

# ICAEW Probate Diversity Survey

2023

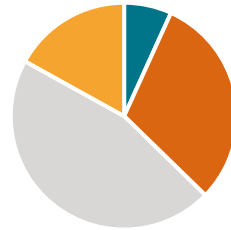
1) About you

ICAEW Chartered Accountant



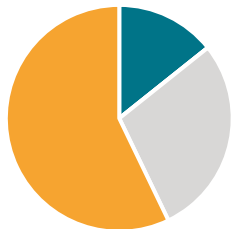
■ Partner ■ Manager ■ Qualified ■ Training

Other Chartered Accountant



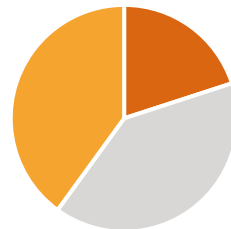
■ Partner ■ Manager ■ Qualified ■ Training

Legally qualified



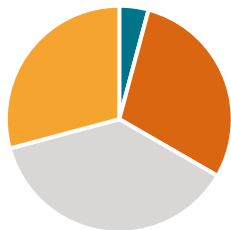
■ Partner ■ Manager ■ Qualified ■ Training

Other legal



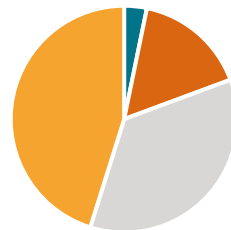
■ Partner ■ Manager ■ Qualified ■ Training

Other profession



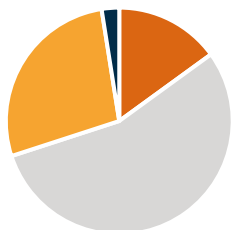
■ Partner ■ Manager ■ Qualified ■ Training

Other Accountant



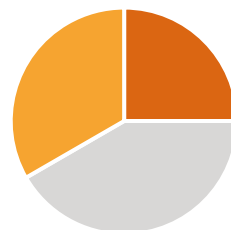
■ Partner ■ Manager ■ Qualified ■ Training

Direct support staff



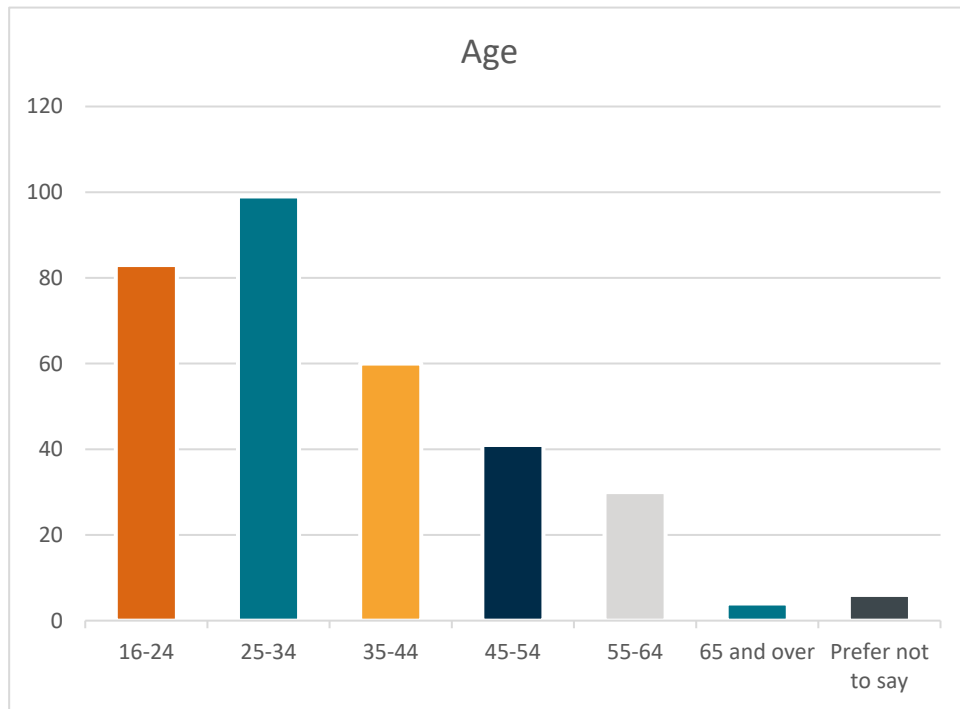
■ Partner ■ Manager ■ Qualified ■ Training ■ Other

Other



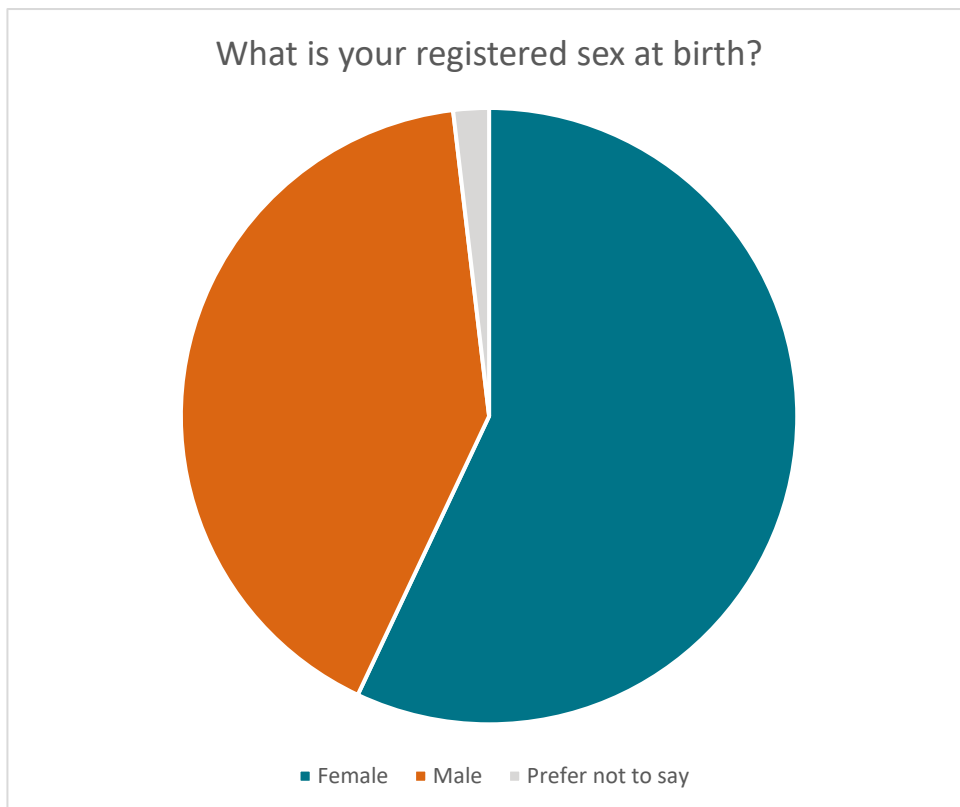
■ Partner ■ Manager ■ Qualified ■ Training

