



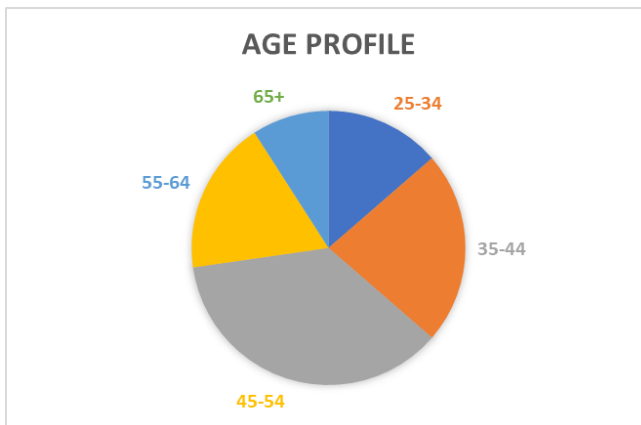
**HPH Probate Services Limited**  
Chartered Accountants  
54 Bootham  
YORK  
YO30 7XZ  
01904 611164 Tel  
01904 611596 Fax  
[www.hphonline.co.uk](http://www.hphonline.co.uk)  
[probate@hphonline.co.uk](mailto:probate@hphonline.co.uk)

## Diversity Survey 2025

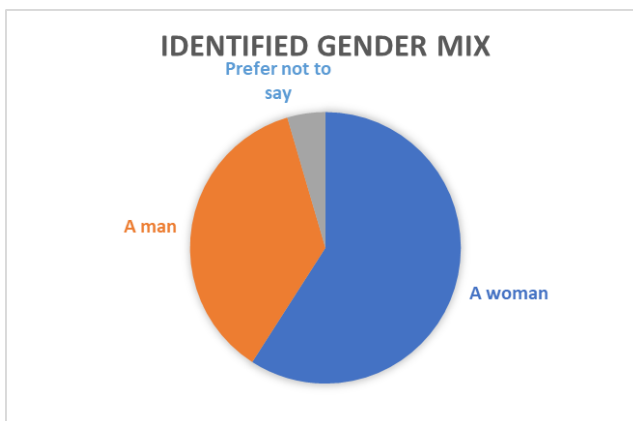
We conducted our biennial survey of all staff with information being shown as at 31 March 2025. We have 22 members of staff, all of whom responded, so our response rate was 100%. Within the survey we still experience a significant number of “prefer not to say” responses which is possibly due to the fact that we are a small firm and staff are concerned about anonymity, and also because a number of people regard the questions being asked as no one’s business but their own. We respect this view.

The firm’s staff members are based in largely in the York and Harrogate areas, although we do have two employees who live elsewhere within the UK and are employed on fully remote working arrangements. The demographics for York and Harrogate are not typical of the UK’s national demographic, but we believe that the results of the survey are broadly in line with those of the areas in which we live and work.

