

wiggin

Diversity Survey Results

2022



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's an issue that needs to be addressed - so we have gathered data on gender, ethnicity, generations, sexual orientation and disability via a survey, which was completed by 88% of staff. The results are found in this report and we're pleased to share that the needle has moved in a more diverse direction, although we know there is more work to be done.

For further information on our approach to DRIVE and the measures planned as part of our "Celebrate and Educate" focus for this year, email us at HR@Wiggin.co.uk.

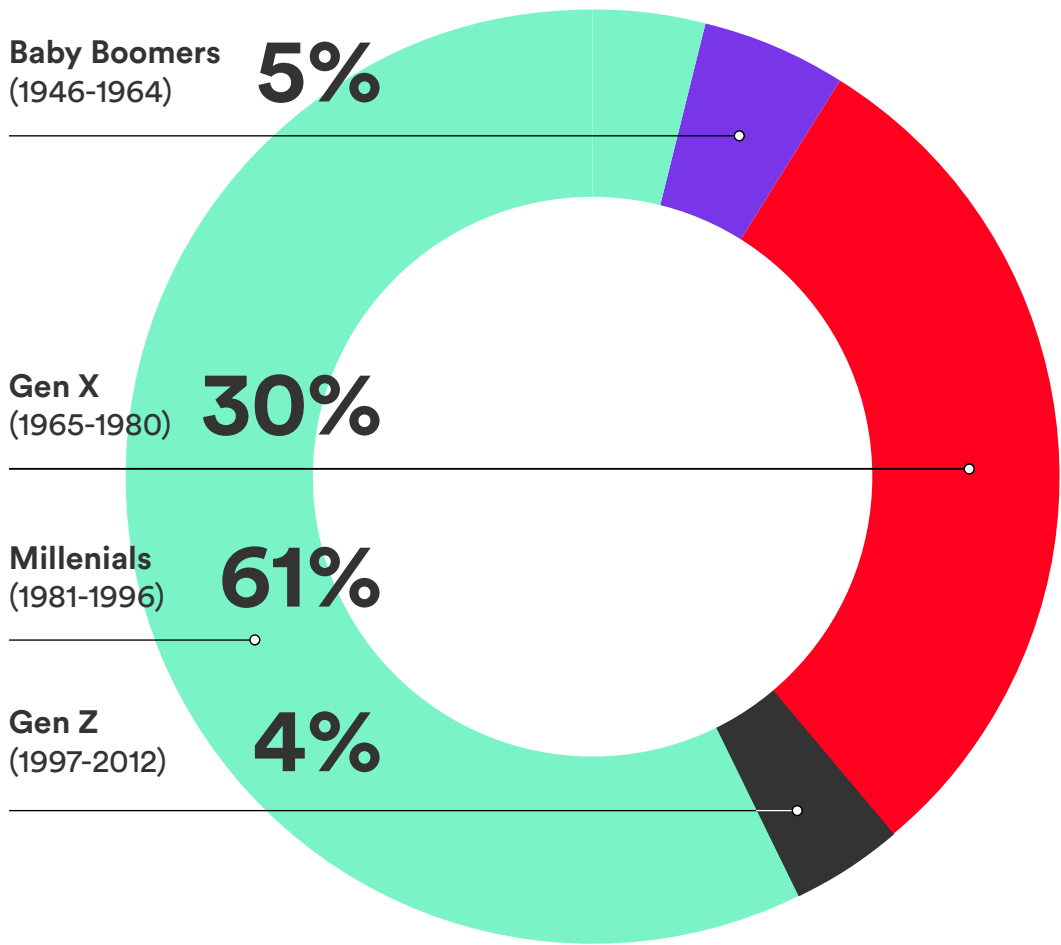
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Generations

When were you born?



