



STATE OF TALENT DIVERSITY IN THE UK



Groundwork Intel
July 2020

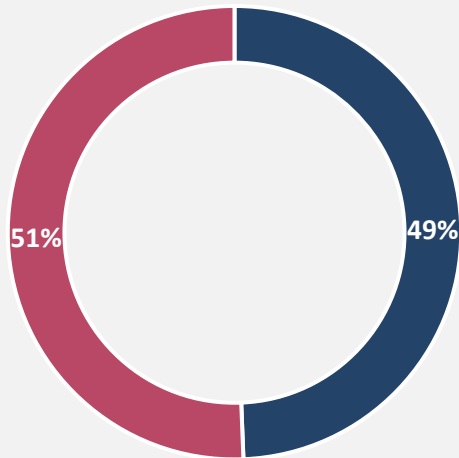


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UK's population is almost equal in terms of men/women ratio; whites make up for majority of the population

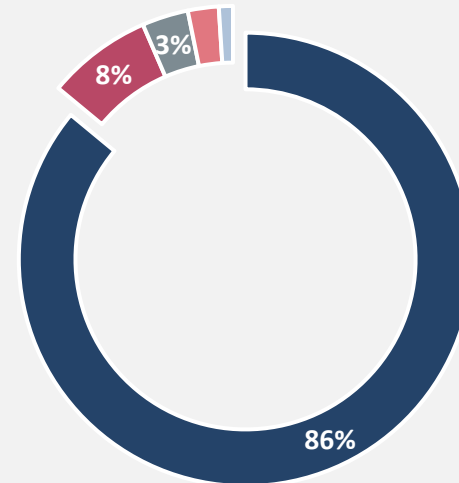
Total Population = 66.8mn

Population Breakdown by Gender



■ Men ■ Women

Population Breakdown by Ethnicity



■ White ■ Asian ■ Black ■ Mixed/Multiple ■ Other



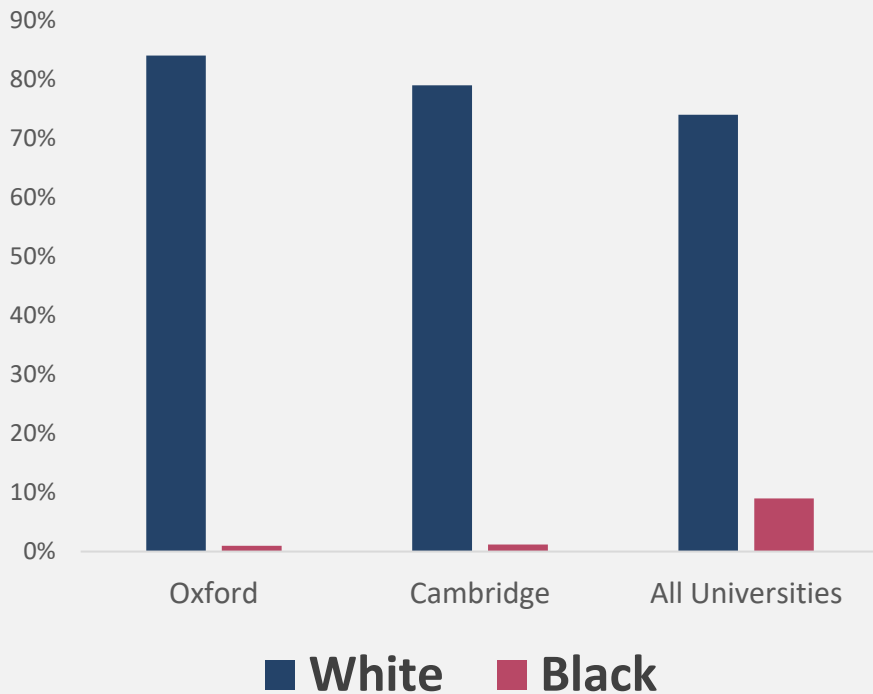
Source: Higher Education Statistics Agency



