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SCL Diversity and Inclusion Group Survey Results 2021

SCL aims to promote diversity, inclusion and equality of opportunity for all its members.

In order to ensure that we are as effective in this as possible one of the first tasks of the recently-formed SCL Diversity and Inclusion Group was to undertake an anonymous survey of the membership.

The aim of the survey was to:

- understand the nature of the membership in terms of its diversity
- identify where under representation exists so that dedicated outreach can be made into these groups
- address and manage concerns around discrimination and lack of opportunity
- address any issues about actual or perceived barriers to inclusion

Sam De Silva, Chair of the Group, outlines the need for the survey

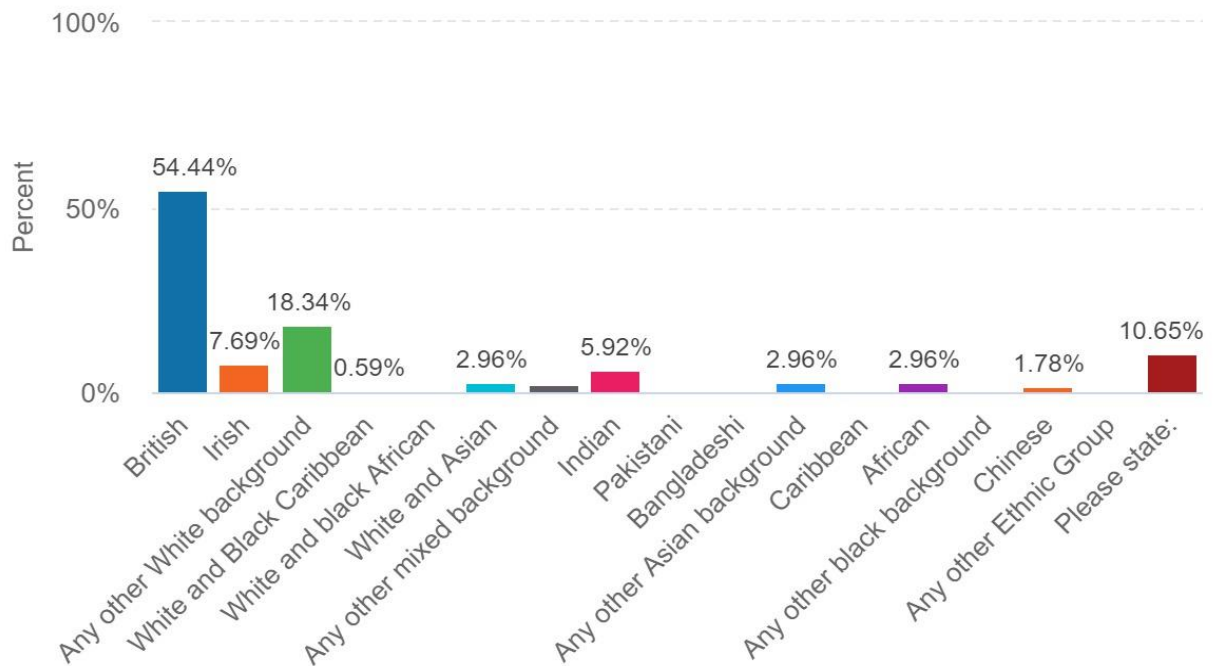
“As I mentioned when I accepted the role of Chair of the SCL D&I Group one of the first things I wanted to do is to see where we were starting from. With that in mind I am pleased to share the results of the first D&I survey undertaken by the SCL. Putting aside whether the sample size is large enough to give “statistically significant” results, I believe the results at least give us a baseline. Clearly there is a lot of work to be done to improve D&I within the SCL membership and I will be working with the D&I Group and the rest of the SCL leadership on various initiatives in an attempt to address this lack of diversity and inclusion. Given the commitment from the Trustee Board of the SCL to diversity and inclusion I hope that when the results of our next survey are released that we can see an improvement and be seen as making a difference.”

169 members took the survey.



Question 1

What is your ethnic group? Please tick the appropriate box to indicate your cultural background



Question 2 - What is your nationality?

