



# ICAEW PROBATE DIVERSITY STATISTICS 2023

DATA ANALYSED BY OMB RESEARCH



[icaew.com/probatediversity](https://icaew.com/probatediversity)

**PROFESSIONAL  
STANDARDS  
DEPARTMENT**

## 1 Firm size

Number of principles	ICAEW Probate accredited firms	All ICAEW firms
1	33.6%	64.6%
2	22.0%	18.8%
3-5	26.7%	12.3%
6-10	10.4%	2.8%
11+	7.2%	1.4%

Source: ICAEW annual returns at 27 July 2023

Source of data: 353 firms with nearly 10,000 staff. This represents 93% of ICAEW accredited probate firms.

### 2023 PROBATE DIVERSITY SURVEY REPORT

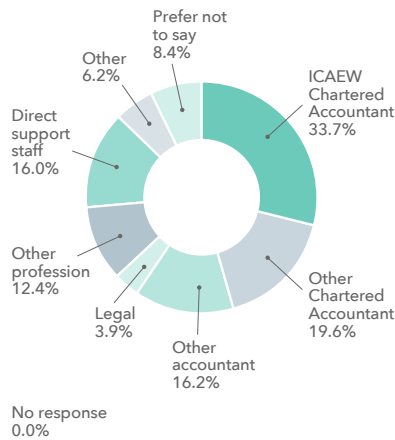
We encourage you to read the full 2023 diversity report which highlights the key changes we have seen and the areas for improvement. Download the report at [icaew.com/probatediversity](https://icaew.com/probatediversity)

## 2 Service profile

Service	ICAEW Probate accredited firms	All ICAEW firms
Audit	16.7%	19.1%
Financial services	0.5%	0.3%
Tax	25.8%	10.1%
Accounting	44.9%	14.4%
Consultancy	4.0%	9.1%
Corporate finance	2.0%	3.2%
Forensic	0.3%	1.0%
Insolvency	1.8%	3.9%
Other	4.0%	39.0%

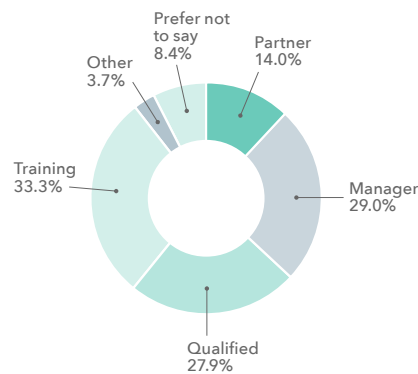
Source: ICAEW annual returns at 27 July 2023.

## 3 Responses to 'Please indicate which category of role best describes your position in the firm'



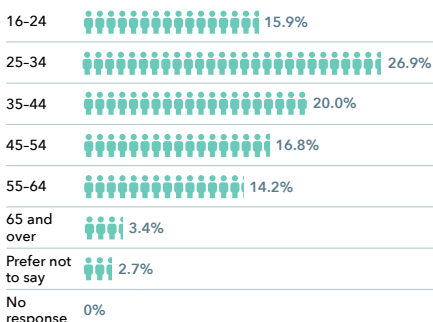
Source: ICAEW probate diversity questionnaire 2023

## 4 Responses to 'Please indicate which category of role best describes your position in the firm'



Source: ICAEW probate diversity questionnaire 2023

## 5 Responses to 'From the list of age bands below, please indicate the category that includes your current age'

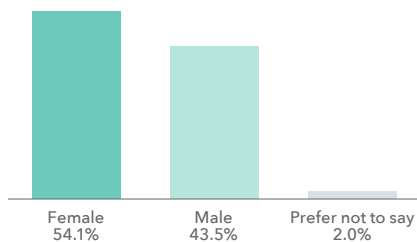


	ICAEW Probate			SRA	Census
	2019	2021	2023		
16-24	17.0%	13.9% ↓	15.9% ↑	8.2%	13.0%
25-34	26.1%	26.7%	26.9%	28.9%	16.6%
35-44	18.0%	20.3% ↑	20.0%	23.7%	15.9%
45-54	18.4%	18.0%	16.8% ↓	20.5%	16.3%
55-64	14.0%	15.7% ↑	14.2% ↓	12.8%	15.4%
65 and over	2.9%	3.4%	3.4%	3.2%	22.8%
Prefer not to say	3.7%	2.0% ↓	2.7% ↑	2.3%	-
No response	<0.1%	-	-	0.5%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