## 2) Age

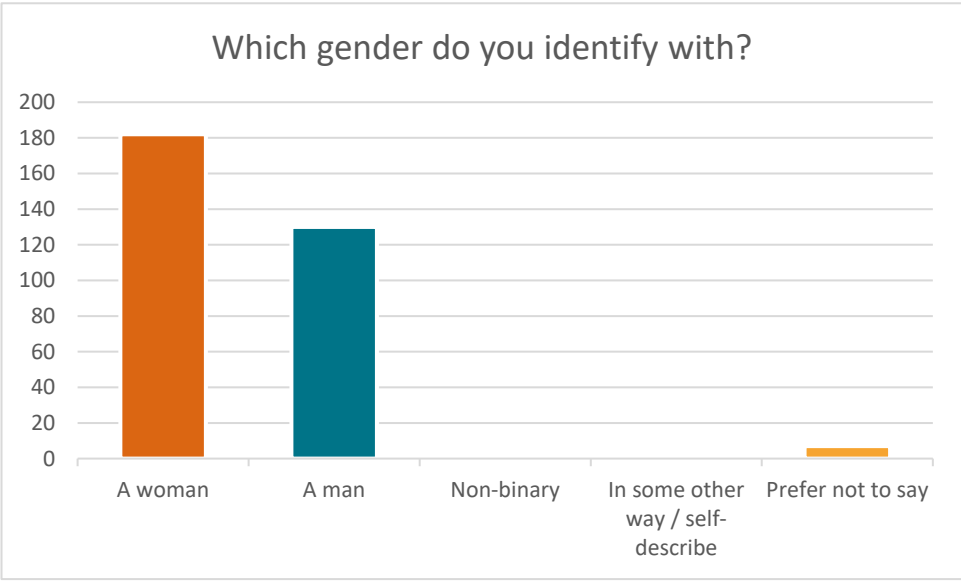


## 3) Sex/Gender

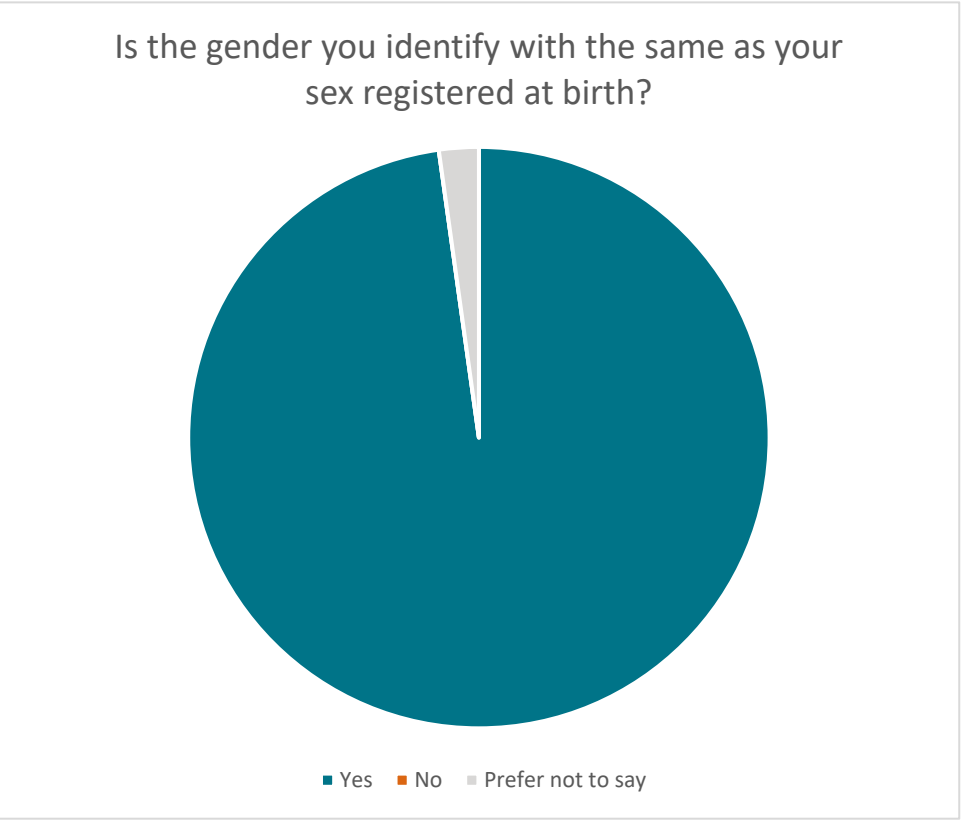
(A)



(B)

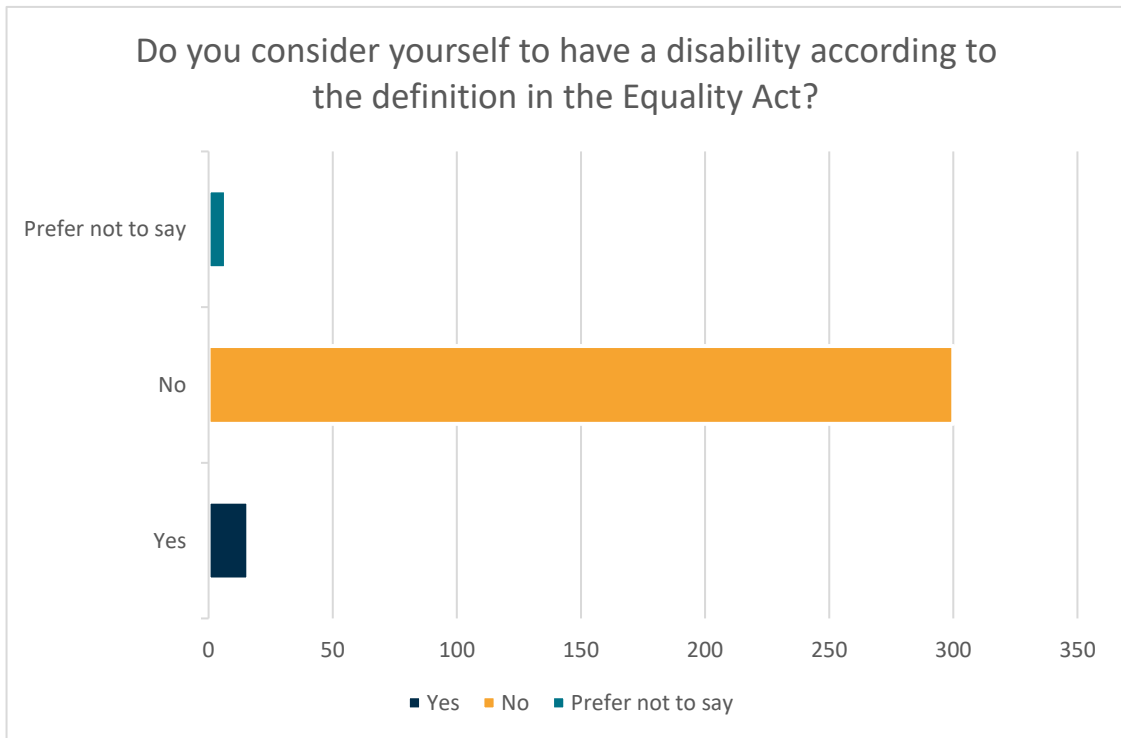


(C)



#### 4) Disability

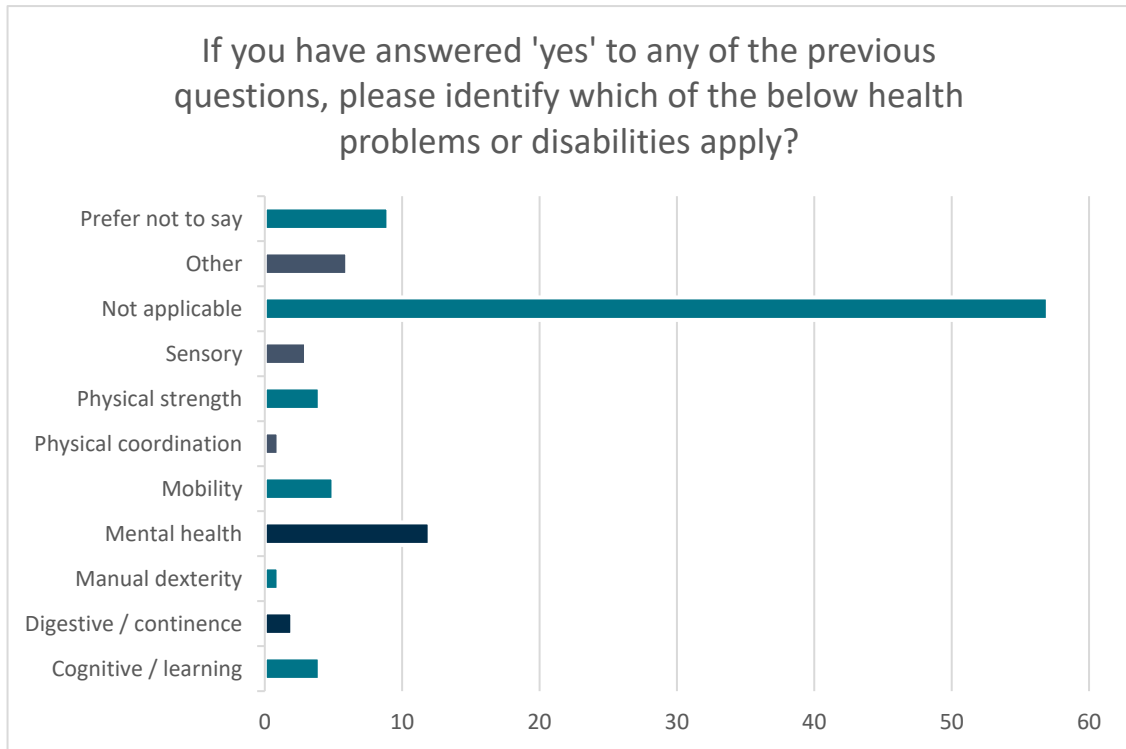
(A)



(B)



