Diversity, Equity and Inclusion Survey 2021

**Context**

In line with the Foundation’s Diversity, Equity and Inclusion (DEI) [Action plan](https://www.phf.org.uk/about-phf/#diversity-equity-and-inclusion), we have committed to collecting data on the characteristics of our employees, trustees and advisors. We hope that this data will give insight into the diversity of the organisation, help to inform our thinking and fundamentally contribute to decision making.

We developed a Diversity Survey to gain a full representation of the Foundation, inviting employees, advisors and trustees to take part between 21 July – 13 August 2021. The survey was conducted anonymously, and care was taken in analysing and reporting on the results to ensure that individuals are not identifiable.

The last survey conducted was in 2019 and was offered to employees only.

**Participation**

The survey was open for three and half weeks. All employees, trustees and advisors were invited to take part, but participation was optional.

There were 54 responses out of a possible 79, of which 39 were employees, 6 were advisors and 7 were trustees. This means that 81.3% of employees, 28.6% of advisors and 70% of trustees responded to the survey.

Of those who took part, there was a 96% completion rate showing a small drop-off from starting to completing the survey. 4% of respondents chose not to declare their role within PHF.

**Results**

The results have been separated in to three groups: employees, trustees and advisors. The groups are quite distinct and differentiating the data is useful where possible. We are aware that the smaller response groups may lead to potential identification of individuals so measures have been put in place to mitigate this whilst maintaining as much transparency as possible.

Where there are small numbers of responses for some questions, we have adapted the reporting to ensure no one can be identified inadvertently – for example, where there are fewer than four respondents answering in a particular way, results have been reported as “3 or fewer”.  In addition, it has been necessary to collapse categories within some questions to avoid identification, for instance within the ethnicity and age question. In some cases, it is also necessary to combine the trustee and advisor groups together in order to report any data.

The results have been displayed in comparison to 2019 survey results, where possible. The 2019 survey had a slightly different set of questions and answer options. This will only be possible for the employee group because advisors and trustees were not included in the 2019 survey.

**Sex ratio**

The data for 2021 indicate that employees at Paul Hamlyn Foundation are predominantly female. The results from 2019 indicate a similar trend, with only a slightly higher proportion of males at 30% to 70% female:

The chart below shows the results for the trustee group and the advisor group for 2021 combined. Interestingly, the data shows that the ratio of male to female is almost reversed compared to the results for the employee group.

**Gender Identity**

All respondents from all groups match their Gender identity to their gender at birth. This is a small percentage increase on the results from 2019.

**Age**

A broad range of age groups was represented by the data for 2021, spanning age ranges from 25-29 to 65+. The only age backet not represented in any group was 16-24 years. Due to our small organisation size and narrow age bracket options, the results have been reported with merged categories:

The employee group shows the broadest diversity across the age ranges in 2021. This diversity is also demonstrated in the data from 2019.

The trustee and advisor groups are much smaller. Here they have been combined and categories collapsed in order to be able to report some findings. As shown below over half of trustees and advisor respondents are 60 or above:

**Ethnicity**

The survey asked two questions on ethnicity, a main and a sub-group question. The groupings were based on the 2021 Census, and as such groups varied from those reported in 2019.

There were several answers, both for the sub-group question and in some cases for the main question, which had received three of fewer responses. In order to display as much data as possible whilst maintaining anonymity, some groups with lower response numbers have been grouped together, which we acknowledge is not ideal. The data between 2019 and 2021 have been made easier to compare by these broader groups as shown below:

\*The expanded list of diversity in this group is Asian or Asian British, Chinese, Indian, Pakistani or Other; and British or Black British, Caribbean, or African; and Mixed or Multiple Ethnic groups, White & Asian and White & Black African; and Other Ethnic groups

The advisor and trustee groups have been combined and categories merged to enable anonymous reporting. There is more diversity in the advisor group than the trustee group:

\*The expanded list of diversity in this group is Asian or Asian British, Chinese, Indian, Pakistani or Other; and British or Black British, Caribbean, or African; and Mixed or Multiple Ethnic groups, White & Asian and White & Black African; and Other Ethnic groups

Disability

We asked whether respondents consider themselves to be disabled. There were 39 respondents from the employee group. The results are similar to that of 2019:

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| --- |
| **Employee group** |
| Identified as disabled?  | 2021 | 2019 |
| Yes | 8% or fewer | 6% or fewer |
| No | 90% or fewer | 91% or fewer |

All respondents from the trustee group and all respondents from the advisor group considered that they did not have a disablity.

Sexual Orientation

The charts below show the responses to the question on sexual orientation from 2021 and 2019 for employees. In 2019 there were slightly different answer options as can be seen below:

The sample size of the advisor and trustee groups mean that data on sexual orientation cannot be reported on without risk of identification. However, a large majority identify as heterosexual.

Religion

The charts below show the responses relating to religion and belief for 2021 and 2019 for the employee group. The response categories have been merged to allow for anonymity and there are differences in the answers represented in the merged group.

The sample size of the advisor and trustee groups mean that data on religion and belief cannot be reported on without risk of identification. However, a majority identified as having no religion or belief.