

**Probate diversity summary template**

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

Firm name: **Jones Avens**

ICAEW firm number (C00/A00): **1479271**

Number of employees: **24**

Completed questionnaires: **14**

**1. About you**

ICAEW Chartered Accountant	<input type="checkbox"/> 2	Partner	<input type="checkbox"/> 1	Manager	<input type="checkbox"/> 1	Qualified	<input type="checkbox"/> 1	Training
Other Chartered Accountant	<input type="checkbox"/>	Partner	<input type="checkbox"/> 1	Manager	<input type="checkbox"/> 1	Qualified	<input type="checkbox"/>	Training
Other accountant	<input type="checkbox"/> 1	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/> 1	Qualified	<input type="checkbox"/>	Training
Legally qualified	<input type="checkbox"/>	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Other legal	<input type="checkbox"/>	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Other profession	<input type="checkbox"/>	Partner	<input type="checkbox"/> 1	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Direct support staff	<input type="checkbox"/> 4							
Other	<input type="checkbox"/>							
Prefer not to say	<input type="checkbox"/>							

**Total responses for question 1: 14** Total checked. Please proceed to next question

**2. Age**

16-24  2 25-34  3 35-44  4 45-54  4 55-64  65+  1 Prefer not to say

**Total responses for question 2: 14** Total checked. Please proceed to next question

**3. Gender**

7 Male  7 Female  Trans  Other  Prefer not to say

**Total responses for question 3: 14** Total checked. Please proceed to next question

**4. Disability**

(a)  Yes  14 No  Prefer not to say  
 (b)  Yes, limited a lot  Yes, limited a little  14 No  Prefer not to say

**Total responses for question 4: 14** Total checked. Please proceed to next question

**5. Ethnic group**

**Asian/Asian British**

Bangladeshi  Chinese  Indian  Pakistani  Other Asian

**Black/African/Caribbean/British**

African  Caribbean  Any other Black/African/Caribbean/Black British

**Mixed/multiple ethnic groups**

White and Asian  White and Black African  White and Black Caribbean  Other mixed/multiple ethnic background

**White**

14 British/English/Welsh/Northern Irish/Scottish  Irish  Gypsy or Irish Traveller  Any other white background

**Arab**

Arab

**Other**

Other ethnic group  Prefer not to say

**Total responses for question 5: 14** Total checked. Please proceed to next question

**6. Faith**

Buddhist  8 Christian  Hindu  Jewish  Muslim  Sikh  Any other religion  
 6 Prefer not to say

**Total responses for question 6: 14** Total checked. Please proceed to next question

**7. Sexual orientation**

Bisexual  Gay man  Gay woman /lesbian  12 Heterosexual/straight  Other  2 Prefer not to say

Total responses for question 7:

14

Total checked. Please proceed to next question

8. Socio-economic background

(a)  5 Yes  No  8 Did not attend  1 Prefer not to say

(b)  10 UK state school  2 UK independent/fee-paying school  1 Attended school outside the UK  1 Prefer not to say

Total responses for question 8:

14

Total checked. Please proceed to next question

9. Social mobility

(a)  1 Yes  11 No  1 I don't know  1 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+ O levels (passes) / CSEs (grade 1) / GCSEs (A\*-C), School Certificate, 1 A level/2-3  
 AS levels/VCEs, Higher Diploma  
 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA  
 Diploma  
 Apprenticeship  
 1 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma  
 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National,  
 RSA Advanced Diploma  
 1 Undergraduate degree (eg, BA, BSc)  
 1 Master's degree (eg, MA, MSc)  
 Doctorate degree (eg, PhD)  
 NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level  
 7 Professional qualifications (eg, teaching, nursing, accountancy)  
 Other vocational/work-related qualifications  
 1 Non-UK qualifications  
 No qualifications  
 1 Prefer not to say

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

(d)  1 Yes  12 No  I don't know  1 Prefer not to say

Total responses for question 9:

14

Total checked. Please proceed to next question

10. Caring responsibilities

(a)  4 Yes  9 No  1 Prefer not to say

(b)  5 No  3 Yes, 1-19 hours per week  Yes, 20-49 hours per week  Yes, 50 or more hours per week  
 6 Prefer not to say

Total responses for question 10:

14

Total checked. Please proceed to next question

Review findings

On review of the survey results we are satisfied that on balance our firm is diverse and represents the area in which we trade and employ staff well. We continue to interview candidates from a diverse background as and when vacancies arise. We would suggest that the large number of "Prefer not to say" responses to question 10(b) is perhaps a general misunderstanding/omission. Overall completion rates were satisfactory, if slightly lower than hoped for.

End of survey