



ED&I survey

Great things together

djh.co.uk

We want everyone associated with DJH to have a fair and equal opportunity to achieve their very best in a safe working environment. We want everyone who works for us to understand the importance of this, and to act consistently with it at all times.

We will not tolerate discrimination or harassment in our business, and we will never victimise anyone who makes a legitimate complaint to us about harassment or discrimination, or anyone who supports a colleague in their complaint.

At DJH we are committed to fostering an inclusive and equitable environment that celebrates diversity in all its forms.

We believe that diversity enhances creativity, drives collaboration, and leads to better decision making. At DJH we are dedicated to creating a culture where every individual feels valued, respected, and empowered to contribute their unique perspectives.

We strive to eliminate barriers and provide equal opportunities for all, ensuring that everyone has the resource and support needed to thrive.

We are licensed to carry out probate services by the Institute of Chartered Accountants in England and Wales (ICAEW). As part of our license, we are required to undertake a diversity survey every two years and publish a summary of the results.

1. We employ a variety of different job levels.
2. The team is weighed more with females than males.
3. The majority of the team are British / English / Welsh / Northern Irish / Scottish.
4. Our staff have differing social-economic backgrounds and mainly attended state run or state funded schools.
5. There are differing social mobility results, with the majority having a degree level qualification.

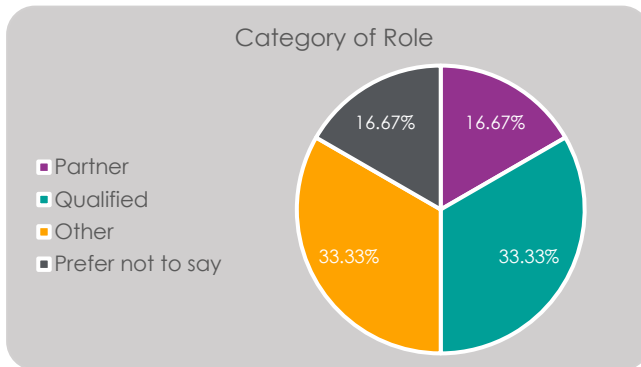
Great things together

djh.co.uk



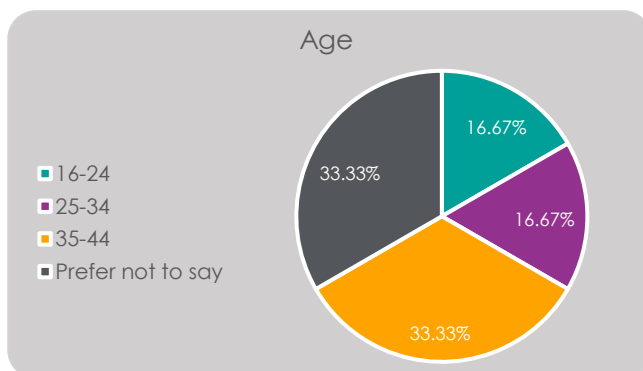
1. About you

Category of Role	Total	
Partner	1	16.67%
Manager	0	0.00%
Qualified	2	33.33%
Training	0	0.00%
Other	2	33.33%
Prefer not to say	1	16.67%



2. Age

Age Range	Total	
16-24	1	16.67%
25-34	1	16.67%
35-44	2	33.33%
45-54	0	0.00%
55-64	0	0.00%
65 and over	0	0.00%
Prefer not to say	2	33.33%



