DIVERSITY & INCLUSION

REPORT

CANDIDATE DEMOGRAPHICS

SAMPLE 2022

Prepared For :

SAMPLE

Inclusion Crowd

20-22 Wenlock Road
London, N1 7GU

INTRODUCTION

This monthly report will analyse the diversity and background factors, of the candidates applying for [JOB ROLE]

All candidates have been sent an explainer video outlining the following:

- Inclusion Crowd is separate to your organisation, and is therefore impartial

- Candidate provide their details on a voluntary basis, and if they chose not to, it will not affect their application in any way

- The survey and questions are completely anonymous

- The reason for these questions, is to ensure transparency and fairness throughout the recruitment process

Candidates traditionally have concerns regarding the disclosure of their personal information, as they fear this may negatively impact their chances of securing the role, or being selected for interview.

By using an independent 3rd party organisation, candidates are able to trust that they will be treated fairly and they will not be disadvantaged in any way.

We work on developing trust with candidates, in order to enable their best performance at interview.

The questions have been designed around the 9 protected characteristics (Equality Act 2010) and also include social mobility and educational markers. This allows for a detailed analysis of your talent pipeline, as well as identifying areas of underrepresentation.

- Age
- Disability
- Gender Reassignment
- Marriage, Civil Partnership
- Pregnancy, Maternity
- Race
- Religion, Beliefs
- Sex
- Sexual Orientation
- Social Mobility markers
- Education markers

Diversity, Equity and Inclusion (DEI) has been on the agenda for many years but we don't seem to be making much progress!

It is taking far too long, for too many people across society and it is all down to our approach.

Change and transformation combined with performance management is key to success, this report supports:

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At the point of applying, how do you define yourself?

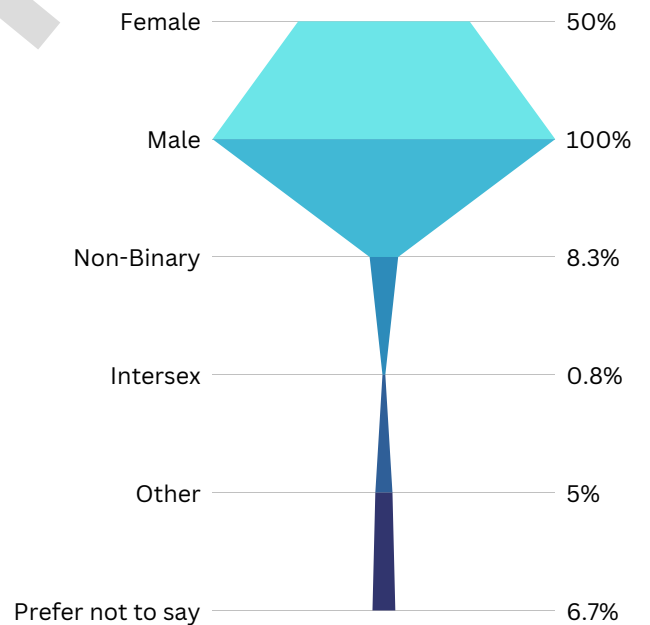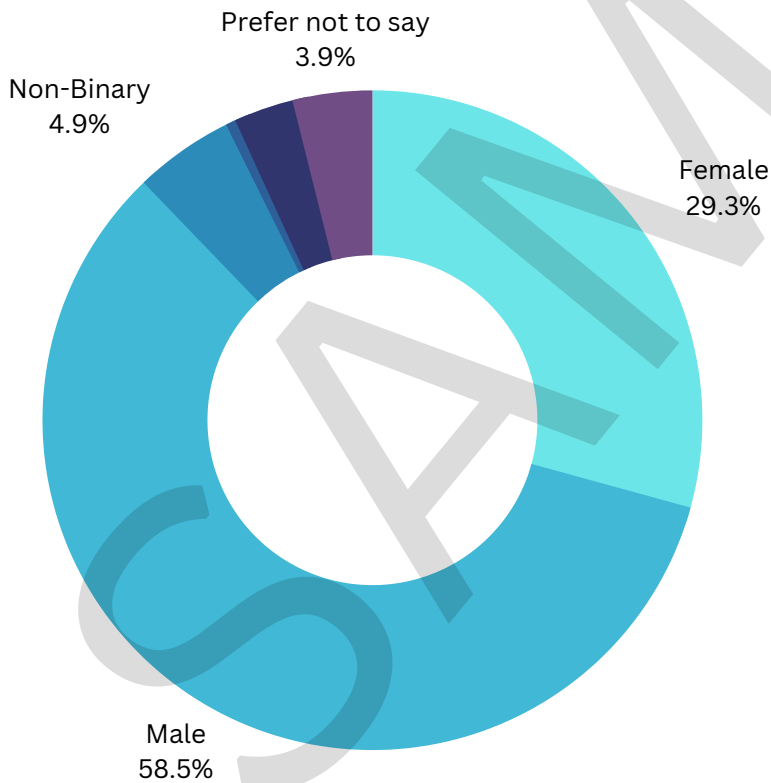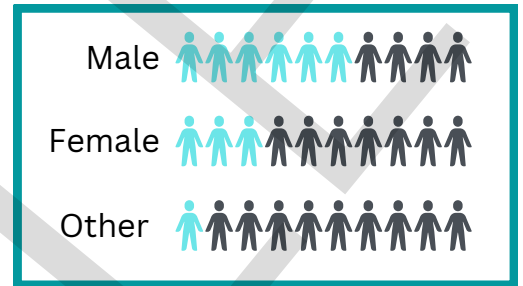| Answer Choices |
| --- |
| Female |
| Male |
| Non-binary |
| Intersex |
| Other |
| Prefer not to say |

