

Whittings LLP

Diversity Survey 2023

Introduction

During March 2023 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. 115 out of approximately 160 although responses to all questions were not mandatory.

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) and to prevent potential re-identification of individual respondents 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 manifestly available in the public domain as it is information published on our website.

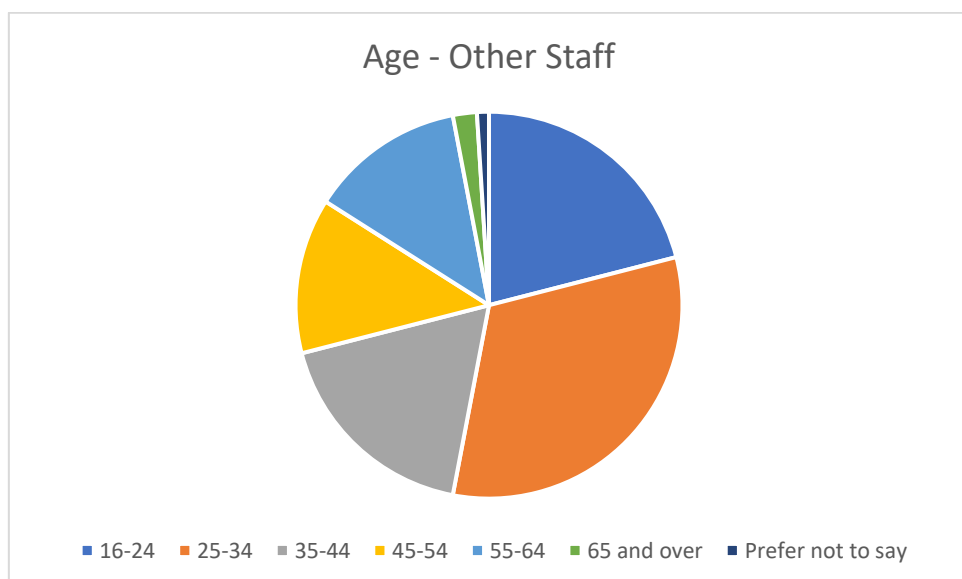
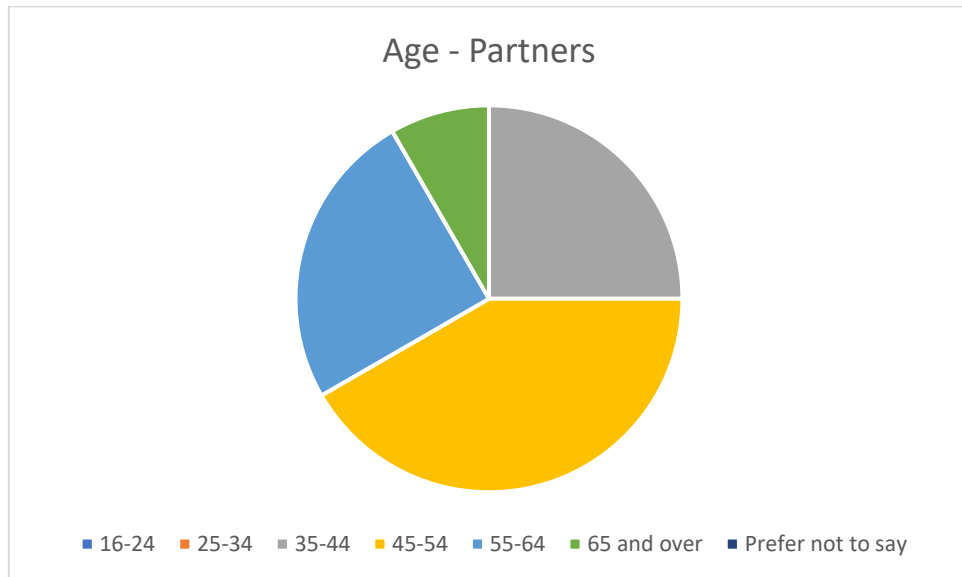
Summary statement