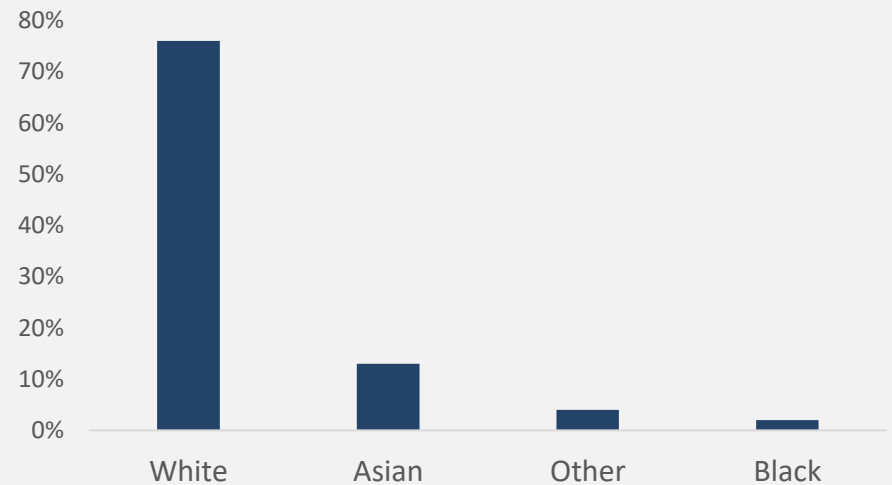
DIVERSITY IN EDUCATION SET-UP

There is extreme lack of diversity in UK universities in terms of ethnicity

% Student Intake



% of all Students The Russell Group



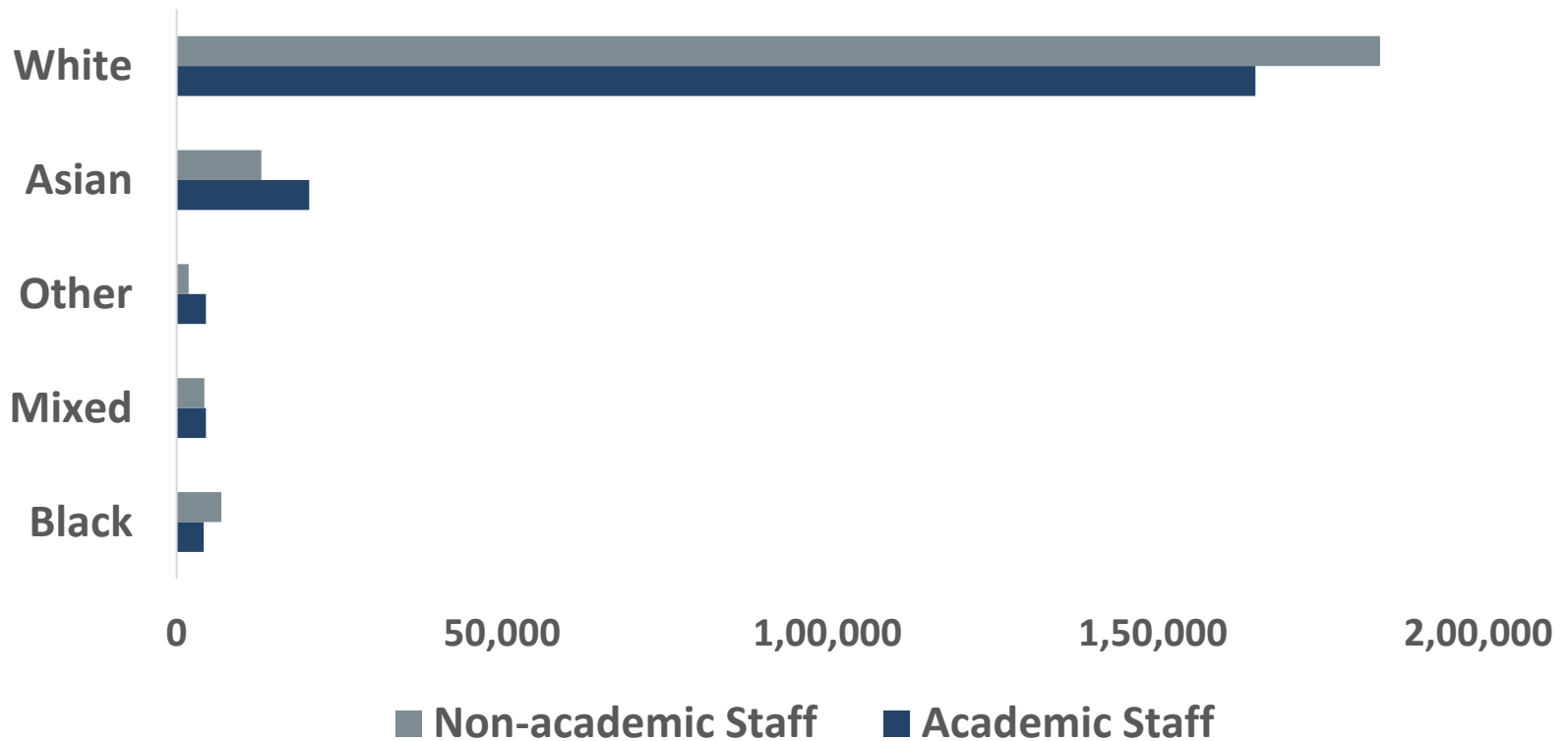
The Russell Group is a collection of 24 prestigious "research-intensive" universities, often considered to be the most elite in the country.



