

Probate diversity summary template

Please refer to the guidance notes on the second tab of this workbook.

Firm name:

ICAEW firm number (C00/A00):

Number of employees:

Completed questionnaires:

1 ABOUT YOU

ICAEW Chartered Accountant	<input type="text" value="4"/> Partner	<input type="text" value="2"/> Manager	<input type="text" value="1"/> Qualified	<input type="text" value="1"/> Training
Other Chartered Accountant	<input type="text"/> Partner	<input type="text" value="1"/> Manager	<input type="text" value="2"/> Qualified	<input type="text"/> Training
Other accountant	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text" value="3"/> Qualified	<input type="text" value="1"/> Training
Legally qualified	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other legal	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other profession	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Direct support staff	<input type="text" value="16"/>			
Other	<input type="text" value="2"/>			
Prefer not to say	<input type="text" value="3"/>			
Total responses for question 1:	<input type="text" value="36"/>			

2 AGE

<input type="text" value="4"/> 16-24	<input type="text" value="3"/> 25-34	<input type="text" value="3"/> 35-44	<input type="text" value="15"/> 45-54	<input type="text" value="7"/> 55-64	<input type="text" value="2"/> 65+	<input type="text" value="2"/> Prefer not to say
Total responses for question 2: <input type="text" value="36"/>						

3 GENDER

<input type="text" value="13"/> Male	<input type="text" value="21"/> Female	<input type="text"/> Trans	<input type="text"/> Other	<input type="text" value="2"/> Prefer not to say
Total responses for question 3: <input type="text" value="36"/>				

4 DISABILITY

(a) Yes No Prefer not to say

(b) Yes, limited a lot Yes, limited a little No Prefer not to say

Total responses for question 4:

5 ETHNIC GROUP

Asian/Asian British

<input type="text"/> Bangladeshi	<input type="text" value="1"/> Chinese	<input type="text"/> Indian	<input type="text"/> Pakistani	<input type="text"/> Other Asian
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Black/African/Caribbean/British

<input type="text"/> African	<input type="text"/> Caribbean	<input type="text"/> Any other Black/African/Caribbean/Black British
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Mixed/multiple ethnic groups

<input type="text"/> White and Asian	<input type="text"/> White and Black African	<input type="text"/> White and Black Caribbean	<input type="text"/> Other mixed/multiple ethnic background
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White

<input type="text" value="32"/> British/English/Welsh/Northern Irish/Scottish	<input type="text"/> Irish	<input type="text"/> Gypsy or Irish Traveller	<input type="text"/> Any other white background
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Arab

Arab

Other

<input type="text"/> Other ethnic group	<input type="text" value="3"/> Prefer not to say
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Total responses for question 5:

6 FAITH

<input type="text"/> Buddhist	<input type="text" value="21"/> Christian	<input type="text"/> Hindu	<input type="text"/> Jewish	<input type="text"/> Muslim	<input type="text"/> Sikh	<input type="text"/> Any other religion
<input type="text" value="9"/> No religion	<input type="text" value="6"/> Prefer not to say					

Total responses for question 6:

7 SEXUAL ORIENTATION

Bisexual Gay man Gay woman /lesbian 32 Heterosexual/straight Other 4 Prefer not to say

Total responses for question 7: **36**

8 SOCIO-ECONOMIC BACKGROUND

(a) 6 Yes 3 No 24 Did not attend 3 Prefer not to say

(b) 29 UK state school 3 UK independent/fee-paying school 1 Attended school outside the UK 3 Prefer not to say

Total responses for question 8: **36**

9 SOCIAL MOBILITY

(a) 5 Yes 27 No 1 I don't know 3 Prefer not to say

(b) 2 1-4 O levels / CSEs / GCSEs (any grades), Entry Level, Foundation Diploma
 NVQ Level 1, Foundation GNVQ, Basic Skills
 5 5+ O levels (passes) / CSEs (grade 1) / GCSEs (A*-C), School Certificate, 1 A level/2-3
 AS levels/VCEs, Higher Diploma
 1 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA
 1 Diploma
 Apprenticeship
 3 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma
 1 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National,
 RSA Advanced Diploma
 5 Undergraduate degree (eg, BA, BSc)
 Master's degree (eg, MA, MSc)
 Doctorate degree (eg, PhD)
 1 NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level
 12 Professional qualifications (eg, teaching, nursing, accountancy)
 1 Other vocational/work-related qualifications
 Non-UK qualifications
 No qualifications
 4 Prefer not to say

(c) 1 Yes 23 No 8 I don't know 4 Prefer not to say

(d) 1 Yes 26 No 5 I don't know 4 Prefer not to say

Total responses for question 9: **36**

10 CARING RESPONSIBILITIES

(a) 7 Yes 25 No 4 Prefer not to say

(b) 26 No 4 Yes, 1-19 hours per week 2 Yes, 20-49 hours per week Yes, 50 or more hours per week
 4 Prefer not to say

Total responses for question 10: **36**

REVIEW FINDINGS

We are committed to diversity in DonnellyBentley Limited and recognise that we are in a diverse and competitive world. Our results show that the age profile of 66% of our workforce is 45 years and above and we are mindful that recruitment of staff will also be important in addition to retention of staff. We recruit staff according to merit and try to ensure that we can provide our clients with a first class professional service, regardless of characteristics such as race, gender or social background.