



ICAEW Probate Diversity Survey

April 2025



OVERVIEW

- / Survey opened on Monday 17 March 2025
 - All employees of BKL (North London) were invited to complete the questions.
- / The survey ran for two weeks and closed on Friday 28 March
- / 43% of those invited (129 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

Both ICAEW and BKL are committed to the promotion of diversity, equality and inclusion in all areas of our work. Since the last survey for ICAEW, BKL has started collating its own diversity data and sharing a report. We, therefore, anticipated we may see less engagement with this particular survey.

The key takeaways are:

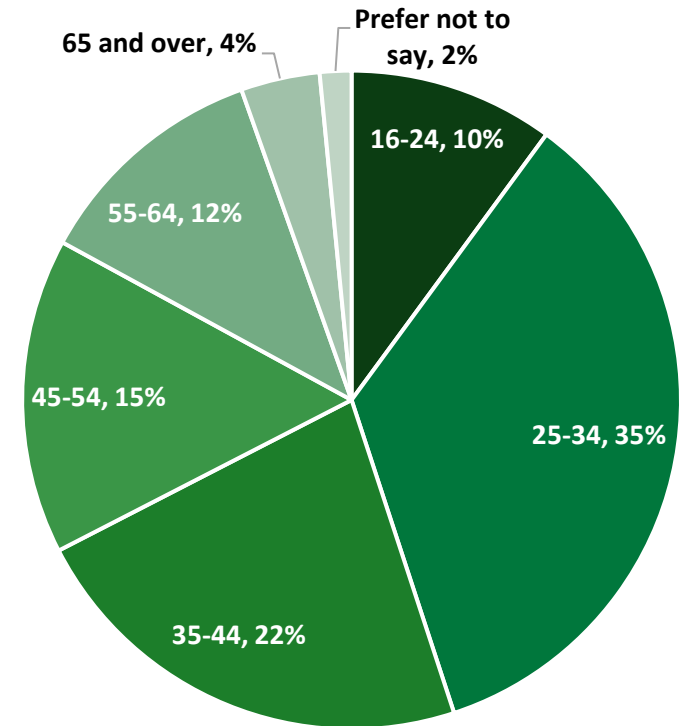
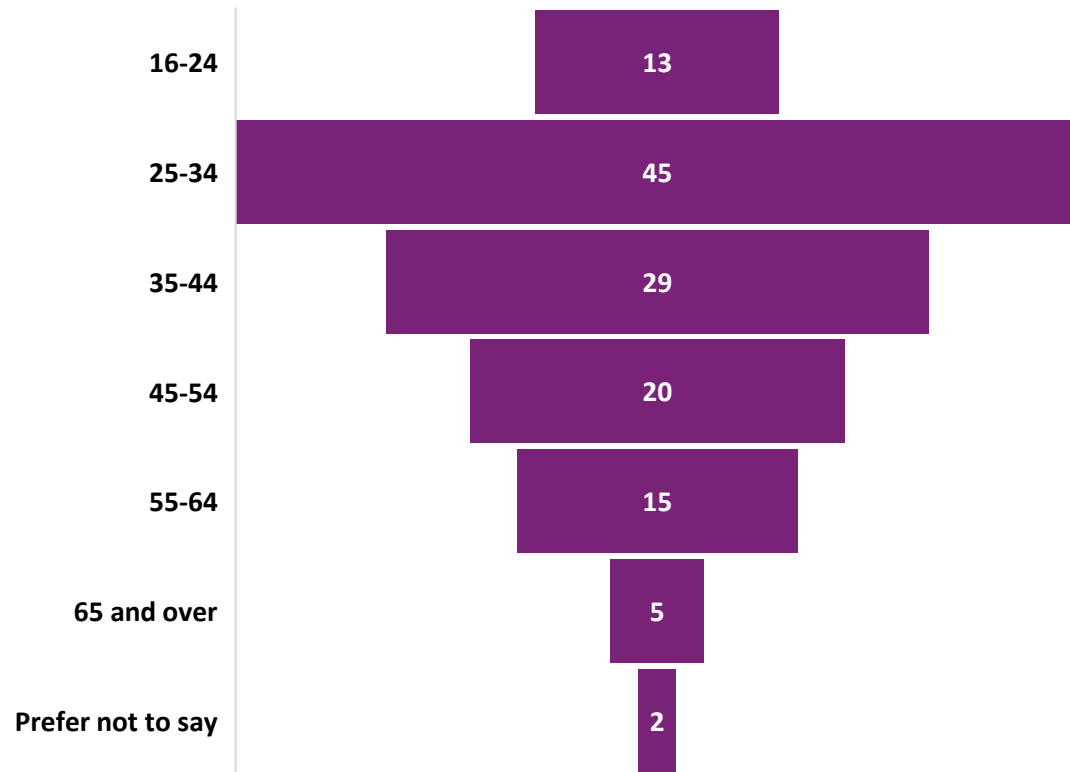
- Over 8% of respondents are from non-white ethnic groups.
- Our gender-balance currently is weighted towards having more male or male identifying employees (52.5%)
- “No religion” constitutes the largest group when questioned on their faith.
- 67% are under 45, with specifically 45% being under 35.
- 17% consider themselves to be neurodivergent.
- 17% have caring responsibilities.

We also recognise that between 2-7% of respondents selected “prefer not to say” on any given question. This represents an opportunity for us to continue to build a more inclusive culture where all our people feel comfortable sharing the many facets of their diversity.