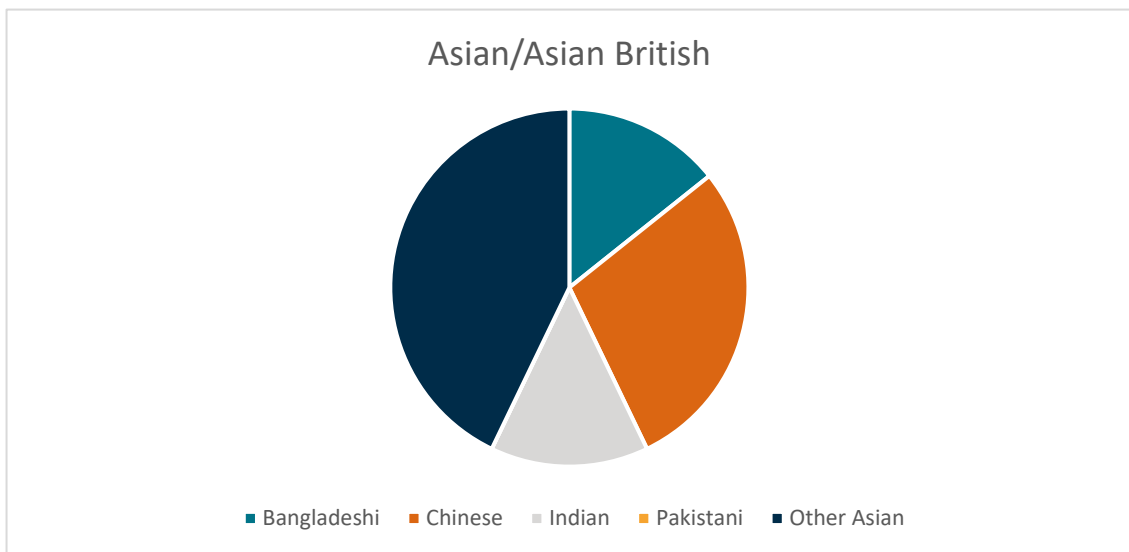
(C)



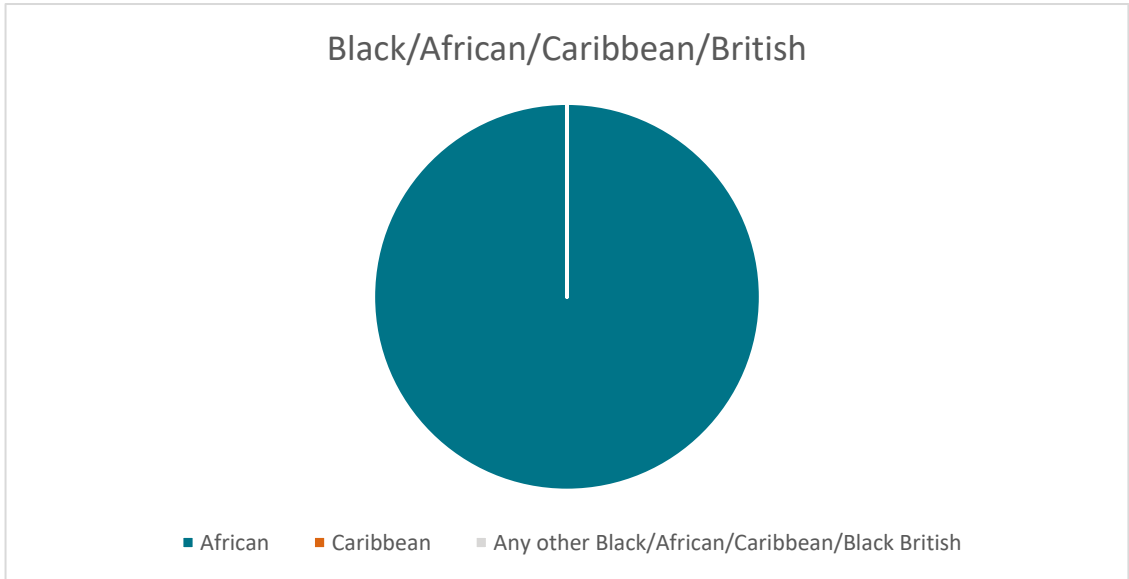
5)

Ethnic group

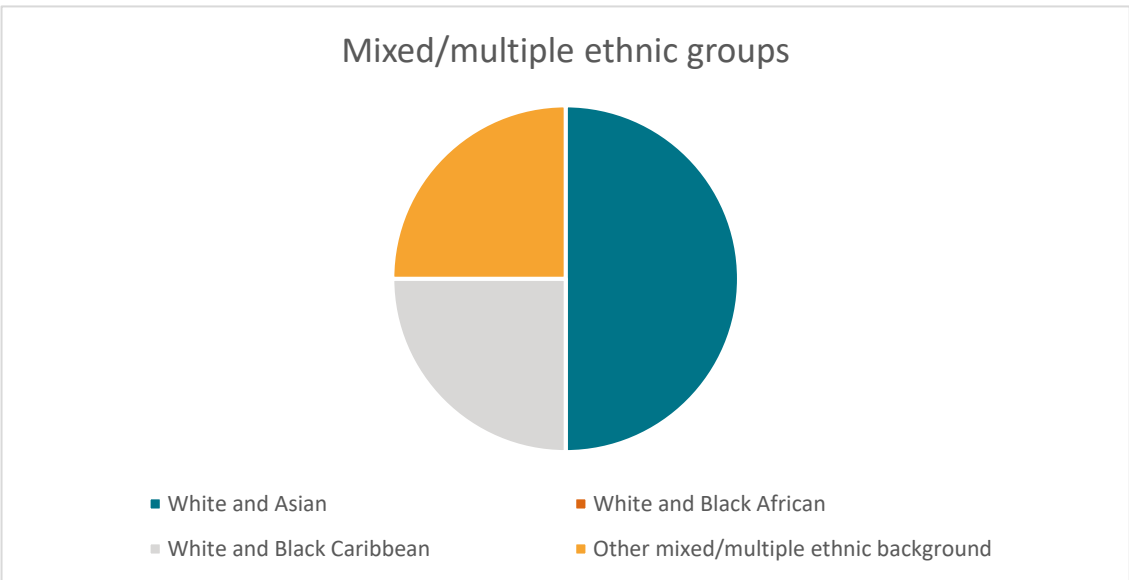
(A)



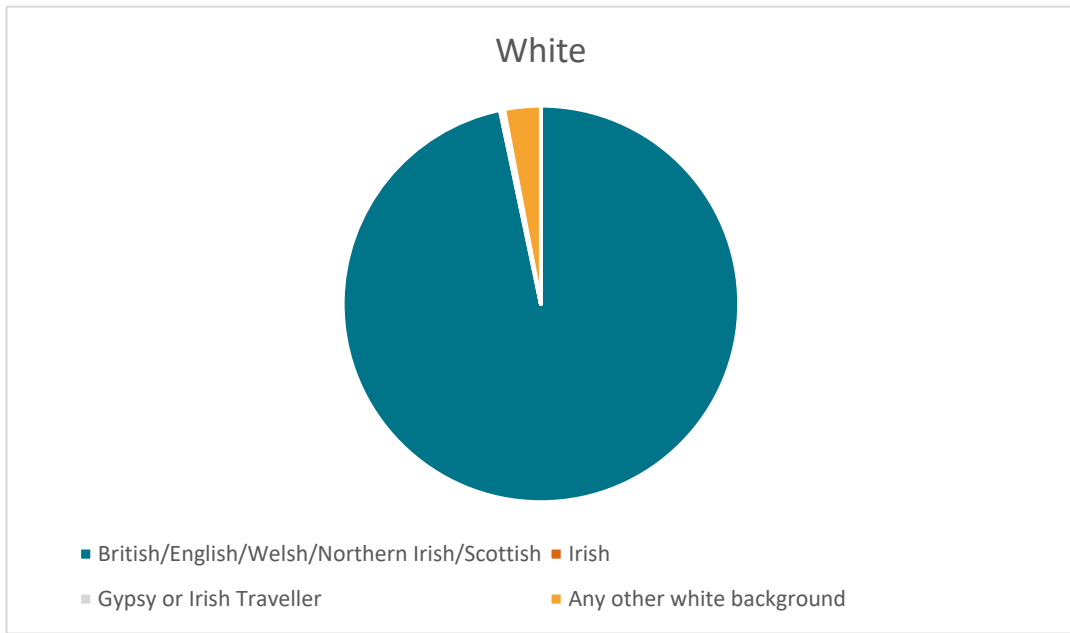
(B)



(C)

