

## Diversity Insight Survey

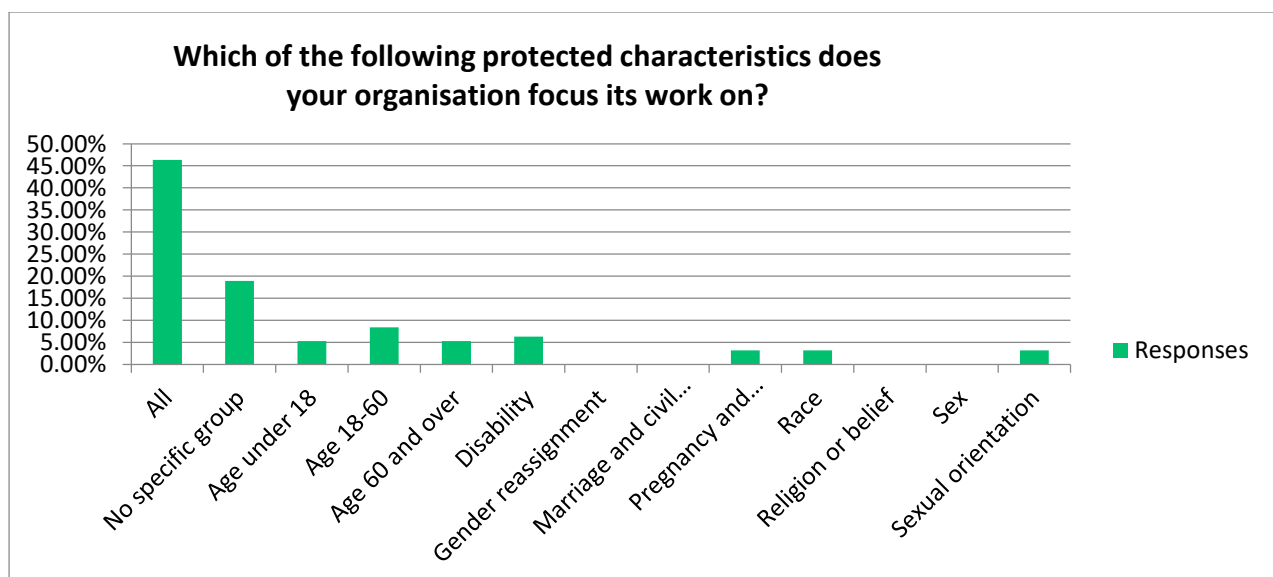
Listed below are the key findings from the Diversity Insight survey, carried out by CNet via SurveyMonkey between 21<sup>st</sup> January and 9<sup>th</sup> March 2021. In total there were 100 responses.

### Protected Characteristics

Which of the following protected characteristics does your organisation focus its work on?

Options	Responses	
All	46.32%	44
No specific group	18.95%	18
Age under 18	5.26%	5
Age 18-60	8.42%	8
Age 60 and over	5.26%	5
Disability	6.32%	6
Gender reassignment	0.00%	0
Marriage and civil partnership	0.00%	0
Pregnancy and maternity	3.16%	3
Race	3.16%	3
Religion or belief	0.00%	0
Sex	0.00%	0
Sexual orientation	3.16%	3
Answered		95

