



STERLING PARTNERS

CHARTERED ACCOUNTANTS | CHARTERED TAX ADVISERS

Sterling Partners Employee Diversity March 2019

[Sterling Partners](#) is authorised 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 2018](#) ('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 the right skills, technical aptitude and positive attitude with a view to provide excellent work experience, support and training for all.

Summary of Results

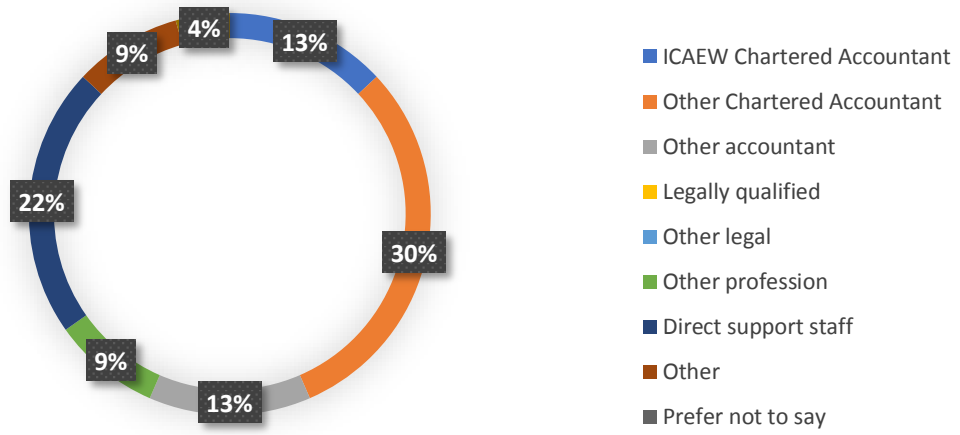
We are proud to have a diverse workforce and our recruitment and retention policy of seeking and fostering people with right skills irrespective of their gender, sex, ethnicity, disability and social mobility has served us well. We strongly believe in equal opportunity and diversity of skills and insights being brought into our practice equip us for better expansion in the market as well as enriching us with advisory roles. We could improve on our disability results and considering that 1 in 7 people are disabled in the UK, our workforce can become more representative of its community in this respect.

23 out of our 28 staff members participated in this survey. Our published results here are self-explanatory. In addition, compared to ICAEW, in ethnicity, faith and sexual orientation, our results show a larger representation of the workforce. Only for the one question on faith we had the 'prefer not to say' option chosen by one of our 23 staff members and for this same question we had 2 people who did not answer. Our results are therefore more specific and representative. Considering the [State of the Nation 2017: Social Mobility in Great Britain report](#), our results indicate we value our workforce based on a diverse social mobility indicators.

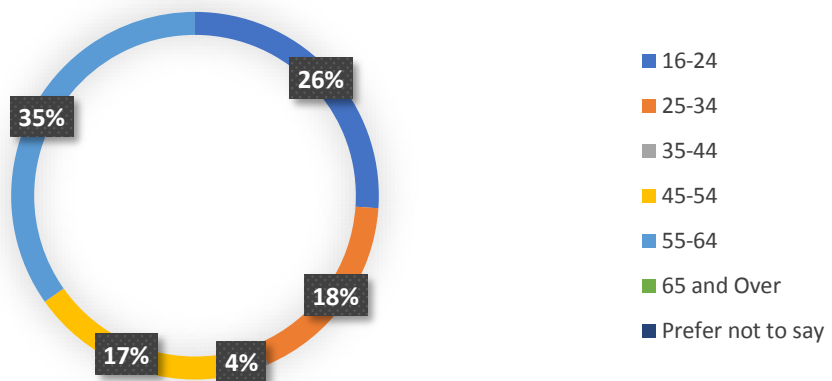
A big thank you to the 82% of our staff who completed the survey.

Q1 About You

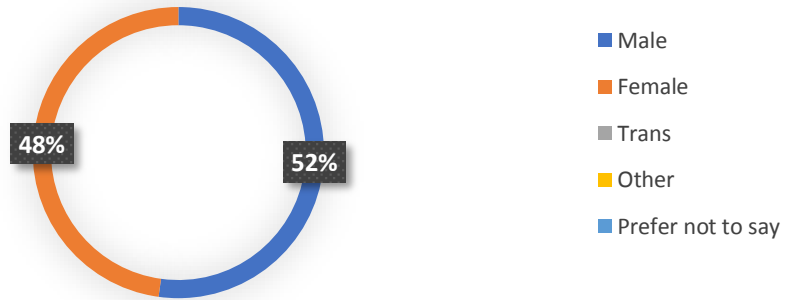
Professional Qualification



Q2 Age



Q3 Gender



Q4a Disability

(a) Do you consider yourself to have a disability according to the definition in the equality act?

