



## **Diversity**

We are committed to promoting equality and diversity and recognise the benefits of a diverse team. We seek to employ the best person for a role regardless of race, gender, religion or any other parameter and are proud to provide a working place setting which is free from any form of discrimination.

As part of our authorisation to provide Probate Services we are required to periodically monitor the diversity profile of our team through an anonymous voluntary collection of data.

The information below details the information ascertained from our survey in August 2017. We have limited the information disclosed where it would otherwise break the confidentiality of our team.

From our request for information using set parameters, responses were received from approximately 80% of the team.

<b><u>Age range</u></b>	<b><u>% of responses</u></b>
Less than 35	21
35 – 44	17
45 – 54	25
55 – 64	21
65 and over	12
Prefer not to say	4

## **Gender**

Female	54
Male	42
Prefer not to say	4

## **Disability**

4% of the responders have a disability according to the definition of the Equality Act.

## **Ethnicity**

96% of the responders are British/English/Welsh/Northern Irish/Scottish.  
4% preferred not to say.

### **Socio-economic background**

8% of the responders went to University as a first generation.

83% of the responders did not go to University.

9% preferred not to say or did not answer.

75% of the responders received school education at a UK state school.

16% of the responders received school education at a UK independent/fee paying.

9% preferred not to say or did not answer.