

Whiting & Partners

Diversity Survey 2021

Introduction

During March 2021 in accordance with our obligations under our ICAEW authorisation for the provisioning of Probate Services we carried out a Diversity Survey of our Partners and Staff.

The full results of this survey have been provided to the ICAEW for aggregation at an industry wide level however for the purposes of complying with the Data Protection Act 2018 (UK GDPR) we have aggregated results across our entire workforce apart from questions around the age and gender of our partners/senior management team which we consider to be information that is available in the public domain as it is information published on our website.

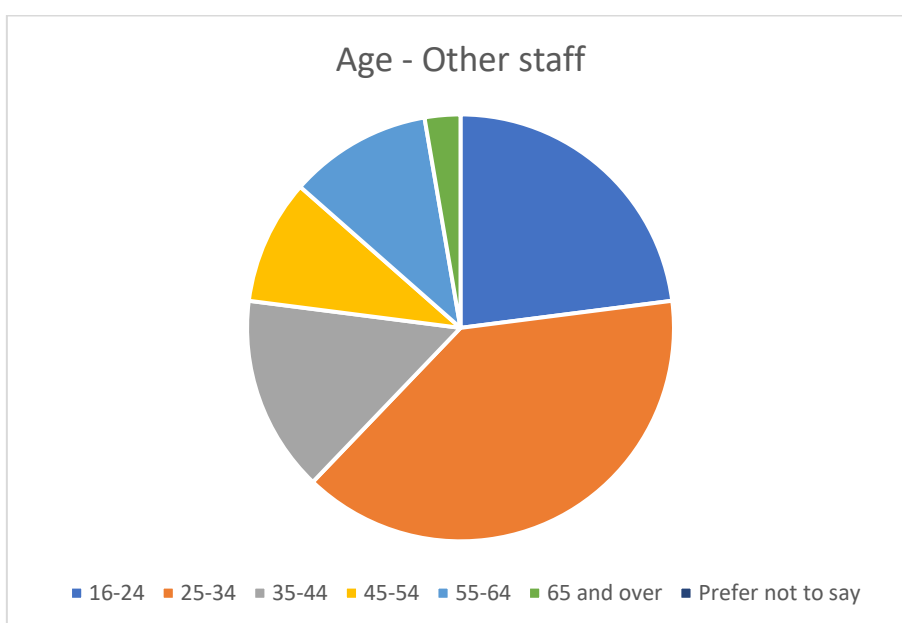
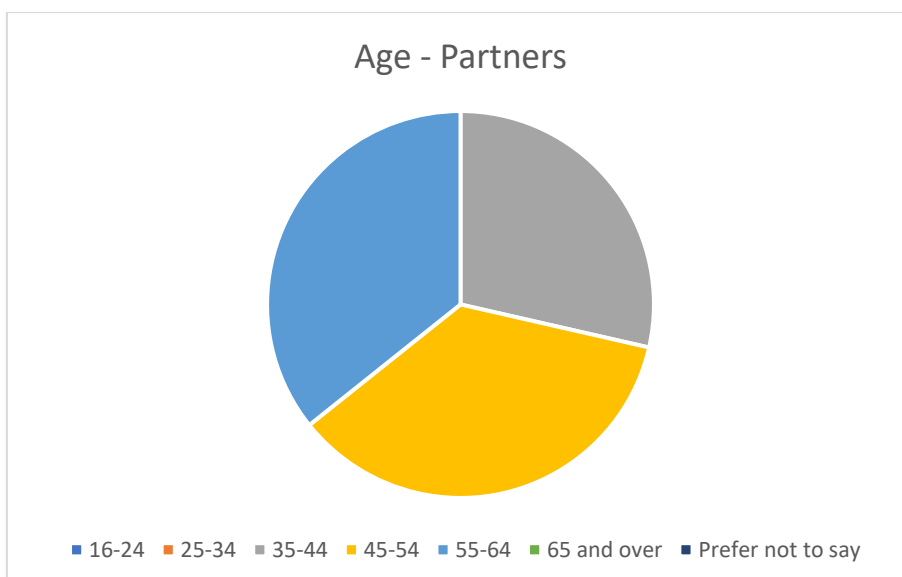
Summary statement

We consider our workforce to be largely representative of the East Anglian market town communities we operate in and of our client base. Our age demographic shows a weighting towards the age bands 16-24 and 25-34. Our policy on recruiting and promoting staff is on an equal opportunities basis based on skills and ability with full training provided.

