



Financial Reporting Council

Key Facts and Trends in the Accountancy Profession



August 2023

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Foreword

This is the twenty-first 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. 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 trend. 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, 30 firms with PIE clients (out of 54) participated compared with 25 firms in last year's publication. Competition between the Big Four audit firms and their competitors remains a major focus. Last year, the five largest firms³ outside the Big Four audited 23 FTSE 350 companies; this year, they audited 25.

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 undertaking 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, Johnston Carmichael and Crowe. This value is taken from the 2022 AQR Scope Survey. The FTSE 350, other listed equity, listed debt, public debt and AIM are taken into consideration.

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 when exercising its functions:

- 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 2018 to 2022

Membership of the accountancy bodies continues to grow. The seven bodies in this report have nearly 400,000 members in the UK and ROI and over 600,000 members worldwide. The growth in membership between 2021 and 2022 was 2.1% in the UK and ROI, and 2.4% worldwide (Figures 1 and 2).

In contrast, after increasing slightly last year, the decline in student numbers that we saw in 2020 in the UK and ROI returned for 2022. Between 2021 and 2022, student numbers in the UK and ROI decreased by 3.5% and by 2.0% worldwide compared to falls of 2.1% and 2.7% in 2020 and growth of 0.3% and 1.6% respectively last year. There are over 155,000 students in the UK and ROI and over 585,000 worldwide (Figures 1 and 2). The total number of students who became members worldwide also fell in 2020 by 7.8%, rebounded with an increase of 4.5% in 2021 and fell by 0.8% in 2023.

The number of audit firms registered with the Recognised Supervisory Bodies⁵ (RSBs) continues to decline. The total number of registered audit firms was 4,310 as at 31 December 2022, compared with 4,745 in 2021 and 5,007 in 2020 respectively (Figure 21).

Annual income generated from all members and students has increased continuously over the last five years for ICAEW. ACCA continues to have the highest income generated out of the seven bodies at £220m in 2022. ICAS however, earns the highest average income per member and student population at £681 in 2022 (Figures 16 and 17).

Overall, the accountancy bodies collect data on their members and students concerning seven of the nine protected characteristics under the Equality Act 2010; eight bodies collect data on age and sex, and seven on race, for example. Two 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 2020 to 2022

Figure 33 shows the fee income for audit and non-audit services for the 30 audit firms with Public Interest Entity (PIE) clients, for 2022 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.

After more moderate increases in fee income last year, the Big Four UK firms saw much higher increases in their total fee income of 11.9% in 2022 compared to an increase of 4.6% last year. Firms outside the Big Four have also seen an increase in their total fee income in 2022 of 18.5% compared to an increase of 5.9% in 2021 (Figure 36) but note that some of this increase is due to 24 non-Big Four firms auditing PIEs responding to our survey this year compared to 21 last year.

Audit fee income for the Big Four UK firms increased by 7.6% in 2022 compared with a 6.5% increase in the previous year. Audit fee income for audit firms outside the Big Four increased by 23.3% in 2022 compared with a 12.5% increase in 2021 (Figure 36), same caveat applies.

Fees for non-audit work to audit clients decreased by 16.4% for the Big Four UK firms compared to an increase of 10.3% in 2021. In contrast, non-Big Four firms saw an increase in these fees of 6.2% in 2022 compared to a decrease of 6.8% last year (Figure 36) same caveat applies.

The average audit fee income per Statutory Auditor / Responsible Individual (RI) for the Big Four UK firms in 2022 was £2.45m compared to £1.21m for non-Big Four firms. The average for all firms with PIE clients was £1.97m, an increase of £0.14m (7.6%) compared to 2021 (Figure 37).

In 2021, the five largest firms outside the Big Four (by number of listed audit clients) audited 10.0% (23) of the FTSE 250 companies; in 2022 they audited 11.2% (28). Three firms outside these five (and the Big Four), also audited 2.4% (6) of the FTSE 250 companies in 2022, compared with 1.6% (4) of the FTSE 250 companies in 2021. Also, one firm outside these five (and the Big Four) audited 1 of the FTSE 100 companies in 2022 (Figure 39).

With regard to diversity at audit firms, we have focused on senior management at each of the 30 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+ (Figures 40 to 44).

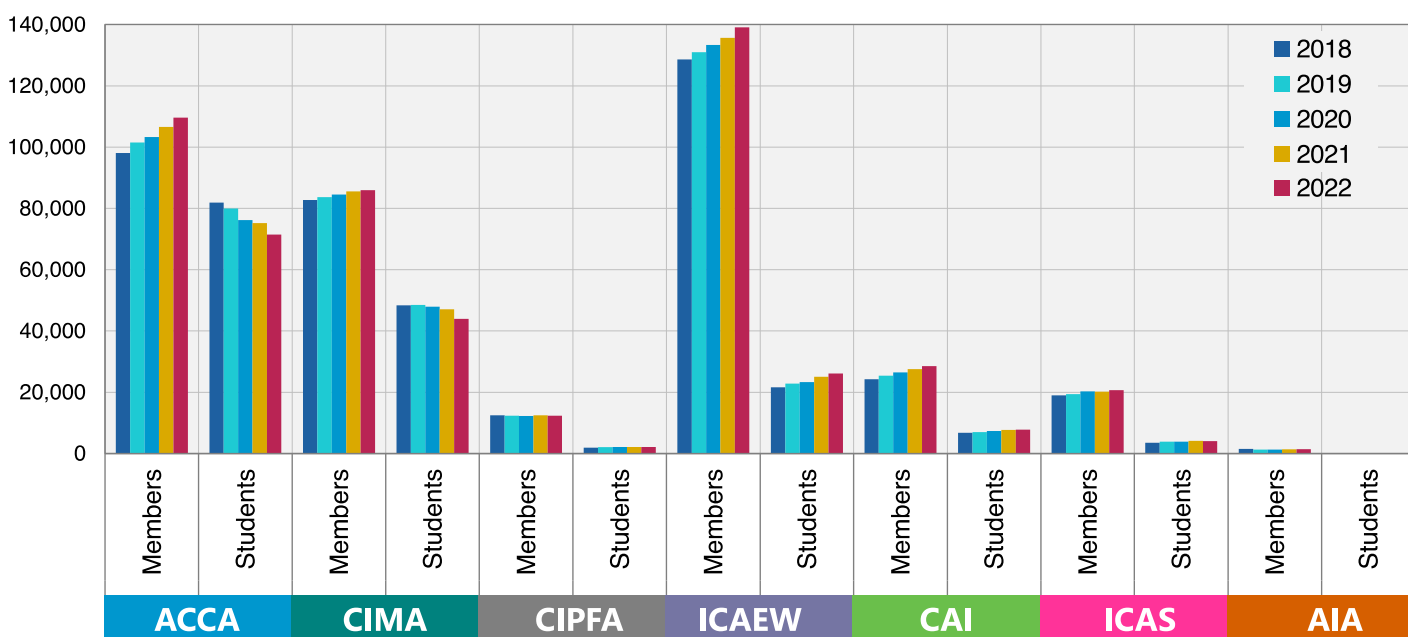
We asked the PIE audit firms whether they collect information on a range of diversity indicators for their workforce: age, race, disability, religion/belief, sexual orientation, marital status, school type attended, first generation to attend university, socio-economic background, and caring responsibilities. 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).

Section Two – Members and students of the Accountancy Bodies

Registered members and students in the UK and ROI

Figure 1 shows growth rates and the number of members and students in the UK and ROI, as at 31 December for the five years to 31 December 2022.

Figure 1: Members and students in the UK and ROI



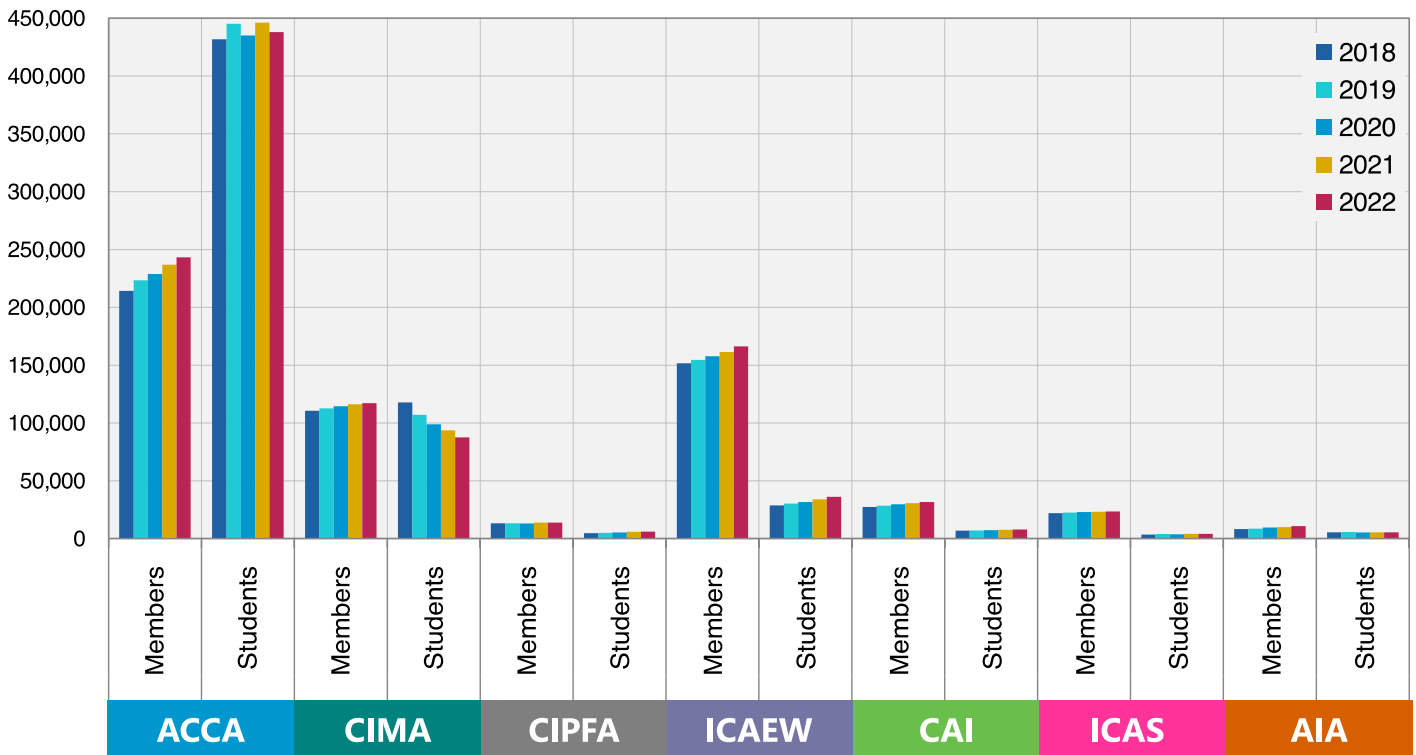
Growth of Members in the UK & ROI	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2022	109,625	85,953	12,347	139,050	28,546	20,660	1,406	397,587
% growth (21 - 22)	2.9	0.5	-0.8	2.5	3.7	2.2	2.0	2.1
% growth (18 - 22)	11.8	3.9	-0.8	8.1	17.6	9.1	-3.6	8.5
% compound annual growth (18 - 22)	2.8	1.0	-0.2	2.0	4.1	2.2	-0.9	2.1

Growth of Students in the UK & ROI	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2022	71,449	43,947	2,100	26,134	7,767	4,081	143	155,621
% growth (21 - 22)	-5.0	-6.7	-0.8	4.5	1.4	-0.8	-0.7	-3.5
% growth (18 - 22)	-12.8	-9.1	7.7	20.9	14.4	17.0	5.9	-5.2
% compound annual growth (18 - 22)	-3.4	-2.3	1.9	4.9	3.4	4.0	1.4	-1.3

Registered members and students worldwide

Figure 2 shows growth rates and the number of worldwide⁶ members and students, as at 31 December for the five years to 31 December 2022.

Figure 2: Members and students worldwide



Growth of Members Worldwide	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2022	243,302	117,183	13,872	166,397	31,683	23,504	10,699	606,640
% growth (21 - 22)	2.7	0.8	-0.9	3.1	3.5	1.1	6.3	2.4
% growth (18 - 22)	13.5	6.1	3.8	9.6	15.8	6.7	31.1	10.8
% compound annual growth (18 - 22)	3.2	1.5	0.9	2.3	3.7	1.6	7.0	2.6

Growth of Students Worldwide	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Total numbers for 2022	437,952	87,573	6,199	36,084	7,776	4,103	5,431	585,118
% growth (21 - 22)	-1.9	-6.5	6.1	6.3	1.4	-1.2	-2.2	-2.0
% growth (18 - 22)	1.4	-25.7	30.5	25.7	14.5	17.6	-0.5	-2.3
% compound annual growth (18 - 22)	0.4	-7.1	6.9	5.9	3.4	4.1	-0.1	-0.6

⁶ 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 seven⁷ Accountancy Bodies

The total membership of the seven accountancy bodies in the UK and ROI has continued to grow steadily by 2.1% from 2021 to 2022, the same rate as last year (Figure 1).

Growth rates of membership vary considerably at each of the individual accountancy bodies in the UK and ROI. ICAEW continues to have the largest number of members in this jurisdiction, and CAI, ACCA and ICAEW all grew by more than average at 3.7%, 2.9% and 2.5% respectively (Figure 1).

However, the total number of students in the UK and ROI declined by 3.5% between 2021 to 2022 compared with an increase of 0.3% last year. ACCA has the largest number of students overall but saw a 5% fall in numbers between 2021 and 2022. ICAEW and CAI student numbers increased by 4.5% and 1.4% respectively (Figure 1).

The worldwide membership of the accountancy bodies has grown by 2.4% from 2021 to 2022 (Figure 2).

Similar to the UK and ROI, overall, worldwide student numbers decreased by 2.0% from 2021 to 2022; this compares to an increase of 1.6% between 2020 and 2021. ICAEW, CIPFA and CAI all increased their numbers in 2022 though by 6.3%, 6.1% and 1.4% respectively (Figure 2).

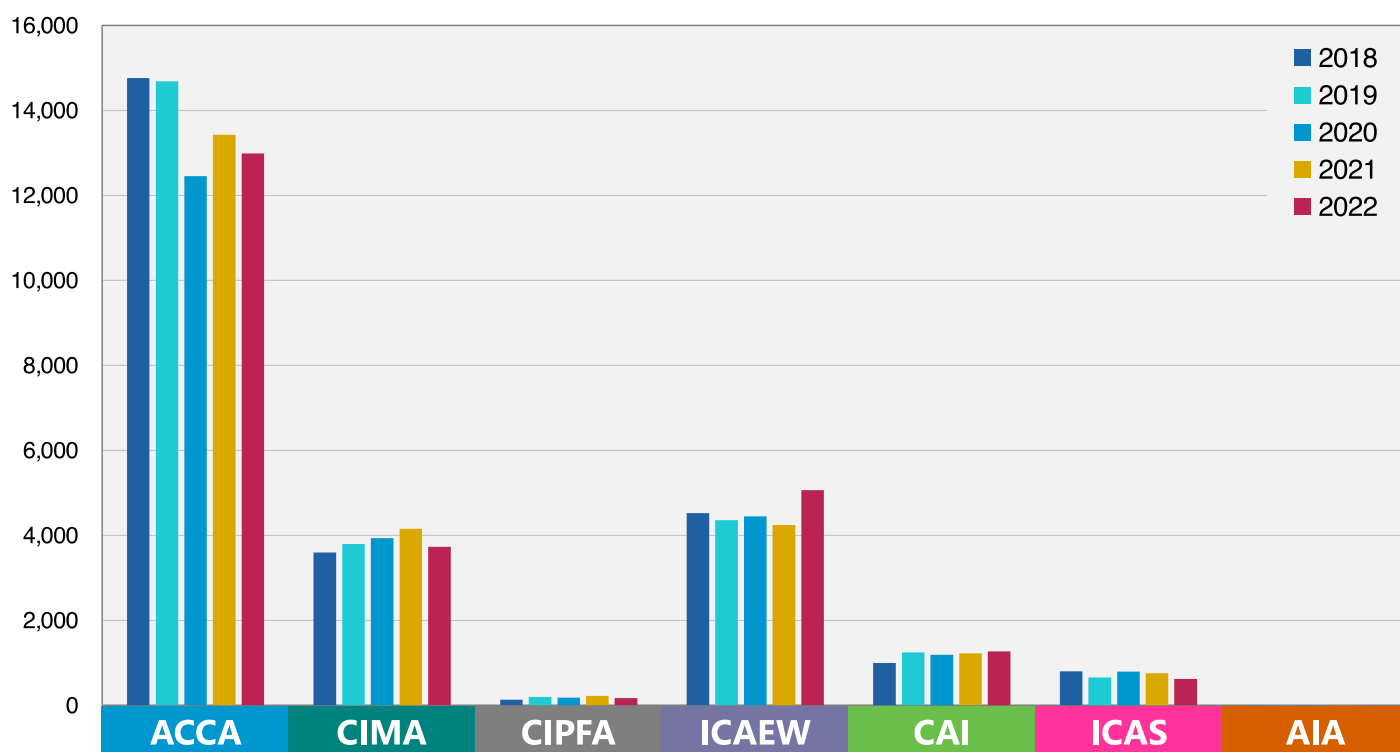
Qualifications differ across the Recognised Qualifying Bodies (Figure 31). 45.9% of students in the UK and ROI and training with ACCA for their qualifications and just over 74% of total worldwide students (Figure 2).

⁷ 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 2018 to 2022.

Figure 3: Students to members worldwide, 2018 to 2022



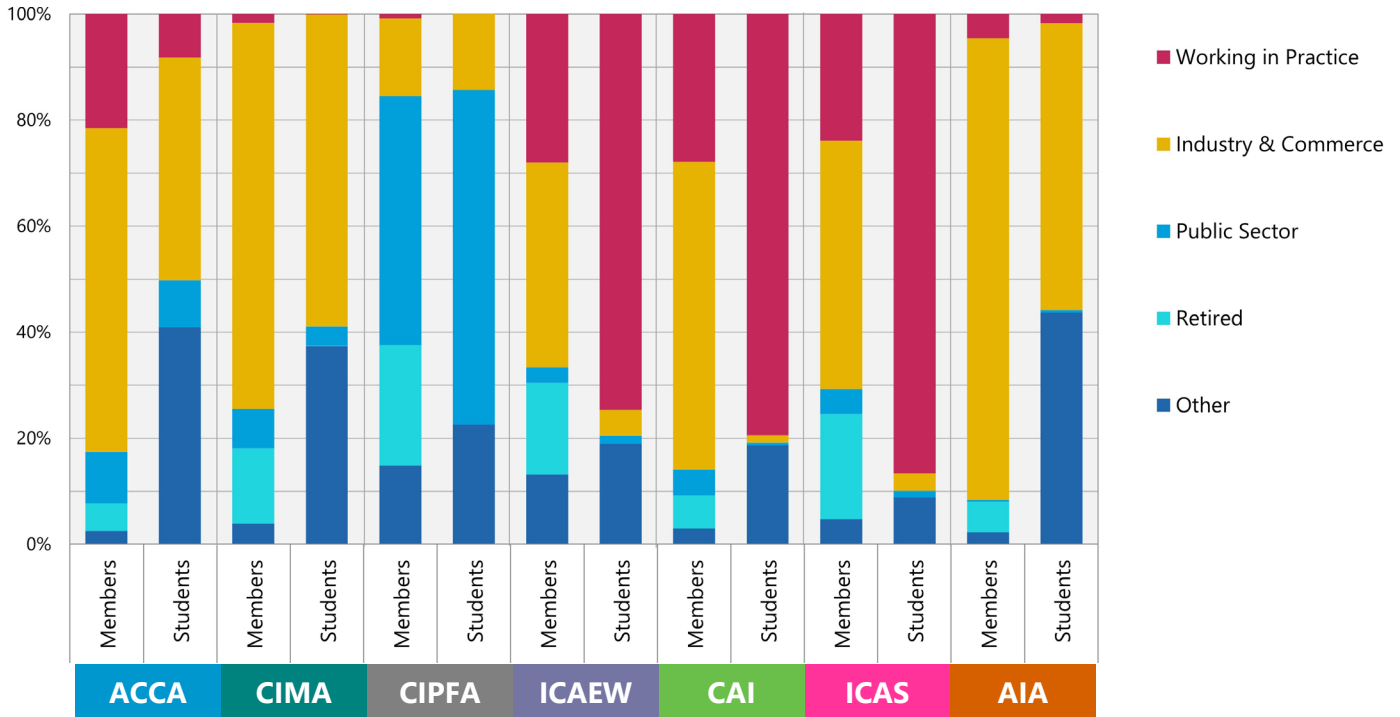
	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2018	14,756	3,598	133	4,525	996	801	5	24,814
2019	14,683	3,798	199	4,359	1,243	657	3	24,942
2020	12,450	3,933	183	4,444	1,189	794	6	22,999
2021	13,423	4,156	223	4,244	1,224	755	2	24,027
2022	12,987	3,728	169	5,062	1,265	625	1	23,837
% growth (21 - 22)	-3.2	-10.3	-24.2	19.3	3.3	-17.2	-50.0	-0.8

ACCA, CIMA, CIPFA, ICAS and AIA have all seen a decline in the number of students becoming members in 2022 compared with 2021. Overall, the total number of students who became members worldwide has decreased by 0.8%. This compares with an increase of 4.5% from 2020 to 2021.

