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.

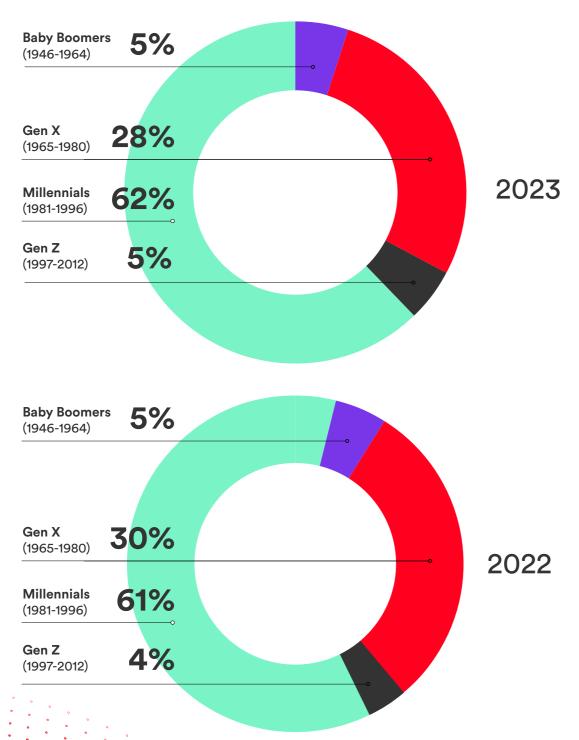
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Generations

When were you born?



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

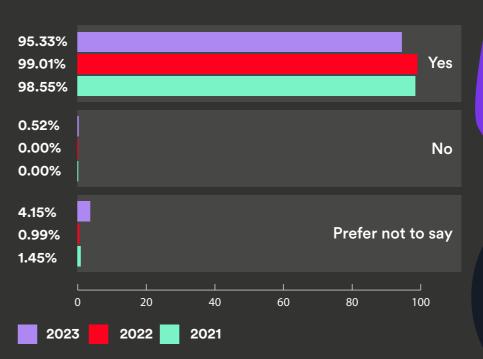
Sex and Gender

What is your sex?

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

2023 2022 2021

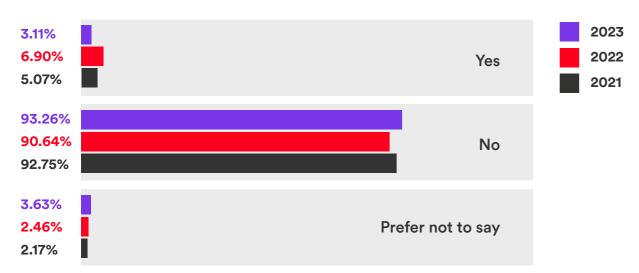
Is the gender you identify with the same as your sex registered at birth?





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?

4-25% increase in those limited a little since 2021

Yes, limited a lot	Yes, limited a little	No	Prefer not to say	
0.00%	5.70%	90.15%	4.15%	2023
1.48%	4.93%	91.63%	1.97%	2022
0.00%	1.45%	94.20%	4.35%	2021

Sexual Orientation

What is your sexual orientation?

3.01%

increase in bisexual employees since 2021

2.07%

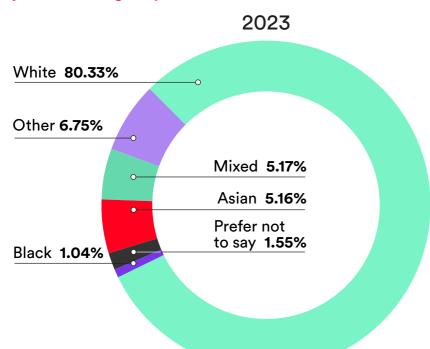
increase in employees using another preferred description since 2021

	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?

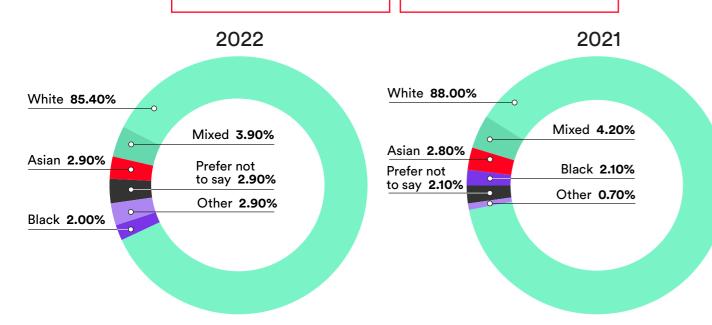


2.30%

increase in Asian employees since 2021

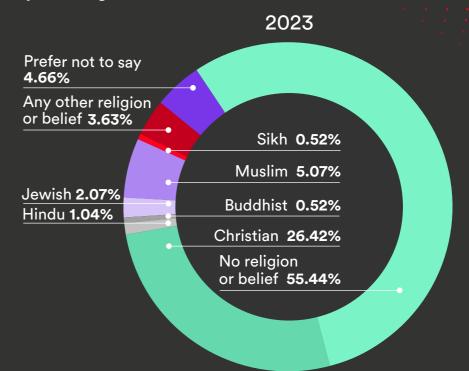
6.05%

increase in employees in any other ethnic group since 2021



Religion

What is your religion or belief?



