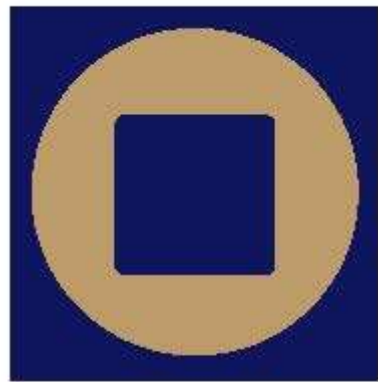




CHARTER TAX

ICAEW Workplace Diversity Survey Results

MARCH 2025

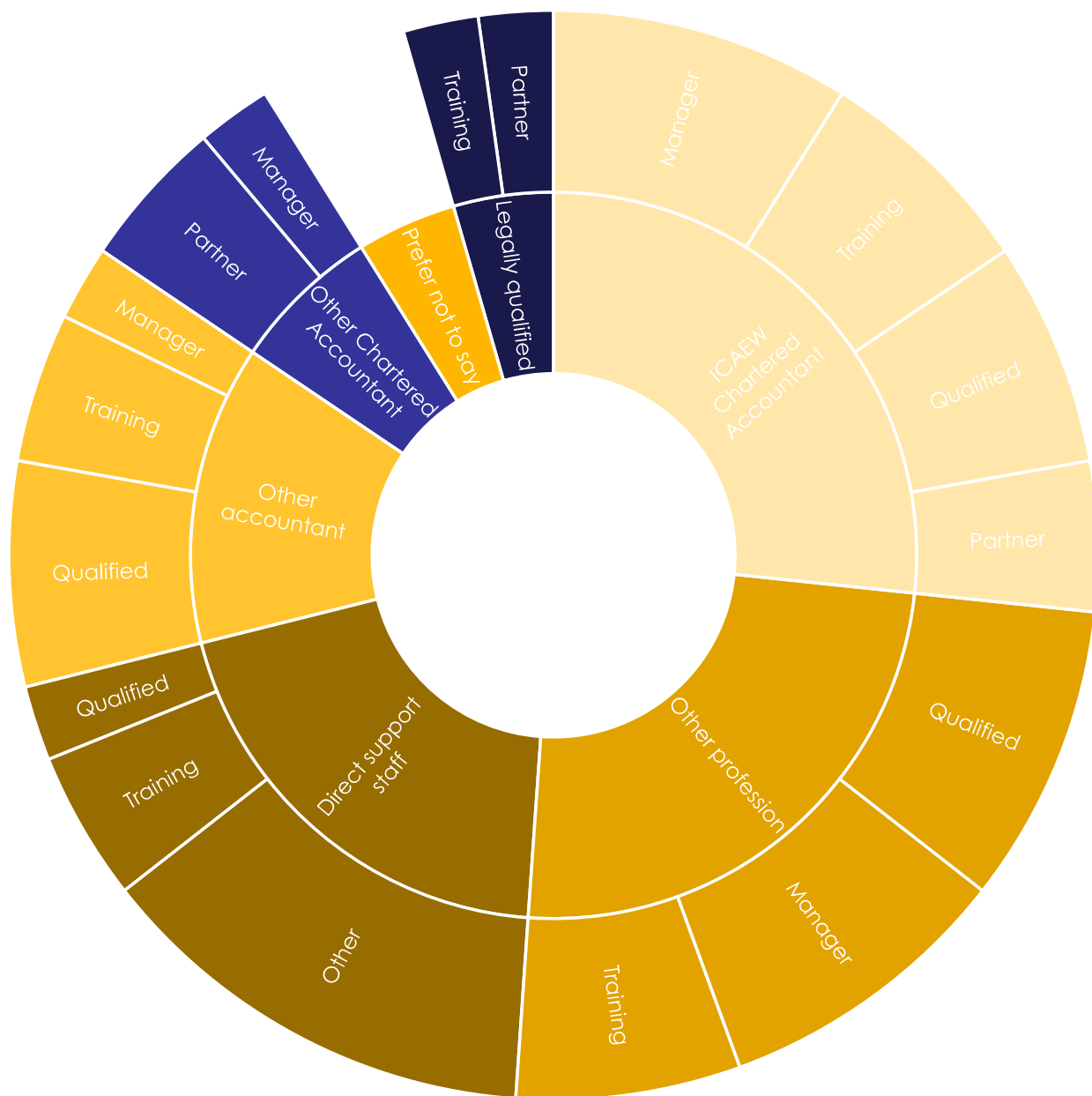
Purpose of the survey

As part of our obligations under our licence to provide probate services, we are required to monitor the diversity of our team

