



Financial Reporting Council

Key Facts and Trends in the Accountancy Profession

August 2022

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Foreword

This is the twentieth edition of Key Facts and Trends in the Accountancy Profession.

This publication provides statistical information and trends on the members and students in the accountancy profession. Information is obtained from the following accountancy bodies: the six UK Chartered Accountancy bodies,¹ the Association of International Accountants (AIA) ('the accountancy bodies') and the Association of Accounting Technicians (AAT) ('all bodies'). In the sections below, the tables on members show data for the UK and the Republic of Ireland (ROI) combined and worldwide data. We include the UK and ROI figures together, partly because members and firms are entitled to practise in both jurisdictions and partly because in some cases it is difficult for all bodies to separate the data. However, it should be noted that in the case of audit, practising rights in Ireland are subject to discreet obligations which mean only a limited number of firms and members are able to practise in both jurisdictions. The Irish Auditing and Accounting Supervisory Authority (IAASA) publishes information relating specifically to the ROI accountancy bodies, which can be found at <http://www.iaasa.ie>.

Where appropriate we highlight significant trends and explain possible limitations of the data; however, it is important to note that we do not check the accuracy of the information provided. Where there are notable trends in the data, we follow this up with all bodies and firms to verify that they are content with the information they provided, but we do not include commentary on the possible reasons for any particular trends. We stress that it is often difficult to make comparisons between the different accountancy bodies, or between the audit firms that audit public interest entities (PIEs),² given the differences in the way data is classified by those bodies and firms and because of different regulatory arrangements in the UK, ROI and rest of the world.

In this edition, 25 firms with PIE clients (out of 43) participated compared with 26 firms in last year's publication. Competition between the Big Four audit firms and the Challenger firms remains a major focus. This year, the five largest firms³ outside the Big Four audited 23 FTSE 350 companies; this compares with 19 last year and 10 the year before.

As well as the competitiveness and resilience of the UK audit market, diversity at all bodies and audit firms continues to be high on the FRC's agenda. Consistent with the Public Sector Equality Duty (PSED), the FRC must consider the following objectives in its oversight of all bodies:

¹ Association of Chartered Certified Accountants (ACCA), Institute of Chartered Accountants in Ireland (ICAI/CAI), Chartered Institute of Public Finance and Accountancy (CIPFA), Chartered Institute of Management Accountants (CIMA), Institute of Chartered Accountants in England and Wales (ICAEW) and Institute of Chartered Accountants of Scotland (ICAS).

² Public Interest Entities (PIEs) are:

(a) an issuer whose transferable securities are admitted to trading on a UK regulated market;
(b) a credit institution within the meaning of Article 4(1)(1) of Regulation (EU) No 575/2013 of the European Parliament and of the Council, which is a CRR firm within the meaning of Article 4(1)(2A) of that Regulation;
(c) a person who would be an insurance undertaking as defined in Article 2(1) of Council Directive 91/674/EEC of 19 December 1991 of the European Parliament and of the Council on the annual accounts and consolidated accounts of insurance undertakings as that Article had effect immediately before exit day, were the United Kingdom a Member State.

³ The five largest audit firms outside the Big Four (based on number of listed audit clients) are BDO, Grant Thornton, PKF Littlejohn, RSM and Crowe.

-
- Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
 - Advance equality of opportunity between people who share a protected characteristic⁴ and people who do not share it; and
 - Foster good relations between people who share protected characteristics and people who do not share it.

In relation to diversity, we asked the PIE audit firms to provide information on the following nine diversity indicators: ethnicity, disability, religion/belief, sexual orientation, marital status, school type attended, first generation to attend university, being from a lower socioeconomic-background, and having caring responsibilities. We also requested data on gender, ethnicity, disability and sexual orientation in respect of senior management at the PIE audit firms.

Further details can be found in the Diversity section of this publication.

As always, we are grateful to those who took the time to complete our questionnaire on how we can continue to improve this publication, viewable [here](#).

⁴ Protected characteristics under the Equality Act 2010: Age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race (this includes ethnic or national origins, colour or nationality), religion or belief (including an absence of religion or belief), sex, and sexual orientation.

Section One – Main Highlights

The Accountancy Bodies 2017 to 2021

Membership of the accountancy bodies continues to grow. The seven bodies in this report have nearly 390,000 members in the UK and ROI, and over 590,000 members worldwide. The growth in membership between 2020 and 2021 was 2.1% in the UK and ROI, and 2.8% worldwide. This is in line with compound annual growth rates from 2017 to 2021 is 2.0% in the UK and ROI, and 2.7% worldwide. (Figures 1 and 2)

There are nearly 162,000 students in the UK and ROI, and over 597,000 worldwide. Between 2020 and 2021, student numbers increased by 0.3% in the UK and ROI, and by 1.6% worldwide. (Figures 1 and 2) This compares with compound annual growth rates from 2017 to 2021 of –0.4% for the UK and ROI and 0.3% worldwide. UK and ROI student numbers fell slightly for ACCA (–1.3%) and CIMA in 2021 (–1.7%) and worldwide student numbers also fell for CIMA (–5.2%).

The number of audit firms registered with the Recognised Supervisory Bodies⁵ (RSBs) continues to decline. The total number of registered audit firms was 4,745 as at 31 December 2021, falling from 5,007 and 5,127 registered firms as at 31 December 2020 and 2019. (Figure 21)

Since 2017, there has been a consistent annual increase in the income generated from all members and students worldwide for ICAEW. ACCA continues to generate the highest income of all the bodies at nearly £223m in 2021. CAI earns the highest average income from members and students at £682 per individual for 2021. (Figures 16 and 17)

Overall, the accountancy bodies collect data on their members and students concerning six of the nine protected characteristics under the Equality Act 2010; seven bodies collect data on age and sex, six on race, and five on disability, for example. Three of the bodies also collect data on socio-economic background (Figure 9). Figure 20 shows the number of bodies that collect diversity data on their *own* workforce in respect of the protected characteristics; all nine of the protected characteristics were used by at least one of the bodies to record diversity information on their workforce. All the bodies have diversity policies/statements in place.



⁵ To be an RSB, the body must satisfy the recognition criteria as set out in Schedule 10 of the Companies Act 2006. Individuals and audit firms that wish to be appointed as a statutory auditor in the UK must be registered with an RSB. There are four RSBs: ACCA, ICAEW, CAI and ICAS.

The audit firms 2019 to 2021

Figure 33 shows the total fee income, split by audit and non-audit services, for the 25 audit firms with Public Interest Entity (PIE) clients for 2021 year ends, that replied to our survey. Firms are listed in order of fee income from audit, rather than total fee income. All data is provided on a voluntary basis to the FRC.

The Big Four firms continued to see an increase in their total fee income of 4.6% in 2021 compared to an increase of 2.7% in the previous year. Firms outside the Big Four have also seen an increase in their total fee income in 2021 of 5.9% compared to an increase of 13.1% in 2020. (Figure 36)

Audit fee income for the Big Four firms increased by 6.5% in 2021 compared with a 7.9% increase in the previous year. Audit fee income for audit firms outside the Big Four increased by 12.5% in 2021 compared with a 20.9% increase in 2020. (Figure 36)

Fees for non-audit work to audit clients increased by 10.3% for the Big Four compared to a reduction of 2.2% in 2020. In contrast, non-Big Four firms saw a decrease in these fees of 6.8% in 2021 compared to an increase of 6.1% the year before. (Figure 36)

The average audit fee income per Statutory Auditor / Responsible Individual (RI) for Big Four firms in 2021 was £2.30m compared to £1.08m for non-Big Four firms. The average for all firms with PIE clients was £1.83m, an increase of £0.15m compared to 2020. (Figure 37)

In 2020, the five largest firms outside the Big Four audited 7.6% (19) of the FTSE 250 companies; in 2021 they audited 10% (23). Two firms outside these five (and the Big Four), also audited 1.6% (4) of the FTSE 250 companies in 2021 compared with 0.8% (2) in 2020. (Figure 39)

With regards to diversity at audit firms, we have focused on senior management at each of the 25 PIE audit firms responding to our survey, highlighting those managers, directors and partners who are female, from black, Asian, and minority ethnic backgrounds, have a disability, or are LGBTQ+.⁶ (Figures 40 to 44)

We asked the PIE audit firms whether they collect information on a range of diversity indicators for their workforce: age, race, disability, religion/belief, sexual orientation, marital status, school type attended, first generation to attend university, and caring responsibilities. The data and the staff completion rates on each indicator are set out in Figure 46. The firms were also asked whether they have a diversity policy in place (Figure 47). This year we also asked whether PIE audit firms collect information on socio-economic background.

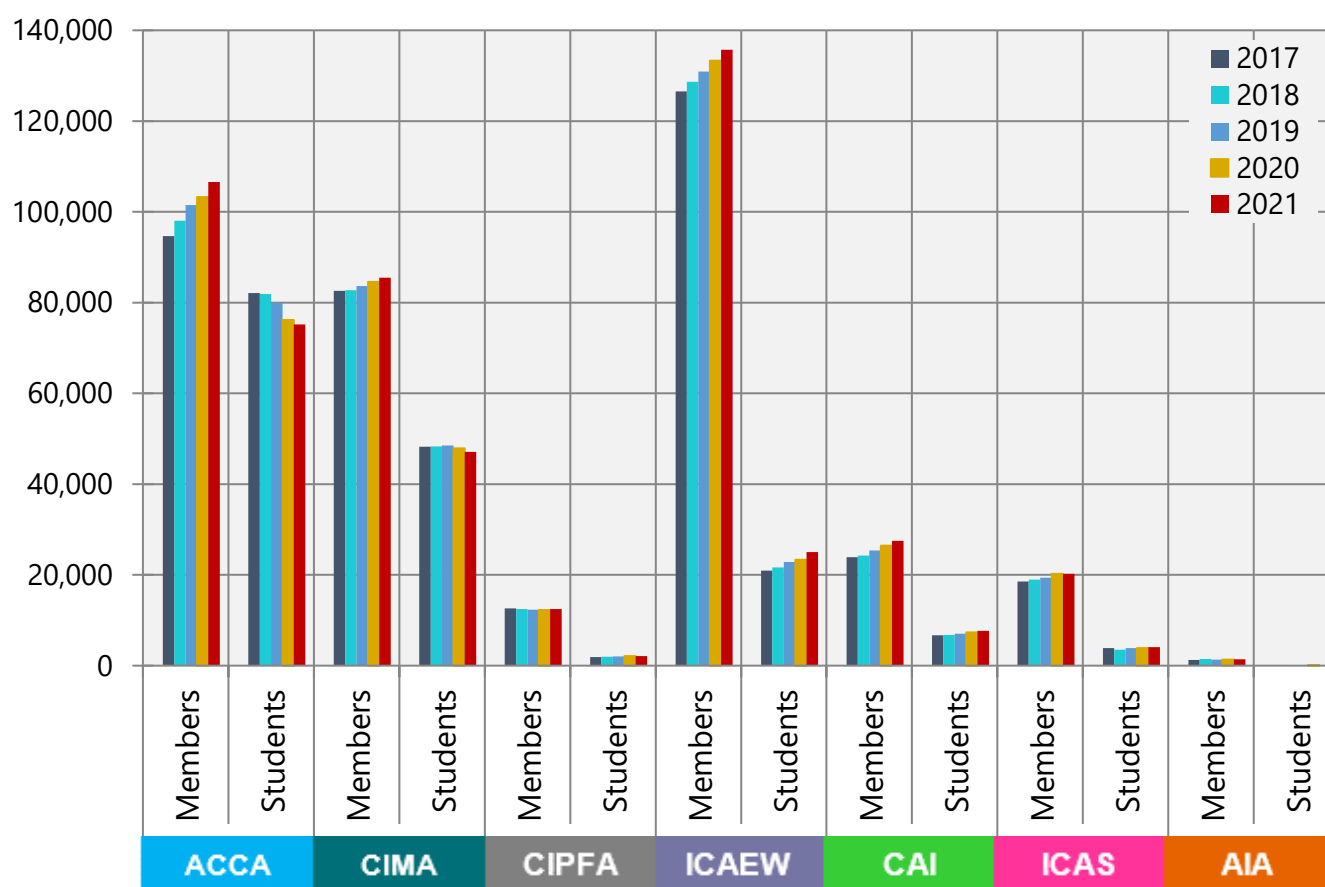
⁶ Lesbian, Gay, Bisexual, Trans, Queer/Questioning + Others.

Section Two – Members and students of the Accountancy Bodies

Registered members and students in the UK and ROI

Figure 1 shows growth rates for the five years to 31 December 2021, and the number of members and students in the UK and ROI as at 31 December 2021.

Figure 1: Members and students in the UK and ROI



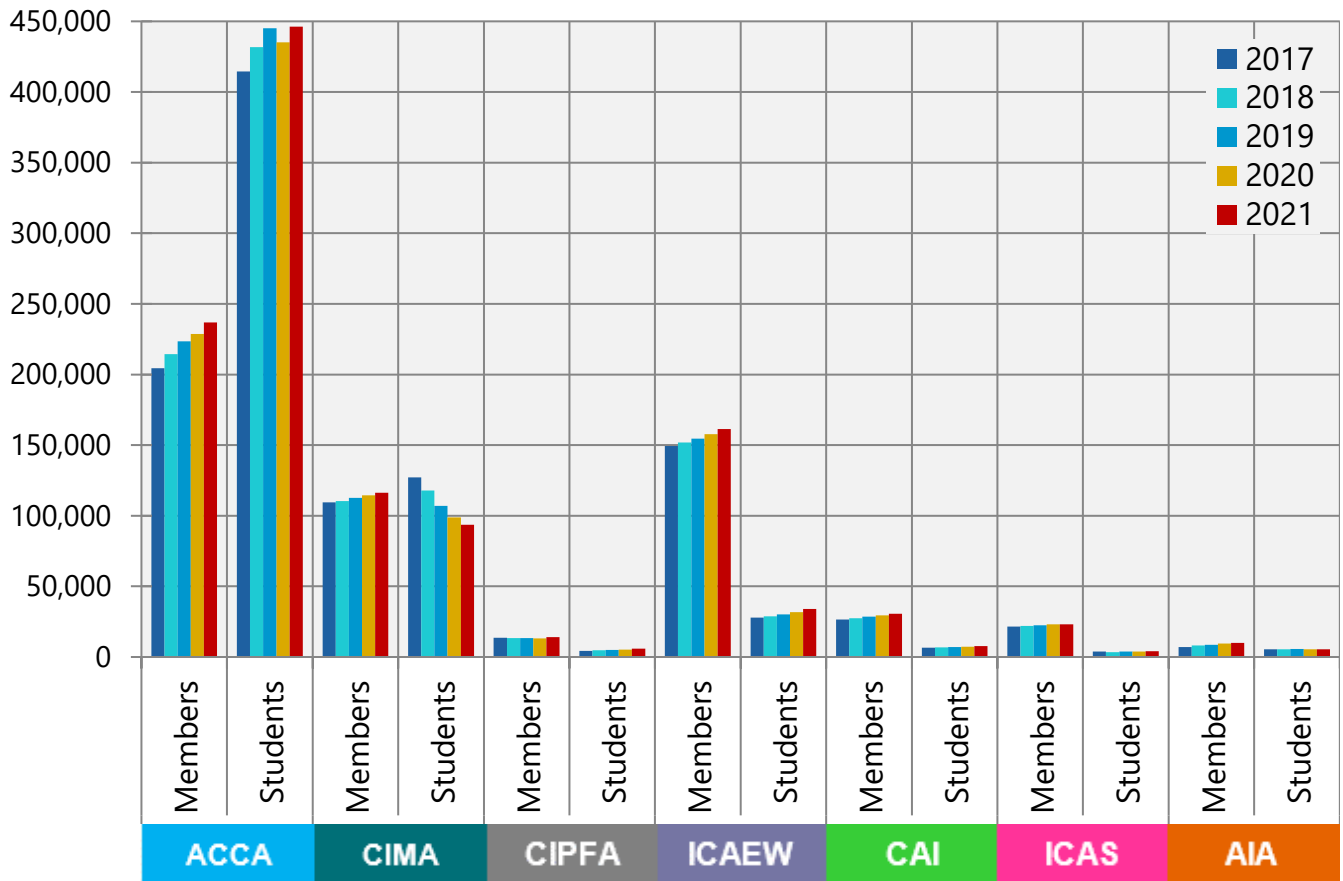
Members in the UK & ROI	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2021	106,561	85,517	12,451	135,681	27,530	20,211	1,379	389,330
% growth (20–21)	3.2	1.2	1.3	1.8	4.1	-0.1	6.0	2.1
% growth (17–21)	12.6	3.5	-1.4	7.2	15.2	9.1	6.7	8.1
% compound annual growth (17–21)	3.0	0.9	-0.4	1.8	3.6	2.2	1.6	2.0

Students in the UK & ROI	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2021	75,188	47,101	2,116	25,014	7,662	4,112	144	161,337
% growth (20–21)	-1.3	-1.7	0.1	7.3	4.2	7.1	3.6	0.3
% growth (17–21)	-8.4	-2.4	13.9	19.4	15.1	7.2	13.4	-1.5
% compound annual growth (17–21)	-2.2	-0.6	3.3	4.5	3.6	1.7	3.2	-0.4

Registered members and students worldwide

Figure 2 shows growth rates for the five years to 31 December 2021 and the number of worldwide members and students as at 31 December 2021.

Figure 2: Members and students worldwide



Members worldwide	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2021	236,827	116,302	13,991	161,411	30,622	23,252	10,061	592,466
% growth (20–21)	3.5	1.6	5.9	2.3	3.5	0.8	5.5	2.8
% growth (17–21)	15.9	6.3	1.9	8.1	15.3	8.1	40.4	11.4
% compound annual growth (17–21)	3.8	1.5	0.5	2.0	3.6	2.0	8.9	2.7

Students worldwide	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2021	446,232	93,696	5,842	33,958	7,668	4,154	5,556	597,106
% growth (20–21)	2.6	-5.2	10.6	7.3	4.3	7.9	3.3	1.6
% growth (17–21)	7.6	-26.4	32.7	21.9	15.1	7.9	3.6	1.2
% compound annual growth (17–21)	1.9	-7.4	7.3	5.1	3.6	1.9	0.9	0.3

⁷ The location of members and students is based on the registered address supplied to the accountancy bodies and may be either the place of employment or the place of residence.

Analysis of members and students of the seven⁸ Accountancy Bodies

The total membership of the seven accountancy bodies in the UK and ROI rose by 2.1% in 2021 compared to 1.9% in 2020. Total membership has continued to grow steadily at a compound annual growth rate of 2.0% for the period 2017 to 2021. (Figure 1)

Growth rates of membership vary considerably at each of the individual accountancy bodies in the UK and ROI. Whilst ICAEW continues to have the largest number of members in this jurisdiction, AIA, CAI and ACCA showed the strongest rates of growth in 2021 at 6.0%, 4.1% and 3.2% respectively. Only ICAS saw a fall in 2021 of 0.1%. (Figure 1)

The total number of students in the UK and ROI has increased by 0.3% from 2020 to 2021 compared with a decrease of 2.1% between 2019 and 2020. ACCA has the largest number of students but saw a decrease in numbers between 2020 and 2021 of 1.3%, whilst ICAS and ICAEW saw the largest % increases in 2021. (Figure 1)

The worldwide membership of the accountancy bodies has grown by 2.8% from 2020 to 2021 and at a compound annual growth rate of 2.7% for the period 2017 to 2021. (Figure 2)

Overall, worldwide student numbers increased by 1.6% from 2020 to 2021; this compares to a decrease of 2.7% between 2019 and 2020, with a compound annual growth rate of 0.3% between 2017 and 2021. (Figure 2)

Qualifications differ across the Recognised Qualifying Bodies (Figure 31). Just over 74% of the total worldwide student membership are training with ACCA for their qualifications. (Figure 2)

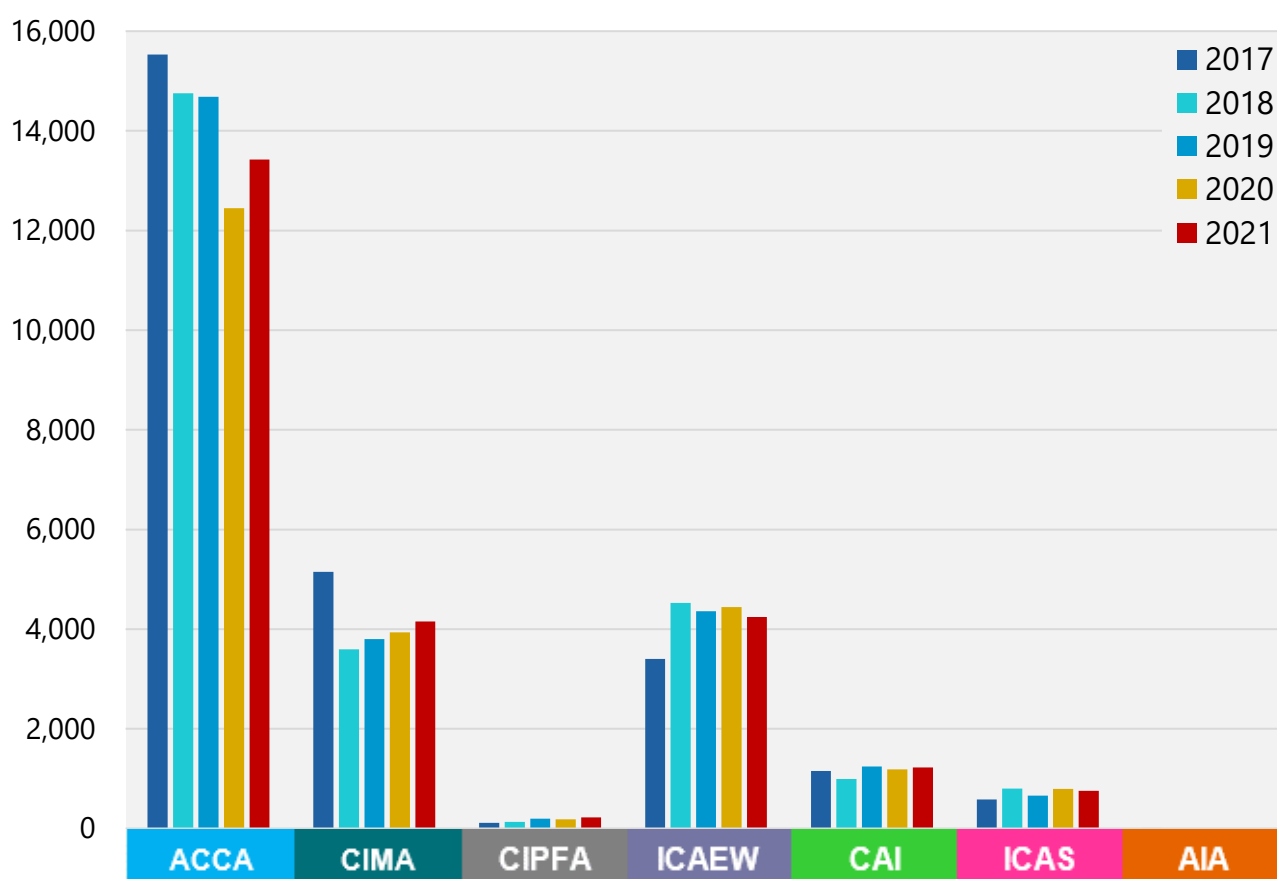
⁸ The statistics for AAT are shown separately on pages 20 and 21.

Students who became members

Figure 3 shows the number of students worldwide who became members as at 31 December for each of the years 2017 to 2021.

