

## ICAEW Diversity Report 2023

### Summary

Almost 80% of our team members completed the survey, response rates were consistent across all grades and age ranges.

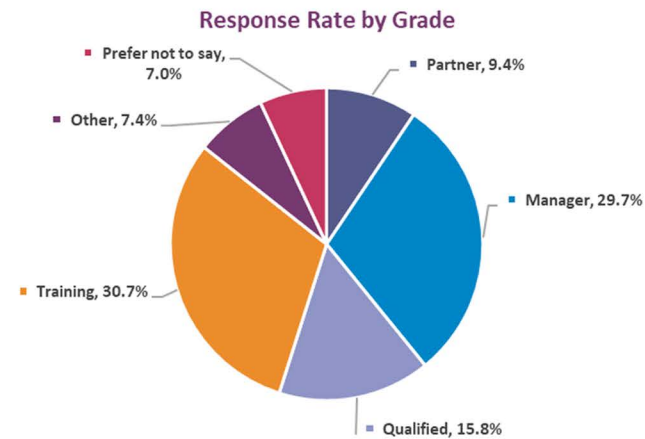
Our E, D & I initiatives are continually evolving, and we actively engage with team members on this topic. We listen to our team members and strive to bring the suggestions received from our regular E, D & I forums into everyday life at Buzzacott.

Our culture is built on a foundation of trust – everyone is respected, supported and encouraged to be themselves. Our team members are treated fairly and have equal access to opportunities to enable them to thrive individually and to contribute to the firm's success.

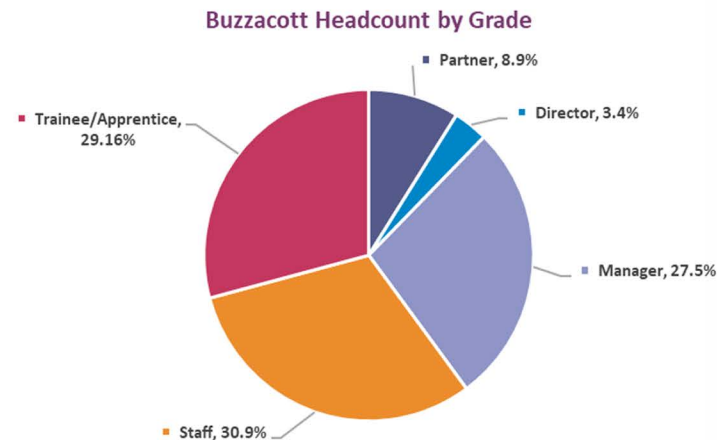
This is the first ICAEW Diversity Report we have prepared, and we look forward to sharing future reports.

This report has been prepared in accordance with the ICAEW requirement for all firms accredited for probate services to collect, report and publish diversity data about their team members.