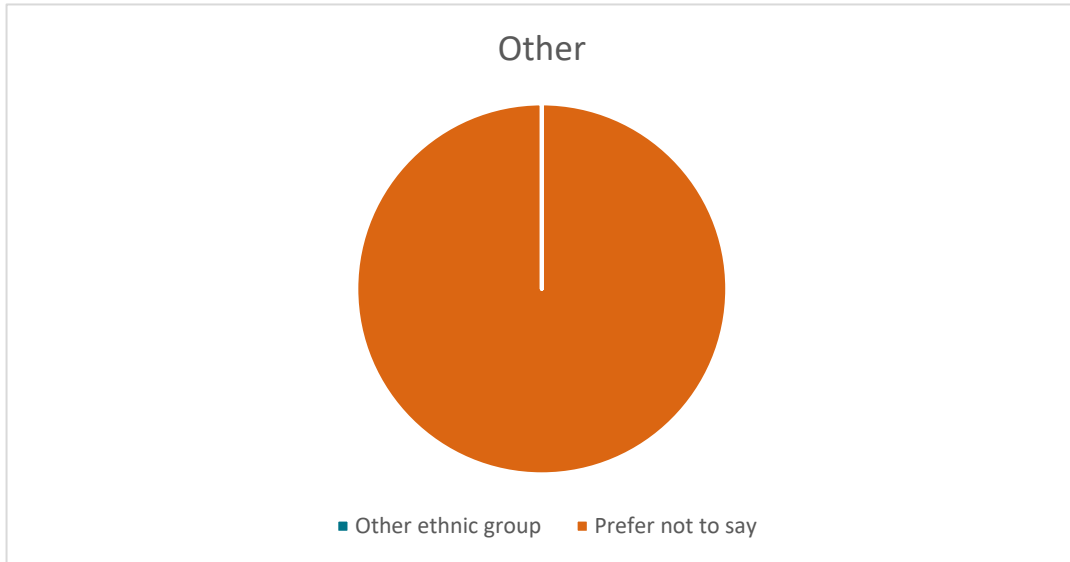


(D)



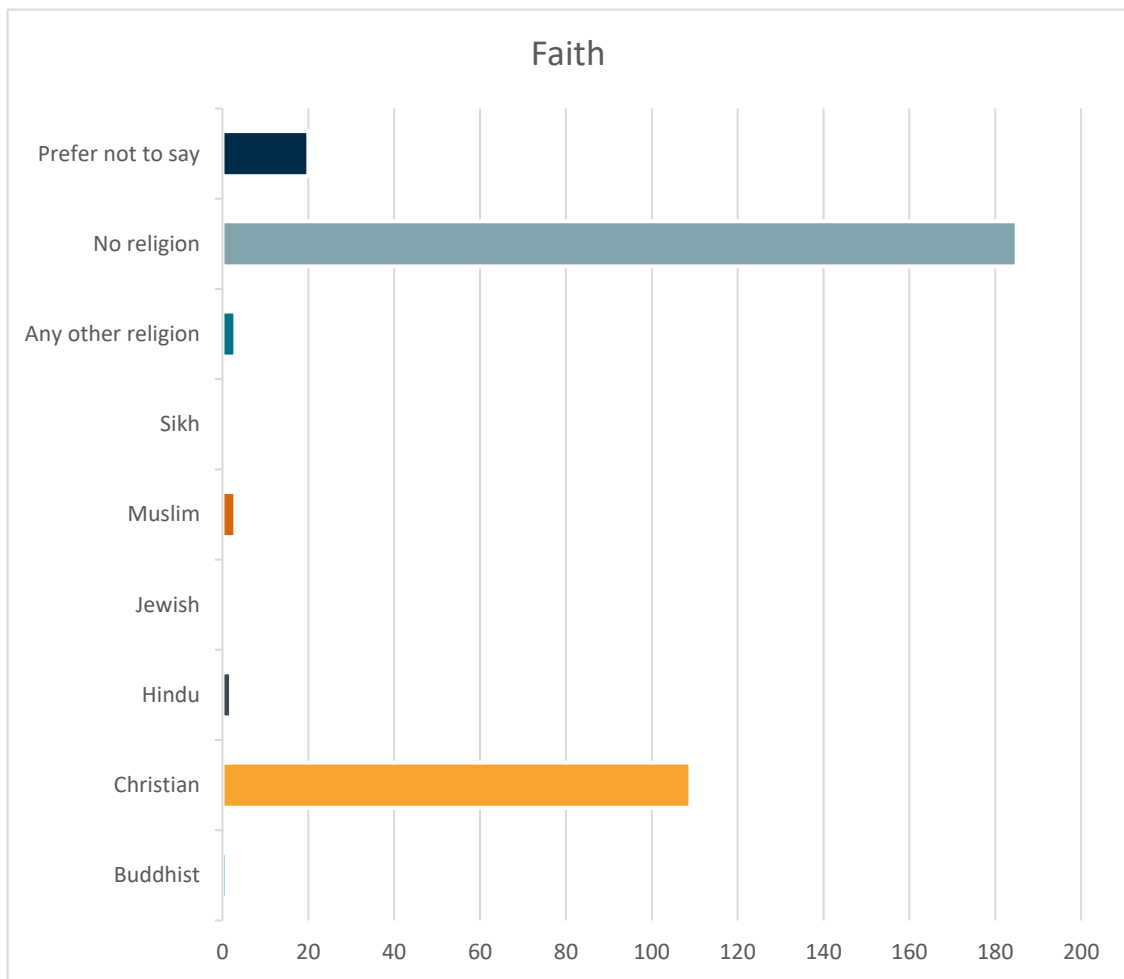
(E) Arab – No results returned

(F)