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 employment⁸ as at 31 December 2022.

Figure 4: Sectoral employment worldwide, 2022



The Industry and Commerce sector employs the highest average percentage of members (54%) and the Working in Practice sector employs the highest average percentage of students (36%) across the accountancy bodies. AIA and CIMA members in the Industry and Commerce sector make up 87% and 73% of their respective total memberships. ICAS, CAI, ICAEW students in the Working in Practice sector make up 87%, 79%, 75% 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.

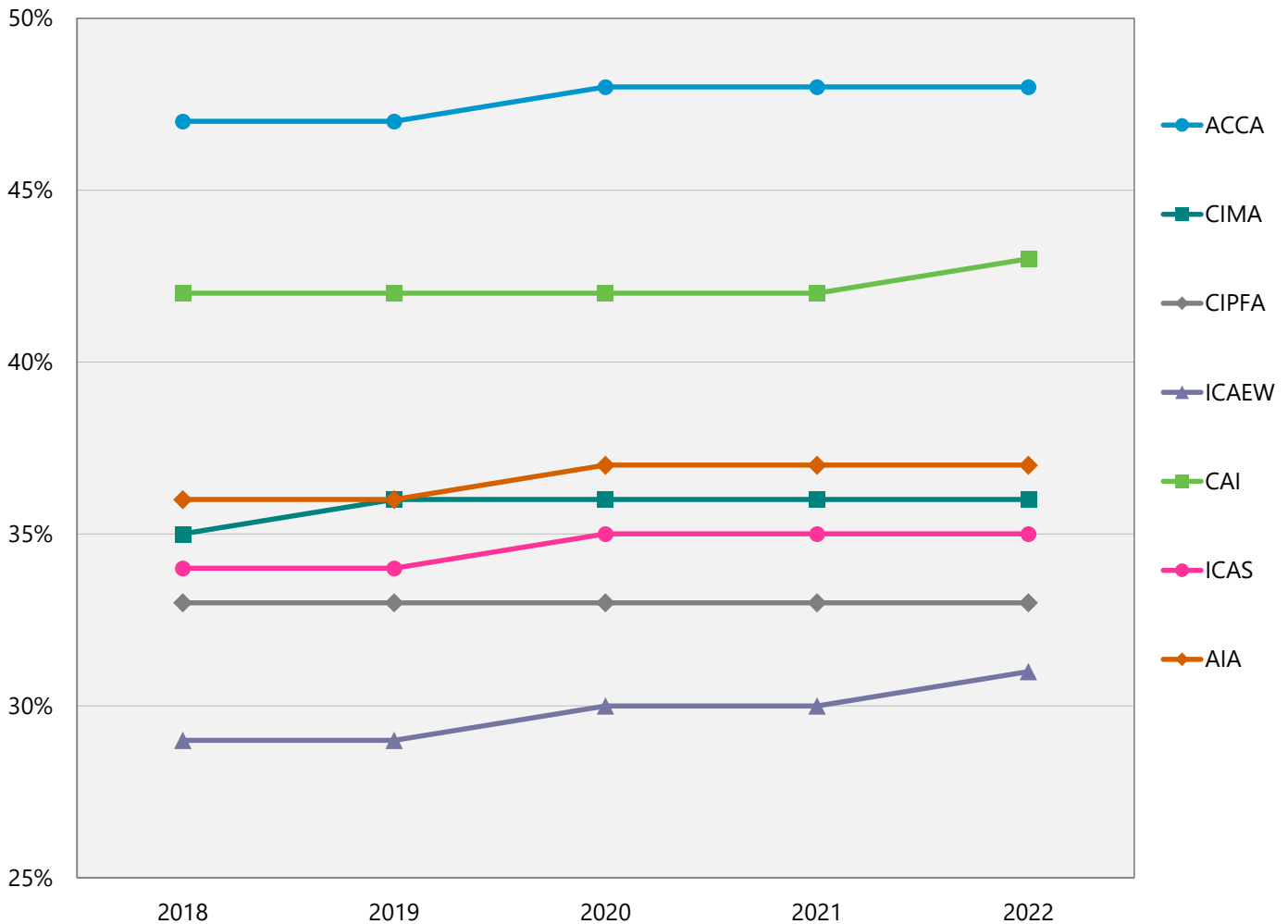
⁸ (i) 'Other' for members includes those who are unemployed, taking a career break, undertaking full-time study, on maternity leave and any members who are unclassified, for example having not provided the information. In the case of CAI, all such members are included in their most recent employment 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.

Gender of 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 2018 to 2022.

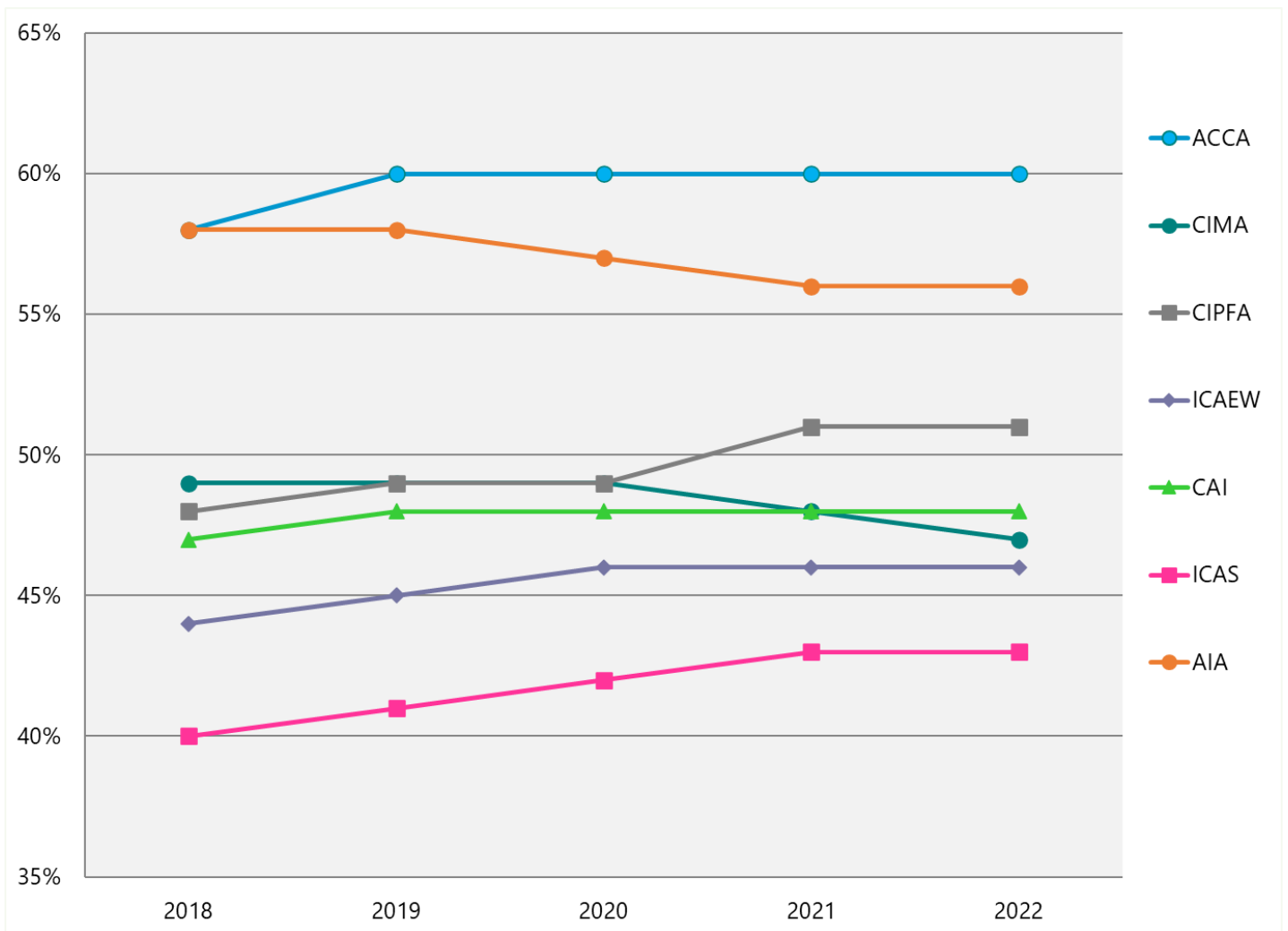
Figure 5: Female members worldwide, 2018 to 2022



Since 2018, all the accountancy bodies except CIPFA have increased their percentage of female members worldwide. ICAEW experienced the largest increase of 2% points in this period. ACCA continues to have the highest percentage of female members of all the accountancy bodies.

The overall average percentage of female members worldwide has increased from 37% in 2018 to 38% in 2022.

Figure 6: Female students worldwide, 2018 to 2022



The overall percentage of female students (50%) is greater than the overall percentage of female members (38%).

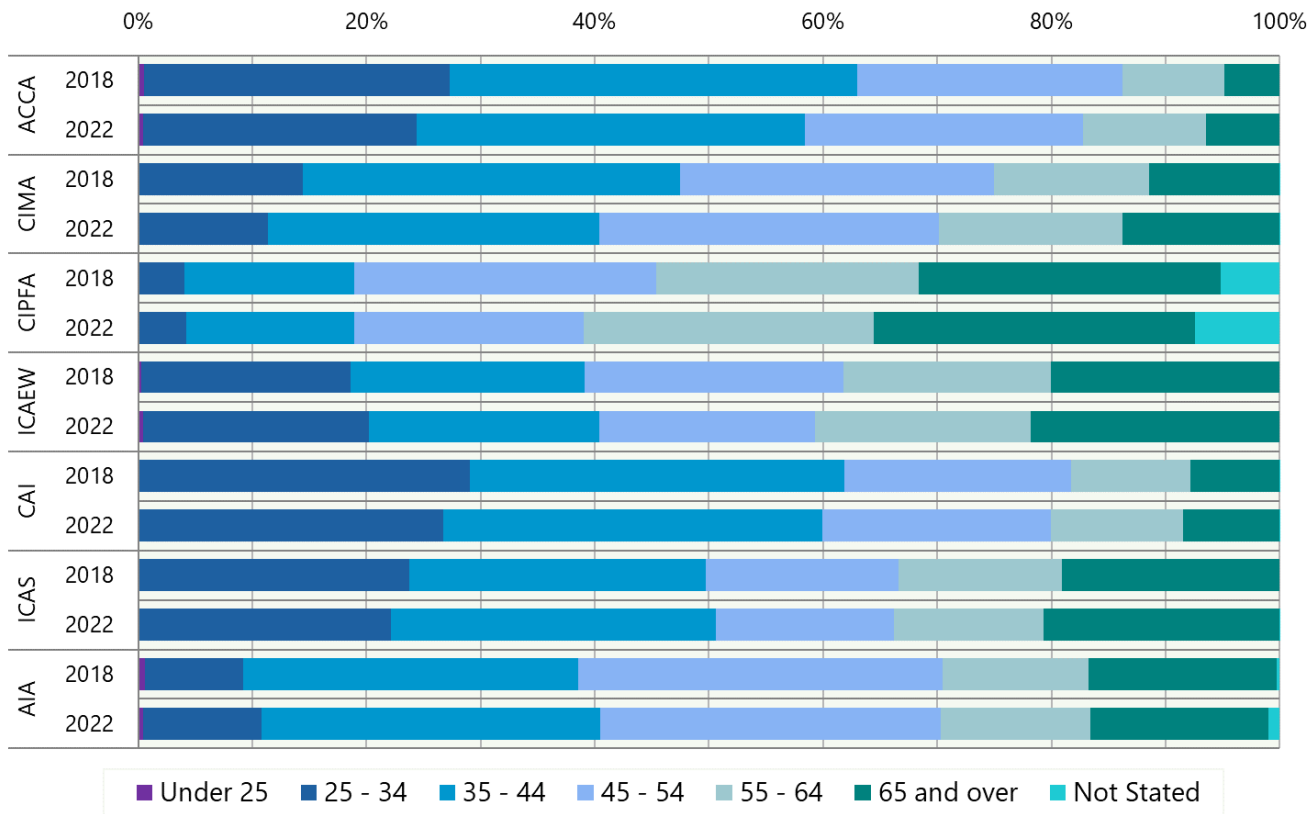
ACCA had the largest percentage of female students in 2022 at 60%.

For 2018 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 2018 and 2022.

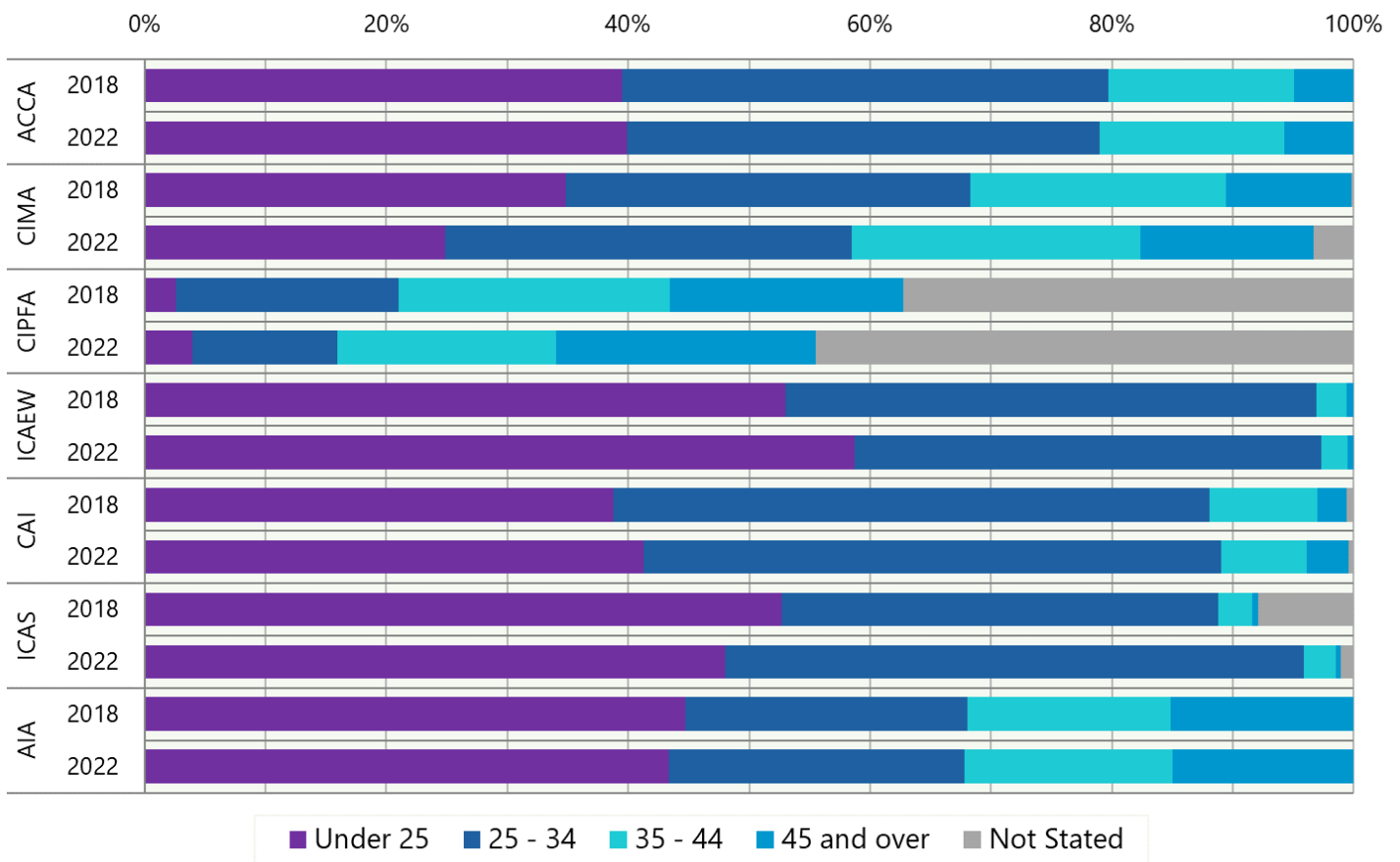
Figure 7: Age of members worldwide, 2018 and 2022



There were significant differences in the age profiles of the worldwide members of the seven accountancy bodies in 2022. ACCA, CAI and ICAS had relatively high proportions of members aged under 35 at 24%, 27% and 22% 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 2022, accounting for 28% of the total population; 51% are 45 and over.

Figure 8: Age of students worldwide, 2018 and 2022⁹



In 2022, 77% of all students from the seven accountancy bodies were under the age of 35 compared with 78% in 2018.

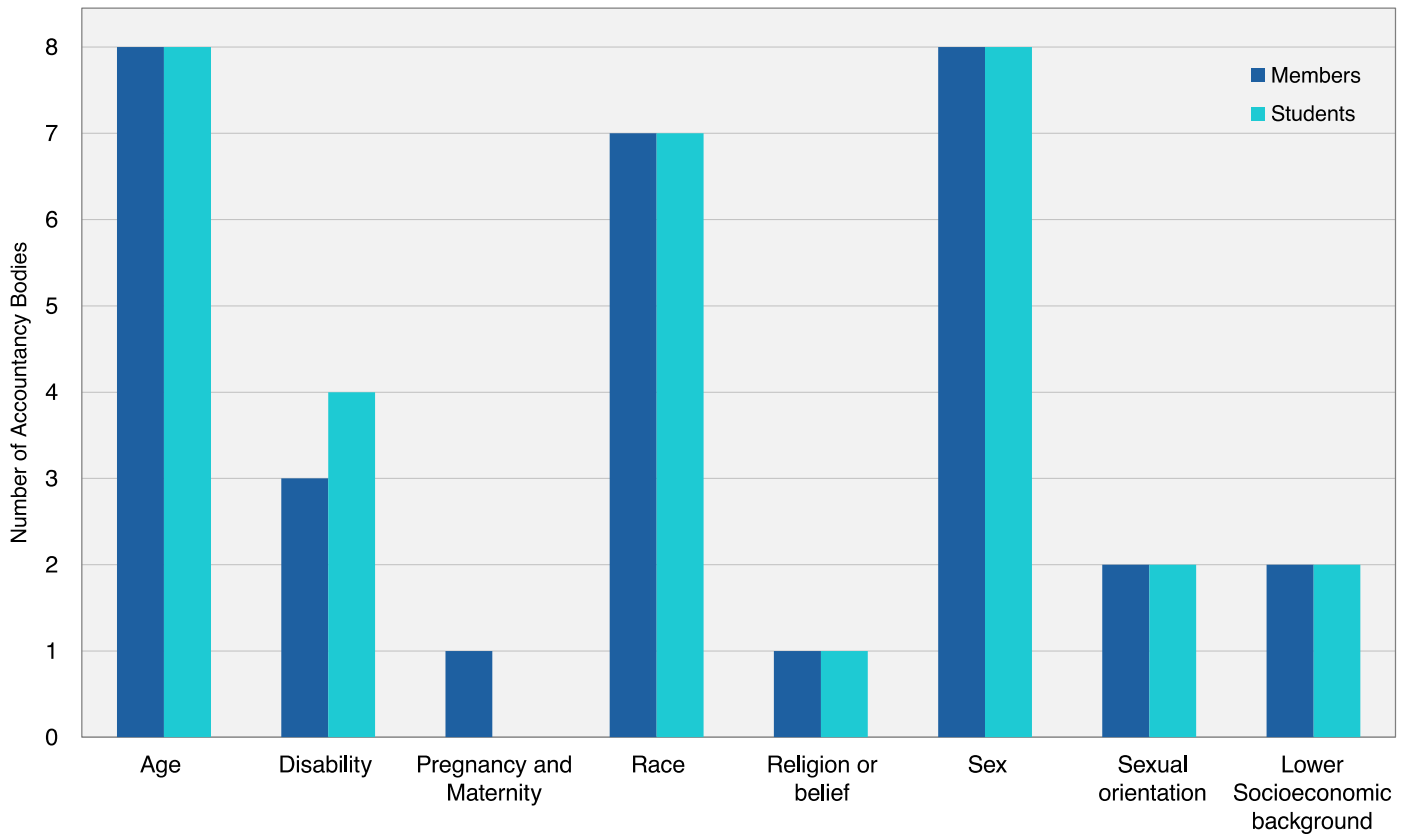
ICAEW, ICAS and CAI had the highest percentage of students aged 34 or under at 97%, 96%, and 89%, respectively, in 2022. In comparison, CIPFA had the largest proportion of students aged 35 and over at 40%.

