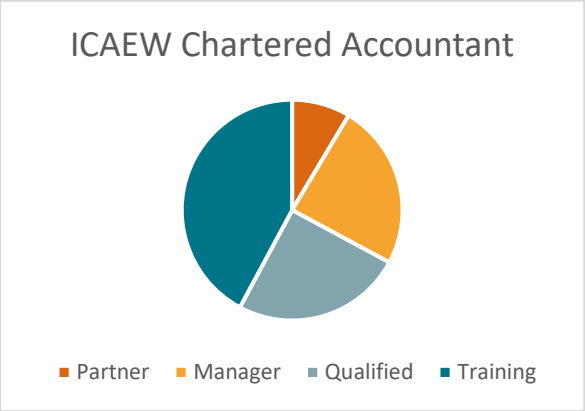
ICAEW Probate Diversity Survey

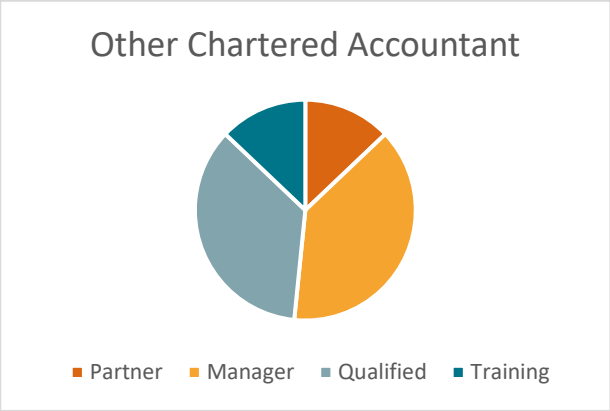
2025

Larking Gowen

Committed to you.

1) About you

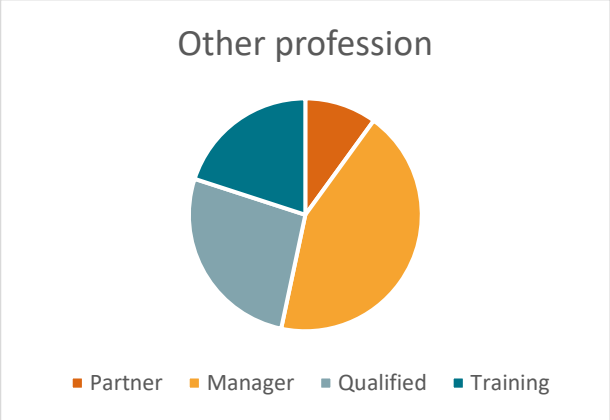

ICAEW Chartered Accountant
Partner
Manager
Qualified
Training

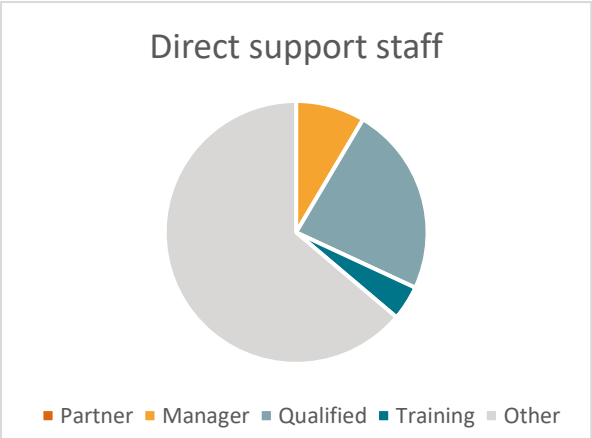

Other Chartered Accountant
Partner
Manager
Qualified
Training

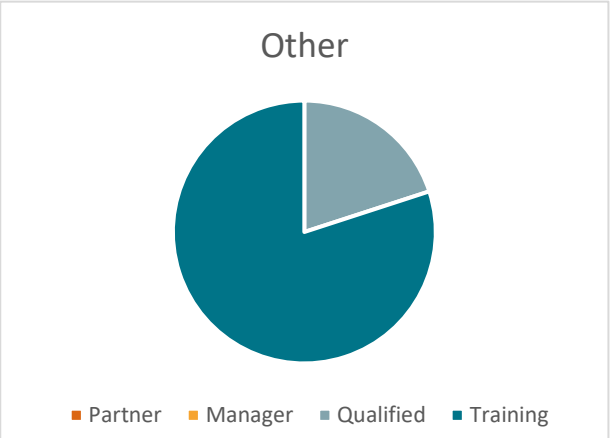
Other Accountant
Partner
Manager
Qualified
Training

Legally Qualified
Partner
Manager
Qualified
Training

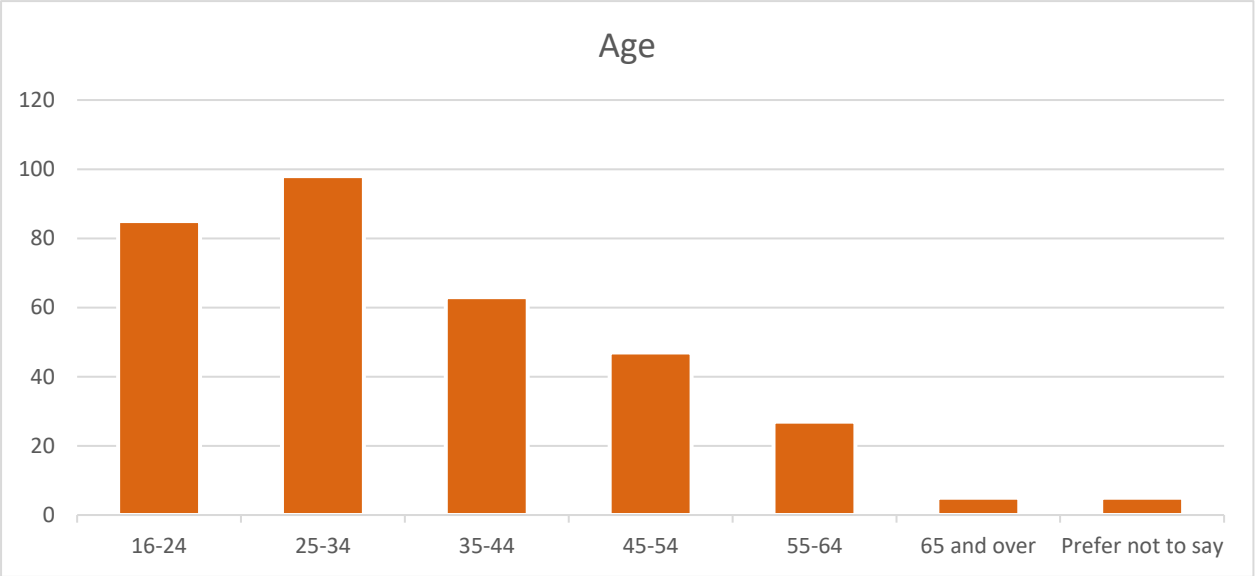
Other Legal
Partner
Manager
Qualified
Training