Green/red arrows indicate a statistically higher/lower proportion than previous ICAEW diversity survey

## 6 Responses to 'What is your registered sex at birth?'

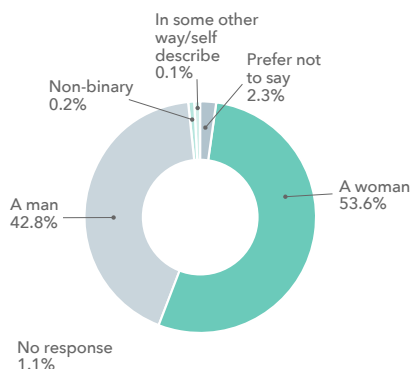


	ICAEW Probate 2023	Census
Female	54.1%	51.6%
Male	43.5%	48.4%
Prefer not to say	2.0%	-
No response	0.4%	-

Source: ICAEW probate diversity questionnaire 2023 / Census data 2021 (aged 16+)

No response  
0.4%

## 7 Responses to 'Which gender do you identify with?'

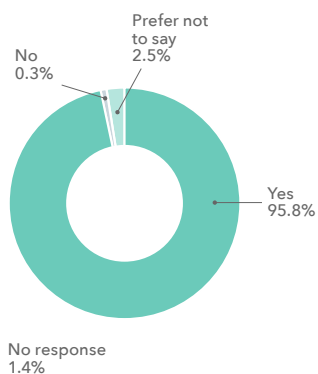


	ICAEW Probate			SRA	Census
	2019	2021	2023		
A woman	52.7%	55.4% ↑	53.6% ↓	62.7%	48.4%
A man	43.6%	42.7%	42.8%	33.4%	45.3%
Non-binary	-	-	0.2%	-	0.1%
In some other way/ self-describe	0.1%	0.1%	0.1%	0.1%	0.3%
Prefer not to say	3.5%	1.6% ↓	2.3% ↑	2.0%	-
No response	-	0.1%	1.1% ↑	1.7%	6.0%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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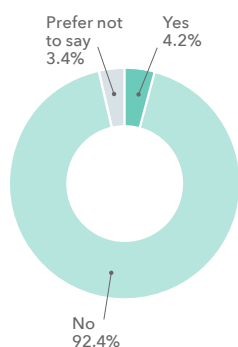
## 8 Responses to 'Is the gender you identify with the same as your sex registered at birth?'



	ICAEW Probate 2023	SRA	Census
Yes	95.8%	89.7%	93.5%
No	0.3%	0.8%	0.5%
Prefer not to say	2.5%	2.7%	-
No response	1.4%	6.7%	6.0%

Source: ICAEW probate diversity questionnaire 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

## 9 Responses to 'Do you consider yourself to have a disability according to the definition in the Equality Act?'

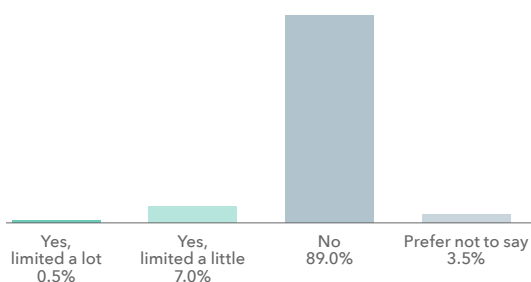


	ICAEW Probate			SRA	Census
	2019	2021	2023		
Yes	3.0%	2.6%	4.2% ↑	4.7%	19.4%
No	92.5%	94.8% ↑	92.4% ↓	84.0%	80.6%
Prefer not to say	4.5%	2.6% ↓	3.4% ↑	4.0%	-
No response	-	-	-	7.4%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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**10 Responses to '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?'**



