



CHAVEREYS

CHARTERED ACCOUNTANTS

ICAEW Workplace Diversity
Survey Results

March 2025



The Survey...

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

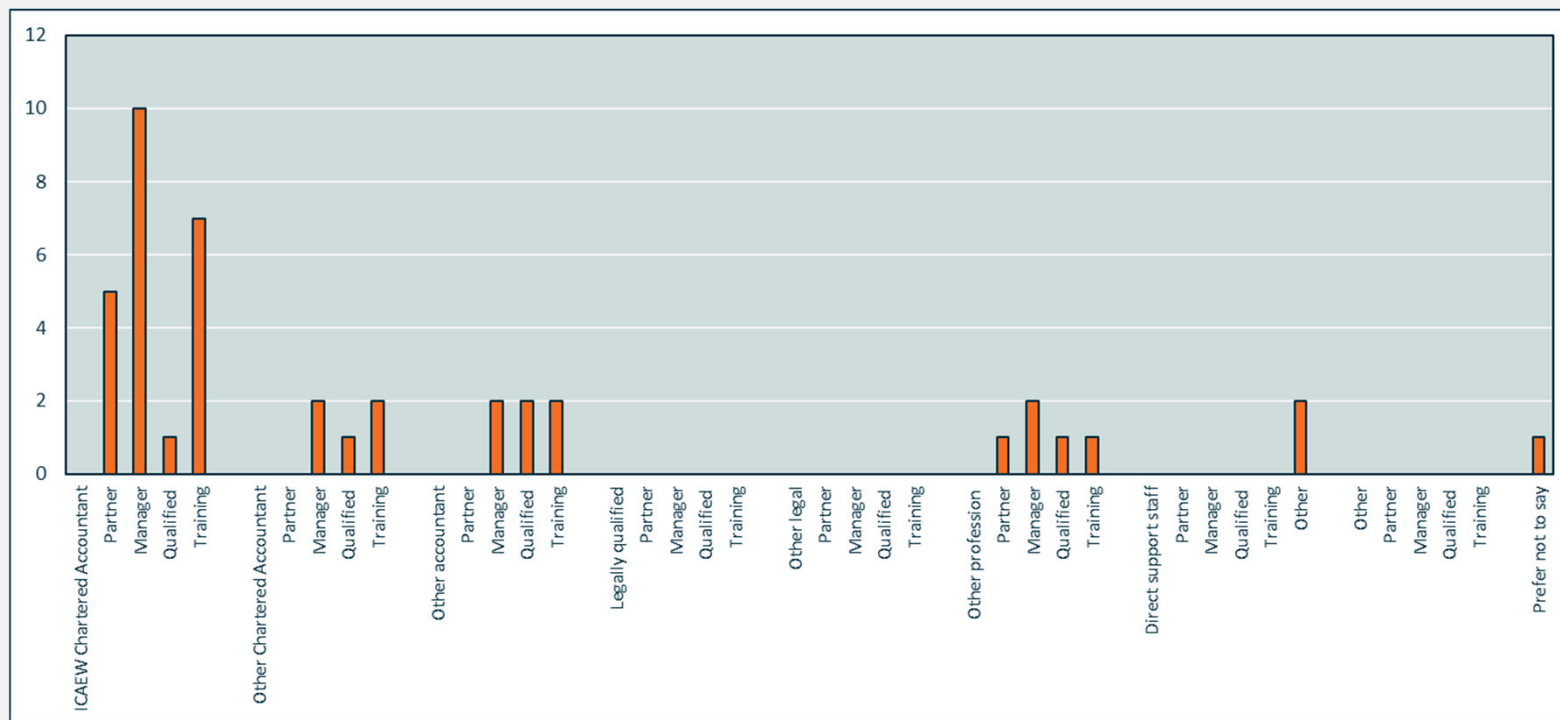
42 members of our team (74%) completed the 2025 survey set by the ICAEW.

An anonymised summary of the results of this survey can be found below.



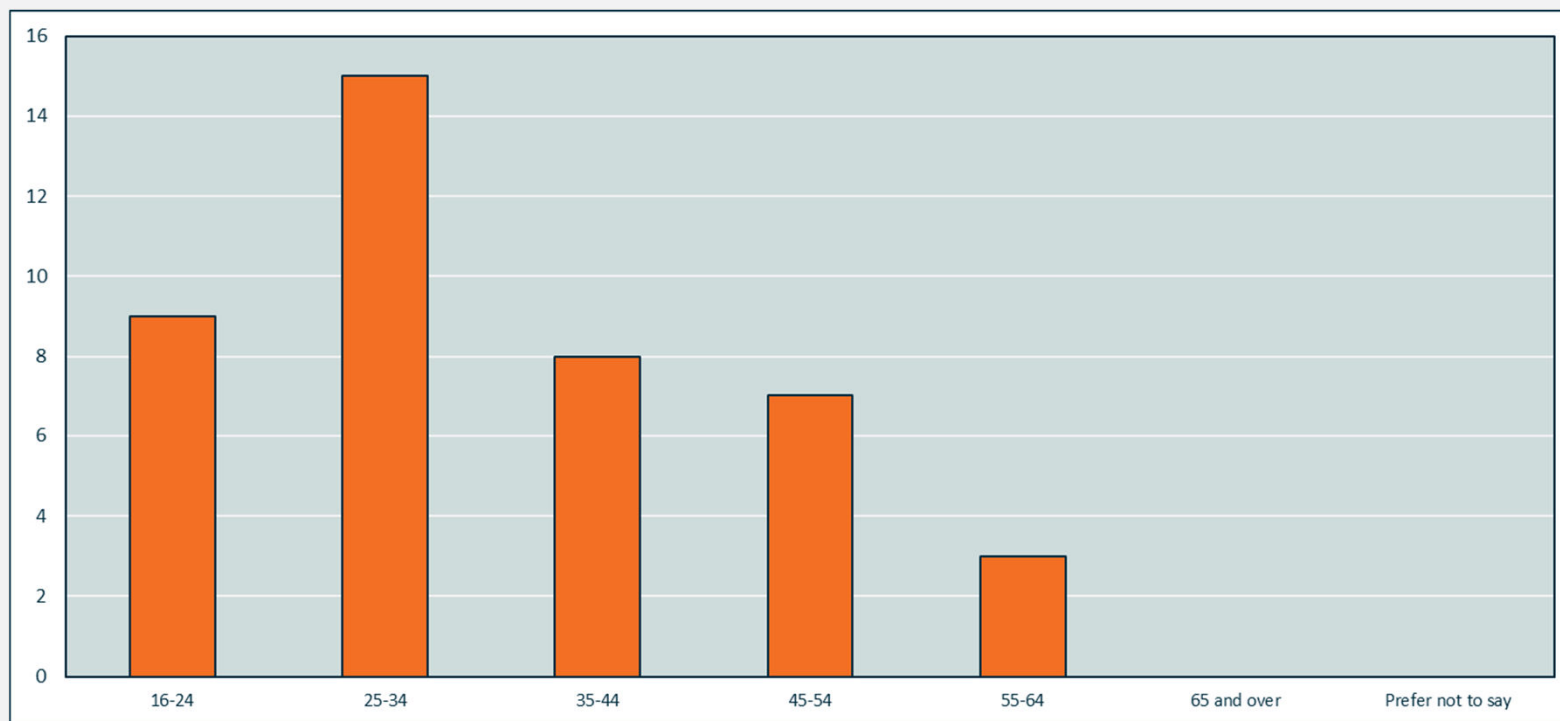
About you...