Other profession
Partner
Manager
Qualified
Training


Direct support staff
Partner
Manager
Qualified
Training
Other

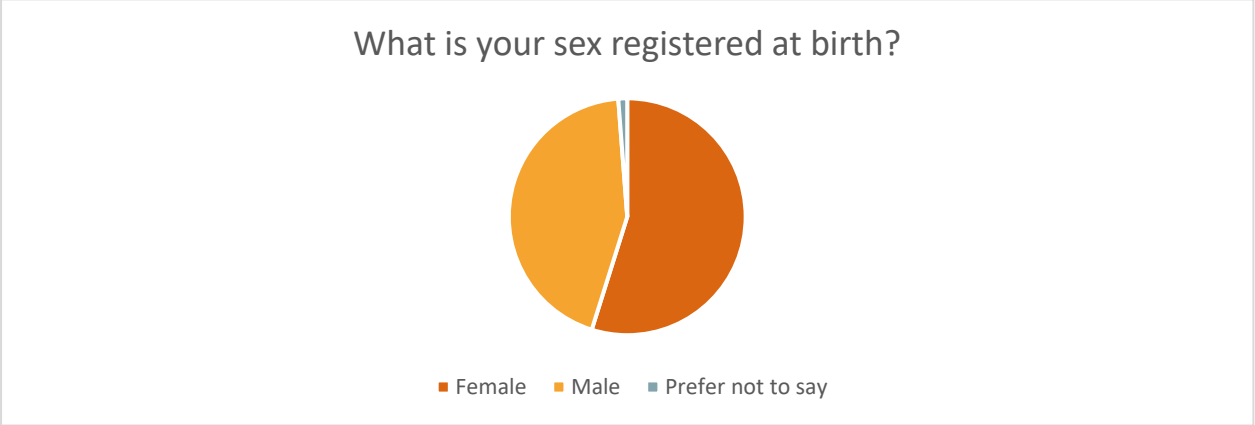

Other
Partner
Manager
Qualified
Training

2) Age

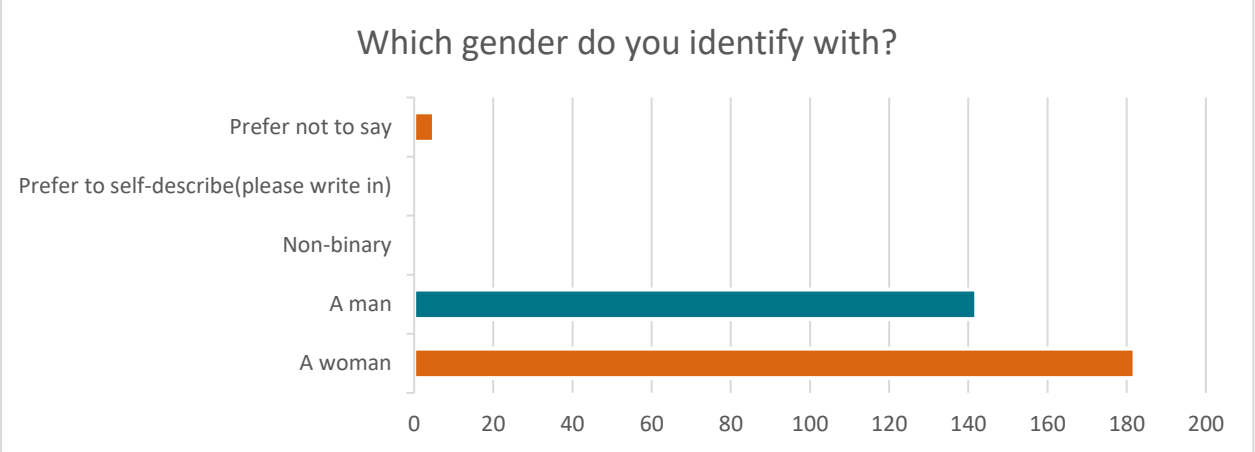


3) Sex/Gender

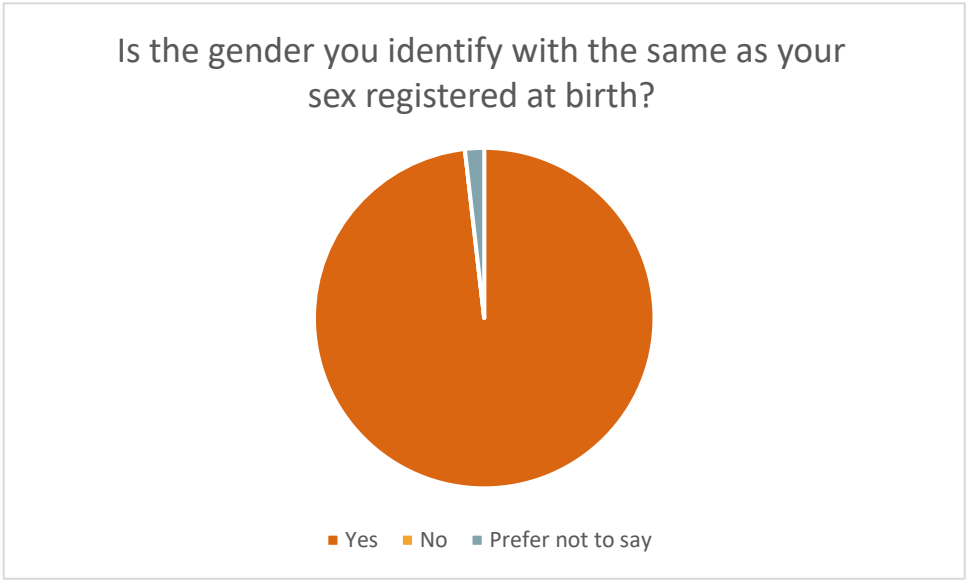
(A)



(B)

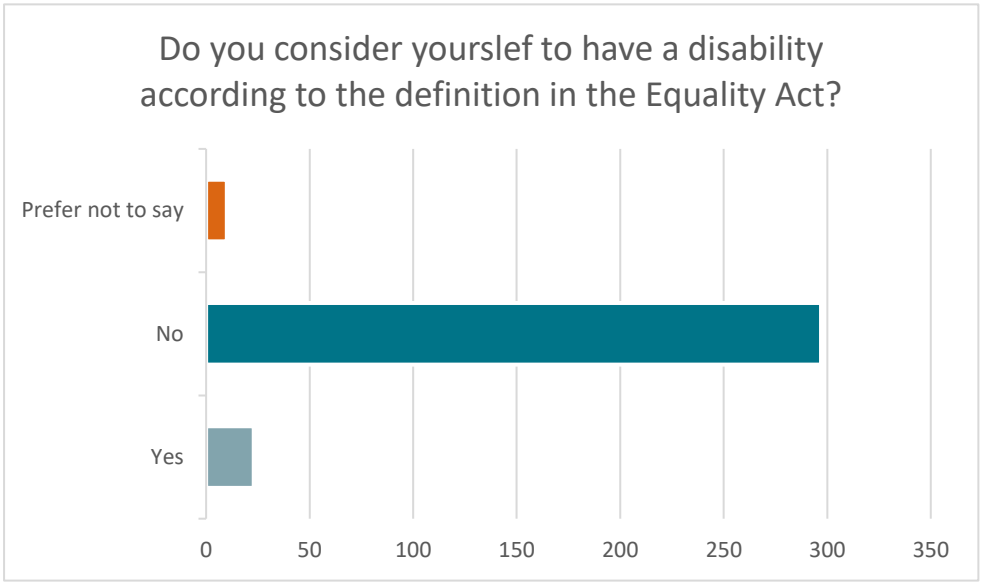


(C)

