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Diversity Data Benchmarking

Supply Chain Workforce Profile Data 2022

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Our industry

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Our industry in 2022

Sample size:

339,912 employees
versus 251,182 in 2021

270 companies
versus 88 in 2021

Data as on
1st January 2022

2022	23%	17.5%	4.5%	4.2%	13.6%	6.8%	34%
	Female	Ethnic minorities	Disability	Sexual Orientation	All Religions other than Christianity	Age 18 to 25	Age 50 to 65
2021 survey	23%	17.5%	3.5%	4.2%	12.8%	5.6%	35.2%
ONS general	50%	18.5%	11.5%	3.4%	10.7%	12.8%	29.9%
ONS construction	14%	5.9%	-	1.9%	4.3%	9.6%	31.2%

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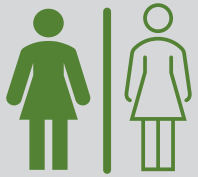
Our industry in 2022

Attraction

Ethnicity



39.9%

of applicants are ethnic minorities

Gender

24%

of applicants are female

Age

1.2% increase under 25
1% decrease in 50+

Selection

50

Ethnic minority applicants per hire (16 for white)

Pay gap*

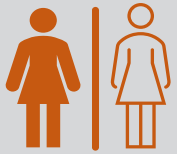
*Average reported pay gap

20.7%
Gender

8.3%
Ethnicity

Voluntary leavers

Female **48%** Before age 34



Ethnic minorities **21.3%** Before age 34

Policies

57% Monitor Diversity

65.2% Equal pay

73.8% Reasonable Adjustments

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Respondent Trends

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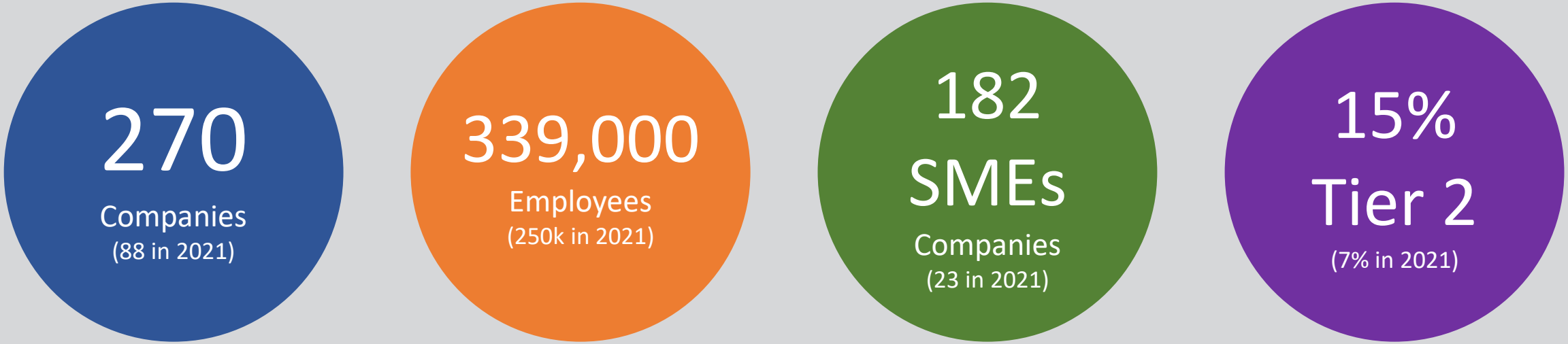
Summary



We are getting a much fuller picture of our industry, reaching beyond the 1st tier into our 2nd tier and SMEs

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Size of sample: 2016-2022

Sample Size: 270
Submissions: 339,912

Year	% Male	% Female	% Unknown	Data coverage of employees
2016	79	21	0	**22,696**
2017	79	21	0	**24,596**
2018	79	21	0	**29,606**
2019	76	24	0	**194,252**
2020	77	22	0	**217,647**
2021	77	23	0	**251,182**
2022	72	23	5	**339,912**

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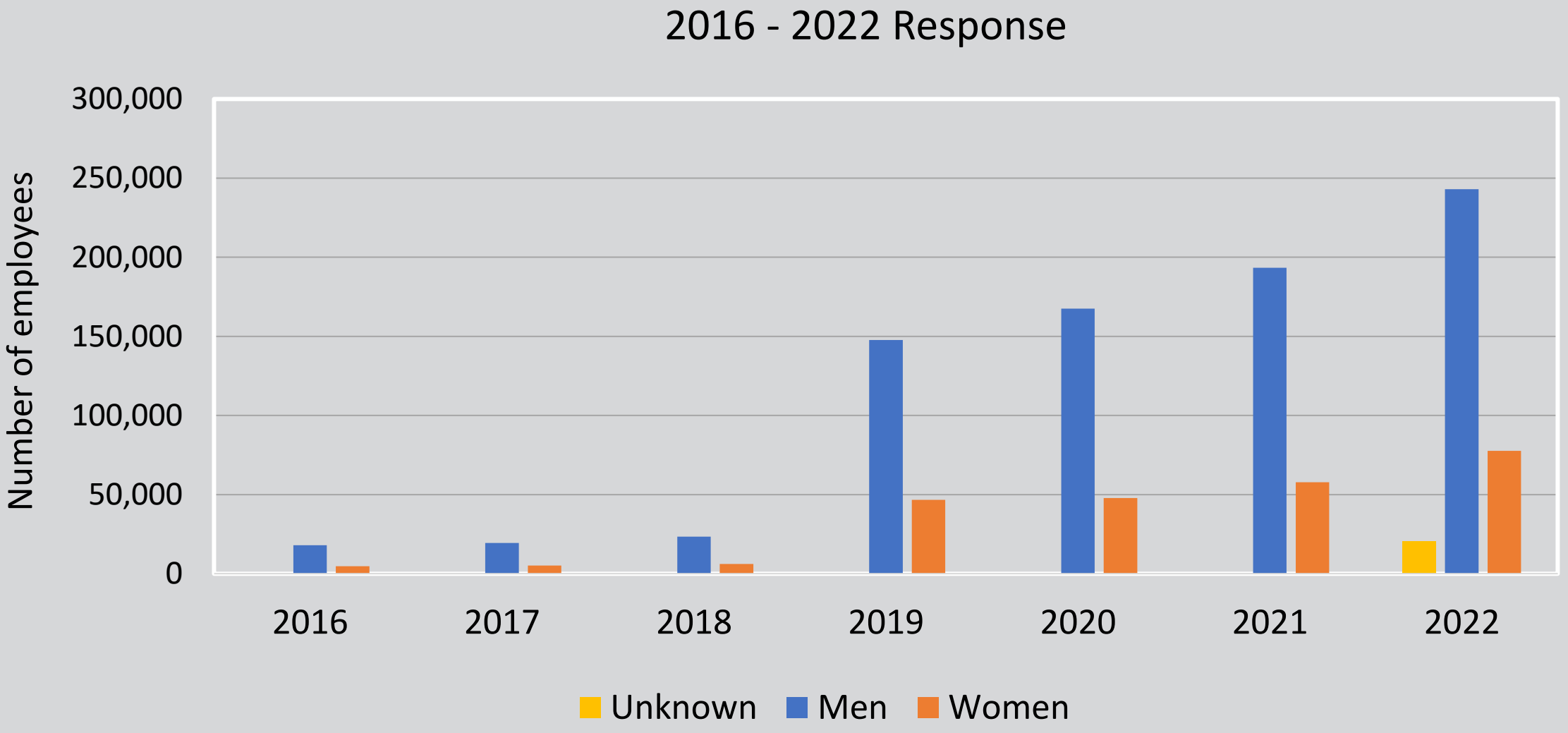
Size of Sample: Gender

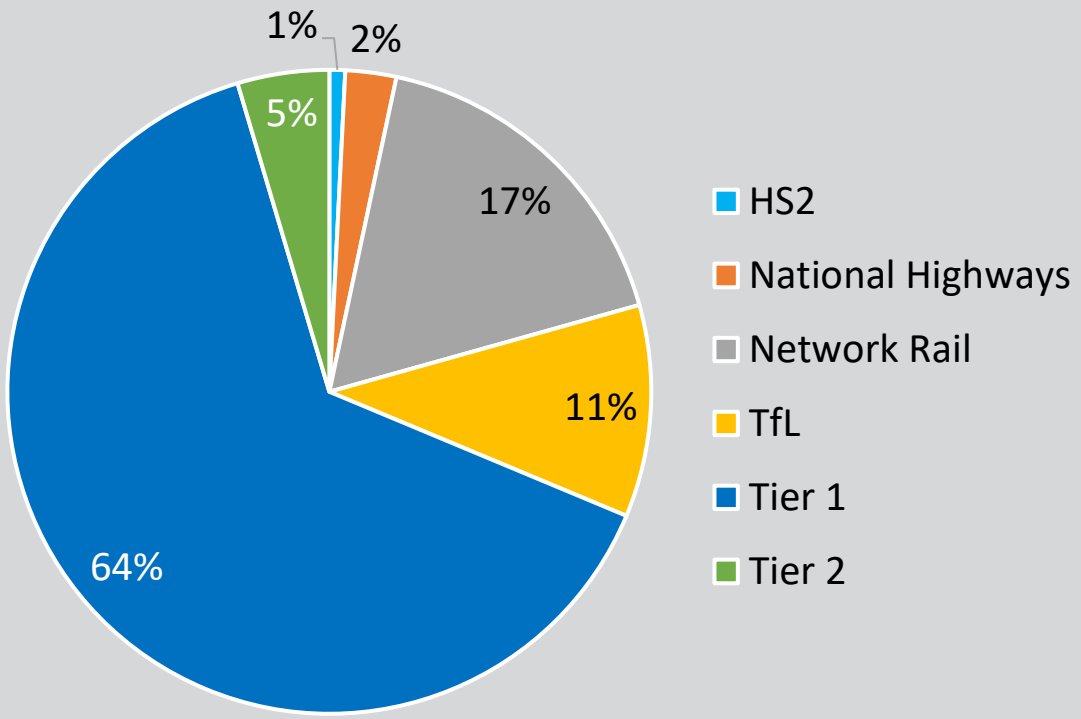
Sample Size: 339,912
Submissions: 270



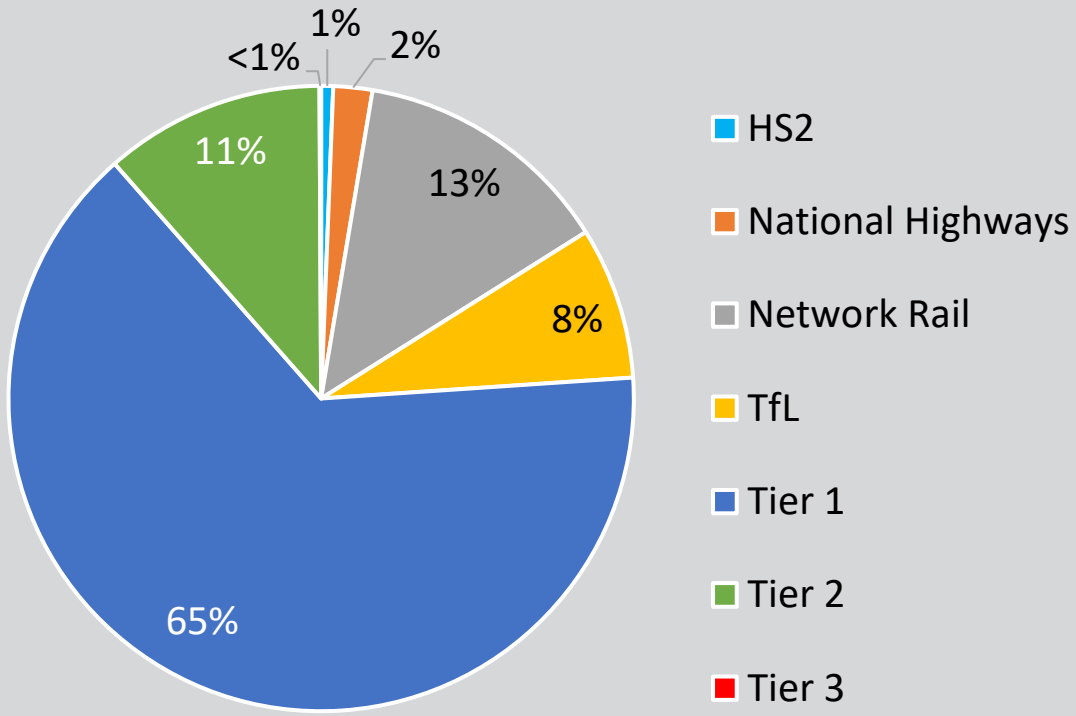
Type of organisation

Sample Size: 339,912
Submissions: 270

2021 Response %



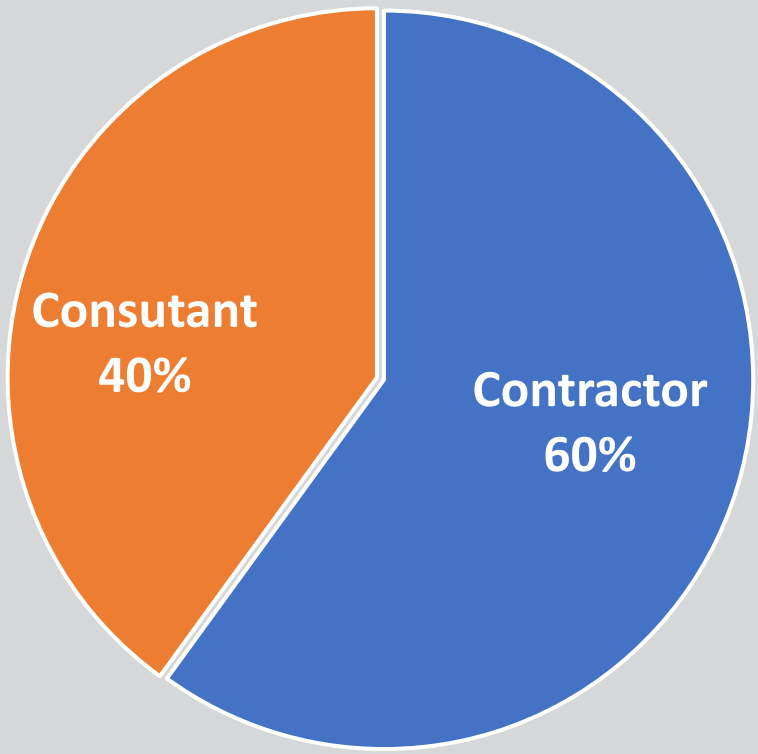
2022 Response %



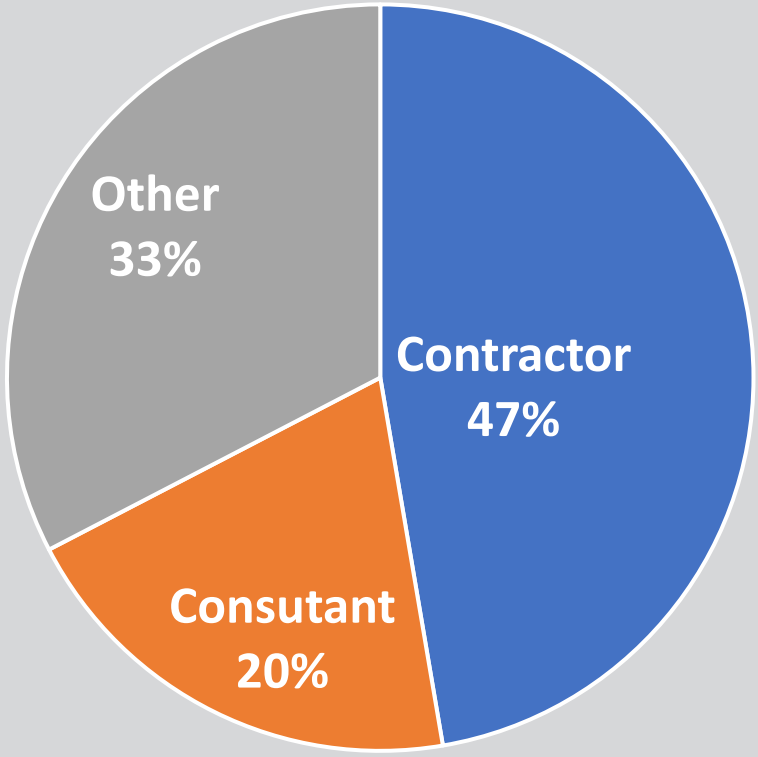
Contractor or Consultant

Sample Size: 339,912
Submissions: 270

2021 Response %



2022 Response %



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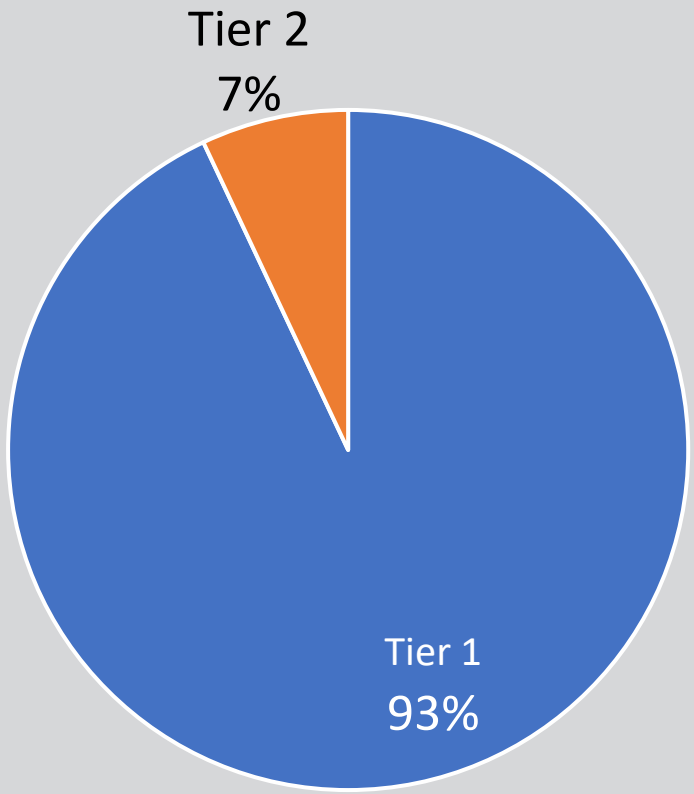
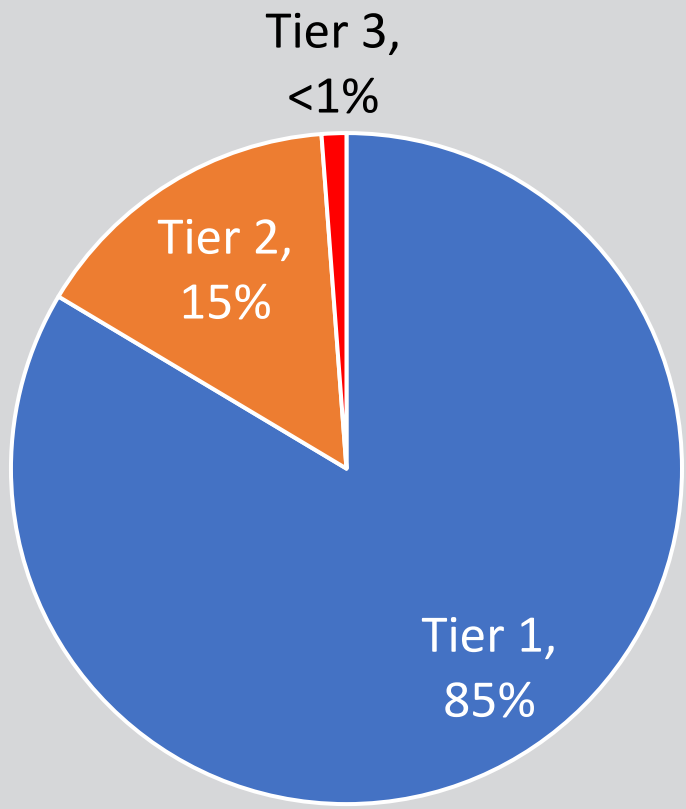
Tier of supply chain

Sample Size: 339,912
Submissions: 270

2021 Response %



2022 Response %



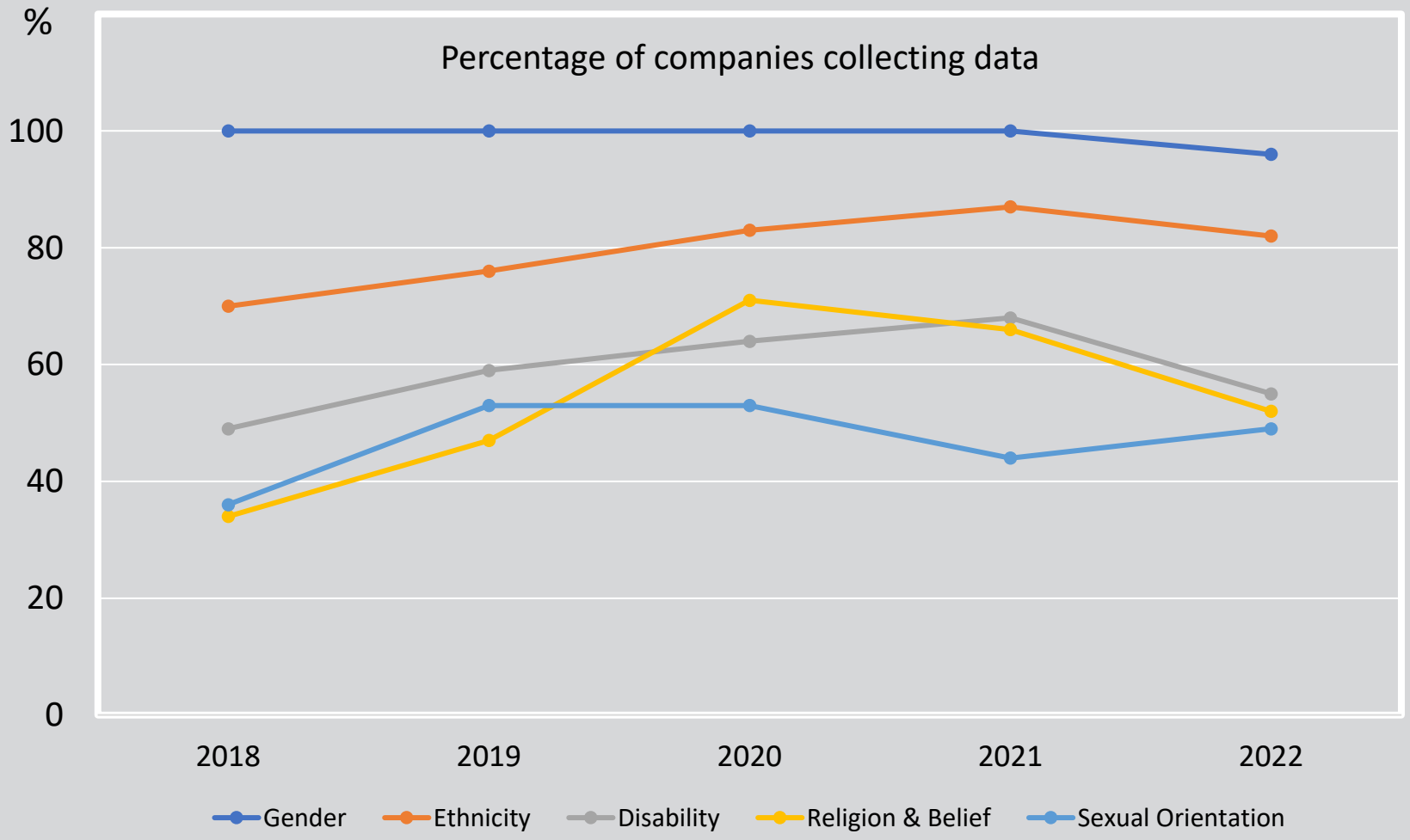
Size and clients

Sample Size: 339,912
Submissions: 270

Size of organisations reporting (number of employees) 2022							
Year	<10	<50	<250	<500	<1,000	>1,000	Total
2021	2	6	15	8	10	47	**88**
2022	18	84	80	15	13	60	**270**

Client	Number of suppliers per client	
	2021	2022
HS2	27	67
National Highways	67	87
Network Rail	26	58
TfL	45	59

Data through the supply chain



- Since 2018 trend is for an increasing breadth of data collected
- Year on Year small decline in 2022 in breadth of data collection
- This is due to reaching more SMEs in lower tier's of supply chain, where data collection is no as broad

Respondent Trends: Insights

- **Need to reach site level**
  - Previous data has focused on clients, consultants and tier 1 contractors
  - But the further we go down the supply chain less data is collected on the full range of protected characteristics
- **Tier 1 contractors support drives participation @ Tier 2**
  - Morgan Sindall, VolkerWessels are now engaging their suppliers
- **Support across the sector**
  - Major Projects Association and Infrastructure Client Group
- **Shared Supply Chain**
  - Significant numbers of supplier work in the supply chains of the 4 clients
- **Meeting Construction Leadership Council objective**
  - By December 2022 *"Commit to a common diversity measuring and monitoring system"*

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Company Policies

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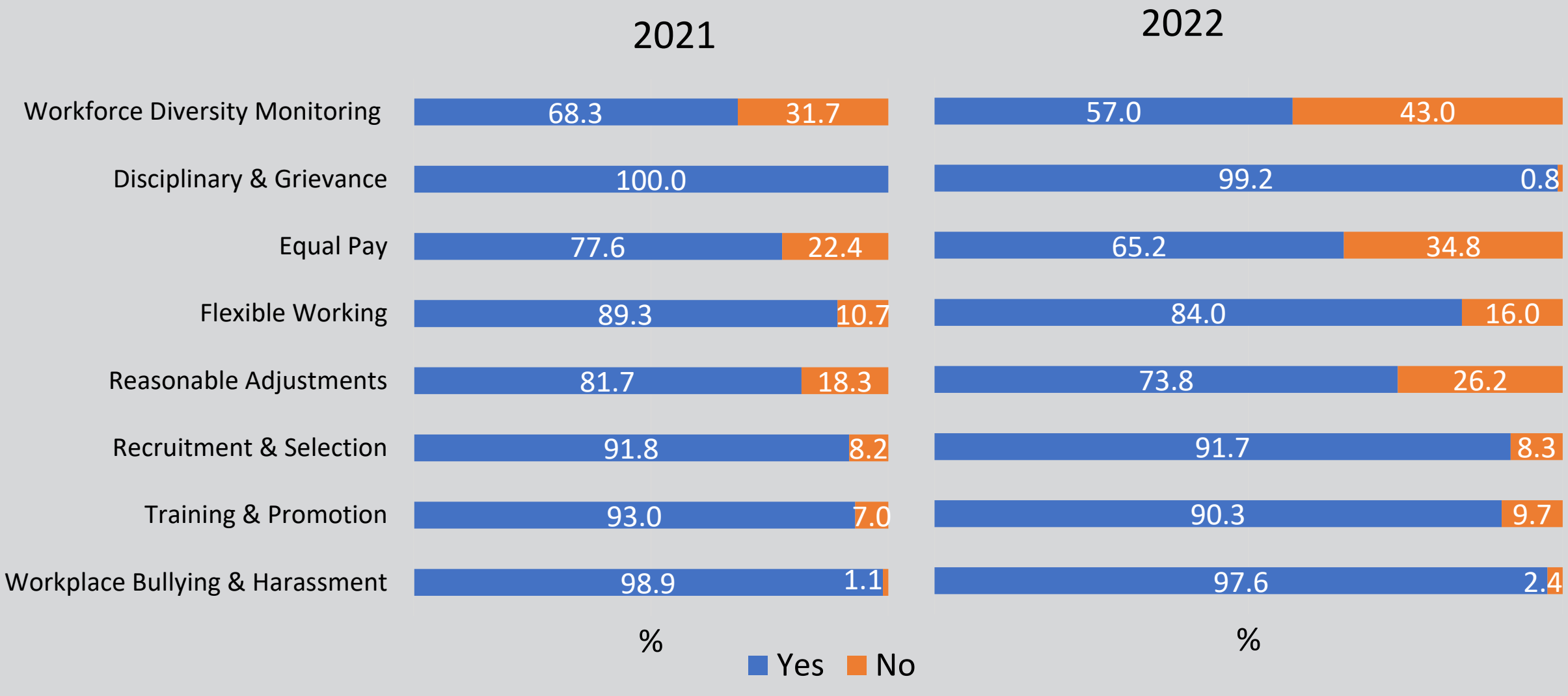
Policies and processes: Summary & insights

	Monitor Diversity	Equal pay	Reasonable Adjustments	Flexible Working	Disciplinary & Grievance
All	**57%**	**65.2%**	**73.8%**	**84%**	**99%**
2021 to '22	11% decrease	12% decrease	8% decrease	5% decrease	1% decrease
Tier 2	40%	53%	67%	78%	99%

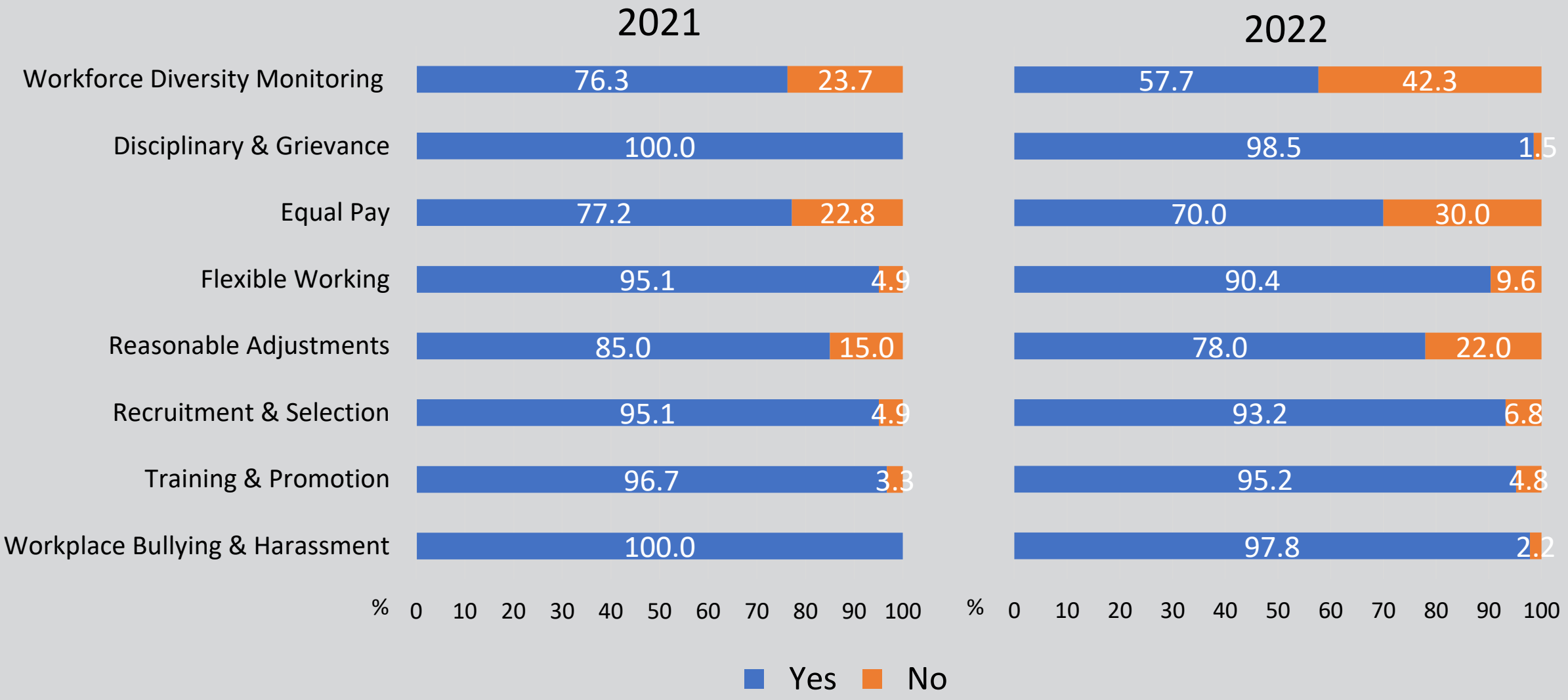
Company Policies and Processes

Submissions:
2021 = 85
2022 = 250



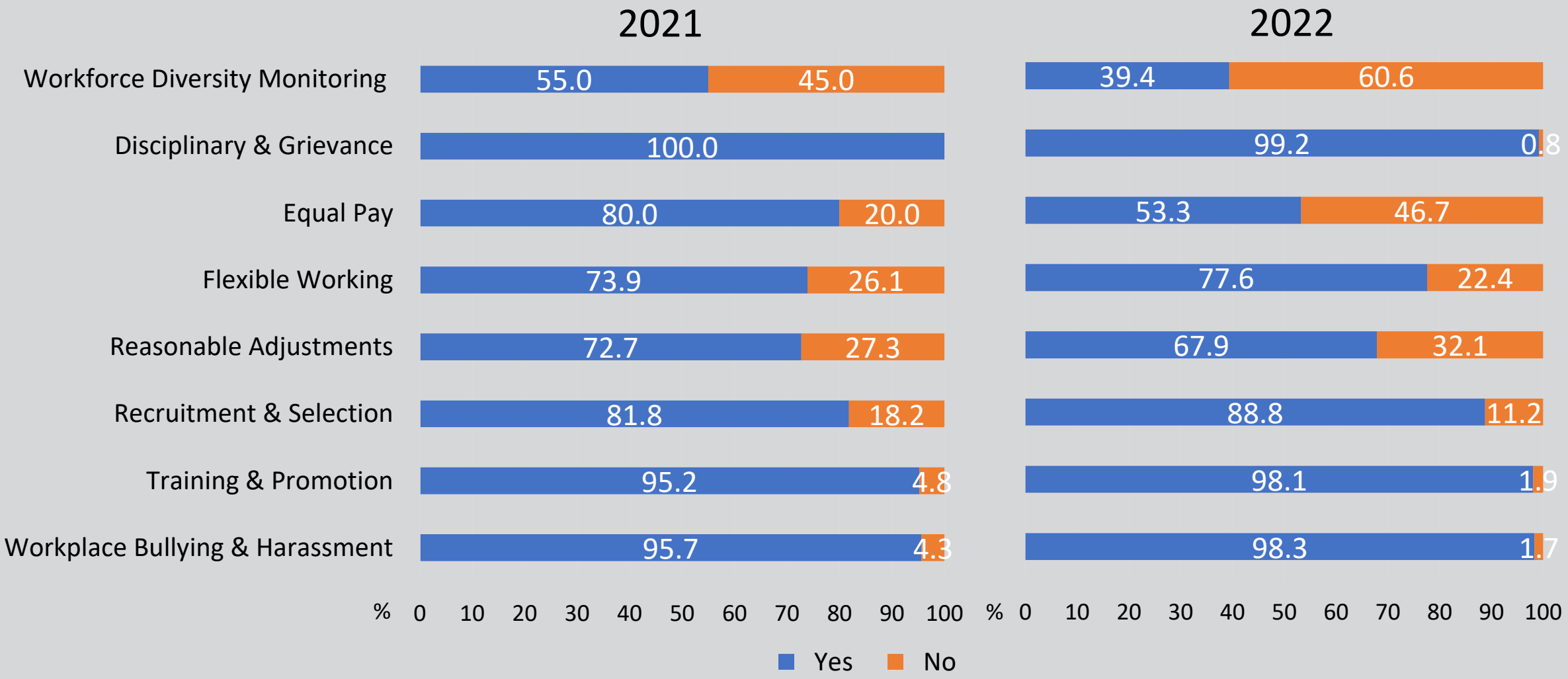
Policies and Processes: Tier 1

Submissions:
2021 = 61
2022 = 166



Policies and Processes: Tier 2

Submissions:
2021 = 24
2022 = 84



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Pay Gap

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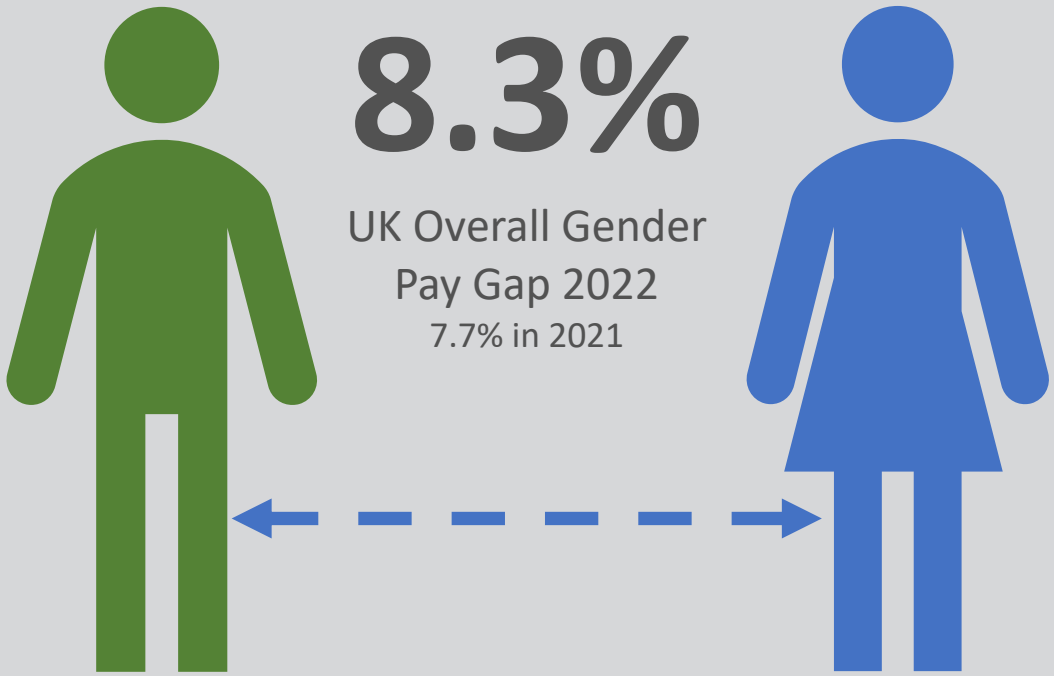
What is the Pay Gap?



