

## **Diversity Survey Evaluation 2025**

Bevan Buckland Ltd has completed a diversity survey in line with ICAEW requirements. The purpose of the survey is to gather evidence to encourage a strong, independent, diverse and effective profession.

Bevan Buckland Ltd is committed to equal opportunities. The firm employs the best staff for the job, regardless of gender, age, disability, ethnicity, religious belief or sexuality and treat all staff, clients and suppliers fairly, with respect and integrity.

In our view, this promotes a strong, diverse and effective workforce able to service the needs of our clients.

Alun Evans is 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.

The key findings from our most recent survey (March 2025) are as follows:

- We employ staff from a wide range of age groups. This is fairly evenly split across the different categories, with the highest percentage (34%) being 25-34.
- We have a higher number of female staff (56%) compared to male staff.
- This has reduced from 61% two years ago.
- We employ staff with a number of different ethnic backgrounds and religious beliefs. However, the majority are white British and have no religious belief.
- Our staff have differing socio-economic backgrounds and consist of both graduates (45%) and those with A level or vocational qualifications (38%).