

Probate diversity summary template

Please refer to the guidance notes on the second tab of this workbook.

Firm name: **Menzies LLP**

ICAEW firm number (C00/A00): **C001840915**

Number of employees: **439**

Completed questionnaires: **256**

1 ABOUT YOU

ICAEW Chartered Accountant	<input type="text" value="31"/> Partner	<input type="text" value="33"/> Manager	<input type="text" value="12"/> Qualified	<input type="text" value="16"/> Training
Other Chartered Accountant	<input type="text" value="5"/> Partner	<input type="text" value="17"/> Manager	<input type="text" value="1"/> Qualified	<input type="text" value="3"/> Training
Other accountant	<input type="text" value="3"/> Partner	<input type="text" value="11"/> Manager	<input type="text" value="3"/> Qualified	<input type="text" value="6"/> Training
Legally qualified	<input type="text" value="1"/> Partner	<input type="text" value="1"/> Manager	<input type="text" value="2"/> Qualified	<input type="text" value="1"/> Training
Other legal	<input type="text" value="0"/> Partner	<input type="text" value="0"/> Manager	<input type="text" value="1"/> Qualified	<input type="text" value="0"/> Training
Other profession	<input type="text" value="5"/> Partner	<input type="text" value="27"/> Manager	<input type="text" value="10"/> Qualified	<input type="text" value="6"/> Training
Direct support staff	<input type="text" value="14"/>			
Other	<input type="text" value="42"/>			
Prefer not to say	<input type="text" value="5"/>			

Total responses for question 1: **256** Total checked. Please proceed to next question

2 AGE

<input type="text" value="32"/> 16-24	<input type="text" value="62"/> 25-34	<input type="text" value="54"/> 35-44	<input type="text" value="53"/> 45-54	<input type="text" value="46"/> 55-64	<input type="text" value="4"/> 65+	<input type="text" value="5"/> Prefer not to say
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Total responses for question 2: **256** Total checked. Please proceed to next question

3 GENDER

<input type="text" value="117"/> Male	<input type="text" value="135"/> Female	<input type="text" value="0"/> Trans	<input type="text" value="1"/> Other	<input type="text" value="3"/> Prefer not to say
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Total responses for question 3: **256** Total checked. Please proceed to next question

4 DISABILITY

(a) <input type="text" value="8"/> Yes	<input type="text" value="243"/> No	<input type="text" value="5"/> Prefer not to say	
(b) <input type="text" value="0"/> Yes, limited a lot	<input type="text" value="7"/> Yes, limited a little	<input type="text" value="245"/> No	<input type="text" value="4"/> Prefer not to say

Total responses for question 4: **256** Total checked. Please proceed to next question

5 ETHNIC GROUP

Asian/Asian British

<input type="text" value="1"/> Bangladeshi	<input type="text" value="0"/> Chinese	<input type="text" value="6"/> Indian	<input type="text" value="1"/> Pakistani	<input type="text" value="4"/> Other Asian
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Black/African/Caribbean/British

<input type="text" value="1"/> African	<input type="text" value="2"/> Caribbean	<input type="text" value="1"/> Any other Black/African/Caribbean/Black British
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Mixed/multiple ethnic groups

<input type="text" value="2"/> White and Asian	<input type="text" value="0"/> White and Black African	<input type="text" value="0"/> White and Black Caribbean	<input type="text" value="1"/> Other mixed/multiple ethnic background
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White

<input type="text" value="205"/> British/English/Welsh/Northern Irish/Scottish	<input type="text" value="5"/> Irish	<input type="text" value="0"/> Gypsy or Irish Traveller	<input type="text" value="22"/> Any other white background
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Arab

<input type="text" value="1"/> Arab

Other

<input type="text" value="1"/> Other ethnic group	<input type="text" value="3"/> Prefer not to say
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Total responses for question 5: **256** Total checked. Please proceed to next question

6 FAITH

<input type="text" value="2"/> Buddhist	<input type="text" value="132"/> Christian	<input type="text" value="5"/> Hindu	<input type="text" value="1"/> Jewish	<input type="text" value="4"/> Muslim	<input type="text" value="1"/> Sikh	<input type="text" value="30"/> Any other religion
<input type="text" value="0"/> No religion	<input type="text" value="81"/> Prefer not to say					

Total responses for question 6: **256** Total checked. Please proceed to next question

7 SEXUAL ORIENTATION

<input type="text" value="2"/> Bisexual	<input type="text" value="4"/> Gay man	<input type="text" value="1"/> Gay woman /lesbian	<input type="text" value="230"/> Heterosexual/straight	<input type="text" value="0"/> Other	<input type="text" value="19"/> Prefer not to say
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Total responses for question 7:

256

Total checked. Please proceed to next question

8 SOCIO-ECONOMIC BACKGROUND

(a) 85 Yes 62 No 104 Did not attend 5 Prefer not to say

(b) 201 UK state school 33 UK independent/fee-paying school 19 Attended school outside the UK 3 Prefer not to say

Total responses for question 8:

256

Total checked. Please proceed to next question

9 SOCIAL MOBILITY

(a) 69 Yes 175 No 6 I don't know 6 Prefer not to say

(b) 7 1-4 O levels / CSEs / GCSEs (any grades), Entry Level, Foundation Diploma
 1 NVQ Level 1, Foundation GNVQ, Basic Skills
 11 5+ O levels (passes) / CSEs (grade 1) / GCSEs (A*-C), School Certificate, 1 A level/2-3
 1 AS levels/VCEs, Higher Diploma
 1 NVQ Level 2, Intermediate GNVQ, City and Guilds Craft, BTEC First/General Diploma, RSA
 3 Diploma
 1 Apprenticeship
 24 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma
 5 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National,
 1 RSA Advanced Diploma
 52 Undergraduate degree (eg, BA, BSc)
 13 Master's degree (eg, MA, MSc)
 0 Doctorate degree (eg, PhD)
 4 NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level
 123 Professional qualifications (eg, teaching, nursing, accountancy)
 2 Other vocational/work-related qualifications
 3 Non-UK qualifications
 1 No qualifications
 3 Prefer not to say

(c) 24 Yes 207 No 20 I don't know 5 Prefer not to say

(d) 19 Yes 216 No 13 I don't know 8 Prefer not to say

Total responses for question 9:

256

Total checked. Please proceed to next question

10 CARING RESPONSIBILITIES

(a) 63 Yes 188 No 5 Prefer not to say

(b) 210 No 30 Yes, 1-19 hours per week 3 Yes, 20-49 hours per week 2 Yes, 50 or more hours per week
 11 Prefer not to say

Total responses for question 10:

256

Total checked. Please proceed to next question

REVIEW FINDINGS

Menzies is committed to providing equal opportunities in employment, and to avoiding unlawful discrimination in the workplace and in our interactions with clients and suppliers. Equal opportunities extends to all of the Firm's operations, including: recruitment, promotion, opportunities for development, compensation and benefits, etc. Details on how this is implemented can be found in the Firm's Employee Handbook.

Employee diversity data is recorded on the Firm's internal HR system, and periodically reviewed to identify and monitor trends.

The Firm embraces its "Brighter Thinking" culture and as a result provides a wide variety of training and development opportunities, flexible working practices and CSR activities.

Menzies will continue to be an ambassador for inclusivity and diversity, and to regularly review its working practices to ensure improvements are made as appropriate.

END OF SURVEY