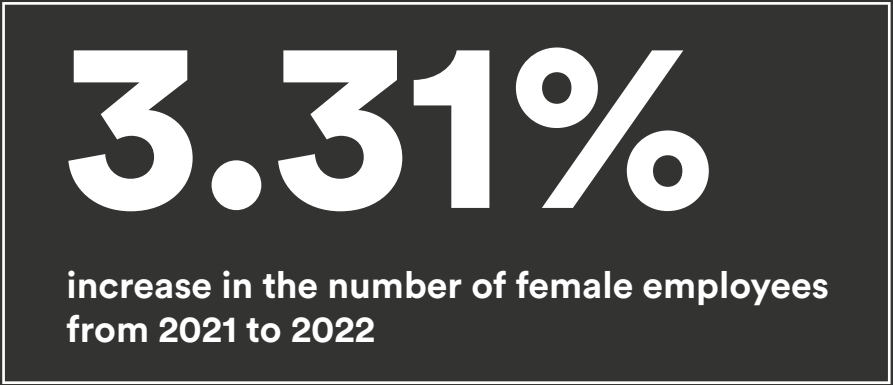
The data shown in the chart above is for 2022. We didn't collect this information in 2021.

Sex and Gender

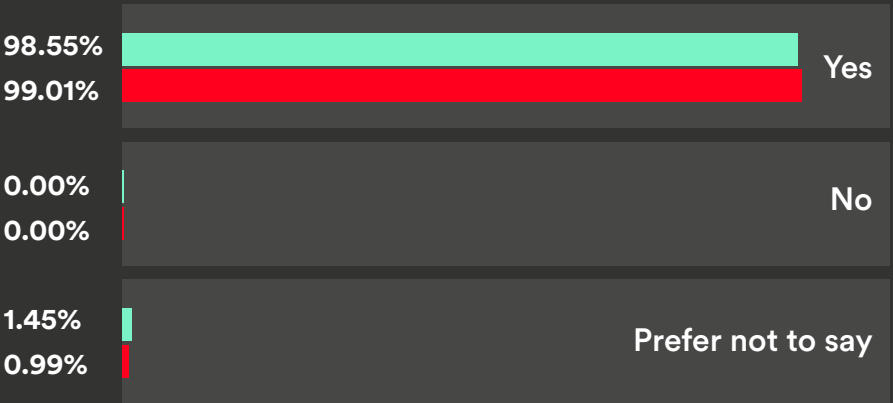
What is your sex?

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

2021 2022



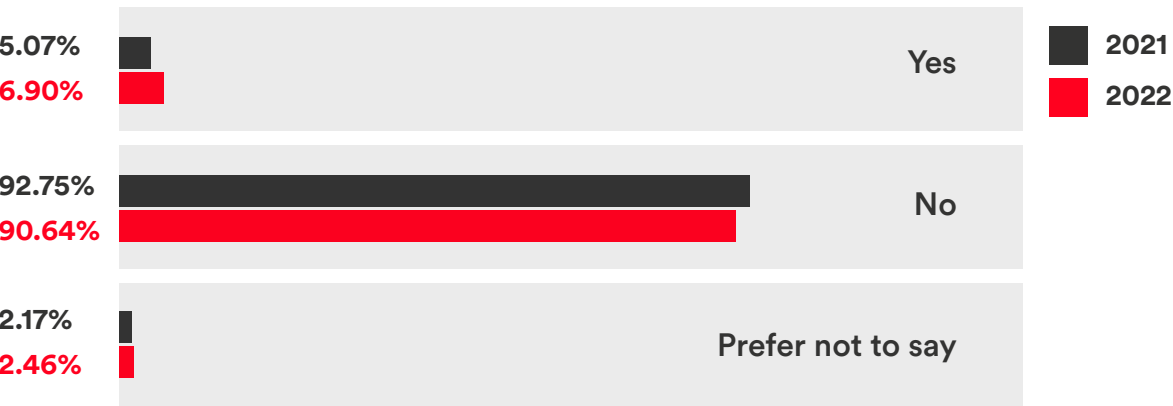
Is the gender you identify with the same as your sex registered at birth?



