

Probate Diversity Survey 2023

1. About you

| | |
|----------------------------|---|
| Partner | 5 |
| Manager | 4 |
| Qualified | 4 |
| Training | 5 |
| Other Chartered Accountant | |
| Partner | 1 |
| Manager | 6 |
| Qualified | 8 |
| Training | 2 |
| Other accountant | |
| Partner | 1 |
| Manager | 4 |
| Qualified | 9 |
| Training | 4 |
| Legally qualified | |
| Partner | 0 |
| Manager | 0 |
| Qualified | 1 |
| Training | 1 |
| Other legal | |
| Partner | 0 |
| Manager | 0 |
| Qualified | 1 |
| Training | 0 |
| Other profession | |
| Partner | 0 |
| Manager | 3 |
| Qualified | 2 |

| | |
|----------------------|---|
| Training | 0 |
| Direct support staff | |
| Partner | 0 |
| Manager | 2 |
| Qualified | 3 |
| Training | 1 |
| Other | 0 |
| Other | |
| Partner | 0 |
| Manager | 0 |
| Qualified | 2 |
| Training | 1 |
| Prefer not to say | |
| Prefer not to say | 6 |

2. Age

| | Totals |
|-------------------|--------|
| 16-24 | 11 |
| 25-34 | 17 |
| 35-44 | 11 |
| 45-54 | 9 |
| 55-64 | 11 |
| 65 and over | 0 |
| Prefer not to say | 1 |

3. Sex/Gender

| | Totals |
|---|--------|
| (a) What is your registered sex at birth? | |
| Female | 28 |
| Male | 30 |
| Prefer not to say | 2 |
| (b) Which gender do you identify with? | |
| A woman | 28 |
| A man | 30 |
| Non-binary | 0 |
| In some other way / self-describe | 0 |
| Prefer not to say | 2 |
| (c) Is the gender you identify with the same as your sex registered at birth? | |
| Yes | 58 |
| No | 0 |
| Prefer not to say | 2 |

4. Disability

| | Totals |
|--|--------|
| (a) Do you consider yourself to have a disability according to the definition in the Equality Act? | |
| Yes | 1 |
| No | 56 |
| Prefer not to say | 3 |
| (b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months? | |
| Yes, limited a lot | 0 |
| Yes, limited a little | 3 |
| No | 53 |
| Prefer not to say | 4 |
| (c) If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply? | |
| Cognitive / learning | 1 |
| Digestive / continence | 0 |
| Manual dexterity | 0 |
| Mental health | 1 |
| Mobility | 2 |
| Physical coordination | 0 |
| Physical strength | 2 |
| Sensory | 0 |
| Not applicable | 6 |
| Other | 0 |
| Prefer not to say | 1 |

5. Ethnic group

| | Totals |
|---|--------|
| Asian/Asian British | |
| Bangladeshi | 0 |
| Chinese | 0 |
| Indian | 0 |
| Pakistani | 0 |
| Other Asian | 0 |
| Black/African/Caribbean/British | |
| African | 0 |
| Caribbean | 1 |
| Any other Black/African/Caribbean/Black British | 0 |
| Mixed/multiple ethnic groups | |
| White and Asian | 0 |
| White and Black African | 1 |
| White and Black Caribbean | 0 |
| Other mixed/multiple ethnic background | 0 |
| White | |
| British/English/Welsh/Northern Irish/Scottish | 54 |
| Irish | 0 |
| Gypsy or Irish Traveller | 0 |
| Any other White background | 2 |
| Arab | |
| Arab | 0 |
| Other | |
| Other ethnic group | 0 |
| Prefer not to say | 2 |

6. Faith

| | Totals |
|--------------------|--------|
| Buddhist | 0 |
| Christian | 30 |
| Hindu | 0 |
| Jewish | 0 |
| Muslim | 0 |
| Sikh | 0 |
| Any other religion | 0 |
| No religion | 26 |
| Prefer not to say | 4 |

7. Sexual orientation

Totals

| | |
|-------------------------|----|
| Bisexual | 1 |
| Gay man | 0 |
| Gay woman / lesbian | 0 |
| Heterosexual / straight | 57 |
| Other | 0 |
| Prefer not to say | 2 |

8. Socio-economic background

Totals

(a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

| | |
|-------------------|----|
| Yes | 8 |
| No | 11 |
| Did not attend | 39 |
| Prefer not to say | 2 |

(b) What type of school did you mainly attend between the ages of 11 and 16?

