

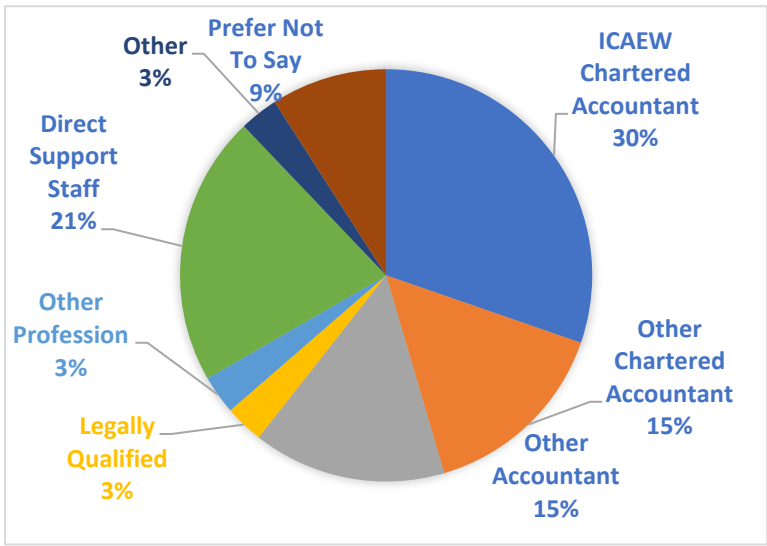
DONNELLYBENTLEY - PROBATE DIVERSITY STATISTICS

March 2021

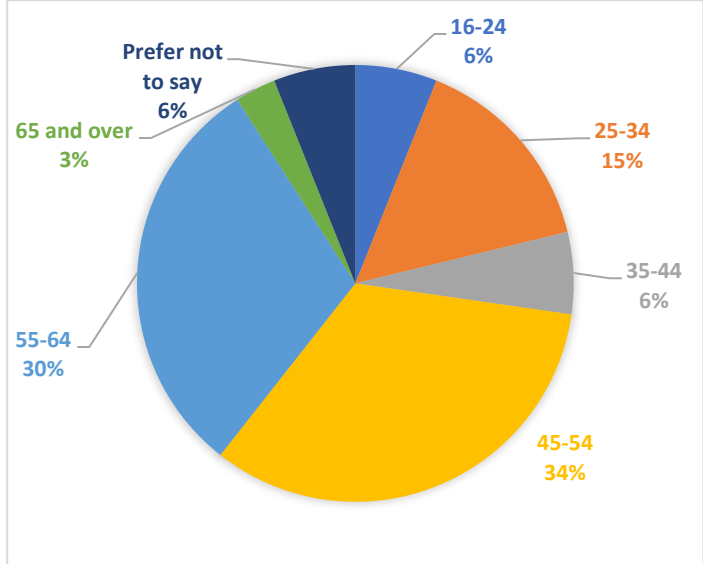
34 staff surveyed – 33 responded as detailed below



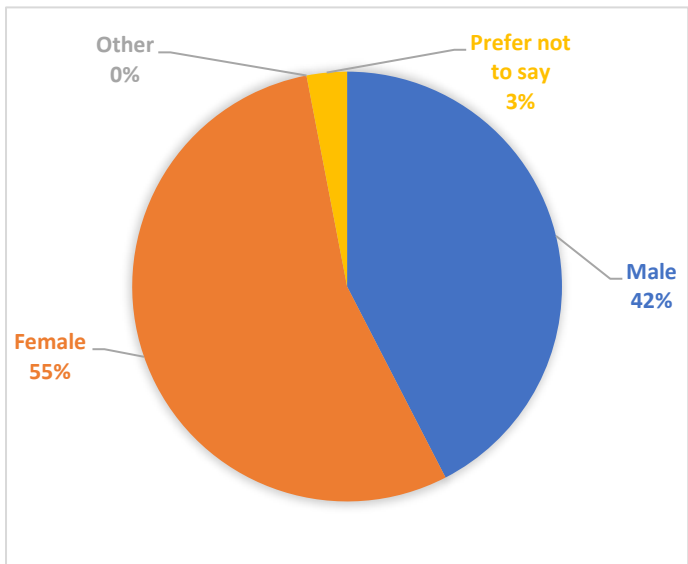
Q1) ABOUT YOU
Professional qualification