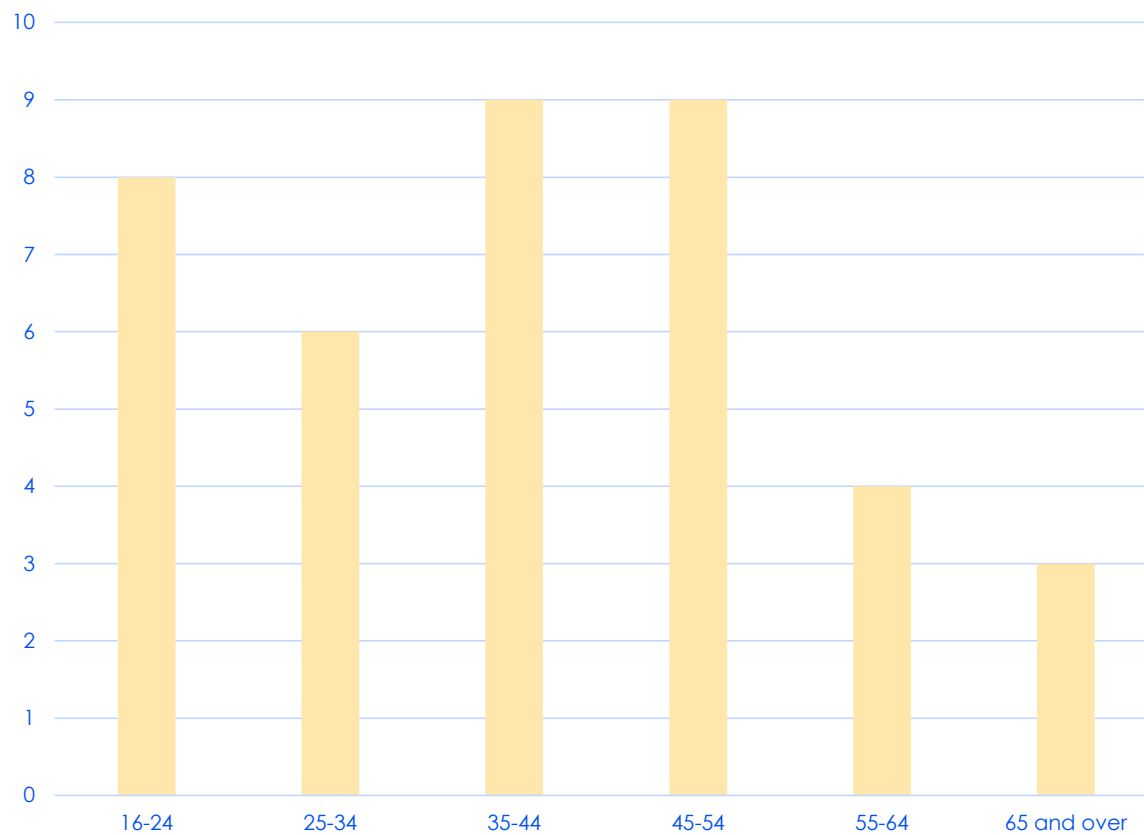
It is not mandatory for staff to complete the survey

83% of our staff completed the 2025 survey

The results published as part of this report have been anonymised to protect staff



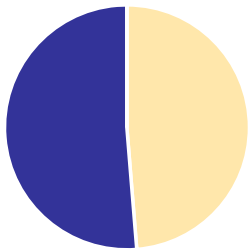
About our staff



Age

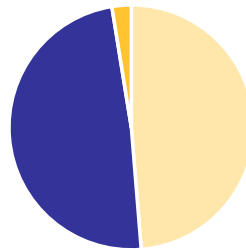
Gender

What is your sex registered at birth?