Which category of role best describes your position in the firm?



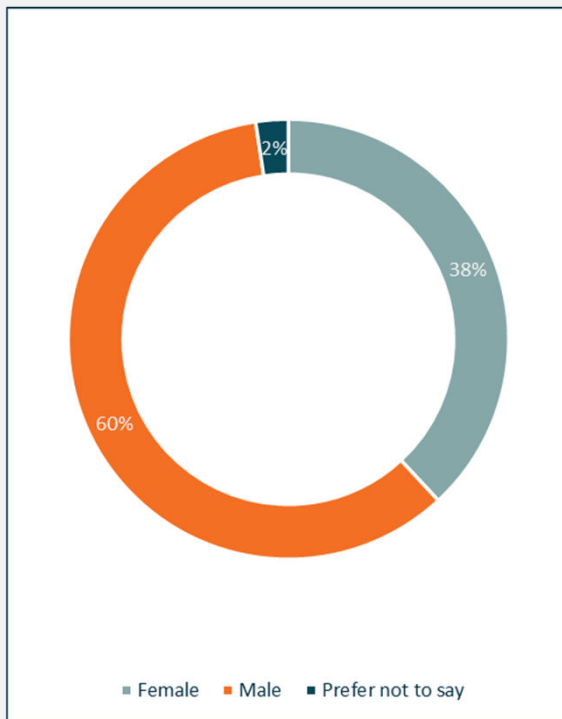
Age...

Current age in years.

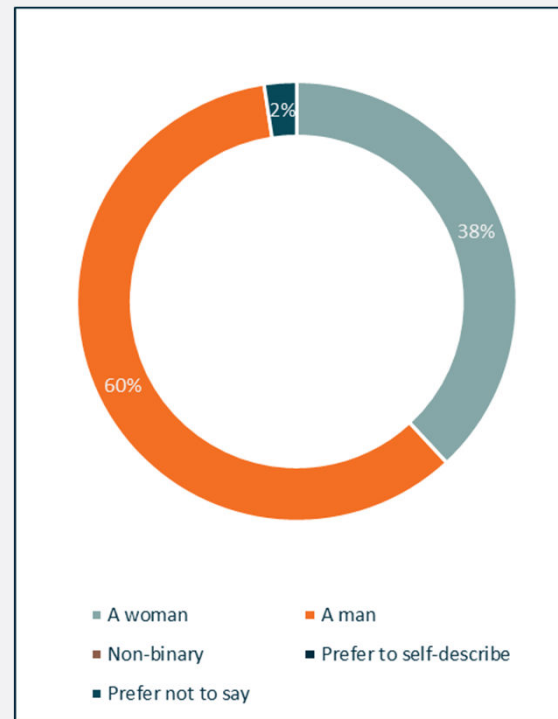


Sex and Gender...

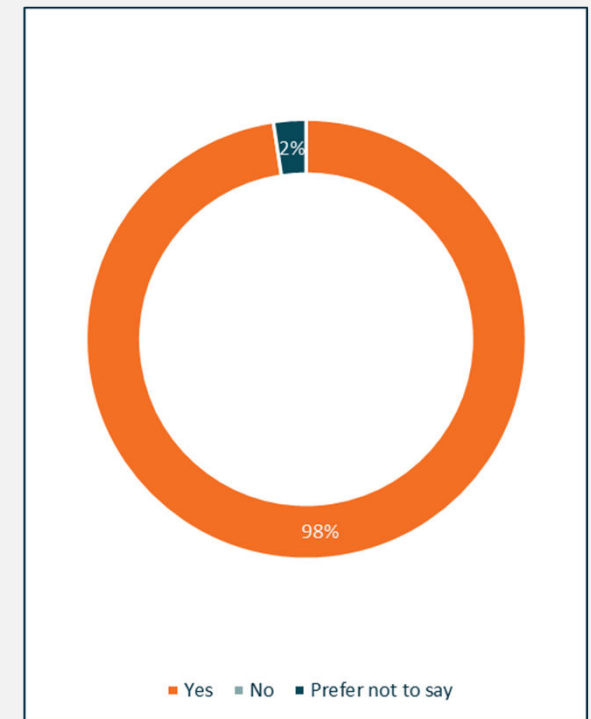
What is your sex registered at birth?



Which gender do you identify with?