2021 2022

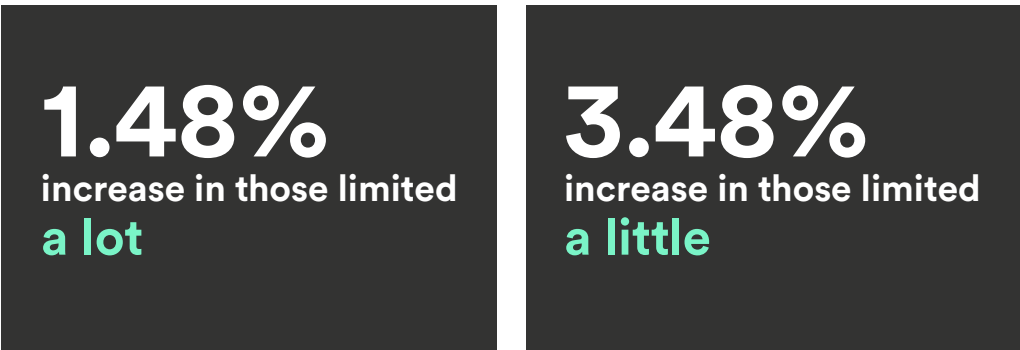
Disability

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



1.83% increase in the number of employees with a disability from 2021 to 2022

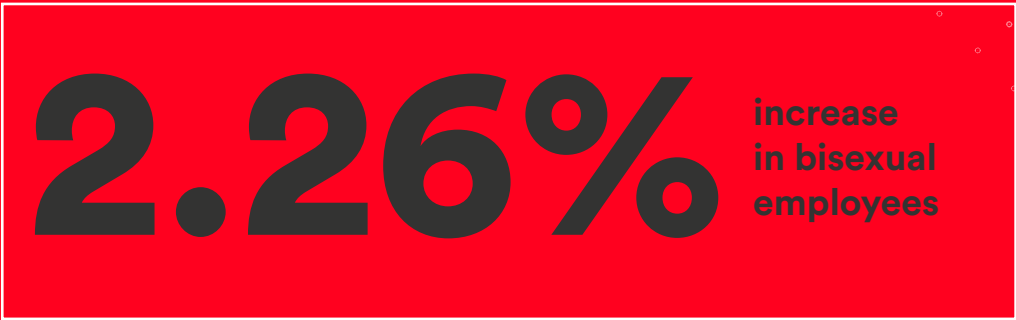
Are your day-to-day activities limited because of a health problem or disability which has lasted, or is expected to last, at least 12 months?



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

Sexual Orientation

What is your sexual orientation?