	ICAEW Probate			SRA	Census
	2019	2021	2023		
Yes, limited a lot	0.5%	0.3% ↓	0.5% ↑	1.0%	8.1%
Yes, limited a little	3.5%	5.2% ↑	7.0% ↑	4.1%	11.3%
No	89.6%	91.7% ↑	89.0% ↓	77.1%	80.6%
Prefer not to say	5.5%	2.8% ↓	3.5% ↑	4.5%	-
No response	0.9%	-	-	13.3%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)  
Green/red arrows indicate a statistically higher/lower proportion than previous ICAEW diversity survey

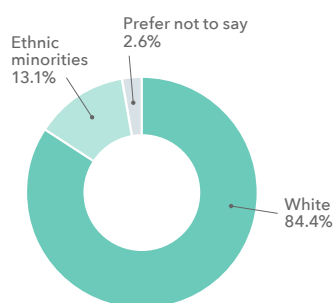
**11 Responses to 'Which of the below health problems or disabilities apply?'**

	ICAEW Probate	
	2021	2023
Mental health	1.9%	2.5% ↑
Mobility	1.2%	1.7% ↑
Cognitive/learning	0.8%	1.5% ↑
Physical strength	0.7%	0.9%
Sensory	0.6%	0.9% ↑
Digestive/continence	0.5%	0.8% ↑
Physical coordination	0.2%	0.4% ↑
Manual dexterity	0.3%	0.3%
Other	1.2%	1.5%
Not applicable	1.1%	4.7% ↑
Prefer not to say	1.3%	2.3% ↑
No response	-	<0.1%
Not asked question (No disability and activities not limited)	91.9%	88.3% ↓

Source: ICAEW probate diversity questionnaire 2021 & 2023

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**12 Responses to 'What is your ethnic group?'**



	ICAEW Probate			SRA	Census
	2019	2021	2023		
White	84.7%	87.2% ↑	84.4% ↓	77.3%	83.6%
Ethnic minorities	11.1%	10.6%	13.1% ↑	16.3%	16.4%
Prefer not to say	4.2%	2.2% ↓	2.6%	3.6%	-
No response	-	-	-	2.7%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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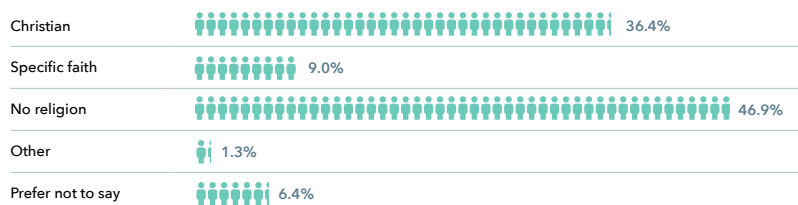
**13 Ethnic minorities**

	ICAEW Probate			SRA	Census
	2019	2021	2023		
Asian/Asian British	7.6%	7.3%	9.0% ↑	10.0%	8.7%
Mixed/multiple	1.7%	1.6%	2.0% ↑	2.6%	2.0%
Black/African/Caribbean/Black British	1.2%	1.1%	1.4%	2.8%	3.7%
Arab	0.1%	0.1%	0.1%	0.3%	0.5%
Other	0.5%	0.6%	0.7%	0.7%	1.5%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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## 14 Responses to 'What is your religion or belief?'