1) About you

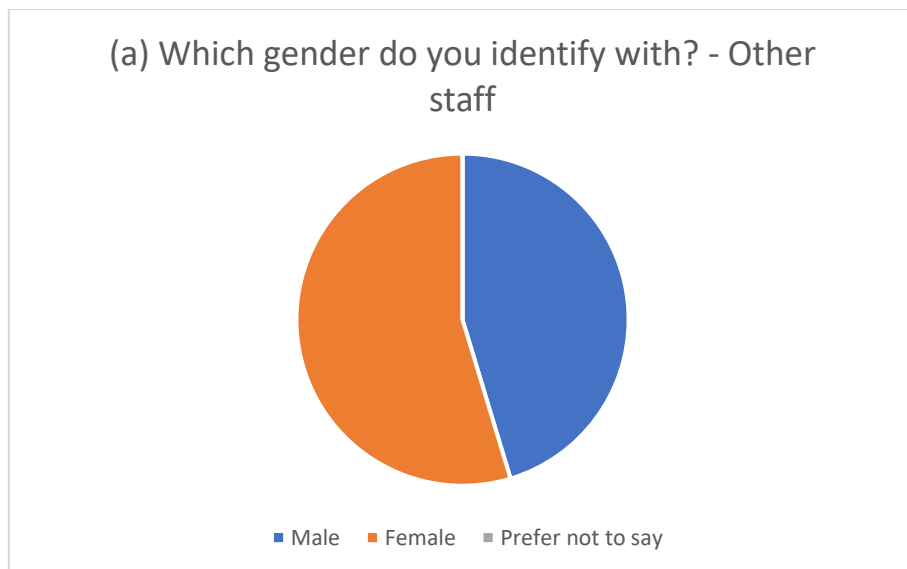
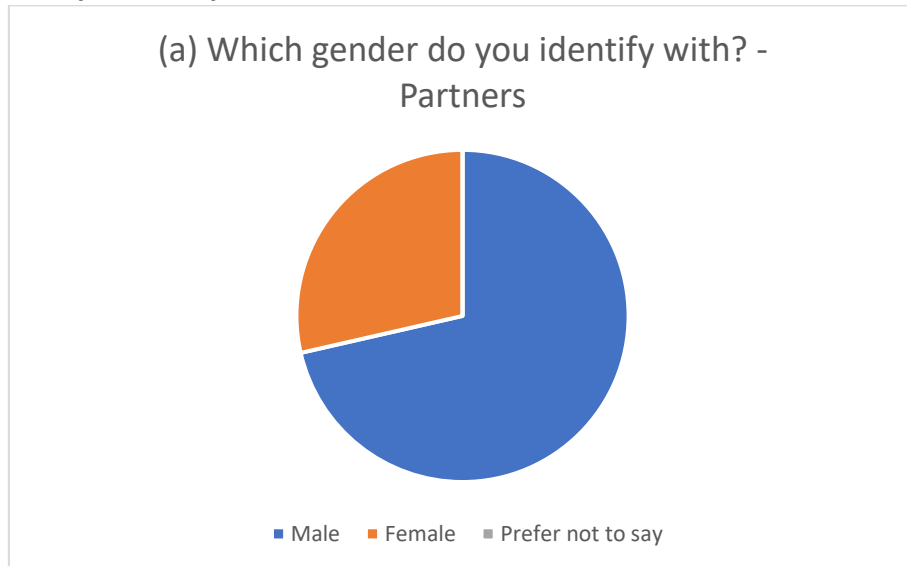


2) Age



3) 3. Sex/Gender

a. Which gender do you identify with?