Great things together

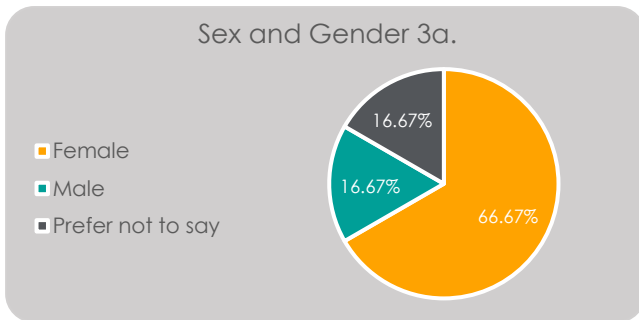
djh.co.uk



3. Sex and Gender

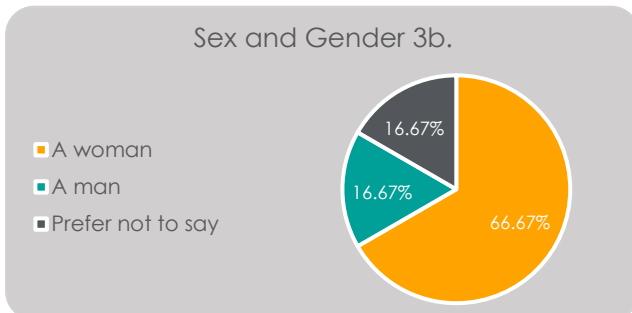
3a. What is your sex registered at birth?

Sex	Total	
Female	4	66.67%
Male	1	16.67%
Prefer not to say	1	16.67%



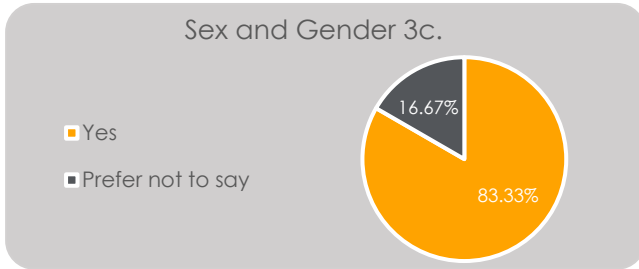
3b. Which gender do you identify with?

Gender	Total	
A woman	4	66.67%
A man	1	16.67%
Non-binary	0	0.00%
Prefer to self-describe (please write in)	0	0.00%
Prefer not to say	1	16.67%



3c. Is the gender you identify with the same as your sex registered at birth?

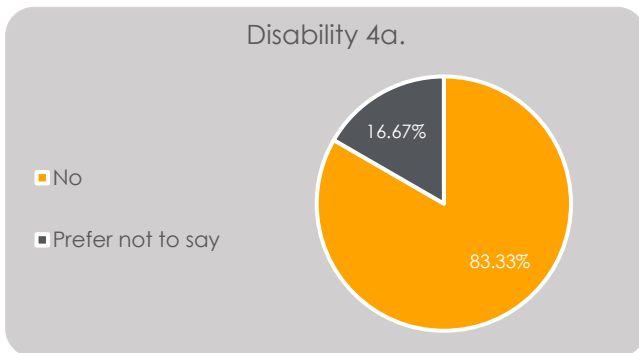
	Total	
Yes	5	83.33%
No	0	0.00%
Prefer not to say	1	16.67%



4. Disability

4a. Do you consider yourself to have a disability according to the definition in the Equality Act?

	Total	
Yes	0	0.00%
No	5	83.33%
Prefer not to say	1	16.67%



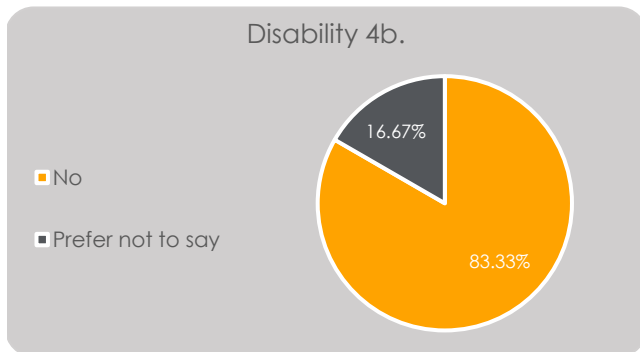
Great things together

djh.co.uk



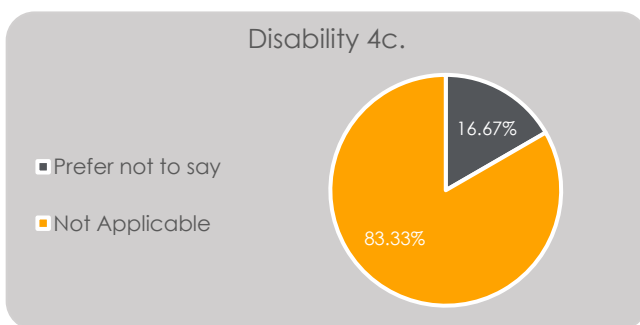
4b. Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?

