

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

Cognitive/learning	<input type="text" value=""/>	Digestive/continence	<input type="text" value=""/>	Manual dexterity	<input type="text" value=""/>	Mental health	<input type="text" value="3"/>
Mobility	<input type="text" value="1"/>	Physical coordination	<input type="text" value=""/>	Physical strength	<input type="text" value="1"/>	Sensory	<input type="text" value=""/>
Not applicable	<input type="text" value="8"/>	Other	<input type="text" value="1"/>	Prefer not to say	<input type="text" value="1"/>		

Q5, ETHNIC GROUP

Asian/Asian British	Bangladeshi	<input type="text" value=""/>	Chinese	<input type="text" value=""/>	Indian	<input type="text" value="1"/>	Pakistani	<input type="text" value="3"/>	Other	<input type="text" value="1"/>
Black/African/Caribbean/British	African	<input type="text" value=""/>	Caribbean	<input type="text" value=""/>	Any other Black/African/Caribbean/Black British			<input type="text" value=""/>		
Mixed/multiple ethnic groups	White and Asian	<input type="text" value=""/>	White and Black African	<input type="text" value=""/>	White and Black Caribbean	<input type="text" value=""/>	Other mixed/multiple ethnic background			<input type="text" value=""/>
White	British/English/Welsh/Northern Irish/Scottish			<input type="text" value="95"/>	Gypsy or Irish Traveller	<input type="text" value=""/>	Irish	<input type="text" value="1"/>		
Arab	Arab	<input type="text" value=""/>								
Other	Other	<input type="text" value=""/>	Prefer not to say	<input type="text" value="3"/>						

Q6, FAITH

Buddhist	<input type="text" value="1"/>	Christian	<input type="text" value="58"/>	Hindu	<input type="text" value=""/>	Jewish	<input type="text" value=""/>	Muslim	<input type="text" value="3"/>	Sikh	<input type="text" value=""/>	Prefer not to say	<input type="text" value="6"/>
Other	<input type="text" value="3"/>	No religion	<input type="text" value="33"/>										

Q7, SEXUAL ORIENTATION

Bisexual	<input type="text" value="4"/>	Gay man	<input type="text" value="1"/>	Gay woman	<input type="text" value="1"/>	Heterosexual/straight	<input type="text" value="93"/>	Other	<input type="text" value=""/>	Prefer not to say	<input type="text" value="5"/>
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Q8, SOCIO-ECONOMIC BACKGROUND

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

At least one has a degree level qualification	<input type="text" value="20"/>	At least one has A level or vocational qualifications	<input type="text" value="30"/>	Qualifications below A level/vocational	<input type="text" value="19"/>				
No formal qualifications	<input type="text" value="14"/>	No formal qualifications	<input type="text" value="14"/>	Not applicable	<input type="text" value="1"/>	Other	<input type="text" value=""/>	Prefer not to say	<input type="text" value="6"/>

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

A state run or state funded school	<input type="text" value="81"/>	Attended school outside of the British Isles	<input type="text" value="2"/>	Independent or fee-paying school	<input type="text" value="7"/>		
Selective on academic, faith or other grounds	<input type="text" value="11"/>	Non-selective	<input type="text" value=""/>	I don't know	<input type="text" value="1"/>	Prefer not to say	<input type="text" value="2"/>

Q9, SOCIAL MOBILITY

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

Degree level	38
A level or vocational qualification	49
Qualifications below A Level	11
No formal qualifications	2
I don't know	
Not applicable	2
Other	
Prefer not to say	2

(b) Did either (or both) of the following apply at any point during your school years?

Your household received income support	Yes	14	No	73	I don't know	13	Prefer not to say	4
You received free school meals	Yes	7	No	85	I don't know	8	Prefer not to say	4

(c) Thinking back to when you were aged about 14, which best describes the sort of work that the main/highest income earner in your household did in their main job?

Modern professional occupations such as: teacher/lecturer, nurse, physiotherapist, social worker, welfare officer, artist, musician, police officer (sergeant or above), software designer	14
Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, office clerk, call centre agent, nursing auxiliary, nursery nurse	3
Senior managers and administrators usually responsible for planning, organising and co-ordinating work and for finance such as: finance manager, chief executive	21
Technical and craft occupations such as: motor mechanic, fitter, inspector, plumber, printer, tool maker, electrician, gardener, train driver	24
Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farm worker, catering assistant, receptionist, sales assistant	11
Routine manual and service occupations such as: HGV driver, van driver, cleaner, porter, packer, sewing machinist, messenger, labourer, waiter/waitress, bar staff	5
Armed forces personnel for example soldier, airman, naval or military police	
Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager, publican	8
Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer	6
Short term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for a year or less)	
Long term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)	
Inactive (excluding those that are retired)	1
Retired	1
Not applicable	0
I don't know	1
Other	3
Prefer not to say	6

Q10, CARING RESPONSIBILITIES

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

Yes No Prefer not to say

(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 relating to old age?

Yes, 1-19 hours per week Yes, 20-49 hours per week Yes, 50 or more hours per week

No Prefer not to say

Q11, MARITAL STATUS

(a) What is your marital or civil partnership status?

Single (never married or never registered a same-sex civil partnership) Married In a registered same-sex civil partnership

Separated (but still legally married or still legally in a same-sex civil partnership) Divorced or formally in a same-sex civil partnership which is now legally dissolved

Widowed or surviving partner from a same-sex civil partnership Other Prefer not to say

Q12, Maternity/Paternity

(a) Have you taken maternity or paternity leave in the last 5 years?

Yes No

(b) If yes: i. Did you return to your current employer after the leave?

Yes No

(b) If yes: ii. Did your current employer give you additional leave for ante-natal appointments?

Yes No Not applicable

(b) If yes: iii. Has your employer offered you flexible working arrangements?

Yes No Not applicable

(b) If yes: iv. Has your ability to work from home been an important aide in your return to work?

Yes No Not applicable

The data collected via the PM+M 2021 probate diversity survey has been very insightful. Everyone at PM+M is treated fairly regardless of race, gender, age, ethnic background, sexual orientation, or any other differences. However, the survey has highlighted areas of further support and training for the team particularly around race and gender. PM+M is committed to our diversity and inclusion and ensure that our recruiting managers are open to all talent.

The number of respondents answering yes to question 3b appears to be high, suggesting that the question may have been misinterpreted by some team members. We will investigate this further and ensure the team feel they can have open and honest discussions regarding their gender. Likewise, we will also consider the areas where members of the team have selected the option of 'prefer not to answer', we will explore this and ensure the team feel they can be themselves within the workplace.

The survey highlighted a significant increase (since the 2017 survey) in the number of team members who have caring responsibilities (question 10). We have policies in place to support those employees who combine work and caring responsibilities and we will ensure every team member is aware of this.

Providing an inclusive culture for all PM+M people is a long-term commitment. It is very important to us to keep learning and improving. Our diversity and inclusion programmes and policies are frequently reviewed to ensure we are making progress that addresses behavioural, process and cultural transformation throughout our firm.