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

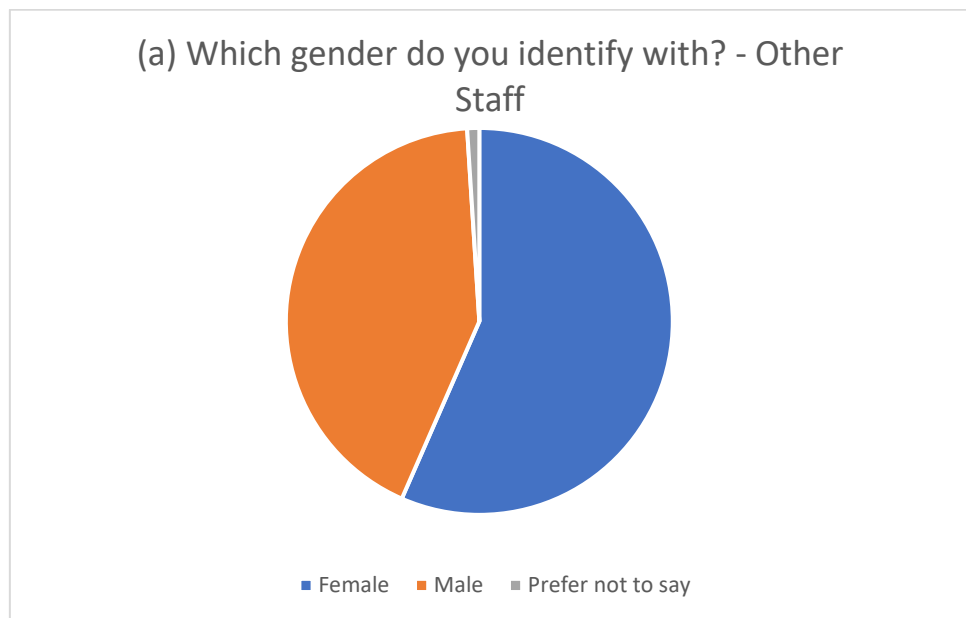
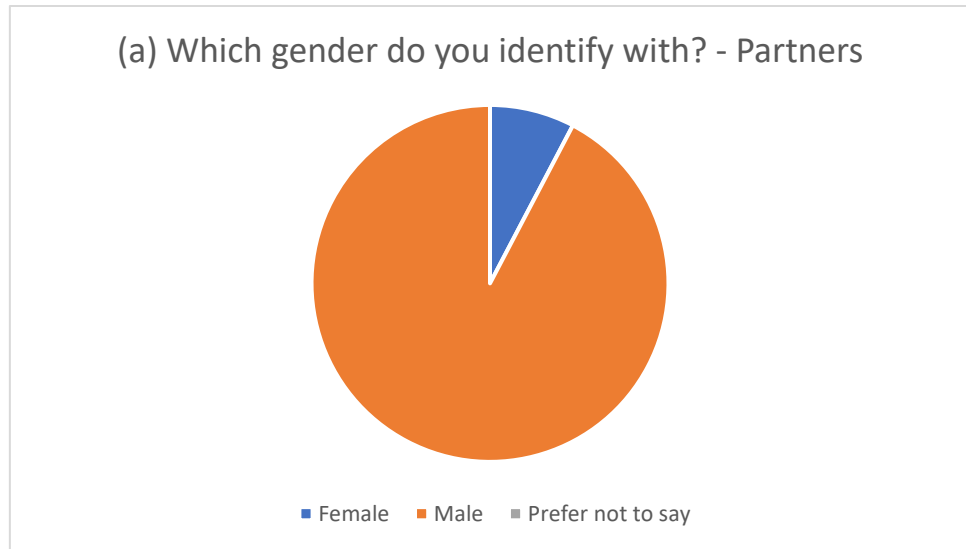