⁹ 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 we 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, 2022

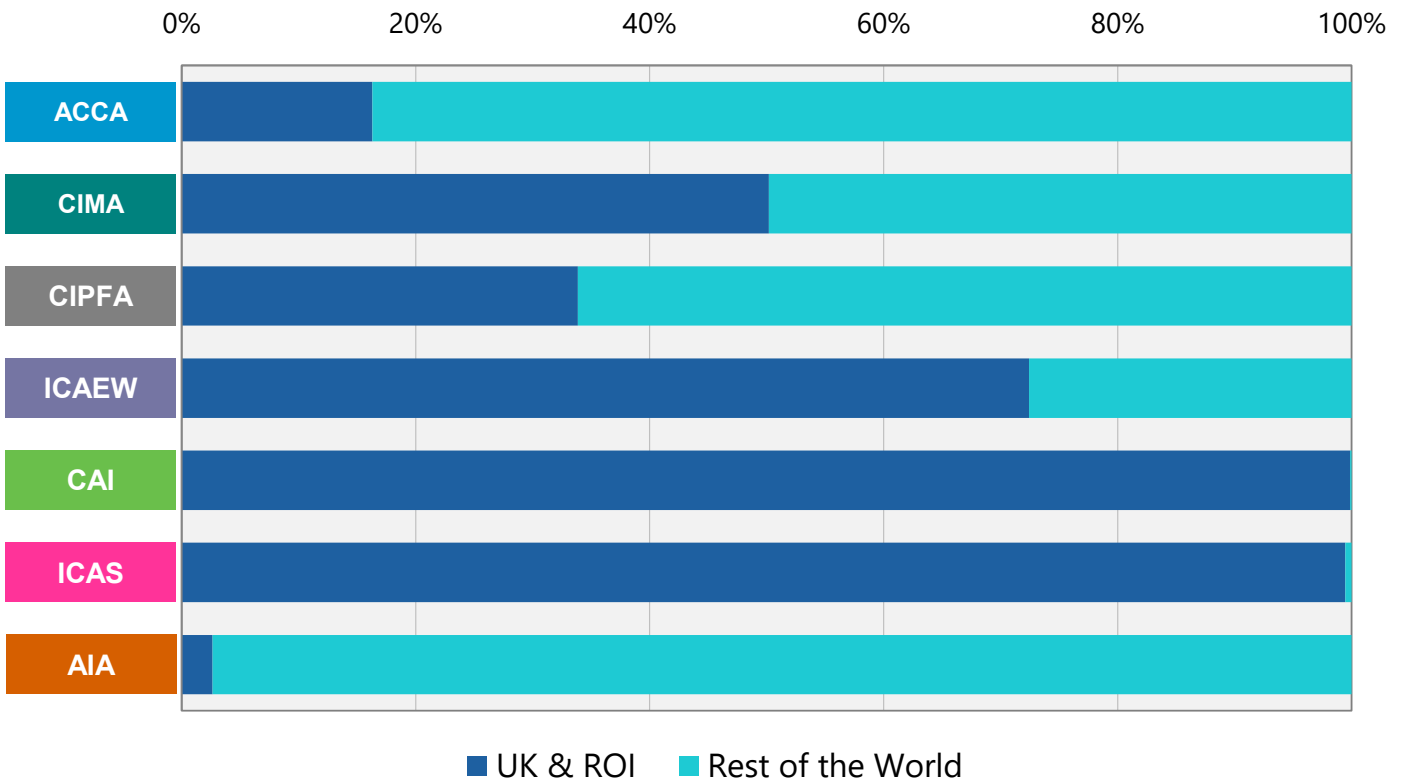


In 2022, seven of the nine protected characteristics under the Equality Act 2010, were used by at least one of the bodies to record data on members and students. The other two Equality Act indicators (marriage and civil partnerships and gender reassignment) were not recorded. In addition, two of the bodies recorded data on socio-economic background.

Location of students

Figure 10 shows the location¹⁰ (UK and ROI, and the rest of the world) of students of the accountancy bodies as at 31 December 2022.

Figure 10: Location of students, 2022



97% of AIA and 84% 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.

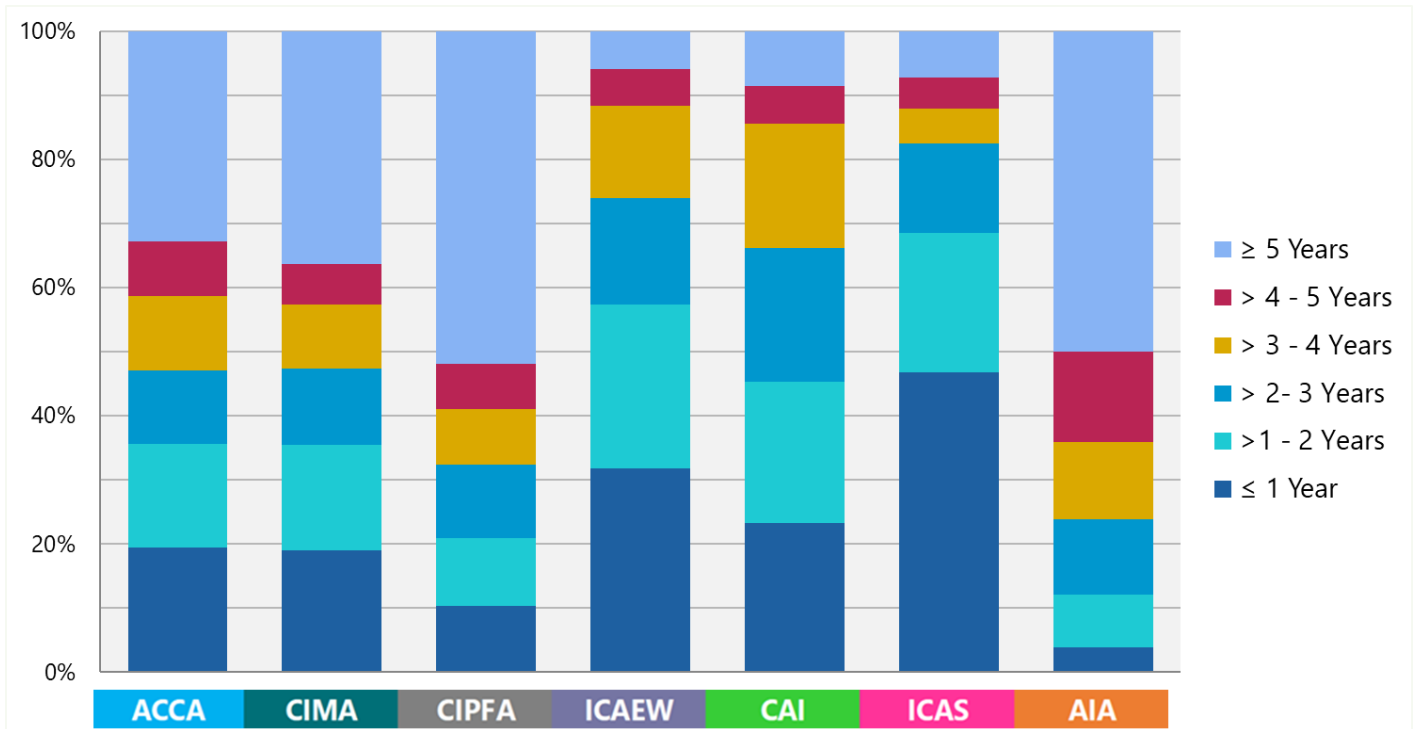
27% of all students from the accountancy bodies were studying in the UK and ROI.

¹⁰ 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 time¹¹ that individuals have been registered as students with these accountancy bodies.

Figure 11: Profile of students worldwide, 2022



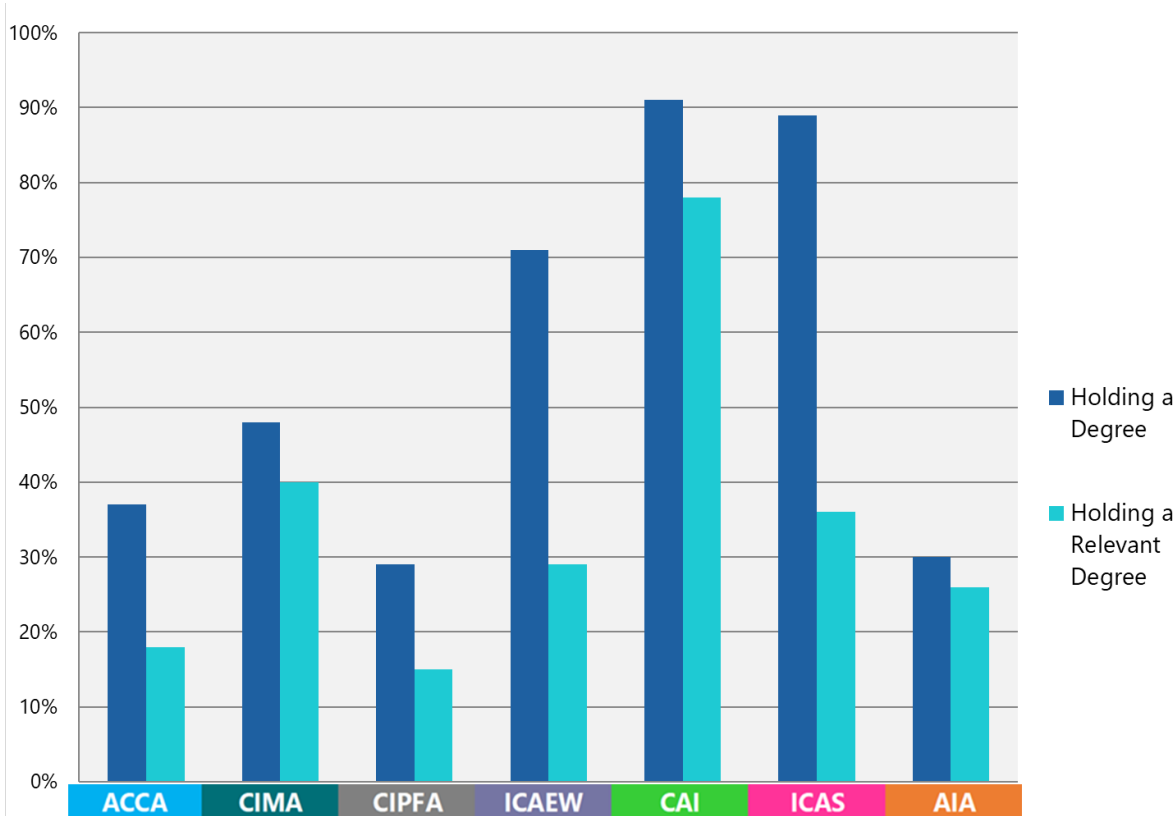
CAI, ICAEW and ICAS had over 85% of their students complete their training in four years or less. Only 14%, 12% and 12% of their students were registered for more than four years as at 31 December 2022.

¹¹ 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'.¹²

Figure 12: Graduate entrants worldwide, 2022



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.

¹² 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.

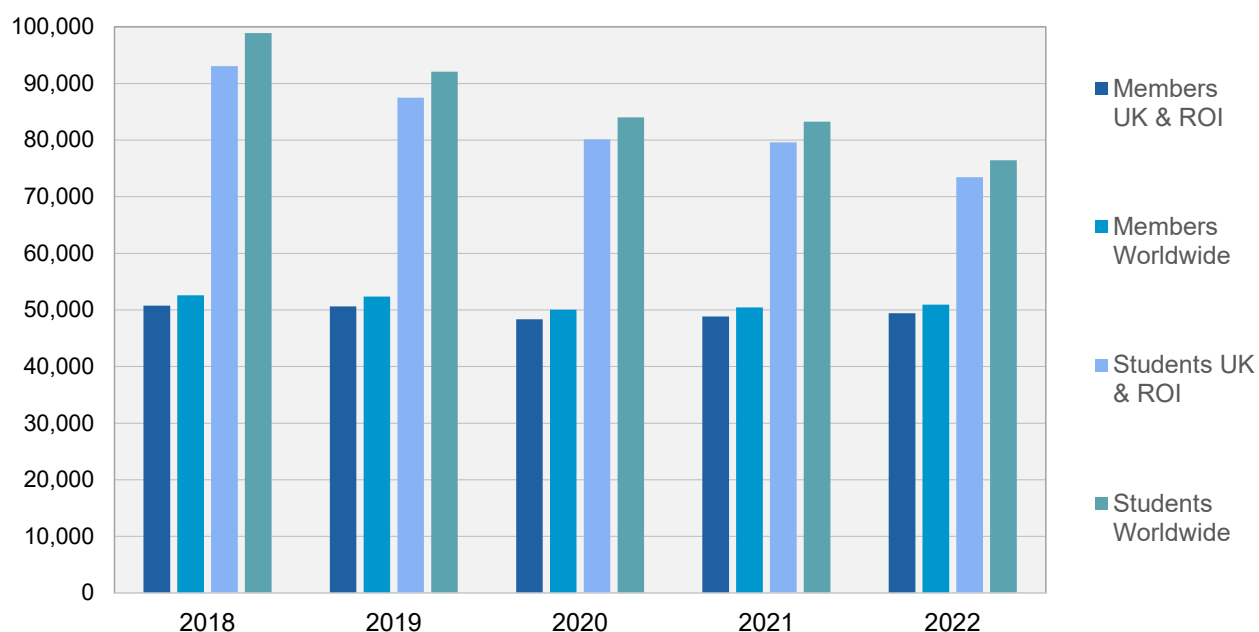
The Association of Accounting Technicians (AAT)

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 and has its own Accounting Technicians and Bookkeeper membership. Figure 13 shows the number of AAT members and students, and the overall percentage growth from 2018 to 2022.

Figure 13: AAT members and students, 2018 to 2022

	Members		Students	
	UK & ROI	Worldwide	UK & ROI	Worldwide
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
2022	49,406	50,945	73,451	76,416
% growth (21 - 22)	1.1	1.0	-7.7	-8.2
% growth (18 - 22)	-2.6	-3.1	-21.1	-22.7

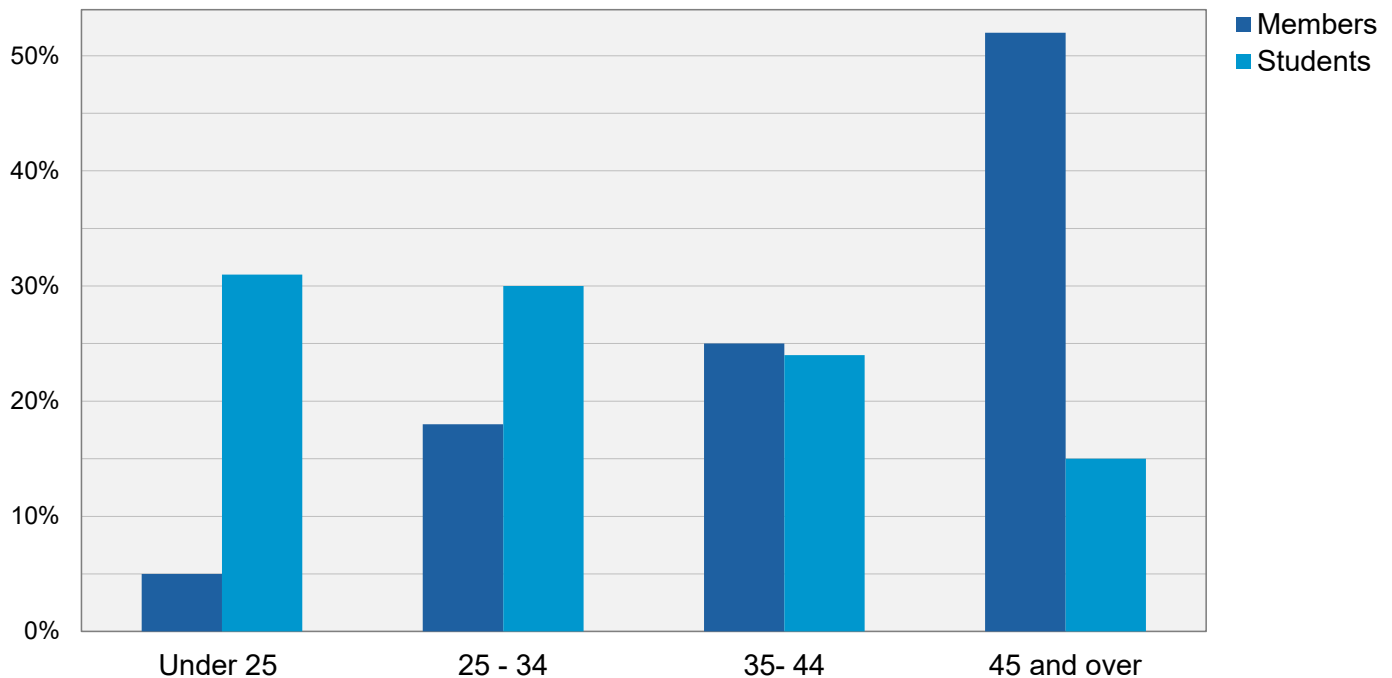


The number of members in the UK and ROI, and worldwide increased by 1.1% and 1.0% respectively between 2021 and 2022. This is in contrast with a decrease in the number of students by 7.7% in the UK and ROI, and 8.2% worldwide.

Age distribution of members and students

Figure 14 indicates the age distribution of AAT members and students for 2022.

Figure 14: AAT Age of members and students worldwide 2022



The highest percentage of members (52%) are aged 45 and over while the highest percentage of students (61%) are under the age of 35.

Resource Information

Figure 15: AAT Resource information, 2018 to 2022

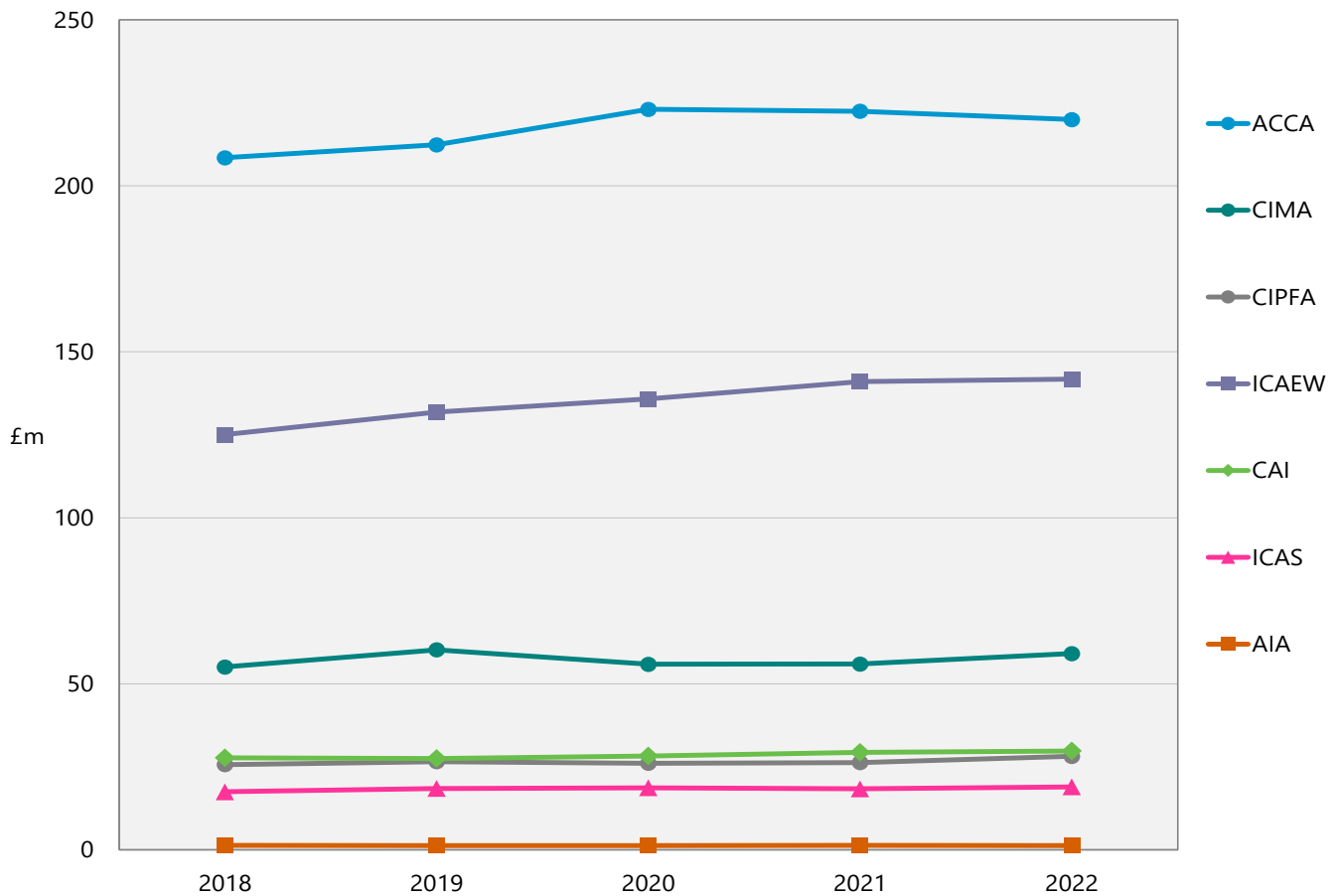
£m	2018	2019	2020	2021	2022
Fees & Subscriptions	15.97	17.23	17.69	17.63	16.96
Education & Exam Fees	12.25	12.68	10.39	12.60	12.57
Regulation & Discipline	0.05	0.07	0.05	0.06	0.10
Commercial Activities	0.56	0.56	0.45	0.51	0.93
Other (Including Investment Income)	1.30	1.09	0.91	0.41	0.64
Total Income	30.13	31.63	29.49	31.21	31.20
Number of Staff	261	264	225	217	229

Section Three – Resource Information on the Accountancy Bodies

Resource income of the seven accountancy bodies

Figures 16 and 17 show the total and average income from worldwide members and students of the accountancy bodies between 2018 and 2022,¹³ respectively.