If you prefer to use your own gender identity, please let us know.... [0]

CANDIDATE DEMOGRAPHICS

Male
Female
Other

Pie chart:
- Prefer not to say 3.9%
- Non-Binary 4.9%
- Female 29.3%
- Male 58.5%

Funnel chart:
- Female — 50%
- Male — 100%
- Non-Binary — 8.3%
- Intersex — 0.8%
- Other — 5%
- Prefer not to say — 6.7%

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

Answer Choices

Yes

No

Prefer not to say

CANDIDATE DEMOGRAPHICS

No
2%

Yes
97%

Yes

No

Yes

No

Prefer not to say

0   25   50   75   100

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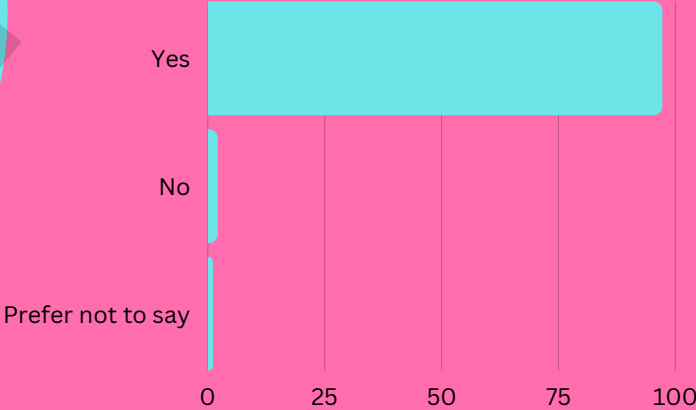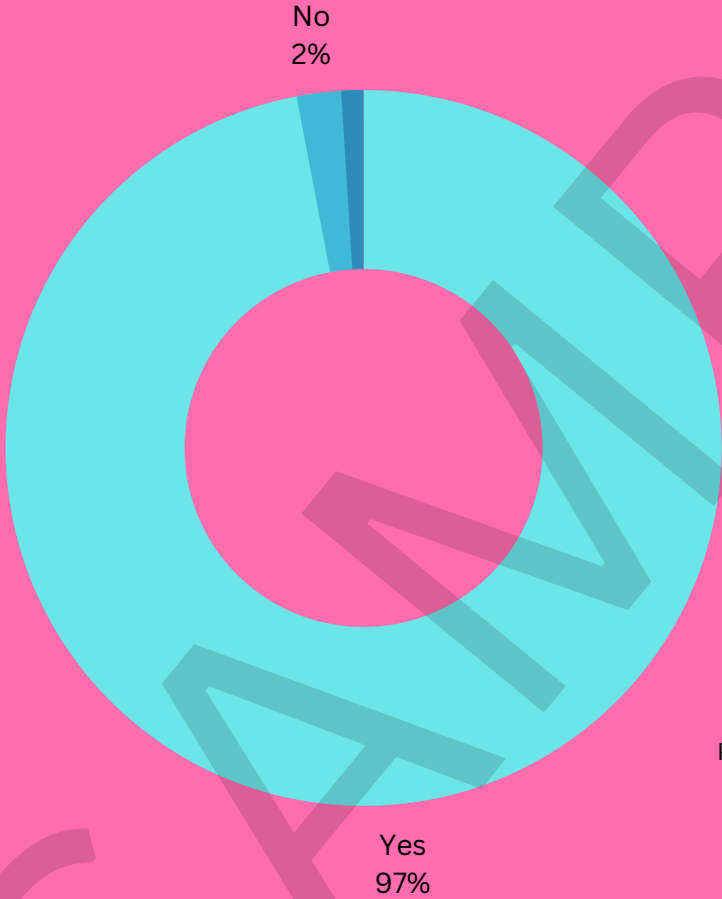
Age