### Survey responses by grade



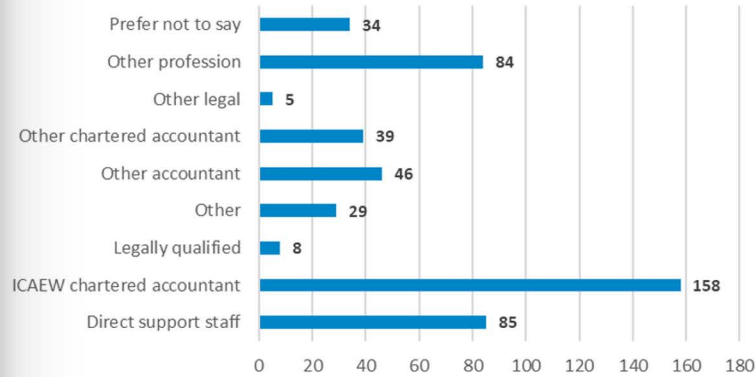
### Buzzacott headcount make-up



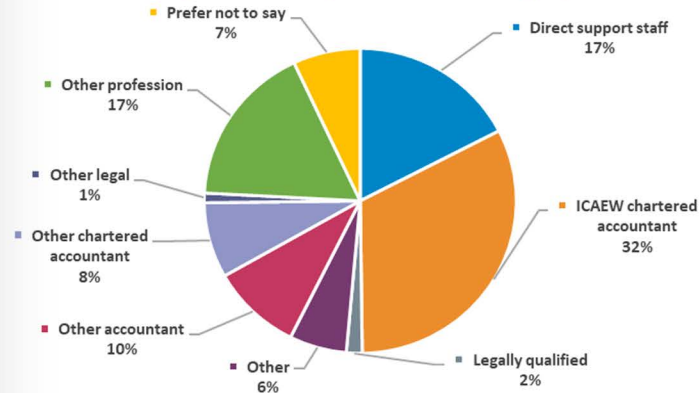
## ICAEW Diversity Report 2023

### Survey responses by professional qualification

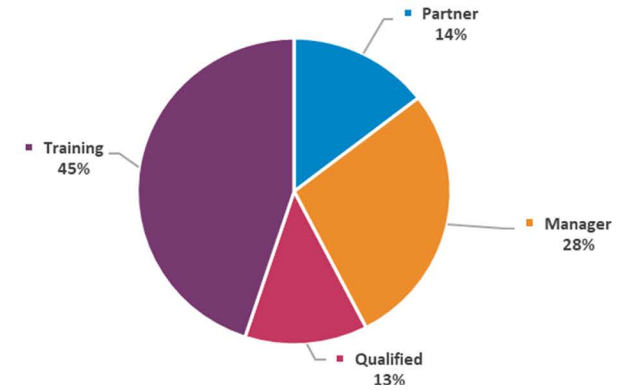
Respondents by Professional Category



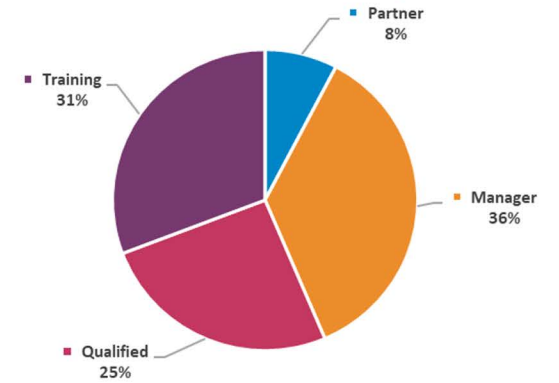
Response Rate by Professional Category



