



STERLING PARTNERS

CHARTERED ACCOUNTANTS | CHARTERED TAX ADVISERS

Sterling Partners Employee Diversity November 2017

Sterling Partners is licensed by the [Institute of Chartered Accountants in England & Wales \(ICAEW\)](#) to perform the reserved legal service of non-contentious probate in England & Wales. Details about our registration can be found on the ICAEW probate register under reference C003191692. It is legally required to maintain a record of staff diversity. The [Legal Services Board \(LSB\)](#) requires all its authorised regulators including ICAEW to support this objective.

Sterling partners Diversity Statement

Sterling Partners intends to fully comply with all the requirements of the Data Protection Act 1998 ('Act') in so far as it effects the companies activities.

Sterling Partners actively promotes equal opportunity within its workforce. Its recruitment policy has the overarching principle of **skills, technical aptitude and positive attitude.**

Summary of Results

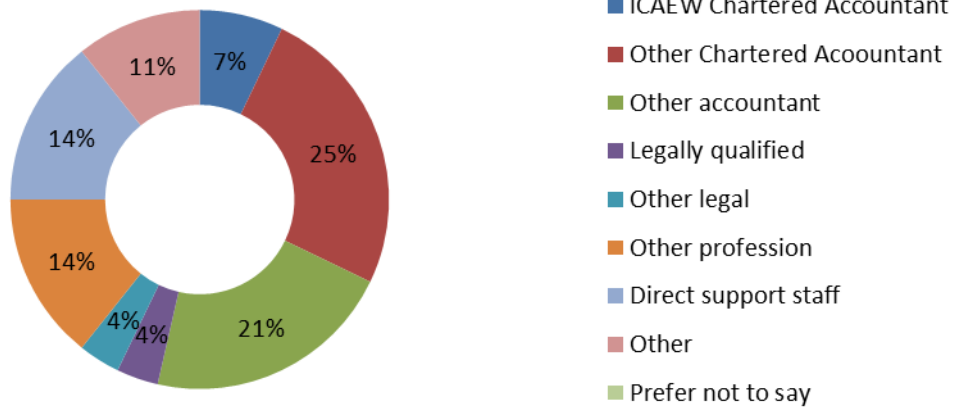
We are proud to have a diverse workforce and our recruitment and retention policy of seeking and fostering people with right skills irrespective of their gender, sex, ethnicity, disability and social mobility has served us well. We strongly believe in equal opportunity and diversity of skills and insights being brought into our practice equip us for better expansion in the market as well as enriching us with advisory roles.

Our published results here are self-explanatory. In addition, compared to ICAEW, in the area of ethnicity, faith and sexual orientation, our results show a larger representation of the workforce. Only for two questions on faith and ethnicity we had 'prefer not to say' option chosen by less than 10% of staff. Our results are therefore more specific and representative.

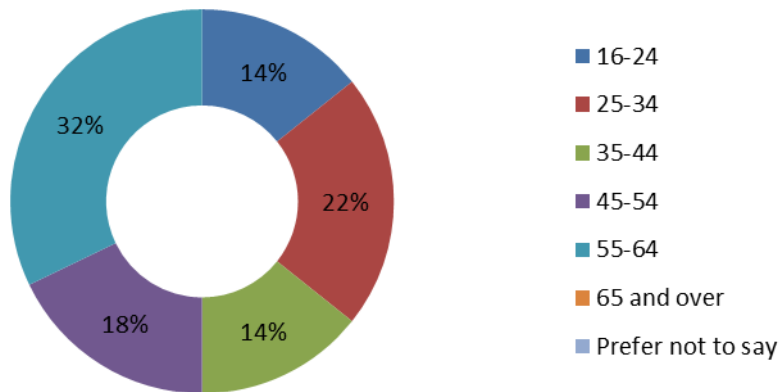
A big thank you to 88% of our staff who completed the survey!

Q1a ABOUT YOU

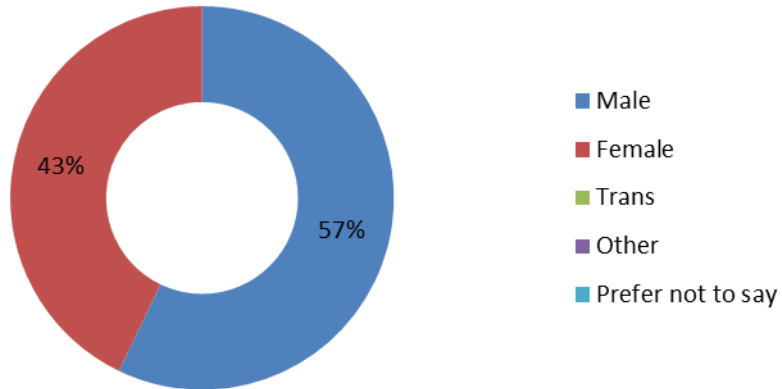
Professional qualification



Q2 AGE



Q3 GENDER



Q4a DISABILITY

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



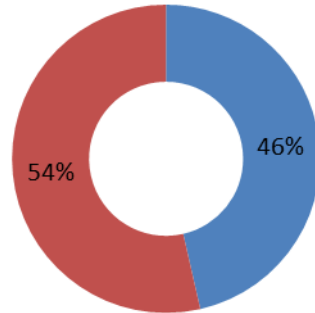
Q4b DISABILITY

(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?



Q9a SOCIAL MOBILITY

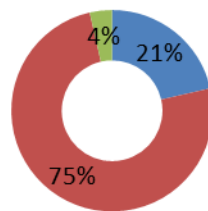
Did your parent(s) or guardian(s) complete a degree course or equivalent



- Yes
- No
- Don't know
- Prefer not to say

Q9c SOCIAL MOBILITY

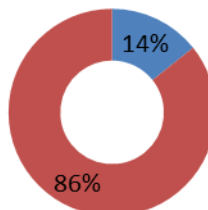
Did your household receive income support at any point during your school year?



- Yes
- No
- Don't know
- Prefer not to say

Q9d SOCIAL MOBILITY

Did you receive free school meals at any point during your school year?



- Yes
- No
- Don't know
- Prefer not to say