Answer Choices
18-24
25-30
31-36
37-45
46-51
52-64
65+

AGE

CANDIDATE
DEMOGRAPHICS

46-51
10%

18-24
25%

37-45
15%

25-30
20%

31-36
30%

18-24	50%
25-30	100%
31-36	8.3%
37-45	0.8%
46-51	5%
52-64	6.7%
65+	0%
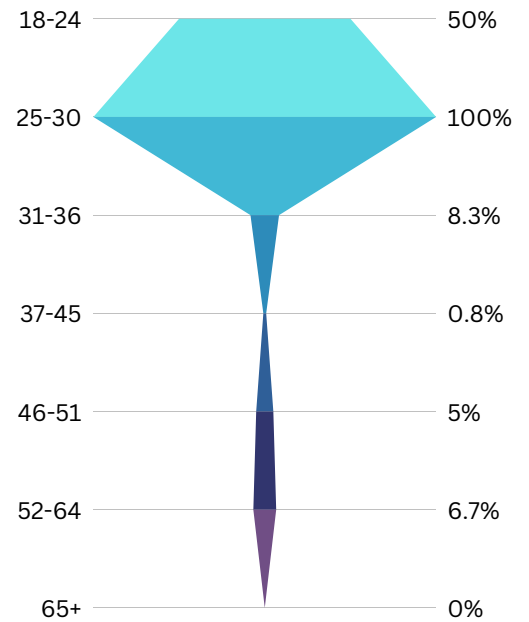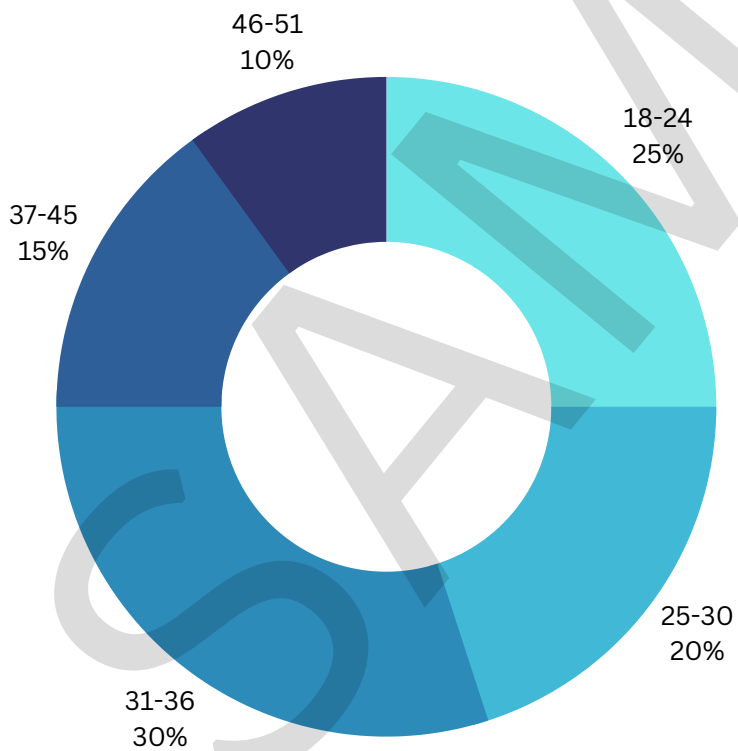
Sexual Orientation

Answer Choices
Gay/lesbian
Bi/bisexual
Hetrosexual/straight
Pansexual
Other
Prefer not to say