8.3%

UK Overall Gender Pay Gap 2022

7.7% in 2021

20.7%

Our data gender pay gap

13.7%

Construction Operatives Gender Pay Gap ONS

ONS Job type	Women earn x% less
Assemblers & operatives n.e.c.	14.5%
Building finishing trades	17.6%
Building & civil engineering technicians	1.9%
Carpenters & joiners	1.3%
Civil engineers	0.6%
Construction operatives	13.7%
Construction & building trades	6.7%
Construction & building supervisors	17.9%
Construction & building n.e.c.	19.5%
Construction professionals	4.5%
Electricians & electrical fitters	18.4%
Engineering project managers	2.1%
Engineering technicians	14%
Plant & machines operatives n.e.c.	8%

The gender pay gap is calculated as the difference between average hourly earnings (excluding overtime) of men and women as a proportion of men's average hourly earnings (excluding overtime)

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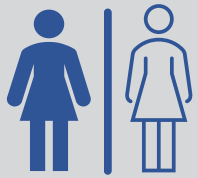
Pay Gap*: 2022 - Hourly

Gender

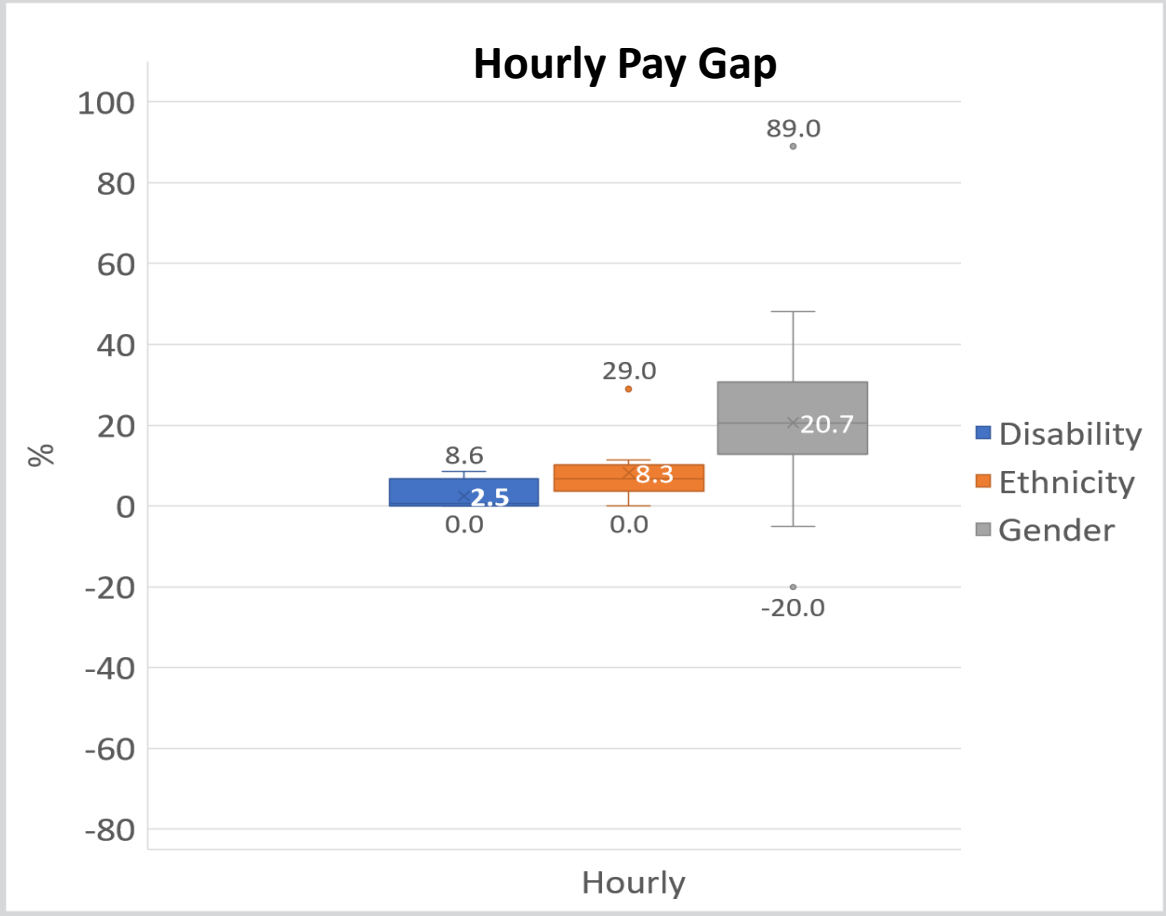
Number of organisations

Ethnicity



Disability

*Average reported pay gap



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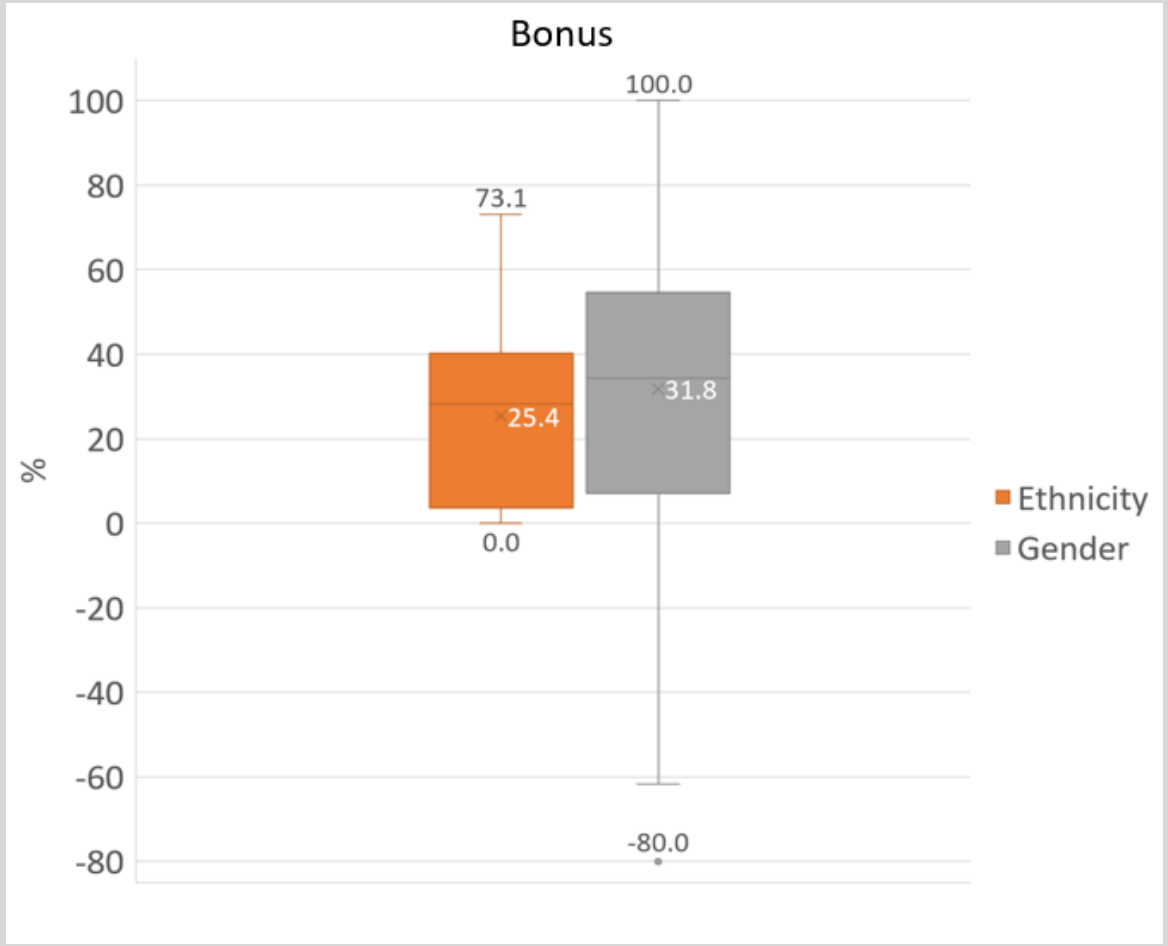
Pay Gap*: 2022 – Bonus Pay

*Average reported pay gap

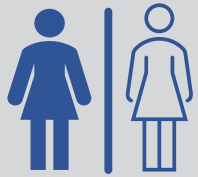


Larger gaps in bonus payments by **gender** and **ethnic** background

Gender

Men get larger bonuses

Ethnicity



White people get larger bonuses

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Pay Gap: Insights

- **Our data shows a worse picture than ONS**
- **There is considerable variation by job function**
  - ONS data shows considerable variation across the trades
  - Managerial and professional roles have a lower pay gap
- **Trend to collect and report more gender pay gap data**
  - Significant numbers of companies saying they will collect gender data
- **Disability and ethnicity pay gap data reporting is rare**
  - Not only rare, but also not many companies are indicating they will report
- **The bonus pay gap is much higher**
  - Men get larger bonuses (31.8% more)
  - People from a white background get larger bonuses (25.4%)

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Gender

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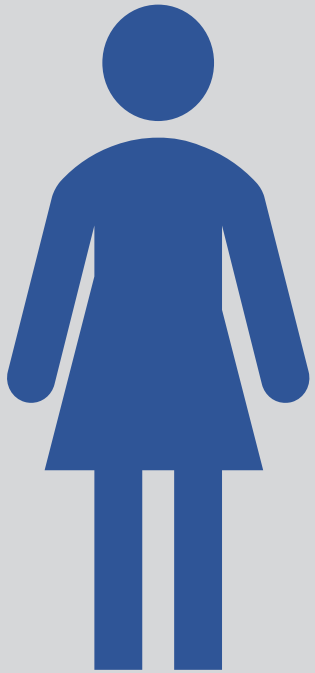
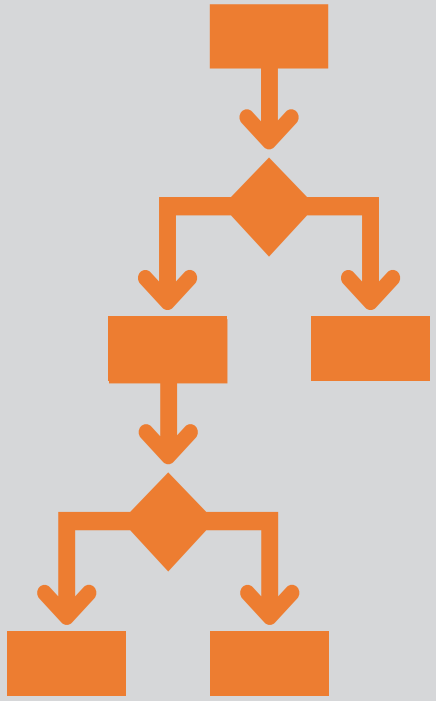
Gender - Summary



23%

Female

23% in 2021



Tier 1

22.4%

Female

23.4% in 2021

Tier 2

20.7%

Female

16% in 2021

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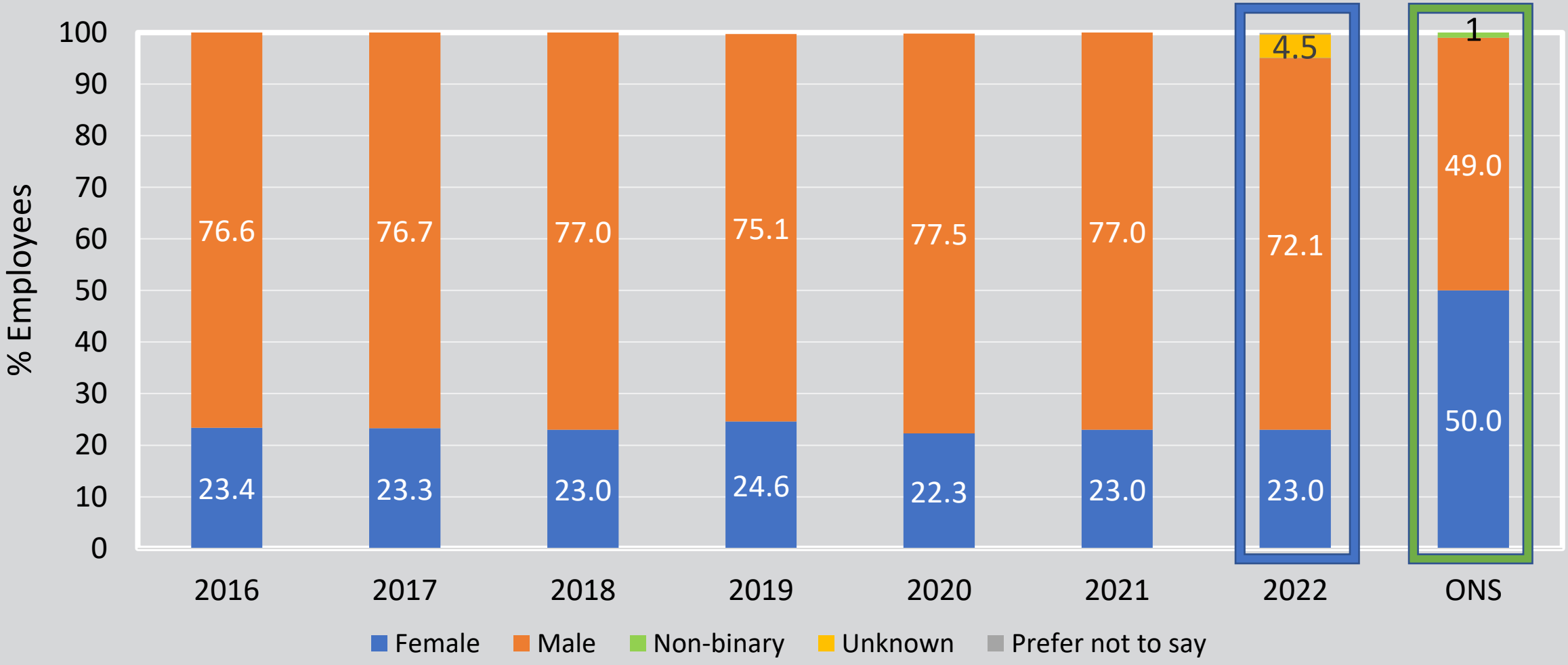
Gender: 2016-2022

Sample size: 339,912



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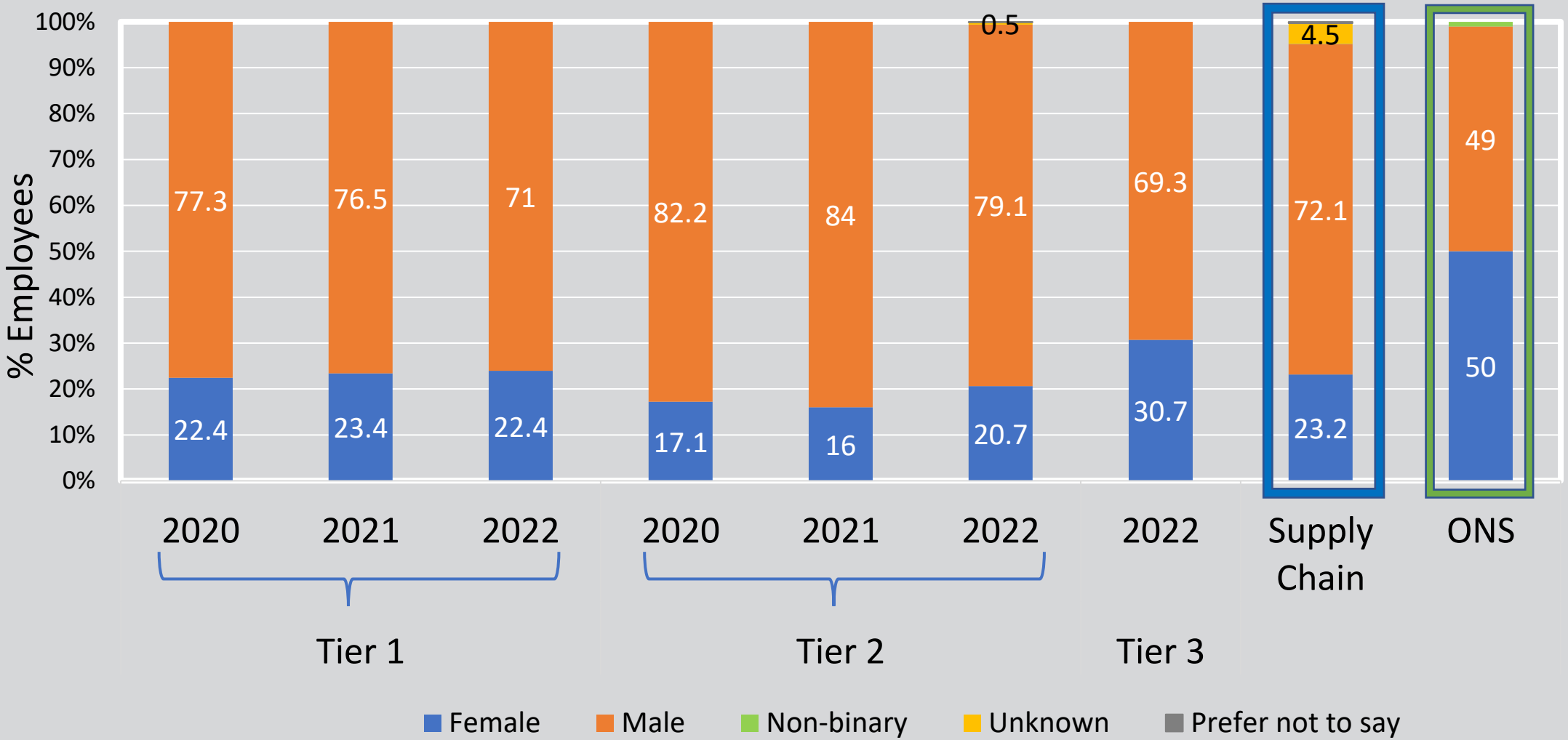
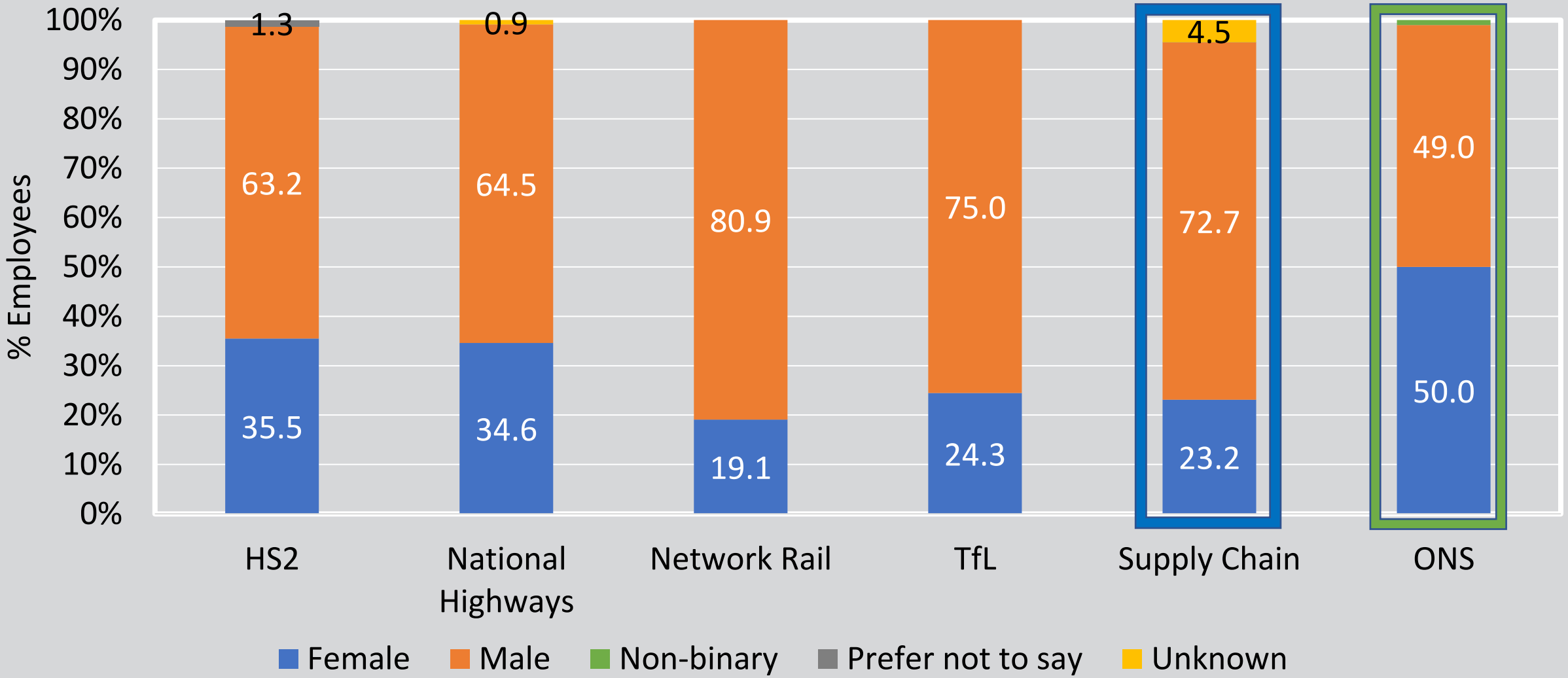
Gender: By Tier - Year on Year

Sample size: **Tier 1: 158,566**
Tier 2: 27,145
Tier 3: 153



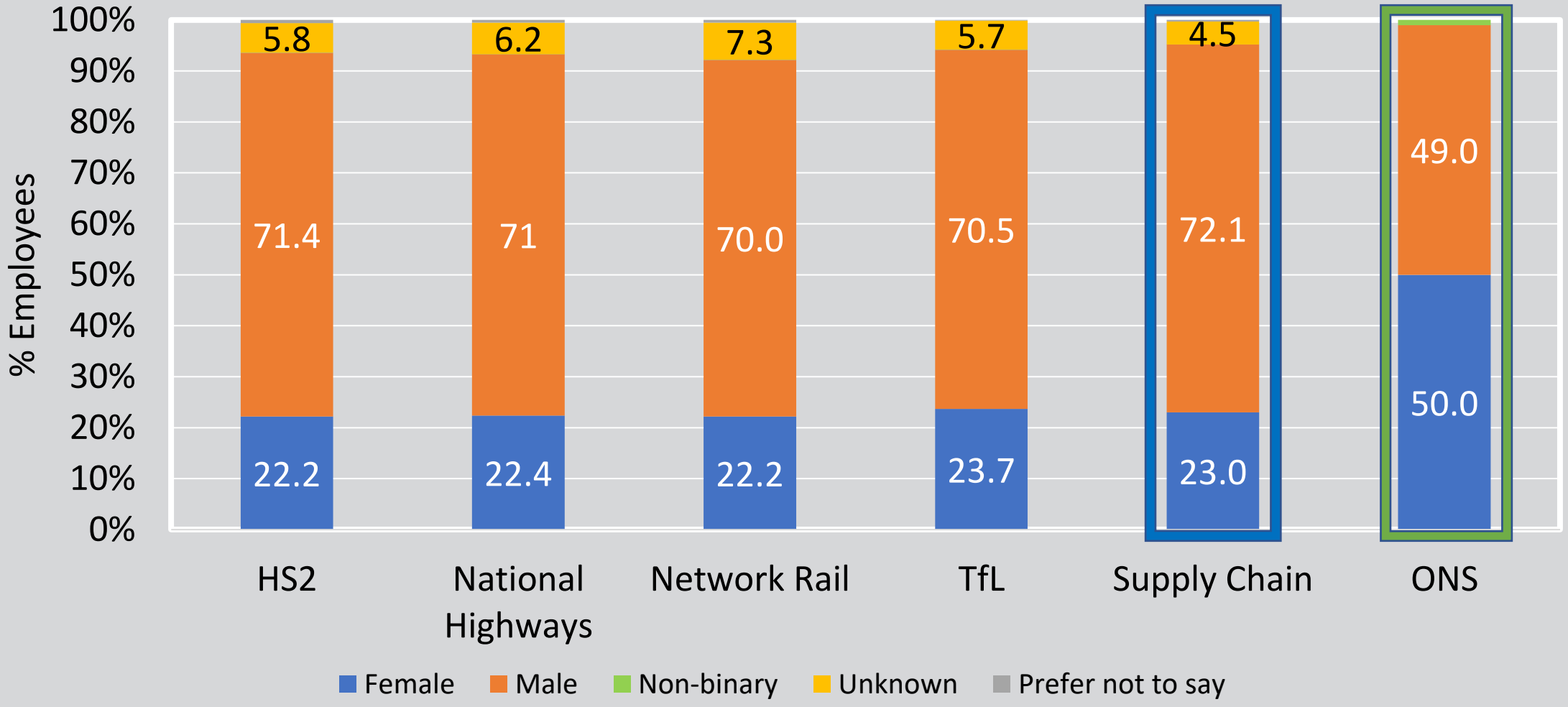
Gender: 2022 - Client's own employees

Sample Size: 80,788



Gender: 2022 - Client's supply chain

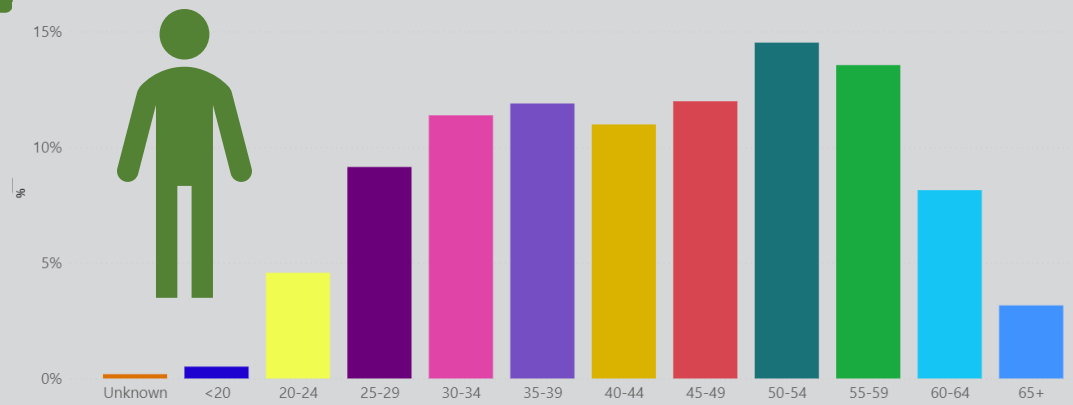
Sample size: 238,870



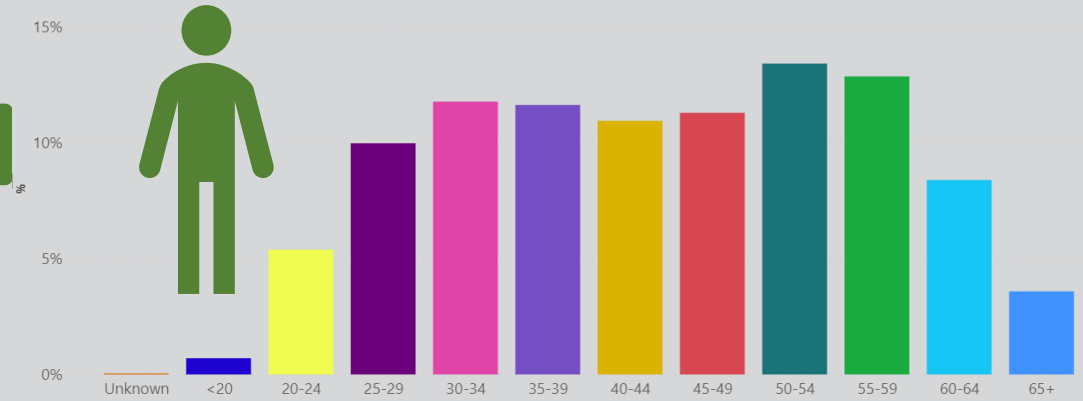
Gender & Age: 2021-2022

Sample size: 241,021

2021

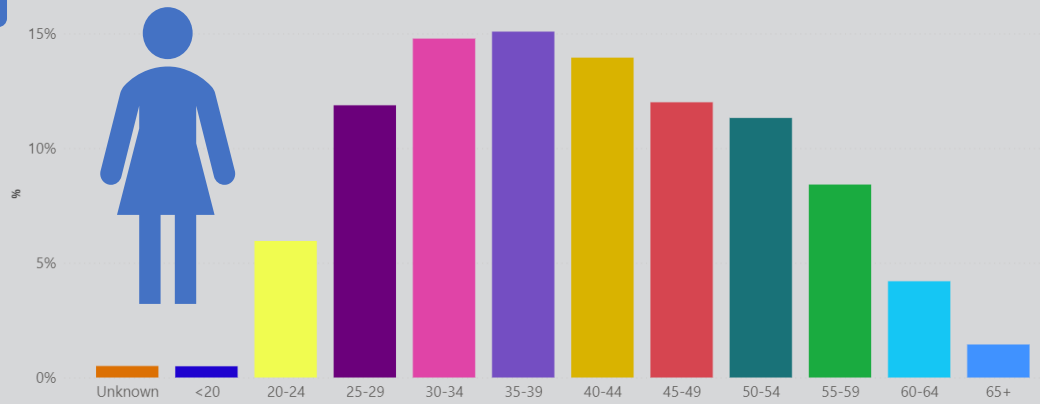


2022

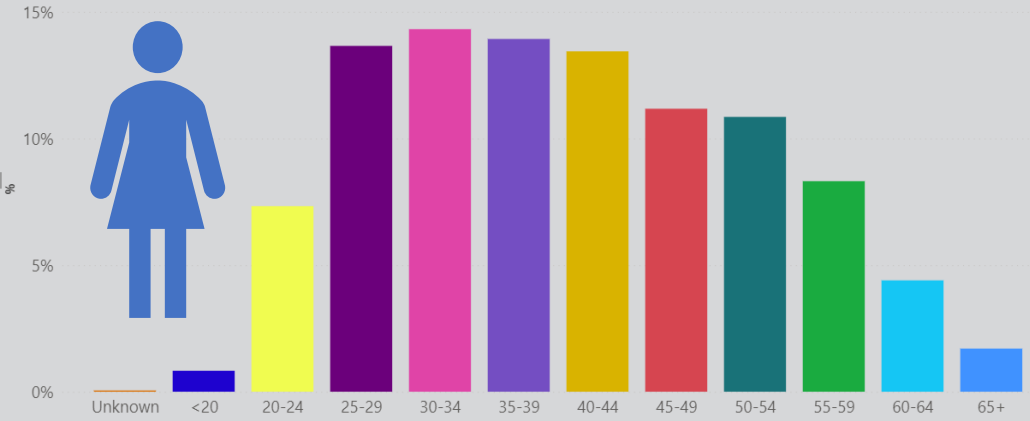


No significant year on year change
Number of men peak in 50-59 bracket

2021



2022



No significant year on year change
Number of women falls after the age of 35

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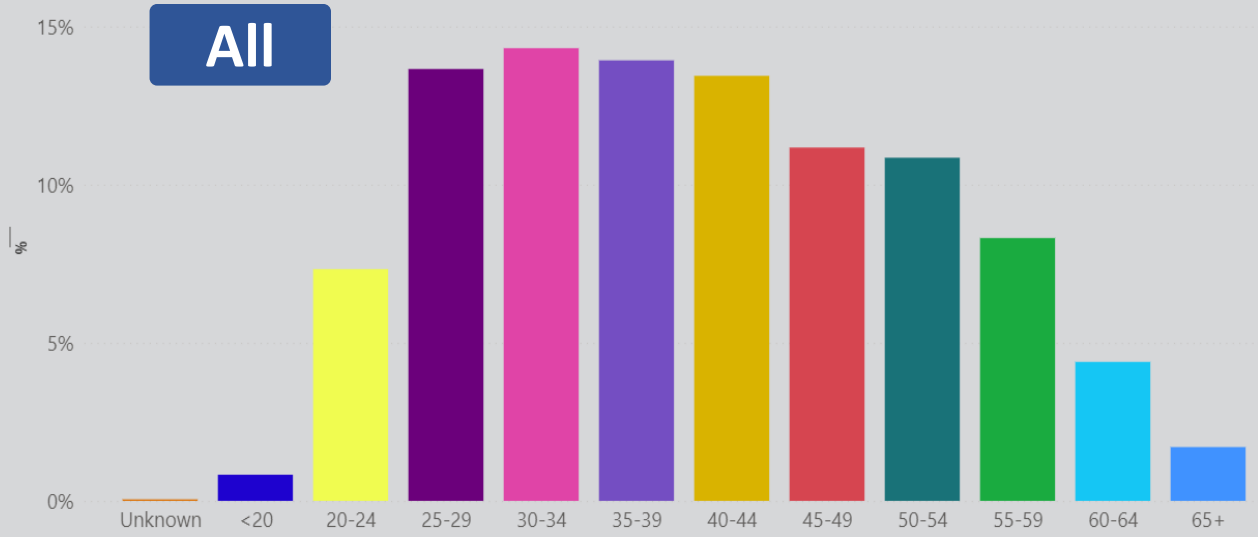
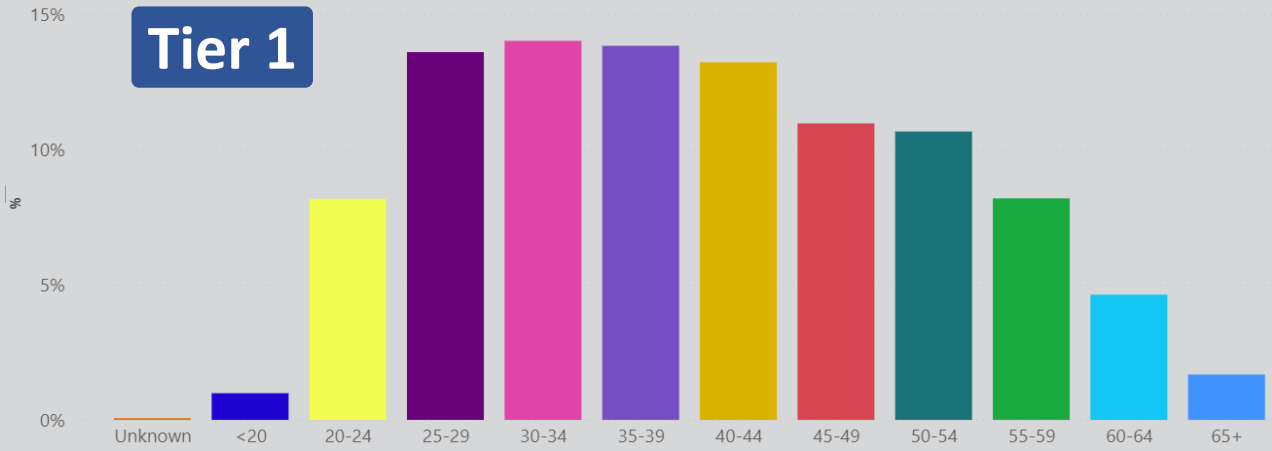
Age: Female by Tier

