

wiggin

Diversity Survey Results

2023



Tracking our progress

DRIVE (Diversity, Representation, Inclusion, Values and Equality) is about more than policies, programmes or headcount; it's about respecting everyone's unique needs, perspectives and potential, so that we celebrate an inclusive environment where individuals, teams and our firm continue to thrive.

We know that a diversity of life experiences, backgrounds, cultures and histories allows us to build better teams, which in turn provides innovative advice and solutions for our clients. The more data we have, the easier it is to ascertain whether there are any issues that need to be addressed, so we have gathered data on gender, ethnicity, generations, sexual orientation, disability, social mobility and caring responsibilities for the past three years to enable us to track our progress. This year 82% of staff completed the survey. The results are found in this report and we're pleased to share that the needle continues to move in a more diverse direction, although we know there is still more work to be done. We have several initiatives planned and underway with a particular focus on improving our social and ethnic diversity across the firm and our gender diversity at senior and leadership level.

For further information on our approach to DRIVE and the initiatives mentioned above, email us at HR@wiggin.co.uk.

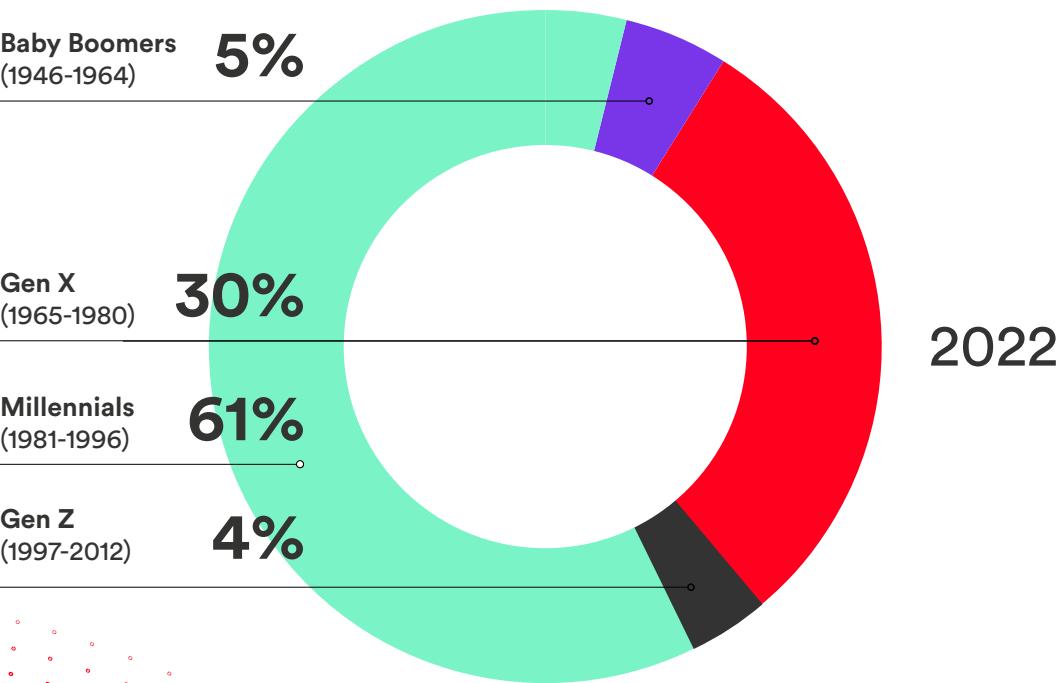
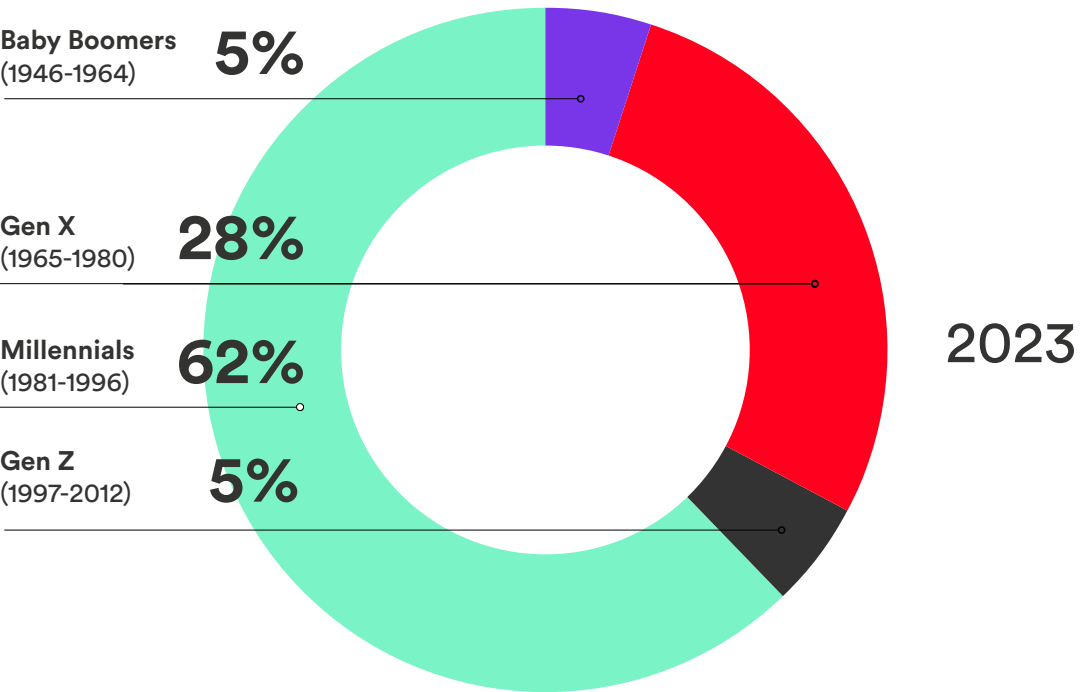
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Generations