Figure 3: Students to members worldwide, 2017 to 2021

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	15,533	5,147	112	3,403	1,153	585	12	25,945
2018	14,756	3,598	133	4,525	996	801	5	24,814
2019	14,683	3,798	199	4,359	1,243	657	3	24,942
2020	12,450	3,933	183	4,444	1,189	794	6	22,999
2021	13,423	4,156	223	4,244	1,224	755	2	24,027
% growth (20–21)	7.8	5.7	21.9	-4.5	2.9	-4.9	-66.7	4.5

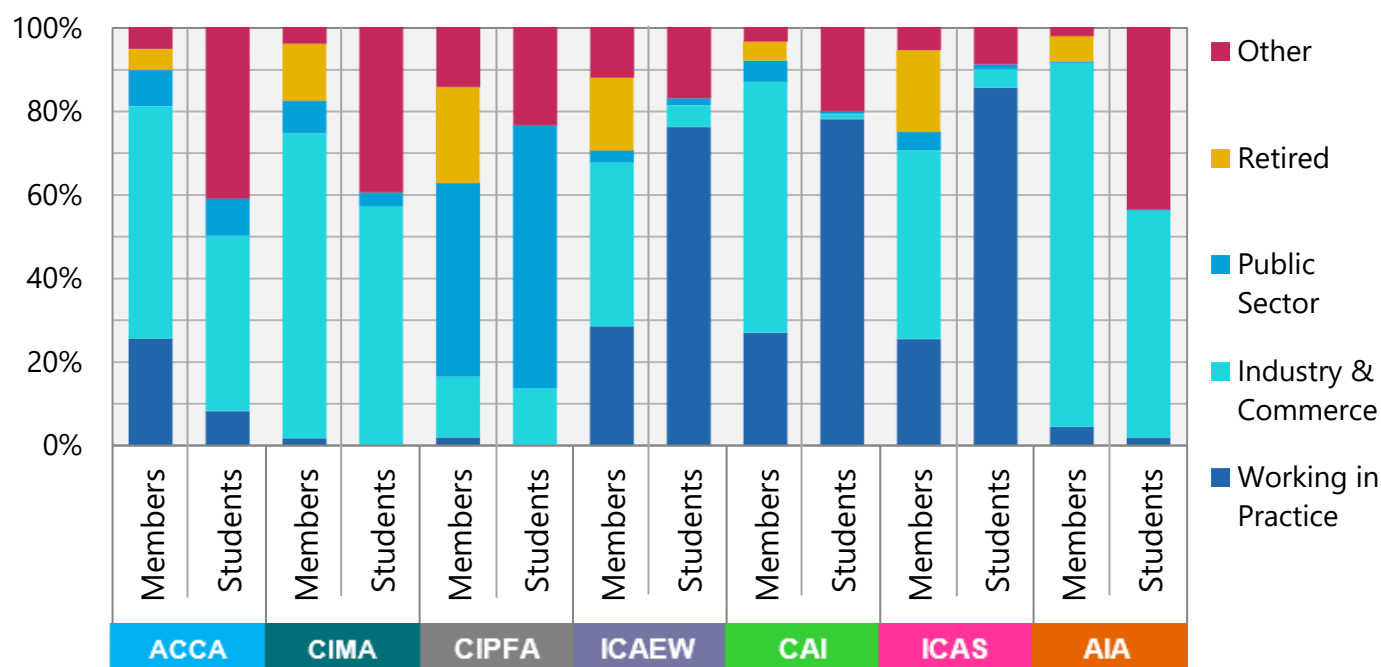


ICAEW, ICAS and AIA have all seen a decline in the number of students becoming members in 2021 compared with 2020. Overall, the total number of students who became members worldwide has risen from 2020 to 2021 by 4.5%. This compares with a decrease of 7.8% from 2019 to 2020.

Sectoral employment of members and students worldwide

Figure 4 shows the percentage of members and students worldwide for each of the seven accountancy bodies, according to their sectoral employment⁹ as at 31 December 2021.

Figure 4: Sectoral employment worldwide, 2021



The Industry and Commerce sector employs the highest percentage of members (54%) and students (41%) across the accountancy bodies. CIMA and AIA members in this sector make up 73% and 87% of their respective total memberships.

Over three-quarters of students at ICAEW, CAI and ICAS are in practice (i.e. working at an accountancy firm). In contrast, 2% or less of CIMA, CIPFA and AIA students are employed in practice.

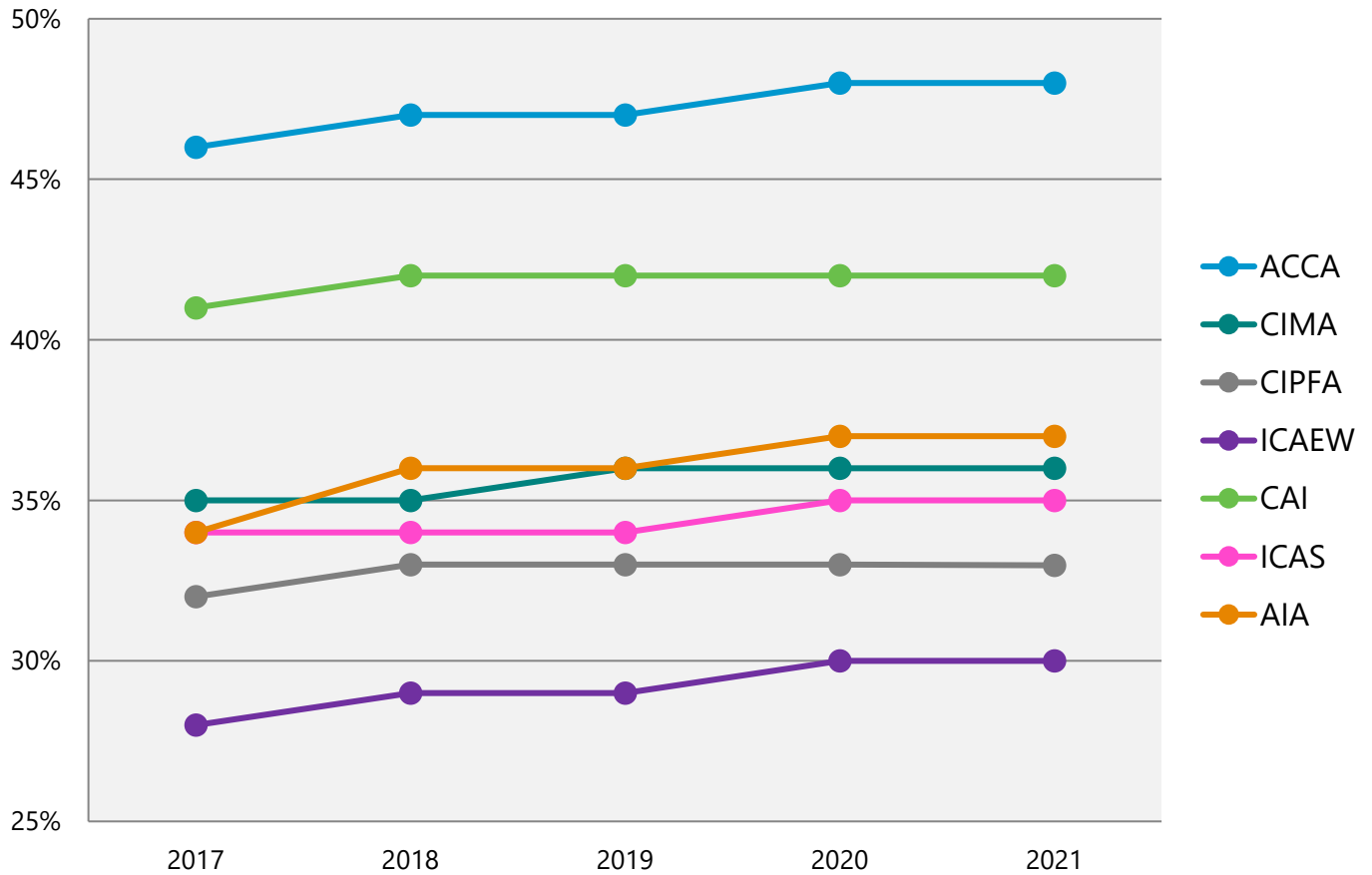
⁹ (i) 'Other' for members includes those who are unemployed, taking a career break, undertaking full-time study, on maternity leave and any members who are unclassified, for example having not provided the information. In the case of CAI, all such members are included in their most recent employment where available. The ICAEW includes members working within the charity sector under 'Public Sector'. For ICAS, the figure for Industry and Commerce includes students working in the public sector.

(ii) 'Other' for students includes those who are not employed, employed in sectors not mentioned, those in full-time education, independent students for whom no information on their employment is available and those individuals who have passed their final exams and are entitled to membership but have not yet been admitted.

Female members and students worldwide

Figures 5 and 6 show the percentage of female members and students worldwide, respectively, as at 31 December for each of the years 2017 to 2021.

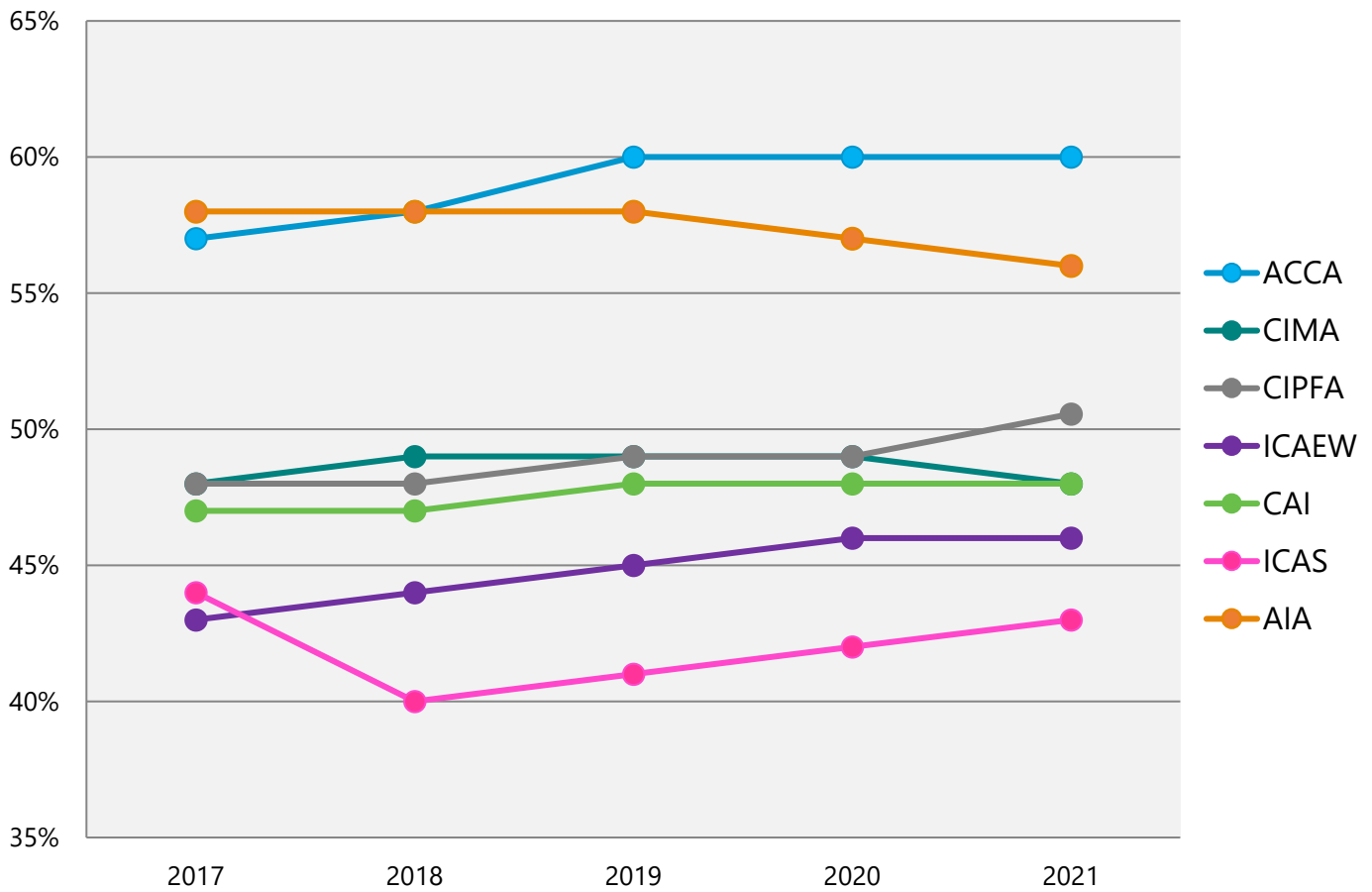
Figure 5: Female members worldwide, 2017 to 2021



Since 2017, all the accountancy bodies have increased their percentage of female members worldwide. AIA experienced the largest increase of 3 percentage points, in this period. ACCA continues to have the highest percentage of female members of all the accountancy bodies.

The overall percentage of female members worldwide has increased from 36% in 2017 to 37% in 2021.

Figure 6: Female students worldwide, 2017 to 2021



The overall percentage of female students (50%) is greater than the overall percentage of female members (37%).

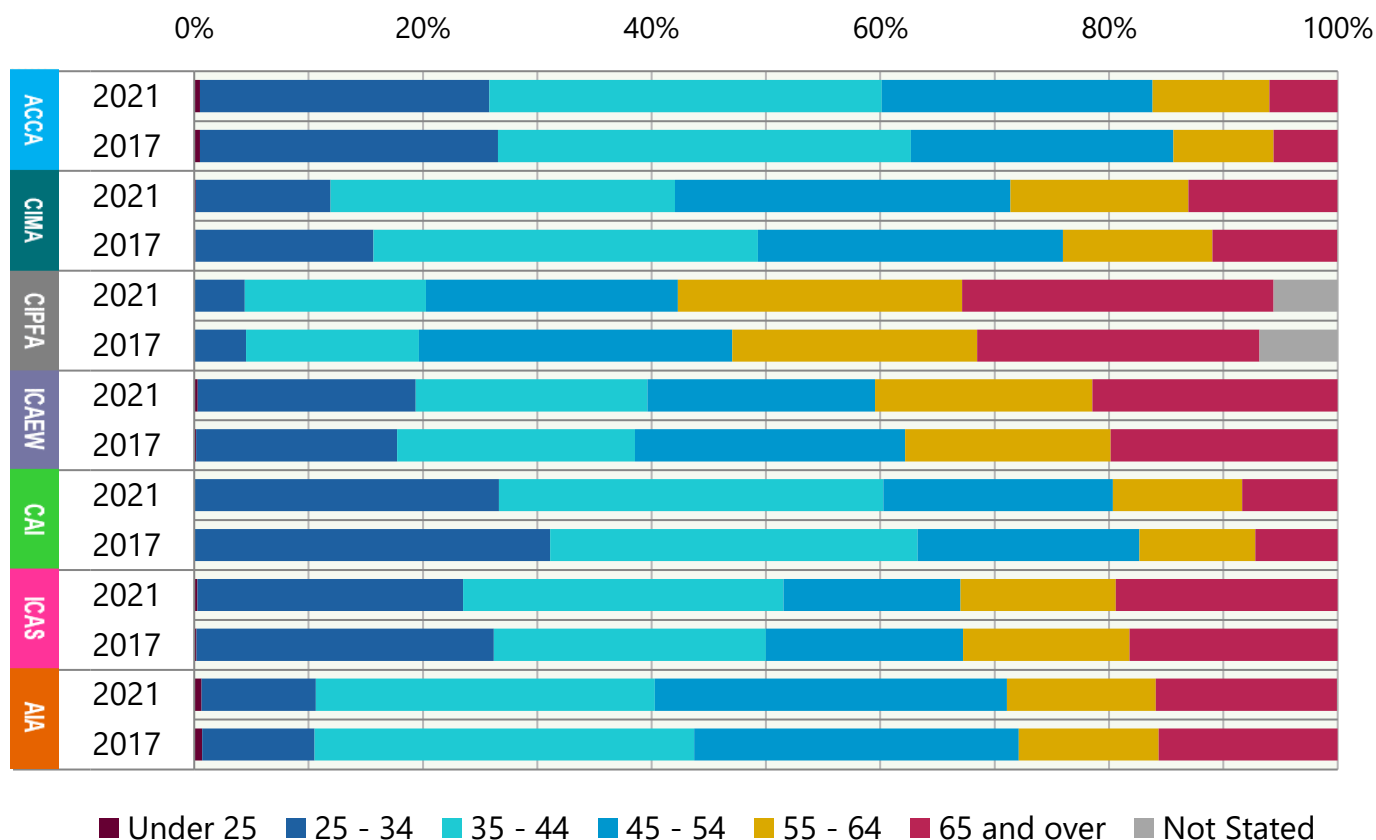
ACCA had the largest percentage of female students in 2021 at 60%.

For 2017 to 2020, CAI and ICAS figures refer only to the proportion of female students in the student intake, not of the total student population.

Age of members and students worldwide

Figures 7 and 8 compare the age distribution of members and students as at 31 December 2017 and 2021.

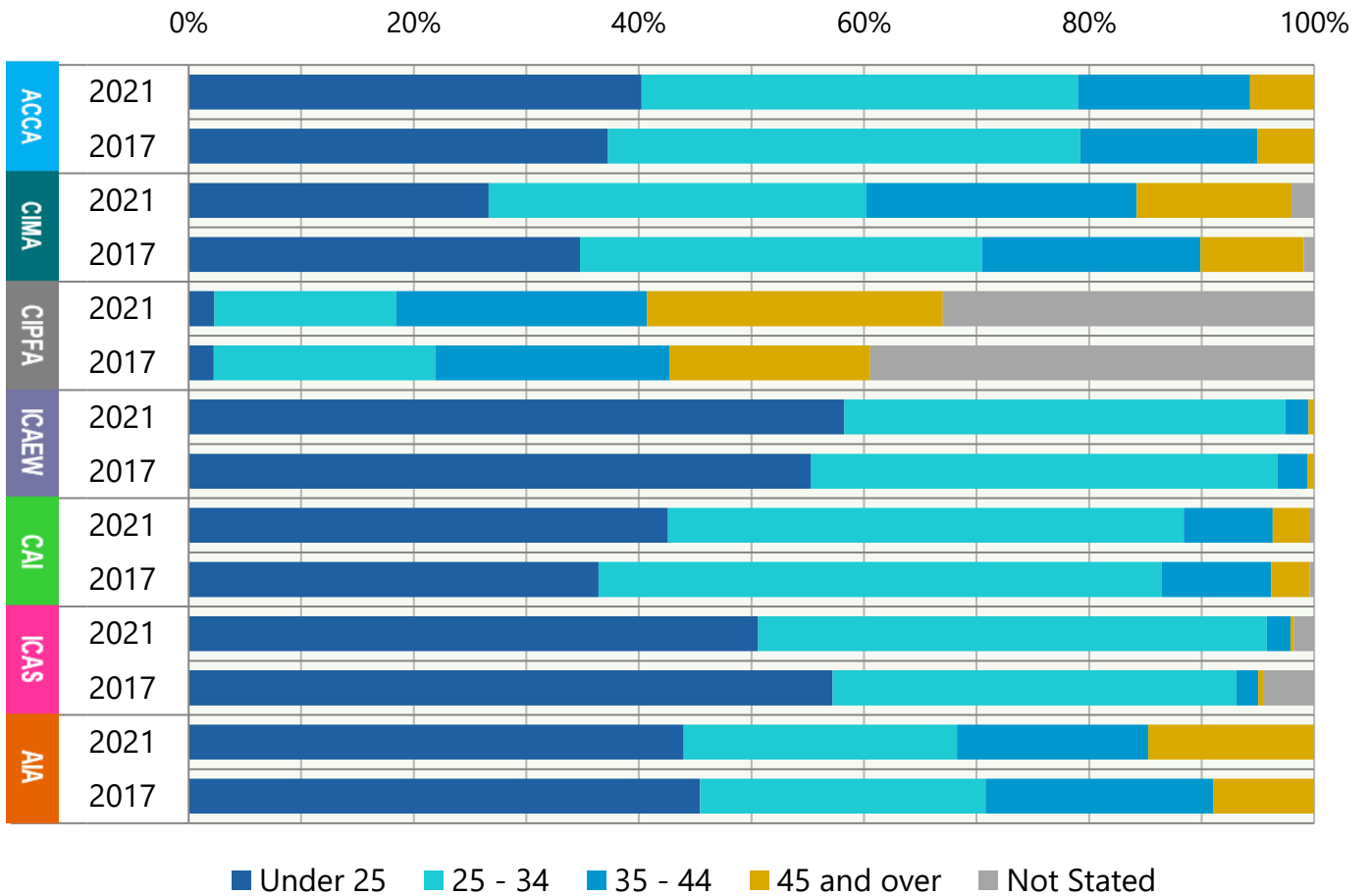
Figure 7: Age of members worldwide, 2017 and 2021



There were significant differences in the age profiles of the worldwide members of the seven accountancy bodies in 2021. ACCA, CAI and ICAS had relatively high proportions of members aged under 35 at 26%, 27% and 24% respectively, while CIPFA had the largest percentage of members aged 45 and over at 74%.

The largest proportion of worldwide members were aged between 35 to 44 in 2021, accounting for 29% of the total population.

Figure 8: Age of Students Worldwide, 2017 and 2021¹⁰



In 2021, 39% of all students from the seven accountancy bodies were under the age of 25 compared with 38% in 2017.

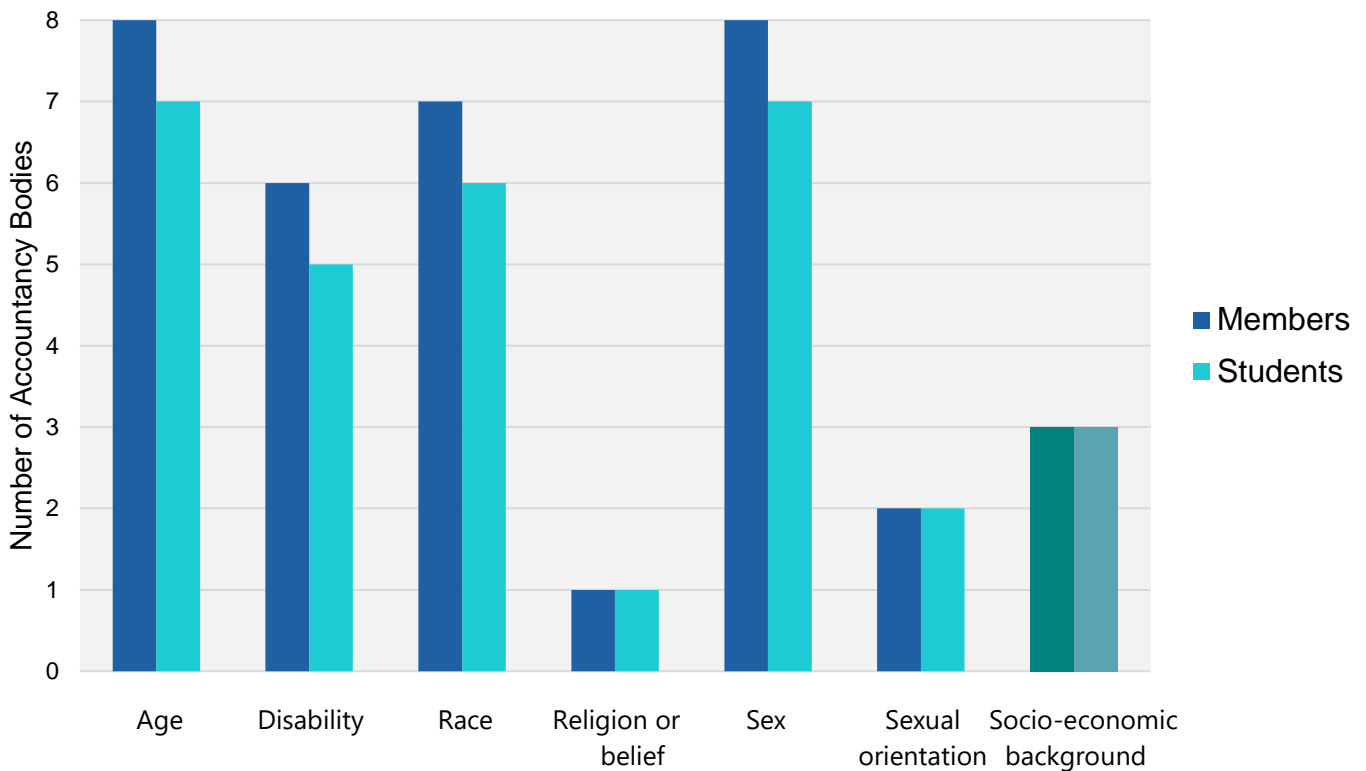
ICAEW, ICAS and CAI had the highest percentage of students aged 34 or under at 97%, 96%, and 88% respectively in 2021. In comparison, CIPFA had the largest proportion of students aged 35 and over at 49%.

¹⁰ ICAEW figures relate to the age of the student intake, not the ages of all students.

Diversity information on members and students

We asked all bodies whether they collect data on the protected characteristics recognised under the Equality Act 2010, and this year also asked whether any of the bodies collected data on the socio-economic background of their members and students. Figure 9 shows the number of professional bodies that collect data on the protected characteristics and socio-economic background with respect to their members and students.

