



**ICAEW 2025**  
Probate  
diversity survey

Buzzacott

## ICAEW 2025 Probate diversity survey

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## ICAEW 2025 Probate diversity survey

# Introduction

**This statement has been prepared in accordance with the requirement for all firms accredited for probate services to collect, report and publish diversity data about their employees. While this is a regulatory requirement, we fully support and agree with the ICAEW's view on the benefits of focusing on diversity and inclusion.**

**We are excited to share the results of our recent ICAEW 2025 Probate Diversity Survey.**

Between 25 March 2025 and 2 April 2025, all team members, including Partners, were invited to participate in this anonymous survey. Although participation was not mandatory, it was highly encouraged.

We are pleased to report a response rate of 71%. This high level of engagement reflects the firm's collective commitment to fostering a diverse and inclusive workplace. It is important to note that, as not everyone participated, the figures shown below do not fully represent the firm's diversity makeup. Despite this, the proportion of grades who responded remains largely similar to the 2023 data, meaning that it is still possible to draw comparisons between the two data sets.

Since our last ICAEW Probate Diversity Survey in 2023, the firm has made significant progress in embedding Equality, Diversity & Inclusion (E,D&I) into our culture.

In 2024, we launched 11 Staff Networks, with over 175 team members joining at

least one network, and 76 team members participating in multiple networks. These networks provide a supportive and safe space for open communication. Alongside these networks, we established an E,D&I Committee, including our Managing Partner, firm Chair, Growth Partner, HR Partner, and the Network Chairs and Sponsors. The committee meets once per quarter, to discuss future plans and reflect on past events. We encourage our Partners and Directors to take ownership of E,D&I and actively participate in these initiatives. Each network is allocated a budget of £2,000 for events and training, with additional budget available for larger, firmwide events.

In February 2025, we launched our refreshed E,D&I Strategy, which will guide us through to 2029. This strategy aligns with our firmwide "Fit for the Future" strategy and focuses on the pillars of Education, People, and Culture. E,D&I is now firmly embedded in our Mission statement.

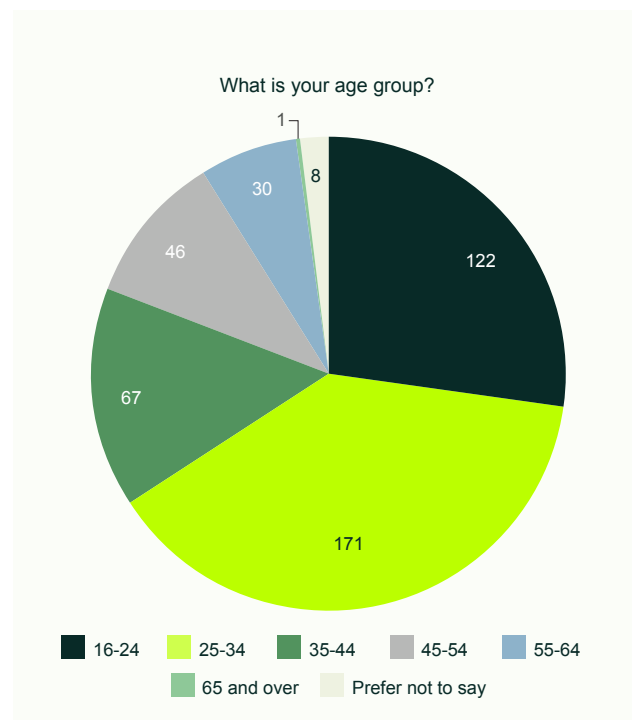
The 2025 data indicates a growing number of team members who identify as having a disability, particularly one that impacts their daily lives. Concurrently, there has been

an increase in disabilities related to mental health. Buzzacott has allocated substantial resources and time to support the mental health and well-being of our team members, as well as to raise awareness throughout the firm. These initiatives are aligned with our new "Fit for the Future" and "People First" strategies. Furthermore, the data reveals a rise in the number of team members serving as primary carers for children under the age of 18. This trend has been acknowledged internally, prompting the creation of a Parents and Carers Network and the introduction of Parental Bereavement and Miscarriage Leave policies.