When were you born?



The data shown in the charts above is for 2023 and 2022. We didn't collect this information in 2021.

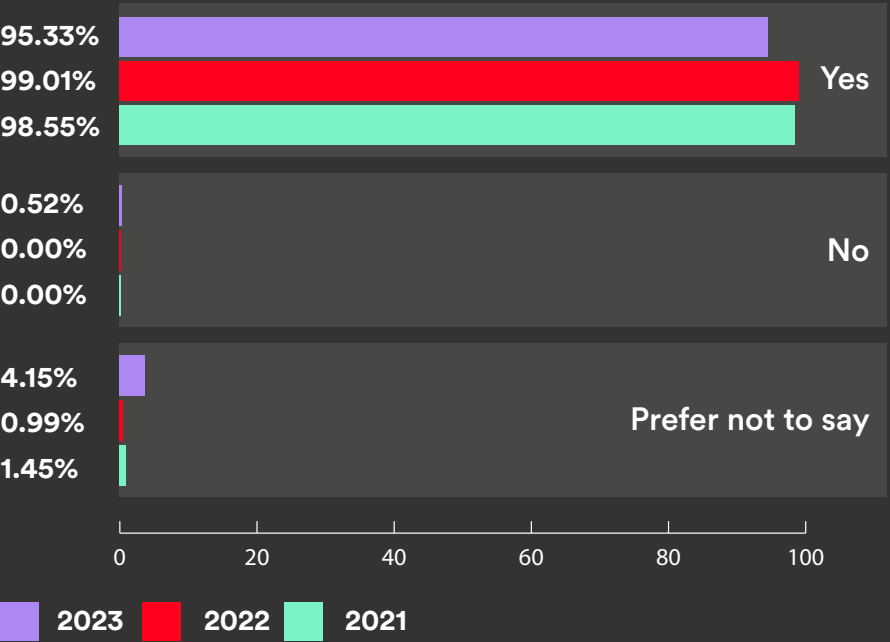
Sex and Gender

What is your sex?

Male	Female	Other preferred description	Prefer not to say
42.00%	55.13%	0.00%	2.99%
39.90%	59.11%	0.00%	0.99%
41.30%	55.80%	0.00%	2.90%