Source: Higher Education Statistics Agency

Staff numbers at universities are also skewed towards 'White'

Academic and non-academic staff in UK Higher Education by ethnicity

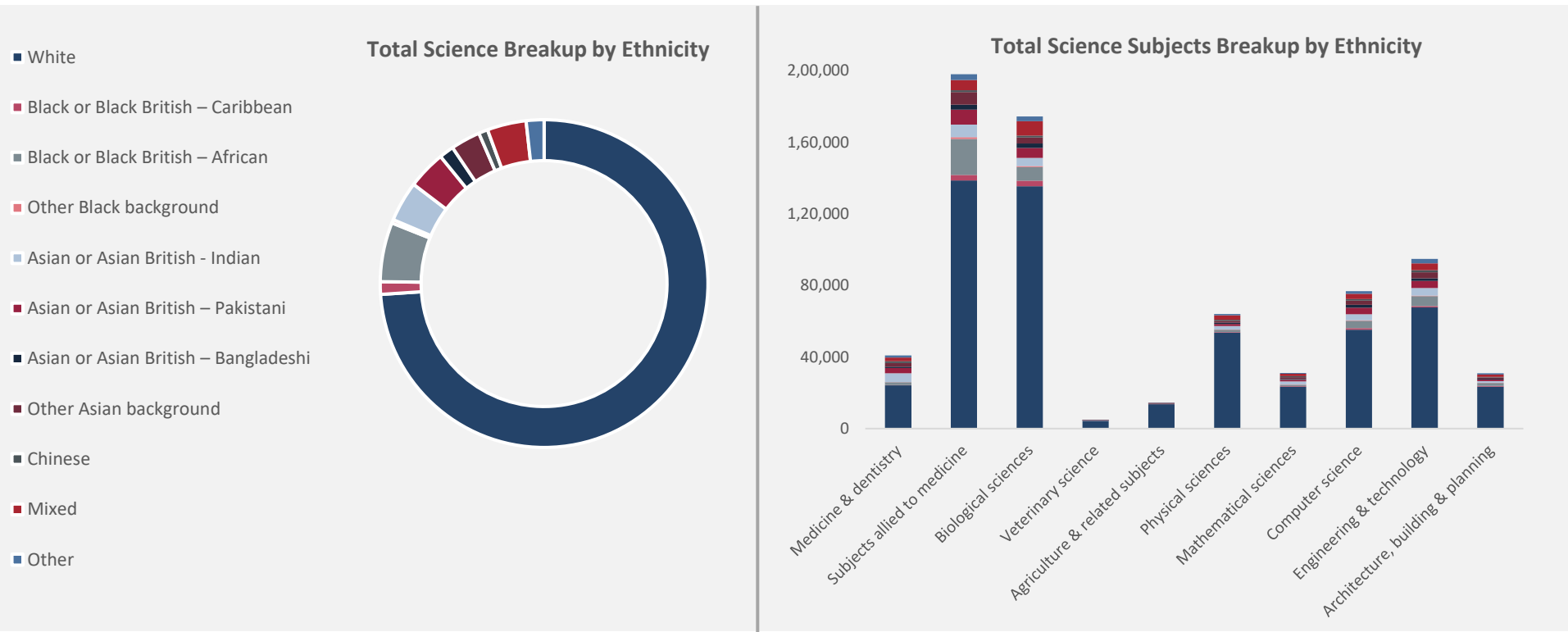


Source: Higher Education Statistics Agency



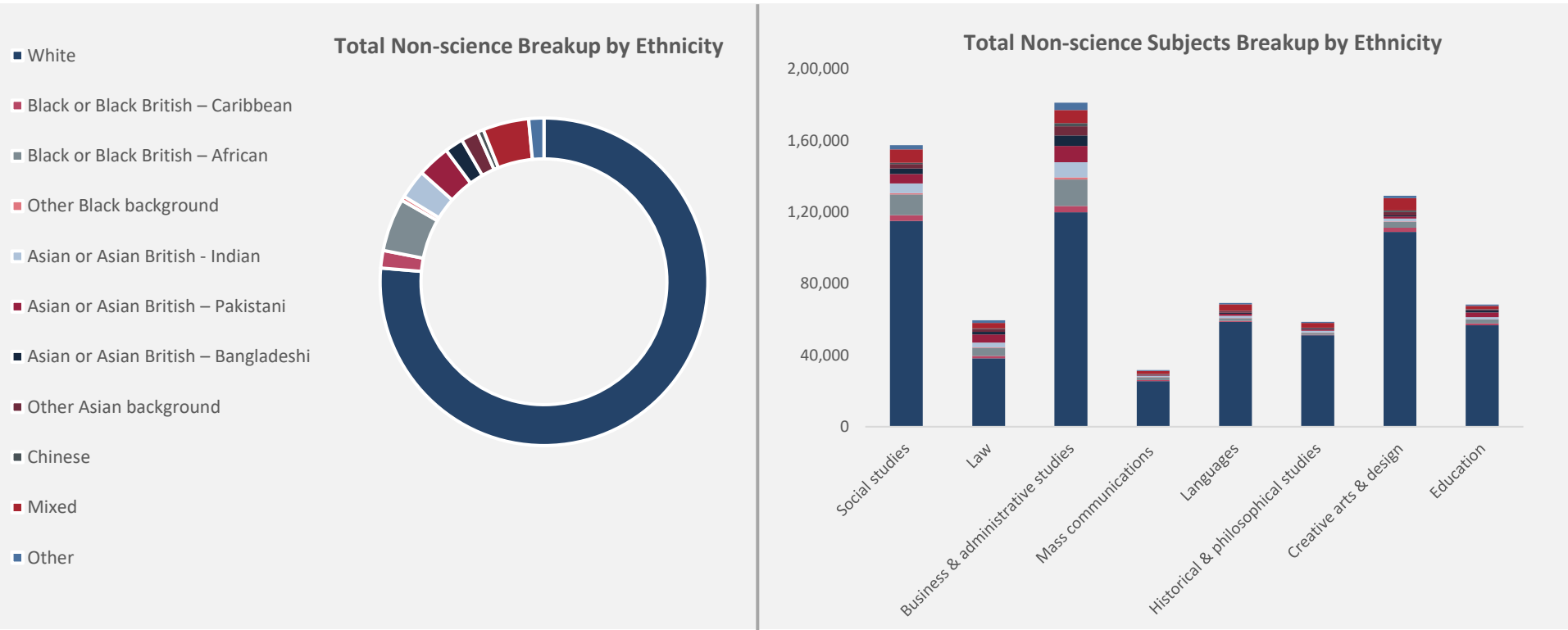
Only 26% of students are 'non-white' in science subject area

UK domiciled undergraduate science students by subject area and ethnicity
Academic year - 2018/19



In non-Science subject area 'Whites' account for 76%

UK domiciled undergraduate non-science students by subject area and ethnicity
Academic year - 2018/19