Looking ahead, we remain committed to deepening our E,D&I efforts and ensuring they continue to be an integral part of our behaviours, strategy, and culture-driving meaningful engagement across the firm and fostering an environment where every team member feels valued and empowered.

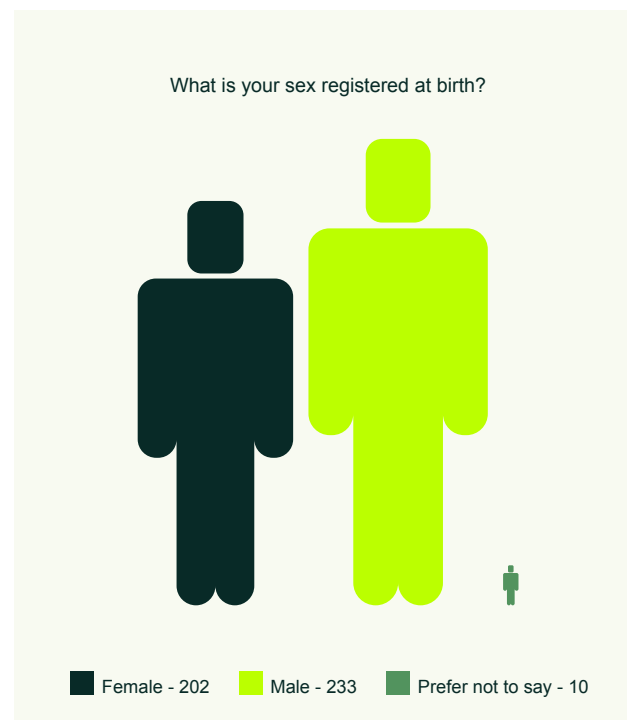
We look forward to sharing our progress and seeing how these efforts continue to shape our firm and enrich the lived experiences of our team members.

## Age

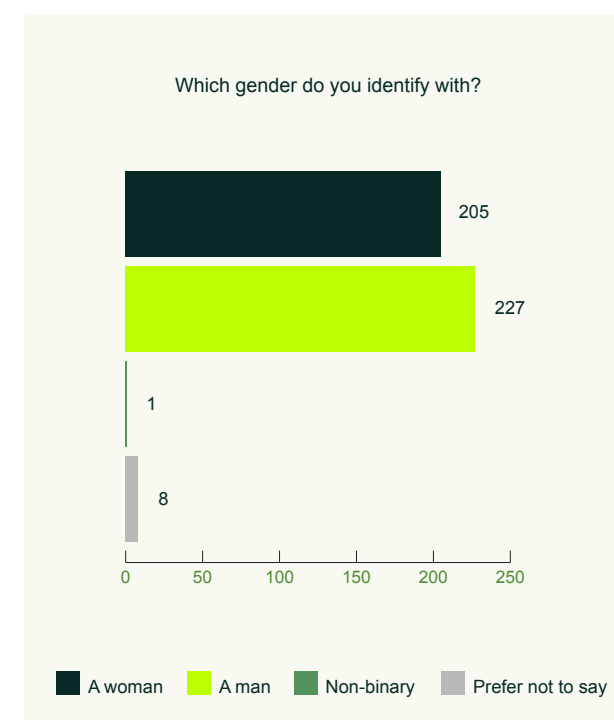


- Our age profile ranges from 18 to 72.
- 66% of our team members are younger than 35.
- 7% of our team members are older than 55.