	ICAEW Probate			SRA	Census
	2019	2021	2023		
Christian	42.6%	41.9%	<b>36.4%</b> ↓	38.5%	48.7%
Specific faith (other than Christian)	7.6%	7.5%	<b>9.0%</b> ↑	9.9%	9.0%
No religion	31.4%	42.7% ↑	<b>46.9%</b> ↑	34.4%	35.7%
Other	3.9%	1.4% ↓	<b>1.3%</b>	2.2%	0.6%
Prefer not to say	14.4%	6.4% ↓	<b>6.4%</b>	8.5%	-
No response	<0.1%	-	-	6.5%	5.9%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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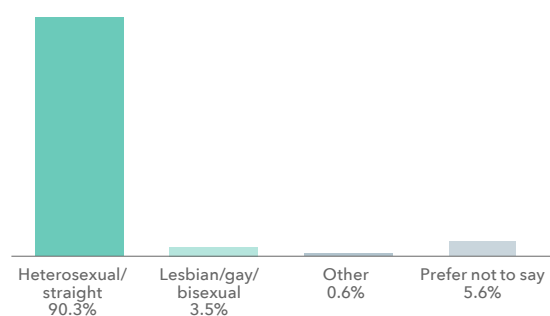
## 15 Specific faith

	ICAEW Probate			SRA	Census
	2019	2021	2023		
Hindu	2.7%	2.6%	<b>3.3%</b> ↑	1.8%	1.7%
Muslim	2.1%	2.3%	<b>3.1%</b> ↑	4.9%	5.5%
Jewish	1.5%	1.5%	<b>1.5%</b>	1.3%	0.4%
Sikh	0.8%	0.6%	<b>0.7%</b>	1.3%	0.9%
Buddhist	0.5%	0.4%	<b>0.5%</b>	0.5%	0.5%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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## 16 Responses to 'What is your sexual orientation?'



	ICAEW Probate			SRA	Census
	2019	2021	2023		
Heterosexual/straight	89.5%	92.5% ↑	<b>90.3%</b> ↓	84.6%	89.4%
Lesbian/gay/bisexual	2.0%	2.4%	<b>3.5%</b> ↑	3.7%	2.8%
Other	0.5%	0.3% ↓	<b>0.6%</b> ↑	0.4%	0.3%
Prefer not to say	8.0%	4.8% ↓	<b>5.6%</b> ↑	6.7%	-
No response	<0.1%	-	-	4.7%	7.5%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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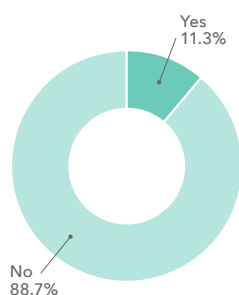
## 17 Responses to 'What is your marital or civil partnership status?'

	ICAEW Probate		Census
	2021	2023	
Married	46.9%	<b>44.6%</b> ↓	36.3%
Single (never married or never registered a same-sex civil partnership)	39.4%	<b>41.5%</b> ↑	30.9%
Divorced or formerly in a same-sex civil partnership which is now legally dissolved	5.9%	<b>5.4%</b>	7.4%
Separated (but still legally married or still legally in a same-sex civil partnership)	1.3%	<b>1.3%</b>	1.8%
Widowed or surviving partner from a same-sex civil partnership	0.8%	<b>0.7%</b>	5.0%
In a registered same-sex civil partnership	0.2%	<b>0.1%</b>	0.1%
Other	2.1%	<b>2.3%</b>	18.5%
Prefer not to say	3.4%	4.0%	-

Source: ICAEW probate diversity questionnaire 2021 & 2023 / Census data 2021 (aged 16+)

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## 18 Responses to 'Have you taken maternity or paternity leave in the last 5 years?'



	ICAEW Probate	
	2021	2023
Yes	12.1%	11.3%
No	87.9%	88.7%
No response	<0.1%	-

Source: ICAEW probate diversity questionnaire 2021 & 2023

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## 19 Responses to the follow-up questions on returning to work after maternity or paternity leave