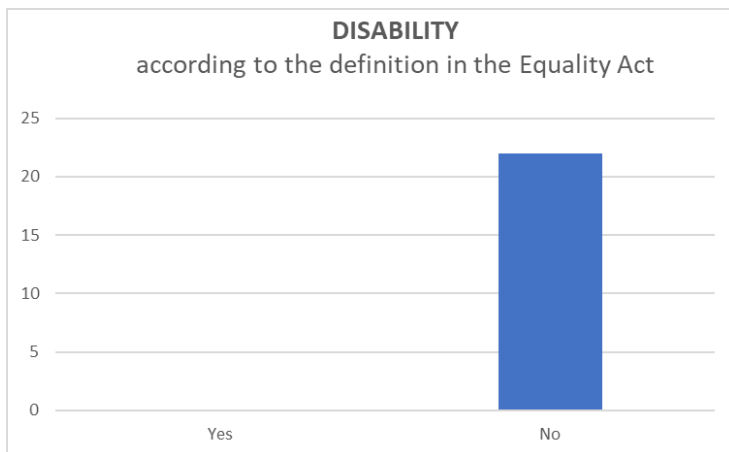
1



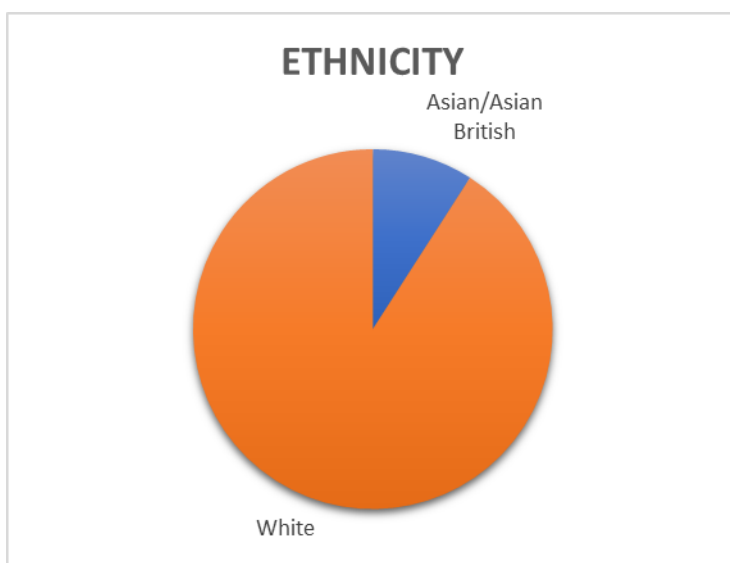
2



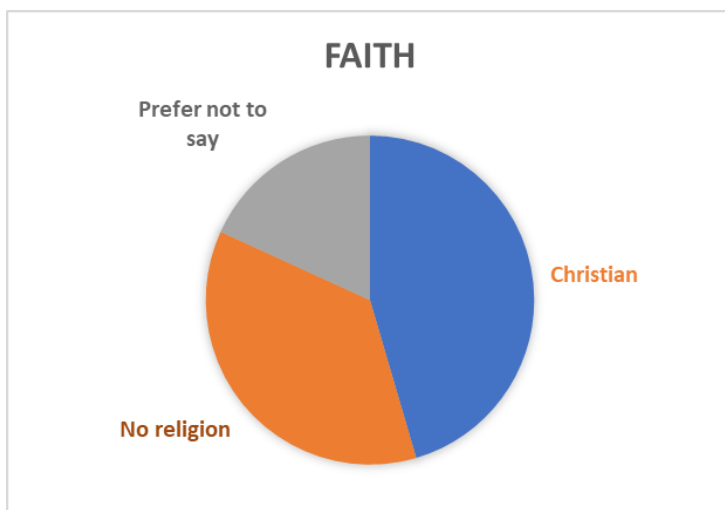
3



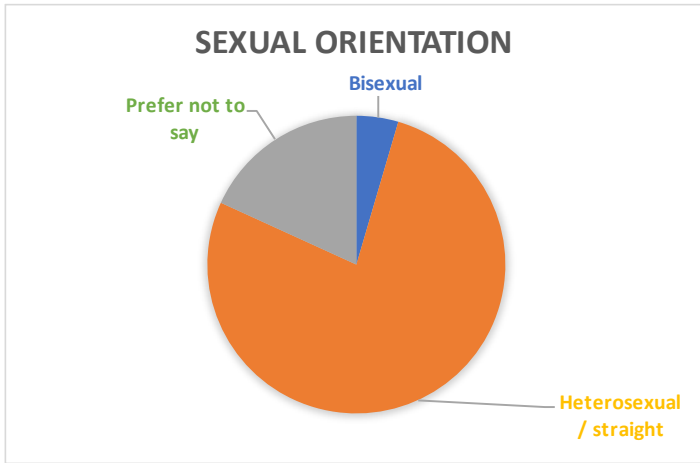
