



In 2020 we committed to sharing the Diversity data of the Growth Company annually. This is the fifth edition of this review taking place, we acknowledge and value the need to be reflective of the diversity of the communities we work in as well as benefitting the organisation and ultimately the services we provide.

Data is taken from 1st July 24 – 30th June 25. Headcount is at 1,674 colleagues
Please note that the statistics within the report are based on disclosed data only.



Diverse Ethnic Communities (DEC) represent 19% of GC

This is in comparison from 2020

+7%



Colleagues declaring a disability 19.8% of GC

This is in comparison from 2020

+10.1%



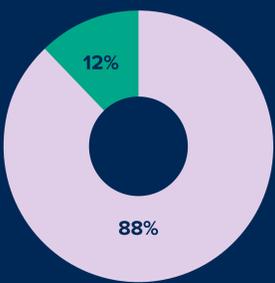
Colleagues declaring LGBTQ+ 8.7% of GC

This is in comparison from 2020

+4.5%

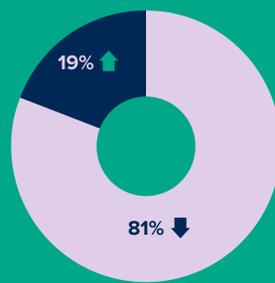
Ethnicity

July 2020



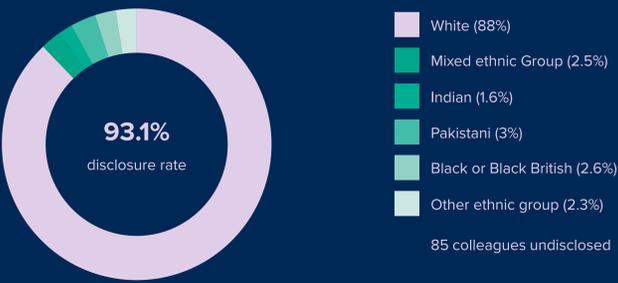
1,015 White colleagues | 138 Colleagues from Diverse Ethnic Communities