2) Age

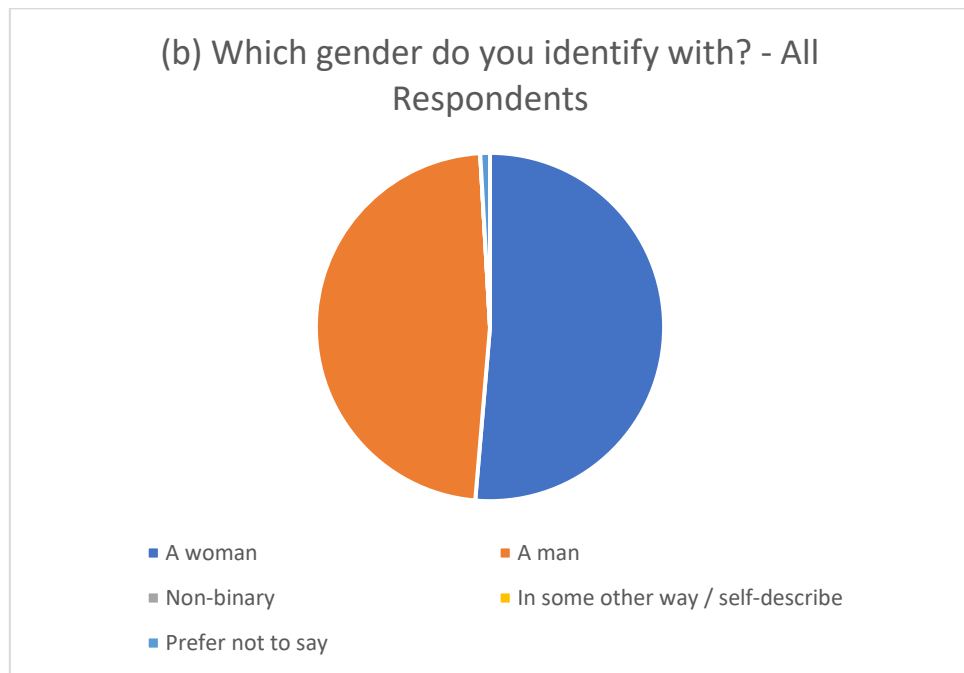


3) 3. Sex/Gender

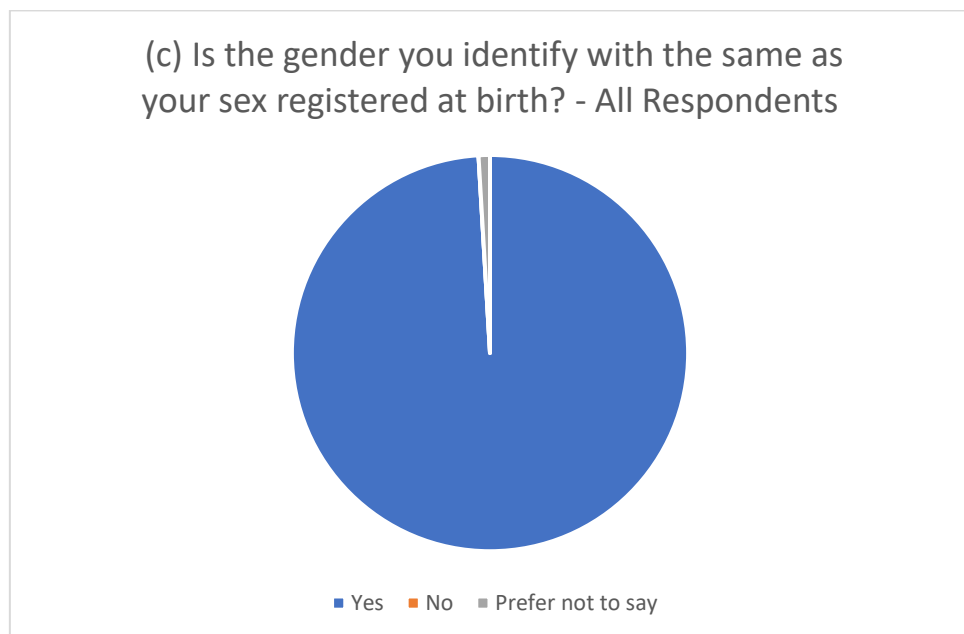
a. Which gender do you identify with?



b. Which gender do you identify with?

