

## **Appendix**

- The below is the suggested I&D data to be reported in response to Question 22.
- Please note that the below are suggestions based on our own consultation with members and partners. We do encourage the UK Regulators to complete a detailed review and wider consultation on each of the below.
- Please also note that some of the categories, eg race and ethnicity, may not be familiar to a UK audience but will help firms with a global presence to collect and report data on a consistent basis. However, we acknowledge that some of the categories are unlikely to be relevant for purely UK-based firms.

### **(A) Data Capture – are we creating the right environment?**

1. In the last 12 months, what percentage of your employees have shared any of their diversity data?
  - 0-20%
  - 21-40%
  - 41%-60%
  - 61-80%
  - 81-100%
2. In the last 12 months, what percentage of your employees have said they are clear on why you asking for their diversity data?
  - 0-20%
  - 21-40%
  - 41%-60%
  - 61-80%
  - 81-100%
3. In the last 12 months, what percentage of your employees say they feel motivated to provide their diversity data?
  - 0-20%
  - 21-40%
  - 41%-60%
  - 61-80%
  - 81-100%
4. In the last 12 months, what percentage of your employees say they trust you to store their diversity data securely and confidentiality?
  - 0-20%
  - 21-40%
  - 41%-60%.
  - 61-80%
  - 81-100%

## **(B) Employment Sentiment – how do employees feel about providing their data?**

Our recommendations are that the Regulators mandate firms to ask the following four questions to all employees:

1. Are you clear why your employer is asking you for your diversity data?
  - Yes
  - I am somewhat clear and would like more clarity.
  - No
  
2. Do you feel motivated to provide your diversity data by executive leadership?
  - Yes
  - I feel motivated, but not by executive leadership
  - No
  
3. Do you trust your employer to store your data securely and confidentiality?
  - Yes, I trust my employer and leadership communicates about this regularly.
  - Yes, I trust my employer and leadership to communicate about this occasionally.
  - Yes, I trust my employer but leadership does not communicate about this.
  - No, I do not trust my employer.
  
4. How many opportunities have you had to provide your diversity data to your employer in the last 12 months?
  - 4, or more
  - 3
  - 2
  - 1
  - None.

## **(C) Diversity of Identity – do we understand the backgrounds and identities of our employees?**

In no particular order, below are 12 dimensions of diversity. We have elaborated on some which are less common. Please note that the below are suggestions based on our own consultation with members and partners. We do encourage the UK Regulators to complete a detailed review and wider consultation on each of the below.

### **1. Sex**

What sex were you assigned at birth?

- Male
- Female
- Intersex
- None
- Prefer not to say



## 2. Gender identity

Which of the below reflects your gender identity:

- Male
- Female
- Non-Binary
- Other: (please specify if you wish)
- Prefer not to say

## 3. Sexual orientation

What is your sexual orientation?

- Asexual
- Bi / Bisexual
- Straight / Heterosexual
- Pansexual
- Gay Man
- Gay Woman / Lesbian
- Other: (please specify if you wish)
- Prefer not to say

Are you open about your sexual orientation? Please select one or more of the below:

- At home
- With your team
- With your manager
- At work overall
- I'm not open about my sexual orientation at all
- Prefer not to say

## 4. Gender reassignment

Do you identify as transgender?

- No
- Yes
- Prefer not to say

Is your gender identity the same as the sex you were assigned at birth?

- No
- Yes
- Prefer not to say

Have you gone through or considering going through any part of a process to bring your physical sex appearance, and/or your gender role, more in line with your gender identity? This could include changing your name, your appearance and the way you dress, taking hormones or having gender-confirming surgery?

- Yes
- No
- Prefer not to say



## 5. Race & Ethnicity

We have taken the below from the UK Government's [website](#) and recommend further consultation.

### **White**

- English, Welsh, Scottish, Northern Irish or British
- Irish
- Gypsy
- or Irish Traveler
- Any other White background

### **Mixed or Multiple ethnic groups**

- White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed or Multiple ethnic background

### **Asian or Asian British**

- Indian
- Pakistani
- Bangladeshi
- Chinese
- Any other Asian background

### **Black, African, Caribbean or Black British**

- African
- Caribbean
- Any other Black, African or Caribbean background

### **Other Ethnic Group**

- Arab
- Any other ethnic group

## 6. Social Mobility

Please also reference: the [Social Mobility Commission's Socio-economic diversity and inclusion Employers Toolkit](#)

Where were you educated for most of your time between the ages of 11 - 16?

- Non-selective UK state-run/funded school
- Non-selective state-run/funded school outside the UK
- Selective<sup>1</sup> UK state/funded school
- Selective<sup>2</sup> state-run/funded school outside the UK

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<sup>1</sup> On academic, faith or other grounds.

<sup>2</sup> On academic, faith or other grounds.

- UK independent/fee-paying school
- Independent/fee-paying school outside the UK
- I don't know
- Prefer not to say

When you were 18, had any of your parents or guardians completed a university degree course or equivalent (BA, BSc or higher)?

- Yes
- No
- I don't know
- Prefer not to say

Please tell us about the occupation of your main household earner when you were aged 14. If this question does not apply to you (because, for example, you were in care at this time) select "This question does not apply to me".