	Total	
Yes, limited a lot	0	0.00%
Yes, limited a little	0	0.00%
No	5	83.33%
Prefer not to say	1	16.67%
Not Applicable	0	0.00%



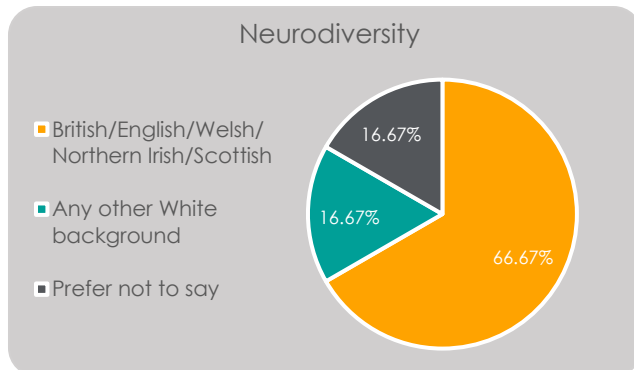
4c. If you have answered "Yes" to any of the previous two questions, please identify which of the below health problems or disabilities apply?

	Total	
Cognitive / learning	0	0.00%
Digestive / continence	0	0.00%
Manual dexterity	0	0.00%
Mental health	0	0.00%
Mobility	0	0.00%
Physical coordination	0	0.00%
Physical strength	0	0.00%
Sensory	0	0.00%
Other	0	0.00%
Prefer not to say	1	16.67%
Not Applicable	5	83.33%



5. Ethnic Group

Ethnic Group	Total	
Bangladeshi	0	0.00%
Chinese	0	0.00%
Indian	0	0.00%
Pakistani	0	0.00%
Other Asian	0	0.00%
African	0	0.00%
Caribbean	0	0.00%
Any other Black/African/Caribbean/Black British	0	0.00%
White and Asian	0	0.00%
White and Black African	0	0.00%
White and Black Caribbean	0	0.00%
Other mixed/multiple ethnic background	0	0.00%
British/English/Welsh/Northern Irish/Scottish	4	66.67%
Irish	0	0.00%
Gypsy or Irish Traveller	0	0.00%
Any other White background	1	16.67%
Arab	0	0.00%
Other ethnic group	0	0.00%
Prefer not to say	1	16.67%



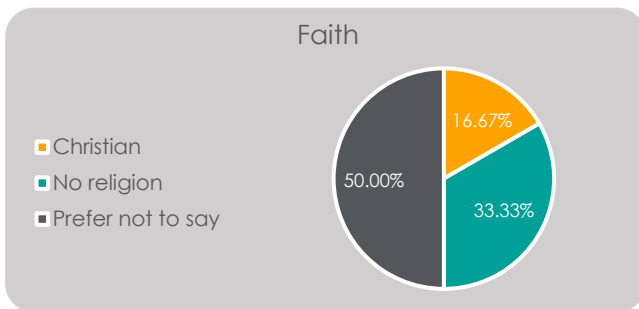
Great things together

djh.co.uk



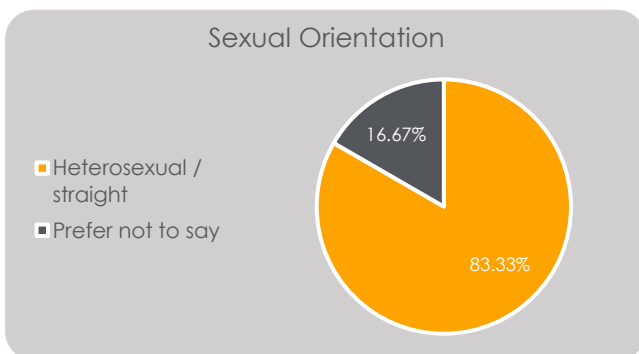
6. Faith

Faith	Total	
Buddhist	0	0.00%
Christian	1	16.67%
Hindu	0	0.00%
Jewish	0	0.00%
Muslim	0	0.00%
Sikh	0	0.00%
Any other religion	0	0.00%
No religion	2	33.33%
Prefer not to say	3	50.00%