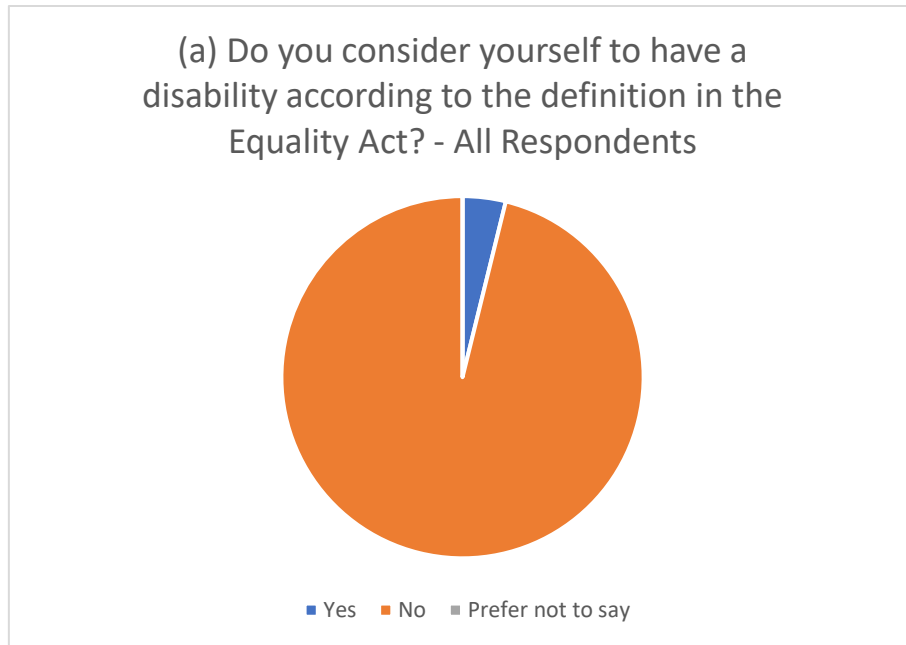


b. Is the gender you now identify with different from the sex you were assigned at birth?

