

Workplace Diversity Survey Results

March 2023

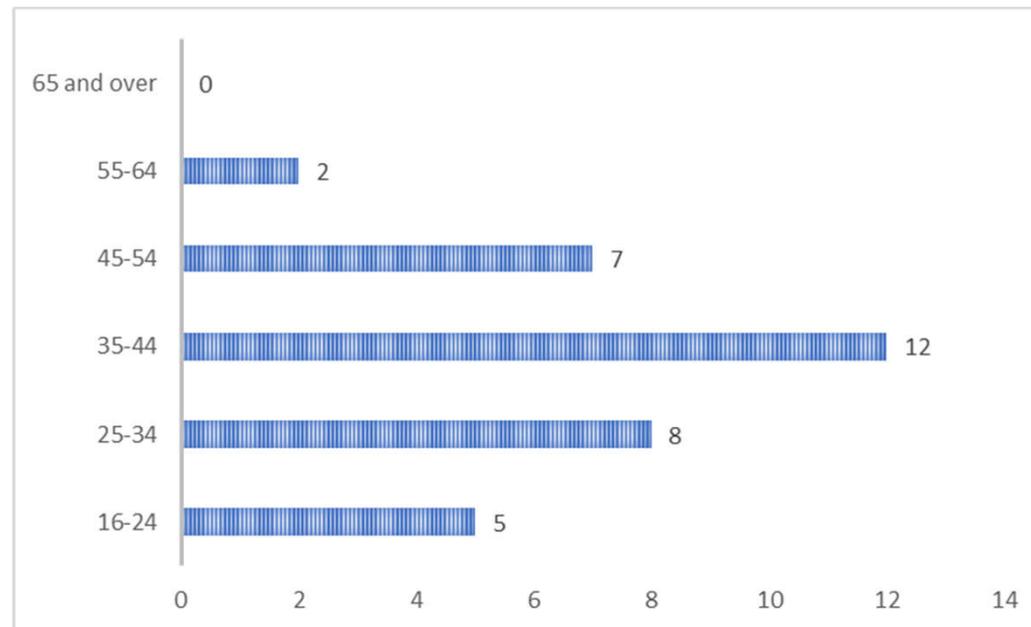
As part of our obligations under our licence to provide probate services, we are required to monitor the diversity of our team.

34 members of our team completed the 2023 survey set by the ICAEW. An anonymised summary of the results of this survey can be found below.

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About you

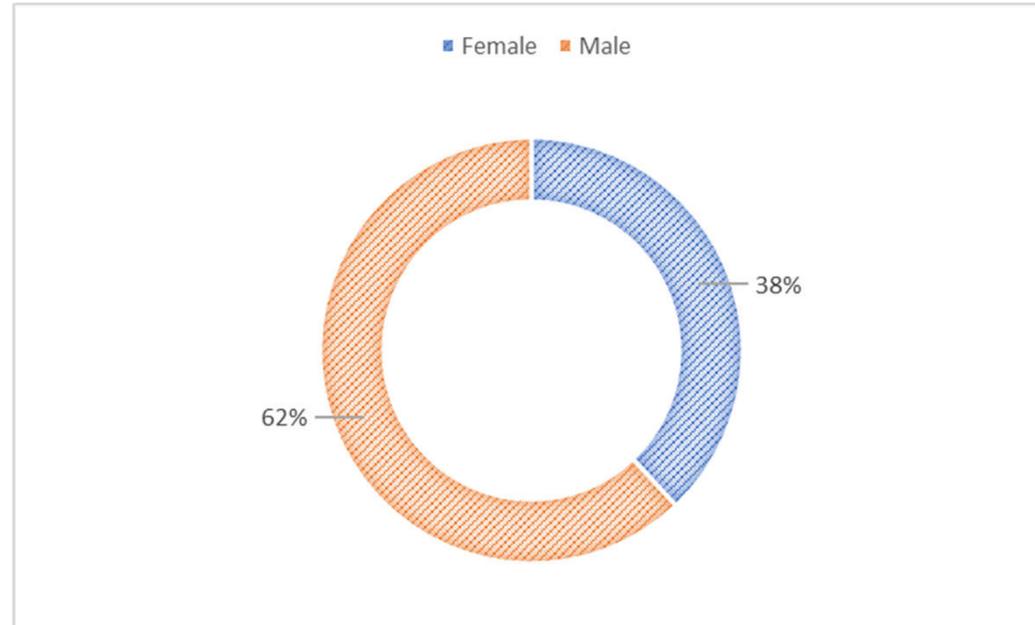


Sex / Gender

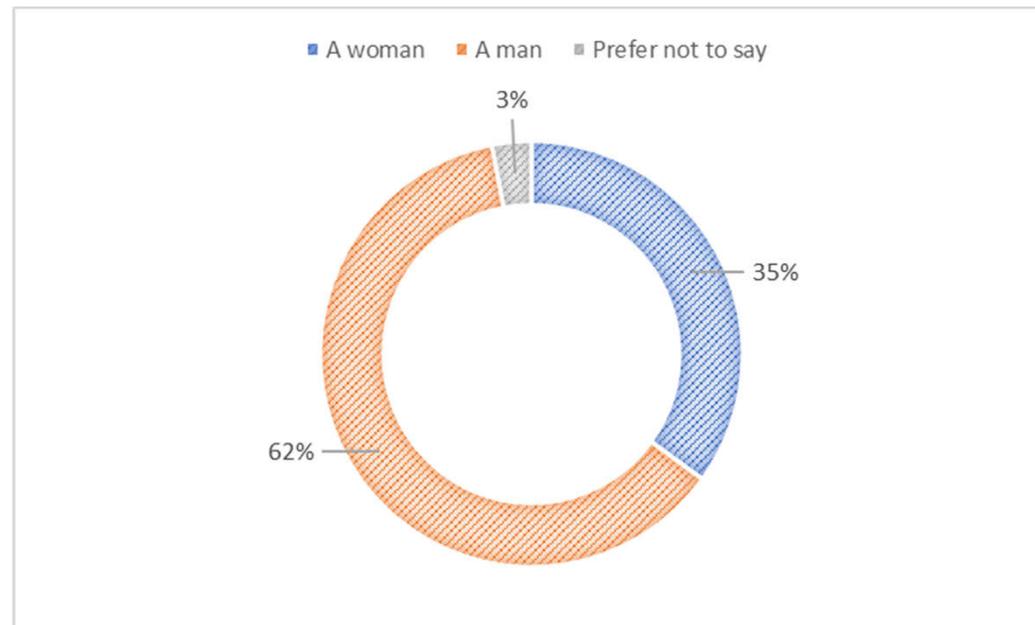
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(a) What is your registered sex at birth?