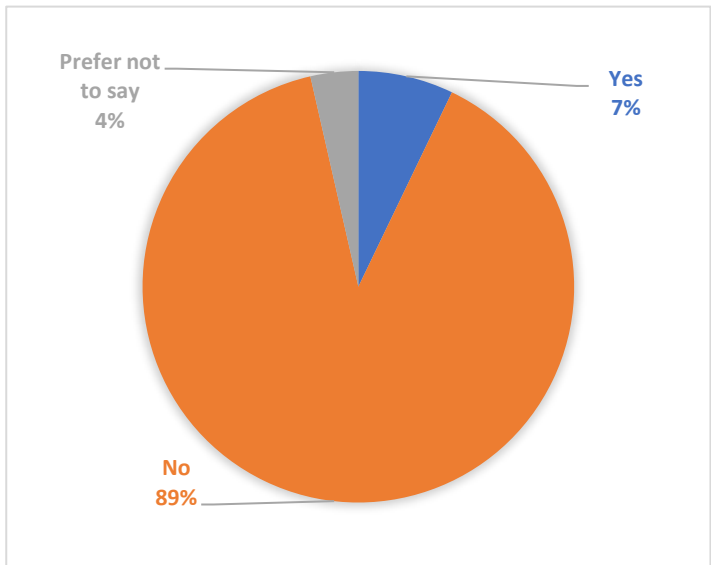
Q2) AGE



Q3a) SEX/GENDER
Which gender do you identify with?

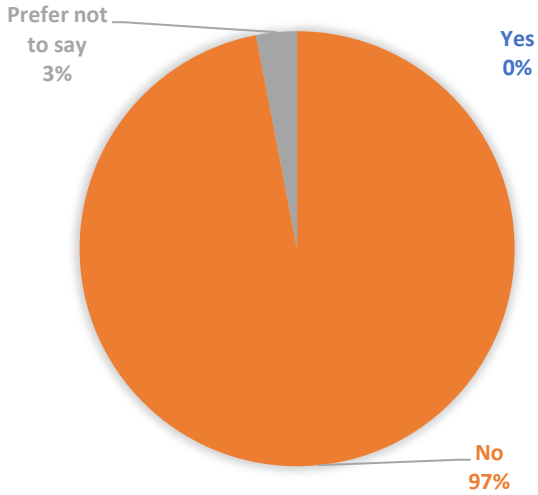


Q3b) SEX/GENDER
Is the gender you now identify with different from the sex you were assigned at birth? (28 surveyed)