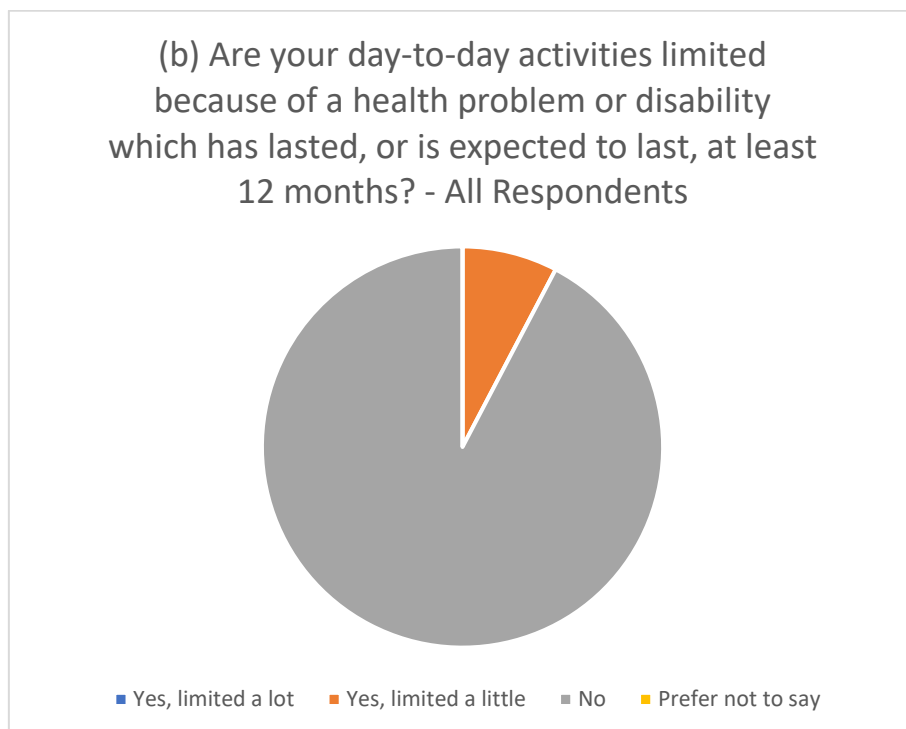


4) Disability

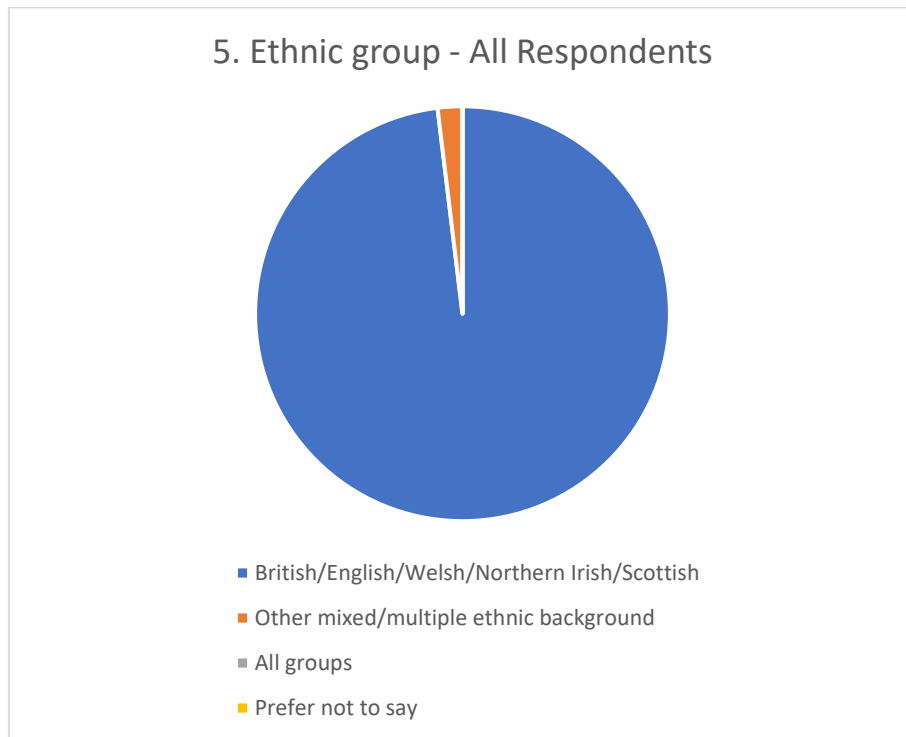
a. Do you consider yourself to have a disability according to the definition in the Equality Act?



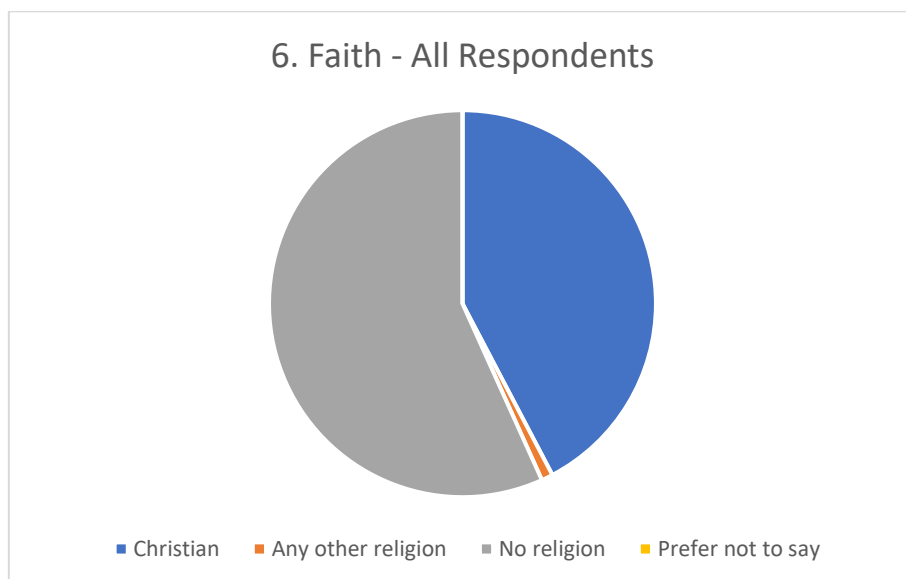
b. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