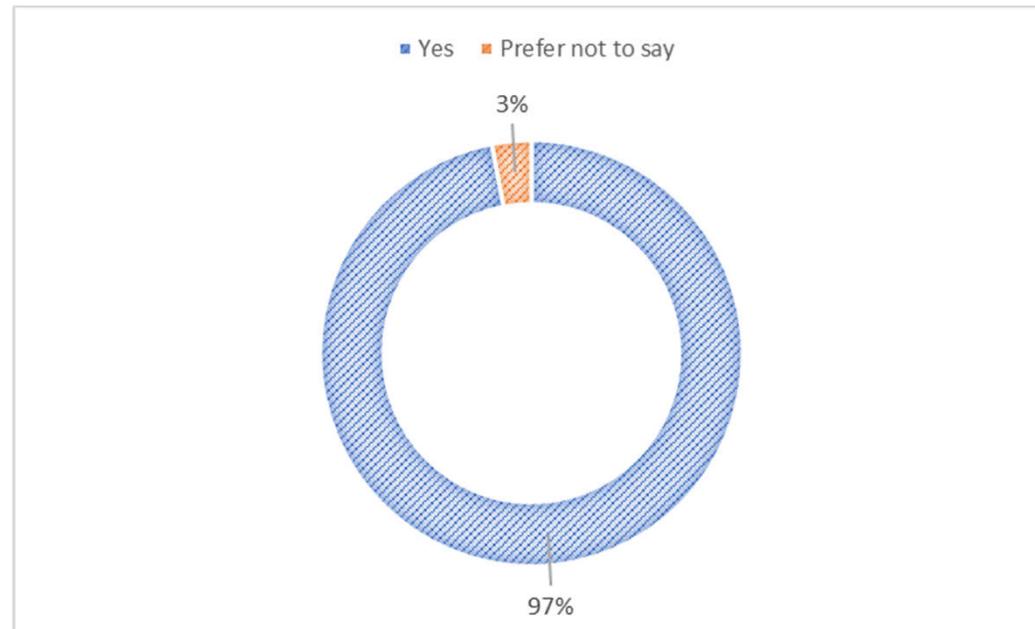


(b) Which gender do you identify with?



Sex / Gender

(c) Is the gender you identify with the same as your sex registered at birth?

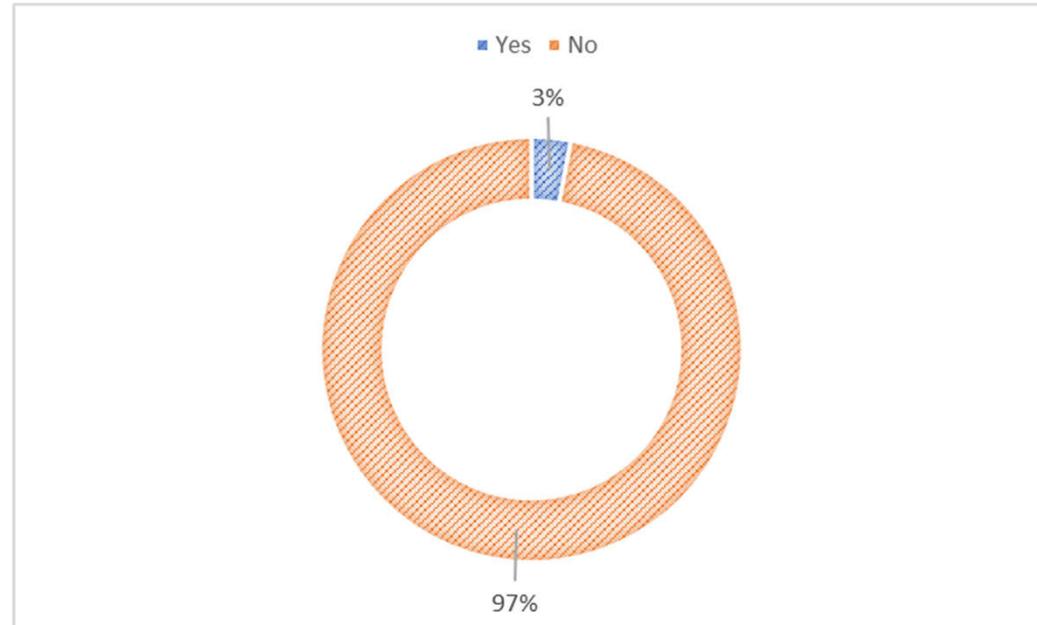


Disability

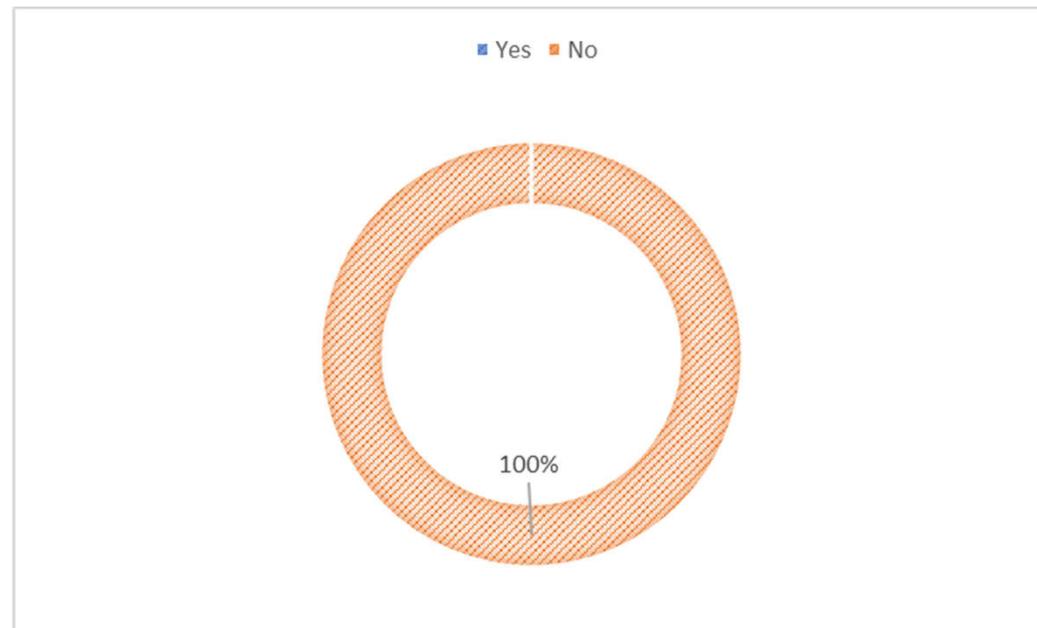
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(a) Do you consider yourself to have a disability according to the definition in the Equality Act?