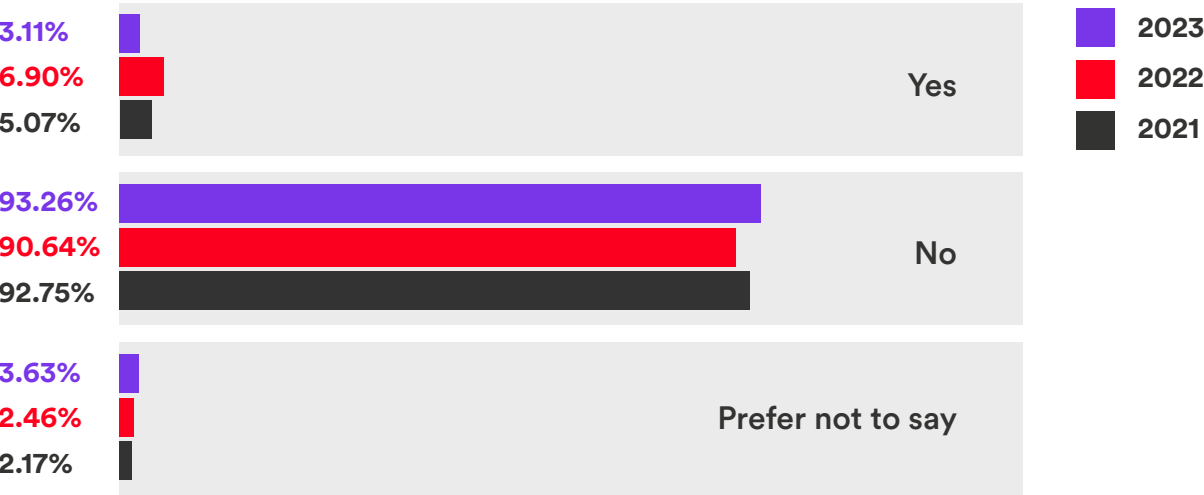
2023 2022 2021

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



Disability

Do you consider yourself to have a disability according to the definition in the Equality Act 2010?



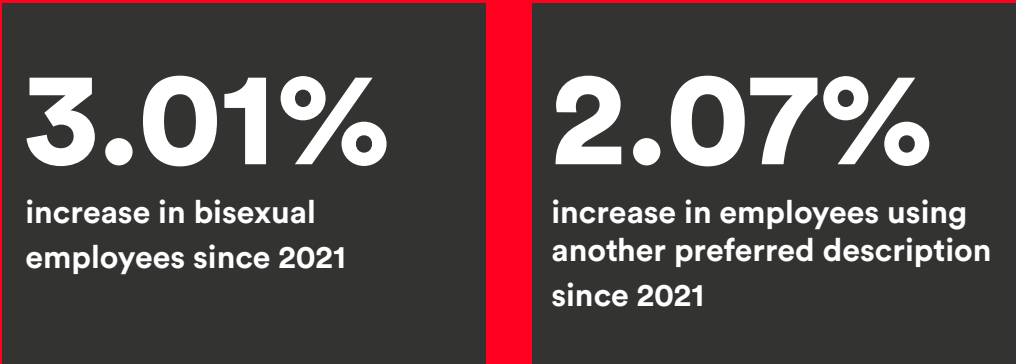
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



Yes, limited a lot	Yes, limited a little	No	Prefer not to say
0.00%	5.70%	90.15%	4.15%
1.48%	4.93%	91.63%	1.97%
0.00%	1.45%	94.20%	4.35%

Sexual Orientation

What is your sexual orientation?