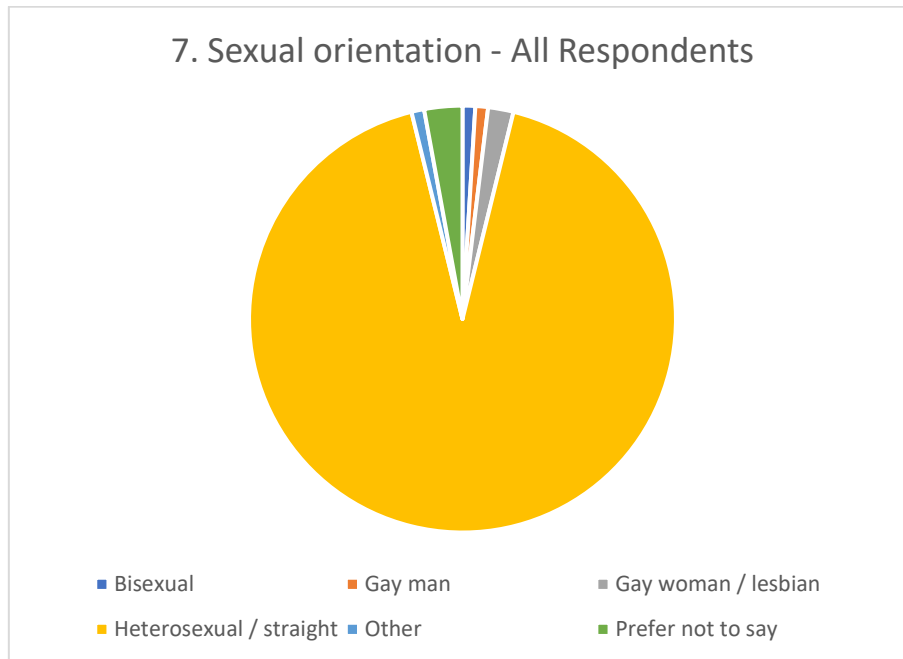
5) Ethnic group



6) Faith

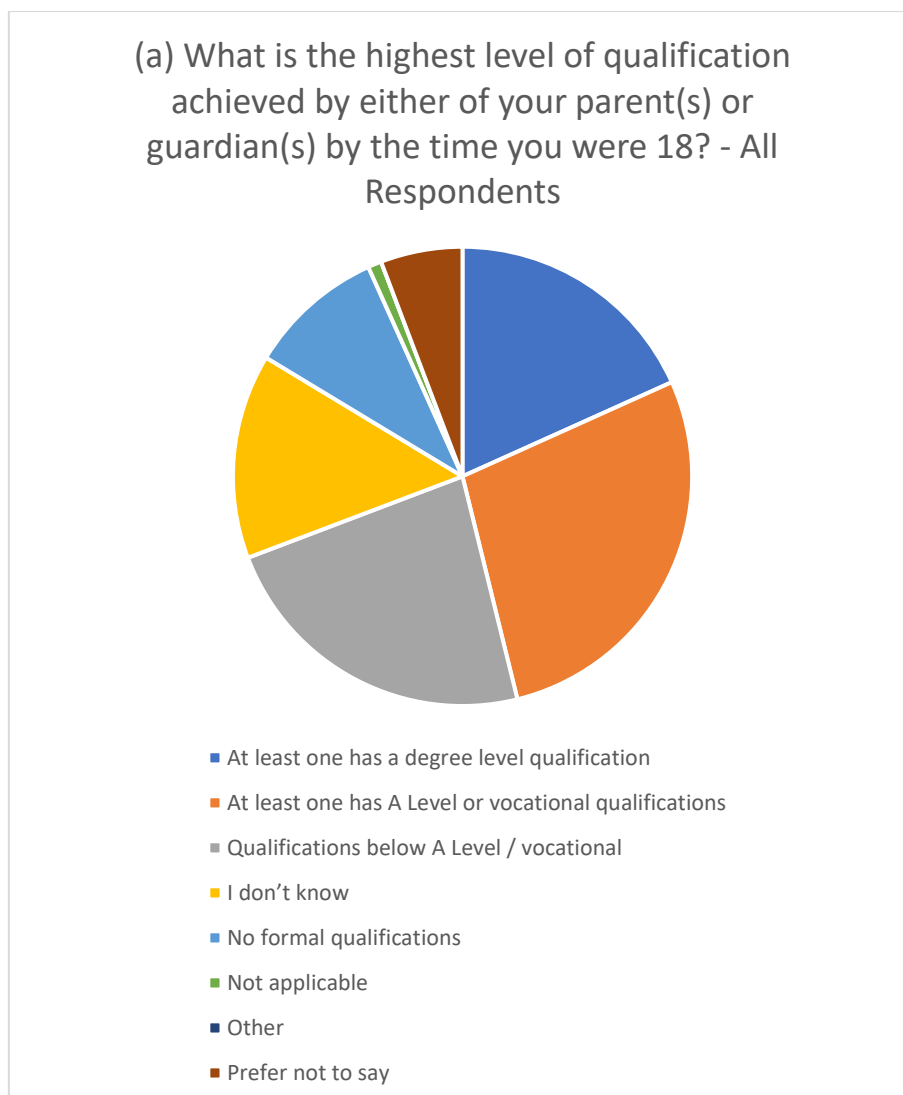


7) Sexual orientation



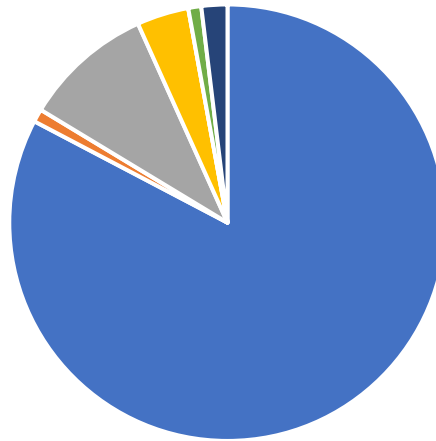
8) Socio-economic background

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



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