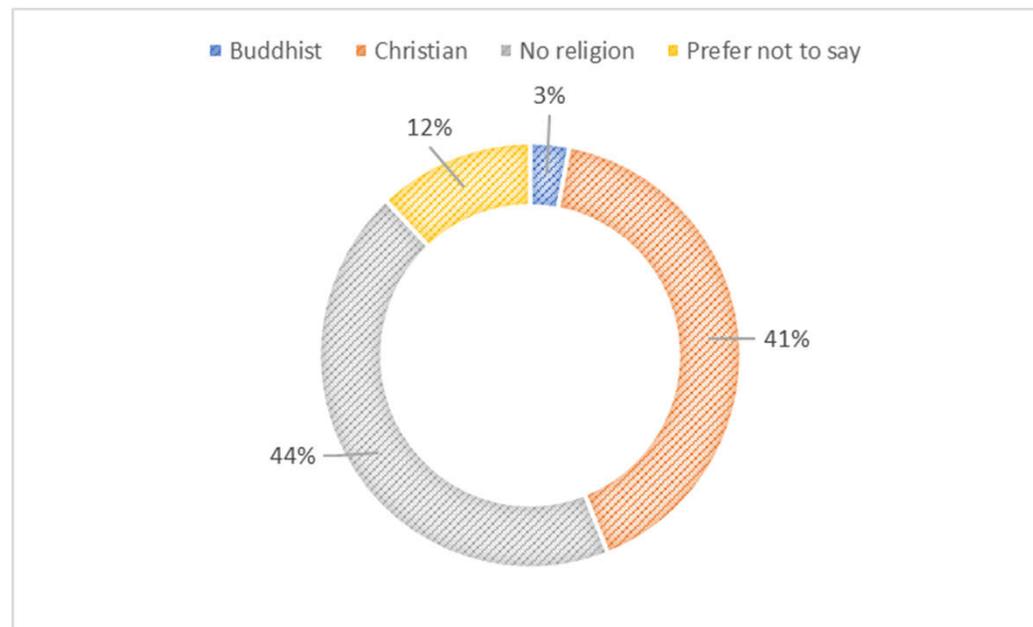
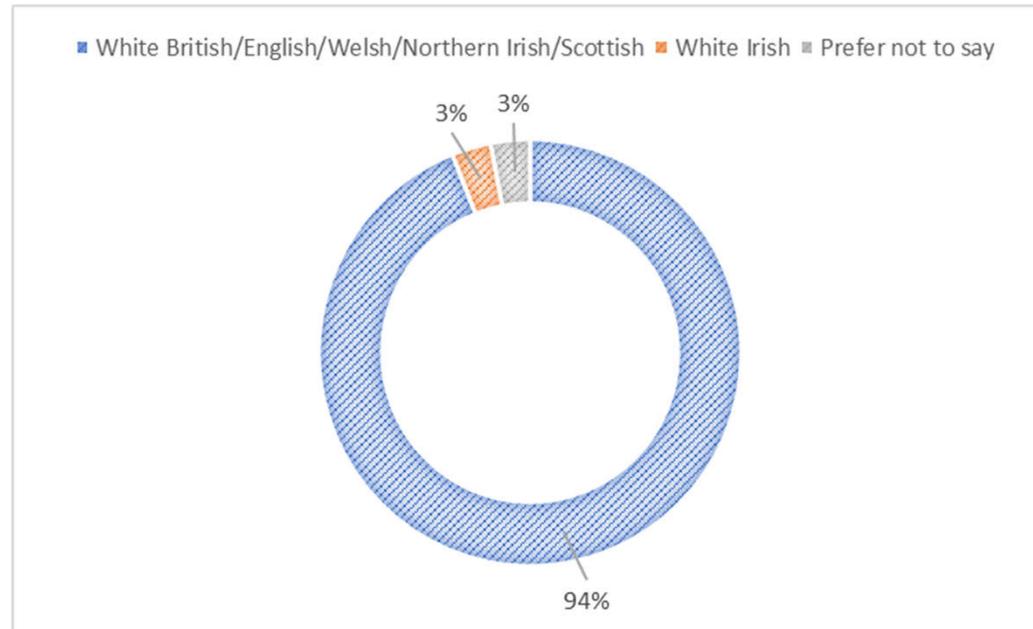
(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