7. Sexual Orientation

Sexual Orientation	Total	
Bisexual	0	0.00%
Gay man	0	0.00%
Gay woman / lesbian	0	0.00%
Heterosexual / straight	5	83.33%
Other	0	0.00%
Prefer not to say	1	16.67%



Great things together

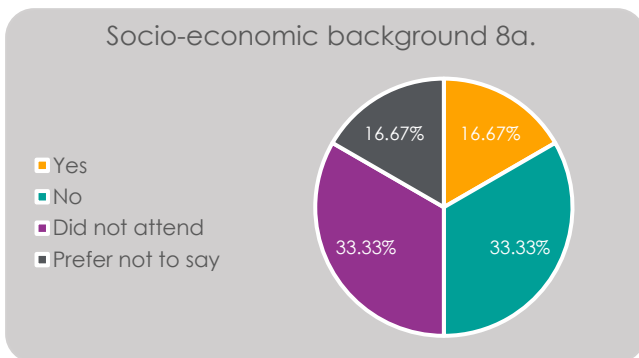
djh.co.uk



8. Socio-economic background

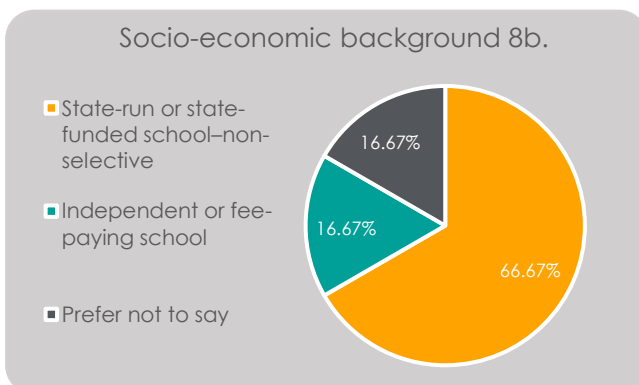
8a. If you went to university (to study a BA, BSc course or higher), were you part of the first generation of your family to do so?

Socio-economic background	Total	
Yes	1	16.67%
No	2	33.33%
Did not attend	2	33.33%
Prefer not to say	1	16.67%



8b. What type of school did you mainly attend between the ages of 11 and 16?

Socio-economic background	Total	
Attended school outside the British Isles	0	0.00%
State-run or state-funded school–non-selective	4	66.67%
State-run or state-funded school–selective on academic, faith or other grounds	0	0.00%
Independent or fee-paying school	1	16.67%
I don't know	0	0.00%
Prefer not to say	1	16.67%



Great things together

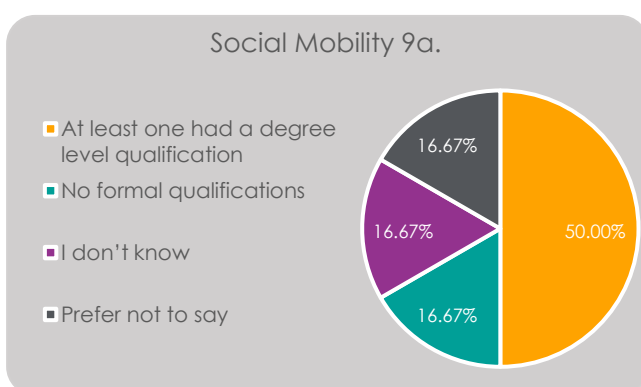
djh.co.uk



9. Social Mobility

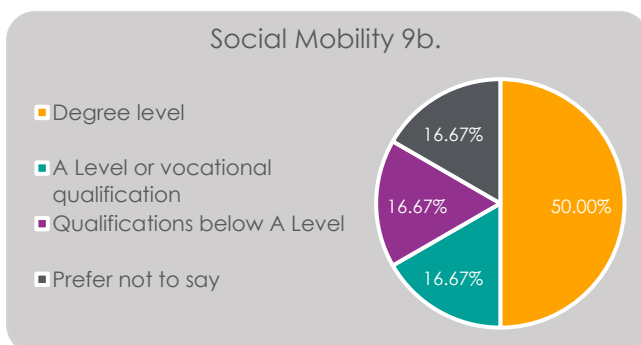
9a. What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?