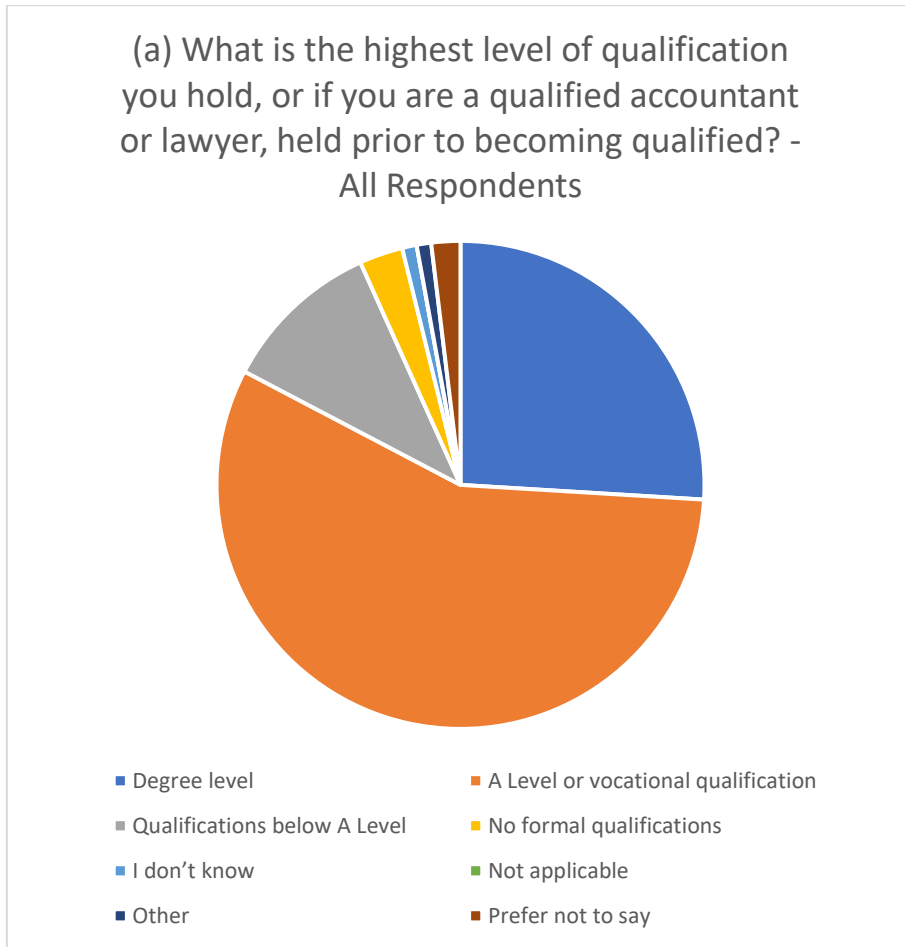
(b) What type of school did you mainly attend between the ages of 11 and 16? - All Respondents



- A state-run or state-funded school
- Attended school outside of the British Isles
- Independent or fee-paying school
- Selective on academic, faith or other grounds
- Non-selective
- I don't know
- Prefer not to say

