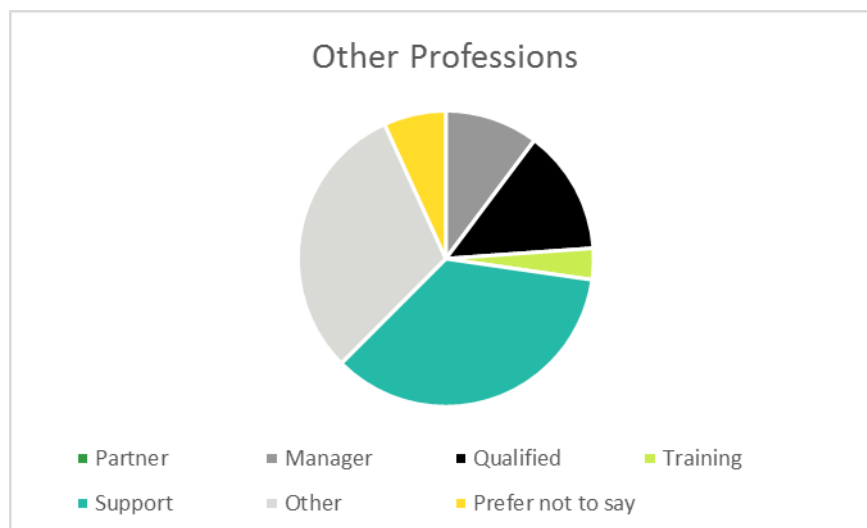
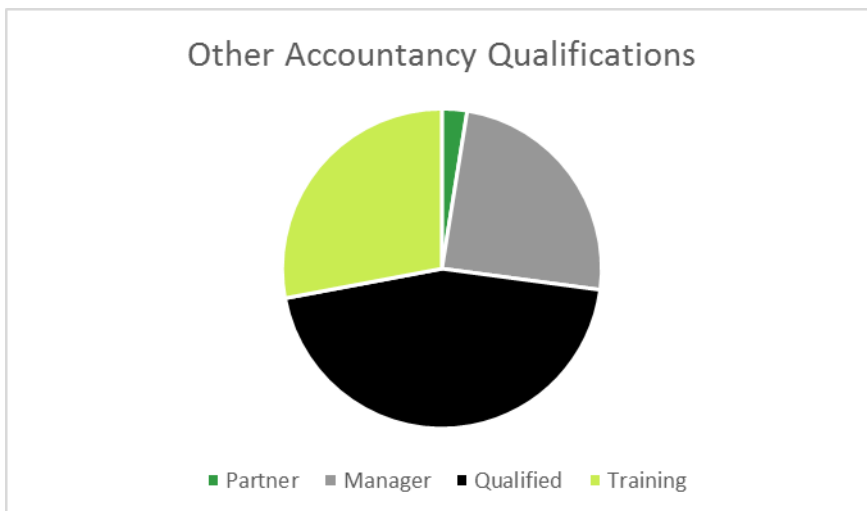
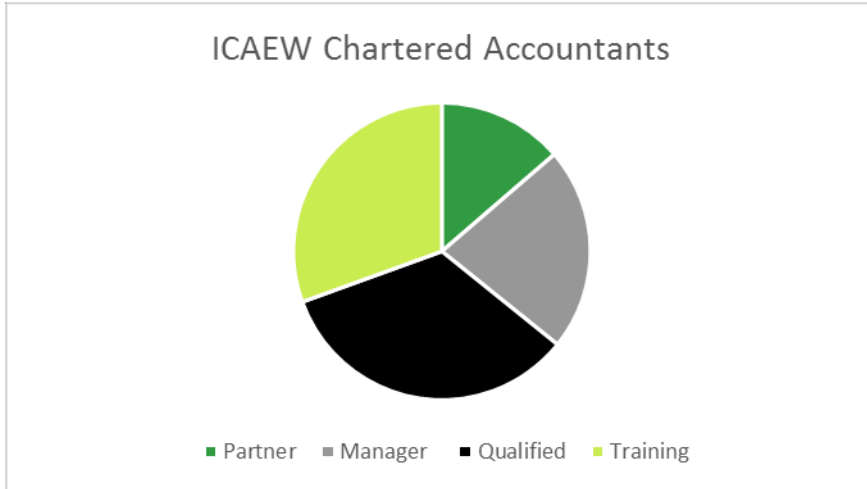
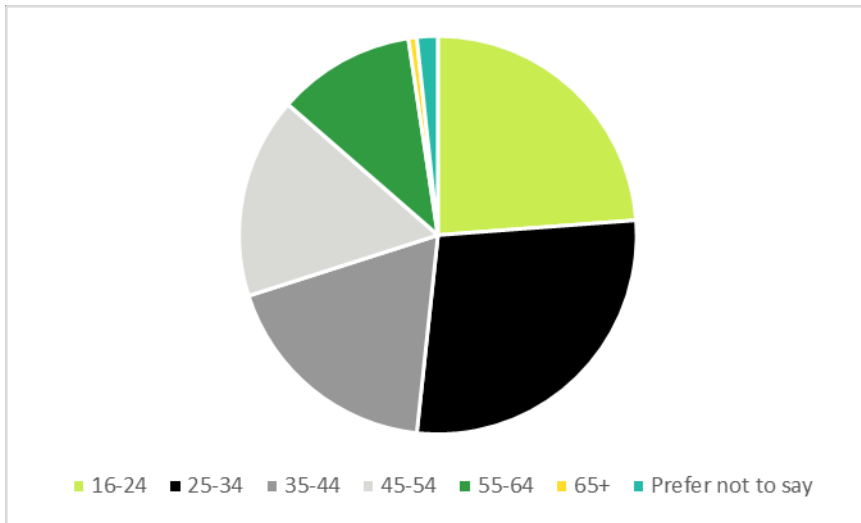