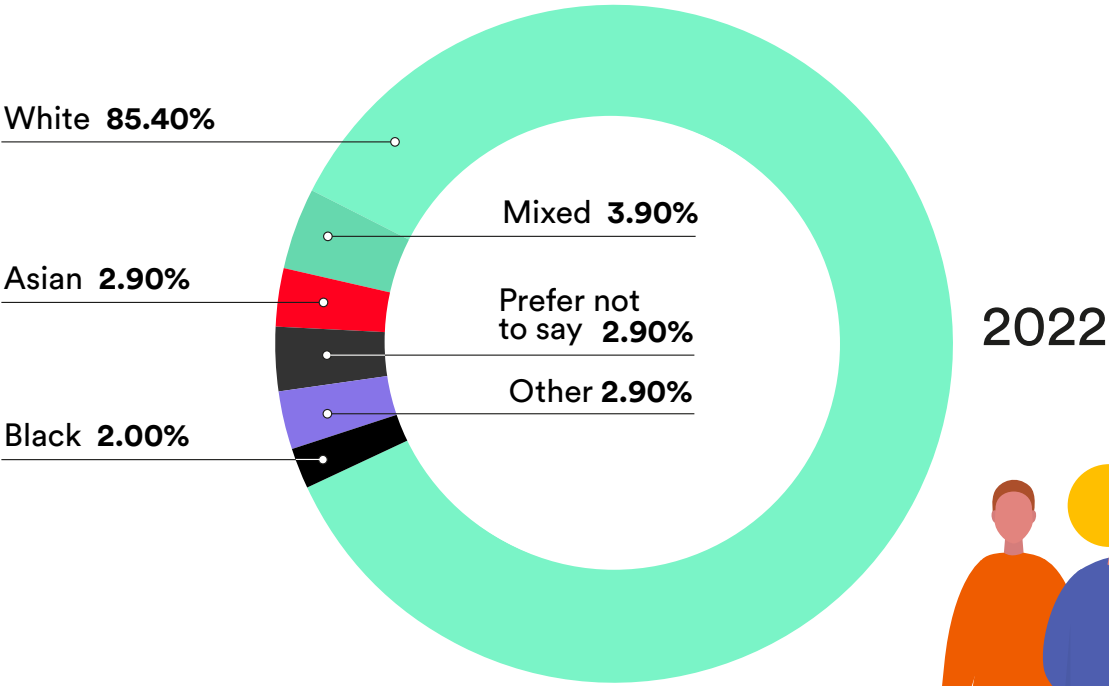
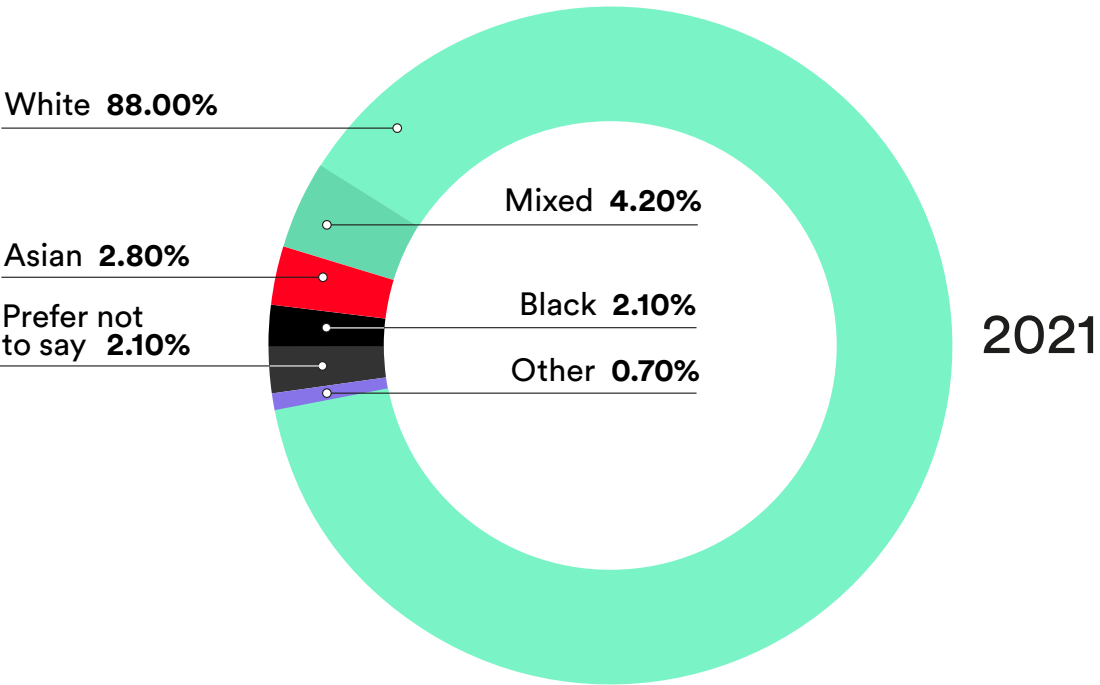


	2021	2022
Bisexual	2.17%	4.43%
Gay/Lesbian	1.45%	1.48%
Heterosexual	91.30%	89.16%
Other preferred description	0.00%	0.99%
Prefer not to say	5.07%	3.94%