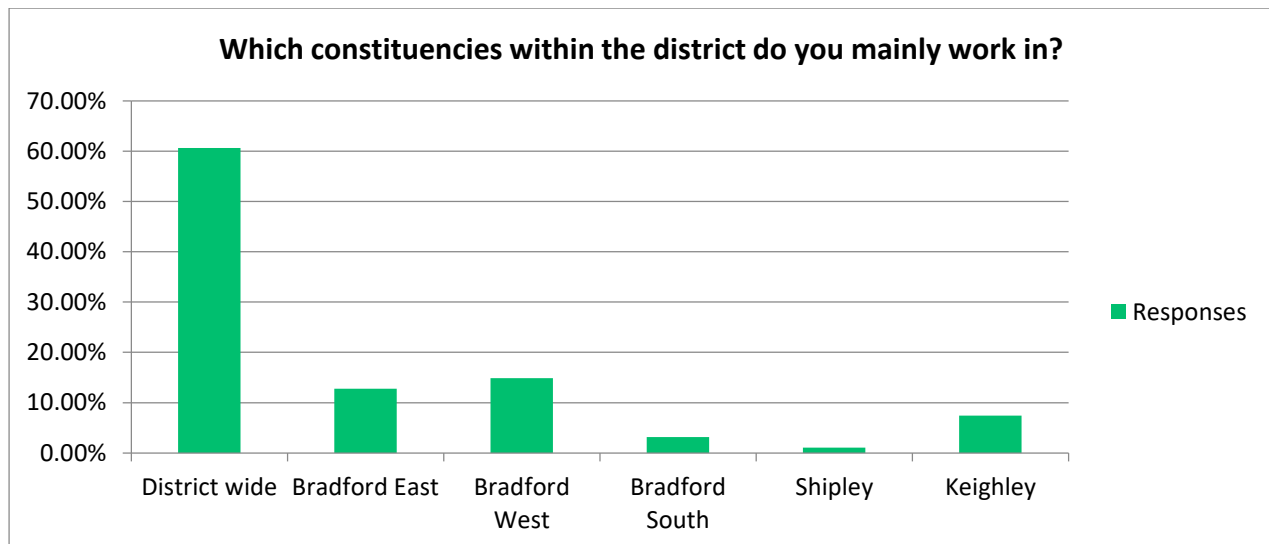
Nearly half of the 100 respondents said they worked with/were focused on **all** the protected characteristic groups. If we add the 18.95% who answered “No specific group” this brings the percentage to 65%.



## Constituencies

Which constituencies within the district do you mainly work in?

Answer Choices	Responses	
District wide	60.64%	57
Bradford East	12.77%	12
Bradford West	14.89%	14
Bradford South	3.19%	3
Shipley	1.06%	1
Keighley	7.45%	7
Please note any specific wards / geographical areas:		29
<b>Answered</b>		<b>94</b>
<b>Skipped</b>		<b>6</b>



60 % of respondents work across the District.

There were more organisations that worked in Bradford West than the other constituencies.

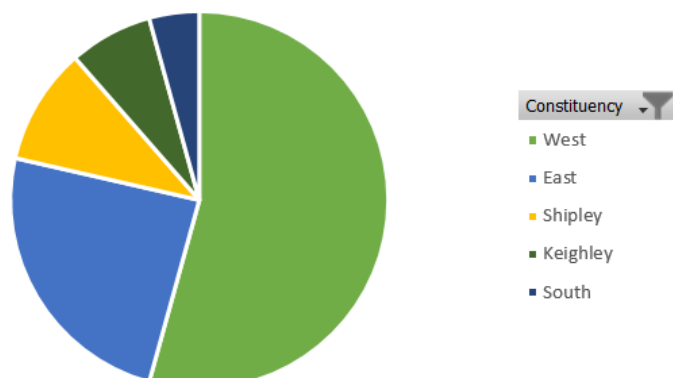
There were fewer organisations who worked specifically in Shipley than any other constituency.

### Respondent Constituency Data

More than half of the organisations who responded to the survey are based in Bradford West.