	Did you return to your current employer after the leave?		Did your current employer give you additional leave for ante-natal appointments?		Has your employer offered you flexible working arrangements?		Has the ability to work from home been an important aide in your return to work?	
	2021	2023	2021	2023	2021	2023	2021	2023
Yes	90.6%	<b>91.4%</b>	58.0%	<b>57.2%</b>	68.8%	<b>74.9%</b> ↑	50.6%	<b>62.1%</b> ↑
No	8.1%	<b>7.2%</b>	17.3%	<b>22.6%</b> ↑	9.8%	<b>10.8%</b>	17.3%	<b>18.9%</b>
Not applicable	1.2%	<b>1.4%</b>	24.5%	<b>20.1%</b> ↓	21.2%	<b>14.2%</b> ↓	32.0%	<b>18.9%</b> ↓
No response	0.1%	-	0.2%	<b>0.1%</b>	0.2%	<b>0.1%</b>	0.2%	<b>0.1%</b>

Source: ICAEW probate diversity questionnaire 2021 & 2023

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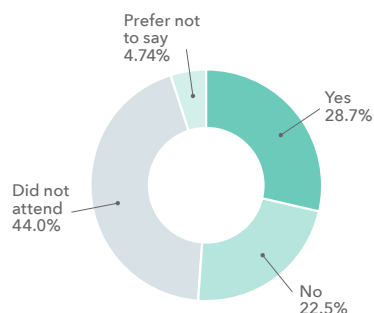
## 20 Responses to 'What is the highest level of qualification achieved by either of your parent(s) or guardian(s) by the time you were 18?'

	ICAEW probate	
	2021	2023
At least one had a degree level qualification	27.8%	27.8%
At least one had A Level or vocational qualifications	25.4%	25.3%
Qualifications below A Level / vocational	17.9%	18.3%
No formal qualifications	10.6%	11.0%
Don't know	11.1%	<b>9.7%</b> ↓
Not applicable	0.6%	0.8%
Other	0.9%	0.7%
Prefer not to say	5.8%	6.3%

Source: ICAEW probate diversity questionnaire 2021 & 2023

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**21** Responses to '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?'



**22** Responses to 'What type of school did you mainly attend between the ages of 11 and 16?'

	ICAEW Probate 2023	SRA
State-run or state-funded school - non selective	61.7%	49.2%
State-run or state-funded school - selective on academic, faith or other grounds	16.4%	18.4%
Independent or fee paying school	10.8%	13.2%
Attended school outside the British Isles	5.9%	7.3%
Don't know	1.0%	1.0%
Prefer not to say	4.2%	5.5%
No response	-	5.4%

Source: ICAEW probate authorised firms diversity questionnaire March 2023 / SRA raw firm diversity data 2021

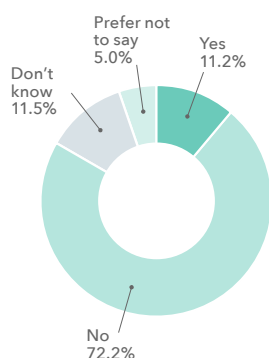
**23** What is the highest level of qualification you hold, or if you are a qualified accountant or lawyer, held prior to becoming qualified?'

	ICAEW Probate		Census
	2021	2023	
Degree level	46.6%	48.5%	27.5%
A Level or vocational qualification	36.7%	35.2% ↑	16.0%
Qualifications below A Level	9.0%	7.7% ↓	18.7%
No formal qualifications	1.1%	0.9%	14.8%
Don't know	0.2%	0.4% ↑	-
Not applicable	1.5%	1.7%	18.5%
Other	1.3%	0.9% ↓	4.3%
Prefer not to say	3.6%	4.7% ↑	-

Source: ICAEW probate diversity questionnaire 2021 & 2023 / Census data 2021 (aged 16+)

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**24** Responses to 'Did your household receive income support (at any point during your school years)?'

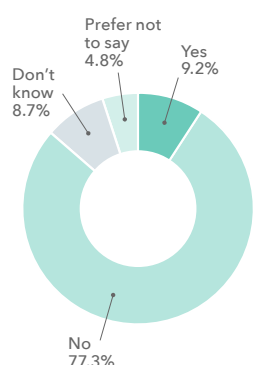


	ICAEW Probate		
	2019	2021	2023
Yes	11.7% ↑	10.3% ↓	11.2%
No	69.2% ↓	74.8% ↑	72.2% ↓
Don't know	11.4%	10.6%	11.5%
Prefer not to say	7.7% ↓	4.3% ↓	5.0% ↑
No response	0.1%	<0.1%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023

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**25** Responses to 'Were you entitled to free school meals at any point during your school years?'