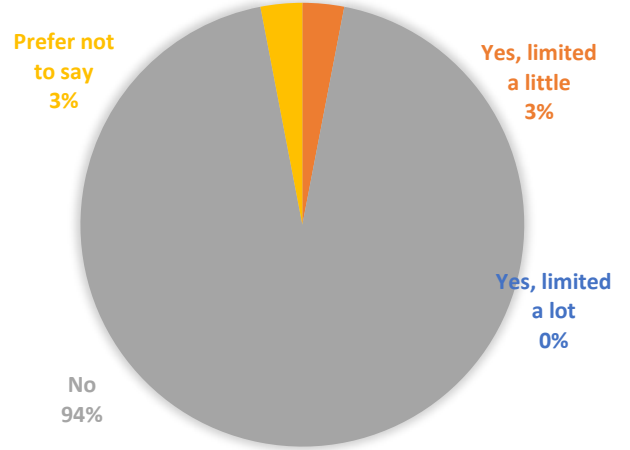
Q4a) DISABILITY

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



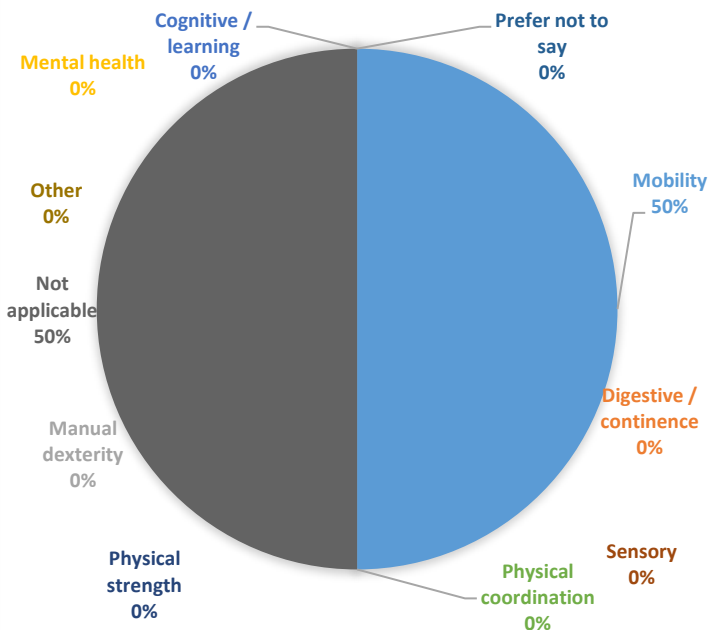
Q4b) DISABILITY

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?

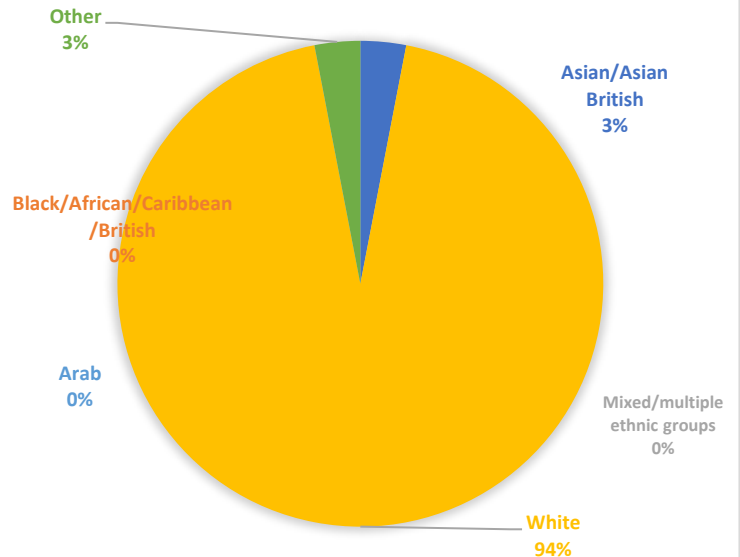


Q4c) DISABILITY

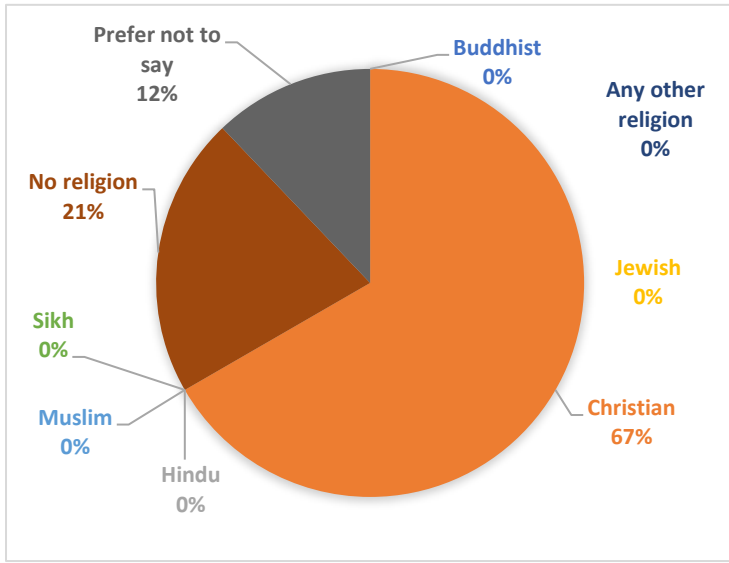
If you have answered "yes" to any of the previous two questions, please identify which of the below health problems or disabilities applied? (2 surveyed)