Figure 9: Diversity information collected on members and students, 2021

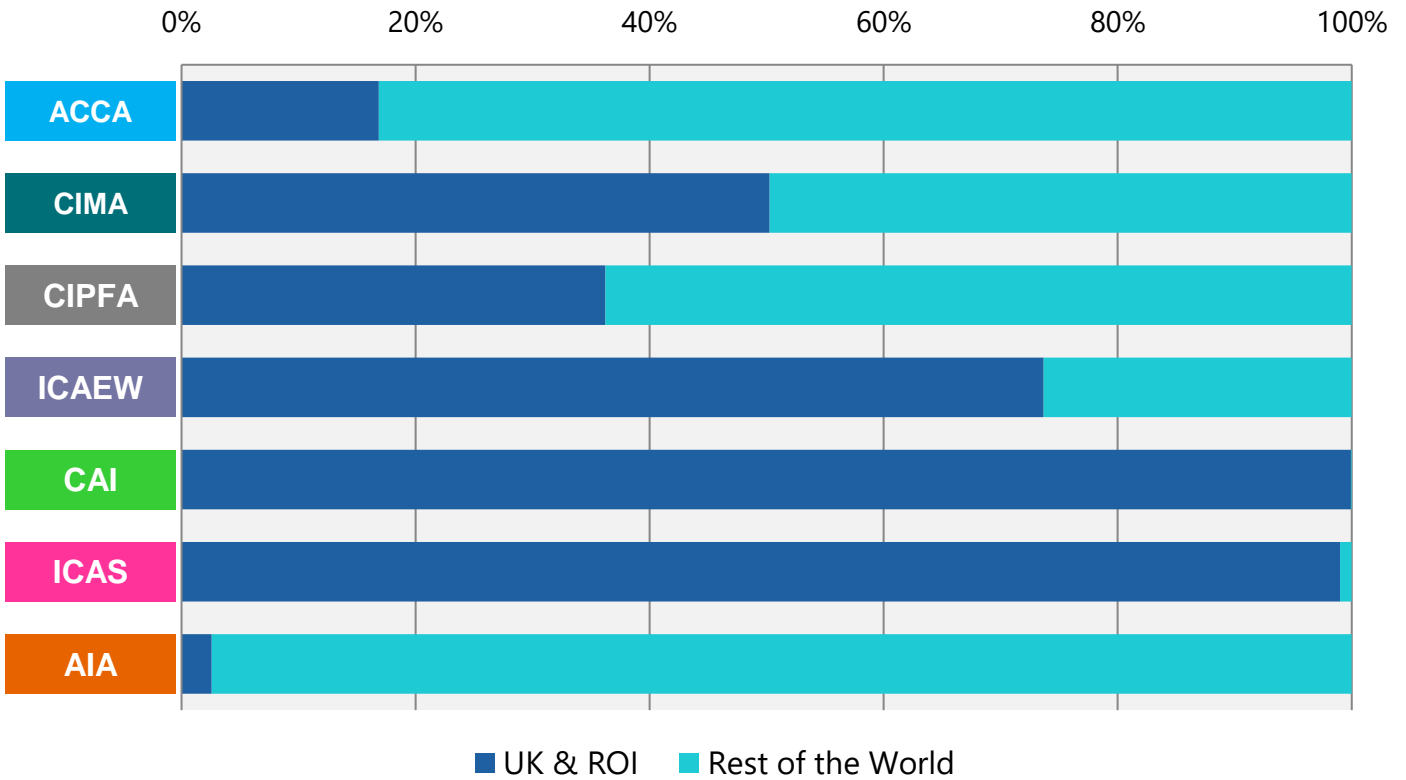


In 2021, six of the nine protected characteristics under the Equality Act 2010, were used by at least one of the bodies to record data on members and students. The other three Equality Act indicators (marriage and civil partnerships, pregnancy and maternity, and gender reassignment) were not recorded. In addition, three of the bodies recorded data on socio-economic background.

Location of students

Figure 10 shows the location¹¹ (UK and ROI, and the rest of the world) of students of the accountancy bodies as at 31 December 2021.

Figure 10: Location of students, 2021



97% of AIA and 83% of ACCA students were based outside the UK and ROI. In contrast, ICAS and CAI had 1% or less of students based outside the UK and ROI.

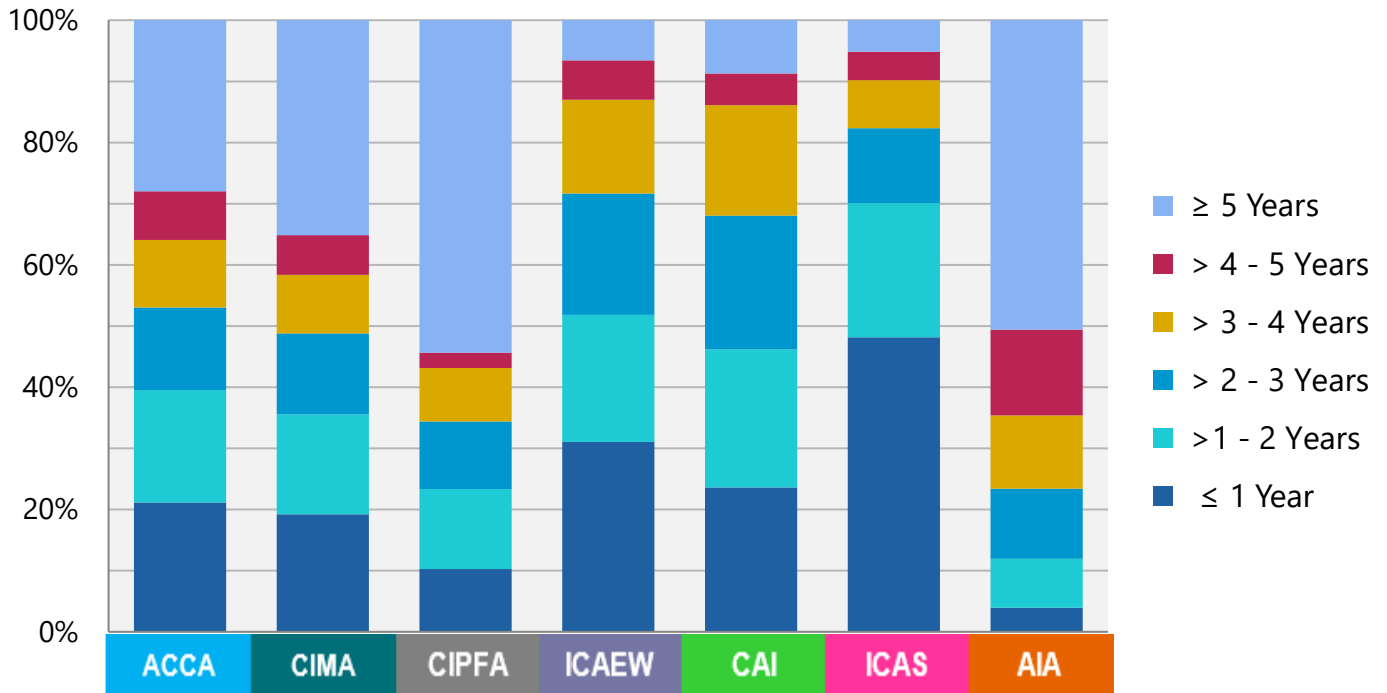
27% of all students from the accountancy bodies were studying in the UK and ROI.

¹¹ The location of students is based on the registered address supplied to the accountancy body and may be either their place of employment or their place of residence.

Profile of students of the Accountancy Bodies worldwide

Figure 11 sets out on a worldwide basis the length of time¹² that individuals have been registered as students with these accountancy bodies.

Figure 11: Profile of students worldwide, 2021



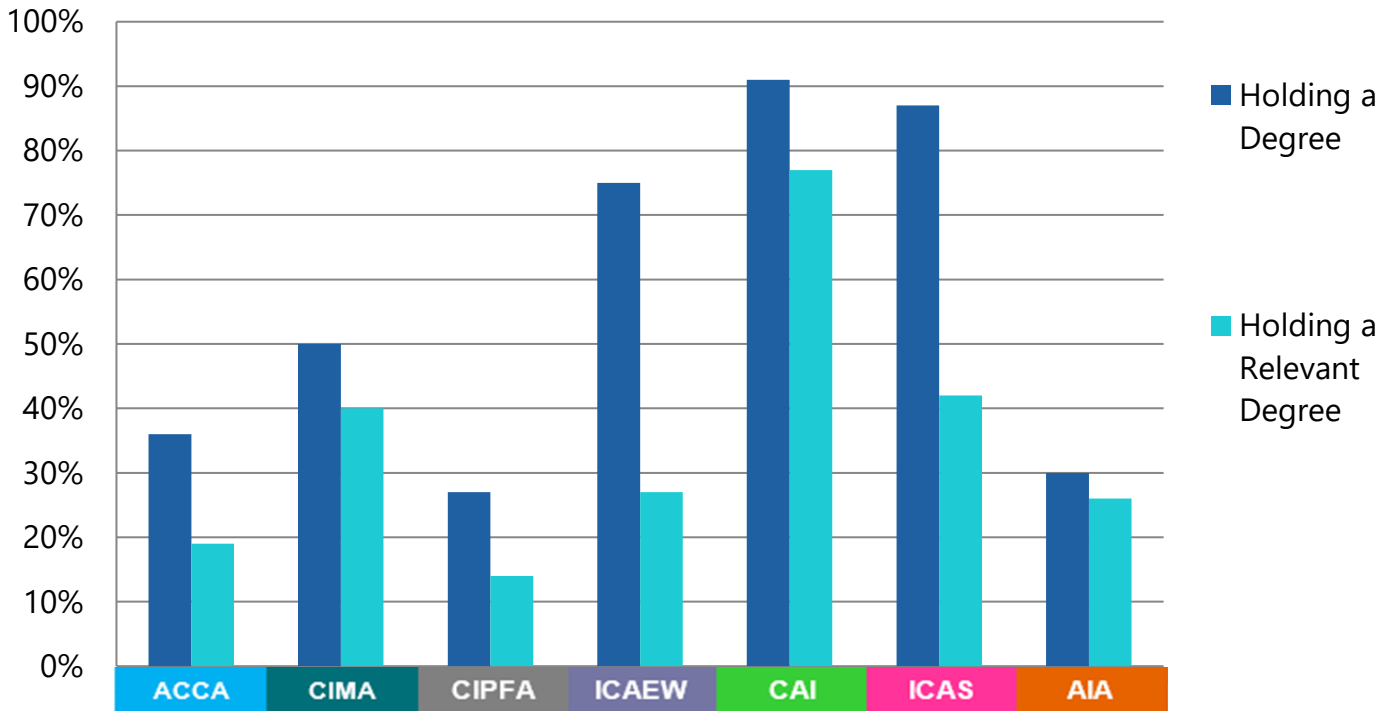
A high percentage of CAI, ICAEW and ICAS students complete their training in four years or less, with only 14%, 13% and 10% of their students, respectively, being registered for more than four years, as at 31 December 2021.

¹² There is no common basis between the accountancy bodies for determining the length of time between registering as a student and achieving the requirements for membership. It is therefore difficult to draw comparisons across the accountancy bodies as they offer different types of qualifications.

Graduate entrants to training

Figure 12 shows the percentages of students worldwide of each accountancy body who, at the time of registering as students, were (i) graduates of any discipline and, of those, (ii) graduates who held a 'relevant degree'.¹³

Figure 12: Graduate entrants worldwide, 2021



Comparisons of the percentage of students holding 'relevant degrees' are difficult to assess because the accountancy bodies use different definitions of a 'relevant degree'.

The accountancy bodies do not require entrants to hold a university degree and offer a range of entry routes.

ACCA, ICAEW, CAI, ICAS and CIMA also have apprenticeship schemes intended for non-graduates/school leavers as an entry route into the accountancy profession.

¹³ The accountancy bodies' definitions of a 'relevant degree' are as follows:

- ACCA – Accounting, or Finance.
- CIMA – Accountancy, Business Studies, or Business Administration & Finance.
- CIPFA – Accountancy.
- ICAEW – Accountancy, Accounting, Finance, Accountancy & Finance, or Accounting & Finance.
- CAI – Accounting, Business, or Finance.
- ICAS – Accountancy, Accounting, Finance, Accountancy & Finance, or Accounting & Finance.
- AIA – Accountancy, Accounting, Business, Finance, or Business & Finance.

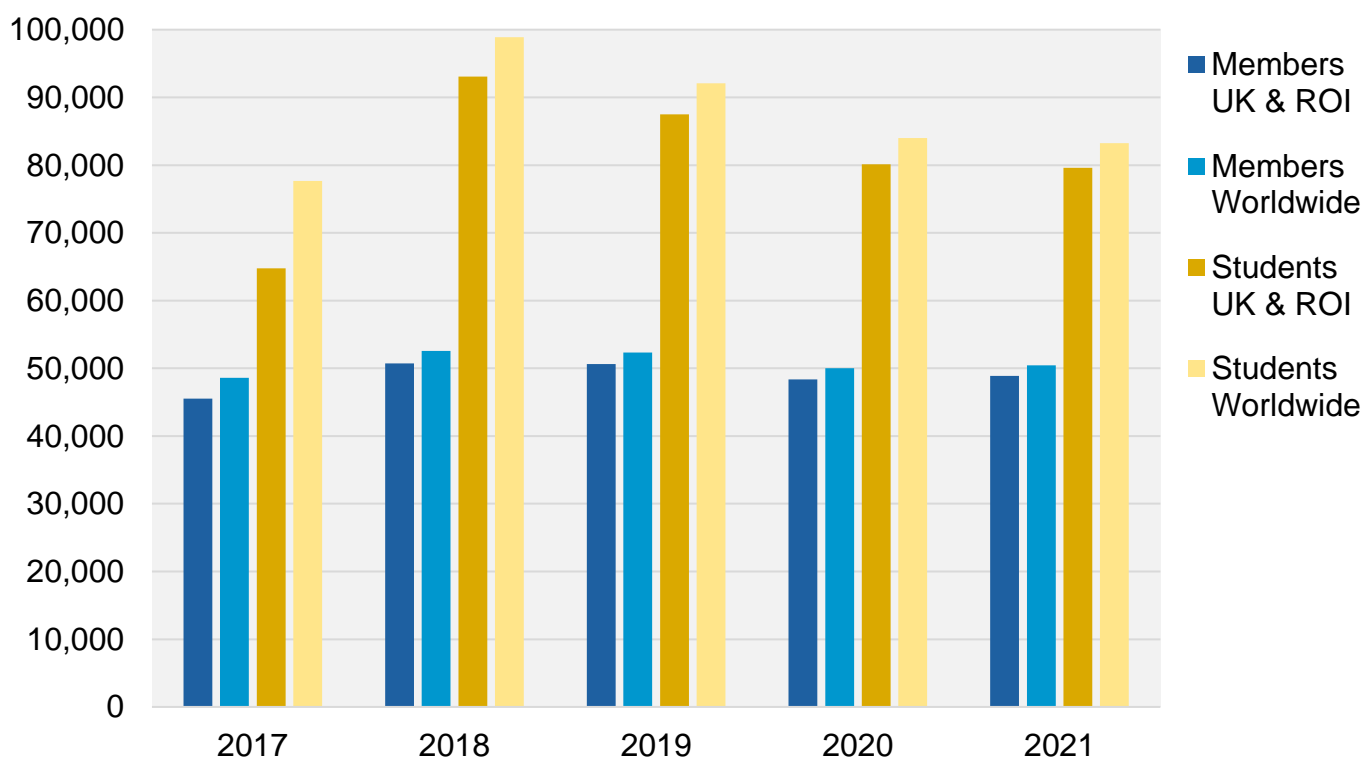
The Association of Accounting Technicians (AAT)

Members and students in the UK and ROI and worldwide

AAT is used as an entry-level qualification by some of the chartered accountancy bodies included in this publication. Figure 13 shows the number of AAT members and students, and the overall percentage growth from 2017 to 2021.

Figure 13: AAT members and students, 2017 to 2021

	Members		Students	
	UK & ROI	Worldwide	UK & ROI	Worldwide
2017	45,537	48,580	64,777	77,649
2018	50,745	52,584	93,068	98,897
2019	50,619	52,346	87,482	92,094
2020	48,362	50,028	80,138	83,997
2021	48,860	50,452	79,611	83,245
% growth (20– 21)	1.0	0.8	-0.7	-0.9
% growth (17–21)	7.3	3.9	22.9	7.2

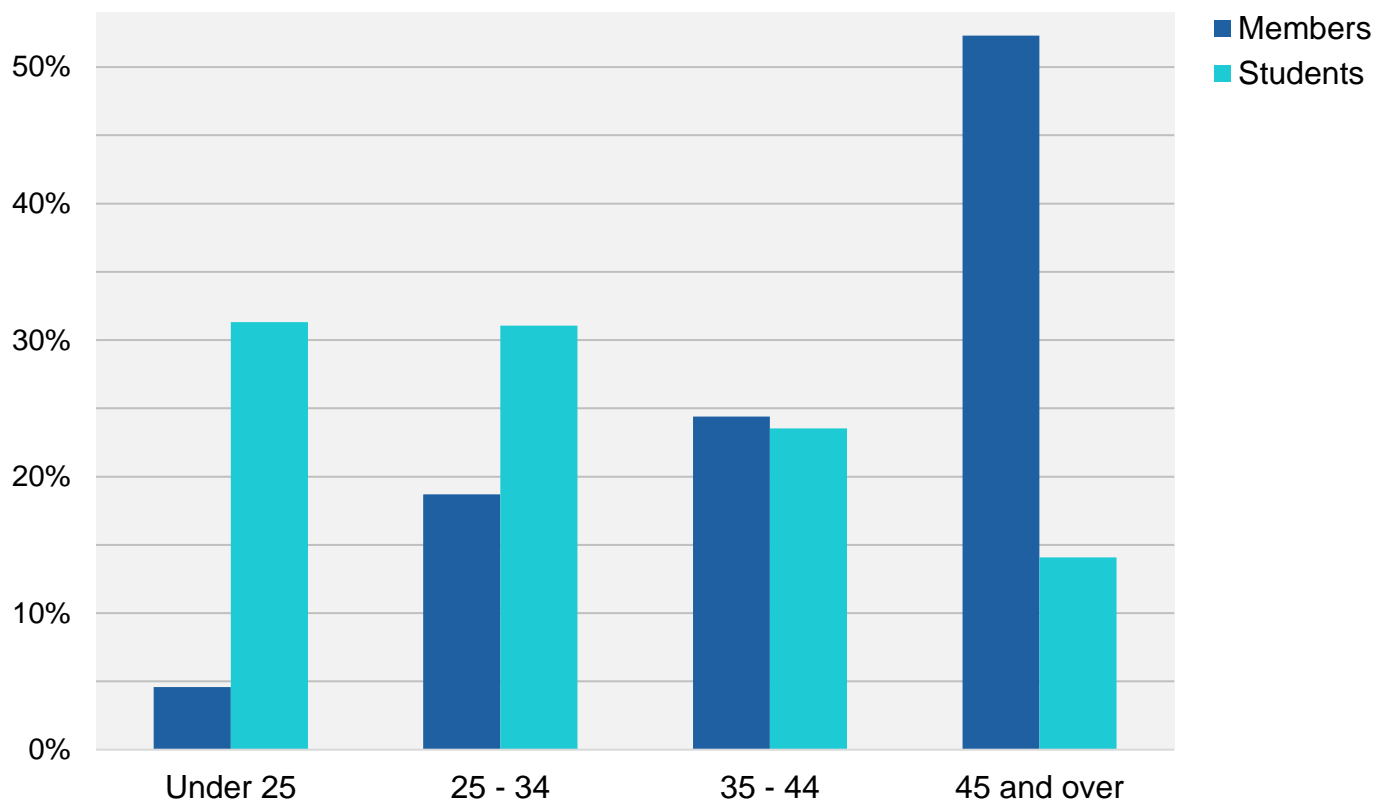


The number of members in the UK and ROI, and worldwide increased by 1% and 0.8% respectively between 2020 and 2021. This is in contrast to a decrease in the number of students by 0.7% in the UK and ROI, and 0.9% worldwide.

Age distribution of members and students

Figure 14 indicates the age distribution of AAT members and students for 2021.

Figure 14: AAT Age of members and students worldwide 2021



The highest percentage of members (52%) are aged 45 and over, while the highest percentage of students (62%) are under the age of 35.

Resource Information

Figure 15: AAT Resource information, 2017 to 2021

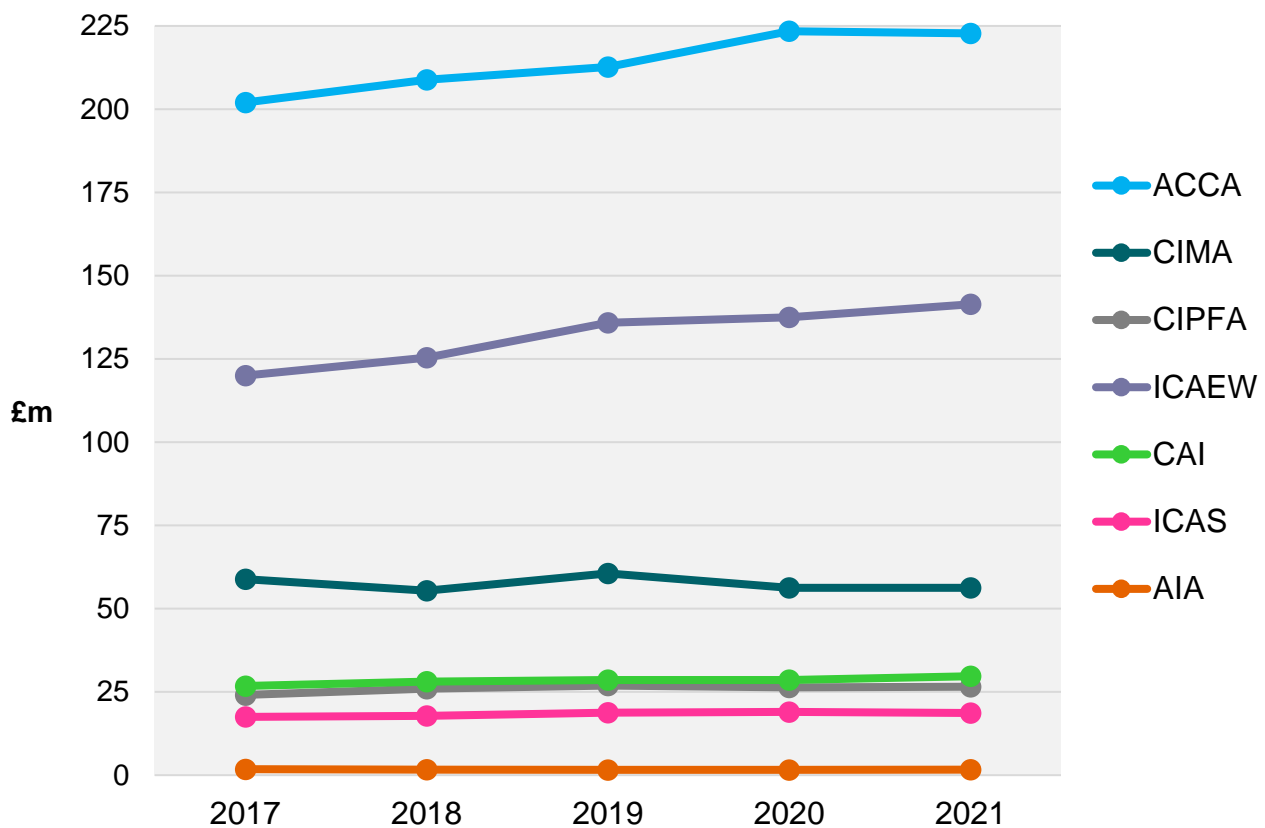
£m	2017	2018	2019	2020	2021
Fees & subscriptions	16.10	15.97	17.23	17.69	17.63
Education & exam fees	12.26	12.25	12.68	10.39	12.60
Regulation & discipline	0.03	0.05	0.07	0.05	0.06
Commercial activities	0.44	0.56	0.56	0.45	0.51
Other (including investment income)	1.13	1.30	1.09	0.91	0.41
Total income	29.96	30.13	31.63	29.49	31.21
Number of staff	256	261	264	225	217

Section Three – Resource Information on the Accountancy Bodies

Resource income of the seven accountancy bodies

We collected resource information on the seven Accountancy Bodies for year ends in 2021. Figures 16 and 17 show the total and average income respectively from worldwide members and students of the accountancy bodies between 2017 and 2021,¹⁴ respectively.

Figure 16: Total income worldwide, 2017 to 2021



Since 2017, ICAEW has experienced a continuous increase in their income. ACCA has the highest income of the seven accountancy bodies, £223m in 2021.

CIMA and AIA have seen an overall decrease in their income between 2017 and 2021, down 0.9% and 1.1%, respectively.

