

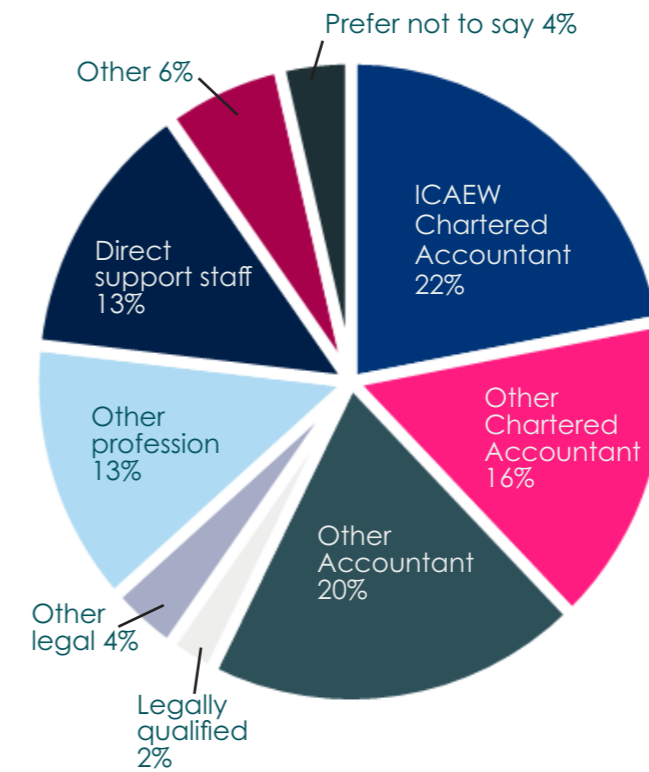
Diversity and equality

Results from our 2023
employee diversity survey

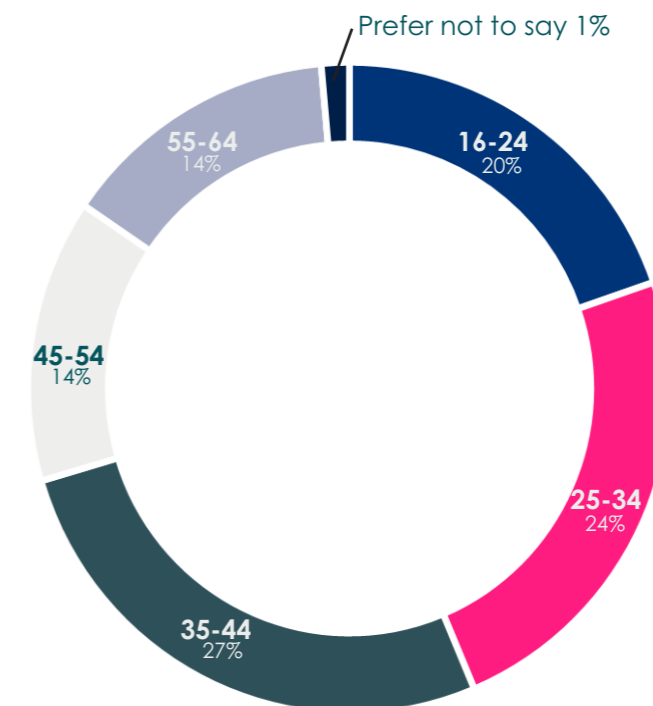
Having completed the Diversity Survey for 2023, we had an impressive response rate of 71%. From analysing these results we employ a broad range of different ages from 16 to over 65 with the majority being aged between 35-44. We have a slightly higher number of female staff. The majority of staff are married with around 26% of staff having children under the age of 18.



Q1 About you

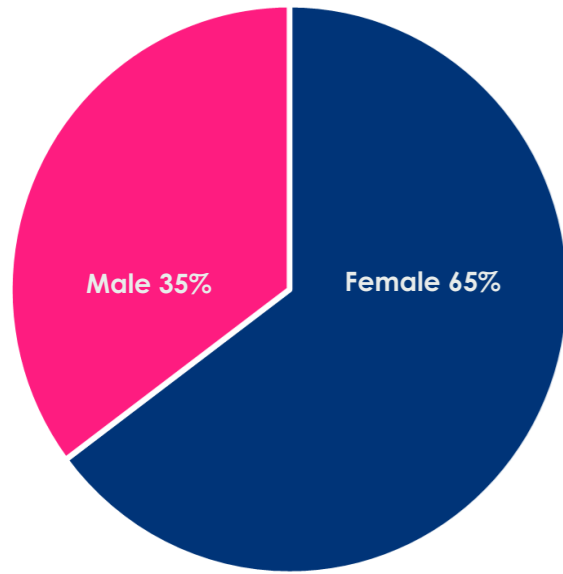


Q2 Age



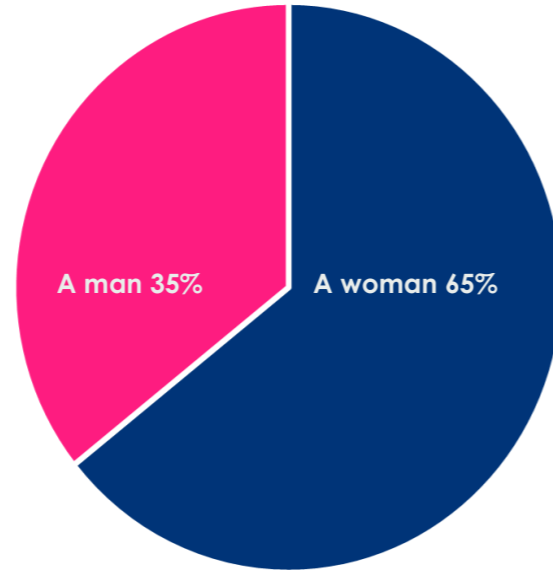
Q3a Sex/Gender

What is your registered sex at birth?