ABOUT YOU

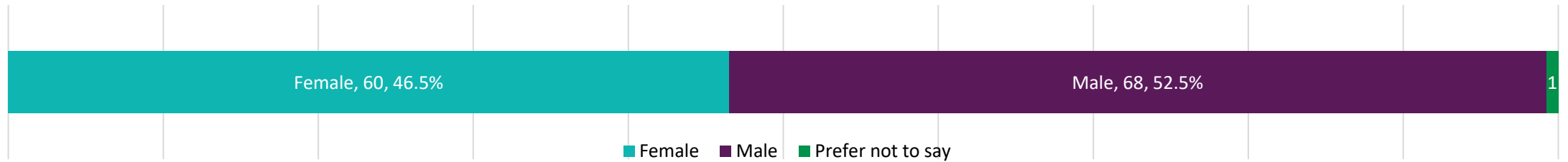


AGE

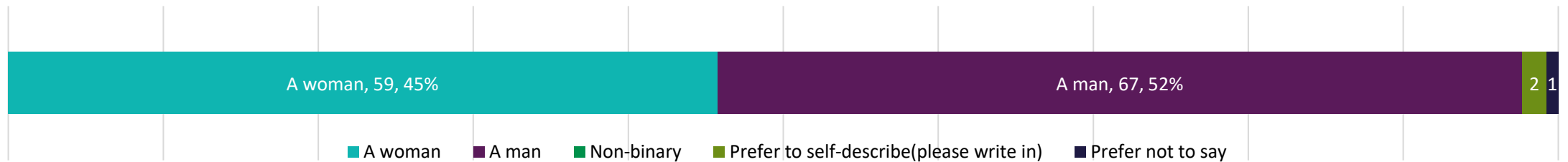


SEX & GENDER

What is your sex registered at birth?

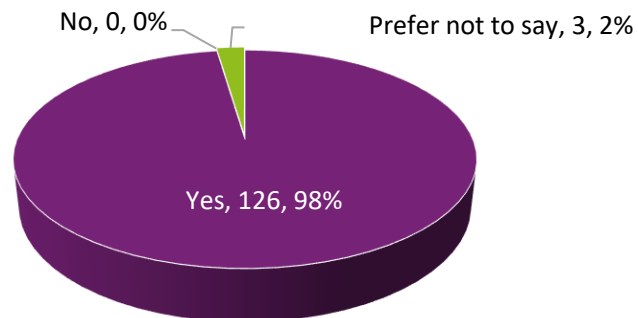


Which gender do you identify with?



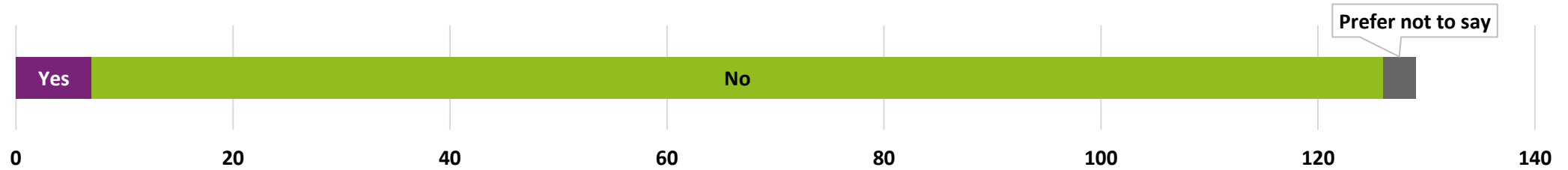
*"Non-binary" was available as an option, but received 0 responses

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

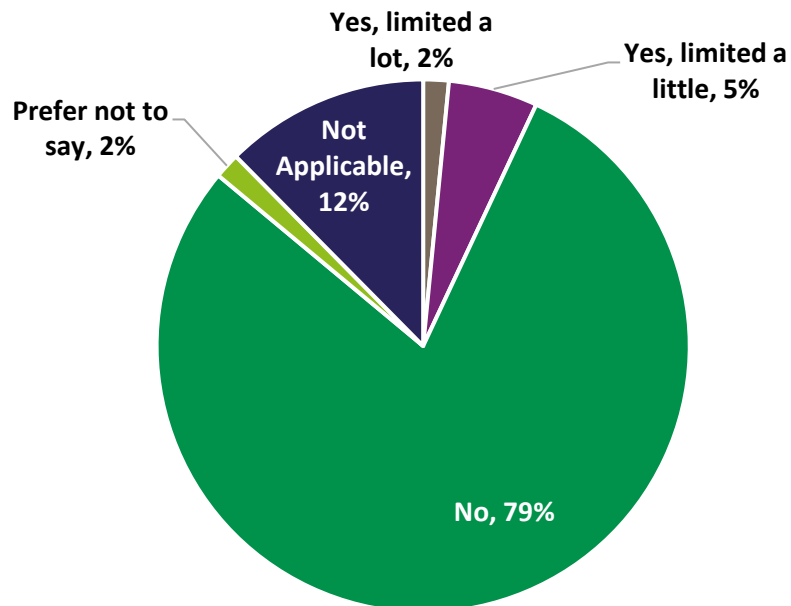


DISABILITY

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



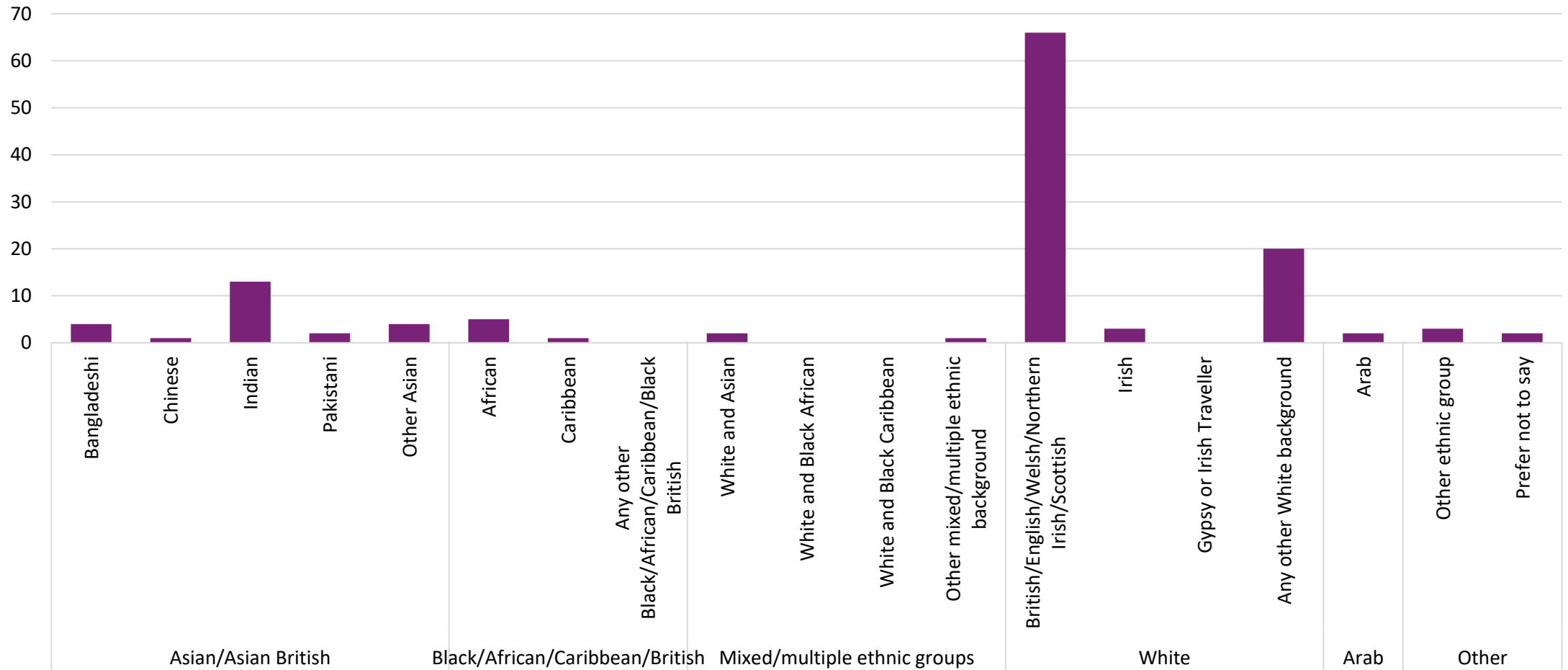
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