	Total	
At least one had a degree level qualification	3	50.00%
At least one had A Level or vocational qualifications	0	0.00%
Qualifications below A Level / vocational	0	0.00%
No formal qualifications	1	16.67%
I don't know	1	16.67%
Not applicable	0	0.00%
Other	0	0.00%
Prefer not to say	1	16.67%



9b. 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	3	50.00%
A Level or vocational qualification	1	16.67%
Qualifications below A Level	1	16.67%
No formal qualifications	0	0.00%
I don't know	0	0.00%
Not applicable	0	0.00%
Other	0	0.00%
Prefer not to say	1	16.67%



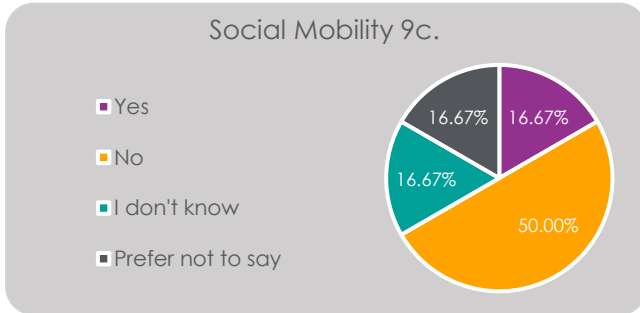
Great things together

djh.co.uk



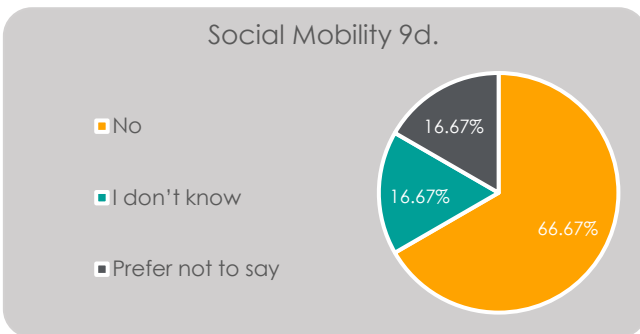
9c. Did your household receive income support?

	Total	
Yes	1	16.67%
No	3	50.00%
I don't know	1	16.67%
Prefer not to say	1	16.67%



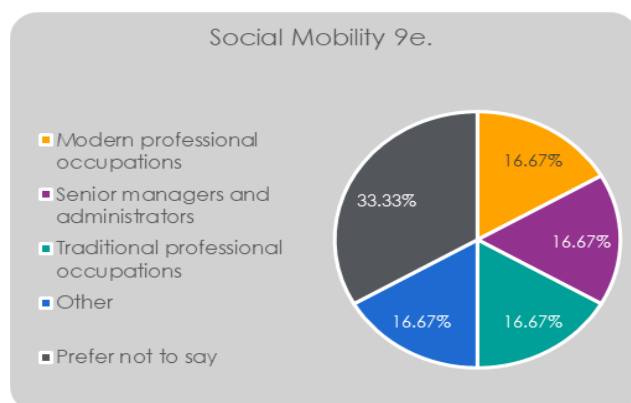
9d. Were you entitled to free school meals?