**Larking Gowen LLP  
ICAEW Probate Diversity Questionnaire**

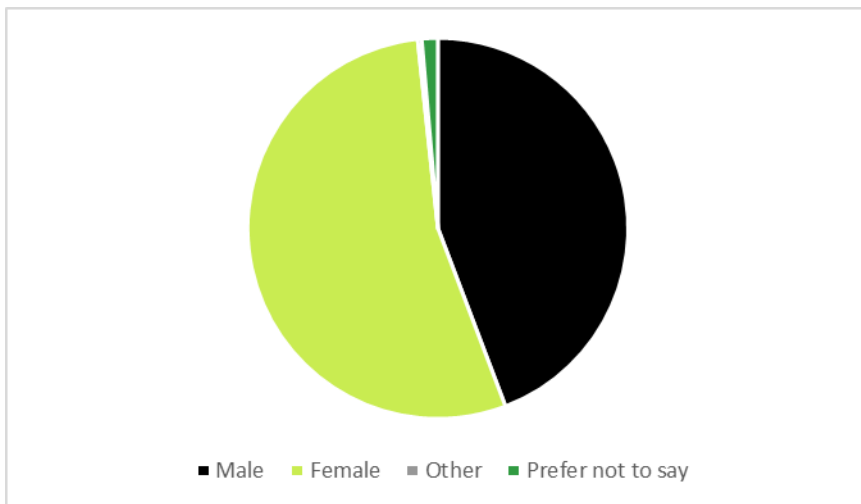
**1. Job Role**



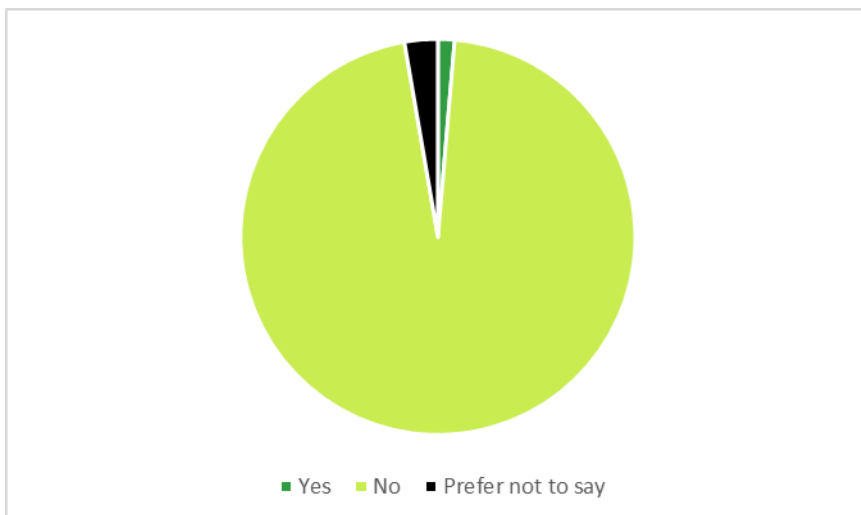
**2. Age Range**



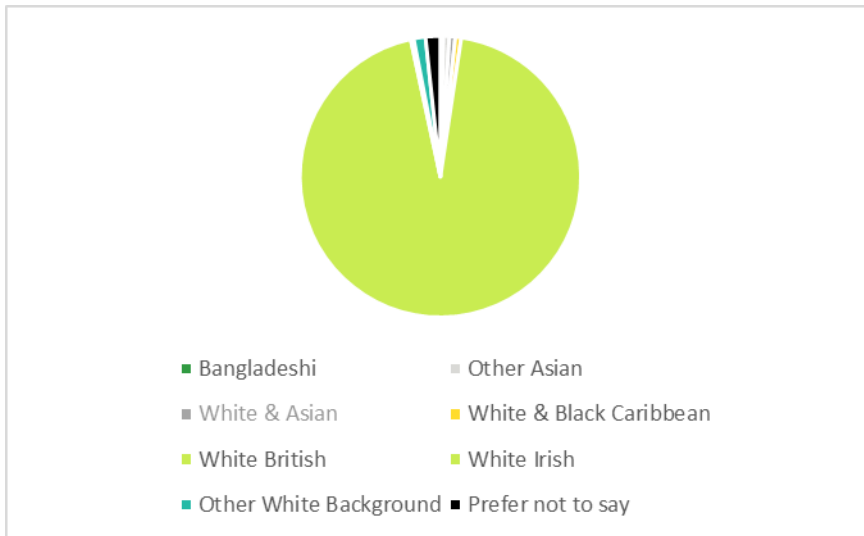
**3. Gender**



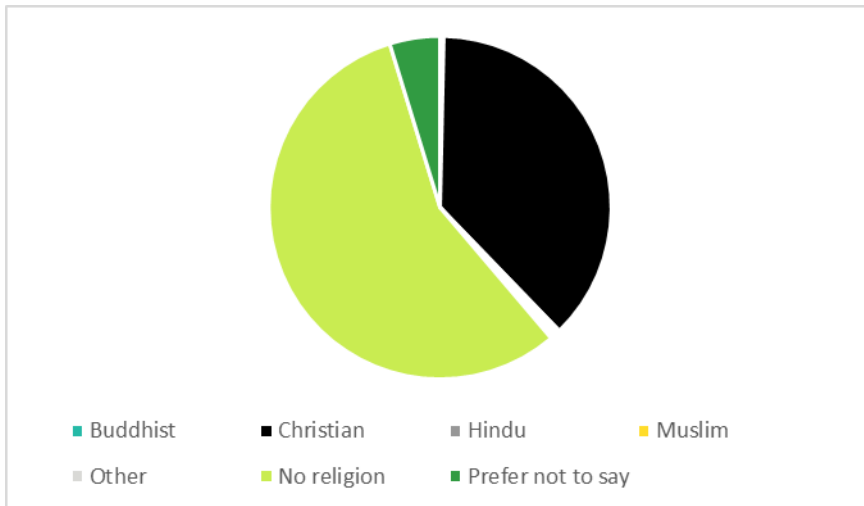
