



ICAEW Probate Diversity Survey

April 2023



OVERVIEW

- / Survey opened on Monday 13 March 2023
 - All BKL employees, external colleagues and contractors were invited to complete the questions.
- / The survey ran for two weeks and closed on Friday 24 March
- / 82% of those invited (174 individuals) engaged with the survey
 - All questions were optional, and all data is presented as percentage of responses given, not a percentage of all potential respondents.

STATEMENT

Understanding those who choose to work with us, and ensuring that we create an environment that works for all is a pivotal focus of who we are at BKL. The 2023 “ICAEW Probate Diversity Survey” represented an excellent opportunity for us as employers to better understand our people, and enable us to continue the work we already undertake in the fields of diversity and inclusion.

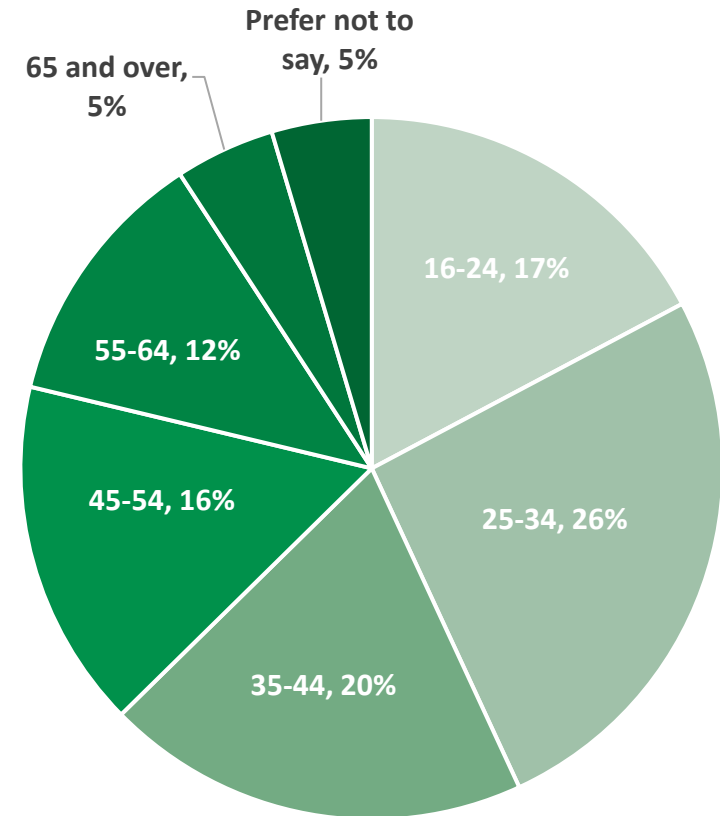
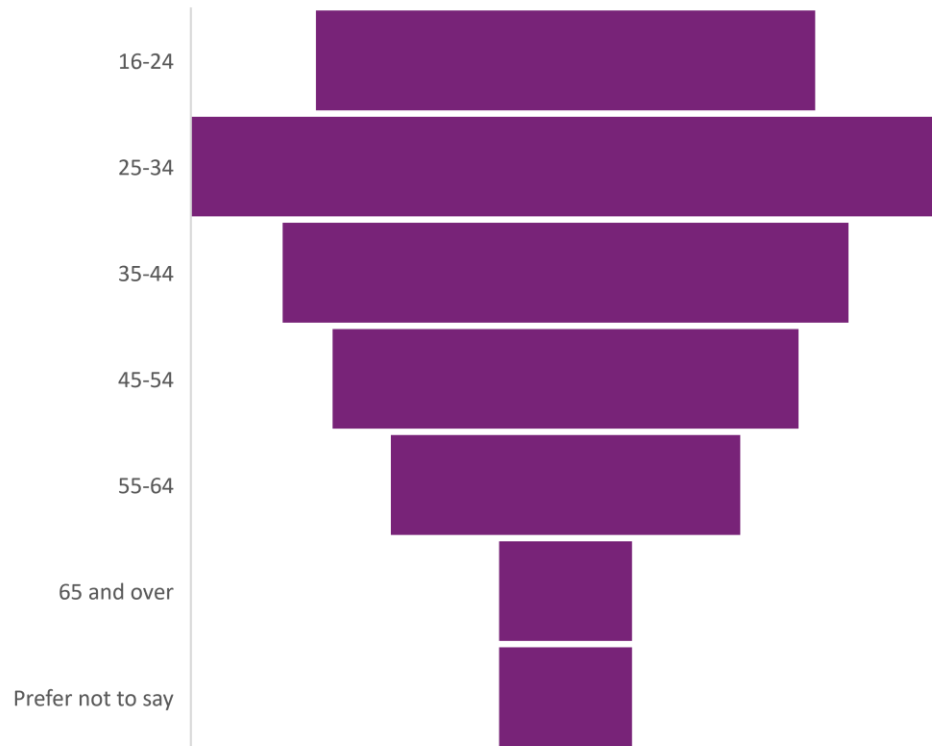
Receiving an 82% response rate, we are confident that the results of this survey accurately represent the wide-ranging diversity within our colleagues, and we are grateful for their input.

