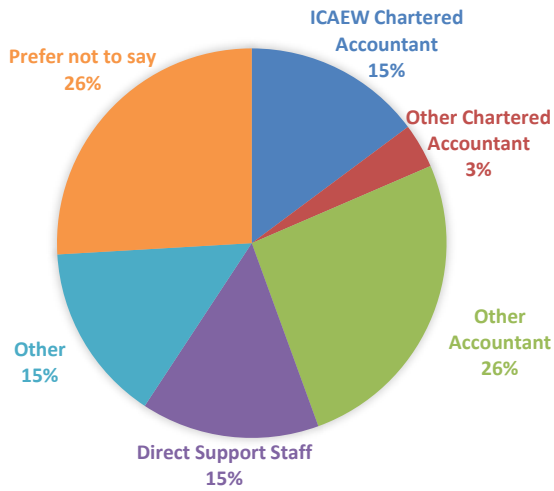


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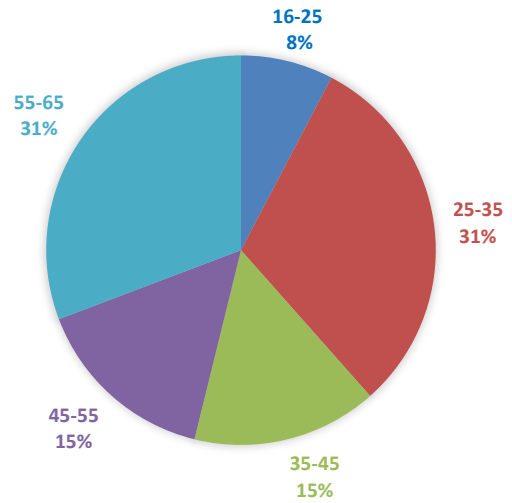


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Q1 ABOUT YOU Qualifications

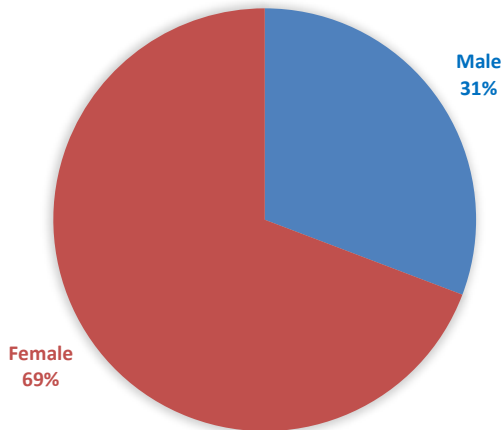


Q2 AGE

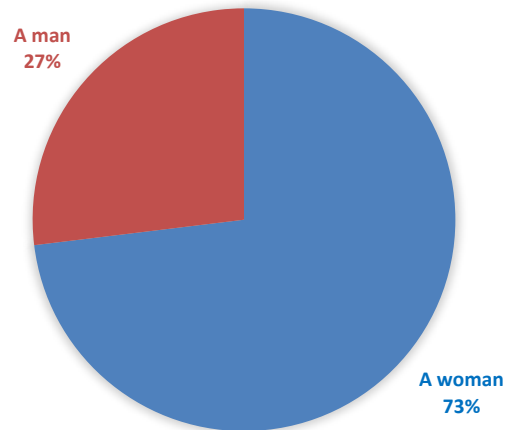


Q3 SEX / GENDER

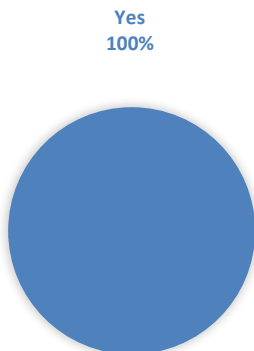
(a) What is your registered sex at birth?



(b) Which gender do you identify with?

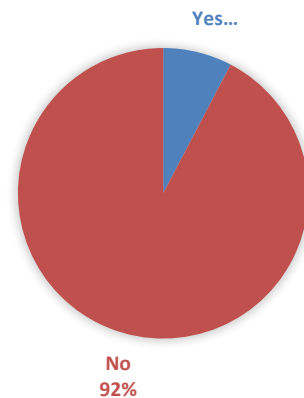


(c) Is the gender you identify with the same as your sex registered at birth?



