



2017 Results

As the first accountancy practice in Leicestershire to be licensed to carry out probate work, we operate under the strict codes of the Institute of Chartered Accountants in England and Wales (“ICAEW”).

With a lifetime of experience helping our clients with a wide range of financial matters, we are ideally placed to help you further by acting as your Executor, helping to minimise tax liabilities through careful estate planning, establishing trusts, claiming gift relief, preparing your inheritance tax return and ensuring your whole estate is properly and efficiently administered. With Rowleys managing your estate, you will have peace of mind that one of your most trusted advisers is dealing with your affairs when you need us most.

As probate is a reserved legal service, all firms accredited by the ICAEW to perform probate are required to collect, report and publish diversity data about their employees.

The Legal Services Act 2007 specifies a regulatory objective to “encourage a strong, independent, diverse and effective legal profession” within firms that supply reserved legal services such as probate.

In 2017, this became a regulatory requirement and, as such, we now present the findings of our survey.

1. About you – what category best describes your role in the firm?

ICAEW Chartered Accountant	<input type="text" value="4"/>	Partner	<input type="text" value="2"/>	Manager	<input type="text" value="2"/>	Qualified	<input type="text" value="4"/>	Training
Other Chartered Accountant	<input type="text" value="0"/>	Partner	<input type="text" value="2"/>	Manager	<input type="text" value="2"/>	Qualified	<input type="text" value="1"/>	Training
Other accountant	<input type="text" value="0"/>	Partner	<input type="text" value="0"/>	Manager	<input type="text" value="5"/>	Qualified	<input type="text" value="1"/>	Training
Legally qualified	<input type="text" value="0"/>	Partner	<input type="text" value="0"/>	Manager	<input type="text" value="0"/>	Qualified	<input type="text" value="0"/>	Training
Other legal	<input type="text" value="0"/>	Partner	<input type="text" value="0"/>	Manager	<input type="text" value="0"/>	Qualified	<input type="text" value="0"/>	Training
Other profession	<input type="text" value="0"/>	Partner	<input type="text" value="3"/>	Manager	<input type="text" value="3"/>	Qualified	<input type="text" value="0"/>	Training
<input type="text" value="2"/> Direct support staff	<input type="text" value="0"/>	Other	<input type="text" value="12"/>	Prefer not to say				

ICAEW Probate Diversity Study 2017 Results

2. Age – which age bracket does your current age fall within?

3 16-24 9 25-34 7 35-44 11 45-54 4 55-64 0 65+ 9 Prefer not to say

3. Gender – what is your gender?

15 Male 21 Female 0 Trans 0 Other 7 Prefer not to say

4.a Disability – do you consider yourself to have a disability?

2 Yes 33 No 8 Prefer not to say

4.b Disability – are your day to day activities limited due to a health issue or disability?

0 Yes, limited a lot 2 Yes, limited a little 33 No 8 Prefer not to say

5. Ethnic group – what is your ethnic group?

0 Bangladesh 0 Chinese 1 Indian 0 Pakistani 0 Other Asian
 0 African 1 Caribbean 0 Any other Black/African/Caribbean/Black British
 0 White and Asian 0 White and Black African 0 White and Black Caribbean
 0 Other mixed/multiple ethnic background 33 British/English/Welsh/Northern Irish/Scottish
 0 Irish 0 Gypsy or Irish Traveler 0 Any other white background
 0 Arab 0 Other ethnic group 8 Prefer not to say

6. Faith – what is your religion or belief?

1 Buddhist 17 Christian 1 Hindu 0 Jewish 0 Muslim 0 Sikh
 5 Any other religion 19 Prefer not to say

7. Sexual orientation – what is your sexual orientation?

0 Bisexual 0 Gay man 0 Gay woman 31 Heterosexual 1 Other 11 Prefer not to say

8.a Socio-economic background – if you went to university, were you part of the first generation in your family to do so?

10 Yes 2 No 22 Did not attend 9 Prefer not to say

8.b Socio-economic background – did you mainly attend a state or fee paying school from the ages of 11 to 18?

33 UK state school 0 UK independent/fee-paying school 0 Attended school outside the UK
 10 Prefer not to say

9.a Social mobility – did any of your parents/guardians complete a university degree course or equivalent?

3 Yes 31 No 0 Did not attend 9 Prefer not to say

ICAEW Probate Diversity Study 2017 Results

9.b Social mobility – which of these is your highest level of qualification?

- 2 1-4 O levels/CSEs/GCSEs (any grades), Entry Level, Foundation Diploma
- 0 NVQ Level 1, Foundation GNVQ, Basic Skills 0 AS levels/VCEs, Higher Diploma
- 7 5+ O levels (passes)/CSEs (grade 1)/GCSEs (a*-C), School Certificate, 1 A level/2-3
- 1 NVQ Level 2, Intermediate
- 3 Diploma 0 Apprenticeship 0 RSA Advanced Diploma
- 1 2+ A levels/VCEs, 4+ AS levels, Higher School Certificate, Progression/Advanced Diploma
- 0 NVQ Level 3, Advanced GNVQ, City and Guilds Advanced Craft, ONC, OND, BTEC National
- 6 Undergraduate degree (e.g. BA, BSc) 1 Master's degree (e.g. MA, MSc) 0 Doctorate degree (e.g. PHD)
- 1 NVQ Level 4-5, HNC, HND, RSA Higher Diploma, BTEC Higher Level
- 12 Professional qualifications (e.g. teaching, 0 Other vocational/work-related qualifications
- 0 Non-UK qualifications 0 No qualifications 9 Prefer not to say

9.c Social mobility– did either (or both) of the following apply at any point during your school years?

Your household received income support

- 1 Yes 26 No 7 I don't know 9 Prefer not to say

You received free school meals

- 1 Yes 33 No 0 I don't know 9 Prefer not to say

10.a Caring responsibilities – are you a primary carer for a child or children under 18?

- 18 Yes 10 No 15 Prefer not to say

10.b Caring responsibilities – do you look after or give help/support to family members, friends, neighbours or others because of either long-term physical or mental ill-health/disability or problems related to old age?

- 30 No 1 Yes, 1-19 hours per week 2 Yes, 20-49 hours per week 0 Yes, 50 or more hours
- 10 Prefer not to say

Review findings

We have reviewed and considered the results of this survey and do not feel that any adjustments are required to our current business strategy, as laid out in our latest Strategic Plan. Finally, we are quite pleased that our firm appears to have a wide diversity of staff which will enable our firm to grow and expand well into the future.

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