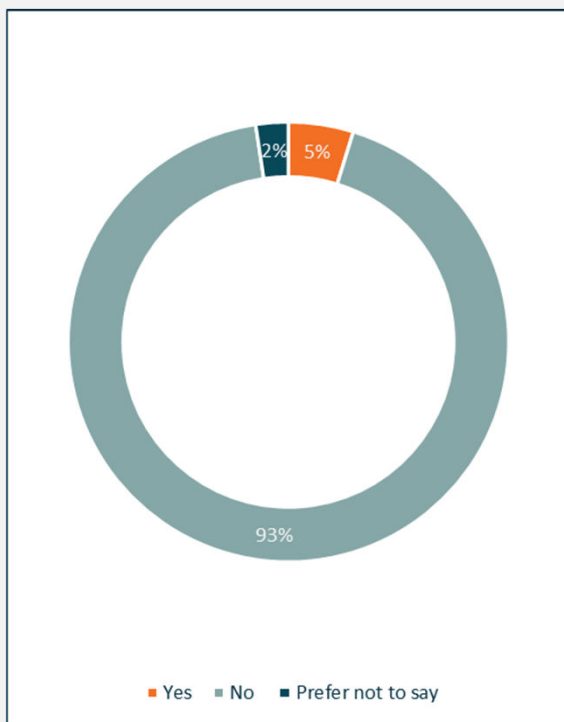


Is the gender you identify with the same as your sex registered at birth?

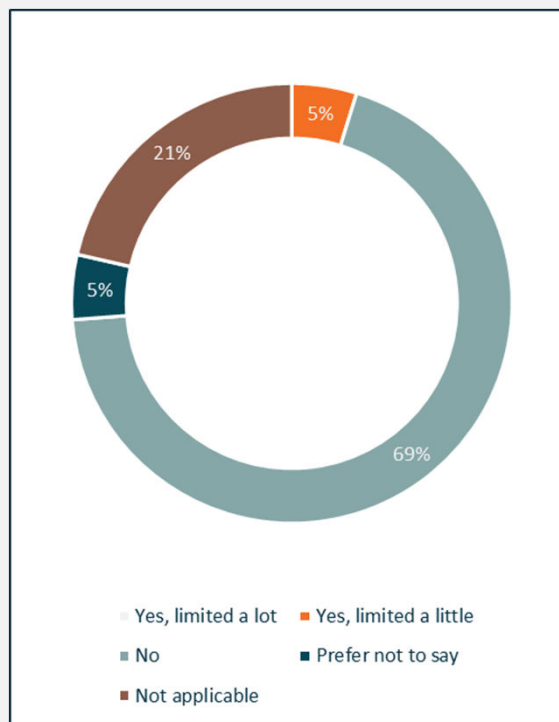


Disability...

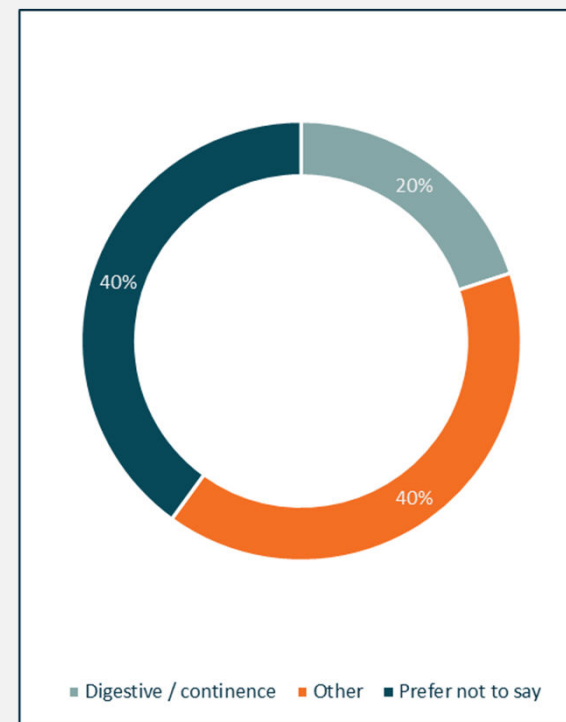
Do you consider yourself to have a disability according to the definition in the Equality Act?



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?

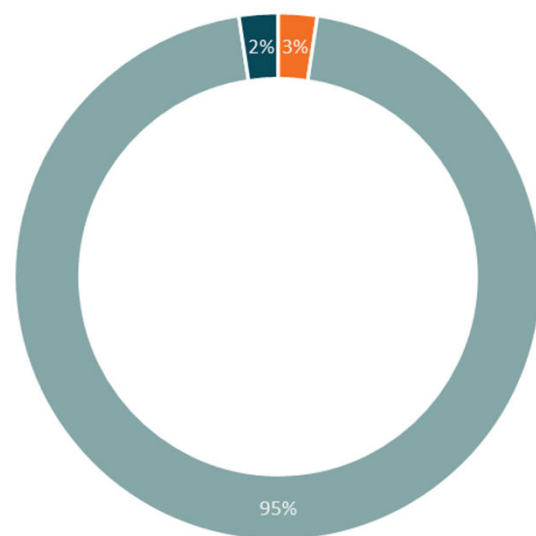


If you have answered "Yes" to any of the previous two questions, please identify which of the below health problems or disabilities apply?



Ethnic group...

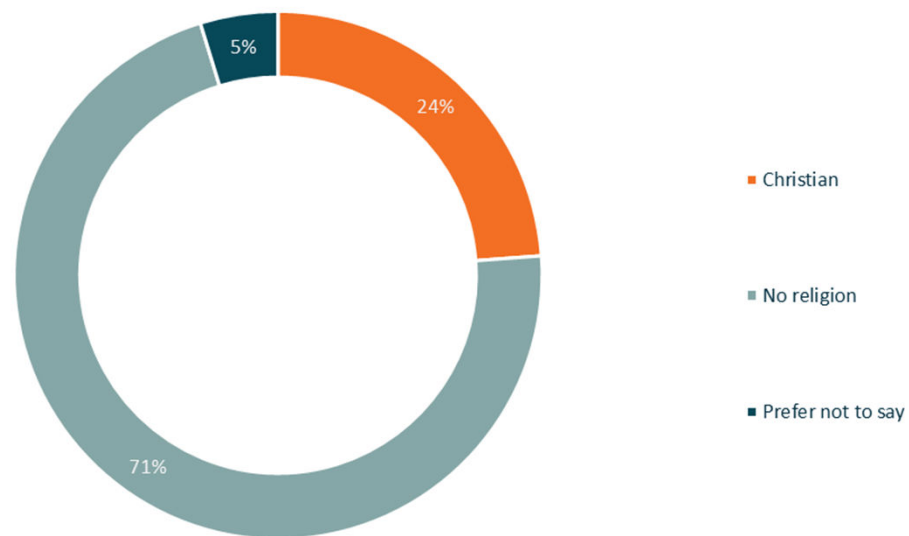
What is your ethnic group?