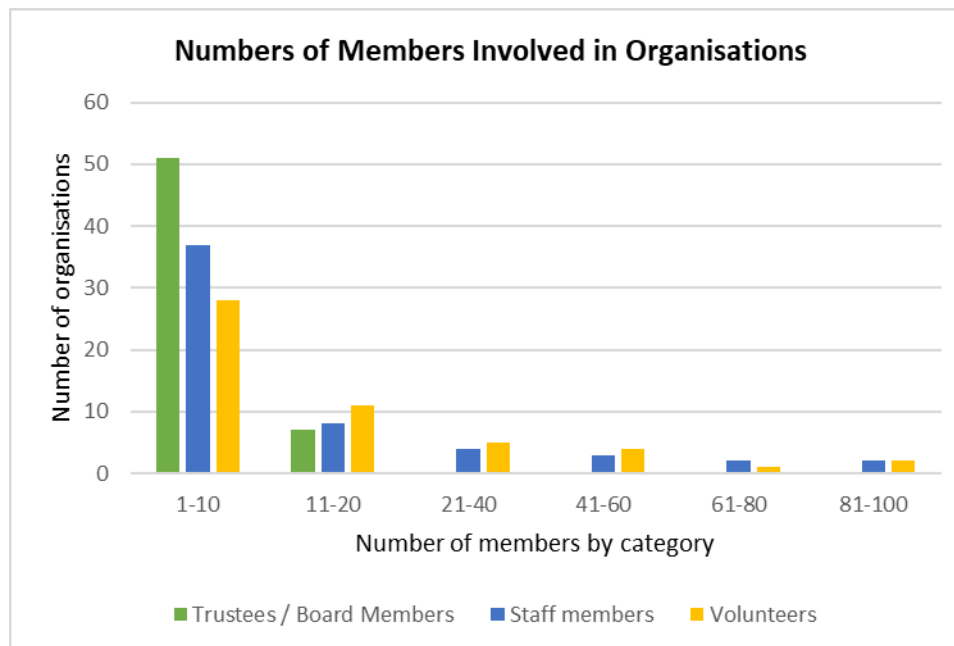
Around a quarter are based in Bradford East, with, Shipley, Keighley and Bradford South making up the total of the remaining quarter.

### Respondents by Constituency



## Numbers of Members

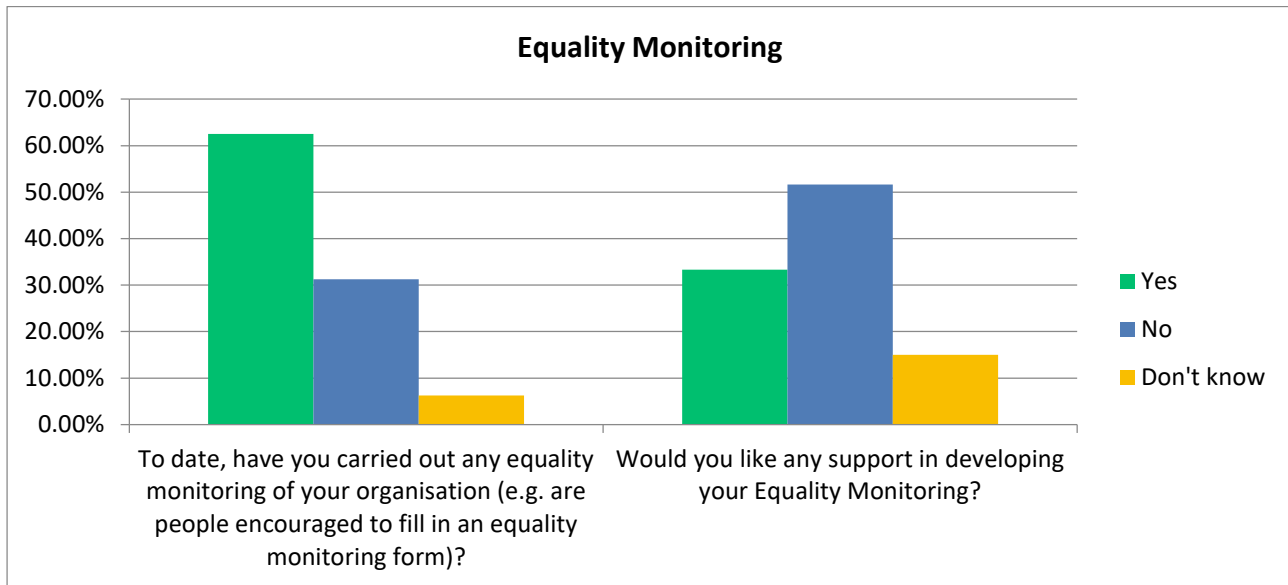
	Numbers of Members												
Categories	1-10		11-20		21-40		41-60		61-80		81-100		Total responses
Trustees / Board Members	88%	51	12%	7	0%	0	0%	0	0%	0	0%	0	58
Staff members	66%	37	14%	8	7%	4	5%	3	4%	2	4%	2	56
Volunteers	55%	28	22%	11	10%	5	8%	4	2%	1	4%	2	51



The majority of organisations who completed this question were small (1-10 trustees, staff members or volunteers).