CANDIDATE DEMOGRAPHICS

Hetrrosexual

Gay/Lesbian

Other

Gay/Lesbian
1%

Hetrosexual/Straight
99%

Gay/Lesbian	1%
Bi/Bisexual	0%
Hetrosexual/Straight	100%
Pansexual	0%
Other	0%
Prefer not to say	0%
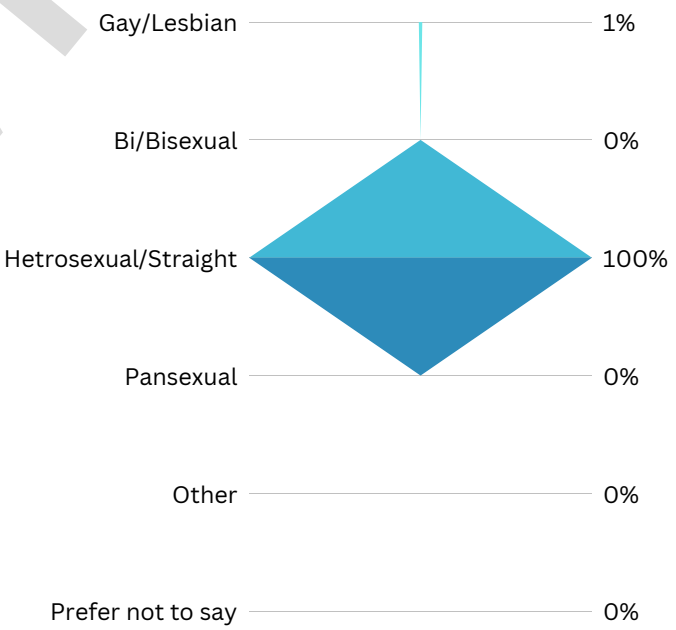
5. Disability

The Equality Act 2010 defines a disabled person as a person with a disability if: They have physical, sensory or mental impairment, which has lasted or is likely to land for at least 12 months.
AND
The impairment has a substantial and long-term adverse effect on their ability to carry out normal day-to-day activities. 'Substantial' meaning more than minor or trivial and 'normal day-to-day activities' include everyday actions like eating, washing, walking and shopping.

Applicants with a disability are invited to contact us in confidence at any point during your recruitment process, to discuss steps that could be taken to overcome operational difficulties presented by the job, or if any adjustments or support is required. Please contact us in confidence at applications@inclusioncrowd.com

Do you have a disability as defined by the Equality Act?