The key takeaways are:

- Over 30% of our team are from non-white ethnic backgrounds.
- Our gender-balance currently is weighted towards having more male or male identifying employees (56%)
- 63% are under 45, with 43% being under 35.
- 33% were the first generation in their family to go to university.
- “No religion” constitutes the largest group when questioned on their faith.

We also recognise that between 3-7% of respondents selected “prefer not to say” on any given question. This represents an opportunity for us to create an even more inclusive culture where all our people feel comfortable sharing the many facets of their diversity.

AGE



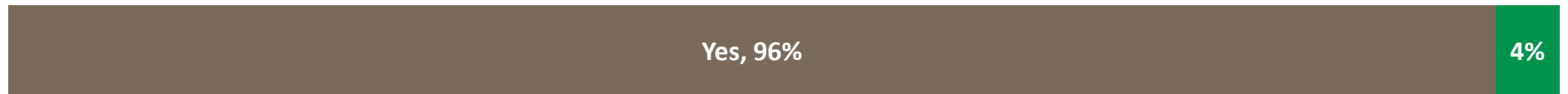
SEX & GENDER

What is your registered sex at birth?



■ Prefer not to say

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



■ Prefer not to say

*"No" was available as an option, but received 0 responses

Which gender do you identify with?



■ In some other way / self-describe ■ Prefer not to say

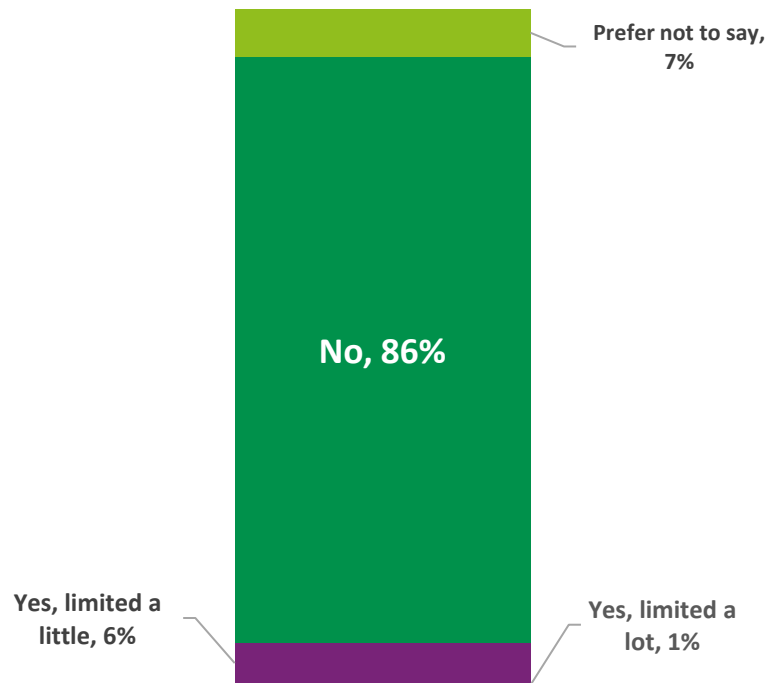
*Non-binary was available as an option, but received 0 responses

