



IT RECRUITMENT

Diversity, Equity and Inclusion Report 2025

1. What is your gender?

Answer Choices		Response Percent	
1	Male		53.49%
2	Female		41.86%
3	Non-binary		2.33%
4	Prefer not to say		2.33%
5	I, self identify as (please write in)		0.00%

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

Answer Choices		Response Percent	
1	Yes		95.12%
2	No		0.00%
3	Prefer not to say		4.88%

3. What is your age range?

Answer Choices		Response Percent	
1	18-24		4.65%
2	25-34		16.28%
3	35-44		27.91%
4	45-54		34.88%
5	55-64		11.63%
6	65+		2.33%
7	Prefer not to say		2.33%

4. What is your race or ethnicity?

Answer Choices			Response Percent
White			
1	British		46.51%
2	Irish		2.33%
3	Northern Irish		0.00%
4	Welsh		0.00%
5	Scottish		0.00%
6	Gypsy or Irish Traveller		0.00%
7	Any other White background		11.63%
Asian or British Asian			
8	Indian		16.28%
9	Pakistani		4.65%
10	Bangladeshi		0.00%
11	Chinese		0.00%
12	Any other Asian background		0.00%
Mixed or Multiple ethnic groups			
13	White and Black Caribbean		2.33%
14	White and black African		0.00%
15	White and Asian		2.33%
16	Any other mixed background		2.33%
Black, Black British, African or Caribbean			
17	Caribbean		0.00%
18	African		6.98%
19	Any other black background		0.00%
Any other Ethnic Group			
20	Arab		0.00%
21	Prefer not to say		2.33%
22	If other, please write in:		2.33%
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5. What is your sexual orientation?

Answer Choices			Response Percent
1	Heterosexual		83.72%
2	Gay		0.00%

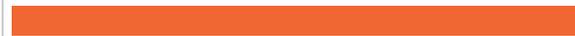
5. What is your sexual orientation?

3	Lesbian		0.00%
4	Bisexual		2.33%
5	Asexual		2.33%
6	Pansexual		0.00%
7	Undecided		2.33%
8	Prefer not to say		9.30%
9	If you prefer to use your own identity, please write in:		0.00%

6. What is your religion or belief?

Answer Choices			Response Percent
1	No religion or belief		48.84%
2	Christian		30.23%
3	Muslim		2.33%
4	Hindu		13.95%
5	Jewish		0.00%
6	Sikh		2.33%
7	Buddhist		0.00%
8	Prefer not to say		2.33%
9	If other belief or religion, please write in:		0.00%

7. What is your working pattern?

Answer Choices			Response Percent
1	None		0.00%
2	Full-time		83.72%
3	Part-time		2.33%
4	Staggered Hours		0.00%
5	Job-share		0.00%
6	Compressed hours		0.00%
7	Remote working		13.95%
8	Hybrid working		32.56%
9	Prefer not to say		2.33%
10	If other, please write in:		0.00%

3. Equity, Diversity and Inclusion Report

8. Do you consider yourself to have a disability or health condition?

Answer Choices		Response Percent
1	Yes	9.52%
2	No	90.48%
3	Prefer not to say	0.00%

9. Do you have any caring responsibilities?

Answer Choices		Response Percent
1	No	59.52%
2	Primary carer of a child/children (under 18)	33.33%
3	Primary carer of a disabled child/children (under 18)	0.00%
4	Primary carer of a disabled adult	2.38%
5	Primary carer of an older person	0.00%
6	Secondary carer	4.76%
7	Prefer not to say	0.00%