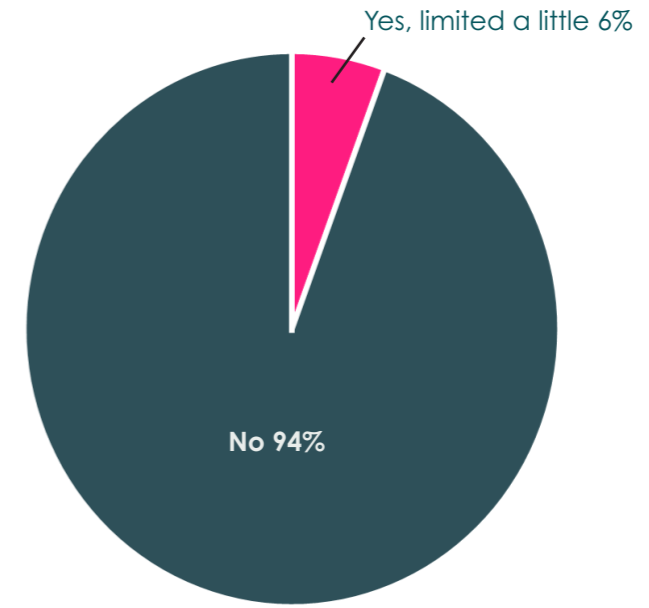
Q3b Sex/Gender

Which gender do you identify with?



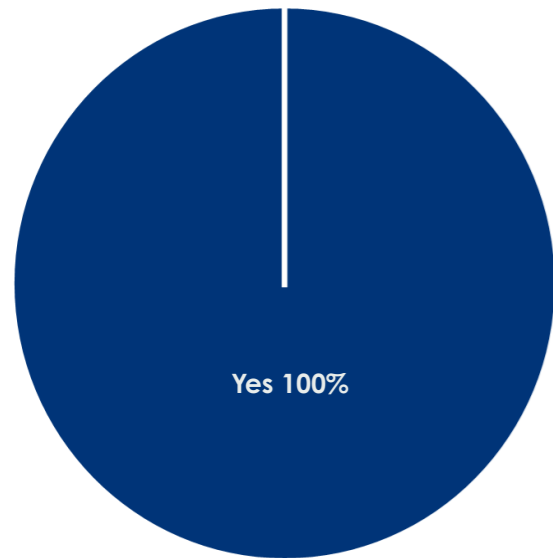
Q4b Disability

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?



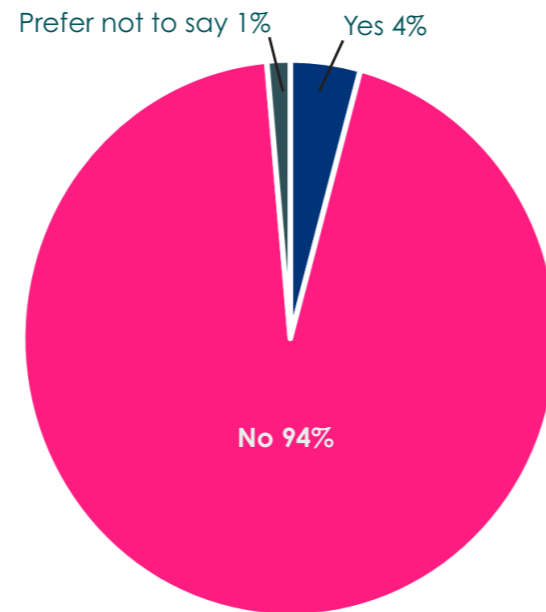
Q3c Sex/Gender

Is the gender you identify with the same as your sex registered at birth?



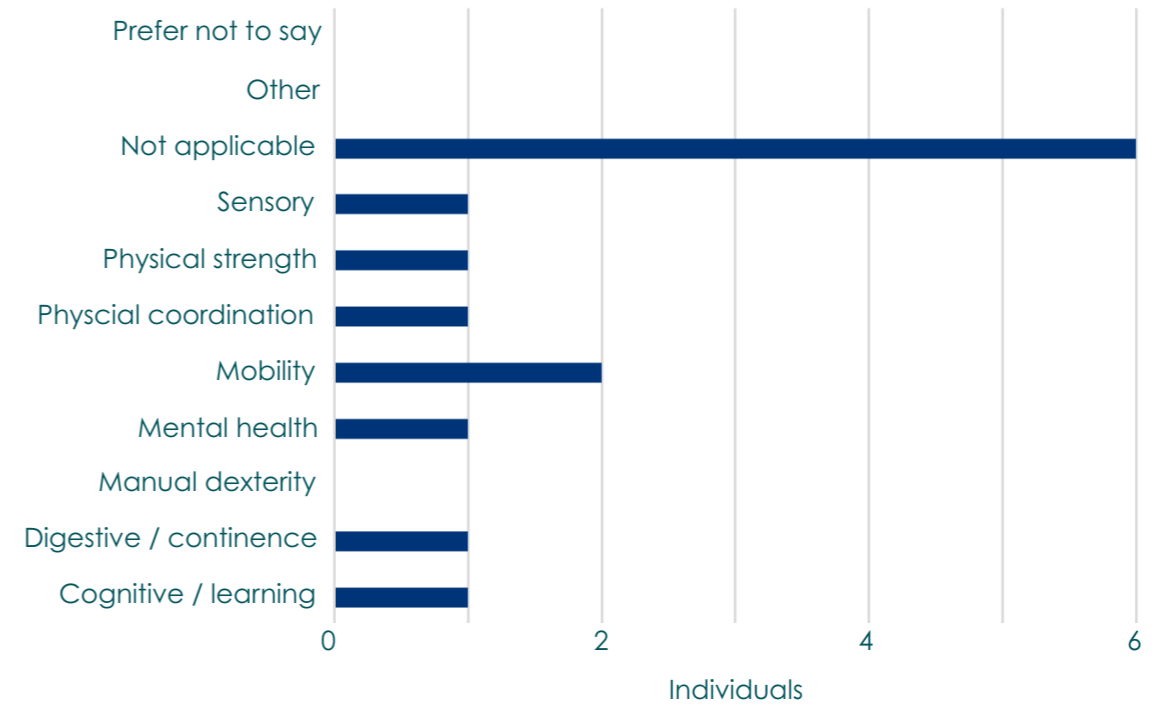
Q4a Disability

Do you consider yourself to have a disability according to the definition in the Equality Act?