DISABILITY

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



■ Prefer not to say

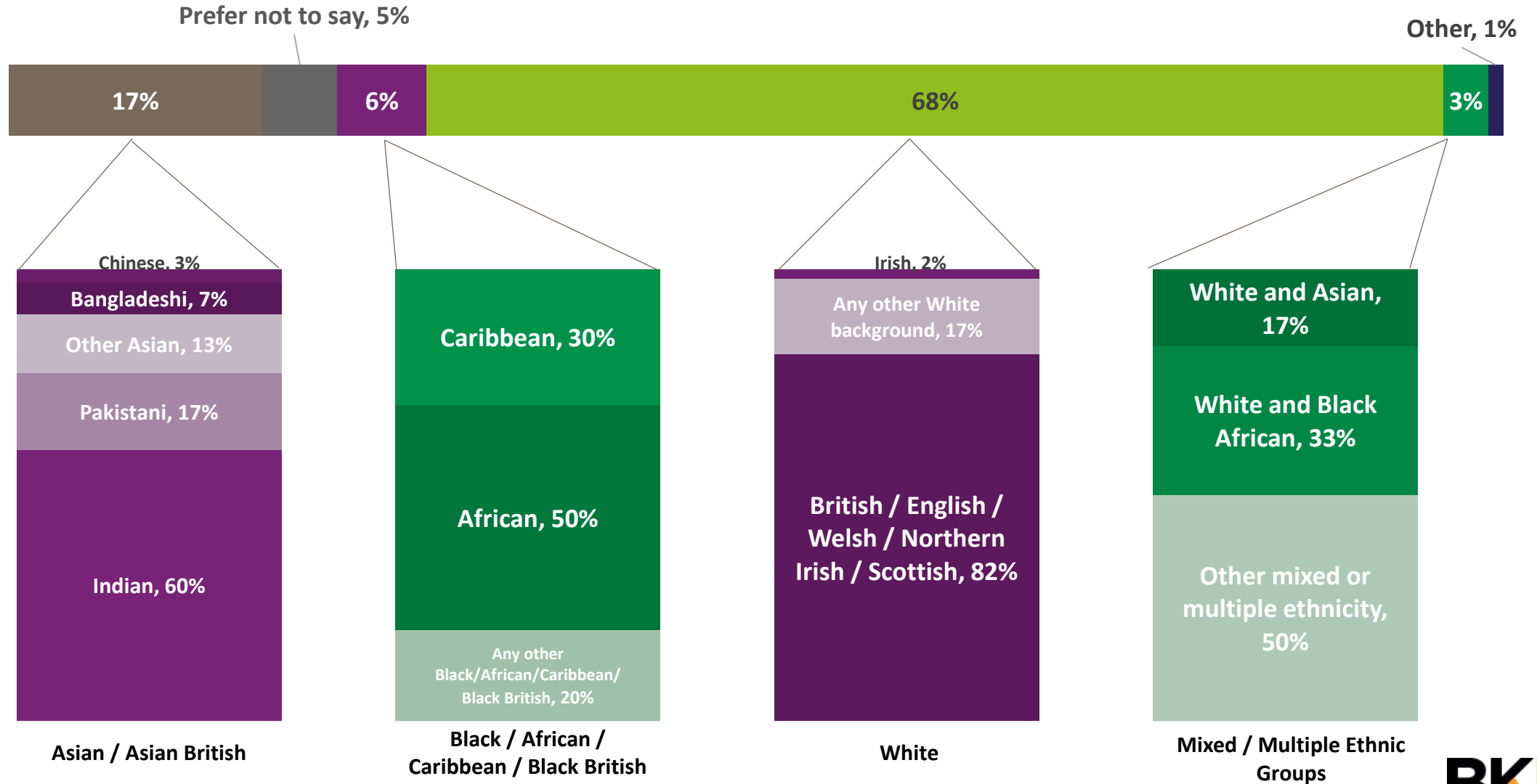


Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

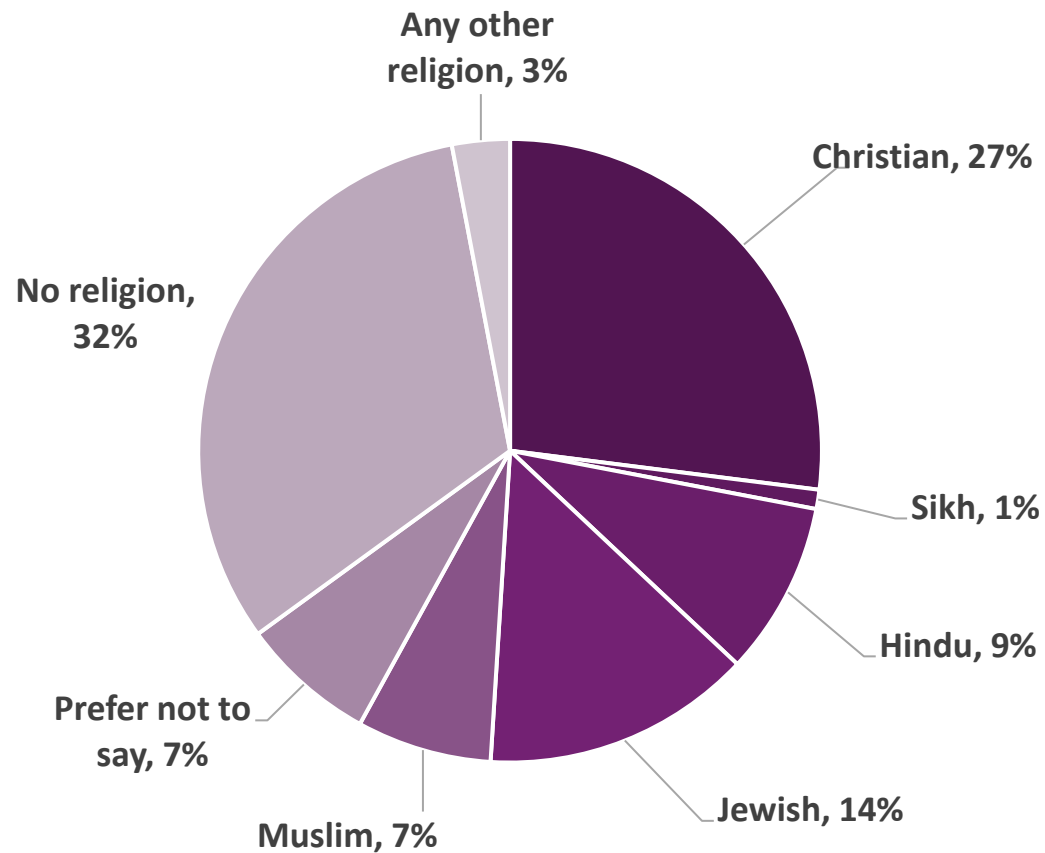
Cognitive / Learning	2%
Digestive / Continence	2%
Mental Health	13%
Mobility	7%
Physical Coordination	2%
Sensory	4%
Other	7%
Prefer not to say	16%
Not applicable	47%
*Manual dexterity and Physical Strength were available options but received 0 responses	

If you have answered “yes” to any of the previous two questions, please identify which of the above health problems or disabilities apply