## Sex and gender

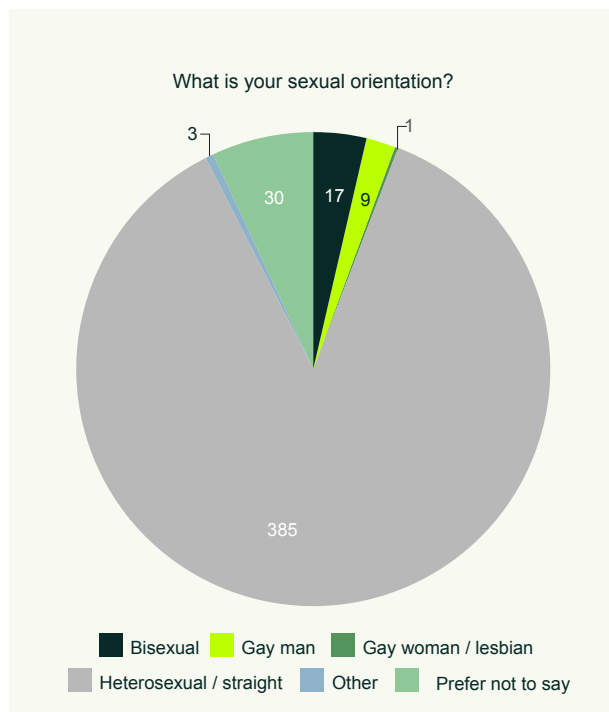


- Our gender balance is 46% woman, 51% man, <1% non-binary and 3% prefer not to say.
- *2023 data\**: 47% woman, 51% man, <1% non-binary/self describe, 2% prefer not to say.



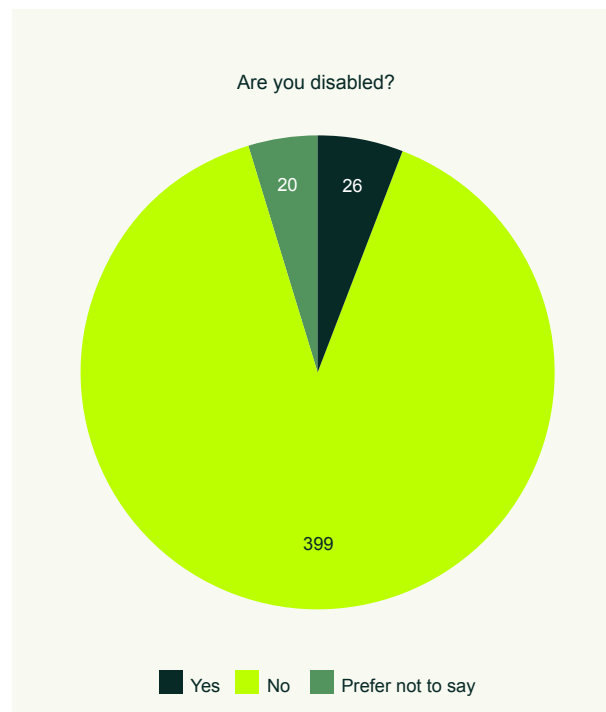
- 97% of team members identify with their sex registered at birth.
- *2023 data\**: 97% identify with their sex registered at birth.

## Sexual orientation

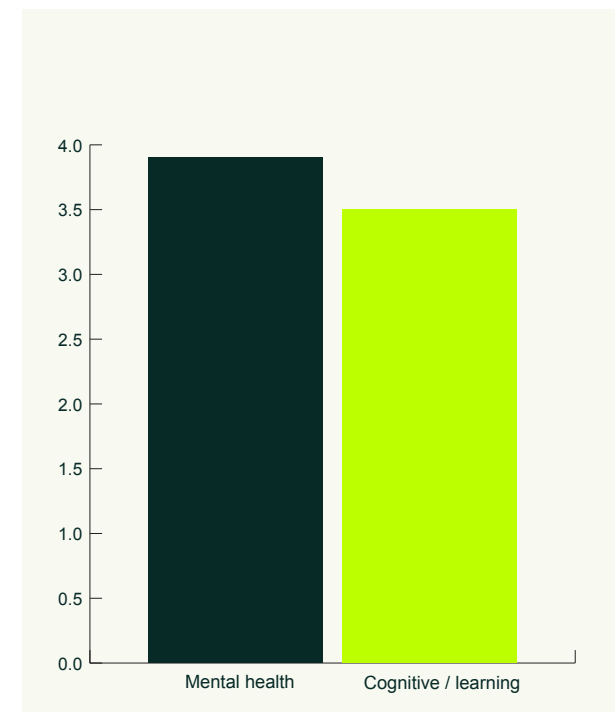


- 7% of our team members identify as LGBTQIA+, and an additional 7% prefer not to say.
- *2023 data\**: 6% LGBTQIA+, 5.3% prefer not to say.

