.80%	2
TOTAL		111

Q3 If you are a student member of CITMA, how far are you into your training?

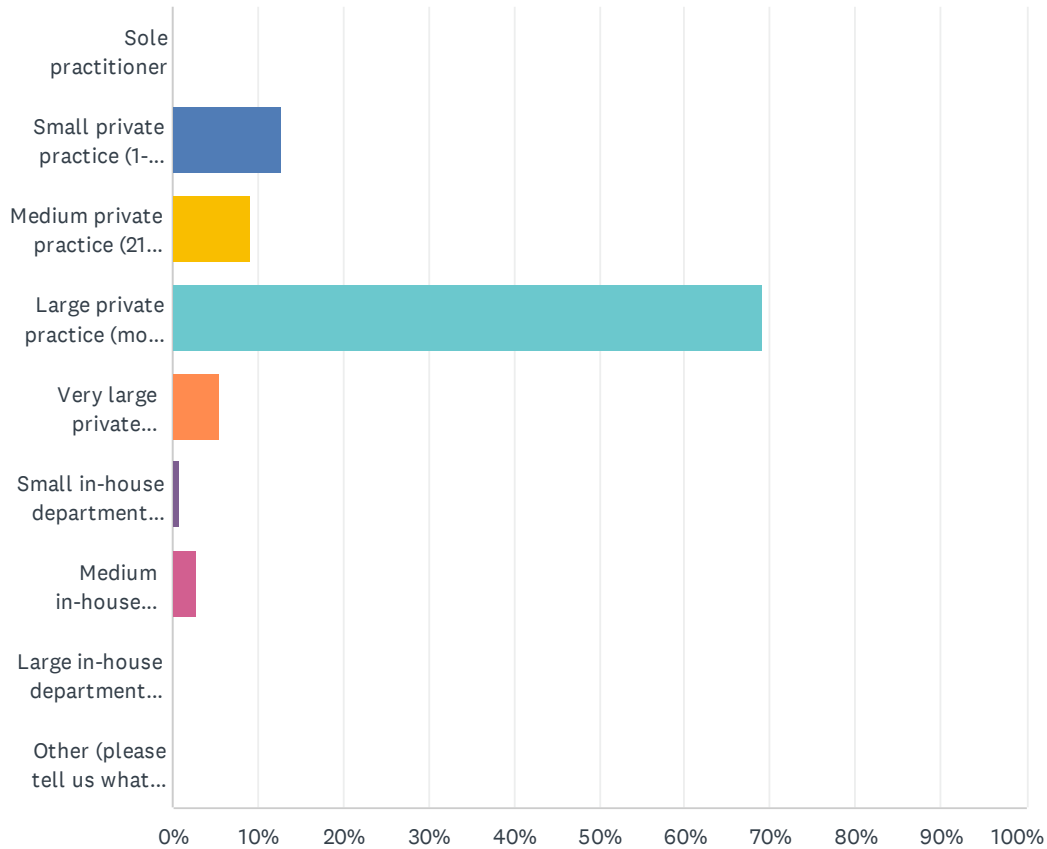
Answered: 110 Skipped: 1



ANSWER CHOICES	RESPONSES	
I haven't started any course yet	4.55%	5
I'm currently completing the Queen Mary University or Bournemouth University course	2.73%	3
I'm currently completing the Nottingham Law School course	0.91%	1
Not applicable - skip this question	91.82%	101
TOTAL		110

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

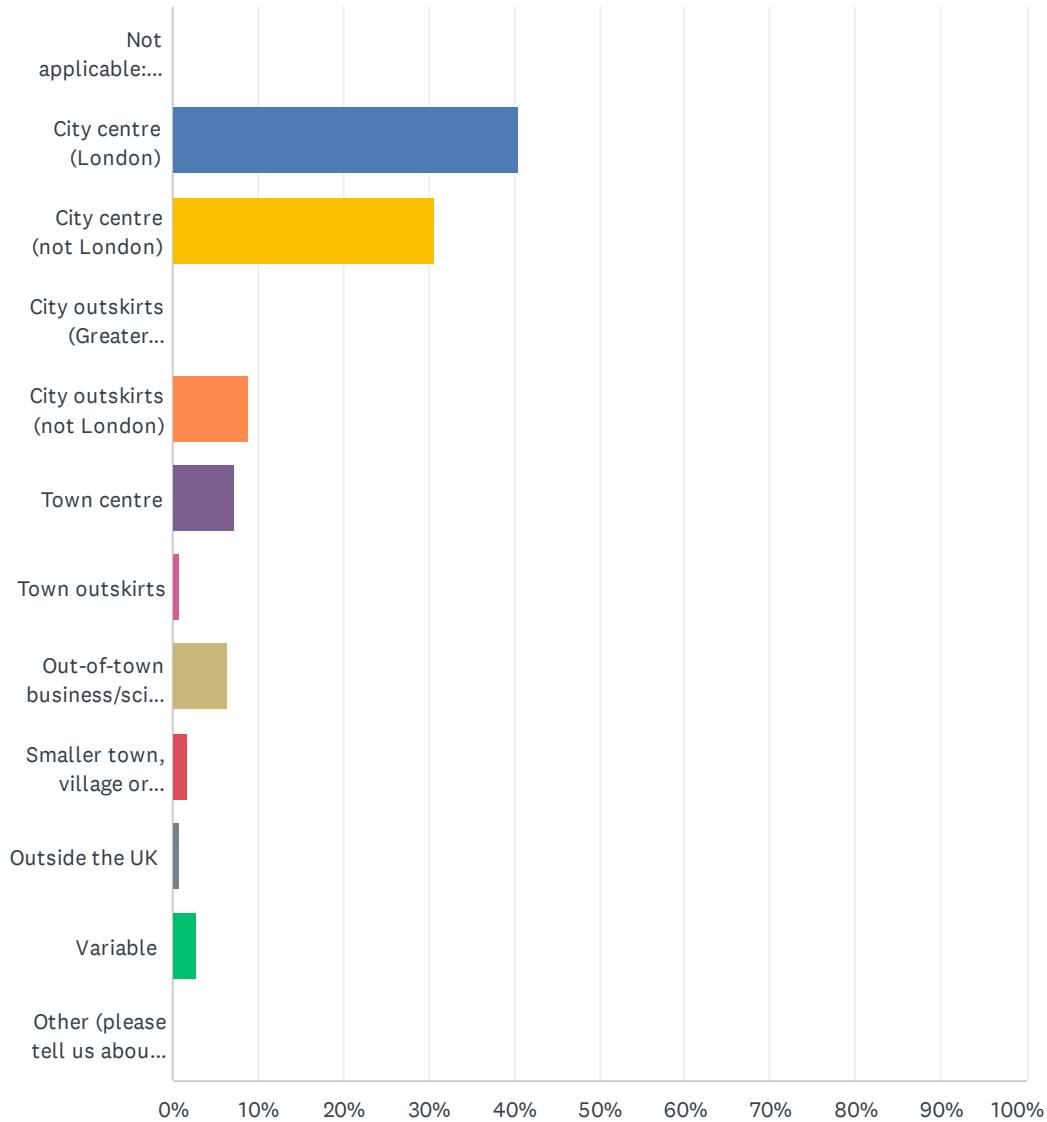
Answered: 110 Skipped: 1



ANSWER CHOICES	RESPONSES	
Sole practitioner	0.00%	0
Small private practice (1-20 staff including partners/members/directors)	12.73%	14
Medium private practice (21-80 staff including partners/members/directors)	9.09%	10
Large private practice (more than 80 staff including partners/members/directors)	69.09%	76
Very large private practice (more than 500 staff including partners/members/directors)	5.45%	6
Small in-house department (1-10 staff)	0.91%	1
Medium in-house department (11-50 staff)	2.73%	3
Large in-house department (more than 50 staff)	0.00%	0
Other (please tell us what type of organisation you work in, if none of the above)	0.00%	0
TOTAL		110

Q5 If you work some or all of the time on your company's premises, where are they based?

