

# 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:	26
Completed questionnaires:	12

## 1 ABOUT YOU

ICAEW Chartered Accountant	<input type="text" value="2"/> Partner	<input type="text" value="1"/>
Other Chartered Accountant	<input type="text"/> Partner	<input type="text"/>
Other accountant	<input type="text"/> Partner	<input type="text" value="1"/>
Legally qualified	<input type="text"/> Partner	<input type="text"/>
Other legal	<input type="text"/> Partner	<input type="text"/>
Other profession	<input type="text"/> Partner	<input type="text" value="1"/>
Direct support staff	<input type="text" value="3"/>	
Other	<input type="text"/>	
Prefer not to say	<input type="text" value="1"/>	
<b>Total responses for question 1:</b>	<b>12</b>	<b>Total</b>

## 2 AGE

<input type="text" value="1"/> 16-24	<input type="text" value="1"/> 25-34	<input type="text" value="2"/> 35-44	<input type="text" value="4"/>
<b>Total responses for question 2:</b>	<b>12</b>	<b>Total</b>	

## 3 GENDER

<input type="text" value="5"/> Male	<input type="text" value="6"/> Female	<input type="text"/> Trans	<input type="text"/>
<b>Total responses for question 3:</b>	<b>12</b>	<b>Total</b>	

## 4 DISABILITY

(a) <input type="text"/> Yes	<input type="text" value="10"/> No	<input type="text" value="2"/> Prefer not to say
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(b)  Yes, limited a lot     Yes, limited a little     No     Prefer

**Total responses for question 4:**    **12**    **Total**

## 5 ETHNIC GROUP

### Asian/Asian British

Bangladeshi     Chinese     Indian   

### Black/African/Caribbean/British

African     Caribbean     Any other Black/African/Caril

### Mixed/multiple ethnic groups

White and Asian     White and Black African     White and Black Caribbean

### White

British/English/Welsh/Northern Irish/Scottish     Irish   

### Arab

Arab

### Other

Other ethnic group     Prefer not to say

**Total responses for question 5:**    **12**    **Total**

## 6 FAITH

Buddhist     Christian     Hindu   

No religion     Prefer not to say

**Total responses for question 6:**    **12**    **Total**

## 7 SEXUAL ORIENTATION

Bisexual     Gay man     Gay woman /lesbian   

**Total responses for question 7:**    **12**    **Total**

## 8 SOCIO-ECONOMIC BACKGROUND

(a)  Yes  No  Did not attend

(b)  UK state school  UK independent/fee-paying school

**Total responses for question 8:**  **Total**

## 9 SOCIAL MOBILITY

(a)  Yes  No  I don't know

(b)  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-:  
 AS levels/VCEs, Higher Diploma  
 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma,  
 Diploma  
 Apprenticeship  
 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Dipl  
 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC N  
 RSA Advanced Diploma  
 Undergraduate degree (eg, BA, BSc)  
 Master's degree (eg, MA, MSc)  
 Doctorate degree (eg, PhD)  
 NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level  
 Professional qualifications (eg, teaching, nursing, accountancy)  
 Other vocational/work-related qualifications  
 Non-UK qualifications  
 No qualifications  
 Prefer not to say

(c)  Yes  No  I don't know

(d)  Yes                       No                       I don't know                     

**Total responses for question 9:**                      **12**                      **Total**

**10 CARING RESPONSIBILITIES**

(a)  Yes                       No                       Prefer not to say

(b)  No                       Yes, 1-19 hours per week                     

Prefer not to say

**Total responses for question 10:**                      **12**                      **Total**

**REVIEW FINDINGS**

On review of the survey results we are satisfied that on balance our firm is diverse and repre from a diverse background as and when vacancies arise. Overall completion rates were sati

**END OF SURVEY**

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Manager	<input type="checkbox"/> Qualified	<input type="checkbox"/> Training
Manager	<input type="checkbox"/> 1 Qualified	<input type="checkbox"/> Training
Manager	<input type="checkbox"/> Qualified	<input type="checkbox"/> 1 Training
Manager	<input type="checkbox"/> Qualified	<input type="checkbox"/> Training
Manager	<input type="checkbox"/> Qualified	<input type="checkbox"/> Training
Manager	<input type="checkbox"/> Qualified	<input type="checkbox"/> Training

**checked. Please proceed to next question**

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45-54	<input type="checkbox"/> 3	55-64	<input type="checkbox"/> 65+	<input type="checkbox"/> 1	Prefer not to say
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**checked. Please proceed to next question**

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Other	<input type="checkbox"/> 1	Prefer not to say
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**checked. Please proceed to next question**

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prefer not to say

**checked. Please proceed to next question**

Pakistani  Other Asian

Asian/Black British

Other mixed/multiple ethnic background

Gypsy or Irish Traveller  Any other white background

**checked. Please proceed to next question**

Jewish  Muslim  Sikh  Any other religion

**checked. Please proceed to next question**

Heterosexual/straight  Other  Prefer not to say

**checked. Please proceed to next question**

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Prefer not to say

Attended school outside the UK

4

Prefer not to say

**checked. Please proceed to next question**

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Prefer not to say

3

, RSA

oma

ational,

Prefer not to say

Prefer not to say

**checked. Please proceed to next question**



Yes, 20-49 hours per week

Yes, 50 or more hours per week

**checked. Please proceed to next question**



sents the area in which we trade and employ staff well. We continue to interview candidates  
isfactory, if slightly lower than hoped for.