## Disability



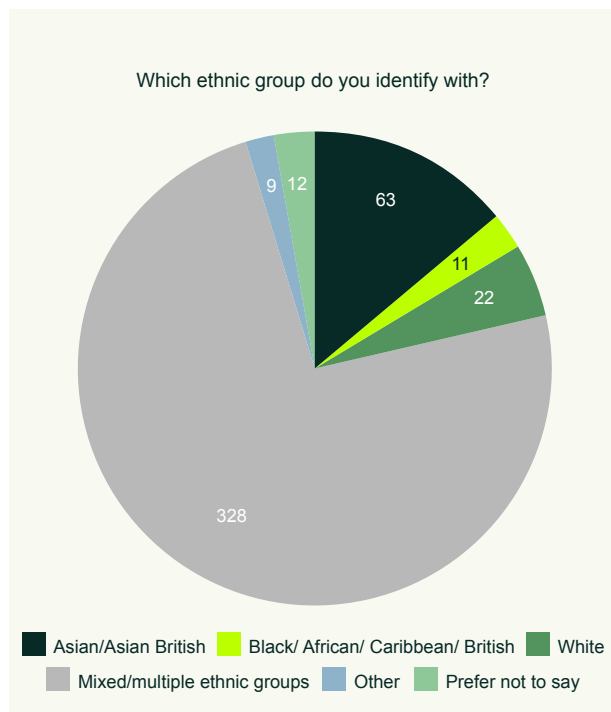
- 6% of our team members reported having a disability.
- *2023 data\**: 4% have a disability.
- 9% of team members said that their day-to-day activities have been limited by a health problem or disability.
- *2023 data\**: 6.2% have been limited.



- The most common disabilities team members faced related to mental health (3.9%) and cognitive/learning (3.5%).
- *2023 data\*\**: mental health 2.8%, cognitive learning 1.4%.

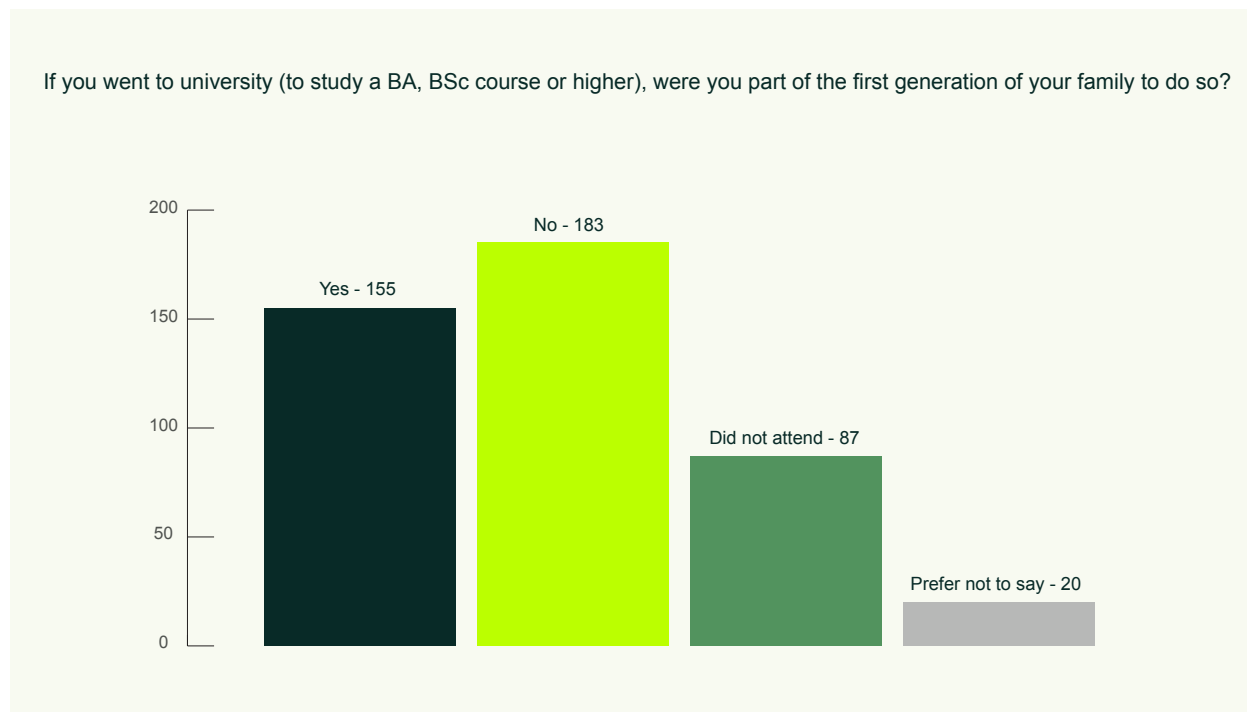
\*Comparisons with Buzzacott 2023 Probate Diversity Survey.