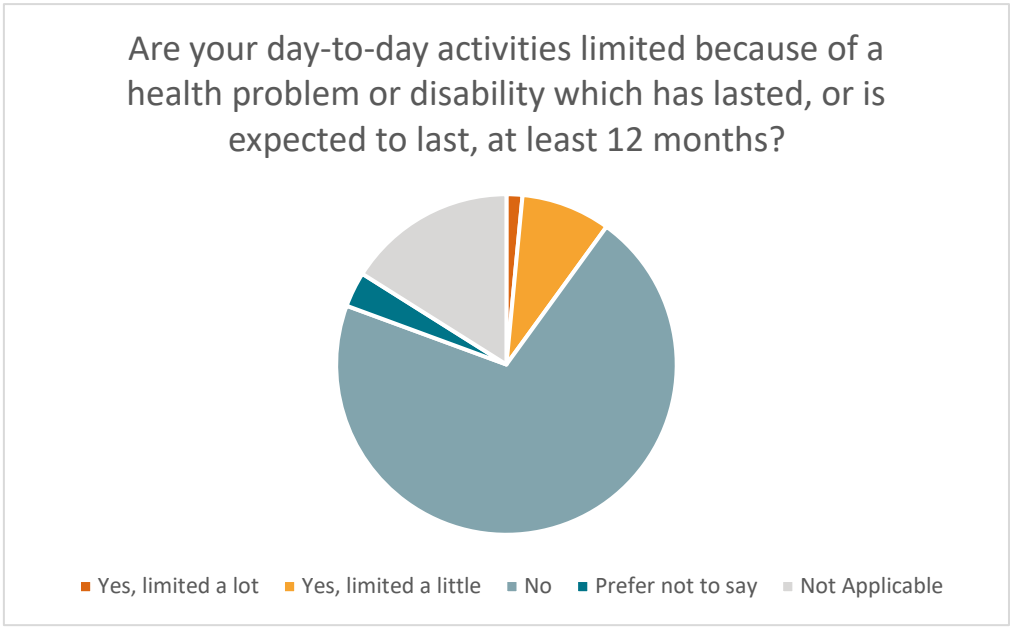


4) Disability

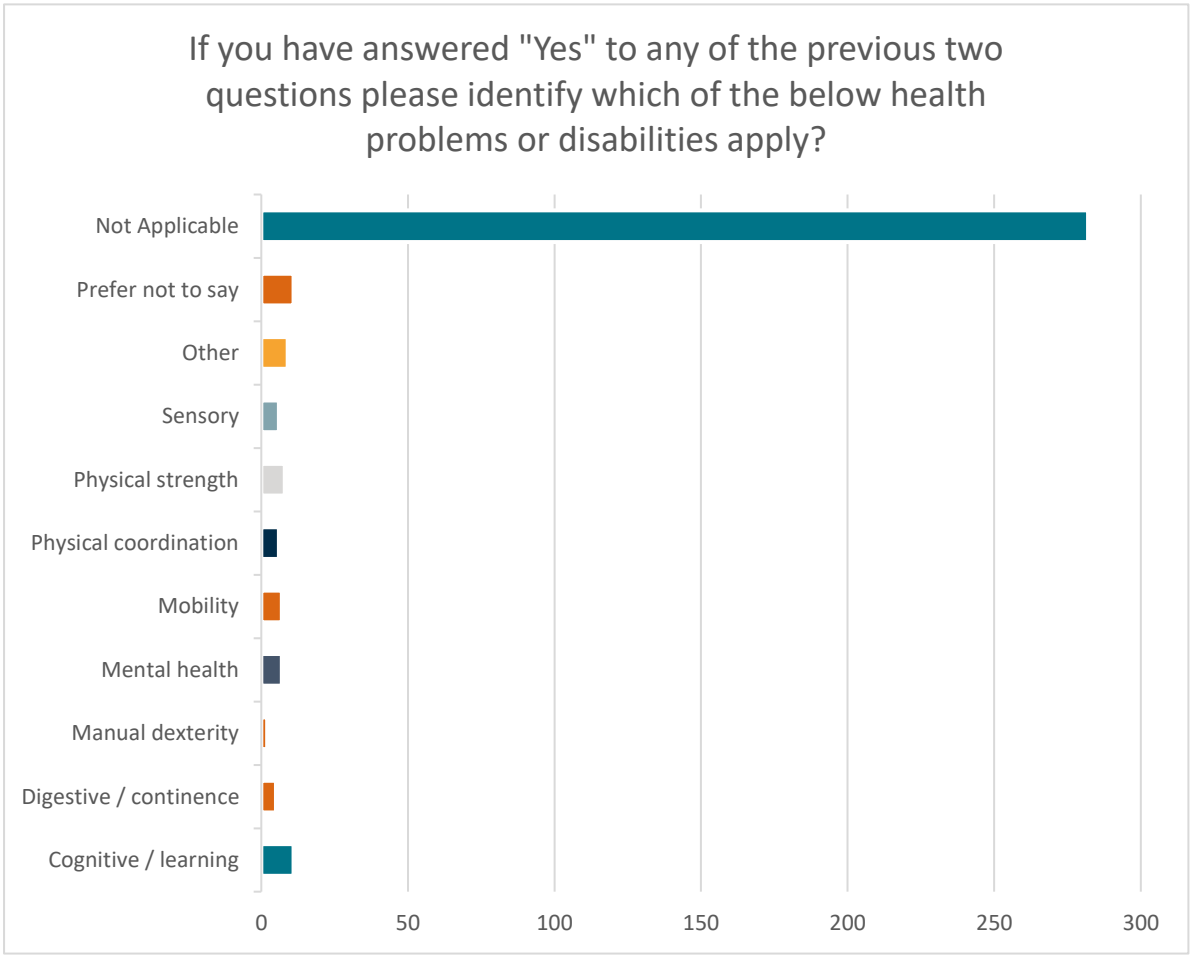
(A)



(B)

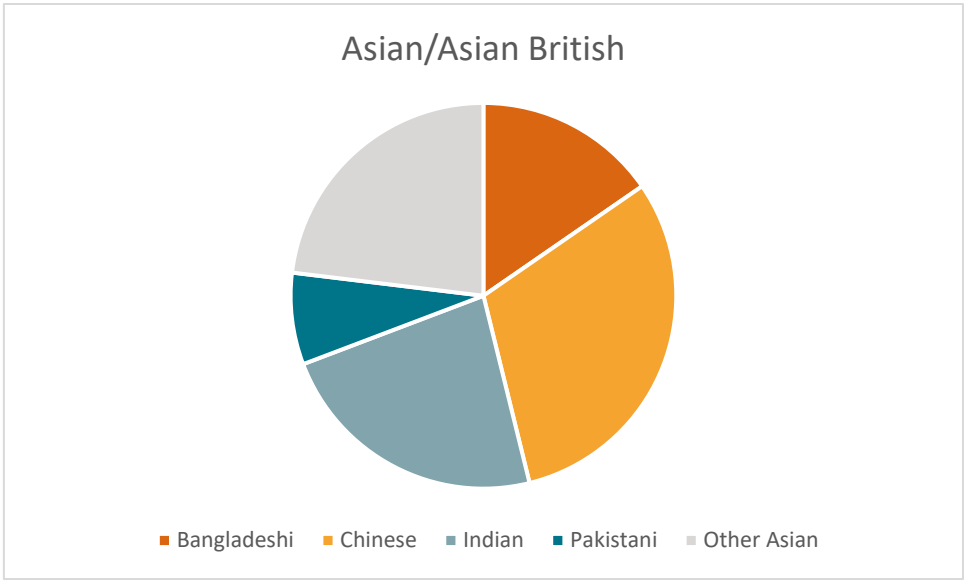

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?
Yes, limited a lot
Yes, limited a little
No
Prefer not to say
Not Applicable

(C)

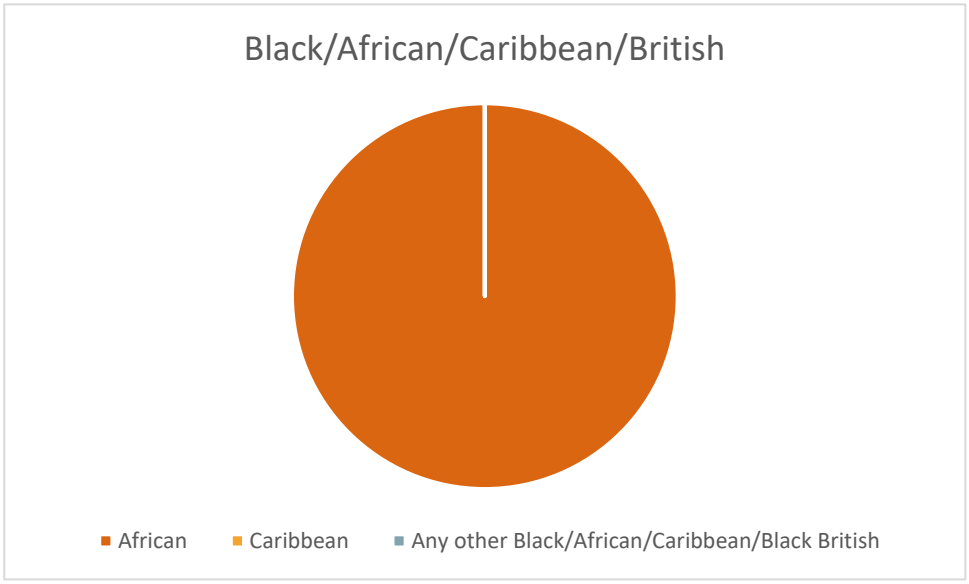

If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?
Not Applicable
Prefer not to say
Other
Sensory
Physical strength
Physical coordination
Mobility
Mental health
Manual dexterity
Digestive / continence
Cognitive / learning
0
50
100
150
200
250
300

5) Ethnic group

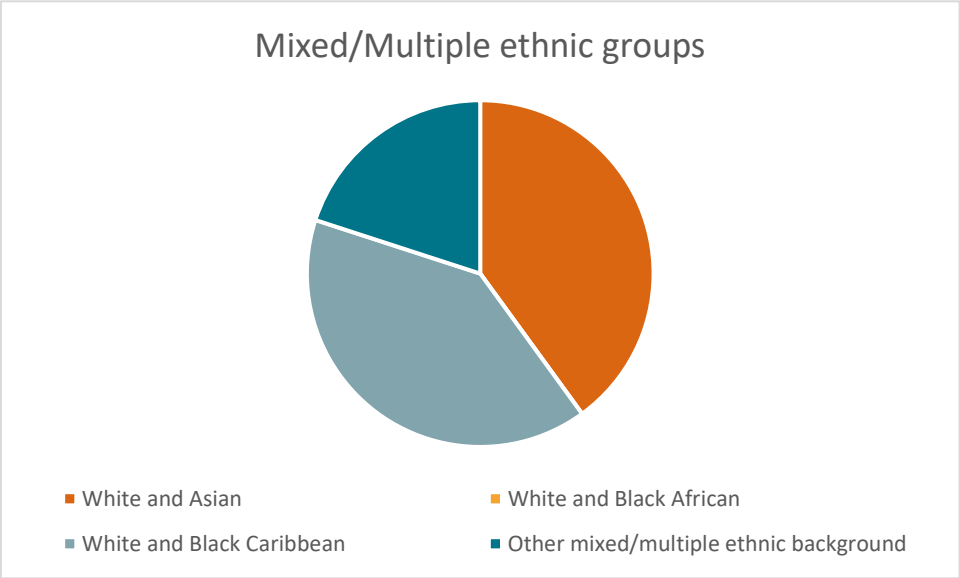
(A)