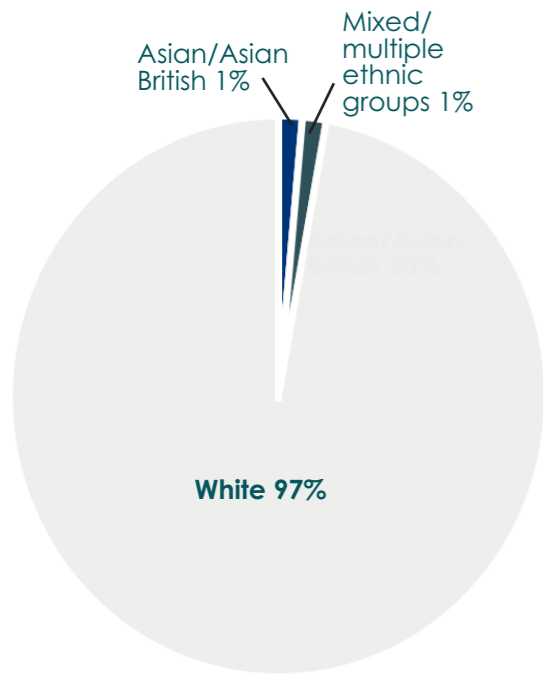


Q4c Disability

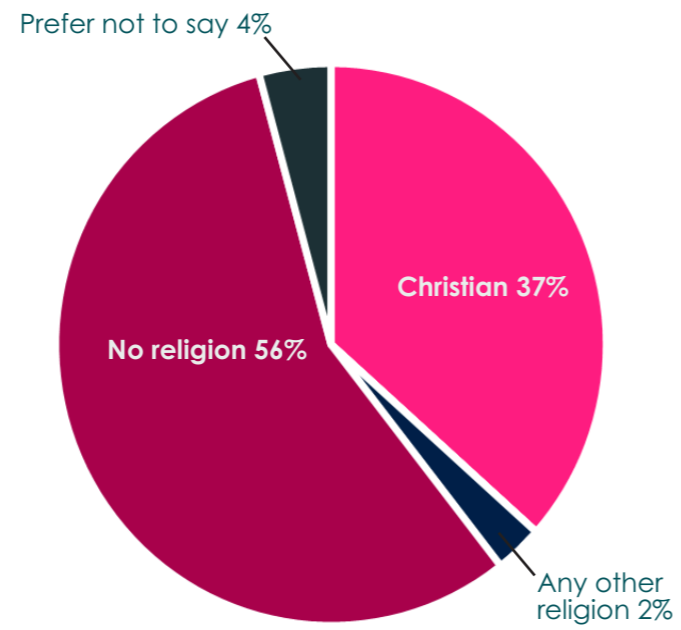
If you have answered "Yes" to any of the previous two questions please identify which of the below health problems or disabilities apply?



Q5 Ethnic group

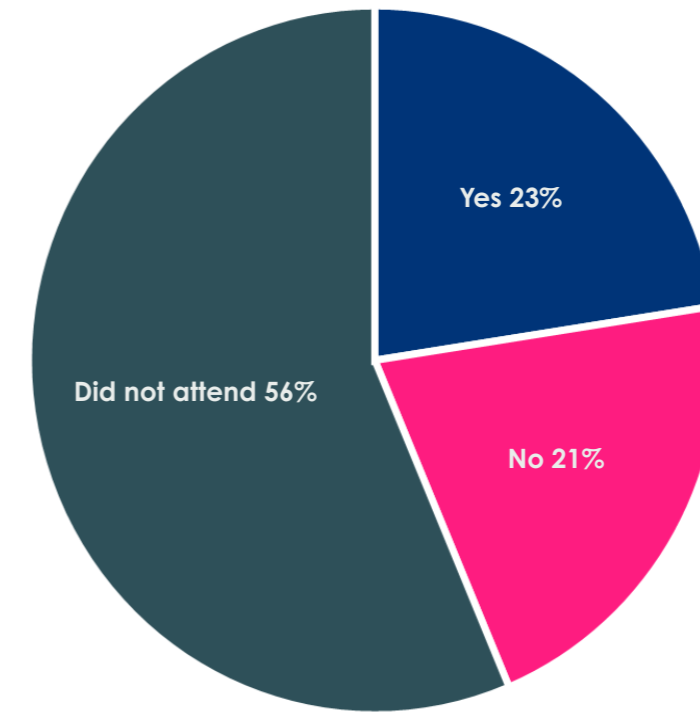


Q6 Faith

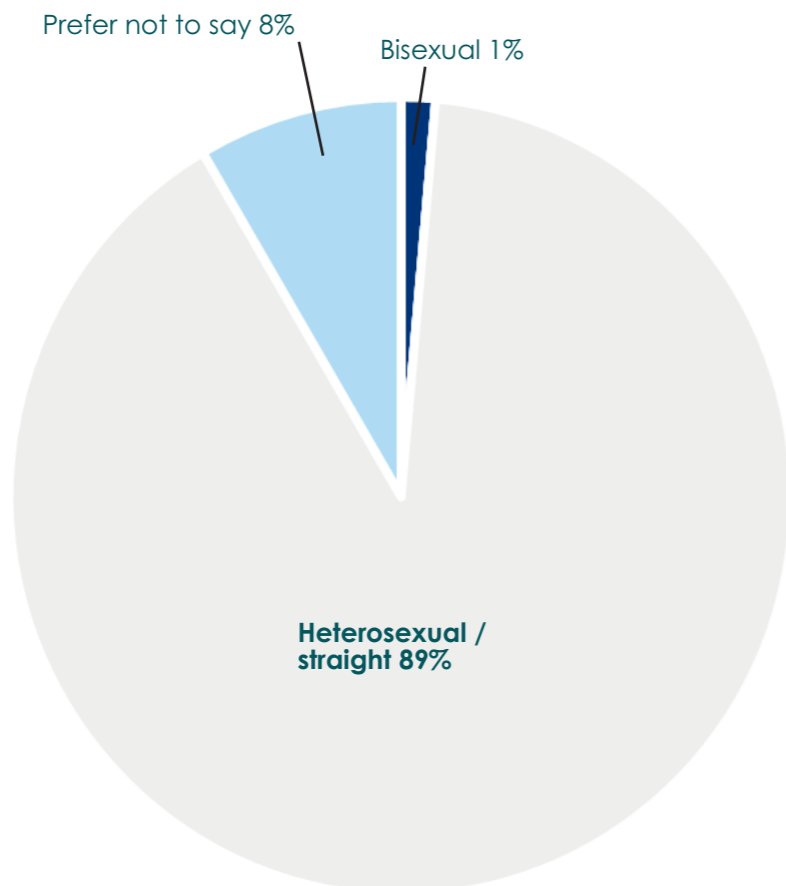


Q8a Socio-economic background

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?