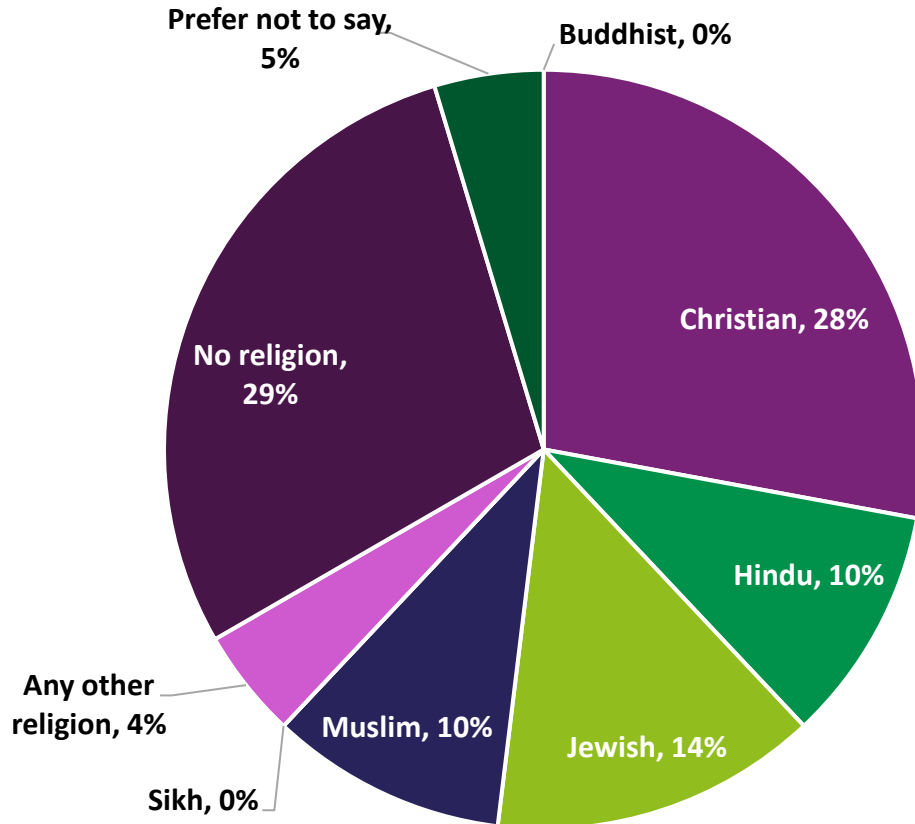
If you have answered “yes” to any of the previous two questions, please identify which of the above health problems or disabilities apply

Cognitive / Learning	4%
Digestive / Continence	0%
Manual Dexterity	1%
Mental Health	3%
Mobility	2%
Physical Coordination	1%
Physical Strength	1%
Sensory	1%
Other	4%
Prefer not to say	1%
Not applicable	82%