**4. Disability**



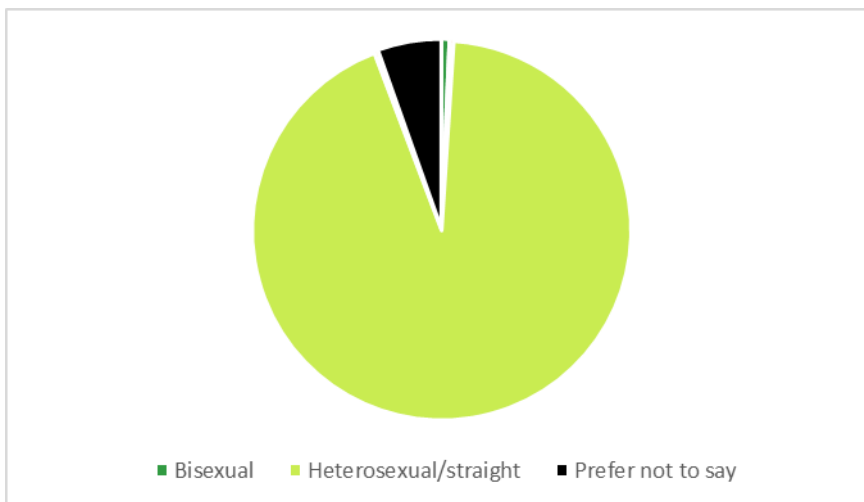
**5. Ethnic Origin**



**6. Faith**

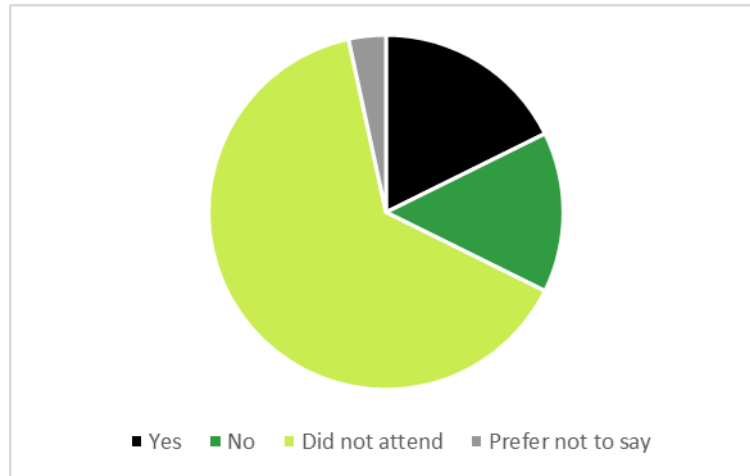


**7. Sexual Orientation**

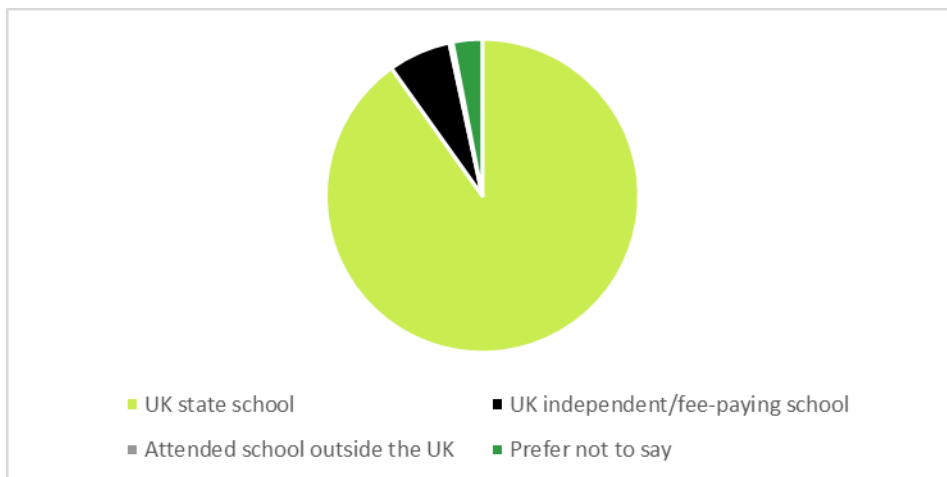


**8. Socio-Economic Background**

*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?*