## Ethnic group



- 74% of our team members identify as White, 23% identify as Ethnic Minorities, and 3% prefer not to say.
- *2023 data\**: 76% White, 22% Ethnic Minorities, 2% prefer not to say.

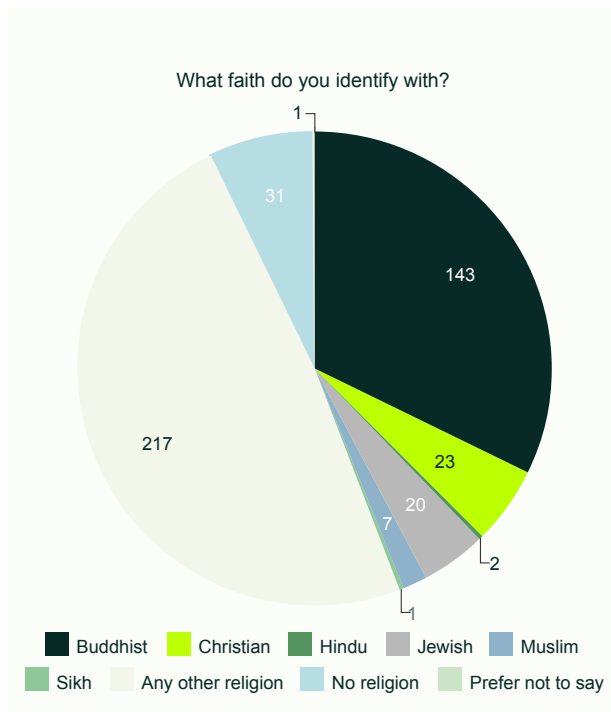
## Socio-economic group



- 35% of our team members were the first in their family to attend university.
- *2023 data\**: 33% were the first in family.
- 20% of our team members did not attend university.
- *2023 data\**: 25% did not attend university.
- 68% of our team members attended state-run / state-funded schools, whilst 19% attended independent or fee-paying schools.
- *2023 data\**: 69% state schools, 17% independent/fee-paying.