Ethnicity

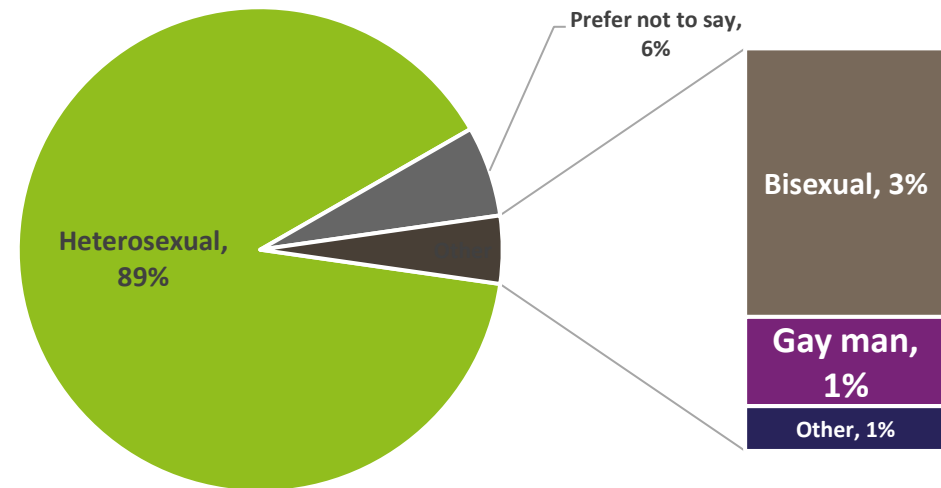


FAITH



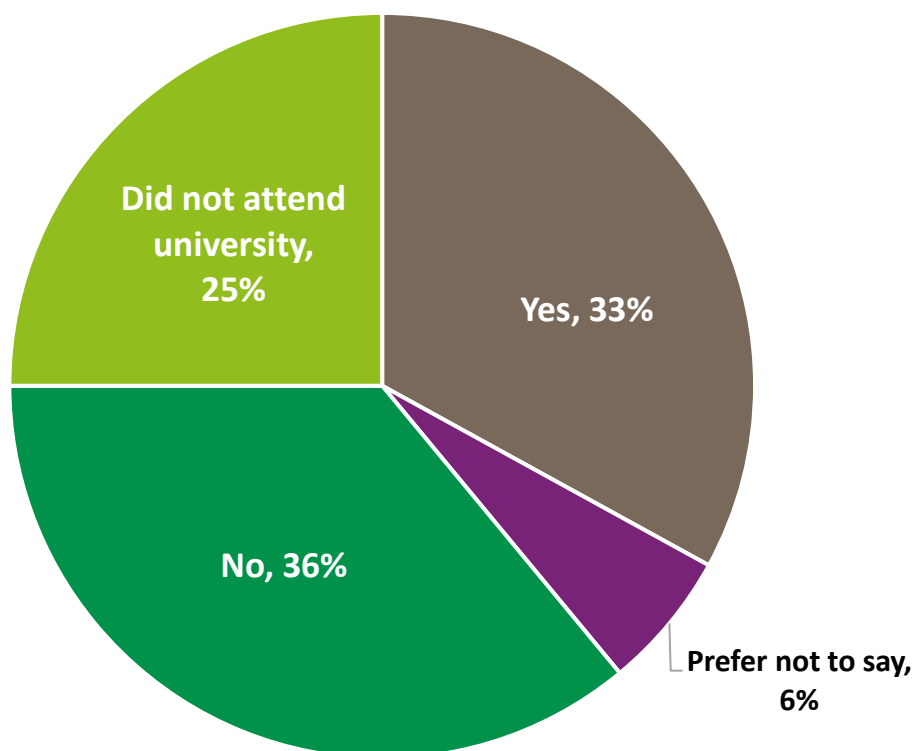
8 *Buddhist was an option but received 0 responses