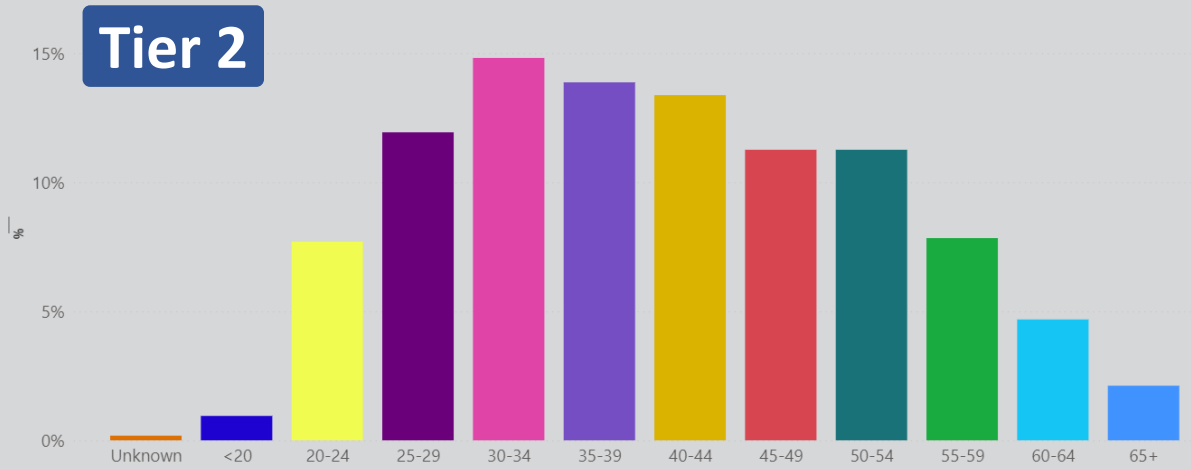
24.6%
Aged 50+

+0.2%
Year on year

Tier 1 has 22.6% of women over 50
Tier 2 has 27.7% of women over 50







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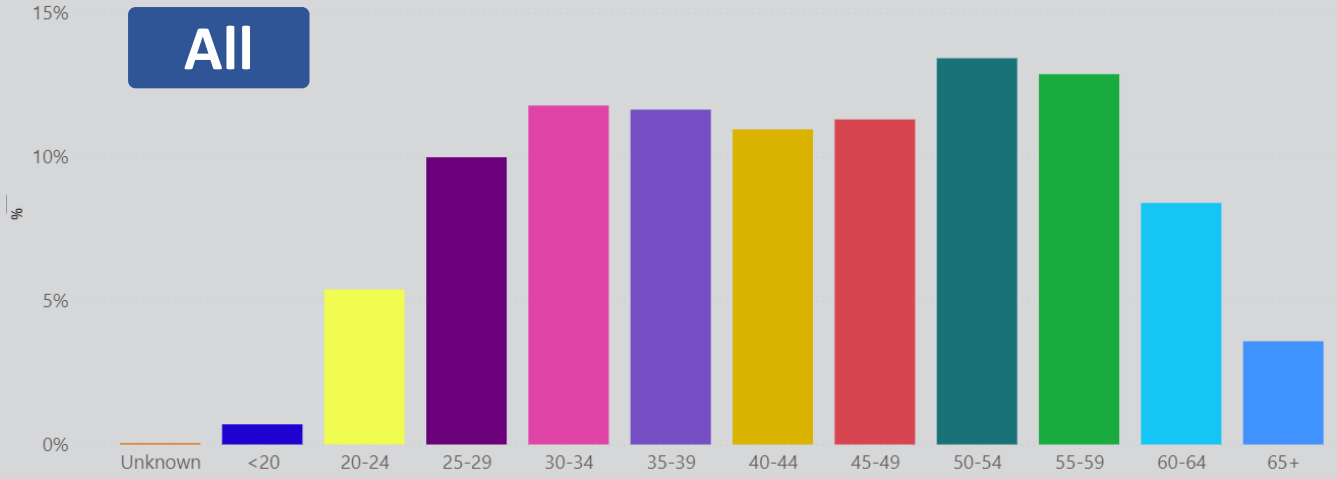
Age: Male by Tier

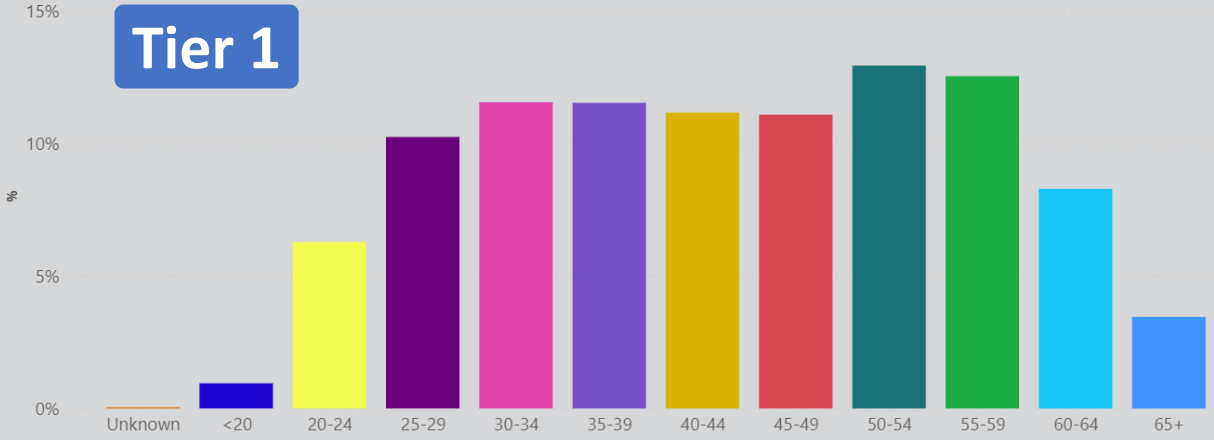
Sample size: 241,021

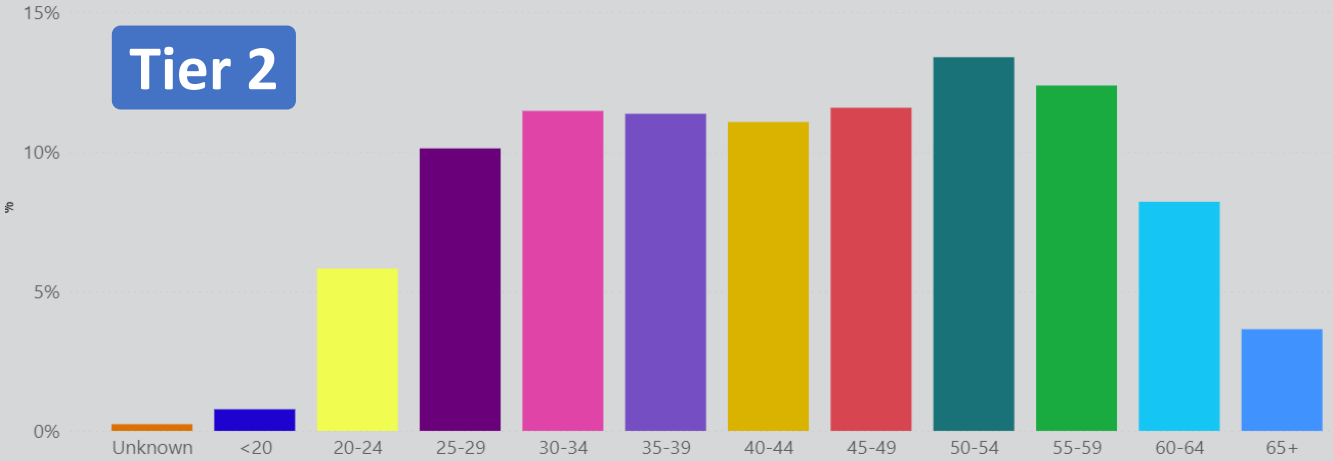
38.3%
Aged 50+

-1.1%
Year on year

Male 50+ are higher
No significant variation by tier







Gender - Insights

23%

Female

23% in 2021

20.7%

Gender Pay Gap

27.6%

Aged 50+

+2.2%

Year on year

4.7%

Aged 18-25

-0.5%

Year on year

Male 50+ are higher

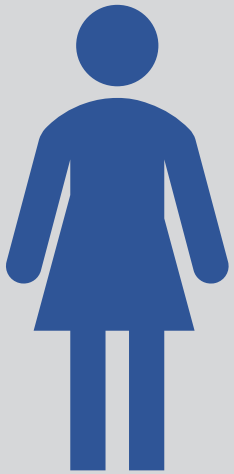
No significant variation by tier

23.6%

Female applicants

16

Female applicants per hire (22 for male)



5.4%

Aged 50+

-0.1%

Year on year

1.8%

Aged 18-25

-0.4%

Year on year

Tier 2 has higher % of women over 50

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Age

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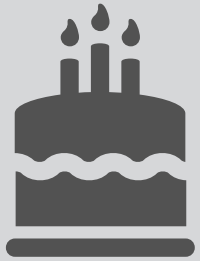
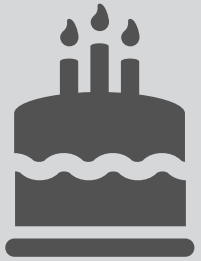
Age: Summary



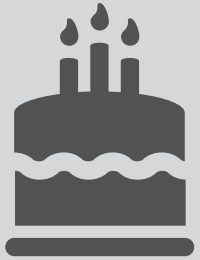
6.8% under 25

up 1.2%



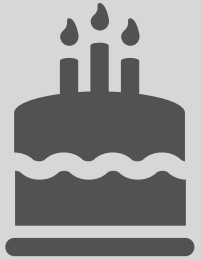
34% over 50

down 1.1%



25 to 59

Our industry has more than the ONS working age population

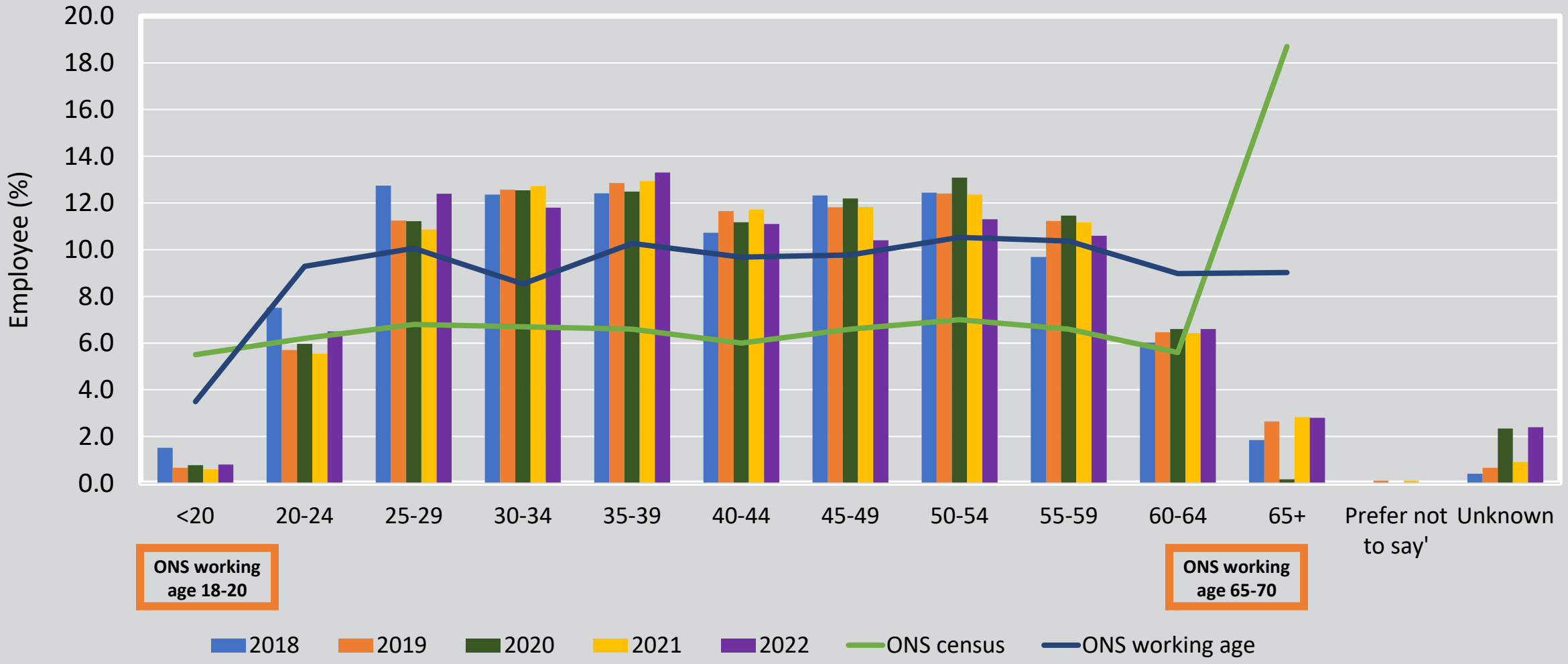


U-25 & 60+

Our industry has much less than the ONS working age population

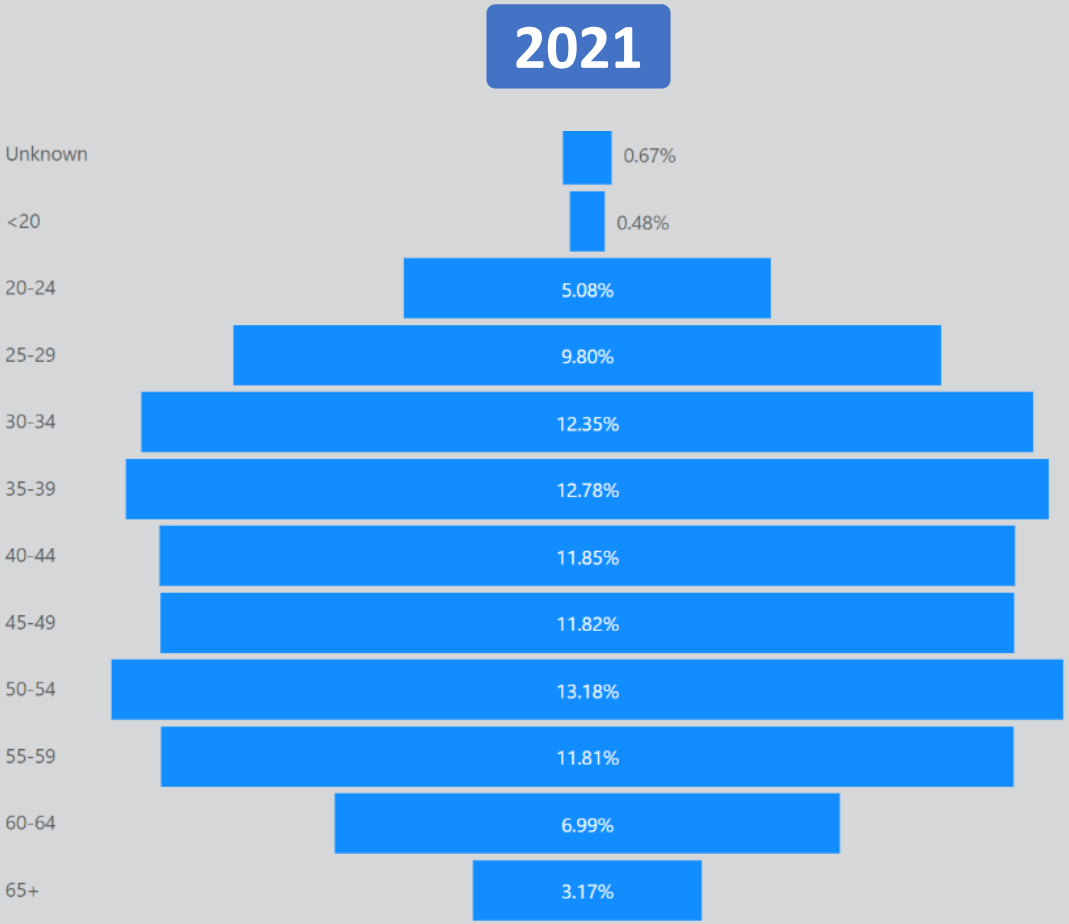
Age of Supply Chain: 2018-2022

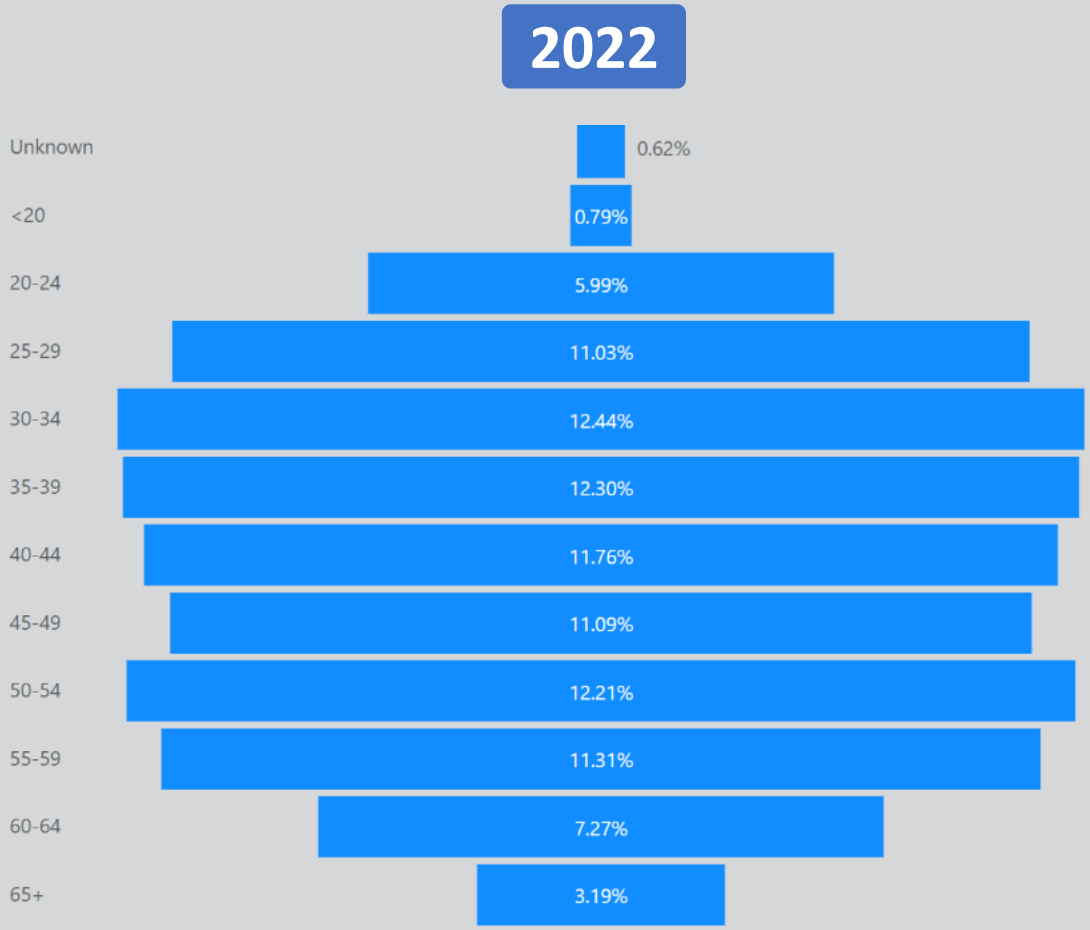
Sample size: 339,128



national highways HS2 NetworkRail TRANSPORT FOR LONDON

Age: 2021-2022

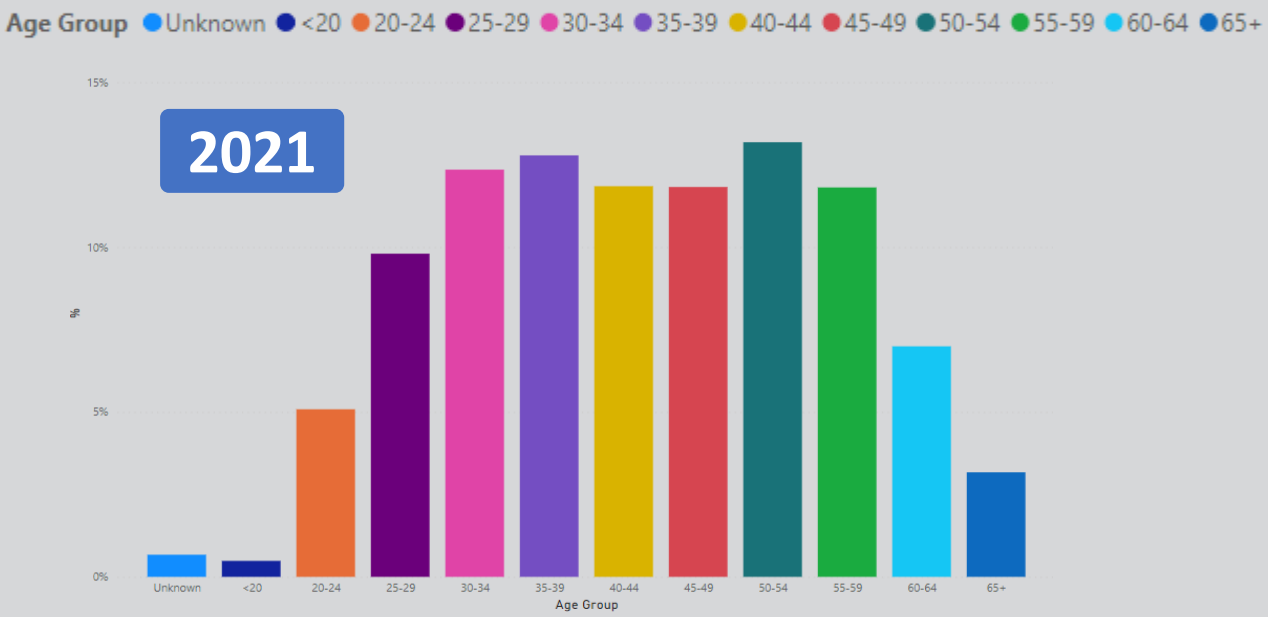


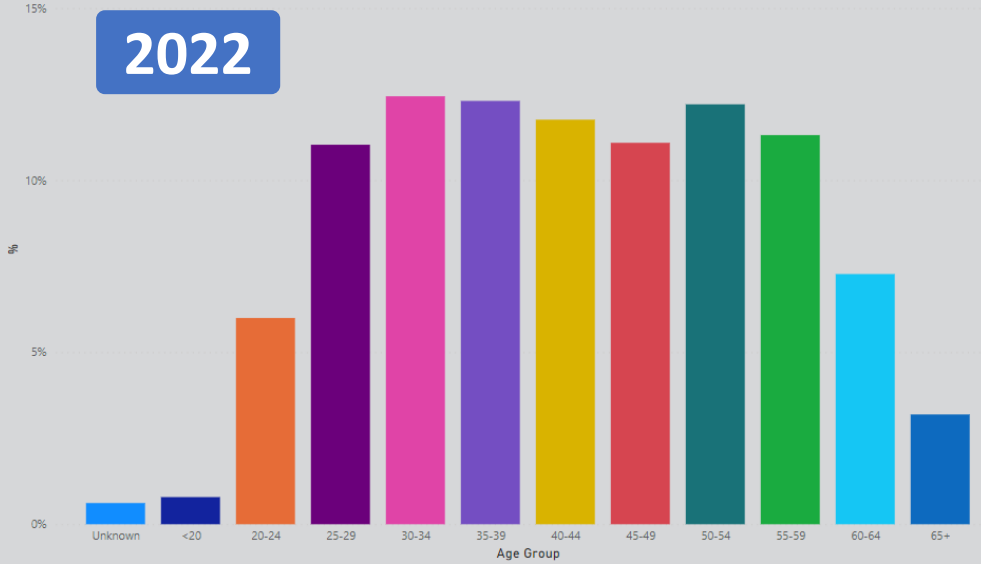


national highways HS2 NetworkRail TRANSPORT FOR LONDON

Age: 2021-2022

Sample size: 241,021





No significant year on year change

national highways HS2 NetworkRail TRANSPORT FOR LONDON

Age: 2018-2022

Age	% of employees					ONS
	2018	2019	2020	2021	2022	
Under 20	1.5	0.7	0.8	0.6	0.7	5.5
Between 20-24	7.5	5.7	6.0	5.5	6.5	6.2
Between 25-29	12.7	11.2	11.2	10.9	12.4	6.8
Between 30-34	12.4	12.6	12.5	12.7	11.7	6.7
Between 35-39	12.4	12.9	12.5	12.9	13.2	6.6
Between 40-44	10.7	11.7	11.2	11.7	11.0	6.0
Between 45-49	12.3	11.8	12.2	11.8	10.3	6.6
Between 50-54	12.4	12.4	13.1	12.4	11.2	7.0
Between 55-59	9.7	11.2	11.5	11.2	10.5	6.6
Between 60-64	6.0	6.5	6.6	6.4	6.5	5.6
Over 65	1.8	2.6	0.2	2.8	2.8	18.7
Prefer not to say'	0.0	0.1	0.0	0.1	0.0	
Unknown	0.4	0.7	2.3	0.9	3.1	

Age: Insight

- **We are failing to attract and retain young people**
  - In six years we not seen a significant shift to young people, rather a reduction in under 25 and slight increase in over 50s
- **We have less young people (29 and under)**
  - Since 2018 we have seen a small decline in young people
- **We have significant people leaving the industry at 60 years old**
  - Those aged 50-59 remains significantly above the ONS level
  - Over the age of 60's we see a big exodus from the industry
- **Male age profile is weighted to over 50**
  - Significant numbers of companies saying they will collect gender data
- **Female age profile peaks at 35 and then declines**
  - Significant numbers of companies saying they will collect gender data

national highways

HS2

Ethnicity

NetworkRail

TRANSPORT FOR LONDON

Ethnicity - Summary

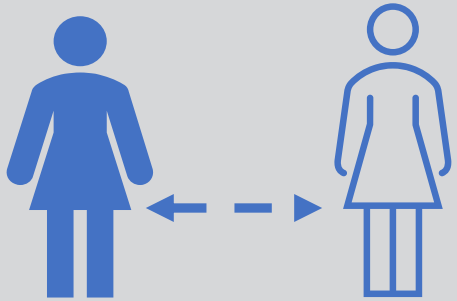
17.5%
Ethnic minorities (ONS 18.5%)

+ 1.7%
From 2021

39.9%
Of 367,688 applicants were ethnic minority

50
Ethnic minority applicants per hire (16 for white)

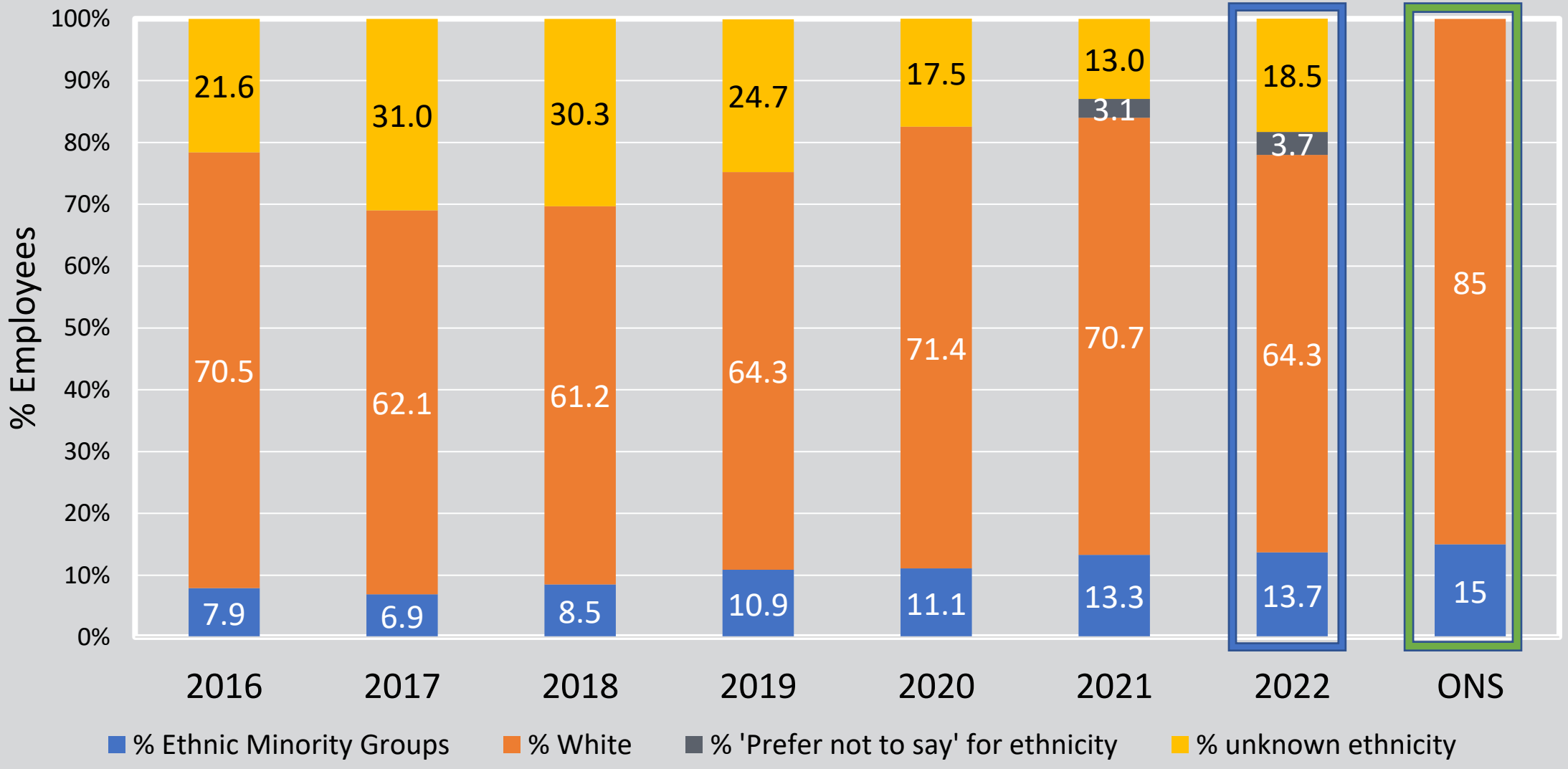
8.3%
Ethnic minority Pay Gap



national highways HS2 NetworkRail TRANSPORT FOR LONDON

Ethnicity: 2016-2022

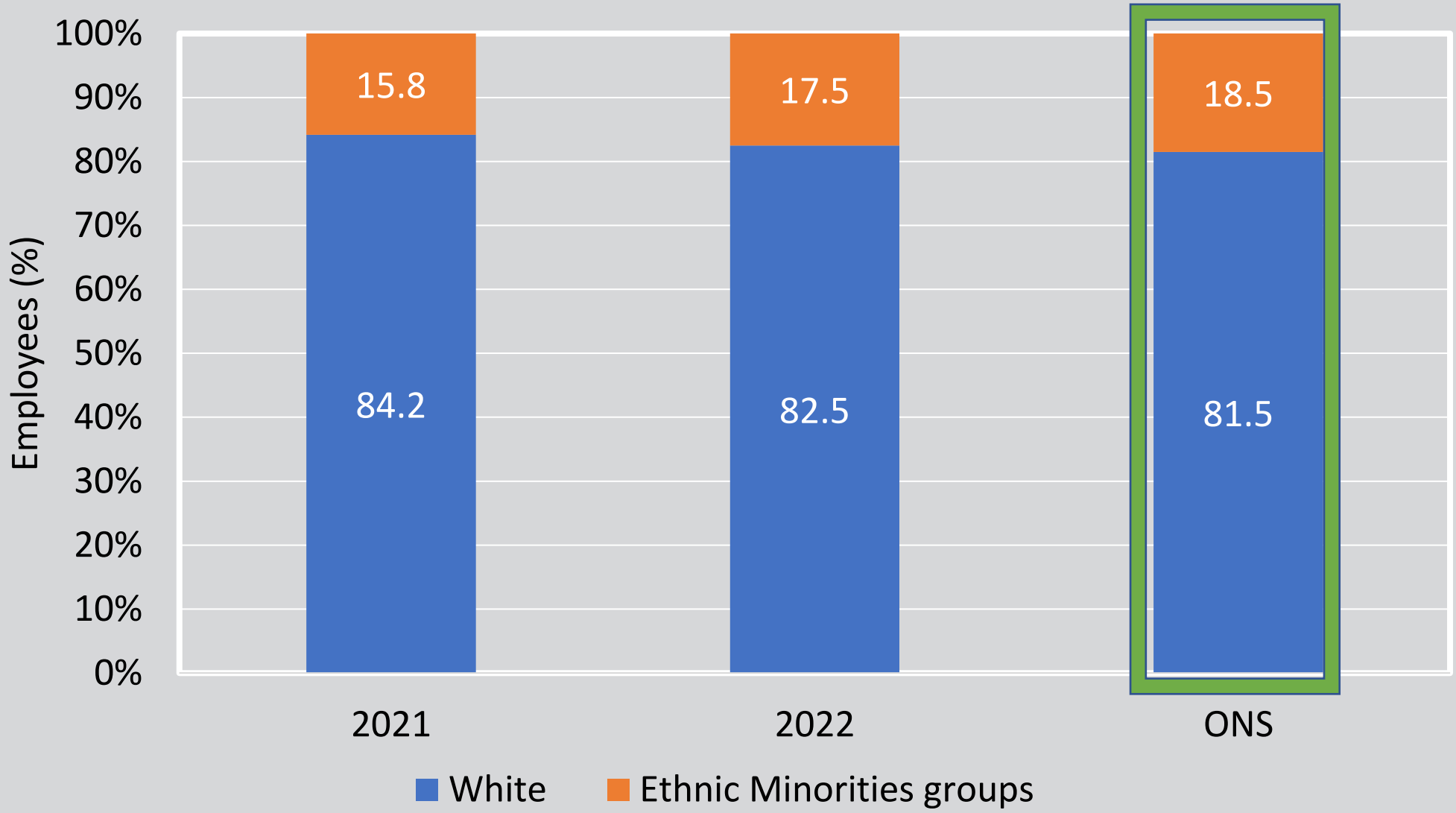
Sample size: 338,675



national highways HS2 NetworkRail TRANSPORT FOR LONDON

Ethnicity: Disclosed

Sample size: 338,675



*disclosed data

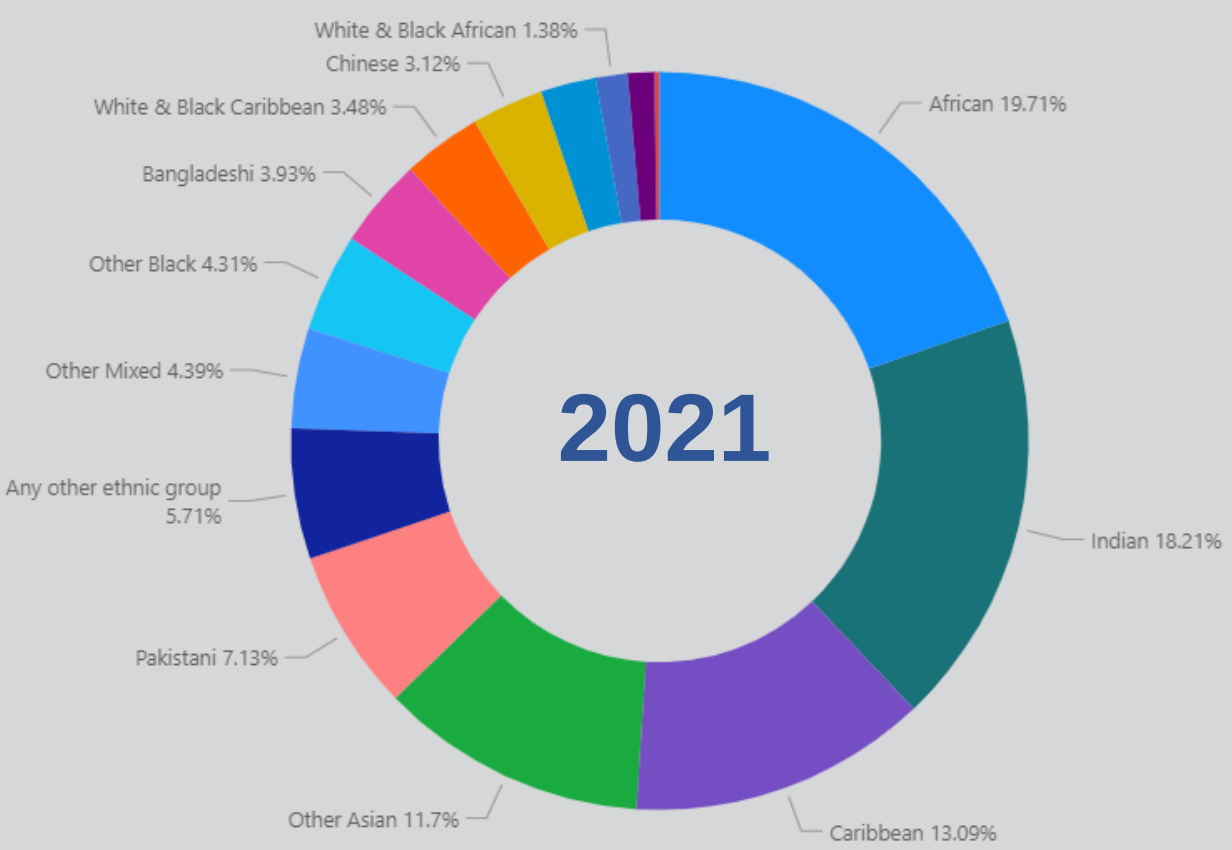
Ethnicity: 2019 - 2022

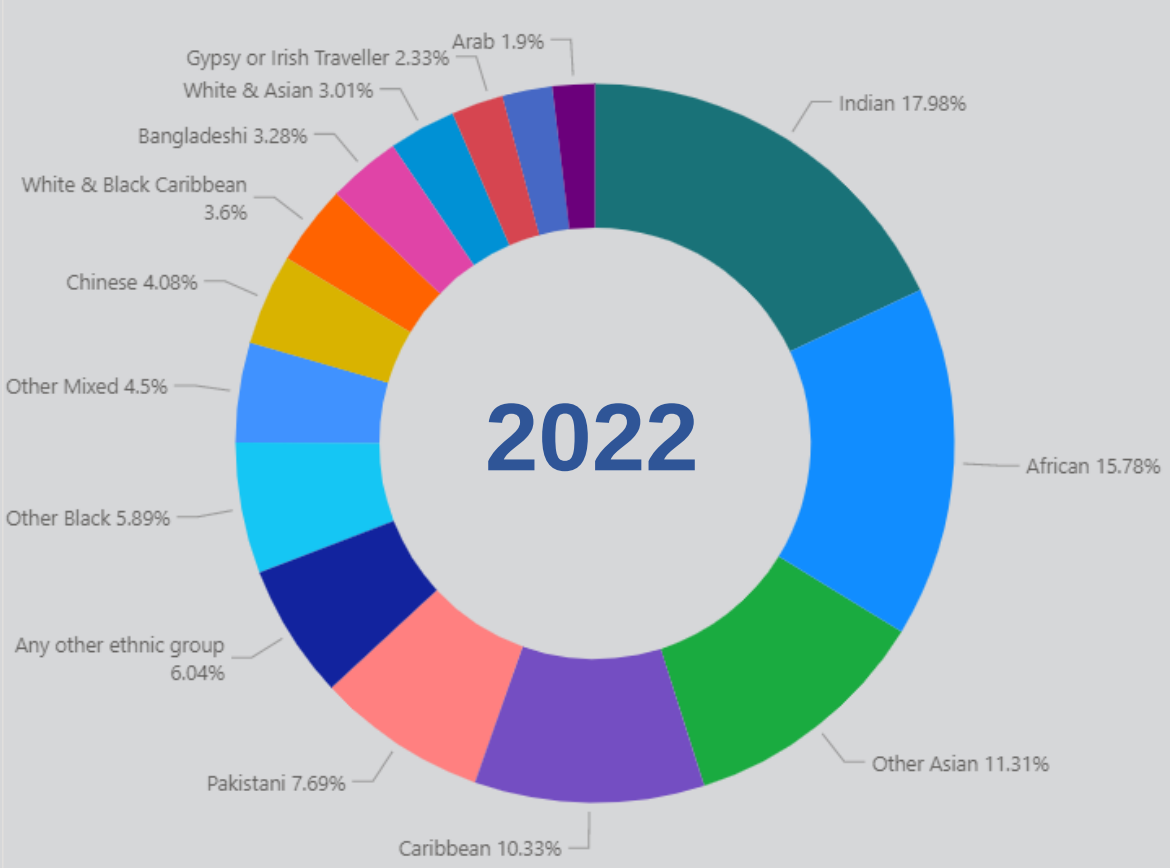
Sample size: 338,675

Ethnicity	% of employees				% Change	ONS
	2019	2020	2021	2022		
African	1.4	2.1	2.6	2.1	-0.5	2.5
Any other ethnic group	1.2	0.7	0.8	2.1	1.3	1.6
Arab	0.1	0.1	0.2	0.2	0.0	0.6
Bangladeshi	0.2	0.4	0.5	0.5	0.0	1.1
Caribbean			1.7	1.4	-0.3	1.0
Chinese	0.3	0.4	0.4	0.5	0.1	0.7
Gypsy or Irish Traveller	0.0	0.0	0.0	0.2	0.2	0.1
Indian	1.6	2.1	2.4	2.4	0.0	3.1
Other Asian	1.5	1.0	1.6	1.2	-0.4	1.6
Other Black	2.4	0.5	0.6	0.6	0.0	0.5
Other mixed ethnicity	0.5	0.6	0.6	0.6	0.0	0.8
Other white	8.7	8.6	9.4	10.7	1.3	6.2
Pakistani	0.6	0.8	1.0	1.0	0.0	2.7
Prefer not to say			3.1	3.6	0.5	
White & Asian	0.2	0.3	0.3	0.4	0.1	0.8
White & Black African	0.1	0.2	0.2	0.4	0.2	0.4
White & Black Caribbean	0.8	1.9	0.5	0.5	0.0	0.9
White British	64.3	71.4	60.2	52.7	-7.5	74.4
White Irish	0.9	1.2	1.1	1.2	0.1	0.9
White Roma						0.2
Unknown	15.2	7.7	13	18	5.0	
Total Ethnic Minorities	**11.8**	**12.3**	**13.3**	**13.7**	**0.4**	**18.5**