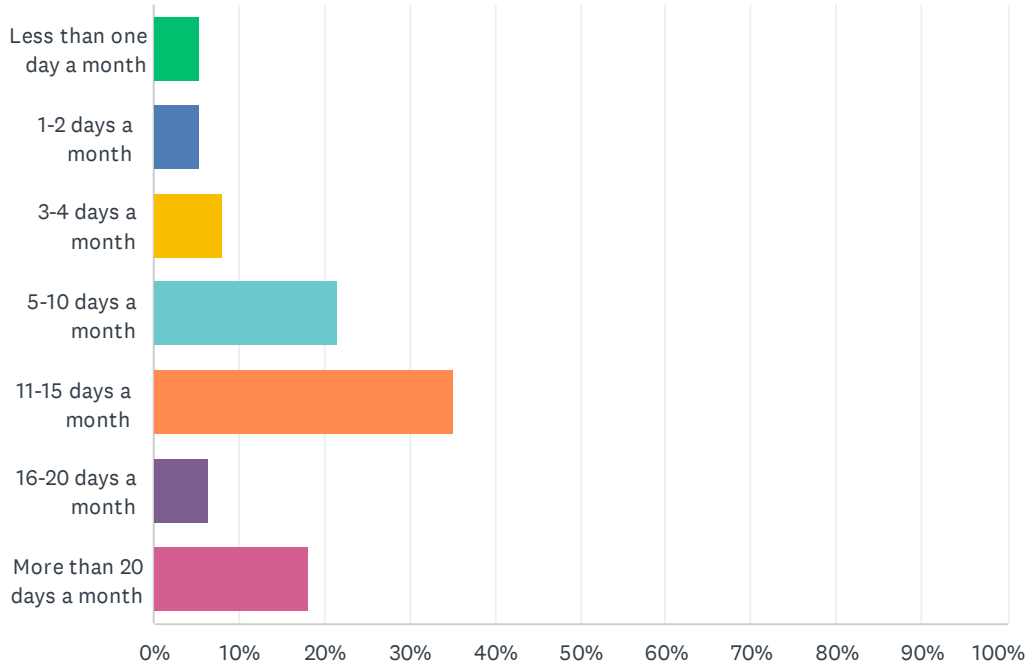
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Not applicable: retired or not currently working	0.00%	0
City centre (London)	40.54%	45
City centre (not London)	30.63%	34
City outskirts (Greater London)	0.00%	0
City outskirts (not London)	9.01%	10
Town centre	7.21%	8
Town outskirts	0.90%	1
Out-of-town business/science park or campus	6.31%	7
Smaller town, village or rural location	1.80%	2
Outside the UK	0.90%	1
Variable	2.70%	3
Other (please tell us about the type of location if you can - but please don't include information that would allow us to identify you or your organisation)	0.00%	0
TOTAL		111

Q6 Roughly how many days a month do you work from home or another remote location of your choosing? (If you work part-time, please put the full-time equivalent.)

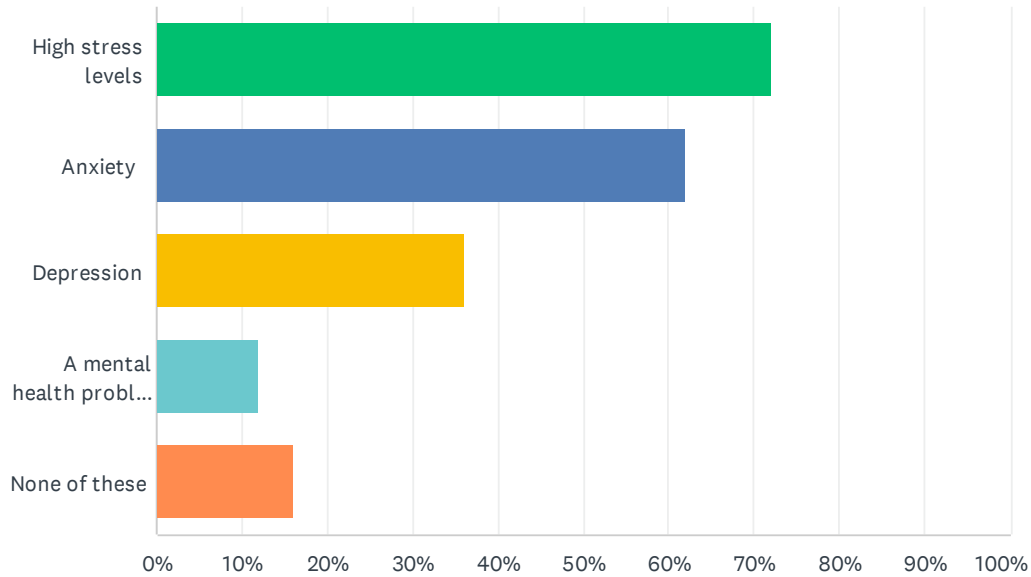
Answered: 111 Skipped: 0



ANSWER CHOICES	RESPONSES	
Less than one day a month	5.41%	6
1-2 days a month	5.41%	6
3-4 days a month	8.11%	9
5-10 days a month	21.62%	24
11-15 days a month	35.14%	39
16-20 days a month	6.31%	7
More than 20 days a month	18.02%	20
TOTAL		111

Q7 Which of the following have adversely affected your work (please select as many as applicable)?

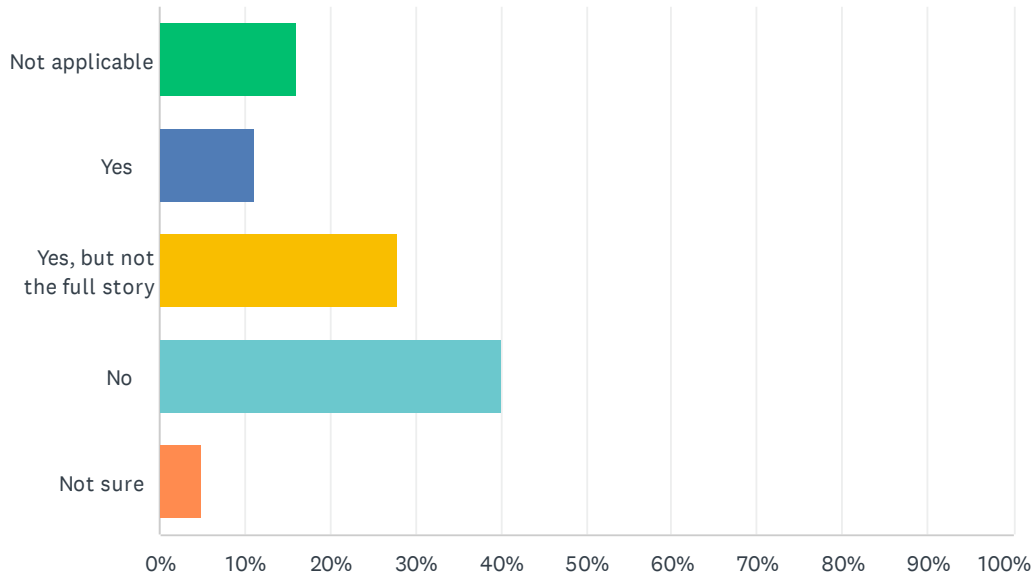
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
High stress levels	72.00%	72
Anxiety	62.00%	62
Depression	36.00%	36
A mental health problem other than the above (whether formally diagnosed or not)	12.00%	12
None of these	16.00%	16
Total Respondents: 100		

Q8 Did your employer (or at least your line manager or HR department) know you were experiencing these problems?

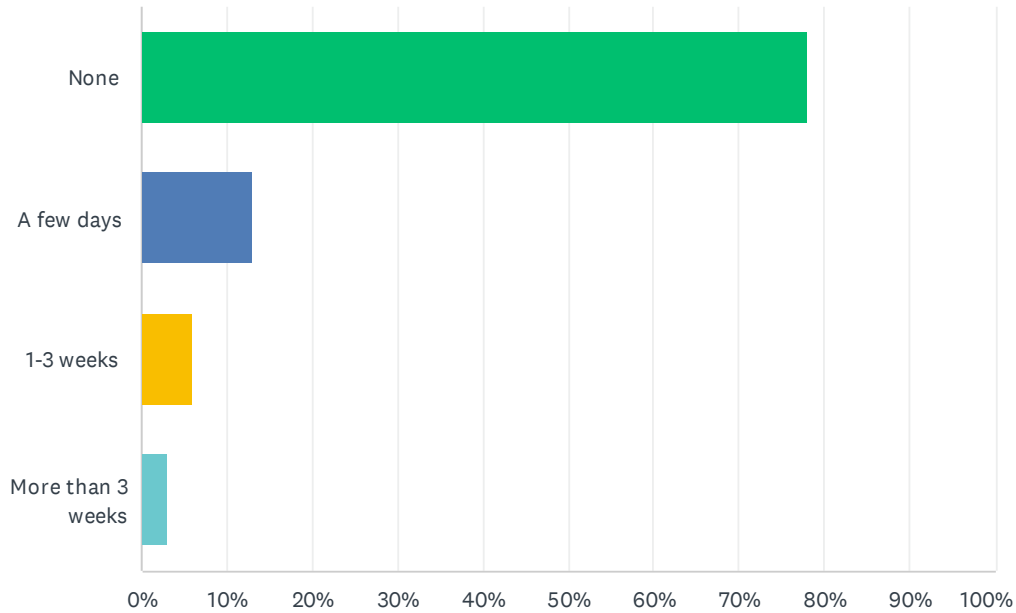
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
Not applicable	16.00%	16
Yes	11.00%	11
Yes, but not the full story	28.00%	28
No	40.00%	40
Not sure	5.00%	5
TOTAL		100

Q9 How much time have you had off work due to stress or mental health problems?