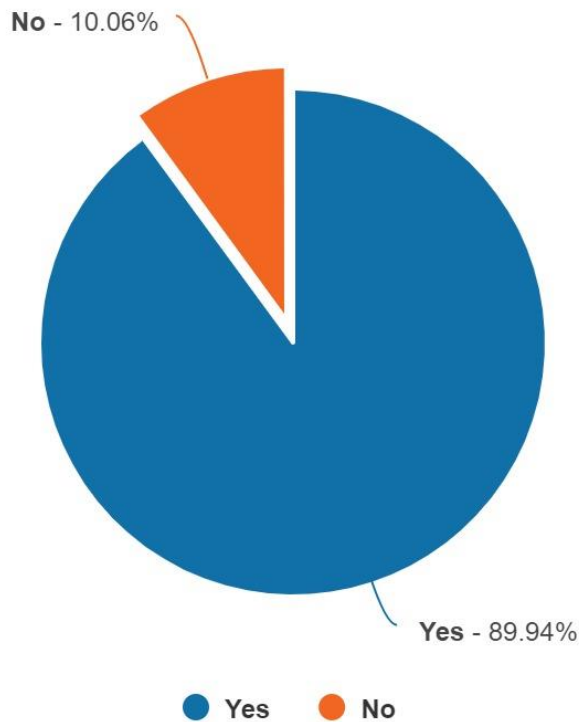
- 121 – British
- 15 – Dual (British plus other nationality)
- 11 – Irish
- 4 – Australian
- 3 – NZ
- 2 – USA
- 2 – Singaporean
- 1 – Chinese
- 1 – Canadian
- 1 – Filipino
- 1 – Filipino American
- 1 – French/Swiss
- 1 – German
- 1 – Ukrainian
- 1 – Vietnamese



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Question 3

Is English your first language?



Question 4 - What language do you speak at home?

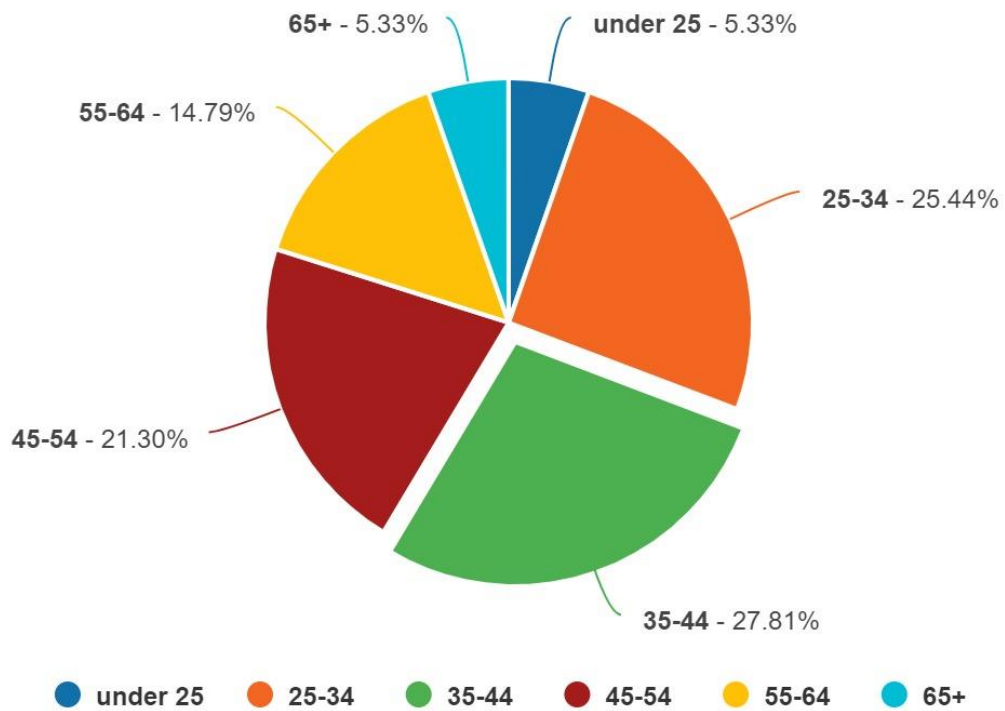
- 131 – English
- 17 – a combination of English and one or more other languages: Mandarin, Farsi, French, Spanish, Slovene, Swedish, Italian, Gujarati, German, Portuguese, Irish, Scottish
- Other answers: Cantonese, Panjabi, Vietnamese, Sinhalese, Hindi, Sanskrit and Tamil, Ga (a dialect from Ghana), French, Ukrainian and Russian



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Question 5

What is your age?

