

Probate Diversity Summary

Firm name: **Mitchells Chartered Accountants**

ICAEW firm number (C00/A00): **C008707984**

Number of employees: **15**

1. About you

ICAEW Chartered Accountant	<input type="checkbox"/> 2	Partner	<input type="checkbox"/> 1	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Other Chartered Accountant	<input type="checkbox"/> 1	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Other accountant	<input type="checkbox"/>	Partner	<input type="checkbox"/> 1	Manager	<input type="checkbox"/> 1	Qualified	<input type="checkbox"/> 3	Training
Legally qualified	<input type="checkbox"/>	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/> 1	Qualified	<input type="checkbox"/> 1	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"/>	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/> 3	Qualified	<input type="checkbox"/>	Training
Other	<input type="checkbox"/>	Partner	<input type="checkbox"/>	Manager	<input type="checkbox"/>	Qualified	<input type="checkbox"/>	Training
Prefer not to say	<input type="checkbox"/>							

Total responses for question 1: 15 Total checked. Please proceed to next question

2. Age

<input type="checkbox"/> 3	16-24	<input type="checkbox"/> 2	25-34	<input type="checkbox"/> 3	35-44	<input type="checkbox"/> 2	45-54	<input type="checkbox"/> 4	55-64	<input type="checkbox"/> 1	65+	<input type="checkbox"/>	Prefer not to say
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Total responses for question 2: 15 Total checked. Please proceed to next question

3. Gender

(a) Which gender do you identify with?

<input type="checkbox"/> 3	Male	<input type="checkbox"/> 12	Female	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say
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(b) Is the gender you now identify with different from the sex you were assigned at birth?

<input type="checkbox"/>	Yes	<input type="checkbox"/> 15	No	<input type="checkbox"/>	Prefer not to say
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Total responses for question 3: 15 Total checked. Please proceed to next question

4. Disability

(a)

<input type="checkbox"/> 2	Yes	<input type="checkbox"/> 13	No	<input type="checkbox"/>	Prefer not to say
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(b)

<input type="checkbox"/>	Yes, limited a lot	<input type="checkbox"/> 2	Yes, limited a little	<input type="checkbox"/> 13	No	<input type="checkbox"/>	Prefer not to say
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(c)

<input type="checkbox"/> 2	Cognitive/learning	<input type="checkbox"/>	Digestive/continence	<input type="checkbox"/>	Manual dexterity	<input type="checkbox"/>	Mental health	<input type="checkbox"/>	Mobility	<input type="checkbox"/>	Physical coordination
<input type="checkbox"/>	Physical strength	<input type="checkbox"/>	Sensory	<input type="checkbox"/> 13	Not applicable	<input type="checkbox"/>	Other	<input type="checkbox"/>	Prefer not to say		

Total responses for question 4: 15 Total checked. Please proceed to next question

5. Ethnic group

Asian/Asian British

<input type="checkbox"/>	Bangladeshi	<input type="checkbox"/>	Chinese	<input type="checkbox"/>	Indian	<input type="checkbox"/>	Pakistani	<input type="checkbox"/>	Other Asian
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Black/African/Caribbean/British

<input type="checkbox"/>	African	<input type="checkbox"/>	Caribbean	<input type="checkbox"/>	Any other Black/African/Caribbean/Black British
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Mixed/multiple ethnic groups

<input type="checkbox"/>	White and Asian	<input type="checkbox"/>	White and Black African	<input type="checkbox"/>	White and Black Caribbean	<input type="checkbox"/>	Other mixed/multiple ethnic background
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White

<input type="checkbox"/> 15	British/English/Welsh/Northern Irish/Scottish	<input type="checkbox"/>	Irish	<input type="checkbox"/>	Gypsy or Irish Traveller	<input type="checkbox"/>	Any other white background
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Arab

<input type="checkbox"/>	Arab
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Other

<input type="checkbox"/>	Other ethnic group	<input type="checkbox"/>	Prefer not to say
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Total responses for question 5: 15 Total checked. Please proceed to next question

6. Faith

<input type="checkbox"/>	Buddhist	<input type="checkbox"/> 12	Christian	<input type="checkbox"/>	Hindu	<input type="checkbox"/>	Jewish	<input type="checkbox"/>	Muslim	<input type="checkbox"/>	Sikh	<input type="checkbox"/>	Any other religion
<input type="checkbox"/> 3	No religion	<input type="checkbox"/>	Prefer not to say										

Total responses for question 6: 15 Total checked. Please proceed to next question

7. Sexual orientation

Bisexual Gay man Gay woman /lesbian 15 Heterosexual/straight Other Prefer not to say

Total responses for question 7: **15** Total checked. Please proceed to next question

8. Socio-economic background

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

- 1 At least one has a degree level qualification
 3 At least one has A Level or vocational qualifications
 7 Qualifications below A Level / vocational
 I don't know
 2 No formal qualifications
 Not applicable
 1 Other
 1 Prefer not to say

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

- 12 UK state school 3 UK independent/fee-paying school Attended school outside the UK Prefer not to say

Total responses for question 8: **15** Total checked. Please proceed to next question

9. Social mobility

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

- 4 Degree level
 8 A Level or vocational qualification
 2 Qualifications below A Level
 No formal qualifications
 I don't know
 Not applicable
 Other
 1 Prefer not to say

(b) During your school years, did your household received income support?

- 1 Yes 12 No 2 I don't know Prefer not to say

(c) During your school years, were you entitled to free school meals?

- Yes 11 No 4 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?

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

Total responses for question 9: **15** Total checked. Please proceed to next question

10. Caring responsibilities

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

- 4 Yes 11 No Prefer not to say

(b) 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?

- 10 No 4 Yes, 1-19 hours per week Yes, 20-49 hours per week 1 Yes, 50 or more hours per week
 Prefer not to say

Total responses for question 10: **15** Total checked. Please proceed to next question

11. Marital status

- 4 Single (never married or never registered a same-sex civil partnership)
- 11 Married
- In a registered same-sex civil partnership
- Separated (but still legally married or still legally in a same-sex civil partnership)
- Divorced or formally in a same-sex civil partnership which is now legally dissolved
- Widowed or surviving partner from a same-sex civil partnership
- Other
- Prefer not to say

Total responses for question 11:

15

Total checked. Please proceed to next question

12. Maternity/Paternity

(a) Have you taken maternity or paternity leave in the last 5 years?

2 Yes 13 No

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

2 Yes No 13 Not applicable

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

2 Yes No 13 Not applicable

(b) If yes: (iii) Has your employer offered you flexible working arrangements?

1 Yes 1 No 13 Not applicable

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

Yes No 15 Not applicable

Total responses for question 12:

15

Total checked. Please proceed to next question

Review findings

We have reviewed the results from the survey and are satisfied that on balance, our firm represents the diversity of the region of the UK in which we are based. We continue to interview candidates from all backgrounds as and when vacancies arise and support our existing employees with any disabilities and caring responsibilities.

End of survey