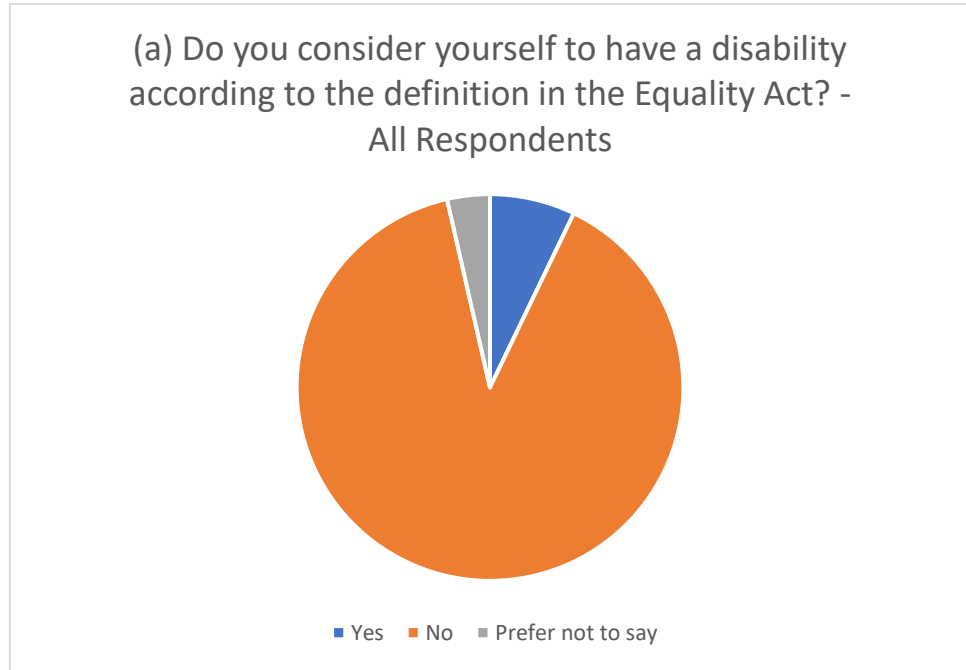


c. Is the gender you identify with the same as your sex registered at birth?