| | |
|--|----|
| Attended school outside the British Isles | 2 |
| State-run or state-funded school–non-selective | 49 |
| State-run or state-funded school–selective on academic, faith or other grounds | 2 |
| Independent or fee-paying school | 4 |
| I don't know | 1 |
| Prefer not to say | 2 |

9. Social mobility

| | Totals |
|---|--------|
| (a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18? | |
| At least one has a degree level qualification | 15 |
| At least one has A Level or vocational qualifications | 19 |
| Qualifications below A Level / vocational | 6 |
| No formal qualifications | 4 |
| I don't know | 10 |
| Not applicable | 1 |
| Other | 0 |
| Prefer not to say | 5 |
| (b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified? | |
| Degree level | 20 |
| A Level or vocational qualification | 31 |
| Qualifications below A Level | 4 |
| No formal qualifications | 0 |
| I don't know | 0 |
| Not applicable | 1 |
| Other | 1 |
| Prefer not to say | 3 |
| (c) Did either (or both) of the following apply at any point during your school years? i. Did your household received income support? | |
| Yes | 6 |
| No | 45 |
| I don't know | 7 |
| Prefer not to say | 2 |
| (c) ii. Were you entitled to free school meals? | |
| Yes | 4 |
| No | 48 |
| I don't know | 6 |
| Prefer not to say | 2 |
| (d) Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job? | |

| | |
|--|----|
| Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer | 8 |
| Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse | 2 |
| Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive | 15 |
| Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver | 10 |
| Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant | 8 |
| Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff | 3 |
| Armed forces personnel for example soldier, airman, naval or military police | 0 |
| Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican | 2 |
| Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer | 5 |
| Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less) | 0 |
| Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year) | 0 |
| Inactive (excluding those that are retired) | 0 |
| Retired | 0 |
| Not applicable | 0 |
| I don't know | 2 |
| Other | 0 |
| Prefer not to say | 5 |

10. Caring responsibilities

Totals

(a) Are you a primary carer for a child or children under 18?

| | |
|-------------------|----|
| Yes | 13 |
| No | 45 |
| Prefer not to say | 2 |

(b) Do you look after, or give any help or support to family members, friends, neighbours or others because of either Long term physical or mental ill-health / disability/Problems related to old-age?

| | |
|--------------------------------|----|
| No | 50 |
| Yes, 1-19 hours per week | 6 |
| Yes, 20-49 hours per week | 1 |
| Yes, 50 or more hours per week | 0 |
| Prefer not to say | 3 |

11. Marital Status

Totals

What is your marital or civil partnership status?

| | |
|--|----|
| Single (never married or never registered a same-sex civil partnership) | 27 |
| Married | 26 |
| In a registered same-sex civil partnership | 0 |
| Separated (but still legally married or still legally in a same-sex civil partnership) | 1 |
| Divorced or formally in a same-sex civil partnership which is now legally dissolved | 2 |
| Widowed or surviving partner from a same-sex civil partnership | 0 |
| Other | 1 |
| Prefer not to say | 3 |

12. Maternity

| | Totals |
|--|--------|
| (a) Have you taken maternity or paternity leave in the last 5 years? | |
| Yes | 11 |
| No | 49 |
| (b) If yes: i. Did you return to your current employer after the leave? | |
| Yes | 12 |
| No | 7 |
| Not applicable | 5 |
| (b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments? | |
| Yes | 5 |
| No | 4 |
| Not applicable | 16 |
| (b) If yes: iii. Has your employer offered you flexible working arrangements? | |
| Yes | 7 |
| No | 1 |
| Not applicable | 17 |
| (b) If yes: iv. Has the ability to work from home been an important aide in your return to work? | |
| Yes | 5 |
| No | 3 |
| Not applicable | 17 |

SUMMARY OF RESULTS

Having received and collated the above information from the majority of staff we can summarise that we consider we are a diverse firm with a fair mix of answers across the board. We have a broad age range with a mix from 16 to over 65 years, with our majority in the 25-34 years age range bracket. We have a 50:50 mix of males:females. There is a spread of answers across most boxes, although we do acknowledge that we have mostly a heterosexual/white british orientated staff base. This is only derived at from the ability and suitability of the candidates who applied at the time and the most suited candidate being offered the position. Due to our small business size and location out of a city where mostly local people apply who are of white british origin this is what leads us to the trend of having predominantly white british staff. We are a diverse firm who hold no preference to who we employ and we seek the most suited candidates based on their ability only.