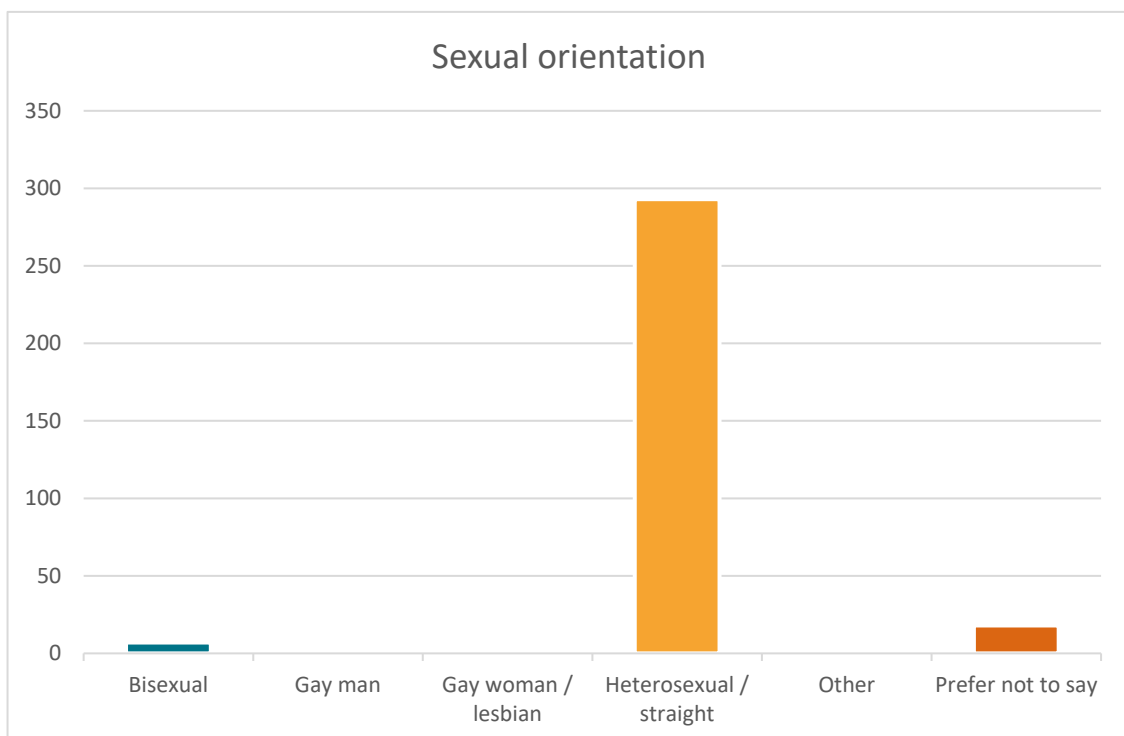




## 6) Faith

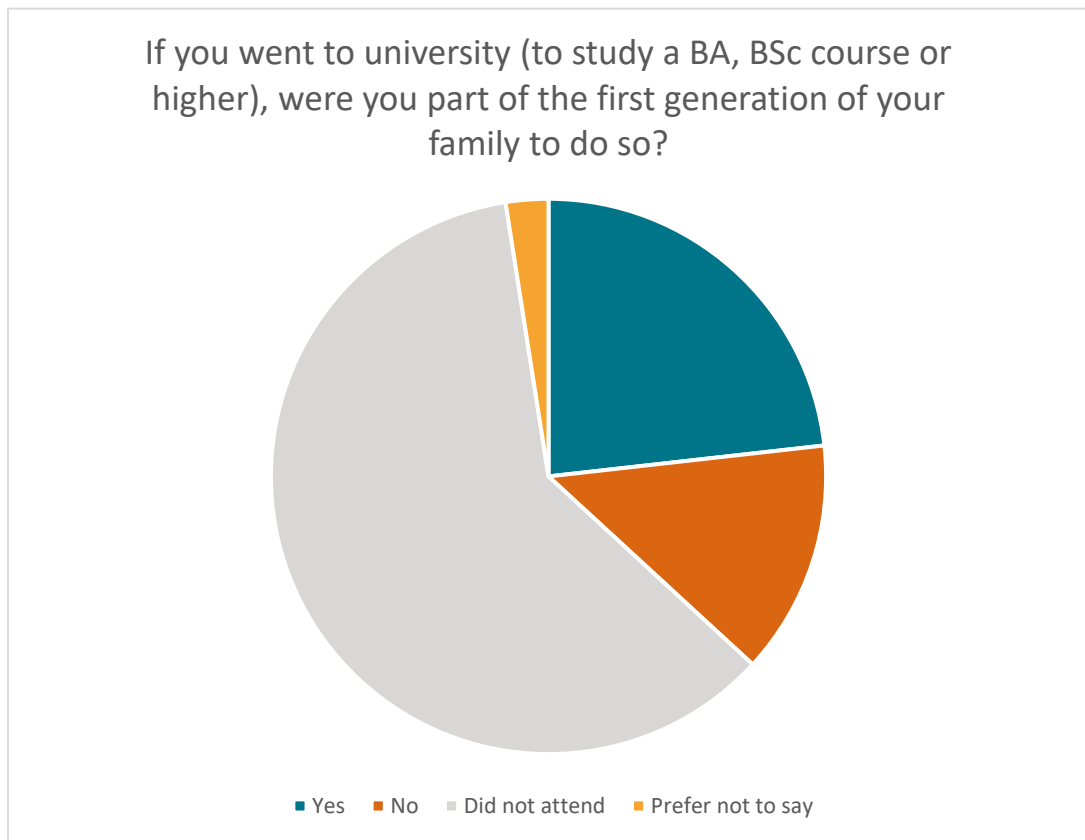


## 7) Sexual orientation

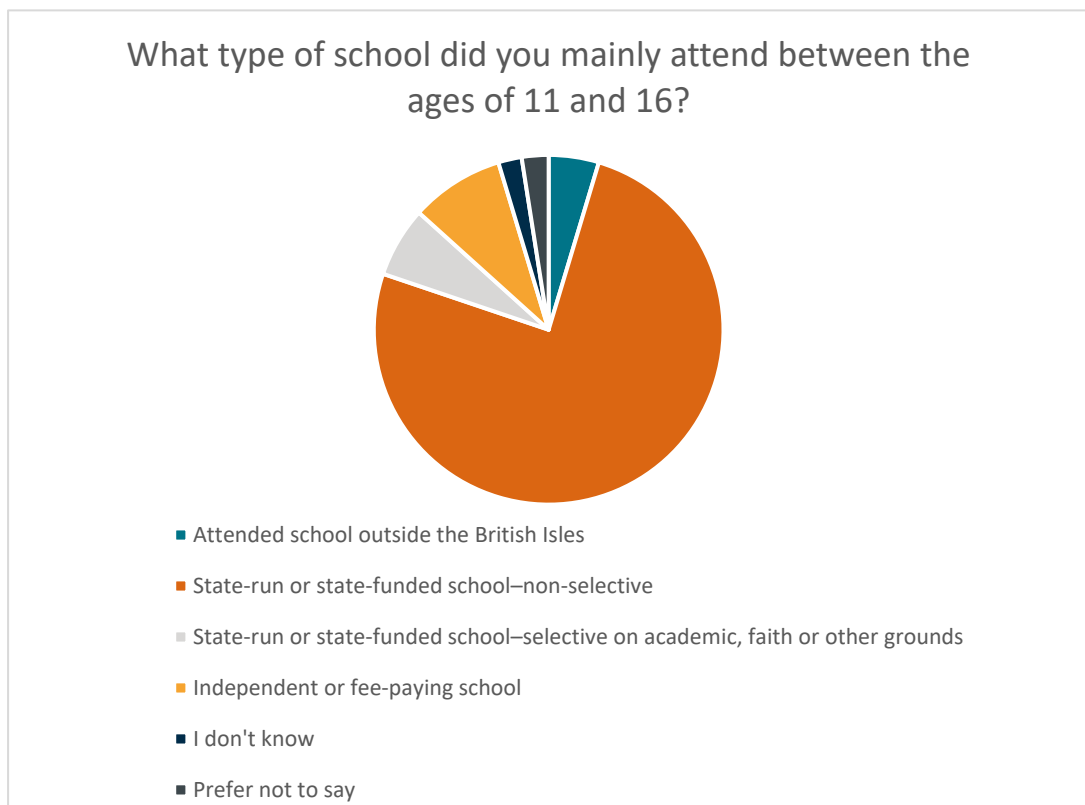


## 8) Socio-economic background

(A)

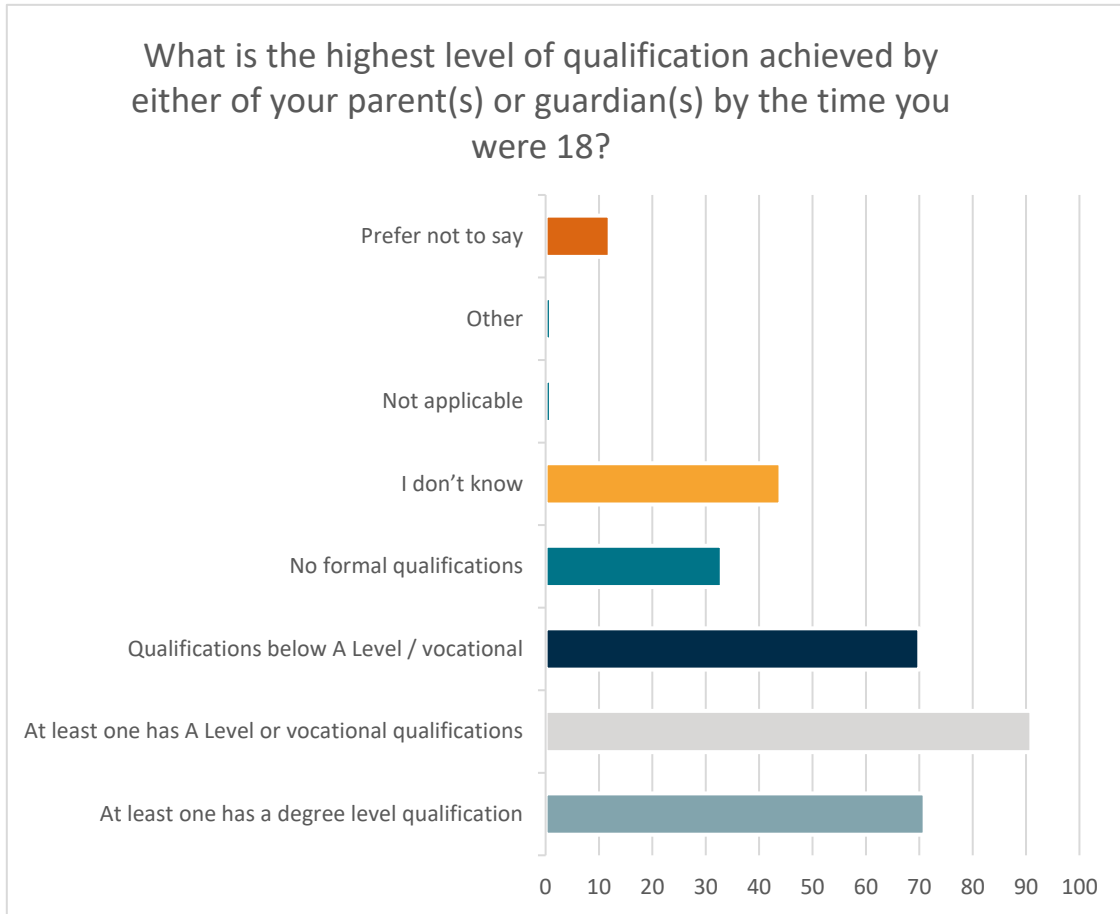


(B)