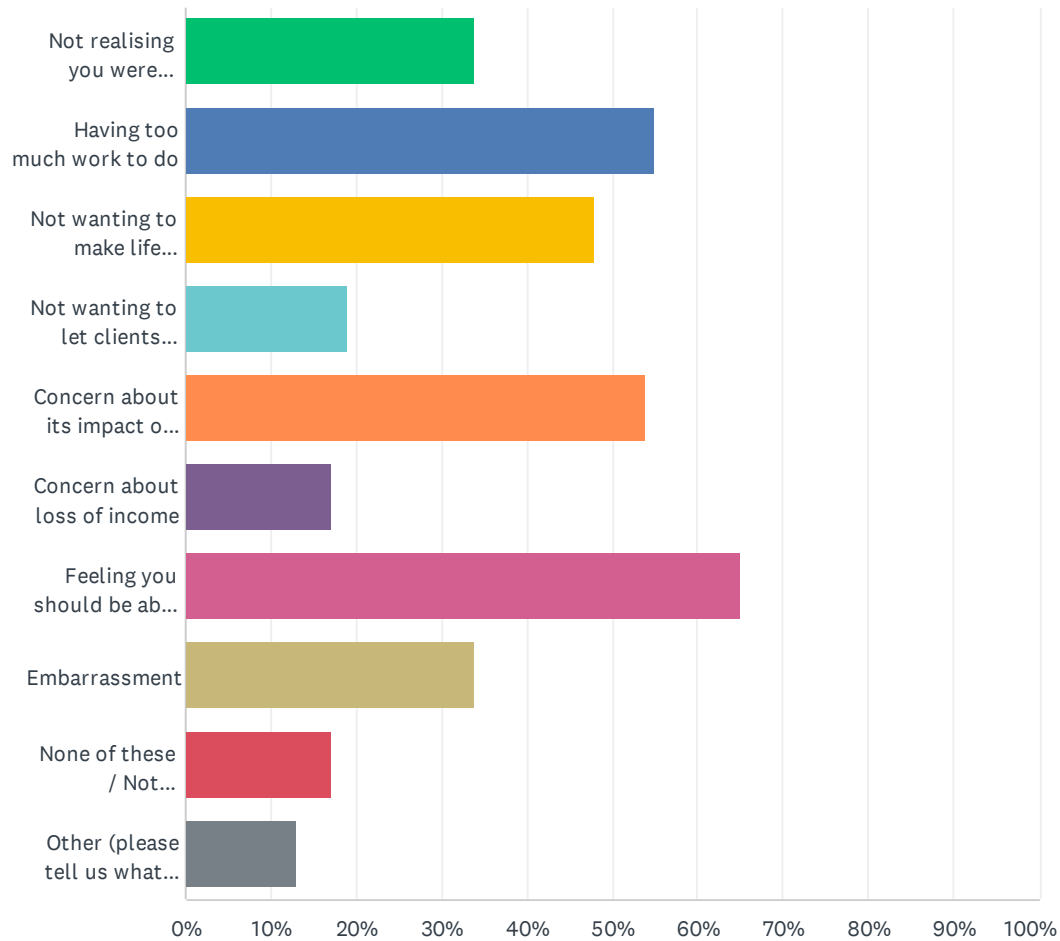
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
None	78.00%	78
A few days	13.00%	13
1-3 weeks	6.00%	6
More than 3 weeks	3.00%	3
TOTAL		100

Q10 Which of the following caused you to take less time off work than you would have liked or than you felt you needed (please select as many as applicable)?

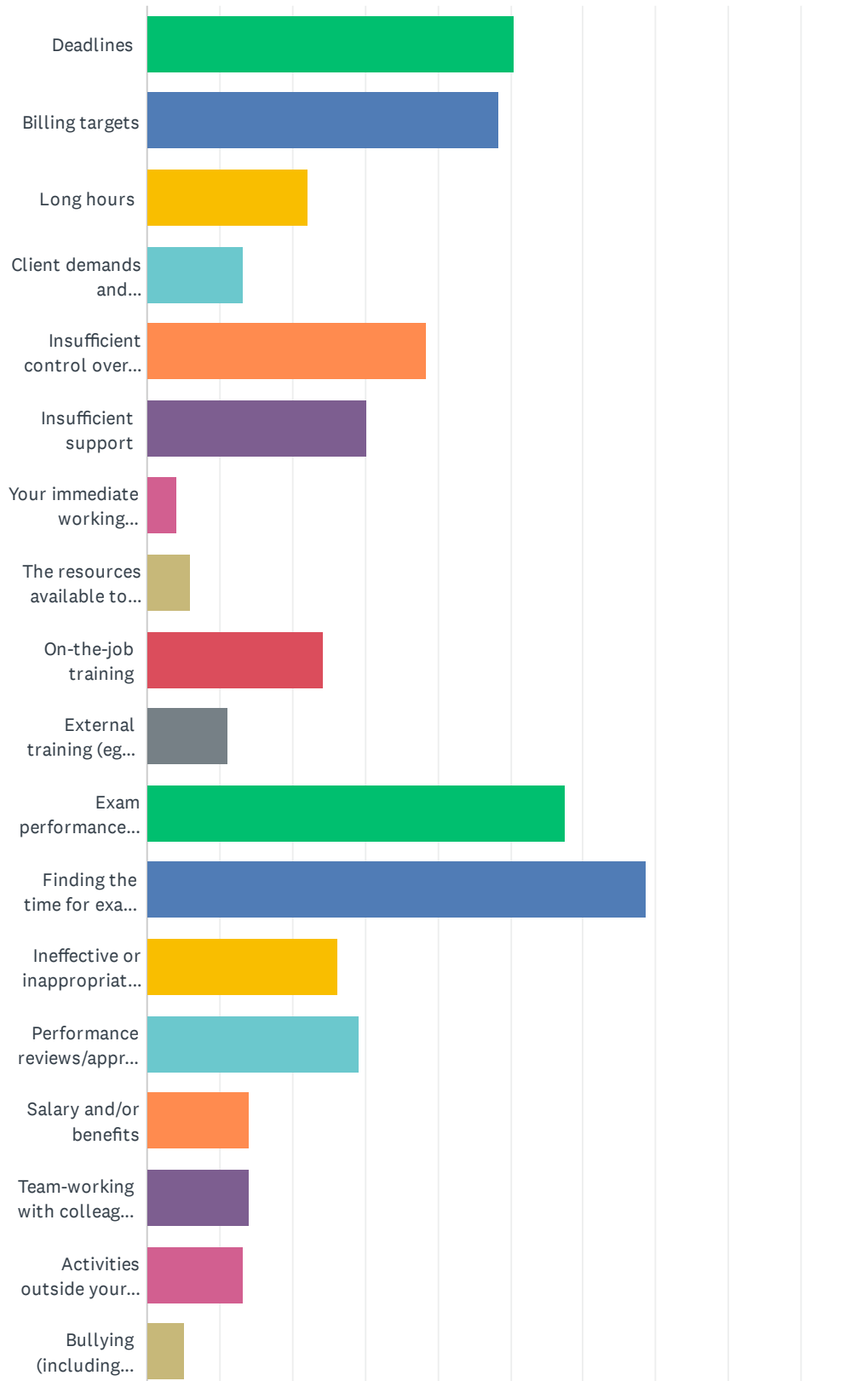
Answered: 100 Skipped: 11

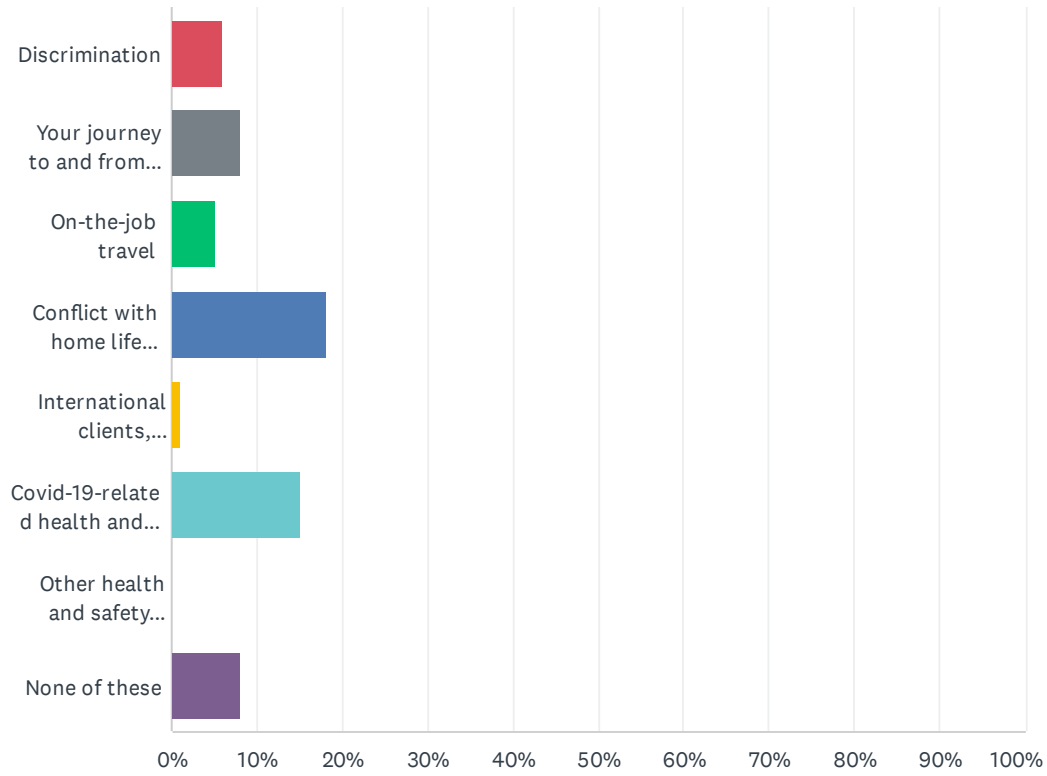


ANSWER CHOICES	RESPONSES	
Not realising you were allowed to take time off for your mental health	34.00%	34
Having too much work to do	55.00%	55
Not wanting to make life difficult for colleagues	48.00%	48
Not wanting to let clients down	19.00%	19
Concern about its impact on career prospects	54.00%	54
Concern about loss of income	17.00%	17
Feeling you should be able to cope anyway	65.00%	65
Embarrassment	34.00%	34
None of these / Not applicable	17.00%	17
Other (please tell us what other things have caused you to take less time off than you might have done)	13.00%	13
Total Respondents: 100		

Q11 Which of the following have caused you significant stress or anxiety at work (please select as many as applicable)?

