



A. Diversity Project Board Members – other diversity factors

	Directors					
Identity diversity factors ¹	Matt Cameron	Darren Johnson	Helena Morrissey	Linda Russheim	Jon Terry	Jane Welsh
Sex	Male	Male	Female	Female	Male	Female
Gender Identity	Male	Male	Female	Female	Male	Female
Sexual Orientation	Gay Man	Straight	Straight	Straight	Straight	Straight
Race & Ethnicity	White British	Black, British	White British	White, European	White, British	White
Social Mobility	Non-selective state school. First in the family to go into higher education. No parent's degree.	Non-selective state school, One parent degree; parent Nurse and Postman	Church of England State School	Non-selective state school International school No parent's degree	Selective state funded (grammar) school; No parents' degree; parent clerical workers	Non-selective state school
Disability	None	None	None	None	None	None
Neurodiversity	None	None	None	None	None	None
Caring Responsibilities	None	None	School age children	School age children	None	None
Religion or Belief	Atheist	Catholic – non practicing	Christian (Anglican)	Atheist	Atheist	Atheist
Age	1987	1978	1966	1977	1964	1961

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.