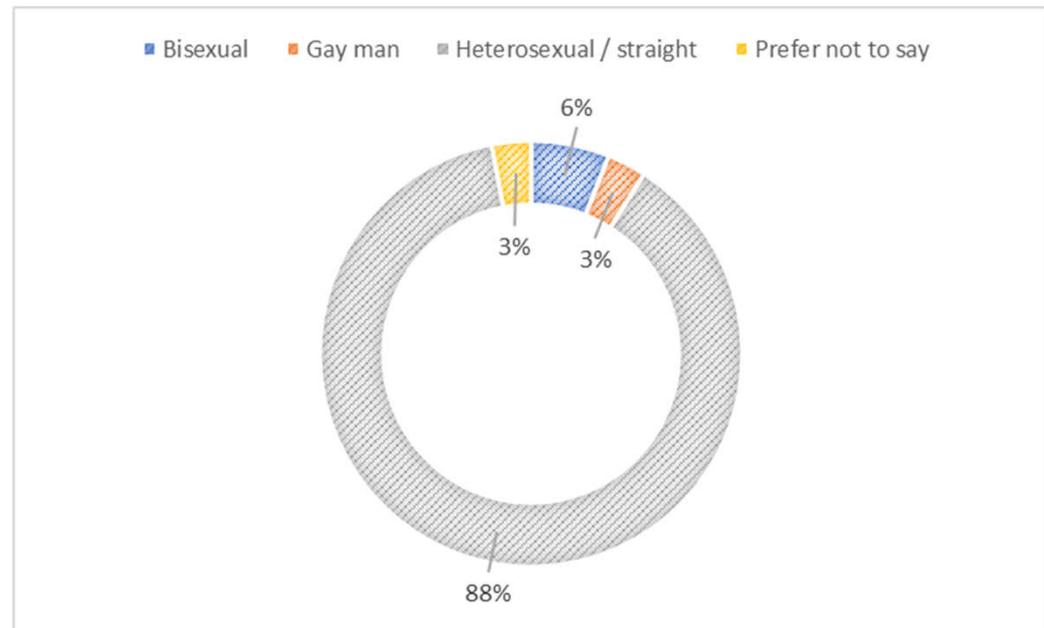
Ethnic group and Faith

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Sexual orientation

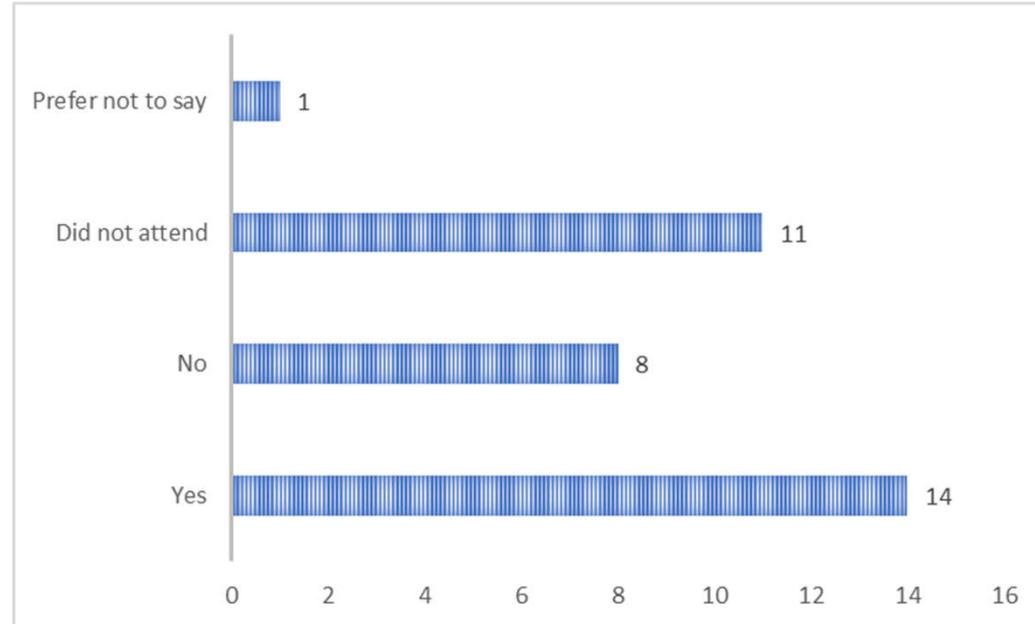


Socio-economic background

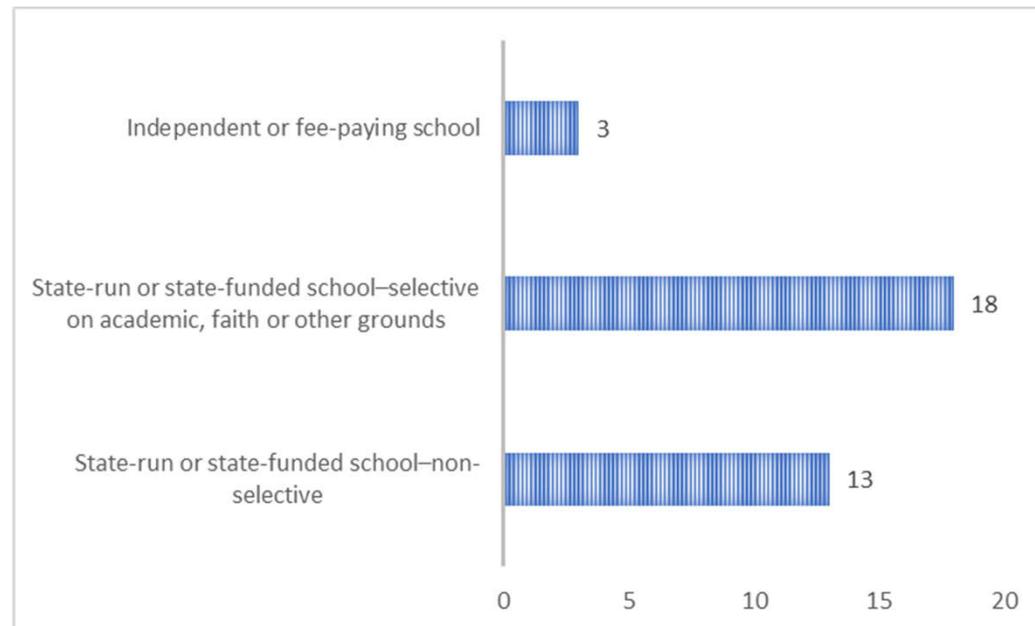
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(a) If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