5.44%

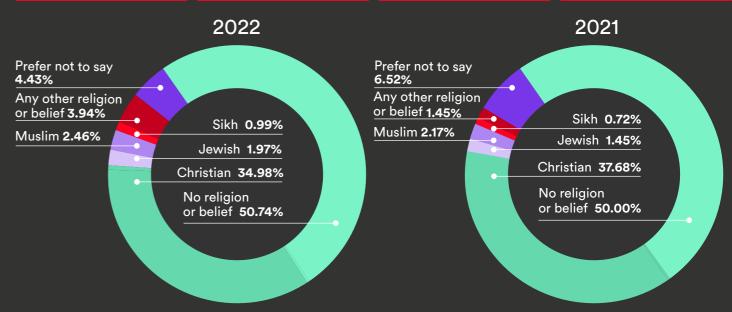
increase in employees with no religion or belief since 2021 1.04%

increase in Hindu employees since 2021 3.53%

increase in Muslim employees since 2021

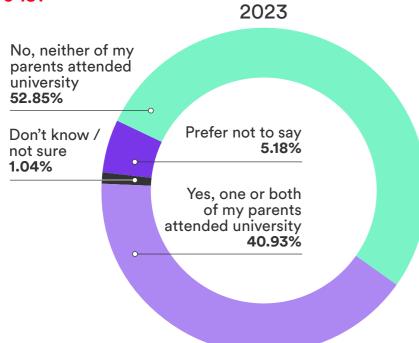
2.18%

increase in employees with any other religion or belief since 2021



Social Mobility

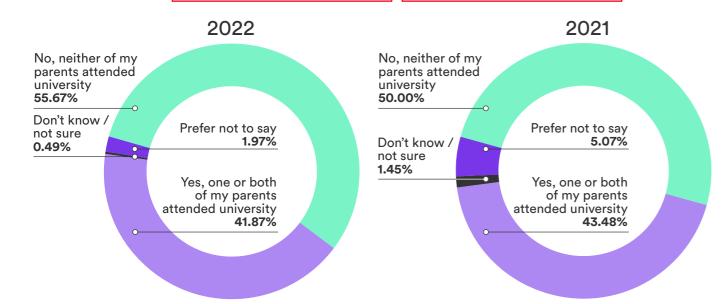
Did either of your parents attend university by the time you were 18?



2.82%

increase in employees for whom neither parent attended university since 2021 2.55%

decrease in employees with one or both parents attending university since 2021



Social Mobility

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

Modern professional and traditional professional occupations

34.72%

42.36%

39.86%

Senior, middle, or junior managers or administrators

26.94%

20 69%

23.91%

Clerical and intermediate occupations

5.18%

1.48%

2.90%

Technical and craft occupations

7.25%

8.37%

6.52%

Routine, semi-routine, manual, and service occupations

8.29%

7.39%

6.52%

Small business owners who employed less than 25 people

11.40%

12.329

13.04%

Long term unemployed

1.04%

1.979

2.17%

Other, such as: retired / this question does not apply to me / I don't know

2.59%

3.45%

0.72%

Prefer not to say

2.59%

3 94%

6.52%

2023 2022 2021

10

Social Mobility

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

State-run or state-funded school (selective on academic, faith or other grounds)

25.91%

22.17%

19.57%

State-run or state-funded school (non-selective)

38.34%

36.95%

35.51%

Independent / fee-paying school

21.24%

23.15%

25.36%

Independent / fee-paying school where I received a bursary covering 90% or more of my tuition

0.00%

1.48%

1.45%

Attended school outside the UK

11.40%

17.24%

11.59%

Don't know / not sure

0.52%

0.49%

1.45%

Prefer not to say

2.59%

1.97%

5.07%

9.17%

increase in employees who attended state-run or state-funded schools (selective and non-selective) since 2021

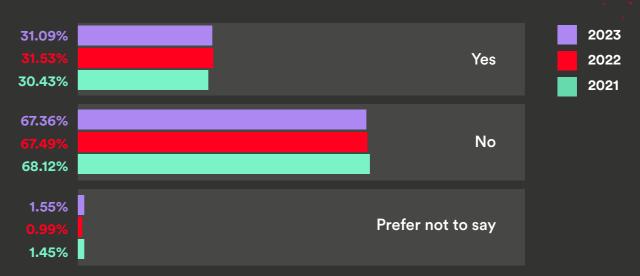
5.75%

reduction in employees who attended independent/fee paying schools since 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)?

No	Yes, 1 - 19 hrs a week	Yes, 20 - 49 hrs a week	Yes, 50 or more hrs a week	Prefer not to say
91.19%	4.66%	0.52%	1.04%	2.59%
91.30%	2.90%	2.17%	0.00%	3.62%



increase in employees who care for someone 1-19 hours per week or 50 or more hours per week since 2021

2023 2022

2021

Contact us info@wiggin.co.uk