SEXUAL ORIENTATION

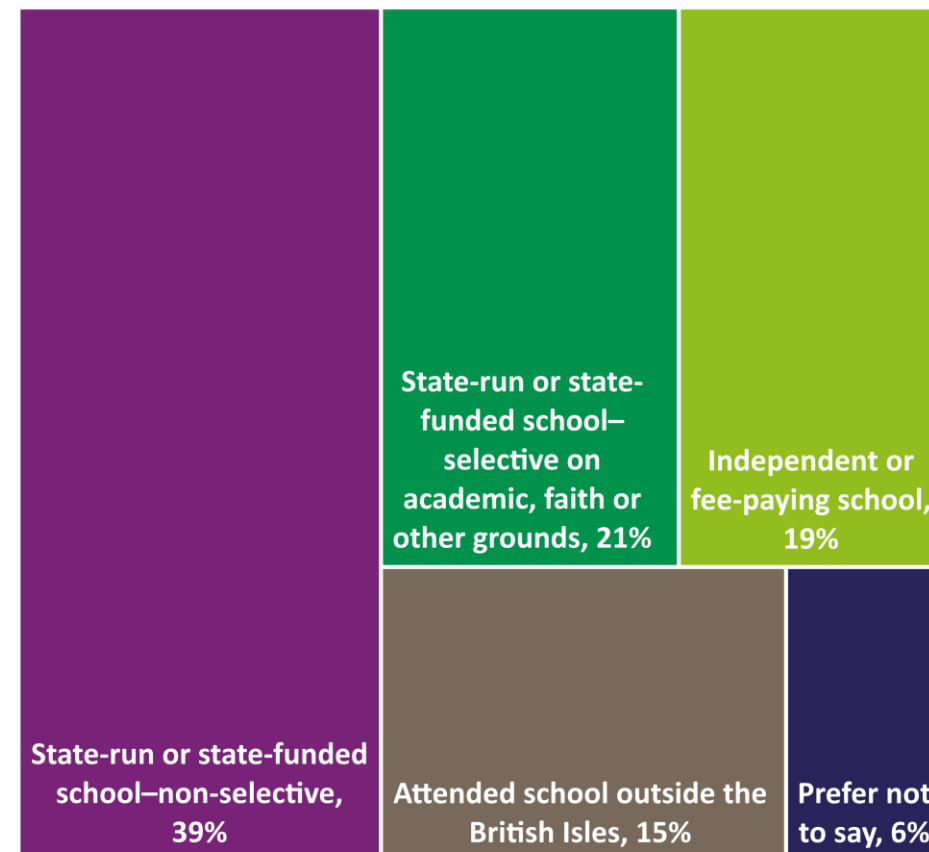


SOCIO-ECONOMIC BACKGROUND

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

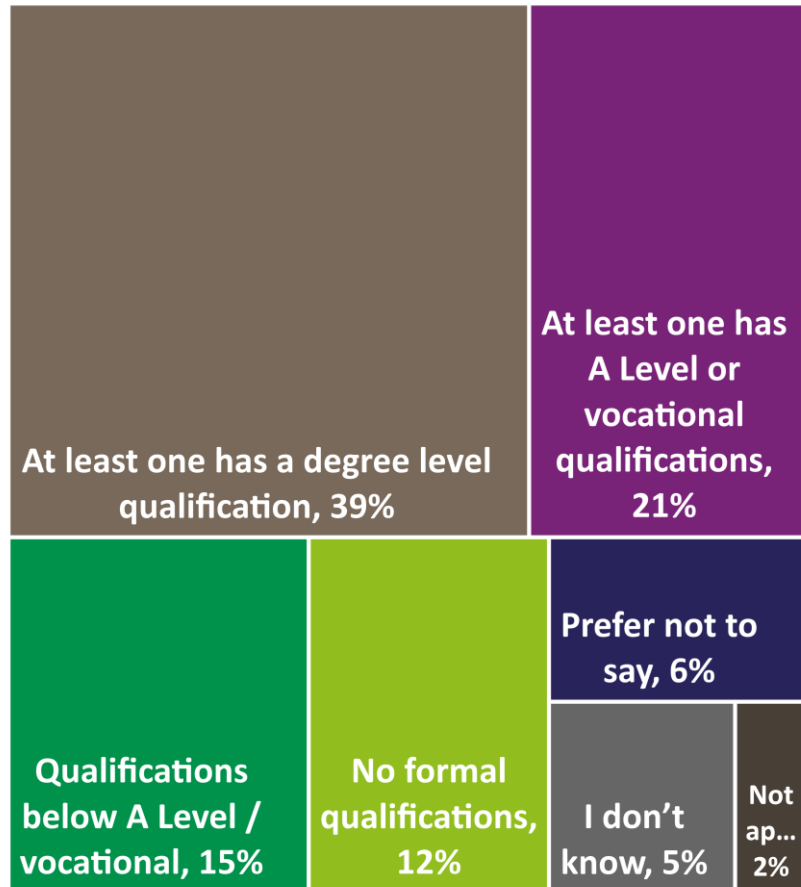


What type of school did you mainly attend between the ages of 11-16?