Answered: 99 Skipped: 12

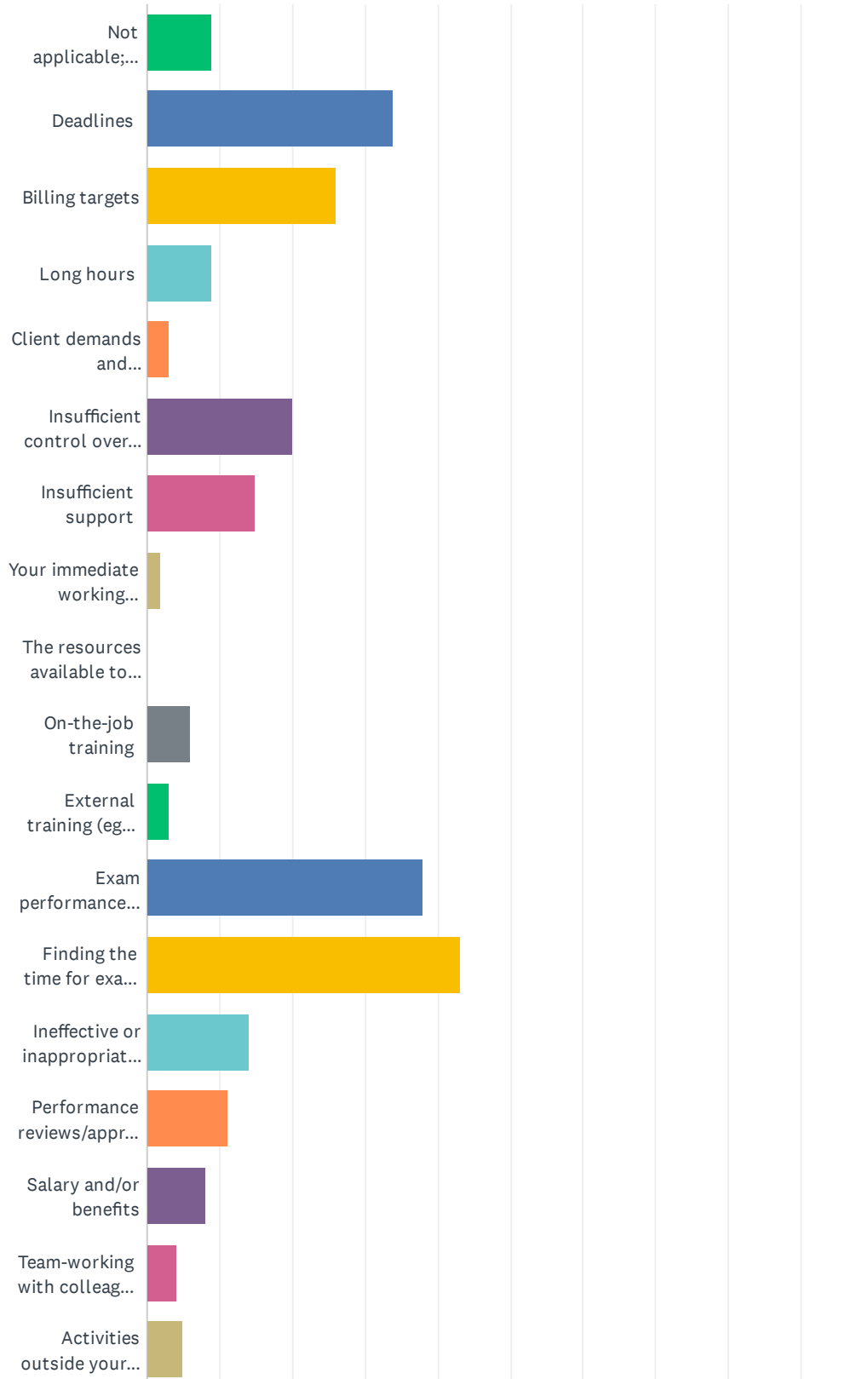


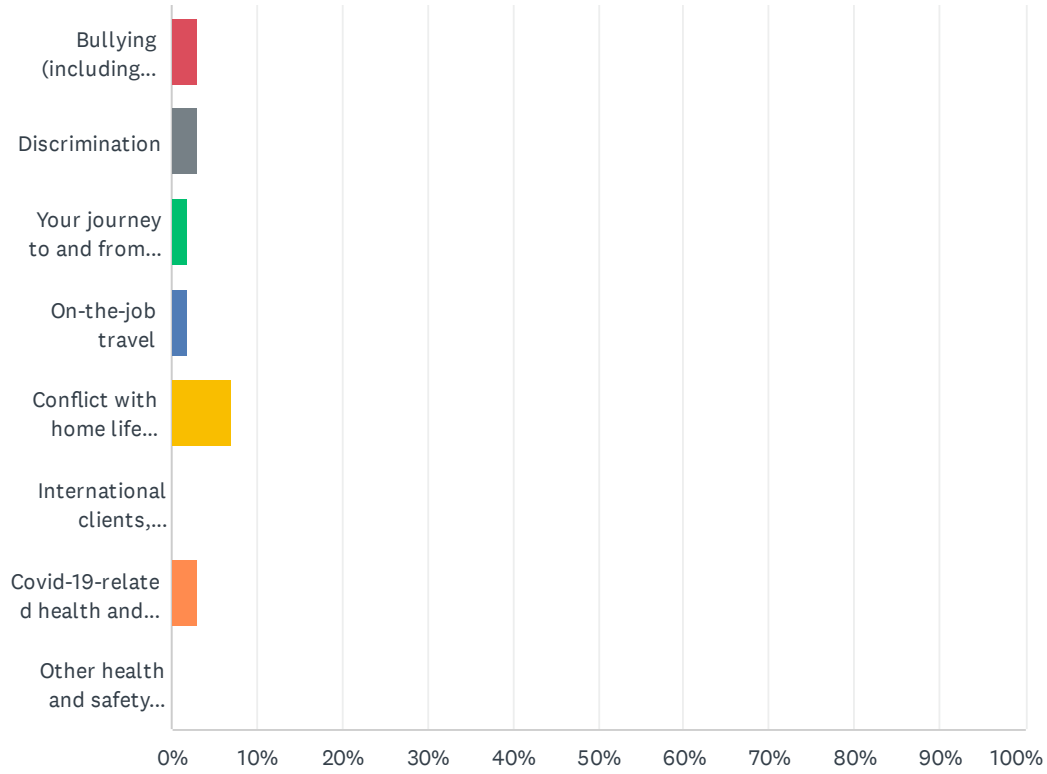


ANSWER CHOICES	RESPONSES	
Deadlines	50.51%	50
Billing targets	48.48%	48
Long hours	22.22%	22
Client demands and expectations	13.13%	13
Insufficient control over your workload	38.38%	38
Insufficient support	30.30%	30
Your immediate working environment (eg comfort and privacy at your work station)	4.04%	4
The resources available to you at work (eg IT and infrastructure)	6.06%	6
On-the-job training	24.24%	24
External training (eg courses)	11.11%	11
Exam performance fears	57.58%	57
Finding the time for exam preparation	68.69%	68
Ineffective or inappropriate management, or senior colleagues' behaviour	26.26%	26
Performance reviews/appraisals	29.29%	29
Salary and/or benefits	14.14%	14
Team-working with colleagues (eg the extent to which you do this or how well the interactions work)	14.14%	14
Activities outside your comfort zone (eg presentations or "networking")	13.13%	13
Bullying (including inappropriate banter) or harassment	5.05%	5
Discrimination	6.06%	6
Your journey to and from work	8.08%	8
On-the-job travel	5.05%	5
Conflict with home life and/or personal (eg caring) responsibilities	18.18%	18
International clients, different time zones and the need for 24-hour availability	1.01%	1
Covid-19-related health and safety concerns	15.15%	15
Other health and safety concerns	0.00%	0
None of these	8.08%	8
Total Respondents: 99		

Q12 If you can, now please select from those the three things you think have had the biggest impact on you.