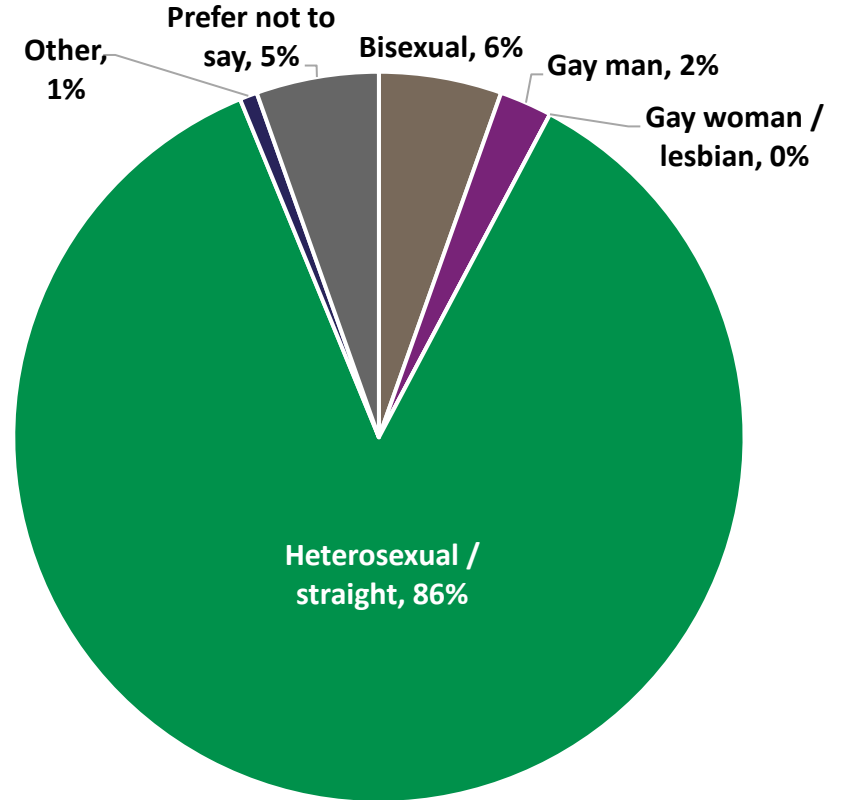
ETHNIC GROUP



FAITH

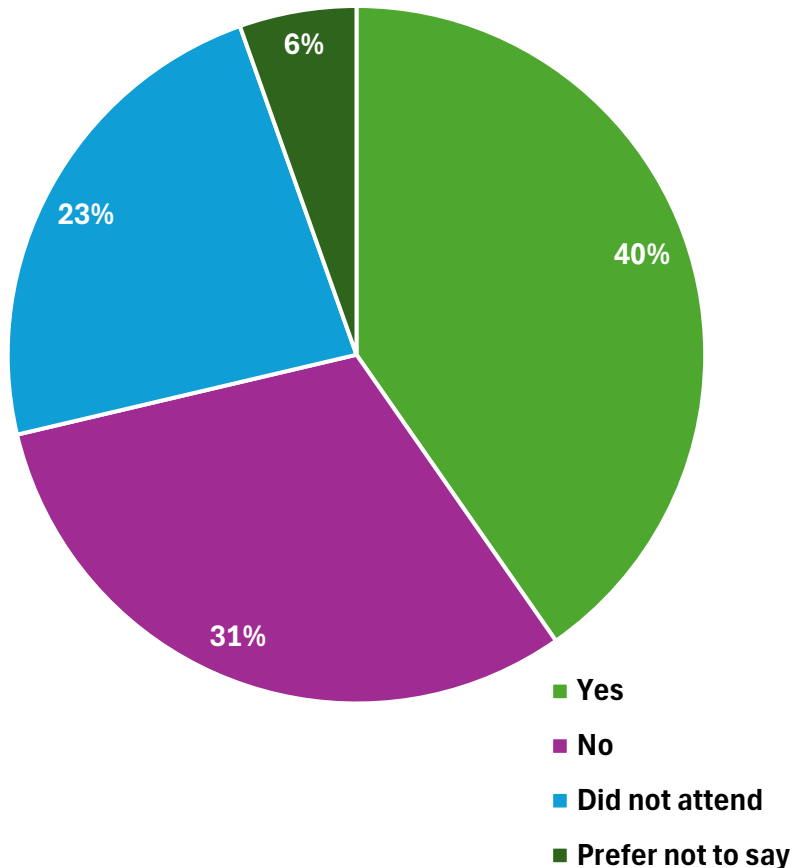


SEXUAL ORIENTATION

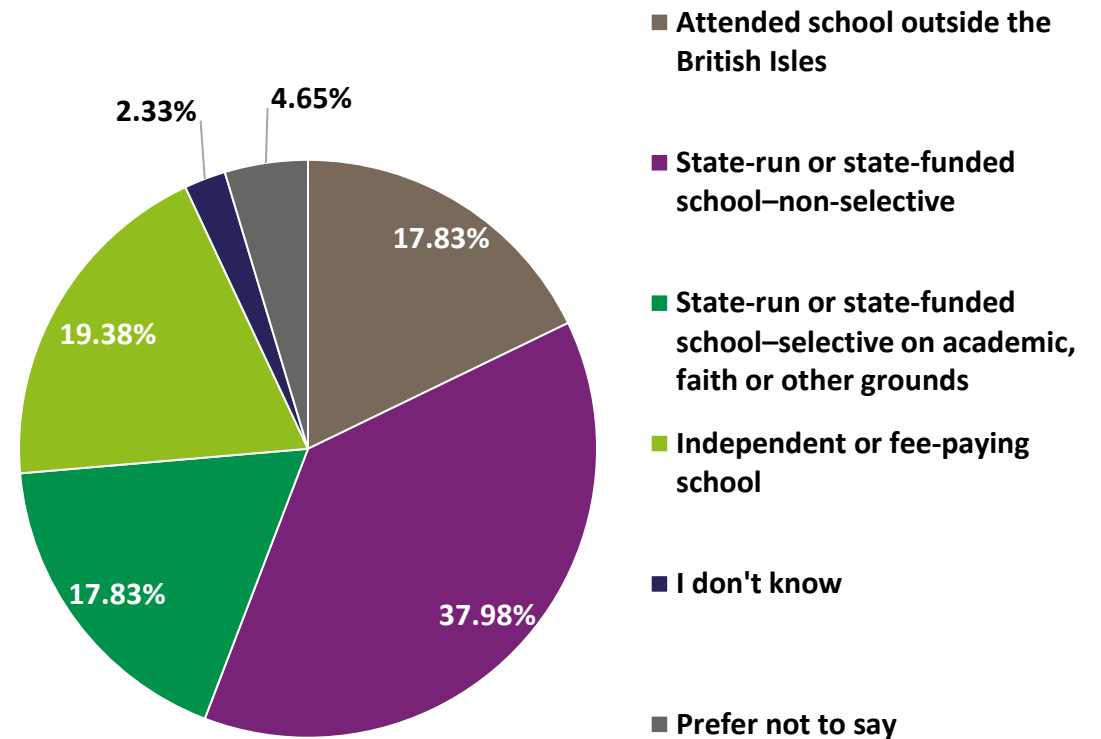


SOCIO-ECONOMIC BACKGROUND

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?