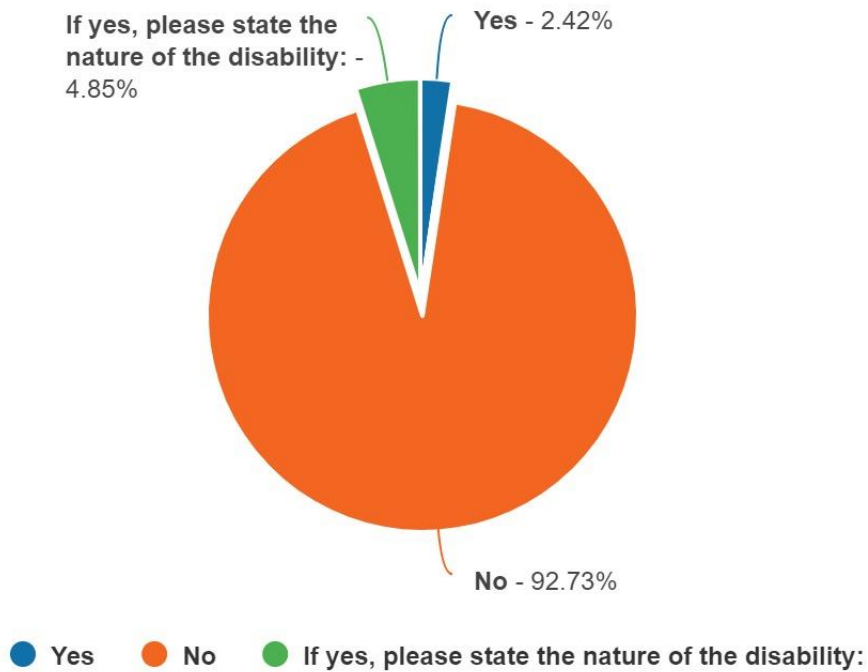




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Question 6

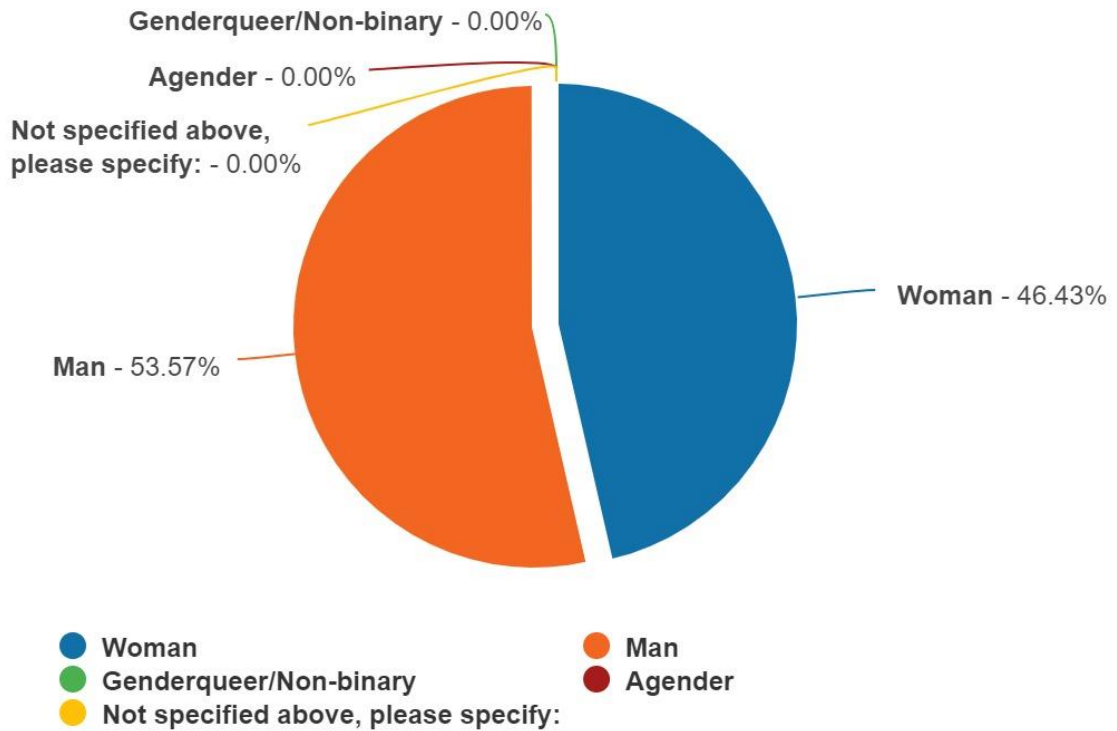
Are you a person living with a disability?