- White and Asian
- British/English/Welsh/Northern Irish/Scottish
- Prefer not to say

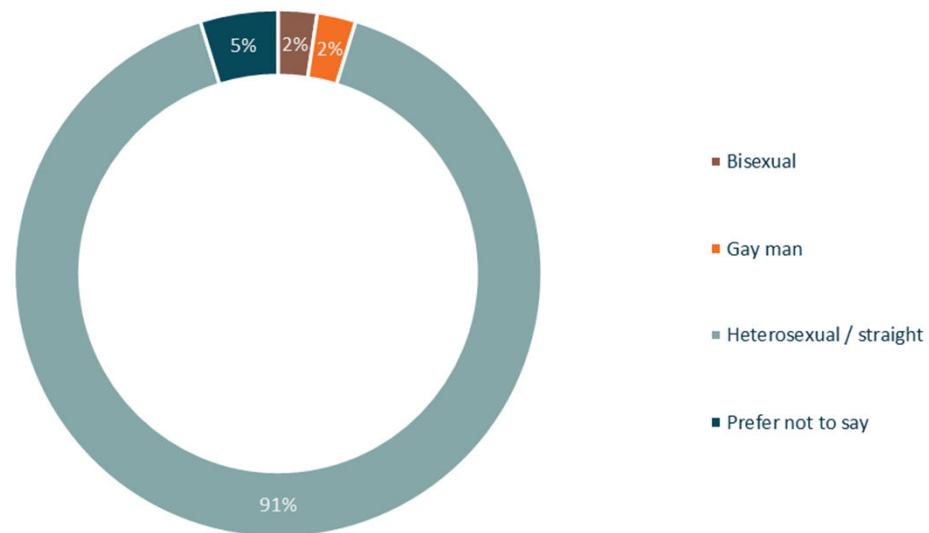
Faith...

What is your religion or belief?



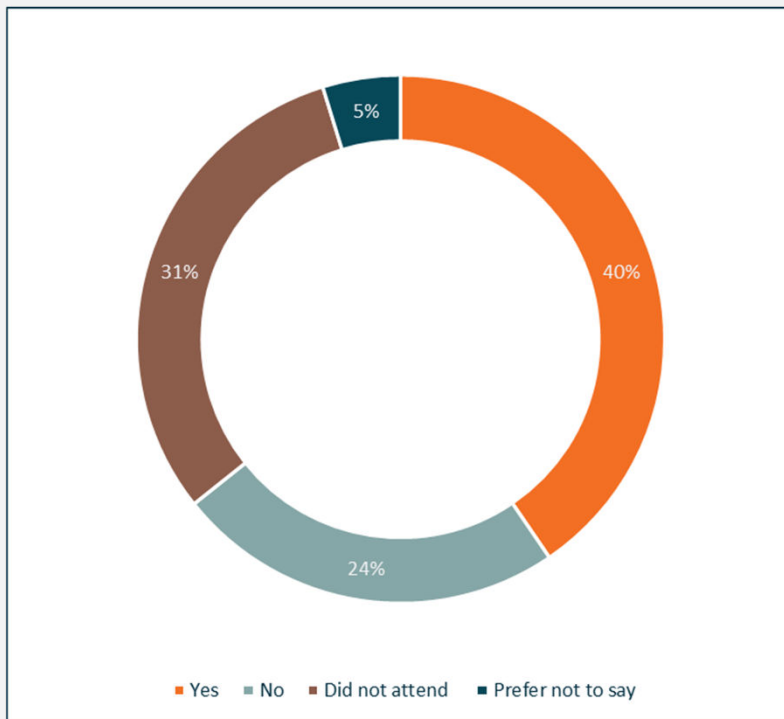
Sexual orientation...

What is your sexual orientation?

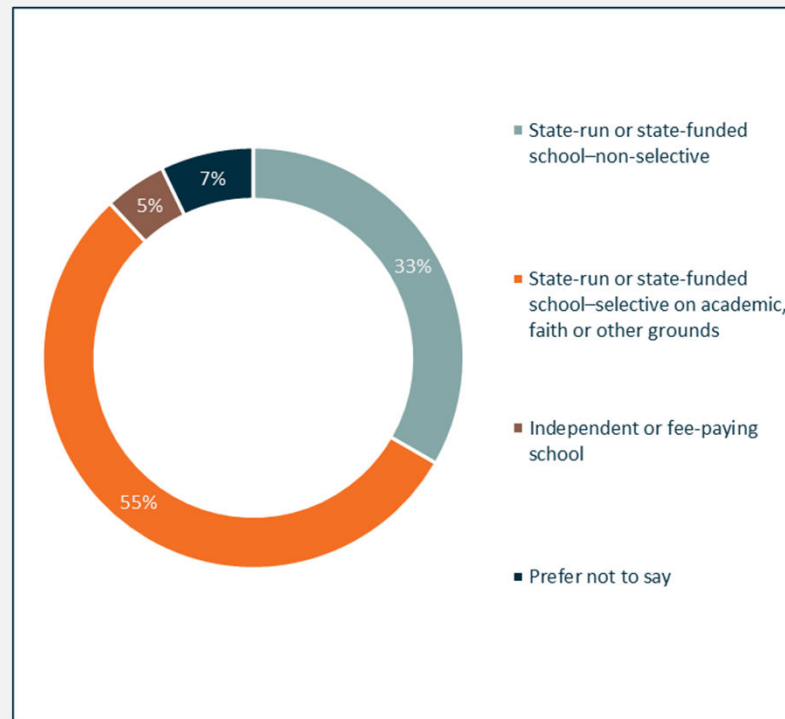


Socio-economic background...