Figure 16: Total income worldwide, 2018 to 2022



ICAEW has experienced a continuous increase in their income for the last 5 years. ACCA has the highest income of the seven accountancy bodies, £220m in 2022.

AIA have seen an overall decrease in their income between 2018 and 2022, down 1.5%.

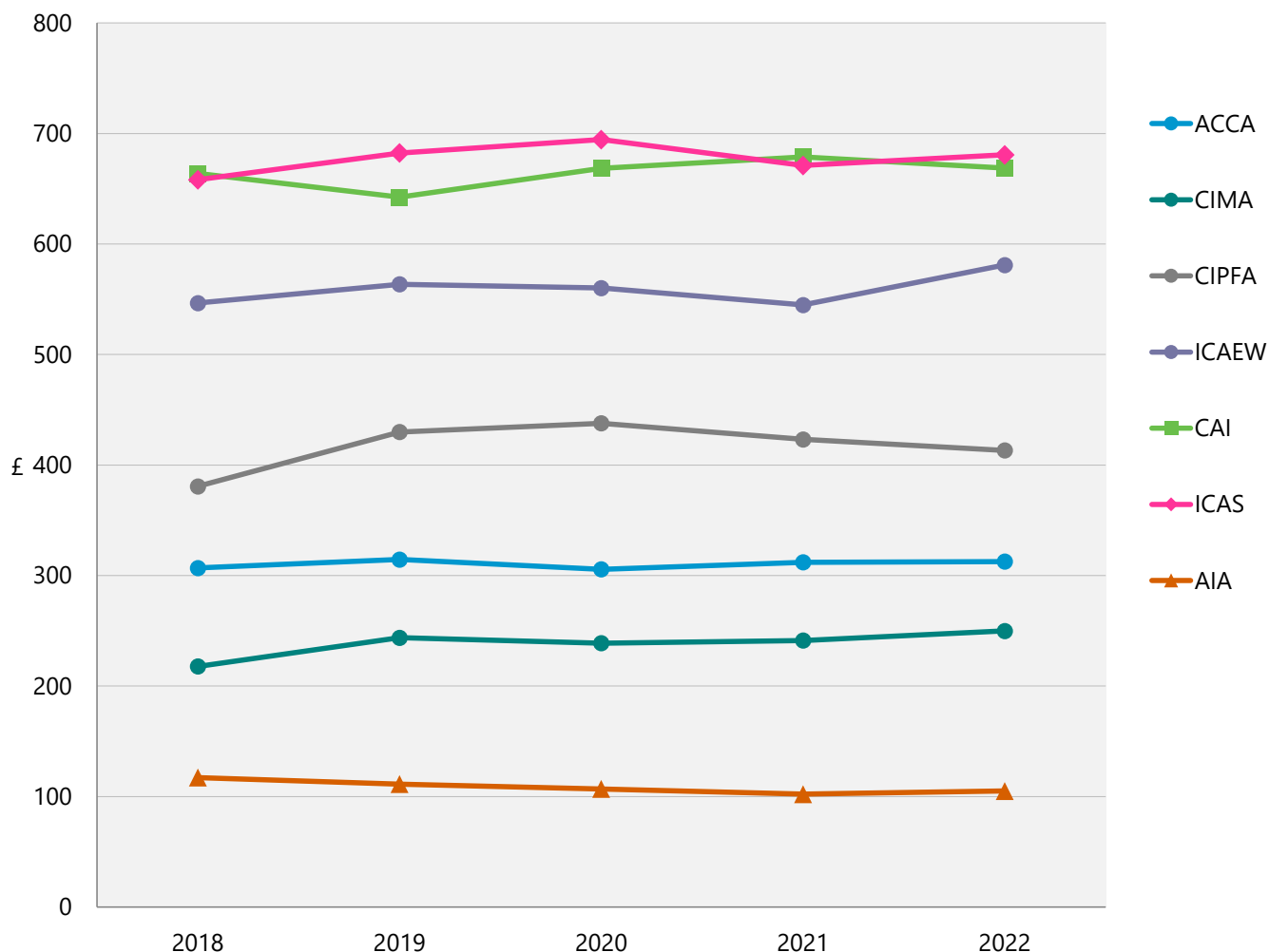
ICAEW figures have been updated for 2019, 2020 and 2021 to show post audit information.

¹³ CAI's income has been converted from euros at the Office for National Statistics (ONS) average annual year-end rate. As at 31 December 2022 the rate was €1.1732.

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, 2018 to 2022



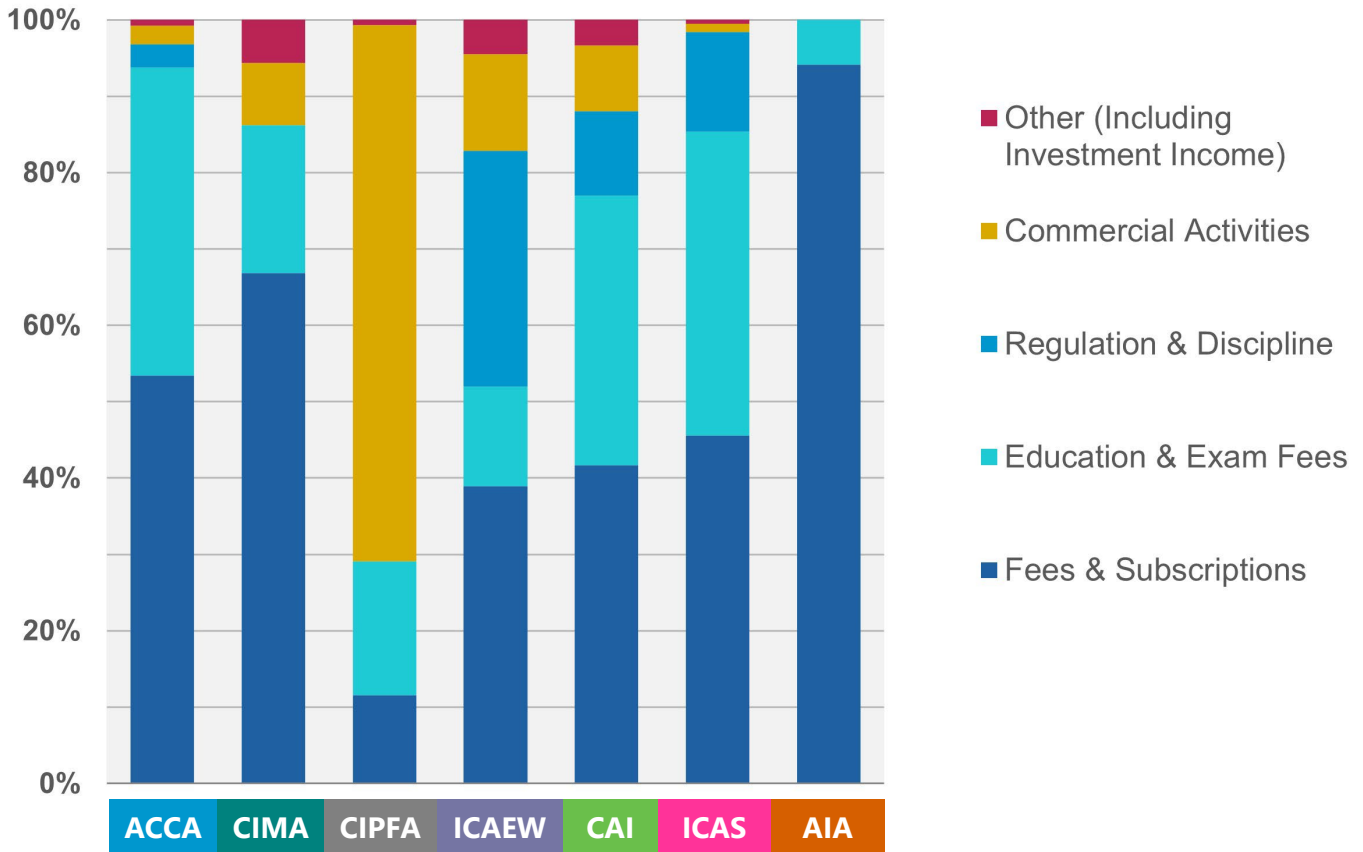
CAI and ICAS had the highest average income per member and student in 2022 with £669 and £681, respectively.

The fluctuation in CAI's average income per member and student since 2018 is partly a result of the exchange rates applied (€1.115 in 2018, €1.171 in 2019, €1.1250 in 2020 and €1.1633 in 2021, €1.1732 in 2022).

Breakdown of income

Figure 18 provides an analysis of the streams of income for the accountancy bodies for 2022.

Figure 18: Breakdown of income, 2022



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 and ICAEW. CIPFA's main source of income is from commercial activities (70%)¹⁴ and ICAEW earn more from Regulation & Discipline than Education & Exam Fees.

¹⁴ 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 2018 to 2022.

Figure 19: Staffing, 2018 to 2022

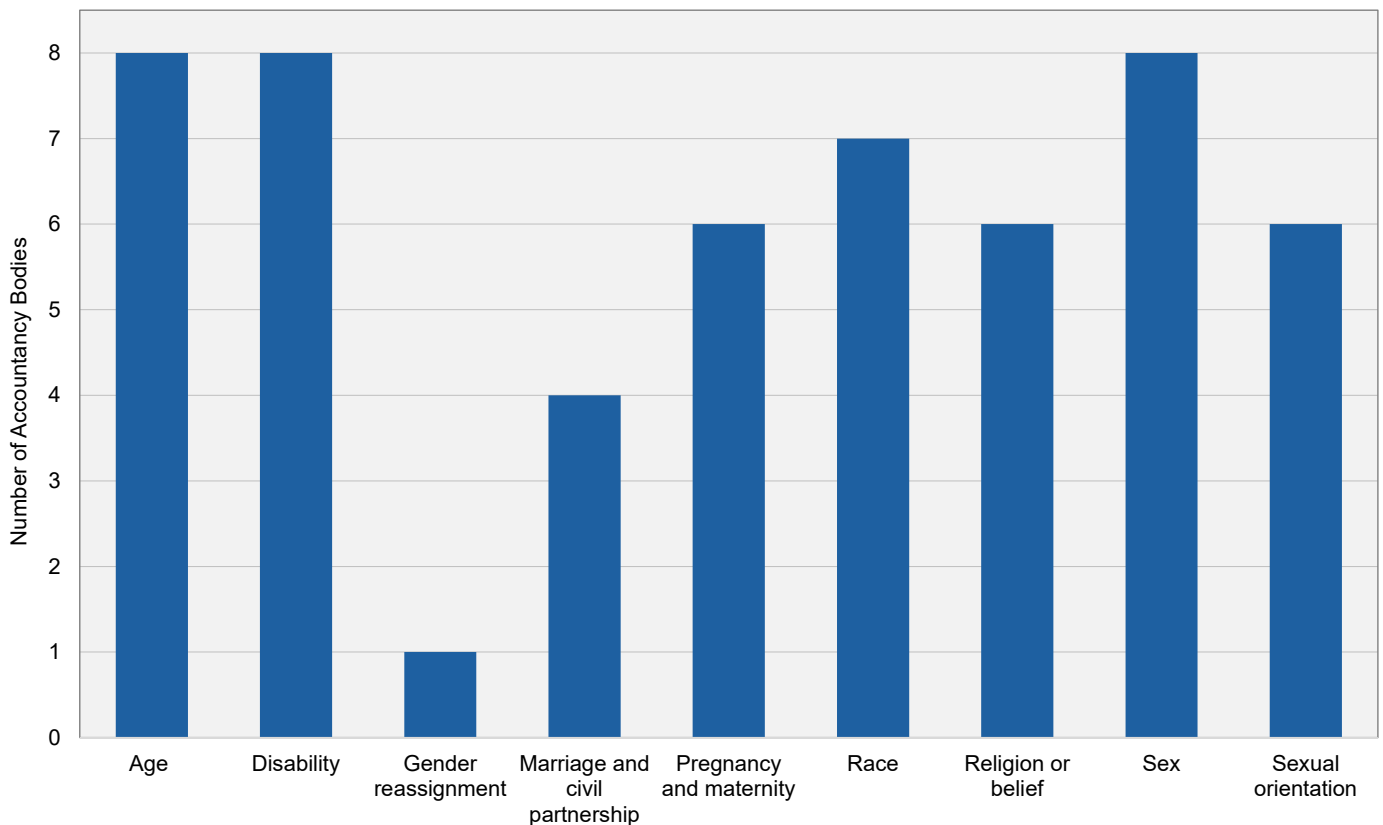
Staffing	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2018	1,362	190	216	741	150	161	23	2,843
2019	1,383	487	211	692	156	146	21	3,096
2020	1,404	383	196	707	161	151	19	3,021
2021	1,362	405	207	707	166	173	19	3,039
2022	1,300	423	227	703	167	168	19	3,007
% growth (21–22)	-4.6	4.4	9.7	-0.6	0.6	-2.9	0.0	-1.1
% growth (18– 22)	-4.6	122.6	5.1	-5.1	11.3	4.3	-17.4	5.8
% compound annual growth (18– 22)	-1.2	22.2	1.2	-1.3	2.7	1.1	-4.7	1.4

In 2017, CIMA amalgamated with the American Institute of Certified Public Accountants (AICPA). 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 Public Sector Equality Duty (PSED)

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, 2022



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 2022, 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 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 (RSBs¹⁵)

Under the Statutory Audit and Third Country Auditor Regulations (SATCAR) 2016¹⁶ 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 statutory 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 Eligibility Criteria for determining whether persons are eligible for appointment as statutory auditors, the registration of such persons, keeping the register¹⁷ and making it available for inspection.
- **Continuing professional development:** The application of procedures for maintaining the competence of statutory auditors.
- **Audit monitoring:** Except for categories retained by the FRC, the 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.¹⁸

¹⁵ 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.

¹⁶ SATCAR 2016 provides that the FRC is the Competent Authority responsible for the public oversight of statutory auditors (and other tasks related to statutory audit) under SATCAR 2016. SATCAR 2016 implements obligations in EU Regulation 537/2014 and EU Directive 2006/43/EC as amended by EU Directive 2014/56/EU.

¹⁷ 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.

¹⁸ This is included as a separate report on the FRC's oversight responsibilities, which can be found at: <https://www.frc.org.uk/about-us/reports-plans-and-budgets/annual-reports-to-the-secretary-of-state/>

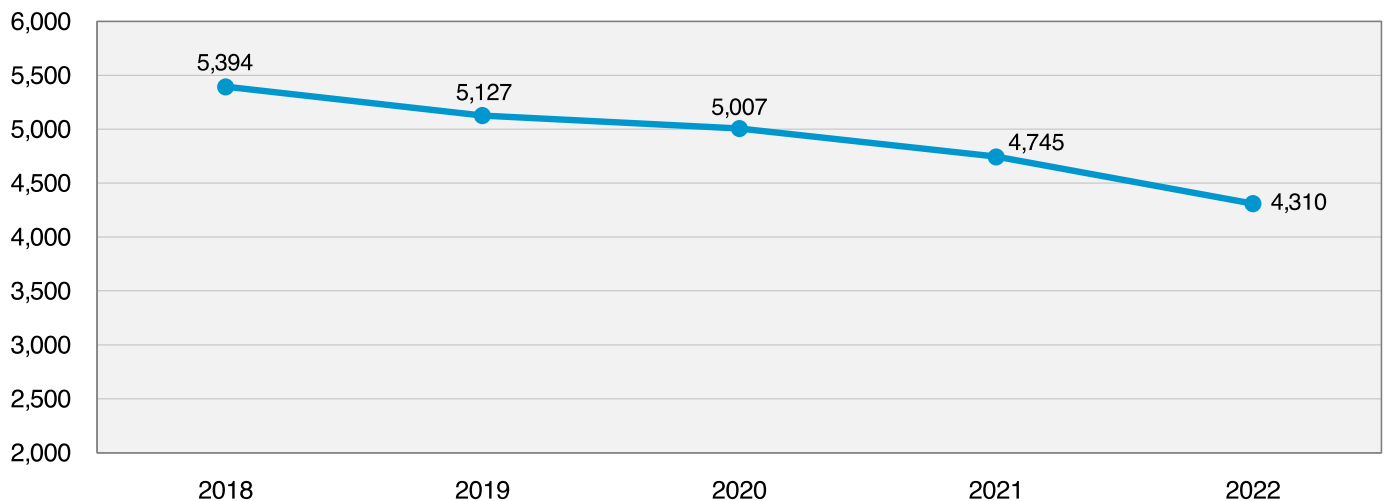
Number of firms registered with the RSBs

Figure 21 shows the number of registered audit firms for each RSB split by the number of principals¹⁹ at each firm, for each of the five years to 31 December 2022.

Figure 21: Total registered firms by number of principals, 2018 to 2022

Number of principals per firm	ACCA	ICAEW	CAI	ICAS	TOTAL
1	821	807	272	30	1,930
2–3	401	896	240	54	1,591
4–6	71	388	40	31	530
7–10	6	109	15	6	136
11–50	4	85	12	5	106
50+	0	13	2	2	17
Total as at 31.12.22	1,303	2,298	581	128	4,310
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
Total as at 31.12.18	1,627	2,812	783	172	5,394

Total registered audit firms



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 5.2% in 2021 (to 4,745) and 9.2% in 2022 (to 4,310).

None of the RSBs saw an increase in the number of registered audit firms in any of the categories.

¹⁹ 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 partners or members.

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 withdrawn:** 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, 2020 to 2022

		New applications	Referred to committee	Approved by committee	Voluntarily surrendered	Withdrawn by the RSB
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
2022	ACCA	49	0	0	128	4
	ICAEW	59	0	N/A	212	7
	CAI	13	1	0	34	1
	ICAS	4	1	1	21	0
TOTAL		125	2	1	395	12

The RSBs saw a 19.3% increase in new applicants from 2020 to 2021 mainly driven by a large increase of firms registering with ACCA; however, there was a 30.2% decrease from 2021 to 2022.

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 2020 to 31 March 2022.^{20, 21 & 22}

Figure 23: AQR monitoring, 2020/21 to 2022/23

Inspection Category	Audit Reviews 2020/21	Audit Reviews 2021/22	Audit Reviews 2022/23
Deloitte LLP	20	17	17
EY LLP	19	17	20
KPMG LLP/KPMG Audit Plc	22	19	19
PricewaterhouseCoopers LLP	21	18	17
Big Four firms	82	71	73
Anstey Bond	0	0	0
BDO LLP	9	12	13
Beever and Struthers	0	2	0
Begbies Chartered Accountants	0	1	0
Bennett Brooks & Co	0	0	1
Blick Rothenberg	-	-	0
BSG Valentine	0	0	1
Carter Backer Winter	0	1	0
Crowe UK LLP	1	2	1
Deloitte (NI) Limited	0	0	1
Edwards Accountants	0	1	0
Edwards Veeder	0	0	1
EY Ireland	0	0	0
Gerald Edelman	1	0	0
Grant Thornton NI	0	0	0

²⁰ 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 or a UK regulated market.

²¹ 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 pursuant to a delegation by Statutory Auditors (Amendment of Companies Act 2006 and Delegation of Functions etc.) Order 2012.