Question 7

What is your gender identity?



Question 8

Do you identify as transgender? Or another non-cisgender identity?

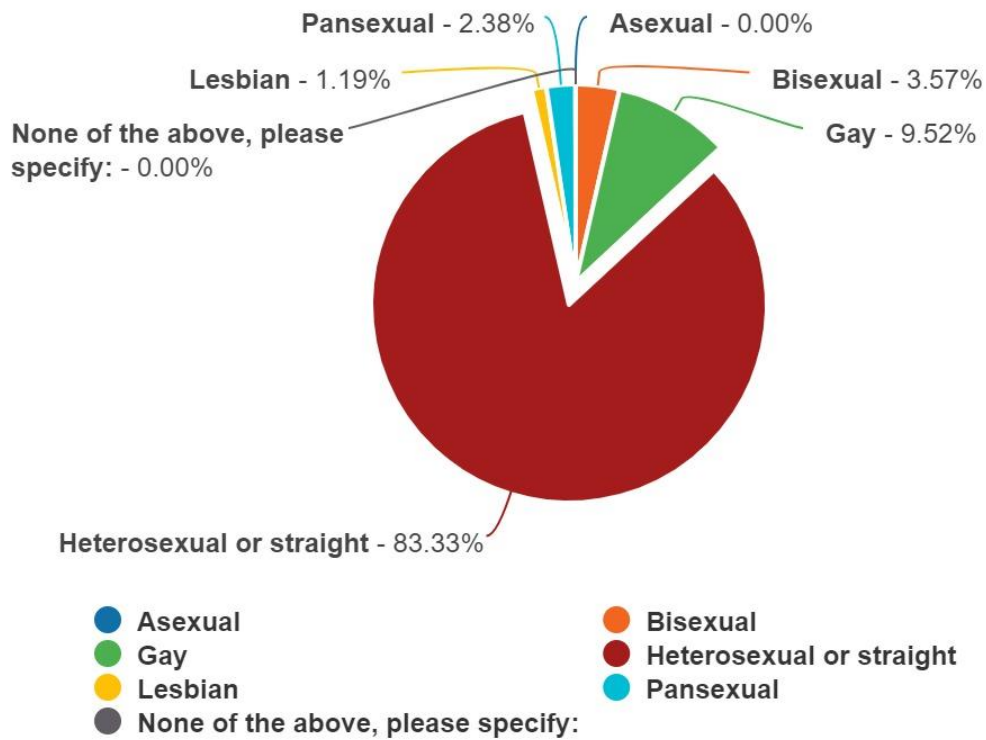
100% of respondents answered 'no' to this question



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Question 9

What is your sexual orientation?