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?

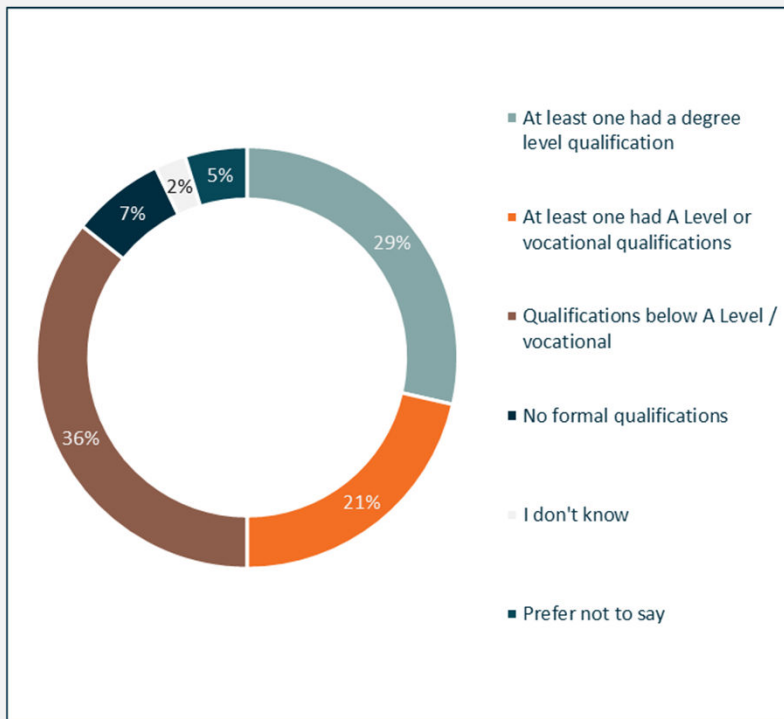


What type of school did you mainly attend between the ages of 11 and 16?

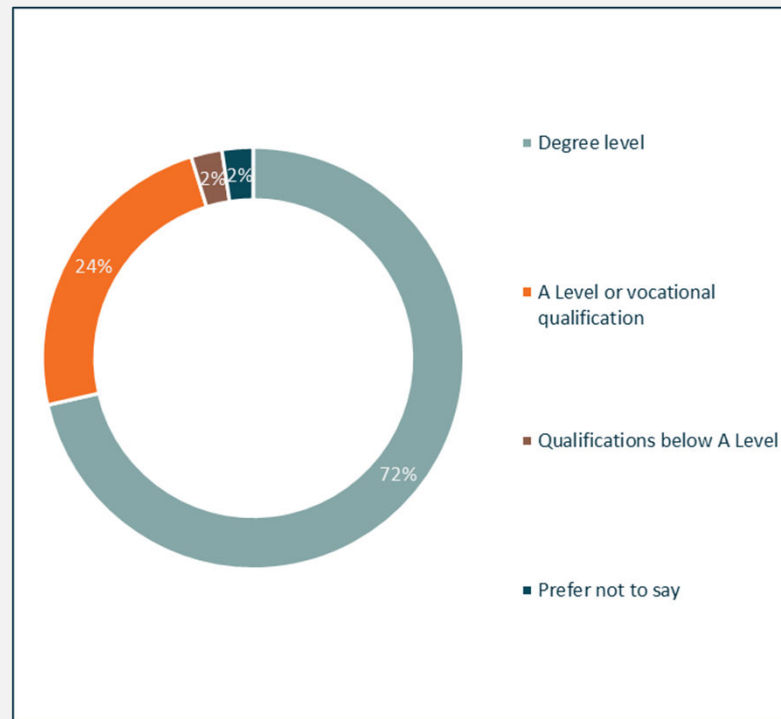


Social mobility...

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



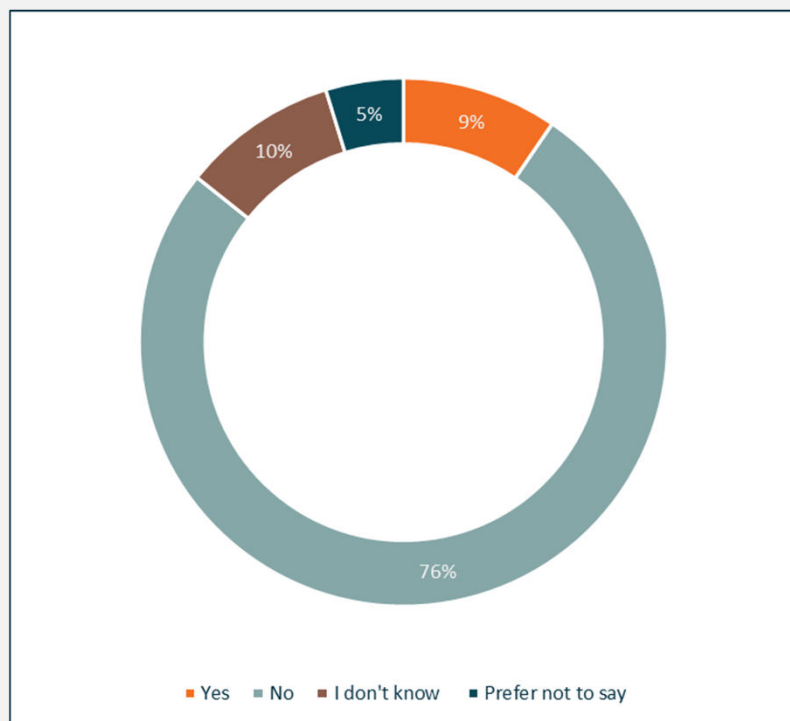
What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