July 2025

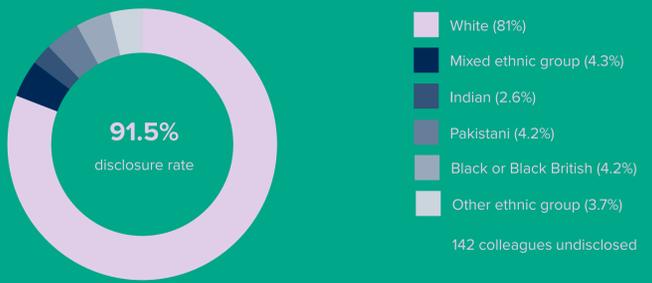


1,241 White colleagues | 291 Colleagues from Diverse Ethnic Communities

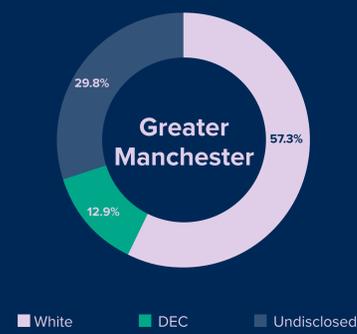
Ethnicity composition July 2020



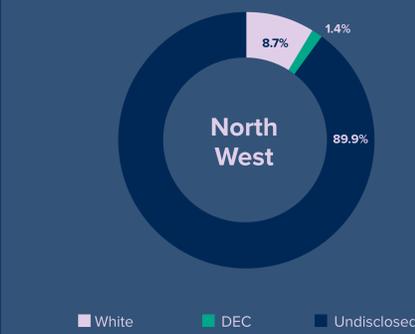
Ethnicity composition July 2025



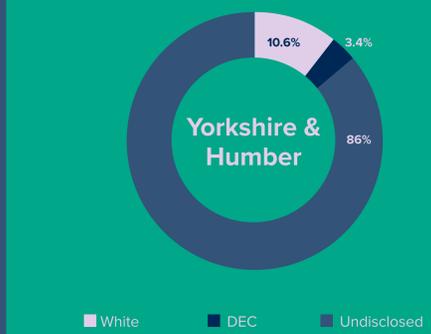
Ethnicity by geographical location



White | DEC | Undisclosed



White | DEC | Undisclosed



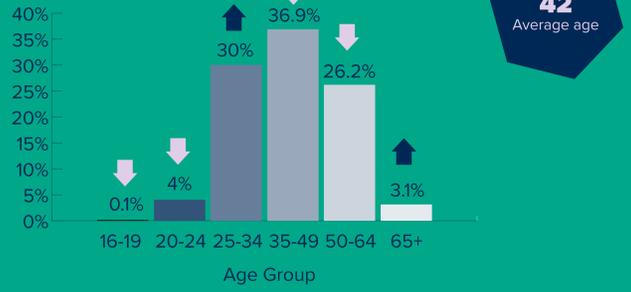
White | DEC | Undisclosed

Age

Age distribution 2020

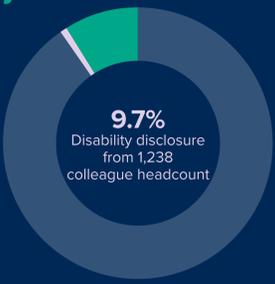


Age distribution 2025



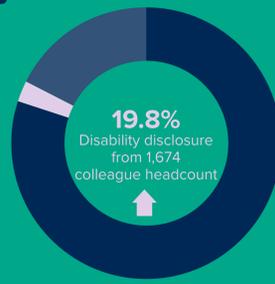
Disability

Disclosure July 2020



11 Managers (4.3%) | 109 Colleagues (11.1%)

Disclosure July 2025



40 Managers (12.3%) | 292 Colleagues (21.6%)

176%

212 Colleague increase in declaring a disability since 2020

The proportion of those declaring a disability has doubled and risen over the past 5 years.



29 Managers | 183 Colleagues

Our gender split has remained consistent over the past 5 years.

61%
(1,016) our colleagues are female

39%
(655) our colleagues are male

LGBTQ+

Disclosure July 2020



8 Managers (3.1%) 44 Colleagues (4.5%)

Disclosure July 2025



23 Managers (7.1%) 123 Colleagues (8.9%)

7.5%

94 More colleagues have disclosed they are LGBTQ+ since 2020.

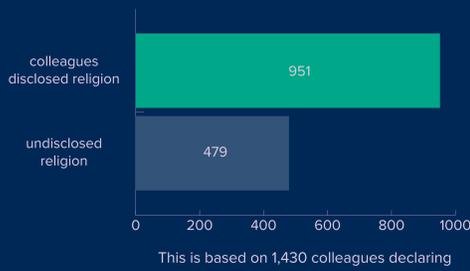


15 Managers 79 Colleagues

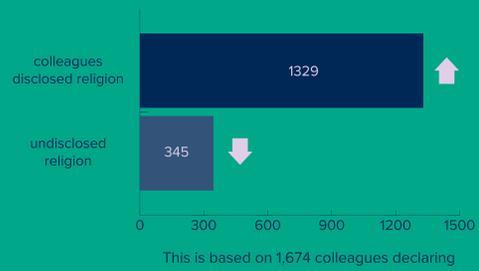
Religion

This is the third year we are reporting on Religion data and our data has remained stable over the past 3 years. We do not have data from 2020 therefore we'll be reporting on 2021 data.