(B)



(C)

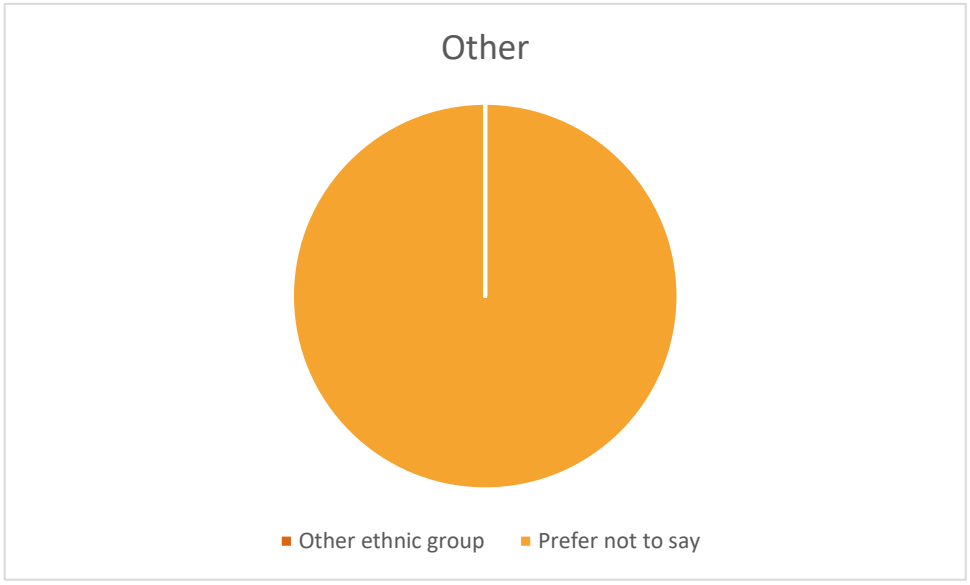


(D)

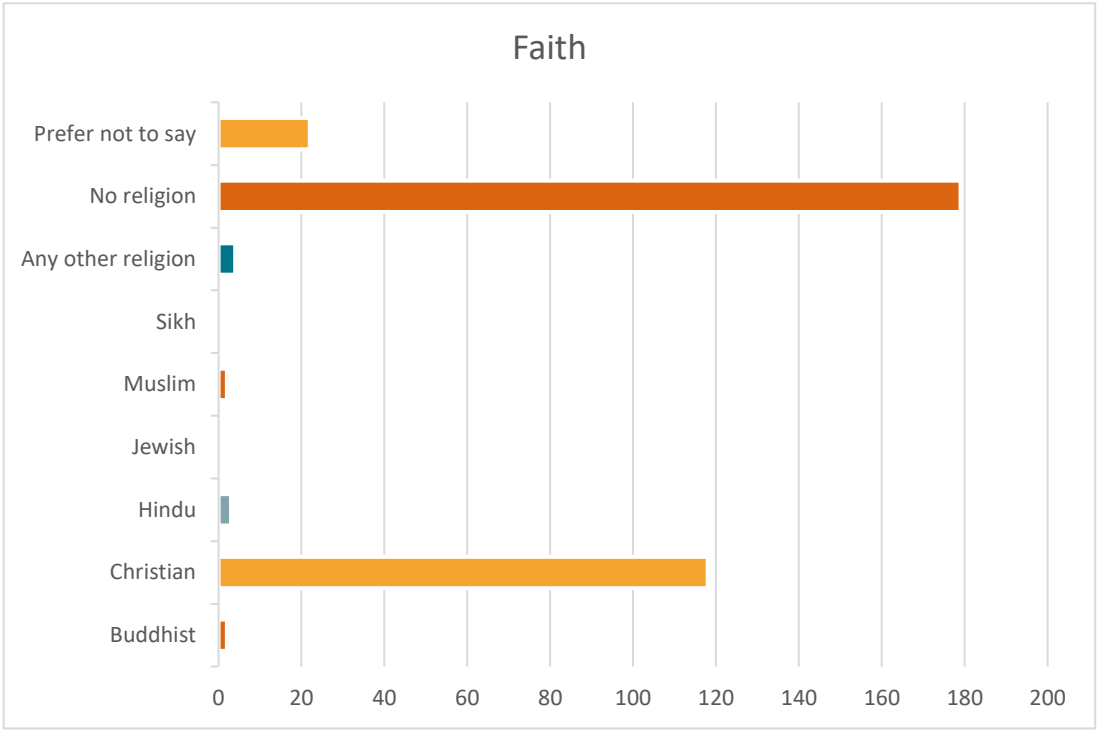
(E)

Arab – No results returned

(F)


Other
Other ethnic group
Prefer not to say

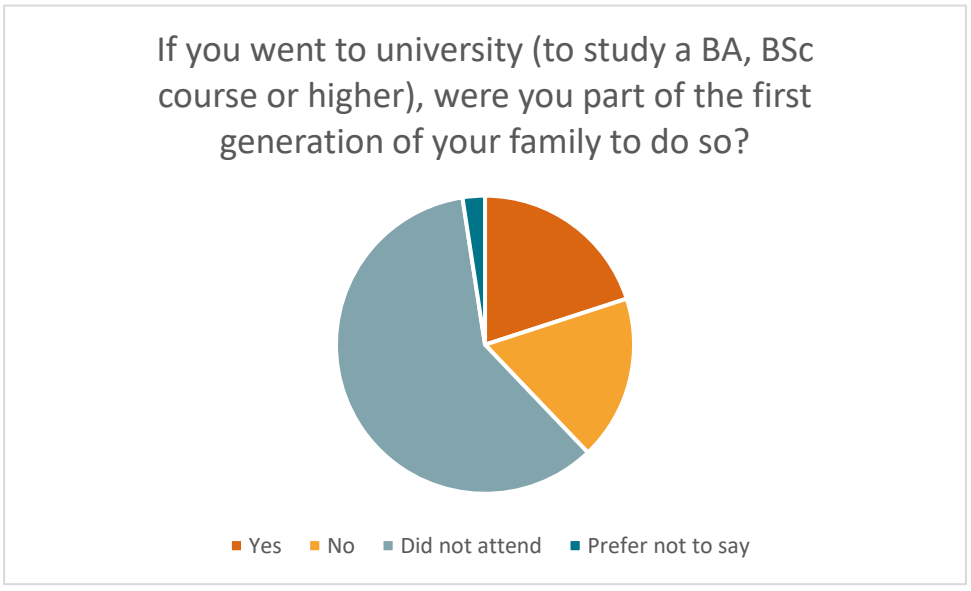
6) Faith


Faith
Prefer not to say
No religion
Any other religion
Sikh
Muslim
Jewish
Hindu
Christian
Buddhist
0
20
40
60
80
100
120
140
160
180
200

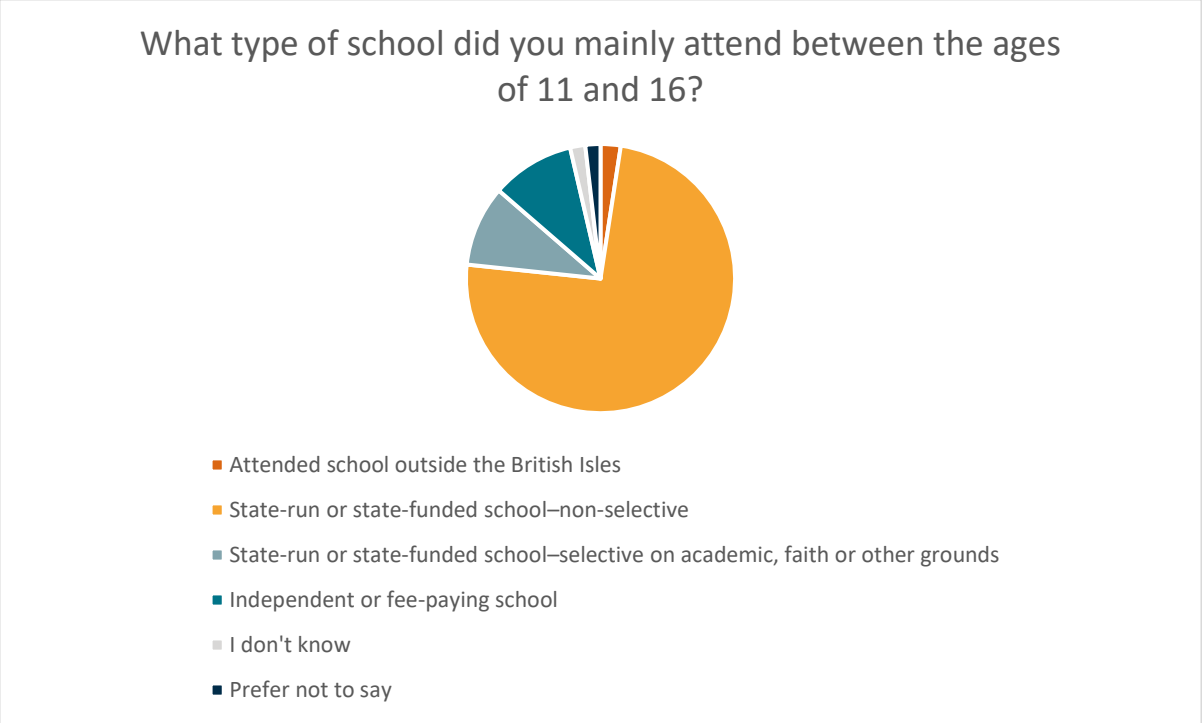
7) Sexual orientation

8) Socio-economic background

(A)