Answered: 100 Skipped: 11

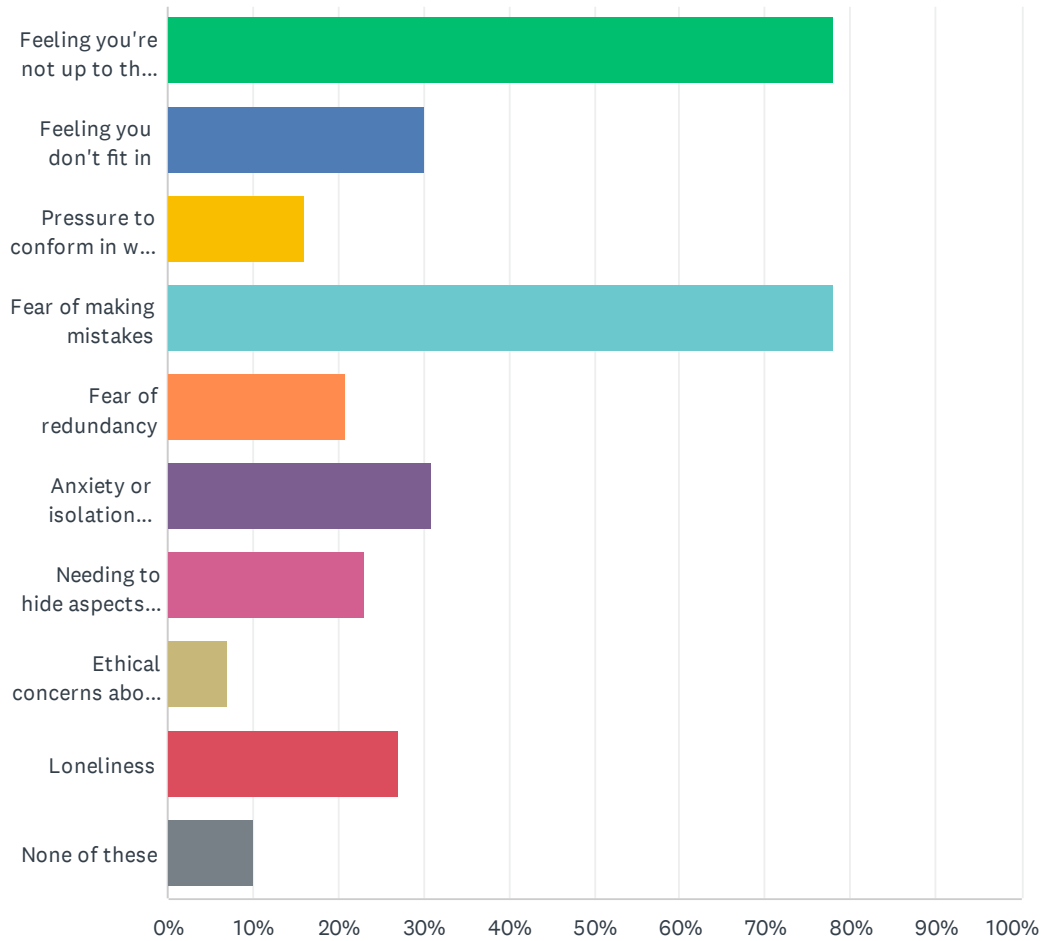




ANSWER CHOICES	RESPONSES	
Not applicable; none of them have caused you significant anxiety or stress at work in the last twelve months	9.00%	9
Deadlines	34.00%	34
Billing targets	26.00%	26
Long hours	9.00%	9
Client demands and expectations	3.00%	3
Insufficient control over your workload	20.00%	20
Insufficient support	15.00%	15
Your immediate working environment (eg comfort and privacy at your work station)	2.00%	2
The resources available to you at work (eg IT and infrastructure)	0.00%	0
On-the-job training	6.00%	6
External training (eg courses)	3.00%	3
Exam performance fears	38.00%	38
Finding the time for exam preparation	43.00%	43
Ineffective or inappropriate management, or senior colleagues' behaviour	14.00%	14
Performance reviews/appraisals	11.00%	11
Salary and/or benefits	8.00%	8
Team-working with colleagues (eg the extent to which you do this or how well the interactions work)	4.00%	4
Activities outside your comfort zone (eg presentations or "networking")	5.00%	5
Bullying (including inappropriate banter) or harassment	3.00%	3
Discrimination	3.00%	3
Your journey to and from work	2.00%	2
On-the-job travel	2.00%	2
Conflict with home life and/or personal (eg caring) responsibilities	7.00%	7
International clients, different time zones and the need for 24-hour availability	0.00%	0
Covid-19-related health and safety concerns	3.00%	3
Other health and safety concerns	0.00%	0
Total Respondents: 100		

Q13 Which of the following negative feelings have troubled you at, or because of, work (please select as many as applicable)?

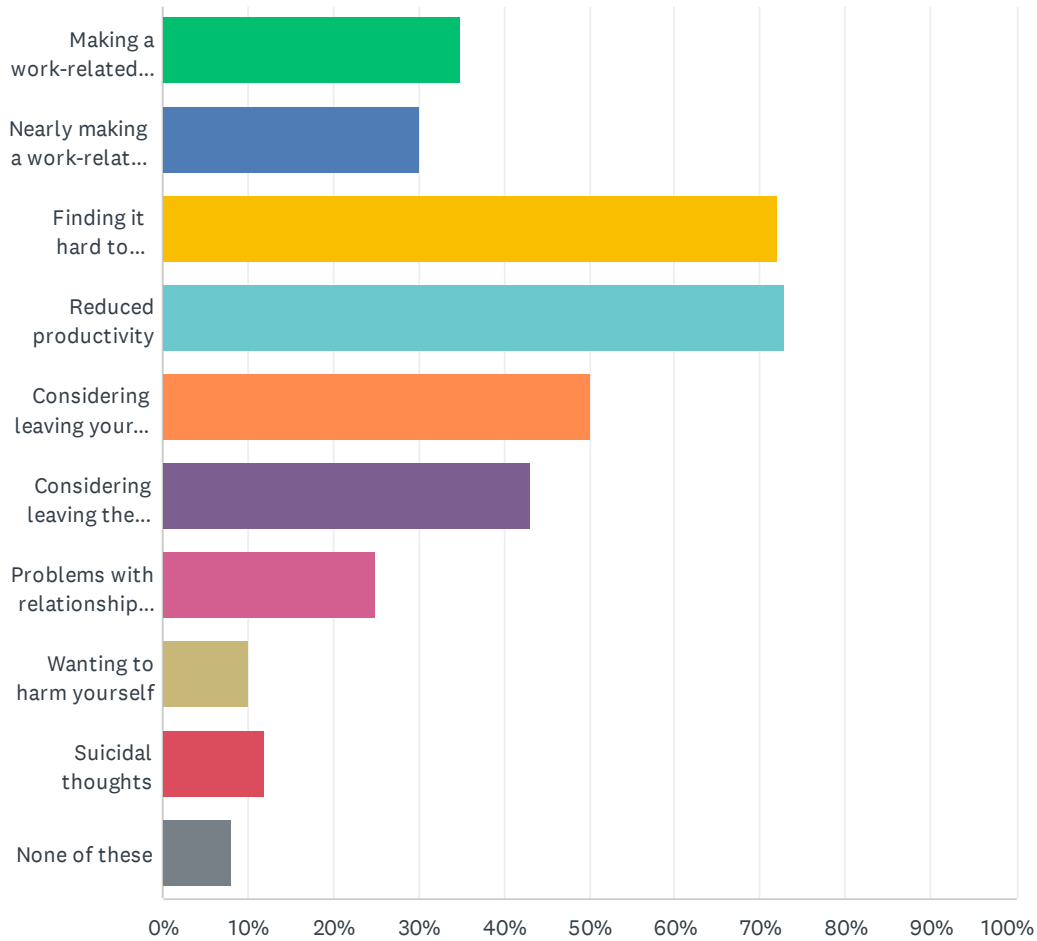
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
Feeling you're not up to the job	78.00%	78
Feeling you don't fit in	30.00%	30
Pressure to conform in ways you're uncomfortable with	16.00%	16
Fear of making mistakes	78.00%	78
Fear of redundancy	21.00%	21
Anxiety or isolation linked to something personal, such as gender, sexuality, ethnicity, religion, age, physical disability or mental health	31.00%	31
Needing to hide aspects of yourself or your life from colleagues	23.00%	23
Ethical concerns about the work you're asked to do	7.00%	7
Loneliness	27.00%	27
None of these	10.00%	10
Total Respondents: 100		

Q14 Which of the following have you experienced as a result of work-related stress (please select as many as applicable)?