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

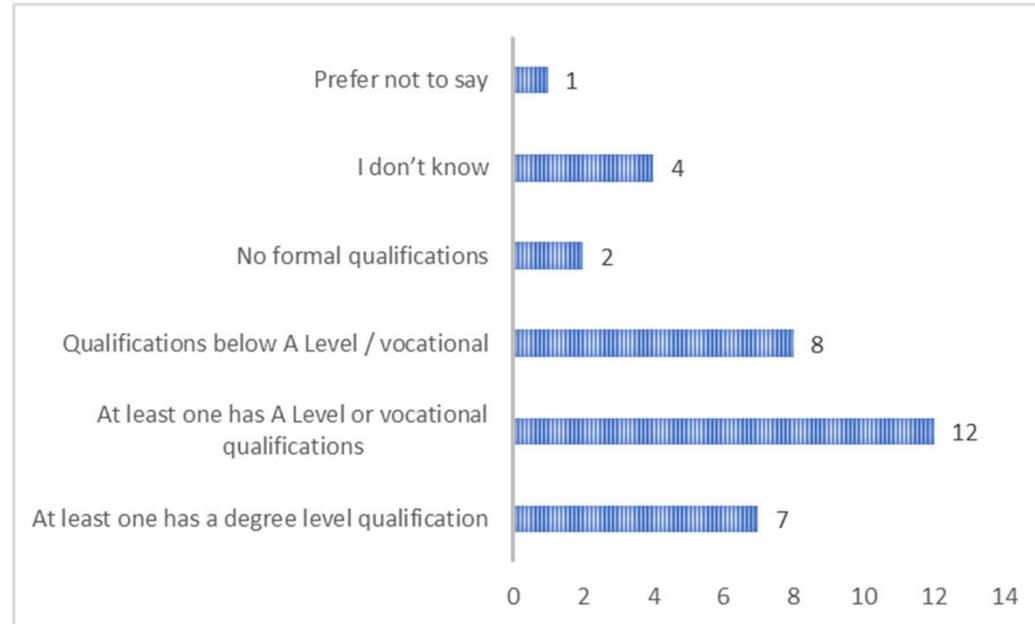


Social mobility

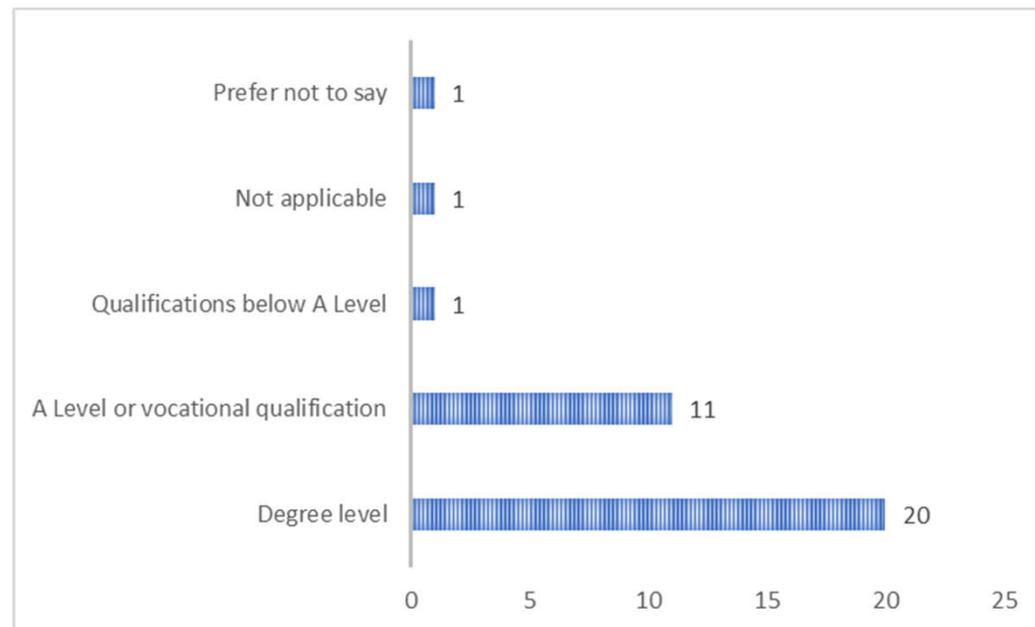
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(a) What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



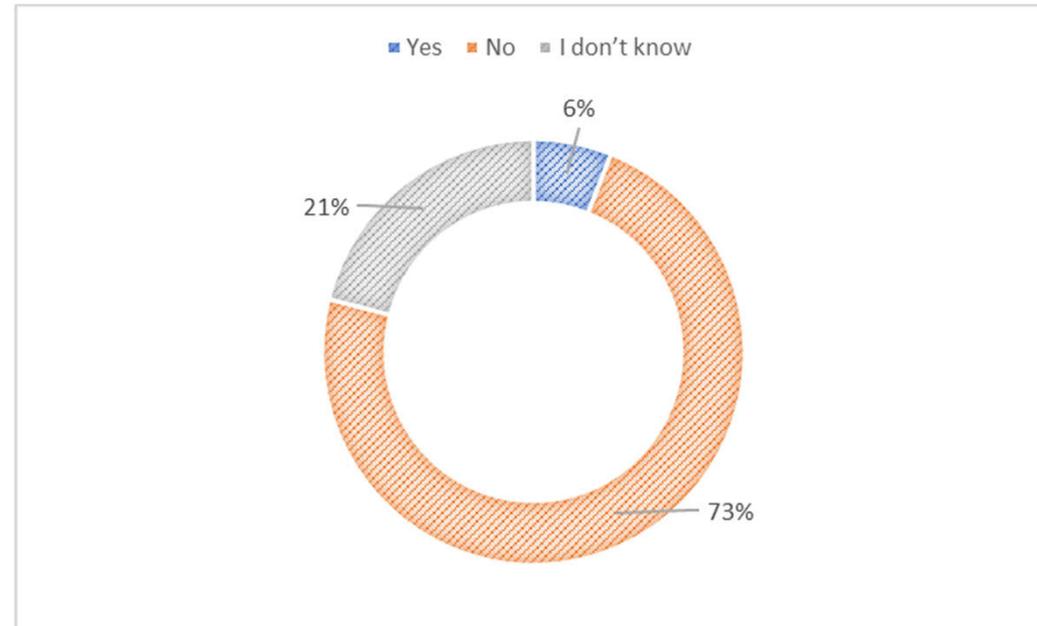
Social mobility

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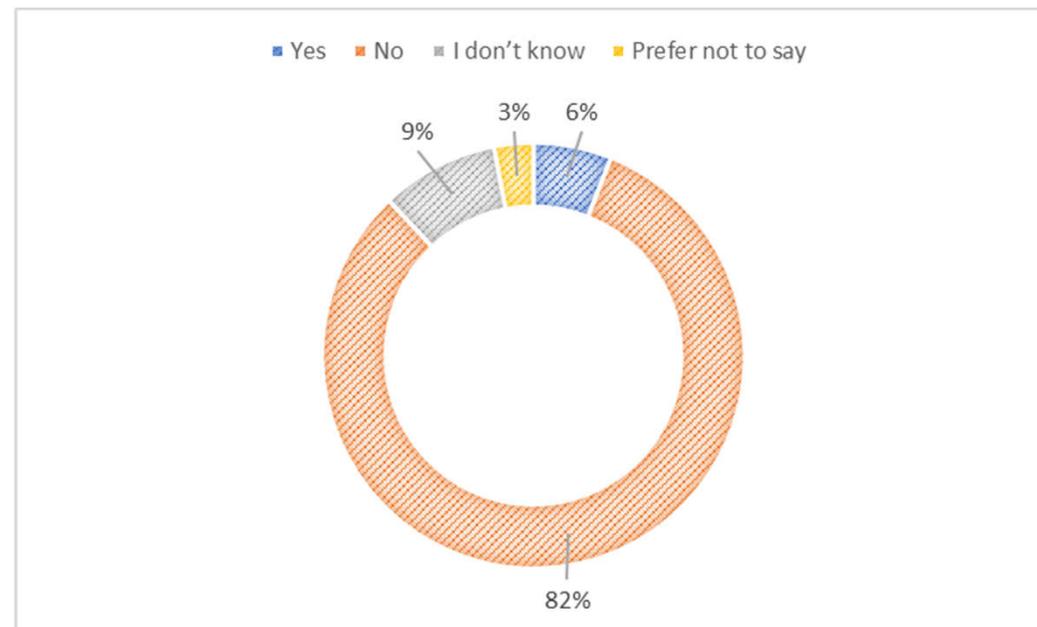
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(c) Did either (or both) of the following apply at any point during your school years?

i. Did your household receive income support?



ii. Were you entitled to free school meals?