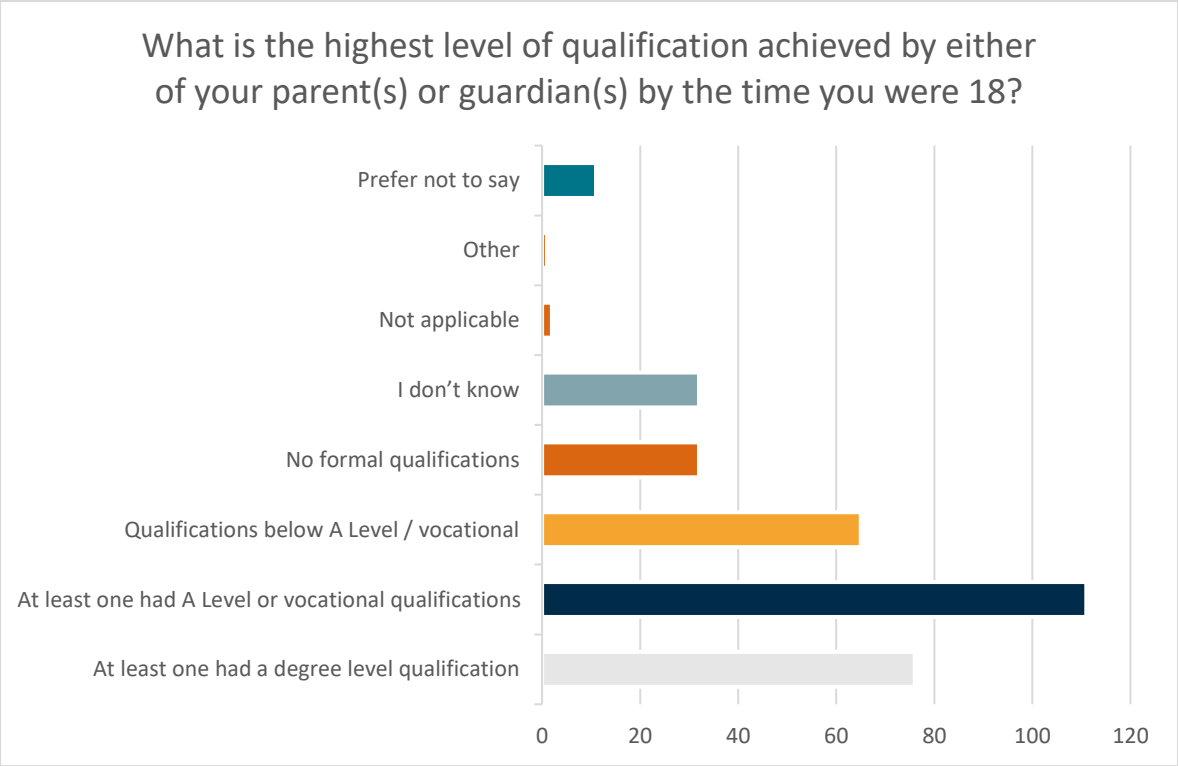


(B)

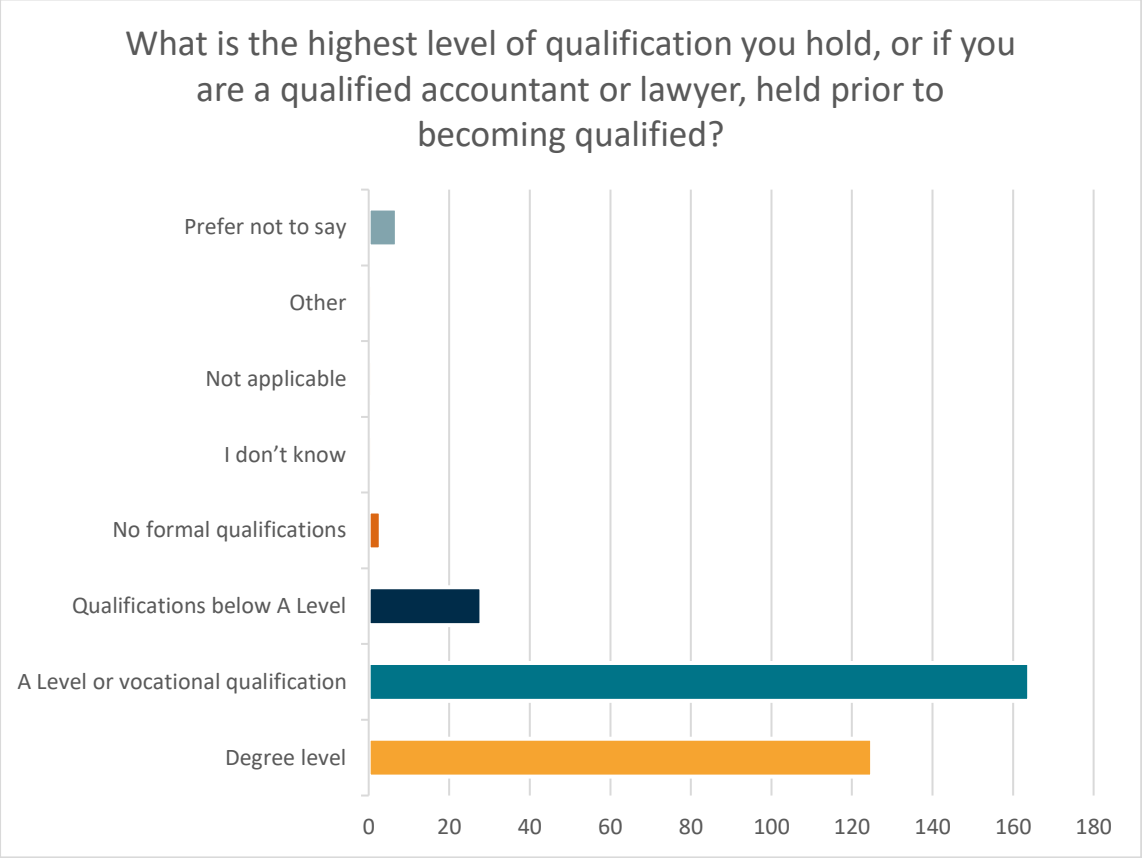


9) Social mobility

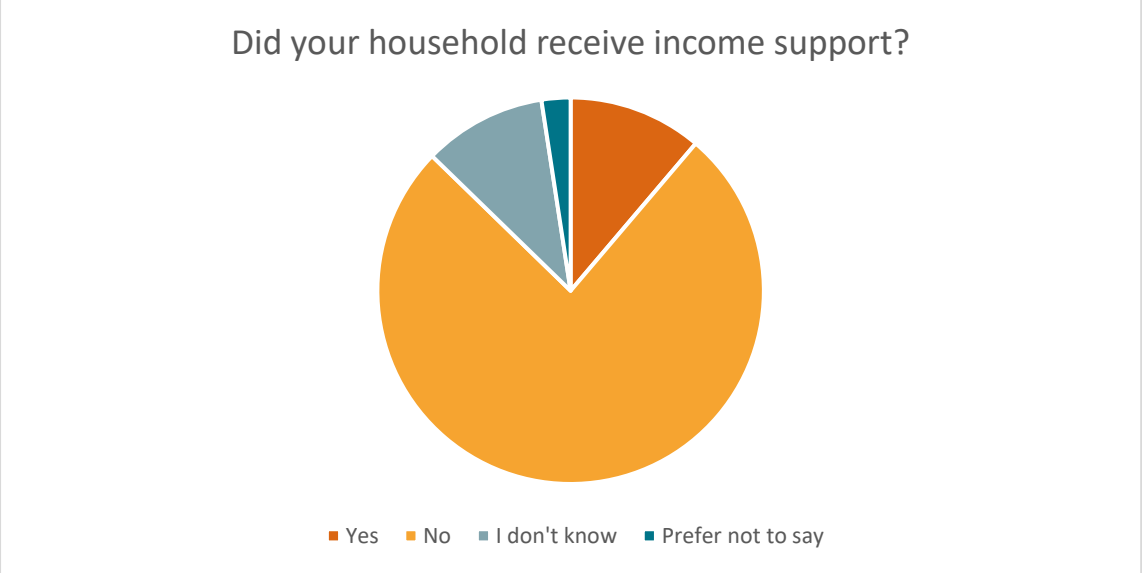
(A)