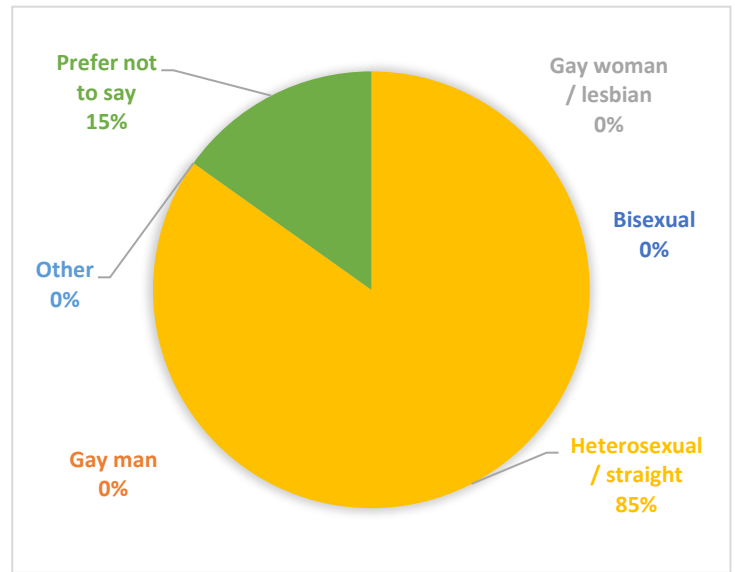
Q5) ETHNIC GROUP



Q6) FAITH

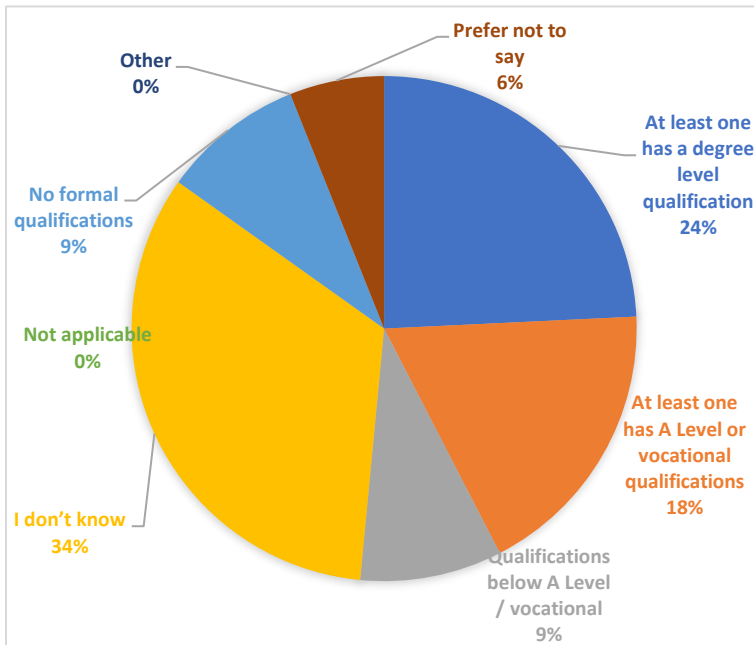


Q7) SEXUAL ORIENTATION



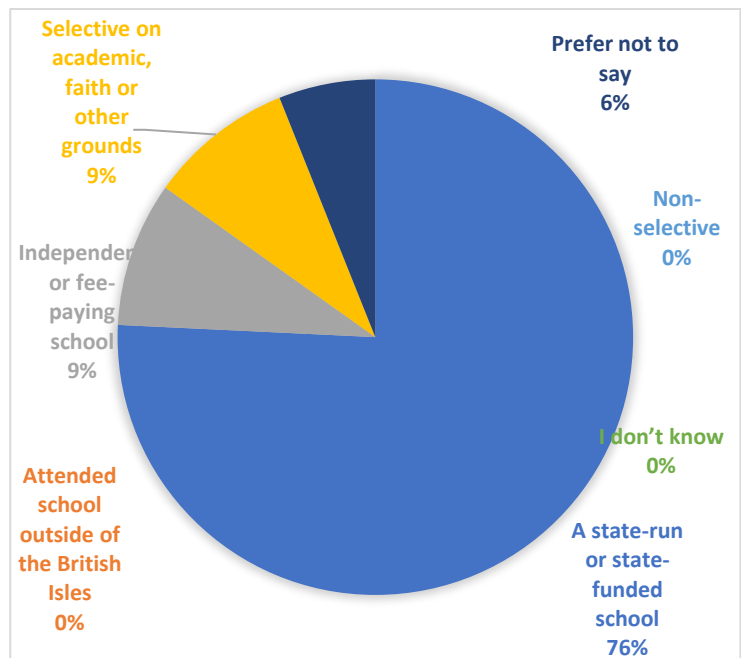
Q8a) SOCIO-ECONOMIC BACKGROUND

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



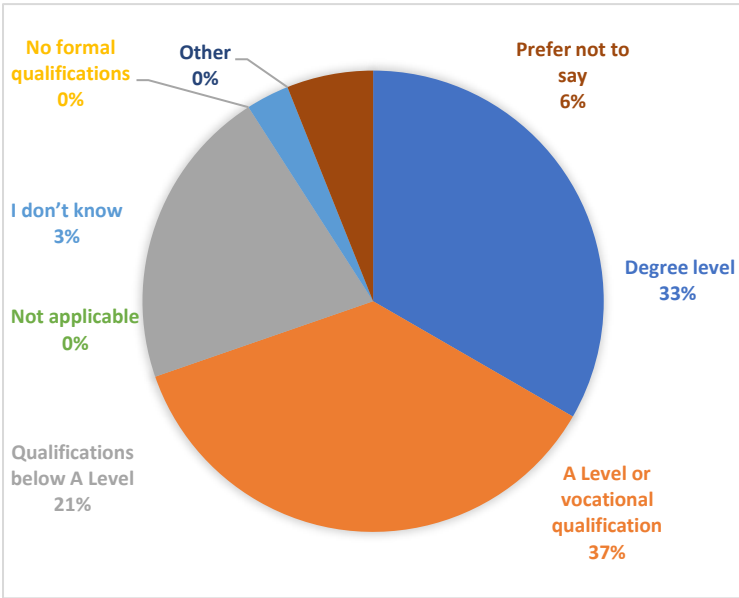