²² Local Audit – The SoS has delegated powers and responsibilities to the FRC in respect of Local Audit (The Local Audit (Delegation of Functions) and Statutory Audit (Delegation of Functions) Order 2014). By virtue of this delegation order and 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: AQR monitoring, 2020/21 to 2022/23 (continued)

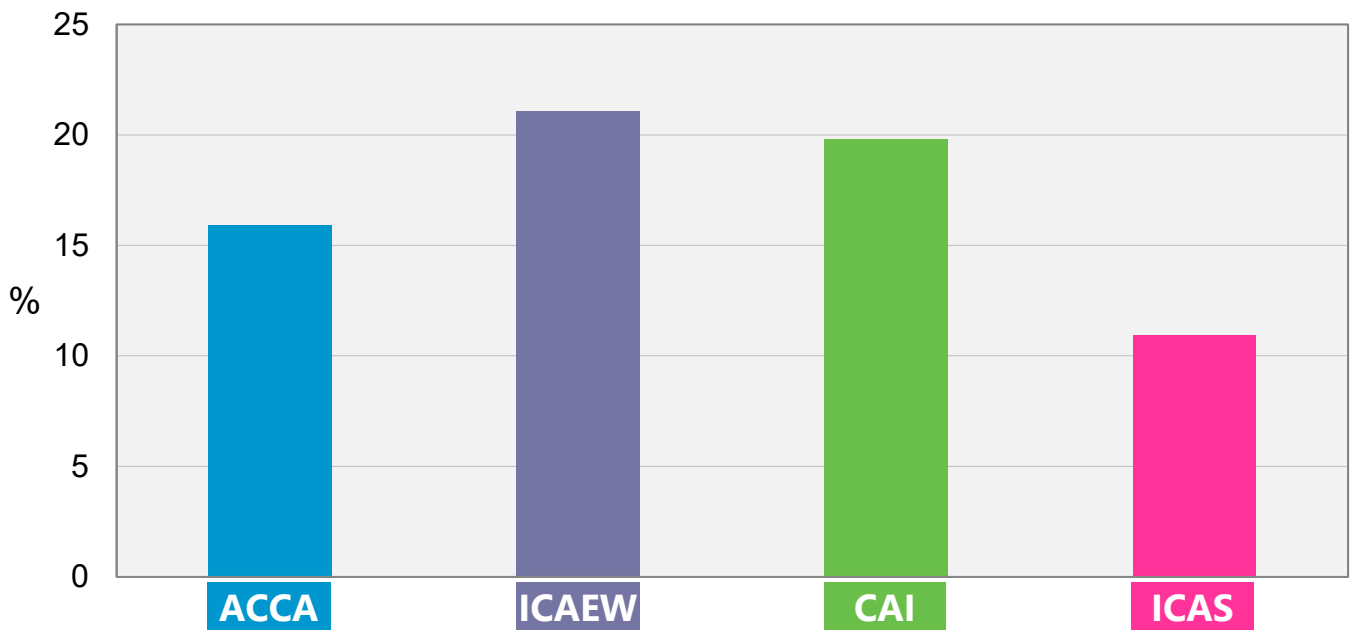
Inspection Category	Audit Reviews 2020/21	Audit Reviews 2021/22	Audit Reviews 2022/23
Grant Thornton UK LLP	7	5	5
Haysmacintyre	2	0	1
Hazlewoods	0	1	0
HW Fisher	-	1	0
Jeffreys Henry	1	0	0
Johnsons Financial Management	0	0	0
Johnston Carmichael	1	0	0
King & King	-	3	0
KPMG Audit LLC	0	2	0
KPMG Ireland	0	0	0
Kreston Reeves	0	0	1
LB Group	0	0	0
Mazars LLP	7	8	9
MHA MacIntyre Hudson	3	0	2
Moore Kingston Smith	0	0	0
PKF Littlejohn	4	0	2
Pointon Young	0	0	0
Price Bailey	0	0	0
Royce Peeling Green	0	0	0
RSM UK Audit LLP	1	1	2
Shipleys	0	0	1
UHY Hacker Young	1	0	0
	120	111	114
Crown Dependency (CD) audit firms	0	4	5
	120	115	119
Third Country Auditors	1	4	5
Private sector audits	121	119	124
National Audit Office (NAO)	7	9	8
Local Audit	20	20	10
Foundation Trusts	2	4	0
Public Sector audits	29	33	18
Total audits inspected	150	152	142

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 2020 to 31 December 2022 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.²³

Figure 24: RSB monitoring and percentage of total registered Audit Firms, 2020 to 2022²⁴

		ACCA	ICAEW	CAI	ICAS	TOTAL
2020	Number	186	410	107	29	732
	%	11.9	16	14.8	18.4	14.6
2021	Number	337	553	145	36	1,071
	%	21.9	22.5	24	25.2	22.6
2022	Number	207	484	115	14	820
	%	15.9	21.1	19.8	10.9	19.0



²³ 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.

²⁴ The number of monitoring visits conducted by all the RSBs were impacted by the Covid-19 pandemic, affecting their ability to conduct site inspections in 2020.

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 2020 to 31 December 2022.²⁵

Figure 25: Monitoring visit reason, 2020 to 2022

		ACCA	ICAEW	CAI	ICAS	TOTAL
Requested by the registration/ licensing committee	2020	6	3	14	0	23
	2021	6	1	17	2	26
	2022	7	7	14	0	28
Specifically selected due to heightened risk	2020	33	80	33	14	160
	2021	77	112	36	11	236
	2022	33	190	18	3	244
Cyclical visits	2020	147	327	60	15	549
	2021	254	440	92	21	807
	2022	167	287	83	11	548
Firms with PIEs visited with AQR involvement	2020	0	0	0	0	0
	2021	0	0	3	2	5
	2022	0	0	0	0	0

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.

²⁵ 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 ACCA, ICAEW, CAI and ICAS during the years ended 31 December 2020 to 2022.

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 on page 35. 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 on page 36 (ACCA), page 37 (ICAEW), page 38 (CAI) and page 39 (ICAS).
- **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

ICAEW²⁶, CAI and ICAS:

1 (Good)	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).

²⁶ 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) remain 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, 2020 to 2022

Firm gradings		2020	2021	2022	File gradings		2020	2021	2022
A & B Outcomes	No	142	253	116	A Outcomes	No	7	22	1
	%	76	75	56		%	3	5	0
C Outcomes	No	15	50	31	B Outcomes	No	208	338	273
	%	8	15	15		%	76	70	75
D Outcomes	No	30	34	24	C Outcomes	No	58	123	91
	%	16	10	12		%	21	25	25
P Outcomes	No	0	0	36	Ungraded/Limited/Restricted Review	No	0	0	0
	%	0	0	17					

Firm grading (ACCA) ²⁷

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 with a few minor breaches, 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.

²⁷ The 2020 and 2021 figures were 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 & Wales (ICAEW)

Figure 27: ICAEW gradings, 2020 to 2022

Firm gradings		2020	2021	2022	File gradings		2020	2021	2022
A & B Outcomes	No	249	340	256	1 Outcomes	No	150	182	117
	%	57	63	53		%	20	20	16
C Outcomes	No	73	83	98	2 Outcomes	No	425	514	410
	%	17	15	20		%	57	57	55
D Outcomes	No	33	24	37	3 Outcomes	No	115	171	173
	%	8	5	8		%	16	19	23
N Outcomes	No	78	91	94	4 Outcomes	No	51	32	46
	%	18	17	19		%	7	4	6
					Ungraded/Limited/Restricted Review	No	132	164	119

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 2020 to 2022

Firm gradings		2020	2021	2022	File gradings		2020	2021	2022
A & B Outcomes	No	69	120	86	1 Outcomes	No	81	72	42
	%	79	81	74		%	53	31	25
C Outcomes	No	3	14	6	2A Outcomes	No	50	127	85
	%	3	9	5		%	33	54	50
D Outcomes	No	15	14	25	2B Outcomes	No	16	31	28
	%	18	9	21		%	11	13	16
					3 Outcomes	No	5	5	16
						%	3	2	9
					Ungraded/ Limited/ Restricted Review	No	38	56	67

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 2020 to 2022

Firm gradings		2020	2021	2022	File gradings		2020	2021	2022
A & B Outcomes	No	8	14	4	1 Outcomes	No	4	6	0
	%	28	39	29		%	5	6	0
C Outcomes	No	20	22	10	2A Outcomes	No	49	68	9
	%	69	61	71		%	63	66	33
D Outcomes	No	1	0	0	2B Outcomes	No	17	19	13
	%	3	0	0		%	22	18	48
N Outcomes	No	0	0	0	3 Outcomes	No	8	10	5
	%	0	0	0		%	10	10	19
					Ungraded/ Limited/ Restricted Review	No	26	33	11

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 2020 to 2022 split by (i) number of new complaints, (ii) number of cases passed to the FRC Enforcement Division, (iii) number of cases referred to the Committee²⁸, (iv) number of cases closed in the year and (v) average time taken to close a case.²⁹

Figure 30: Complaints, 2020 to 2022

		ACCA	ICAEW	CAI	ICAS	TOTAL
Number of new complaints	2020	1	117	11	4	133
	2021	15	145	3	2	165
	2022	1	125	8	1	135
Number of cases referred to the FRC	2020	0	0	0	0	0
	2021	0	0	0	0	0
	2022	0	0	0	0	0
Number of cases passed to the Committee	2020	3	35	6	4	48
	2021	0	28	10	1	39
	2022	3	31	3	1	38
Number of cases closed in the year	2020	7	139	10	5	161
	2021	4	152	13	1	170
	2022	7	162	2	3	174
Average time taken to close a case (in months)	2020	4.5	17	4	7.8	
	2021	5.6	14	0	1	
	2022	8	16	10.7	21	

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.

²⁸ Cases referred to the Committee relate to: ICAEW's Investigations Committee and referred to the Disciplinary Committee; CAI's Conduct Committee, Disciplinary Committee and Appeals Committee; and ICAS' Investigation Committee.

²⁹ 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 investigations 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 de-recognition 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 bodies³⁰ 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 2020 to 2022. 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.³¹

Figure 31: RQB students and members, 2020 to 2022³²

		ACCA	ICAEW	CAI	ICAS	AIA
Number of students in the UK and ROI	2020	76,208	23,309	7,351	3,839	139
	2021	75,188	25,014	7,662	4,112	144
	2022	71,449	26,134	7,767	4,081	143
Number of students following the audit route or eligible for the audit qualification	2020	N/A	18,705	3,862	N/A	3
	2021	N/A	19,345	4,538	N/A	3
	2022	N/A	20,584	5,077	N/A	3
The number of members who were awarded the audit qualification	2020	100	1,082	572	1,148	0
	2021	82	1,222	80	288	0
	2022	100	1,278	57	414	0
The number of members who hold the audit qualification	2020	2,941	104,654	9,446	12,409	9
	2021	2,824	103,893	9,329	12,242	9
	2022	2,746	103,458	9,350	12,751	9

The audit qualifications 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.

³⁰ ACCA, AIA, ICAEW, CAI and ICAS.

³¹ Where N/A is stated the information is not collected by the relevant body.

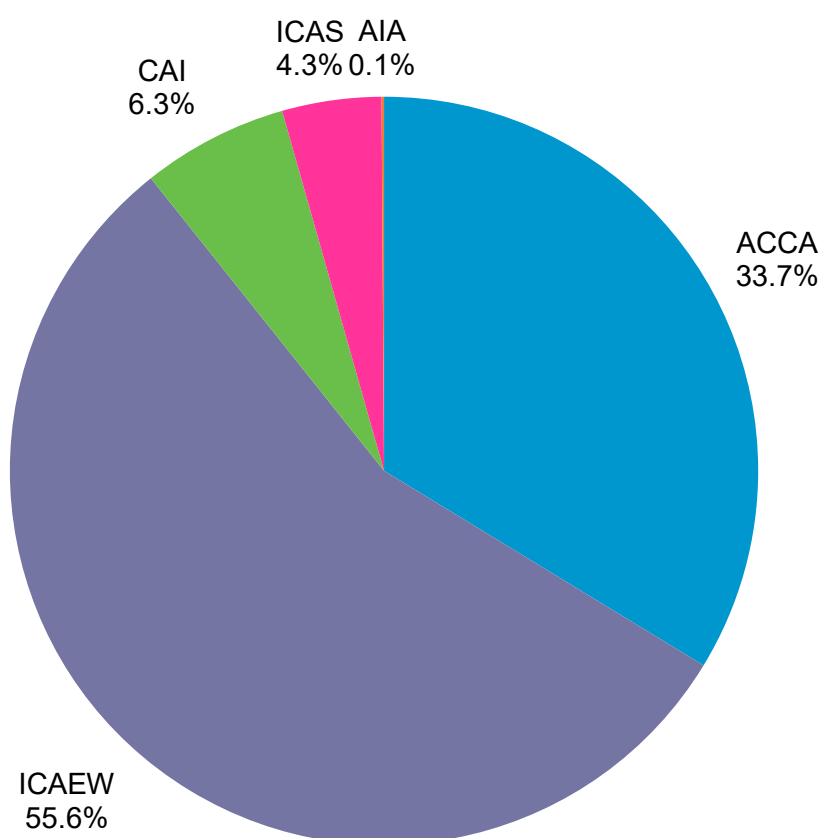
³² CAI have changed the basis of calculation of members who were awarded the audit qualification, hence the drop in number in 2021.

Approved training offices

Figure 32 shows the total number of approved training offices³³ in the UK and ROI over the period 2020 to 2022. The pie chart represents the 2022 data in percentages by each body.

Figure 32: UK and ROI training offices, 2020 to 2022, and proportion of total training offices per body in 2022

		ACCA	ICAEW	CAI	ICAS	AIA
Number of approved Training Offices in the UK & ROI	2020	3,383	4,694	594	413	10
	2021	3,250	4,949	581	402	10
	2022	3,154	5,201	591	401	10



³³ 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 PIE³⁴ clients who responded to our survey. SATCAR 2016 designates the FRC as the Competent Authority responsible for the public oversight of statutory auditors.³⁵ The FRC cannot by law delegate the Regulatory Tasks of audit monitoring, investigation and imposing and enforcing sanctions 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 30 audit firms with PIE audit clients that responded to our request for the year ended 2022. 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 in 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. Figure 36 shows the percentage growth of fee income for firms with PIE clients for 2021 and 2022, while Figure 37 focuses on the audit fee income per responsible individual. Big-Four firms outside the UK have been included in our survey for the first time this year and are shown separately in Figure 34 but excluded from Figure 36 which looks at year-on-year trends³⁶. Care is also needed in interpreting the trends in fee income of those firms outside the Big Four who audit PIEs as the composition of those firms can, and often does, vary from year to year.

³⁴ 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 undertaking as that Article had effect immediately before exit day, were the United Kingdom a Member State.

³⁵ SATCAR 2016 implements EU Regulation 537/2014 and EU Directive 2006/43/EC as amended by EU Directive 2014/56/EU. EU Regulation 537/2014 relates to the audit of PIEs and forms part of retained EU law under the EU (Withdrawal) Act 2019. As amended it will continue to apply in the UK as domestic legislation. SATCAR 2016 was also amended to reflect the UK's withdrawal from the EU.

³⁶ 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 the concentration of listed clients by audit firm for those audit clients (companies) listed on the FTSE 100, FTSE 250, UK equity listed on regulated markets and Alternative Investment Market (AIM) as at each firm's financial year-end for 2022. Figure 39 looks at the concentration of listed companies, split between the Big Four, the Big Four non-UK, the next five firms³⁷ and other 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). 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).

³⁷ The five largest audit firms outside the Big Four (based on number of listed audit clients) are: BDO, Grant Thornton, PKF Littlejohn, Johnston Carmichael, and Crowe.

Figure 33: UK fee income of Audit Firms with PIE audit clients, 2022 (by fee income from audit)

UK firm name	UK structure	No. of principals ³⁸	No. of audit principals	No. of RIs ³⁹	Audit staff	Non-audit staff	No. of PIE audit clients
PwC	LLP	941	167	337	1,023	5,983	297
KPMG	LLP	691	152	309	989	4,004	192
Deloitte	LLP	678	105	269	1,060	6,233	255
EY UK	LLP	779	122	229	744	5,558	225
BDO	LLP	407	129	152	420	1,207	217
Grant Thornton UK	LLP	216	54	98	343	1,159	20
KPMG (Ireland)⁴⁰	Partnership	163	65	62	217	636	29
EY (Ireland)⁴¹	Partnership	98	29	58	178	671	2
RSM	LLP	358	103	130	222	877	18
Mazars	LLP	157	57	66	188	451	72
Crowe UK	LLP	86	40	44	108	161	24
MHA Macintyre Hudson	LLP	89	55	44	105	100	28
PKF Littlejohn	LLP	34	20	19	54	38	62
Haysmacintyre	LLP	38	27	33	60	45	3
Moore Kingston Smith	LLP	64	38	42	72	79	3

³⁸ Principals are partners or members of an LLP.

³⁹ Statutory Auditors/ Responsible Individuals (RIs) are those individuals who are registered to sign audit reports and can include Audit Principals and Employees.

⁴⁰ Information supplied by KPMG (Ireland) relates to any entities where KPMG Ireland provide an audit opinion regardless of country of incorporation and as such includes entities incorporated in Ireland with UK listings.

⁴¹ In the Republic of Ireland, there are five Partnerships; Ernst & Young Chartered Accountants, Ernst & Young Business Advisors, Ernst & Young Business Advisory Services, Ernst & Young Business Consultants and Ernst & Young Consultants all of which are regulated by Chartered Accountants Ireland (CAI). Ernst & Young Chartered Accountants is the only firm authorised as an audit firm.

Figure 33 continued: UK fee income of Audit Firms with PIE audit clients, 2022 (by fee income from audit)

UK firm name	UK structure	Fee income: audit (£m) ⁴²	Fee income: non-audit work to audit clients (£m) ⁴³	Fee income: non-audit clients (£m)	Fee income: PIE clients (£m)	Fee income: non-PIE clients (£m)	Total fee income (£m)
PwC	LLP	818.0	195.0	2,862.0	291.0	527.0	3,875.0
KPMG	LLP	709.0	98.0	1,916.0	221.0	488.0	2,723.0
Deloitte	LLP	649.0	209.0	3,425.0	267.0	382.0	4,283.0
EY UK	LLP	626.0	163.0	2,440.0	227.0	399.0	3,229.0
BDO	LLP	324.0	73.0	411.0	43.0	281.0	808.0
Grant Thornton UK	LLP	167.1	52.4	428.3	3.8	163.3	647.8
KPMG (Ireland)⁴⁰	Partnership	143.7	65.6	304.2	13.2	130.5	513.5
EY (Ireland)⁴¹	Partnership	122.0	17.0	278.0	0.4	121.6	417.0
RSM	LLP	116.0	55.0	254.0	5.0	111.0	425.0
Mazars	LLP	109.8	25.5	152.5	43.2	66.6	287.8
Crowe UK	LLP	49.0	14.0	64.0	1.1	48.0	127.0
MHA Macintyre Hudson	LLP	37.7	18.9	25.0	5.7	32.0	81.6
PKF Littlejohn	LLP	25.1	6.3	16.1	3.1	22.0	47.5
Haysmacintyre	LLP	24.6	6.7	14.6	0.3	24.3	45.9
Moore Kingston Smith	LLP	22.6	14.8	27.8	0.2	22.4	65.2

⁴² Figures used for the fee income splits have been rounded to one decimal place; accordingly, the total fee income is calculated on this basis.

⁴³ 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 33 continued: UK fee income of Audit Firms with PIE audit clients, 2022 (by fee income from audit)

UK firm name	UK structure	No. of principals ³⁸	No. of audit principals	No. of RIs ³⁹	Audit staff	Non-audit staff	No. of PIE audit clients
Johnston Carmichael	LLP	61	14	22	39	160	30
Kreston Reeves	LLP	41	20	22	34	76	3
Price Bailey	LLP	26	10	14	22	53	2
Beever and Struthers	Partnership	17	10	15	25	14	16
Hazlewoods	LLP	31	10	15	19	66	6
Shipleys	LLP	18	13	14	22	16	6
Gerald Edelman	LLP	17	8	8	5	6	2
Grant Thornton (NI)⁴⁴	Partnership	7	2	3	10	37	3
Carter Backer Winter	LLP	17	5	8	10	17	2
LB Group	Limited company	9	6	6	14	12	3
Bennett Brooks & Co	Limited company	-	-	3	3	27	1
Johnsons Financial Management⁴⁵	Limited company	2	1	1	2	4	1
BSG Valentine	LLP	9	2	4	3	8	1
Royce Peeling Green	Limited company	9	4	4	8	20	6
Begbies	Limited company and Partnership	10	9	9	-	-	1

⁴⁴ The 3 PIEs noted for Grant Thornton NI 2022 are those that the firm were appointed to but did not sign, and hence they have no associated revenue with these PIEs for 2022.

⁴⁵ Johnsons Financial Management do not track non-audit work to audit clients.