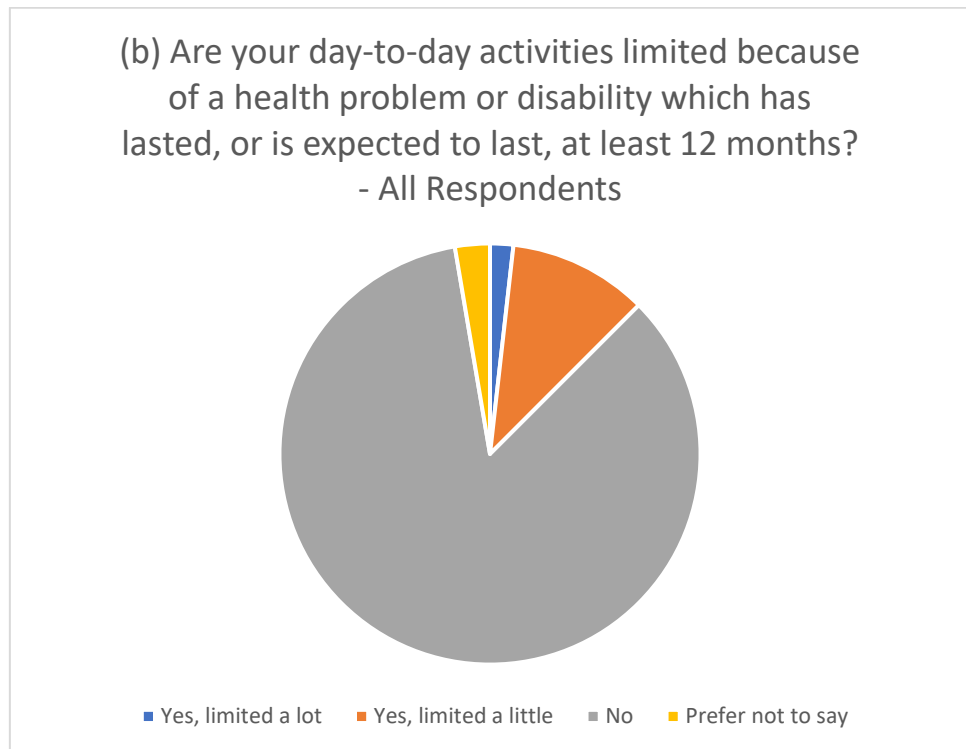


4) Disability

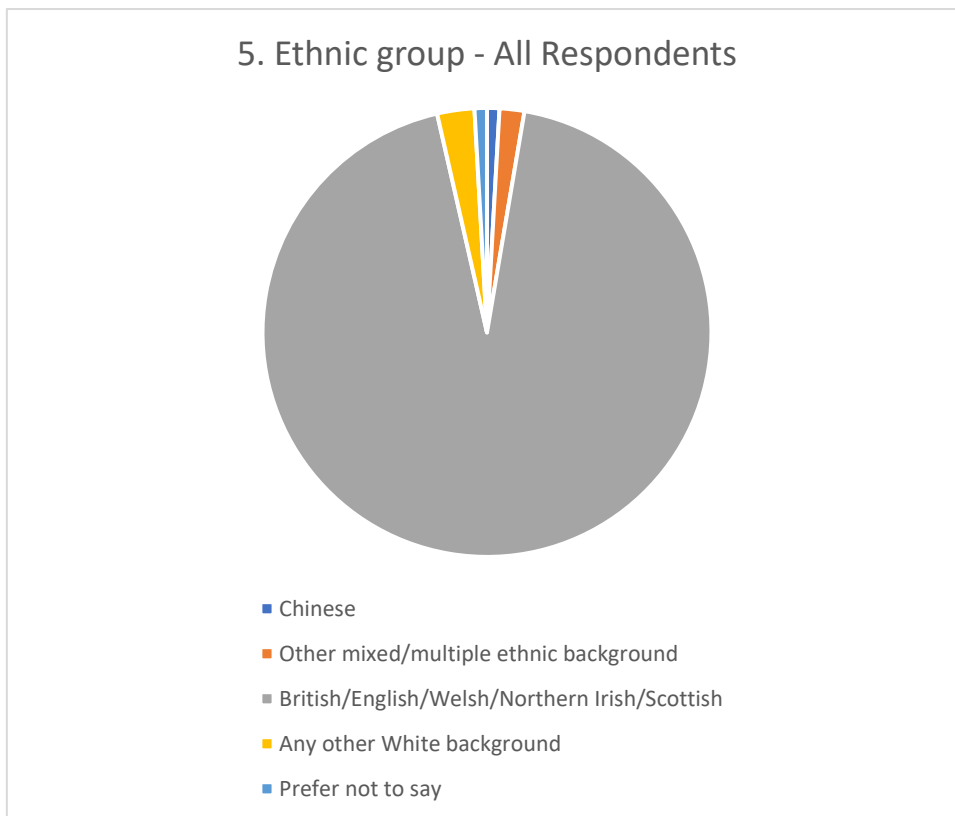
a. Do you consider yourself to have a disability according to the definition in the Equality Act?



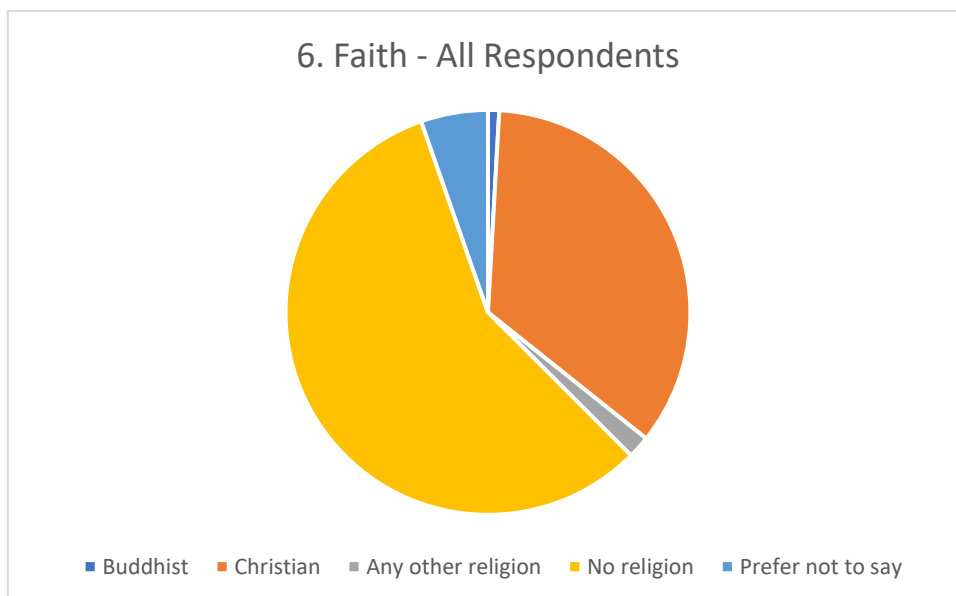
b. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