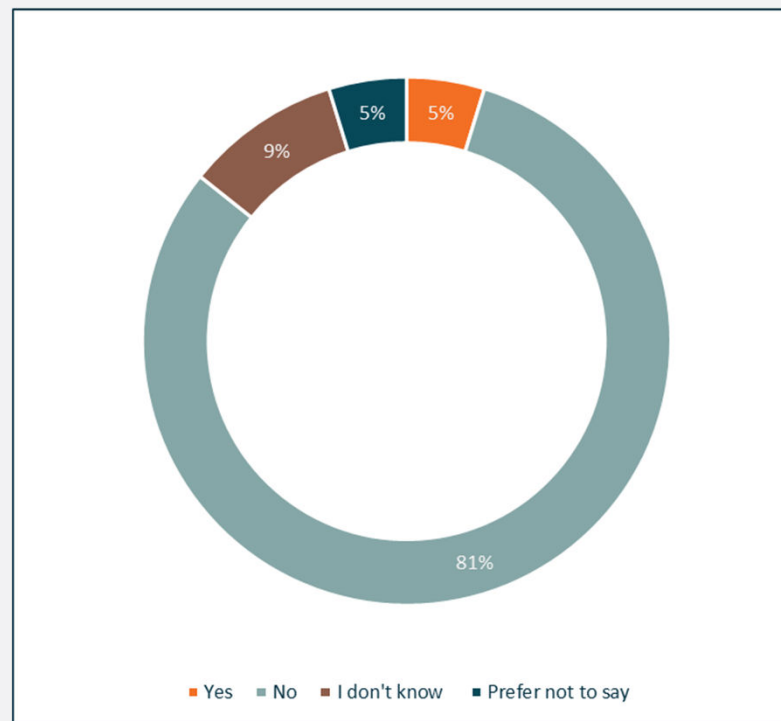
Social mobility...

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

Did your household receive income support?

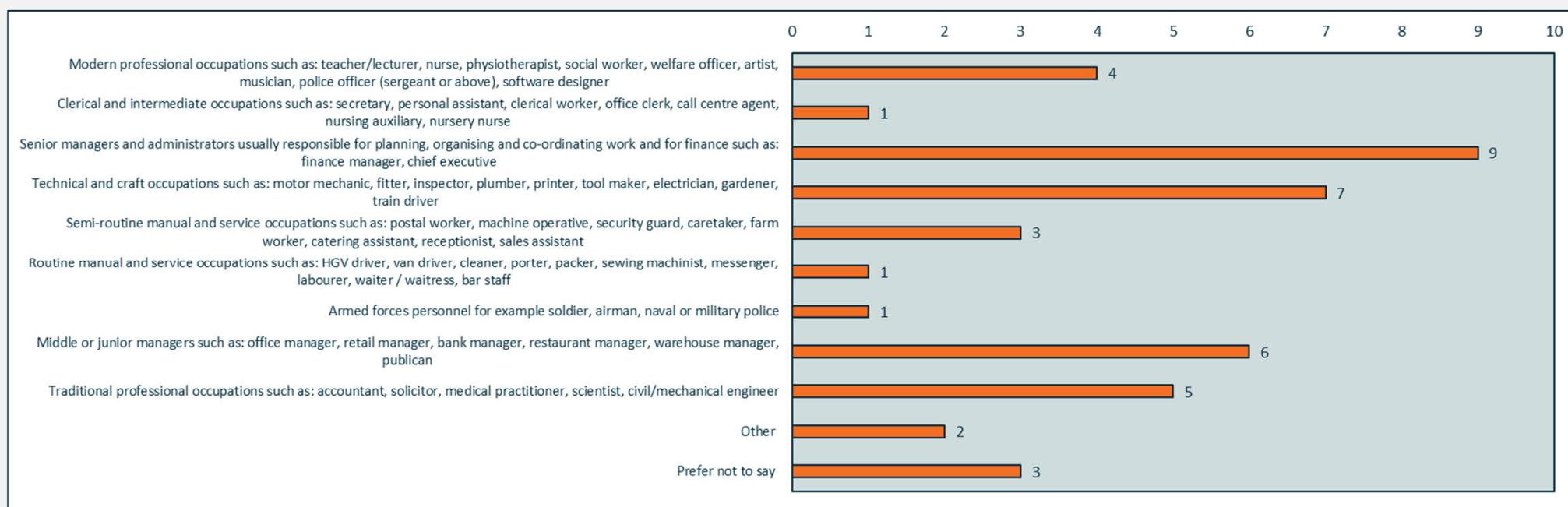


Were you entitled to free school meals?



Social mobility...

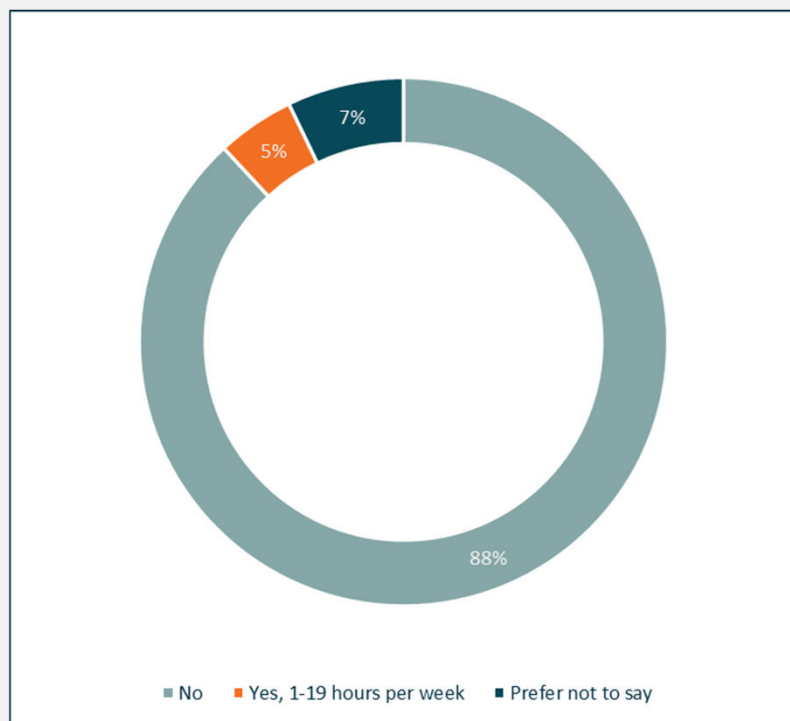
Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?