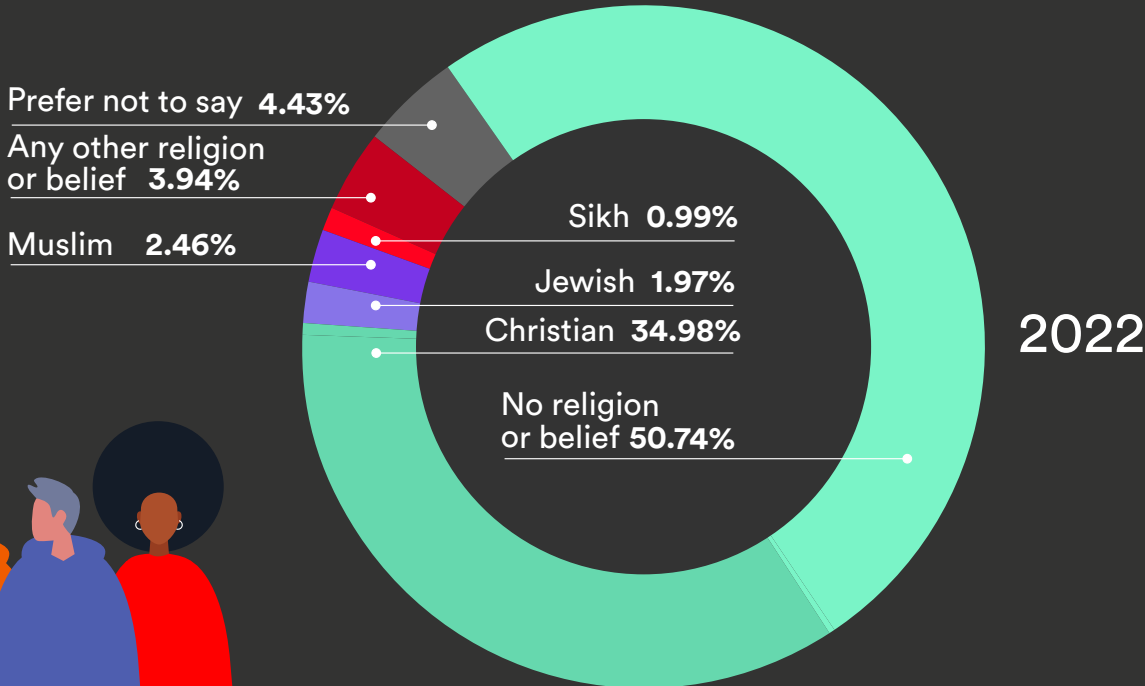
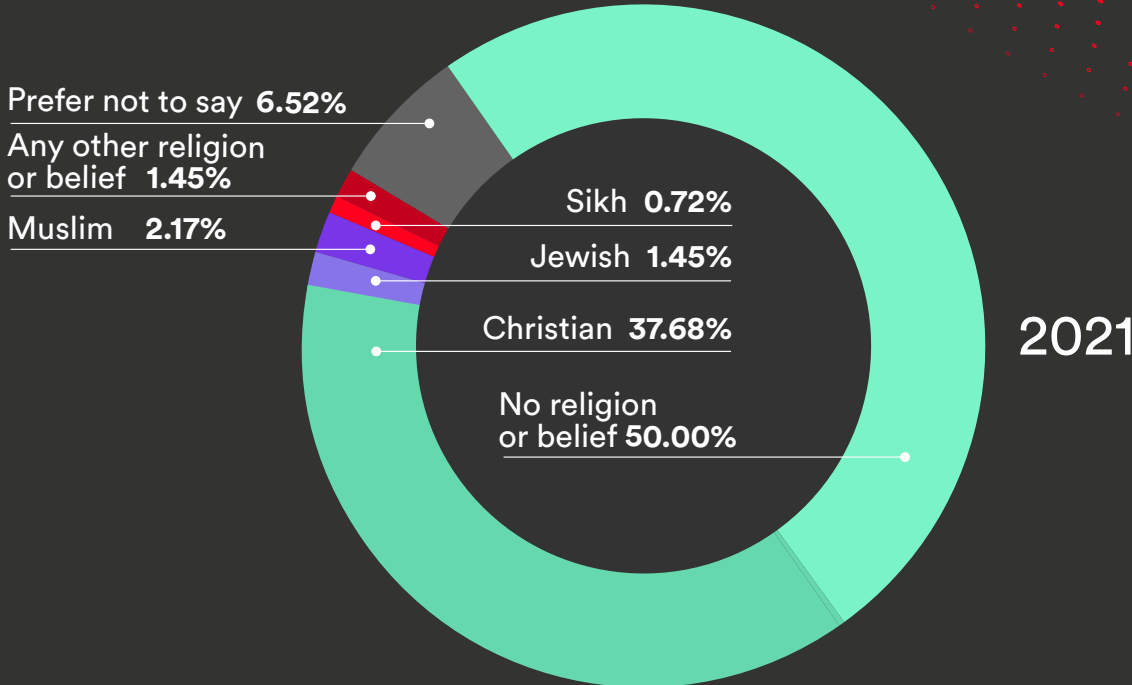
Ethnicity

What is your ethnic group?