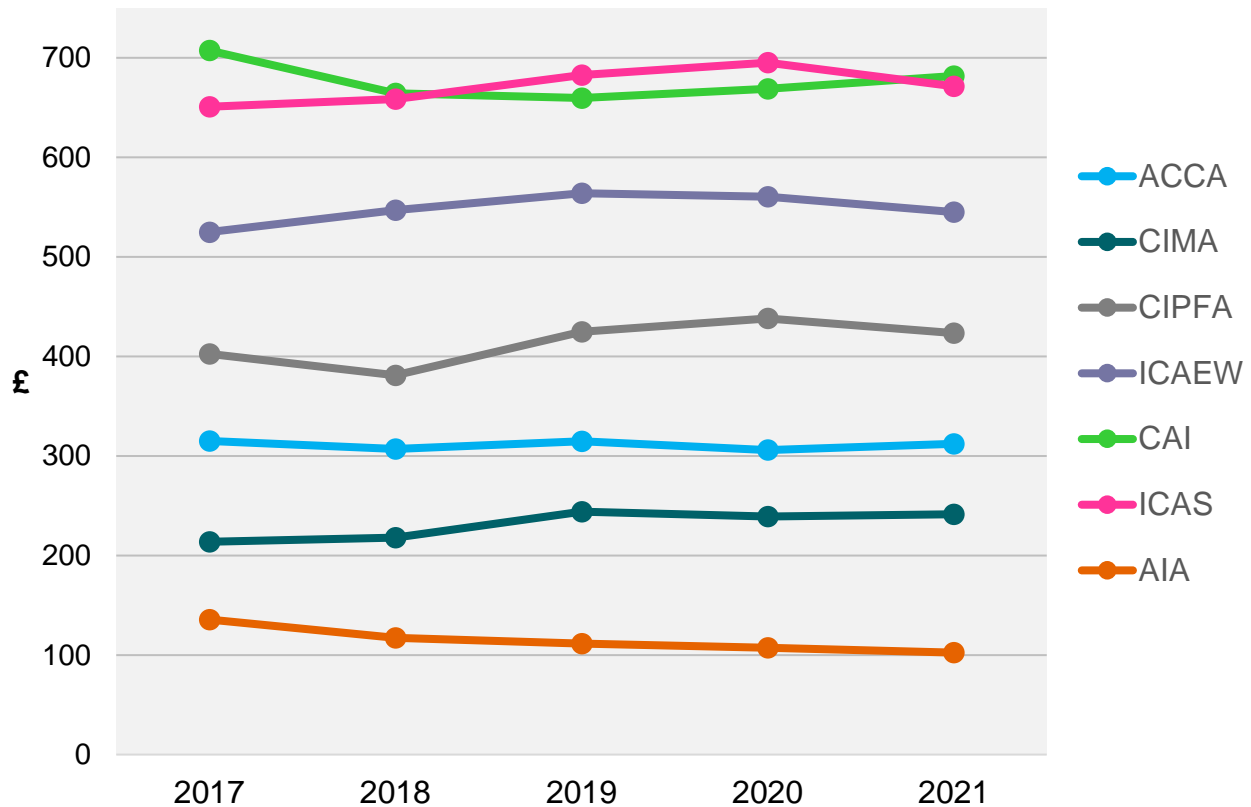
ICAEW figures have been updated for 2019, 2020 and 2021 to show post audit information.

¹⁴ CAI's income has been converted from euros at the Office for National Statistics (ONS) average annual year-end rate. As at 31 December 2021 the rate was €1.1633.

Average income per body from members and students

The average income per member and student is calculated by dividing the income of each accountancy body, excluding 'Commercial activities' and 'Other' (Figure 18), by its total worldwide population of members and students.

Figure 17: Average income per members and students worldwide, 2017 to 2021



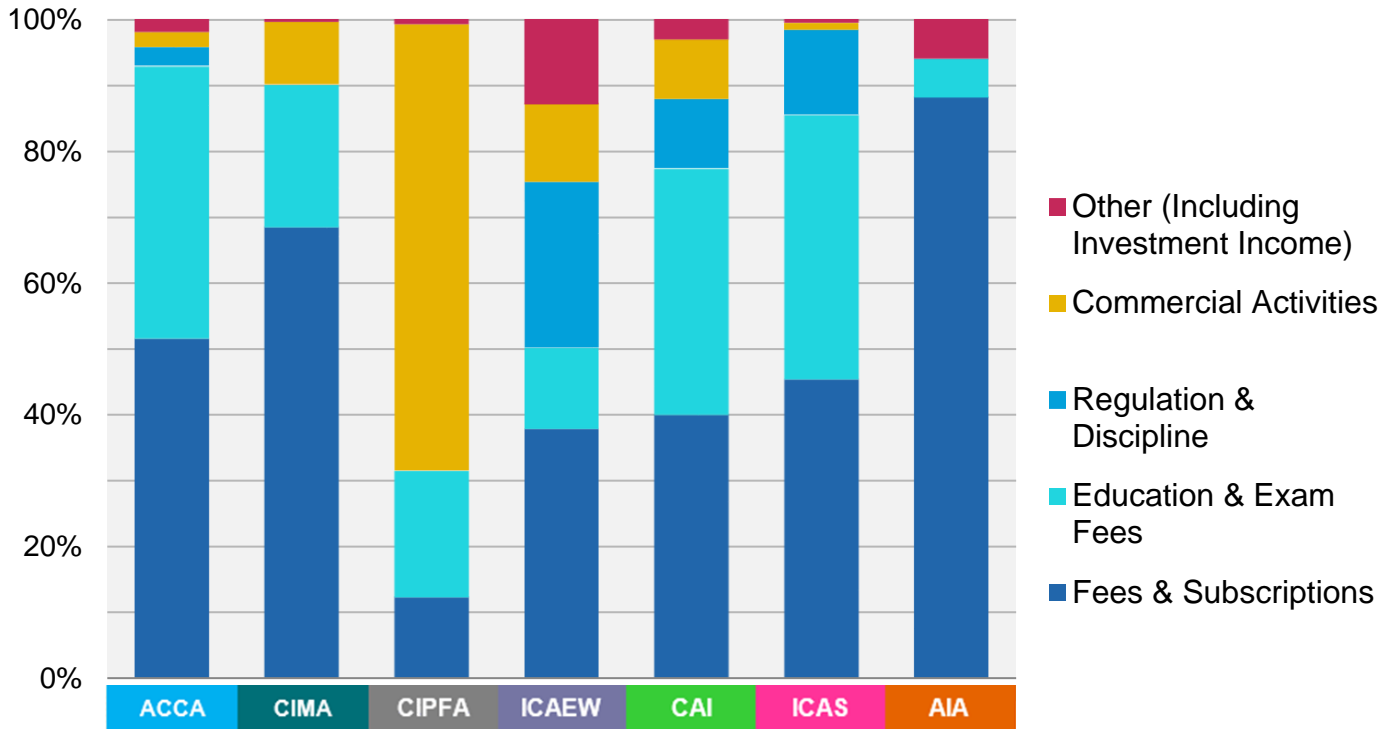
CAI and ICAS had the highest average income per member and student in 2021 with £682 and £671 respectively.

The fluctuation in CAI's average income per member and student since 2017 is partly a result of the exchange rates applied (€1.127 in 2017, €1.115 in 2018, €1.171 in 2019, €1.1250 in 2020 and €1.1633 in 2021).

Breakdown of income

Figure 18 provides an analysis of the streams of income for the accountancy bodies for 2021.

Figure 18: Breakdown of income, 2021



Fees and subscriptions, taken together with education and exam fees from members and students, are the main sources of income for each of the bodies with the exception of CIPFA. CIPFA's main source of income is from commercial activities (68%).¹⁵

Fees and subscriptions and education and exam fees make up 94% of income for AIA.

¹⁵ CIPFA derives significant income from its trading subsidiary, which has been included within the commercial activities' category. The activities of the trading subsidiary include consultancy, events, publications and training.

Staffing of the Accountancy Bodies

Figure 19 shows the number of staff (full-time equivalent) employed worldwide by the seven accountancy bodies from 2017 to 2021.

Figure 19: Staffing, 2017 to 2021, FTEs

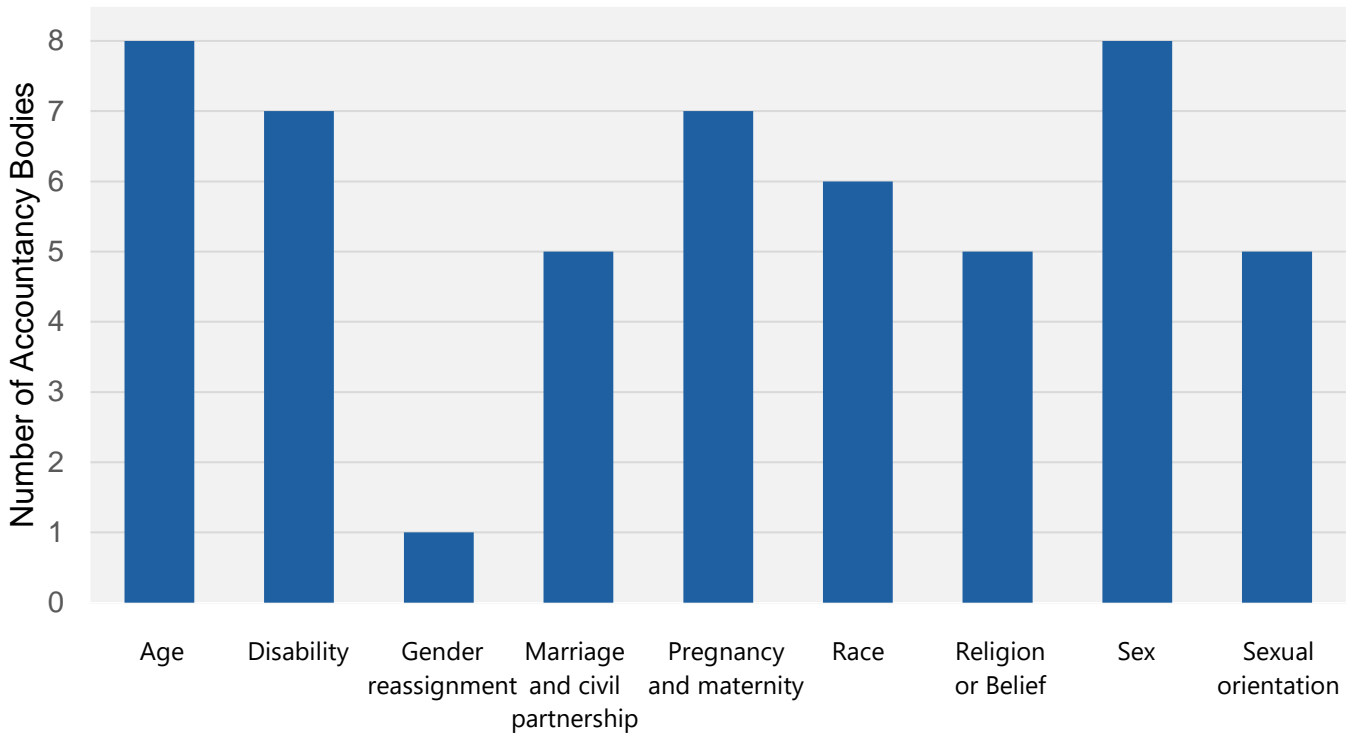
Staffing	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	1,358	198	259	706	149	154	25	2,849
2018	1,362	190	216	741	150	161	23	2,843
2019	1,383	487	211	692	156	146	21	3,096
2020	1,404	383	196	707	161	151	19	3,021
2021	1,362	405	207	707	166	173	19	3,039
% growth (20–21)	–3.0	5.7	5.6	0.0	3.1	14.6	0.0	0.6
% growth (17– 21)	0.3	104.5	–20.1	0.1	11.4	12.3	–24.0	6.7
% compound annual growth (17– 21)	0.1	19.6	–5.4	0.0	2.7	3.0	–6.6	1.6

In 2017, CIMA amalgamated with the American Institute of Certified Public Accountants (AICPA). Post-merger, in 2017 and 2018, CIMA was able to supply staff numbers for the UK only, rather than for the whole of the new Association; the 2019, 2020 and 2021 figures once again include CIMA staff worldwide.

Diversity information on the workforce under the Equality Act 2010

We asked the bodies whether they collect information in relation to all the protected characteristics under the Equality Act 2010. Figure 20 shows the number of bodies that collect this diversity information on their workforce.

Figure 20: Diversity information on the workforce, 2021



All the bodies confirmed that they have a diversity policy and/or statement in place. The policies cover a range of issues such as equality, inclusion and social mobility for both their workforces and external stakeholders. The policies also extend to dealing with bullying and harassment in the workplace.

In 2021, all nine of the protected characteristics were used by at least one of the bodies to record this diversity information on their workforce.

All the diversity policies are aimed at improving awareness of diversity and ensuring that no employee or applicant for employment is treated less favourably than another because of their protected characteristic.

There is no requirement for employees to disclose their diversity status to their employer.

Section Four – Oversight of audit regulation

Recognised Supervisory Bodies (RSBs)¹⁶

Under the Statutory Audit and Third Country Auditors Regulations (SATCAR) 2016¹⁷ the FRC is the designated Competent Authority for statutory audit in the UK. SATCAR 2016 sets out the responsibilities of the Competent Authority and permits the FRC to delegate some of the tasks required to fulfil its responsibilities.

The FRC delegates statutory tasks for the regulation of auditors of non-PIEs to the RSBs through delegation agreements. The FRC oversees the fulfilment of the 'Delegated Tasks', which include provisions for:

- **The application of technical standards** and of other standards on professional ethics and internal quality control of statutory audits and statutory audit work (including provision for security compliance with those standards).
- **Registration:** The application of the FRC's criteria for determining whether persons are eligible for appointment as statutory auditors, the registration of such persons, keeping the register¹⁸ and making it available for inspection;
- **Continuing professional development:** Procedures for maintaining the competence of statutory auditors;
- **Audit monitoring:** Monitoring of statutory auditors and the quality of audit work; and
- **Enforcement:** Except for categories retained by the FRC, investigations and imposing and enforcing sanctions in relation to breaches of relevant requirements by statutory auditors.

The FRC also exercises delegated statutory functions under Part 42 of the Companies Act 2006 for the recognition, supervision and de-recognition of RSBs. The FRC reports annually to the Secretary of State (SoS) on the discharge of these functions.¹⁹

¹⁶ To be an RSB, the body must satisfy the recognition criteria as set out in Schedule 10 of the Companies Act 2006. Individuals and audit firms that wish to be appointed as a statutory auditor in the UK must be registered with an RSB. There are four RSBs: ACCA, ICAEW, CAI and ICAS.

¹⁷ The FRC, as Competent Authority, has ultimate responsibility for the performance and oversight of the audit regulation tasks mandated by EU Regulation 537/2014 and EU Directive 2006/43/EC as amended by SATCAR 2016.

¹⁸ The RSBs keep a Register of Statutory Auditors (maintained by ICAS), which can be found at: <http://www.auditregister.org.uk/Forms/Default.aspx>. This register contains information on statutory auditors and audit firms in the UK and ROI. It is possible to perform searches by RSB, firm, location and/or individual.

¹⁹ This is included as a separate report on the FRC's oversight responsibilities, which can be found at: www.frc.org.uk/

Number of firms registered with the RSBs

Figure 21 shows the number of registered audit firms for each RSB split by the number of principals²⁰ at each firm, for each of the three years to 31 December 2021.

Figure 21: Total registered firms by number of principals, 2019 to 2021

Number of principals per firm	ACCA	ICAEW	CAI	ICAS	TOTAL
1	904	871	290	36	2,101
2-3	476	971	238	66	1,751
4-6	80	397	49	30	556
7-10	59	123	15	6	203
11-50	22	83	9	3	117
50+	0	12	3	2	17
Total as at 31.12.21	1,541	2,457	604	143	4,745
Total as at 31.12.20	1,565	2,561	723	158	5,007
Total as at 31.12.19	1,577	2,636	750	164	5,127

The number of audit firms registered to carry out statutory audit work in the UK and ROI continues to fall. The number of registered audit firms fell by 2.3% in 2020 (to 5,007) and 5.2% in 2021 (to 4,745).

The number of RSBs with registered audit firms with two to three principals fell from 1,808 in 2020 to 1,751 in 2021. None of the RSBs saw an increase in the number of registered audit firms that are sole practitioners.

²⁰ Principals are partners or members of an LLP. Principals in firms may hold their position individually (sole practitioner) or share the responsibilities of serving as principals with other employees.

Statutory audit firms

Figure 22 details the number of registrations by firms split by:

- **New applications:** applications submitted to become a registered statutory audit firm;
- **Referred to a committee:** applications referred by case managers to a committee to make a decision;
- **Approved by committee:** committees can approve applications with conditions and restrictions if deemed necessary;
- **Voluntarily surrendered:** where a registered statutory audit firm no longer wants to carry out statutory audit work; and
- **Withdrawn by the RSB:** where an RSB's committee deems a firm unable to carry out statutory audits to the standard required.

Figure 22: Firm registrations, 2019 to 2021

		New applications	Referred to committee	Approved by committee	Voluntarily surrendered	Withdrawn by the RSB
2019	ACCA	87	2	2	131	6
	ICAEW	116	4	2	261	6
	CAI	37	4	2	69	1
	ICAS	5	1	1	12	1
TOTAL		245	11	7	473	14
2020	ACCA	39	2	2	44	7
	ICAEW	80	5	4	177	4
	CAI	27	6	4	52	2
	ICAS	4	0	0	10	0
TOTAL		150	13	10	283	13
2021	ACCA	76	0	0	93	7
	ICAEW	84	6	5	179	8
	CAI	18	1	1	56	1
	ICAS	1	0	0	15	1
TOTAL		179	7	6	343	17

The RSBs saw a 38.8% decrease in new applicants from 2019 to 2020, there was a 19.3% increase from 2020 to 2021.

Monitoring of registered audit firms by the FRC's Audit Quality Review team

The FRC's Audit Quality Review team (AQR) monitors the quality of the audit work of statutory auditors and audit firms in the UK that audit Public Interest Entities (PIEs) and certain other entities within the scope retained by the FRC (these are currently large AIM/ Lloyd's Syndicates/Listed Non-UK).

Figure 23 below details the number of reviews of audits conducted by the AQR team during the years ended 31 March 2019 to 31 March 2021.^{21, 22 & 23}

Figure 23: AQR monitoring, 2019/20 to 2021/22

Inspection category	Audit reviews 2019/20	Audit reviews 2020/21	Audit reviews 2021/22
Deloitte LLP	17	20	17
EY LLP	14	19	17
KPMG LLP/KPMG Audit Plc	18	22	19
PricewaterhouseCoopers LLP	17	21	18
Big Four firms	66	82	71
BDO LLP	8	9	12
Grant Thornton UK LLP	9	7	5
Mazars LLP	5	7	8
PKF Littlejohn	0	4	0
MHA MacIntyre Hudson	0	3	0
Haysmacintyre	0	2	0
Crowe UK LLP	0	1	2
Gerald Edelman	–	1	0
RSM UK Audit LLP	4	1	1
Jeffreys Henry	–	1	0
Johnston Carmichael	–	1	0
UHY Hacker Young	1	1	0

²¹ Crown Dependencies (CDs) – Guernsey, Isle of Man and Jersey have delegated power and responsibility for monitoring the performance of audits of major Market Traded Companies (MTCs) to the FRC. An MTC is a company incorporated in one of the CDs with issued securities admitted to trading on a regulated market in the EU.

²² National Audit Office (NAO) – The FRC as the Independent Supervisor of the Comptroller and Auditors General carries out monitoring of Companies Act audit work conducted by the NAO. The FRC carries out this function under delegation of the Statutory Auditors (Amendment of Companies Act 2006 and Delegation of Functions) Order 2012.

²³ Local Audit – As the SoS has delegated powers and responsibilities to the FRC in respect of Local Audit and by virtue of Schedule 5 of the Local Audit and Accountability Act 2014, the FRC is required to report annually on the discharge of its duties. ICAEW is the only body registered to carry out audits of local public bodies.

Figure 23 (cont): AQR monitoring, 2019/20 to 2021/22

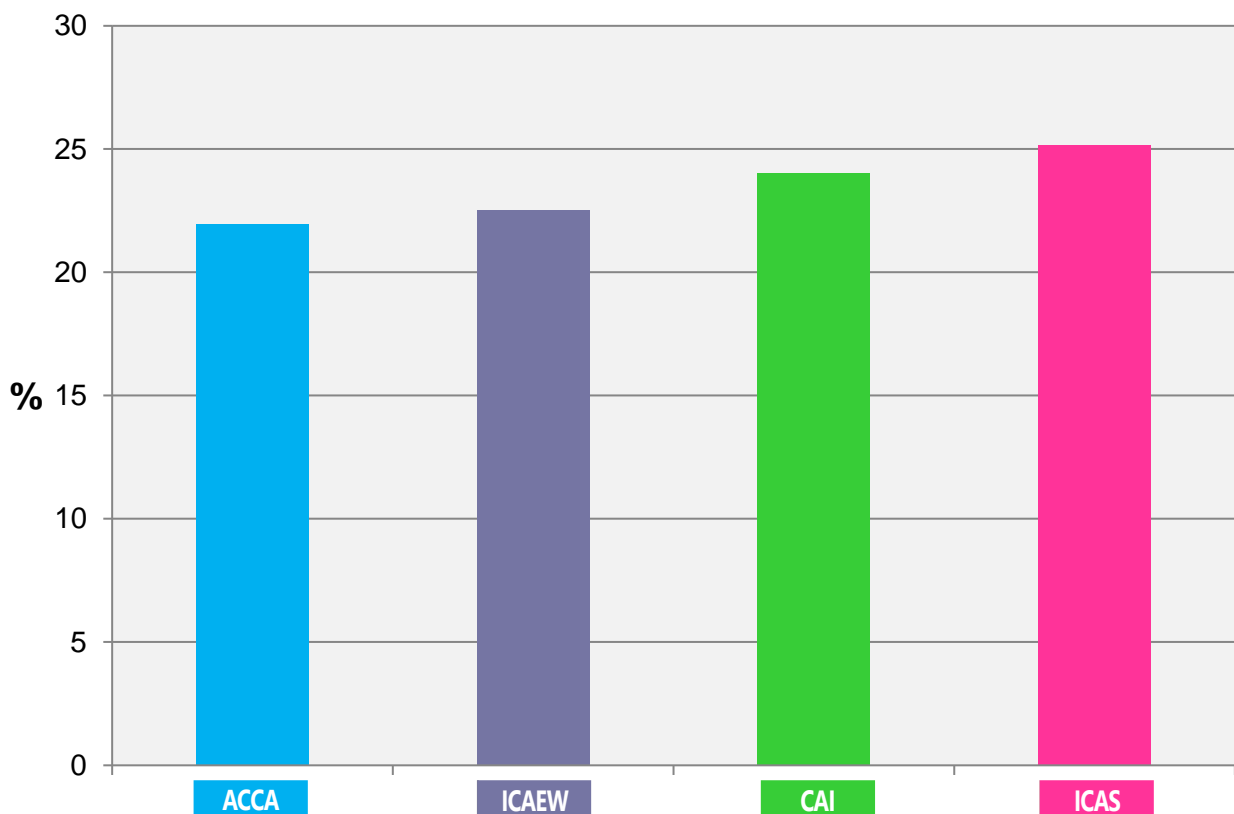
Inspection category	Audit reviews 2019/20	Audit reviews 2020/21	Audit reviews 2021/22
Beever and Struthers	0	0	2
Begbies Chartered Accountants	0	0	1
Bennett Brooks & Co	0	0	0
Blick Rothenberg	–	–	–
BSG Valentine	1	0	0
Carter Backer Winter	0	0	1
Edwards Accountants	0	0	1
Edwards Veeder	0	0	0
Hazlewoods	0	0	1
HW Fisher	–	–	1
King & King	–	–	3
KPMG Audit LLC	0	0	2
Price Bailey	0	0	0
Shipleys	0	0	0
	94	120	111
Crown Dependency (CD) audit firms	5	1	4
	98	120	115
Third Country Auditors	5	1	4
Private sector audits	104	121	119
National Audit Office (NAO)	7	7	9
Local Audit	15	20	20
Foundation Trusts	–	2	4
Public sector audits	22	29	33
Total audits inspected	125	150	152

Monitoring of registered audit firms by the RSBs

Figure 24 shows the number of monitoring visits conducted by the RSBs during the years ending 31 December 2019 to 31 December 2021²⁴ and the number of monitoring visits conducted as a percentage of the total number of registered audit firms at each RSB. There is a statutory requirement that the RSBs should monitor the activities undertaken by each registered audit firm at least once every six years.²⁵

Figure 24: RSB monitoring and percentage of total registered Audit Firms, 2019 to 2021^{26 & 27}

		ACCA	ICAEW	CAI	ICAS	TOTAL
2019	Number	348	533	107	31	1,019
	%	22.1	20.2	14.3	18.9	19.9
2020	Number	186	410	107	29	732
	%	11.9	16.0	14.8	18.4	14.6
2021	Number	338	553	145	36	1,072
	%	21.9	22.5	24.0	25.2	22.6



²⁴ Of the 338 firms monitored by ACCA in 2021, 7 were on-site monitoring visits and 331 were on a remote monitoring basis.

²⁵ Audit firms that have only audited entities subject to the small companies' regime in any of the previous five years should be inspected at least every ten years. A risk-based approach to inspections is agreed with the FRC if the audit firm has not carried out a statutory audit in any of the previous five years.

²⁶ ACCA 2019 figure includes 114 desktop reviews undertaken instead of on-site monitoring reviews.

²⁷ The number of monitoring visits conducted by the ACCA and ICAEW was impacted by the Covid-19 pandemic, affecting their ability to conduct site inspections in 2020. In 2021 ICAEW were able to address the shortfall in 2020 as well as achieve necessary inspections for 2021 to continue compliance with the six year cycle.