	Total	
Yes	0	0.00%
No	4	66.67%
I don't know	1	16.67%
Prefer not to say	1	16.67%



9e. 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	1	16.67%
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	0	0.00%
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	1	16.67%
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	0	0.00%
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	0	0.00%
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter / waitress, bar staff	0	0.00%
Armed forces personnel for example soldier, airman, naval or military police	0	0.00%
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	0	0.00%
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	1	16.67%
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	0	0.00%
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	0	0.00%
Inactive (excluding those that are retired)	0	0.00%
Retired	0	0.00%
Not applicable	0	0.00%
I don't know	0	0.00%
Other	1	16.67%
Prefer not to say	2	33.33%



Great things together

djh.co.uk



10. Caring responsibilities

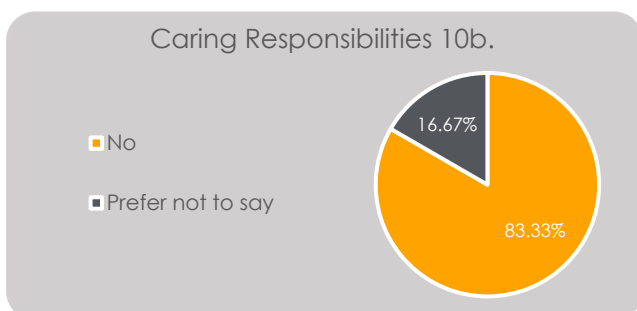
10a. Do you look after, or give any help or support to family members, friends, neighbours or others because of either: Long term physical or mental ill-health / disability or Problems related to old-age?

	Total	
No	3	50.00%
Yes, 1-19 hours per week	2	33.33%
Yes, 20-49 hours per week	0	0.00%
Yes, 50 or more hours per week	0	0.00%
Prefer not to say	1	16.67%



10b. Are you a primary carer for a child or children under 18?

	Total	
Yes	0	0.00%
No	5	83.33%
Prefer not to say	1	16.67%



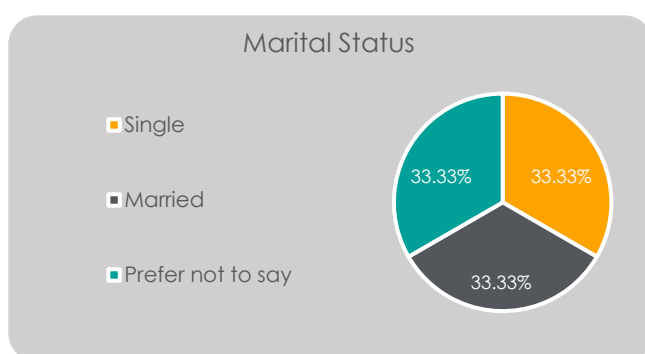
Great things together

djh.co.uk



11. Marital Status

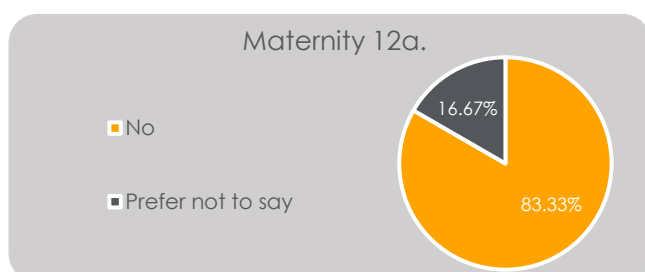
Marital status	Total	
Single	2	33.33%
Married	2	33.33%
In a registered same-sex civil partnership	0	0.00%
Separated (but still legally married or still legally in a same-sex civil partnership)	0	0.00%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	0	0.00%
Widowed or surviving partner from a same-sex civil partnership	0	0.00%
Other	0	0.00%
Prefer not to say	2	33.33%



12. Maternity

12a. Have you taken maternity or paternity leave in the last 5 years?

	Total	
Yes	0	0.00%
No	5	83.33%
Prefer not to say	1	16.67%



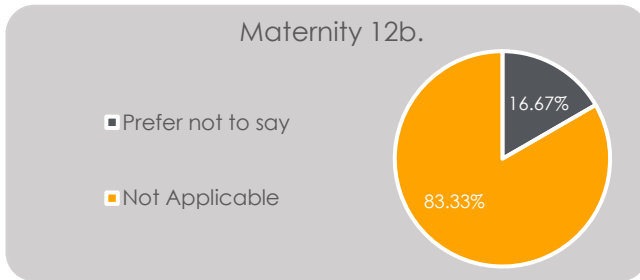
Great things together

djh.co.uk



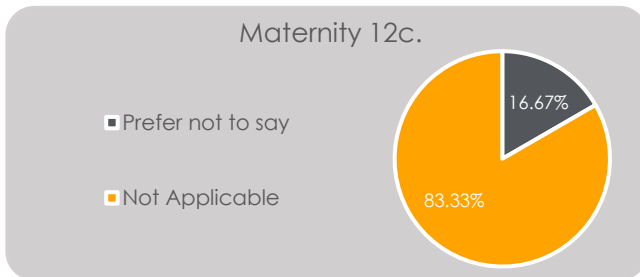
12b. If yes: Did you return to the same employer after the leave?