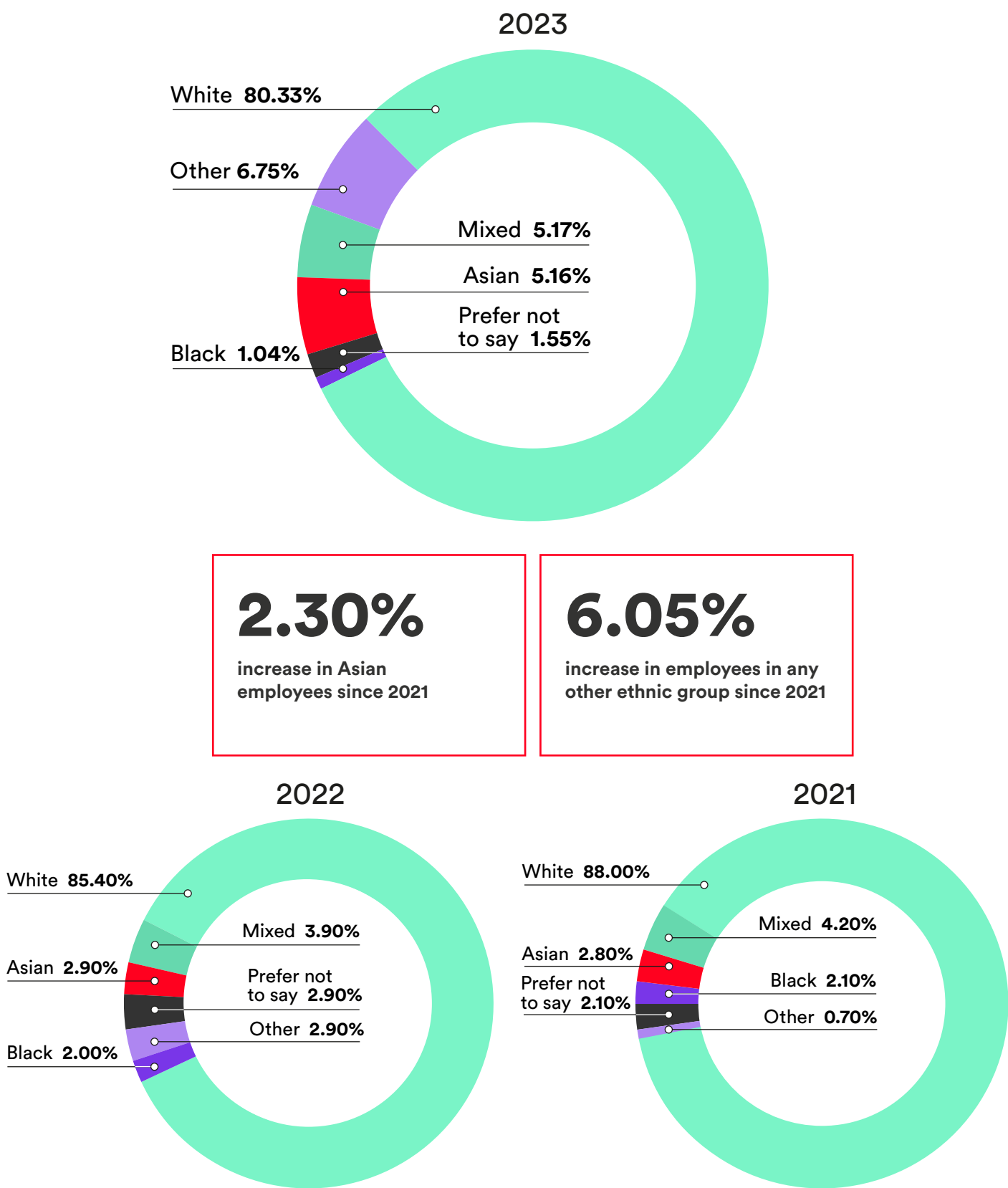


	2023	2022	2021
Bisexual	5.18%	4.43%	2.17%
Gay/Lesbian	1.55%	1.48%	1.45%
Heterosexual	84.98%	89.16%	91.30%
Other preferred description	2.07%	0.99%	0.00%
Prefer not to say	6.22%	3.94%	5.07%