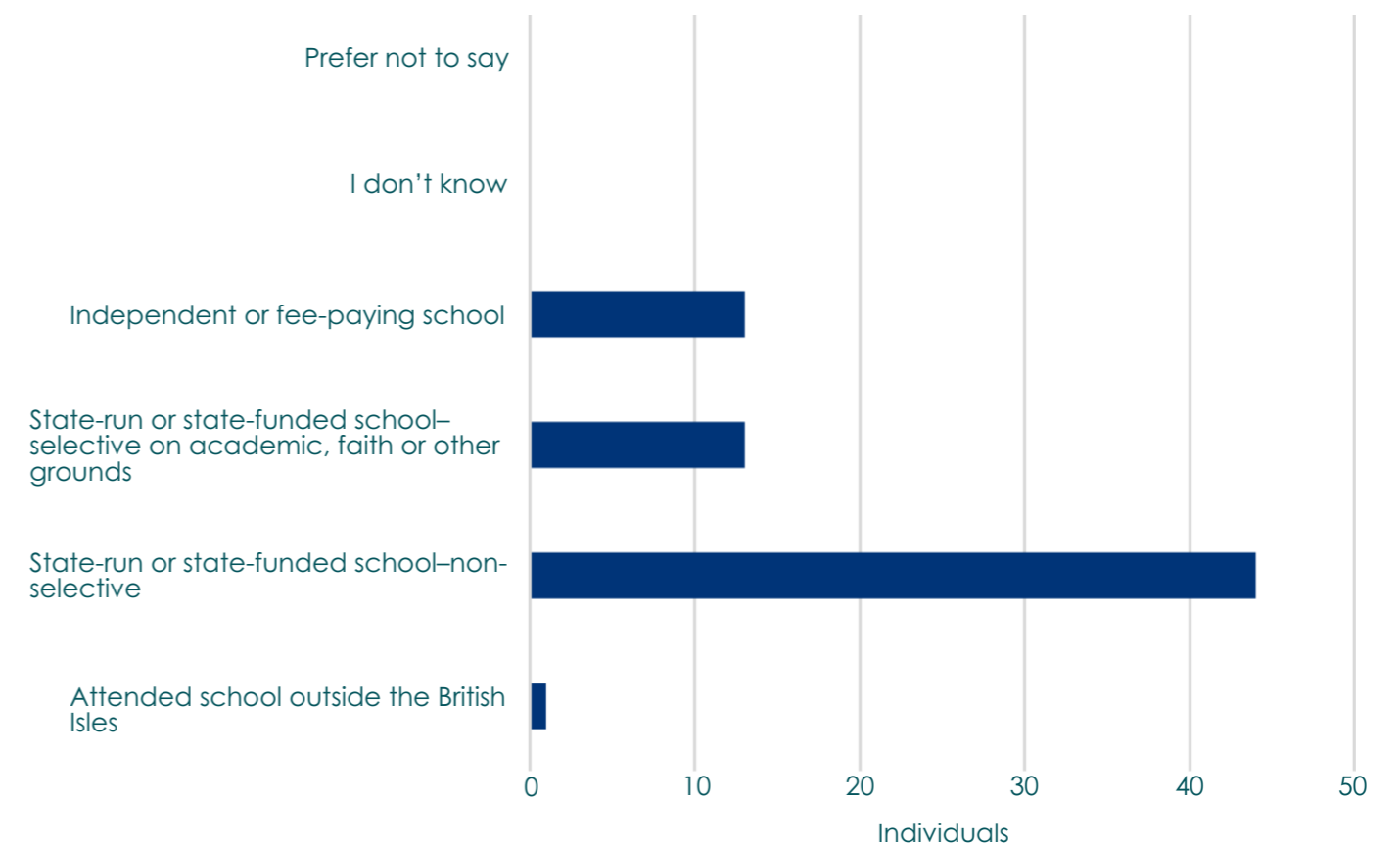


Q7 Sexual orientation



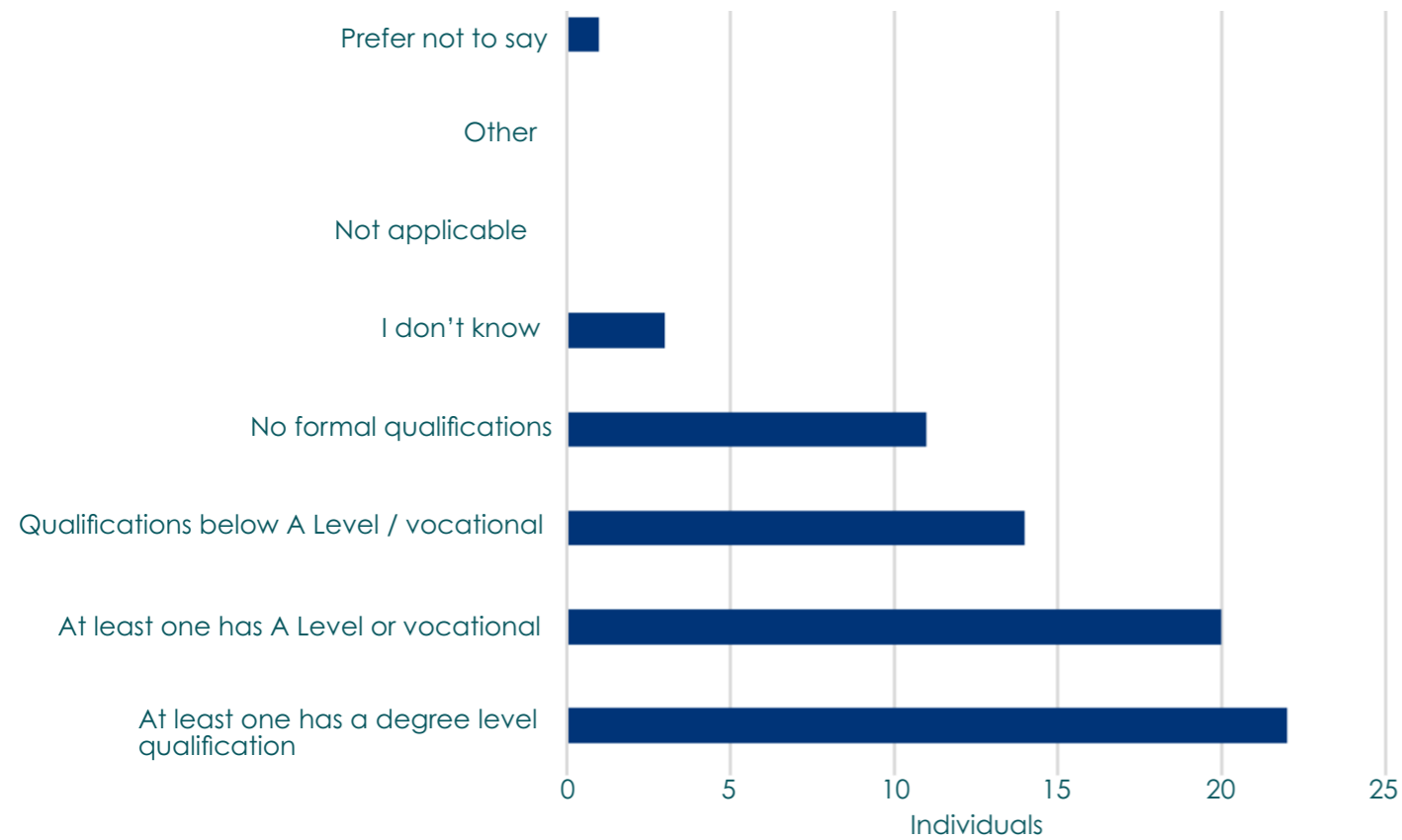
Q8b Socio-economic background

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