(B)


What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?
Prefer not to say
Other
Not applicable
I don't know
No formal qualifications
Qualifications below A Level
A Level or vocational qualification
Degree level
0
20
40
60
80
100
120
140
160
180

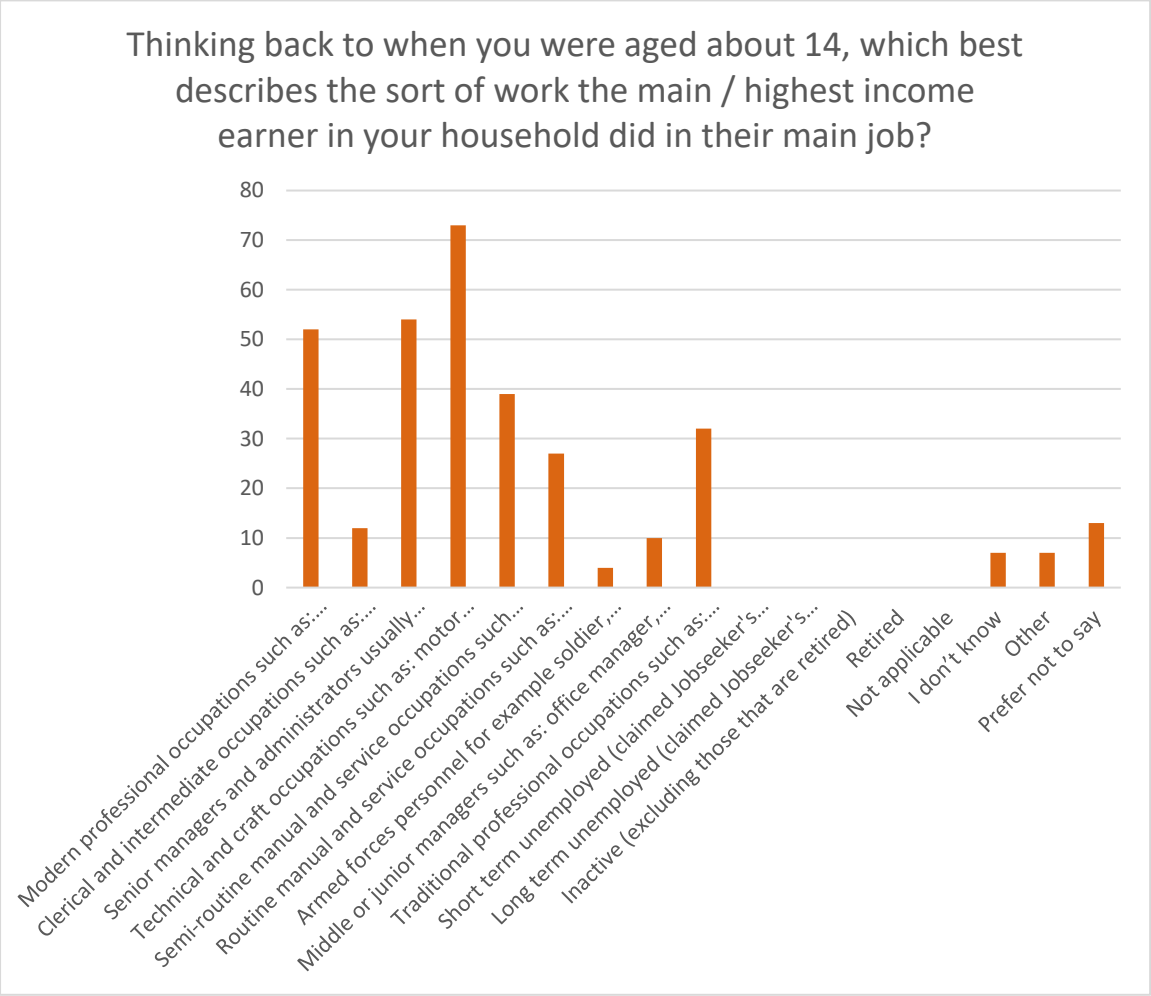
(C) i.


Did your household receive income support?
Yes
No
I don't know
Prefer not to say

ii.

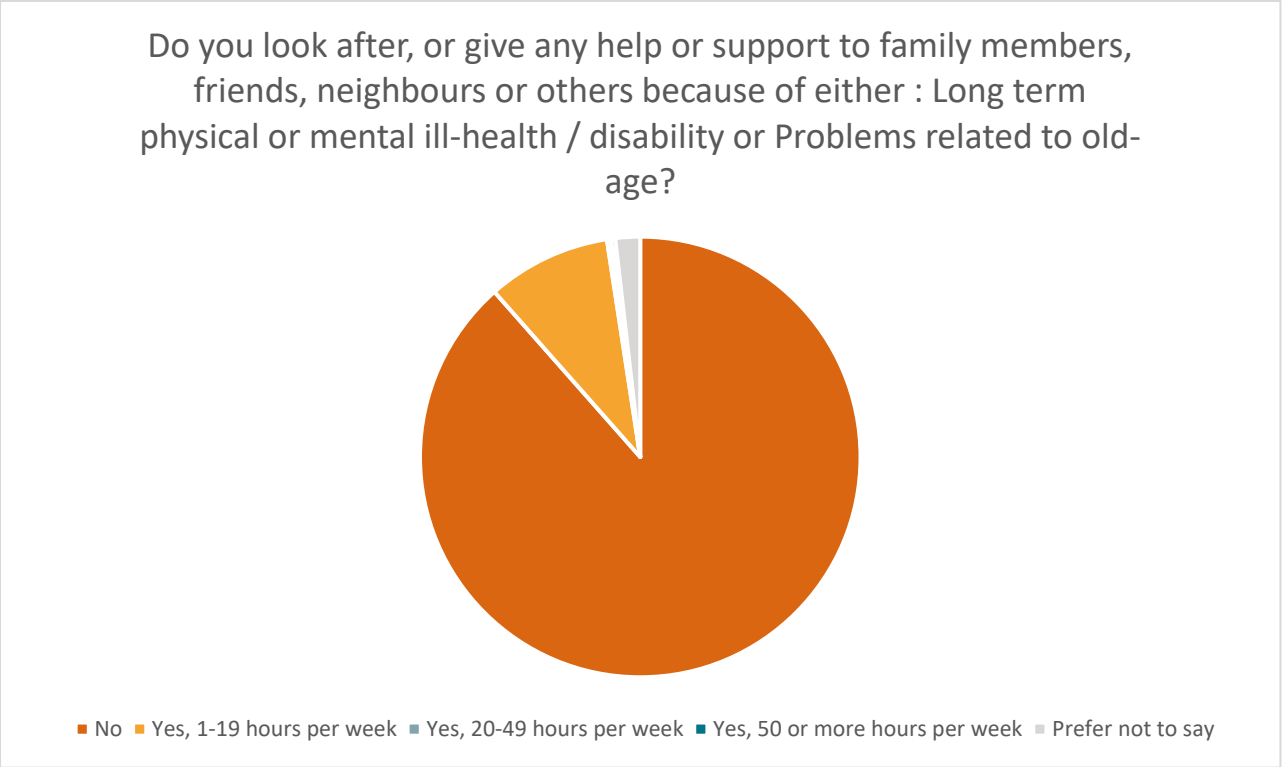
Were you entitled to free school meals?
Yes
No
I don't know
Prefer not to say

(D)