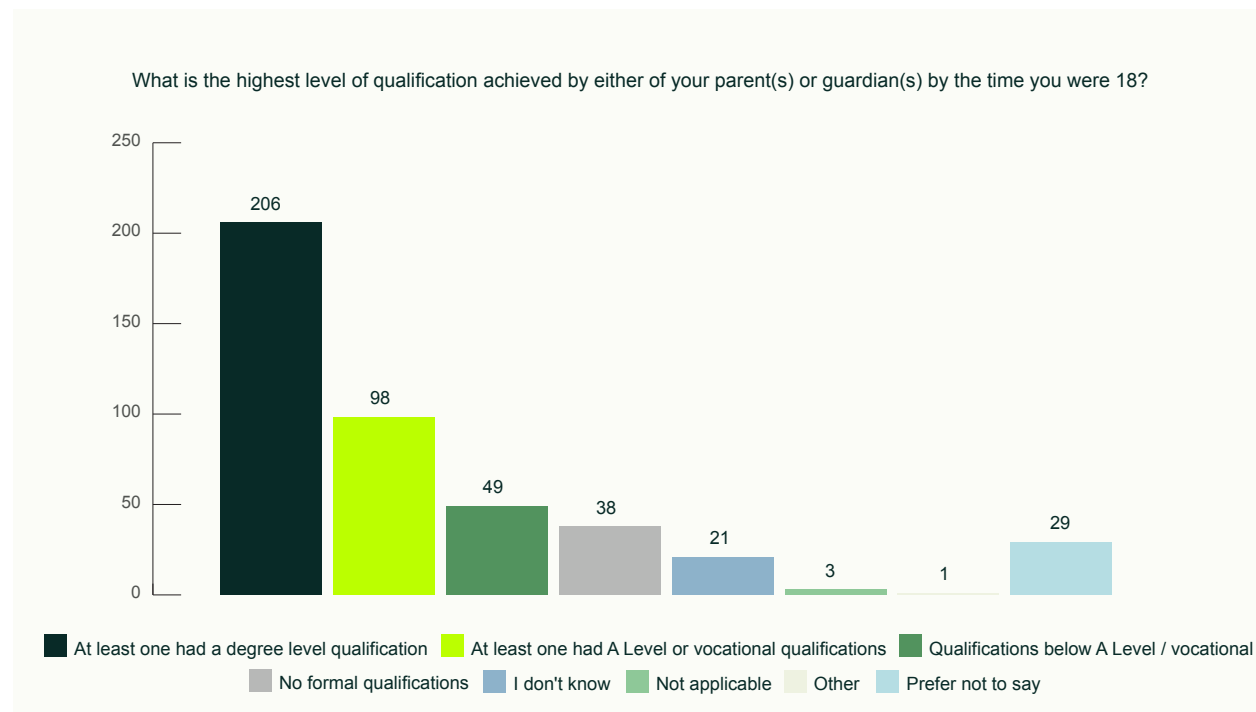
\*Comparisons with Buzzacott 2023 Probate Diversity Survey.

## Faith



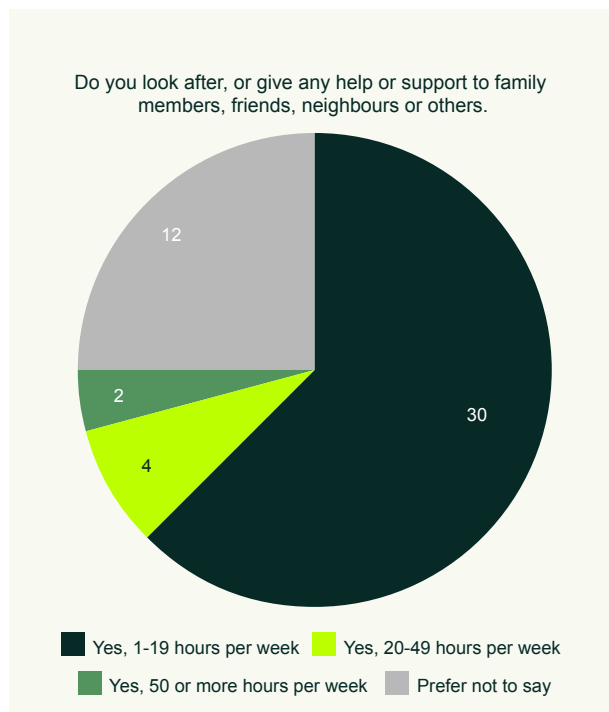
- 49% of our team members said that they have no religion, and 32% of team members are Christian. 12% of team members identified with another specific faith.
- *2023 data\**: 47% no religion, 33% Christian, 13.6% other specific faith.