Q4 DISABILITY

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

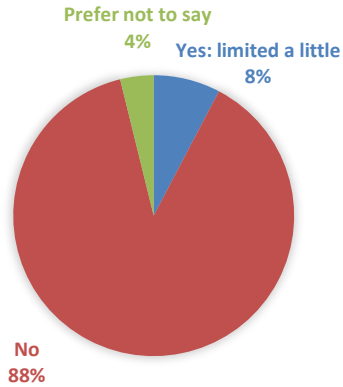


ATC ADVISORS PROBATE – DIVERSITY STATISTICS

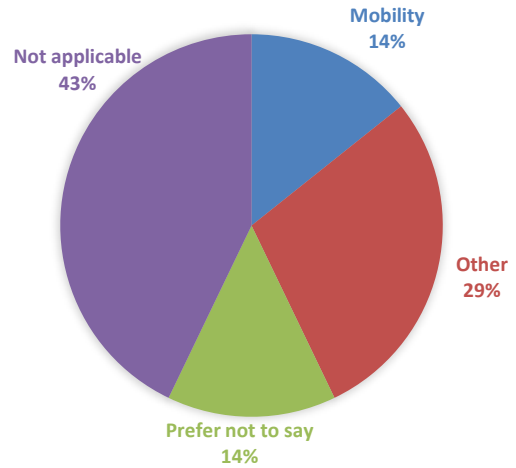


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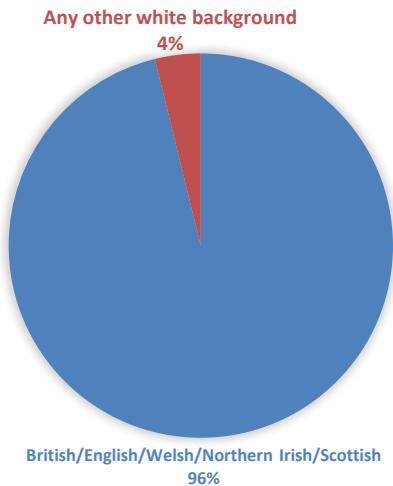
(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



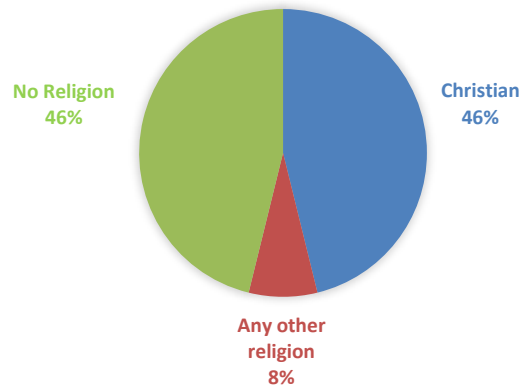
(c) If you have answered “Yes” to any of the previous two questions, please identify which of the below health problems or disabilities apply.



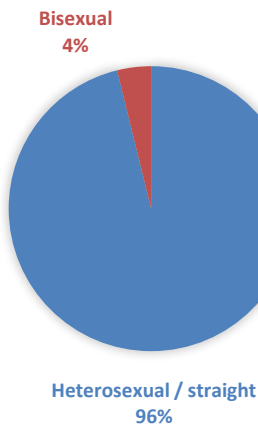
Q5 ETHNIC GROUP



Q6 FAITH

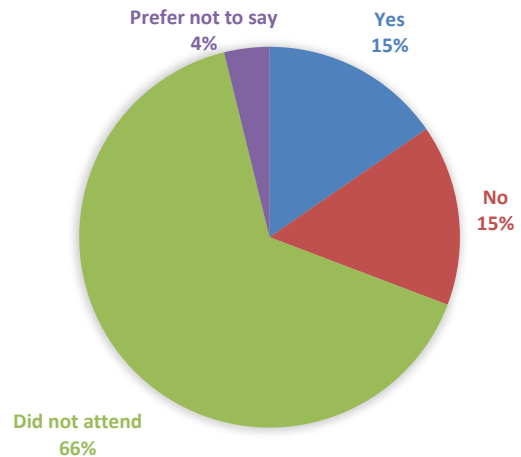


Q7 SEXUAL ORIENTATION



Q8 SOCIO-ECONOMIC BACKGROUND

(a) 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?