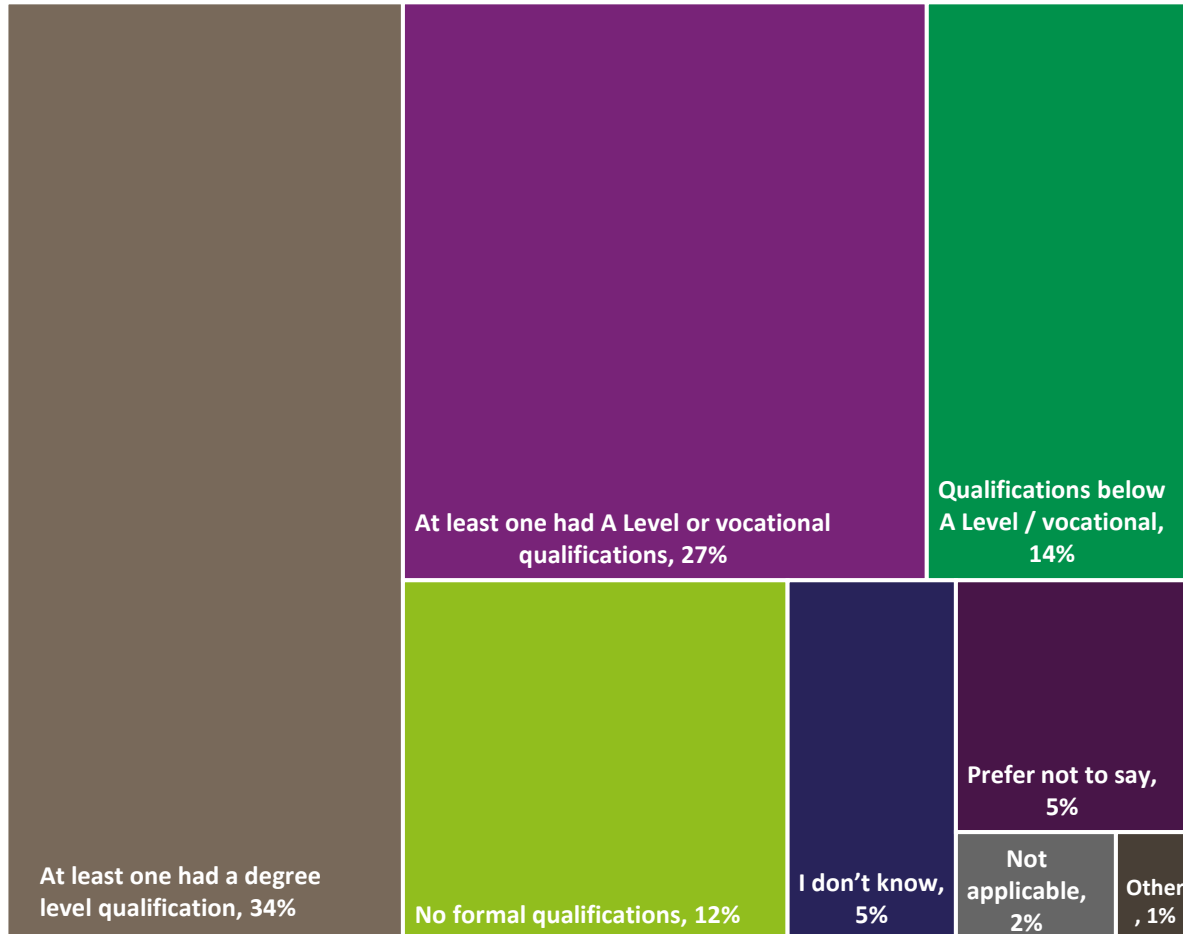


What type of school did you mainly attend between the ages of 11-16

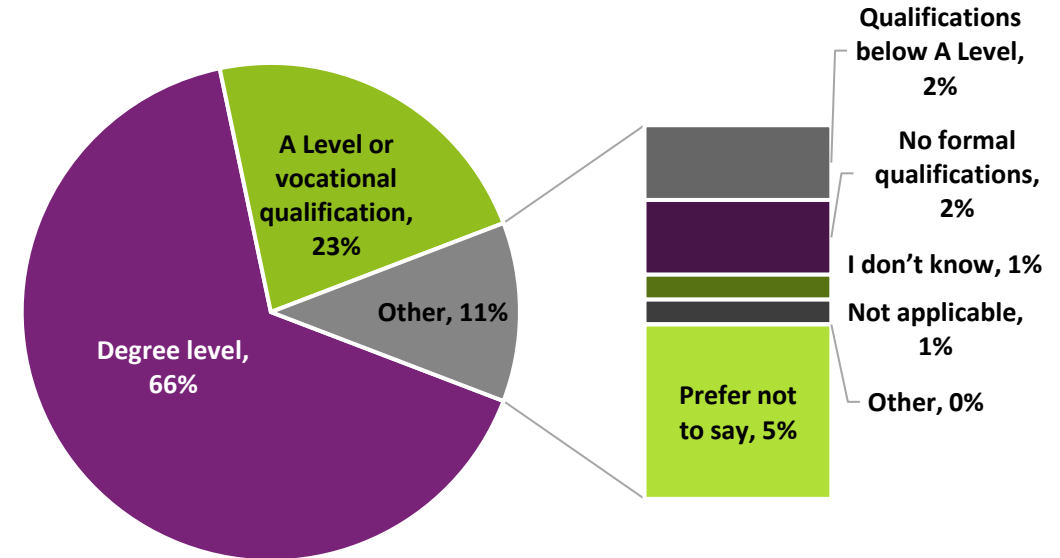


SOCIAL MOBILITY (1)

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

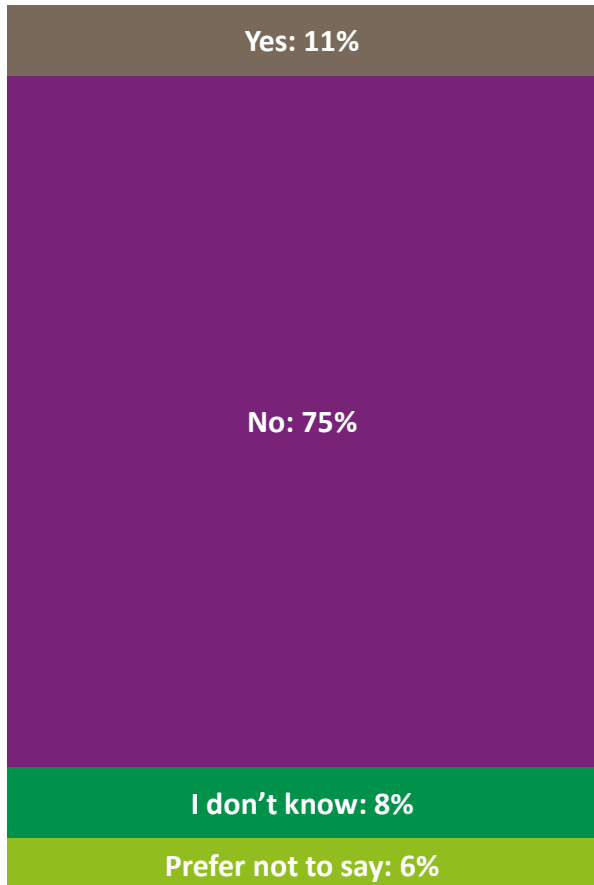


What is the highest level of qualification you hold; or if you are a qualified accountant, held prior to becoming qualified?