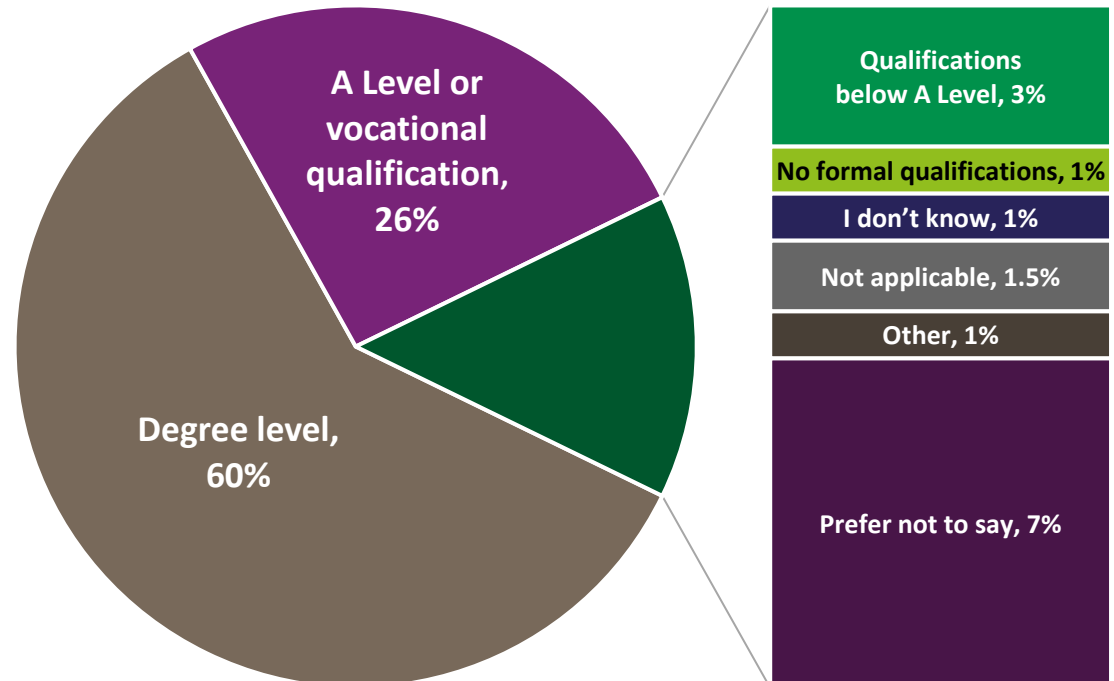


SOCIAL MOBILITY (1)

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

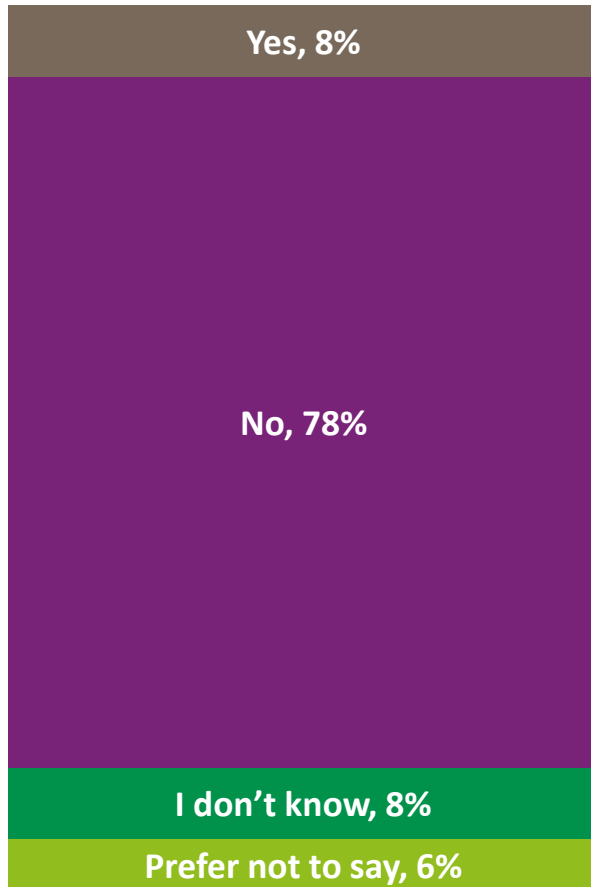


What is the highest level of qualification you hold; or if you are a qualified accountant, held prior to becoming qualified?



SOCIAL MOBILITY (2)

During your school years, did your household receive income support?