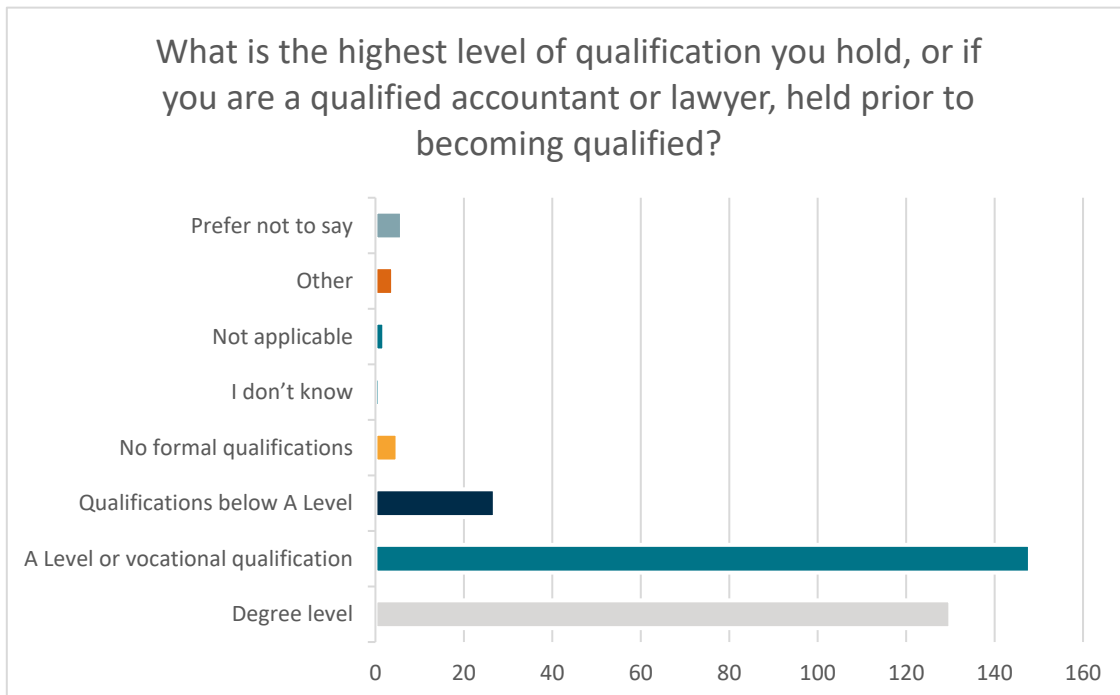


9) Social mobility

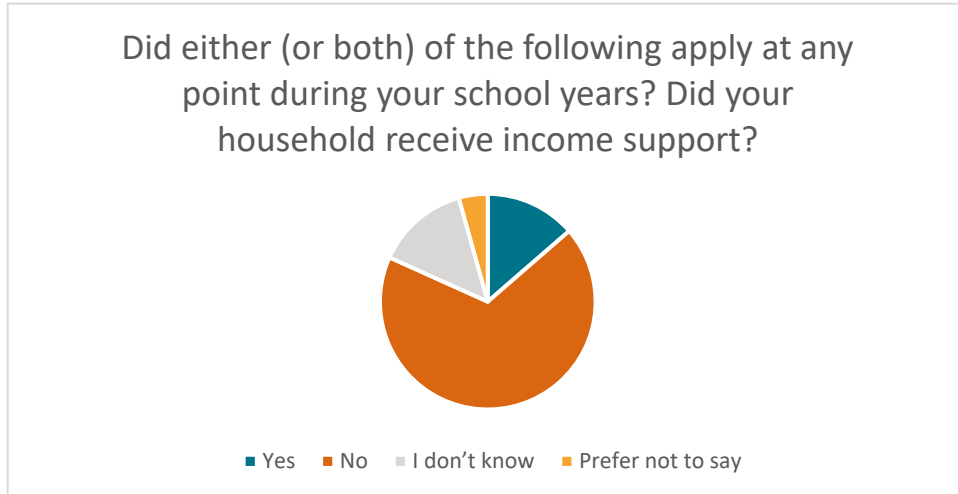
(A)



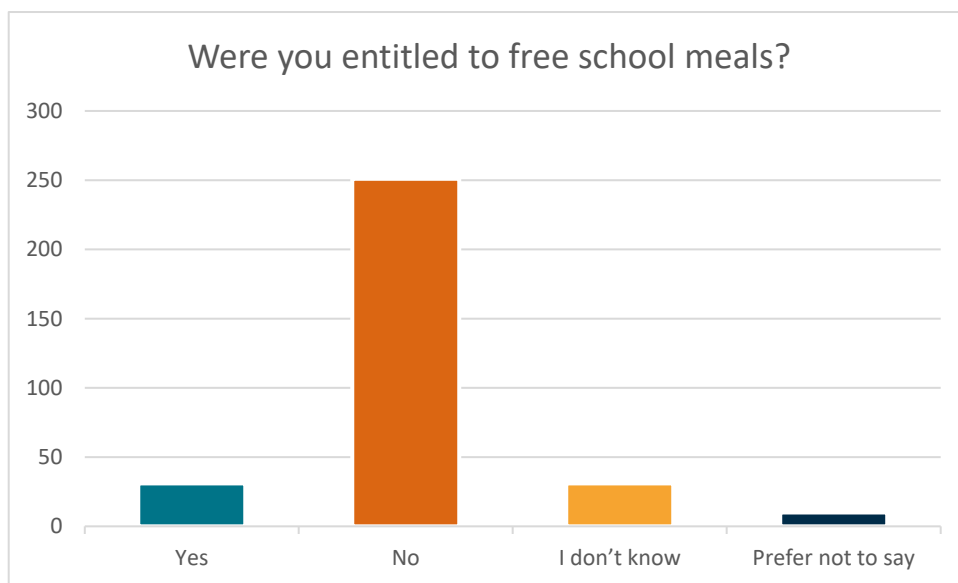
(B)



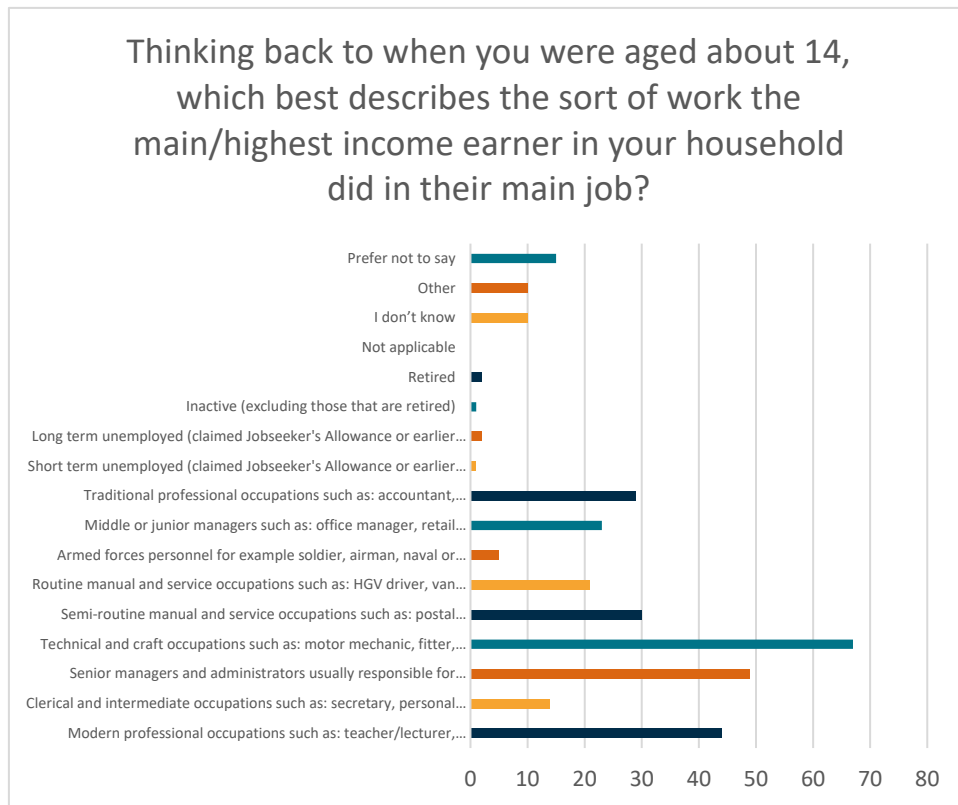
(C) i.



ii.

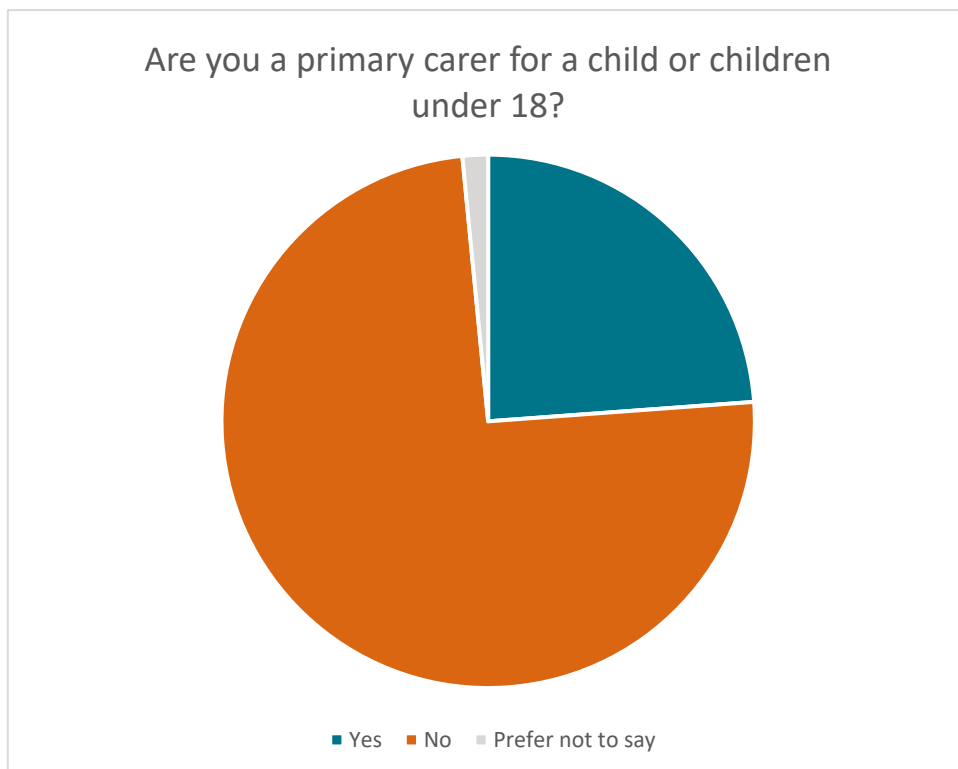


(D)

