



KEENS SHAY KEENS
LIMITED
CHARTERED ACCOUNTANTS
AND BUSINESS ADVISERS

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 at the end of March 2019. 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 87% of the team.

<u>Age range</u>	<u>% of responses</u>
Less than 35	19
35 - 44	15
45 - 54	8
55 - 64	35
65 and over	12
Prefer not to say	11

Gender

Female	54
Male	38
Prefer not to say	8

Disability

None of the responders indicated that they have a disability according to the definition of the Equality Act, although 19% preferred not to say.

Ethnicity

77% of the responders are British/English/Welsh/Northern Irish/Scottish.
4% other Asian.
19% preferred not to say.

Faith

For religion or belief the response included 54% Christian faith and 15% with no religion.

Socio-economic background

8% of the responders went to University as a first generation.
4% of the responders went to University not as a first generation.
69% of the responders did not go to University.
19% preferred not to say.

65% of the responders received school education at a UK state school.
15% of the responders received school education at a UK independent/fee paying.
4% attended school outside of the UK.
16% preferred not to say or did not answer.

Social mobility

The responders indicated that 46% had achieved a professional qualification and 35% achieved other academic qualifications ranging from 'O' levels to undergraduate degree, a further 19% preferred not to say.

Caring responsibilities

The responders indicated that 12% are primary carer for a child or children under 18 and 19% preferred not to say.

The responders also indicated that 15% provide help or support to others for between 1 and 19 hours per week and 4% provide care of up to 49 hours per week, 27% preferred not to say.

10th April 2019