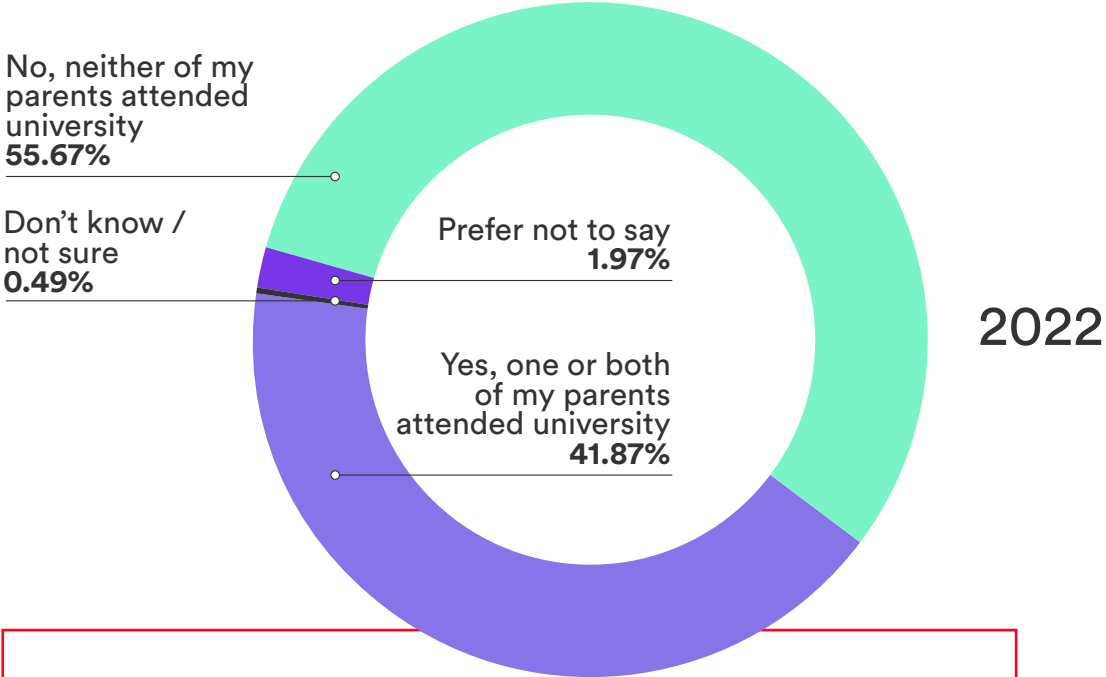
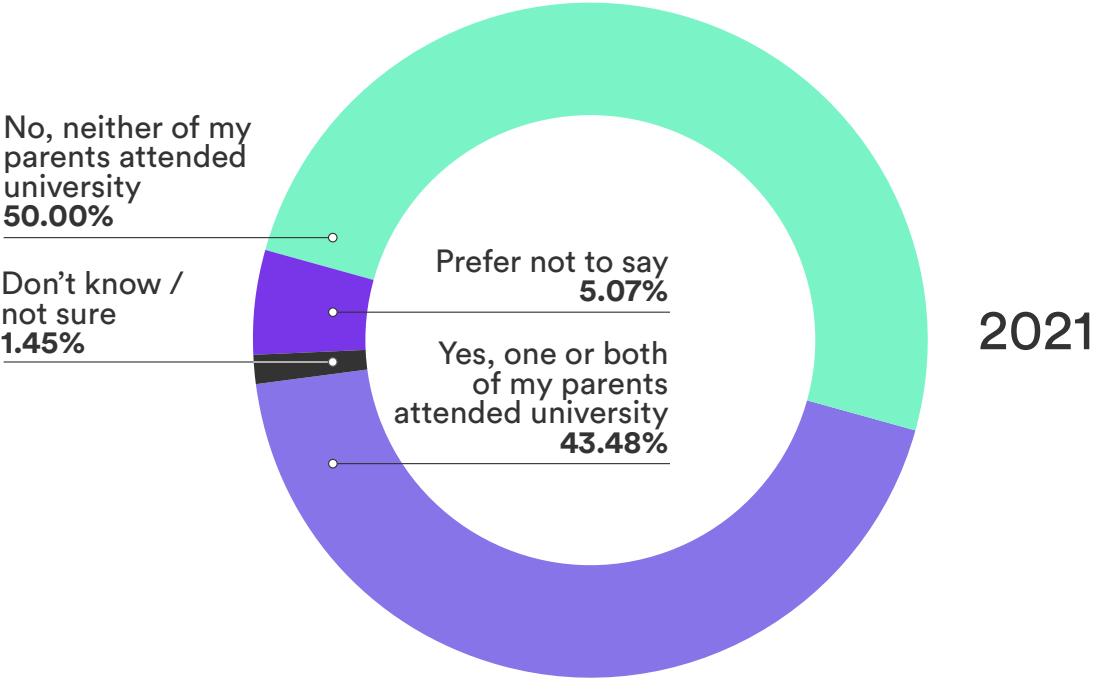
Religion