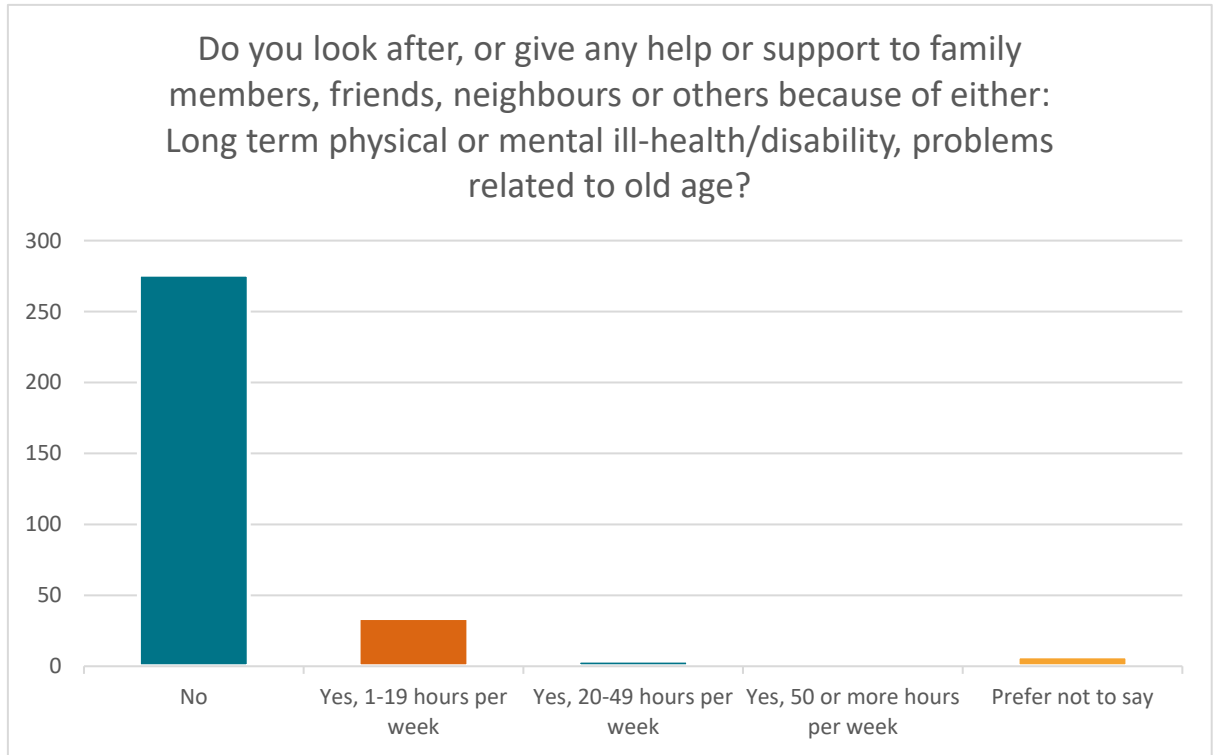


### 10) Caring responsibilities

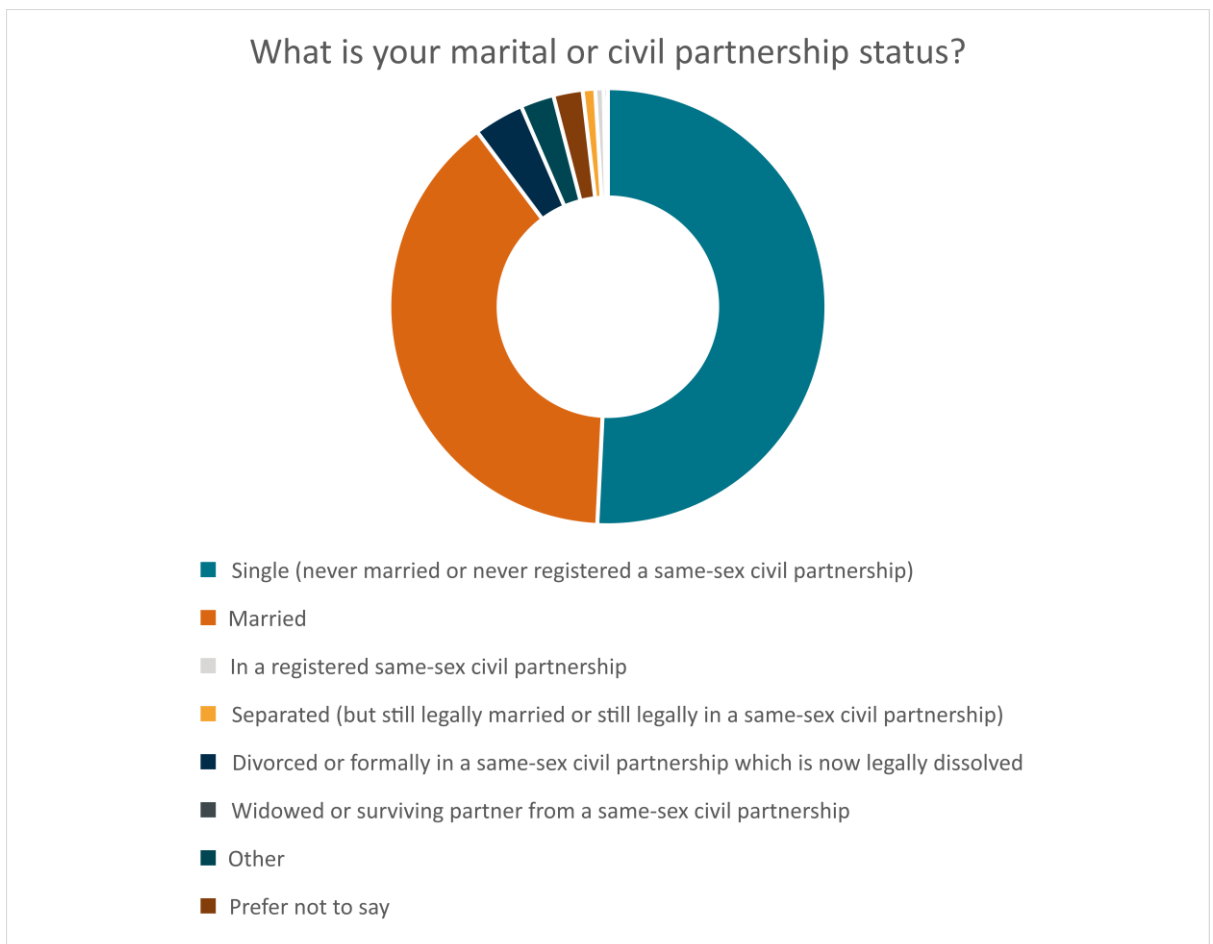
(A)



(B)