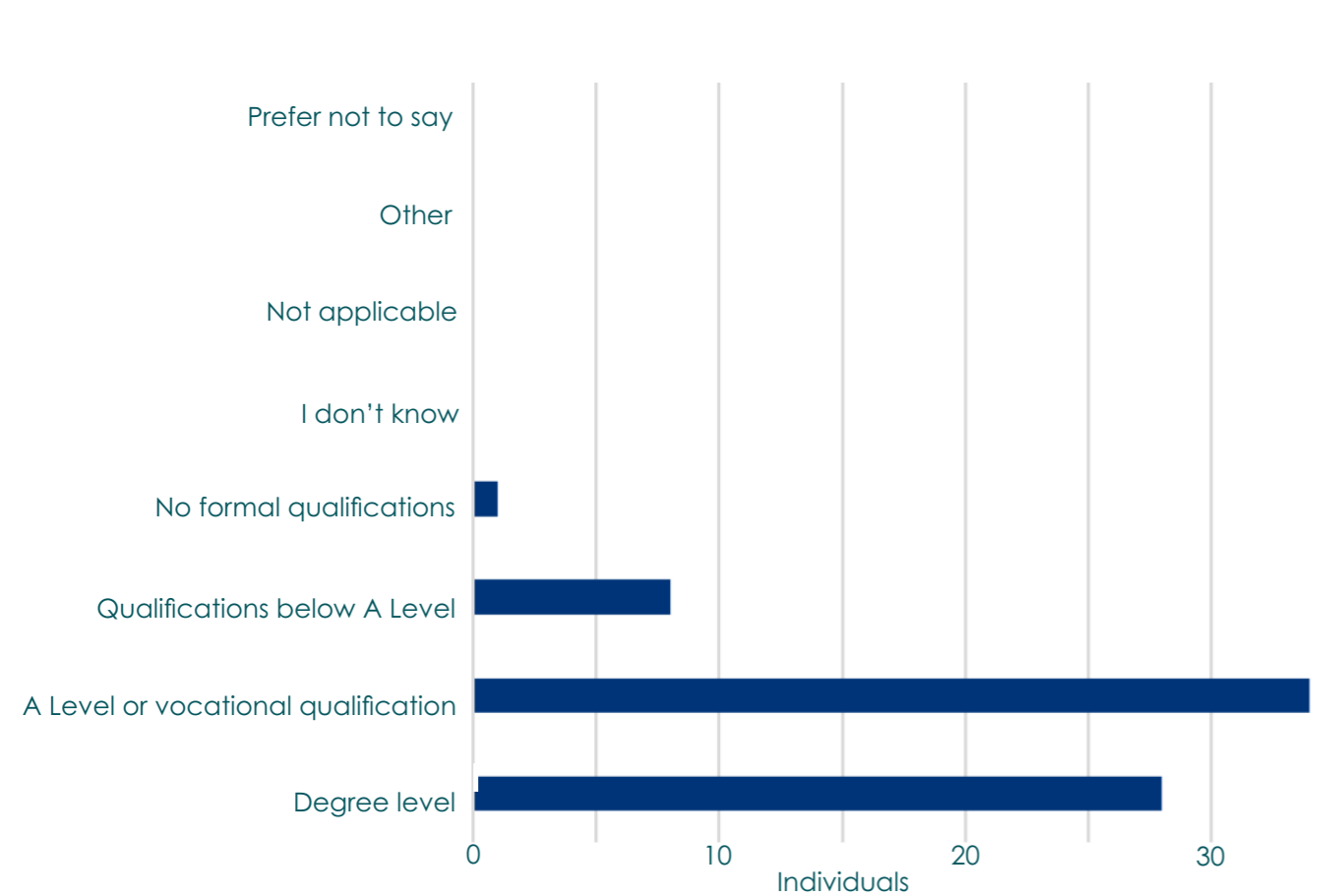
Q9a Social mobility

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



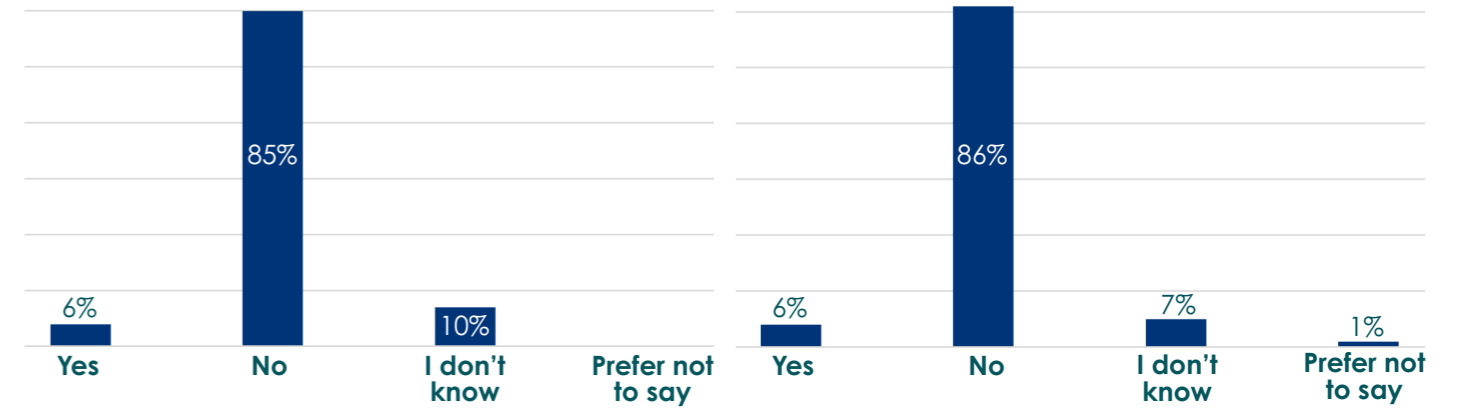
Q9b Social mobility

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