Figure 33 continued: UK fee income of Audit Firms with PIE audit clients, 2022 (by fee income from audit)

UK firm name	UK structure	Fee income: audit (£m) ⁴²	Fee income: non-audit work to audit clients (£m) ⁴³	Fee income: non-audit clients (£m)	Fee income: PIE clients (£m)	Fee income: non-PIE clients (£m)	Total fee income (£m)
Johnston Carmichael	LLP	14.7	5.5	41.7	1.5	13.2	61.9
Kreston Reeves	LLP	11.3	3.9	23.6	0.1	11.2	38.8
Price Bailey	LLP	8.2	2.6	19.2	0.0	8.1	29.9
Beever and Struthers	Partnership	7.2	1.2	7.2	1.1	6.1	15.6
Hazlewoods	LLP	4.6	2.4	28.1	0.1	4.5	35.2
Shipleys	LLP	4.3	1.2	10.0	0.1	4.2	15.5
Gerald Edelman	LLP	3.5	5.3	6.3	0.1	3.4	15.1
Grant Thornton (NI)⁴⁴	Partnership	3.2	1.2	8.2	-	3.2	12.6
Carter Backer Winter	LLP	2.4	1.4	11.1	0.1	2.3	14.9
LB Group	Limited company	1.4	0.2	8.8	0.0	1.4	10.4
Bennett Brooks & Co	Limited company	1.3	0.5	6.6	0.0	1.3	8.4
Johnsons Financial Management⁴⁵	Limited company	1.0	-	3.4	0.2	0.8	4.4
BSG Valentine	LLP	0.9	0.3	6.1	0.1	0.9	7.3
Royce Peeling Green	Limited company	0.9	0.6	4.1	0.1	0.8	5.6
Begbies	Limited company and Partnership	0.6	0.2	3.8	0.0	0.6	4.6

Figure 34: Proportion of total fee income for the Big Four firms, 2020 to 2022

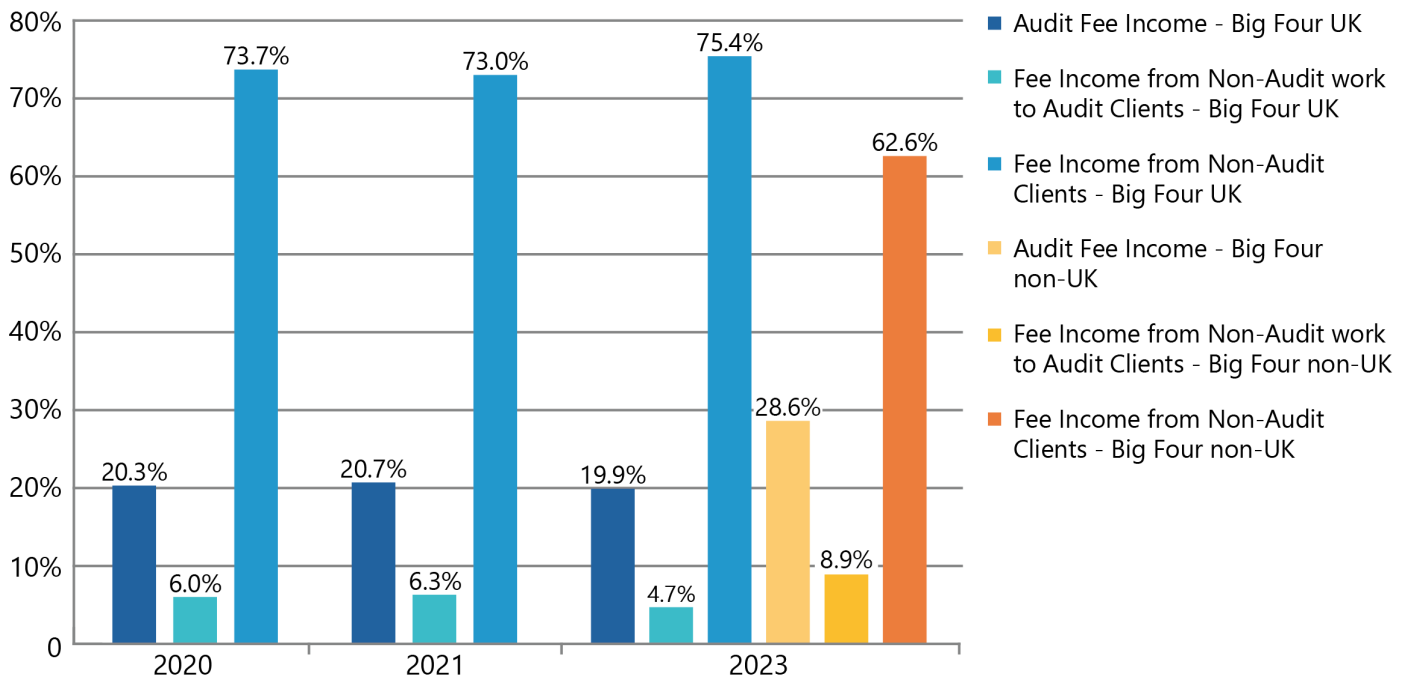
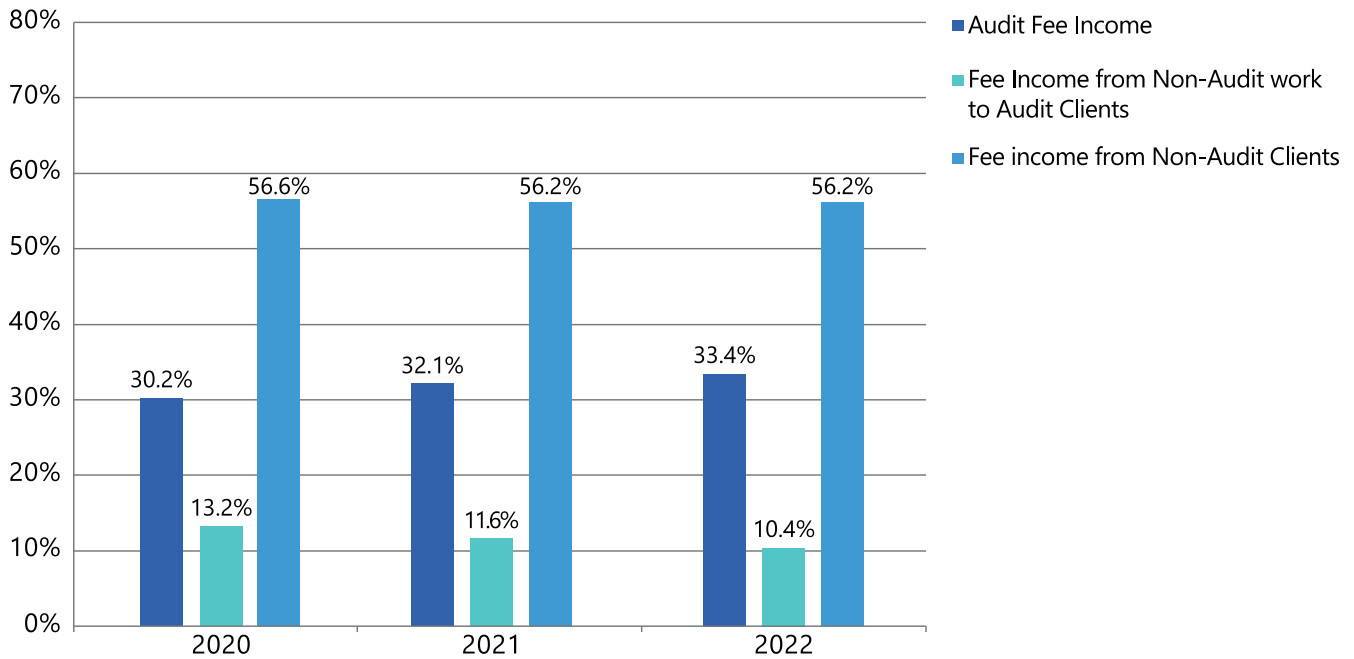


Figure 35: Proportion of total fee income for Audit Firms with PIE audit clients outside the Big Four firms, 2020 to 2022

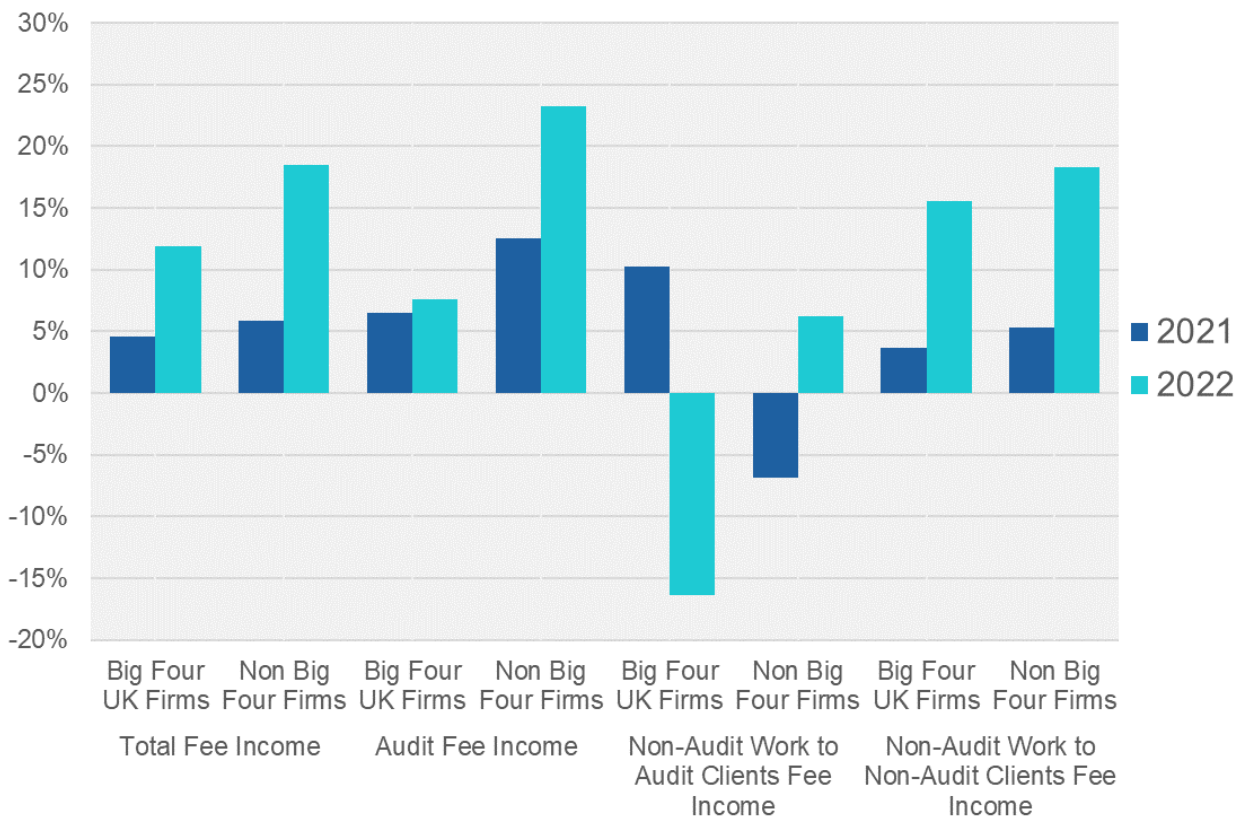


Growth of fee income

Figure 36⁴⁶ shows the percentage growth rate of fee income for each of the years 2021 and 2022 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. Please note that part of the increases in fee income for non-Big-Four firms is explained by the fact that there were three more audit firms in total outside the Big Four auditing PIEs this year compared to last year (24 compared to 21).

Figure 36: Growth of fee income, 2021 and 2022



In 2022, for all firms with PIE clients, there was an increase in the growth rate of total fee income, with an increase of 11.9% for Big Four UK firms compared with an 18.5% increase for the non-Big Four firms. Audit fee income for the Big Four increased by 7.6% in 2022, whereas non-Big Four firms saw a 23.3% increase.

Fee income for non-audit work to audit clients decreased by 16.4% for Big Four UK firms while it increased by 6.2% for non-Big Four firms in 2022 (recognising that 3 more non-Big Four firms answered our survey this year).

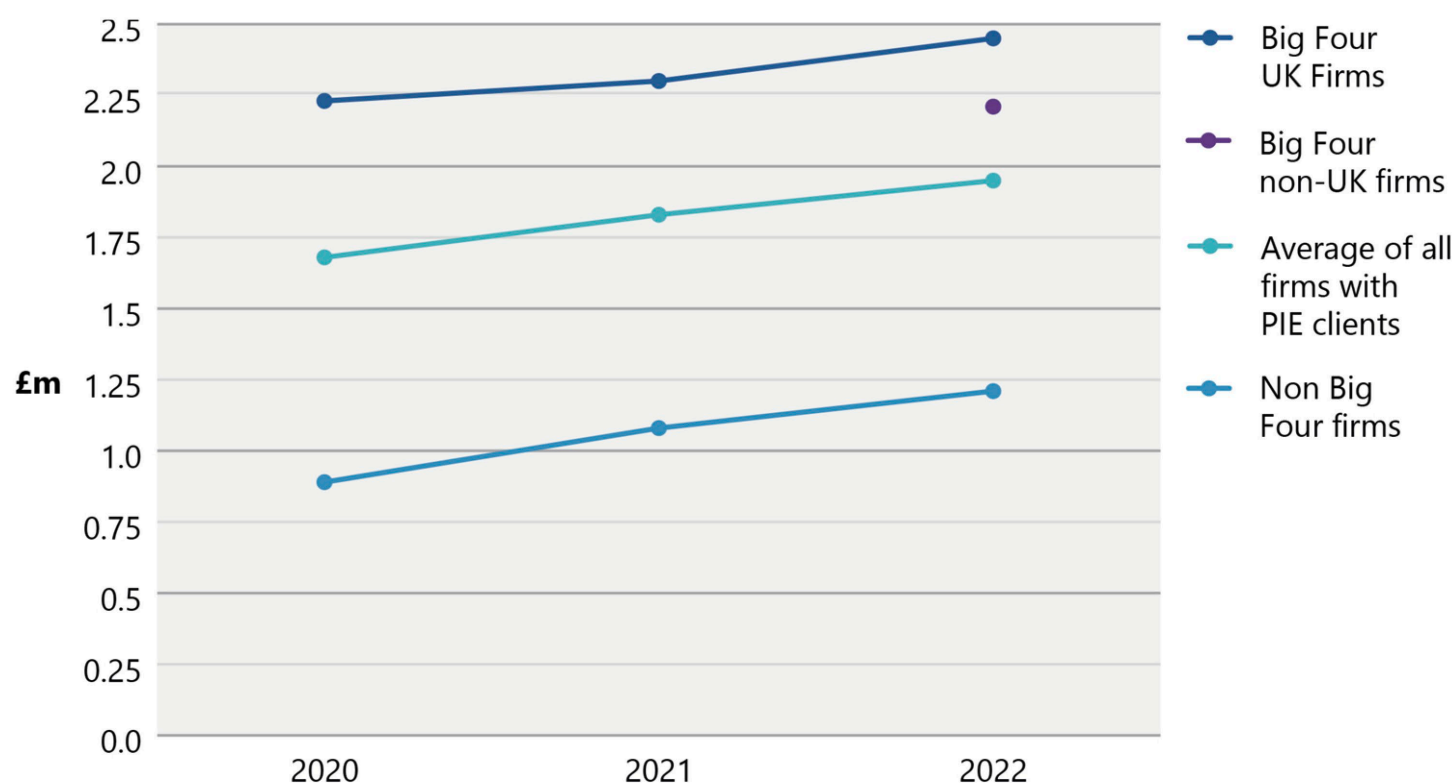
⁴⁶ This information is based on the information provided to the FRC and which is shown in the detailed tables on fee income of audit firms with PIE clients (Figure 33).

Audit fee income per Responsible Individual (RI)

Figure 37 illustrates audit fee income generated per Responsible Individual (RI) for 2020 to 2022. 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, 2020 to 2022

Audit Fee Income Per RI (£m)	2020	2021	2022
Big Four UK firms	2.23	2.30	2.45
Big Four non-UK	N/A	N/A	2.21
Average of all firms with PIE clients	1.68	1.83	1.97
Non-Big Four firms	0.89	1.08	1.21



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, 2022

(by number of FTSE 100 audit clients⁴⁷ – 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 ⁴⁷	No. of FTSE 250 audit clients ⁴⁷	Total no. of other clients listed on regulated markets ⁴⁷	No of AIM audit clients ⁴⁷
PwC	LLP	30 June	25	65	71	56
EY UK	LLP	01 July	24	50	61	18
KPMG⁴⁸	LLP	30 September	20	39	39	17
Deloitte	LLP	31 May	19	47	120	23
KPMG (Ireland)	Partnership	31 December	3	1	19	6
BDO	LLP	01 July	1	19	118	165
RSM	LLP	31 March	1	1	14	55
EY (Ireland)	Partnership	30 June	0	1	16	1
Grant Thornton UK	LLP	31 December	0	4	7	49
Mazars	LLP	31 August	0	2	17	17
Crowe UK	LLP	31 March	0	0	26	61
MHA Macintyre Hudson	LLP	31 March	0	1	2	12
Haysmacintyre	LLP	31 March	0	0	0	17
PKF Littlejohn	LLP	31 May	0	0	11	76
Johnston Carmichael	LLP	31 May	0	1	10	2

⁴⁷ 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 (92) and FTSE 250 (231) audit clients.

⁴⁸ Includes both KPMG LLP and KPMG Audit Plc.

Figure 38 continued: Concentration of listed company audits, 2022

(by number of FTSE 100 audit clients – 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 ⁴⁷	No. of FTSE 250 audit clients ⁴⁷	Total no. of other clients listed on regulated markets ⁴⁷	No of AIM audit clients ⁴⁷
Kreston Reeves	LLP	31 May	0	0	2	2
Price Bailey	LLP	31 March	0	0	2	3
Gerald Edelman	LLP	31 December	0	0	2	0
Beever and Struthers	Partnership	30 September	0	0	0	0
Shipleys	LLP	30 April	0	0	7	4
Hazlewoods	LLP	30 April	0	0	6	2
Carter Backer Winter	LLP	31 March	0	0	1	0
Bennett Brooks & Co	Limited company	31 August	0	0	0	0
BSG Valentine	LLP	30 September	0	0	1	1
Begbies	Limited company and Partnership	31 March	0	0	1	0
LB Group	Limited company	31 August	0	0	0	0
Moore Kingston Smith	LLP	30 April	0	0	3	9
Grant Thornton (NI)	Partnership	31 December	0	0	3	0
Johnsons Financial Management	Limited company	31 December	0	0	1	0
Royce Peeling Green	Limited company	31 December	0	0	2	0

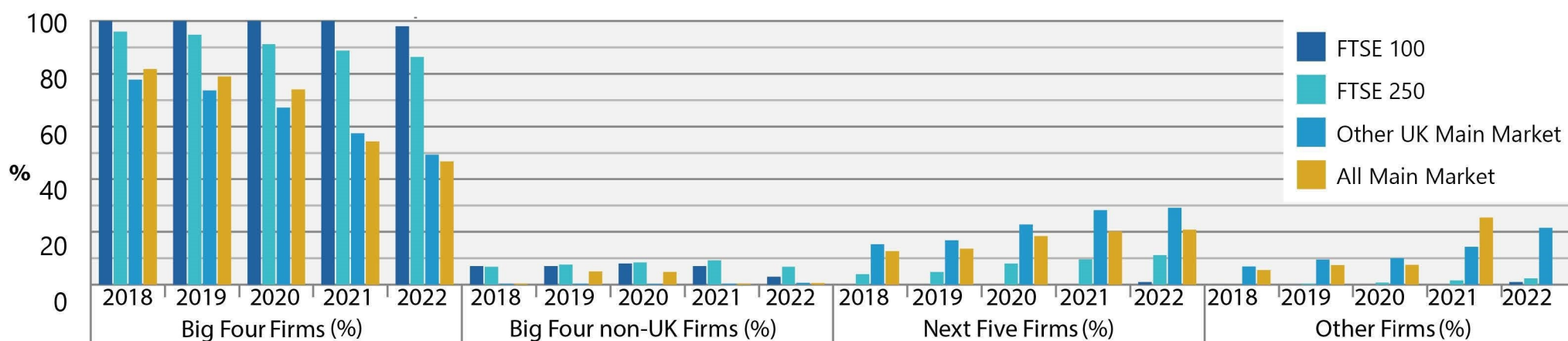
Concentration of listed company audits⁴⁹

Figure 39 illustrates the percentage of the audits of UK-listed (equity and debt) companies undertaken by the Big Four firms⁵⁰, the Big Four non-UK firms, 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 2018 to 2022.

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 (FTSE 100, FTSE 250, other UK main market and all main market) as its UK counterparts.

Figure 39: Listed company audits concentrations, 2018 to 2022

	Big Four Firms					Big Four non-UK Firms					Next Five Firms					Other Firms				
	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022	2018	2019	2020	2021	2022
FTSE 100	100.0	100.0	100.0	100.0	98.0	7.0	7.0	8.0	7.0	3.0	0.0	0.0	0.0	0.0	1.0	0.0	0.0	0.0	0.0	1.0
FTSE 250	96.0	94.8	91.2	88.8	86.4	6.8	7.6	8.4	9.2	6.8	4.0	4.8	8.0	9.6	11.2	0.0	0.4	0.8	1.6	2.4
Other UK Main Market	77.8	73.7	67.2	57.5	49.4	0.4	0.4	0.3	0.4	0.7	15.3	16.8	22.8	28.2	29.1	6.9	9.5	10.0	14.3	21.5
All Main Market	81.8	79.0	74.1	54.4	46.8	0.4	5.0	4.8	0.4	0.6	12.7	13.6	18.4	20.2	20.8	5.5	7.4	7.5	25.4	32.4



⁴⁹ Includes international Main Market companies.