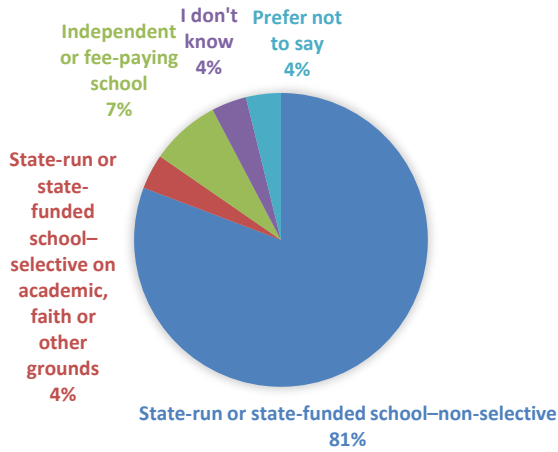


ATC ADVISORS PROBATE – DIVERSITY STATISTICS



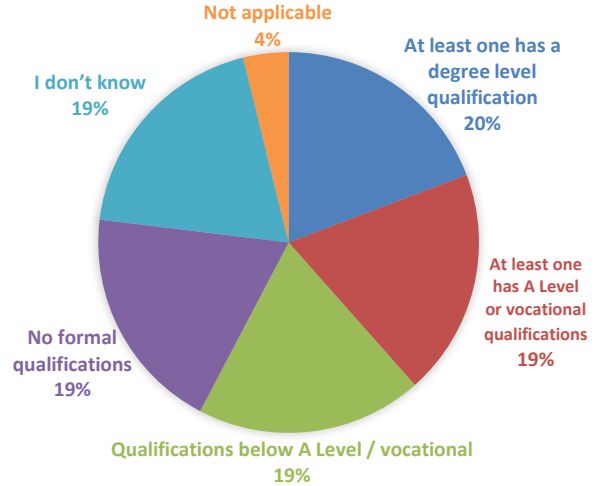
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(b) What type of school did you mainly attend between the ages of 11 and 16?

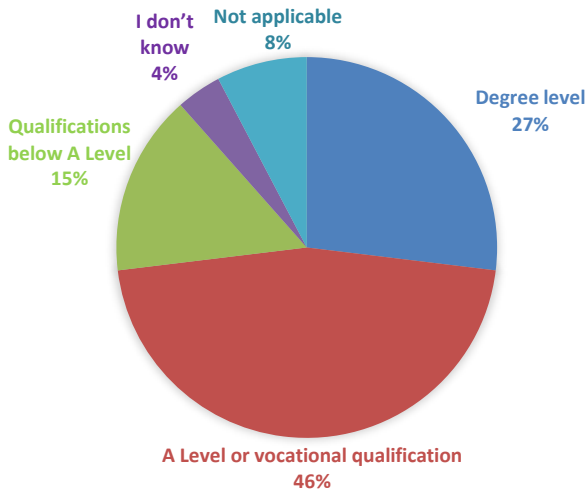


Q9 SOCIAL MOBILITY

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

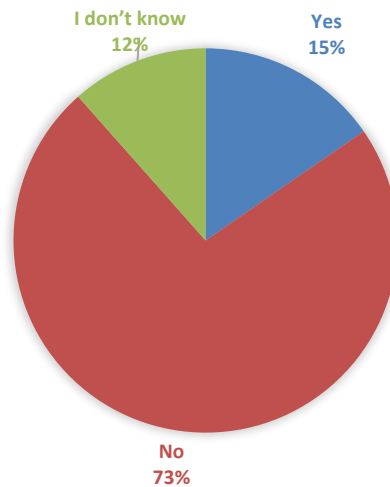


(b) What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?