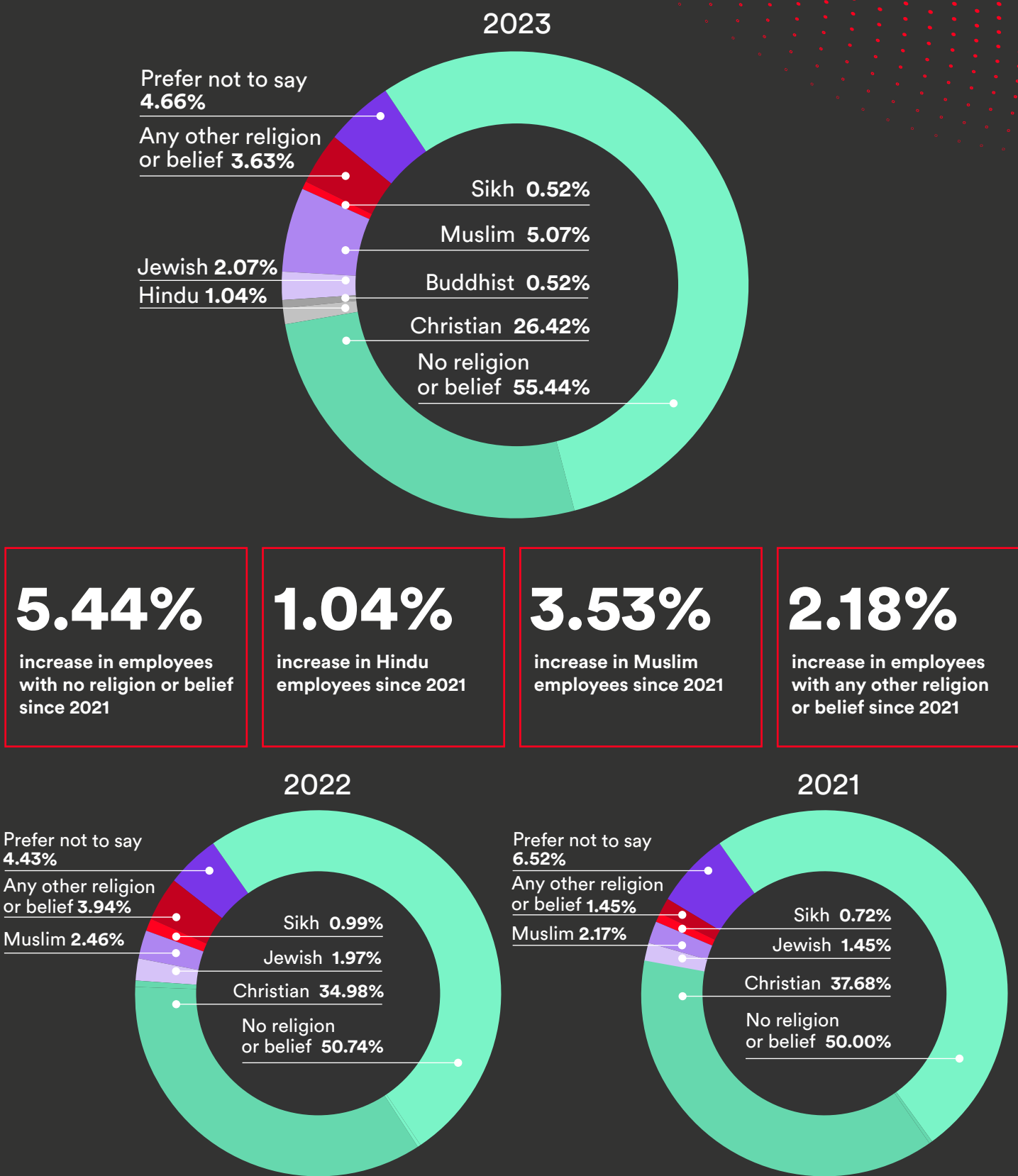
Ethnicity

What is your ethnic group?



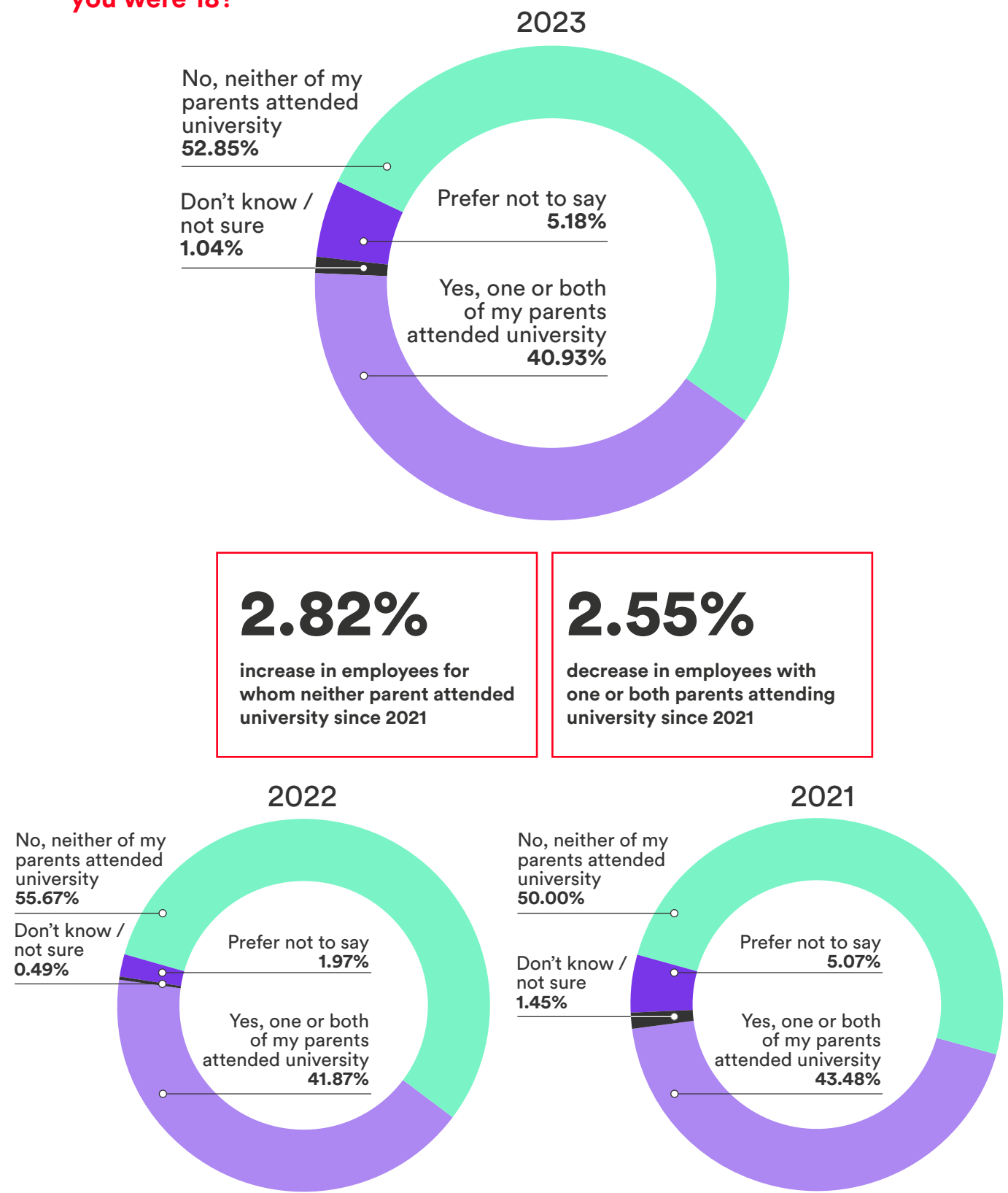
Religion

What is your religion or belief?