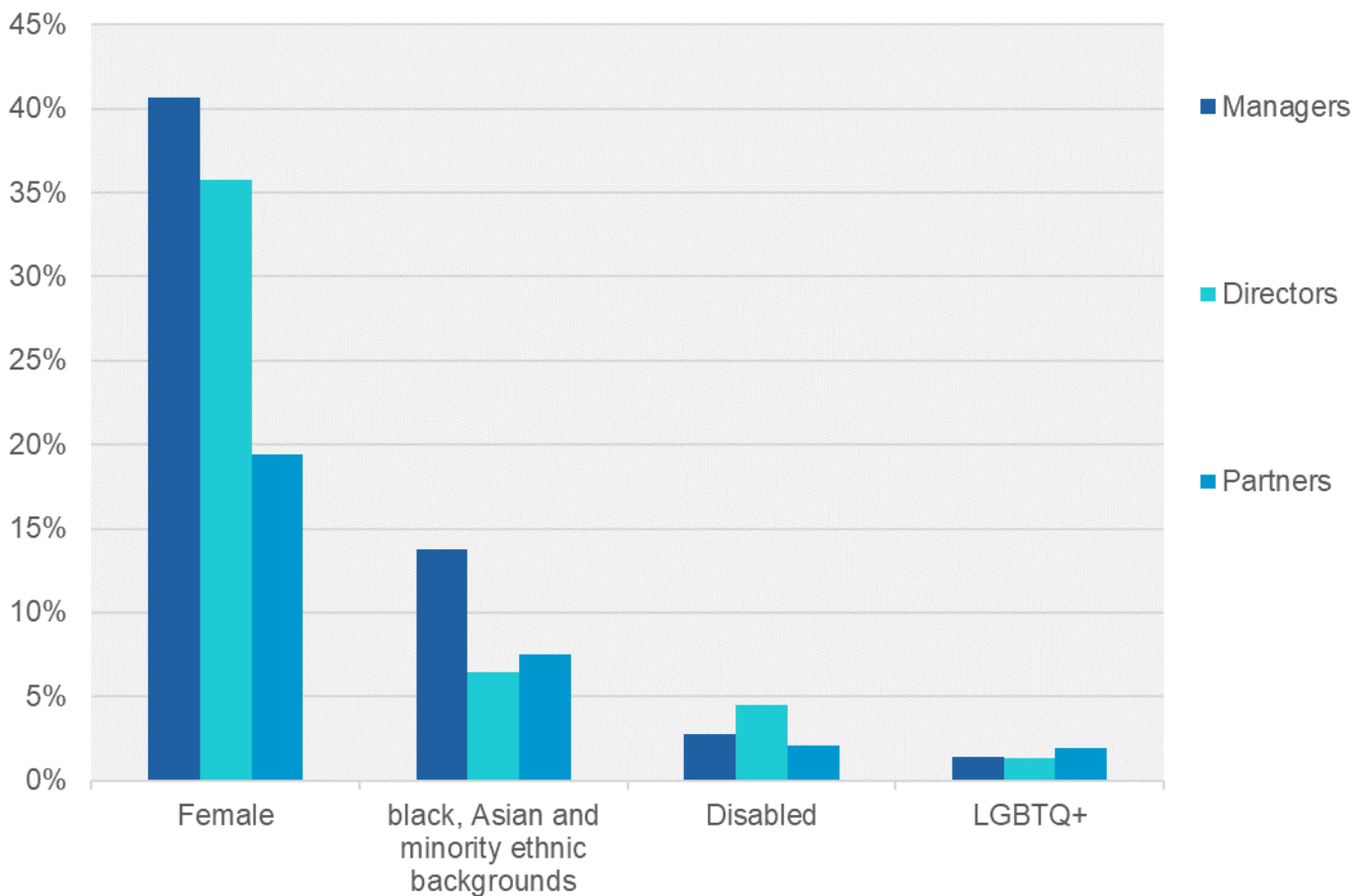
⁵⁰ Includes Big Four, next five firms, and other firms network audit offices, whether located in the UK or elsewhere. Big Four Firms and Other Firms includes UK and non-UK.

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+.⁵¹

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.

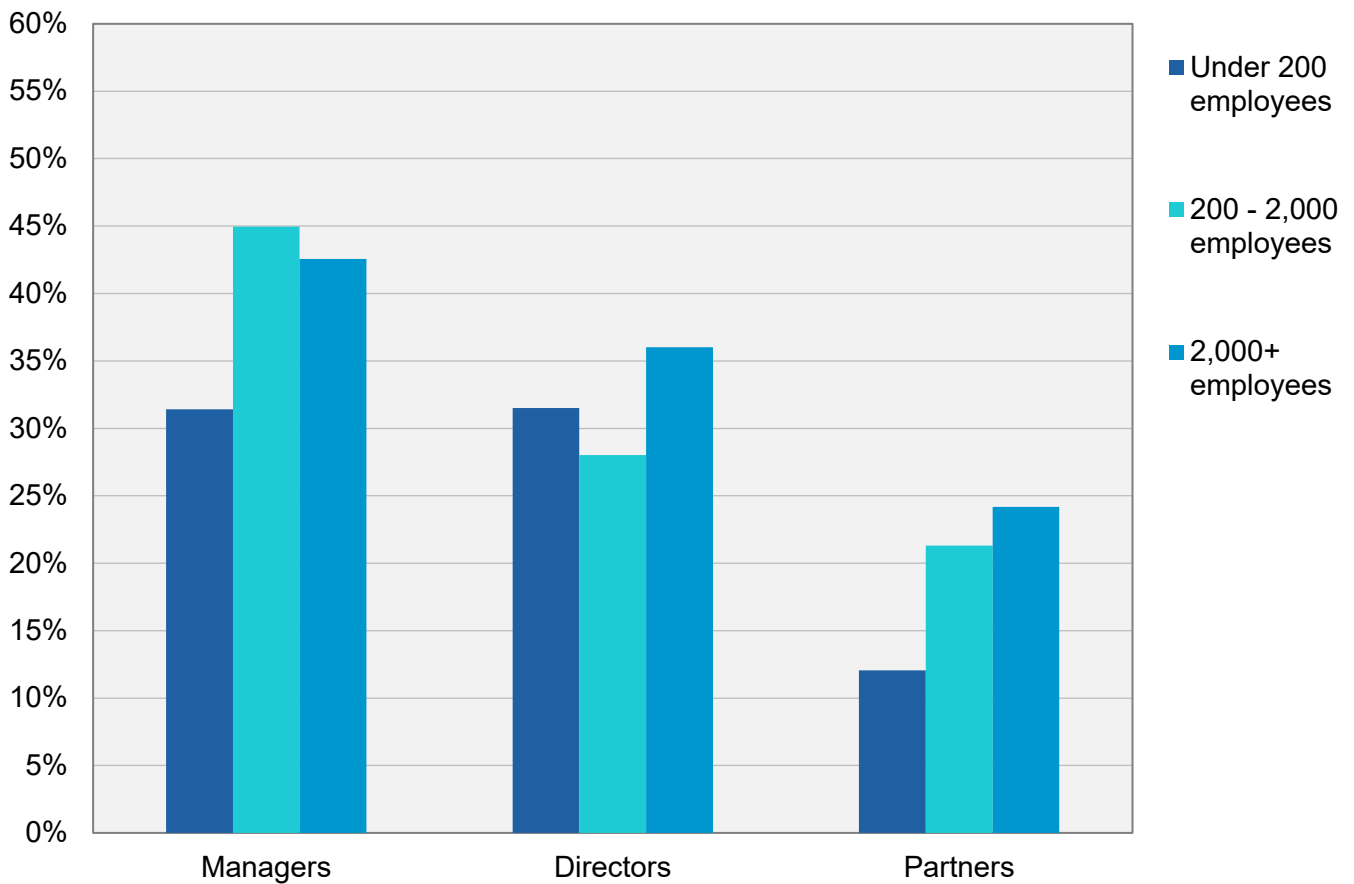
Figure 40: Senior management diversity, 2022



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

⁵¹ Lesbian, Gay, Bisexual, Trans, Queer/Questioning + Others.

Figure 41: Senior management, 2022 – Female leaders

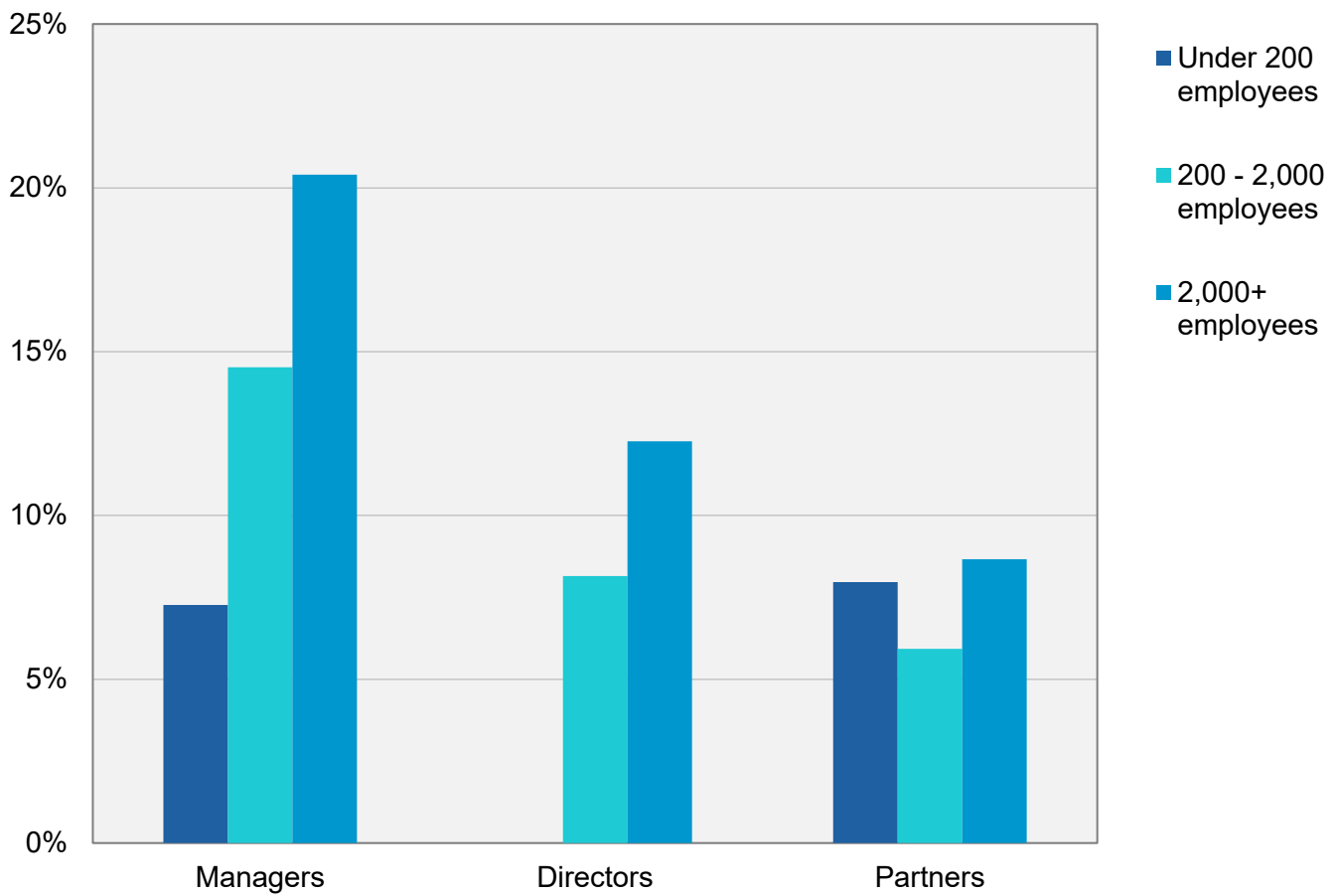


30 firms collect information on the number of female senior managers. In 2022, the percentage of female senior managers at firms with under 200 employees was highest at director level and manager level with 31.5% and 31.4% respectively. The proportion was less at partner level (12.1%).

Firms with 200 to 2,000 employees had the highest percentage of female senior managers at manager and director level with 45.0% and 28.0% respectively.

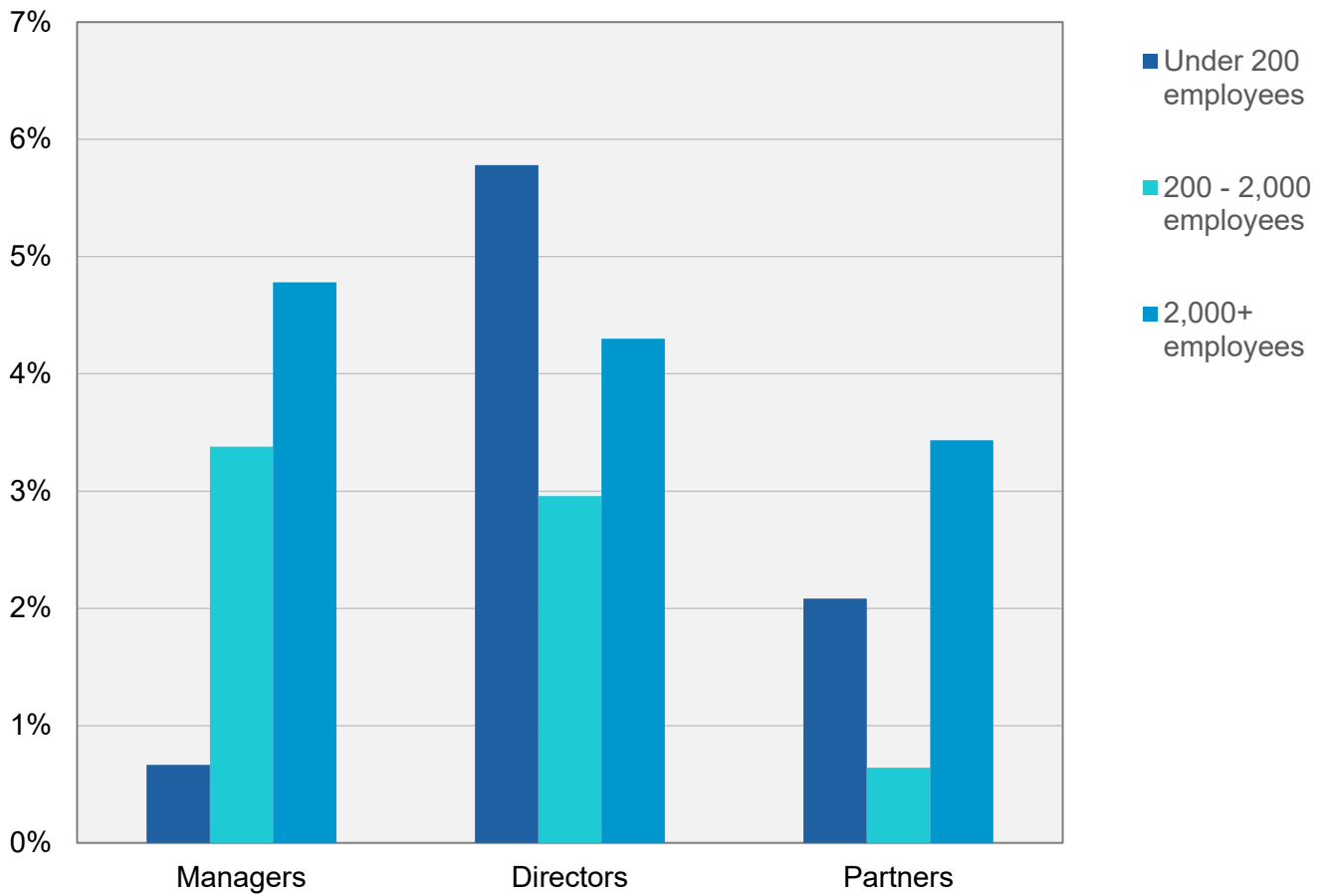
For all three sizes of firm, the percentage of female senior managers was the greatest at manager level and lowest at partner level.

Figure 42: Senior management, 2022 – from black, Asian, and minority ethnic backgrounds



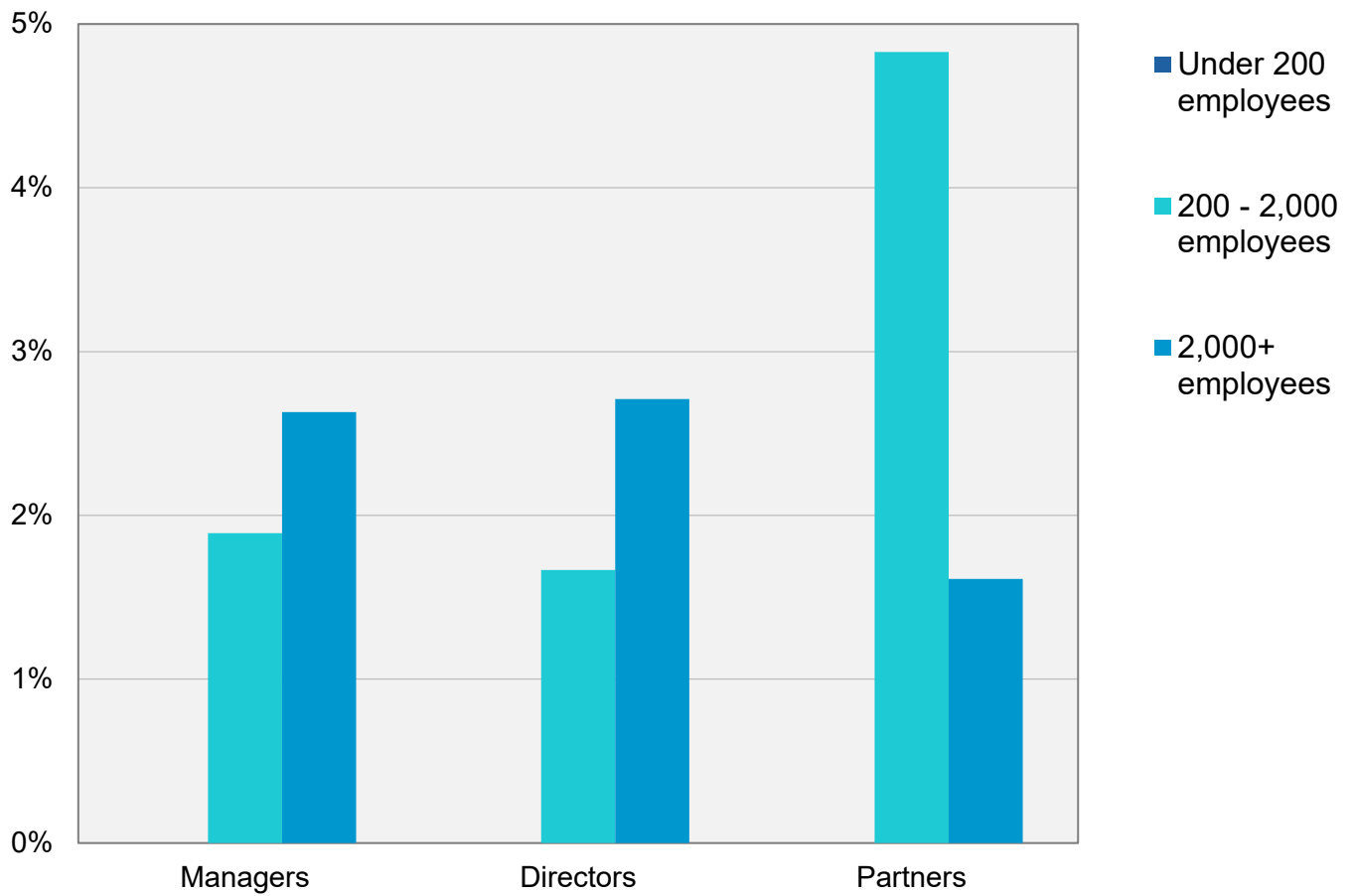
Firms with over 2,000 employees had the highest percentage of individuals from black, Asian and minority ethnic backgrounds at manager level at 20.4%. Firms with under 200 employees had the highest percentage at partner level at 8.0%.

Figure 43: Senior Management, 2022 – with a disability



Overall declarations relating to senior management with a 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 (5.8%). Firms with 200 – 2,000 employees had the lowest number of disability declarations at partner level (0.6%).