Reasons for monitoring visits to registered audit firms by RSBs

Figure 25 shows the reasons for the monitoring visits to registered audit firms by the RSBs during the years ended 31 December 2019 to 31 December 2021.^{28 & 29}

Figure 25: Monitoring visit reason, 2019 to 2021

		ACCA	ICAEW	CAI	ICAS	TOTAL
Requested by the registration/ licensing committee	2019	4	9	35	2	50
	2020	6	3	14	0	23
	2021	6	1	17	2	26
Specifically selected due to heightened risk	2019	113	136	12	8	269
	2020	33	80	33	14	160
	2021	77	112	36	11	236
Cyclical visits	2019	231	388	60	18	697
	2020	147	327	60	15	549
	2021	255	440	92	21	808
Firms with PIEs visited with AQR involvement	2019	0	0	0	3	3
	2020	0	0	0	0	0
	2021	0	0	3	2	5

Since 17 June 2016, audit firms that audit PIEs are subject to review by the FRC's AQR team. Prior to this date, different arrangements applied where the RSBs were responsible for the monitoring of some of these firms. The RSBs have no involvement in the monitoring of PIE audits, although they may rely on the AQR team's whole firm procedures when monitoring non-PIE audits at those audit firms.

²⁸ From 2017, for C rated firms (see Gradings of Monitoring Visits below) that had to submit evidence of improved audit quality after their previous visit, ICAEW started to transition revisiting these firms after three to four years. This replaced and enhanced the previous approach of conducting a mid-cycle desktop review for such cases.

²⁹ The term 'Cyclical visits' denotes visits that take place within the frequency stated in Schedule 10 of the Companies Act 2006 (as amended).

Gradings of monitoring visits to registered Audit Firms by RSBs

Figures 26 to 29 show the grades for the audit monitoring visits to the firms and full audit file reviews conducted by the Association of Chartered Certified Accountants (ACCA), Institute of Chartered Accountants in England and Wales (ICAEW), Chartered Accountants Ireland (CAI) and Institute of Chartered Accountants of Scotland (ICAS) during the years ended 31 December 2019 to 2021.

The RSBs continue to have different systems for grading the quality of firms and full audit files reviewed.

- **File grading:** ICAEW, CAI and ICAS use the same definitions for grading full audit files. ACCA's definitions are set out below. The percentage of audit files provided in the tables for each of the RSBs is calculated on the basis of the number of files actually graded.
- **Firm grading:** This grade is given following a review by an RSB's inspection unit. The grades and definitions used are set out below.
- **Other types of file review:** Ungraded, limited and/or restricted are classifications for reviews conducted but not graded. An ungraded review is when a firm has no audit clients in a particular year. A limited and/or restricted review is a brief review of a specific risk or aspects noted from a previous visit.

File grading

ICAEW,³⁰ CAI and ICAS:

1 (Satisfactory)	No concerns regarding the sufficiency and quality of audit evidence or the appropriateness of significant audit judgements in the areas reviewed; only limited weakness in documentation of audit work; and any concerns in other areas are limited in nature (both individually and collectively).
2A (Generally acceptable)	Only limited concerns regarding the sufficiency or quality of audit evidence or the appropriateness of significant audit judgements in the areas reviewed; and/or weaknesses in documentation of audit work are restricted to a small number of areas; and/or some concerns, assessed as less than significant (individually and collectively), in other areas.
2B (Improvement required)	Some concerns, assessed as less than significant, regarding the sufficiency or quality of audit evidence or the appropriateness of significant audit judgements in the areas reviewed; and/or more widespread weaknesses in documentation of audit work; and significant concerns in other areas (individually or collectively).
3 (Significant improvements required)	Significant concerns regarding the sufficiency or quality of audit evidence or the appropriateness of significant audit judgements in the areas reviewed (not limited to the documentation of the underlying thought processes); and/or very significant concerns in other areas (individually or collectively).

³⁰ ICAEW has changed its gradings to align with AQR namely 1,2,3 and 4 (2A effectively became 2, 2B became 3 and 3 became 4). The definitions (the text) remains the same for ICAEW, CAI and ICAS.

Association of Chartered Certified Accountants (ACCA):

ACCA uses the following initial grade assessment in determining the overall outcome on audit work.

A Outcomes	The audit work appears appropriate in scope and extent with no significant deficiencies, forming a reasonable basis for the audit opinion.
B Outcomes	Minor deficiencies were noted in the audit work, but these do not result in a significant risk of any material misstatements remaining undetected and the audit opinion is adequately supported by the work recorded.
C Outcomes	There is serious non-compliance with applicable standards and/or deficiencies in the audit evidence recorded such that there is a significant risk that any material misstatements would remain undetected.

Summary of monitoring results by body

Each year a mixture of firms are selected for review; however, as firm selection changes annually, monitoring results are not directly comparable year on year.

Furthermore, the sample of firms monitored each year will often include a disproportionate number of weaker firms, selected due to the targeted selection of firms deemed to be high risk. This needs to be taken into account when interpreting the percentage of D outcomes at each body (D outcomes are defined below).

Outcomes reported in the below tables include a number of visits to audit registered firms that have no audit clients. These reviews are done on a desktop basis.

Association of Chartered Certified Accountants (ACCA)

Figure 26: ACCA gradings, 2019 to 2021

Firm gradings		2019	2020	2021	File gradings		2019	2020	2021
A & B Outcomes	No.	264	142	184	A Outcomes	No.	34	7	22
	%	76	76	54		%	6	3	5
C Outcomes	No.	43	15	41	B Outcomes	No.	471	208	338
	%	12	8	12		%	74	76	70
D Outcomes	No.	41	30	34	C Outcomes	No.	128	58	123
	%	12	16	10		%	20	21	25
P Outcomes	No.	0	0	79	Ungraded/Limited /Restricted review	No.	0	0	0
	%	0	0	24					

Firm grading (ACCA) ³¹

A Outcomes (Good)	The firm complies with auditing standards, ACCA's Global Practising Regulations (GPRs), and the Code of Ethics and Conduct (CEC) and the Ethical Standards for Auditors (ESA) issued by the FRC.
B Outcomes (Satisfactory)	The firm is eligible for audit registration; it complies with the GPRs, CEC and the ESA and 50% or more of its audit files inspected, including all significant audits, comply substantially with relevant auditing standards.
C Outcomes (Unsatisfactory and improvements required)	The firm is eligible for audit registration and it complies with the GPRs, CEC and ESA but its quality controls over audit work are not effective and either the majority of the firm's audit files, or the significant audit files, inspected do not comply with relevant auditing standards.
D Outcomes (Regulatory action required)	When a firm's work is considered very poor or if a firm has a second or subsequent unsatisfactory visit and there are no mitigating factors the visit is graded D, which indicates that regulatory action is required and will usually result in a referral to a Regulatory Assessor or the Admissions and Licensing Committee (ALC). Regulatory action in this context includes ACCA referring the findings of a monitoring visit to the Assessment Department to consider whether disciplinary action is appropriate. D outcomes do not always result from an inadequate standard of audit work, but could be for failure to meet the eligibility requirements for holding a firm's auditing certificate; they may also indicate a referral to the Assessment Department for other regulation breaches such as non-compliance with client money rules or with the terms of a regulatory order.
P Outcomes	These are visits where the final outcome has not been determined at 31 December. This is a consequence of a process change associated with the introduction of the Audit Monitoring Committee, whereby the outcome is only determined once the firm has submitted its action plan and it has been assessed by ACCA and/or the Committee.

³¹ The 2019 and 2020 figures have been restated to reflect the final visit outcome following assessment of the firm's action plan by ACCA and/or the Audit Monitoring Committee.

Institute of Chartered Accountants in England and Wales (ICAEW)

Figure 27: ICAEW gradings, 2019 to 2021

Firm gradings		2019	2020	2021	File gradings		2019	2020	2021
A & B Outcomes	No.	269	249	340	1 Outcomes	No.	199	150	182
	%	54	58	63		%	25	20	20
C Outcomes	No.	88	73	83	2A Outcomes	No.	395	425	514
	%	18	17	15		%	49	57	57
D Outcomes	No.	43	33	24	2B Outcomes	No.	151	115	171
	%	9	8	4		%	19	16	19
N Outcomes	No.	96	78	91	3 Outcomes	No.	62	51	32
	%	19	18	17		%	8	7	4
					Ungraded/Limited /Restricted review	No.	154	132	164

Firm grading (ICAEW)

A Outcomes	Where there are no instances of non-compliance with the Audit Regulations and no matters requiring follow-up action.
B Outcomes	Where there are some instances of non-compliance with the Audit Regulations. ICAEW's Quality Assurance Department (QAD) are confident that the firm has the commitment and ability to correct the issue(s) and the firm's responses address the matters raised without the need for follow-up action.
C Outcomes	Where there are instances of non-compliance and follow-up action is required: <ul style="list-style-type: none"> • Submit information – additional details or evidence of the firm's actions previously agreed is required to demonstrate its commitment and ability to correct the issue. • Accept withdrawal – non-compliance that would require a follow-up action if the firm had not proposed to withdraw from the audit registration (<i>no need for a report to Audit Registration Committee (ARC)</i>). • Release from conditions and/or restrictions – some or no instances of non-compliance and confidence that previous conditions and restrictions can be lifted.
D Outcomes	Where instances of non-compliance are likely to be serious or extensive and require a detailed report to ARC that can include three potential outcomes: <ul style="list-style-type: none"> • Impose conditions and/or restrictions – non-compliance is likely to be serious or extensive and/or the firm's responses may be inadequate and/or raise doubts about the firm's ability/willingness to make the improvements. • Withdrawal – reserved for the most serious situations when the firm's audit registration should be withdrawn. • Committee consideration – to provide information to the committee when no conditions or restrictions have been proposed but the committee is required to consider the results of the visit.
N Outcomes	Used for visits where no statutory audit work has been reviewed. For example, a firm continues with audit registration, but has no audit clients and no audit work has been reviewed; or a firm's withdrawal application is under consideration by QAD. This rating is also applied to Year 2 visits to large firms where no audit files are reviewed.

Chartered Accountants Ireland (CAI)

Figure 28: CAI gradings 2019 to 2021

Firm gradings		2019	2020	2021	File gradings		2019	2020	2021
A & B Outcomes	No.	70	69	120	1 Outcomes	No.	56	81	72
	%	62	79	81		%	31	53	31
C Outcomes	No.	10	3	14	2A Outcomes	No.	74	50	127
	%	9	3	9		%	41	33	54
D Outcomes	No.	33	15	14	2B Outcomes	No.	28	16	31
	%	29	18	9		%	16	11	13
					3 Outcomes	No.	21	5	5
						%	12	3	2
					Ungraded/Limited /Restricted review	No.	45	38	56

Firm grading (CAI)

A Outcomes	Where no instances of breaches have been recorded.
B Outcomes	Where breaches were noted, and the firm is deemed to have the ability (competence and resources) to address the issue(s) within the stated timescales. There will generally be no matters to follow up on firms graded A and/or B.
C Outcomes	Where breaches have been noted and the firm has undertaken actions to address the issues raised. In such instances, the firm is required to provide a written undertaking to cover the volunteered actions. The Quality Assurance Committee (QAC) will not impose conditions or restrictions; however, there is a need for further confirmation/follow-up.
D Outcomes	Where breaches or issues have been identified which require consideration by the Head of Quality Assurance and by the QAC. There are four classes of D reports: D1, D2 and D3 reports are determined by the seriousness of the regulatory action, while D4 reports provide information to the QAC.

Institute of Chartered Accountants of Scotland (ICAS)

Figure 29: ICAS gradings 2019 to 2021

Firm gradings		2019	2020	2021	File gradings		2019	2020	2021
A & B Outcomes	No.	10	8	14	1 Outcomes	No.	1	4	6
	%	32	28	39		%	1	5	6
C Outcomes	No.	18	20	22	2A Outcomes	No.	65	49	68
	%	58	69	61		%	73	63	66
D Outcomes	No.	3	1	0	2B Outcomes	No.	17	17	19
	%	10	3	0		%	19	22	18
N Outcomes	No.	0	0	0	3 Outcomes	No.	6	8	10
	%	0	0	0		%	7	10	10
					Ungraded/Limited /Restricted review	No.	43	26	33

Firm grading (ICAS)

A Outcomes	Where no issues have been identified and no follow-up action is needed.
B Outcomes	Where some regulatory issues were identified; however, these issues have been addressed adequately by the firm's closing meeting responses and no further action is required.
C Outcomes	Where there are regulatory issues and there is a need for the firm to submit evidence of action taken in a restricted area. The 'C' grading is split into a 'C-' or 'C+' grading with 'C-' being more serious, where one or more of the issues identified are considered to be pervasive; whereas C+ is where findings are specific to particular individuals or files and do not indicate systemic problems.
D Outcomes	Where the standard of compliance is such that the Authorisation Committee (AC) needs to consider appropriate follow-up action, such as imposition of conditions and restrictions or withdrawal of registration.

Complaints about auditors

Figure 30 shows the number of audit-related complaints received by the RSBs from 2019 to 2021 split by (i) number of new complaints, (ii) number of cases passed to the FRC (iii) number of cases referred to the Committee,³² (iv) number of cases closed in the year and (v) average time taken to close a case.³³

Figure 30: Complaints, 2019 to 2021

		ACCA	ICAEW	CAI	ICAS	TOTAL
Number of new complaints	2019	10	156	8	7	181
	2020	1	117	11	4	133
	2021	15	145	3	2	165
Number of cases referred to the FRC	2019	0	0	0	0	0
	2020	0	0	0	0	0
	2021	0	0	0	0	0
Number of cases passed to the Committee	2019	8	40	9	4	61
	2020	3	35	6	4	48
	2021	0	28	10	1	39
Number of cases closed in the year	2019	8	123	12	7	150
	2020	7	139	10	5	161
	2021	4	152	13	1	170
Average time taken to close a case (in months)	2019	3.9	14	6.6	4.0	
	2020	4.5	17	4.0	7.8	
	2021	5.6	14	0.0	1.0	

The definition of the average time taken to close a case differs across the accountancy bodies. Some record their data having regard to cases that are opened and closed within a particular year, while other bodies take the total length for a case to be concluded.

³² Cases referred to the Committee relate to: ACCA's Disciplinary Committee and Consent Orders Committee (2019 only); ICAEW's Investigations Committee and referred to the Disciplinary Committee; CAI's Conduct Committee, Disciplinary Committee and Appeals Committee; and ICAS' Investigation Committee.

³³ ACCA – The KPI (average time taken to close a case) relates to all complaints closed in the reporting year (not specifically audit cases). It is measured from the date allocated to an investigating officer or 14 days from the date that the complaint is received by the Professional Conduct Department, whichever is sooner, to the date the investigation is concluded, minus external deferral periods. ICAEW – The KPI (average time taken to close a case) is measured by the total number of months it takes in total for a case to close. ICAS – The KPI (average time taken to close a case) is measured by the number of cases opened and closed in a calendar year. CAI – In previous years this figure was provided in respect of cases that were opened and closed in the reporting year.

Recognised Qualifying Bodies (RQBs)

The FRC also exercises delegated statutory functions under Part 42 of the Companies Act 2006 for the recognition, supervision and decognition of those accountancy bodies responsible for offering the audit qualification (RQBs) in line with the requirements of Schedule 11 of the Act. There are five bodies³⁴ in the UK recognised to offer the audit qualification. RQBs must have rules and arrangements in place to register students and track their progress, administer examinations and ensure that appropriate training is given to students in an approved environment. The FRC reports annually to the SoS on the discharge of these functions.

Figure 31 shows the number of students registered with each RQB as at 31 December 2019 to 2021. It also shows the number of members who were awarded the audit qualification and the number of students following the audit route or eligible for the audit qualification.³⁵

Figure 31: RQB students and members, 2019 to 2021

		ACCA	ICAEW	CAI	ICAS	AIA
Number of students in the UK and ROI	2019	79,937	22,842	7,009	3,862	135
	2020	76,208	23,309	7,351	3,839	139
	2021	75,188	25,014	7,662	4,112	144
Number of students following the audit route or eligible for the audit qualification	2019	N/A	18,657	3,640	N/A	3
	2020	N/A	18,705	3,862	N/A	3
	2021	N/A	19,345	4,538	N/A	3
The number of members who were awarded the audit qualification	2019	58	1,219	266	170	0
	2020	100	1,082	572	1,148	0
	2021	82	1,222	80³⁶	288	0
The number of members who hold the audit qualification	2019	2,954	105,306	8,874	11,496	9
	2020	2,941	104,654	9,446	12,409	9
	2021	2,824	103,893	9,329	12,242	9

The audit qualification of some members may be counted twice – firstly by the body awarding the qualification, and then again if they become a member of another body while retaining their initial qualification.

³⁴ ACCA, AIA, ICAEW, CAI and ICAS.

³⁵ Where N/A is stated, the information is not collected by the relevant body.

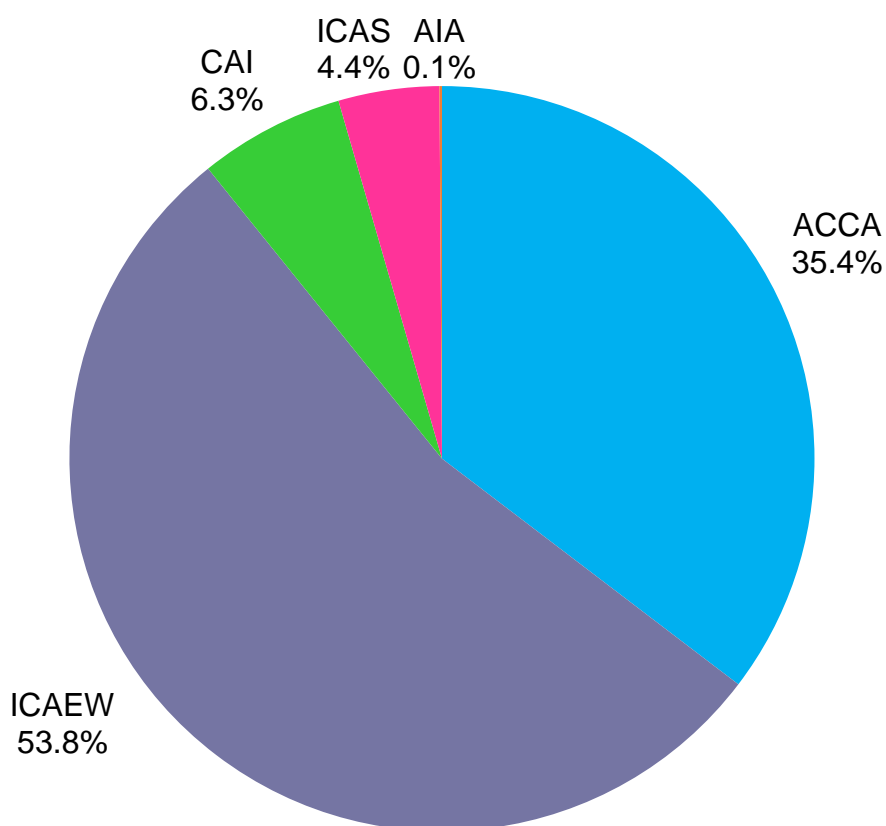
³⁶ CAI have changed the basis of calculation of members who were awarded the audit qualification, hence the drop in number in 2021.

Approved training offices

Figure 32 shows the total number of approved training offices³⁷ in the UK and ROI over the period 2019 to 2021. The pie chart represents the 2021 data in percentages by each body.

Figure 32: UK and ROI training offices, 2019 to 2021, and proportion of total training offices per body in 2021

		ACCA	ICAEW	CAI	ICAS	AIA
Number of approved training offices in the UK & ROI	2019	3,415	4,552	697	405	10
	2020	3,383	4,694	594	413	10
	2021	3,250	4,949	581	402	10



³⁷ ICAS figures include a number of group authorisations. ICAS treats group authorisations as one office.

Section Five – Audit firms

This section covers audit firms with PIE³⁸ clients who responded to our survey. The FRC as Competent Authority has ultimate responsibility for the performance and oversight of the audit regulation tasks, as mandated originally by EU Regulation 537/2014 and EU Directive 2006/43/EC (as amended), and applied in the UK.³⁹ The FRC cannot by law delegate the Regulatory Tasks of audit monitoring and enforcement pertaining to PIEs.

The information in this section has been provided on a voluntary basis and we would like to thank all the firms that responded to our requests. Some of this information is publicly available (for example firms that are Limited Liability Partnerships (LLPs) must file accounts at Companies House if they meet the statutory requirements).

Figure 33 shows the fee income for audit and non-audit services for the 25 audit firms with PIE audit clients that responded to our request for the year ended 2021. This year we also include the fee incomes from PIE clients and non-PIE clients, and the breakdown of audit staff and non-audit staff at the firms in Figure 33. Firms are listed in order of their audit fee income, rather than by total fee income. This is not a league table. Not all accountancy firms have PIE audit clients, therefore firms without PIE audit clients are not approached to provide information for this publication. It is possible that there are firms not included in this publication that have a higher audit fee income than those that are listed in the tables below.

Care is needed if making detailed comparisons between firms using the information in Figure 33, as some firms do not analyse their fee income this way and have made an informed estimate of the figures. In addition, firms may classify their audit and non-audit income in slightly different ways. Figures 34 and 35 analyse the detailed fee income from Figure 33 for the Big Four firms and for many of the audit firms outside of the Big Four respectively.⁴⁰

Figure 36 shows the percentage growth of fee income for firms with PIE clients for 2019/20 and 2020/21, while Figure 37 focuses on the audit fee income per responsible individual.

³⁸ Public Interest Entities (PIEs) are:

- (a) an issuer whose transferable securities are admitted to trading on a UK regulated market;
- (b) a credit institution within the meaning of Article 4(1)(1) of Regulation (EU) No 575/2013 of the European Parliament and of the Council, which is a CRR firm within the meaning of Article 4(1)(2A) of that Regulation;
- (c) a person who would be an insurance undertaking as defined in Article 2(1) of Council Directive 91/674/EEC of 19 December 1991 of the European Parliament and of the Council on the annual accounts and consolidated accounts of insurance undertakings as that Article had effect immediately before exit day, were the United Kingdom a Member State.

³⁹ The legislative framework for the Competent Authority has been amended to reflect the UK's departure from the European Union. This legislation includes the European Union (Withdrawal) Act 2018; the Statutory Auditors, Third Country Auditors and International Accounting Standards (Amendment) (EU Exit) Regulations 2019 (SI 2019/1392); the International Accounting Standards, Statutory Auditors and Third Country Auditors (Amendment) (EU Exit) Regulations 2020 (SI 2020/335); the Companies and Statutory Auditors etc. (Consequential Amendments) (EU Exit) Regulations 2020 (SI 2020/523); the Statutory Auditors and Third Country Auditors (Amendments) (EU Exit) (No. 2) Regulations 2020 (SI 2020/1247); and the European Grouping of Territorial Cooperation and Limited Liability Partnerships etc. (Revocations and Amendments) (EU Exit) Regulations 2021 (SI 2021/153).

⁴⁰ Information on fee income by audit for earlier years can be found in previous editions of Key Facts and Trends in the Accountancy Profession, available at www.frc.org.uk – Key Facts and Trends

Figure 38 shows those audit firms that audit companies listed on the FTSE 100, FTSE 250, other regulated markets and the Alternative Investment Market (AIM) as at each firm's financial year end for 2021. Figure 39 looks at the concentration of listed companies, split between the Big Four, the next five firms⁴¹ and a select number of audit firms that carry out statutory audits as at 31 December for the past five years.

In relation to diversity, we asked the firms to provide information on the following nine diversity indicators: race, disability, religion/belief, sexual orientation, marital status, school type attended, first generation to attend university, socio-economic background and caring responsibilities (Figure 46). This is the first year we have asked the firms whether they provide information on socio-economic background. We also requested data on gender, race, disability, and sexual orientation in respect of senior management at the PIE audit firms (Figures 40 to 44). A separate analysis of age can be found in Figure 45, which aggregates all the firms' workforces. Of the firms asked, approximately three-quarters have diversity policies in place, with some firms having set diversity targets for their staff, boards and committees (Figure 47).

⁴¹ The five largest audit firms outside the Big Four (based on number of listed audit clients) are BDO, Grant Thornton, PKF Littlejohn, RSM and Crowe.

Figure 33: UK fee income of audit firms with PIE audit clients, 2021 (by fee income from audit)

UK firm name	UK structure	No. of principals ⁴²	No. of audit principals	No. of RIs ⁴³	Audit staff	Non-audit staff	No. of PIE audit clients	Fee income: audit (£m) ⁴⁴	Fee income: non-audit work to audit clients (£m) ⁴⁵	Fee income: non-audit clients (£m)	Fee income: PIE clients (£m)	Fee income: non-PIE clients (£m)	Total fee income (£m)
Pricewaterhouse Coopers⁴⁶	LLP	914	169	327	968	5,577	409	790	201	2,566	303	487	3,557
KPMG	LLP	533	133	311	886	3,391	293	646	150	1,637	225	421	2,433
EY UK	LLP	717	122	234	678	4,876	266	595	156	2,003	177	418	2,754
Deloitte	LLP	674	106	262	1,047	6,526	321	573	288	3,002	249	324	3,863
BDO	LLP	370	131	151	466	985	212	276	91	363	36	240	730
Grant Thornton UK	LLP	201	52	96	320	1,085	27	146	49	376	4	141	570
RSM	LLP	357	104	127	183	743	25	99	53	223	9	90	375
Mazars	LLP	141	49	62	154	390	57	83	21	130	24	59	234
Crowe UK	LLP	83	40	43	92	148	18	41	12	49	1	40	102
MHA MacIntyre Hudson	LLP	84	53	44	85	86	21	28	19	28	4	24	75
Haysmacintyre	LLP	38	27	34	55	38	5	21	6	11	0	21	38
PKF Littlejohn	LLP	35	21	21	37	48	50	19	4	18	2	17	41
Johnston Carmichael	LLP	60	13	23	35	153	18	11	6	38	0	10	55

⁴² Principals are partners or member of an LLP.