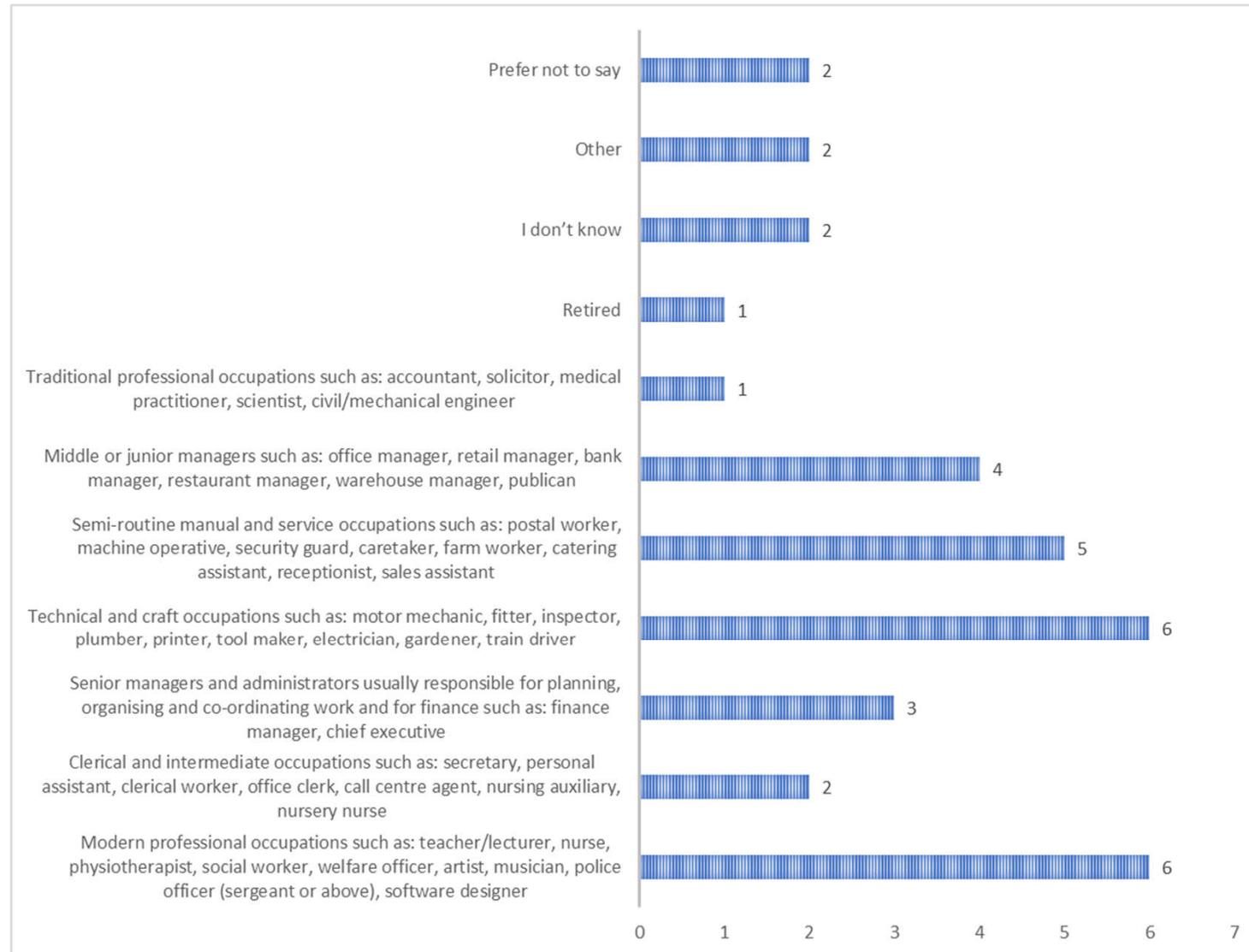


Social mobility

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(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?