Religion disclosure July 2021



Religion disclosure July 2025



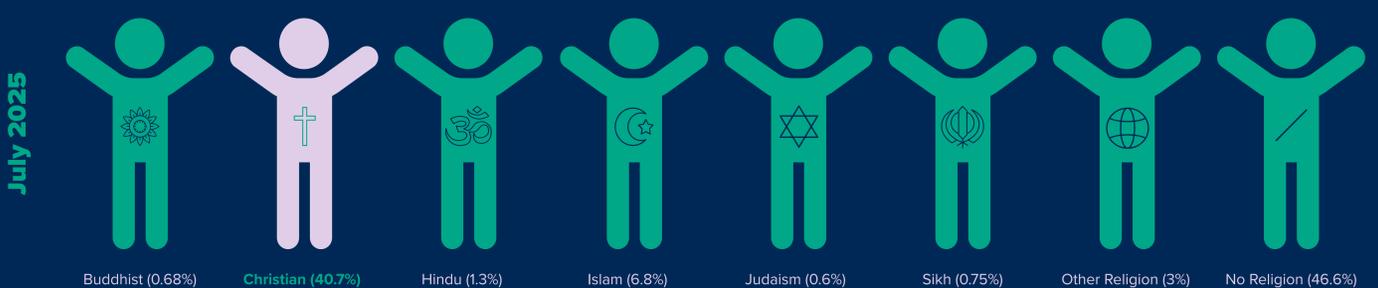
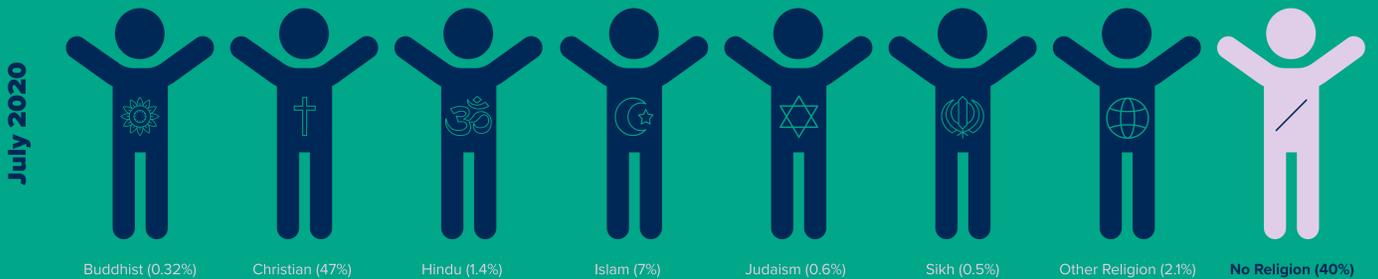
The proportion of colleagues declaring has increased from July 2021.

36%



The proportion of undisclosed has decreased since July 2021.

135



Carers: July 2025

This is the first year we are reporting on Carer data. A carer is anyone who looks after a family member, partner or friend who needs help because of their illness, frailty, disability, a mental health problem or an addiction and cannot cope without their support.

1,575

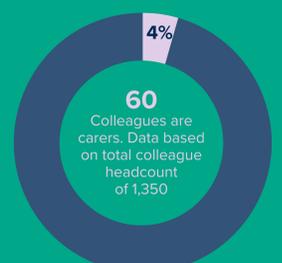
colleagues were undisclosed as being carers.



Carers Undisclosed



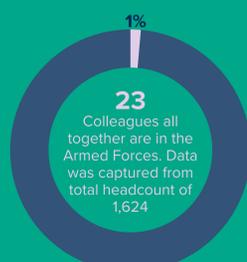
Managers Undisclosed



Colleagues Undisclosed

Armed Forces: July 2025

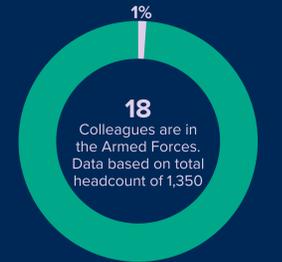
This is first year we are reporting on Armed Forces data.



Colleagues in Armed Forces Undisclosed



Managers Undisclosed



Colleagues Undisclosed