Ethnicity: Ethnic Minority Groups

Sample size: 239,997





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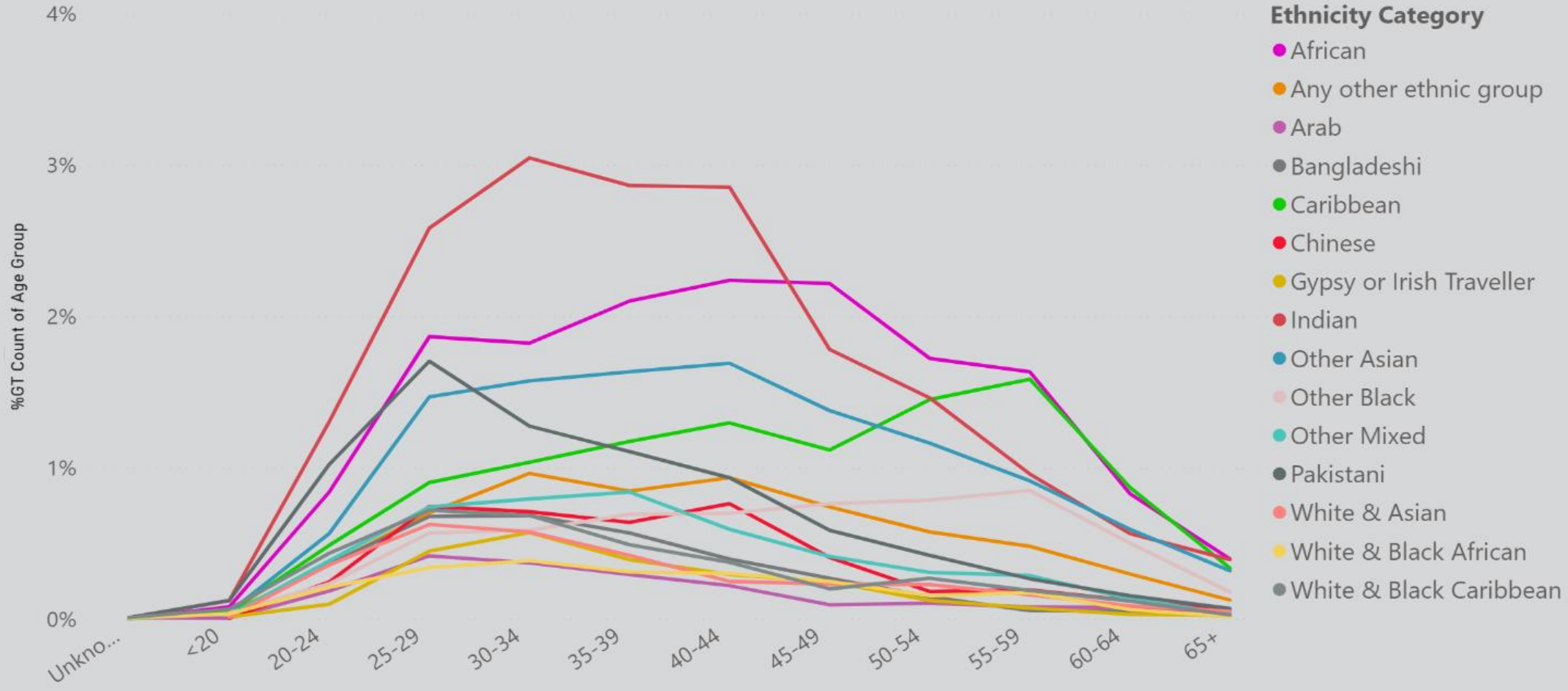
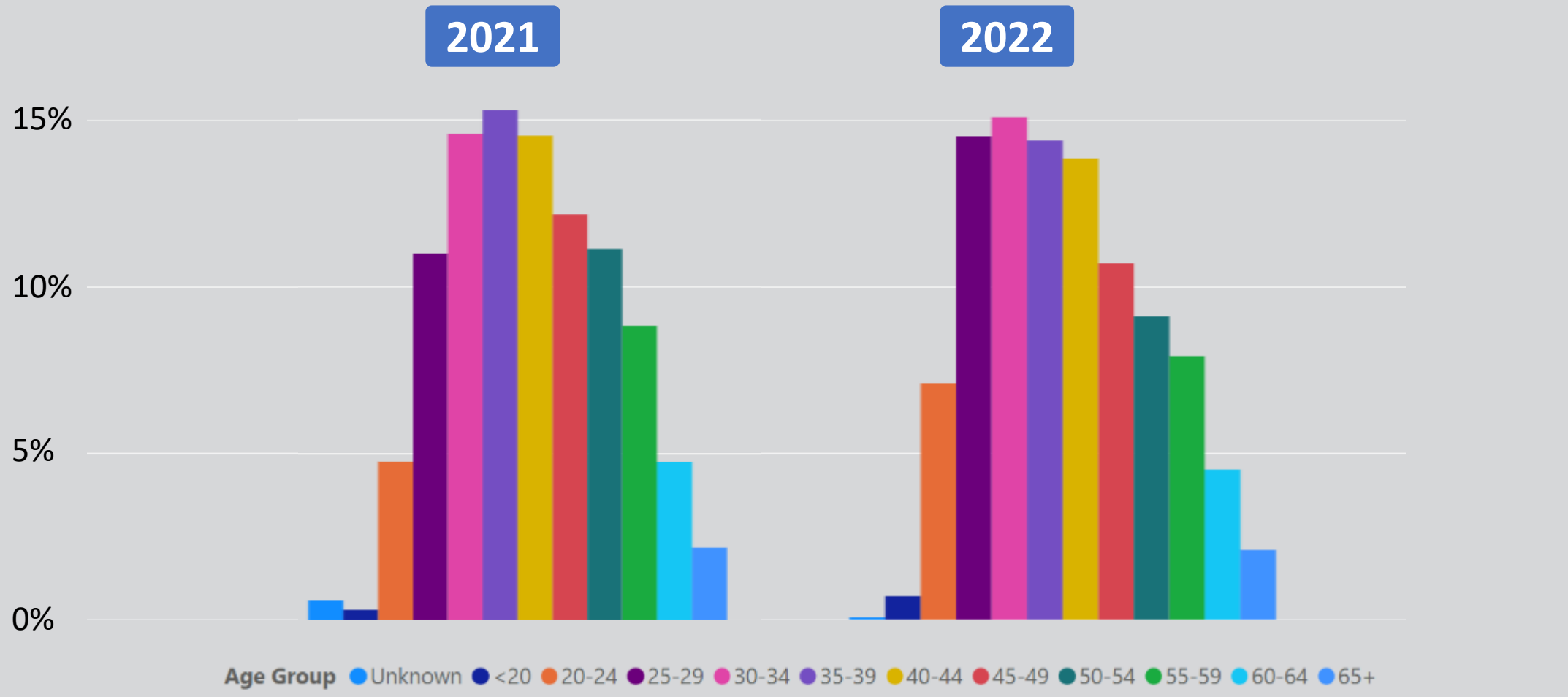
Ethnicity: Age

Sample size: 239,997



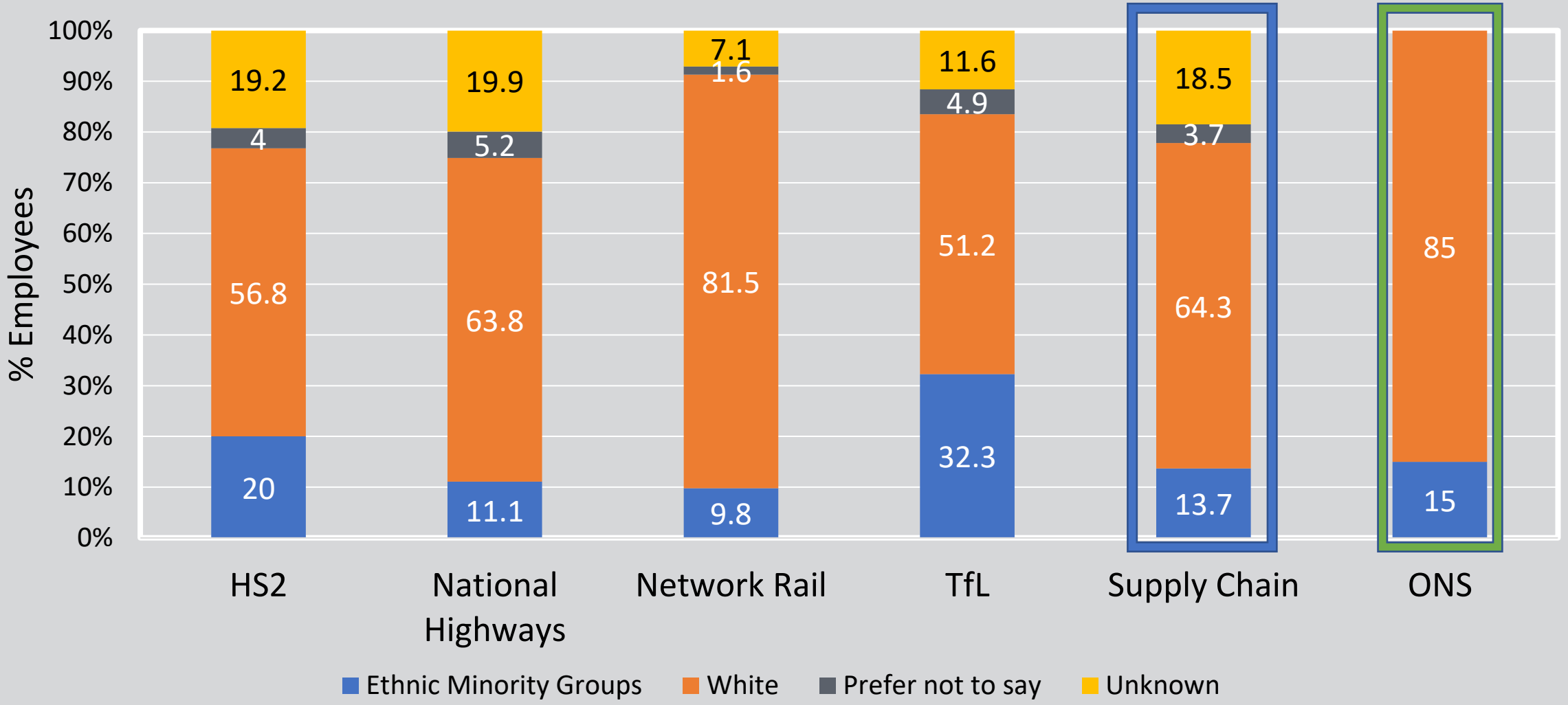
Ethnicity: Age

Sample size: 239,997



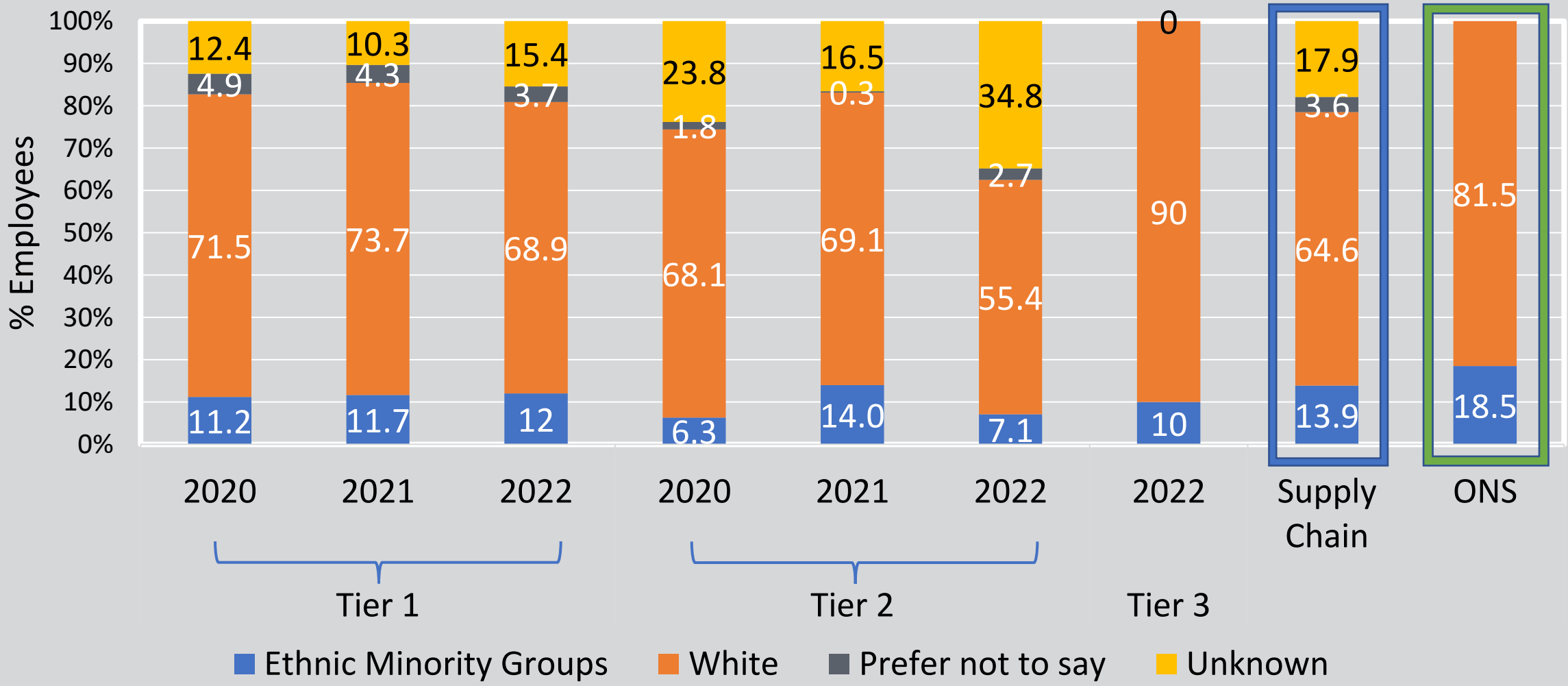
Ethnicity: 2022 - Client's own employees

Sample Size: 80,788



Ethnicity: Tier

Sample size: **Tier 1: 158,566**
Tier 2: 27,145
Tier 3: 153



Ethnicity – Insights

- **We are seeing improvement**
  - Only just behind the ONS figure of 18.5%
  - But what are the quality of jobs as we do see a pay gap
- **Our industry is attractive to ethnic minorities**
  - 40% of applicants in the sample were ethnic minorities
- **Our recruitment practices are an unwanted barrier**
  - It is 3 times harder for ethnic candidate to get a job
  - Indian and Arab applicants fair worse with 75 and 78 applicants required per successful hire
- **We need to focus less on attraction and more on selection process**
- **Upskilling and training required**
  - For all those involved in recruitment process

national highways

HS2

Disability

NetworkRail

TRANSPORT FOR LONDON

Disability - Summary

4.5%
Of workforce compared to 11.5% ONS

11%
ONS

3.8%
Disabled applicants

73.8%
Policy for reasonable adjustments

8%
decrease

44.5%
Employers not collecting data

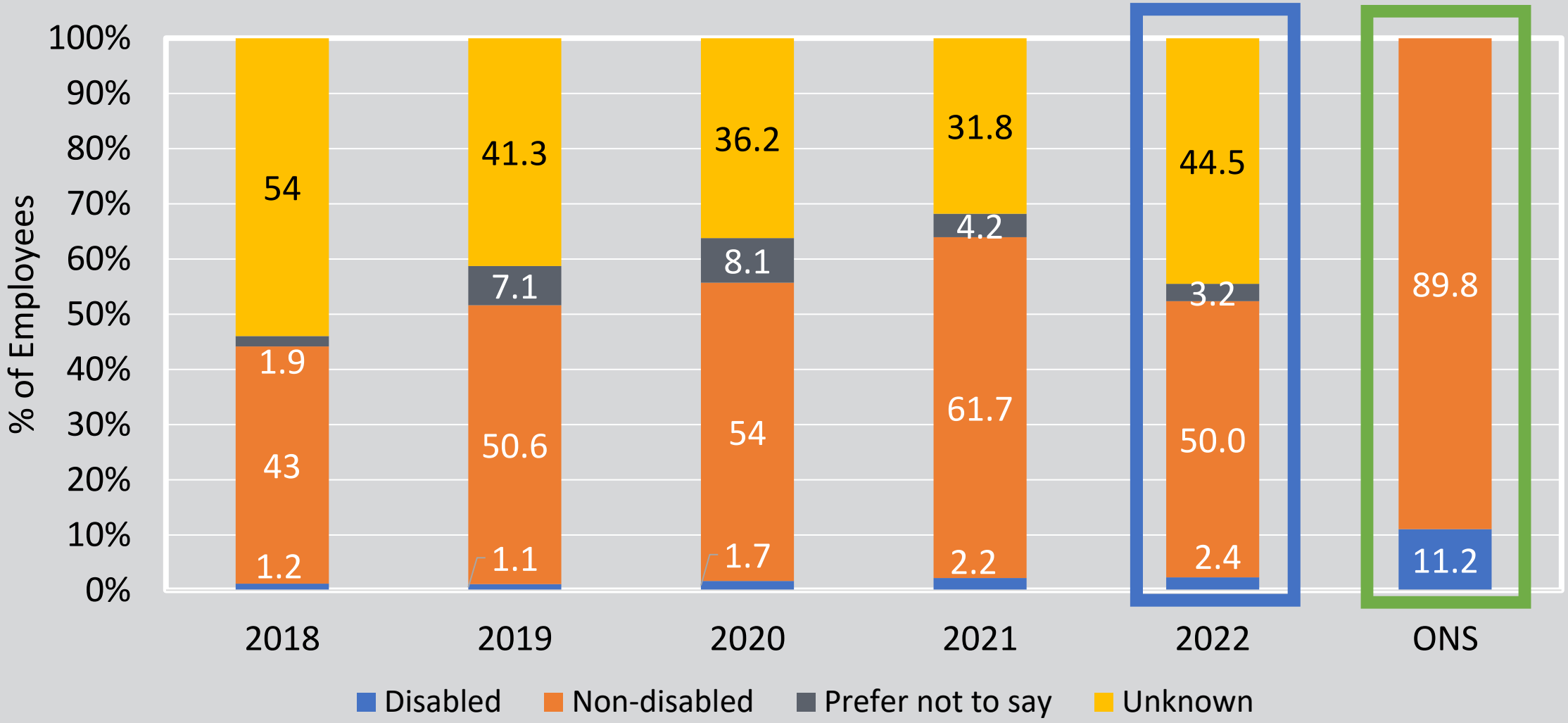
Disability Recruitment:

Disability Pay Gap:

national highways HS2 NetworkRail TRANSPORT FOR LONDON

Disability: 2018-2022

Sample size: 338,873



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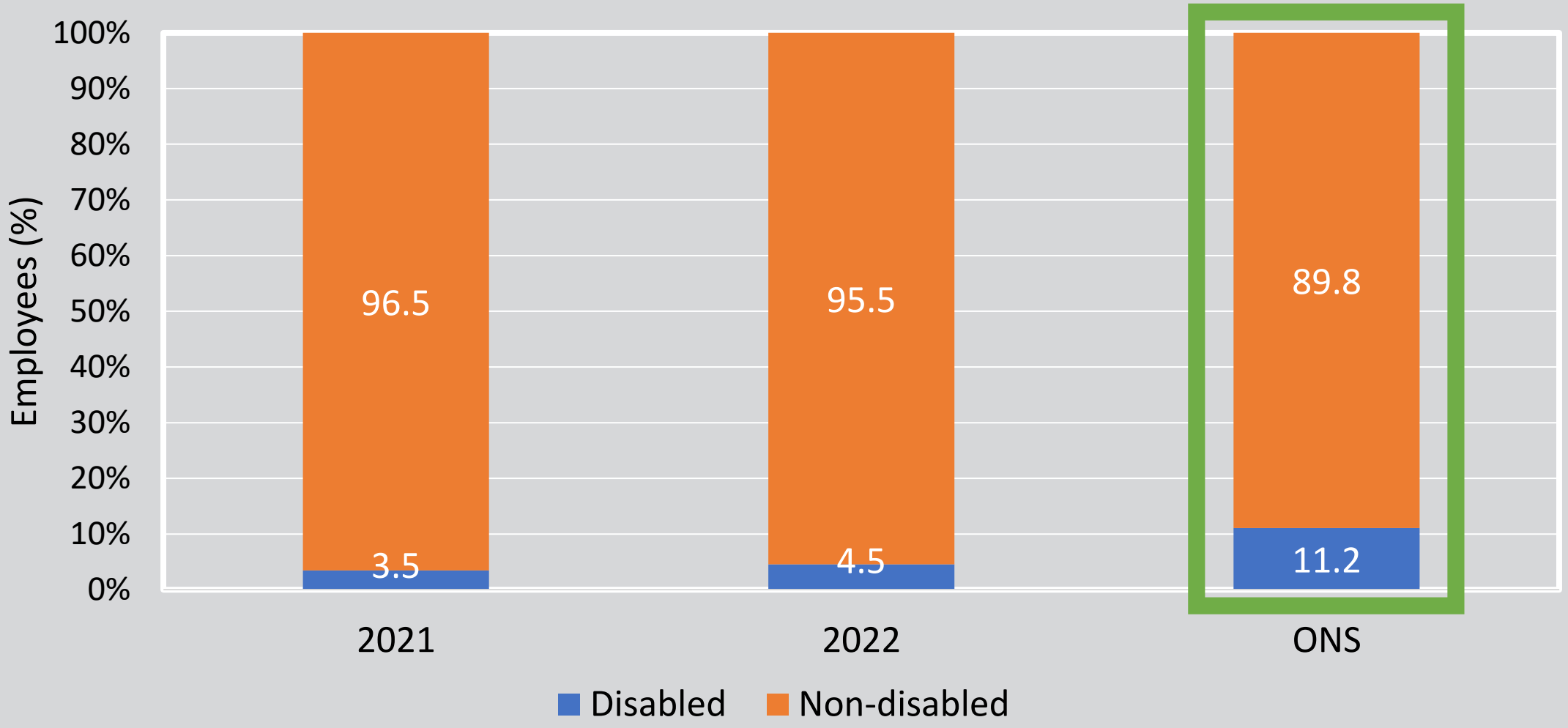
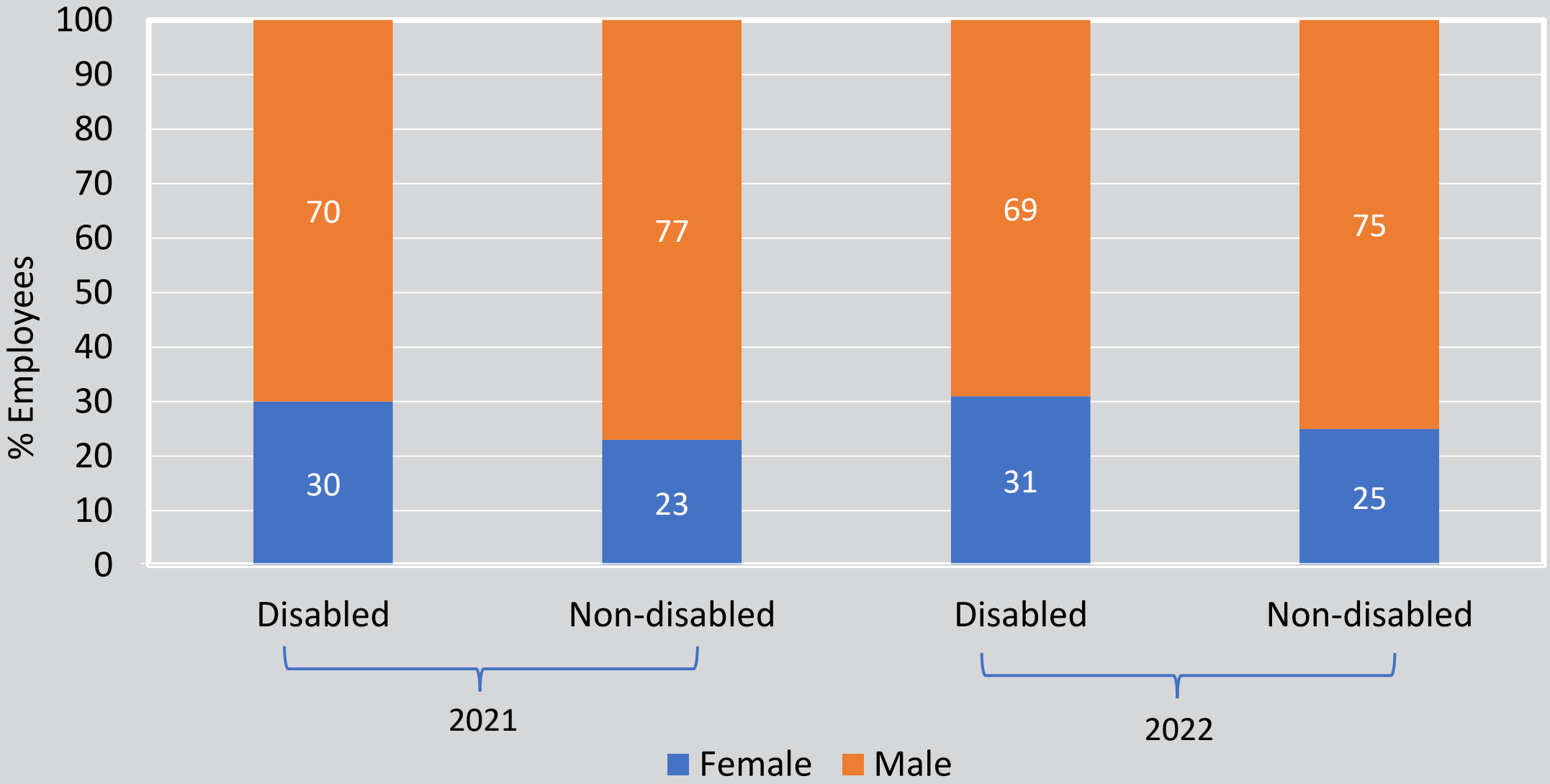
Disability: Disclosed 2021-22

Sample size: 338,873



*disclosed data

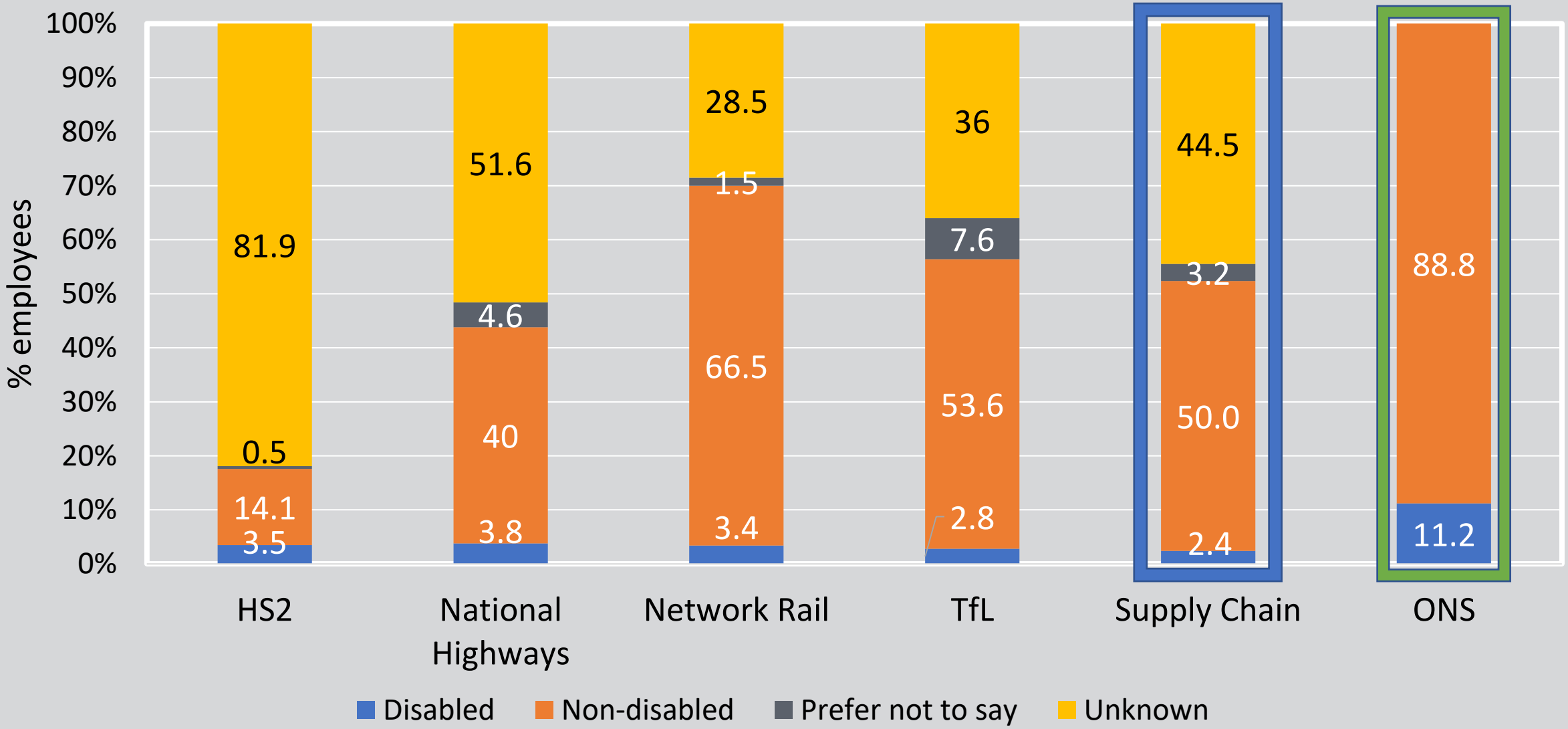
Disability: Gender



*disclosed data

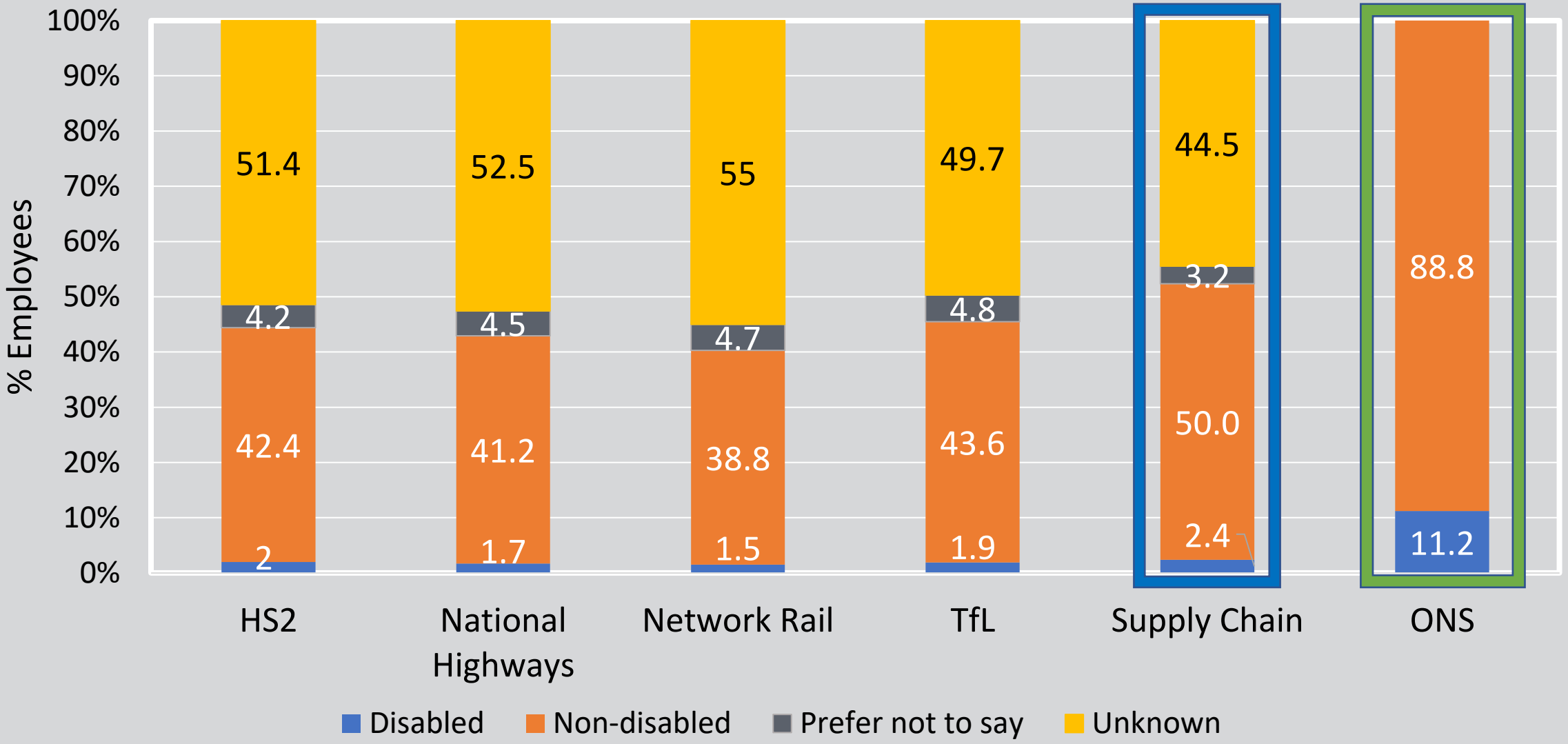
Disability: 2022 – Client's own employees