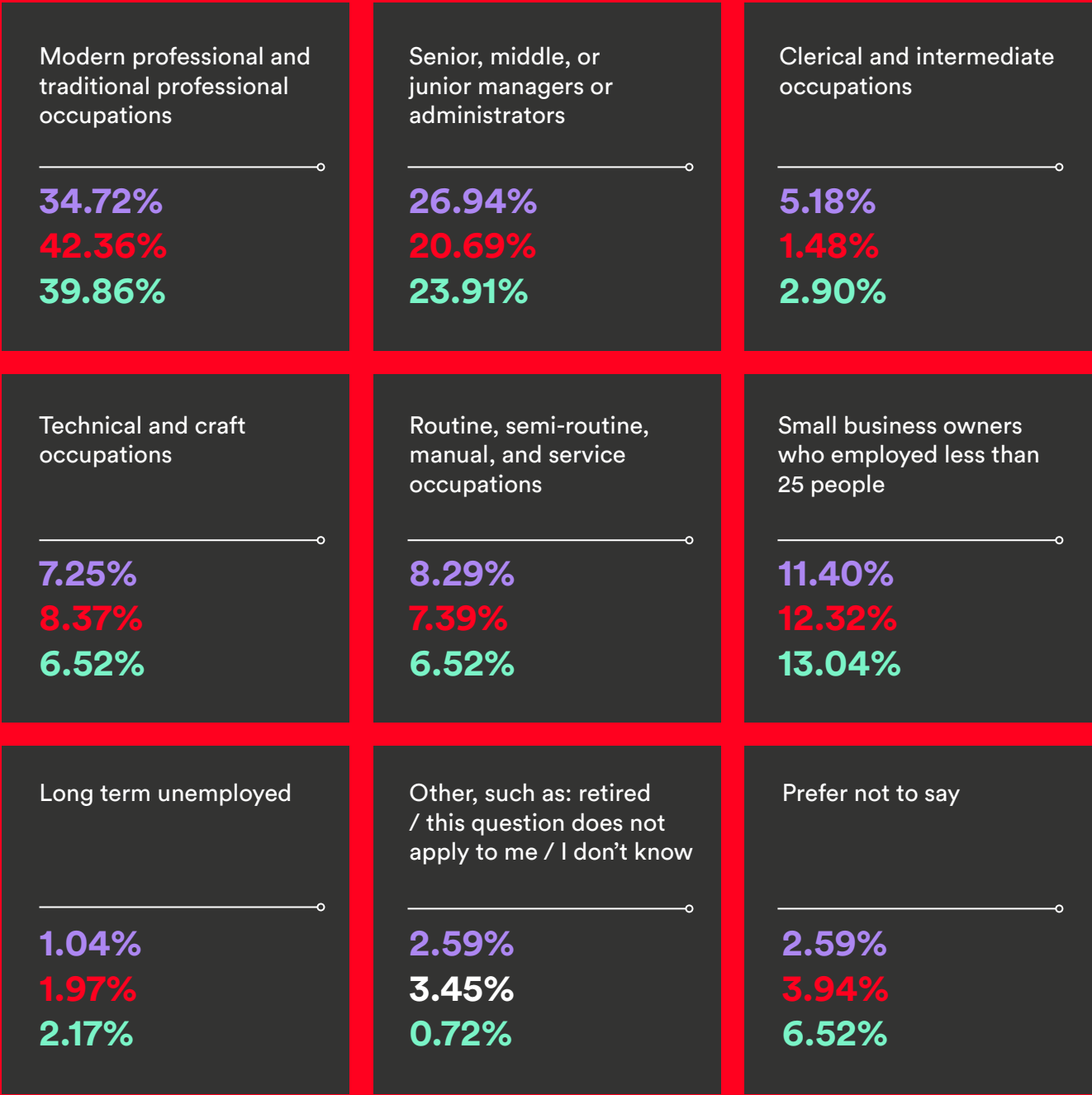
Social Mobility

Did either of your parents attend university by the time you were 18?



