

## A. OTHER DIVERSITY FACTORS

	Directors						
Identity diversity factors <sup>1</sup>	Matt Cameron	Natalie Gill	Darren Johnson	Helena Morrissey	Linda Russhiem	Mitesh Sheth	Stuart White
Sex	Male	Female	Male	Female	Female	Male	Male
Gender Identity	Male	Female	Male	Female	Female	Male	Male
Sexual Orientation	Gay Man	Straight	Straight	Straight	Straight	Straight	Straight
Gender Reassignment	No	No	No	No	No	No	No
Race & Ethnicity	White British	White British	Black British	White British	White European	Indian British	White British
Social Mobility	Non-selective state school. First in the family to go into higher education. No parent's degree.	Private school One parents' degree Intermediate socioeconomic background	Non-selective state school, One parent degree; parent Nurse and Postman	Church of England State School	Non-selective international state school First in family to go into higher education No parent's degree	Nonselective state school No parents' degree	Private school First generation university Parents – factory worker/ manufacturing business owner, bank teller/home keeper
Disability	None	None	None	None	None	None	Mental Health Advocate
Neurodiversity	None	None	None	None	None	None	Dyslexia
Caring Responsibilities	None	“Sandwich” carer - school-age children and elderly relatives	None	School age children	School age children	School age children	None
Religion or Belief	Atheist	None	Catholic – non practicing	Christian (Anglican)	Atheist	Hindu	Christian (Anglican)
Age	1987	1977	1978	1966	1977	1978	1971

<sup>1</sup> Refer to appendix one for identifiers.



## CONSIDERATIONS

- **Gender diversity:** Hampton Alexander Review has target of 33% women on Board and on Executive Committee by 2020.
- **Ethnic diversity:** Parker Review has target of one person from “non-white ethnic group” by 2021.
- **Age:** Note that under the UK’s Equality Act 2010, discrimination on the basis of age is unlawful, therefore UK companies do not have a mandatory retirement age.