4



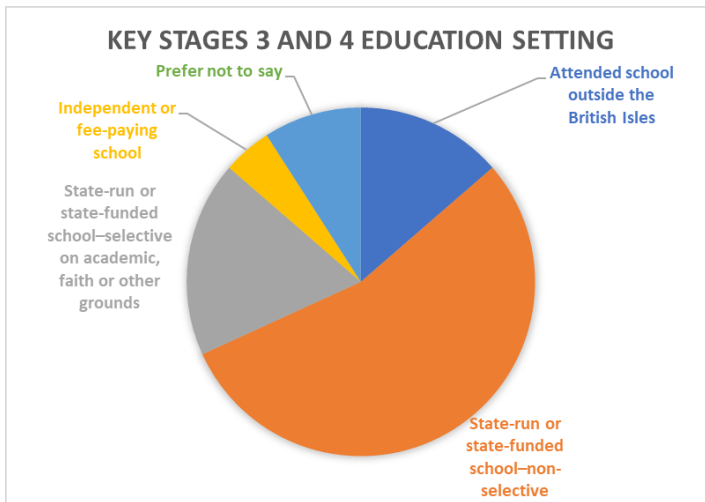
5



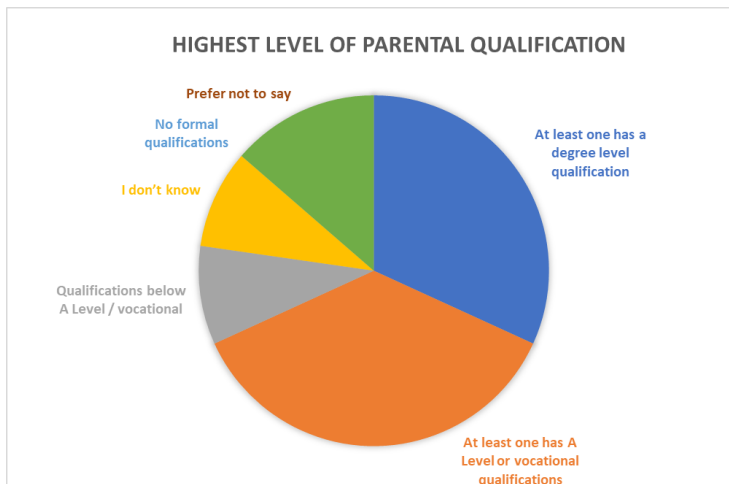
6



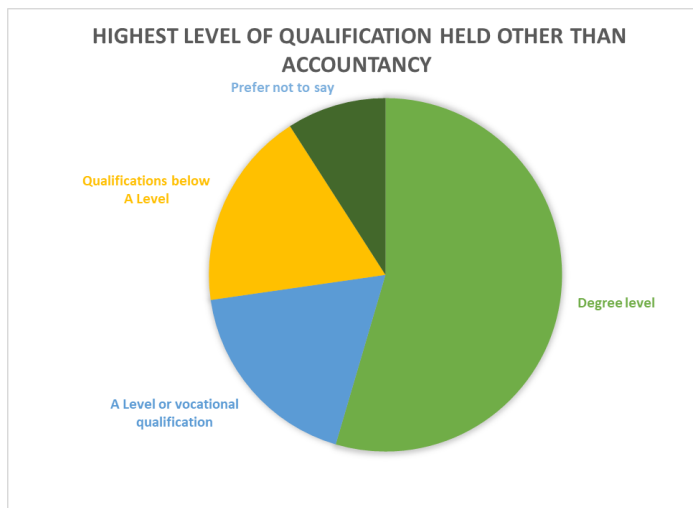
7