Social Mobility

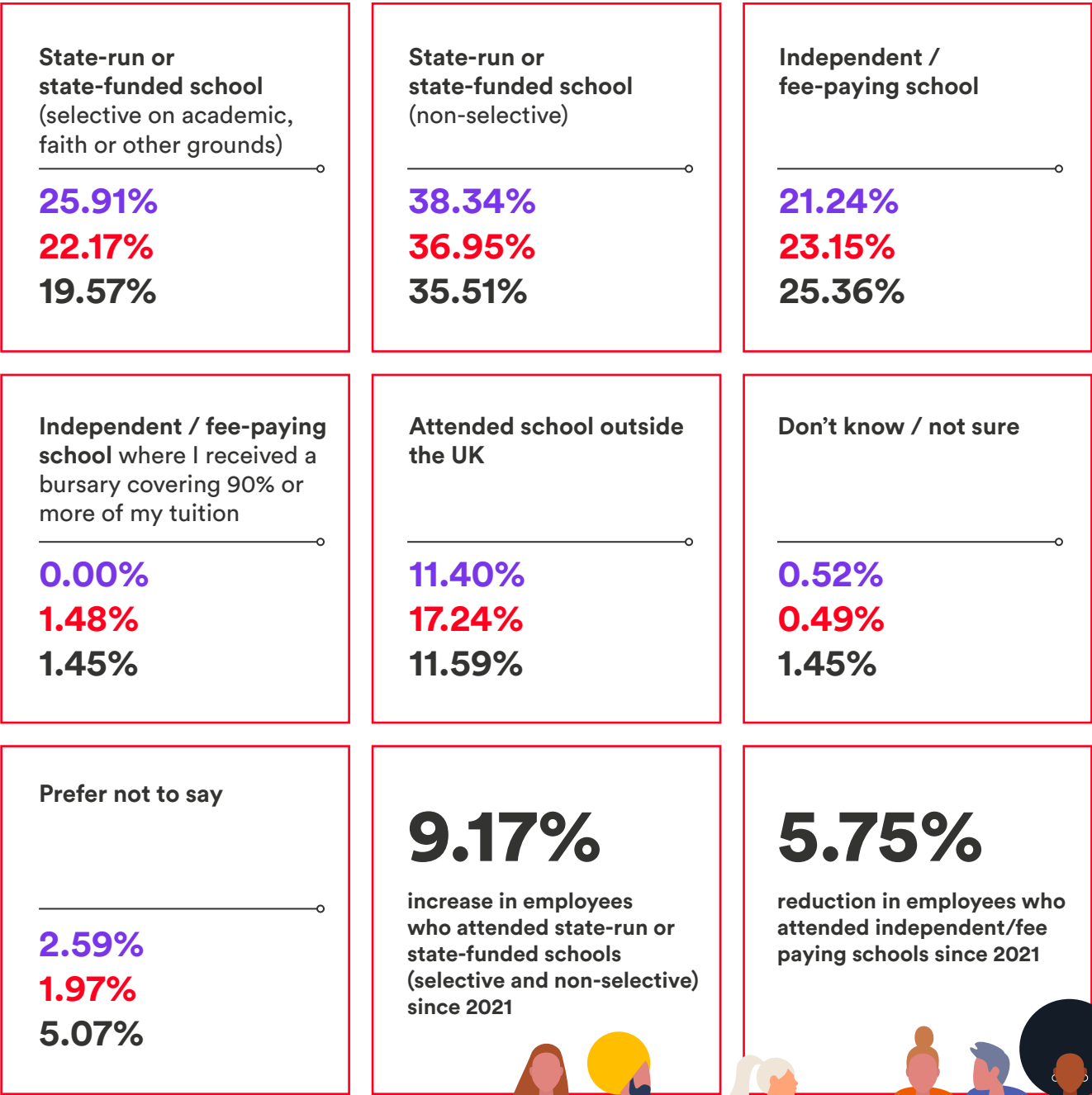
What was the occupation of your main household earner when you were about 14?



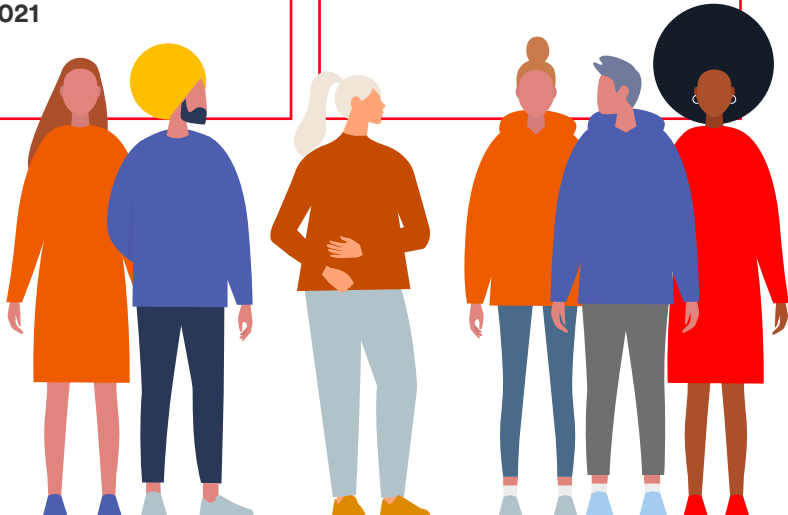
2023 2022 2021

Social Mobility

Which type of school did you attend for the most time between the ages of 11 and 16?