UK universities are diverse in terms of gender

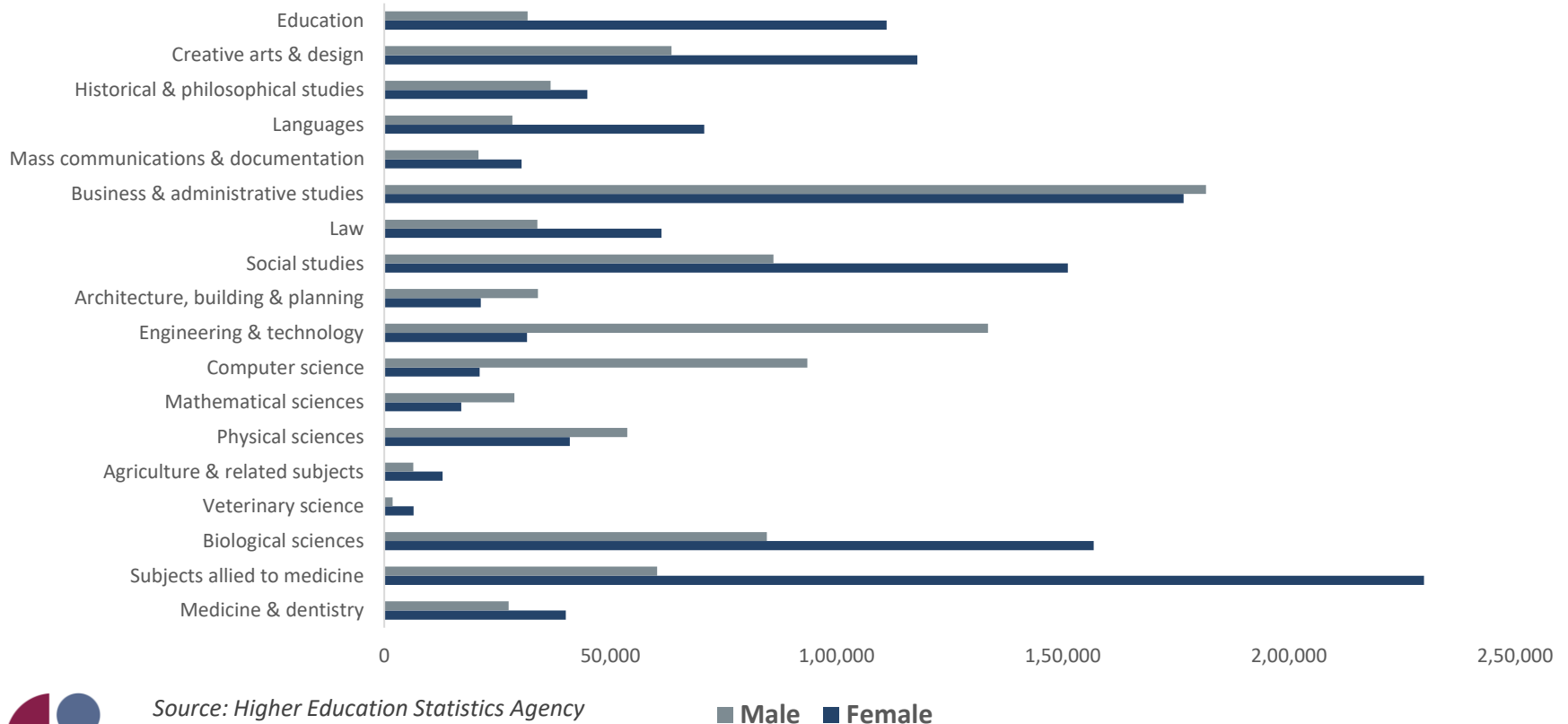
Higher Education student enrolments by Gender
Academic year - 2018/19



Source: Higher Education Statistics Agency

While women are more inclined towards medicine, men move towards engineering and technology