	Total	
Yes	0	0.00%
No	0	0.00%
Prefer not to say	1	16.67%
Not Applicable	5	83.33%



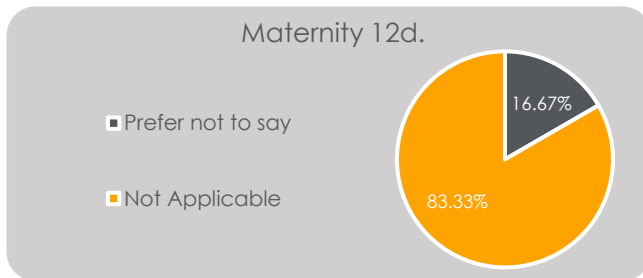
12c. If yes: Did your employer allow you to take time off with full pay for ante-natal appointments?

	Total	
Yes	0	0.00%
No	0	0.00%
Prefer not to say	1	16.67%
Not Applicable	5	83.33%



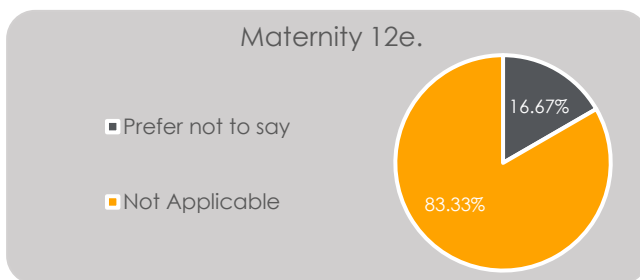
12d. If yes: Did your employer offer you flexible working arrangements when you returned?

	Total	
Yes	0	0.00%
No	0	0.00%
Prefer not to say	1	16.67%
Not Applicable	5	83.33%



12e. If yes: Has the ability to work from home been an important aid in your return to work?

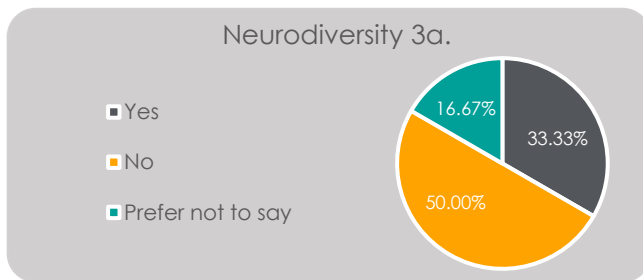
	Total	
Yes	0	0.00%
No	0	0.00%
Prefer not to say	1	16.67%
Not Applicable	5	83.33%



13. Neurodiversity

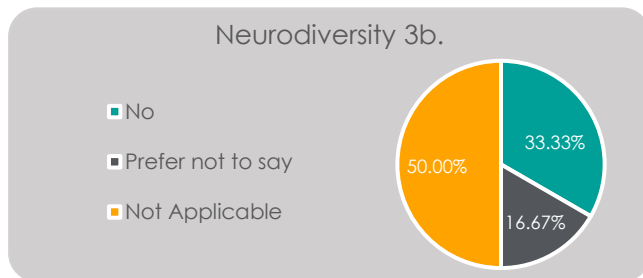
13a. Do you consider yourself to be neurodivergent?

	Total	
Yes	2	33.33%
No	3	50.00%
Prefer not to say	1	16.67%



13b. If yes: Have you shared information about your neurodivergence with your employer?

	Total	
Yes	0	0.00%
No	2	33.33%
Prefer not to say	1	16.67%
Not Applicable	3	50.00%



Great things together

djh.co.uk





Great things together

djh.co.uk