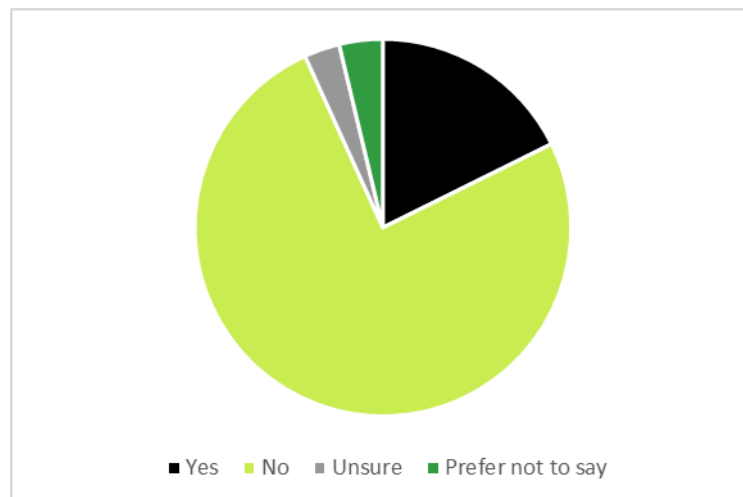


*Did you mainly attend a state or fee-paying school between the ages 11-18?*

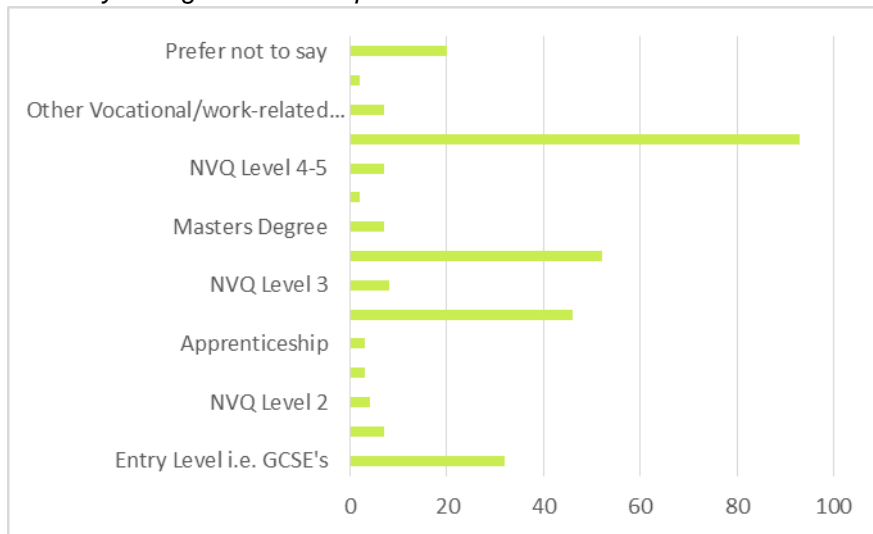


**9. Social Mobility**

*Did any of your parent(s) or guardian(s) complete a university