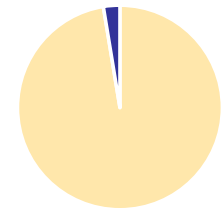
■ Female ■ Male ■ Prefer not to say

Which gender do you identify with?



■ A woman ■ A man ■ Prefer not to say

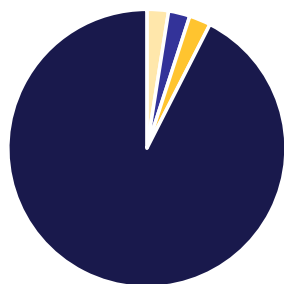
Is the gender you identify with the same as your sex registered at birth?



■ Yes ■ Prefer not to say

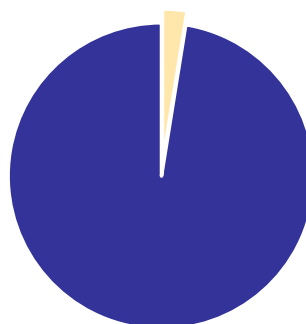
Disability

If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



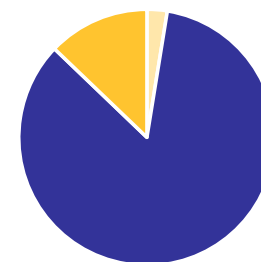
■ Cognitive / learning ■ Mental health
■ Physical strength ■ Not Applicable

Do you consider yourself to have a disability according to the definition in the Equality Act?



