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ICAEW Diversity Data Commentary - 2023

All firms accredited for probate services are required to collect, report, and publish data about partners and staff on the firm's website and report this to ICAEW.

We welcome diversity and the benefits that it brings to the firm and seek to employ suitable partners and staff regardless of age, gender, ethnicity, and belief.

In the main, the results of the 2023 survey were in line with previous surveys undertaken albeit we believe that some questions have been completed erroneously. However, this does not impact on the overall shape of the results that have been recorded.

Based upon a review of the results, the one point highlighted is the lack of diversity with regard ethnicity and religion, albeit there can be a causal link between the two matters.

We have considered this and reviewed our recruitment processes to ensure that there is no bias, in any way, in the processes that we operate.

Accordingly, we are satisfied that the make-up of the firm is broadly in line with the local demographic and our policies and procedures are fit for purpose.