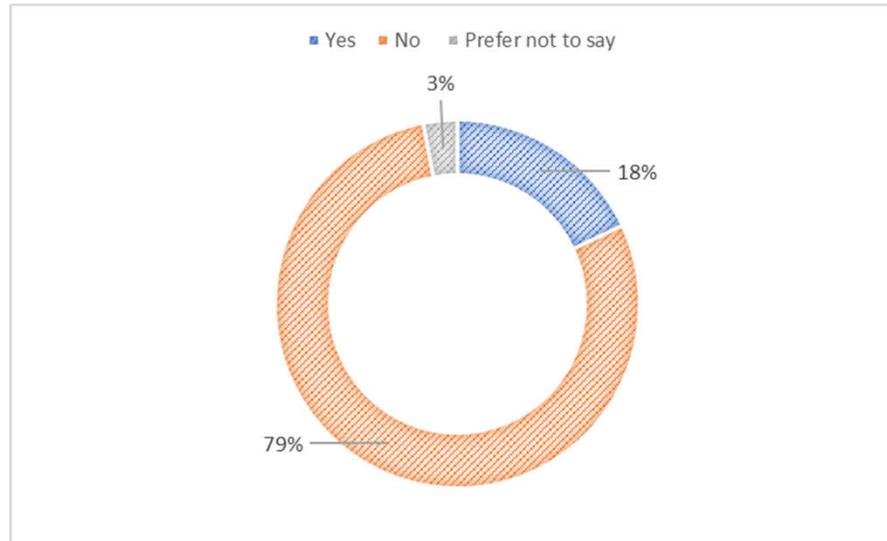


Caring responsibilities

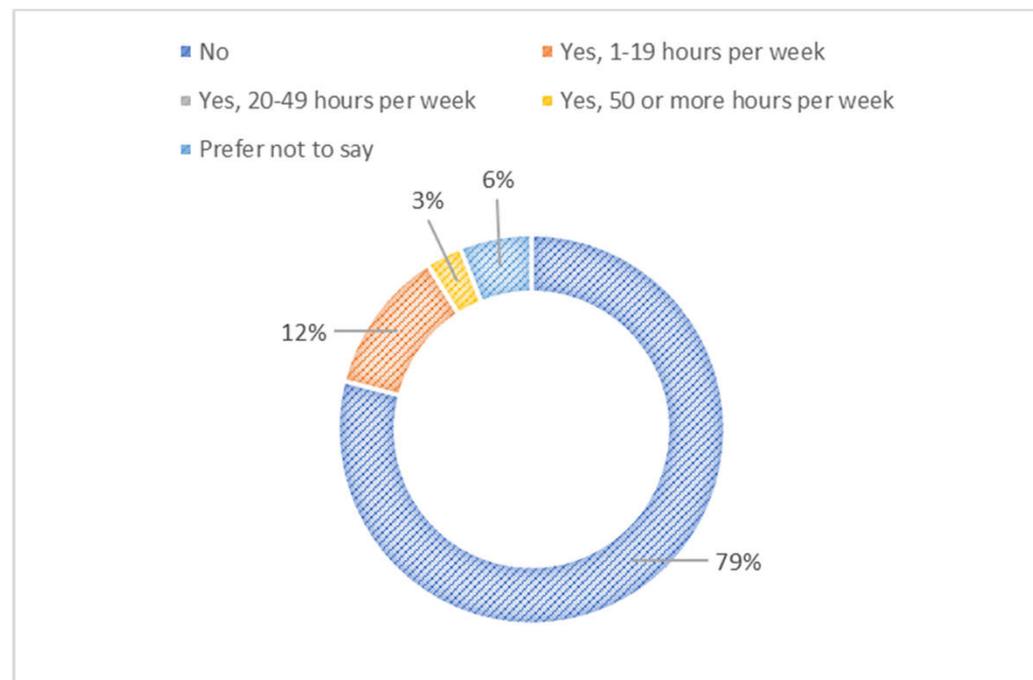
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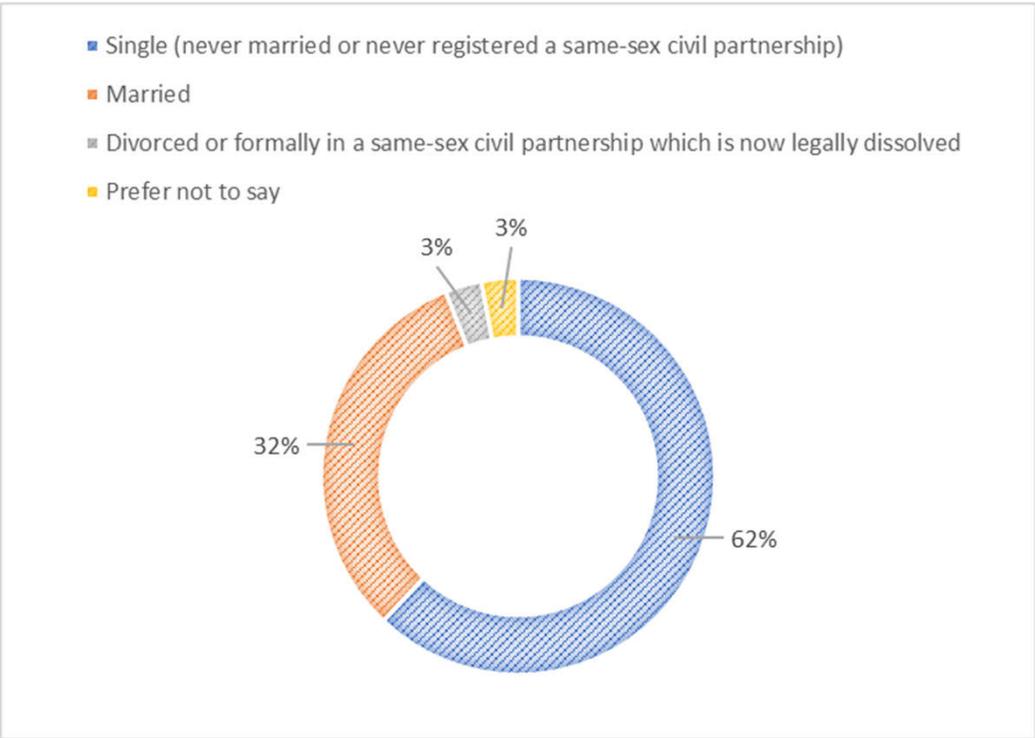
(a) Are you a primary carer for a child or children under 18?



(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, or problems related to old-age?



