ED&I SURVEY- 21-22-23

STATISTICS REPORT

oakleaf
G R O U P

Over the course of 20 months, we monitored our staff population on various strands of diversity.

A link to a carefully curated survey was sent out to the whole business. This survey included questions relating to protected groups within ED&I and the results were then collated and compared, year on year across three periods – July 21, Dec 2, July 22, and Feb 23.

Whilst all the statistics presented here give a very good indication of the diversity within our teams, they do not provide a totally exhaustive picture because the survey was a voluntary exercise. You can see the completion rates in the table below:

	% completed
Feb-23	66%
Jul-22	78%
Dec-21	82%
Jun-21	85%

Gender

	Female	Male	Non binary	Identify as trans
Feb-23	68%	31%	2%	2%
Jul-22	59%	41%	0%	1%
Dec-21	59%	41%	0%	0%
Jul-21	70%	28%	2%	2%

Do you have a disability?

	Yes
Feb-23	12%
Jul-22	7%
Dec-21	2%
Jul-21	4%

Type of disability

	Mental health condition	Long standing, chronic or fluctuating condition,	Specific learning difficulty,	Speech Impairment	Autism spectrum condition	Deaf or hearing loss	Other
Feb-23	33%	8%	8%	0%	0%	15%	36%
Jul-22	17%	4%	9%	0%	4%	0%	65%
Dec-21	13%	0%	25%	0%	0%	0%	63%
Jul-21	0	0	0	14%	14%	0%	71%

Ethnicity

	White British	White Irish	White Other	Black British - Caribbean	Black British-African	Asian, British - Indian	Other Asian back ground	Chinese	Other Mixed Back ground	Other ethnic back ground	Prefer not to say
Feb-23	86%	0%	7%	2%	2%	0%	0%	2%	0%	0%	2%
Jul-22	70%	3%	9%	9%	1%	1%	1%	0%	0%	1%	4%
Dec-21	81%	0	7%	5%	2%	2%	0%	2%	0%	2%	0
Jul-21	83%	0	4%	4%	0	0	0	0	2%	4%	2%

Age Group

	Age 16-21	Age 22-25	Age 26-30	Age 31-40	Age 41-50	Age 51-60	Age 65+
Feb-23	3%	19%	17%	34%	20%	5%	2%
Jul-22	3%	14%	30%	29%	19%	0%	0%
Dec-21	2%	17%	24%	32%	3%	3%	0%
Jul-21	0	4%	33%	30%	28%	4%	0%

Orientation

	Heterosexual/ straight	Bisexual	Gay/ lesbian	Prefer not to say
Feb-23	90%	7%	3%	0%
Jul-22	93%	0%	6%	1%
Dec-21	92%	0%	7%	2%
Jul-21	89%	2%	7%	0

Belief

	No religion	Christian	Muslim	Hindu	Jewish	Non religious belief	Other
Feb-23	64%	32%	2%	0%	2%	0%	0%
Jul-22	58%	33%	1%	1%	3%	0%	3%
Dec-21	63%	29%	2%	0	3%	0%	3%
Jul-21	41%	48%	0	0	2%	7%	2%

Caring Responsibilities

	Yes
Feb-23	29%
Jul-22	32%
Dec-21	20%
Jul-21	28%