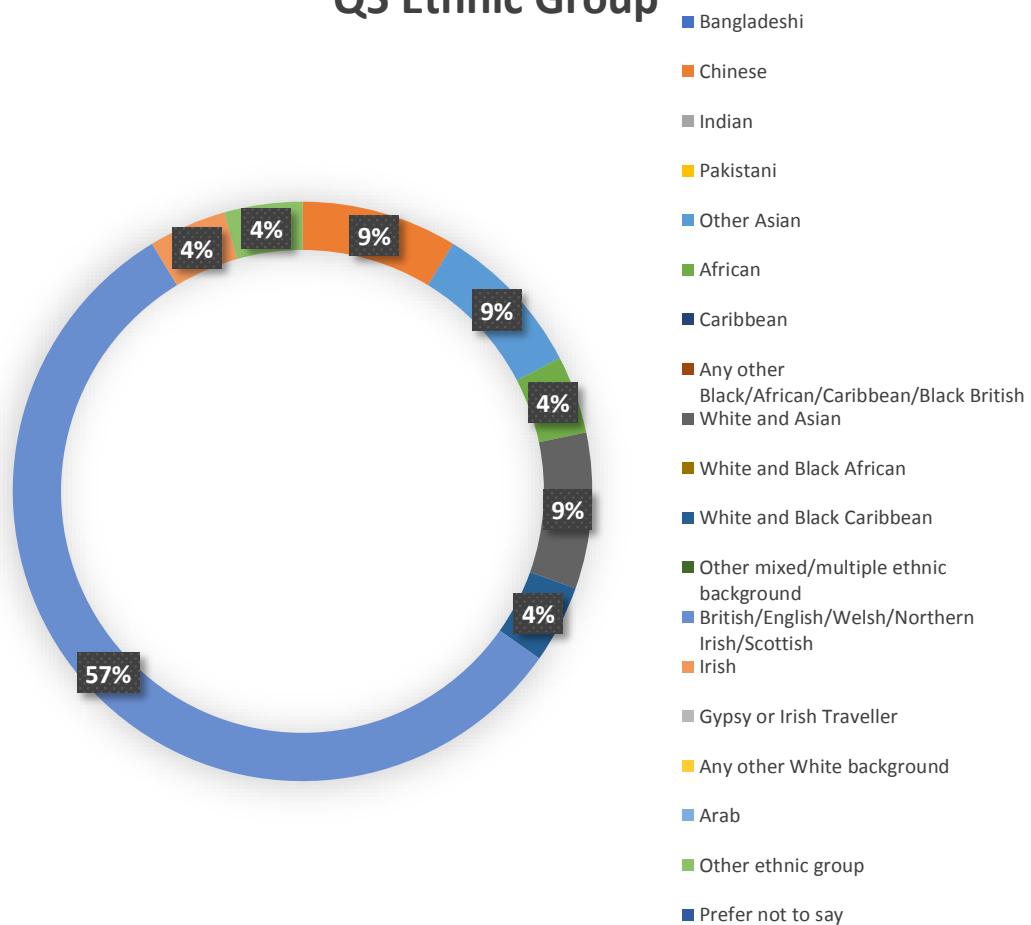


Q4b Disability

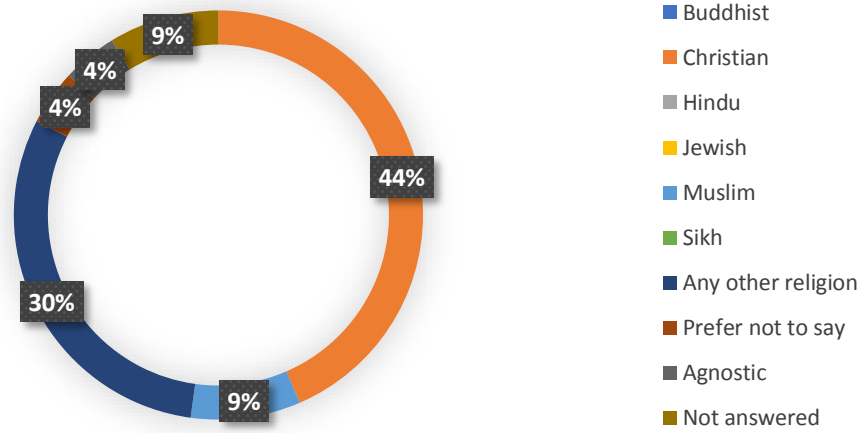
(b) Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Q5 Ethnic Group



Q6 Faith



Q7 Sexual orientation



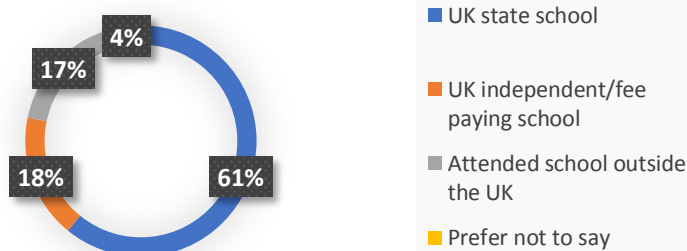
Q8a Socio economic background

(a) If you went to university, were you part of the first generation of your family to do so?