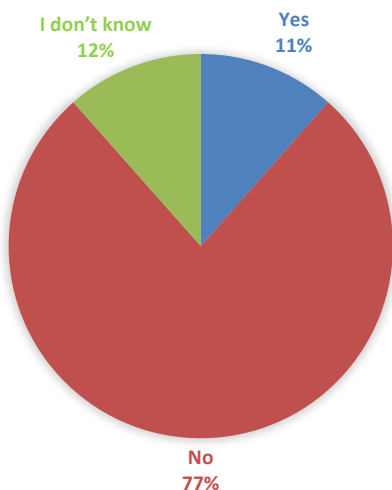


(c) Did either (or both) of the following apply at any point during your school years?

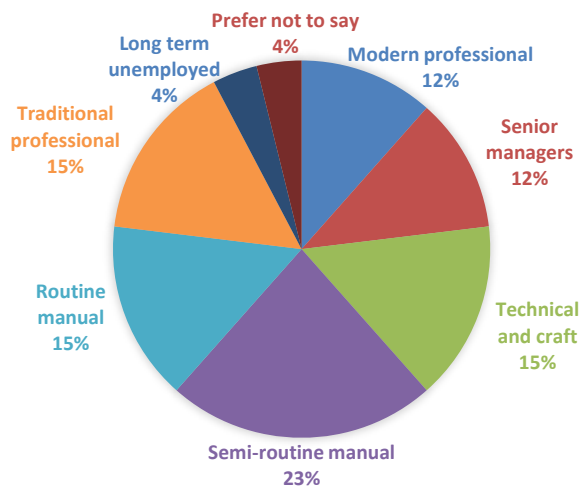
i. Did your household received income support?



(c) ii. Were you entitled to free school meals?



(d) 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?



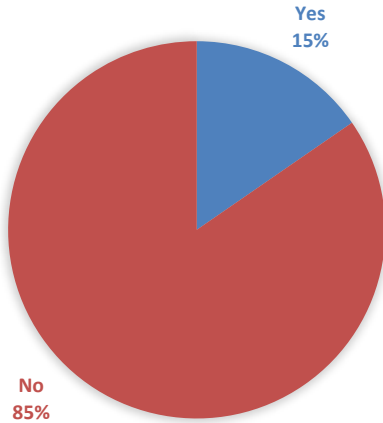
ATC ADVISORS PROBATE – DIVERSITY STATISTICS



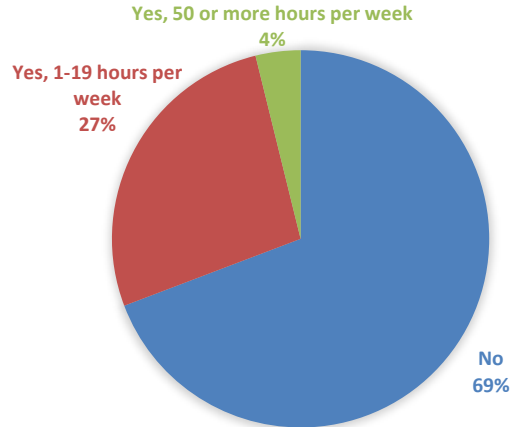
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Q10 CARING RESPONSIBILITIES

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

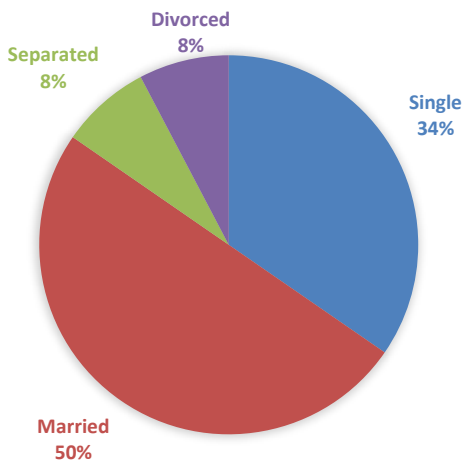


(b) Do you look after, or give any help or support to family members, friends, neighbours or others:



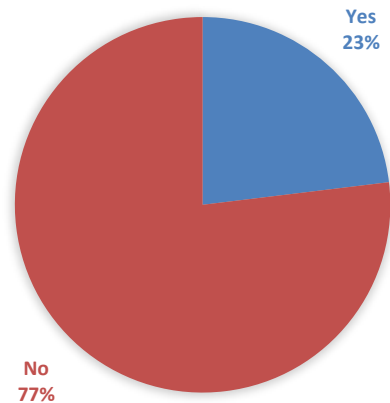
Q11 MARITAL STATUS

What is your marital or civil partnership status?