## Social mobility



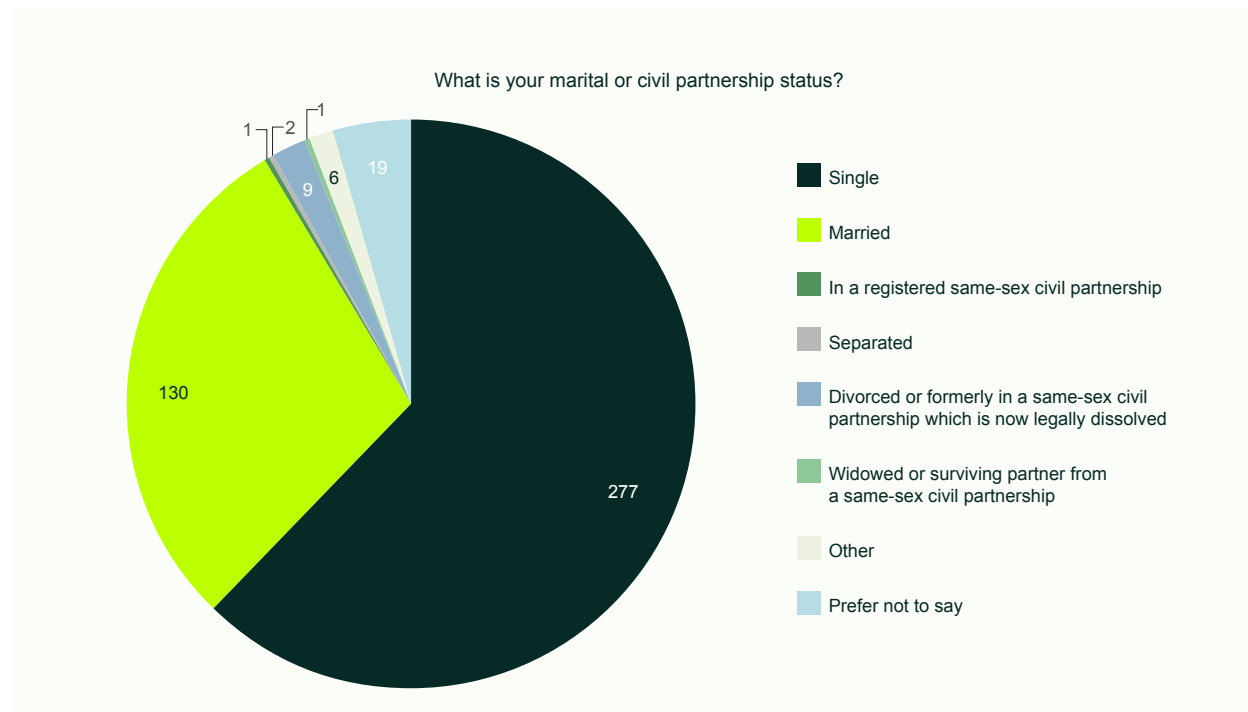
- 68% of team members' parents achieved at least A-Level or equivalent qualifications.
- *2023 data\**: 66% achieved A-Level or above.
- 89% of team members achieved at least A-Level or equivalent qualifications.
- *2023 data\**: 89% achieved A-Level or above.
- 10% of team members received household income support during their school years, and 9% were entitled to free school meals.
- *2023 data\**: 12% received income support, 8% were entitled to free school meals.

## Caring responsibilities



- 20% of team members are a primary carer for children under the age of 18, and 8% have caring responsibilities for other adults.
- 72% of team members do not have caring responsibilities.
- *2023 data\**: 16% primary carer for U18s, 8% carer for other adults.