What is your religion or belief?



Social Mobility

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



5.67% increase in employees for whom neither parent attended university

Social Mobility

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

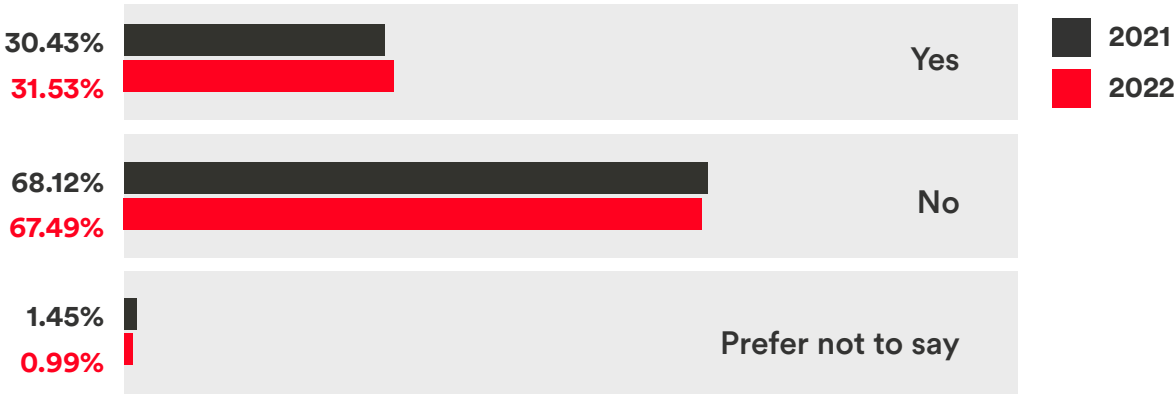
				2021	2022
Modern professional and traditional professional occupations	Senior, middle, or junior managers or administrators	Clerical and intermediate occupations	Technical and craft occupations		
				39.86%	42.36%
Routine, semi-routine, manual, and service occupations	Small business owners who employed less than 25 people	Long term unemployed	Other, such as: retired / this question does not apply to me / I don't know		
				6.52%	7.39%
Prefer not to say	State-run or state-funded school (selective on academic, faith or other grounds)	State-run or state-funded school (non-selective)	Independent / fee-paying school		
				6.52%	3.94%
Independent / fee-paying school where I received a bursary covering 90% or more of my tuition	Attended school outside the UK	Don't know / not sure	Prefer not to say		
				1.45%	1.48%
				11.59%	17.24%
				1.45%	0.49%
				5.07%	1.97%

2021 2022

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

Caring Responsibilities

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



1.1% increase in employees who are primary carers

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	
91.30%	2.90%	2.17%	0.00%	3.62%	2021
91.13%	6.90%	1.48%	0.49%	0.99%	2022

4% increase in employees who care for someone 1-19 hours per week



Contact us

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