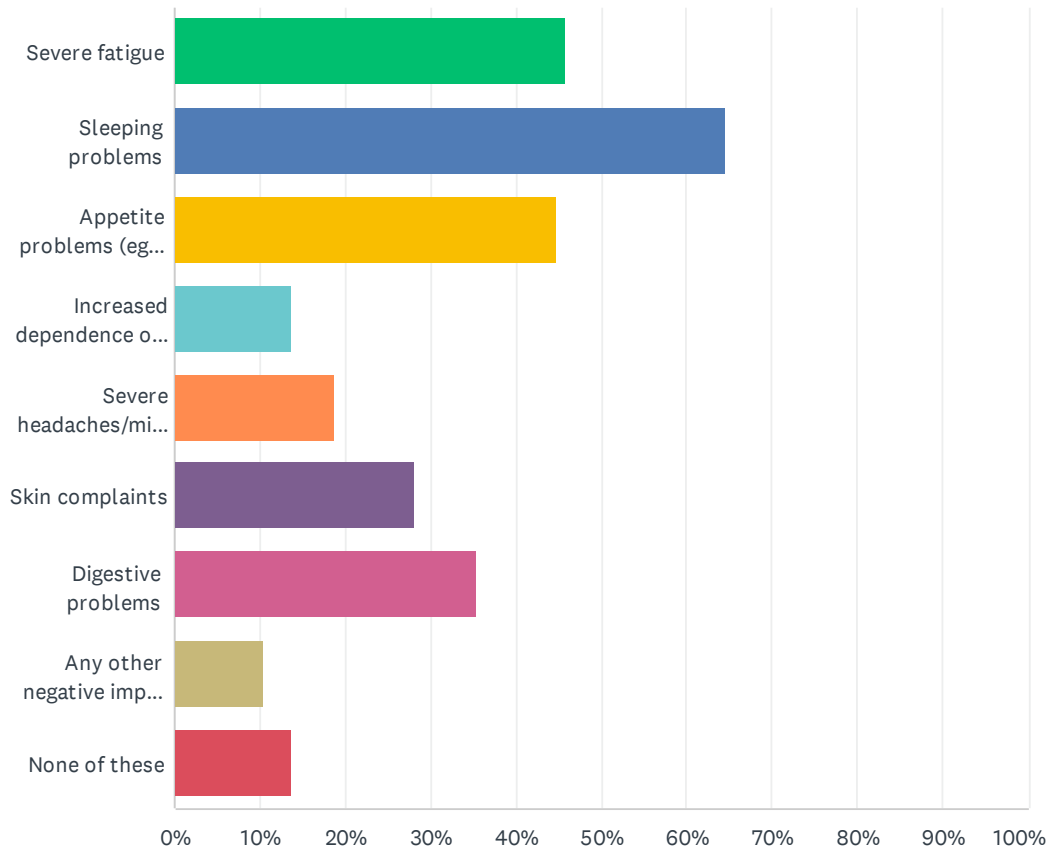
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
Making a work-related mistake that would not have happened otherwise	35.00%	35
Nearly making a work-related mistake that would not have happened otherwise	30.00%	30
Finding it hard to concentrate on your work	72.00%	72
Reduced productivity	73.00%	73
Considering leaving your current job	50.00%	50
Considering leaving the profession	43.00%	43
Problems with relationships outside of work	25.00%	25
Wanting to harm yourself	10.00%	10
Suicidal thoughts	12.00%	12
None of these	8.00%	8
Total Respondents: 100		

Q15 Which of the following physical symptoms have you experienced that you believe resulted from work-related stress (please select as many as applicable)?

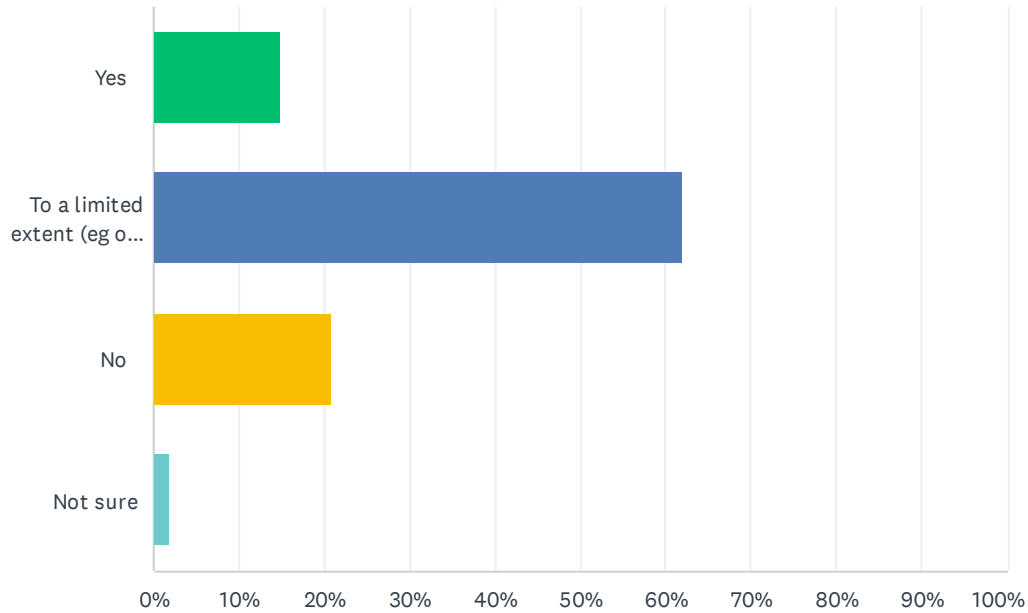
Answered: 96 Skipped: 15



ANSWER CHOICES	RESPONSES	
Severe fatigue	45.83%	44
Sleeping problems	64.58%	62
Appetite problems (eg loss of appetite or comfort eating)	44.79%	43
Increased dependence on alcohol, nicotine or recreational drugs	13.54%	13
Severe headaches/migraines	18.75%	18
Skin complaints	28.13%	27
Digestive problems	35.42%	34
Any other negative impact on physical health	10.42%	10
None of these	13.54%	13
Total Respondents: 96		

Q16 Do you feel able to talk to colleagues about stress and mental health problems?

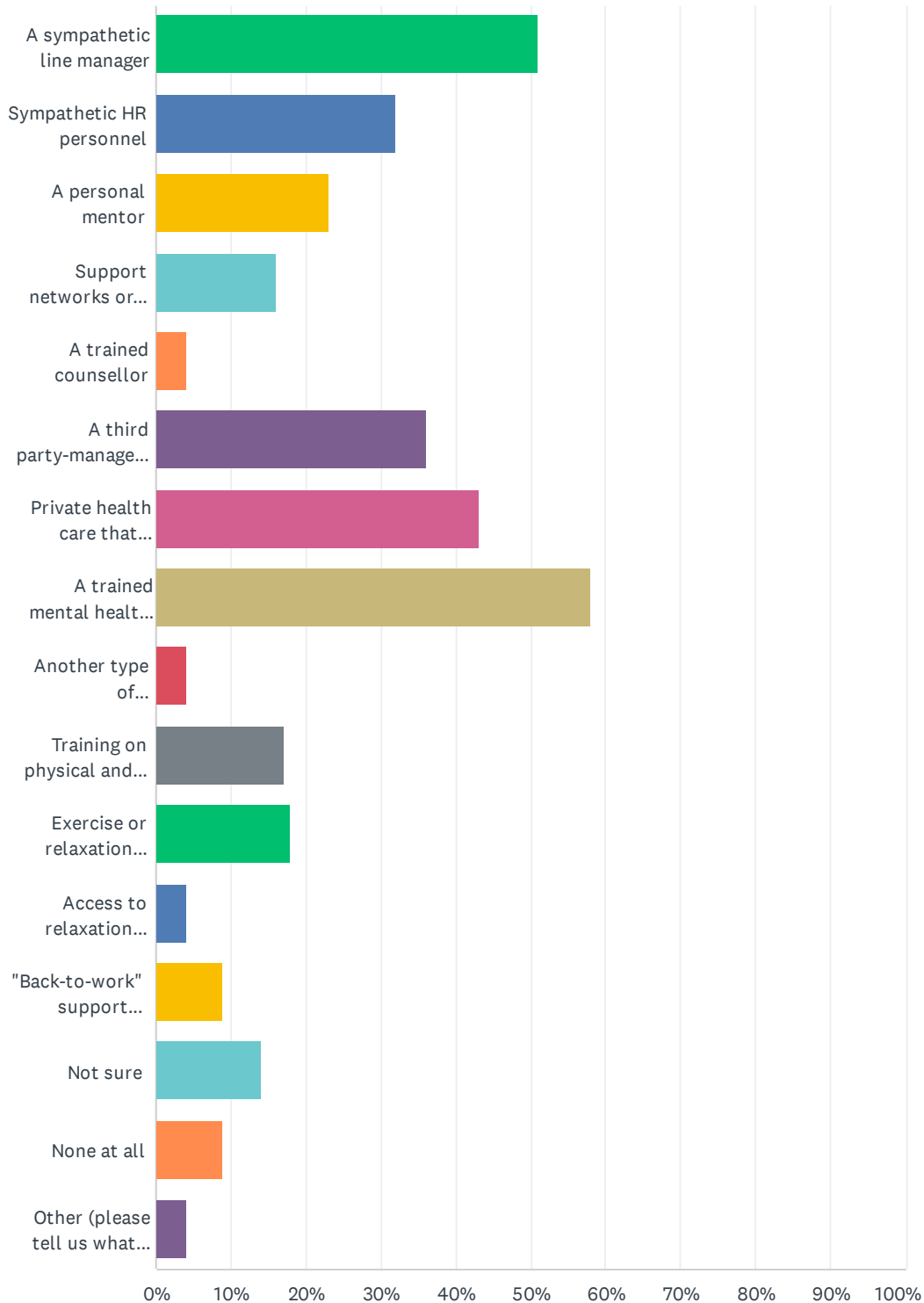
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
Yes	15.00%	15
To a limited extent (eg only to certain colleagues and/or about certain types of problem)	62.00%	62
No	21.00%	21
Not sure	2.00%	2
TOTAL		100

Q17 Which of the following forms of support do you have access to through work (please select as many as applicable)?