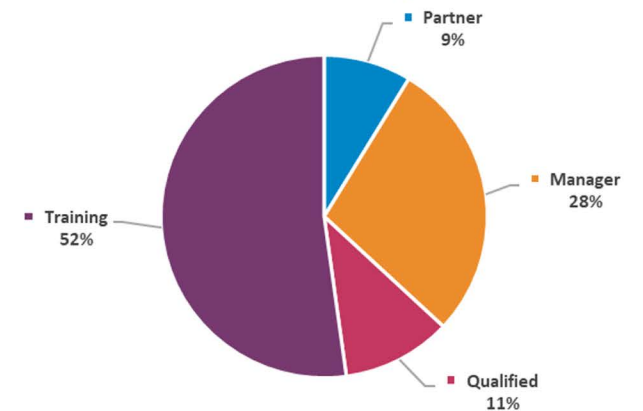
ICAEW Chartered Accountants by Grade



Other Chartered Accountants by Grade



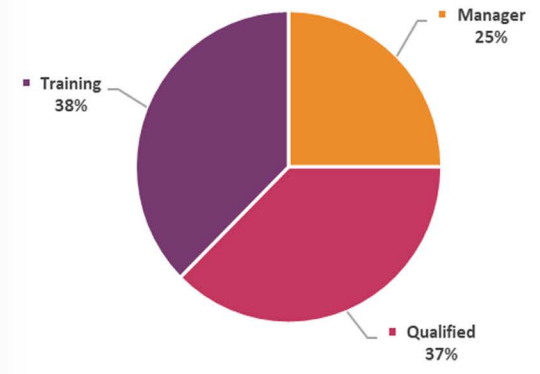
Other Accountants by Grade



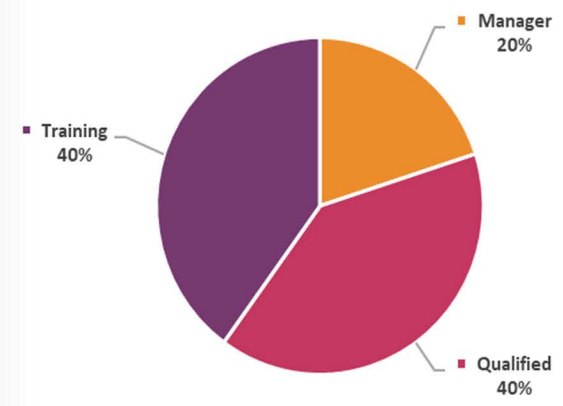
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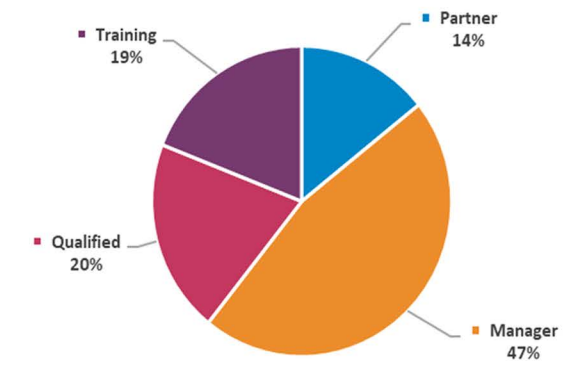
Legally Qualified by Grade