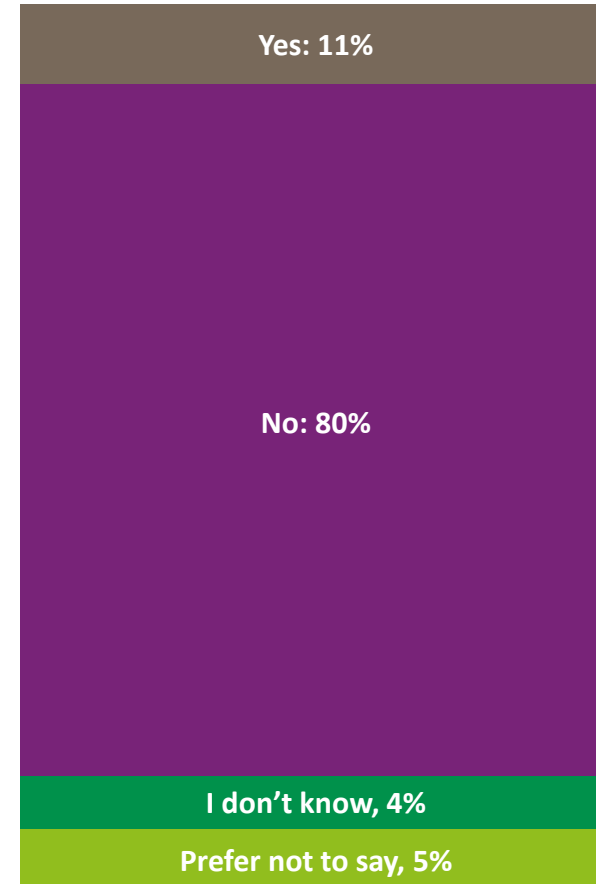


SOCIAL MOBILITY (2)

Did your household receive income support?



Were you entitled to free school meals?



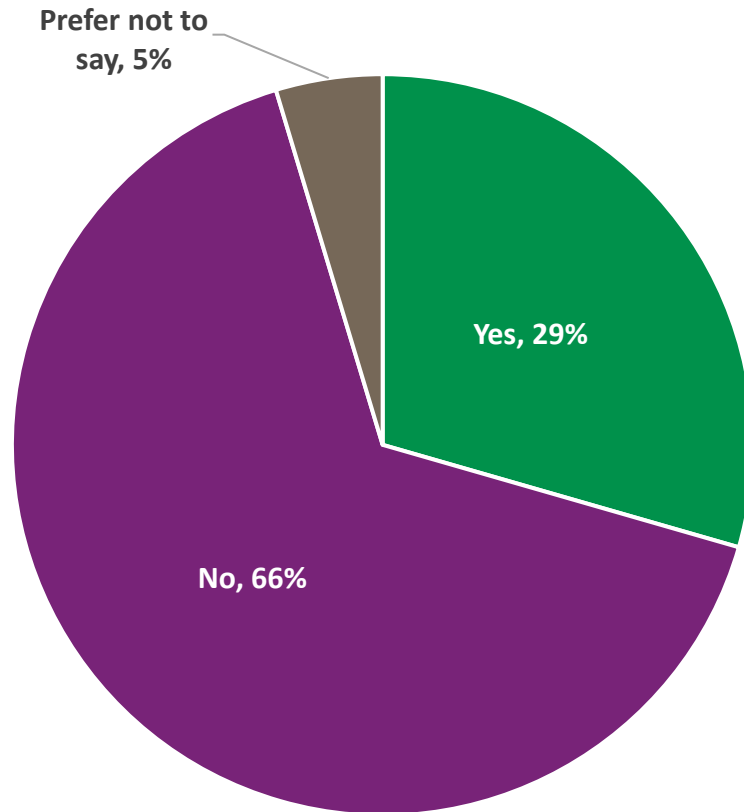
SOCIAL MOBILITY (3)

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?

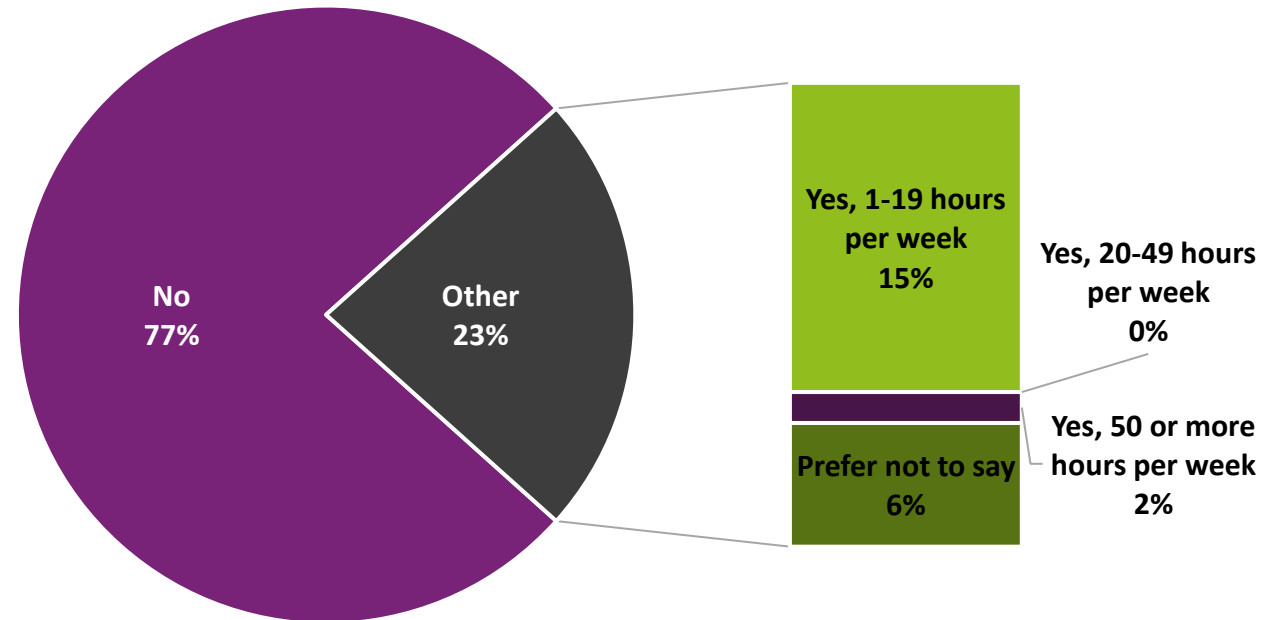
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	28	22%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	6	5%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	13	10%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	16	12%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	3	2%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	13	10%
Armed forces personnel for example soldier, airman, naval or military police	1	1%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	5	4%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	15	12%
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	1	1%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	3	2%
Inactive (excluding those that are retired)	2	2%
Retired	0	0%
Not applicable	3	2%
I don't know	2	2%
Other	10	8%
Prefer not to say	8	6%