Marital status

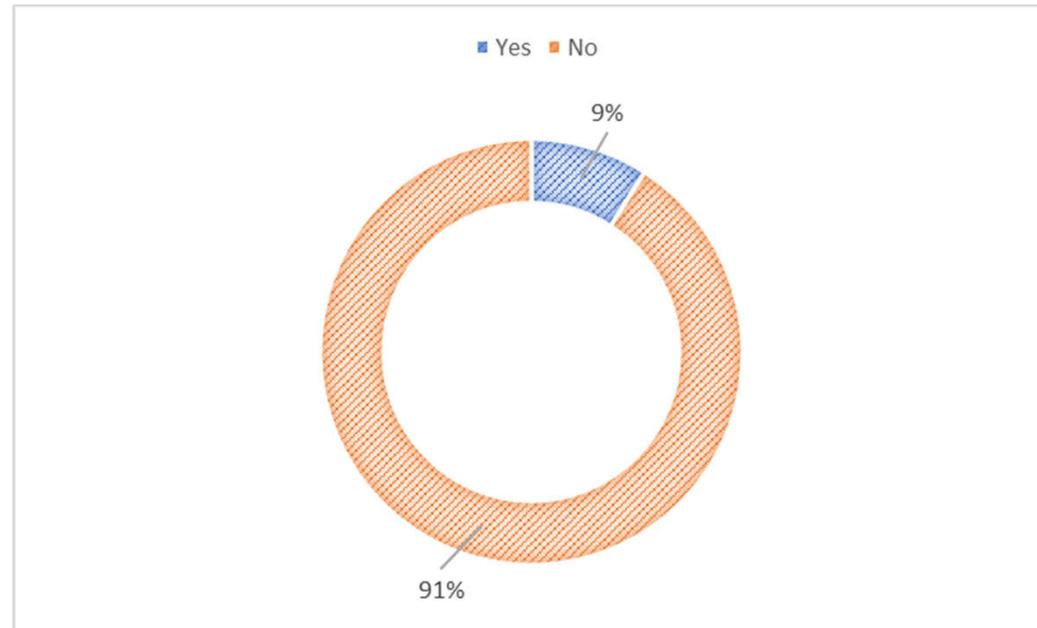


Maternity

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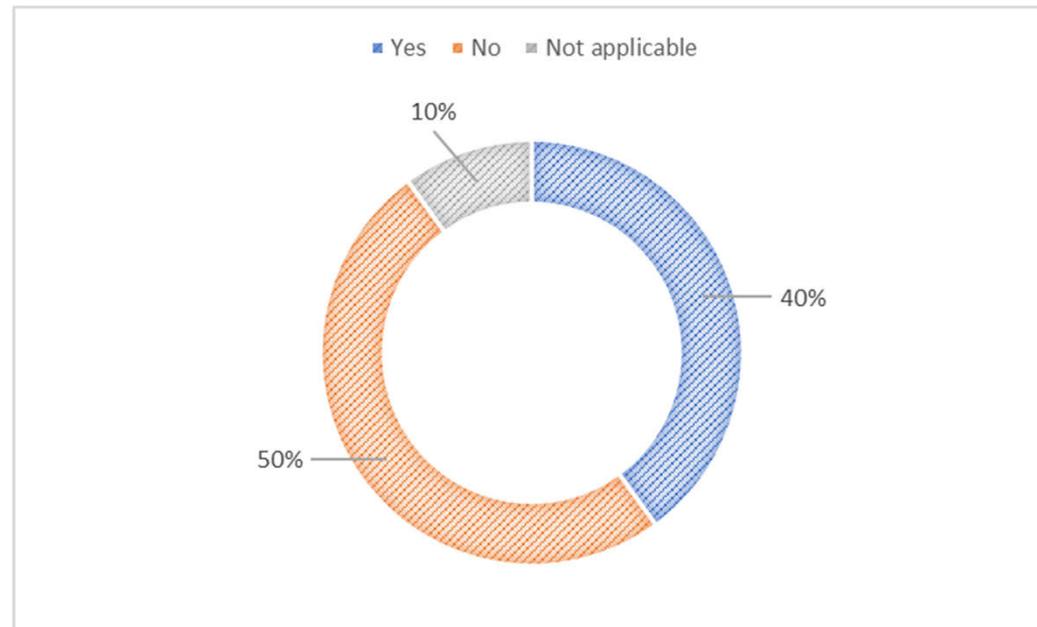
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(a) Have you taken maternity or paternity leave in the last 5 years?



(b) If yes:

i. Did you return to your current employer after the leave?

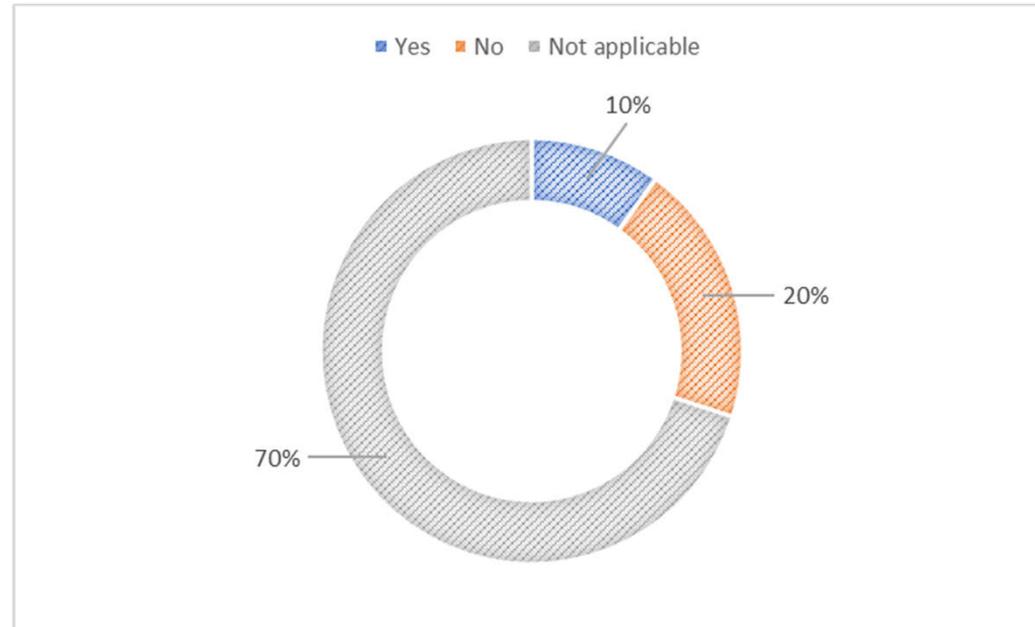


Maternity

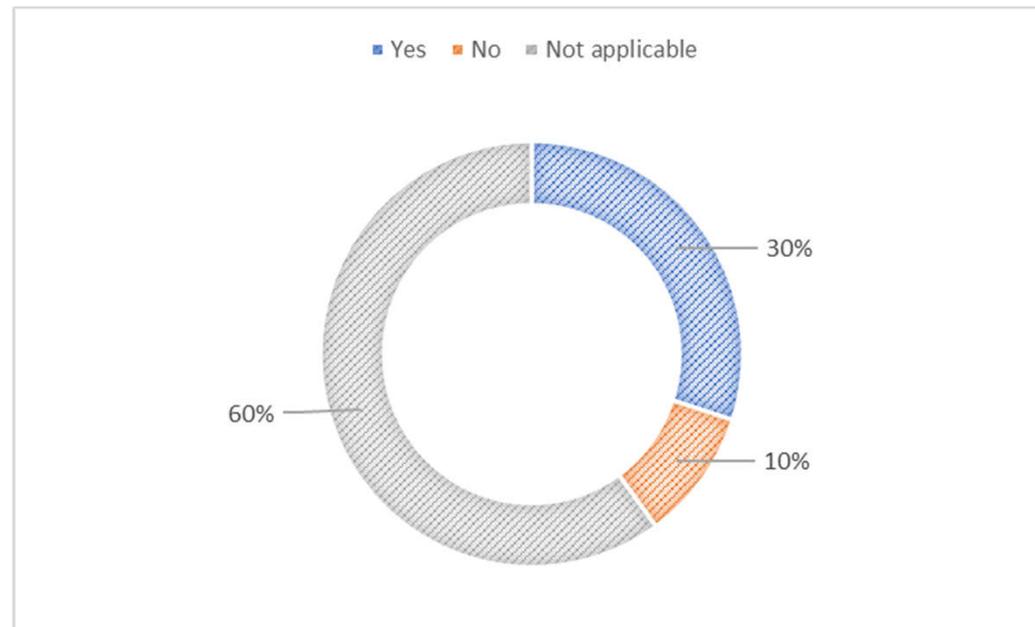
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ii. Did your current employer give you additional leave for ante-natal appointments?



iii. Has your employer offered you flexible working arrangements?



Maternity

iv. Has the ability to work from home been an important aide in your return to work?