5) Ethnic group

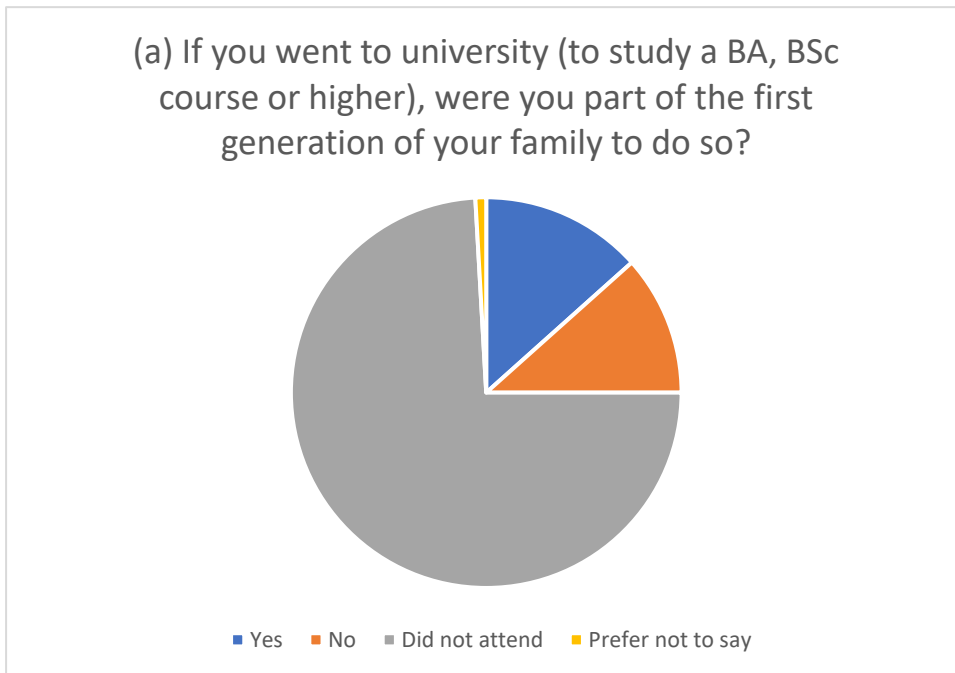


6) Faith



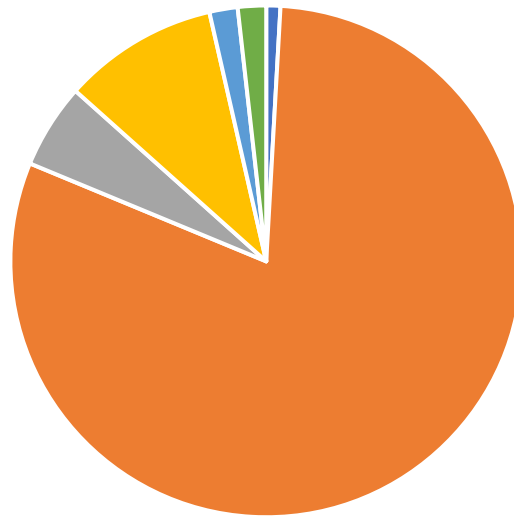
7) Socio-economic background

- a. If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?**



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

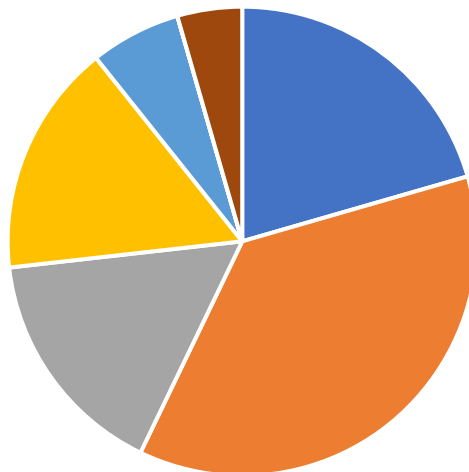


- Attended school outside the British Isles
- State-run or state-funded school—non-selective
- State-run or state-funded school—selective on academic, faith or other grounds
- Independent or fee-paying school
- I don't know
- Prefer not to say