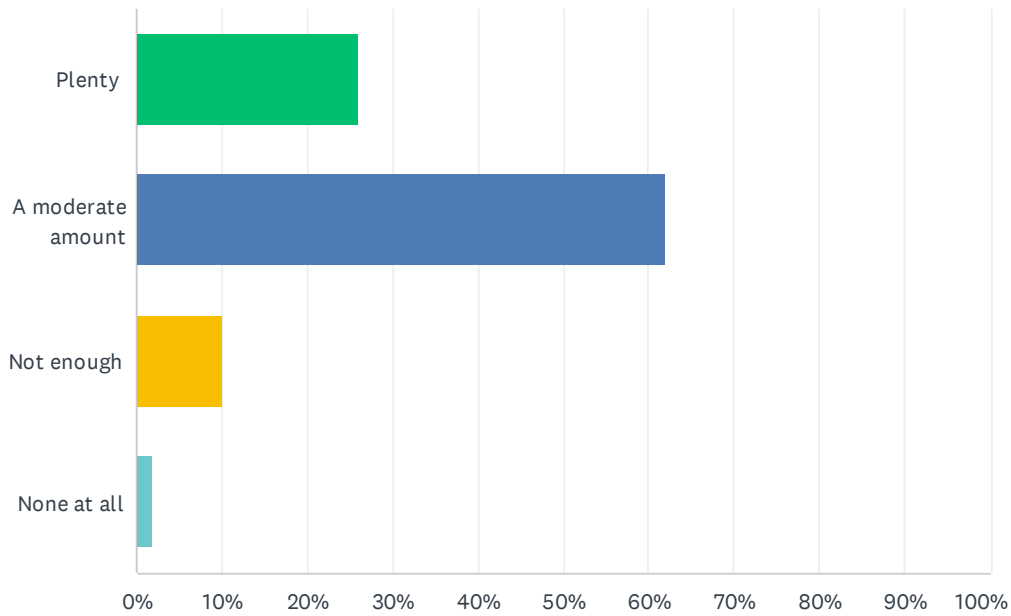
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
A sympathetic line manager	51.00%	51
Sympathetic HR personnel	32.00%	32
A personal mentor	23.00%	23
Support networks or groups (eg for women, LGBT+ or minority ethnic professionals, disabled people or carers)	16.00%	16
A trained counsellor	4.00%	4
A third party-managed "employee assistance programme"	36.00%	36
Private health care that extends to mental health problems	43.00%	43
A trained mental health "first aider"	58.00%	58
Another type of internally-appointed mental health champion	4.00%	4
Training on physical and/or mental wellbeing	17.00%	17
Exercise or relaxation classes	18.00%	18
Access to relaxation facilities such as a gym, games room or quiet room	4.00%	4
"Back-to-work" support following absence due to stress or mental illness (for example a phased return, counselling or regular follow-up reviews)	9.00%	9
Not sure	14.00%	14
None at all	9.00%	9
Other (please tell us what other forms of support you have access to through work)	4.00%	4
Total Respondents: 100		

Q18 How much flexibility do you have in your working arrangements?

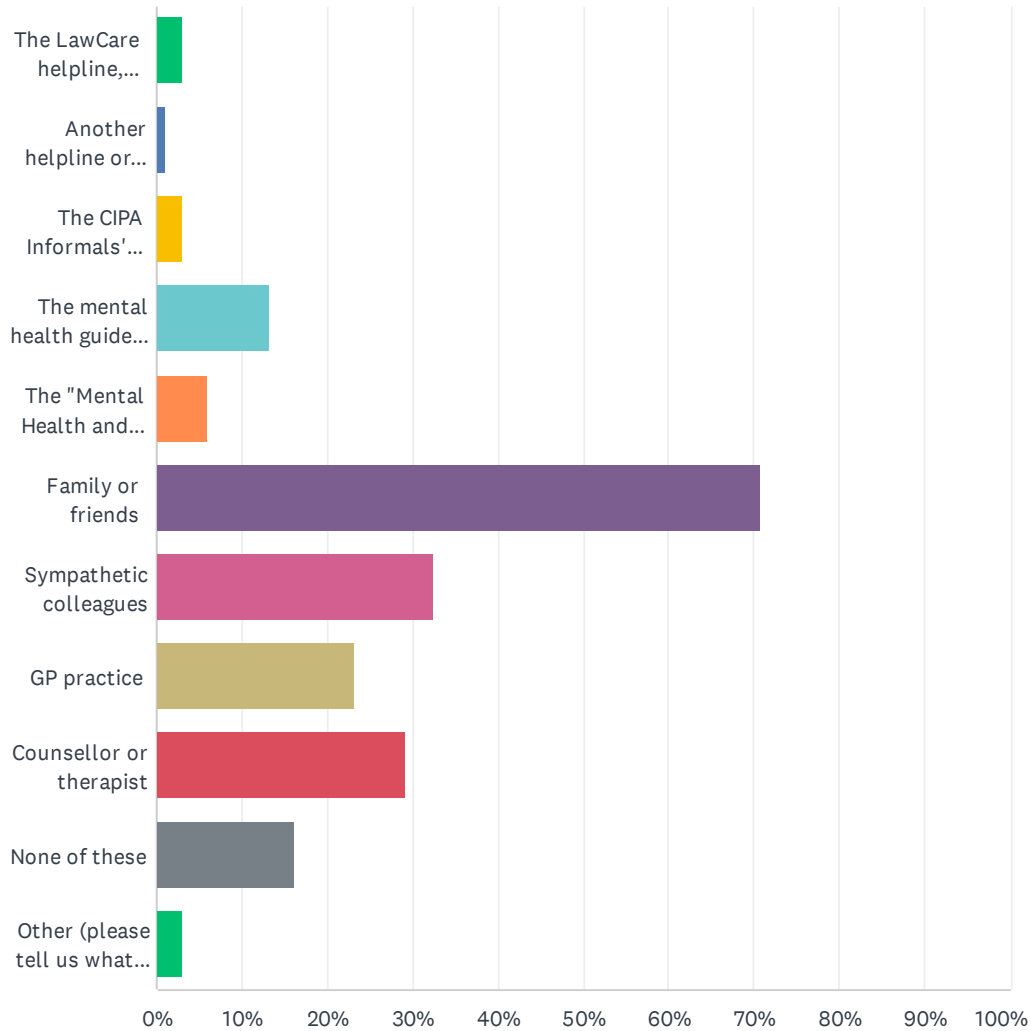
Answered: 100 Skipped: 11



ANSWER CHOICES	RESPONSES	
Plenty	26.00%	26
A moderate amount	62.00%	62
Not enough	10.00%	10
None at all	2.00%	2
TOTAL		100

Q19 Which of the following forms of mental wellbeing support have you drawn on (please select as many as applicable)?