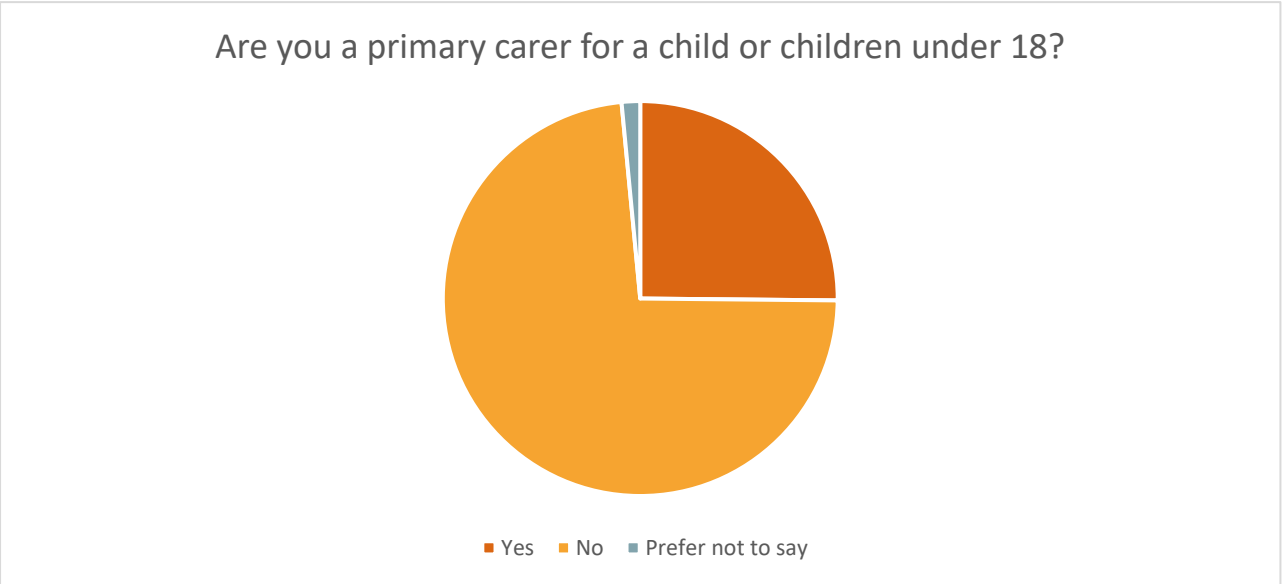

Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?
80
70
60
50
40
30
20
10
0
Modern professional occupations such as:...
Clerical and intermediate occupations such as:...
Senior managers and administrators usually...
Technical and craft occupations such as: motor...
Semi-routine manual and service occupations such...
Routine manual and service occupations such as:...
Armed forces personnel for example soldier,...
Middle or junior managers such as: office manager,...
Traditional professional occupations such as:...
Short term unemployed (claimed Jobseeker's...
Long term unemployed (claimed Jobseeker's...
Inactive (excluding those that are retired)
Retired
Not applicable
I don't know
Other
Prefer not to say

10) Caring responsibilities

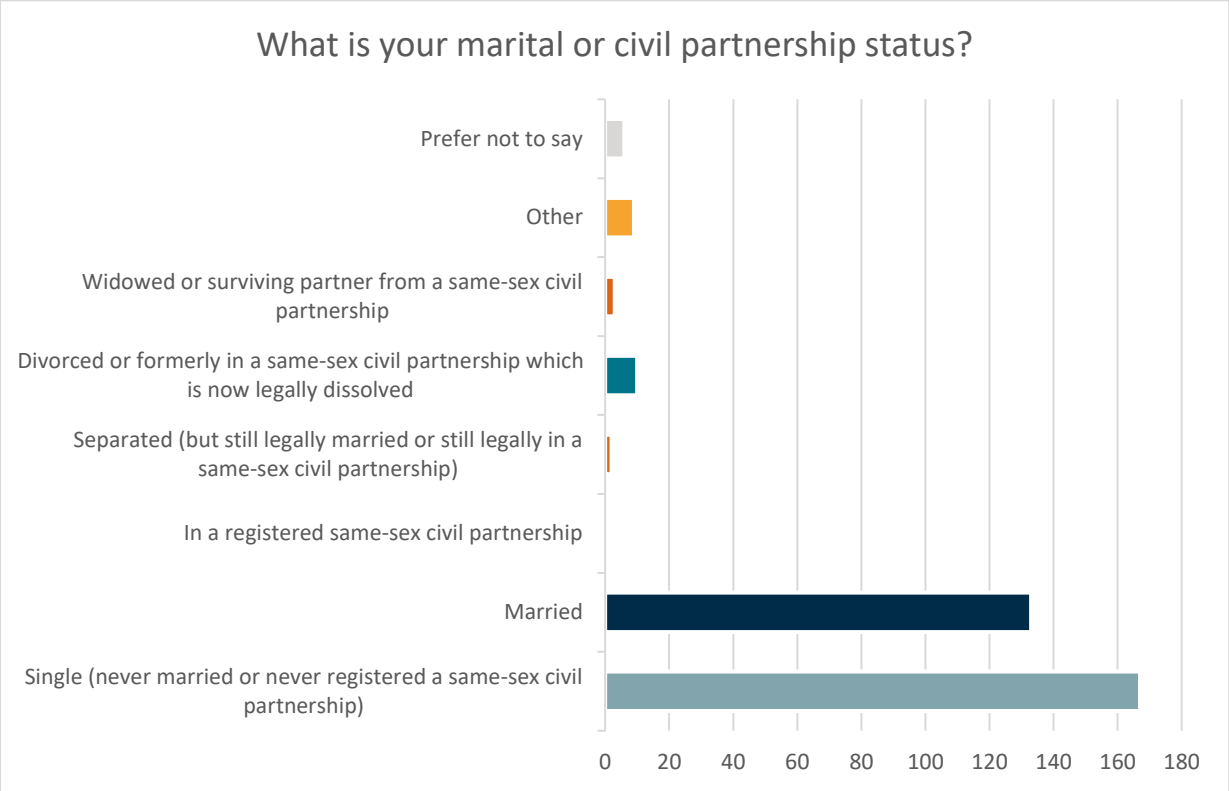
(A)



(B)