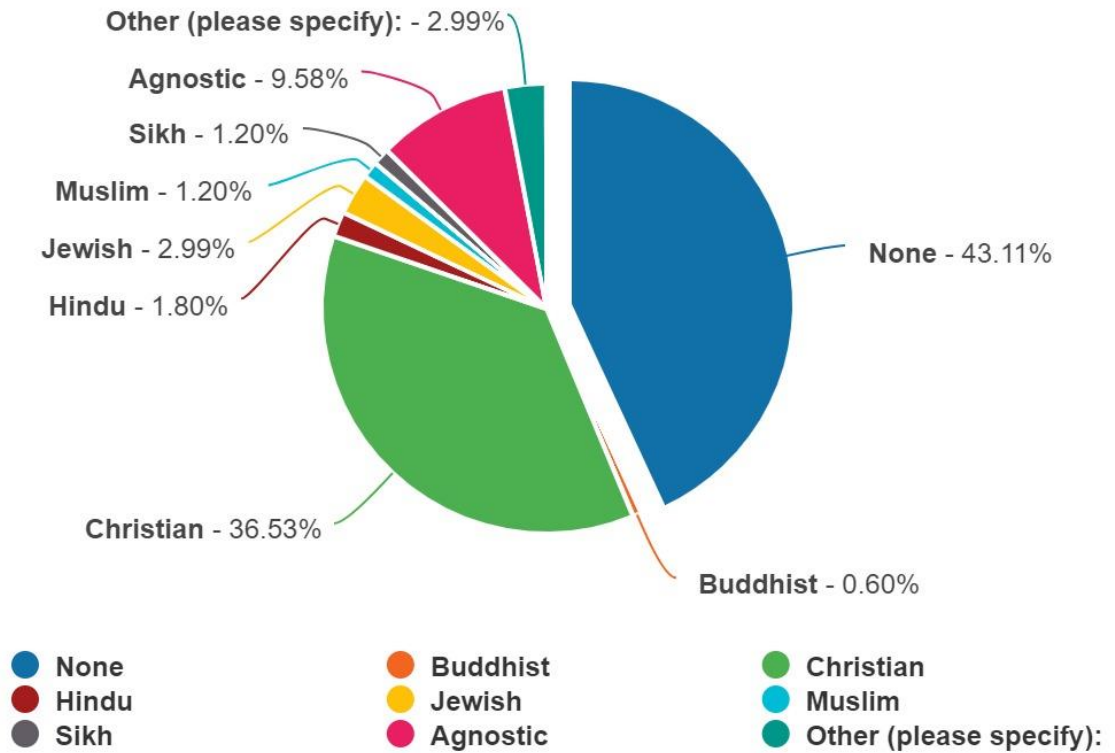




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Question 10

Please indicate your religion or belief:





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Question 11 - What was the job of the highest earner of your parents'/guardians' household (if unemployed then last job held)?