Figure 44: Senior management, 2022 – LGBTQ+

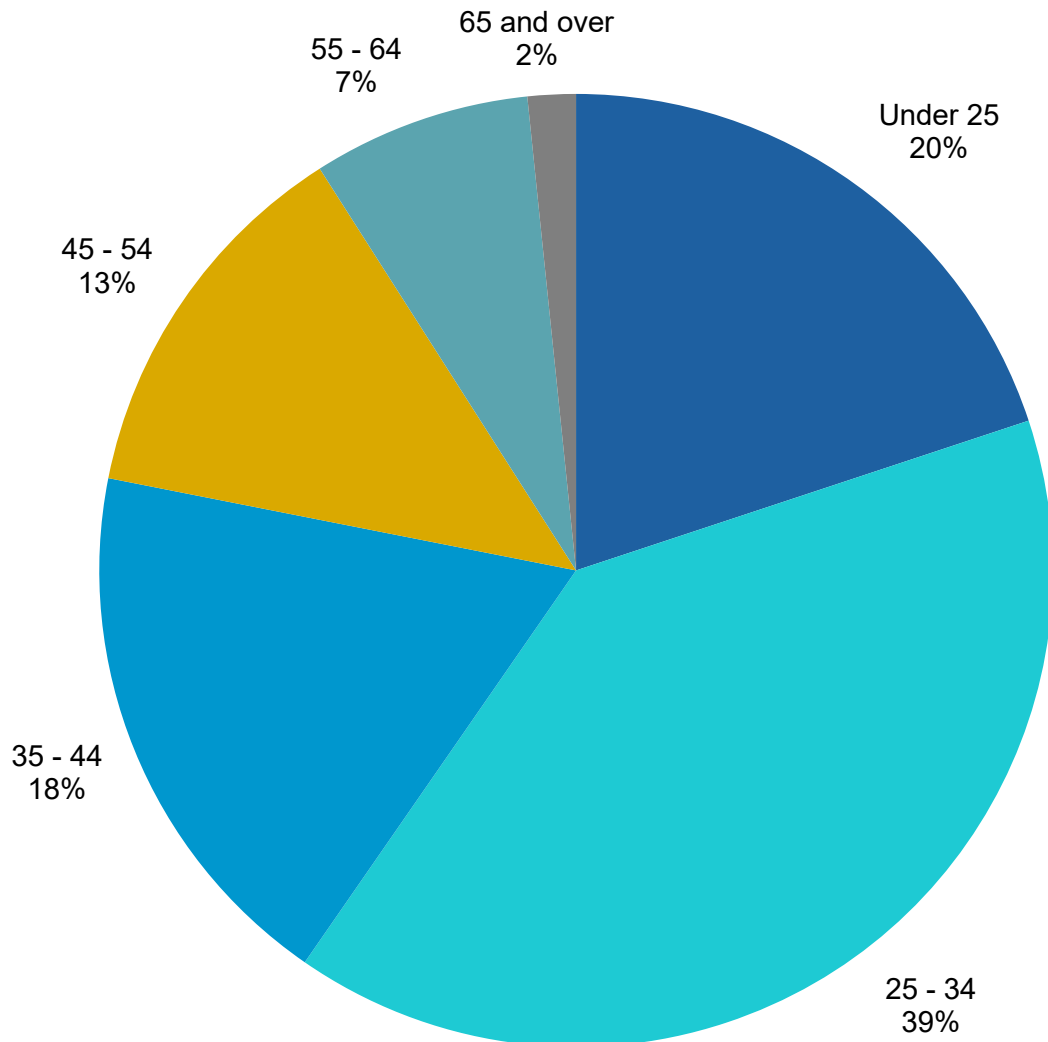


Overall declarations relating to LGBTQ+ are also very low, with an average of 1.6% of all senior managers disclosing that they identified as LGBTQ+. Firms with under 200 employees told us that either they had no LGBTQ+ senior managers or did not collect this information.

Age of the workforce at PIE Audit Firms

Figure 45 shows the number of staff at audit firms in 2022 split into six age categories.

Figure 45: Workforce ages, 2022⁵²



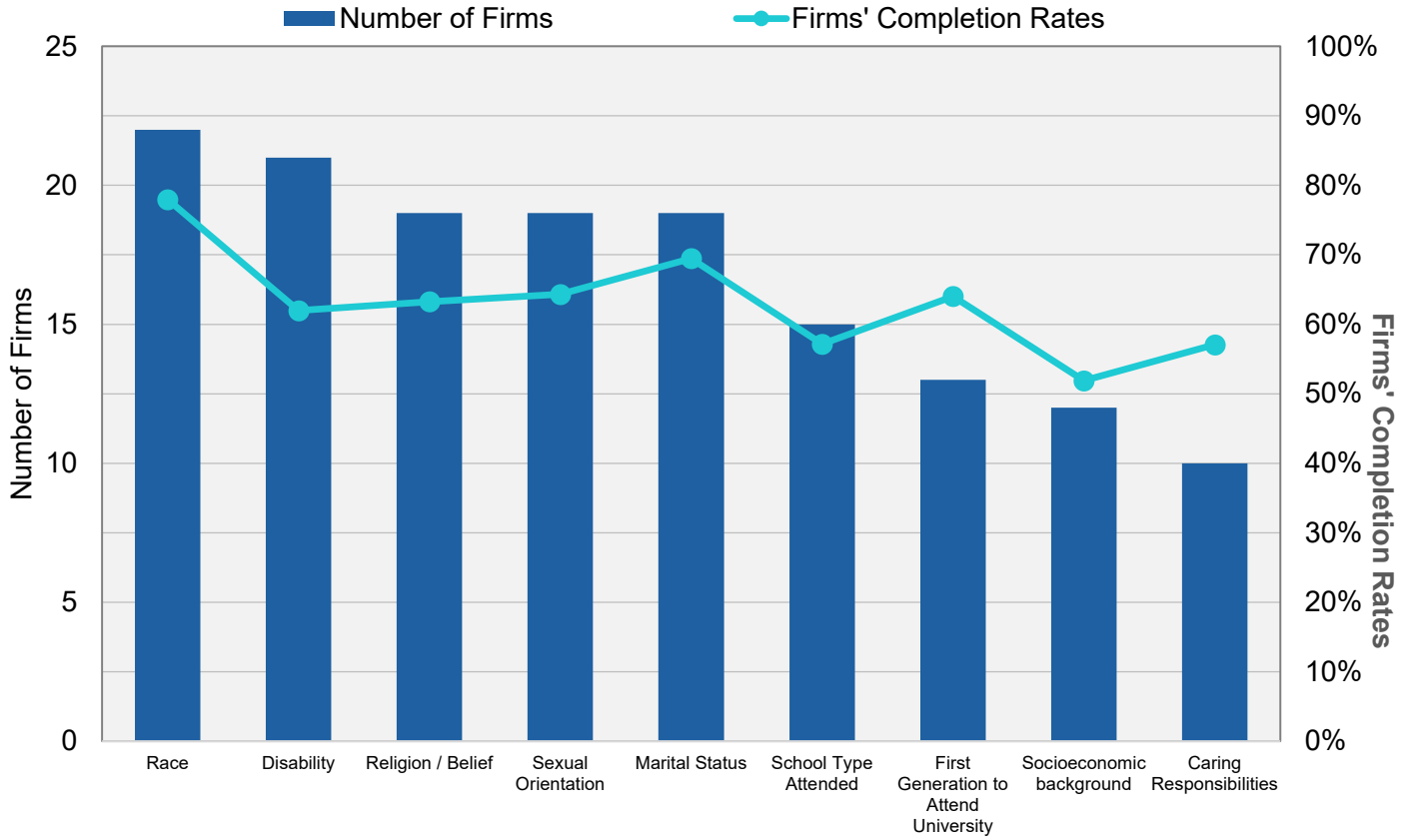
27 out of the 30 firms collect data on the ages of their workforce. The majority of staff employed at audit firms are aged between 25 and 34 on average (39%).

⁵² 1% of staff choose to not provide this information. 2 out of the 27 firms that collect data on the ages of their workforce do not collect the data in the age ranges stated so have been excluded from this figure.

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 rate⁵³ of the relevant diversity indicator (represented via the line graph).

Figure 46: Diversity information on workforce, 2022



23 firms reported that they collected at least one of the above diversity indicators.

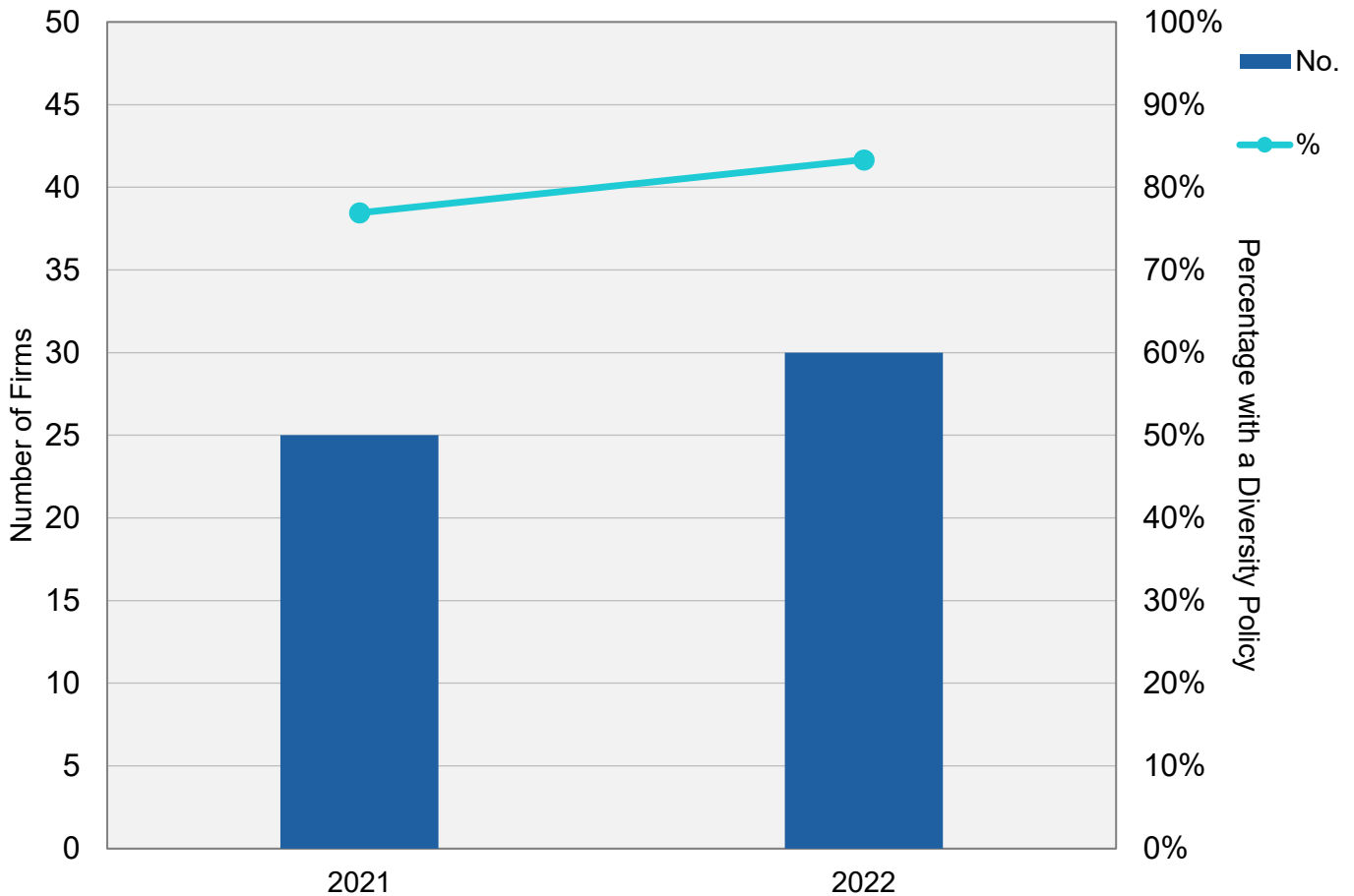
Race is the most collected diversity indicator (22 firms), with race also having the highest rate of completion of all the indicators (78%).

⁵³ 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 2021 and 2022.

Figure 47: Diversity policies, 2021 and 2022



In 2022, 83% of the 30 audit firms who responded to our survey had a diversity policy. In 2021, 77% of the 25 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
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
2022	109,625	85,953	12,347	139,050	28,546	20,660	1,406	397,587
% growth (21–22)	2.9	0.5	-0.8	2.5	3.7	2.2	2.0	2.1
% growth (18–22)	11.8	3.9	-0.8	8.1	17.6	9.1	-3.6	8.5
% compound annual growth (18–22)	2.8	1.0	-0.2	2.0	4.1	2.2	-0.9	2.1

Number of students in the UK and ROI								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
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
2022	71,449	43,947	2,100	26,134	7,767	4,081	143	155,621
% growth (21–22)	-5.0	-6.7	-0.8	4.5	1.4	-0.8	-0.7	-3.5
% growth (18–22)	-12.8	-9.1	7.7	20.9	14.4	17.0	5.9	-5.2
% compound annual growth (18–22)	-3.4	-2.3	1.9	4.9	3.4	4.0	1.4	-1.3

Figure 49: Members and students worldwide
Corresponds to Figure 2

Number of members worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
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
2022	243,302	117,183	13,872	166,397	31,683	23,504	10,699	606,640
% growth (21–22)	2.7	0.8	-0.9	3.1	3.5	1.1	6.3	2.4
% growth (18–22)	13.5	6.1	3.8	9.6	15.8	6.7	31.1	10.8
% compound annual growth (18–22)	3.2	1.5	0.9	2.3	3.7	1.6	7.0	2.6

Number of students worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
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
2022	437,952	87,573	6,199	36,084	7,776	4,103	5,431	585,118
% growth (21–22)	-1.9	-6.5	6.1	6.3	1.4	-1.2	-2.2	-2.0
% growth (18–22)	1.4	-25.7	30.5	25.7	14.5	17.6	-0.5	-2.3
% compound annual growth (18–22)	0.4	-7.1	6.9	5.9	3.4	4.1	-0.1	-0.6

Figure 50: Sectoral employment worldwide, 2022
Corresponds to Figure 4

Number of members	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Working in Practice	52,309	1,967	122	46,602	8,839	5,602	490	115,931
Industry & Commerce	148,379	85,238	2,028	64,102	18,354	11,005	9,308	338,414
Public Sector	23,789	8,695	6,505	5,002	1,566	1,111	32	46,700
Retired	12,532	16,614	3,157	28,829	1,962	4,664	621	68,379
Other	6,293	4,669	2,060	21,862	962	1,122	248	37,216
TOTAL	243,302	117,183	13,872	166,397	31,683	23,504	10,699	606,640

Number of students	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Working in Practice	36,147	86	0	26,921	6,175	3,552	101	72,982
Industry & Commerce	183,646	51,493	887	1,752	110	134	3,089	241,111
Public Sector	38,989	3,183	3,897	560	38	54	29	46,750
Retired	0	84	0	0	0	0	0	84
Other	179,170	32,727	1,395	6,851	1,453	363	2,499	224,458
TOTAL	437,952	87,573	6,179	36,084	7,776	4,103	5,718	585,385

Figure 51: Female members worldwide, 2018 to 2022
Corresponds to Figure 5

% Female members worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
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%
2022	48%	36%	33%	31%	43%	35%	37%	38%

Figure 52: Female students worldwide, 2018 to 2022
Corresponds to Figure 6

% Female students worldwide								
Year	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
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%
2022	60%	47%	51%	46%	48%	43%	56%	50%

Figure 53: Age of members worldwide, 2018 and 2022
Corresponds to Figure 7

2018	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	1,157	148	0	403	≤ 3	25	47	1,783
25–34	57,246	15,740	542	27,930	7,947	5,210	704	115,319
35–44	76,507	36,536	1,986	31,225	8,979	5,713	2,393	163,339
45–54	49,832	30,447	3,533	34,562	5,436	3,729	2,608	130,147
55–64	19,261	14,951	3,070	27,640	2,870	3,145	1,044	71,981
65 and over	10,316	12,631	3,532	30,541	2,128	4,206	1,349	64,703
Not stated	0	40	695	0	6	0	19	760
TOTAL	214,319	110,493	13,358	152,301	27,369	22,028	8,164	548,032

2022	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	989	140	8	648	9	34	47	1,875
25–34	58,428	13,215	570	32,981	8,456	5,174	1,106	119,930
35–44	82,769	33,956	2,049	33,517	10,511	6,687	3,176	172,665
45–54	59,222	34,838	2,791	31,520	6,363	3,668	3,196	141,598
55–64	26,166	18,922	3,523	31,428	3,656	3,073	1,397	88,165
65 and over	15,728	16,086	3,905	36,303	2,682	4,866	1,675	81,245
Not stated	0	26	1,026	0	6	2	102	1,162
TOTAL	243,302	117,183	13,872	166,397	31,683	23,504	10,699	606,640

Figure 54: Age of students worldwide, 2018 and 2022⁵⁴
Corresponds to Figure 8

2018	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	170,686	41,040	125	15,211	2,636	1,839	2,443	233,980
25–34	173,679	39,460	871	12,596	3,348	1,257	1,271	232,482
35–44	66,045	24,910	1,066	724	603	99	917	94,364
45 and over	21,411	12,199	919	169	167	17	827	35,709
Not stated	0	208	1,768	0	38	276	0	2,290
TOTAL	431,821	117,817	4,749	28,700	6,792	3,488	5,458	598,825

2022	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Under 25	174,791	21,805	244	21,177	3,208	1,972	2,478	225,675
25–34	171,120	29,402	739	13,946	3,716	1,961	1,397	222,281
35–44	66,867	20,901	1,118	786	552	111	984	91,319
45 and over	25,174	12,549	1,331	167	269	15	859	40,364
Not stated	0	2,916	2,747	8	31	44	0	5,746
TOTAL	437,952	87,573	6,179	36,084	7,776	4,103	5,718	585,385

Figure 55: Location of students, 2022⁵⁵
Corresponds to Figure 10

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
UK & ROI	71,449	43,947	2,100	26,134	7,767	4,081	143	155,621
Rest of the world	366,503	43,626	4,099	9,950	9	22	5,288	429,497
TOTAL	437,952	87,573	6,199	36,084	7,776	4,103	5,431	585,118

⁵⁴ 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.

⁵⁵ 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, 2022
Corresponds to Figure 11

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
≤ 1 Year	85,131	16,639	637	11,446	1,810	1,921	221	117,805
> 1–2 Years	70,588	14,389	654	9,228	1,709	890	471	97,929
> 2–3 Years	50,610	10,431	707	6,023	1,628	572	673	70,644
> 3–4 Years	50,341	8,765	542	5,184	1,509	226	689	67,256
> 4–5 Years	37,673	5,488	430	2,067	449	197	805	47,109
≥ 5 Years	143,609	31,861	3,209	2,136	671	297	2,859	184,642
TOTAL	437,952	87,573	6,179	36,084	7,776	4,103	5,718	585,385

Figure 57: Graduate entrants worldwide, 2022
Corresponds to Figure 12

	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA
Holding a degree	37%	48%	29%	71%	91%	89%	30%
Holding a relevant degree	18%	40%	15%	29%	78%	36%	26%

Figure 58: AAT age of members and students worldwide, 2022
Corresponds to Figure 14

	Members		Students	
	Number	%	Number	%
Under 25	2,414	5%	23,757	31%
25–34	9,374	18%	22,908	30%
35–44	12,655	25%	18,558	24%
45 and over	26,502	52%	11,189	15%
Not stated	0	0%	4	0%
TOTAL	50,945	100%	76,416	100%

Figure 59: Total income worldwide, 2018 to 2022
Corresponds to Figure 16

£m	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2018	208.8	55.4	26	125.4	28.1	17.8	1.7	463.2
2019	212.7	60.6	26.9	132.2	27.9	18.8	1.6	480.6
2020	223.4	56.2	26.4	136.2	28.6	19	1.6	491.4
2021	222.8	56.3	26.6	141.4	29.7	18.7	1.7	497.2
2022	220.3	59.4	28.5	142.1	30.1	19.3	1.6	501.3

Figure 60: Average income per members and students worldwide, 2018 to 2022
Corresponds to Figure 17

£	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
2018	307	218	381	547	664	658	117	345
2019	315	244	430	564	643	683	112	359
2020	306	239	438	561	669	695	107	354
2021	312	242	424	545	679	671	102	357
2022	313	250	414	581	669	681	105	367
% growth (18–22)	1.9	14.7	8.5	6.3	0.7	3.4	-10.3	6.5

Figure 61: Breakdown of income, 2022⁵⁶
Corresponds to Figure 18

£m	ACCA	CIMA	CIPFA	ICAEW	CAI	ICAS	AIA	TOTAL
Fees & subscriptions	117.7	39.8	3.3	55.3	12.5	8.7	1.6	238.9
Education & exam fees	88.9	11.5	5.0	18.5	10.6	7.6	0.1	142.2
Regulation & discipline	6.6	0.0	0.0	43.9	3.3	2.5	0.0	56.3
Commercial activities	5.4	4.9	20.0	18.0	2.6	0.2	0.0	51.1
Other (including investment income)	1.7	3.3	0.2	6.4	1.0	0.1	0.0	12.7
TOTAL	220.3	59.4	28.5	142.1	30.0	19.1	1.7	501.1

⁵⁶ 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, 2021 and 2022
Corresponds to Figure 36

Growth rate %		2021	2022
Total fee income	Big Four UK firms	4.6	11.9
	Non-Big Four firms	5.9	18.5
Audit fee income	Big Four UK firms	6.5	7.6
	Non-Big Four firms	12.5	23.3
Non-audit work to audit clients fee income	Big Four UK Firms	10.3	-16.4
	Non-Big Four firms	-6.8	6.2
Non-audit work to non-audit clients fee income	Big Four UK Firms	3.7	15.6
	Non-Big Four firms	5.3	18.3

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:

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)
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: 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, Johnston Carmichael 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	The Public Interest Entity (PIE) definition is set out in the Companies Act 2006 and SATCAR 2016 and includes entities whose transferable securities (equity and debt) are admitted to trading on a UK regulated market, 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 Individual/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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