degree course or equivalent (eg, BA, BSc or higher)?*

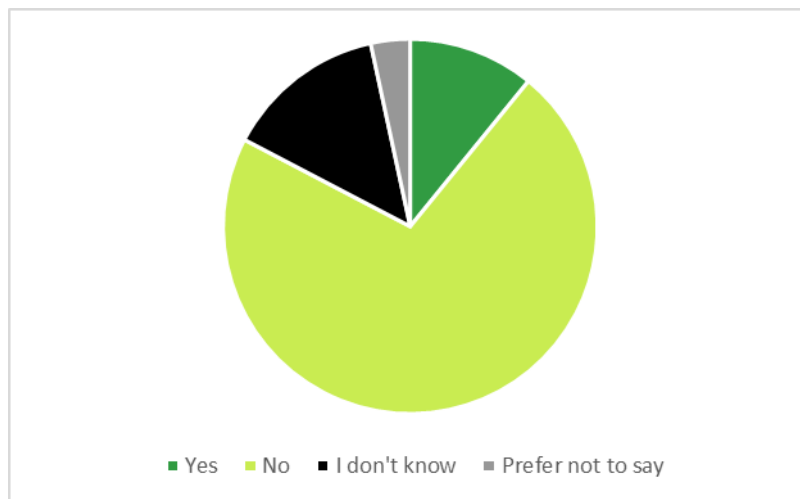


Which of these is your highest level of qualifications?

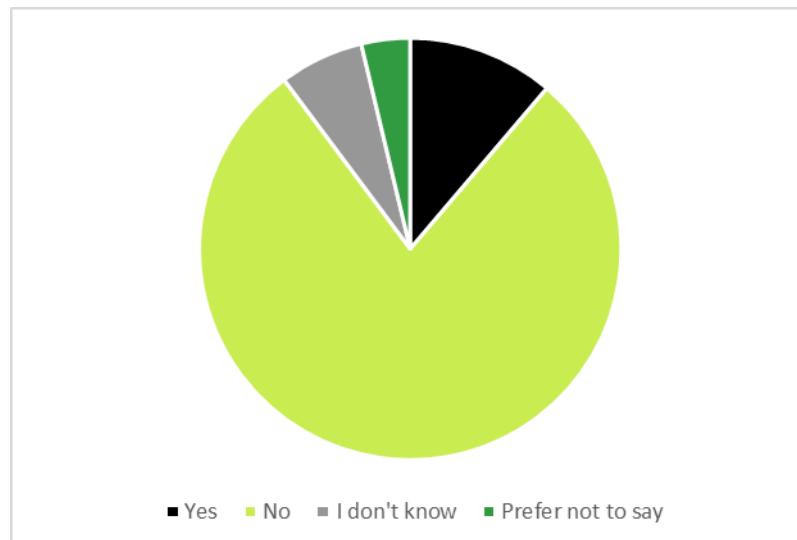


Did either (or both) of the following apply at any point during your school years?