Sample Size: 80,788



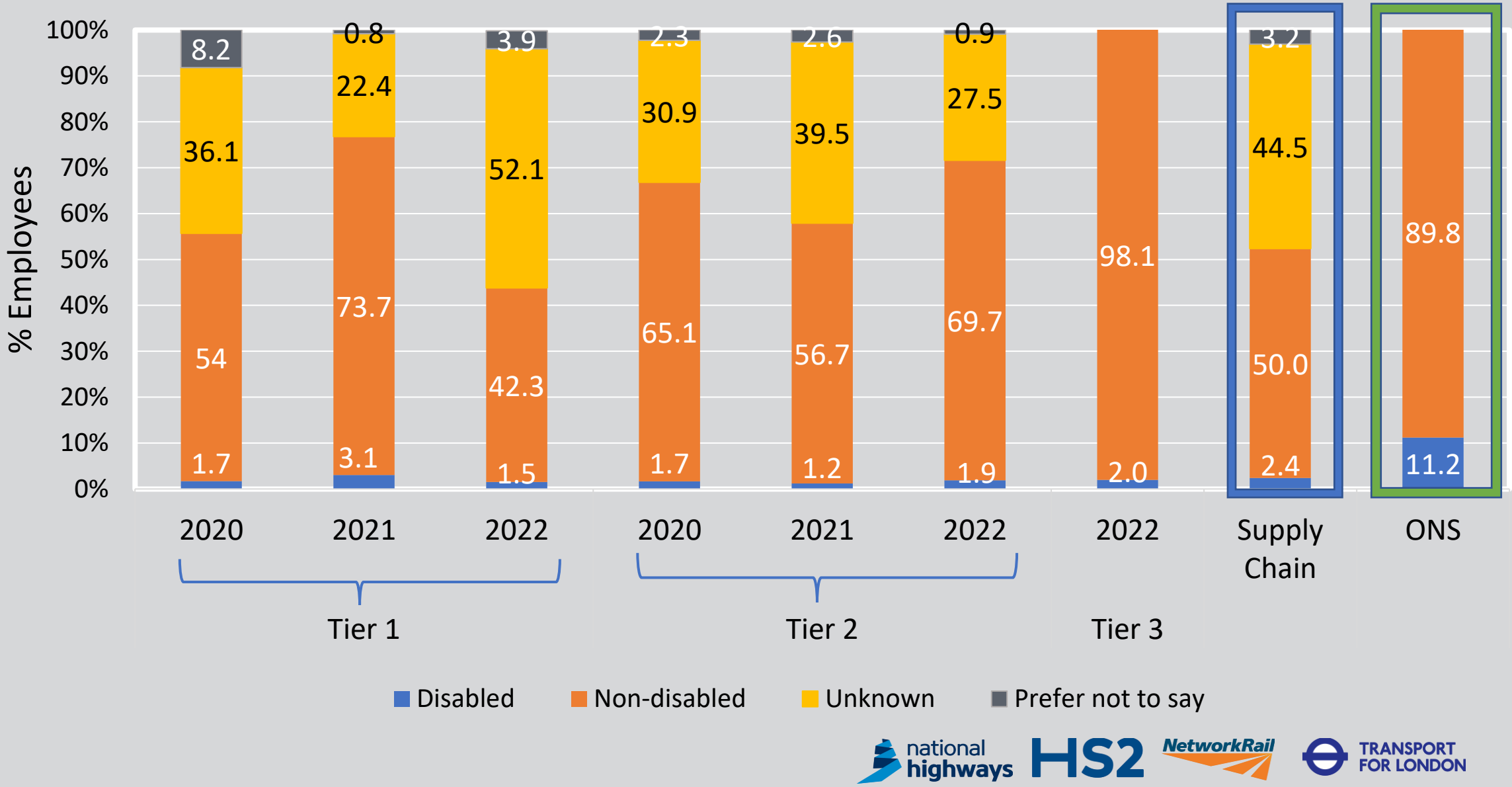
Disability: 2022 – Suppliers of clients

Sample size: 238,870



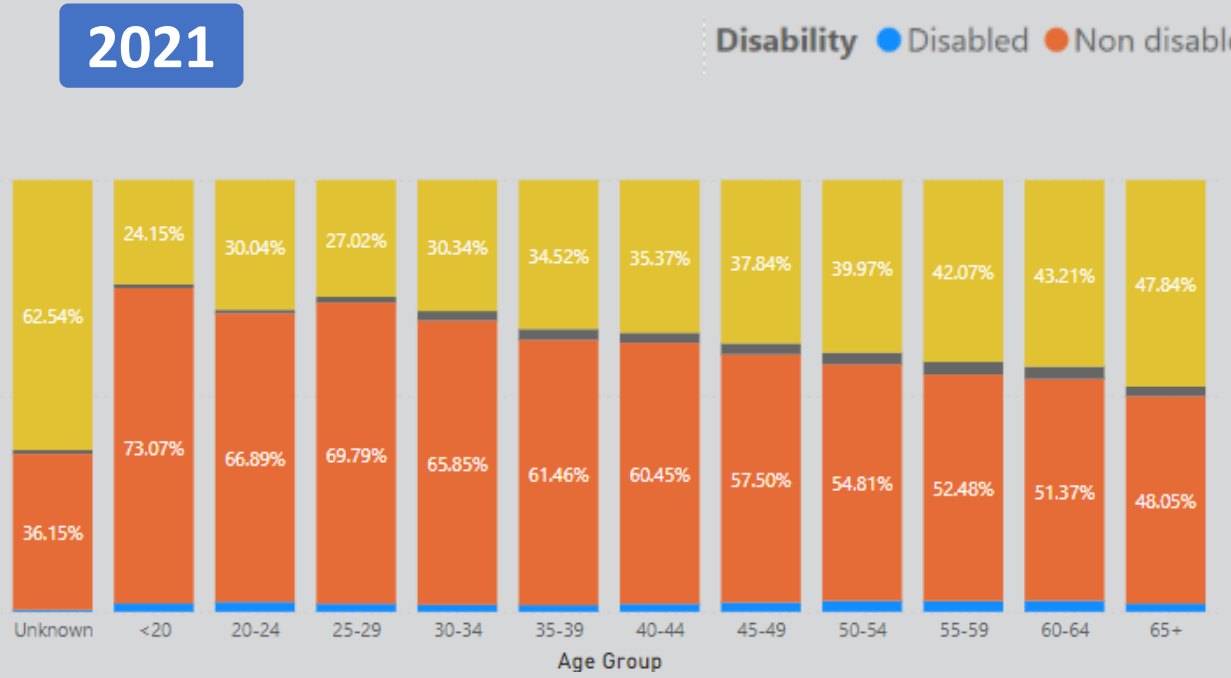
Disability: Tier

Sample size: **Tier 1: 158,566**
Tier 2: 27,145
Tier 3: 153

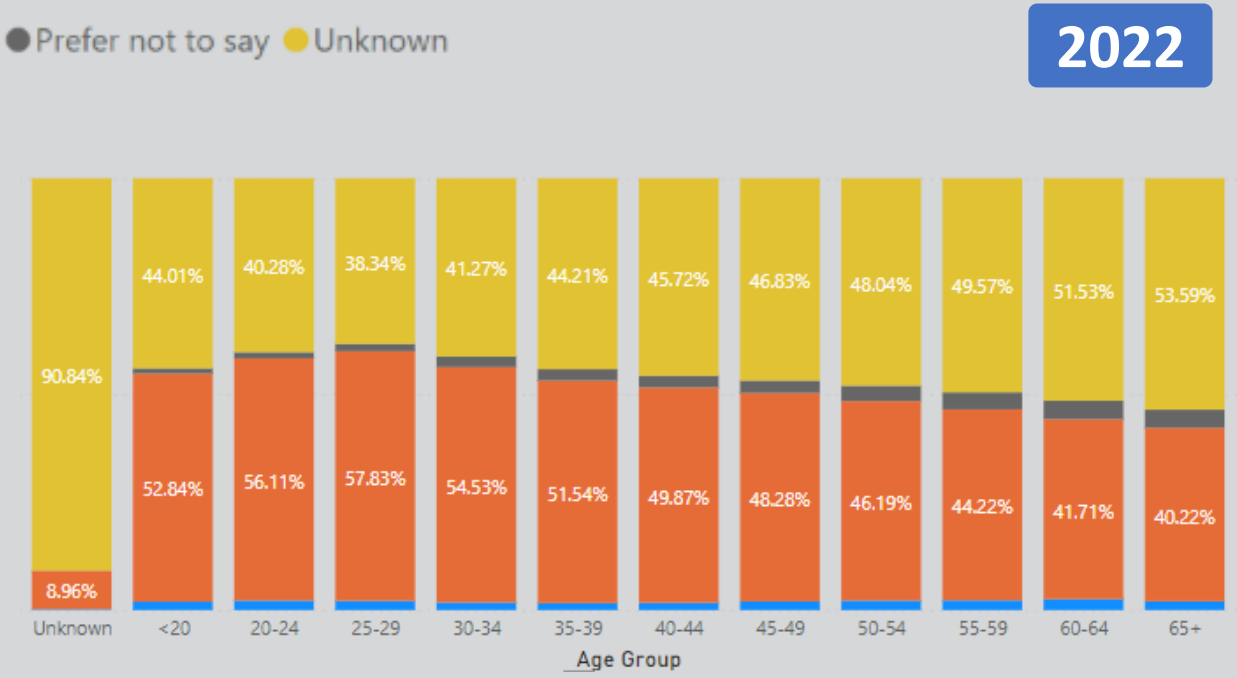


Disability: Age

2021



2022



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Disability: Insight

- **We need to do more**
  - At 4.5% we are way behind the ONS figure of 11%
- **Disabled candidates perform well through selection stage**
  - But we need to get more applicants as only 3.8% of applicants are disabled
- **Is the ONS data accurate?**
  - Are ONS including hidden disabilities and are people confident in declaring their disability
- **Good news in that only 3.2% “prefer not say”**
  - Shows we have a culture where people are happy to declare
  - But as with ONS are we people declaring hidden disabilities
- **Need to encourage more structured approach in the supply chain**
  - 25% of suppliers don’t have a reasonable adjustment policy
  - Many suppliers don’t collect disability data on their employees

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Sexual Orientation

Sexual orientation - Summary

	2021	2022	ONS
Heterosexual	95.8	95.8	96.6
Gay or Lesbian	2.5	2.5	1.6
Bisexual	1.1	1.2	1.1
Other Sexual Orientation	0.6	0.5	0.7
LGBTQ+	**4.2**	**4.2**	**3.4**

4.2%
LGBTQ+
(3.4% ONS)

Constant
Year on Year

*disclosed data

Sexual Orientation: 2019-2022

Sample size: 337,597

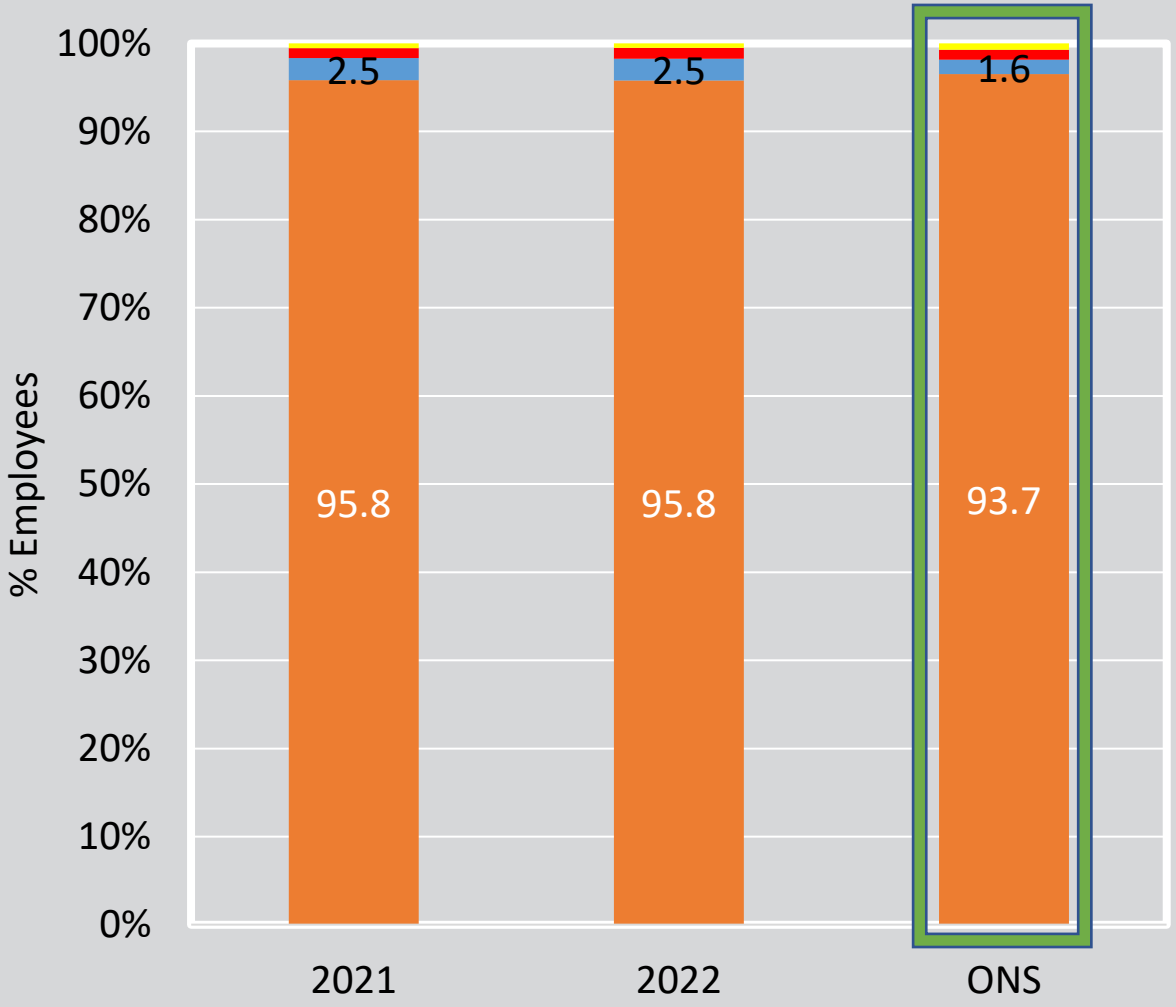
Sexual Orientation	% of employees				ONS
	2019	2020	2021	2022	
Heterosexual	45.9	34.6	34.4	38.3	93.7
Gay or Lesbian		0.8	0.9	1	1.6
Bisexual		0.4	0.4	0.5	1.1
Other Sexual Orientation		0.1	0.2	0.2	0.7
Total LGBTQ+	**1.2**	**1.3**	**1.5**	**1.7**	**3.4**
Unknown	46.6	47.2	59.6	50.8	3
Prefer not to say	6.3	16.9	4.6	9.1	

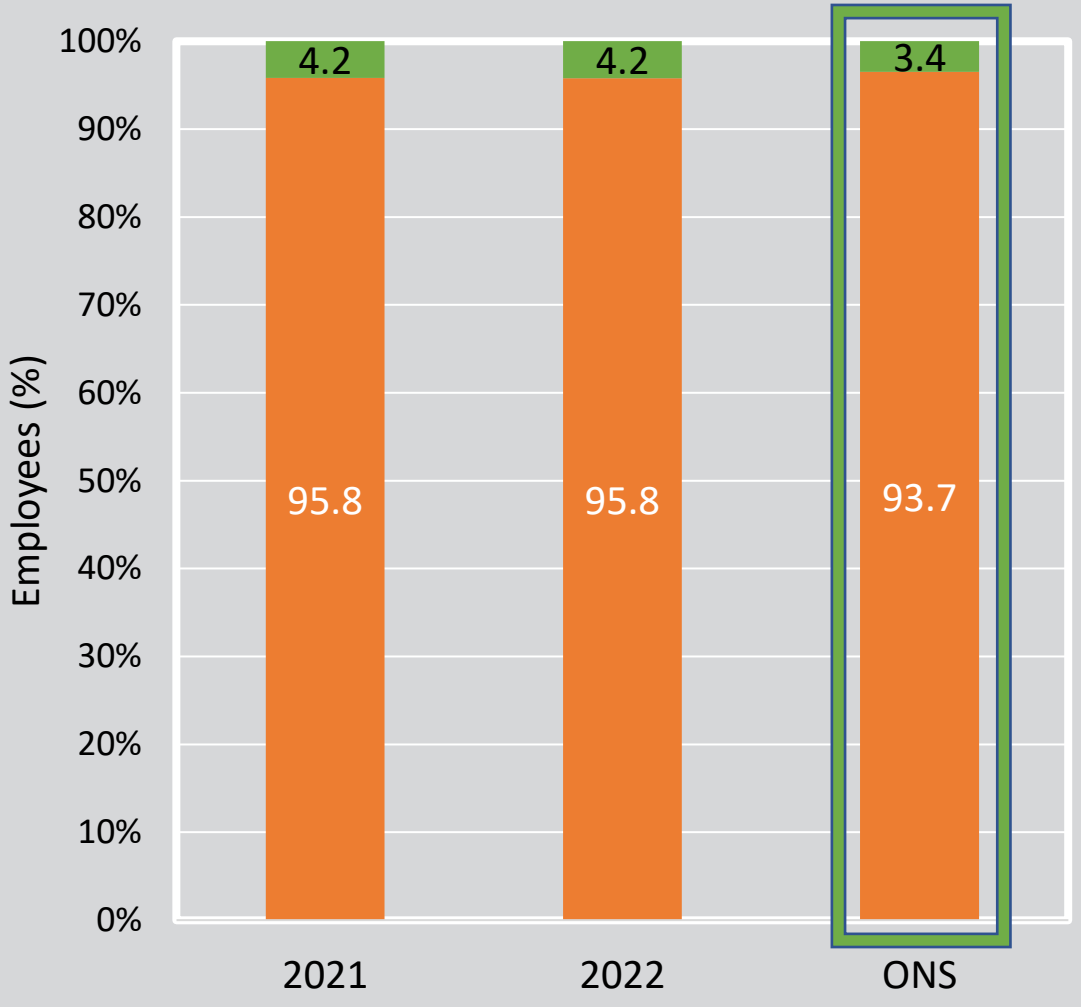
national highways HS2 NetworkRail TRANSPORT FOR LONDON

Sexual Orientation: Disclosed

Sample size: 337,597

*disclosed data

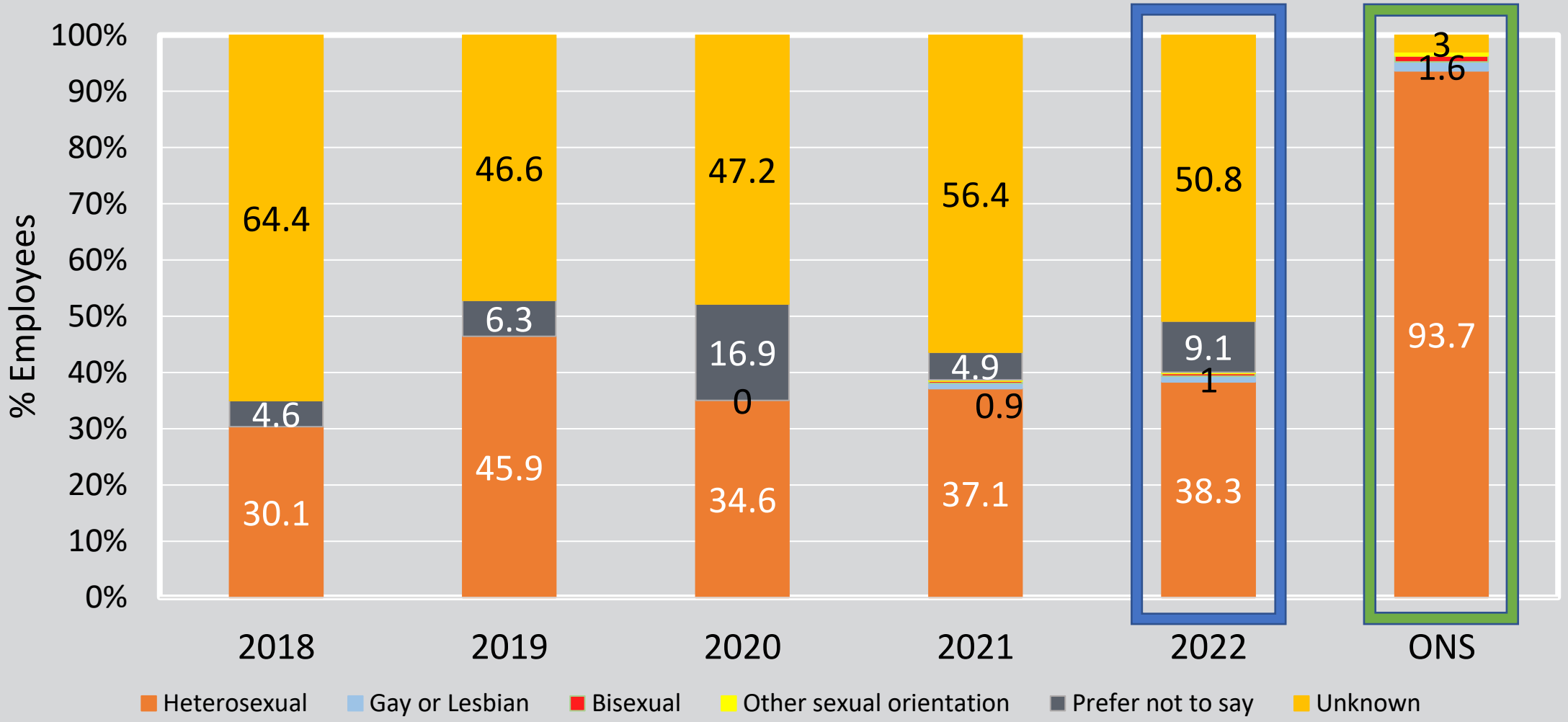




national highways HS2 NetworkRail TRANSPORT FOR LONDON

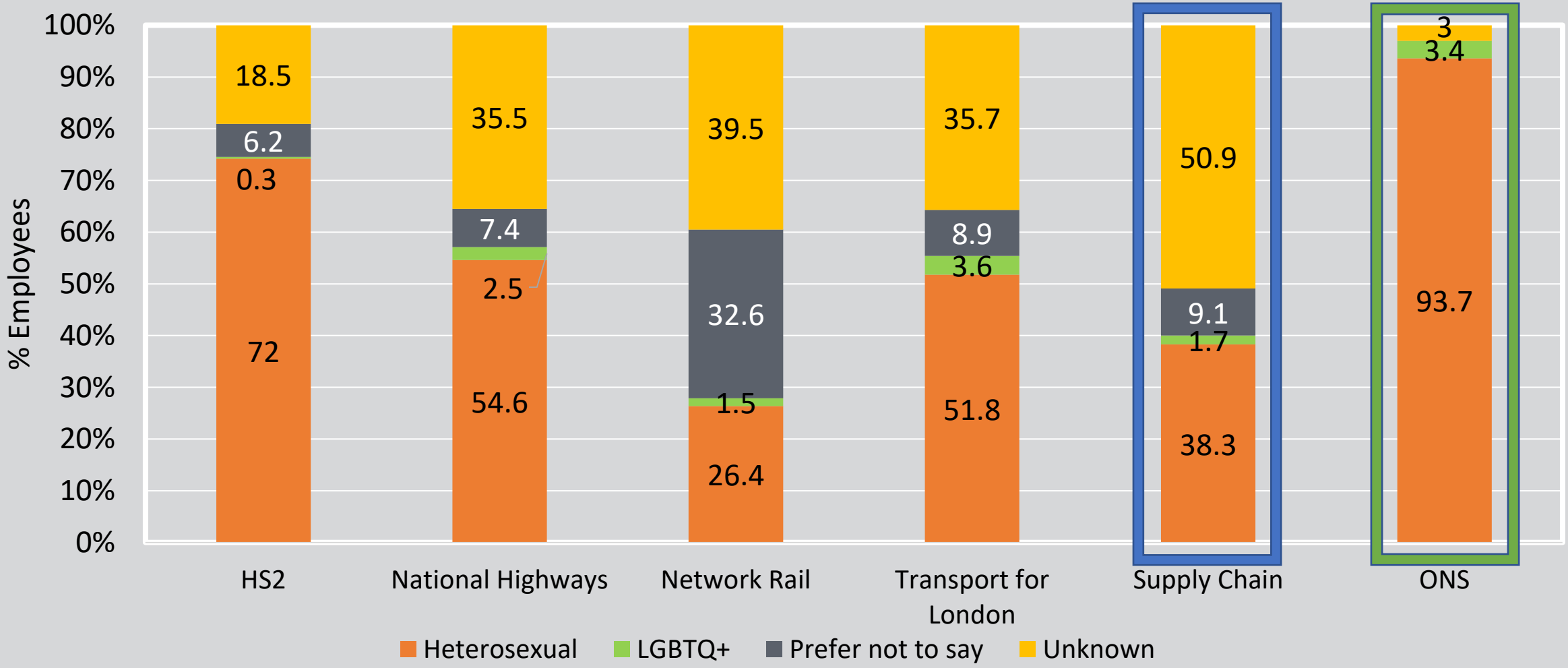
Sexual Orientation: 2018-2022

Sample size: 337,597



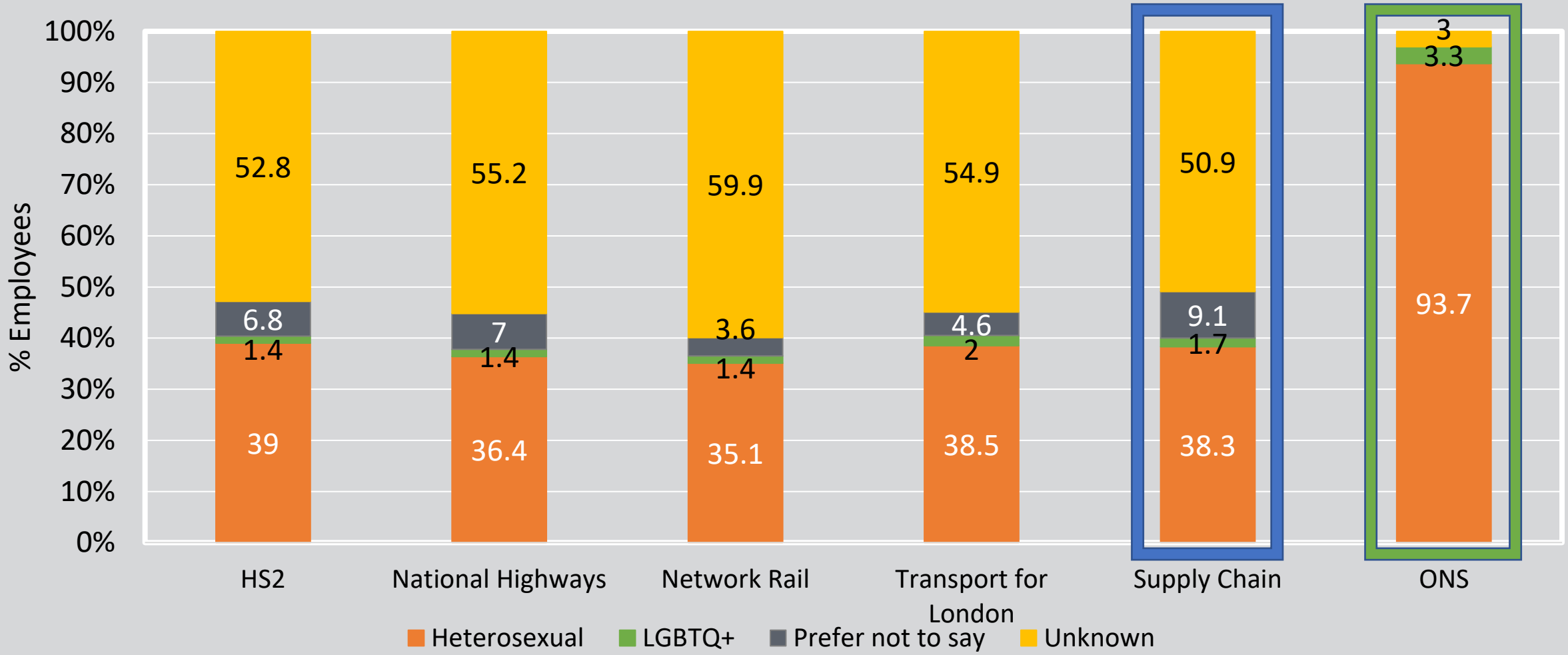
Sexual Orientation: Client employees

Sample Size: 80,788



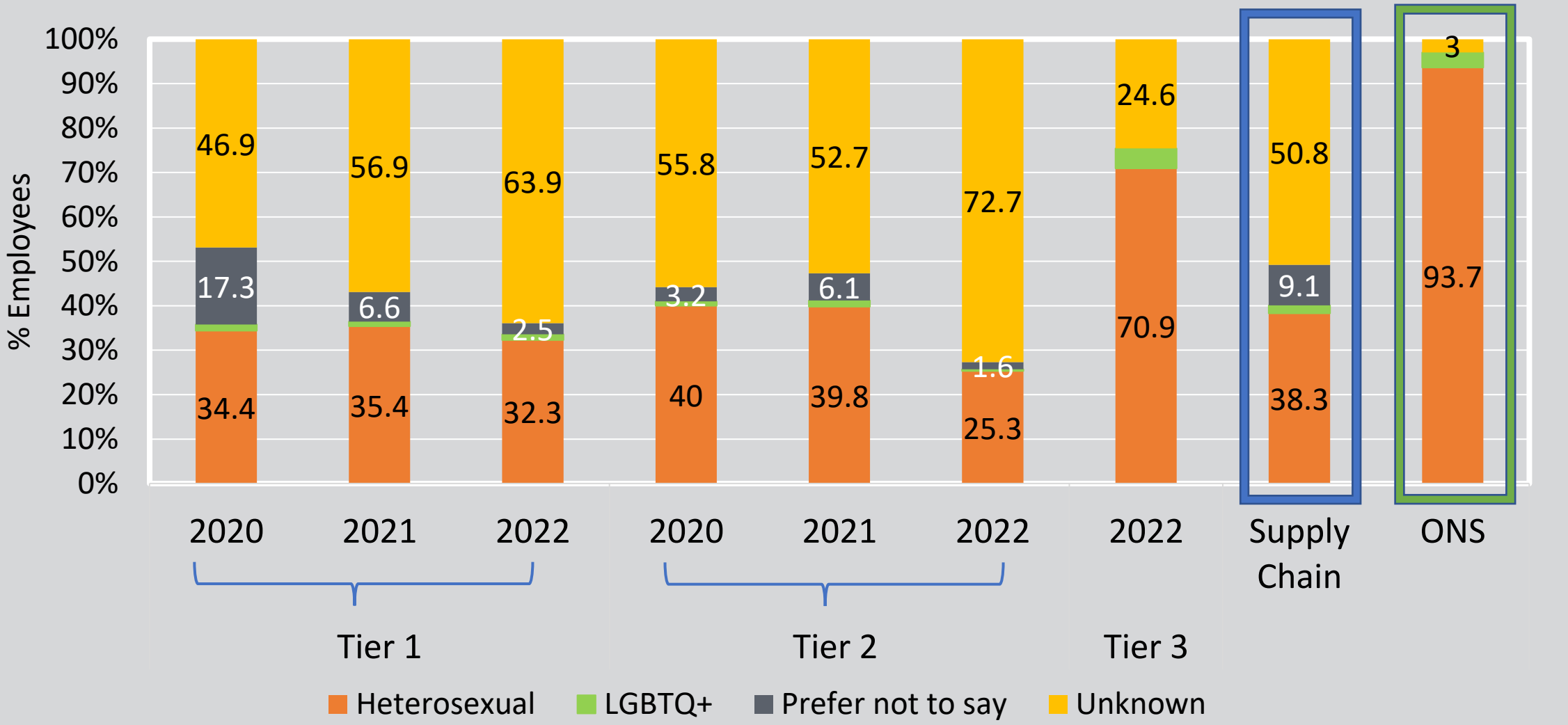
Sexual Orientation: Suppliers to clients