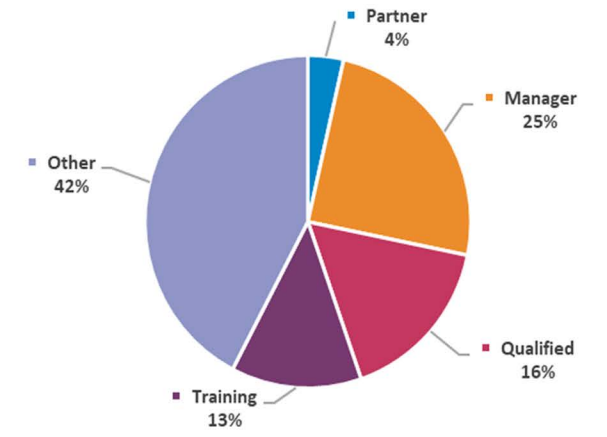
Other Legal by Grade



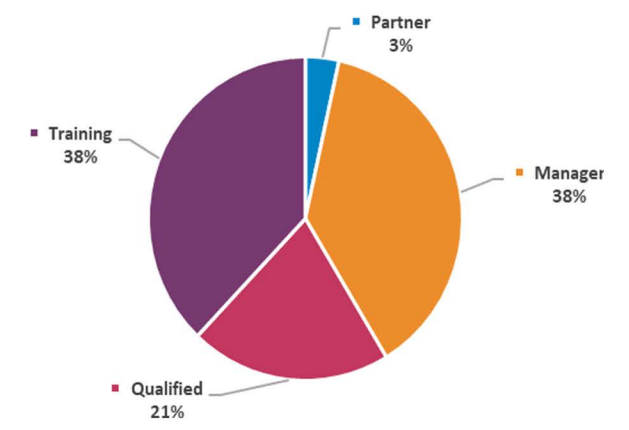
Other Profession by Grade



Direct Support Staff by Grade



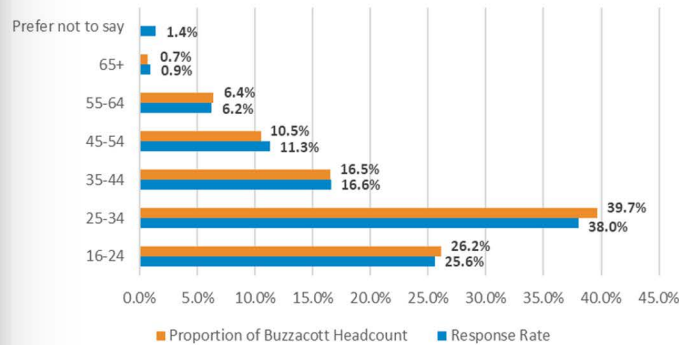
Other by Grade



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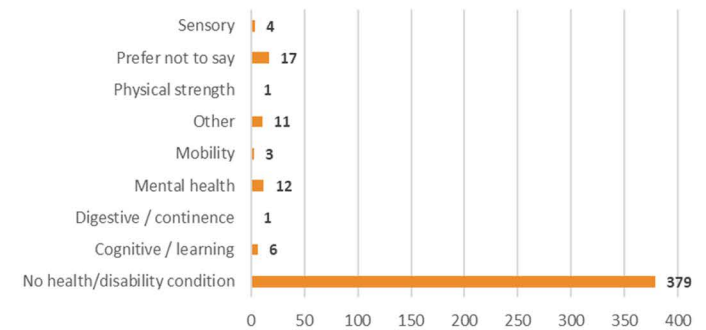
### Data summary

Response Rate by Age



**Disability** Almost 14% of respondents responded that they consider themselves to have a disability. Of disabilities listed, the most common was mental health, with others including sensory, cognitive and digestive conditions.

Team members who have reported a health / disability condition



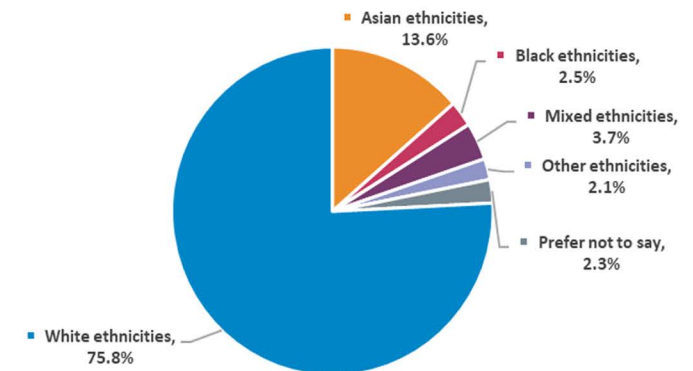
**Sex & Gender** 97.4% of respondents identify with their registered birth gender. 50.8% identify as male and 46.9% as female.

Sex & Gender



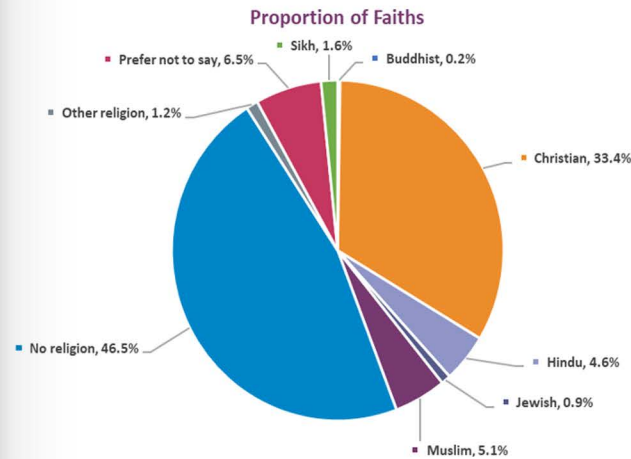
**Ethnicity** The majority of our team members identify as White, with Asian ethnicities being the next most common.