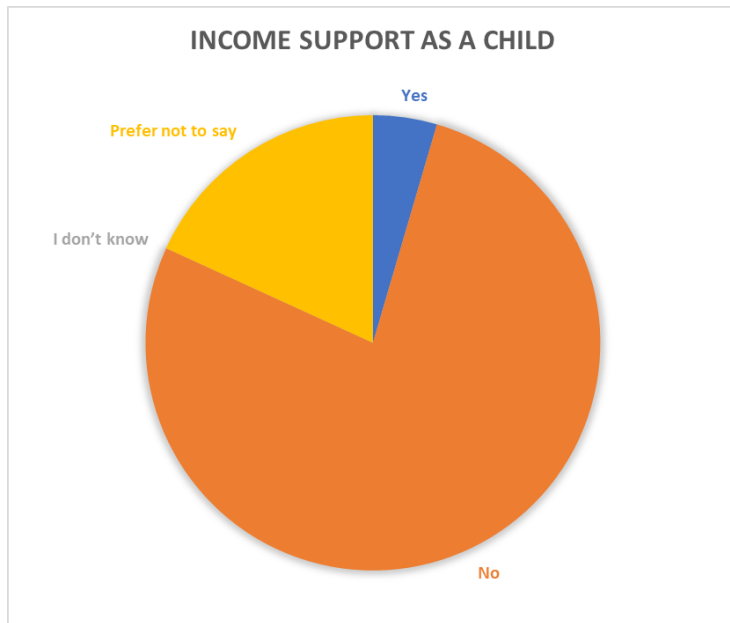
8



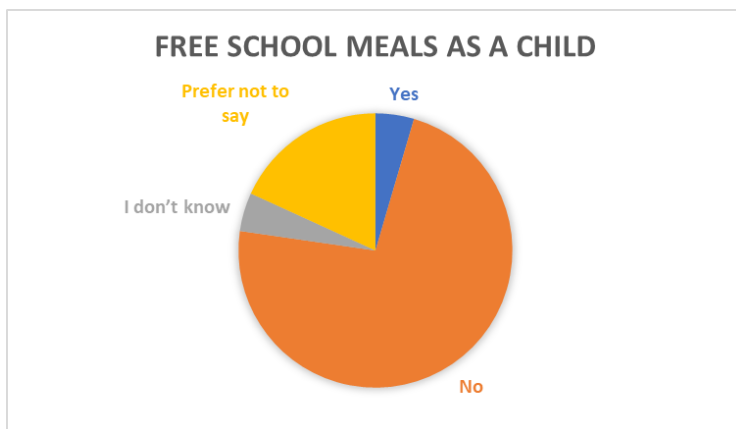
9



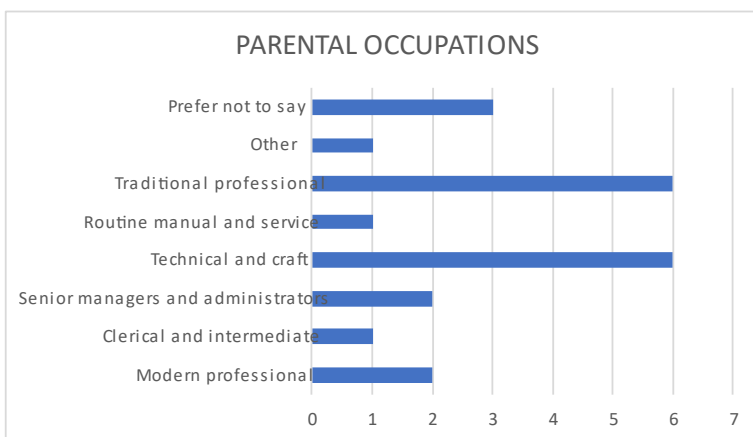
10



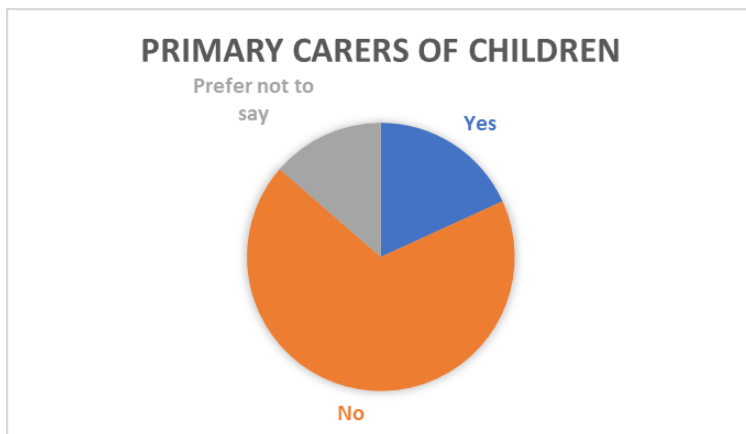
11



