



2020 Diversity Statistics

31 August 2020



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Notes:

- 1) Data current as at 31 August 2020
- 2) Percentages may not add up to 100 due to rounding
- 3) Data only includes information that has been provided directly by individuals
- 4) Three new social mobility questions were introduced on our HR system in April 2019 and we are working on driving up completion rates

Gender

Job Level	Male	Female
Apprentice	33%	67%
1	12%	88%
2	20%	80%
3	21%	79%
4	35%	65%
5	38%	62%
6	63%	38%
Grand Total	22%	78%

Gender identity

Job Level	Cisgender	Trans	Prefer to self-describe	Prefer not to say	Not answered
Apprentice	67%	0%	0%	0%	33%
1	79%	0%	2%	2%	17%
2	88%	0%	0%	1%	11%
3	89%	0%	0%	3%	7%
4	88%	0%	1%	1%	9%
5	100%	0%	0%	0%	0%
6	100%	0%	0%	0%	0%
Grand Total	88%	0%	0%	2%	9%

Sexual orientation

Job Level	Heterosexual / Straight	Gay / Lesbian	Bisexual	Prefer to self-describe	Prefer not to say	Not answered
Apprentice	67%	0%	0%	0%	0%	33%
1	69%	2%	0%	2%	10%	17%
2	78%	4%	3%	2%	2%	11%
3	81%	6%	1%	0%	4%	7%
4	80%	6%	0%	0%	6%	9%
5	100%	0%	0%	0%	0%	0%
6	88%	0%	0%	0%	13%	0%
Grand Total	80%	5%	1%	1%	4%	9%

Disability

Job Level	Yes, I have a disability	No, I don't have a disability	Prefer not to say	Not answered
Apprentice	0%	67%	0%	33%
1	2%	81%	0%	17%
2	7%	81%	1%	11%
3	3%	87%	2%	8%
4	1%	86%	0%	13%
5	8%	85%	0%	8%
6	0%	100%	0%	0%
Grand Total	4%	85%	1%	10%

Faith / Belief

Job Level	No religion	Buddhist	Christian	Hindu	Jewish
Apprentice	33%	0%	0%	0%	0%
1	42%	2%	23%	2%	0%
2	49%	0%	27%	3%	1%
3	49%	1%	32%	2%	0%
4	45%	0%	28%	0%	3%
5	54%	0%	15%	0%	0%
6	75%	0%	25%	0%	0%
Grand Total	48%	0%	29%	2%	1%

Job Level	Muslim	Sikh	Other	Prefer not to say	Not answered
Apprentice	33%	0%	0%	0%	33%
1	4%	2%	6%	2%	17%
2	3%	1%	2%	3%	10%
3	1%	1%	1%	5%	8%
4	4%	0%	3%	7%	10%
5	0%	8%	8%	8%	8%
6	0%	0%	0%	0%	0%
Grand Total	2%	1%	2%	4%	10%

Race / Ethnicity

Job Level	Arab	Asian/Asian British - Bangladeshi	Asian/Asian British - Chinese	Asian/Asian British - Indian	Asian/Asian British - Pakistani
Apprentice	0%	17%	0%	0%	17%
1	0%	0%	0%	8%	4%
2	1%	2%	2%	6%	1%
3	0%	0%	0%	4%	0%
4	0%	1%	0%	3%	1%
5	0%	0%	0%	15%	0%
6	0%	0%	0%	0%	0%
Grand Total	0.1%	0.9%	0.4%	4.7%	0.9%

Job Level	Asian/Asian British - Other	Black/Black British - African	Black/Black British - Caribbean	Black/Black British - Other	Mixed - White and Black Caribbean
Apprentice	0%	17%	0%	0%	0%
1	2%	8%	0%	0%	0%
2	1%	2%	2%	0%	1%
3	1%	1%	1%	0%	1%
4	4%	0%	0%	0%	0%
5	8%	0%	0%	0%	0%
6	0%	0%	0%	0%	0%
Grand Total	1.3%	1.9%	0.9%	0.1%	0.9%

Job Level	Mixed - White and Black African	Mixed - White and Asian	Mixed - Other	Other	White - British
Apprentice	0%	0%	0%	0%	17%
1	0%	2%	2%	0%	42%
2	0%	1%	2%	0%	60%
3	0%	1%	1%	1%	75%
4	0%	1%	1%	0%	71%
5	0%	0%	0%	0%	77%
6	0%	0%	0%	0%	75%
Grand Total	0.0%	0.9%	1.4%	0.3%	67.8%

Job Level	White - Irish	White - Other	Prefer not to say	Not answered
Apprentice	0%	0%	0%	33%
1	0%	15%	0%	17%
2	1%	9%	0%	10%
3	1%	4%	1%	8%
4	1%	7%	1%	6%
5	0%	0%	0%	0%
6	0%	25%	0%	0%
Grand Total	1.1%	6.6%	0.9%	9.0%

Social mobility: Eligible for Free School Meals (FSM) at any point

Job Level	Yes	No	Not applicable	Prefer not to say	Unknown	Not answered
Apprentice	17%	17%	17%	0%	17%	33%
1	8%	54%	4%	0%	15%	19%
2	6%	52%	4%	3%	7%	28%
3	12%	52%	2%	2%	3%	29%
4	14%	45%	1%	1%	3%	35%
5	15%	54%	0%	0%	15%	15%
6	0%	63%	38%	0%	0%	0%
Grand Total	10%	51%	3%	2%	5%	28%

Social mobility: Highest level of qualification by parents/guardians

Job Level	At least one has a degree level qualification	Qualifications below degree level	No formal qualifications	Other
Apprentice	0%	33%	0%	0%
1	27%	19%	6%	0%
2	27%	22%	6%	1%
3	25%	19%	8%	1%
4	19%	16%	10%	1%
5	46%	23%	0%	0%
6	50%	0%	50%	0%
Grand Total	26%	19%	8%	1%

Job Level	Don't know	Not applicable	Prefer not to say	Not answered
Apprentice	17%	0%	0%	50%
1	4%	2%	2%	40%
2	0%	1%	2%	40%
3	0%	1%	2%	45%
4	0%	1%	1%	51%
5	0%	0%	0%	31%
6	0%	0%	0%	0%
Grand Total	0%	1%	2%	44%

Social mobility: First generation to attend university

Job Level	No	Yes	Prefer not to say	Not applicable	Unknown	Not answered
Apprentice	0%	0%	0%	17%	50%	33%
1	37%	21%	2%	4%	4%	33%
2	28%	28%	1%	1%	5%	36%
3	27%	32%	2%	1%	2%	37%
4	26%	30%	1%	0%	1%	41%
5	54%	31%	0%	0%	0%	15%
6	50%	50%	0%	0%	0%	0%
Grand Total	29%	30%	1%	1%	3%	36%