Proportion of Ethnicities

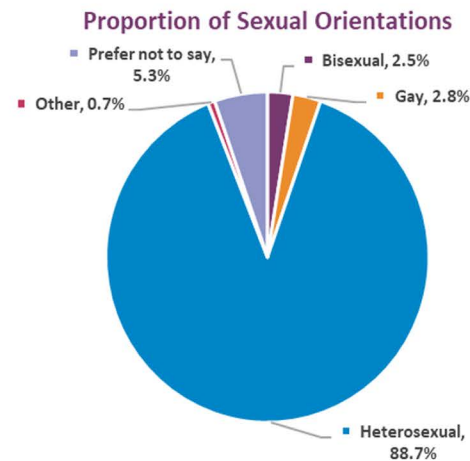


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**Faith** 46.5% of respondents indicated they had no religious faith. Of religions cited, Christian was most common (33%) followed by Muslim (5%) and Hindu (4.6%).



**Sexual orientation** 88.7% of respondents identify as heterosexual, 2.8% as gay and 2.5% as bisexual.

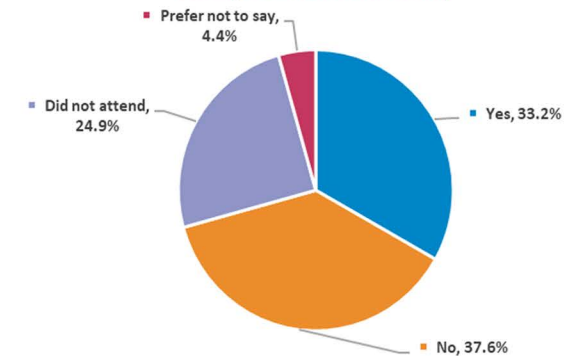


**Socio-economic background** 33% of respondents stated they attended university and were the first in their family to do so.

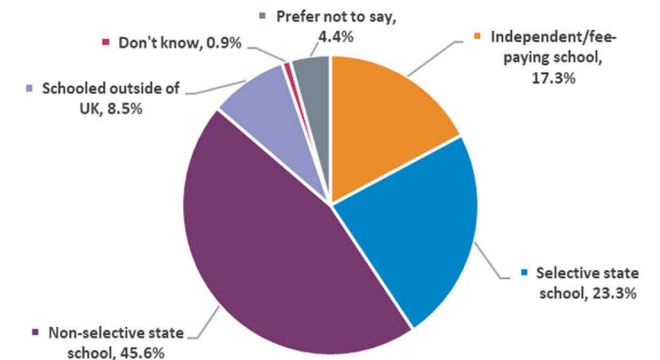
17.3% of respondents attended independent or fee-paying schools (highest rate at Manager level). 23.3% attended selective state schools (highest rates at Manager and Trainee levels).

The highest proportion of respondents (45.6%) attended non-selective state schools (again highest rates at Manager and Trainee levels).

### Proportion of team members who were the first in their family to attend university



### Proportion of schools mainly attended between ages of 11-16



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### Social mobility

In describing the main occupation of the main / highest earning worker in their household at age 14, the highest proportion of responses (19.1%) identified 'modern professional occupations' (such as teacher/lecturer, nurse, social worker, artist, senior police officer, software designer).

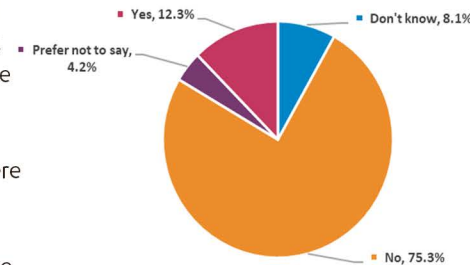
The next most common categories were 'senior managers and administrators' (responsible for planning, organising and co-ordinating work such as finance manager, chief executive) at 18.2%, and 'traditional professional occupations' (occupations such as accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer) at 17.7%.

4.13% of respondents stated degree level education for at least one parent by the time they were 18.

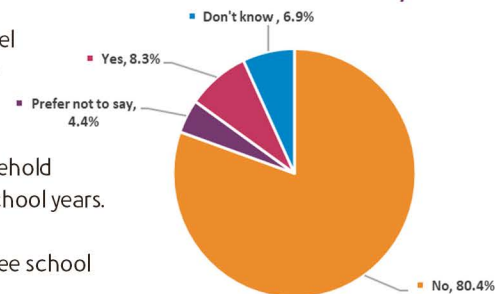
12.3% of respondents stated their household received income support during their school years.