Higher education students by subject area and sex Academic year - 2018/19



Source: Higher Education Statistics Agency

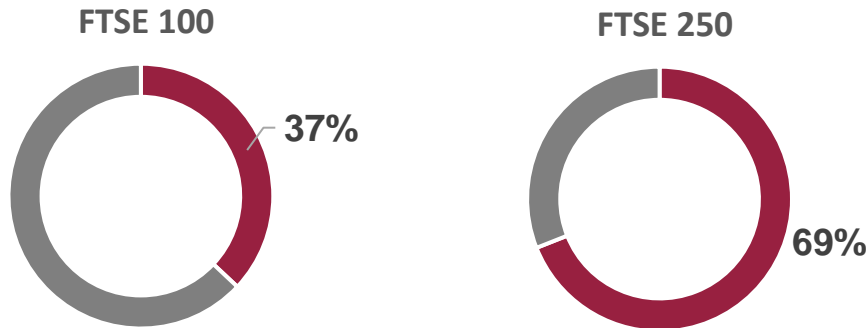
■ Male ■ Female



DIVERSITY IN CORPORATE SET-UP

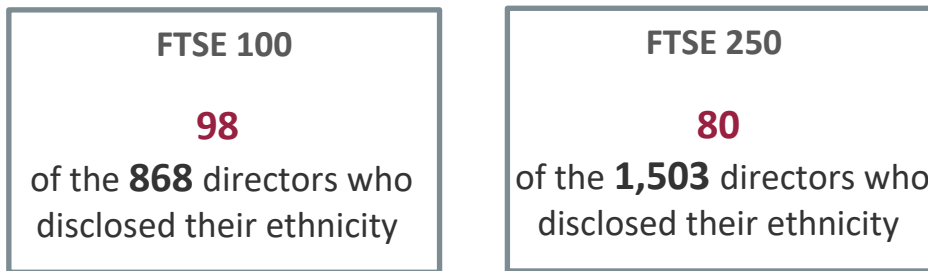
UK based companies are struggling to improve ethnic diversity at Board level

% Boards with no ethnic minority representation in FTSE - 2020



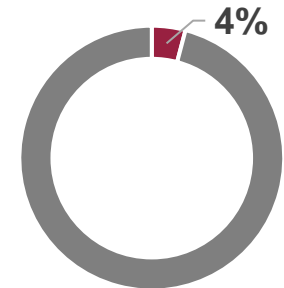
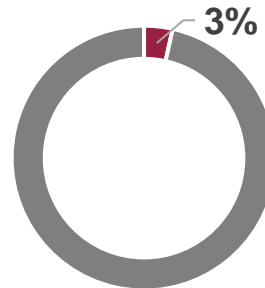
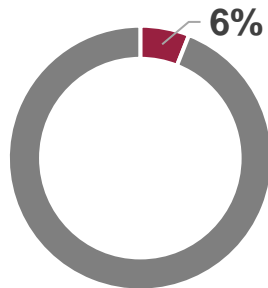
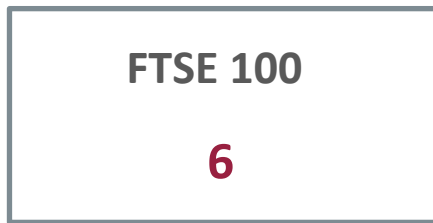
- In the Parker Review's first report, published in 2017, it set a target for all FTSE 100 companies to have at least one director from an ethnic minority background by 2021. However, the 2020 Parker Report reveals there has been 'slow progress'.
- The 2020 Parker Review included research carried out by Cranfield University's School of Management on behalf of the Financial Reporting Council (FRC). It revealed:
 - 52% of FTSE 250 companies failed to mention ethnicity in their board diversity policy
 - only 14% of FTSE 100 companies set measurable objectives for board ethnic diversity
 - a mere 2% of FTSE 250 companies set measurable objectives for board ethnic diversity
 - most of the FTSE 350 do not set measurable ethnicity targets and, even where objectives have been set, no FTSE 350 companies report progress against them

No. of ethnic minority directors



Diversity is an issue even at senior management level

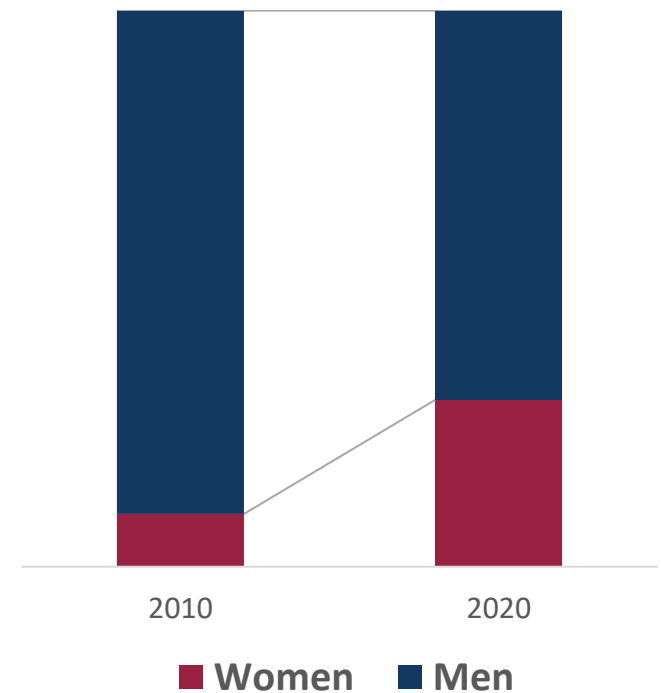
No. of ethnic minority directors that hold position of Chair/CEO - 2020