☐ Yes

☐ No

Yes 🧍🧍🧍🧍🧍🧍🧍🧍🧍🧍

No 🧍🧍🧍🧍🧍🧍🧍🧍🧍🧍

CANDIDATE DEMOGRAPHICS

No
2%

Yes
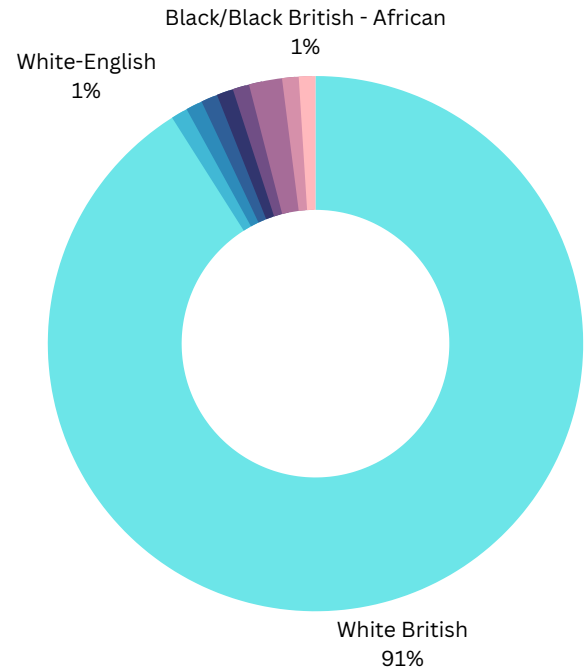98%

100

75

50

25

0

Yes   No
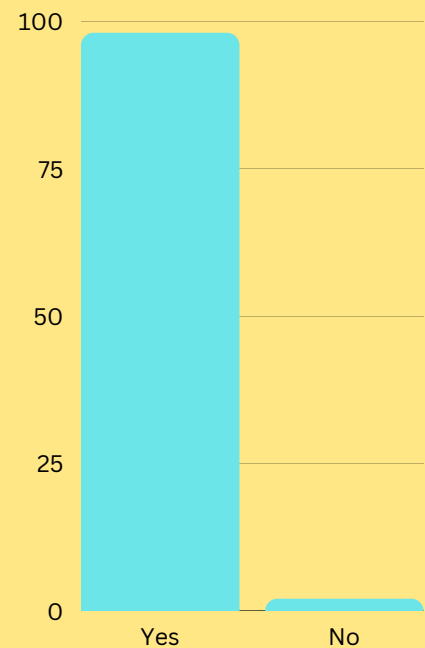
6. Ethnic Origin

(Relates to a sense of identity/belonging on the basis of race/culture, not place of birth or citizenship).
Do you describe yourself as:

- ☐ White British
- ☐ White-English
- ☐ White-Scottish
- ☐ White-Welsh
- ☐ White-Northern Irish
- ☐ White Irish
- ☐ White - Gypsy or Irish Traveller
- ☐ Other White background
- ☐ Mixed - White & Black Caribbean
- ☐ Mixed - White & Black African
- ☐ Mixed - White & Asian
- ☐ Other Mixed /multiple background

- ☐ Asian/Asian British - Indian
- ☐ Asian/Asian British - Pakistani
- ☐ Asian/Asian British - Bangladeshi
- ☐ Asian/Asian British - Chinese
- ☐ Other Asian background
- ☐ Black/Black British - African
- ☐ Black/Black British - Caribbean
- ☐ Other Black background
- ☐ Other Ethnic Groups - Arab
- ☐ Prefer not to say
- ☐ Another ethnic group not listed above (please state)

CANDIDATE DEMOGRAPHICS

White British	100%
White-English	1.1%
White-Scottish	1.1%
White-Welsh	1.1%
White-Northern Irish	1.1%
Mixed - White & Black Caribbean	0%
Mixed - White & Black African	0%
Mixed - White & Asian	1.1%
Black/Black British - African	0%
Black/Black British - Caribbean	1.1%
Other Black background	0%
Other Ethnic Groups - Arab	0%
Prefer not to say	0%

Black/Black British - African 1%
White-English 1%
White British 91%
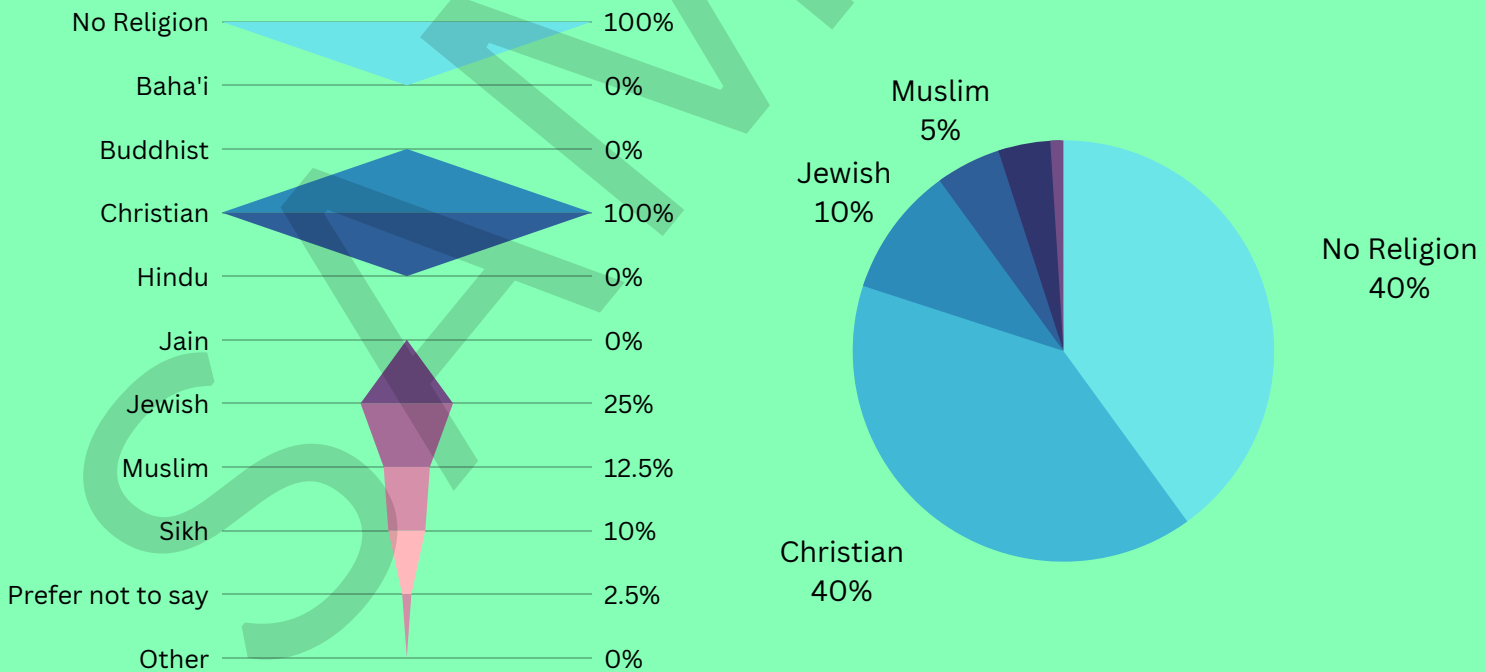
FAITH RELIGION BELIEF