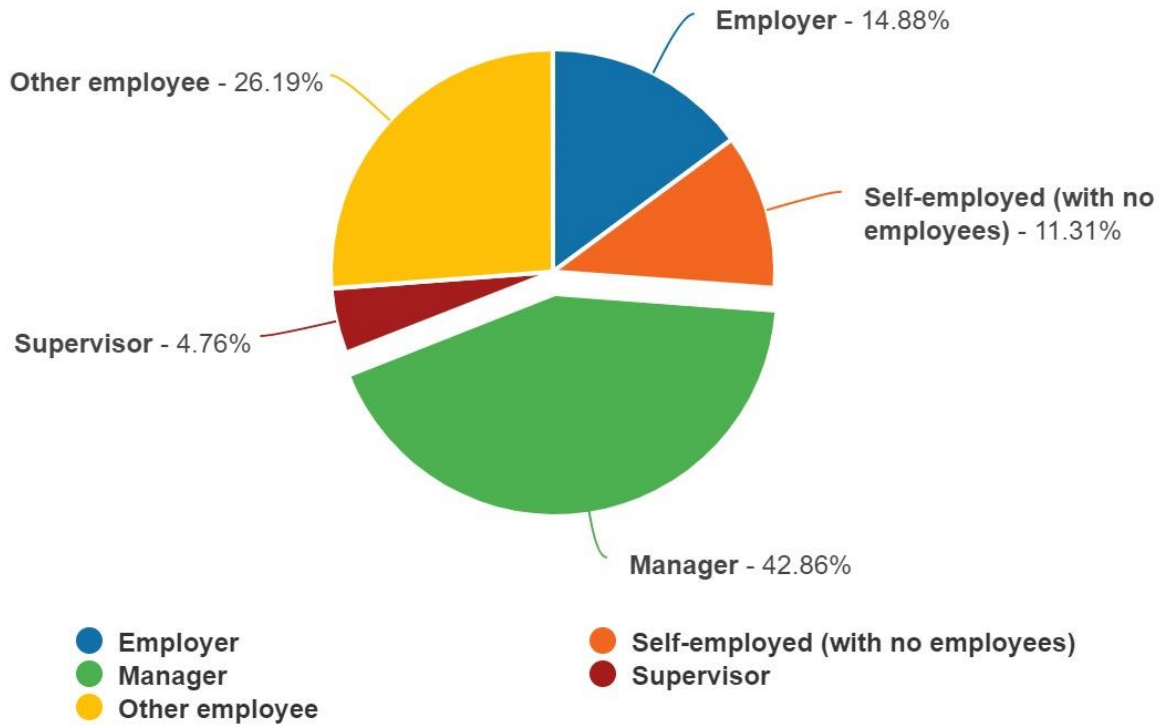
- 39 - Management (CEO, COO, Director, VP, MD, Deputy CEO, etc.)
- 28 - Academia (lecturer, head teacher, deputy head teacher, professor, ass. professor, teacher, scientist))
- 18 - Legal (1 senior partner, 4 partner, 2 lawyer, 9 solicitor, 1 senior judge, 1 paralegal)
- 12 - Accountancy (accountant, accounts clerk, FD)
- 12 - Engineer (electronic, mechanical, civil, aviation, etc.)
- 11 - Doctor (GP, surgeon, nurse, anaesthetist, pharmacist, speech therapist)
- 7 - Civil Service (civil servant, politician)
- 3 - Architect
- 3 – Armed Forces (Captain, Colonel, Warrant Officer)
- 3 - Sales Consultant
- 2 - Entrepreneur
- 2 - Consultant
- 2 - Taxi Driver
- 2 - Secretary
- 1 - Artist
- 1 - Bank clerk
- 1 - Bin Man
- 1 - Bus Driver
- 1 - Call Centre Operative
- 1 - Computer Programmer
- 1 - Detective Chief Inspector
- 1 - Estate Agent
- 1 - Firefighter
- 1 - Head Chef
- 1 - Hotelier
- 1 - Insurance broker
- 1 - Insurance clerk (non-graduate)
- 1 - Journalist
- 1 - Mechanic
- 1 - Mortgage broker
- 1 - Office assistant
- 1 - Proof reader
- 1 - TGV driver
- 1 - Veterinary Surgeon



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Question 12

And what was their employment status?