Q8b) SOCIO-ECONOMIC BACKGROUND

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



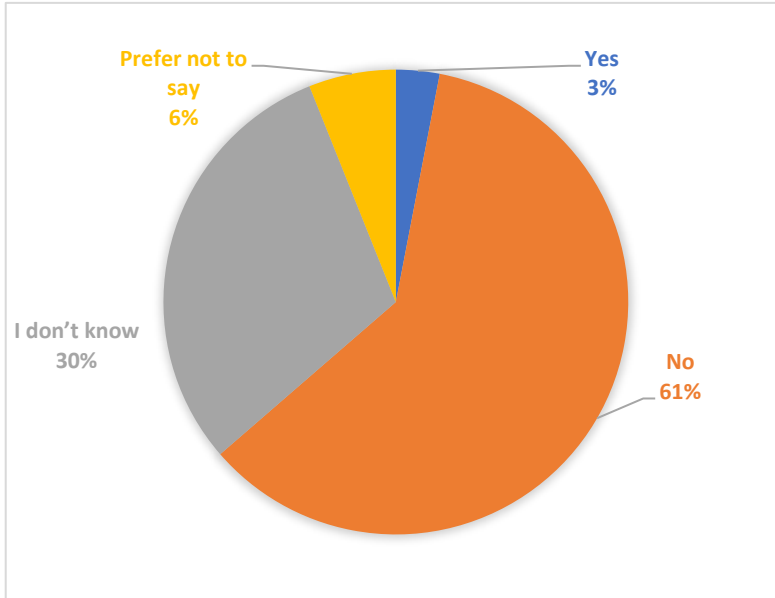
Q9a) SOCIAL MOBILITY

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



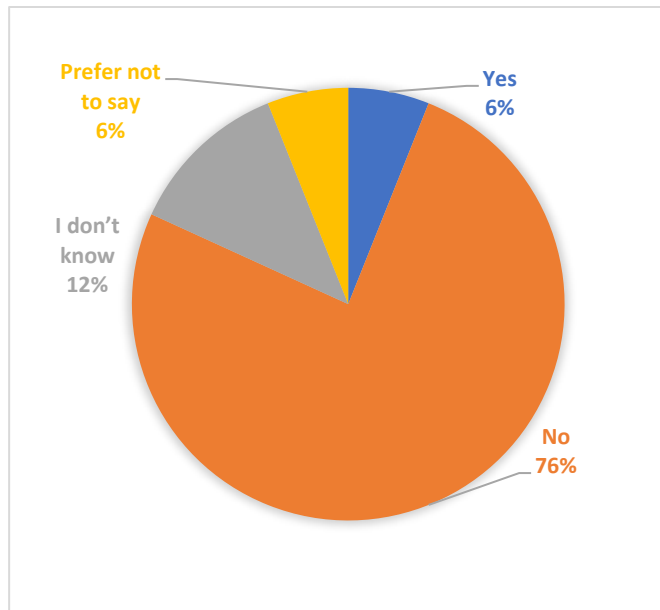
Q9b) SOCIAL MOBILITY