CARING RESPONSIBILITIES

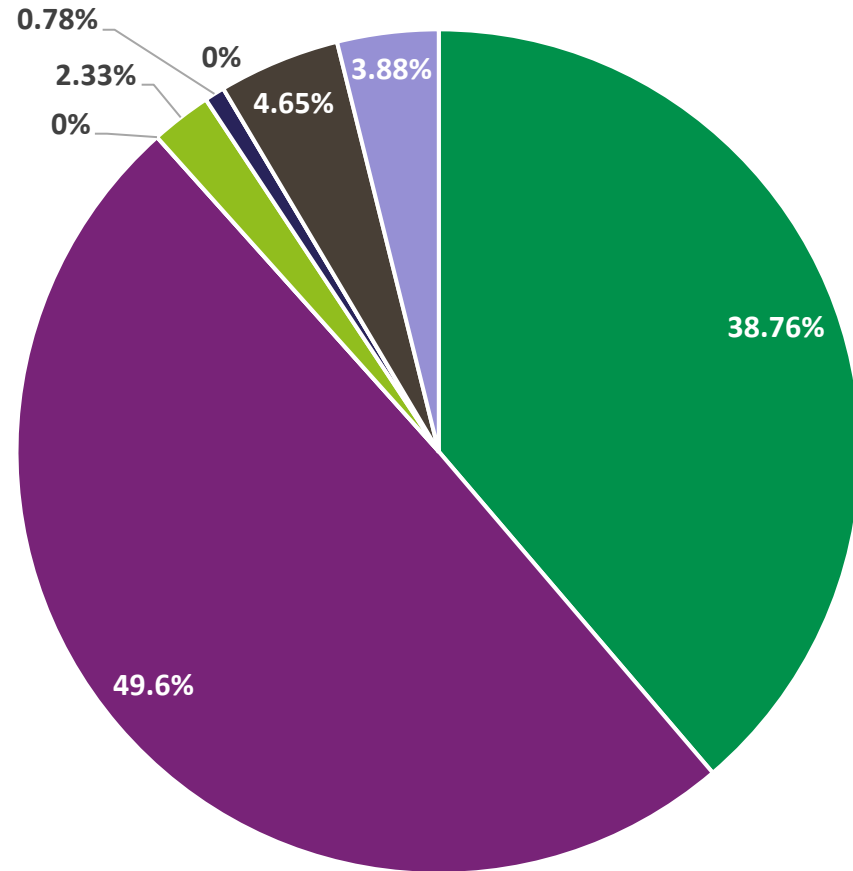
Are you a primary carer for a child or children under 18?



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?



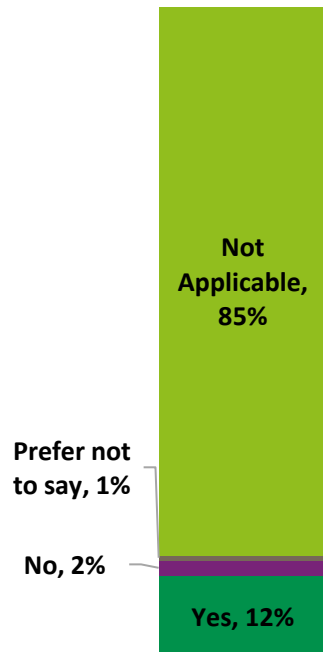
MARITAL STATUS



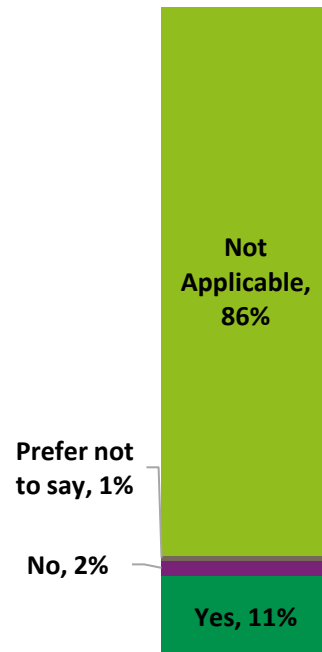
- Single (never married or never registered a same-sex civil partnership)
- Married
- In a registered same-sex civil partnership
- Separated (but still legally married or still legally in a same-sex civil partnership)
- Divorced or formerly in a same-sex civil partnership which is now legally dissolved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

FAMILY FRIENDLY LEAVE

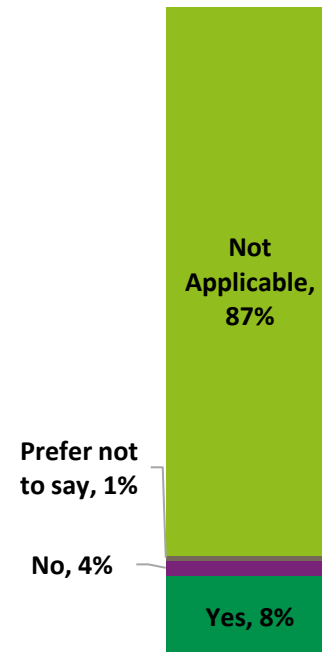
Have you taken maternity or paternity leave in the past 5 years?