8.3% of respondents were entitled to free school meals.

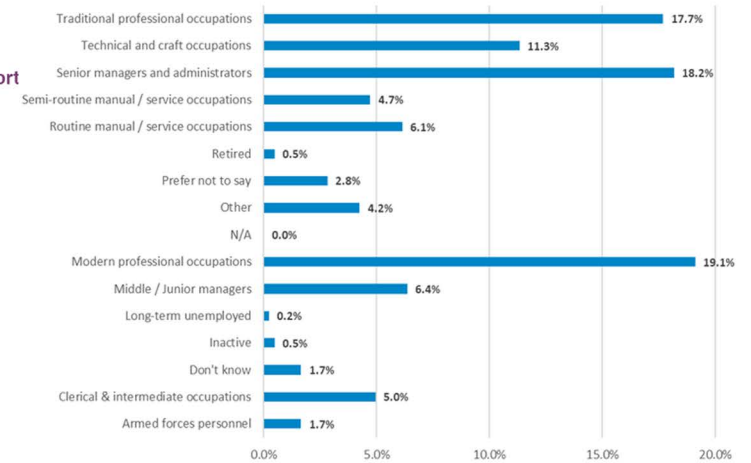
Proportion of households who received income support during respondent's school years



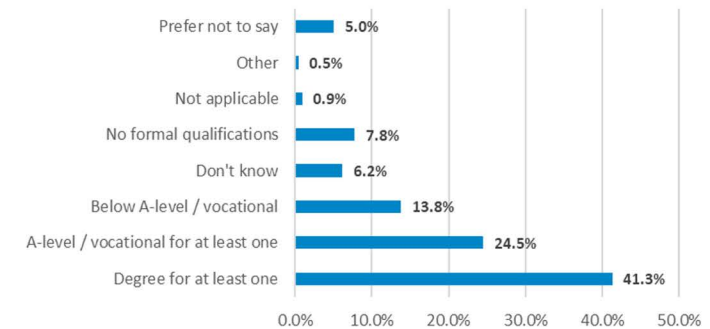
Proportion of respondents who were entitled to free school meals in their school years



Main work of main / highest income earner in respondent's household at age 14



Highest qualification of either parent by time respondents were 18



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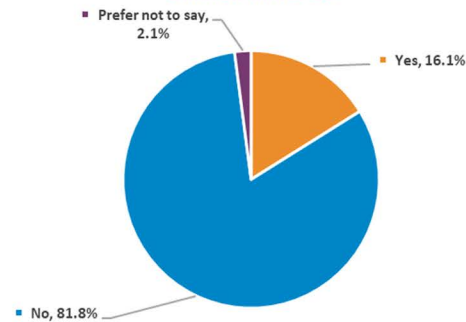
### Caring responsibilities

16.1% of respondents have caring responsibilities for children under 18, with the highest proportion at manager grade.

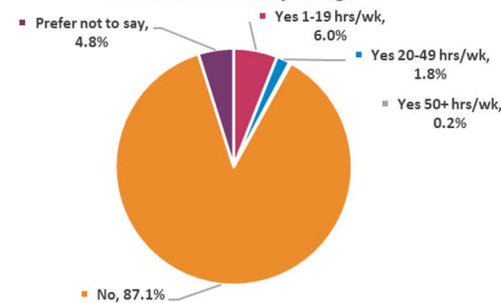
8.1% of respondents have other caring responsibilities (for other family, friends, neighbours due to age, physical or mental health challenges). Most (6%) devoted between 1-19 hours per week to this, with the other 2.1% devoting more than this.

The highest proportions of those with caring responsibilities fall at Manager or Partner level.