Did either (or both) of the following apply at any point during your school years? i. Did your household receive income support?



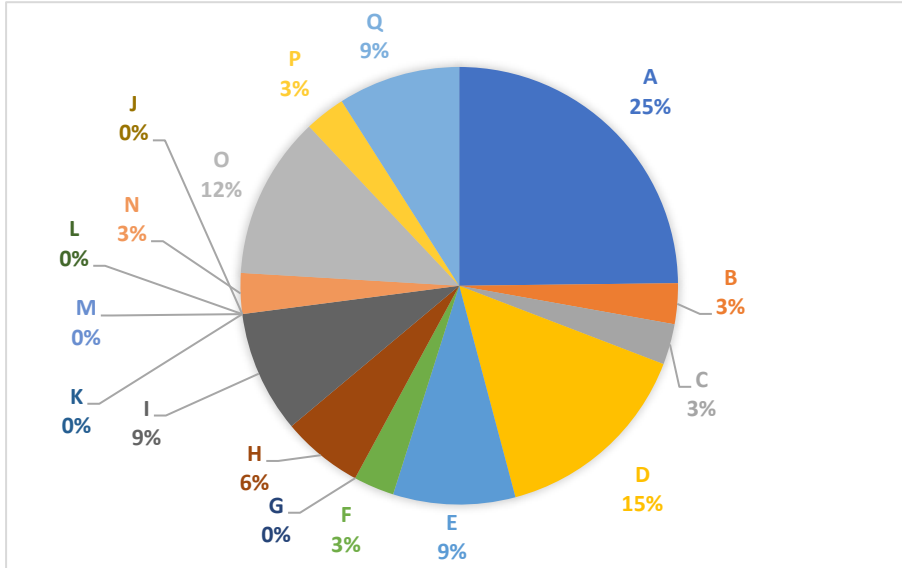
Q9b) SOCIAL MOBILITY

Did either (or both) of the following apply at any point during your school years? ii. Were you entitled to free school meals?