⁴³ Statutory Auditors/ Responsible Individuals (RIs) are those individuals who are registered to sign audit reports and can include Audit Principals and Employees.

⁴⁴ Figures used for the fee income splits have been rounded to the nearest decimal; accordingly the total fee income is calculated on this basis.

⁴⁵ Paragraph 5.8 of the FRC's Revised Ethical Standard (June 2016) defines 'non-audit services' as comprising any engagement in which a firm, or a member of its network, provides professional services to (1) an audited entity; (2) an audited entity's affiliates; or (3) another entity, where the subject matter of the engagement includes the audited entity and/or its significant affiliates, other than the audit of financial statements of the audited entity.

⁴⁶ PricewaterhouseCoopers have made us aware of the number of PIE audit clients that are incorporated outside the UK or EU. This figure has been included for KFAT 2022.

Figure 33 (cont): UK fee income of audit firms with PIE audit clients, 2021 (by fee income from audit)

UK firm name	UK structure	No. of principals ⁴²	No. of audit principals	No. of RIs ⁴³	Audit staff	Non-audit staff	No. of PIE audit clients	Fee income: audit (£m) ⁴⁴	Fee income: non-audit work to audit clients (£m) ⁴⁵	Fee income: non-audit clients (£m)	Fee income: PIE clients (£m)	Fee income: non-PIE clients (£m)	Total fee income (£m)
UHY Hacker Young	LLP	30	14	17	25	36	9	8	4	7	0	8	19
Price Bailey	LLP	26	10	13	18	40	1	7	2	19	0	7	28
Gerald Edelman	LLP	16	7	7	-	-	1	6	2	7	0	6	14
Beever and Struthers	Partnership	17	10	13	22	14	12	5	1	6	1	4	13
Shipleys	LLP	14	10	13	26	17	2	4	1	10	0	4	15
Hazlewoods	LLP	27	10	13	16	56	5	4	3	24	0	4	31
Carter Backer Winter	LLP	17	6	9	10	15	1	2	1	12	0	2	15
Bennett Brooks & Co	Limited company	-	-	3	4	27	2	1	0	7	0	1	8
BSG Valentine	LLP	8	2	4	3	7	1	1	0	5	0	1	7
Begbies Chartered Accountants	Limited company and Partnership	10	9	9	-	-	1	1	0	3	0	1	4
Edwards Accountants (Midlands)	Limited company	3	3	3	8	4	1	1	0	2	0	1	3
Edwards Veeder	Limited company	4	4	4	6	0	1	0	0	1	0	0	1

⁴² Principals are partners or member of an LLP.

⁴³ Statutory Auditors/ Responsible Individuals (RIs) are those individuals who are registered to sign audit reports and can include Audit Principals and Employees.

⁴⁴ Figures used for the fee income splits have been rounded to the nearest decimal; accordingly the total fee income is calculated on this basis.

⁴⁵ Paragraph 5.8 of the FRC's Revised Ethical Standard (June 2016) defines 'non-audit services' as comprising any engagement in which a firm, or a member of its network, provides professional services to (1) an audited entity; (2) an audited entity's affiliates; or (3) another entity, where the subject matter of the engagement includes the audited entity and/or its significant affiliates, other than the audit of financial statements of the audited entity.

Figure 34: Proportion of total fee income for the Big Four firms, 2019 to 2021

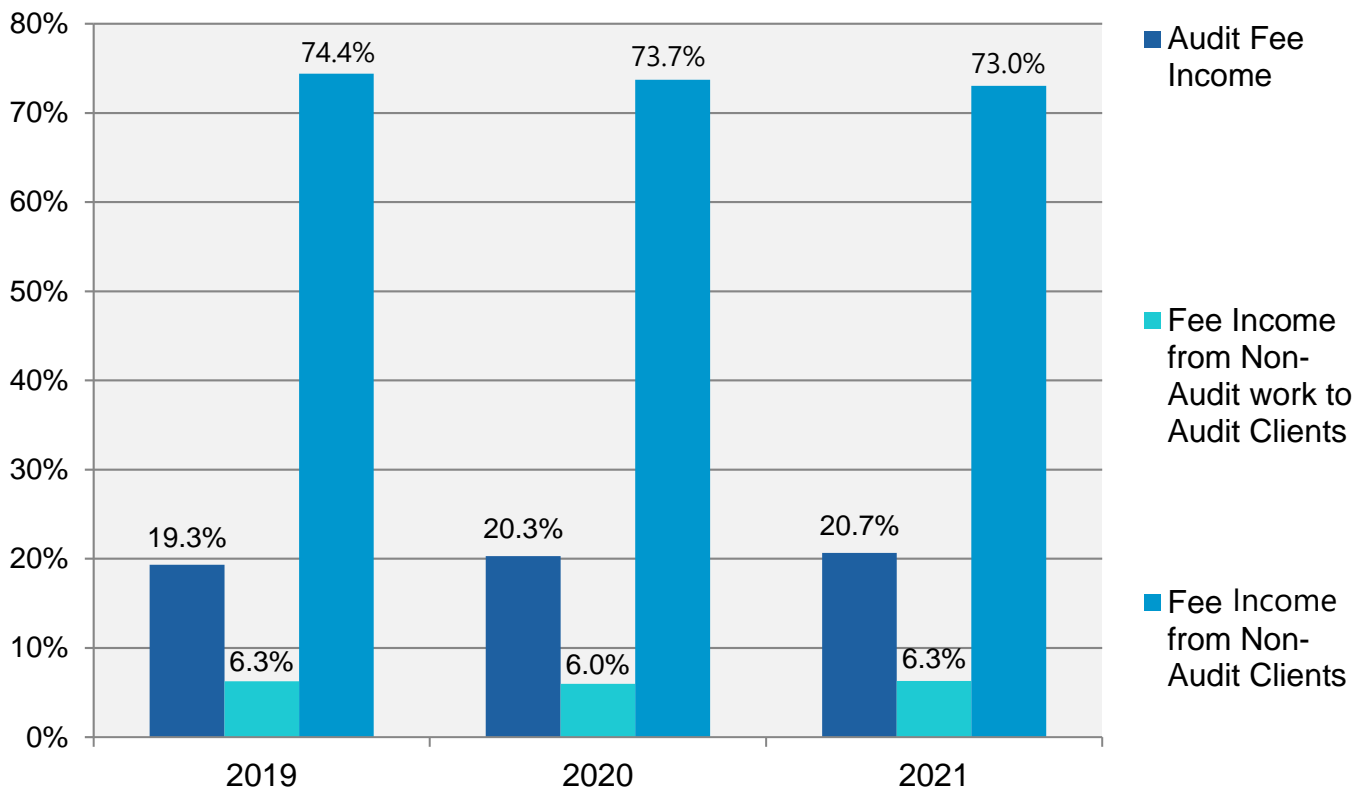
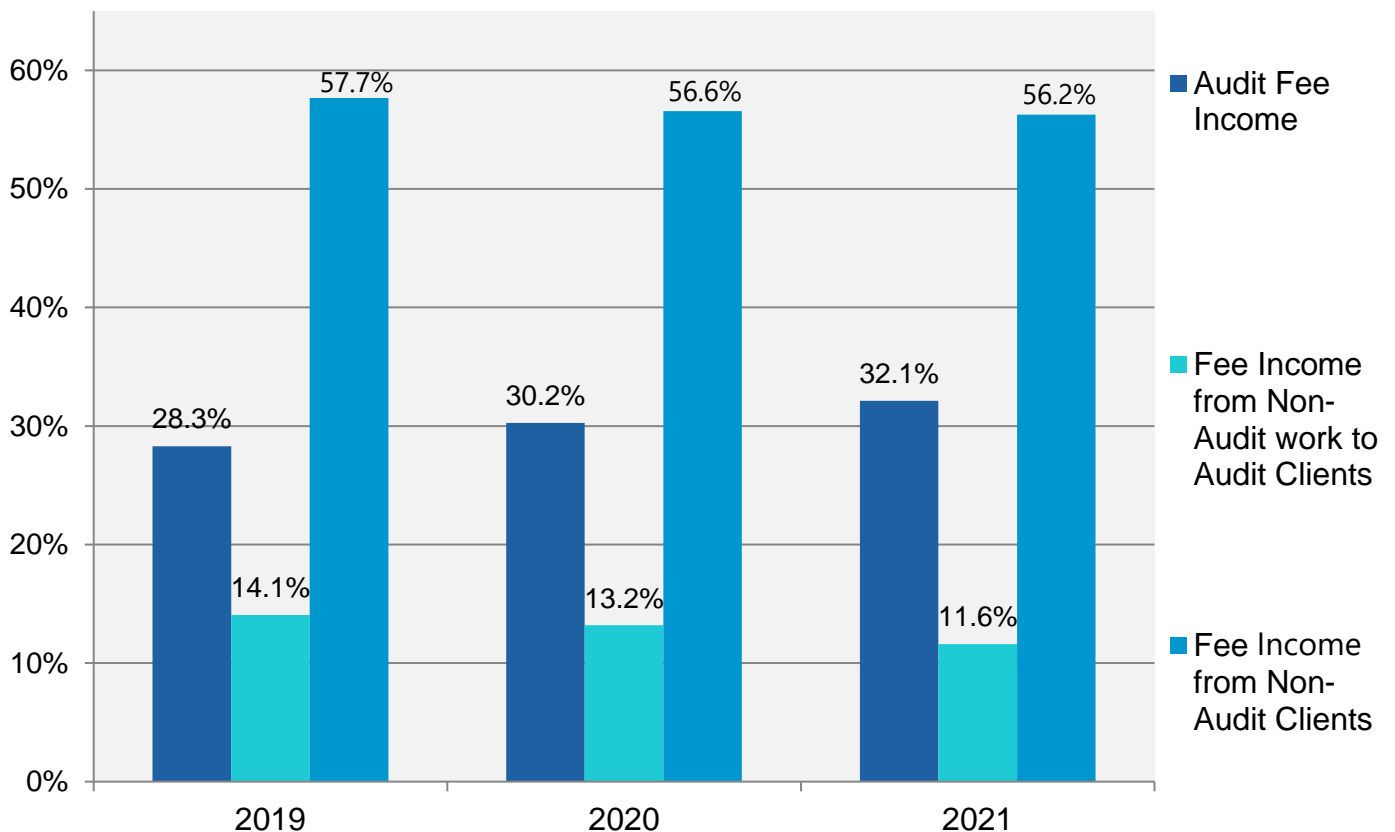


Figure 35: Proportion of total fee income for audit firms with PIE audit clients outside the Big Four firms, 2019 to 2021

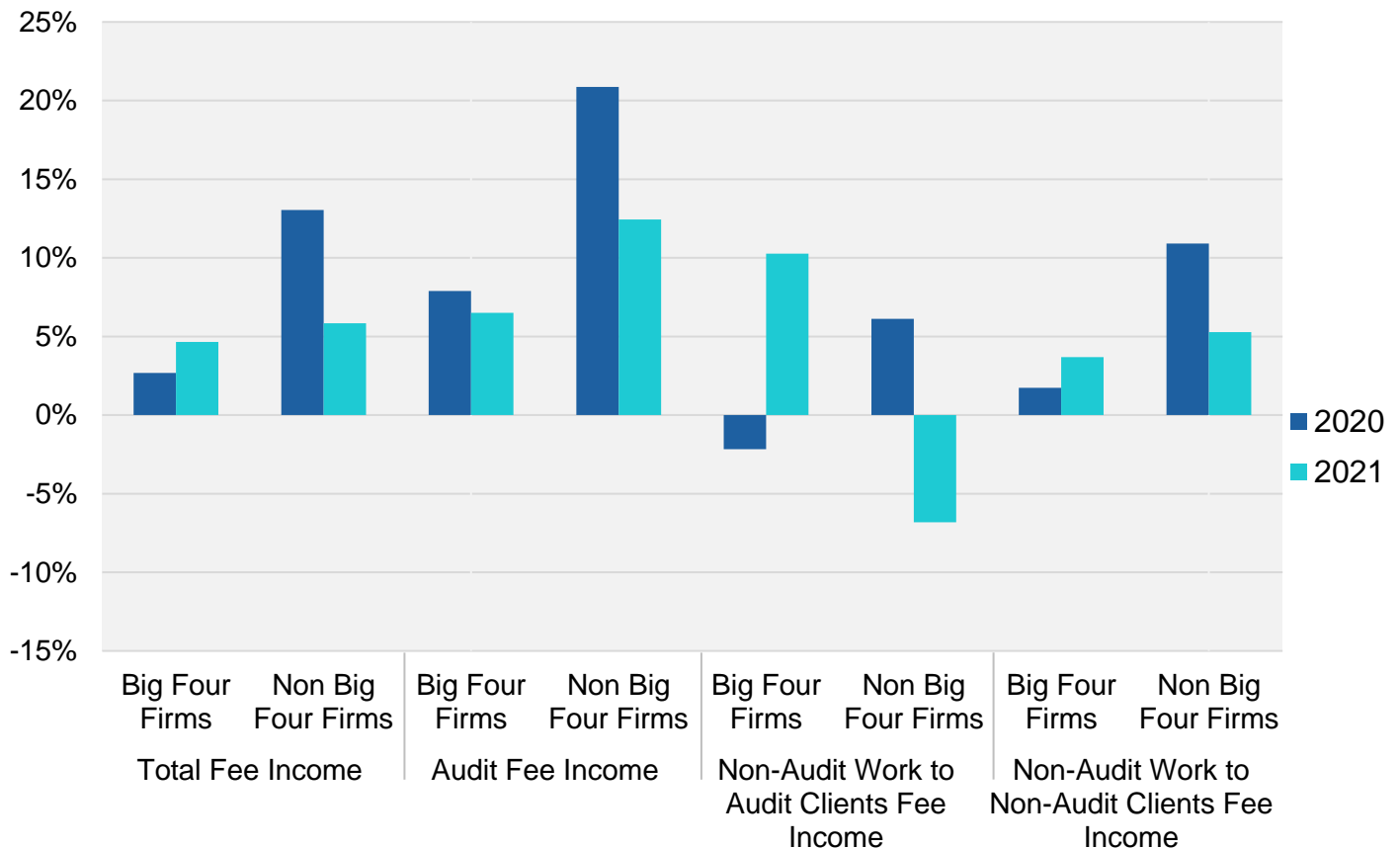


Growth of fee income

Figure 36⁴⁷ shows the percentage growth rate of fee income for each of the years 2019/20 and 2020/21 for audit firms with PIE clients, split between (i) the Big Four audit firms and audit firms outside the Big Four and (ii) between audit and non-audit income.

Audit firm population changes year-on-year based on those firms with PIE clients that choose to respond to this survey.

Figure 36: Growth of fee income, 2020 and 2021



Total fee income grew by 4.6% for Big Four firms and 5.9% for non-Big Four firms. Audit fee income growth was stronger at 6.5% for Big Four firms and 12.5% for non-Big Four but lower than last year's growth rates in both cases.

Fee income from non-audit work for audit clients increased by 10.3% for Big Four firms (after a fall last year) but declined by 6.8% for non-Big Four firms. For non-audit work for non-audit clients, fee income increased by 3.7% for Big Four firms and 5.3% for non-Big Four firms.

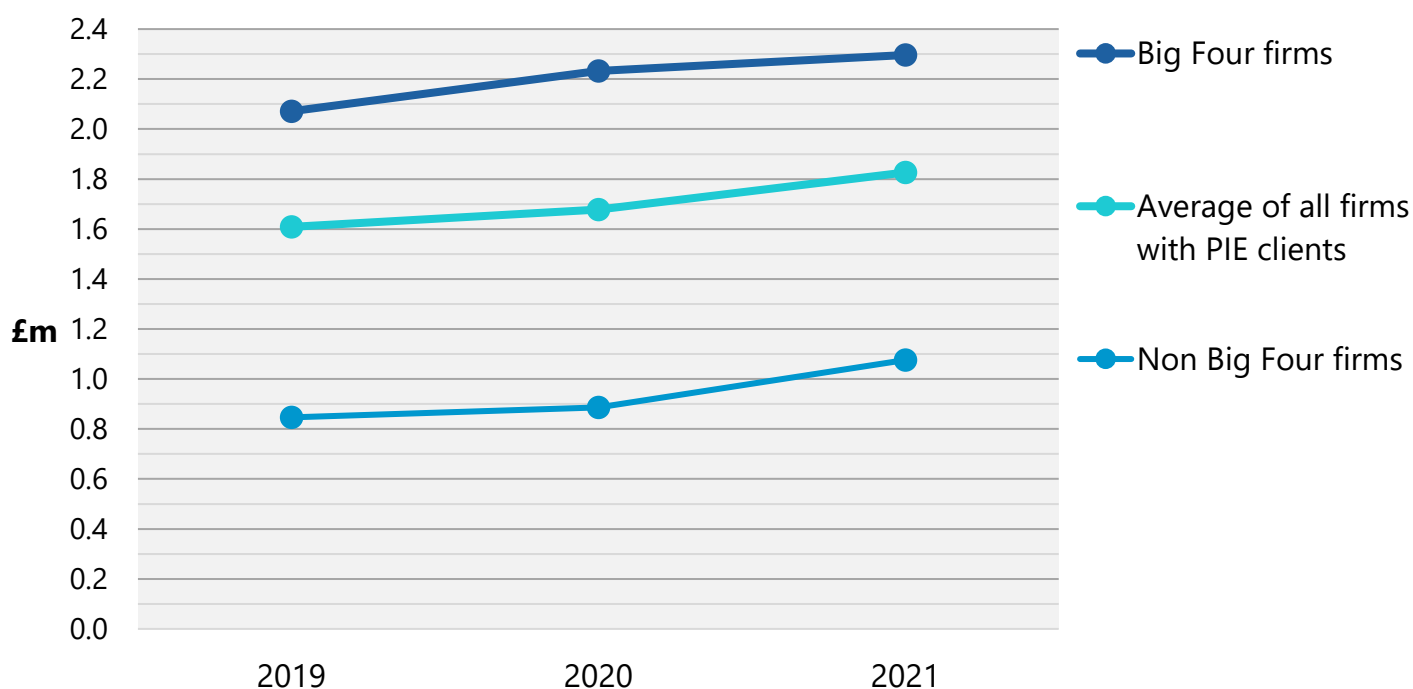
⁴⁷ This information is based on the information provided to the FRC and which is shown in the detailed table on fee income of audit firms with PIE clients (Figure 33).

Audit fee income per Responsible Individual (RI)

Figure 37 illustrates audit fee generated per Responsible Individual (RI) for 2019 to 2021. This information is split between the Big Four firms and the audit firms outside the Big Four.

Figure 37: Average audit fee income per RI, 2019 to 2021

Audit Fee Income Per RI (£m)	2019	2020	2021
Big Four firms	2.07	2.23	2.30
Average of all firms with PIE clients	1.61	1.68	1.83
Non-Big Four firms	0.85	0.89	1.08



There has been a continual increase in the average income per RI for all firms since 2004, when we began our data collection for this publication.

Figure 38: Concentration of listed company audits, 2021

(by number of listed clients⁴⁸ – FTSE 100, FTSE 250, UK equity listed on regulated markets and the Alternative Investment Market (AIM))

UK firm name	UK structure	Year end	No. of FTSE 100 audit clients ⁴⁸	No. of FTSE 250 audit clients ⁴⁸	Total no. of other clients listed on regulated markets ⁴⁸	No of AIM audit clients ⁴⁸
PricewaterhouseCoopers	LLP	30 June	26	74	73	80
EY UK	LLP	02 July	23	42	66	16
KPMG⁴⁹	LLP	30 September	23	39	45	23
Deloitte	LLP	31 May	21	47	119	24
BDO	LLP	02 July	1	17	131	166
Grant Thornton UK	LLP	31 December	0	4	9	62
MHA MacIntyre Hudson	LLP	31 March	0	2	1	9
RSM	LLP	31 March	0	1	13	56
Crowe UK	LLP	31 March	0	0	19	44
Mazars	LLP	31 August	0	0	16	16
PKF Littlejohn	LLP	31 May	0	0	7	70

⁴⁸ The number of clients reported relates to entities whether incorporated in the UK or elsewhere that are audit clients of the UK firm. The figures for 'Other clients listed on regulated markets' include clients that have equity listed on one or more regulated markets. Given client information is reported as at each audit firm's year end, there are slight discrepancies in the total figures for the FTSE 100 (93) and FTSE 250 (223) audit clients.

⁴⁹ Includes both KPMG LLP and KPMG Audit plc.

Figure 38 (cont): Concentration of listed company audits, 2021

(by number of listed clients⁴⁸ – FTSE 100, FTSE 250, UK equity listed on regulated markets and the Alternative Investment Market (AIM))

UK firm name	UK structure	Year end	No. of FTSE 100 audit clients ⁴⁸	No. of FTSE 250 audit clients ⁴⁸	Total no. of other clients listed on regulated markets ⁴⁸	No of AIM audit clients ⁴⁸
Hazlewoods	LLP	30 April	0	0	5	4
Price Bailey	LLP	31 March	0	0	1	3
BSG Valentine	LLP	30 September	0	0	1	1
Edwards Veeder	Limited Company	31 March	0	0	1	1
Begbies	Limited company and Partnership	31 March	0	0	1	0
Carter Backer Winter	LLP	31 March	0	0	1	0
Gerald Edelman	General partnership	31 March	0	0	1	0
Haysmacintyre	LLP	31 March	0	0	0	18
UHY Hacker Young	LLP	31 December	0	0	0	9
Shipleys	LLP	30 April	0	0	0	5
Johnston Carmichael	LLP	31 May	0	0	0	2
Beever and Struthers	Partnership	30 September	0	0	0	0
Bennett Brooks & Co	Limited Company	31 August	0	0	0	0
Edwards Accountants	Limited company	31 March	0	0	0	0

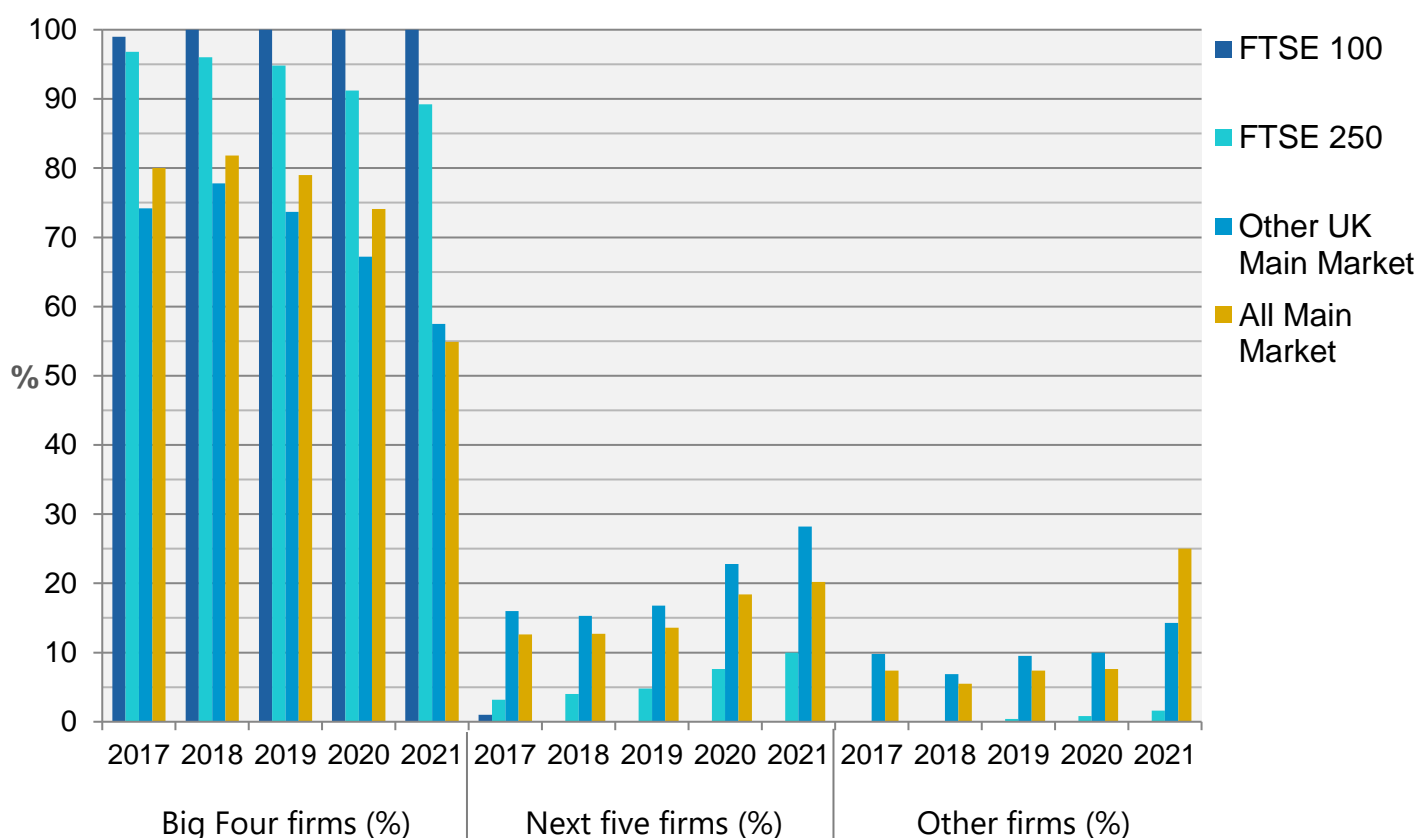
Concentration of listed company audits⁵⁰

Figure 39 illustrates the percentage of the audits of UK-listed (equity and debt) companies undertaken by the Big Four firms,⁵¹ the next five firms (based on the number of listed audit clients) and other audit firms as at 31 December for each of the years 2017 to 2021.