	ICAEW Probate		
	2019	2021	2023
Yes	9.3% ↑	8.9%	9.2%
No	75.5%	79.9% ↑	77.3% ↓
Don't know	7.3%	7.0%	8.7% ↑
Prefer not to say	7.9% ↓	4.1%	4.8% ↑
No response	0.1%	-	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023

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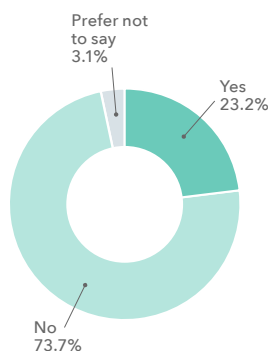
**26** Responses to 'Thinking back to when you were aged about 14, which best describes the sort of work the main / highest income earner in your household did in their main job?'

	ICAEW probate	
	2021	2023
Technical staff and craft occupations	18.1%	17.2%
Modern professional occupations	13.7%	14.9% ↑
Senior managers and administrators	15.0%	14.3%
Traditional professional occupations	11.5%	11.5%
Routine manual and service occupations	7.6%	8.1%
Semi-routine manual and service occupations	7.8%	7.3%
Middle or junior managers	6.3%	6.4%
Clerical and intermediate occupations	5.2%	5.4%
Armed forces personnel	1.3%	1.3%
Long term unemployed	0.6%	0.7%
Retired	0.5%	0.5%
Inactive	0.4%	0.3%
Short term unemployed	0.1%	0.1%
Other	3.5%	3.4%
Not applicable	0.7%	0.6%
Don't know	1.7%	2.1% ↑
Prefer not to say	6.1%	6.3%

Source: ICAEW probate authorised firms diversity questionnaire 2021 & 2023

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**27** Responses to 'Are you a primary carer for a child or children under the age of 18?'

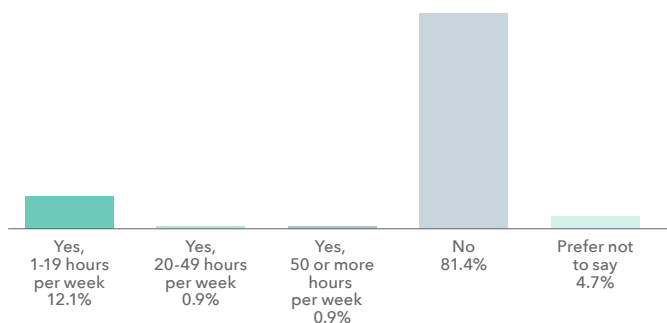


	ICAEW Probate			SRA
	2019	2021	2023	
Yes	18.6% ↑	24.8% ↑	23.2% ↓	25.7%
No	71.6% ↑	72.4%	73.7% ↑	61.9%
Prefer not to say	8.8% ↓	2.7% ↓	3.1%	4.2%
No response	1.0%	<0.1%	-	8.2%

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021

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**28** Responses to 'Do you look after or give any help to or support any family members, friends, neighbours or others because of either: long-term physical or mental ill-health/disability; or problems related to old-age?'



	ICAEW Probate			SRA	Census
	2019	2021	2023		
Yes, 1-19 hours per week	9.5%	11.9%	12.1%	5.7%	4.9%
Yes, 20-49 hours per week	1.0%	1.0%	0.9%	0.8%	2.1%
Yes, 50 or more hours per week	0.7%	0.7%	0.9%	0.9%	3.1%
No	74.1%	82.0%	81.4%	76.8%	89.9%
Prefer not to say	13.2% -	4.5% -	4.7%	5.3%	-
No response	1.4%	-	-	10.5%	-

Source: ICAEW probate diversity questionnaire 2019, 2021 & 2023 / SRA raw firm diversity data 2021 / Census data 2021 (aged 16+)

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