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7. Faith

Which group do you most identify with

- ☐ No religion
- ☐ Baha'i
- ☐ Buddhist
- ☐ Christian
- ☐ Hindu
- ☐ Jain

- ☐ Jewish
- ☐ Muslim
- ☐ Sikh
- ☐ Prefer not to say
- ☐ Other (please specify):

CANDIDATE DEMOGRAPHICS

Group	Percentage
No Religion	100%
Baha'i	0%
Buddhist	0%
Christian	100%
Hindu	0%
Jain	0%
Jewish	25%
Muslim	12.5%
Sikh	10%
Prefer not to say	2.5%
Other	0%

Pie chart:
- Muslim 5%
- Jewish 10%
- No Religion 40%
- Christian 40%

8. Did you attend state or fee-paying school?

☐ State School

☐ Fee-paying School

9. Did you attend university?

☐ Yes

☐ No

CANDIDATE DEMOGRAPHICS

Fee-paying School
40%

State School
60%

Did not attend University
40%

Attended University
60%

■ Society ■ Candidates

Categories: LGBT+, Male, Female, Disability, Black, Asian, Ethnic Minority, State School, Fee-paying School
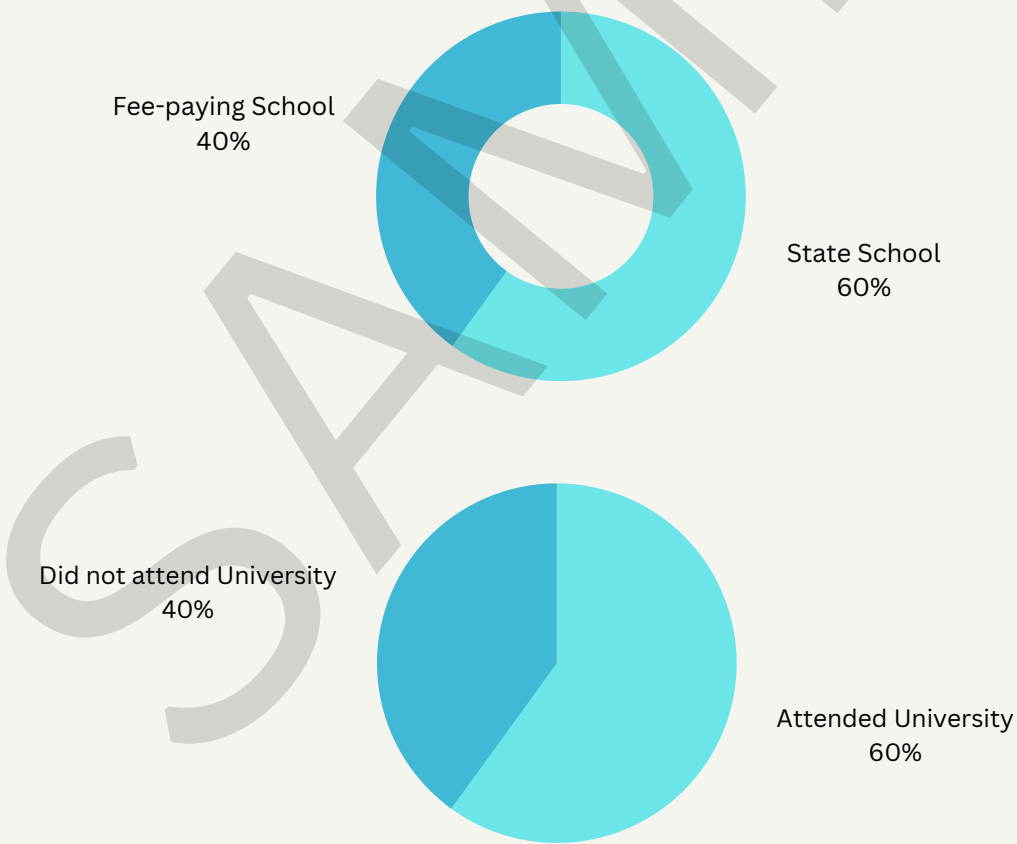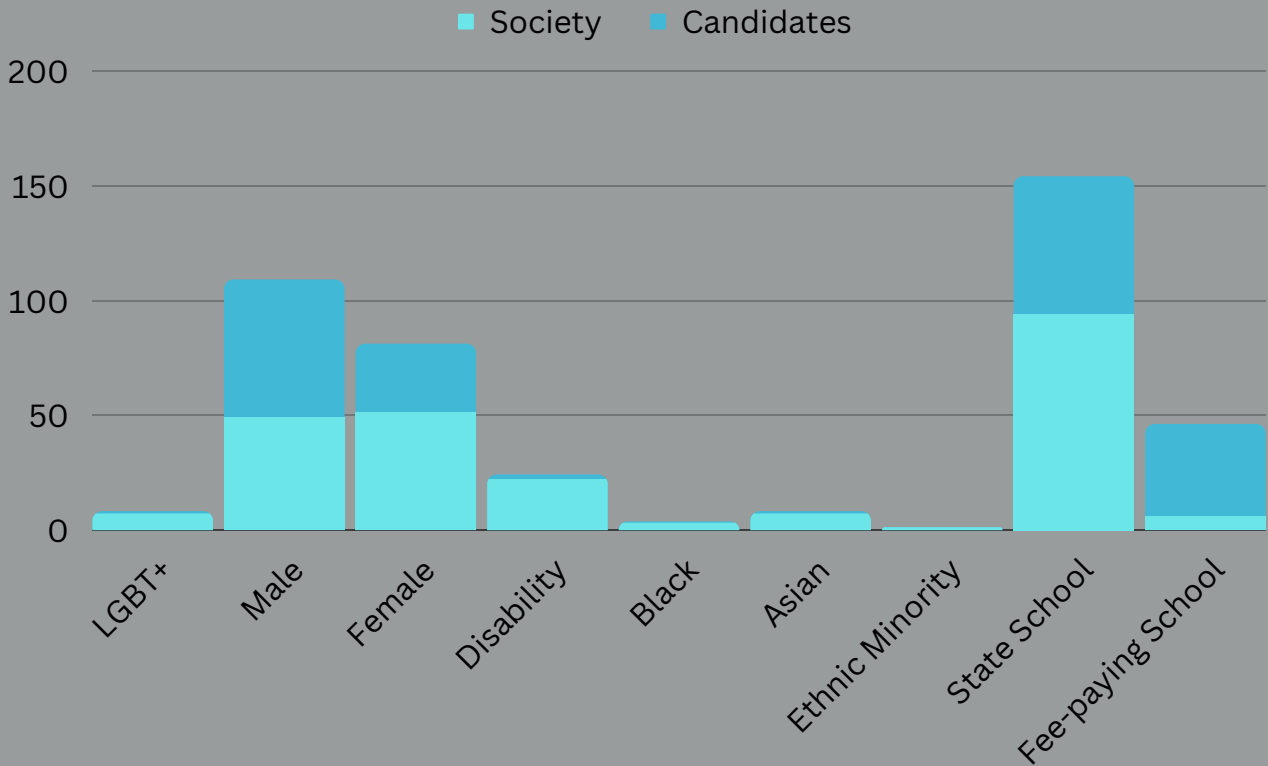
How we will help you delight your clients

- Using the Office of National Statistics, Government reports and qualified sources, we can start to compare your candidate/talent pools against the national average

- We can analyse and cut the data in multiple ways, in order to focus on particular areas of underrepresentation

- Having this level of visibility will allow us to help you create strategies that target underrepresented groups within the talent pool

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