Sample size: 238,870



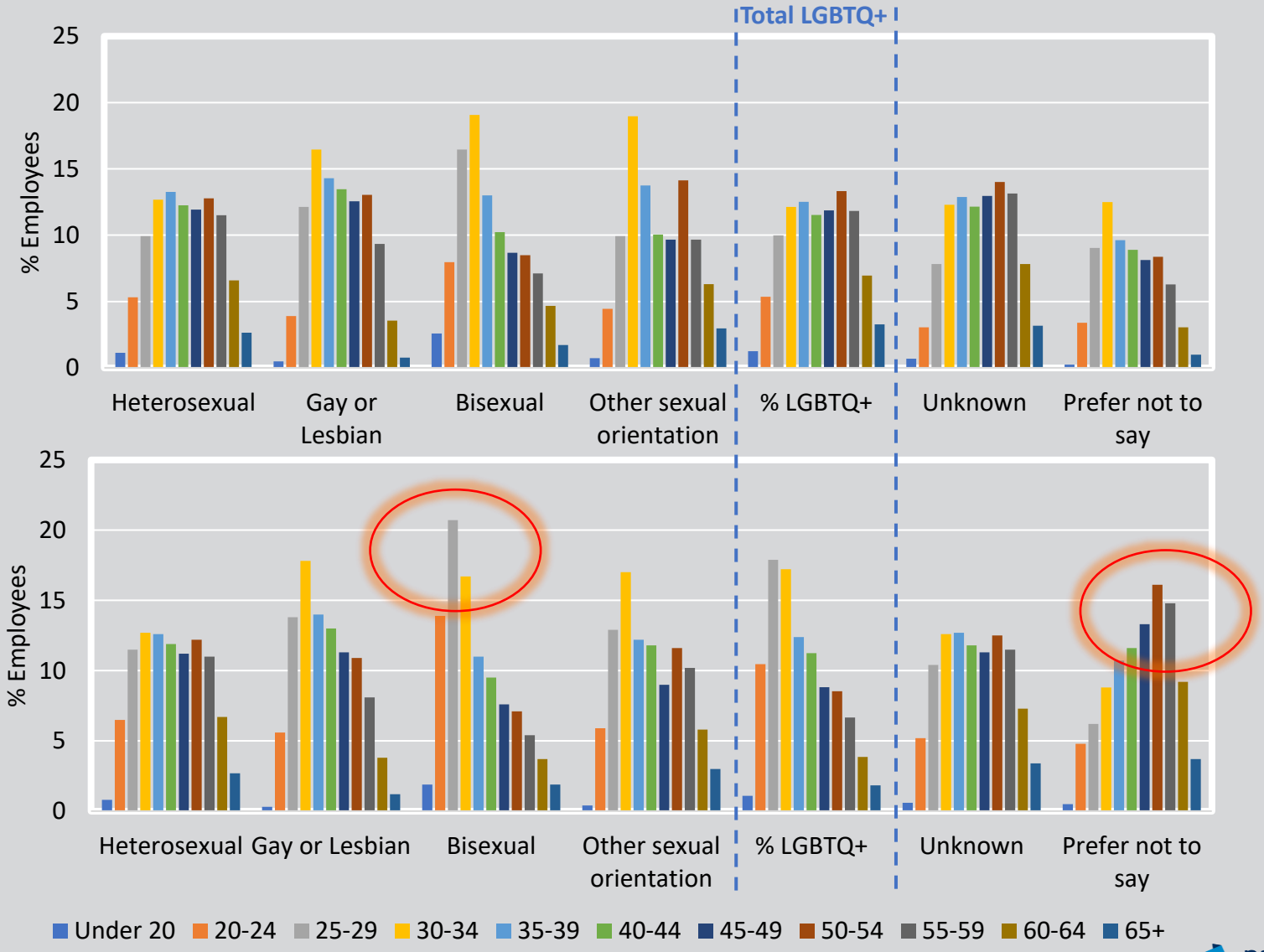
Sexual Orientation: Tier 2020-2022

Sample size: **Tier 1: 158,566**
Tier 2: 27,145
Tier 3: 153



Sexual Orientation: Age

Sample size: 241,021



2021

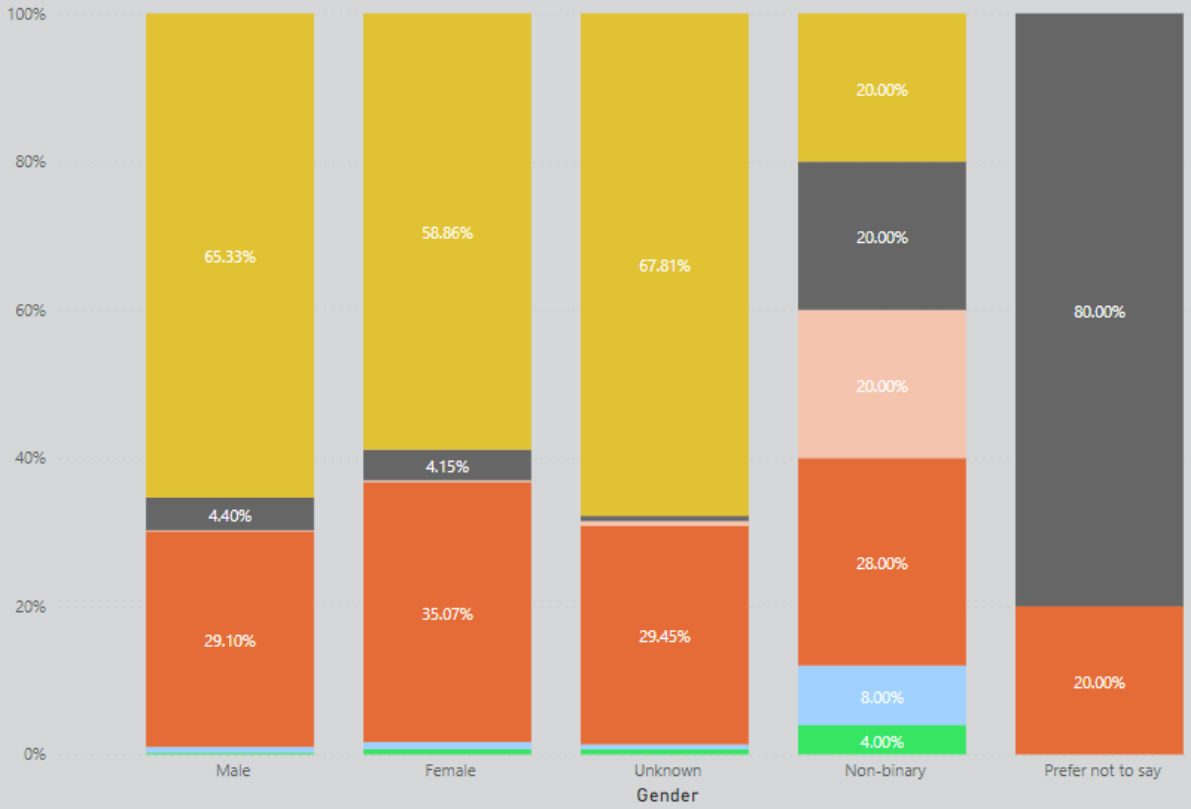
2022

Significant growth in those identifying as bi-sexual in the 20-24 and 25-29 age groups

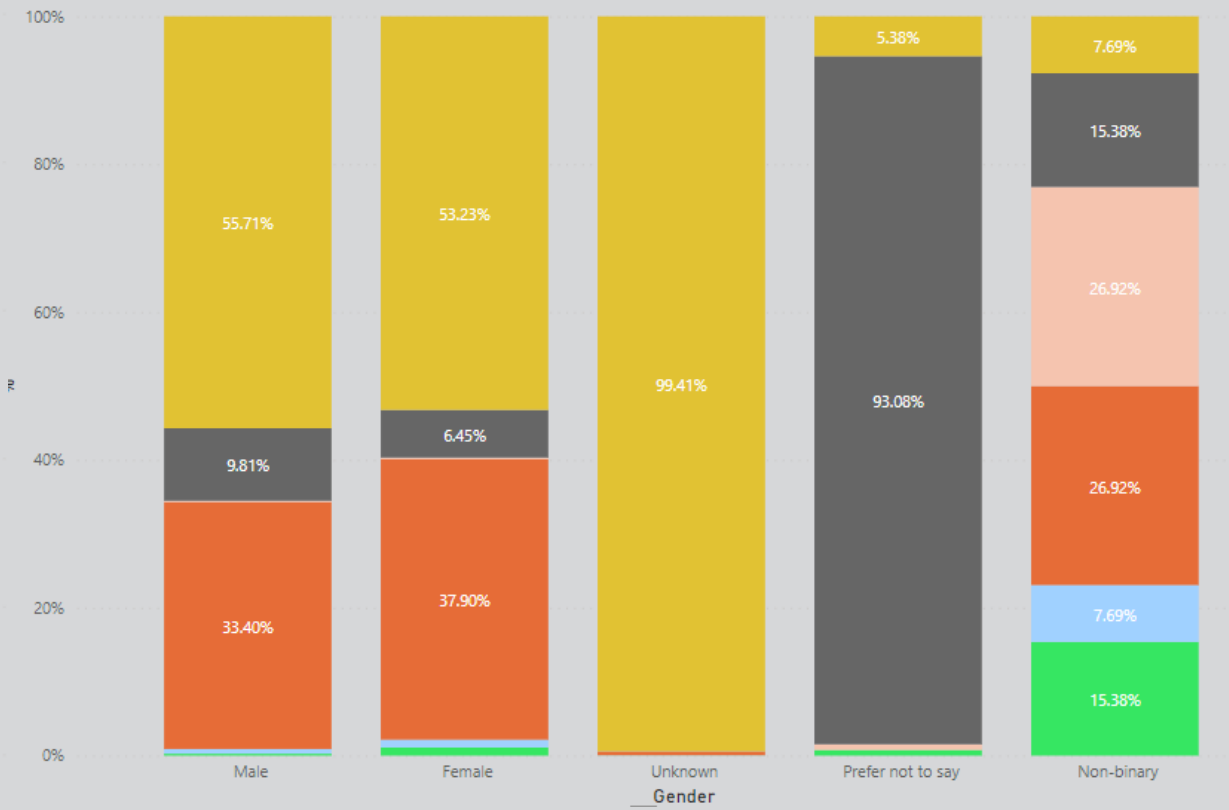
Significant growth in the older generation "preferring not to say"

Sexual Orientation: Gender

2021



2022



Sexual Orientation Bisexual Gay or Lesbian Heterosexual Other Prefer not to say Unknown

Sexual orientation - Insights

4.2%
LGBTQ+
(3.4% ONS)

- Constant Year on Year
- Out performs ONS

9.1%
"Of employees prefer not to say"

- Work to be done to allow all to feel able to bring whole self to work
- Focus needed on the 50+ workforce

Increase
In 25-29 age group identifying as bisexual

50.9%
Employers not collecting data

- Work to be done to persuade companies to collect this data

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Religion & Belief

NetworkRail

TRANSPORT FOR LONDON

Religion & Belief: Summary

Religion	2021	2022	ONS
No religion	39.4	39.7	37.2
Christian	46.8	45.8	46.2
Buddhist	0.5	0.5	0.5
Hindu	2.3	2.2	1.7
Jewish	0.3	0.3	0.5
Muslim	4.4	4.7	6.5
Sikh	0.3	0.4	0.9
Other religion	5.0	5.5	0.6
All religions	60.6	60.3	56.9

Broadley representative of society

47%

Of companies don't collect data

*disclosed data

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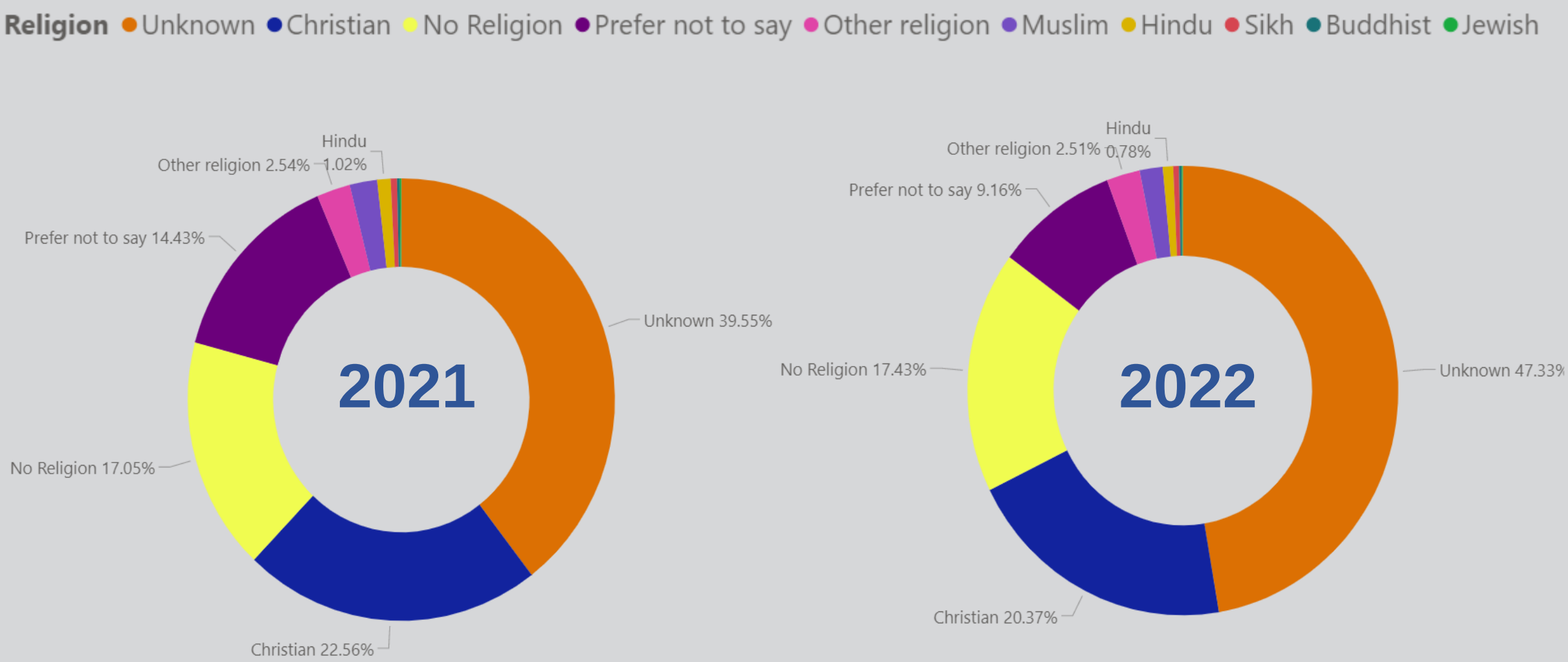
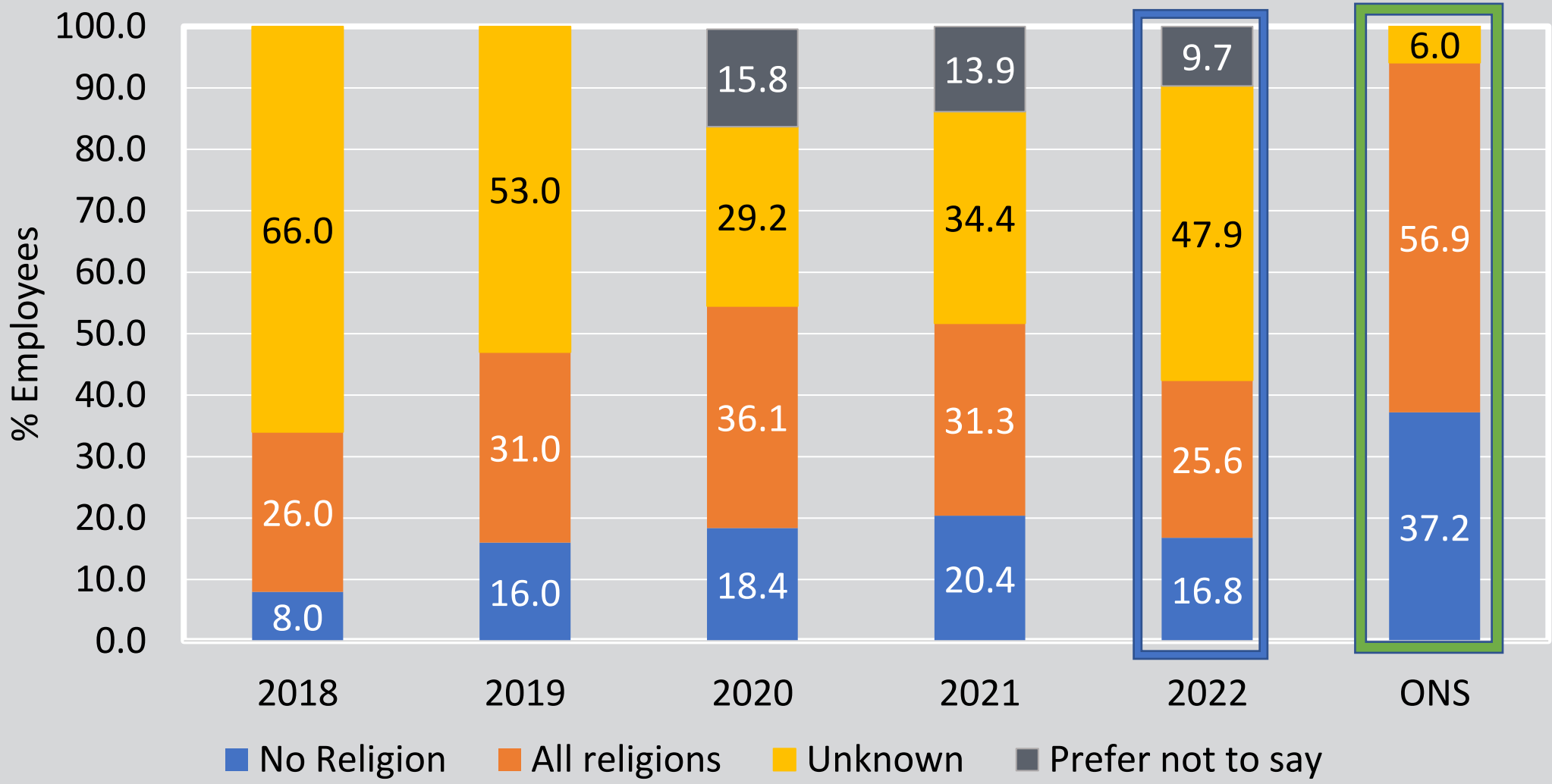
Religion & Belief: 2021-2022

Sample size: 239,321

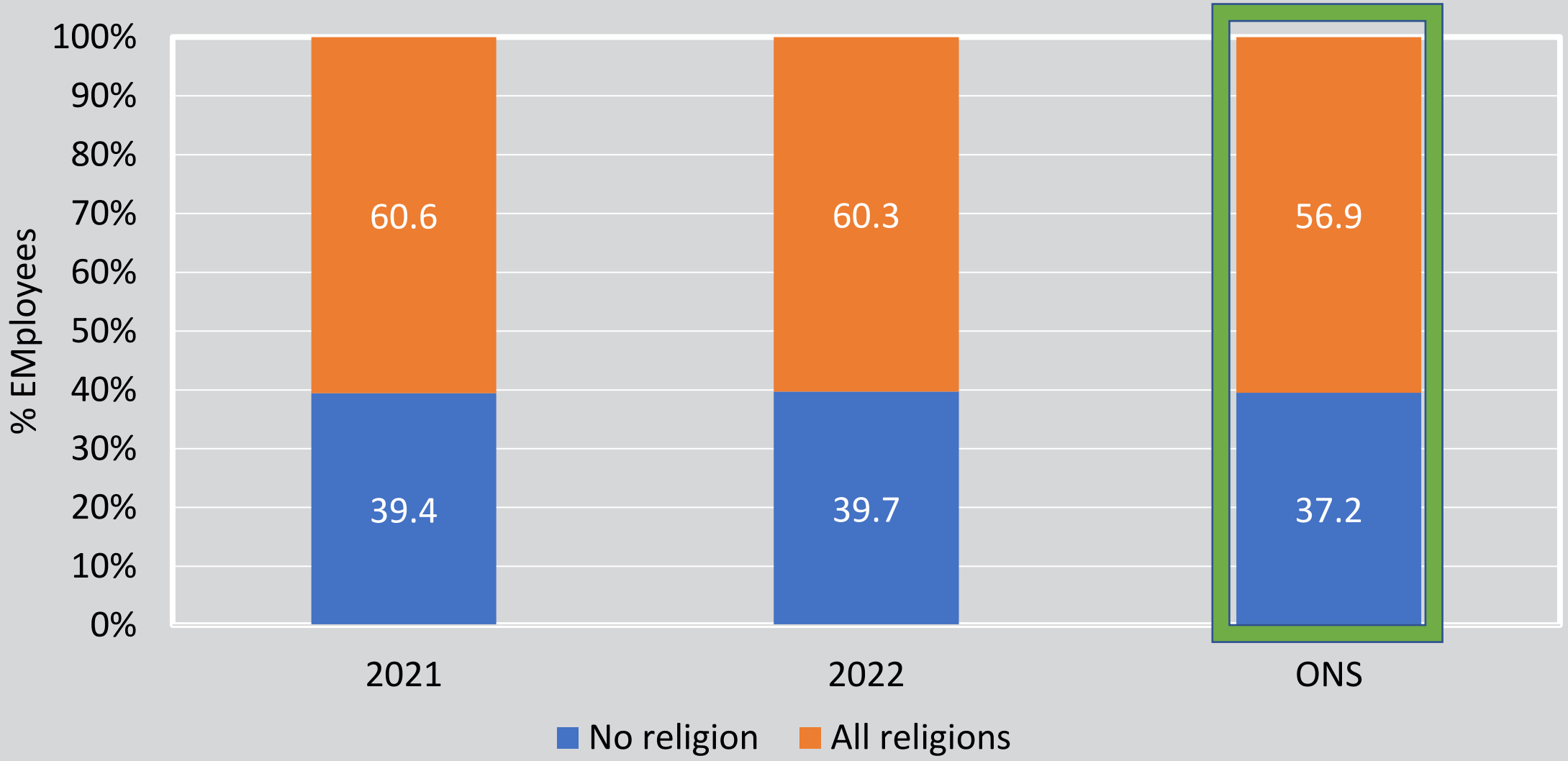


Religion & Belief: Supply Chain 2018-2022 Sample size: 337,929



Religion & Belief: Disclosed

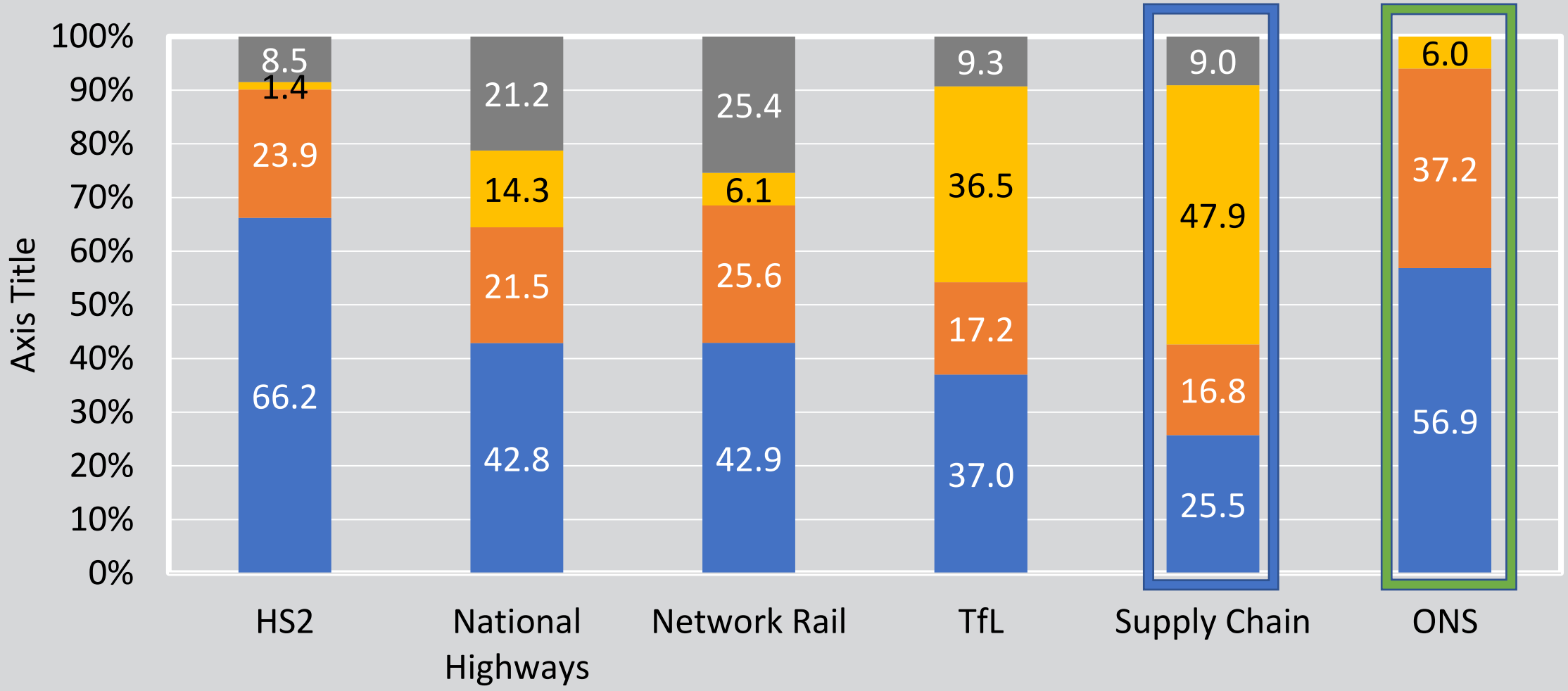
Sample size: 337,929



*disclosed data

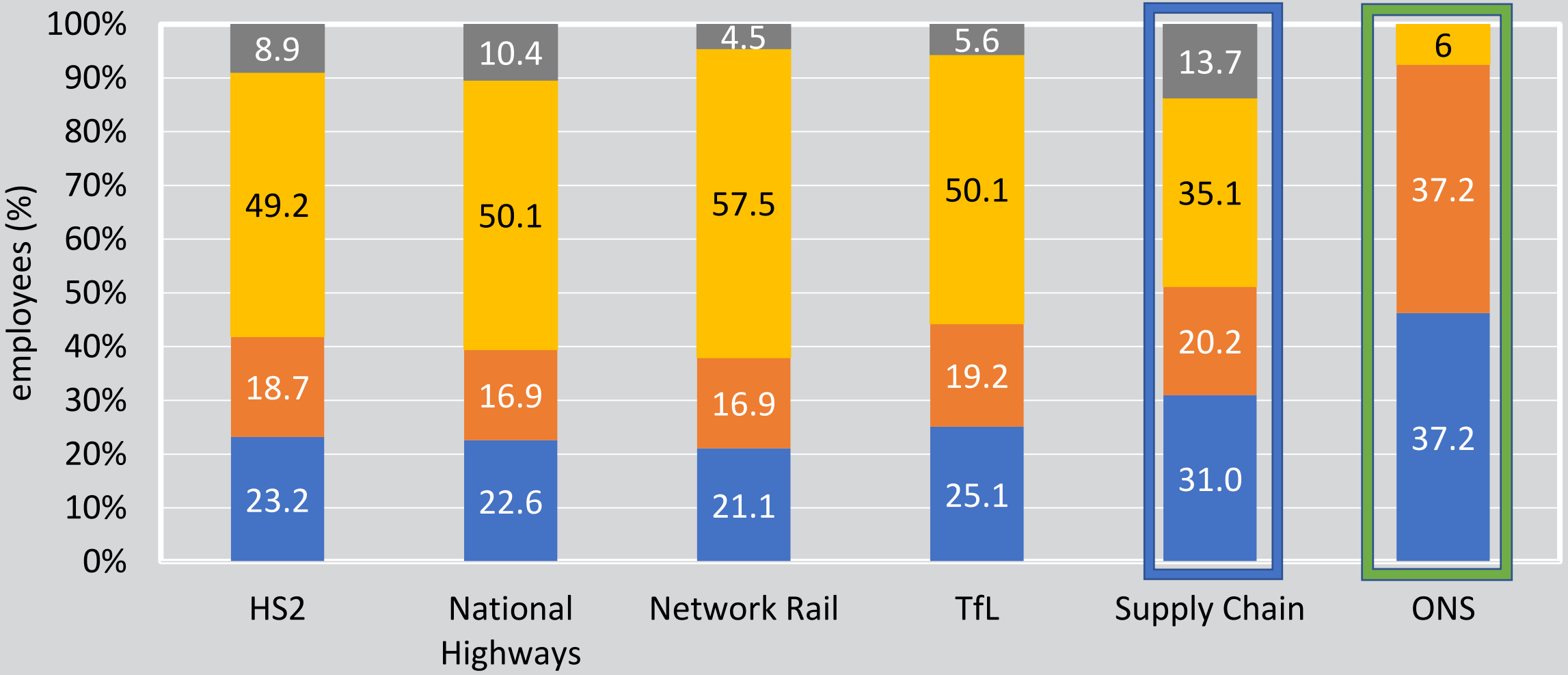
Religion & Belief: Client's own employees

Sample Size: 80,788



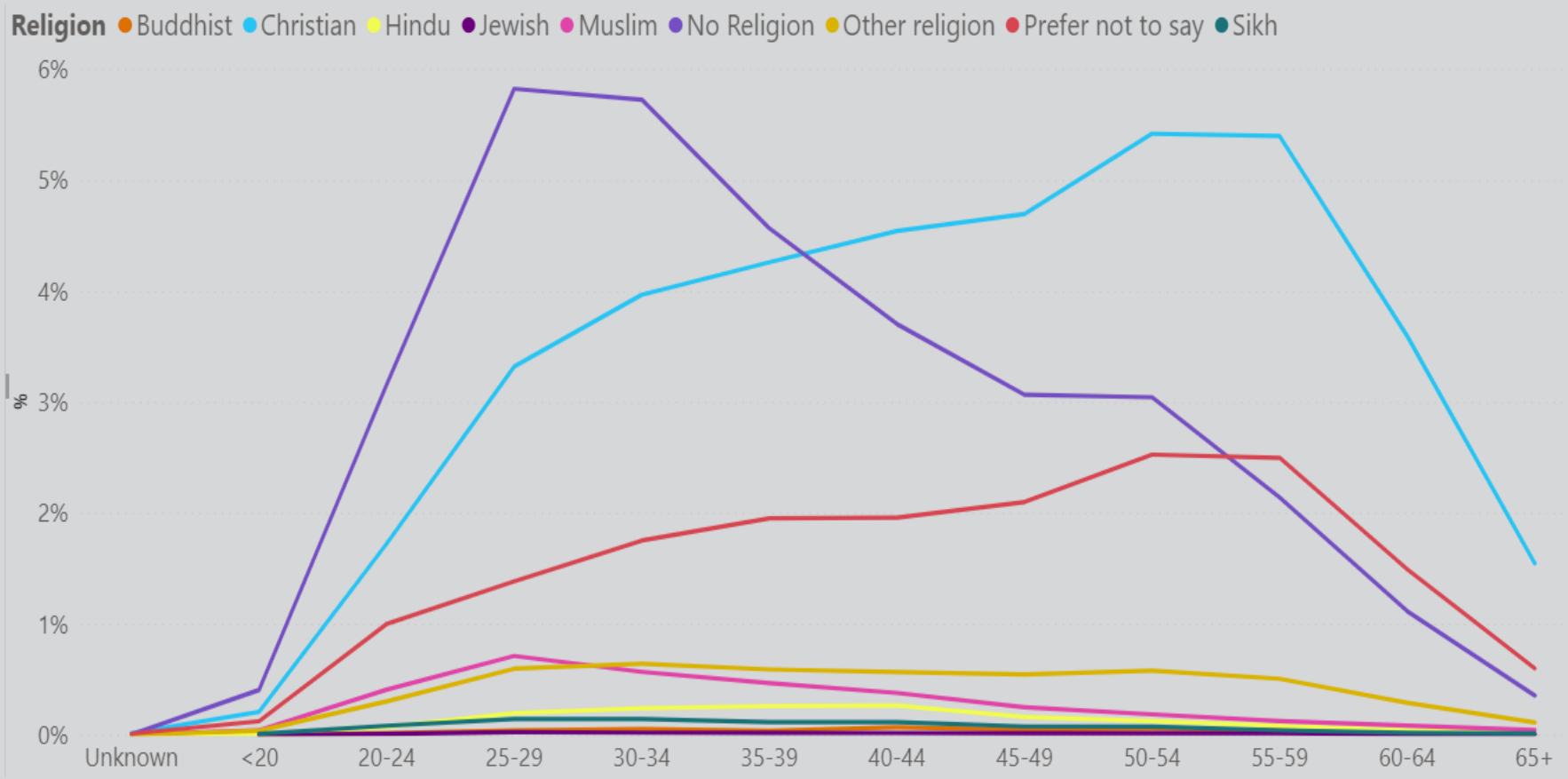
Religion & Belief: Client's supply chain

Sample size: 238,870



Religion & Belief: Age

Sample size: 239,321



Muslim, Hindu, Sikh have younger profiles
Peak 25-34 bracket

Christian and 'Prefer not to say'
older profiles
Peak 50-59 bracket

Religion and Belief: Summary

Broadley representative of society

9%

"Of employees prefer not to say"

47.9%

Of companies don't collect data

Younger groups

Wider variety of religions

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Attraction & Recruitment

NetworkRail

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Attraction & Recruitment: Summary

39.9%
Applicants ethnic minorities

24.4%
Asian applicants

3 x
More ethnic minority applicants per hire

50
Ethnic minority applicants per hire (16 for white)

74
Indian applicants per hire

23.6%
Female applicants

16
Female applicants per hire (22 for male)

3.8%
Disabled applicants

Applicant* sample size
Gender: 426,636
Ethnicity: 367,688

*Applicant sample size refers to anyone who applied for a role. Whether they met the job criteria or not is unknown.