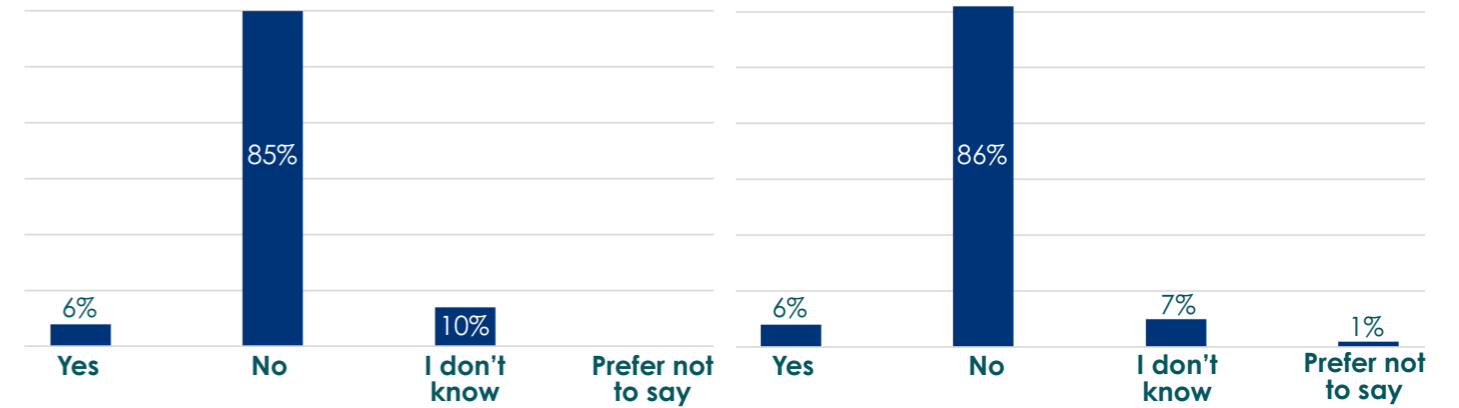
Q9c Social mobility

Did either (or both) of the following apply at any point during your school years? i. Did your household received income support?