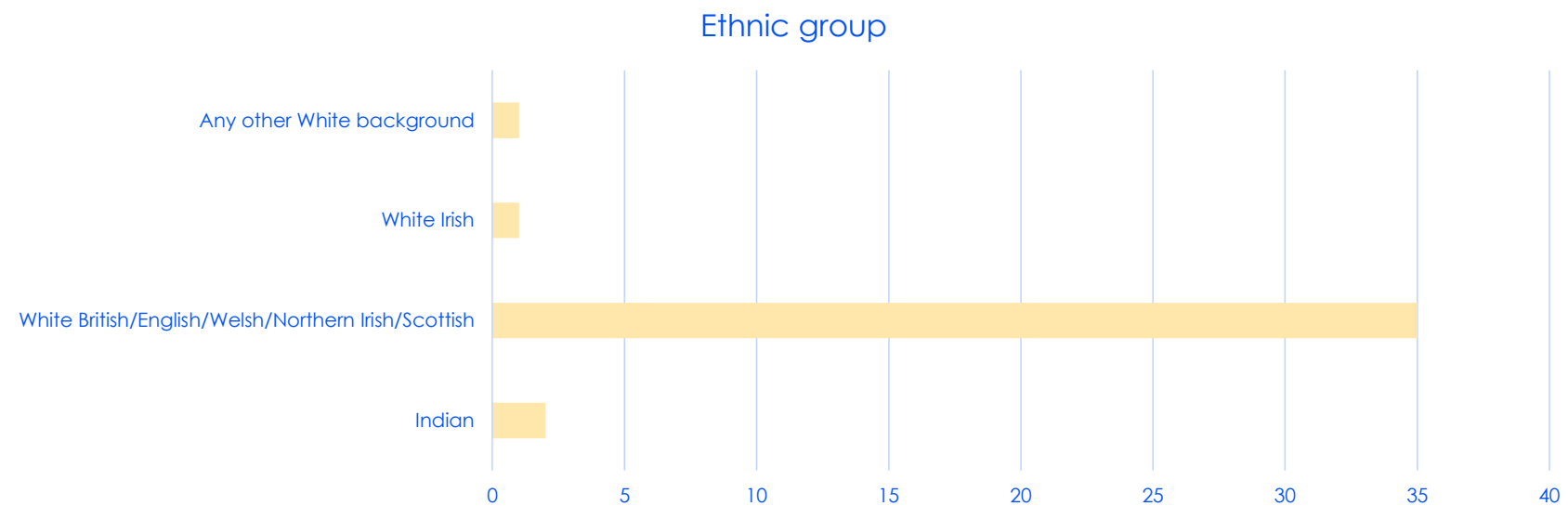
■ Yes ■ No

Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



■ Yes, limited a little ■ No ■ Not Applicable

Ethnic group



Faith

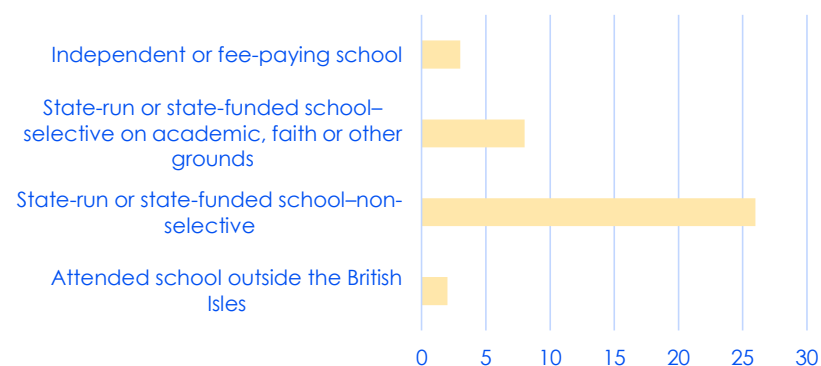


Sexual orientation

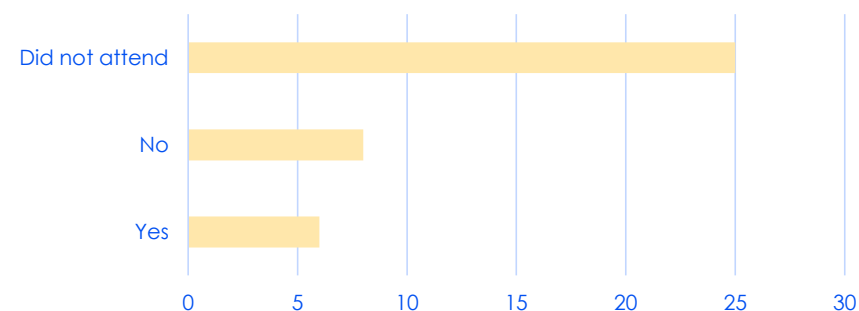


Social economic background

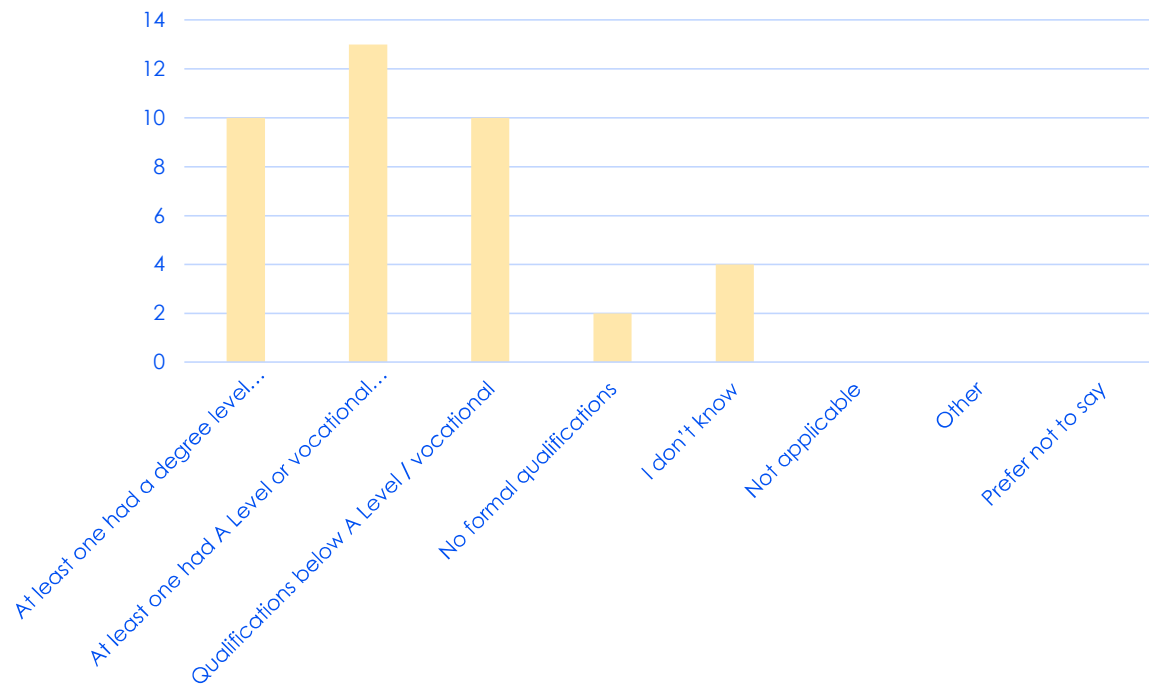
What type of school did you mainly attend between the ages of 11 and 16?