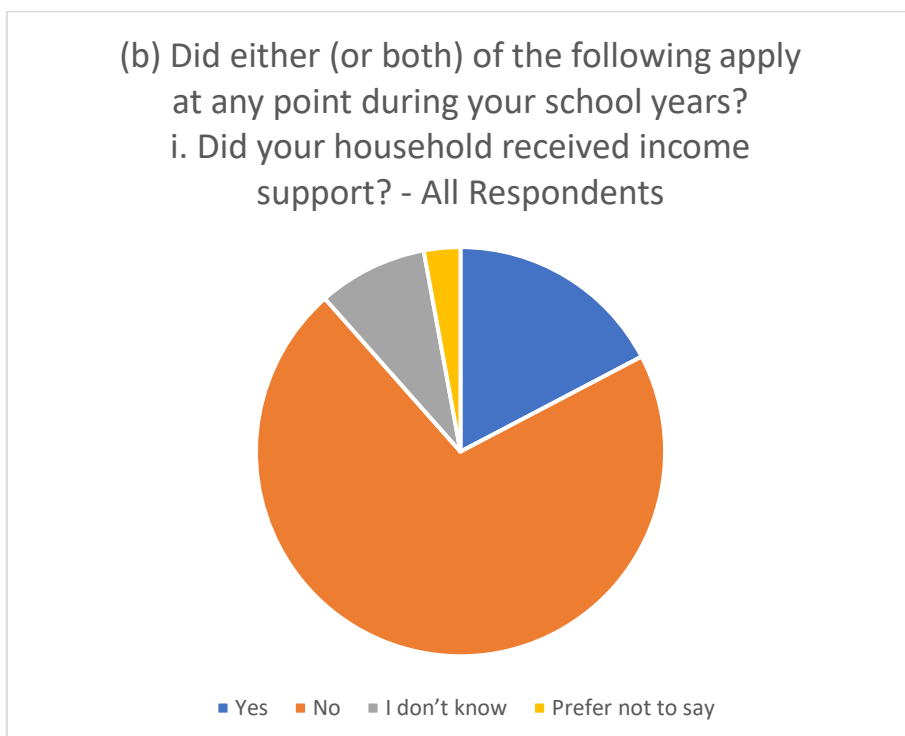
9) Social mobility

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

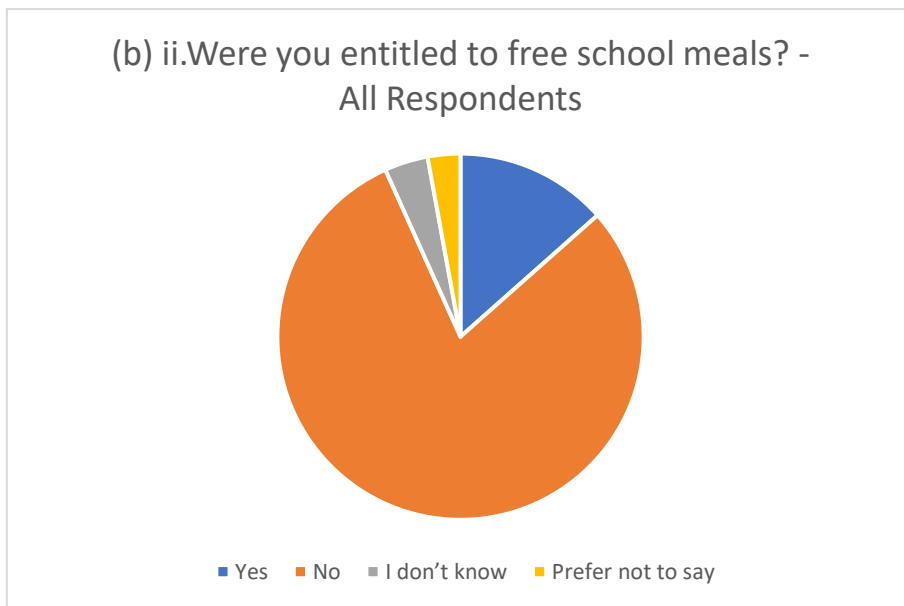


b. Did either (or both) of the following apply at any point during your school years?

i. Did your household received income support?



ii. Were you entitled to free school meals?



c. 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?