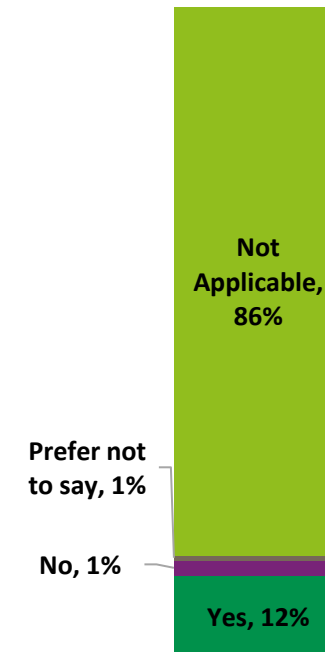
If yes; did you return to your employer after the leave?



If yes; did your employer give you additional leave for ante-natal appointments?



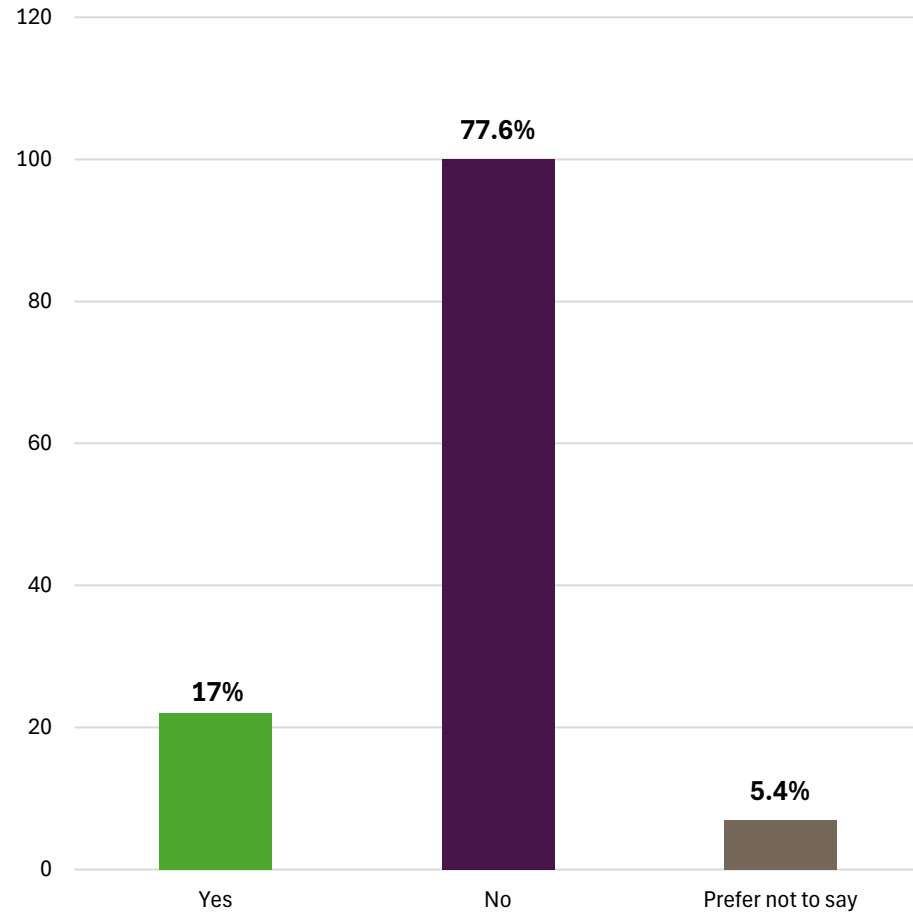
If yes; has your employer offered you flexible working arrangements when you returned?



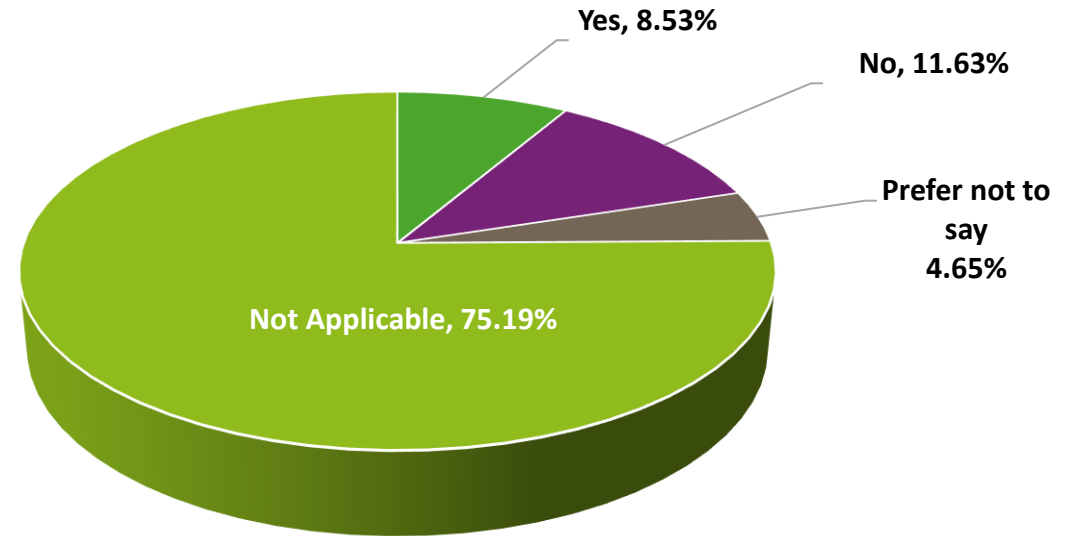
If yes; has the ability to work from home been an important aide in your return to work?

NEURODIVERSITY

Do you consider yourself to be neurodivergent?



If yes: Have you shared information about your neurodivergence with your employer?



Thank you

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