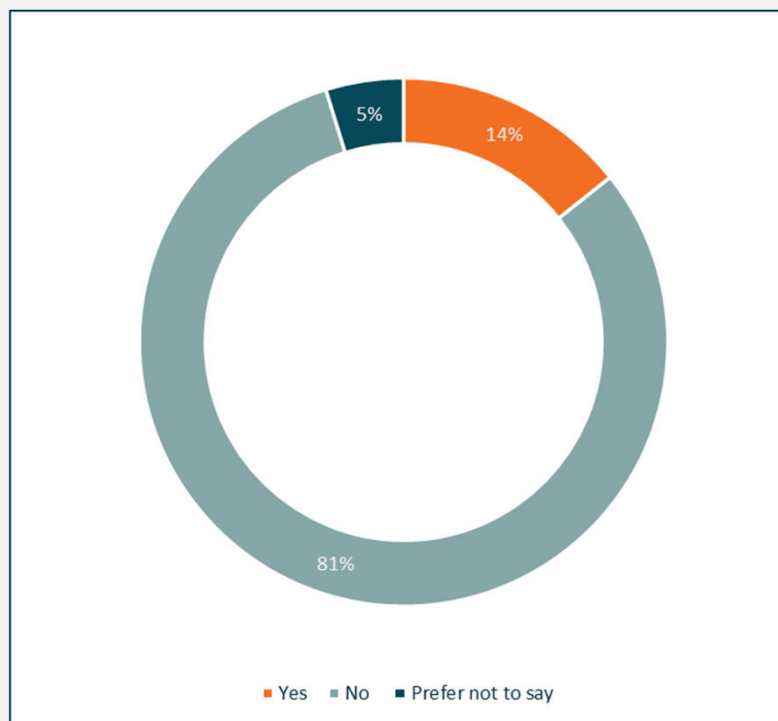
Caring responsibilities...

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?

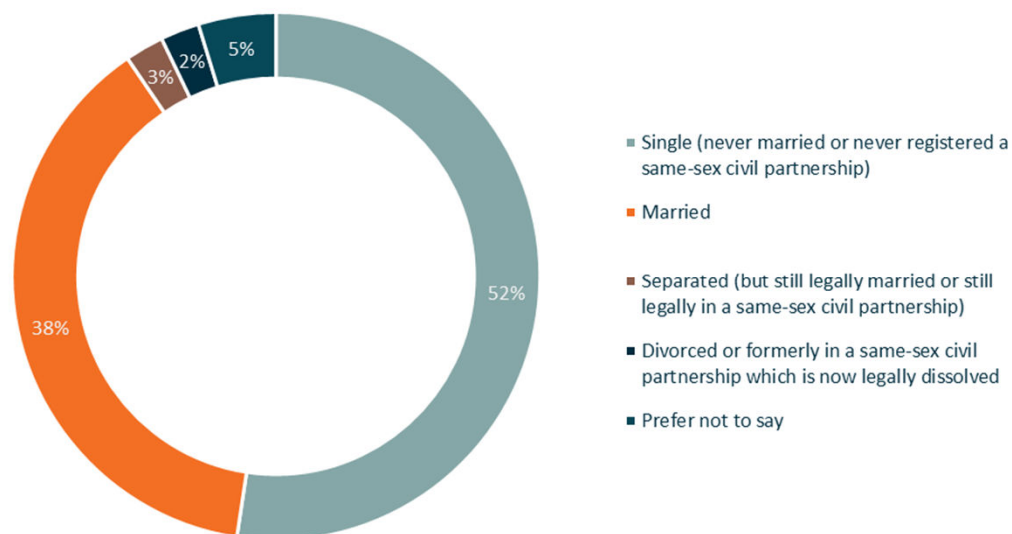


Are you a primary carer for a child or children under 18?



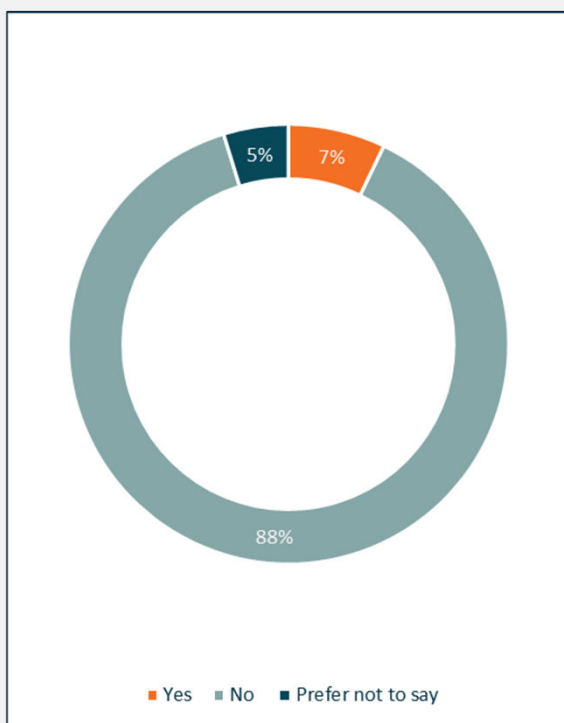
Marital status...

What is your marital or civil partnership status?

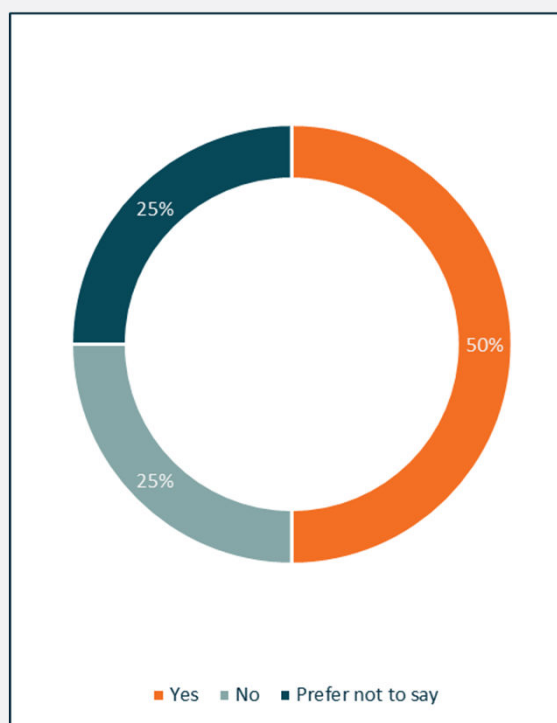


Parental leave...