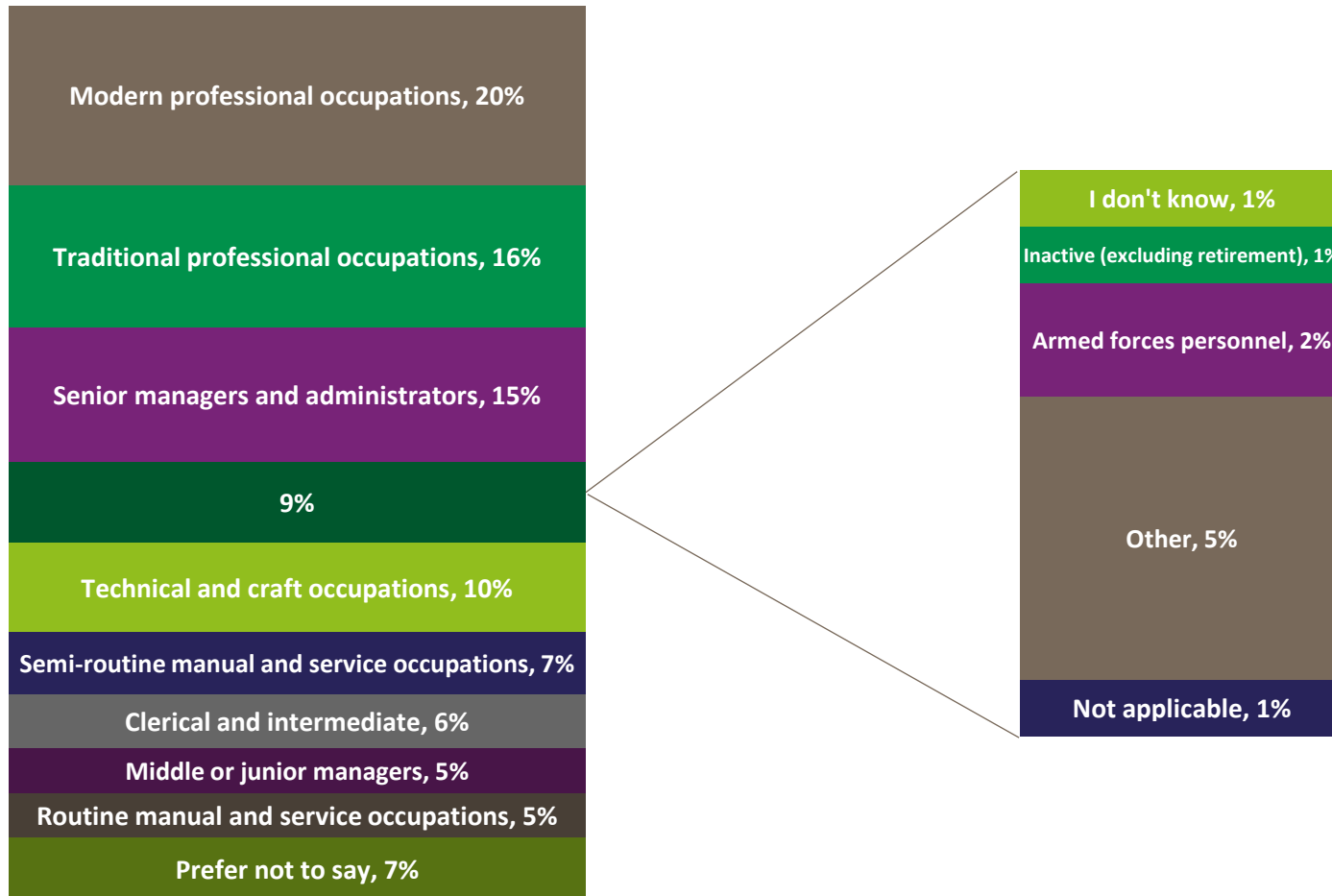


During your school years, were you entitled to free school meals?



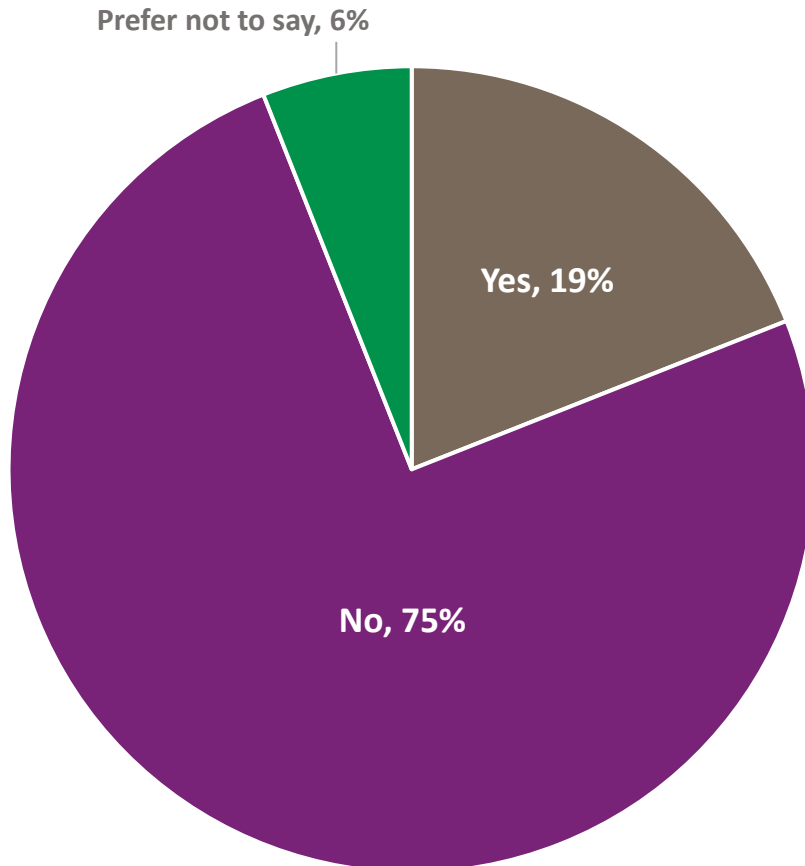
SOCIAL MOBILITY (3)

Thinking back to when you were aged 14, which best describes the sort of work the main/highest income earner in your household did in their main job?