One organisation answered that they have 100 staff members, as this was the highest option given, but they mentioned separately that the number is actually over 1000.

## Equality Monitoring



62.5% of organisations who answered this question carry out Equality Monitoring within their organisation.

31% don't carry out Equality Monitoring and 6% don't know if they carry it out.

33% of organisations said they would like support to develop Equality Monitoring within their organisation. 15% didn't know if they need support.

64 organisations answered this question and 36 chose not to answer.

## Age

### Numbers of active members within each age group:

	Trustees (No. of orgs)	Staff (No of orgs)	Volunteers (No of orgs)
<b>Under 25</b>	4	25	23
<b>25-50</b>	36	42	35
<b>50-64</b>	47	37	32
<b>65 +</b>	27	9	21

Of the organisations surveyed:

- Smaller organisations are more likely to have younger trustees.
- Most employees are in the 25-50 age range.
- Most volunteers are in the 25-50 are range.
- Most trustees are in the 50 -64 age range.
- Approximately a quarter of organisations have trustees and volunteers aged over 65.
- Approximately a quarter of organisations have staff aged under 25.

## Community Representation

### Communities most likely to be well represented:

- White British: 31 organisations
- South Asian: 28 organisations
- Black African/Caribbean: 7 organisations

### Most often identified gaps:

- Central and Eastern European: 9 organisations
- Black/African/Caribbean: 6 organisations
- SE Asian: 4 organisations

Other popular answers were either “Yes” (5) or “No” (13), suggesting the question needed to be written differently

Nearly half (44 organisations) chose not to answer the question.

## Disability

23% of organisations identified as having some members (trustees/staff/volunteers) who identified as disabled.

Most likely number of trustees or staff who identified as disabled was: 1.

Most likely number of volunteers who identified as disabled was: 2.

Highest number of disabled trustees was: 9 (2 organisations).

Highest number of disabled staff was: 7 (2 organisations).

Highest number of disabled volunteers was: 20 followed by 9 (2 organisations).

**Carers**

	No of orgs with Trustees who carry out this role	No of orgs with Staff who carry out this role	No of orgs with Volunteers who carry out this role
Primary carer of a child or children (under 18 years)	22	29	8
Primary carer of a disabled child or adult	8	6	2
Primary carer or assistant for a disabled adult (18 years and older)	2	4	1
Primary carer or assistant for an older person or people (65 years and older)	6	8	4
Shared carer (you share the role with another person)	2	6	3
Secondary carer (another person carries out the main caring role)	2	7	1

## Training

	I would like to find out more before deciding		I would definitely like to pursue		Total
Equality and Diversity (general awareness)	54.84%	17	45.16%	14	31
Understanding The Equality Act 2010	30.00%	6	70.00%	14	20
Equality Monitoring and Equality Objectives	46.43%	13	53.57%	15	28
Governance	33.33%	7	66.67%	14	21
Cultural Awareness & Competences (if of a specific community please state in the comments box)	50.00%	15	50.00%	15	30
How to make our organisation more Accessible	31.03%	9	68.97%	20	29
Accessible Information Standards	40.91%	9	59.09%	13	22
Making our meetings and events more welcoming	44.44%	12	55.56%	15	27
Recruiting new members	50.00%	15	50.00%	15	30
Disability Awareness	38.10%	8	61.90%	13	21
LGBTQ+ Awareness	39.13%	9	60.87%	14	23
Roma Culture	44.00%	11	56.00%	14	25
Tackling Hate Crime	40.91%	9	59.09%	13	22
Central and Eastern European Communities in Bradford	41.94%	13	58.06%	18	31
LGBTQ+ History	40.00%	8	60.00%	12	20
Trans Awareness	36.36%	8	63.64%	14	22
Comments on any of the above					8
				<b>Answered</b>	<b>46</b>
				<b>Skipped</b>	<b>54</b>

More than half skipped answering this question (54). It would be interesting to find out why.

However, 46 organisations did answer and there is good appetite for training in lots of areas:

The top five are:

- Equality and Diversity (general awareness)
- Central and Eastern European Communities
- Cultural Awareness and Competences
- Recruiting New Members
- Making our Organisations Accessible