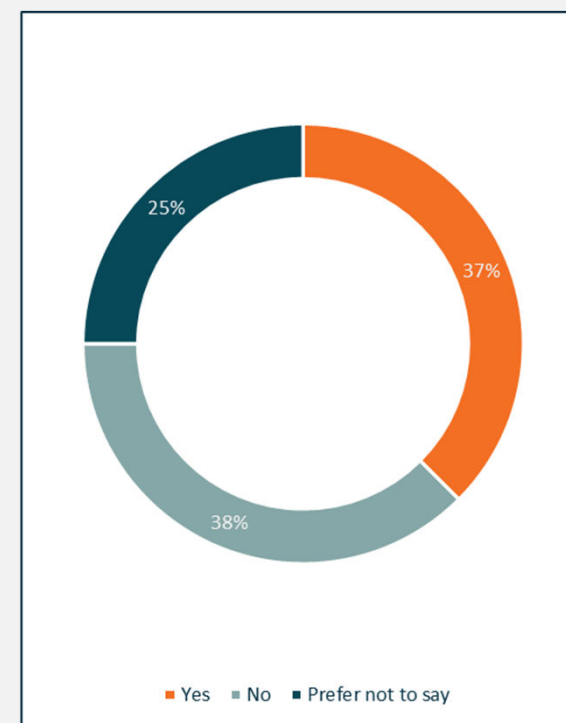
Have you taken maternity or paternity leave in the last 5 years?



If yes: Did you return to the same employer after the leave?

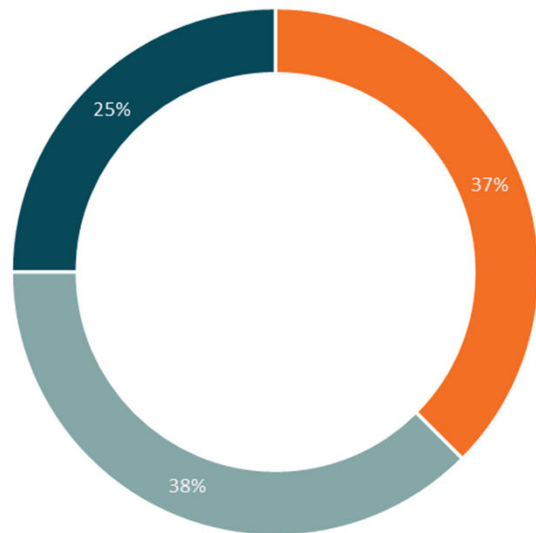


If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



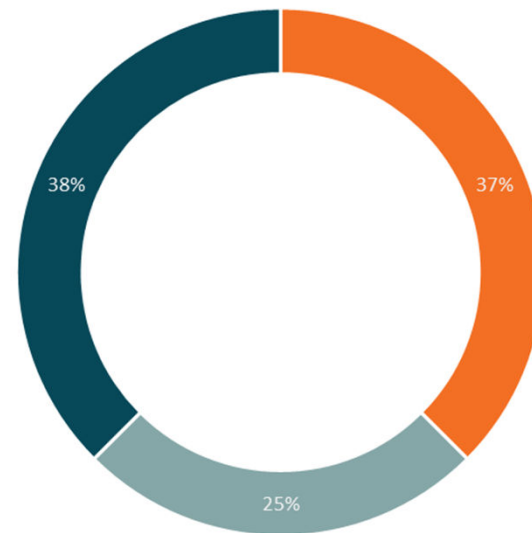
Parental leave...

If yes: Did your employer offer you flexible working arrangements when you returned?



■ Yes ■ No ■ Prefer not to say

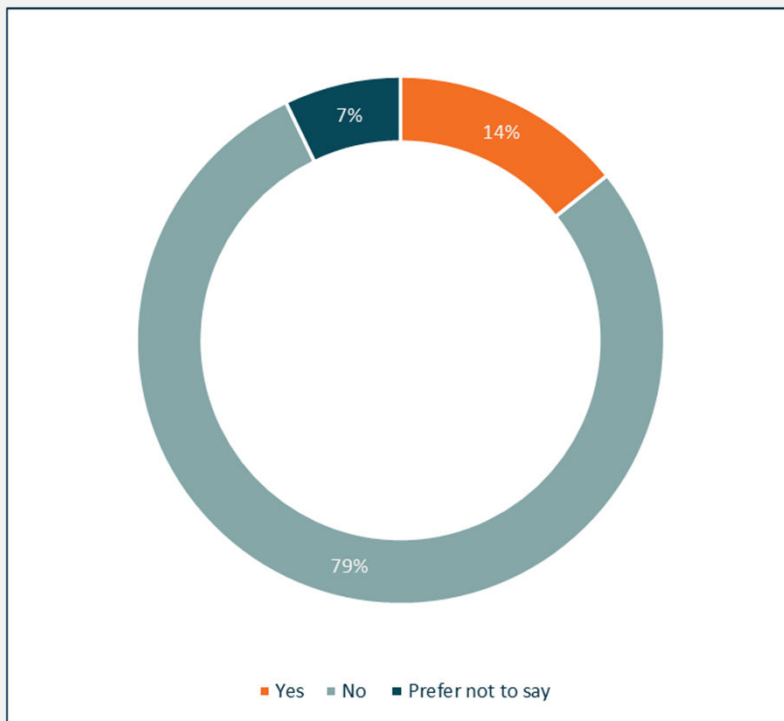
If yes: Has the ability to work from home been an important aid in your return to work?



■ Yes ■ No ■ Prefer not to say

Neurodiversity...

Do you consider yourself to be neurodivergent?
You can select "Yes" without having a formal diagnosis



If yes: Have you shared information about your neurodivergence with your employer?