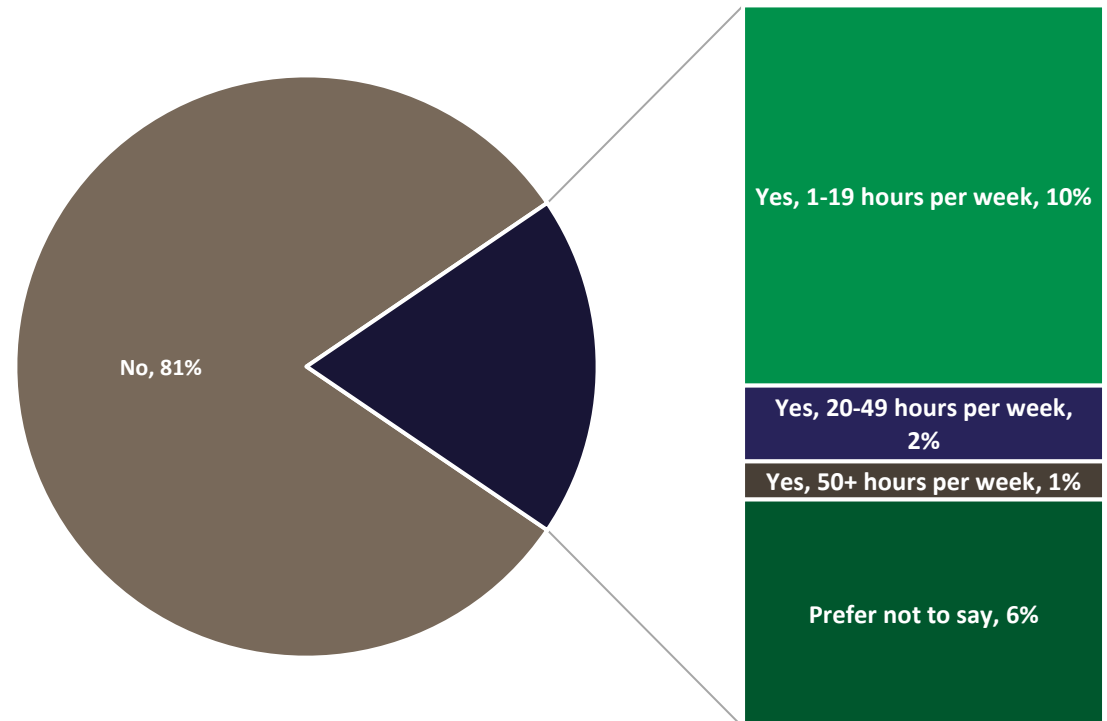


CARING RESPONSIBILITIES

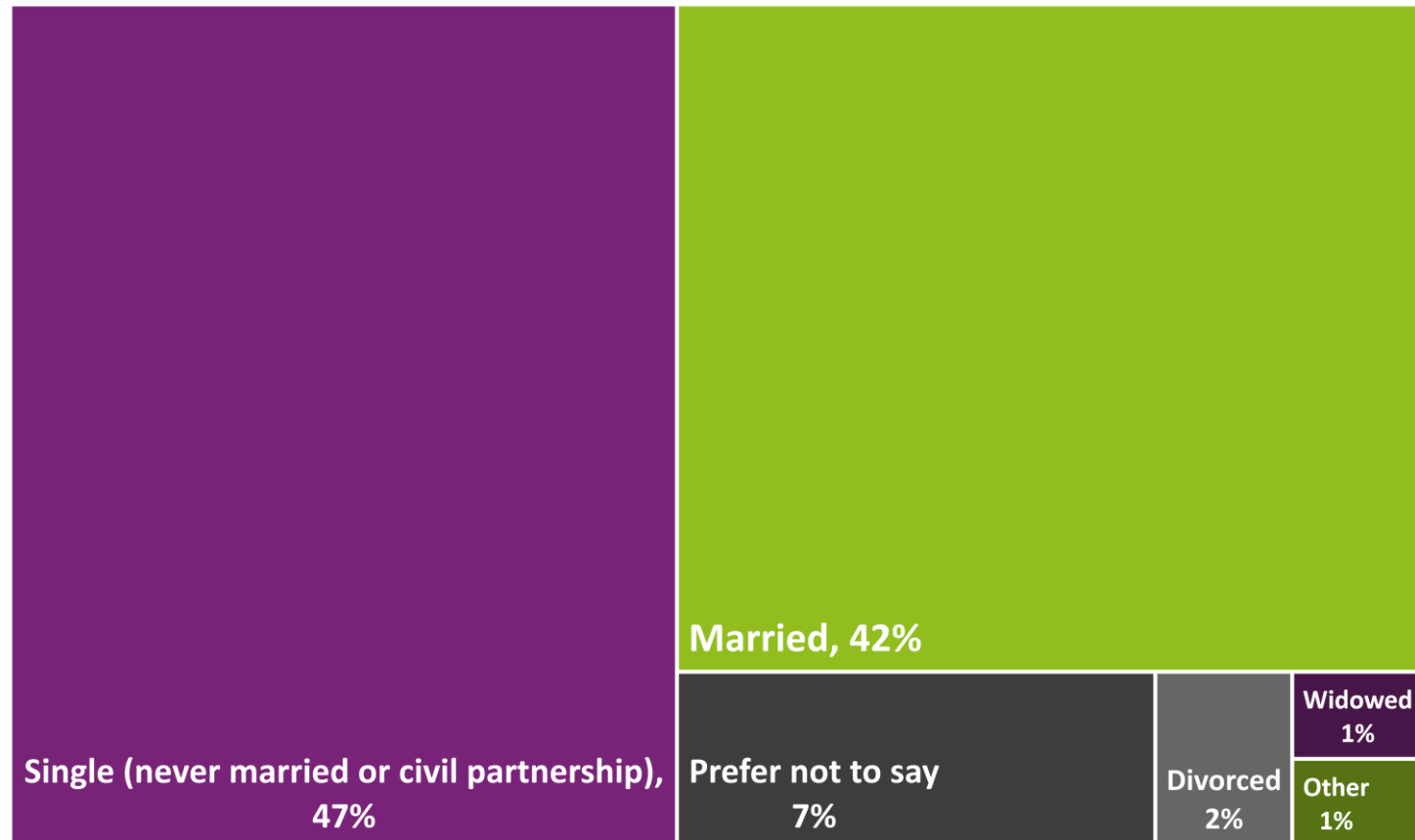
Are you a primary carer for a child or children under 18?



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



MARITAL STATUS



FAMILY FRIENDLY LEAVE

Have you taken maternity or paternity leave in the past 5 years?