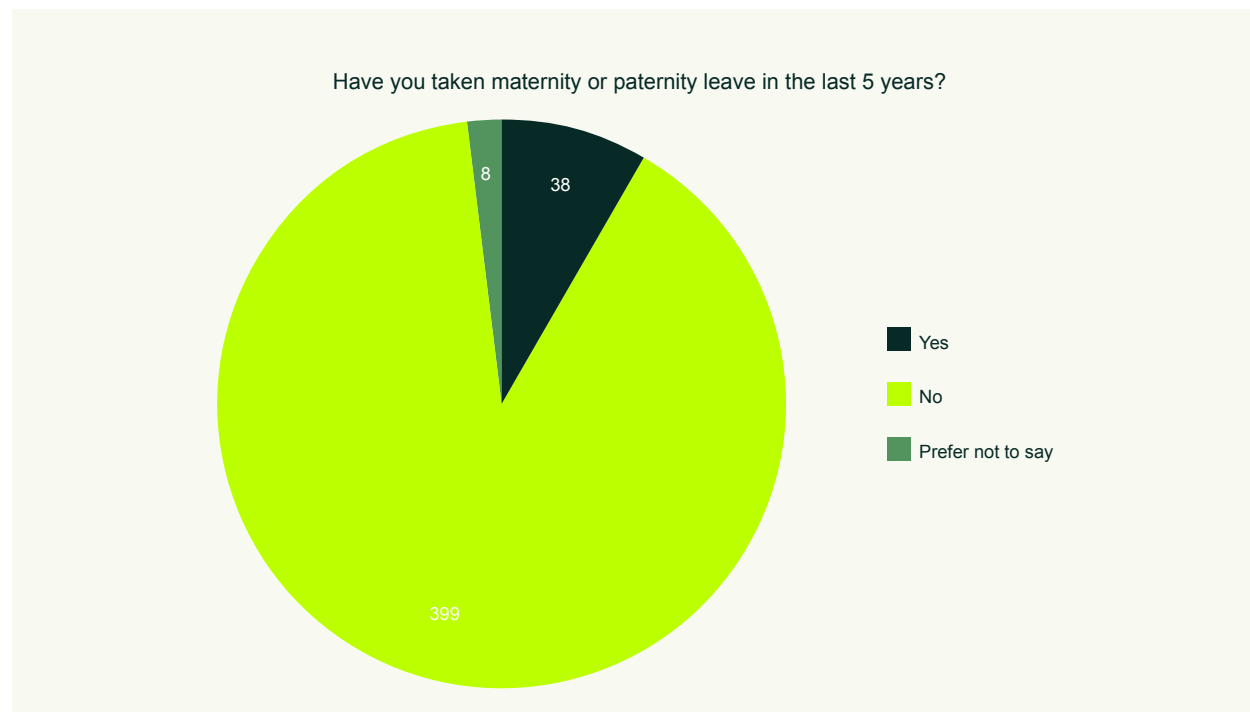
## Marital status



- 62% of team members are single.
- *2023 data\**: 60% are single.

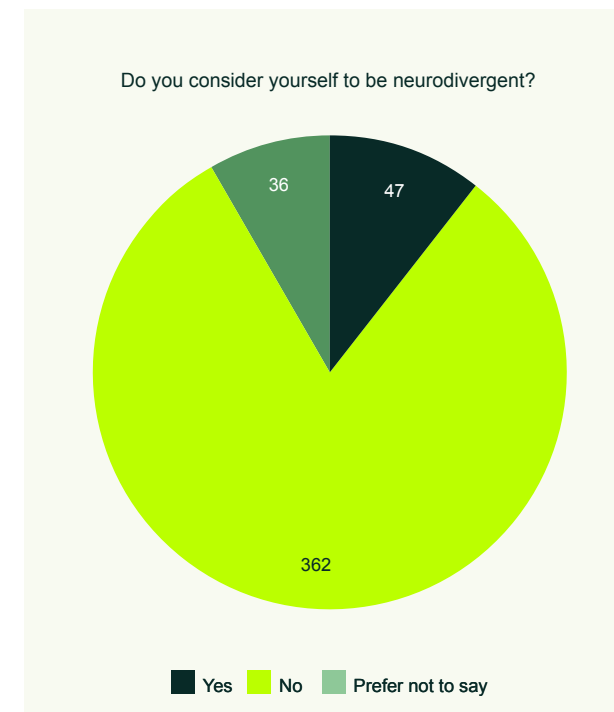
\*Comparisons with Buzzacott 2023 Probate Diversity Survey.

## Maternity/paternity leave



- 9% of team members have taken maternity or paternity leave in the last 5 years.
- *2023 data\**: 11% have taken maternity / paternity leave.
- Of the 9% of team members who took leave, 84% said that they were permitted to take time off with full pay to ante-natal appointments and were offered flexible working arrangements.
- 94% of those who took leave said that the ability to work from home has been an important aid in their return to work.

## Neurodiveristy



- 11% of team members would consider themselves to be neurodivergent, but only 4% of team members have shared information about their neurodivergence with their employer.

\*Comparisons with Buzzacott 2023 Probate Diversity Survey.



# Buzzacott

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