Attraction and Recruitment: Summary

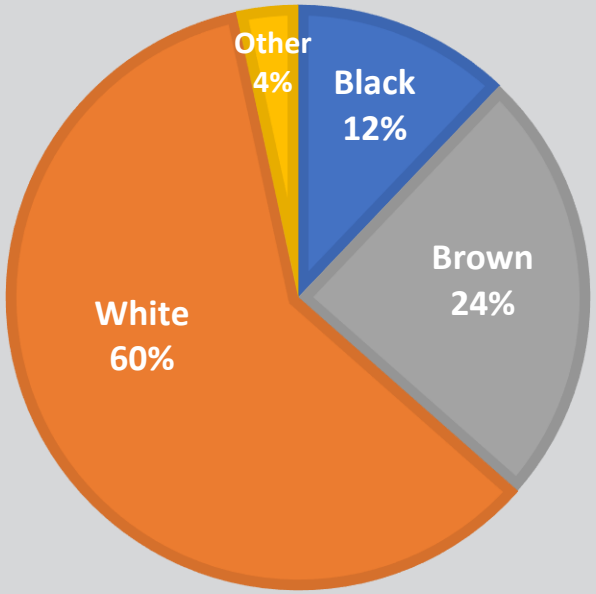
	Hired		
Applicants	**2020**	**2021**	**2022**
Female	21.2:1	26:1	16:1
Male	25.1:1	31:1	22:1
White	21.5:1	21:1	16:1
Ethnic Minority	51.1:1	49:1	50:1
Disabled	25:1	26:1	22:1

Diversity of Applicants

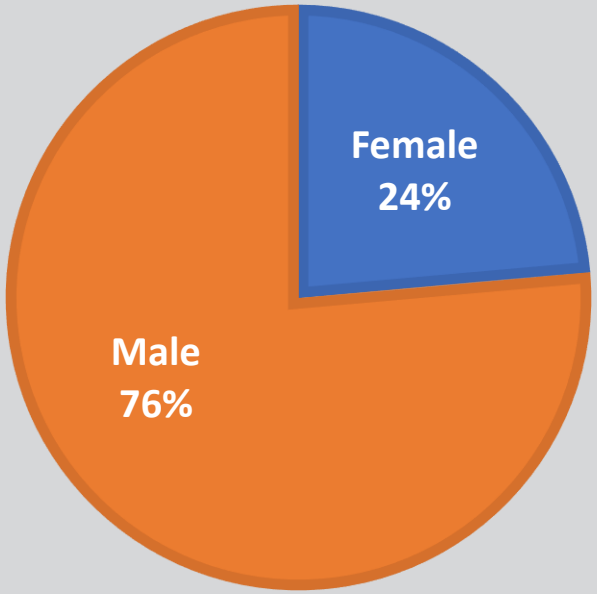
39.9%

of applicants are ethnic minorities

Ethnicity Applicants: 367,688



Gender Applicants: 426,636



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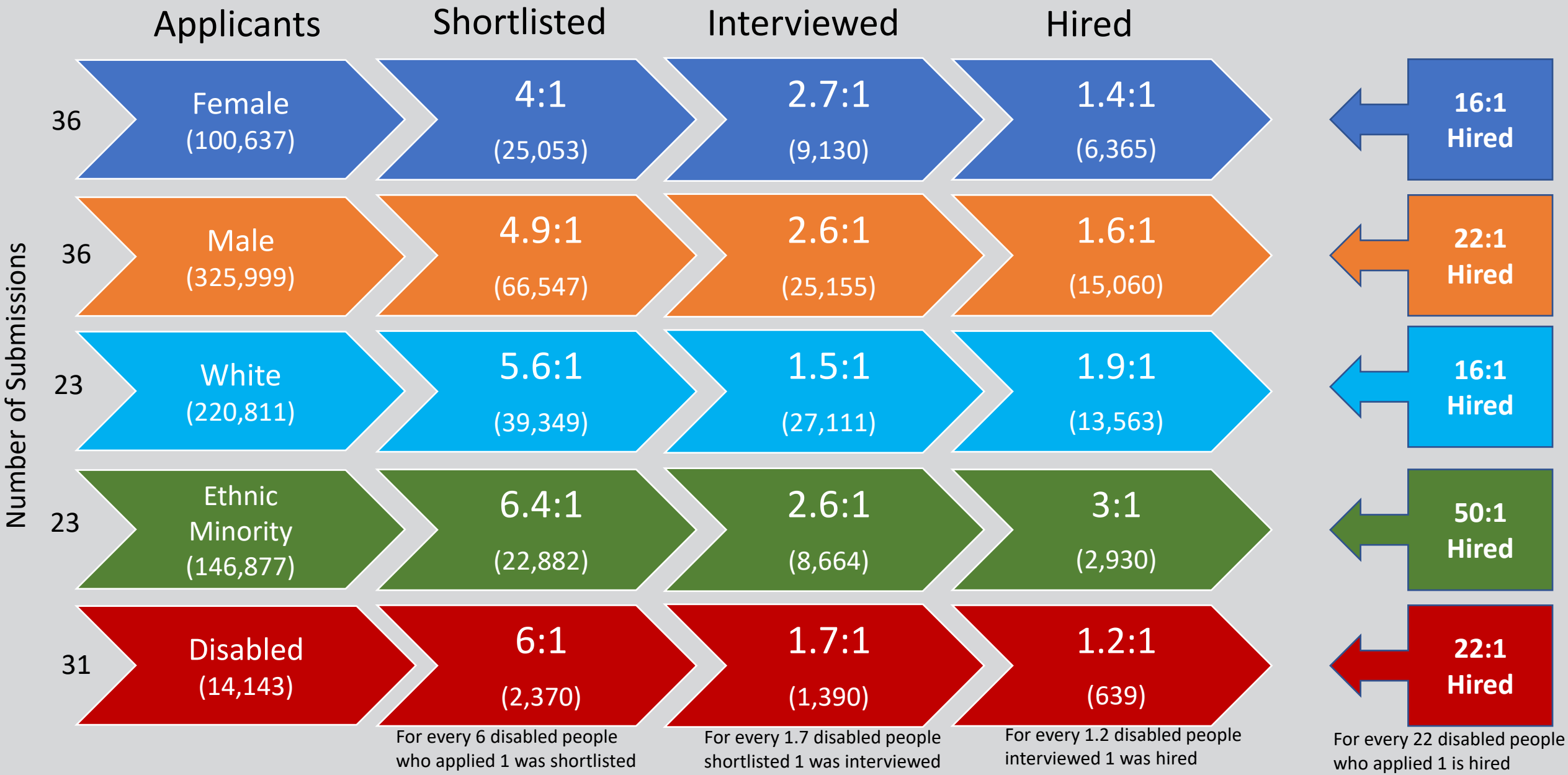
Attraction and Recruitment: 2022



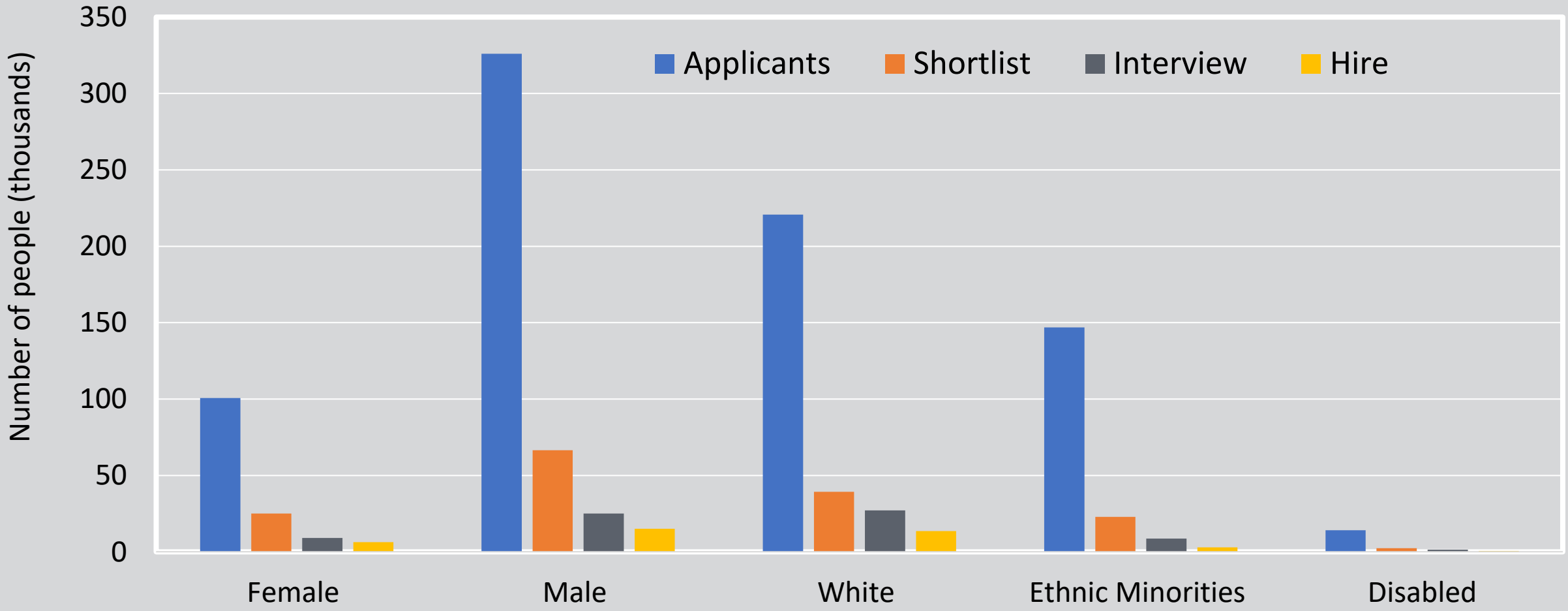
Attraction and Recruitment: Consultants vs Contractors

Contractors (26 submitted data)					
	Applicants	Interviewed	Hired	Overall Ratio :1	All
Female	2.6:1	7.5:1	0.9:1	17.1:1	16:1
Male	3.2:1	7.4:1	0.9:1	22.1:1	22:1
White	3.8:1	2.8:1	1.8:1	19.2:1	16:1
Ethnic minorities	4.6:1	5.1:1	2.7:1	63.7:1	50:1
Disabled	3.5:1	6.3:1	1:1	21.1:1	22:1

Consultants (8 submitted data)					
	Applicants	Interviewed	Hired	Overall Ratio :1	All
Female	4.7:1	2.3:1	2.1:1	20:1	16:1
Male	5:1	2.2:1	2.8:1	32.8:1	22:1
White	3.6:1	2.3:1	2.6:1	19.8:1	16:1
Ethnic minorities	6.3:1	2.4:1	3.8:1	54.5:1	50:1
Disabled	4.2:1	2.4:1	2.7:1	26.4:1	22:1

(Please note that organisations who chose N/A have only been included in the Supply Chain data)

Diversity through the recruitment process



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Attraction and Recruitment: Ethnic Minorities

Ethnic Group	Applicants	Number Hired	Overall Ratio :1
African	26,240	448	**58.6**
Any other ethnic group	8,303	214	**38.8**
Arab	5,379	69	**78**
Bangladeshi	5,653	123	**46**
Caribbean	6,755	205	**33**
Chinese	5,103	136	**37.5**
Gypsy or Irish Traveller	122	3	**40.7**
Indian	41,505	560	**74.1**
Other Asian	15,920	344	**46.3**
Other Black	6,057	94	**64.4**
Other mixed ethnicity	4,180	166	**25.2**
Pakistani	13,199	246	**53.7**
White & Asian	2,890	139	**20.8**
White & Black African	2,590	56	**46.3**
White & Black Caribbean	2,981	127	**23.5**
Total	**146,877**	**2,930**	**50.1**

Red is more than the 50.1 average for ethic minorities

Amber is more than the 16.1 average for white applicants

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Attraction and Recruitment: 2022 - Ethnic Minorities

Ethnic Group	Applicants	Shortlist	Ratio :1	Interview	Ratio :1	Hire	Ratio :1	Overall Ratio :1
African	26,240	4,224	6.2	1,591	2.7	448	3.6	**58.6**
Any other ethnic group	8,303	1,202	6.9	582	2.1	214	2.7	**38.8**
Arab	5,379	566	9.5	227	2.5	69	3.3	**78.0**
Bangladeshi	5,653	1,004	5.6	302	3.3	123	2.5	**46.0**
Caribbean	6,755	1,189	5.7	444	2.7	205	2.2	**33.0**
Chinese	5,103	1,042	4.9	390	2.7	136	2.9	**37.5**
Gypsy or Irish Traveller	122	18	6.8	16	1.1	3	5.3	**40.7**
Indian	41,505	5,690	20.5	1,654	1.2	560	3.0	**74.1**
Other Asian	15,920	2,026	12.0	1,323	1.0	344	3.8	**46.3**
Other Black	6,057	1,328	4.6	320	18.9	94	3.4	**64.4**
Other mixed ethnicity	4,180	970	4.3	310	3.1	166	1.9	**25.2**
Pakistani	13,199	1,976	6.7	815	2.4	246	3.3	**53.7**
White & Asian	2,890	632	4.6	296	2.1	139	2.1	**20.8**
White & Black African	2,590	380	6.8	131	2.9	56	2.3	**46.3**
White & Black Caribbean	2,981	635	4.7	263	2.4	127	2.1	**23.5**
Total	**146,877**	**22,882**	**6.4**	**8,664**	**2.6**	**2,930**	**3.0**	**50.1**

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Attraction & Recruitment: Insights

Attraction
is not the issue

Attraction is not the issue we assume it is

- 40% of all applicants are from ethnic minorities
- A quarter of all ethnic minority applicants are Indian
- 24% of all applicant are female
- Consultants require more applicants for each job hire than contractors

Recruitment
process is where to focus

We need to focus on our recruitment processes

- Issue with ethnic minorities not gender or disability
- Significant variations across ethnic groups
- Indian and Arab groups fair worst with over 70 applicants per job
- Consultants require more applicants for each job hire than contractors
- Contractors perform less well than consultants in recruiting ethnic minorities

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Voluntary Leavers

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Voluntary Leavers: Summary

- Data based on **19,645 voluntary leavers** from **35 companies** in our industry in 2021
- Data based on **9,191 voluntary leavers** from **35 companies** in our industry in 2020
- We do know they left the company
- We don't know if they have left the industry
- Need to look for trends where we can see more voluntary leavers than % of sample in that group

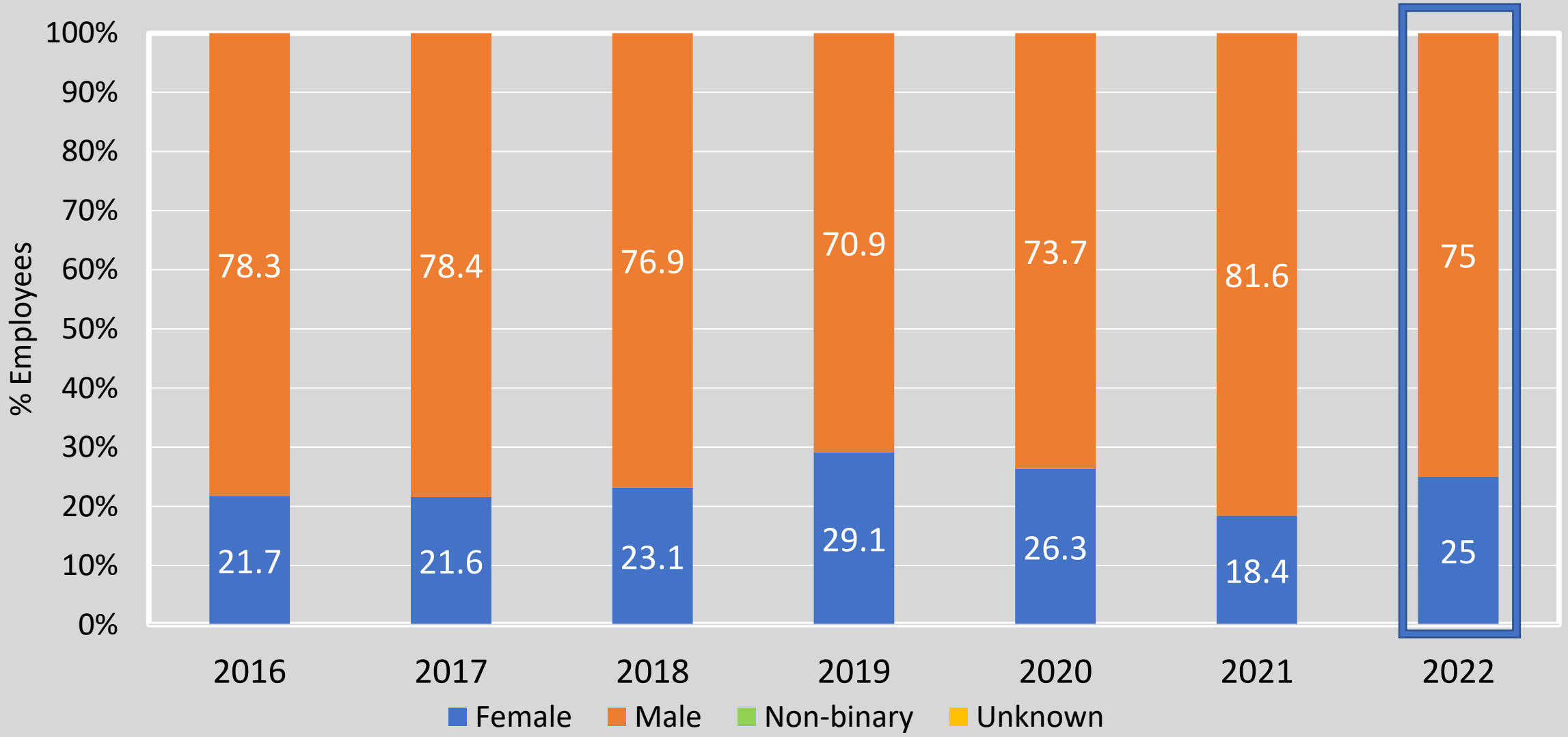
Key variations:

- More Voluntary leavers in the following groups: Female, "Other religions", "Sexual orientation",
- 50+ age group far fewer voluntary leavers

	Female	Ethnicity	Disability	Sexual Orientation	All Religions other than Christianity	Age 18 to 25	Age 50 to 65
Voluntary Leavers	**26%**	**17.7%**	**1.8%**	**5.1%**	**18.1%**	**7%**	**21.6%**
2022 Workforce	23%	17.5%	4.5%	4.2%	13.6%	6.8%	34.%

Voluntary Leavers: 2022 – Gender

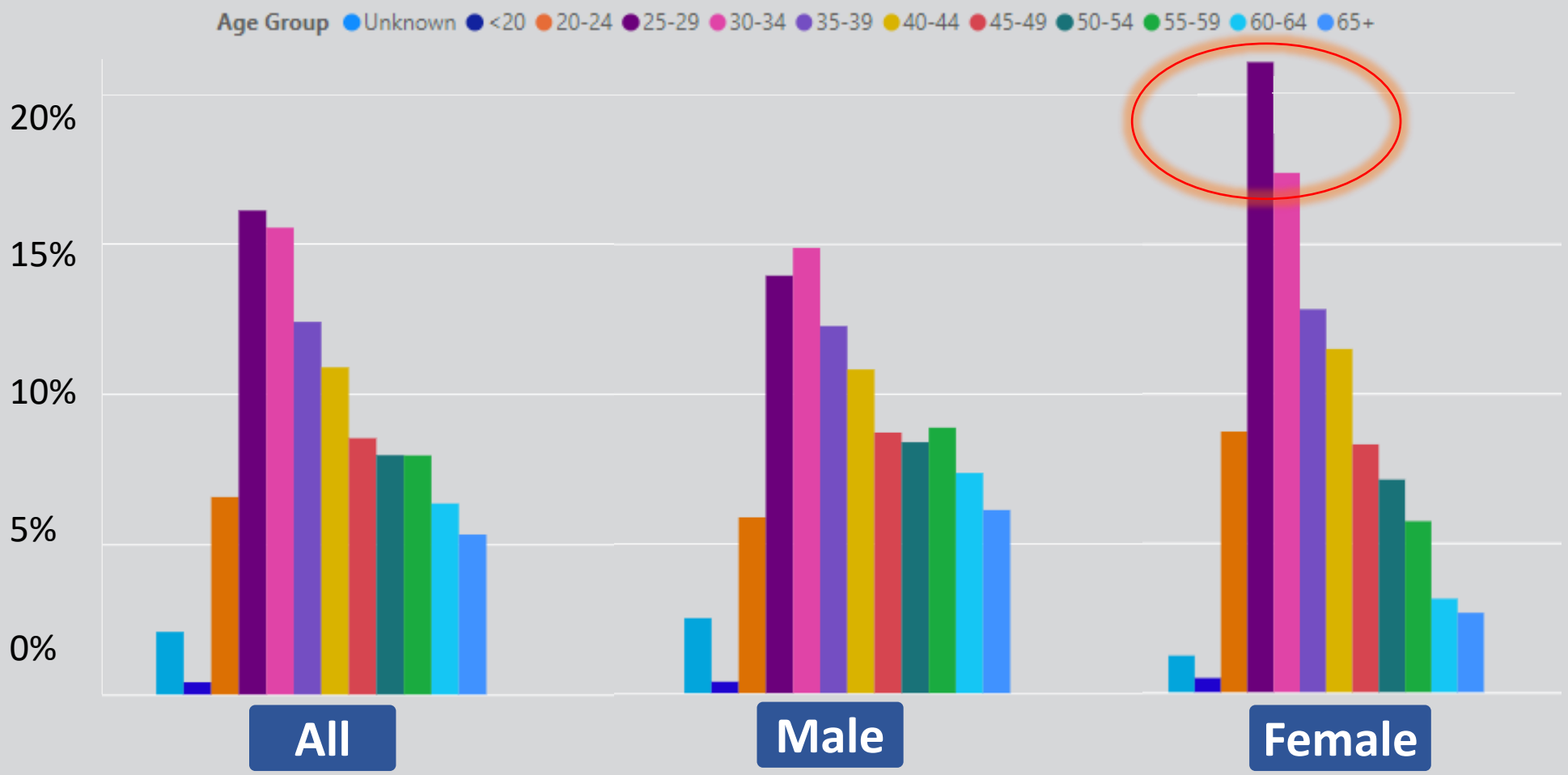
Sample size: 19,660



***Unknowns and prefer not to say have been removed for 2022**

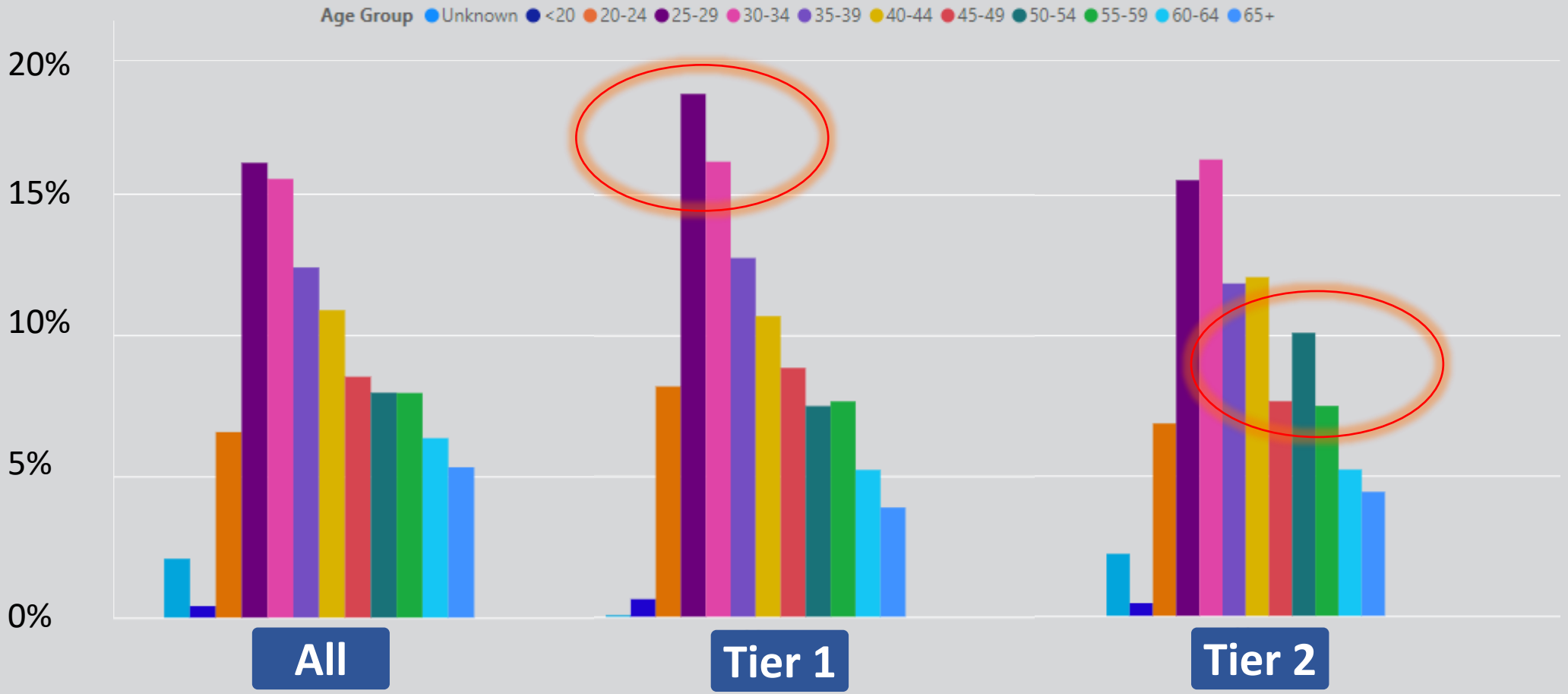
Voluntary Leavers: 2022 - Gender

Sample size: 19,660



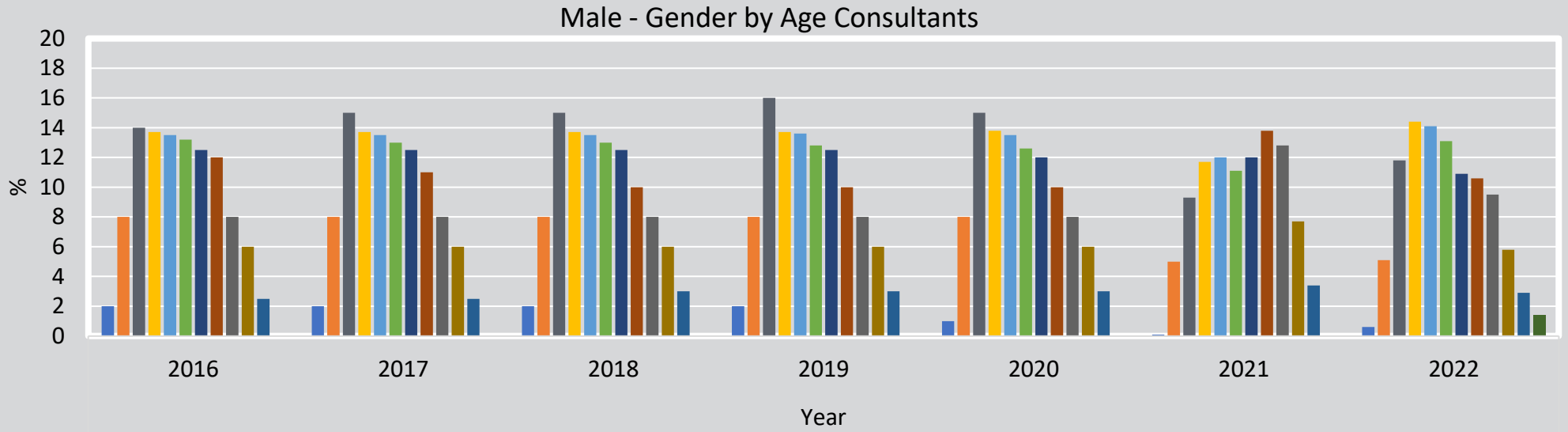
Voluntary Leavers: 2022 - Tier

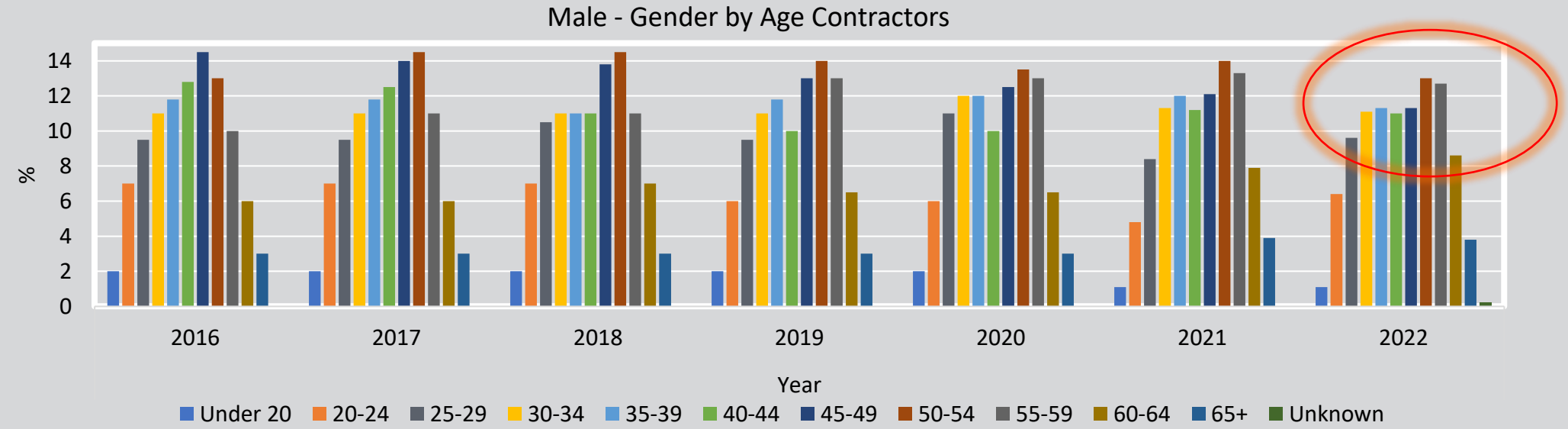
Sample size: 19,660



Voluntary Leavers: 2022 – Gender

Sample size: 19,660





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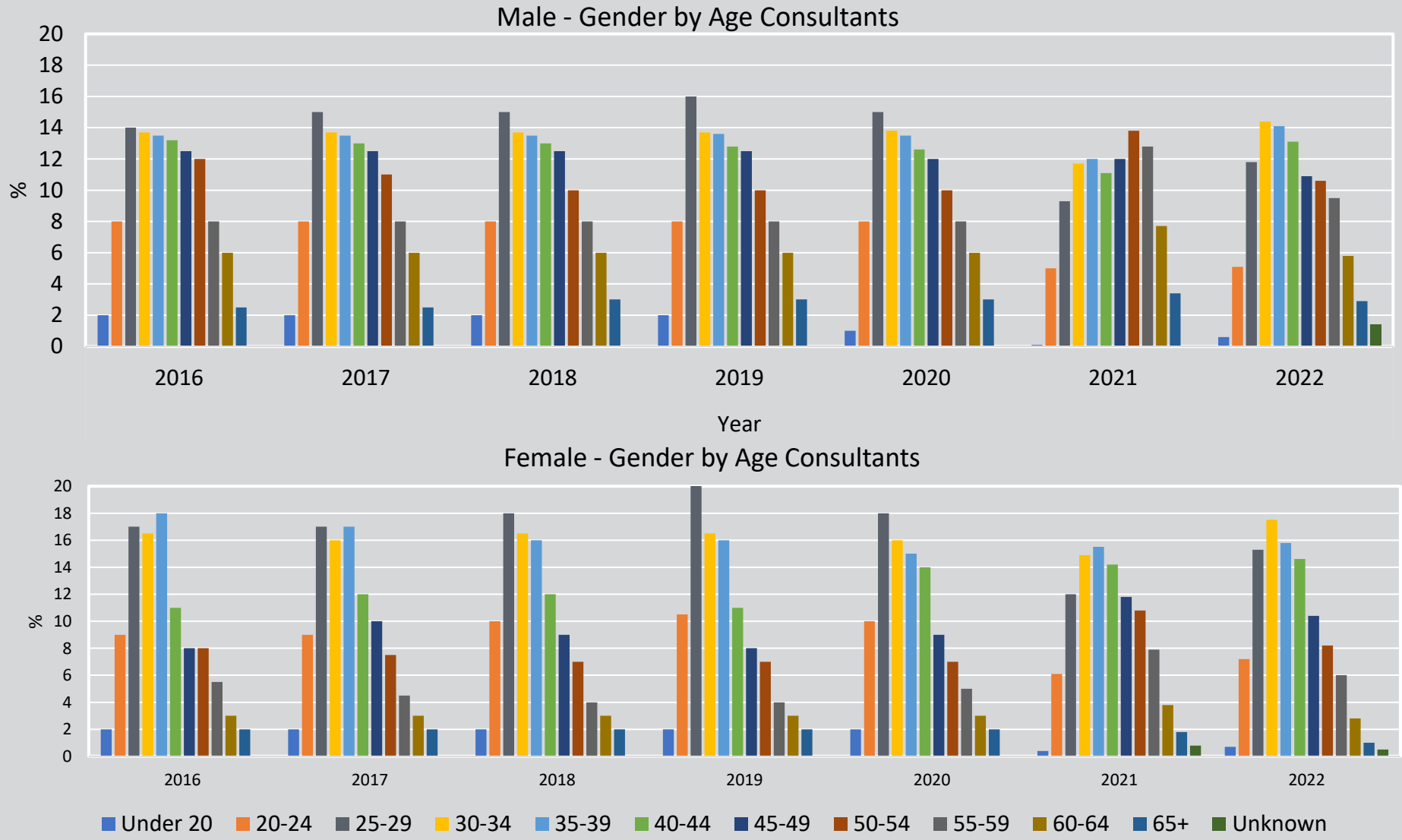
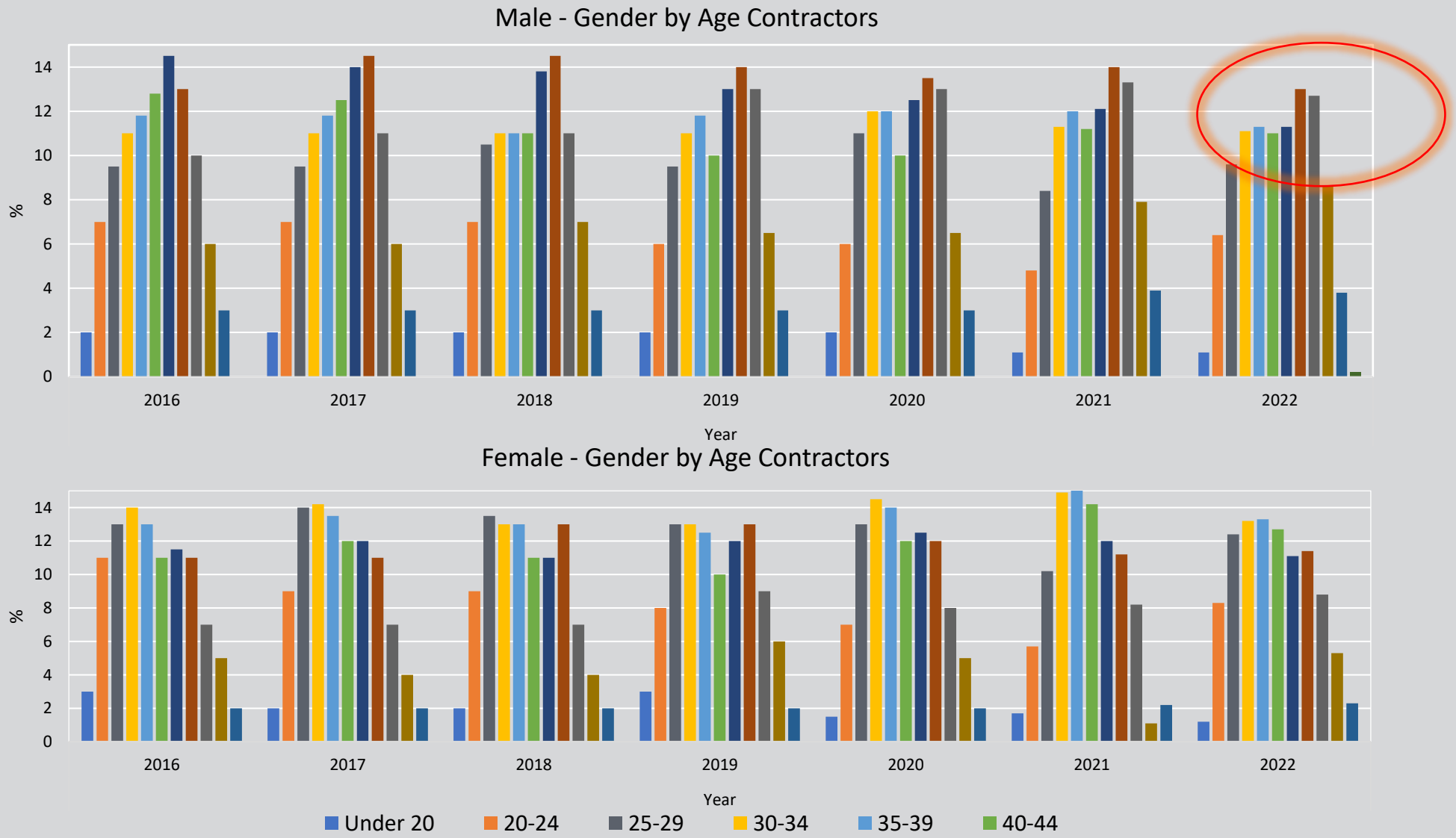
Voluntary Leavers: 2022 – Gender - Consultants

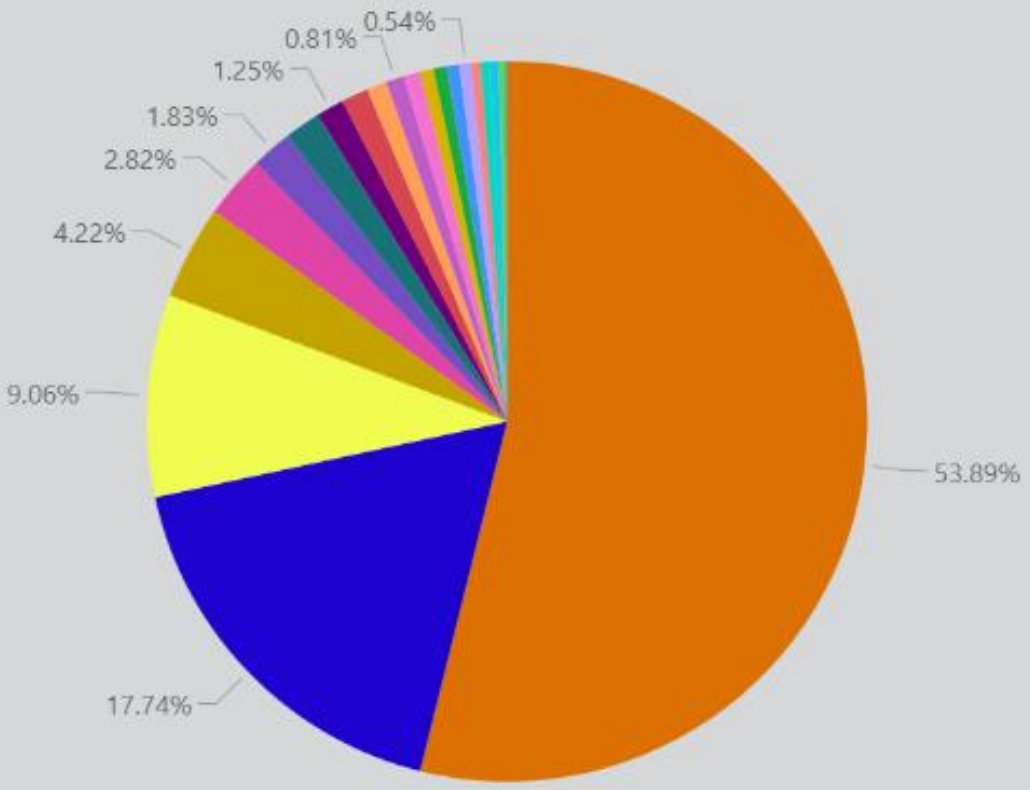


Voluntary Leavers: 2022 – Gender - Contractors



Voluntary Leavers: Ethnicity

Sample size: 19,660



Ethnicity Category

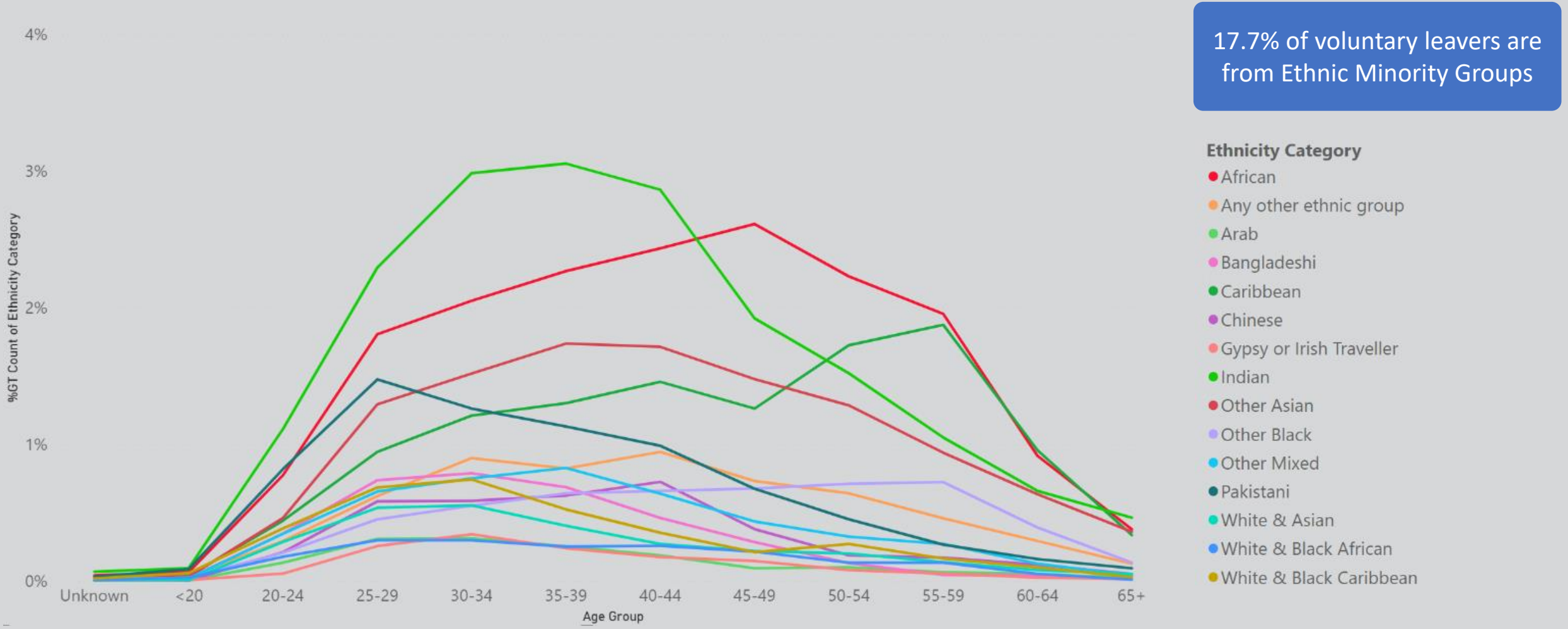
- White British
- Unknown
- Other White
- Prefer not to say
- Indian
- African
- White Irish
- Other Asian
- Pakistani
- Caribbean
- Other Mixed
- White & Black African
- Any other ethnic group
- Chinese
- Bangladeshi
- Other Black
- White & Black Caribbean
- Gypsy or Irish Traveller
- White & Asian
- Arab

17.7% of voluntary leavers are from Ethnic Minority Groups.