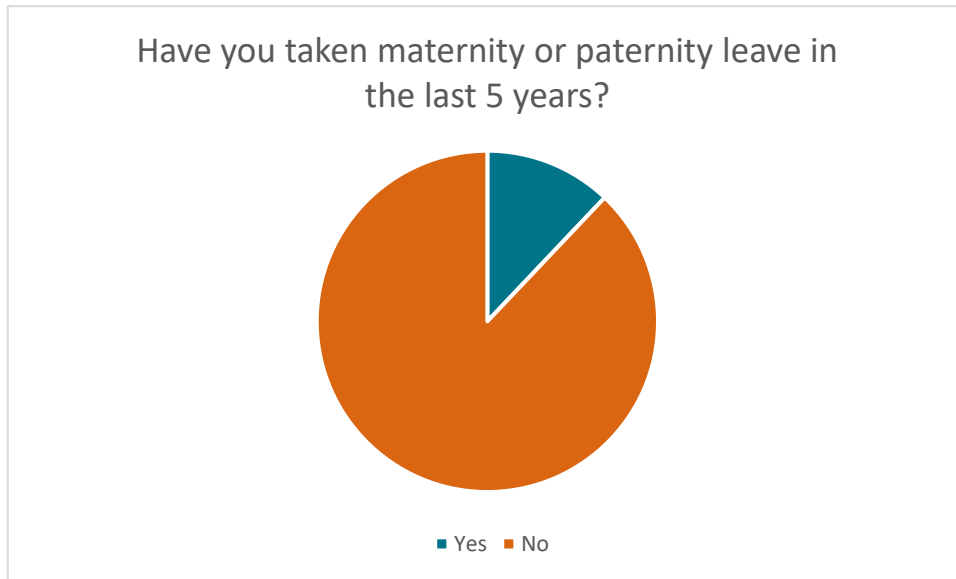


### 11) Marital Status

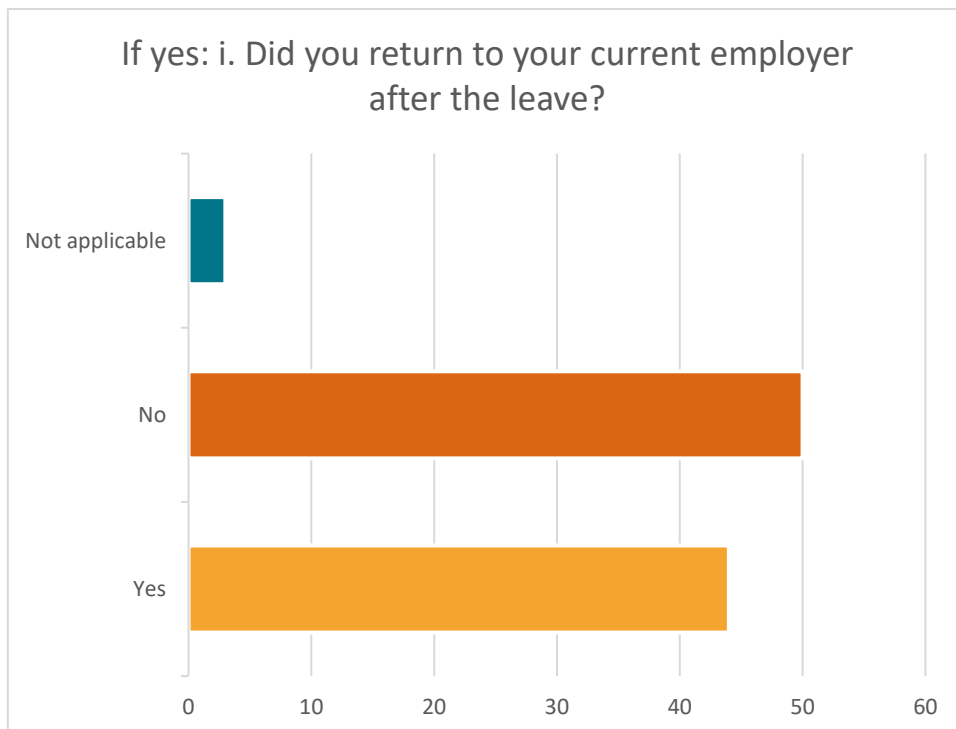


12) Maternity

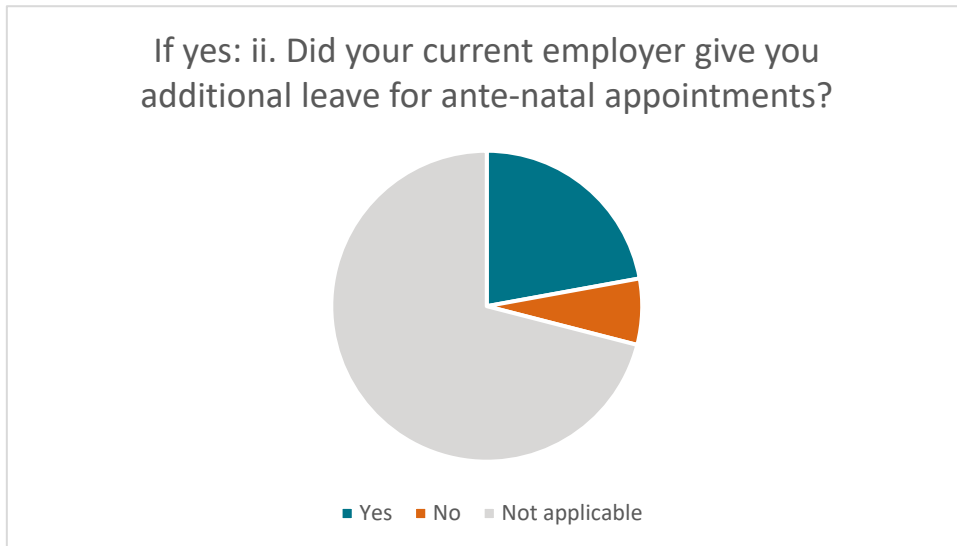
(A)



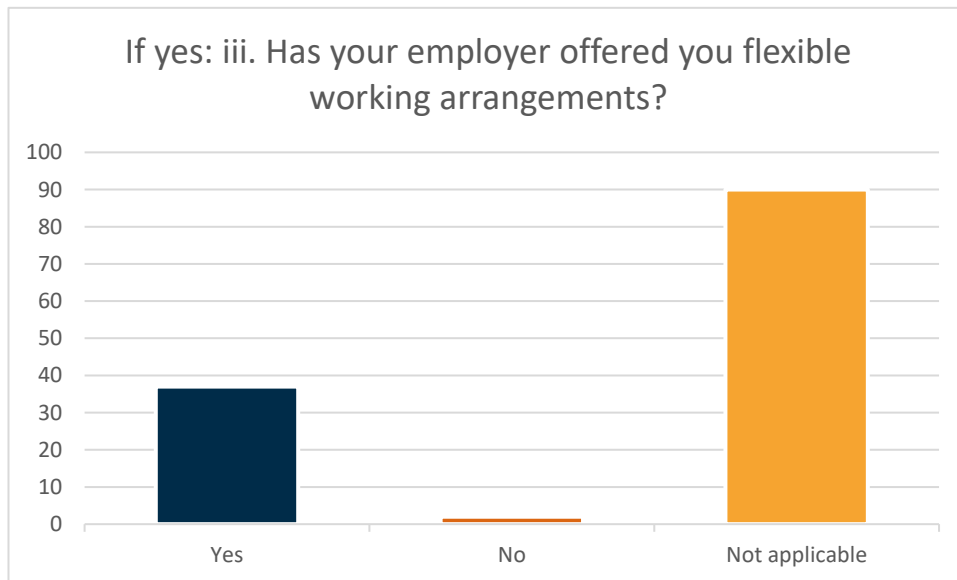
(B) i.



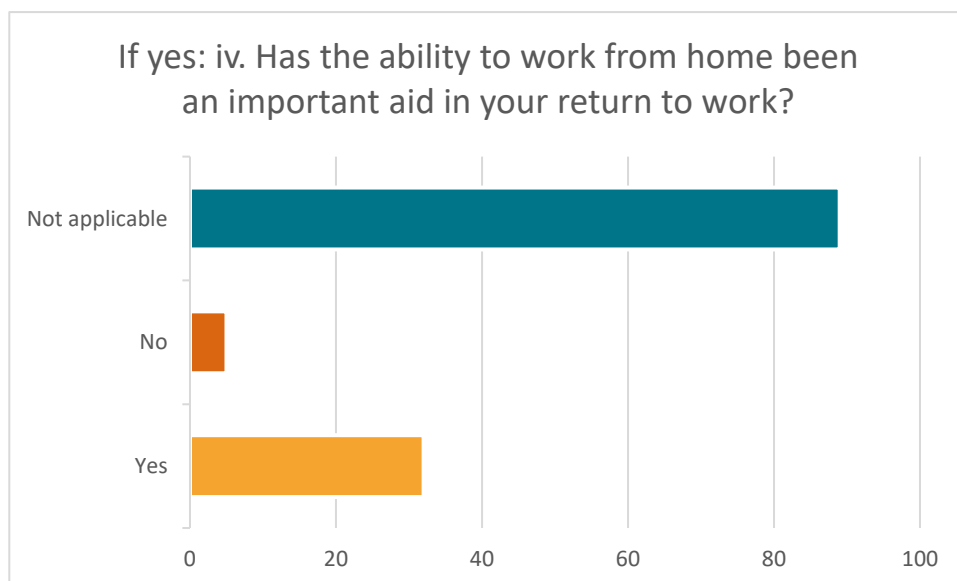
ii.



iii.



iv.





# Summary

We have considered the outcome of our most recent diversity survey. Whilst the results do not reflect significant diversity in terms of faith and ethnicity, we do feel that this is representative of the communities from which our people base is drawn. The results confirm the gender balance in our workforce identified elsewhere, as well as a significant age mix. We remain committed to a policy of inclusion with equal opportunities to all in both recruitment and internal progression.