Proportion of respondents who are primary carers for children under 18



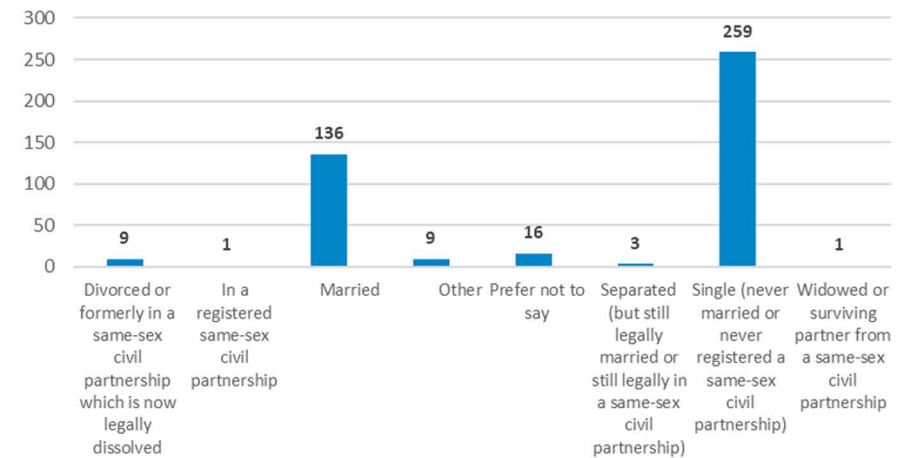
Proportion of respondents who look after / support family / friends / neighbours due to physical/mental health or disability or age



### Marital status

The majority of respondents (59.5%) were single, with 31% married and small numbers divorced, separated or widowed.

Marital Status



### Maternity

30% of respondents stated they had taken maternity leave in the last 5 years, mostly at manager grade with a few at partner grade.

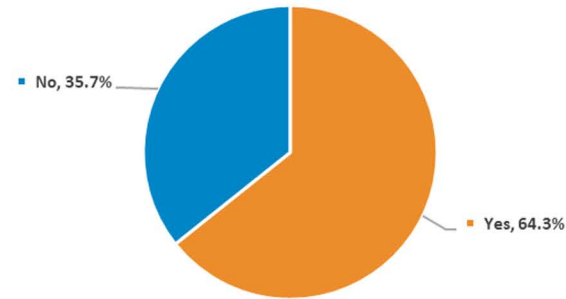
Of those respondents who took maternity leave, most confirmed they had returned to their current employer after leave, and that they were given leave for ante-natal appointments.

Most maternity leavers who returned to work also confirmed that the flexibility to work from home was an important aide in returning to work.

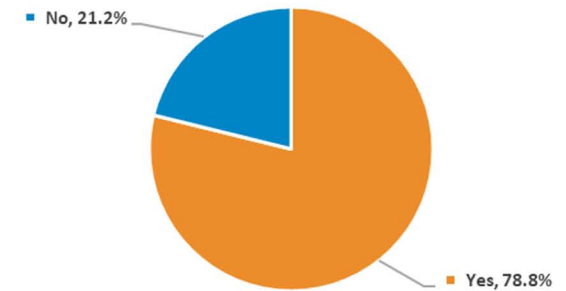
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### Maternity

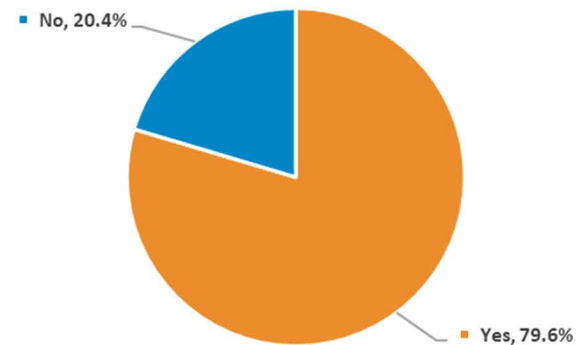
Proportion of respondents given leave for antenatal appointments



Proportion of respondents who stated that the ability to work from home has been an important aide in returning to work



Proportion of respondents offered flexible working arrangements



Respondents who returned to their current employer after maternity leave, by grade (exc. N/A)

