

Probate diversity summary

Please refer to the guidance notes on the second tab of this workbook.

Firm name: **ALWYNS LLP**

ICAEW firm number (C00/A00): **CO02583379**

Number of employees: **35**

Completed questionnaires: **19**

1 ABOUT YOU

ICAEW Chartered Accountant	<input type="text" value="4"/> Partner	<input type="text" value="2"/> Manager	<input type="text" value="1"/> Qualified	<input type="text" value="1"/> Training
Other Chartered Accountant	<input type="text"/> Partner	<input type="text" value="1"/> Manager	<input type="text" value="2"/> Qualified	<input type="text" value="1"/> Training
Other accountant	<input type="text"/> Partner	<input type="text" value="2"/> Manager	<input type="text" value="1"/> Qualified	<input type="text"/> Training
Legally qualified	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other legal	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Other profession	<input type="text"/> Partner	<input type="text"/> Manager	<input type="text"/> Qualified	<input type="text"/> Training
Direct support staff	<input type="text" value="1"/>			
Other	<input type="text" value="1"/>			
Prefer not to say	<input type="text" value="2"/>			

Total responses for question 1:

19

Total checked. Please proceed to next question

2 AGE

16-24 25-34 35-44 45-54 55-64 65+ Prefer not to say

Total responses for question 2:

19

Total checked. Please proceed to next question

3 GENDER

Male Female Trans Other Prefer not to say

Total responses for question 3:

19

Total checked. Please proceed to next question

4 DISABILITY

(a)

Yes No Prefer not to say

(b)

Yes, limited a lot Yes, limited a little No Prefer not to say

Total responses for question 4:

19

Total checked. Please proceed to next question

5 ETHNIC GROUP

Asian/Asian British

Bangladeshi Chinese Indian Pakistani Other Asian

Black/African/Caribbean/British

African Caribbean Any other Black/African/Caribbean/Black British

Mixed/multiple ethnic groups

White and Asian White and Black African White and Black Caribbean Other mixed/multiple ethnic background

White

British/English/Welsh/Northern Irish/Scottish Irish Gypsy or Irish Traveller Any other white background

Arab

Arab

Other

Other ethnic group Prefer not to say

Total responses for question 5:

19

Total checked. Please proceed to next question

6 FAITH

Buddhist Christian Hindu Jewish Muslim Sikh Any other religion

No religion Prefer not to say

Total responses for question 6:

19

Total checked. Please proceed to next question

7 SEXUAL ORIENTATION

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

Total responses for question 7:

19

Total checked. Please proceed to next question

8 SOCIO-ECONOMIC BACKGROUND

(a) Yes No Did not attend Prefer not to say

(b) UK state school UK independent/fee-paying school Attended school outside the UK Prefer not to say

Total responses for question 8:

19

Total checked. Please proceed to next question

9 SOCIAL MOBILITY

(a) Yes No I don't know Prefer not to say

(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/2-3
 AS levels/VCEs, Higher Diploma
 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA Diploma
 Apprenticeship
 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma
 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National,
 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

8 Professional qualifications (eg, teaching, nursing, accountancy)

Other vocational/work-related qualifications

Non-UK qualifications

No qualifications

Prefer not to say

(c) 4 Yes 14 No 1 I don't know Prefer not to say

(d) 3 Yes 14 No 2 I don't know Prefer not to say

Total responses for question 9:

19

Total checked. Please proceed to next question

10 CARING RESPONSIBILITIES

(a) 1 Yes 1 No 17 Prefer not to say

(b) 1 No 1 Yes, 1-19 hours per week Yes, 20-49 hours per week Yes, 50 or more hours per week

17 Prefer not to say

Total responses for question 10:

19

Total checked. Please proceed to next question

REVIEW FINDINGS

The firm is committed to provide equal opportunities in employment. This means that all job applicants and employees will receive equal treatment regardless of gender, sexual orientation, marital status, race, colour, age, nationality, ethnic or national origins, religious beliefs or disability. It is good business sense for us to ensure that our most important resource, our staff, are recruited and treated in a fair and effective way.

The firm monitors the diversity of the workforce by reviewing the composition of its existing staff and applicant for jobs. When recruiting, we consider all applications based on the skills required for the position. Similarly promotion within the firm is based solely on merit.

Our current data is as we expected, based on the population surrounding our office in Loughton.

END OF SURVEY