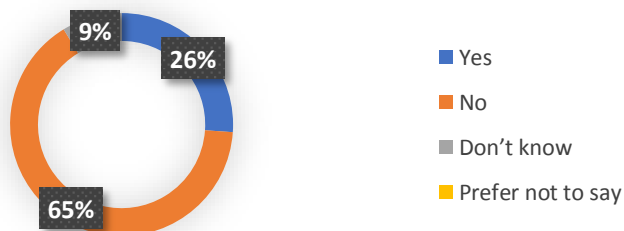
Q8b Socio economic background

(b) Did you attend a state or fee paying school between the ages of 11-18?



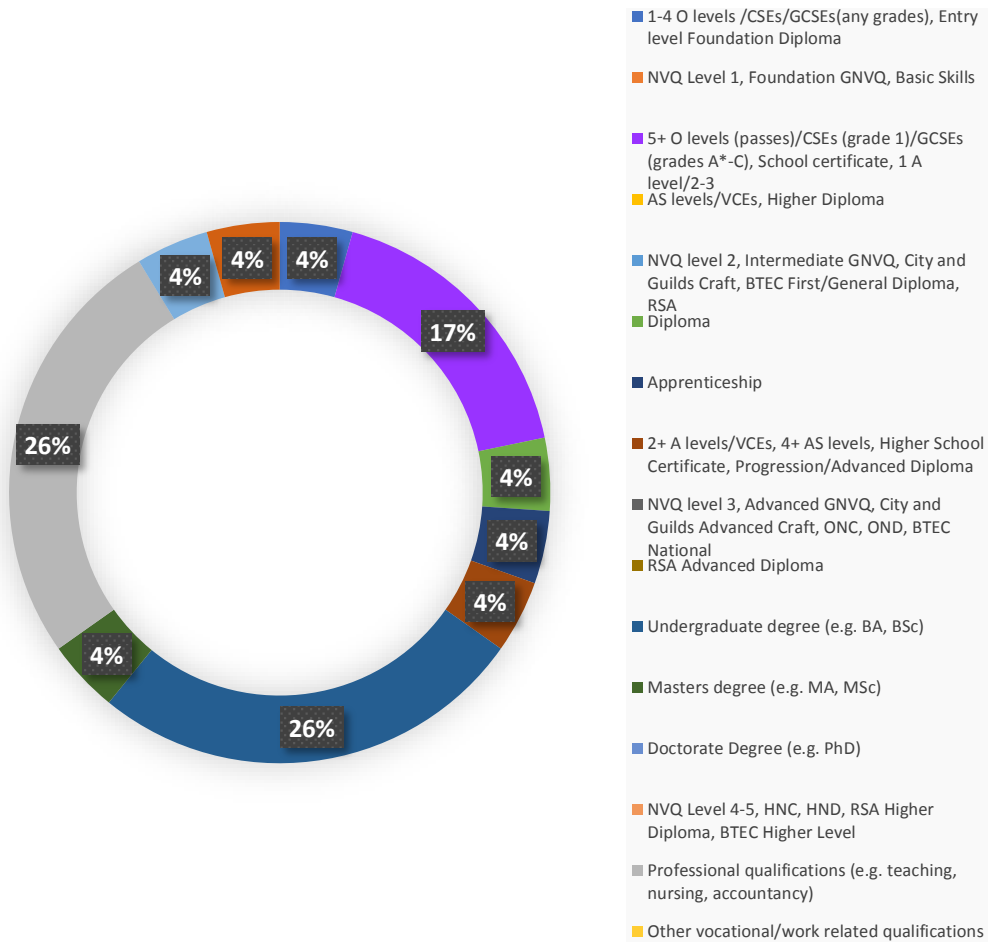
Q9a Social Mobility

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



Q9b Social Mobility

(b) Which of these is your highest level of qualification?



Q9c Social Mobility

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



Q9d Social Mobility

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



Q10a Caring Responsibilities

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



Q10b Caring responsibilities

(b) 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