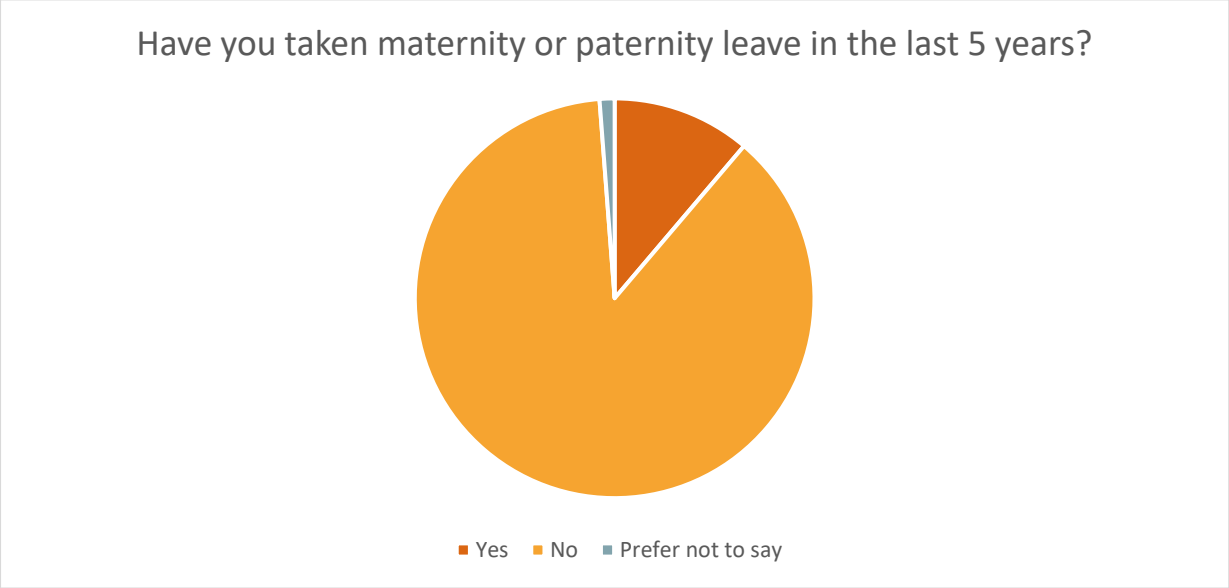


11) Marital Status

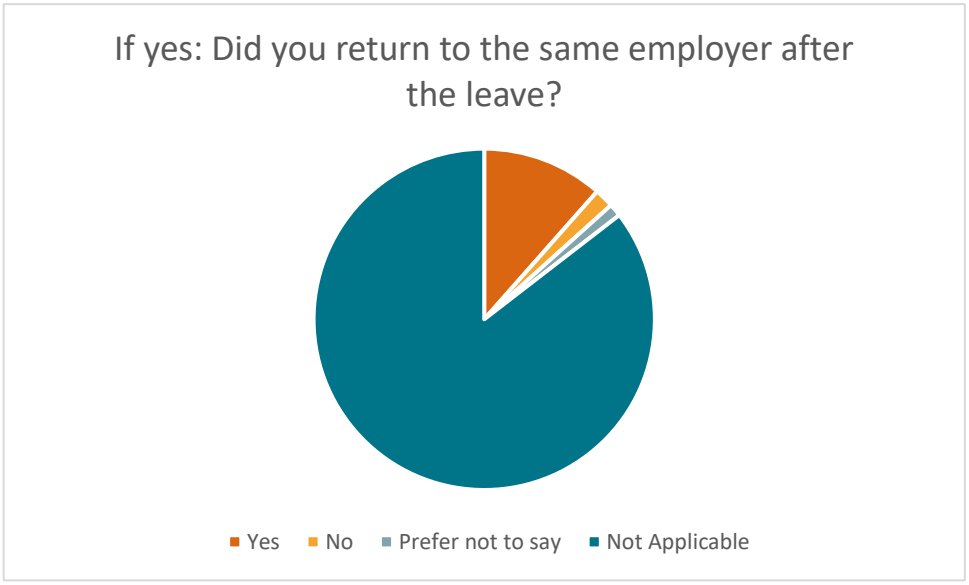


12) Maternity

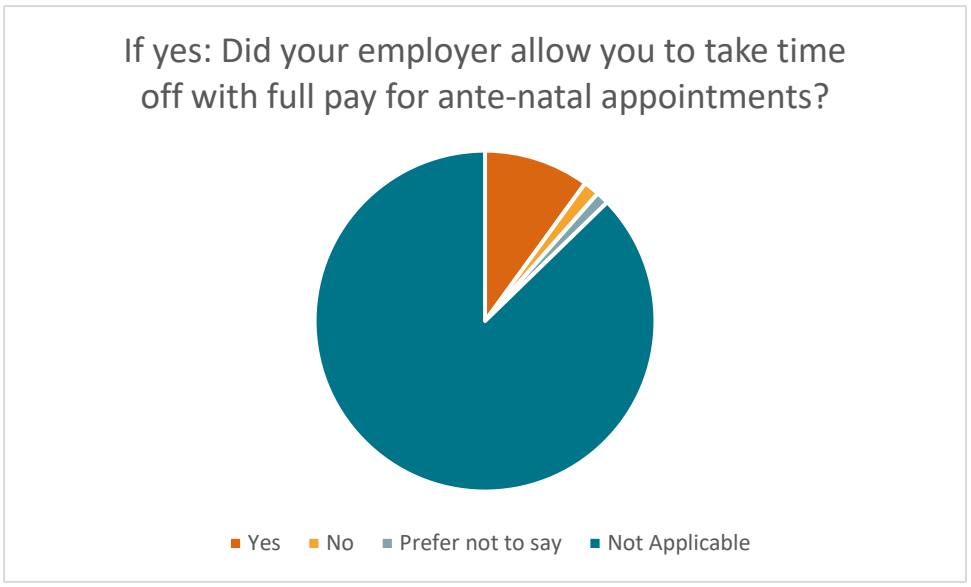
(A)



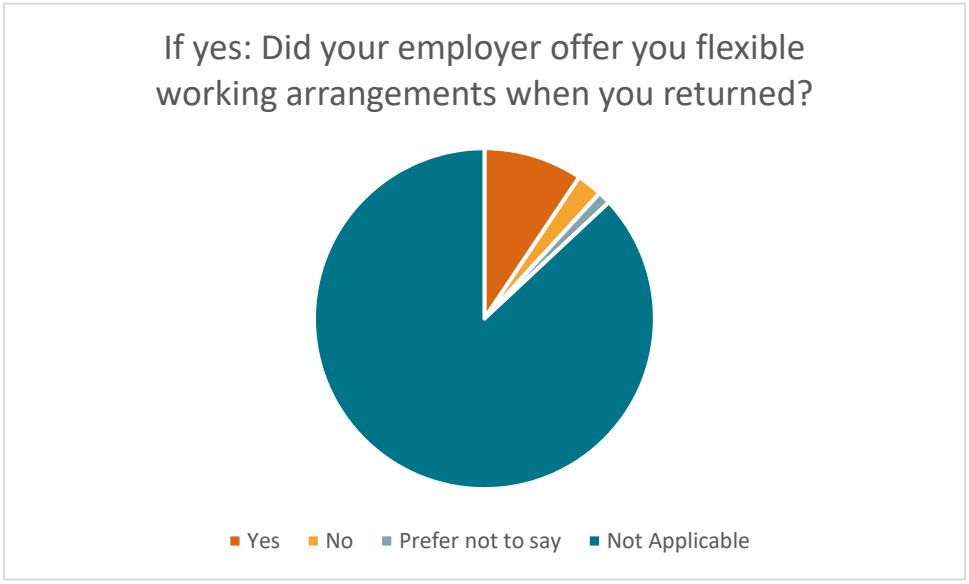
(B)


If yes: Did you return to the same employer after the leave?
Yes
No
Prefer not to say
Not Applicable

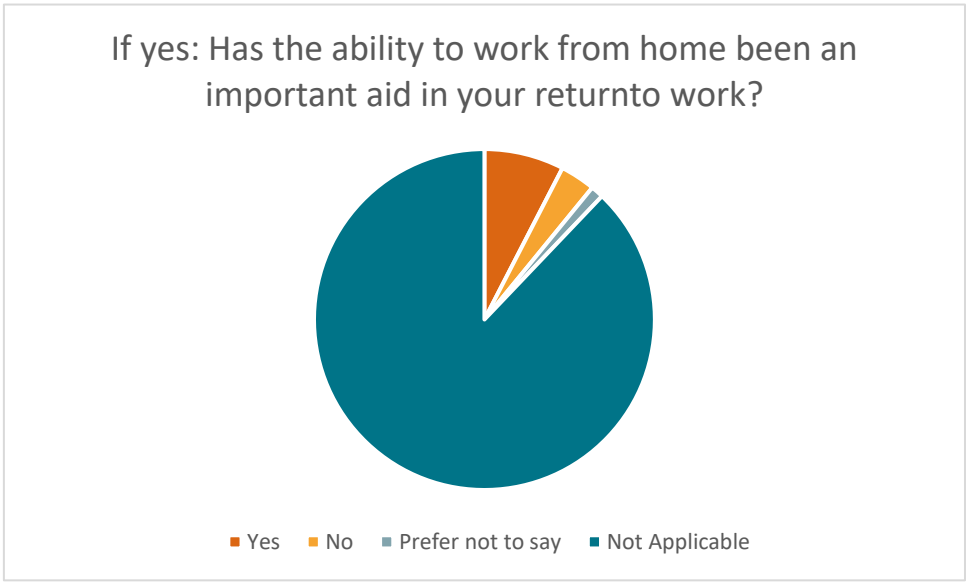
(C)


If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?
Yes
No
Prefer not to say
Not Applicable

(D)


If yes: Did your employer offer you flexible working arrangements when you returned?
Yes
No
Prefer not to say
Not Applicable

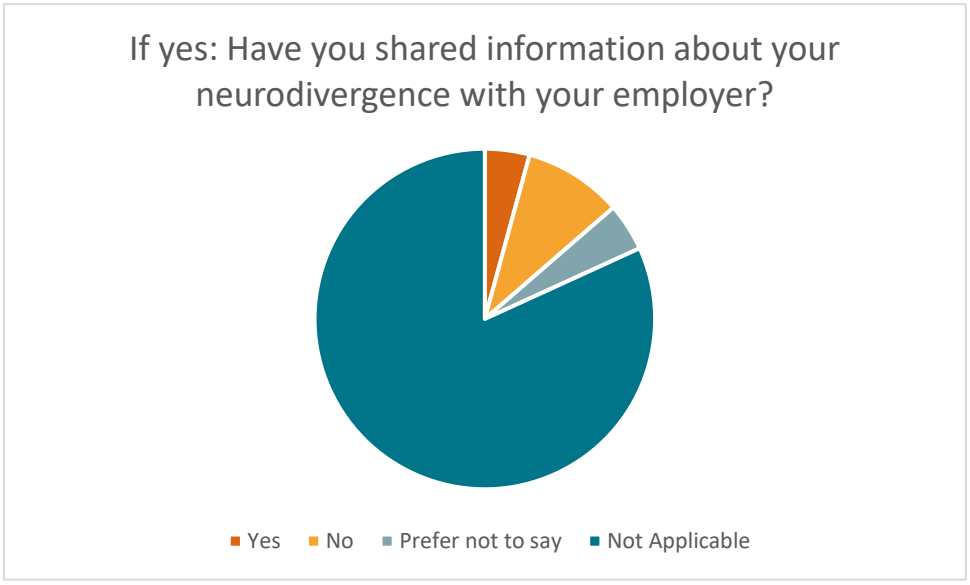
(E)


If yes: Has the ability to work from home been an important aid in your returnto work?
Yes
No
Prefer not to say
Not Applicable

13) Neurodiversity

(A)

(B)



Summary

We have considered the outcome of our most recent diversity survey. Whilst the results do not reflect substantial 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. The results in relation to neurodiversity are as expected. We recognise the unique strengths and perspectives that our neurodivergent employees bring to our workforce and aim to implement accessible workplace policies while fostering continual education of our teams. We remain committed to a policy of Inclusion with equal opportunities to all in both recruitment and internal progression.