This aligns with the 17.5% ethnic workforce.

Voluntary Leavers by Age and ethnicity

Sample size: 2,953



17.7% of voluntary leavers are from Ethnic Minority Groups

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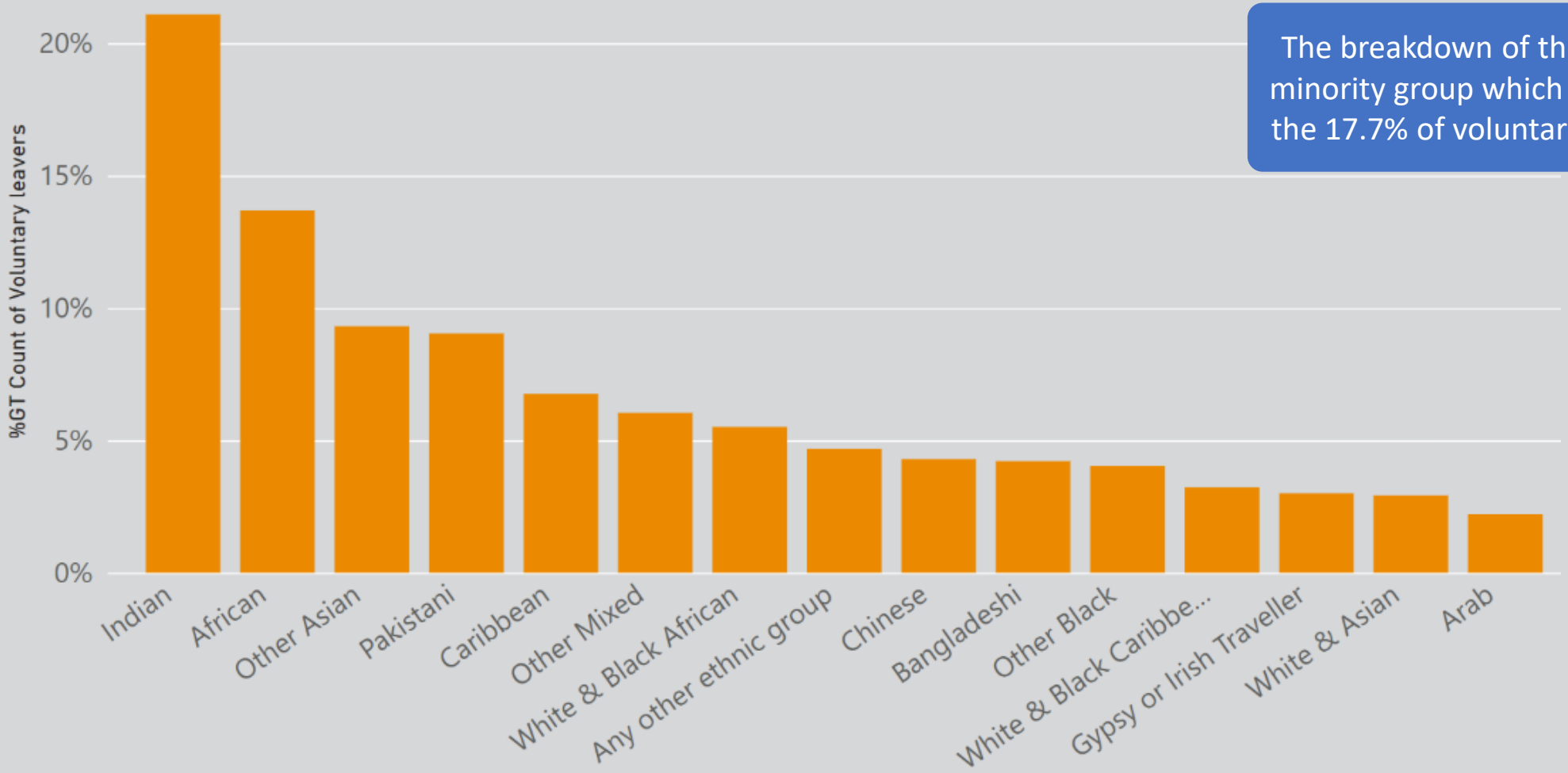
Voluntary Leavers by ethnicity

Sample size: 2,953



The breakdown of the ethnic minority group which make up the 17.7% of voluntary leavers

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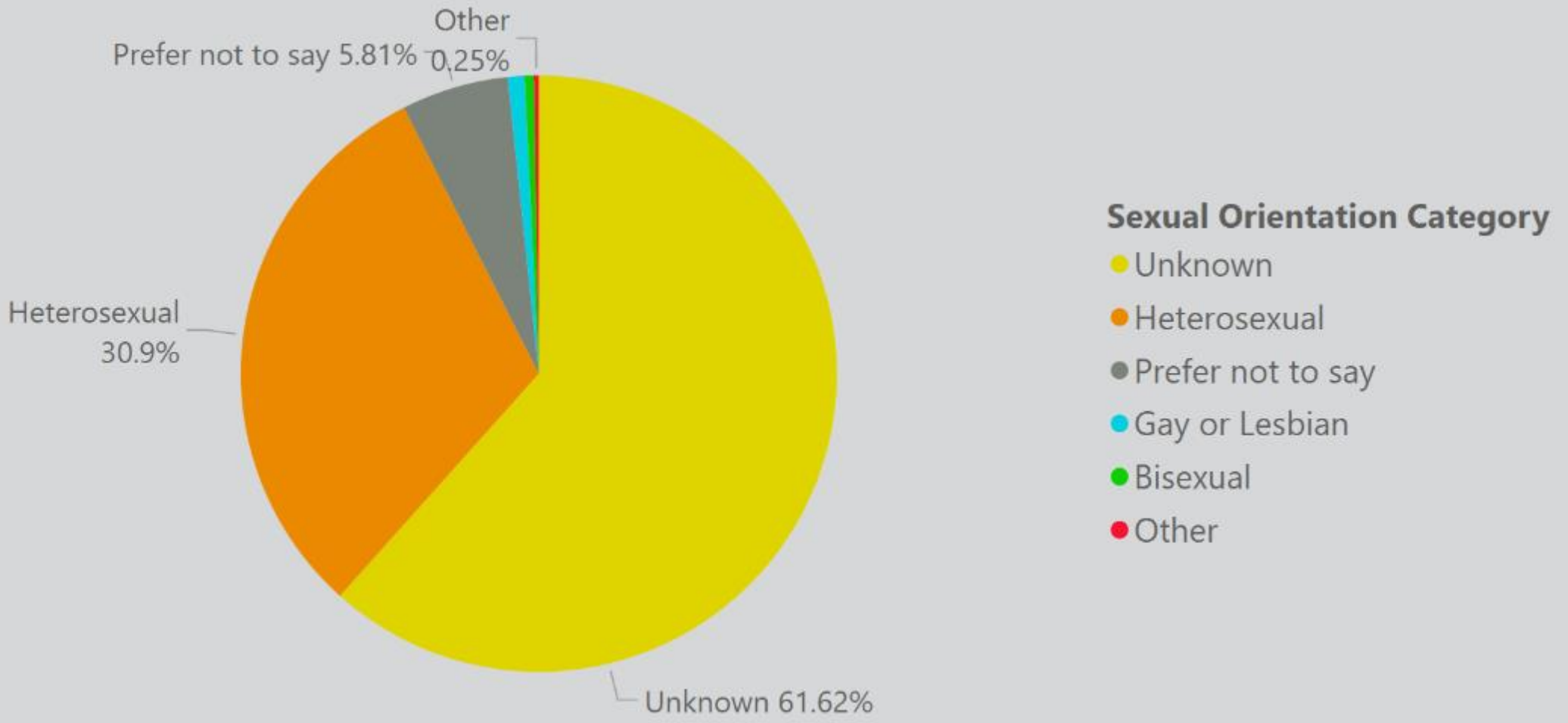
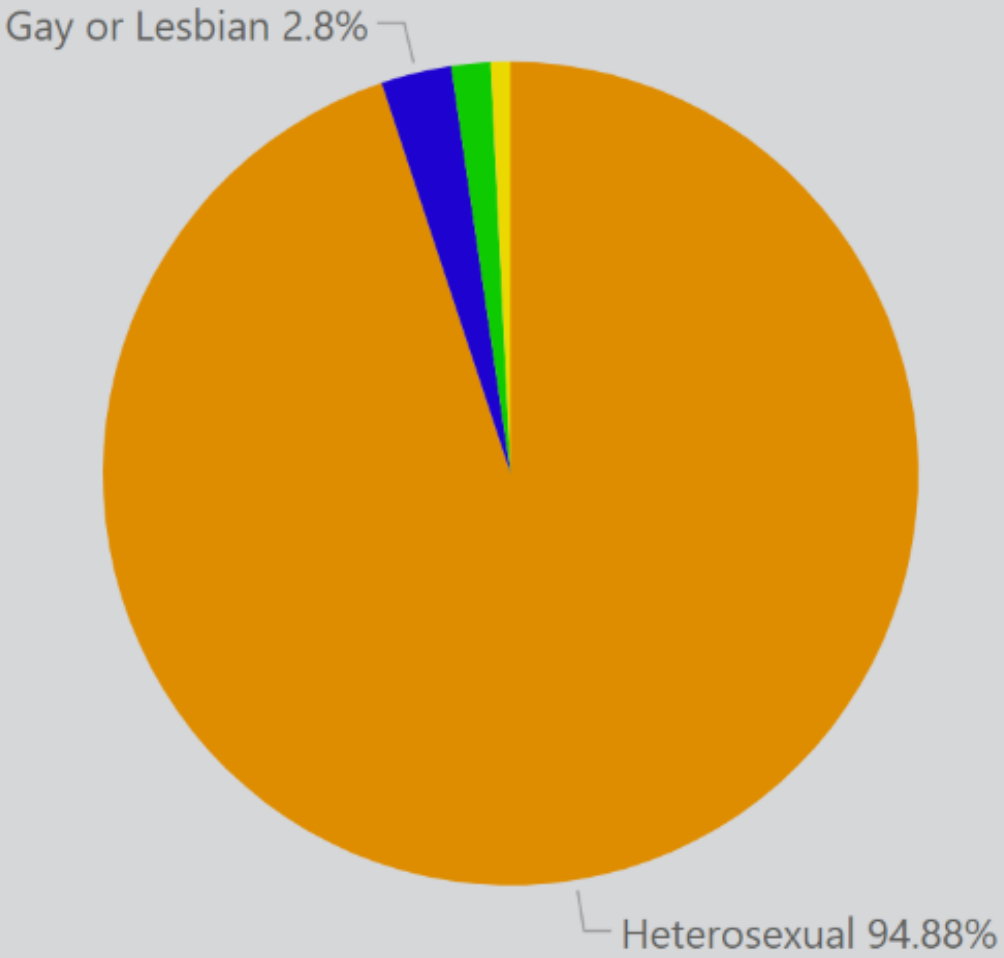
Voluntary Leavers: Sexual Orientation



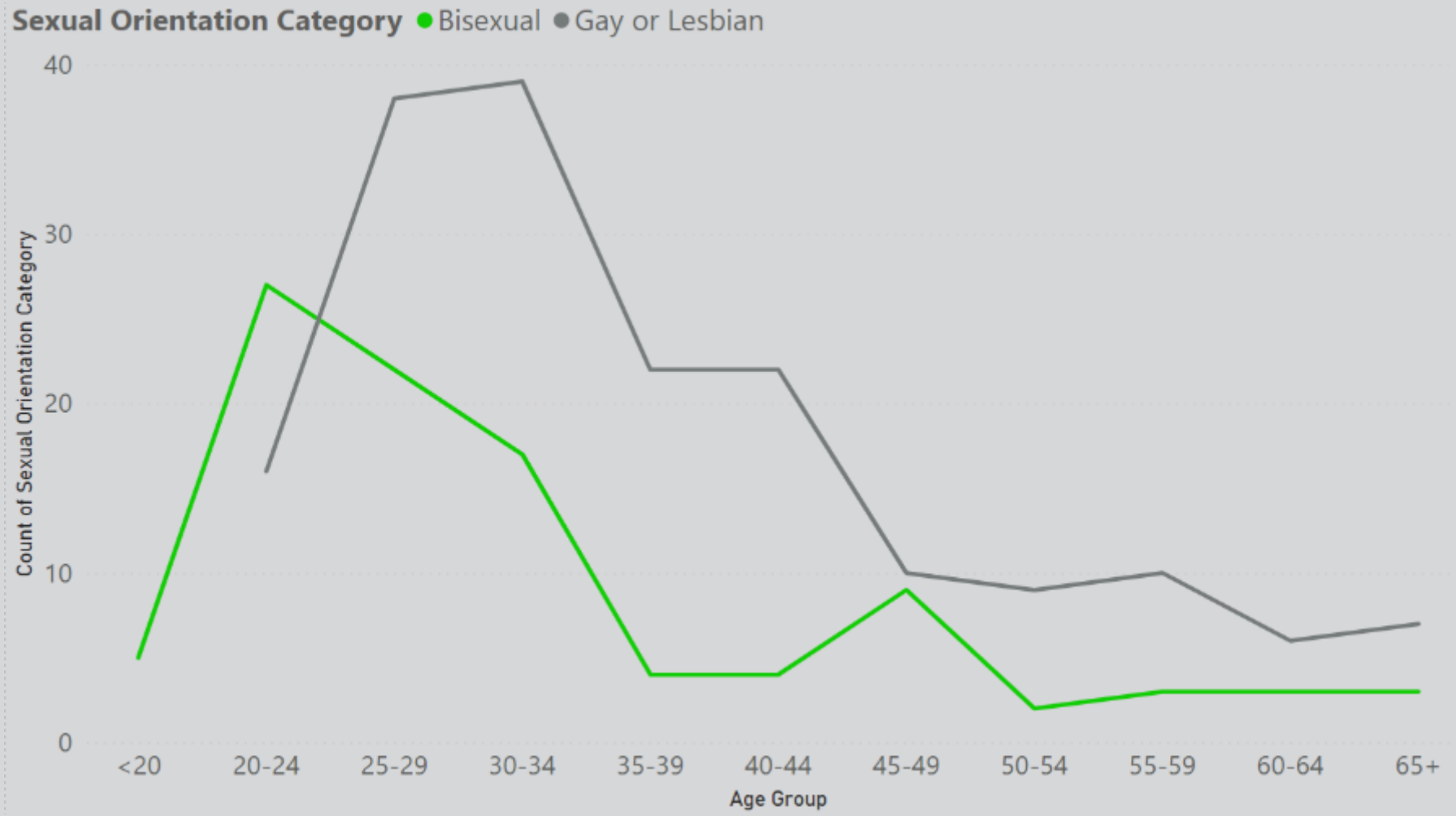
Voluntary Leavers: Sexual Orientation*



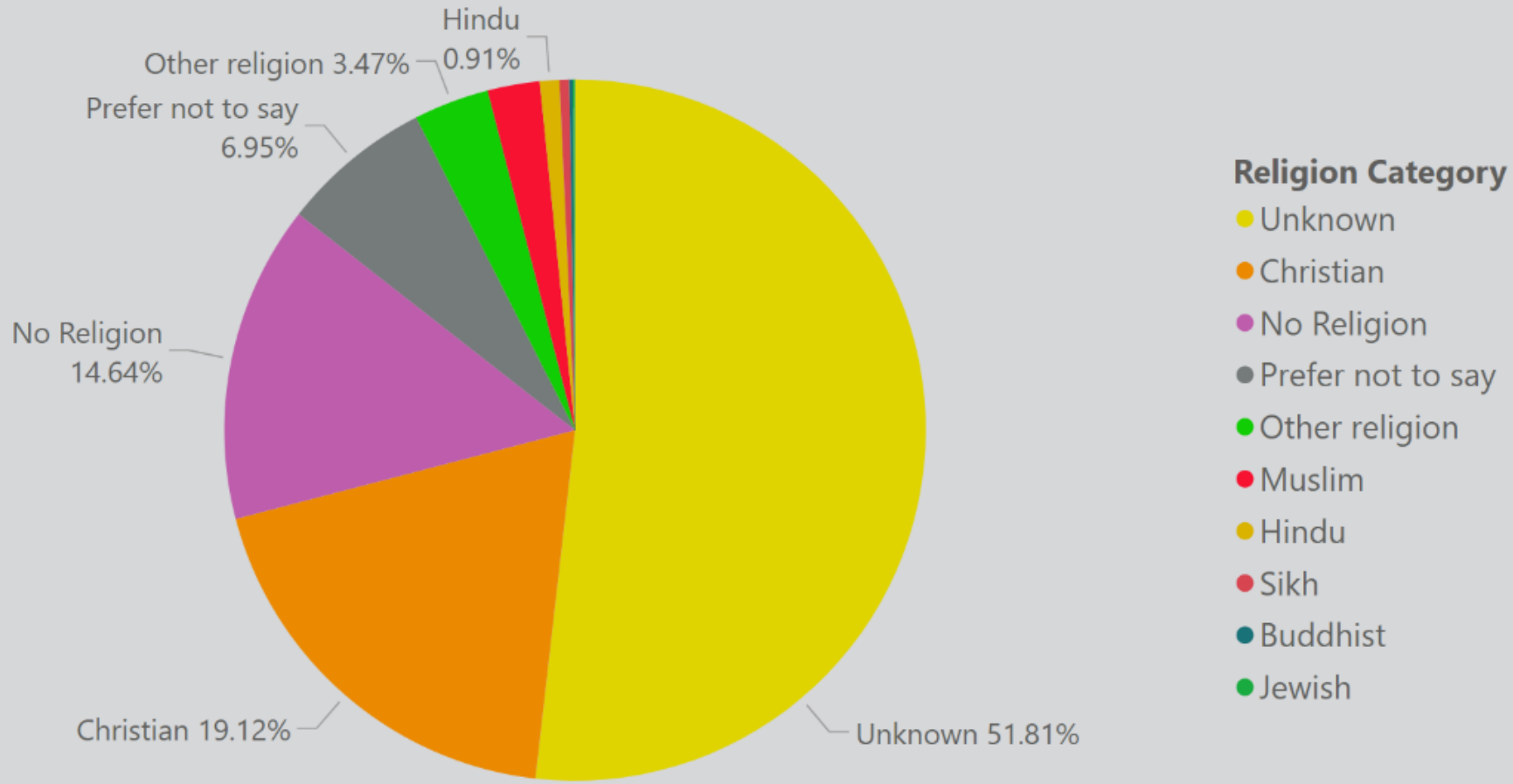
No significant variation from the 4.2% of LGBTQ+ workforce

***Unknowns and prefer not to say have been removed**

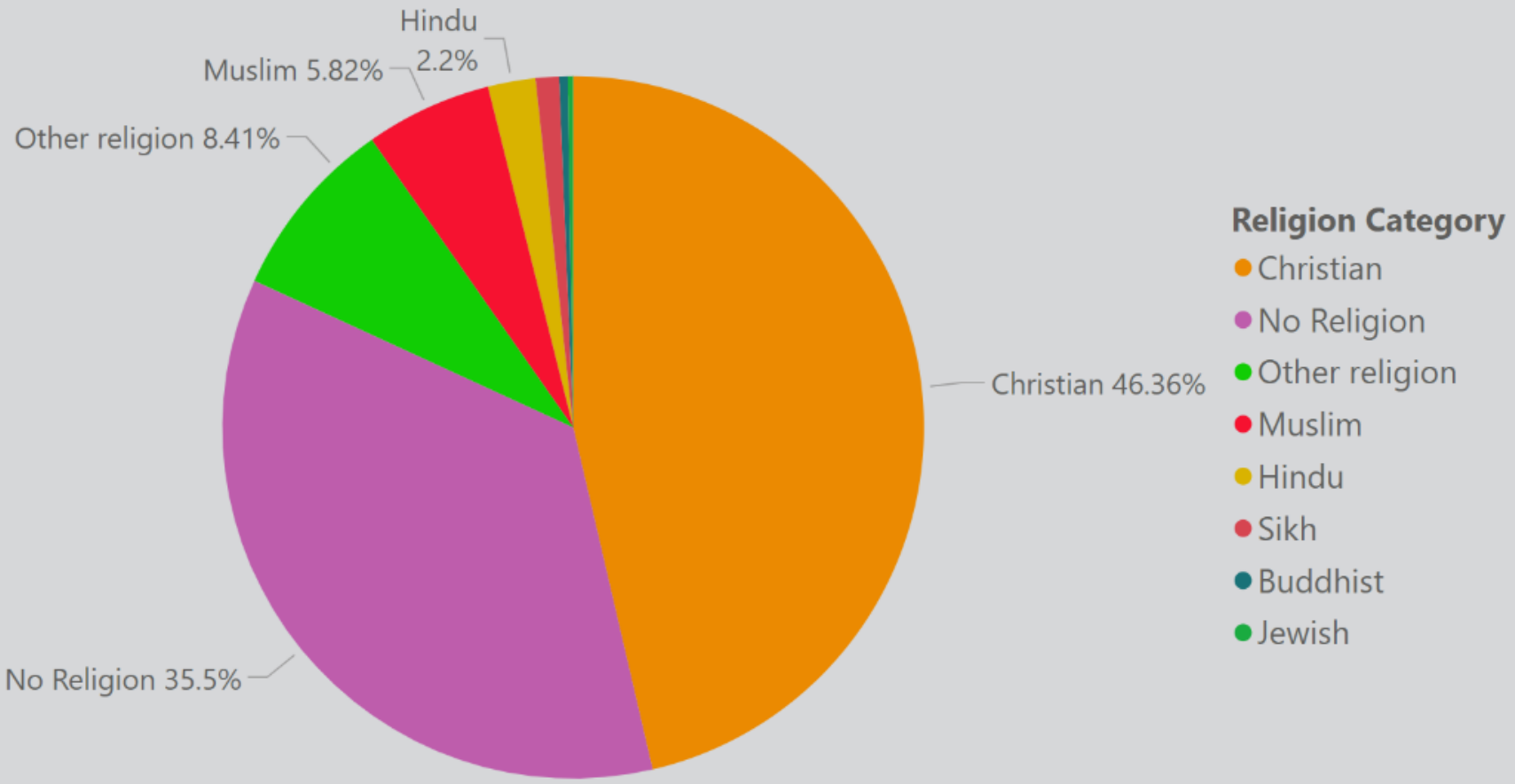
Voluntary Leavers: Sexual Orientation



Voluntary Leavers: Religion

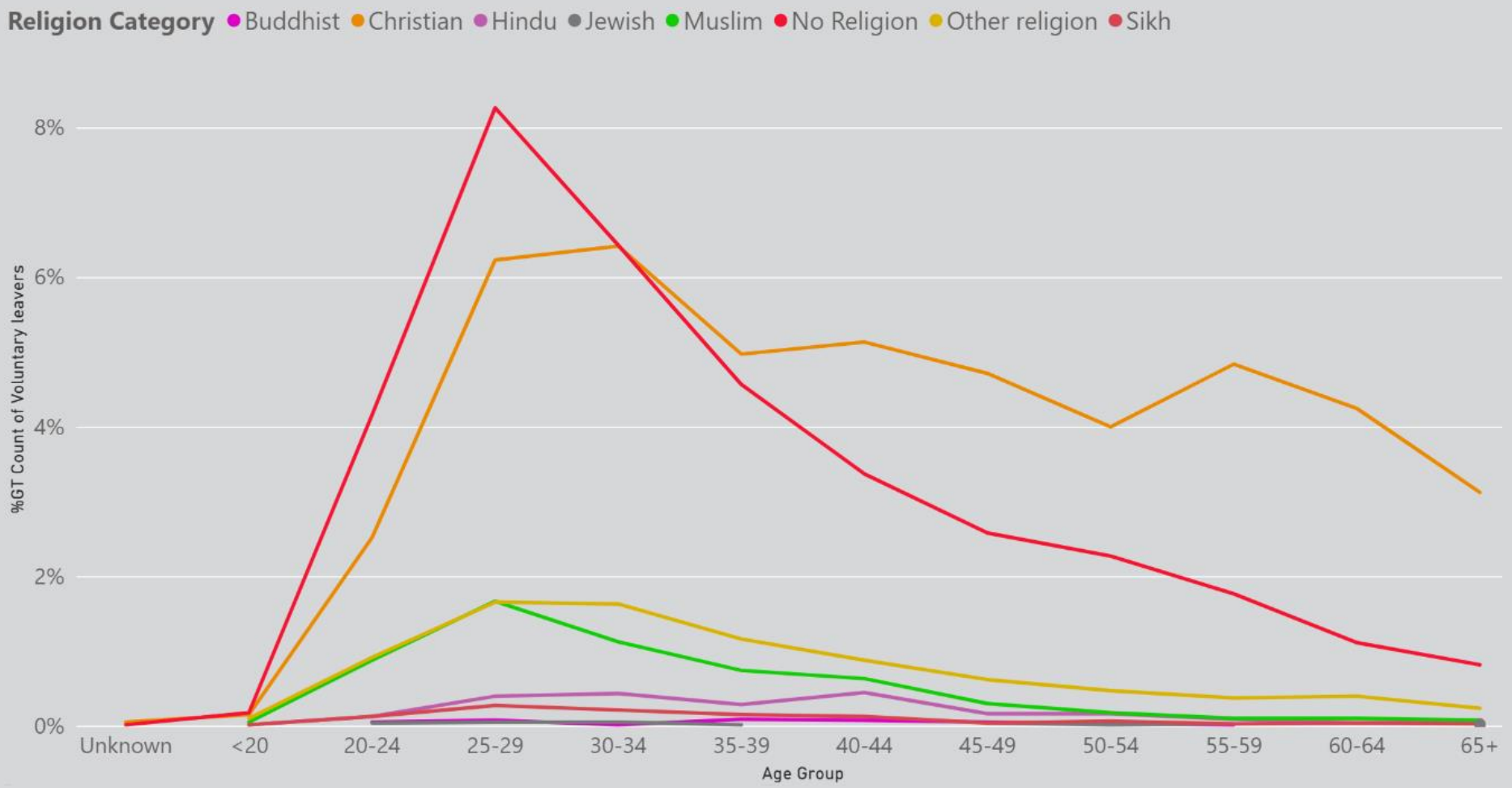


Voluntary Leavers: Religion*



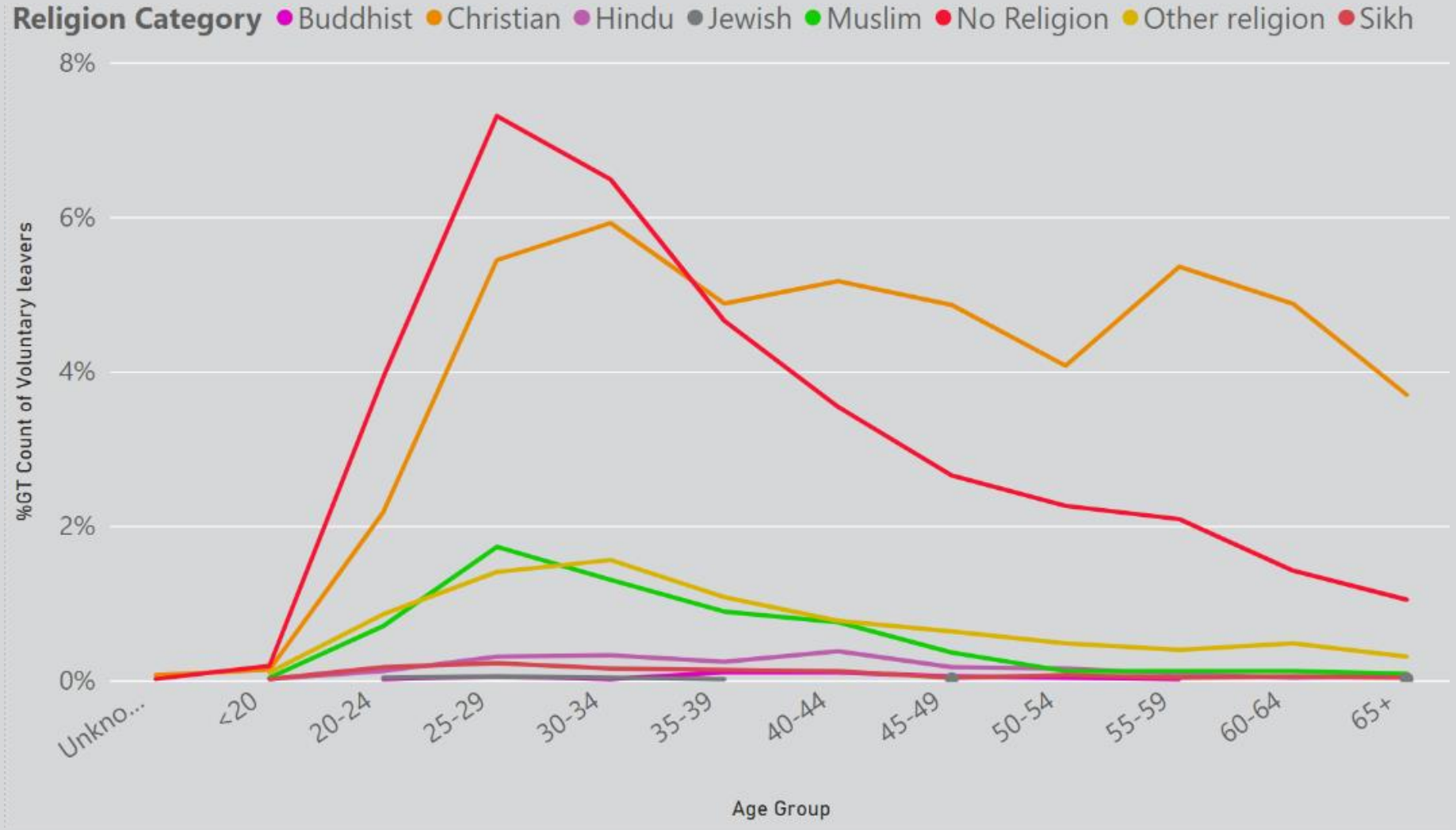
*Unknowns and prefer not to say have been removed

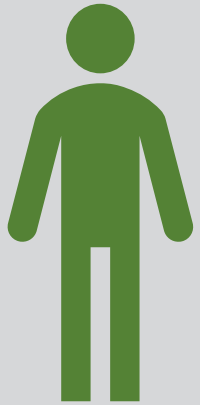
Voluntary Leavers: Religion*



***Unknowns and prefer not to say have been removed**

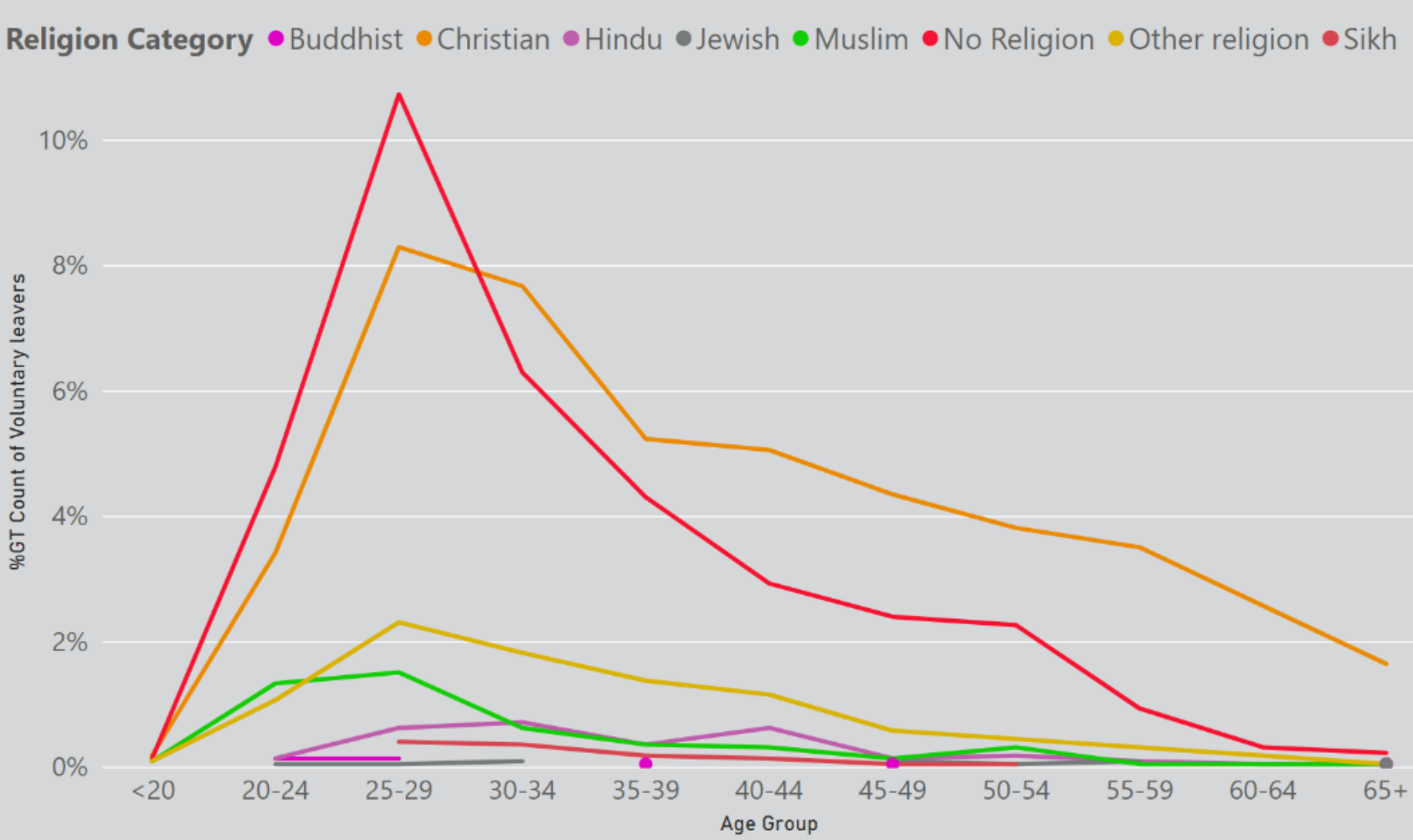
Voluntary Leavers: Religion and Male*

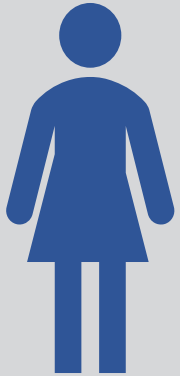




*Unknowns and prefer not to say have been removed

Voluntary Leavers: Religion and Female*





*Unknowns and prefer not to say have been removed

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Diversity Data Benchmarking

Supply Chain Workforce Profile Data 2022

Finish