Your household received income support

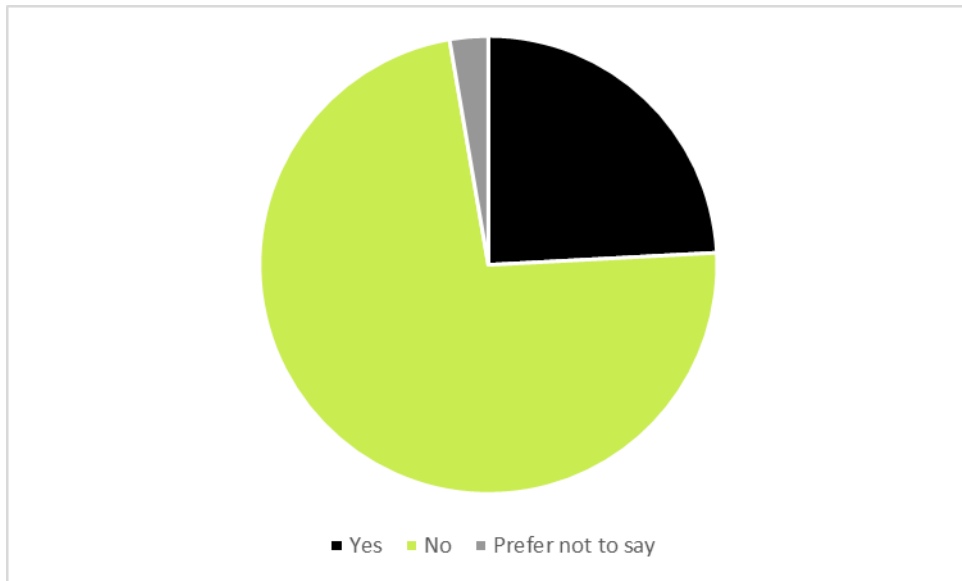


You received free school meals

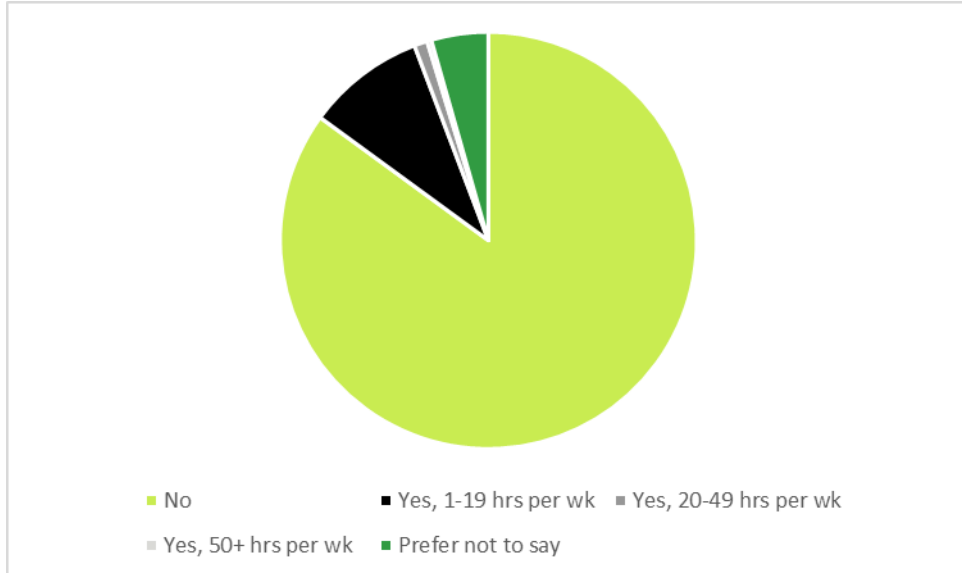


## 10. Caring Responsibilities

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



*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?*



### Summary:-

We have considered the outcome of our most recent diversity survey and whilst we do lack diversity in certain areas such as ethnicity and faith our gender split is relatively even and we have a good spread of age range. We do however feel that our diversity reflects both the community from which we draw our staff resources and the clients that we serve in the local area. We are committed to equal opportunities in all of our recruitment and expect our staffing to continue to reflect the general mix in the Eastern region of the UK.