8) Social mobility

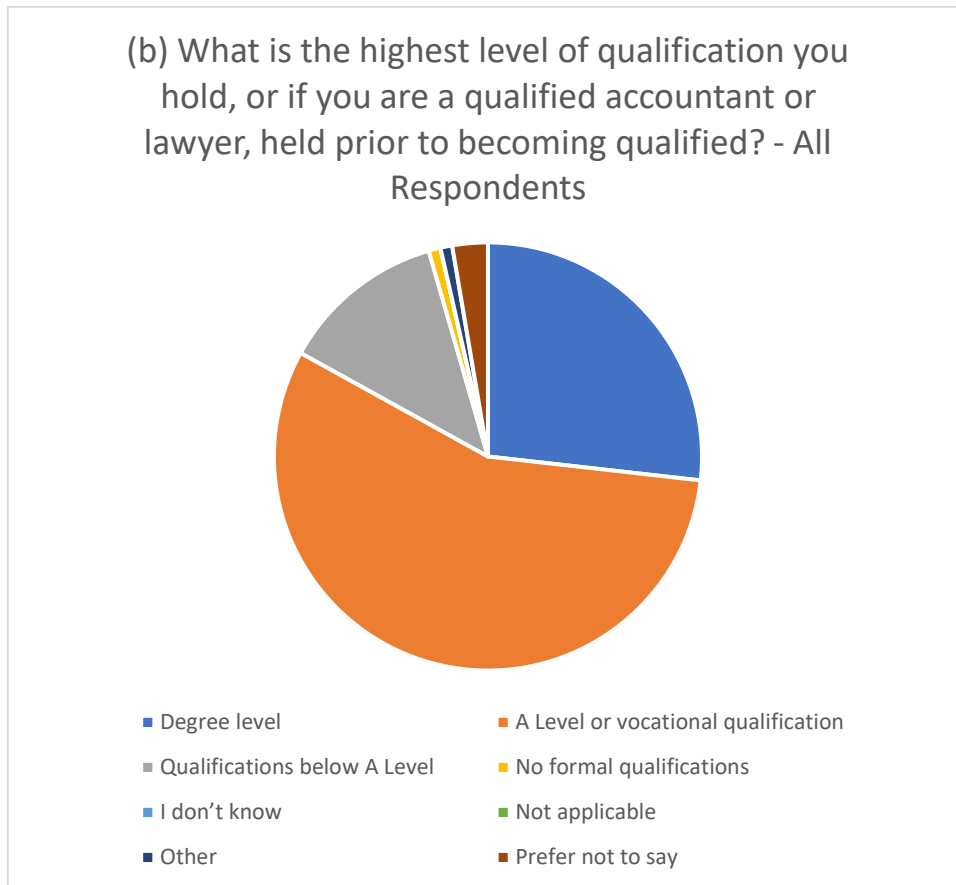
a. What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