For the purposes of Figure 39, where a listed company is audited by an audit firm from the Crown Dependencies it has been given the same classification as its UK counterparts.

Figure 39: Listed company audits concentrations, 2017 to 2021

	Big Four firms (%)					Next five firms (%)					Other firms (%)				
	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021	2017	2018	2019	2020	2021
FTSE 100	99.0	100.0	100.0	100.0	100.0	1.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
FTSE 250	96.8	96.0	94.8	91.2	89.2	3.2	4.0	4.8	7.6	10.0	0.0	0.0	0.4	0.8	1.6
Other UK Main Market	74.2	77.8	73.7	67.2	57.5	16.0	15.3	16.8	22.8	28.2	9.8	6.9	9.5	10.0	14.3
All Main Market	80.0	81.8	79.0	74.1	54.9	12.6	12.7	13.6	18.4	20.2	7.4	5.5	7.4	7.6	25.0



⁵⁰ Includes international Main Market companies.

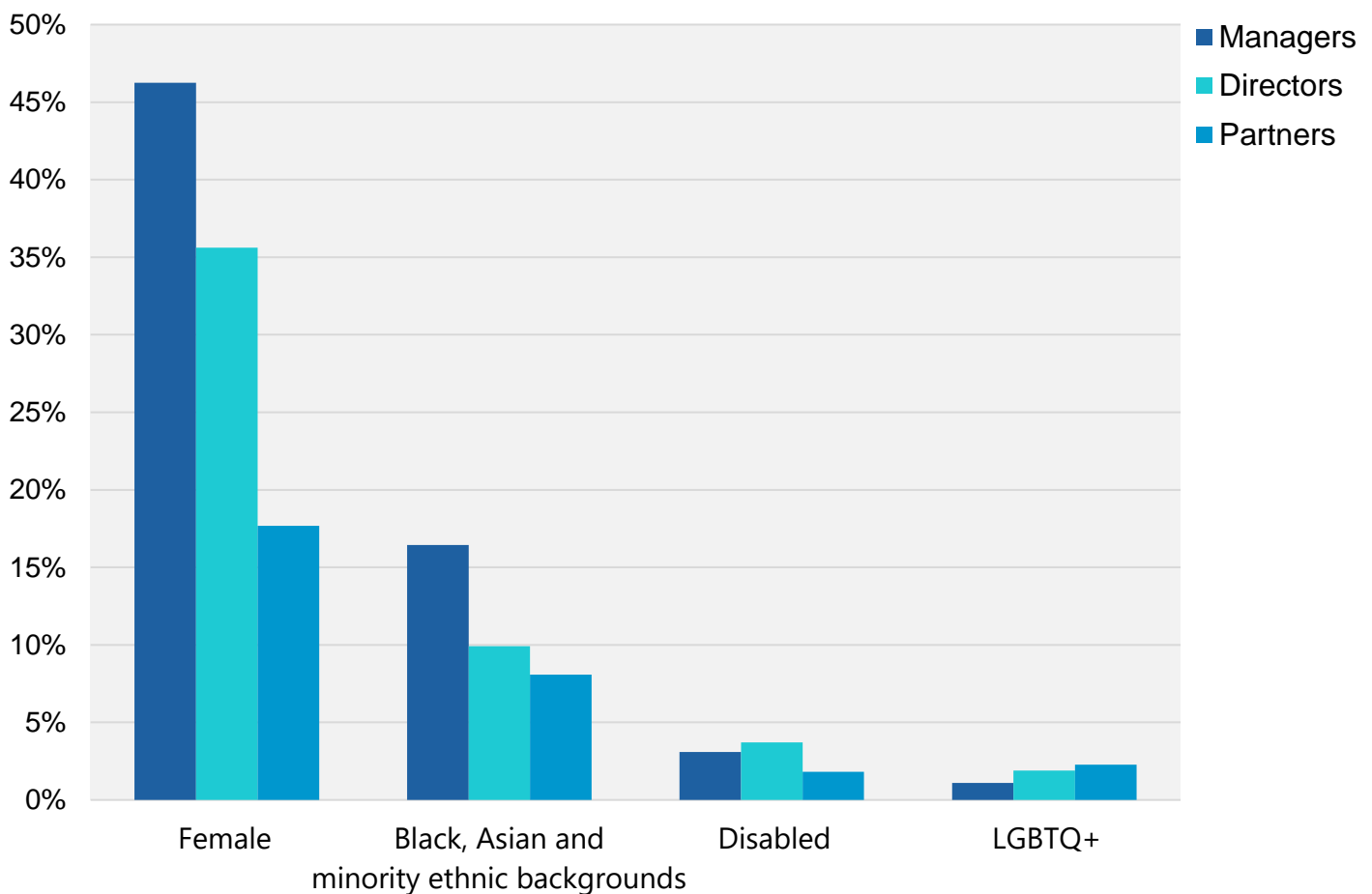
⁵¹ Includes Big Four network firm offices, whether located in the UK or elsewhere.

Diversity of senior management at PIE audit firms

Figure 40 shows the diversity of senior management at PIE audit firms at three different levels of seniority: managers, directors and partners, including the percentages that are female, are from black, Asian and Minority ethnic backgrounds, have a disability, or identify as LGBTQ+.⁵²

Figures 41, 42, 43 and 44 further break down this information across different sizes of audit firms: firms with under 200 employees; firms with between 200 and 2,000 employees; and firms with over 2,000 employees.

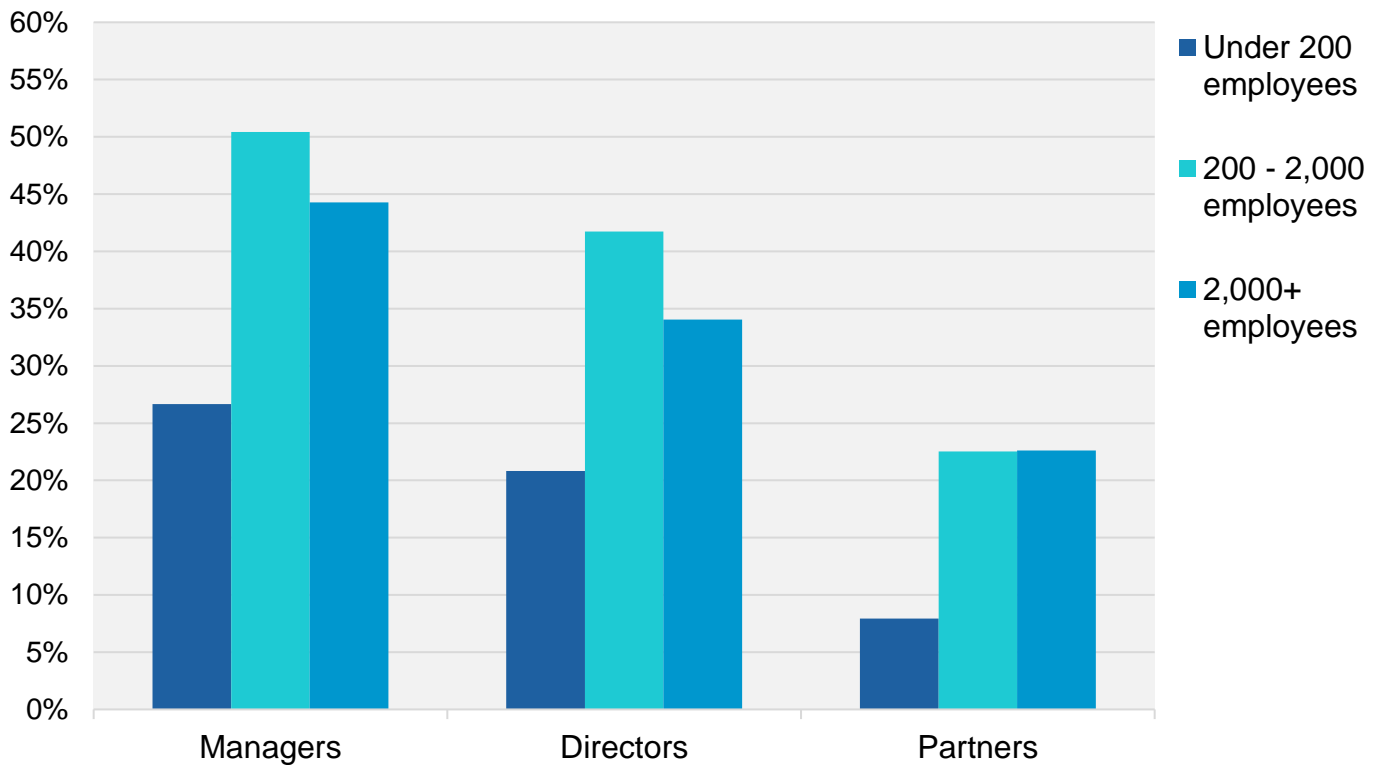
Figure 40: Senior management diversity, 2021



Partners were generally the least diverse among the senior management levels with the exception of those who identify as LGBTQ+ where there is a higher percentage of LGBTQ+ partners than managers or directors.

⁵² Lesbian, Gay, Bisexual, Trans, Queer/Questioning + Others.

Figure 41: Senior management, 2021 – Female leaders

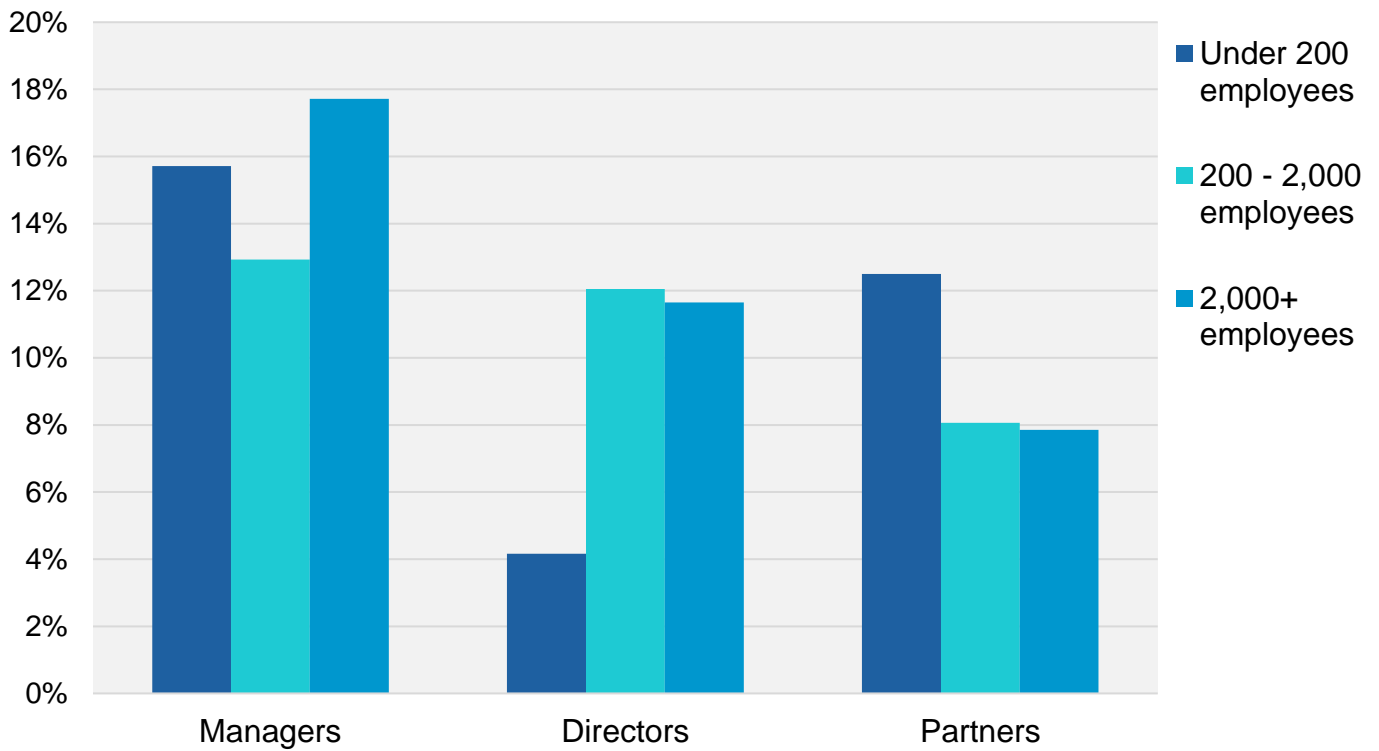


25 firms collect information on the number of female senior managers. In 2021, the percentage of female senior managers at firms with under 200 employees was highest at manager level (26.7%). The proportion was less at director (20.8%) and partner level (7.9%).

Firms with 200 to 2,000 employees had the highest percentage of female senior managers at manager and director level with 50.4% and 41.7% respectively.

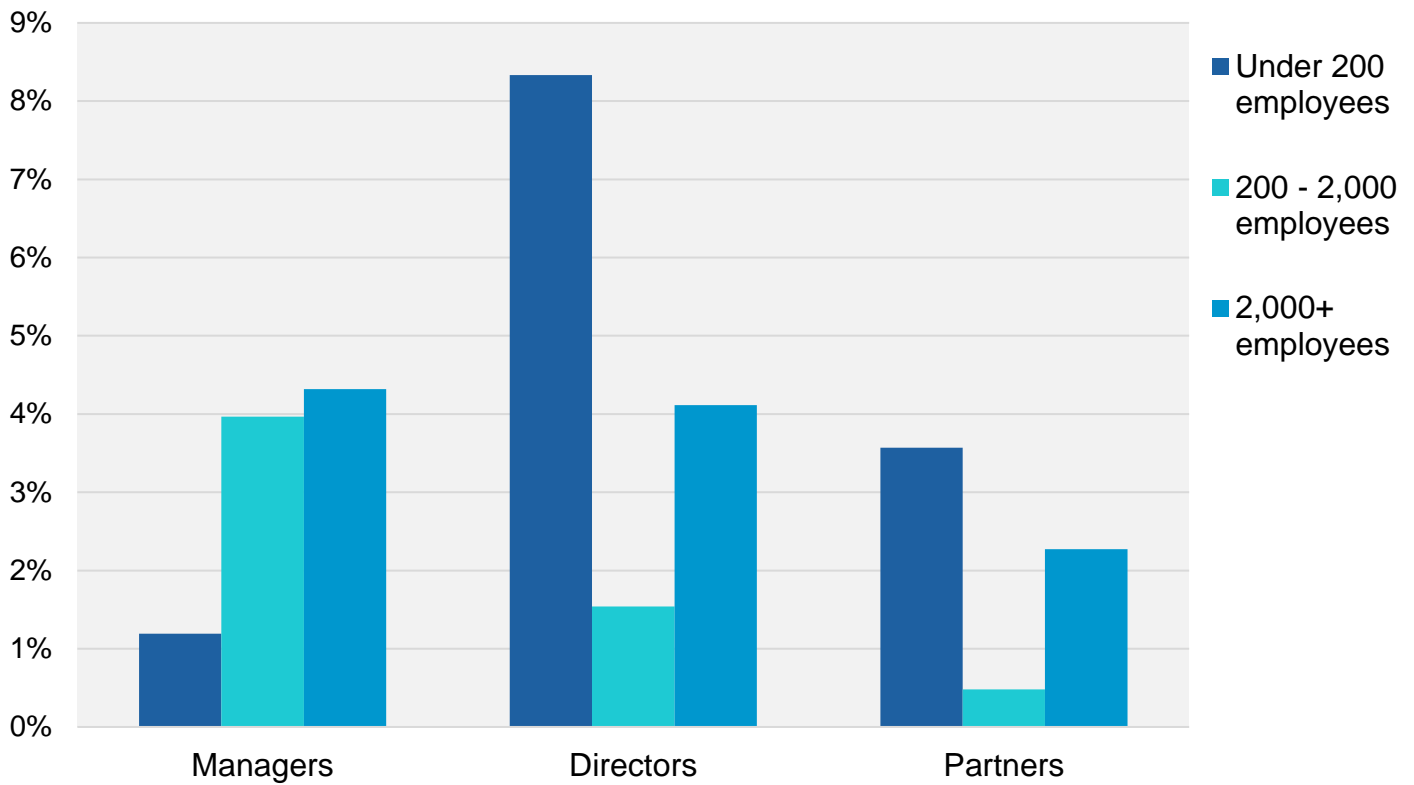
For all three sizes of firm, the percentage of female senior managers was the greatest at manager level and lowest at partner level.

Figure 42: Senior management, 2021 – from black, Asian, and minority ethnic backgrounds



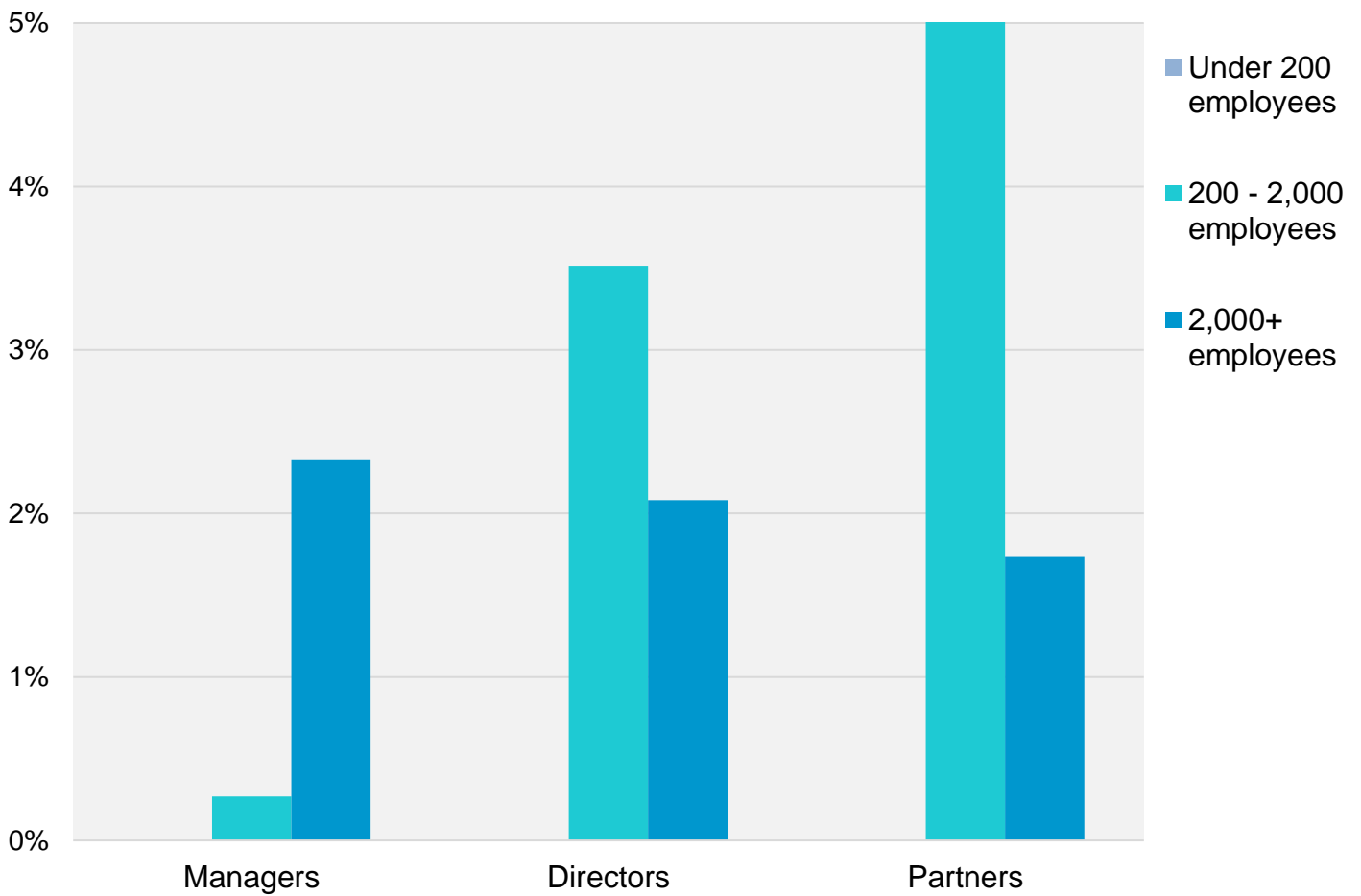
Firms with over 2,000 employees had the highest percentage of individuals from black, Asian and minority ethnic backgrounds at manager level at 17.7% whereas firms with 200 – 2,000 employees had the highest percentage at director level at 12.0%. Firms with under 200 employees had the highest percentage at partner level at 12.5%.

Figure 43: Senior management, 2021 – with a disability



Overall declarations relating to disability are low, with an average of 3.1% of all senior managers declaring a disability. PIE audit firms with under 200 employees had the largest number of disability declarations at director level (8.3%). Firms with 200–2,000 employees had the lowest number of disability declarations at partner level (0.5%).

Figure 44: Senior management, 2021 – LGBTQ+

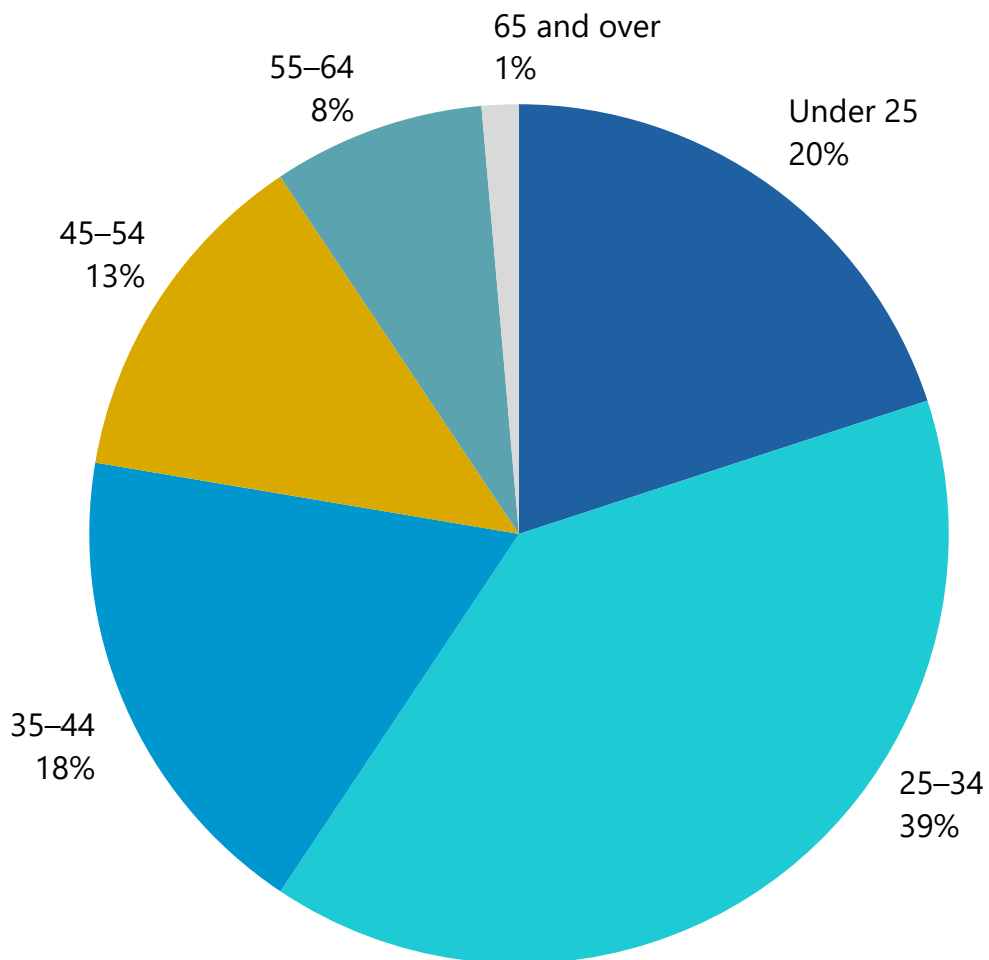


Overall declarations relating to LGBTQ+ are also very low, with an average of 1.1% of all senior managers disclosing that they identified as LGBTQ+. Firms with under 200 employees told us that either they had no LGBTQ+ senior managers or did not collect this information.