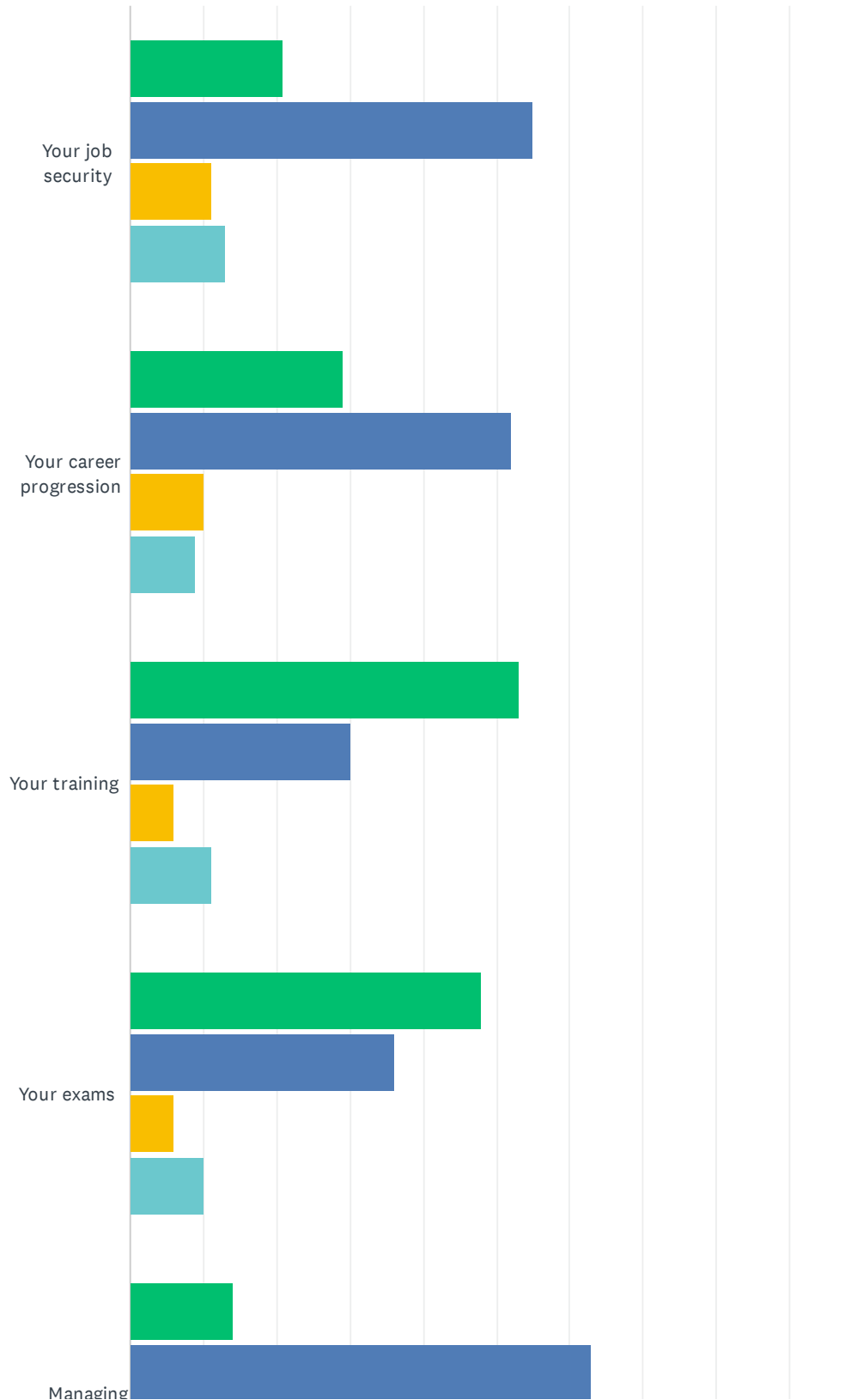
Answered: 99 Skipped: 12

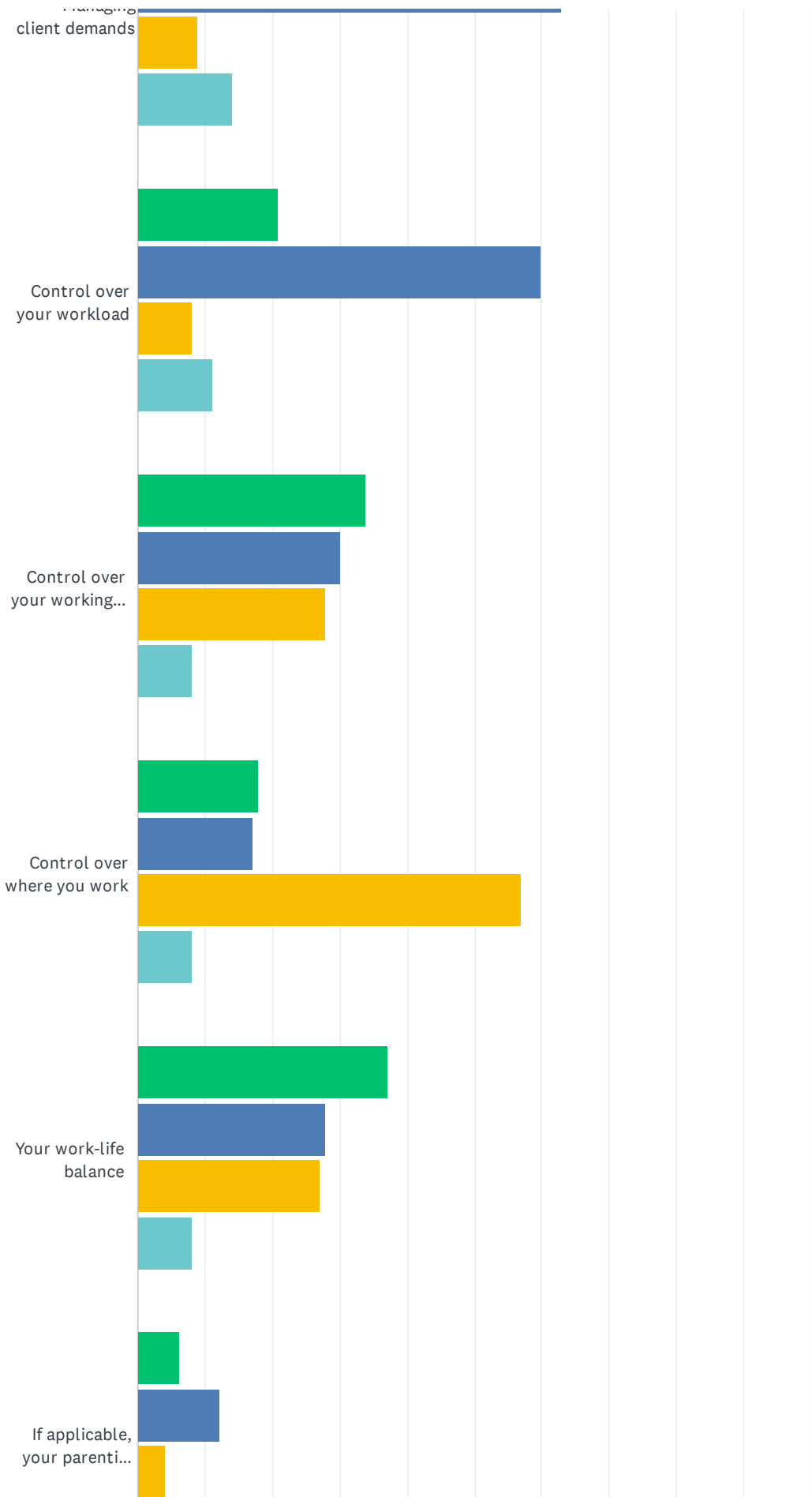


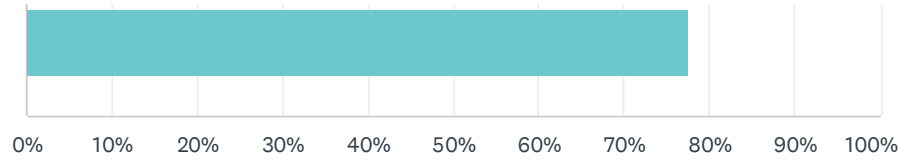
ANSWER CHOICES	RESPONSES	
The LawCare helpline, online chat service or website	3.03%	3
Another helpline or charity (eg Samaritans) (please use the box below to specify which)	1.01%	1
The CIPA Informals' online support (informalswelfare@gmail.com)	3.03%	3
The mental health guides produced by Jonathan's Voice	13.13%	13
The "Mental Health and Wellbeing" page on the IP Inclusive website	6.06%	6
Family or friends	70.71%	70
Sympathetic colleagues	32.32%	32
GP practice	23.23%	23
Counsellor or therapist	29.29%	29
None of these	16.16%	16
Other (please tell us what other forms of mental wellbeing support you've drawn on in the last twelve months)	3.03%	3
Total Respondents: 99		

Q20 How has the Covid-19 pandemic affected how you feel in relation to each of the following?

Answered: 100 Skipped: 11







■ More conce...
 ■ No change
 ■ Less conce...
 ■ Not applica...

	MORE CONCERNED	NO CHANGE	LESS CONCERNED	NOT APPLICABLE	TOTAL	WEIGHTED AVERAGE
Your job security	21.00% 21	55.00% 55	11.00% 11	13.00% 13	100	2.16
Your career progression	29.00% 29	52.00% 52	10.00% 10	9.00% 9	100	1.99
Your training	53.00% 53	30.00% 30	6.00% 6	11.00% 11	100	1.75
Your exams	48.00% 48	36.00% 36	6.00% 6	10.00% 10	100	1.78
Managing client demands	14.00% 14	63.00% 63	9.00% 9	14.00% 14	100	2.23
Control over your workload	21.00% 21	60.00% 60	8.00% 8	11.00% 11	100	2.09
Control over your working hours	34.00% 34	30.00% 30	28.00% 28	8.00% 8	100	2.10
Control over where you work	18.00% 18	17.00% 17	57.00% 57	8.00% 8	100	2.55
Your work-life balance	37.00% 37	28.00% 28	27.00% 27	8.00% 8	100	2.06
If applicable, your parenting or other caring responsibilities	6.12% 6	12.24% 12	4.08% 4	77.55% 76	98	3.53

Q21 Please use this optional box for any comments you'd like to make regarding your answers above.

Answered: 16 Skipped: 95