

DIVERSITY ANALYSIS 2018

The following are the results of a Diversity Questionnaire in accordance with the Probate Regulations.

Hale & Company LLP provides non-contentious probate services and a range of other professional services.

The results below are based on a questionnaire devised by ICAEW.

QUALIFICATION

This includes students studying for professional exams set by each body.

ICAEW	8	
Other chartered accountant	2	
Other accountant	3	
Legal	0	
Other profession	8	
Direct support staff	4	
Other	2	
Prefer not to say	1	28

POSITION WITHIN THE FIRM

Principal	3
Manager	9
Qualified	4
Training	5
Direct support staff	4
Other	2
Prefer not to say	1

AGE

16-24	2
25-34	3
35-44	6
45-54	6
55-64	7
65 and over	2
Prefer not to say	2

GENDER

Male	15
Female	11
Trans	0
Other	0
Prefer not to say	2

DISABILITY

Responses to the question: "Do you consider yourself to have a disability according to the definition in the Equality Act?"

Yes	0
No	26
Prefer not to say	2

Responses to question: "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, a lot	0
Yes, a little	1
No	25
Prefer not to say	2

ETHNIC GROUP

White	22
Asian/Asian British	3
Black/African/Caribbean/Black British	0
Mixed/multiple ethnic groups	0
Arab	0
Other ethnic groups	0
Prefer not to say/not answered	3

FAITH

Buddhist	0
Christian	13
Hindu	1
Jewish	0
Muslim	1
Sikh	1
Other	2
Prefer not to say	10

SOCIO ECONOMIC BACKGROUND

Responses to the question: "Were you the first in your family to attend university?"

Yes	9
No	6
Did not attend	9
Prefer not to say	4

Responses to the question: "What school did you attend between the ages of 11 and 18?"

UK state school	18
UK independent/fee paying school	3
Attended school outside the UK	3
Prefer not to say	4

SOCIAL MOBILITY

Responses to the question: "Did your parent(s) or grandparent(s) complete a degree course or equivalent?"

Yes	7
No	18
I don't know	0
Prefer not to say	3

Qualifications attained:

Professional qualification	42.86%
Undergraduate Degree	25.00%
5+ O Levels/CSE Grade 1s/GCSEs (Grade A*-C), School certificate, 1A Level	14.29%
NVQ Level 4-5, HNC, RSA High Diploma, BTEC Higher Level	3.57%
Diploma	3.57%
1-4 O Levels/CSEs/GCSEs Entry Level, Foundation Diploma	3.57%
Total responding	92.86%
Prefer not to say	7.14%
Total	100.00%

Responses to the question: "Did your household receive income support at any point during your school years?"

Yes	21
No	0
I don't know	3
Prefer not to say	4

Responses to the question: "Did you receive free school meals at any point during your school years?"

Yes	1
No	23
I don't know	0
Prefer not to say	4

CARING RESPONSIBILITIES

Responses to the question: "Are you a primary carer for a child or children under the age of 18?"

Yes	6
No	19
Prefer not to say	3

Responses to the question: "Do you look after someone with a long-term physical or mental ill-health, disability or problems related to old age?"

No	21
Yes, 1-19 hours	2
Yes, 20-49 hours	1
Yes, more than 50 hours per week	0
Prefer not to say	4