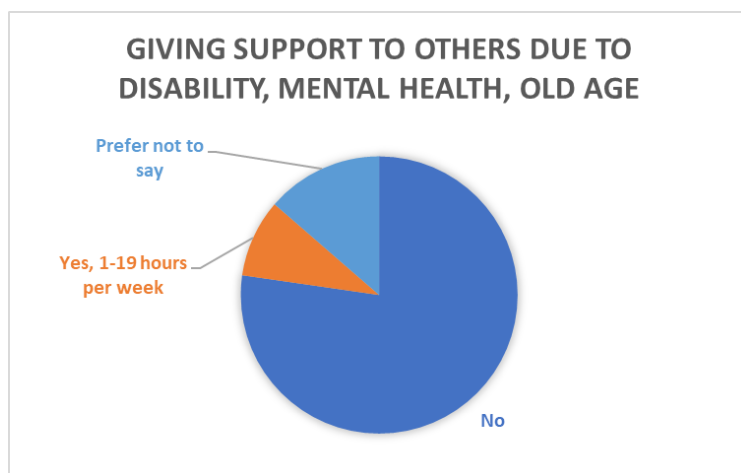
12



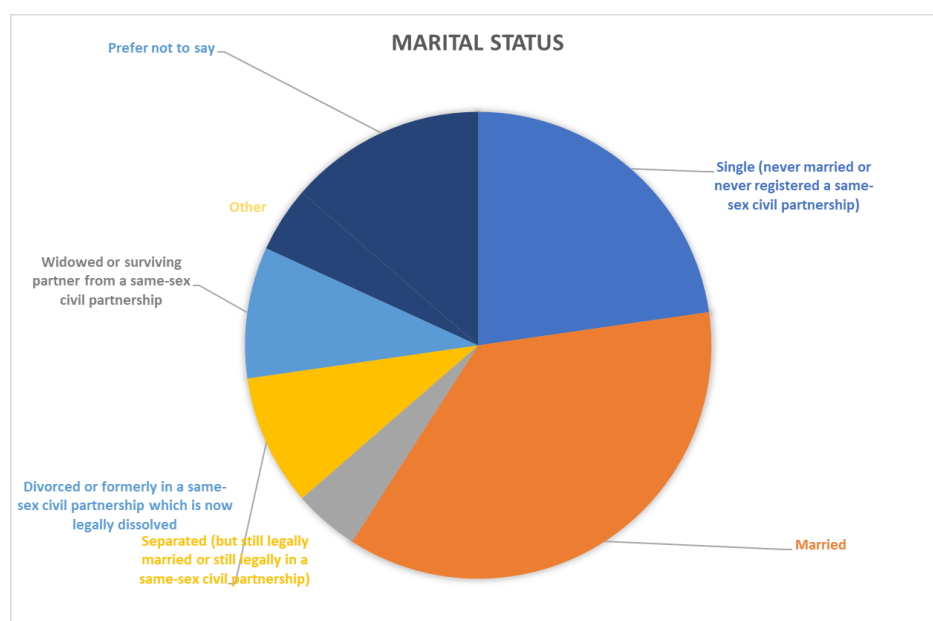
13



14



15



### TAKEN MATERNITY OR PATERNITY LEAVE WITHIN LAST FIVE YEARS