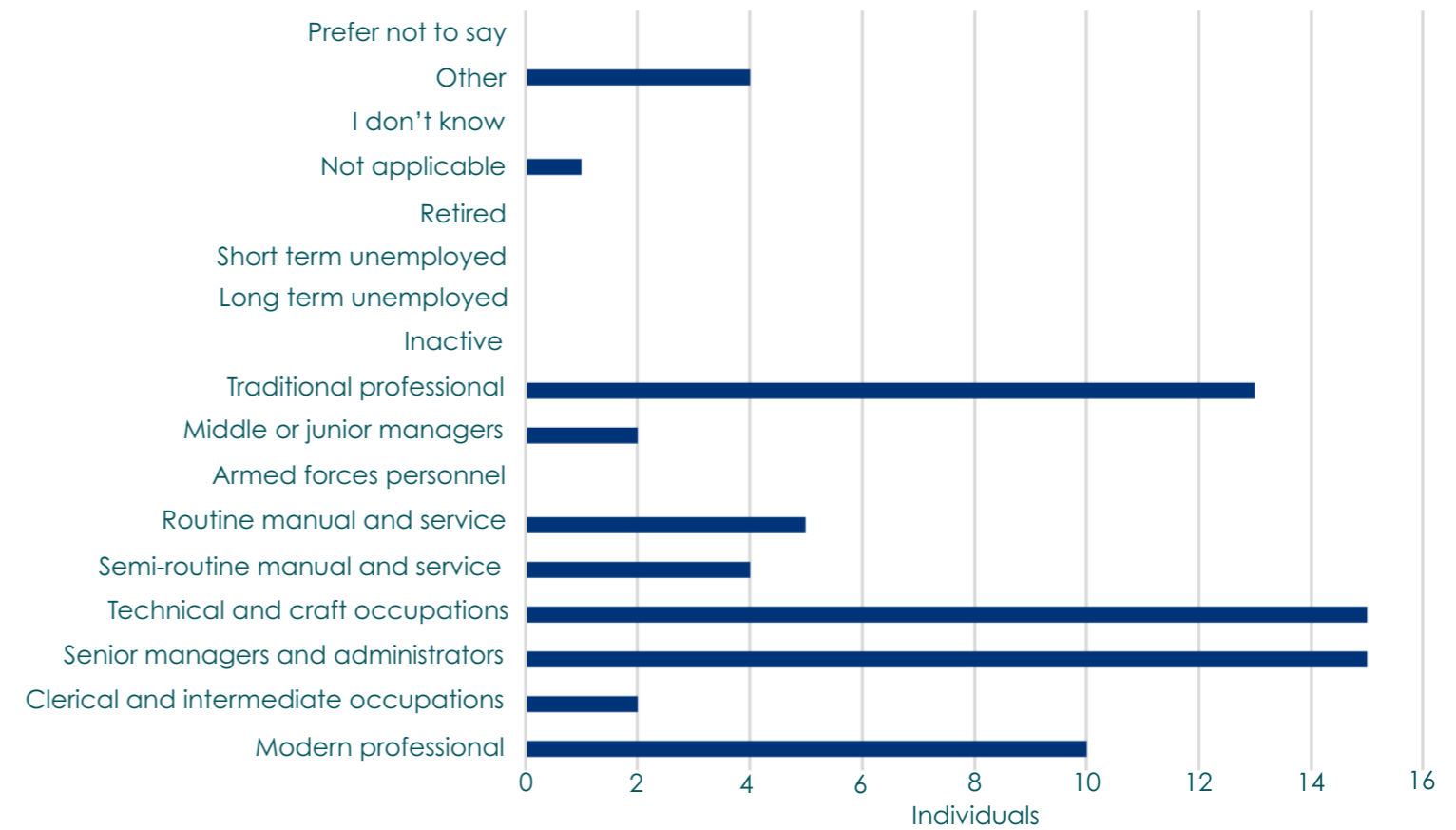
Q9c ii. Social mobility

Were you entitled to free school meals?



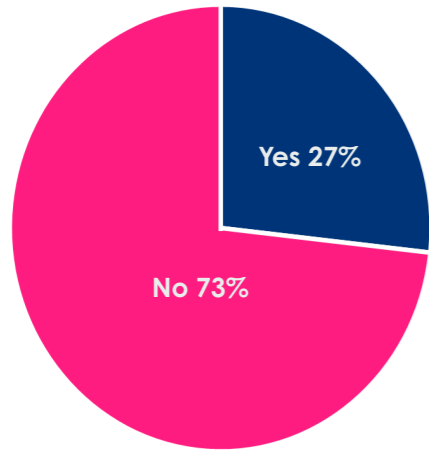
Q9d Social mobility

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?



