

## April 2025 ICAEW Diversity Report 2025

We are accredited by the Institute of Chartered Accountants as specialist probate accountants who can offer probate services. As part of this accreditation, we are required to publish a summary diversity report to demonstrate our commitment to employing people regardless of their background.

As a firm we have always been committed to employing the best people for the job – regardless of race, religious belief, sex or sexuality or disability and we believe we succeed fully in that goal. We are an inclusive employer and welcome people from all backgrounds – a reflection not just of the wider world but a real reflection of our own client base. The results of our most recent diversity survey as of March 2025 are as follows:

- Carbon Accountancy Limited employs 23 staff in total, and the number is growing
- We cover a wide range of ages, with individuals aged from about 20 years old to around 68 years old.
- Almost 55% of our staff are female.
- We have a wide range of cultures in the firm, from British and Irish white, European to Middle Eastern, and Asian.
- We have a wide range of religious faiths and non-religious staff, and we aim to provide assistance in helping staff to celebrate their own special days during the year.
- Our staff members include those from the LGBT community.
- Many of our staff were educated outside the UK, and most are graduates. We always aim to support our staff so that they can attain the best professional standards and develop, both as employees and as individuals.

As part of our commitment to our employees, we offer flexi time – whether it is to enable trainees to study, parents to deal with the practicalities of family life and school runs or whether it is to enable staff to observe religious traditions like Ramadan when working early mornings can be harder. Our approach to flexi time is to try to enable staff to get a genuine work/life/study balance, whatever the reason might be and without worrying about having to be at the office for 9am – life no longer works like that!

**John Leyden FCA**  
**CEO**

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Authorised by the Institute of Chartered Accountants in Ireland (ICAI) to carry out company audit work in the UK.  
Authorised by the Institute of Chartered Accountants in England and Wales to carry out the reserved legal service of non-contentious probate in England & Wales.

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