- Clerical and intermediate occupations such as: secretary, personal assistant, clerical worker, call centre agent, nursery nurse.
- Long-term unemployed (claimed Jobseeker's Allowance or earlier unemployment benefit for more than a year)
- Middle or junior managers such as: office manager, retail manager, bank manager, restaurant manager, warehouse manager.
- Modern professional occupations such as: teacher nurse, physiotherapist, social worker, musician, police officer (sergeant or above), software designer.
- Routine manual and service occupations such as: HGV driver, cleaner, porter, packer, labourer, waiter/waitress, bar staff.
- Retired
- Senior managers or administrators (usually responsible for planning, organising and coordinating work, and for finance) such as: finance manager, chief executive.
- Semi-routine manual and service occupations such as: postal worker, machine operative, security guard, caretaker, farmworker, catering assistant, sales assistant.
- Technical and craft occupations such as: motor mechanic, plumber, printer, electrician, gardener, train driver.
- Traditional professional occupations such as: accountant, solicitor, medical practitioner, scientist, civil/mechanical engineer.
- This question does not apply to me
- I don't know
- None of the above (*please describe if you wish*)
- Prefer not to say
- If you finished school after 1980, were you eligible for free school meals at any point during your school years?



## 7. Disability

Do you consider yourself to have a disability or long-term condition? (such as diabetes, arthritis, a heart condition, or a mental health condition).

- Yes
- No
- Prefer not to say

Do you experience barriers or limitations in your day-to-day activities related to any disability, health conditions or impairments?

- Yes
- No
- Not applicable
- Prefer not to say

Do you have any of the following disabilities, long-term conditions or impairments?

- I do not have a disability, long term condition or impairment
- I have a disability, condition or impairment listed below but prefer not to specify which
- Hearing, speech or visual
- Long-term condition (such as Diabetes, Multiple Sclerosis, heart condition, epilepsy, energy-limiting conditions, chronic pain)
- Mental health condition
- Mobility or musculoskeletal (including back, neck and shoulder)
- Stamina or breathing difficulty
- Acquired brain injury
- I have a disability, condition, or impairment not listed above (please describe if you wish)

If you have a disability, is your line manager aware of your disability?

- Yes
- No

If you have a disability, have you shared this with colleagues?

- Yes
- No

Do you believe you have the support you need to do your role effectively? (e.g. via access to work or internal assistive technology department)

- Yes
- No

Have you asked for reasonable adjustments at work?

- Yes
- No



If yes, was this request met?

- Yes
- No

## 8. Neurodiversity

Do you define yourself neurodivergent, or feel your brain functions, learns and processes information in a different way from the majority of the population? (e.g. Dyslexia, Autism, Attention Deficit Hyperactivity Disorder, Dyspraxia, Dyscalculia, Autism Spectrum Disorder)

- Yes
- No
- Prefer not to say

If you answered 'yes', have you shared that this at work?

- Yes
- No

If you answered 'yes', do you feel that your neurodivergence is valued by your employer as an advantage at work / do you feel that your work environment allows you to make full use of your skills?

- Yes
- No

## 9. Marriage and civil partnership

What is your legal marital or civil partnership status?

- Single
- Married
- Divorced
- Formerly in a registered civil partnership which is now dissolved
- In a registered civil partnership
- Living with a partner
- Never married and never registered a civil partnership
- Separated, but still in a registered civil partnership
- Separated, but still legally married
- Surviving partner from a registered civil partnership
- Surviving partner from a long term relationship
- Widowed
- Prefer not to say

## 10. Caring responsibilities

Do you have any caring responsibilities? (please select one or more of the below:)

- None
- Primary carer of a child or children (under 18)
- Joint primary carer of a child or children (under 18)

- Primary carer of a disabled child or children
- Joint primary carer of a disabled child or children
- Primary carer or assistant for a disabled adult (18 years or over)
- Joint primary carer or assistant for a disabled adult (18 years or over)
- Primary carer or assistant for an older person or people (65 and over)
- Joint primary carer or assistant for an older person or people (65 and over)
- Secondary carer (another person carries out the main caring role)
- I have caring responsibilities but prefer not to specify what these are
- Prefer not to say

If you have Caring Responsibilities, have you adjusted your hours, timing and/or place of work?

- No
- Yes

Would you like to change your current working hours, timing and/or place of work?

- No
- Yes
- Comment

Is your manager giving you the support you need to fulfil your caring responsibilities?

- No
- Yes
- Comment

## 11. Religion or belief

What is your religion?

- No religion
- Atheist
- Buddhist
- Christian (including Church of England, Catholic, Protestant and all other Christian denominations)
- Hindu
- Jewish
- Muslim
- Sikh
- Spiritual
- Any other religion or belief (please describe if you wish)
- I have a religion or strongly held belief but prefer not to specify what this is
- Prefer not to say

## 12. Age

What year were you born?

- Provide yearly drop down options
- Prefer not to say



**(D) Diversity of thought – do we understand the cognitive diversities of our employees?**

- Our recommendations are that the Regulators consider asking Firms to use personality and psychometric testing to enable them to assess the diversity of thought within teams and the Firm overall, giving them an additional success metric.
- These insights would support strengths-based leadership and help identify where teams have gaps in thinking styles that need to be addressed. Different lived experiences, networks and educational backgrounds will also contribute to diversity of thought and should be factored into an assessment of cognitive diversity.
- This information should remain confidential within the Firm.