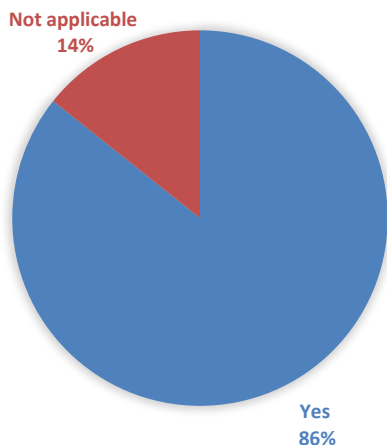


Q12 MATERNITY

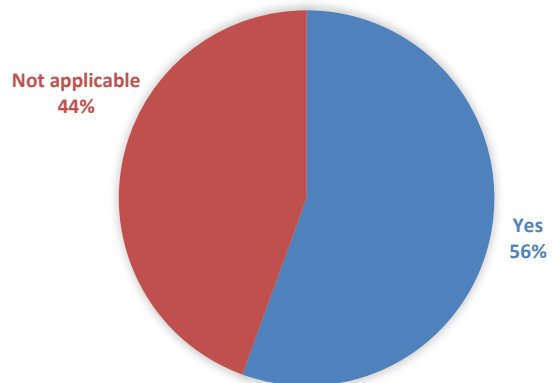
(a) Have you taken maternity or paternity leave in the last 5 years?



(b) If yes: i. Did you return to your current employer after the leave?



(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

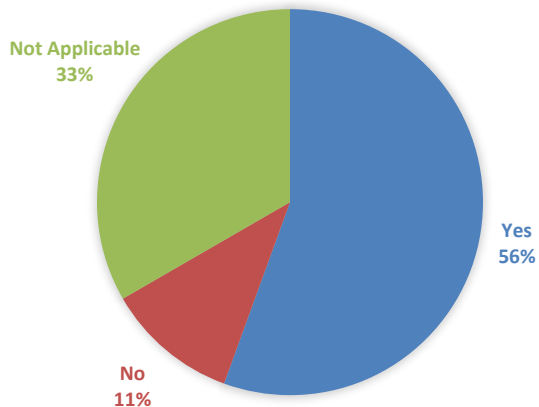


ATC ADVISORS PROBATE – DIVERSITY STATISTICS

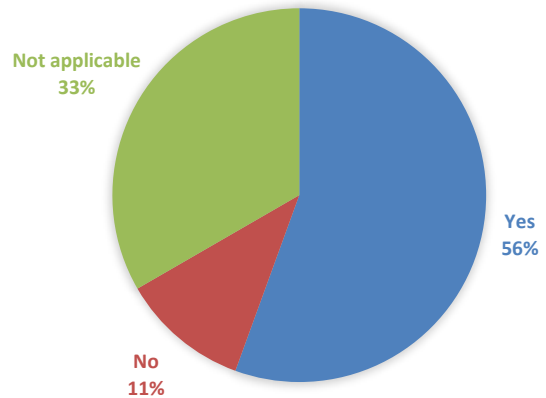


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(b) If yes: iii. Has your employer offered you flexible working arrangements?



(b) If yes: iv. Has the ability to work from home been an important aide in your return to work?



Above is a summary of the survey statistics April 2023. All 28 employees were requested to complete the survey and 26 responded.

ATC Advisors are committed to eliminating discrimination and encouraging diversity amongst our workforce. Each employee should feel respected and able to give of their best.

As an aide memoir, ATC Advisors Equal Opportunities Policy states, we are committed to eliminating discrimination and encouraging diversity amongst our workforce.

To that end, the purpose of this policy is to provide equality and fairness in all our employment and not to discriminate on the grounds of gender, marital status, race, ethnic origin, colour, nationality, national origin, disability, sexual orientation, religion or age. The results do show compliance with such, although some areas show greater than others.

ATC Advisors
24th April 2023