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

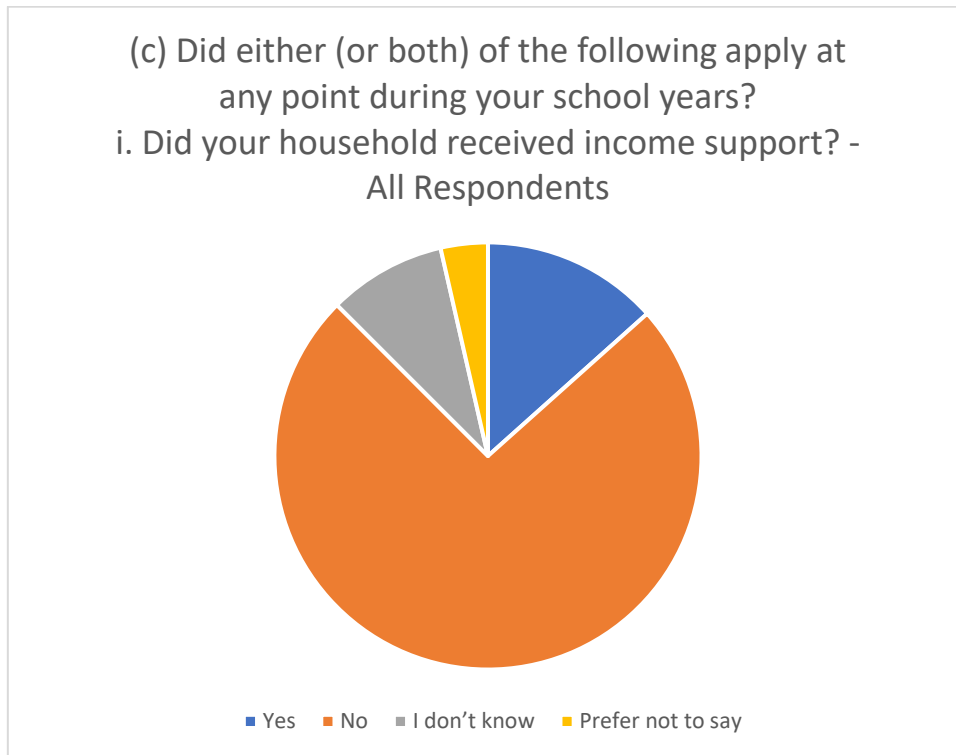


- At least one has a degree level qualification
- At least one has A Level or vocational qualifications
- Qualifications below A Level / vocational
- No formal qualifications
- I don't know
- Not applicable
- Other
- Prefer not to say

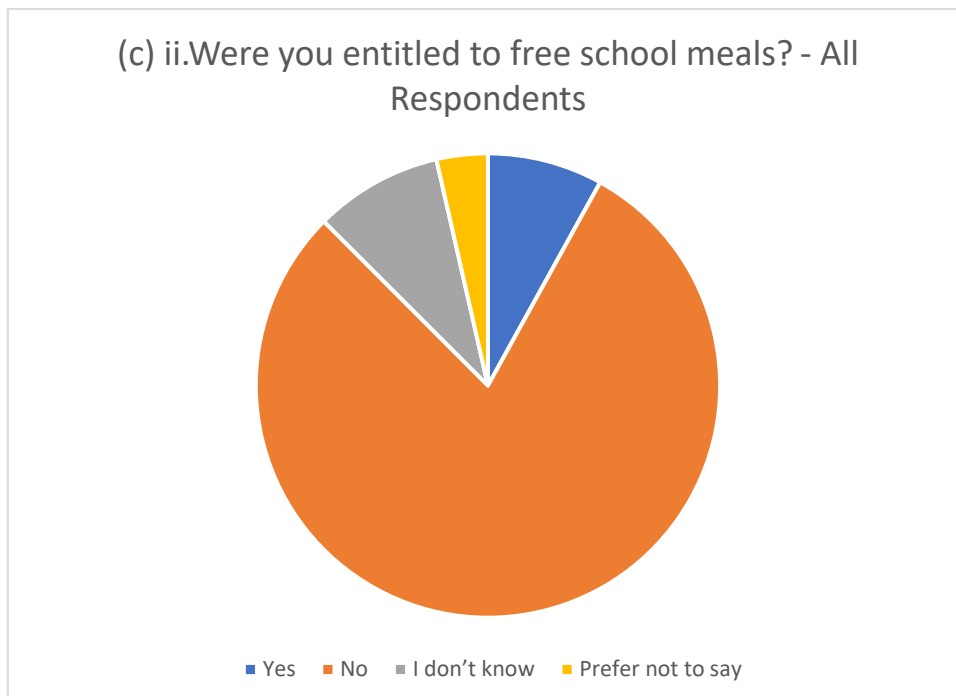
b. What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?



- c. Did either (or both) of the following apply at any point during your school years?
i. Did your household received income support?

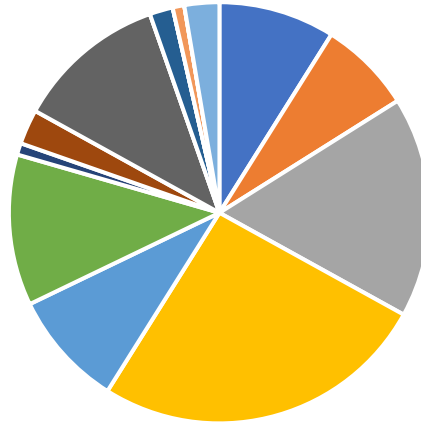


- ii. Were you entitled to free school meals?



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?

(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? - All Respondents



- Modern professional occupations
- Senior managers and administrators
- Semi-routine manual and service occupations
- Armed forces personnel
- Traditional professional occupations
- Long term unemployed
- Retired
- I don't know
- Prefer not to say
- Clerical and intermediate occupations
- Technical and craft occupations
- Routine manual and service occupations
- Middle or junior managers
- Short term unemployed
- Inactive
- Not applicable
- Other