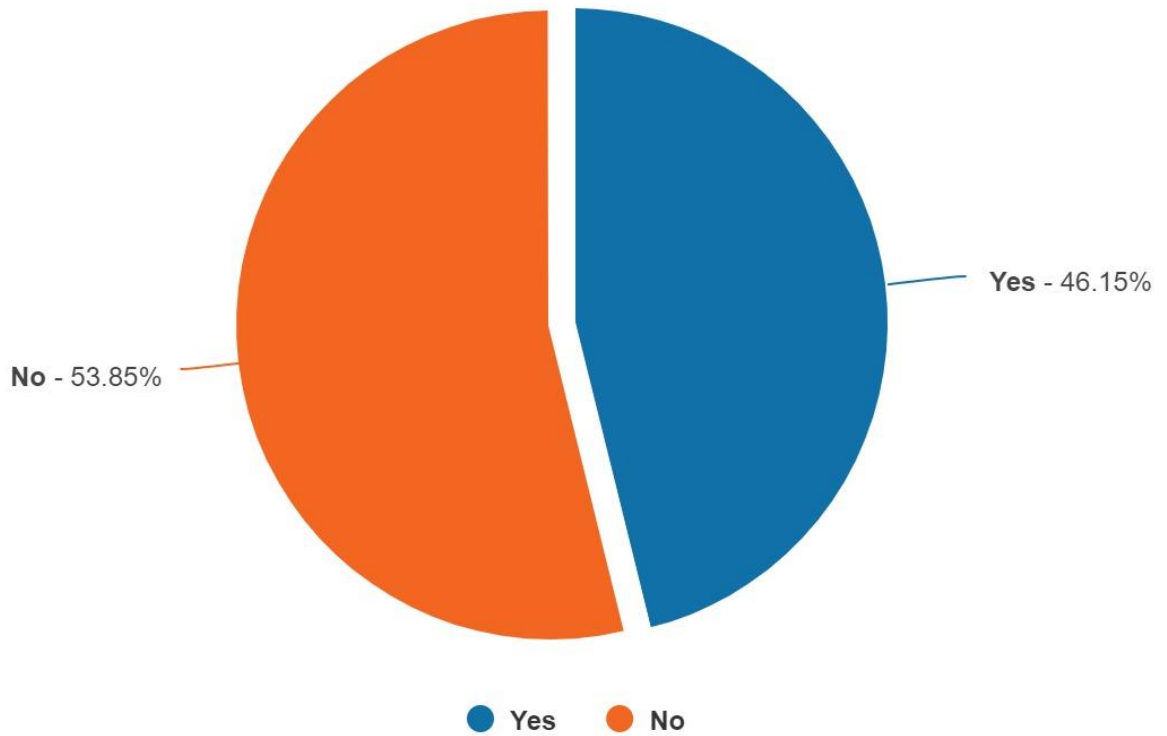




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Question 13

Are you a parent or caretaker of children?

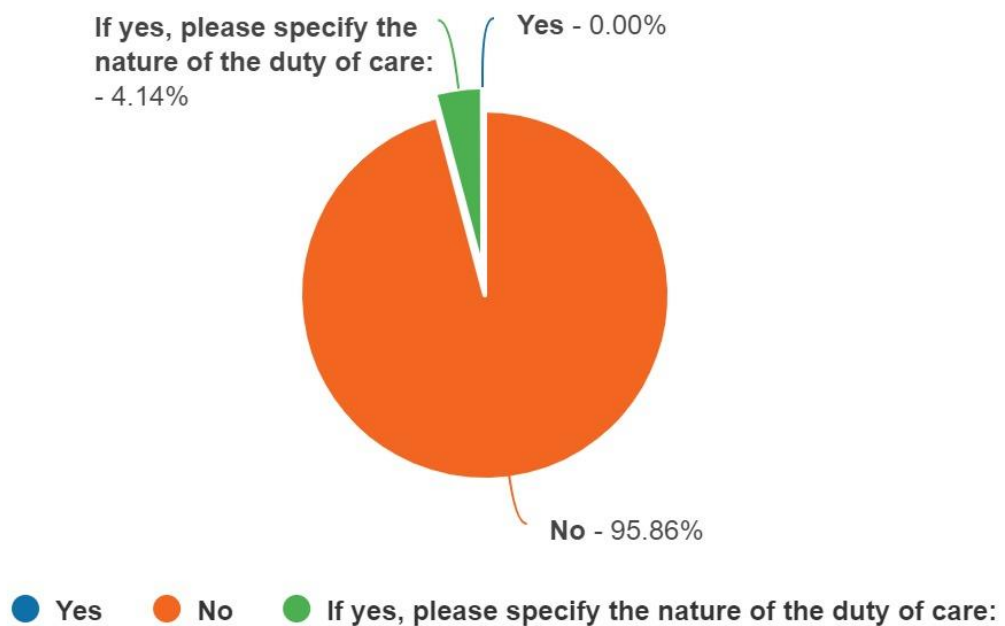




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Question 14

Do you currently have a caring responsibility for an adult spouse, partner, civil partner, relative or any adult living with you at your address?



1. Supporting spouse who has chronic long-term sickness
2. Disabled wife
3. Carer for adult spouse
4. Looking after father
5. Parent
6. Managing medication and personal care when required
7. Parent caring for adult child



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Question 15

Which best describes the school you attended between the ages of 11-18?