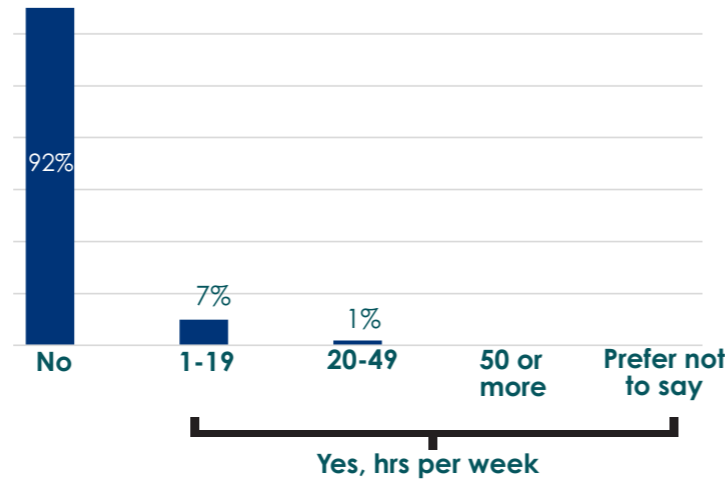
Q10a Caring responsibilities

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



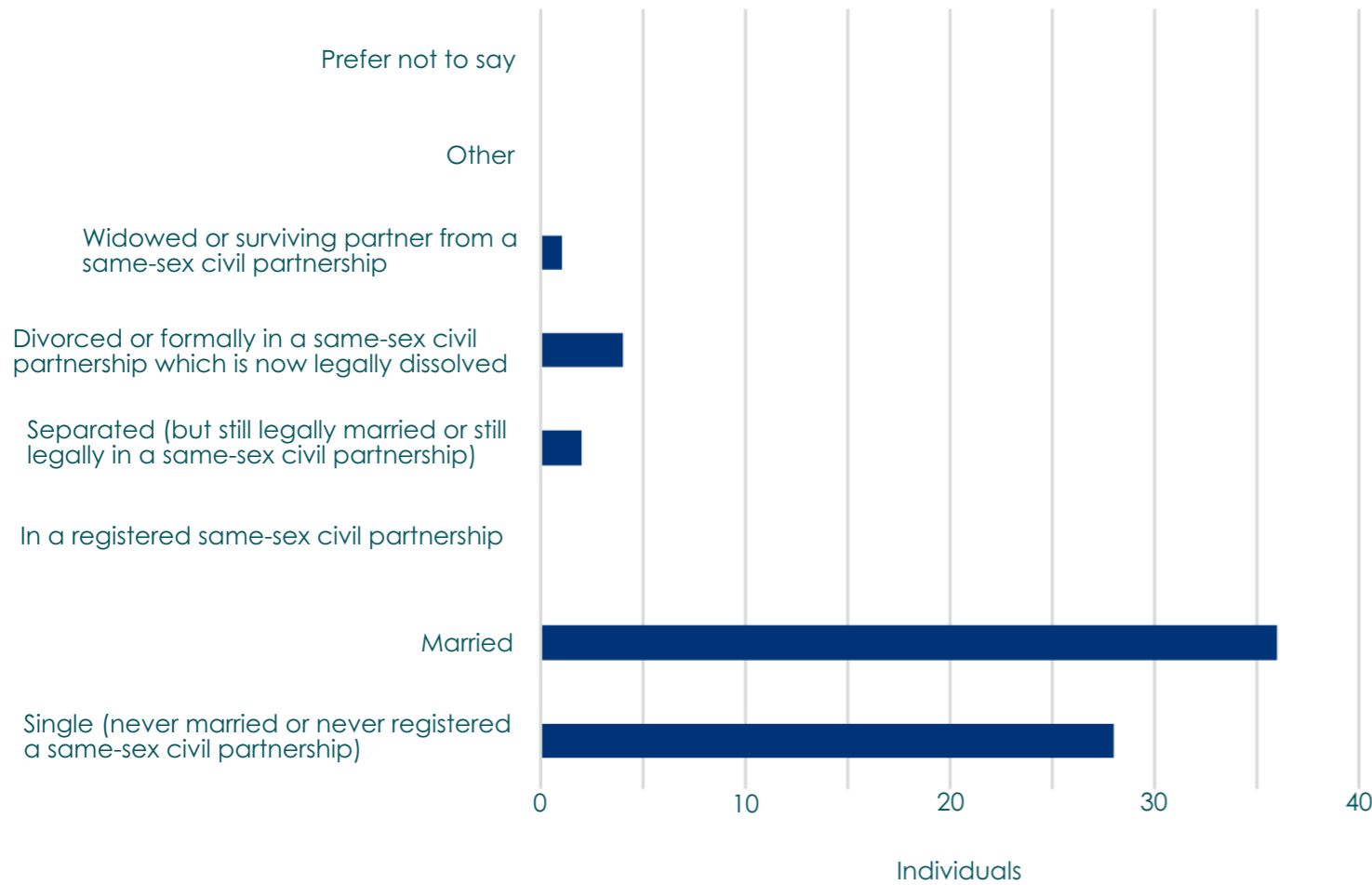
Q10b Caring responsibilities

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 related problems



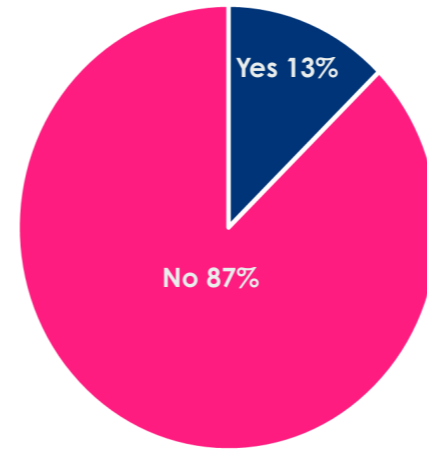
Q11 Marital status

What is your marital or civil partnership status?



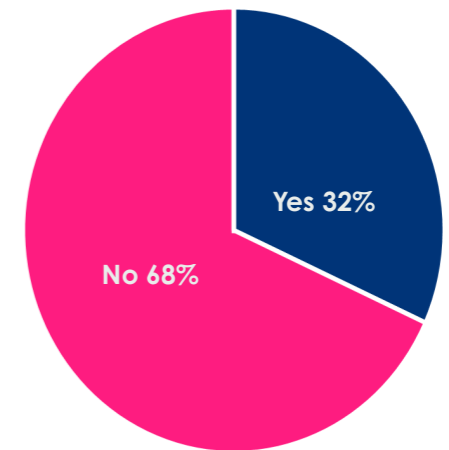
Q12a Maternity

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



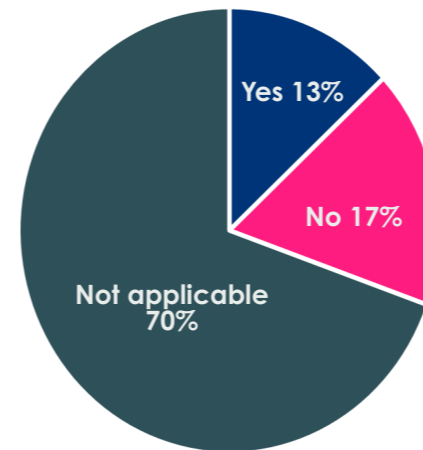
Q12b i. Maternity

If yes: Did you return to your current employer after the leave?



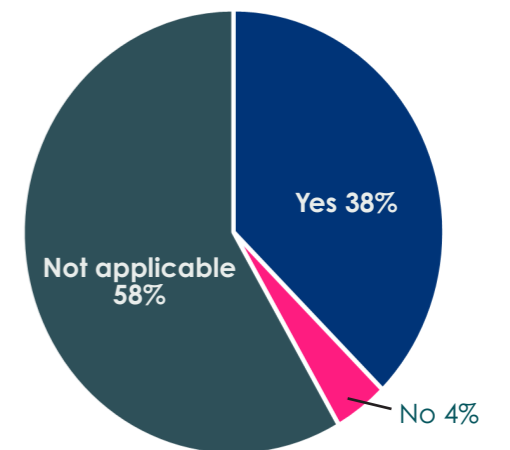
Q12b ii. Maternity

Did your current employer give you additional leave for ante-natal appointments?



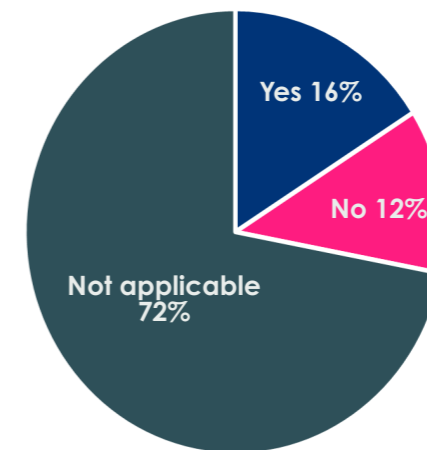
Q12b iii. Maternity

If yes: Did you return to your current employer after the leave?



Q12b iv. Maternity

Has the ability to work from home been an important aide in your return to work?



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