Age of the workforce at PIE audit firms

Figure 45 shows the number of staff at audit firms in 2021, split into six age categories.

Figure 45: Workforce ages, 2021⁵³



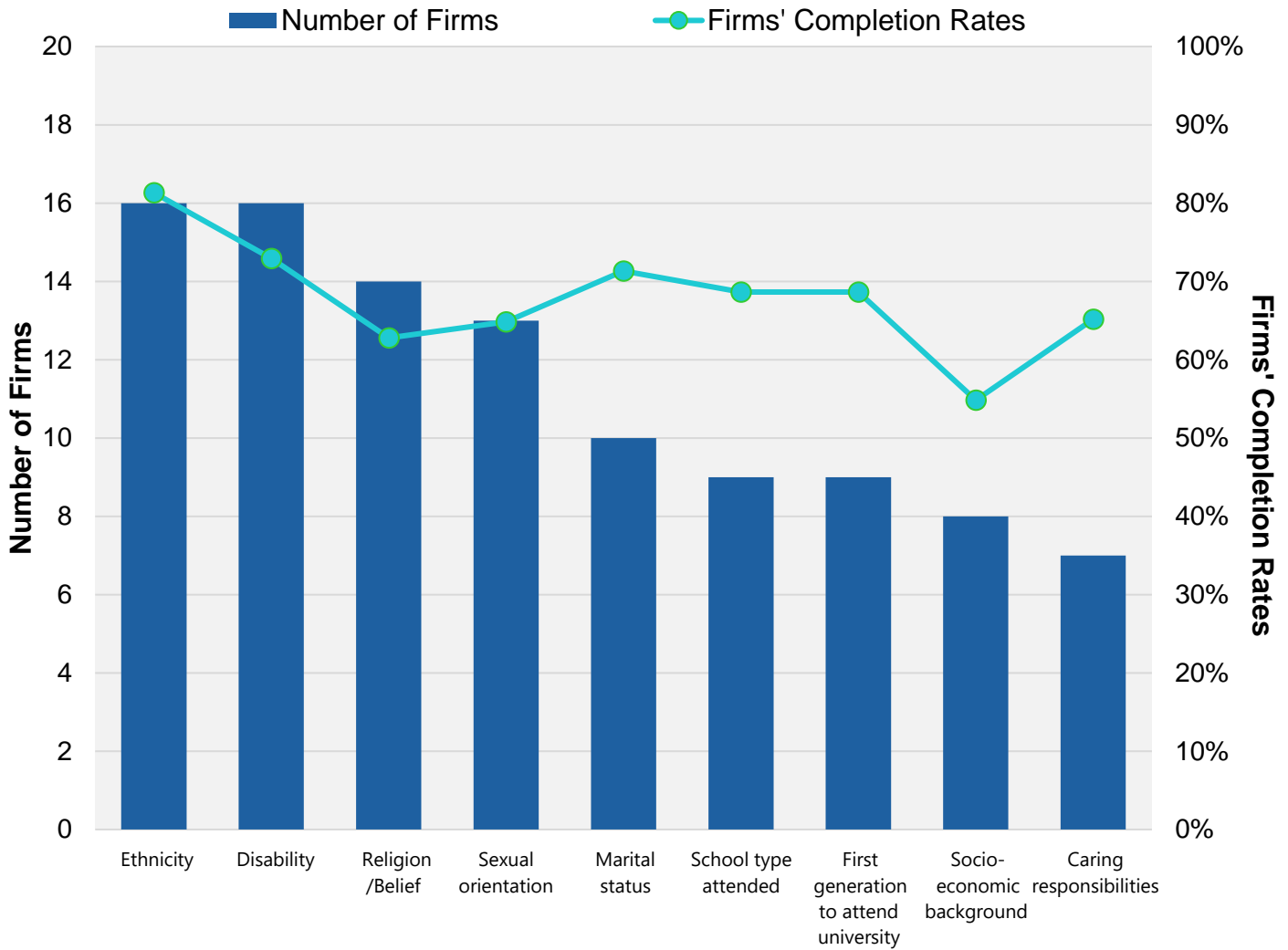
21 out of the 25 firms collect data on the ages of their workforce. The majority of staff employed at audit firms are aged between 25 and 34 on average (39%).

⁵³ 1% of staff choose to not provide this information.

Diversity information collected by the PIE audit firms (workforce)

Figure 46 shows the number of audit firms that collect diversity information on their staff (illustrated by the bar chart) and for those that do, the average completion rate⁵⁴ of the relevant diversity indicator (represented via the line graph).

Figure 46: Diversity information on workforce, 2021



17 firms reported they collect at least one of the above diversity indicators.

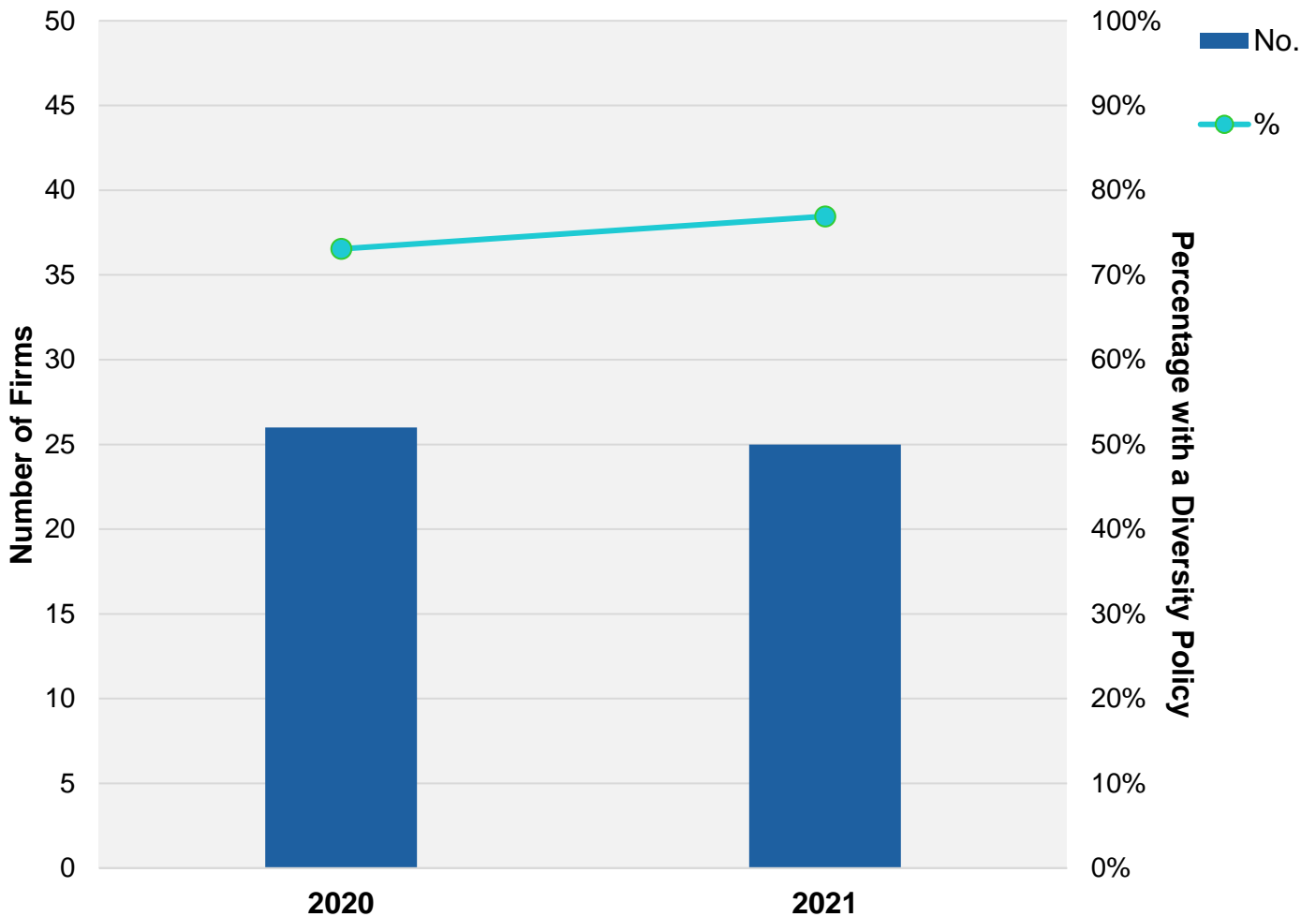
Ethnicity and disability are the most collected diversity indicators (16 firms), with ethnicity also having the highest rate of completion of all the indicators (81%).

⁵⁴ Completion rates refer to the percentage of staff in a firm who completed a diversity questionnaire.

PIE audit firms with a diversity policy

Figure 47 shows the number of audit firms that made returns on whether they have a diversity policy (shown by the bar chart), and the percentage of firms that confirmed having such a policy in place (illustrated via the line graph) in 2020 and 2021.

Figure 47: Diversity policies, 2020 and 2021



In 2021, 77% of the 25 audit firms who responded to our survey had a diversity policy. In 2020, 73% of the 26 firms had diversity policies.

The information received from the firms in respect of their policies includes several aspects of diversity such as social mobility, equal opportunity and respect, and inclusion policies.

Section Six – Data tables of the charts (total figures and percentages)

The following tables provide the data that is used to create the corresponding figures in this publication.

Figure 48: Members and students in the UK and ROI
Corresponds to Figure 1

Number of members in the UK and ROI								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	94,622	82,587	12,630	126,560	23,905	18,528	1,292	360,124
2018	98,049	82,762	12,450	128,626	24,275	18,934	1,458	366,554
2019	101,476	83,657	12,327	130,928	25,374	19,366	1,304	374,432
2020	103,293	84,539	12,292	133,332	26,447	20,237	1,301	381,441
2021	106,561	85,517	12,451	135,681	27,530	20,211	1,379	389,330
% growth (20–21)	3.2	1.2	1.3	1.8	4.1	-0.1	6.0	2.1
% growth (17–21)	12.6	3.5	-1.4	7.2	15.2	9.1	6.7	8.1
% compound annual growth (17–21)	3.0	0.9	-0.4	1.8	3.6	2.2	1.6	2.0

Number of students in the UK and ROI								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	82,124	48,263	1,857	20,946	6,655	3,837	127	163,809
2018	81,902	48,329	1,949	21,618	6,789	3,488	135	164,210
2019	79,937	48,520	2,047	22,842	7,009	3,862	135	164,352
2020	76,208	47,904	2,113	23,309	7,351	3,839	139	160,863
2021	75,188	47,101	2,116	25,014	7,662	4,112	144	161,337
% growth (20–21)	-1.3	-1.7	0.1	7.3	4.2	7.1	3.6	0.3
% growth (17–21)	-8.4	-2.4	13.9	19.4	15.1	7.2	13.4	-1.5
% compound annual growth (17–21)	-2.2	-0.6	3.3	4.5	3.6	1.7	3.2	-0.4

Figure 49: Members and students worldwide
Corresponds to Figure 2

Number of members worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	204,336	109,415	13,735	149,298	26,562	21,503	7,166	532,015
2018	214,319	110,493	13,358	151,761	27,367	22,028	8,164	547,490
2019	223,454	112,617	13,362	154,531	28,479	22,495	8,718	563,656
2020	228,771	114,492	13,207	157,812	29,596	23,062	9,541	576,481
2021	236,827	116,302	13,991	161,411	30,622	23,252	10,061	592,466
% growth (20–21)	3.5	1.6	5.9	2.3	3.5	0.8	5.5	2.8
% growth (17–21)	15.9	6.3	1.9	8.1	15.3	8.1	40.4	11.4
% compound annual growth (17–21)	3.8	1.5	0.5	2.0	3.6	2.0	8.9	2.7

Number of students worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	414,562	127,241	4,401	27,866	6,662	3,849	5,365	589,946
2018	431,821	117,817	4,749	28,700	6,792	3,488	5,458	598,825
2019	445,186	107,049	5,001	30,241	7,011	3,872	5,624	603,984
2020	435,088	98,833	5,280	31,656	7,352	3,851	5,381	587,441
2021	446,232	93,696	5,842	33,958	7,668	4,154	5,556	597,106
% growth (20–21)	2.6	-5.2	10.6	7.3	4.3	7.9	3.3	1.6
% growth (17–21)	7.6	-26.4	32.7	21.9	15.1	7.9	3.6	1.2
% compound annual growth (17–21)	1.9	-7.4	7.3	5.1	3.6	1.9	0.9	0.3

Figure 50: Sectoral employment worldwide, 2021
Corresponds to Figure 4

Number of members	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Working in Practice	60,598	1,985	279	45,943	8,255	5,920	454	123,434
Industry & Commerce	131,375	84,810	2,021	63,300	18,364	10,467	8,753	319,090
Public Sector	20,743	9,136	6,503	4,829	1,546	1,079	28	43,864
Retired	11,693	15,782	3,181	27,970	1,398	4,496	608	65,128
Other	12,418	4,589	2,007	19,373	1,059	1,290	218	40,954
TOTAL	236,827	116,302	13,991	161,415	30,622	23,252	10,061	592,470

Number of students	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Working in Practice	36,838	92	0	25,871	5,982	3,554	104	72,441
Industry & Commerce	187,155	53,459	801	1,747	93	179	3,010	246,444
Public Sector	39,734	3,144	3,670	569	55	51	28	47,251
Retired	0	93	0	0	0	0	0	93
Other	182,505	36,908	1,371	5,771	1,538	370	2,414	230,877
TOTAL	446,232	93,696	5,842	33,958	7,668	4,154	5,556	597,106

Figure 51: Female members worldwide, 2017 to 2021
Corresponds to Figure 5

% Female members worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	46%	35%	32%	28%	41%	34%	34%	36%
2018	47%	35%	33%	29%	42%	34%	36%	37%
2019	47%	36%	33%	29%	42%	34%	36%	37%
2020	48%	36%	33%	30%	42%	35%	37%	37%
2021	48%	36%	33%	30%	42%	35%	37%	37%

Figure 52: Female students worldwide, 2017 to 2021
Corresponds to Figure 6

% Female students worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	57%	48%	48%	43%	47%	44%	58%	49%
2018	58%	49%	48%	44%	47%	40%	58%	49%
2019	60%	49%	49%	45%	48%	41%	58%	50%
2020	60%	49%	49%	46%	48%	42%	57%	50%
2021	60%	48%	51%	46%	48%	43%	56%	50%

Figure 53: Age of members worldwide, 2017 and 2021
Corresponds to Figure 7

2017	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	1,046	109	0	246	10	39	50	1,500
25–34	53,213	17,041	621	26,244	8,261	5,596	705	111,681
35–44	73,801	36,771	2,078	31,070	8,534	5,117	2,378	159,749
45–54	46,906	29,203	3,762	35,258	5,151	3,704	2,035	126,019
55–64	17,911	14,289	2,943	26,841	2,689	3,130	876	68,679
65 and over	11,459	11,972	3,393	29,639	1,917	3,917	1,122	63,419
Not stated	0	30	938	0	0	0	0	968
TOTAL	204,336	109,385	13,735	149,298	26,562	21,503	7,166	531,047

2021	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	1,171	146	4	472	≤ 3	66	65	1,930
25–34	59,973	13,715	616	30,816	8,158	5,401	1,005	119,684
35–44	81,258	35,022	2,214	32,758	10,291	6,513	2,983	171,039
45–54	56,109	34,125	3,083	32,142	6,144	3,599	3,098	138,300
55–64	24,197	18,096	3,480	30,730	3,468	3,160	1,310	84,441
65 and over	14,119	15,175	3,810	34,672	2,549	4,513	1,594	76,432
Not stated	0	23	784	0	6	0	6	819
TOTAL	236,827	116,302	13,991	161,590	30,622	23,252	10,061	592,645

Figure 54: Age of students worldwide, 2017 and 2021⁵⁵
Corresponds to Figure 8

2017	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	154,431	44,241	98	15,396	2,427	2,202	2,438	221,233
25–34	173,875	45,463	866	11,561	3,331	1,380	1,361	237,837
35–44	65,359	24,680	915	738	649	76	1,084	93,501
45 and over	20,897	11,660	786	171	228	≤ 3	482	34,243
Not stated	0	1,197	1,736	0	≤ 3	172	0	3,132
TOTAL	414,562	127,241	4,401	27,866	6,662	3,849	5,365	589,946

2021	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	179,519	24,963	133	19,781	3,266	2,102	2,443	230,551
25–34	173,090	31,459	943	13,299	3,513	1,877	1,350	224,923
35–44	68,182	22,500	1,302	703	605	88	944	94,306
45 and over	25,441	12,887	1,536	175	250	12	819	41,100
Not stated	0	1,887	1,928	0	34	75	0	3,924
TOTAL	446,232	93,696	5,842	33,958	7,668	4,154	5,556	594,804

Figure 55: Location of students, 2021⁵⁶
Corresponds to Figure 10

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
UK & ROI	75,188	47,101	2,116	25,010	7,662	4,112	144	161,333
Rest of the world	371,044	46,595	3,726	8,948	6	42	5,412	435,773
TOTAL	446,232	93,696	5,842	33,958	7,668	4,154	5,556	597,106

⁵⁵ In compliance with the General Data Protection Regulation (GDPR), statistics in relation to three individuals or fewer are expressed as ≤ 3 to mitigate the risk of those individuals being identified.

⁵⁶ The location of students is based on the registered address supplied to the accountancy body and may be either their place of employment or their place of residence.

Figure 56: Profile of students worldwide, 2021
Corresponds to Figure 11

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
≤ 1 Year	94,450	18,003	599	10,537	1,811	2,001	218	127,619
> 1–2 Years	81,849	15,306	766	7,055	1,730	911	445	108,062
> 2–3 Years	60,409	12,422	645	6,738	1,677	509	637	83,037
> 3–4 Years	49,232	8,962	511	5,207	1,385	326	667	66,290
> 4–5 Years	35,358	6,083	145	2,196	398	192	778	45,150
≥ 5 Years	124,934	32,920	3,176	2,225	667	215	2,811	166,948
TOTAL	446,232	93,696	5,842	33,958	7,668	4,154	5,556	597,106

Figure 57: Graduate entrants worldwide, 2021
Corresponds to Figure 12

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA
Holding a degree	36%	50%	27%	75%	91%	87%	30%
Holding a relevant degree	19%	40%	14%	27%	77%	42%	26%

Figure 58: AAT age of members and students worldwide, 2021
Corresponds to Figure 14

	Members		Students	
	Number	%	Number	%
Under 25	2,315	5%	26,078	31%
25–34	9,433	19%	25,848	31%
35–44	12,308	24%	19,594	24%
45 and over	26,394	52%	11,724	14%
Not stated	2	0%	1	0%
TOTAL	50,452	100%	83,245	100%

Figure 59: Total income worldwide, 2017 to 2021
Corresponds to Figure 16

£m	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	202.0	58.9	24.1	120.0	26.8	17.5	1.8	451.1
2018	208.8	55.4	26.0	125.4	28.1	17.8	1.7	463.2
2019	212.7	60.6	26.9	135.9	28.6	18.8	1.6	485.1
2020	223.4	56.2	26.4	137.5	28.6	19.0	1.6	492.7
2021	222.8	56.3	26.6	141.4	29.7	18.7	1.7	497.2

Figure 60: Average income from members and students worldwide, 2017 to 2021
Corresponds to Figure 17

£	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2017	315	214	403	525	707	651	136	345
2018	307	218	381	547	664	658	117	345
2019	315	244	425	564	660	683	112	359
2020	306	239	438	561	669	695	107	354
2021	312	242	424	545	682	671	102	357
% growth (17-21)	-0.9	13.0	5.2	3.8	-3.6	3.2	-24.5	3.4

Figure 61: Breakdown of income, 2021⁵⁷
Corresponds to Figure 18

£m	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Fees & subscriptions	115.1	38.6	3.3	53.6	11.9	8.5	1.5	232.5
Education & exam fees	91.9	12.2	5.1	17.4	11.1	7.5	0.1	145.3
Regulation & discipline	6.3	0.0	0.0	35.5	3.1	2.4	0.0	47.3
Commercial activities	5.2	5.3	18.0	16.9	2.7	0.2	0.0	48.3
Other (including investment income)	4.3	0.2	0.2	18.0	0.9	0.1	0.1	23.8
TOTAL	222.8	56.3	26.6	141.4	29.7	18.7	1.7	497.2

⁵⁷ ACCA Other income includes net investment income of dividends, realised gains on investments and unrealised losses on investments. CAI income figures may differ due to rounding errors when converting from euros to pounds.

Figure 62: Growth of fee income, 2020 and 2021
Corresponds to Figure 36

Growth rate %		2020	2021
Total fee income	Big Four firms	2.7	4.6
	Non-Big Four firms	13.1	5.9
Audit fee income	Big Four firms	7.9	6.5
	Non-Big Four firms	20.9	12.5
Non-audit work to audit clients fee income	Big Four Firms	-2.2	10.3
	Non-Big Four firms	6.1	-6.8
Non-audit work to non-audit clients fee income	Big Four Firms	1.7	3.7
	Non-Big Four firms	10.9	5.3

Section Seven – Glossary

This glossary provides definitions of many of the acronyms, abbreviations and some key terms used within the Key Facts and Trends publication:

AAPA	Association of Authorised Public Accountants
AAT	The Association of Accounting Technicians
ACCA	Association of Chartered Certified Accountants
AIA	Association of International Accountants
AIM	The Alternative Investment Market is the London Stock Exchange's global market for smaller and growing companies
ALC	Admissions and Licensing Committee (ACCA term)
AQR	Audit Quality Review team – part of the FRC
ARC	Audit Registration Committee (ICAEW term)
ARD	Audit Regulation Directive
Audit qualification	The qualification that is provided by an RQB to its members
Audit services	Audit services are: <ul style="list-style-type: none">• reporting required by law or regulation to be provided by the auditor;• reviews of interim financial information;• reporting on regulatory returns;• reporting to a regulator on client assets;• reporting on government grants;• reporting on internal financial controls when required by law or regulation; and• extended audit work that is authorised by those charged with governance performed on financial information and/or financial controls where this work is integrated with the audit work and is performed on the same principal terms and conditions.
BAME	Black, Asian and Minority Ethnic (used to refer to members of non-white communities in the UK).
Big Four	The four largest audit firms in the UK: PricewaterhouseCoopers (PwC), KPMG, Deloitte, and EY.
Next five	The five largest audit firms outside the Big Four (based on number of listed audit clients) are BDO, Grant Thornton, PKF Littlejohn, RSM and Crowe
CEC	Code of Ethics and Conduct (ACCA term)

CIMA	Chartered Institute of Management Accountants
CIPFA	Chartered Institute of Public Finance and Accountancy
CPD	Continuing Professional Development
Crown Dependencies	Territories that are under the sovereignty of the British Crown but does not form part of the UK
FRC	Financial Reporting Council
FTSE 100	An index composed of the 100 largest companies listed on the London Stock Exchange (LSE)
FTSE 250	An index containing the 101st to 350th largest companies by market capitalisation on the London Stock Exchange (LSE)
GPRs	Global Practising Regulations (ACCA term)
IAASA	Irish Auditing and Accounting Supervisory Authority
ICAEW	Institute of Chartered Accountants in England and Wales
ICAI/CAI	Institute of Chartered Accountants Ireland
ICAS	Institute of Chartered Accountants of Scotland
LGBTQ+	Lesbian, Gay, Bisexual, Trans, Queer/Questioning + Others
LSE	London Stock Exchange
LSE Main Market	International market for the admission and trading of equity, debt and other securities
Non-audit services	<p>'Non-audit services' comprise any engagement in which an audit firm provides professional services to:</p> <ul style="list-style-type: none"> • an audited entity; • an audited entity's affiliates; or • another entity in respect of the audited entity, other than the audit of financial statements of the audited entity.
PIEs	On 17 June 2016, the Public Interest Entity (PIE) definition included entities governed by the law of a member state whose transferable securities (equity and debt) are admitted to trading on a regulated market in the EEA, credit institutions and insurance undertakings
Principals	Partners or members of an LLP
PSED	Public Sector Equality Duty introduced by the Equality Act 2010. The duty covers age, disability, sex, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, and sexual orientation
QAC	Quality Assurance Committee (CAI term)
QAD	Quality Assurance Directorate (ICAEW term)

RI	Responsible Individuals/statutory auditor have been awarded the recognised professional qualification in audit and hold a practising certificate. An RI can sign an audit report on behalf of his/her firm
ROI	Republic of Ireland
RQB	Recognised Qualifying Body – there are five bodies in the UK recognised to offer the Audit Qualification in line with the requirements of Schedule 11 to the Companies Act 2006
RSB	Recognised Supervisory Body – these bodies can register and supervise audit firms in accordance with the requirements of Schedule 10 to the Companies Act 2006
UK	United Kingdom
UK GAAP	Generally Accepted Accounting Practice in the UK
UK regulated market	An organised trading venue that operates under Title III of MiFID
Year end	An accounting procedure undertaken at the end of the year to close out business from the previous year and carry forward balances from the previous year




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