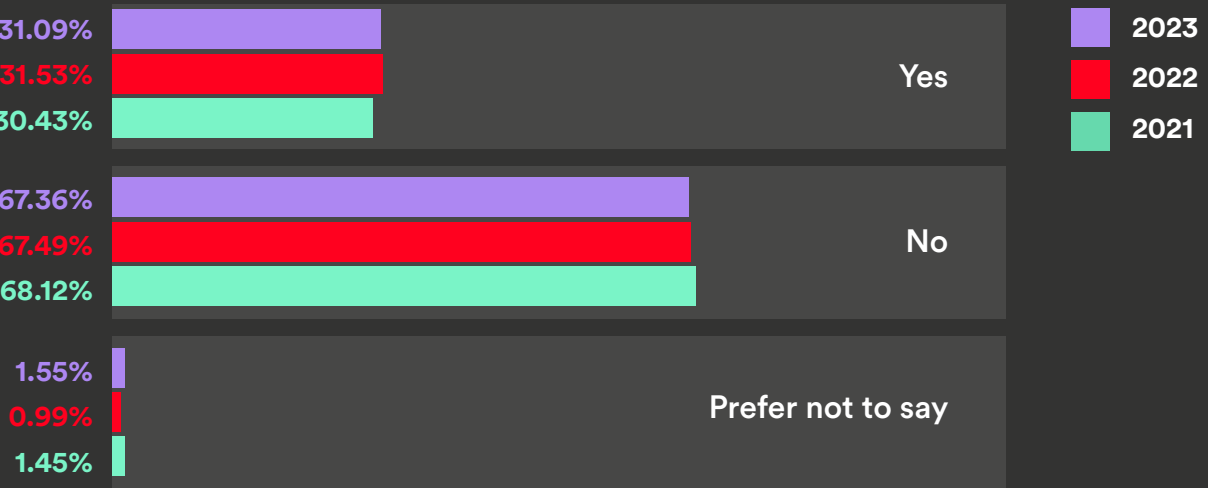


2023 2022 2021

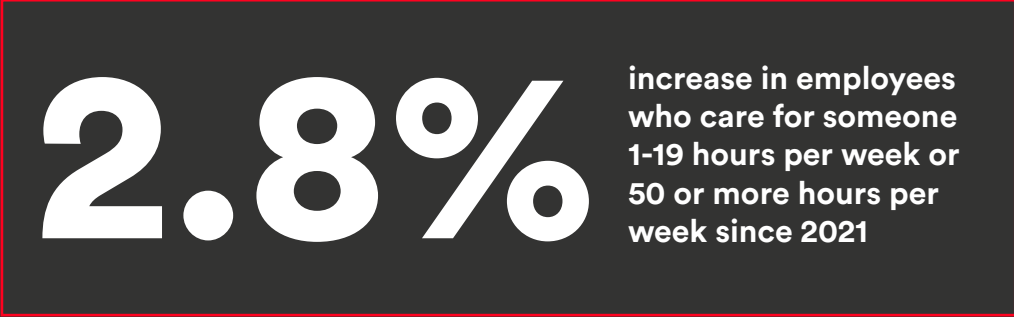
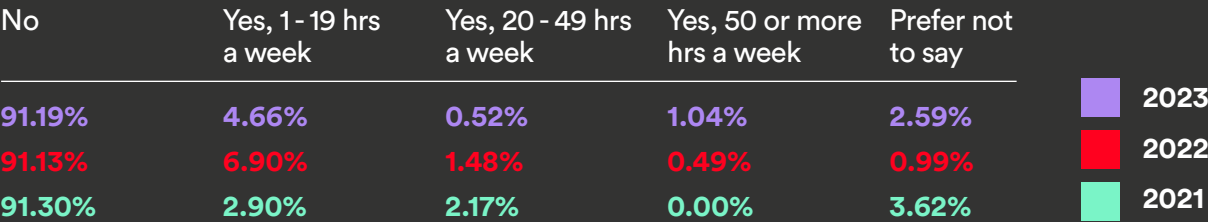


Caring Responsibilities

Are you a primary carer for a child or children under 18?



Do you look after or care for someone with long term physical or mental ill health caused by disability or age (not in a paid capacity)?



Contact us

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