Q9c) SOCIAL MOBILITY

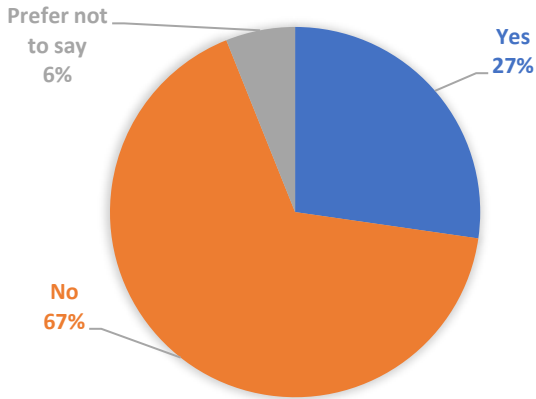
Thinking back to when you were aged about 14, which best describes the sort of work / highest income earner in your household did in their main job?



- A - Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer
- B - Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse
- C - Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive
- D - Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver
- E - Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant
- F - Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff
- G - Armed forces personnel for example soldier, airman, naval or military policy
- H - Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican
- I - Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer
- J - Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)
- K - Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- L - Inactive (excluding those that are retired)
- M - Retired
- N - Not applicable
- O - I don't know
- P - Other
- Q - Prefer not to say

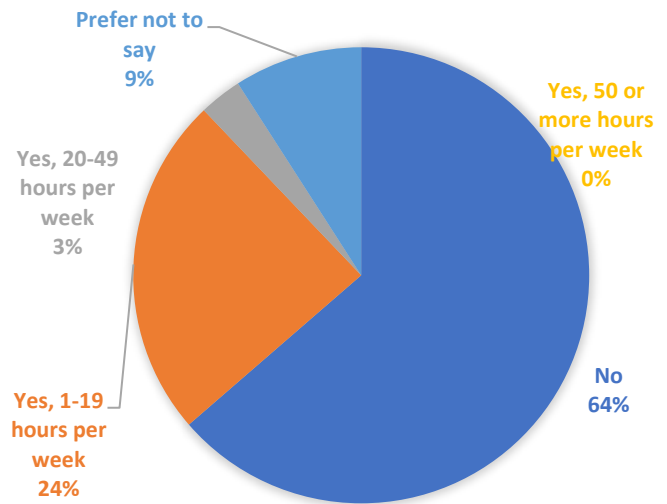
Q10a) CARING RESPONSIBILITIES

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



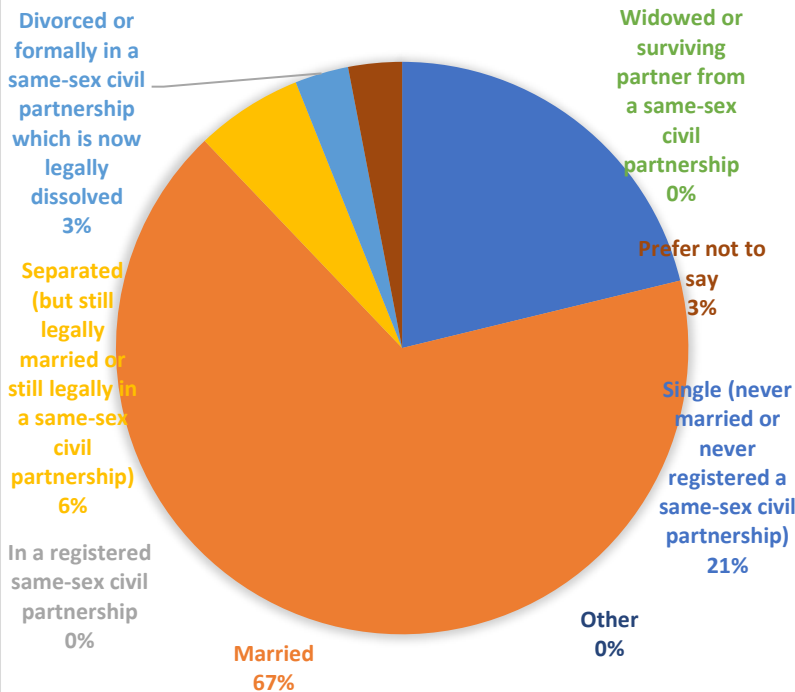
Q10b) CARING RESPONSIBILITIES

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?



