



LEWIS BROWNLEE

**PROBATE DIVERSITY SURVEY RESULTS
AS AT 31 MARCH 2025**

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Number of staff (including Directors) at time of survey: 70

Number of staff (including Directors) that completed the survey: 64

ROLE CATEGORIES

ROLE CATEGORY	Partner	Manager	Qualified	Training	Other	TOTAL
ICAEW Chartered Accountant	5	4	4	5	-	18
Other Chartered Accountant	-	7	8	7	-	22
Other accountant	1	3	6	4	-	14
Legally qualified	-	-	-	-	-	-
Other legal	-	-	1	-	-	1
Other profession	1	4	-	2	-	7
Direct Support Staff	-	1	1	1	4	7
Other	-	-	-	1	-	1
Prefer not to say			5			5

AGE

AGE BAND	TOTAL
16-24	10
25-34	25
35-44	12
45-54	9
55-64	5
65 and over	3
Prefer not to say	-

SEX AND GENDER

What is your sex registered at birth?	TOTAL
Female	33
Male	31
Prefer not to say	-

Which gender do you identify with?	TOTAL
A woman	33
A man	30
Non-binary	-
Prefer to self-describe	-
Prefer not to say	1

Is the gender you identify with the same as your sex registered at birth?	TOTAL
Yes	63
No	-
Prefer not to say	1

DISABILITY

Do you consider yourself to have a disability according to the definition in the Equality Act?	TOTAL
Yes	5
No	58
Prefer not to say	1

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?	TOTAL
Yes, limited a lot	1
Yes, limited a little	4
No	44
Prefer not to say	1
Not Applicable	14

If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?	TOTAL
Cognitive / learning	2
Digestive / continence	1
Manual dexterity	-
Mental health	2
Mobility	-
Physical coordination	-
Physical strength	1
Sensory	-
Other	3
Prefer not to say	2
Not Applicable	55

ETHNIC GROUP

Asian / Asian British	TOTAL
Bangladeshi	-
Chinese	1
Indian	-
Pakistani	-
Other Asian	-

Black / African / Caribbean / British	TOTAL
African	2
Caribbean	-
Any other Black/African/Caribbean/Black British	-

Mixed / multiple ethnic groups	TOTAL
White and Asian	-
White and Black African	-
White and Black Caribbean	-
Other mixed/multiple ethnic background	-

White	TOTAL
British/English/Welsh/Northern Irish/Scottish	54
Irish	1
Gypsy or Irish Traveller	-
Any other White background	6

Other ethnic groups	TOTAL
Arab	-
Other ethnic group	-
Prefer not to say	-

FAITH

FAITH	TOTAL
Buddhist	-
Christian	25
Hindu	-
Jewish	-
Muslim	2
Sikh	-
Any other religion	1
No religion	33
Prefer not to say	3

SEXUAL ORIENTATION

SEXUAL ORIENTATION	TOTAL
Bisexual	1
Gay man	-
Gay woman / lesbian	1
Heterosexual / straight	59
Other	-
Prefer not to say	3

SOCIO-ECONOMIC BACKGROUND

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?	TOTAL
Yes	17
No	14
Did not attend	32
Prefer not to say	1

What type of school did you mainly attend between the ages of 11 and 16?	TOTAL
Attended school outside the British Isles	2
State-run or state-funded school–non-selective	41
State-run or state-funded school–selective on academic, faith or other grounds	8
Independent or fee-paying school	8
I don't know	2
Prefer not to say	3

SOCIAL MOBILITY

What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?	TOTAL
At least one had a degree level qualification	18
At least one had A Level or vocational qualifications	14
Qualifications below A Level / vocational	12
No formal qualifications	8
I don't know	9
Not applicable	-
Other	1
Prefer not to say	2

What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?	TOTAL
Degree level	30
A Level or vocational qualification	22
Qualifications below A Level	4
No formal qualifications	3
I don't know	2
Not applicable	2
Other	-
Prefer not to say	1

Did your household receive income support?	TOTAL
Yes	9
No	50
I don't know	3
Prefer not to say	2

Were you entitled to free school meals?	TOTAL
Yes	5
No	51
I don't know	6
Prefer not to say	2

Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?	TOTAL
Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	9
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	5
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	11
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	9
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	4
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	5
Armed forces personnel for example soldier, airman, naval or military police	1
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	1
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	6
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	-
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	-
Inactive (excluding those that are retired)	-
Retired	-
Not applicable	-
I don't know	1
Other	8
Prefer not to say	4

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 - Problems related to old-age?	TOTAL
No	55
Yes, 1-19 hours per week	5
Yes, 20-49 hours per week	-
Yes, 50 or more hours per week	2
Prefer not to say	2

Are you a primary carer for a child or children under 18?	TOTAL
Yes	15
No	47
Prefer not to say	2

MARITAL STATUS

What is your marital or civil partnership status?	TOTAL
Single (never married or never registered a same-sex civil partnership)	33
Married	24
In a registered same-sex civil partnership	-
Separated (but still legally married or still legally in a same-sex civil partnership)	-
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	2
Widowed or surviving partner from a same-sex civil partnership	1
Other	3
Prefer not to say	1

MATERNITY

Have you taken maternity or paternity leave in the last 5 years?	TOTAL
Yes	6
No	58
Prefer not to say	-

	If yes...			
	YES	NO	PREFER NOT TO SAY	NOT APPLICABLE
Did you return to the same employer after the leave?	6	2	1	55
Did your employer allow you to take time off with full pay for ante-natal appointments?	5	2	2	55
Did your employer offer you flexible working arrangements when you returned?	5	1	2	56
Has the ability to work from home been an important aid in your return to work?	4	3	1	56

NEURODIVERSITY

Do you consider yourself to be neurodivergent?	TOTAL
Yes	14
No	44
Prefer not to say	6

If yes: Have you shared information about your neurodivergence with your employer?	TOTAL
Yes	7
No	8
Prefer not to say	5
Not Applicable	44

OUR CONTACT DETAILS

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LEWIS BROWNLEE

CHARTERED ACCOUNTANTS & TAX ADVISERS

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