If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?



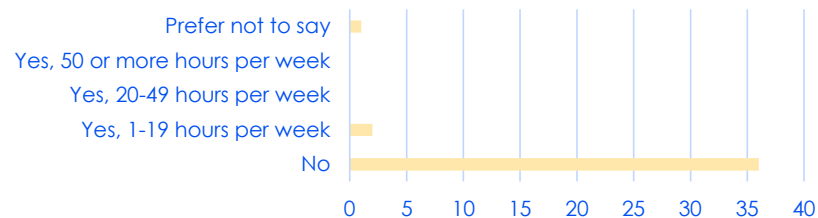
What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?



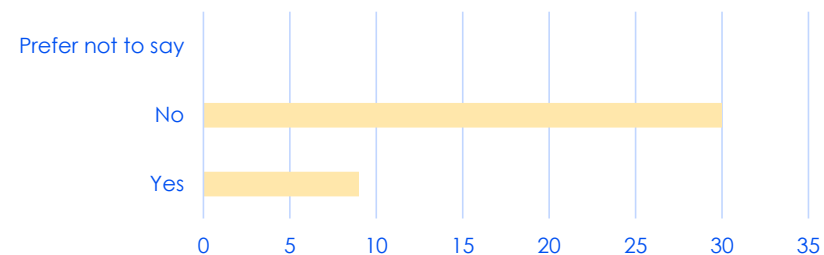
Social
mobility

Caring responsibilities

Do you look after, or give any help or 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?



Are you a primary carer for a child or children under 18?



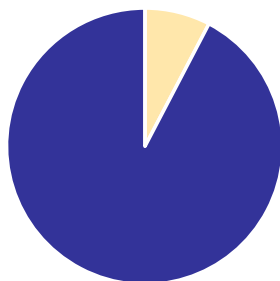
Marital status

What is your marital or civil partnership status?



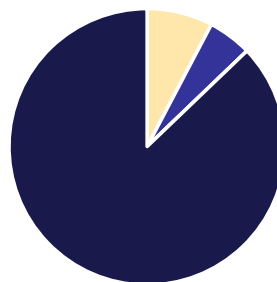
Maternity

Have you taken maternity or paternity leave in the last 5 years?



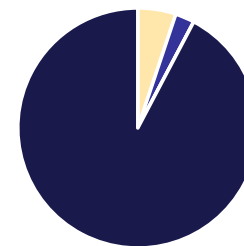
■ Yes ■ No ■ Prefer not to say

If yes: Did you return to the same employer after the leave?



■ Yes ■ No ■ Prefer not to say ■ Not Applicable

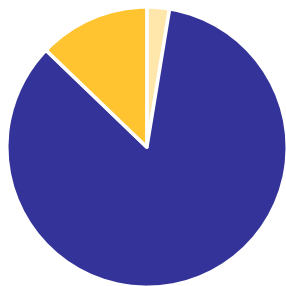
If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?



■ Yes ■ No ■ Prefer not to say ■ Not Applicable

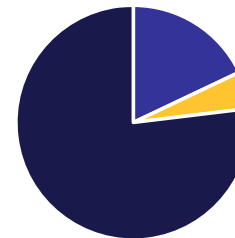
Neurodiversity

Do you consider yourself to be neurodivergent?



■ Yes ■ No ■ Prefer not to say

If yes: Have you shared information about your neurodivergence with your employer?



■ Yes ■ No ■ Prefer not to say ■ Not Applicable