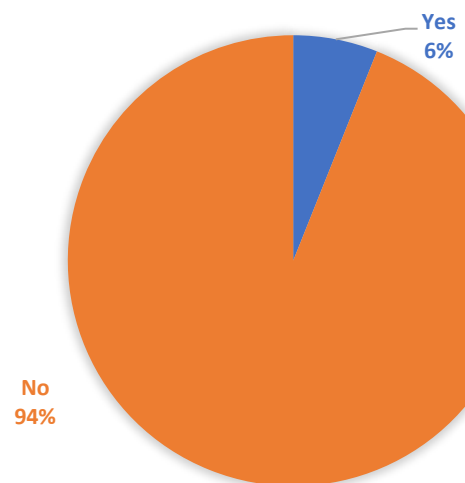
Q11) MARITAL STATUS

What is your marital status or civil partnership status?



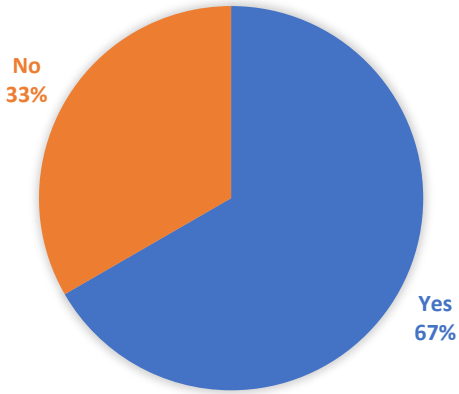
Q12a) MATERNITY / PATERNITY

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



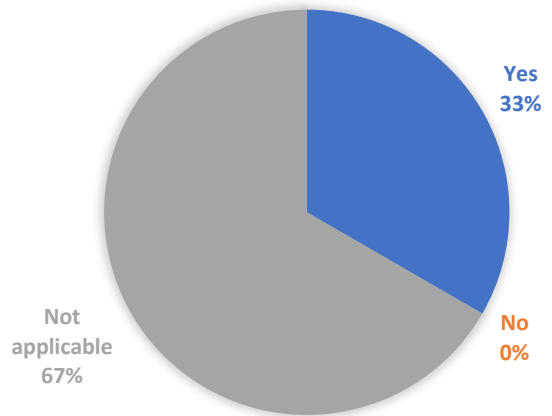
Q12b) MATERNITY / PATERNITY

If yes i) Did you return to your current employer after the leave? (3 surveyed)



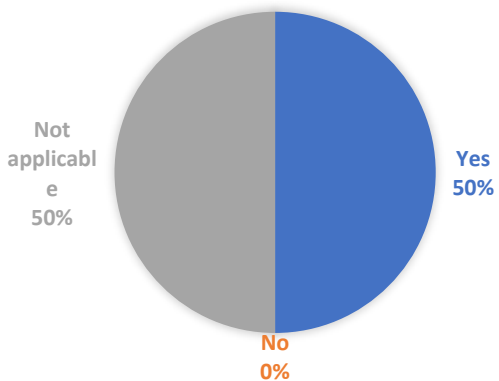
Q12b) MATERNITY / PATERNITY

If yes ii) Did your current employer give you additional leave for ante-natal appointments? (6 surveyed)



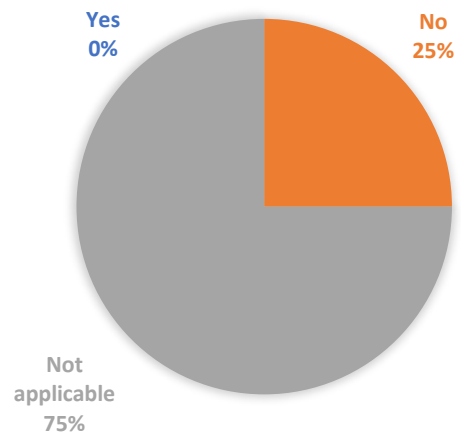
Q12b) MATERNITY / PATERNITY

If yes iii) Has your employer offered you flexible working arrangements? (4 surveyed)



Q12b) MATERNITY / PATERNITY

If yes iv) Has the ability to work from home been an important aide in your return to work? (4 surveyed)



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.