Share of women on board has improved; representation at executive team still remains low

- In 2020, the proportion of women on the boards of Britain's large public companies has reached **30 per cent** for the first time in history.
 - Women now hold 903 out of 3,008 board positions at the 350 biggest companies by market capitalisation listed on the London Stock Exchange.
 - In 2010 the share stood at only 9.5 per cent.
- Despite the progress on gender diversity, equal representation is still a way off. Only 13 FTSE350 companies have female chief executives – a share of less than 4 per cent.

UK Board Composition



Companies are taking various initiatives to achieve diversity at workplace (1/2)



DIAGEO

Has set up Asian and African heritage groups to support BAME colleagues, and runs a Rainbow Network for LGBT+ employees



Runs dedicated councils on gender, LGBT+, disability and ethnicity. Its current focus is on increasing female representation in senior management and promoting LGBT+ inclusion.



Hourly median pay at the consumer goods company standing at 2.5% in favour of women. Women account for just over half of all management roles and make up 50% of the board of directors.



Is home to a wealth of D&I networks, including groups supporting Sky's LGBT+ community, Women@Sky, BAME employees, disabled colleagues and parents.



The Co-op runs several employee networks in line with its D&I mission. Its Aspire group caters for colleagues passionate about personal development and gender equality, while Rise focuses on driving cultural awareness and ethnic sensitivity. The Respect network Works with LGBT+ colleagues, and the Youth initiative supports younger employees.

WHITBREAD PLC

Four of the 10 members of its board are women – above the government's 33% target for women on boards – and the company is building the nationwide women's network WOW (Women of Whitbread). The company is also home to GLOW – the GLBT Out at Whitbread network – and has a comprehensive disability awareness policy available online.



Companies are taking various initiatives to achieve diversity at workplace (2/2)



Networks within the bank offer support to women, BAME colleagues, employees with disabilities, LGBT+ staff and working parents. While the make-up of its board comprises just 25% women, Lloyds has implemented a board diversity policy to improve this. By end of 2020, it aims to have women in 40% of senior roles, with 8% of senior roles filled by BAME executives.

PRIMARK*

Boasting equal gender representation at a senior level, the fashion retailer's workforce is also over 70% female.



Having increased its recruitment of women into senior positions, Vodafone has set its sights on becoming the best employer for women in the world by 2025. Women currently make up 41.6% of Vodafone's board.



The convenience chain has invested in disability awareness training for more than 5,000 of its employees.

accenture

Accenture is equally as committed to creating a diverse board of directors both in terms of geographic and gender representation - its board has people from six countries across four continents and four women, including its lead director.

wagamama

The restaurant chain's 2018 gender pay gap data revealed female employees' mean hourly rate is 6.9% higher than male staff. When comparing mean hourly rates, women earn £1.09 for every £1 that men earn.





‘Men as Change Agents’ (MACA) is an important diversity and inclusion initiative in the UK

- The Men as Change Agents (MACA) “Lead the Change” board sees experienced names in business come together to work with organisations across the UK to try to achieve greater equality and opportunity at the top of companies.
- As part of their work, the MACA “Lead the Change” Board will support the Hampton-Alexander Review to help target 33% of executive level FTSE 350 business leaders are women by the end of 2020. Board members will also work to increase the ethnic diversity in an effort to ensure that each FTSE 100 board should have at least one ethnic minority director by 2021, and each FTSE 250 board should have at least one ethnic minority director by 2024, supporting the work being delivered by Sir John Parker.
- As part of the Men As Change Agents initiative, business leaders are invited to pledge to:
 - To take personal responsibility for promoting better diversity and inclusion in your business and striving to achieve the targets set out by the Hampton-Alexander and Parker reviews.
 - To promote better diversity and inclusion by sponsoring 1-3 individuals from an underrepresented group within your organisation who have the potential to secure an executive role within 3 years.
 - To be an active and visible Change Agent by being part of the wider business conversation and achieving better diversity and inclusion within your organisation as a result.





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Thank You!